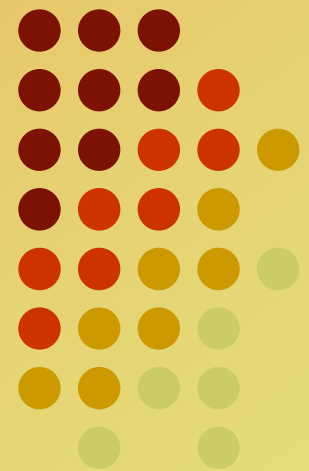


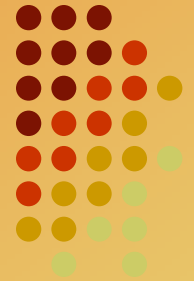
# Advancing Women at Virginia Tech:

Are we making progress?

Updated January 2009



# Required NSF Indicators\*



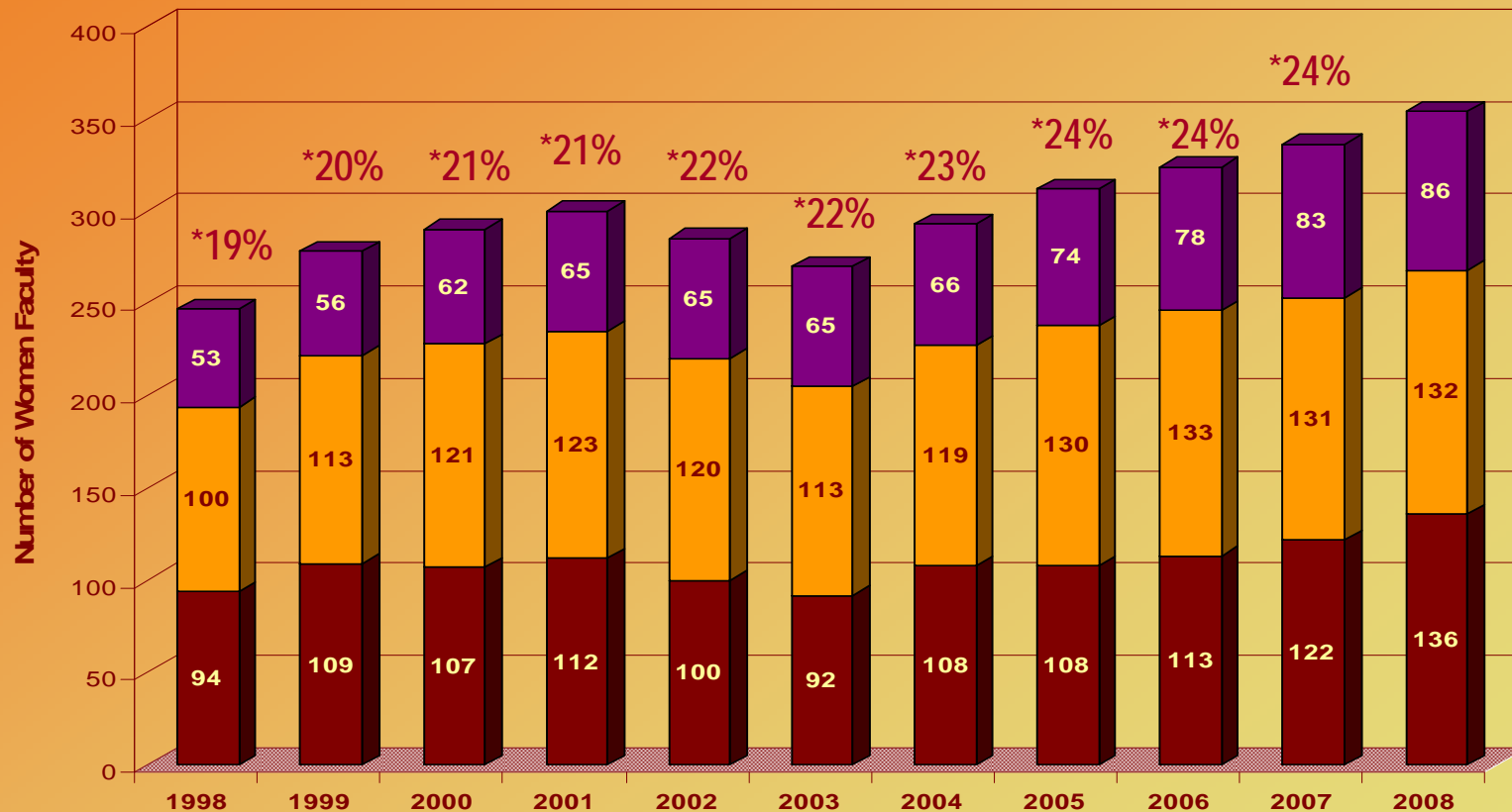
<u>Outcome</u>
1. # and % of women faculty in science/engineering by department
2. # and % of women I tenure-line positions by rank and department
3. Tenure promotion outcomes by gender
4. Years in rank by gender
5.a. Time at institution and b. attrition by gender
6. # of women in S & E who are in non-tenure-track 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, 1998-2008



