

1999 Benchmark Data: Gender Statistics of Faculty University of Pennsylvania School of Medicine

FOCUS

Health & Leadership for Women

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RESEARCH

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

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1999 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.

The report in the following pages consists of data from the December 1999 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 1998-1999 annual report, *Women in U.S. Academic Medicine-- Statistics*.

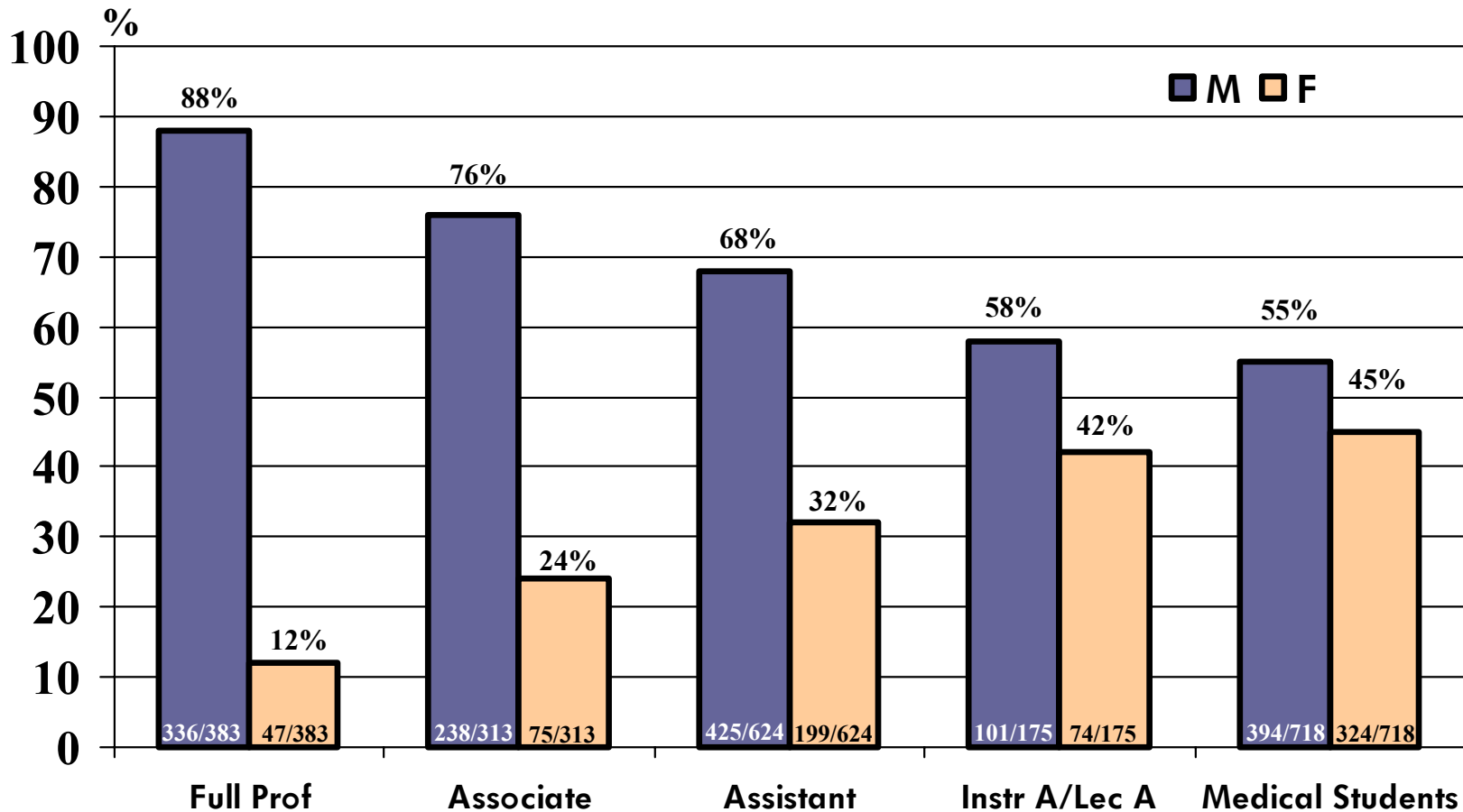
Compiled by:

Stephanie Abbuhl, MD and Patricia Scott

The FOCUS Leadership Mentoring Program for Women in Academic Medicine

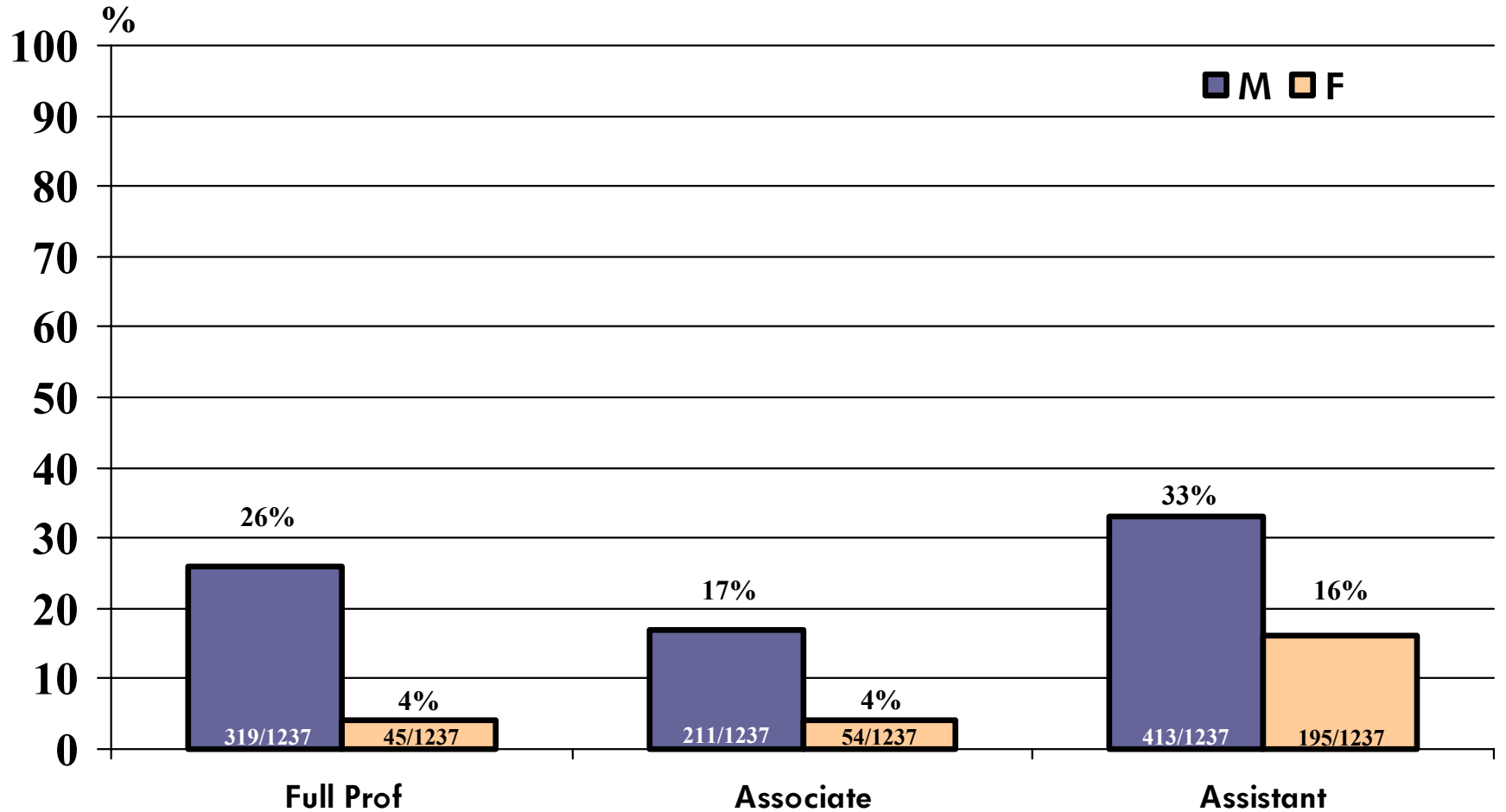
Penn's Pipeline in Academic Medicine: Gender Distributions within Faculty Ranks and Medical Students, 12/99

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



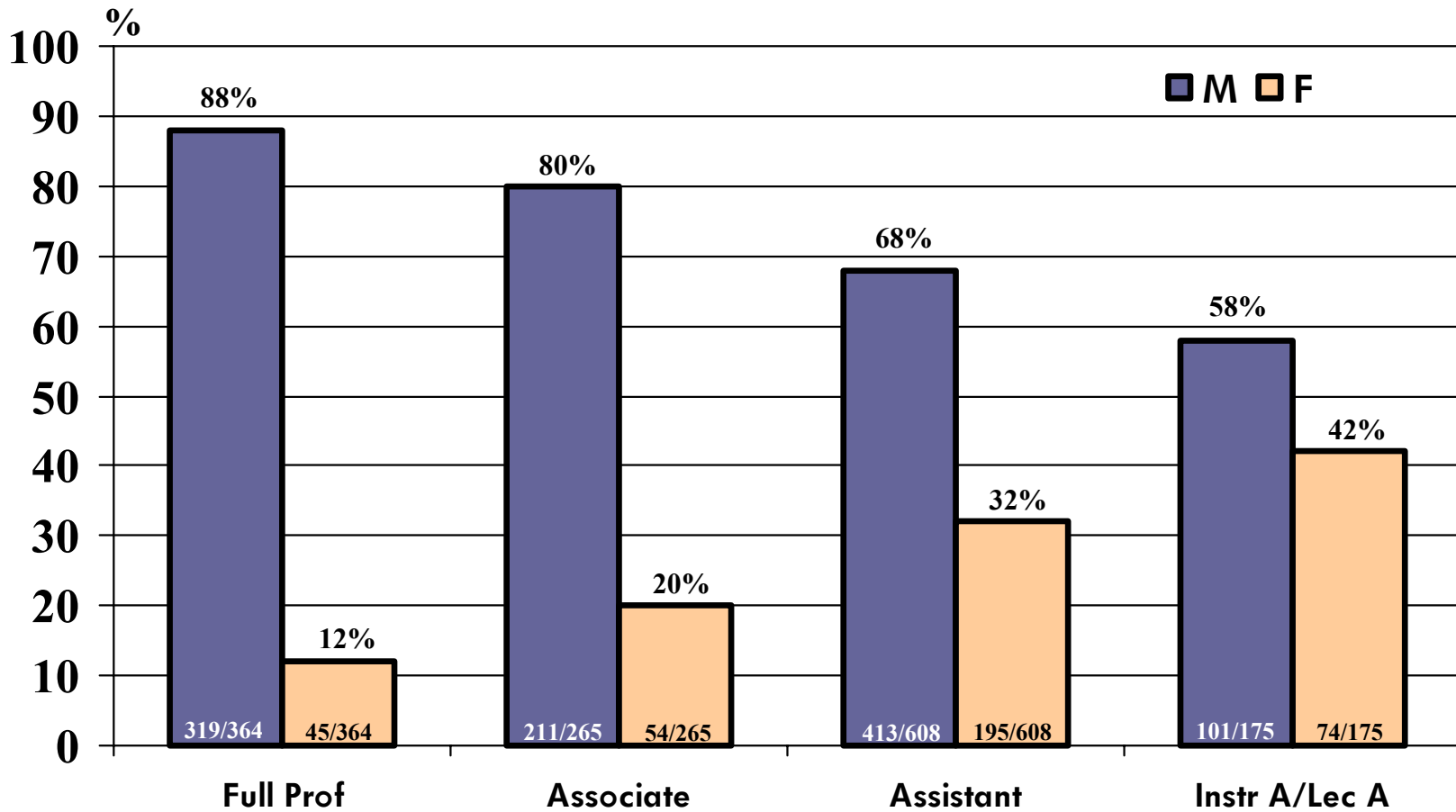
Gender Breakdown Penn Medical School Faculty across Ranks, 12/99

