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# Advancing Women at Virginia Tech: University Statistics Fall 2010

## Sustaining *AdvanceVT*

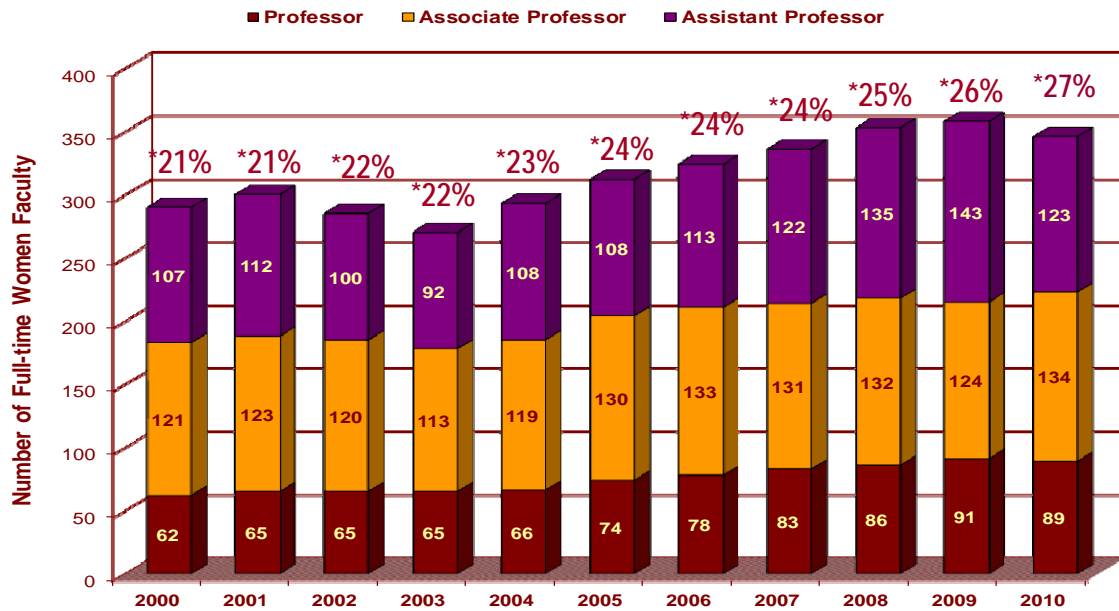
*AdvanceVT* began in 2003 as a comprehensive program to promote and enhance the careers of women in academic science and engineering at Virginia Tech through institutional transformation. Although grant funding from the National Science Foundation expired in August 2010, *AdvanceVT* continues with support from partners across the university, including the Office of the Senior Vice President and Provost, the Office for Diversity and Inclusion, the Graduate School, the Women’s Center, the College of Engineering, the College of Science, and the Women’s 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. *AdvanceVT* continues to offer signature events such as distinguished speakers, leadership lunches, graduate student seminars, and the annual *Advancing Diversity at Virginia Tech* workshop. Ongoing programs are listed below.



## Ongoing Programs

- **Recruitment and Retention**
  - \* Brochure on unrecognized bias; search committee assistance; college liaisons (COS, COE); visiting scholars program
- **Networking and Mentoring**
  - \* Annual welcome reception for women colleagues; faculty leadership lunches; distinguished lectures; mentoring micro-grants; promotion to professor panel; candidate statement workshops
- **Building a Supportive Community**
  - \* New department head orientation; department climate compendium; *Advancing Diversity at Virginia Tech* workshop
- **Preparing the Future Professoriate**
  - \* Graduate student seminars on succeeding in a faculty career (2-3 per semester)
- **Resources**
  - \* Newsletters and websites

