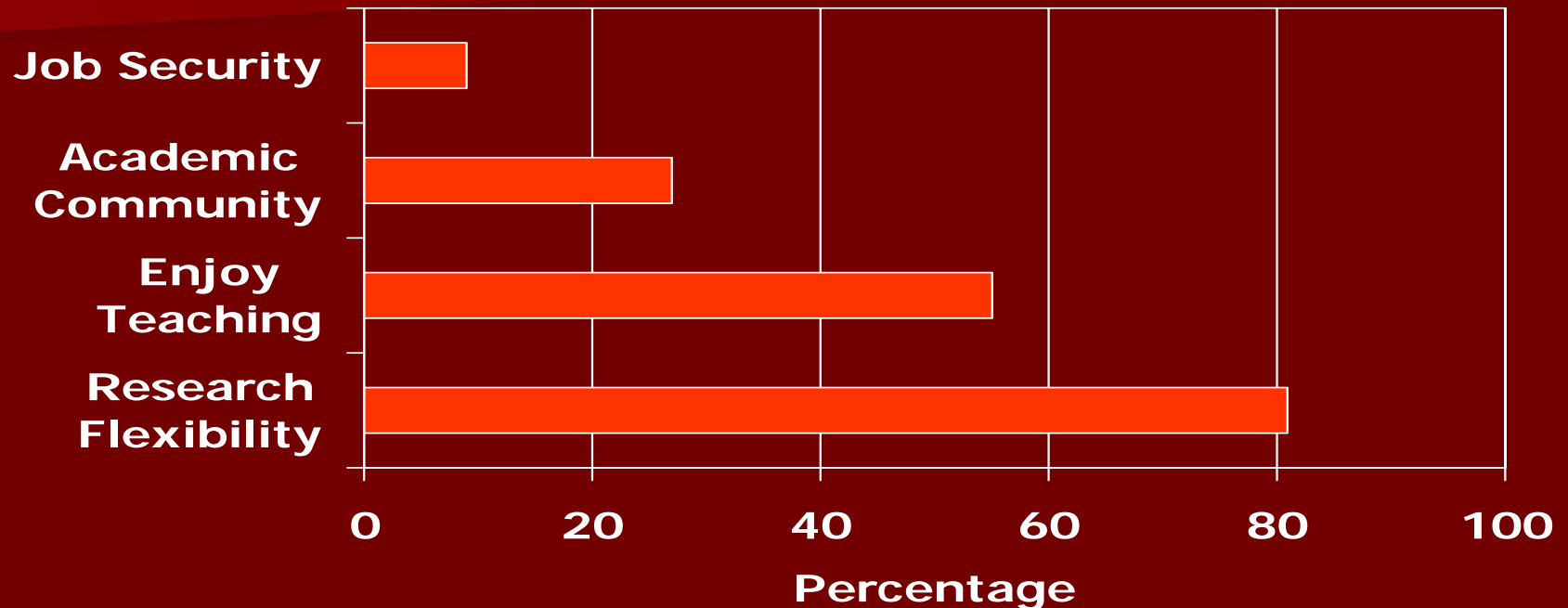


New Engineering and Science Faculty: Initial Perceptions of Virginia Tech and Its Hiring Process

First Year Findings From Interviews:
11 New Faculty Participated
7 Men/ 4 Women

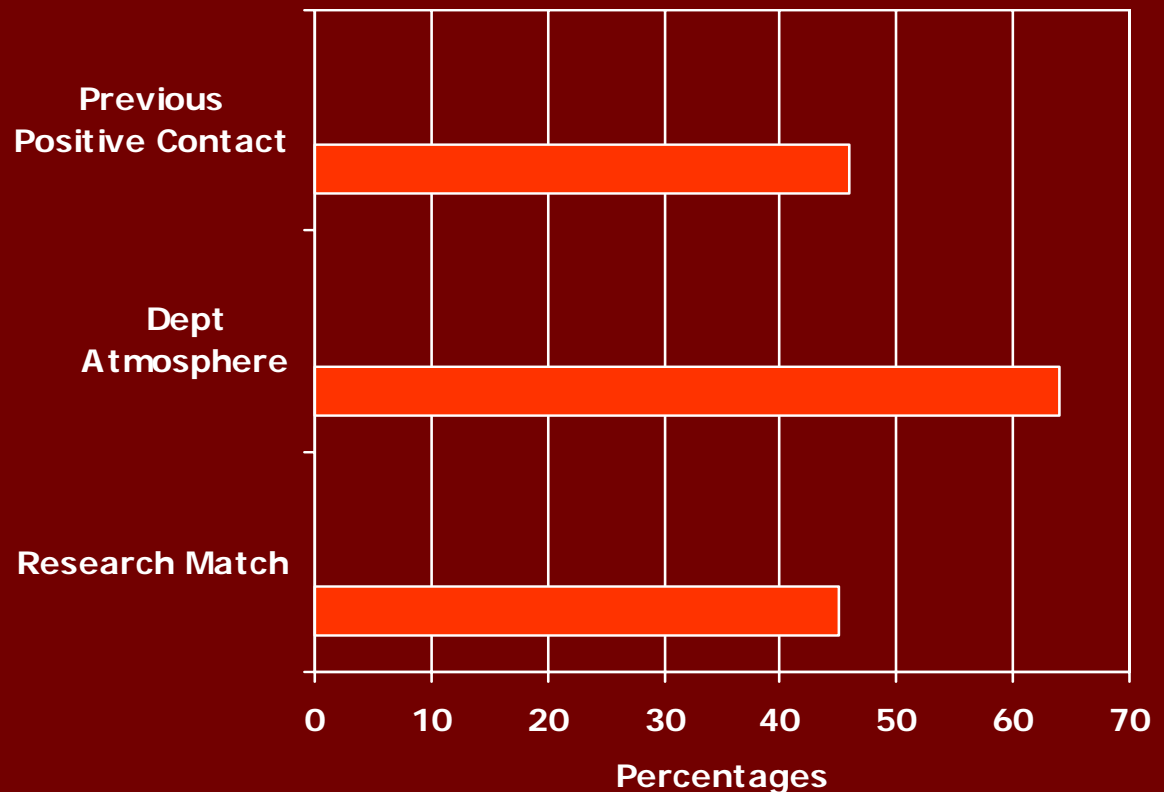
Faculty were asked to indicate what initially attracted them to a career in academia.