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



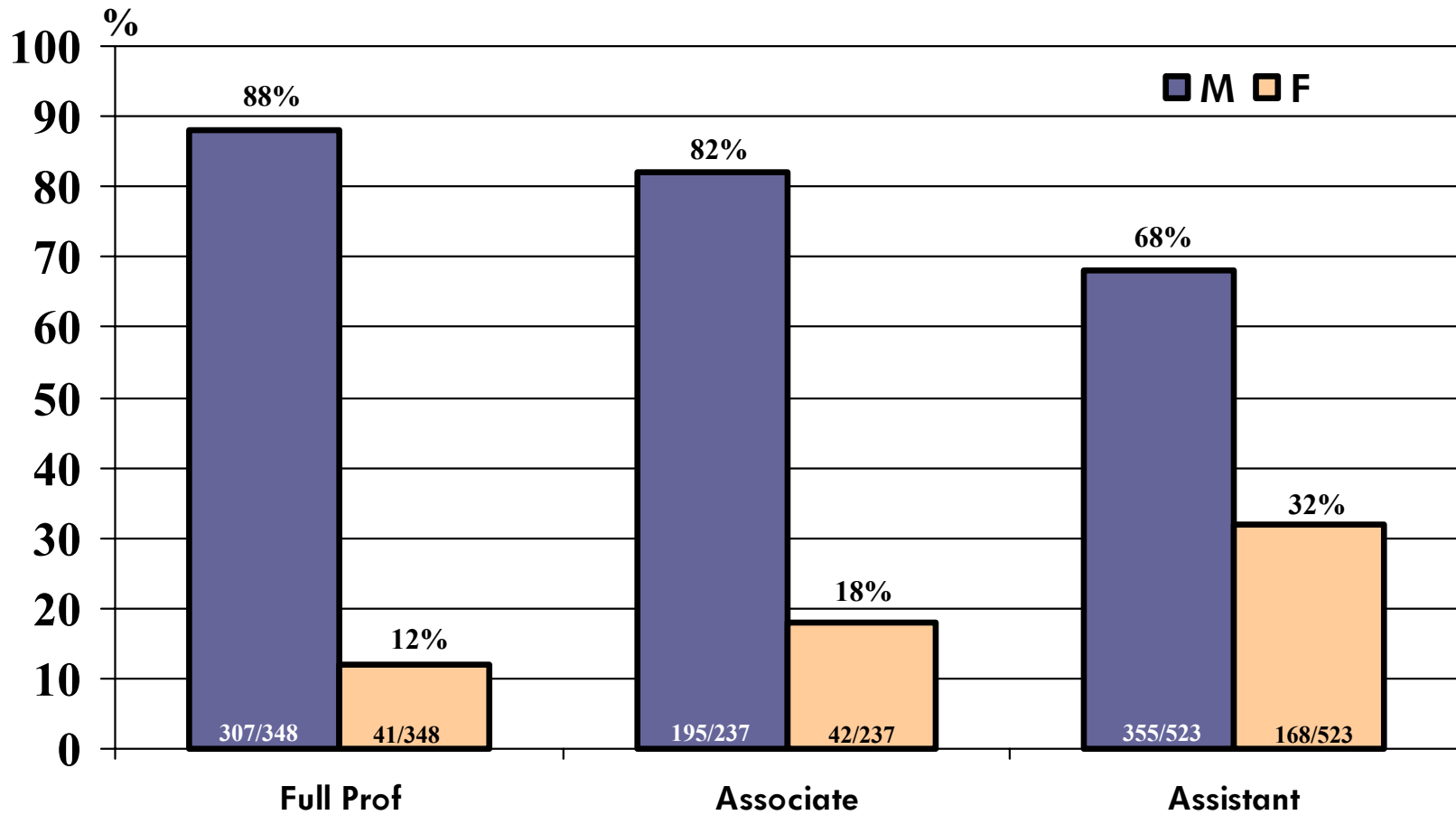
Gender Distributions within Ranks Penn Medical School Faculty, 12/99

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



Gender Distributions within Ranks Penn Medical School *Standing* Faculty, 12/99

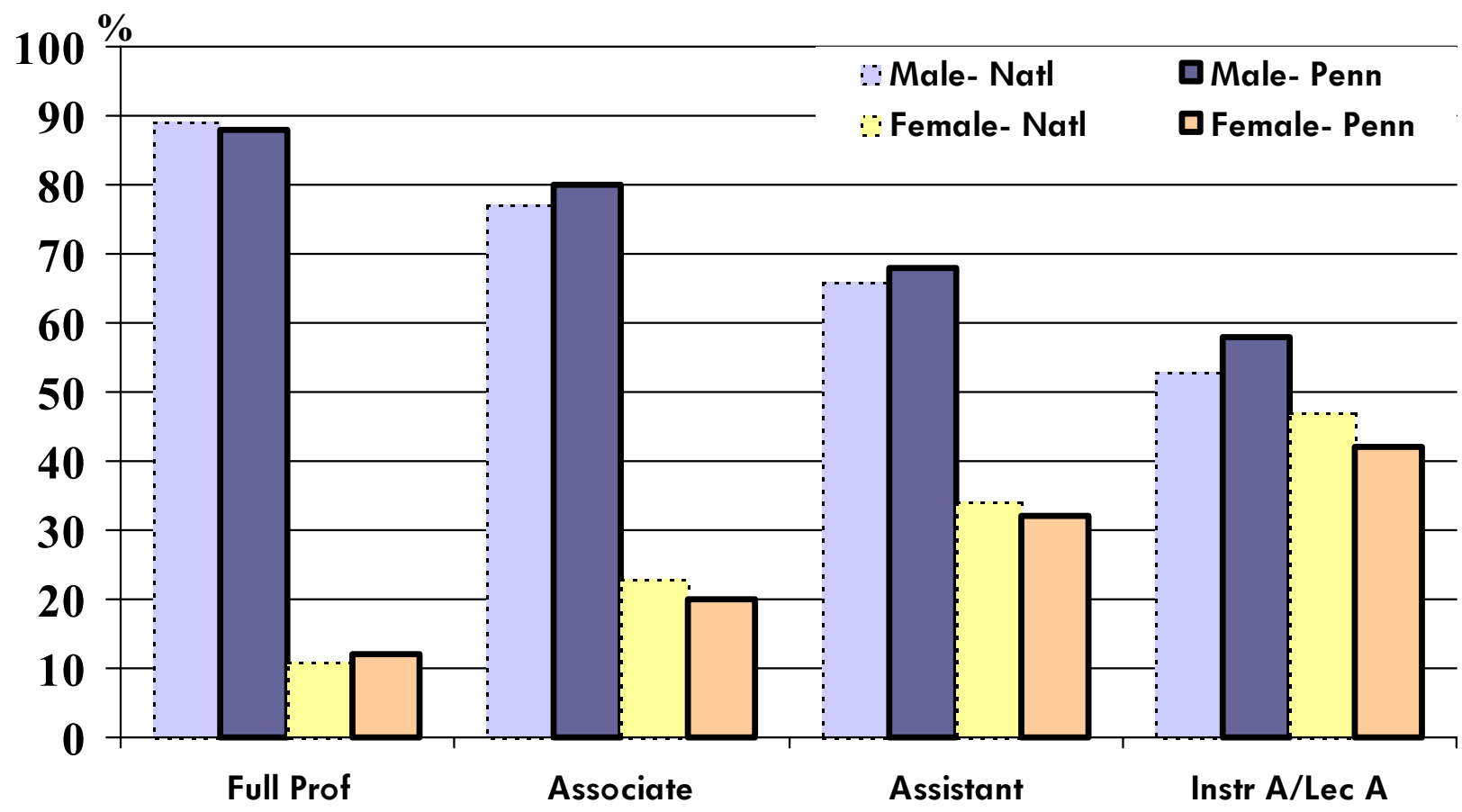
(includes only Tenure and Clinician-Educator Tracks)



Gender Distributions of Medical School Faculty within Ranks

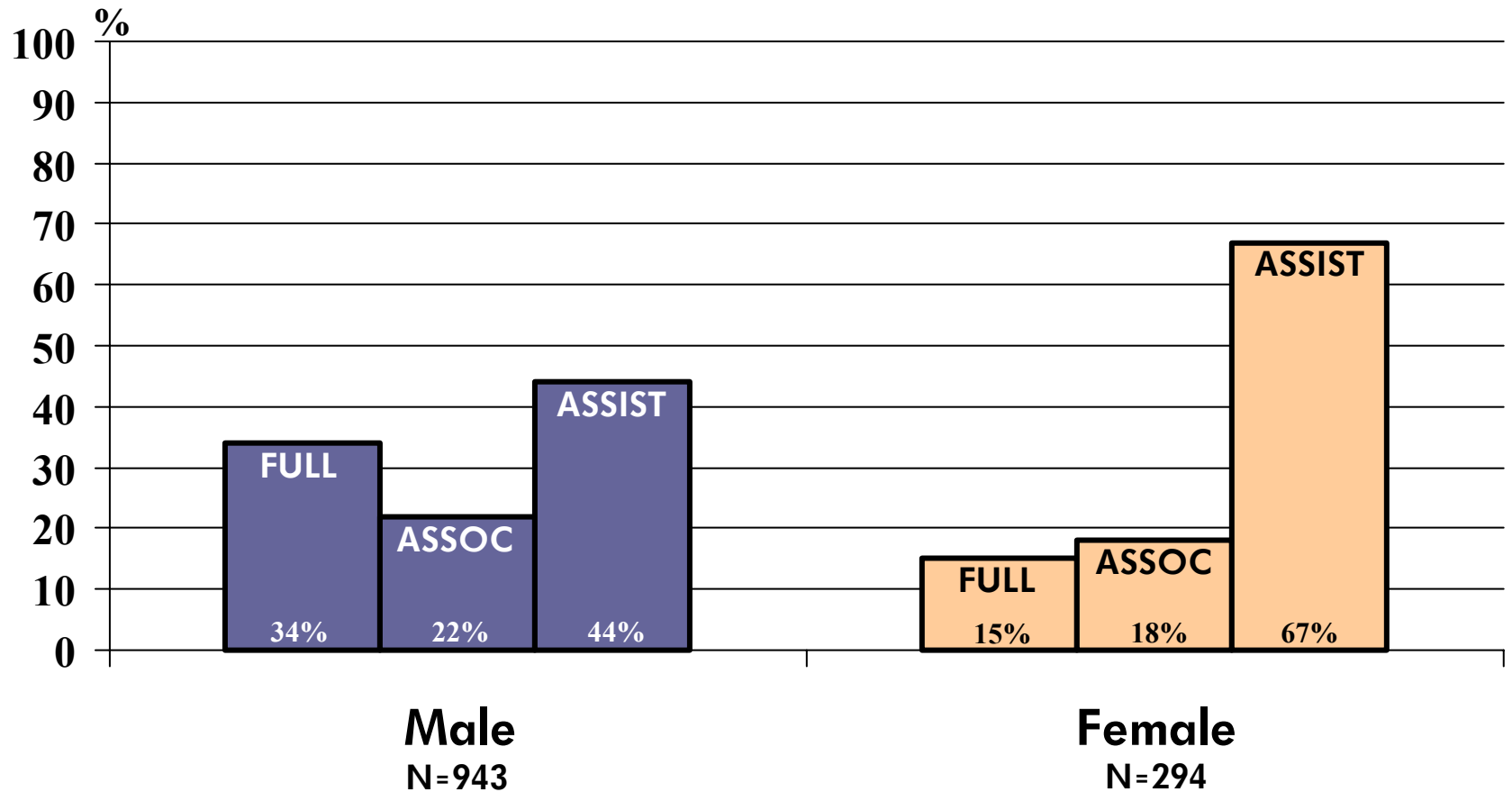
Penn compared with AAMC National Data, 12/99

