



ADVOCACY ■ EDUCATION ■ RESEARCH

2004 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 Research: Anne Cappola, MD, ScM

Director of Professional Development: Lucy 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.

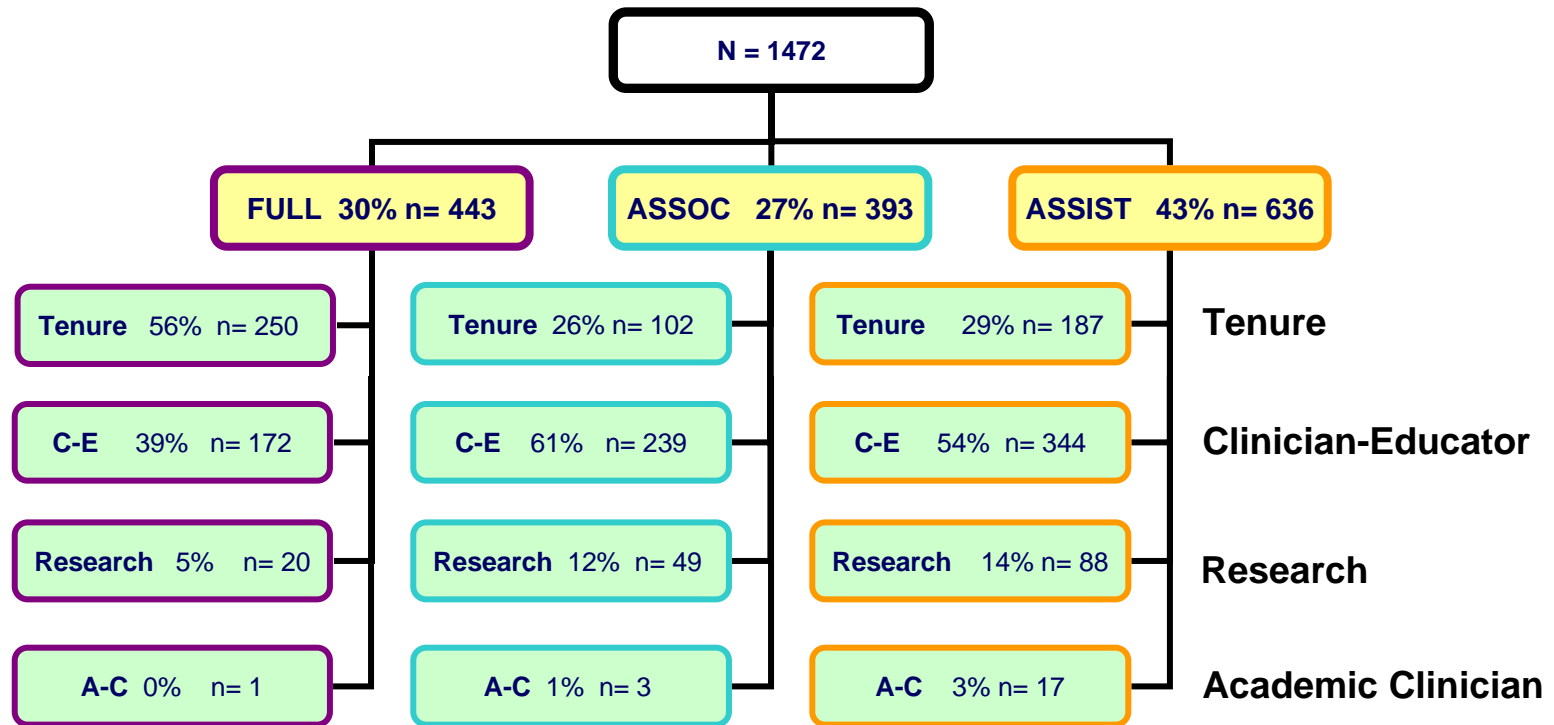
This report consists of data for the year ending 12/31/04 from the gender and minority report supplied by the Office of Faculty Affairs in the School of Medicine at the University of Pennsylvania. These statistics were then compared with national benchmarks published by the AAMC in their 2003-2004 annual report, *Women in U.S. Academic Medicine-- Statistics*.

Please note: This is an abridged version of the 2004 Benchmark Data. Additional data are available through the FOCUS program. To view this report via web, please visit-- <http://www.focusprogram.org/benchmark.html>

Compiled by:
Stephanie Abbuhl, MD and Patricia Scott

Gender Distribution
at
RANK

General Data: Fulltime Faculty Breakdown by Rank, then Track Penn Medical School Fulltime Faculty, 12/31/04



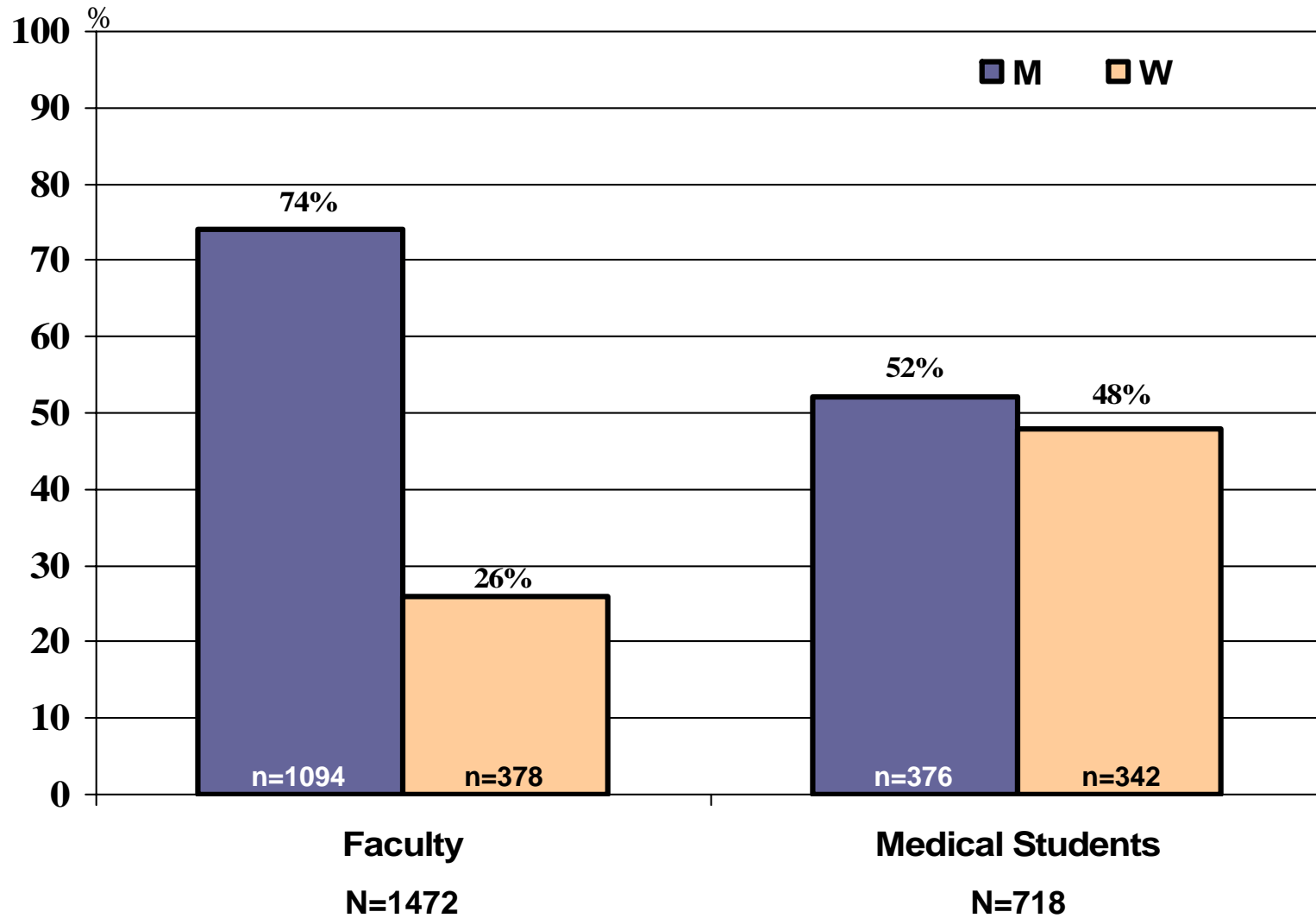
Gender Distribution within Ranks by Department

University of Pennsylvania School of Medicine, 12/31/04

| 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 | | |
| Anesthesia | 76 | 64 | 84% | 12 | 16% | 11 | 85% | 2 | 15% | 25 | 89% | 3 | 11% | 28 | 80% | 7 | 20% | 5 | 71% | 2 | 29% | 69 | 83% | 14 | 17% | 83 |
| Biochemistry | 29 | 22 | 76% | 7 | 24% | 13 | 87% | 2 | 13% | 3 | 50% | 3 | 50% | 6 | 75% | 2 | 25% | 0 | 0% | 0 | 0% | 22 | 76% | 7 | 24% | 29 |
| Biostat & Epidem | 32 | 16 | 50% | 16 | 50% | 6 | 75% | 2 | 25% | 2 | 40% | 3 | 60% | 8 | 42% | 11 | 58% | 1 | 20% | 4 | 80% | 17 | 46% | 20 | 54% | 37 |
| Cancer Biology | 7 | 7 | 100% | 0 | 0% | 1 | 100% | 0 | 0% | 1 | 100% | 0 | 0% | 5 | 100% | 0 | 0% | 1 | 50% | 1 | 50% | 8 | 89% | 1 | 11% | 9 |
| Cell & Devel Biology | 18 | 11 | 61% | 7 | 39% | 3 | 50% | 3 | 50% | 4 | 67% | 2 | 33% | 4 | 67% | 2 | 33% | 0 | 0% | 0 | 0% | 11 | 61% | 7 | 39% | 18 |
| Dermatology | 22 | 13 | 59% | 9 | 41% | 6 | 86% | 1 | 14% | 2 | 67% | 1 | 33% | 5 | 42% | 7 | 58% | 0 | 0% | 0 | 0% | 13 | 59% | 9 | 41% | 22 |
| Emergency Medicine | 27 | 17 | 63% | 10 | 37% | 4 | 100% | 0 | 0% | 6 | 55% | 5 | 45% | 7 | 58% | 5 | 42% | 3 | 100% | 0 | 0% | 20 | 67% | 10 | 33% | 30 |
| Family Medicine | 12 | 7 | 58% | 5 | 42% | 0 | 0% | 1 | 100% | 1 | 100% | 0 | 0% | 6 | 60% | 4 | 40% | 3 | 43% | 4 | 57% | 10 | 53% | 9 | 47% | 19 |
| Genetics | 17 | 12 | 71% | 5 | 29% | 5 | 83% | 1 | 17% | 4 | 57% | 3 | 43% | 3 | 75% | 1 | 25% | 2 | 100% | 0 | 0% | 14 | 74% | 5 | 26% | 19 |
| Medical Ethics | 4 | 3 | 75% | 1 | 25% | 1 | 100% | 0 | 0% | 0 | 0% | 0 | 0% | 2 | 67% | 1 | 33% | 0 | 0% | 2 | 100% | 3 | 50% | 3 | 50% | 6 |
| Medicine | 267 | 208 | 78% | 59 | 22% | 71 | 93% | 5 | 7% | 53 | 78% | 15 | 22% | 84 | 68% | 39 | 32% | 25 | 53% | 22 | 47% | 233 | 74% | 81 | 26% | 314 |
| Microbiology | 17 | 11 | 65% | 6 | 35% | 6 | 60% | 4 | 40% | 4 | 100% | 0 | 0% | 1 | 33% | 2 | 67% | 0 | 0% | 0 | 0% | 11 | 65% | 6 | 35% | 17 |
| Neurology | 60 | 48 | 80% | 12 | 20% | 18 | 95% | 1 | 5% | 13 | 76% | 4 | 24% | 17 | 71% | 7 | 29% | 3 | 60% | 2 | 40% | 51 | 78% | 14 | 22% | 65 |
| Neuroscience | 22 | 17 | 77% | 5 | 23% | 10 | 91% | 1 | 9% | 2 | 40% | 3 | 60% | 5 | 83% | 1 | 17% | 1 | 50% | 1 | 50% | 18 | 75% | 6 | 25% | 24 |
| Neurosurgery | 17 | 15 | 88% | 2 | 12% | 6 | 100% | 0 | 0% | 5 | 83% | 1 | 17% | 4 | 80% | 1 | 20% | 0 | 0% | 0 | 0% | 15 | 88% | 2 | 12% | 17 |
| Obstetr/Gynecology | 37 | 26 | 70% | 11 | 30% | 11 | 92% | 1 | 8% | 6 | 75% | 2 | 25% | 9 | 53% | 8 | 47% | 0 | 0% | 0 | 0% | 26 | 70% | 11 | 30% | 37 |
| Ophthalmology | 33 | 25 | 76% | 8 | 24% | 9 | 82% | 2 | 18% | 8 | 80% | 2 | 20% | 8 | 67% | 4 | 33% | 5 | 71% | 2 | 29% | 30 | 75% | 10 | 25% | 40 |
| Orthopaedic Surgery | 36 | 33 | 92% | 3 | 8% | 8 | 89% | 1 | 11% | 10 | 91% | 1 | 9% | 15 | 94% | 1 | 6% | 1 | 100% | 0 | 0% | 34 | 92% | 3 | 8% | 37 |
| Otorhinolaryngology | 31 | 25 | 81% | 6 | 19% | 8 | 100% | 0 | 0% | 5 | 71% | 2 | 29% | 12 | 75% | 4 | 25% | 2 | 67% | 1 | 33% | 27 | 79% | 7 | 21% | 34 |
| Path & Lab Medicine | 110 | 83 | 75% | 27 | 25% | 34 | 89% | 4 | 11% | 20 | 77% | 6 | 23% | 29 | 63% | 17 | 37% | 0 | 0% | 2 | 100% | 83 | 74% | 29 | 26% | 112 |
| Pediatrics | 203 | 121 | 60% | 82 | 40% | 36 | 64% | 20 | 36% | 38 | 61% | 24 | 39% | 47 | 55% | 38 | 45% | 5 | 25% | 15 | 75% | 126 | 57% | 97 | 43% | 223 |
| Pharmacology | 23 | 19 | 83% | 4 | 17% | 7 | 100% | 0 | 0% | 7 | 78% | 2 | 22% | 5 | 71% | 2 | 29% | 0 | 0% | 0 | 0% | 19 | 83% | 4 | 17% | 23 |
| Phys Med & Rehab | 14 | 7 | 50% | 7 | 50% | 1 | 100% | 0 | 0% | 5 | 71% | 2 | 29% | 1 | 17% | 5 | 83% | 3 | 75% | 1 | 25% | 10 | 56% | 8 | 44% | 18 |
| Physiology | 26 | 21 | 81% | 5 | 19% | 13 | 87% | 2 | 13% | 5 | 100% | 0 | 0% | 3 | 50% | 3 | 50% | 0 | 0% | 0 | 0% | 21 | 81% | 5 | 19% | 26 |
| Psychiatry | 111 | 80 | 72% | 31 | 28% | 24 | 83% | 5 | 17% | 25 | 89% | 3 | 11% | 31 | 57% | 23 | 43% | 6 | 50% | 6 | 50% | 86 | 70% | 37 | 30% | 123 |
| Radiation Oncology | 27 | 21 | 78% | 6 | 22% | 9 | 90% | 1 | 10% | 5 | 83% | 1 | 17% | 7 | 64% | 4 | 36% | 3 | 60% | 2 | 40% | 24 | 75% | 8 | 25% | 32 |
| Radiology | 101 | 79 | 78% | 22 | 22% | 31 | 86% | 5 | 14% | 16 | 70% | 7 | 30% | 32 | 76% | 10 | 24% | 4 | 80% | 1 | 20% | 83 | 78% | 23 | 22% | 106 |
| Surgery | 93 | 83 | 89% | 10 | 11% | 27 | 100% | 0 | 0% | 21 | 91% | 2 | 9% | 35 | 81% | 8 | 19% | 1 | 100% | 0 | 0% | 84 | 89% | 10 | 11% | 94 |
| TOTAL | 1472 | 1094 | 74% | 378 | 26% | 379 | 86% | 64 | 14% | 296 | 75% | 97 | 25% | 419 | 66% | 217 | 34% | 74 | 52% | 68 | 48% | 1168 | 72% | 446 | 28% | 1614 |

Gender Distribution: Fulltime Faculty vs. Medical Students University of Pennsylvania School of Medicine, 12/31/04

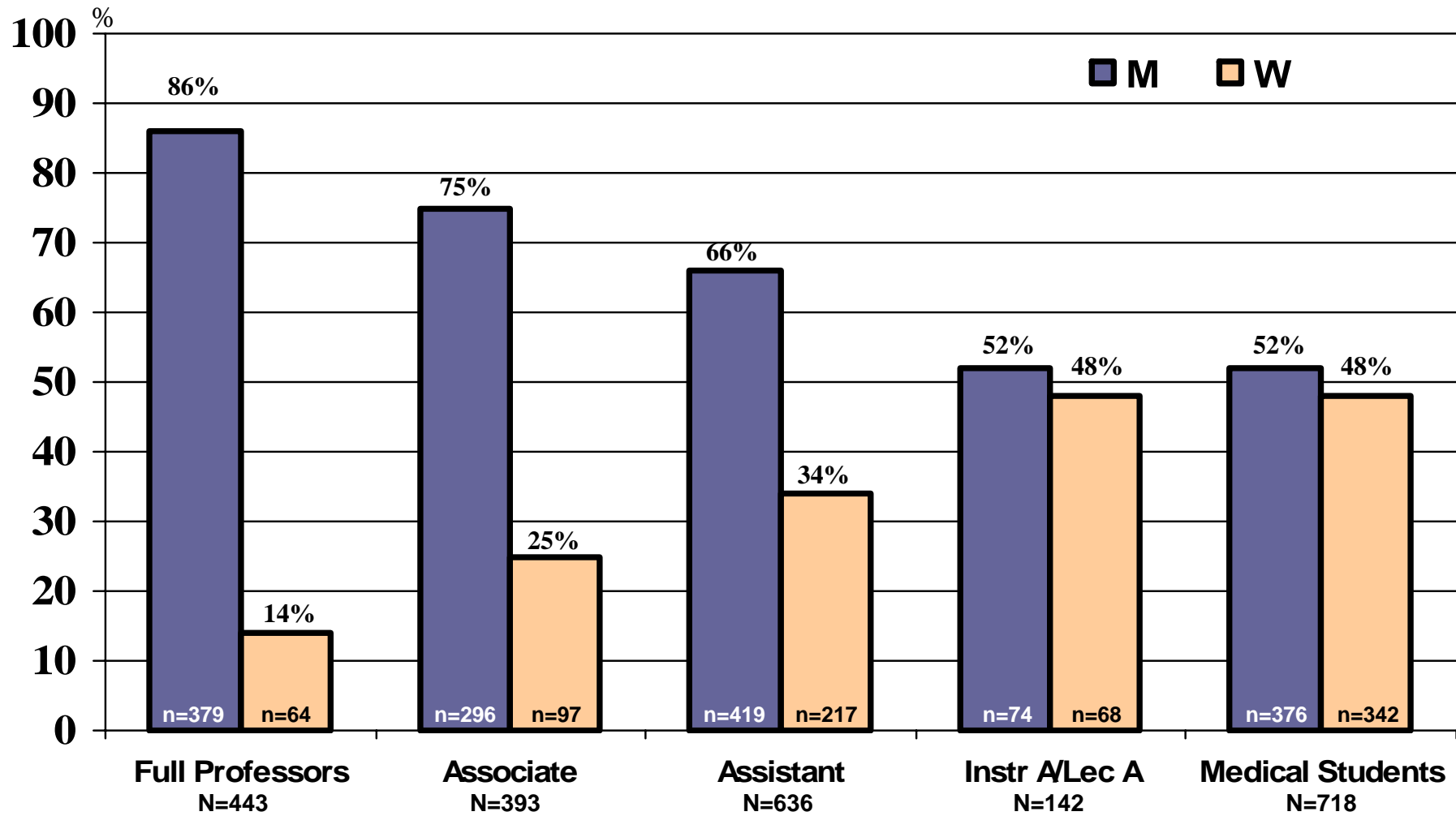
(includes faculty in Full, Associate and Assistant Professor Ranks and in Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



Penn's Pipeline in Academic Medicine

Gender Distributions within Faculty Ranks and Medical Students, 12/31/04

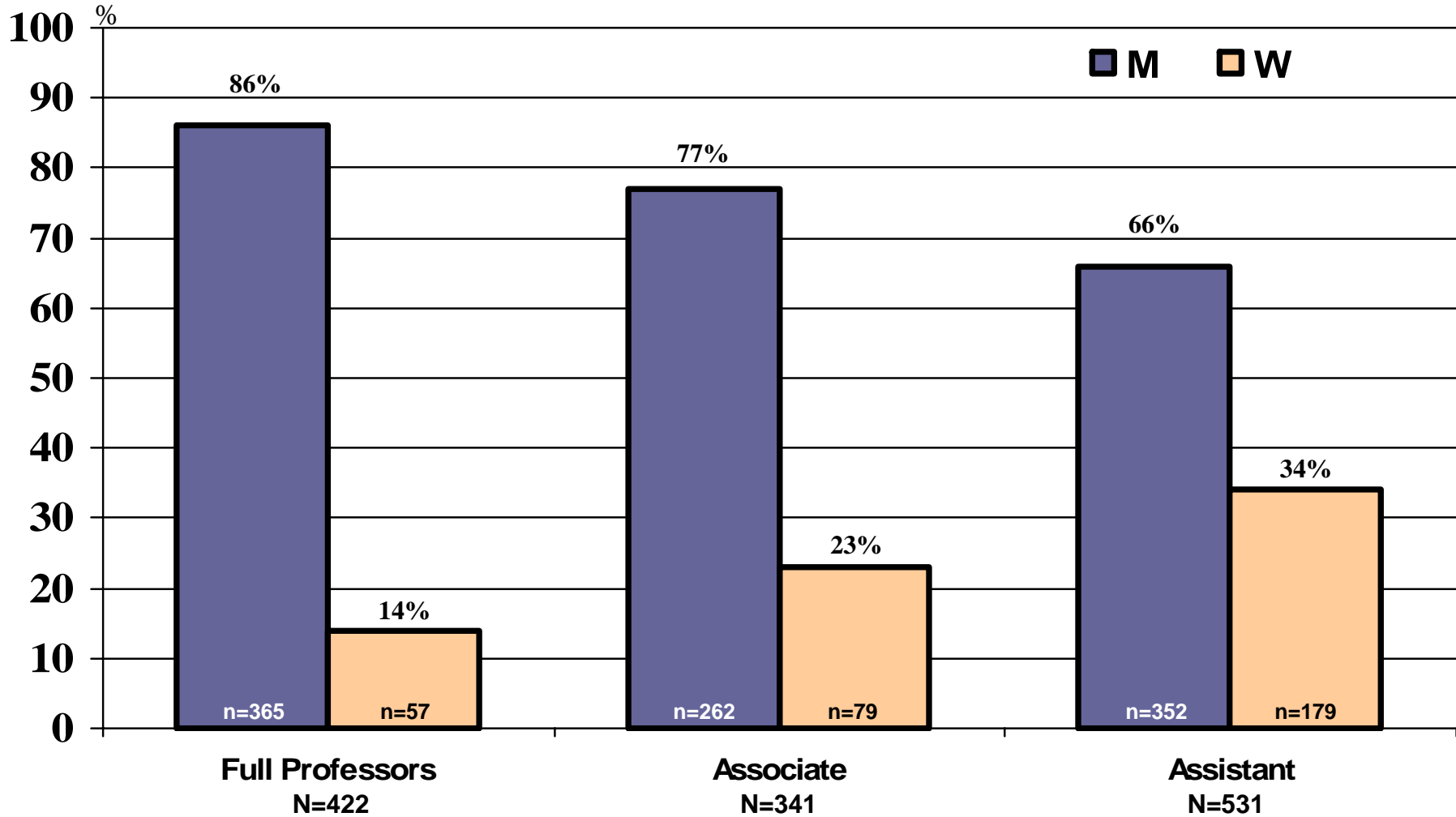
(includes faculty in Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



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

Gender Distributions within Ranks Penn Medical School *Standing** Faculty, 12/31/04

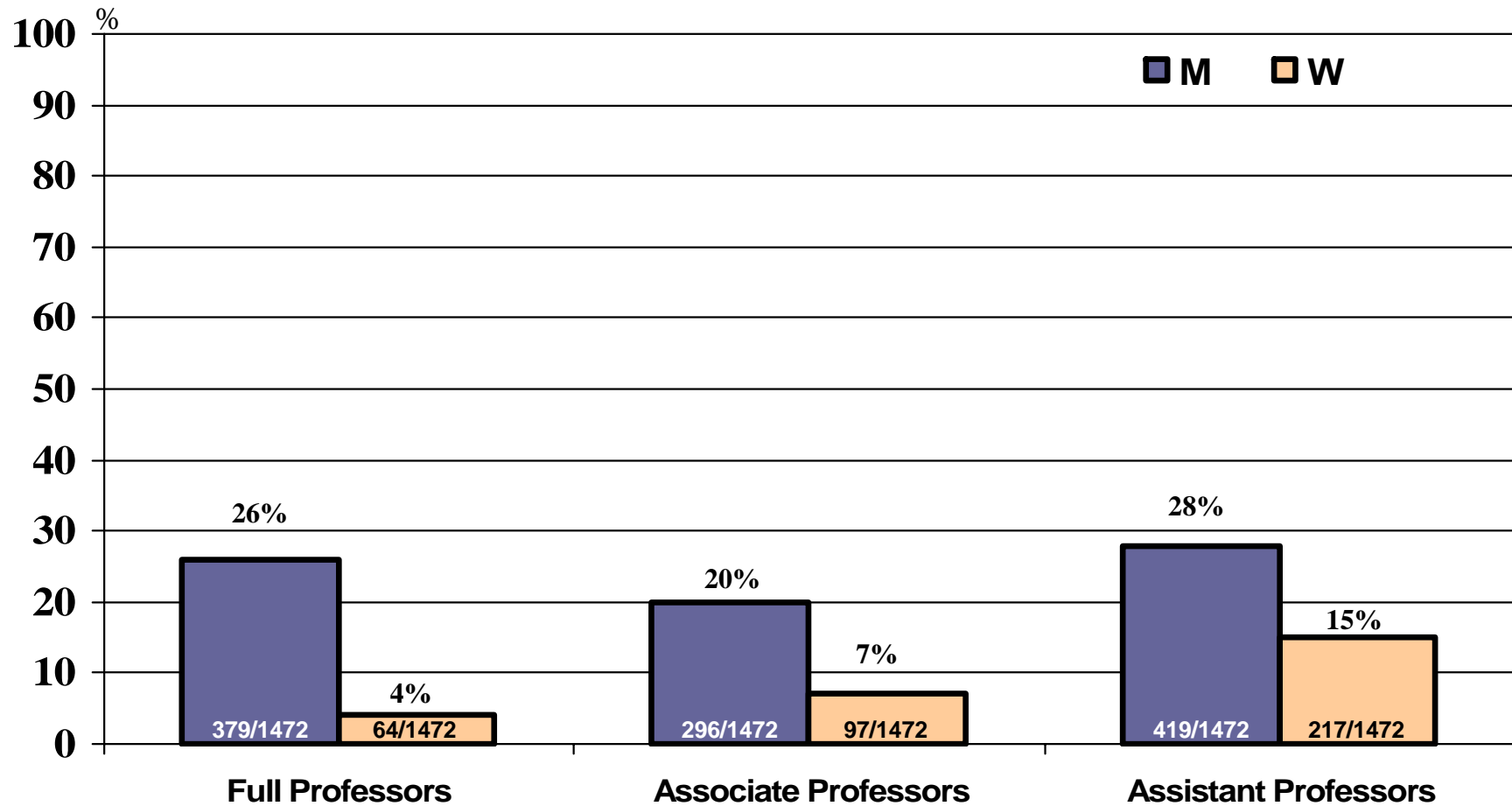
(*includes only Tenure and Clinician-Educator Tracks)



Gender Breakdown across Ranks

Penn Medical School Fulltime Faculty, 12/31/04

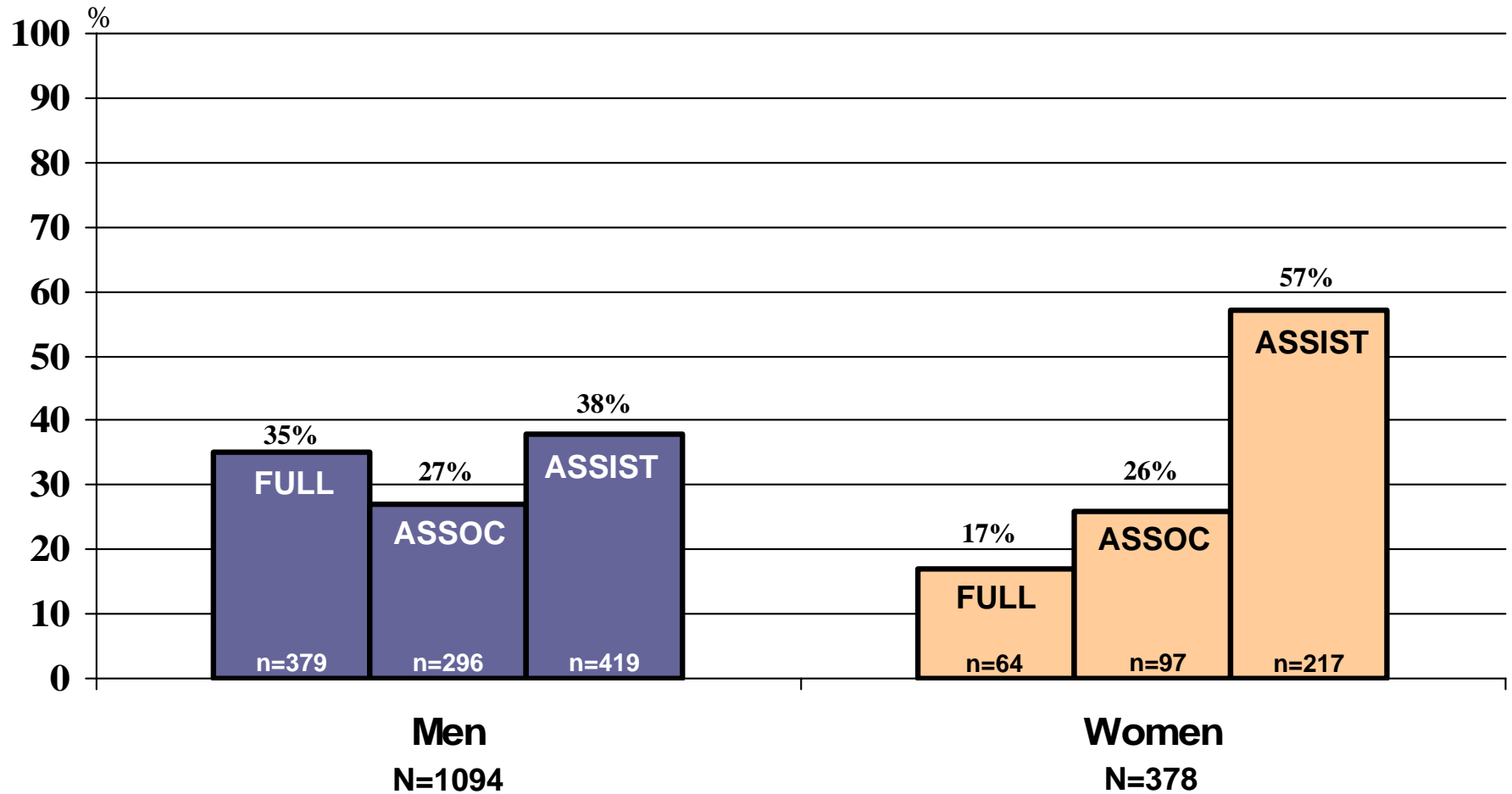
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



(Note: Denominator is TOTAL number of fulltime faculty, N= 1472)

Distribution of Ranks Separated by Gender Penn Medical School Fulltime Faculty, 12/31/04

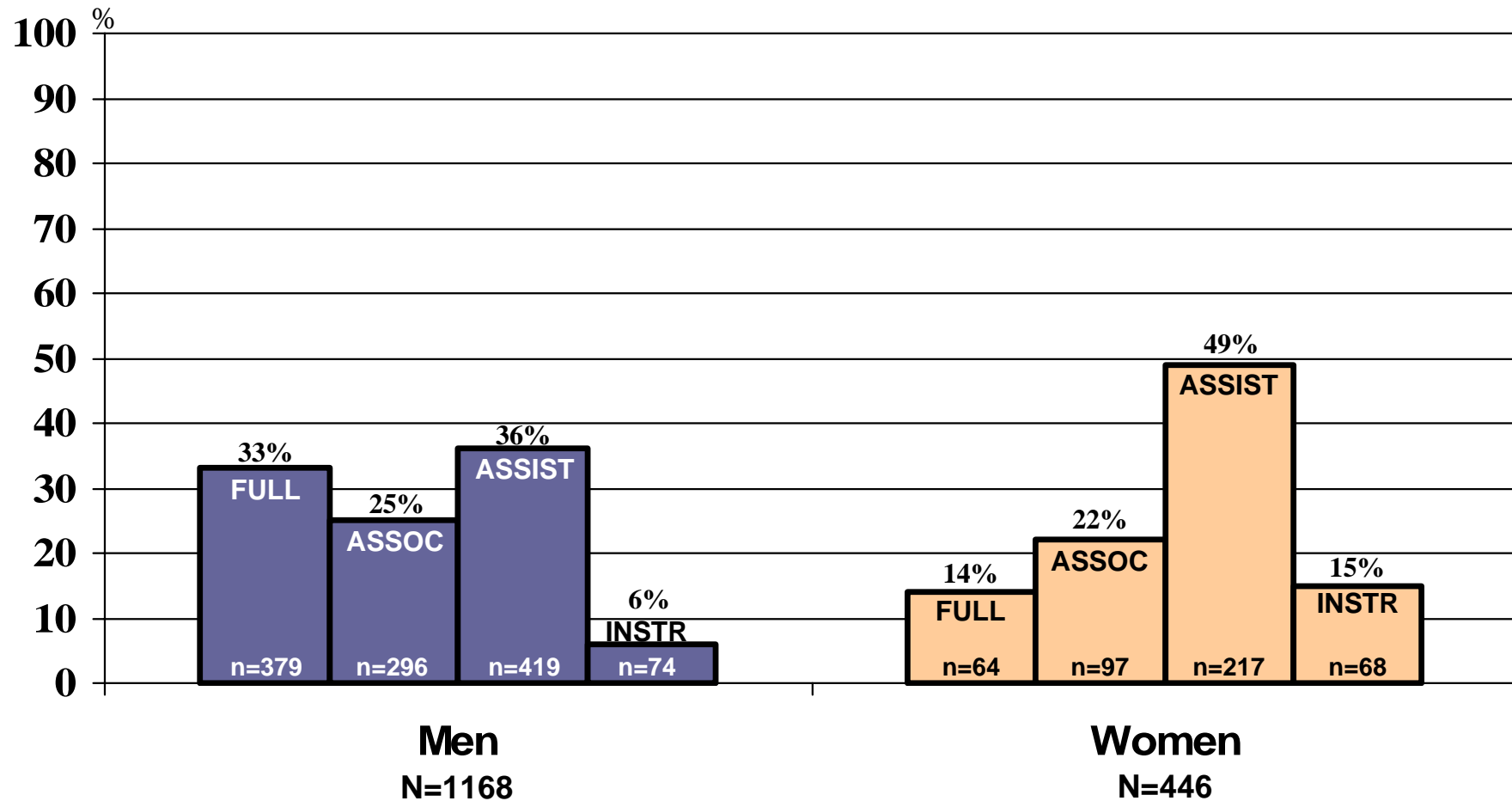
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



Distribution of Ranks Separated by Gender

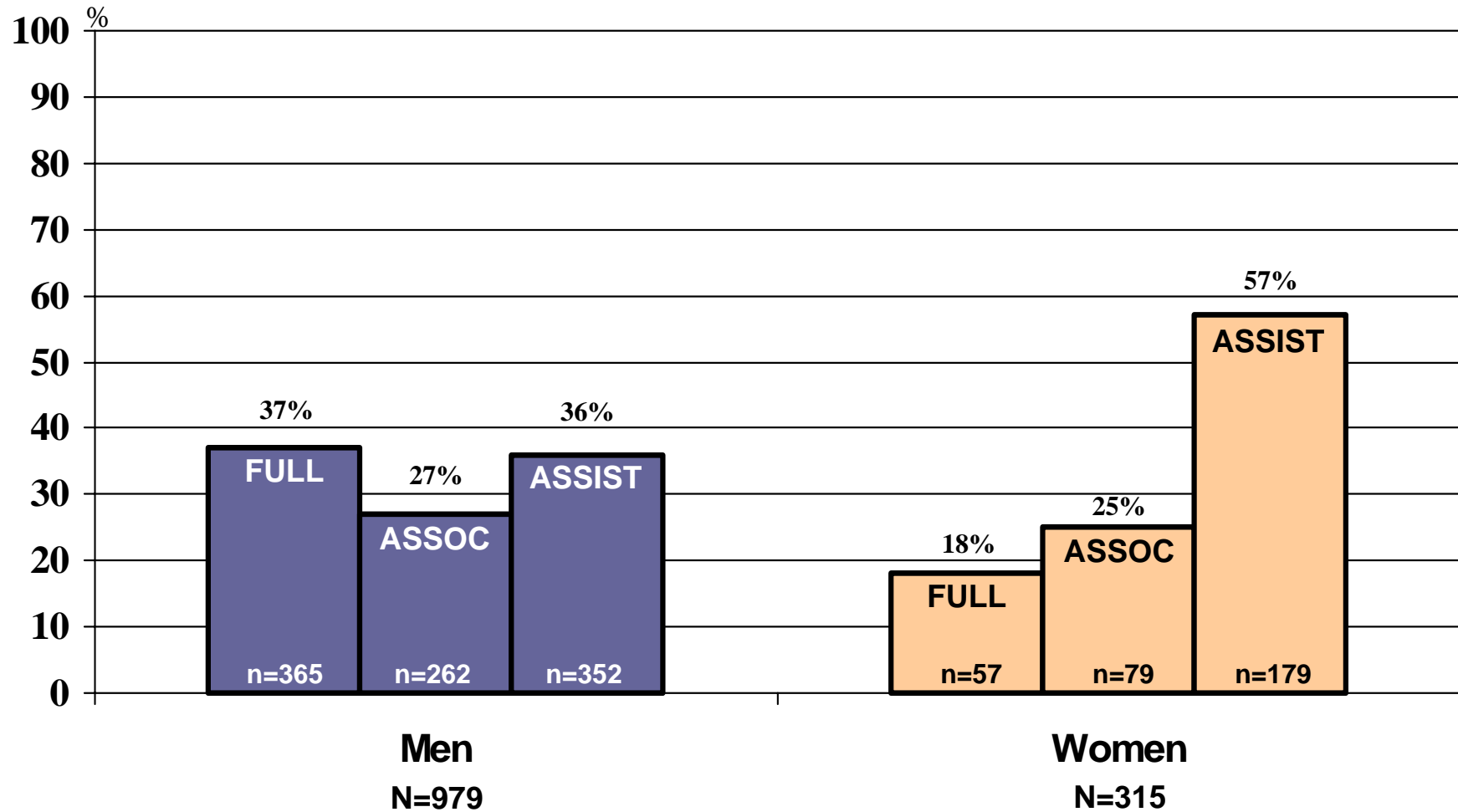
Penn Medical School Faculty & Instructors/Lecturers A, 12/31/04

