



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

Updated January 2011

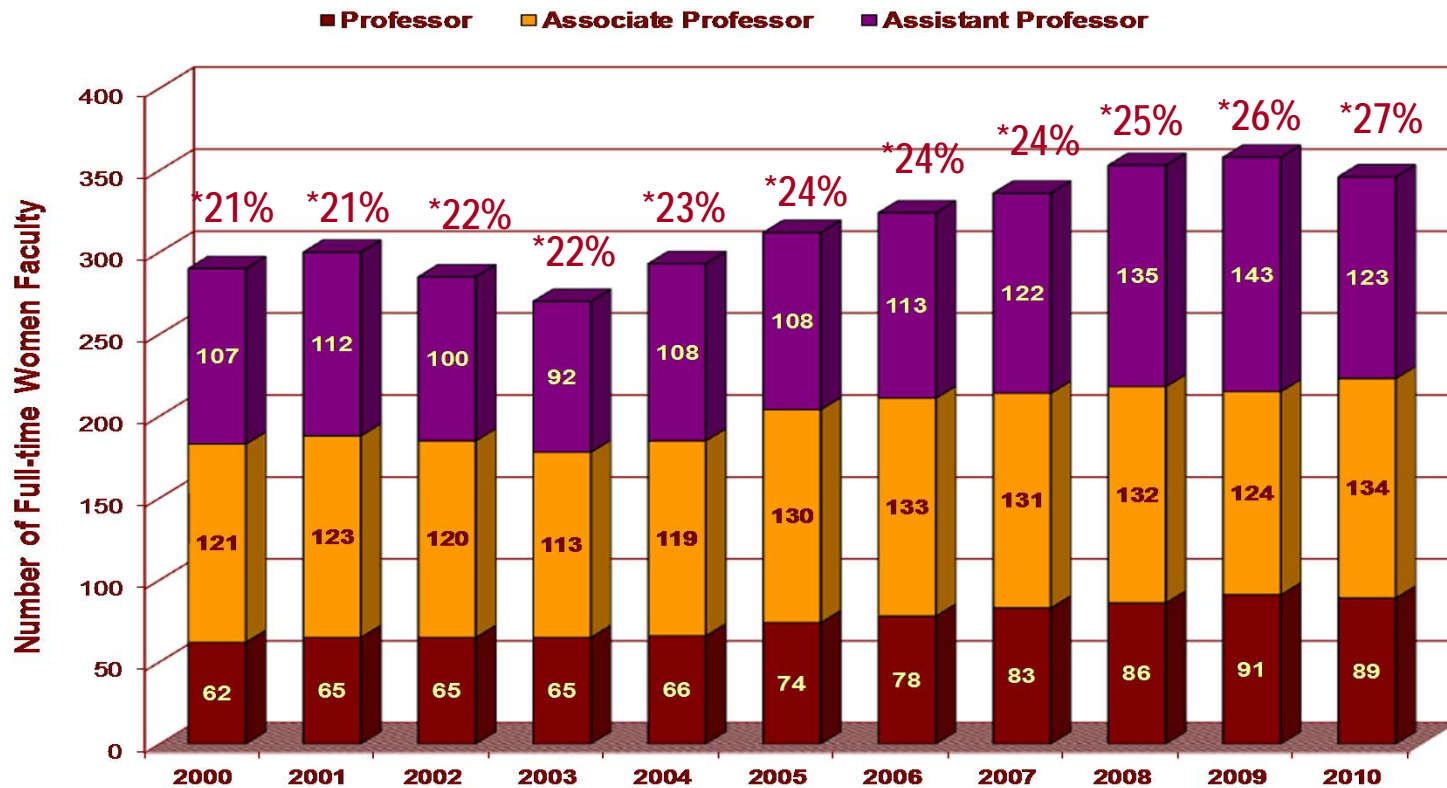
# Required NSF Indicators\*

## 