



Women at Virginia Tech

Newsletter, Fall 2006

From the Director

Ellen Plummer, Women's Center Director

Welcome to the fall 2006 issue of our newsletter. Inside this edition you will find lots of great information about what has been happening and plans for future activities that advance the agenda to support and promote women's issues at Virginia Tech.

Thank You! Summer and fall have been marked by transitions for many of us affiliated with the Center. I am reminded, daily, of the value of a collegial and supportive work environment in which each of us steps in to be sure the critical tasks are accomplished. A special thank you to my colleagues Anna LoMascolo, Jen Underwood, and Melissa Lind who have gone above and beyond the "and other duties as assigned" section of their job descriptions to ensure that the Center did not skip too many beats this fall. I am grateful for and am inspired by the offers of assistance and willingness to pitch in by colleagues across Virginia Tech during the past several months. We are grateful for the understanding and patience students, faculty, and staff colleagues have demonstrated to us while we have been understaffed and have needed help with daily tasks (like paying the bills) and assistance with more dramatic responsibilities like supporting survivors of violence. A heartfelt thank you is extended to all of you who continue to be critical partners in our work.

Women's Center Staff

Penny Cook, Volunteer Coordinator
Sharrika Davis, Programming GA
Sara Hood, Interim Office Manager
Melissa Lind, Victim Advocate
Anna LoMascolo, Assistant Director
Jessie Meltsner, Special Project Coordinator
Ellen Plummer, Director
Christine Dennis Smith, Assistant Director
Jen Underwood, Victim Services Outreach Coordinator
Meghan Weyrens, Outreach & Adjudication GA

Welcome. The Center welcomed Jen Underwood to our mix and said good bye to Danielle Hairston who left mid-summer for a wonderful opportunity at Virginia Commonwealth University. We are grateful, again, to Stephanie Nicholas who agreed to take over managing the front office in Danielle's absence. We welcome Sara Hood who stepped into the breach when Steph found a position as a social worker in the community. We look forward to filling the office manager position later this fall.



Keep your sense of humor. The late summer and fall semester have reminded me of the value of keeping our sense of humor. A friend forwarded the following to me:

Question: How many feminists does it take to change a light bulb?

Answer: None! It's not the light bulb that needs to be changed!

So, I hope you enjoy a chuckle and think of how you can lead change beyond replacing light bulbs.

~ Ellen

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2006 Advancing Women Awards Recipients Honored

Anna LoMascolo, Assistant Director for Programming

Since 1995, Advancing Women Awards have been given annually in recognition of individuals who work to promote the advancement of women and/or address the needs and concerns of women at Virginia Tech. Award recipients include women and men who are VT students, faculty, and staff, as well as members of the surrounding community. This past year the Center received more than 20 nominations of individuals who are committed to supporting and advancing women on our campus and in the community.

The faculty, staff, and graduate student Advancing Women Awards recipients for 2006 were recognized at the Welcome Reception for New Women Faculty and Graduate Students, held on September 21st, 2006 at the University Club.

The 2006 awardees are Carola Haas, Kathleen Jones, Mark McNamee, Angela Mendes, Tasha Messenger, Amy Nelson, Heather Switzer, and Daniel Thorp.

Dr. Carola Haas was recognized for her dedication to the Organization of Women Faculty (OWF). Specifically, she was honored for her commitment to the advancement of women in the areas of promotion, tenure and workplace issues, including daycare. In her nomination letter, Dr. Debra Salvador stated, “she does much to keep the issues of women in the forefront ... and [works] tirelessly” to advance those interests. When asked what receiving the Advancing Women Award meant to her, Dr. Haas replied, “Receiving this award was a huge honor. As the first tenure-track woman in my department, I relied heavily on people who worked to promote opportunities for women and feel a great obligation to give back and a pleasure in doing so.” She went on to say, “I am thrilled to see the work of the AdvanceVT team resulting in real change on our campus and to see the OWF ready to take on new and bigger challenges. Thanks to all of you who have helped me, who have helped the cause of women and minorities on campus, and who make time for those who are seeking information, help, and support.”



