



## 2003 Benchmark Data: Gender Statistics of Faculty University of Pennsylvania School of Medicine



# FOCUS

on Health & Leadership for Women

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ADVOCACY



EDUCATION



RESEARCH

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# FOCUS

on Health & Leadership for Women

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ADVOCACY



EDUCATION



RESEARCH

## Program Mission:

To support the advancement and leadership  
of women in academic medicine

&

To promote education and research in women's health,  
both in the academic health center and in the community.



## 2003 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) indicate that the proportion of men and women across academic ranks has not changed substantially in over twenty 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. FOCUS on Health & Leadership for Women has compiled benchmark data from the University of Pennsylvania School of Medicine since 1999.

This report consists of data for the year ending 12/31/03 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 2002-2003 annual report, *Women in U.S. Academic Medicine-- Statistics*.

*\*Please note: This is an abridged version of the 2003 Benchmark Data. Additional data are available through the FOCUS program. To view this report via web, please visit: <http://www.focusprogram.org/benchmark.html>*

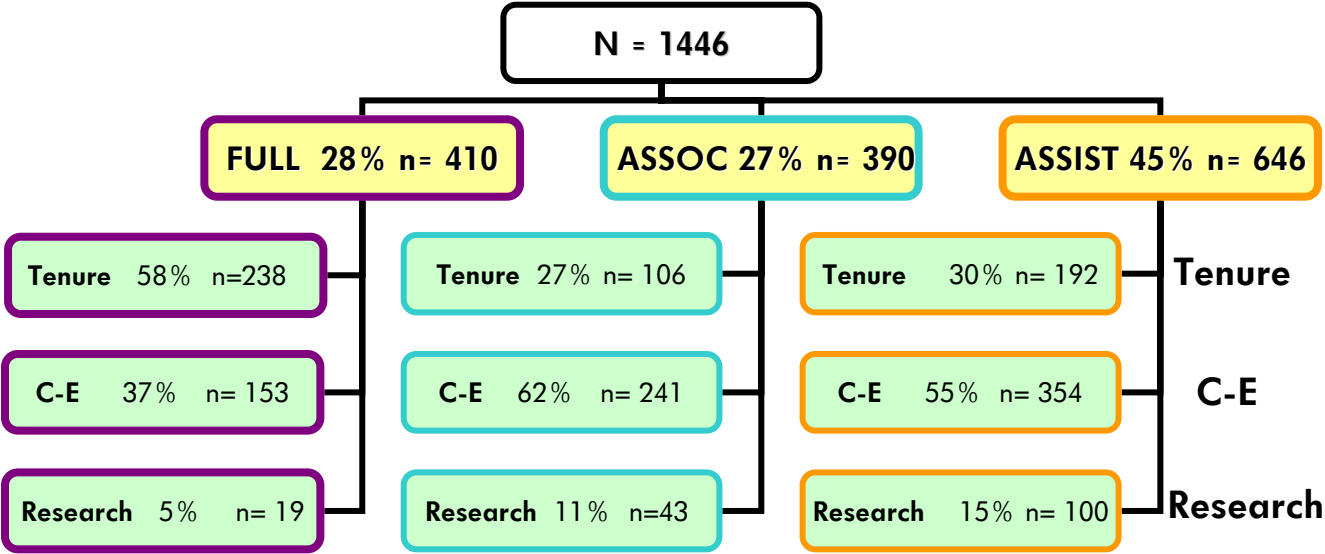
*Compiled by:*

Stephanie Abbuhl, MD and Patricia Scott

*The FOCUS Leadership Mentoring Program for Women in Academic Medicine*

**Gender Distribution**  
**at**  
**RANK**

# General Data: Fulltime Faculty Breakdown by Rank, then Track Penn Medical School Faculty, 12/31/03



# Gender Distribution within Ranks by Department

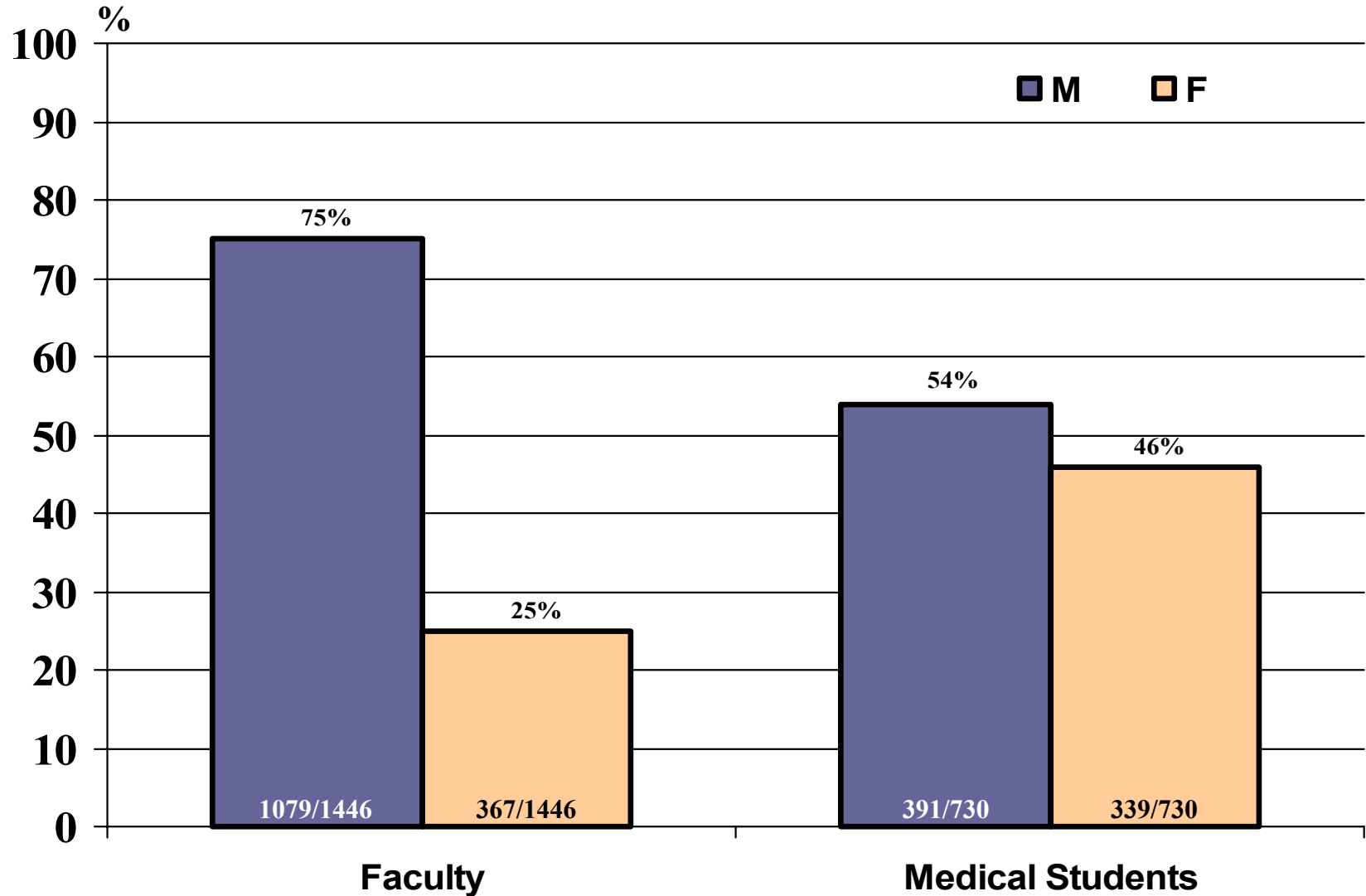
## University of Pennsylvania Medical School Faculty, 12/31/03

Total Faculty						Full Professors				Associate Professors				Assistant Professors				Inst A / Lect A				Total Fac Incl Inst / Lect					
Department	Total	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Total	
	N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	
Anesthesia	75	60	80	15	20	8	89	1	11	25	89	3	11	27	71	11	29	2	67	1	33	62	79	16	21	78	
Biochem / Biophysics	26	21	81	5	19	12	86	2	14	3	50	3	50	6	100	0	0	0	0	0	0	0	21	81	5	19	26
Biostat& Epi	30	16	53	14	47	5	83	1	17	3	50	3	50	8	44	10	56	1	20	4	80	17	49	18	51	35	
Cancer Biology	8	8	100	0	0	1	100	0	0	1	100	0	0	6	100	0	0	4	80	1	20	12	92	1	8	13	
Cell and Devel Bio	20	13	65	7	35	3	60	2	40	4	57	3	43	6	75	2	25	0	0	0	0	13	65	7	35	20	
Dermatology	22	13	59	9	41	6	100	0	0	2	50	2	50	5	42	7	58	0	0	0	0	13	59	9	41	22	
Emergency Med	23	14	61	9	39	4	100	0	0	4	57	3	43	6	50	6	50	1	50	1	50	15	60	10	40	25	
Family Medicine	12	7	58	5	42	0	0	1	100	2	100	0	0	5	56	4	44	4	50	4	50	11	55	9	45	20	
Genetics	17	12	71	5	29	5	83	1	17	4	67	2	33	3	60	2	40	2	100	0	0	14	74	5	26	19	
Medical Ethics	4	3	75	1	25	1	100	0	0	0	0	0	0	2	67	1	33	0	0	2	100	3	20	3	50	6	
Medicine	270	206	77	64	24	68	92	6	8	53	80	13	20	85	65	45	35	26	46	31	54	232	71	95	29	327	
Microbiology	18	11	61	7	39	6	60	4	40	4	100	0	0	1	25	3	75	0	0	0	0	11	61	7	39	18	
Neurology	57	46	81	11	19	16	94	1	6	12	71	5	29	18	78	5	22	2	100	0	0	48	81	11	19	59	
Neuroscience	23	18	78	5	22	10	91	1	9	2	40	3	60	6	86	1	14	0	0	1	100	18	75	6	25	24	
Neurosurgery	15	13	87	2	13	3	100	0	0	6	86	1	14	4	80	1	20	0	0	0	0	13	87	2	13	15	
Ob/Gyn	37	27	73	10	27	10	91	1	9	7	78	2	22	10	59	7	41	0	0	0	0	27	73	10	27	37	
Ophthalmology	31	23	74	8	26	9	90	1	10	8	73	3	27	6	60	4	40	2	50	2	50	25	71	10	29	35	
Orthopaedic Surg	33	30	91	3	9	7	87.5	1	12.5	10	91	1	9	13	93	1	7	4	100	0	0	34	92	3	8	37	
Otorhinolaryngology	29	25	86	4	14	9	100	0	0	6	75	2	25	10	83	2	17	2	67	1	33	27	84	5	16	32	
Path & Lab Med	108	80	74	28	26	31	89	4	11	21	81	5	19	28	60	19	40	1	25	3	75	81	72	31	28	112	
Pediatrics	199	120	60	79	40	35	69	16	31	37	63	22	37	48	54	41	46	5	29	12	71	125	58	91	42	216	
Pharmacology	21	18	86	3	14	8	100	0	0	6	86	1	14	4	67	2	33	0	0	0	0	18	86	3	14	21	
Physical Med& Rehab	15	8	53	7	47	1	100	0	0	4	67	2	33	3	37.5	5	62.5	5	100	0	0	13	65	7	35	20	
Physiology	26	21	81	5	19	12	92	1	8	6	86	1	14	3	50	3	50	0	0	0	0	21	81	5	19	26	
Psychiatry	109	82	75	27	25	23	82	5	18	23	88	3	12	36	65	19	35	7	41	10	54	89	71	37	29	126	
Rad Oncology	29	23	79	6	21	9	90	1	10	6	86	1	14	8	67	4	33	3	75	1	25	26	79	7	21	33	
Radiology	101	82	81	19	19	30	88	4	12	17	68	8	32	35	83	7	17	5	100	0	0	87	82	19	18	106	
Surgery	88	79	90	9	10	24	100	0	0	20	91	2	9	35	83	7	17	1	100	0	0	80	91	9	10	89	
<b>TOTAL</b>	<b>1446</b>	<b>1079</b>	<b>75%</b>	<b>367</b>	<b>25%</b>	<b>356</b>	<b>87%</b>	<b>54</b>	<b>13%</b>	<b>296</b>	<b>76%</b>	<b>94</b>	<b>24%</b>	<b>427</b>	<b>66%</b>	<b>219</b>	<b>34%</b>	<b>77</b>	<b>51%</b>	<b>74</b>	<b>49%</b>	<b>1156</b>	<b>72%</b>	<b>441</b>	<b>28%</b>	<b>1597</b>	

# Gender Distribution: Fulltime Faculty vs. Medical Students

## University of Pennsylvania School of Medicine, 12/31/03

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

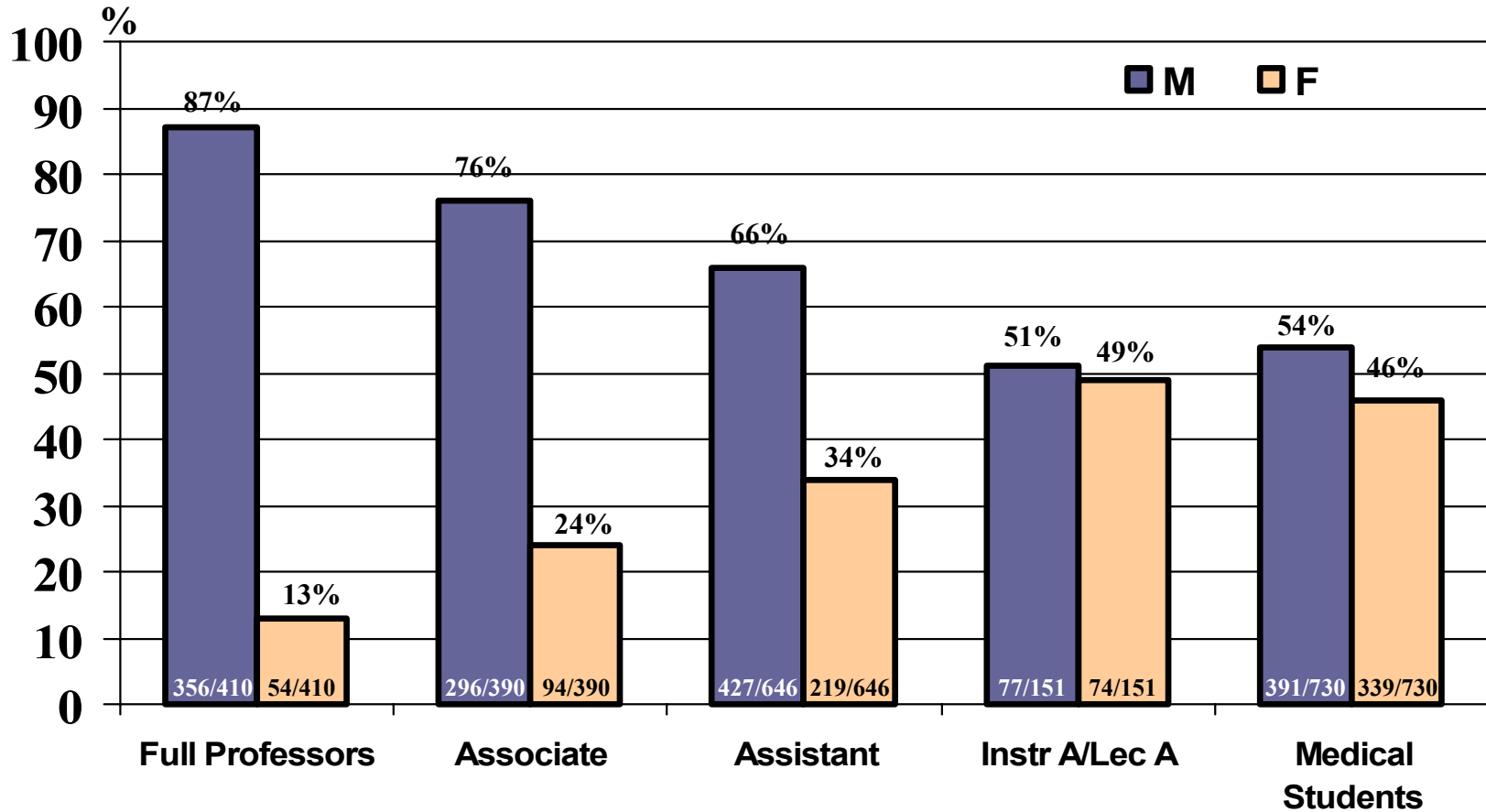




# Penn's Pipeline in Academic Medicine

## Gender Distributions within Faculty Ranks and Medical Students, 12/31/03

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

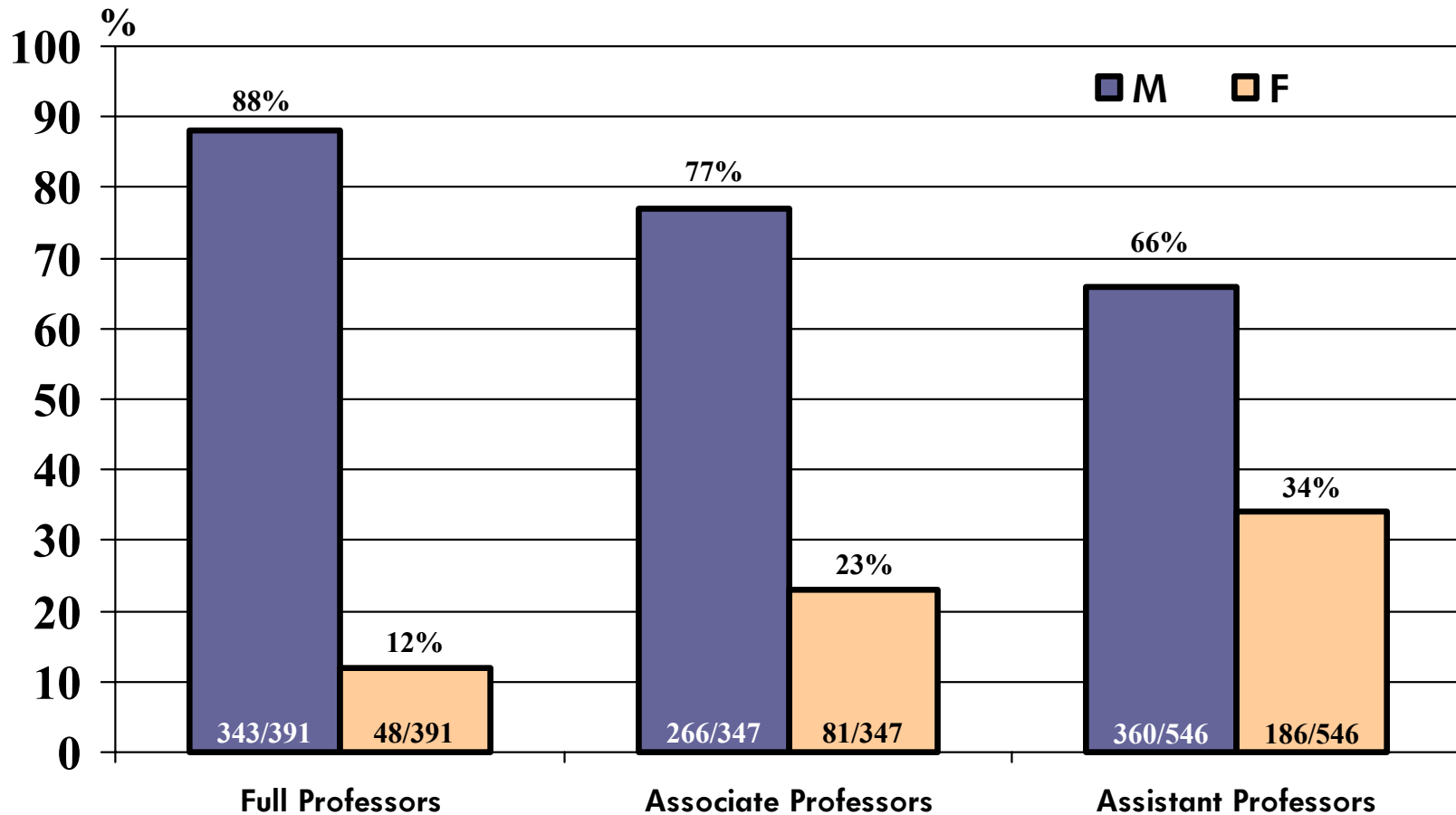


*(Categories: Full Professors, Associate Professors, Assistant Professors, Instructors A and Lecturers A)*

# Gender Distribution within Ranks

## Penn Medical School *Standing*\* Faculty, 12/31/03

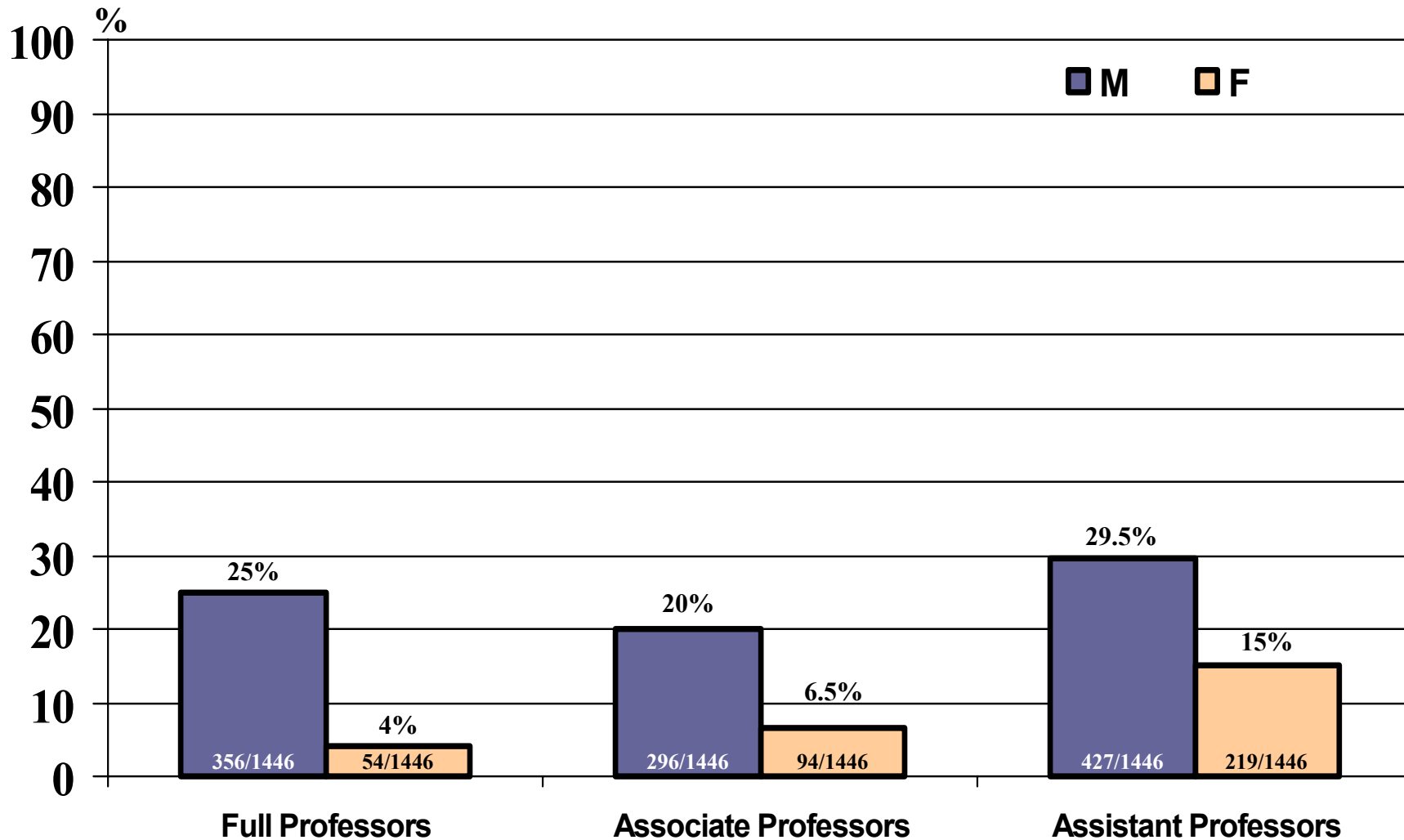
(\*includes only Tenure and Clinician-Educator Tracks; does not include faculty in Research Track)



