



ADVOCACY ■ EDUCATION ■ RESEARCH

2006-07 Benchmark Data: Gender Statistics of Faculty University of Pennsylvania School of Medicine



Dual Mission

- To support the advancement and leadership of women in academic medicine
- To promote research and education in women's health



Who We Are

Executive Director: Stephanie Abbuhl, MD

Director of Clinical Faculty Development: Jo Buyske, MD

Director of Research: Anne Cappola, MD, ScM

Director of Professional Development: Lucy Wolf Tuton, PhD

Director of Operations: Patricia Scott

Administrative Coordinator: Susan Primavera



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 2006-2007 academic year from the 12/31/06 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 2005-2006 annual report, *Women in U.S. Academic Medicine-- Statistics*.

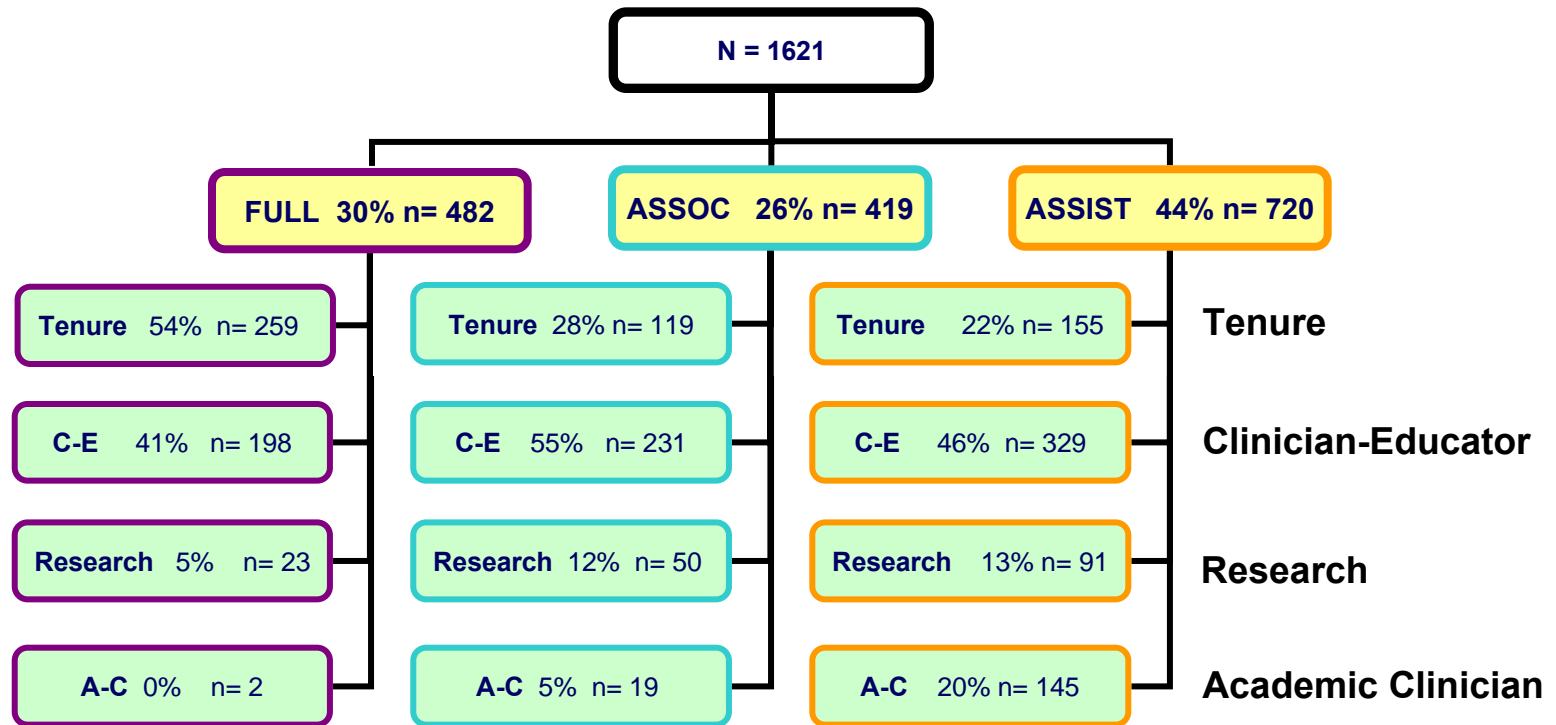
Please note: To view this report online, please visit: www.focusprogram.org/benchmark.html

Compiled by:

Stephanie Abbuhl, MD, Ellen Martinak, and Patricia Scott

Gender Distribution
at
RANK

General Data: Fulltime Faculty Breakdown by Rank, then Track Penn Medical School Fulltime Faculty, 2006-07



Gender Distribution within Fulltime* Faculty & Instructor Ranks, by Department Penn Medical School, 2006-07

(*includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; Instructor rank includes Instructors A and Lecturers A only)

Department	Total Fulltime Faculty					Full Professors				Associate Professors				Assistant Professors				Inst A / Lect A				Total Faculty plus Inst / Lect				
	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		
Anesth & Crit Care	105	83	79%	22	21%	11	85%	2	15%	27	84%	5	16%	45	75%	15	25%	1	100%	0	0%	84	79%	22	21%	106
Biochem & Biophys	25	18	72%	7	28%	14	88%	2	13%	2	4%	3	60%	2	50%	2	50%	0	0%	0	0%	18	72%	7	28%	25
Biostat & Epidem	39	18	46%	21	54%	7	78%	2	22%	4	44%	5	56%	7	33%	14	67%	0	0%	1	100%	18	45%	22	55%	40
Cancer Biology	7	7	100%	0	0%	1	100%	0	0%	3	100%	0	0%	3	100%	0	0%	0	0%	2	100%	7	78%	2	22%	9
Cell & Devel Biology	14	9	64%	5	36%	2	40%	3	60%	6	75%	2	25%	1	100%	0	0%	0	0%	0	0%	9	64%	5	36%	14
Dermatology	28	16	57%	12	43%	6	86%	1	14%	4	44%	5	56%	6	50%	6	50%	0	0%	0	0%	16	57%	12	43%	28
Emergency Medicine	39	25	64%	14	36%	6	100%	0	0%	6	43%	8	57%	13	68%	6	32%	3	75%	1	25%	28	65%	15	35%	43
Fam Prac/Com Med	17	10	59%	7	41%	0	0%	1	100%	1	100%	0	0%	9	60%	6	40%	2	100%	0	0%	12	63%	7	37%	19
Genetics	15	10	67%	5	33%	7	88%	1	13%	2	40%	3	60%	1	50%	1	50%	2	67%	1	33%	12	67%	6	33%	18
Medical Ethics	3	2	67%	1	33%	1	100%	0	0%	1	50%	1	50%	0	0%	0	0%	0	0%	1	100%	2	50%	2	50%	4
Medicine	316	227	72%	89	28%	79	92%	7	8%	61	77%	18	23%	87	58%	64	42%	25	81%	6	19%	252	73%	95	27%	347
Microbiology	19	13	68%	6	32%	8	67%	4	33%	2	100%	0	0%	3	60%	2	40%	0	0%	0	0%	13	68%	6	32%	19
Neurology	59	46	78%	13	22%	17	94%	1	6%	13	72%	5	28%	16	70%	7	30%	3	100%	0	0%	49	79%	13	21%	62
Neuroscience	23	17	74%	6	26%	10	77%	3	23%	3	75%	1	25%	4	67%	2	33%	1	100%	0	0%	18	75%	6	25%	24
Neurosurgery	15	14	93%	1	7%	5	100%	0	0%	5	100%	0	0%	4	80%	1	20%	1	100%	0	0%	15	94%	1	6%	16
Obstetrics & Gyn	41	23	56%	18	44%	8	80%	2	20%	6	86%	1	14%	9	38%	15	63%	0	0%	1	100%	23	55%	19	45%	42
Ophthalmology	35	27	77%	8	23%	10	24%	2	17%	7	88%	1	12%	10	67%	5	33%	1	20%	4	80%	28	70%	12	30%	40
Orthopaedic Surgery	37	34	92%	3	8%	8	89%	1	11%	9	82%	2	18%	17	100%	0	0%	0	0%	0	0%	34	92%	3	8%	37
Otorhinolaryngology	31	25	81%	6	19%	8	100%	0	0%	6	75%	2	25%	11	73%	4	27%	2	67%	1	33%	27	79%	7	21%	34
Path & Lab Medicine	112	80	71%	32	29%	35	88%	5	13%	20	71%	8	29%	25	57%	19	43%	0	0%	1	100%	80	71%	33	29%	113
Pediatrics	226	124	55%	102	45%	39	62%	24	38%	39	60%	26	40%	46	47%	52	53%	13	38%	21	62%	137	53%	123	47%	260
Pharmacology	30	23	77%	7	23%	8	100%	0	0%	9	82%	2	18%	6	55%	5	45%	0	0%	0	0%	23	77%	7	23%	30
Phys Med & Rehab	7	4	57%	3	43%	1	50%	1	50%	3	100%	0	0%	0	0%	2	100%	3	100%	0	0%	7	70%	3	30%	10
Physiology	27	21	78%	6	22%	12	86%	2	14%	6	86%	1	14%	3	50%	3	50%	0	0%	0	0%	21	78%	6	22%	27
Psychiatry	107	79	73%	28	26%	24	83%	5	17%	20	91%	2	9%	35	63%	21	38%	1	100%	0	0%	80	74%	28	26%	108
Radiation Oncology	26	20	77%	6	23%	9	82%	2	18%	4	100%	0	0%	7	64%	4	36%	1	50%	1	50%	21	75%	7	25%	28
Radiology	113	89	79%	24	21%	33	85%	6	15%	18	82%	4	18%	38	73%	14	27%	1	50%	1	50%	90	78%	25	22%	115
Surgery	105	91	87%	14	13%	36	100%	0	0%	23	85%	4	15%	32	76%	10	24%	0	0%	0	0%	91	87%	14	13%	105
TOTAL	1621	1155	71%	466	29%	405	84%	77	16%	310	74%	109	26%	440	61%	280	39%	60	59%	42	41%	1215	71%	508	29%	1723

Gender Distribution within *Standing** Faculty Ranks, by Department

Penn Medical School, 2006-07

(*includes only Tenure and Clinician-Educator Tracks)

Department	Total Standing Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	73	60	82%	13	18%	11	92%	1	8%	21	84%	4	16%	28	78%	8	22%
Biochem & Biophysics	20	16	80%	4	20%	14	88%	2	13%	1	33%	2	67%	1	100%	0	0%
Biostat & Epidem	37	18	49%	19	51%	7	78%	2	22%	4	50%	4	50%	7	35%	13	65%
Cancer Biology	6	6	100%	0	0%	1	100%	0	0%	3	100%	0	0%	2	100%	0	0%
Cell & Devel Biology	14	9	64%	5	36%	2	40%	3	60%	6	75%	2	25%	1	100%	0	0%
Dermatology	24	12	50%	12	50%	5	83%	1	17%	2	29%	5	71%	5	45%	6	55%
Emergency Medicine	30	19	63%	11	37%	6	100%	0	0%	6	46%	7	54%	7	64%	4	36%
Fam Prac & Com Med	11	6	55%	5	45%	0	0%	1	100%	1	100%	0	0%	5	56%	4	44%
Genetics	14	9	64%	5	36%	6	86%	1	14%	2	40%	3	60%	1	50%	1	50%
Medical Ethics	3	2	67%	1	33%	1	100%	0	0%	1	50%	1	50%	0	0%	0	0%
Medicine	247	197	80%	50	20%	79	92%	7	8%	60	82%	13	18%	58	66%	30	34%
Microbiology	19	13	68%	6	32%	8	67%	4	33%	2	100%	0	0%	3	60%	2	40%
Neurology	55	43	78%	12	22%	16	94%	1	6%	13	76%	4	24%	14	67%	7	33%
Neuroscience	18	15	83%	3	17%	10	83%	2	17%	1	100%	0	0%	4	80%	1	20%
Neurosurgery	13	13	100%	0	0%	4	100%	0	0%	5	100%	0	0%	4	100%	0	0%
Obstetr/Gynecology	22	12	55%	10	45%	7	88%	1	13%	4	80%	1	20%	1	11%	8	89%
Ophthalmology	23	20	87%	3	13%	10	83%	2	17%	4	100%	0	0%	6	86%	1	14%
Orthopaedic Surgery	36	34	94%	2	6%	8	89%	1	11%	9	90%	1	10%	17	100%	0	0%
Otorhinolaryngology	28	23	82%	5	18%	8	100%	0	0%	6	75%	2	25%	9	75%	3	25%
Path & Lab Medicine	93	69	74%	24	26%	35	88%	5	13%	15	71%	6	29%	19	59%	13	41%
Pediatrics	182	104	57%	78	43%	31	61%	20	39%	32	60%	21	40%	41	53%	37	47%
Pharmacology	19	17	89%	2	11%	8	100%	0	0%	7	78%	2	22%	2	100%	0	0%
Phys Med & Rehab	6	4	67%	2	33%	1	50%	1	50%	3	100%	0	0%	0	0%	1	100%
Physiology	21	18	86%	3	14%	12	86%	2	14%	4	100%	0	0%	2	67%	1	33%
Psychiatry	80	63	79%	17	21%	23	85%	4	15%	16	94%	1	65%	24	67%	12	33%
Radiation Oncology	25	20	80%	5	20%	9	82%	2	18%	4	100%	0	0%	7	70%	3	3%
Radiology	83	66	80%	17	20%	30	83%	6	17%	13	81%	3	19%	23	74%	8	26%
Surgery	89	79	89%	10	11%	36	36%	0	0%	21	91%	2	9%	22	73%	8	27%
TOTAL	1291	967	75%	324	25%	388	85%	69	15%	266	76%	84	24%	313	65%	171	35%

Gender Distribution within *Tenure Track* Faculty Ranks, by Department Penn Medical School, 2006-07

Department	Total Tenure Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	10	9	90%	1	10%	3	100%	0	0%	3	100%	0	0%	3	75%	1	25%
Biochem & Biophysics	20	16	80%	4	20%	14	87%	2	13%	1	33%	2	67%	1	100%	0	0%
Biostat & Epidem	15	11	73%	4	27%	6	86%	1	14%	2	100%	0	0%	3	50%	3	50%
Cancer Biology	6	6	100%	0	0%	1	100%	0	0%	3	100%	0	0%	2	100%	0	0%
Cell & Devel Biology	14	9	64%	5	36%	2	40%	3	60%	6	75%	2	25%	1	100%	0	0%
Dermatology	9	7	78%	2	22%	2	100%	0	0%	2	67%	1	33%	3	75%	1	25%
Emergency Medicine	7	5	71%	2	29%	3	100%	0	0%	1	100%	0	0%	1	33%	2	67%
Fam Prac & Com Med	5	2	40%	3	60%	0	0%	1	100%	1	100%	0	0%	1	33%	2	67%
Genetics	13	9	69%	4	31%	6	86%	1	14%	2	50%	2	50%	1	50%	1	50%
Medical Ethics	3	2	67%	1	33%	1	100%	0	0%	1	50%	1	50%	0	0%	0	0%
Medicine	108	91	84%	17	16%	43	96%	2	44%	22	92%	2	8%	26	67%	13	33%
Microbiology	19	13	68%	6	32%	8	67%	4	33%	2	100%	0	0%	3	60%	2	40%
Neurology	20	19	95%	1	5%	8	100%	0	0%	7	100%	0	0%	4	80%	1	20%
Neuroscience	18	15	83%	3	17%	10	83%	2	17%	1	100%	0	0%	4	80%	1	20%
Neurosurgery	5	5	100%	0	0%	2	100%	0	0%	2	100%	0	0%	1	100%	0	0%
Obstetr/Gynecology	8	5	63%	3	37%	3	7%	1	25%	2	100%	0	0%	0	0%	2	100%
Ophthalmology	11	10	91%	1	9%	5	83%	1	17%	1	100%	0	0%	4	100%	0	0%
Orthopaedic Surgery	8	7	88%	1	12%	4	100%	0	0%	1	50%	1	50%	2	100%	0	0%
Otorhinolaryngology	7	6	86%	1	14%	4	100%	0	0%	0	0%	0	0%	2	67%	1	33%
Path & Lab Medicine	46	38	83%	8	17%	22	88%	3	12%	7	87%	1	13%	9	69%	4	31%
Pediatrics	50	33	66%	17	34%	11	73%	4	27%	7	50%	7	50%	15	71%	6	29%
Pharmacology	19	17	89%	2	11%	8	100%	0	0%	7	78%	2	22%	2	100%	0	0%
Phys Med & Rehab	1	0	0%	1	100%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Physiology	21	18	86%	3	14%	12	86%	2	14%	4	100%	0	0%	2	67%	1	33%
Psychiatry	32	26	81%	6	19%	16	80%	4	20%	3	100%	0	0%	7	78%	2	22%
Radiation Oncology	9	6	67%	3	33%	4	67%	2	33%	1	100%	0	0%	1	50%	1	50%
Radiology	19	19	100%	0	0%	12	100%	0	0%	2	100%	0	0%	5	100%	0	0%
Surgery	30	26	87%	4	13%	15	100%	0	0%	6	86%	1	14%	5	62%	3	38%
TOTAL	533	430	81%	103	19%	225	87%	34	13%	97	82%	22	18%	108	70%	47	30%

Gender Distribution within *Clinician-Educator Track* Faculty Ranks, by Department Penn Medical School, 2006-07

Department	Total Clinician-Educator Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	63	51	81%	12	19%	8	89%	1	11%	18	82%	4	18%	25	78%	7	22%
Biochem & Biophysics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Biostat & Epidem	22	7	32%	15	68%	1	50%	1	50%	2	33%	4	67%	4	29%	10	71%
Cancer Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cell & Devel Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dermatology	15	5	33%	10	67%	3	75%	1	20%	0	0%	4	100%	2	29%	5	71%
Emergency Medicine	23	14	61%	9	39%	3	100%	0	0%	5	42%	7	58%	6	75%	2	25%
Fam Prac & Com Med	6	4	67%	2	33%	0	0%	0	0%	0	0%	0	0%	4	67%	2	33%
Genetics	1	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Medical Ethics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medicine	139	106	76%	33	24%	36	88%	5	12%	38	78%	11	22%	32	65%	17	35%
Microbiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurology	35	24	69%	11	31%	8	89%	1	11%	6	60%	4	40%	10	63%	6	37%
Neuroscience	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurosurgery	8	8	100%	0	0%	2	100	0	0%	3	100%	0	0%	3	100%	0	0%
Obstetr/Gynecology	14	7	50%	7	50%	4	100%	0	0%	2	67%	1	33%	1	14%	6	86%
Ophthalmology	12	10	83%	2	17%	5	83%	1	17%	3	100%	0	0%	2	67%	1	33%
Orthopaedic Surgery	28	27	96%	1	4%	4	80%	1	20%	8	100%	0	0%	15	100%	0	0%
Otorhinolaryngology	21	17	81%	4	19%	4	100%	0	0%	6	75%	2	25%	7	78%	2	22%
Path & Lab Medicine	47	31	66%	16	34%	13	87%	2	13%	8	62%	5	38%	10	53%	9	47%
Pediatrics	132	71	54%	61	46%	20	56%	16	44%	25	64%	14	36%	26	46%	31	54%
Pharmacology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Phys Med & Rehab	5	4	80%	1	20%	1	100%	0	0%	3	100%	0	0%	0	0%	1	100%
Physiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Psychiatry	48	37	77%	11	23%	7	100%	0	0%	13	93%	1	7%	17	63%	10	37%
Radiation Oncology	16	14	88%	2	12%	5	100%	0	0%	3	100%	0	0%	6	75%	2	25%
Radiology	64	47	73%	17	27%	18	75%	6	25%	11	79%	3	21%	18	69%	8	31%
Surgery	59	53	90%	6	10%	21	100%	0	0%	15	94%	1	6%	17	77%	5	23%
TOTAL	758	537	71%	221	29%	163	82%	35	18%	169	73%	62	27%	205	62%	124	38%

Gender Distribution within *Research Track* Faculty Ranks, by Department Penn Medical School, 2006-07

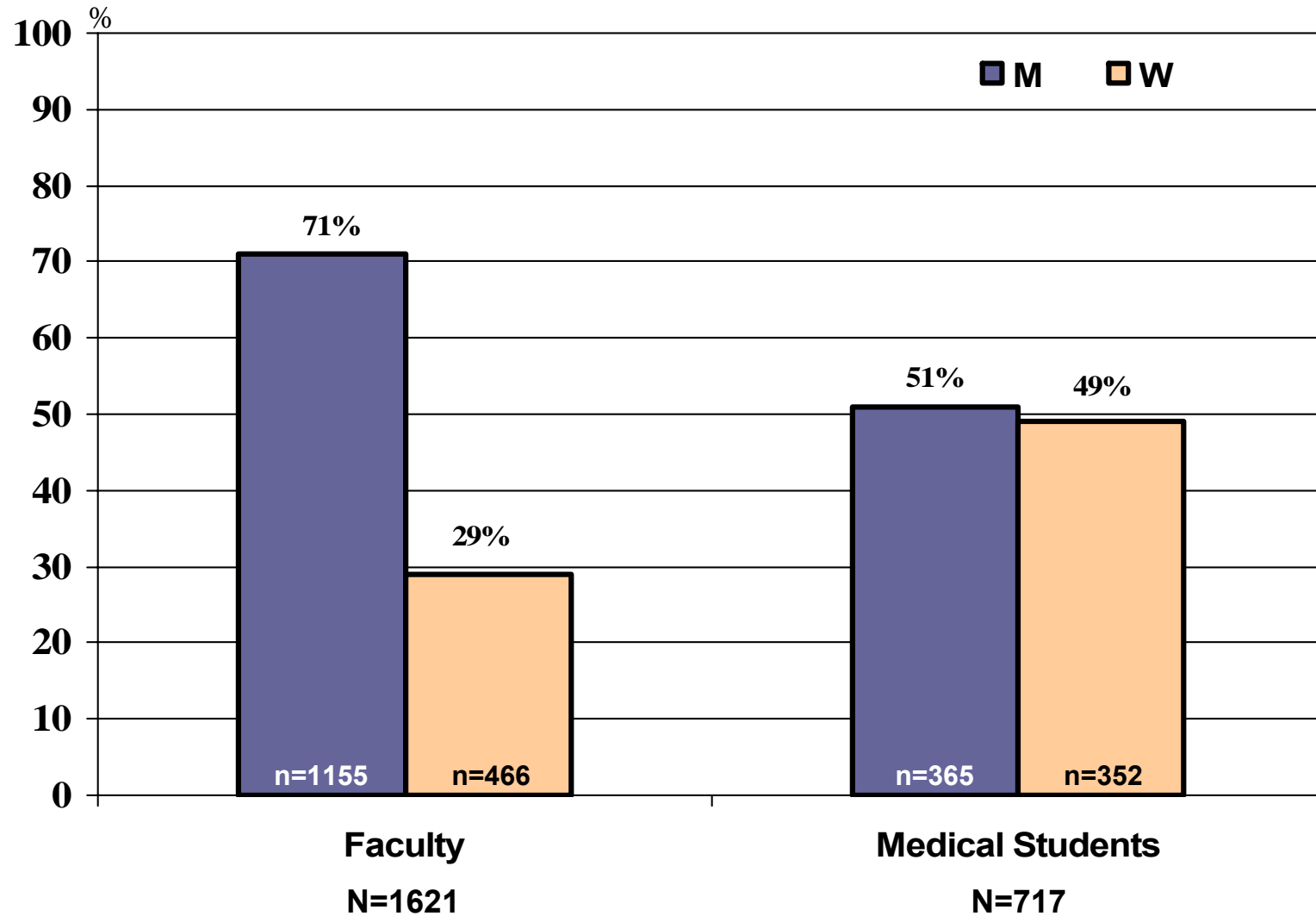
Department	Total Research Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	3	2	67%	1	33%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%
Biochem & Biophysics	5	2	40%	3	60%	0	0%	0	0%	1	50%	1	50%	1	33%	2	67%
Biostat & Epidem	2	0	0%	2	100%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%
Cancer Biology	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Cell & Devel Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dermatology	2	2	100%	0	0%	1	100%	0	0%	1	100%	0	0%	0	0%	0	0%
Emergency Medicine	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Fam Prac & Com Med	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Genetics	1	1	100%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Ethics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medicine	18	11	61%	7	39%	0	0%	0	0%	0	0%	3	100%	11	73%	4	27%
Microbiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurology	4	3	75%	1	25%	1	100%	0	0%	0	0%	1	100%	2	100%	0	0%
Neuroscience	5	2	40%	3	60%	0	0%	1	100%	2	67%	1	33%	0	0%	1	100%
Neurosurgery	2	1	50%	1	50%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%
Obstetr/Gynecology	5	4	80%	1	20%	1	50%	1	50%	2	100%	0	0%	1	100%	0	0%
Ophthalmology	5	3	60%	2	40%	0	0%	0	0%	2	100%	0	0%	1	33%	2	67%
Orthopaedic Surgery	1	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Otorhinolaryngology	2	1	50%	1	50%	0	0%	0	0%	0	0%	0	0%	1	50%	1	50%
Path & Lab Medicine	14	10	71%	4	29%	0	0%	0	0%	5	71%	2	29%	5	71%	2	29%
Pediatrics	26	15	58%	11	42%	8	73%	3	27%	3	43%	4	57%	4	50%	4	50%
Pharmacology	11	6	55%	5	45%	0	0%	0	0%	2	100%	0	0%	4	44%	5	56%
Phys Med & Rehab	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Physiology	6	3	50%	3	50%	0	0%	0	0%	2	67%	1	33%	1	33%	2	67%
Psychiatry	20	12	60%	8	40%	1	50%	1	50%	4	80%	1	20%	7	54%	6	46%
Radiation Oncology	1	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Radiology	23	20	87%	3	13%	3	100%	0	0%	5	83%	1	17%	12	86%	2	14%
Surgery	7	6	86%	1	14%	0	0%	0	0%	0	0%	1	100%	6	100%	0	0%
TOTAL	164	105	64%	59	36%	17	74%	6	26%	31	62%	19	38%	57	63%	34	37%

Gender Distribution within *Academic Clinician Track* Faculty Ranks, by Department Penn Medical School, 2006-07

Department	Total Academic Clinician Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	29	21	72%	8	28%	0	0%	1	100%	4	100%	0	0%	17	70%	7	30%
Biochem & Biophysics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Biostat & Epidem	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cancer Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cell & Devel Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dermatology	2	2	100%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%	0	0%
Emergency Medicine	9	6	67%	3	33%	0	0%	0	0%	0	0%	1	100%	6	75%	2	25%
Fam Prac & Com Med	6	4	67%	2	33%	0	0%	0	0%	0	0%	0	0%	4	67%	2	33%
Genetics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Ethics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medicine	51	19	37%	32	63%	0	0%	0	0%	1	33%	2	67%	18	37%	30	63%
Microbiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neuroscience	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurosurgery	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Obstetr/Gynecology	14	7	50%	7	50%	0	0%	0	0%	0	0%	0	0%	7	50%	7	50%
Ophthalmology	7	4	57%	3	43%	0	0%	0	0%	1	50%	1	50%	3	60%	2	4%
Orthopaedic Surgery	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Otorhinolaryngology	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Path & Lab Medicine	5	1	20%	4	80%	0	0%	0	0%	0	0%	0	0%	1	20%	4	80%
Pediatrics	18	5	28%	13	72%	0	0%	1	100%	4	80%	1	20%	1	8%	11	92%
Pharmacology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Phys Med & Rehab	1	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Physiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Psychiatry	7	4	57%	3	43%	0	0%	0	0%	0	0%	0	0%	4	57%	3	43%
Radiation Oncology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Radiology	7	3	43%	4	57%	0	0%	0	0%	0	0%	0	0%	3	43%	4	57%
Surgery	9	6	67%	3	33%	0	0%	0	0%	2	67%	1	33%	4	67%	2	33%
TOTAL	166	83	50%	83	50%	0	0%	2	100%	13	68%	6	32%	70	48%	75	52%

Gender Distribution: Fulltime* Faculty versus Medical Students University of Pennsylvania School of Medicine, 2006-07

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

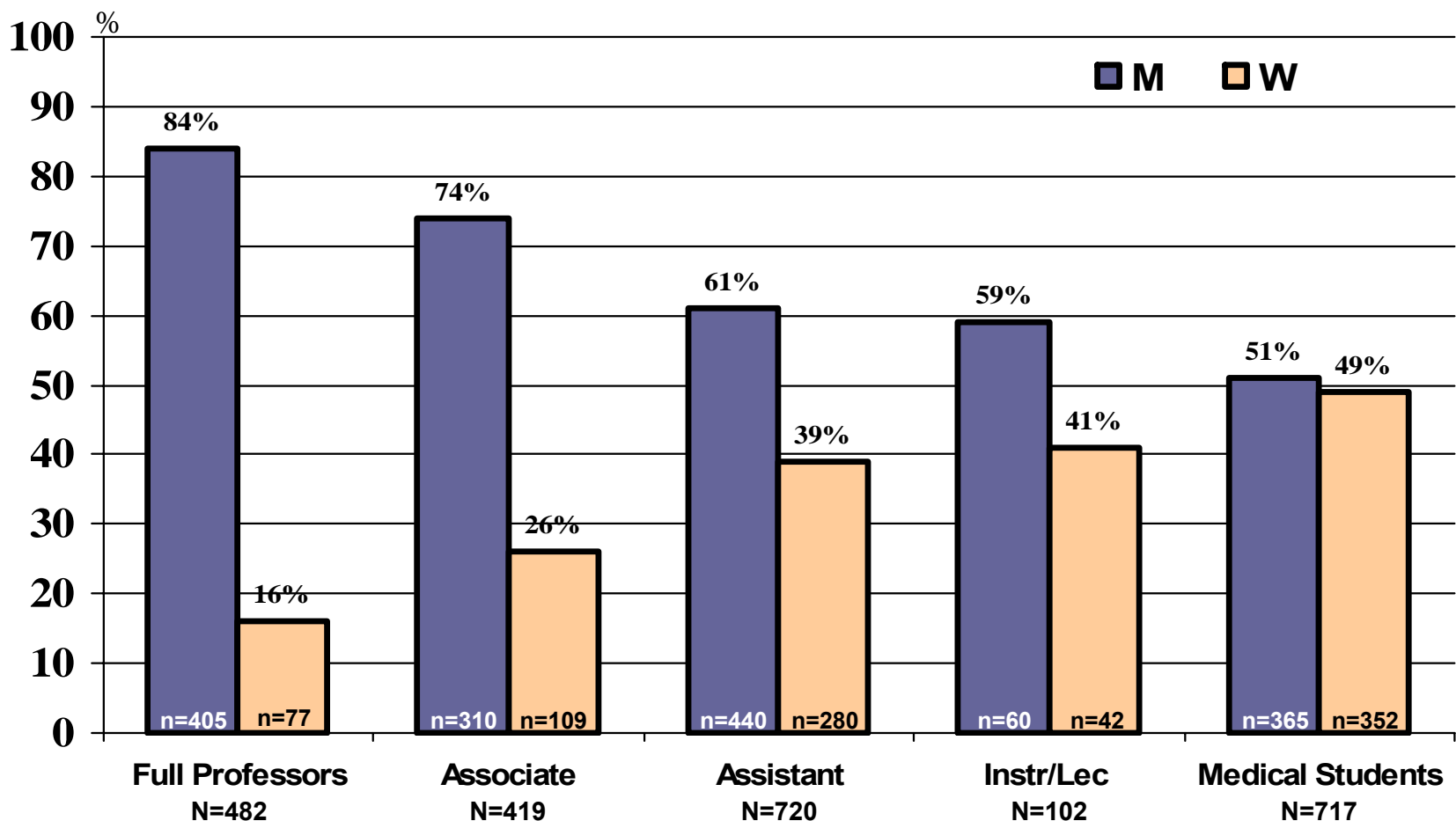


Penn's Pipeline in Academic Medicine, 2006-07

Gender Distribution within School of Medicine Ranks

Fulltime* Faculty, Instructors, & Medical Students

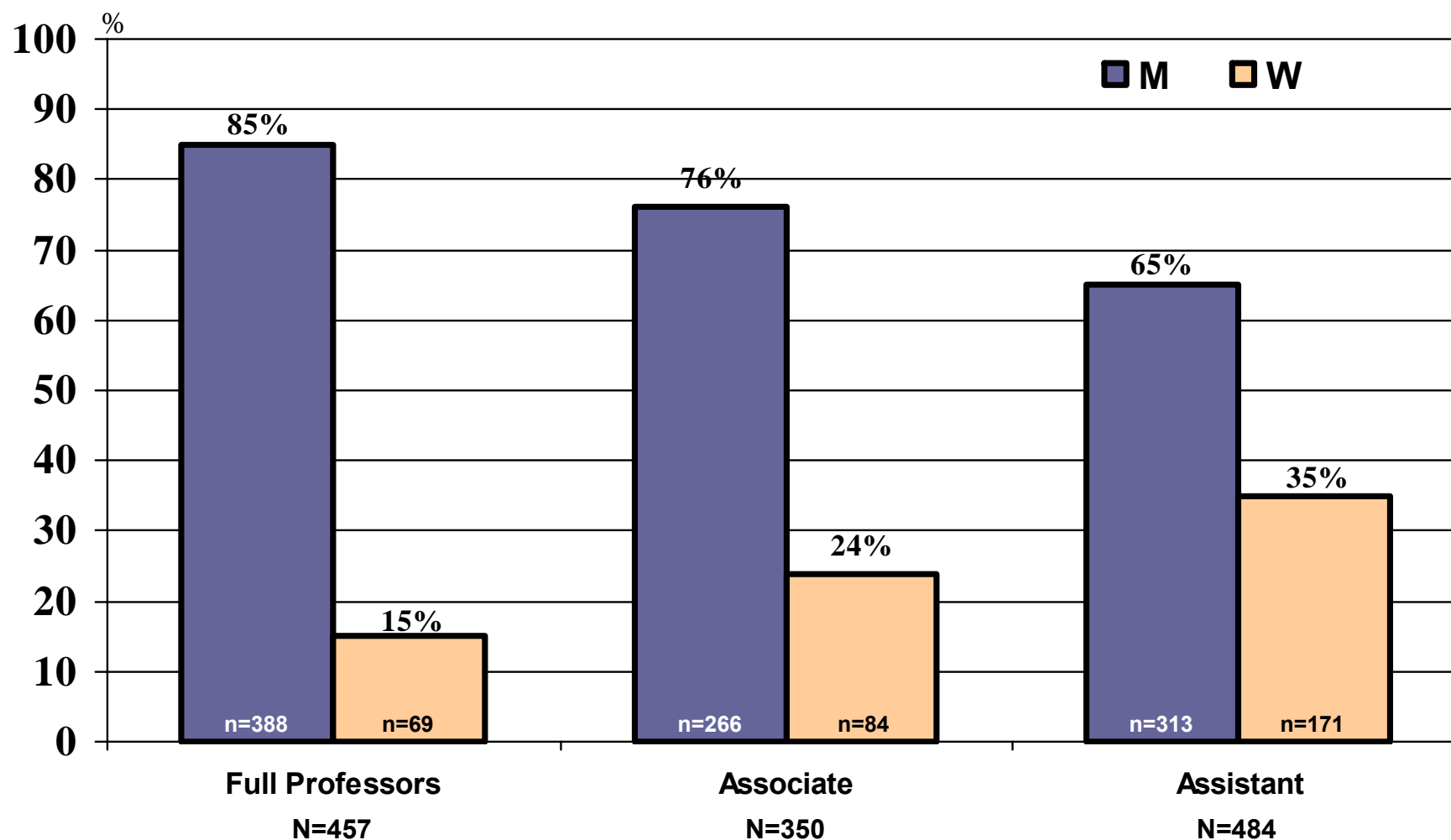
(*includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; Instructor rank includes Instructors A & Lecturers A only)



Categories: Full Professors, Associate Professors, Assistant Professors, and Instructors A & Lecturers A

Gender Distribution within Ranks Penn Medical School *Standing** Faculty, 2006-07

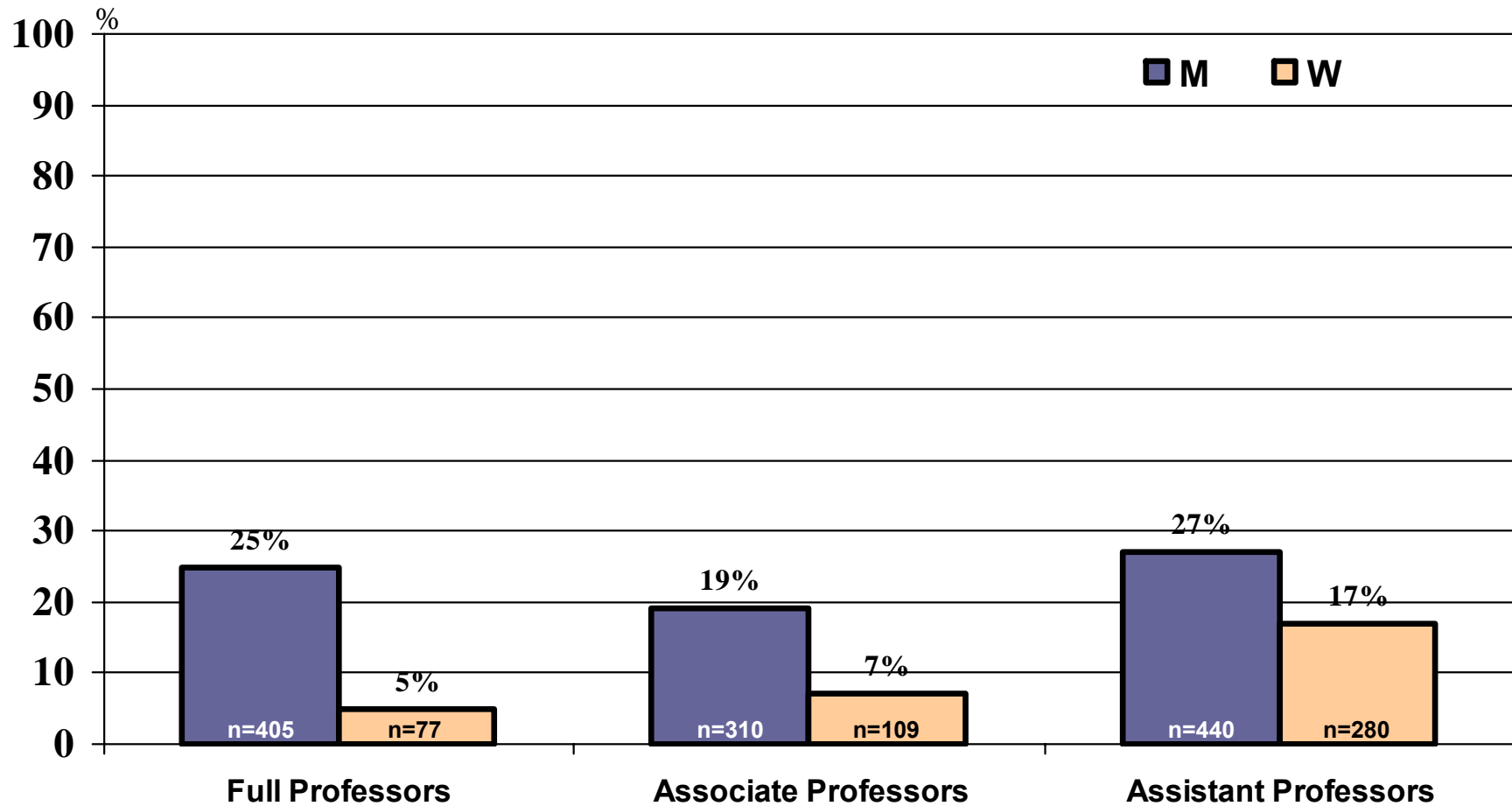
(*includes only Tenure and Clinician-Educator Tracks)



Gender Breakdown across Ranks

Penn Medical School Fulltime Faculty, 2006-07

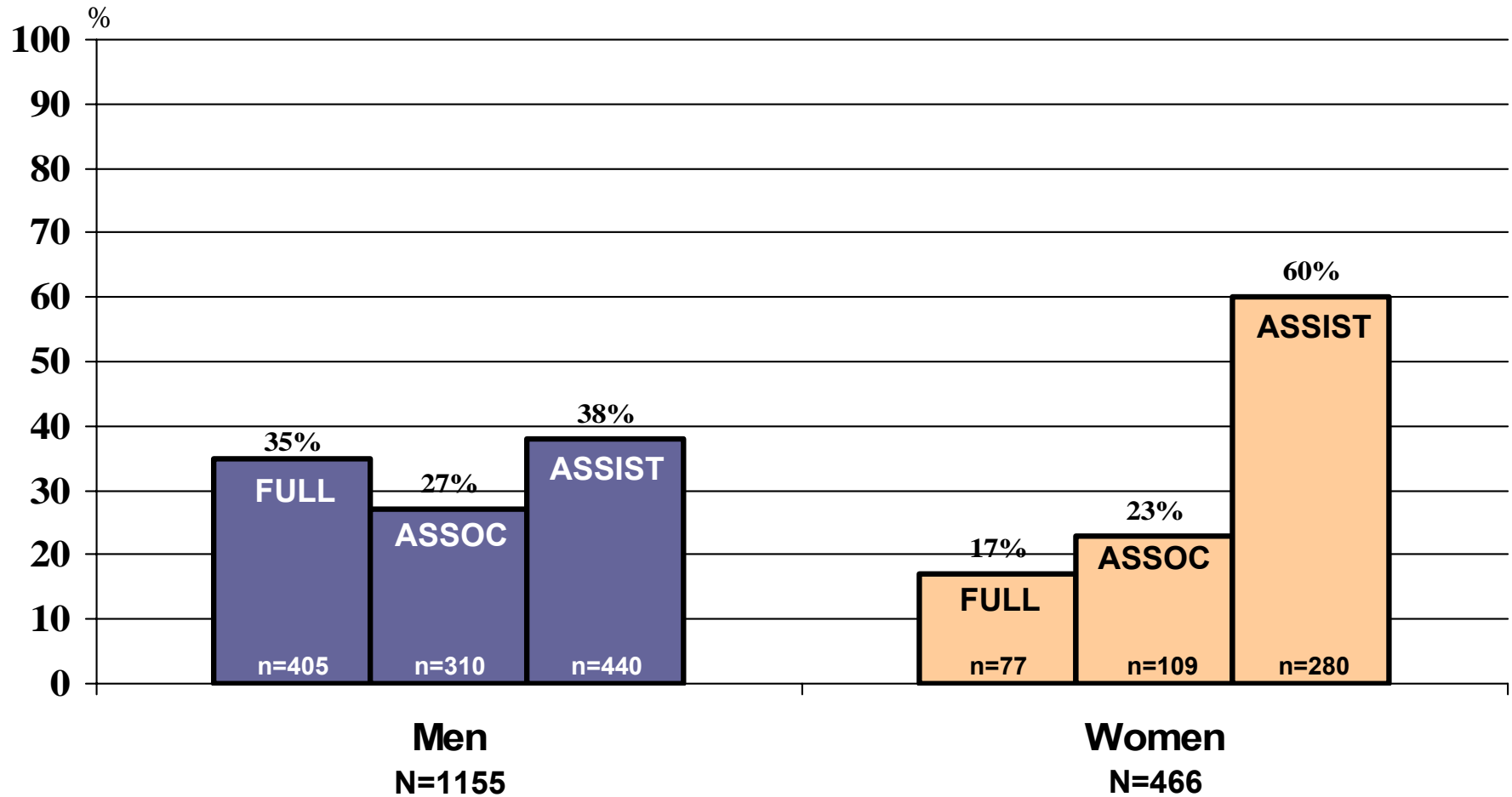
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



*(Note: Denominator is TOTAL number of fulltime faculty, **N= 1621**)*

Distribution of Ranks within Each Gender Penn Medical School Fulltime Faculty, 2006-07

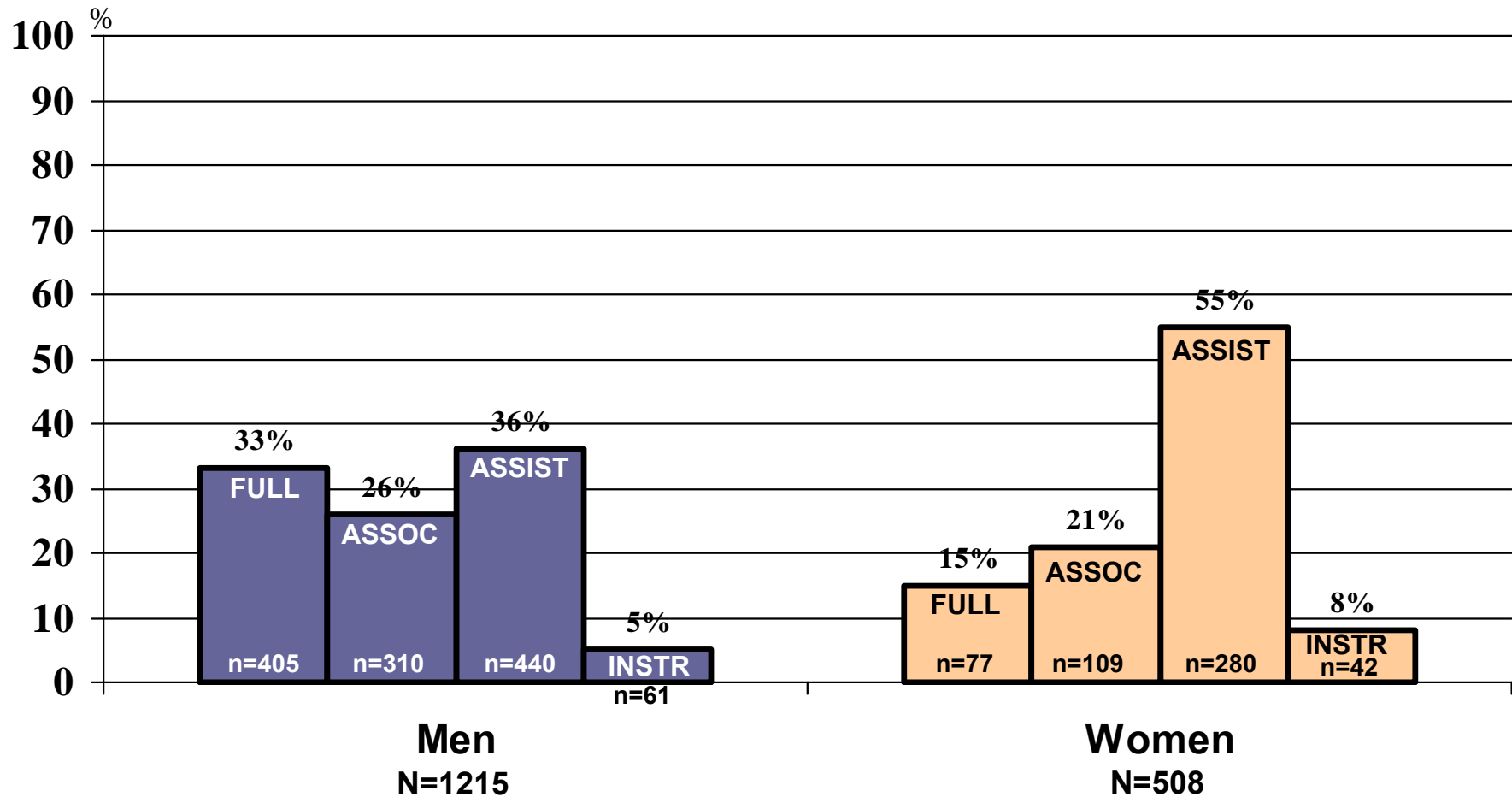
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Distribution of Ranks within Each Gender

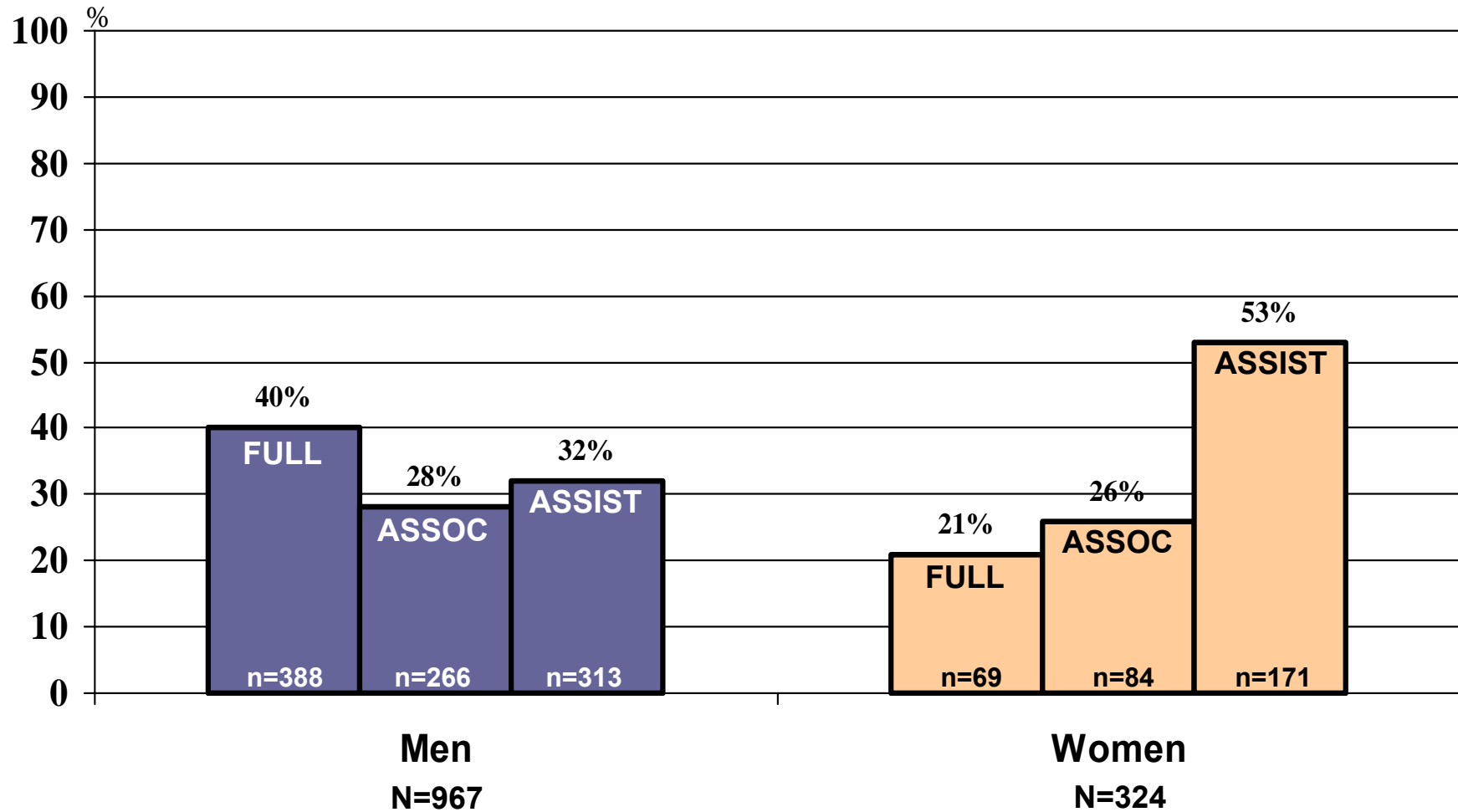
Penn Medical School Fulltime Faculty & Instructors, 2006-07

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; Instructor rank includes Instructors A and Lecturers A)



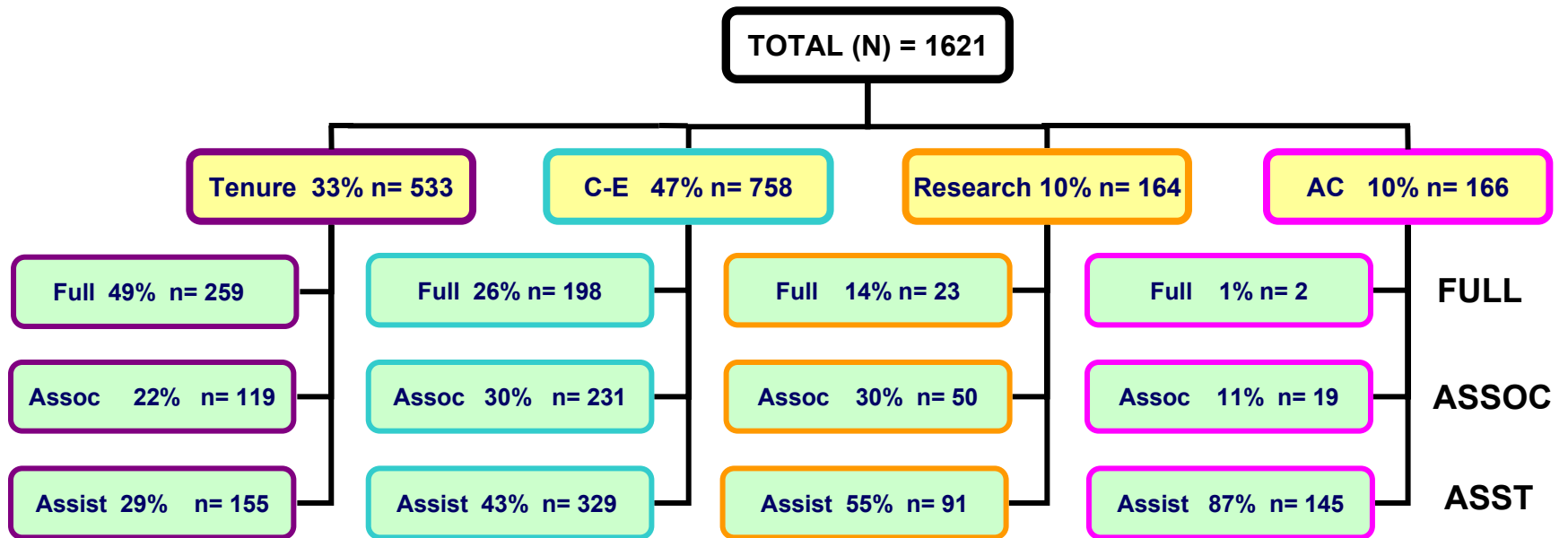
Distribution of Ranks within Each Gender Penn Medical School *Standing** Faculty, 2006-07

(*includes only Tenure and Clinician-Educator Tracks)



Gender Distribution
by
TRACK

General Data: Fulltime Faculty Breakdown by Track, then Rank Penn Medical School Fulltime Faculty, 2006-07



Gender Distribution within Tracks by Department Penn Medical School Fulltime Faculty, 2006-07