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



Distributions by Rank and Gender Penn Medical School Faculty, 12/99

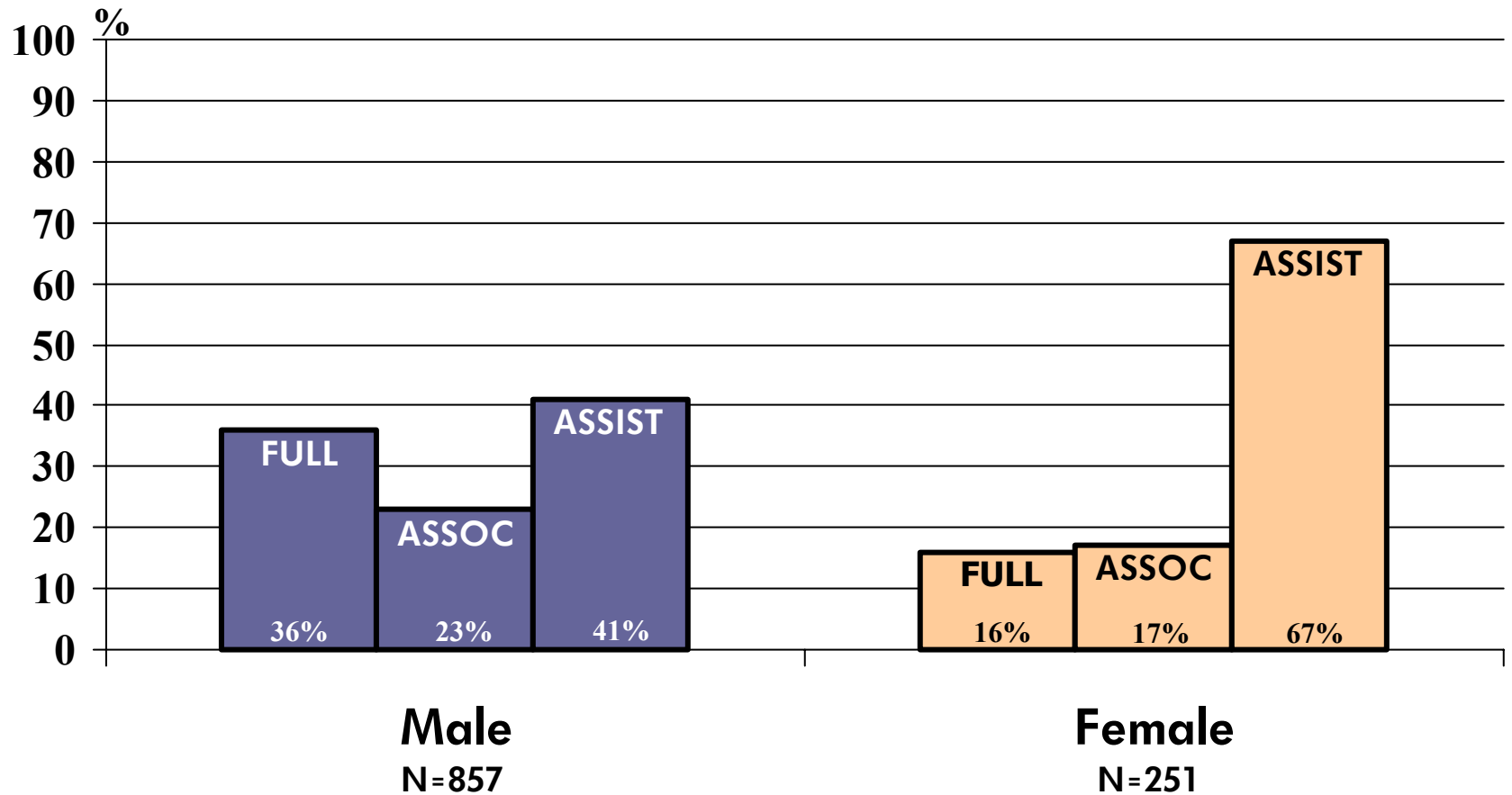
(includes Tenure, Clinician-Educator, and Research Tracks)



Distributions by Rank and Gender

Penn Medical School *Standing* Faculty, 12/99

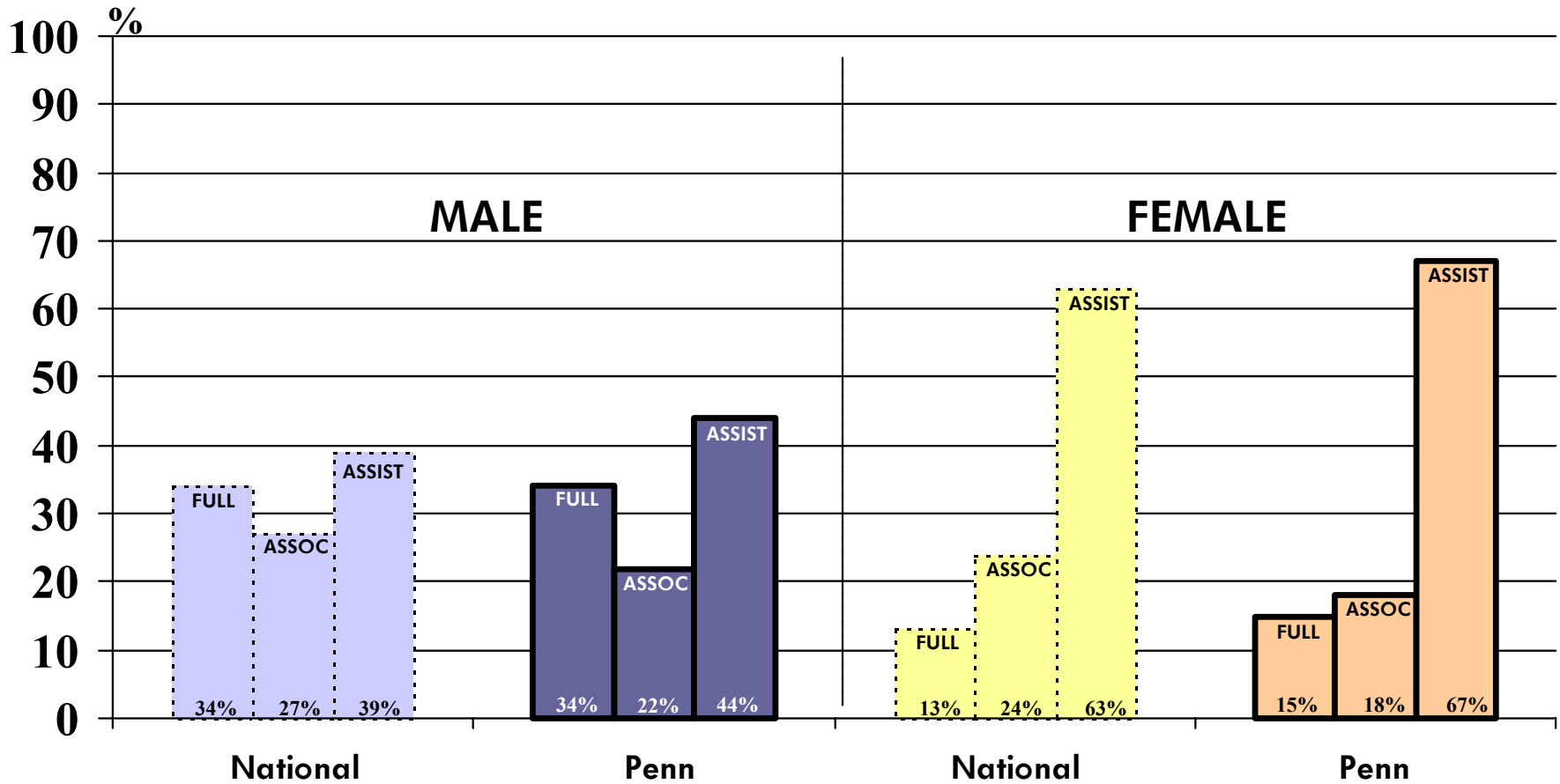
(includes only Tenure and Clinician-Educator Tracks)



Distributions of Medical School Faculty by Rank and Gender

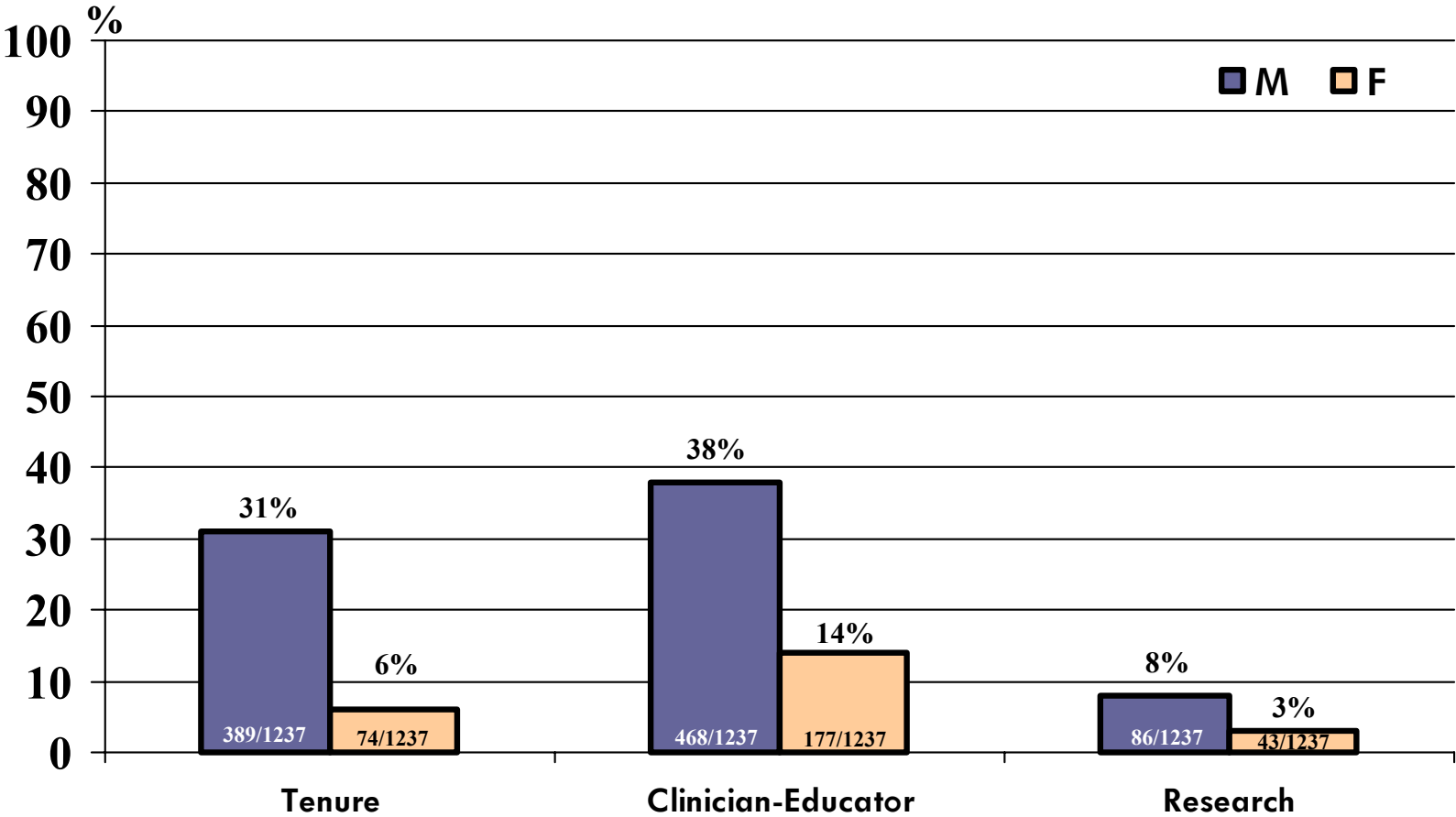
Penn compared with AAMC National Data, 12/99

