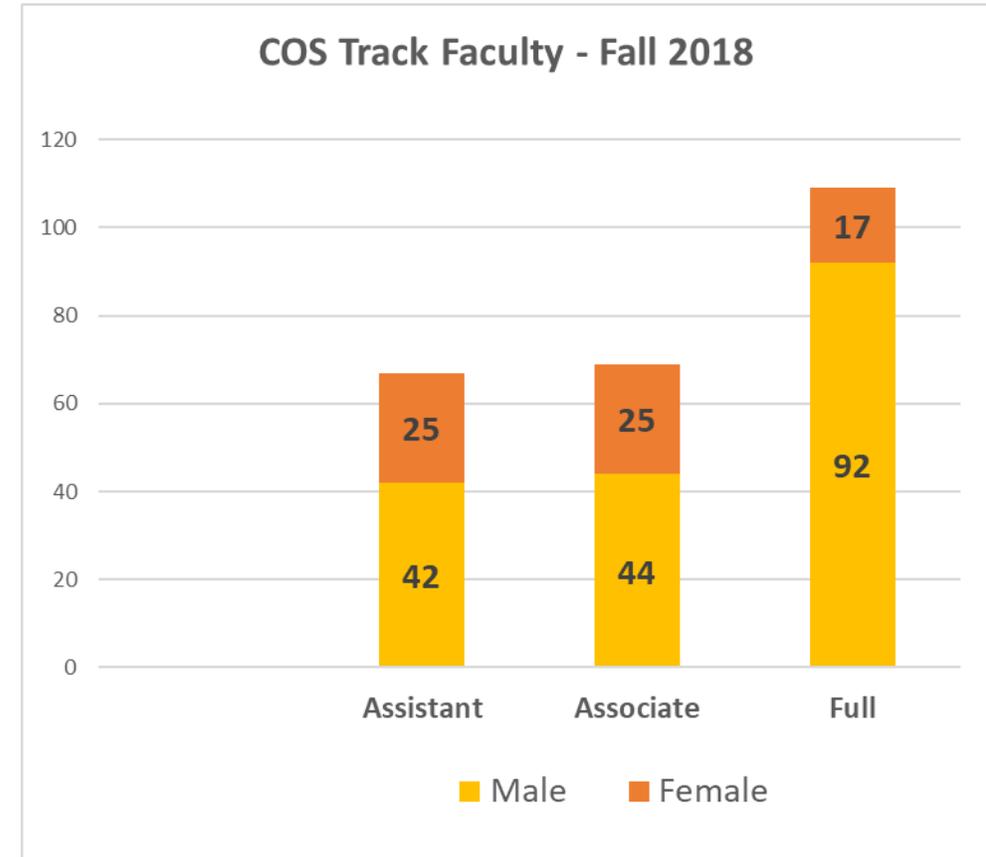
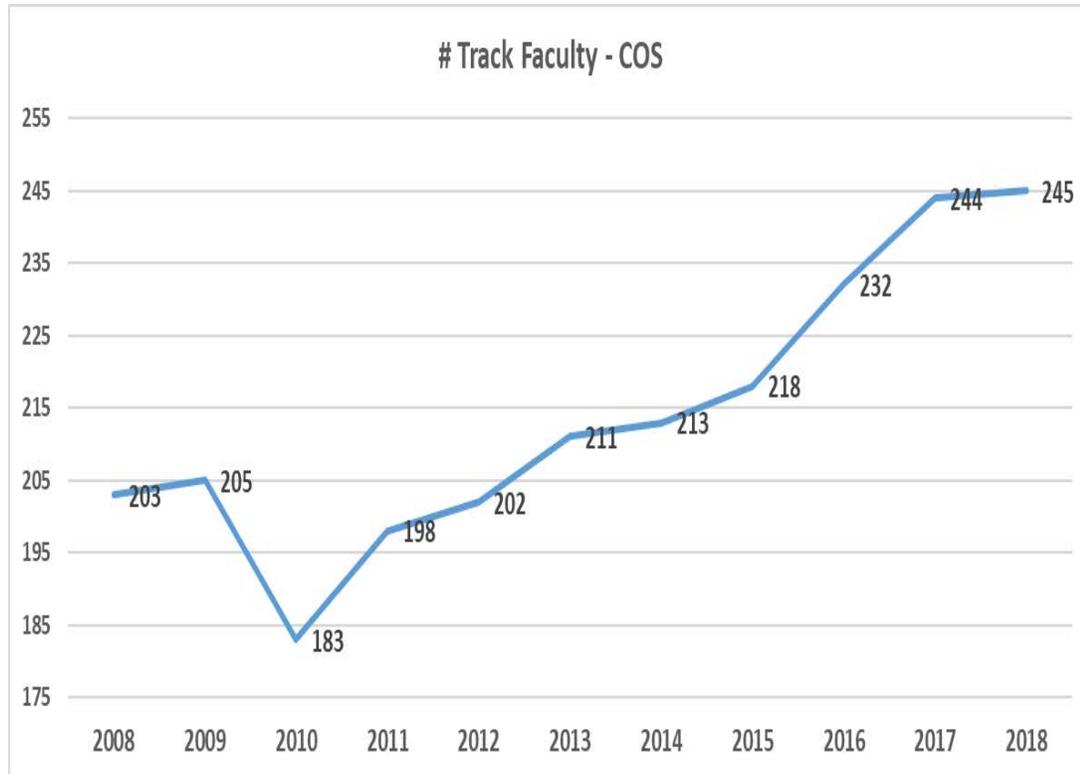