# Gender Breakdown across Ranks

## Penn Medical School Fulltime Faculty, 12/31/03

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

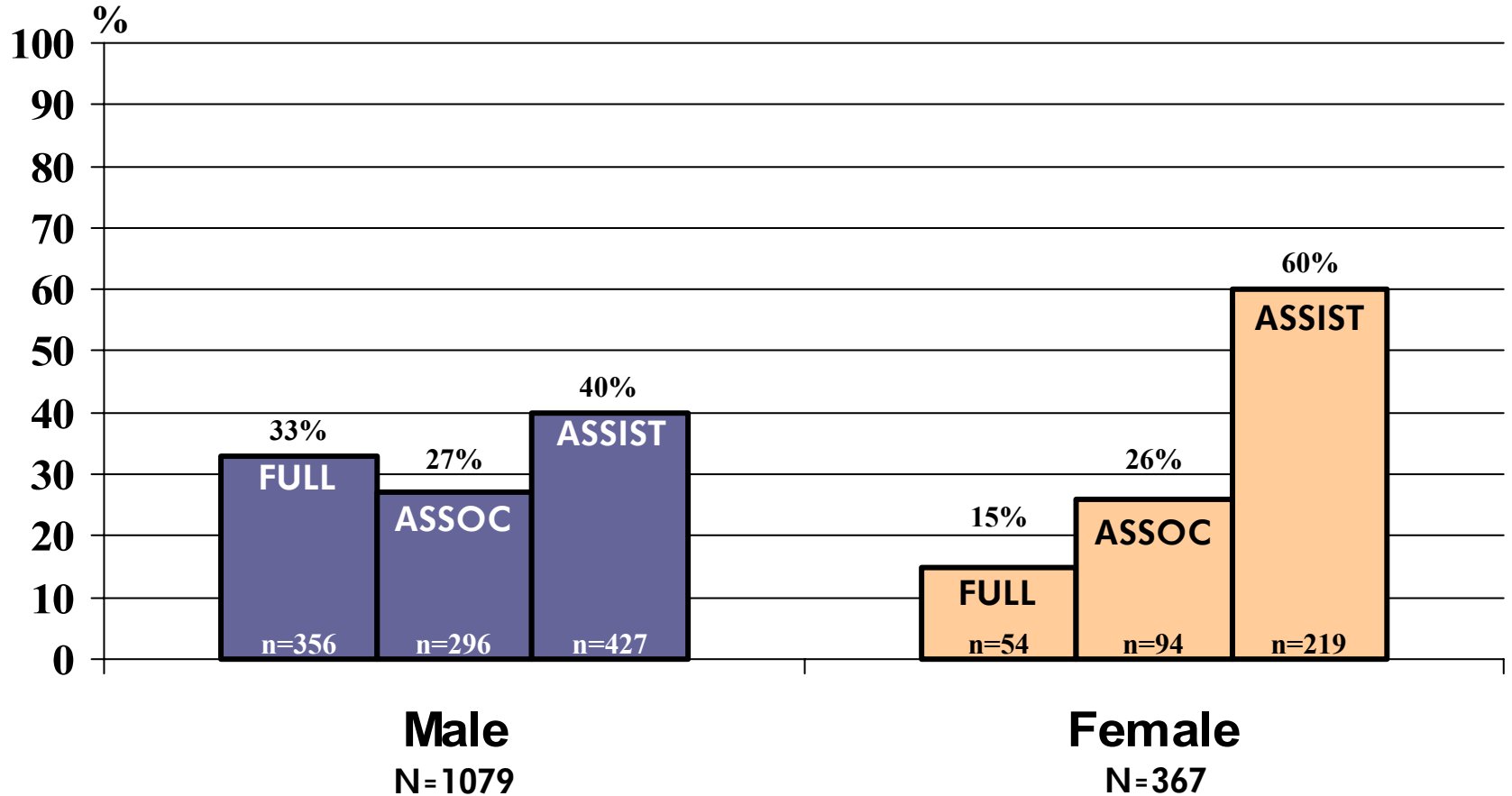


*(Note: Denominator is TOTAL number of fulltime faculty)*

# Distribution of Ranks Separated by Gender

## Penn Medical School Fulltime Faculty, 12/31/03

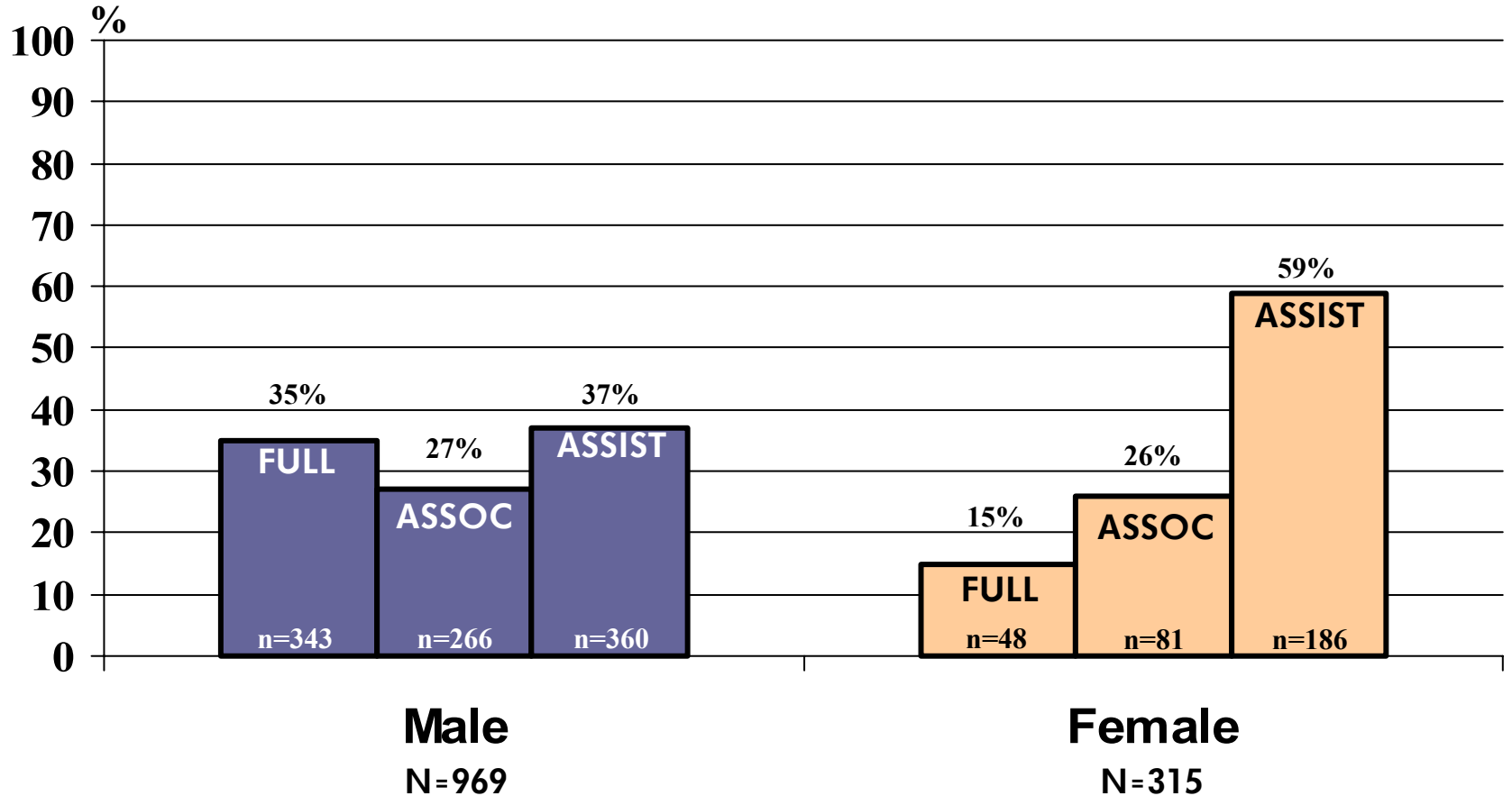
*(includes Tenure, Clinician-Educator, and Research Tracks)*



# Distribution of Ranks Separated by Gender

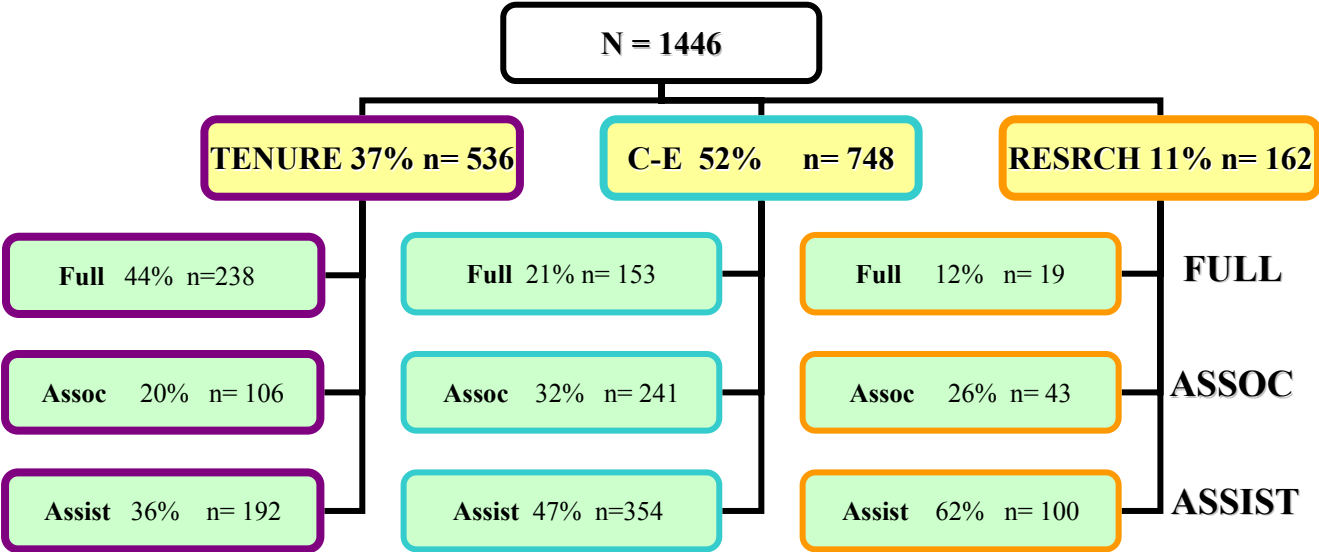
## Penn Medical School *Standing\** Faculty, 12/31/03

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



Gender Distribution  
by  
**TRACK**

# General Data: Fulltime Faculty Breakdown by Track, then Rank Penn Medical School Fulltime Faculty, 12/31/03



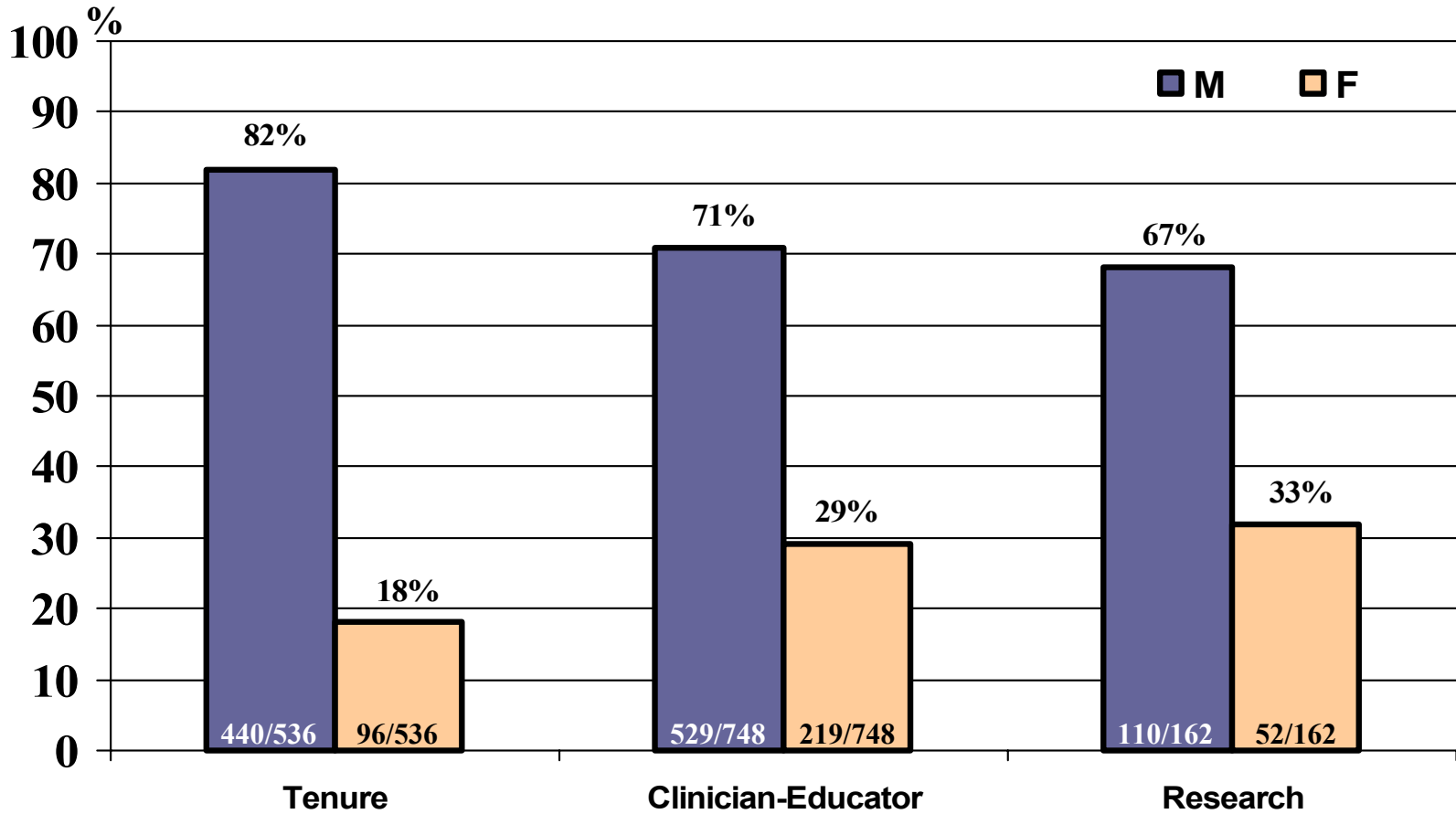
## Gender Distribution within Tracks by Department University of Pennsylvania Medical School Faculty, 12/31/03

Total Faculty						Tenure				Clinician Educator				Research			
Department	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Anesthesia	75	60	80	15	20	9	100	0	0	48	77	14	23	3	75	1	25
Biochem / Biophysics	26	21	81	5	19	17	81	4	19	0	0	0	0	4	80	1	20
Biostat & Epidemiology	30	16	53	14	47	10	83	2	17	6	37.5	10	62.5	0	0	2	100
Cancer Biology	8	8	100	0	0	7	100	0	0	0	0	0	0	1	100	0	0
Cell and Devel Biology	20	13	65	7	35	11	65	6	35	0	0	0	0	2	67	1	33
Dermatology	22	13	59	9	41	8	100	0	0	3	27	8	73	2	67	1	33
Emergency Med	23	14	61	9	39	3	100	0	0	11	55	9	45	0	0	0	0
Family Medicine	12	7	58	5	42	2	50	2	50	5	62.5	3	37.5	0	0	0	0
Genetics	17	12	71	5	29	11	73	4	27	0	0	1	100	1	100	0	0
Medical Ethics	4	3	75	1	25	1	100	0	0	2	67	1	33	0	0	0	0
Medicine	270	206	77	64	24	89	81	21	19	104	75	35	25	13	62	8	38
Microbiology	18	11	61	7	39	11	65	6	35	0	0	0	0	0	0	1	100
Neurology	57	46	81	11	19	21	100	0	0	21	68	10	32	4	80	1	20
Neuroscience	23	18	78	5	22	15	83	3	17	0	0	0	0	3	60	2	40
Neurosurgery	15	13	87	2	13	5	100	0	0	6	100	0	0	2	50	2	50
Obstetrics / Gynecology	37	27	73	10	27	8	67	4	33	16	76	5	24	3	75	1	25
Ophthalmology	31	23	74	8	26	9	90	1	10	12	67	6	33	2	67	1	33
Orthopaedic Surgery	33	30	91	3	9	9	90	1	10	21	95	1	5	0	0	1	100
Otorhinolaryngology	29	25	86	4	14	5	100	0	0	16	84	3	16	4	80	1	20
Path & Lab Medicine	108	80	74	28	26	39	81	9	19	31	69	14	31	10	67	5	33
Pediatrics	199	120	60	79	40	35	70	15	30	69	57	53	43	16	59	11	41
Pharmacology	21	18	86	3	14	15	88	2	12	0	0	0	0	3	75	1	25
Physical Med & Rehab	15	8	53	7	47	0	0	1	100	8	57	6	43	0	0	0	0
Physiology	26	21	81	5	19	19	86	3	14	0	0	0	0	2	50	2	50
Psychiatry	109	82	75	27	25	28	82	6	18	41	73	15	27	13	68	6	32
Radiation Oncology	29	23	79	6	21	8	73	3	27	14	87	2	13	1	50	1	50
Radiology	101	82	81	19	19	17	100	0	0	47	73	17	27	18	90	2	10
Surgery	88	79	90	9	10	28	90	3	10	48	89	6	11	3	100	0	0
<b>TOTAL</b>	<b>1446</b>	<b>1079</b>	<b>75%</b>	<b>367</b>	<b>25%</b>	<b>440</b>	<b>82%</b>	<b>96</b>	<b>18%</b>	<b>529</b>	<b>71%</b>	<b>219</b>	<b>29%</b>	<b>110</b>	<b>68%</b>	<b>52</b>	<b>32%</b>



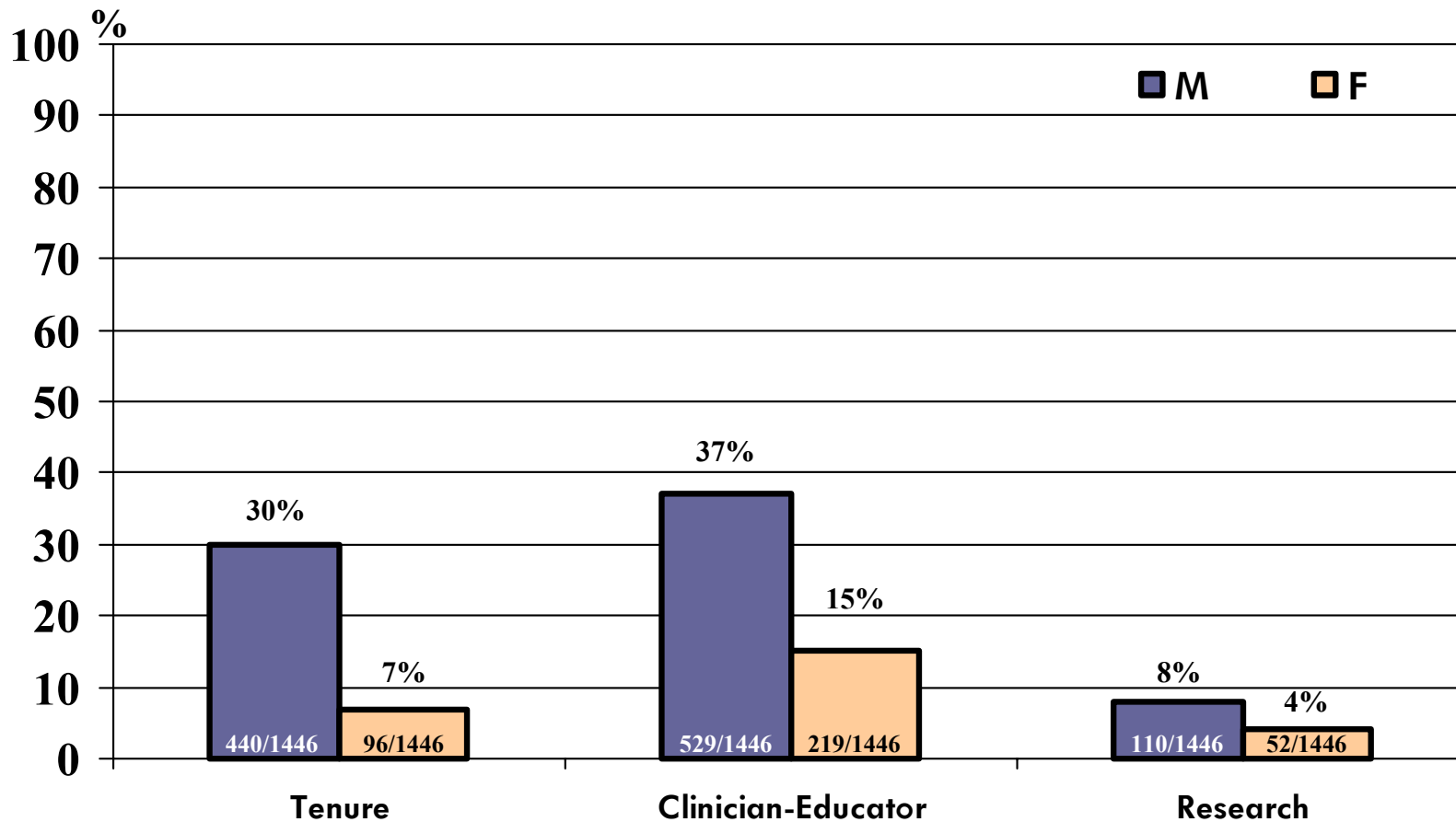
# Gender Distribution within Tracks

## Penn Medical School Fulltime Faculty, 12/31/03



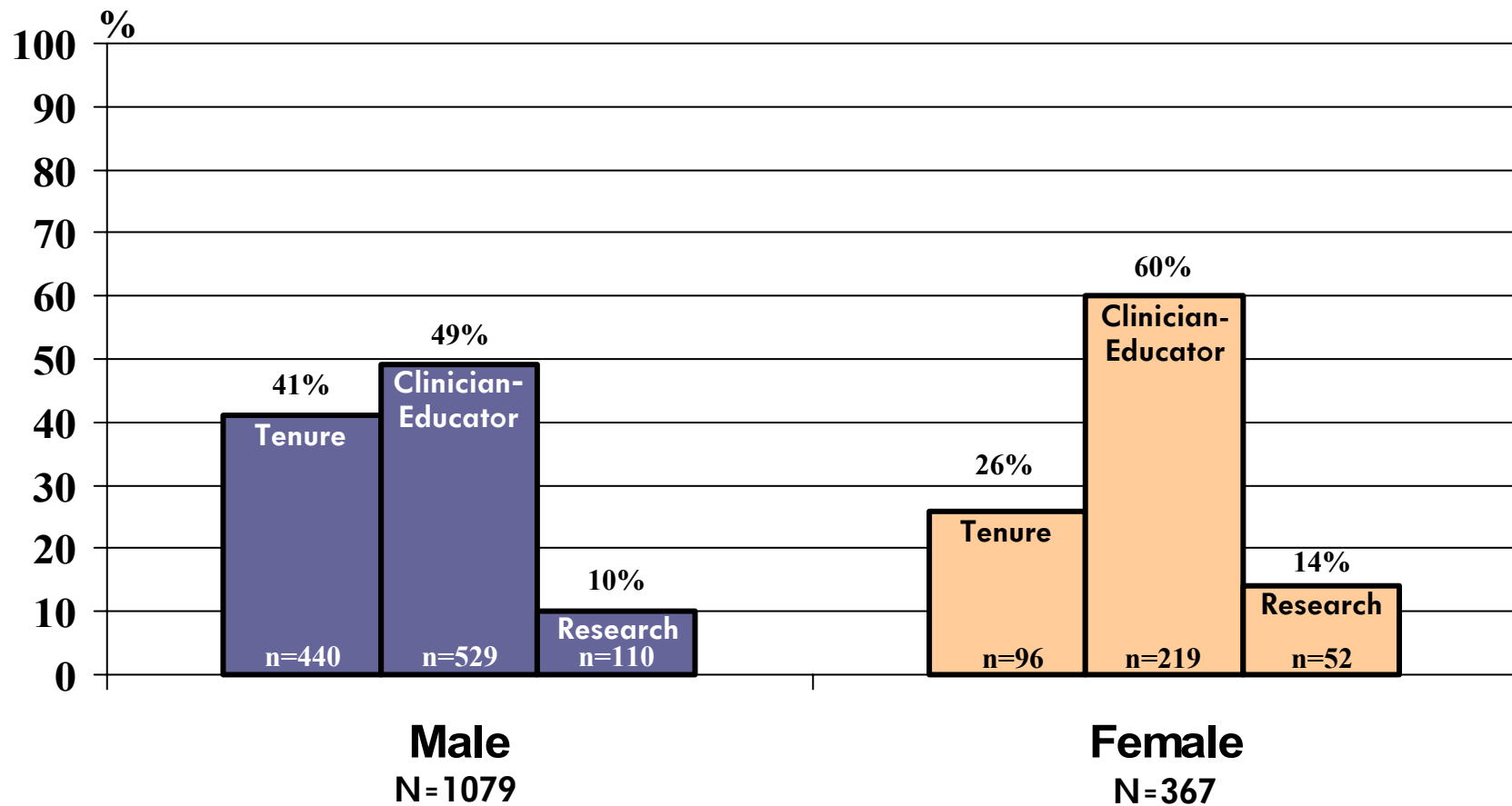
# Gender Breakdown across Tracks

## Penn Medical School Fulltime Faculty, 12/31/03

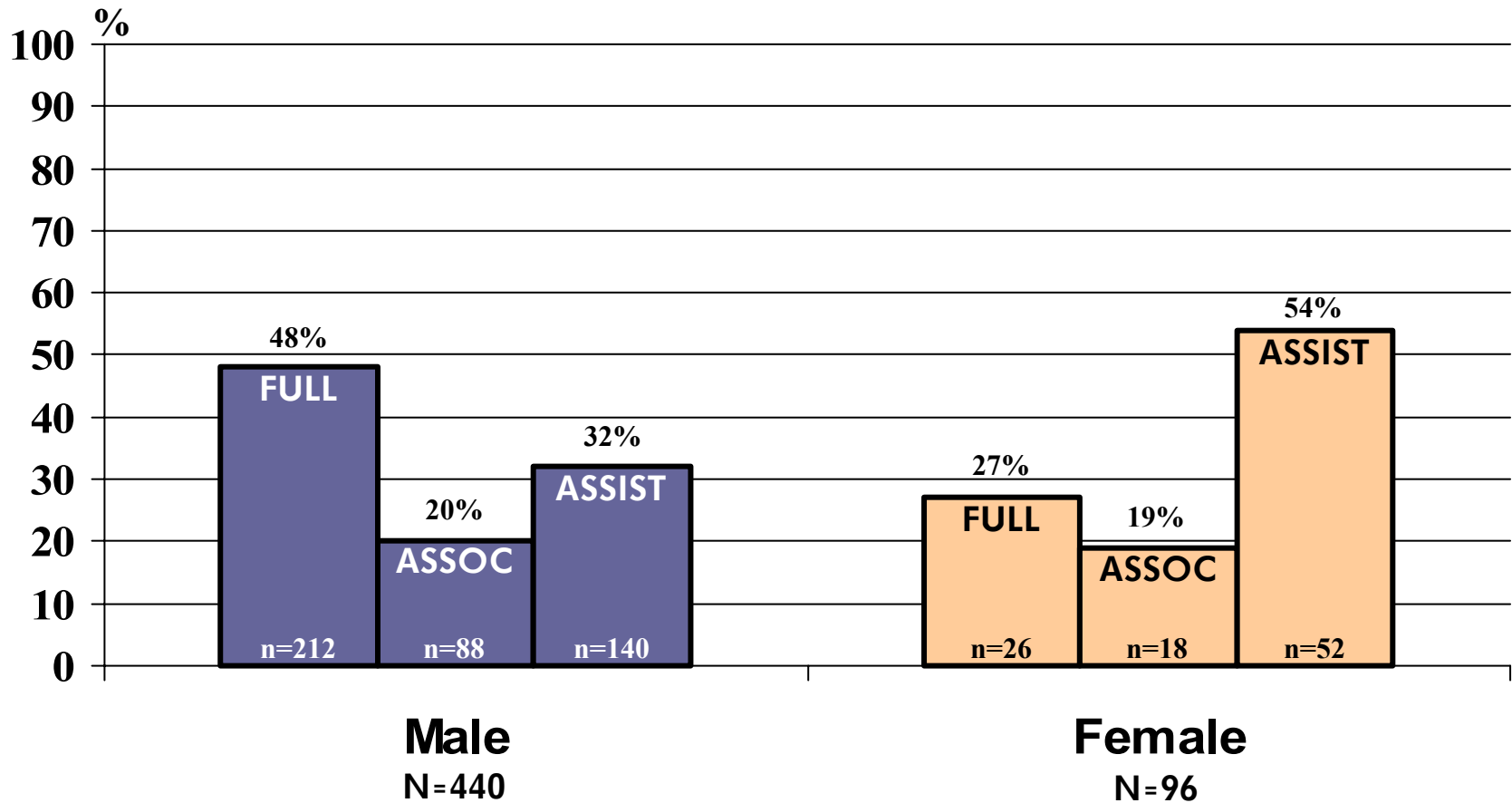


*(Note: Denominator is TOTAL number of fulltime faculty)*

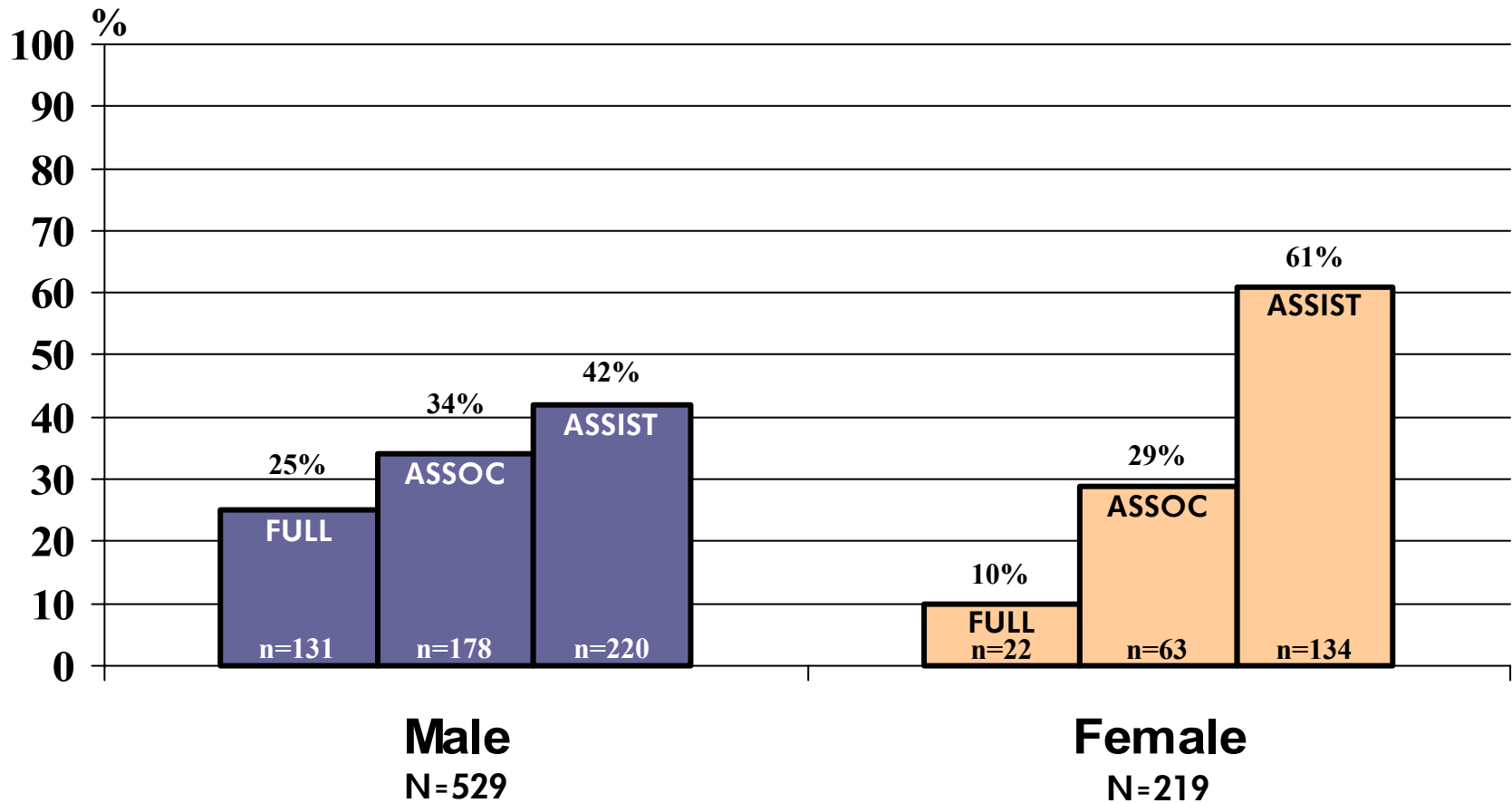
## Distribution of Tracks Separated by Gender Penn Medical School Fulltime Faculty, 12/31/03