Drs. Kathleen Jones, Amy Nelson, and Daniel Thorp were collectively recognized for their efforts to improve departmental climate for women and their diligent work to foster gender equity and encourage open dialogue in their department. Dr. Marian Mollin, their nominator, stated that these individuals have taken “great personal and professional risks,” and in doing so, “have created models of engagement and courageous and creative problem-solving that are applicable to confronting issues of gender inequality ... within the college and university communities.” Dr. Thorp shared his thoughts on what it means to him to receive this award: “It certainly means a great deal to me, personally – a sign of recognition and appreciation after what was the hardest year so far of my career at Virginia Tech. More important, though, is the message that it sent my department. After a very tense, very tough year it’s a wonderful indication

to my faculty that their efforts were not misdirected. It’s a wonderful vote of support and confidence for my whole department that we’re doing something right.”

Ms. Tasha Messenger was recognized for her outstanding liaison efforts between the Virginia Tech Corps of Cadets and the campus community. Her nominators, the VT Violence Against Women Act grant team, noted that “her service to the Corps and to the VT campus community, by definition promotes the advancement

of women and addresses the needs and concerns of women on campus.” Ms. Messenger left Virginia Tech last spring to attend medical school in Maryland. Her successor, Major Rewa Mariger, represented the Corps to accept the award on behalf of Ms. Messenger.

Ms. Heather Switzer was recognized for her ongoing commitment to women, both locally and globally. She strives to educate others about gender issues through her teaching, civic work, and academic research. She consistently serves as a resource and source of support for women in the community; this is most evident in her support of refugee women with children. Her nominator, Angela Mendes, stated, “I always see her as someone who acts to advance women’s issues in our community.”

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Dr. Mark McNamee was nominated by a collective from the AdvanceVT project team for his dedicated efforts to empower and educate the university community around issues of gender equity. He is most noted, and continuously lauded for his development of faculty initiatives, recruitment efforts and commitment to work-life balance issues. Dr. Nancy Love, a 2005 Advancing Women Awards recipient, describes him as “a stabilizing and nurturing force...who is engaged actively in the process of institutional change.”

Ms. Angela Mendes was recognized for her “consistent and committed activism,” specifically around international women’s issues. In the collective voice of the three nominators, this individual “works tirelessly to increase the awareness of women’s issues and concerns around the globe.” In response to the question, “What does it mean to you to receive the Advancing Women Award?” Ms. Mendes replied: “I am extremely honored. I have to say that the achievement is not exclusively mine; I owe it to what I call “my village,” a group of amazing people who continue to inspire, motivate, and support me. I would like to give special thanks to the Women’s Center. Their work reminds me of a Benin, Ghana, and Togo proverb: *Gnatola ma no kpon sia, eyenabe adelan to kpo mi sena. (Ewe-mina) Until the lion has his or her own storyteller, the hunter will always have the best part of the story.* Thank you all for being the storytellers of unequal powers.”

The 2006 undergraduate student Advancing Women Awards recipients, Jen Butler and Katie Ownby, were honored in the spring at the University Student Leadership Awards ceremony.



Introduced by Dr. Patricia Hyer, Drs. Thorp, Jones, and Nelson receive a special Advancing Women Award in recognition of their efforts to improve departmental climate for women

The Welcome Reception, attended by more than 150 individuals from the VT community, was co-hosted by the Women’s Studies Program, the Graduate School, the Women’s Center, AdvanceVT, and the Organization of Women Faculty.

Congratulations to each of the 2006 Advancing Women Awards recipients! And thank you for all you continue to do to support and advance women at Virginia Tech!

For information on the annual Advancing Women Awards program, please visit www.womenscenter.vt.edu or contact Jessie Meltsner at jmelts@vt.edu.

Upcoming Fall Events & Programs

Every Wednesday at 10AM at the Women’s Center: *Dissertation Writing Support Group*, a work group designed for women graduate students and post-docs. All are welcome!

Every Thursday at 6:30PM at the Women’s Center: *Kids Night Out*, a free drop-in childcare program available to students with children. {KNO ends on November 30th, and will not meet on Thursday, October 26th.}

Wednesday, November 1st, 2006 at 7PM in Torgersen 3100, *Through Feminist Eyes* featuring Dr. Toni Calasanti, Department of Sociology, “Women and Workplace Equity: Give it another 87 years?”