The flexibility to pursue their research interests was attractive to the majority of new faculty (81%).

New faculty were asked to explain what attracted them to Virginia Tech.

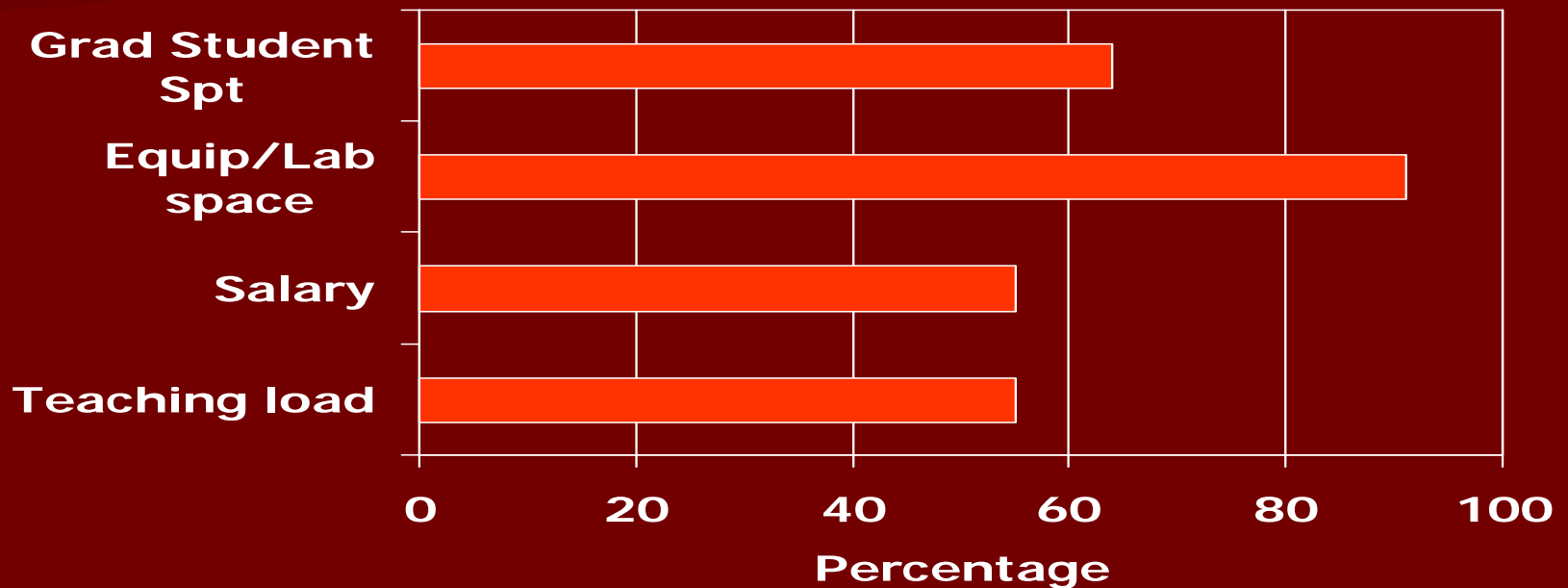
The majority of new faculty responses fell into the following three categories.



New faculty were asked about the competitiveness of their start-up packages.

- 27% of the new faculty interviewed felt that the initial start-up packages offered were not competitive with other schools.
 - The major concern related to funding for equipment, graduate student support and lab space.
- 55% felt that their initial offers were generally acceptable.

New faculty mentioned a variety of different issues as important components of their start-up packages.



Support for their research was important to the majority of new faculty including graduate student support (64%) and funding for equipment and lab space (91%).

Spouse employment opportunities were an important consideration for the majority of new faculty.

1. It was a determining factor in the decision to come to VT for all 4 (100%) new female faculty that were interviewed.
2. 5 of the 7 new male faculty (71%) interviewed indicated that their spouse/partner's employment opportunities were a consideration in deciding to come to VT.

New faculty indicated a number of things that VT did right during the hiring process.

1. 73 % (8) new faculty members felt that it was conveyed to them that their departments were positive and supportive work environments.
2. The ability to network with current faculty members was an important element of the interview process for 36% (4) of new faculty.
3. The department's willingness to help with spouse employment was also important to 36% (4) of those interviewed.

New faculty were asked what they expect their major challenges to be as new faculty members.

1. The majority (55% or 6) of those interviewed felt their biggest challenge would be to find funding for their research.
2. Balancing research agendas with teaching was a concern for 37% (4) of those interviewed.
3. Managing work/life balance was a concern for 27% (3) of the new faculty interviewed.

New faculty were asked what their department heads could do to increase their research productivity.

There were two main things that new faculty felt would contribute to their productivity.