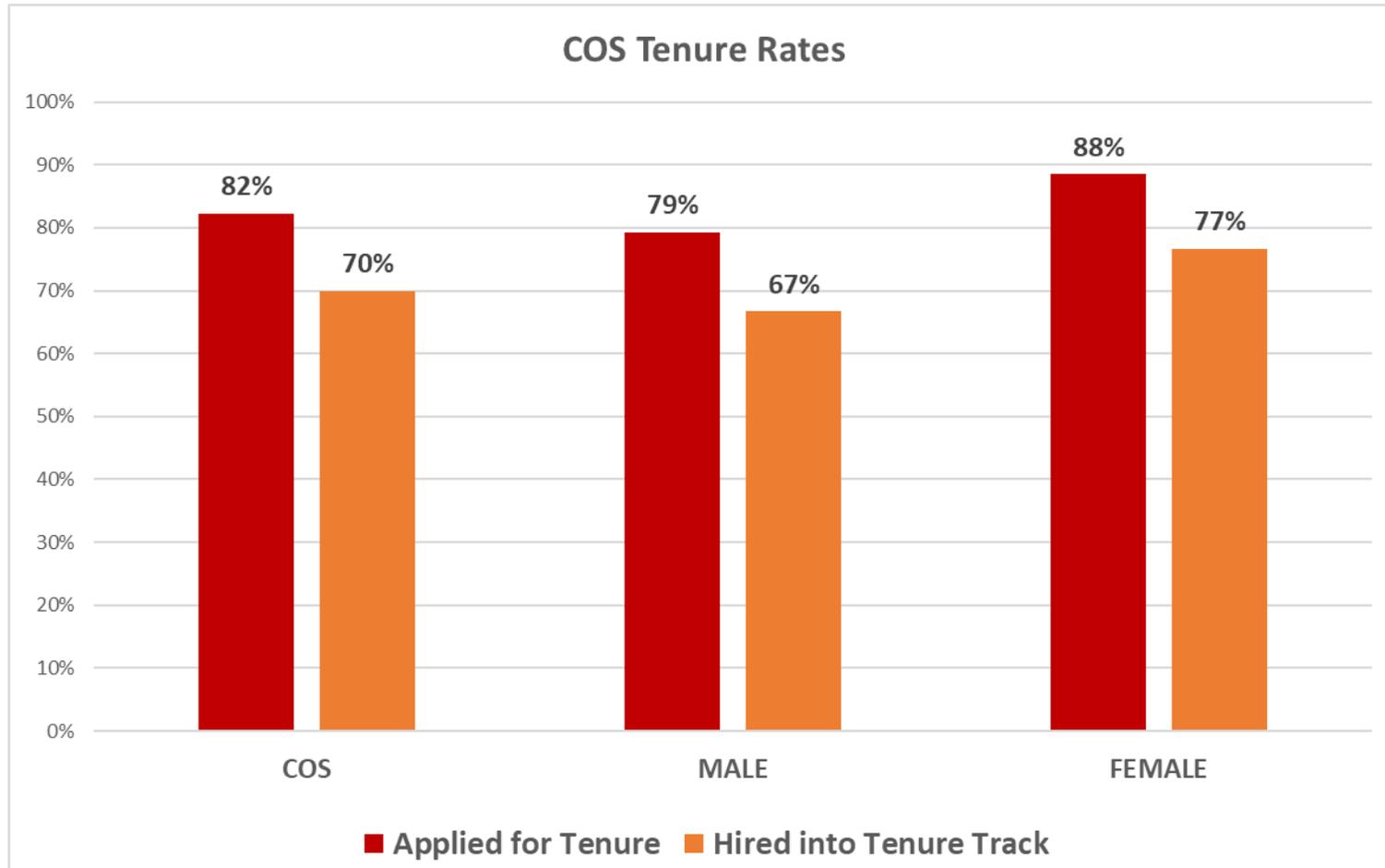
COLLEGE OF SCIENCE

The data on the following slides
was originally presented during
the COS P&T Workshop on
March 27, 2019