Thursday, November 9th, 2006 at 4:30PM in the GLC, the series finale of the *Faculty Women’s Lecture Series* with Dr. Rachel Scott, Interdisciplinary Studies Program, “Qur’an and Woman: Amina Wadud’s Hermeneutics of Unity/Tawhid.”

Wednesday, November 29th, 2006 at 7PM in Torgersen 3100, *Through Feminist Eyes* featuring Dr. Marian Mollin, Department of History, who will speak about gender and political activism.

Thursday, November 30th at noon in the GLC, launching the *Graduate Women’s Research Series* brownbag with Ms. Chiquita Howard, Doctoral Candidate, Department of Sociology.

The Women’s Center is offering a skill-building group for survivors of violence, their friends and family. If you are interested or would like additional information, please contact Melissa Lind at 231-7806 or lindm@vt.edu.

The 2006-07 Women’s Leadership and Mentoring Program begins in October. For information on the 2007-08 application process, contact Ellen Plummer at eplummer@vt.edu.

Welcoming Dr. Maria Elisa Christie to Virginia Tech

Dr. Christie's research focuses on gendered spaces and everyday life in nature/society relations, participatory research methodologies, kitchens and gardens, and women's reciprocity networks. Her publications include an article in *The Geographical Review's* special issue on gardens for which she was guest editor. She has a pending article with *Gender, Place, and Culture* and a book under contract with the University of Texas Press entitled *Women of the Circle: Being in Kitchenspace in Central Mexico*. Her background includes many years working with development and environment non-profit and policy organizations in the U.S. and Latin America. As Program Director for Women in International Development (WID), Dr. Christie's role is to provide leadership within the Office of International Research, Education & Development (OIRE) to ensure that all projects and programs are gender sensitive and will have a positive effect on the most disadvantaged beneficiaries, many of whom are women, and to work with faculty at Virginia Tech in order to increase their capacity to effectively address gender issues in international research and grant proposals.



Dr. Maria Elisa Christie is Program Director for Women in International Development, Office of International Research, Education & Development

New Family Friendly Policies Approved

Pat Hyer, Associate Provost for Academic Administration

The Board of Visitors recently approved two important policy initiatives for tenured and tenure-track faculty members. The "Stop-the-Tenure-Clock" policy, which has been in place for several decades, was significantly revised to reflect the actual range of acceptable justifications and to recognize the demands of childbirth or adoption on either parent by granting an automatic approval in such cases. "Modified Duties" is a new policy designed to provide greater flexibility in work assignments during a one-semester period for faculty members facing extraordinary family-related demands or difficult personal circumstances. A brief overview of these two policy initiatives is below. Please read the policies in full for the details. Relevant request forms are available on the Provost's website at: <http://www.provost.vt.edu/forms.php>. Both policies are effective immediately.

Stopping the Tenure Clock (See section 2.8.2.1 of the Faculty Handbook):

A one-year probationary period extension shall be automatically granted to either parent (or both, if both parents are tenure-track faculty members) in recognition of the demands of caring for a newborn child or a child under five newly placed for adoption or foster care. The request should be made within a year of the child's arrival in the family.

- An extension of the probationary period may also be approved on a discretionary basis for other extenuating non-professional circumstances that have had a significant impact on the faculty member's productivity, such as a serious personal illness or major illness of a member of the immediate family.
- In rare cases, extraordinary professional circumstances not of the faculty member's own making may be acceptable justification for a probationary period extension, for example exceptional delays in providing critical equipment, laboratory renovations, or other elements of the committed start-up package essential to establishing a viable research program.
- Requests must be made within one year of the "qualifying event." Probationary period extensions are granted in one-year increments. A cumulative total of two years is normally the maximum probationary period extension for any combination of reasons.

Modified Duties (See section 2.15.9 of the Faculty Handbook):

Special family circumstances, for example, birth or adoption of a child, severe illness of an immediate family member, or even issues of personal health, can cause substantial alterations to one's daily routine, thus creating a need to construct a modified workload and flexible schedule for a period of time.

