

2000 Benchmark Data: Gender Statistics of Faculty University of Pennsylvania School of Medicine

FOCUS

on Health & Leadership for Women

ADVOCACY



EDUCATION



RESEARCH

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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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:

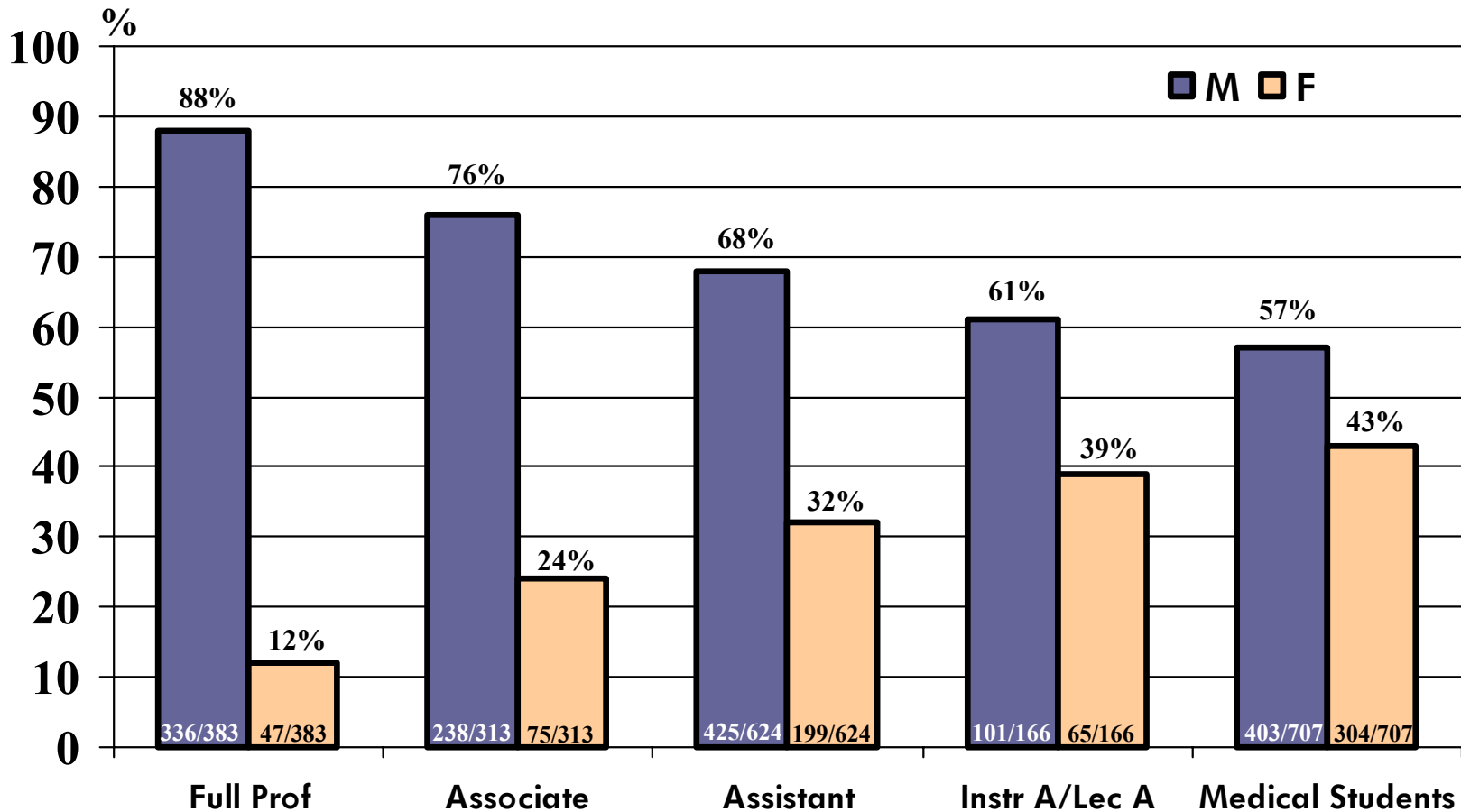
Stephanie Abbuhl, MD, Jeane Ann Grisso, MD, MSc and Patricia Scott

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

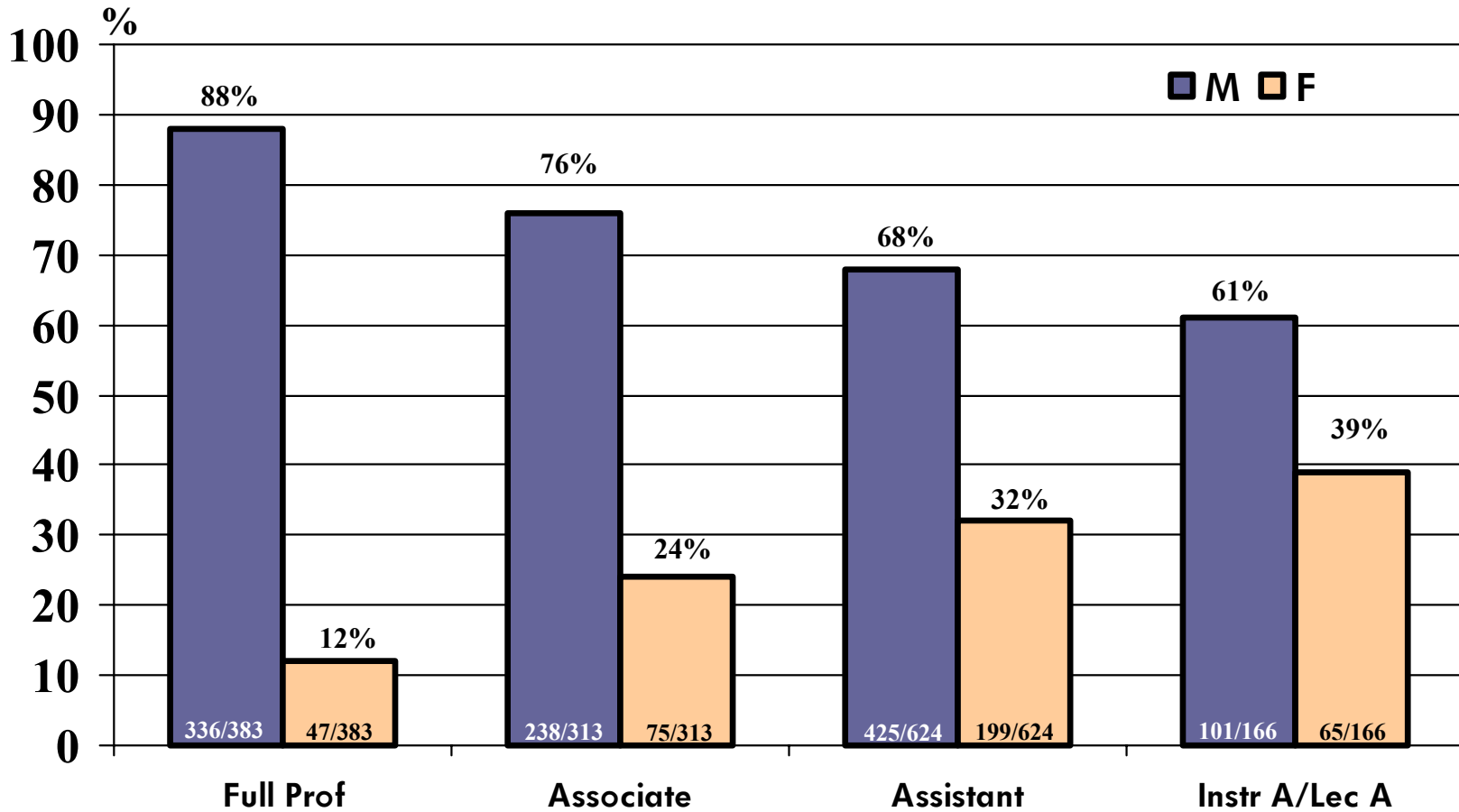
(includes Faculty in Tenure, Clinician-Educator, and Research Tracks)



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

Gender Distributions within Ranks Penn Medical School Faculty, 12/00

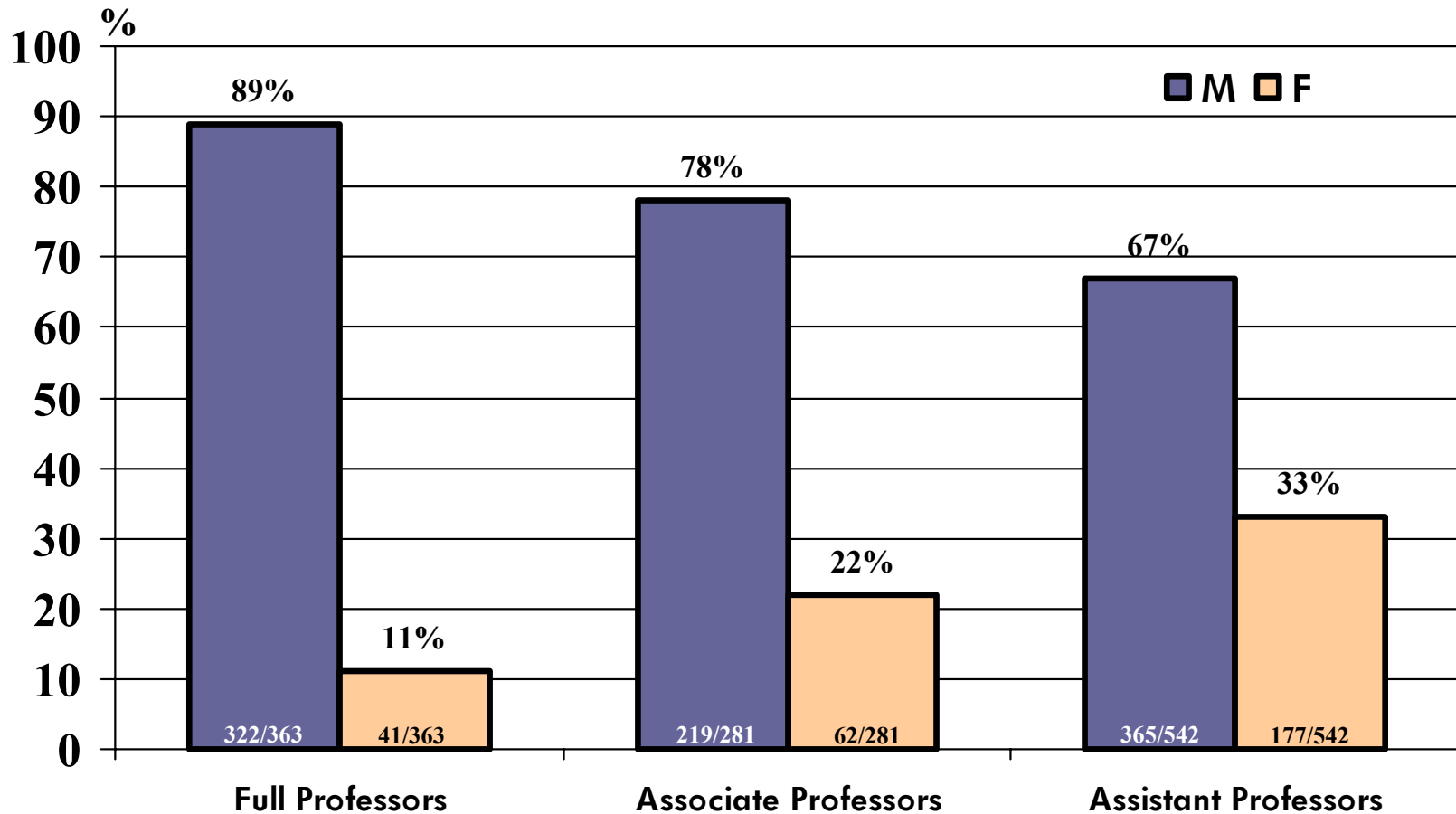
(includes Tenure, Clinician-Educator, and Research Tracks)