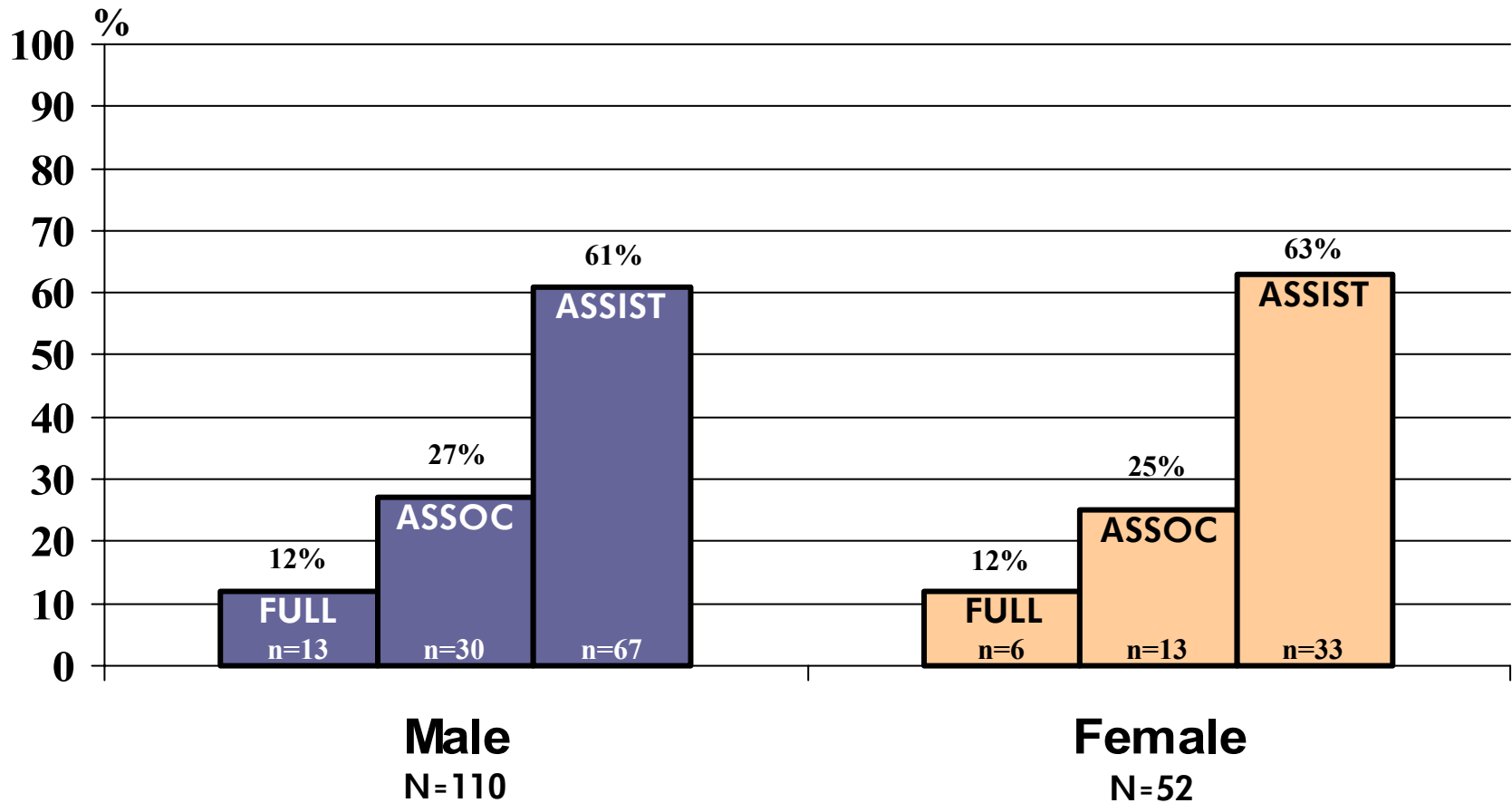
## Rank Distribution of *Tenure* Track, by Gender Penn Medical School Faculty, 12/31/03



## Rank Distribution of *Clinician-Educator* Track, by Gender Penn Medical School Faculty, 12/31/03



## Rank Distribution of *Research* Track, by Gender Penn Medical School Faculty, 12/31/03



## Gender Statistics: Changes in Faculty Number from 2002 to 2003 by Rank and Track University of Pennsylvania Medical School Faculty, 12/31/03

Department	Total Faculty			Full Professors		Associate Professors		Assistant Professors		Instructors A Lecturers A		Total Faculty Plus Instr A / Lecturers A			Tenure Track		Clinician Educator Track		Research	
	Total	M	F	M	F	M	F	M	F	M	F	M	F	Total	M	F	M	F	M	F
Anesthesia	2	3	-1	0	0	2	0	1	-1	-2	0	1	-1	0	1	0	2	-1	0	0
Biochem/Biophys	0	1	-1	0	0	1	0	0	-1	0	0	1	-1	0	0	0	0	0	1	-1
Biostat & Epidem	1	0	1	0	0	-1	0	1	1	0	1	0	2	2	-1	1	1	0	0	0
Cancer Biology	2	2	0	0	0	0	0	2	0	1	1	3	1	4	1	0	0	0	1	0
Cell and Devel	2	2	0	-1	0	1	0	2	0	0	0	2	0	2	1	0	0	0	1	0
Dermatology	-2	-3	1	-2	0	0	0	-1	1	-1	-1	-4	0	-4	2	0	-4	1	-1	0
Emergency Med	-1	-1	0	1	0	1	0	-3	0	0	0	-1	0	-1	0	0	-1	0	0	0
Family Medicine	1	1	0	0	0	0	0	1	1	0	1	1	1	2	0	0	1	0	0	0
Genetics	0	1	-1	0	1	1	0	0	-2	1	0	2	-1	1	1	-1	0	0	0	0
Medical Ethics	3	2	1	0	0	0	0	2	1	0	0	2	1	3	0	0	2	1	0	0
Medicine	2	1	1	2	1	-1	1	0	-1	2	10	3	11	14	1	1	0	0	0	0
Microbiology	1	1	0	1	0	1	0	-1	0	0	0	1	0	1	1	0	0	0	0	0
Mol & Cell **	-4	-3	-1	0	0	0	0	-3	-1	0	0	0	0	0	0	0	-3	-1	0	0
Neurology	-3	1	-4	-1	0	0	-2	2	-2	-1	-2	0	-6	-6	-1	0	1	-2	1	-2
Neuroscience	-1	-1	0	1	1	-1	-1	-1	0	0	1	-1	1	0	0	0	0	0	-1	0
Neurosurgery	-1	-2	1	-1	0	0	1	-1	0	0	0	-2	1	-1	-1	0	0	0	-1	1
Ob/Gyn	2	1	1	-1	0	0	1	2	0	0	0	1	1	2	-1	0	2	1	0	0
Ophthalmology	1	0	1	0	0	1	0	-1	1	-1	2	-1	3	2	0	0	0	0	0	1
Orthopaed. Surg	1	1	0	0	0	1	0	0	0	4	0	5	0	5	0	0	1	0	0	0
Otorhinolaryng.	2	1	1	1	0	-2	0	2	1	0	1	1	2	3	1	0	-1	1	1	0
Path & Lab Med	7	5	2	1	0	3	1	1	1	-1	0	4	2	6	1	1	3	1	1	0
Pediatrics	3	0	3	0	1	7	2	-7	0	2	3	2	6	8	2	-2	-1	4	-1	1
Pharmacology	-3	-3	0	0	0	1	0	-4	0	0	0	-3	0	-3	-1	0	0	0	-2	0
Phys Med / Rehab	1	-1	2	0	0	1	0	-2	2	1	-2	0	0	0	0	0	-1	2	0	0
Physiology	1	0	1	0	0	1	0	-1	1	0	-1	0	0	0	0	0	0	0	0	1
Psychiatry	-3	1	-4	1	1	2	0	-2	-5	0	-1	1	-5	-4	0	-1	0	-2	1	-1
Rad. Oncology	0	-1	1	-1	0	0	0	0	1	1	1	0	2	2	0	0	-1	1	0	0
Radiology	-1	1	-2	-2	-1	2	1	1	-2	2	0	3	-2	1	0	0	-1	-2	2	0
Surgery	5	3	2	3	0	1	1	-1	1	0	0	3	2	5	-2	0	6	3	-1	-1
<b>TOTAL</b>	<b>18</b>	<b>13</b>	<b>5</b>	<b>2</b>	<b>4</b>	<b>22</b>	<b>5</b>	<b>-11</b>	<b>-4</b>	<b>8</b>	<b>14</b>	<b>24</b>	<b>20</b>	<b>44</b>	<b>5</b>	<b>-1</b>	<b>6</b>	<b>7</b>	<b>2</b>	<b>-1</b>

**Gender Distribution**

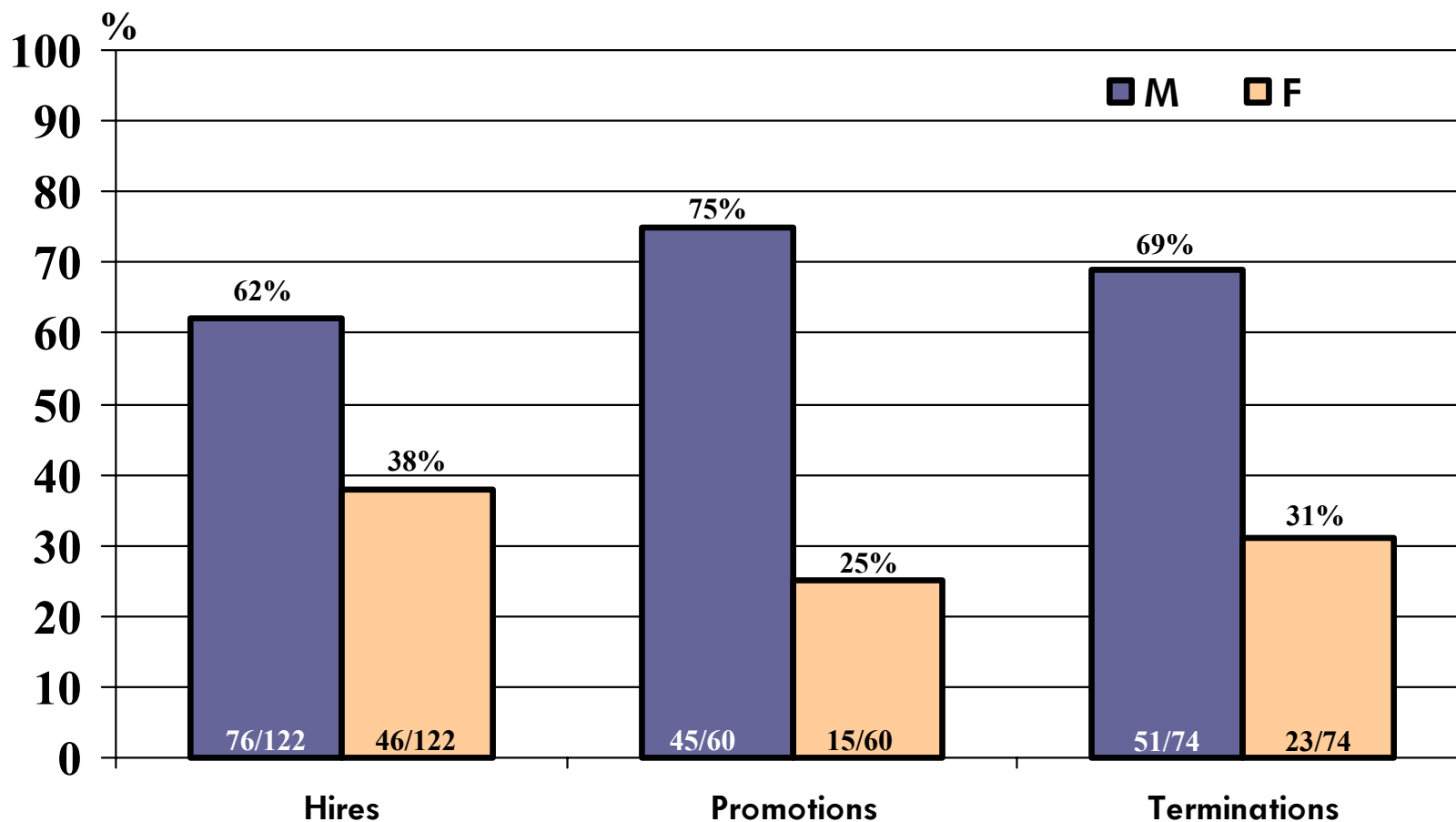
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**FACULTY HIRES,  
PROMOTIONS & TERMINATIONS**



# Faculty Hires, Promotions, & Terminations Penn Medical School Fulltime Faculty, 12/31/03

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



**Gender Distribution**

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**FACULTY HIRES**

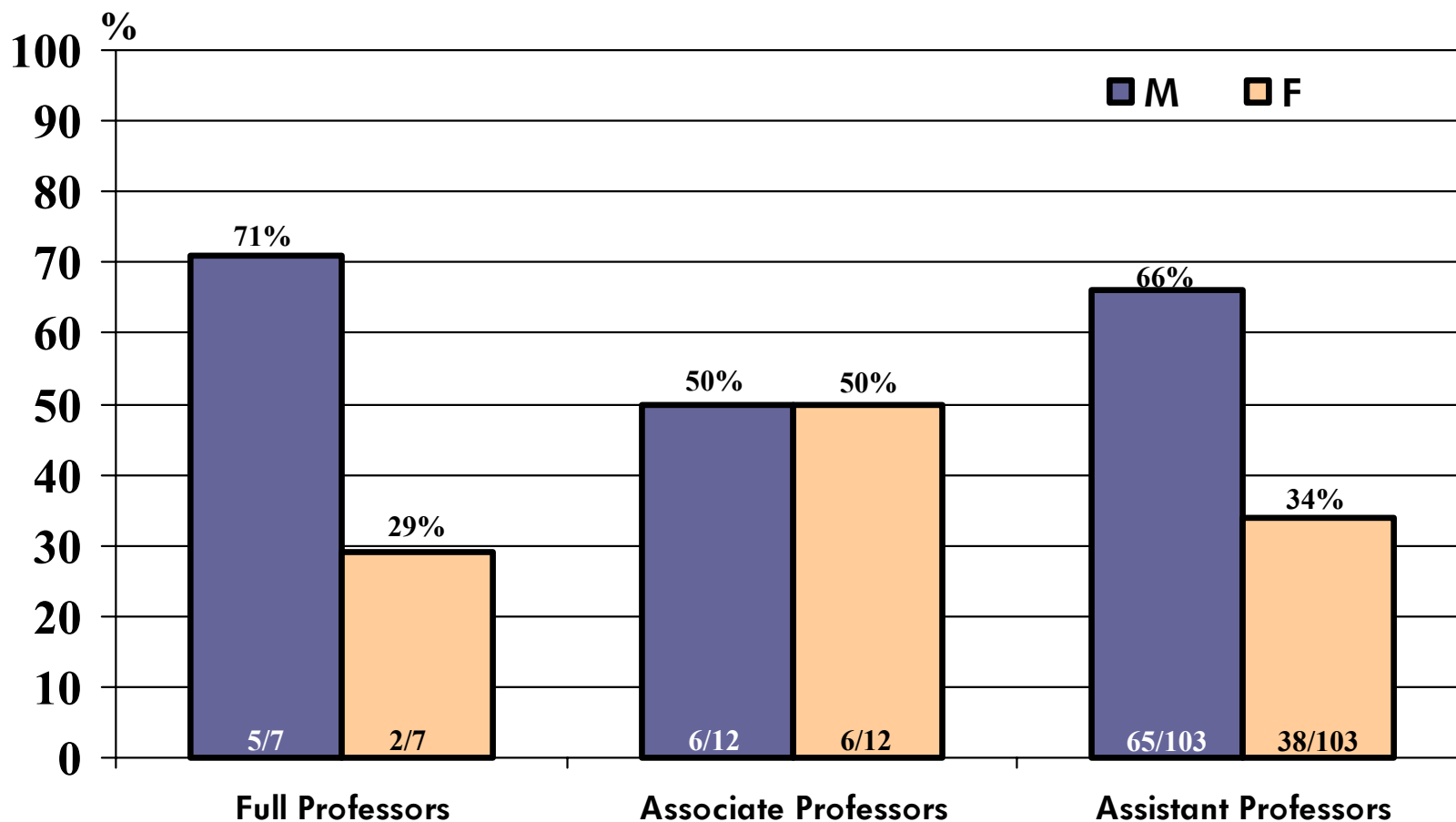
# Gender Distribution of New Faculty Hires by Rank and Track University of Pennsylvania Medical School Faculty, 12/31/03

Total New Faculty Hires							Full Professors				Associate Professors				Assistant Professors			
Track	Total		Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Tenure</b>	33	27	24	73	9	27	3	100	0	0	2	50	2	50	19	73	7	27
<b>Clinician-Educator</b>	61	50	34	56	27	44	2	50	2	50	3	60	2	40	29	56	23	44
<b>Research</b>	28	23	18	64	10	36	0	0	0	0	1	33	2	67	17	68	8	32
<b>TOTAL</b>	122	100%	76	62%	46	38%	5	71%	2	29%	6	50%	6	50%	65	66%	38	34%

# New Faculty Hires within Ranks

## Penn Medical School Fulltime Faculty, 12/31/03

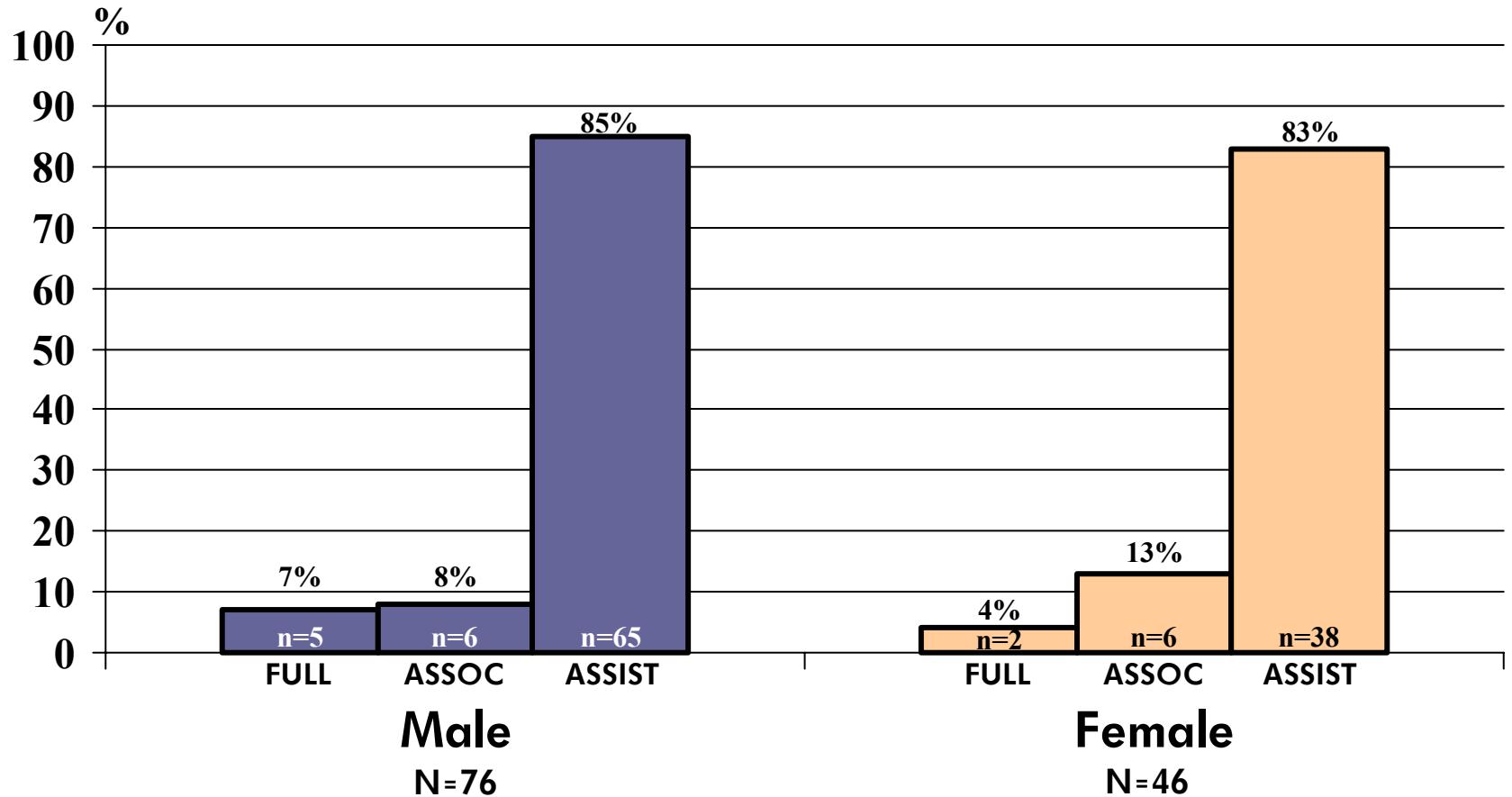
*(includes Tenure, Clinician-Educator, and Research Tracks; includes both external recruits and internal hires)*



# New Faculty Hires by Rank & Gender

## Penn Medical School Fulltime Faculty, 12/31/03

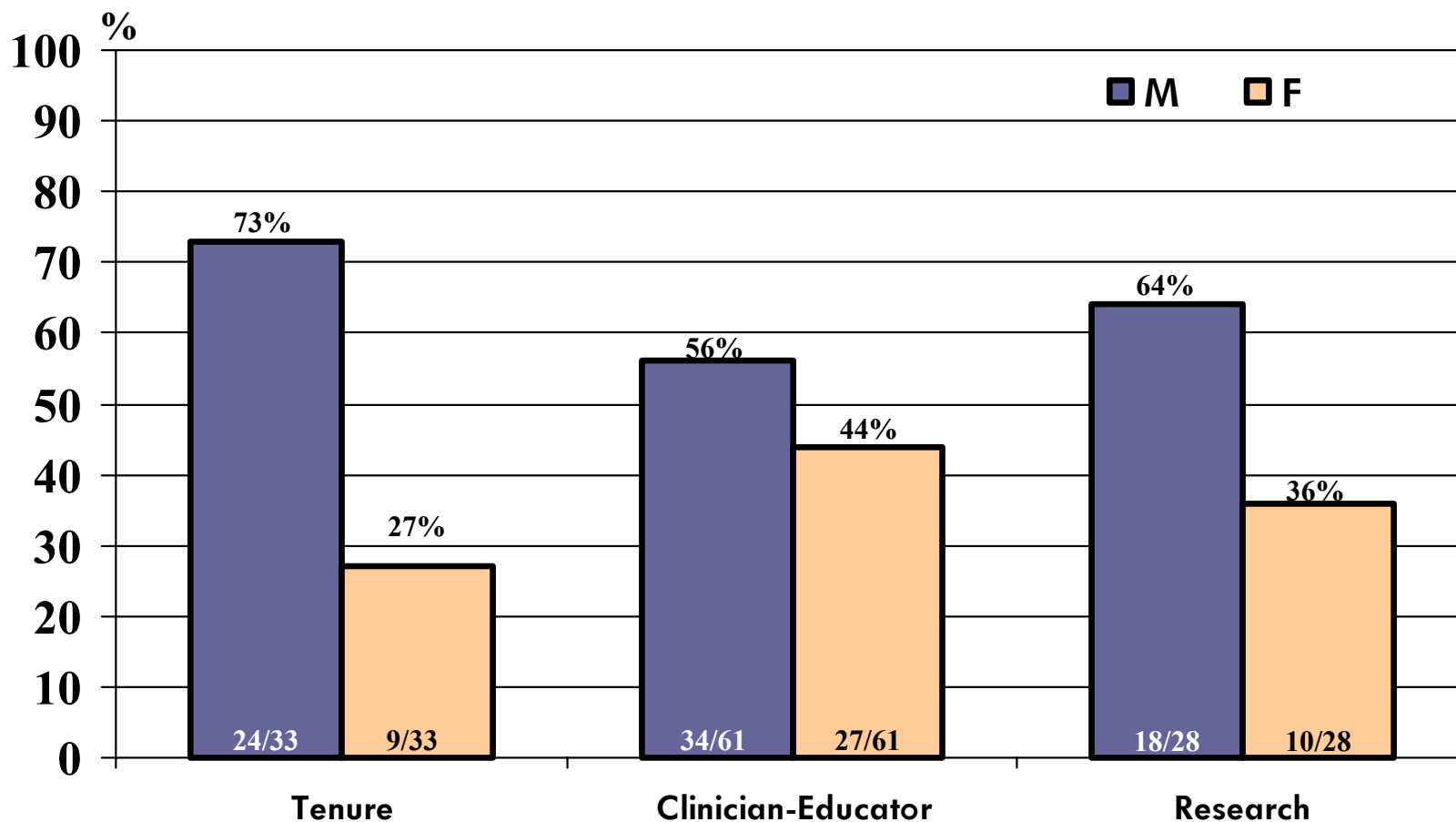
*(includes Tenure, Clinician-Educator, and Research Tracks; includes both external recruits and internal hires)*



