



ADVOCACY ■ EDUCATION ■ RESEARCH

2005 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 12/31/05 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 2004-2005 annual report, *Women in U.S. Academic Medicine-- Statistics*.

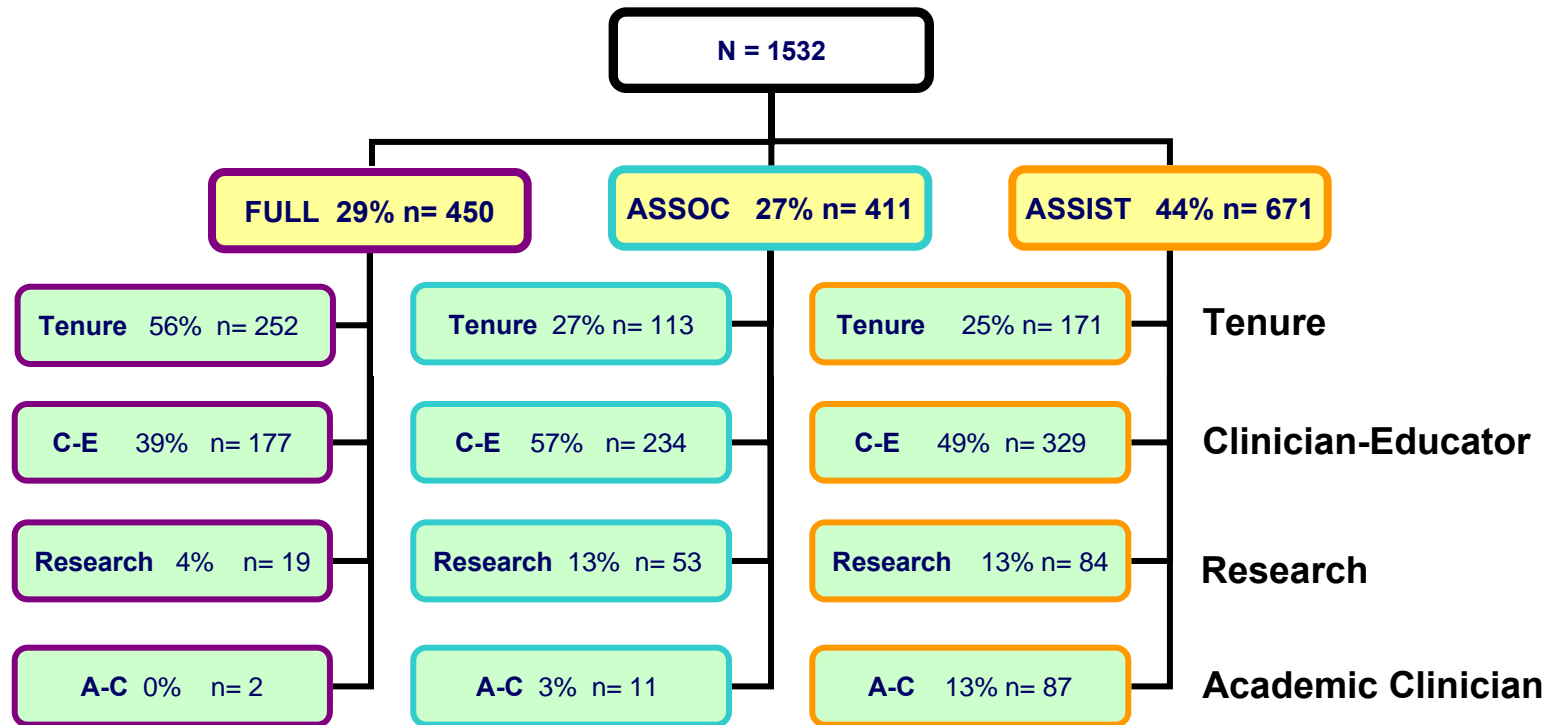
Please note: This is an abridged version of the 2005 Benchmark Data. Additional data are available through the FOCUS program. To view this report via web, please visit-- <http://www.focusprogram.org/benchmark.html>

Compiled by:

Stephanie Abbuhl, MD, Patricia Scott, and Ellen Martinak

Gender Distribution
at
RANK

General Data: Fulltime Faculty Breakdown by Rank, then Track Penn Medical School Fulltime Faculty, 2005



Gender Distribution within Ranks by Department

Penn Medical School Fulltime Faculty and Instructors/Lecturers, 2005

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	%	N	%
Anesth & Crit Care	88	69	78%	19	22%	10	83%	2	17%	27	87%	4	13%	32	71%	13	29%	3	100%	0	0%	72	79%	19	21%	91	
Biochem & Biophys	23	17	74%	6	26%	13	87%	2	13%	3	50%	3	50%	1	50%	1	50%	0	0%	0	0%	17	74%	6	26%	23	
Biostat & Epidem	34	17	50%	17	50%	7	78%	2	22%	3	50%	3	50%	7	37%	12	63%	2	22%	7	77%	19	44%	24	56%	43	
Cancer Biology	6	6	100%	0	0%	1	100%	0	0%	3	100%	0	0%	2	100%	0	0%	0	0%	3	100%	6	67%	3	33%	9	
Cell & Devel Biology	18	11	61%	7	39%	3	50%	3	50%	6	75%	2	25%	2	50%	2	50%	0	0%	1	100%	11	58%	8	42%	19	
Dermatology	25	16	64%	9	36%	6	86%	1	14%	4	57%	3	43%	6	55%	5	45%	0	0%	0	0%	16	64%	9	36%	25	
Emergency Medicine	27	17	63%	10	37%	4	100%	0	0%	7	54%	6	46%	6	60%	4	40%	3	100%	0	0%	20	67%	10	33%	30	
Fam Prac/Com Med	12	7	58%	5	42%	0	0%	1	100%	1	100%	0	0%	6	60%	4	40%	3	60%	2	40%	10	59%	7	41%	17	
Genetics	16	11	69%	5	31%	5	83%	1	17%	3	50%	3	50%	3	75%	1	25%	1	50%	1	50%	12	67%	6	33%	18	
Medical Ethics	3	2	67%	1	33%	1	100%	0	0%	1	100%	0	0%	0	0%	1	100%	0	0%	1	100%	2	50%	2	50%	4	
Medicine	295	221	75%	74	25%	74	93%	6	7%	59	79%	16	21%	88	63%	52	37%	27	59%	19	41%	248	73%	93	27%	341	
Microbiology	18	13	72%	5	28%	7	64%	4	36%	3	100%	0	0%	3	75%	1	25%	0	0%	0	0%	13	72%	5	28%	18	
Neurology	57	44	77%	13	23%	16	94%	1	6%	13	72%	5	28%	15	68%	7	32%	3	75%	1	25%	47	77%	14	23%	61	
Neuroscience	23	17	74%	6	26%	10	83%	2	17%	2	50%	2	50%	5	71%	2	29%	2	100%	0	0%	19	76%	6	24%	25	
Neurosurgery	14	13	93%	1	7%	5	100%	0	0%	5	100%	0	0%	3	75%	1	25%	0	0%	0	0%	13	93%	1	7%	14	
Obstetrics & Gyn	42	27	64%	15	36%	11	85%	2	15%	4	80%	1	20%	12	50%	12	50%	0	0%	2	100%	27	61%	17	39%	44	
Ophthalmology	29	24	83%	5	17%	9	82%	2	18%	7	100%	0	0%	8	73%	3	27%	3	60%	2	40%	27	79%	7	21%	34	
Orthopaedic Surgery	38	35	92%	3	8%	8	89%	1	11%	10	83%	2	17%	17	100%	0	0%	0	0%	0	0%	35	92%	3	8%	38	
Otorhinolaryngology	32	26	81%	6	19%	8	100%	0	0%	6	75%	2	25%	12	75%	4	25%	2	100%	0	0	28	82%	6	18%	34	
Path & Lab Medicine	106	81	76%	25	24%	31	89%	4	11%	23	79%	6	21%	27	64%	15	36%	0	0%	1	100%	81	76%	26	24%	107	
Pediatrics	216	127	59%	89	41%	35	63%	21	37%	42	64%	24	36%	50	53%	44	47%	9	32%	19	68%	136	56%	108	44%	244	
Pharmacology	27	22	81%	5	19%	8	100%	0	0%	8	80%	2	20%	6	67%	3	33%	0	0%	0	0%	22	81%	5	19%	27	
Phys Med & Rehab	13	7	54%	6	46%	1	50%	1	50%	5	83%	1	17%	1	20%	4	80%	2	67%	1	33%	9	56%	7	43%	16	
Physiology	23	18	78%	5	22%	11	85%	2	15%	5	100%	0	0%	2	40%	3	60%	0	0%	0	0%	18	78%	5	22%	23	
Psychiatry	113	85	75%	28	25%	23	85%	4	15%	24	89%	3	11%	38	64%	21	36%	1	100%	0	0%	86	75%	28	25%	114	
Radiation Oncology	23	17	74%	6	26%	10	83%	2	17%	2	100%	0	0%	5	56%	4	44%	2	67%	1	33%	19	73%	7	27%	26	
Radiology	114	90	79%	24	21%	32	84%	6	16%	19	83%	4	17%	39	74%	14	26%	2	100%	0	0%	92	79%	24	21%	116	
Surgery	97	86	89%	11	11%	31	100%	0	0%	21	88%	3	12%	34	81%	8	19%	1	100%	0	0%	87	89%	11	11%	98	
TOTAL	1,532	1,126	73%	406	27%	380	84%	70	16%	316	77%	95	23%	430	64%	241	36%	66	52%	61	48%	1,192	72%	467	28%	1,659	

Gender Distribution within Ranks by Department Penn Medical School *Standing* Faculty, 2005

(*includes only Tenure and Clinician-Educator Tracks)

Department	Total Standing Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	65	55	85%	10	15%	10	90%	1	10%	22	88%	3	12%	23	79%	6	21%
Biochem & Biophysics	19	15	80%	4	21%	13	87%	2	13%	2	50%	2	50%	0	0%	0	0%
Biostat & Epidem	33	17	52%	16	48%	7	78%	2	22%	3	60%	2	40%	7	37%	12	63%
Cancer Biology	6	6	100%	0	0%	1	100%	0	0%	3	100%	0	0%	2	100%	0	0%
Cell & Devel Biology	17	11	65%	6	35%	3	60%	2	40%	6	75%	2	25%	2	50%	2	50%
Dermatology	21	12	57%	9	43%	5	83%	1	17%	2	40%	3	60%	5	50%	5	50%
Emergency Medicine	25	16	64%	9	36%	4	100%	0	0%	7	58%	5	42%	5	56%	4	44%
Fam Prac & Com Med	11	6	55%	5	45%	0	0%	1	100%	1	100%	0	0%	5	56%	4	44%
Genetics	15	10	67%	5	33%	5	83%	1	17%	2	40%	3	60%	3	75%	1	25%
Medical Ethics	3	2	67%	1	33%	1	100%	0	0%	1	100%	0	0%	0	0%	1	100%
Medicine	242	192	79%	50	21%	73	92%	6	8%	57	80%	14	20%	62	67%	30	33%
Microbiology	18	13	72%	5	28%	7	64%	4	36%	3	100%	0	0%	3	75%	1	25%
Neurology	53	41	77%	12	23%	15	94%	1	6%	13	76%	4	24%	13	65%	7	35%
Neuroscience	18	15	83%	3	17%	10	83%	2	17%	0	0%	0	0%	5	83%	1	17%
Neurosurgery	12	12	100%	0	0%	4	100%	0	0%	5	100%	0	0%	3	100%	0	0%
Obstetr/Gynecology	26	17	65%	9	35%	10	90%	1	10%	2	67%	1	33%	5	42%	7	58%
Ophthalmology	25	21	84%	4	16%	9	82%	2	18%	5	100%	0	0%	7	78%	2	22%
Orthopaedic Surgery	37	35	95%	2	5%	8	89%	1	11%	10	91%	1	9%	17	100%	0	0%
Otorhinolaryngology	28	23	82%	5	18%	8	100%	0	0%	6	75%	2	25%	9	75%	3	25%
Path & Lab Medicine	93	72	77%	21	23%	31	89%	4	11%	19	83%	4	17%	22	63%	13	37%
Pediatrics	181	107	59%	74	41%	29	63%	17	37%	34	63%	20	37%	44	54%	37	46%
Pharmacology	19	17	89%	2	11%	8	100%	0	0%	6	75%	2	25%	3	100%	0	0%
Phys Med & Rehab	13	7	54%	6	46%	1	50%	1	50%	5	83%	1	17%	1	20%	4	80%
Physiology	19	16	84%	3	16%	11	85%	2	15%	3	100%	0	0%	2	67%	1	33%
Psychiatry	85	66	78%	19	22%	22	85%	4	15%	18	90%	2	10%	26	67%	13	33%
Radiation Oncology	22	17	77%	5	23%	10	83%	2	16%	2	100%	0	0%	5	62%	3	38%
Radiology	85	67	79%	18	21%	30	83%	6	17%	14	82%	3	18%	23	72%	9	28%
Surgery	85	77	91%	8	9%	31	100%	0	0%	20	90%	2	100%	26	81%	6	19%
TOTAL	1276	965	76%	311	24%	366	85%	63	15%	271	78%	76	22%	328	66%	172	34%

Gender Distribution within Ranks by Department Penn Medical School *Tenure Track* Faculty, 2005

Department	Total Tenure Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	10	9	90%	1	10%	3	100%	0	0%	3	100%	0	0%	3	75%	1	25%
Biochem & Biophysics	19	15	79%	4	21%	13	87%	2	13%	2	50%	2	50%	0	0%	0	0%
Biostat & Epidem	13	10	77%	3	23%	6	86%	1	14%	2	100%	0	0%	2	50%	2	50%
Cancer Biology	6	6	100%	0	0%	1	100%	0	0%	3	100%	0	0%	2	100%	0	0%
Cell & Devel Biology	17	11	65%	6	35%	3	60%	2	40%	6	75%	2	25%	2	50%	2	50%
Dermatology	8	7	88%	1	12%	2	100%	0	0%	2	67%	1	33%	3	100%	0	0%
Emergency Medicine	3	3	100%	0	0%	2	100%	0	0%	1	100%	0	0%	0	0%	0	0%
Fam Prac & Com Med	4	2	50%	2	50%	0	0%	1	100%	1	100%	0	0%	1	50%	1	50%
Genetics	14	10	71%	4	29%	5	83%	1	17%	2	50%	2	50%	3	75%	1	25%
Medical Ethics	2	2	100%	0	0%	1	100%	0	0%	1	100%	0	0%	0	0%	0	0%
Medicine	109	90	83%	19	17%	43	93%	3	7%	18	95%	1	5%	29	66%	15	34%
Microbiology	18	13	72%	5	28%	7	64%	4	36%	3	100%	0	0%	3	75%	1	25%
Neurology	20	19	95%	1	5%	8	100%	0	0%	7	100%	0	0%	4	80%	1	20%
Neuroscience	18	15	83%	3	17%	10	83%	2	17%	0	0%	0	0%	5	83%	1	17%
Neurosurgery	5	5	100%	0	0%	2	100%	0	0%	2	100%	0	0%	1	100%	0	0%
Obstetr/Gynecology	10	6	60%	4	40%	4	80%	1	20%	1	100%	0	0%	1	25%	3	75%
Ophthalmology	10	9	90%	1	10%	5	83%	1	17%	1	100%	0	0%	3	100%	0	0%
Orthopaedic Surgery	8	7	88%	1	12%	4	100%	0	0%	1	50%	1	50%	2	100%	0	0%
Otorhinolaryngology	7	6	86%	1	14%	4	100%	0	0%	0	0%	0	0%	2	67%	1	33%
Path & Lab Medicine	47	39	83%	8	17%	20	87%	3	13%	8	88%	1	11%	11	73%	4	27%
Pediatrics	57	39	68%	18	32%	13	87%	2	13%	6	43%	8	57%	20	71%	8	29%
Pharmacology	19	17	89%	2	11%	8	100%	0	0%	6	75%	2	25%	3	100%	0	0%
Phys Med & Rehab	1	0	0%	1	100%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Physiology	19	16	84%	3	16%	11	85%	2	15%	3	100%	0	0%	2	67%	1	33%
Psychiatry	33	27	82%	6	18%	15	79%	4	21%	4	100%	0	0%	8	80%	2	20%
Radiation Oncology	9	6	67%	3	33%	5	71%	2	29%	0	0%	0	0%	1	50%	1	50%
Radiology	19	19	100%	0	0%	10	100%	0	0%	3	100%	0	0%	6	100%	0	0%
Surgery	31	27	87%	4	13%	15	100%	0	0%	6	86%	1	14%	6	67%	3	33%
TOTAL	536	435	81%	101	19%	220	87%	32	13%	92	81%	21	19%	123	72%	48	28%

Gender Distribution within Ranks by Department

Penn Medical School *Clinician-Educator Track* Faculty, 2005

Department	Total Clinician-Educator Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	55	46	84%	9	16%	7	88%	1	12%	19	86%	3	14%	20	80%	5	20%
Biochem & Biophysics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Biostat & Epidem	20	7	35%	13	65%	1	50%	1	50%	1	33%	2	67%	5	33%	10	67%
Cancer Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cell & Devel Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dermatology	13	5	38%	8	62%	3	75%	1	25%	0	0%	2	100%	2	29%	5	41%
Emergency Medicine	22	13	59%	9	41%	2	100%	0	0%	6	55%	5	45%	5	56%	4	44%
Fam Prac & Com Med	7	4	57%	3	43%	0	0%	0	0%	0	0%	0	0%	4	57%	3	43%
Genetics	1	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Medical Ethics	1	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Medicine	133	102	77%	31	23%	30	91%	3	9%	39	75%	13	25%	33	69%	15	31%
Microbiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurology	33	22	67%	11	33%	7	88%	1	12%	6	60%	4	40%	9	60%	6	40%
Neuroscience	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurosurgery	7	7	100%	0	0%	2	100%	0	0%	3	100%	0	0%	2	100%	0	0%
Obstetr/Gynecology	16	11	69%	5	31%	6	100%	0	0%	1	50%	1	50%	4	50%	4	50%
Ophthalmology	15	12	80%	3	20%	4	80%	1	20%	4	100%	0	0%	4	67%	2	33%
Orthopaedic Surgery	29	28	97%	1	3%	4	80%	1	20%	9	100%	0	0%	15	100%	0	0%
Otorhinolaryngology	21	17	81%	4	19%	4	100%	0	0%	6	75%	2	25%	7	78%	2	22%
Path & Lab Medicine	46	33	72%	13	28%	11	92%	1	8%	11	79%	3	21%	11	55%	9	45%
Pediatrics	124	68	55%	56	45%	16	52%	15	48%	28	70%	12	30%	24	45%	29	55%
Pharmacology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Phys Med & Rehab	12	7	58%	5	42%	1	100%	0	0%	5	83%	1	16%	1	20%	4	80%
Physiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Psychiatry	52	39	75%	13	25%	7	100%	0	0%	14	88%	2	12%	18	62%	11	38%
Radiation Oncology	13	11	85%	2	15%	5	100%	0	0%	2	100%	0	0%	4	67%	2	33%
Radiology	66	48	73%	18	27%	20	77%	6	23%	11	79%	3	21%	17	65%	9	35%
Surgery	54	50	93%	4	7%	16	100%	0	0%	14	93%	1	7%	20	87%	3	13%
TOTAL	740	530	72%	210	28%	146	82%	31	18%	179	76%	55	24%	205	62%	124	38%

Gender Distribution within Ranks by Department Penn Medical School *Research Track* Faculty, 2005

Department	Total Research Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	3	2	67%	1	33%	0	0%	0	0%	2	67%	1	33%	0	0%	0	0%
Biochem & Biophysics	4	2	50%	2	50%	0	0%	0	0%	1	50%	1	50%	1	50%	1	50%
Biostat & Epidem	1	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Cancer Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cell & Devel Biology	1	0	0%	1	100%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Dermatology	2	2	100%	0	0%	1	100%	0	0%	1	100%	0	0%	0	0%	0	0%
Emergency Medicine	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Fam Prac & Com Med	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Genetics	1	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%
Medical Ethics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medicine	17	11	65%	6	35%	1	100%	0	0%	1	33%	2	67%	9	69%	4	31%
Microbiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurology	4	3	75%	1	25%	1	100%	0	0%	0	0%	1	100%	2	100%	0	0%
Neuroscience	5	2	40%	3	60%	0	0%	0	0%	2	50%	2	50%	0	0%	1	100%
Neurosurgery	2	1	50%	1	50%	1	100%	0	0%	0	0%	0	0%	0	0%	1	100%
Obstetr/Gynecology	5	4	80%	1	20%	1	50%	1	50%	2	100%	0	0%	1	100%	0	0%
Ophthalmology	4	3	75%	1	25%	0	0%	0	0%	2	100%	0	0%	1	50%	1	50%
Orthopaedic Surgery	1	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Otorhinolaryngology	3	2	67%	1	33%	0	0%	0	0%	0	0%	0	0%	2	67%	1	33%
Path & Lab Medicine	13	9	69%	4	31%	0	0%	0	0%	4	67%	2	33%	5	71%	2	29%
Pediatrics	26	16	62%	10	38%	6	67%	3	33%	5	56%	4	44%	5	63%	3	38%
Pharmacology	8	5	63%	3	38%	0	0%	0	0%	2	100%	0	0%	3	50%	3	50%
Phys Med & Rehab	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Physiology	4	2	50%	2	50%	0	0%	0	0%	2	100	0	0%	0	0%	2	100%
Psychiatry	22	15	68%	7	32%	1	100%	0	0%	6	86%	1	14%	8	57%	6	43%
Radiation Oncology	1	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Radiology	23	20	87%	3	13%	2	100%	0	0%	5	83%	1	17%	13	87%	2	135
Surgery	6	6	100%	0	0%	0	0%	0	0%	0	0%	0	0%	6	100%	0	0%
TOTAL	156	106	68%	50	32%	14	74%	5	26%	36	68%	17	32%	56	67%	28	33%

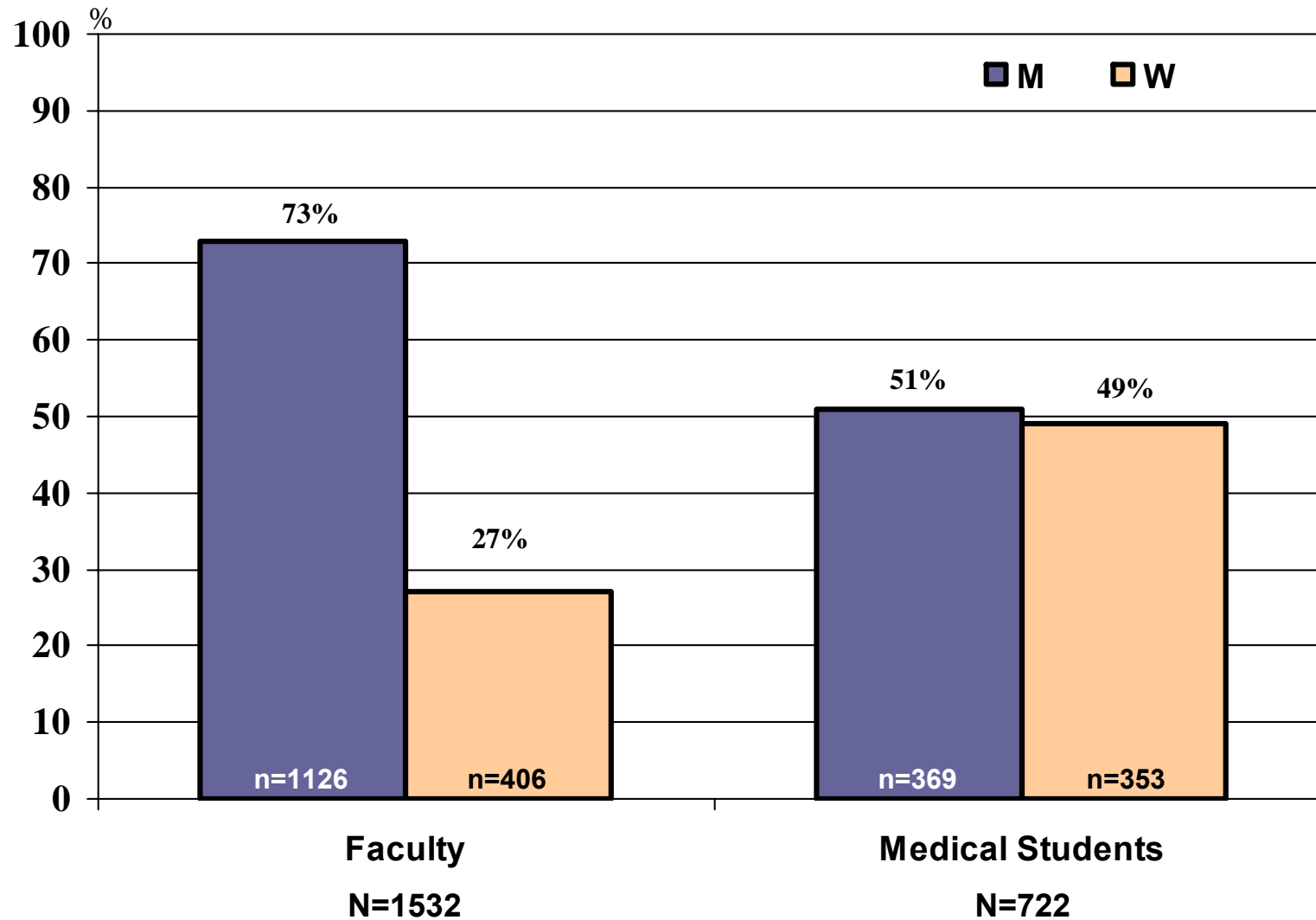
Gender Distribution within Ranks by Department