Department	Total Faculty					Tenure				Clinician-Educator				Research				Academic Clinician			
	Total	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth & Crit. Care	105	83	79%	22	21%	9	90%	1	10%	51	81%	12	19%	2	67%	1	33%	21	72%	8	28%
Biochemistry	25	18	72%	7	28%	16	80%	4	20%	0	0%	0	0%	2	40%	3	60%	0	0%	0	0%
Biostat & Epi	39	18	46%	21	54%	11	73%	4	27%	7	32%	15	68%	0	0%	2	100%	0	0%	0	0%
Cancer Biology	7	7	100%	0	0%	6	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%
Cell & Devel Biology	14	9	64%	5	36%	9	64%	5	36%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dermatology	28	16	57%	12	43%	7	78%	2	22%	5	33%	10	67%	2	100%	0	0%	2	100%	0	0%
Emergency Medicine	39	25	64%	14	36%	5	71%	2	29%	14	61%	9	39%	0	0%	0	0%	6	67%	3	33%
Family Practice & Comm Medicine	17	10	59%	7	41%	2	40%	3	60%	4	67%	2	33%	0	0%	0	0%	4	67%	2	33%
Genetics	15	10	67%	5	33%	9	69%	4	31%	0	0%	1	100%	1	100%	0	0%	0	0%	0	0%
Medical Ethics	3	2	67%	1	33%	2	67%	1	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medicine	316	227	72%	89	28%	91	84%	17	16%	106	76%	33	24%	11	61%	7	39%	19	37%	32	63%
Microbiology	19	13	68%	6	32%	13	68%	6	32%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurology	59	46	78%	13	22%	19	95%	1	5%	24	69%	11	31%	3	75%	1	25%	0	0%	0	0%
Neuroscience	23	17	74%	6	26%	15	83%	3	17%	0	0%	0	0%	2	40%	3	60%	0	0%	0	0%
Neurosurgery	15	14	93%	1	7%	5	100%	0	0%	8	100%	0	0%	1	50%	1	50%	0	0%	0	0%
Obstetrics & Gyn	41	23	56%	18	44%	5	62%	3	38%	7	50%	7	50%	4	80%	1	20%	7	50%	7	50%
Ophthalmology	35	27	77%	8	23%	10	91%	1	9%	10	83%	2	17%	3	60%	2	40%	4	57%	3	43%
Orthopaedic Surgery	37	34	92%	3	8%	7	88%	1	13%	27	96%	1	4%	0	0%	1	100%	0	0%	0	0%
Otorhinolaryngology	31	25	81%	6	19%	6	86%	1	14%	17	81%	4	19%	1	50%	1	50%	1	100%	0	0%
Path & Lab Medicine	112	80	71%	32	29%	38	83%	8	17%	31	66%	16	34%	10	71%	4	29%	1	20%	4	80%
Pediatrics	226	124	55%	102	45%	33	66%	17	34%	71	54%	61	46%	15	58%	11	42%	5	28%	13	72%
Pharmacology	30	23	77%	7	23%	17	89%	2	11%	0	0%	0	0%	6	55%	5	45%	0	0%	0	0%
Physical Med & Rehab	7	4	57%	3	43%	0	0%	1	100%	4	80%	1	20%	0	0%	0	0%	0	0%	1	100%
Physiology	27	21	78%	6	22%	18	86%	3	14%	0	0%	0	0%	3	50%	3	50%	0	0%	0	0%
Psychiatry	107	79	74%	28	26%	26	81%	6	19%	37	77%	11	23%	12	60%	8	40%	4	57%	3	43%
Radiation Oncology	26	20	77%	6	23%	6	67%	3	33%	14	88%	2	13%	0	0%	1	100%	0	0%	0	0%
Radiology	113	89	79%	24	21%	19	100%	0	0%	47	73%	17	27%	20	87%	3	13%	3	43%	4	57%
Surgery	105	91	87%	14	13%	26	87%	4	13%	53	90%	6	10%	6	86%	1	14%	6	67%	3	33%
Total	1621	1155	71%	466	29%	430	81%	103	19%	537	71%	221	29%	105	64%	59	36%	83	50%	83	50%

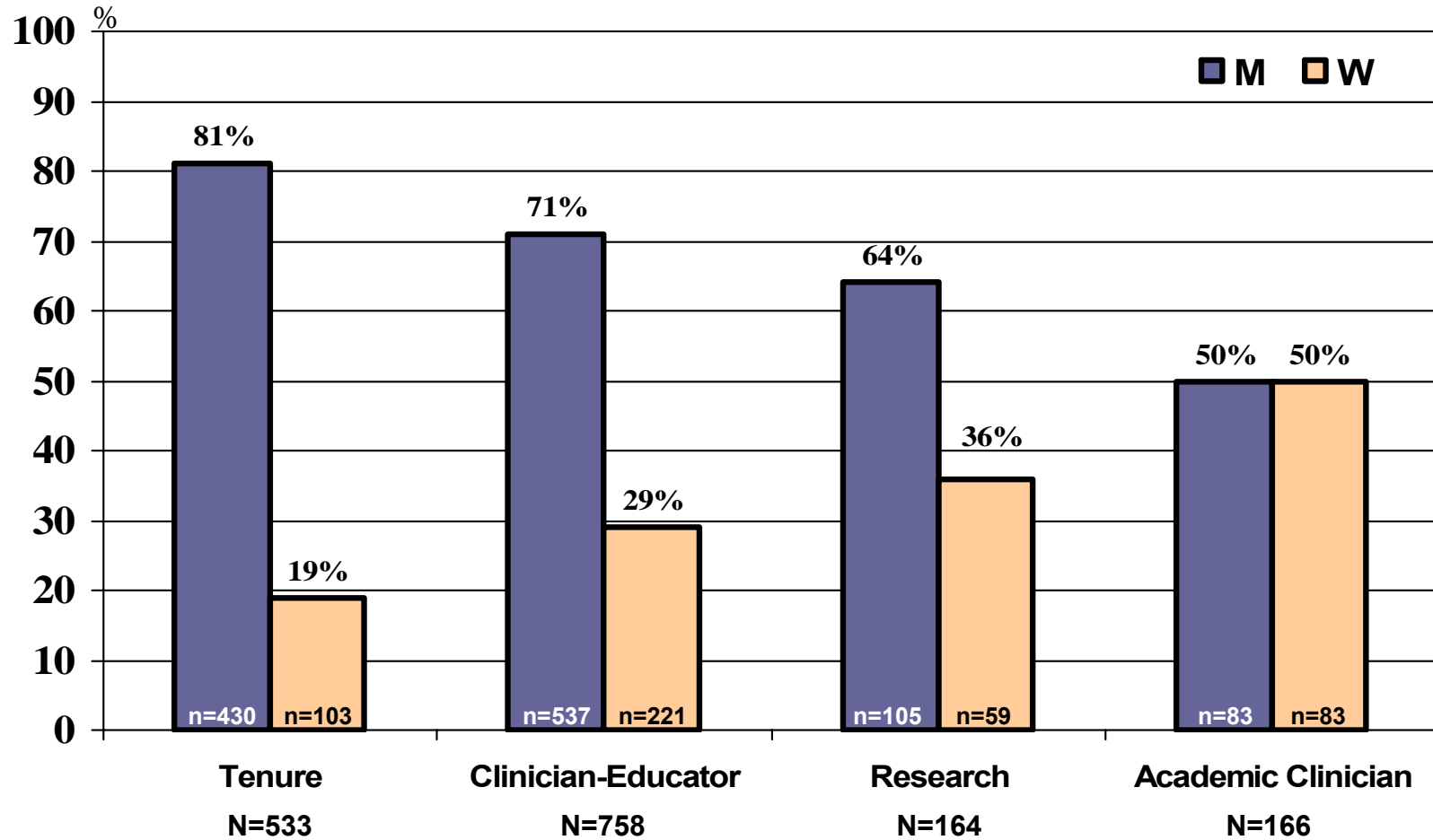
Change in Faculty *Numbers* between Academic Year 2005-06 and 2006-07

By Gender, Rank, Track and Department

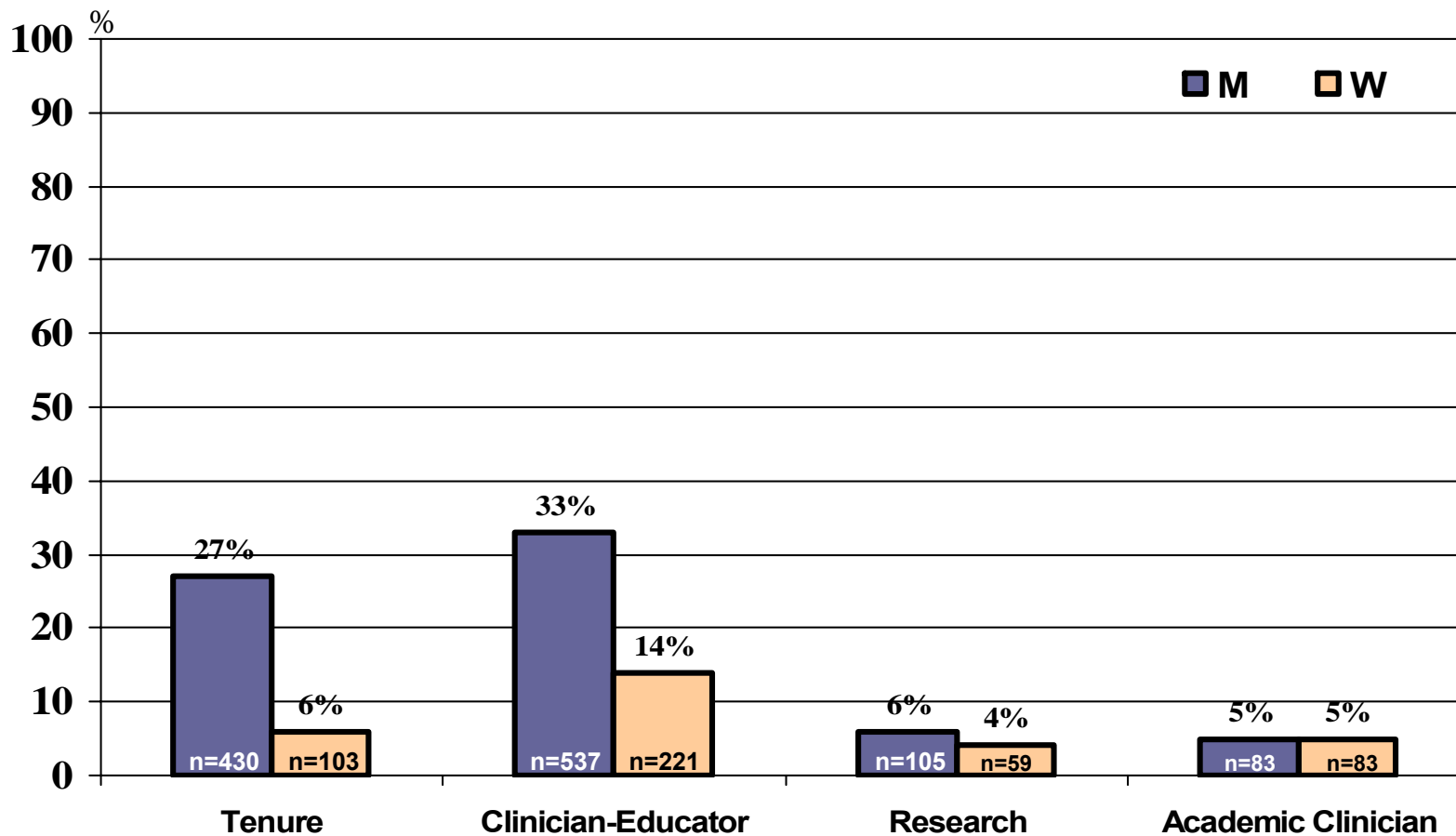
University of Pennsylvania Medical School Faculty

Department	Total Fulltime Faculty			Full Professor		Associate Professor		Assistant Professor		Instructor A Lecturer A		Total Fulltime Faculty Plus Instr A / Lect A			Tenure		C-E		Research		A C		
	Total	M	F	M	F	M	F	M	F	M	F	Total	M	F	M	F	M	F	M	F	M	F	
Anesthe & Crit Care	17	14	3	1	0	0	1	13	2	-2	0	15	12	3	0	0	5	3	0	0	9	0	
Biochem/Biophysics	2	1	1	1	0	-1	0	1	1	0	0	2	1	1	1	0	0	0	0	0	1	0	0
Biostat & Epi	5	1	4	0	0	1	2	0	2	-2	-6	-3	-1	-2	1	1	0	2	0	1	0	0	
Cancer Biology	1	1	0	0	0	0	0	1	0	0	-1	0	1	-1	0	0	0	0	1	0	0	0	
Cell & Devel	-4	-2	-2	-1	0	0	0	-1	-2	0	-1	-5	-2	-3	-2	-1	0	0	0	-1	0	0	
Dermatology	3	0	3	0	0	0	2	0	1	0	0	3	0	3	0	1	0	2	0	0	0	0	
Emergency Med	12	8	4	2	0	-1	2	7	2	0	1	13	8	5	2	2	1	0	0	0	5	2	
Fam Prac-Com Med	5	3	2	0	0	0	0	3	2	-1	-2	2	2	0	0	1	0	-1	0	0	3	2	
Genetics	-1	-1	0	2	0	-1	0	-2	0	1	0	0	0	0	-1	0	0	0	0	0	0	0	
Medical Ethics	0	0	0	0	0	0	1	0	-1	0	0	0	0	0	0	1	0	-1	0	0	0	0	
Medicine	21	6	15	5	1	2	2	-1	12	-2	-13	6	4	2	1	-2	4	2	0	1	1	14	
Microbiology	1	0	1	1	0	-1	0	0	1	0	0	1	0	1	0	1	0	0	0	0	0	0	
Neurology	2	2	0	1	0	0	0	1	0	0	-1	1	2	-1	0	0	2	0	0	0	0	0	
Neuroscience	0	0	0	0	1	1	-1	-1	0	-1	0	-1	-1	0	0	0	0	0	0	0	0	0	
Neurosurgery	1	1	0	0	0	0	0	1	0	1	0	2	2	0	0	0	1	0	0	0	0	0	
Obstetrics & Gyn	-1	-4	3	-3	0	2	0	-3	3	0	-1	-2	-4	2	-1	-1	-4	2	0	0	1	2	
Ophthalmology	6	3	3	1	0	0	1	2	2	-2	2	6	1	5	1	0	-2	-1	0	1	4	3	
Orthopaedic Surg	-1	-1	0	0	0	-1	0	0	0	0	0	-1	-1	0	0	0	-1	0	0	0	0	0	
Otorhinolaryngology	-1	-1	0	0	0	0	0	-1	0	0	1	0	-1	1	0	0	0	0	-1	0	0	0	
Path & Lab Med	6	-1	7	4	1	-3	2	-2	4	0	0	6	-1	7	-1	0	-2	3	1	0	1	4	
Pediatrics	10	-3	13	4	3	-3	2	-4	8	4	2	16	1	15	-6	-1	3	5	-1	1	1	8	
Pharmacology	3	1	2	0	0	1	0	0	2	0	0	3	1	2	0	0	0	0	1	2	0	0	
Physical Med/Rehb	-6	-3	-3	0	0	-2	-1	-1	-2	1	-1	-6	-2	-4	0	0	-3	-4	0	0	0	1	
Physiology	4	3	1	1	0	1	1	1	0	0	0	4	3	1	2	0	0	0	1	1	0	0	
Psychiatry	-6	-6	0	1	1	-4	-1	-3	0	0	0	-6	-6	0	-1	0	-2	-2	-3	1	0	1	
Radiation Oncology	3	3	0	-1	0	2	0	2	0	-1	0	2	2	0	0	0	3	0	0	0	0	0	
Radiology	-1	-1	0	1	0	-1	0	-1	0	-1	1	-1	-2	1	0	0	-1	-1	0	0	0	1	
Surgery	8	5	3	5	0	2	1	-2	2	-1	0	7	4	3	-1	0	3	2	0	1	3	0	
Total	89	29	60	25	7	-6	14	10	39	-6	-19	64	23	41	-5	2	7	11	-1	9	28	38	

Gender Distribution within Tracks Penn Medical School Fulltime Faculty, 2006-07

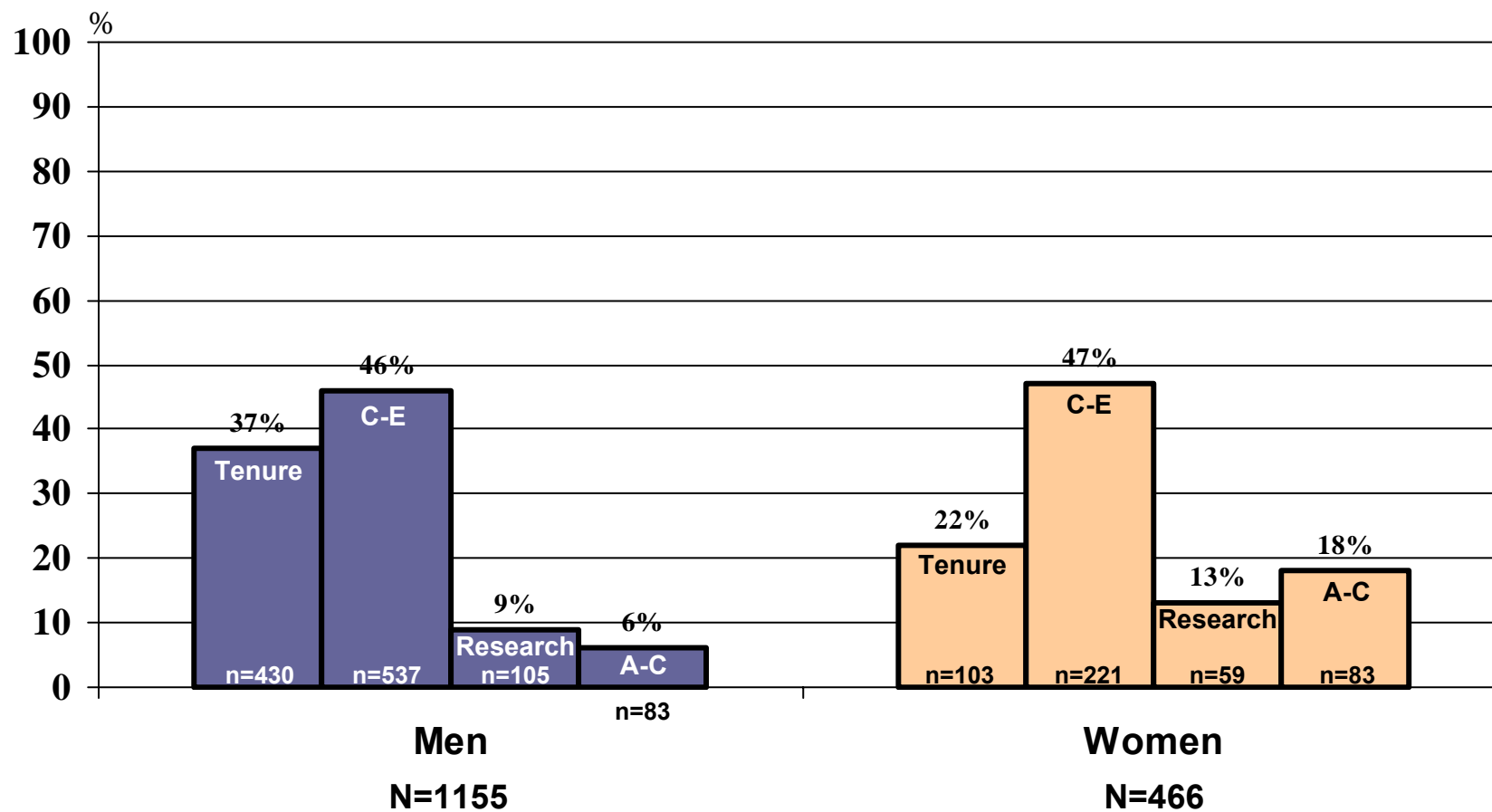


Gender Breakdown across Tracks Penn Medical School Fulltime Faculty, 2006-07



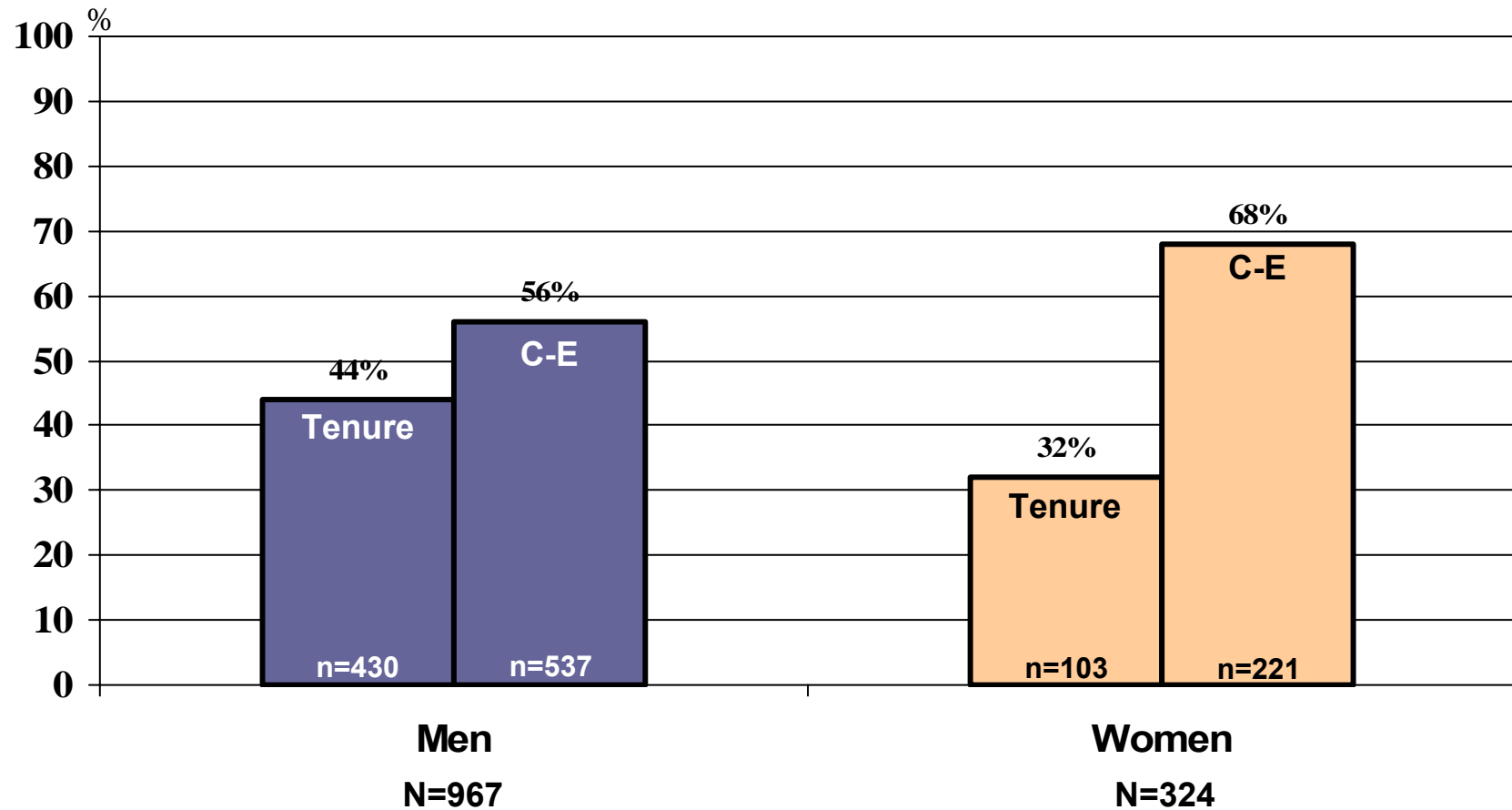
*(Note: Denominator is TOTAL number of fulltime faculty, **N = 1621**)*

Distribution of Tracks within Each Gender Penn Medical School Fulltime Faculty, 2006-07

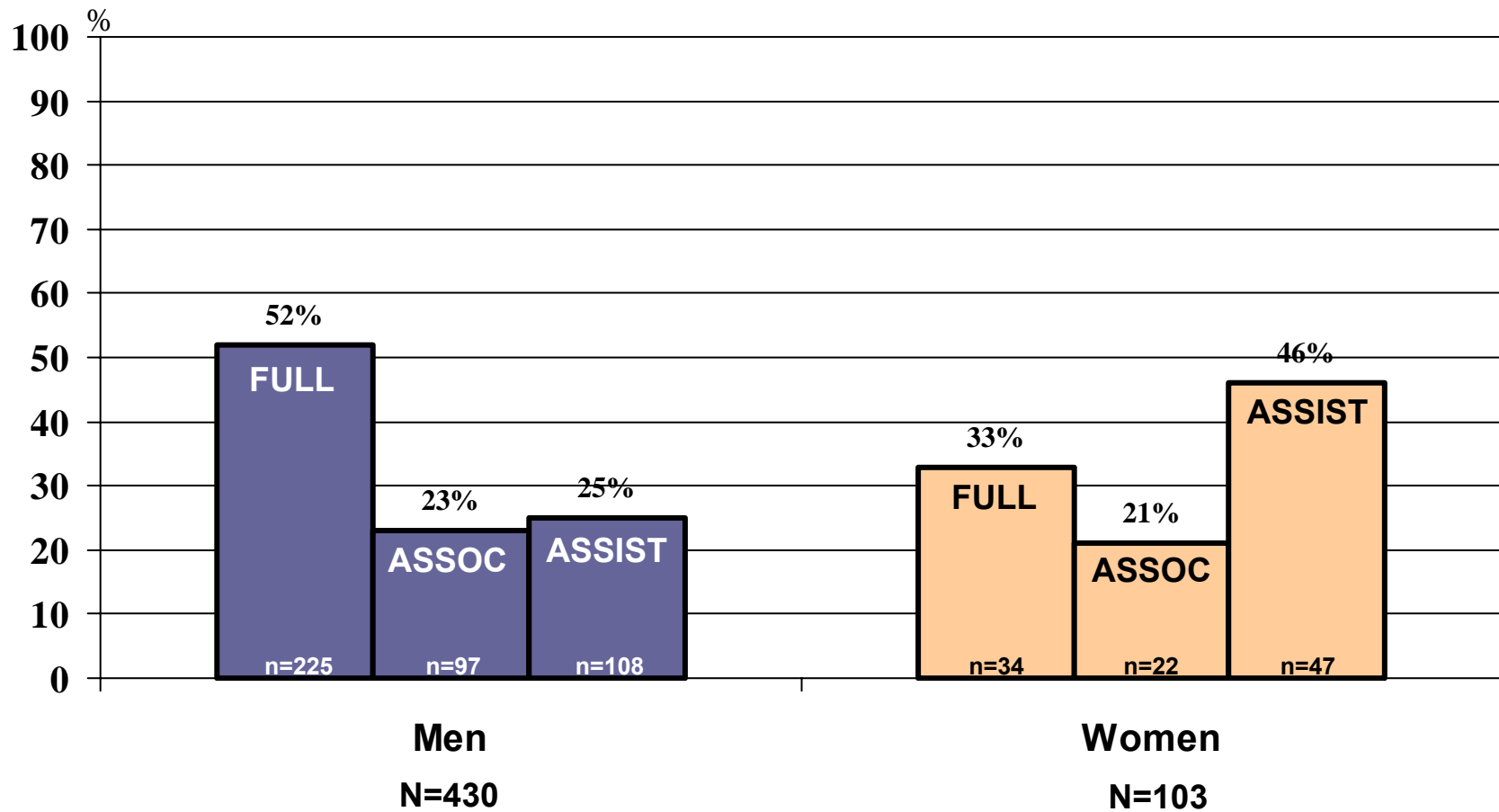


Distribution of Tracks within Each Gender Penn Medical School *Standing** Faculty, 2006-07

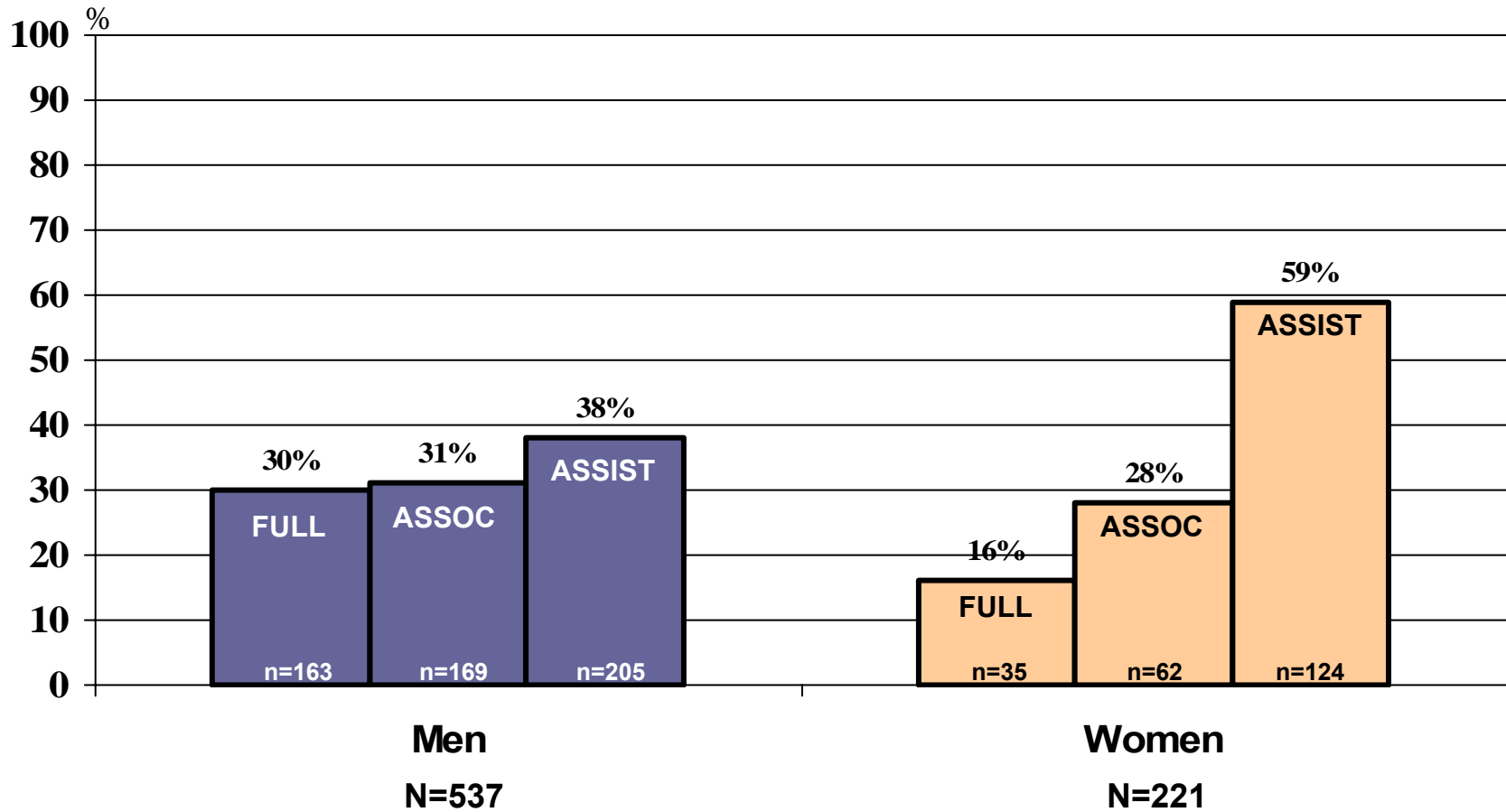
(*includes only Tenure and Clinician-Educator Tracks)



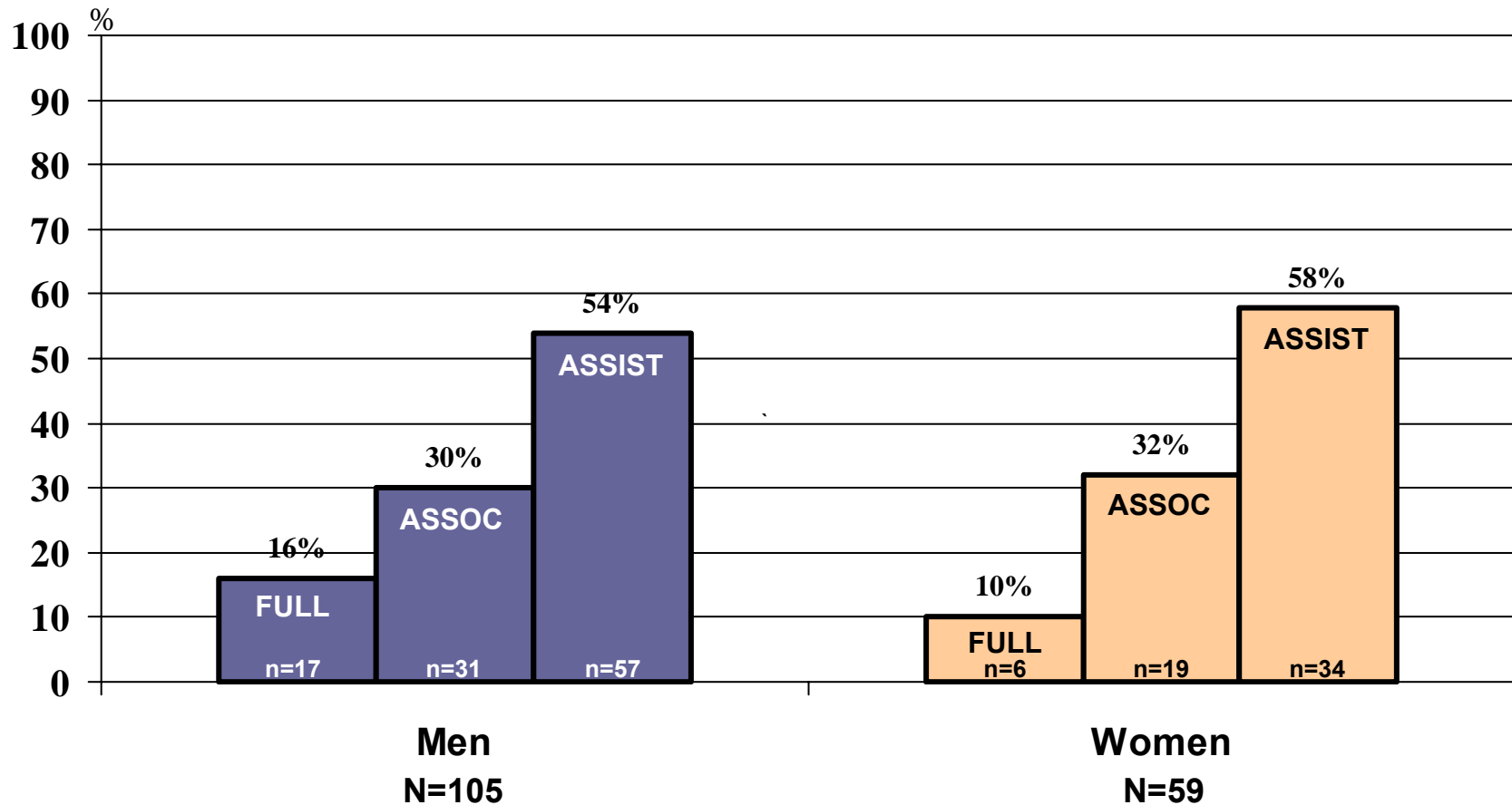
Rank Distribution of *Tenure Track* Faculty, within Each Gender Penn Medical School, 2006-07



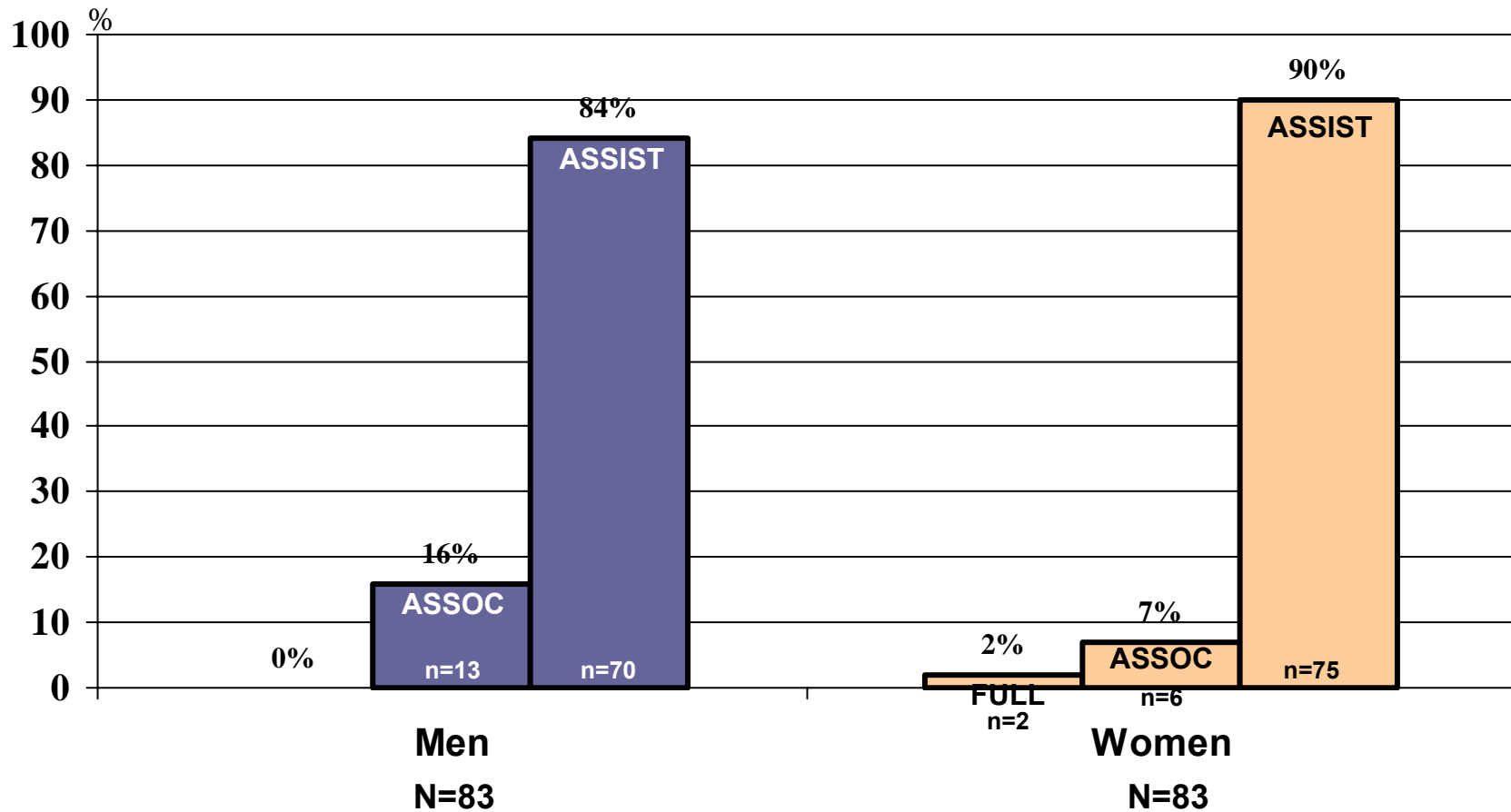
Rank Distribution of *Clinician-Educator* Track Faculty, within Each Gender Penn Medical School, 2006-07



Rank Distribution of *Research Track* Faculty, within Each Gender Penn Medical School, 2006-07



Rank Distribution of *Academic Clinician* Track, within Each Gender Penn Medical School Faculty, 2006-07



Gender Distribution

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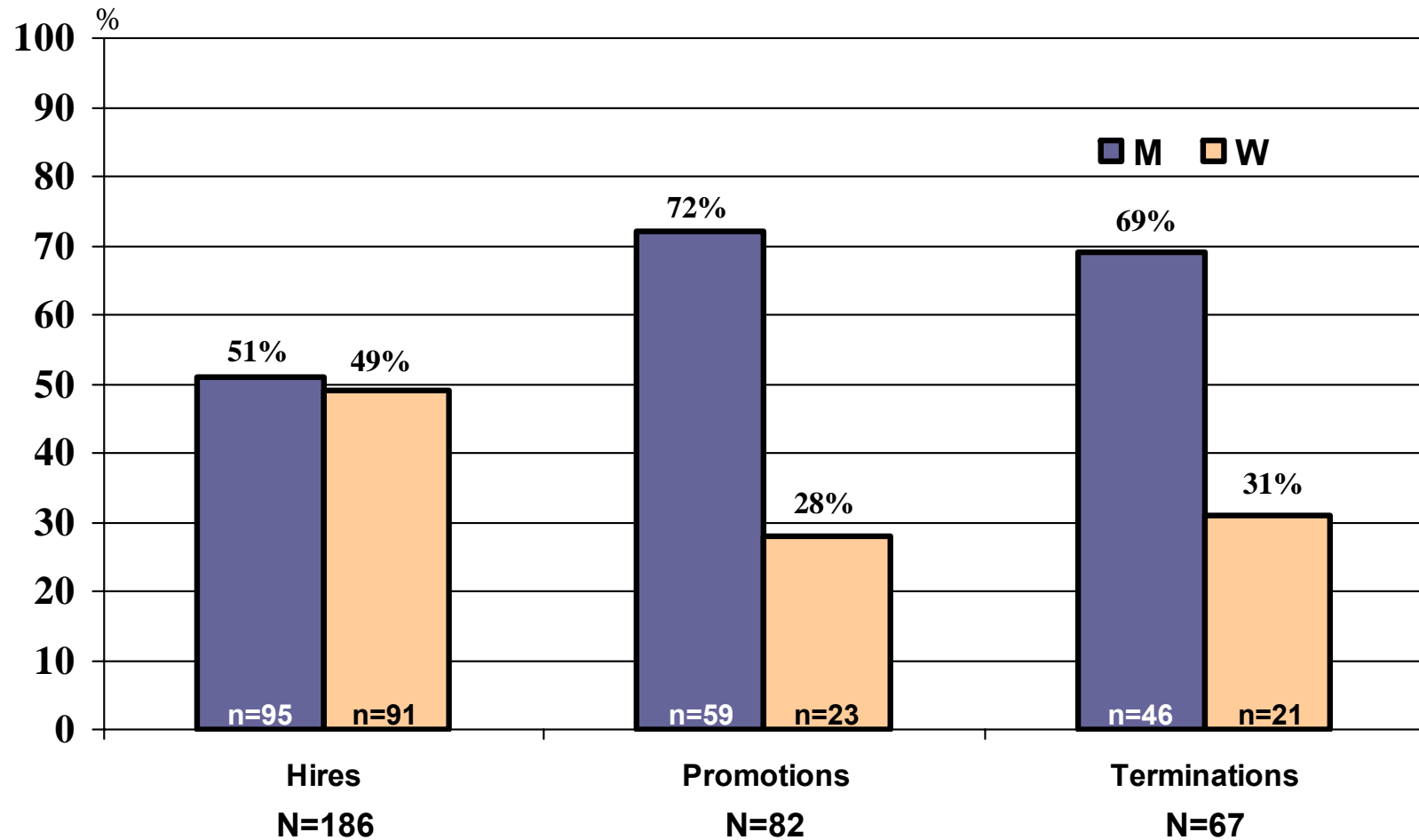
Hires

Promotions

Terminations

Faculty Hires, Promotions, Terminations Penn Medical School Fulltime Faculty, 2006-07

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



Gender Distribution

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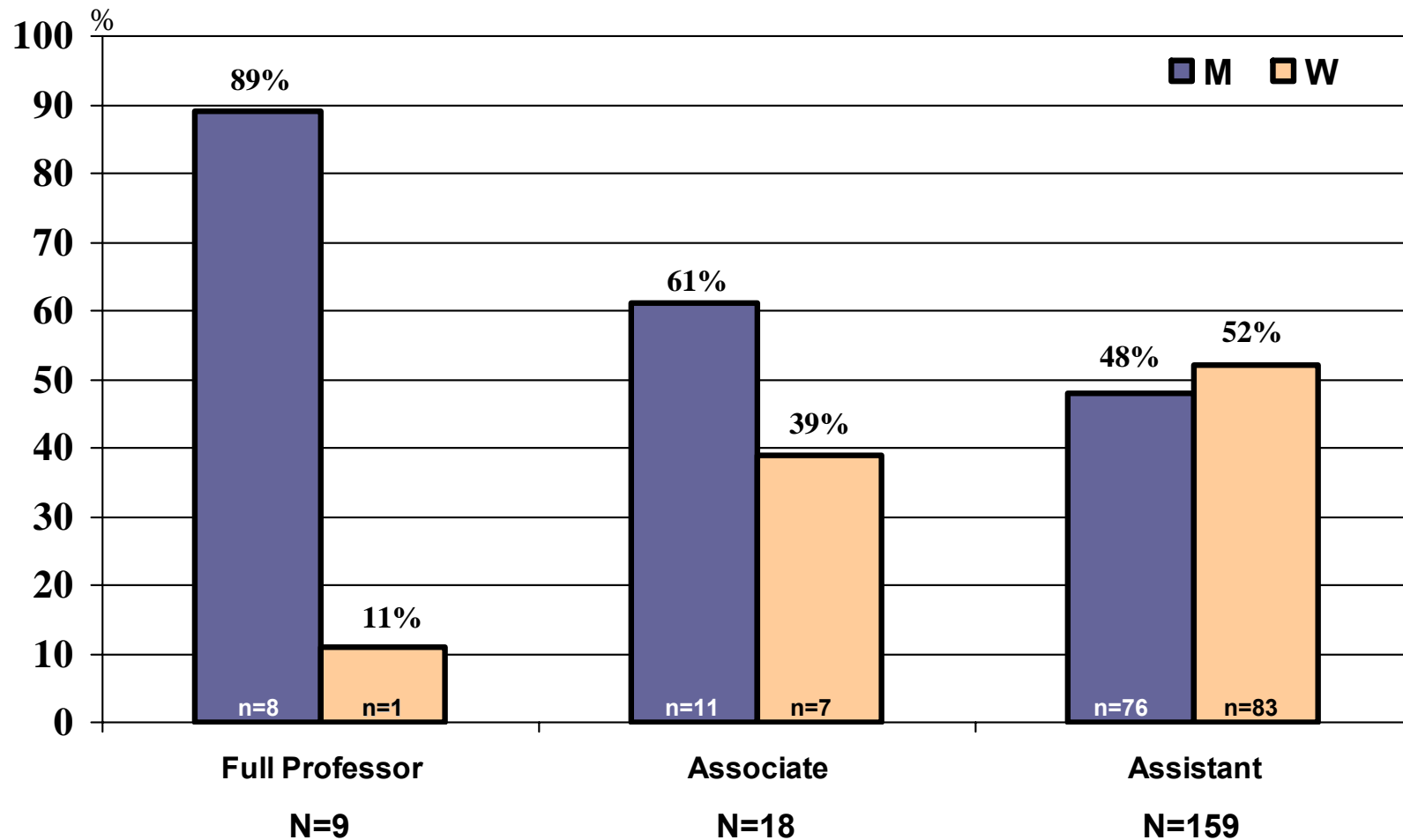
Faculty Hires

Gender Distribution of New Faculty Hires by Rank and Track Penn Medical School Fulltime Faculty, 2006-07

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	%
	Tenure	31	17%	19	61%	12	39%	4	100%	0	0%	5	83%	1	17%	10	48%	11
Clinician-Educator	62	33%	31	50%	31	50%	4	80%	1	20%	1	25%	3	75%	26	49%	27	51%
Research	22	12%	12	55%	10	45%	0	0%	0	0%	0	0%	0	0%	12	55%	10	45%
Academic Clinician	71	38%	33	46%	38	54%	0	0%	0	0%	5	62.5%	3	37.5%	28	44%	35	56%
TOTAL	186	100%	95	51%	91	49%	8	89%	1	11%	11	61%	7	39%	76	48%	83	52%

New Faculty Hires within Ranks Penn Medical School Fulltime Faculty, 2006-07

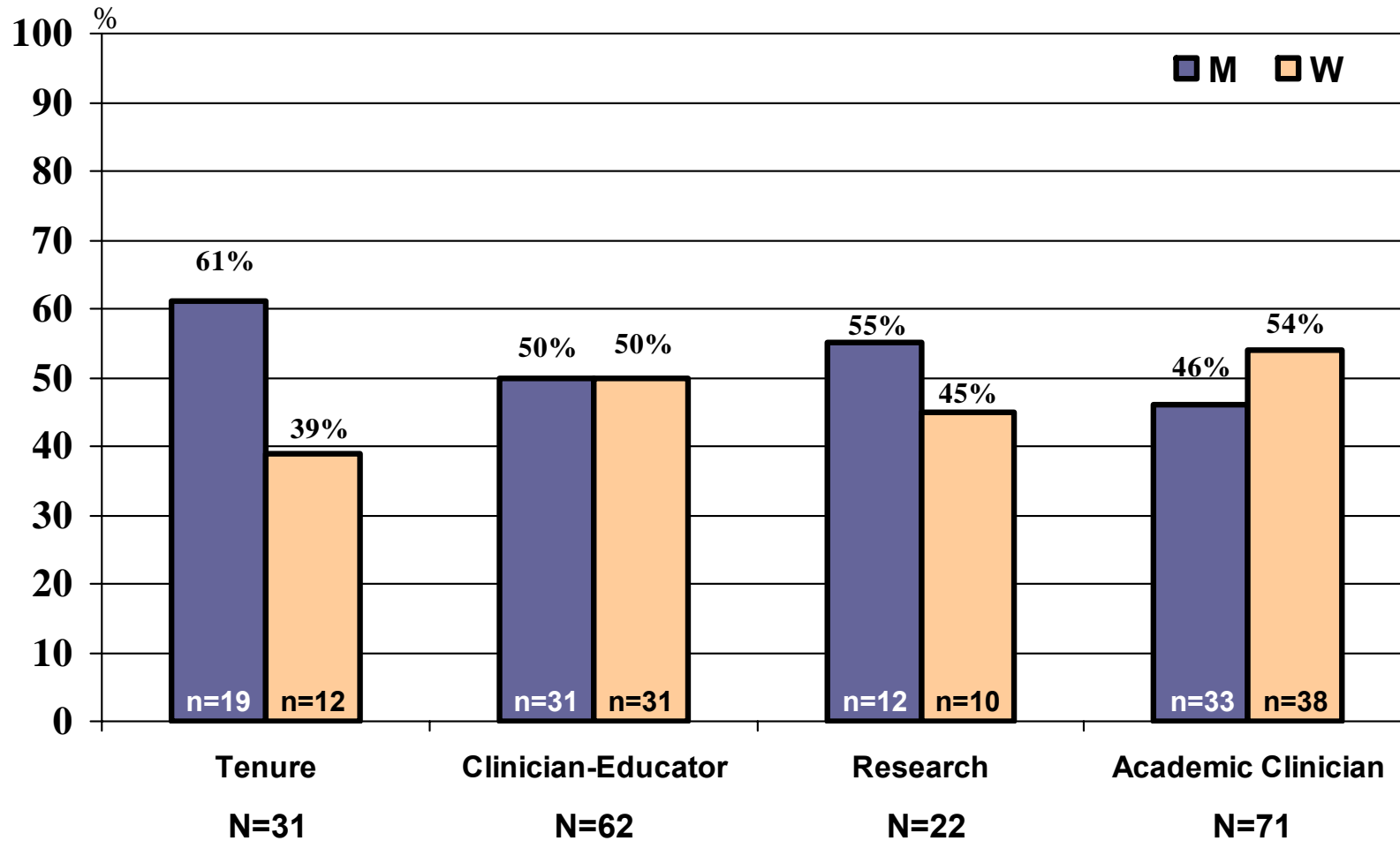
("hires" include both external recruits and internal hires)



New Faculty Hires within Tracks

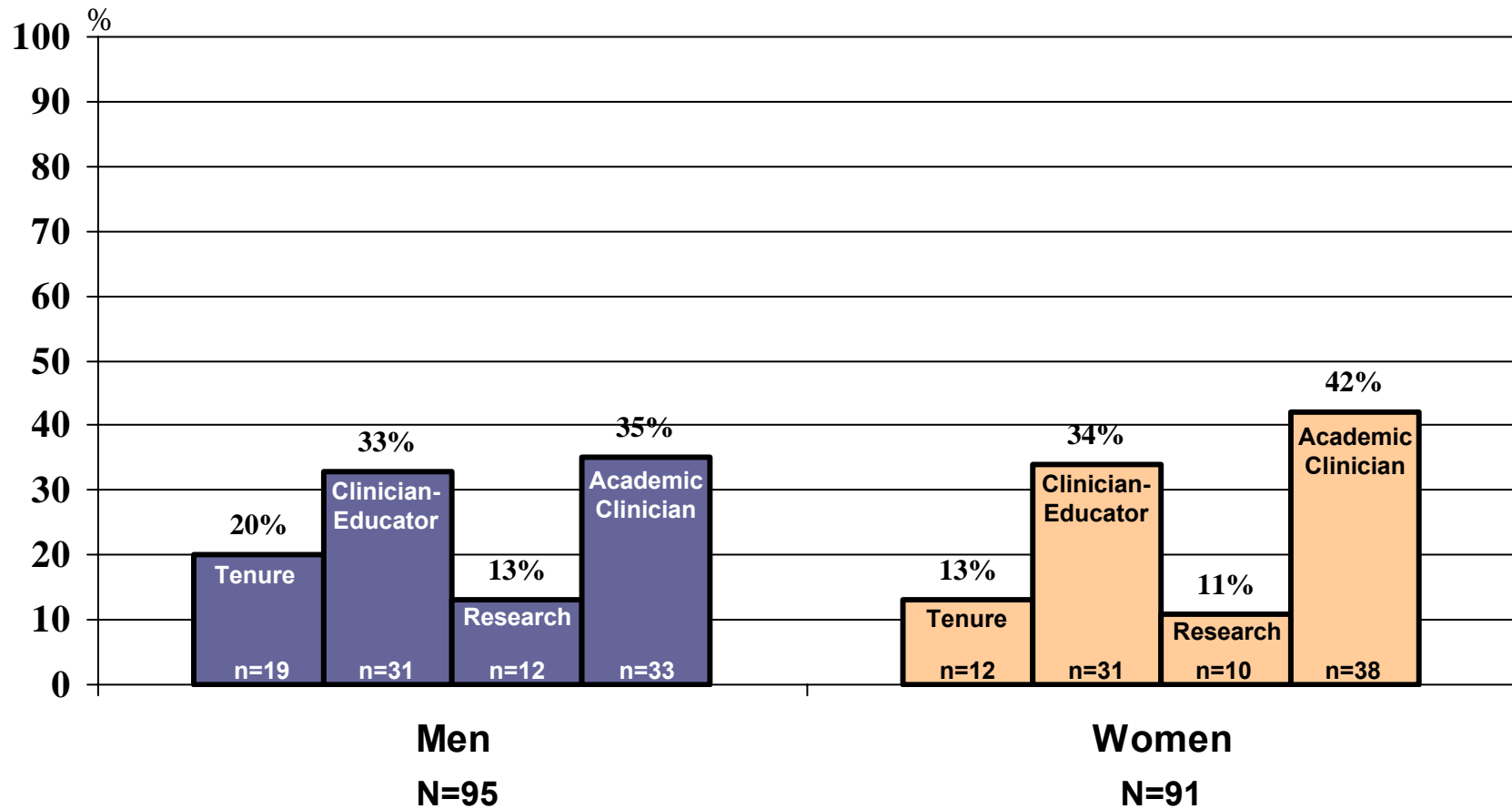
Penn Medical School Fulltime Faculty, 2006-07

("hires" include both external recruits and internal hires)



New Faculty Hires by Track, within Each Gender Penn Medical School Fulltime Faculty, 2006-07

("hires" include both external recruits and internal hires)