COS Faculty Counts



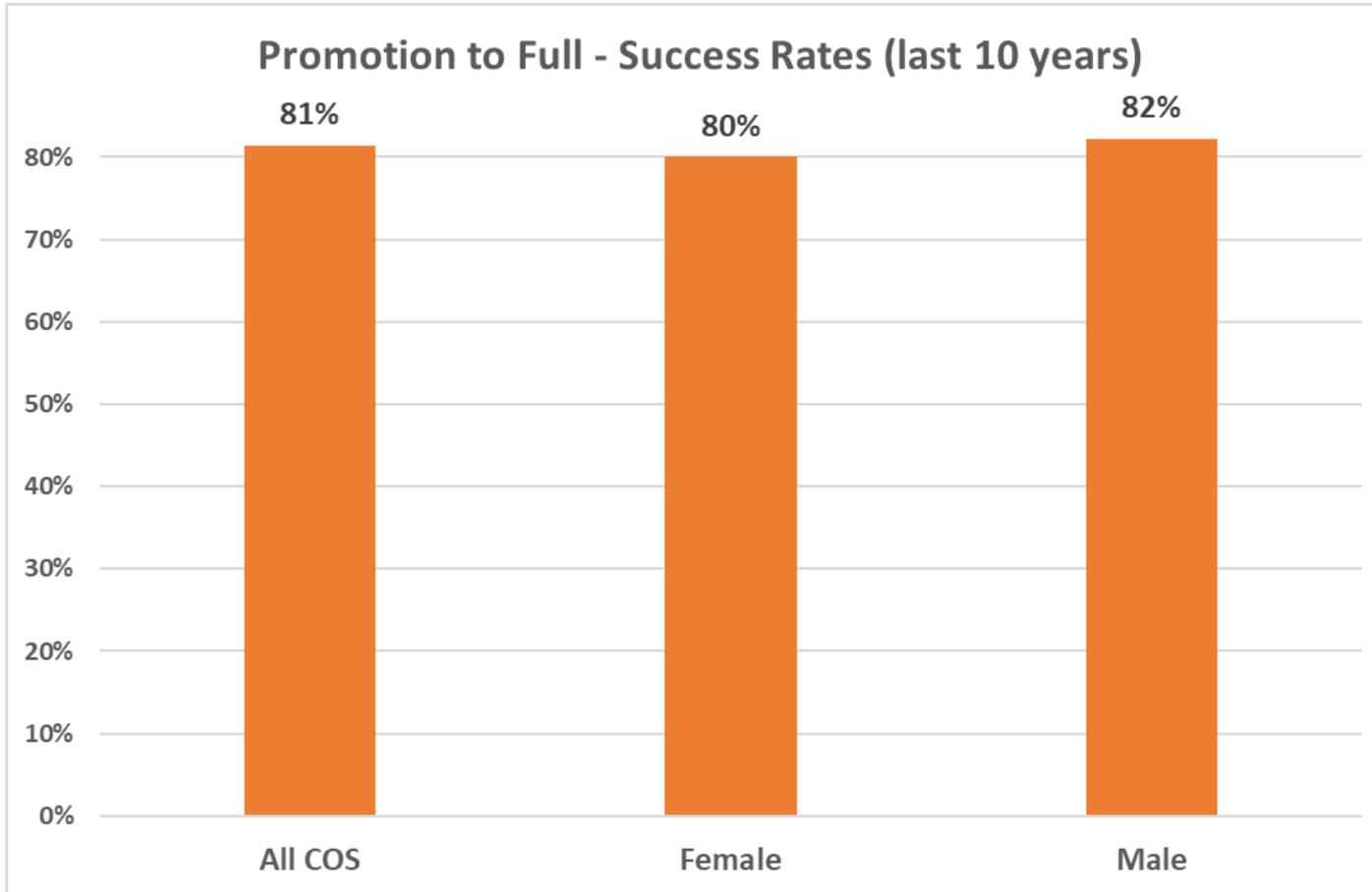
COS Tenure Success Rates



	Applied for Tenure	Hired into Tenure Track
All of COS	65/79	65/93
Male	42/53	42/63
Female	23/26	23/30

“Applied for Tenure” includes all faculty who went through the P&T process, as well as those who were not renewed or declined to apply for tenure in their mandatory year. “Hired into Tenure Track” also includes those who voluntarily left prior to their mandatory year. This data is for all track faculty hired by COS from 2003 (the first year of the college) onward, and includes all tenure outcomes through AY 17-18.

Professor Promotions



	Applied for Full	Promoted to Full
All of COS	43	35
Female	15	12
Male	28	23

This data is for all applications for promotion to full professor in the College of Science from AY 2008-9 through AY 2017-18.

Stop-the-Clock

A one-year probationary period extension (“stop-the-clock”) is *automatically* granted to either parent (or both, if both parents are tenure-track faculty members) in recognition of the demands of caring for a newborn child or a child under five newly placed for adoption or foster care. The request should be made within a year of the child’s arrival in the family.

A stop-the-clock may also be approved for other extenuating circumstances that have had a significant impact on the faculty member’s productivity, such as

- a serious personal illness
- major illness of a member of the immediate family
- lack of promised lab space or equipment

Request form available on the Provost’s webpage:

www.provost.vt.edu/who_we_are/faculty_affairs/faculty_work_life_policies.html

There have been 48 stop-the-clocks among COS tenure-track hires, from AY 2010-11 to AY 2017-18:

