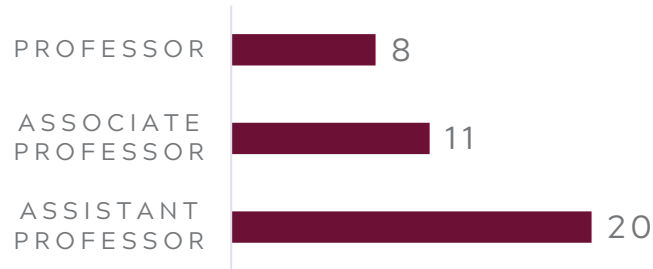


VT DEPARTURE ANALYSIS 2017-18

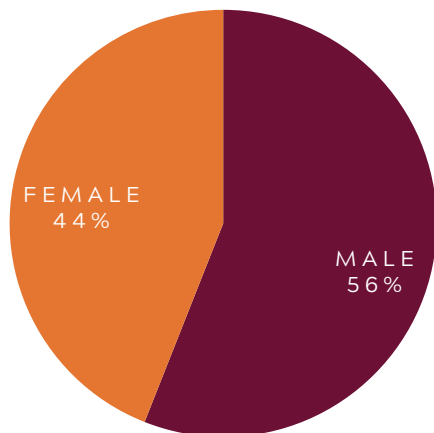
39 FACULTY MEMBERS LEFT VIRGINIA TECH FROM JULY 1, 2017 - JUNE 30, 2018

WHAT RANKS OF FACULTY LEFT?



Faculty who left VT were here an average of 7.7 years, a median of 6 years.

DEPARTURES BY GENDER



WHAT IS THE FINANCIAL IMPACT OF THEIR DEPARTURE?

STARTUP FUNDING

\$5,021,353

Total startup funding provided to faculty who departed.

IMPACT ON GRANTS

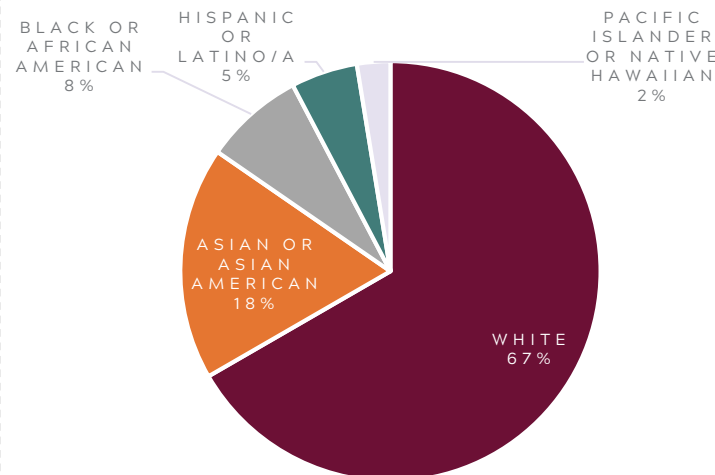
\$25,952,182

Total external grant funding where departing faculty member served as PI or Co-PI

WHERE DID THEY GO?

Cornell University	3
University of Alabama	2
Georgia Tech	2
Embry-Riddle	2
University of Florida	2
Columbia University	1
Clemson University	1
Virginia Commonwealth University	1
IUPUI	1
Summit Veterinary Referral Center	1
Kansas State University	1
University of Virginia	1
left academia	1
University of Colorado	1
Long Island University	1
Southern University of Science and Technology	1
University of Delaware	1
University at Buffalo	1
University of Guelph	1
East Carolina University	1
University of Maryland Baltimore County	1
Longfellow Middle School	1
University of Iowa	1
Michigan State University	1
University of Texas at San Antonio	1
Monmouth University	1
unknown	1
NC State University	1
Wake Forest University	1
Purdue University	1
Pennsylvania State University	1
Rayonier (VP Forest Productivity & Sustainability)	1
San Diego State University	1