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, 2000-2010



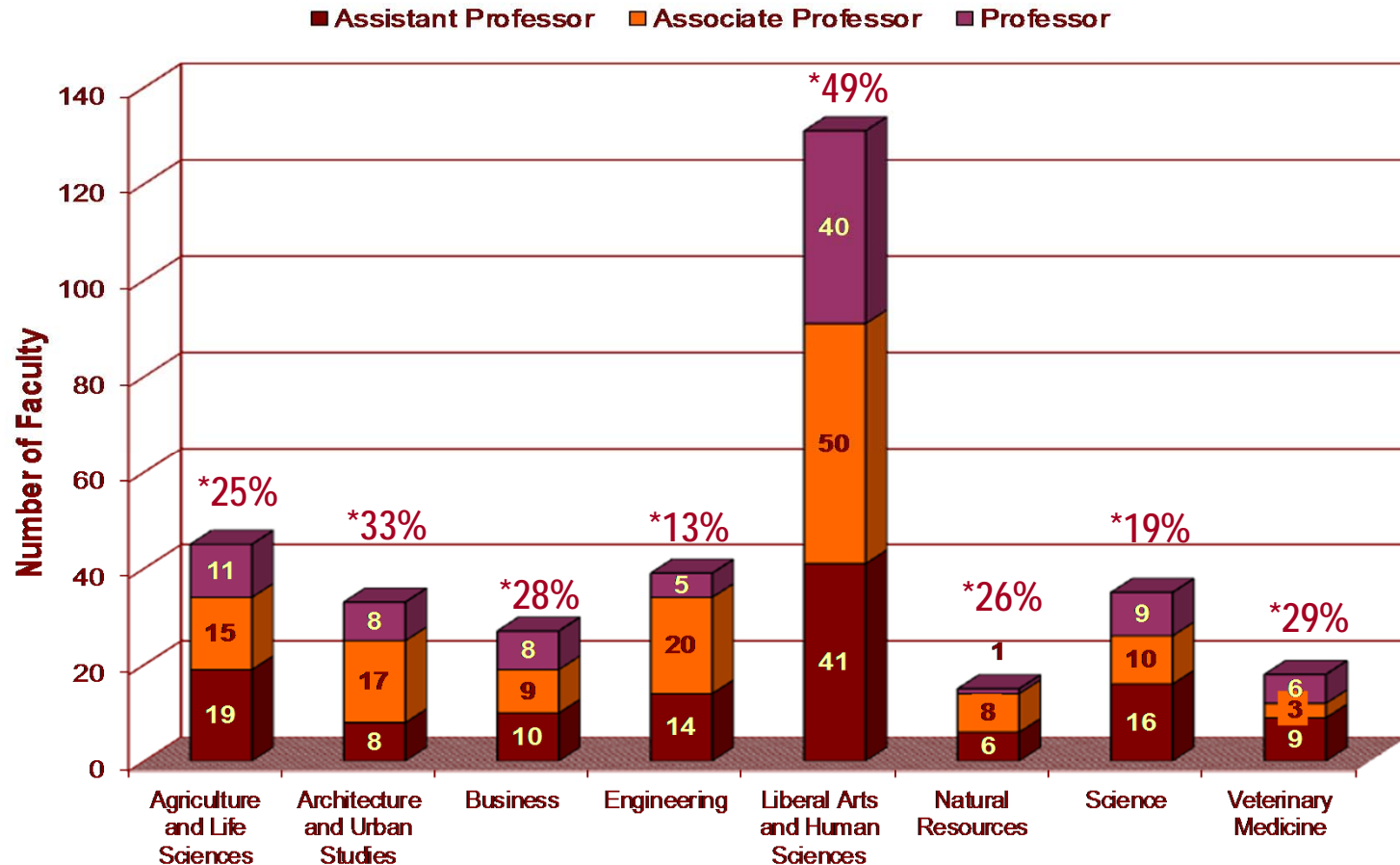
\* Total percentage of women in tenure-track positions



