Faculty who left VT were here an average of 6.6 years, a median of 6 years.

**DEPARTURES BY RACE/ETHNICITY**

- MALE, 21
- FEMALE, 17

**DEPARTURES BY COLLEGE**

- AAD: 3
- CALS: 1
- CLAHS: 14
- CNRE: 1
- COE: 11
- COS: 4
- CVM: 2
- PCOB: 2

**WHAT IS THE FINANCIAL IMPACT OF THEIR DEPARTURE?**

**TOTAL STARTUP FUNDING INVESTED IN DEPARTING FACULTY**

$5,324,733

**WHERE DID THEY GO?**

(Institutions where more than one VT faculty member departed to)

- Cornell University: 3
- University of Florida: 2
- University of Alabama: 2
- Embry-Riddle: 2
- Georgia Tech: 2
VT RETENTION ANALYSIS 2017-18

34 FACULTY MEMBERS WERE PREEMPTIVELY OR REACTIVELY RETAINED BY VIRGINIA TECH FROM JULY 1, 2017 - JUNE 30, 2018

WHAT RANKS OF FACULTY WERE RETAINED?

- Professor: 11
- Associate Professor: 11
- Assistant Professor: 16

Faculty who stayed at VT were here an average of 8.9 years, a median of 6.6 years.

RETENTIONS BY GENDER

- Male: 18
- Female: 16

RETENTIONS BY COLLEGE

- AAD: 2
- CALS: 3
- CLAHS: 6
- CNRE: 1
- COE: 13
- COS: 7
- CVM: 2
- PCOB: 0

RETENTIONS BY RACE/ETHNICITY

- White: 25
- Asian or Asian American: 5
- Hispanic or Latino/a: 3
- Black or African American: 1

WHAT IS THE FINANCIAL IMPACT OF RETAINING THEM?

- Total compensation provided as part of a retention offer: $345,452
- Total startup funding for retained faculty: $4,509,169
VT DEPARTURE ANALYSIS 2018-19

35 FACULTY MEMBERS LEFT VIRGINIA TECH FROM JULY 1, 2018 - JUNE 30, 2019

WHAT RANKS OF FACULTY LEFT?

- Professor: 6
- Associate Professor: 6
- Assistant Professor: 22
- Collegiate Associate Professor: 1

Faculty who left VT were here an average of 8.6 years, a median of 6 years.

DEPARTURES BY GENDER

- Male: 24
- Female: 11

DEPARTURES BY RACE/ETHNICITY

- White: 17
- Asian or Asian American: 11
- Black or African American: 2
- Hispanic or Latino/a: 5
- Other: 1

DEPARTURES BY COLLEGE

- AAD: 2
- CALS: 4
- CLAHS: 9
- CNRE: 0
- COE: 10
- COS: 3
- CVM: 1
- PCOB: 5

WHAT IS THE FINANCIAL IMPACT OF THEIR DEPARTURE?

TOTAL STARTUP FUNDING INVESTED IN DEPARTING FACULTY

$6,494,927

WHERE DID THEY GO?

(Institutions where more than 1 VT faculty member departed to)

- Purdue University: 2
- University of Pennsylvania: 2
VT RETENTION ANALYSIS 2018-19

27 FACULTY MEMBERS WERE PREEMPTIVELY OR REACTIVELY RETAINED BY VIRGINIA TECH FROM JULY 1, 2018 - JUNE 30, 2019

WHAT RANKS OF FACULTY WERE RETAINED?

- PROFESSOR: 11
- ASSOCIATE PROFESSOR: 7
- ASSISTANT PROFESSOR: 10

Faculty who stayed at VT were here an average of 9.1 years, a median of 8.8 years.

