2000 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.

Founding Director
Jeane Ann Grisso, MD, MSc

Co-Directors
Stephanie Abbuhl, MD
Faculty Director, Leadership Mentoring Program

Lucy Wolf Tuton, PhD

Associate Director
Patricia Scott

Administrative Coordinator
Susan Primavera
2000 Benchmark Data:  
Gender Statistics of Faculty  
University of Pennsylvania School of Medicine

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.

This report consists of data for the year ending 12/31/00 from the 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 1999-2000 annual report, Women in U.S. Academic Medicine-- Statistics.

Compiled by:  
Stephanie Abbuhl, MD, Jeane Ann Grisso, MD, MSc and Patricia Scott  
The FOCUS Leadership Mentoring Program for Women in Academic Medicine
Penn’s Pipeline in Academic Medicine, 12/00
Gender Distributions within Faculty Ranks and Medical Students
(includes Faculty in Tenure, Clinician-Educator, and Research Tracks)

Compiled by:
The FOCUS Leadership Mentoring Program, 2001

(Categories: Full Professors, Associate Professors, Assistant Professors, Instructors A and Lecturers A)
Gender Distributions within Ranks
Penn Medical School Faculty, 12/00
(includes Tenure, Clinician-Educator, and Research Tracks)

- Full Prof: 88% M, 12% F
- Associate: 76% M, 24% F
- Assistant: 68% M, 32% F
- Instr A/Lec A: 61% M, 39% F

(Categories: Full Professors, Associate Professors, Assistant Professors, Instructors A and Lecturers A)
Gender Distributions within Ranks
Penn Medical School *Standing* Faculty, 12/00

(*includes only Tenure and Clinician-Educator Tracks; does not include faculty in Research Track)

![Gender Distribution Bar Graph]

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Gender Distribution: Fulltime Faculty vs. Medical Students
University of Pennsylvania School of Medicine, 12/00
(includes Faculty at Full, Associate and Assistant Professor Ranks
and in Tenure, Clinician-Educator, and Research Tracks)

Faculty

<table>
<thead>
<tr>
<th>M</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>999/1320</td>
<td>321/1320</td>
</tr>
</tbody>
</table>

Medical Students

<table>
<thead>
<tr>
<th>M</th>
<th>F</th>
</tr>
</thead>
<tbody>
<tr>
<td>403/707</td>
<td>304/707</td>
</tr>
</tbody>
</table>

Compiled by:
The FOCUS Leadership Mentoring Program, 2001

Not to be reproduced without the express permission of FOCUS
Gender Distribution: Fulltime Senior/Junior* Faculty vs. Medical Students
University of Pennsylvania School of Medicine, 12/00
(includes Faculty in Tenure, Clinician-Educator, and Research Tracks)

- Senior* Faculty: 574/696 (82%), 122/696 (18%)
- Junior* Faculty: 425/624 (68%), 199/624 (32%)
- Medical Students: 403/707 (57%), 304/707 (43%)

*“Senior” refers to faculty at either Full or Associate Professor rank; “Junior” refers to faculty at Assistant Professor Rank

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Gender Breakdown across Ranks
Penn Medical School Faculty, 12/00
(includes Tenure, Clinician-Educator, and Research Tracks)

(Calculated by dividing number of faculty by gender and rank by the total number of faculty, N=1320)

Compiled by:
The FOCUS Leadership Mentoring Program, 2001

Not to be reproduced without the express permission of FOCUS
### Numbers of Men and Women Penn Medical Faculty in Senior Leadership Positions, FY 2001-2002
*(does not include interim positions)*

<table>
<thead>
<tr>
<th>SENIOR LEADERSHIP POSITIONS</th>
<th>TOTAL NUMBER</th>
<th>MEN</th>
<th>WOMEN</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairs of Clinical Departments</td>
<td>18</td>
<td>17</td>
<td>1</td>
</tr>
<tr>
<td>Chairs of Basic Science Departments</td>
<td>9</td>
<td>9</td>
<td>0</td>
</tr>
<tr>
<td>Directors of Centers and Institutes</td>
<td>16</td>
<td>15</td>
<td>1</td>
</tr>
<tr>
<td>School of Medicine Leadership*</td>
<td>7</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>Other Senior Leadership**</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>52</strong></td>
<td><strong>49</strong></td>
<td><strong>3</strong></td>
</tr>
</tbody>
</table>