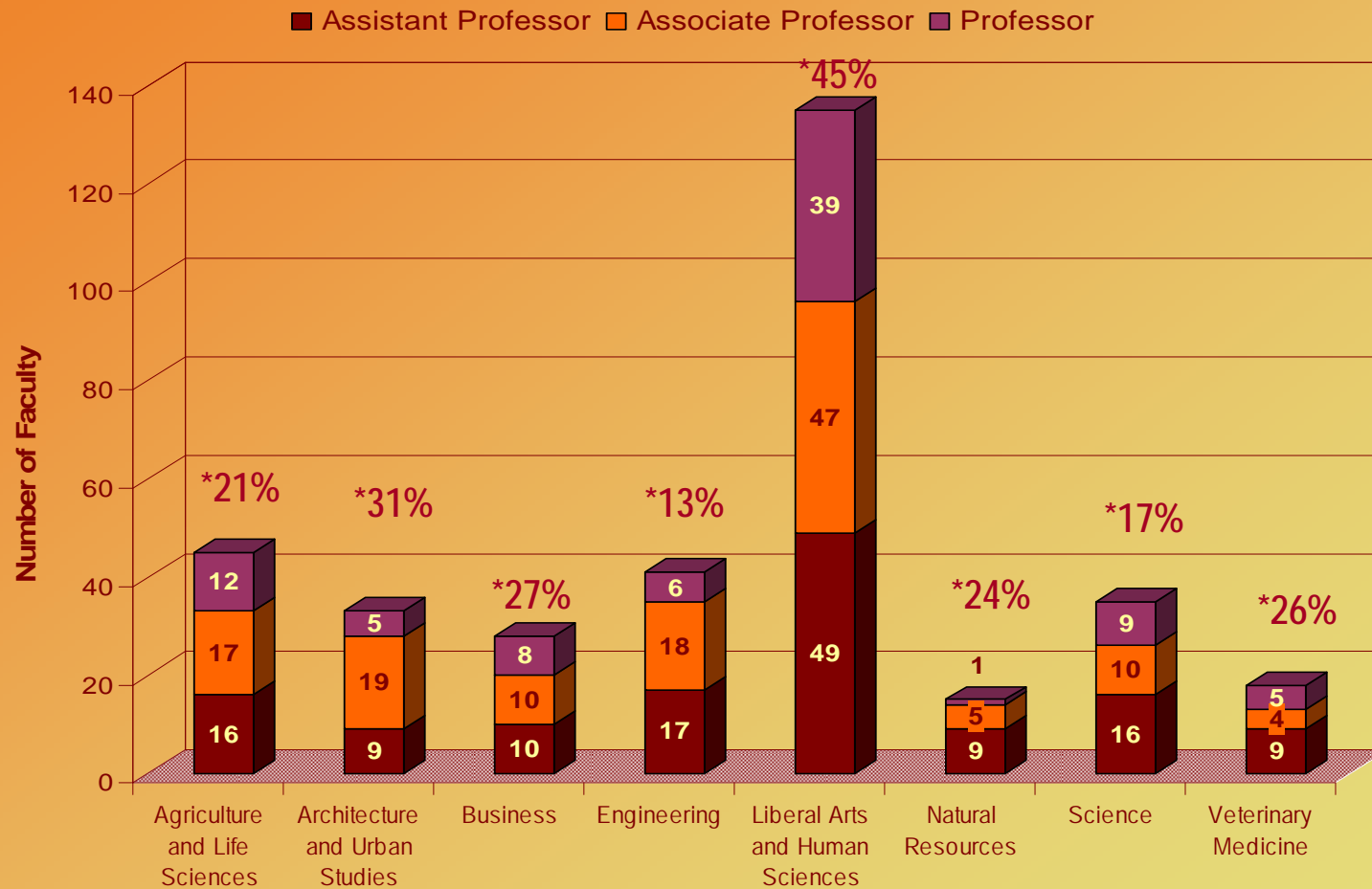
■ Assistant Professor ■ Associate Professor ■ Professor