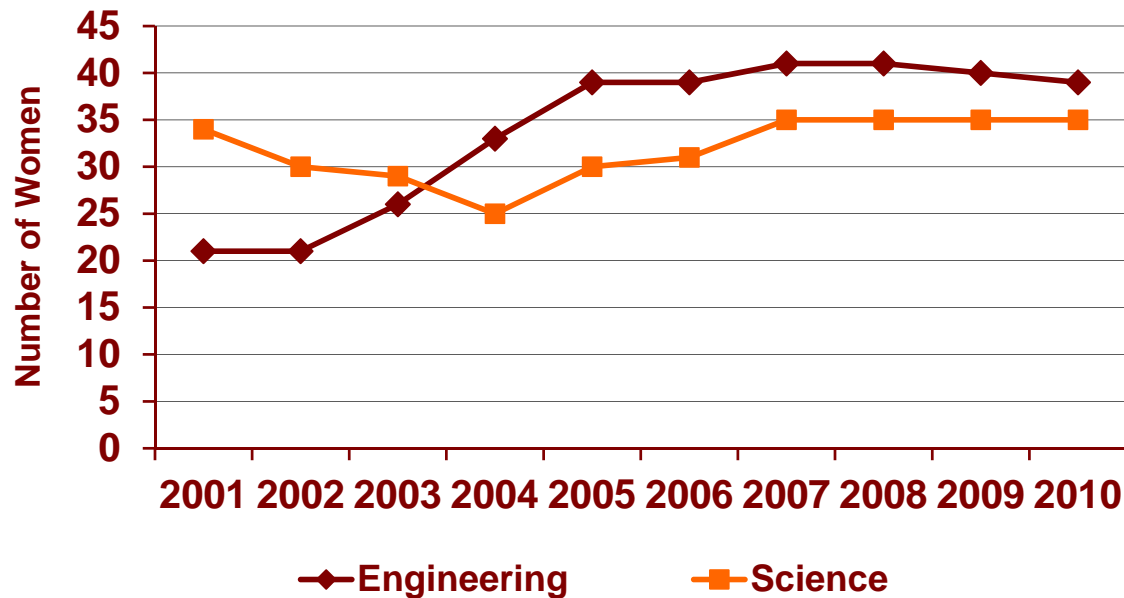
Women are currently 17% of professors, 29% of associates, and 44% of assistant professors university wide



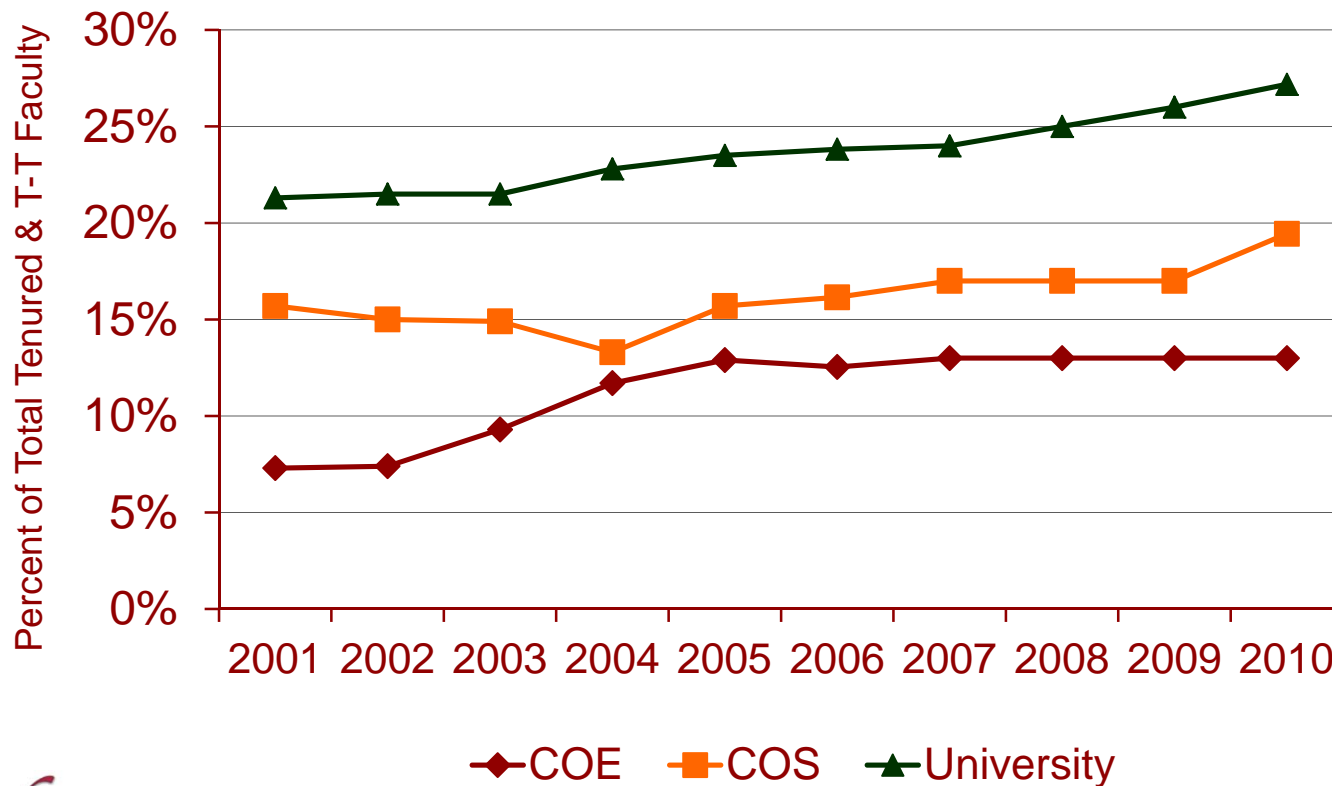
# Women Faculty at Virginia Tech by College, Fall 2010



