



Advancing Women at Virginia Tech: Are we making progress?

Updated December 2012

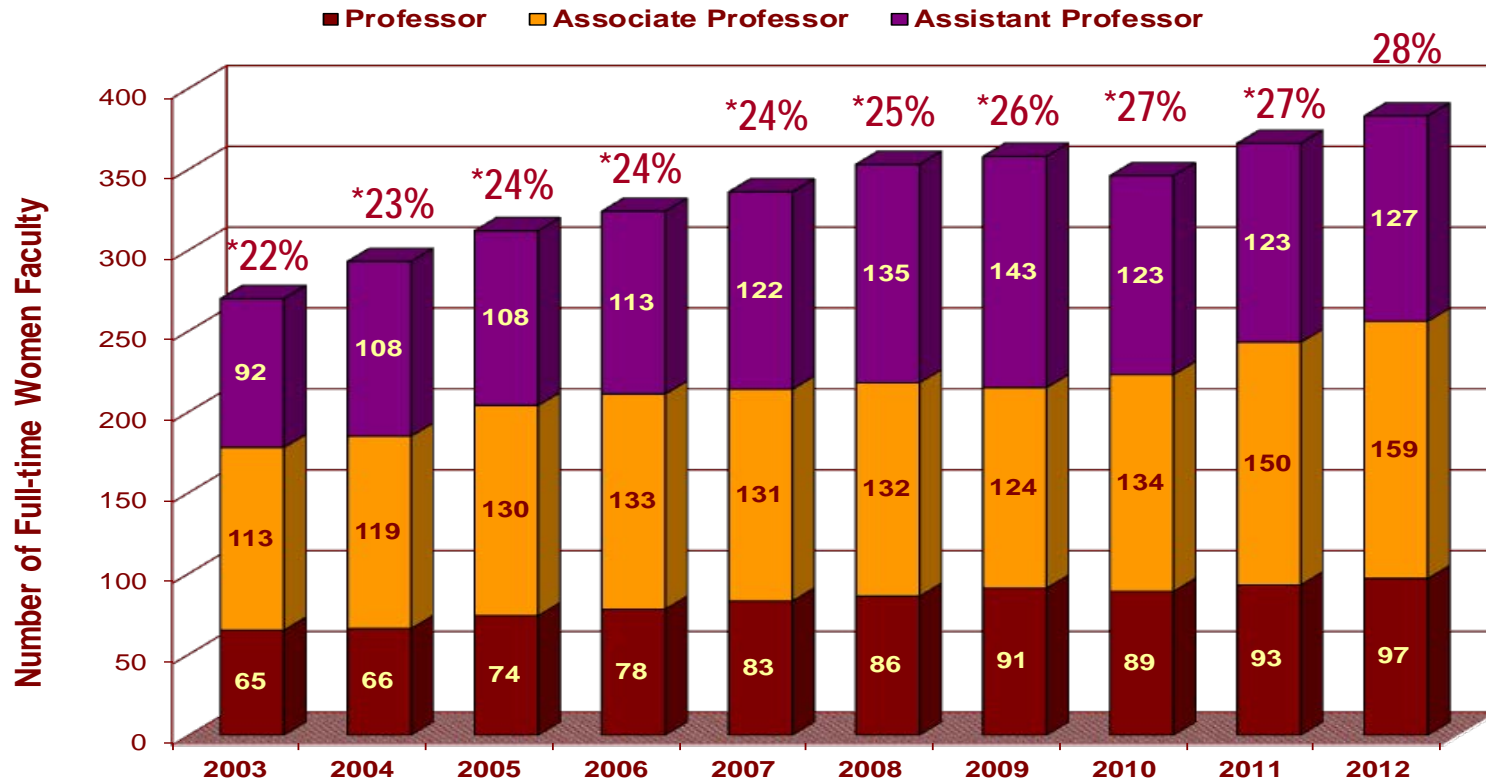
Required NSF Indicators*

Outcome

- | |
|--|
| 1. # and % of women faculty in science/engineering by department |
| 2. # and % of women I tenure-line positions by rank and department |
| 3. Tenure promotion outcomes by gender |
| 4. Years in rank by gender |
| 5.a. Time at institution and b. attrition by gender |
| 6. # of women in S & E who are in non-tenure-track positions (teaching and research) |
| 7. # and % of women scientists and engineers in administrative positions |