Penn Medical School *Academic Clinician Track* Faculty, 2005

Department	Total Academic Clinician Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	20	12	60%	8	40%	0	0%	1	100%	3	100%	0	0%	9	56%	7	44%
Biochem & Biophysics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0	0	0%
Biostat & Epidem	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cancer Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cell & Devel Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dermatology	2	2	100%	0	0%	0	0%	0	0%	1	100%	0	0%	1	100%	0	0%
Emergency Medicine	2	1	50%	1	50%	0	0%	0	0%	0	0%	1	100%	1	100%	0	0%
Fam Prac & Com Med	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Genetics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Ethics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medicine	36	18	50%	18	50%	0	0%	0	0%	1	100%	0	0%	17	49%	18	51%
Microbiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neuroscience	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurosurgery	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Obstetr/Gynecology	11	6	55%	5	45%	0	0%	0	0%	0	0%	0	0%	6	55%	5	45%
Ophthalmology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Orthopaedic Surgery	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Otorhinolaryngology	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	20%	4	80%
Path & Lab Medicine	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pediatrics	9	4	44%	5	56%	0	0%	1	100%	3	100%	0	0%	1	20%	4	80%
Pharmacology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Phys Med & Rehab	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Physiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Psychiatry	6	4	67%	2	33%	0	0%	0	0%	0	0%	0	0%	4	67%	2	33%
Radiation Oncology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Radiology	6	3	50%	3	50%	0	0%	0	0%	0	0%	0	0%	3	50%	3	50%
Surgery	6	3	50%	3	50%	0	0%	0	0%	1	50%	1	50%	2	50%	2	50%
TOTAL	100	55	55%	45	45%	0	0%	2	100%	9	82%	2	18%	46	53%	41	47%

Gender Distribution: Fulltime* Faculty vs. Medical Students University of Pennsylvania School of Medicine, 2005

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

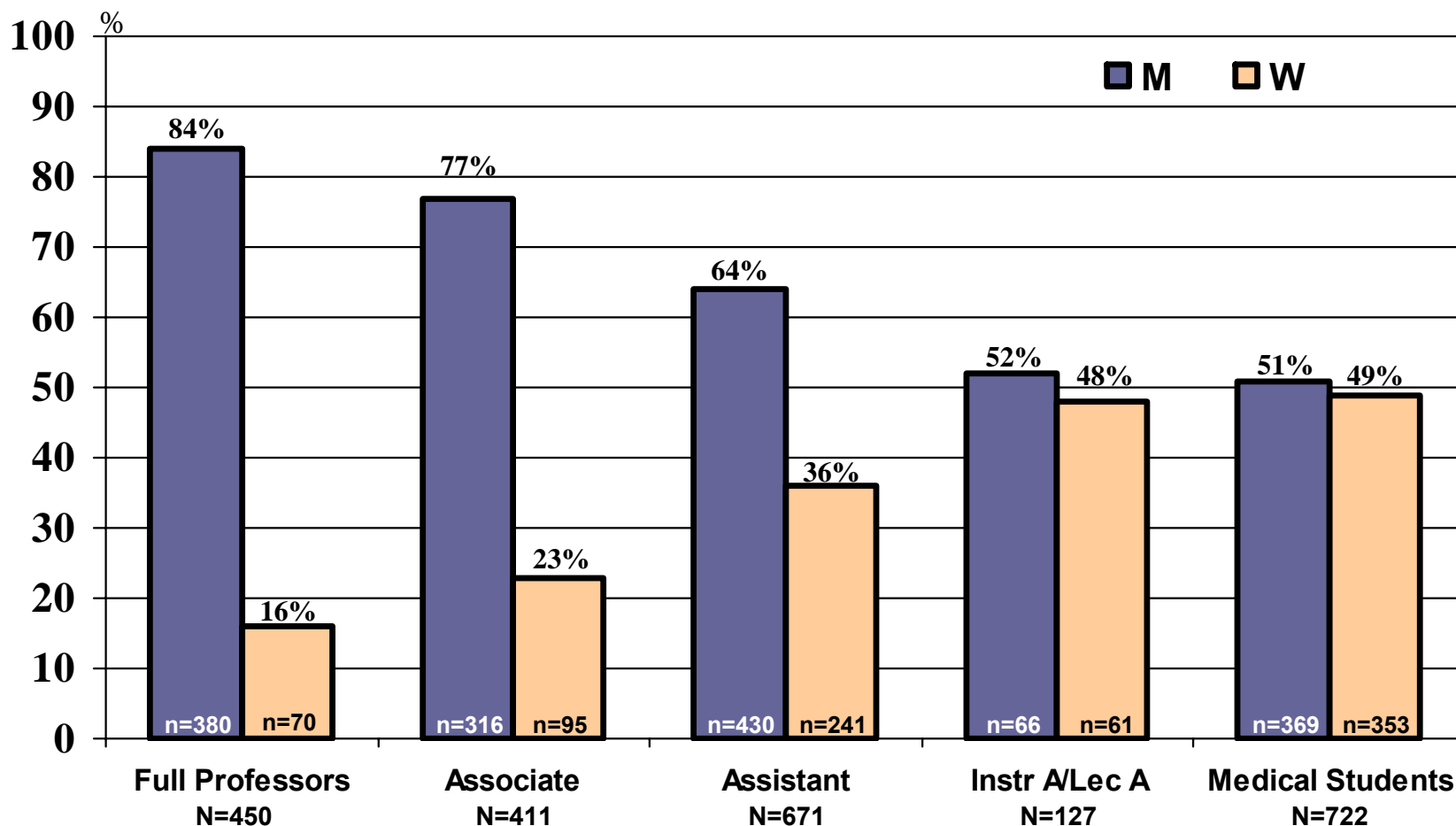


Penn's Pipeline in Academic Medicine

Gender Distributions within the School of Medicine Ranks

Fulltime* Faculty, Instructor/Lecturers A, & Medical Students, 2005

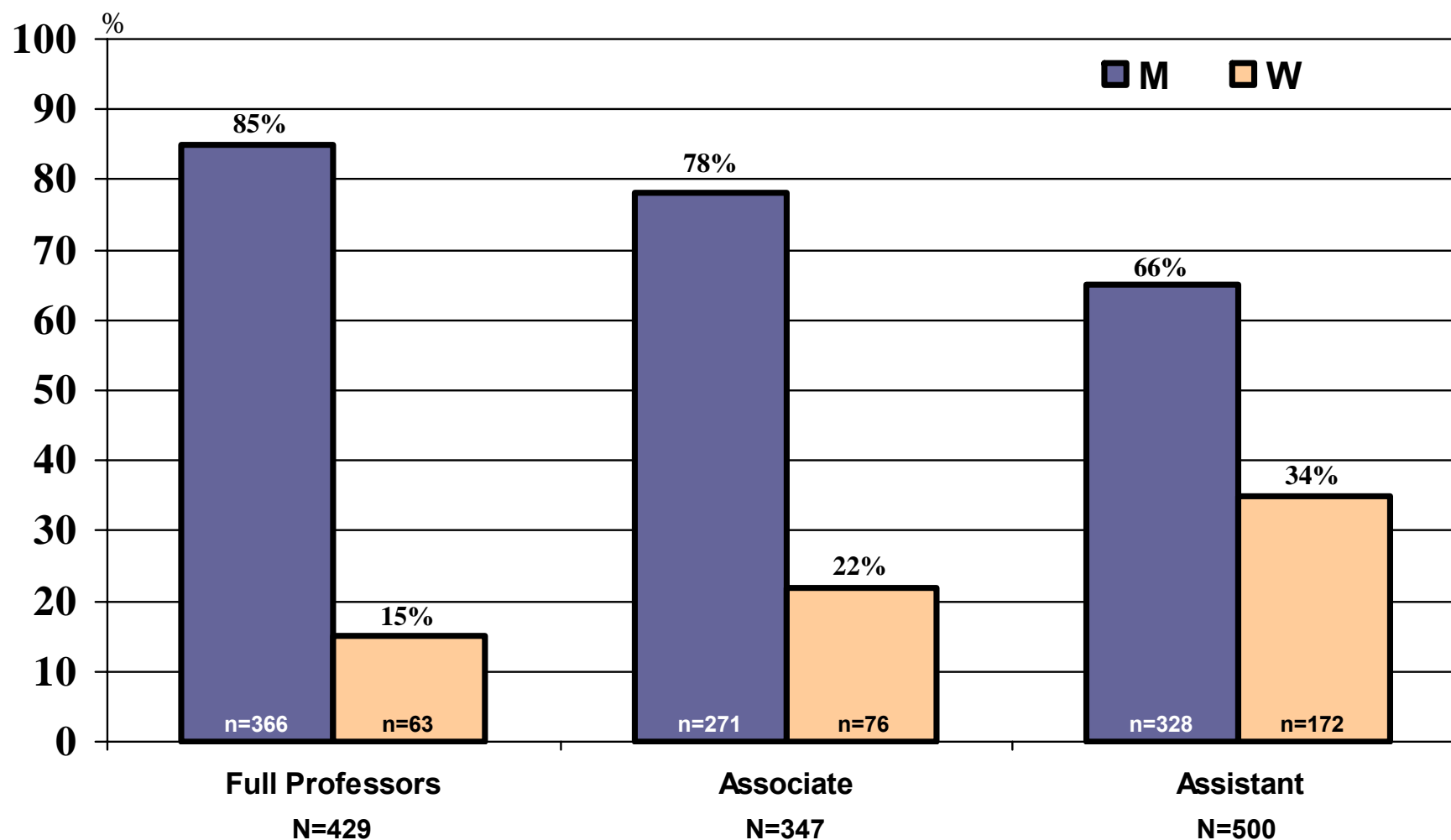
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



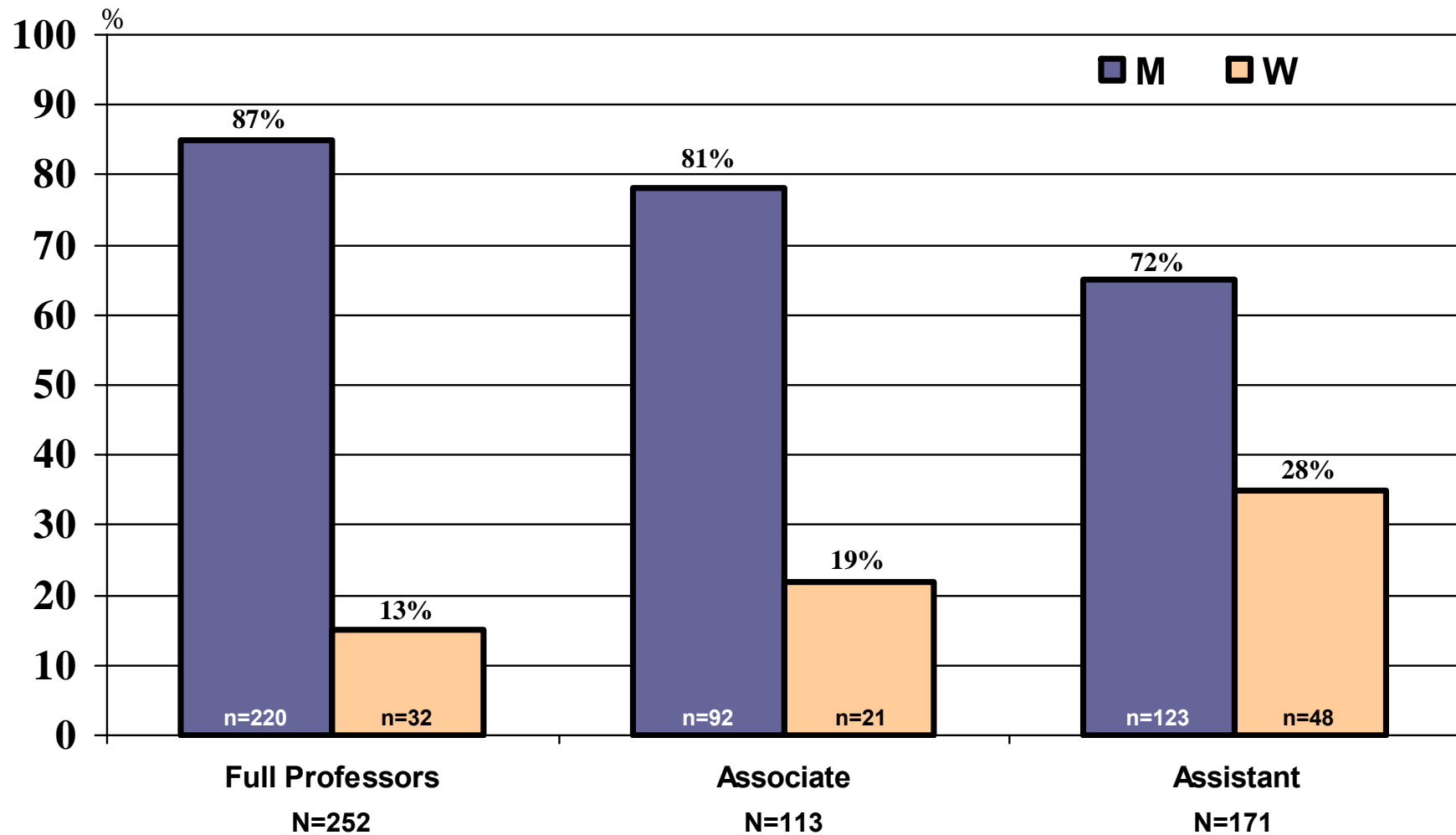
Categories: Full Professors, Associate Professors, Assistant Professors, and Instructors A & Lecturers A

Gender Distributions within Ranks Penn Medical School *Standing** Faculty, 2005

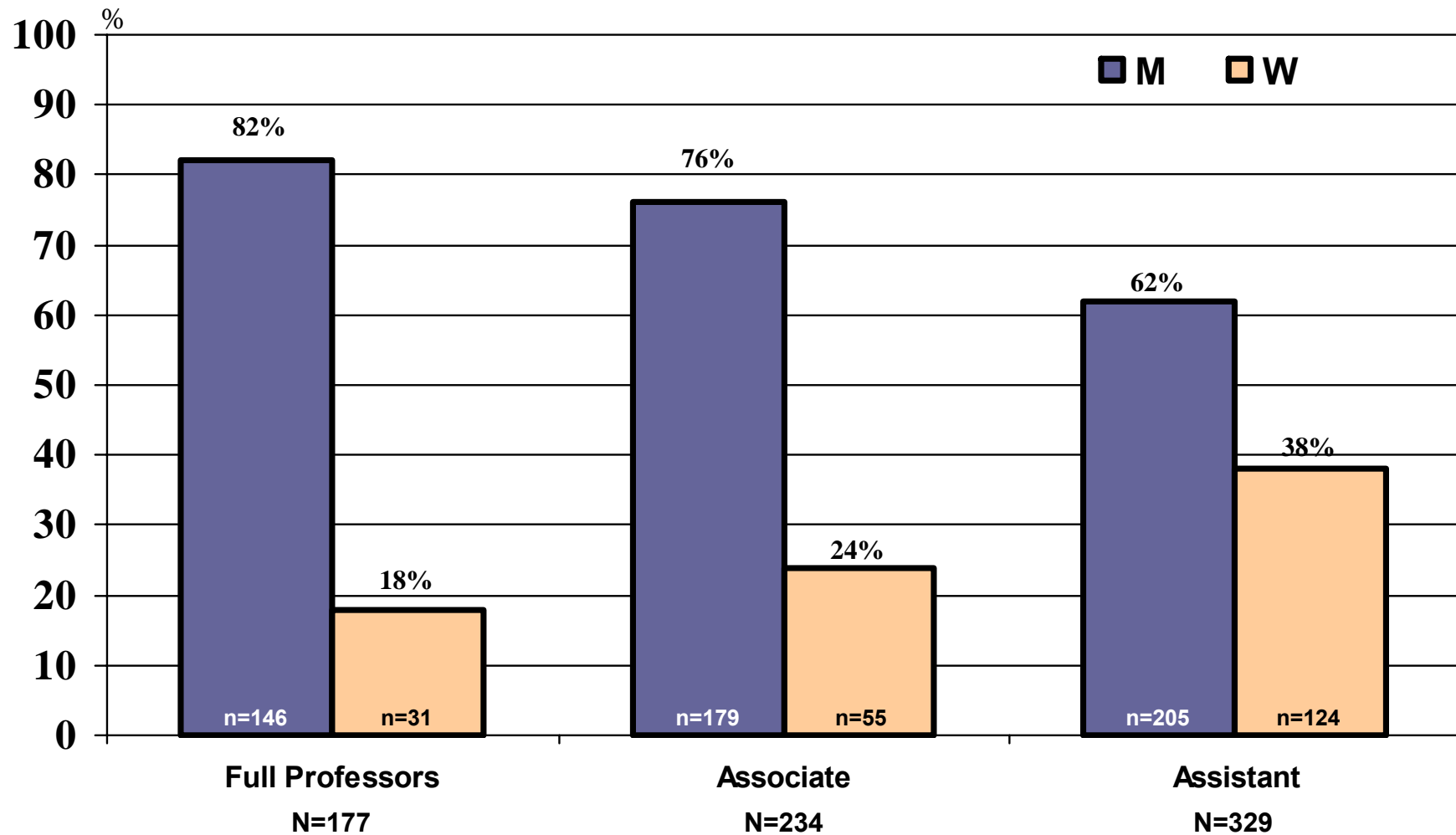
(*includes only Tenure and Clinician-Educator Tracks)



Gender Distributions within Ranks Penn Medical School *Tenure Track* Faculty, 2005

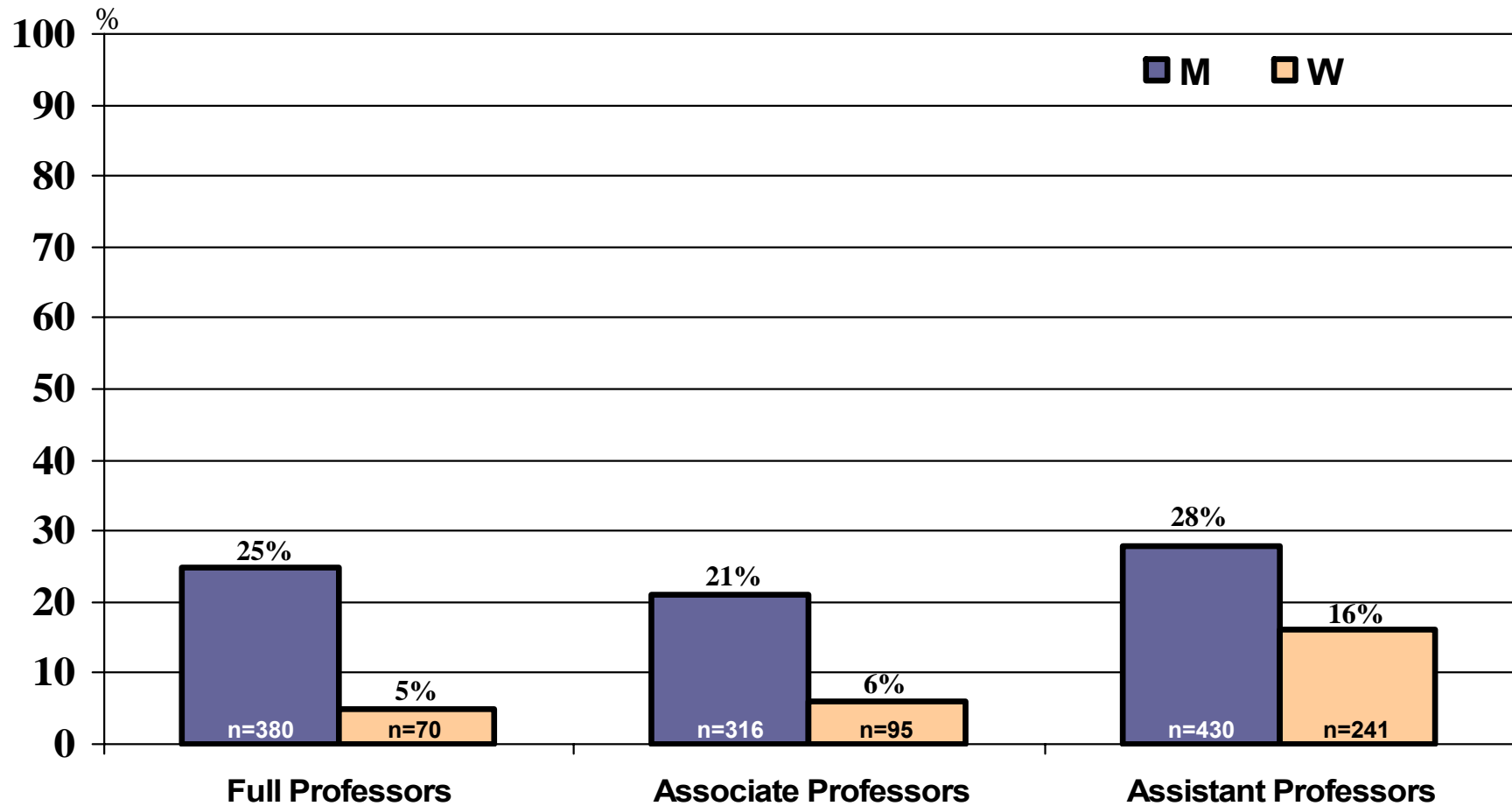


Gender Distributions within Ranks Penn Medical School *Clinician-Educator Track* Faculty, 2005



Gender Breakdown across Ranks Penn Medical School Fulltime Faculty, 2005

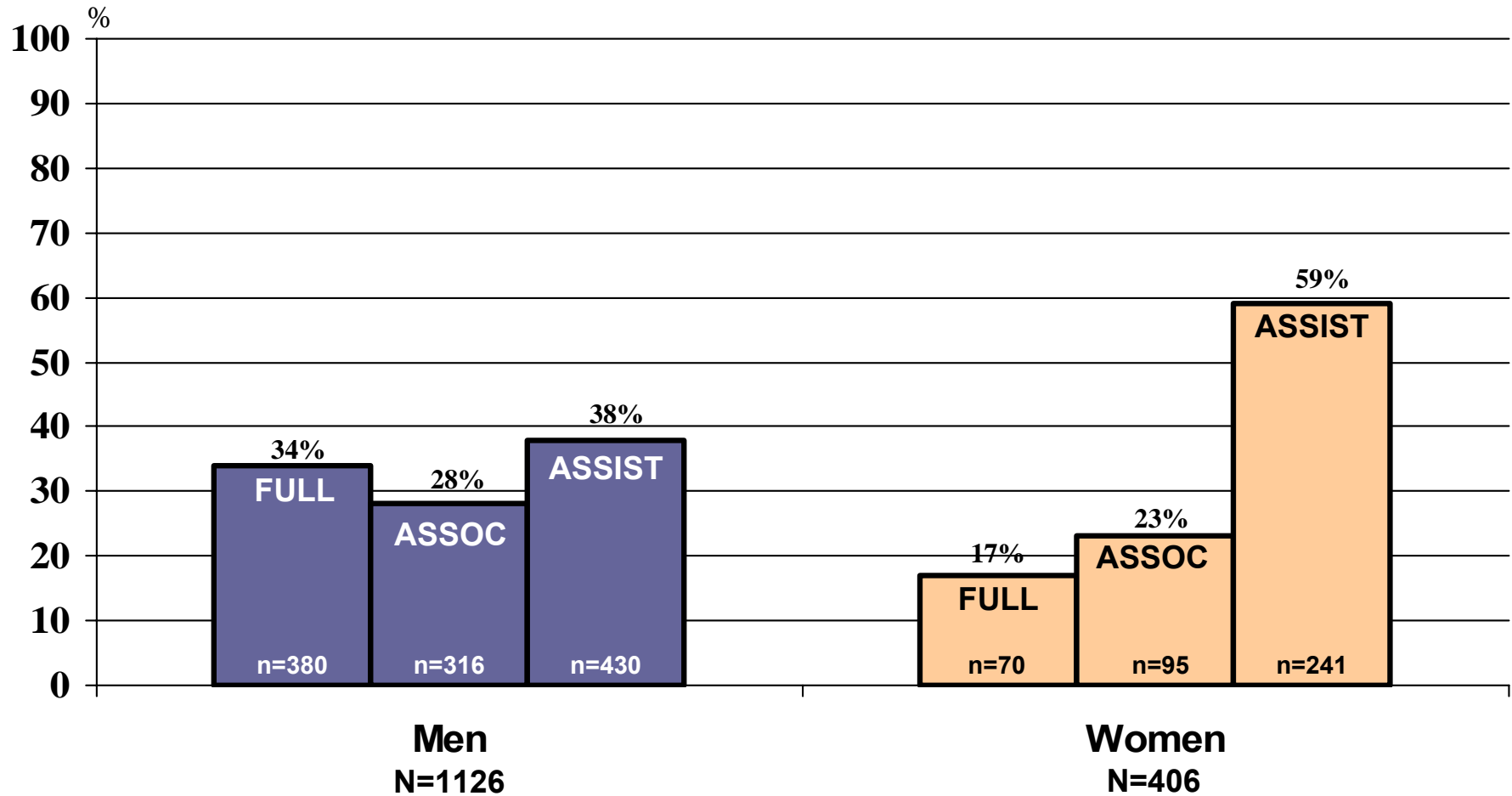
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



*(Note: Denominator is TOTAL number of fulltime faculty, **N= 1532**)*

Distribution of Ranks Separated by Gender Penn Medical School Fulltime Faculty, 2005