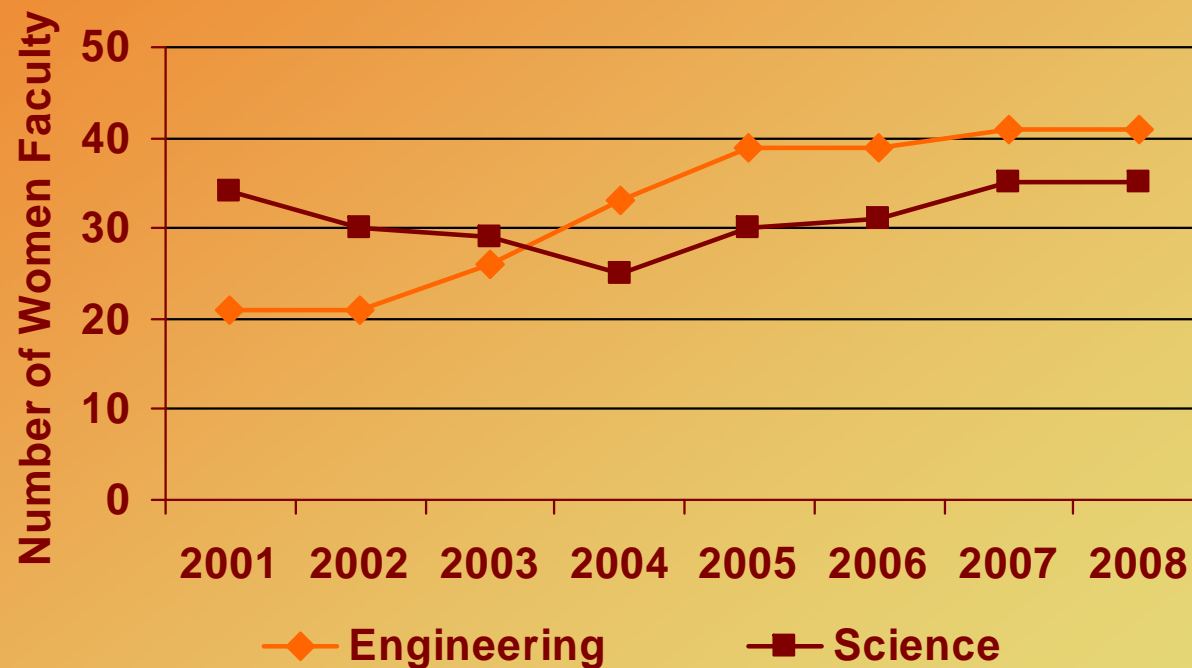
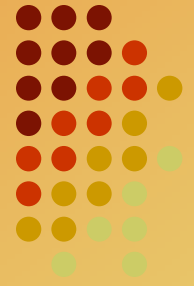
\* Total percentage of women in tenure-track positions

