



Special points of interest:

- **Changes in # & % of women faculty at Virginia Tech**
- **#s of women faculty by College & rank**
- **VT % of women faculty: Comparisons against benchmark institutions**
- **# of new women faculty in COE & COS**
- **University departure rates among tenured and tenure track faculty, by gender.**

AdvanceVT
 Peggy Layne—Director
 Robyn Midkiff—Assistant
 Ane Johnson—GA

236 Burruss Hall
 Mail Code 0180
 Blacksburg, Virginia
 24061

Phone: 540.231.7682
 Fax: 540.231.1991
 www.advance.vt.edu
 advancevt@vt.edu

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Advancing Women at Virginia Tech: University Statistics for 2006—2007

Each year *AdvanceVT*, with the assistance of the staff in Institutional Research, compiles statistics on the progress of hires, retention and the career advancement of women faculty at Virginia Tech. While the majority of this data focuses on the Colleges of Science and Engineering, *AdvanceVT* also collects data on colleges university wide, as well as at benchmark institutions.

This report serves to inform the university com-

munity on the progress of *AdvanceVT*'s mission "to promote and enhance the careers of women in academic science and engineering at Virginia Tech through institutional transformation."

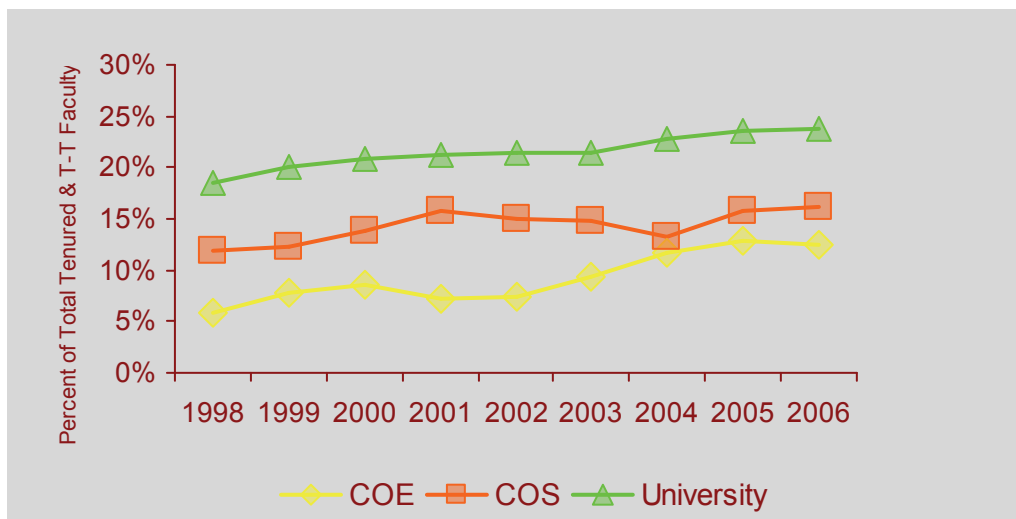
Included in this report are charts and graphs that visually represent the progress of women faculty at Virginia Tech. Brief explanations will also be provided to further clarify the data.

For more information on *AdvanceVT*, please visit our website at www.advance.vt.edu, or contact us at advancevt@vt.edu.



Elisa Sotelino, Professor of Civil & Environmental Engineering

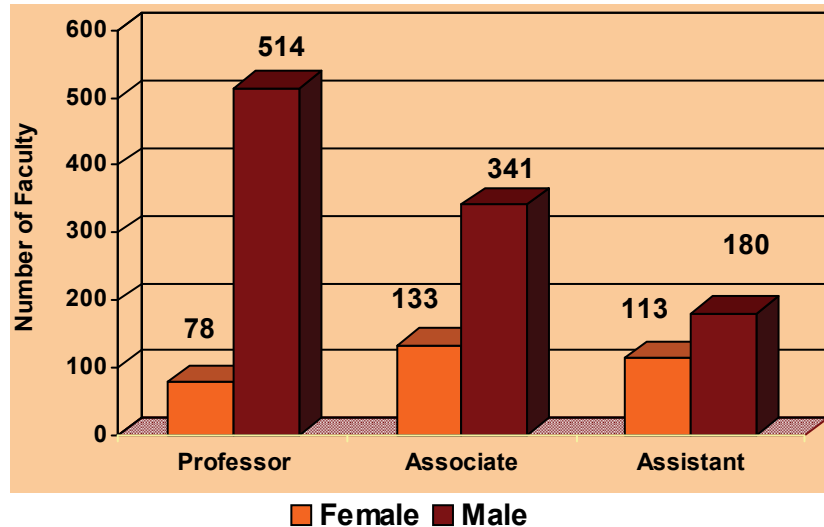
Women Faculty as a Percentage of Full-Time Tenured and Tenure Track Faculty



“Despite advances made in the proportion of women choosing to pursue science and engineering careers, women continue to be significantly underrepresented in almost all science and engineering fields, constituting only approximately 25% of the science and engineering workforce at large, and less than 21% of science and engineering faculty in 4-year colleges and universities.”