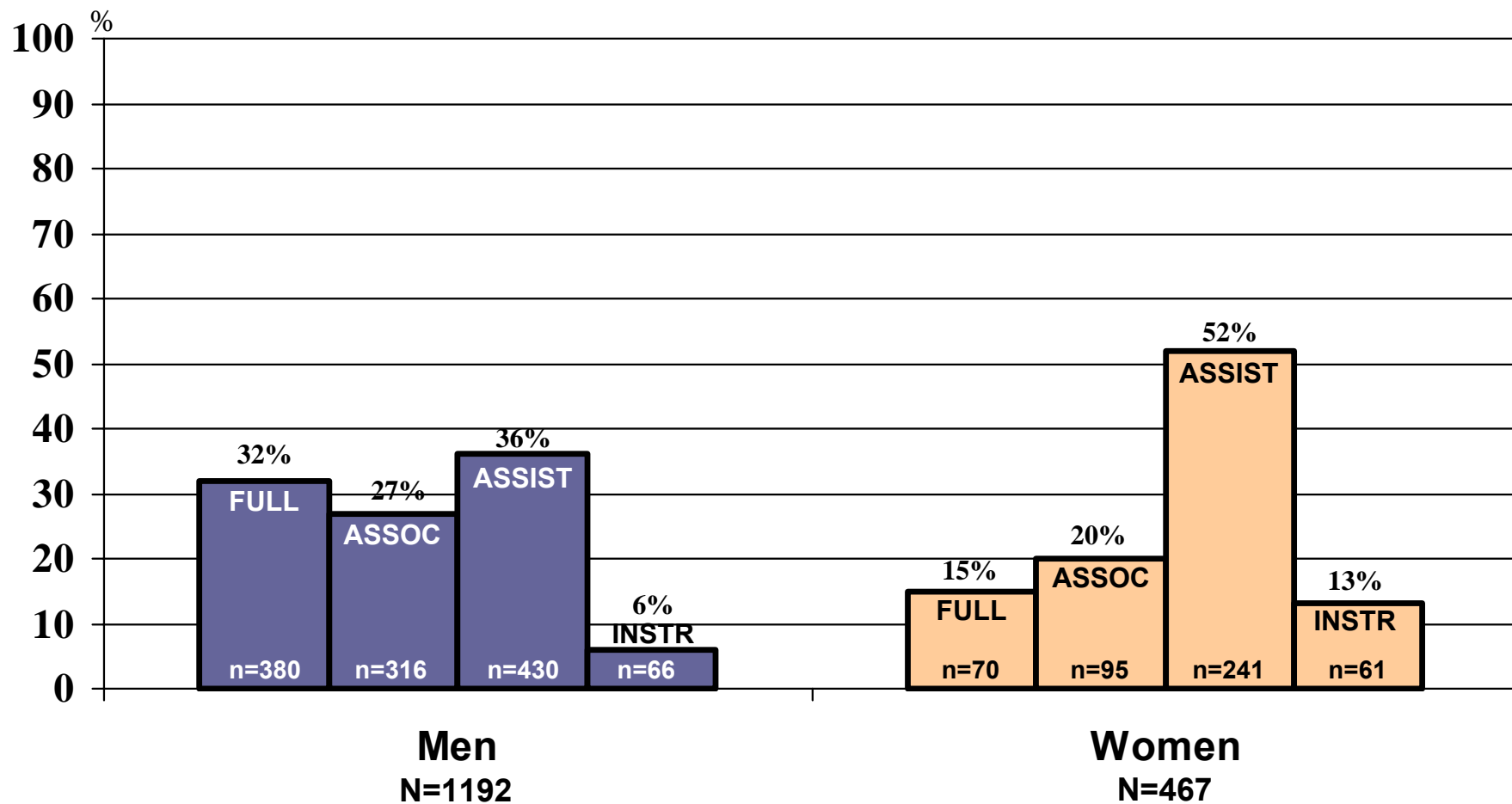
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Distribution of Ranks Separated by Gender

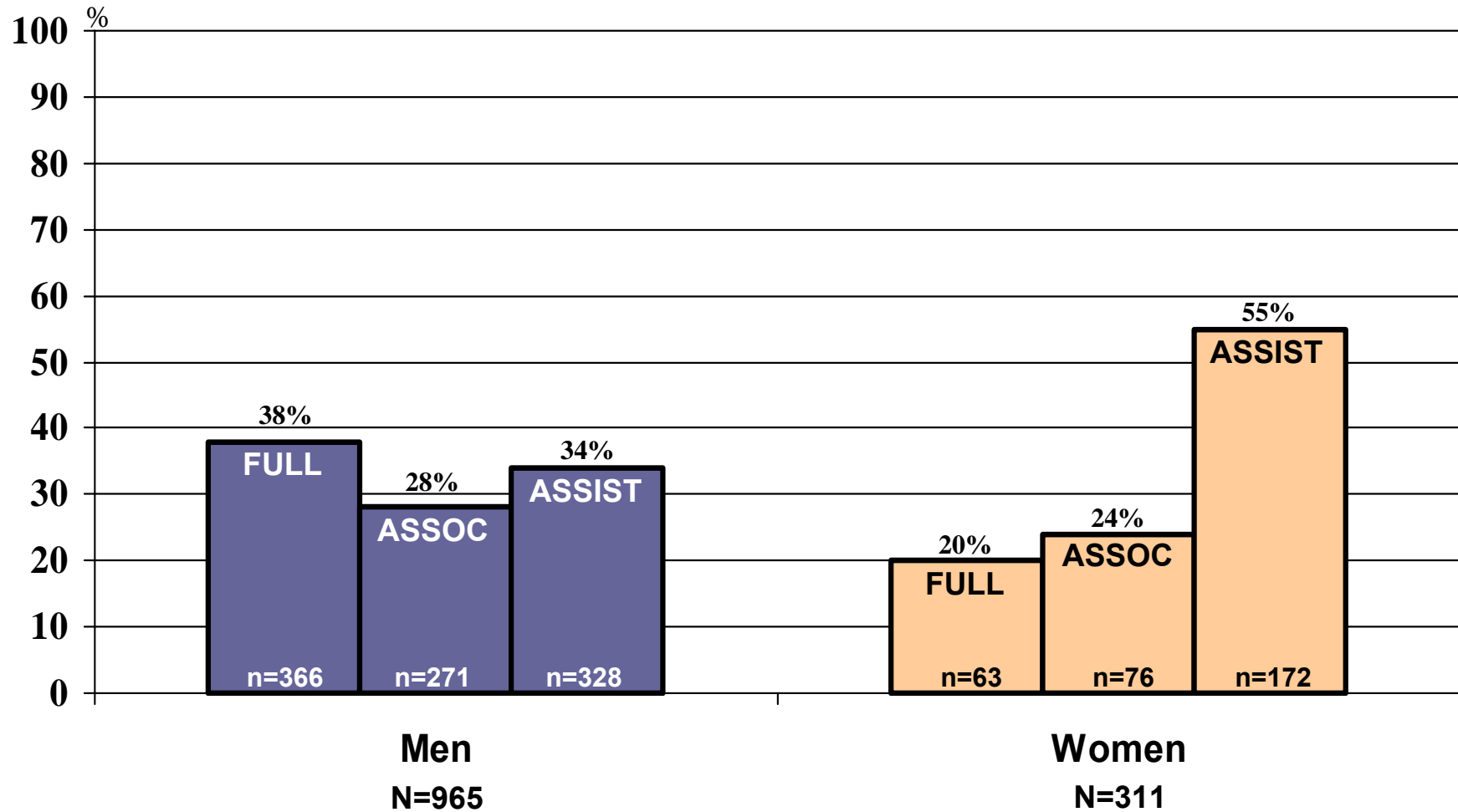
Penn Medical School Fulltime Faculty & Instructors/Lecturers A, 2005

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



Distribution of Ranks Separated by Gender Penn Medical School *Standing** Faculty, 2005

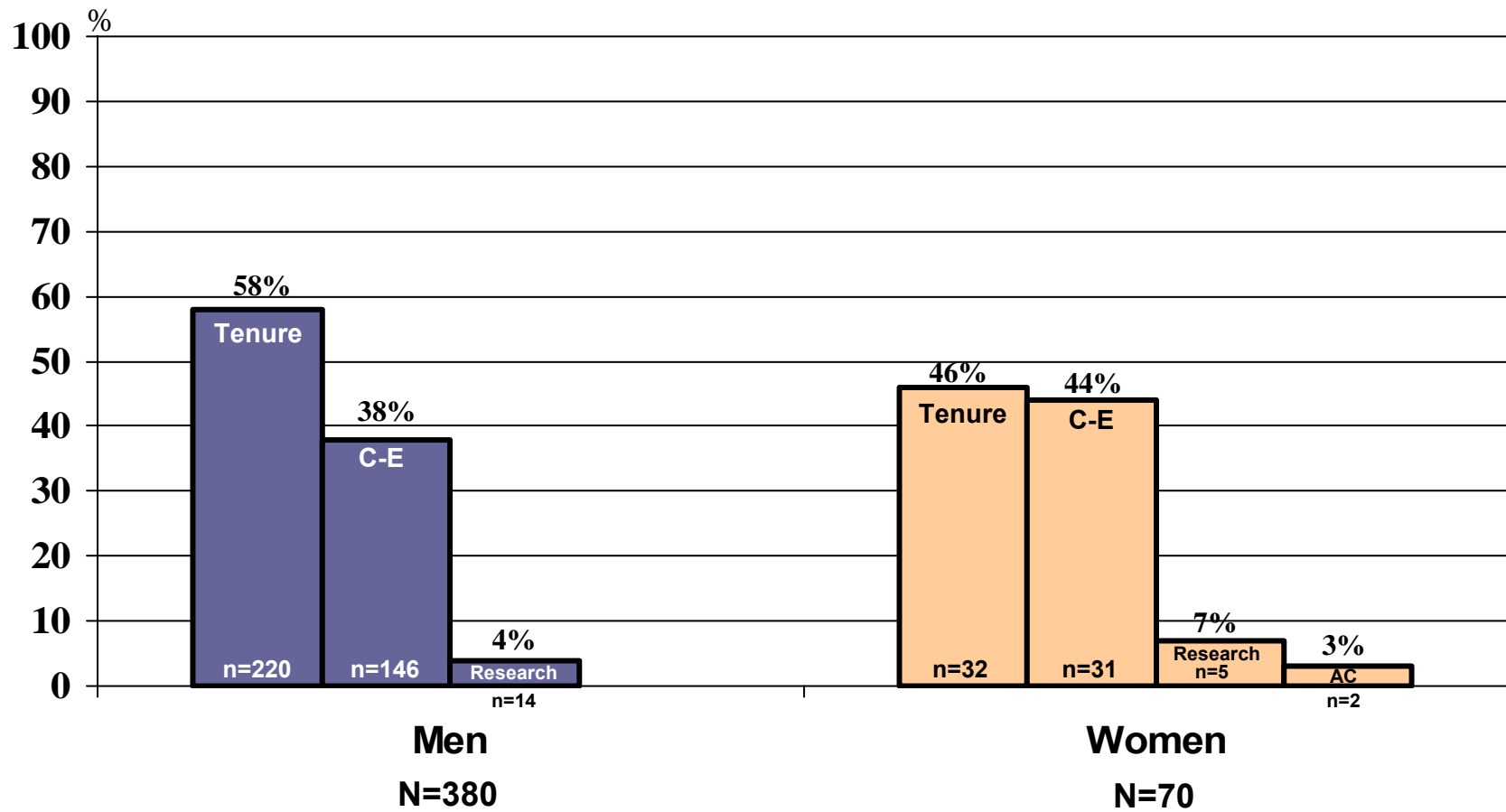
(*includes only Tenure and Clinician-Educator Tracks)



Track Distribution of *Full* Professor Rank, by Gender

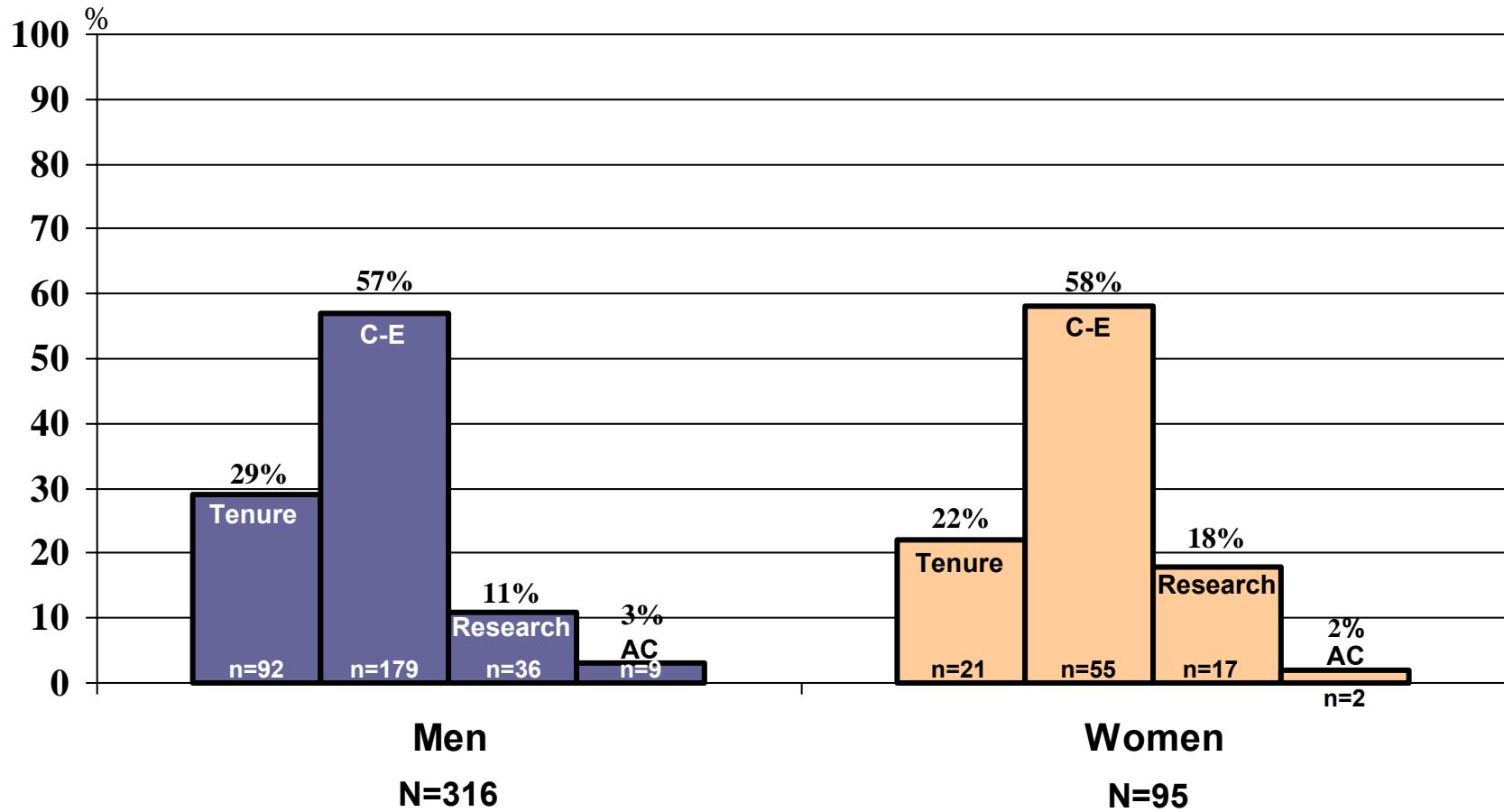
Penn Medical School Fulltime Faculty, 2005

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



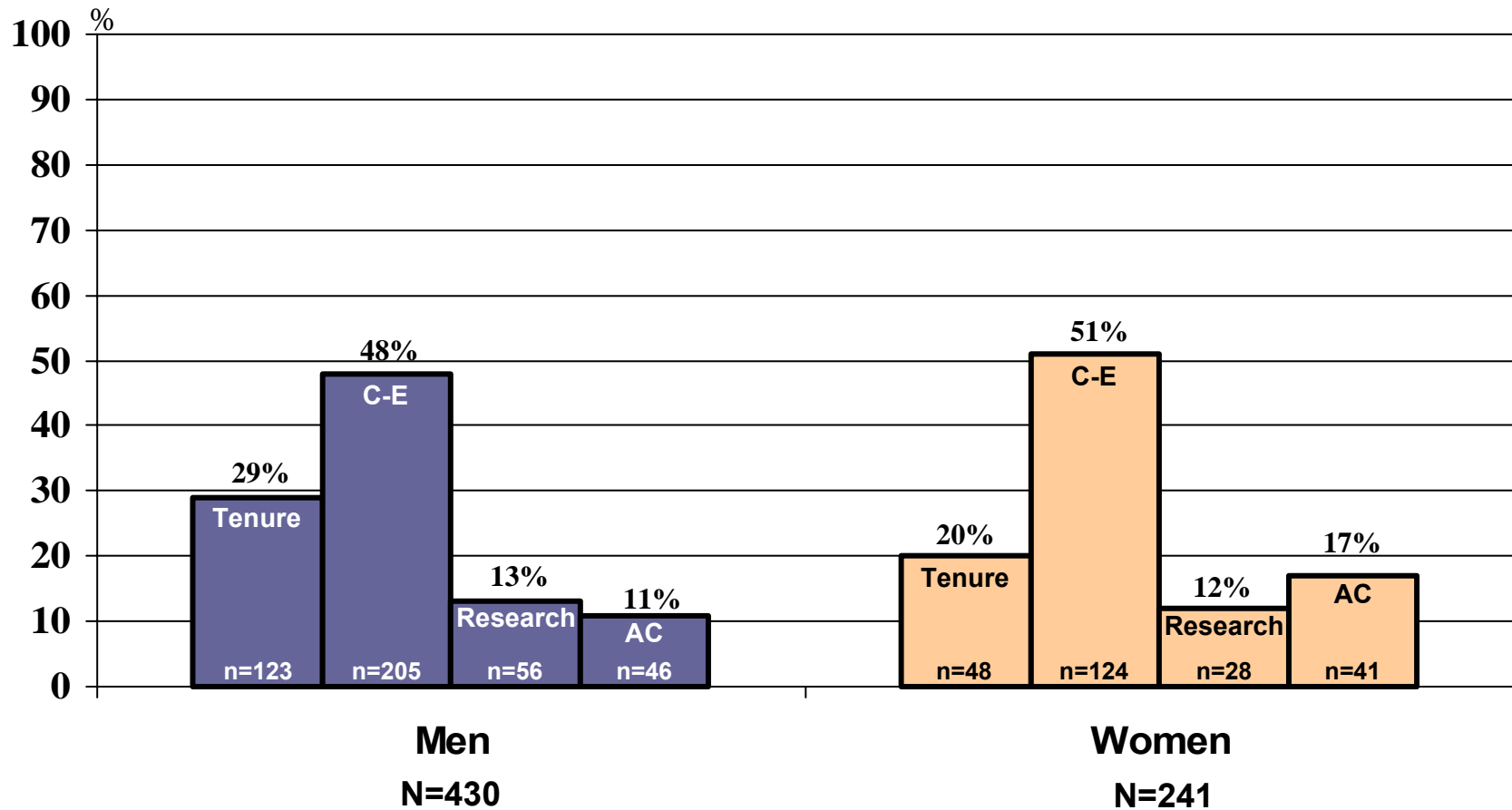
Track Distribution of Associate Professor Rank, by Gender Penn Medical School Fulltime Faculty, 2005

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



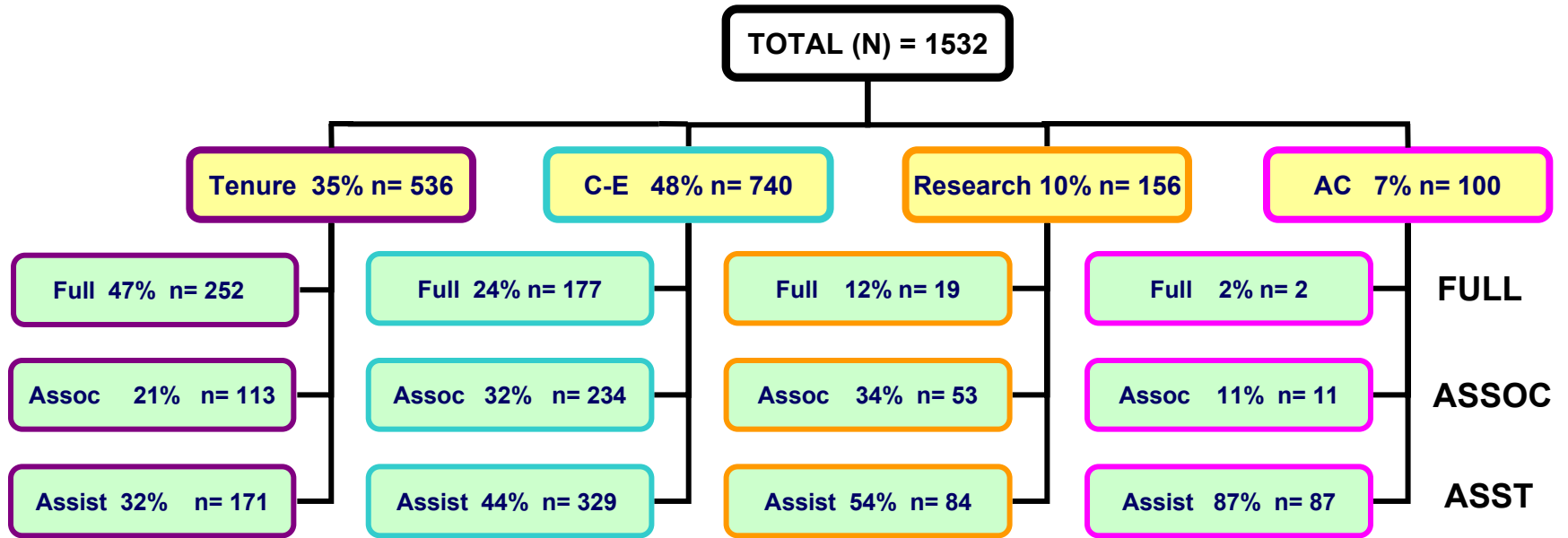
Track Distribution of *Assistant* Professor Rank, by Gender Penn Medical School Fulltime Faculty, 2005

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



Gender Distribution
by
TRACK

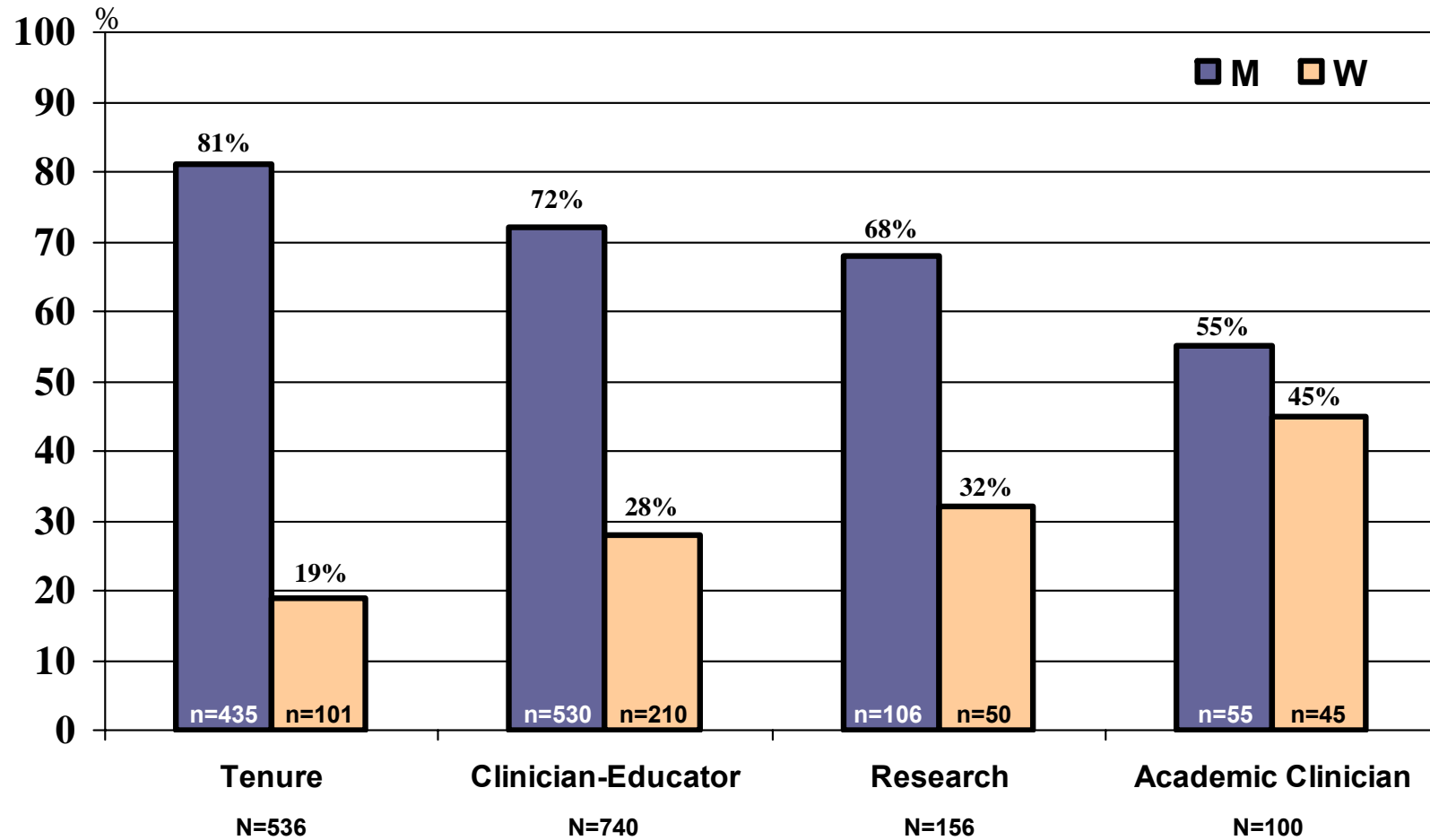
General Data: Fulltime Faculty Breakdown by Track, then Rank Penn Medical School Fulltime Faculty, 2005