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University Leaders are Campus Super Heroes

*Jen Butler, Amy Clements, and Ashley Tomisek
Women's Center Volunteers & VT Undergraduate Students*

***Stop harassing women
I don't like it
No one likes it
Show some RESPECT!***

These words embody the theme of the American Association of University Women (AAUW) National Conference for College Women Student Leaders. We addressed what we could do as women leaders to stop sexual harassment on our campuses. At the conference we had the opportunity to attend several different workshops. Through these workshops that were facilitated by inspirational leaders we were given the resources to combat sexual harassment and to educate our peers about this very important issue.

Our first workshop with Marty Langelan set the tone for an amazing conference. She presented an empowering "Toolkit" of non-aggressive confrontation tactics to use against sexual harassers, including the opening statement for this article. We not only learned ways to combat sexual harassment, but we left with the confidence and knowledge to challenge the status quo.

The second event that changed our lives was the Women of Distinction Awards. Being surrounded by remarkable women who had already begun their work against sexual harassment was truly incredible. We had the opportunity to meet some distinguished women, including Consuelo Castillo Kickbusch, Eve Ensler, Bernice Sandler, Dr. Beverly Tatum, and Rebecca Walker. We were awed not only by the achievements of these amazing women, but also by the desire that each and every conference participant carried forward with her to be an inspiration and to make the necessary impact on her home campus.



Ashley Tomisek with award-winning author, Eve Ensler



Jen Butler, Amy Clements, and Ashley Tomisek strike a super hero pose following their workshop at the 2006 Blue Ridge Summit Leadership Conference

After the conference we were asked to share our experiences with our peers from Virginia Tech, Radford University, and Roanoke College at the Blue Ridge Summit Leadership Conference held at Virginia Tech. The theme of this year's conference was "Super Heroes: With Great Power Comes Great Responsibility." Marty Langelan's workshop was so impressive that we chose to present her non-aggressive confrontation "Toolkit" to our student colleagues. We also provided the students with an overview of sexual harassment legislation and answered their pointed and thoughtful questions. The presentation went well and we were offered an opportunity to give a similar workshop to freshmen leaders from Virginia Tech later this year. We believe that each student has the potential to profoundly impact her or his campus. University leaders really can be campus super heroes.

The Women's Center wishes to express our sincere thanks to Connie Anderson, Nicki Cantrell in UUSA, and Participant Productions for sponsoring our students to attend the annual College Women Student Leadership Conference hosted by the American Association of University Women. Your generous contribution makes it possible for us to support our undergraduate students in developing their leadership potential and to provide them with the opportunity to forge relationships that will last a lifetime.

Thank you!

Men Can Stop Rape Challenges Traditional Notions of Masculinity

Jennifer Underwood, Victim Services Outreach Coordinator

As a kick-off to the 2006 White Ribbon Campaign and Sexual Violence Awareness Month, the Men Can Stop Rape (MCSR) organization visited campus from September 24th-26th for three days of outreach and training. MCSR is based in Washington, D.C. and works with young men to prevent men's violence against women. Through interactive activities and discussions, the group helps participants deconstruct societal views of masculinity that can be harmful to both women and men. MCSR also works with men to create and value alternative masculinities.



Patrick Lemmon and Patrick Lincoln from MCSR speak with undergraduate students about violence against women

While on campus, MCSR facilitated a large-scale program to the campus community that challenged traditional ideas of what it means to be a "real man." Additionally, they provided targeted trainings on violence prevention strategies to various groups of students, faculty, and staff. Members of SAVES (Sexual Assault and Violence Education by Students), the Student Judicial Committee, the Stop Abuse Resource Advocate program, new varsity athletes, the Sexual Violence Prevention Council, and the White Ribbon Campaign committee participated in these workshops.

This program was coordinated by the Women's Center and the Office of Judicial Affairs as part of the Violence Against Women Act grant initiative. Participant Productions, the producers of the movie *North Country*, provided a grant to help bring MCSR to campus. Additional campus and community co-sponsorship was provided by Residence Life, Student Programs, Dean of Students Office, Women's Studies Program, University Unions and Student Activities, College Alcohol Abuse and Prevention Center, Women's Resource Center of the New River Valley, SAVES, Project SAFE, and the White Ribbon Campaign.

