



Special points of interest:

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# Advancing Women at Virginia Tech: University Statistics Fall 2012

## Sustaining *AdvanceVT*

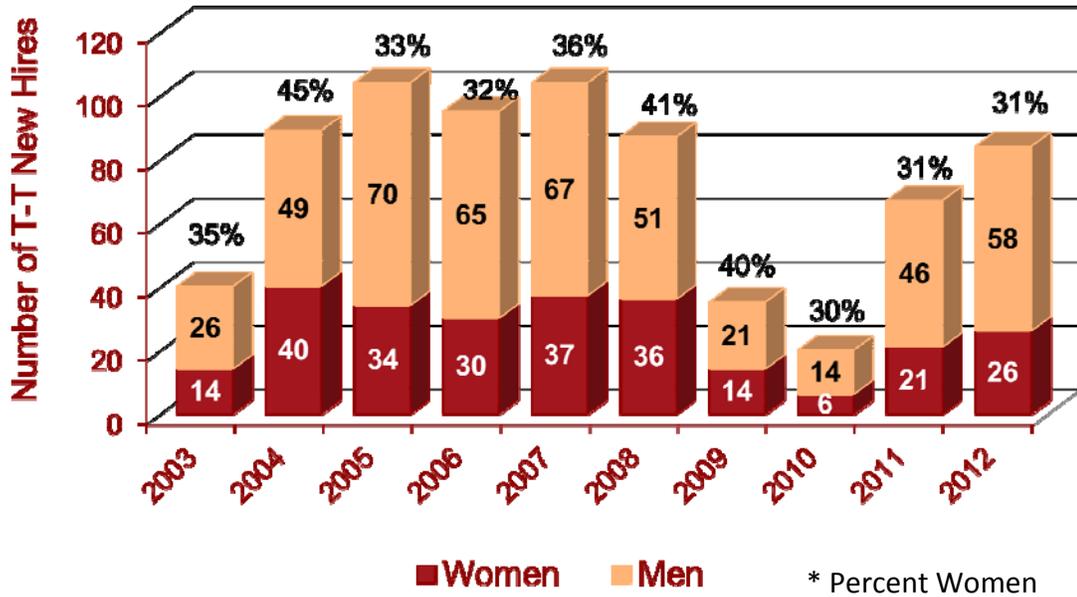
*AdvanceVT* began in 2003 as a comprehensive program to promote and enhance the careers of women in academic science and engineering at Virginia Tech through institutional transformation. Although grant funding from the National Science Foundation expired in August 2010, *AdvanceVT* programs continue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

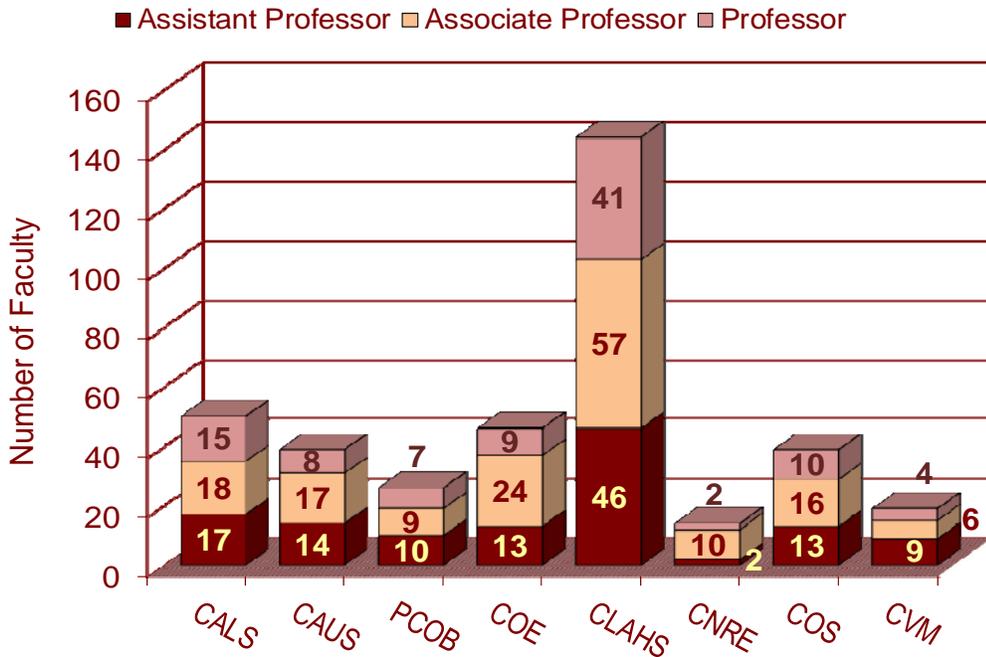
- **Recruitment and Retention**
  - \* Brochure on unrecognized bias; search committee assistance; college liaisons; visiting scholars program
- **Networking and Mentoring**
  - \* Annual welcome reception for women colleagues; faculty leadership lunches; distinguished lectures; mentoring micro-grants; 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