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

Gender Distributions within Ranks Penn Medical School *Standing** Faculty, 12/00

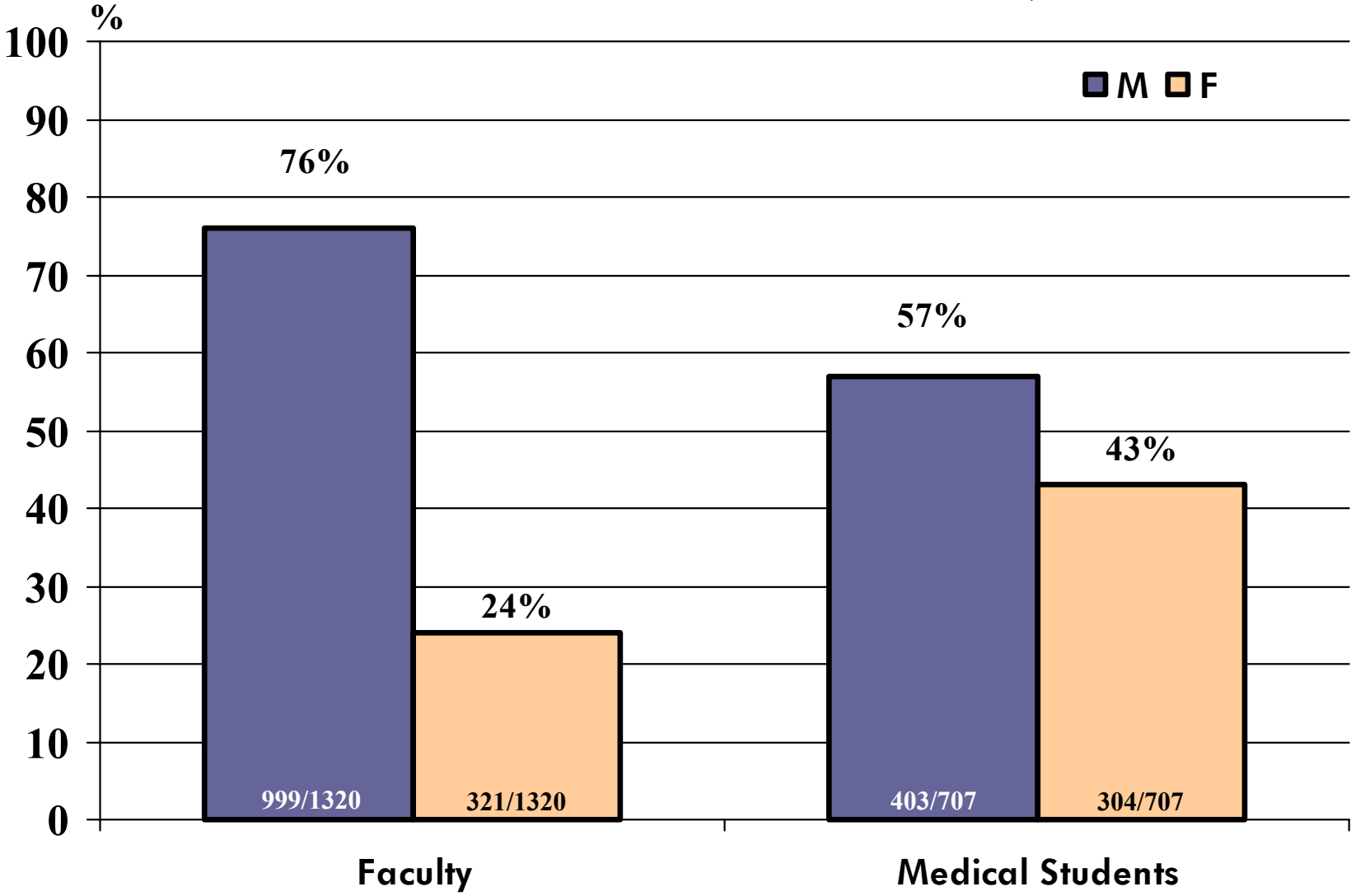
(*includes only Tenure and Clinician-Educator Tracks; does not include faculty in Research Track)



Gender Distribution: Fulltime Faculty vs. Medical Students

University of Pennsylvania School of Medicine, 12/00

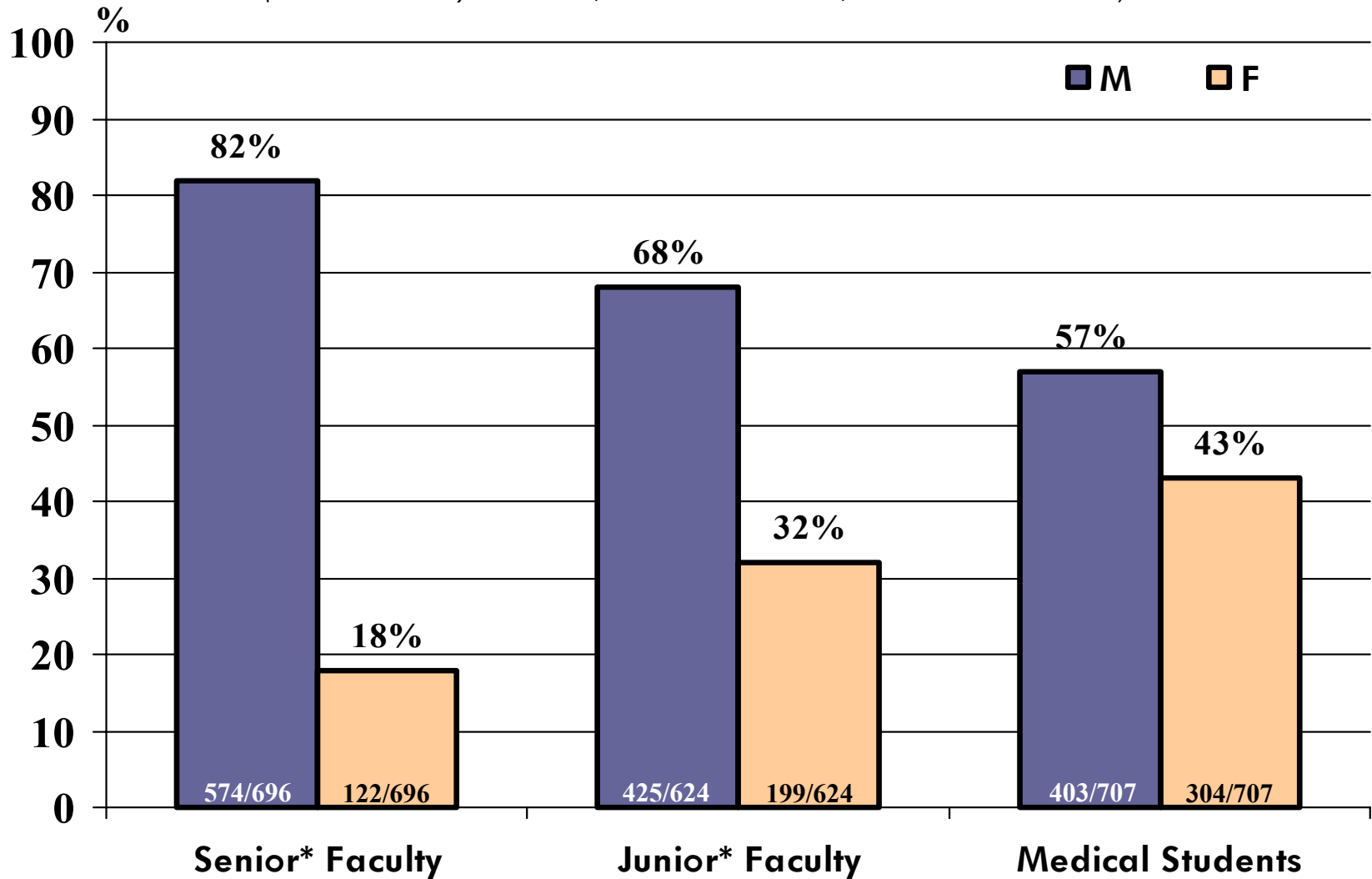
*(includes Faculty at Full, Associate and Assistant Professor Ranks
and in Tenure, Clinician-Educator, and Research Tracks)*



Gender Distribution: Fulltime Senior/Junior* Faculty vs. Medical Students

University of Pennsylvania School of Medicine, 12/00

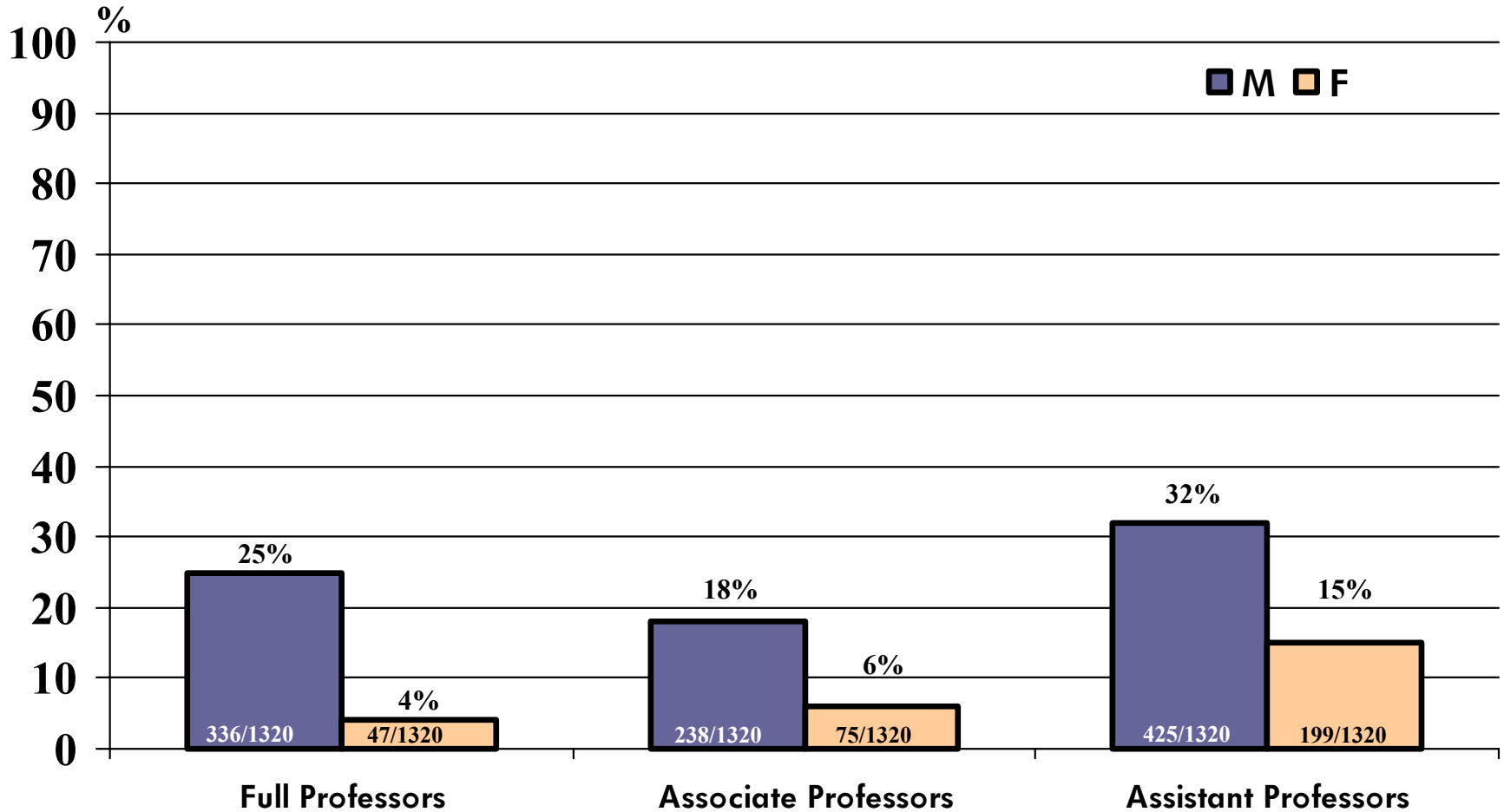
(includes Faculty in Tenure, Clinician-Educator, and Research Tracks)



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

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)

Numbers of Men and Women Penn Medical Faculty in Senior Leadership Positions, FY 2001-2002

(does not include interim positions)