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



Distribution of Ranks Separated by Gender Penn Medical School *Standing** Faculty, 12/31/04

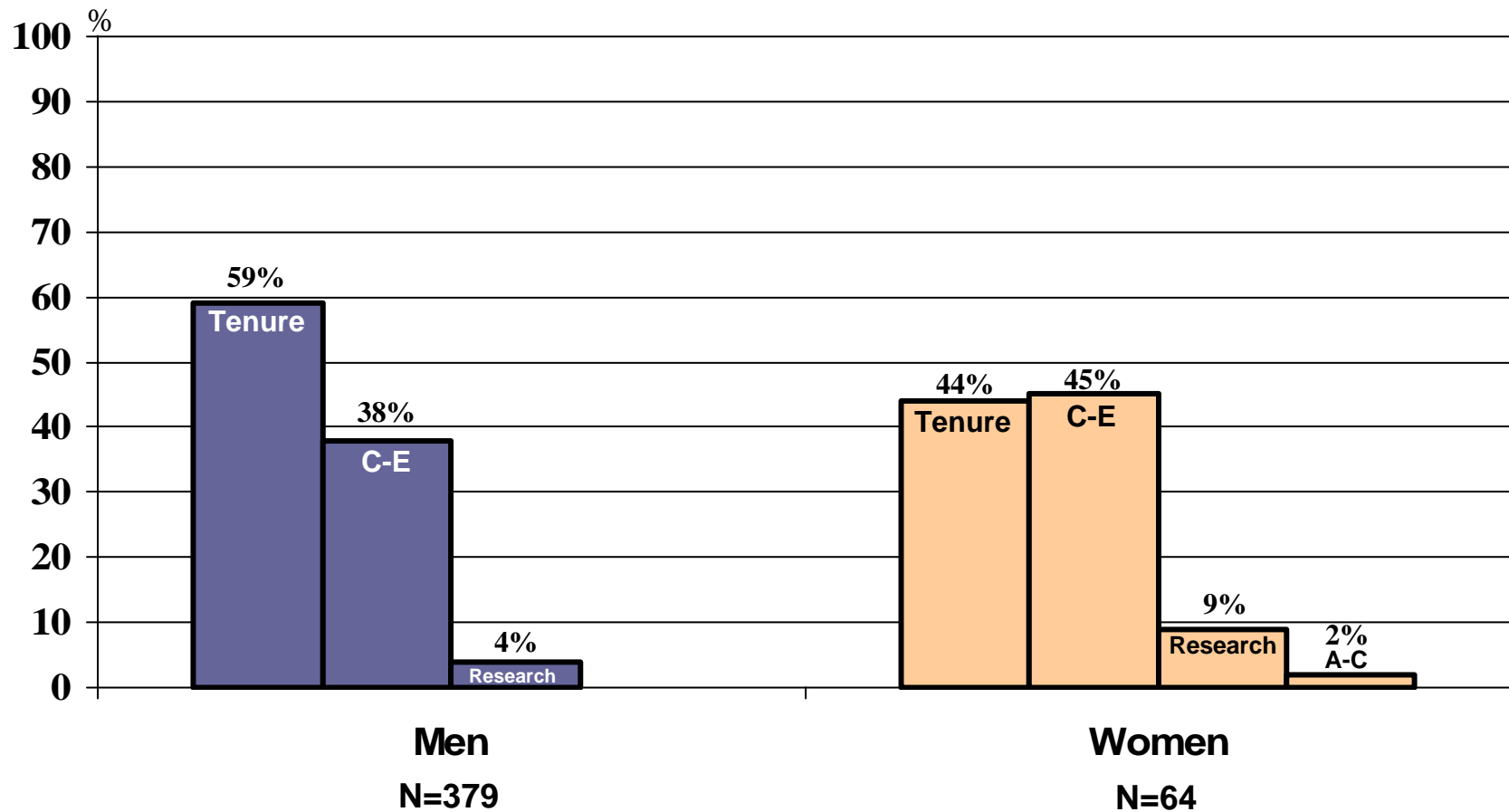
(*includes only Tenure and Clinician-Educator Tracks)



Track Distribution of *Full* Professor Rank, by Gender

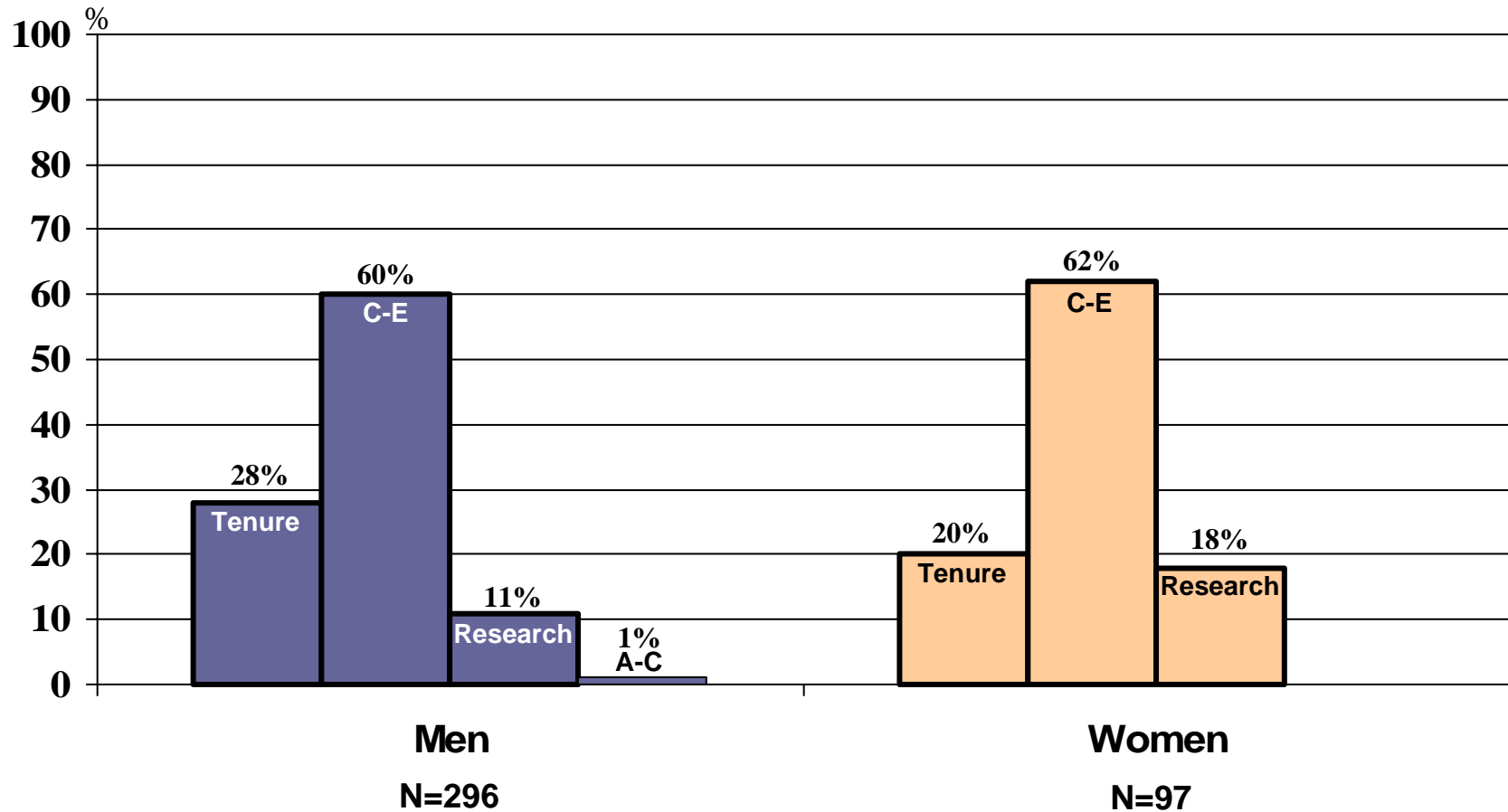
Penn Medical School Fulltime Faculty, 12/31/04

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



Track Distribution of *Associate Professor* Rank, by Gender Penn Medical School Fulltime Faculty, 12/31/04

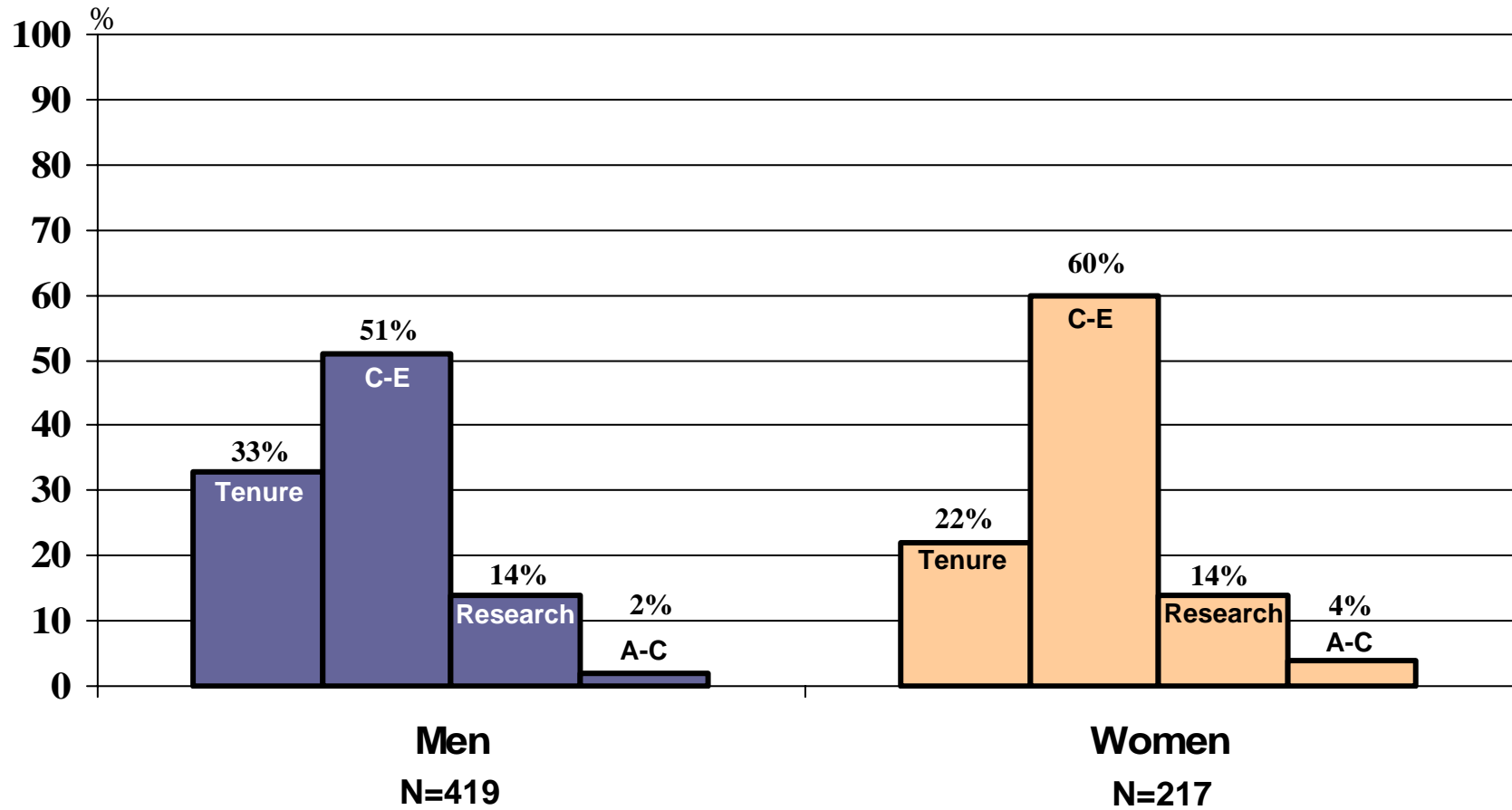
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



Track Distribution of *Assistant* Professor Rank, by Gender

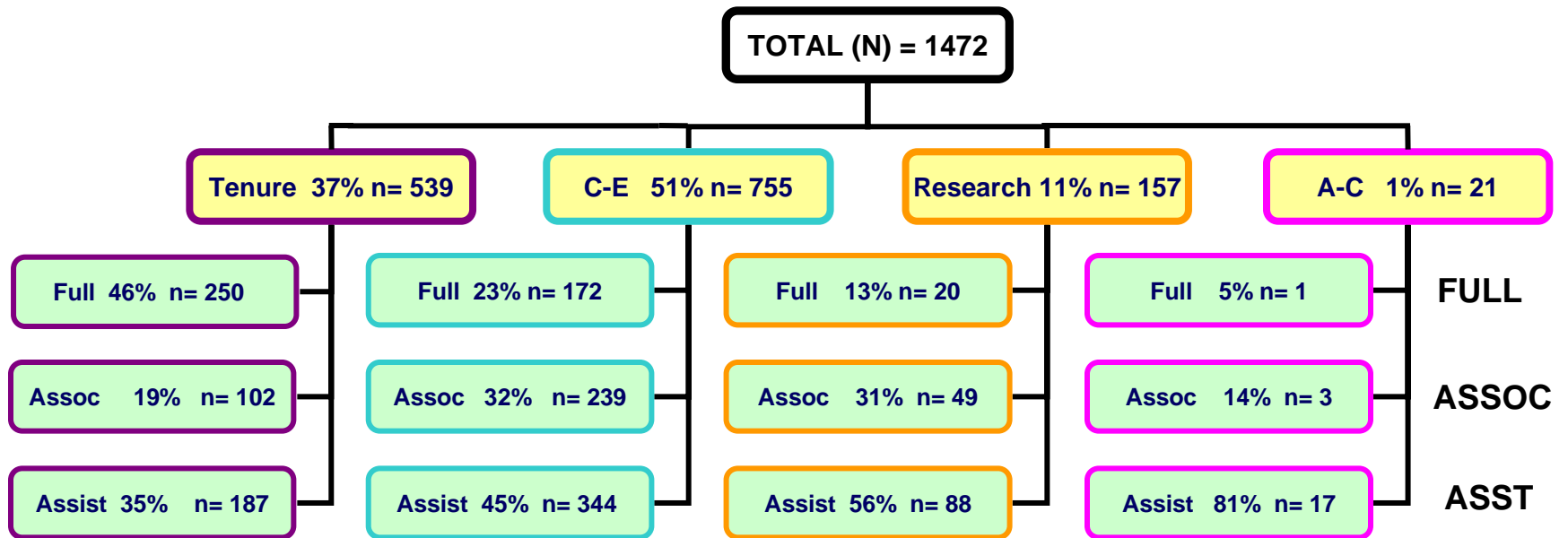
Penn Medical School Fulltime Faculty, 12/31/04

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



Gender Distribution
by
TRACK

General Data: Fulltime Faculty Breakdown by Track, then Rank Penn Medical School Fulltime Faculty, 12/31/04

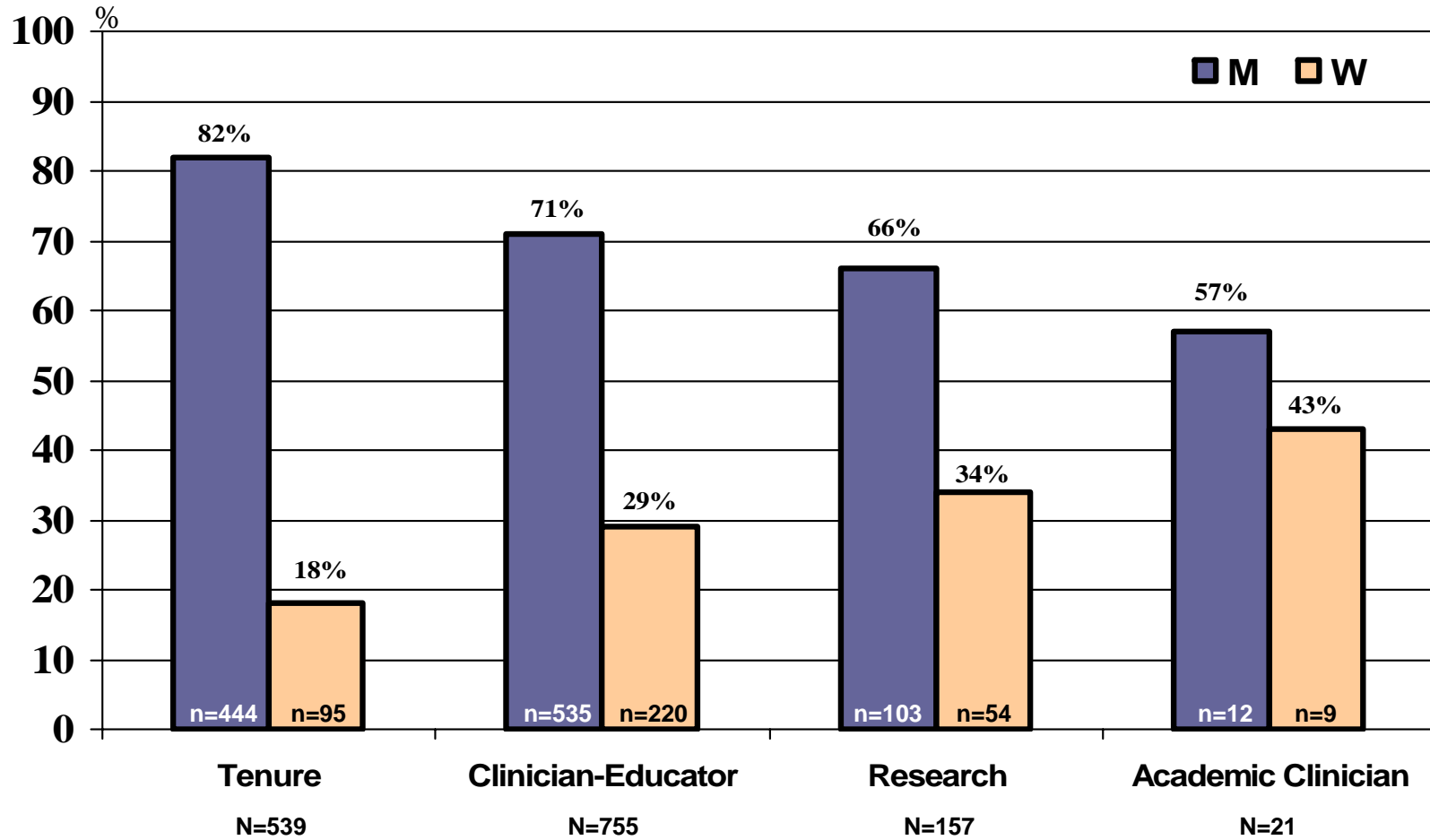


Gender Distribution within Tracks by Department

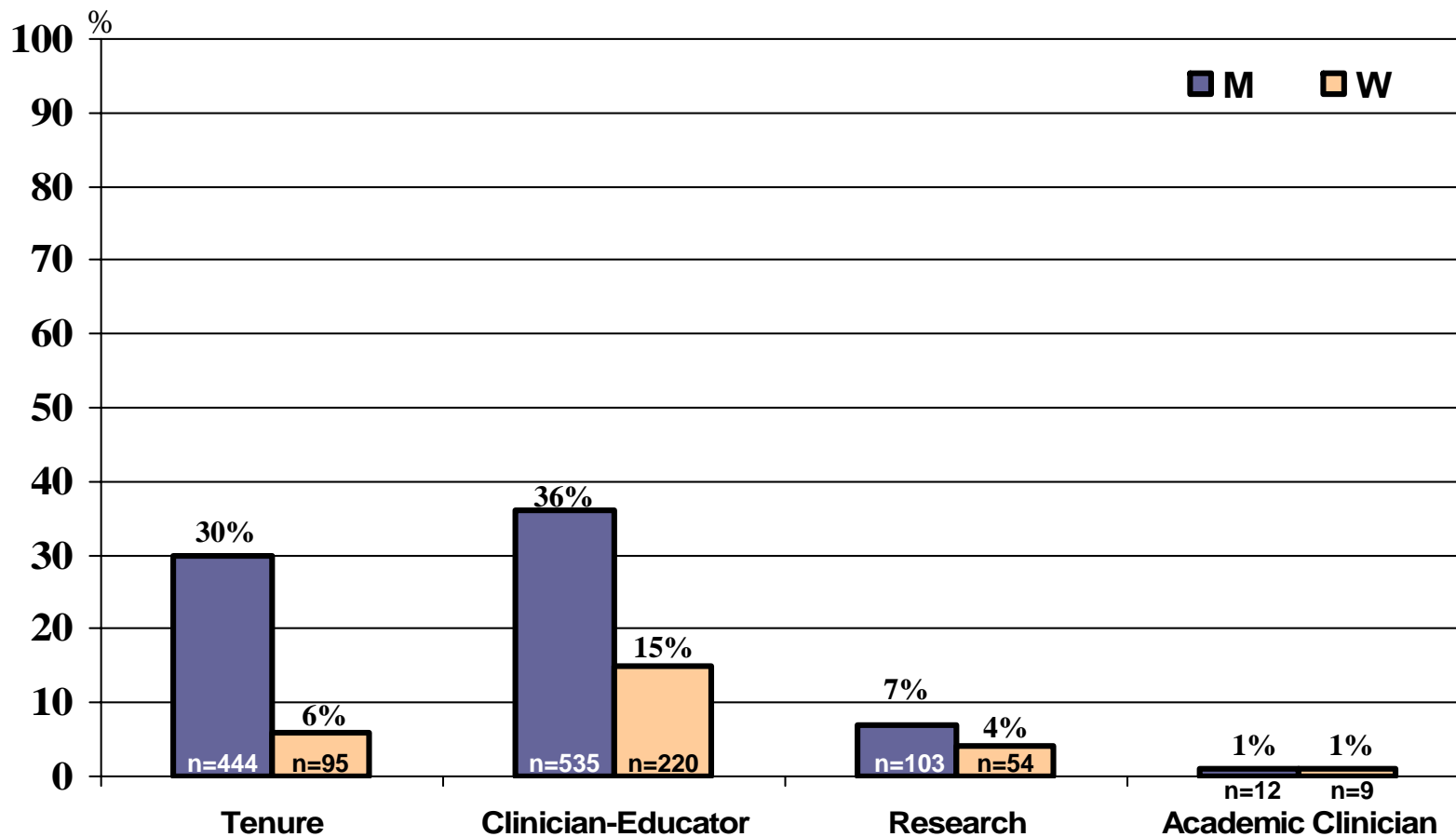
University of Pennsylvania School of Medicine, 12/31/04

| 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 | % |
| Anesthesia | 76 | 64 | 84% | 12 | 16% | 13 | 100% | 0 | 0% | 45 | 82% | 10 | 18% | 3 | 100% | 0 | 0% | 3 | 60% | 2 | 40% |
| Biochemistry | 29 | 22 | 76% | 7 | 24% | 17 | 81% | 4 | 19% | 0 | 0% | 0 | 0% | 5 | 63% | 3 | 38% | 0 | 0% | 0 | 0% |
| Biostat & Epi | 32 | 16 | 50% | 16 | 50% | 9 | 75% | 3 | 25% | 7 | 37% | 12 | 63% | 0 | 0% | 1 | 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 | 18 | 11 | 61% | 7 | 39% | 11 | 65% | 6 | 35% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 100% | 0 | 0% | 0 | 0% |
| Dermatology | 22 | 13 | 59% | 9 | 41% | 7 | 100% | 0 | 0% | 4 | 33% | 8 | 67% | 2 | 67% | 1 | 33% | 0 | 0% | 0 | 0% |
| Emergency Medicine | 27 | 17 | 63% | 10 | 37% | 3 | 100% | 0 | 0% | 14 | 61% | 9 | 39% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 100% |
| Family Medicine | 12 | 7 | 58% | 5 | 42% | 2 | 50% | 2 | 50% | 4 | 57% | 3 | 43% | 0 | 0% | 0 | 0% | 1 | 100% | 0 | 0% |
| Genetics | 17 | 12 | 71% | 5 | 29% | 11 | 73% | 4 | 27% | 0 | 0% | 1 | 100% | 1 | 100% | 0 | 0% | 0 | 0% | 0 | 0% |
| Medical Ethics | 4 | 3 | 75% | 1 | 25% | 1 | 100% | 0 | 0% | 2 | 67% | 1 | 33% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Medicine | 267 | 208 | 78% | 59 | 22% | 88 | 82% | 19 | 18% | 101 | 77% | 31 | 23% | 12 | 71% | 5 | 29% | 7 | 64% | 4 | 36% |
| Microbiology | 17 | 11 | 65% | 6 | 35% | 11 | 69% | 5 | 31% | 0 | 0% | 0 | 0% | 0 | 0% | 1 | 100% | 0 | 0% | 0 | 0% |
| Neurology | 60 | 48 | 80% | 12 | 20% | 23 | 96% | 1 | 4% | 21 | 68% | 10 | 32% | 4 | 80% | 1 | 20% | 0 | 0% | 0 | 0% |
| Neuroscience | 22 | 17 | 77% | 5 | 23% | 15 | 83% | 3 | 17% | 0 | 0% | 0 | 0% | 2 | 50% | 2 | 50% | 0 | 0% | 0 | 0% |
| Neurosurgery | 17 | 15 | 88% | 2 | 12% | 6 | 100% | 0 | 0% | 7 | 100% | 0 | 0% | 2 | 50% | 2 | 50% | 0 | 0% | 0 | 0% |
| Obstetrics & Gyn | 37 | 26 | 70% | 11 | 30% | 8 | 67% | 4 | 33% | 15 | 71% | 6 | 29% | 3 | 75% | 1 | 25% | 0 | 0% | 0 | 0% |
| Ophthalmology | 33 | 25 | 76% | 8 | 24% | 9 | 90% | 1 | 10% | 13 | 72% | 5 | 28% | 3 | 60% | 2 | 40% | 0 | 0% | 0 | 0% |
| Orthopaedic Surgery | 36 | 33 | 92% | 3 | 8% | 7 | 88% | 1 | 13% | 26 | 96% | 1 | 4% | 0 | 0% | 1 | 100% | 0 | 0% | 0 | 0% |
| Otorhinolaryngology | 31 | 25 | 81% | 6 | 19% | 6 | 86% | 1 | 14% | 16 | 80% | 4 | 20% | 3 | 75% | 1 | 25% | 0 | 0% | 0 | 0% |
| Path & Lab Medicine | 110 | 83 | 75% | 27 | 25% | 40 | 82% | 9 | 18% | 34 | 72% | 13 | 28% | 9 | 64% | 5 | 36% | 0 | 0% | 0 | 0% |
| Pediatrics | 203 | 121 | 60% | 82 | 40% | 37 | 73% | 14 | 27% | 69 | 55% | 56 | 45% | 15 | 56% | 12 | 44% | 0 | 0% | 0 | 0% |
| Pharmacology | 23 | 19 | 83% | 4 | 17% | 15 | 88% | 2 | 12% | 0 | 0% | 0 | 0% | 4 | 67% | 2 | 33% | 0 | 0% | 0 | 0% |
| Physical Med & Rehab | 14 | 7 | 50% | 7 | 50% | 0 | 0% | 1 | 100% | 7 | 54% | 6 | 46% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Physiology | 26 | 21 | 81% | 5 | 19% | 19 | 86% | 3 | 14% | 0 | 0% | 0 | 0% | 2 | 50% | 2 | 50% | 0 | 0% | 0 | 0% |
| Psychiatry | 111 | 80 | 72% | 31 | 28% | 28 | 82% | 6 | 18% | 41 | 71% | 17 | 29% | 11 | 58% | 8 | 42% | 0 | 0% | 0 | 0% |
| Radiation Oncology | 27 | 21 | 78% | 6 | 22% | 7 | 70% | 3 | 30% | 13 | 87% | 2 | 13% | 1 | 50% | 1 | 50% | 0 | 0% | 0 | 0% |
| Radiology | 101 | 79 | 78% | 22 | 22% | 18 | 100% | 0 | 0% | 46 | 71% | 19 | 29% | 15 | 88% | 2 | 12% | 0 | 0% | 1 | 100% |
| Surgery | 93 | 83 | 89% | 10 | 11% | 27 | 90% | 3 | 10% | 50 | 89% | 6 | 11% | 5 | 100% | 0 | 0% | 1 | 50% | 1 | 50% |
| Total | 1472 | 1094 | 74% | 378 | 26% | 444 | 82% | 95 | 18% | 535 | 71% | 220 | 29% | 103 | 66% | 54 | 34% | 12 | 57% | 9 | 43% |

Gender Distribution within Tracks Penn Medical School Fulltime Faculty, 12/31/04

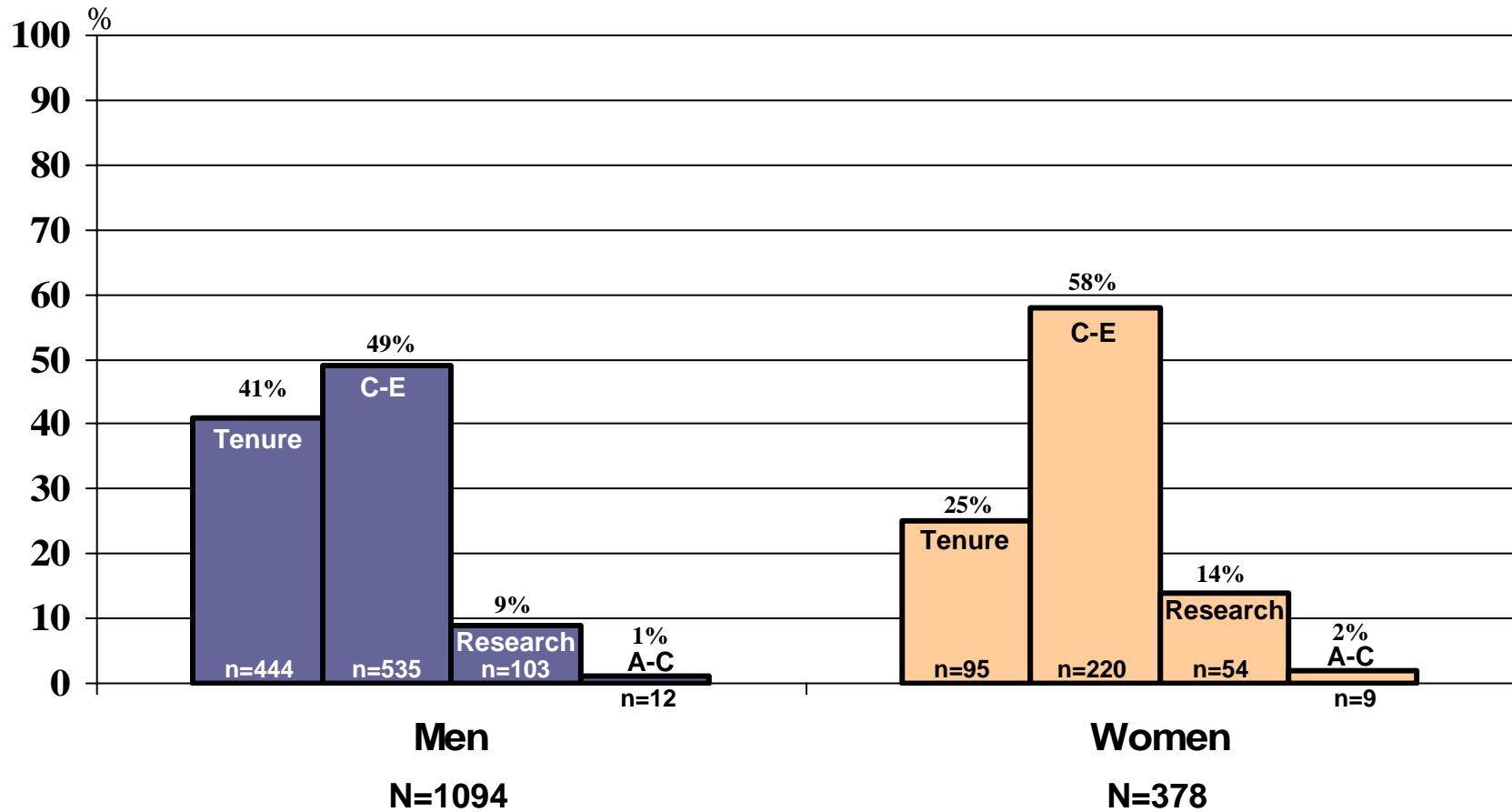


Gender Breakdown across Tracks Penn Medical School Fulltime Faculty, 12/31/04



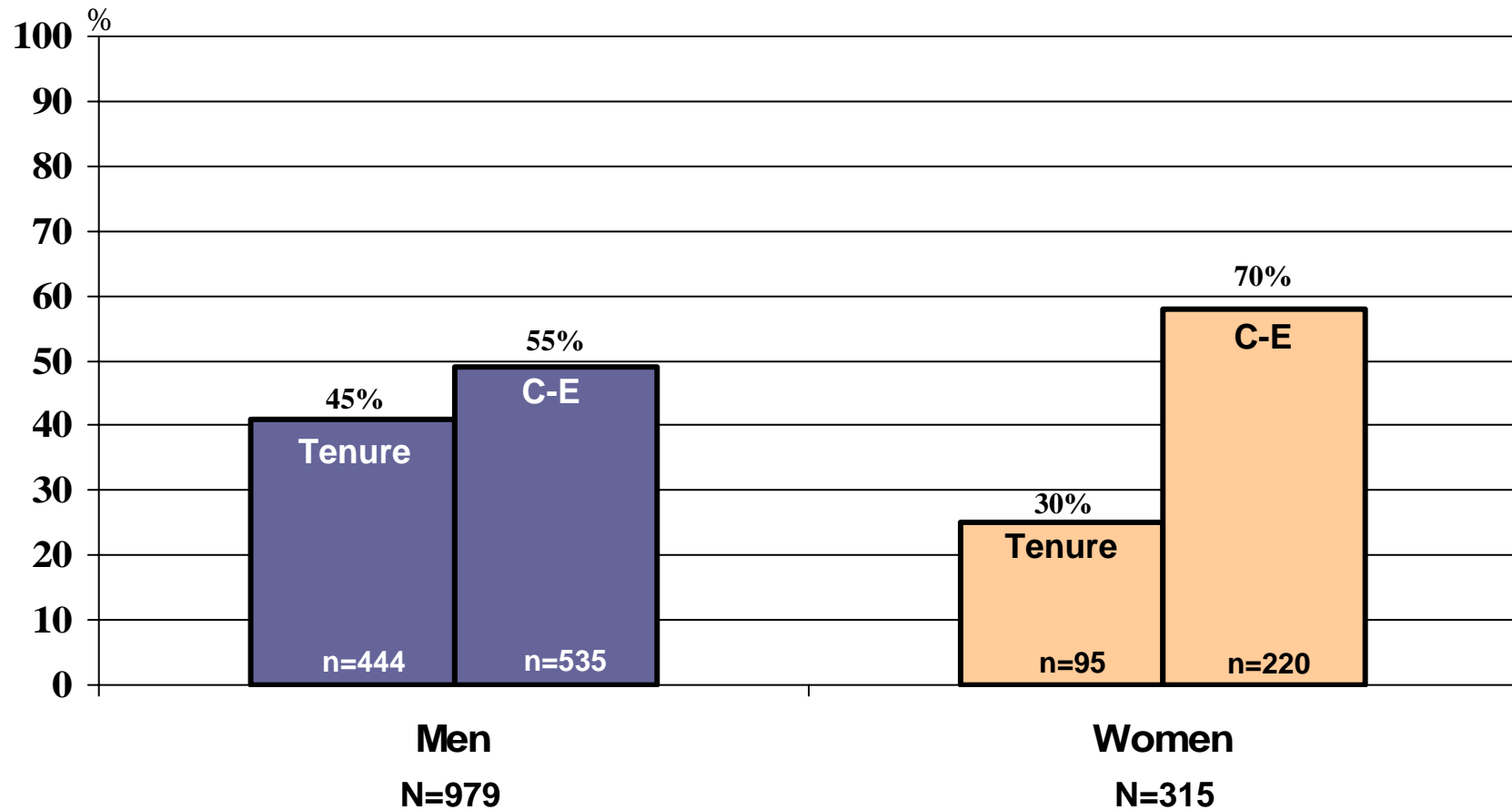
(Note: Denominator is TOTAL number of fulltime faculty, N = 1472)

