



# **Advancing Women at Virginia Tech: Are we making progress?**

Updated September 2013

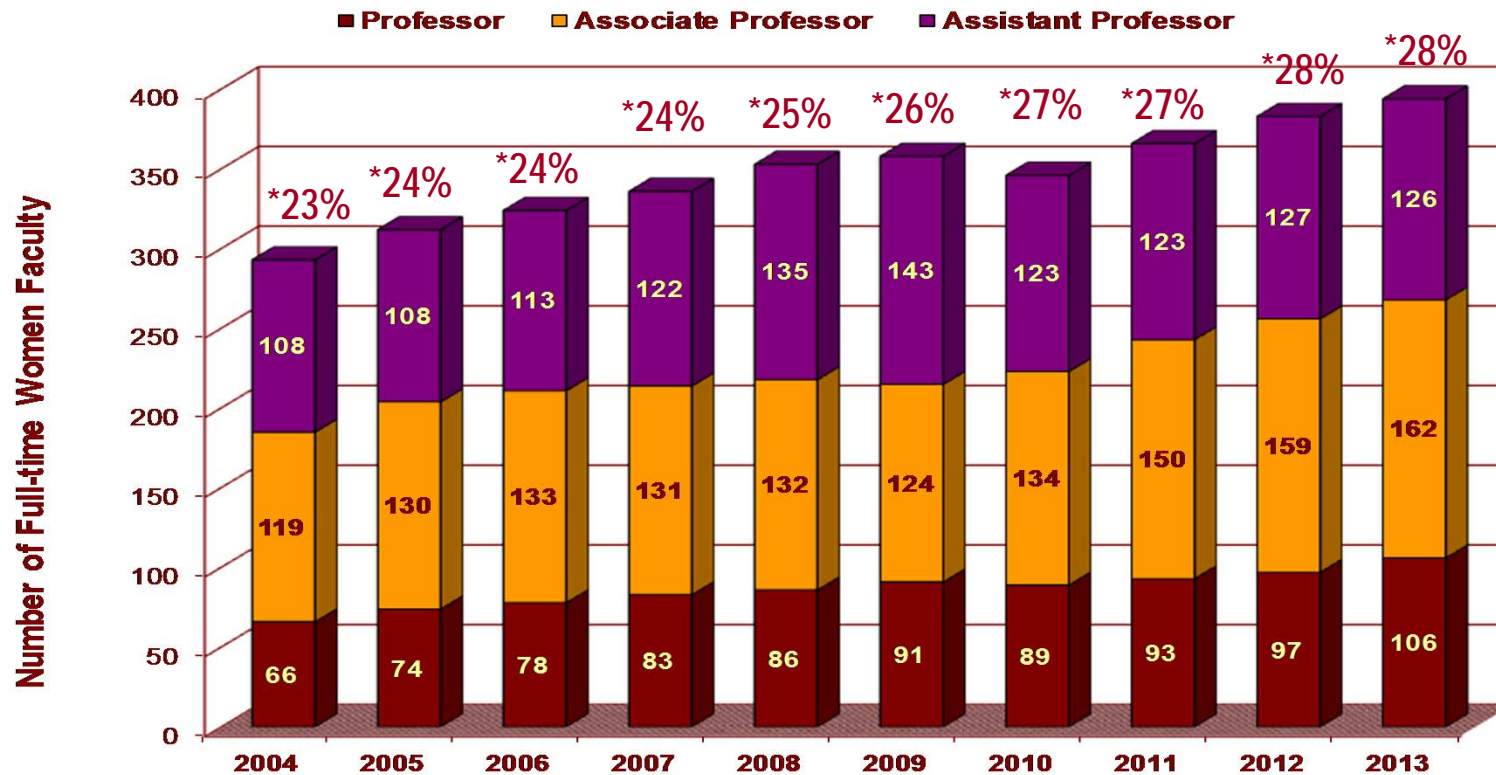
# Required NSF Indicators\*