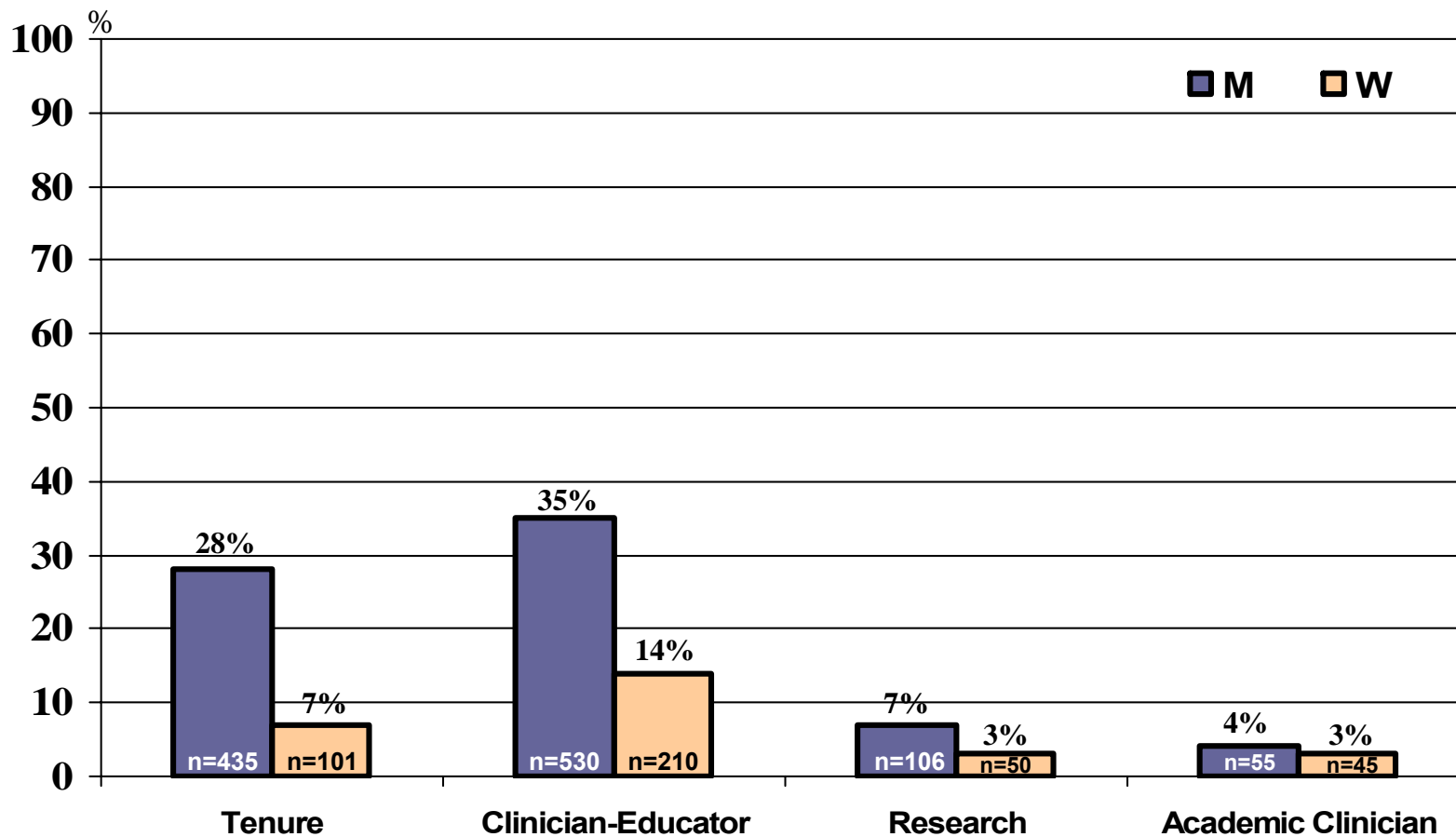
Gender Distribution within Tracks by Department Penn Medical School Fulltime Faculty, 2005

Department	Total Faculty					Tenure				Clinician-Educator				Research				Academic Clinician			
	Total	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth & Crit. Care	88	69	78%	19	22%	9	90%	1	10%	46	84%	9	16%	2	67%	1	33%	12	60%	8	40%
Biochemistry	23	17	74%	6	26%	15	79%	4	21%	0	0%	0	0%	2	50%	2	50%	0	0%	0	0%
Biostat & Epi	34	17	50%	17	50%	10	77%	3	23%	7	35%	13	65%	0	0%	1	100%	0	0%	0	0%
Cancer Biology	6	6	100%	0	0%	6	100%	0	0%	0	0%	0	0%	0	0%	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	25	16	64%	9	36%	7	88%	1	12%	5	38%	8	62%	2	100%	0	0%	2	100%	0	0%
Emergency Medicine	27	17	63%	10	37%	3	100%	0	0%	13	59%	9	41%	0	0%	0	0%	1	50%	1	50%
Family Practice & Comm Medicine	12	7	58%	5	42%	2	50%	2	50%	4	57%	3	43%	0	0%	0	0%	1	100%	0	0%
Genetics	16	11	69%	5	31%	10	71%	4	29%	0	0%	1	100%	1	100%	0	0%	0	0%	0	0%
Medical Ethics	3	2	67%	1	33%	2	100%	0	0%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Medicine	295	221	75%	74	25%	90	83%	19	17%	102	77%	31	23%	11	65%	6	35%	18	50%	18	50%
Microbiology	18	13	72%	5	28%	13	72%	5	28%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurology	57	44	77%	13	23%	19	95%	1	5%	22	67%	11	33%	3	75%	1	25%	0	0%	0	0%
Neuroscience	23	17	74%	6	26%	15	83%	3	17%	0	0%	0	0%	2	40%	3	60%	0	0%	0	0%
Neurosurgery	14	13	93%	1	7%	5	100%	0	0%	7	100%	0	0%	1	50%	1	50%	0	0%	0	0%
Obstetrics & Gyn	42	27	64%	15	36%	6	60%	4	40%	11	69%	5	31%	4	80%	1	20%	6	55%	5	45%
Ophthalmology	29	24	83%	5	17%	9	90%	1	10%	12	80%	3	20%	3	75%	1	25%	0	0%	0	0%
Orthopaedic Surgery	38	35	92%	3	8%	7	88%	1	12%	28	97%	1	3%	0	0%	1	100%	0	0%	0	0%
Otorhinolaryngology	32	26	81%	6	19%	6	86%	1	14%	17	81%	4	19%	2	67%	1	33%	1	100%	0	0%
Path & Lab Medicine	106	81	76%	25	24%	39	83%	8	17%	33	72%	13	28%	9	69%	4	31%	0	0%	0	0%
Pediatrics	216	127	59%	89	41%	39	68%	18	32%	68	55%	56	45%	16	62%	10	38%	4	44%	5	55%
Pharmacology	27	22	81%	5	19%	17	89%	2	11%	0	0%	0	0%	5	63%	3	38%	0	0%	0	0%
Physical Med & Rehab	13	7	54%	6	46%	0	0%	1	100%	7	58%	5	42%	0	0%	0	0%	0	0%	0	0%
Physiology	23	18	78%	5	22%	16	84%	3	16%	0	0%	0	0%	2	50%	2	50%	0	0%	0	0%
Psychiatry	113	85	75%	28	25%	27	82%	6	18%	39	75%	13	25%	15	68%	7	32%	4	67%	2	33%
Radiation Oncology	23	17	74%	6	26%	6	67%	3	33%	11	85%	2	15%	0	0%	1	100%	0	0%	0	0%
Radiology	114	90	79%	24	21%	19	100%	0	0%	48	73%	18	27%	20	87%	3	13%	3	50%	3	50%
Surgery	97	86	89%	11	11%	27	87%	4	13%	50	93%	4	7%	6	100%	0	0%	3	50%	3	50%
Total	1,532	1,126	73%	406	27%	435	81%	101	19%	530	72%	210	28%	106	68%	50	32%	55	55%	45	45%

Gender Distribution within Tracks Penn Medical School Fulltime Faculty, 2005

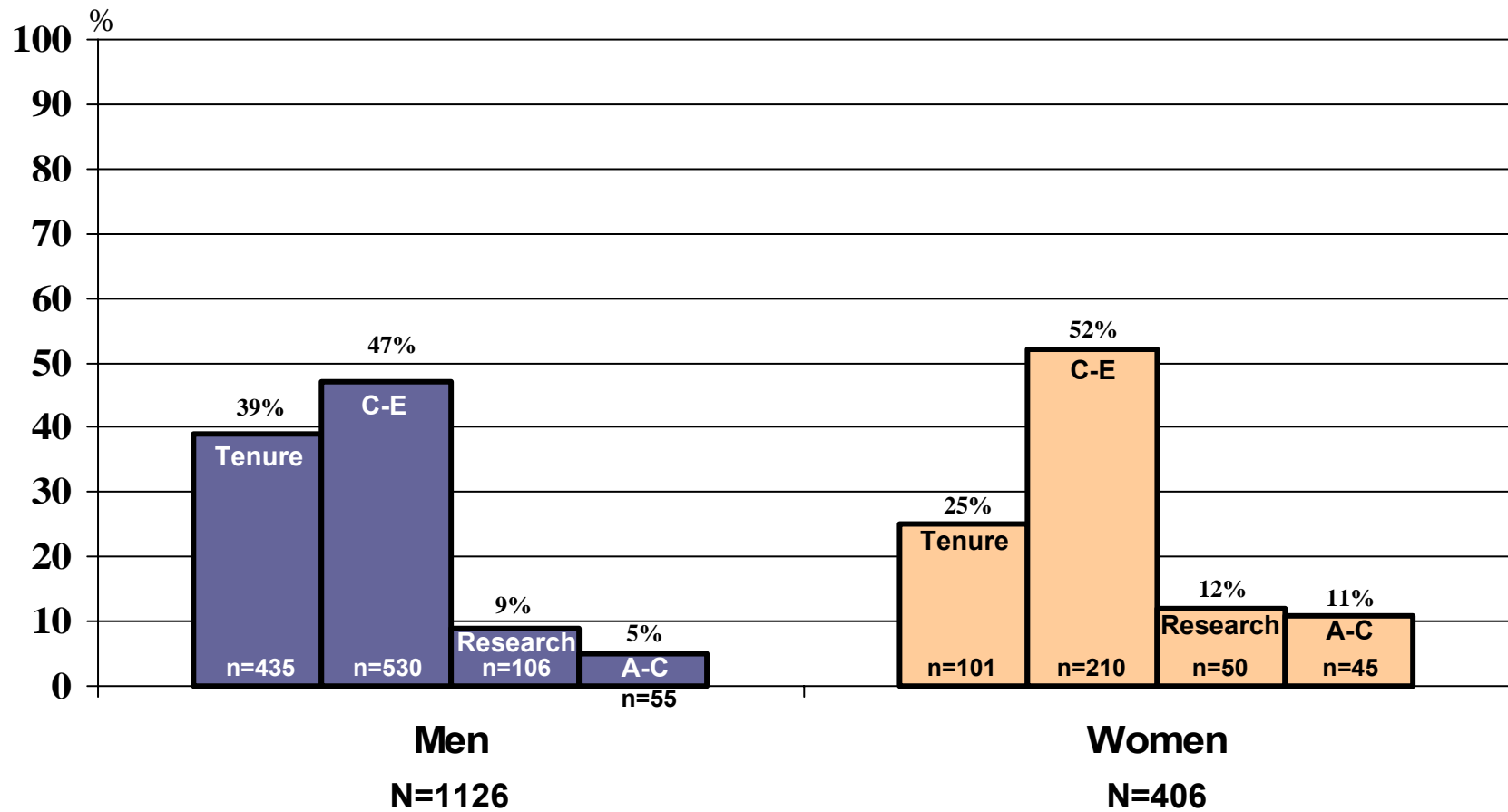


Gender Breakdown across Tracks Penn Medical School Fulltime Faculty, 2005



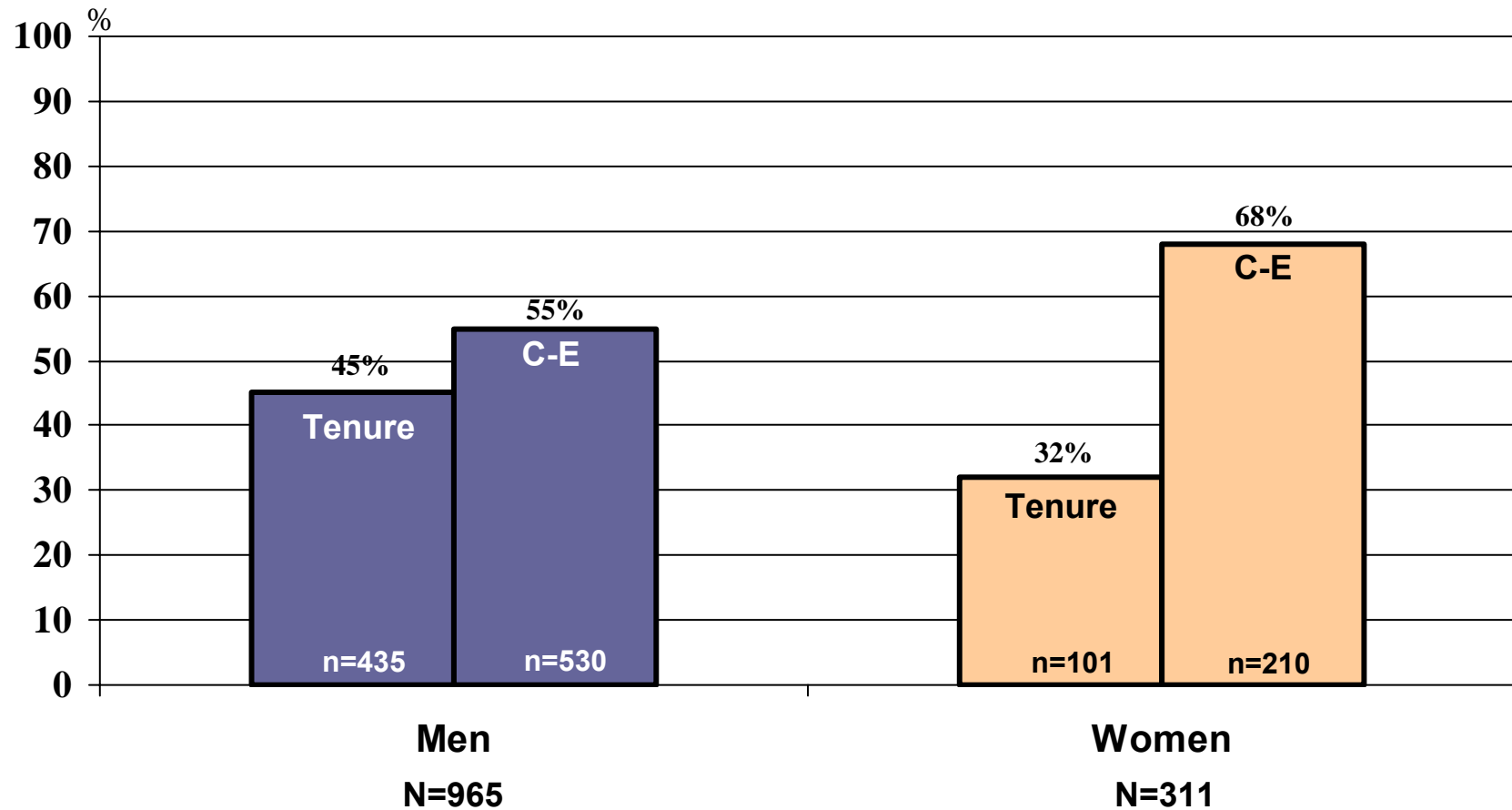
*(Note: Denominator is TOTAL number of fulltime faculty, **N = 1532**)*

Distribution of Tracks Separated by Gender Penn Medical School Fulltime Faculty, 2005

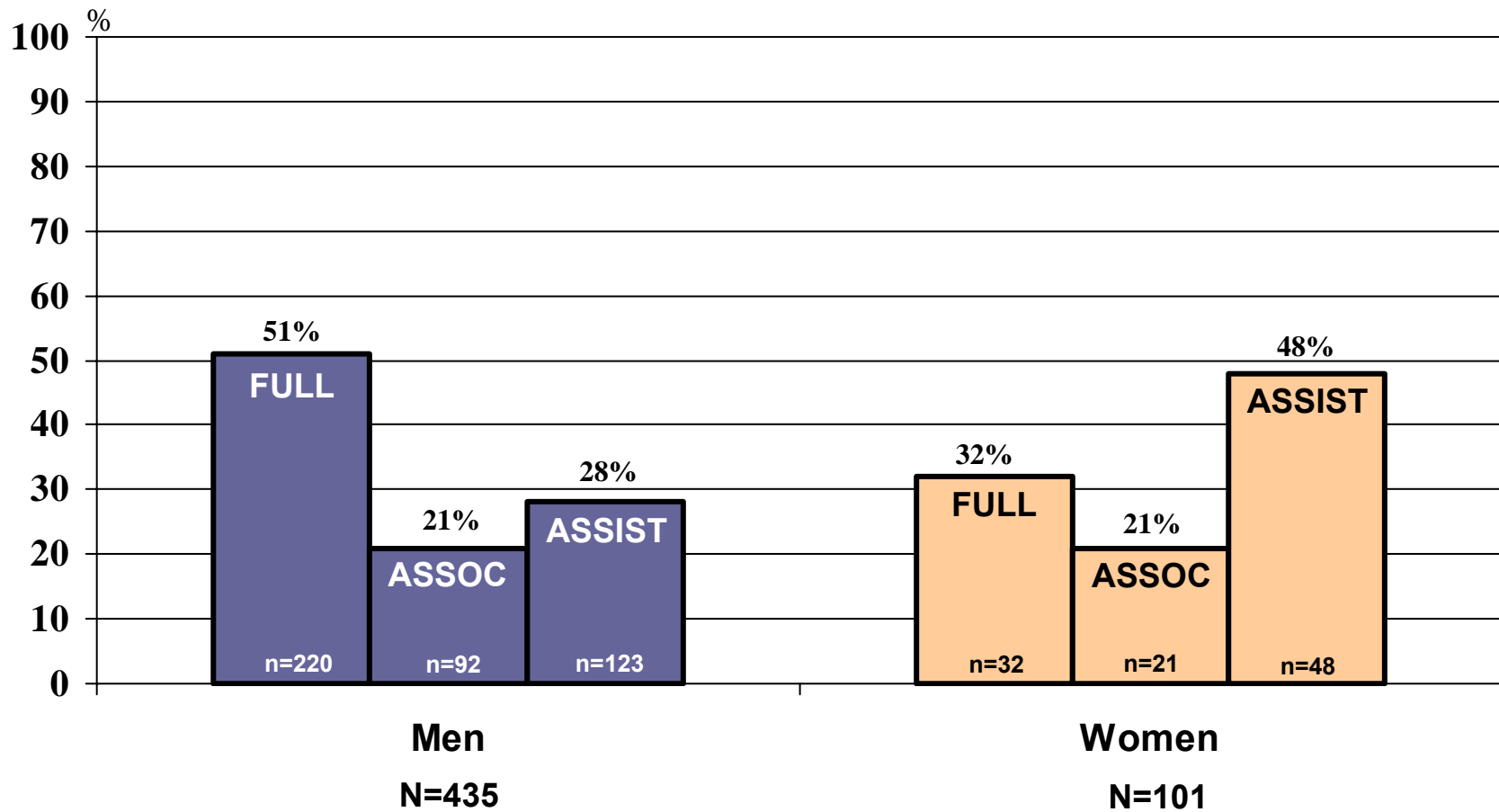


Distribution of Tracks Separated by Gender Penn Medical School *Standing** Faculty, 2005

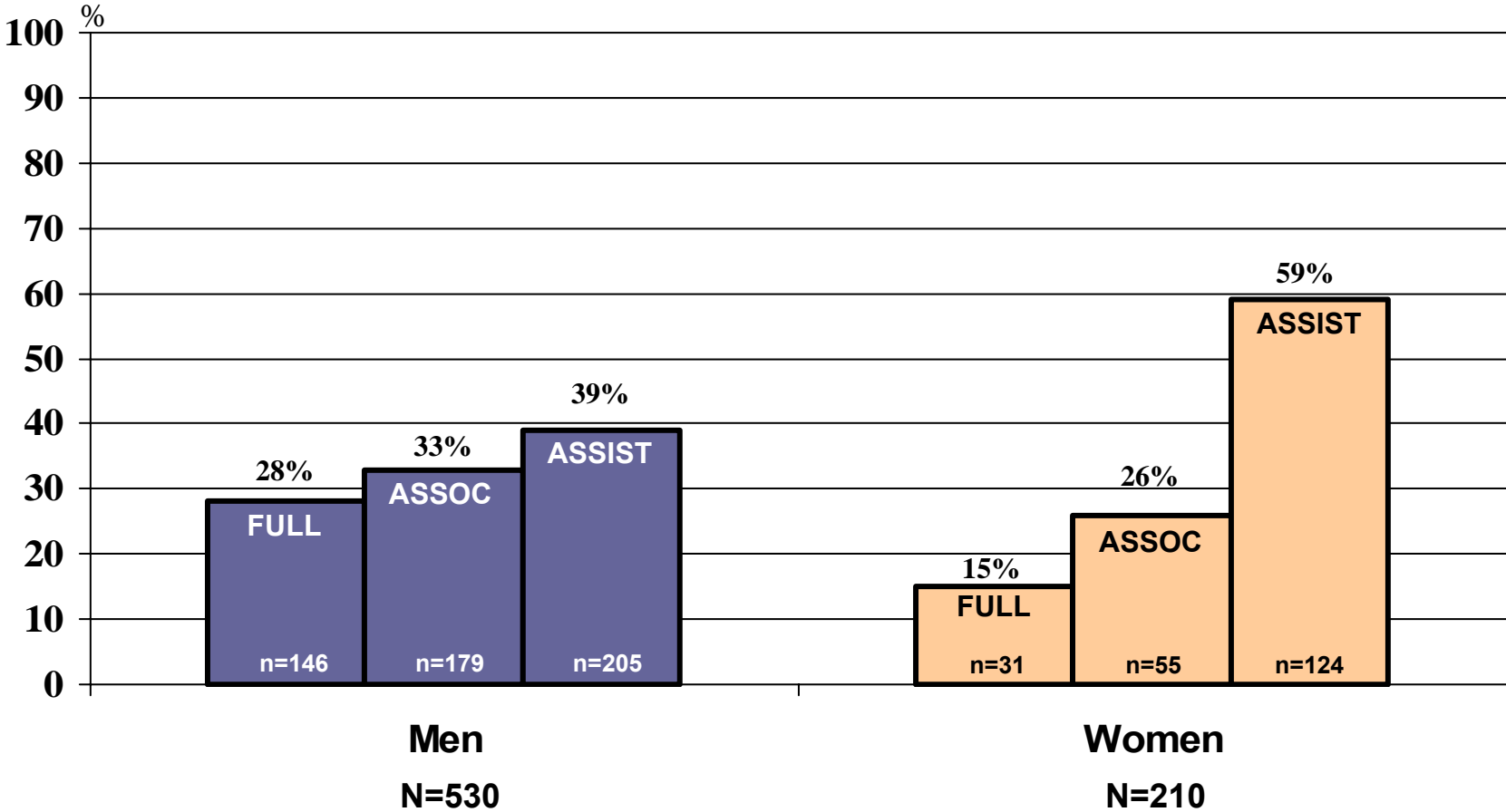
(*includes only Tenure and Clinician-Educator Tracks)



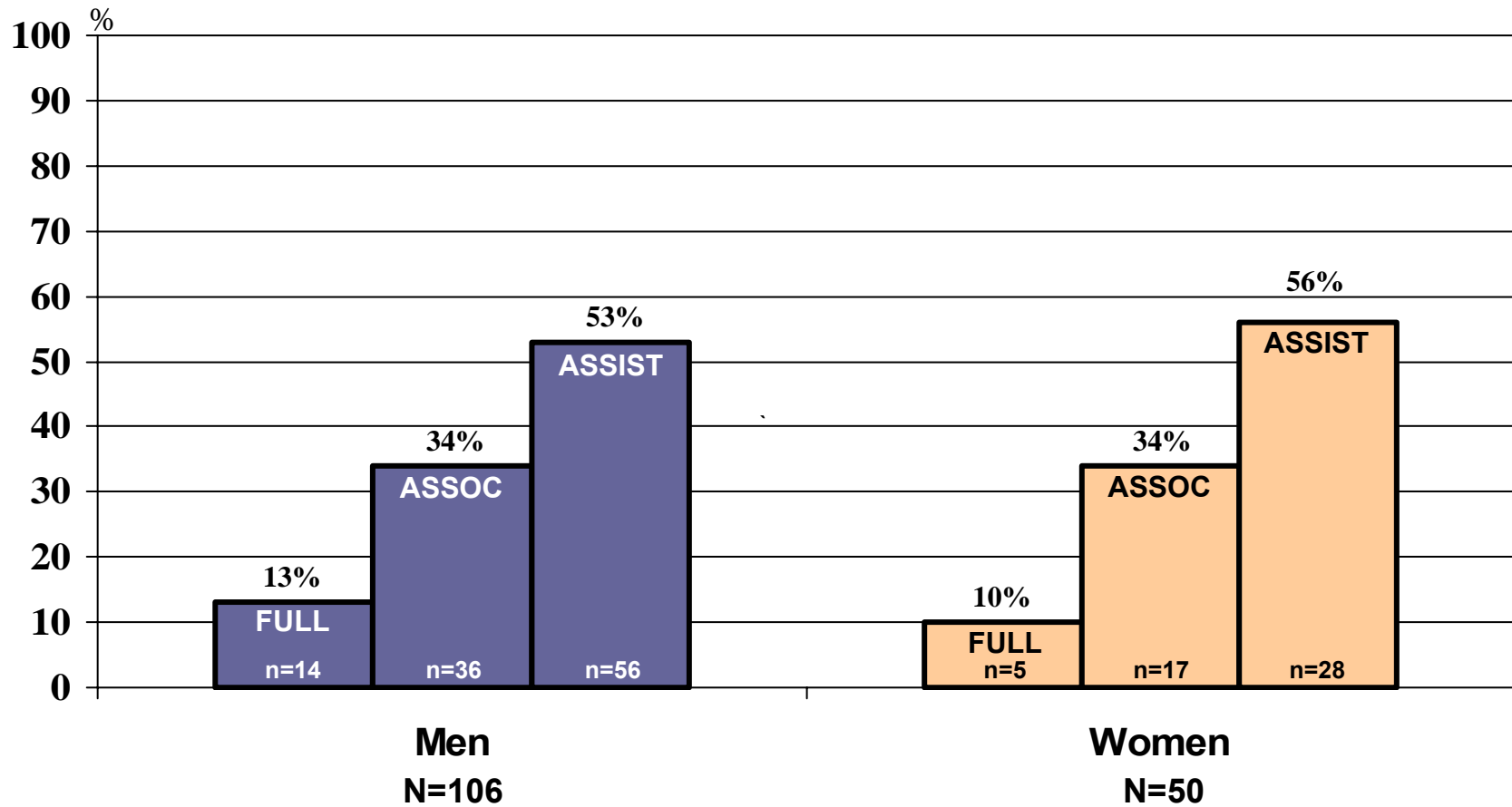
Rank Distribution of *Tenure* Track, by Gender Penn Medical School Faculty, 2005



