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AdvanceVT
 Peggy Layne—Director
 Leslie Sullivan—Assistant

330 Burruss Hall
 Mail Code 0132
 Blacksburg, Virginia 24061

Phone: 540.231.9987
www.advance.vt.edu
advancevt@vt.edu

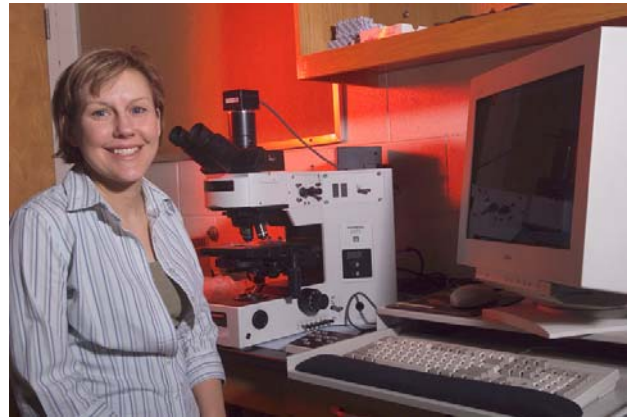
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Advancing Women at Virginia Tech: University Statistics Fall 2016

Sustaining *AdvanceVT*

AdvanceVT began in 2003 as a comprehensive program to promote and enhance the careers of women in academic science and engineering at Virginia Tech through institutional transformation. Although grant funding from the National Science Foundation expired in August 2010, *AdvanceVT* programs



continue with support from partners across the university, including the Office of the Executive Vice President and Provost, the Graduate School, the Women’s Center, college deans, and the Women and Gender Studies Program. High impact initiatives have been expanded to address work-life balance and career development issues for men and women faculty in all disciplines. College liaisons have been expanded to all colleges, and all newly hired assistant professors receive mentoring micro-grants.

Ongoing Programs

- **Recruitment and Retention**

- * Brochure on unrecognized bias; search committee assistance; college liaisons; visiting scholars program; Future Faculty Development Program

- **Networking and Mentoring**

- * Annual welcome reception for women colleagues; faculty leadership lunches; distinguished lectures; mentoring micro-grants; promotion to professor workshops

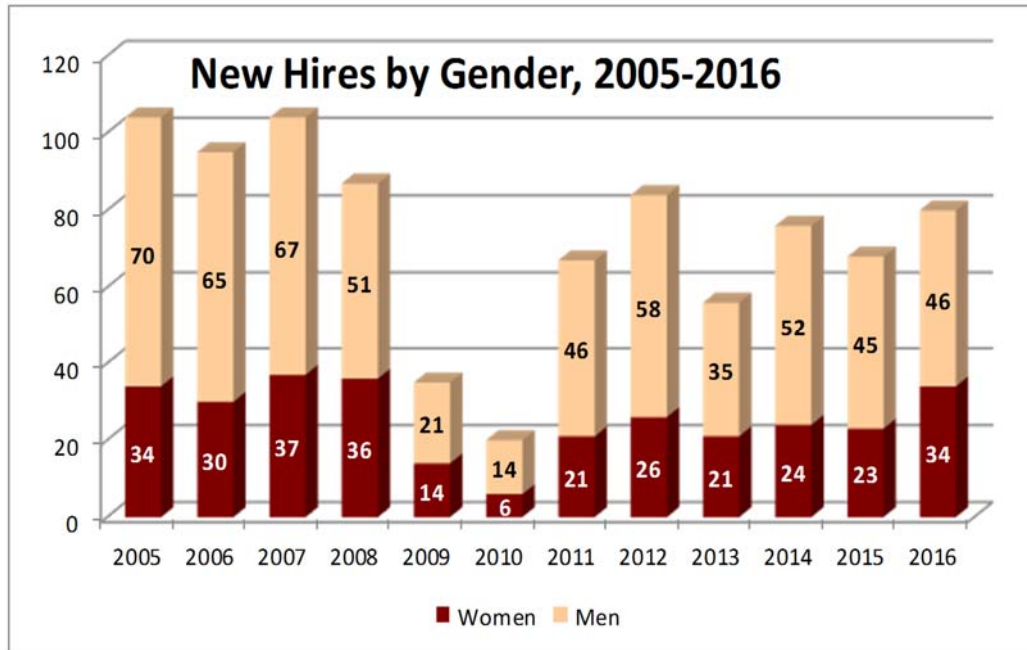
- **Building a Supportive Community**

- * New department head orientation; web-based department climate compendium; annual *Advancing Diversity at Virginia Tech* workshop

