



2001 Benchmark Data: Gender Statistics of Faculty University of Pennsylvania School of Medicine



FOCUS

on Health & Leadership for Women

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The mission of FOCUS is to promote advocacy, education, and research in women's health, both in the academic health center and in the community, and to support the advancement and leadership of women in academic medicine.

Founder: Jeane Ann Grisso, MD, MSc

2001 Benchmark Data: Gender Statistics of Faculty University of Pennsylvania School of Medicine

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

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

This report consists of data for the year ending 12/31/01 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 2000-2001 annual report, *Women in U.S. Academic Medicine-- Statistics*.

Compiled by:

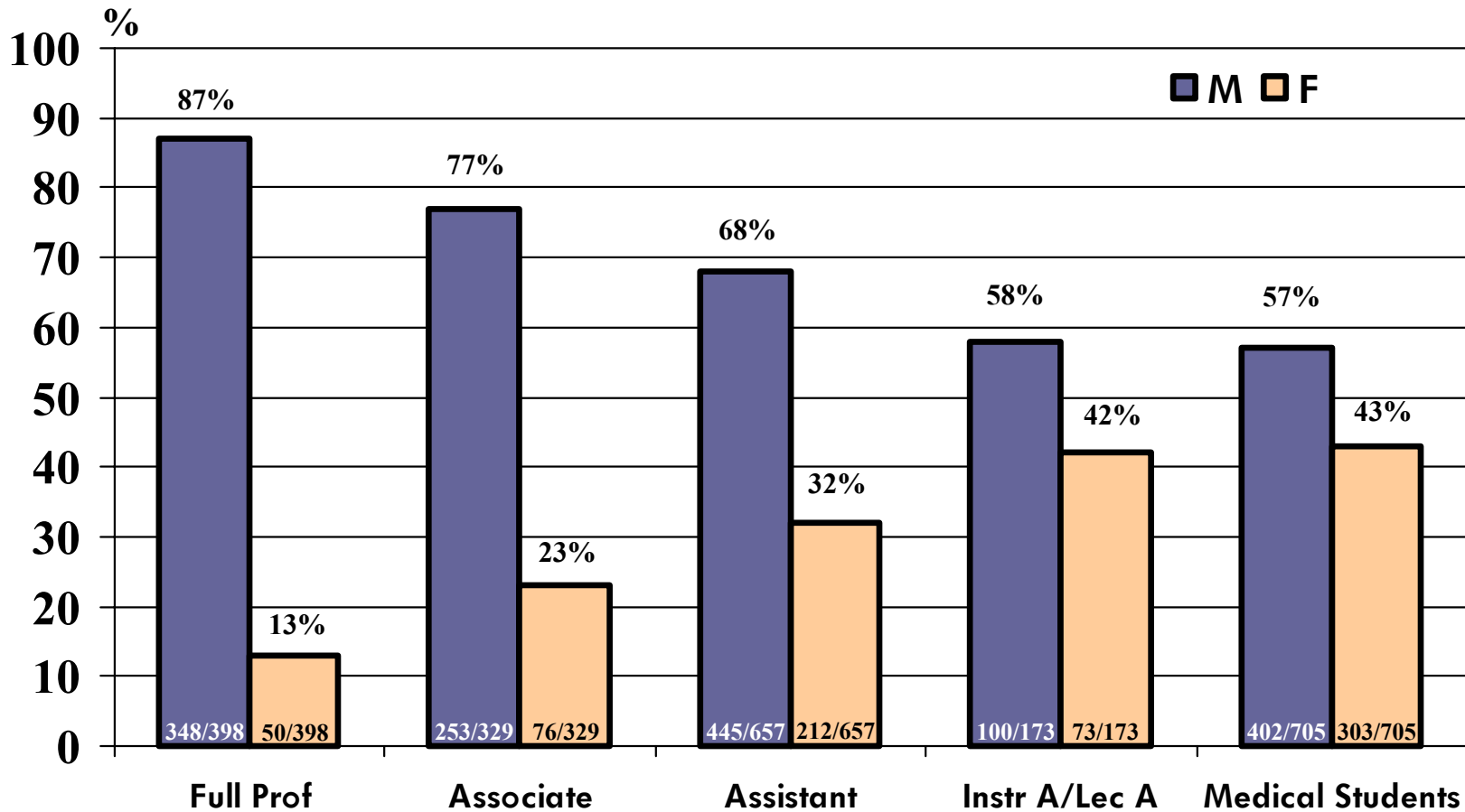
Stephanie Abbuhl, MD, Patricia Scott, and Sarah Wildermuth

The FOCUS Leadership Mentoring Program for Women in Academic Medicine

Penn's Pipeline in Academic Medicine, 12/01

Gender Distributions within Faculty Ranks and Medical Students

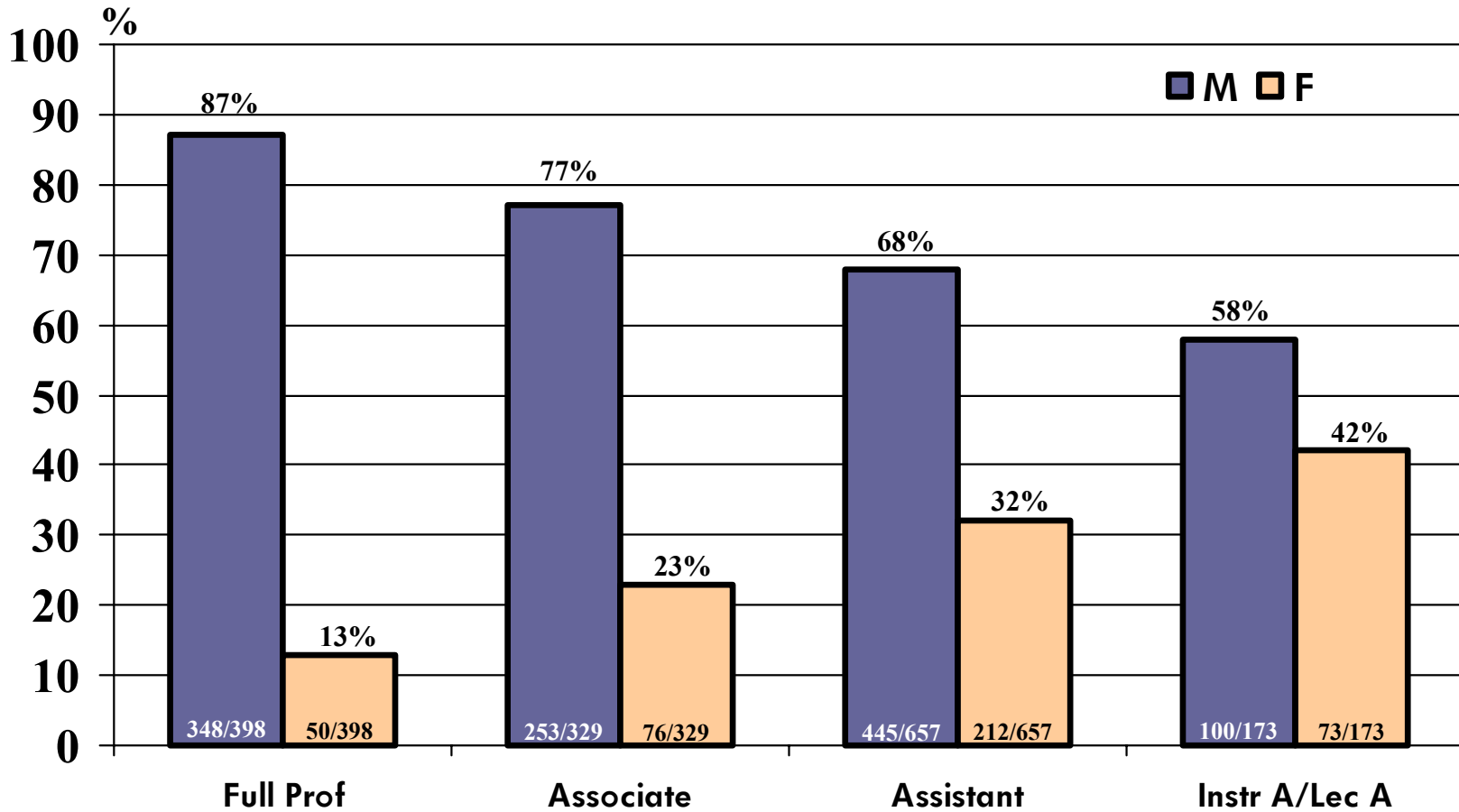
(includes Faculty in Tenure, Clinician-Educator, and Research Tracks)



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

Gender Distributions within Ranks Penn Medical School Faculty, 12/01

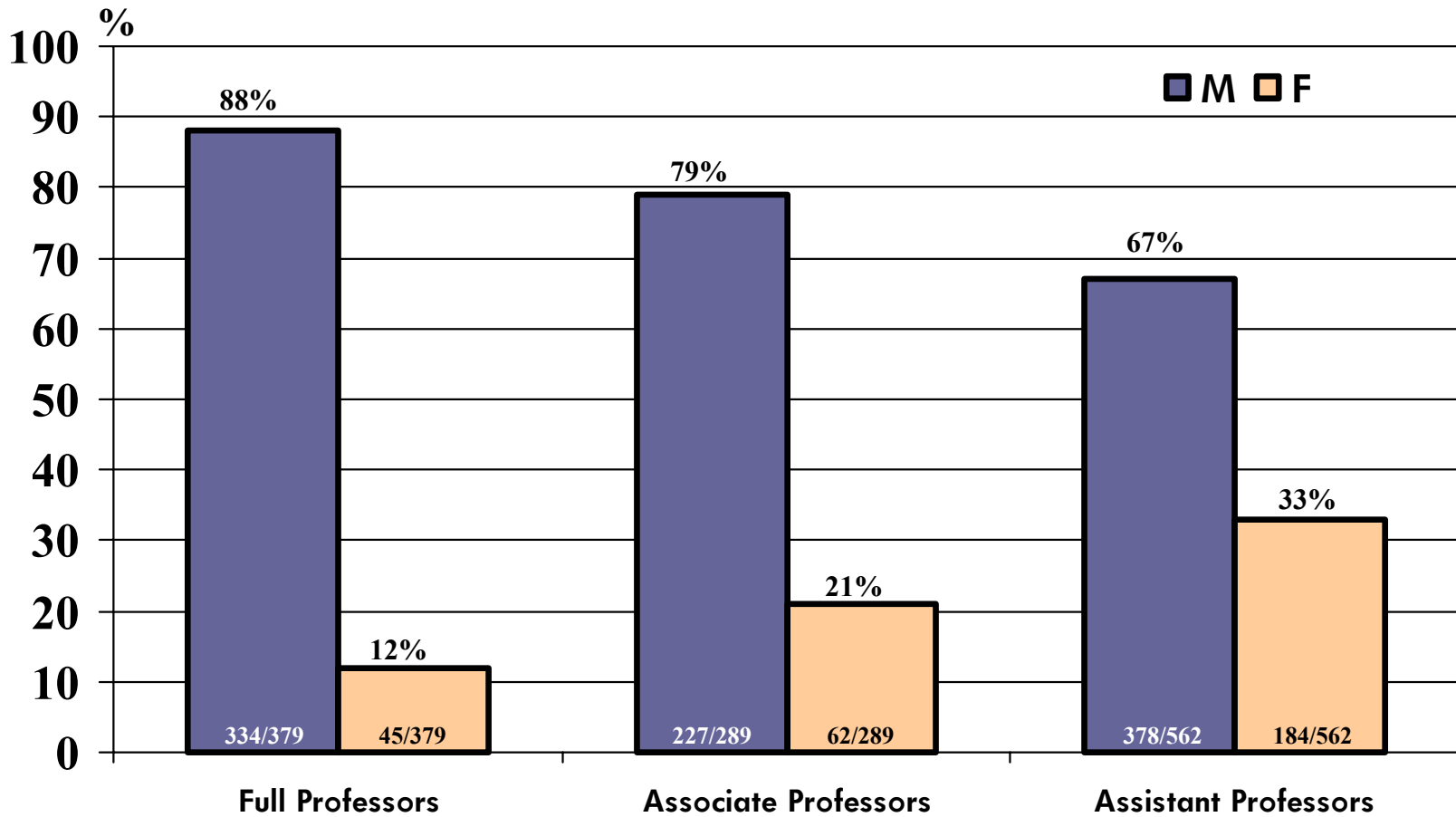
(includes Tenure, Clinician-Educator, and Research Tracks)



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

Gender Distributions within Ranks Penn Medical School *Standing** Faculty, 12/01

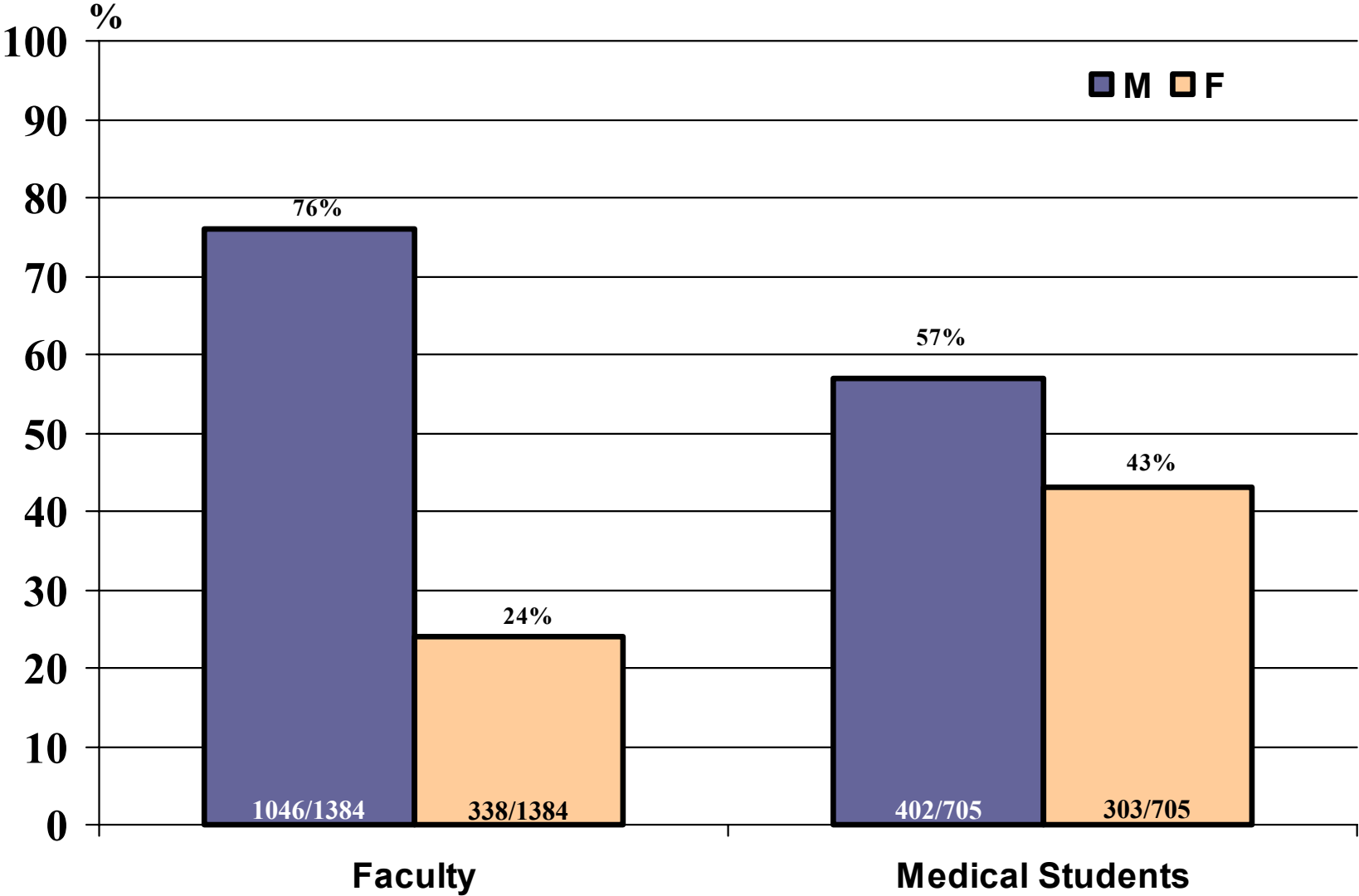
(*includes only Tenure and Clinician-Educator Tracks; does not include faculty in Research Track)