* Includes the Executive Vice President and Dean; Vice Dean, Education; Vice Dean, Research and Research Training; Vice Dean, Faculty Affairs; Vice Dean, Professional Services; Chair, Committee on Appointments and Promotions; Chair Medical Faculty Senate

** Includes Chair of Medical Board at HUP; Senior Medical Director at HUP

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Distributions of Rank Separated by Gender
Penn Medical School Faculty, 12/00
(includes Tenure, Clinician-Educator, and Research Tracks)

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Distributions of Rank Separated by Gender
Penn Medical School Standing* Faculty, 12/00
(*includes only Tenure and Clinician-Educator Tracks; does not include faculty in Research Track)

Compiled by:
The FOCUS Leadership Mentoring Program, 2001
Gender Breakdown across Tracks
Penn Medical School Faculty, 12/00
*(does not include Instructors/Lecturers)*

(Compiled by: The FOCUS Leadership Mentoring Program, 2001)

(Calculated by dividing number of faculty by gender and track by the total number of faculty, N=1320)
Gender Distributions within Tracks
Penn Medical School Faculty, 12/00
*(does not include Instructors/Lecturers)*

![Bar chart showing gender distribution in different tracks: Tenure, Clinician-Educator, and Research.](chart)

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Distributions of Track Separated by Gender
Penn Medical School Faculty, 12/00

(does not include Instructors/Lecturers)

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Distributions within *Tenure* Track by Rank and Gender
Penn Medical School Faculty, 12/00

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%  
100 90 80 70 60 50 40 30 20 10 0

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Distributions within *Clinician-Educator* Track by Rank and Gender
Penn Medical School Faculty, 12/00

- Male
  - Full: 24%
  - Assoc: 31%
  - Assist: 45%
  - N=509

- Female
  - Full: 8%
  - Assoc: 25%
  - Assist: 67%
  - N=194

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Distributions within Research Track by Rank and Gender
Penn Medical School Faculty, 12/00

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Gender Distributions by Clinical Department
Penn Medical School Faculty, 12/00
(includes Tenure, Clinician-Educator, and Research Tracks; does not include Instructors/Lecturers)

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Gender Distributions by Basic Science Department
Penn Medical School Faculty, 12/00
(includes Tenure, C-E, and Research Tracks; does not include Instructors /Lecturers)
HIGHEST and LOWEST Ranking Departments in Percent Women Faculty
University of Pennsylvania School of Medicine, 12/00

HIGHEST RANKING DEPARTMENTS

<table>
<thead>
<tr>
<th>RANK</th>
<th>CLINICAL DEPARTMENTS</th>
<th>BASIC SCIENCE DEPARTMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2000</td>
<td>1999</td>
</tr>
<tr>
<td>1</td>
<td>Family Medicine 38%</td>
<td>Emergency Medicine 43%</td>
</tr>
<tr>
<td>2</td>
<td>Emergency Medicine 37%</td>
<td>Family Medicine 40%</td>
</tr>
<tr>
<td>3</td>
<td>Rehabilitation Medicine 36%</td>
<td>Rehabilitation Medicine 36%</td>
</tr>
</tbody>
</table>

LOWEST RANKING DEPARTMENTS

<table>
<thead>
<tr>
<th>RANK</th>
<th>CLINICAL DEPARTMENTS</th>
<th>BASIC SCIENCE DEPARTMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2000</td>
<td>1999</td>
</tr>
<tr>
<td>1</td>
<td>Orthopaedic Surgery 7%</td>
<td>Orthopaedic Surgery 4%</td>
</tr>
<tr>
<td>2</td>
<td>Surgery 8%</td>
<td>Radiation Oncology 11%</td>
</tr>
<tr>
<td>3</td>
<td>Radiation Oncology 11%</td>
<td>Surgery 9%</td>
</tr>
</tbody>
</table>
PENN Gender Statistics
Compared with
AAMC National Benchmarks
Gender Distributions of Medical School Faculty within Ranks
Penn compared with AAMC National Data, 12/00
(includes Tenure, Clinician-Educator, and Research Tracks)

(Categories: Full Professors, Associate Professors, Assistant Professors, Instructors A and Lecturers A)

