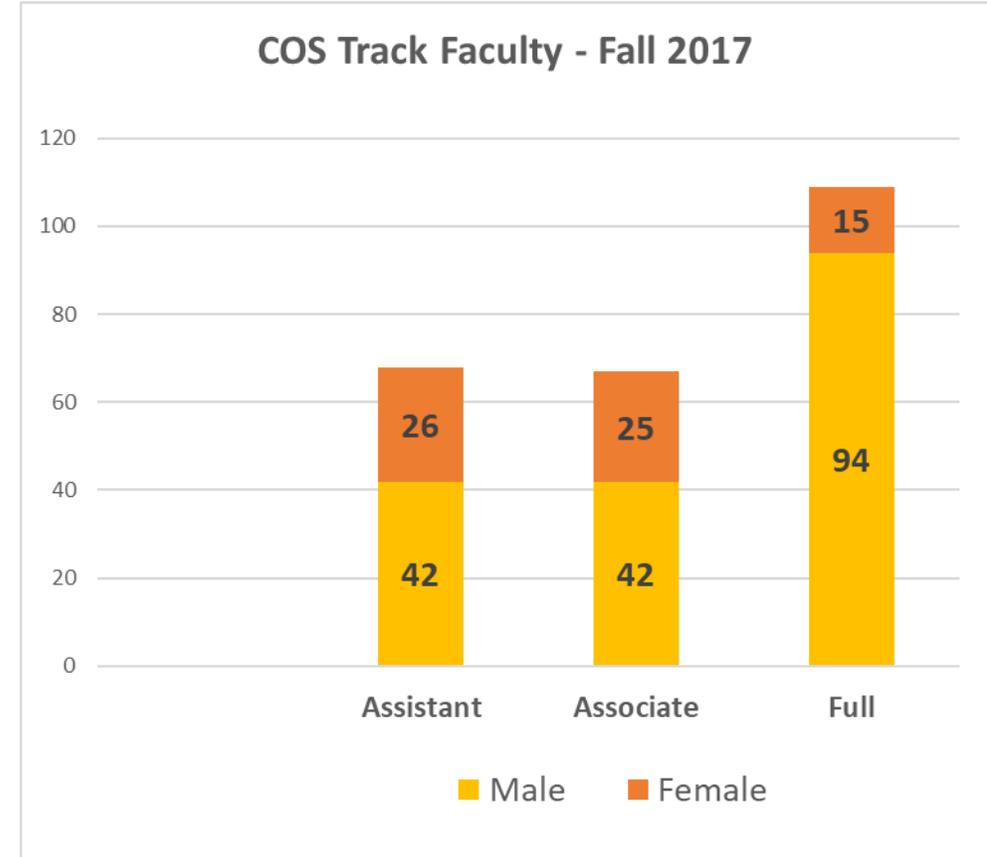
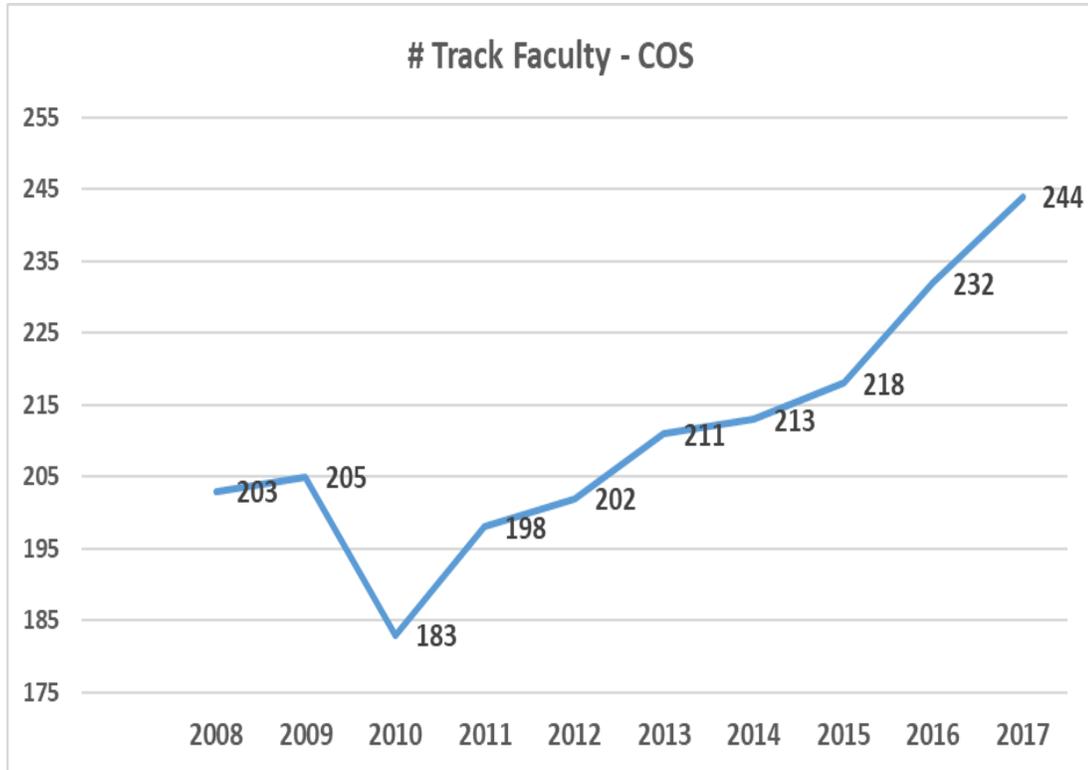
