1999 Benchmark Data:
Gender Statistics of Faculty
University of Pennsylvania
School of Medicine
The mission of FOCUS is to promote advocacy, education, and research in women's health, both in the academic health center and in the community, and to support the advancement and leadership of women in academic medicine.

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Michelle Berlin, MD, MPH
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Project Manager, Report Card Project

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Administrative Coordinator
The following graphs and charts depict the status of women faculty at the University of Pennsylvania School of Medicine. It has been well documented nationally that, relative to their male colleagues in academic medicine, women are over-represented in the junior ranks and are less likely to attain promotion or tenure.

In fact, data from the Association of American Medical Colleges (AAMC) indicates that the proportion of men and women across academic ranks has not changed substantially in over fifteen years. Since 1996, in order to increase awareness of this gender discrepancy, the AAMC has annually compiled and reported institutional benchmark statistics regarding women in academic medicine from 94% of U.S. medical schools.

The report in the following pages consists of data from the December 1999 gender and minority report supplied by the Office of Faculty Affairs in the School of Medicine at the University of Pennsylvania. These statistics were then compared with national benchmarks published by the AAMC in their 1998-1999 annual report, *Women in U.S. Academic Medicine-- Statistics*.

Compiled by:
Stephanie Abbuhl, MD and Patricia Scott

The FOCUS Leadership Mentoring Program for Women in Academic Medicine
Penn’s Pipeline in Academic Medicine: Gender Distributions within Faculty Ranks and Medical Students, 12/99

(includes Faculty in Tenure, Clinician-Educator, and Research Tracks)

Compiled by:
The FOCUS Leadership Mentoring Program, 1/00

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Gender Breakdown Penn Medical School Faculty across Ranks, 12/99

(includes Tenure, Clinician-Educator, and Research Tracks)

<table>
<thead>
<tr>
<th>Rank</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Prof</td>
<td>319/1237</td>
<td>45/1237</td>
</tr>
<tr>
<td>Associate</td>
<td>211/1237</td>
<td>54/1237</td>
</tr>
<tr>
<td>Assistant</td>
<td>413/1237</td>
<td>195/1237</td>
</tr>
</tbody>
</table>

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Gender Distributions within Ranks
Penn Medical School Faculty, 12/99
(includes Tenure, Clinician-Educator, and Research Tracks)

Compiled by:
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Gender Distributions within Ranks
Penn Medical School Standing Faculty, 12/99
(includes only Tenure and Clinician-Educator Tracks)

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Gender Distributions of Medical School Faculty within Ranks
Penn compared with AAMC National Data, 12/99
(includes Tenure, Clinician-Educator, and Research Tracks)

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Distributions by Rank and Gender
Penn Medical School Faculty, 12/99
(includes Tenure, Clinician-Educator, and Research Tracks)

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Distributions by Rank and Gender
Penn Medical School Standing Faculty, 12/99
(includes only Tenure and Clinician-Educator Tracks)

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Distributions of Medical School Faculty by Rank and Gender
Penn compared with AAMC National Data, 12/99
(includes Tenure, Clinician-Educator, and Research Tracks)

%  

MALE  FEMALE

National

Penn

National

Penn

34% 27% 39% 34% 22% 44% 13% 24% 63% 15% 18% 67%

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Gender Breakdown Penn Medical School Faculty across Tracks, 12/99
(does not include Instructors/Lecturers)

<table>
<thead>
<tr>
<th>Track</th>
<th>M</th>
<th>F</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure</td>
<td>389/1237</td>
<td>74/1237</td>
<td>31%</td>
</tr>
<tr>
<td>Clinician-Educator</td>
<td>468/1237</td>
<td>177/1237</td>
<td>38%</td>
</tr>
<tr>
<td>Research</td>
<td>86/1237</td>
<td>43/1237</td>
<td>8%</td>
</tr>
</tbody>
</table>

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Not to be reproduced without the express permission of FOCUS
Gender Distributions Within Tracks
Penn Medical School Faculty, 12/99
*(does not include Instructors/Lecturers)*