RETENTIONS BY GENDER

- MALE: 17
- FEMALE: 10

RETENTIONS BY COLLEGE

- AAD: 1
- CALS: 3
- CLAHS: 7
- CNRE: 2
- COE: 7
- COS: 4
- CVM: 0
- PCOB: 1
- VTCSOM: 2

RETENTIONS BY RACE/ETHNICITY

- WHITE: 17
- ASIAN OR ASIAN AMERICAN: 3
- BLACK OR AFRICAN AMERICAN: 1
- HISPANIC OR LATINO/A: 5
- PACIFIC ISLANDER OR NATIVE HAWAIIAN: 1

WHAT IS THE FINANCIAL IMPACT OF RETAINING THEM?

- TOTAL COMPENSATION PROVIDED AS PART OF A RETENTION OFFER: $207,395
- TOTAL STARTUP FUNDING FOR RETAINED FACULTY: $4,336,071
VT DEPARTURE ANALYSIS 2019-20

38 FACULTY MEMBERS LEFT VIRGINIA TECH FROM JULY 1, 2019 - JUNE 30, 2020

WHAT RANKS OF FACULTY LEFT?

- Professor: 8
- Associate Professor: 11
- Assistant Professor: 19

Faculty who left VT were here an average of 8.4 years, a median of 6.5 years.

DEPARTURES BY GENDER

- Male: 25
- Female: 13

DEPARTURES BY COLLEGE

- AAD: 2
- CALS: 5
- CLAHS: 5
- CNRE: 1
- COE: 14
- COS: 6
- CVM: 3
- PCOB: 2
- VTCSOM: 0

DEPARTURES BY RACE/ETHNICITY

- White: 28
- Black or African American: 1
- Hispanic or Latino/a: 1
- Asian or Asian American: 8

WHAT IS THE FINANCIAL IMPACT OF THEIR DEPARTURE?

TOTAL STARTUP FUNDING INVESTED IN DEPARTING FACULTY

$6,226,788

WHERE DID THEY GO?

(Institutions where more than 1 VT faculty member departed to)

- University of Virginia: 2
- University of Alabama: 2
- University of Georgia: 2
VT RETENTION ANALYSIS 2019-20

22 FACULTY MEMBERS WERE PREEMPTIVELY OR REACTIVELY RETAINED BY VIRGINIA TECH FROM JULY 1, 2019 - JUNE 30, 2020

WHAT RANKS OF FACULTY WERE RETAINED?

- Professor: 8
- Associate Professor: 6
- Assistant Professor: 7
- Collegiate Assistant Professor: 1

Faculty who stayed at VT were here an average of 7.9 years, a median of 6.5 years.

RETENTIONS BY COLLEGE

- AAD: 3
- CALS: 3
- CLAHS: 3
- CNRE: 1
- COE: 10
- COS: 2
- CVM: 0
- PCOB: 0
- VTCSOM: 0

WHAT IS THE FINANCIAL IMPACT OF RETAINING THEM?

- TOTAL COMPENSATION PROVIDED AS PART OF A RETENTION OFFER: $344,707
- TOTAL STARTUP FUNDING FOR RETAINED FACULTY: $4,665,279

RETENTIONS BY GENDER

- Male: 12
- Female: 10

RETENTIONS BY RACE/ETHNICITY

- White: 19
- Hispanic or Latino/A: 1
- Asian or Asian American: 2
- Total: 23
VT DEPARTURE ANALYSIS 2020-21

43 FACULTY MEMBERS LEFT VIRGINIA TECH FROM JULY 1, 2020 - JUNE 30, 2021

WHAT RANKS OF FACULTY LEFT?

DEPARTURES BY GENDER

DEPARTURES BY COLLEGE

DEPARTURES BY RACE/ETHNICITY

WHAT IS THE FINANCIAL IMPACT OF THEIR DEPARTURE?

TOTAL STARTUP FUNDING INVESTED IN DEPARTING FACULTY

$7,932,435

WHERE DID THEY GO?
(Institutions where more than 1 VT faculty member departed to)

Iowa State University 4
University of Virginia 2
Arizona State University 2

Faculty who left VT were here an average of 6.8 years, a median of 6 years.
VT RETENTION ANALYSIS 2020-21

23 FACULTY MEMBERS WERE PREEMPTIVELY OR REACTIVELY RETAINED BY VIRGINIA TECH FROM JULY 1, 2020 - JUNE 30, 2021

WHAT RANKS OF FACULTY WERE RETAINED?