Gender Distribution: Fulltime Faculty vs. Medical Students

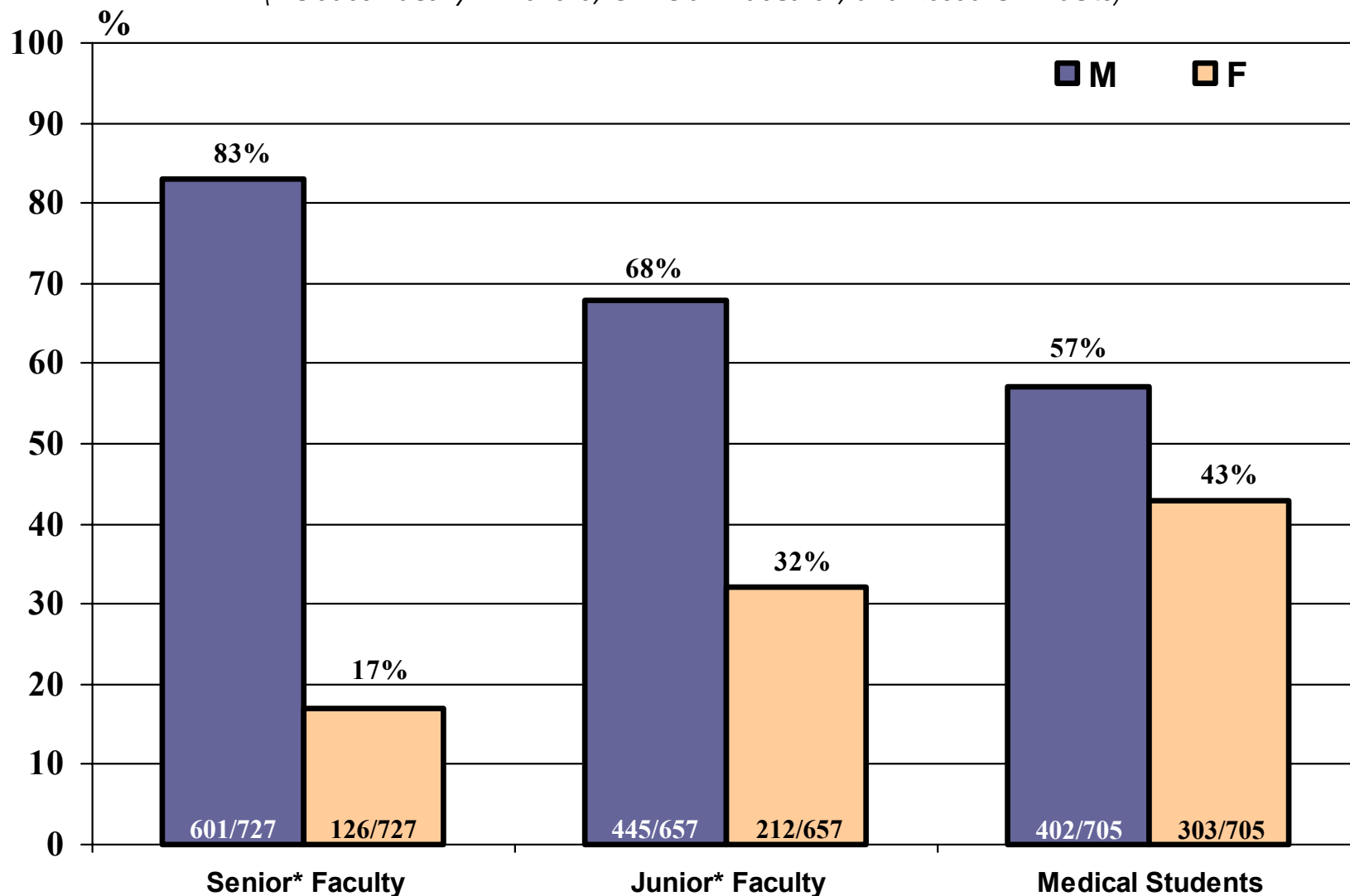
University of Pennsylvania School of Medicine, 12/01

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



Gender Distribution: Fulltime Senior/Junior* Faculty vs. Medical Students University of Pennsylvania School of Medicine, 12/01

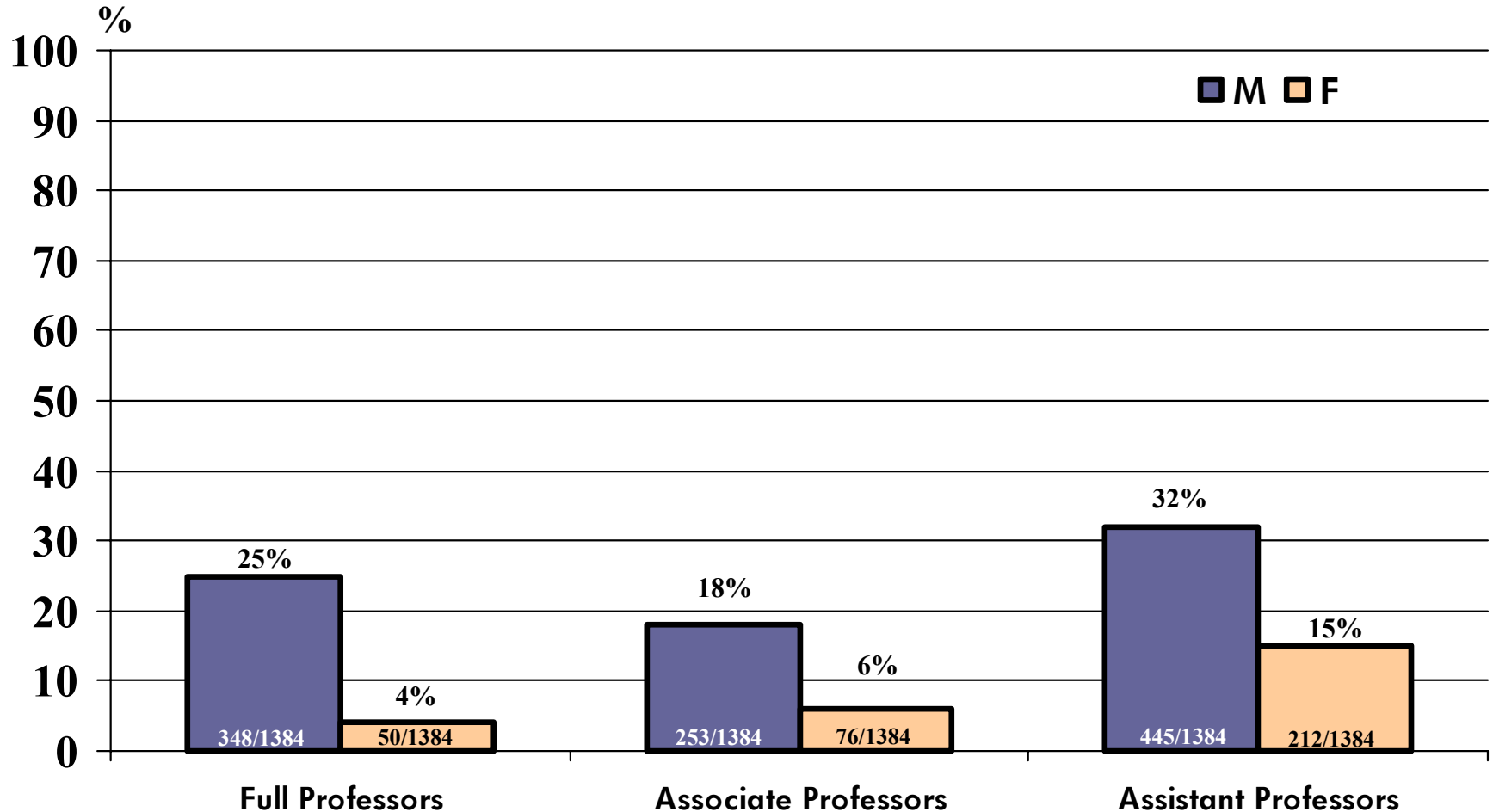
(includes Faculty in Tenure, Clinician-Educator, and Research Tracks)



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

Gender Breakdown across Ranks Penn Medical School Faculty, 12/01

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



(Calculated by dividing number of faculty by gender and rank by the total number of faculty, N=1384)

Numbers of Men and Women Penn Medical Faculty in Senior Leadership Positions, FY 2001-2002
(does not include interim positions)

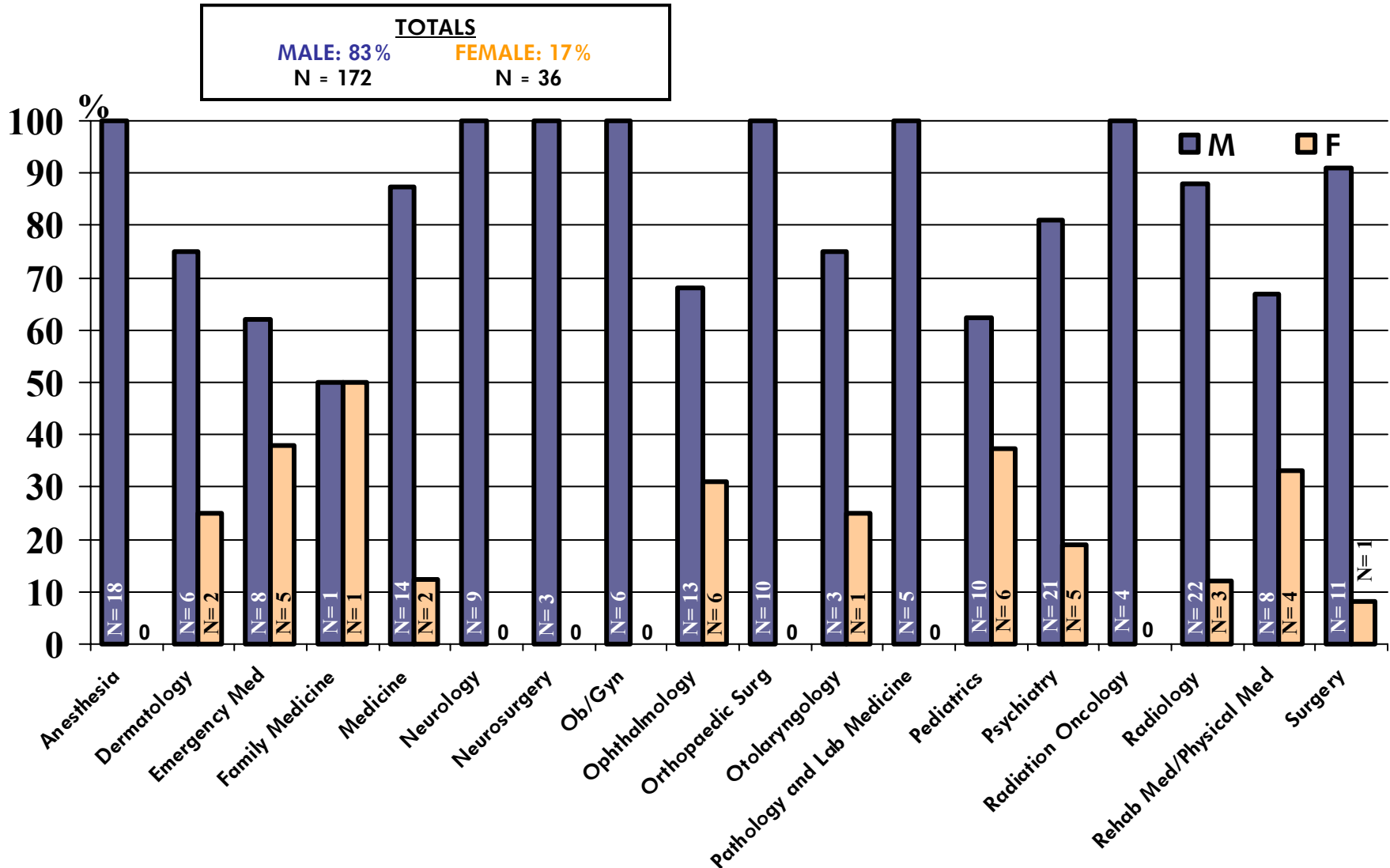
SENIOR LEADERSHIP POSITIONS	TOTAL NUMBER	MEN N	WOMEN N	MEN %	WOMEN %
Chairs of Clinical Departments	18	17	1	94%	6%
Chairs of Basic Science Departments	9	9	0	100%	0%
Directors of Centers and Institutes	16	15	1	94%	6%
School of Medicine Leadership*	7	6	1	86%	14%
Other Senior Leadership**	2	2	0	100%	0%
Total Positions Currently Held	52	49	3	94%	6%

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

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

Gender Distribution of Leadership Positions* by Department

(*Includes Division Chiefs, Section Heads, Program Directors, etc.; does not include interim positions)