## 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, 2004-2013

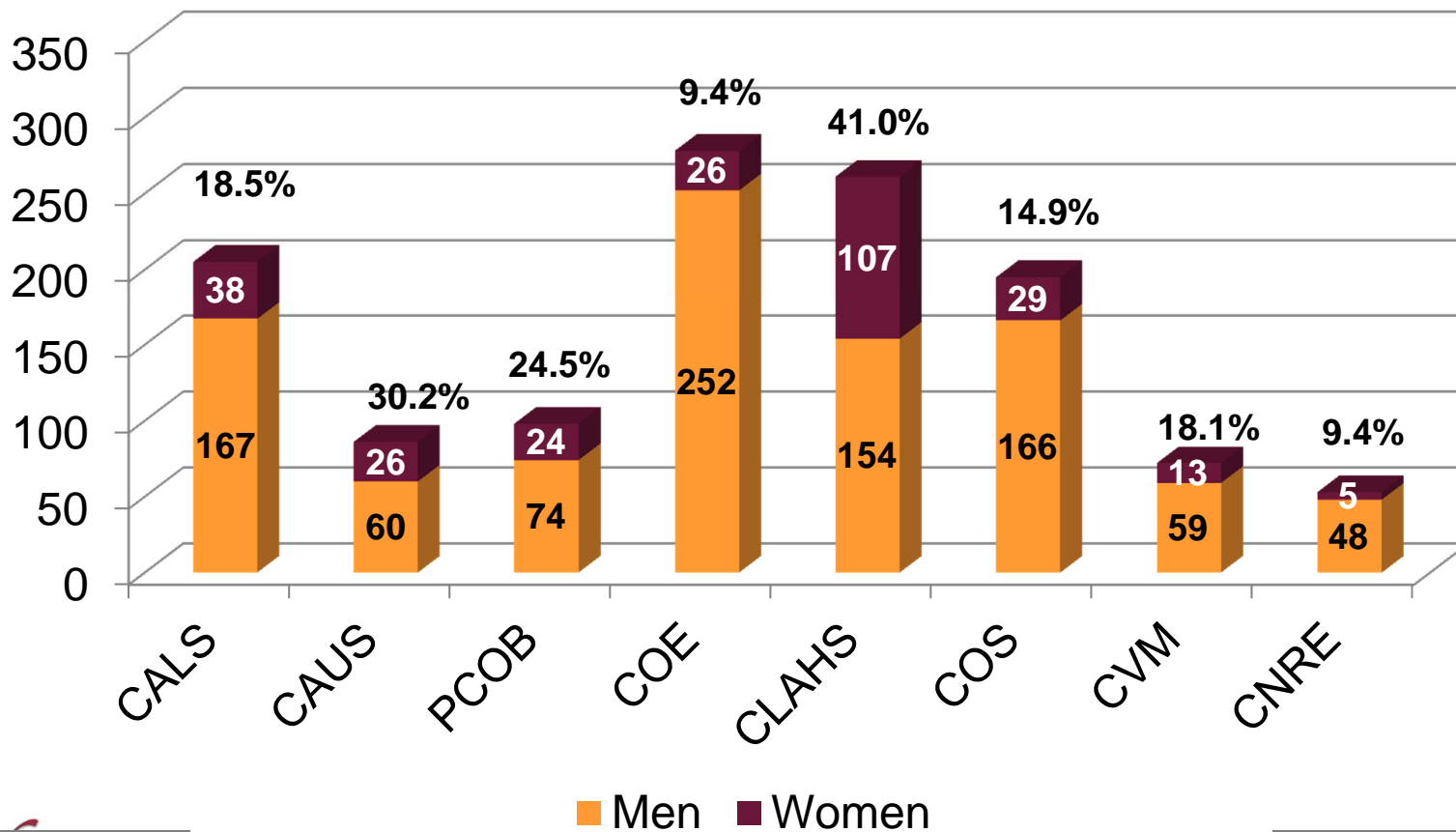


\* Total percentage of women in tenure-track positions