DCJS Sexual & Domestic Violence Victim Fund Grant Update

Melissa Lind, Victim Advocate

The Virginia Department of Criminal Justice Services (DCJS) Sexual and Domestic Violence Victim Fund Grant allows the Women's Center to amplify its direct support services to students, faculty and staff of Virginia Tech who have survived sexual violence, relationship violence, stalking, and/or sexual harassment. Support is also available to friends and families of survivors. Services include crisis intervention, short term counseling and advocacy. A group for survivors of violence as well as their friends and families began on Monday, October 2nd and will run for six sessions. Anyone interested in receiving more information about this group should contact Melissa Lind at 231-7806 or lindm@vt.edu.

In addition, the DCJS grant has provided funding for two brochures focusing on how to best assist survivors who are members of the international and LGBTQ communities. On Wednesday, October 11th, 2006, the Women's Center hosted a training titled "Intimate Partner Violence and Sexual Assault in the Lesbian, Gay, Bisexual, and Transgender Communities," facilitated by the Action Alliance and the LGBTQ Task Force. The event was well received by those who attended.

The grant initiative looks forward to continuing to build upon this very important work.

Request a Program

Looking for some fun and educational programs that address tough issues? Look no further than the Violence Against Women Act grant initiative (VAWA) at Virginia Tech! Programs are interactive, informative, and full of helpful resources and tips. Topics can be adapted and generally include Sexual Assault Awareness, Stalking, Healthy Relationships, and Cybersafety.

We ask for five business days notice for programs and a minimum attendance of 10 students. For more detailed program information and to submit an electronic request, visit www.stopabuse.vt.edu.



Meet Our New Women's Center Team Members

Jennifer Underwood

Jennifer is the Victim Services Outreach Coordinator. She joined the Women's Center and the VAWA team in July 2006 where she works to increase awareness of gender-based violence issues among first-year and sophomore students and to increase reports of sexual assault, relationship violence, and stalking. Jennifer is responsible for developing a protocol to deal with incidents of interpersonal violence, organizing campus-wide programs, facilitating presentations for classes and student organizations, and providing direct services and advocacy to students, faculty and staff. She has experience working with survivors of sexual violence, relationship violence, and stalking, as well as with campus and community outreach and education. Jennifer earned her M.S.W. from the University of North Carolina at Chapel Hill and is currently working on her Ph.D. in Family Studies at Virginia Tech with a research focus on violence against women.

Crannis Named Police Chief

On October 4th, 2006, Blacksburg Town Manager Marc Verniel announced the appointment of Kim Crannis to the position of Blacksburg Chief of Police. A 22-year veteran of the Blacksburg Police Department, Crannis was selected for the position over more than 50 applicants and four finalists.

In a quote taken from Blacksburg Alert, a public notification service of the Town of Blacksburg, Marc Verniel states, "I am confident that Kim Crannis will take our Police Department to new levels. She has an established reputation in the community and is well respected among her colleagues statewide and within the Department. Kim has clearly demonstrated throughout her career with the Town that she is a high caliber individual, a visionary, and more importantly the individual best suited to lead the Blacksburg Police Department. We're happy for her and look forward to having her on the Town's management team."

Crannis begins her new duties on October 24th, 2006.

The staff of the Women's Center wishes to extend a warm congratulations to Chief Kim Crannis! The Blacksburg Police Department remains a central partner on our Violence Against Women Act grant initiative, and through this collaboration our mutual response to victims of violence is strengthened. We very much look forward to continuing this important work with all of the officers at the Blacksburg Police Department, and especially with Chief Crannis in her new role.

Sharrika Davis

Sharrika is the Programming Graduate Assistant. As part of the Women's Center's programming team she works collaboratively with campus offices and organizations to celebrate women and allies, and to educate others about gender issues. Sharrika is a doctoral candidate in Educational Leadership and Policy Studies and is also pursuing the Women's Studies Graduate Certificate. In her "spare time," she teaches in the Residential Leadership Community, is trained in crisis response, and volunteers with civic organizations and her church. A native North Carolinian, she earned her B.A. and M.A. in Liberal Studies from Wake Forest University in Winston-Salem.