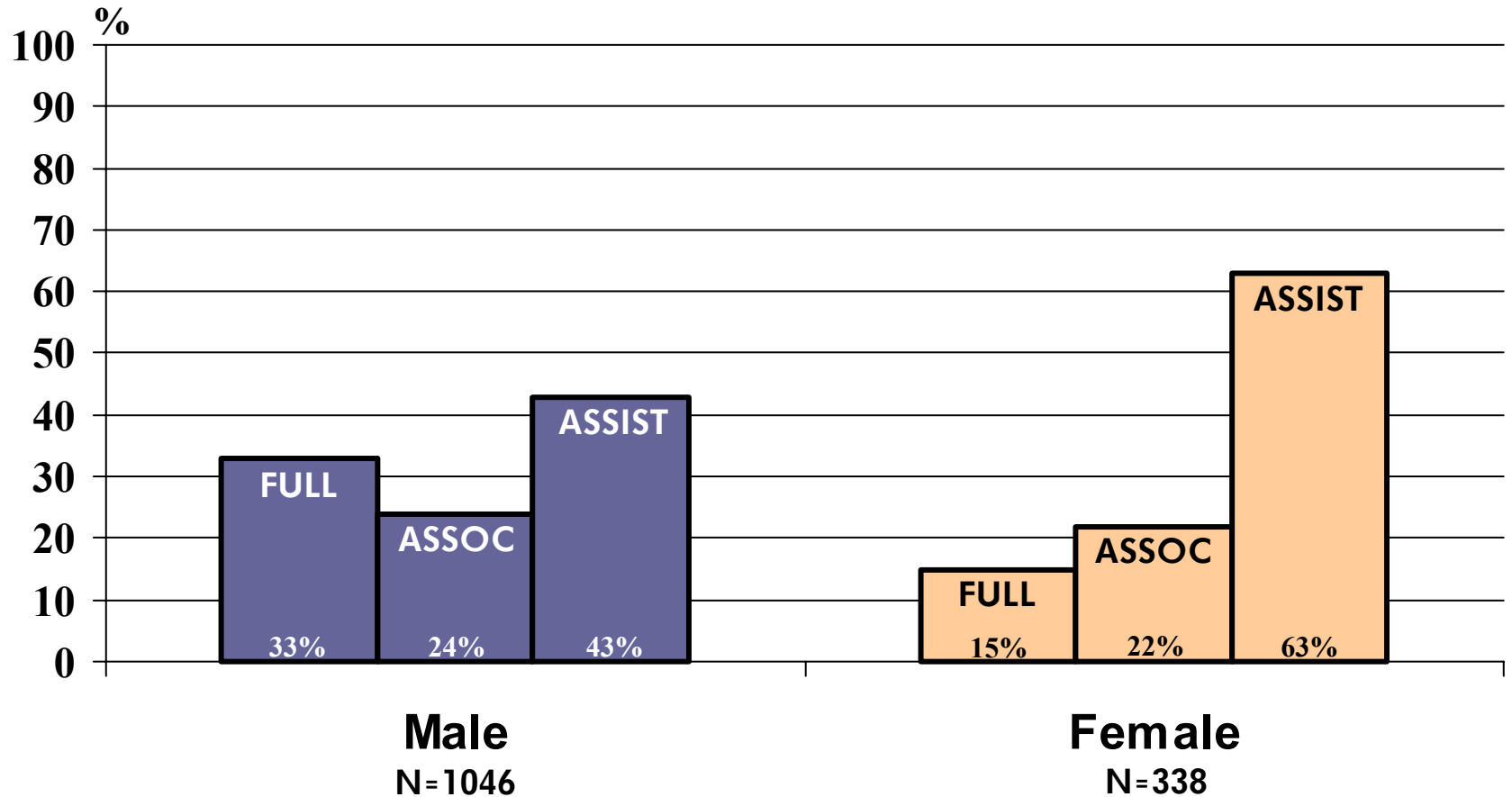
Gender Representation on Key School of Medicine Committees, 2001-2002

(includes current and prior year search committees)

COMMITTEES	TOTAL	MEN	WOMEN	MEN	WOMEN	TOTAL DEPARTMENTAL DISTRIBUTION OF FACULTY	
	N	N	N	%	%		
Committee on Appointments & Promotions	21	18	3	86%	14%		
Medical Faculty Senate Steering Committee	17	12	5	71%	29%		
SEARCH COMMITTEES	TOTAL	MEN	WOMEN	MEN	WOMEN		
	N	N	N	%	%	MEN %	WOMEN %
Dean: School of Medicine	16	11	5	69%	31%	n/a	n/a
Chair: Medicine	14	11	3	79%	21%	78%	22%
Chair: Microbiology	8	8	0	100%	0%	62.5%	37.5%
Chair: Pediatrics	10	9	1	90%	10%	64%	36%
Chair: Surgery	12	11	1	92%	8%	93%	7%
Director: Institute on Aging	9	7	2	78%	22%	n/a	n/a

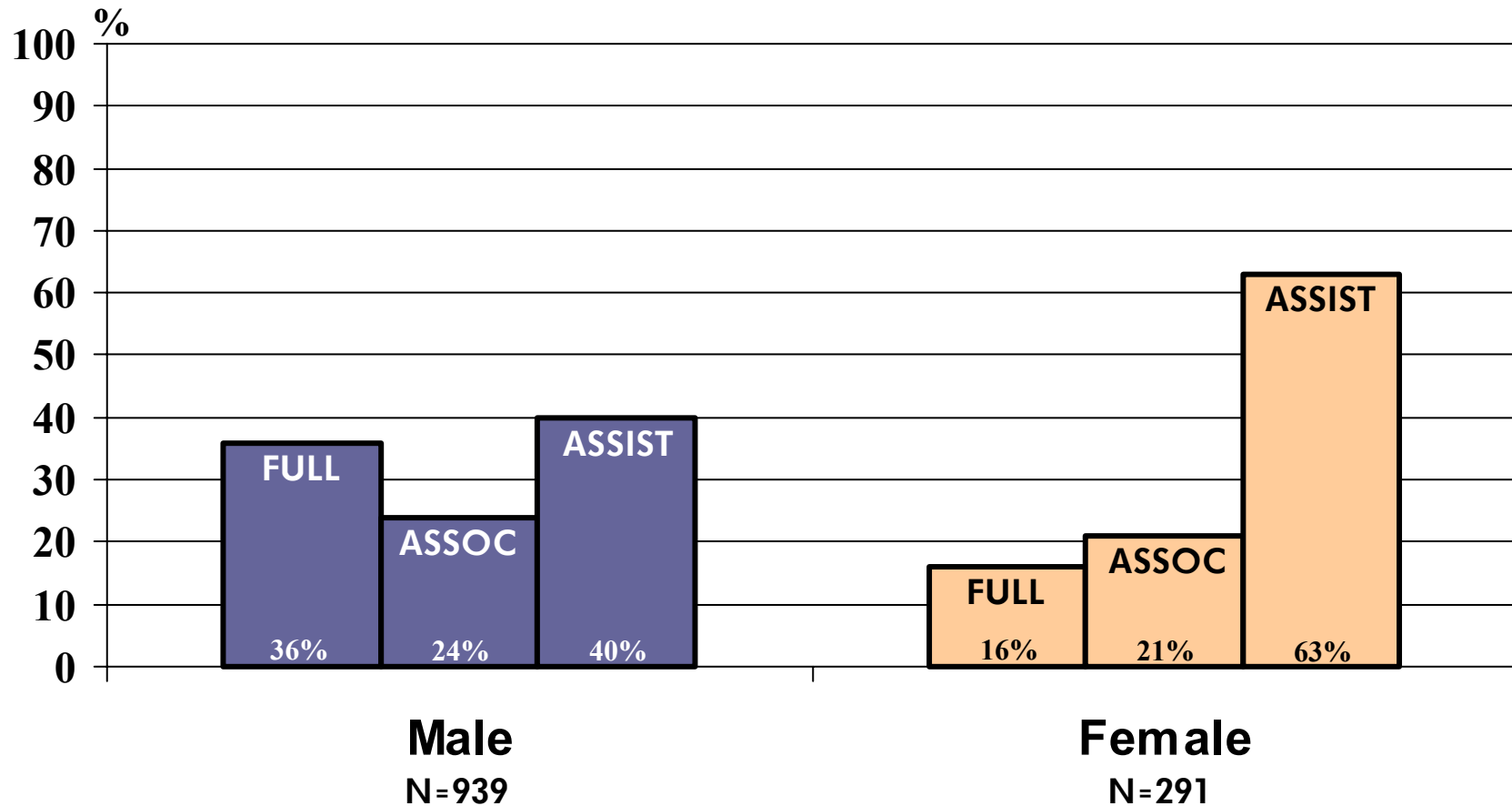
Distributions of Rank Separated by Gender Penn Medical School Faculty, 12/01

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



Distributions of Rank Separated by Gender Penn Medical School *Standing** Faculty, 12/01

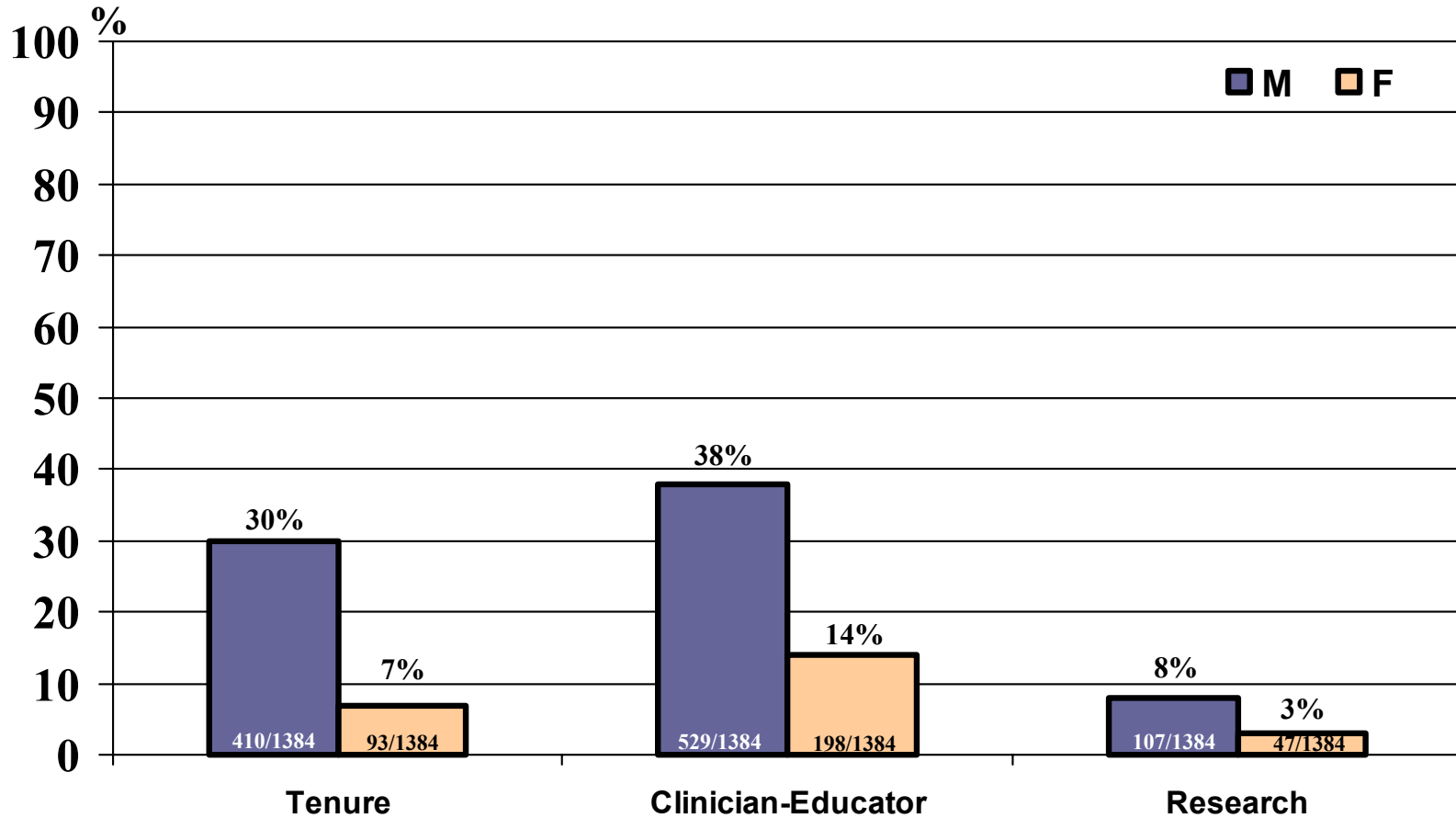
(*includes only Tenure and Clinician-Educator Tracks; does not include faculty in Research Track)



Gender Breakdown across Tracks

Penn Medical School Faculty, 12/01

(does not include Instructors/Lecturers)

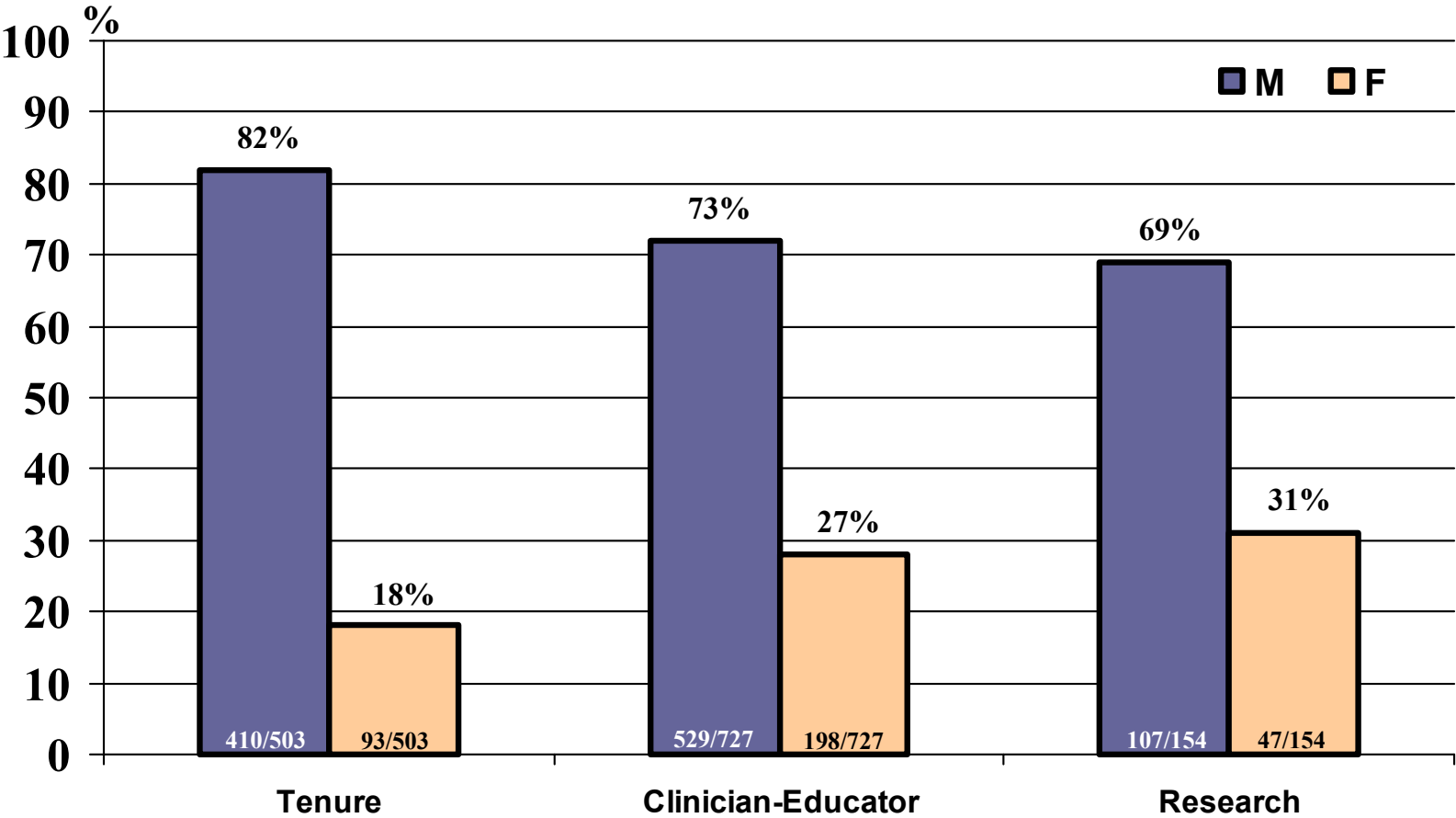


(Calculated by dividing number of faculty by gender and track by the total number of faculty, N=1384)