| 8. # of women S & E faculty in endowed/named chairs |
| 9. # and % of women S & E faculty on promotion and tenure committees |
| 10. Salary of S & E faculty by gender (controlling for department, rank, years in rank) |
| 11. Space allocation of S & E faculty by gender (with additional controls such as dept., etc.) |
| 12. Start-up packages of newly hired S & E faculty by gender (with additional controls such as field/department, rank, etc.) |

***Includes additional indicators that measure climate, productivity, & family/work-friendly policies**

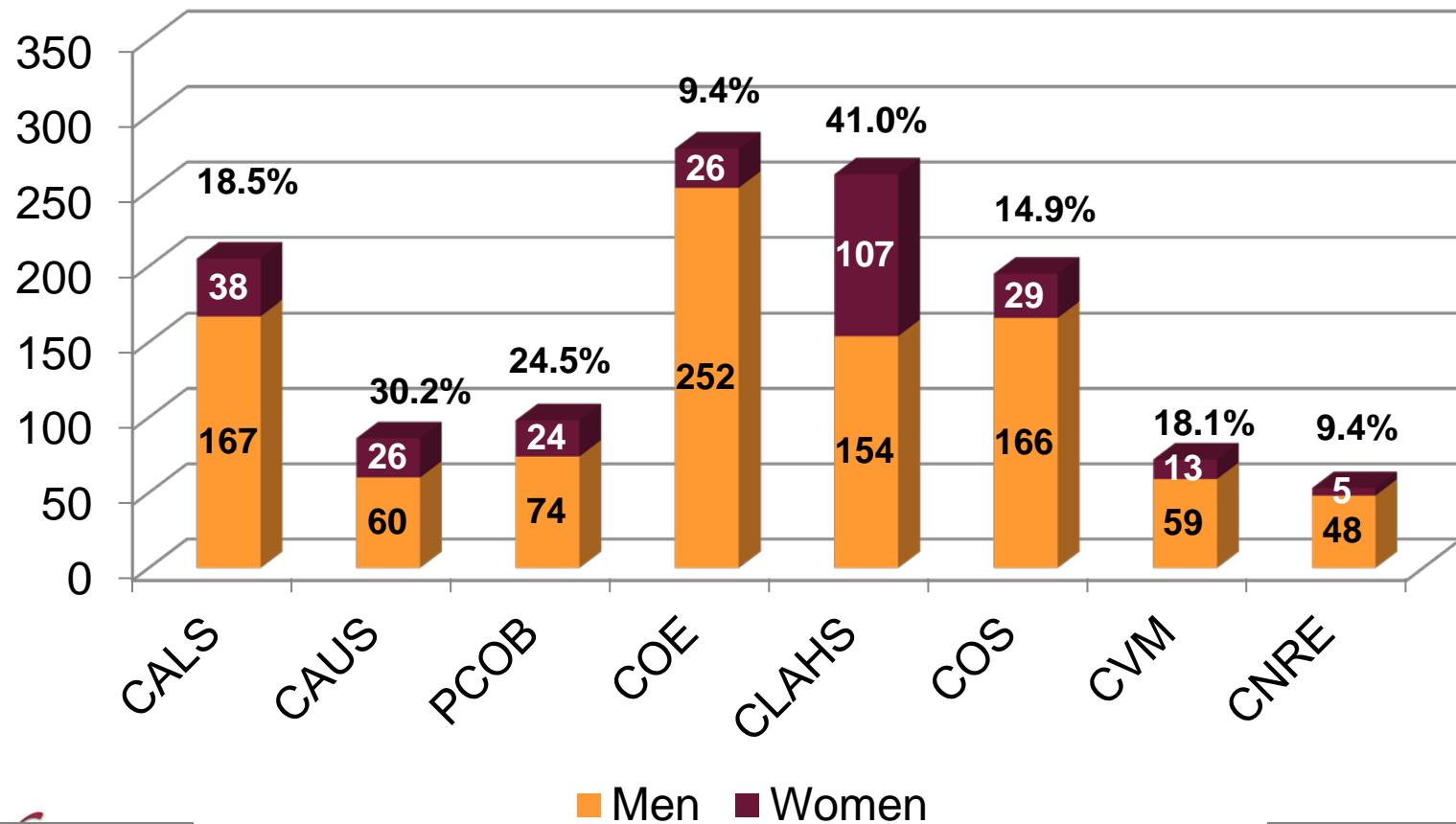
Tenured and Tenure-Track Women Faculty, 2003-2012