Distribution of Tracks Separated by Gender Penn Medical School Fulltime Faculty, 12/31/04

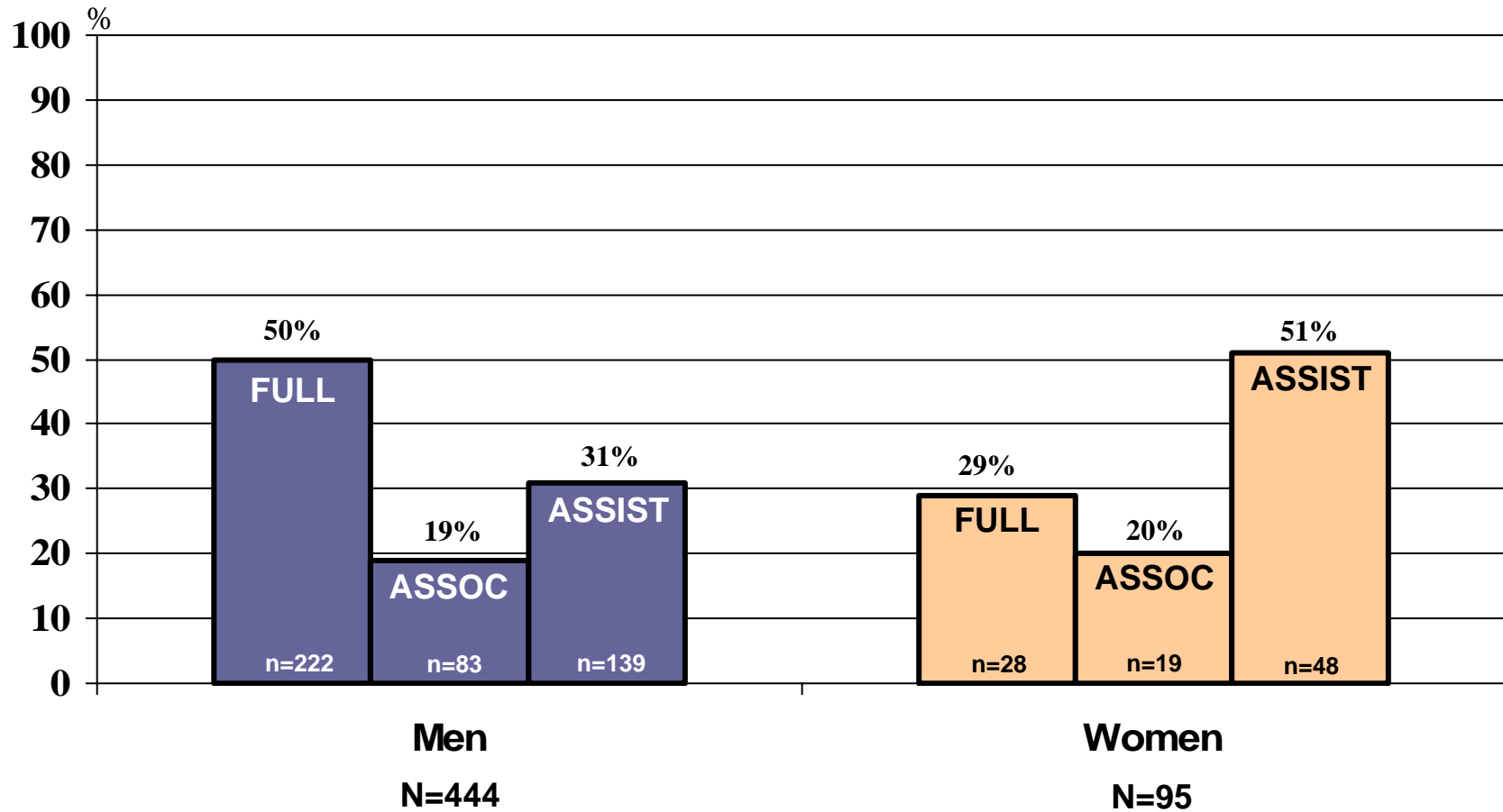


Distribution of Tracks Separated by Gender Penn Medical School *Standing** Faculty, 12/31/04

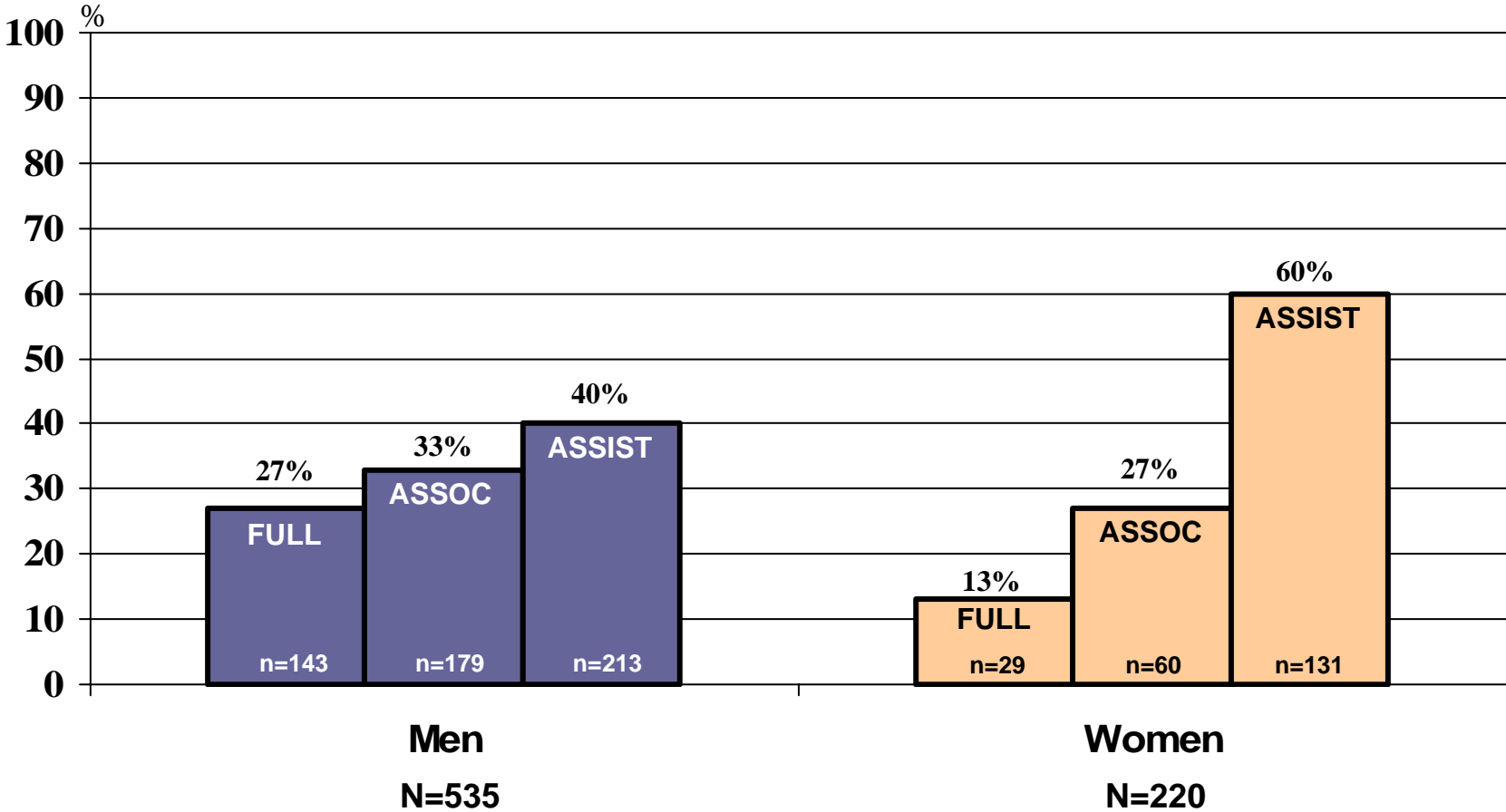
(*includes only Tenure and Clinician-Educator Tracks)



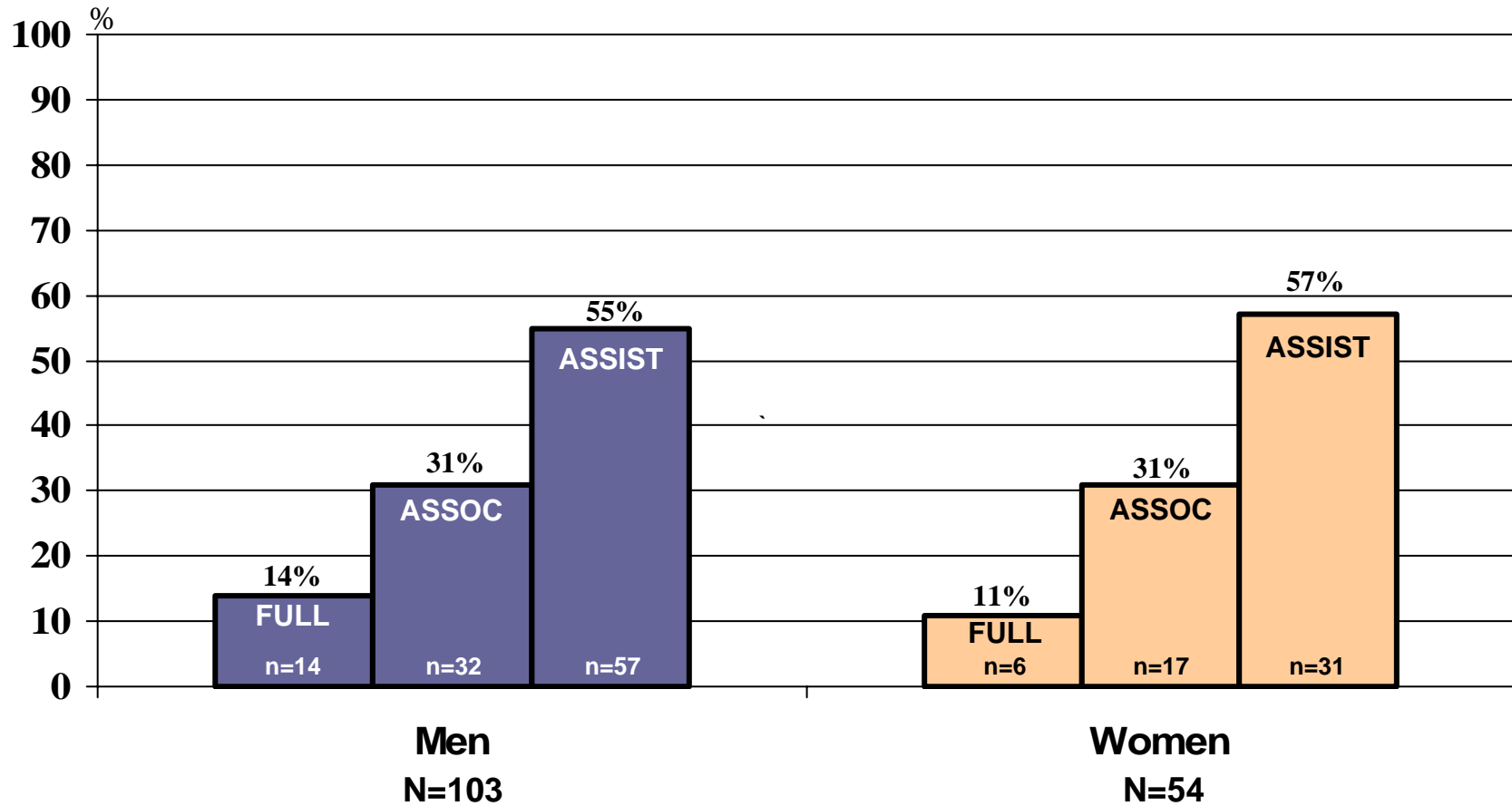
Rank Distribution of *Tenure Track*, by Gender Penn Medical School Faculty, 12/31/04



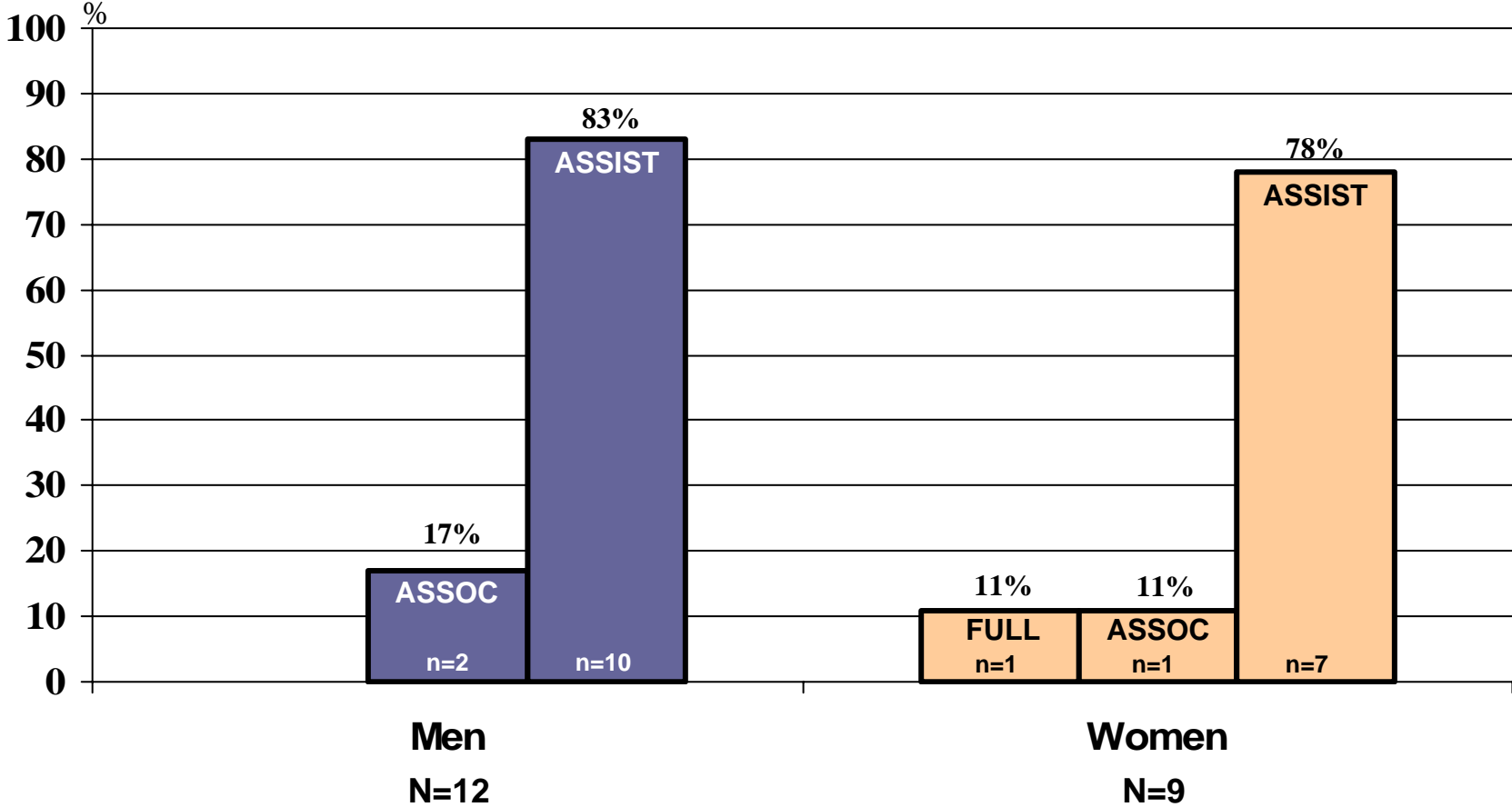
Rank Distribution of *Clinician-Educator* Track, by Gender Penn Medical School Faculty, 12/31/04



Rank Distribution of *Research* Track, by Gender Penn Medical School Faculty, 12/31/04



Rank Distribution of *Academic-Clinician* Track, by Gender Penn Medical School Faculty, 12/31/04



Gender Statistics: Changes in Faculty Number from 2003 to 2004 by Rank and Track University of Pennsylvania Medical School Faculty, 12/31/04

| Department | Total | | | Full Professor | | Associate Professor | | Assistant Professor | | Instructor A Lecturer A | | Total 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 |
| Anesthesia | 1 | 4 | -3 | 3 | 1 | 0 | 0 | 1 | -4 | 3 | 1 | 5 | 7 | -2 | 4 | 0 | -3 | -4 | 0 | -1 | 3 | 2 |
| Biochem/Biophysics | 3 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 |
| Biostat & Epi | 2 | 0 | 2 | 1 | 1 | -1 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 2 | -1 | 1 | 1 | 2 | 0 | -1 | 0 | 0 |
| Cancer Biology | -1 | -1 | 0 | 0 | 0 | 0 | 0 | -1 | 0 | -3 | 0 | -4 | -4 | 0 | -1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cell & Devel | -2 | -2 | 0 | 0 | 1 | 0 | -1 | -2 | 0 | 0 | 0 | -2 | -2 | 0 | 0 | 0 | 0 | 0 | -2 | 0 | 0 | 0 |
| Dermatology | 0 | 0 | 0 | 0 | 1 | 0 | -1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Emergency Med | 4 | 3 | 1 | 0 | 0 | 2 | 2 | 1 | -1 | 2 | -1 | 5 | 5 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 |
| Family Med | 0 | 0 | 0 | 0 | 0 | -1 | 0 | 1 | 0 | -1 | 0 | -1 | -1 | 0 | 0 | 0 | -1 | 0 | 0 | 0 | 1 | 0 |
| Genetics | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | -1 | 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 | 0 | 0 | 0 | 0 | 0 |
| Medicine | -3 | 2 | -5 | 3 | -1 | 0 | 2 | -1 | -6 | -1 | -9 | -13 | 1 | -14 | -1 | -2 | -3 | -4 | -1 | -3 | 7 | 4 |
| Microbiology | -1 | 0 | -1 | 0 | 0 | 0 | 0 | 0 | -1 | 0 | 0 | -1 | 0 | -1 | 0 | -1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Neurology | 3 | 2 | 1 | 2 | 0 | 1 | -1 | -1 | 2 | 1 | 2 | 6 | 3 | 3 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Neuroscience | -1 | -1 | 0 | 0 | 0 | 0 | 0 | -1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | -1 | 0 | 0 | 0 |
| Neurosurgery | 2 | 2 | 0 | 3 | 0 | -1 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Obstetrics & Gyn | 0 | -1 | 1 | 1 | 0 | -1 | 0 | -1 | 1 | 0 | 0 | 0 | -1 | 1 | 0 | 0 | -1 | 1 | 0 | 0 | 0 | 0 |
| Ophthalmology | 2 | 2 | 0 | 0 | 1 | 0 | -1 | 2 | 0 | 3 | 0 | 5 | 5 | 0 | 0 | 0 | 1 | -1 | 1 | 1 | 0 | 0 |
| Orthopaedic Surg | 3 | 3 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | -3 | 0 | 0 | 0 | 0 | -2 | 0 | 5 | 0 | 0 | 0 | 0 | 0 |
| Otorhinolaryngology | 2 | 0 | 2 | -1 | 0 | -1 | 0 | 2 | 2 | 0 | 0 | 2 | 0 | 2 | 1 | 1 | 0 | 1 | -1 | 0 | 0 | 0 |
| Path & Lab Med | 2 | 3 | -1 | 3 | 0 | -1 | 1 | 1 | -2 | -1 | -1 | 0 | 2 | -2 | 1 | 0 | 3 | -1 | -1 | 0 | 0 | 0 |
| Pediatrics | 4 | 1 | 3 | 1 | 4 | 1 | 2 | -1 | -3 | 0 | 3 | 7 | 1 | 6 | 2 | -1 | 0 | 3 | -1 | 1 | 0 | 0 |
| Pharmacology | 2 | 1 | 1 | -1 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 2 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 |
| Physical Med/Rehb | -1 | -1 | 0 | 0 | 0 | 1 | 0 | -2 | 0 | -2 | 1 | -2 | -3 | 1 | 0 | 0 | -1 | 0 | 0 | 0 | 0 | 0 |
| Physiology | 0 | 0 | 0 | 1 | 1 | -1 | -1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Psychiatry | 2 | -2 | 4 | 1 | 0 | 2 | 0 | -5 | 4 | -1 | -4 | -3 | -3 | 0 | 0 | 0 | 0 | 2 | -2 | 2 | 0 | 0 |
| Radiation Oncology | -2 | -2 | 0 | 0 | 0 | -1 | 0 | -1 | 0 | 0 | 1 | -1 | -2 | 1 | -1 | 0 | -1 | 0 | 0 | 0 | 0 | 0 |
| Radiology | 0 | -3 | 3 | 1 | 1 | -1 | -1 | -3 | 3 | -1 | 1 | 0 | -4 | 4 | 1 | 0 | -1 | 2 | -3 | 0 | 0 | 1 |
| Surgery | 5 | 4 | 1 | 3 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 5 | 4 | 1 | -1 | 0 | 2 | 0 | 2 | 0 | 1 | 1 |
| Total | 26 | 15 | 11 | 23 | 10 | 0 | 3 | -8 | -2 | -3 | -6 | 17 | 12 | 5 | 4 | -1 | 6 | 1 | -7 | 2 | 12 | 9 |

Gender Distribution

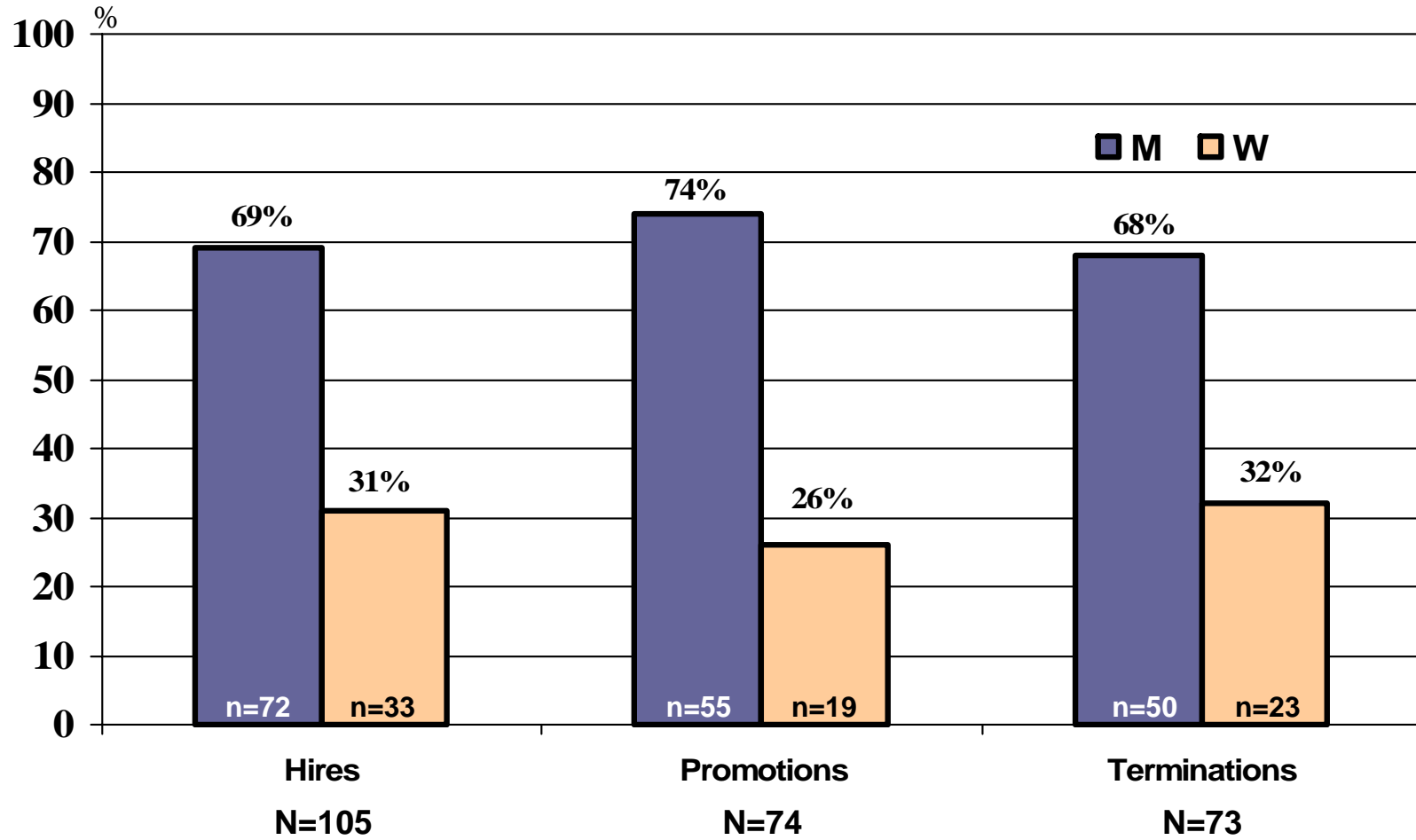
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Hires

Promotions

Terminations

Faculty Hires, Promotions, Terminations
January through December 2004
Penn Medical School Fulltime Faculty, 12/31/04
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



Gender Distribution

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Faculty Hires

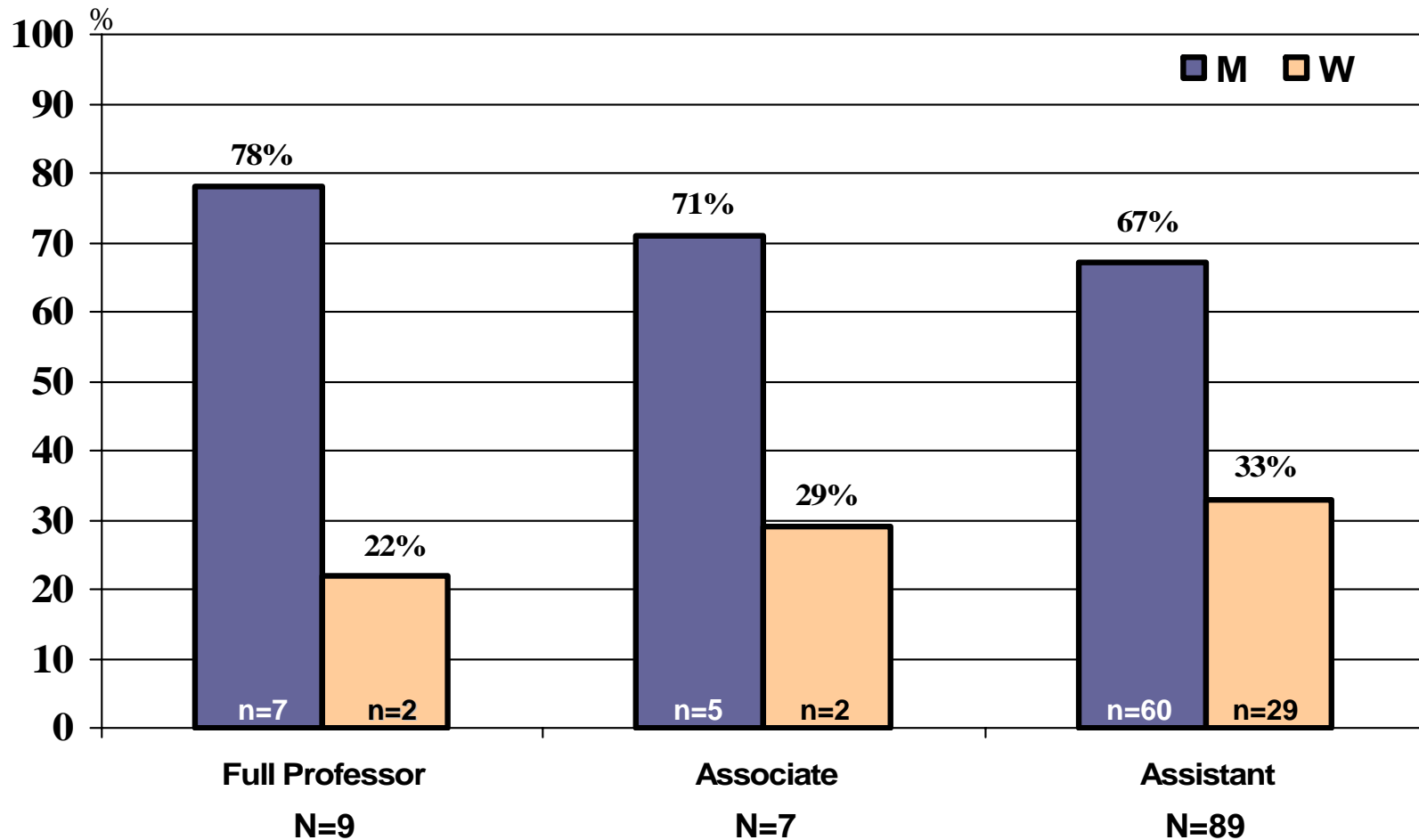
Gender Distribution of New Faculty Hires by Rank and Track University of Pennsylvania Medical School Faculty, 12/31/04

| 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 | 24 | 23% | 21 | 91% | 3 | 9% | 3 | 100% | 0 | 0 | 0 | 0 | 0 | 0 | 18 | 86% | 3 | 14% |
| Clinician-Educator | 48 | 46% | 32 | 67% | 16 | 33% | 4 | 80% | 1 | 20% | 3 | 75% | 1 | 25% | 25 | 64% | 14 | 36% |
| Research | 12 | 11% | 7 | 58% | 5 | 42% | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 58% | 5 | 42% |
| Academic-Clinician | 21 | 20% | 12 | 57% | 9 | 43% | 0 | 0 | 1 | 100% | 2 | 67% | 1 | 33% | 10 | 59% | 7 | 41% |
| TOTAL | 105 | 100% | 72 | 69% | 33 | 31% | 7 | 78% | 2 | 22% | 5 | 71% | 2 | 29% | 60 | 67% | 29 | 33% |

New Faculty Hires within Ranks

Penn Medical School Fulltime Faculty, 12/31/04

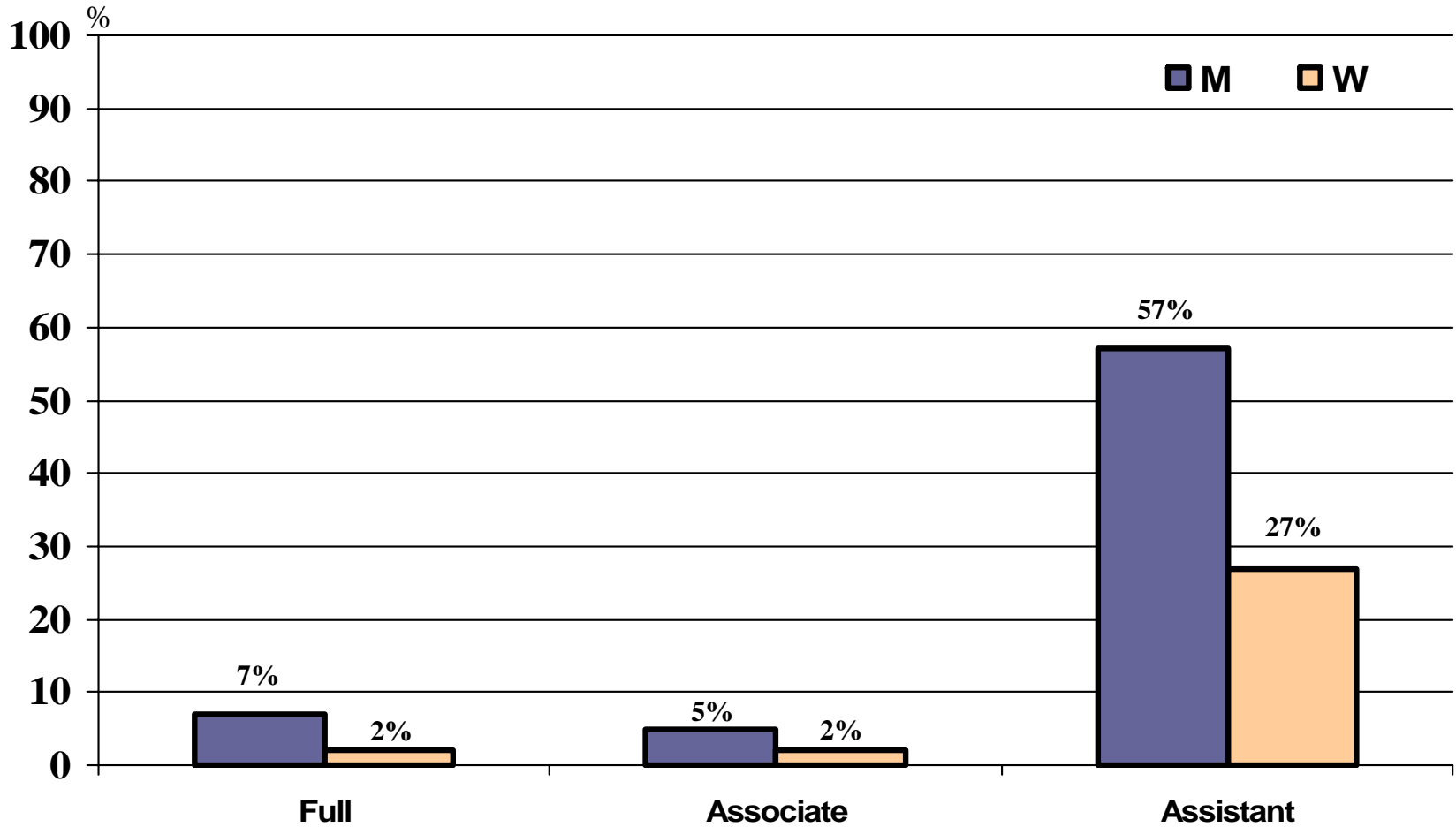
(includes both external recruits and internal hires)



New Faculty Hires across Ranks

Penn Medical School Fulltime Faculty, 12/31/04

(includes both external recruits and internal hires)

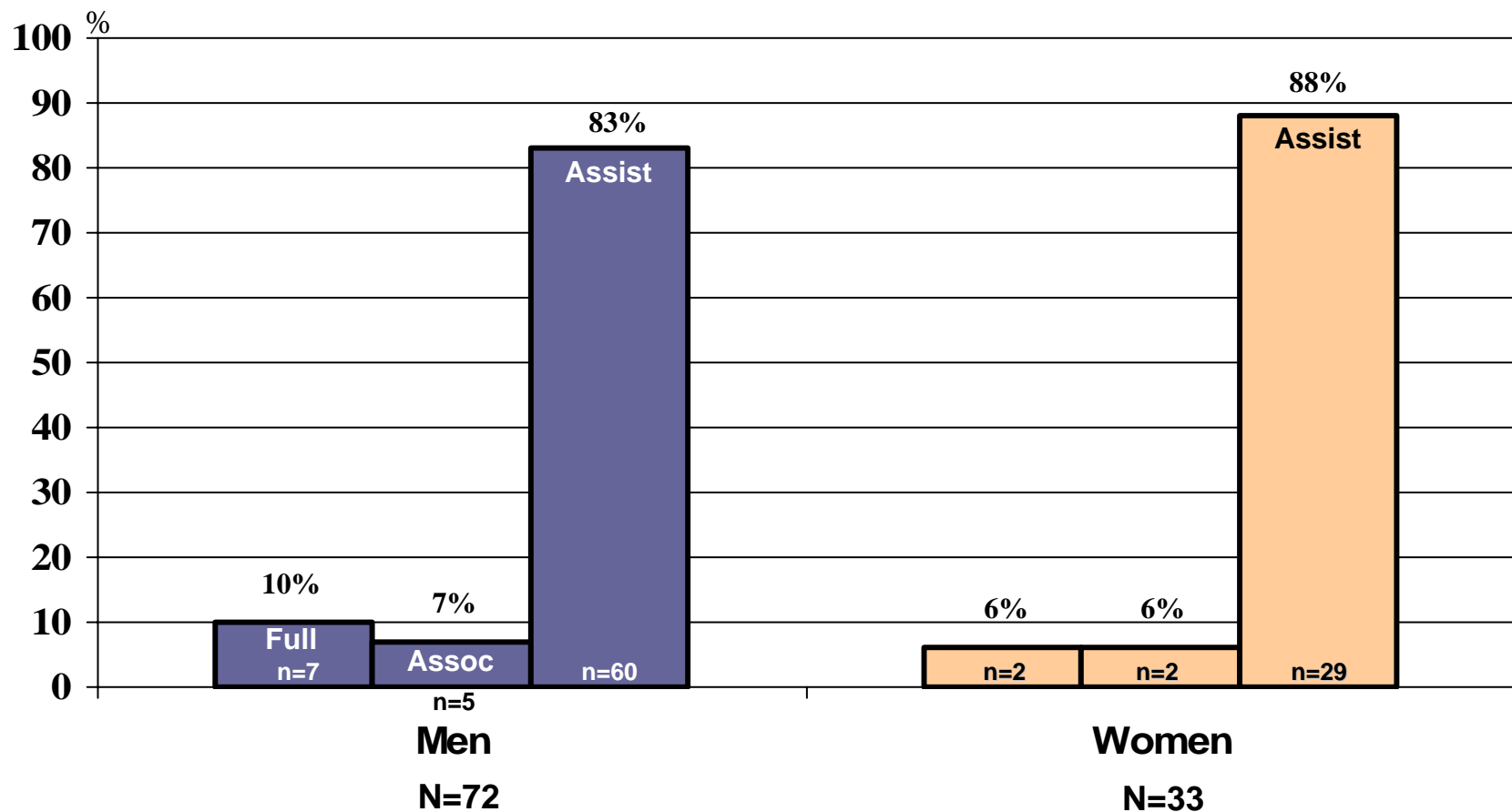


(Note: Denominator is TOTAL number of New Faculty Hires, N= 105)