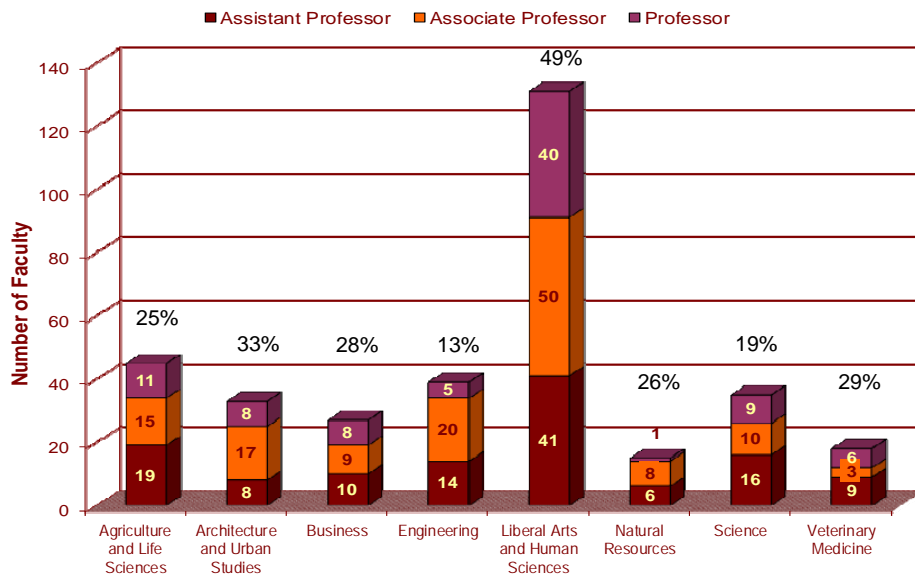
## Full-Time, Tenured & Tenure-Track Women Faculty at Virginia Tech, 2000–2010



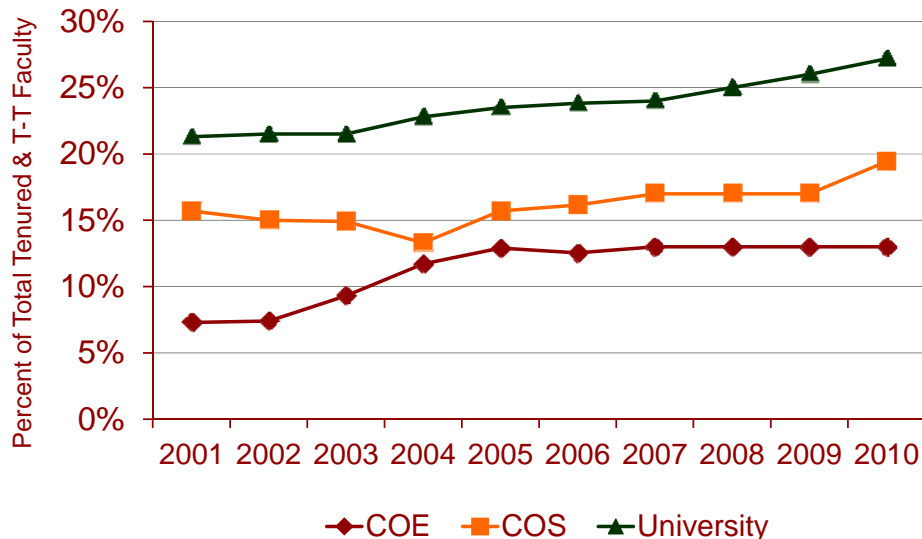
\* Total percentage of women in tenure-track positions

As the chart above demonstrates, increasing the representation of women faculty at Virginia Tech is an incremental process. Although the overall number of tenured and tenure-track faculty decreased in 2010, the percentage of women tenured and tenure-track faculty increased to 27%.