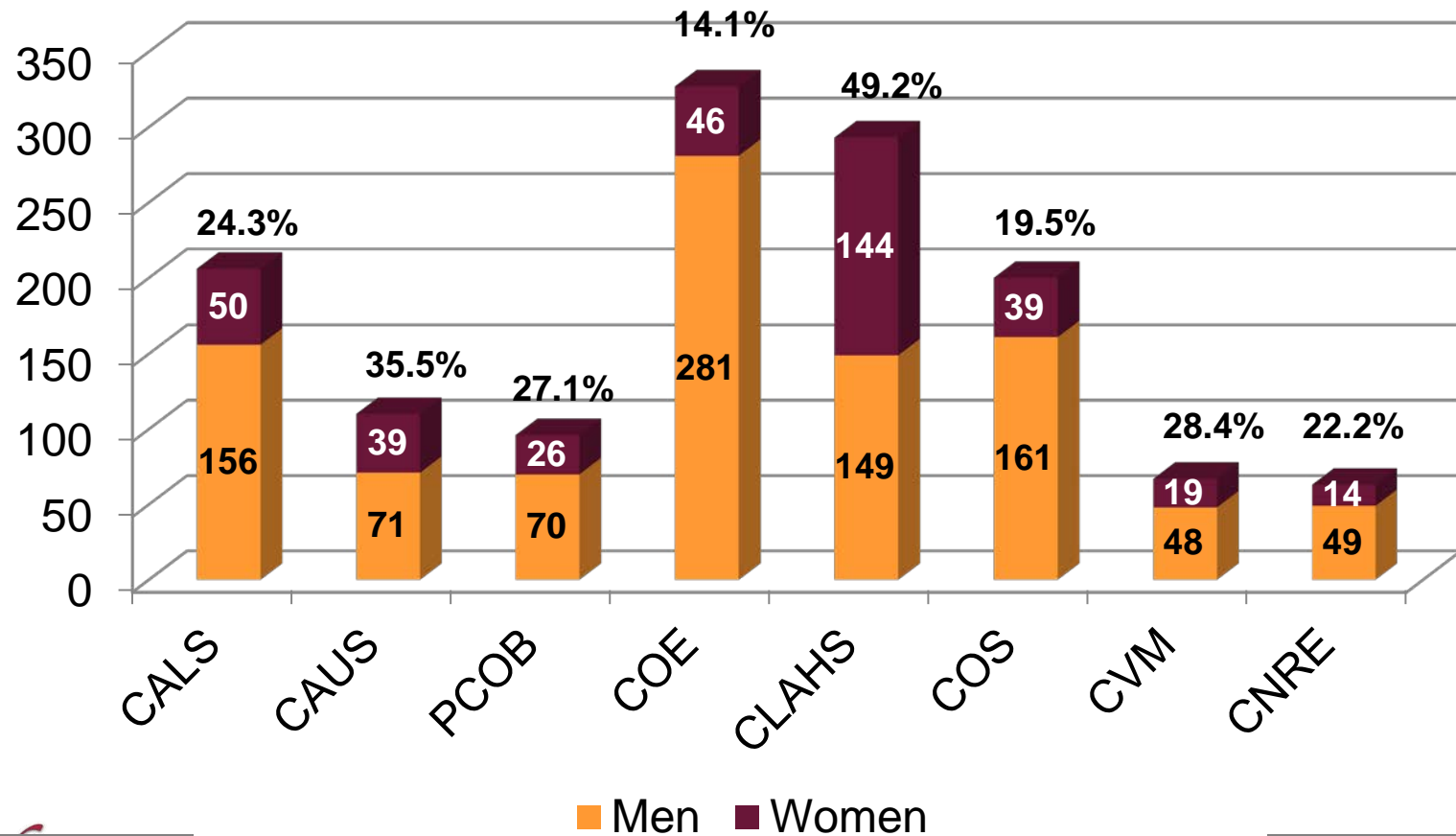
* Total percentage of women in tenure-track positions