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



Gender Breakdown Penn Medical School Faculty across Tracks, 12/99

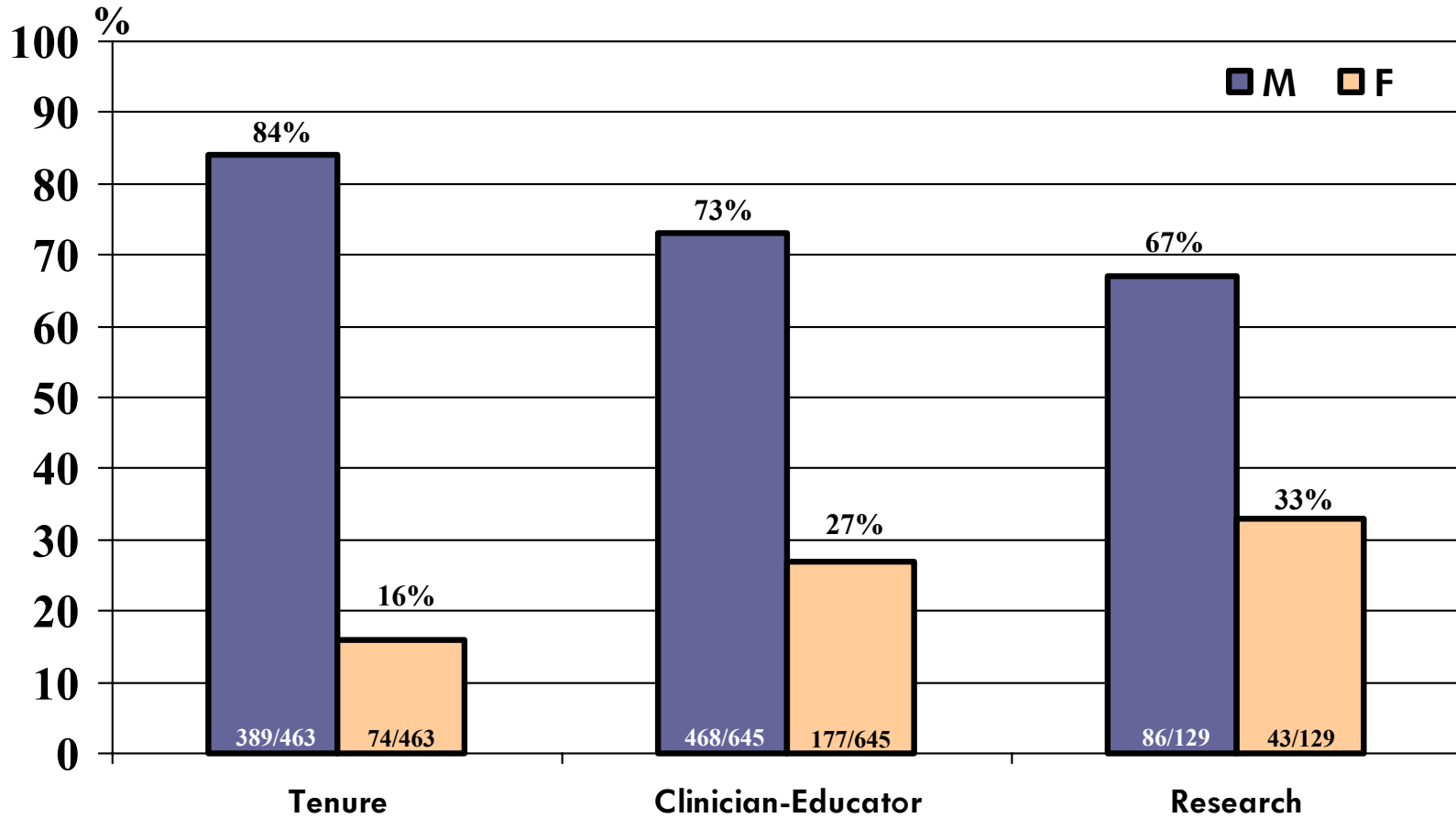
(does not include Instructors/Lecturers)



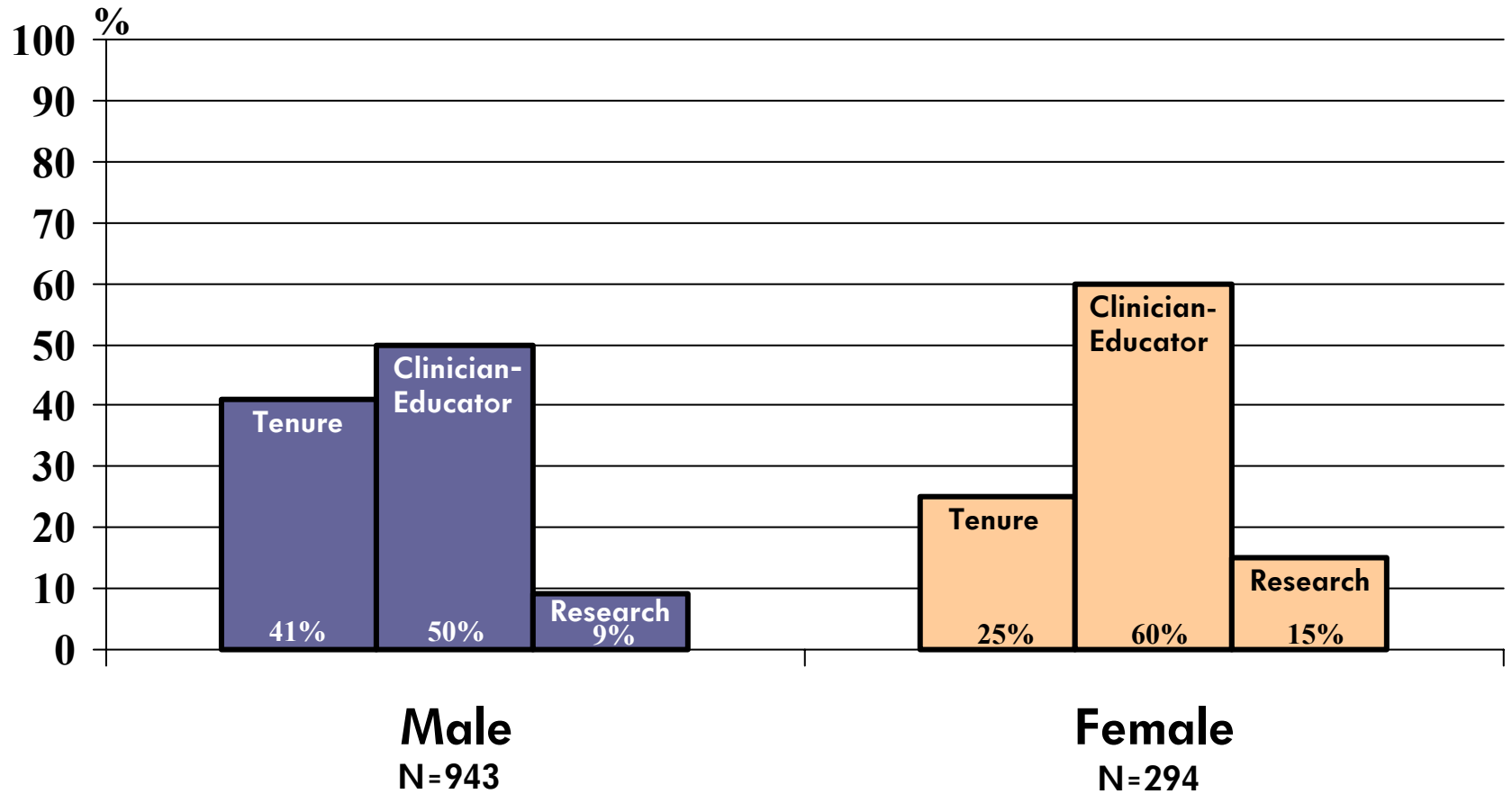
Gender Distributions Within Tracks

Penn Medical School Faculty, 12/99

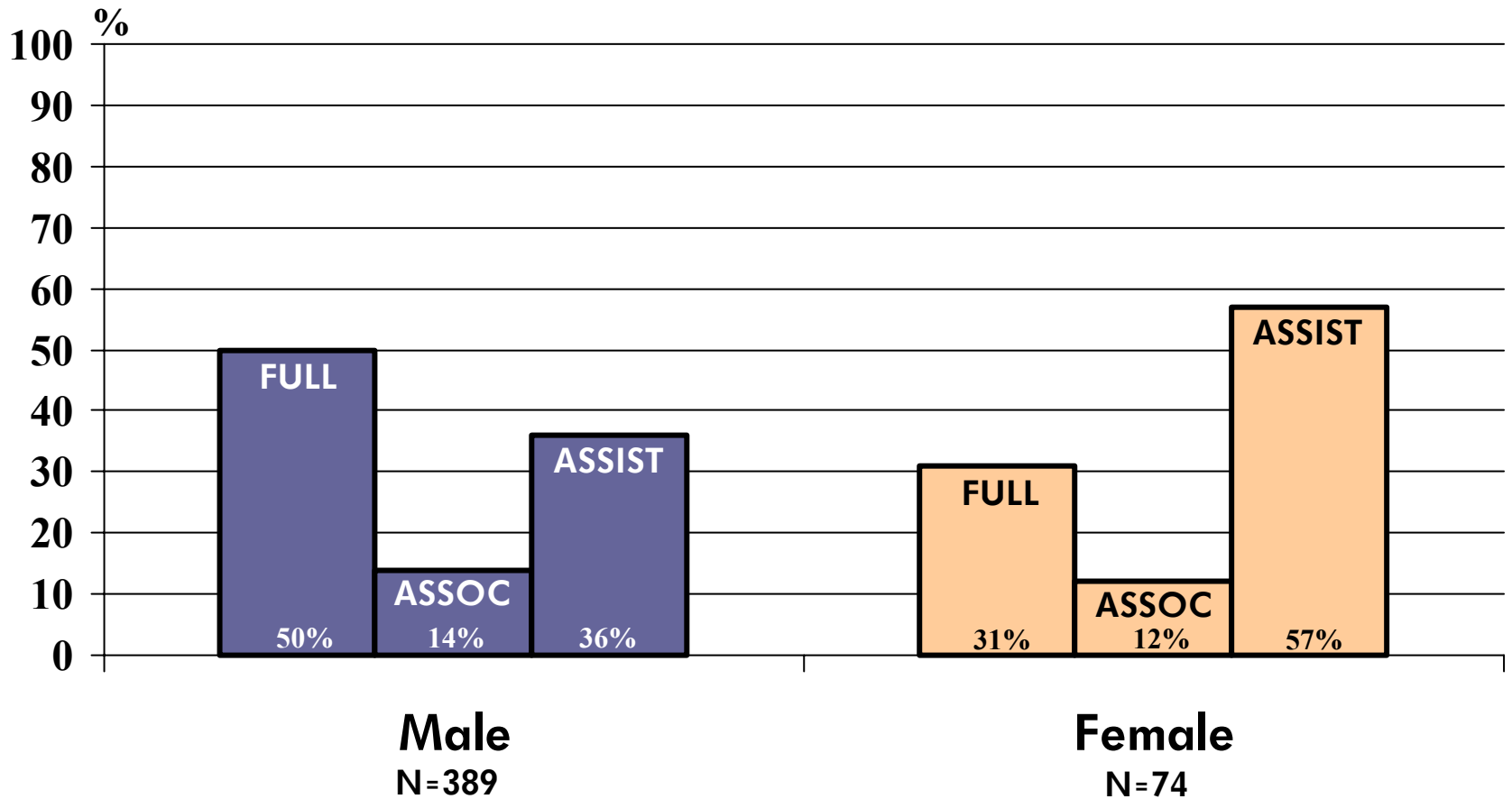
(does not include Instructors/Lecturers)



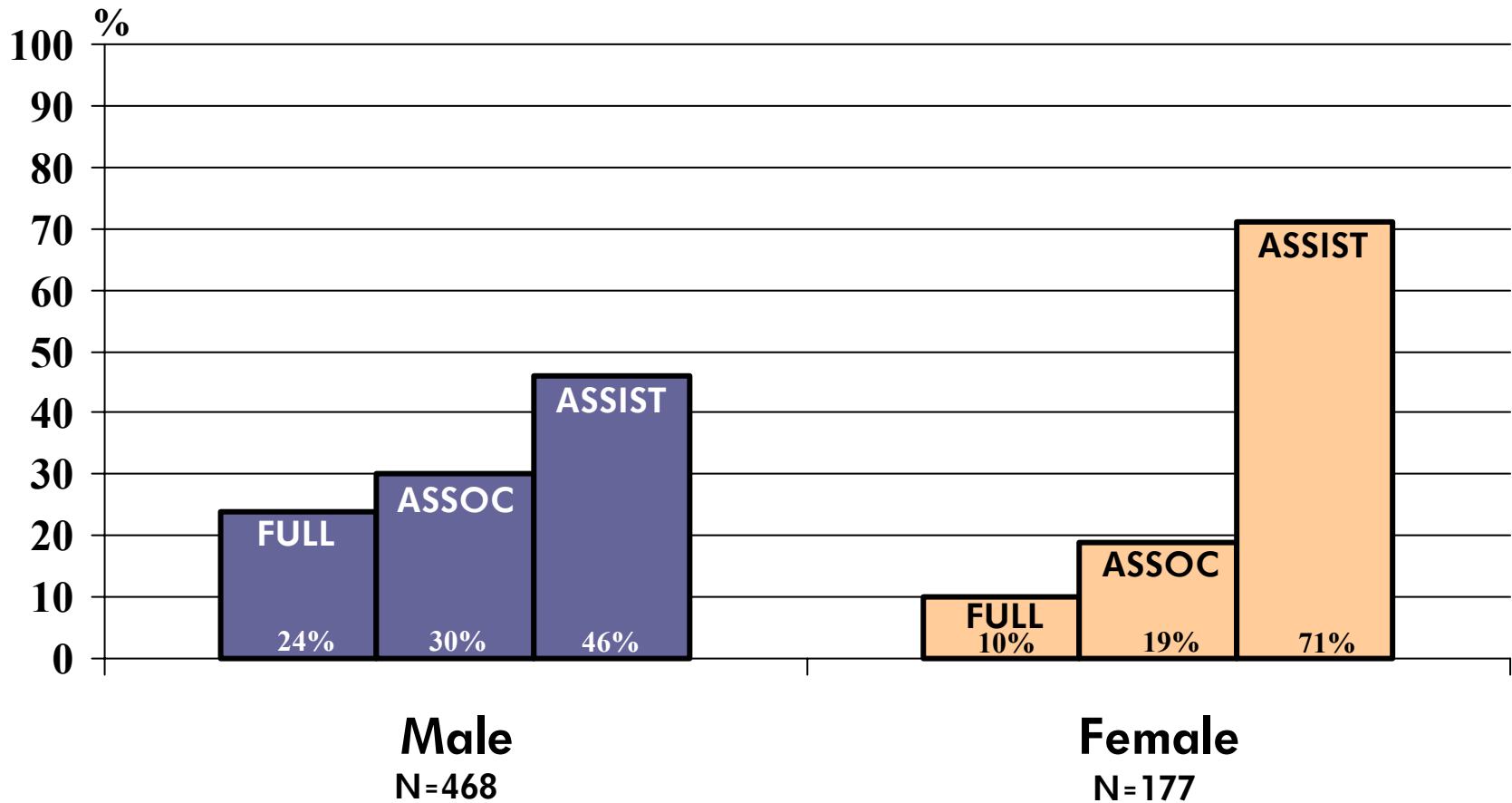
Distributions by Track and Gender Penn Medical School Faculty, 12/99