- PROFESSOR: 8
- ASSOCIATE PROFESSOR: 4
- ASSISTANT PROFESSOR: 7
- COLLEGIATE ASSOC PROFESSOR: 2
- COLLEGIATE ASST PROFESSOR: 1
- CLINICAL PROFESSOR: 1

Faculty who stayed at VT were here an average of 9.7 years, a median of 5 years.

RETENTIONS BY GENDER

- MALE: 10
- FEMALE: 13

RETENTIONS BY RACE/ETHNICITY

- WHITE: 17
- ASIAN OR ASIAN AMERICAN: 3
- BLACK OR AFRICAN AMERICAN: 1
- HISPANIC OR LATINO/A: 2

WHAT IS THE FINANCIAL IMPACT OF RETAINING THEM?

- TOTAL COMPENSATION PROVIDED AS PART OF A RETENTION OFFER: $317,465
- TOTAL STARTUP FUNDING FOR RETAINED FACULTY: $3,843,272
VT DEPARTURE ANALYSIS 2021-22

22 FACULTY MEMBERS LEFT VIRGINIA TECH FROM JULY 1, 2021 - JUNE 30, 2022

WHAT RANKS OF FACULTY LEFT?

- PROFESSOR: 3
- ASSOCIATE PROFESSOR: 3
- ASSOCIATE PROFESSIONAL: 1
- COLLEGIATE ASSOCIATE PROFESSOR: 2
- CLINICAL ASSOCIATE PROFESSOR: 2
- CLINICAL ASSISTANT PROFESSOR: 2

Faculty who left VT were here an average of 6.9 years, a median of 5.5 years.

DEPARTURES BY GENDER

- MALE: 12
- FEMALE: 10

DEPARTURES BY COLLEGE

- AAD: 5
- CALS: 5
- CLAHS: 6
- CNRE: 1
- COE: 8
- COS: 7
- CVM: 8
- PCOB: 3
- VTCSOM: 0
- HONORS COLLEGE: 1

DEPARTURES BY RACE/ETHNICITY

- WHITE: 12
- BLACK OR AFRICAN AMERICAN: 1
- ASIAN OR ASIAN AMERICAN: 4
- HISPANIC OR LATINO/A: 1
- PACIFIC ISLANDER OR NATIVE HAWAIIAN: 1

WHAT IS THE FINANCIAL IMPACT OF THEIR DEPARTURE?

TOTAL STARTUP FUNDING INVESTED IN DEPARTING FACULTY

$2,760,384

WHERE DID THEY GO?

(Institutions where more than one VT faculty member departed to)

- Iowa State University

2
33 FACULTY MEMBERS WERE PREEMPTIVELY OR REACTIVELY RETAINED BY VIRGINIA TECH FROM JULY 1, 2021 - JUNE 30, 2022

WHAT RANKS OF FACULTY WERE RETAINED?

- PROFESSOR: 9
- ASSOCIATE PROFESSOR: 12
- ASSISTANT PROFESSOR: 9
- COLLEGIATE ASSOC PROFESSOR: 1
- COLLEGIATE ASST PROFESSOR: 2

Faculty who stayed at VT were here an average of 8.8 years, a median of 7 years.

RETTENTIONS BY GENDER

- MALE, 21
- FEMALE, 12

RETTENTIONS BY COLLEGE

- AAD
- CALS
- CLAHS
- CNRE
- COE
- COS
- CVM
- PCOB
- VTCSOM

WHAT IS THE FINANCIAL IMPACT OF RETAINING THEM?

- TOTAL COMPENSATION PROVIDED AS PART OF A RETENTION OFFER: $415,428
- TOTAL STARTUP FUNDING FOR RETAINED FACULTY: $9,020,735