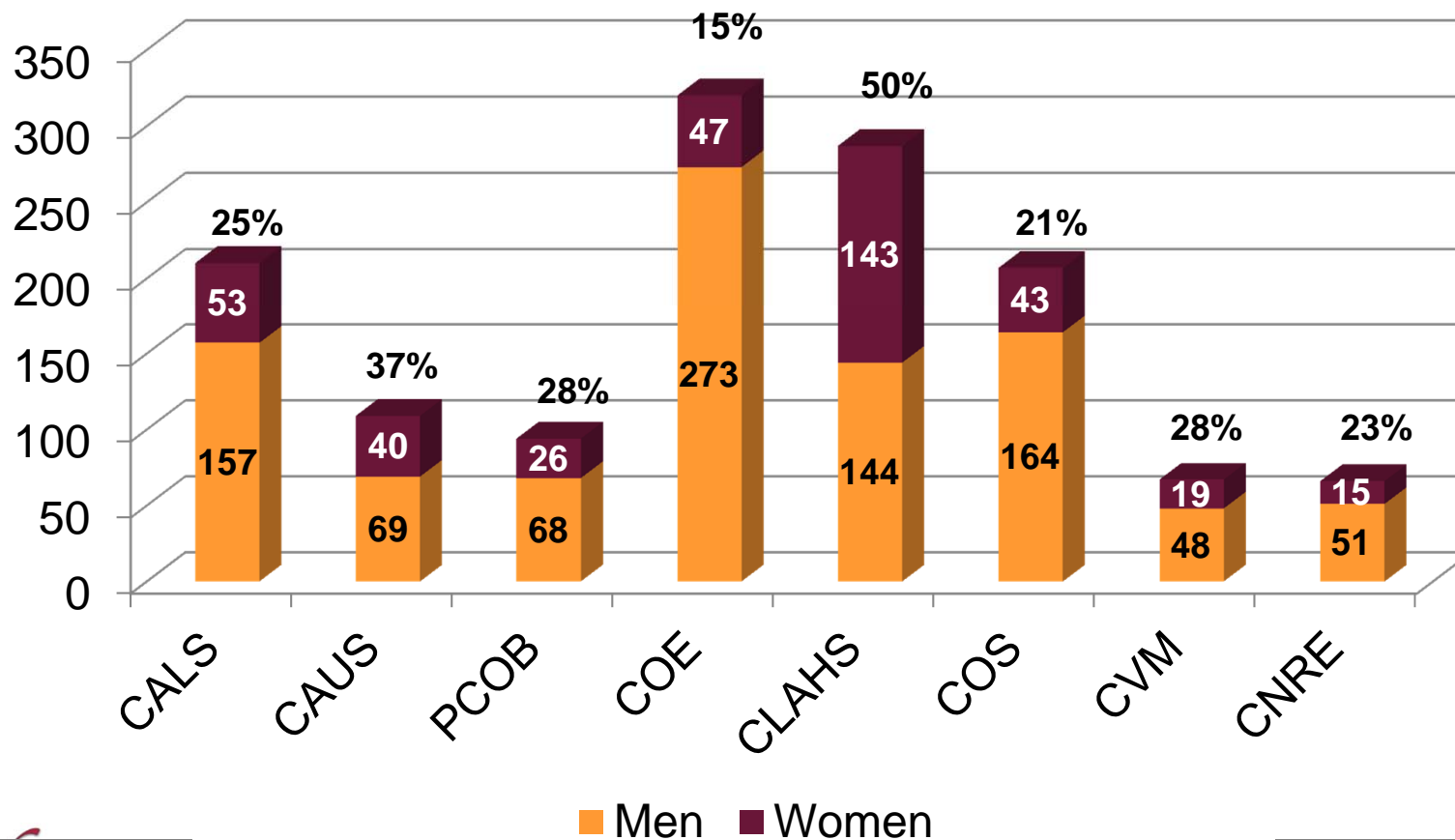
Women are currently 19% of professors, 31% of associates, and 41% of assistant professors university wide