Gender Distribution

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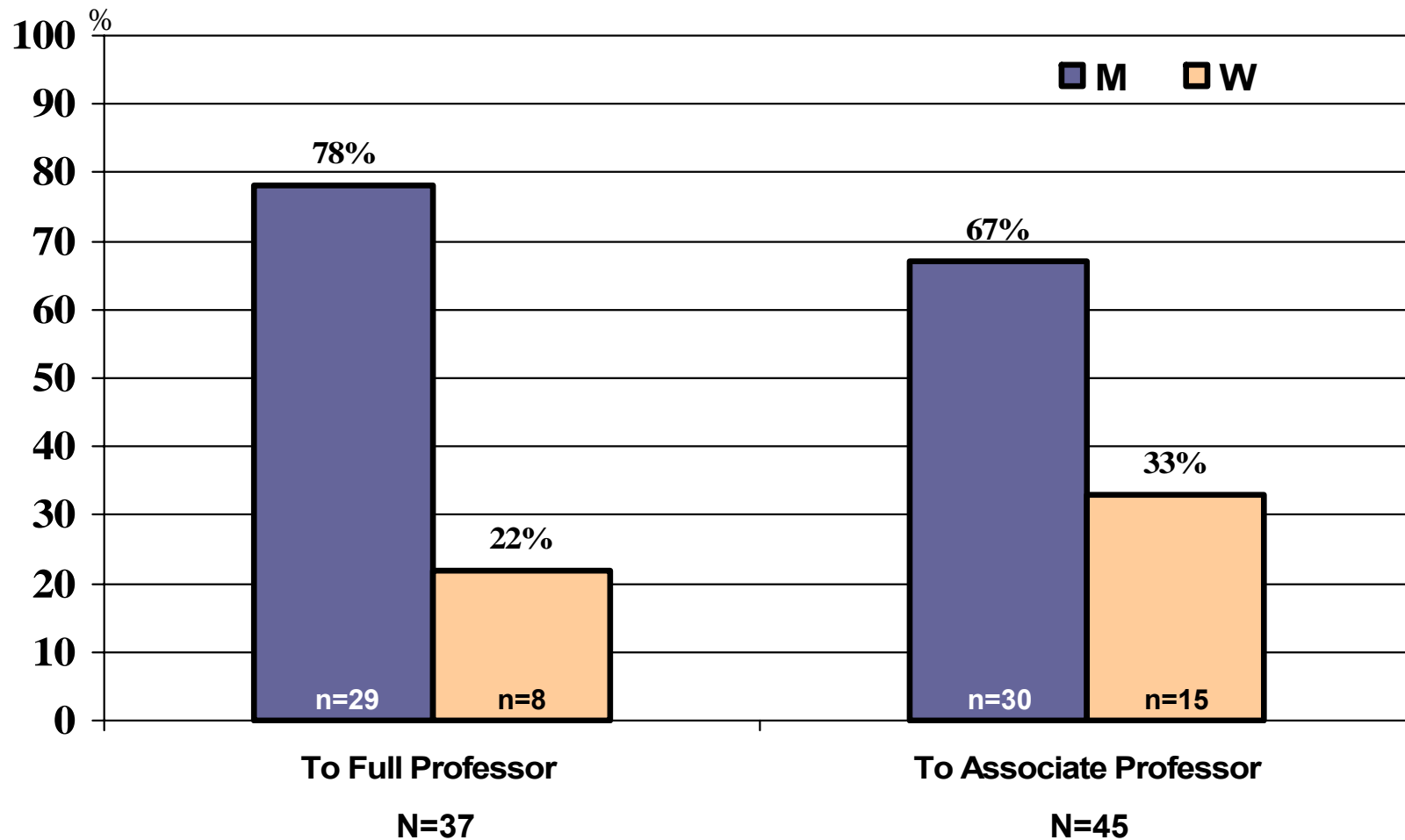
Faculty Promotions

Gender Distribution of Faculty Promotions by Rank and Track University of Pennsylvania Medical School Faculty, 2006-07

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	%
Tenure	23	28%	17	74%	6	26%	7	70%	3	30%	10	77%	3	23%
Clinician-Educator	47	57%	34	72%	13	28%	18	82%	4	18%	16	64%	9	36%
Research	11	13%	8	73%	3	27%	4	80%	1	20%	4	67%	2	33%
Academic-Clinician	1	1%	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
TOTAL	82	100%	59	72%	23	28%	29	78%	8	22%	30	67%	15	33%

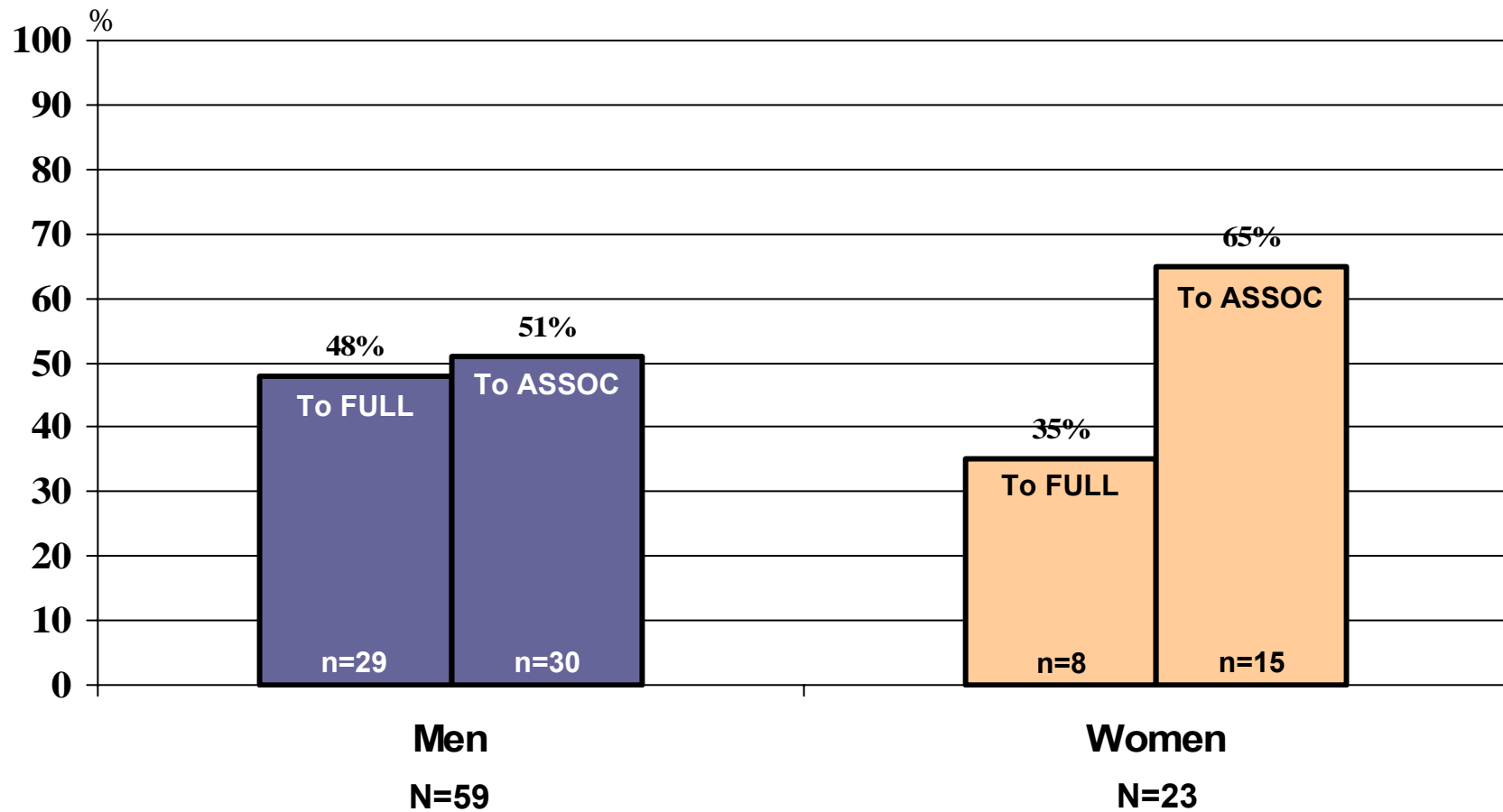
Faculty Promotions within Ranks Penn Medical School Fulltime Faculty, 2006-07

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



Faculty Promotions by Rank within Each Gender Penn Medical School Fulltime Faculty, 2006-07

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



Gender Distribution

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Faculty Terminations

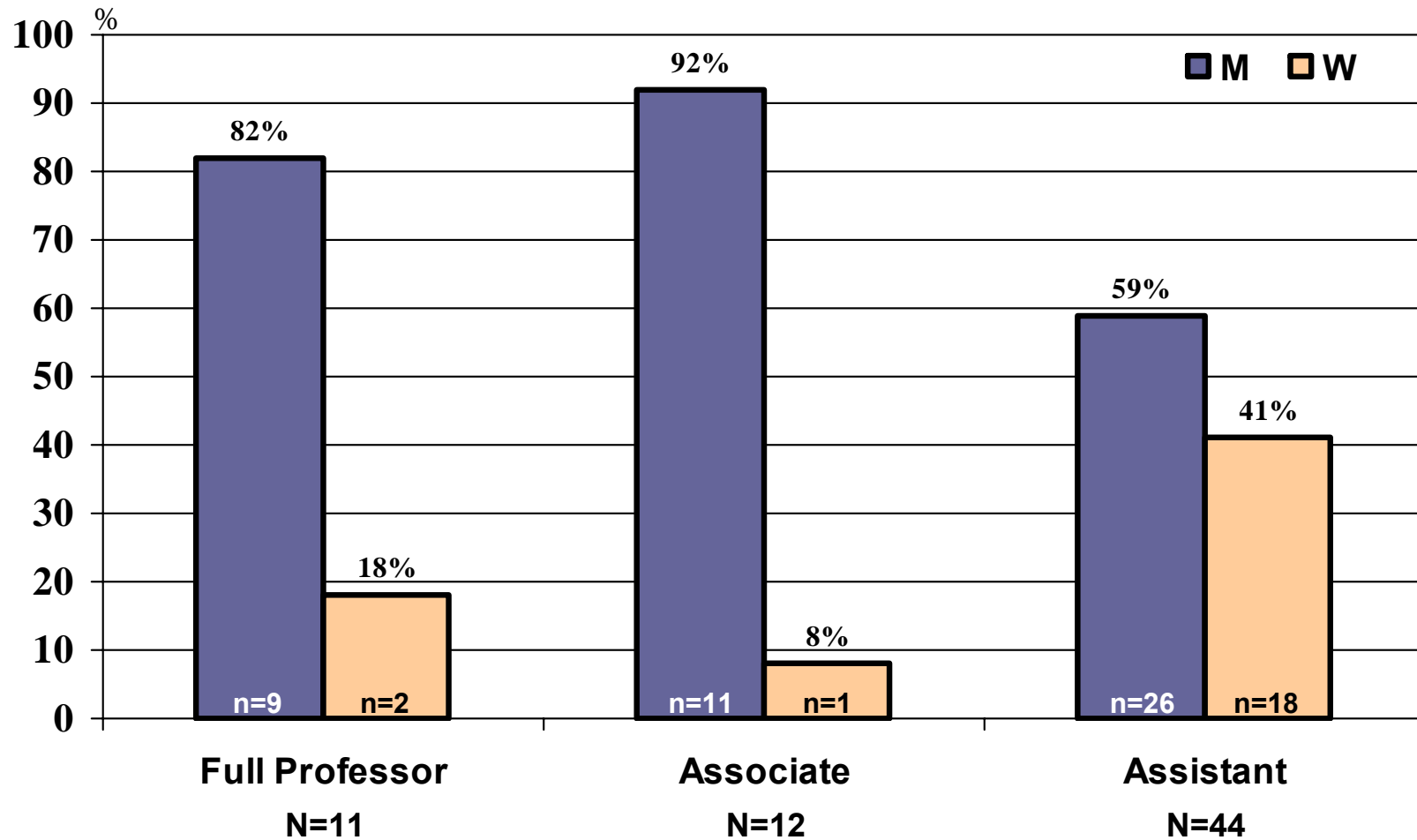
Gender Distribution of Faculty Terminations by Rank and Track University of Pennsylvania Medical School Faculty, 2006-07

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	%
	Tenure	15	22%	12	80%	3	20%	4	80%	1	20%	3	100%	0	0%	5	71%	2
Clinician-Educator	31	46%	19	61%	12	39%	4	100%	0	0%	6	86%	1	14%	9	45%	11	55%
Research	11	16%	8	73%	3	27%	1	50%	1	50%	1	100%	0	0%	6	75%	2	25%
Academic-Clinician	10	15%	7	7%	3	30%	0	0%	0	0%	1	100%	0	0%	6	67%	3	33%
TOTAL	67	100%	46	69%	21	31%	9	82%	2	18%	11	92%	1	8%	26	59%	18	41%

Faculty Terminations within Ranks

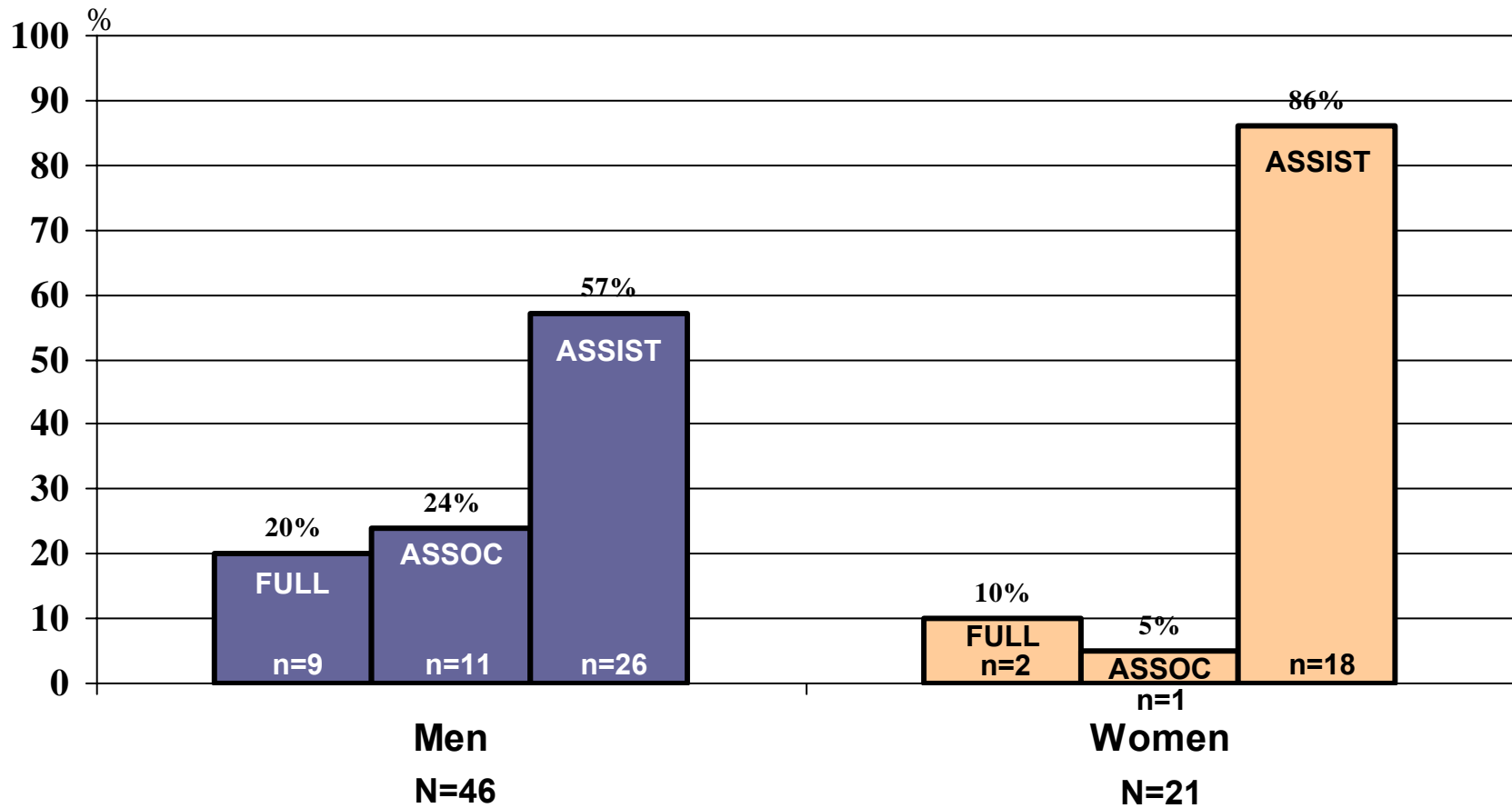
Penn Medical School Fulltime Faculty, 2006-07

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

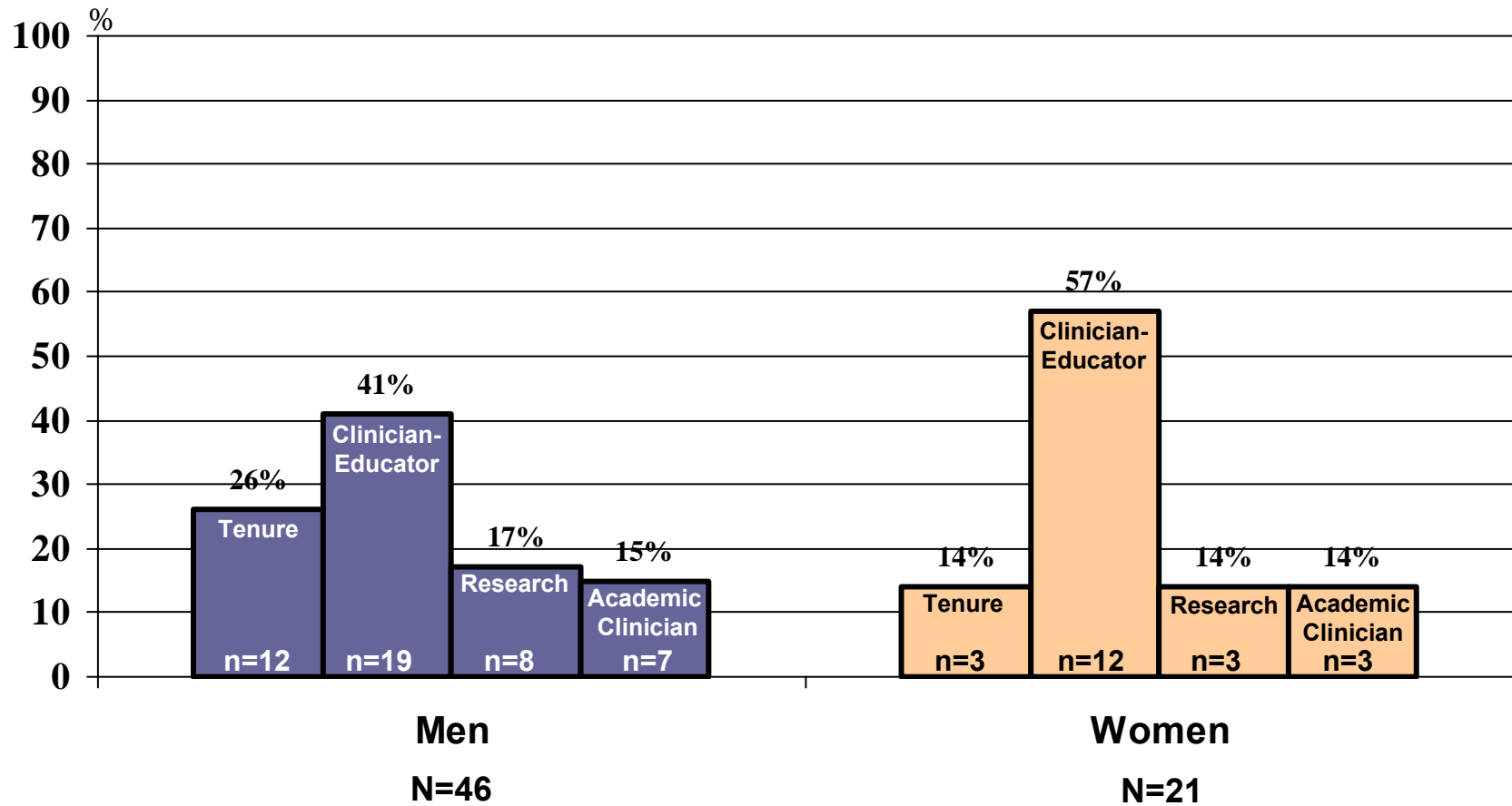


Faculty Terminations by Rank within Each Gender Penn Medical School Fulltime Faculty, 2006-07

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



Faculty Terminations by Track within Each Gender Penn Medical School Fulltime Faculty, 2006-07



Gender Distribution

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Faculty Attrition

**Faculty Attrition Rate by Rank
Penn Medical School Fulltime Faculty, 2006-07**

Rank	Total	Men	Women
Full Professor	2.3%	2.2%	2.6%
Associate Professor	2.9%	3.5%	.9%
Assistant Professor	6.1%	5.9%	6.4%
Total Faculty	4.1%	4.0%	4.5%

**Faculty Attrition Rate by Track
Penn Medical School Fulltime Faculty, 2006-07**

TRACK	Total	Men	Women
Tenure	2.8%	2.8%	2.9%
Clinician-Educator	4.1%	3.5%	5.4%
Research	6.7%	7.6%	5.1%
Academic Clinician	6.0%	8.4%	3.6%
Total Faculty	4.1%	4.0%	4.5%

**Faculty Attrition Rate for *Assistant* Professors by Track
Penn Medical School Fulltime Faculty, 2006-07**

TRACK	Total	Men	Women
Tenure	4.5%	4.6%	4.3%
Clinician-Educator	6.1%	4.4%	8.9%
Research	8.8%	10.5%	5.9%
Academic Clinician	6.2%	8.6%	4.0%
Total Faculty	6.1%	5.9%	6.4%

Gender Distribution

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**School of Medicine
Departments**

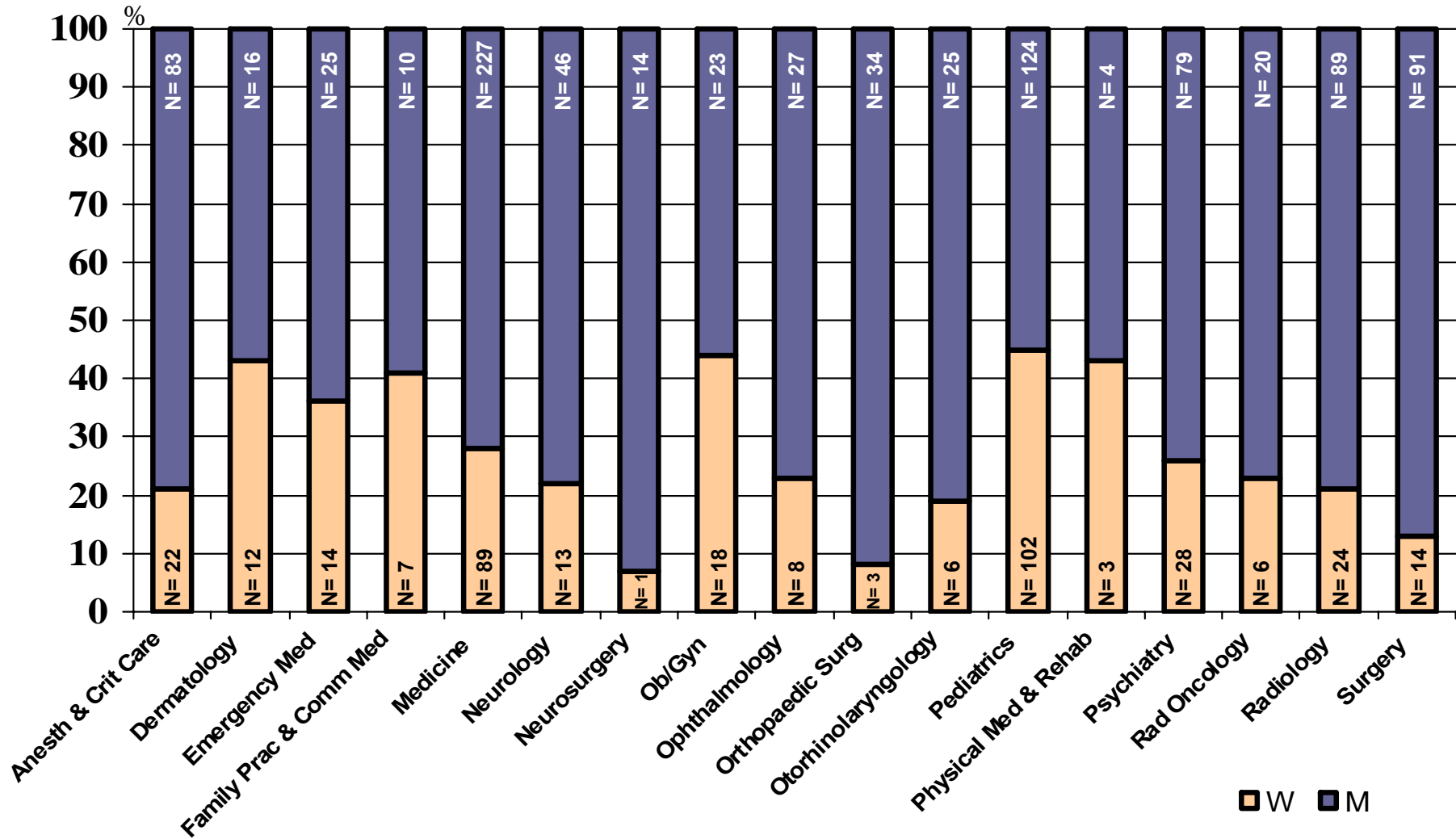
Gender Distribution

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Clinical Departments

Gender Distribution by Clinical Department Penn Medical School Fulltime Faculty, 2006-07

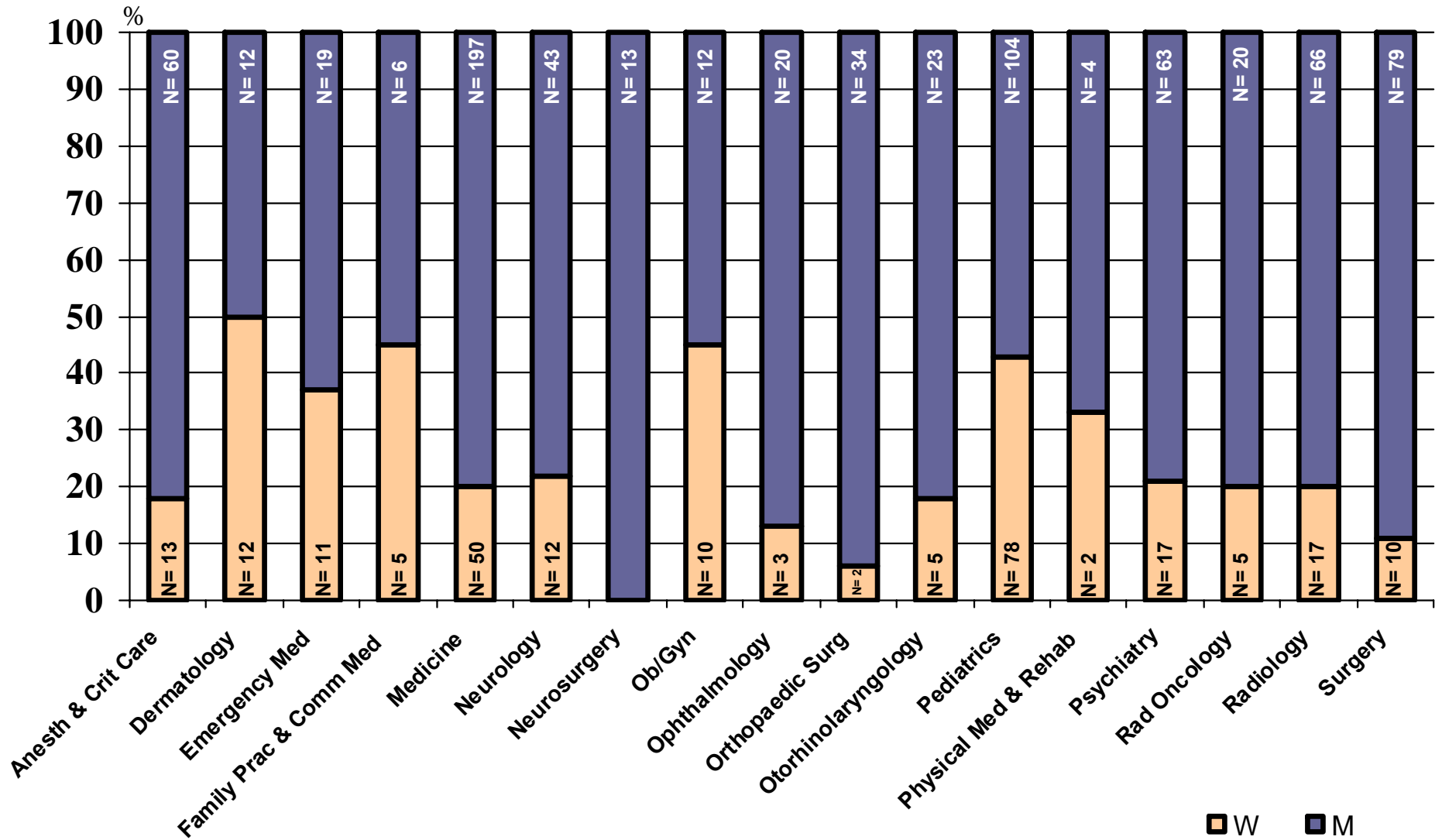
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; does not include Instructors/Lecturers)



Gender Distribution by Clinical Department

Penn Medical School *Standing* Faculty, 2006-07

(includes Tenure and Clinician-Educator Tracks only)



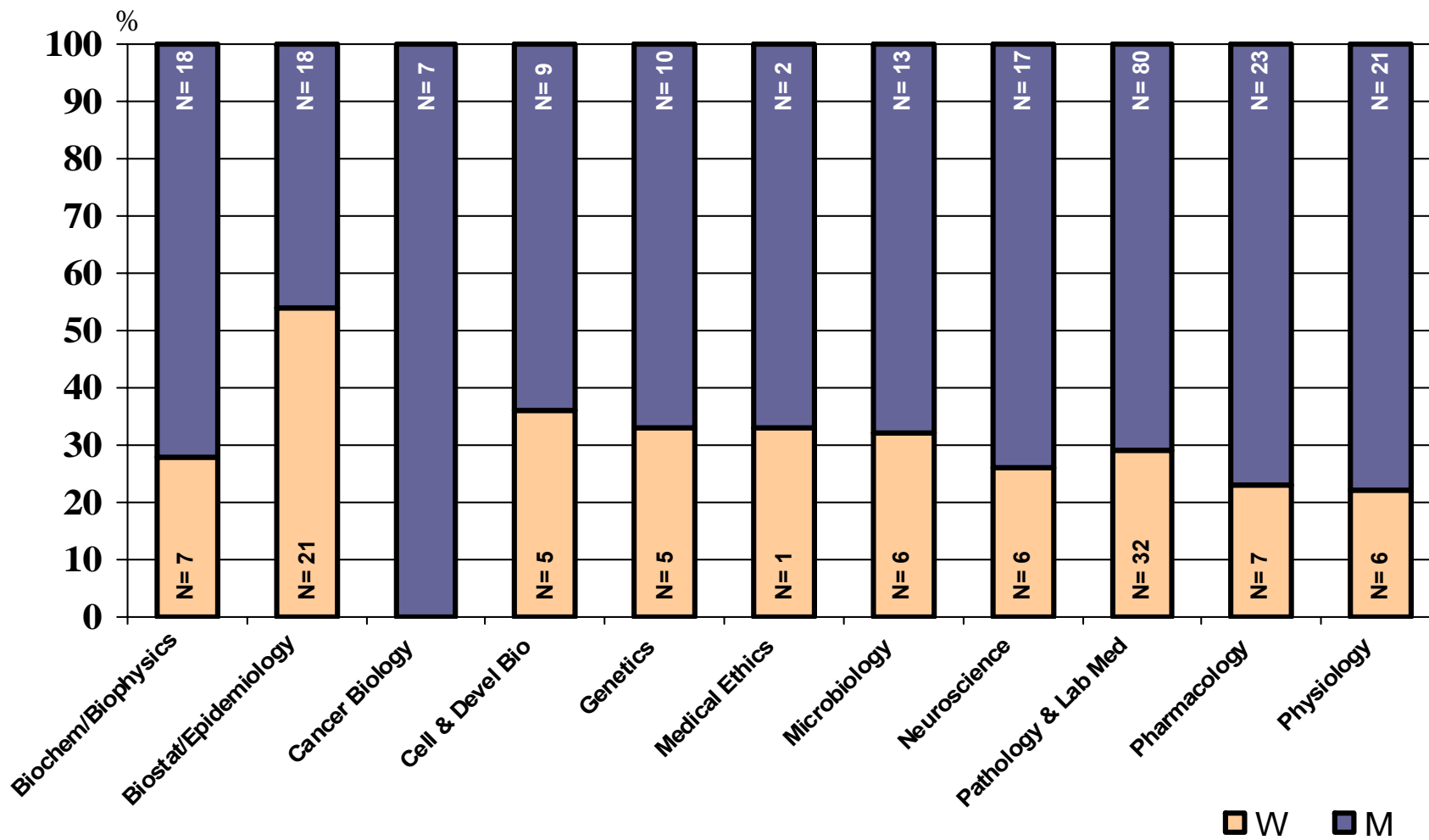
Gender Distribution

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Basic Science Departments

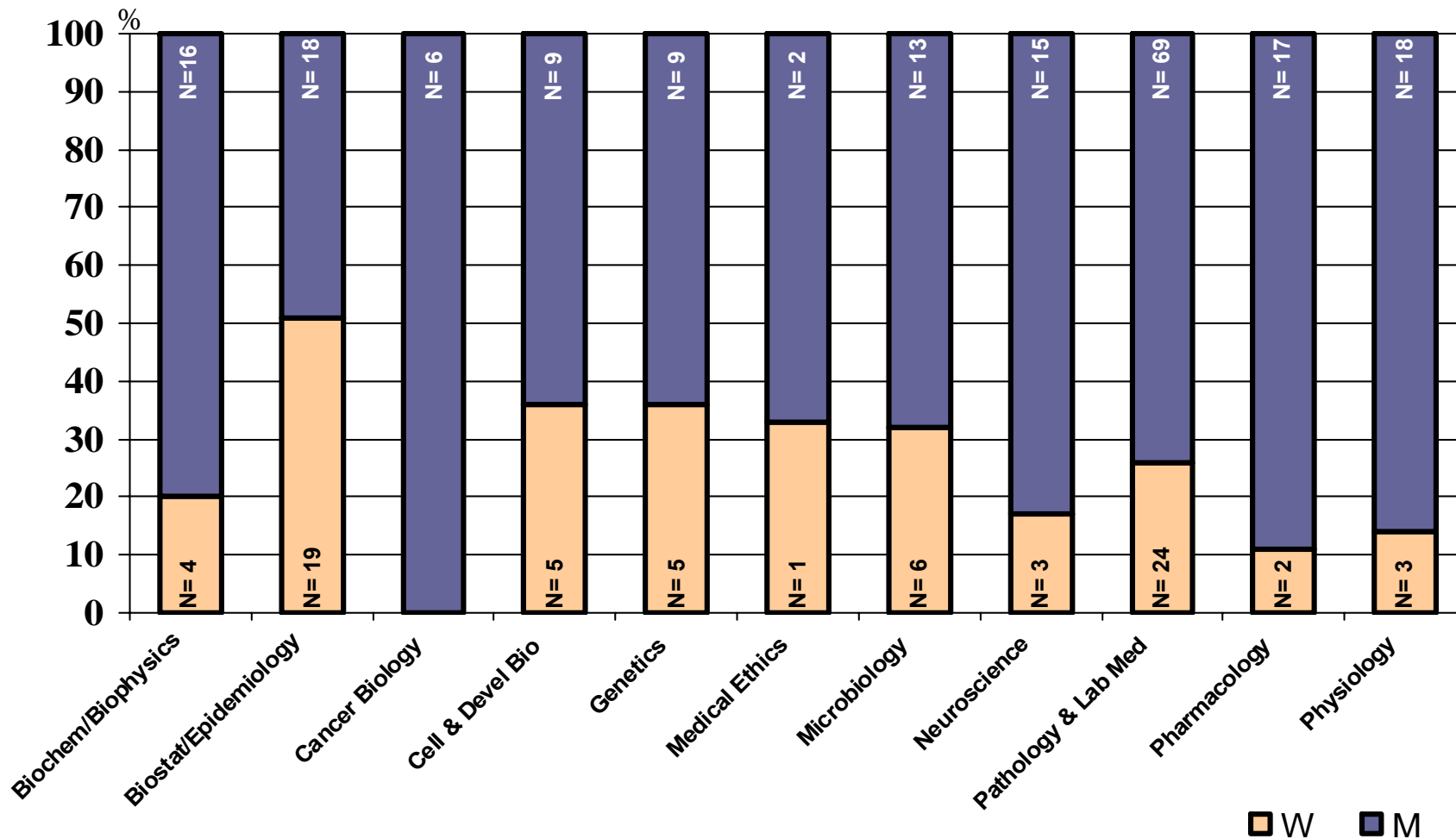
Gender Distribution by Basic Science Department Penn Medical School Fulltime Faculty, 2006-07

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



Gender Distribution by Basic Science Department Penn Medical School *Standing* Faculty, 2006-07

(includes Tenure and Clinician-Educator Tracks only)



Gender Distribution

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Leadership Positions

Gender Distribution Faculty Serving in Senior Leadership Positions University of Pennsylvania School of Medicine, 2006-07

Senior Leadership Positions	Total* Members Serving	Men Faculty Serving		Women Faculty Serving	
	Number	Number	Percent	Number	Percent
Clinical Department Chairs	18	16	89%	2	11%
Basic Science Department Chairs	10	10	100%	0	0
Directors of Centers and Institutes	17	17	100%	0	0
Academic Division Chiefs: Medicine, Pediatrics and Surgery	42	35	83%	7	17%
Executive Vice President & Dean, Vice Deans, Chair Medical Faculty Senate, Chair COAP	8	7	87.5%	1	12.5%
Chair HUP Medical Board; Chief Medical Officers at HUP, Pennsylvania and Presbyterian Hospitals	4	3	75%	1	25%
Associate & Assistant Deans	27	17	63%	7	26%

* "Total Members Serving" may include others besides faculty such as administrators or staff

Gender Analysis of Total Number Searches for Department Chair University of Pennsylvania School of Medicine, 1999 through 2006-07

Total # Department Chair Positions	Current # Women Chairs
28	2

Total # Chair Searches* 1999-2006	Total # Women Chairs Appointed
19	1

** Presently, there is 1 ongoing Chair Search: Department of Medicine*

Gender Distribution Faculty Representation on Key Committees University of Pennsylvania School of Medicine, 2006-07

Key Committees	Total* Members Serving	Men Faculty Serving		Women Faculty Serving	
	NUMBER	Number	Percent	Number	Percent
Research Core Facilities	15	8	53%	1	7%
Space Planning	8	2	25%	1	12.5%
Academic Review	34	24	71%	5	15%
Subcommittee of COAP for Teaching and Evaluation	47	39	83%	8	17%
Academic Freedom and Responsibility	10	8	80%	2	20%
Student Standards	29	13	45%	8	28%
Dept., Center and Institute Review	47	34	72%	13	28%
Search: Chair, Department of Medicine	18	9	50%	5	28%
Admissions	28	9	32%	8	29%
Curriculum	86	43	50%	25	29%
Teaching Awards	22	8	36%	7	32%
Appointments & Promotions (COAP)	24	14	58%	10	42%
Medical Faculty Senate Steering	16	9	56%	7	44%

* "Total Members Serving" may include others besides faculty, such as administrators, staff and medical students

Comparison Gender Statistics

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**Penn versus
AAMC National Data**

Gender Distribution within National Faculty Ranks by Department

AAMC Data: Fulltime Faculty and Instructors, 2006-07

(AAMC data taken from Table 3 of 05-06 report)

AAMC- National Department	Total Fulltime Faculty					Full Professors				Associate Professors				Assistant Professors				Instructor/Other Ranks				Total Faculty plus Instr/Other				
	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		
Anatomy	1706	1258	74%	448	26%	582	79%	151	21%	344	74%	118	26%	332	65%	179	35%	95	57%	71	43%	1353	72%	519	28%	1872
Anesth. & Critical Care	4533	3276	72%	1257	28%	681	86%	109	14%	870	74%	300	26%	1725	67%	848	33%	578	58%	415	42%	3854	70%	1672	30%	5526
Biochem & Biophysics	2508	1917	76%	591	24%	979	84%	181	16%	393	73%	143	27%	545	67%	267	33%	171	61%	108	39%	2088	75%	699	25%	2787
Dermatology	749	456	61%	293	39%	180	80%	44	20%	104	60%	70	40%	172	49%	179	51%	66	46%	76	54%	522	59%	369	41%	891
Emergency Medicine	1720	1301	76%	419	24%	159	88%	21	12%	249	76%	80	24%	893	74%	318	26%	182	61%	114	39%	1483	74%	533	26%	2016
Fam Prac & Com Med	3497	2149	61%	1348	39%	420	76%	130	24%	557	69%	252	31%	1172	55%	966	45%	255	42%	354	58%	2404	59%	1702	41%	4106
Medicine	23335	16889	72%	6446	28%	5381	87%	799	13%	4339	75%	1433	25%	7169	63%	4214	37%	2638	55%	2155	45%	19527	69%	8601	31%	28128
Microbiology	1864	1352	73%	512	27%	639	81%	149	19%	312	68%	150	32%	401	65%	213	35%	103	53%	90	47%	1455	71%	602	29%	2057
Neurology	3184	2314	73%	870	27%	832	87%	119	13%	574	72%	227	28%	908	63%	524	37%	296	52%	274	48%	2610	70%	1144	30%	3754
Obstetrics & Gyn	3643	2166	59%	1477	41%	726	83%	150	17%	563	64%	311	36%	877	46%	1016	54%	213	27%	585	73%	2379	54%	2062	46%	4441
Ophthalmology	1772	1344	76%	428	24%	498	88%	70	12%	335	75%	109	25%	511	67%	249	33%	232	59%	160	41%	1576	73%	588	27%	2164
Orthopaedic Surgery	1997	1785	89%	212	11%	506	97%	16	3%	476	89%	59	11%	803	85%	137	15%	218	78%	62	22%	2003	88%	274	12%	2277
Other Basic Sciences	3235	2268	70%	967	30%	933	78%	260	22%	534	68%	247	32%	801	64%	460	36%	320	55%	262	45%	2588	68%	1229	32%	3817
Other Clinical Sciences	479	322	67%	157	33%	116	78%	32	22%	84	74%	30	26%	122	56%	95	44%	17	43%	23	58%	339	65%	180	35%	519
Otorhinolaryngology	1199	969	81%	230	19%	308	92%	28	8%	258	83%	53	17%	403	73%	149	27%	98	52%	90	48%	1067	77%	320	23%	1387
Path & Lab Medicine	5068	3488	69%	1580	31%	1420	81%	340	19%	910	67%	456	33%	1158	60%	784	40%	300	56%	239	44%	3788	68%	1819	32%	5607
Pediatrics	11281	6406	57%	4875	43%	2132	77%	638	23%	1693	59%	1181	41%	2581	46%	3056	54%	699	35%	1310	65%	7105	53%	6185	47%	13290
Pharmacology	1861	1435	77%	426	23%	671	85%	116	15%	345	77%	104	23%	419	67%	206	33%	140	60%	94	40%	1575	75%	520	25%	2095
Phys Med & Rehab	876	525	60%	351	40%	90	74%	32	26%	141	65%	76	35%	294	55%	243	45%	109	49%	114	51%	634	58%	465	42%	1099
Physiology	1836	1433	78%	403	22%	758	85%	130	15%	343	77%	100	23%	332	66%	173	34%	110	52%	100	48%	1543	75%	503	25%	2046
Psychiatry	7535	4808	64%	2727	36%	1408	81%	320	19%	1179	66%	594	34%	2221	55%	1813	45%	730	42%	997	58%	5538	60%	3724	40%	9262
Public Health & Preventative Med	1214	695	57%	519	43%	243	76%	78	24%	175	57%	130	43%	277	47%	311	53%	80	38%	133	62%	775	54%	652	46%	1427
Radiology	5998	4613	77%	1385	23%	1383	86%	220	14%	1195	78%	344	22%	2035	71%	821	29%	710	67%	347	33%	5323	75%	1732	25%	7055
Surgery	9034	7707	85%	1327	15%	2509	94%	164	6%	2003	87%	295	13%	3195	79%	868	21%	637	65%	345	35%	8344	83%	1672	17%	10016
TOTAL	100124	70876	71%	29248	29%	23554	85%	4297	15%	17976	72%	6862	28%	29346	62%	18089	38%	8997	51%	8518	49%	79873	68%	37766	32%	117639

Total Fulltime Faculty and Full Professor Rank Penn versus AAMC National Data, 2006-07

*(includes faculty in Assistant, Associate and Full Professor ranks only; does not include Instructors;
AAMC data taken from Table 7 of 05-06 report)*

	PENN	AAMC
% All Faculty Who Are Women	29%	32%
% Full Professors Who Are Women	16%	17%
% Female Faculty Who Are Full Professors	17%	14%
% Male Faculty Who Are Full Professors	35%	32%

Tenure Track Faculty Penn versus AAMC National Data, 2006-07

(AAMC data taken from Table 7 of 05-06 report)

	PENN	AAMC
<p>% All Tenured* Faculty Who Are Women</p> <p><i>(* "Tenured" defined as only Tenure Track Faculty at Associate and Full Professor Ranks)</i></p>	15%	19%
<p>% Female Faculty Who Are Tenured</p> <p><i>("faculty" includes Tenure, C-E, Research, and AC Tracks as well as Instructors A/Lecturers A)</i></p>	11%	14%
<p>% Male Faculty Who Are Tenured</p> <p><i>("faculty" includes Tenure, C-E, Research, and AC Tracks as well as Instructors A/Lecturers A)</i></p>	27%	27%

Promotion Data

Penn versus AAMC National Data, 2006-07

(AAMC data taken from Table 8 of 05-06 report)

% That Are Women	PENN	AAMC
<p>Newly Tenured* Faculty</p> <p><i>(*refers to Tenure track only- newly granted tenure either through promotion, appointment or conversion)</i></p>	17%	30%
<p>Faculty Promoted to Associate Professor (from Assistant)</p> <p><i>(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)</i></p>	33%	34%
<p>Faculty Promoted to Full Professor (from Associate)</p> <p><i>(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)</i></p>	22%	29%

Percent Women of Faculty Hires and Departures Penn versus AAMC National Data, 2006-07

*(Penn data includes faculty in Tenure, Clinician-Educator, Research and Academic Clinician Tracks;
AAMC data taken from Table 6 of 05-06 report)*

% That Are Women	PENN	AAMC
New Faculty Hires	49%	38%
Departing Faculty	31%	35%

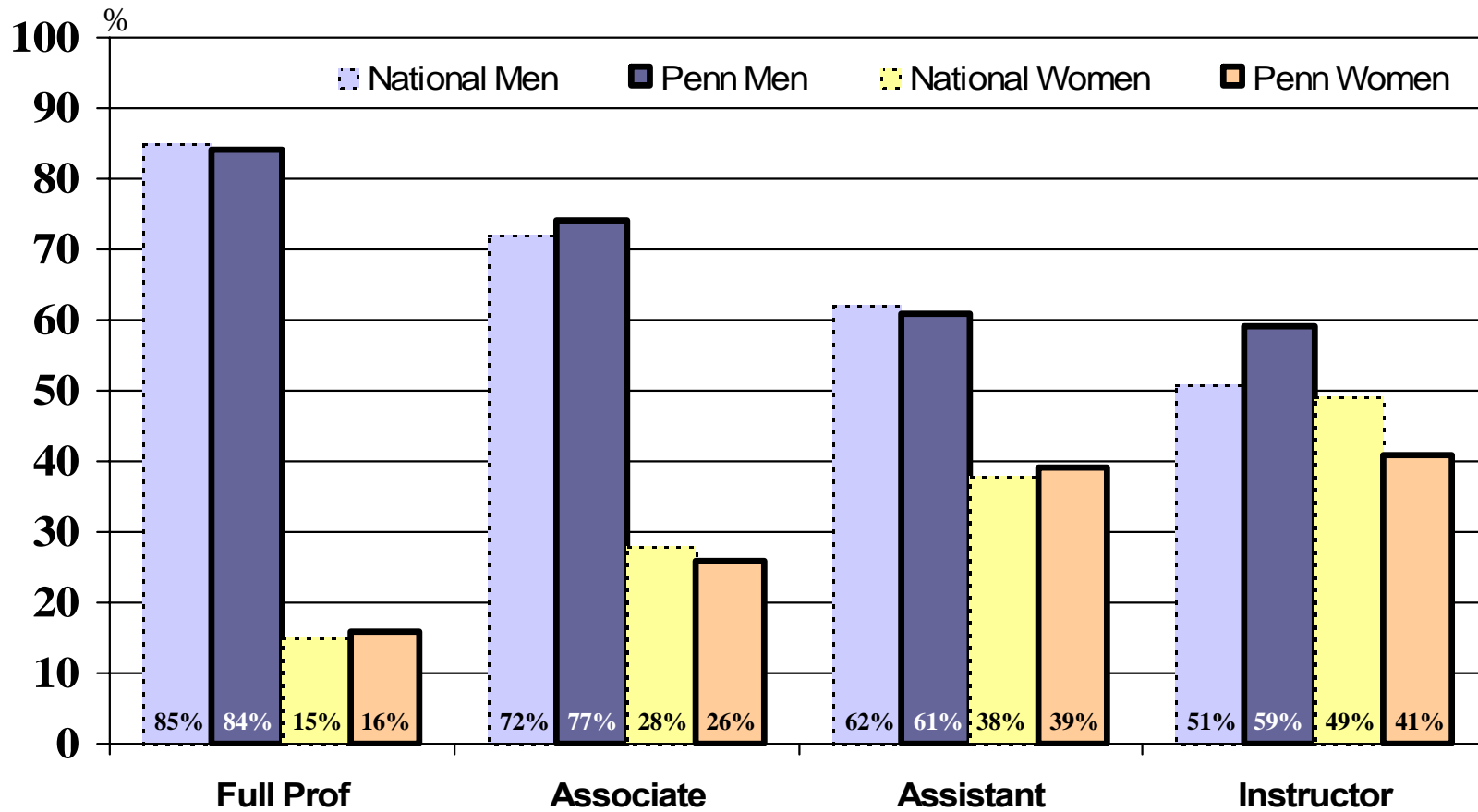
Please note that for faculty “hires” and “departing faculty”–

Penn data reported here does not include Instructors and Lecturers since not considered full-time faculty status.

AAMC data may include Instructors and Lecturers if other institutions consider them “faculty.”