Women are currently 15% of professors, 28% of associates, and 40% of assistant professors university wide

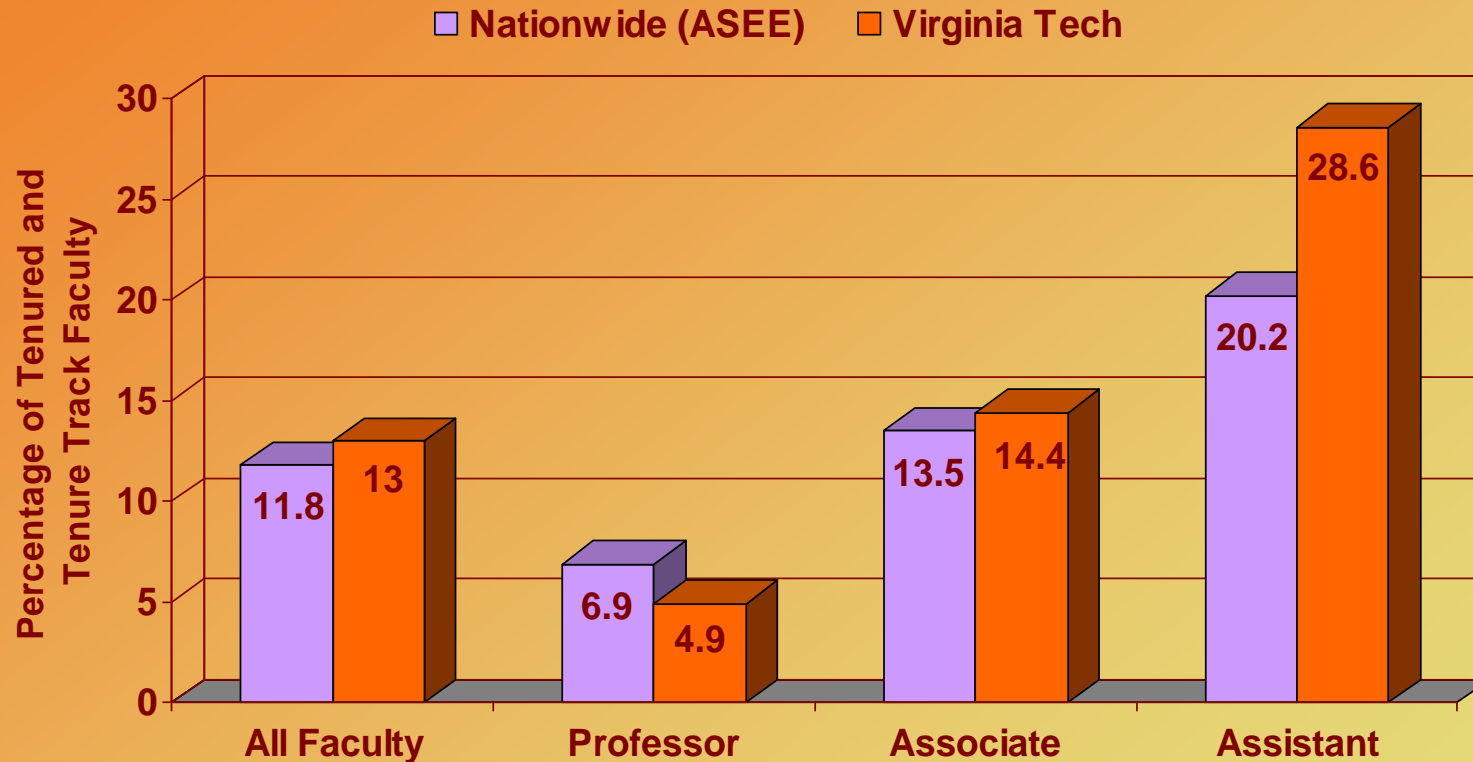
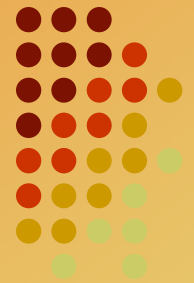
# Women Faculty at Virginia Tech by College, Fall 2008