New Faculty Hires by Rank & Gender

Penn Medical School Fulltime Faculty, 12/31/04

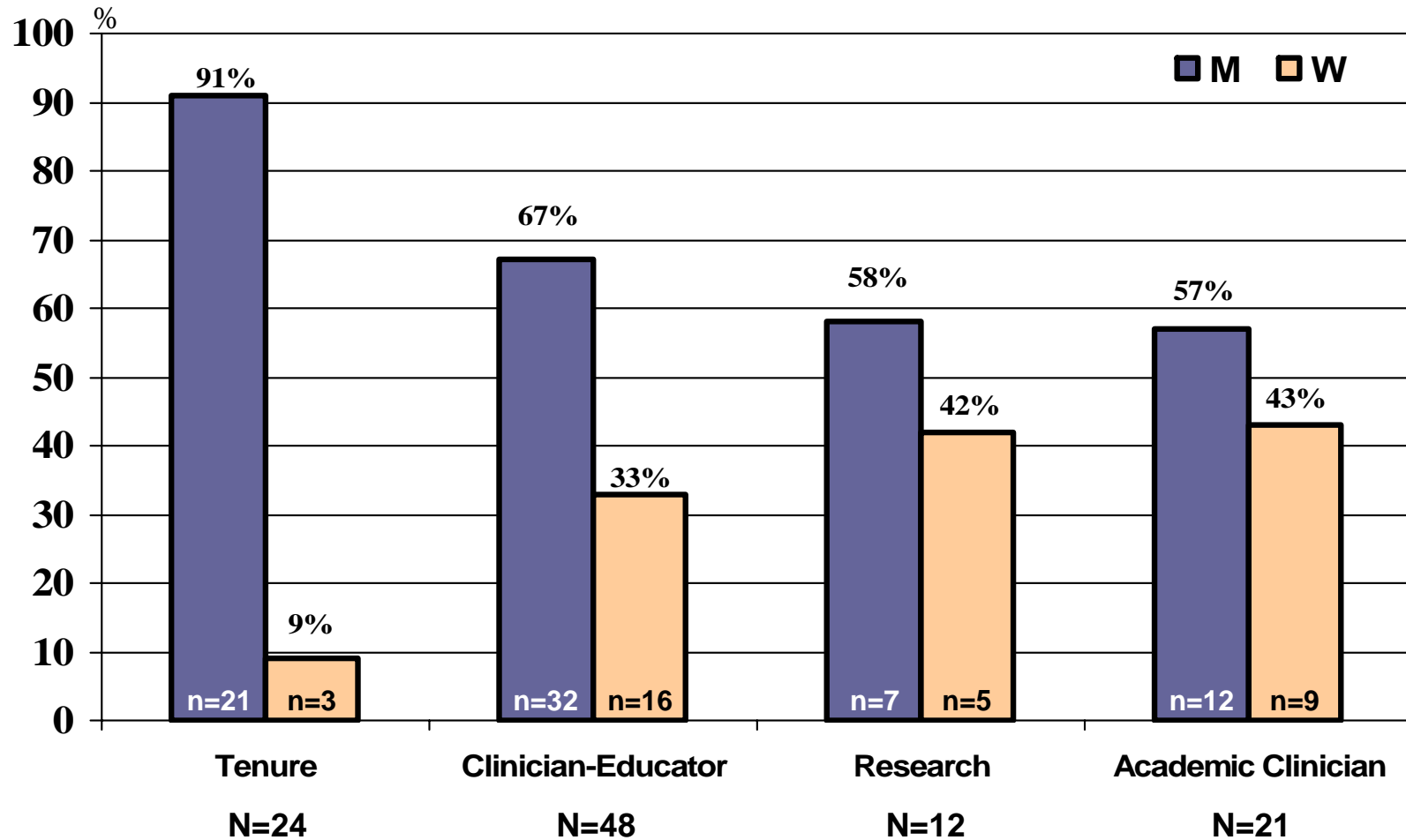
(includes both external recruits and internal hires)



New Faculty Hires within Tracks

Penn Medical School Fulltime Faculty, 12/31/04

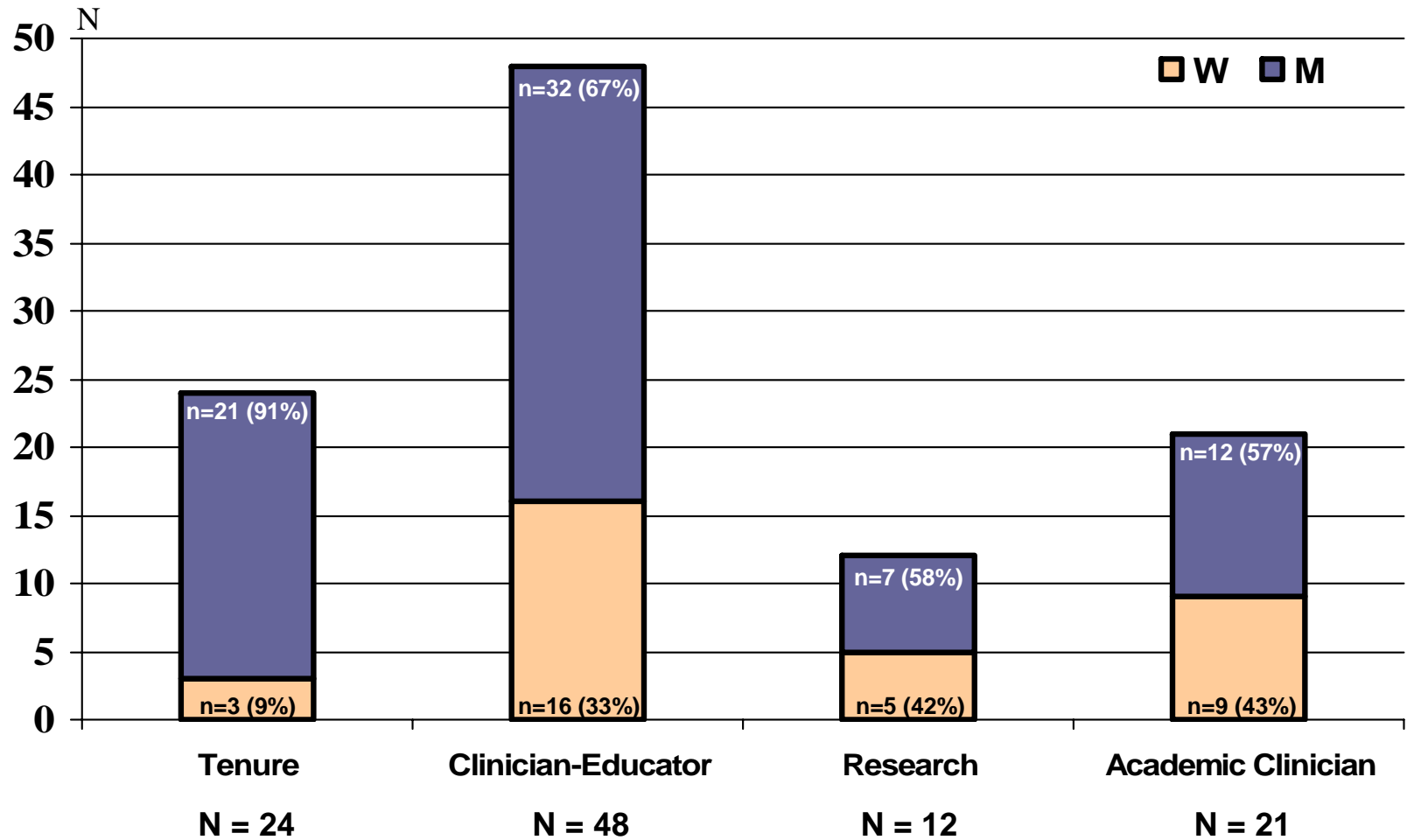
(includes both external recruits and internal hires)



Number of New Faculty Hires within Tracks

Penn Medical School Fulltime Faculty, 12/31/04

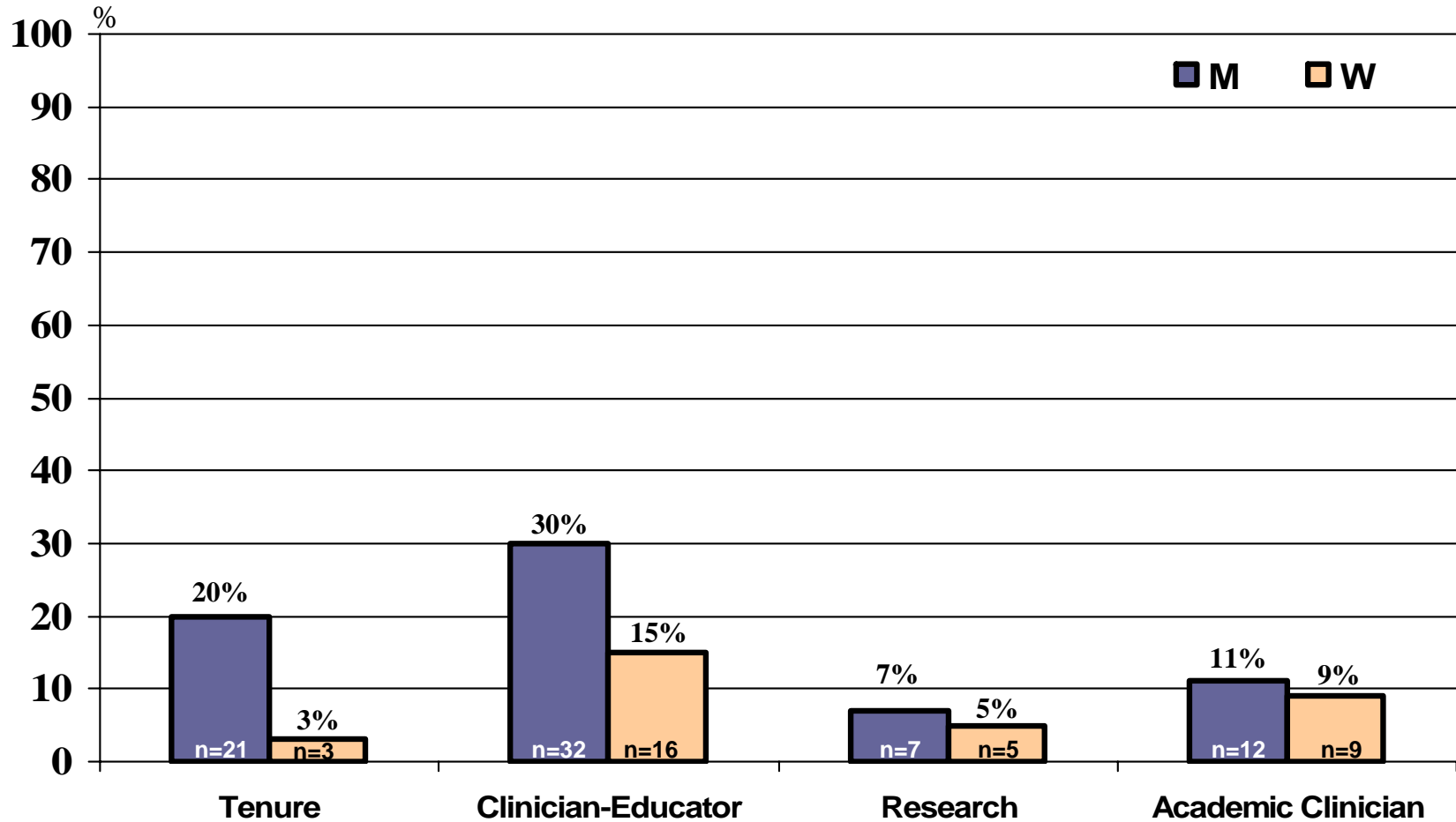
(includes both external recruits and internal hires)



New Faculty Hires across Tracks

Penn Medical School Fulltime Faculty, 12/31/04

(includes both external recruits and internal hires)

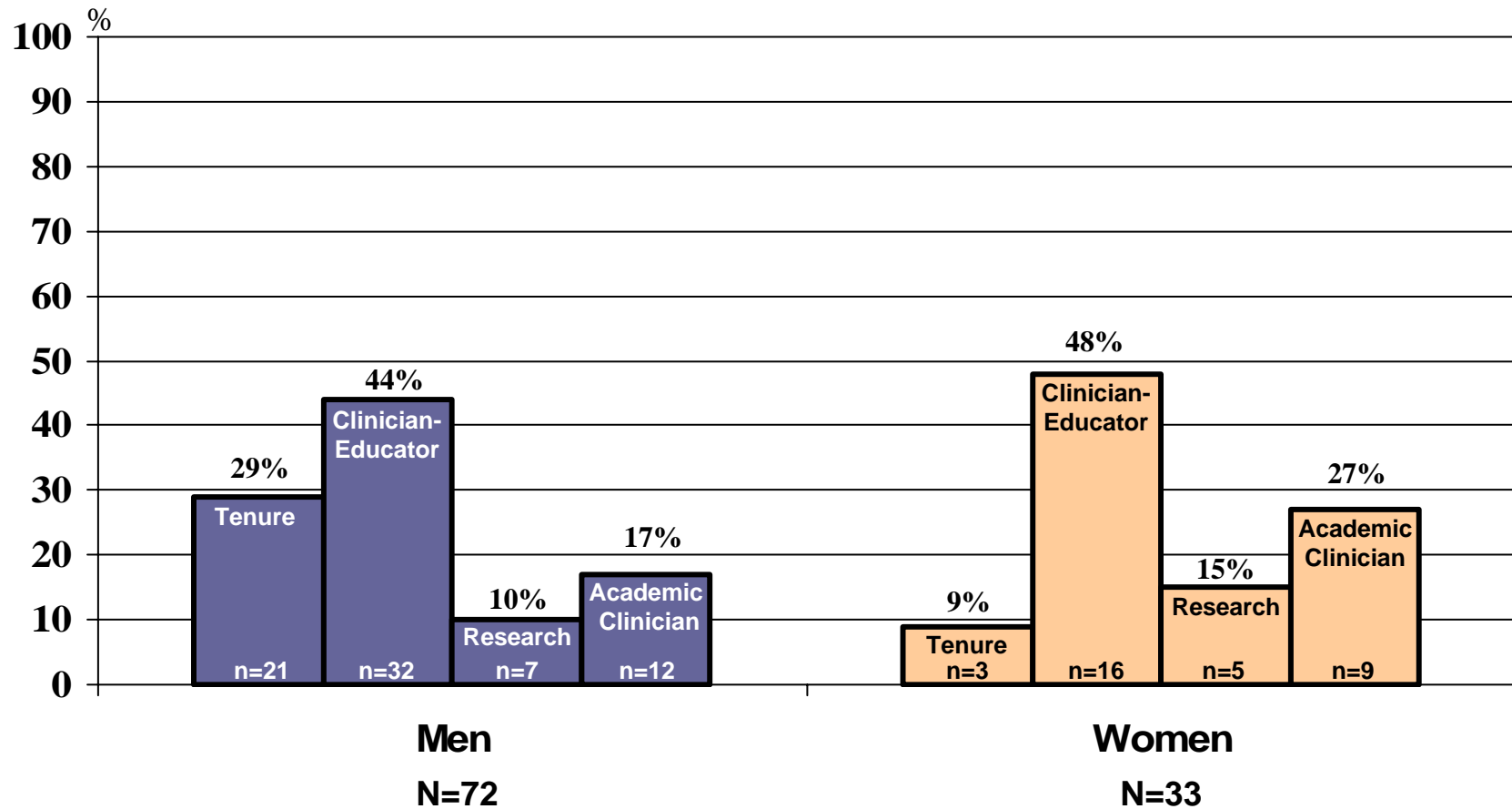


(Note: Denominator is TOTAL number of New Faculty Hires, N = 105)

New Faculty Hires by Track & Gender

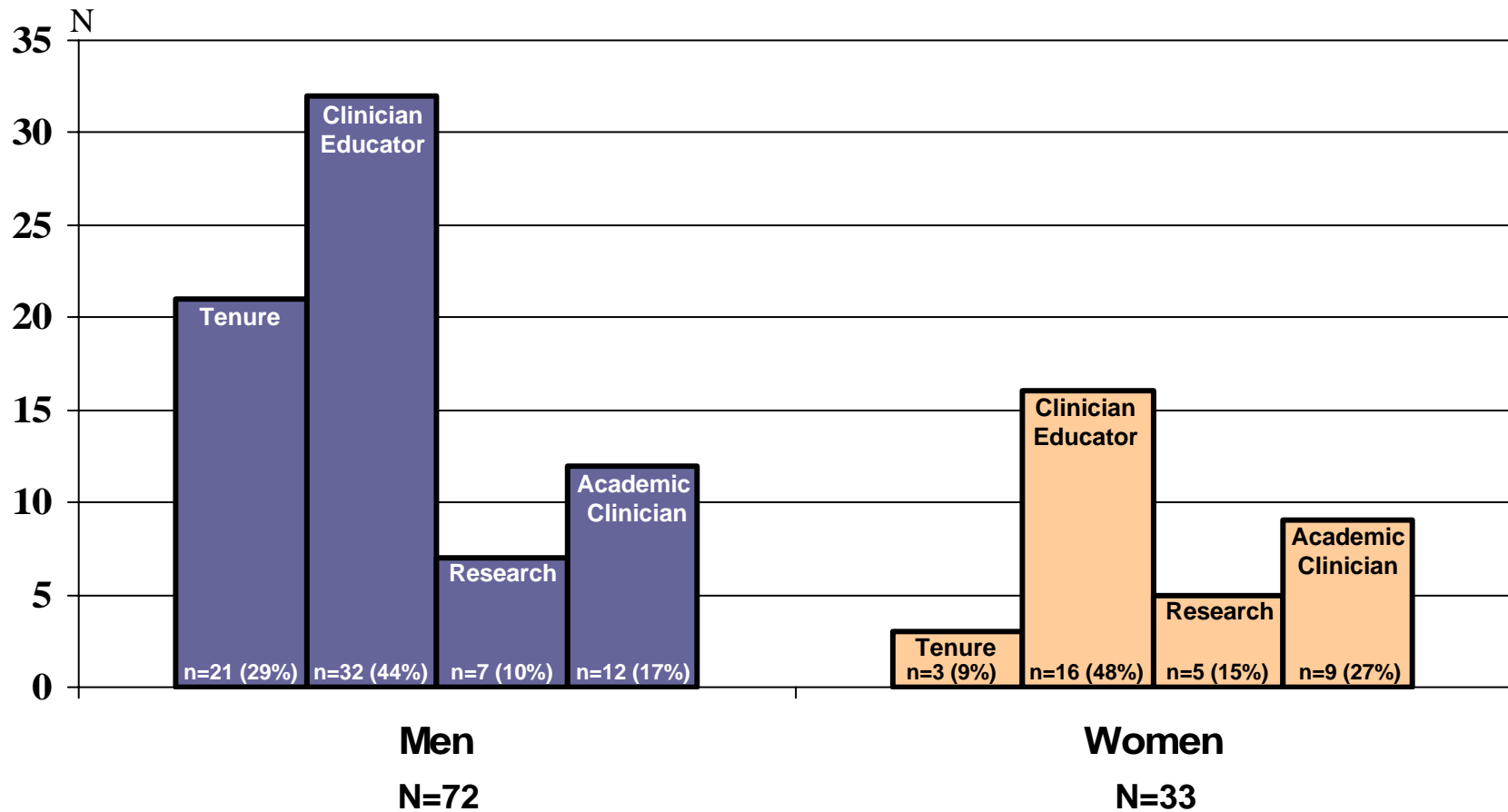
Penn Medical School Fulltime Faculty, 12/31/04

(includes both external recruits and internal hires)



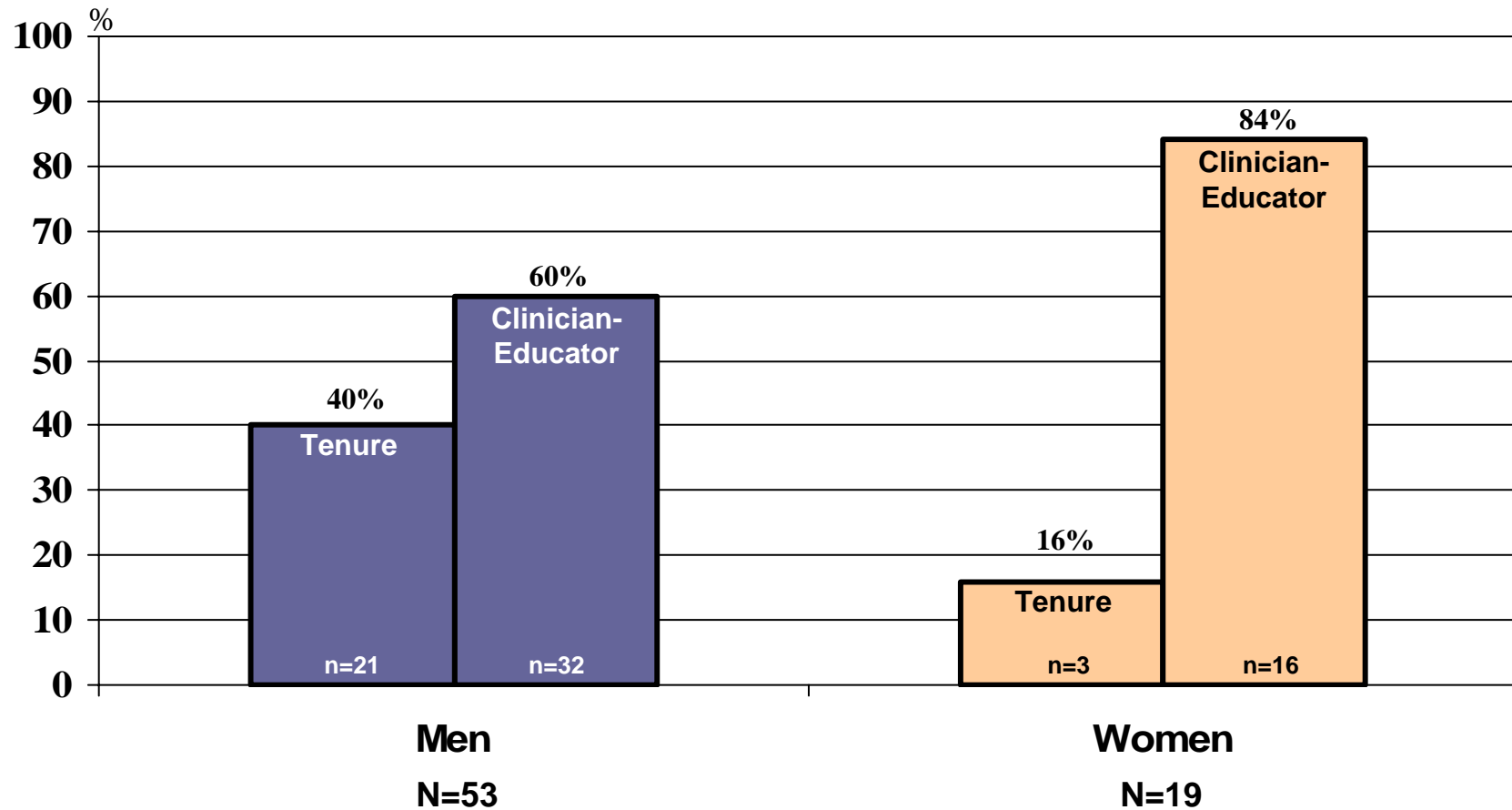
Number of New Faculty Hires by Track & Gender Penn Medical School Fulltime Faculty, 12/31/04

(includes both external recruits and internal hires)



New Faculty Hires by Track and Gender Penn Medical School *Standing* Faculty, 12/31/04

(*includes only Tenure and Clinician-Educator Tracks)



Gender Distribution

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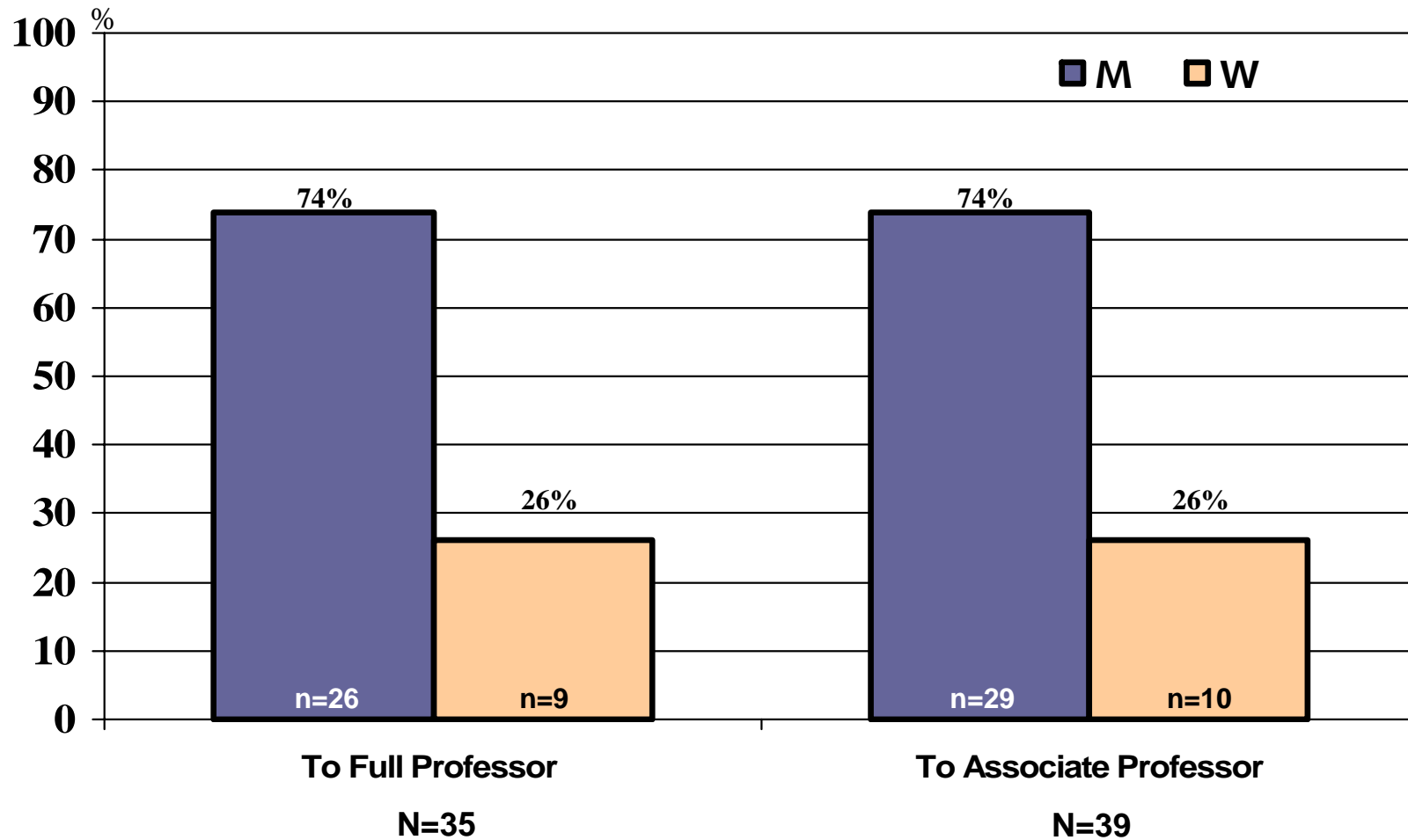
Faculty Promotions

Gender Distribution of Faculty Promotions by Rank and Track University of Pennsylvania Medical School Faculty, 12/31/04

| 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 | 20 | 27% | 14 | 70% | 6 | 30% | 9 | 75% | 3 | 25% | 5 | 62.5% | 3 | 37.5% |
| Clinician-Educator | 44 | 59% | 34 | 77% | 10 | 23% | 15 | 71% | 6 | 29% | 19 | 83% | 4 | 17% |
| Research | 10 | 14% | 7 | 70% | 3 | 30% | 2 | 100% | 0 | 0 | 5 | 62.5% | 3 | 37.5% |
| Academic-Clinician | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 74 | 100% | 55 | 74% | 19 | 26% | 26 | 74% | 9 | 26% | 29 | 74% | 10 | 26% |

Faculty Promotions within Ranks Penn Medical School Fulltime Faculty, 12/31/04

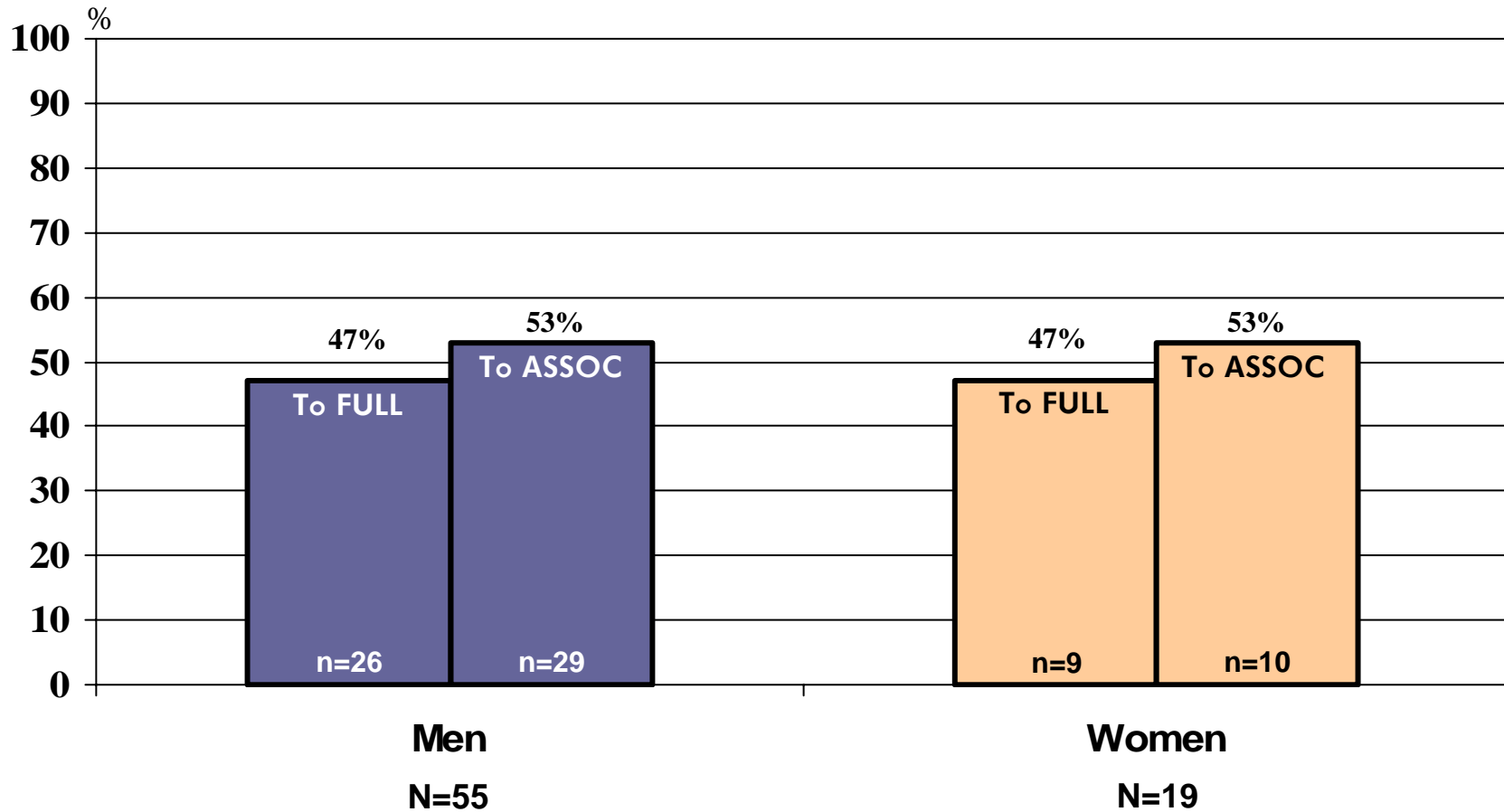
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



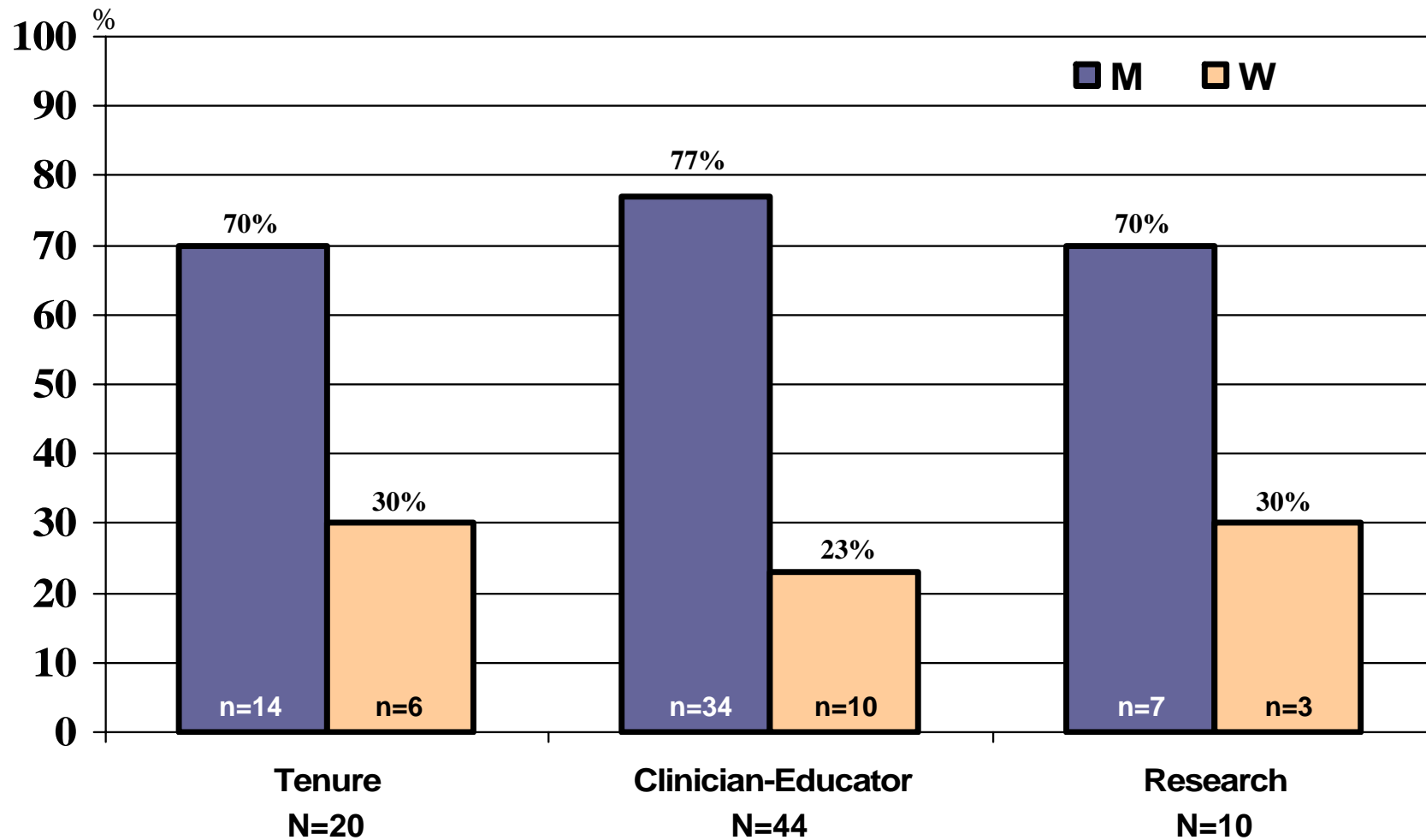
Faculty Promotions by Rank & Gender

Penn Medical School Fulltime Faculty, 12/31/04

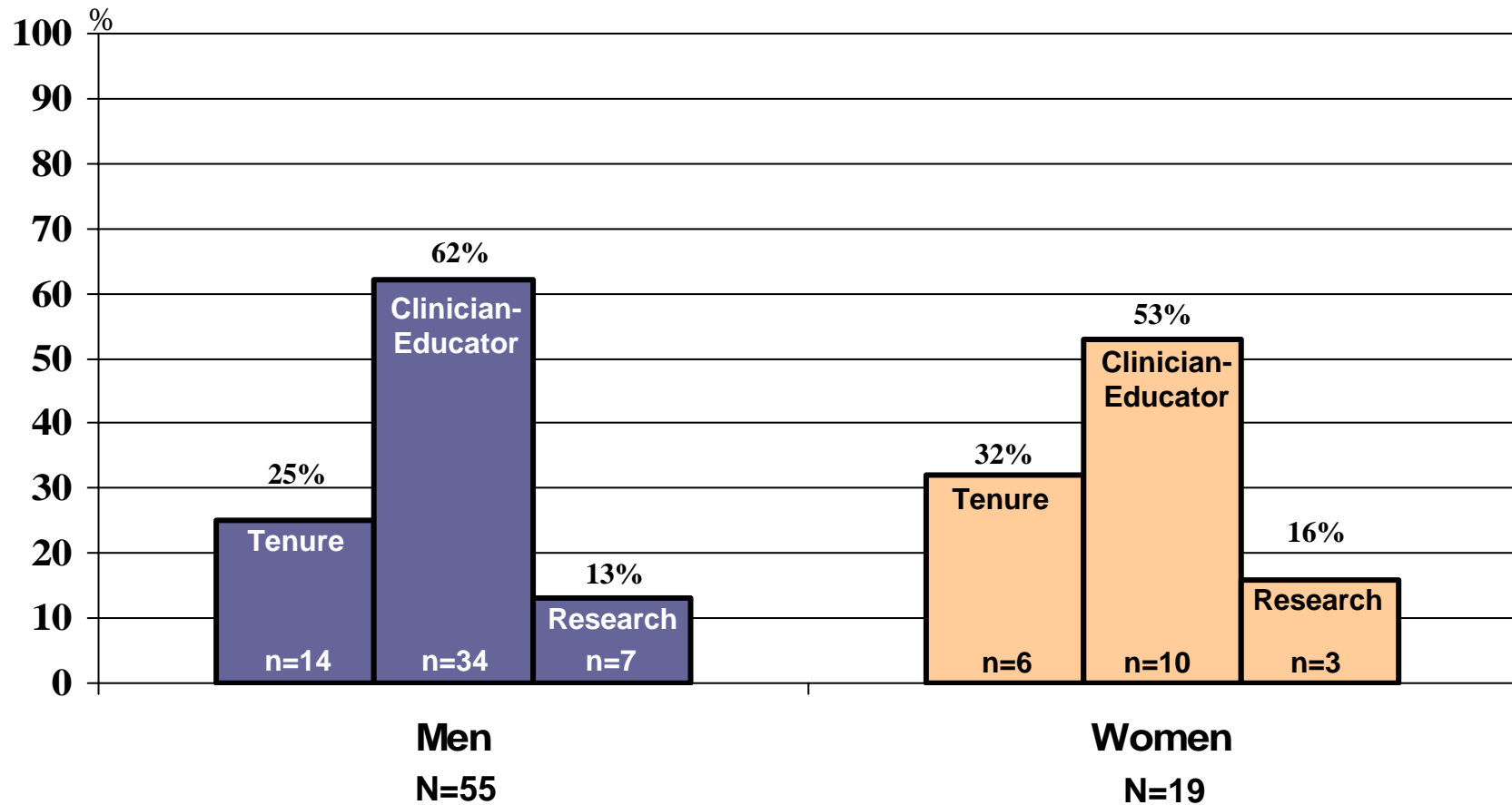
(includes Tenure, Clinician-Educator, and Research Tracks)