Gender Distributions of Fulltime Faculty and Instructors within Ranks Penn compared with AAMC National Data, 2006-07

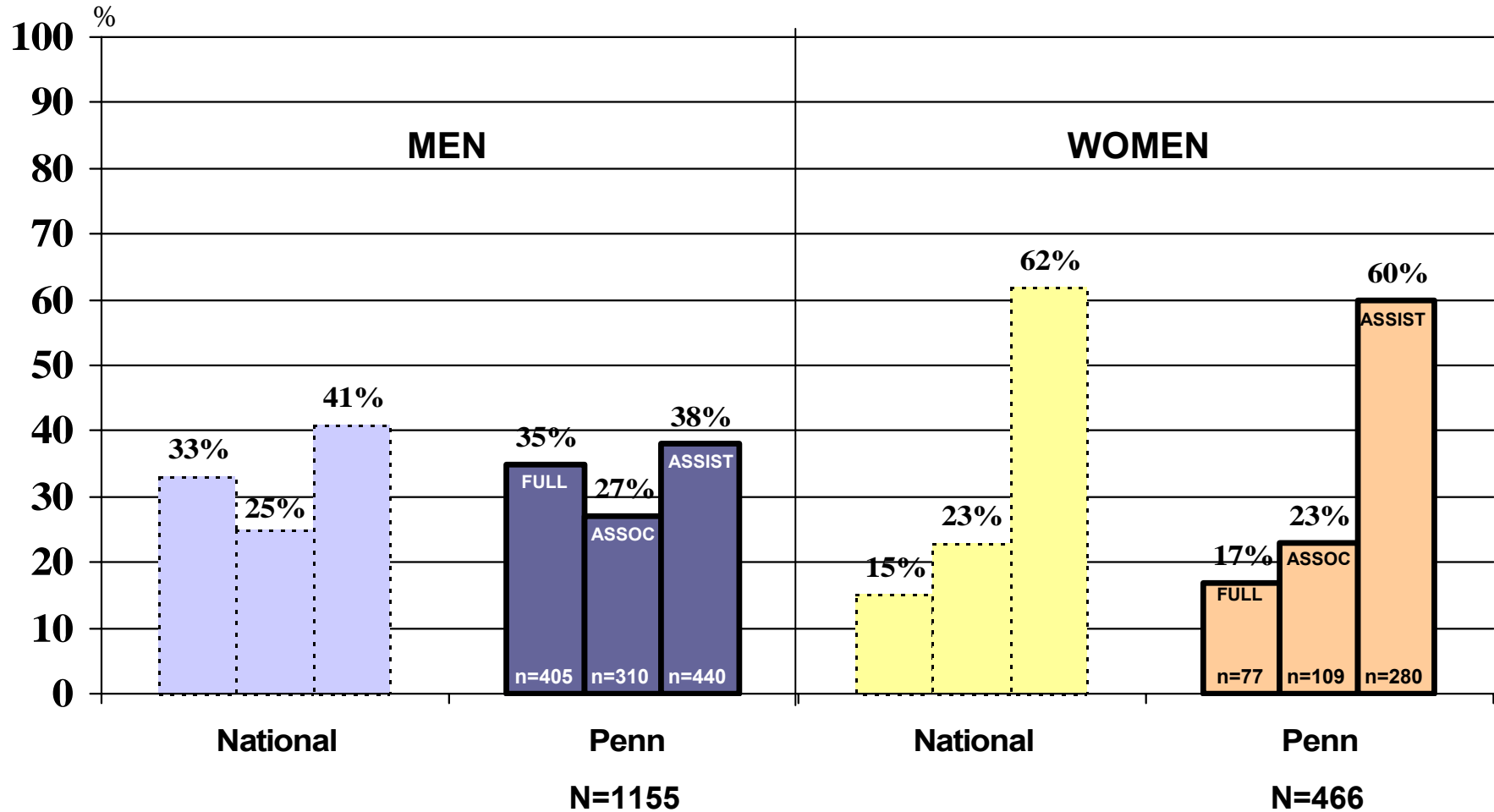
*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks;
AAMC data taken from Table 3 of 05-06 report)*



*(Categories: Full Professors, Associate Professors, Assistant Professors, and Instructors;
Penn data for Instructor includes Instructors A and Lecturers A)*

Distribution of Medical School Fulltime Faculty by Rank, within Each Gender Penn compared with AAMC National Data, 2006-07

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks;
AAMC data from Table 3 of 05-06 report)



Comparison Gender Statistics

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**Penn versus AAMC
Departments**

Percent Women Medical Fulltime Faculty by Department

PENN compared with AAMC National Data, 2006-07

*(Penn data includes faculty in Tenure, Clinician-Educator, Research and Academic Clinician Tracks, and in Full, Associate and Assistant Ranks;
AAMC data taken from Table 3 of 05-06 report; neither includes instructors)*

DEPARTMENT	PENN (%)	COMPARED TO	AAMC (%)
Anesthesia	21.0	↓	27.7
Biochem/Biophysics	28.0	↑	23.6
Dermatology	42.9	↑	39.1
Emergency Medicine	35.9	↑	24.4
Family Medicine	41.2	↑	38.5
Medicine	28.2	≈	27.6
Microbiology	31.6	↑	27.5
Neurology	22.0	↓	27.3
Obstetrics & Gynecology	43.9	↑	40.5
Ophthalmology	22.9	↓	24.2
Orthopaedic Surgery	8.1	↓	10.6
Otorhinolaryngology	19.4	≈	19.2
Pathology & Lab Medicine	28.6	↓	31.2
Pediatrics	45.1	↑	43.2
Pharmacology	23.3	≈	22.9
Physical Med/Rehabilitation	42.9	↑	40.1
Physiology	22.2	≈	21.9
Psychiatry	26.2	↓	36.2
Radiology	21.2	↓	23.1
Surgery	13.3	↓	14.7

≈ (If less than 1% difference)

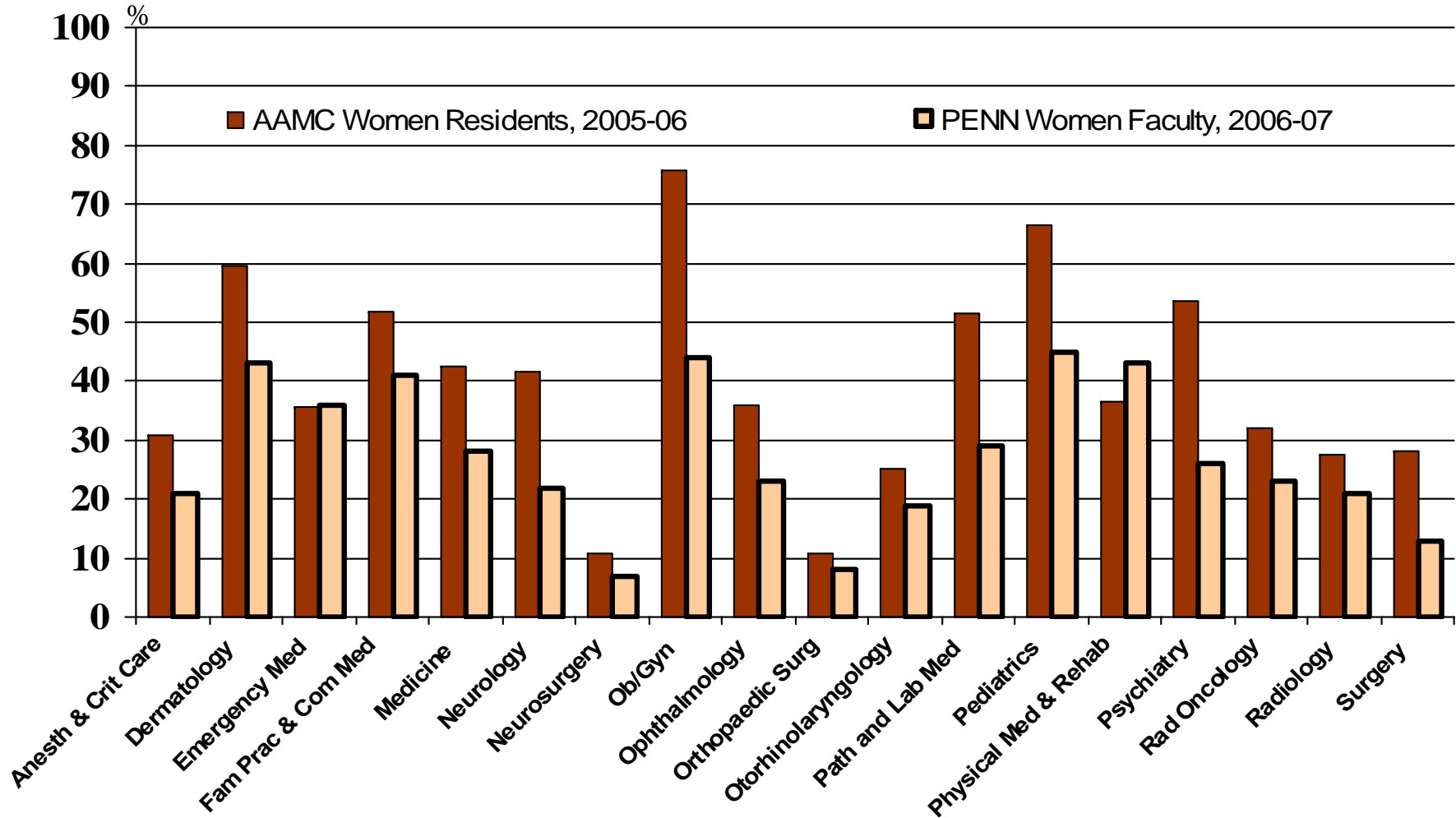
↑ (PENN has higher proportion of women)

↓ (PENN has lower proportion of women)

AAMC Percent Women *Residents* by Specialty, 2005-06

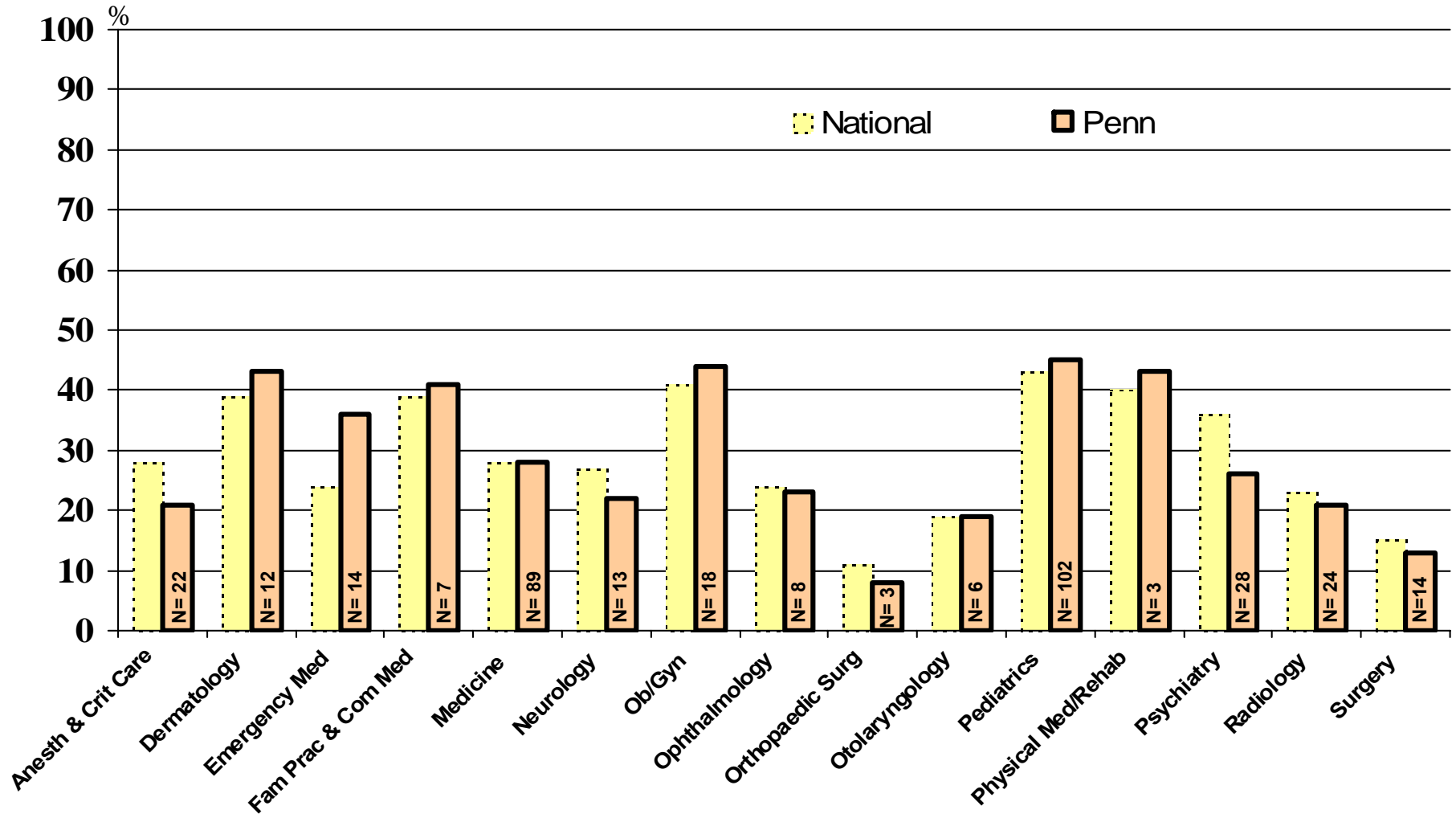
Penn Percent Women Medical Faculty by Specialty, 2006-07

(Penn data includes faculty in Tenure, Clinician-Educator, Research and Academic Clinician Tracks, and does not include Instructors;
AAMC data taken from Table 2 of 05-06 report)



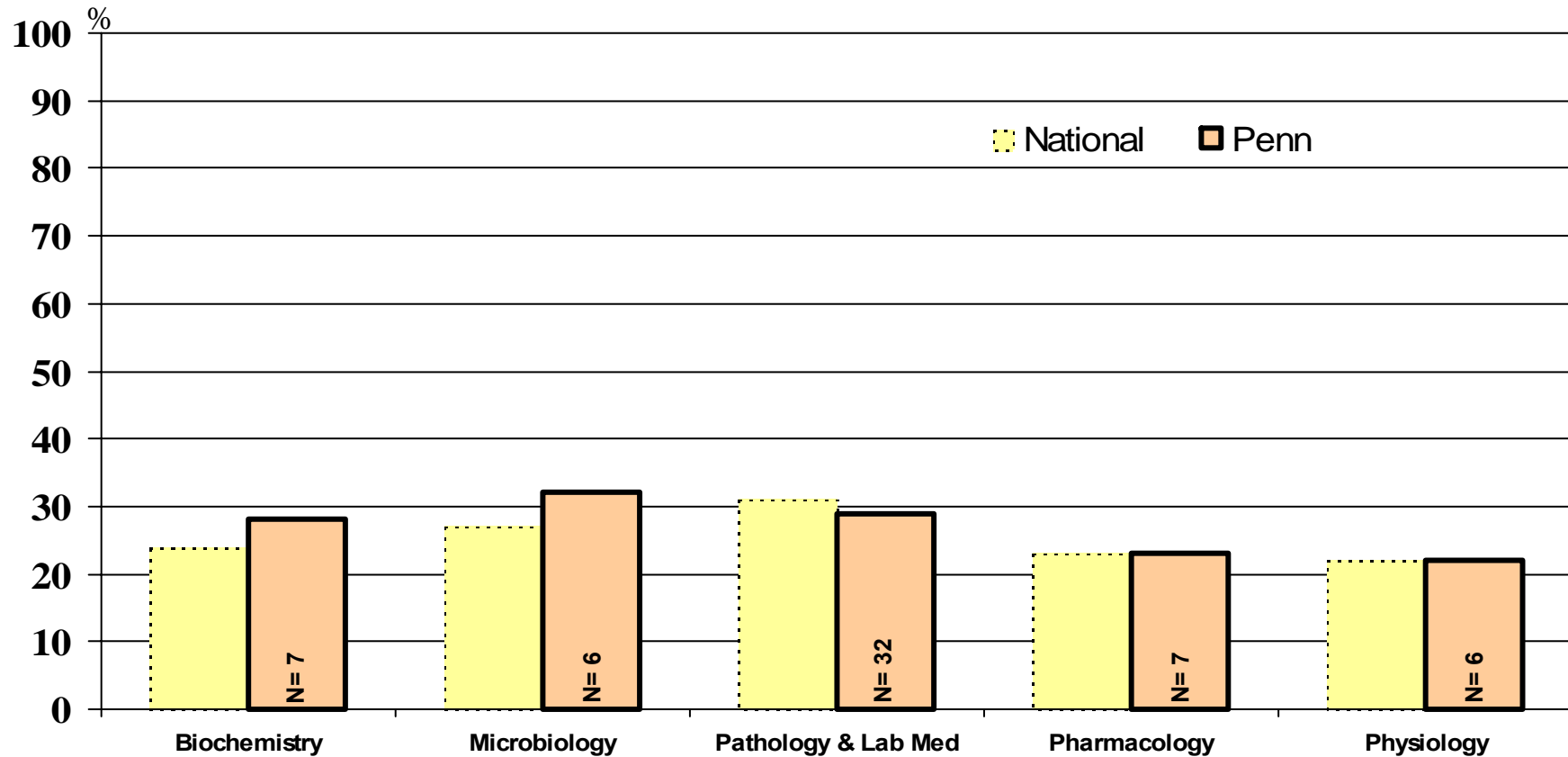
Percent *Women* Fulltime Medical Faculty by Clinical Department Penn versus AAMC National Data, 2006-07

(Penn data includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks, and does not include Instructors;
AAMC data taken from Table 3 of 05-06 report)



Percent *Women* Fulltime Medical Faculty by Basic Science Department Penn versus AAMC National Data, 2006-07

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; does not include Instructors;
AAMC data taken from Table 3 of 05-06 report)

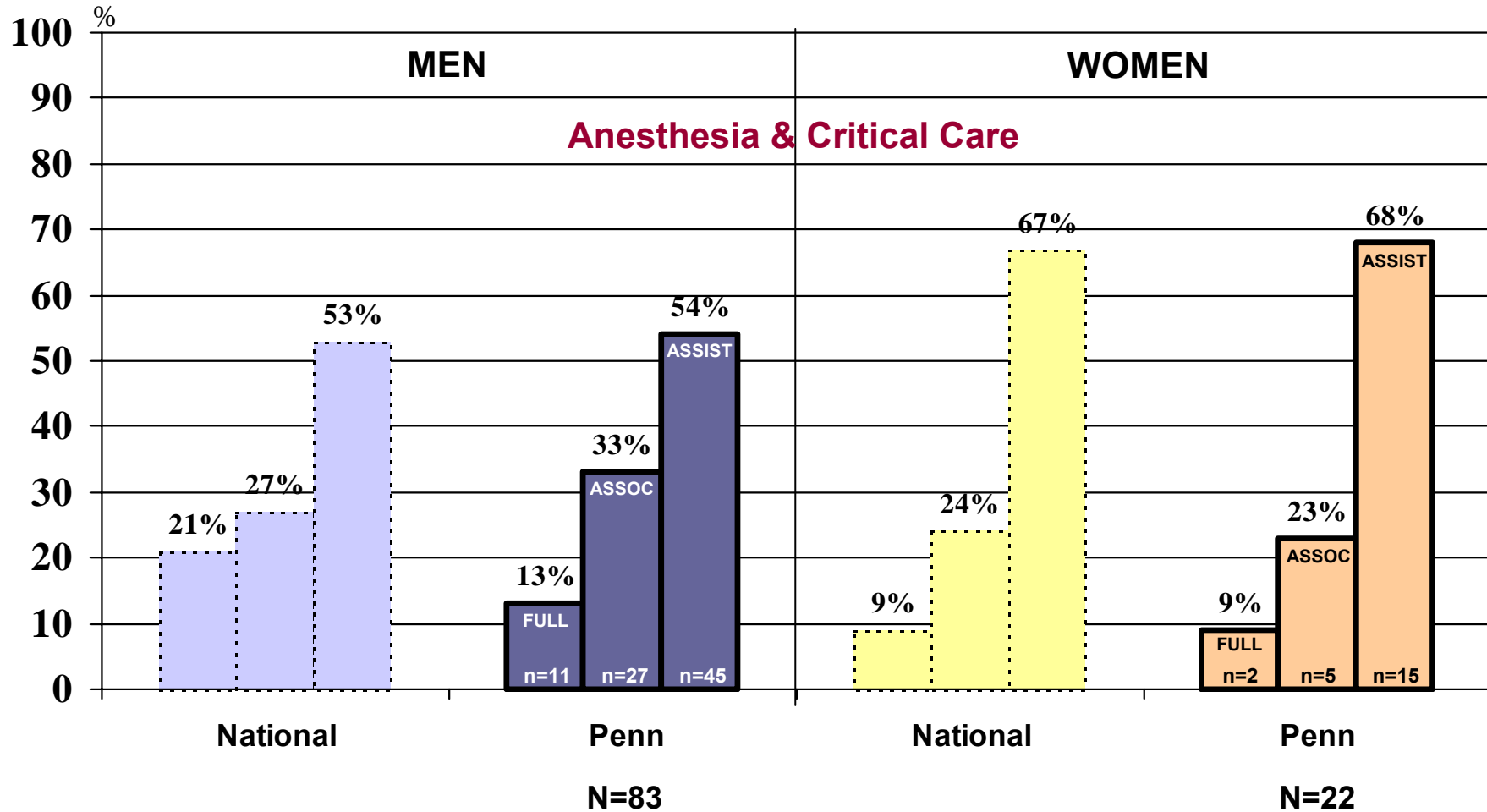


Distribution of Fulltime Faculty by Rank, within Each Gender

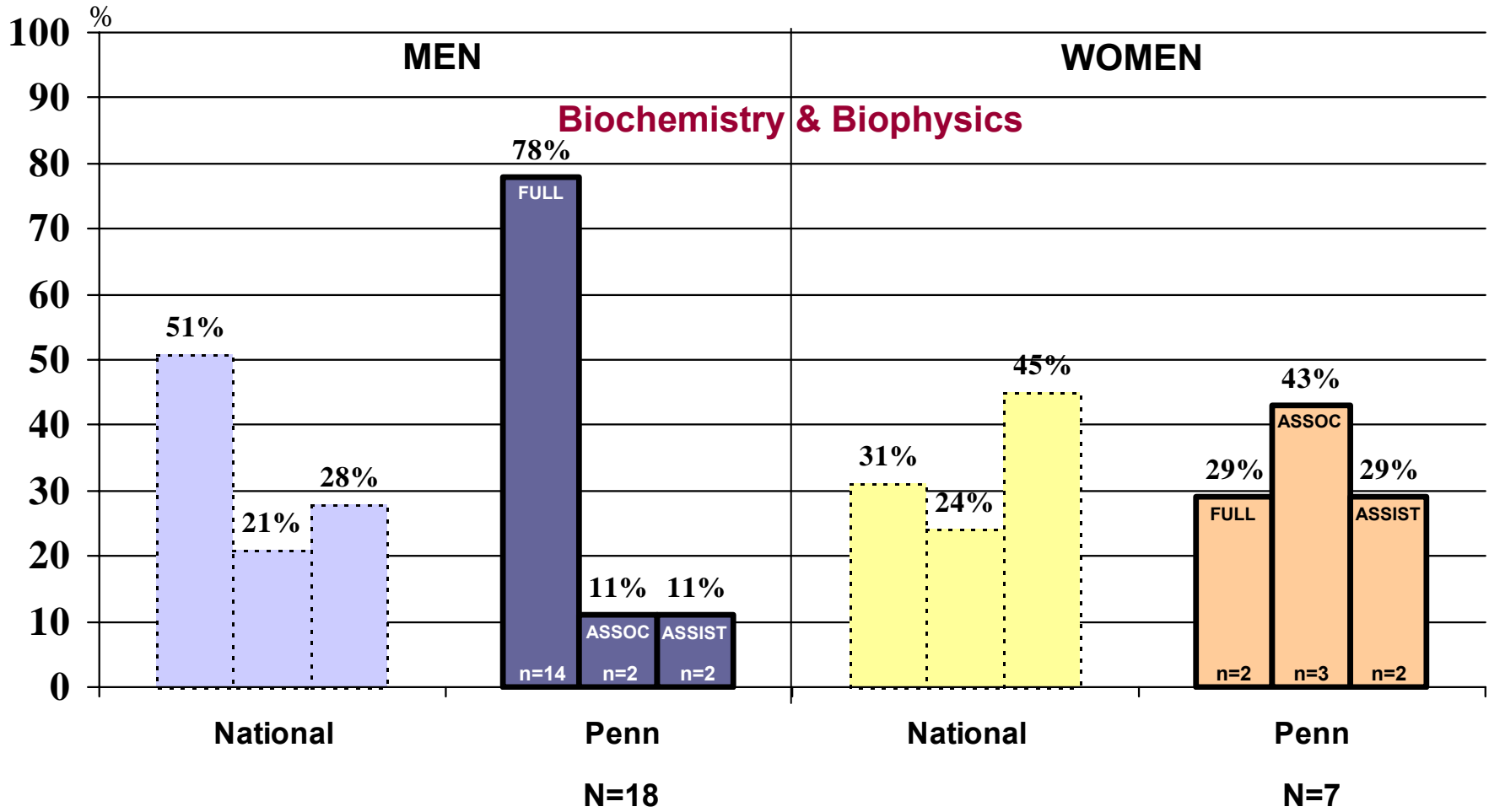
Department of Anesthesia & Critical Care

Penn compared with AAMC National Data, 2006-07

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



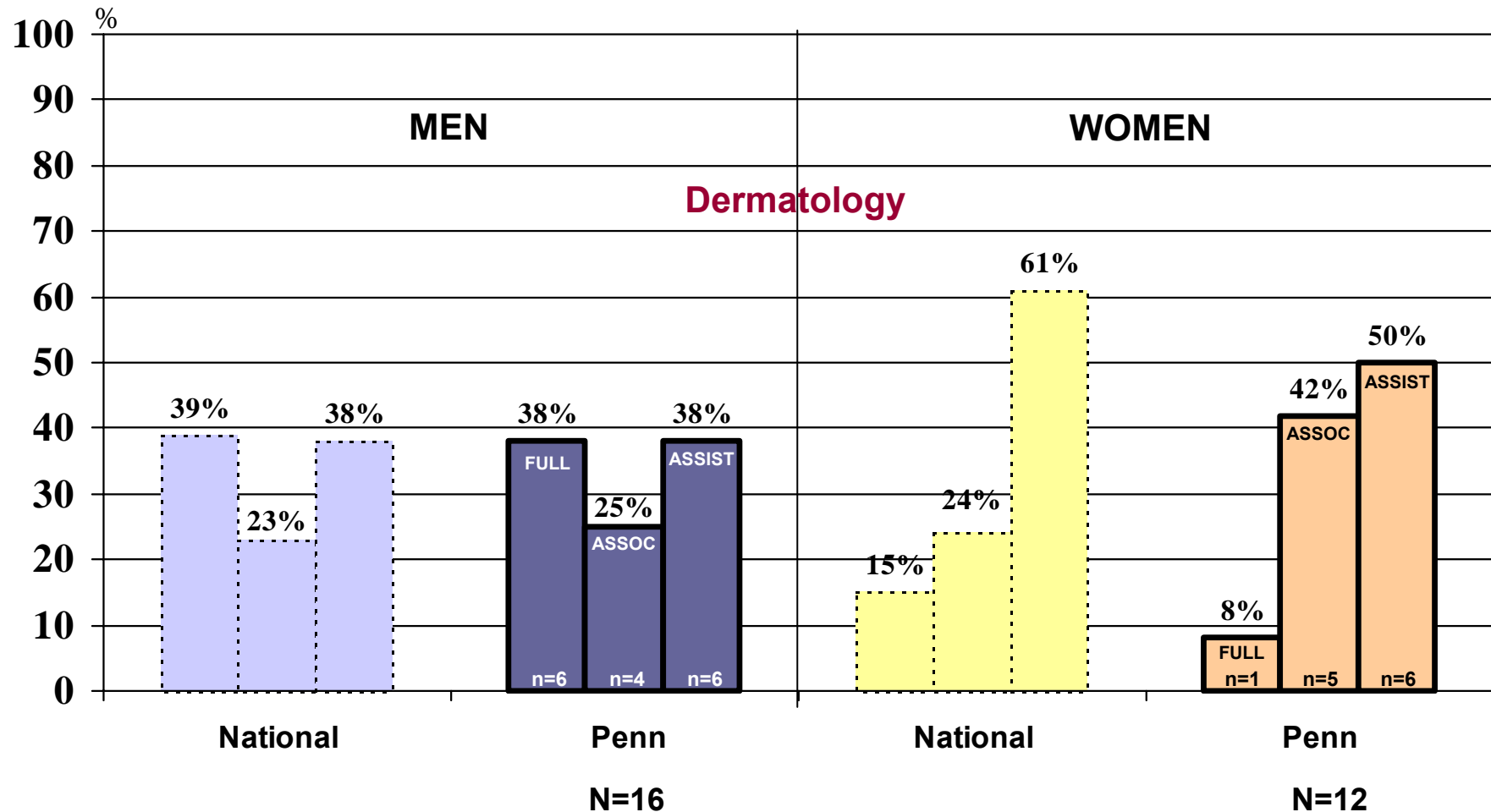
Distribution of Fulltime Faculty by Rank, within Each Gender
Department of Biochemistry & Biophysics
Penn compared with AAMC National Data, 2006-07
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank, within Each Gender Department of Dermatology

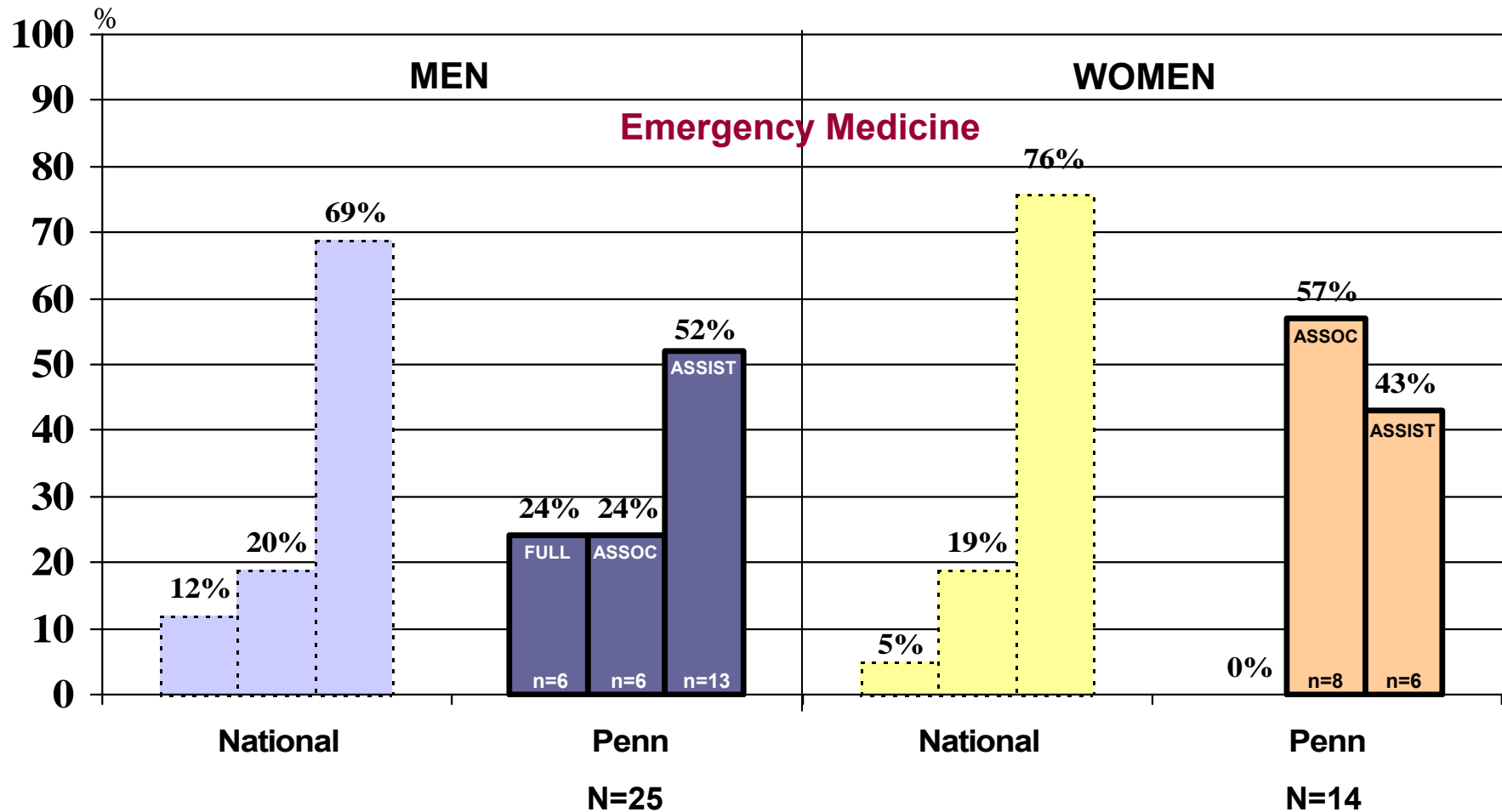
Penn compared with AAMC National Data, 2006-07

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



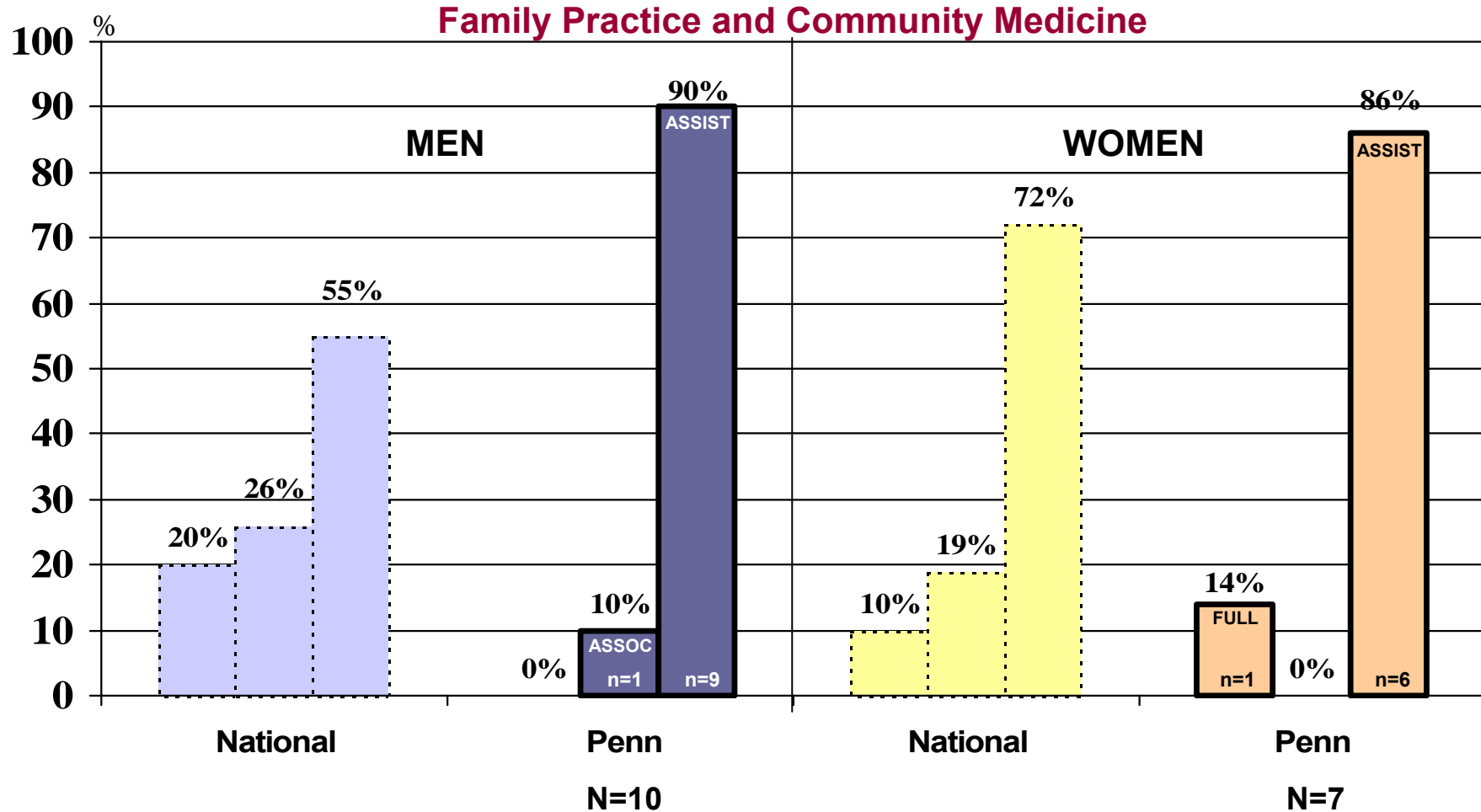
Distribution of Fulltime Faculty by Rank, within Each Gender Department of Emergency Medicine Penn compared with AAMC National Data, 2006-07

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



Distribution of Fulltime Faculty by Rank, within Each Gender Department of Family Practice and Community Medicine Penn compared with AAMC National Data, 2006-07

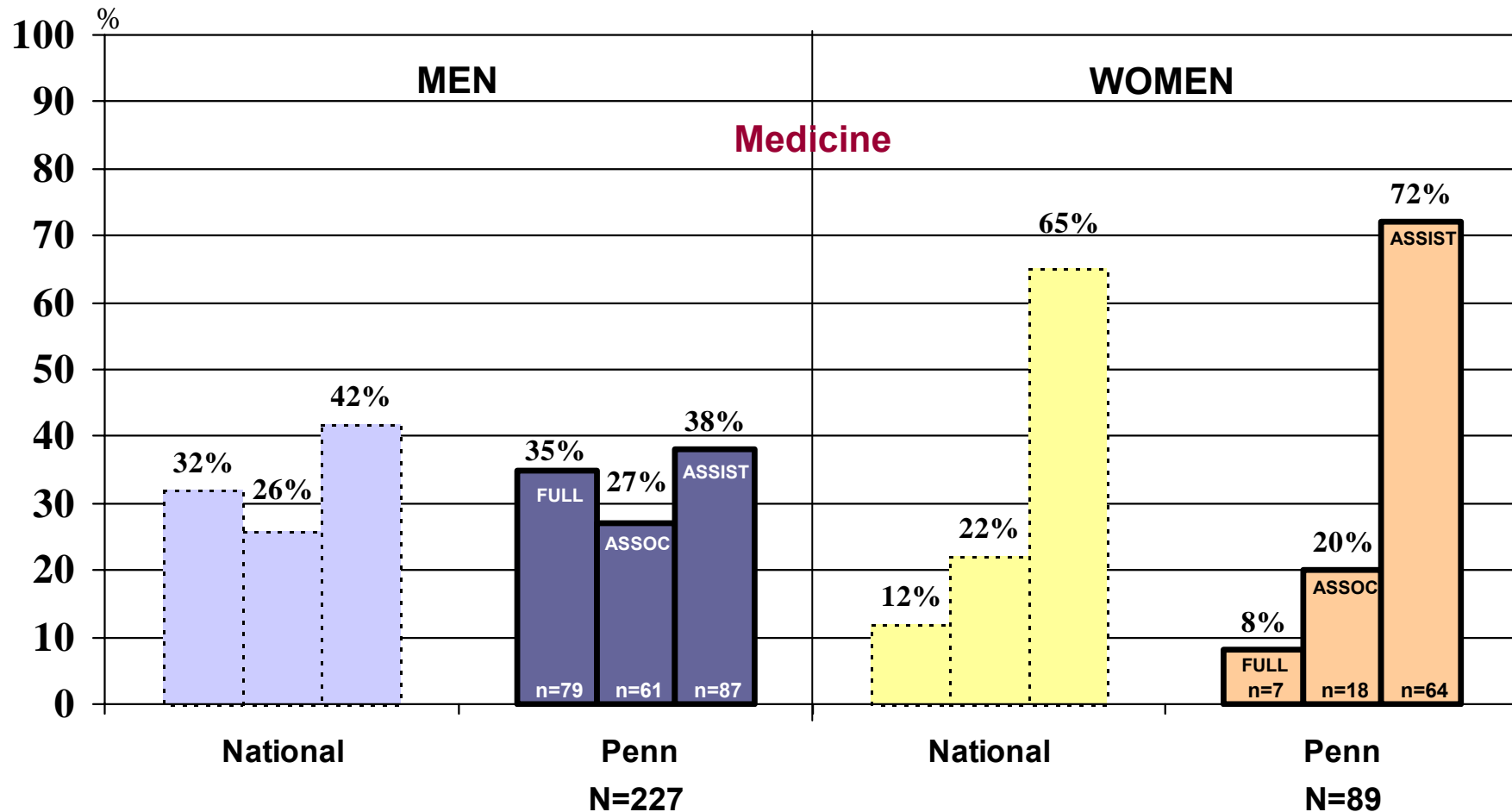
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank, within Each Gender Department of Medicine

Penn compared with AAMC National Data, 2006-07

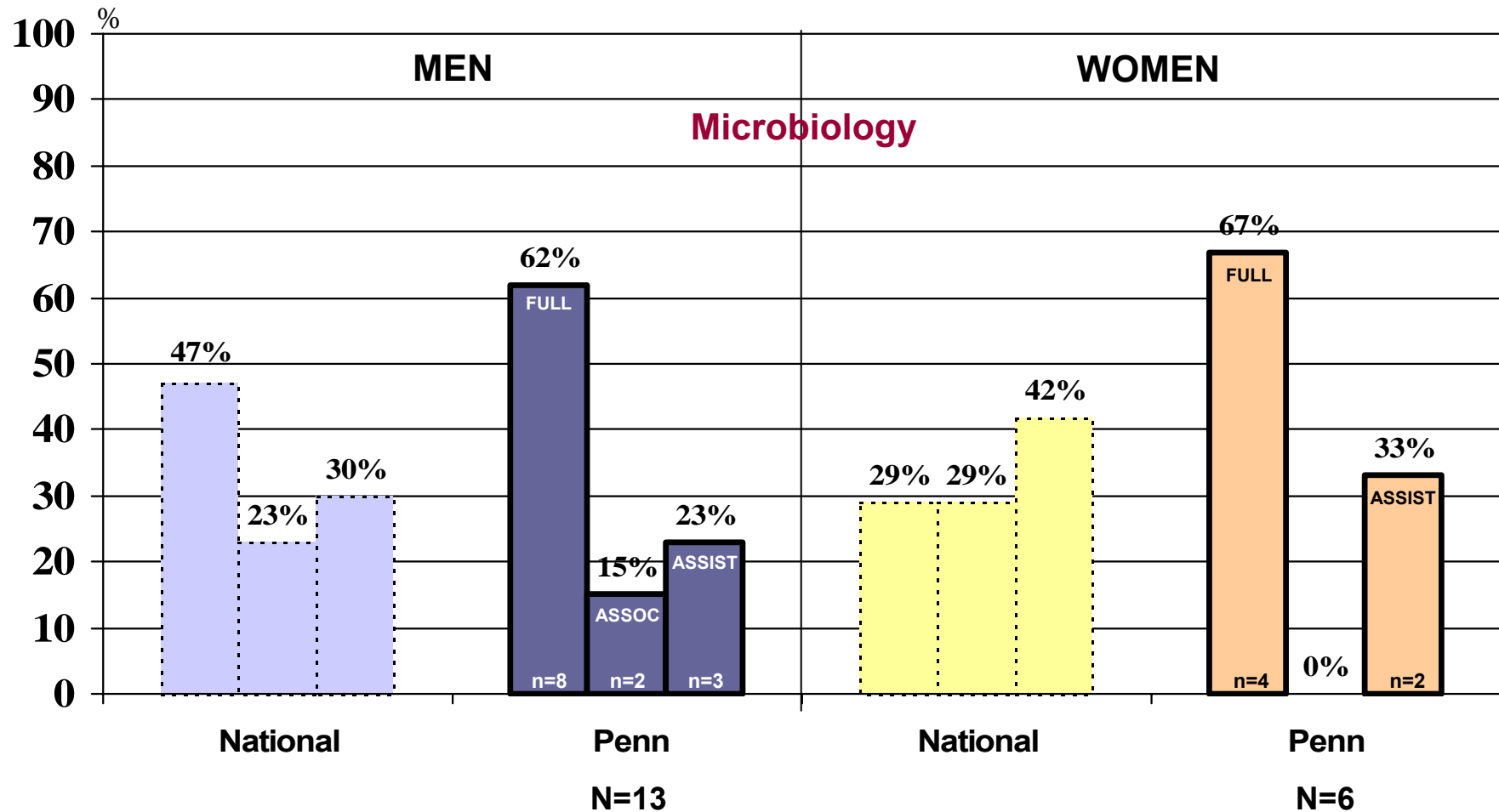
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank, within Each Gender Department of Microbiology

Penn compared with AAMC National Data, 2006-07

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

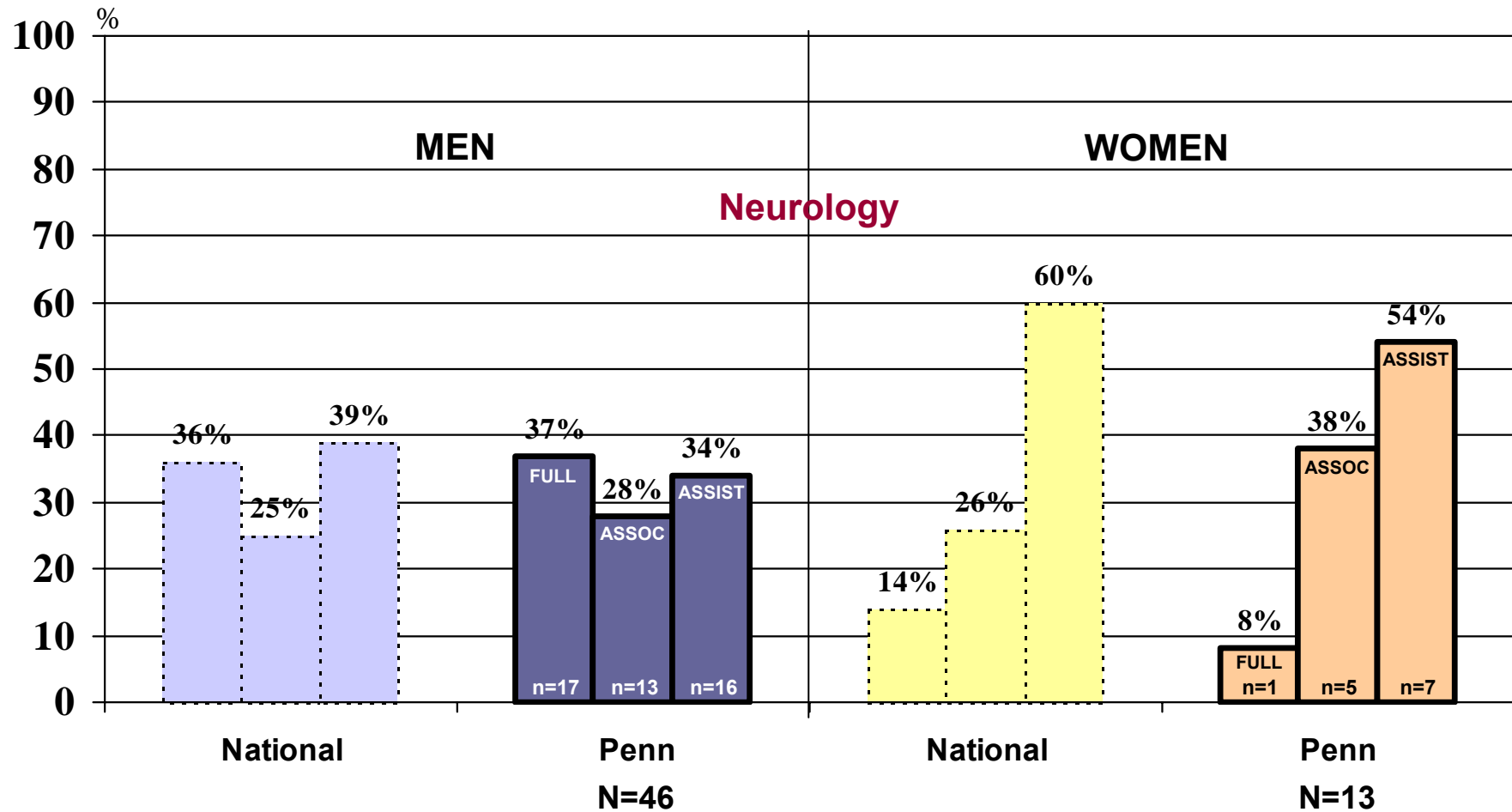


Distribution of Fulltime Faculty by Rank, within Each Gender

Department of Neurology

Penn compared with AAMC National Data, 2006-07

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

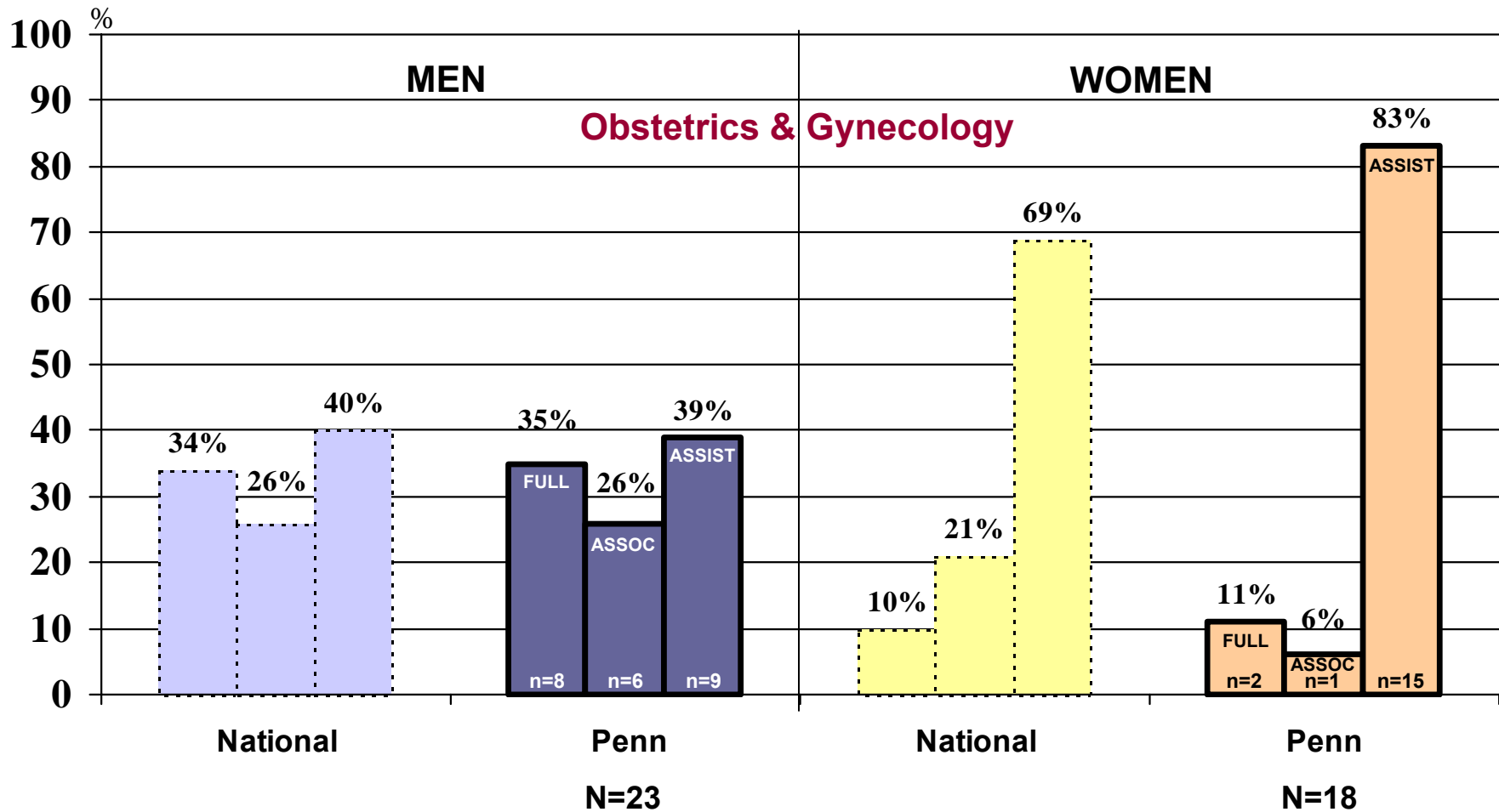


Distribution of Fulltime Faculty by Rank, within Each Gender

Department of Obstetrics & Gynecology

Penn compared with AAMC National Data, 2006-07

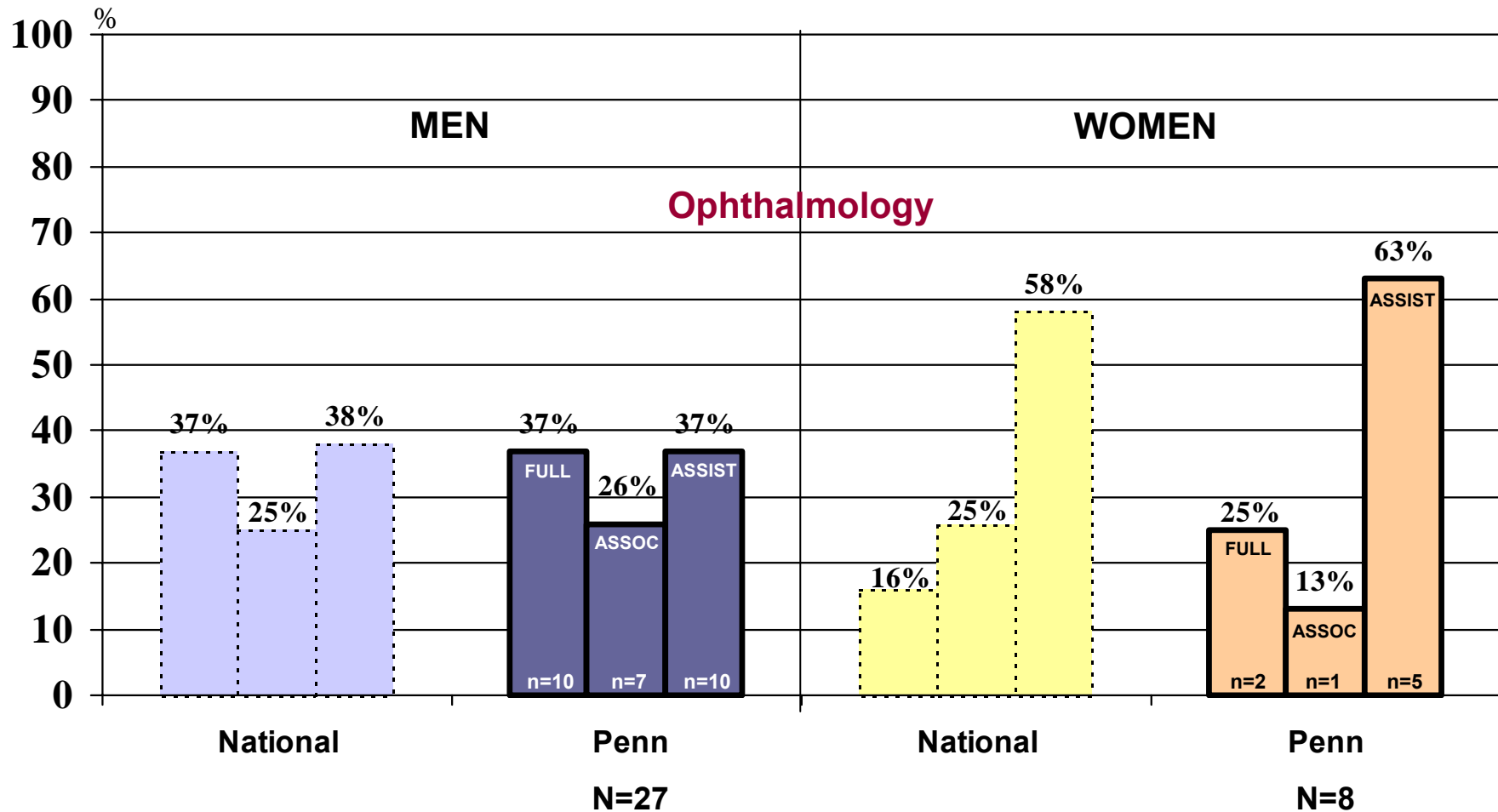
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank, within Each Gender Department of Ophthalmology

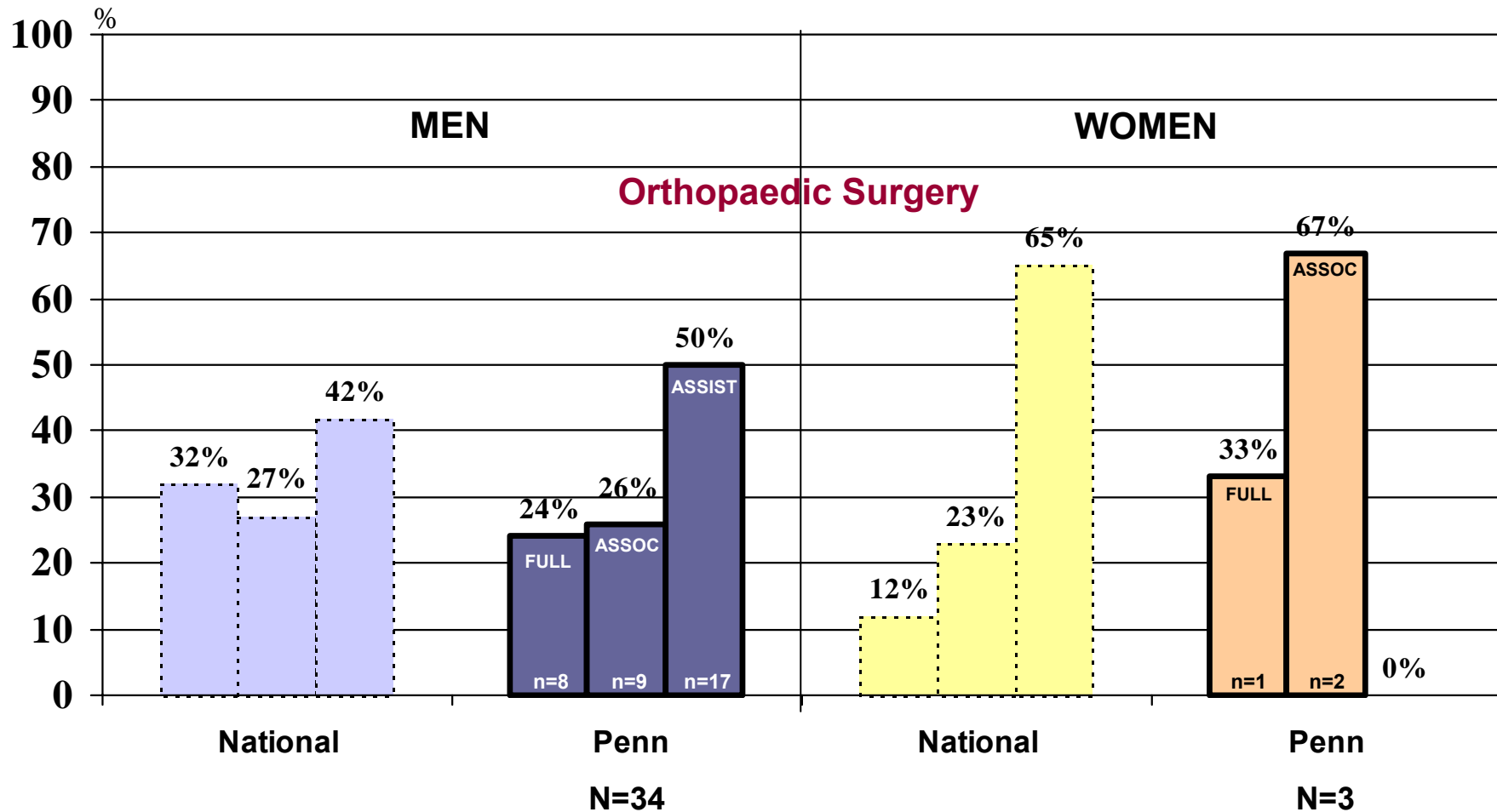
Penn compared with AAMC National Data, 2006-07