# Tenured and Tenure-Track Women Faculty in Science and Engineering, 2001-2010

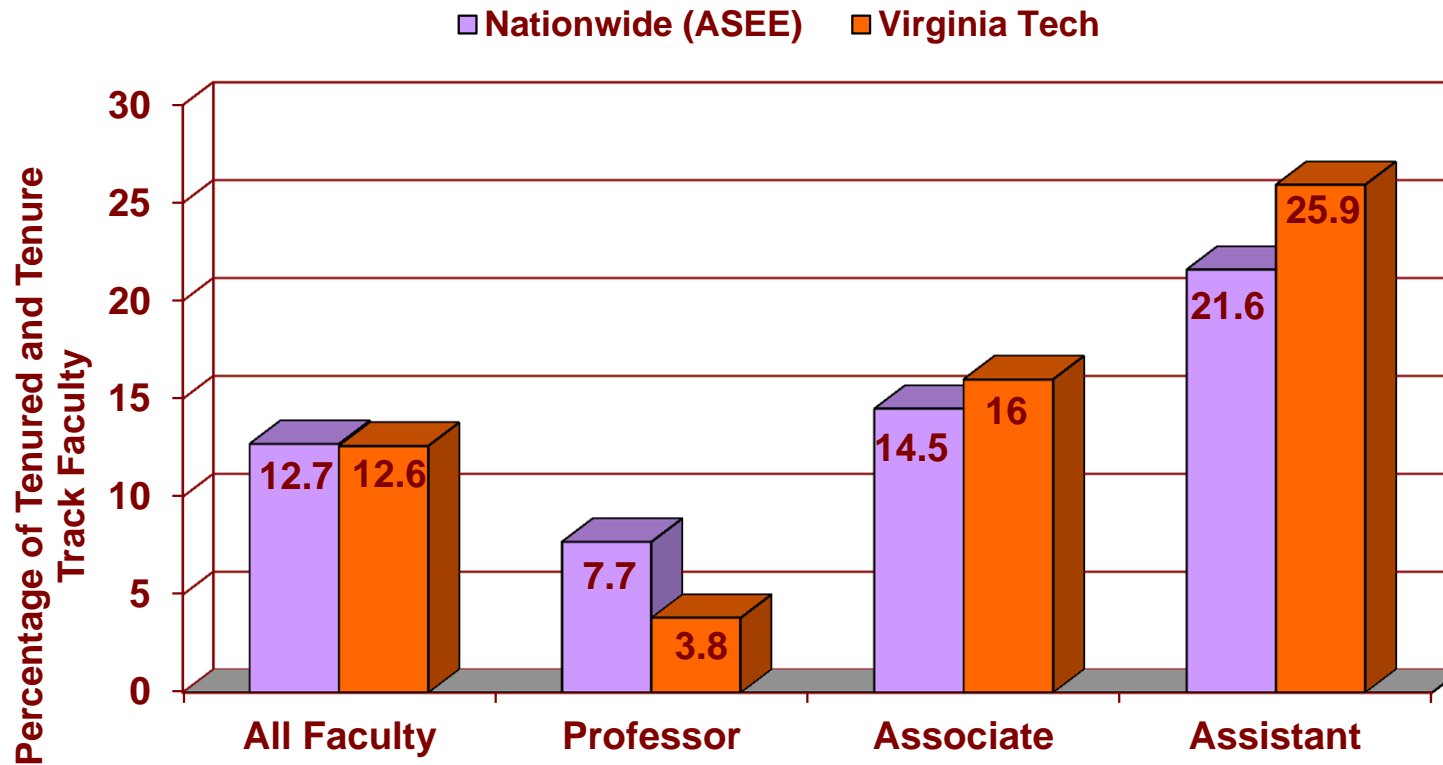


# Women as % of Total Full-Time Tenured & Tenure-Track Faculty



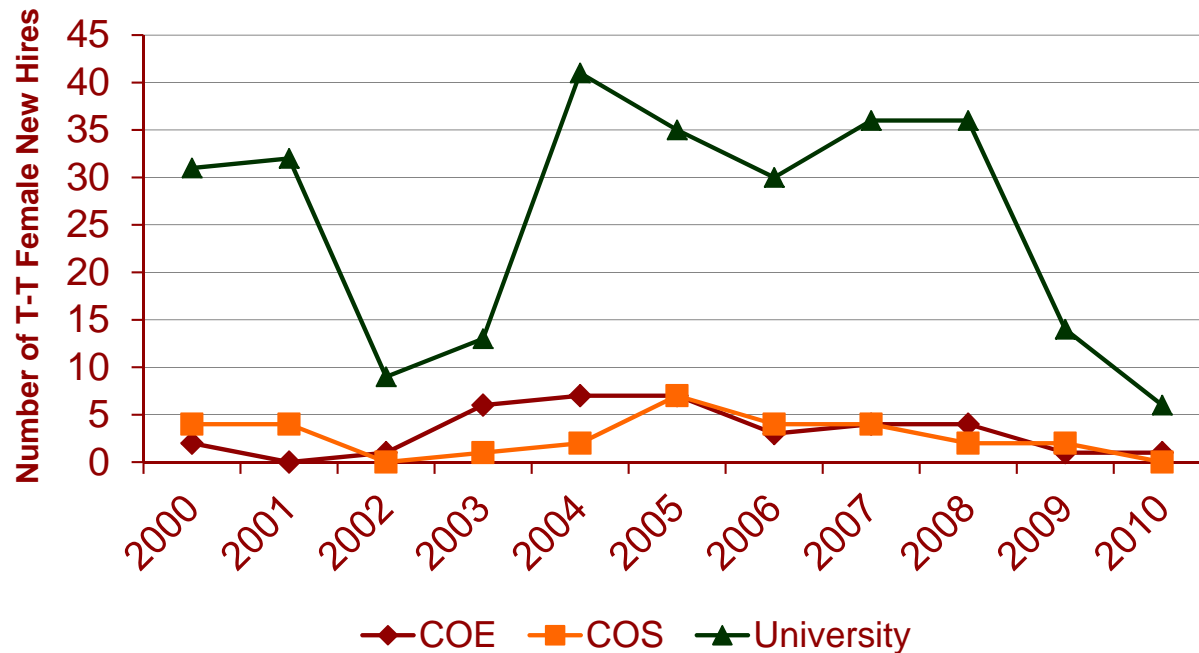


# Women Engineering Faculty Fall 2010



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

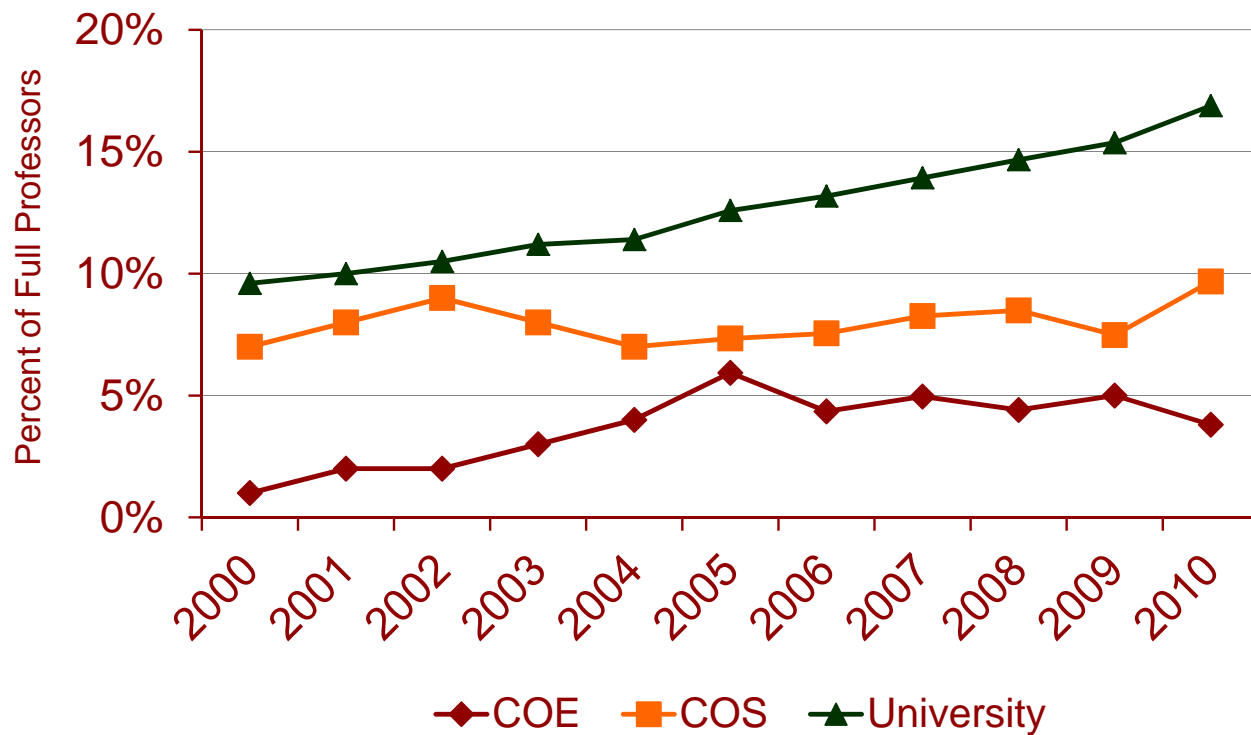
# New Full-Time, Tenure-Track Women Faculty, 2000-2010



% women	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
COE	12%	0%	9%	32%	32%	24%	16%	17%	23%	11%	9%
COS	31%	40%	0%	30%	33%	54%	29%	22%	33%	40%	NA



# Women Full Professors at Virginia Tech, 2000-2010



# Virginia Tech Distinguished Professors & Department Heads

- Number of female distinguished professors in 2009-10: 12 (8%)
- Number of female department heads in 2009-10: 12 (19%)
- Number of female distinguished professors in 2003-04: 7 (6%)
- Number of female department heads in 2003-04: 9 (13%)

# Women Department Heads at Virginia Tech, 2009-10



*advance*VT

 VirginiaTech  
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# Percent Women Faculty at Benchmark Institutions, 2008\*

Institution	Male Faculty	Female Faculty	% of Total
Michigan State	1694	921	35%
University of Maryland	1885	1006	35%
University of Illinois - Urbana	1577	728	32%
Virginia Tech	1482	664	31%
NC State	1227	541	31%
Purdue	1637	694	30%

\*SCHEV approved peer institutions. Source: IPEDS 2008, Grand total full-time faculty