Faculty Promotions (to Full & Associate Professor) within Tracks Penn Medical School Fulltime Faculty, 12/31/04



Faculty Promotions by Track and Gender Penn Medical School Fulltime Faculty, 12/31/04



Gender Distribution

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Faculty Terminations

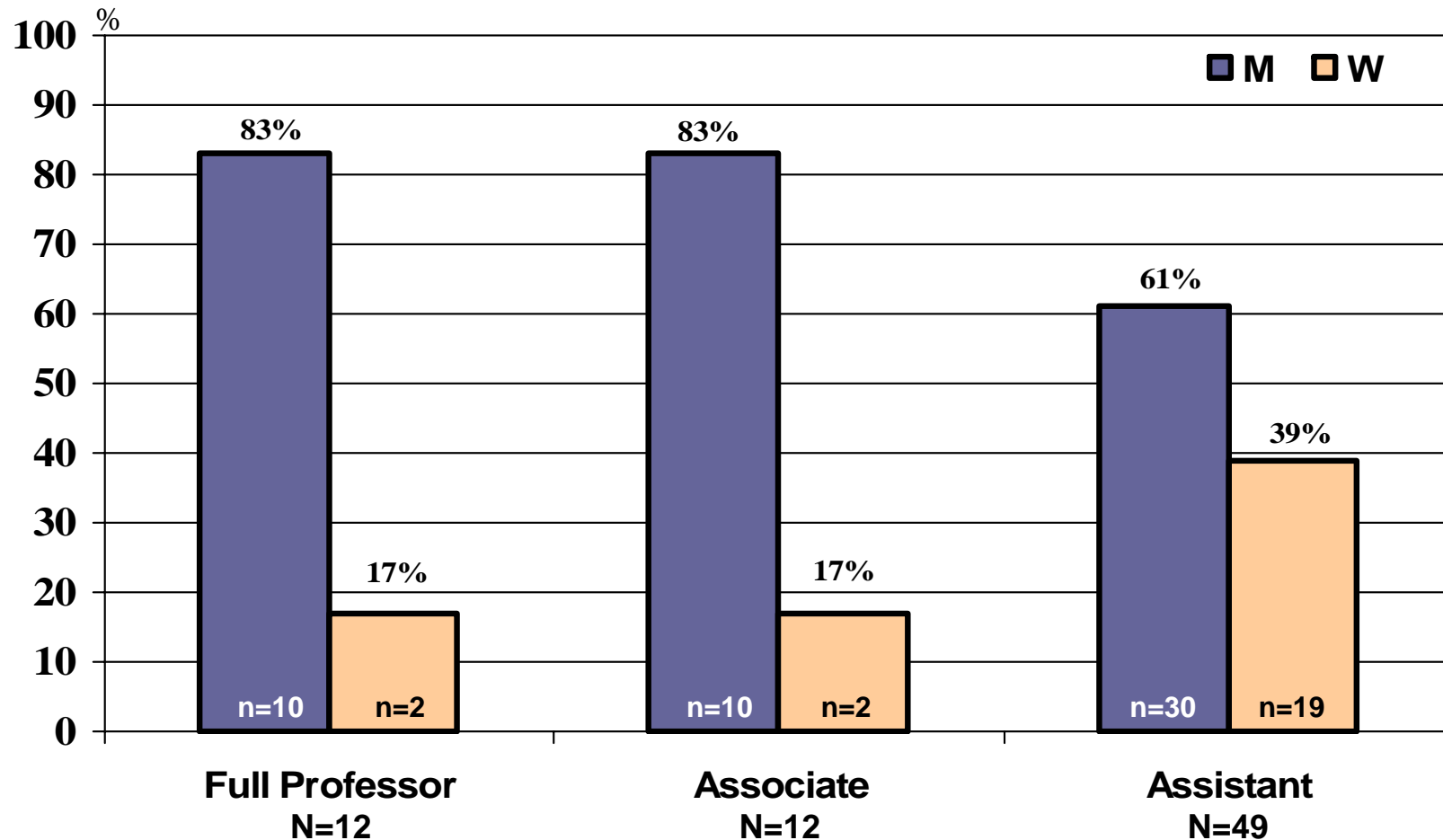
Gender Distribution of Faculty Terminations by Rank and Track University of Pennsylvania Medical School Faculty, 12/31/04

| 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 | 13 | 18% | 8 | 62% | 5 | 38% | 3 | 75% | 1 | 25% | 2 | 100% | 0 | 0 | 3 | 43% | 4 | 57% |
| Clinician-Educator | 46 | 63% | 32 | 70% | 14 | 30% | 6 | 86% | 1 | 14% | 8 | 89% | 1 | 11% | 18 | 60% | 12 | 40% |
| Research | 14 | 19% | 10 | 71% | 4 | 29% | 1 | 100% | 0 | 0 | 0 | 0 | 1 | 100% | 9 | 75% | 3 | 25% |
| Academic-Clinician | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | 73 | 100% | 50 | 68% | 23 | 32% | 10 | 83% | 2 | 17% | 10 | 83% | 2 | 17% | 30 | 61% | 19 | 39% |

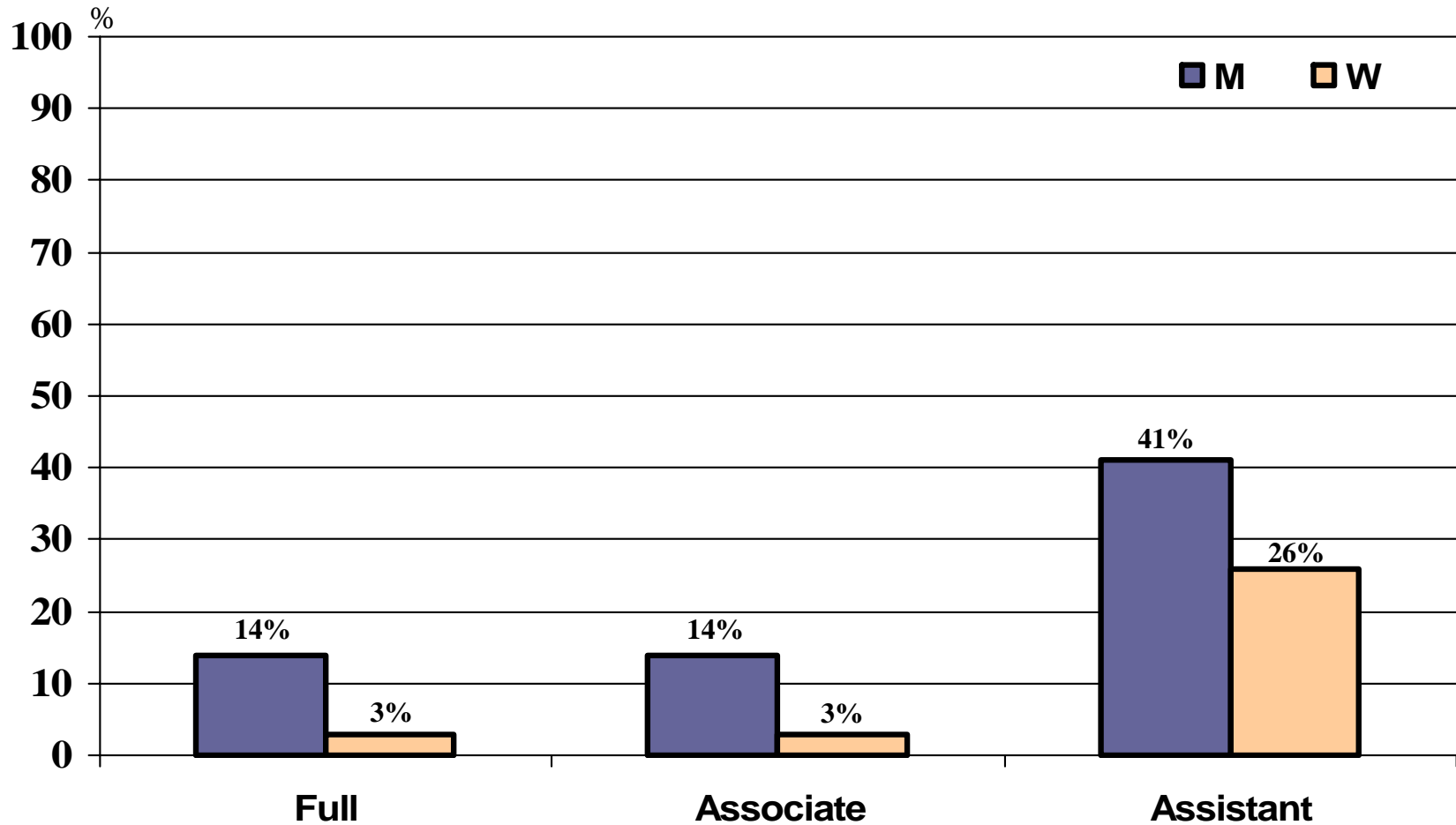
Faculty Terminations within Ranks

Penn Medical School Fulltime Faculty, 12/31/04

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



Faculty Terminations across Ranks Penn Medical School Fulltime Faculty, 12/31/04

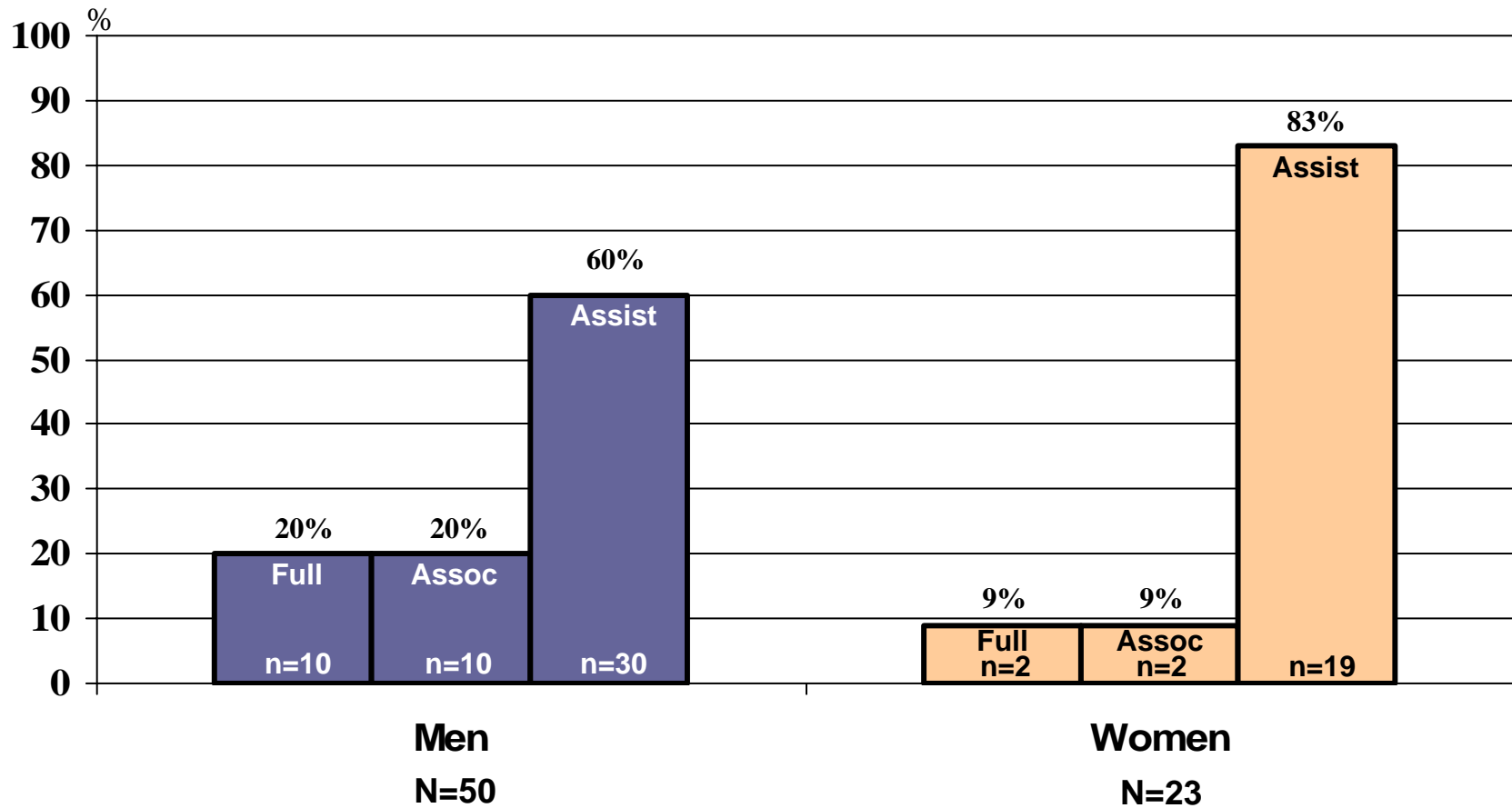


(Note: Denominator is TOTAL number of Faculty Terminations, N=73)

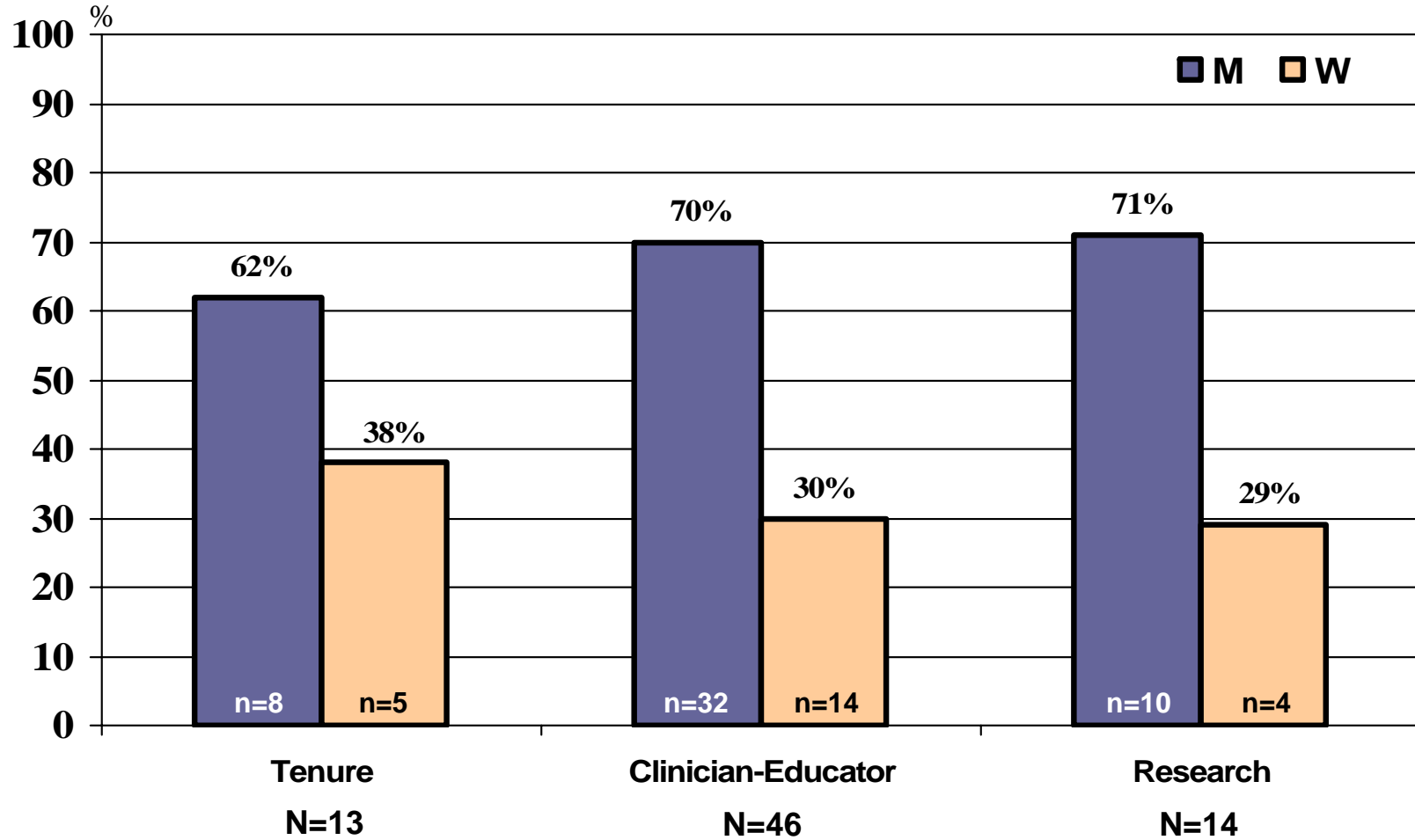
Faculty Terminations by Rank & Gender

Penn Medical School Fulltime Faculty, 12/31/04

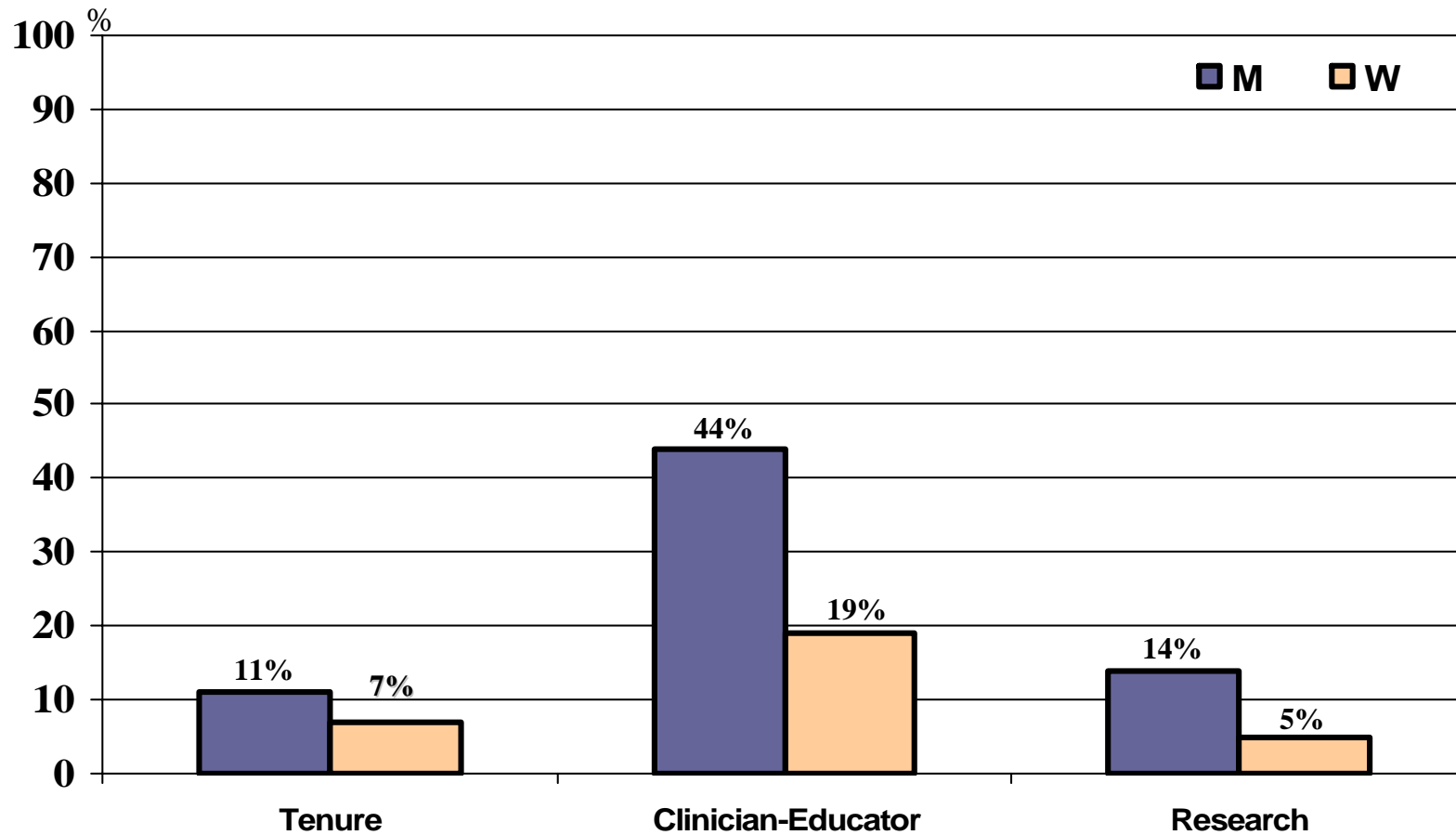
(includes Tenure, Clinician-Educator, Research and Academic-Clinician Tracks)



Faculty Terminations within Tracks Penn Medical School Fulltime Faculty, 12/31/04

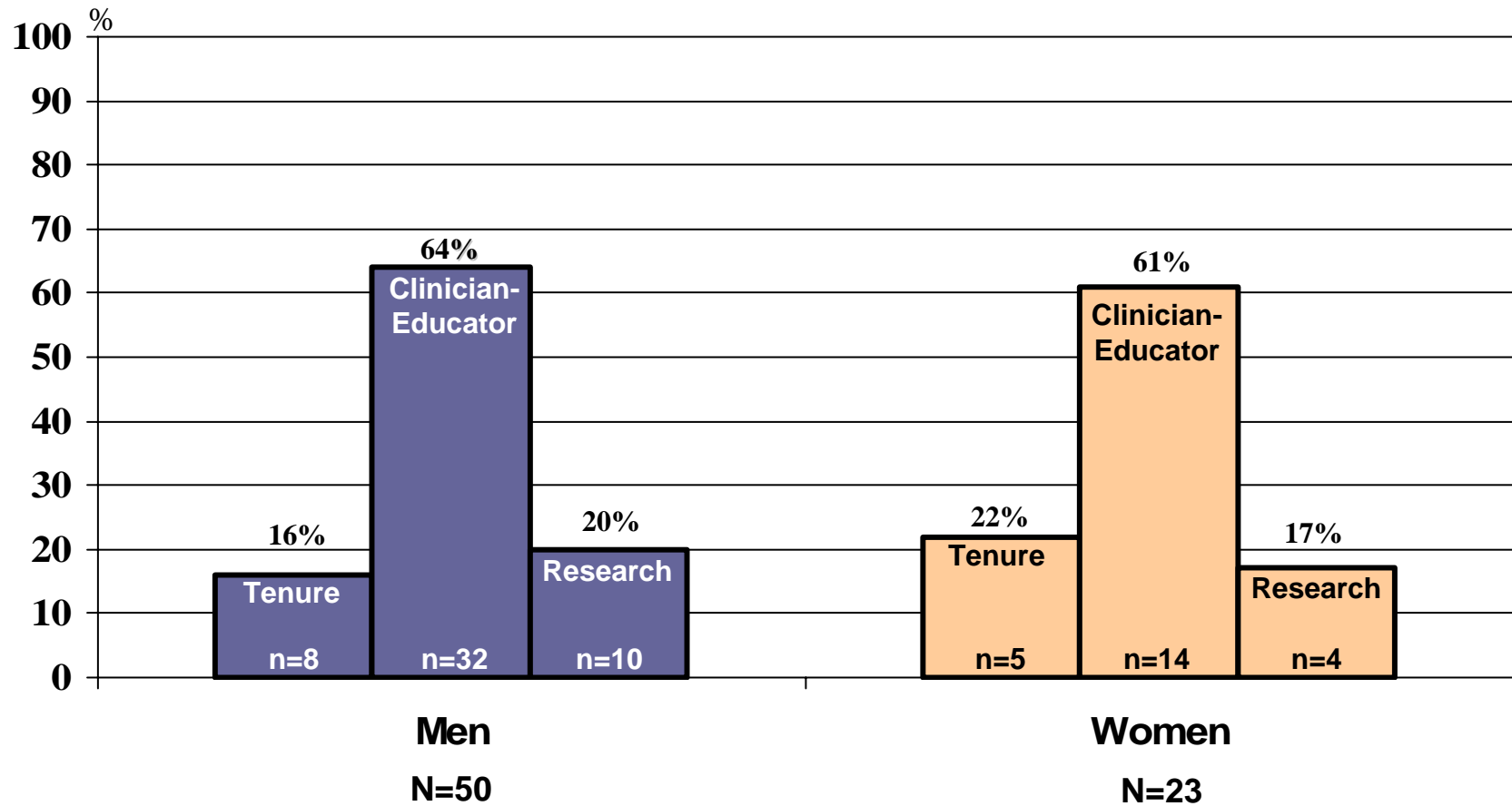


Faculty Terminations across Tracks Penn Medical School Fulltime Faculty, 12/31/04



(Note: Denominator is TOTAL number of New Faculty Terminations, N=73)

Faculty Terminations by Track and Gender Penn Medical School Fulltime Faculty, 12/31/04



Gender Distribution

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Faculty Attrition

**Faculty Attrition Rate by Rank
Penn Medical School Fulltime Faculty, 12/31/04**

| RANK | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|----------------------|------------------|------|--------|-------------------|------|--------|------------------|------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| FULL | 12 | 10 | 2 | 443 | 379 | 64 | 2.7% | 2.6% | 3.1% |
| ASSOCIATE | 12 | 10 | 2 | 393 | 296 | 97 | 3.1% | 3.4% | 2.1% |
| ASSISTANT | 49 | 30 | 19 | 636 | 419 | 217 | 7.7% | 7.2% | 8.8% |
| TOTAL FACULTY | 73 | 50 | 23 | 1472 | 1094 | 378 | 5.0% | 4.6% | 6.1% |

**Faculty Attrition Rate by Rank
Penn Medical School Fulltime Faculty, 12/31/04**

| Rank | Total | Men | Women |
|----------------------------|--------------|-------------|--------------|
| Full Professor | 2.7% | 2.6% | 3.1% |
| Associate Professor | 3.1% | 3.4% | 2.1% |
| Assistant Professor | 7.7% | 7.2% | 8.8% |
| Total Faculty | 5.0% | 4.6% | 6.1% |

Faculty Attrition Rate by Track
Penn Medical School Fulltime Faculty, 12/31/04

| TRACK | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|----------------------|------------------|------|--------|-------------------|------|--------|------------------|------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| Tenure | 13 | 8 | 5 | 539 | 444 | 95 | 2.4% | 1.8% | 5.3% |
| C-E | 46 | 32 | 14 | 755 | 535 | 220 | 6.1% | 6.0% | 6.4% |
| Research | 14 | 10 | 4 | 157 | 103 | 54 | 8.9% | 9.7% | 7.4% |
| A-C | - | - | - | 21 | 12 | 9 | - | - | - |
| TOTAL FACULTY | 73 | 50 | 23 | 1472 | 1094 | 378 | 5.0% | 4.6% | 6.1% |

**Faculty Attrition Rate by Track
Penn Medical School Fulltime Faculty, 12/31/04**

| TRACK | Total | Men | Women |
|---------------------------|--------------|-------------|--------------|
| Tenure | 2.4% | 1.8% | 5.3% |
| Clinician-Educator | 6.1% | 6.0% | 6.4% |
| Research | 8.9% | 9.7% | 7.4% |
| Academic Clinician | -- | -- | -- |
| Total Faculty | 5.0% | 4.6% | 6.1% |

**Faculty Attrition Rate of *Assistant Professors* by Track
Penn Medical School Fulltime Faculty, 12/31/04**

| TRACK | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|----------------------|------------------|------|--------|-------------------|------|--------|------------------|-------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| Tenure | 7 | 3 | 4 | 187 | 139 | 48 | 3.7% | 2.2% | 8.3% |
| C-E | 30 | 18 | 12 | 344 | 213 | 131 | 8.7% | 8.5% | 9.2% |
| Research | 12 | 9 | 3 | 88 | 57 | 31 | 13.6% | 15.8% | 9.7% |
| A-C | - | - | - | 17 | 10 | 7 | - | - | - |
| TOTAL FACULTY | 49 | 30 | 19 | 636 | 419 | 217 | 7.7% | 7.2% | 8.8% |

**Faculty Attrition Rate for *Assistant* Professors by Track
Penn Medical School Fulltime Faculty, 12/31/04**

| TRACK | Total | Men | Women |
|---------------------------|--------------|--------------|--------------|
| Tenure | 3.7% | 2.2% | 8.3% |
| Clinician-Educator | 8.7% | 8.5% | 9.2% |
| Research | 13.6% | 15.8% | 9.7% |
| Academic Clinician | -- | -- | -- |
| Total Faculty | 7.7% | 7.2% | 8.8% |

Gender Distribution

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School of Medicine

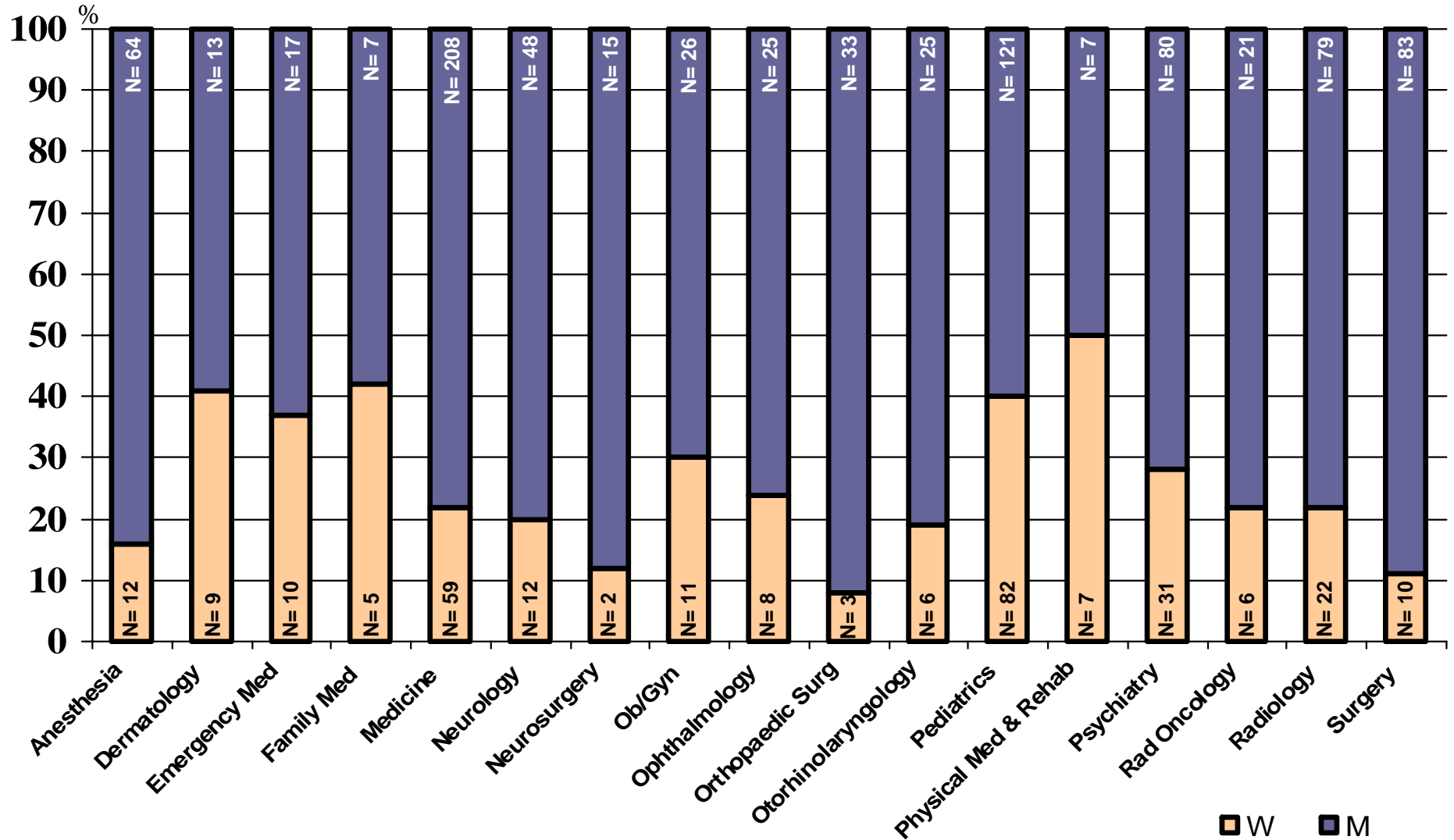
Departments

&

Leadership Positions

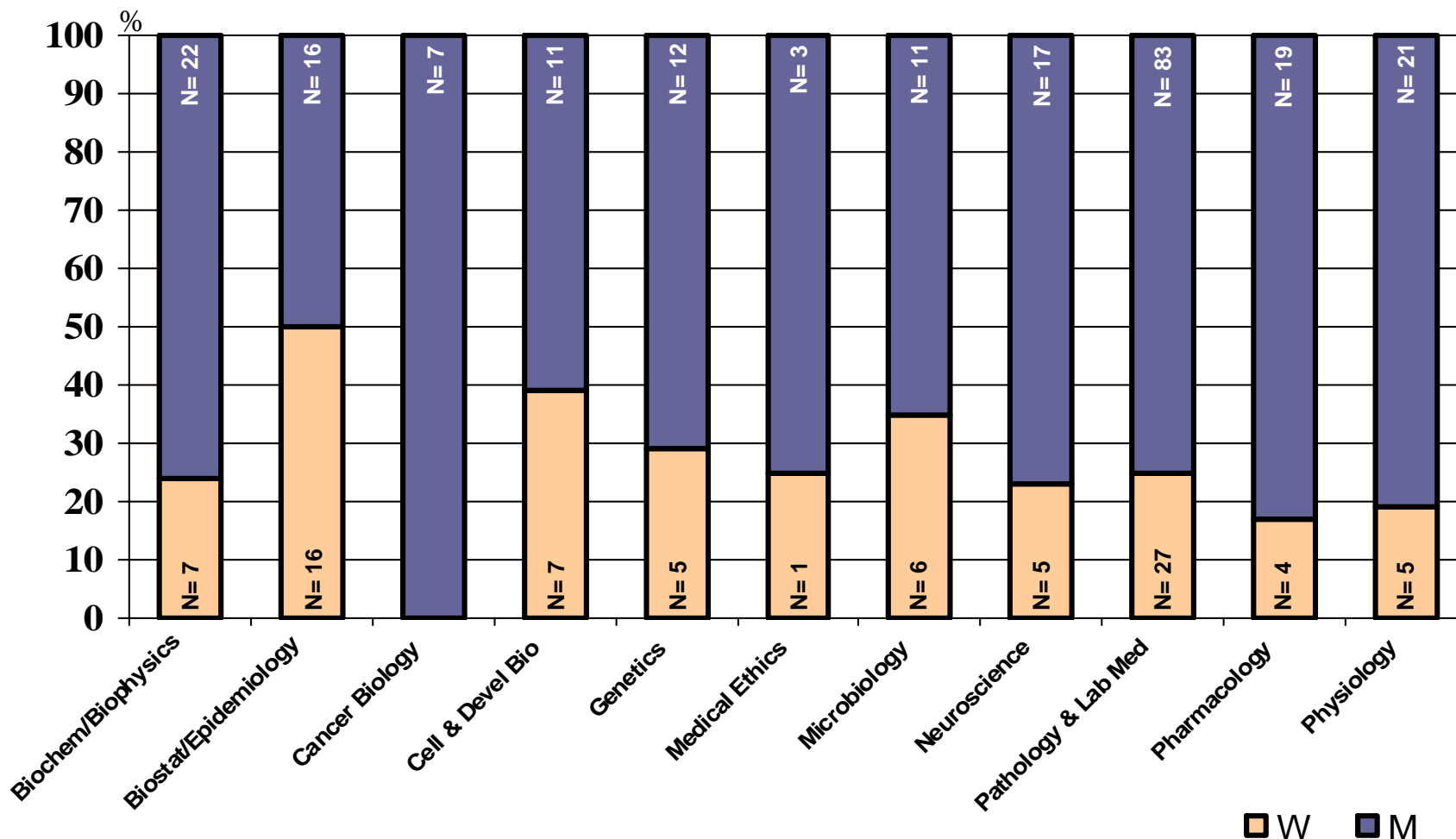
Gender Distribution by Clinical Department Penn Medical School Fulltime Faculty, 12/31/04

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



Gender Distribution by Basic Science Department Penn Medical School Fulltime Faculty, 12/31/04

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



Women Faculty in Senior Leadership Positions University of Pennsylvania School of Medicine, 12/31/04

| Senior Leadership Positions | Total Positions | Women Faculty | |
|--|-----------------|---------------|------------|
| | Number | Number | Percent |
| Clinical Department Chairs | 18 | 1 | 6% |
| Basic Science Department Chairs | 10 | 0 | 0 |
| Directors of Centers and Institutes | 18 | 1 | 6% |
| Senior Administrative Leadership <i>(includes Executive Vice President and Dean, Vice Deans, Chair Medical Faculty Senate, Chair COAP)</i> | 8 | 2 | 25% |
| Other Senior Leadership <i>(Chair HUP Medical Board and HUP Senior Medical Director)</i> | 2 | 0 | 0 |
| Associate & Assistant Deans <i>(see "Senior Administrative Leadership" for SOM Dean and Vice Deans)</i> | 22 | 5 | 23% |

Gender Analysis of Total Number Searches for Department Chair University of Pennsylvania School of Medicine, 1999 through 2004

| Total # Department Chair Positions | Current # Women Chairs |
|---|-----------------------------------|
| 28 | 1 |

| Total # Chair Searches* 1999-2004 | Total # Women Chairs Appointed |
|--|---|
| 15 | 0 |

**Presently, there are 3 additional ongoing Chair Searches: Genetics, Obstetrics & Gynecology, and Radiation Oncology*

Women's Representation on Key Committees University of Pennsylvania School of Medicine, 12/31/04

| Key Committees | Men & Women Serving | Women Faculty Serving | | All Women Serving* | |
|--|---------------------|-----------------------|---------|--------------------|---------|
| | Total (N) | Number | Percent | Number | Percent |
| Search- Chair, Radiation Oncology | 16 | 0 | 0 | 4 | 25% |
| Academic Review | 28 | 4 | 14% | 4 | 14% |
| Space Planning Committee | 7 | 1 | 14% | 3 | 43% |
| Admissions | 26 | 5 | 19% | 10 | 38% |
| Dept., Center and Institute Review | 26 | 5 | 19% | 8 | 31% |
| Student Standards | 21 | 4 | 19% | 9 | 43% |
| Subcommittee of COAP for Teaching and Evaluation | 39 | 9 | 23% | 9 | 23% |
| Search- Chair, Obstetrics & Gynecology | 14 | 4 | 29% | 6 | 43% |
| Academic Freedom and Responsibility | 10 | 3 | 30% | 3 | 30% |
| Curriculum | 84 | 25 | 30% | 36 | 43% |
| Appointments and Promotions (COAP) | 22 | 8 | 36% | 8 | 36% |
| Search- Chair, Genetics | 11 | 4 | 36% | 4 | 36% |
| Teaching Awards | 16 | 6 | 38% | 6 | 38% |
| Medical Faculty Senate Steering | 17 | 7 | 41% | 7 | 41% |

* "All Women Serving" includes faculty as well as administrators, staff, and medical students

Comparison

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Penn Gender Statistics

versus

AAMC National Data

Percent Women Medical Faculty by Department PENN compared with AAMC National Data, 2004

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

| DEPARTMENT | PENN (%) | COMPARED TO | AAMC (%) |
|-----------------------------|----------|-------------|----------|
| Anesthesia | 16.9 | ↓ | 29.4 |
| Biochem/Biophysics | 24.1 | ↓ | 24.6 |
| Dermatology | 40.9 | ↑ | 37.1 |
| Emergency Medicine | 33.3 | ↑ | 26.2 |
| Family Medicine | 47.4 | ↑ | 40.6 |
| Medicine | 25.8 | ↓ | 28.2 |
| Microbiology | 35.3 | ↑ | 28.1 |
| Neurology | 21.5 | ↓ | 29.4 |
| Obstetrics & Gynecology | 29.7 | ↓ | 42.7 |
| Ophthalmology | 25.0 | = | 25.1 |
| Orthopaedic Surgery | 8.1 | ↓ | 11.0 |
| Otorhinolaryngology | 20.6 | ↓ | 21.6 |
| Pathology & Lab Medicine | 25.9 | ↓ | 31.5 |
| Pediatrics | 43.5 | ↓ | 44.6 |
| Pharmacology | 17.4 | ↓ | 23.1 |
| Physical Med/Rehabilitation | 44.4 | ↑ | 41.2 |
| Physiology | 19.2 | ↓ | 22.4 |
| Psychiatry | 30.1 | ↓ | 37.6 |
| Radiology | 21.7 | ↓ | 24.4 |
| Surgery | 10.6 | ↓ | 15.0 |

Percent Women of Faculty Hires and Departures Penn versus AAMC National Data, 12/31/04

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

| <u>Women Comprised What % of</u> | <u>PENN</u> | <u>AAMC</u> |
|----------------------------------|-------------|-------------|
| New Faculty Hires | 31% | 39% |
| Departing Faculty | 32% | 34% |

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.”

