



Special points of interest:

New full-time tenured and tenure-track faculty hires	2
Number of women faculty by college and rank	2
Faculty by rank and gender	3
Women faculty nationwide by discipline and at benchmark institutions	4

AdvanceVT

Peggy Layne—Director
Maureen McCusker—GA
Ryan Rideau—GA
Kathy Murphy—Assistant

330 Burruss Hall
Mail Code 0132
Blacksburg, Virginia 24061

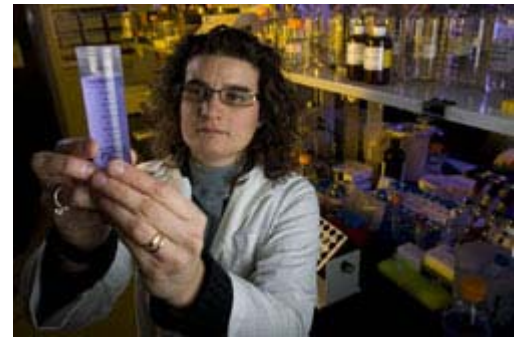
Phone: 540.231.9987
www.advance.vt.edu
advancevt@vt.edu

AdvanceVT would like to thank the National Science Foundation (Grant # HRD 0244916) and Virginia Tech. Any opinions, findings, conclusions, or recommendations expressed are those of the authors and do not necessarily reflect the views of the National Science Foundation.

Advancing Women at Virginia Tech: University Statistics Fall 2015

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 Executive Vice President and Provost, 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; Future Faculty Development Program

• Networking and Mentoring

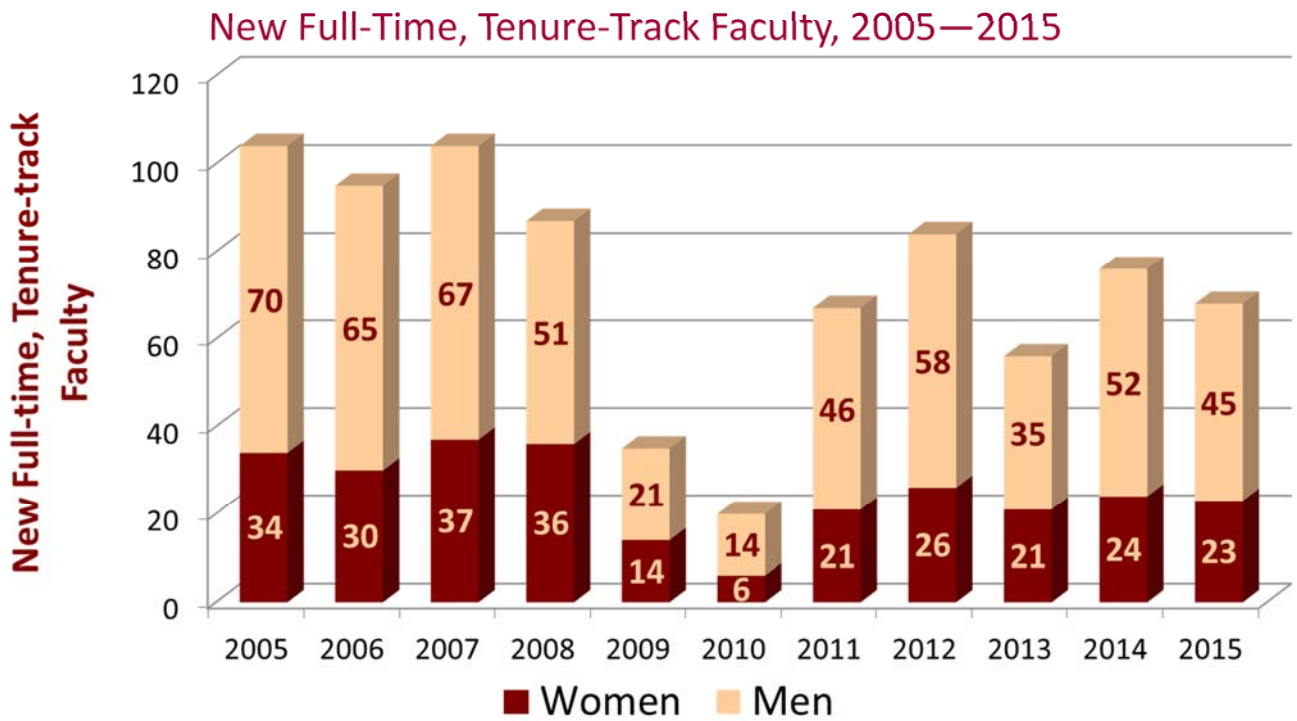
- * Annual welcome reception for women colleagues; faculty leadership lunches; distinguished lectures; mentoring micro-grants; promotion to professor workshops

