Advancing Women at Virginia Tech: University Statistics Fall 2012

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

Special points of interest:

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<tbody>
<tr>
<td>Number of women tenured and tenure-track faculty</td>
<td>2</td>
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<tr>
<td>Number of women faculty by college</td>
<td>2</td>
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<tr>
<td>Percentage of women full professors</td>
<td>3</td>
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<tr>
<td>Percentage of women faculty at benchmark institutions</td>
<td>4</td>
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The number of new faculty hires has varied considerably from year to year, with the percentage of women ranging from 30% to 45%.
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.
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

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**Women Faculty Nationwide and at Benchmark Institutions***

According to NSF, in 2008 women made up the following percentages of faculty nationwide:

- Biological Sciences: 36%
- Physical Sciences: 21%
- Social Sciences: 36%
- Computer and Information Sciences: 15%
- Mathematical Sciences: 25%
- Engineering: 12%

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<table>
<thead>
<tr>
<th>Institution</th>
<th>Male Faculty</th>
<th>Female Faculty</th>
<th>% of Total</th>
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<tbody>
<tr>
<td>Michigan State</td>
<td>1647</td>
<td>930</td>
<td>36%</td>
</tr>
<tr>
<td>University of Maryland</td>
<td>2053</td>
<td>1147</td>
<td>36%</td>
</tr>
<tr>
<td>University of Illinois - Urbana</td>
<td>1422</td>
<td>726</td>
<td>34%</td>
</tr>
<tr>
<td>Virginia Tech</td>
<td>1499</td>
<td>720</td>
<td>32%</td>
</tr>
<tr>
<td>NC State</td>
<td>1199</td>
<td>537</td>
<td>31%</td>
</tr>
<tr>
<td>Purdue</td>
<td>1595</td>
<td>695</td>
<td>30%</td>
</tr>
</tbody>
</table>

*SCHEV approved peer institutions. Source: IPEDS 2011, Grand total full-time faculty

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The number of women faculty has increased significantly over the past ten years, but the percentage of women has grown more slowly.