- **Preparing the Future Professoriate**

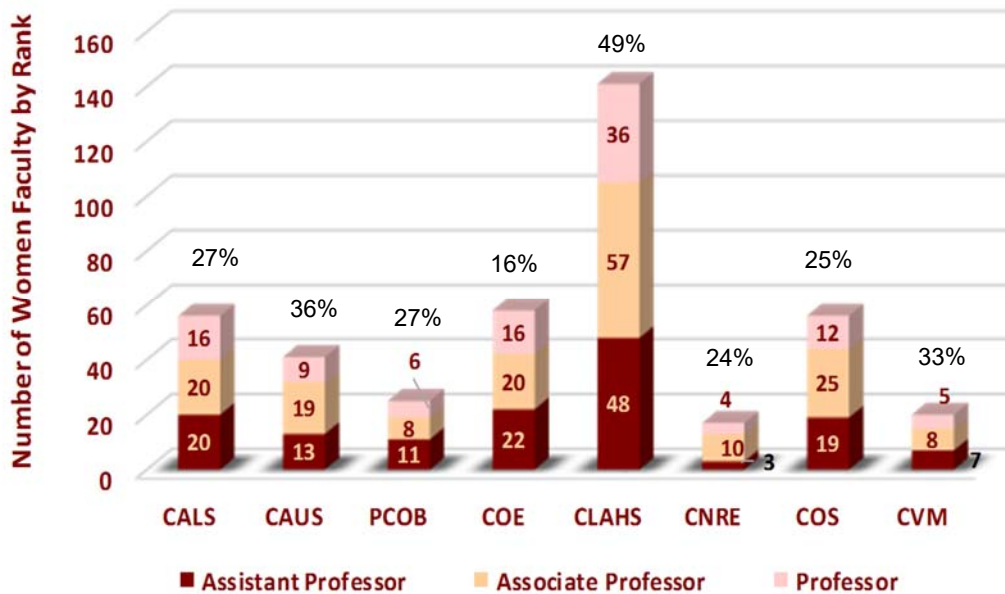
- * Graduate student seminars on succeeding in a faculty career

New Full-Time, Tenure-Track Faculty, 2005—2016

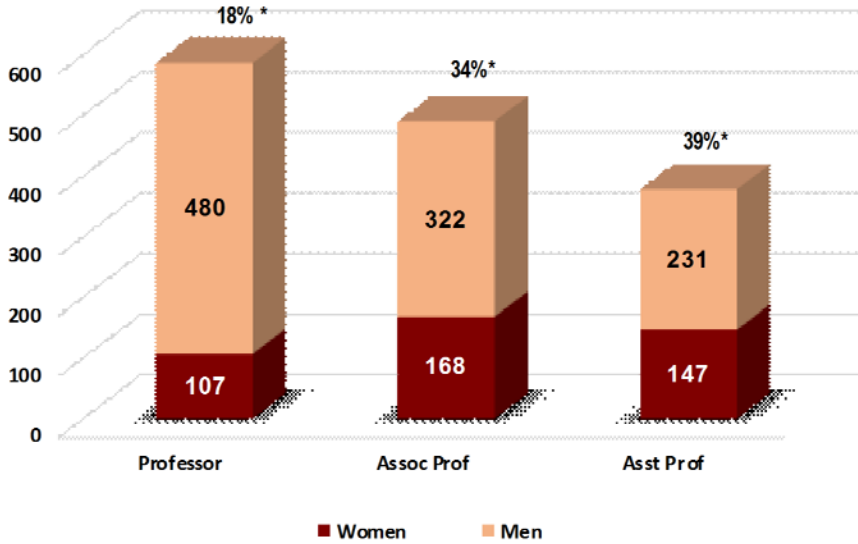


The number of new faculty hires has varied considerably from year to year, with the percentage of women ranging from 30% to 45%.