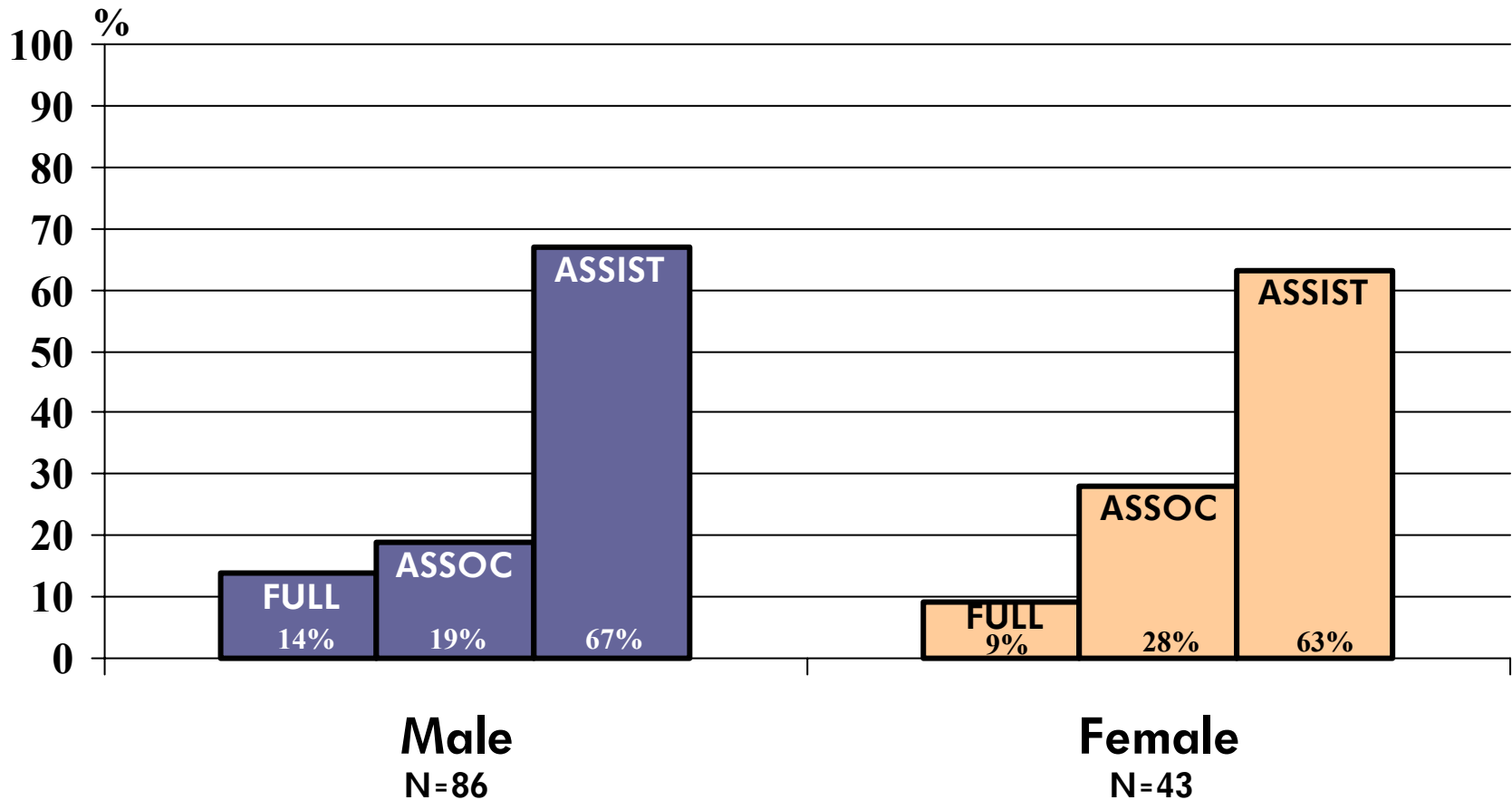
Distributions within *Tenure* Track by Rank and Gender Penn Medical School Faculty, 12/99



Distributions within *Clinician-Educator* Track by Rank and Gender Penn Medical School Faculty, 12/99

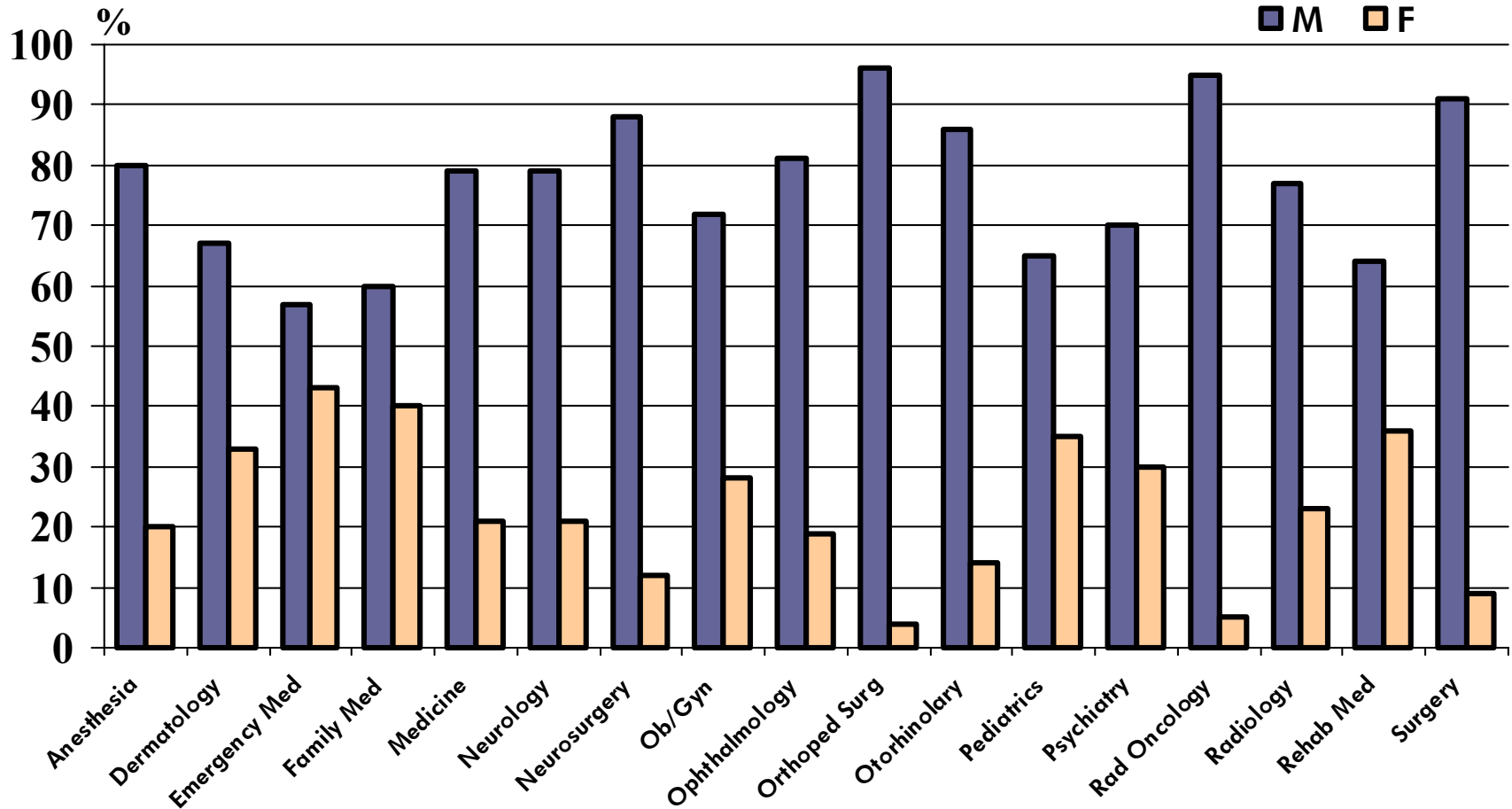


Distributions within *Research* Track by Rank and Gender Penn Medical School Faculty, 12/99



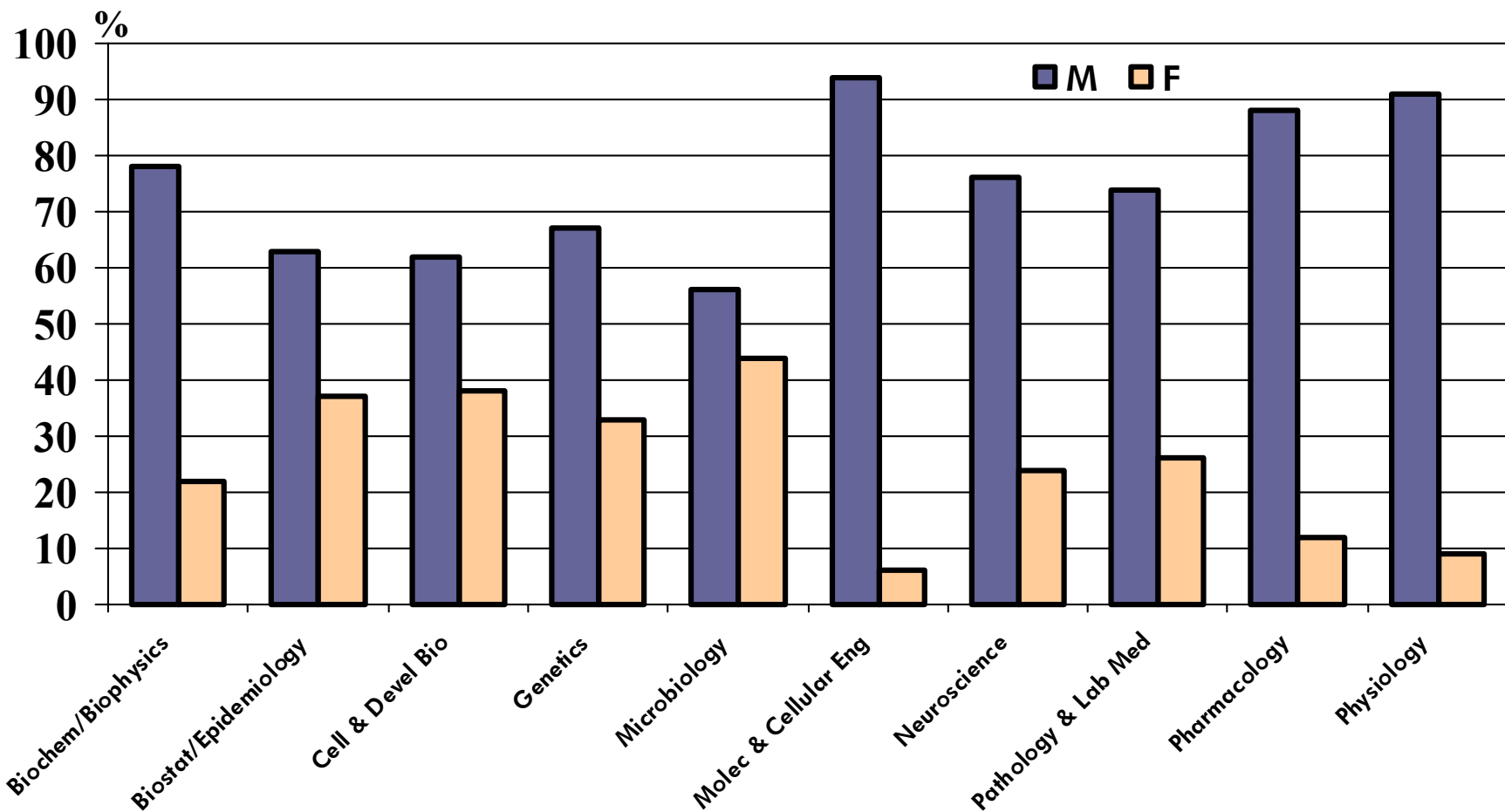
Gender Distributions by Clinical Department Penn Medical School Faculty, 12/99