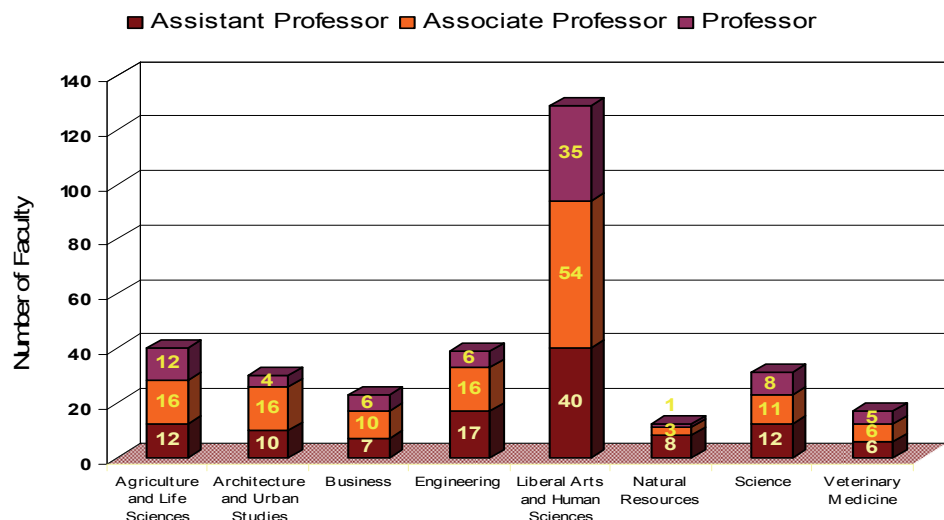
-U.S. National Science Foundation, Advance Program Description

Virginia Tech Tenured & Tenure Track Faculty, Fall 2006

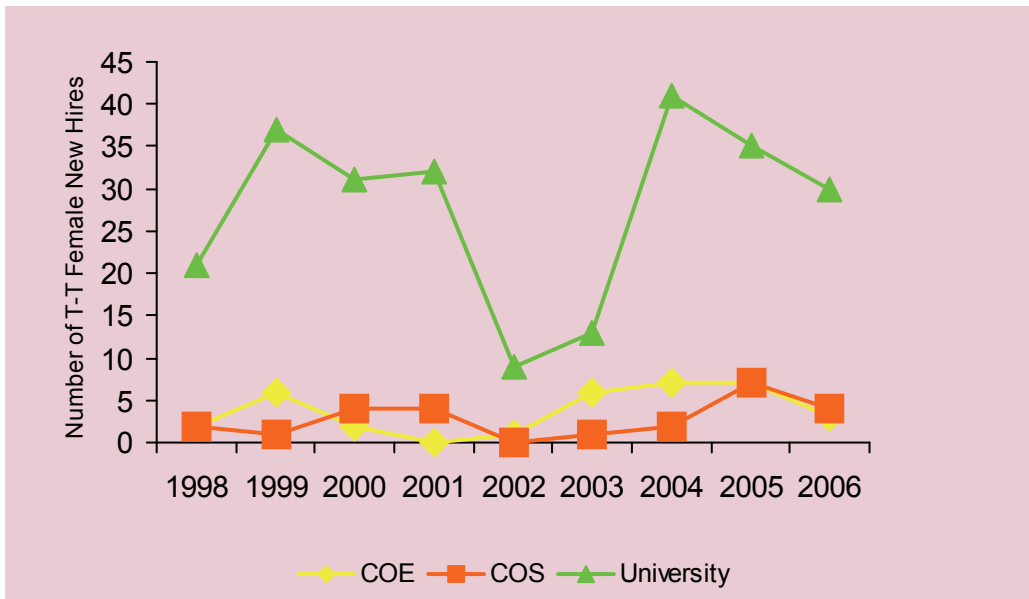


The overall percentage of female tenured and tenure track faculty has increased from 18.5% to 23.82% between 1998 and 2006, and the percentage of women faculty in the College of Engineering has almost doubled during that time. Yet female faculty at Virginia Tech are still concentrated in the College of Liberal Arts and Human Sciences and in the junior faculty ranks.

