Advancing Women at Virginia Tech: University Statistics
Fall 2013

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 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; web-based department climate compendium; annual Advancing Diversity at Virginia Tech workshop
- Preparing the Future Professoriate
  - Graduate student seminars on succeeding in a faculty career

Special points of interest:

New full-time tenured and tenure-track faculty hires

Number of women faculty by college and rank

Faculty by rank and gender

Women faculty nationwide by discipline and at benchmark institutions

AdvanceVT
Peggy Layne—Director
Kathy Murphy—Assistant
Elsa Camargo—GA

330 Burruss Hall
Mail Code 0132
Blacksburg, Virginia 24061

Phone: 540.231.7682
www.advance.vt.edu
advancevt@vt.edu

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New Full-Time, Tenure-Track Faculty, 2004—2013

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 2013
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.
Tenured & Tenure-Track Women Faculty by Rank, 2004-2013

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 2010 women made up the following percentages of faculty nationwide:

- Biological Sciences: 37%
- Physical Sciences: 22%
- Social Sciences: 38%
- Computer and Information Sciences: 17%
- Mathematical Sciences: 26%
- Engineering: 16%

<table>
<thead>
<tr>
<th>Institution</th>
<th>Male Faculty</th>
<th>Female Faculty</th>
<th>% of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michigan State</td>
<td>1564</td>
<td>1016</td>
<td>39%</td>
</tr>
<tr>
<td>University of Maryland</td>
<td>1081</td>
<td>596</td>
<td>36%</td>
</tr>
<tr>
<td>University of Illinois - Urbana</td>
<td>1378</td>
<td>717</td>
<td>34%</td>
</tr>
<tr>
<td>NC State</td>
<td>892</td>
<td>455</td>
<td>34%</td>
</tr>
<tr>
<td>Virginia Tech</td>
<td>1145</td>
<td>565</td>
<td>31%</td>
</tr>
<tr>
<td>Purdue</td>
<td>1259</td>
<td>531</td>
<td>30%</td>
</tr>
</tbody>
</table>

*SCHEV approved peer institutions. Source: IPEDS 2012, Grand total full-time instructional staff

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