# Women Faculty in Science and Engineering, 2001-2008

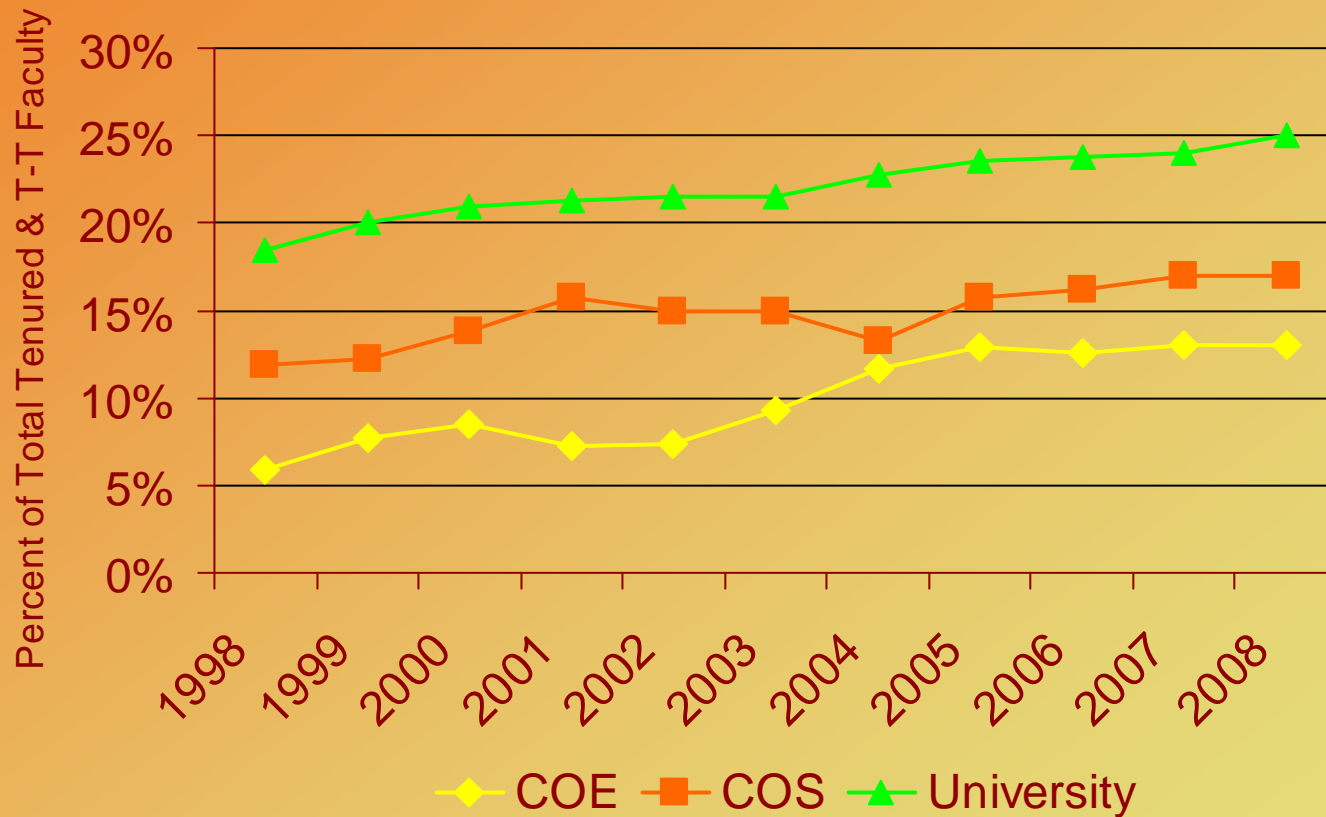
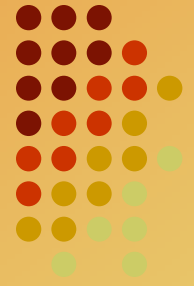