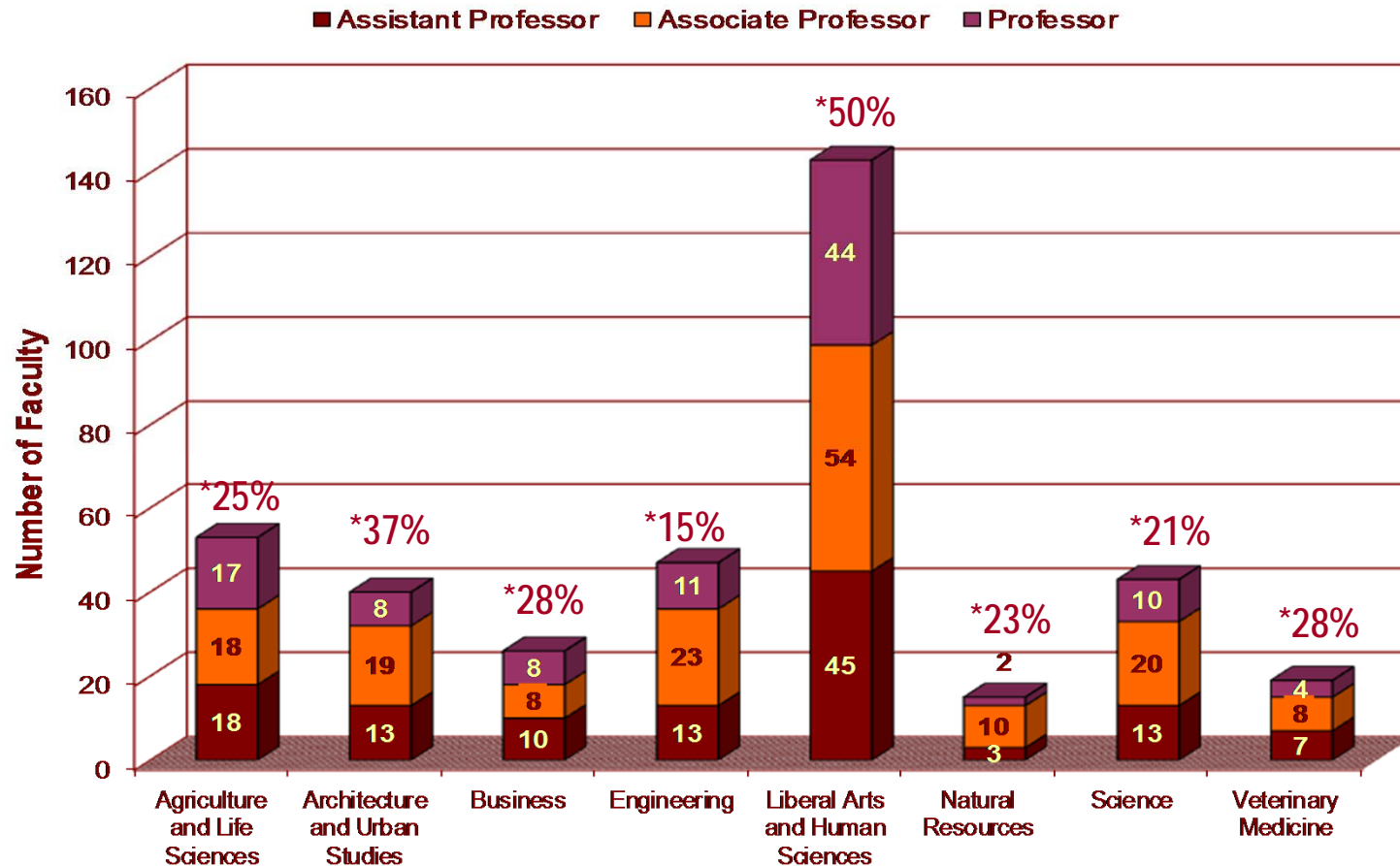
# Faculty at Virginia Tech by College and Gender, 2003