# New Faculty Hires within Tracks

## Penn Medical School Fulltime Faculty, 12/31/03

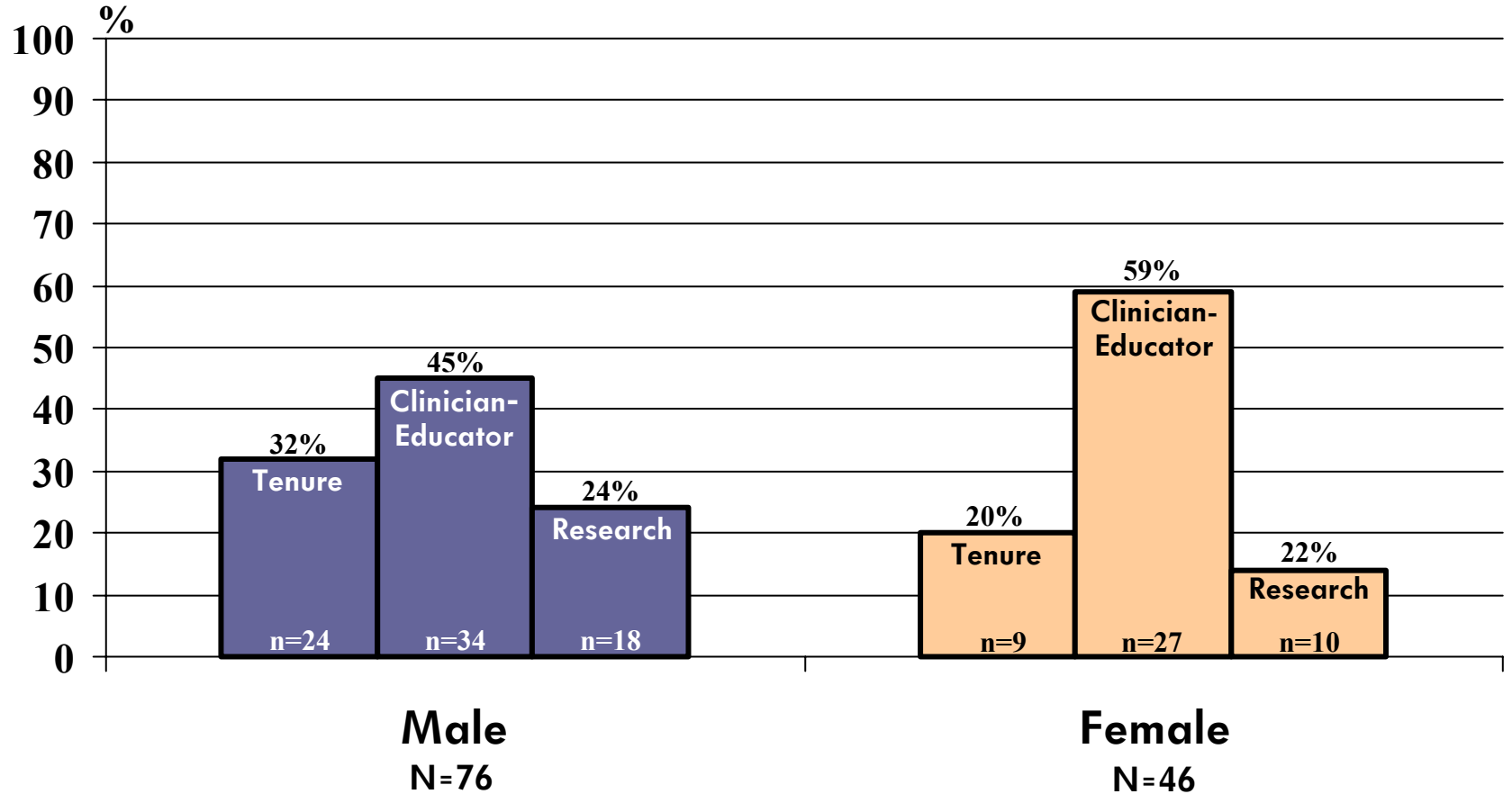
*(includes Tenure, Clinician-Educator, and Research Tracks; includes both external recruits and internal hires)*



# New Faculty Hires by Track and Gender

## Penn Medical School Fulltime Faculty, 12/31/03

*(includes Tenure, Clinician-Educator, and Research Tracks; includes both external recruits and internal hires)*



**Gender Distribution**

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**FACULTY PROMOTIONS**



# Gender Distribution of Faculty Promotions by Rank and Track

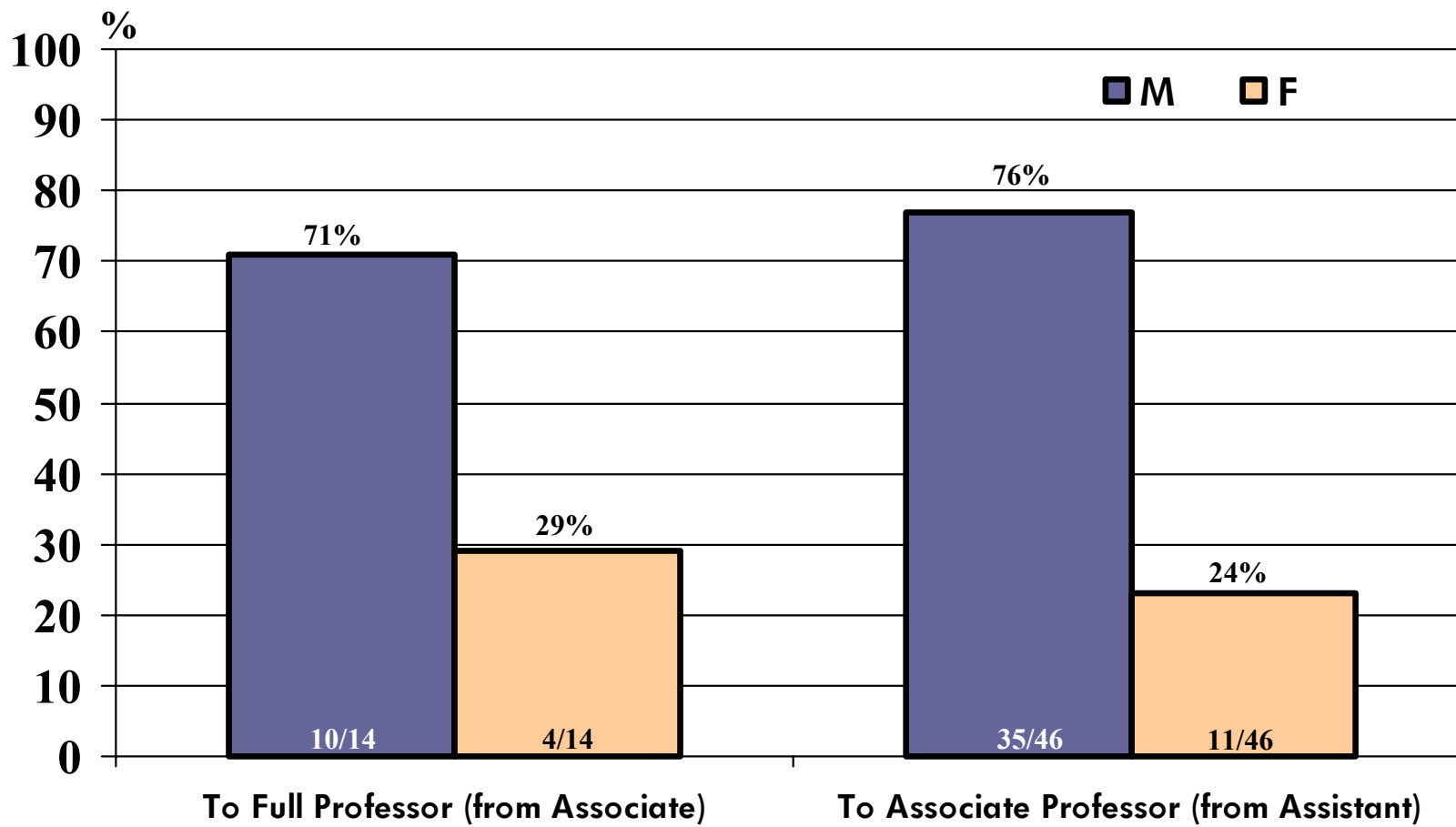
## University of Pennsylvania Medical School Faculty, 12/31/03

Total Faculty Promotions							From Associate to Full Professor				From Assistant to Associate Professor			
Track	Total		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Tenure</b>	22	38	19	86	3	14	2	50	2	50	17	95	1	5
<b>Clinician-Educator</b>	33	54	23	70	10	30	8	89	1	11	15	62.5	9	37.5
<b>Research</b>	5	8	3	60	2	40	0	0	1	100	3	75	1	25
<b>TOTAL</b>	<b>60</b>	<b>100%</b>	<b>45</b>	<b>75%</b>	<b>15</b>	<b>25%</b>	<b>10</b>	<b>71%</b>	<b>4</b>	<b>29%</b>	<b>35</b>	<b>76%</b>	<b>11</b>	<b>24%</b>

# Faculty Promotions within Ranks

## Penn Medical School Fulltime Faculty, 12/31/03

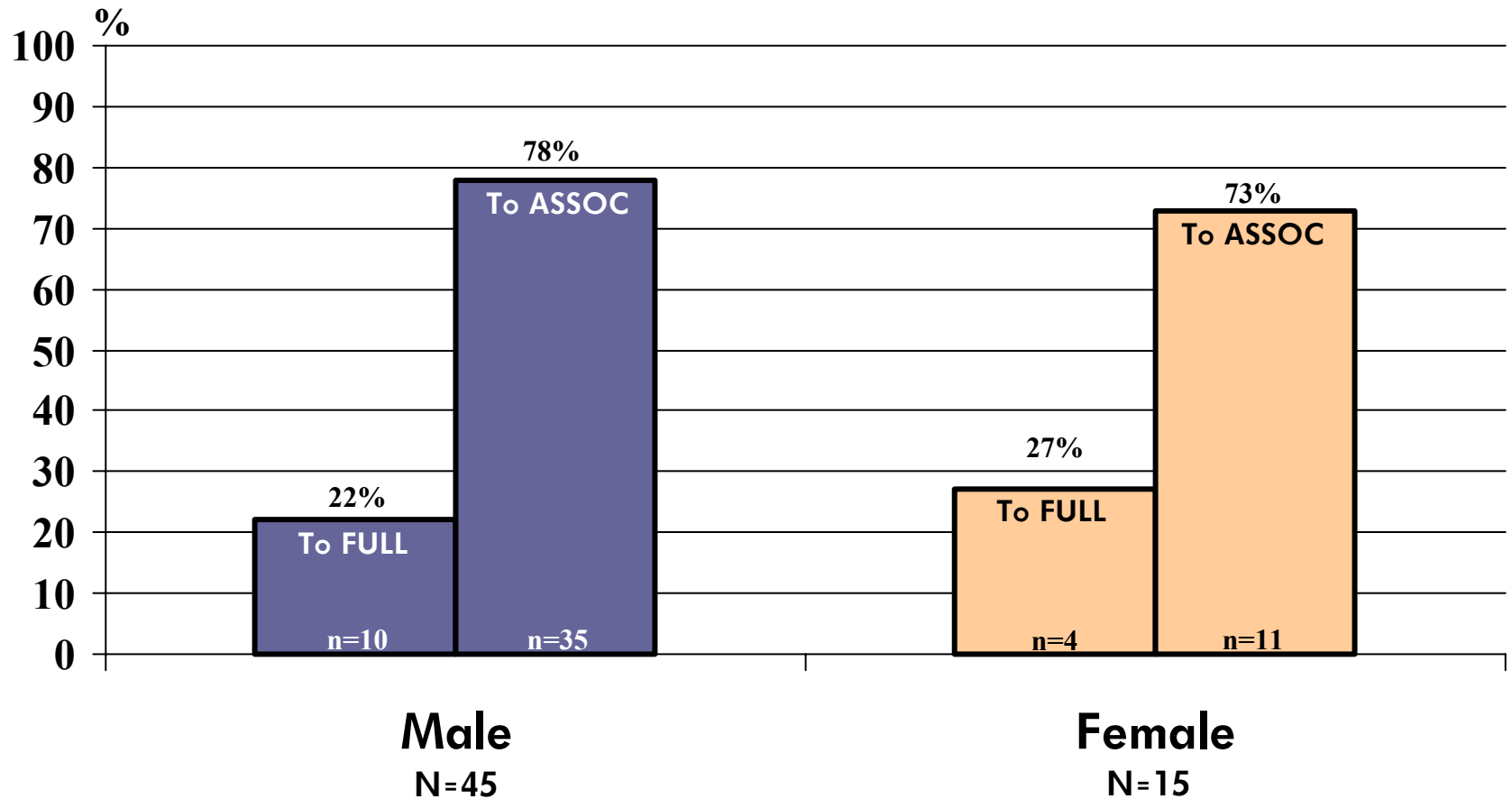
*(includes Tenure, Clinician-Educator, and Research Tracks)*



# Faculty Promotions by Rank & Gender

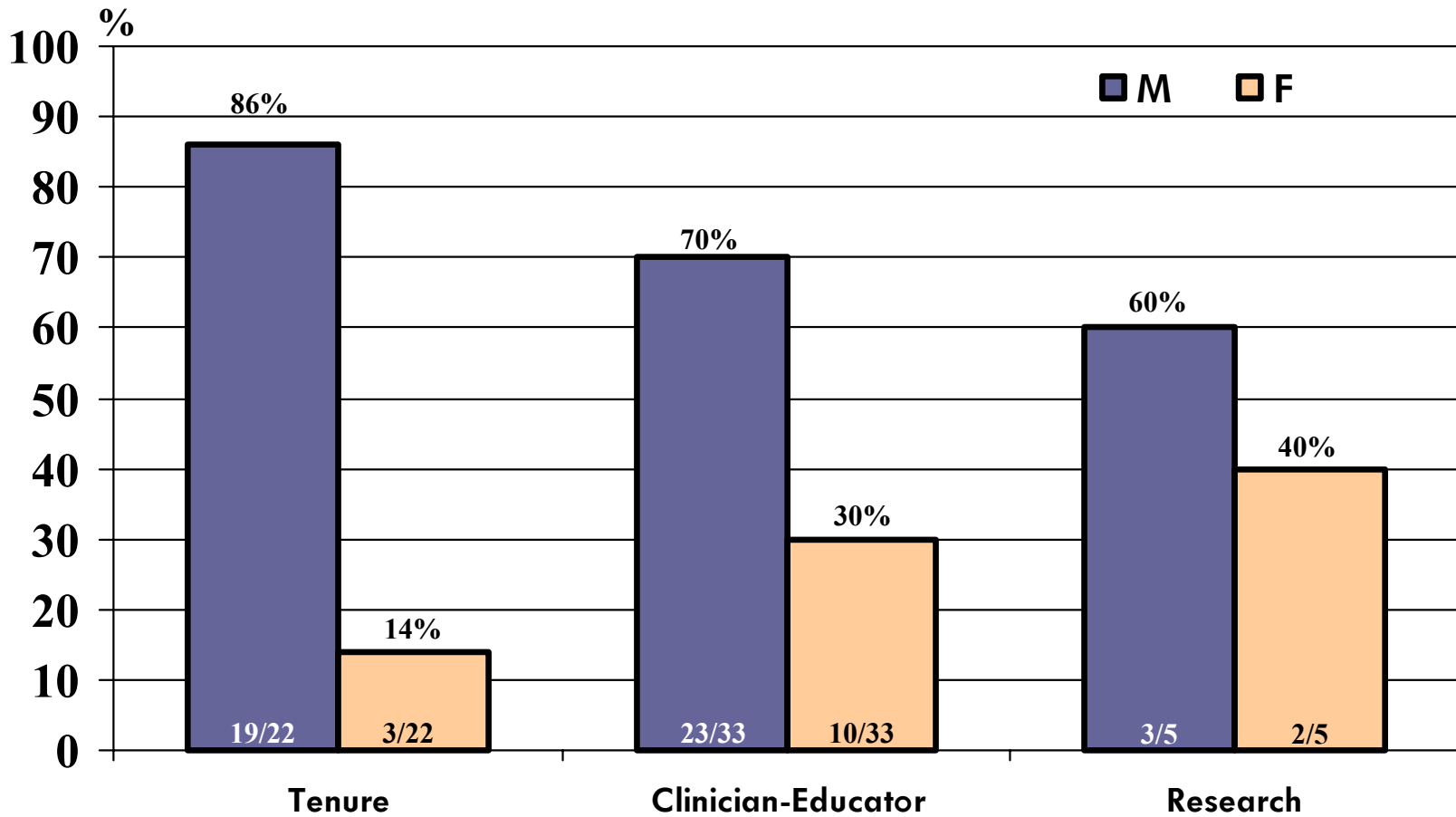
## Penn Medical School Fulltime Faculty, 12/31/03

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

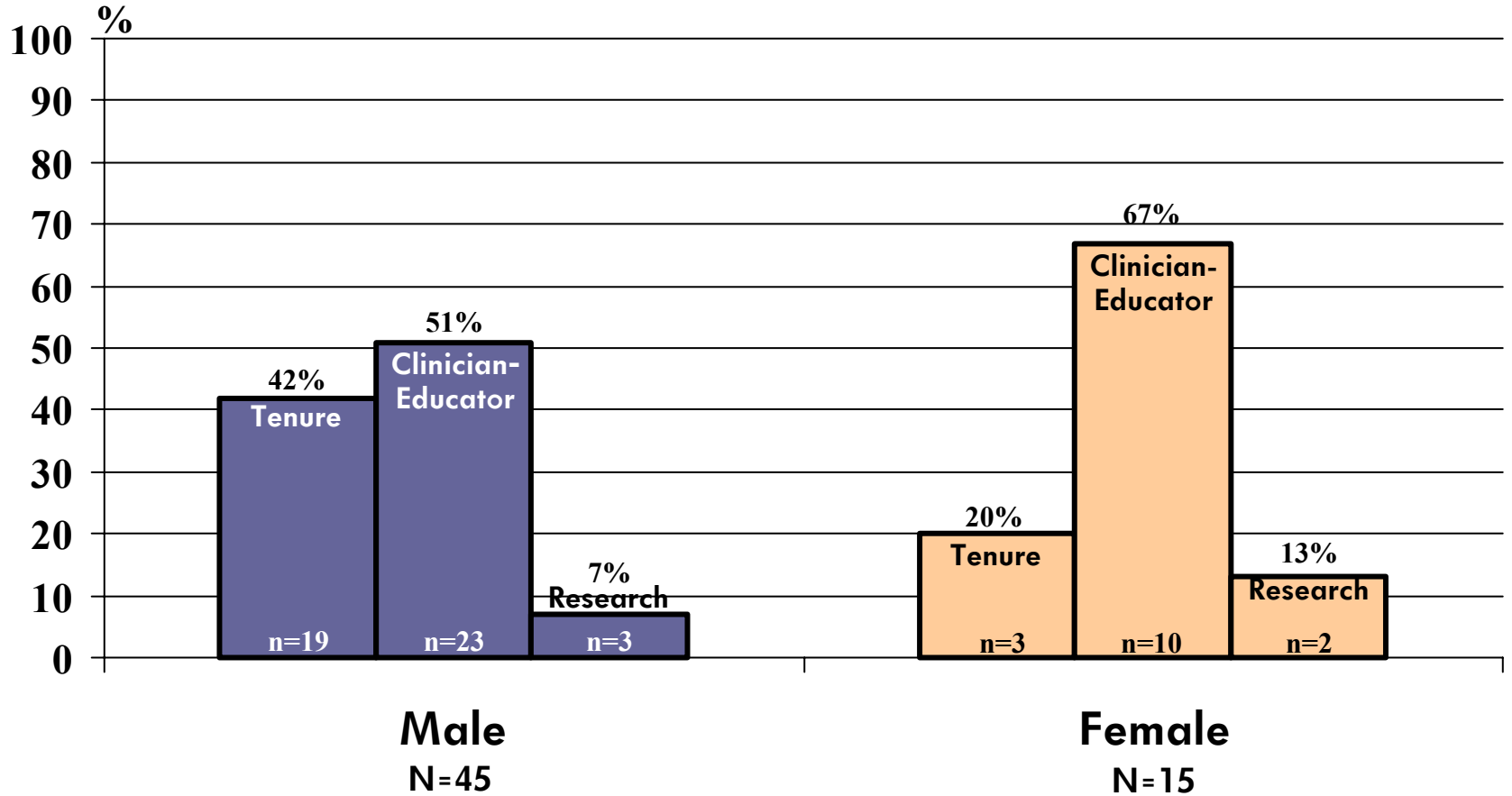


# Faculty Promotions within Tracks

## Penn Medical School Fulltime Faculty, 12/31/03



# Faculty Promotions by Track and Gender Penn Medical School Fulltime Faculty, 12/31/03



**Gender Distribution**

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**FACULTY  
TERMINATIONS**

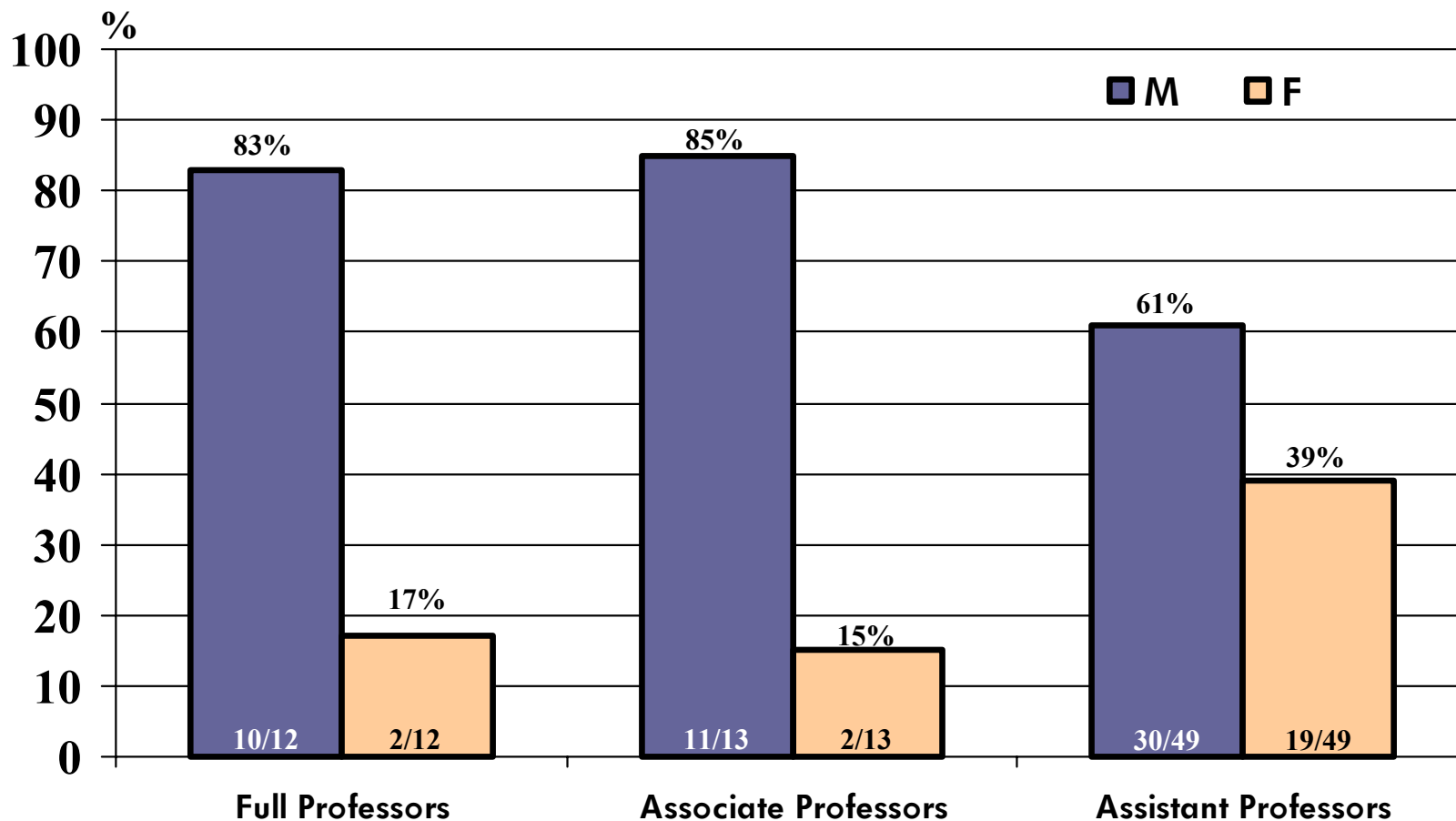
# Gender Distribution of Faculty Terminations by Rank and Track University of Pennsylvania Medical School Faculty, 12/31/03

Total Faculty Terminations							Full Professors				Associate Professors				Assistant Professors			
Track	Total		Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Tenure</b>	14	19	9	64	5	36	3	75	1	25	3	100	0	0	3	43	4	57
<b>Clinician-Educator</b>	46	62	32	70	14	30	6	86	1	14	8	89	1	11	18	60	12	40
<b>Research</b>	14	19	10	71	4	29	1	100	0	0	0	0	1	100	9	75	3	25
<b>TOTAL</b>	74	100%	51	69%	23	31%	10	83%	2	17%	11	85%	2	15%	30	61%	19	39%