DEPARTURES BY RACE/ETHNICITY



VT RETENTION ANALYSIS 2017-18

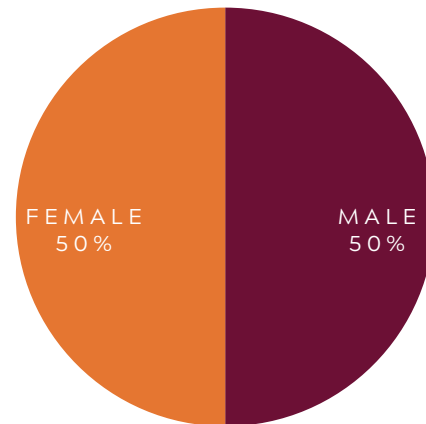
34 FACULTY MEMBERS WERE PREEMPTIVELY OR REACTIVELY RETAINED BY VIRGINIA TECH FROM JULY 1, 2017 - JUNE 30, 2018

WHAT RANKS OF FACULTY WERE RETAINED?

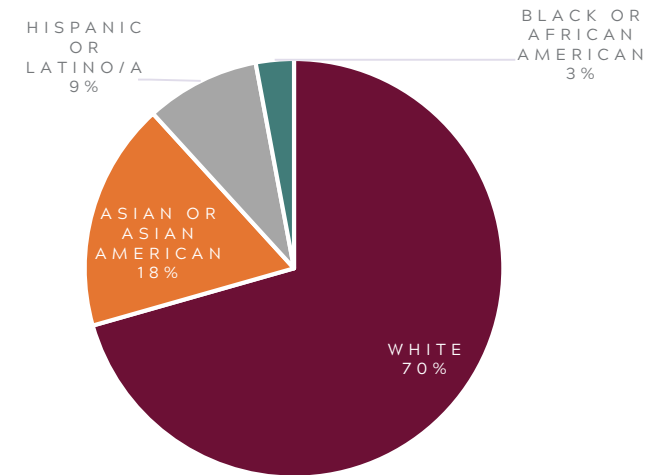


Faculty who were retained by VT were here an average of **9** years, a median of **6** years.

RETENTIONS BY GENDER



RETENTIONS BY RACE/ETHNICITY



WHAT IS THE FINANCIAL IMPACT OF RETAINING THEM?

COST OF RETENTION ACTIONS

\$345,452

Total compensation provided as part of a retention offer.

STARTUP FUNDING

\$4,485,187

Total startup funding provided to faculty who were retained.

IMPACT ON GRANTS

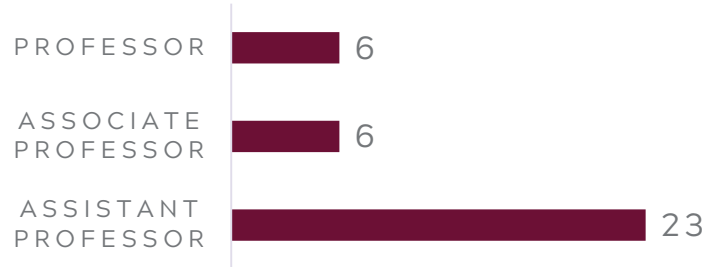
\$42,495,996

Total external grant funding where retained faculty member served as PI or Co-PI

VT DEPARTURE ANALYSIS 2018-19

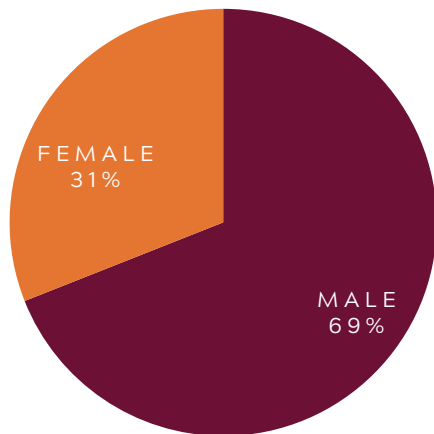
35 FACULTY MEMBERS LEFT VIRGINIA TECH FROM JULY 1, 2018 - JUNE 30, 2019

WHAT RANKS OF FACULTY LEFT?



Faculty who left VT were here an average of **8.6** years, a median of **6** years.