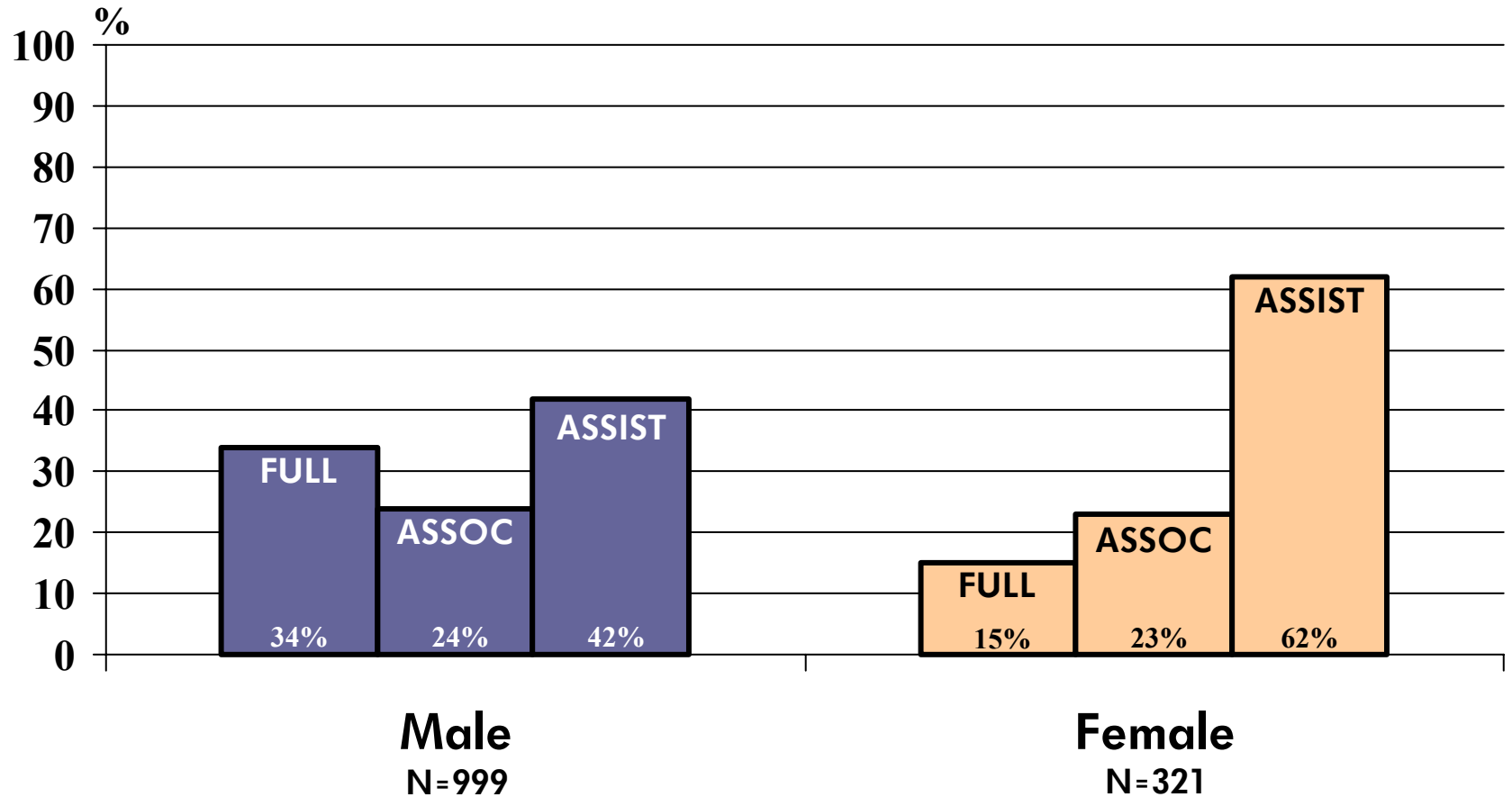
SENIOR LEADERSHIP POSITIONS	TOTAL NUMBER	MEN	WOMEN
Chairs of Clinical Departments	18	17	1
Chairs of Basic Science Departments	9	9	0
Directors of Centers and Institutes	16	15	1
School of Medicine Leadership*	7	6	1
Other Senior Leadership**	2	2	0
	52	49	3

* 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

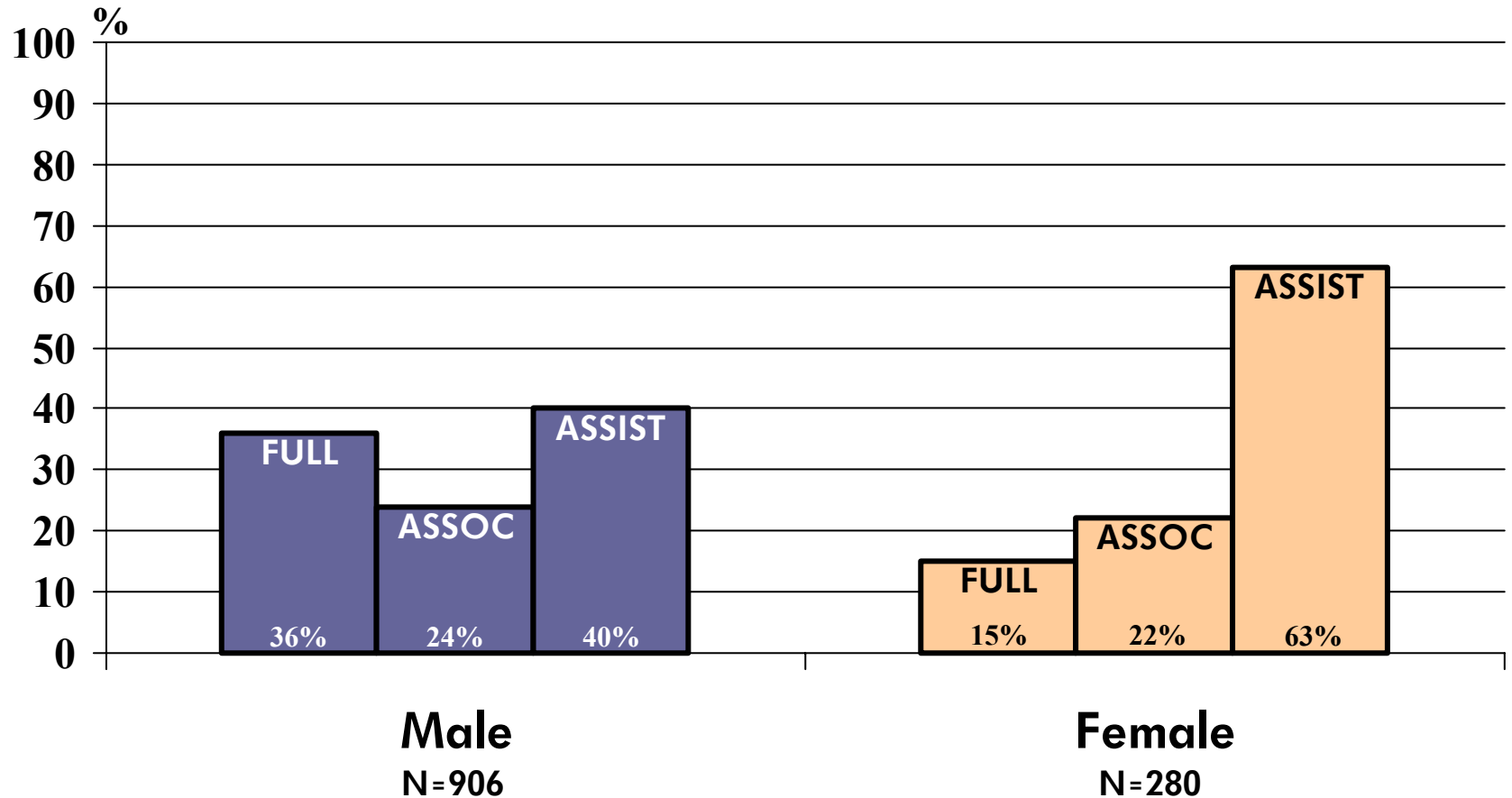
Distributions of Rank Separated by Gender Penn Medical School Faculty, 12/00

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



Distributions of Rank Separated by Gender Penn Medical School *Standing** Faculty, 12/00

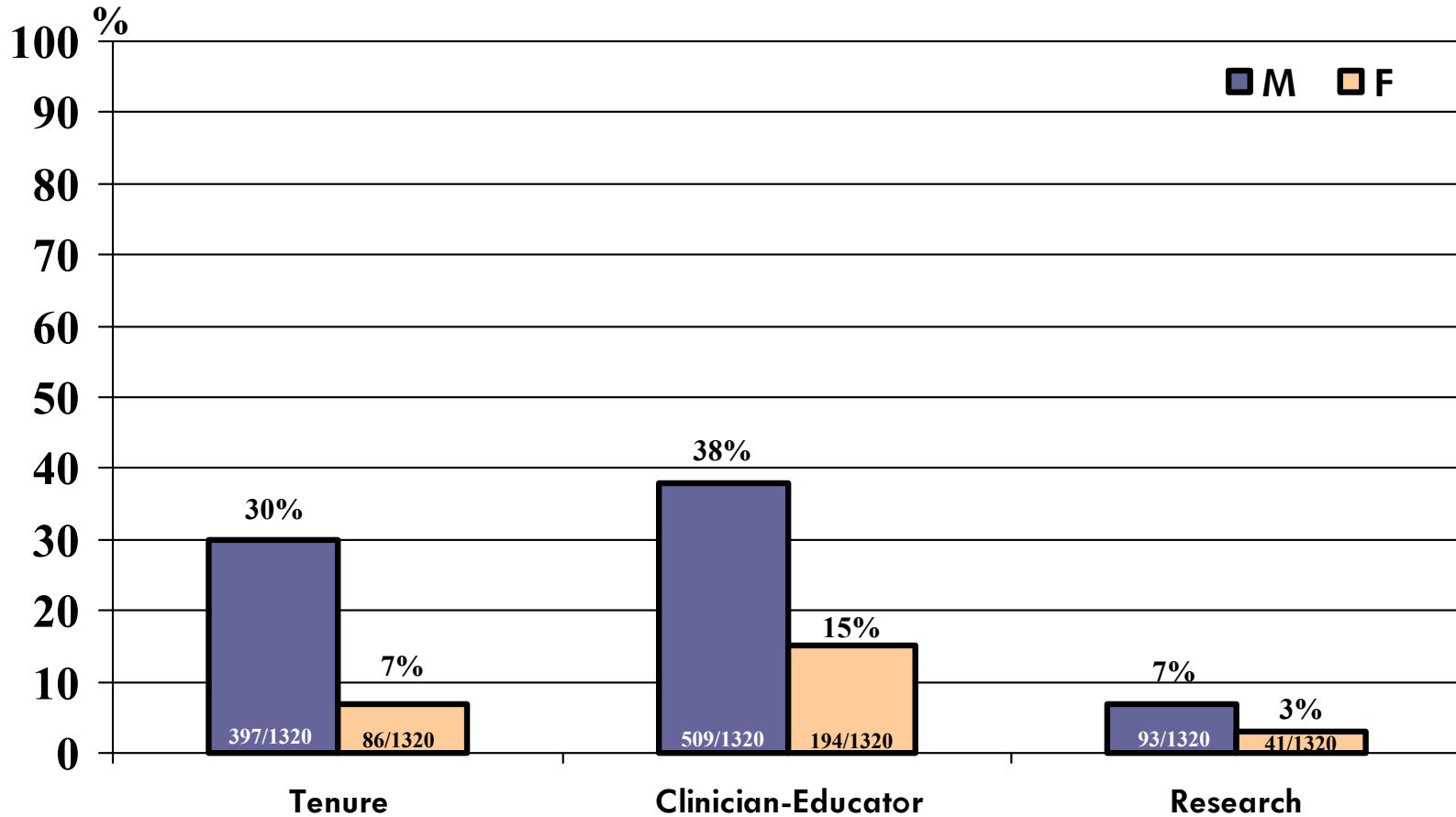
(*includes only Tenure and Clinician-Educator Tracks; does not include faculty in Research Track)



Gender Breakdown across Tracks

Penn Medical School Faculty, 12/00

(does not include Instructors/Lecturers)