# Faculty Terminations within Ranks

## Penn Medical School Fulltime Faculty, 12/31/03

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

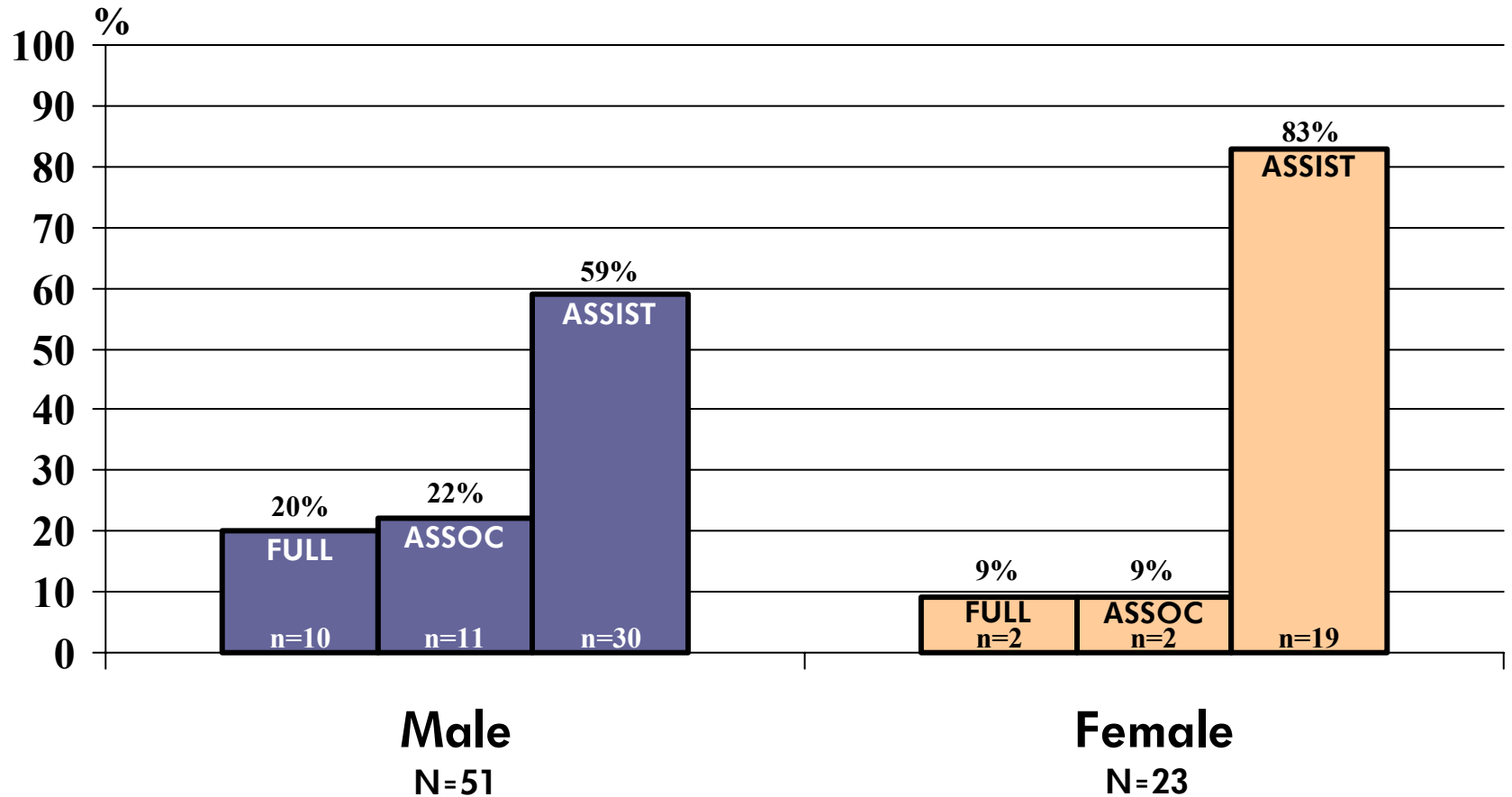




# Faculty Terminations by Rank & Gender

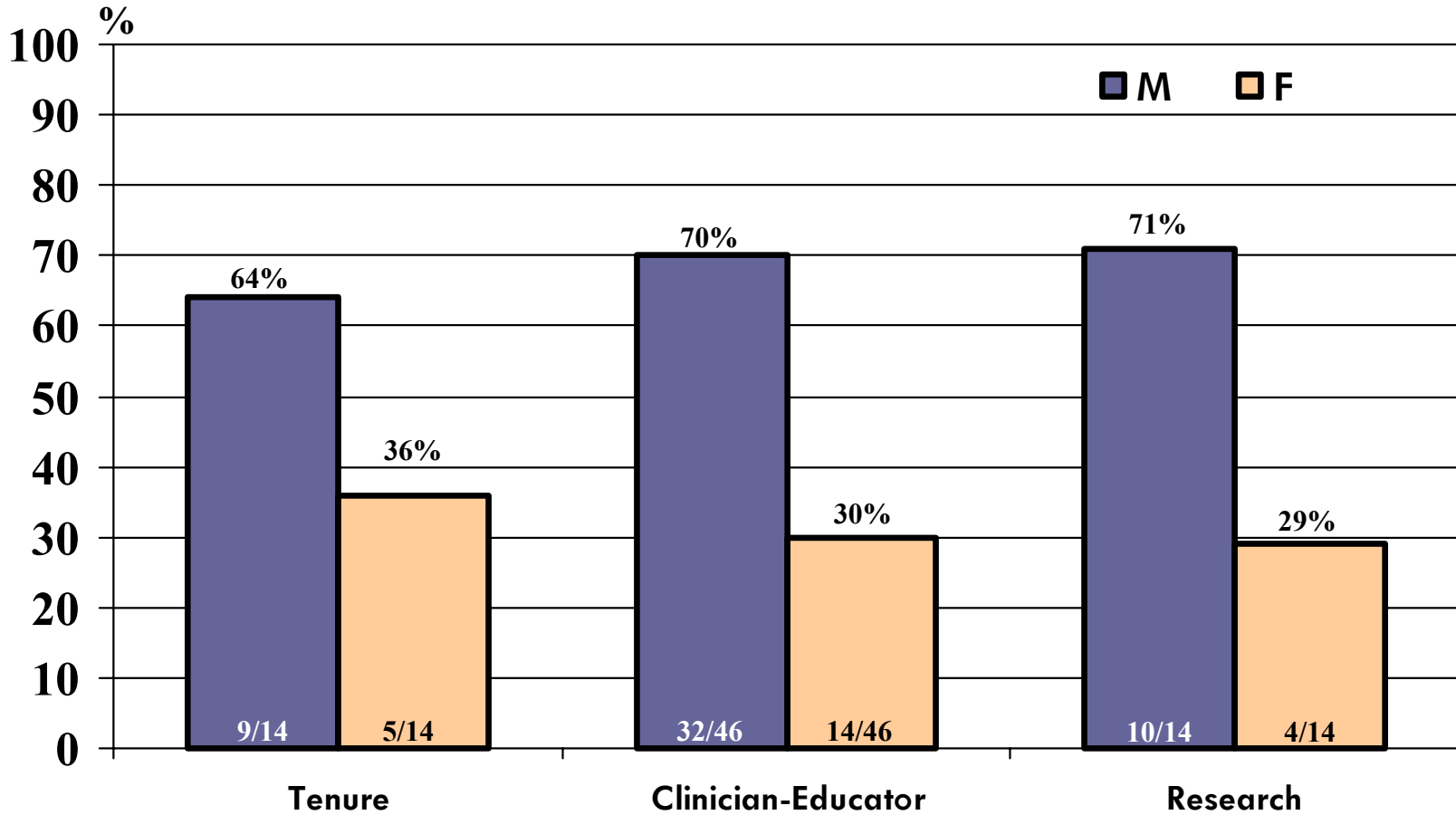
## Penn Medical School Fulltime Faculty, 12/31/03

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

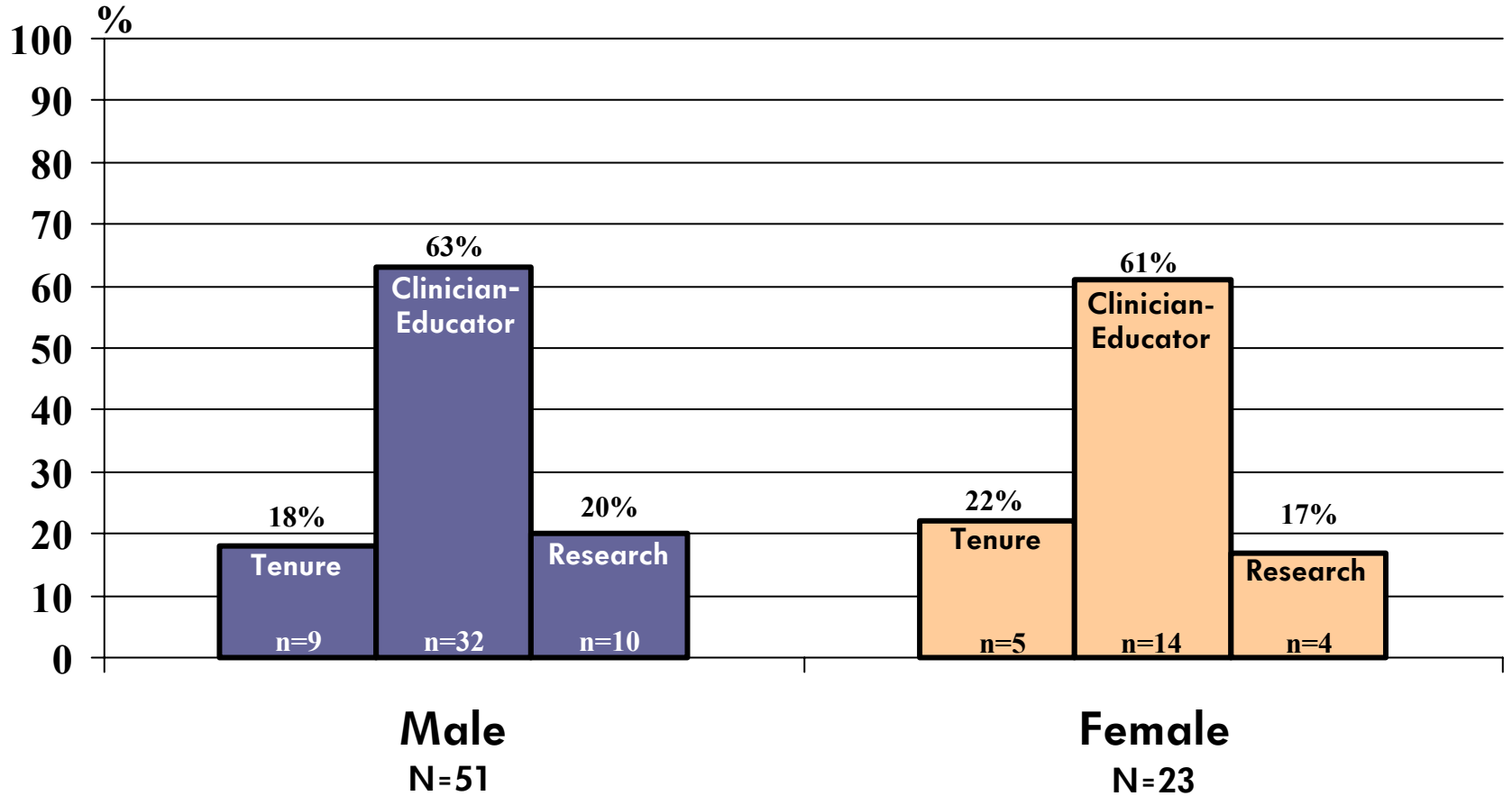


# Faculty Terminations within Tracks

## Penn Medical School Fulltime Faculty, 12/31/03



# Faculty Terminations by Track and Gender Penn Medical School Fulltime Faculty, 12/31/03



**Gender Distribution**

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**FACULTY ATTRITION**

## Faculty Attrition Rate by Rank Penn Medical School Fulltime Faculty, 12/31/03

<u>Rank</u>	<u>Gender</u>	<u># of Terminations</u>	<u>Total Faculty</u>	<u>Attrition Rate</u>
Full	Female	2	54	3.7%
	Male	10	356	2.8%
	ALL	12	410	2.9%
	<hr/>			
Associate	Female	2	94	2.1%
	Male	11	296	3.7%
	ALL	13	390	3.3%
	<hr/>			
Assistant	Female	19	219	8.7%
	Male	30	427	7.0%
	ALL	49	646	7.6%
	<hr/>			
Total (all ranks)	Female	23	367	6.3%
	Male	51	1079	4.7%
	ALL	74	1446	5.1%
	<hr/>			

## Faculty Attrition Rate by Track Penn Medical School Fulltime Faculty, 12/31/03

<u>Track</u>	<u>Gender</u>	<u># of Terminations</u>	<u>Total Faculty</u>	<u>Attrition Rate</u>
Tenure	Female	5	96	5.2%
	Male	9	440	2.0%
	ALL	14	536	2.6%
C-E	Female	14	219	6.4%
	Male	32	529	6.0%
	ALL	46	748	6.1%
Research	Female	4	52	7.7%
	Male	10	110	9.1%
	ALL	14	162	8.6%
Total (all tracks)	Female	23	367	6.3%
	Male	51	1079	4.7%
	ALL	74	1446	5.1%

## Faculty Attrition Rate for *Assistant Professors* by Track Penn Medical School Fulltime Faculty, 12/31/03

<u>Track</u>	<u>Gender</u>	<u># of Terminations</u>	<u>Total Faculty</u>	<u>Attrition Rate</u>
Tenure	Female	4	52	7.7%
	Male	3	140	2.1%
	ALL	7	192	3.6%
	<hr/>			
C-E	Female	12	134	8.9%
	Male	18	220	8.2%
	ALL	30	354	8.5%
	<hr/>			
Research	Female	3	33	9.1%
	Male	9	67	13.4%
	ALL	12	100	12.0%
	<hr/>			
<hr/>				
Total Assistant Professors (all tracks)				
	Female	19	219	8.7%
	Male	30	427	7.0%
	ALL	49	646	7.6%

# **Gender Distribution**

**SCHOOL OF MEDICINE**

**DEPARTMENTS**

**&**

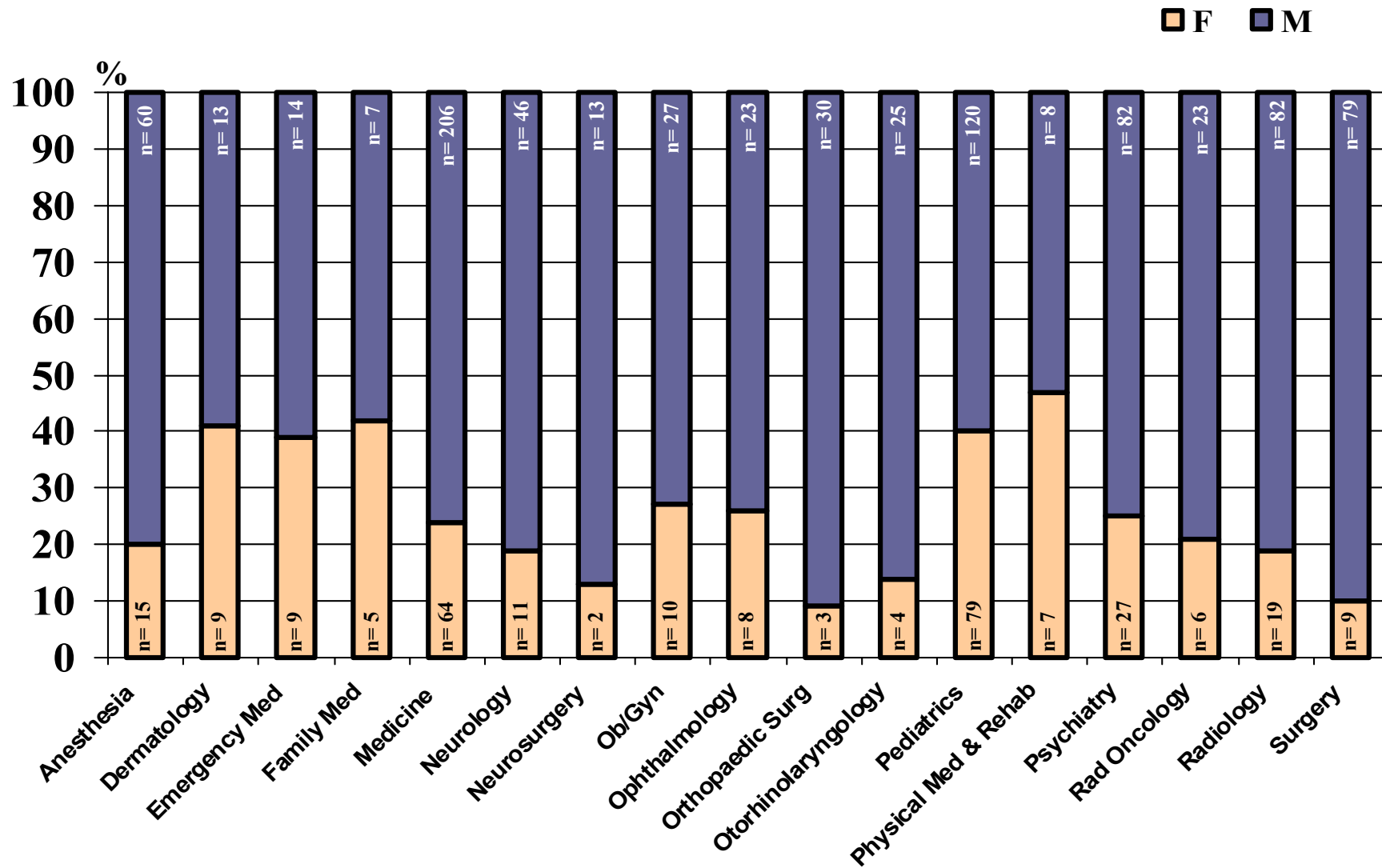
**LEADERSHIP POSITIONS**



# Gender Distribution by Clinical Department

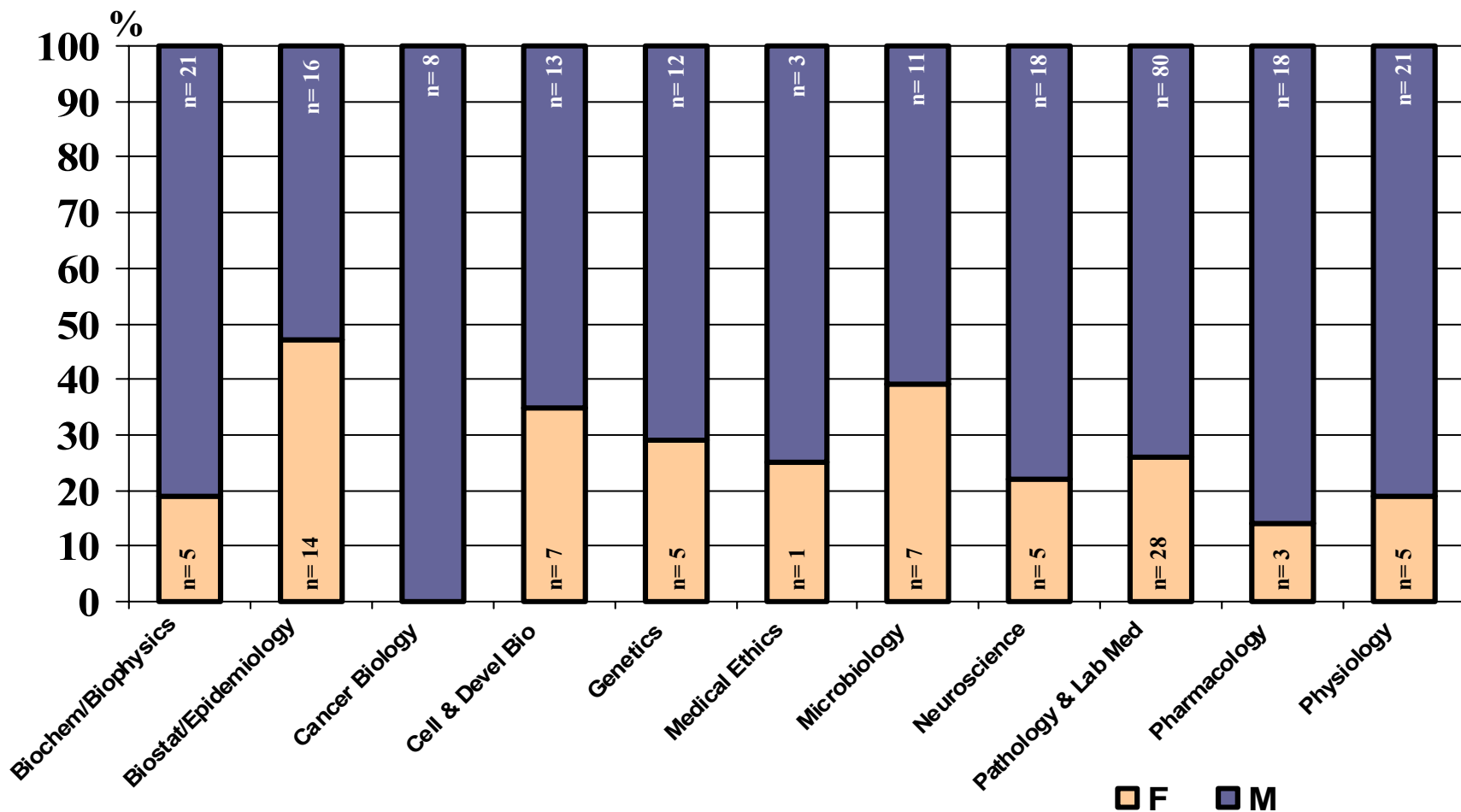
## Penn Medical School Fulltime Faculty, 12/31/03

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



# Gender Distribution by Basic Science Department Penn Medical School Fulltime Faculty, 12/31/03

*(includes Tenure, C-E, and Research Tracks; does not include Instructors /Lecturers)*



# Women Faculty in Senior Leadership Positions University of Pennsylvania School of Medicine, 12/31/03

SENIOR LEADERSHIP POSITIONS	TOTAL POSITIONS	WOMEN FACULTY	
	NUMBER	NUMBER	PERCENT
<b>Chairs, Clinical Departments</b>	<b>18</b>	<b>1</b>	<b>6%</b>
<b>Chairs, Basic Science Departments</b>	<b>10</b>	<b>0</b>	<b>0</b>
<b>Directors of Centers and Institutes</b>	<b>17</b>	<b>1</b>	<b>6%</b>
<b>Senior Administrative Leadership</b> <i>(includes Executive Vice President and Dean, Vice Deans, Chair Medical Faculty Senate, Chair COAP)</i>	<b>8</b>	<b>1</b>	<b>12.5%</b>
<b>Other Senior Leadership</b> <i>(Chair Medical Board at HUP; Senior Medical Director at HUP)</i>	<b>2</b>	<b>0</b>	<b>0</b>
<b>Associate and Assistant Deans</b>	<b>15</b>	<b>2</b>	<b>13%</b>

# Gender Analysis of Total Searches for Department Chair University of Pennsylvania School of Medicine, 1999 through 2003

Total Department Chairs	Current Women Chairs
28	1

Total Chair Searches 1999-2003	Total Women Chairs Appointed
15	0

# Women's Representation on Key Committees

## University of Pennsylvania School of Medicine, 12/31/03

KEY COMMITTEES	MEN & WOMEN SERVING	WOMEN FACULTY		ALL WOMEN <i>(Includes faculty, administrators, staff, and medical students.)</i>	
	Total (N)	Number	Percent	Number	Percent
Academic Review	29	4	14%	4	14%
Space Planning Committee	7	1	14%	3	43%
Dept., Center and Institute Review	58	10	17%	14	24%
Student Standards	23	4	17%	9	39%
Admissions	26	5	19%	10	38%
Academic Freedom and Responsibility	10	2	20%	2	20%
Subcommittee of COAP for Teaching and Evaluation	45	11	24%	11	24%
Appointments and Promotions (COAP)	23	6	26%	6	26%
Curriculum	89	27	30%	39	44%
Medical Faculty Senate Steering	16	5	31%	5	31%
Teaching Awards	16	6	37.5%	6	37.5%

**PENN Gender Statistics**  
*compared with*  
**AAMC National Data**

# Percent Women Medical Faculty by Department PENN compared with AAMC National Data, 2003

(includes Tenure, Clinician-Educator, and Research Tracks; includes Instructors A/Lecturers A)

DEPARTMENT	PENN	COMPARED TO	AAMC
Anesthesia	20.5	↓	28.4
Biochem/Biophysics	19.2	↓	23.6
Dermatology	40.9	↑	34.6
Emergency Medicine	40.0	↑	25.8
Family Medicine	45.0	↑	39.0
Medicine	29.1	↑	27.1
Microbiology	38.9	↑	27.0
Neurology	18.6	↓	27.7
Obstetrics & Gynecology	27.0	↓	40.6
Ophthalmology	28.6	↑	25.3
Orthopaedic Surgery	8.1	↓	11.0
Otorhinolaryngology	15.6	↓	20.9
Pathology & Lab Medicine	27.6	↓	30.8
Pediatrics	42.1	↓	43.5
Pharmacology	14.2	↓	21.9
Physical Med/Rehabilitation	35.0	↓	40.8
Physiology	19.2	↓	22.0
Psychiatry	29.4	↓	37.0
Radiology	17.9	↓	23.6
Surgery	10.1	↓	13.8

↑ (PENN has higher proportion of women)   ↓ (PENN has lower proportion of women)   = (PENN has same proportion of women)

# Promotion Data

## Penn versus AAMC National Data, 12/31/03

Women Comprised What % of

PENN

AAMC

Newly Tenured\* Faculty

11%

26%

*(refers to Tenure Track only- newly granted tenure either through promotion, appointment or "conversion")*

Faculty Promoted from Assistant  
to Associate Professor

24%

33%

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

Faculty Promoted from Associate  
to Full Professor

29%

23%

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



# Faculty and Full Professor Rank Penn versus AAMC National Data, 12/31/03

*(includes Tenure, Clinician-Educator, and Research Tracks; includes Instructors A/Lecturers A)*

	<u>PENN</u>	<u>AAMC</u>
% All Faculty Who Are Women	27%	30%
% Full Professors Who Are Women	13%	14%
% Female Faculty Who Are Full Professors	12%	12%
% Male Faculty Who Are Full Professors	31%	31%

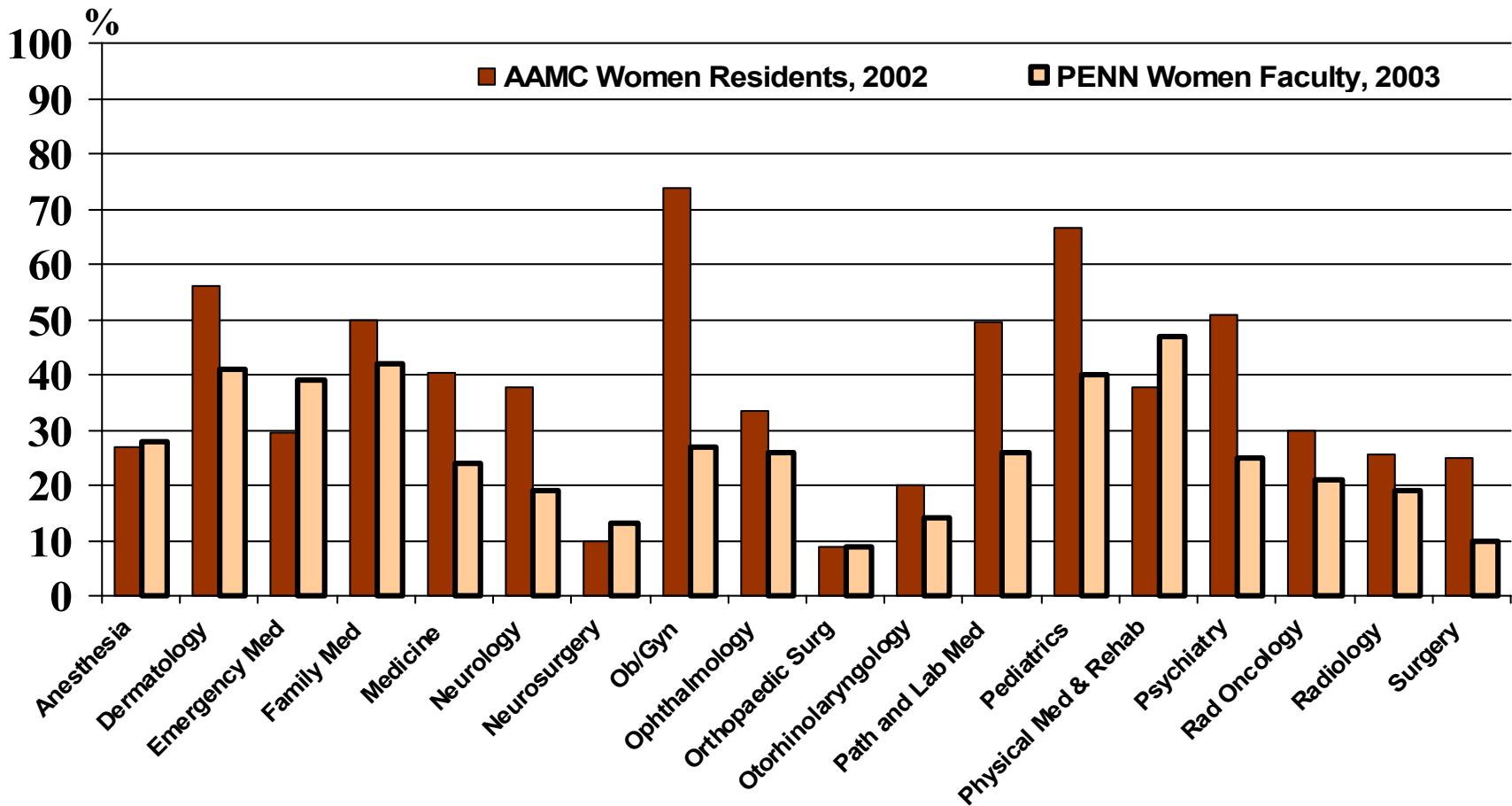
# Tenure Track Faculty Penn versus AAMC National Data, 12/31/03