## Women Faculty at Virginia Tech by College, Fall 2010

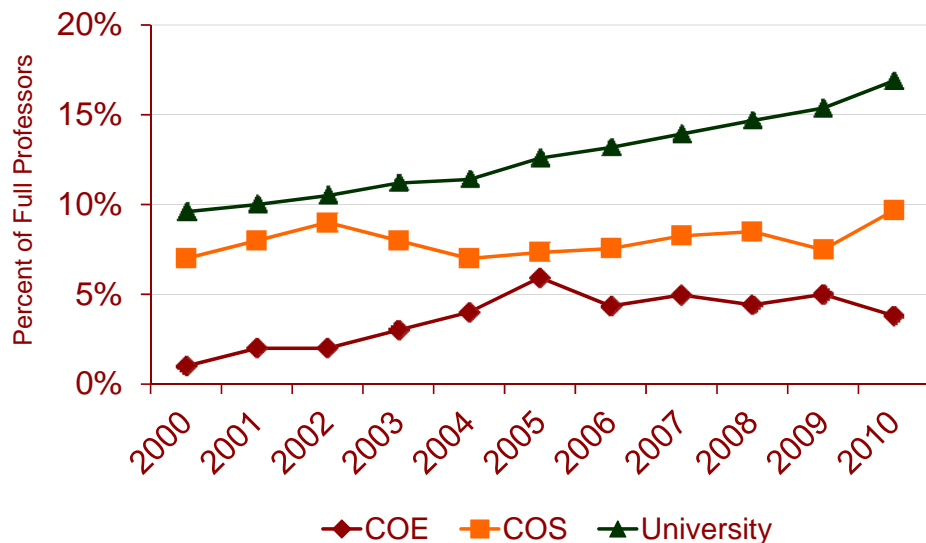


### Women as Percentage of Total Full-Time Tenured & Tenure-Track Faculty, COE & COS, 2001–2010



Although the university-wide percentage of women faculty at Virginia Tech increased to 27% in 2010, the chart above shows that the percentages of women faculty in the College of Engineering (13%) and College of Science (19%) are substantially below the university-wide average. The figure below illustrates that while the percentage of women full professors university-wide has increased steadily over the past decade, with women currently comprising 17% of professors at Virginia Tech, the percentages of women full professors in the College of Engineering (4%) and the College of Science (10%) are also below the university-wide average.

### Women Full Professors at Virginia Tech, 2000–2010

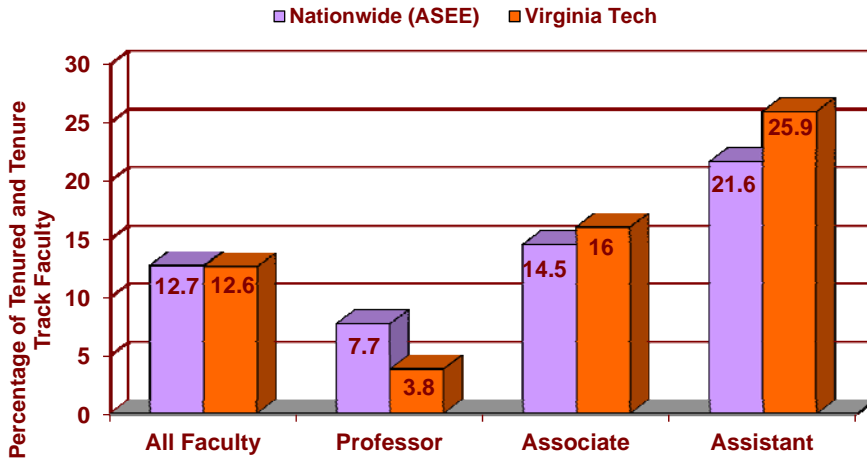


#### AdvanceVT: Reflections on the First Seven Years, 2003-2010

*"I think Advance has made a big difference in the whole institution... I've always believed that anything we do that would be helpful to women on the campus would be helpful to everyone on campus...I'm very excited about how far we've come, and I know that we're not finished, the journey still goes on, we have more to do, but I feel really good about being part of this, the growth of the campus, the changes the campus has undergone."* — male administrator

*"I really think that the grant and the program have created a fundamental shift in the university's culture... Something is really significantly different just being aware of all the issues that Advance is about — work-life balance, professional development of faculty, caring about somebody once they're here...I think that it's fundamentally different than before we had the grant. It's been a really positive thing for the university."* — female engineering professor

## Women Engineering Faculty in the United States



Source: American Society for Engineering Education, Fall 2009

The chart above shows that the overall percentage of women engineering faculty at Virginia Tech is nearly identical to the national average. Yet, in comparison to the benchmark institutions listed below, Virginia Tech remains in the low range in terms of the total percentage of women faculty.

Recent indicators of progress towards institutional transformation include the following:

- ❖ Women currently comprise 44% of assistant professors, 29% of associate professors, and 17% of professors university-wide.
- ❖ The percentage of women engineering faculty exceeds national averages at the assistant and associate professor levels.
- ❖ In 2009-2010, there were 12 female department heads (19%) in comparison to 9 female department heads (13%) in 2003-2004.
- ❖ In 2009-2010, there were 12 female distinguished professors (8%) in comparison to 7 female distinguished professors (6%) in 2003-2004.

### Percentage of Women Faculty at Benchmark Institutions\*

Institution	Male Faculty	Female Faculty	% of Total
Michigan State	1697	926	35%
University of Maryland	1946	1040	35%
University of Illinois—Urbana	1550	766	33%
Virginia Tech	1481	682	32%
NC State	1231	542	31%
Purdue	1671	716	30%

\* State Council of Higher Education for Virginia (SCHEV) Approved Peer Institutions  
 Source: IPEDS 2009, Grand total full-time faculty (instruction/research/public service)

*AdvanceVT* is an initiative created with support from the National Science Foundation to increase the representation and advancement of women in academic science and engineering careers by changing institutional culture and practices. Virginia Tech is now in the process of incorporating aspects of *AdvanceVT* across the institution to benefit all faculty members.

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 bimonthly. To view previous newsletters and university statistics, please visit [www.advance.vt.edu](http://www.advance.vt.edu)