# Women Engineering Faculty Fall 2007

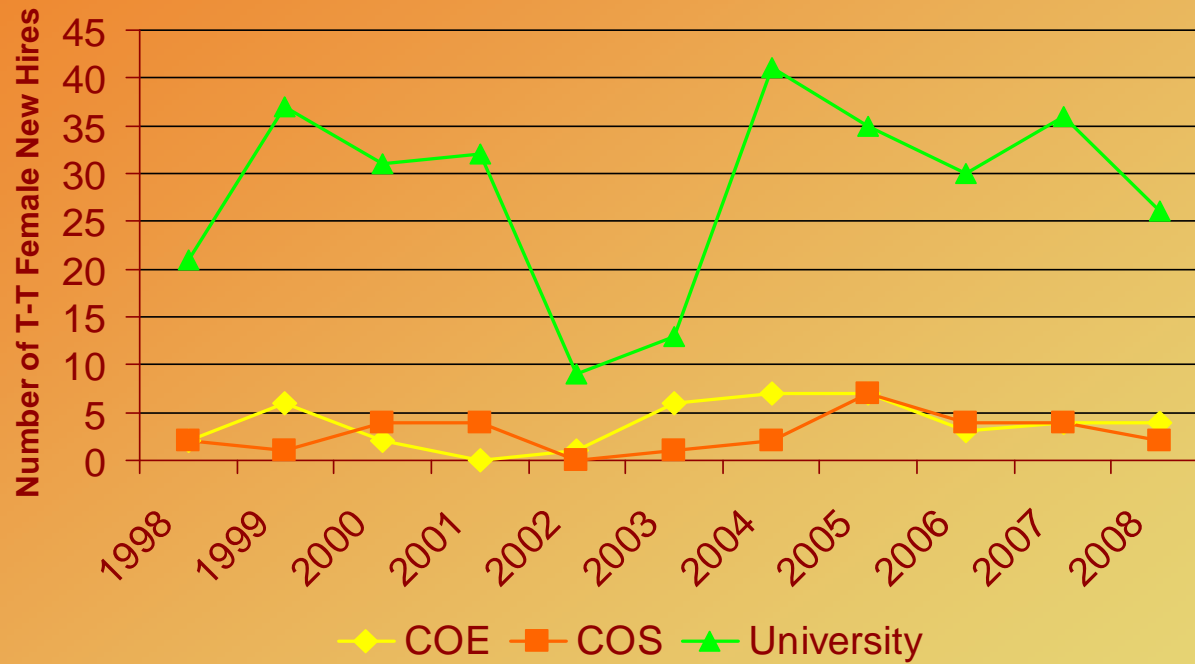
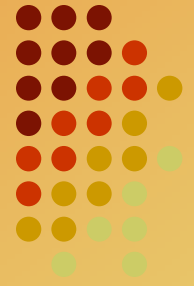


The percentage of women engineering faculty at Virginia Tech exceeds the national average at the assistant and associate professor level.