	<u>PENN</u>	<u>AAMC</u>
% All Tenured* Faculty Who Are Women <i>(defined as only Tenure Track faculty at Associate and Full Professor ranks)</i>	13%	17%
% Female Faculty Who Are Tenured <i>(“faculty” includes Tenure, Clinician-Educator, and Research Tracks; <u>includes</u> Instructors A/Lecturers A)</i>	10%	15%
% Male Faculty Who Are Tenured <i>(“faculty” includes Tenure, Clinician-Educator, and Research Tracks; <u>includes</u> Instructors A/Lecturers A)</i>	26%	31%

# AAMC Percent Women Residents by Specialty, 2002

## Penn Percent Women Faculty by Specialty, 2003

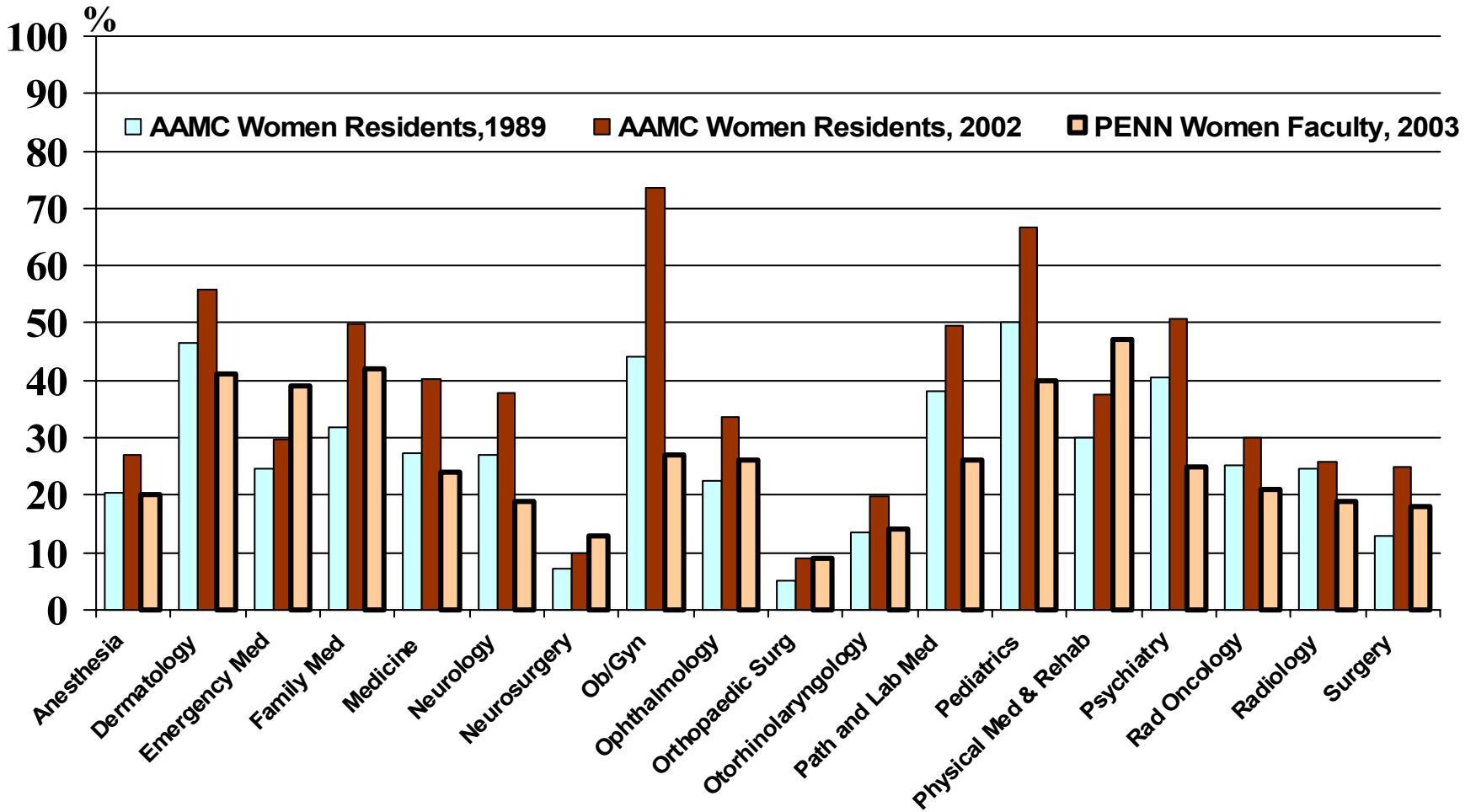
*(includes Tenure, Clinician-Educator, and Research Tracks; does not include Instructors/Lecturers)*



# AAMC Percent Women Residents by Specialty, 1989 and 2002

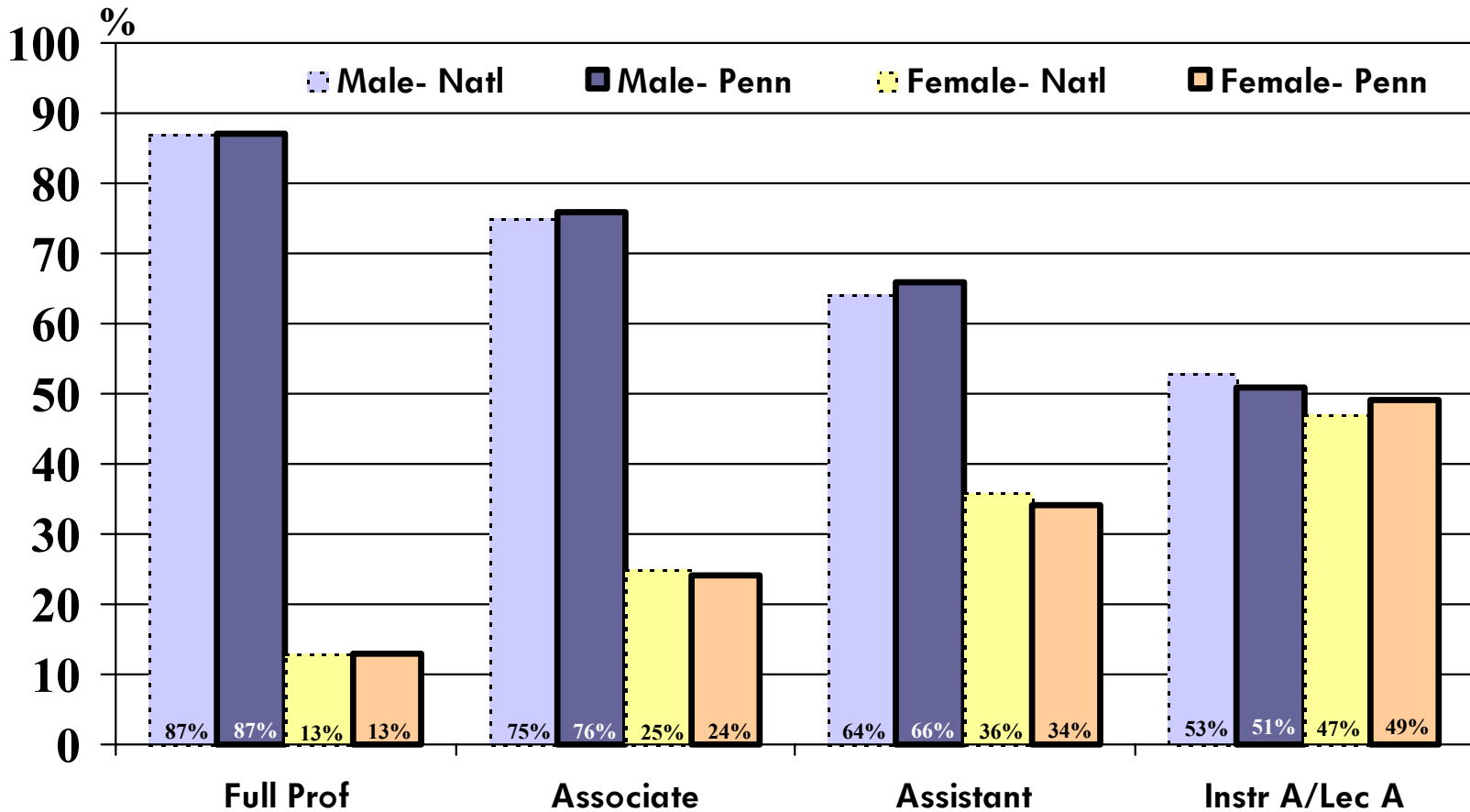
## Penn Percent Women Medical Faculty by Specialty, 2003

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



# Gender Distributions of Medical School Faculty within Ranks Penn compared with AAMC National Data, 12/31/03

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

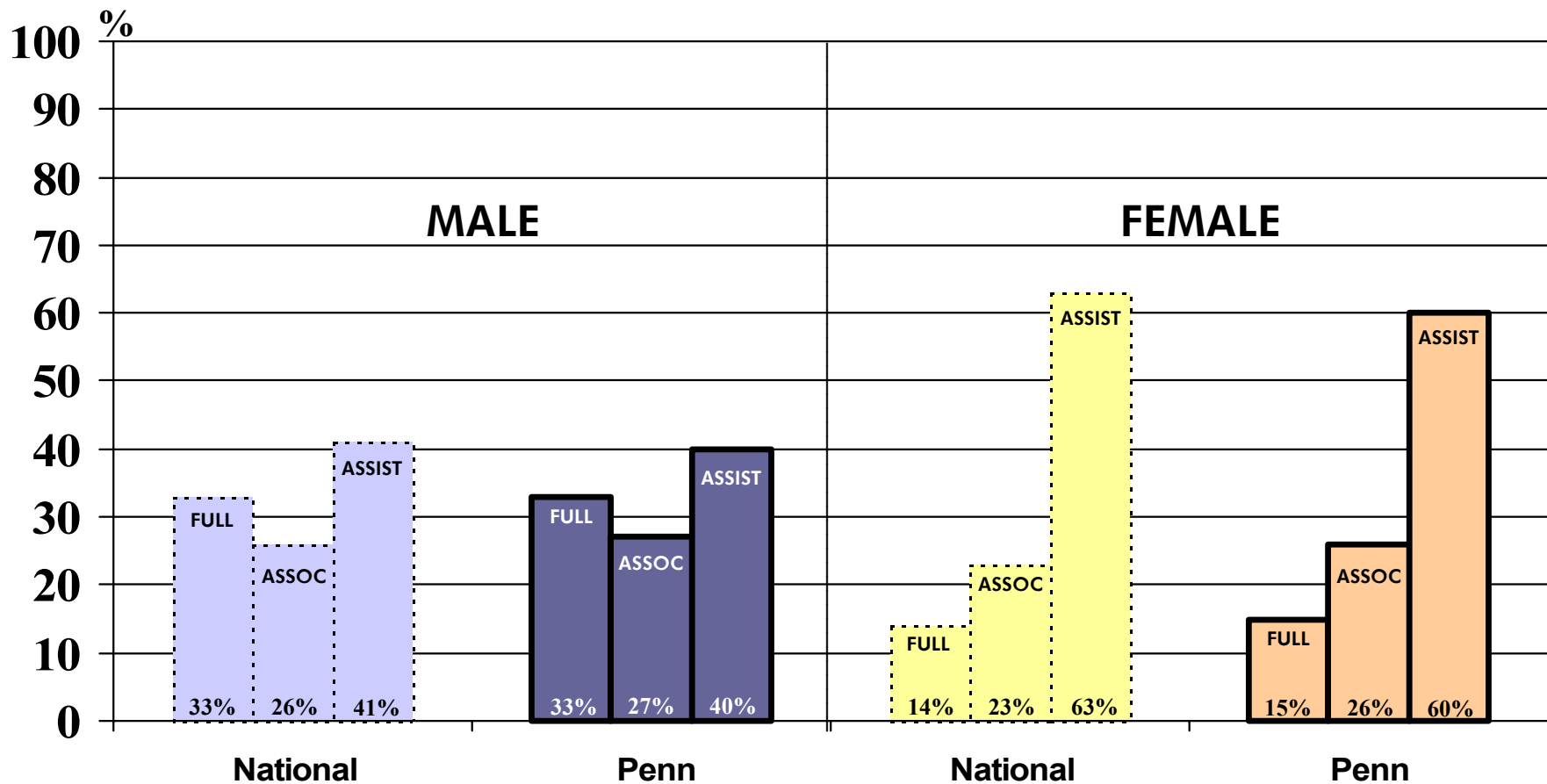


*(Categories: Full Professors, Associate Professors, Assistant Professors, Instructors A and Lecturers A)*

# Distribution of Medical School Faculty by Rank and Gender

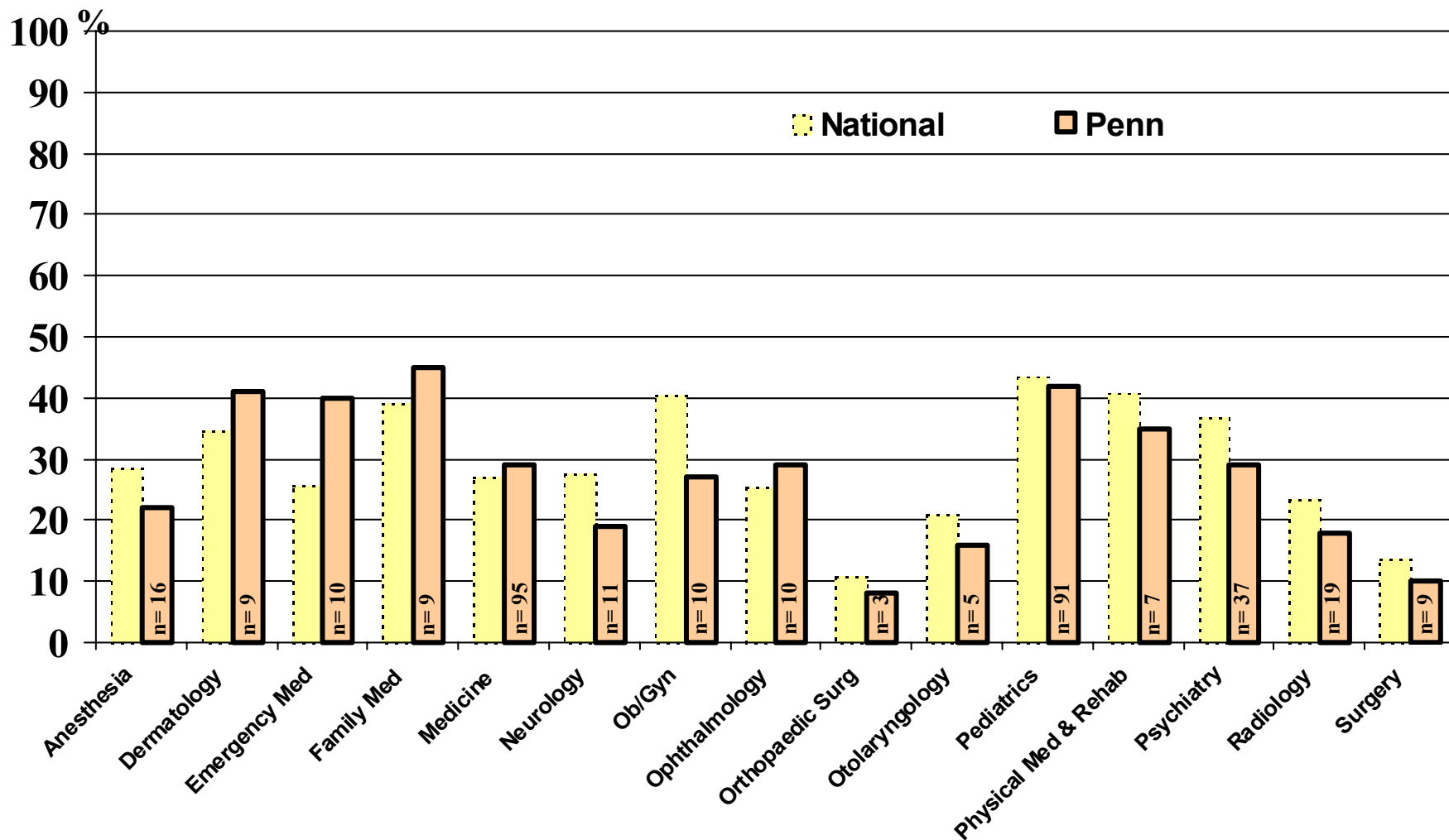
## Penn compared with AAMC National Data, 12/31/03

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



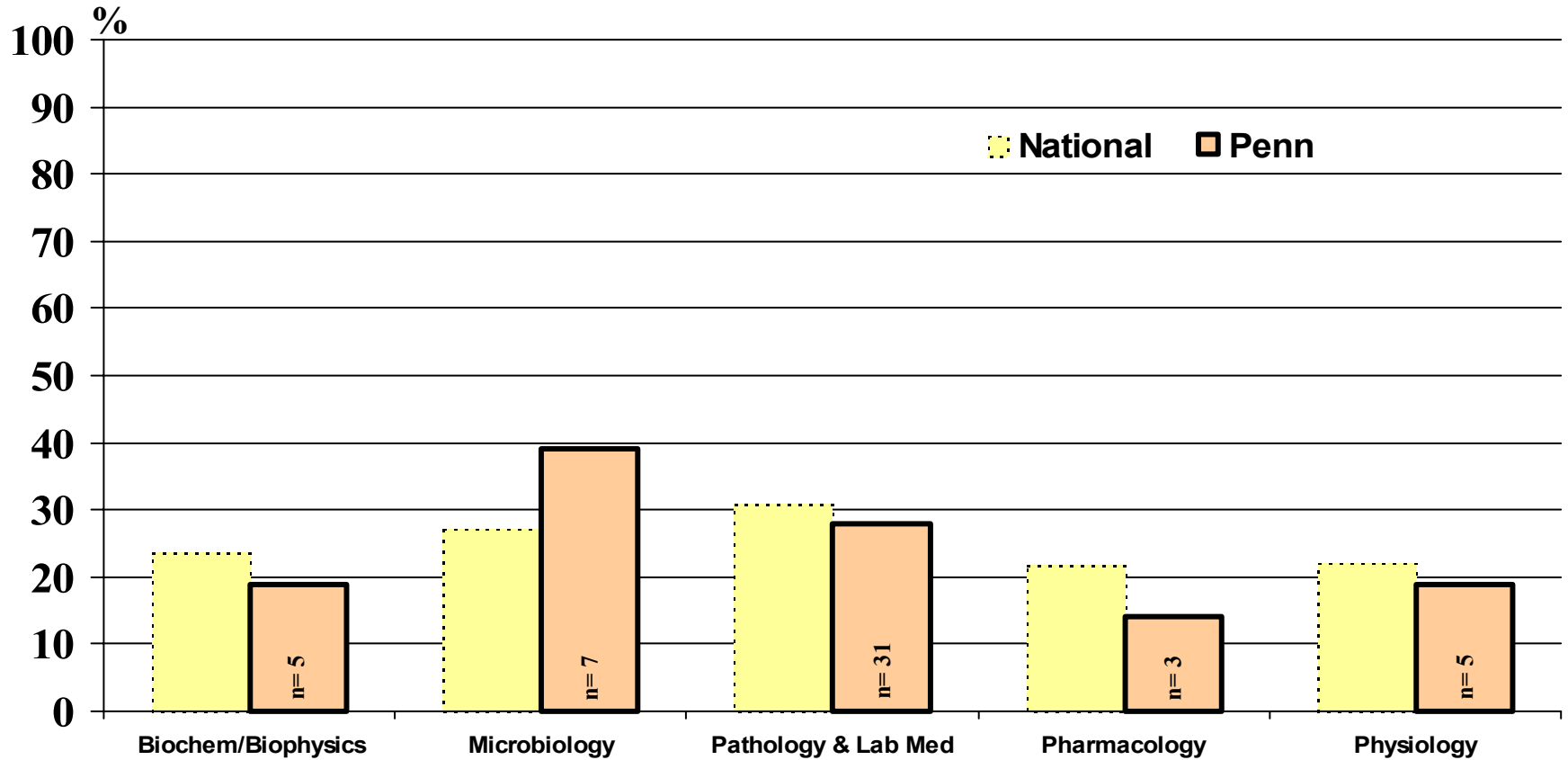
# Percent Women Medical Faculty by Clinical Department Penn versus AAMC National Data, 12/31/03

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



# Percent Women Medical Faculty by Basic Science Department Penn versus AAMC National Data, 12/31/03

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





**Five-Year General Overview**  
**1999 – 2003**

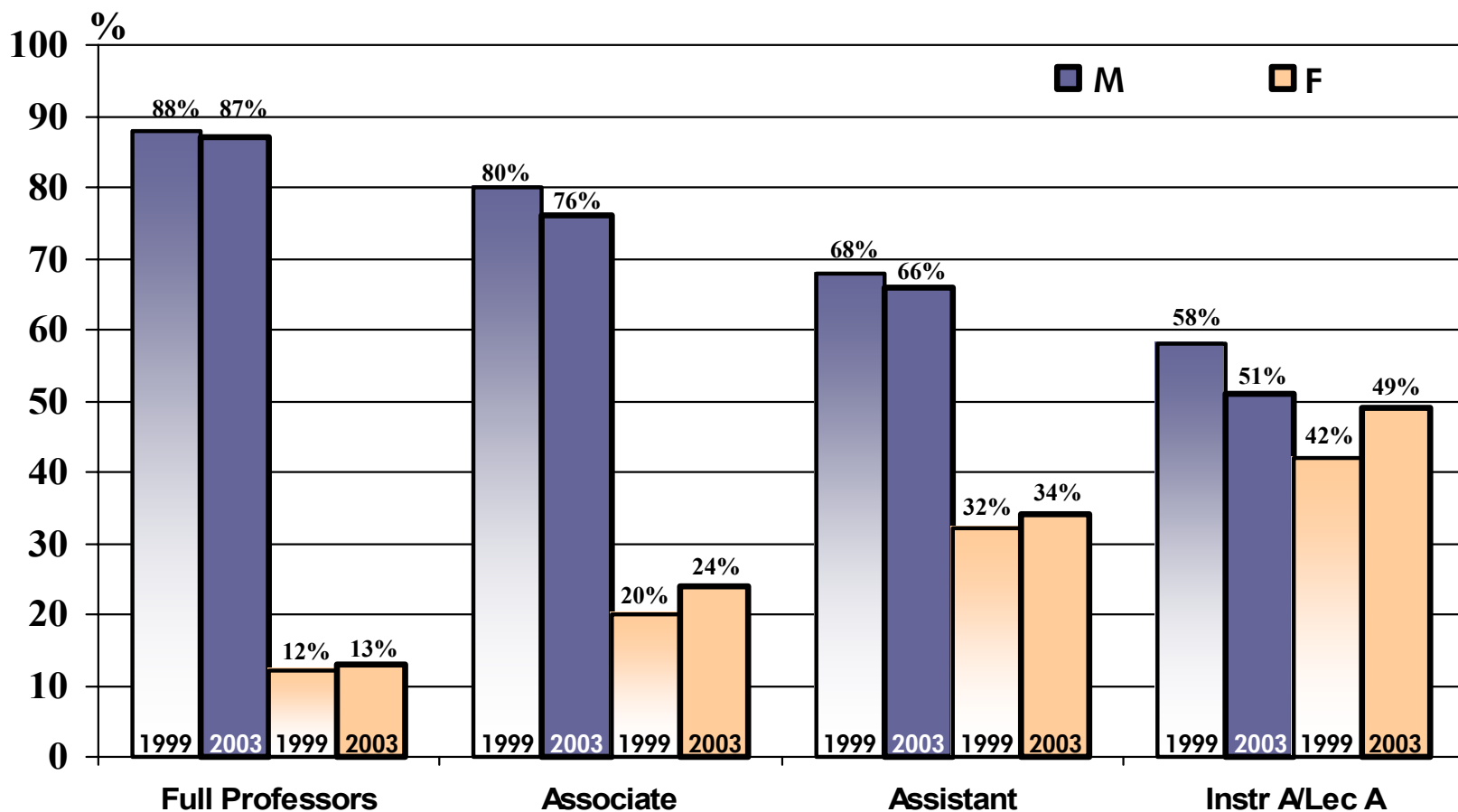
**Annual Benchmark Data**

# Overview: 1999 versus 2003

## Gender Distribution within Ranks

### Penn Medical School Faculty

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



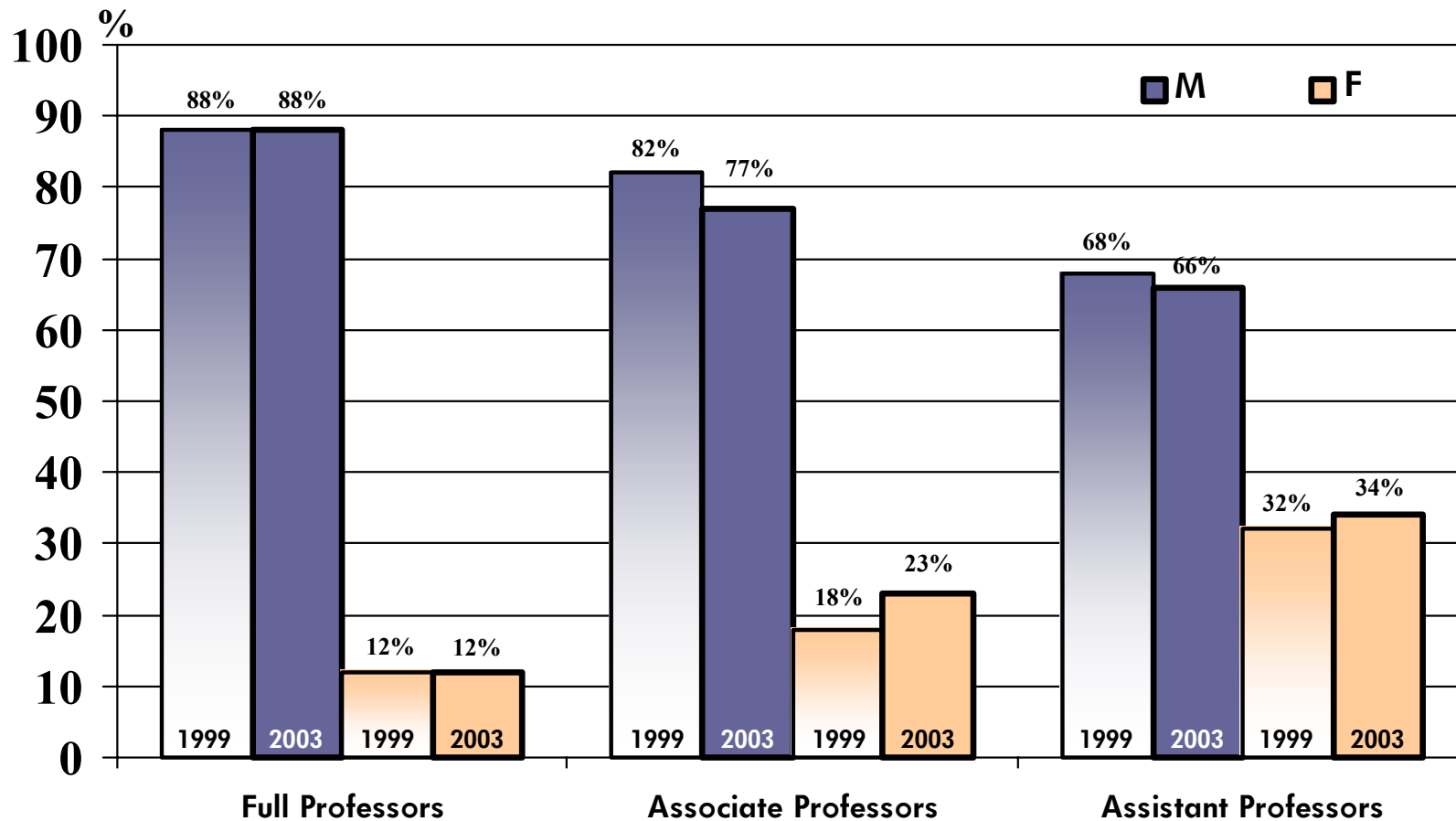
*(Categories: Full Professors, Associate Professors, Assistant Professors, Instructors A and Lecturers A)*