Sara Hood

Sara joined the Women's Center this fall as the interim Office Manager. After a permanent OM is hired she will become Assistant of Special Projects until spring 2007 when she enters graduate school and becomes one of the Center's Graduate Assistants. Sara is currently responsible for office management, including purchasing, travel coordination, filing, office maintenance, coordinating calendars, and more. She is also currently assisting with the Race and the Institution Task Force and the Organization of Women Faculty. Sara completed her undergraduate work here at Virginia Tech and then went to New York to participate in Teach America. While she enjoyed living in New York and teaching biology to high school students in the Bronx, she is glad to be back in Blacksburg for a while.

The Gender Chip Project

The Women's Center wishes to extend a sincere thanks to our friend, Connie Anderson, for purchasing the National Science Foundation-supported documentary, *The Gender Chip Project*, for the Center's resource library. We shared the documentary with interested members of the campus community in September via two public viewings with post-film discussions and brainstorming sessions focused on how we might use the documentary to amplify VT's science, technology, engineering and math (STEM)-related efforts.

We are excited to join teachers from Montgomery County Public Schools this month to view the documentary and discuss ways in which teachers can enhance their classroom environments to nurture and support girls interested in math, the sciences, and engineering. We will be joined by undergraduate women from Hypatia, the undergraduate women in engineering learning community, who will share their own personal experiences as women pursuing degrees and future careers in engineering. We hope this will be the first in a series of dialogues with our colleagues in K-12.

Introducing New Women's Center Programs for 2006-07

School Volunteer Outreach Corps

The Women's Center is going on the road! We are currently developing a program to take VT volunteers into elementary school classrooms around Montgomery County to talk to kids about women's history. Students will deliver short "mini-lectures" and facilitate interactive activities that augment Standards of Learning topics identified by teachers as ones that do not include sufficient information on the role of women in social studies and the sciences. This speaker's bureau will travel to schools throughout the county and will offer an opportunity to engage young people in a classroom setting. If you have questions about this program, or wish to participate, contact Jessie Meltsner at jmelts@vt.edu.

Through Feminist Eyes

A collaborative effort with the Women's Studies Program, this lecture series is intended to provide additional opportunities for undergraduate Women's Studies students to engage feminist scholarship, specifically the breadth of work produced here at Virginia Tech. In September, Dr. Katherine Allen, Department of Human Development, launched the series with a talk based on her original research titled: "Imagining Men: Lesbian Mothers' Perceptions about Male Involvement During the Transition to Parenthood." Upcoming lectures include a talk on November 1st by Dr. Toni Calasanti, Department of Sociology, on the topic of women and work, and a talk on November 29th by Dr. Marian Mollin, Department of History, on gender and political activism. If you would like to be an invited speaker for this series, or if as a student there are feminist topics that you wish to see addressed, please contact Anna LoMascolo at alomasco@vt.edu.

4th Annual AdvanceVT Workshop

Peggy Layne, Program Director, AdvanceVT

The fourth annual Advancing Women at Virginia Tech workshop sponsored by AdvanceVT will be held on January 9th, 2007, at the Inn at Virginia Tech and Skelton Conference Center. A primary focus for this year's workshop will be successful faculty searches and creating department climates that encourage faculty success. Invited speakers from other Advance institutions will share examples of how they addressed similar issues, and a new interactive theater production will get workshop participants involved in dramatizing and analyzing faculty interactions. Watch for details at www.advance.vt.edu. AdvanceVT is designed to increase the participation and success of women in academic science and engineering careers and is funded by a five-year grant from the National Science Foundation.

Stop Abuse Resource Advocate Program

As part of the Residence Life staff, you can receive specialized training on violence against women issues that can enhance your professional development and allow you to be a resource for your residents and your community. The nine-hour training will complement the training you have already received during the Fall Training & Leadership Workshop and will concentrate on sexual assault, dating violence, stalking, cybersafety, and sexual harassment. If you are interested, visit www.stopabuse.vt.edu for an online application.

Graduate Women's Research Series

In November, the Center will launch a new program to showcase the scholarly contributions of graduate women at Virginia Tech. Scholarly research, productivity and presentations are important in academe and this program aims to build a collegial environment in which graduate students can develop presentation skills before presenting formally at professional conferences and in other venues. The goal of the series is to create a safe and supportive environment where graduate students can present their ongoing research to an interdisciplinary audience of their peers. The first presentation will be held on Thursday, November 30th, 2006 at noon. Doctoral candidate Chiquita Howard, Department of Sociology, will share her research. If you are interested in presenting your research or if you would like to nominate a graduate student, please contact Sharrika Davis at davissd@vt.edu.