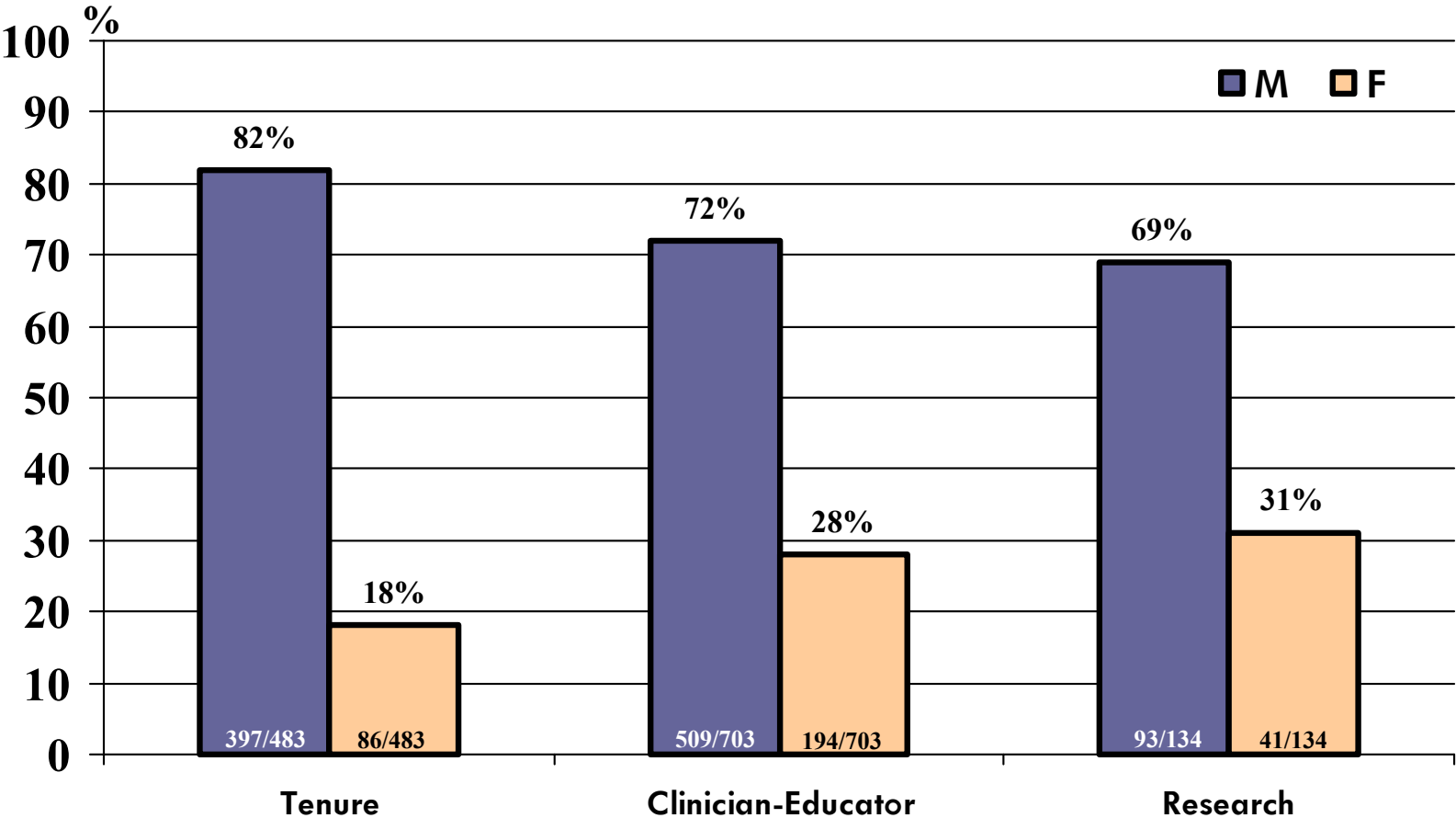


(Calculated by dividing number of faculty by gender and track by the total number of faculty, N=1320)

Gender Distributions within Tracks

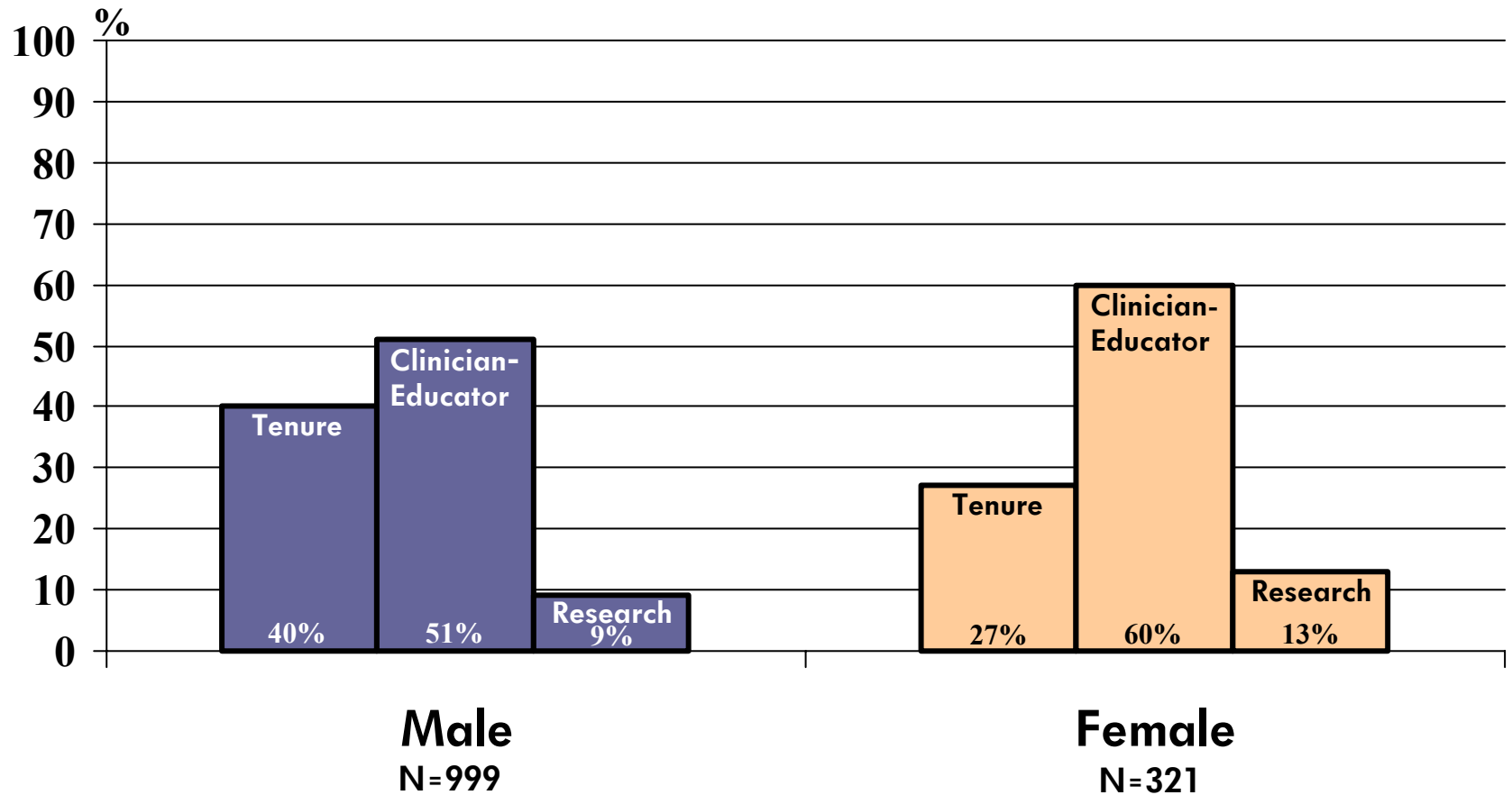
Penn Medical School Faculty, 12/00

(does not include Instructors/Lecturers)

