

Improving Campus Climate to Support  
Faculty Diversity and Retention  
2003-2004

Virginia Tech

<b>MENTORING EVENTS EVALUATION DATA RATINGS</b>					
<b>Title of Event</b>	<b>Information (Rating)</b>	<b>Speaker (Rating)</b>	<b>Opportunity to Connect with Colleagues (Rating)</b>	<b>Facilities (Rating)</b>	<b>Attendees (not counting presenters)</b>
A Conversation with Dean Niles	3.6	3.9	3.3	3.5	25
Professionalism and Politics	3.4	3.6	3.3	3.6	22
Your Place at VT: A Conversation with Provost McNamee	3.7	3.8	3.8	3.8	24
Tenure Strategies: Preparing Your Future	3.6	3.7	3.2	3.6	18
Grant Writing: Where Do We Start	4.0	4.0	3.5	3.7	8
Collaboration: The Many Hats We Wear— *Your role on graduate committees *How to work with senior faculty *Negotiating authorship credit	3.7	3.8	3.8	3.8	11
<b>Average (Ratings)</b>	3.666667	3.8	3.483333	3.666667	18

<b>MENTORING EVENTS ATTENDEE COMPOSITION</b>							
<b>Title of Event</b>	<b>Male</b>	<b>Female</b>	<b>White/ Caucasian</b>	<b>Black/ African American</b>	<b>Asian</b>	<b>Hispanic</b>	<b>Attendees (not counting presenters)</b>
A Conversation with Dean Niles	7	18	21	3	1	0	25
Professionalism and Politics	9	13	19	1	1	1	22
Your Place at VT: A Conversation with Provost McNamee	10	14	20	3	1	0	24
Tenure Strategies: Preparing Your Future	10	8	15	2	1	0	18
Grant Writing: Where Do We Start	3	8	6	1	1	0	8
Collaboration: The Many Hats We Wear— *Your role on grad. committees *How to work with senior faculty *Negotiating authorship credit	5	6	9	2	1	0	11
<b>Averages</b>	7.333	11.166	15	2	1	.1666	18

**When asked what other important topics would you recommend for future events/discussions, the attendees responded with the following suggestions:**

- Research diversity
- Student and peer evaluation of teaching and research
- Committees from the perspective of new faculty
- Cultivating stamina to successfully advance one's career
- What do you do when there is no mentor in your department?
- How do artists secure tenure?
- How can I collaborate with other faculty and diminish the marginalization of non-tenure track faculty?
- Racism on campus
- Two year and four year review processes
- Concrete guidelines regarding P & T expectations; tenure/promotion requirements in different colleges; consistent barriers to tenure and how to overcome them; more information on tenure reviews
- Publication tips

- How to build interdisciplinary connections and how to know there are people with similar interests/concerns in different disciplines
- Creating interdisciplinary research teams
- Newly tenured faculty – lessons learned
- Discussion on balancing teaching and research.
- Practices across the university shared by department heads, vis-à-vis diversity.
- Raising the bar for excellence across the university; small groups on developing competitive dossier
- How to publish an article in a journal; publication process session
- Carving a research trajectory that is clear and focused while maintaining flexibility so that one is in position to take advantage of grant opportunities and collaborations that aren't a perfect fit for the trajectory we are supposed to carve out
- Grant workshop, hands-on approach, maybe a half day in the summer, including 1) table with NSF proposal, peer reviews, and edits, 2) table with NIH materials (same as above), 3) table with foundations and their materials (same as above)
- Self-help tips
- Building the community
- Form an exchange writing group
- Academic duties
- Just keep these meeting going next year! Thank you.