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



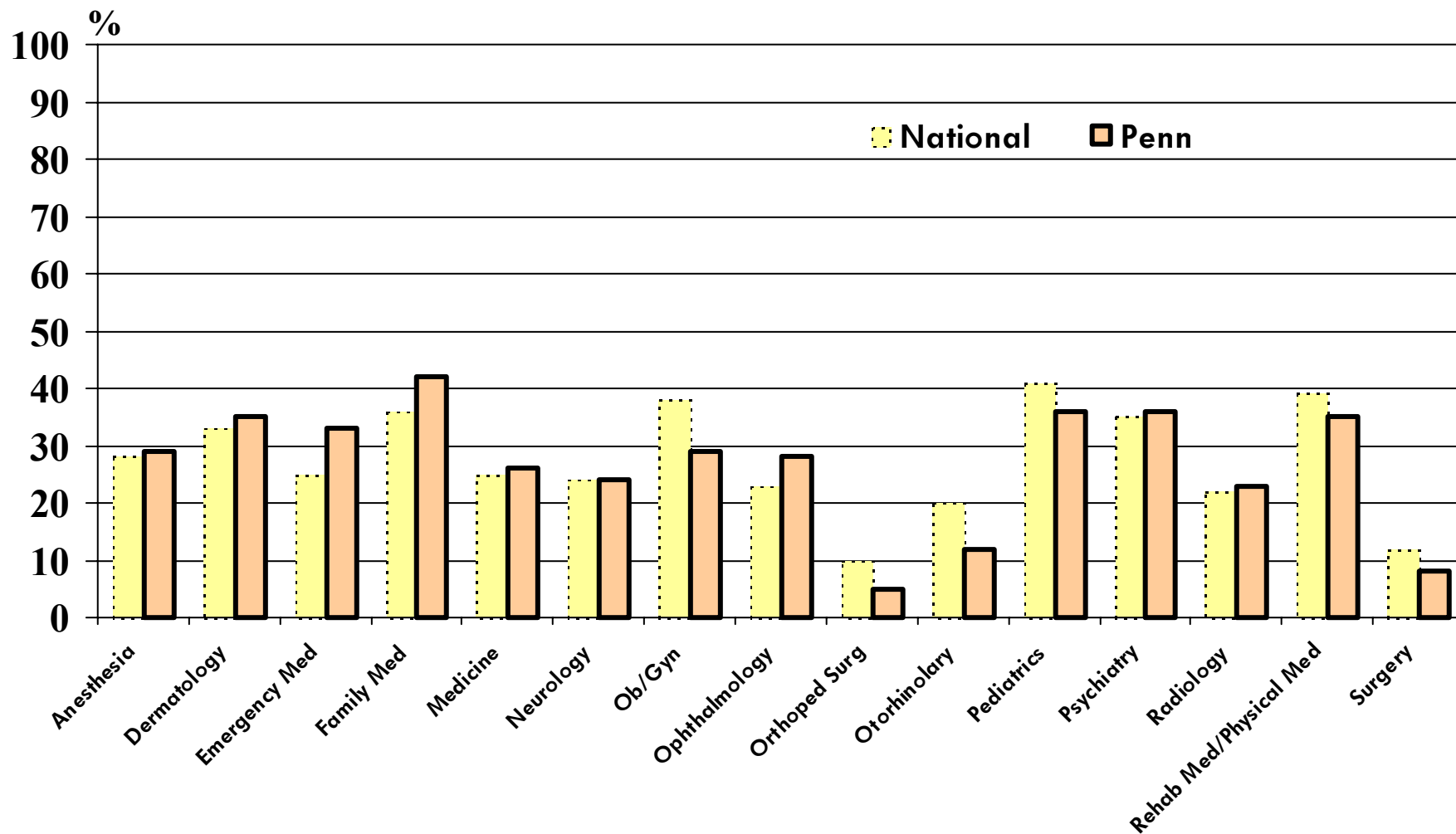
Gender Distributions by Basic Science Department Penn Medical School Faculty, 12/99

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



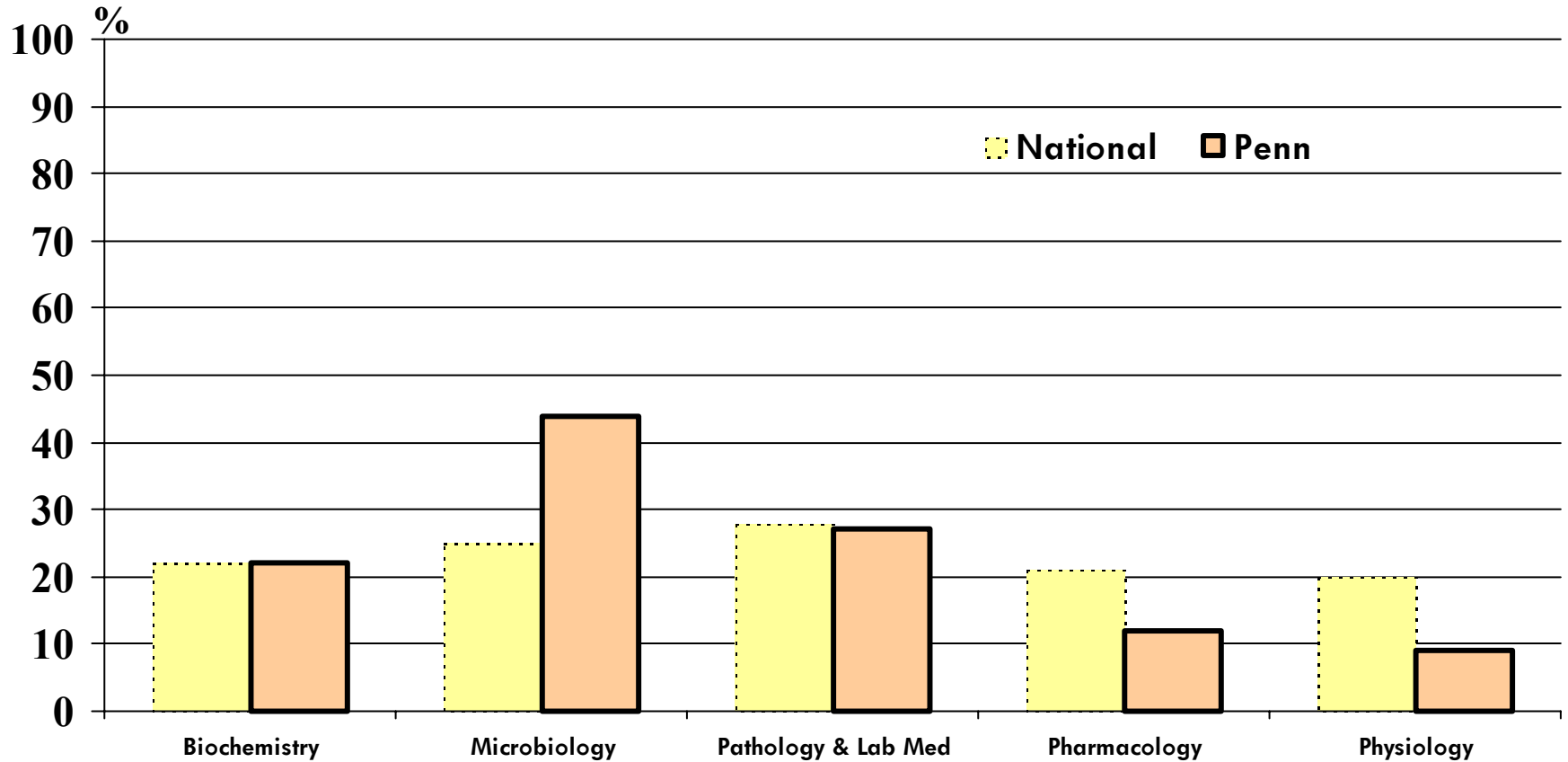
Percent Women Medical Faculty by Clinical Department Penn versus AAMC National Data, 12/99

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



Percent Women Medical Faculty by Basic Science Department Penn versus AAMC National Data, 12/99

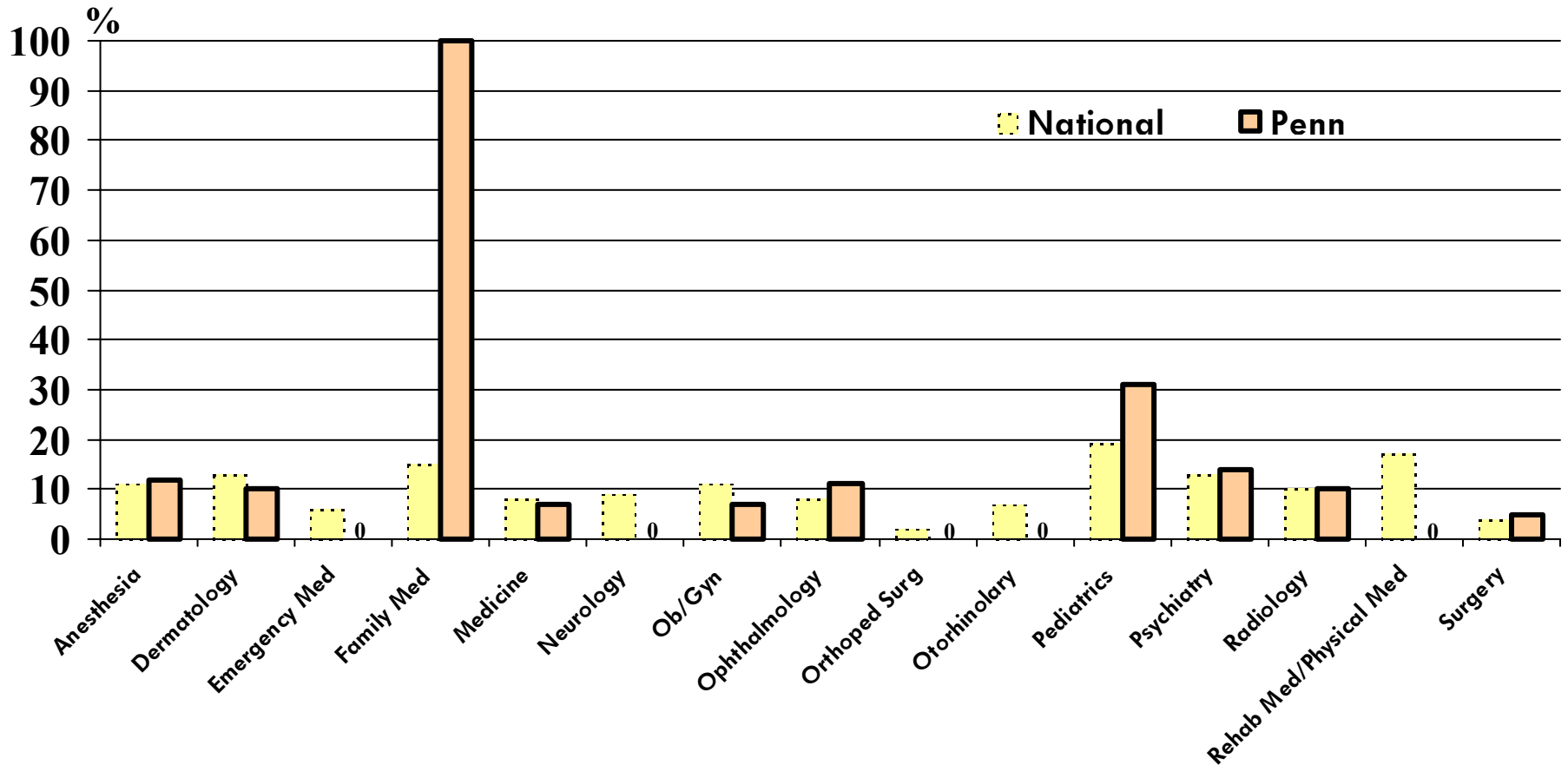
(includes Tenure, C-E, and Research Tracks; includes Instructors A/Lecturers A)



