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# Advancing Women at Virginia Tech: University Statistics Fall 2011

## 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

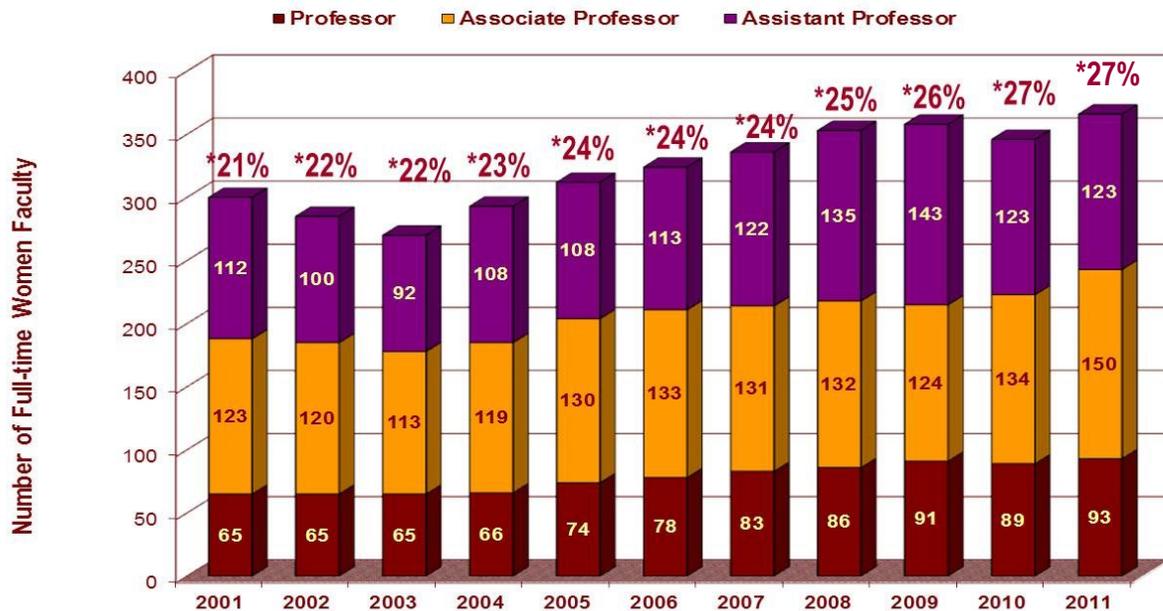


across the university, including the Office of the Senior Vice President and Provost, the Office for Diversity and Inclusion, the Graduate School, the Women’s Center, college deans, and the Women’s and Gender Studies Program. High impact initiatives have been expanded to address work-life balance and 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. *AdvanceVT* continues to offer signature events such as leadership lunches, graduate student seminars, and the annual *Advancing Diversity at Virginia Tech* workshop.

## Ongoing Programs

- **Recruitment and Retention**
  - \* Brochure on unrecognized bias; search committee assistance; college liaisons; visiting scholars program
- **Networking and Mentoring**
  - \* Annual welcome reception for women colleagues; faculty leadership lunches; distinguished lectures; mentoring micro-grants; promotion to professor panel; candidate statement workshops
- **Building a Supportive Community**
  - \* New department head orientation; department climate compendium; *Advancing Diversity at Virginia Tech* workshop
- **Preparing the Future Professoriate**
  - \* Graduate student seminars on succeeding in a faculty career