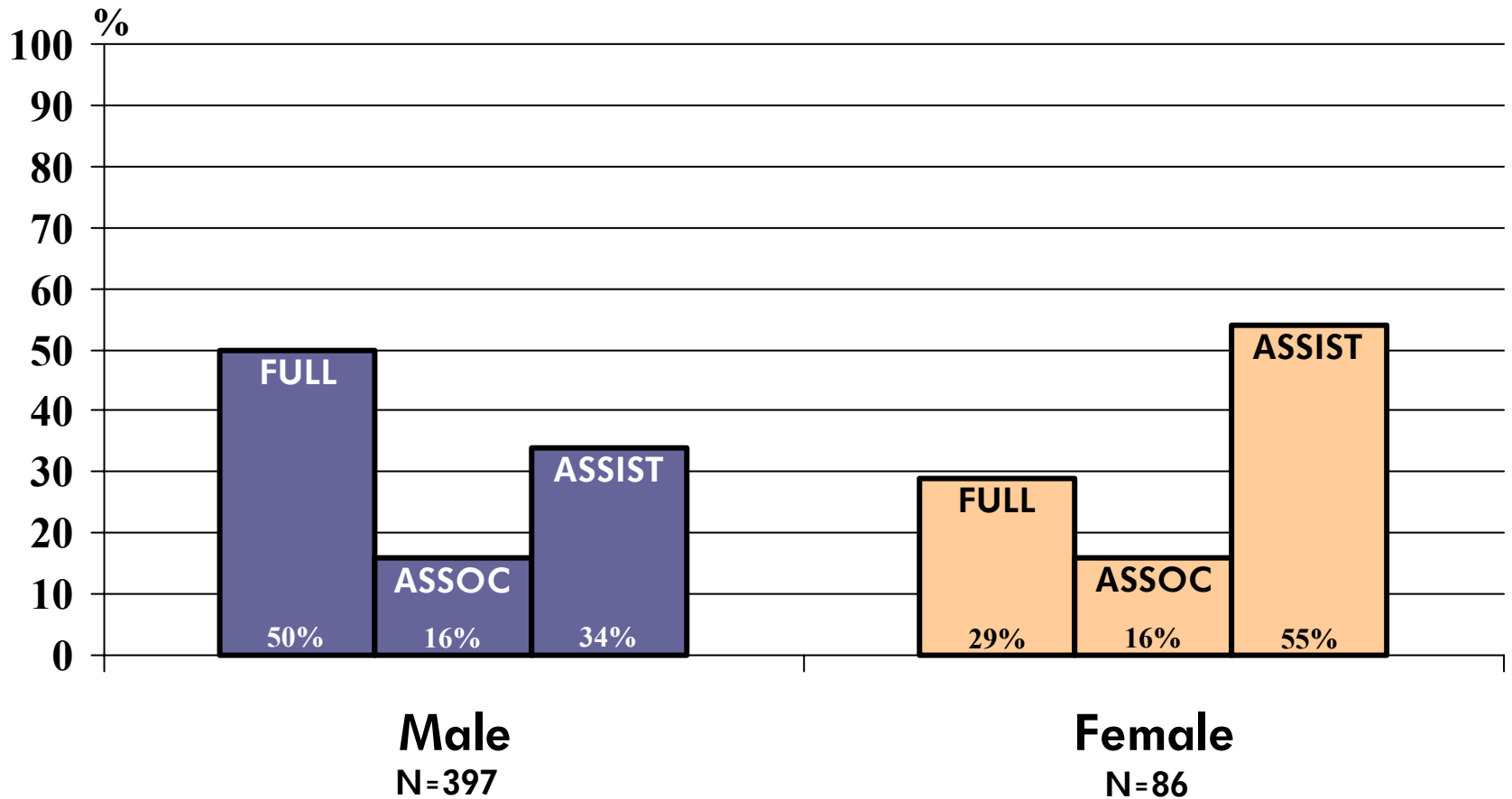


Distributions of Track Separated by Gender Penn Medical School Faculty, 12/00

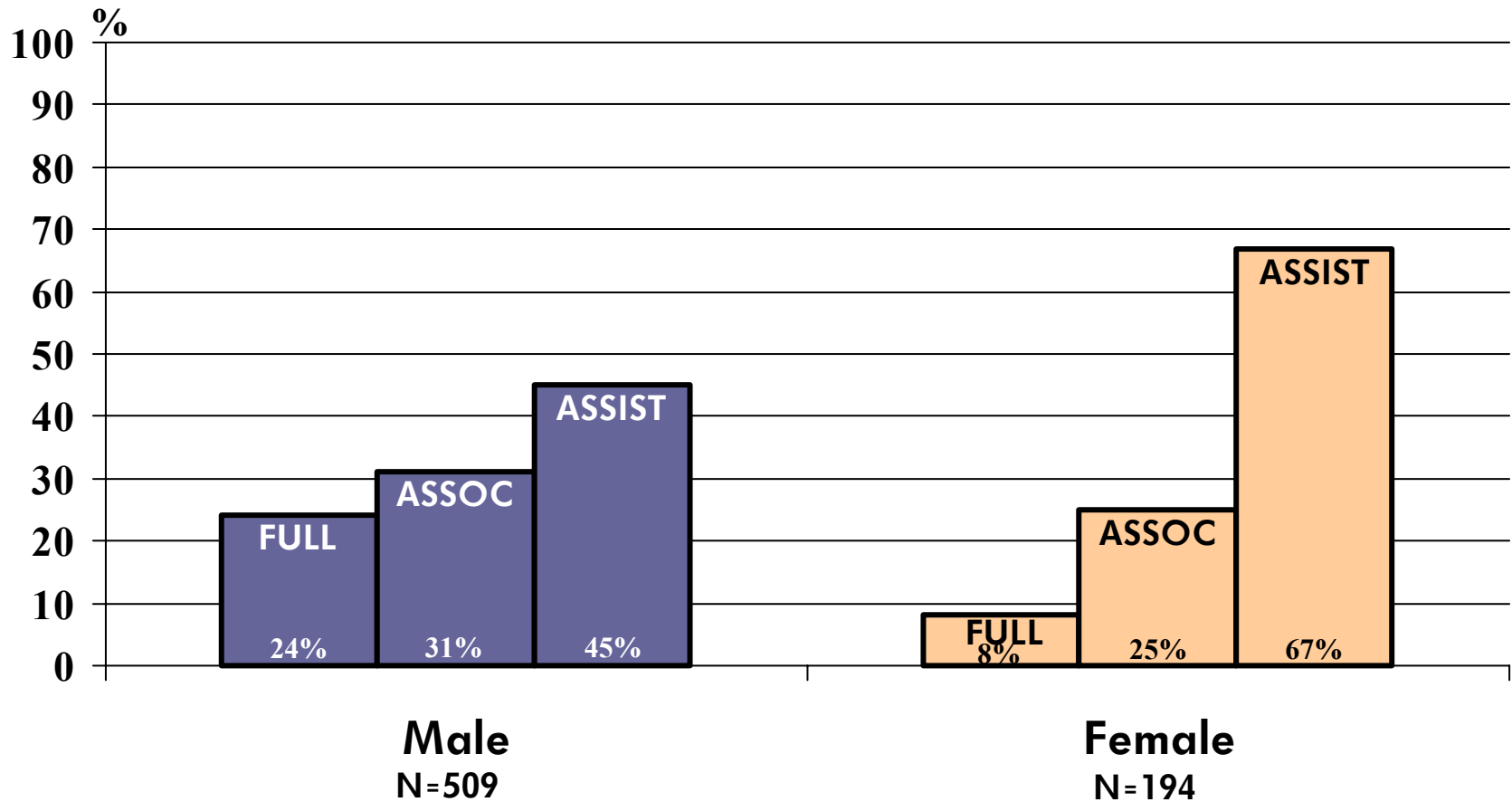
(does not include Instructors/Lecturers)



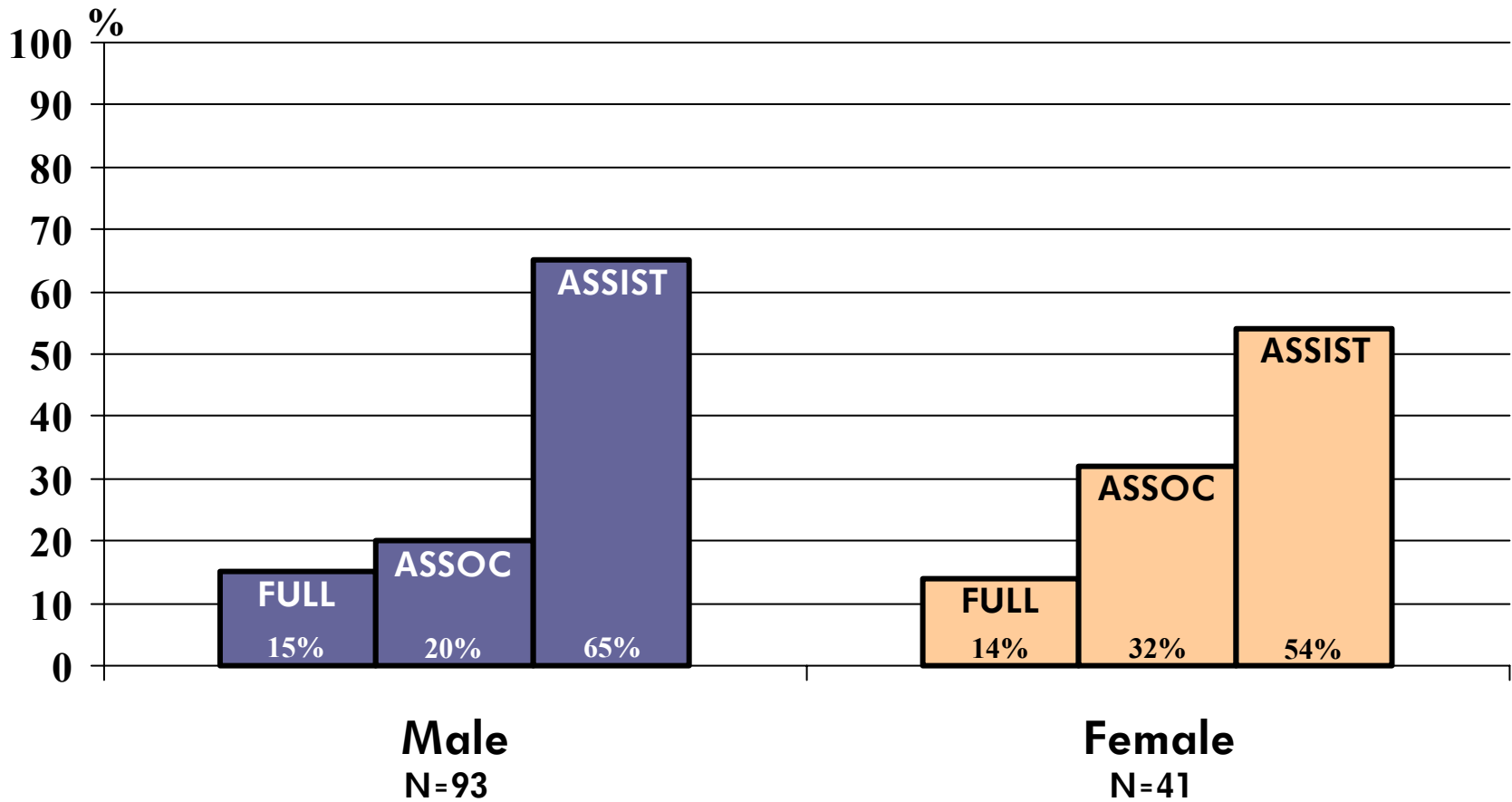
Distributions within *Tenure* Track by Rank and Gender Penn Medical School Faculty, 12/00



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

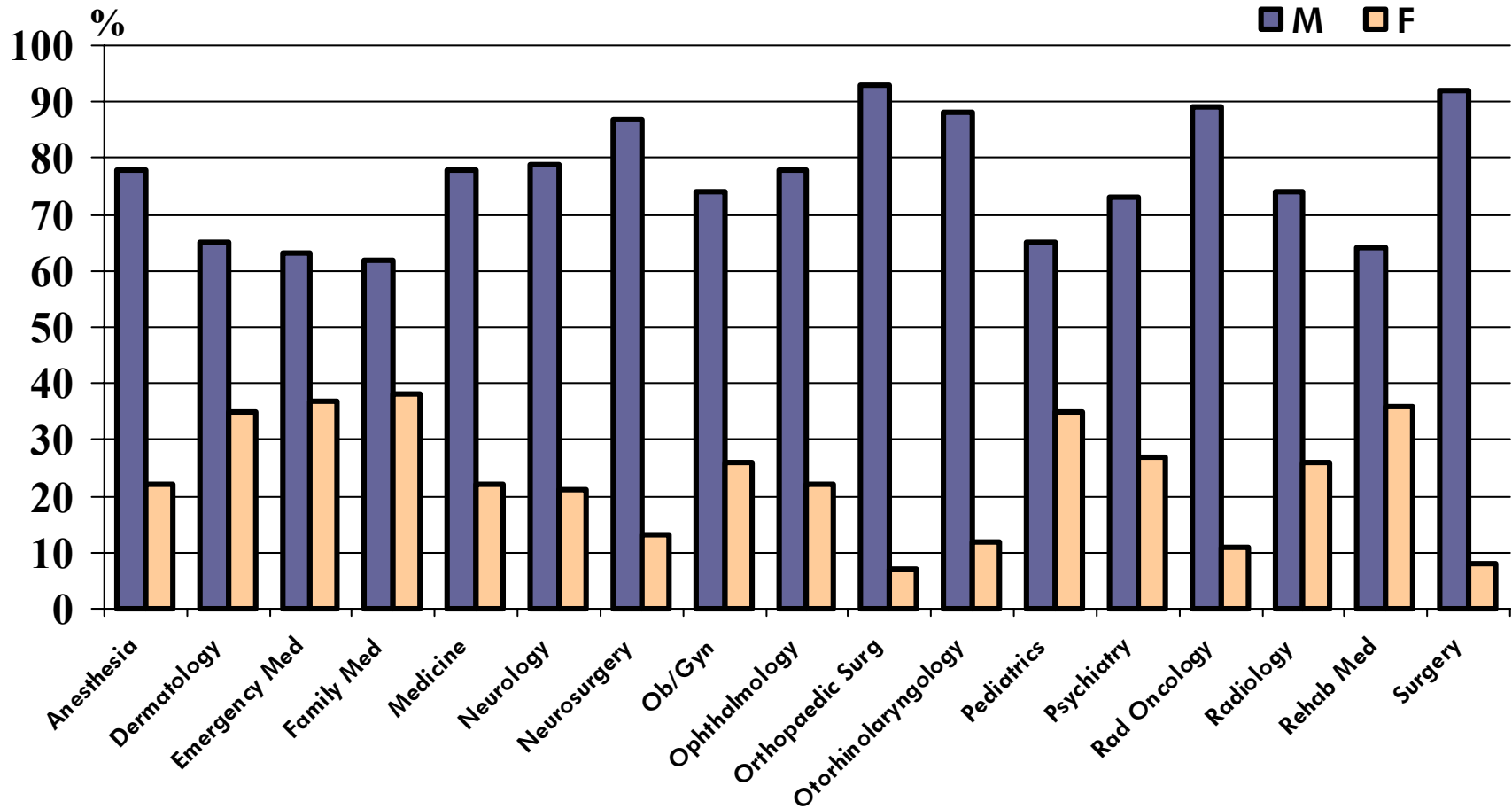


Distributions within *Research* Track by Rank and Gender Penn Medical School Faculty, 12/00