Gender Distributions within Tracks

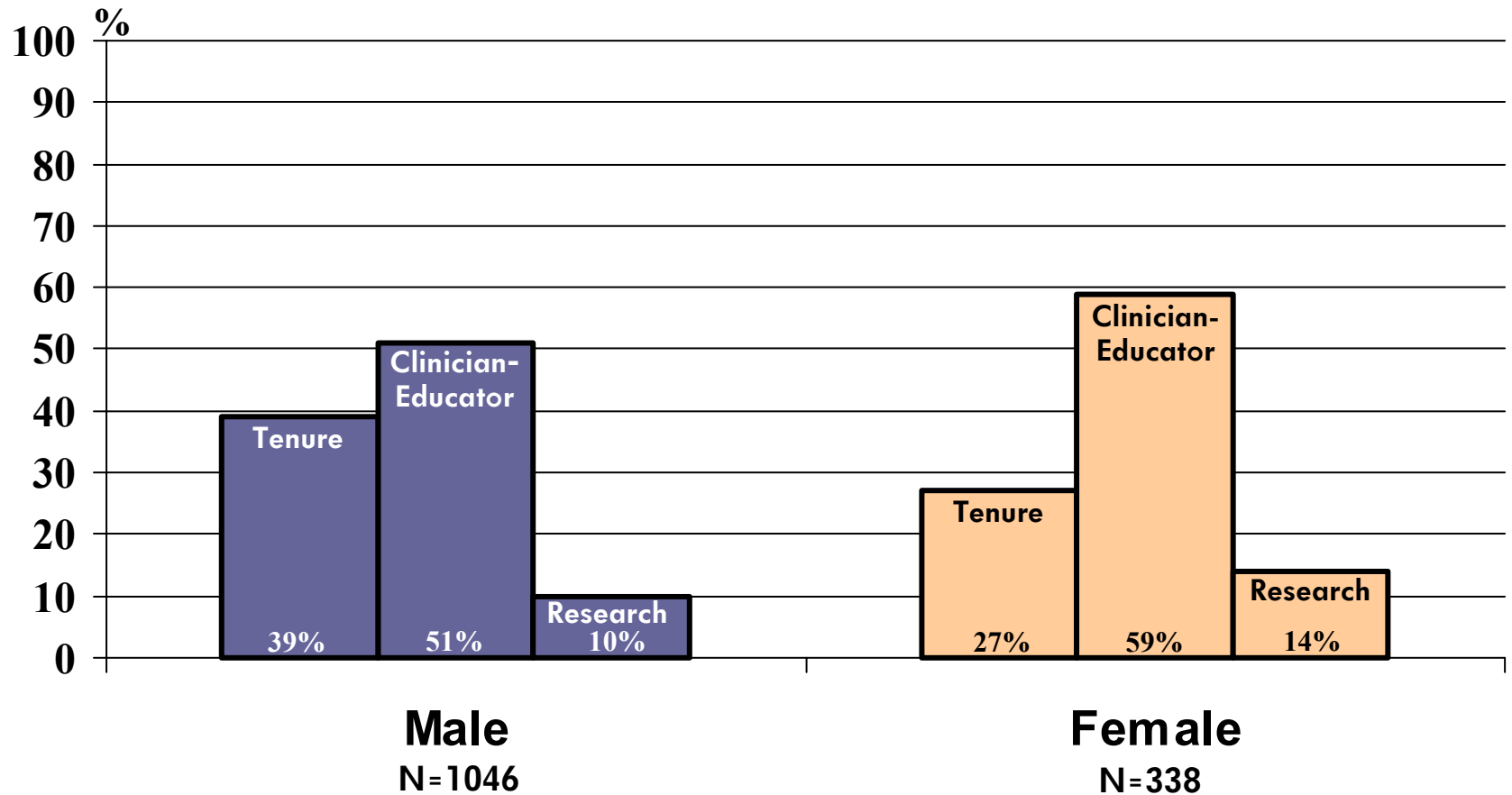
Penn Medical School Faculty, 12/01

(does not include Instructors/Lecturers)

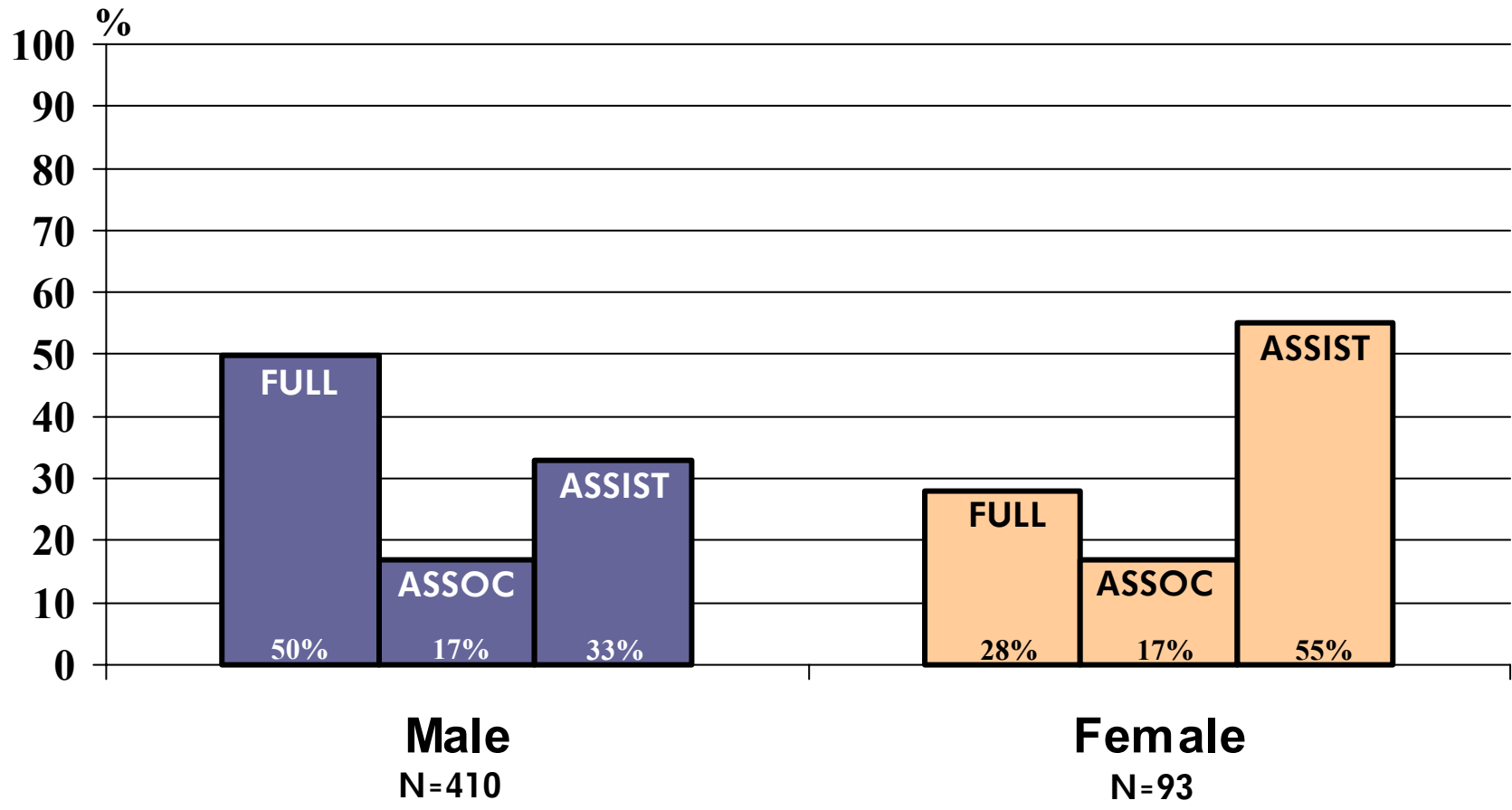


Distributions of Track Separated by Gender Penn Medical School Faculty, 12/01

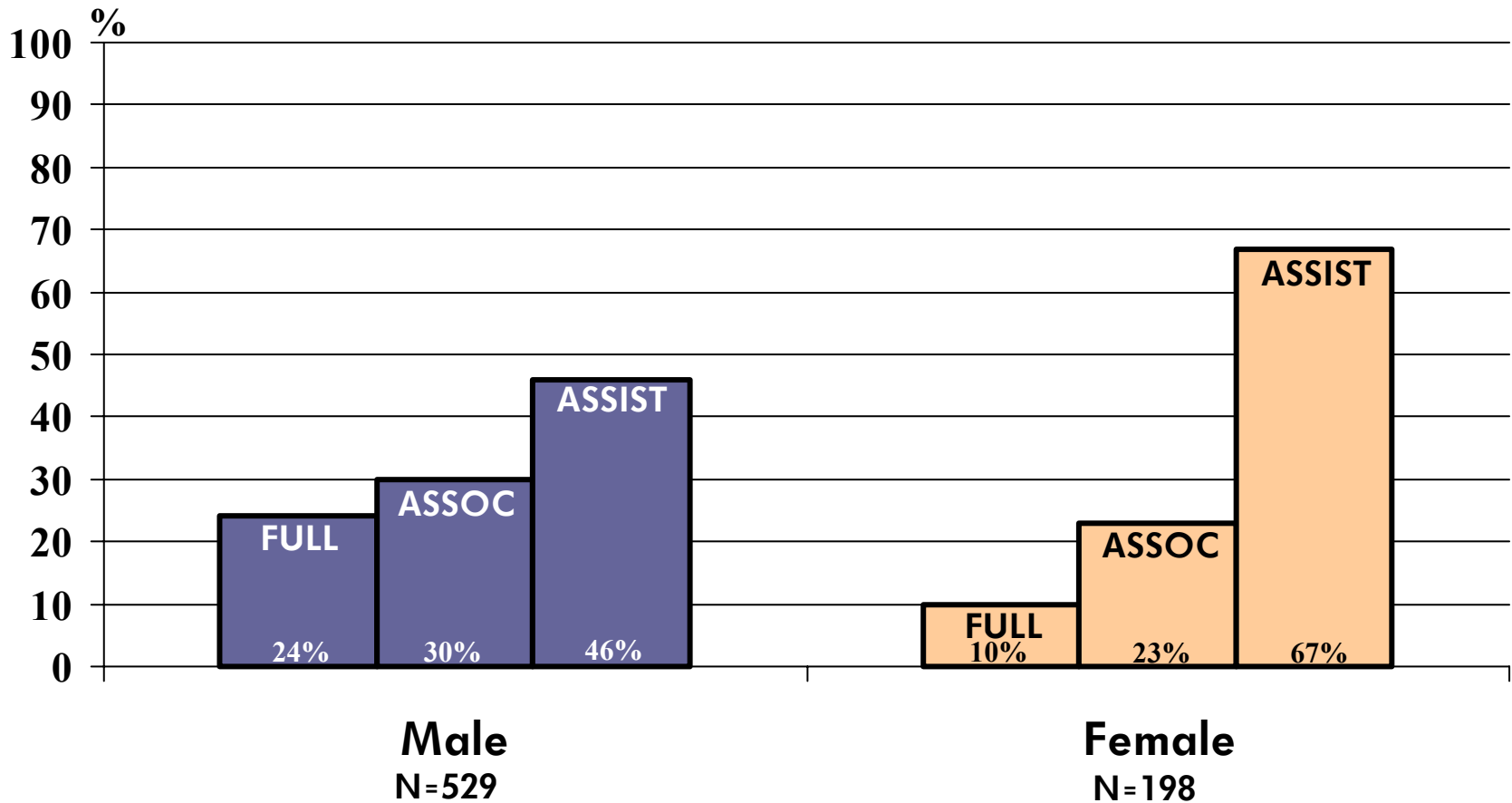
(does not include Instructors/Lecturers)



