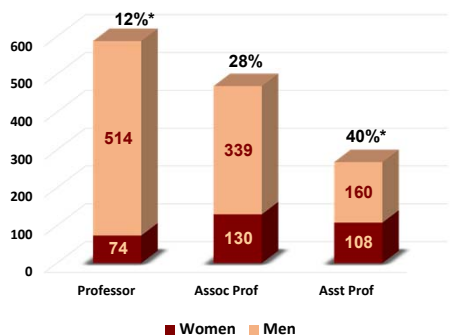


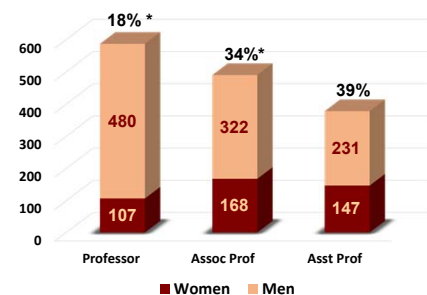
The mission of *AdvanceVT* is to assist Virginia Tech in preparing, recruiting, and retaining high quality and diverse faculty members. Initiated with support from the National Science Foundation to increase the participation and success of women faculty in science and engineering careers, *AdvanceVT* now operates out of the Office of the Executive Vice President and Provost, with support from many other units across the university.

*AdvanceVT* and the Office of Institutional Research and Effectiveness monitor and report on Virginia Tech's progress in recruiting, retaining, and advancing outstanding and diverse faculty members. This poster presents some indicators of change since the initiation of *AdvanceVT* in 2003.

## Virginia Tech Faculty by Rank and Gender, 2005

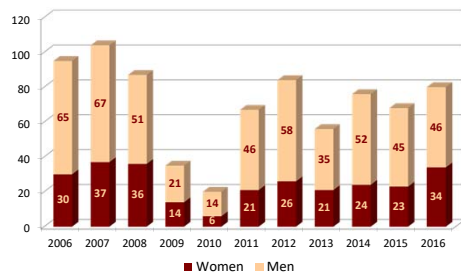


## Virginia Tech Faculty by Rank and Gender, 2016



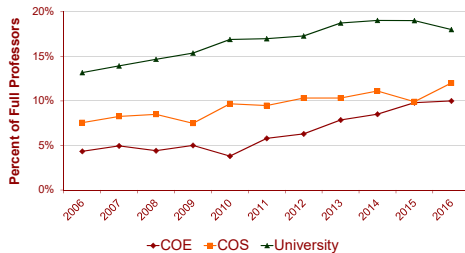
\* Percent women

## New Full-Time, Tenure-Track Faculty, 2006 – 2016



The number of new faculty hires has varied considerably from year to year, with the percentage of women ranging from 30% to 40%.

## Women as % of Full Professors at Virginia Tech, 2006 – 2016

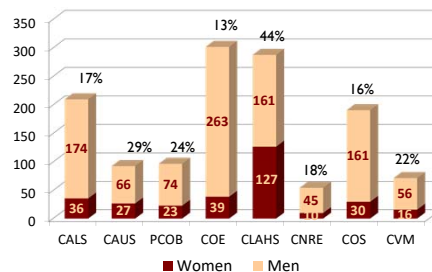


The number of women faculty at the rank of professor is important because those individuals form the primary pool of candidates for leadership positions and distinguished professorships.

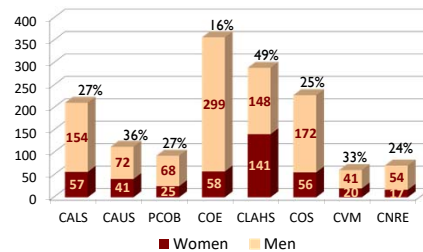
## Distinguished Professors and Department Heads, 2004 and 2016

		2004-05	2015-16
Department Heads, School Directors, & Program Chairs	# women	8	25
	% women	12%	29%
Distinguished Professors (Endowed/ADP/UDP)	# women	7	28
	% women	6%	14%

## Virginia Tech Faculty by College and Gender, 2005

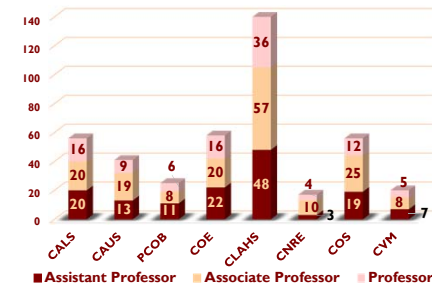


## Virginia Tech Faculty by College and Gender, 2016

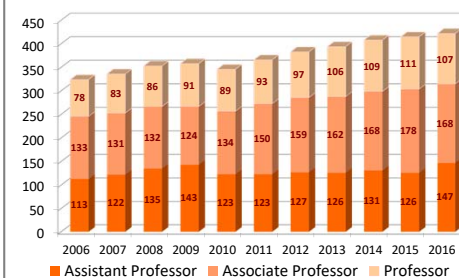


## Women Faculty at Virginia Tech by College and Rank, Fall 2016

The largest cohort of women faculty is in the College of Liberal Arts and Human Sciences, with women making up 49% of the total faculty in that college. This corresponds with national averages for the disciplines represented in that college. In contrast, only 16% of the 357 tenured and tenure-track faculty in the College of Engineering are women, also comparable to national averages.



## Tenured & Tenure-Track Women Faculty by Rank, 2006 – 2016



The number of women faculty has increased significantly over the past ten years, but the percentage of women has grown more slowly, from 22% in 2003 to 29% in 2016.

## Women Faculty Nationwide and at Benchmark Institutions\*

According to the NSF, in 2015 women made up the following percentages of faculty nationwide:

- Biological Sciences: 48%
- Physical Sciences: 28%
- Social Sciences: 52%
- Computer and Information Sciences: 25%
- Mathematical Sciences: 44%
- Engineering: 15%

Institution	Male Faculty	Female Faculty	% of Total
Michigan State	1677	1070	39%
University of Maryland	1131	658	37%
University of Illinois - Urbana	1426	798	36%
NC State	1108	580	41%
Virginia Tech	1169	592	34%
Purdue	1299	597	31%

\*SCHEV approved peer institutions. Source: IPEDS 2015, Grand total full-time instructional staff

**Acknowledgments**  
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