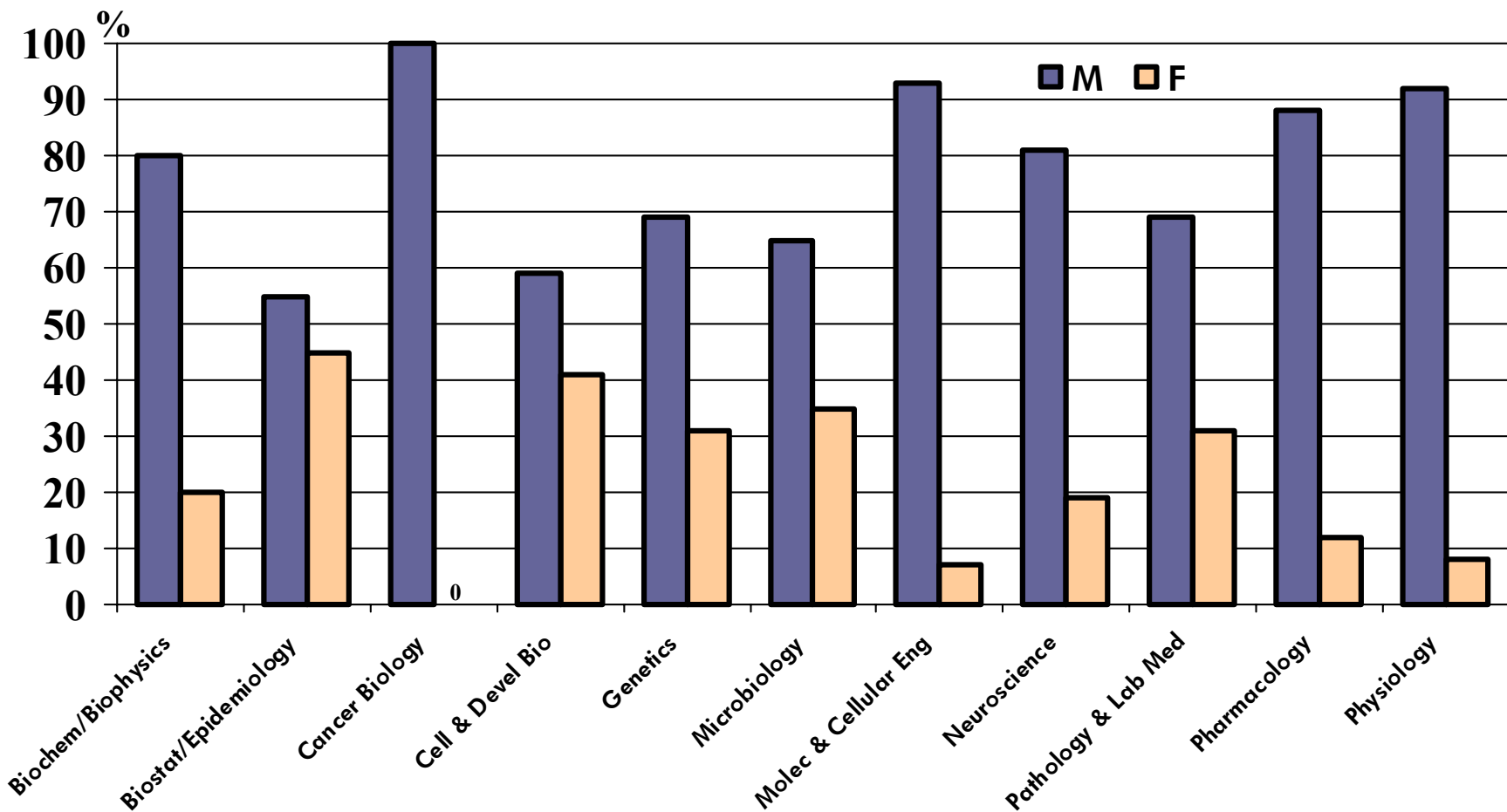
Gender Distributions by Clinical Department Penn Medical School Faculty, 12/00

(includes Tenure, Clinician-Educator, and Research Tracks; does not include Instructors/Lecturers)



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

RANK	CLINICAL DEPARTMENTS		BASIC SCIENCE DEPARTMENTS	
	2000	1999	2000	1999
1	Family Medicine 38%	Emergency Medicine 43%	Biostat & Epidemiology 45%	Microbiology 44%
2	Emergency Medicine 37%	Family Medicine 40%	Cellular & Developmental Biology 41%	Cellular & Developmental Biology 38%
3	Rehabilitation Medicine 36%	Rehabilitation Medicine 36%	Microbiology 35%	Biostat & Epidemiology 37%

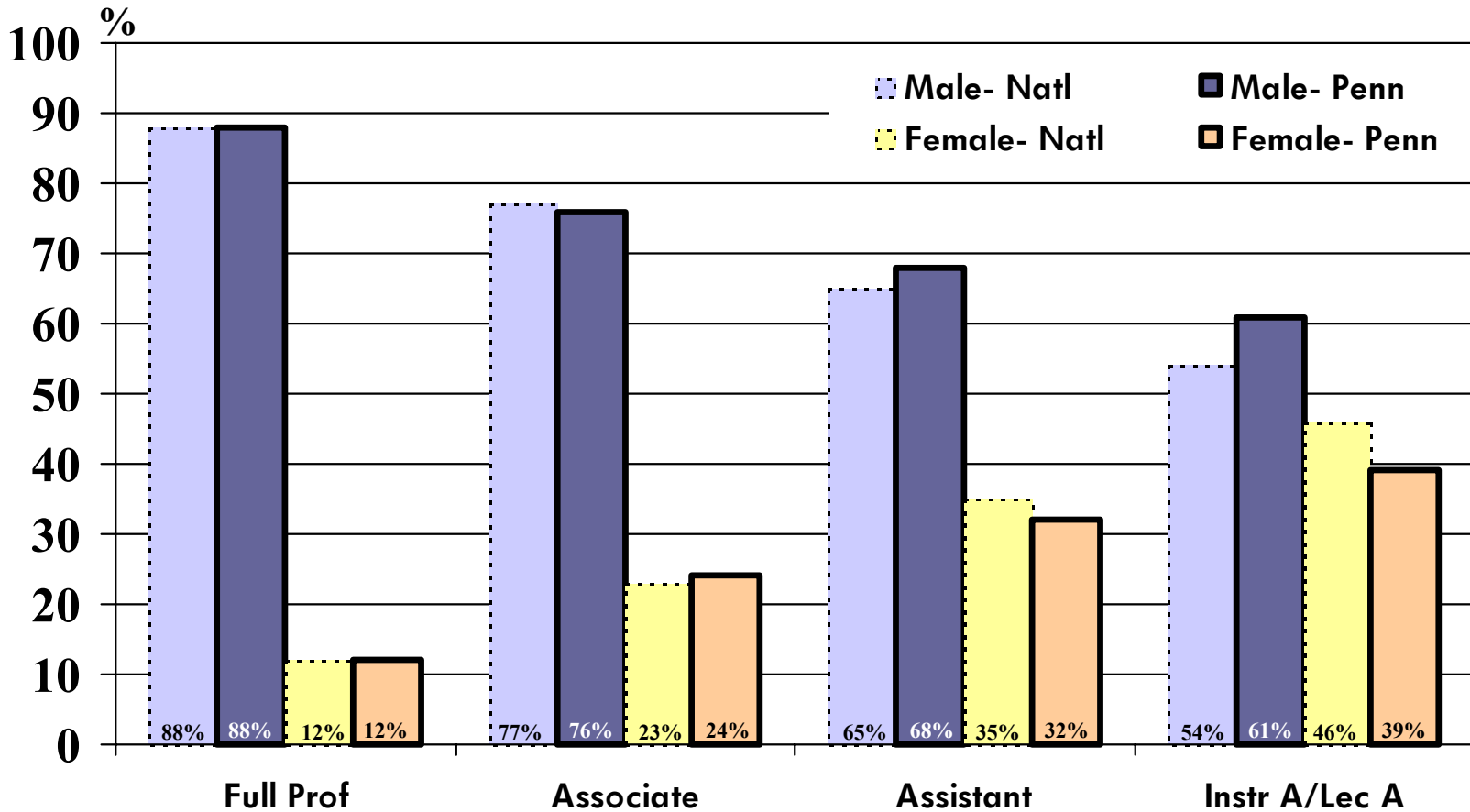
LOWEST RANKING DEPARTMENTS

RANK	CLINICAL DEPARTMENTS		BASIC SCIENCE DEPARTMENTS	
	2000	1999	2000	1999
1	Orthopaedic Surgery 7%	Orthopaedic Surgery 4%	Molecular & Cellular Eng 7%	Molecular & Cellular Eng 6%
2	Surgery 8%	Radiation Oncology 11%	Physiology 8%	Physiology 8%
3	Radiation Oncology 11%	Surgery 9%	Pharmacology 12%	Pharmacology 12%

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)

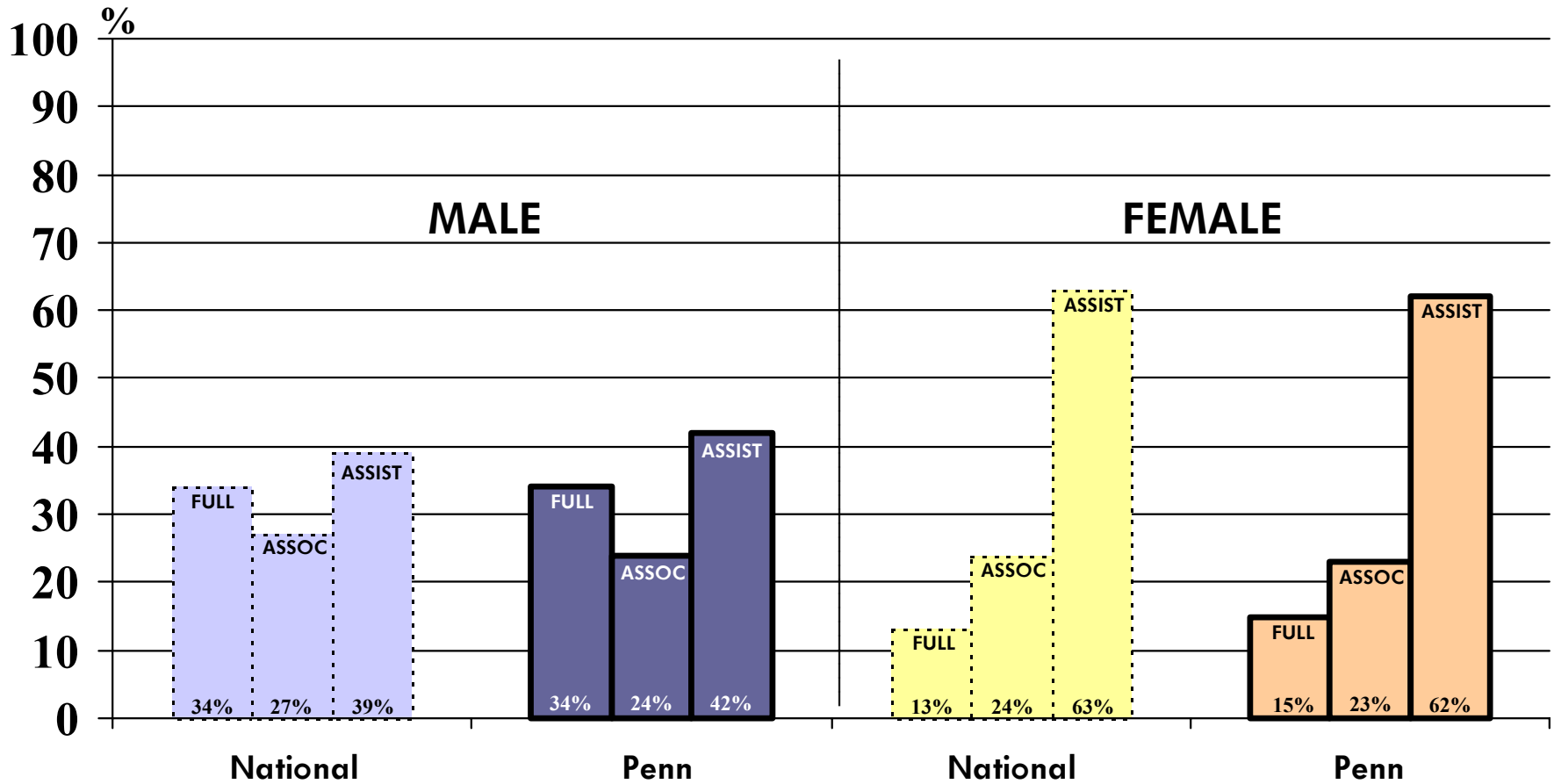


(Categories: Full Professors, Associate Professors, Assistant Professors, Instructors A and Lecturers A)