Women Faculty at Virginia Tech by College, Fall 2016

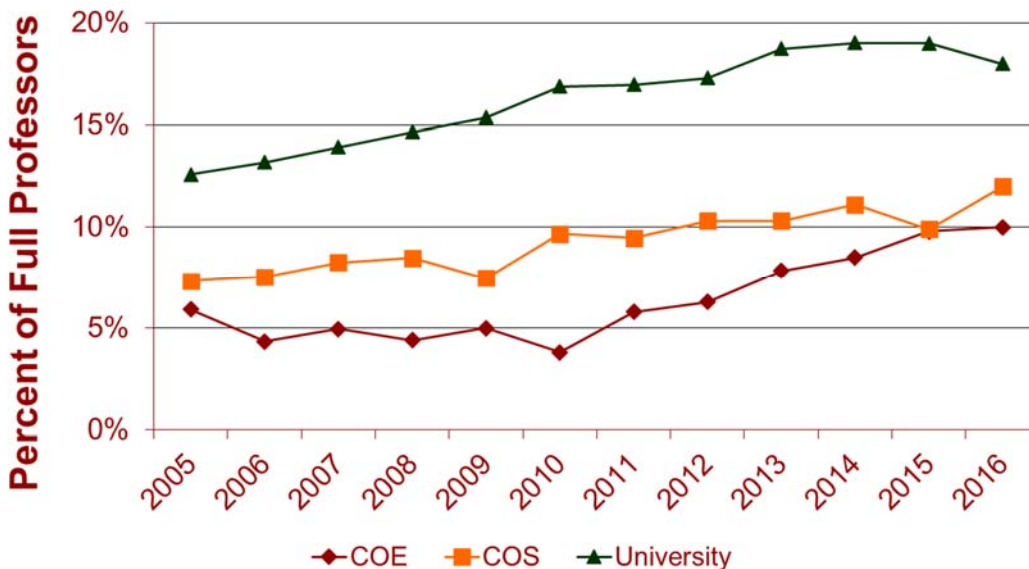


Virginia Tech Faculty by Rank and Gender, Fall 2016



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.

Women Full Professors at Virginia Tech, 2005-2016

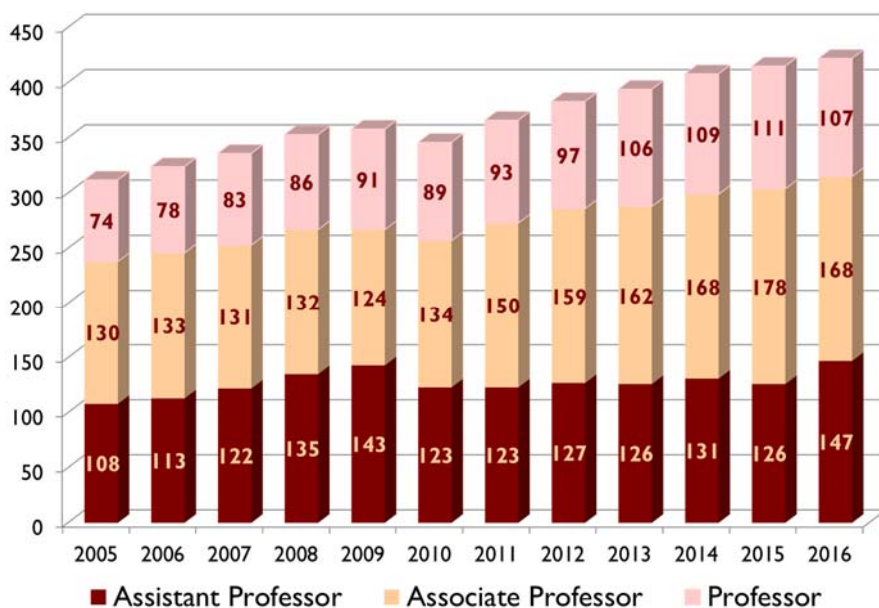


AdvanceVT Mission Statement

The mission of *AdvanceVT* is to assist Virginia Tech in preparing, recruiting, and retaining high quality and diverse faculty. To accomplish this mission, programs are designed to facilitate success in scholarship, teaching, engagement, and administration for a wide range of audiences. These programs target graduate students preparing for faculty careers, new faculty just starting out, senior faculty preparing for leadership roles, search committees, department heads, and senior administrators.

AdvanceVT hosts a variety of events for the university community throughout the year. For more information on programs and events, visit the *AdvanceVT* website at www.advance.vt.edu

Tenured & Tenure-Track Women Faculty by Rank, 2005-2016



The number of women faculty has increased significantly over the past ten years, but the percentage of women has grown more slowly, from 24% in 2005 to 29% in 2016.

Women Faculty Nationwide and at Benchmark Institutions*

According to 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	1134	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 2014, Grand total full-time instructional staff

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Elements of *AdvanceVT* include:

Recruitment and Retention

Networking and Mentoring

Building a Supportive Community

Preparing the Future Professoriate

AdvanceVT publishes university statistics annually and newsletters every fall and spring semester. To view previous newsletters and university statistics, please visit

www.advance.vt.edu