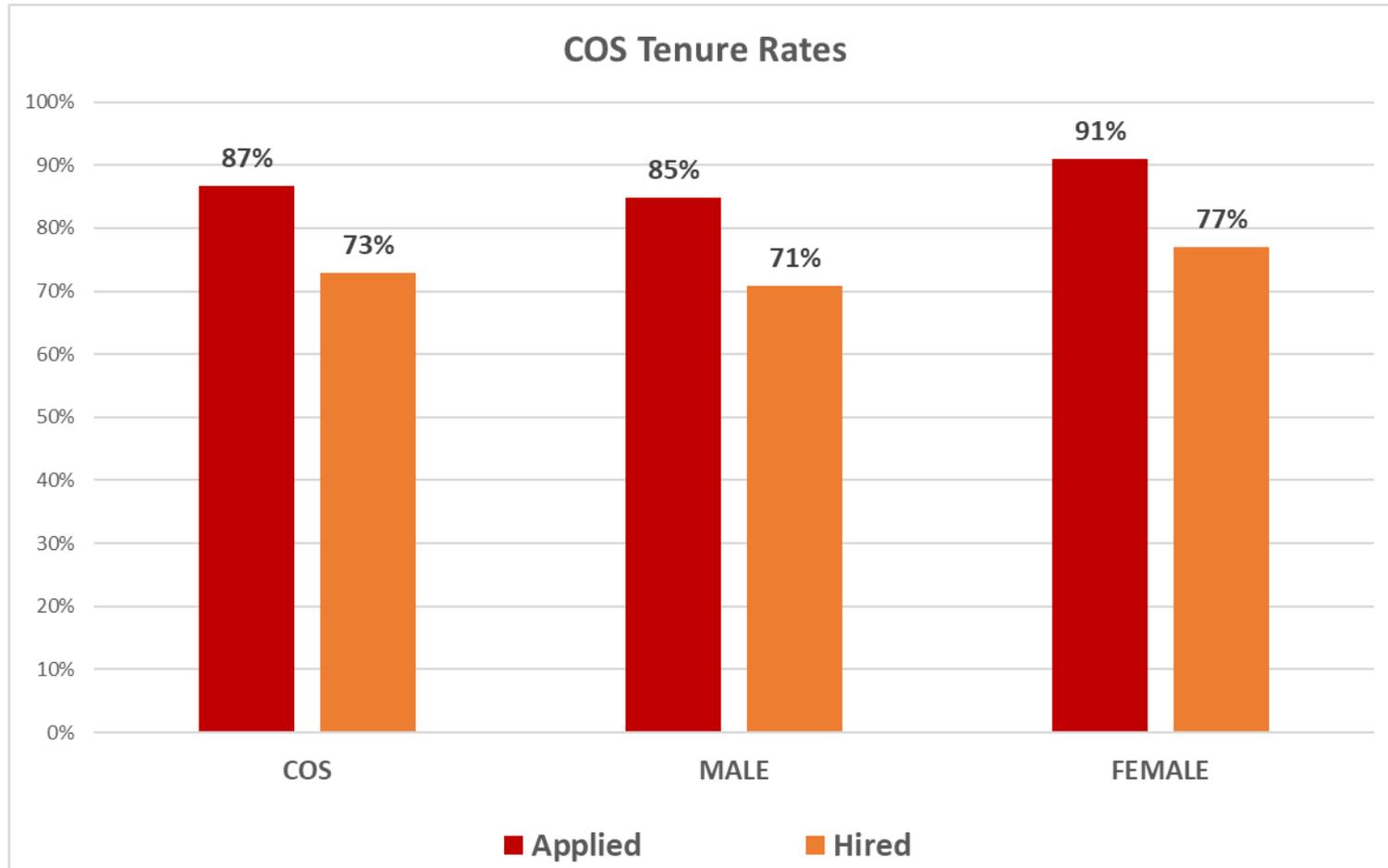