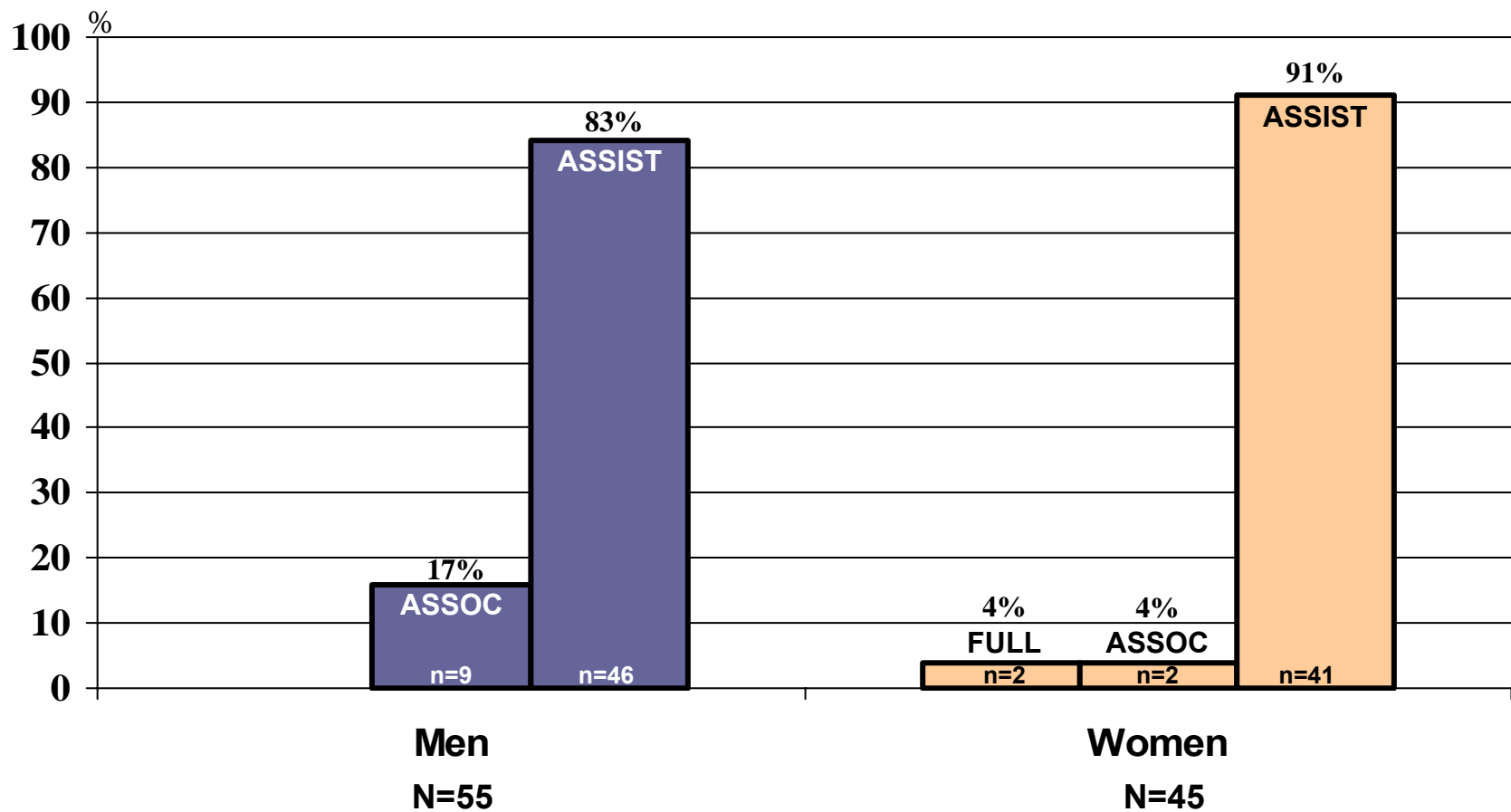
Rank Distribution of *Clinician-Educator* Track, by Gender Penn Medical School Faculty, 2005



Rank Distribution of *Research* Track, by Gender Penn Medical School Faculty, 2005



Rank Distribution of *Academic Clinician* Track, by Gender Penn Medical School Faculty, 2005



Gender Statistics: Changes in Faculty Number from 2004 to 2005 by Rank and Track University of Pennsylvania Medical School Faculty, 2005

Department	Total Fulltime Faculty			Full Professor		Associate Professor		Assistant Professor		Instructor A Lecturer A		Total Fulltime Faculty Plus Instr A / Lect A			Tenure		C-E		Research		A C	
	Total	M	F	M	F	M	F	M	F	M	F	Total	M	F	M	F	M	F	M	F	M	F
Anesthe & Crit Care	12	5	7	-1	0	2	1	4	6	-2	-2	8	3	5	-4	1	1	-1	-1	1	9	6
Biochem/Biophysics	-6	-5	-1	0	0	0	0	-5	-1	0	0	-6	-5	-1	-2	0	0	0	-3	-1	0	0
Biostat & Epi	2	1	1	1	0	1	0	-1	1	1	3	6	2	4	1	0	0	1	0	0	0	0
Cancer Biology	-1	-1	0	0	0	2	0	-3	0	-1	2	0	-2	2	0	0	0	0	-1	0	0	0
Cell & Devel	0	0	0	0	0	2	0	-2	0	0	1	1	0	1	0	0	0	0	0	0	0	0
Dermatology	3	3	0	0	0	2	2	1	-2	0	0	3	3	0	0	1	1	0	0	-1	2	0
Emergency Med	0	0	0	0	0	1	1	-1	-1	0	0	0	0	0	0	0	-1	0	0	0	1	0
Fam Prac-Com Med	0	0	0	0	0	0	0	0	0	0	-2	-2	0	-2	0	0	0	0	0	0	0	0
Genetics	-1	-1	0	0	0	-1	0	0	0	-1	1	-1	-2	1	-1	0	0	0	0	0	0	0
Medical Ethics	-1	-1	0	0	0	1	0	-2	0	0	-1	-2	-1	-1	1	0	-2	0	0	0	0	0
Medicine	28	13	15	3	1	6	1	4	13	2	-3	27	15	12	2	0	1	0	-1	1	11	14
Microbiology	1	2	-1	1	0	-1	0	2	-1	0	0	1	2	-1	2	0	0	0	0	-1	0	0
Neurology	-3	-4	1	-2	0	0	1	-2	0	0	-1	-4	-4	0	-4	0	1	1	-1	0	0	0
Neuroscience	1	0	1	0	1	0	-1	0	1	1	-1	1	1	0	0	0	0	0	0	1	0	0
Neurosurgery	-3	-2	-1	-1	0	0	-1	-1	0	0	0	-3	-2	-1	-1	0	0	0	-1	-1	0	0
Obstetrics & Gyn	5	1	4	0	1	-2	-1	3	4	0	2	7	1	6	-2	0	-4	-1	1	0	6	5
Ophthalmology	-4	-1	-3	0	0	-1	-2	0	-1	-2	0	-6	-3	-3	0	0	-1	-2	0	-1	0	0
Orthopaedic Surg	2	2	0	0	0	0	1	2	-1	-1	0	1	1	0	0	0	2	0	0	0	0	0
Otorhinolaryngology	1	1	0	0	0	1	0	0	0	0	-1	0	1	-1	0	0	1	0	-1	0	1	0
Path & Lab Med	-4	-2	-2	-3	0	3	0	-2	-2	0	-1	-5	-2	-3	-1	-1	-1	0	0	-1	0	0
Pediatrics	13	6	7	-1	1	4	0	3	6	4	4	21	10	11	2	4	-1	0	1	-2	4	5
Pharmacology	4	3	1	1	0	1	0	1	1	0	0	4	3	1	2	0	0	0	1	1	0	0
Physical Med/Rehb	-1	0	-1	0	1	0	-1	0	-1	-1	0	-2	-1	-1	0	0	0	-1	0	0	0	0
Physiology	-3	-3	0	-2	0	0	0	-1	0	0	0	-3	-3	0	-3	0	0	0	0	0	0	0
Psychiatry	2	5	-3	-1	-1	-1	0	7	-2	-5	-6	-9	0	-9	-1	0	-2	-4	4	-1	4	2
Radiation Oncology	-4	-4	0	1	1	-3	-1	-2	0	-1	-1	-6	-5	-1	-1	0	-2	0	-1	0	0	0
Radiology	13	11	2	1	1	3	-3	7	4	-2	-1	10	9	1	1	0	2	-1	5	1	3	2
Surgery	4	3	1	4	0	0	1	-1	0	0	0	4	3	1	0	1	0	-2	1	0	2	2
Total	60	32	28	1	6	20	-2	11	24	-8	-7	45	24	21	-9	6	-5	-10	3	-4	43	36

Gender Distribution

~

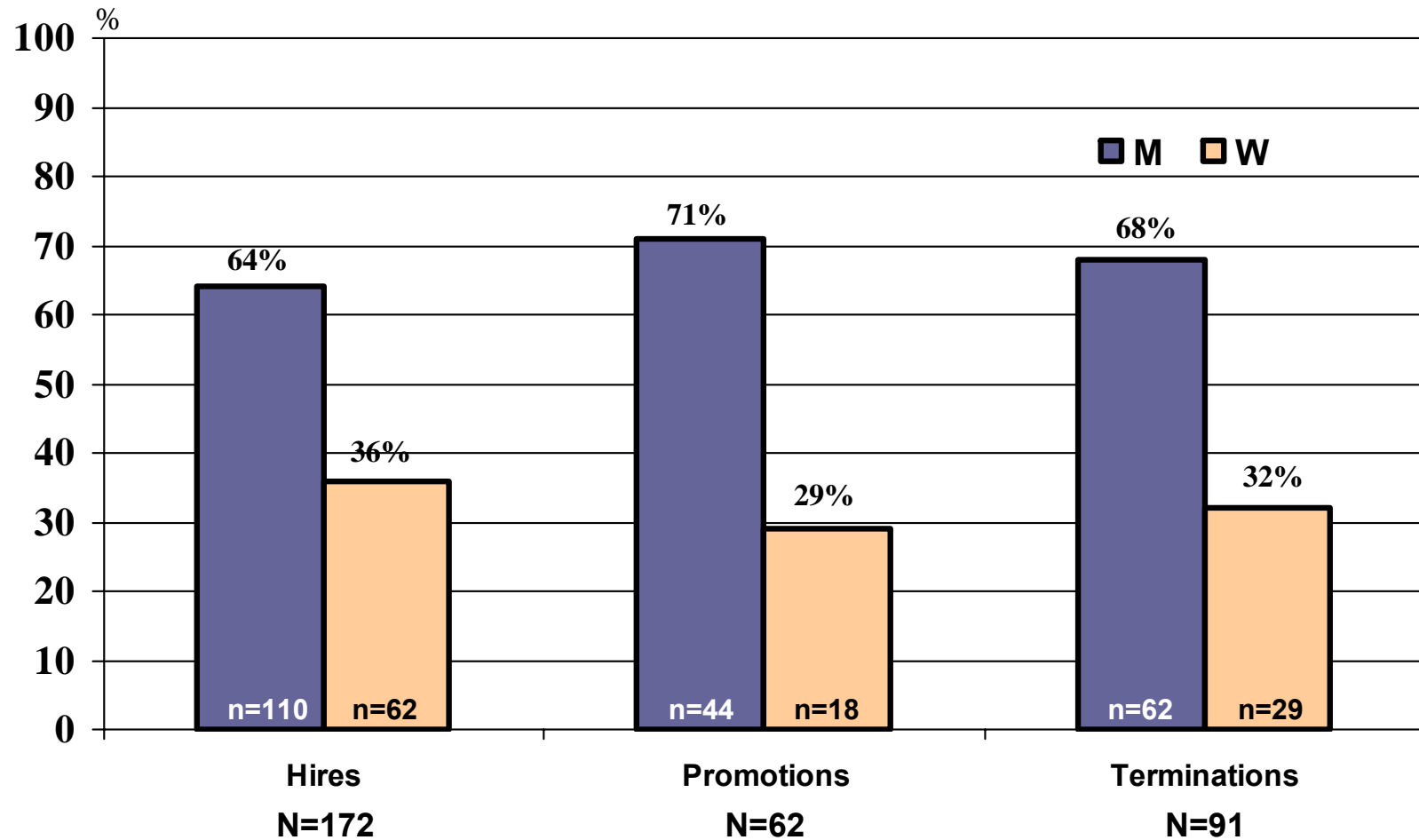
Hires

Promotions

Terminations

Faculty Hires, Promotions, Terminations Penn Medical School Fulltime Faculty, 2005

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



Gender Distribution

~

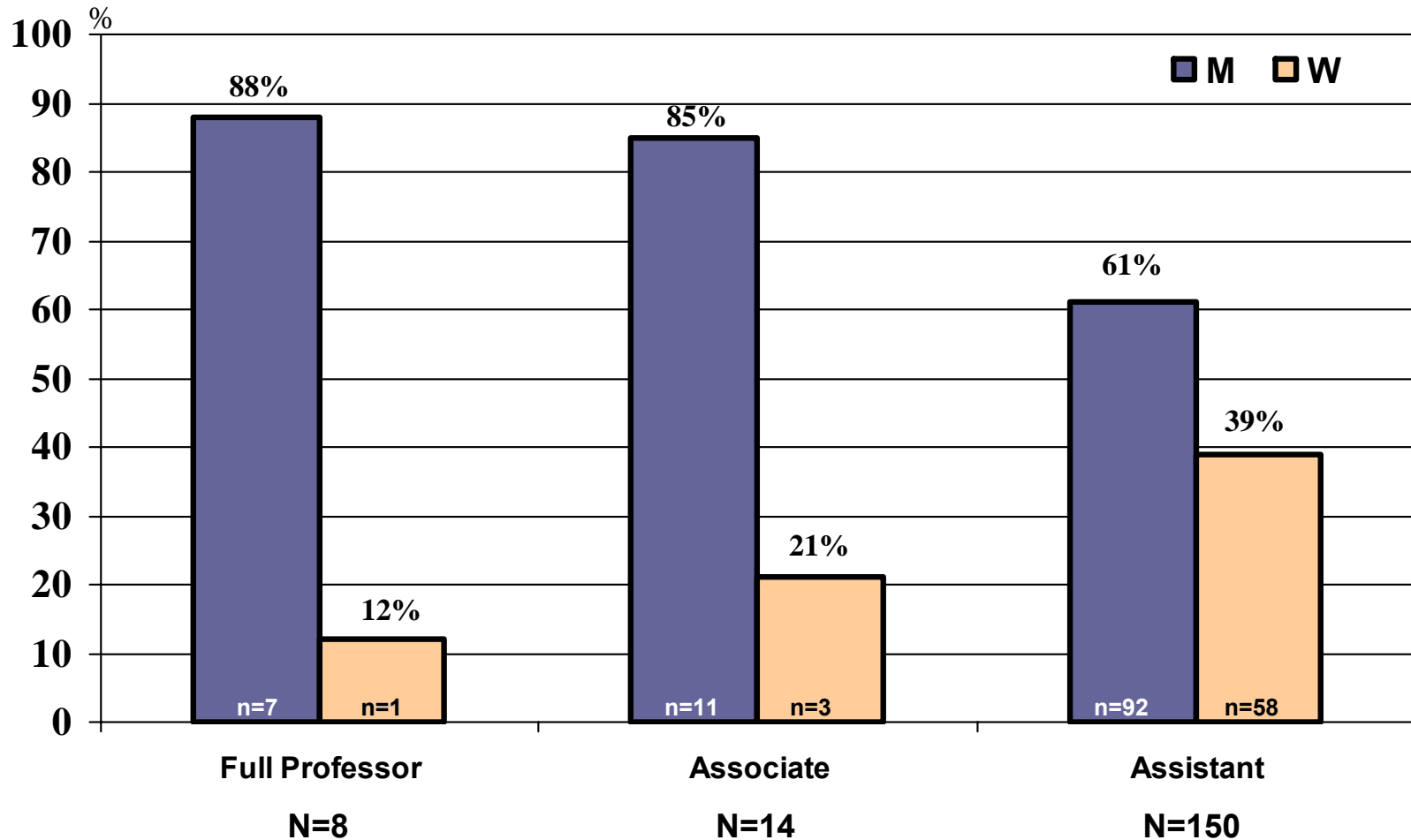
Faculty Hires

Gender Distribution of New Faculty Hires by Rank and Track Penn Medical School Fulltime Faculty, 2005

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	27	16%	18	67%	9	33%	5	100%	0	0%	3	60%	2	40%	10	59%	7	41%
Clinician-Educator	50	29%	36	72%	14	28%	2	100%	0	0%	1	100%	0	0%	33	70%	14	30%
Research	22	13%	15	68%	7	32%	0	0%	0	0%	0	0%	0	0%	15	68%	7	32%
Academic Clinician	73	42%	41	56%	32	44%	0	0%	1	100%	7	88%	1	12%	34	53%	30	47%
TOTAL	172	100%	110	64%	62	36%	7	88%	1	12%	11	85%	3	21%	92	61%	58	39%

New Faculty Hires within Ranks Penn Medical School Fulltime Faculty, 2005

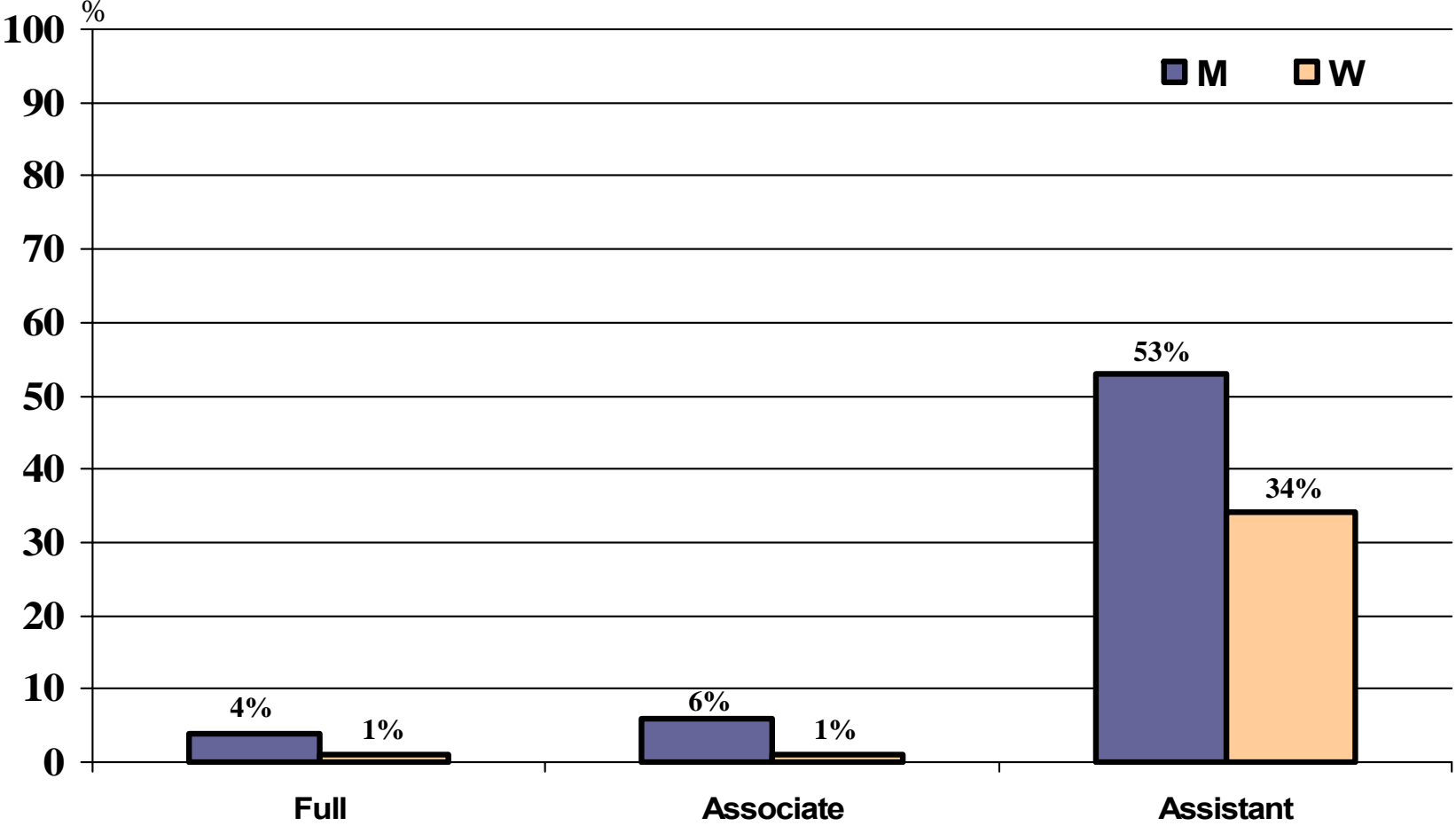
("hires" include both external recruits and internal hires)



New Faculty Hires across Ranks

Penn Medical School Fulltime Faculty, 2005

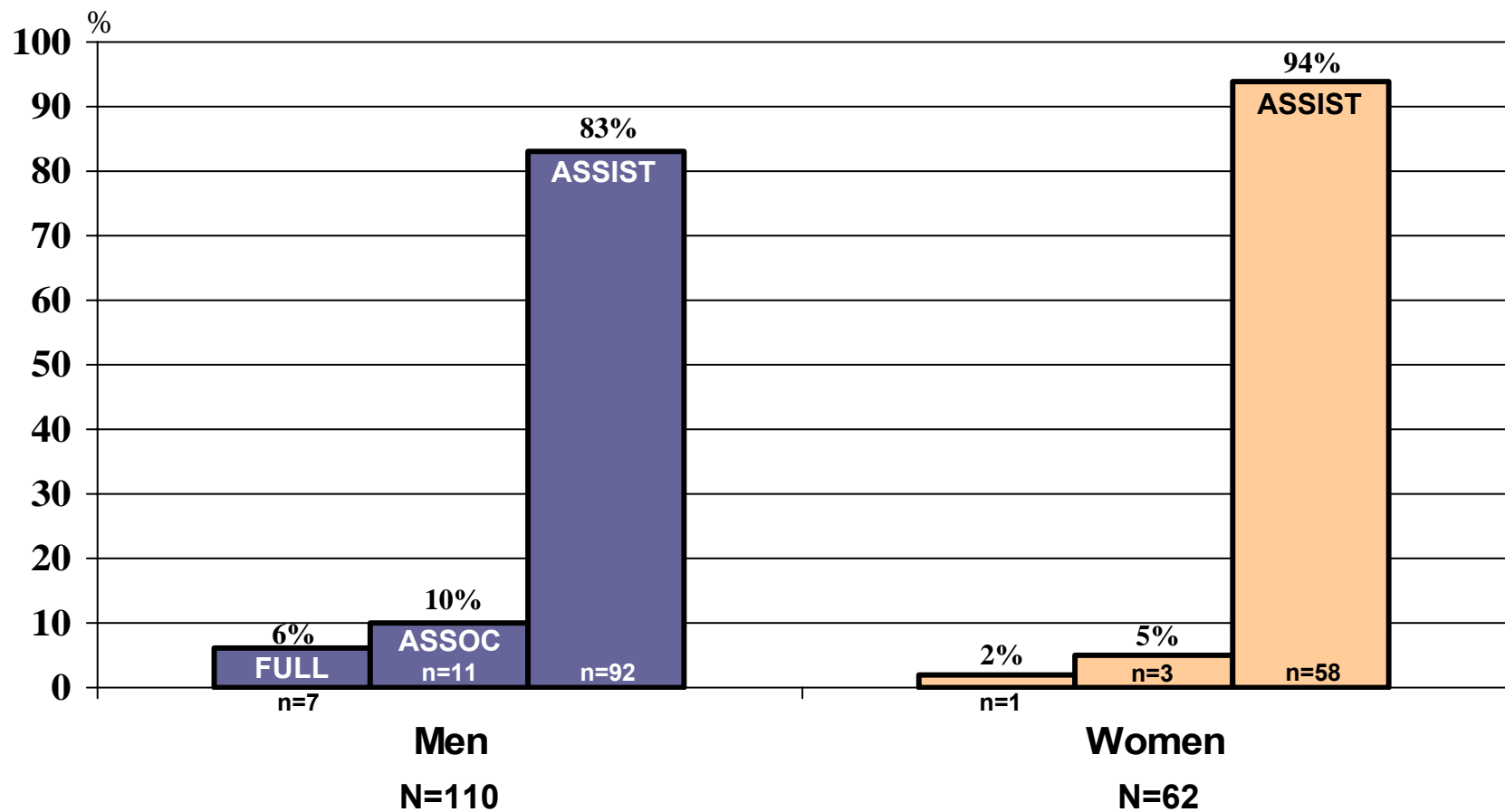
("hires" include both external recruits and internal hires)



(Note: Denominator is TOTAL number of New Faculty Hires, N= 172)