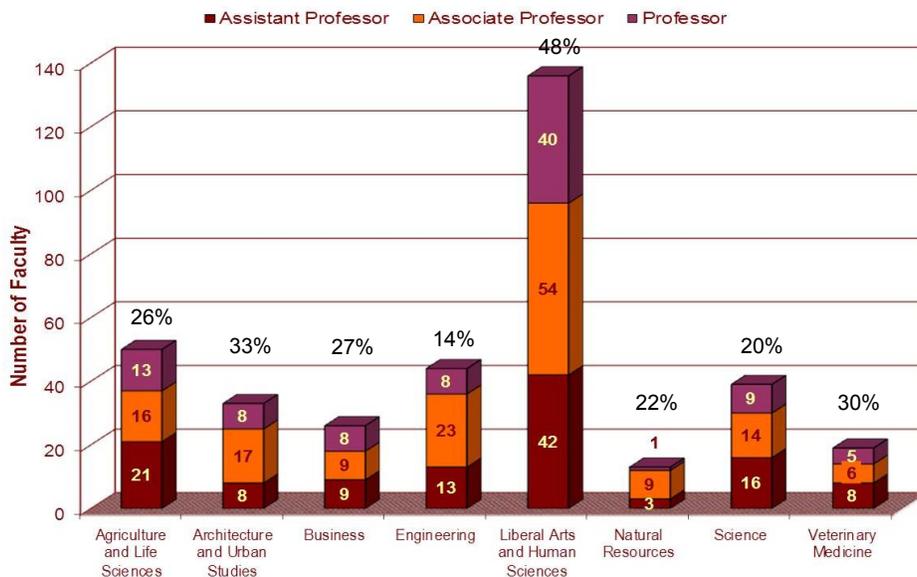
## Full-Time, Tenured & Tenure-Track Women Faculty at Virginia Tech, 2001—2011



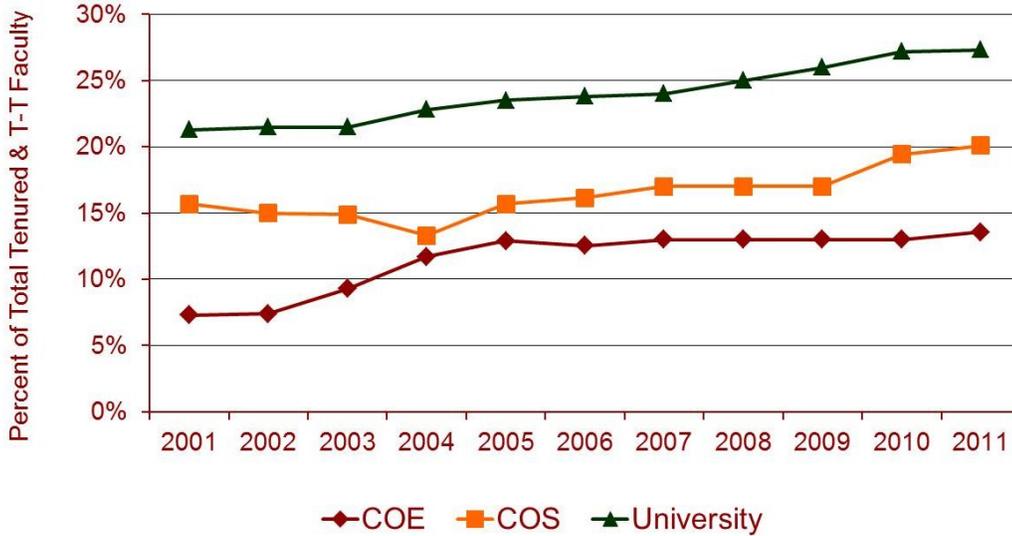
\* Total percentage of women in tenure-track positions

As the chart above demonstrates, increasing the representation of women faculty at Virginia Tech is an incremental process. Although the overall number of female professors and associate professors increased in 2011, the overall percentage of women tenured and tenure-track faculty remained constant at 27%.