Women are currently 17% of professors, 31% of associates, and 40% of assistant professors university wide

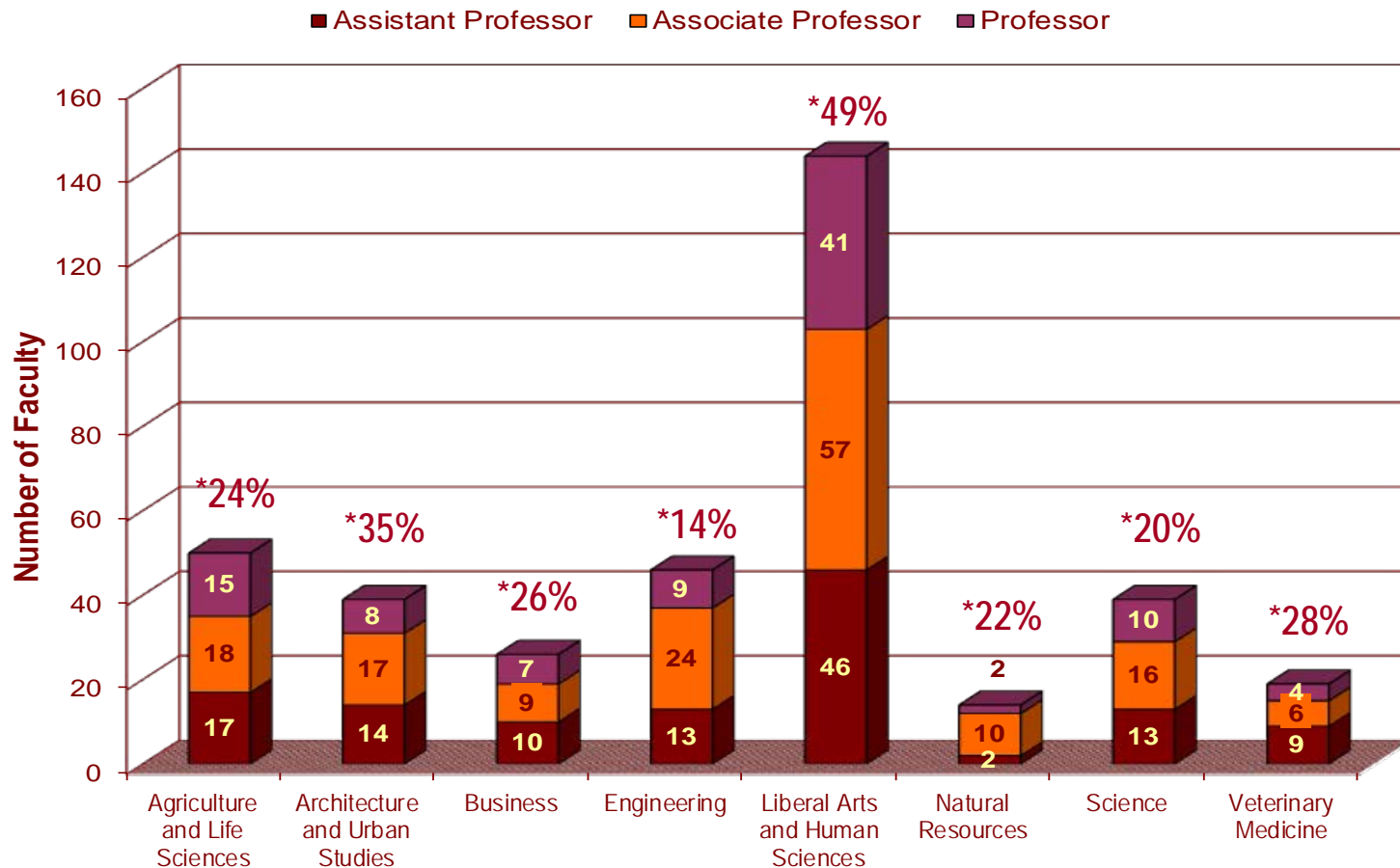
Faculty at Virginia Tech by College and Gender, 2003