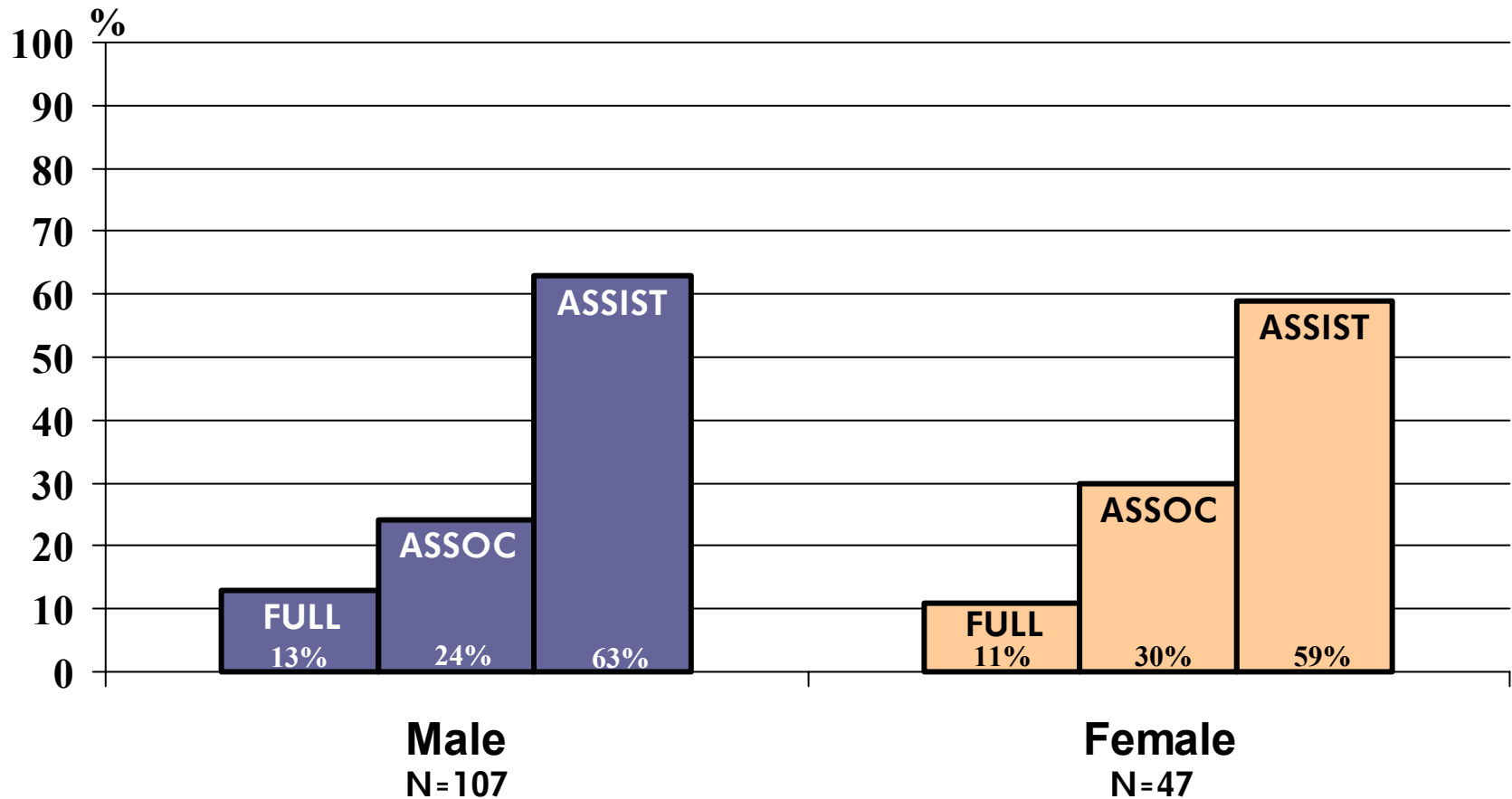
Distributions within *Tenure* Track by Rank and Gender Penn Medical School Faculty, 12/01



Distributions within *Clinician-Educator* Track by Rank and Gender Penn Medical School Faculty, 12/01



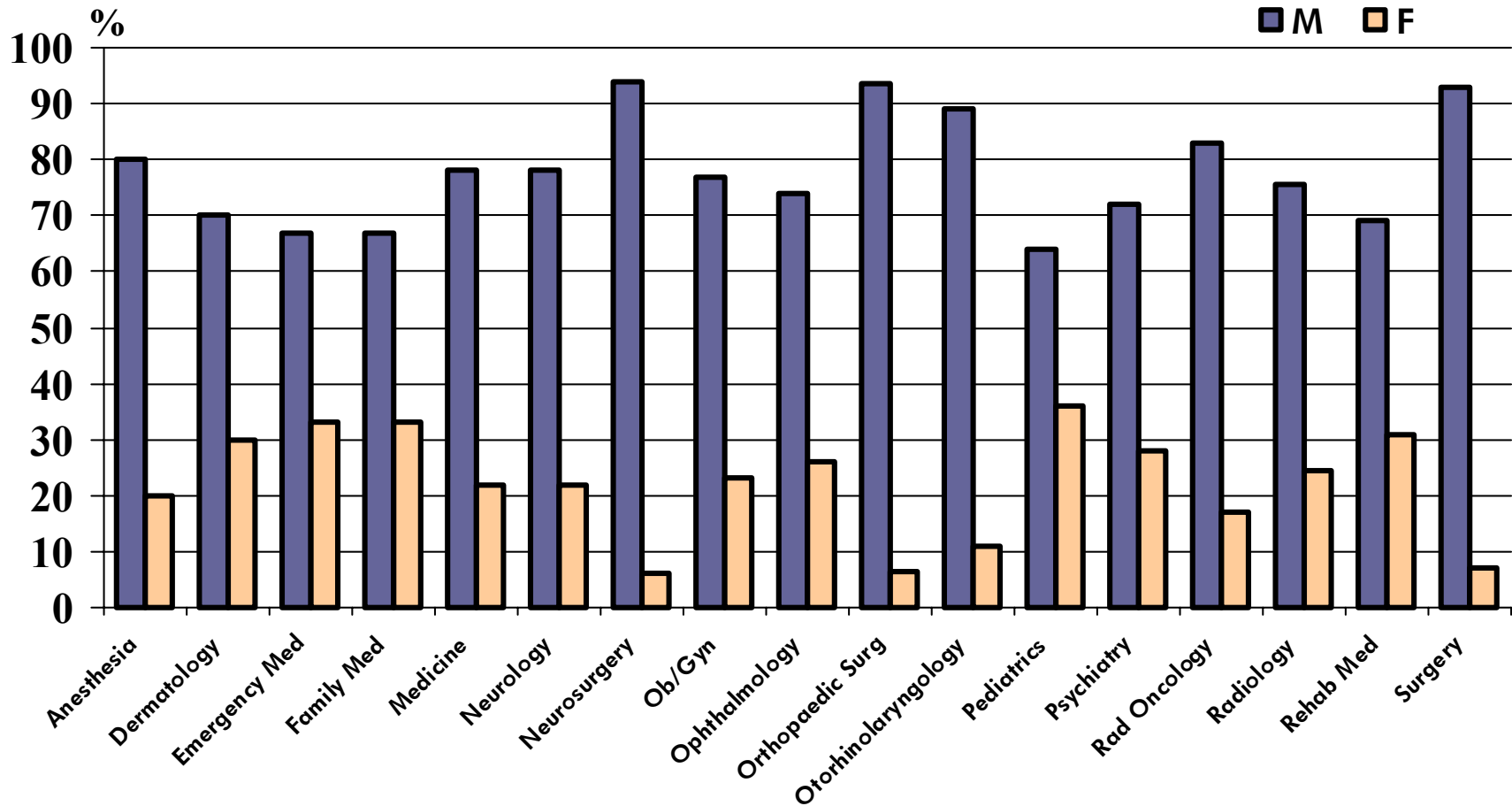
Distributions within *Research* Track by Rank and Gender Penn Medical School Faculty, 12/01



Gender Distributions by Clinical Department

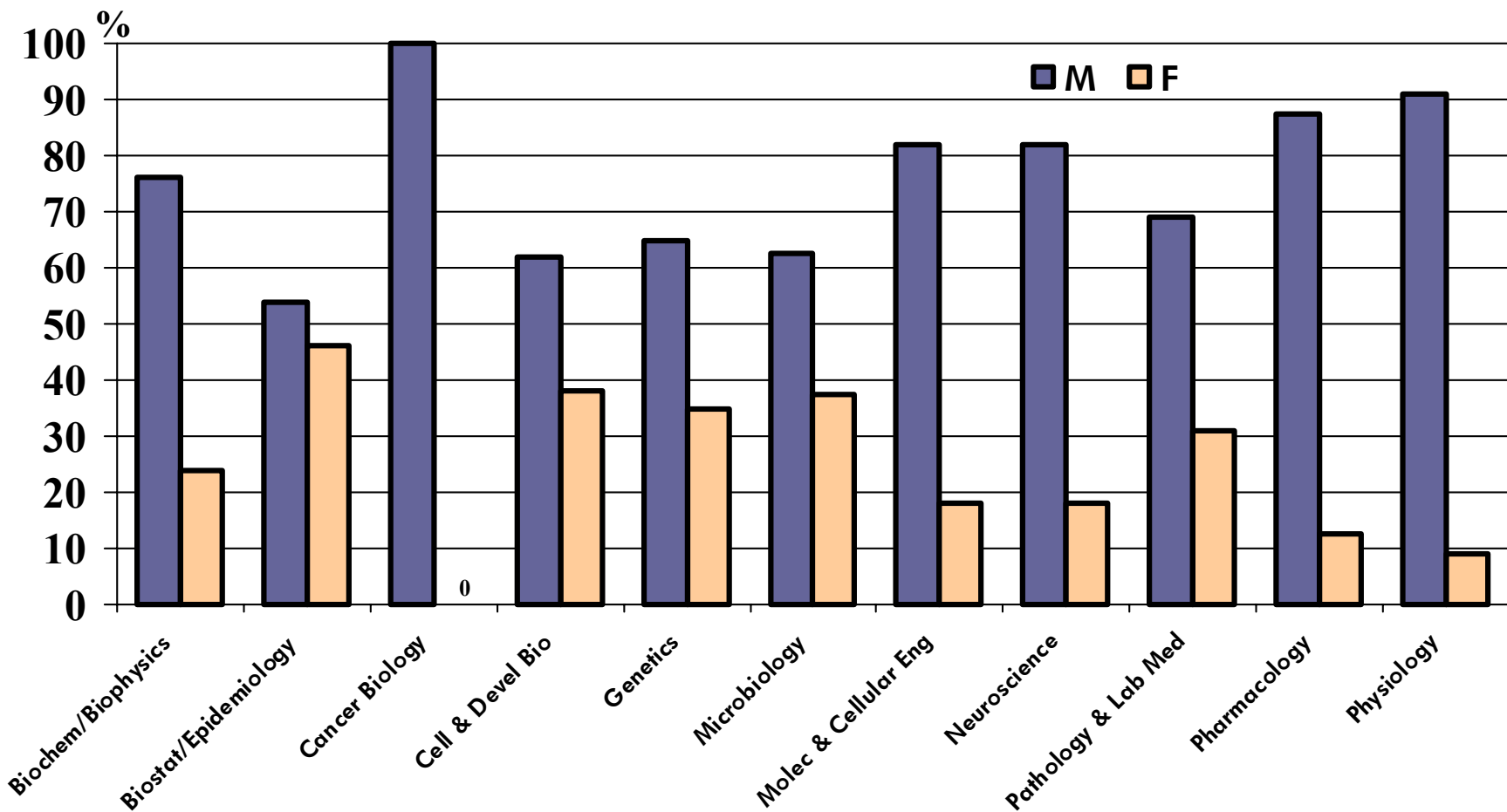
Penn Medical School Faculty, 12/01

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



Gender Distributions by Basic Science Department Penn Medical School Faculty, 12/01