• Building a Supportive Community

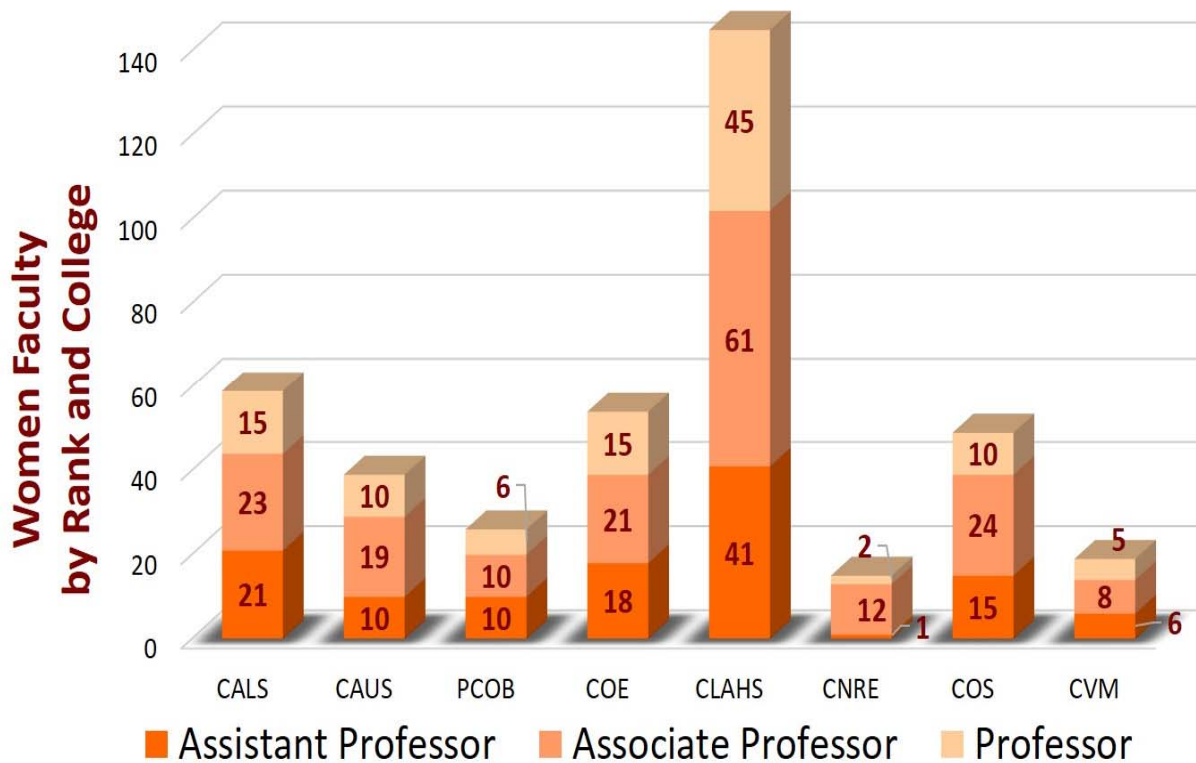
- * New department head orientation; web-based department climate compendium; annual *Advancing Diversity at Virginia Tech* workshop

• Preparing the Future Professoriate

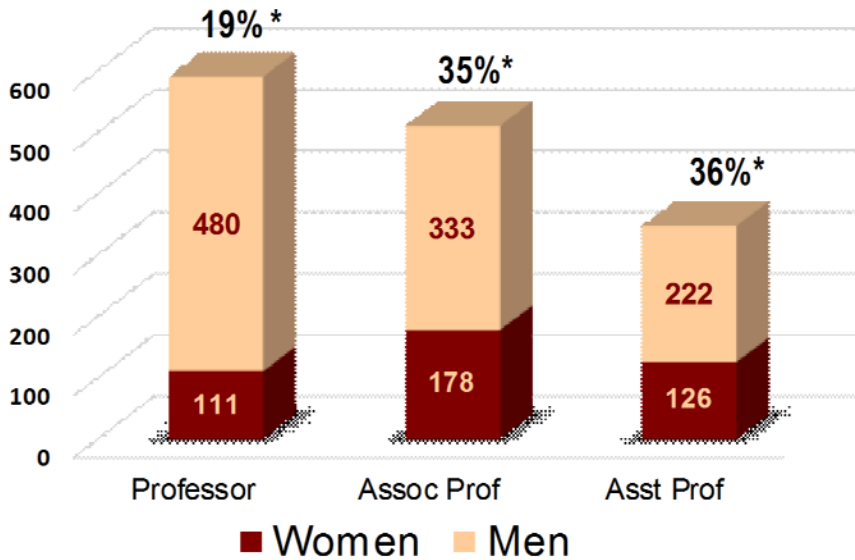
- * Graduate student seminars on succeeding in a faculty career