## Women Faculty at Virginia Tech by College, Fall 2011

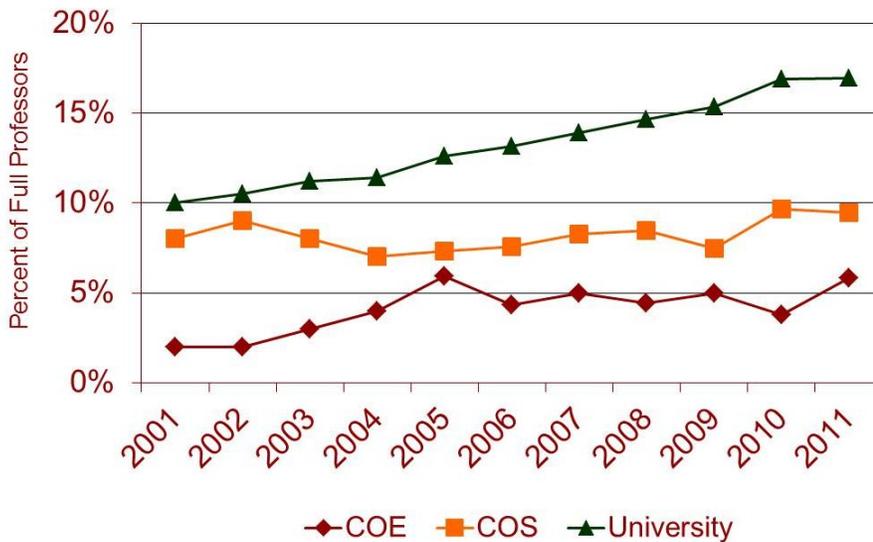


Women as Percentage of Total Full-Time Tenured & Tenure-Track Faculty, COE & COS, 2001–2011



Although the university-wide percentage of women faculty at Virginia Tech was 27% in 2011, the chart above shows that the percentages of women faculty in the College of Engineering (14%) and College of Science (20%) are substantially below the university-wide average. The figure below illustrates that while the percentage of women full professors university-wide has increased steadily over the past decade, with women currently comprising 17% of professors at Virginia Tech, the percentages of women full professors in the College of Engineering (6%) and the College of Science (9%) are also below the university-wide average.

Women Full Professors at Virginia Tech, 2001–2011

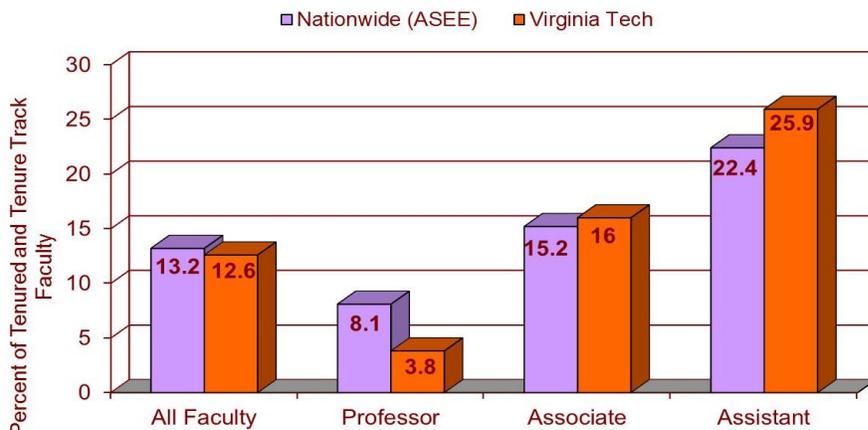


AdvanceVT Updates Mission Statement

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 newly redesigned *AdvanceVT* website at [www.advance.vt.edu](http://www.advance.vt.edu)

## Women Engineering Faculty in the United States



Source: American Society for Engineering Education, Fall 2010

The chart above shows that the overall percentage of women engineering faculty at Virginia Tech (12.6%) was close to the national average (13.2%) in fall 2010, the most recent year for which data are available. Yet, in comparison with the benchmark institutions below, Virginia Tech remains low in terms of the total percentage of women faculty.

Recent indicators of progress towards institutional transformation include the following:

- Women currently comprise 42% of assistant professors, 30% of associate professors, and 17% of professors university-wide.
- The percentage of women engineering faculty exceeds national averages at the assistant and associate professor levels.
- In 2011-2012, there were 12 female department heads (20%) in comparison to 9 female department heads (13%) in 2003-2004.  
In 2011-2012, there were 15 female distinguished professors (9%) in comparison to 7 female distinguished professors (6%) in 2003-2004.

### Percentage of Women Faculty at Benchmark Institutions\*

Institution	Male Faculty	Female Faculty	% of Total
University of Maryland	1977	1106	36%
Michigan State	1645	906	36%
University of Illinois—Urbana	1467	738	33%
Virginia Tech	1427	652	31%
NC State	1210	545	31%
Purdue	1681	733	30%

\* State Council of Higher Education for Virginia (SCHEV) Approved Peer Institutions

Source: IPEDS 2010, Grand total full-time faculty (instruction/research/public service)

*AdvanceVT* assists 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.

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](http://www.advance.vt.edu)