Percent Full Professors Who Are Women by Clinical Department

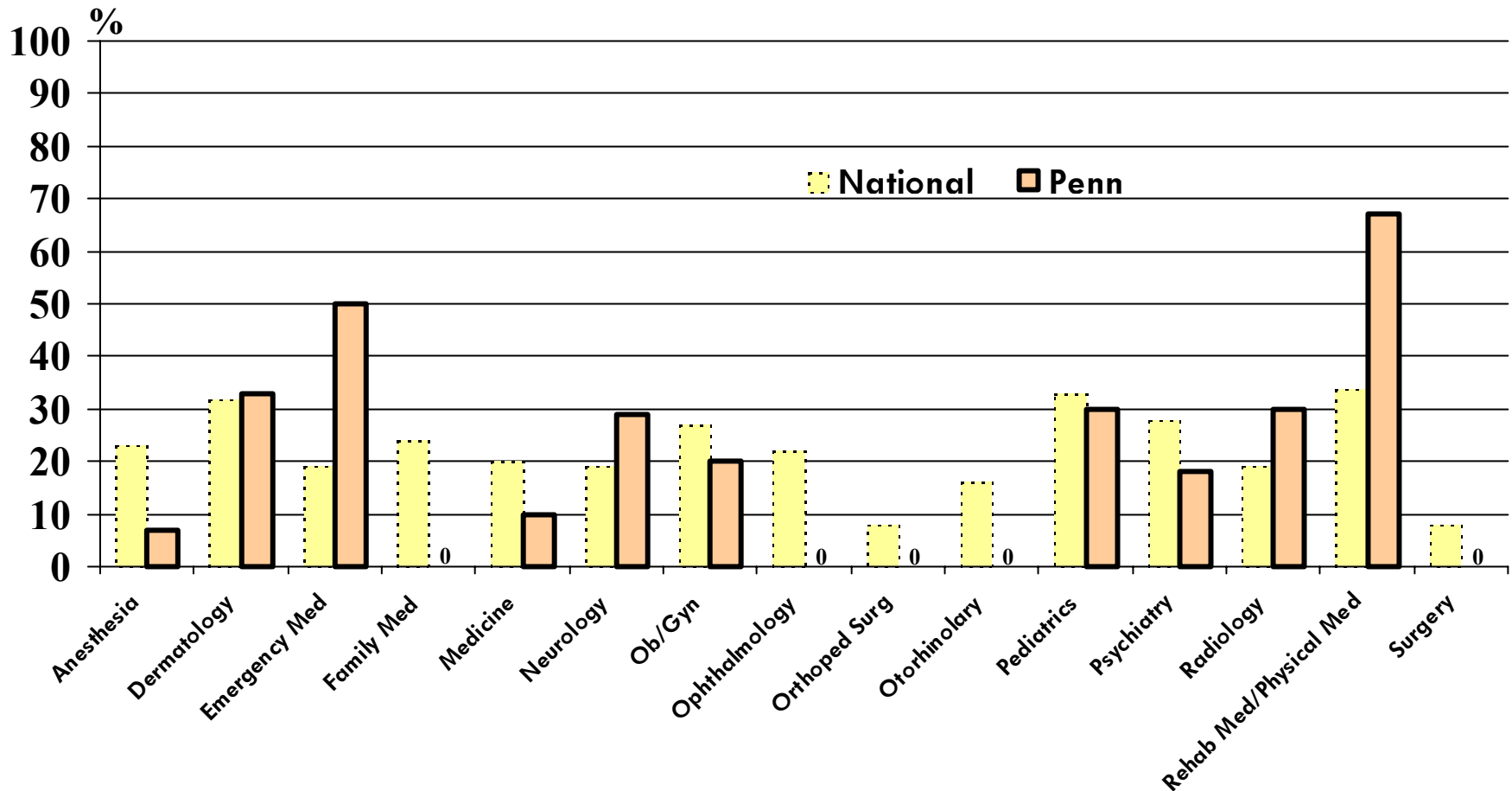
Penn versus AAMC National Data, 12/99

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



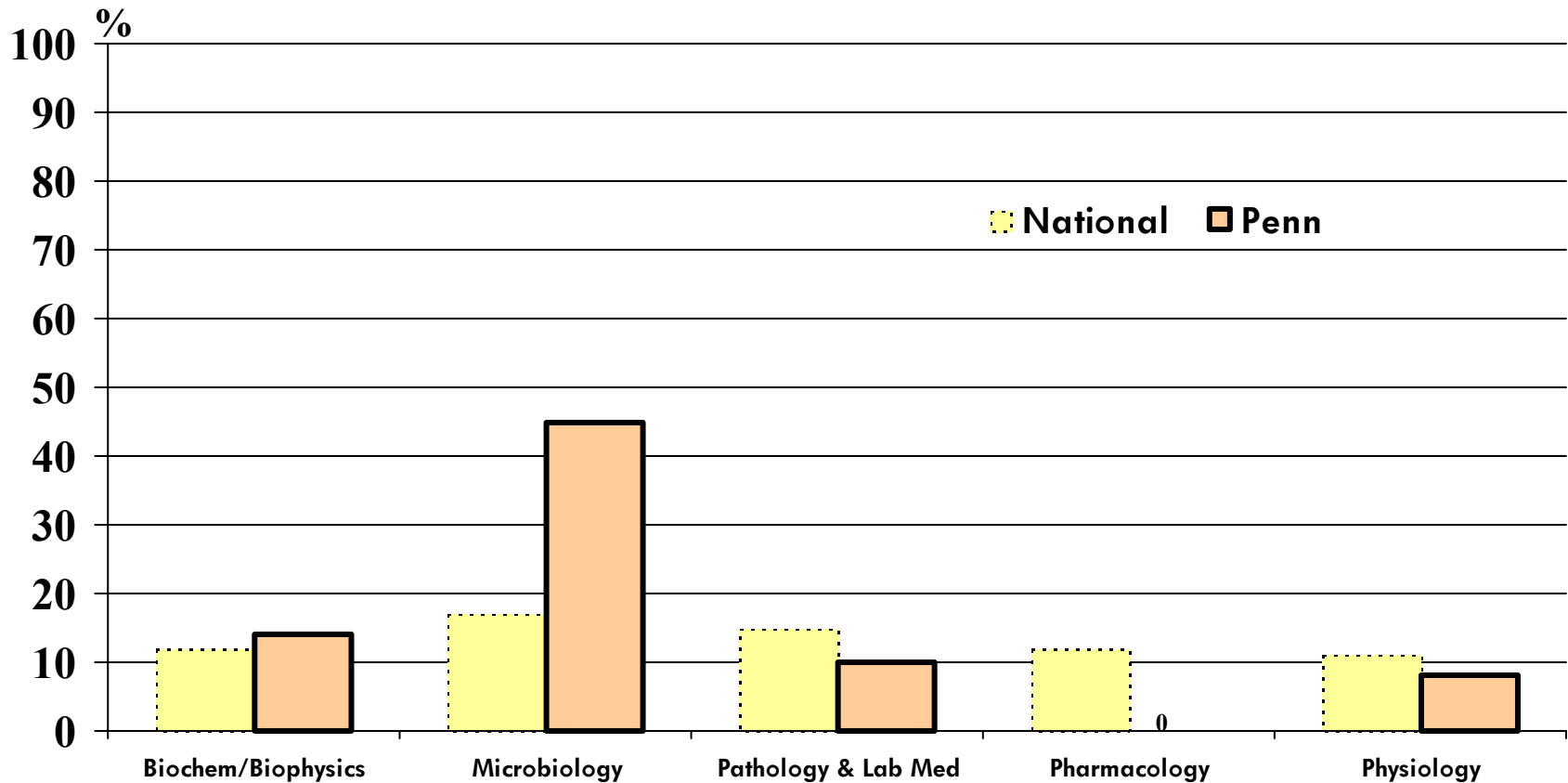
Percent Associate Professors Who Are Women by Clinical Department Penn versus AAMC National Data, 12/99

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



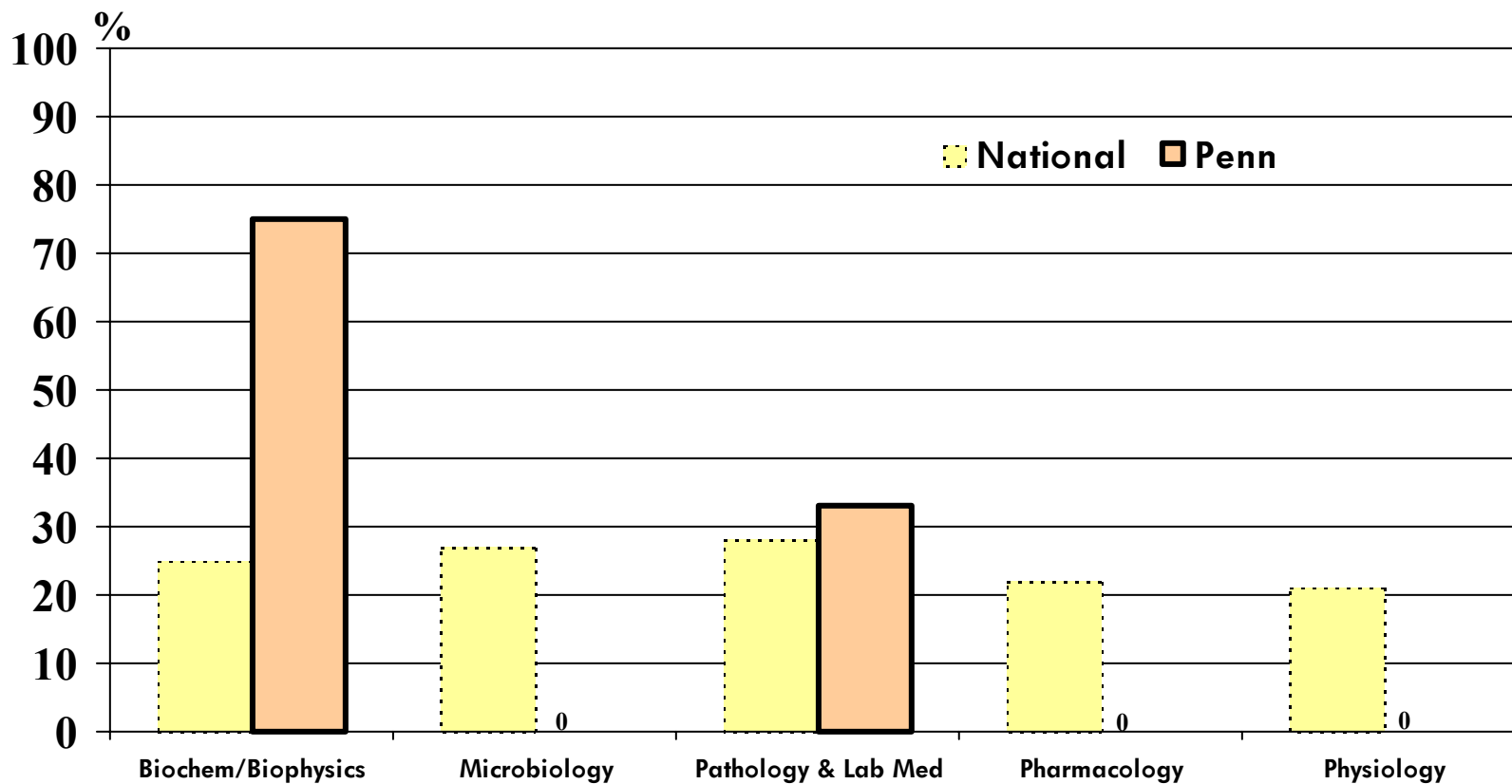
Percent Full Professors Who Are Women by Basic Science Department Penn versus AAMC National Data, 12/99

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



Percent Associate Professors Who Are Women by Basic Science Department Penn versus AAMC National Data, 12/99