DEPARTURES BY GENDER



WHAT IS THE FINANCIAL IMPACT OF THEIR DEPARTURE?

STARTUP FUNDING

\$6,494,927

Total startup funding provided to faculty who departed.

IMPACT ON GRANTS

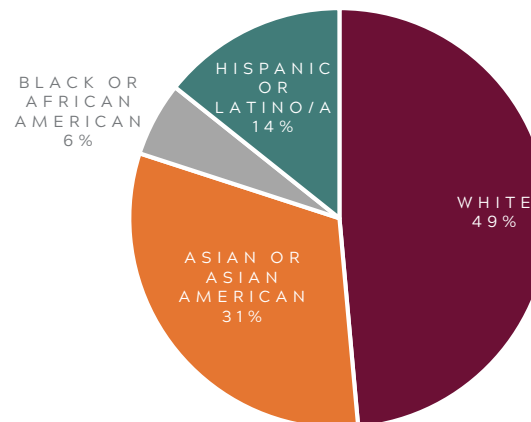
\$36,633,841

Total external grant funding where departing faculty member served as PI or Co-PI

WHERE DID THEY GO?

Purdue University	2
University of Pennsylvania	2
Pennsylvania State University	1
West Texas A&M University	1
University of Oregon	1
Virginia Commonwealth University	1
Brown University	1
University of Missouri Extension	1
Tennessee Tech	1
University of Colorado	1
University of North Texas	1
Université de Sherbrooke	1
Wichita State University	1
Universita Degli Studi Di Milano	1
University of Illinois	1
University of South Carolina	1
Stony Brook University	1
Mitre Corporation	1
Yale University	1
University of Maryland School of Public Health	1
University of California, Davis	1
Independent	1
North Carolina A&T	1
Stevens Institute of Technology	1
Webster university	1
University of Nevada, Reno	1
University of Maryland	1
Penn State College of Medicine	1
University of Oklahoma	1
University of California, Los Angeles	1
University of Florida	1
NC State University	1
Auburn University	1

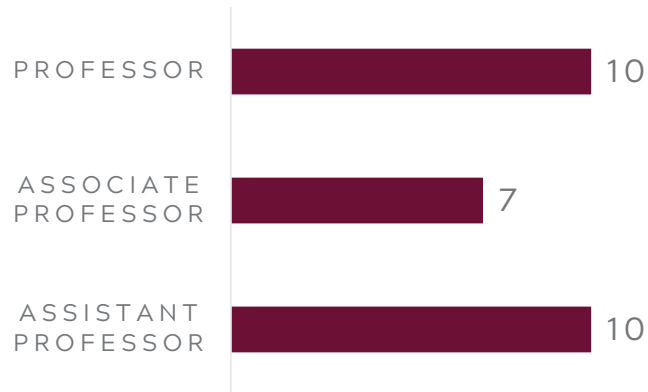
DEPARTURES BY RACE/ETHNICITY



VT RETENTION ANALYSIS 2018-19

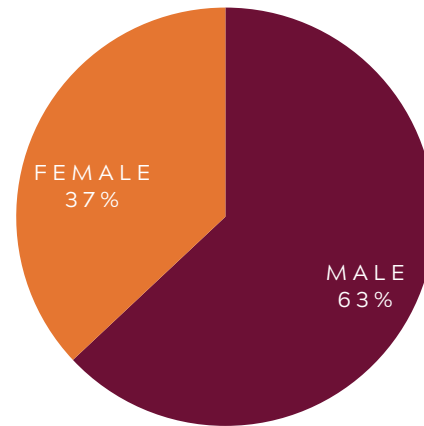
18 FACULTY MEMBERS WERE PREEMPTIVELY OR REACTIVELY RETAINED BY VIRIGNIA TECH FROM JULY 1, 2018 - JUNE 30, 2019

WHAT RANKS OF FACULTY WERE RETAINED?