New Faculty Hires by Rank & Gender Penn Medical School Fulltime Faculty, 2005

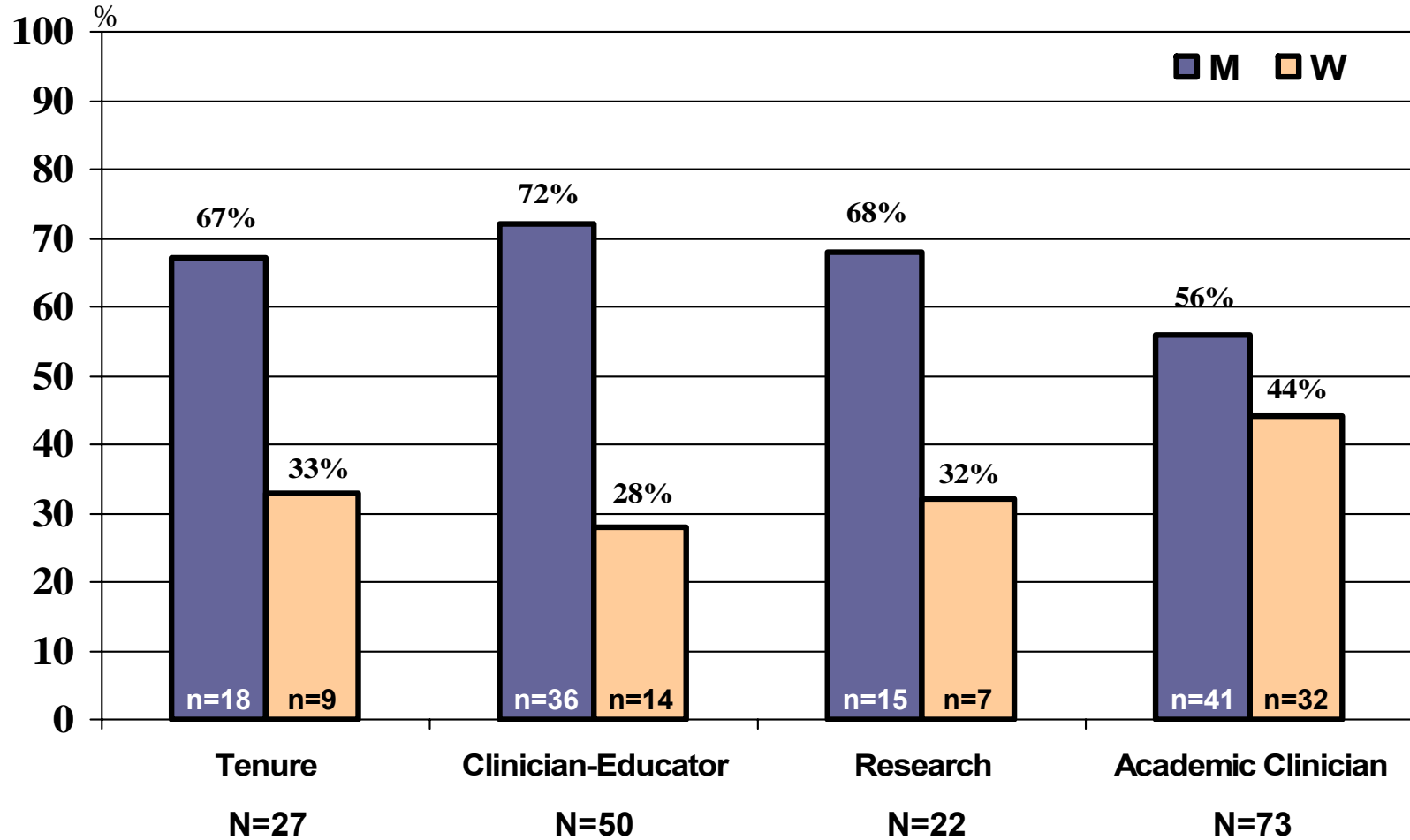
("hires" include both external recruits and internal hires)



New Faculty Hires within Tracks

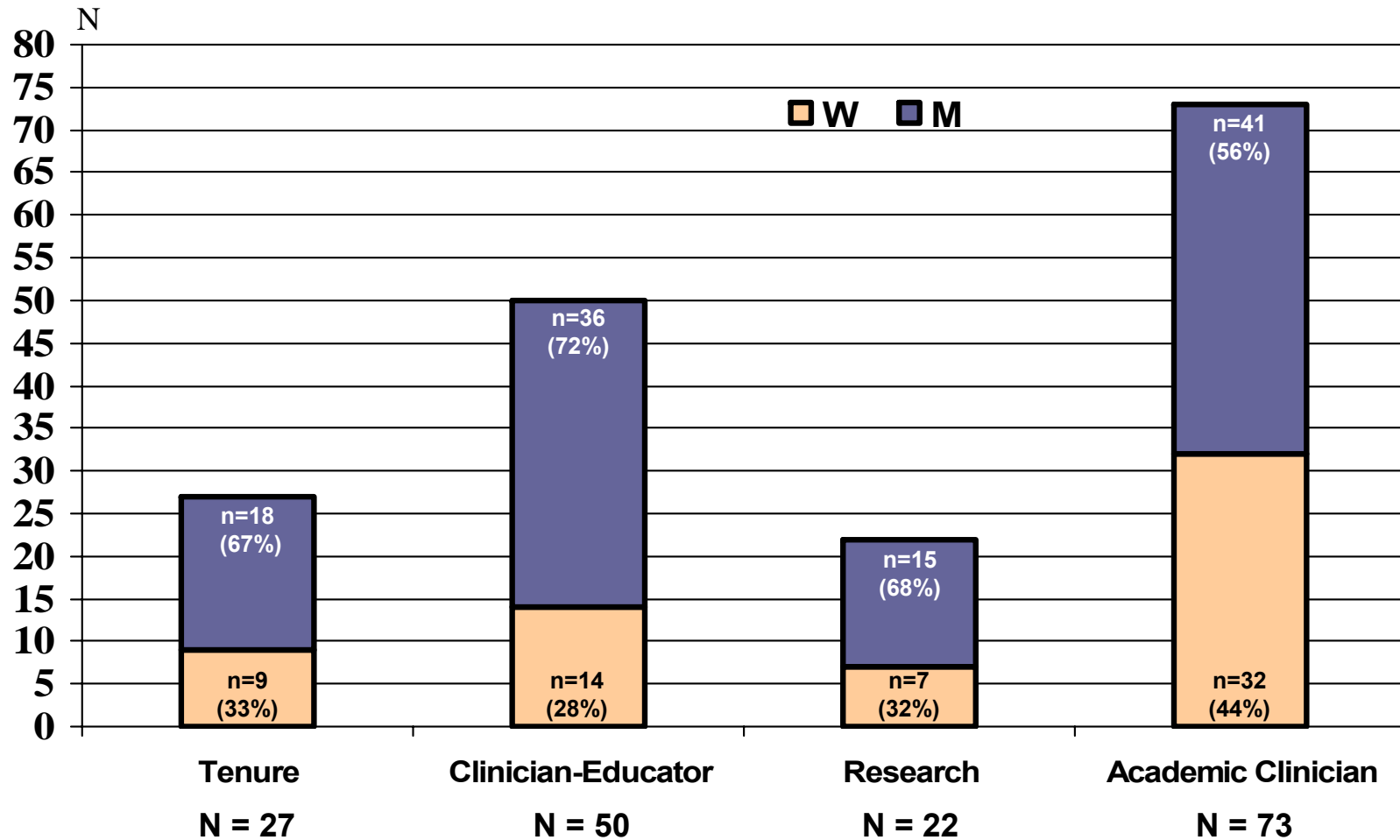
Penn Medical School Fulltime Faculty, 2005

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



Number of New Faculty Hires within Tracks Penn Medical School Fulltime Faculty, 2005

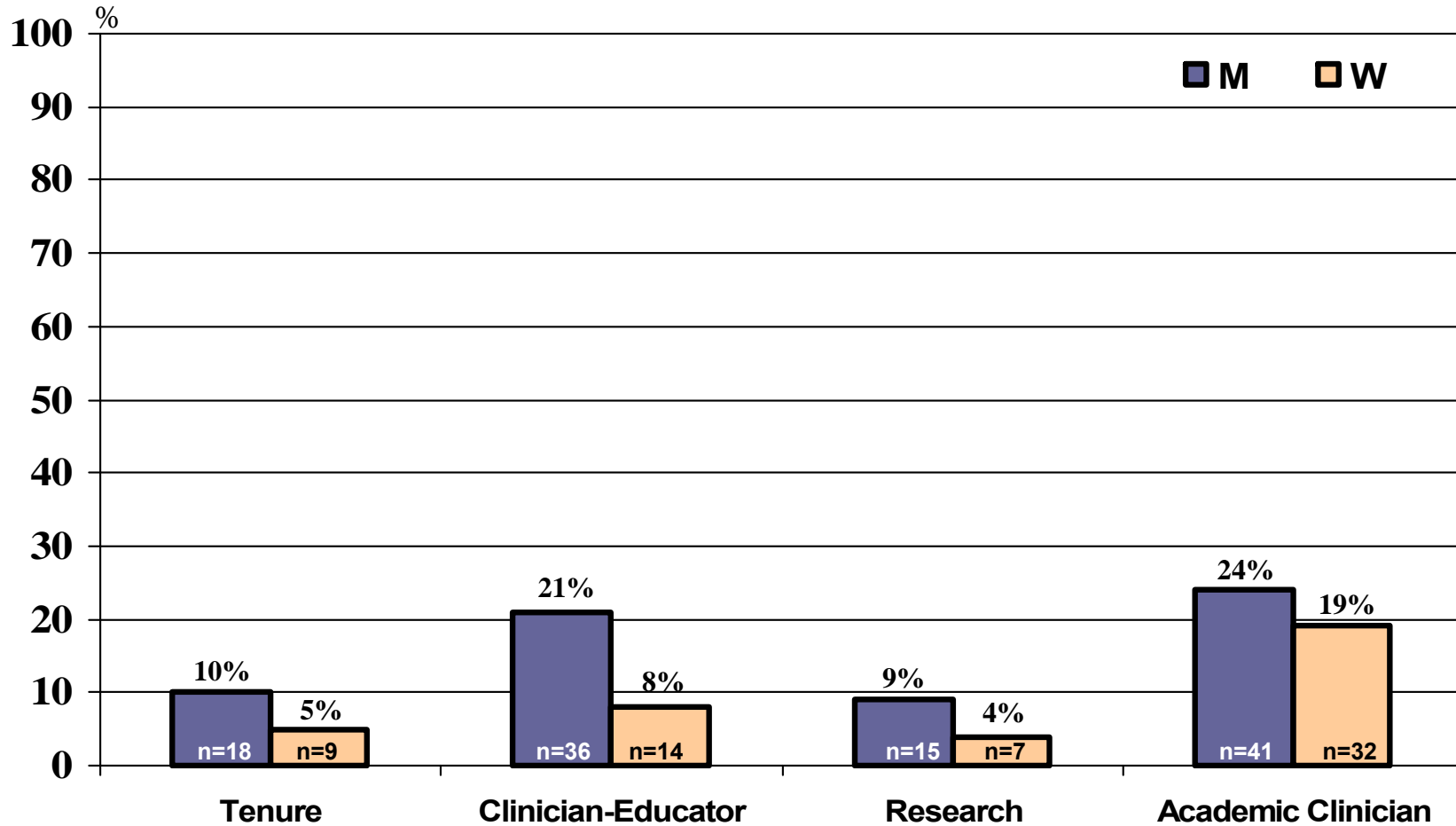
("hires" include both external recruits and internal hires)



New Faculty Hires across Tracks

Penn Medical School Fulltime Faculty, 2005

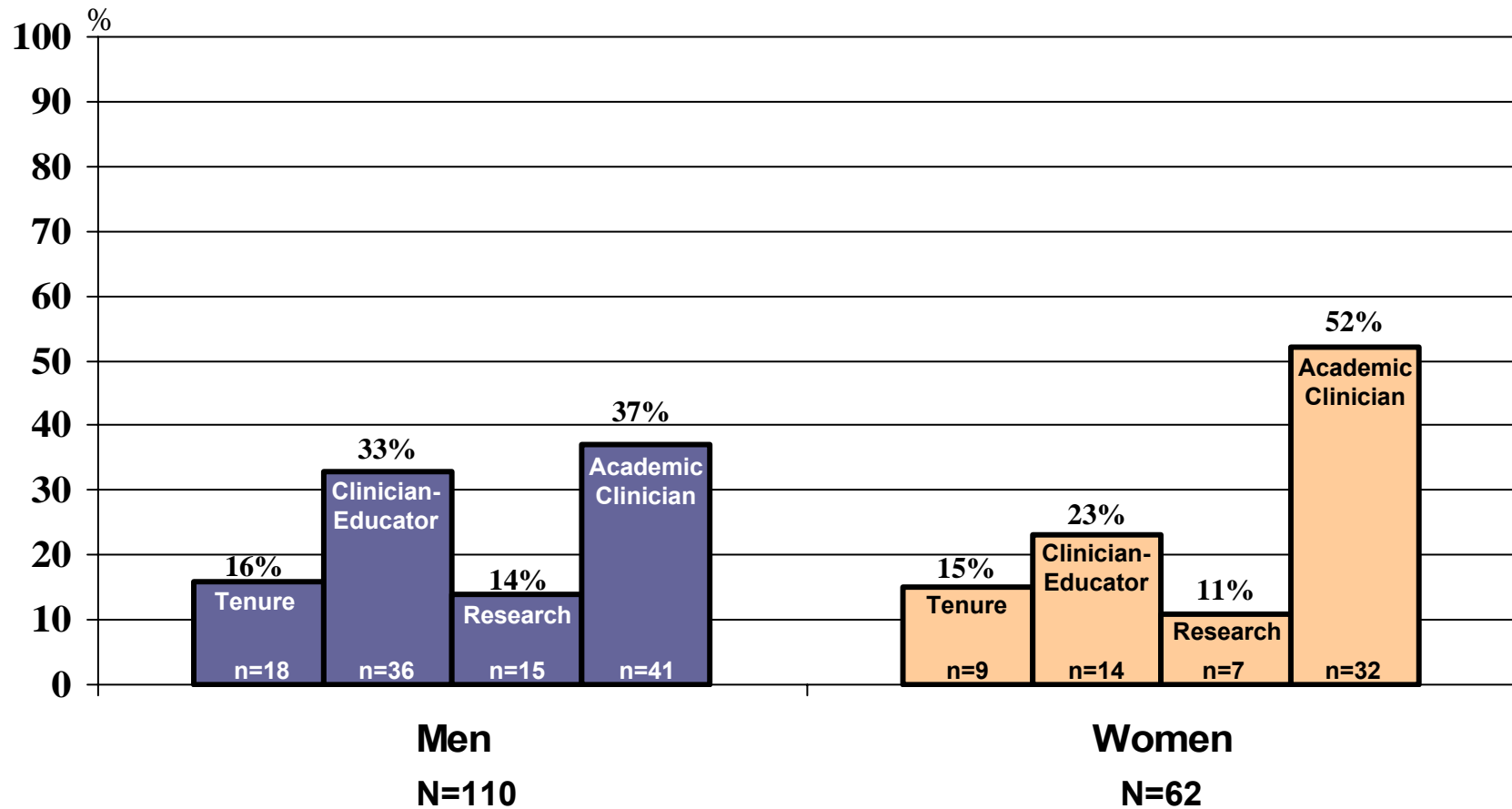
("hires" include both external recruits and internal hires)



(Note: Denominator is TOTAL number of New Faculty Hires, **N = 172**)

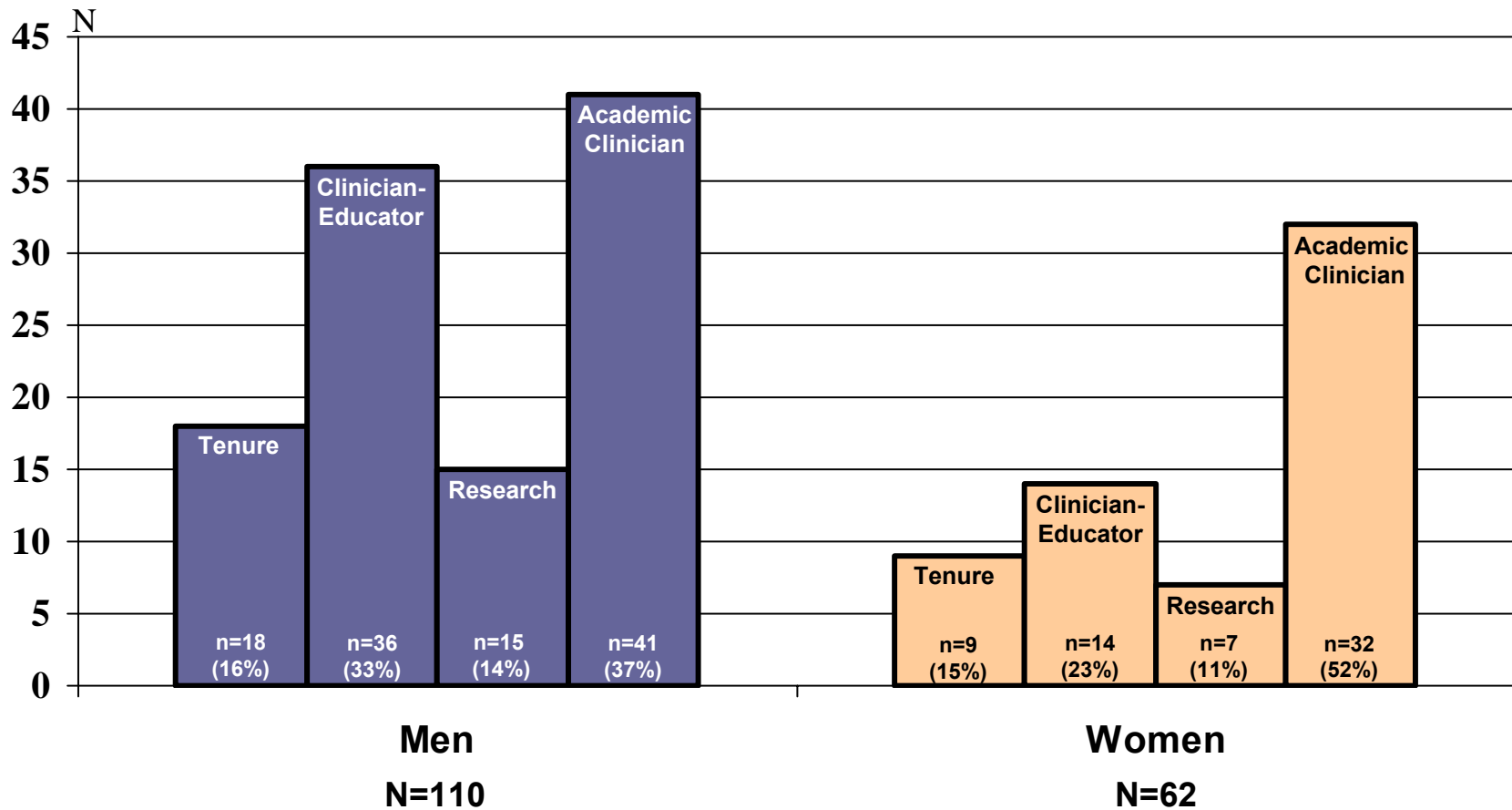
New Faculty Hires by Track & Gender Penn Medical School Fulltime Faculty, 2005

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



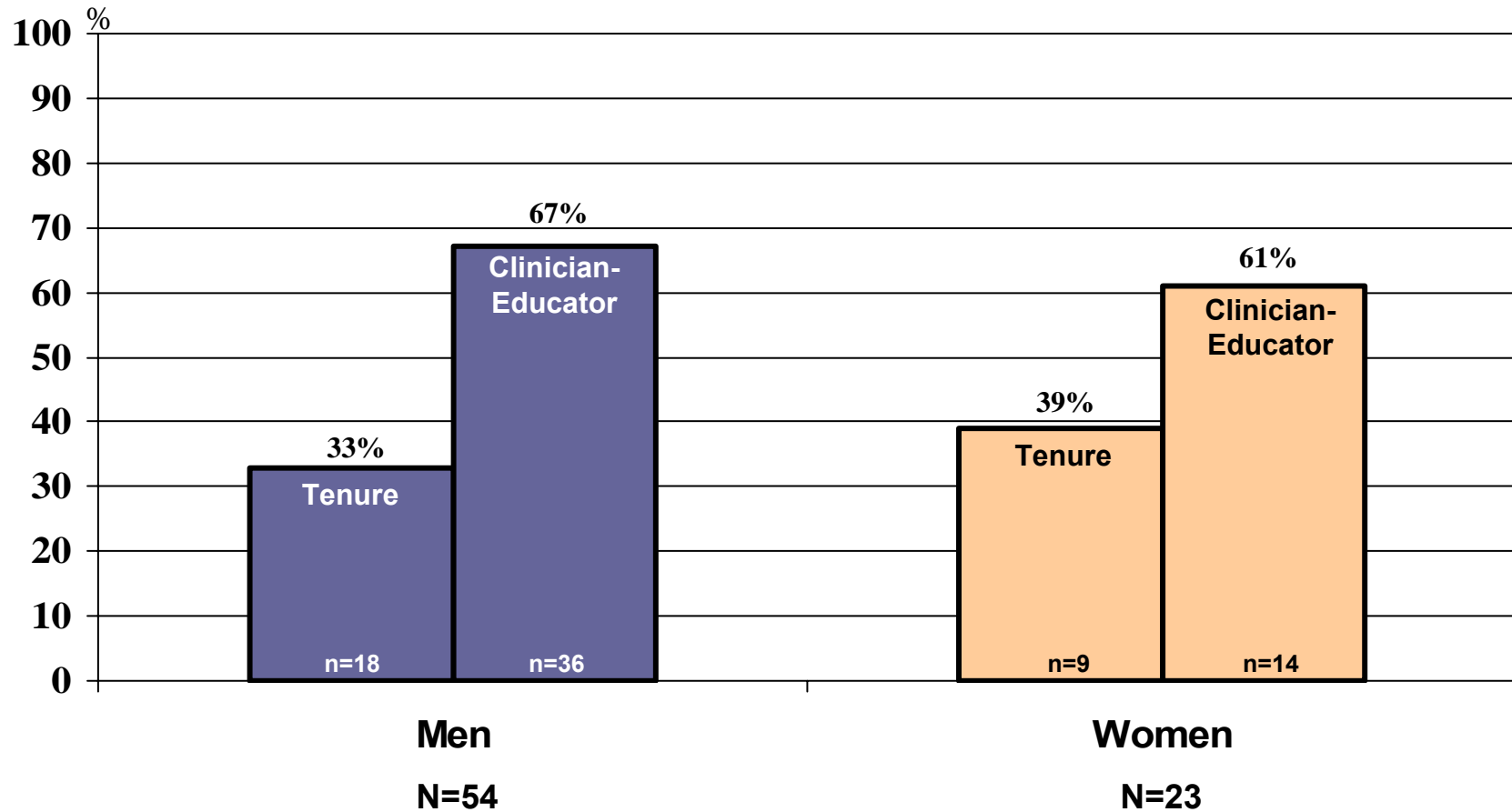
Number of New Faculty Hires by Track & Gender Penn Medical School Fulltime Faculty, 2005

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



New Faculty Hires by Track and Gender Penn Medical School *Standing* Faculty, 2005

(includes both external recruits and internal hires on Tenure and Clinician-Educator Tracks only)



Gender Distribution

~

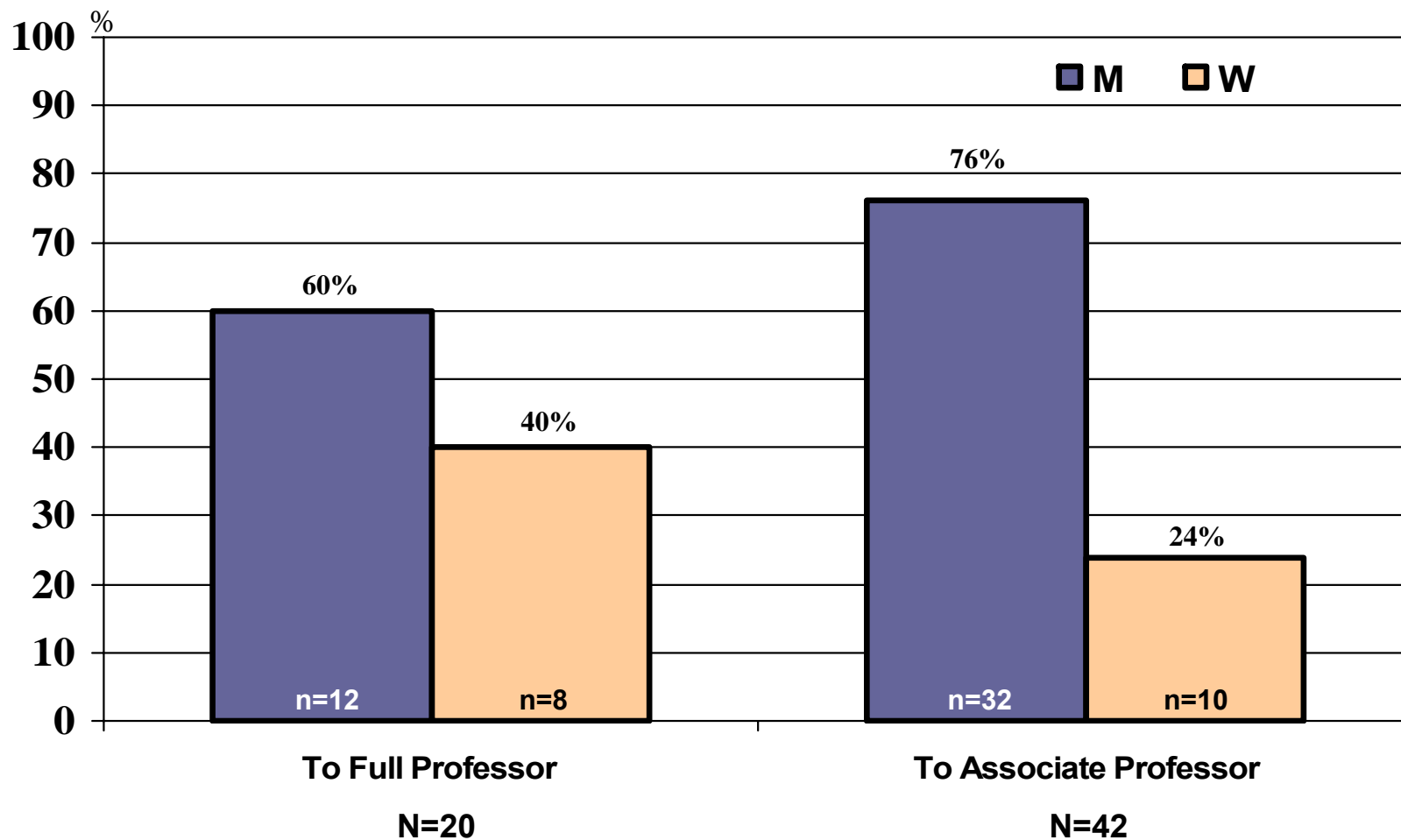
Faculty Promotions

Gender Distribution of Faculty Promotions by Rank and Track University of Pennsylvania Medical School Faculty, 2005