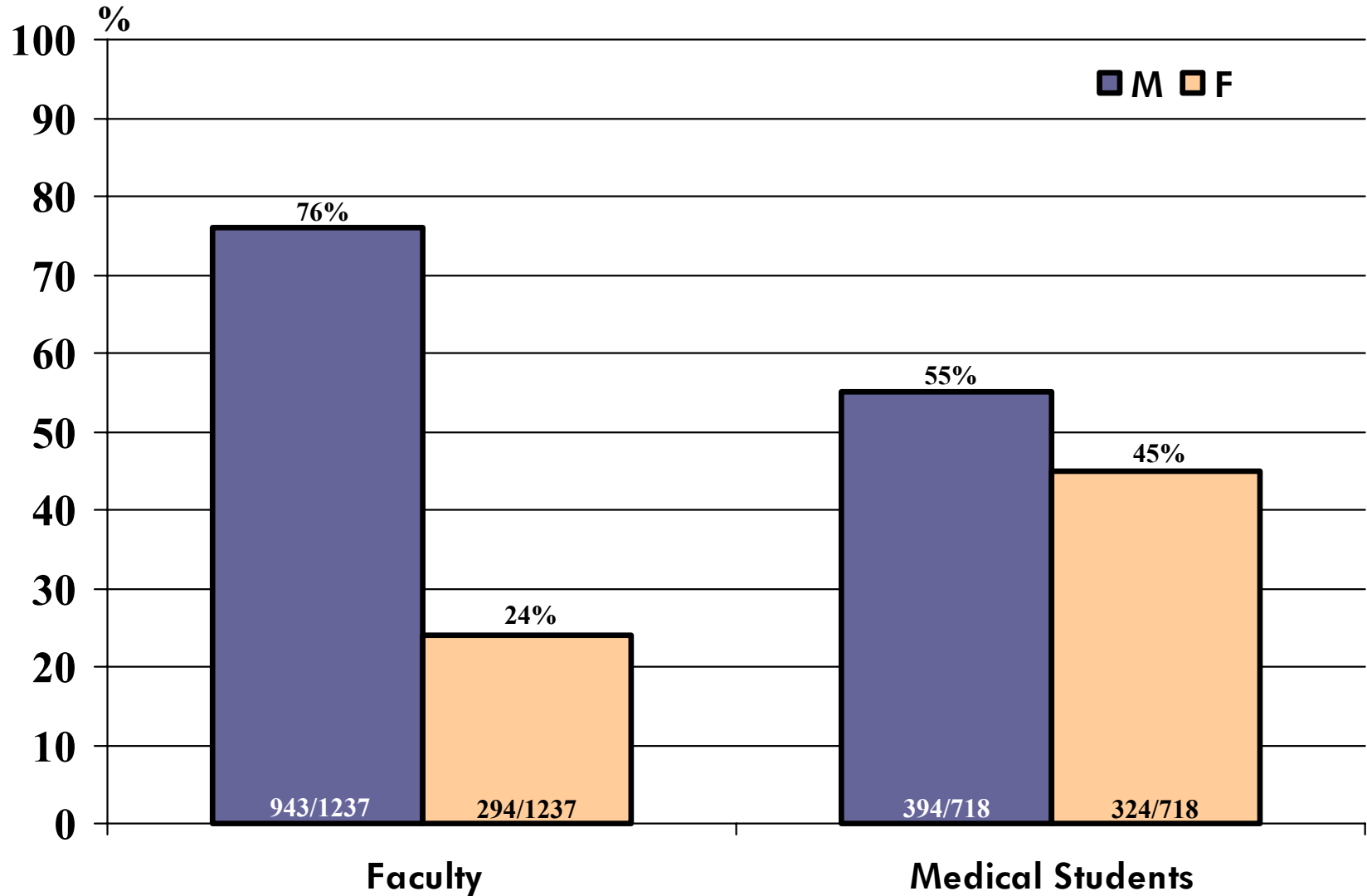
(includes Tenure, Clinician-Educator, and Research Tracks)



Penn's Pipeline in Academic Medicine, 12/99

Gender Distributions: Fulltime Faculty vs. Medical Students

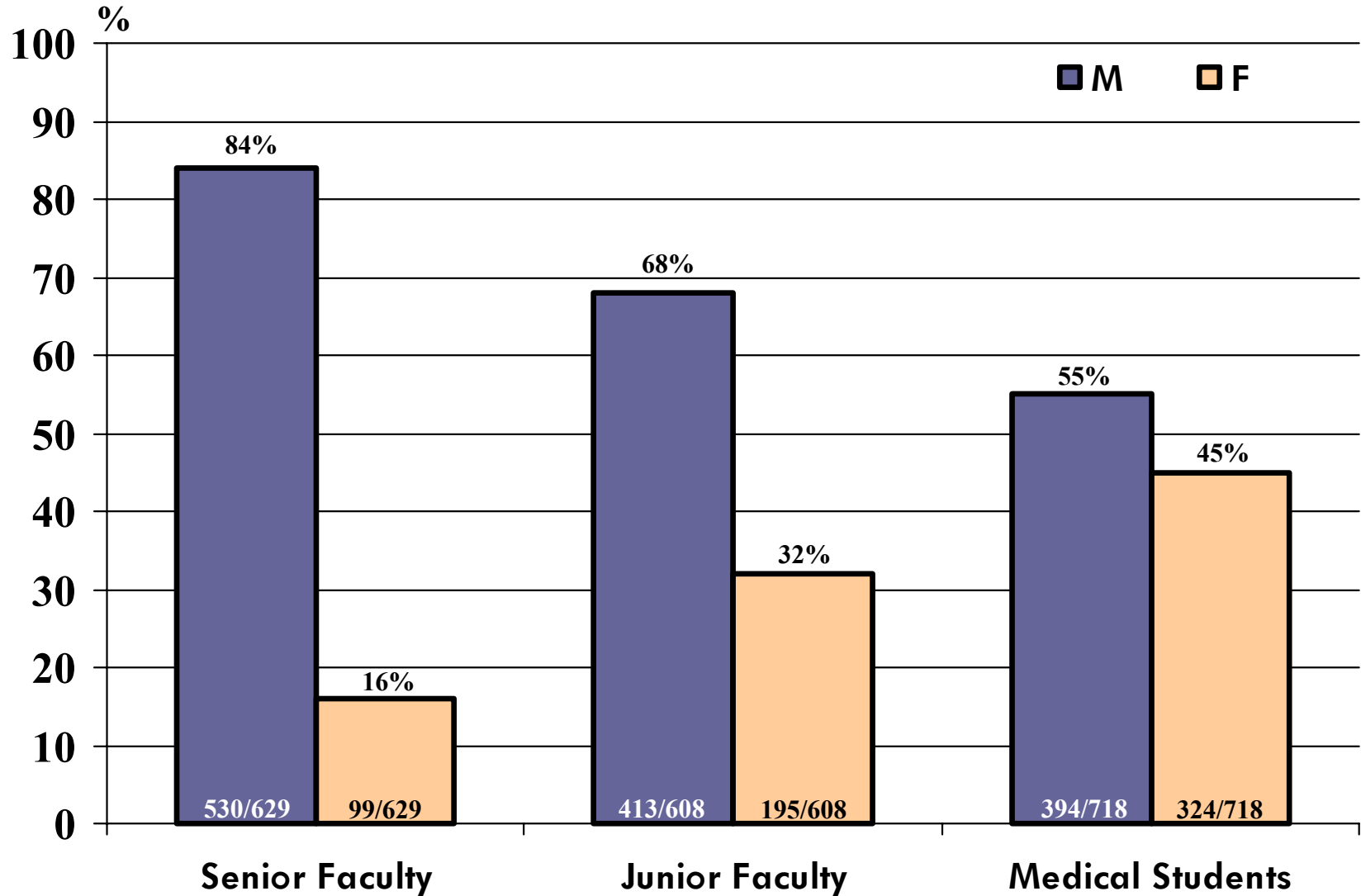
(includes Faculty in Tenure, Clinician-Educator, and Research Tracks)



Penn's Pipeline in Academic Medicine, 12/99

Gender Distributions: Fulltime Senior/Junior Faculty vs. Medical Students

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



Gender Distribution of Total Faculty within Rank Populations by Department
University of Pennsylvania Medical School Faculty
(includes faculty in Tenure, Clinician-Educator, and Research tracks)

DEPARTMENTS	TOTAL FACULTY				FULL Professors				ASSOCIATE Professors				ASSISTANT Professors				INSTRS A / LECTRS A				TOTAL FAC w/ Instr / Lect			
	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Anesthesiology	49	80	12	20	7	88	1	12	25	93	2	7	17	65	9	35	3	25	9	75	52	71	21	29
Biochem/Biophysics	21	78	6	22	12	86	2	14	1	25	3	75	8	89	1	11	0	0	0	0	21	78	6	22
Biostat & Epidem	10	63	6	37	4	100	0	0	2	50	2	50	4	50	4	50	3	100	0	0	13	68	6	32
Cell and Devel Bio	13	62	8	38	4	67	2	33	2	67	1	33	7	58	5	42	1	100	0	0	14	64	8	36
Dermatology	14	67	7	33	9	90	1	10	2	67	1	33	3	37	5	63	1	50	1	50	15	65	8	35
Emergency Medicine	13	57	10	43	1	100	0	0	2	50	2	50	10	56	8	44	7	100	0	0	20	67	10	33
Family Medicine	3	60	2	40	0	0	1	100	0	0	0	0	3	75	1	25	4	57	3	43	7	58	5	42
Genetics	12	67	6	33	5	83	1	17	1	50	1	50	6	60	4	40	0	0	0	0	12	67	6	33
Medicine	175	79	47	21	52	93	4	7	44	90	5	10	79	68	38	32	23	51	22	49	198	74	69	26
Microbiology	9	56	7	44	6	55	5	45	2	100	0	0	1	33	2	67	0	0	0	0	9	56	7	44
Molec and Cellular Eng	17	94	1	6	3	100	0	0	0	0	0	0	14	93	1	7	0	0	0	0	17	94	1	6
Neurology	41	79	11	21	15	100	0	0	10	71	4	29	16	70	7	30	11	69	5	31	52	76	16	24
Neuroscience	16	76	5	24	8	100	0	0	2	40	3	60	6	75	2	25	1	100	0	0	17	77	5	23
Neurosurgery	14	88	2	12	3	100	0	0	2	67	1	33	9	90	1	10	0	0	0	0	14	88	2	12
Ob/Gyn	28	72	11	28	13	93	1	7	4	80	1	20	11	55	9	45	1	50	1	50	29	71	12	29
Ophthalmology	21	81	5	19	8	89	1	11	6	100	0	0	7	64	4	36	0	0	3	10	21	72	8	28
Orthopaedic Surgery	26	96	1	4	7	100	0	0	7	100	0	0	12	92	1	8	10	91	1	9	36	95	2	5
Otorhinolaryngology	19	86	3	14	7	100	0	0	4	100	0	0	8	73	3	27	2	100	0	0	21	88	3	12
Pathol & Lab Med	56	74	20	26	26	90	3	10	8	67	4	33	22	63	13	37	4	67	2	33	60	73	22	27
Pediatrics	106	65	57	35	29	69	13	31	30	70	13	30	47	60	31	40	7	50	7	50	113	64	64	36
Pharmacology	21	88	3	12	5	100	0	0	5	100	0	0	11	79	3	21	0	0	0	0	21	88	3	12
Physiology	20	91	2	9	12	92	1	8	3	100	0	0	5	83	1	17	1	100	0	0	21	91	2	9
Psychiatry	65	70	28	30	19	86	3	14	14	82	3	18	32	59	22	41	11	44	14	56	76	64	42	36
Radiation Oncology	20	95	1	5	7	87	1	13	4	100	0	0	9	100	0	0	4	50	4	50	24	83	5	17
Radiology	72	77	21	23	36	90	4	10	14	70	6	30	22	67	11	33	0	0	0	0	72	77	21	23
Rehabilitation Med	9	64	5	36	1	100	0	0	1	33	2	67	7	70	3	30	4	67	2	33	13	65	7	35
Surgery	73	91	7	9	20	95	1	5	16	100	0	0	37	86	6	14	3	100	0	0	76	92	7	8
TOTAL	943	76	294	24	319	88	45	12	211	80	54	20	413	68	195	32	101	58	74	42	1044	74	368	26

Compiled by:

The FOCUS Leadership Mentoring Program
for
Women in Academic Medicine

with support from the

University of Pennsylvania School of Medicine

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