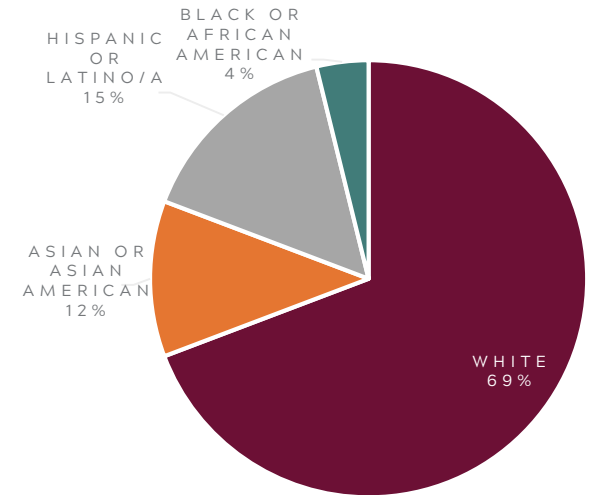


Faculty who were retained by VT were here an average of **10** years, a median of **9** years.

RETENTIONS BY GENDER



RETENTIONS BY RACE/ETHNICITY



WHAT IS THE FINANCIAL IMPACT OF RETAINING THEM?

COST OF RETENTION ACTIONS

\$207,395

Total compensation provided as part of a retention offer.

STARTUP FUNDING

\$4,321,017

Total startup funding provided to faculty who were retained.

IMPACT ON GRANTS

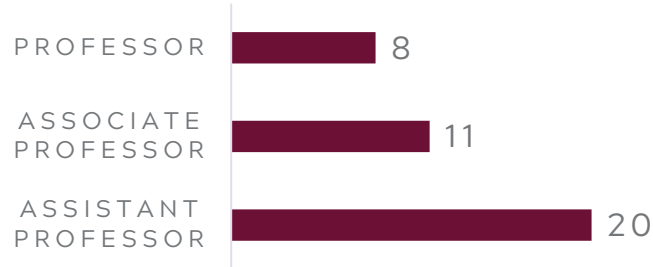
\$53,576,054

Total external grant funding where retained faculty member served as PI or Co-PI

VT DEPARTURE ANALYSIS 2019-20

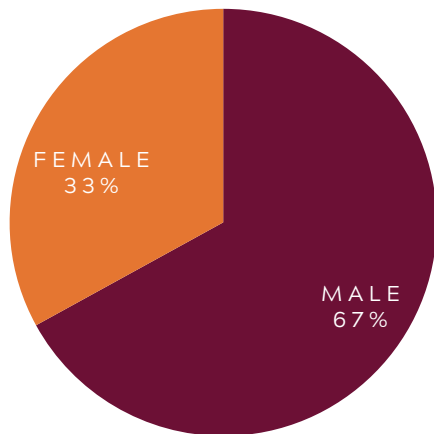
39 FACULTY MEMBERS LEFT VIRGINIA TECH FROM JULY 1, 2019 - JUNE 30, 2020

WHAT RANKS OF FACULTY LEFT?



Faculty who left VT were here an average of **8** years, a median of **7** years.

DEPARTURES BY GENDER



WHAT IS THE FINANCIAL IMPACT OF THEIR DEPARTURE?

STARTUP FUNDING

\$6,372,040

Total startup funding provided to faculty who departed.

IMPACT ON GRANTS

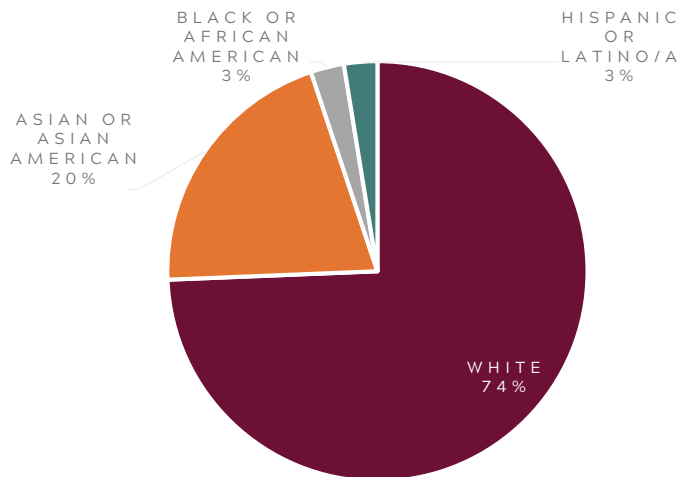
\$31,237,117

Total external grant funding where departing faculty member served as PI or Co-PI

WHERE DID THEY GO?