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

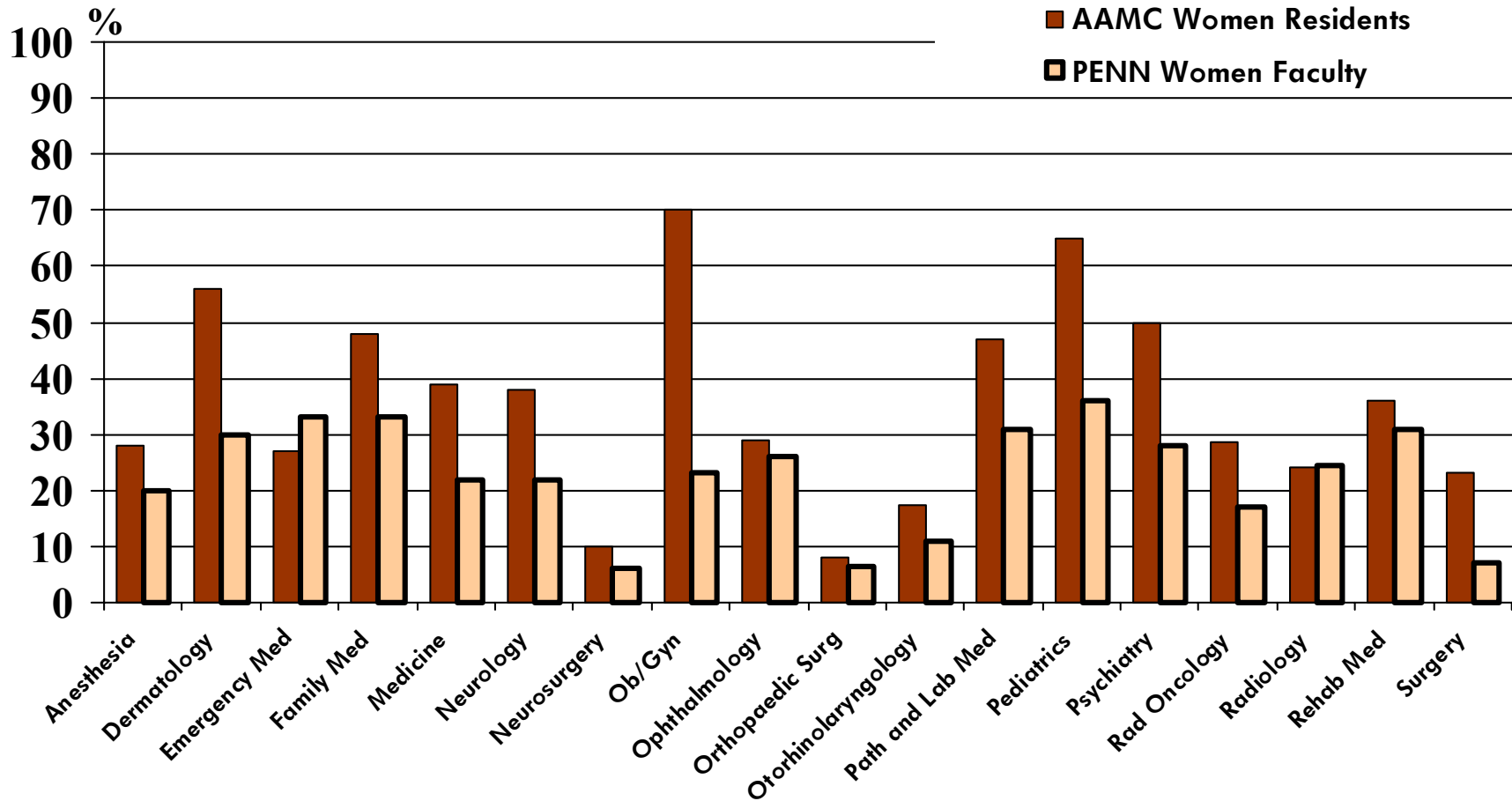


PENN Gender Statistics
Compared with
AAMC National Benchmarks

Percent AAMC Women Residents by Specialty, 2000

Penn Women Medical Faculty by Department, 2001

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

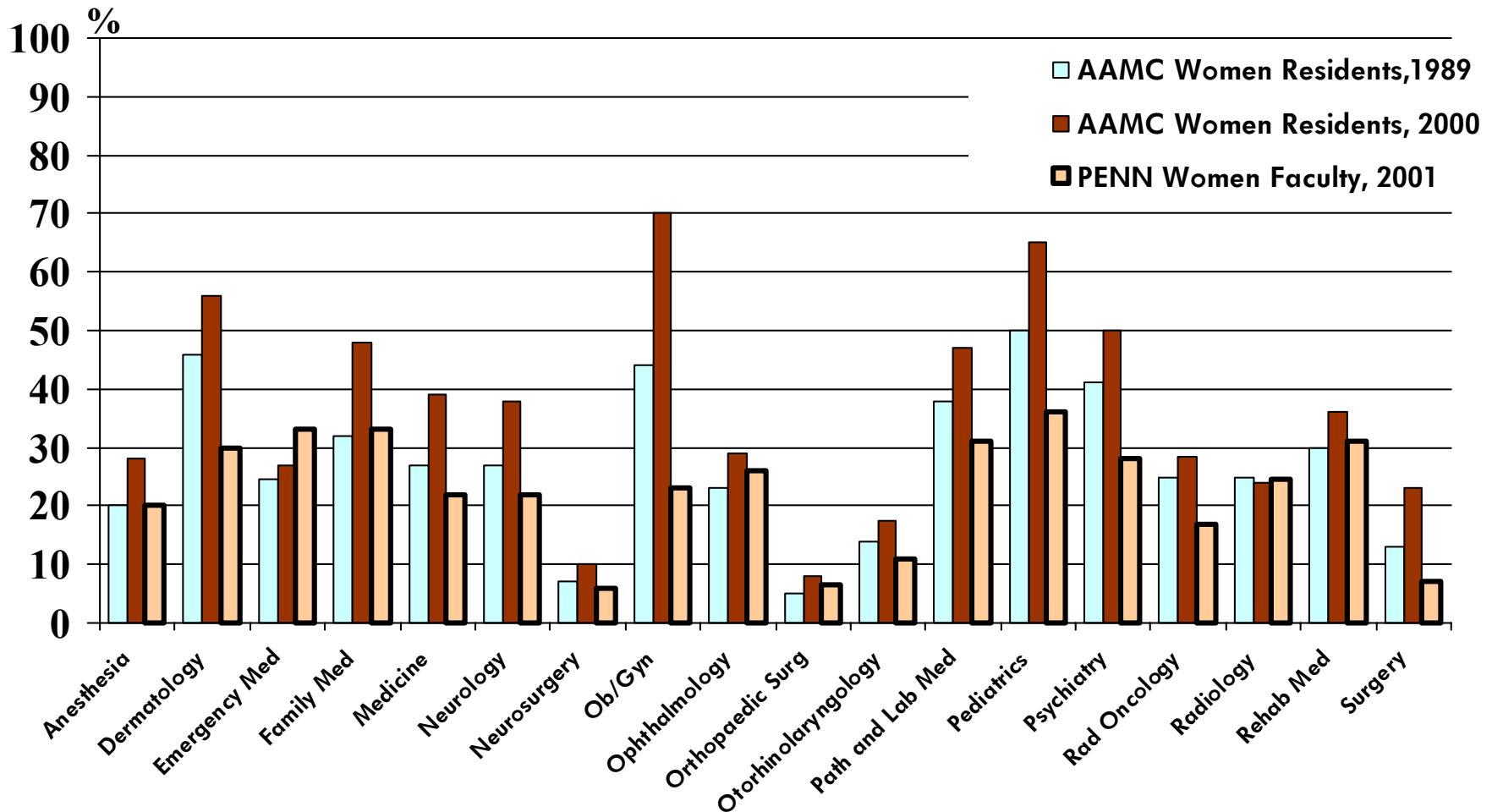


Percent AAMC Women Residents by Specialty, 1989

AAMC Women Residents by Specialty, 2000

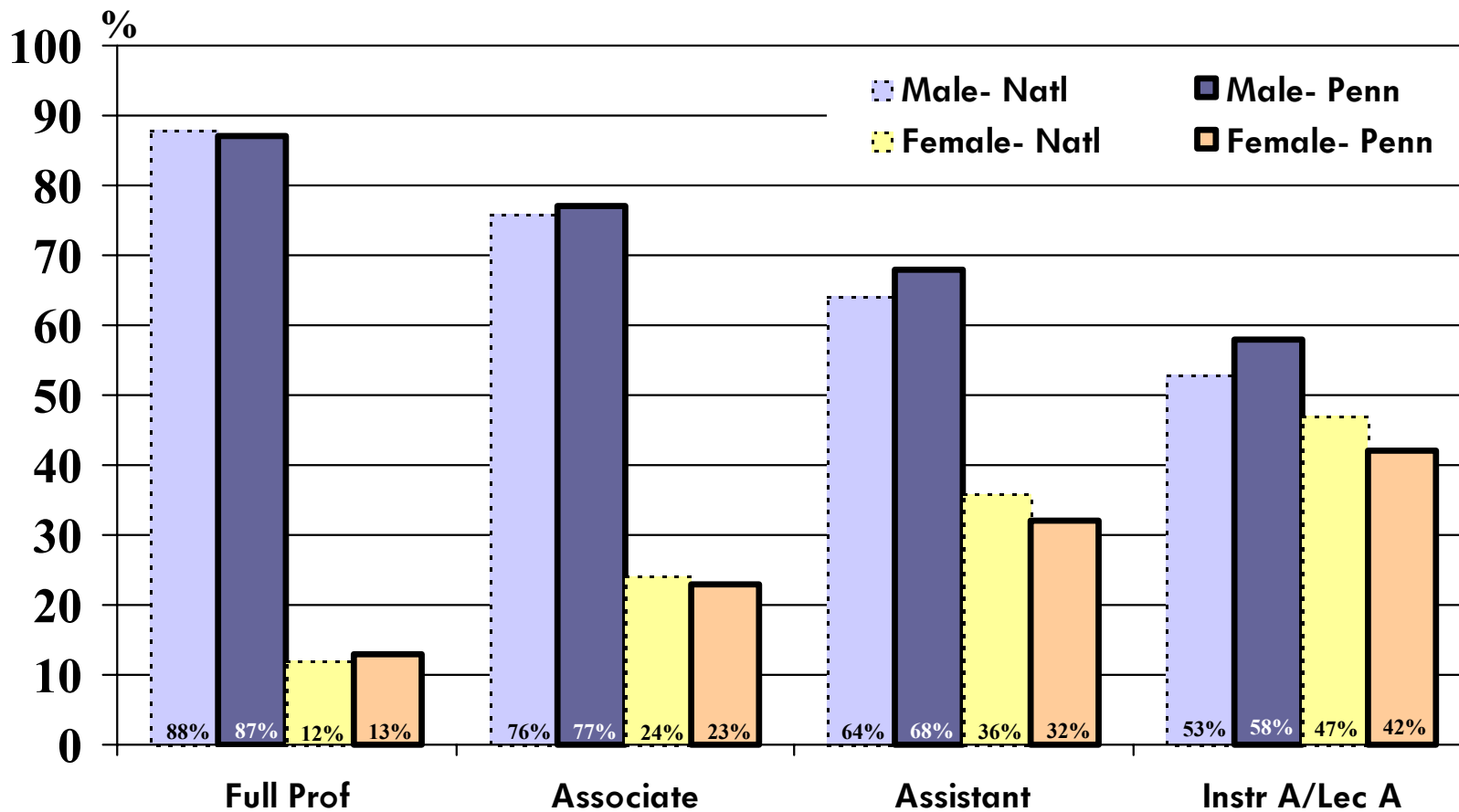
Penn Women Medical Faculty by Department, 2001

(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, 12/01

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

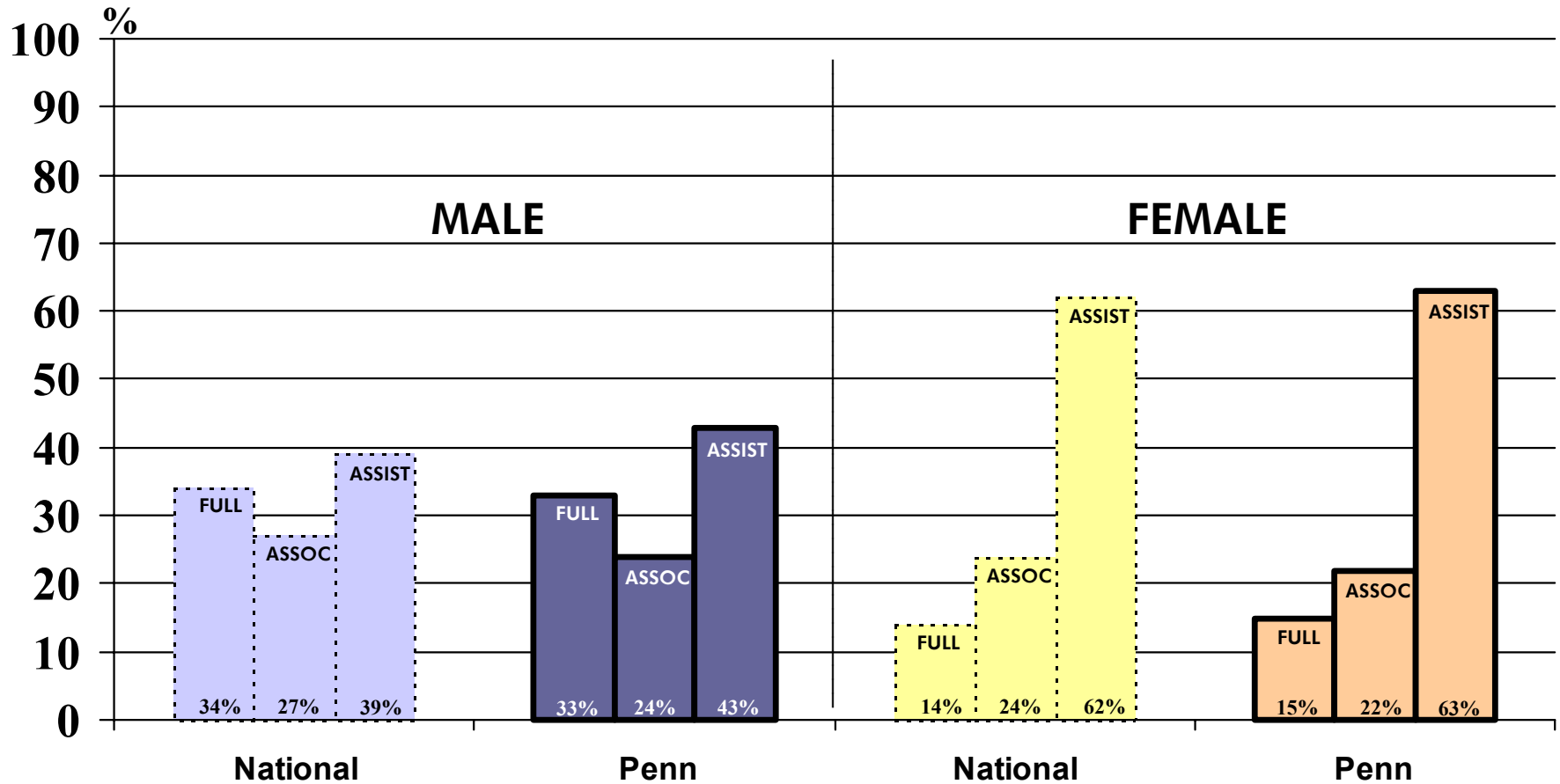


(Categories: Full Professors, Associate Professors, Assistant Professors, Instructors A and Lecturers A)

Distributions of Medical School Faculty by Rank and Gender

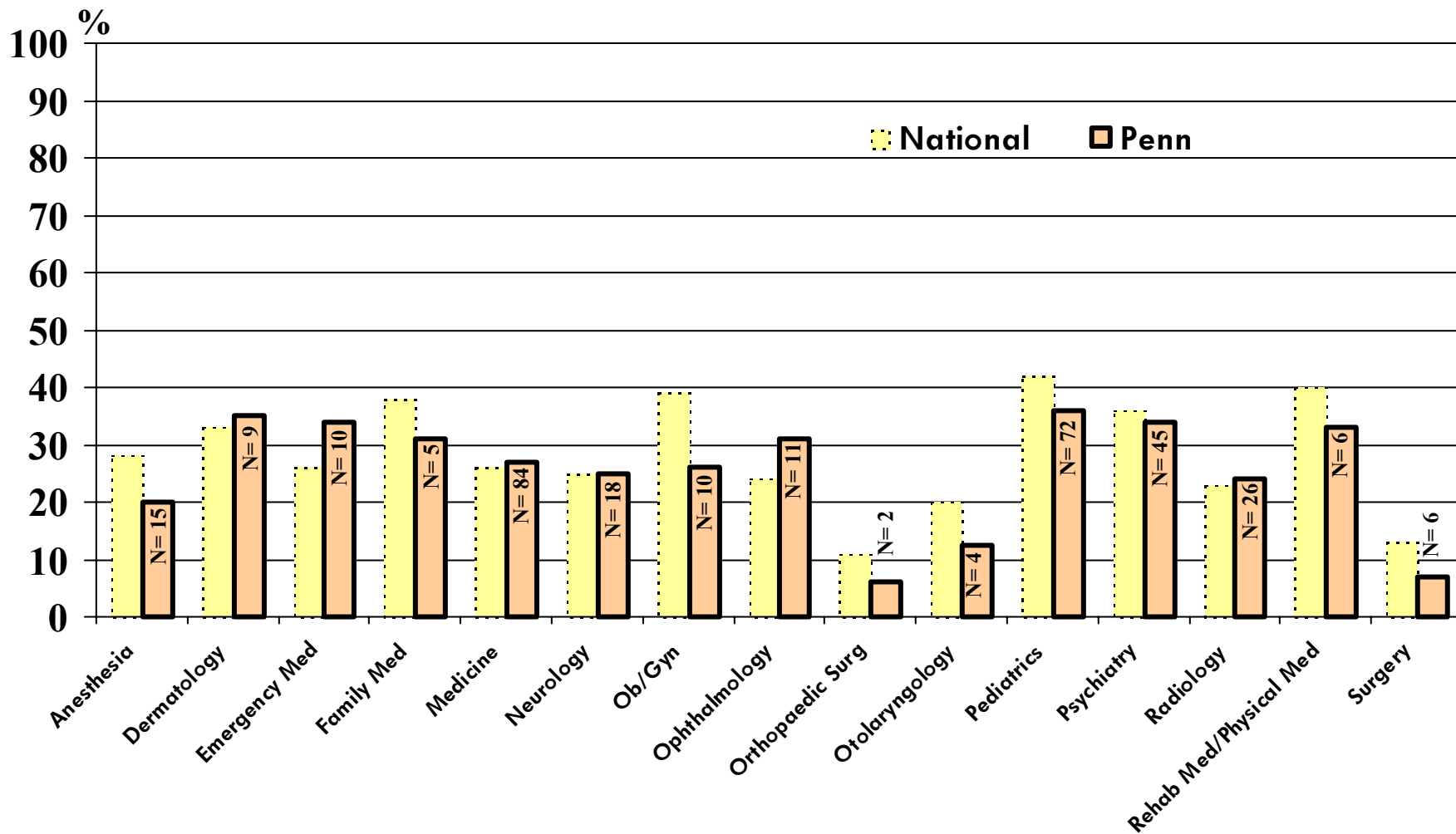
Penn compared with AAMC National Data, 12/01