Distributions of Medical School Faculty by Rank and Gender

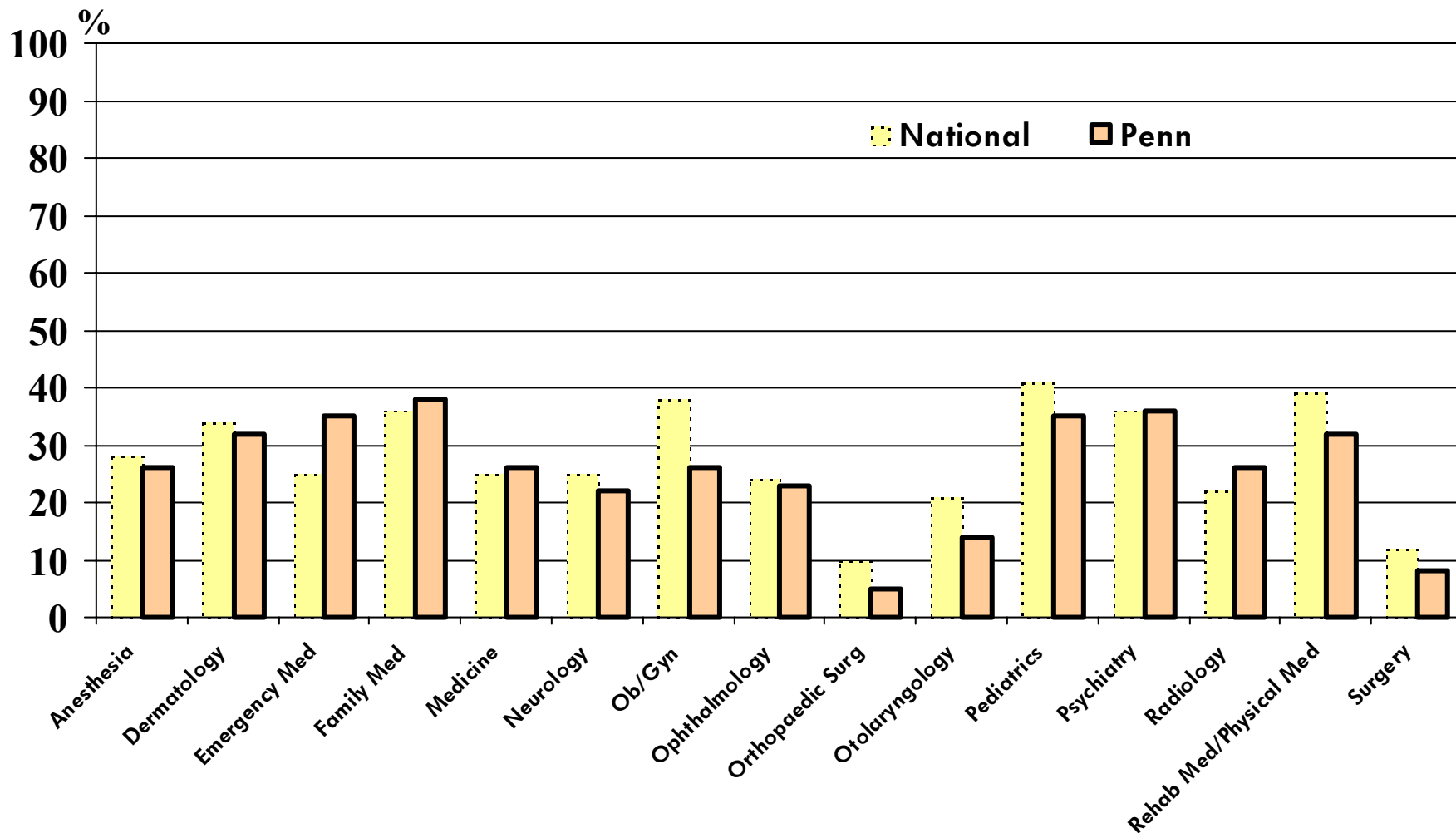
Penn compared with AAMC National Data, 12/00

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



Percent Women Medical Faculty by Clinical Department Penn versus AAMC National Data, 12/00

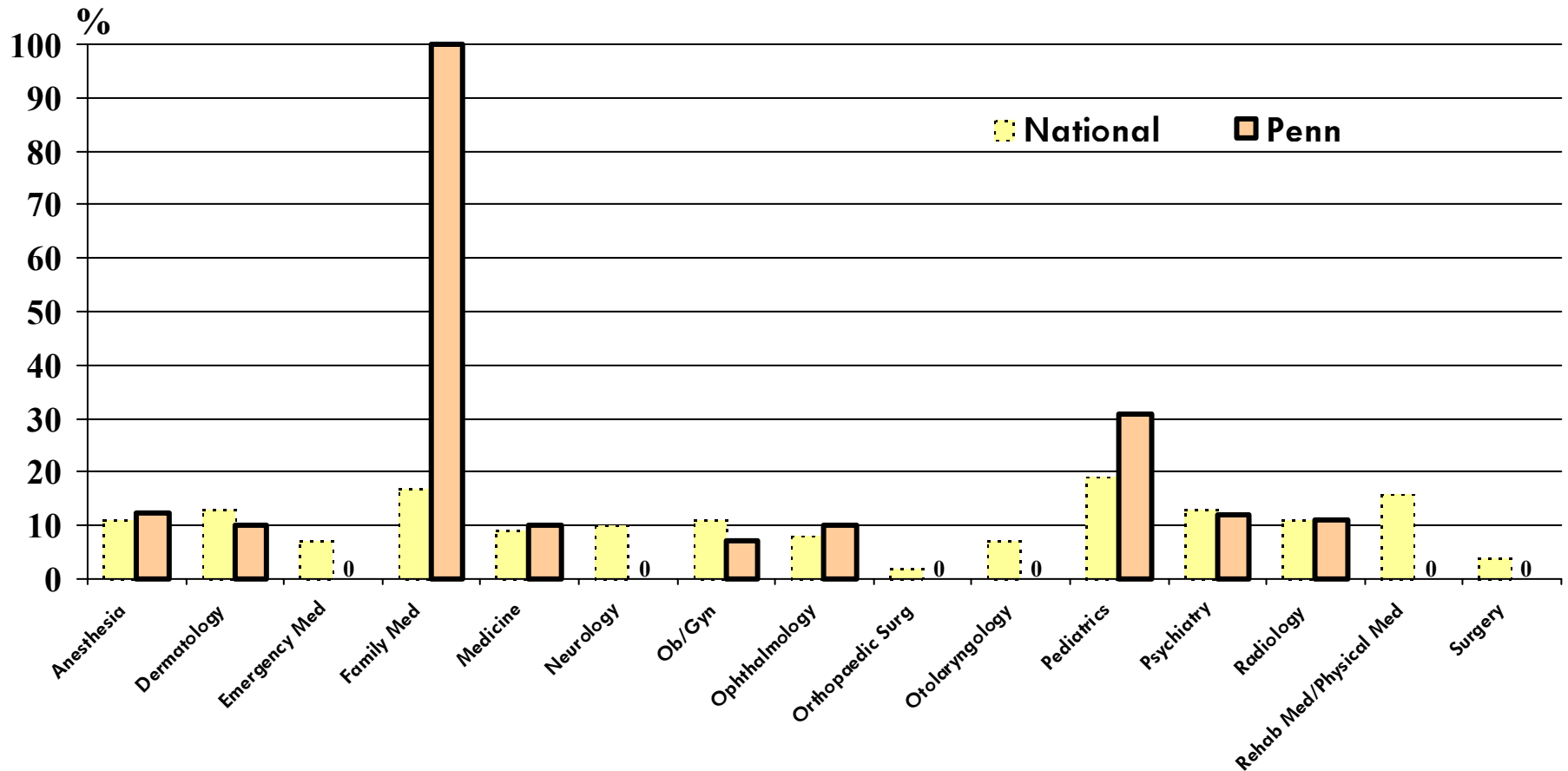
(includes Tenure, C-E, and Research Tracks; includes Instructors A/Lecturers A)