Promotion Data Penn versus AAMC National Data, 12/31/04

| Women Comprised What % of | PENN | AAMC |
|----------------------------------|-------------|-------------|
|----------------------------------|-------------|-------------|

| | | |
|-------------------------------|------------|------------|
| Newly Tenured* Faculty | 27% | 31% |
|-------------------------------|------------|------------|

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

| | | |
|---|------------|------------|
| Faculty Promoted from Assistant to Associate Professor | 26% | 33% |
|---|------------|------------|

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

| | | |
|--|------------|------------|
| Faculty Promoted from Associate to Full Professor | 26% | 25% |
|--|------------|------------|

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

Total Faculty and Full Professor Rank Penn versus AAMC National Data, 12/31/04

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

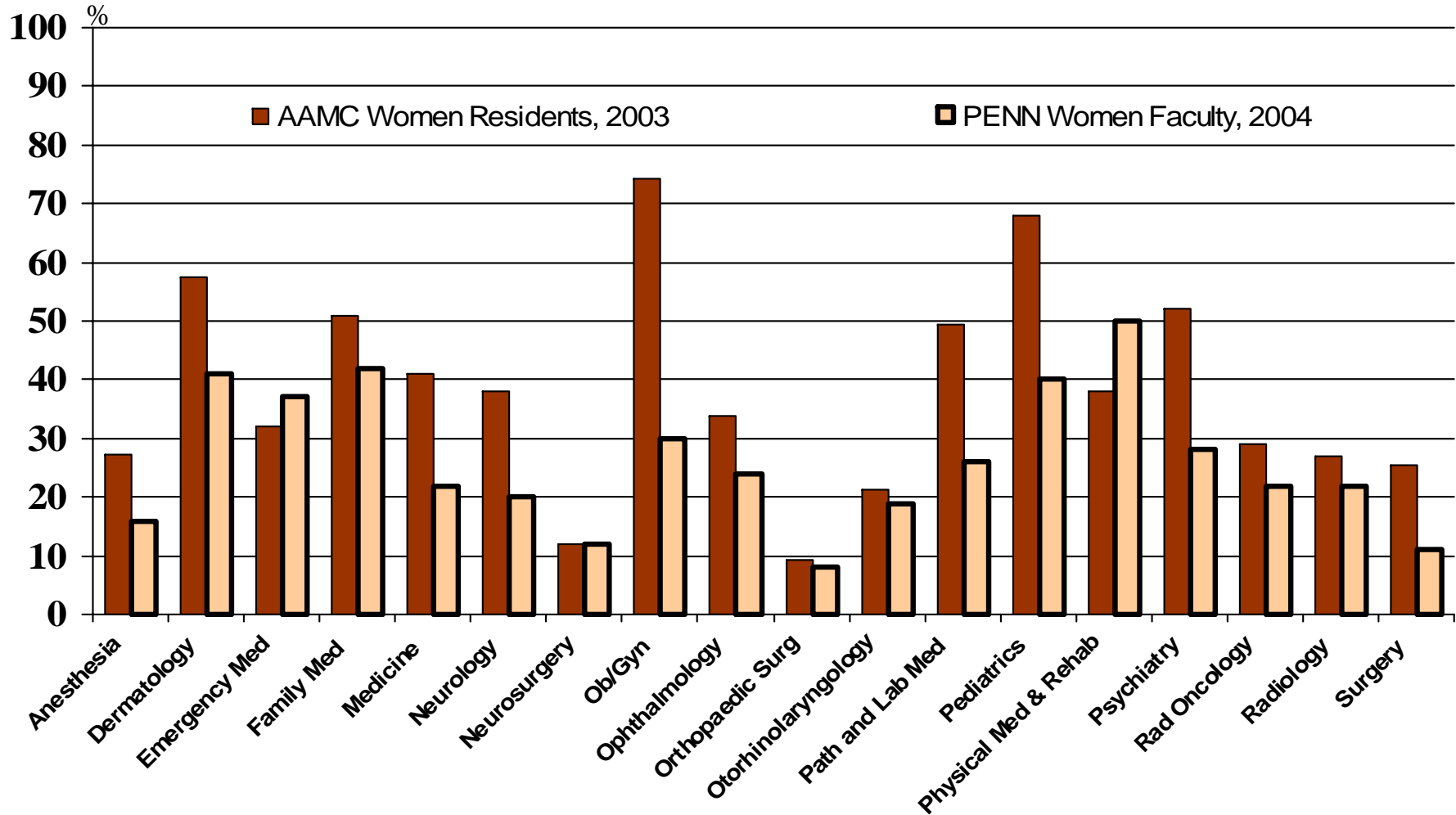
| | PENN | AAMC |
|---|-------------|-------------|
| % All Faculty Who Are Women | 27% | 30% |
| % Full Professors Who Are Women | 14% | 14% |
| % Female Faculty Who Are Full Professors | 14% | 11% |
| % Male Faculty Who Are Full Professors | 32% | 30% |

Tenure Track Faculty Penn versus AAMC National Data, 12/31/04

| | PENN | AAMC |
|---|------------|------------|
| % All Tenured* Faculty Who Are Women <i>(* "Tenured" defined as only Tenure Track Faculty at Associate and Full Professor Ranks)</i> | 13% | 17% |
| % Female Faculty Who Are Tenured <i>("faculty" includes Tenure, C-E, Research, and A-C Tracks as well as Instructors A/Lecturers A)</i> | 11% | 15% |
| % Male Faculty Who Are Tenured <i>("faculty" includes Tenure, C-E, Research, and A-C Tracks as well as Instructors A/Lecturers A)</i> | 26% | 29% |

AAMC Percent Women Residents by Specialty, 2003 Penn Percent Women Medical Faculty by Specialty, 2004

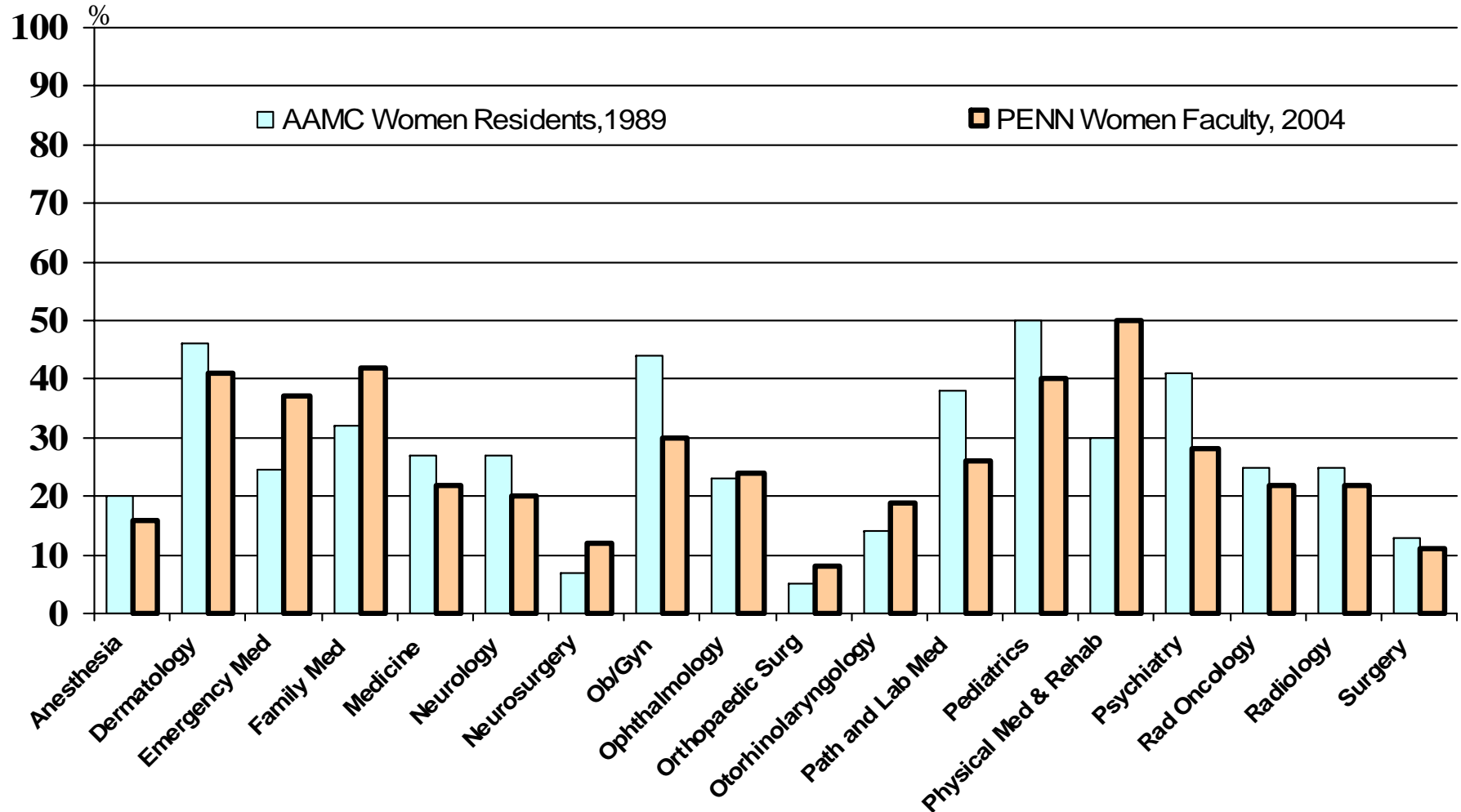
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks; does not include Instructors/Lecturers)



AAMC Percent Women Residents by Specialty, 1989

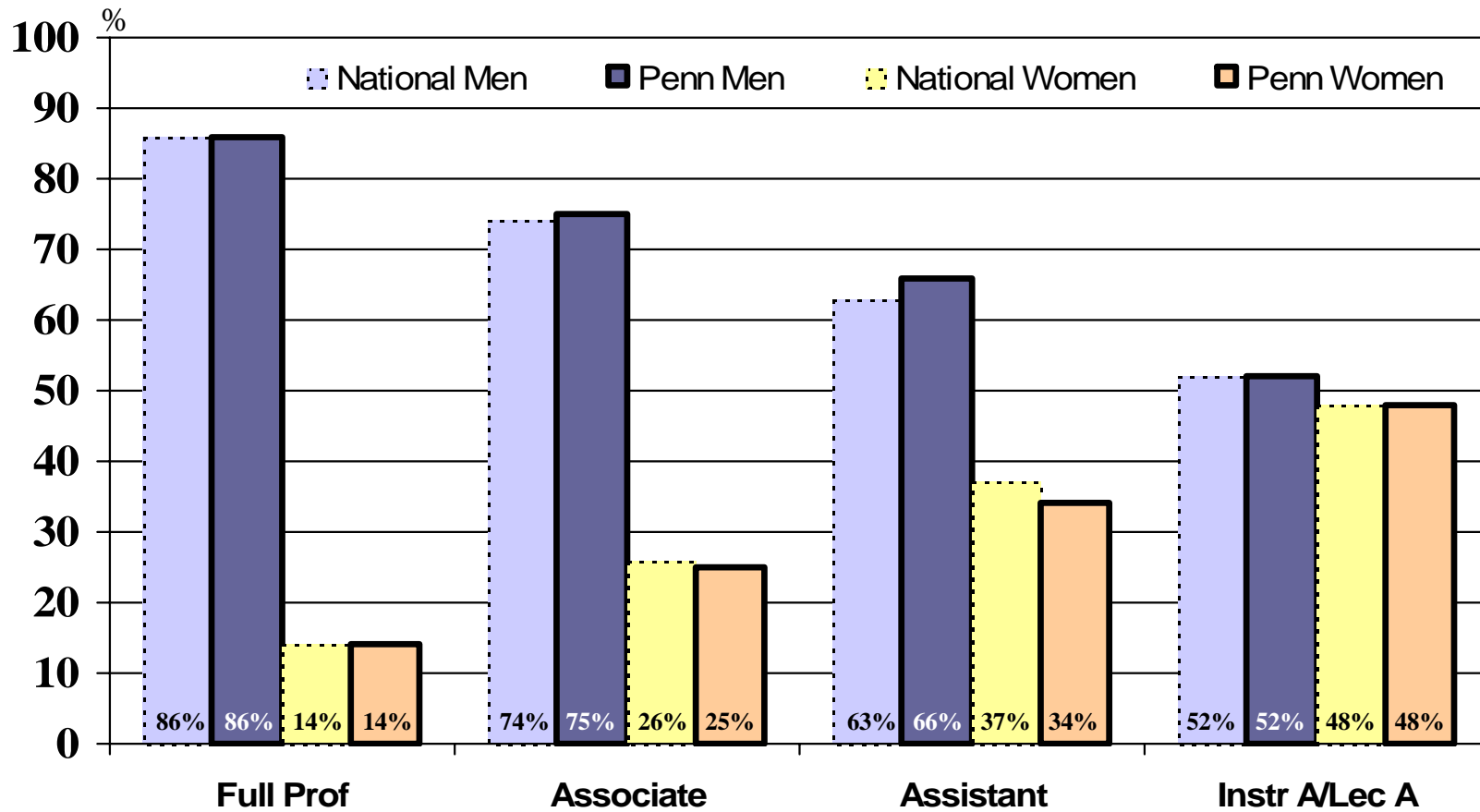
Penn Percent Women Medical Faculty by Specialty, 12/31/04

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



Gender Distributions of Medical School Faculty within Ranks Penn compared with AAMC National Data, 12/31/04

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

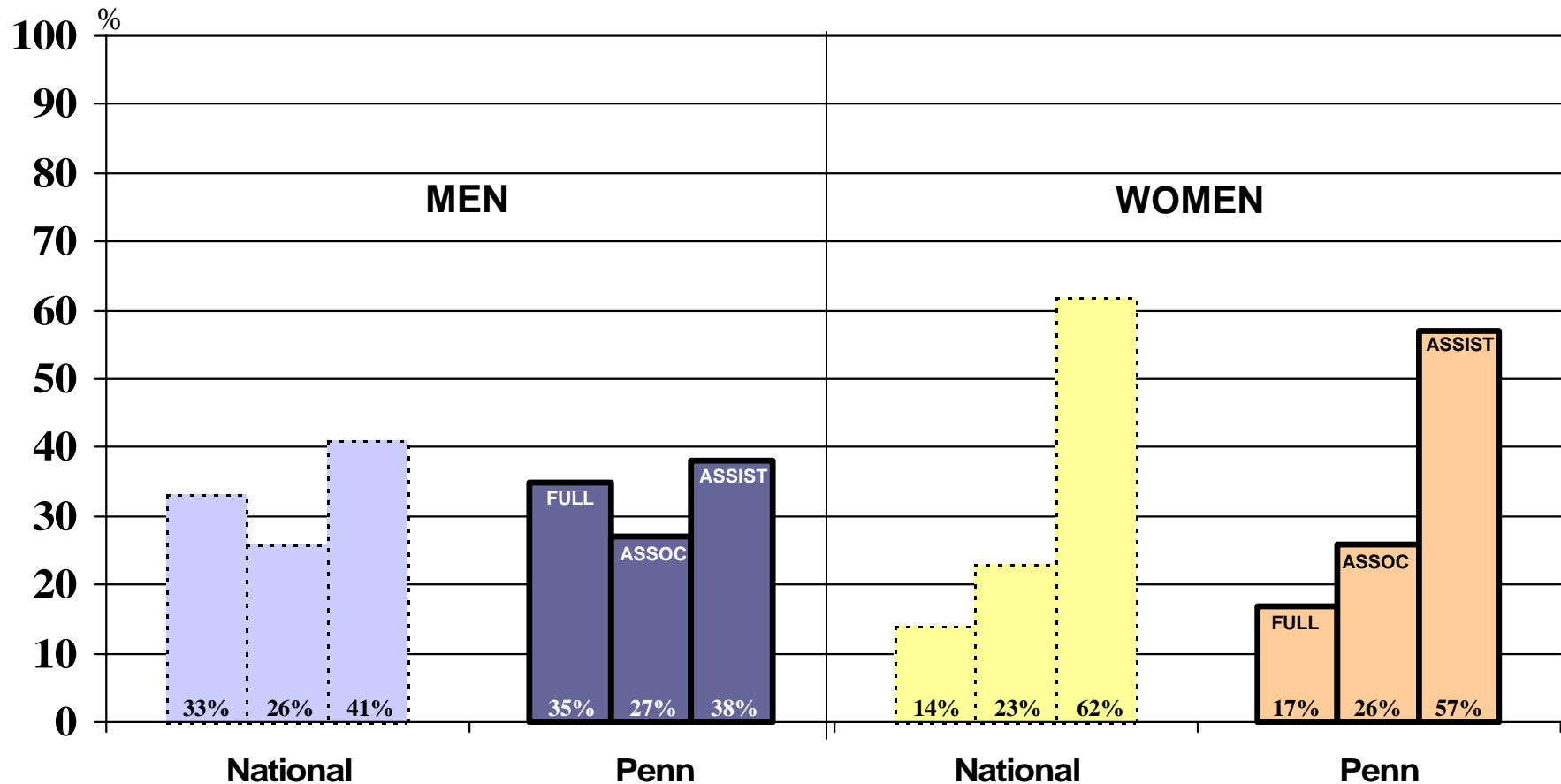


(Categories: Full Professors, Associate Professors, Assistant Professors, Instructors A and Lecturers A)

Distribution of Medical School Faculty by Rank and Gender

Penn compared with AAMC National Data, 12/31/04

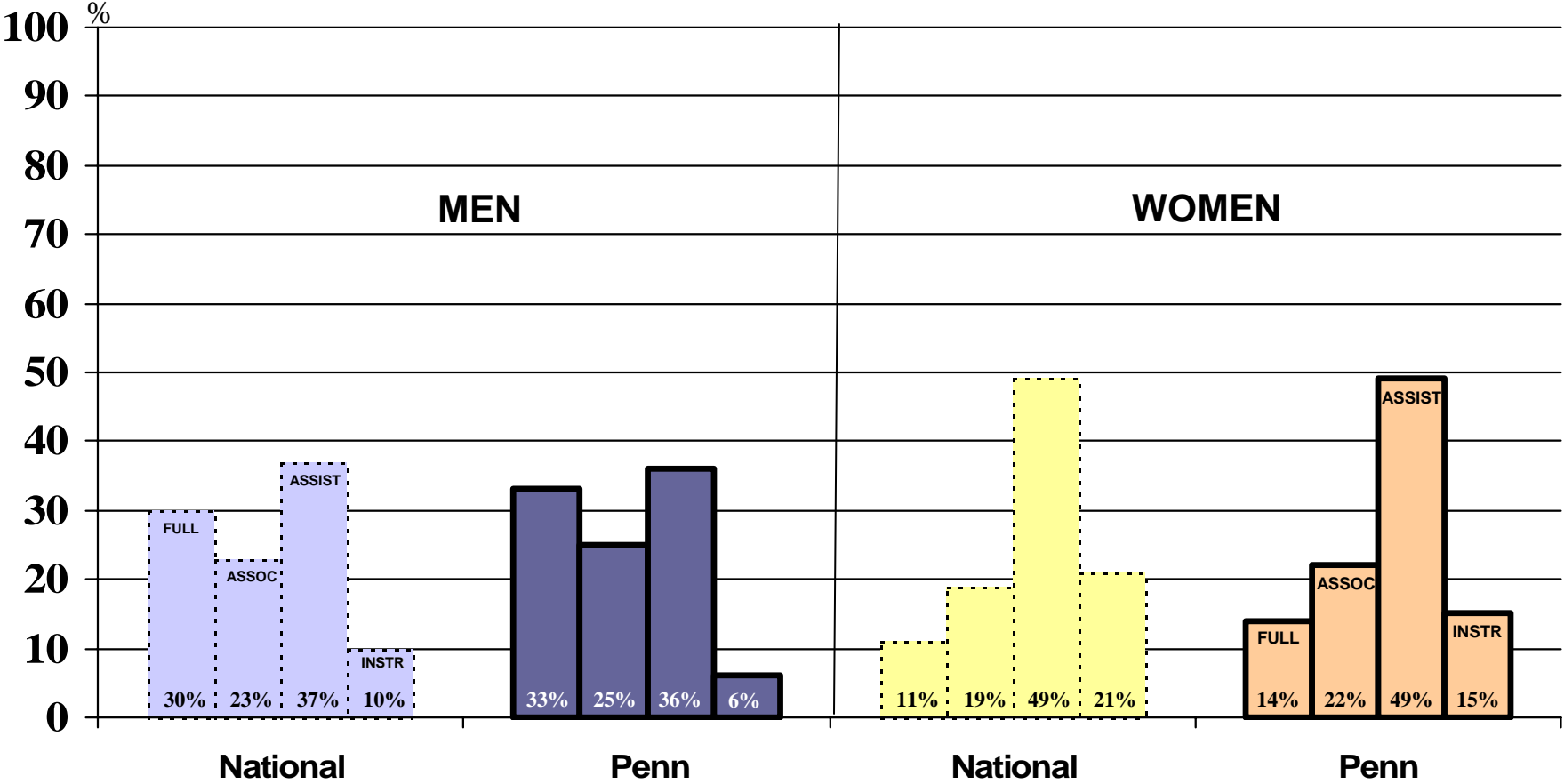
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



Distribution of Medical School Faculty by Rank and Gender

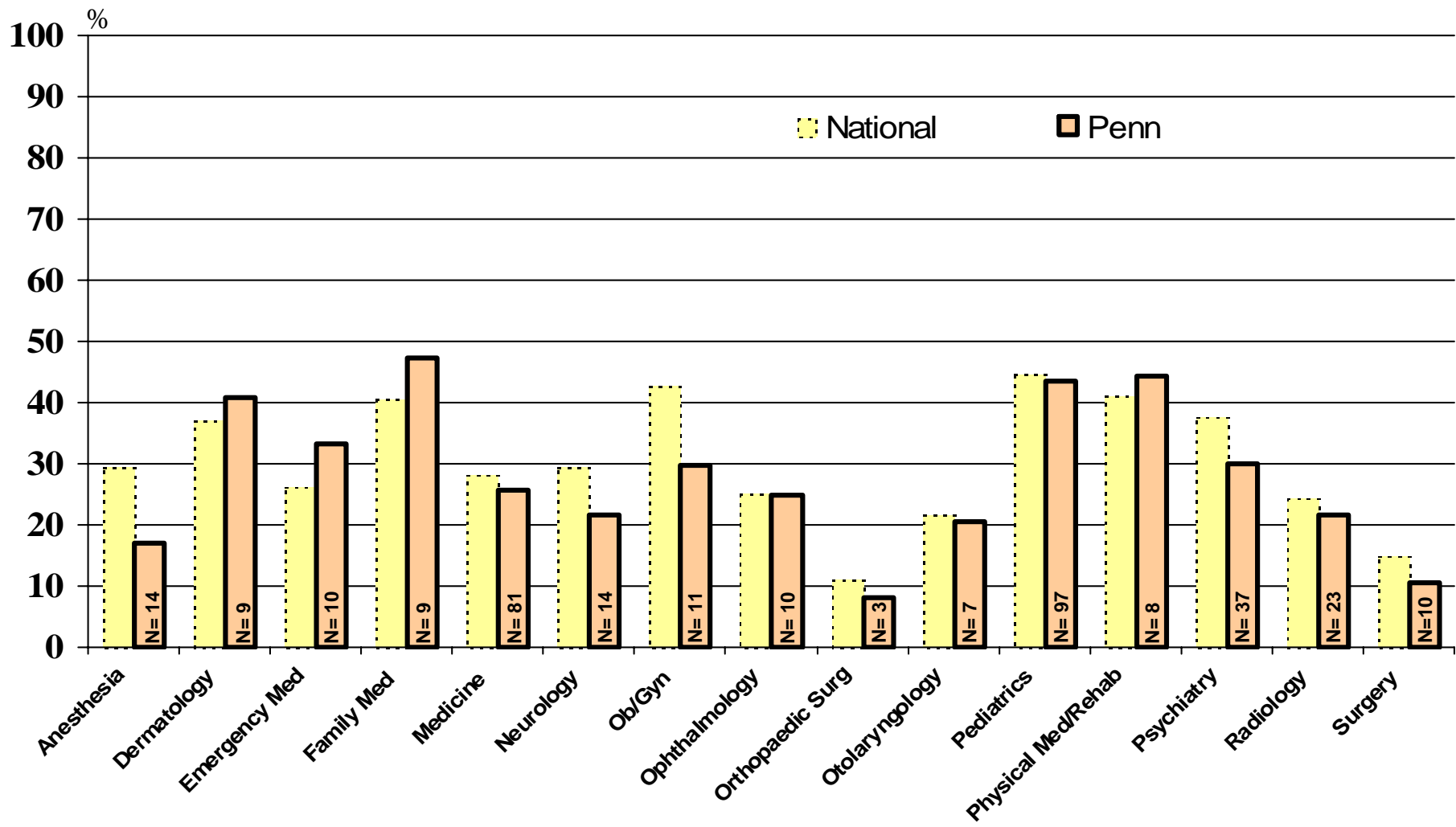
Penn compared with AAMC National Data, 12/31/04

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



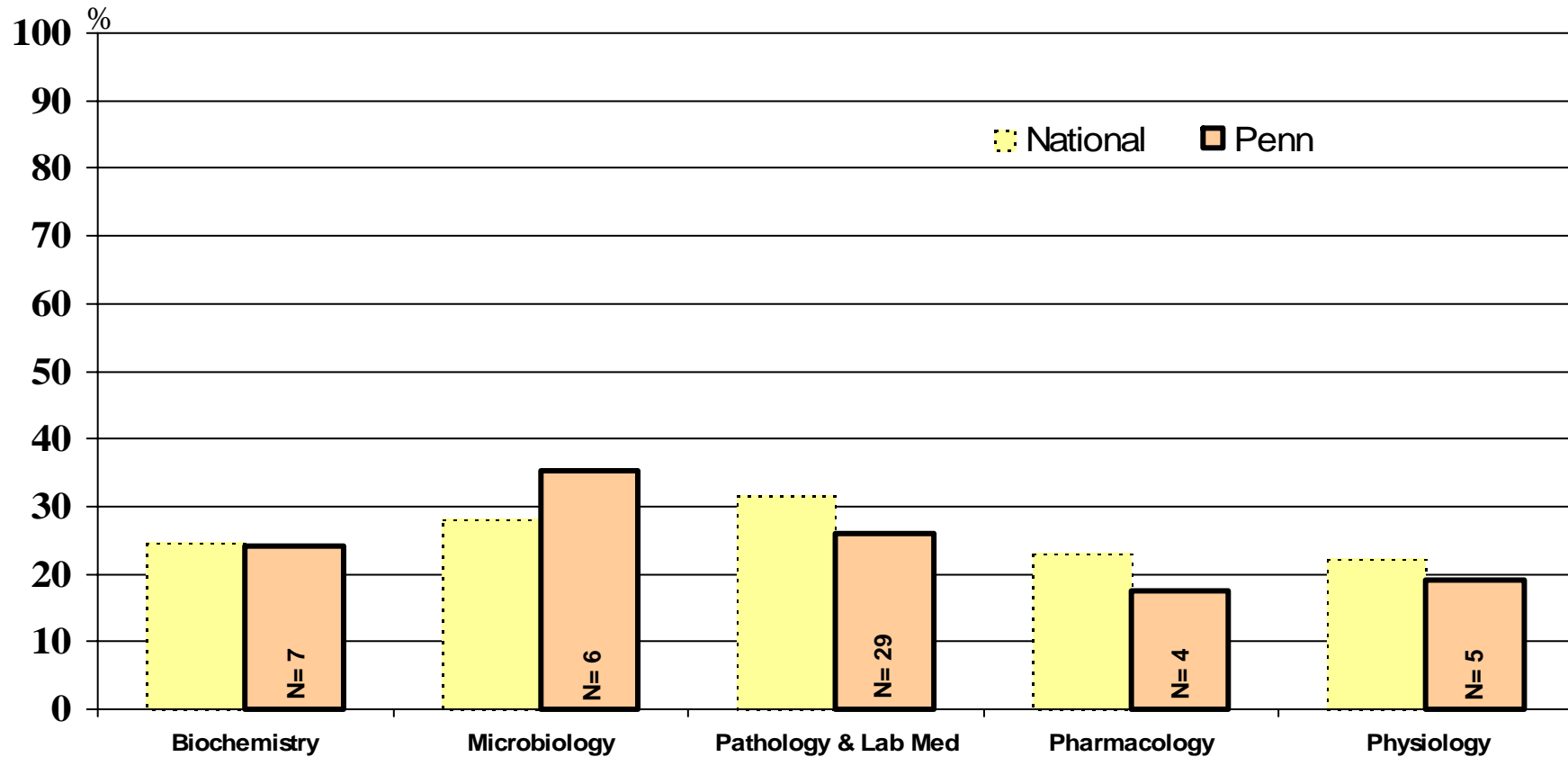
Percent Women Medical Faculty by Clinical Department Penn versus AAMC National Data, 12/31/04

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



Percent *Women* Medical Faculty by Basic Science Department Penn versus AAMC National Data, 12/31/04

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



General Overview

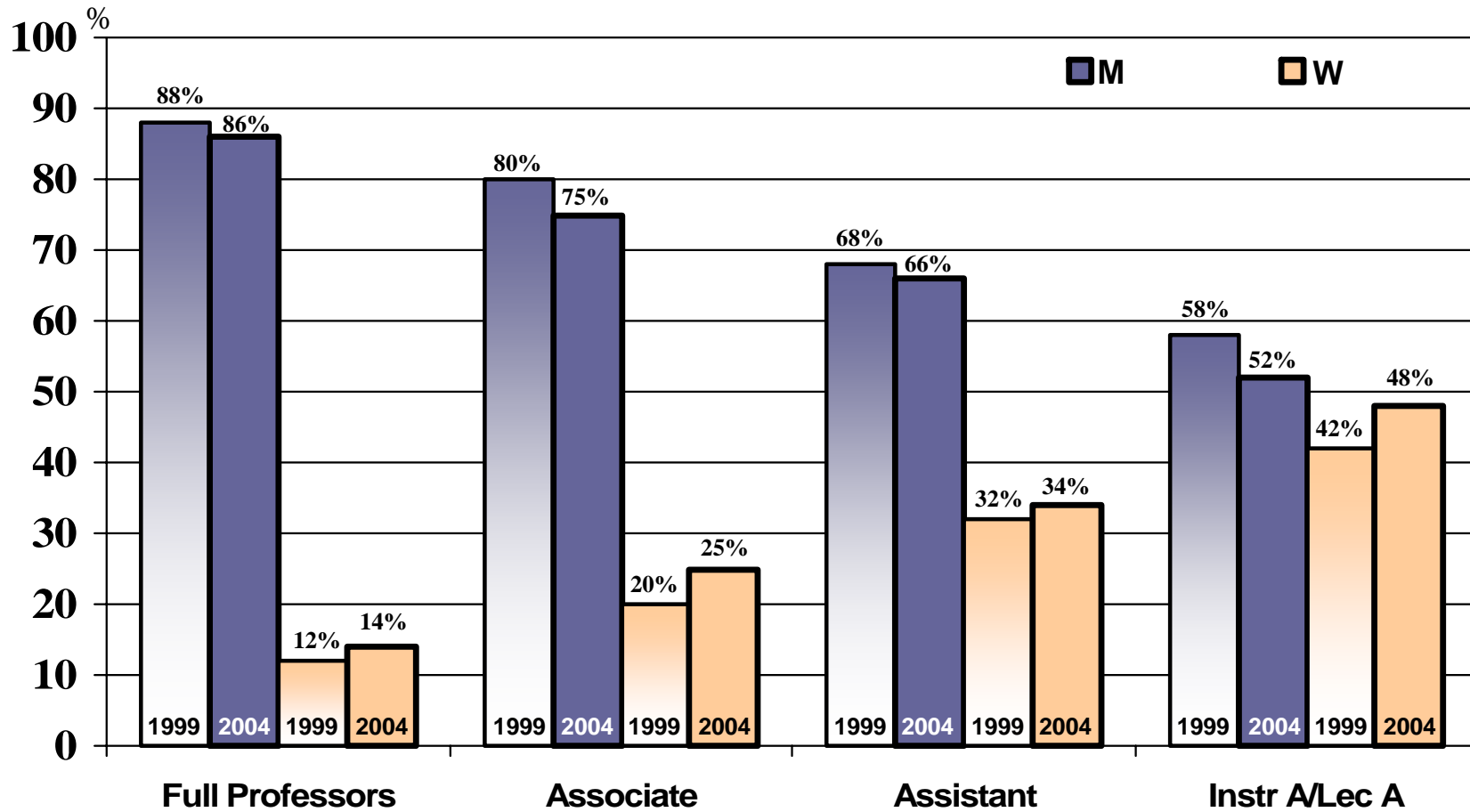
1999 – 2004

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Annual Benchmark Data

Overview: 1999 versus 2004 Gender Distribution within Ranks Penn Medical School Faculty