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



Percent Women Medical Faculty by Clinical Department Penn versus AAMC National Data, 12/01

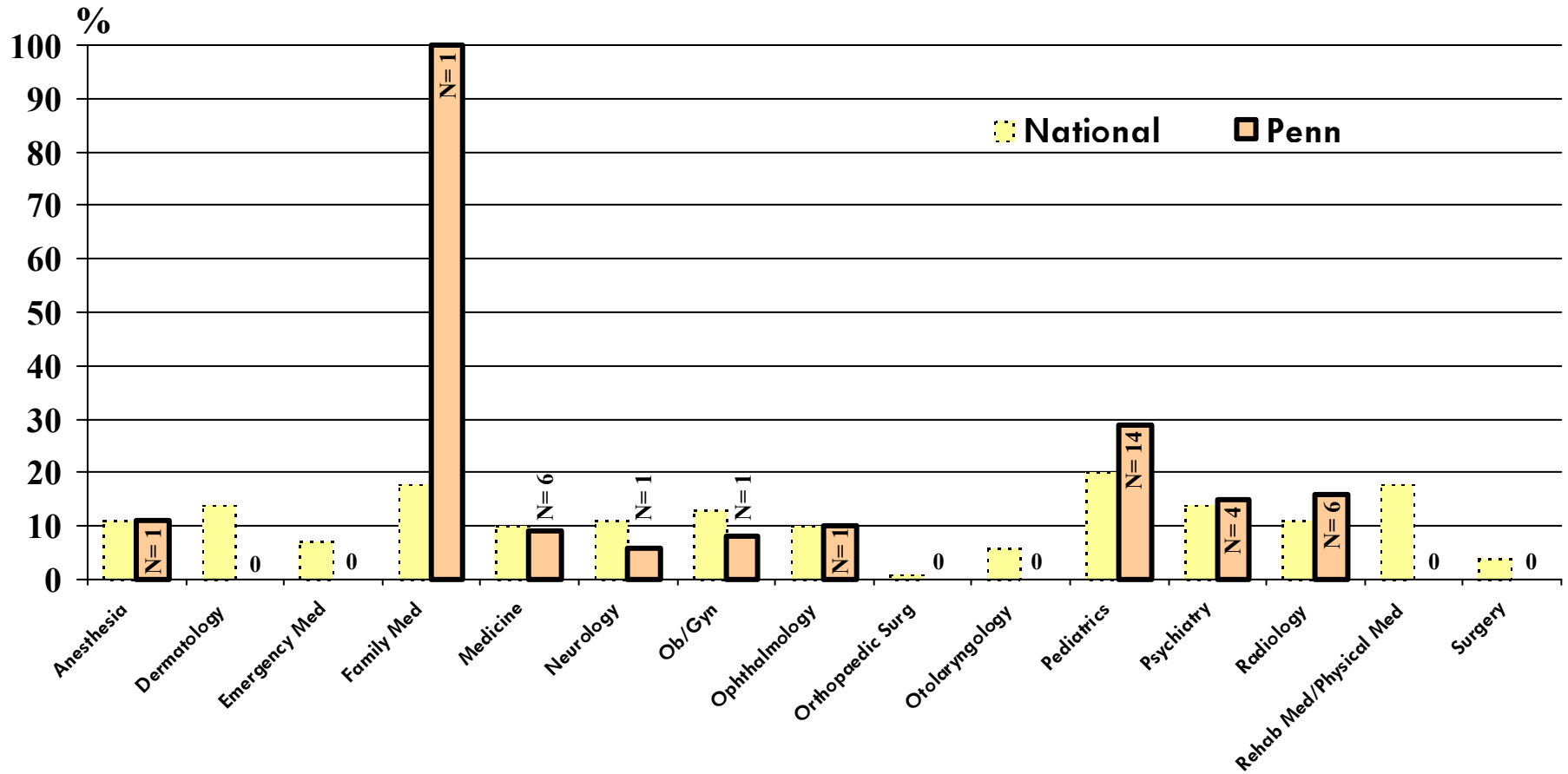
(includes Tenure, C-E, and Research Tracks; includes Instructors A/Lecturers A)



Percent Full Professors Who Are Women by Clinical Department

Penn versus AAMC National Data, 12/01

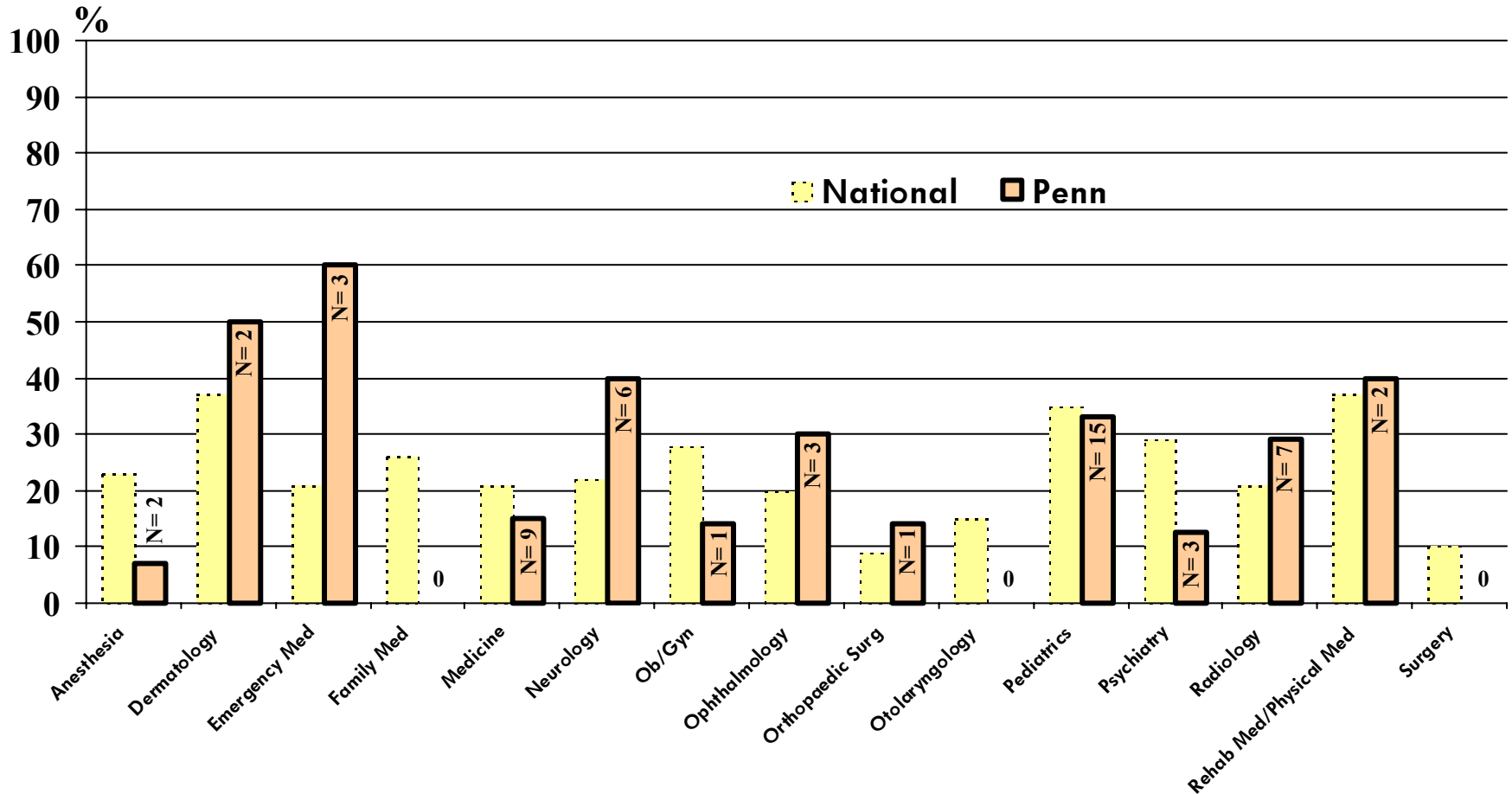
(includes Tenure, Clinician-Educator, and Research Tracks)



Percent Associate Professors Who Are Women by Clinical Department

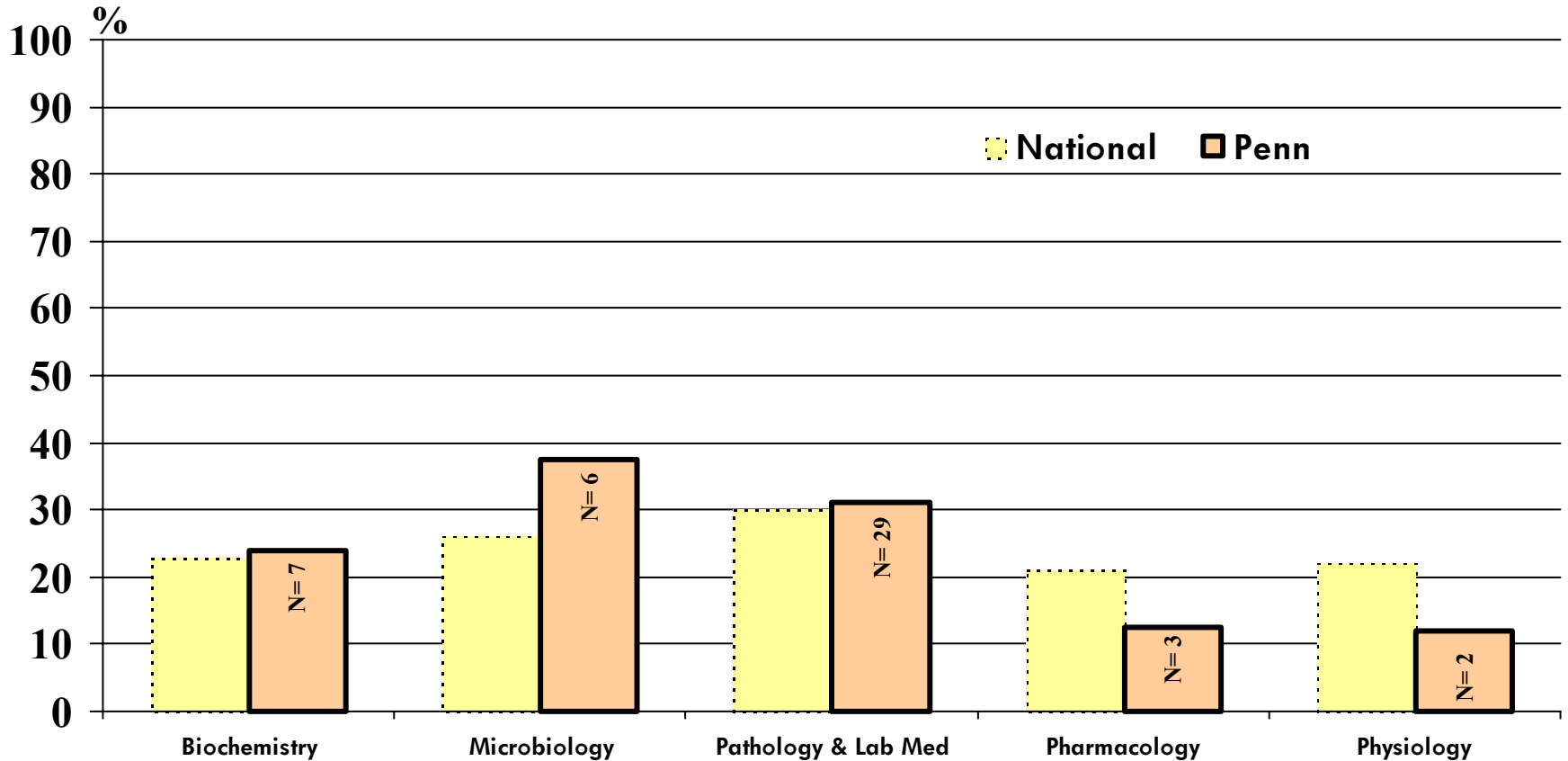
Penn versus AAMC National Data, 12/01

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



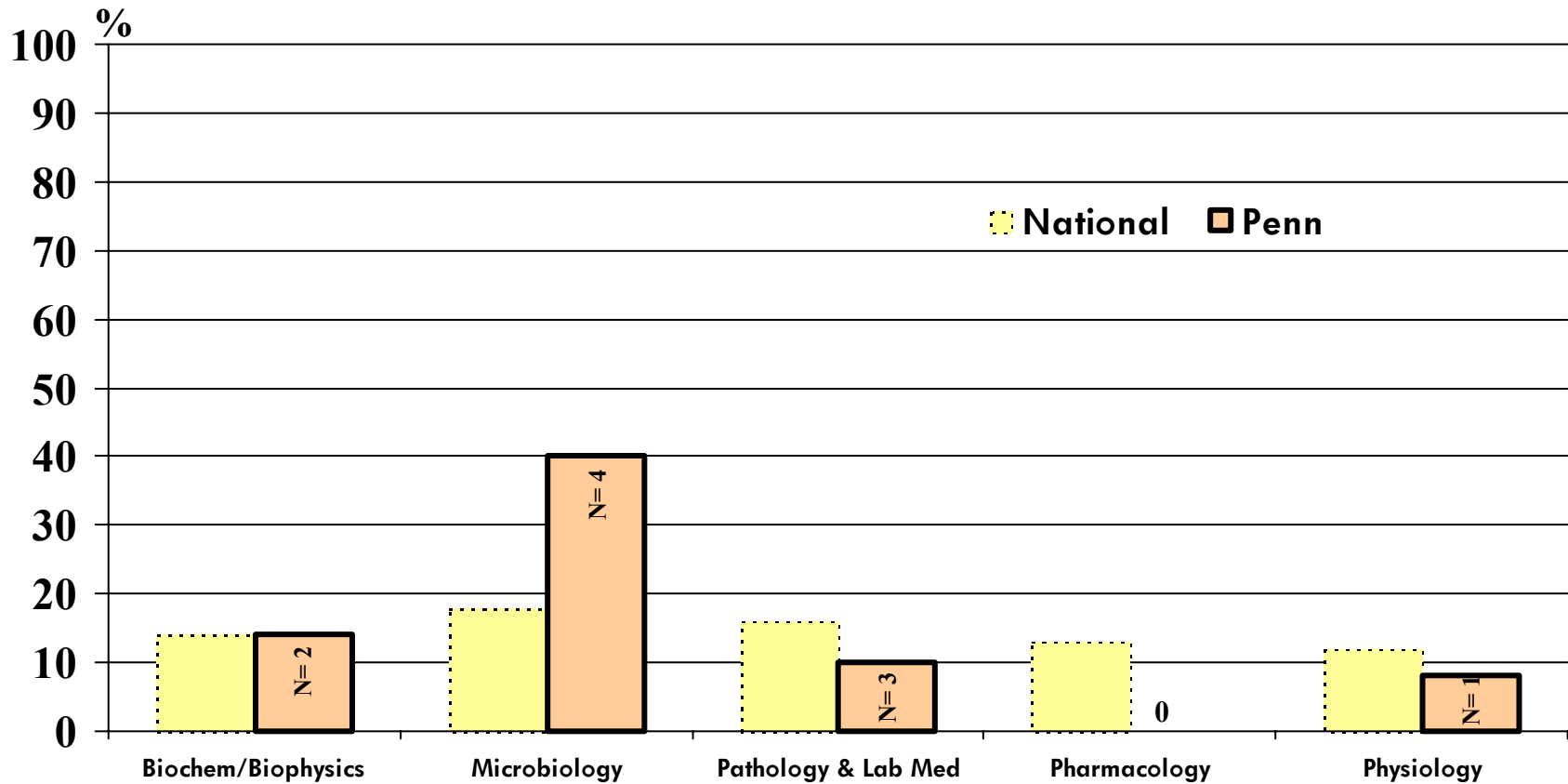
Percent Women Medical Faculty by Basic Science Department Penn versus AAMC National Data, 12/01