The data on the following slides was originally presented during the COS P&T Workshop on February 6, 2018.

COS Faculty Counts



COS Tenure Success Rates



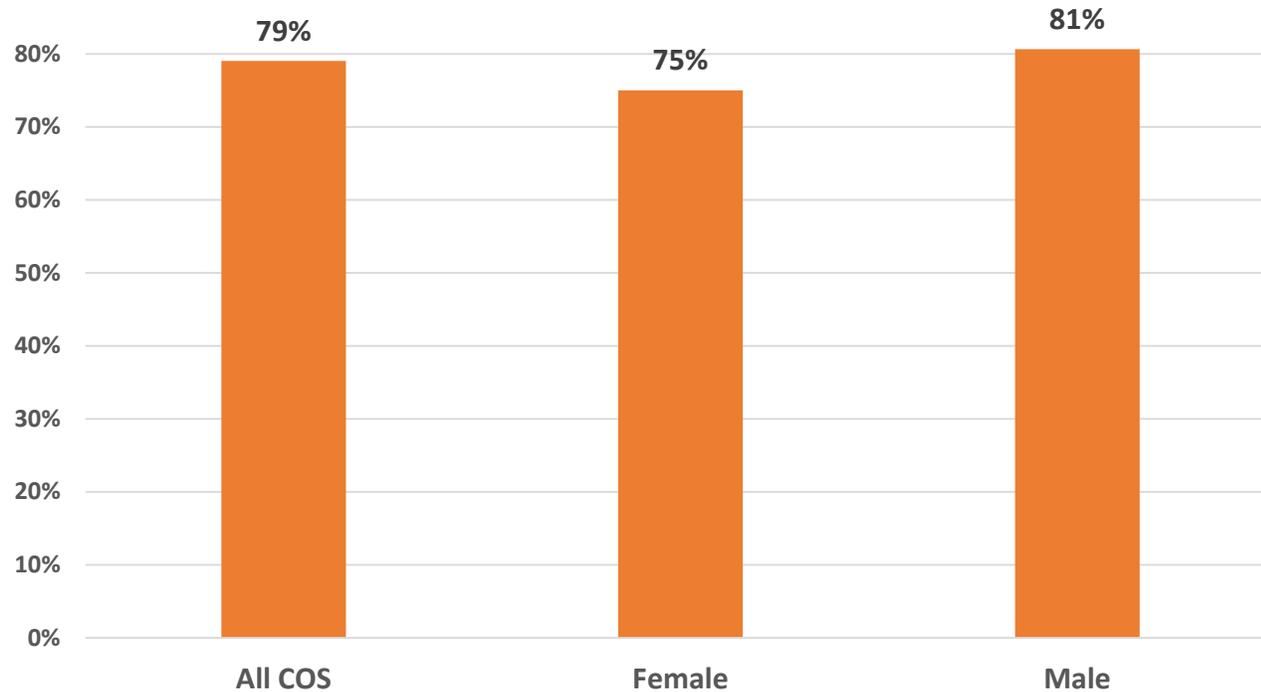
	Applied for Tenure	Hired into Tenure Track
All of COS	59/68	59/81
Male	39/46	39/55
Female	20/22	20/26

“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 16-17.

Professor Promotions

Promotion to Professor - Success Rates



	Applied for Full	Promoted to Full
All of COS	41	34
Female	12	9
Male	31	25

This data is for all applications for promotion to full professor in the College of Science from AY 2007-8 through AY 2016-17.

Stop-the-Clock

A one-year probationary period extension (“stop-the-clock”) will be automatically granted to a parent (both parents if both are tenure-track) for caring for a newborn child, or for a child under five and 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/faculty_affairs/faculty_work_life_policies.html

There have been 35 stop-the-clocks for COS faculty, from AY 2010-11 to AY 2017-18:

	Child	Other	
Female	5	5	10
Male	21	4	25
	26	9	35

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. Committee membership is posted on the COS website.
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

2016, 2019, 2022, ...	2017, 2020, 2023, ...	2018, 2021, 2024, ...
Biological Sciences	Economics	Chemistry
Geosciences	Neuroscience	Psychology
Mathematics	Physics	Statistics