Women Faculty at Virginia Tech by College, Fall 2006

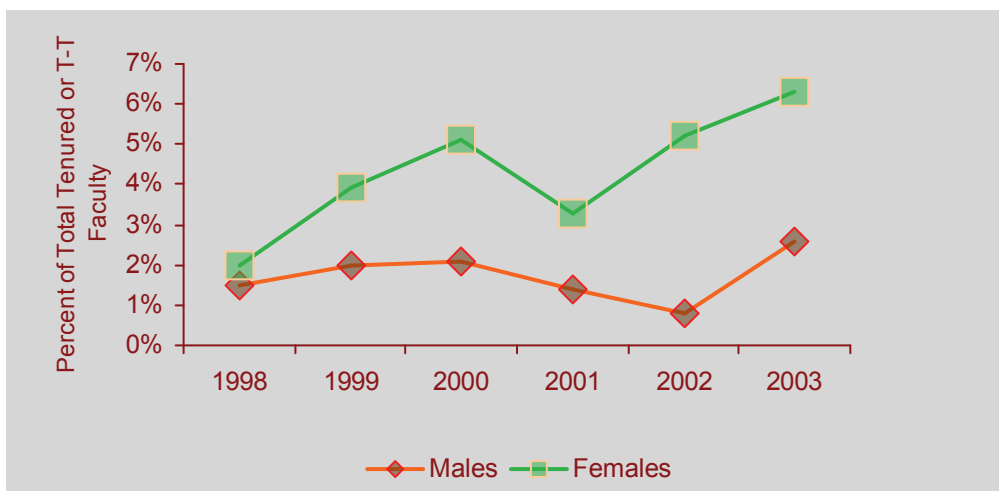


New Full-Time Tenure Track Women Faculty



The dip in the graph above reflects the overall low rate of hiring during 2002 and 2003. A record number of women joined the Virginia Tech faculty in 2004, but since then the numbers have returned to their pre-2002 level. The graph below shows that in order to increase the number of women faculty we must not only focus on recruiting more women but also retaining them once they are here.

Voluntary, University Wide Departure Rates Among Tenured & Tenure Track Faculty, by Gender



“In a recent volume by the National Academies Committee on Women in Science and Engineering (CWISE), it appears that mentoring is the magic bullet to enable U.S. institutions to better recruit and advance women students and faculty in science and engineering...all suggest that mentoring women in engineering, as students and in the workplace, is vital to women’s success in the field.”

— “Women in Engineering: A Review of the 2006 Literature”, *SWE Magazine*, Summer 2007, p. 14

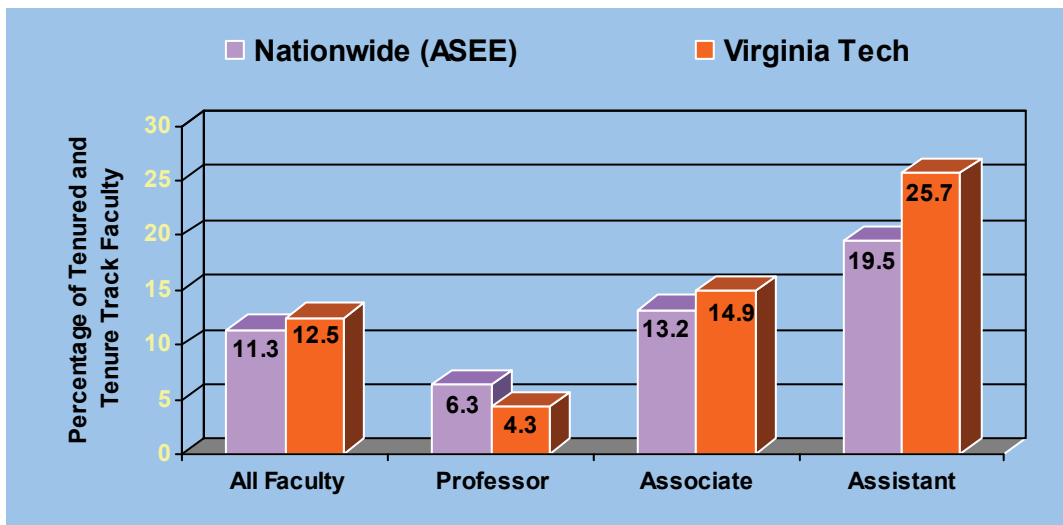
Percentage of Women Faculty at Benchmark Institutions

	SCHEV Peers	Top 30
Highest	U. of Maryland 31%	U. of Washington 30%
Mean	26%	25%
Virginia Tech	24%	
Lowest	Texas A&M 18%	MIT 16%

Source: IPEDS 2003, Top 30 highest and lowest excluding Baylor College of Medicine and U. of CA, San Francisco.

While Virginia Tech has a lower percentage of women on the faculty than the mean of the Top 30 research institutions or its SCHEV designated peers, it has a slightly higher than average percentage of female engineering faculty. According to the American Society for Engineering Education, Virginia Tech has the third highest number of female engineering faculty members in the U.S., exceeded only by MIT and Georgia Tech.

Women Engineering Faculty Across the United States



Source: American Society for Engineering Education, Fall 2006.

“Progress in the appointment and professional advancement of women and minority persons in higher education has been exceedingly slow. There are few minority and women faculty members in most academic fields; those there tend to be concentrated in the lower academic ranks and in part-time and temporary positions. Unequal treatment of the underrepresented groups continues. The AAUP’s surveys of faculty compensation consistently show a gap in salary between men and women faculty members. It is clear that discrimination has not been eliminated, and effective affirmative-action plans are necessary.”

- American Association of University Professors