# Overview: 1999 versus 2003

## Gender Distribution within Ranks

### Penn Medical School *Standing\** Faculty

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

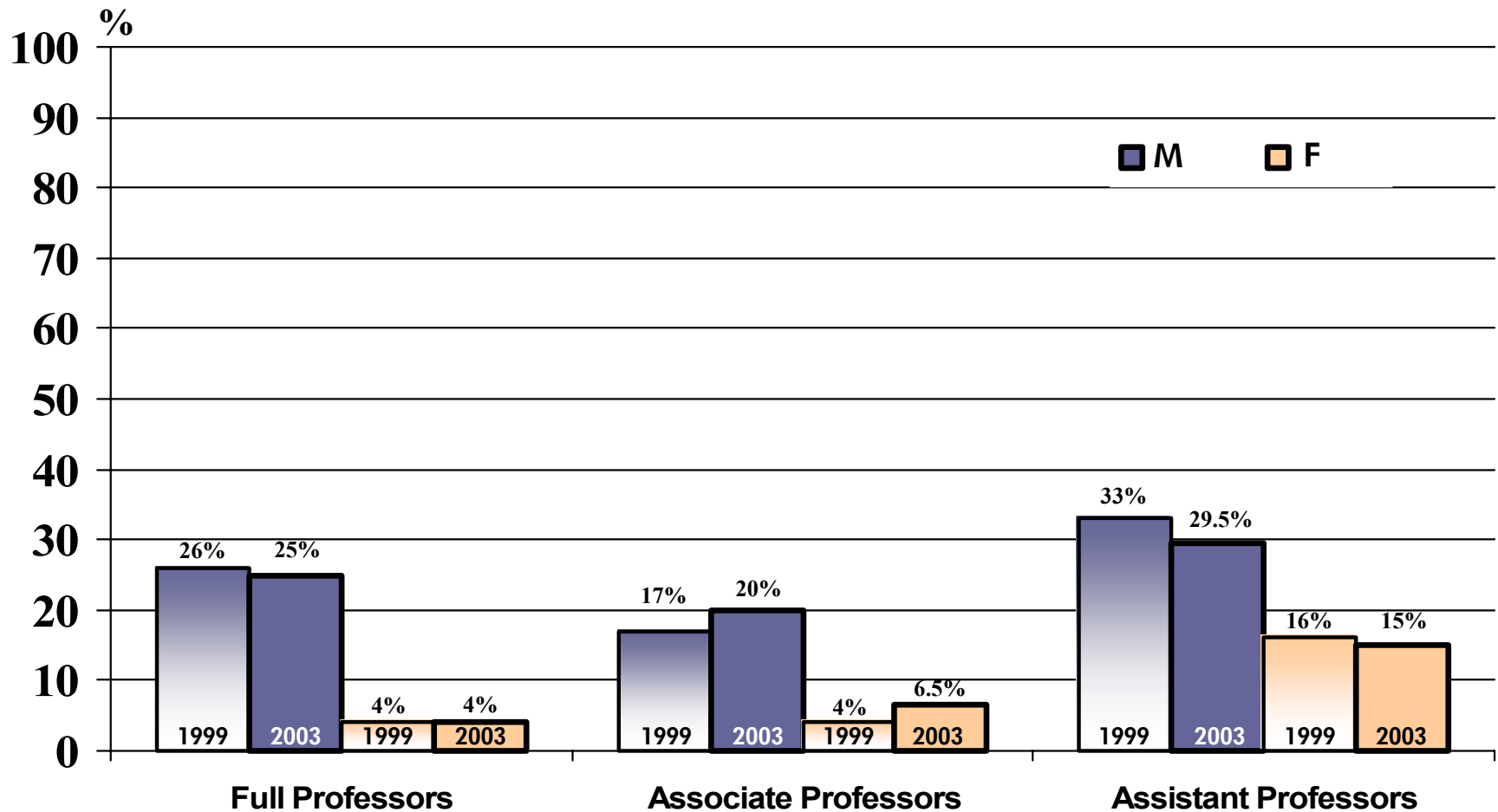


# Overview: 1999 versus 2003

## Gender Breakdown across Ranks

### Penn Medical School Fulltime Faculty

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



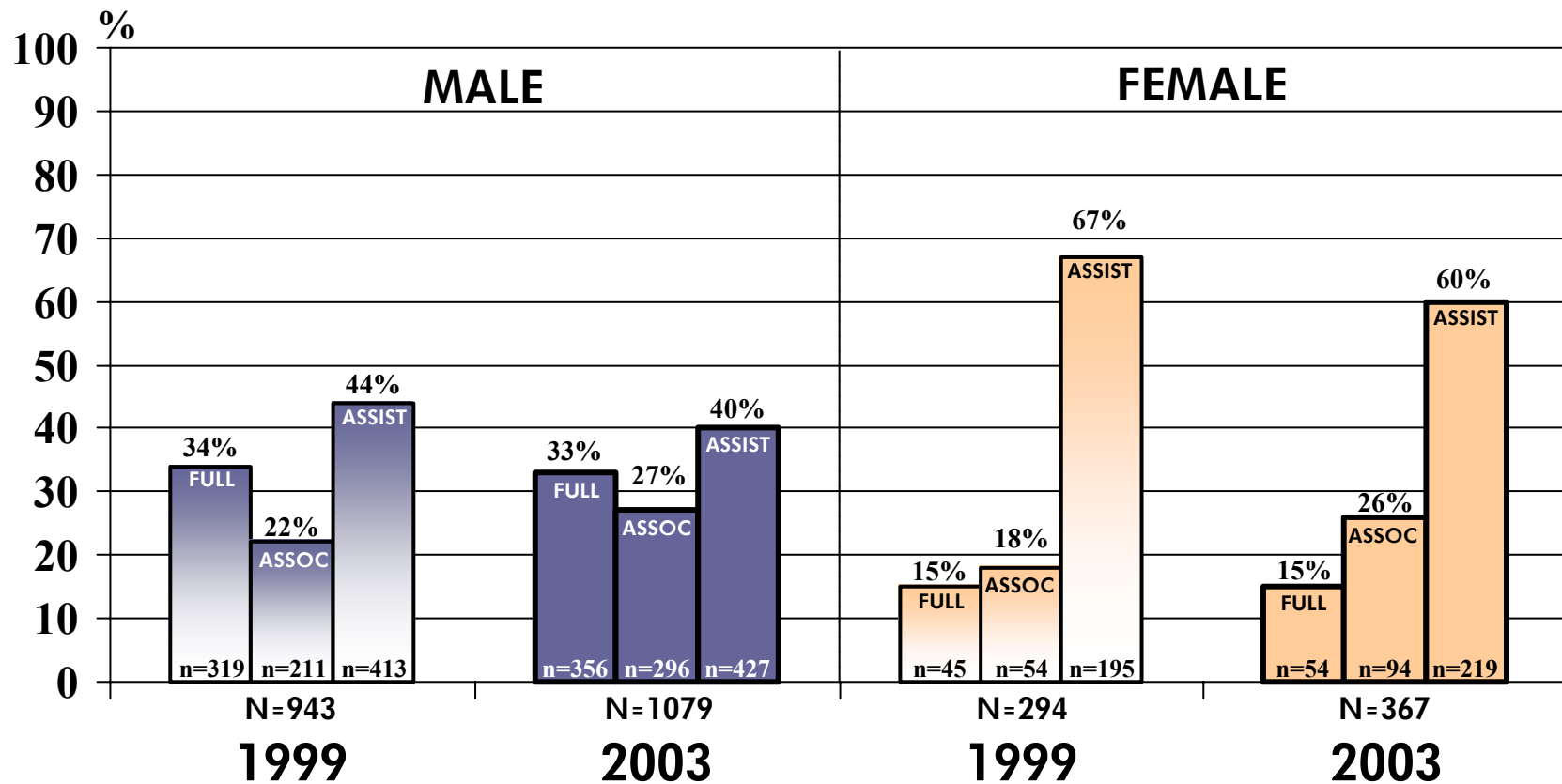
*(Note: Denominator is TOTAL number of fulltime faculty)*

# Overview: 1999 versus 2003

## Distribution of Ranks Separated by Gender

### Penn Medical School Fulltime Faculty

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

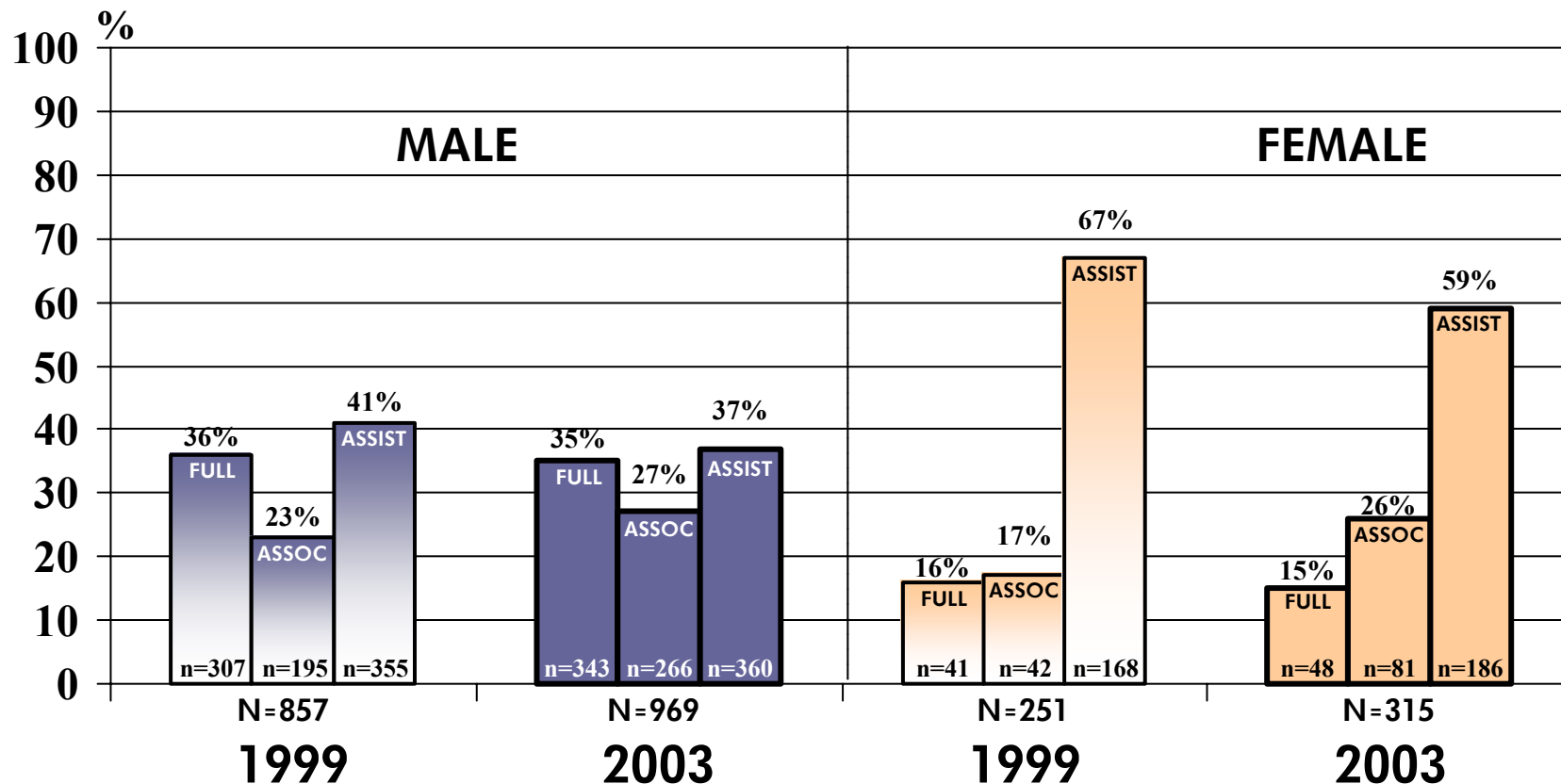


# Overview: 1999 versus 2003

## Distribution of Ranks Separated by Gender

### Penn Medical School *Standing\** Faculty

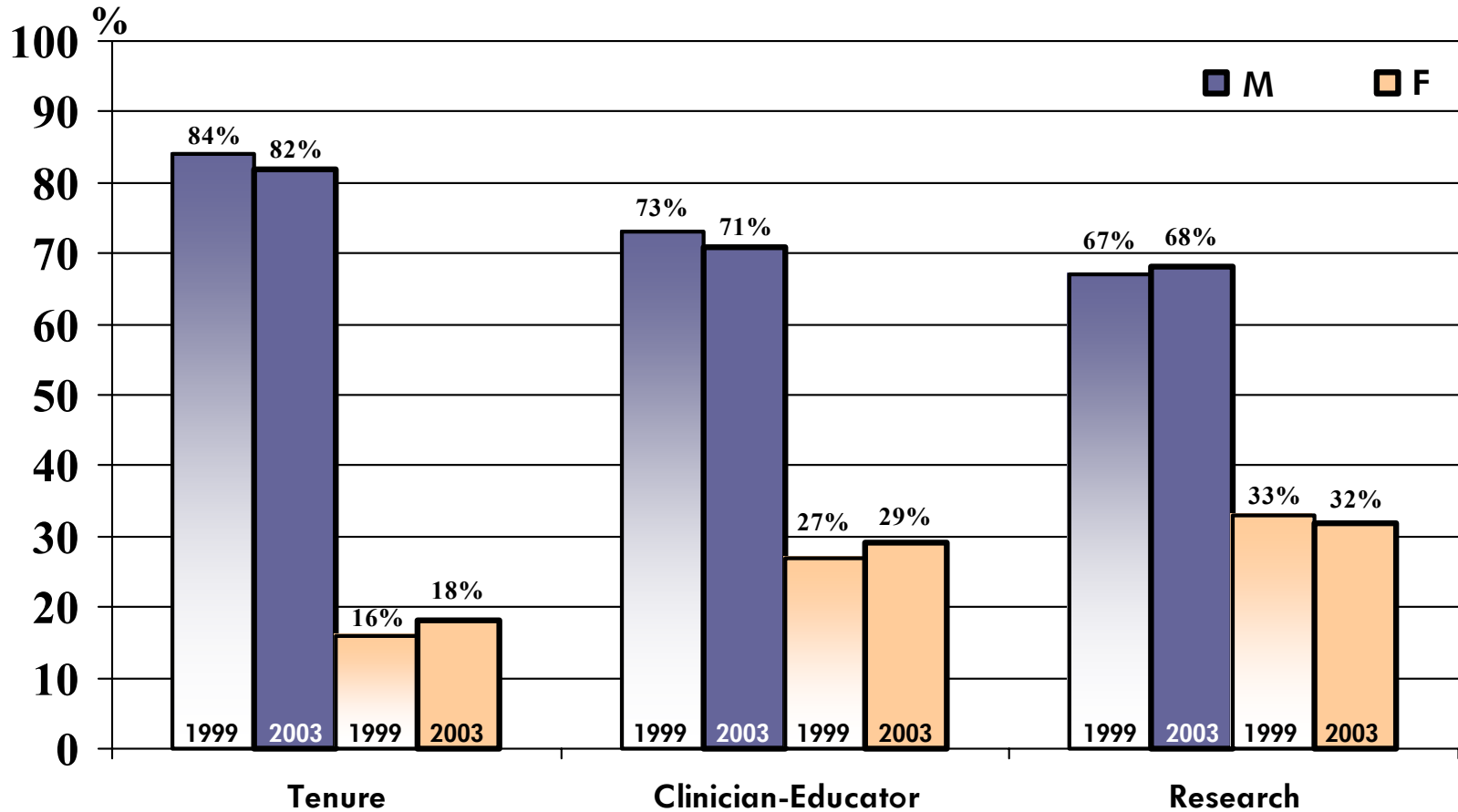
(\*includes only Tenure and Clinician-Educator Tracks; does not include faculty in Research Track)



# Overview: 1999 versus 2003

## Gender Distribution within Tracks

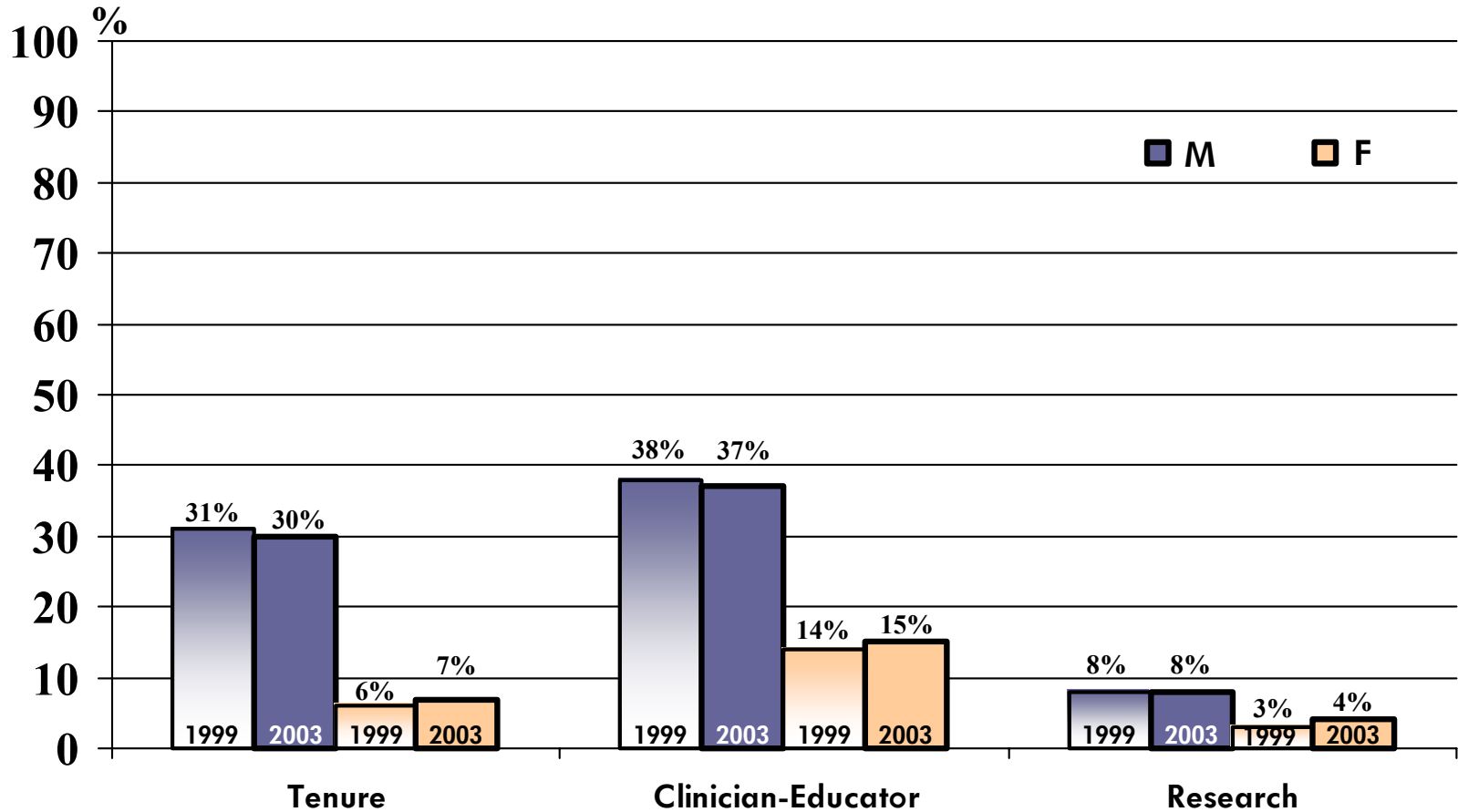
### Penn Medical School Fulltime Faculty



# Overview: 1999 versus 2003

## Gender Breakdown across Tracks

### Penn Medical School Fulltime Faculty



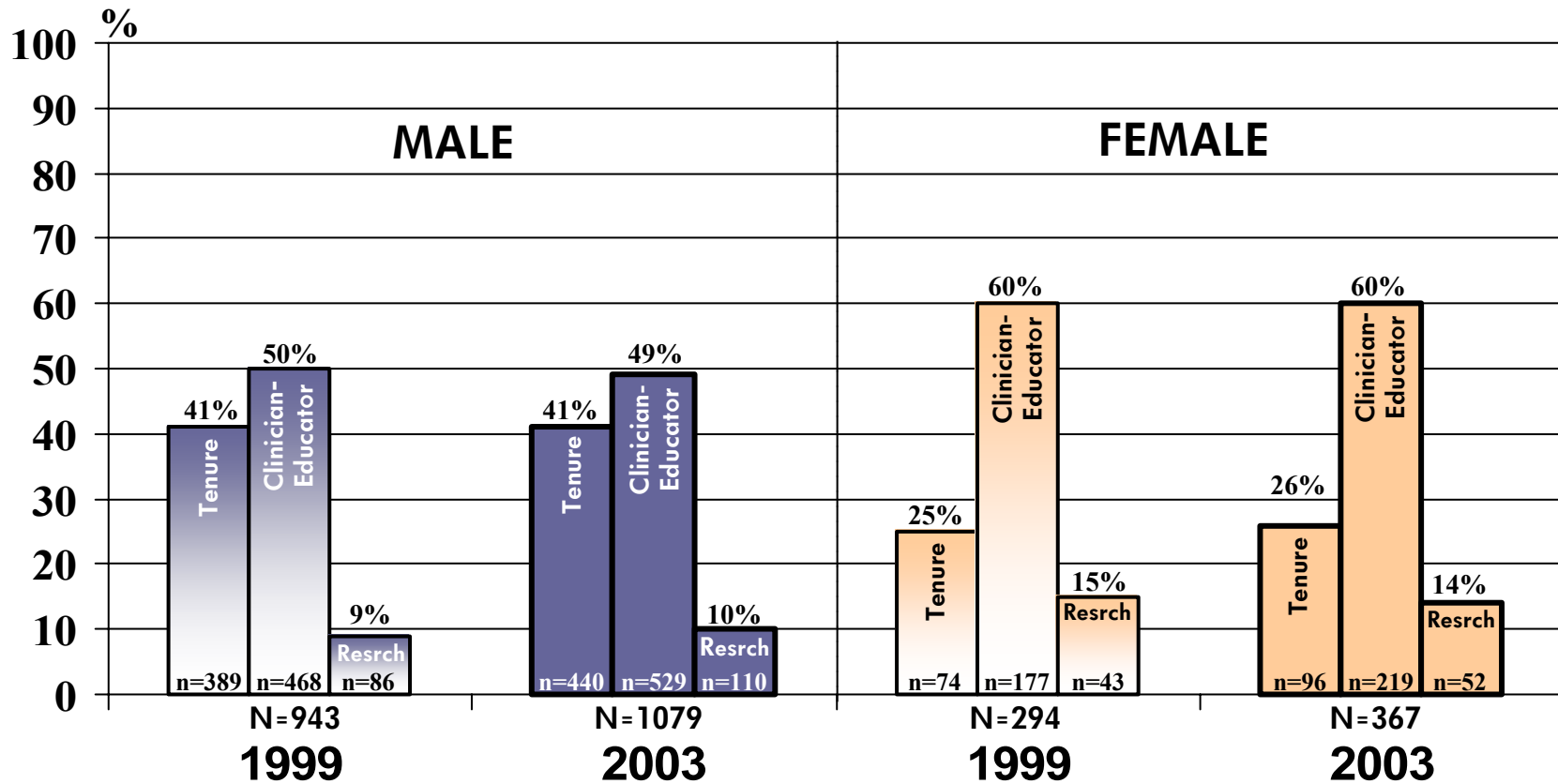
*(Note: Denominator is TOTAL number of fulltime faculty)*



# Overview: 1999 versus 2003

## Distribution of Tracks Separated by Gender

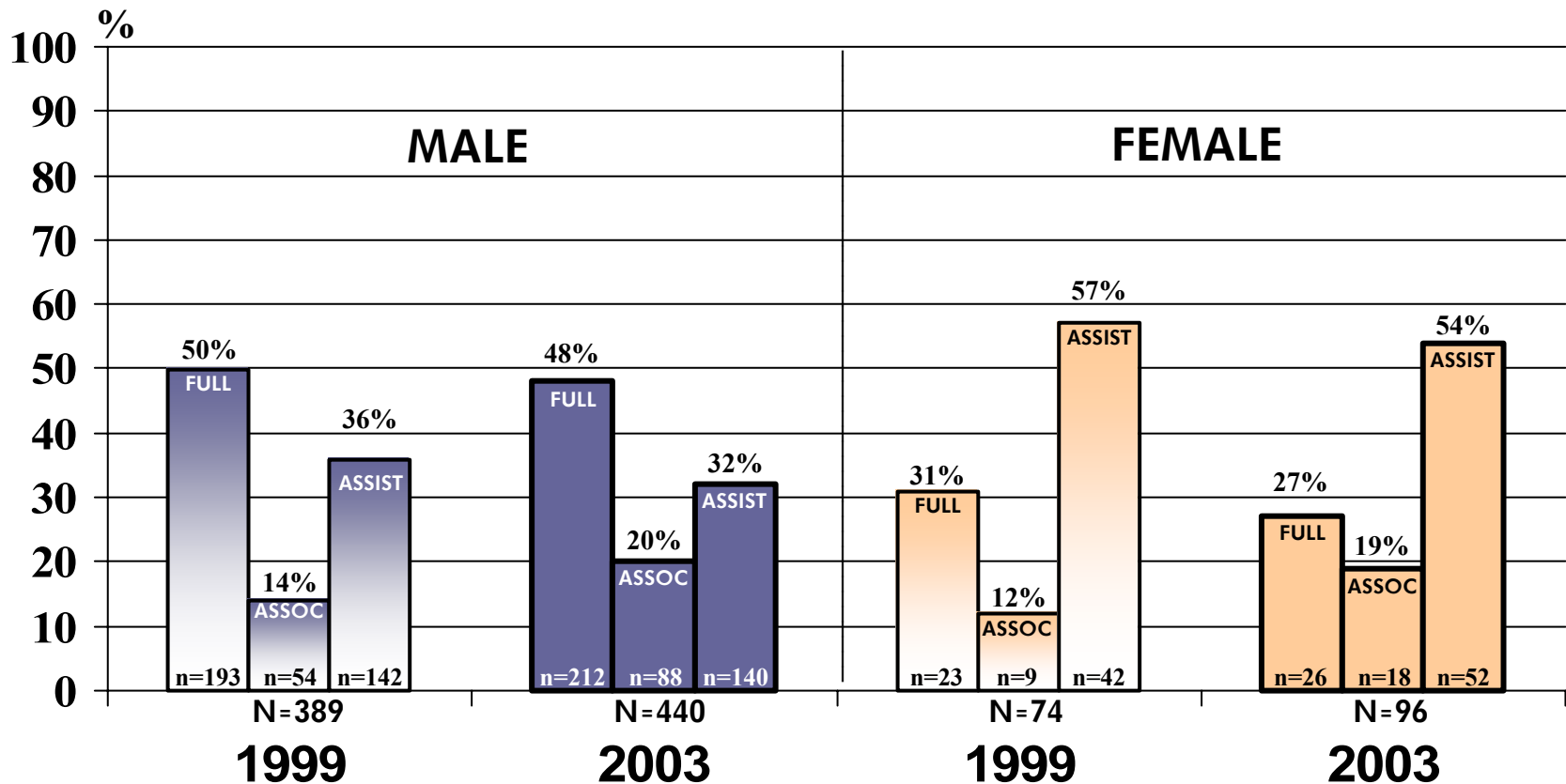
### Penn Medical School Fulltime Faculty