Faculty at Virginia Tech by College and Gender, 2012

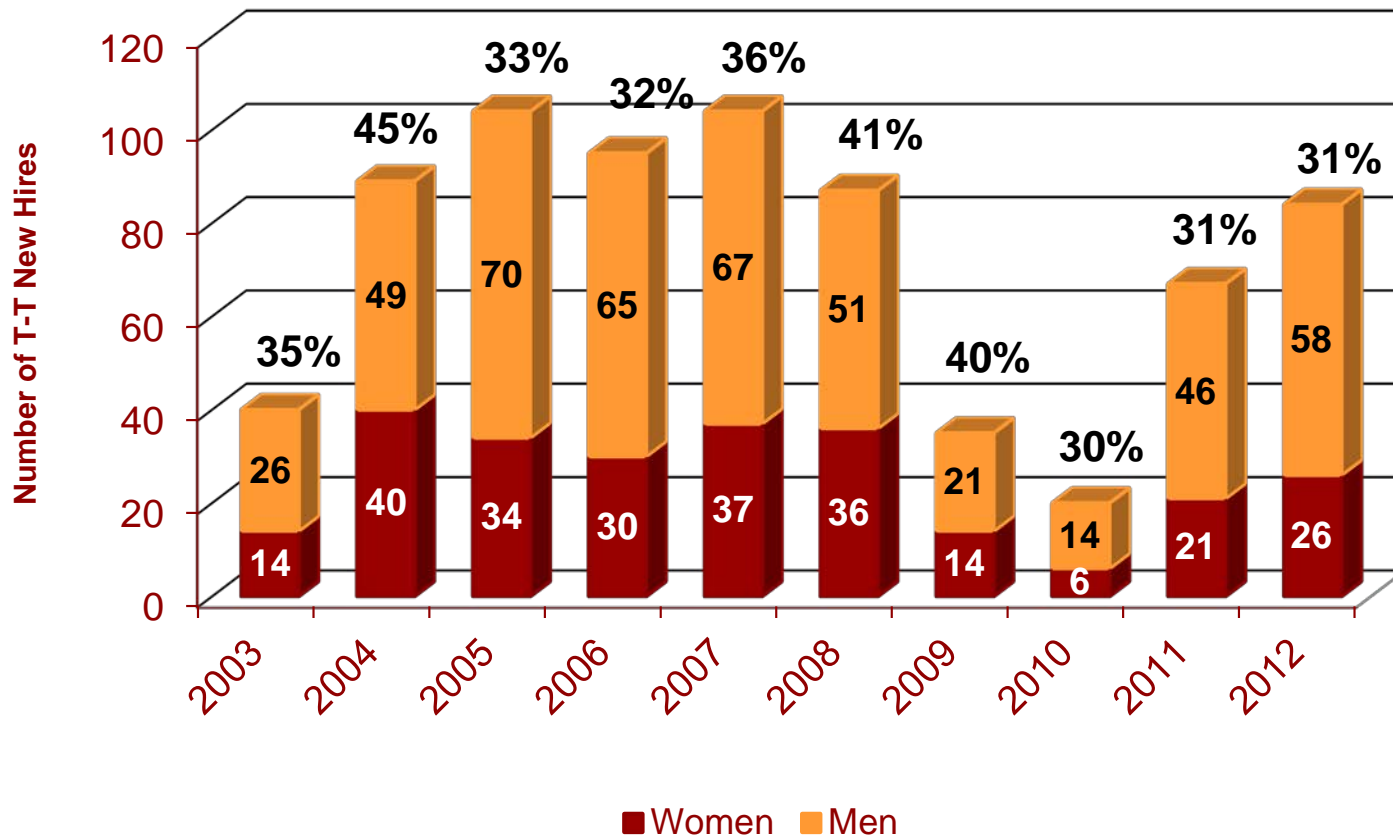


Women Faculty at Virginia Tech by College, Fall 2012

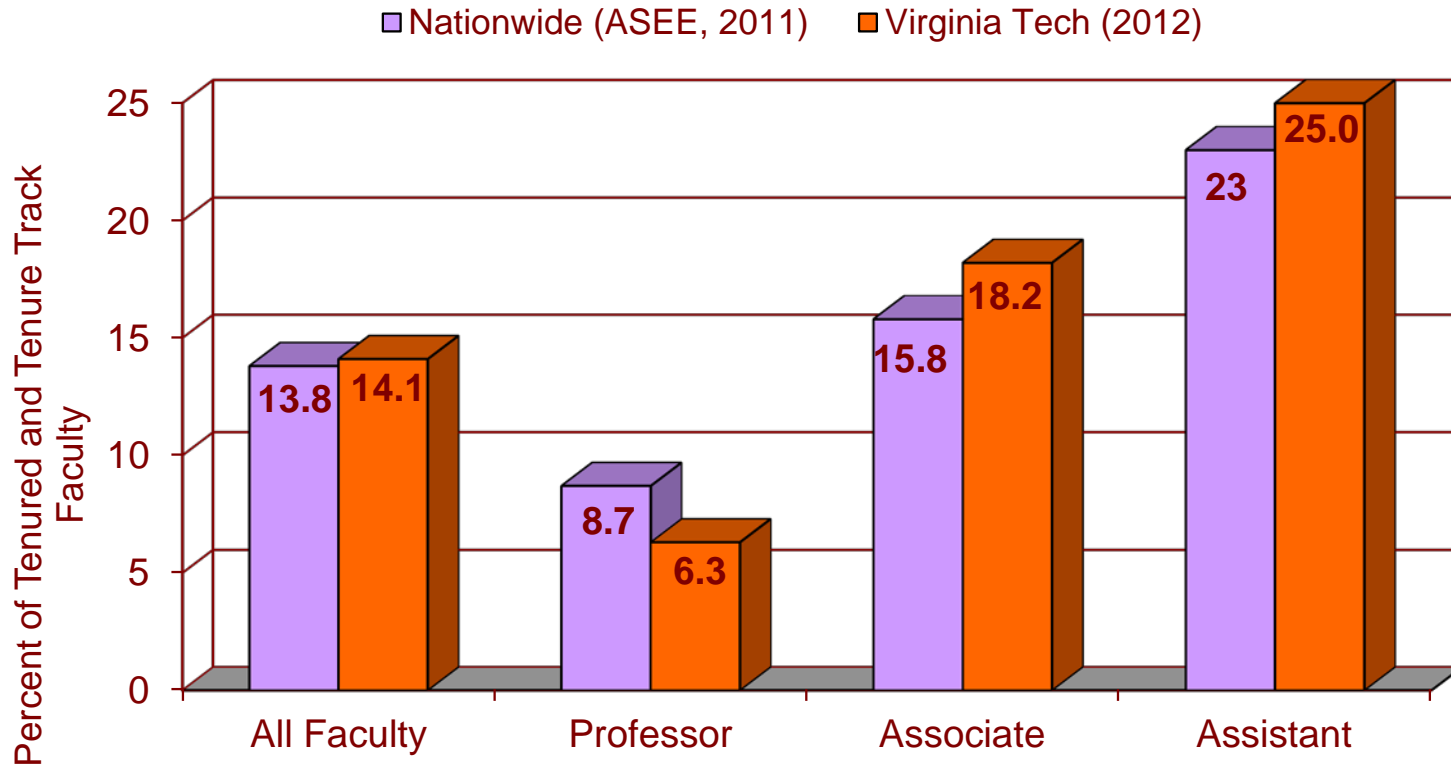


* Total percentage of women in tenure track positions within college

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

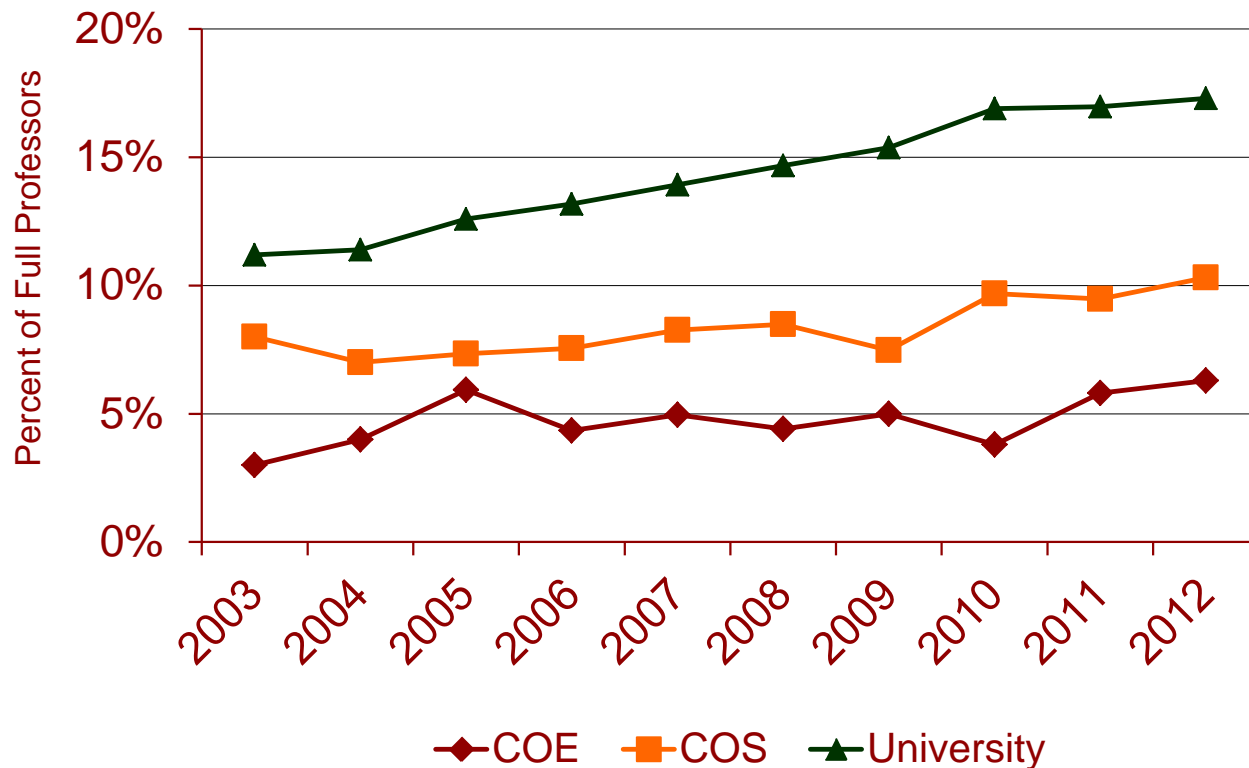


Women Engineering Faculty Fall 2012



The percentage of women engineering faculty at Virginia Tech exceeds the national average at the assistant and associate professor levels.

Women Full Professors at Virginia Tech, 2003-2012



Virginia Tech Distinguished Professors & Department Heads

		2003-04	2012-13
Department Heads, School Directors, & Program Chairs	# women	9	20
	% women	13%	24%
Distinguished Professors (Endowed/ADP/UDP)	# women	7	19
	% women	6%	8%

Women Department Heads at Virginia Tech, 2012-13



11 Department Heads
3 School Directors
6 Program Chairs

Percent Women Faculty at Benchmark Institutions, 2011*

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