Peer Mentoring for Junior Faculty

Marian Mollin and Madeline Schreiber, two recently tenured Associate Professors, together with the Provost's Office and AdvanceVT, are organizing a workshop on Peer Mentoring in early January for tenure-track women at VT.

Peer mentoring is a tool that helps junior faculty meet in a structured way to provide concrete support for and assistance in achieving the goals Assistant Professors must achieve in order to earn promotion and tenure.

The workshop's goals are simple: to share the experiences of those who have successfully worked in peer mentoring groups, distribute material to provide concrete guidance about how to operate in these groups, and assist with the formation of new peer mentoring groups.

This workshop is scheduled for the morning of Jan. 10th at the Inn. Invitations with more details will be emailed to all female junior faculty in early November. Email mmollin@vt.edu or mschreib@vt.edu for more information.

Family Friendly Policies (continued)

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The policy allows tenured or tenure-track faculty members to request a semester of "modified duties" while remaining at full pay in order to accommodate such extraordinary circumstances. The accommodation may be a reduction in teaching, or other duties as determined feasible and appropriate by the department head and dean. The provost's office provides financial support to the department to accommodate the reassignment of responsibilities.

These policy changes are a major accomplishment. Many thanks to the *AdvanceVT* policy work group, with strong support from the Faculty Senate and the Commission on Faculty Affairs, for moving these progressive policies through the governance system.

Women's Center Community Outreach Team Reports

Cornerstone Team

The Cornerstone Team holds fundraising and donation drives, and decorates apartments for women and children who are leaving the domestic violence shelter and moving into their own apartment. In October, this team decorated its 9th apartment for a family of four (Mom and her three children, ages 12, 5, and 3) from the shelter. The Cornerstone Team raised approximately \$1,500 and solicited donations for decorating this new home. To date the Cornerstone Team has participated in provisioning for and decorating all but one of the apartments in the Cornerstone transitional housing complex. We can't wait to see them reach the 100% mark! Good work!

AWARE Club

The AWARE Club launched its 3rd successful year of working with girls at Blacksburg Middle School. This program sends VT women into BMS for eleven weeks to discuss topics such as healthy friendships, body image, and self-esteem. Currently six VT students are mentoring 16 sixth graders and a second group will begin in January 2007. Kudos on another successful semester!

Tekoa

On September 29th, volunteers led seven young women from the Tekoa center on a college visitation day at VT so they could learn more about college admissions, college life and VT in general. The day launched with an introductory session at the Women's Center, along with a goal-setting "Responsibil-tree" exercise, and was followed by a tour of the horticulture gardens and a session with Ms. Yalana Bryant to learn more about VT's admission process. After a busy morning, the group proceeded to D2 for a premier campus dining experience! The Tekoa group then spent the afternoon touring campus and visiting a mock residence hall room for a glimpse of residential living. They rounded out the day at BreakZone with billiards and table tennis. The visitation day was fulfilling and educational. The young women and counselors plan to return in the spring for another visit! Kudos to the planning team of Jen Butler (coordinator), Aaran Kelley, Angela Guthrie and Amy Clements for creating such a wonderful opportunity for these young women!

Women's Basketball at VT – Remaining Fall Games

Wednesday, November 1, 2006	Belmont Abbey	7PM
Monday, November 6, 2006	Wingate	7PM
Friday, November 10, 2006	Radford	5:30PM
Sunday, November 12, 2006	at Howard	5:15PM
Monday, November 13, 2006	at West Virginia	5:45PM
Tuesday, November 14, 2006	at LSU	8PM
Saturday, November 18, 2006	Delaware State	1PM
Friday, November 24, 2006	at Iowa State	4PM
Saturday, November 25, 2006	at Tennessee	TBA
Tuesday, November 28, 2006	William & Mary	7PM
Saturday, December 2, 2006	Charlotte	7PM
Tuesday, December 5, 2006	at Liberty	7PM

**** Visit www.hokiesports.com for a complete schedule listing for all VT women's sports ****



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