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



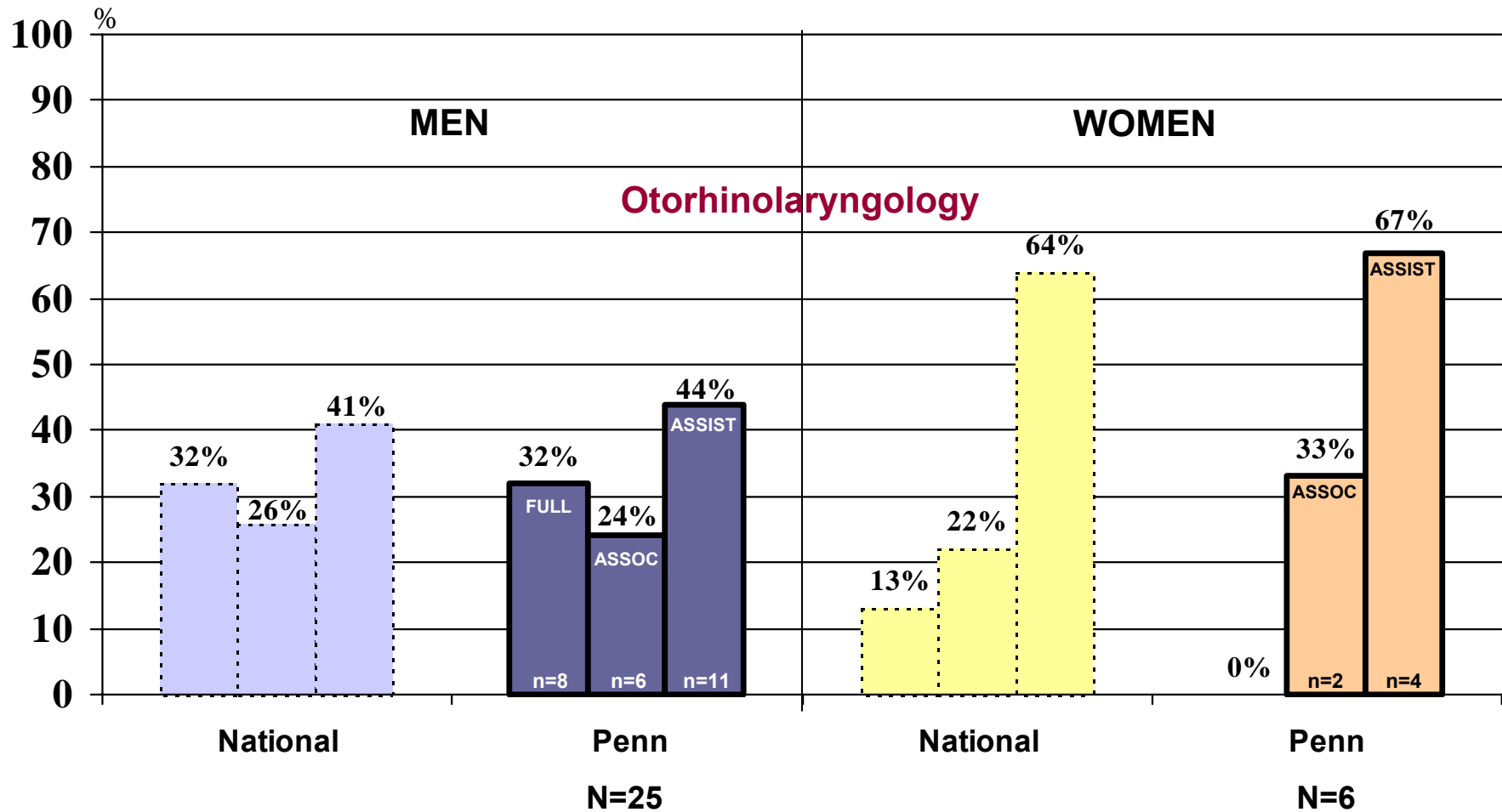
Distribution of Fulltime Faculty by Rank, within Each Gender Department of Orthopaedic Surgery Penn compared with AAMC National Data, 2006-07

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

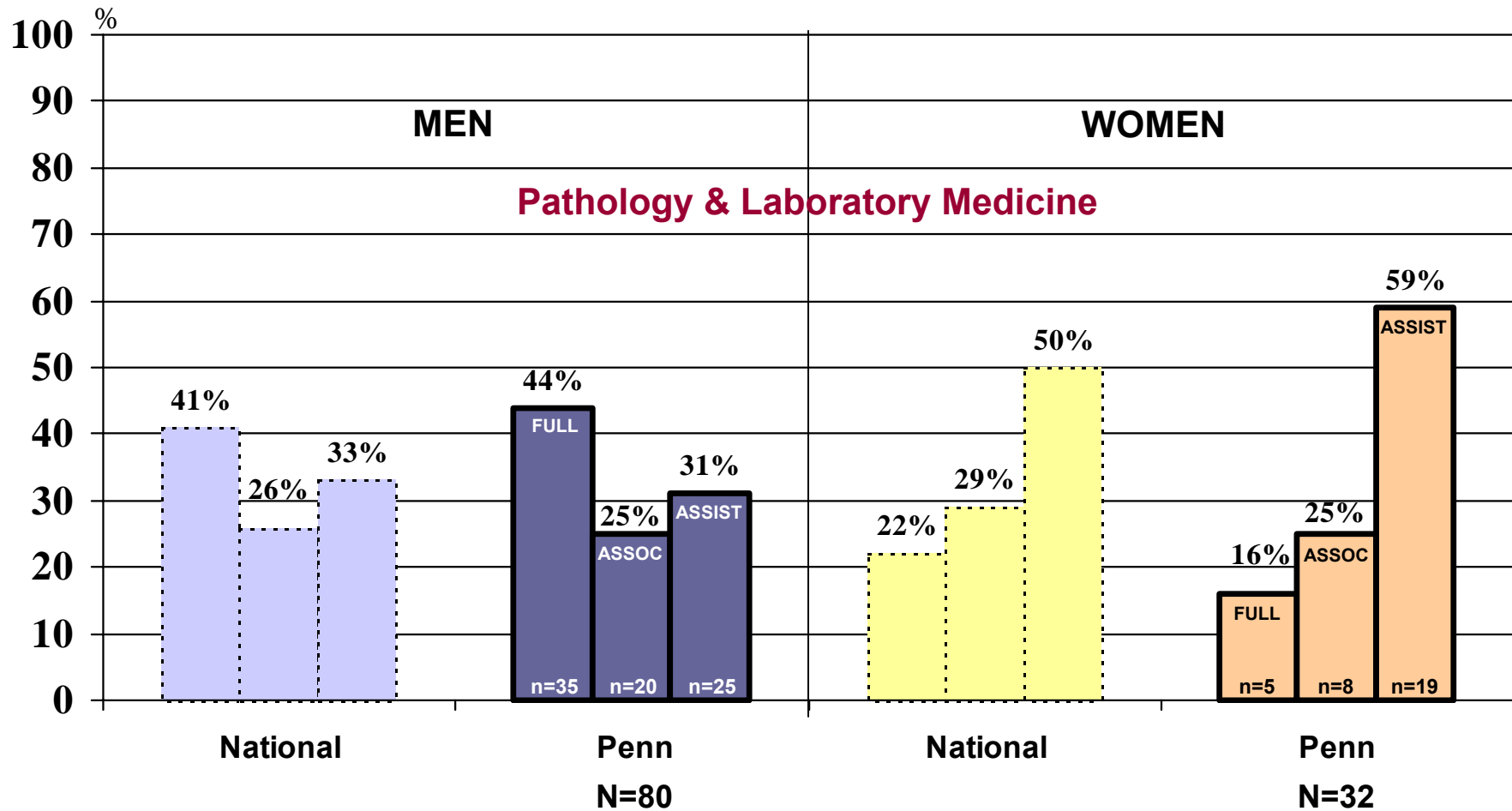


Distribution of Fulltime Faculty by Rank, within Each Gender Department of Otorhinolaryngology Penn compared with AAMC National Data, 2006-07

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



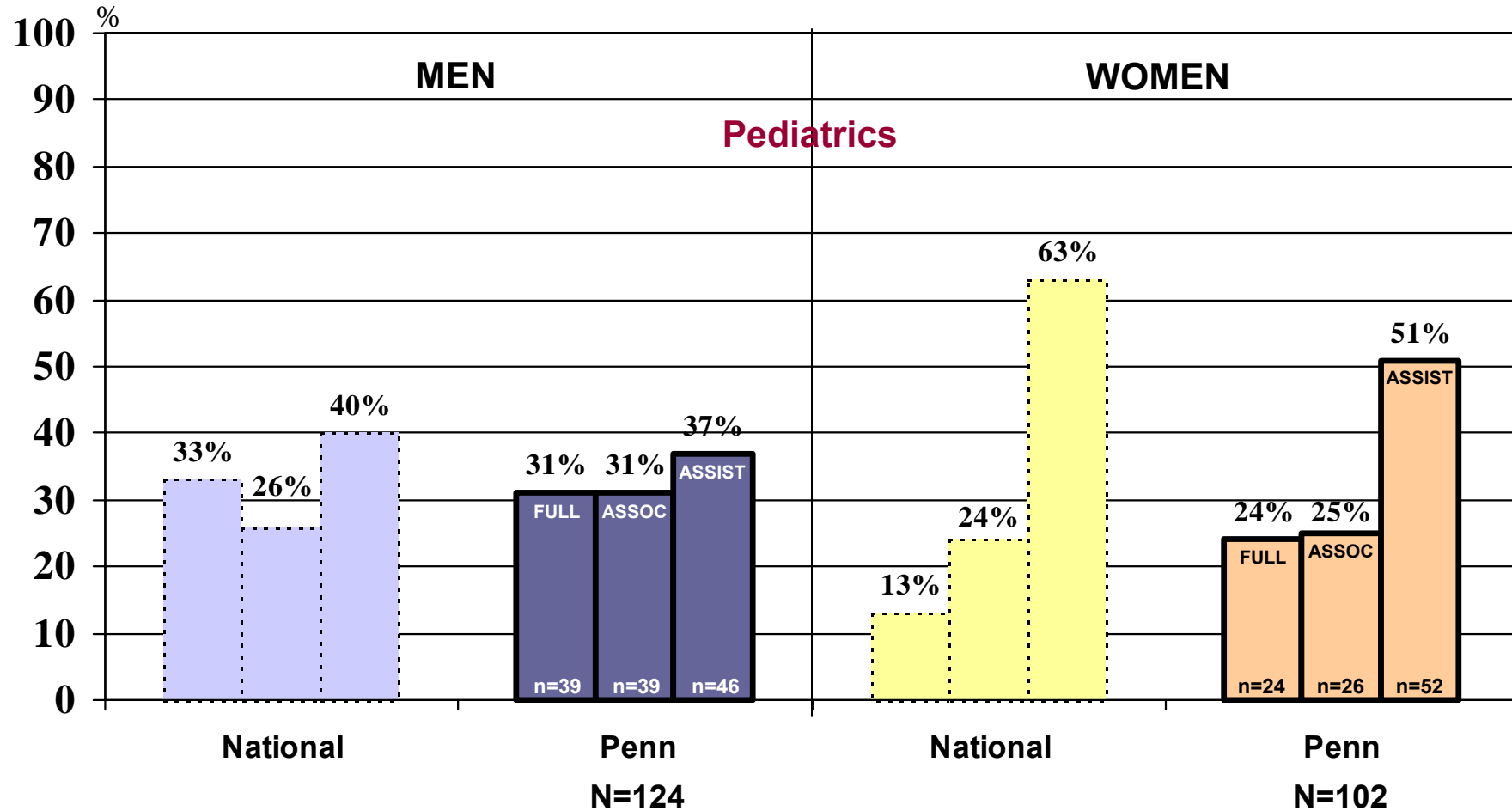
Distribution of Fulltime Faculty by Rank, within Each Gender
Department of Pathology and Laboratory Medicine
Penn compared with AAMC National Data, 2006-07
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank, within Each Gender Department of Pediatrics

Penn compared with AAMC National Data, 2006-07

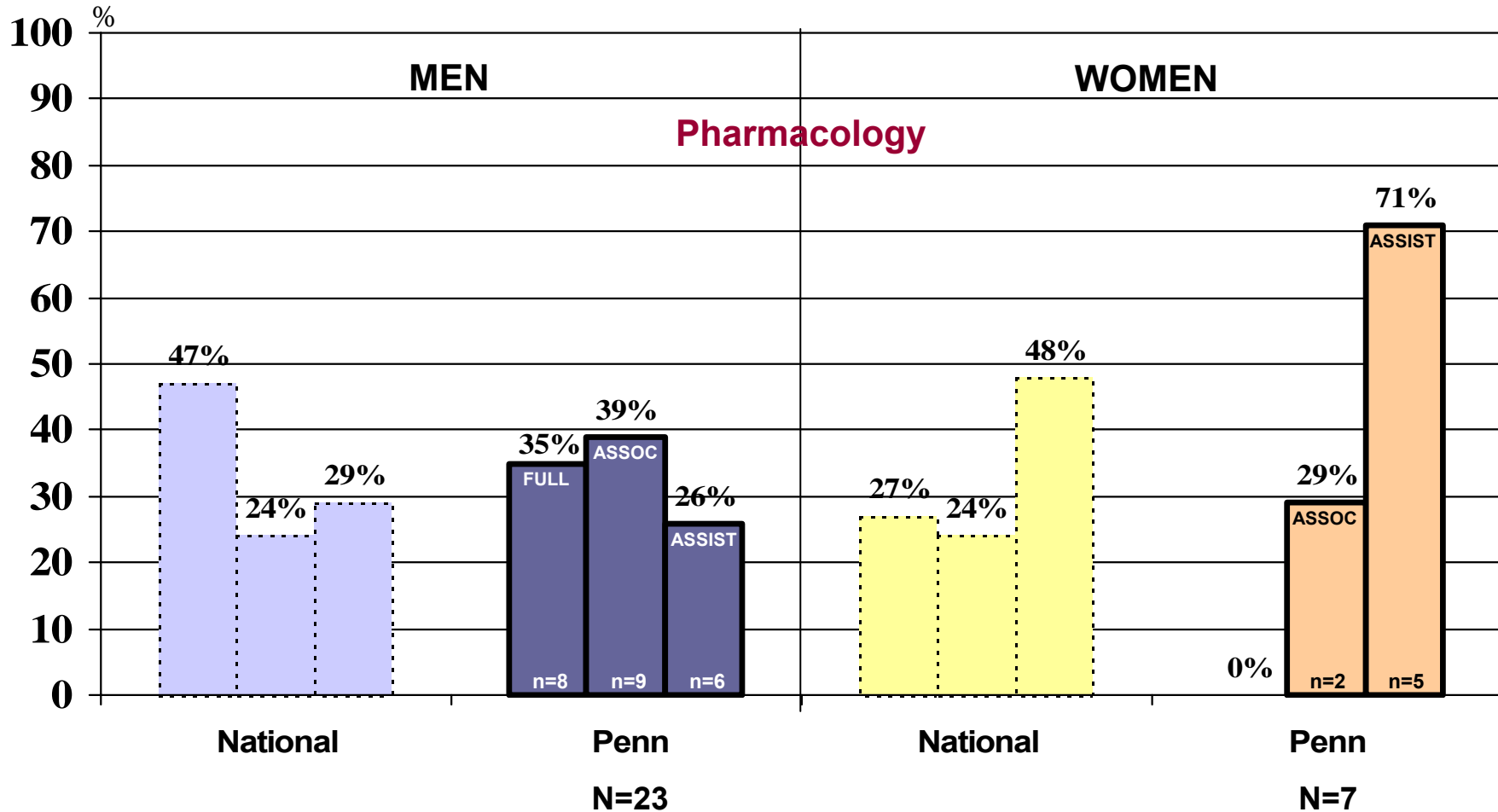
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank, within Each Gender Department of Pharmacology

Penn compared with AAMC National Data, 2006-07

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

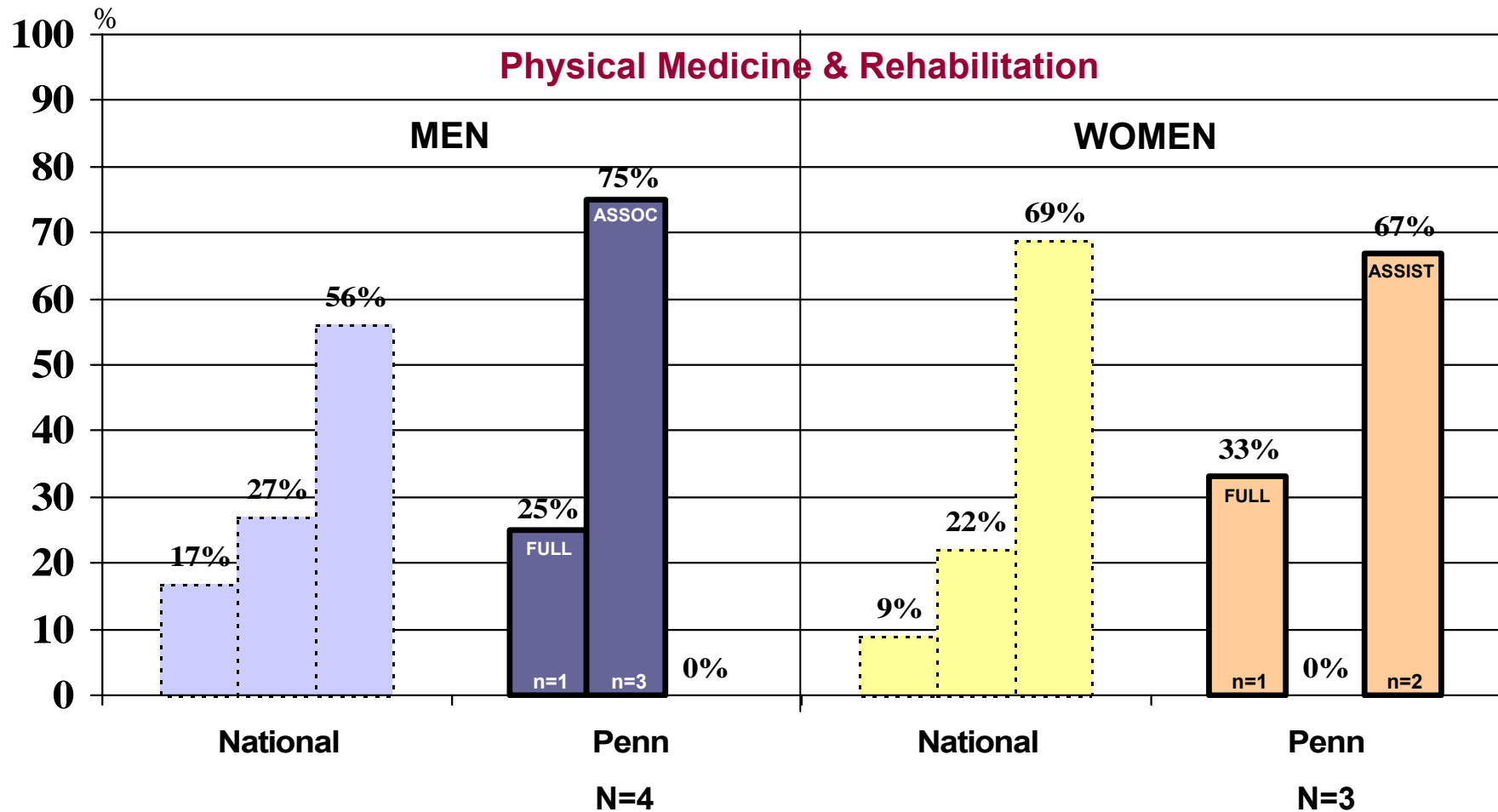


Distribution of Fulltime Faculty by Rank, within Each Gender

Department of Physical Medicine and Rehabilitation

Penn compared with AAMC National Data, 2006-07

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

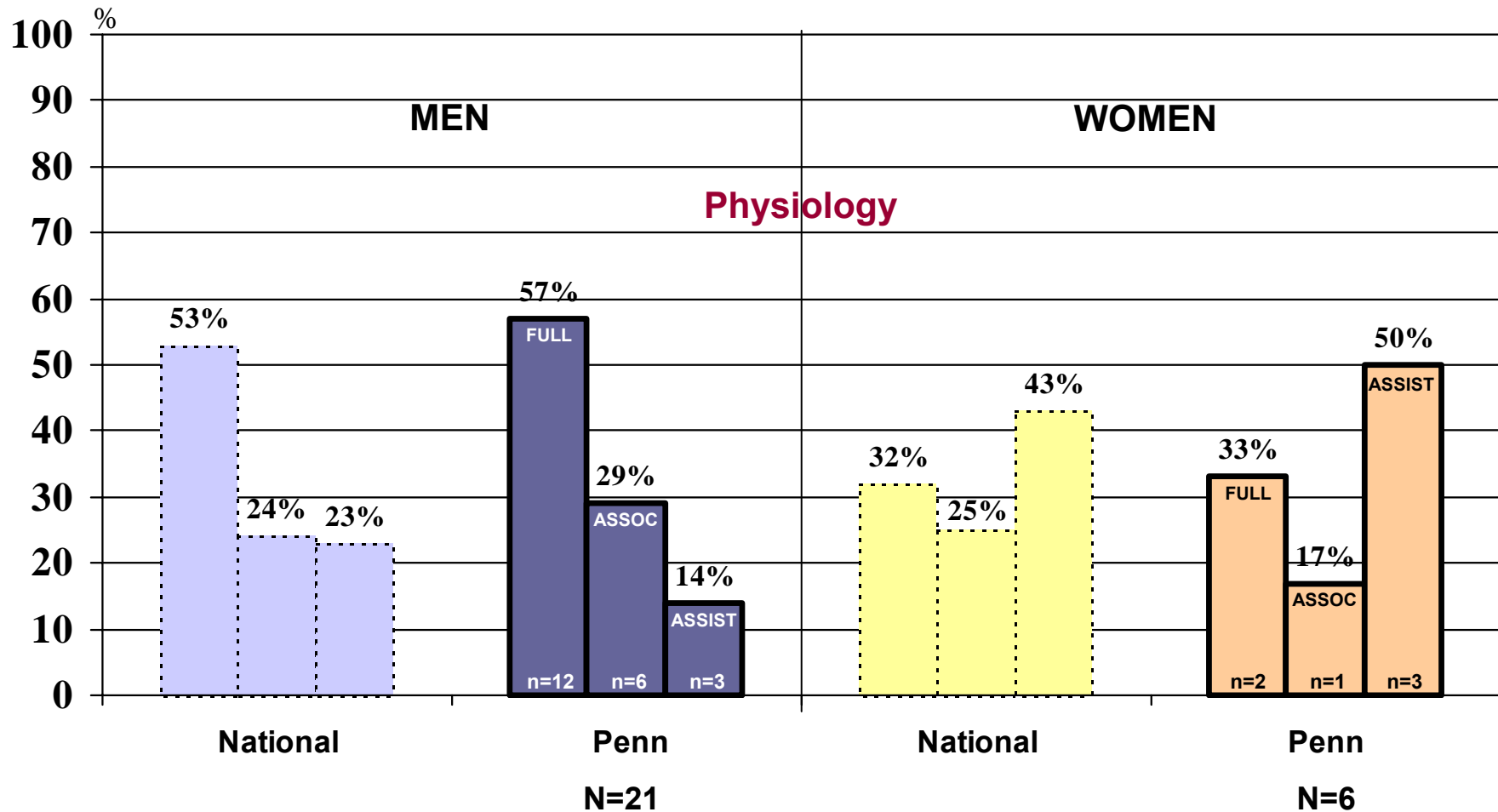


Distribution of Fulltime Faculty by Rank, within Each Gender

Department of Physiology

Penn compared with AAMC National Data, 2006-07

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

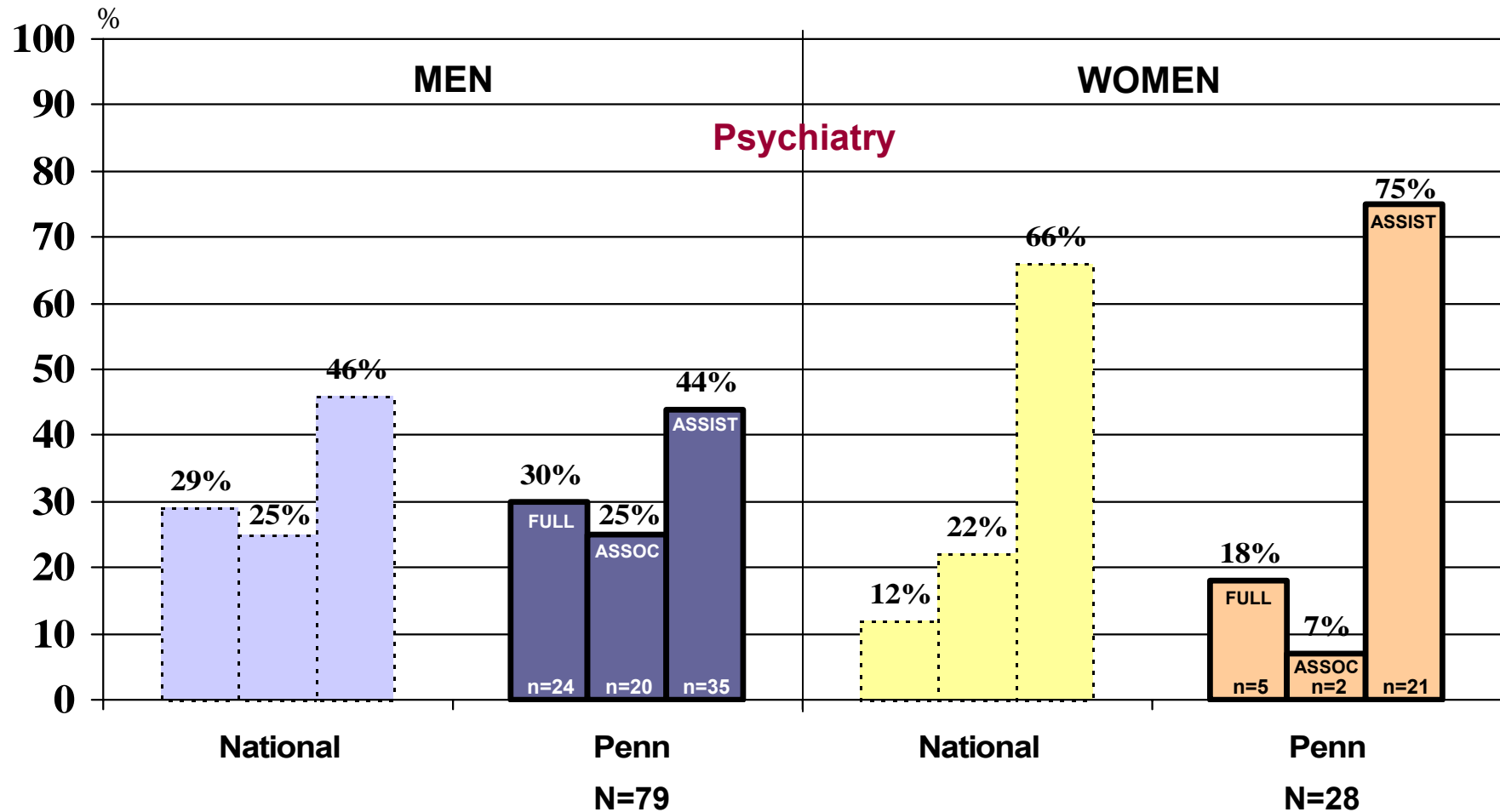


Distribution of Fulltime Faculty by Rank, within Each Gender

Department of Psychiatry

Penn compared with AAMC National Data, 2006-07

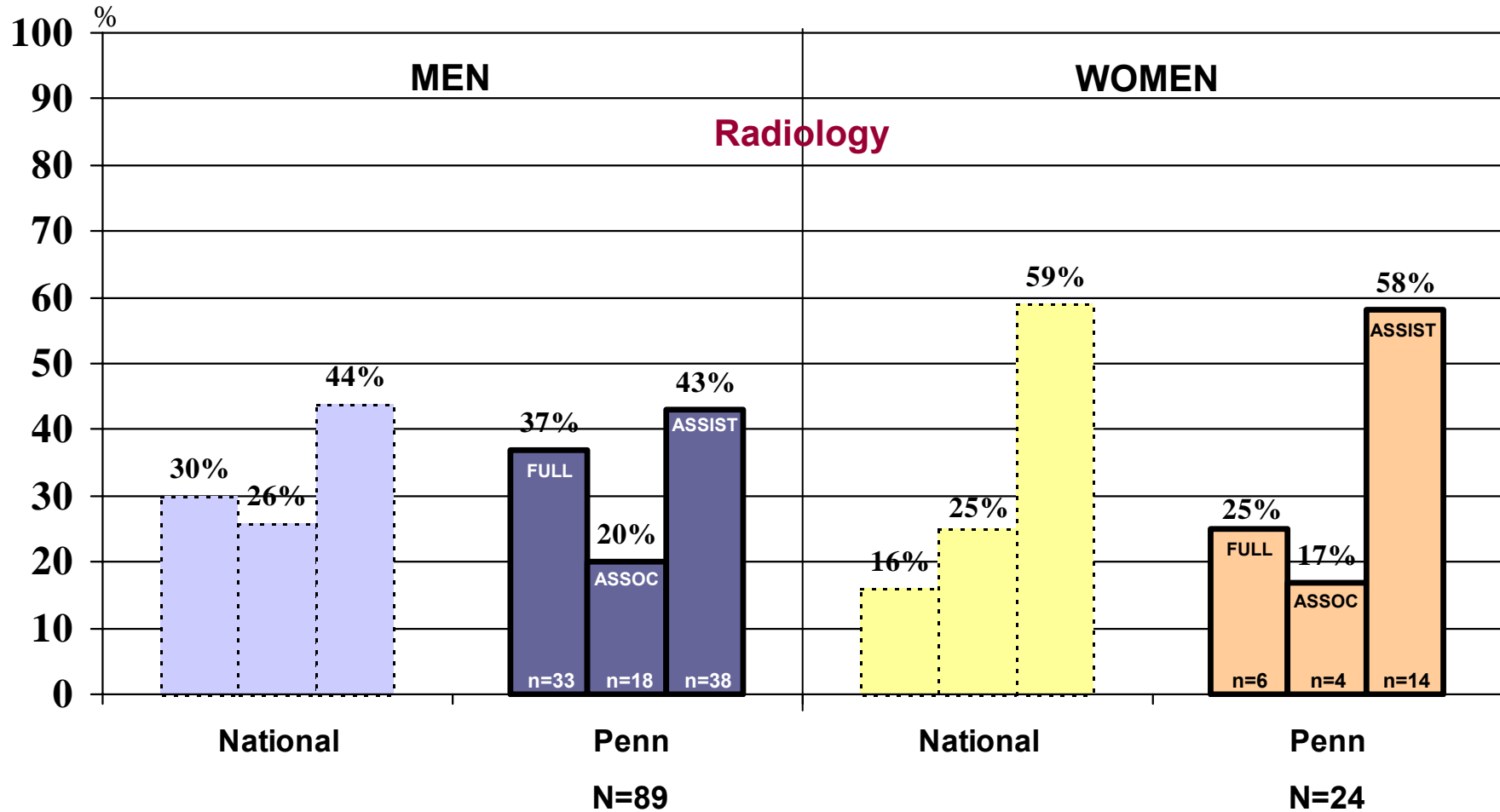
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank, within Each Gender Department of Radiology

Penn compared with AAMC National Data, 2006-07

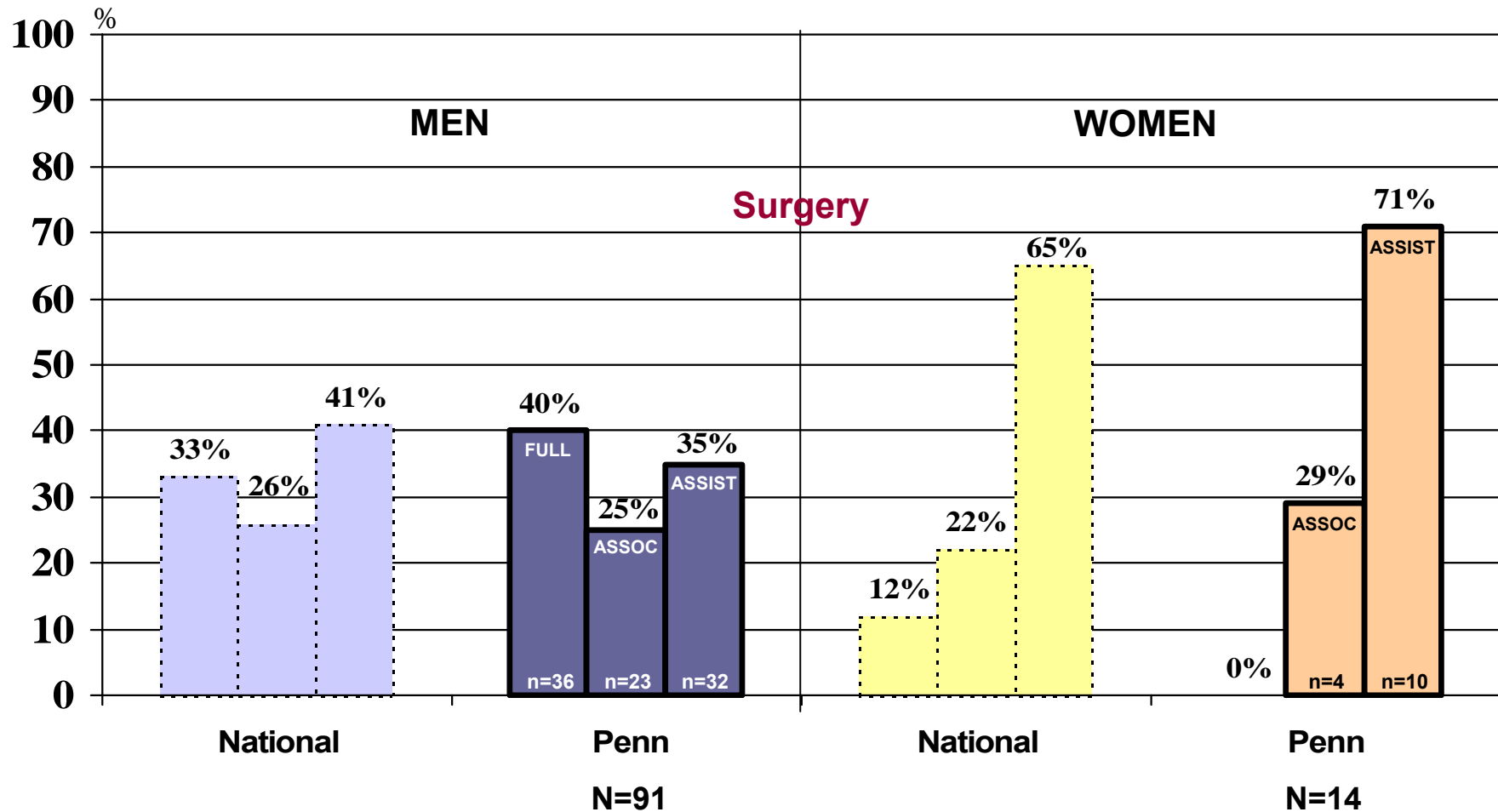
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank, within Each Gender Department of Surgery

Penn compared with AAMC National Data, 2006-07

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



PENN Data Over Time

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Rank Overview

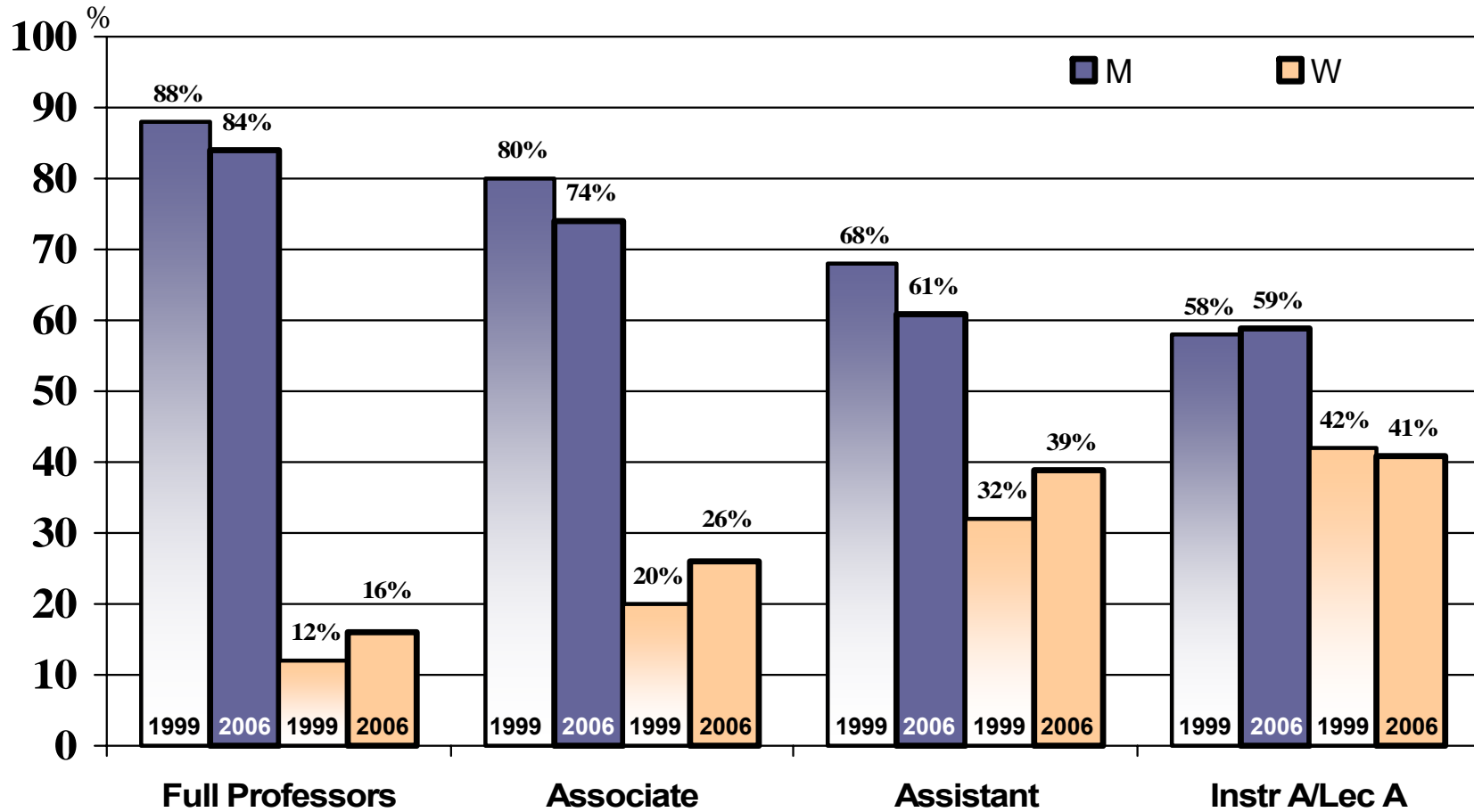
1999 to 2006-07

Overview 1999 thru 2006-07
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
2003-2004	26	15	11	33	23	10	3	0	3	-10	-8	-2
2004-2005	60	32	28	7	1	6	18	20	-2	35	11	24
2005-2006	89	29	60	32	25	7	8	-6	14	49	10	39

Overview: 1999 versus 2006-07 Gender Distribution within Ranks Penn Medical School Fulltime Faculty and Instructors

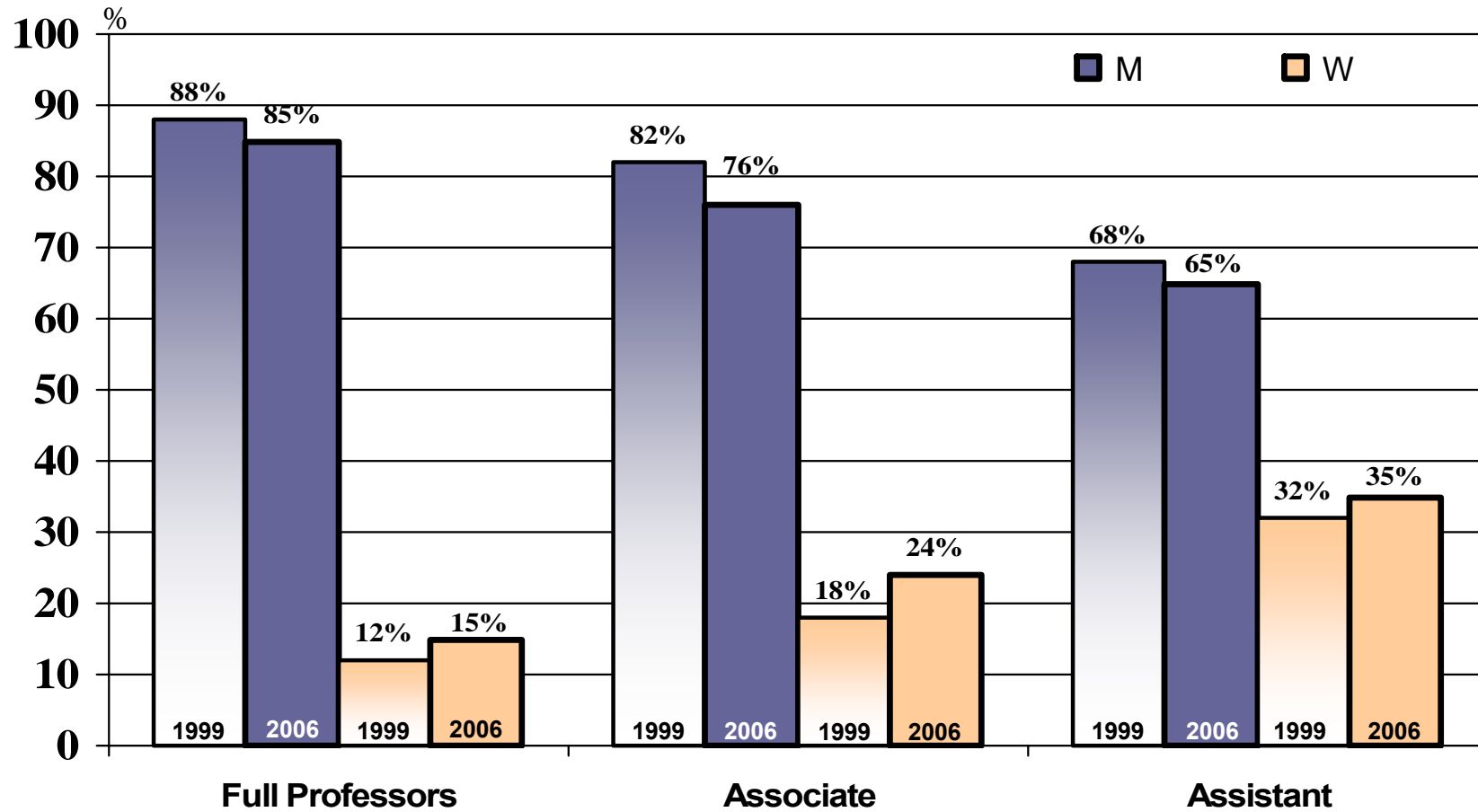
(includes Tenure, Clinician-Educator, Research and Academic-Clinician Tracks; also includes Instructors A and Lecturers A)



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

Overview: 1999 versus 2006-07 Gender Distribution within Ranks Penn Medical School *Standing** Faculty

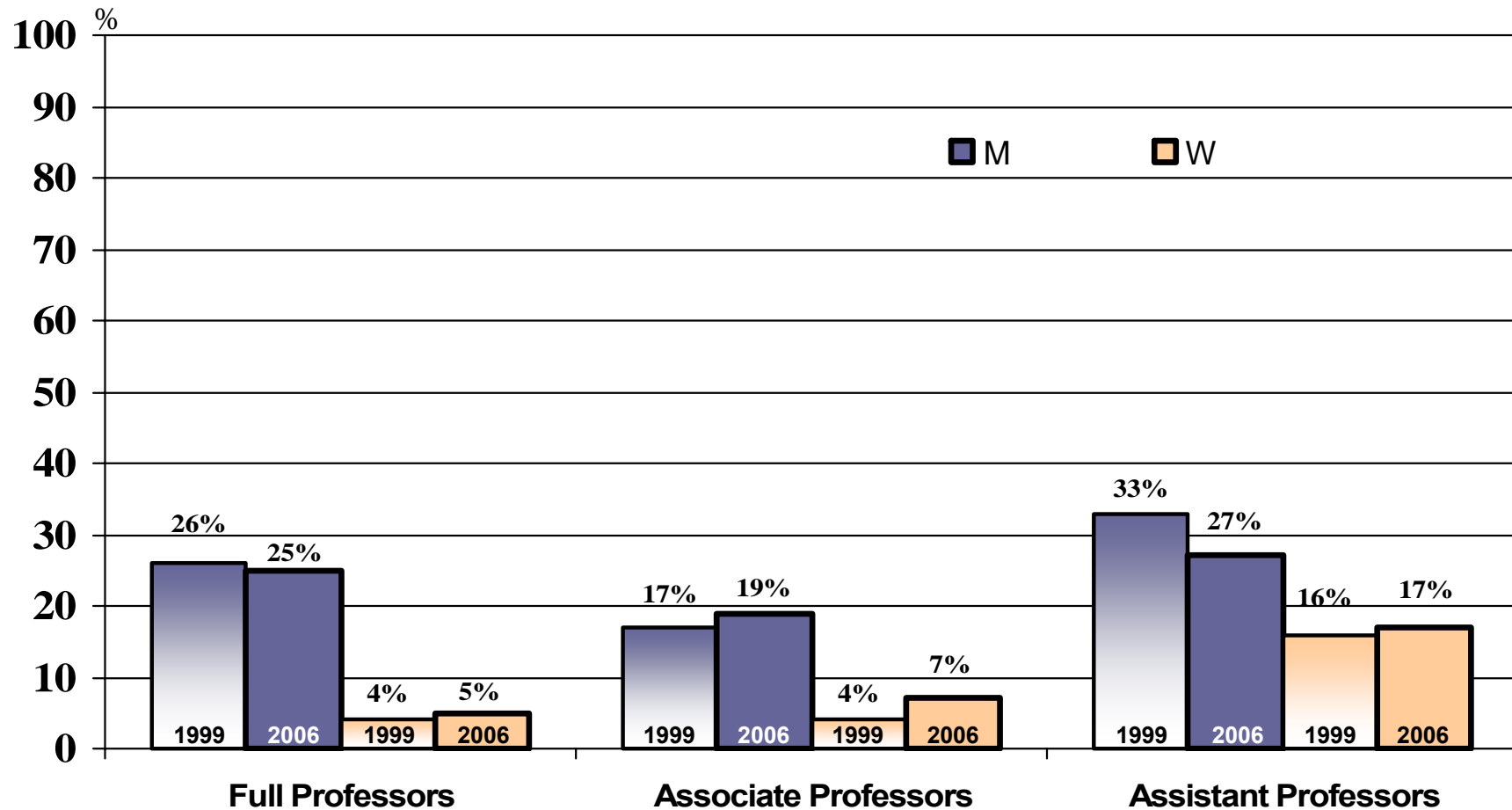
(*includes only Tenure and Clinician-Educator Tracks)



(Categories: Full Professors, Associate Professors, and Assistant Professors)

Overview: 1999 versus 2006-07 Gender Breakdown across Ranks Penn Medical School Fulltime Faculty

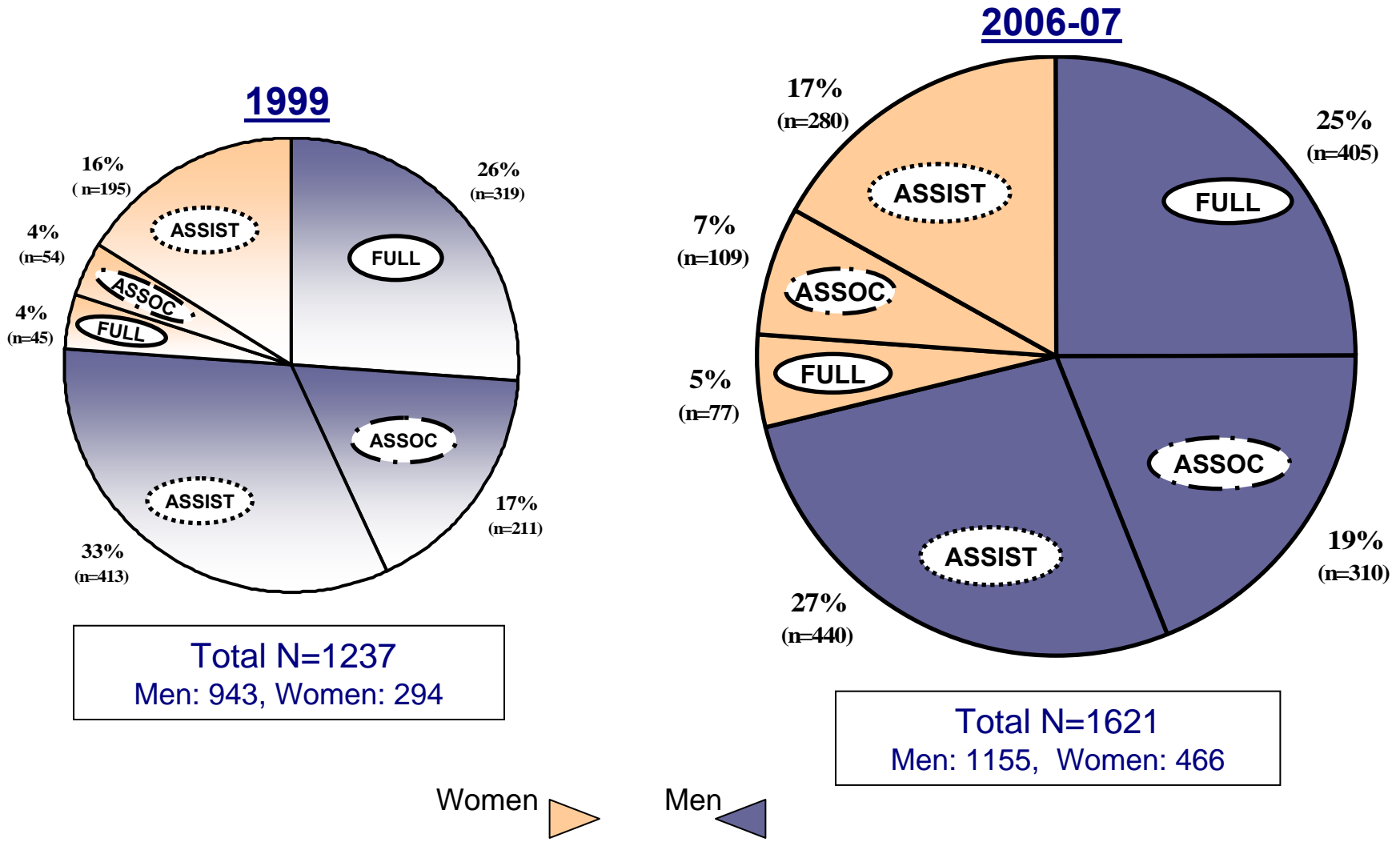
(includes Tenure, Clinician-Educator, Research and Academic-Clinician Tracks)



(Note: Denominator is TOTAL number of fulltime faculty: in 1999, N= 1237; in 2006-07, N= 1621)

Overview: 1999 versus 2006-07 Gender Breakdown across Ranks Penn Medical School Fulltime Faculty