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



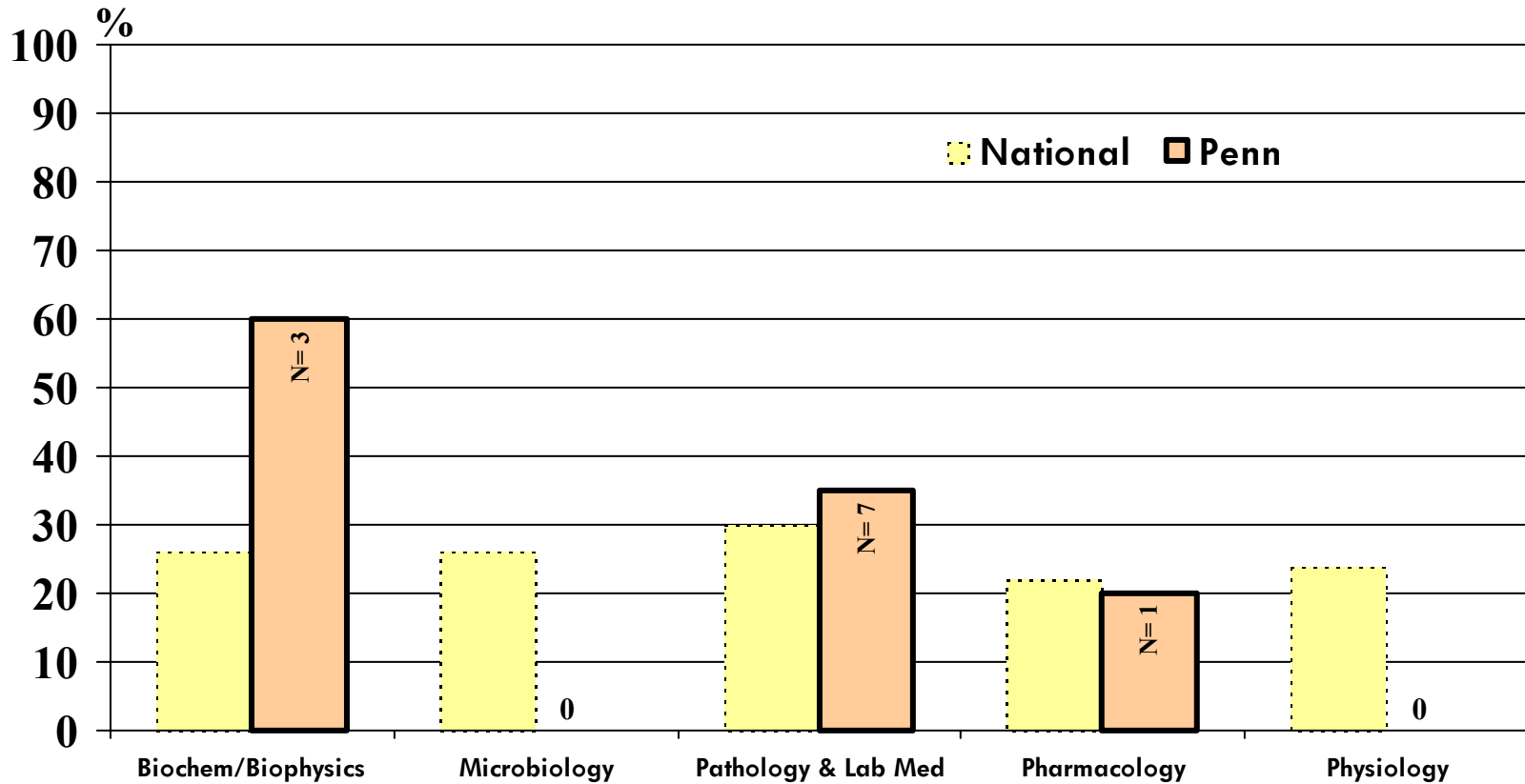
Percent Full Professors Who Are Women by Basic Science Department Penn versus AAMC National Data, 12/01

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



Percent Associate Professors Who Are Women by Basic Science Department Penn versus AAMC National Data, 12/01

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



PENN versus AAMC National Data: Percent Women Medical Faculty by Department, 12/01

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

DEPARTMENT	2001			2000		
	COMPARISON	AAMC	PENN	COMPARISON	AAMC	PENN
Anesthesia	↓	28	20	↓	28	26
Biochem/Biophysics	↑	23	24	↓	23	20
Dermatology	↑	33	35	↓	34	32
Emergency Medicine	↑	26	34	↑	25	35
Family Medicine	↓	38	31	↑	36	38
Medicine	↑	26	27	↑	25	26
Microbiology	↑	26	37.5	↑	24	35
Neurology	=	25	25	↓	25	22
Obstetrics & Gynecology	↓	39	26	↓	38	26
Ophthalmology	↑	24	31	↓	24	23
Orthopaedic Surgery	↓	11	6	↓	10	5
Otorhinolaryngology	↓	20	12.5	↓	21	14
Pathology & Lab Medicine	↑	30	31	↑	29	31
Pediatrics	↓	42	36	↓	41	35
Pharmacology	↓	21	12.5	↓	21	12
Physiology	↓	22	12	↓	21	11
Psychiatry	↓	36	34	=	36	36
Radiology	↑	23	24	↑	22	26
Rehabilitation Medicine	↓	40	33	↓	39	32
Surgery	↓	13	7	↓	12	8

↑ (PENN has higher proportion of women)

↓ (PENN has lower proportion of women)

= (PENN has same proportion of women)

Changes in Faculty Number- 2001 versus 2000 Gender Statistics

University of Pennsylvania Medical School Faculty

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	0	-2	1	0	-1	0	0	-2	1	-4	1	-6	-5	0	0	0	-2	0	0
Biochem/Biophys	4	2	2	1	0	0	0	1	2	0	0	2	2	4	0	0	0	0	2	2
Biostat & Epidem	6	3	3	1	0	-1	0	3	3	-2	0	1	3	4	3	0	0	2	0	1
Cancer Biology	2	2	0	0	0	0	0	2	0	2	0	4	0	4	2	0	0	0	0	0
Cell and Devel Bio	-1	0	-1	0	0	0	0	0	-1	-1	0	-1	-1	-2	0	-1	0	0	0	0
Dermatology	0	1	-1	0	-1	1	0	0	0	-1	2	0	1	1	1	0	0	0	0	-1
Emergency Med	0	1	-1	1	0	0	1	0	-2	-2	0	-1	-1	-2	-1	0	2	-1	0	0
Family Medicine	1	1	0	0	0	0	0	1	0	2	0	3	0	3	0	0	1	0	0	0
Genetics	1	0	1	0	0	0	0	0	1	0	0	0	1	1	0	1	0	0	0	0
Medicine	17	13	4	5	0	6	2	2	2	1	3	14	7	21	7	3	2	-1	4	2
Microbiology	-1	-1	0	0	0	-1	0	0	0	0	0	-1	0	-1	-1	0	0	0	0	0
Mol and Cellular	-4	-5	1	-2	0	0	0	-3	1	0	0	-5	1	-4	-3	0	0	0	-2	1
Neurology	-2	-2	0	0	1	0	1	-2	-2	0	3	-2	2	0	-1	-1	-1	1	0	0
Neuroscience	1	1	0	1	0	0	0	0	0	-1	0	0	0	0	1	0	0	0	0	0
Neurosurgery	1	2	-1	0	0	1	-1	1	0	0	0	2	-1	1	2	0	0	-1	0	0
Ob/Gyn	-4	-2	-2	-2	0	2	0	-2	-2	-1	1	-3	-1	-4	-1	1	-1	-3	0	0
Ophthalmology	0	-1	1	0	0	0	2	-1	-1	2	3	1	4	5	-1	0	0	1	0	0
Orthopaedic	2	2	0	0	0	0	0	2	0	-8	0	-6	0	-6	1	1	1	0	0	-1
Otorhinolaryngolo	2	2	0	1	0	2	0	-1	0	-2	0	4	0	4	0	0	2	-1	0	1
Pathol & Lab Med	9	6	3	2	0	2	-1	2	4	0	0	6	3	9	6	1	1	1	-1	1
Pediatrics	13	7	6	4	0	-5	0	8	6	0	2	7	8	15	0	0	2	5	5	1
Pharmacology	-1	-1	0	1	0	1	0	-3	0	0	0	-1	0	-1	-1	0	0	0	0	0
Physiology	-2	-2	0	-1	0	1	0	-2	0	0	0	-2	0	-2	-2	0	0	0	0	0
Psychiatry	13	9	4	1	1	1	0	7	3	0	-2	9	2	11	3	3	4	3	2	-2
Rad. Oncology	3	1	2	1	0	1	0	-1	2	-1	-1	0	1	1	0	1	1	0	0	1
Radiology	7	7	0	-3	2	1	-3	9	1	7	1	14	1	15	0	0	1	-1	6	1
Rehabilitation Med	-1	0	-1	0	0	2	0	-2	-1	-1	1	-1	0	-1	0	0	0	0	0	-1
Surgery	0	1	-1	0	0	2	0	-1	-1	0	0	1	-1	0	-2	-2	5	1	-2	0
TOTAL	64	47	17	12	3	15	1	20	13	-1	8	46	25	71	13	7	20	4	14	6

Gender Distribution within Rank Populations by Department, 2001 Benchmarks

University of Pennsylvania Medical School Faculty

(based on January 2002 statistics)

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	71	57	80	14	20	8	89	1	11	26	93	2	7	23	68	11	32	4	80	1	20	61	80	15	20	76
Biochem/Biophy	29	22	76	7	24	12	86	2	14	2	40	3	60	8	80	2	20	0	0	0	0	22	76	7	24	29
Biostat & Epidem	26	14	54	12	46	4	80	1	20	2	40	3	60	8	50	8	50	1	100	0	0	15	56	12	44	27
Cancer Biology	3	3	100	0	0	0	0	0	0	0	0	0	0	3	100	0	0	2	100	0	0	5	100	0	0	5
Cell and Devel Bio	21	13	62	8	38	4	67	2	33	2	50	2	50	7	64	4	36	0	0	0	0	13	62	8	38	21
Dermatology	23	16	70	7	30	9	100	0	0	2	50	2	50	5	50	5	50	1	33	2	67	17	65	9	35	26
Emergency Med	27	18	67	9	33	3	100	0	0	2	40	3	60	13	68	6	32	1	50	1	50	19	66	10	34	29
Family Medicine	9	6	67	3	33	0	0	1	100	1	100	0	0	5	71	2	29	5	71	2	29	11	69	5	31	16
Genetics	17	11	65	6	35	5	83	1	17	1	50	1	50	5	56	4	44	0	0	0	0	11	65	6	35	17
Medicine	252	197	78	55	22	62	91	6	9	53	85	9	15	82	56	40	44	35	55	29	45	232	73	84	27	316
Microbiology	16	10	62.5	6	37.5	6	60	4	40	2	100	0	0	2	50	2	50	0	0	0	0	10	62.5	6	37.5	16
Mol and Cellular	11	9	82	2	18	1	100	0	0	1	100	0	0	7	78	2	22	0	0	0	0	9	82	2	18	11
Neurology	50	39	78	11	22	17	94	1	6	9	60	6	40	13	76	4	24	15	68	7	32	54	75	18	25	72
Neuroscience	22	18	82	4	18	9	100	0	0	3	43	4	57	6	100	0	0	0	0	0	0	18	82	4	18	22
Neurosurgery	16	15	94	1	6	4	100	0	0	3	100	0	0	8	89	1	11	0	0	0	0	15	94	1	6	16
Ob/Gyn	35	27	77	8	23	11	92	1	8	6	86	1	14	10	62.5	6	37.5	2	50	2	50	29	74	10	26	39
Ophthalmology	27	20	74	7	26	9	90	1	10	7	70	3	30	4	57	3	43	4	50	4	50	24	69	11	31	35
Orthopaedic Surg.	31	29	93.5	2	6.5	8	100	0	0	6	86	1	14	15	94	1	6	0	0	0	0	29	94	2	6	31
Otorhinolaryn.	27	24	89	3	11	8	100	0	0	7	100	0	0	9	75	3	25	4	80	1	20	28	87.5	4	12.5	32
Pathol & Lab Med	94	65	69	29	31	28	90	3	10	13	65	7	35	24	56	19	44	2	67	1	33	67	69	30	31	97
Pediatrics	190	122	64	68	36	35	71	14	29	30	67	15	33	57	59	39	41	5	56	4	44	127	64	72	36	199
Pharmacology	24	21	87.5	3	12.5	8	100	0	0	4	80	1	20	9	82	2	18	0	0	0	0	21	87.5	3	12.5	24
Physiology	23	21	91	2	9	12	92	1	8	4	100	0	0	5	83	1	17	1	50	1	50	22	88	3	12	25
Psychiatry	112	81	72	31	28	23	85	4	15	21	87.5	3	12.5	37	61	24	39	5	26	14	74	86	66	45	34	131
Rad Oncology	30	25	83	5	17	9	90	1	10	7	87.5	1	12.5	9	75	3	25	1	50	1	50	26	81	6	19	32
Radiology	102	77	75.5	25	24.5	31	84	6	16	17	71	7	29	29	71	12	29	7	87.5	1	12.5	84	76	26	24	110
Rehab Med	13	9	69	4	31	1	100	0	0	3	60	2	40	5	71	2	29	3	60	2	40	12	67	6	33	18
Surgery	83	77	93	6	7	21	100	0	0	19	100	0	0	37	86	6	14	2	100	0	0	79	93	6	7	85
TOTAL	1384	1046	76	338	24	348	87	50	13	253	77	76	23	445	68	212	32	100	58	73	42	1146	74	411	26	1557

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