Percent Full Professors Who Are Women by Clinical Department

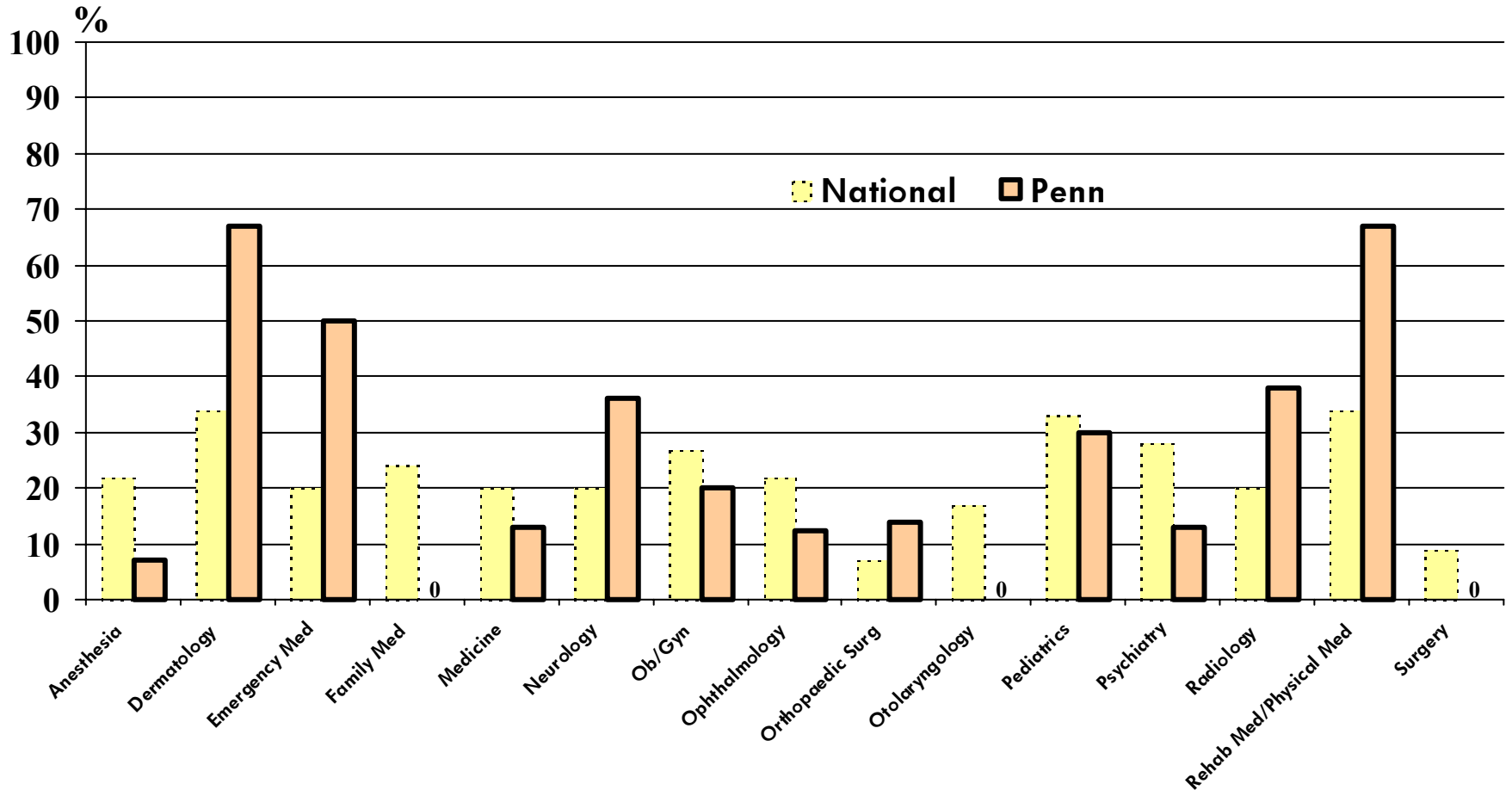
Penn versus AAMC National Data, 12/00

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



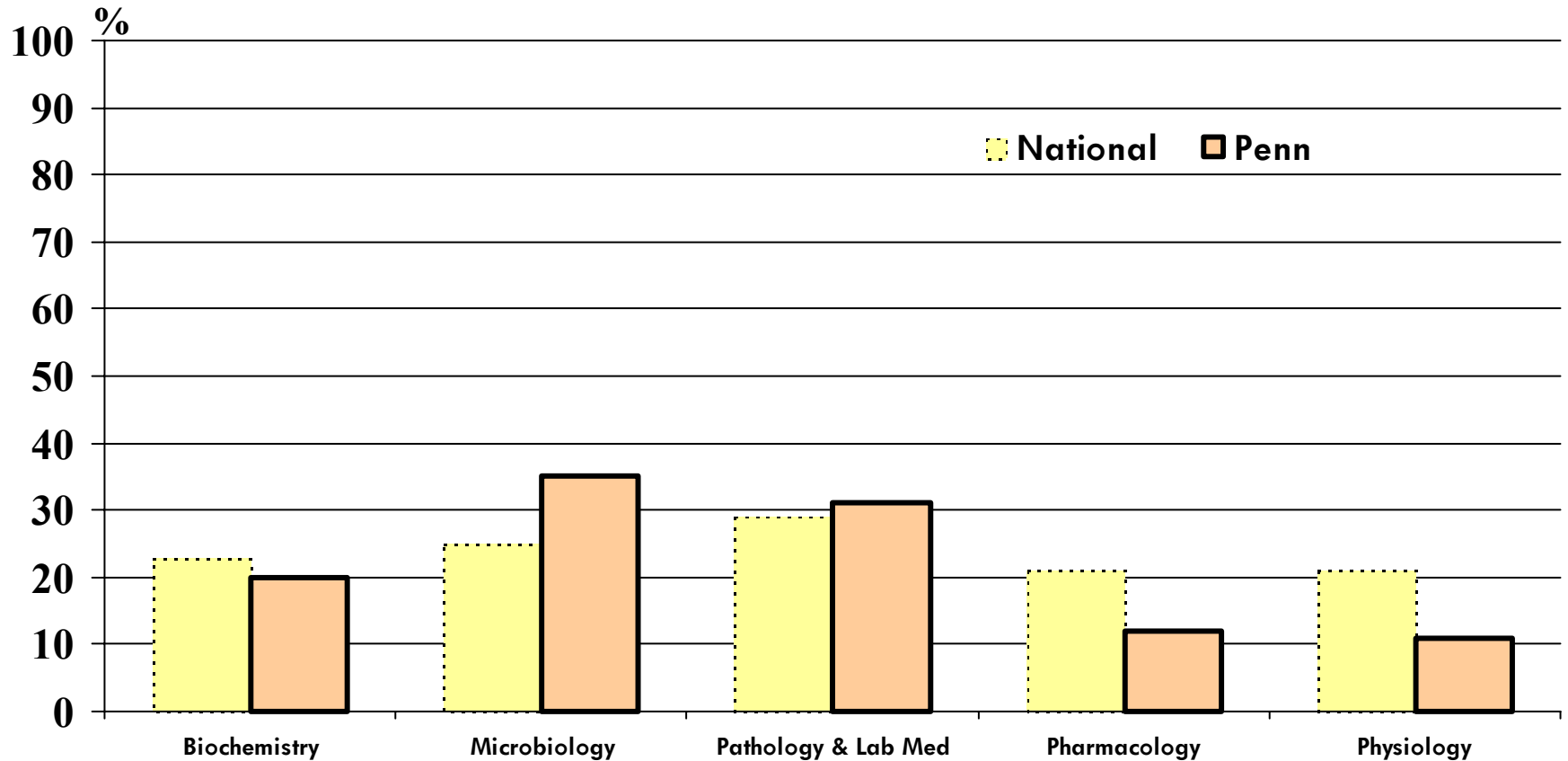
Percent Associate Professors Who Are Women by Clinical Department Penn versus AAMC National Data, 12/00

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



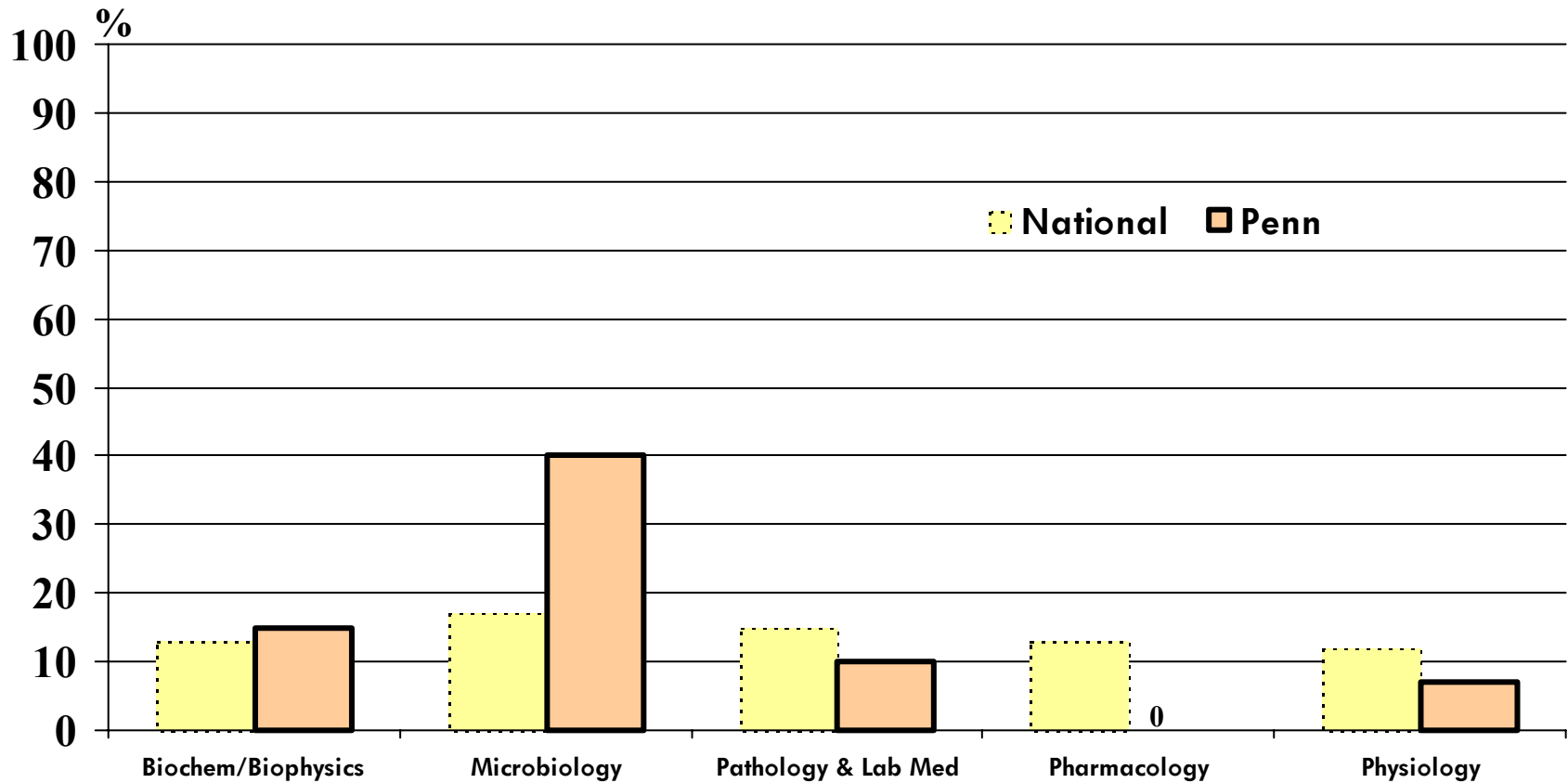
Percent Women Medical Faculty by Basic Science Department Penn versus AAMC National Data, 12/00

(includes Tenure, C-E, and Research Tracks; includes Instructors A/Lecturers A)



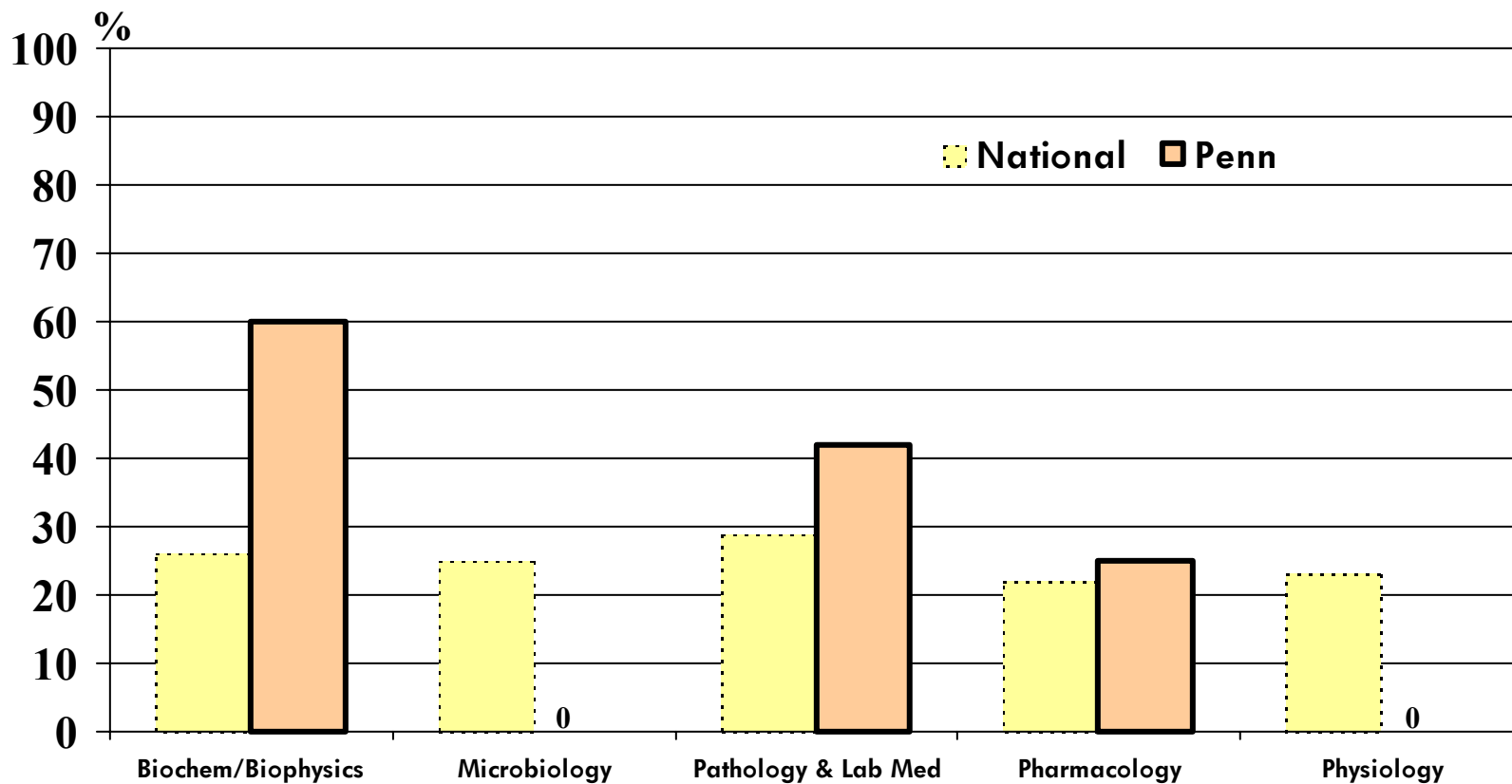
Percent Full Professors Who Are Women by Basic Science Department Penn versus AAMC National Data, 12/00

(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)



PENN versus AAMC National Data: Percent Women Medical Faculty by Department, 12/00

(includes Tenure, C-E, and Research Tracks; includes Instructors A/Lecturers A)

DEPARTMENT	2000			1999		
	COMPARISON	AAMC	PENN	COMPARISON	AAMC	PENN
Anesthesia	↓	28	26	★	28	29
Biochem/Biophysics	↓	23	20	=	22	22
Dermatology	↓	34	32	★	33	35
Emergency Medicine	★	25	35	★	25	33
Family Medicine	★	36	38	★	36	42
Medicine	★	25	26	★	25	26
Microbiology	★	24	35	★	25	44
Neurology	↓	25	22	=	24	24
Obstetrics & Gynecology	↓	38	26	↓	38	29
Ophthalmology	↓	24	23	★	23	28
Orthopaedic Surgery	↓	10	5	↓	10	5
Otorhinolaryngology	↓	21	14	↓	20	12
Pathology & Lab Medicine	★	29	31	↓	28	27
Pediatrics	↓	41	35	↓	41	36
Pharmacology	↓	21	12	↓	21	12
Physiology	↓	21	11	↓	20	9
Psychiatry	=	36	36	★	35	36
Radiology	★	22	26	★	22	23
Rehabilitation Medicine	↓	39	32	↓	39	35
Surgery	↓	12	8	↓	12	8

★ (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