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

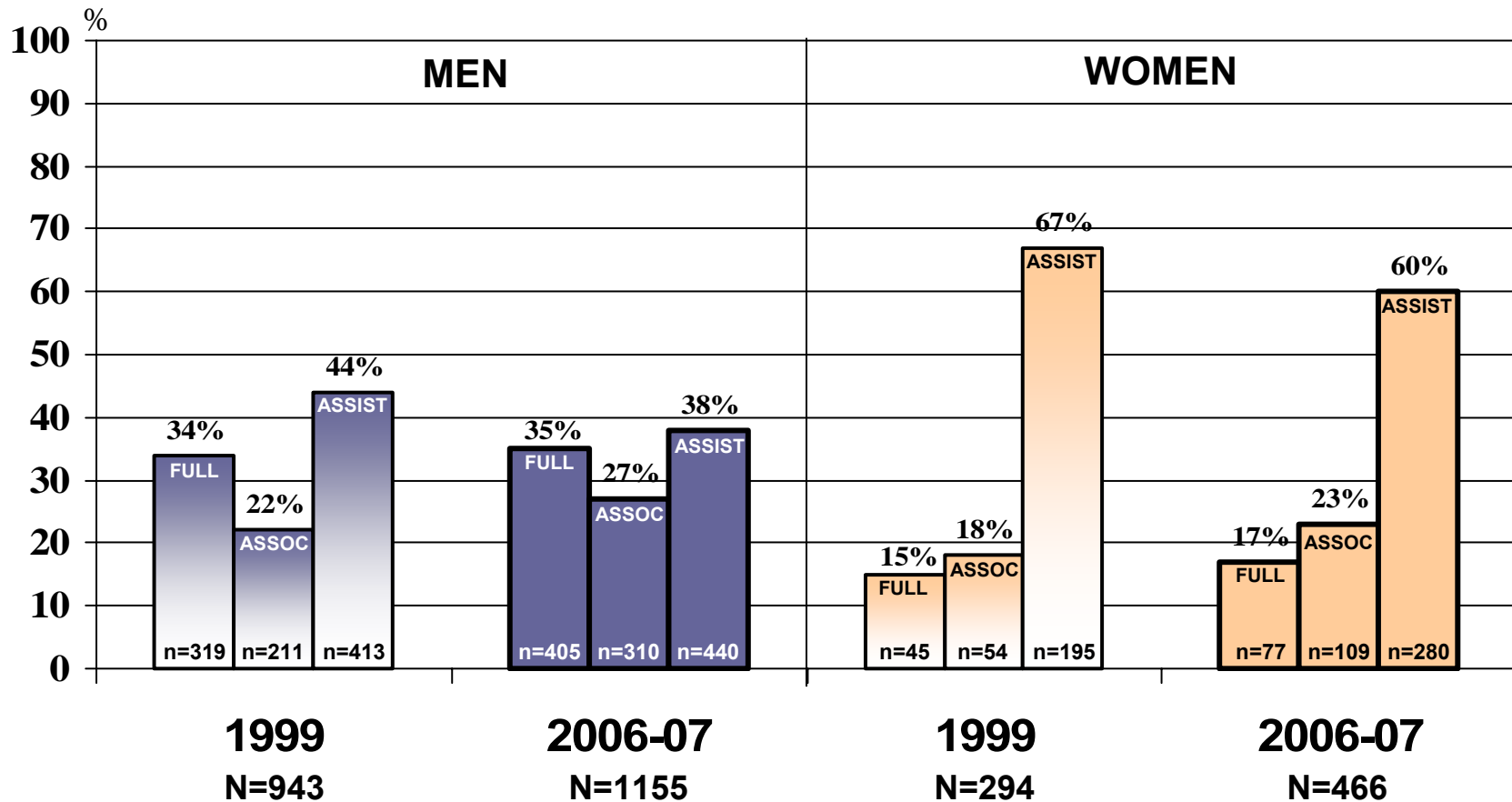


Overview: 1999 versus 2006-07

Distribution of Ranks within Each Gender

Penn Medical School Fulltime Faculty

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

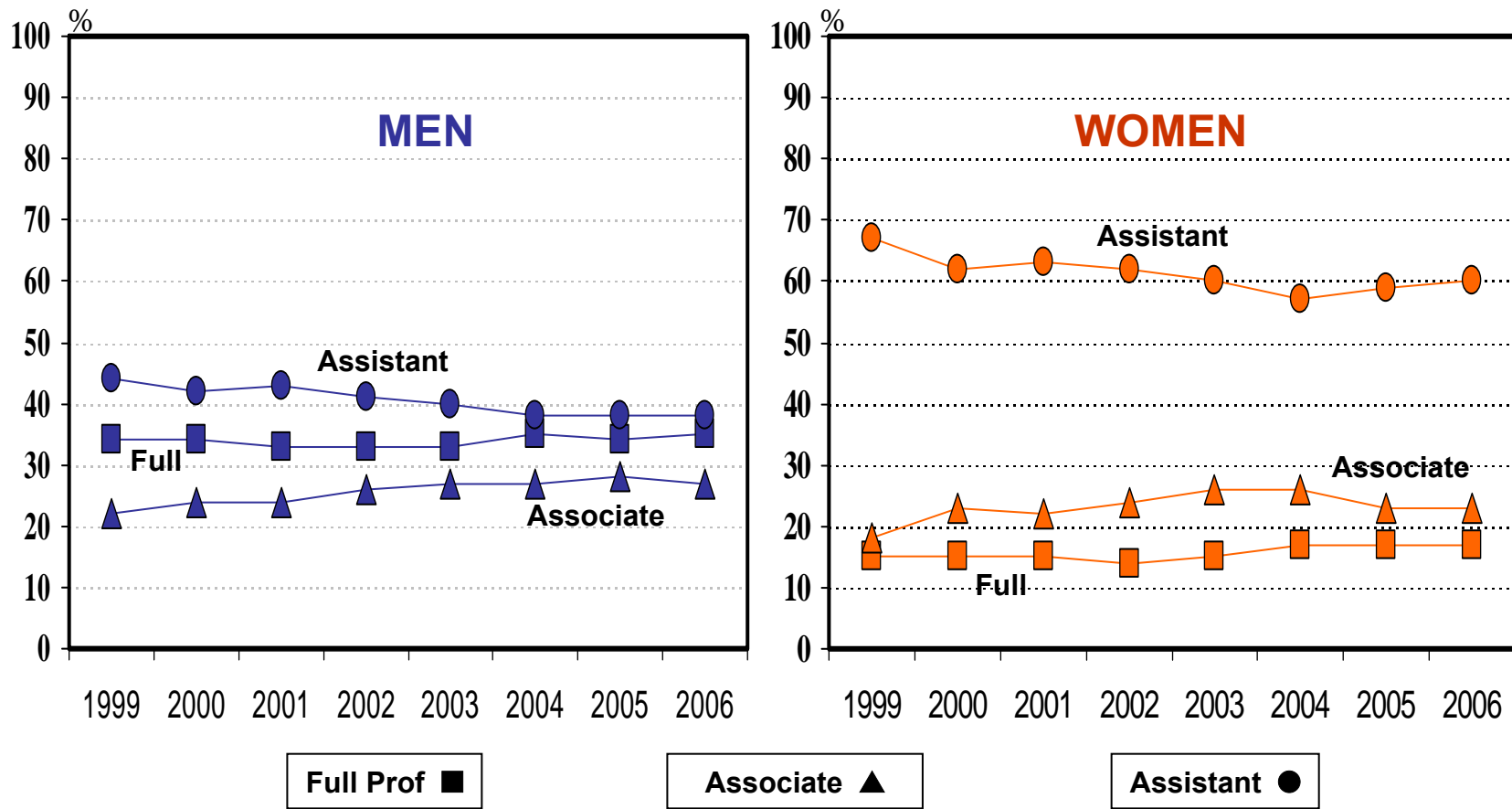


Overview: 1999 thru 2006-07

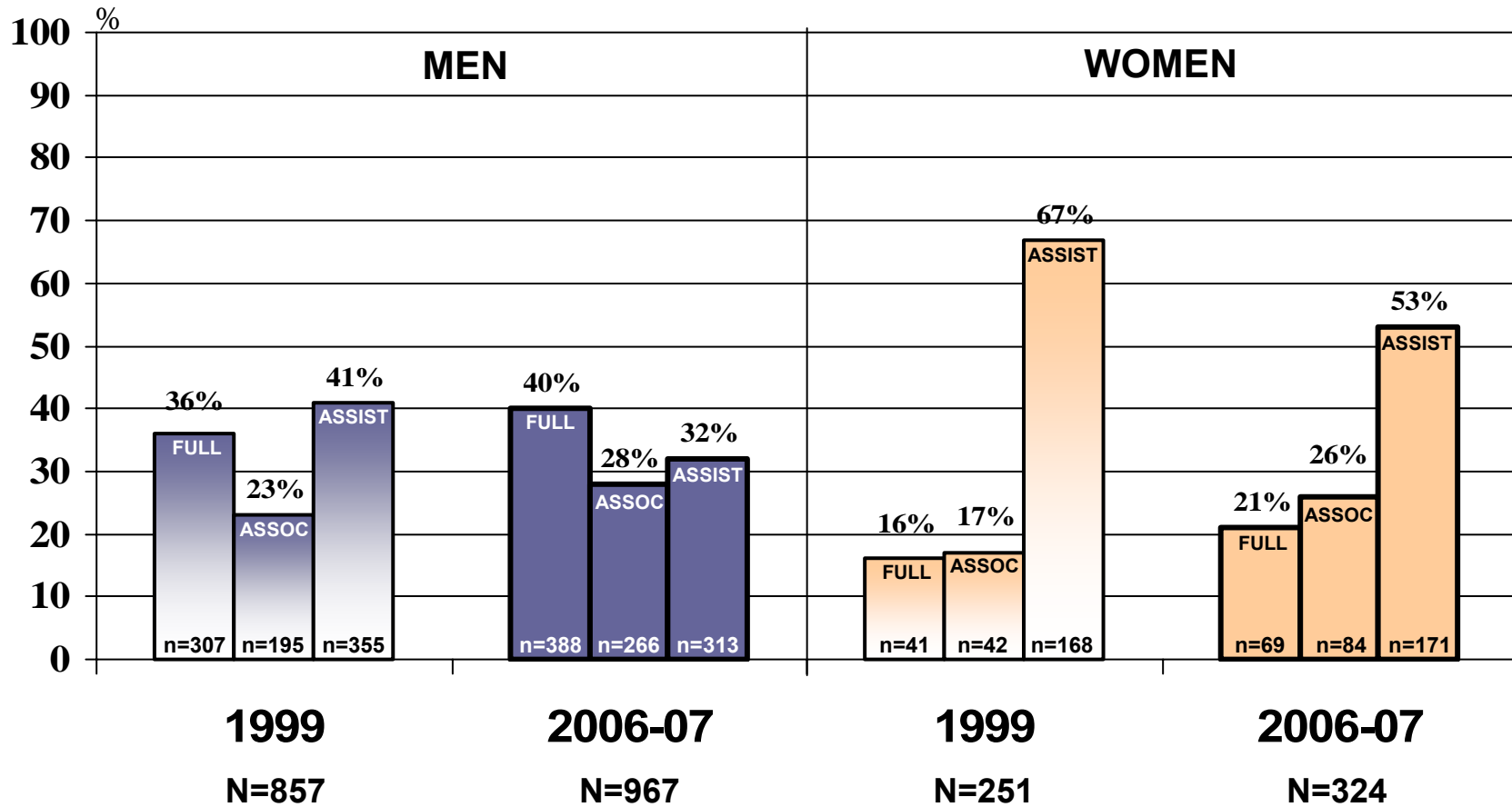
Distribution of Ranks within Each Gender

Penn Medical School Fulltime Faculty

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



Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn Medical School *Standing Faculty**
*(*includes only Tenure and Clinician-Educator Tracks)*



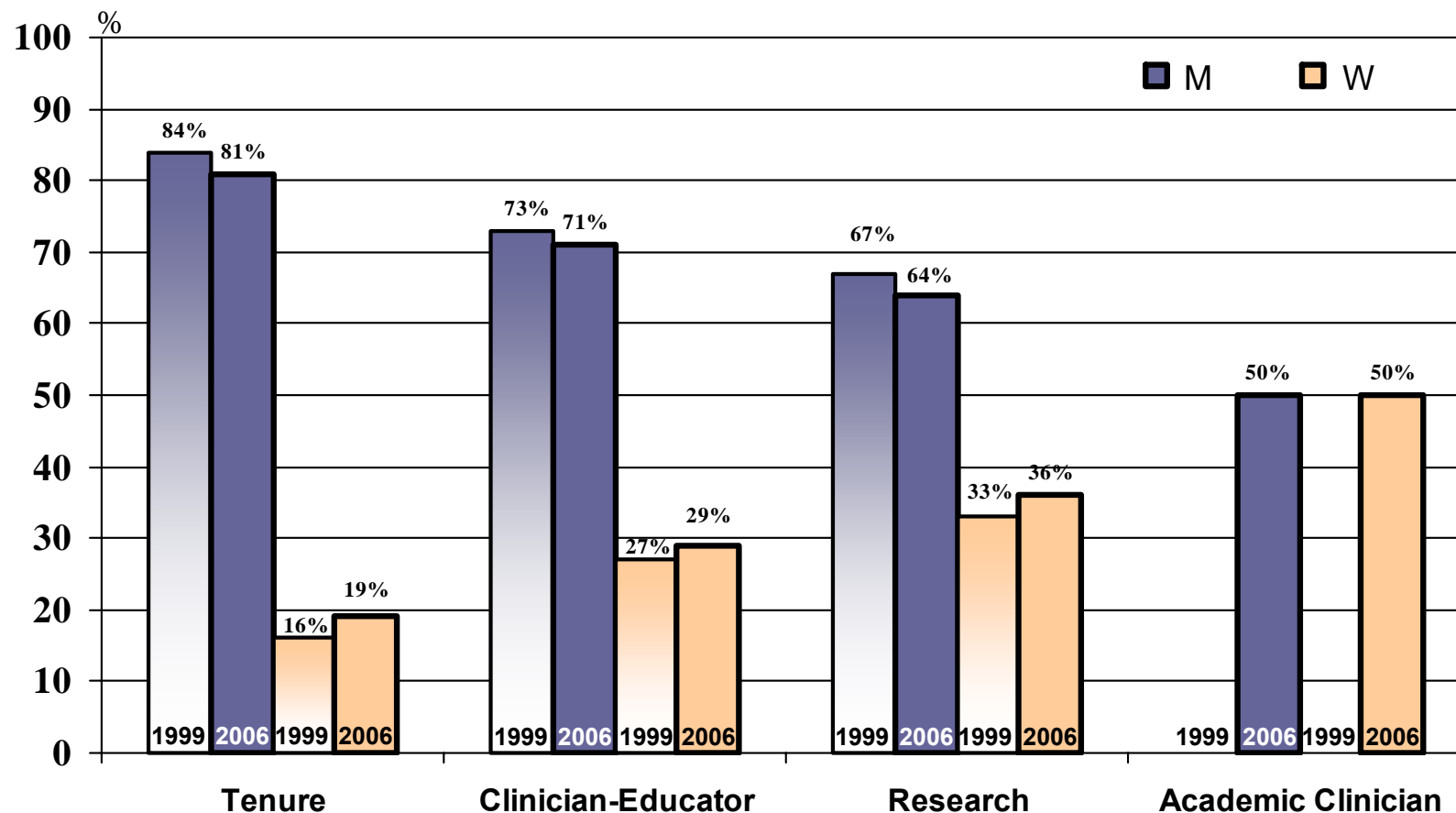
PENN Data Over Time

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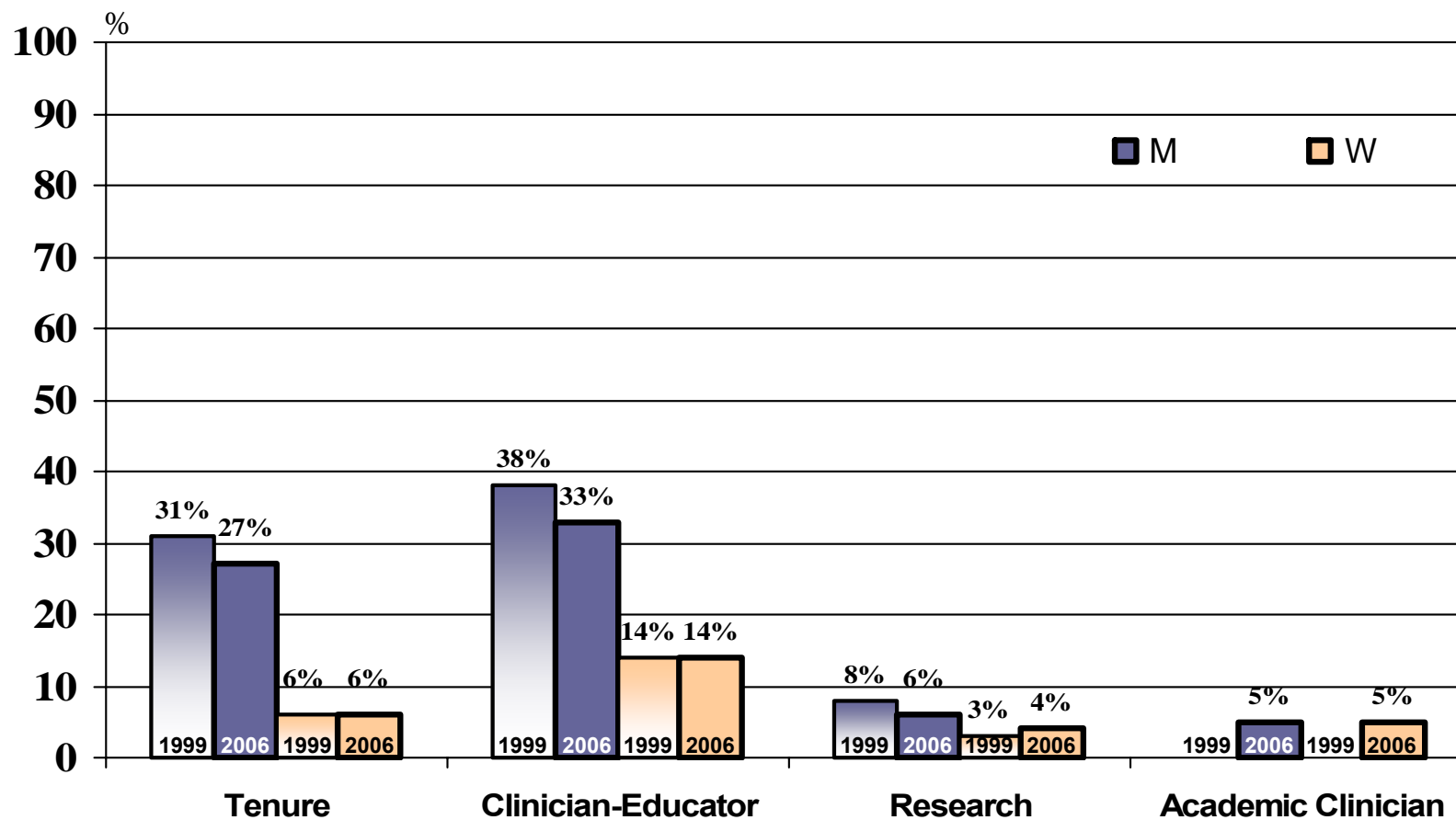
Track Overview
1999 thru 2006-07

Overview: 1999 versus 2006-07 Gender Distribution within Tracks Penn Medical School Fulltime Faculty

(does not include Instructors/Lecturers)



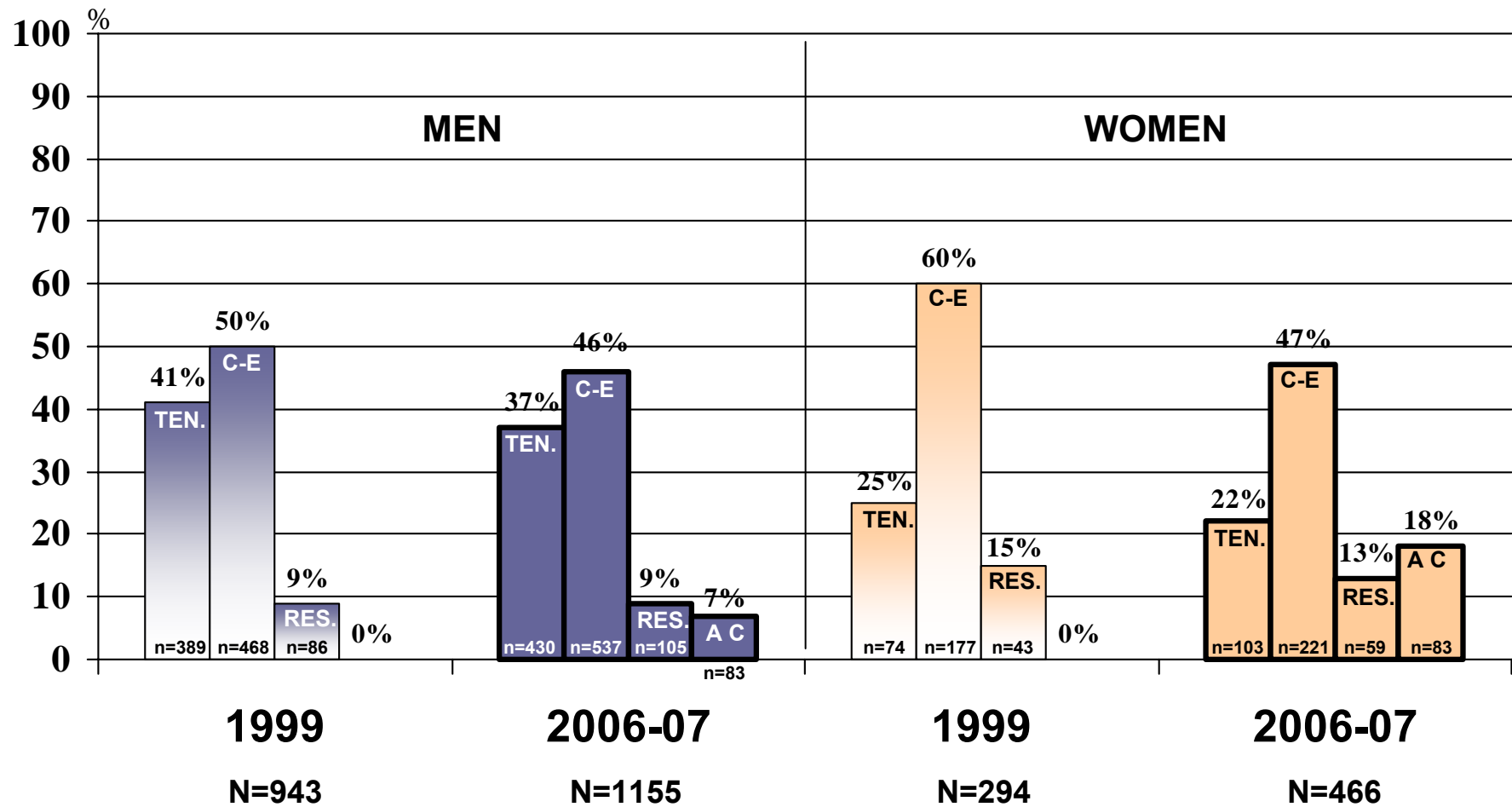
Overview: 1999 versus 2006-07 Gender Breakdown across Tracks Penn Medical School Fulltime Faculty



(Note: Denominator is TOTAL number of fulltime faculty: for 1999, N= 1237; for 2006, N= 1621)

Overview: 1999 versus 2006-07 Distribution of Tracks within Each Gender Penn Medical School Fulltime Faculty

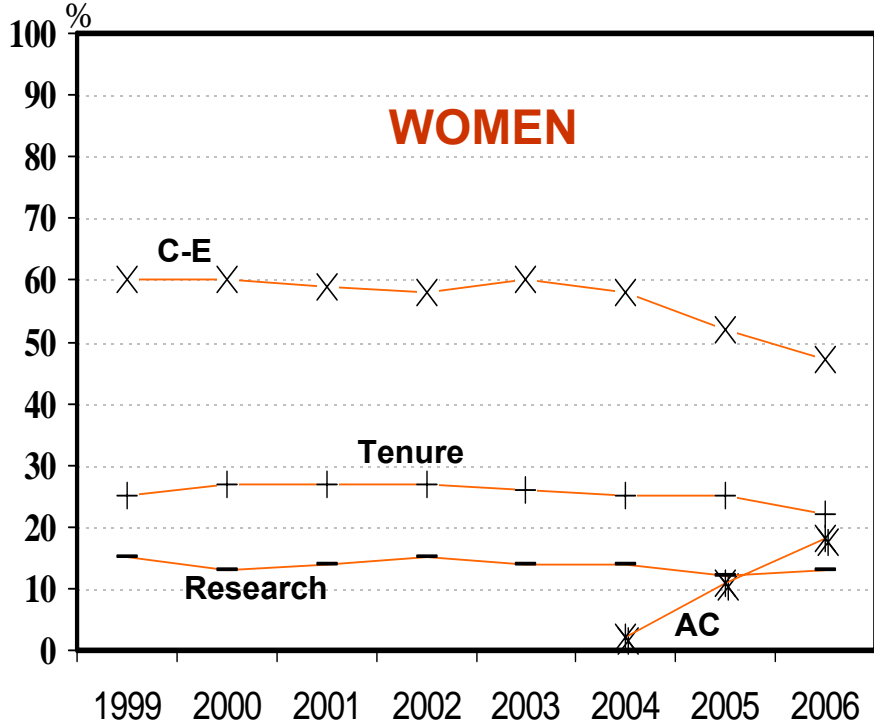
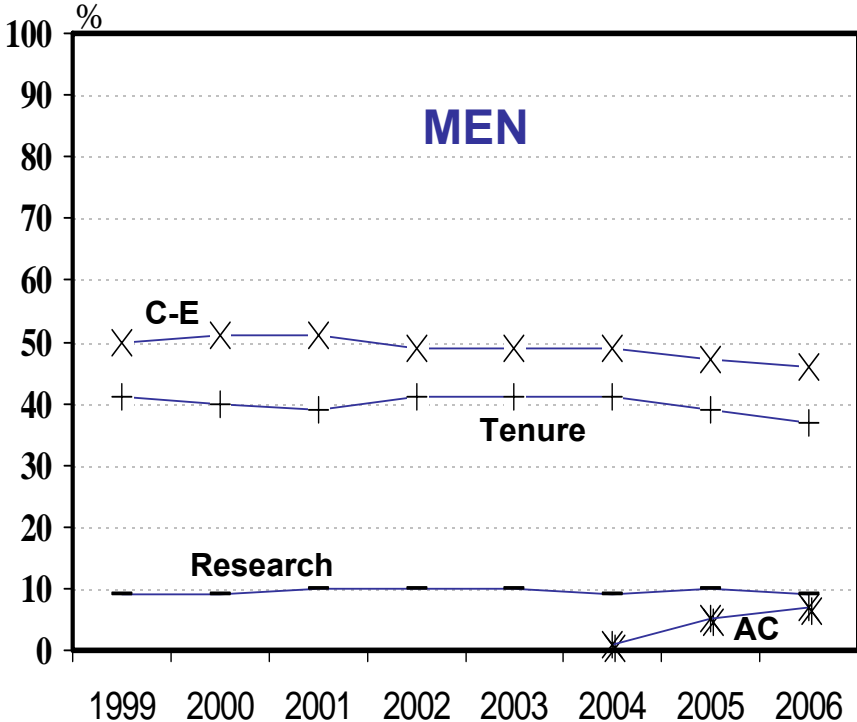
(includes Tenure, Clinician-Educator, Research and Academic-Clinician Tracks)



Overview: 1999 thru 2006-07

Distribution of Tracks within Each Gender

Penn Medical School Fulltime Faculty



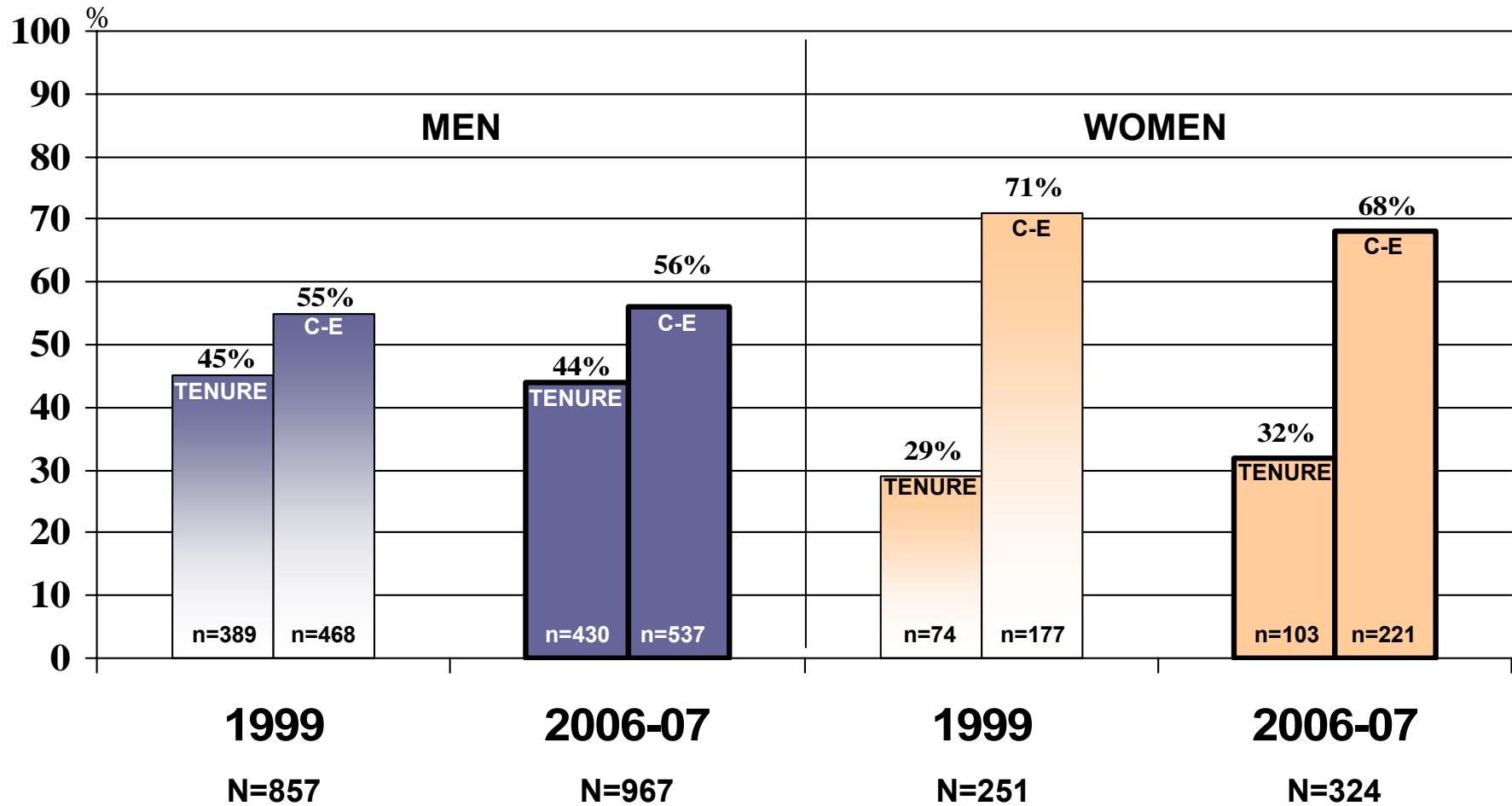
Tenure +

Clinician-Educator x

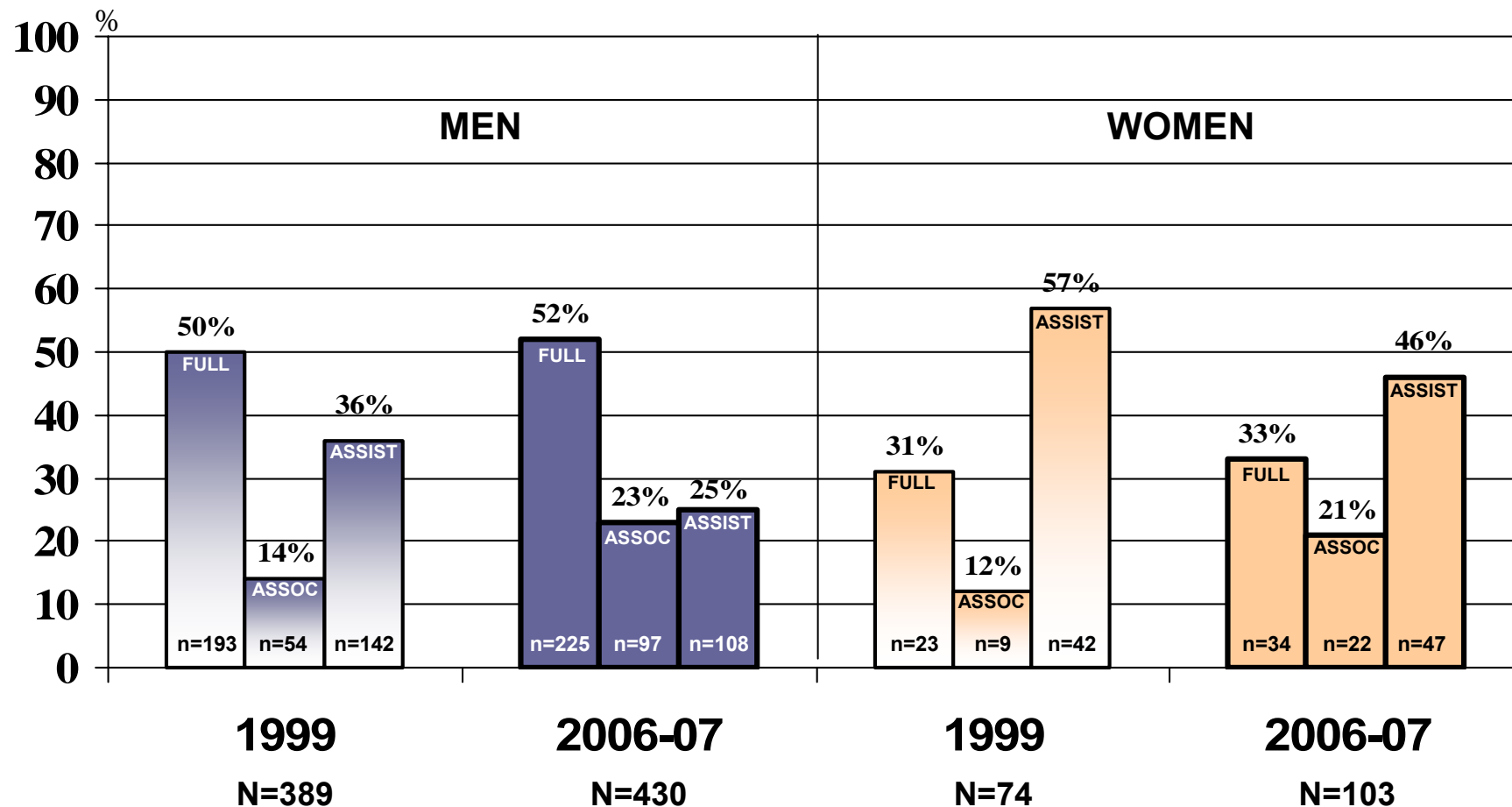
Research -

Academic-Clinician *

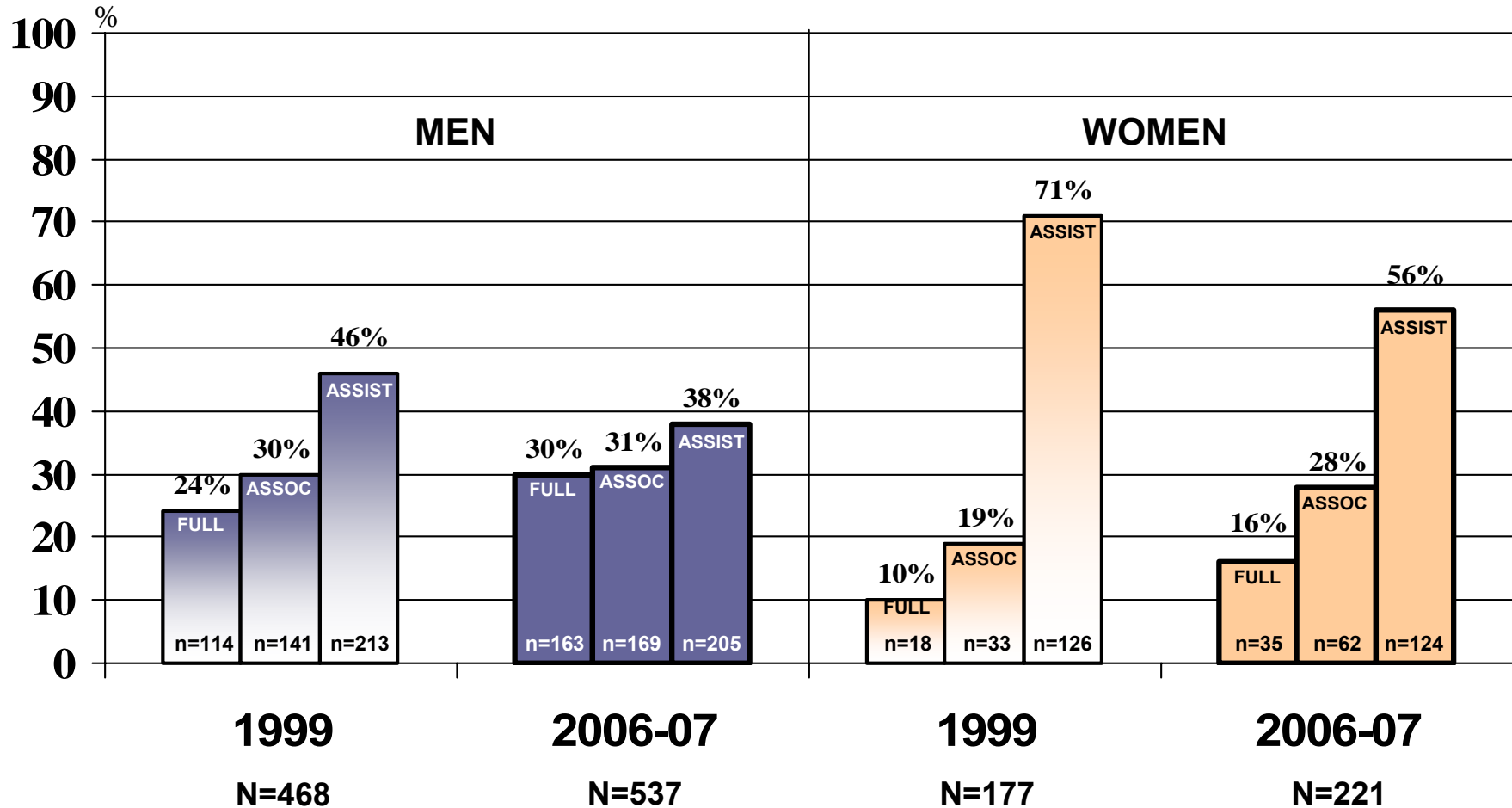
Overview: 1999 versus 2006-07
Distribution of Tracks within Each Gender
Penn Medical School *Standing Faculty**
*(*includes only Tenure and Clinician-Educator Tracks)*



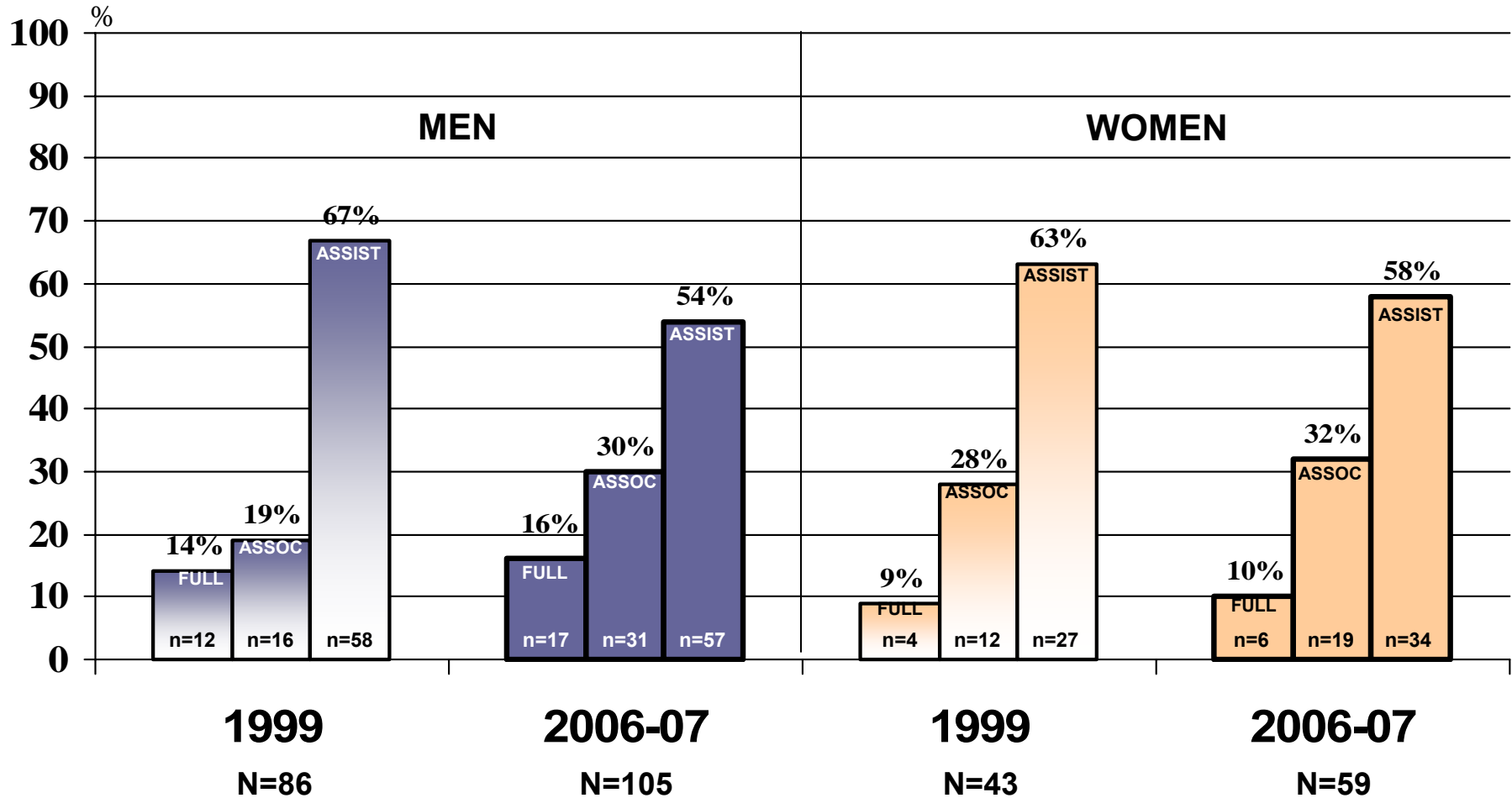
Overview: 1999 versus 2006-07 Rank Distribution of *Tenure* Track, within Each Gender Penn Medical School Faculty



Overview: 1999 versus 2006-07
Rank Distribution of *Clinician-Educator* Track, within Each Gender
Penn Medical School Faculty



Overview: 1999 versus 2006-07
Rank Distribution of *Research* Track, within Each Gender
Penn Medical School Faculty



Penn Data Over Time

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Hires & Promotions

Overview

1999 thru 2006-07

**Overview of Approval Rates for Appointments and Promotion by Rank
Penn Medical School Fulltime Senior Faculty, 7/1/2000- 6/30/2006**

WOMEN by Rank

Rank	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Full	2	0	30	32	93.75%
Associate	5	2	58	65	89.23%
Total	7	2	88	97	90.72%

MEN by Rank

Rank	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Full	4	3	96	103	93.20%
Associate	17	7	202	226	89.38%
Total	21	10	298	329	90.58%

**Overview of Approval Rates for Appointments and Promotion by Track
Penn Medical School Fulltime Senior Faculty, 7/1/2000- 6/30/2006**

Women by Track

TRACK	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Tenure	2	1	24	27	88.89%
Clinician-Educator	3	1	53	57	92.98%
Research	2	0	11	13	84.62%
Total	7	2	88	97	90.72%

Men by Track

TRACK	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Tenure	9	4	101	114	88.60%
Clinician-Educator	7	5	164	176	93.18%
Research	5	1	33	39	84.62%
Total	21	10	298	329	90.58%

Penn Data Over Time

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Terminations & Attrition

Overview

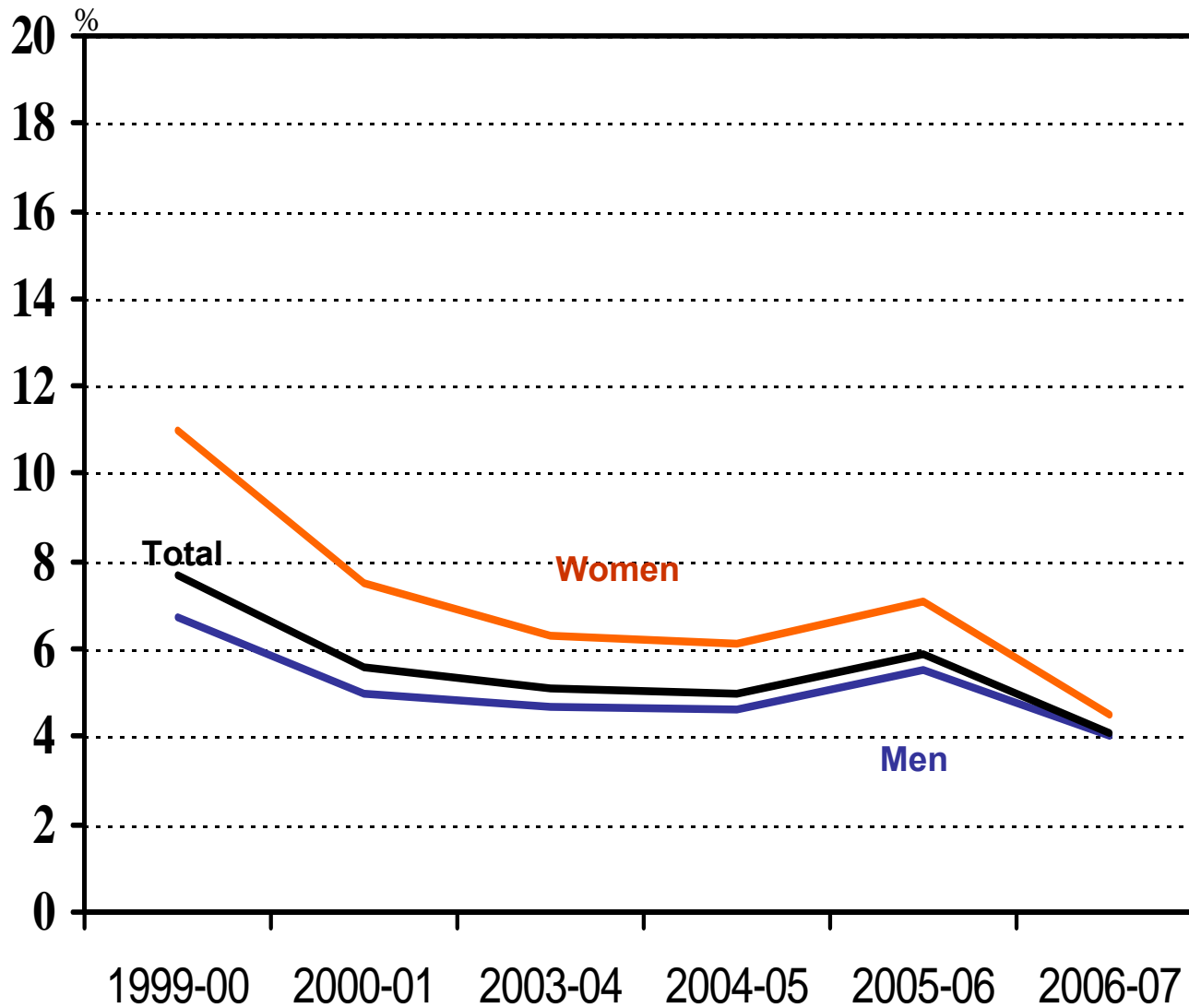
1999 thru 2006-07

Overview of Total Faculty Attrition Rate by Year Penn Medical School Fulltime Faculty, 1999 thru 2006-07

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

YEAR	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1999-00	99	65	34	1278	970	308	7.7%	6.7%	11.0%
2000-01	74	50	24	1320	1002	318	5.6%	5.0%	7.5%
2003-04	74	51	23	1446	1079	367	5.1%	4.7%	6.3%
2004-05	73	50	23	1472	1094	378	5.0%	4.6%	6.1%
2005-06	91	62	29	1532	1126	406	5.9%	5.5%	7.1%
2006-07	67	46	21	1621	1155	466	4.1%	4.0%	4.5%

Overview of *Total Faculty Attrition Rate by Year* Penn Medical School Fulltime Faculty, 1999 thru 2006-07



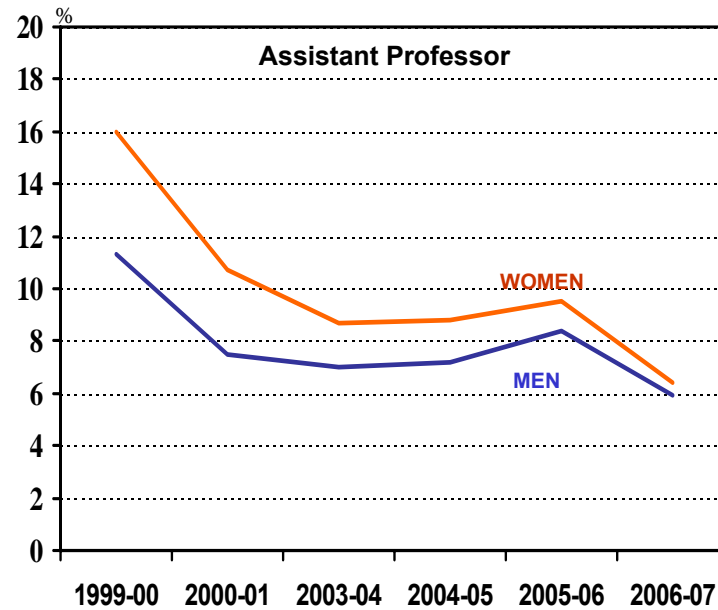
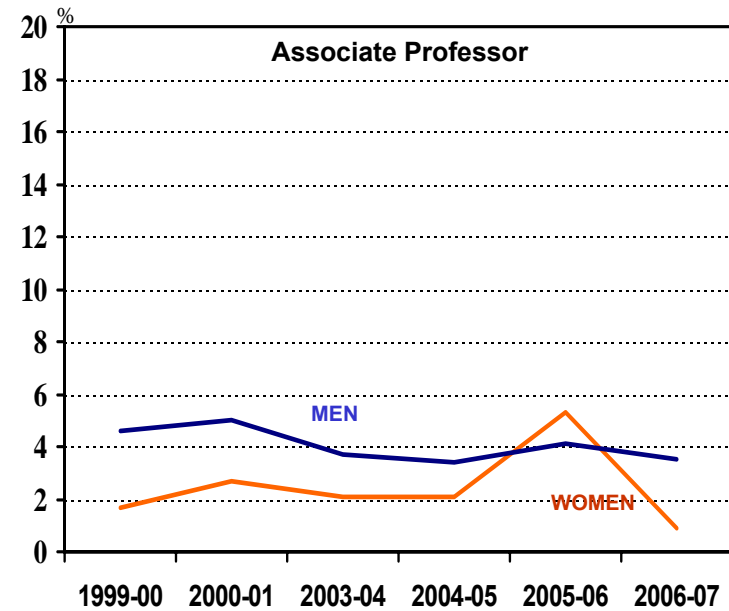
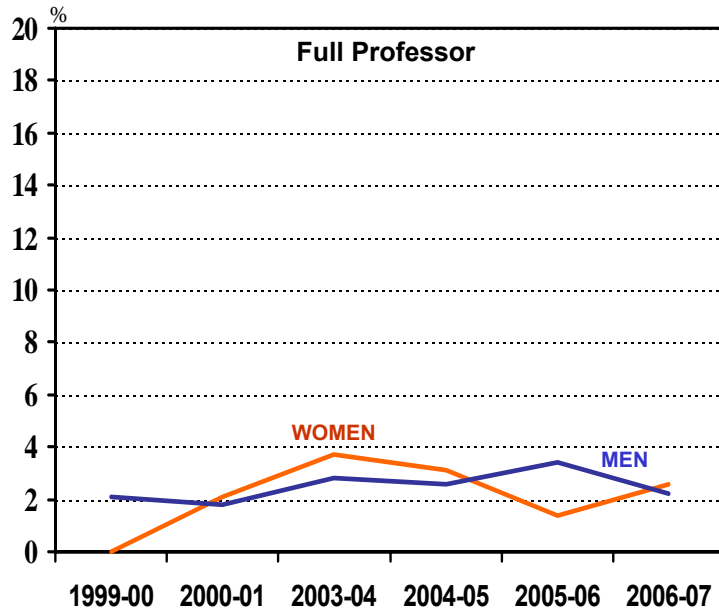
Overview of Faculty Attrition Rate by Rank and Year Penn Medical School Fulltime Faculty, 1999 thru 2006-07

FULL Professor	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1999-00	7	7	0	374	329	45	1.9%	2.1%	0
2000-01	7	6	1	385	337	48	1.8%	1.8%	2.1%
2003-04	12	10	2	410	356	54	2.9%	2.8%	3.7%
2004-05	12	10	2	443	379	64	2.7%	2.6%	3.1%
2005-06	14	13	1	450	380	70	3.1%	3.4%	1.4%
2006-07	11	9	2	482	405	77	2.3%	2.2%	2.6%

ASSOCIATE Professor	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1999-00	11	10	1	275	218	57	4.0%	4.6%	1.7%
2000-01	14	12	2	313	240	73	4.5%	5%	2.7%
2003-04	13	11	2	390	296	94	3.3%	3.7%	2.1%
2004-05	12	10	2	393	296	97	3.0%	3.4%	2.1%
2005-06	18	13	5	411	316	95	4.4%	4.1%	5.3%
2006-07	12	11	1	419	310	109	2.9%	3.5%	.9%

ASSISTANT Professor	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1999-00	81	48	33	629	423	206	12.9%	11.3%	16.0%
2000-01	53	32	21	622	425	197	8.5%	7.5%	10.7%
2003-04	49	30	19	646	427	219	7.6%	7.0%	8.7%
2004-05	49	30	19	636	419	217	7.7%	7.2%	8.8%
2005-06	59	36	23	671	430	241	8.8%	8.4%	9.5%
2006-07	44	26	18	720	440	280	6.1%	5.9%	6.4%

Overview of Faculty Attrition Rate by Rank and Year Penn Medical School Fulltime Faculty, 1999 thru 2006-07



**Overview of Faculty Attrition Rate by Track and Year
 Tenure and Clinician-Educator Tracks
 Penn Medical School Faculty, 1999 thru 2006-07**

TENURE	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1999-00	21	18	3	465	393	72	4.5%	4.6%	4.2%
2000-01	13	11	2	481	397	84	2.7%	2.8%	2.4%
2003-04	14	9	5	536	440	96	2.6%	2.0%	5.2%
2004-05	13	8	5	539	444	95	2.4%	1.8%	5.3%
2005-06	21	19	2	536	435	101	3.9%	4.3%	1.9%
2006-07	15	12	3	533	430	103	2.8%	2.8%	2.9%

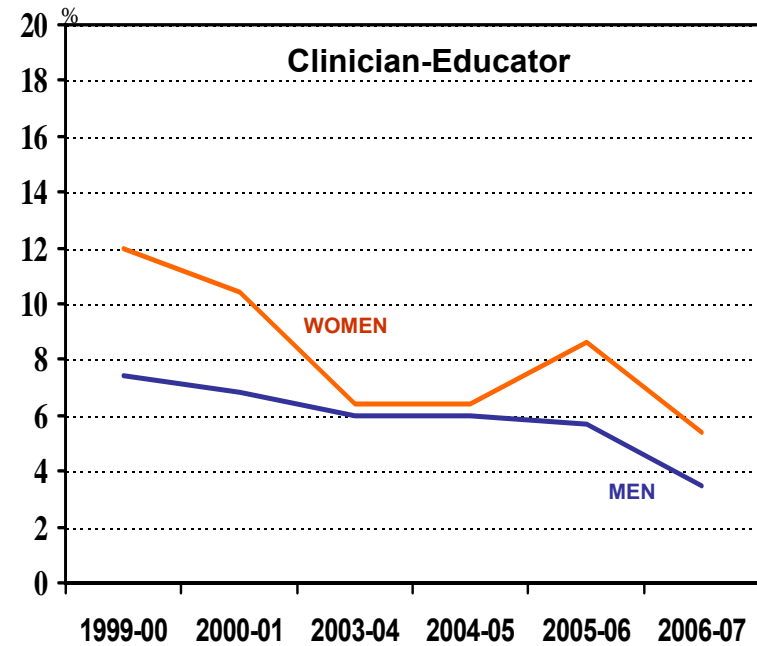
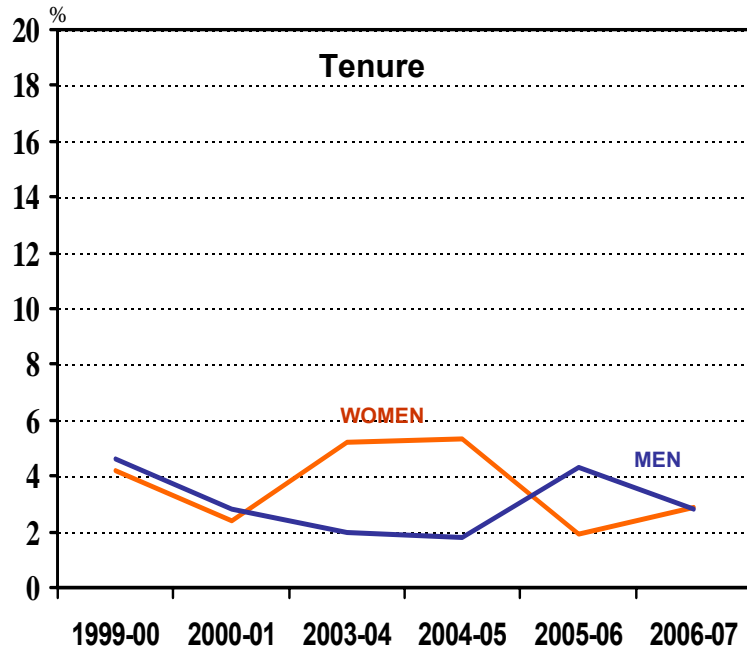
CLINICIAN- EDUCATOR	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1999-00	59	36	23	679	487	192	8.7%	7.4%	12.0%
2000-01	55	35	20	708	515	193	7.8%	6.8%	10.4%
2003-04	46	32	14	748	529	219	6.1%	6.0%	6.4%
2004-05	46	32	14	755	535	220	6.1%	6.0%	6.4%
2005-06	48	30	18	740	530	210	6.4%	5.7%	8.6%
2006-07	31	19	12	758	537	221	4.1%	3.5%	5.4%

Overview of Faculty Attrition Rate by Track and Year
Research and Academic Clinician Tracks
Penn Medical School Faculty, 1999 thru 2006-07

