

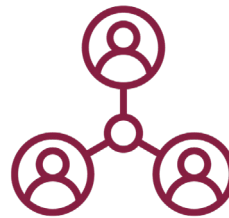
Virginia Tech is top ranked in



tenure policies



leadership support for diversity



collaboration and interdisciplinary work



external mentoring

Satisfaction has improved since 2017 in

- Support for research
- Recognition for scholarship
- Scholarly productivity of tenured faculty
- Support for obtaining grants
- Clarity of tenure expectations
- Effectiveness of shared governance



High satisfaction with work-life policies



Support for family/career compatibility



Family medical/parental leave



Workload flexibility/modified duties



Health/retirement benefits

Areas identified for growth

- Mentoring of tenured associate professors
- Support for maintaining grants
- Recognition of interdisciplinary work in tenure
- Support for faculty in leadership roles