University of Virginia	2
University of Georgia	2
Alabama	2
Amazon	1
USDA Agriculture Research Service	1
Arizona State	1
Georgia Tech	1
World Bank	1
GreenLight Biosciences, Inc.	1
University of Tennessee	1
HEC Paris	1
US Army CDC Army Research Laboratory	1
Morgan State University	1
Washington University in St. Louis	1
NC State University	1
Future of Privacy Forum	1
Northeastern University	1
University of Houston	1
Ohio State University	1
University of Utah	1
Oklahoma State University	1
University of Wisconsin-Madison	1
Rutgers	1
USDA	1
self-employed	1
VCA Veterinary Specialists of CT	1
Texas A&M-Kingsville	1
Worcester Polytechnic Institute	1
Northern Illinois University	1
Cornell	1
University of British Columbia	1
University of California-Davis	1
Tufts University	1

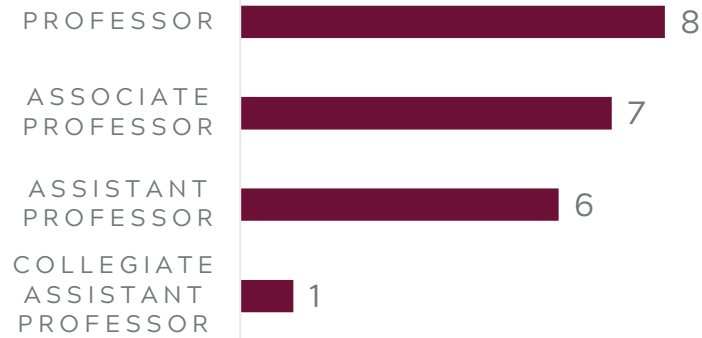
DEPARTURES BY RACE/ETHNICITY



VT RETENTION ANALYSIS 2019-20

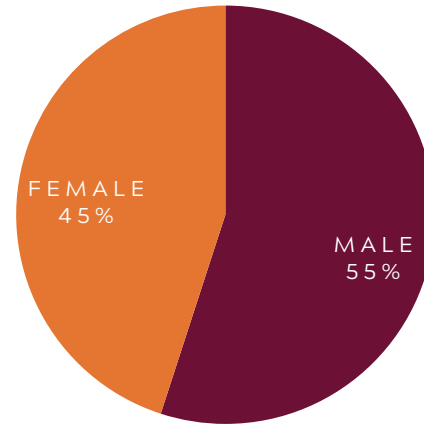
22 FACULTY MEMBERS WERE PREEMPTIVELY OR REACTIVELY RETAINED BY VIRIGNIA TECH FROM JULY 1, 2019 - JUNE 30, 2020

WHAT RANKS OF FACULTY WERE RETAINED?

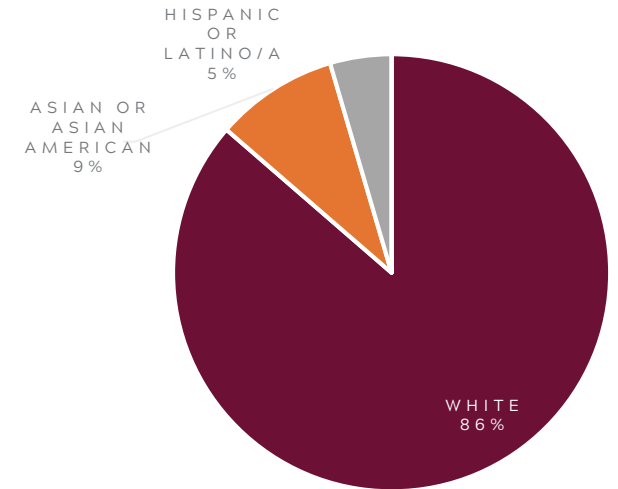


Faculty who were retained by VT were here an average of **8** years, a median of **7** years.