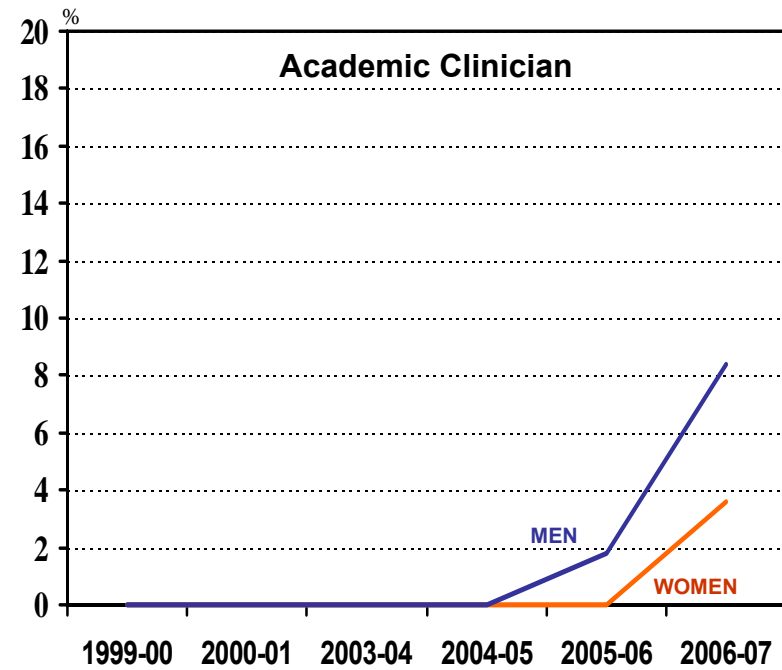
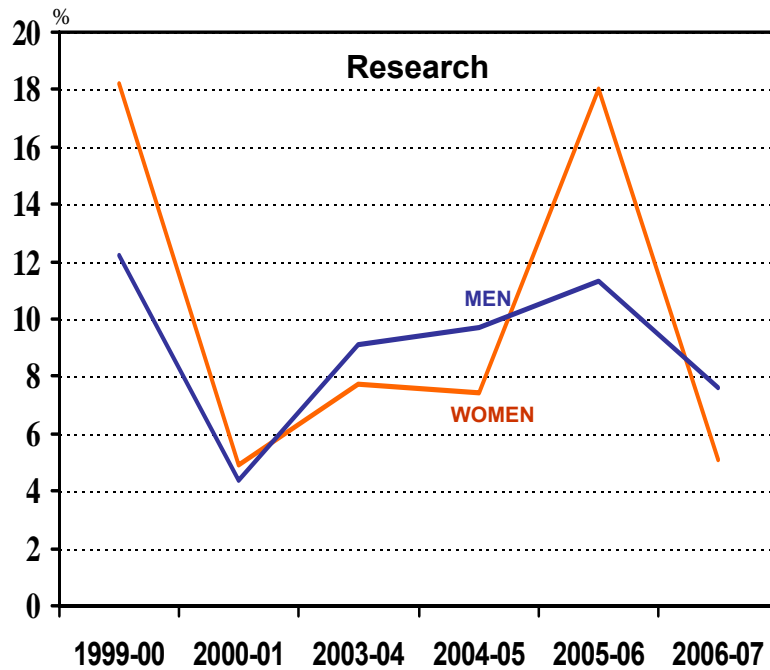
RESEARCH	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1999-00	19	11	8	134	90	44	14.2%	12.2%	18.2%
2000-01	6	4	2	131	90	41	4.6%	4.4%	4.9%
2003-04	14	10	4	162	110	52	8.6%	9.1%	7.7%
2004-05	14	10	4	157	103	54	8.9%	9.7%	7.4%
2005-06	21	12	9	156	106	50	13.4%	11.3%	18.0%
2006-07	11	8	3	164	105	59	6.7%	7.6%	5.1%

ACADEMIC CLINICIAN	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
2005-06	1	1	0	100	55	45	1.0%	1.8%	0
2006-07	10	7	3	166	83	83	6.0%	8.4%	3.6%

Overview of Attrition Rate by Track and Year Tenure and Clinician-Educator Tracks Penn Medical School Faculty, 1999 thru 2006-07



Overview of Attrition Rate by Track and Year *Research and Academic Clinician Tracks* Penn Medical School Faculty, 1999 thru 2006-07



**Overview of Assistant Professor Attrition Rate by Track and Year
Tenure and Clinician-Educator Tracks
Penn Medical School Faculty, 1999 thru 2006-07**

TENURE Assistant Professors	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1999-00	14	11	3	177	136	41	7.9%	8.1%	7.3%
2000-01	8	7	1	178	133	45	4.5%	5.3%	2.2%
2003-04	7	3	4	192	140	52	3.6%	2.1%	7.7%
2004-05	7	3	4	187	139	48	3.7%	2.2%	8.3%
2005-06	10	8	2	171	123	48	5.8%	6.5%	4.2%
2006-07	7	5	2	155	108	47	4.5%	4.6%	4.3%

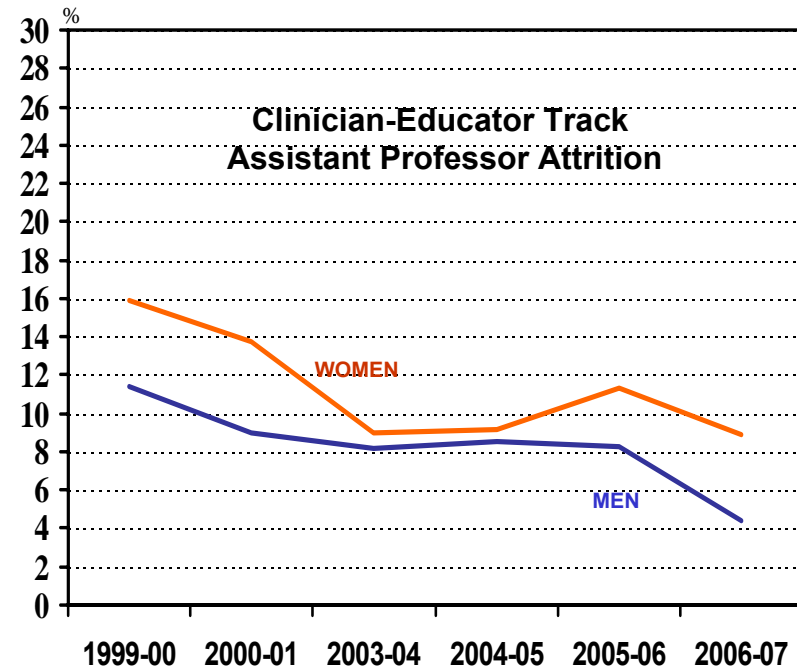
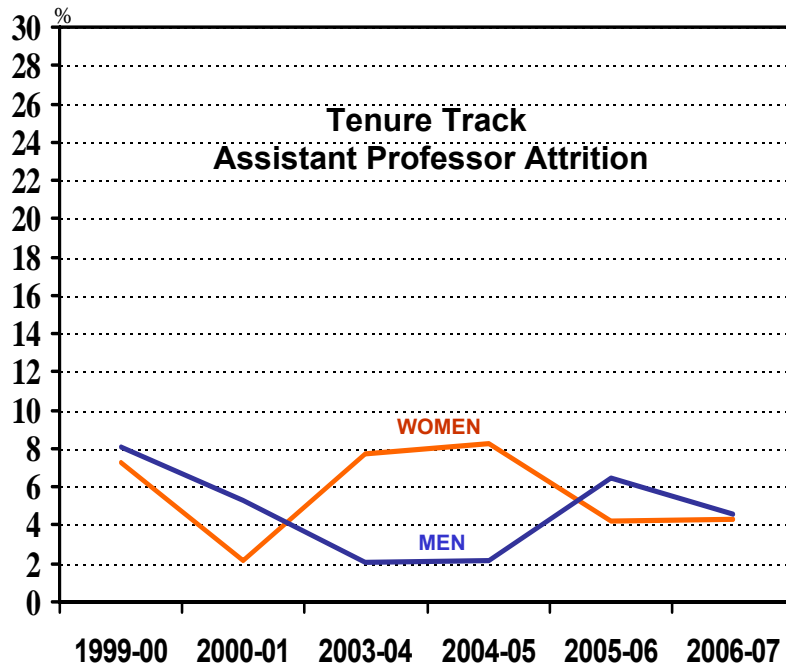
CLINICIAN- EDUCATOR Assistant Professors	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1999-00	48	26	22	365	227	138	13.1%	11.4%	15.9%
2000-01	39	21	18	365	234	131	10.7%	9.0%	13.7%
2003-04	30	18	12	354	220	134	8.5%	8.2%	9.0%
2004-05	30	18	12	344	213	131	8.7%	8.5%	9.2%
2005-06	31	17	14	329	205	124	9.4%	8.3%	11.3%
2006-07	20	9	11	329	205	124	6.1%	4.4%	8.9%

**Overview of Assistant Professor Attrition Rate by Track and Year
 Research and Academic Clinician Track Faculty
 Penn Medical School Faculty, 1999 thru 2006-07**

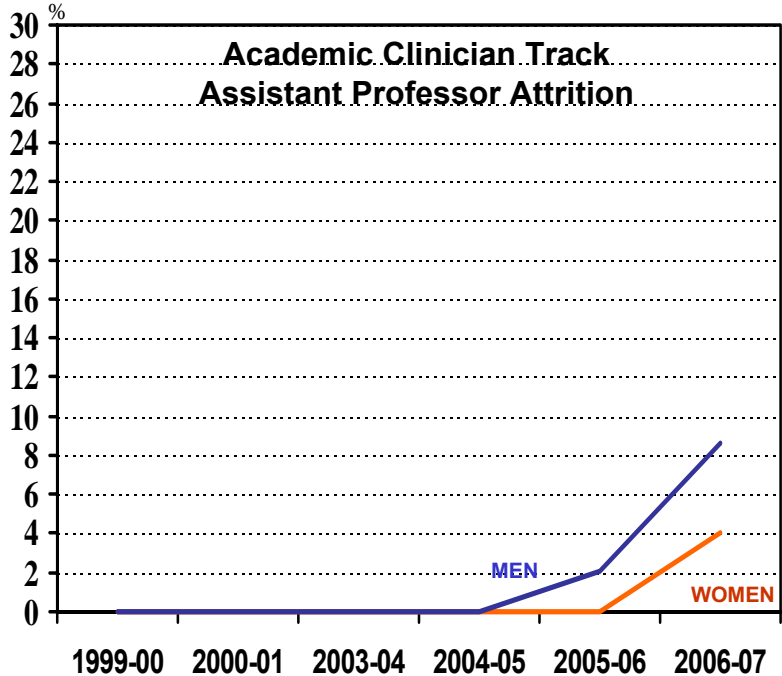
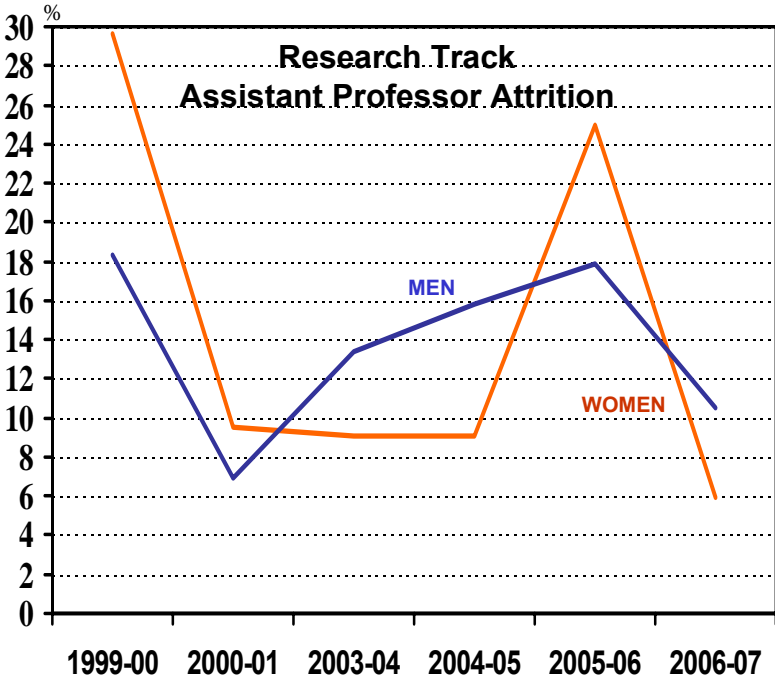
RESEARCH Assistant Professors	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
1999-00	19	11	8	87	60	27	21.8%	18.3%	29.6%
2000-01	6	4	2	79	58	21	7.6%	6.9%	9.5%
2003-04	12	9	3	100	67	33	12%	13.4%	9.1%
2004-05	12	9	3	88	57	31	13.6%	15.8%	9.7%
2005-06	17	10	7	84	56	28	20.2%	17.9%	25%
2006-07	8	6	2	91	57	34	8.8%	10.5%	5.9%

ACADEMIC CLINICIAN Assistant Professors	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
2005-06	1	1	0	87	46	41	1.1%	2.1%	0
2006-07	9	6	3	145	70	75	6.2%	8.6%	4.0%

**Overview of Assistant Professor Attrition Rate by Track and Year
 Tenure and Clinician-Educator Tracks
 Penn Medical School Faculty, 1999 thru 2006-07**



**Overview of Assistant Professor Attrition Rate by Track and Year
 Research and Academic Clinician Tracks
 Penn Medical School Fulltime Faculty, 1999-2006/7**

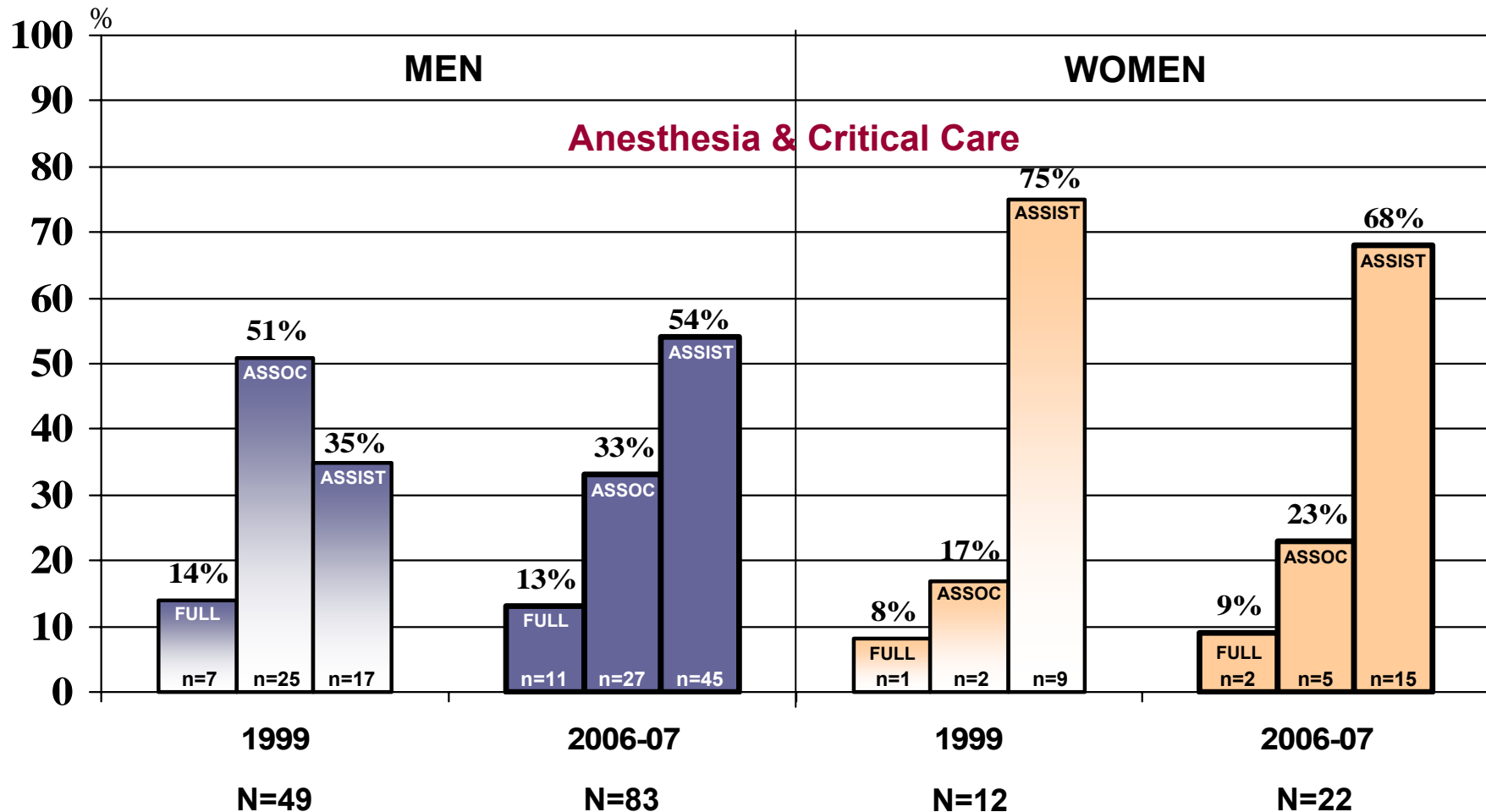


PENN Data Over Time

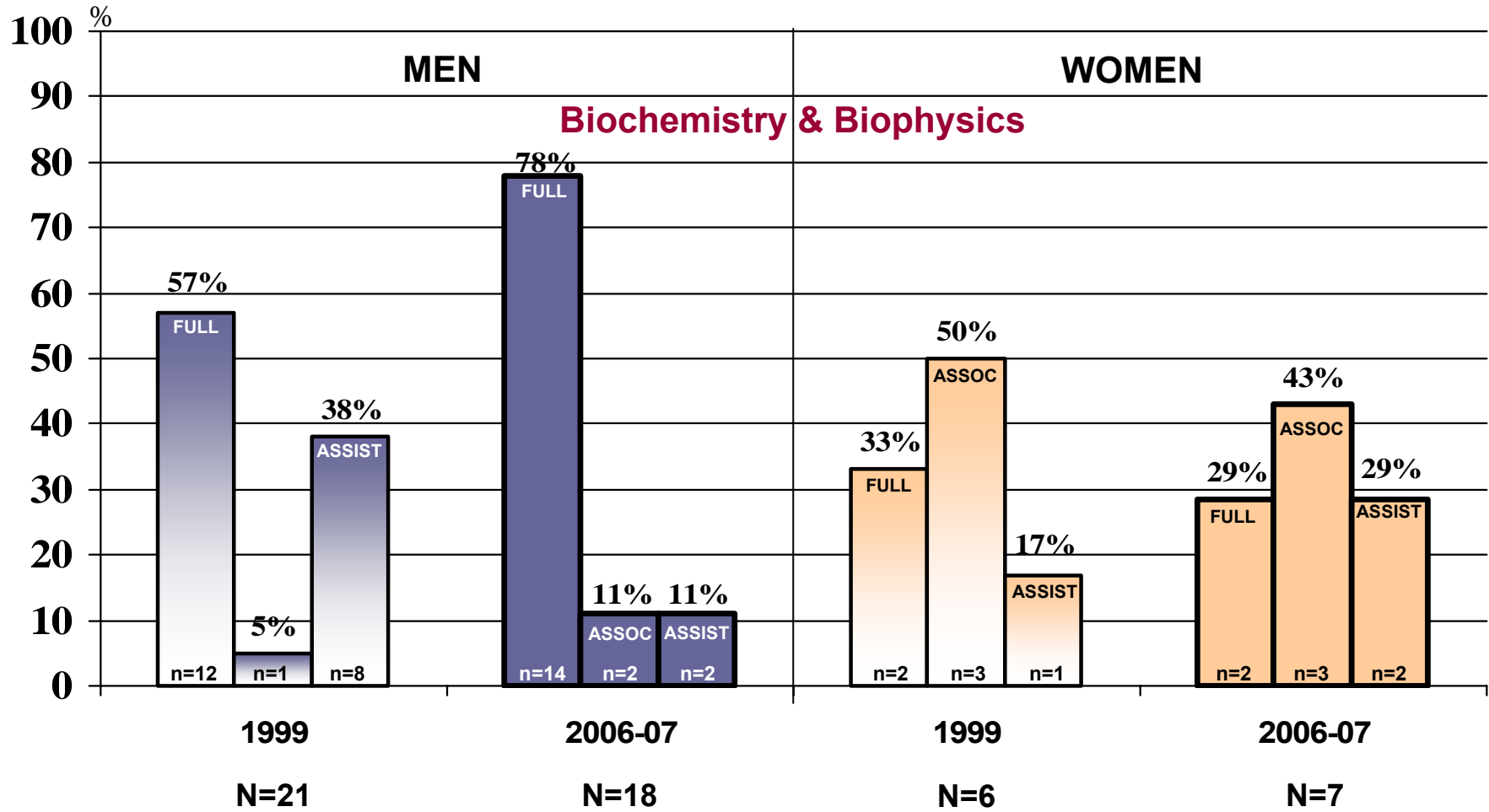
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**Overview by Department
1999 versus 2006-07**

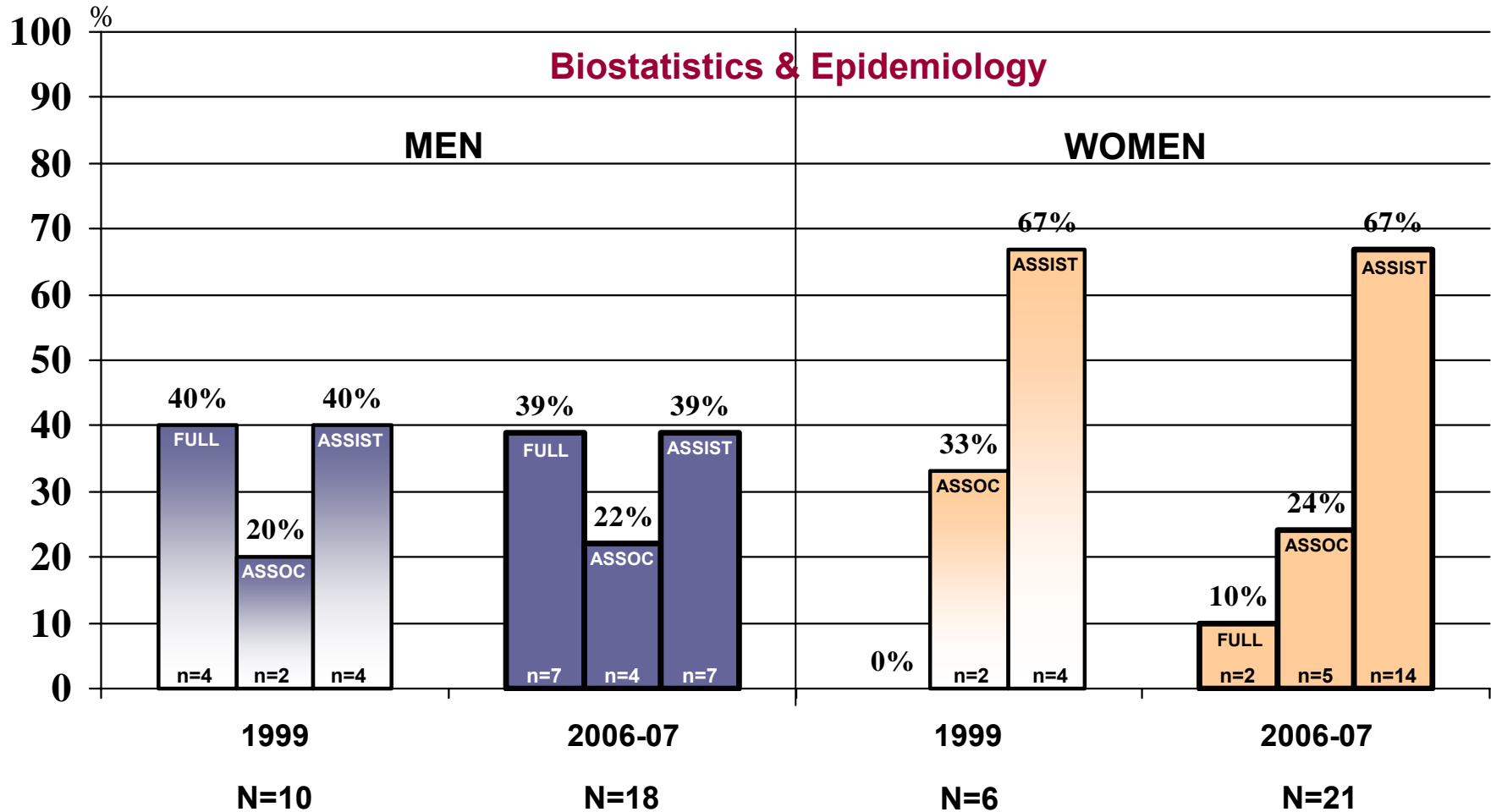
Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Anesthesia & Critical Care
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



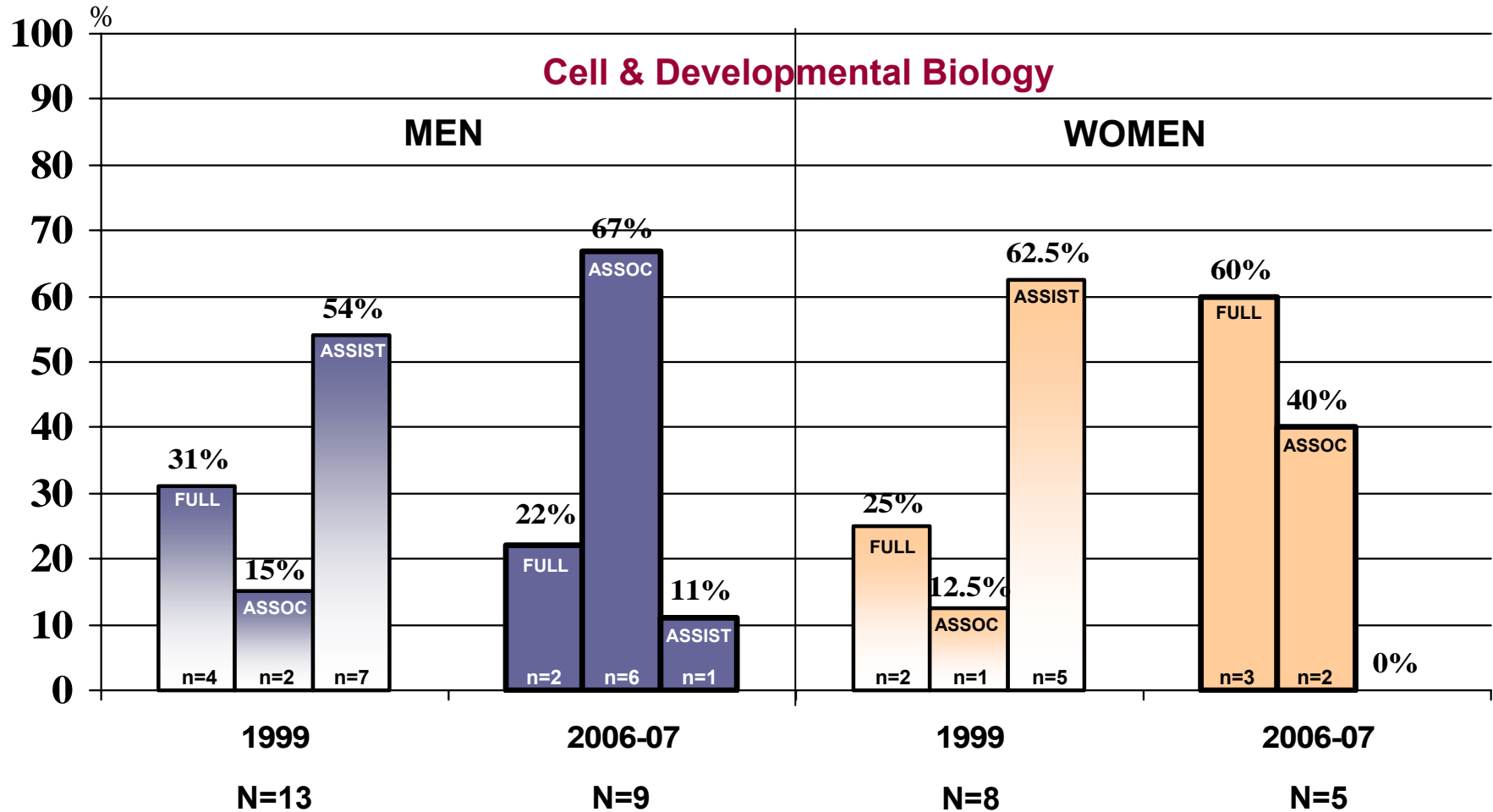
Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Biochemistry & Biophysics
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



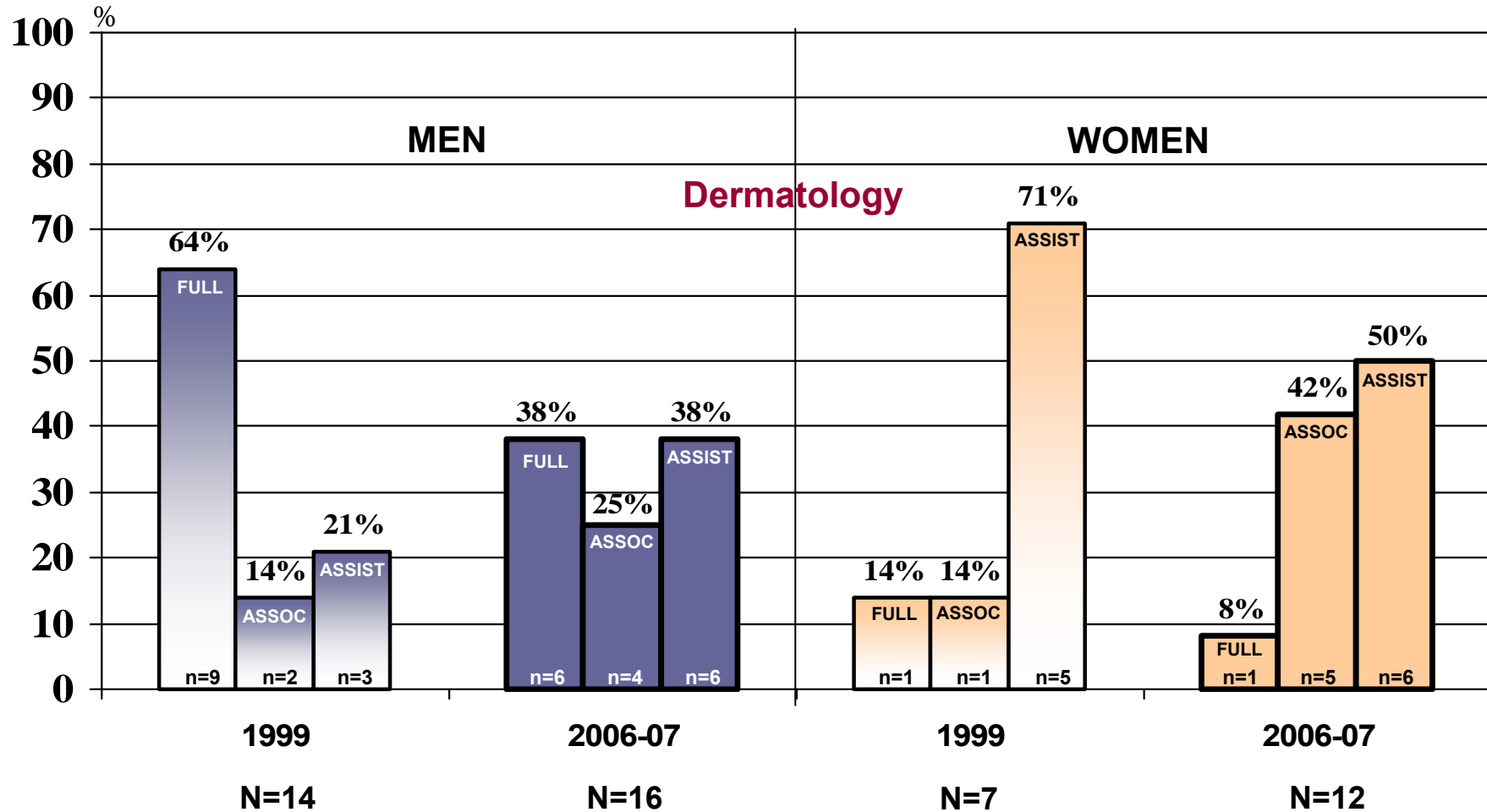
Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Biostatistics & Epidemiology
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Cell & Developmental Biology
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Dermatology
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

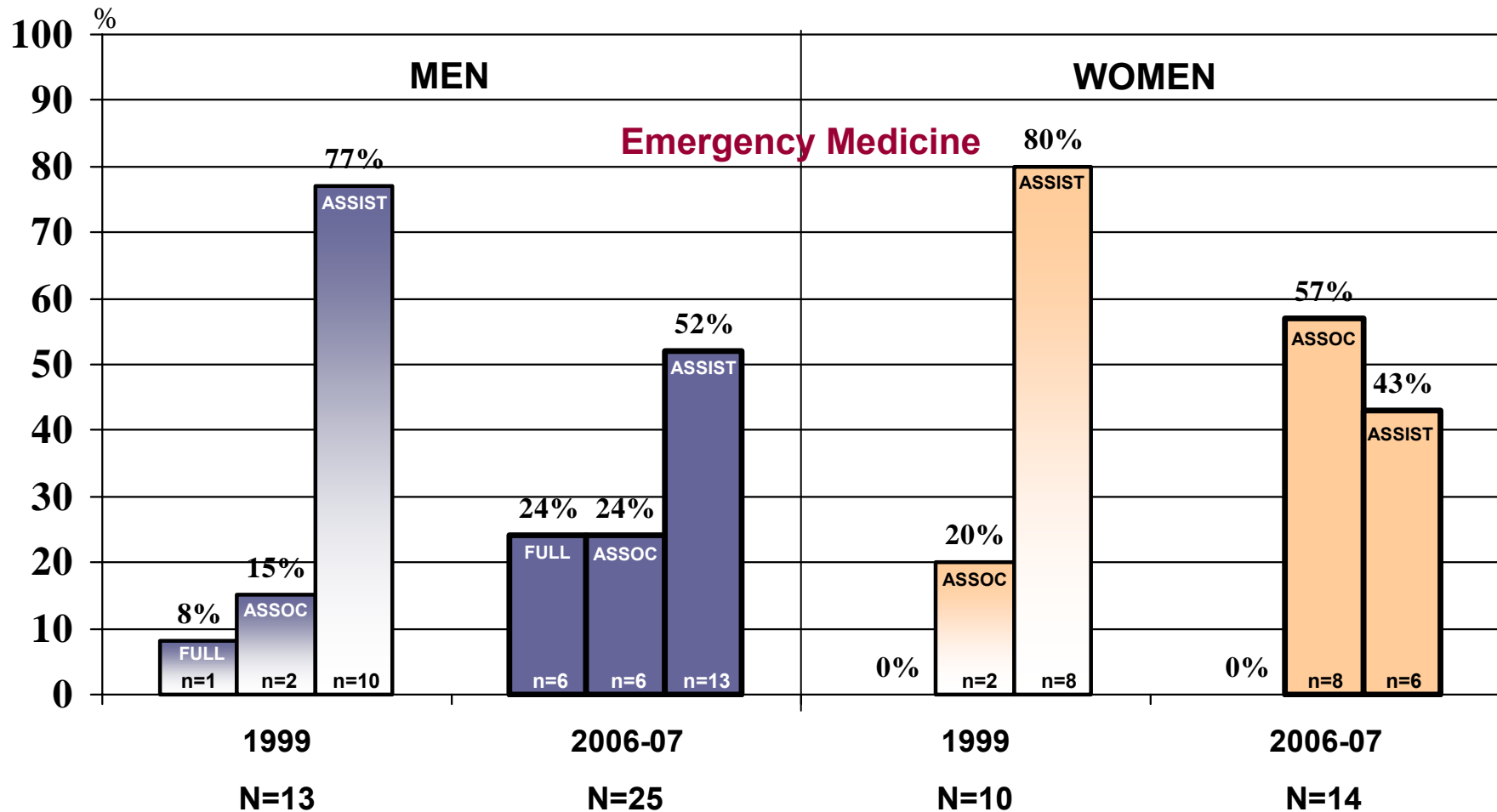


Overview: 1999 versus 2006-07

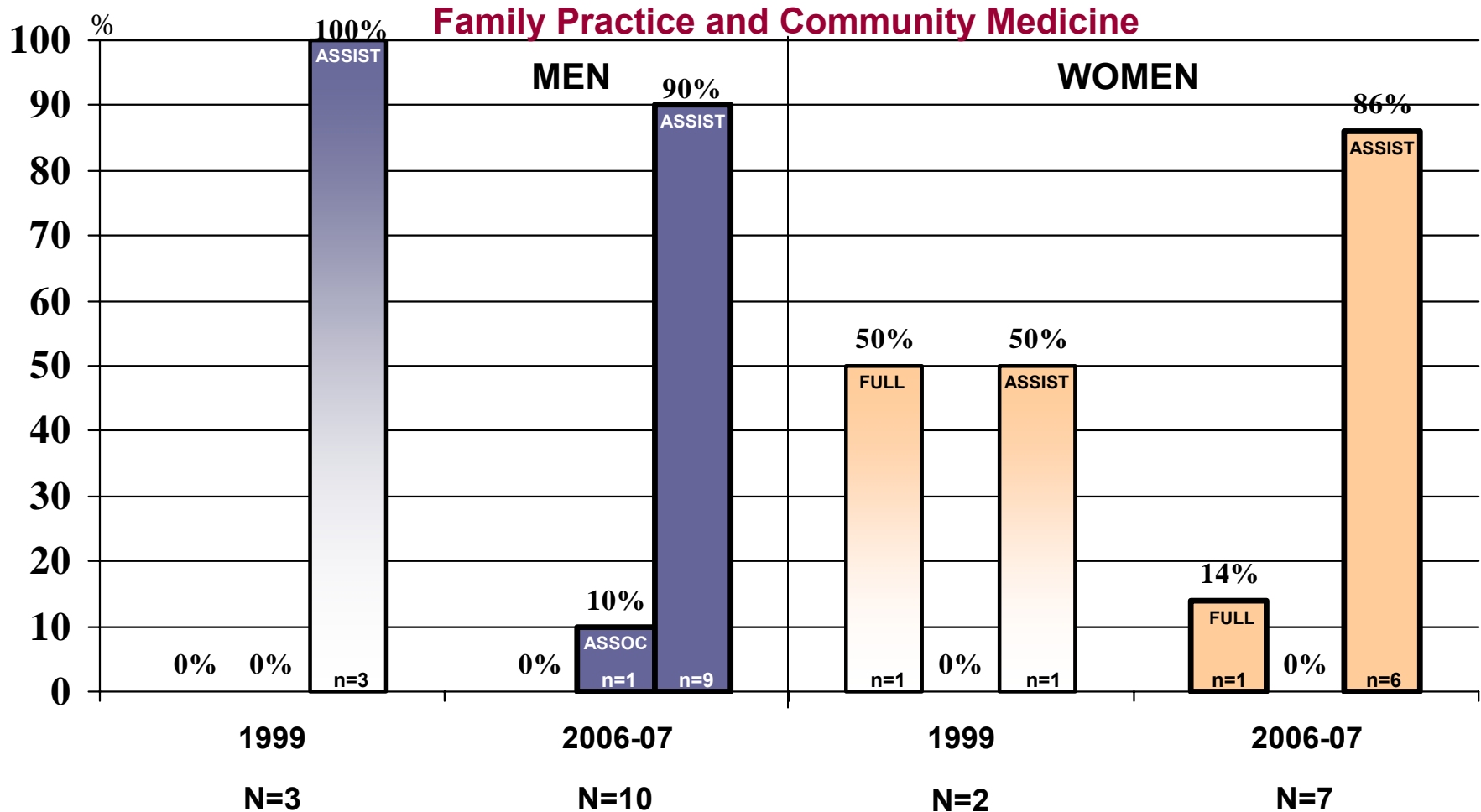
Distribution of Ranks within Each Gender

Penn's Department of Emergency Medicine

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

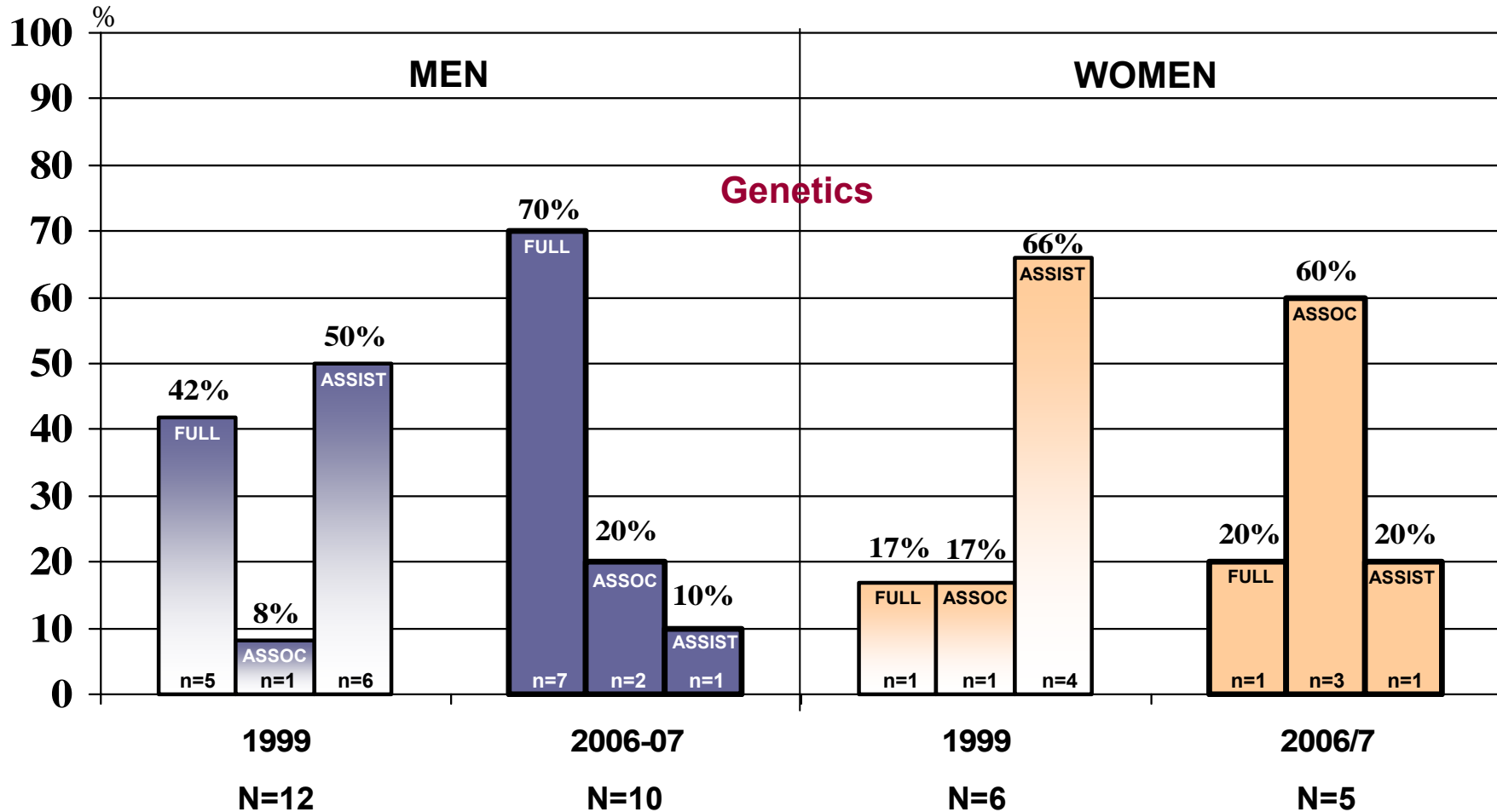


Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Family Practice & Community Medicine
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



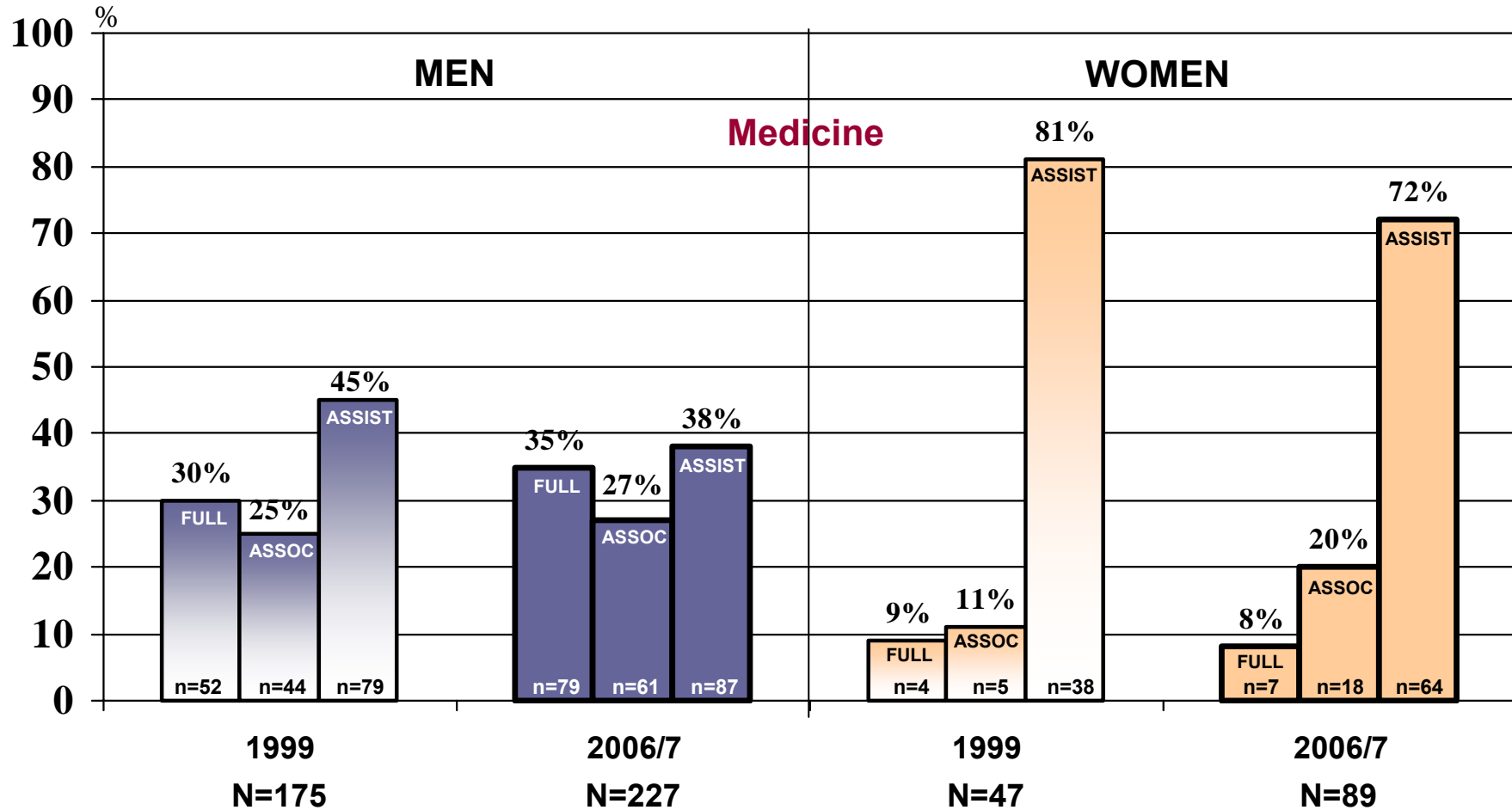
Overview: 1999 versus 2006-07 Distribution of Ranks within Each Gender Penn's Department of Genetics

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

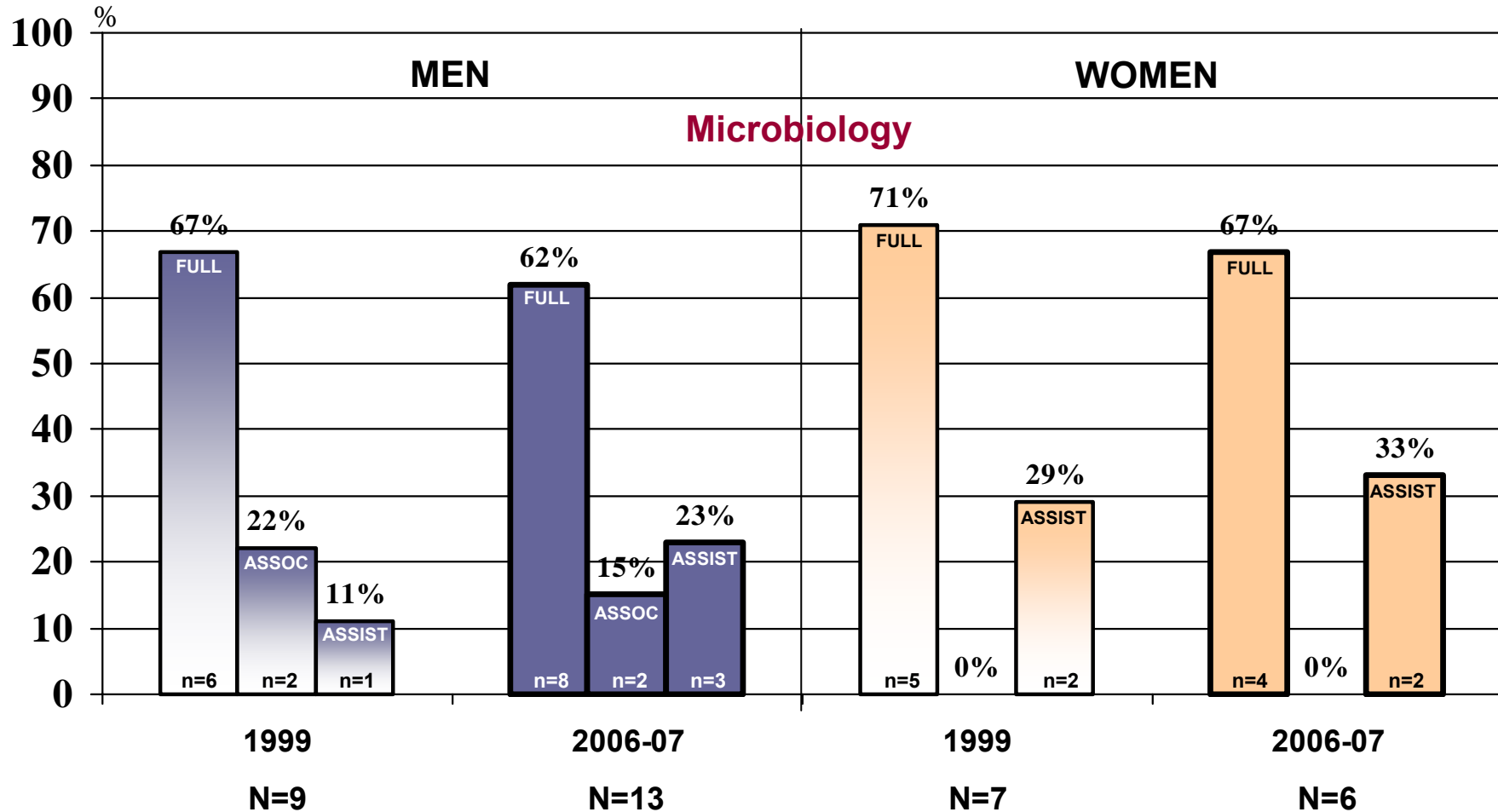


Overview: 1999 versus 2006-07 Distribution of Ranks within Each Gender Penn's Department of Medicine

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

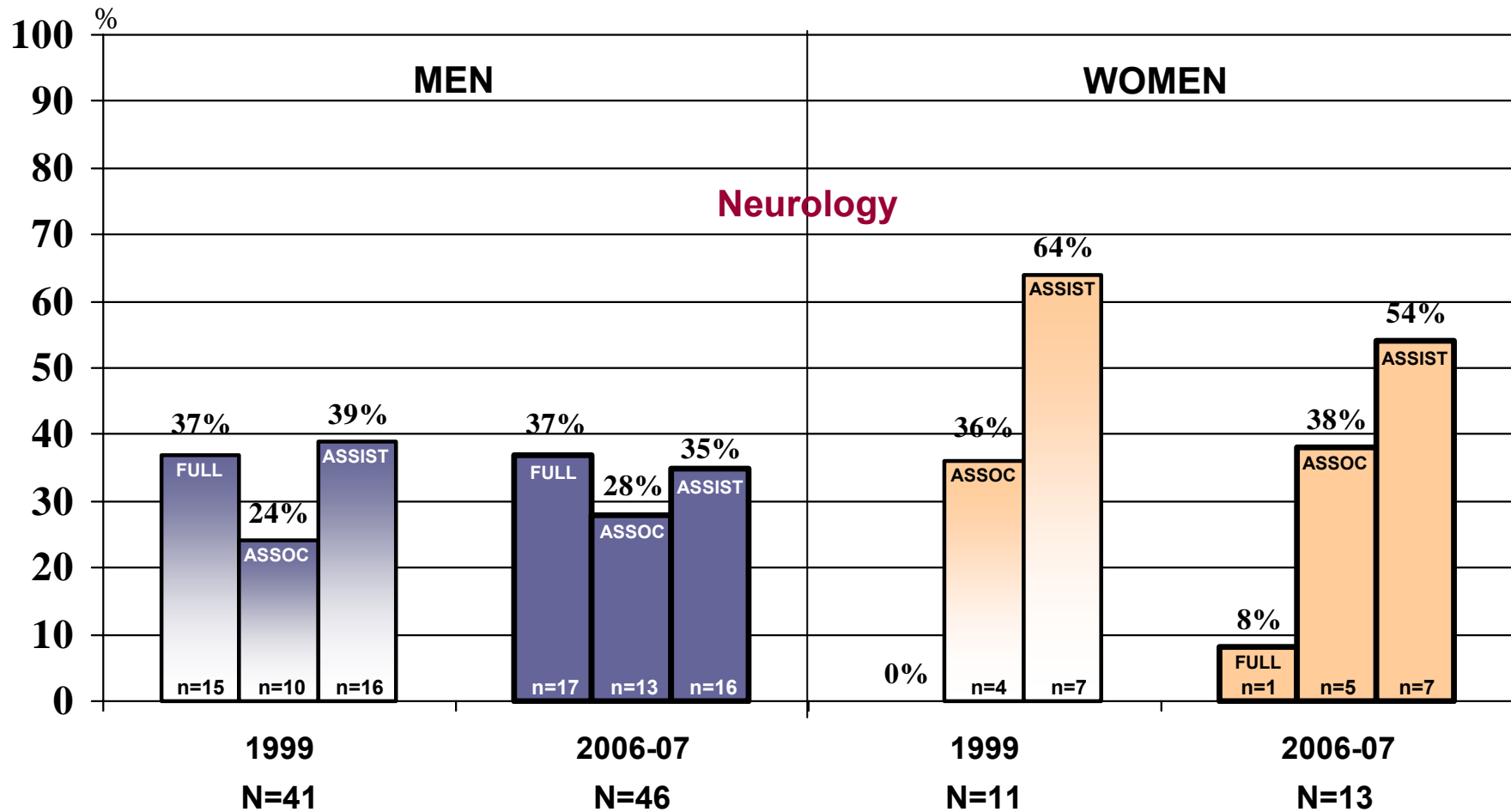


Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Microbiology
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