New Full-Time, Tenure-Track Faculty, 2003—2012

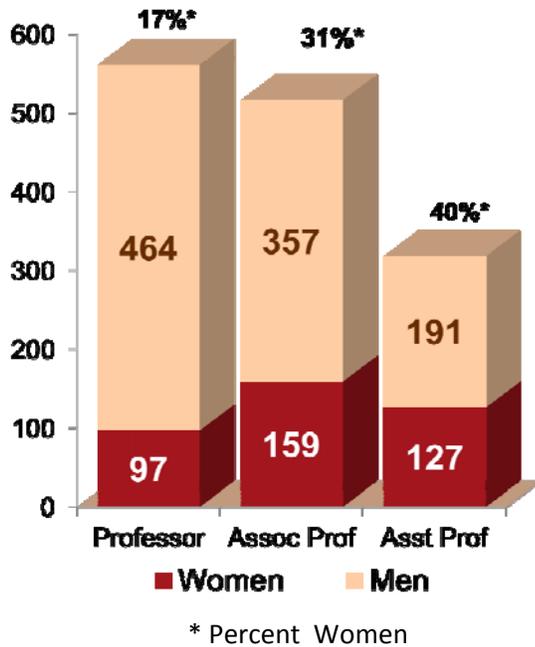


The number of new faculty hires has varied considerably from year to year, with the percentage of women ranging from 30% to 45%.

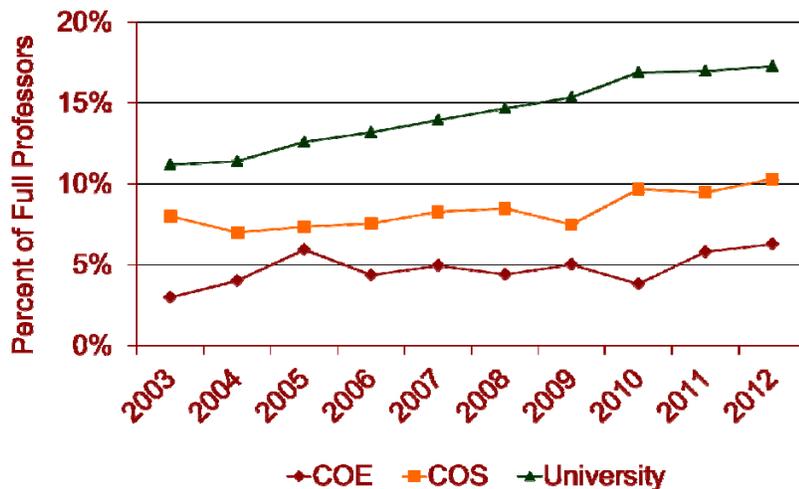
Women Faculty at Virginia Tech by College, Fall 2012



Virginia Tech Faculty by Rank and Gender, Fall 2012



Women Full Professors at Virginia Tech, 2003-2012



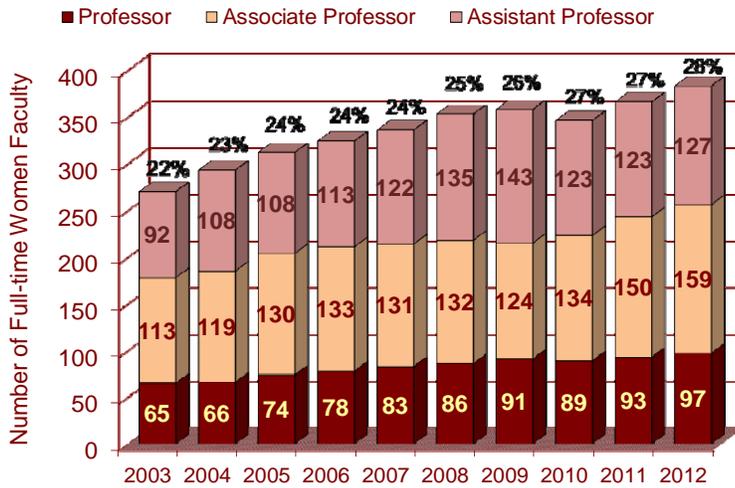
The number of women faculty at the rank of professor is important because those individuals form the primary pool of candidates for leadership positions and distinguished professorships.

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

### Tenured & Tenure-Track Women Faculty by Rank, 2003-2012



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

### 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%

Institution	Male Faculty	Female Faculty	% of Total
Michigan State	1647	930	36%
University of Maryland	2053	1147	36%
University of Illinois - Urbana	1422	726	34%
Virginia Tech	1499	720	32%
NC State	1199	537	31%
Purdue	1595	695	30%

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

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)