Compiled by:
The FOCUS Leadership Mentoring Program, 2001

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Distributions of Medical School Faculty by Rank and Gender
Penn compared with AAMC National Data, 12/00
(includes Tenure, Clinician-Educator, and Research Tracks)

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Percent Women Medical Faculty by Clinical Department
Penn versus AAMC National Data, 12/00
(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, 12/00
(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, 12/00
(includes Tenure, Clinician-Educator, and Research Tracks)

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Percent Women Medical Faculty by Basic Science Department
Penn versus AAMC National Data, 12/00
(includes Tenure, C-E, and Research Tracks; includes Instructors A/Lecturers A)

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Percent Full Professors Who Are Women by Basic Science Department
Penn versus AAMC National Data, 12/00
(includes Tenure, Clinician-Educator, and Research Tracks)
Percent Associate Professors Who Are Women by Basic Science Department
Penn versus AAMC National Data, 12/00
(includes Tenure, Clinician-Educator, and Research Tracks)

Compiled by:
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<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>COMPARISON</td>
<td>AAMC</td>
<td>PENN</td>
<td>COMPARISON</td>
</tr>
<tr>
<td>Anesthesia</td>
<td>↓</td>
<td>28</td>
<td>26</td>
<td>✫</td>
</tr>
<tr>
<td>Biochem/Biophysics</td>
<td>↓</td>
<td>23</td>
<td>20</td>
<td>=</td>
</tr>
<tr>
<td>Dermatology</td>
<td>↓</td>
<td>34</td>
<td>32</td>
<td>✫</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>✫</td>
<td>25</td>
<td>35</td>
<td>✫</td>
</tr>
<tr>
<td>Family Medicine</td>
<td>✫</td>
<td>36</td>
<td>38</td>
<td>✫</td>
</tr>
<tr>
<td>Medicine</td>
<td>✫</td>
<td>25</td>
<td>26</td>
<td>✫</td>
</tr>
<tr>
<td>Microbiology</td>
<td>✫</td>
<td>24</td>
<td>35</td>
<td>✫</td>
</tr>
<tr>
<td>Neurology</td>
<td>↓</td>
<td>25</td>
<td>22</td>
<td>=</td>
</tr>
<tr>
<td>Obstetrics &amp; Gynecology</td>
<td>↓</td>
<td>38</td>
<td>26</td>
<td>↓</td>
</tr>
<tr>
<td>Ophthalmology</td>
<td>↓</td>
<td>24</td>
<td>23</td>
<td>✫</td>
</tr>
<tr>
<td>Orthopaedic Surgery</td>
<td>↓</td>
<td>10</td>
<td>5</td>
<td>↓</td>
</tr>
<tr>
<td>Otorhinolaryngology</td>
<td>↓</td>
<td>21</td>
<td>14</td>
<td>↓</td>
</tr>
<tr>
<td>Pathology &amp; Lab Medicine</td>
<td>✫</td>
<td>29</td>
<td>31</td>
<td>↓</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>↓</td>
<td>41</td>
<td>35</td>
<td>↓</td>
</tr>
<tr>
<td>Pharmacology</td>
<td>↓</td>
<td>21</td>
<td>12</td>
<td>↓</td>
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<tr>
<td>Physiology</td>
<td>↓</td>
<td>21</td>
<td>11</td>
<td>↓</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>=</td>
<td>36</td>
<td>36</td>
<td>✫</td>
</tr>
<tr>
<td>Radiology</td>
<td>✫</td>
<td>22</td>
<td>26</td>
<td>✫</td>
</tr>
<tr>
<td>Rehabilitation Medicine</td>
<td>↓</td>
<td>39</td>
<td>32</td>
<td>↓</td>
</tr>
<tr>
<td>Surgery</td>
<td>↓</td>
<td>12</td>
<td>8</td>
<td>↓</td>
</tr>
</tbody>
</table>

- (PENN has higher proportion of women)
- (PENN has lower proportion of women)
= (PENN has same proportion of women)
Put 2000 Changes in Faculty Distribution from Word files chart
Put BTG 2000 Gender Distribution Medical Faculty Word Chart
Compiled by:

The FOCUS Leadership Mentoring Program
for
Women in Academic Medicine

with support from the

University of Pennsylvania School of Medicine
Center for Clinical Epidemiology and Biostatistics