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

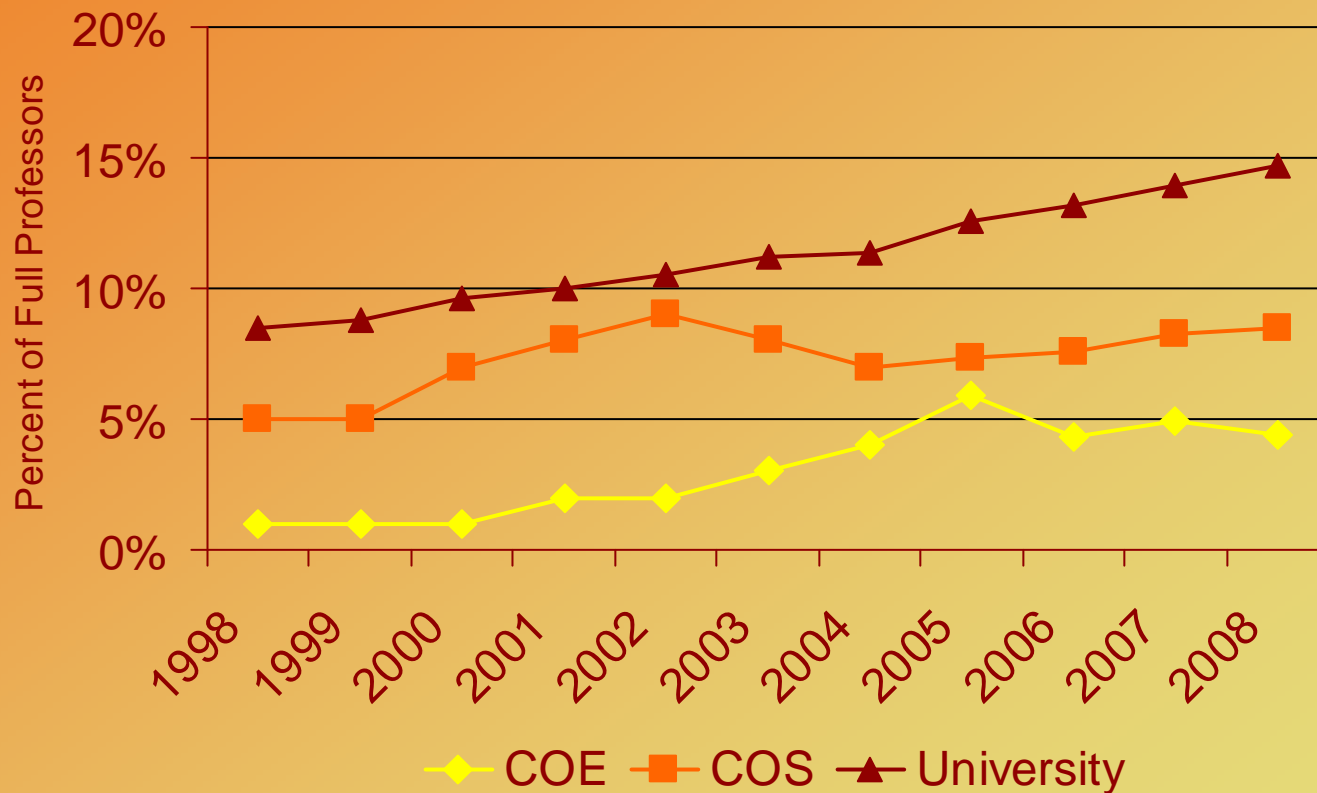
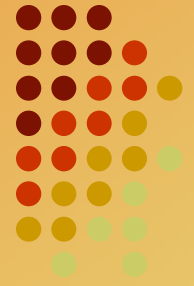


# New Full-Time, Tenure-Track Women Faculty



% women	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
COE	10%	27%	12%	0%	9%	32%	32%	24%	16%	17%	23%
COS	18%	10%	31%	40%	0%	30%	33%	54%	29%	22%	33%

# Women Full Professors at Virginia Tech, 1998-2008



# Virginia Tech Distinguished Professorships & Chairs, Deans, Department Heads



- Number of female distinguished professors in 2008-09: 9 (6%)
- Number of female department heads in 2008-09: 11 (18%)
- 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, 2008-09



# Percent Women Faculty at Benchmark Institutions, 2006\*



Institution	Male Faculty	Female Faculty	% of Total
University of Maryland	1858	951	34%
Michigan State	1639	688	30%
Virginia Tech	1501	609	29%
NC State	1181	471	29%
University of Illinois - Urbana	1568	619	28%

\*SHEV approved peer institutions. Source: IPEDS 2006, Grand total full-time faculty