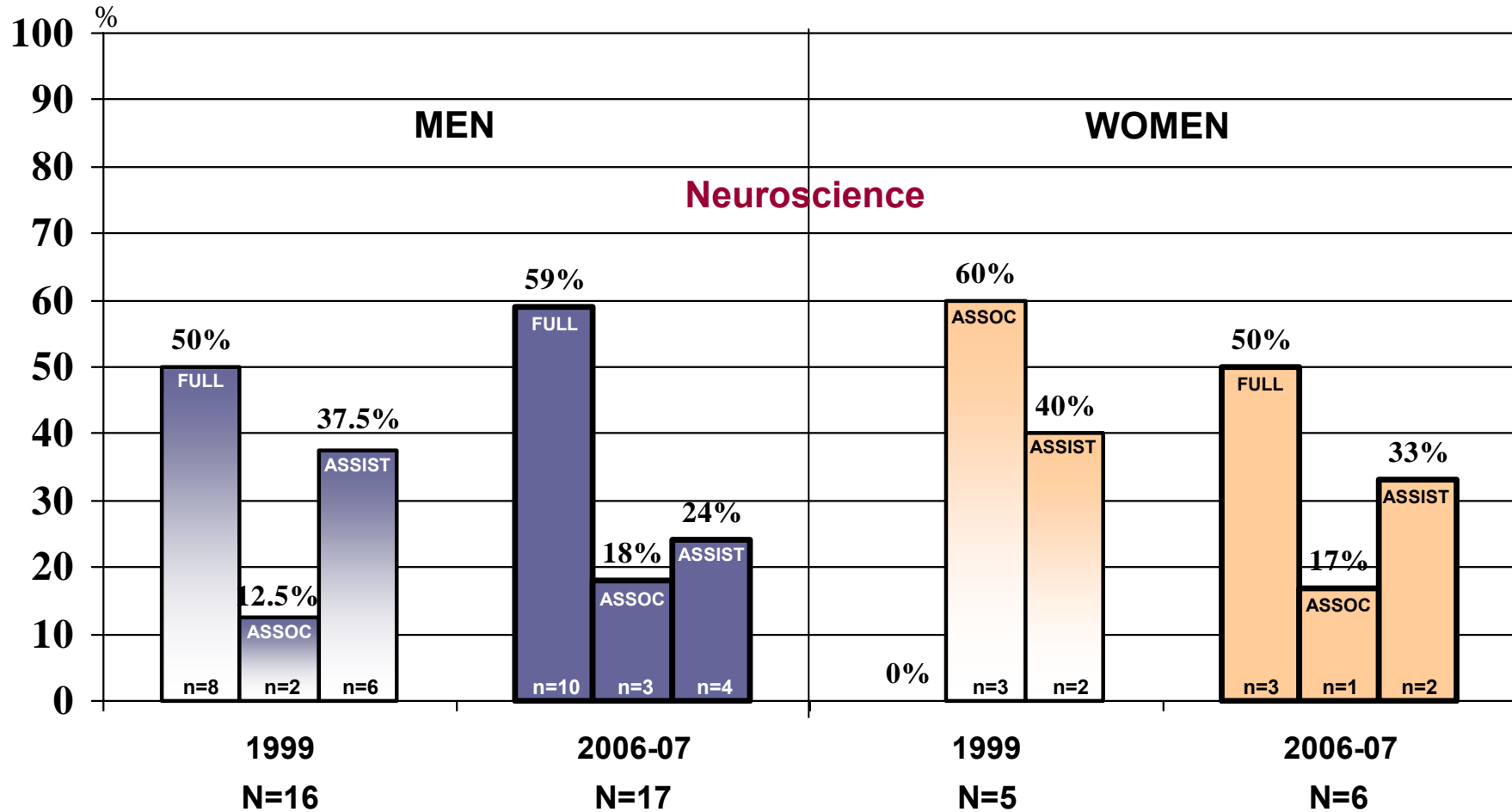


Overview: 1999 versus 2006-07 Distribution of Ranks within Each Gender Penn's Department of Neurology

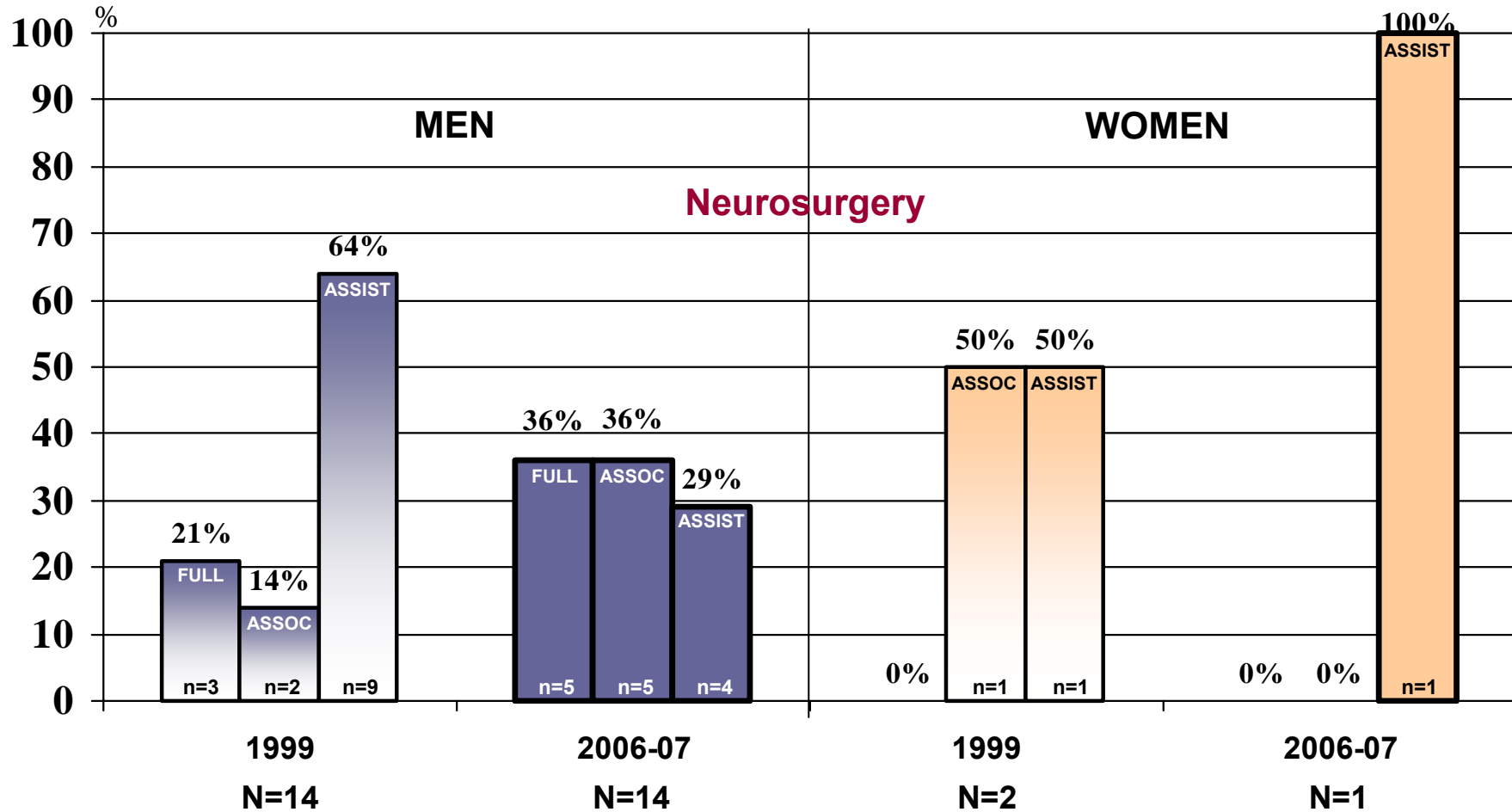
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



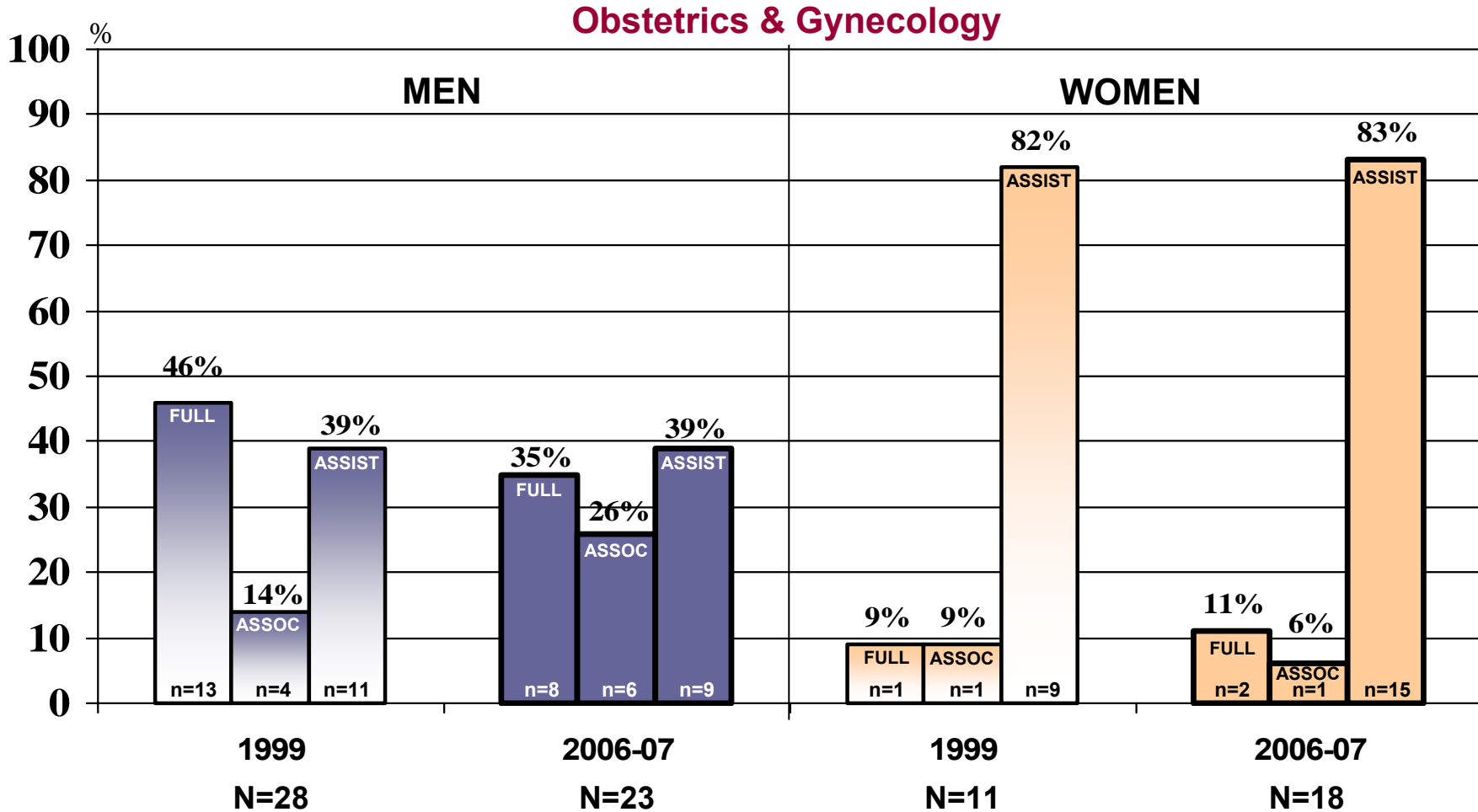
Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Neuroscience
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



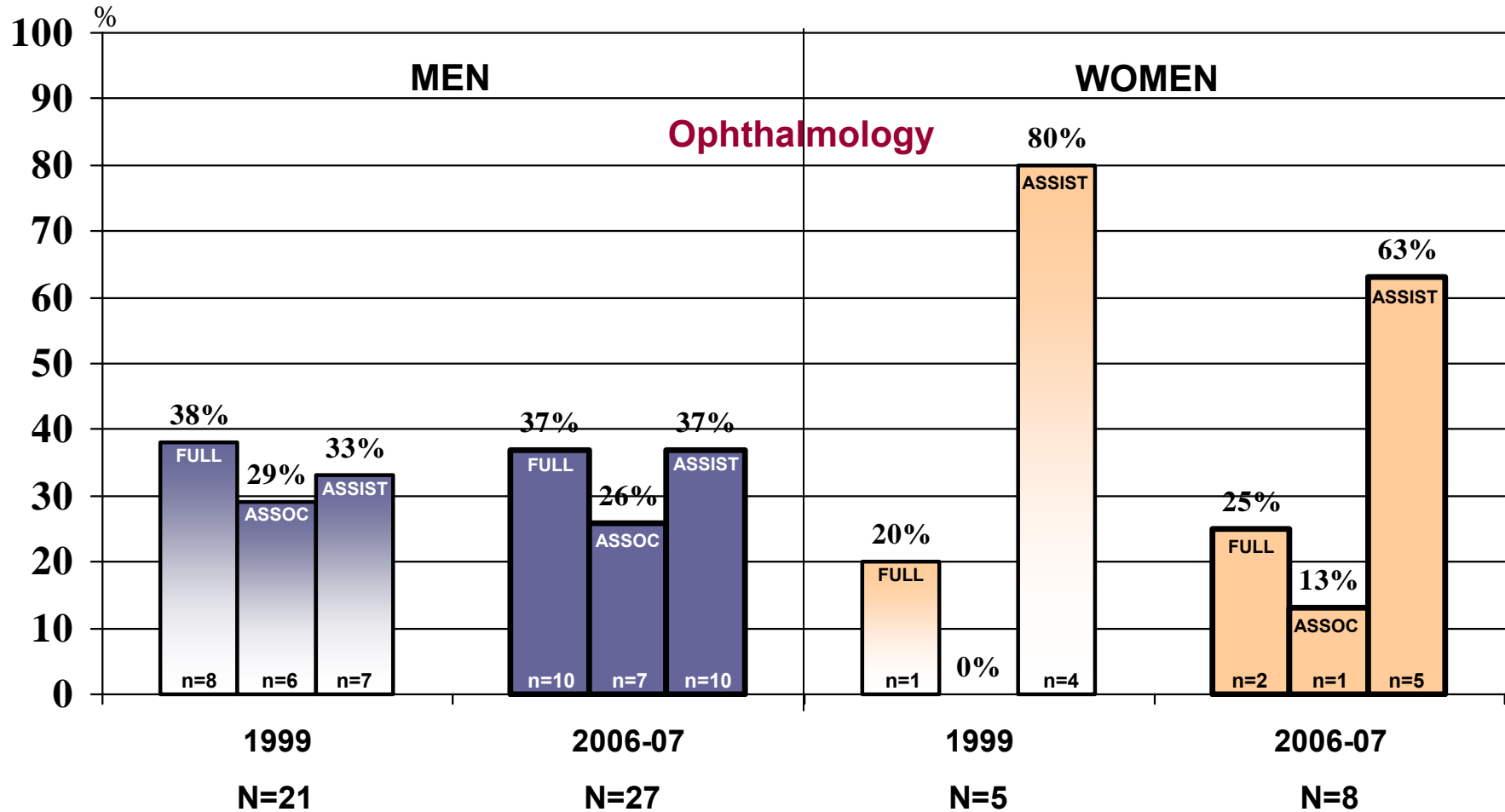
Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Neurosurgery
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



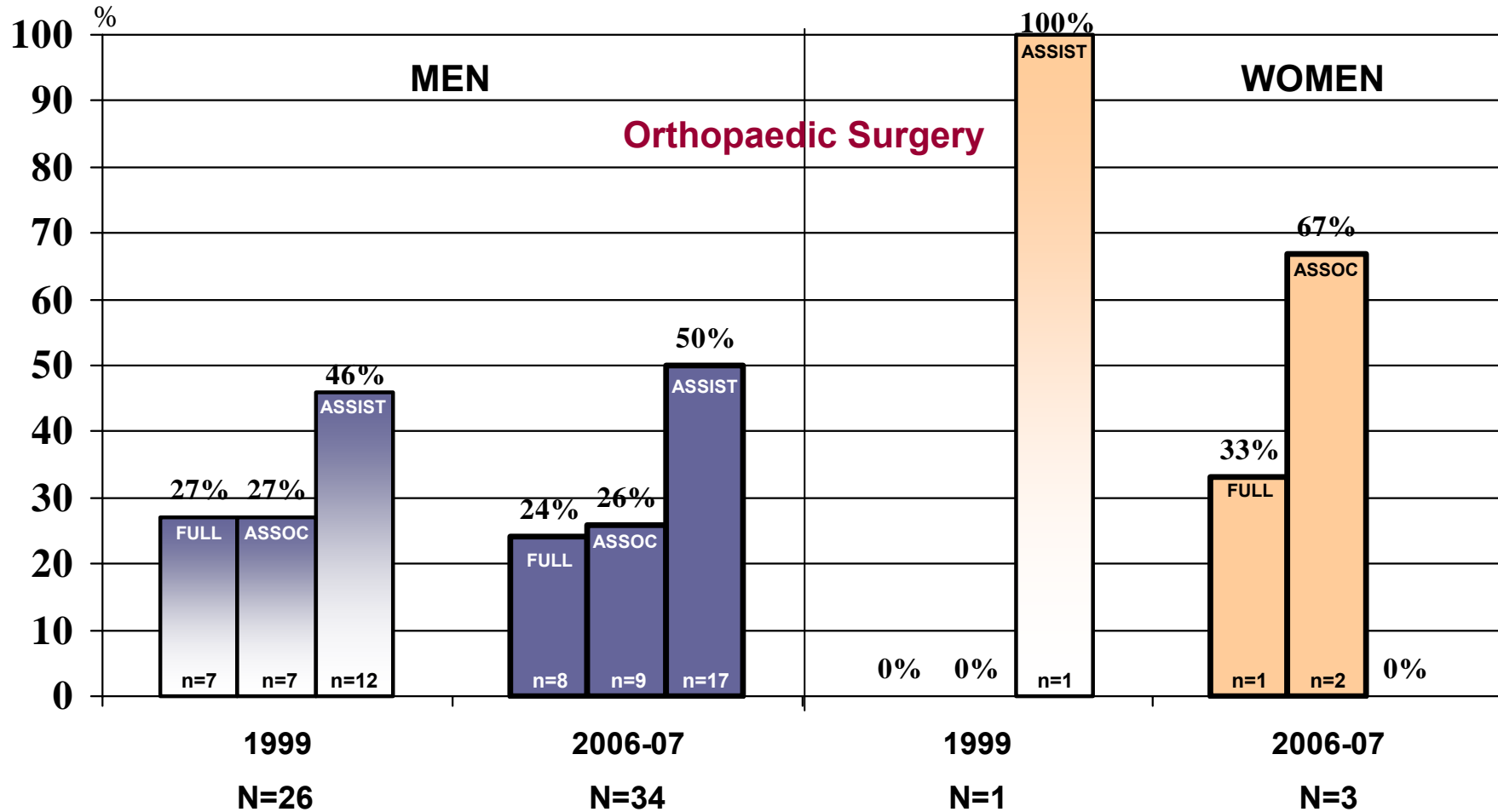
Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Obstetrics & Gynecology
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



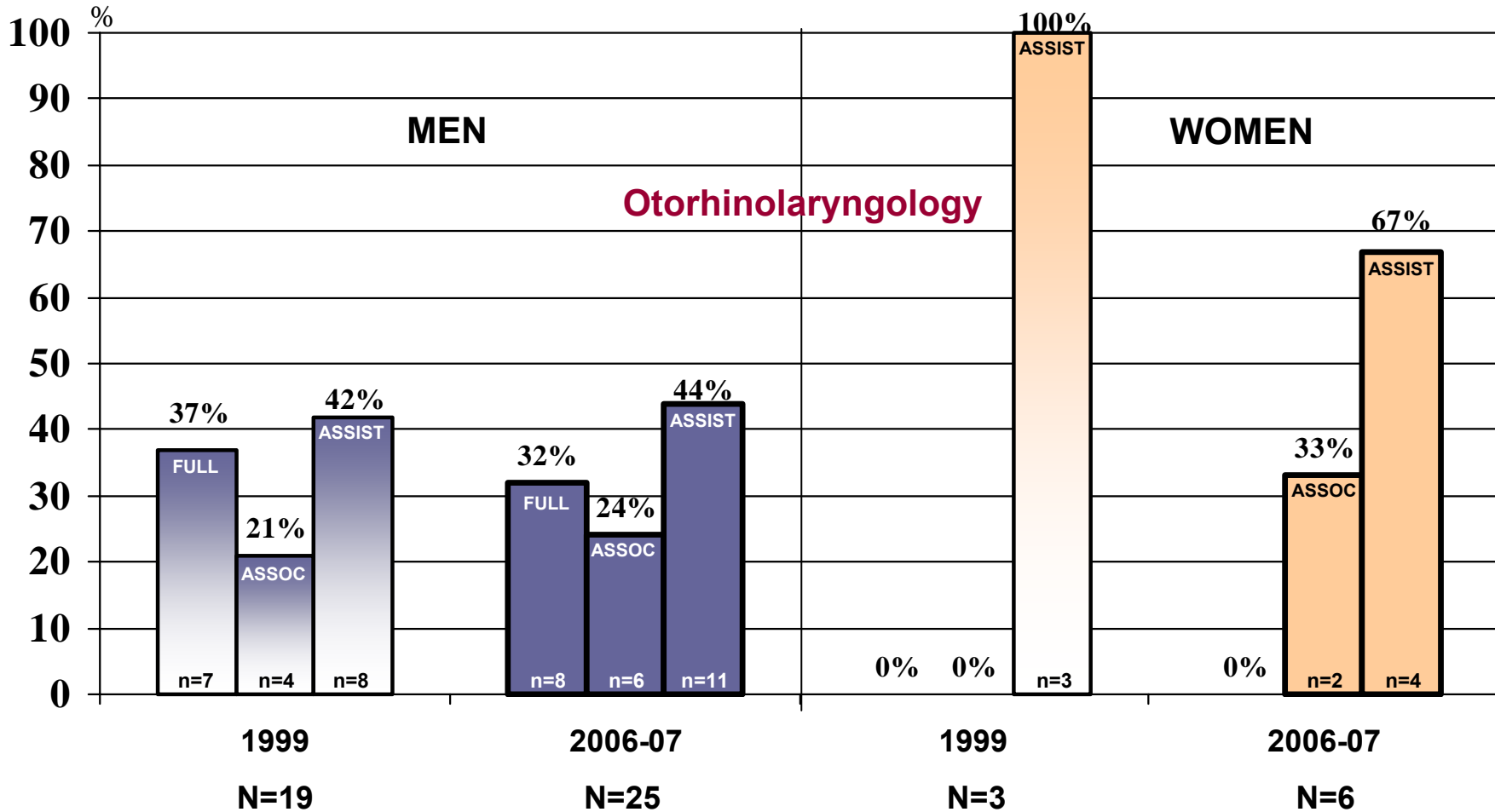
Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Ophthalmology
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



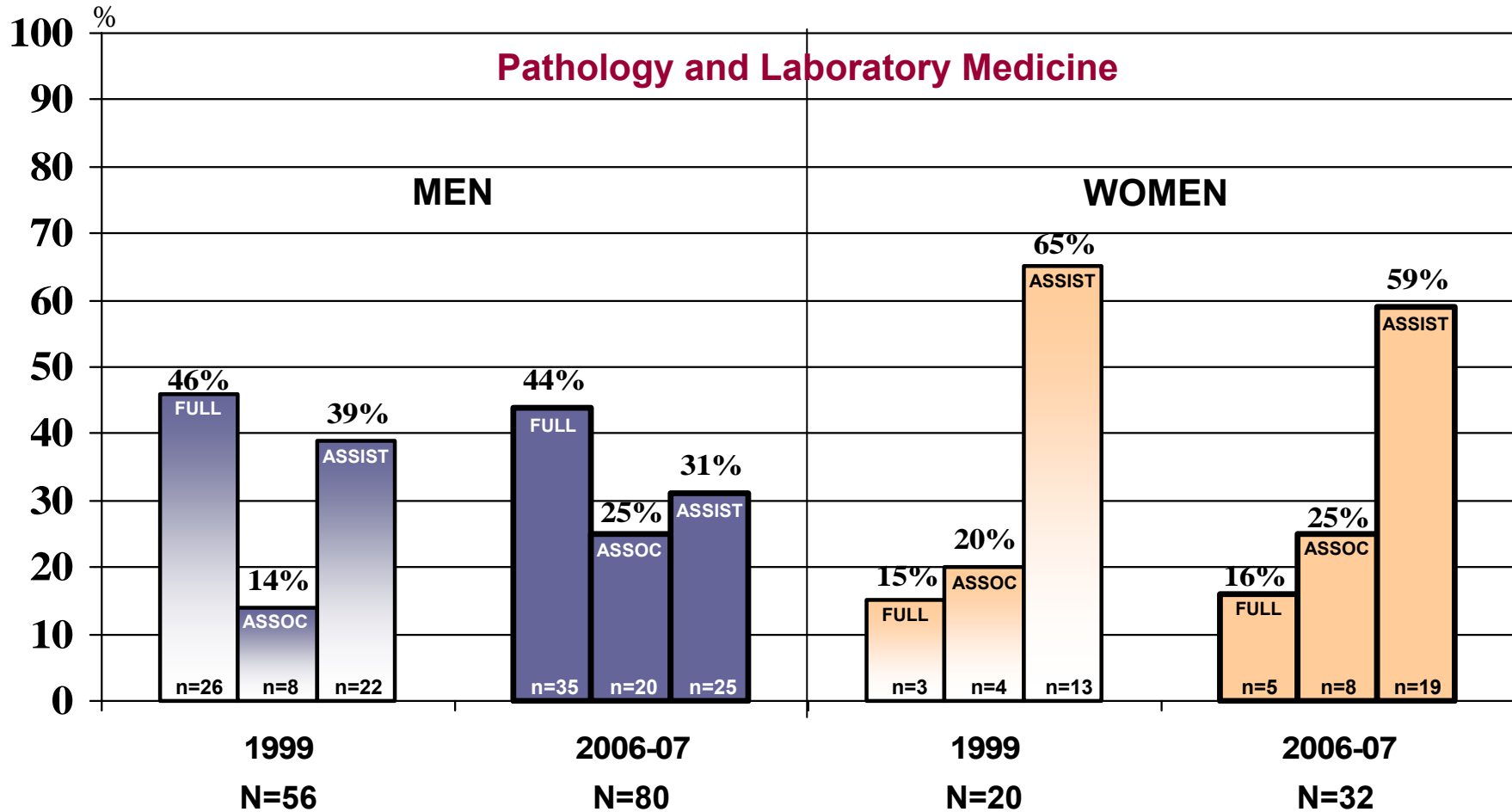
Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Orthopaedic Surgery
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Otorhinolaryngology
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

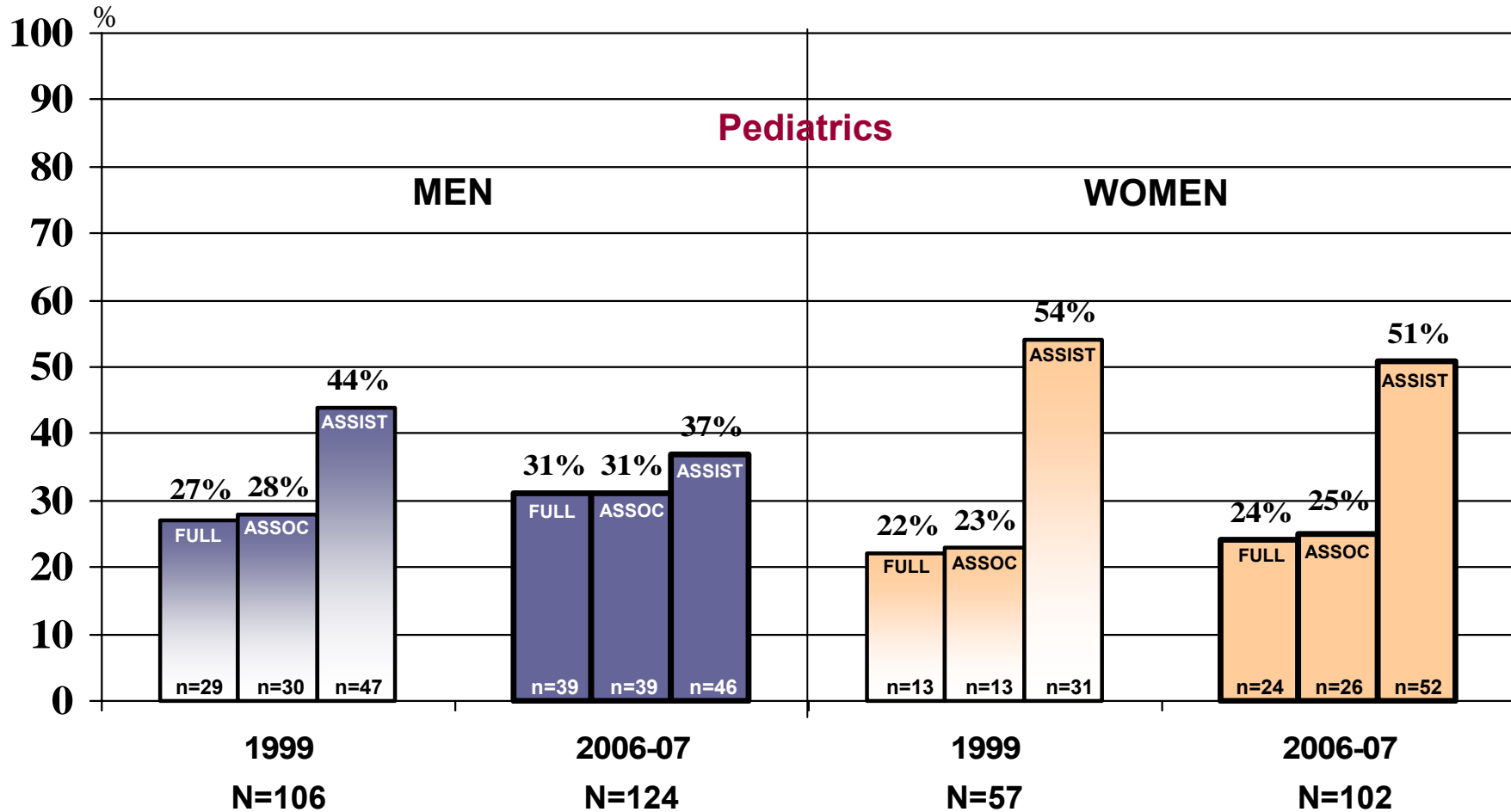


Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Pathology and Laboratory Medicine
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

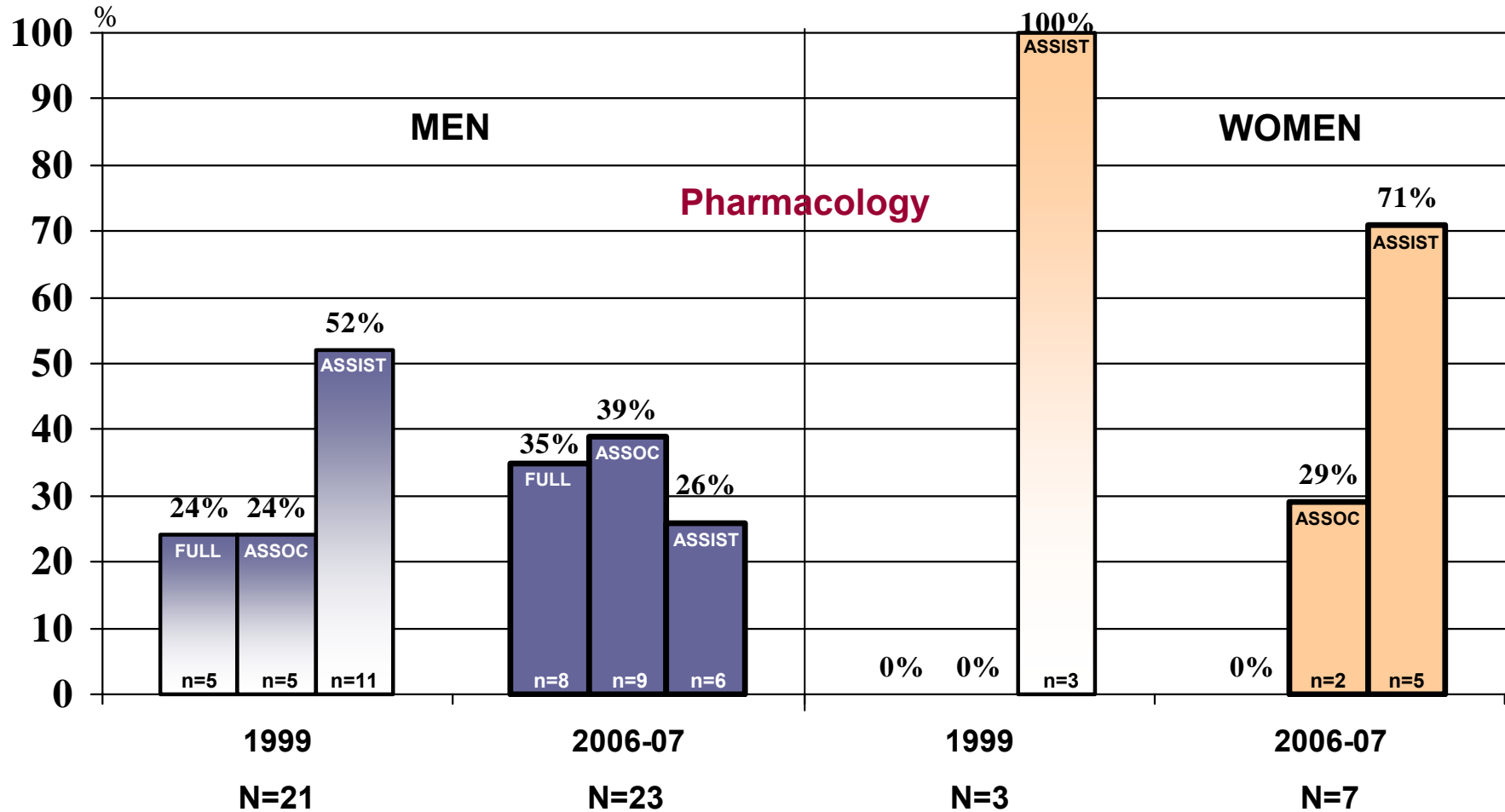


Overview: 1999 versus 2006-07 Distribution of Ranks within Each Gender Penn's Department of Pediatrics

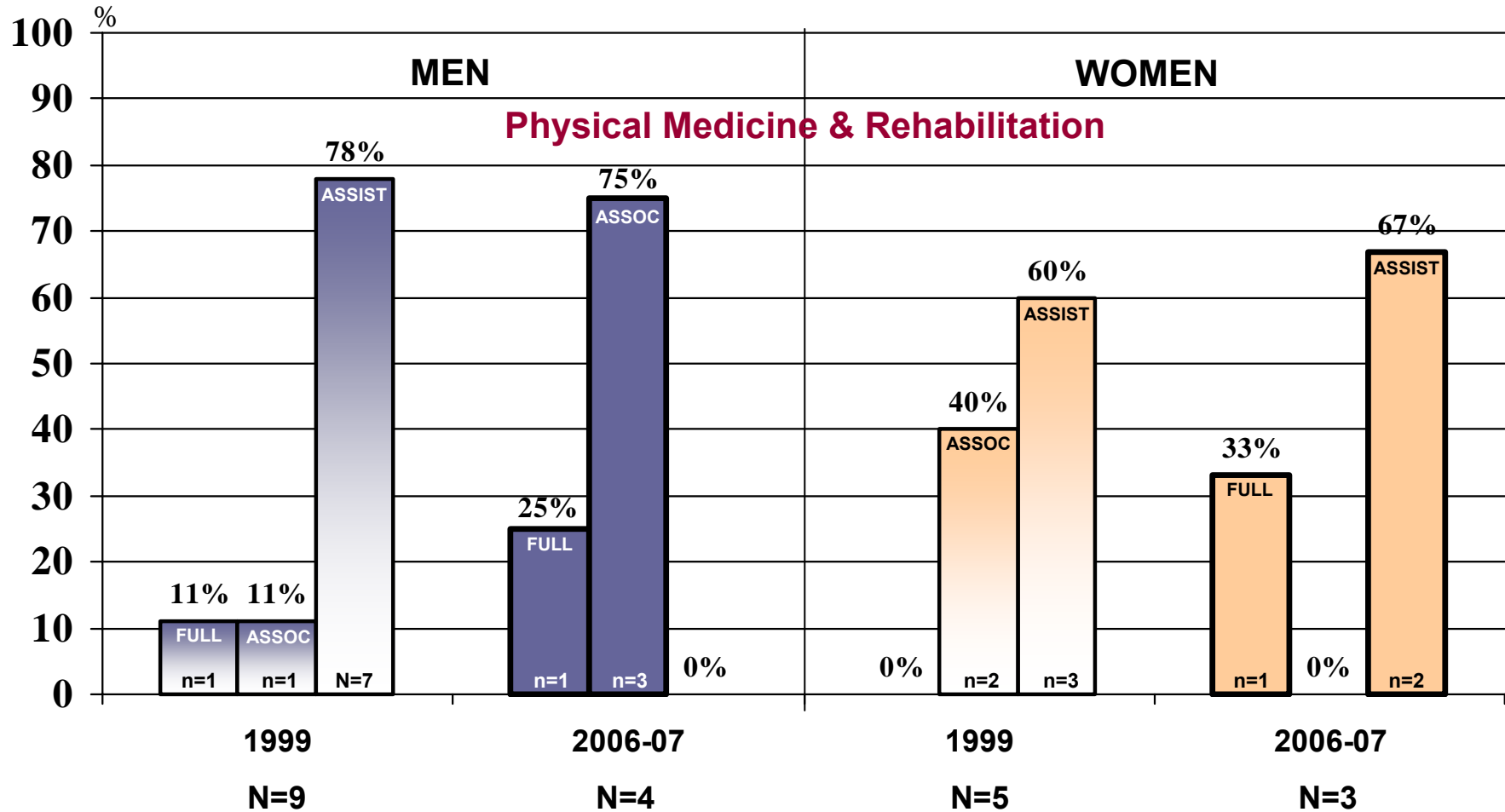
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



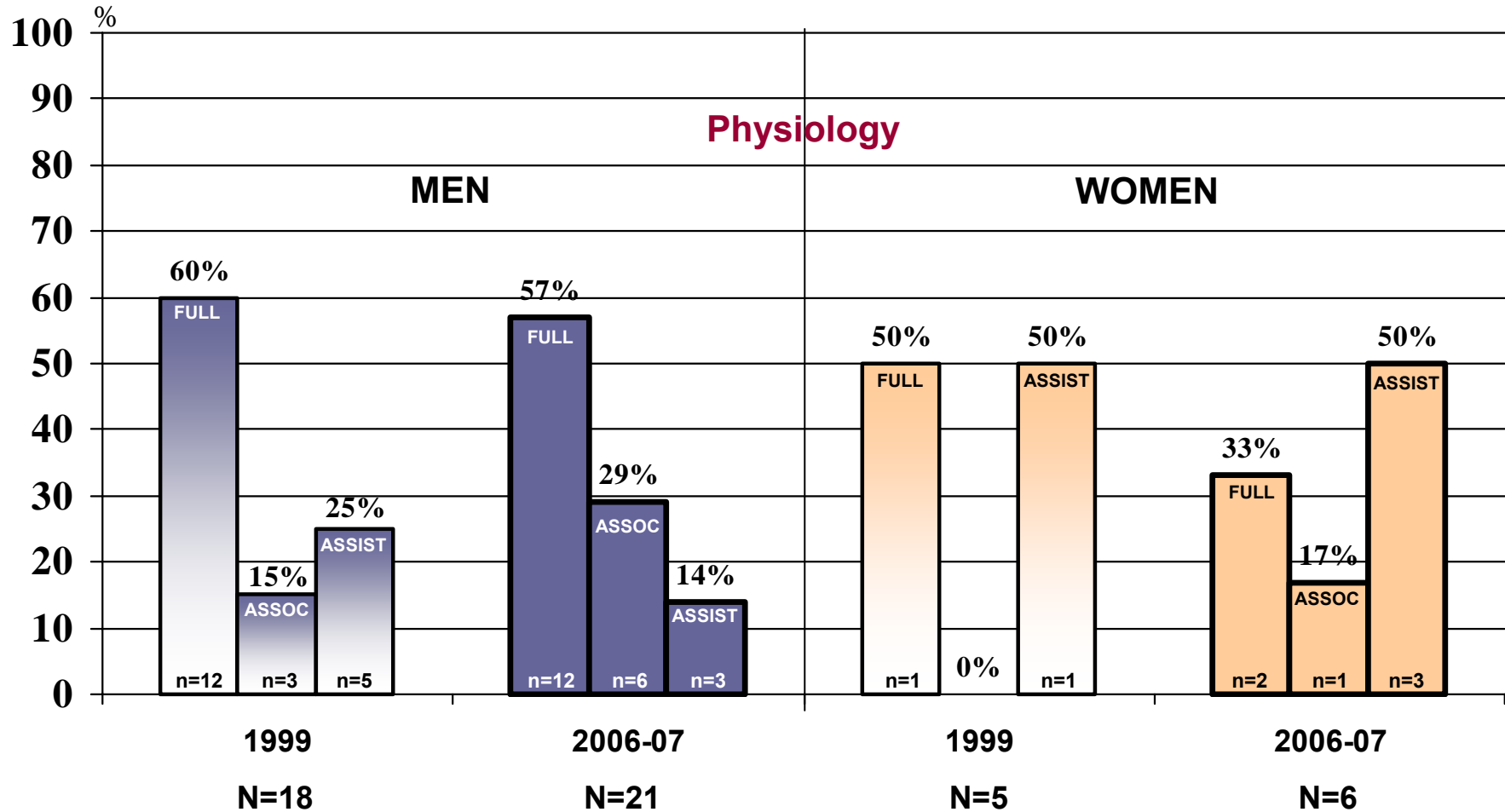
Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Pharmacology
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Physical Medicine & Rehabilitation
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

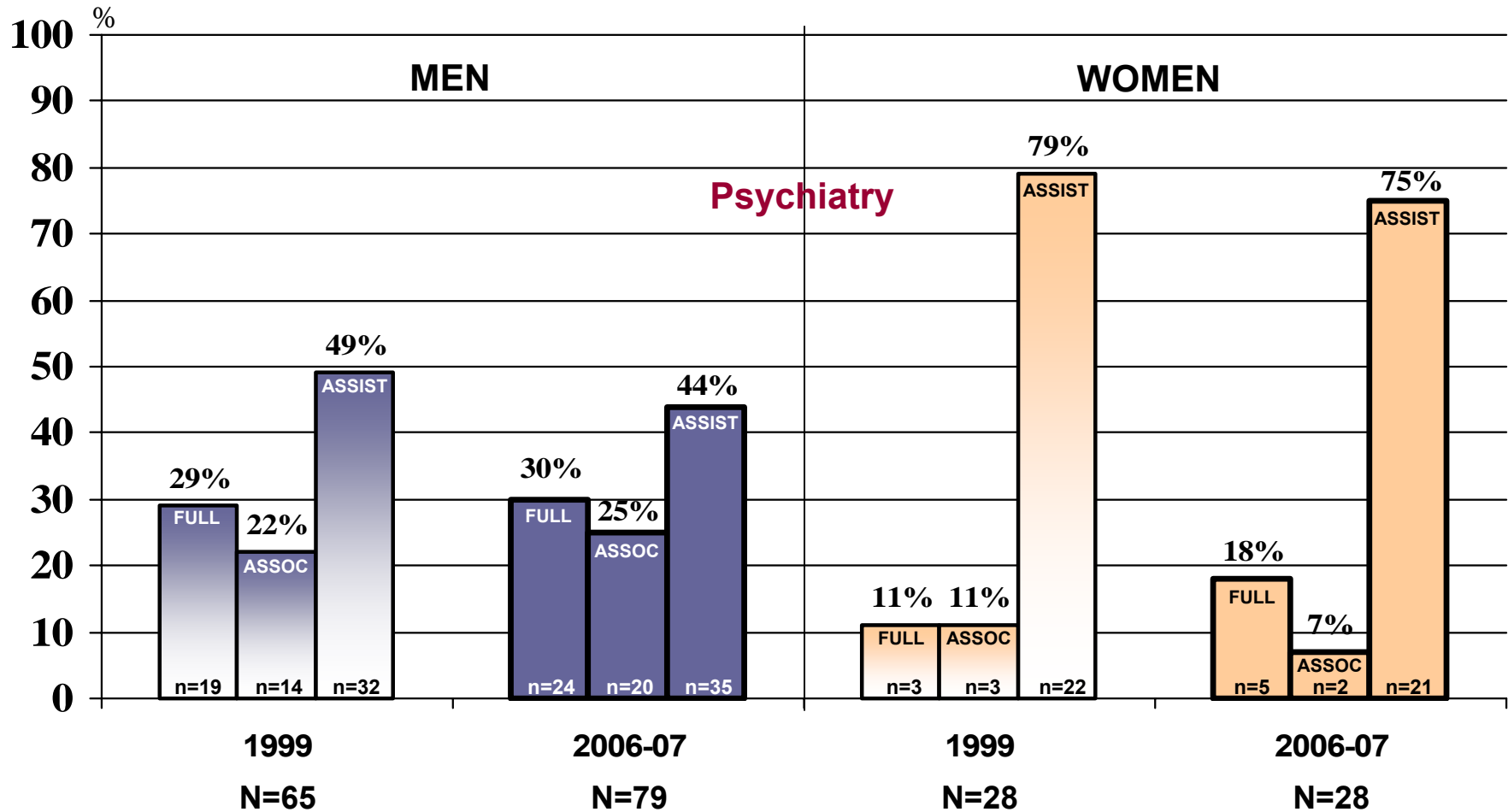


Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Physiology
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

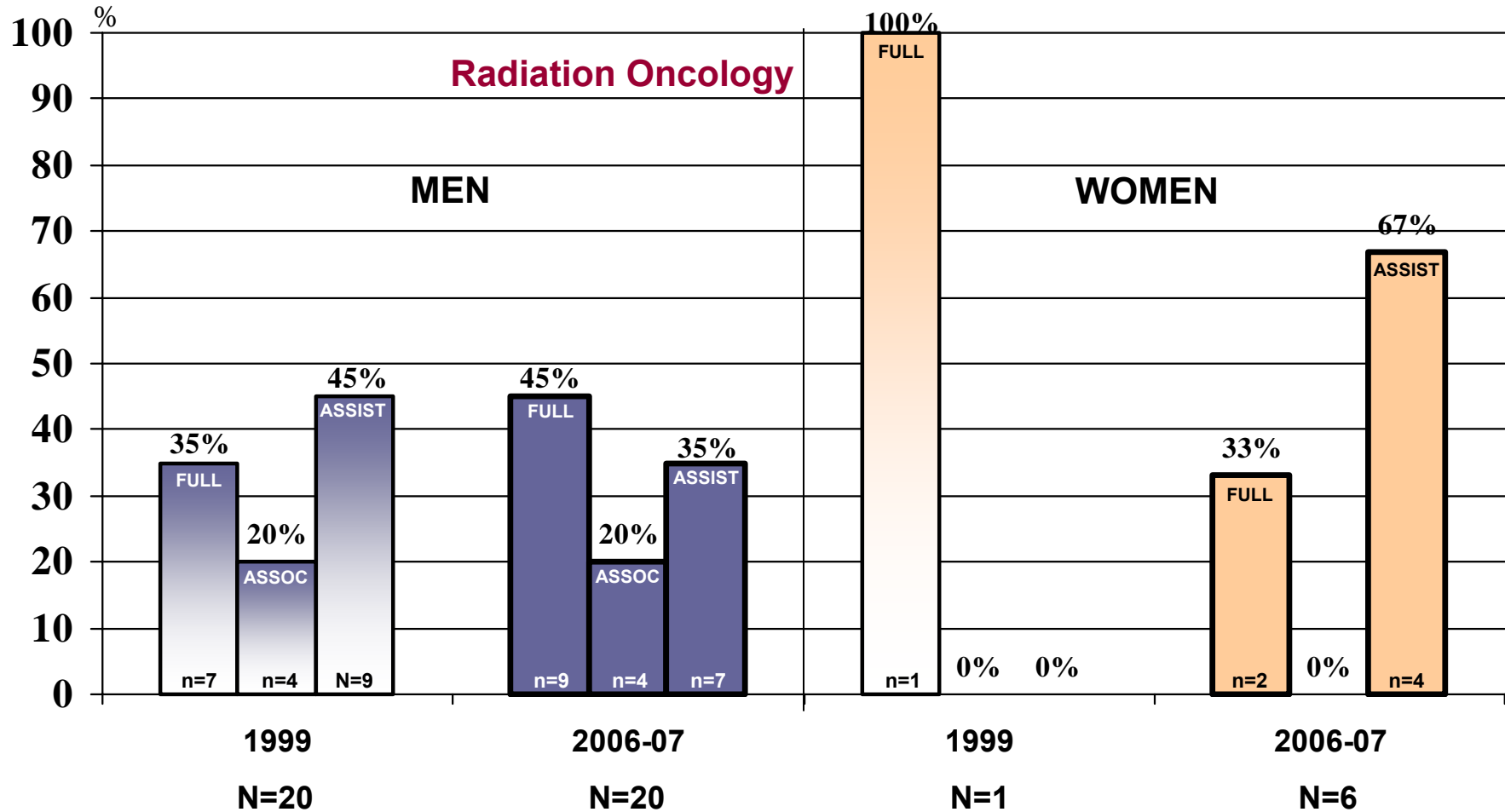


Overview: 1999 versus 2006-07 Distribution of Ranks within Each Gender Penn's Department of Psychiatry

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

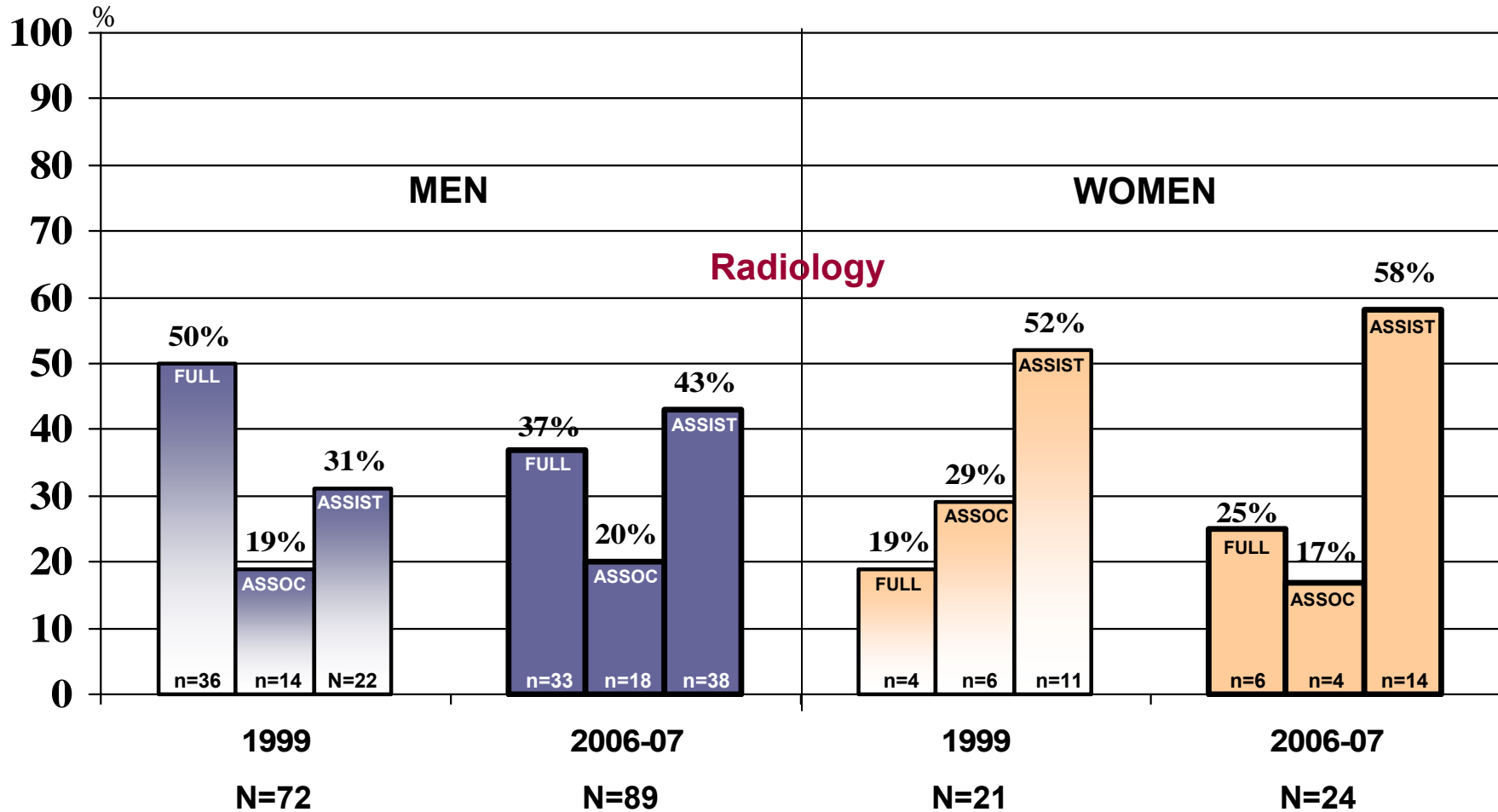


Overview: 1999 versus 2006-07
Distribution of Ranks within Each Gender
Penn's Department of Radiation Oncology
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



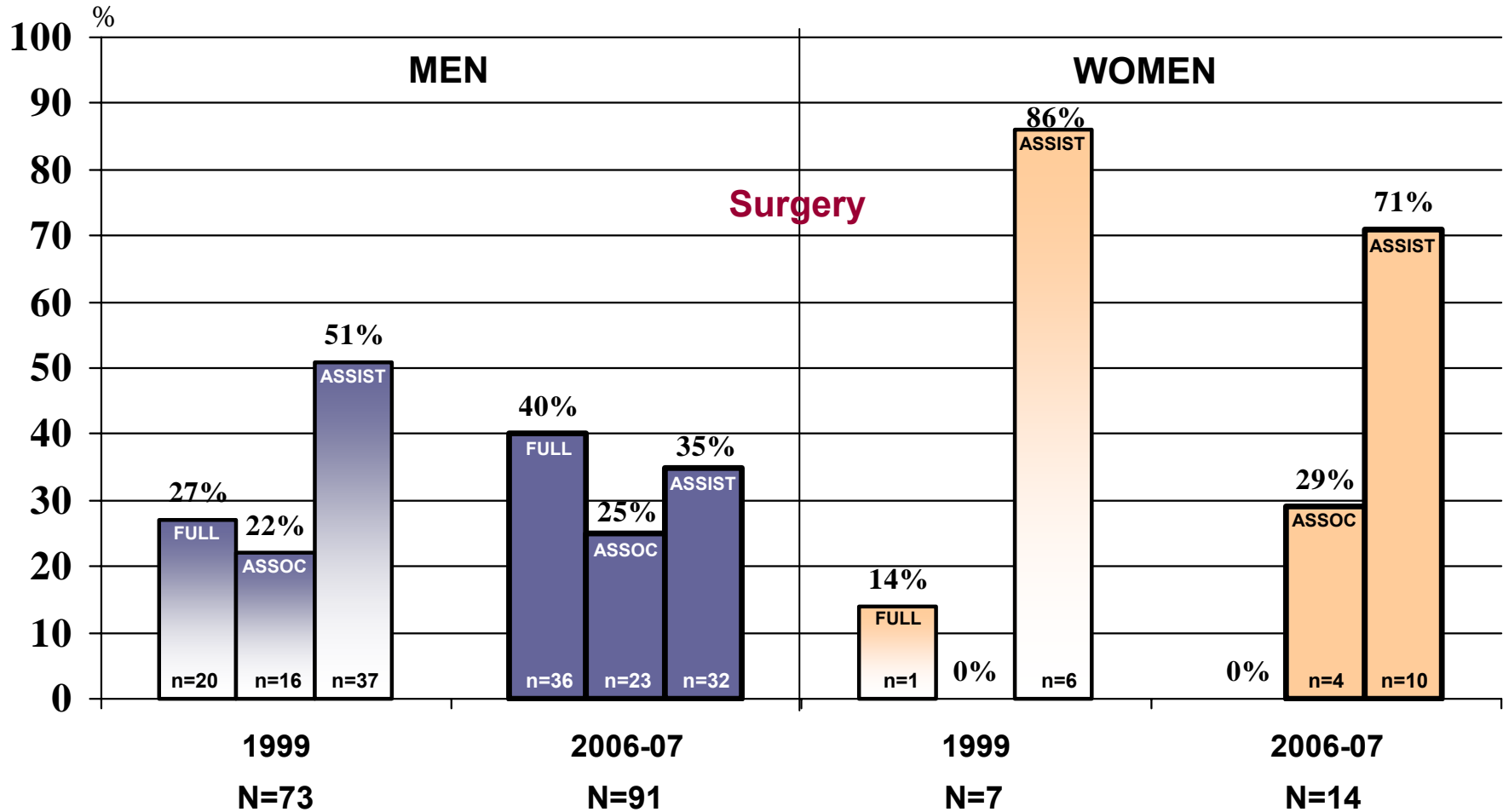
Overview: 1999 versus 2006-07 Distribution of Ranks within Each Gender Penn's Department of Radiology

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



Overview: 1999 versus 2006-07 Distribution of Ranks within Each Gender Penn's Department of Surgery

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



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