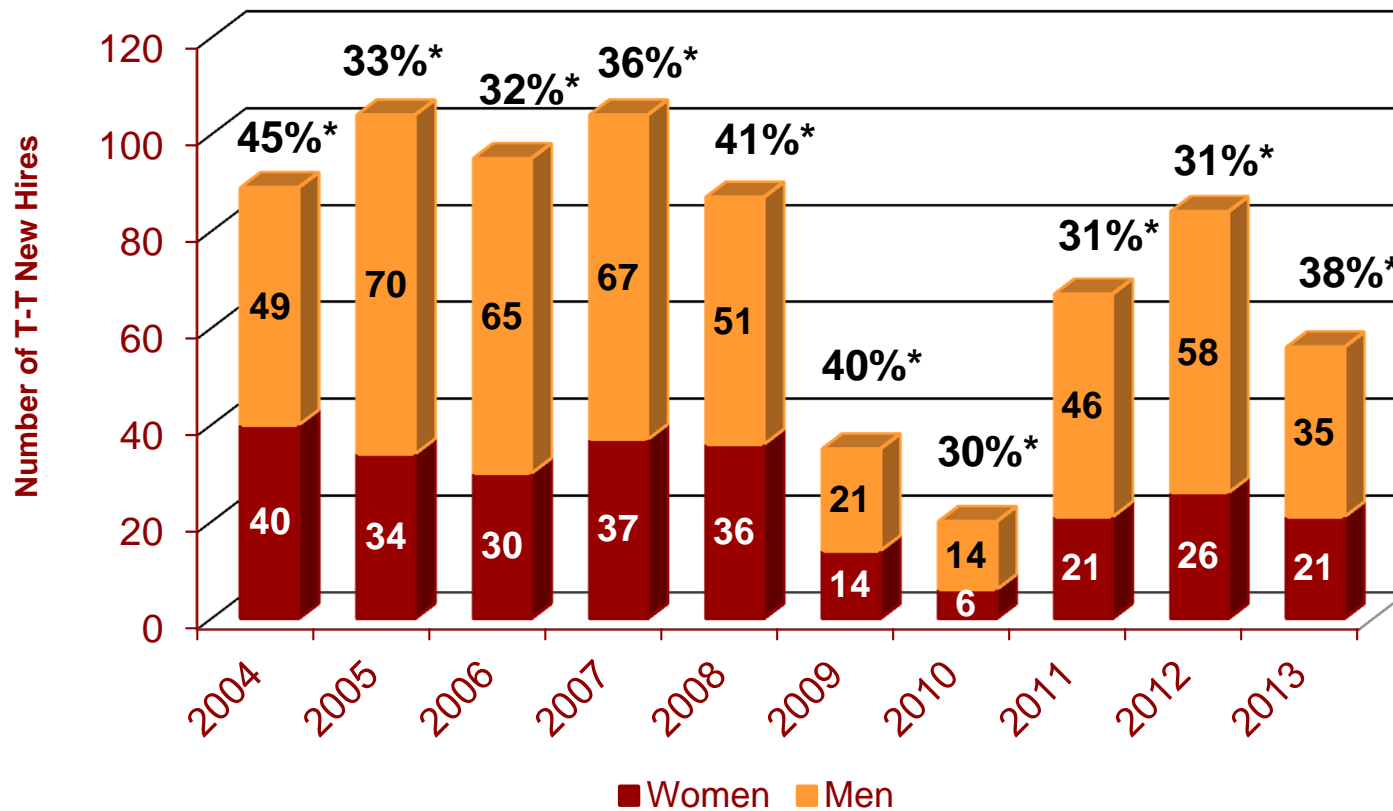
# Faculty at Virginia Tech by College and Gender, 2013



