

Introduction

AdvanceVT is a comprehensive program to promote and enhance the careers of women faculty at Virginia Tech, especially those in science and engineering fields, through institutional transformation.

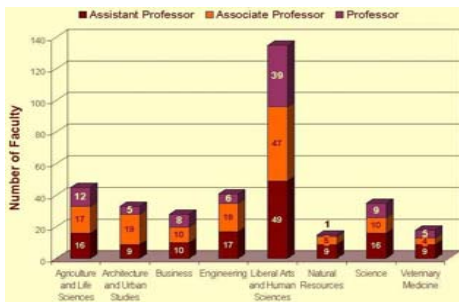
Each year *AdvanceVT*, with the assistance of the staff in Institutional Research, compiles statistics on the progress of hires, retention and the career advancement of women faculty at Virginia Tech.

While much of this data focuses on the Colleges of Science and Engineering, *AdvanceVT* also collects data on colleges university wide, as well as at benchmark institutions. These data serve to inform the university community on the progress of *AdvanceVT*'s mission to promote and enhance the careers of women in academic science and engineering at Virginia Tech through institutional transformation.

This poster includes charts and graphs that visually represent the progress of women faculty at Virginia Tech. Brief explanations are also provided to further clarify the data.

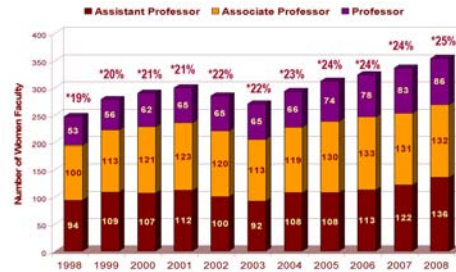
University Statistics

Women Faculty at Virginia Tech by College, Fall 2008



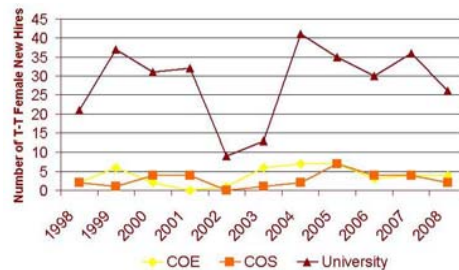
This graph shows that the largest cohort of women faculty currently resides in the College of Liberal Arts and Human Sciences, with women making up 44% of the total faculty in that college. This corresponds with national averages for those disciplines. In contrast, only 13% of the 315 tenure-track faculty in the College of Engineering are women, also comparable to national averages.

Tenured & Tenure-Track Women Faculty at Virginia Tech, 1998 – 2008



The number of women faculty has increased significantly over the past ten years, but the percentage of women has grown more slowly. Women are currently 15% of professors, 28% of associates, and 40% of assistant professors university wide.

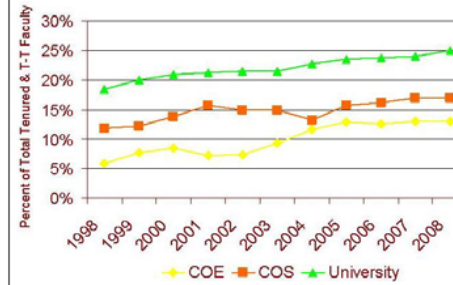
Women as Percentage of New Tenured & Tenure-Track Faculty Hires at Virginia Tech, 1998 – 2008



% women	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
COE	10%	27%	12%	0%	9%	32%	32%	24%	16%	17%	23%
COS	18%	10%	31%	40%	0%	30%	33%	54%	29%	22%	33%

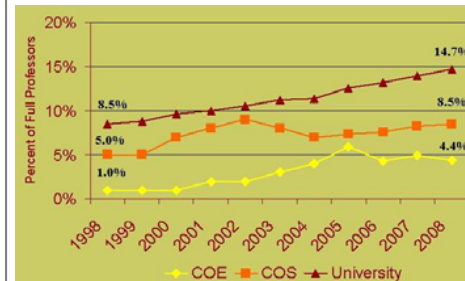
The number of new faculty hires has varied considerably, university wide, over the past 10 years. Fall 2004 was a hiring standout for women at Virginia Tech, but the percentage of women among new faculty hires remains around 33%.

Women as Percentage of Total Full-Time Tenured & Tenure-Track Faculty, COE & COS, 1998 – 2008



As the chart above demonstrates, increasing the representation of women is an incremental process.

Women Full Professors at Virginia Tech, 1998-2008



The shortage of women at the professor level is acute. The low number of women at the senior ranks means the pool of experienced women available for appointments to professorships and chairs and important policy making committees is very limited.

According to the 2006 NSF Survey of Doctorate Recipients, women, by doctoral field, make up the following percentages of tenured and tenure track faculty and full professors, nationwide:

- Psychology, 46% of T&TT faculty and 33% of full
- Social Sciences, 34% and 23%
- Computer Sciences, 21% and 17%
- Mathematics, 17% and 9%
- Engineering 11% and 5%

Conclusion

Percentage of Women Faculty at Benchmark Institutions*

Institution	Male Faculty	Female Faculty	% of Total
Purdue	1648	881	35%
University of Maryland	1858	951	34%
Michigan State	1639	688	30%
Virginia Tech	1501	609	29%
NC State	1181	471	29%
University of Illinois-Urbana	1568	619	28%

* State Council of Higher Education for Virginia (SCHEV) Approved Peer Institutions
Source: IPEDS 2006, Grand total full-time faculty (instruction/research/public service)

The percentage of women engineering faculty at Virginia Tech exceeds the national average at the assistant and associate professor level. Yet in comparison to benchmark institutions, Virginia Tech remains consistently in the low range. However, Virginia Tech continues to make headway in institutional transformation. Significant accomplishments during 2007-2008 include:

- ❖ Virginia Tech has committed to continue support for *AdvanceVT* programs beyond the 5 year NSF grant.
- ❖ *AdvanceVT* unveiled *Creating a Positive Departmental Climate at Virginia Tech: A Compendium of Successful Strategies*, available at www.advance.vt.edu.
- ❖ *AdvanceVT* and the Office of Equity and Inclusion will co-host the sixth annual "Advancing Diversity at Virginia Tech" conference on January 12, 2009.
- ❖ *AdvanceVT* and the Office for Equal Opportunity are developing a database of potential faculty candidates.

Acknowledgments

AdvanceVT would like to thank the National Science Foundation (Grant #SBE 0244916) and Virginia Tech. Any opinions, findings, conclusions or recommendations expressed are those of the authors and do not necessarily reflect the views of the National Science Foundation.