The mission of AdvanceVT is to assist Virginia Tech in preparing, recruiting, and retaining high quality and diverse faculty members. Initiated with support from the National Science Foundation to increase the participation and success of women faculty in science and engineering careers, AdvanceVT now operates out of the Office of the Executive Vice President and Provost, with support from many other units across the university.

AdvanceVT and the Office of Institutional Research and Effectiveness monitor and report on Virginia Tech’s progress in recruiting, retaining, and advancing outstanding and diverse faculty members. This poster presents some indicators of change since the initiation of AdvanceVT in 2003.

Virginia Tech Faculty by Rank and Gender, 2005

The number of new faculty hires has varied considerably from year to year, with the percentage of women ranging from 30% to 40%.

Women as % of Full Professors at Virginia Tech, 2007 – 2017

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.

Distinguished Professors and Department Heads, 2004 and 2017

The largest cohort of women faculty is in the College of Liberal Arts and Human Sciences, with women making up 49% of the total faculty in that college. This corresponds with national averages for the disciplines represented in that college. In contrast, only 17% of the 367 tenured and tenure-track faculty in the College of Engineering are women, also comparable to national averages.

Women Faculty at Virginia Tech by College and Rank, Fall 2017

The number of women faculty has increased significantly over the past ten years, but the percentage of women has grown more slowly, from 24% in 2007 to 30% in 2017.

Women Faculty Nationwide and at Benchmark Institutions*

According to the NSF, in 2015 women made up the following percentages of faculty nationwide:

- Biological Sciences: 48%
- Physical Sciences: 28%
- Social Sciences: 52%
- Computer and Information Sciences: 25%
- Mathematical Sciences: 44%
- Engineering: 15%

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