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

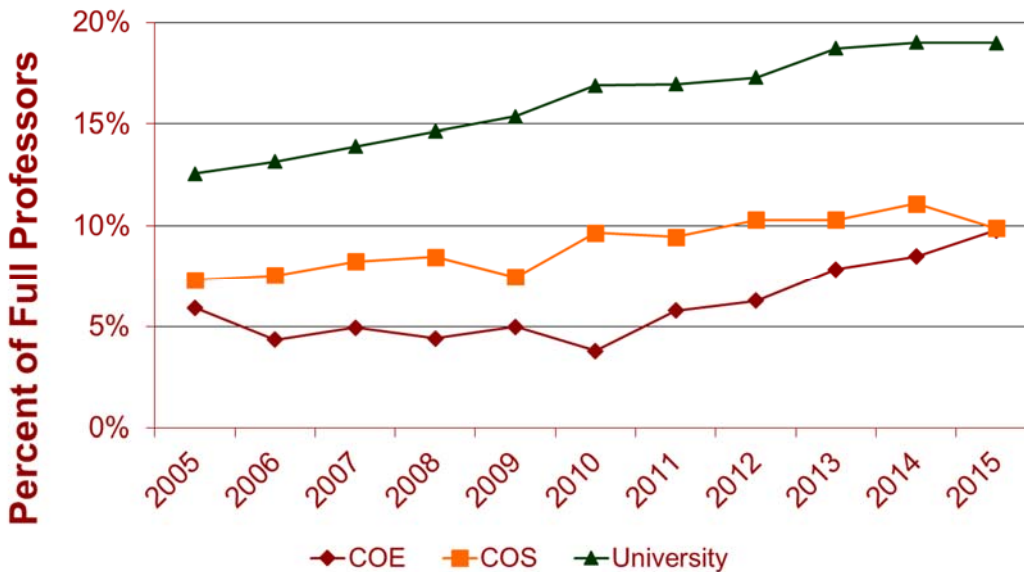


Virginia Tech Faculty by Rank and Gender, Fall 2015



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.

Women Full Professors at Virginia Tech, 2005-2015

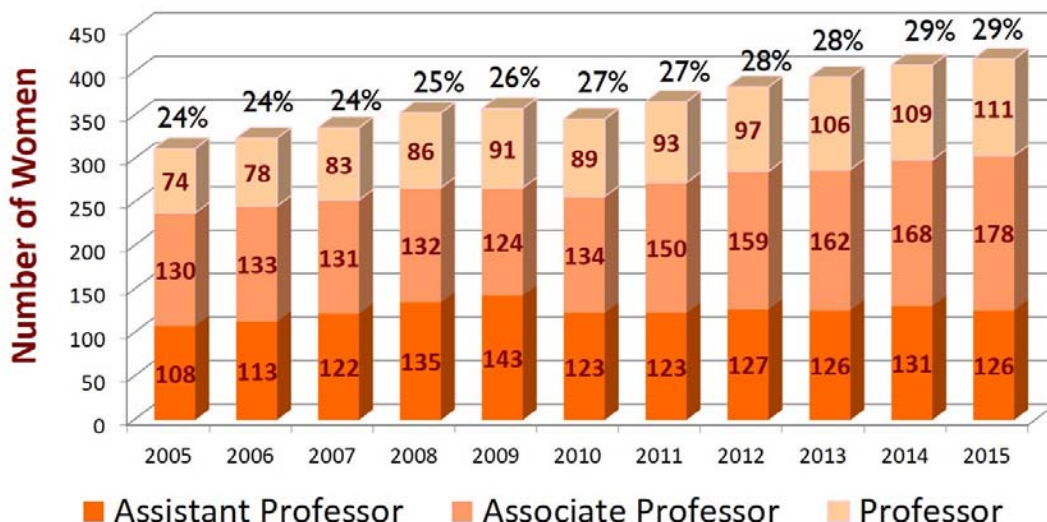


AdvanceVT Mission Statement

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

Tenured & Tenure-Track Women Faculty by Rank, 2005-2015



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 2013 women made up the following percentages of faculty nationwide:

- Biological Sciences: 38%
- Physical Sciences: 24%
- Social Sciences: 40%
- Computer and Information Sciences: 17%
- Mathematical Sciences: 27%
- Engineering: 16%

Institution	Male Faculty	Female Faculty	% of Total
Michigan State	1604	971	38%
University of Maryland	1084	610	36%
University of Illinois - Urbana	1409	767	35%
NC State	978	512	34%
Virginia Tech	1147	576	33%
Purdue	1175	465	28%

*SCHEV approved peer institutions. Source: IPEDS 2013, 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