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	30	48%	22	73%	8	27%	5	56%	4	44%	17	81%	4	19%
Clinician-Educator	23	37%	16	70%	7	30%	7	64%	4	36%	9	75%	3	25%
Research	9	15%	6	67%	3	33%	0	0%	0	0%	6	67%	3	33%
Academic-Clinician	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
TOTAL	62	100%	44	71%	18	29%	12	60%	8	40%	32	76%	10	24%

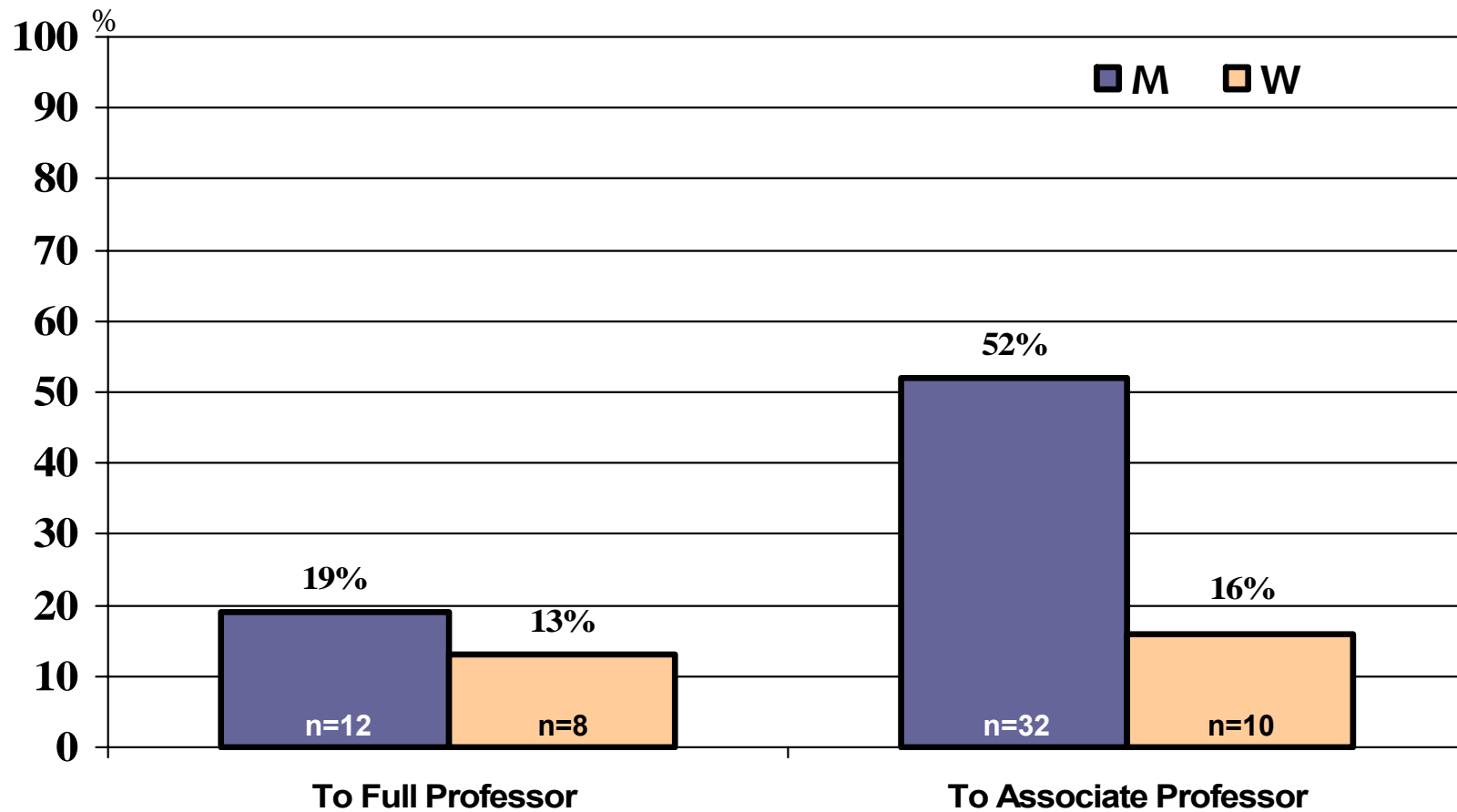
Faculty Promotions within Ranks Penn Medical School Fulltime Faculty, 2005

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



Faculty Promotions across Ranks Penn Medical School Fulltime Faculty, 2005

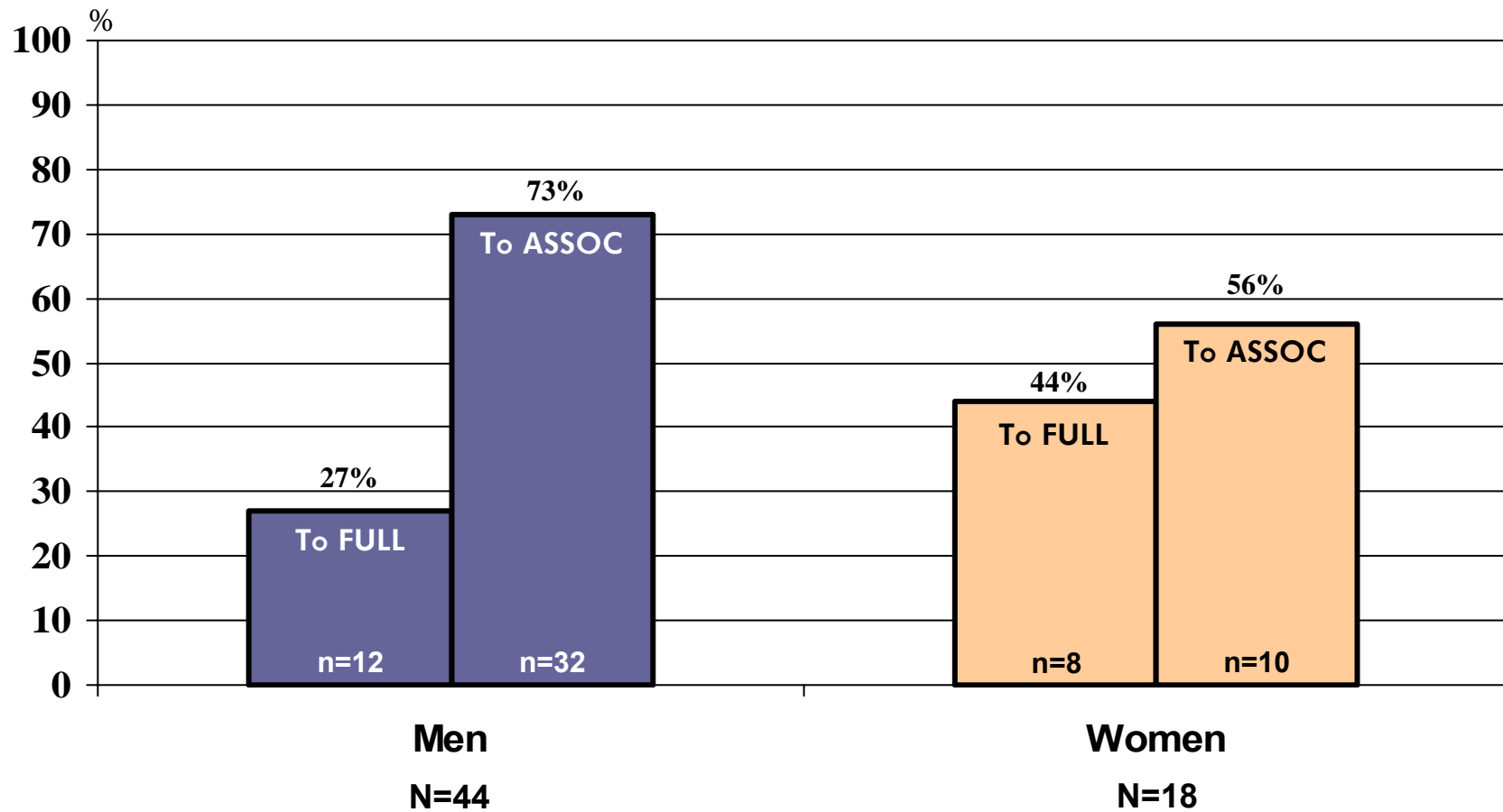
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



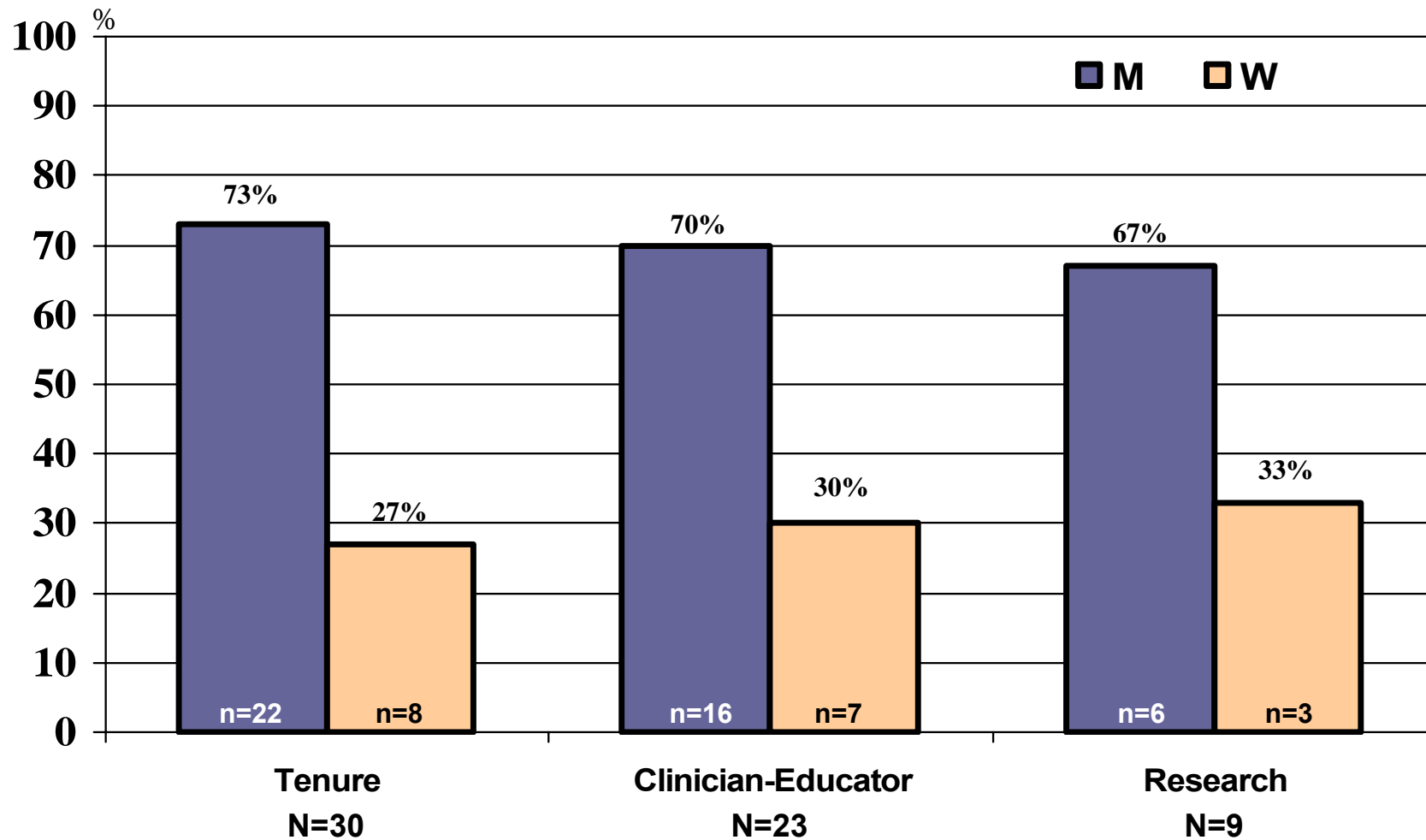
(**Note:** Denominator is TOTAL number of Faculty Promotions, **N = 62**)

Faculty Promotions by Rank & Gender Penn Medical School Fulltime Faculty, 2005

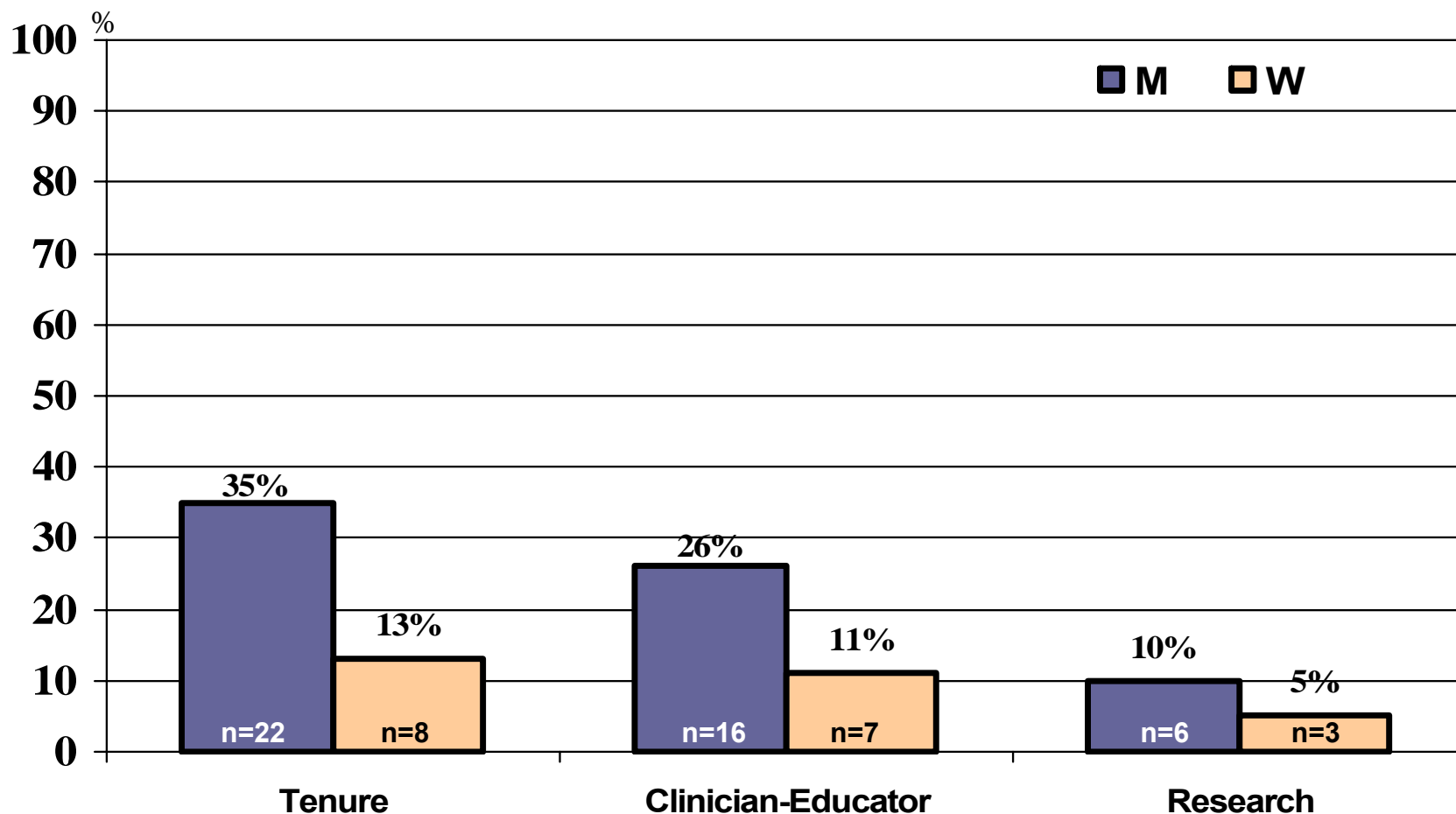
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Faculty Promotions (to Full & Associate Professor) within Tracks Penn Medical School Fulltime Faculty, 2005

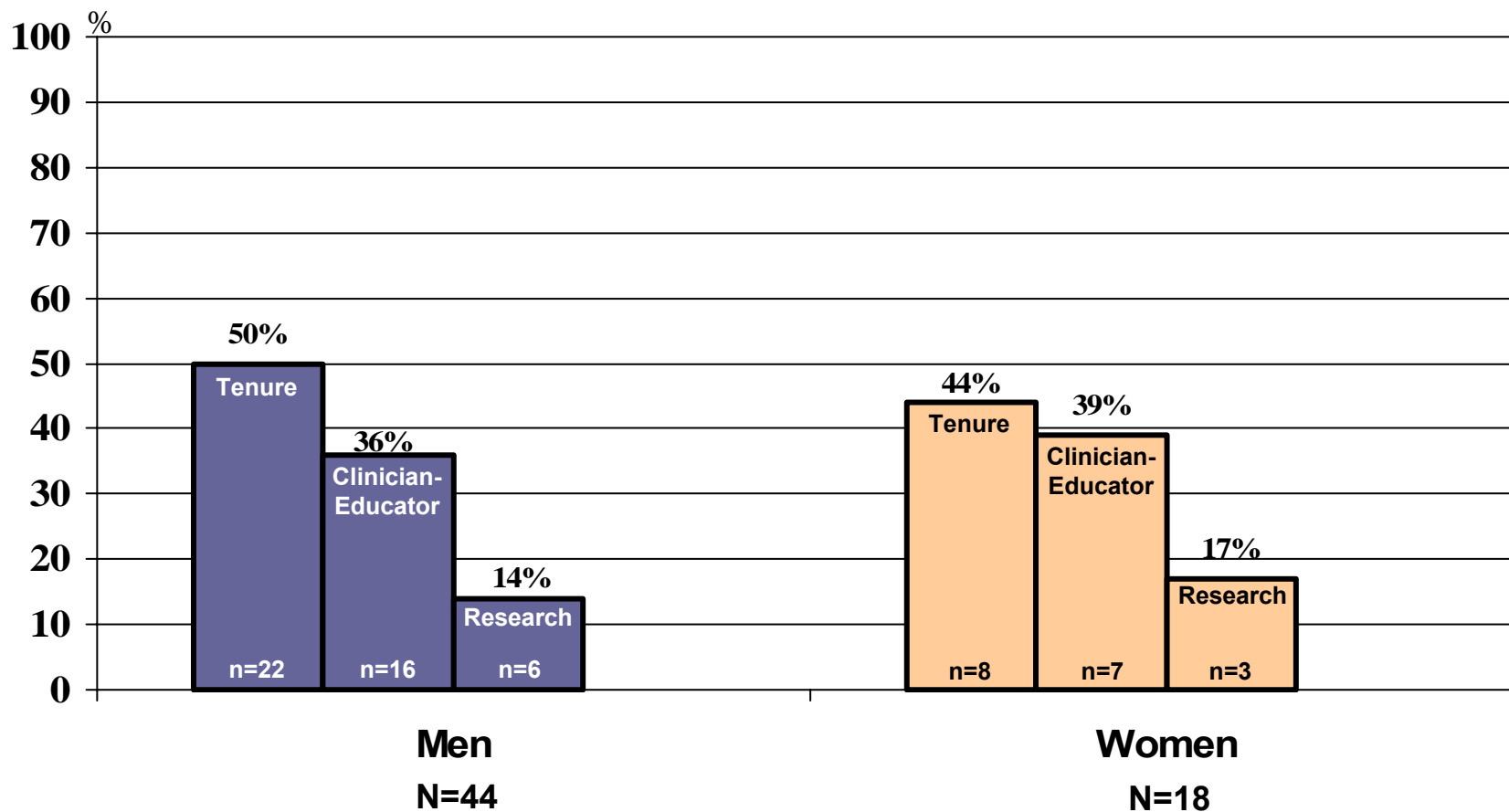


Faculty Promotions (to Full & Associate Professor) across Tracks Penn Medical School Fulltime Faculty, 2005



(Note: Denominator is TOTAL number of Faculty Promotions, **N = 62**)

Faculty Promotions (to Full & Associate Professor) by Track and Gender Penn Medical School Fulltime Faculty, 2005



Gender Distribution

~

Faculty Terminations

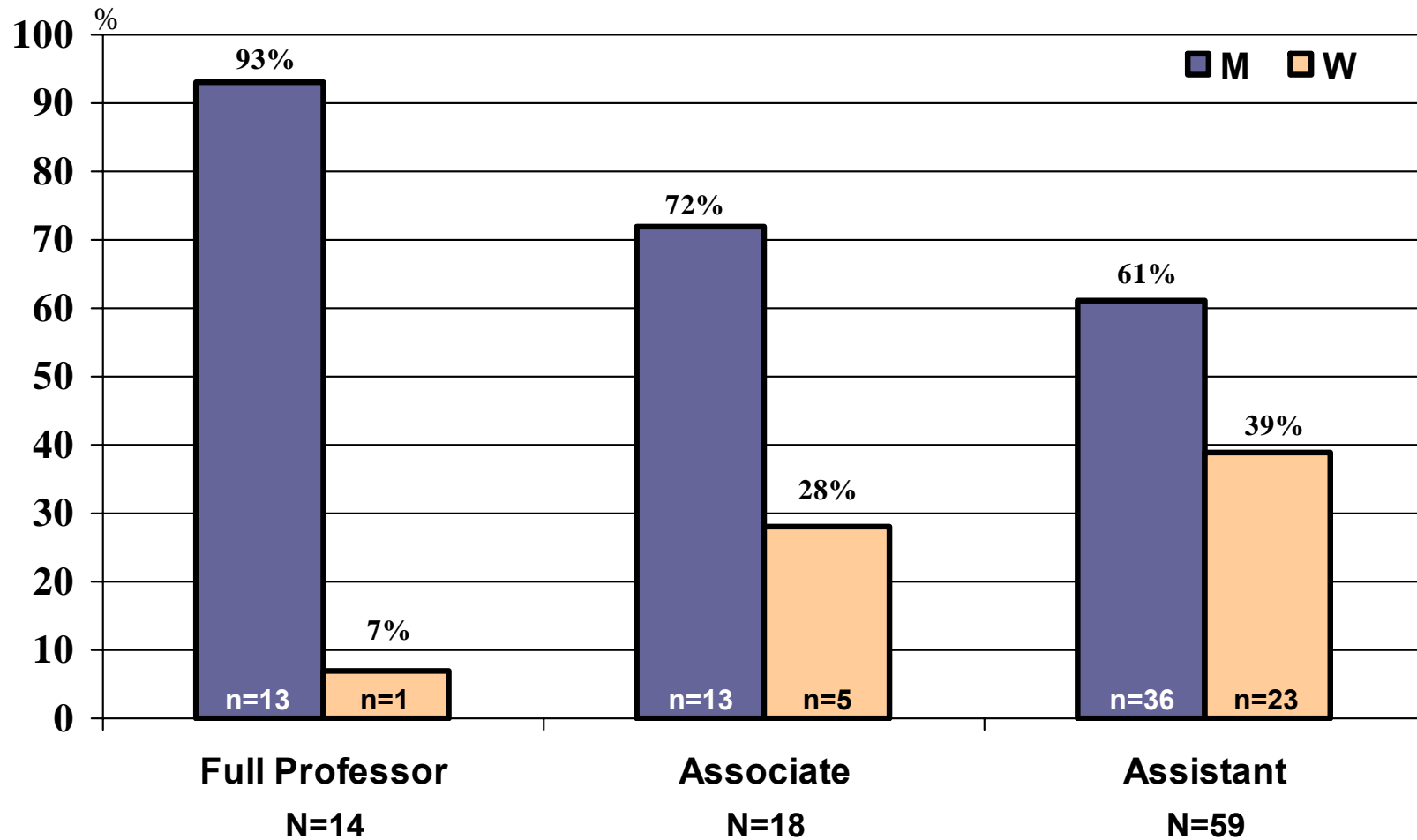
Gender Distribution of Faculty Terminations by Rank and Track University of Pennsylvania Medical School Faculty, 2005

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	21	23%	19	86%	2	14%	7	100%	0	0%	4	100%	0	0%	8	80%	2	20%
Clinician-Educator	48	53%	30	63%	18	38%	6	86%	1	14%	7	70%	3	30%	17	55%	14	45%
Research	21	23%	12	57%	9	43%	0	0%	0	0%	2	50%	2	50%	10	59%	7	41%
Academic-Clinician	1	1%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
TOTAL	91	100%	62	68%	29	32%	13	93%	1	7%	13	72%	5	28%	36	61%	23	39%