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Distributions by Track and Gender
Penn Medical School Faculty, 12/99

Male
N=943

Female
N=294

- 41% Tenure
- 50% Clinician-Educator
- 9% Research

- 25% Tenure
- 60% Clinician-Educator
- 15% Research

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Distributions within *Tenure* Track by Rank and Gender
Penn Medical School Faculty, 12/99

<table>
<thead>
<tr>
<th>Rank</th>
<th>Male N=389</th>
<th>Female N=74</th>
</tr>
</thead>
<tbody>
<tr>
<td>FULL</td>
<td>50%</td>
<td>31%</td>
</tr>
<tr>
<td>ASSOC</td>
<td>14%</td>
<td>12%</td>
</tr>
<tr>
<td>ASSIST</td>
<td>36%</td>
<td>57%</td>
</tr>
</tbody>
</table>
Distributions within Clinician-Educator Track by Rank and Gender
Penn Medical School Faculty, 12/99

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Distributions within Research Track by Rank and Gender
Penn Medical School Faculty, 12/99

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Gender Distributions by Clinical Department
Penn Medical School Faculty, 12/99
(includes Tenure, C-E, and Research Tracks; does not include Instructors/Lecturers)

% M F

Anesthesia
Dermatology
Emergency Med
Family Med
Medicine
Neurology
Neurosurgery
Ob/Gyn
Ophthalmology
Orthoped Surg
Otorhinolaryngology
Pediatrics
Psychiatry
Rad Oncology
Radiology
Rehab Med
Surgery

Compiled by:
The FOCUS Leadership Mentoring Program, 1/00
Gender Distributions by Basic Science Department
Penn Medical School Faculty, 12/99
(includes Tenure, C-E, and Research Tracks; does not include Instructors /Lecturers)

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Percent Women Medical Faculty by Basic Science Department
Penn versus AAMC National Data, 12/99
(includes Tenure, C-E, and Research Tracks; includes Instructors A/Lecturers A)

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Percent Full Professors Who Are Women by Clinical Department
Penn versus AAMC National Data, 12/99
(includes Tenure, Clinician-Educator, and Research Tracks)

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Percent Associate Professors Who Are Women by Clinical Department
Penn versus AAMC National Data, 12/99
(includes Tenure, Clinician-Educator, and Research Tracks)

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Percent Full Professors Who Are Women by Basic Science Department
Penn versus AAMC National Data, 12/99
(includes Tenure, Clinician-Educator, and Research Tracks)

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Percent Associate Professors Who Are Women by Basic Science Department
Penn versus AAMC National Data, 12/99
(includes Tenure, Clinician-Educator, and Research Tracks)
Penn’s Pipeline in Academic Medicine, 12/99
Gender Distributions: Fulltime Faculty vs. Medical Students

(includes Faculty in Tenure, Clinician-Educator, and Research Tracks)

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Penn’s Pipeline in Academic Medicine, 12/99
Gender Distributions: Fulltime Senior/Junior Faculty vs. Medical Students
(includes Faculty in Tenure, Clinician-Educator, and Research Tracks)

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# Gender Distribution of Total Faculty within Rank Populations by Department

**University of Pennsylvania Medical School Faculty**  
*(includes faculty in Tenure, Clinician-Educator, and Research tracks)*