RETENTIONS BY GENDER



RETENTIONS BY RACE/ETHNICITY



WHAT IS THE FINANCIAL IMPACT OF RETAINING THEM?

COST OF RETENTION ACTIONS

\$344,707

Total compensation provided as part of a retention offer.

STARTUP FUNDING

\$4,665,279

Total startup funding provided to faculty who were retained.

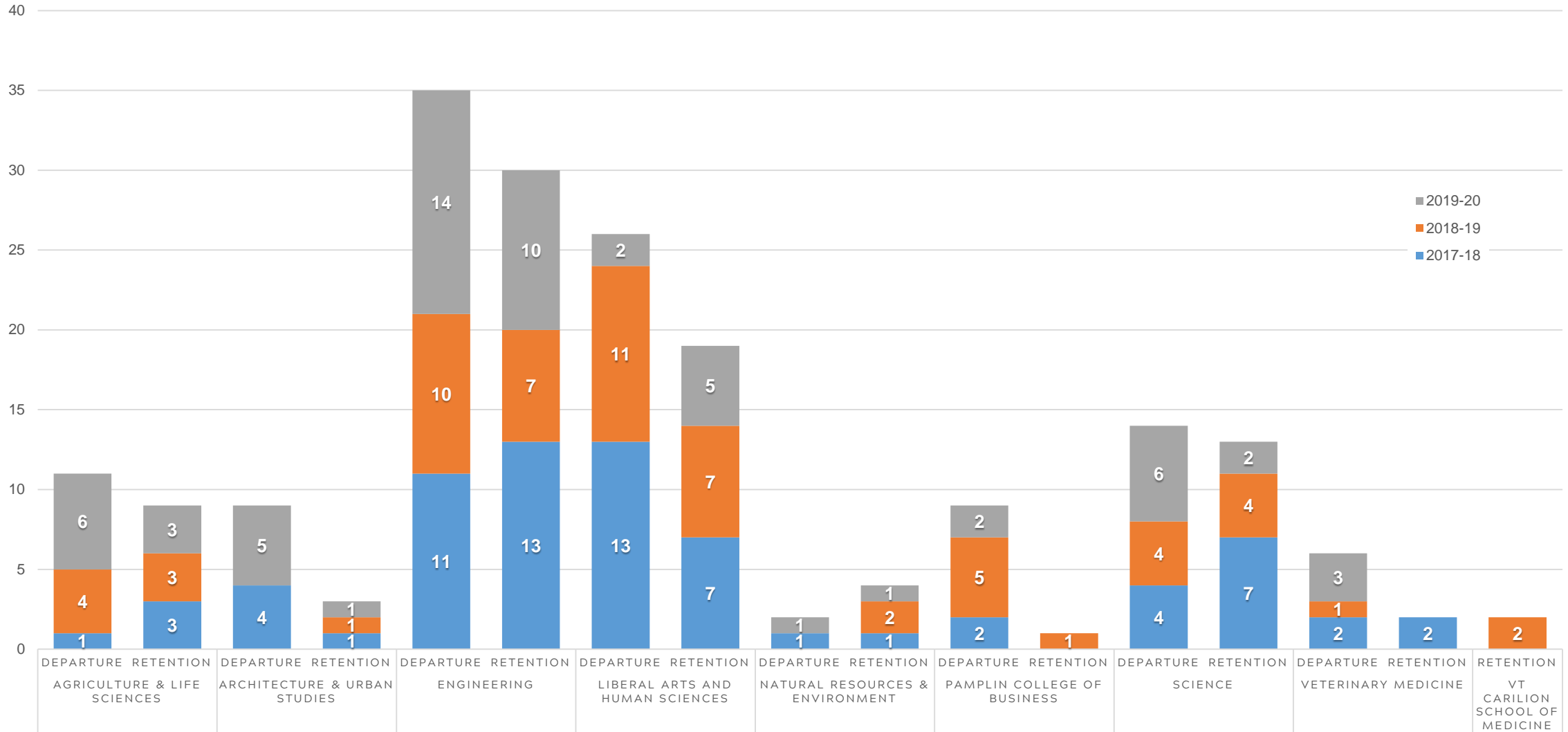
IMPACT ON GRANTS

\$22,112,767

Total external grant funding where retained faculty member served as PI or Co-PI

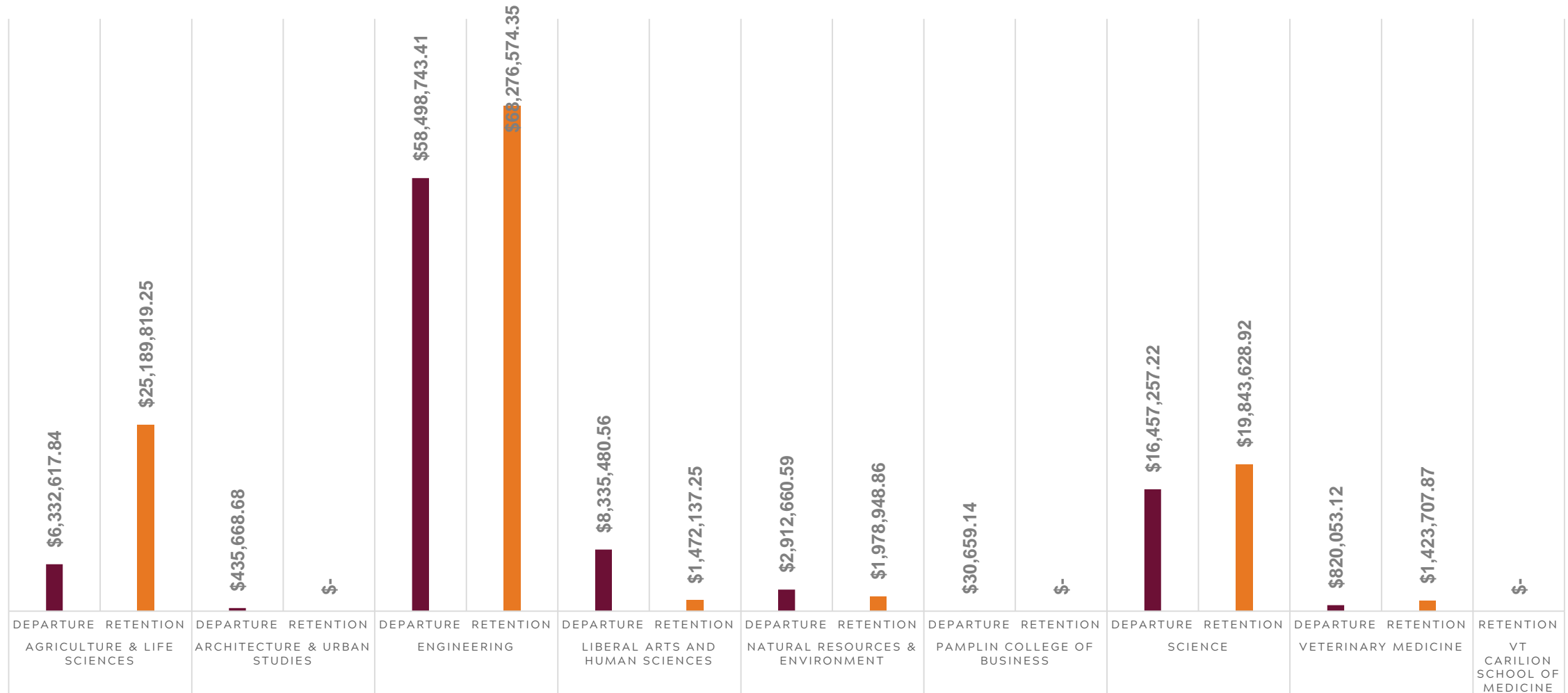
VT RETENTION/DEPARTURE ANALYSIS 2017-2020