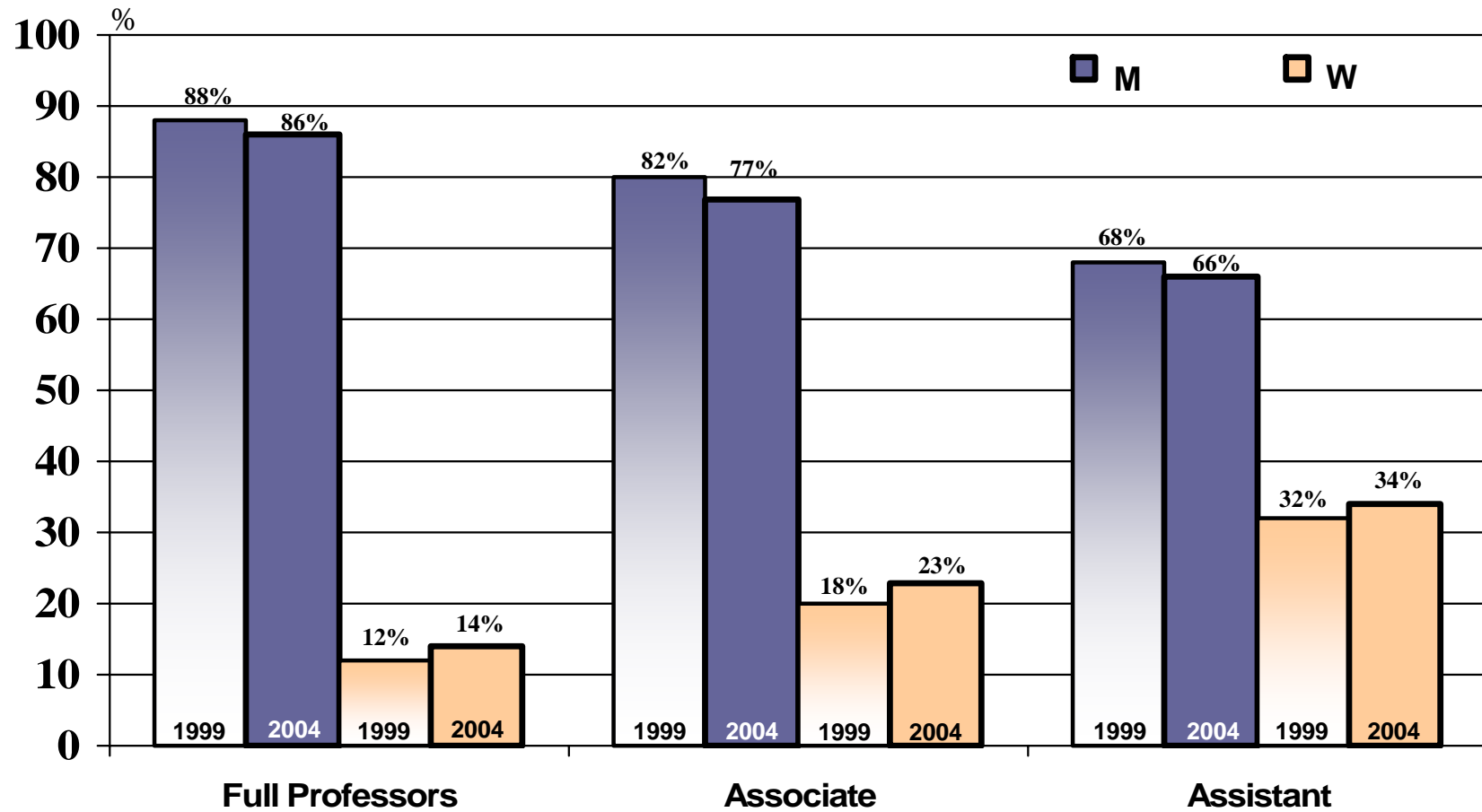
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



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

Overview: 1999 versus 2004 Gender Distribution within Ranks Penn Medical School *Standing** Faculty

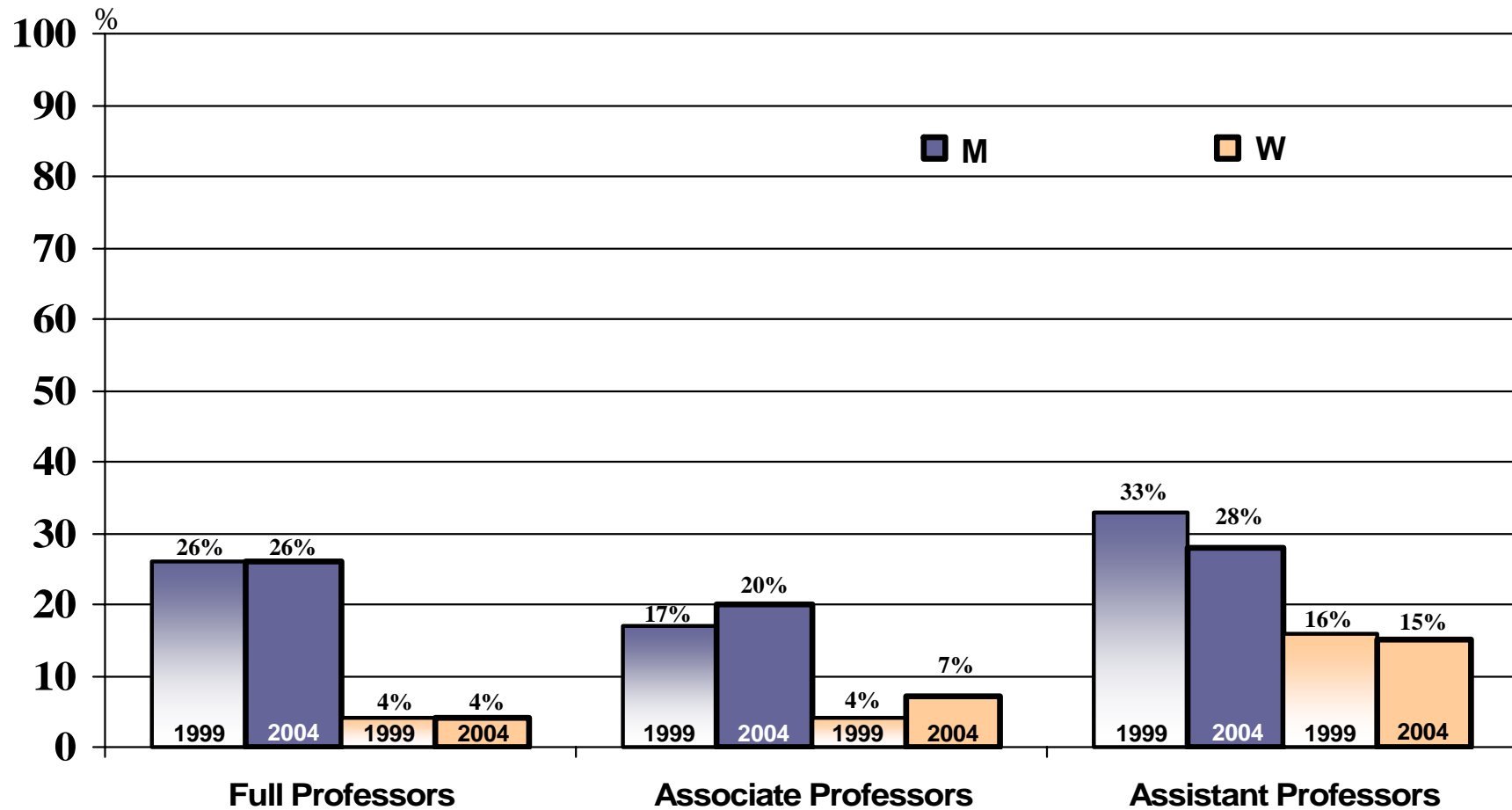
(*includes only Tenure and Clinician-Educator Tracks)



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

Overview: 1999 versus 2004 Gender Breakdown across Ranks Penn Medical School Fulltime Faculty

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



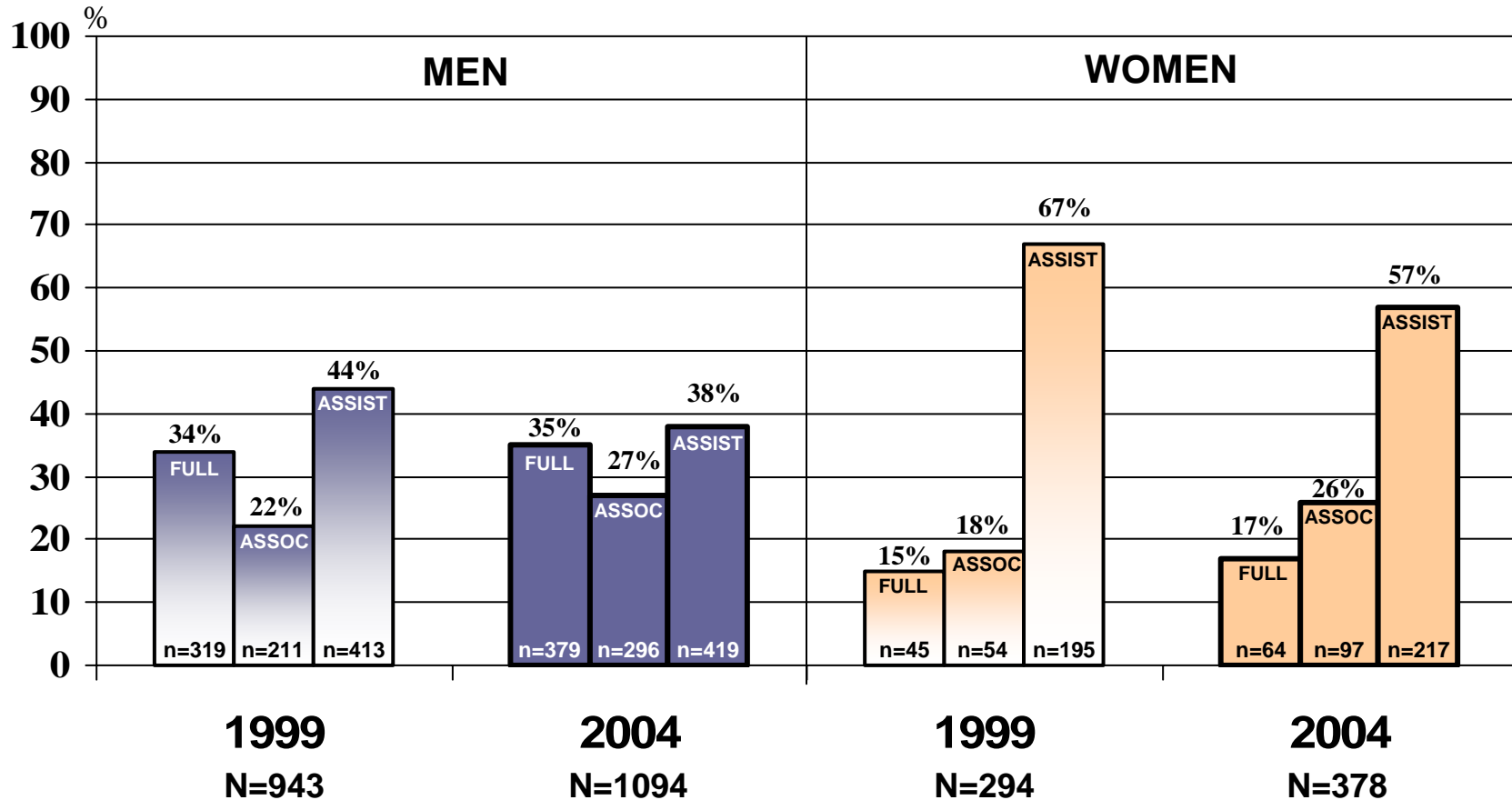
(Note: Denominator is TOTAL number of fulltime faculty: in 1999, N= 1237; in 2004, N= 1472)

Overview: 1999 versus 2004

Distribution of Ranks Separated by Gender

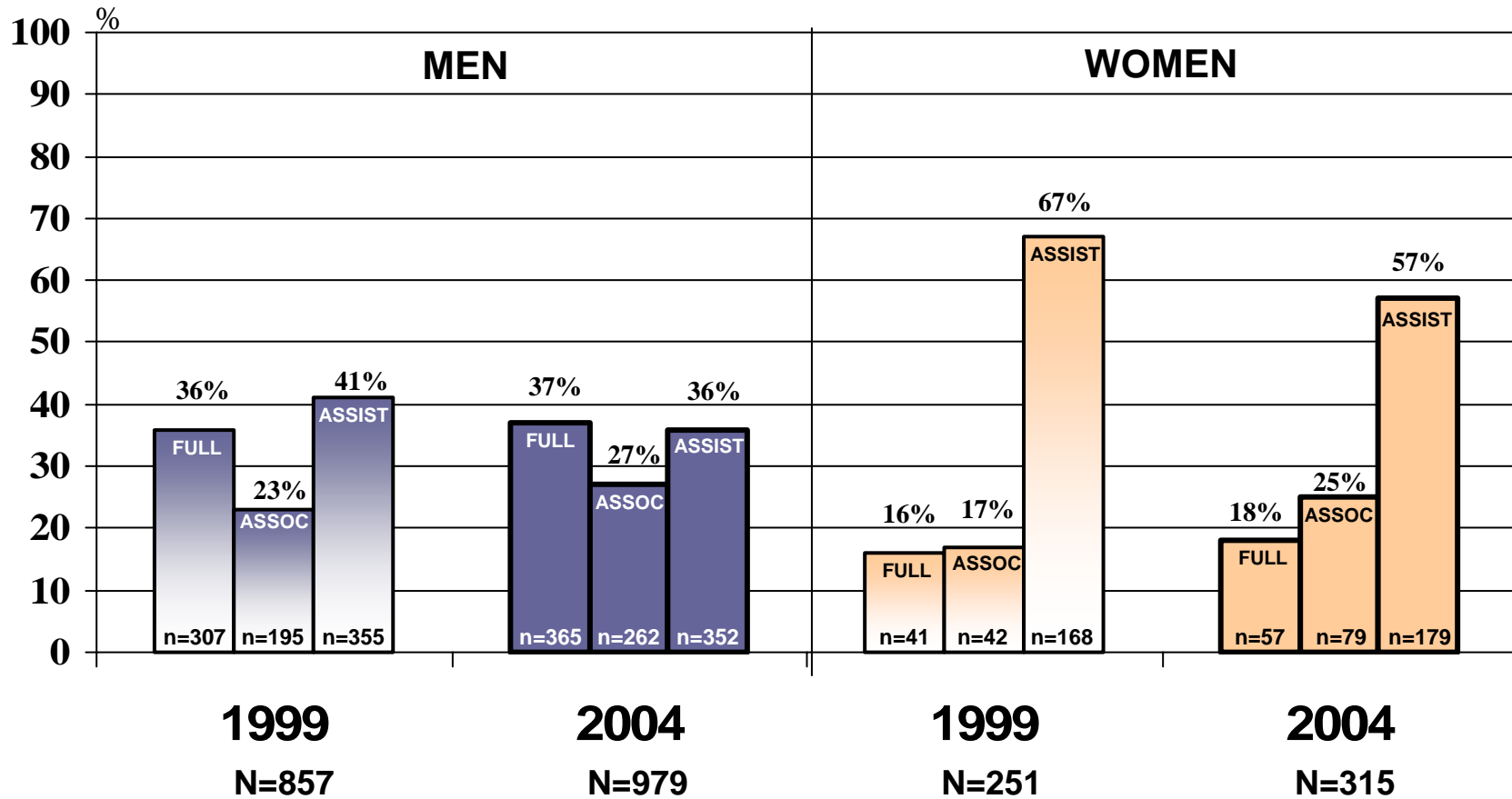
Penn Medical School Fulltime Faculty

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



Note: Significant increase in women associate professors ($p = .025$) and in men associate professors ($p = .015$)
 Significant decrease in women assistant professors ($p = .019$) and in men assistant professors ($p = .012$)

Overview: 1999 versus 2004
Distribution of Ranks Separated by Gender
Penn Medical School *Standing Faculty**
*(*includes only Tenure and Clinician-Educator Tracks)*

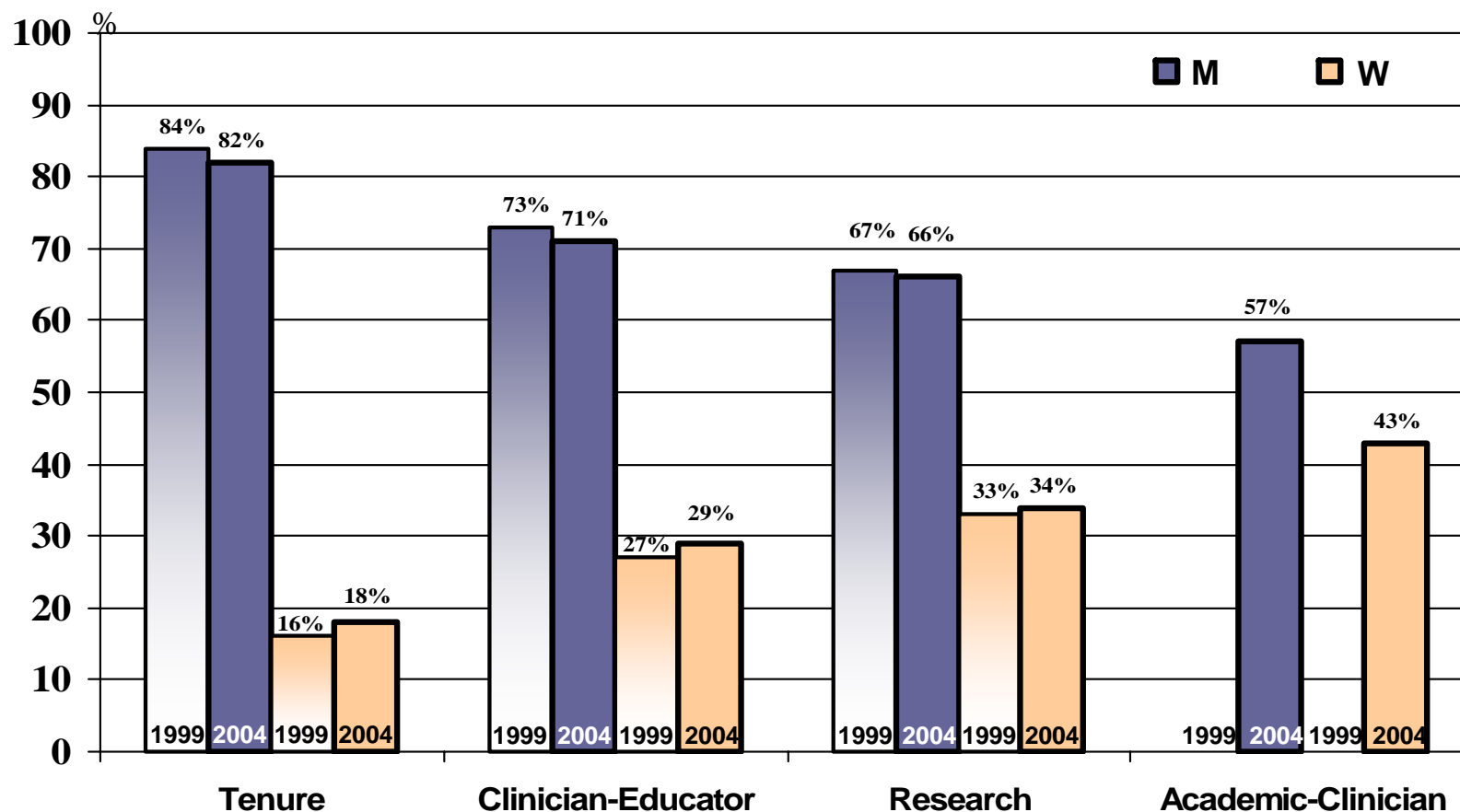


Overview: 1999 versus 2004

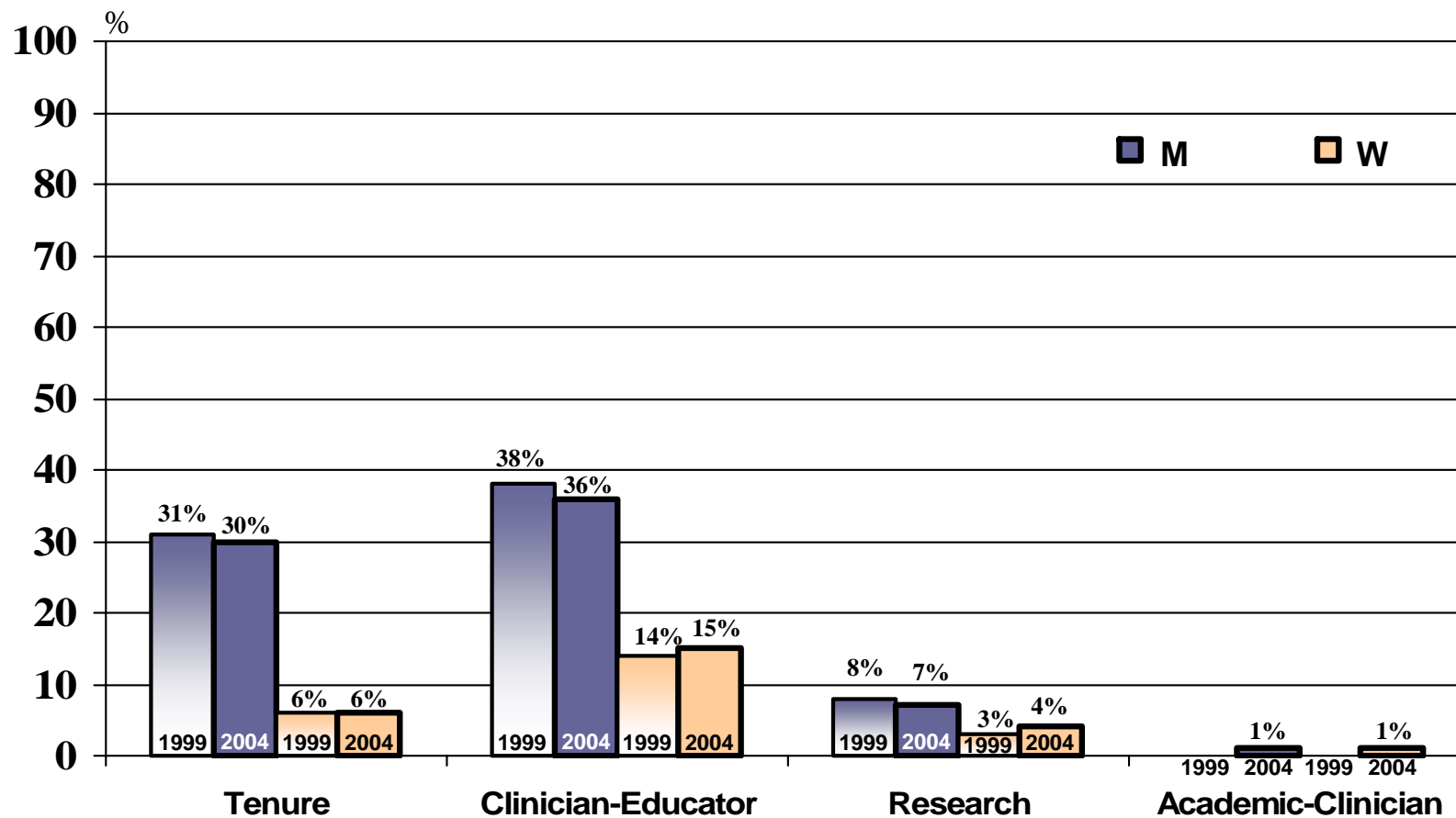
Gender Distribution within Tracks

Penn Medical School Fulltime Faculty

(does not include Instructors/Lecturers)



Overview: 1999 versus 2004 Gender Breakdown across Tracks Penn Medical School Fulltime Faculty



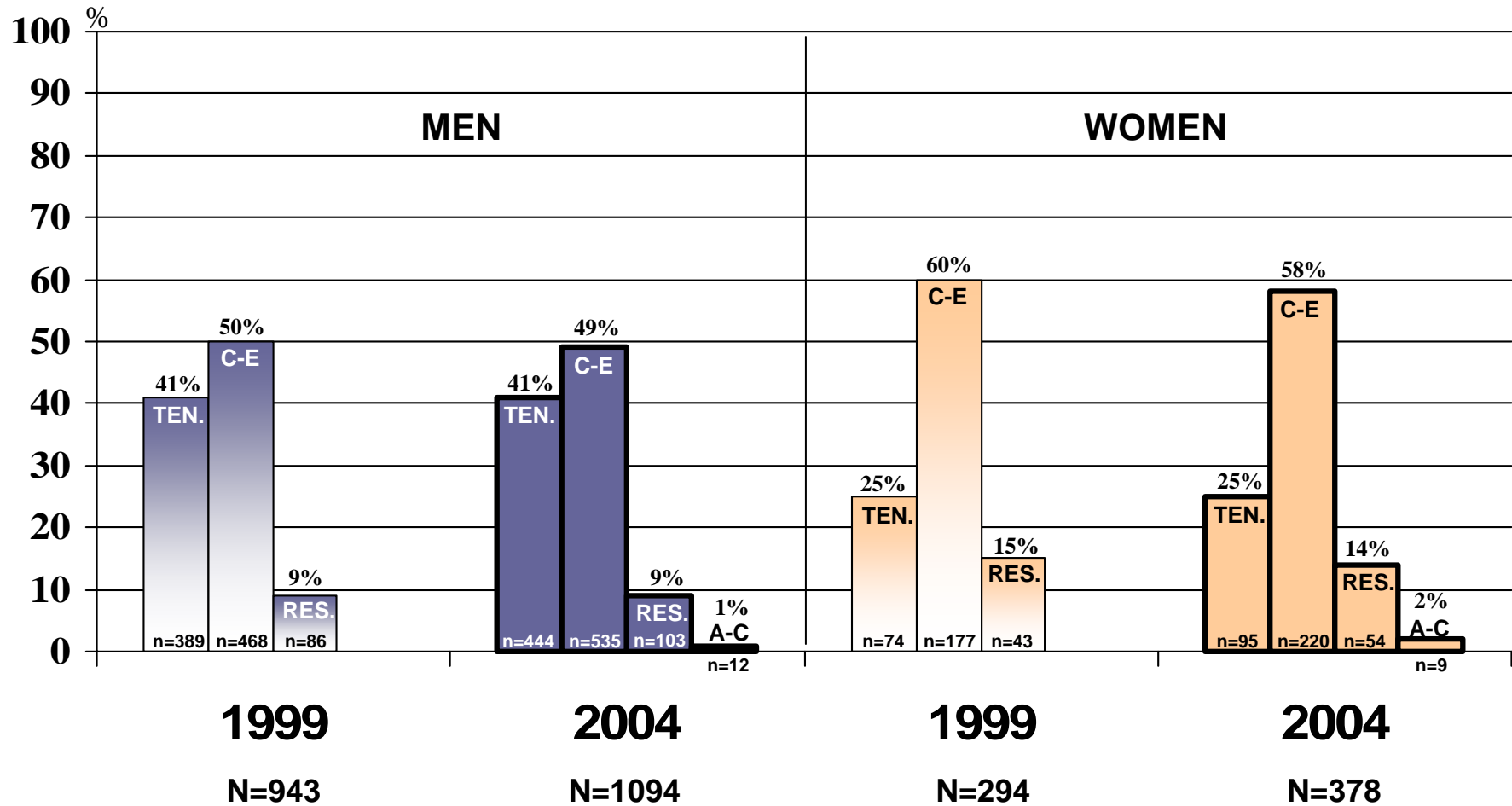
(Note: Denominator is TOTAL number of fulltime faculty: for 1999, N= 1237; for 2004, N= 1472)

Overview: 1999 versus 2004

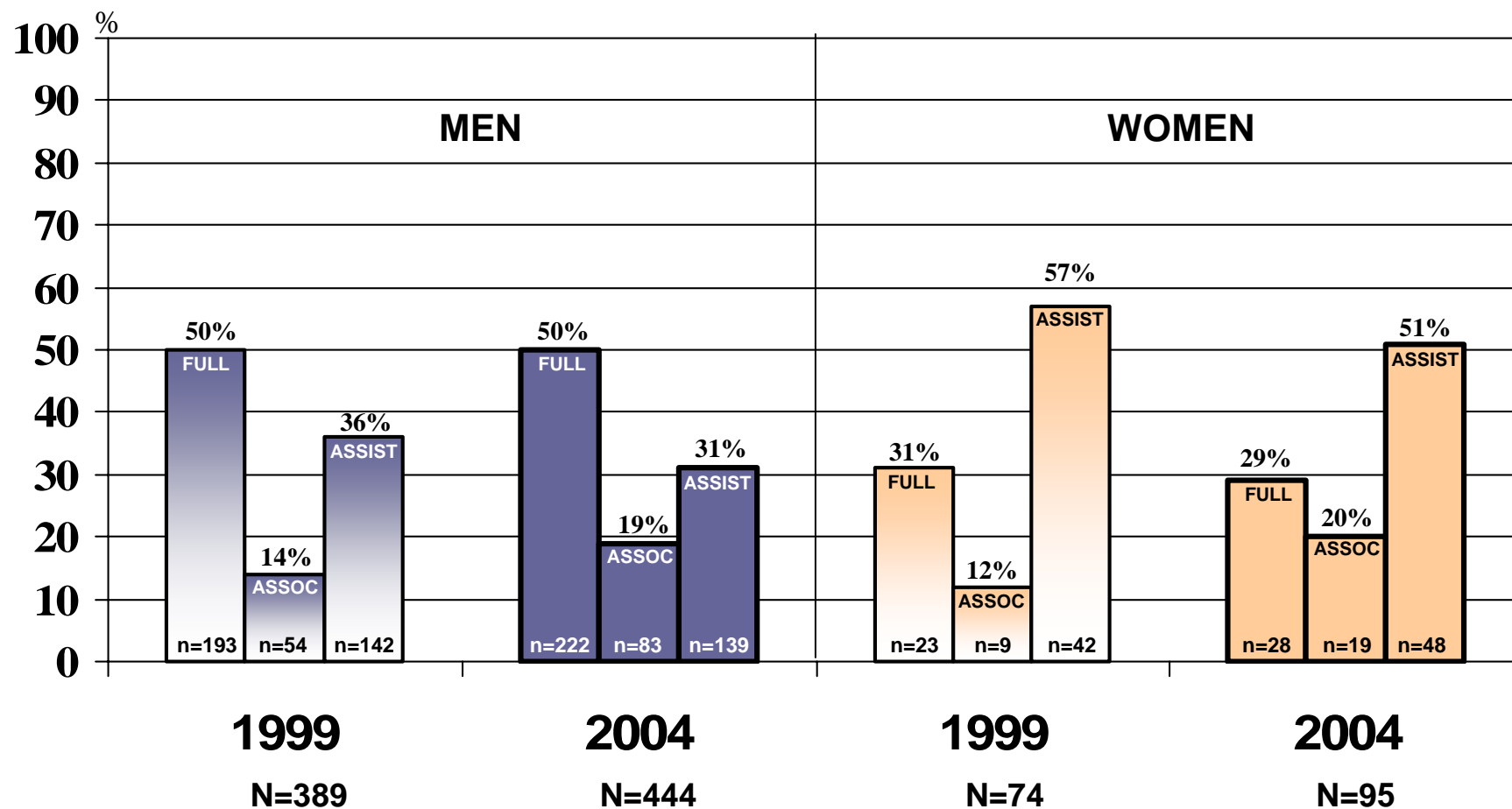
Distribution of Tracks Separated by Gender

Penn Medical School Fulltime Faculty

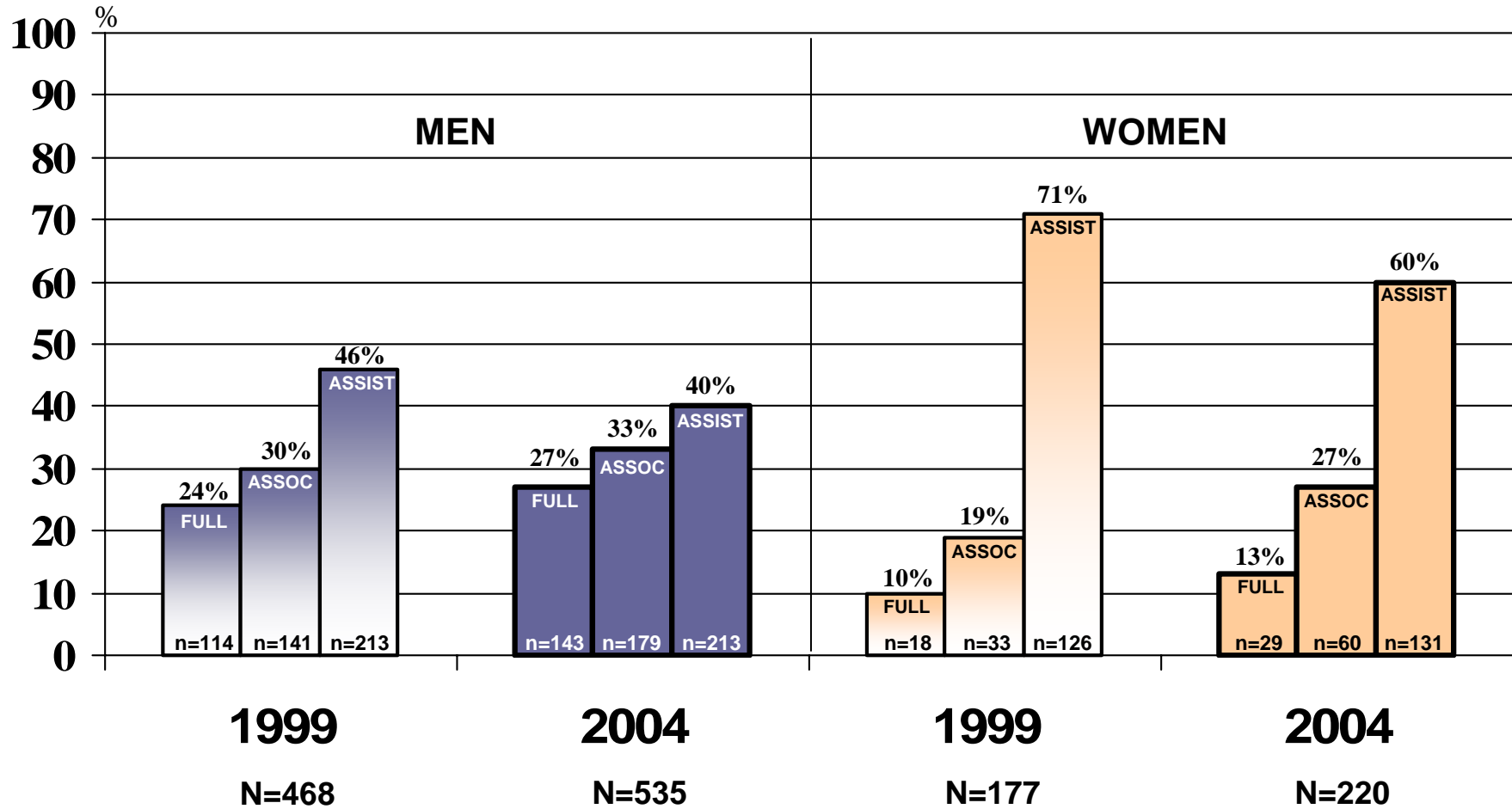
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



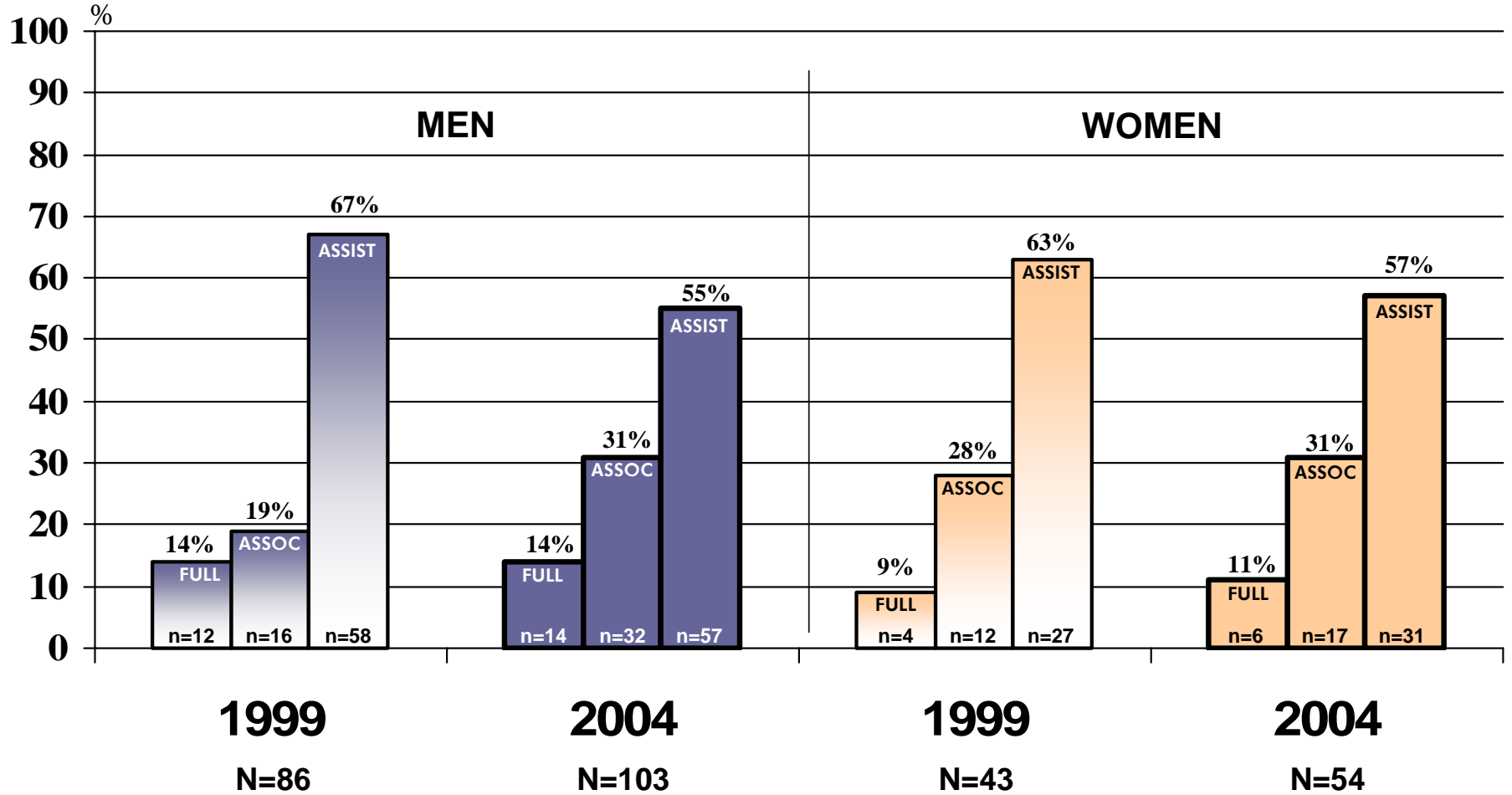
Overview: 1999 versus 2004 Rank Distribution of *Tenure Track*, by Gender Penn Medical School Faculty