	Child	Other	
Female	10	5	15
Male	28	5	33
	38	10	48

P&T Committees

Department	Each academic department shall elect tenured faculty members with the rank of associate professor and above to the department's promotion and tenure committee. The number of people on the committee and length of term are at the discretion of the DH.
College	The COS P&T Committee is composed of nine tenured faculty members, one from each COS department and the School of Neuroscience, selected in accordance with the guidelines in section 3.4.4.2 of the Faculty Handbook. These members serve staggered, three-year terms, so that there are three new members each year. The Dean may appoint up to three additional tenured faculty members in any given year to ensure sufficient expertise, diversity and fair representation. The Dean is a non-voting member, as is the COS rep to the University P&T Committee.
University	The 18-member University P&T Committee includes the eight academic deans, a faculty representative from each of the eight colleges, a faculty member-at-large, and the provost. The provost is non-voting. The faculty reps serve three-year terms. The Provost selects a college's rep from a slate of two put forth by the college.

COS P&T Committee: Departmental Representative Replacement Years

2018, 2021, 2024, ...	2019, 2022, 2025, ...	2020, 2023, 2026, ...
Chemistry	Biological Sciences	Economics
Psychology	Geosciences	Neuroscience
Statistics	Mathematics	Physics

Expectations Documents

- College-level expectations document is posted on the COS website
- Departmental documents finalized for 8 of our 9 departments, ninth to be completed by semester end
- “Living” documents that will be updated every one to two years