FACULTY COUNTS, BY COLLEGE, FOR DEPARTURES AND RETENTIONS



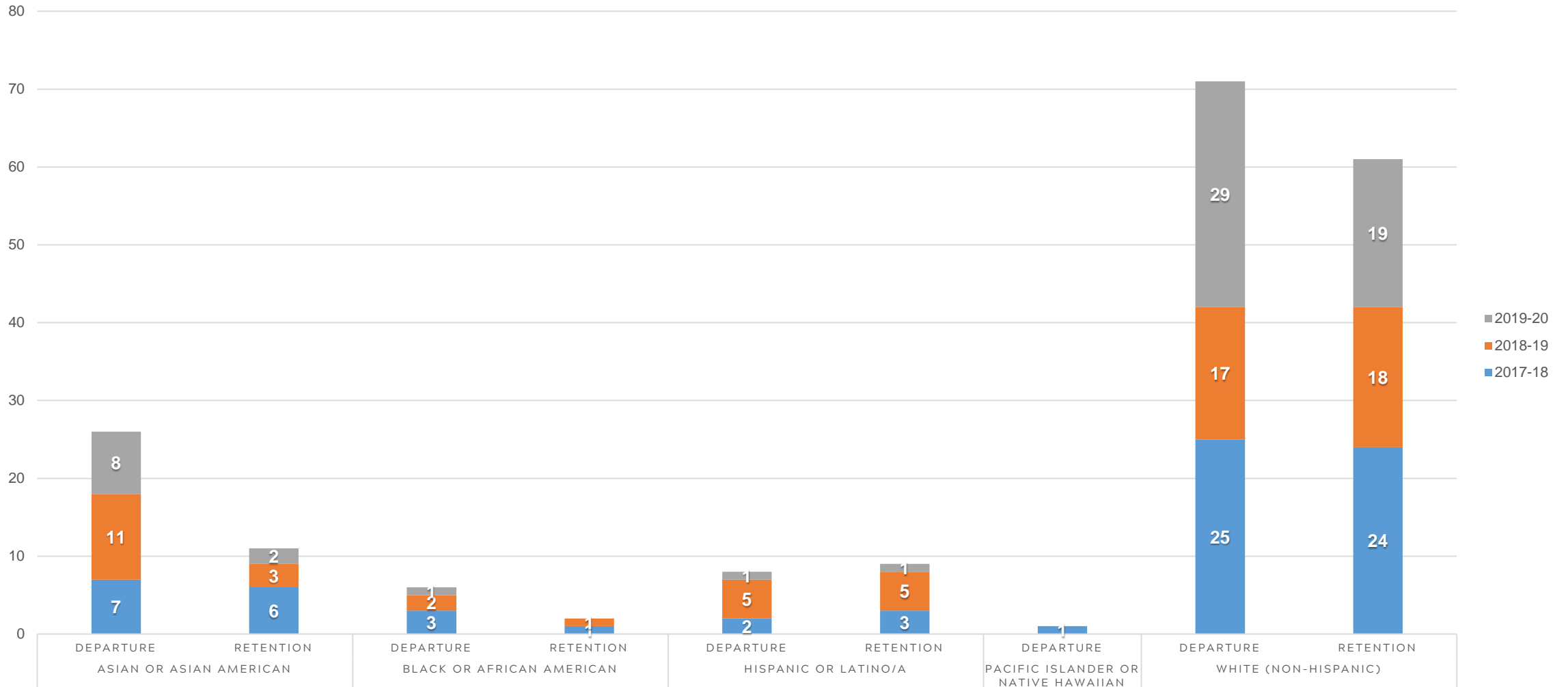
VT RETENTION/DEPARTURE ANALYSIS 2017-2020

FACULTY GRANT \$ TOTALS FOR DEPARTURES AND RETENTIONS, BY COLLEGE



VT RETENTION/DEPARTURE ANALYSIS 2017-2020

RACE/ETHNICITY OF FACULTY DEPARTURES AND RETENTIONS



VT RETENTION/DEPARTURE ANALYSIS 2017-2020

GENDER OF FACULTY DEPARTURES AND RETENTIONS