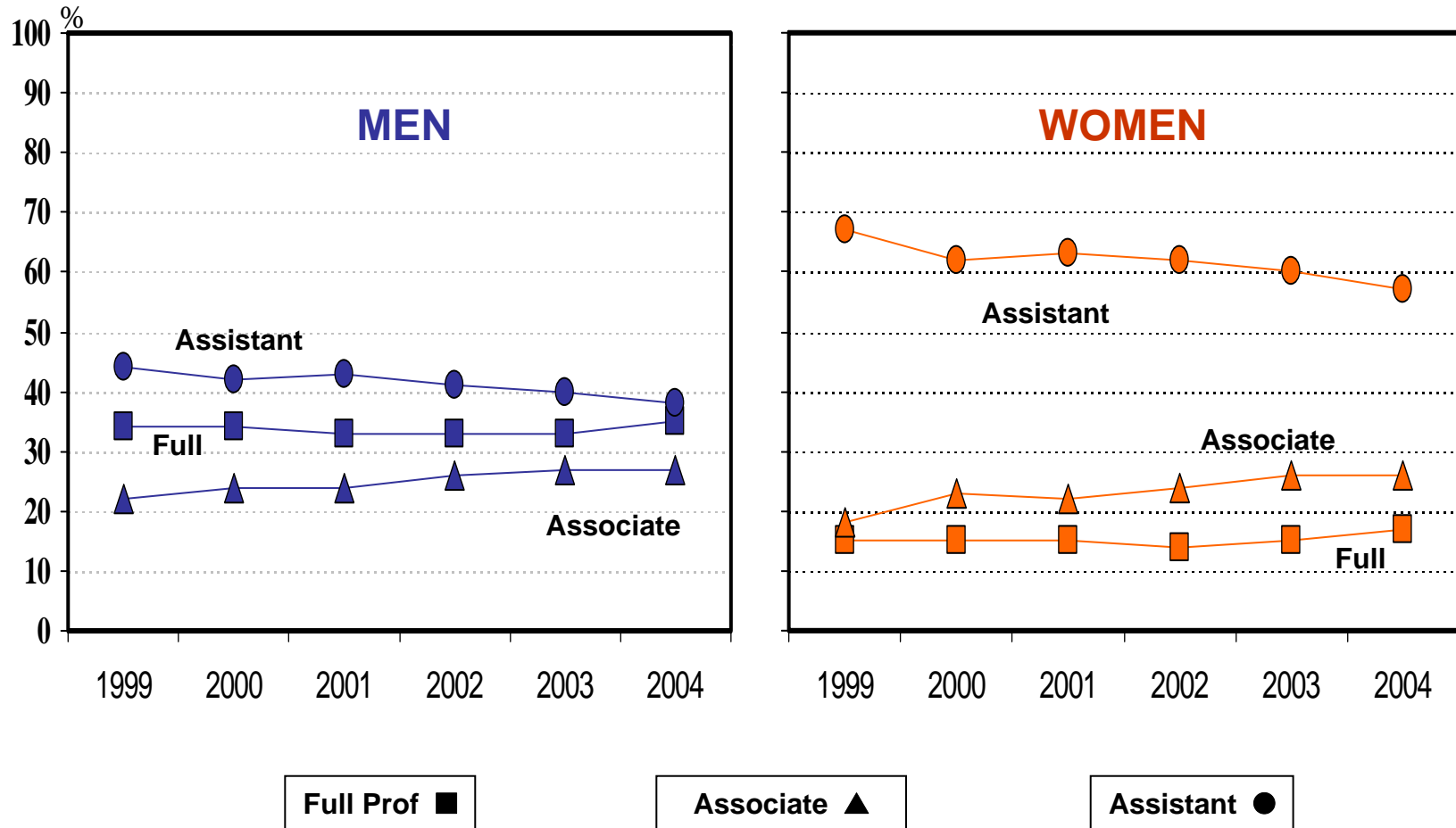
**Overview: 1999 versus 2004
Rank Distribution of *Clinician-Educator* Track, by Gender
Penn Medical School Faculty**



**Overview: 1999 versus 2004
Rank Distribution of *Research* Track, by Gender
Penn Medical School Faculty**



Overview: 1999 – 2004
Distribution of Ranks Separated by Gender and Year
Penn Medical School Fulltime Faculty
(includes Tenure, Clinician-Educator, Research and Academic-Clinician Tracks)

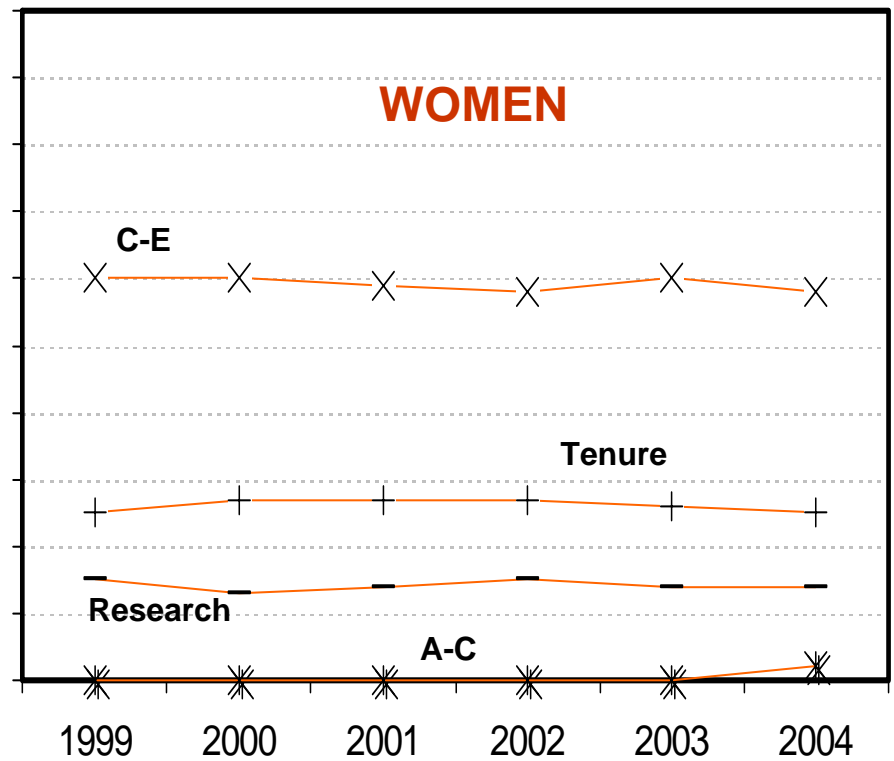
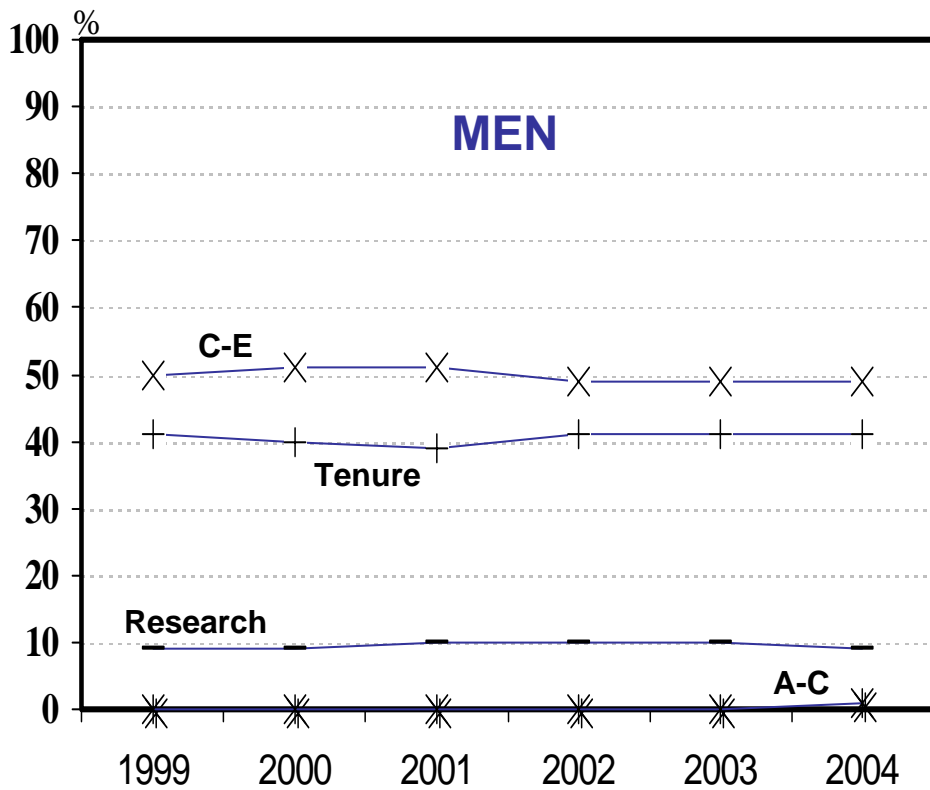


*Note: Significant increase in women associate professors ($p= 0.01$) and in men associate professors ($p= .002$)
 Significant decrease in women assistant professors ($p= .009$) and in men assistant professors ($p= .005$)*

Overview: 1999 – 2004

Distribution of Tracks Separated by Gender and Year

Penn Medical School Fulltime Faculty



Tenure +

Clinician-Educator x

Research -

Academic-Clinician *

**Overview of Approval Rates for Appointments and Promotion by Rank
Penn Medical School Fulltime Senior Faculty, 7/1/2000- 6/30/2004**

WOMEN by Rank

| Rank | COAP Denied | PSC Denied | PSC Approved | Total | Approval Rate |
|------------------|--------------------|-------------------|---------------------|--------------|----------------------|
| Full | 1 | 0 | 16 | 17 | 94.12% |
| Associate | 3 | 1 | 36 | 40 | 90.00% |
| Total | 4 | 1 | 52 | 57 | 91.23% |

MEN by Rank

| Rank | COAP Denied | PSC Denied | PSC Approved | Total | Approval Rate |
|------------------|--------------------|-------------------|---------------------|--------------|----------------------|
| Full | 2 | 1 | 57 | 60 | 95.00% |
| Associate | 9 | 3 | 138 | 150 | 92.00% |
| Total | 11 | 4 | 195 | 210 | 92.86% |

**Overview of Approval Rates for Appointments and Promotion by Track
Penn Medical School Fulltime Senior Faculty, 7/1/2000- 6/30/2004**

Women by Track

| TRACK | COAP Denied | PSC Denied | PSC Approved | Total | Approval Rate |
|---------------------------|------------------------|-----------------------|-------------------------|--------------|--------------------------|
| Tenure | 1 | 0 | 11 | 12 | 91.67% |
| Clinician-Educator | 3 | 1 | 36 | 40 | 90.00% |
| Research | 0 | 0 | 5 | 5 | 100.00% |
| Total | 4 | 1 | 52 | 57 | 91.23% |

Men by Track

| TRACK | COAP Denied | PSC Denied | PSC Approved | Total | Approval Rate |
|---------------------------|------------------------|-----------------------|-------------------------|--------------|--------------------------|
| Tenure | 5 | 1 | 63 | 69 | 91.30% |
| Clinician-Educator | 6 | 3 | 111 | 120 | 92.50% |
| Research | 0 | 0 | 21 | 21 | 100.00% |
| Total | 11 | 4 | 195 | 210 | 92.86% |

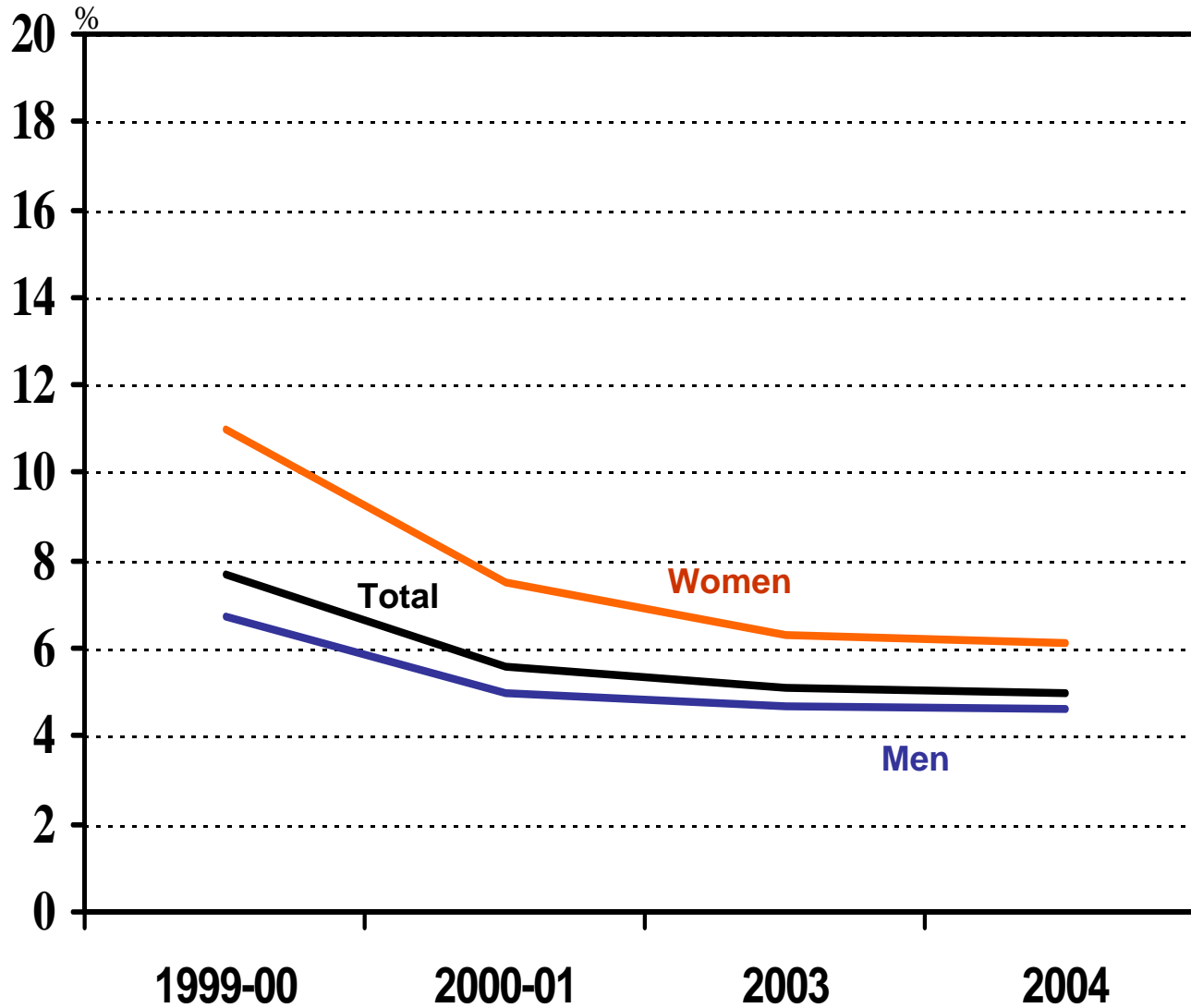
Overview of Total Faculty Attrition Rate by Year Penn Medical School Fulltime Faculty, 1999 – 2004

| YEAR | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|------------------|------------------|------|--------|-------------------|------|--------|------------------|------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| 1999-2000 | 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 | 74 | 51 | 23 | 1446 | 1079 | 367 | 5.1% | 4.7% | 6.3% |
| 2004 | 73 | 50 | 23 | 1472 | 1094 | 378 | 5.0% | 4.6% | 6.1% |

**Overview of *Total Faculty Attrition Rate* by Year
Penn Medical School Fulltime Faculty, 1999-2004**

| YEAR | Total | Men | Women |
|------------------|--------------|-------------|--------------|
| 1999-2000 | 7.7% | 6.7% | 11.0% |
| 2000-2001 | 5.6% | 5.0% | 7.5% |
| 2003 | 5.1% | 4.7% | 6.3% |
| 2004 | 5.0% | 4.6% | 6.1% |

Overview of *Total Faculty Attrition Rate by Year* Penn Medical School Fulltime Faculty, 1999-2004



Overview of Faculty Attrition Rate by Rank and Year Penn Medical School Fulltime Faculty, 1999 – 2004

| Full Professor | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|----------------|------------------|------|--------|-------------------|------|--------|------------------|------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| 1999-2000 | 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 | 12 | 10 | 2 | 410 | 356 | 54 | 2.9% | 2.8% | 3.7% |
| 2004 | 12 | 10 | 2 | 443 | 379 | 64 | 2.7% | 2.6% | 3.1% |

| Associate Professor | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|---------------------|------------------|------|--------|-------------------|------|--------|------------------|------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| 1999-2000 | 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 | 13 | 11 | 2 | 390 | 296 | 94 | 3.3% | 3.7% | 2.1% |
| 2004 | 12 | 10 | 2 | 393 | 296 | 97 | 3.0% | 3.4% | 2.1% |

| Assistant Professor | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|---------------------|------------------|------|--------|-------------------|------|--------|------------------|-------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| 1999-2000 | 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 | 49 | 30 | 19 | 646 | 427 | 219 | 7.6% | 7.0% | 8.7% |
| 2004 | 49 | 30 | 19 | 636 | 419 | 217 | 7.7% | 7.2% | 8.8% |

Overview of *Full Professor Attrition* Rate by Year Penn Medical School Fulltime Faculty, 1999-2004

| YEAR | Total | Men | Women |
|------------------|-------------|-------------|-------------|
| 1999-2000 | 1.9% | 2.1% | 0 % |
| 2000-2001 | 1.8% | 1.8% | 2.1% |
| 2003 | 2.9% | 2.8% | 3.7% |
| 2004 | 2.7% | 2.6% | 3.1% |

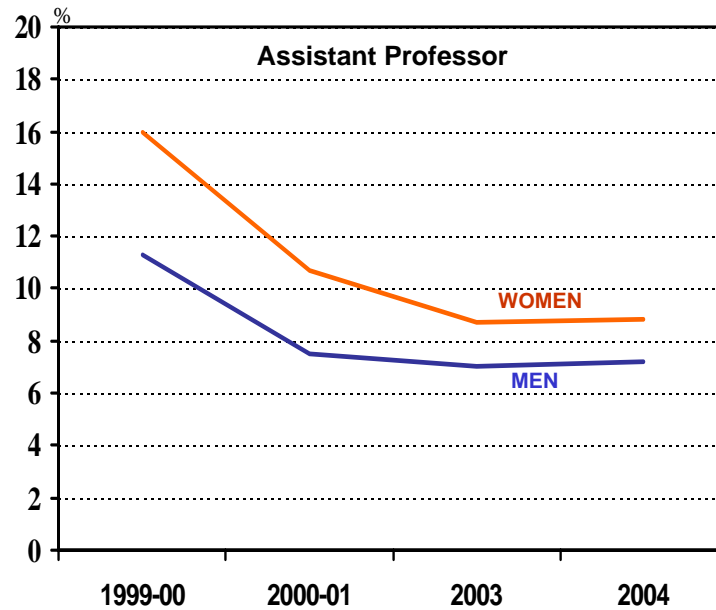
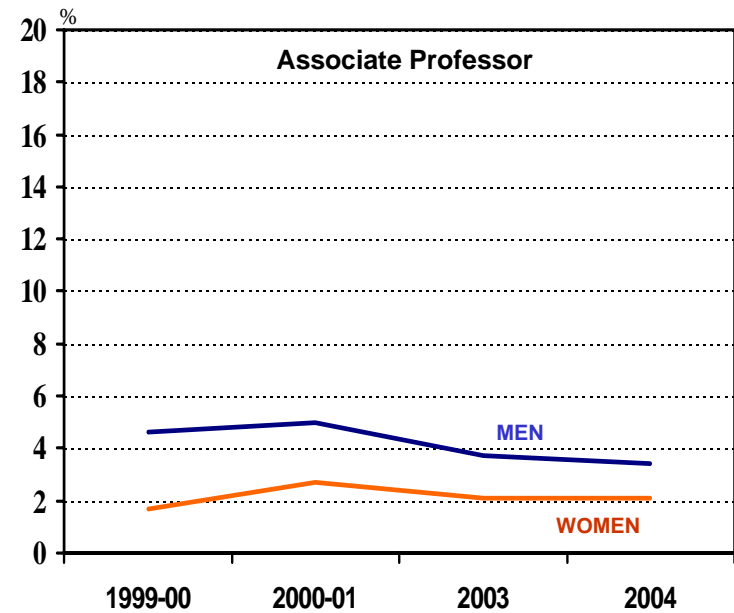
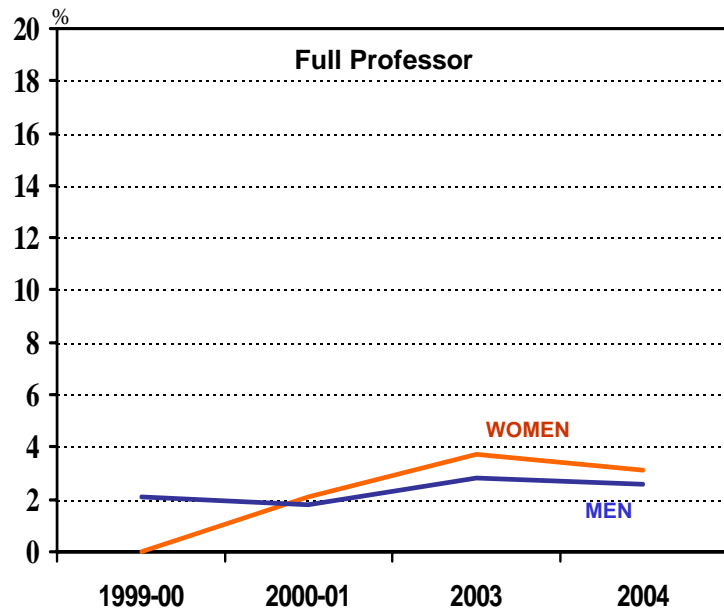
Overview of *Associate Professor Attrition Rate* by Year Penn Medical School Fulltime Faculty, 1999-2004

| YEAR | Total | Men | Women |
|------------------|--------------|-------------|--------------|
| 1999-2000 | 4.0% | 4.6% | 1.7% |
| 2000-2001 | 4.5% | 5.0% | 2.7% |
| 2003 | 3.3% | 3.7% | 2.1% |
| 2004 | 3.0% | 3.4% | 2.1% |

Overview of *Assistant Professor Attrition* Rate by Year Penn Medical School Fulltime Faculty, 1999-2004

| YEAR | Total | Men | Women |
|------------------|--------------|--------------|--------------|
| 1999-2000 | 12.9% | 11.3% | 16.0% |
| 2000-2001 | 8.5% | 7.5% | 10.7% |
| 2003 | 7.6% | 7.0% | 8.7% |
| 2004 | 7.7% | 7.2% | 8.8% |

Overview of Faculty Attrition Rate by Rank and by Year Penn Medical School Fulltime Faculty, 1999-2004



Overview of Faculty Attrition Rate by Track and Year Penn Medical School Fulltime Faculty, 1999 – 2004

| TENURE | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|-----------|------------------|------|--------|-------------------|------|--------|------------------|------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| 1999-2000 | 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 | 14 | 9 | 5 | 536 | 440 | 96 | 2.6% | 2.0% | 5.2% |
| 2004 | 13 | 8 | 5 | 539 | 444 | 95 | 2.4% | 1.8% | 5.3% |

| CLINICIAN- EDUCATOR | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|------------------------|------------------|------|--------|-------------------|------|--------|------------------|------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| 1999-2000 | 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 | 46 | 32 | 14 | 748 | 529 | 219 | 6.1% | 6.0% | 6.4% |
| 2004 | 46 | 32 | 14 | 755 | 535 | 220 | 6.1% | 6.0% | 6.4% |

| RESEARCH | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|-----------|------------------|------|--------|-------------------|------|--------|------------------|-------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| 1999-2000 | 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 | 14 | 10 | 4 | 162 | 110 | 52 | 8.6% | 9.1% | 7.7% |
| 2004 | 14 | 10 | 4 | 157 | 103 | 54 | 8.9% | 9.7% | 7.4% |

**Overview of *Tenure Track Attrition* Rate by Year
Penn Medical School Fulltime Faculty, 1999-2004**

| YEAR | Total | Men | Women |
|------------------|--------------|-------------|--------------|
| 1999-2000 | 4.5% | 4.6% | 4.2% |
| 2000-2001 | 2.7% | 2.8% | 2.4% |
| 2003 | 2.6% | 2.0% | 5.2% |
| 2004 | 2.4% | 1.8% | 5.3% |

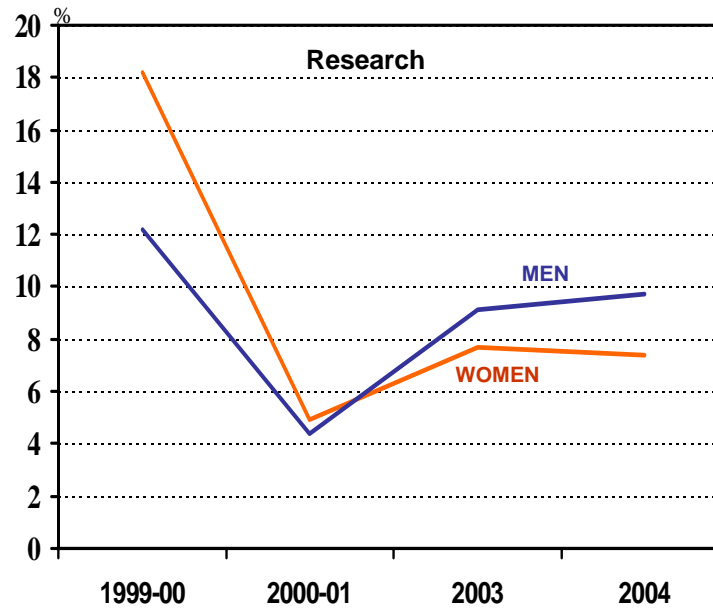
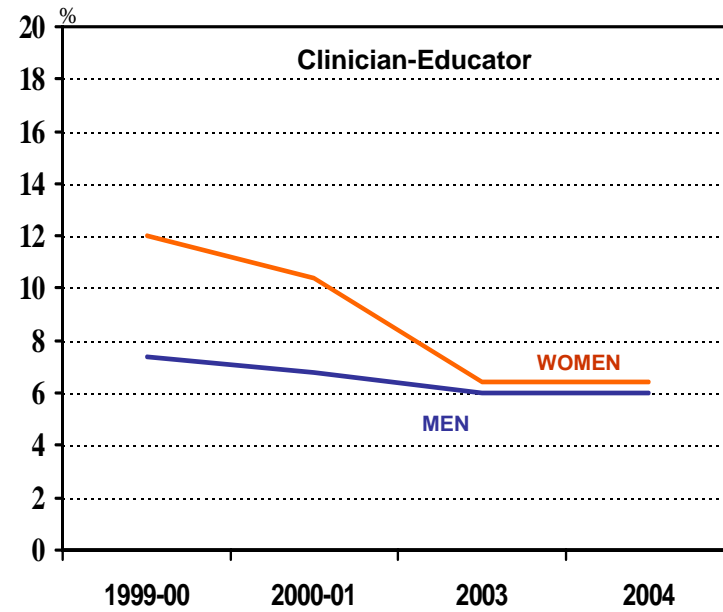
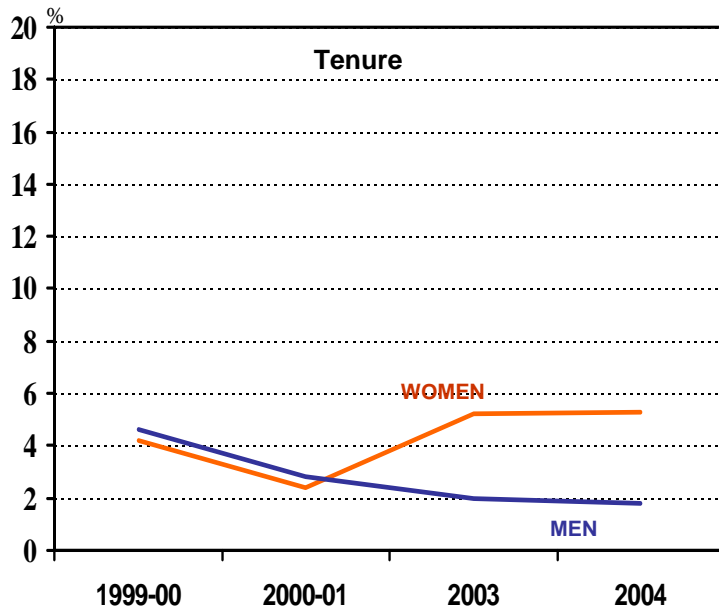
**Overview of *Clinician-Educator Track* Attrition Rate by Year
Penn Medical School Fulltime Faculty, 1999-2004**

| YEAR | Total | Men | Women |
|------------------|--------------|-------------|--------------|
| 1999-2000 | 8.7% | 7.4% | 12.0% |
| 2000-2001 | 7.8% | 6.8% | 10.4% |
| 2003 | 6.1% | 6.0% | 6.4% |
| 2004 | 6.1% | 6.0% | 6.4% |

Overview of *Research Track Attrition Rate* by Year Penn Medical School Fulltime Faculty, 1999-2004

| YEAR | Total | Men | Women |
|------------------|--------------|--------------|--------------|
| 1999-2000 | 14.2% | 12.2% | 18.2% |
| 2000-2001 | 4.6% | 4.4% | 4.9% |
| 2003 | 8.6% | 9.1% | 7.7% |
| 2004 | 8.9% | 9.7% | 7.4% |

Overview of Attrition Rate by Track and by Year Penn Medical School Fulltime Faculty, 1999-2004



Overview of *Assistant Professor Attrition Rate* by Track and Year Penn Medical School Fulltime Faculty, 1999-2004

| Tenure Track | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|--------------|------------------|------|--------|-------------------|------|--------|------------------|------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| 1999-2000 | 14 | 11 | 3 | 177 | 136 | 41 | 7.9% | 8.1% | 7.3% |
| 2000-2001 | 8 | 7 | 1 | 178 | 133 | 45 | 4.5% | 5.3% | 2.2% |
| 2003 | 7 | 3 | 4 | 192 | 140 | 52 | 3.6% | 2.1% | 7.7% |
| 2004 | 7 | 3 | 4 | 187 | 139 | 48 | 3.7% | 2.2% | 8.3% |

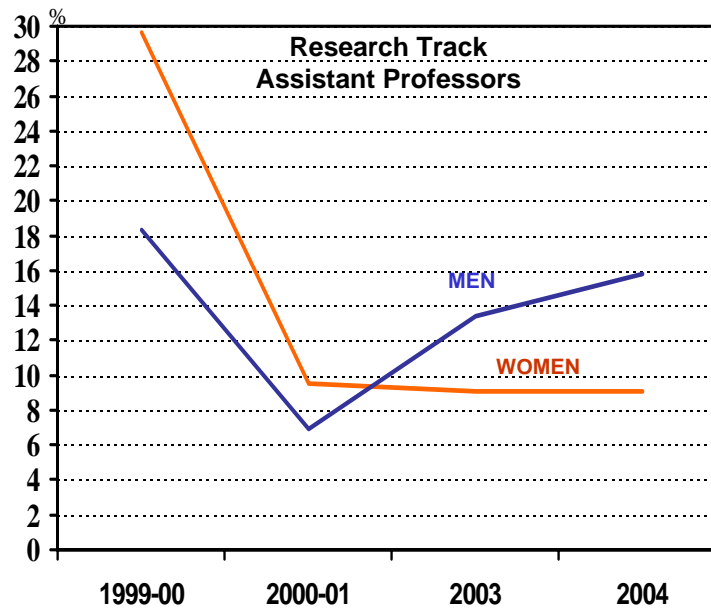
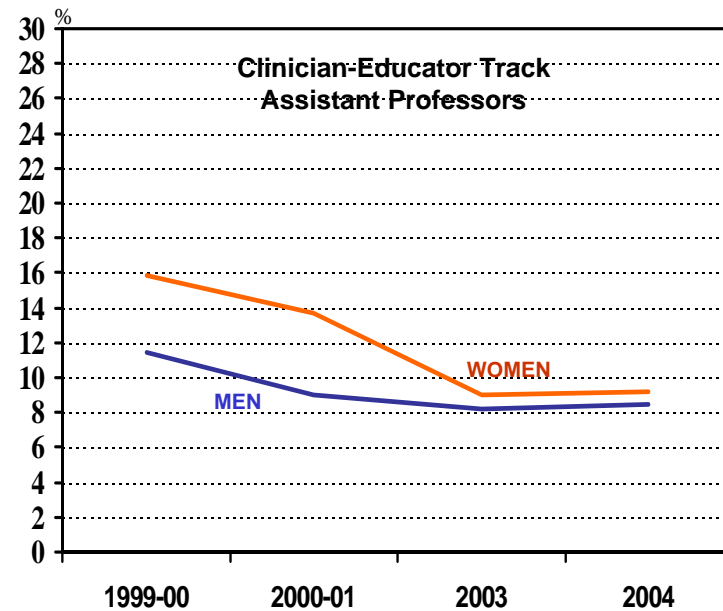
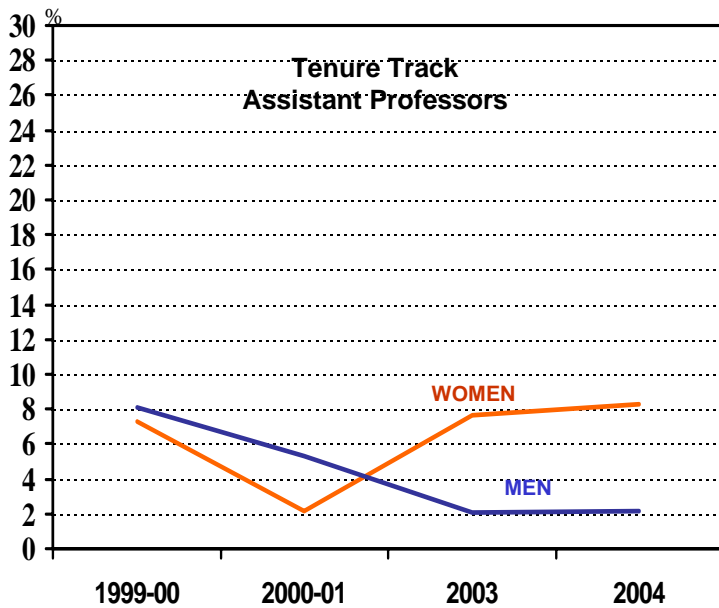
| C-E Track | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|-----------|------------------|------|--------|-------------------|------|--------|------------------|-------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| 1999-2000 | 48 | 26 | 22 | 365 | 227 | 138 | 13.1% | 11.4% | 15.9% |
| 2000-2001 | 39 | 21 | 18 | 365 | 234 | 131 | 10.7% | 9.0% | 13.7% |
| 2003 | 30 | 18 | 12 | 354 | 220 | 134 | 8.5% | 8.2% | 9.0% |
| 2004 | 30 | 18 | 12 | 344 | 213 | 131 | 8.7% | 8.5% | 9.2% |

| Research Track | Terminations (N) | | | Total Faculty (N) | | | Attrition Rate % | | |
|----------------|------------------|------|--------|-------------------|------|--------|------------------|-------|--------|
| | Total | Male | Female | Total | Male | Female | Total | Male | Female |
| 1999-2000 | 19 | 11 | 8 | 87 | 60 | 27 | 21.8% | 18.3% | 29.6% |
| 2000-2001 | 6 | 4 | 2 | 79 | 58 | 21 | 7.6% | 6.9% | 9.5% |
| 2003 | 12 | 9 | 3 | 100 | 67 | 33 | 12% | 13.4% | 9.1% |
| 2004 | 12 | 9 | 3 | 88 | 57 | 31 | 13.6% | 15.8% | 9.7% |

**Overview of *Assistant Professor Attrition Rate* by Track and Year
Penn Medical School Fulltime Faculty, 1999-2004**

| Tenure | Year | Total | Male | Female |
|-------------------------------|------------------|--------------|--------------|---------------|
| | 1999-2000 | 7.9% | 8.1% | 7.3% |
| | 2000-2001 | 4.5% | 5.3% | 2.2% |
| | 2003 | 3.6% | 2.1% | 7.7% |
| | 2004 | 3.7% | 2.2% | 8.3% |
| Clinician Educator | 1999-2000 | 13.1% | 11.4% | 15.9% |
| | 2000-2001 | 10.7% | 9.0% | 13.7% |
| | 2003 | 8.5% | 8.2% | 9.0% |
| | 2004 | 8.7% | 8.5% | 9.2% |
| Research | 1999-2000 | 21.8% | 18.3% | 29.6% |
| | 2000-2001 | 7.6% | 6.9% | 9.5% |
| | 2003 | 12.0% | 13.4% | 9.1% |
| | 2004 | 13.6% | 15.8% | 9.7% |

Overview of Assistant Professor Attrition Rate by Track and Year Penn Medical School Fulltime Faculty, 1999-2004



Overview 1999 – 2004
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 |

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