<table>
<thead>
<tr>
<th>DEPARTMENTS</th>
<th>TOTAL FACULTY</th>
<th>FULL Professors</th>
<th>ASSOCIATE Professors</th>
<th>ASSISTANT Professors</th>
<th>INSTRS A / LECTRS A</th>
<th>TOTAL FAC w/ Instr / Lect</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>49</td>
<td>80</td>
<td>12</td>
<td>20</td>
<td>23</td>
<td>93</td>
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<tr>
<td>Biochem/Biophysics</td>
<td>21</td>
<td>78</td>
<td>6</td>
<td>22</td>
<td>12</td>
<td>86</td>
</tr>
<tr>
<td>Biostat &amp; Epidem</td>
<td>10</td>
<td>63</td>
<td>6</td>
<td>37</td>
<td>4</td>
<td>100</td>
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<tr>
<td>Cell and Devel Bio</td>
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<td>62</td>
<td>8</td>
<td>38</td>
<td>4</td>
<td>67</td>
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<tr>
<td>Dermatology</td>
<td>14</td>
<td>67</td>
<td>7</td>
<td>33</td>
<td>9</td>
<td>90</td>
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<tr>
<td>Emergency Medicine</td>
<td>13</td>
<td>57</td>
<td>10</td>
<td>43</td>
<td>1</td>
<td>100</td>
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<td>Family Medicine</td>
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<td>60</td>
<td>2</td>
<td>40</td>
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<td>0</td>
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<td>6</td>
<td>33</td>
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<td>Medicine</td>
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<td>79</td>
<td>47</td>
<td>21</td>
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<td>Microbiology</td>
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<td>56</td>
<td>7</td>
<td>44</td>
<td>6</td>
<td>55</td>
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<tr>
<td>Molec and Cellular Eng</td>
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<td>94</td>
<td>1</td>
<td>6</td>
<td>3</td>
<td>100</td>
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<tr>
<td>Neurology</td>
<td>41</td>
<td>79</td>
<td>11</td>
<td>21</td>
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<td>100</td>
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<tr>
<td>Neuroscience</td>
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<td>76</td>
<td>5</td>
<td>24</td>
<td>8</td>
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<tr>
<td>Neurosurgery</td>
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<td>88</td>
<td>2</td>
<td>12</td>
<td>3</td>
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<tr>
<td>Ob/Gyn</td>
<td>28</td>
<td>72</td>
<td>11</td>
<td>26</td>
<td>13</td>
<td>93</td>
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<tr>
<td>Ophthalmology</td>
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<td>81</td>
<td>5</td>
<td>19</td>
<td>8</td>
<td>89</td>
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<tr>
<td>Orthopaedic Surgery</td>
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<td>4</td>
<td>7</td>
<td>100</td>
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<tr>
<td>Otorhinolaryngology</td>
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<td>3</td>
<td>14</td>
<td>7</td>
<td>100</td>
</tr>
<tr>
<td>Pathol &amp; Lab Med</td>
<td>56</td>
<td>74</td>
<td>20</td>
<td>26</td>
<td>26</td>
<td>90</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>106</td>
<td>65</td>
<td>57</td>
<td>35</td>
<td>29</td>
<td>69</td>
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<tr>
<td>Pharmacology</td>
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<td>3</td>
<td>12</td>
<td>5</td>
<td>100</td>
</tr>
<tr>
<td>Physiology</td>
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<td>2</td>
<td>9</td>
<td>12</td>
<td>92</td>
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<tr>
<td>Psychiatry</td>
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<td>70</td>
<td>28</td>
<td>30</td>
<td>19</td>
<td>86</td>
</tr>
<tr>
<td>Radiation Oncology</td>
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<td>95</td>
<td>1</td>
<td>5</td>
<td>7</td>
<td>87</td>
</tr>
<tr>
<td>Radiology</td>
<td>72</td>
<td>77</td>
<td>21</td>
<td>23</td>
<td>36</td>
<td>90</td>
</tr>
<tr>
<td>Rehabilitation Med</td>
<td>9</td>
<td>64</td>
<td>5</td>
<td>36</td>
<td>1</td>
<td>100</td>
</tr>
<tr>
<td>Surgery</td>
<td>73</td>
<td>91</td>
<td>7</td>
<td>9</td>
<td>20</td>
<td>95</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td>943</td>
<td>76</td>
<td>294</td>
<td>24</td>
<td>319</td>
<td>88</td>
</tr>
</tbody>
</table>

Compiled by the FOCUS Leadership Mentoring Program, January 2000  
*(based on December 1999 data)*
Compiled by:
The FOCUS Leadership Mentoring Program for Women in Academic Medicine

with support from the

University of Pennsylvania School of Medicine

Timothy B. Campbell, BSN, RN
Design Consultant