# Women Faculty at Virginia Tech by College, Fall 2013

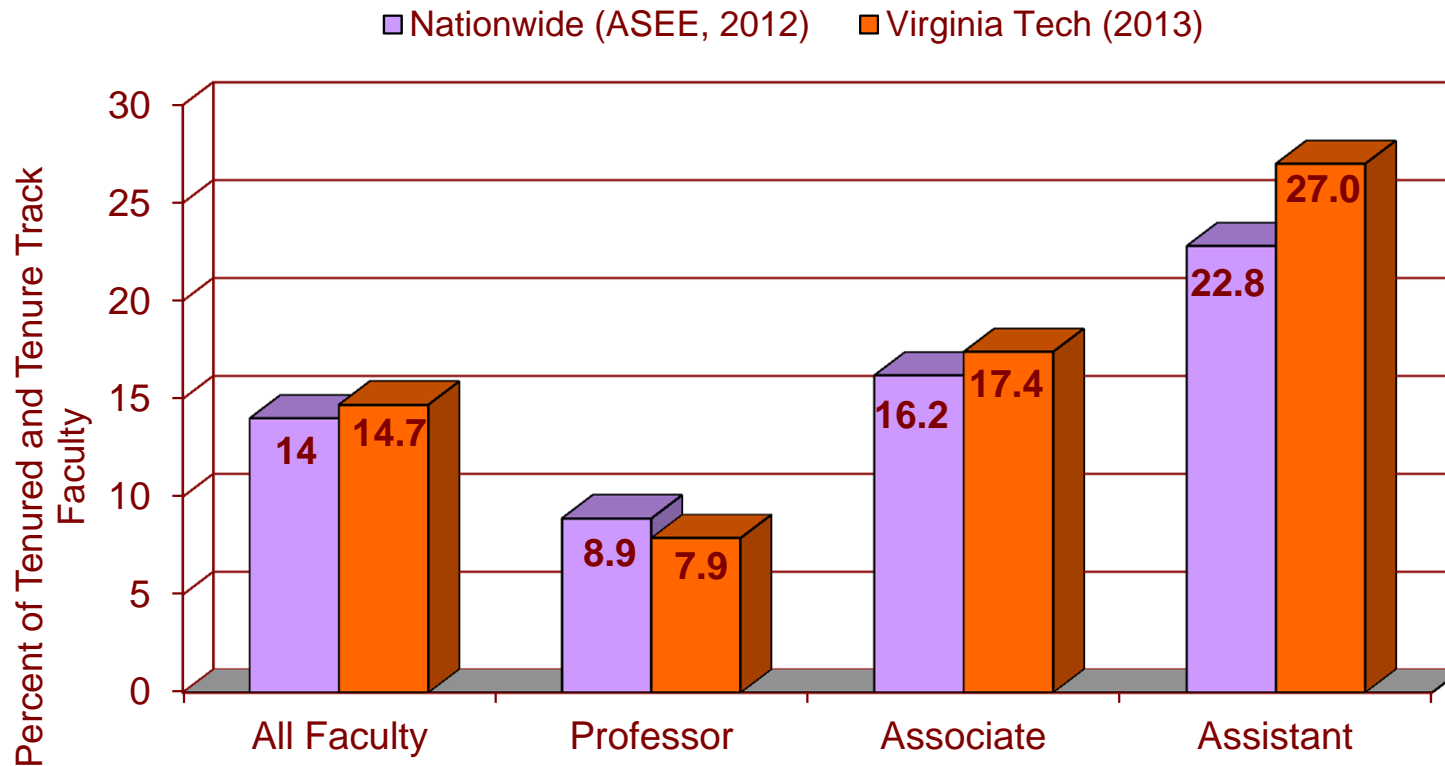


# New Full-Time, Tenure-Track Faculty, 2004-2013



\*women as percent of new hires

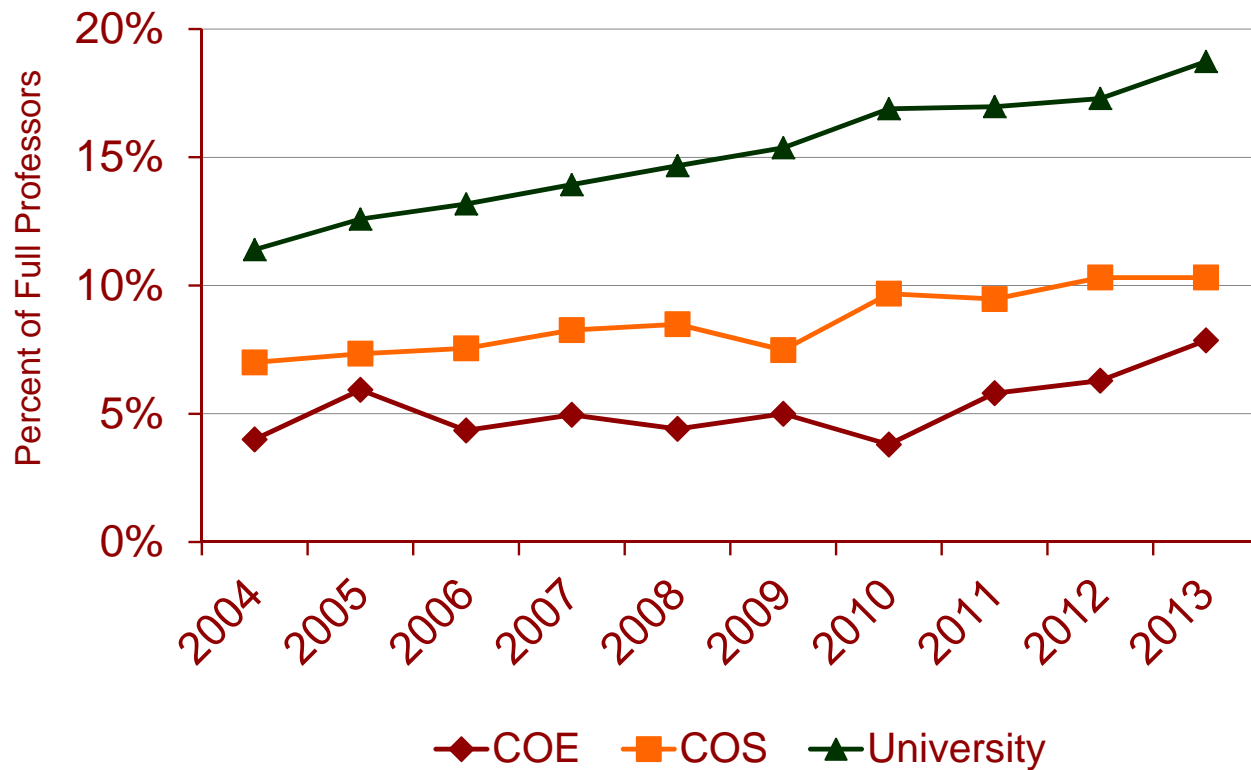
# Women Engineering Faculty Fall 2013



**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, 2004-2013



# Virginia Tech Distinguished Professors & Department Heads

		2004-05	2013-14
Department Heads, School Directors, & Program Chairs	# women	8	22
	% women	12%	26%
Distinguished Professors (Endowed/ADP/UDP)	# women	7	23
	% women	6%	12%

# Women Department Heads at Virginia Tech, 2013-14



9 Department Heads  
3 School Directors  
10 Program Chairs



# Percent Women Faculty at Benchmark Institutions, 2012\*

Institution	Male Faculty	Female Faculty	% of Total
Michigan State	1564	1016	39%
University of Maryland	1081	596	36%
University of Illinois - Urbana	1378	717	34%
NC State	892	455	34%
Virginia Tech	1145	565	31%
Purdue	1259	531	30%

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