# Overview: 1999 versus 2003

## Rank Distribution of *Tenure* Track, by Gender

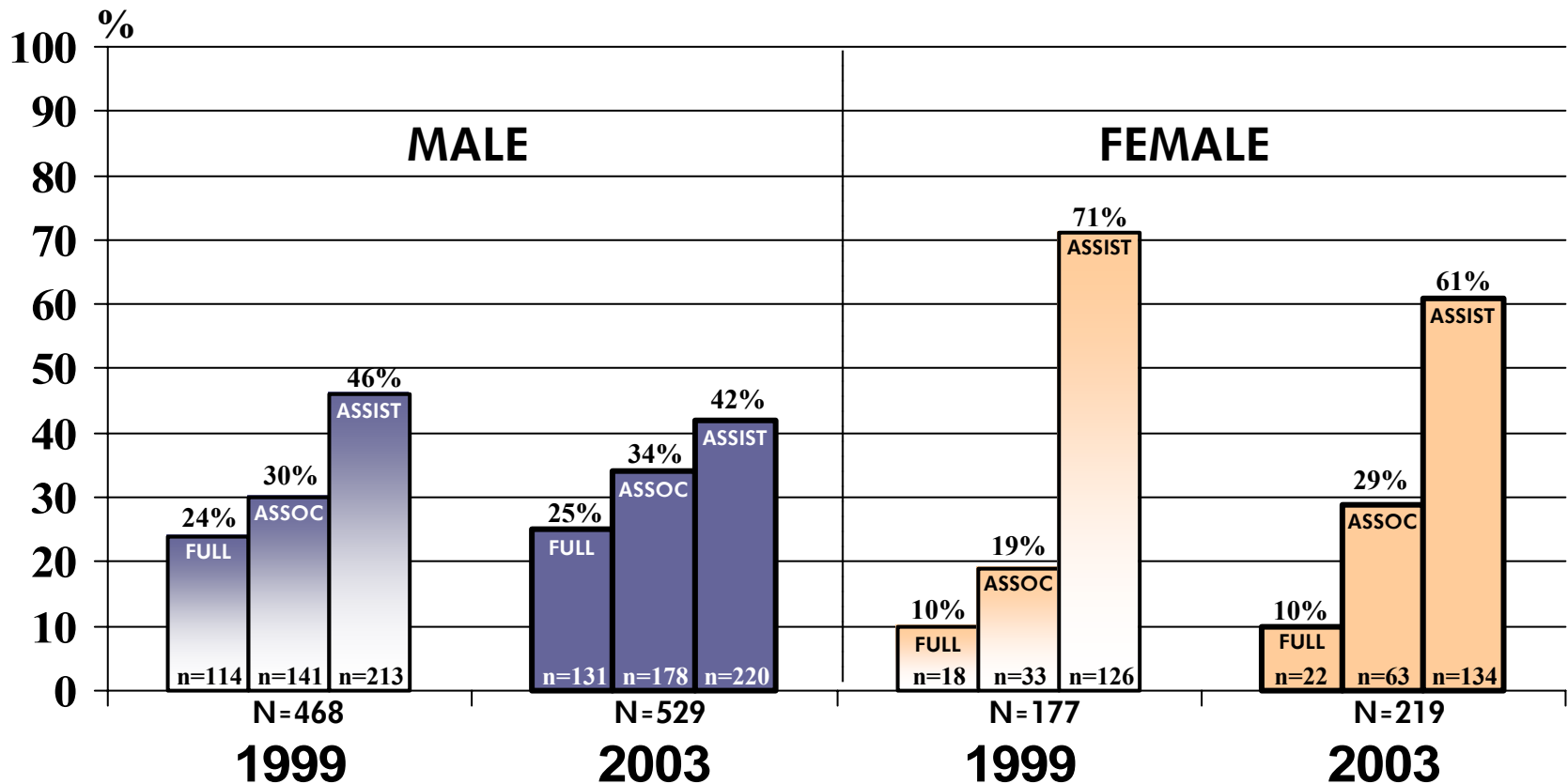
### Penn Medical School Faculty



# Overview: 1999 versus 2003

## Rank Distribution of *Clinician-Educator* Track, by Gender

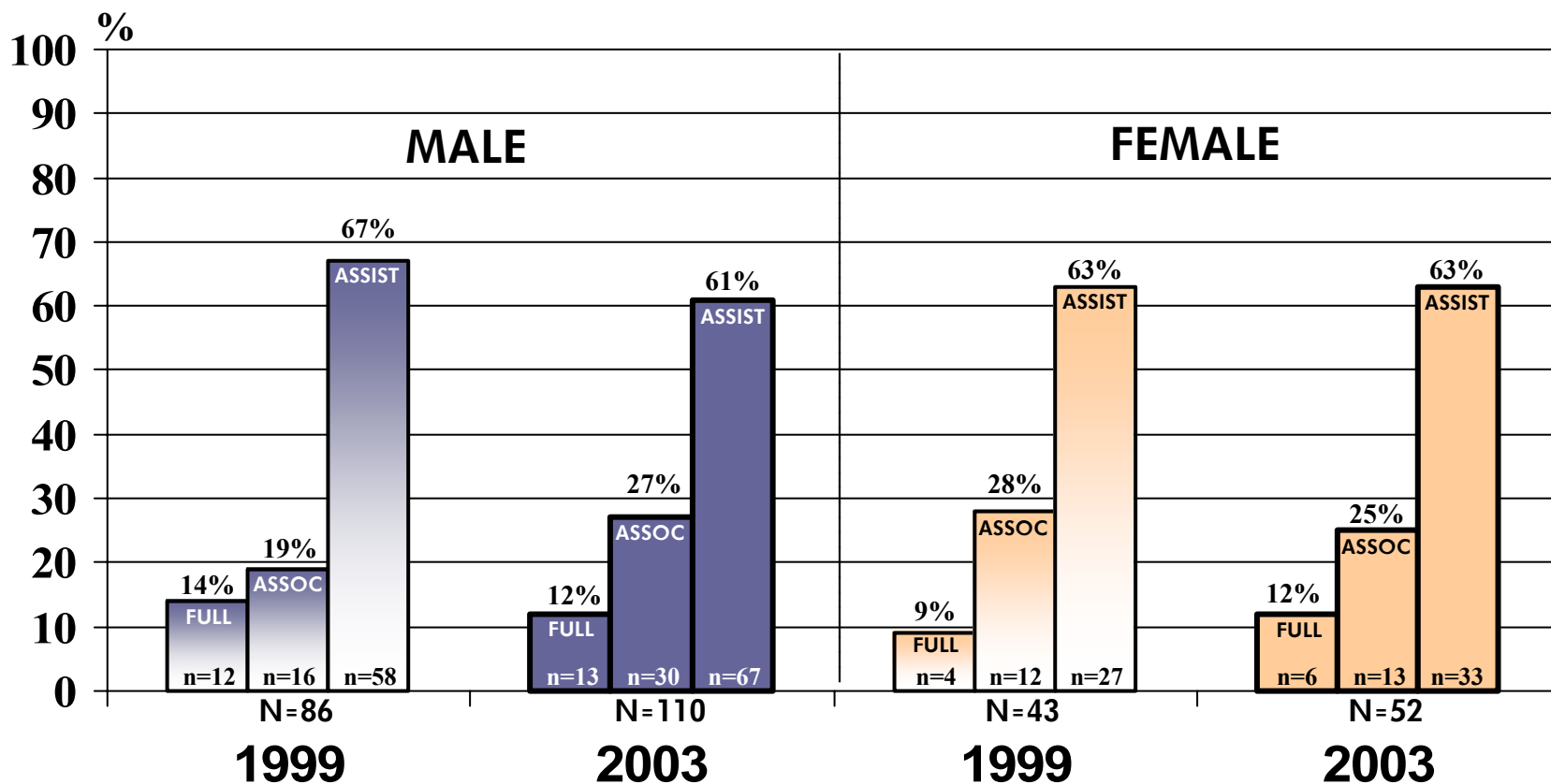
### Penn Medical School Faculty



# Overview: 1999 versus 2003

## Rank Distribution of *Research* Track, by Gender

### Penn Medical School Faculty

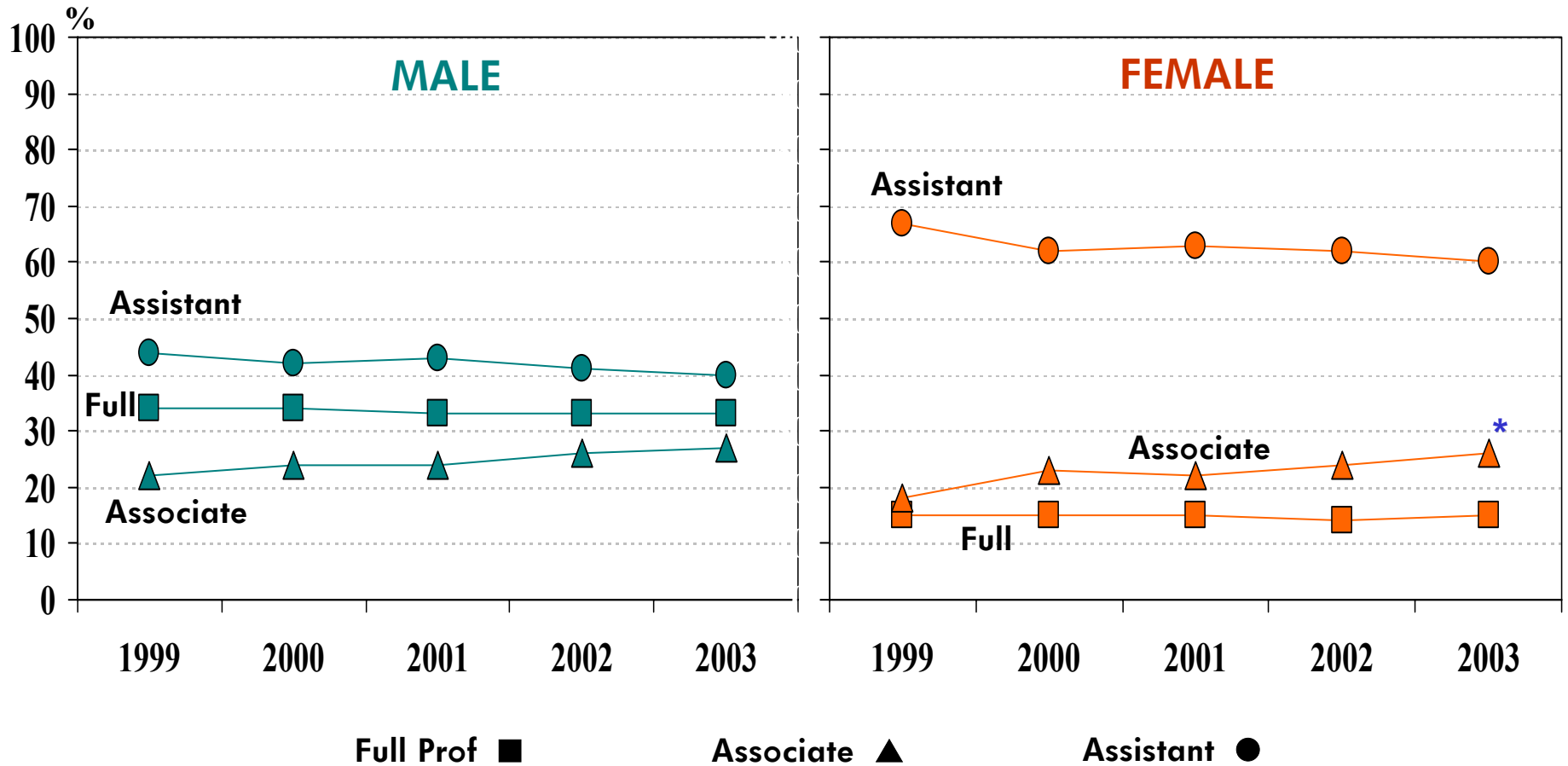


# Overview: 1999 – 2003

## Distribution of Ranks Separated by Gender and by Year

### Penn Medical School Fulltime Faculty

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

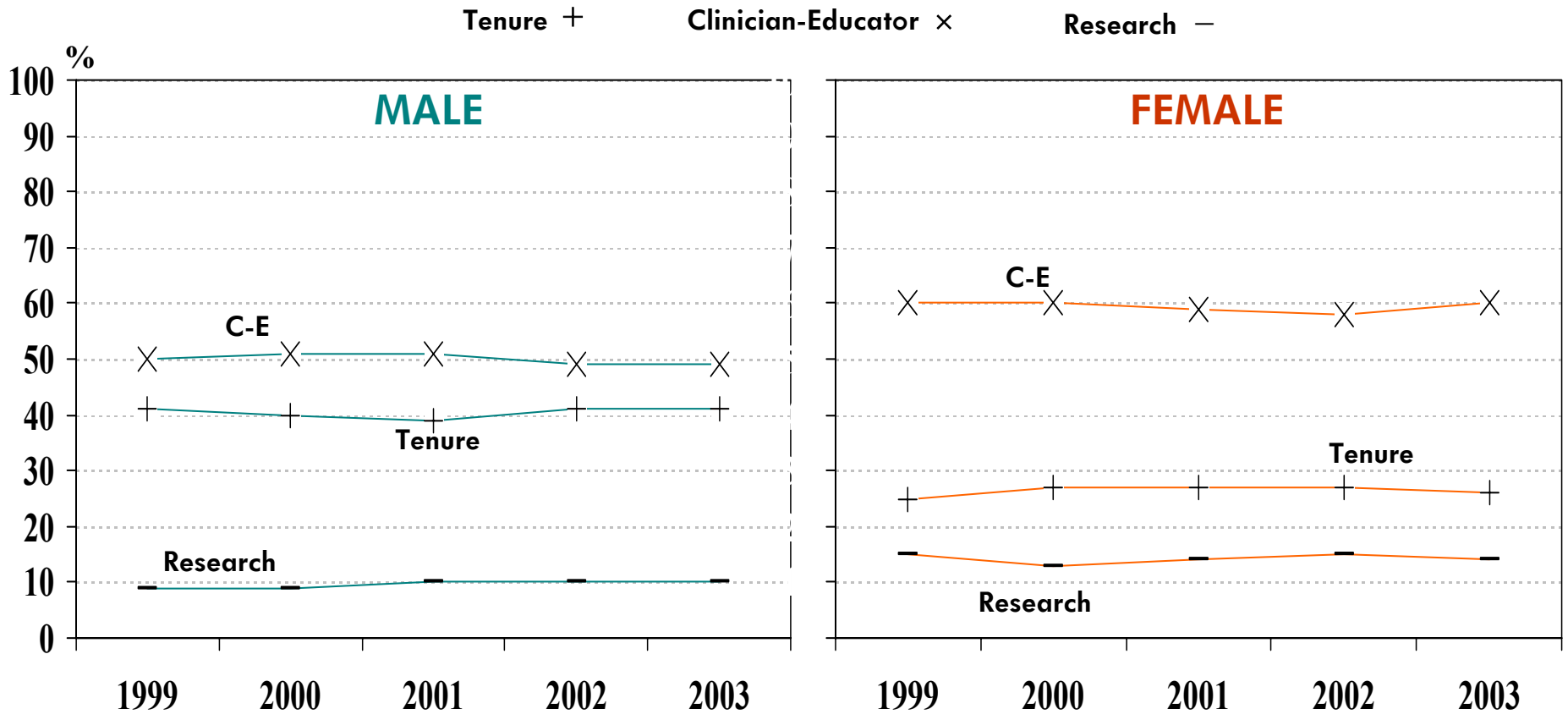


\*significant increase in female Associate Professors from 1999 to 2003 ( $p=0.026$ ).

# Overview: 1999 – 2003

## Distribution of Tracks Separated by Gender and by Year

### Penn Medical School Fulltime Faculty



# Overview of Total Faculty Attrition Rate Penn Medical School Fulltime Faculty 1999-00, 2000-01, Year Ending 12/31/2003

<u>Year</u>	<u>Gender</u>	<u># of Terminations</u>	<u>Total Faculty</u>	<u>Attrition Rate</u>
<b>1999-00</b>				
	Female	34	308	11.0%
	Male	65	970	6.7%
	ALL	99	1278	7.7%
<b>2000-01</b>				
	Female	24	318	7.5%
	Male	50	1002	5.0%
	ALL	74	1320	5.6%
<b>2003</b>				
	Female	23	367	6.3%
	Male	51	1079	4.7%
	ALL	74	1446	5.1%

# Overview of Total Faculty Attrition Rate Penn Medical School Fulltime Faculty 1999-00, 2000-01, Year Ending 12/31/03





# Overview of Faculty Attrition Rate for *Full Professors* by Track

## Penn Medical School Fulltime Faculty: 1999-00, 2000-01, Year Ending 12/31/2003

<u>Track</u>	<u>Year</u>	<u>Gender</u>	<u># of Terms.</u>	<u>Total Fac.</u>	<u>Attrition Rate</u>	
Tenure	1999-00	Female	0	23	0%	
		Male	4	198	2%	
	2000-01	Female	1	26	3.8%	
		Male	1	199	0.5%	
	2003	Female	1	26	3.8%	
		Male	3	212	1.4%	
	C-E	1999-00	Female	0	18	0%
			Male	3	119	2.5%
		2000-01	Female	0	16	0%
Male			5	124	4%	
2003		Female	1	22	4.5%	
		Male	6	131	4.6%	
Research		1999-00	Female	0	4	0%
			Male	0	12	0%
		2000-01	Female	0	6	0%
	Male		0	14	0%	
	2003	Female	0	6	0%	
		Male	1	13	7.7%	

# Overview of Faculty Attrition Rate for *Associate Professors* by Track

## Penn Medical School Fulltime Faculty: 1999-00, 2000-01, Year Ending 12/31/2003

<u>Track</u>	<u>Year</u>	<u>Gender</u>	<u># of Terms.</u>	<u>Total Fac.</u>	<u>Attrition Rate</u>	
Tenure	1999-00	Female	0	8	0%	
		Male	3	59	5.0%	
	2000-01	Female	0	13	0%	
		Male	3	65	4.6%	
	2003	Female	0	18	0%	
		Male	3	88	3.4%	
	C-E	1999-00	Female	1	36	2.7%
			Male	7	141	4.9%
		2000-01	Female	2	46	4.3%
Male			9	157	5.7%	
2003		Female	1	63	1.6%	
		Male	8	178	4.5%	
Research		1999-00	Female	0	13	0%
			Male	0	18	0%
		2000-01	Female	0	14	0%
	Male		0	18	0%	
	2003	Female	1	13	7.7%	
		Male	0	30	0%	

# Overview of Faculty Attrition Rate for *Assistant Professors* by Track

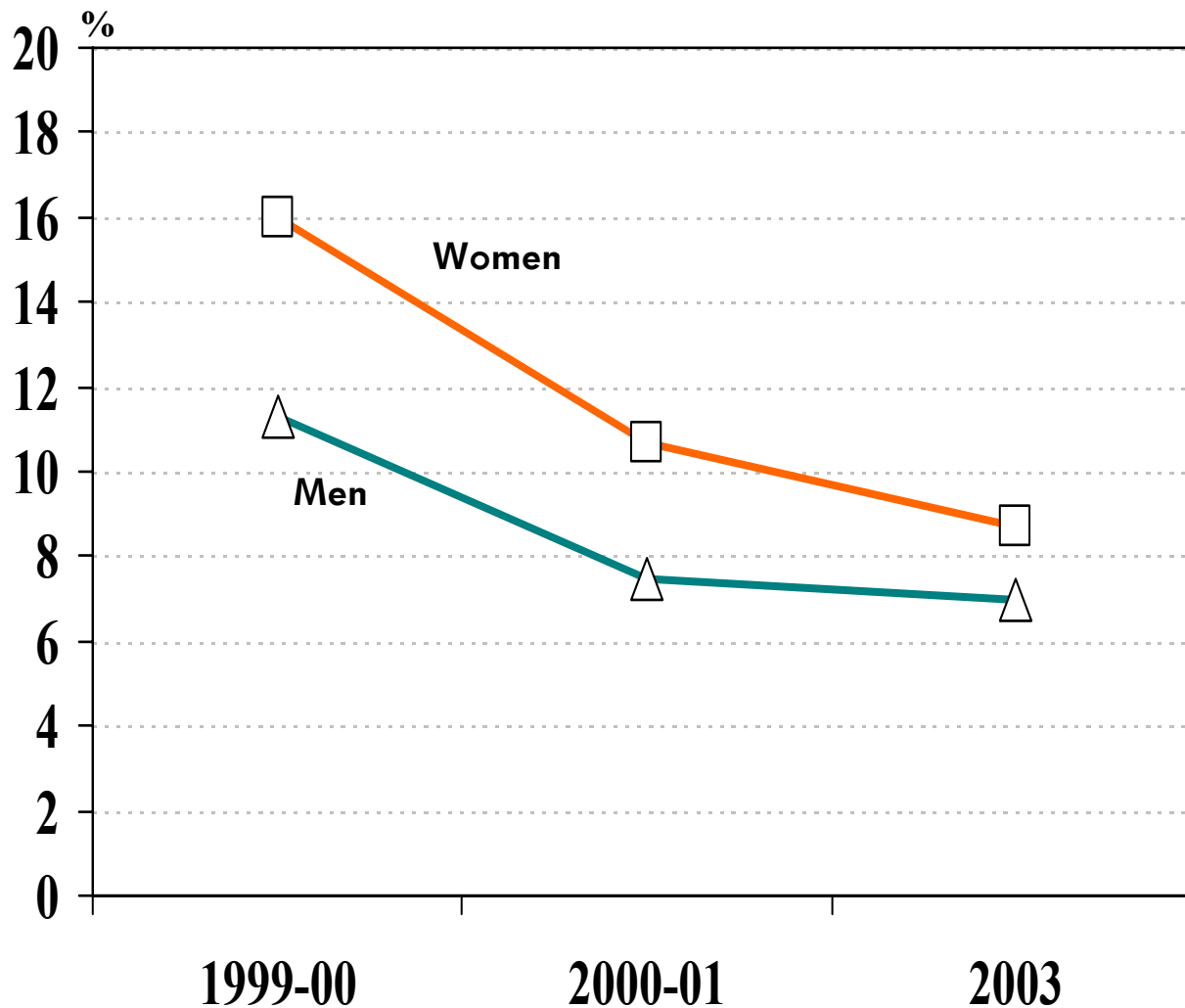
## Penn Medical School Fulltime Faculty: 1999-00, 2000-01, Year Ending 12/31/2003

<u>Track</u>	<u>Year</u>	<u>Gender</u>	<u># of Terms.</u>	<u>Total Fac.</u>	<u>Attrition Rate</u>
Tenure	1999-00	Female	3	41	7.3%
		Male	11	136	8.0%
	2000-01	Female	1	45	2.2%
		Male	7	133	5.2%
	2003	Female	4	52	7.7%
		Male	3	140	2.1%
C-E	1999-00	Female	22	138	15.9%
		Male	26	227	11.4%
	2000-01	Female	18	131	13.7%
		Male	21	234	8.9%
	2003	Female	12	134	8.9%
		Male	18	220	8.2%
Research	1999-00	Female	8	27	29.6%
		Male	11	60	18.3%
	2000-01	Female	2	21	9.5%
		Male	4	58	6.8%
	2003	Female	3	33	9.1%
		Male	9	67	13.4%

# Overview of Faculty Attrition Rate for *Assistant Professors* Penn Medical School Fulltime Faculty 1999-00, 2000-01, Year Ending 12/31/2003

<u>Year</u>	<u>Gender</u>	<u># of Terminations</u>	<u>Total Faculty</u>	<u>Attrition Rate</u>
<b>1999-00</b>				
	Female	33	206	16.0%
	Male	48	423	11.3%
	ALL	81	629	12.9%
<b>2000-01</b>				
	Female	21	197	10.7%
	Male	32	425	7.5%
	ALL	53	622	8.5%
<b>2003</b>				
	Female	19	219	8.7%
	Male	30	427	7.0%
	ALL	49	646	7.6%

# Overview of Faculty Attrition Rate for *Assistant Professors* Penn Medical School Fulltime Faculty 1999-00, 2000-01, Year Ending 12/31/03



# Overview of Faculty Attrition Rate on the *Tenure Track* Penn Medical School Fulltime Faculty 1999-00, 2000-01, Year Ending 12/31/2003

<u>Year</u>	<u>Gender</u>	<u># of Terminations</u>	<u>Total Faculty</u>	<u>Attrition Rate</u>
<b>1999-00</b>				
	Female	3	72	4.2%
	Male	18	393	4.6%
	ALL	21	465	4.5%
<b>2000-01</b>				
	Female	2	84	2.4%
	Male	11	397	2.8%
	ALL	13	481	2.7%
<b>2003</b>				
	Female	5	96	5.2%
	Male	9	440	2.0%
	ALL	14	536	2.6%

# Overview of Faculty Attrition Rate on the *Clinician-Educator Track* Penn Medical School Fulltime Faculty 1999-00, 2000-01, Year Ending 12/31/2003

<u>Year</u>	<u>Gender</u>	<u># of Terminations</u>	<u>Total Faculty</u>	<u>Attrition Rate</u>
<b>1999-00</b>				
	Female	23	192	12.0%
	Male	36	487	7.4%
	ALL	59	679	8.9%
<b>2000-01</b>				
	Female	20	193	10.4%
	Male	35	515	6.8%
	ALL	55	708	7.8%
<b>2003</b>				
	Female	14	219	6.4%
	Male	32	529	6.0%
	ALL	46	748	6.1%

# Overview of Faculty Attrition Rate on the *Research Track* Penn Medical School Fulltime Faculty 1999-00, 2000-01, Year Ending 12/31/2003

<u>Year</u>	<u>Gender</u>	<u># of Terminations</u>	<u>Total Faculty</u>	<u>Attrition Rate</u>
<b>1999-00</b>				
	Female	8	44	18.2%
	Male	11	90	12.2%
	ALL	19	134	14.2%
<b>2000-01</b>				
	Female	2	41	4.9%
	Male	4	90	4.4%
	ALL	6	131	4.6%
<b>2003</b>				
	Female	14	52	7.7%
	Male	10	110	9.1%
	ALL	14	162	8.6%



# Overview 1999 – 2003

## Annual Changes in Faculty *Number* by Rank and Gender

### Penn Medical School Fulltime Faculty

YEAR	Total Fulltime Faculty			Full Professor			Associate Professor			Assistant Professor		
	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F
1999-2000	83	56	27	19	17	2	48	27	21	16	12	4
2000-2001	64	47	17	15	12	3	16	15	1	33	20	13
2001-2002	44	20	24	6	6	0	34	21	13	4	- 7	11
2002-2003	18	13	5	6	2	4	27	22	5	-15	-11	-4

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