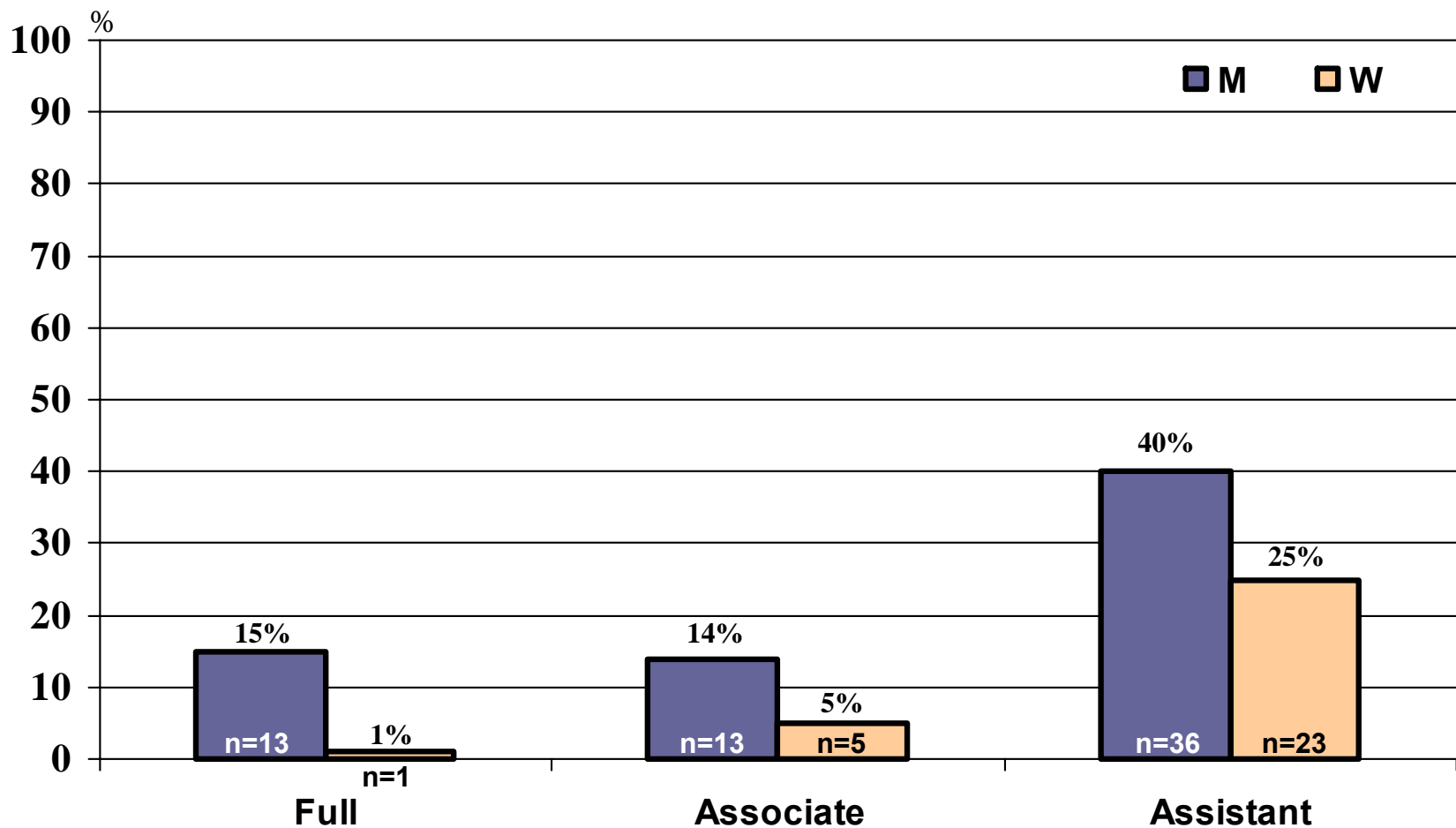
Faculty Terminations within Ranks

Penn Medical School Fulltime Faculty, 2005

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



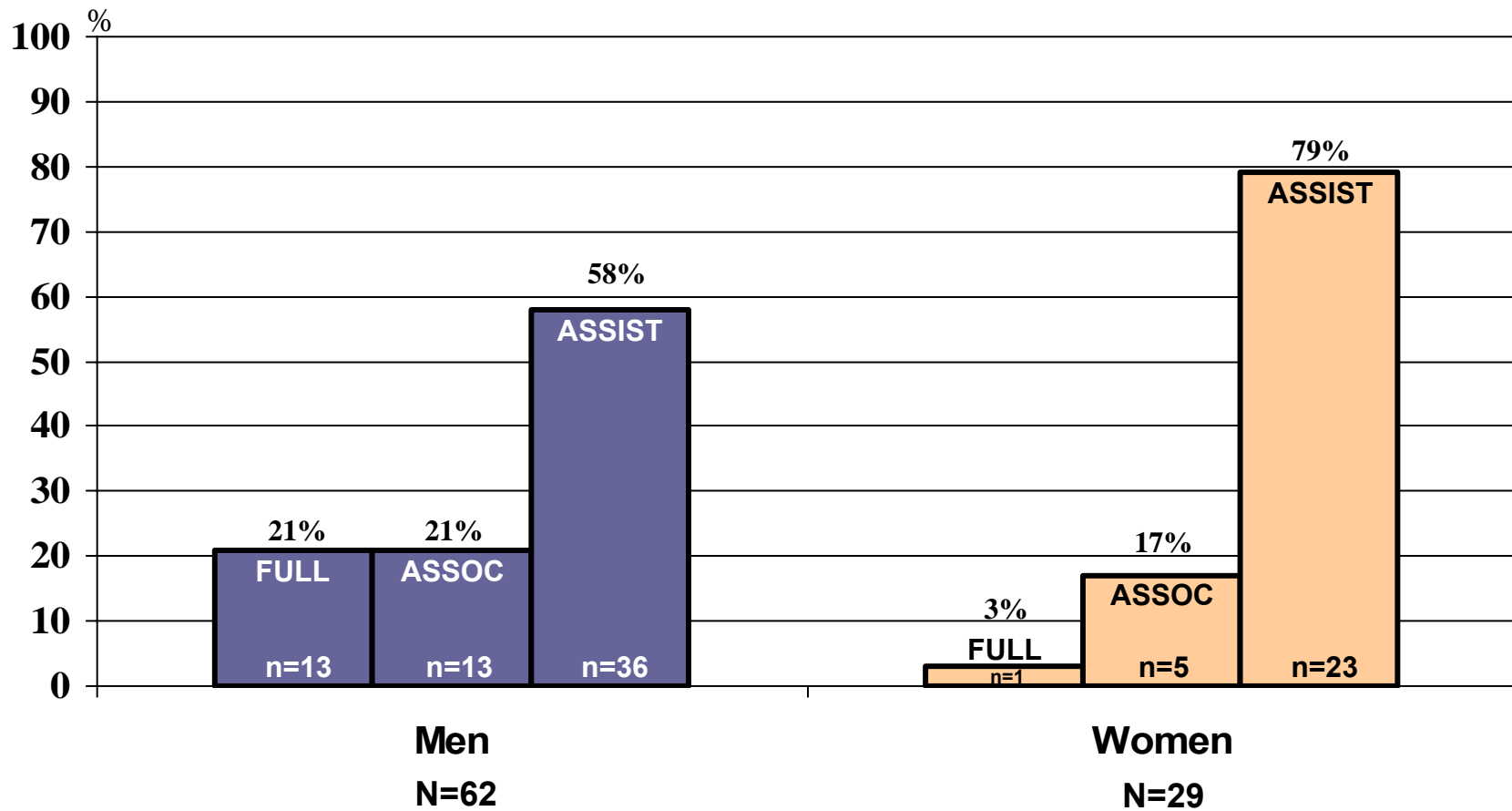
Faculty Terminations across Ranks Penn Medical School Fulltime Faculty, 2005



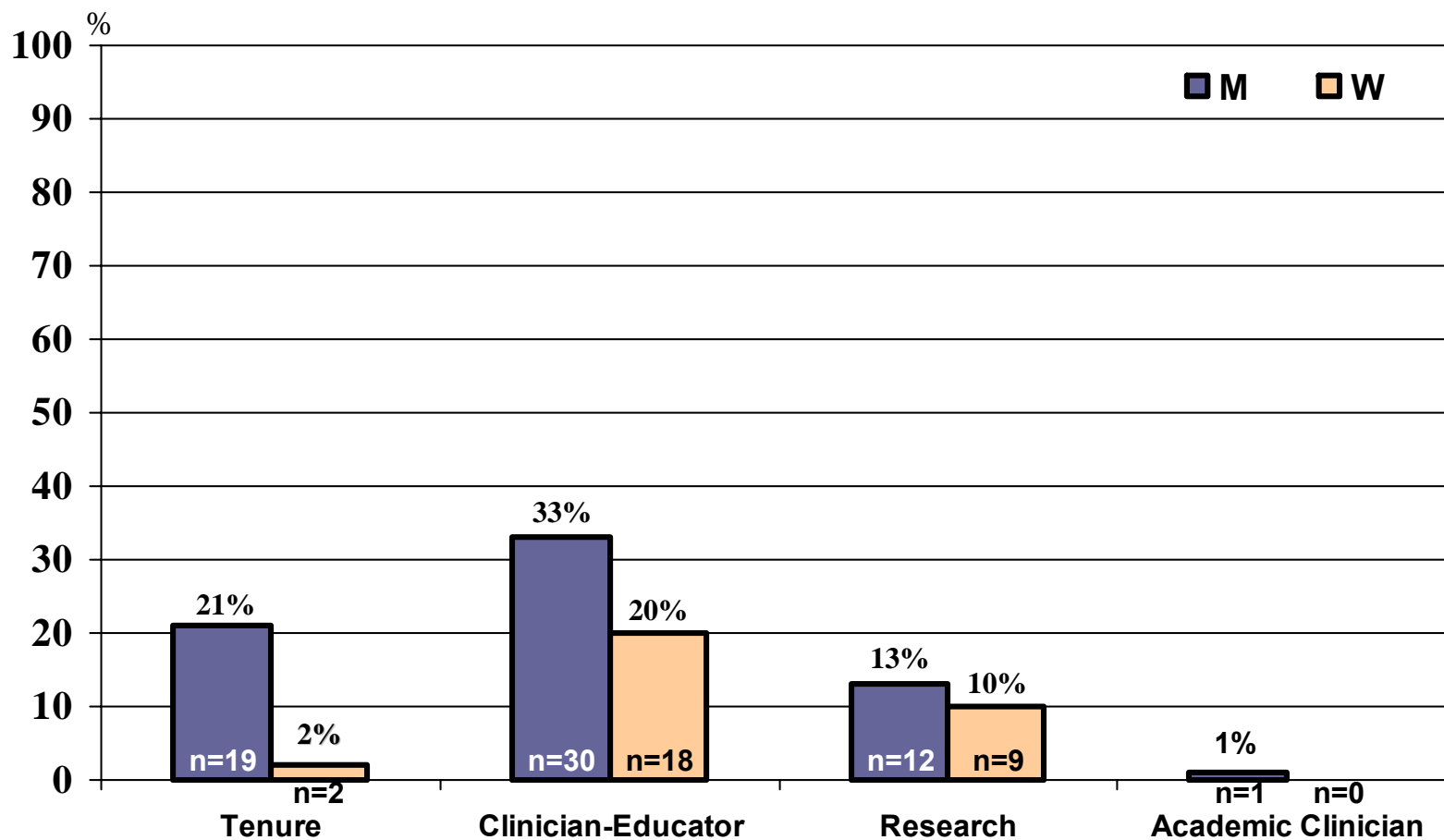
*(Note: Denominator is TOTAL number of Faculty Terminations, **N=91**)*

Faculty Terminations by Rank & Gender Penn Medical School Fulltime Faculty, 2005

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

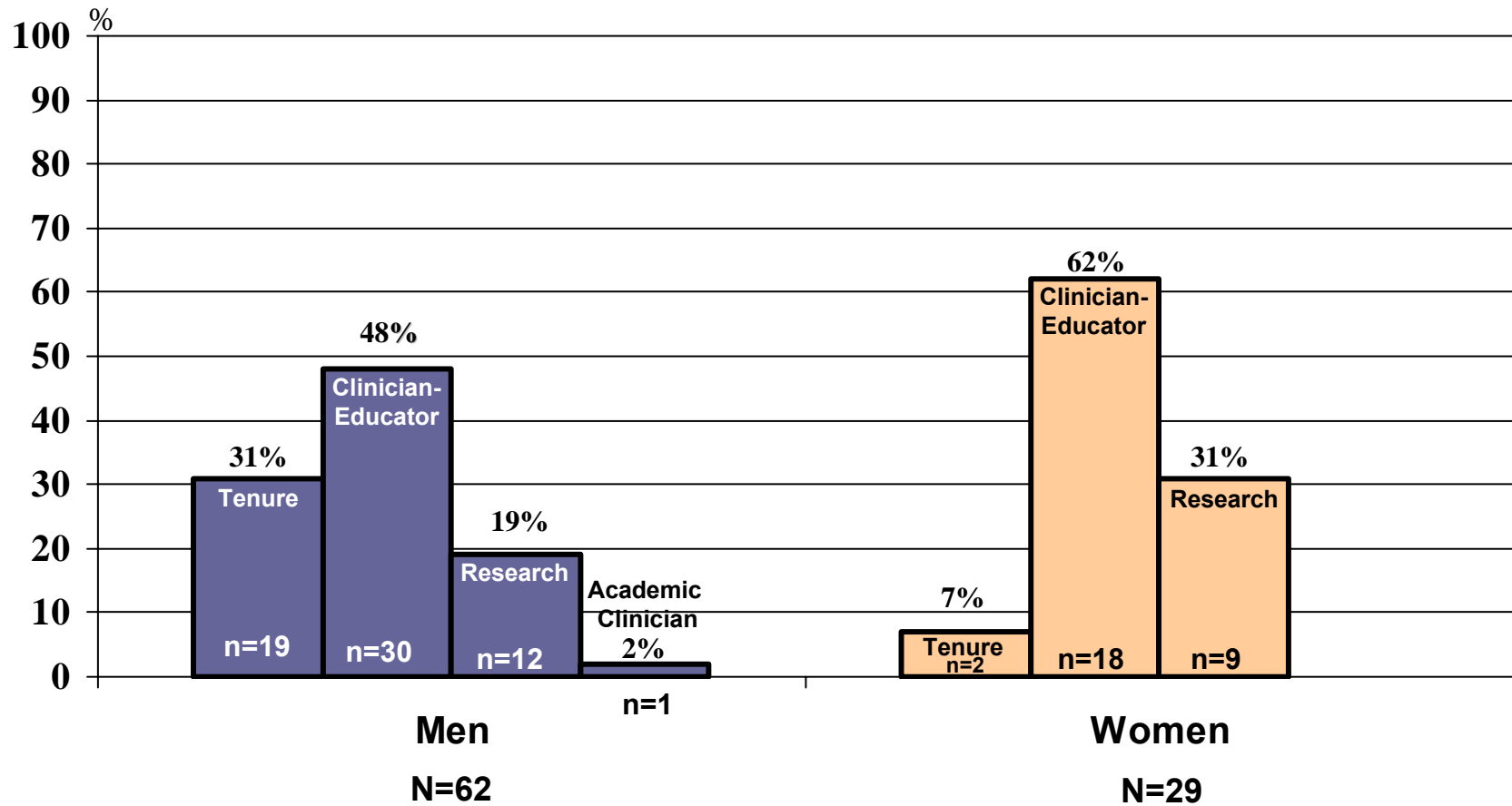


Faculty Terminations across Tracks Penn Medical School Fulltime Faculty, 2005



*(Note: Denominator is TOTAL number of Faculty Terminations, **N=91**)*

Faculty Terminations by Track and Gender Penn Medical School Fulltime Faculty, 2005



Gender Distribution

~

Faculty Attrition

Faculty Attrition Rate by Rank Penn Medical School Fulltime Faculty, 2005

RANK	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
FULL	14	13	1	450	380	70	3.1%	3.4%	1.4%
ASSOCIATE	18	13	5	411	316	95	4.4%	4.1%	5.3%
ASSISTANT	59	36	23	671	430	241	8.8%	8.4%	9.5%
TOTAL FACULTY	91	62	29	1532	1126	406	5.9%	5.5%	7.1%

**Faculty Attrition Rate by Rank
Penn Medical School Fulltime Faculty, 2005**

Rank	Total	Men	Women
Full Professor	3.1%	3.4%	1.4%
Associate Professor	4.4%	4.1%	5.3%
Assistant Professor	8.8%	8.4%	9.5%
Total Faculty	5.9%	5.5%	7.1%

Faculty Attrition Rate by Track Penn Medical School Fulltime Faculty, 2005

TRACK	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Tenure	21	19	2	536	435	101	3.9%	4.4%	2%
Clinician-Educator	48	30	18	740	530	210	6.5%	5.7%	8.6%
Research	21	12	9	156	106	50	13.5%	11.3%	18%
Academic Clinician	1	1	0	100	55	45	1%	1.8%	-
TOTAL FACULTY	91	62	29	1532	1126	406	5.9%	5.5%	7.1%

**Faculty Attrition Rate by Track
Penn Medical School Fulltime Faculty, 2005**

TRACK	Total	Men	Women
Tenure	3.9%	4.4%	2.0%
Clinician-Educator	6.5%	5.7%	8.6%
Research	13.5%	11.3%	18.0%
Academic Clinician	1.0%	1.8%	--
Total Faculty	5.9%	5.5%	7.1%

**Faculty Attrition Rate of *Assistant Professors* by Track
Penn Medical School Fulltime Faculty, 2005**

TRACK	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Mal2e	Female	Total	Male	Female	Total	Male	Female
Tenure	10	8	2	171	123	48	5.8%	6.5%	4.2%
C-E	31	17	14	329	205	124	9.4%	8.3%	11.3%
Research	17	10	7	84	56	28	20.2%	17.9%	25%
AC	1	1	0	87	46	41	1.1%	2.1%	-
TOTAL FACULTY	59	36	23	671	430	241	8.8%	8.3%	9.5%

**Faculty Attrition Rate for *Assistant* Professors by Track
Penn Medical School Fulltime Faculty, 2005**

TRACK	Total	Men	Women
Tenure	5.8%	6.5%	4.2%
Clinician-Educator	9.4%	8.3%	11.3%
Research	20.2%	17.9%	25.0%
Academic Clinician	1.1%	2.1%	--
Total Faculty	8.8%	8.3%	9.5%

Gender Distribution

~

School of Medicine

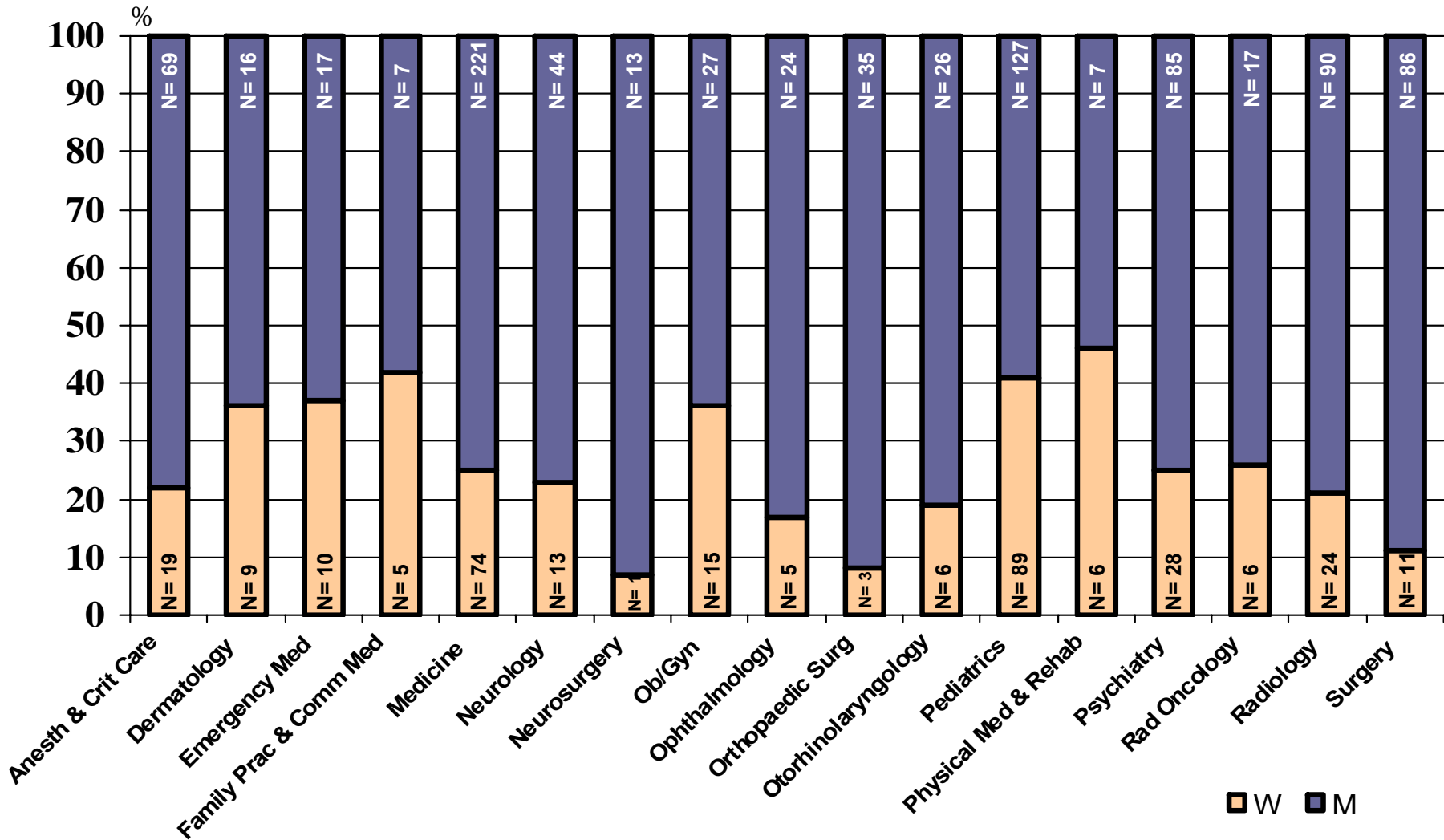
Departments

&

Leadership Positions

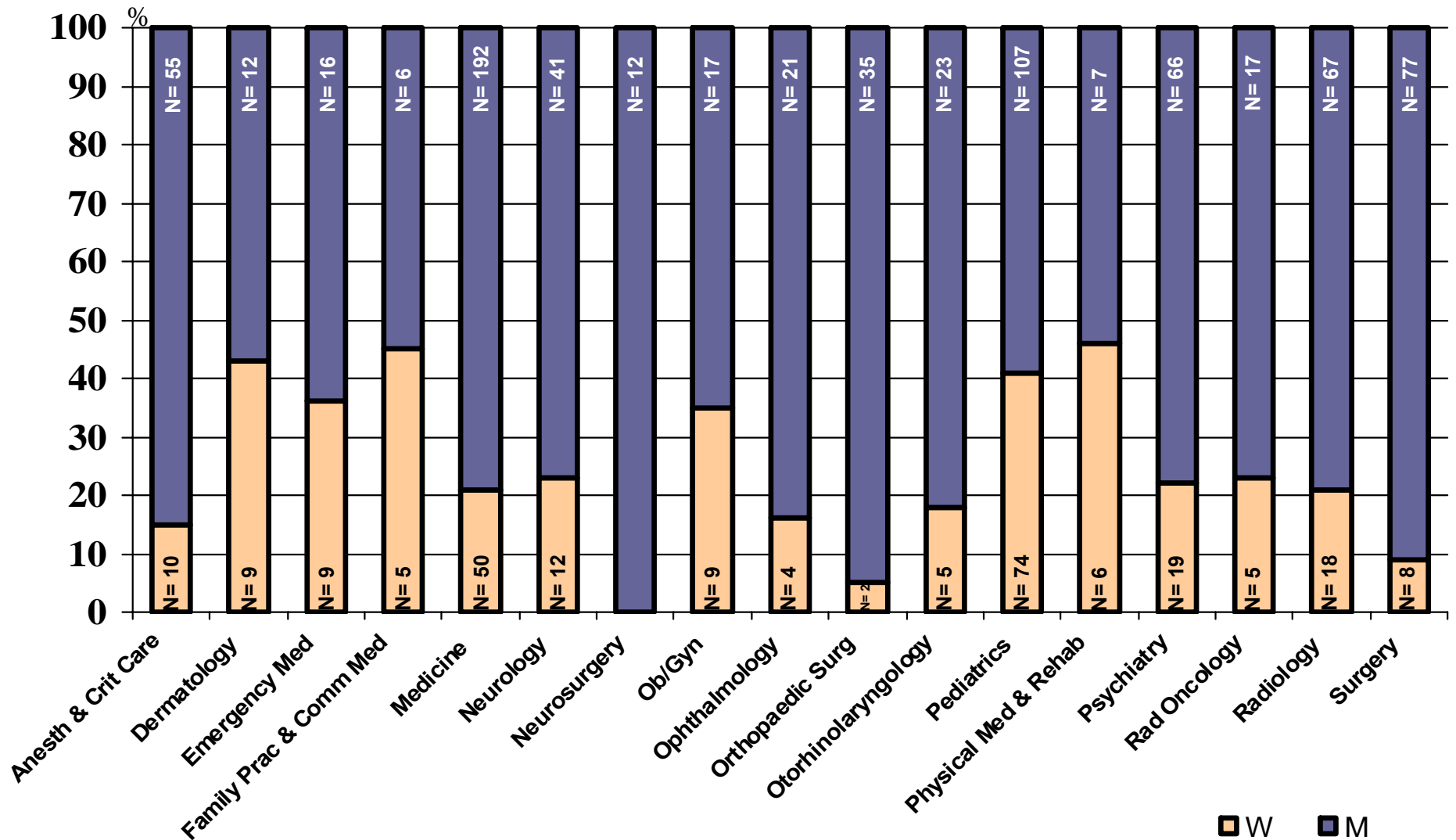
Gender Distribution by Clinical Department Penn Medical School Fulltime Faculty, 2005

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

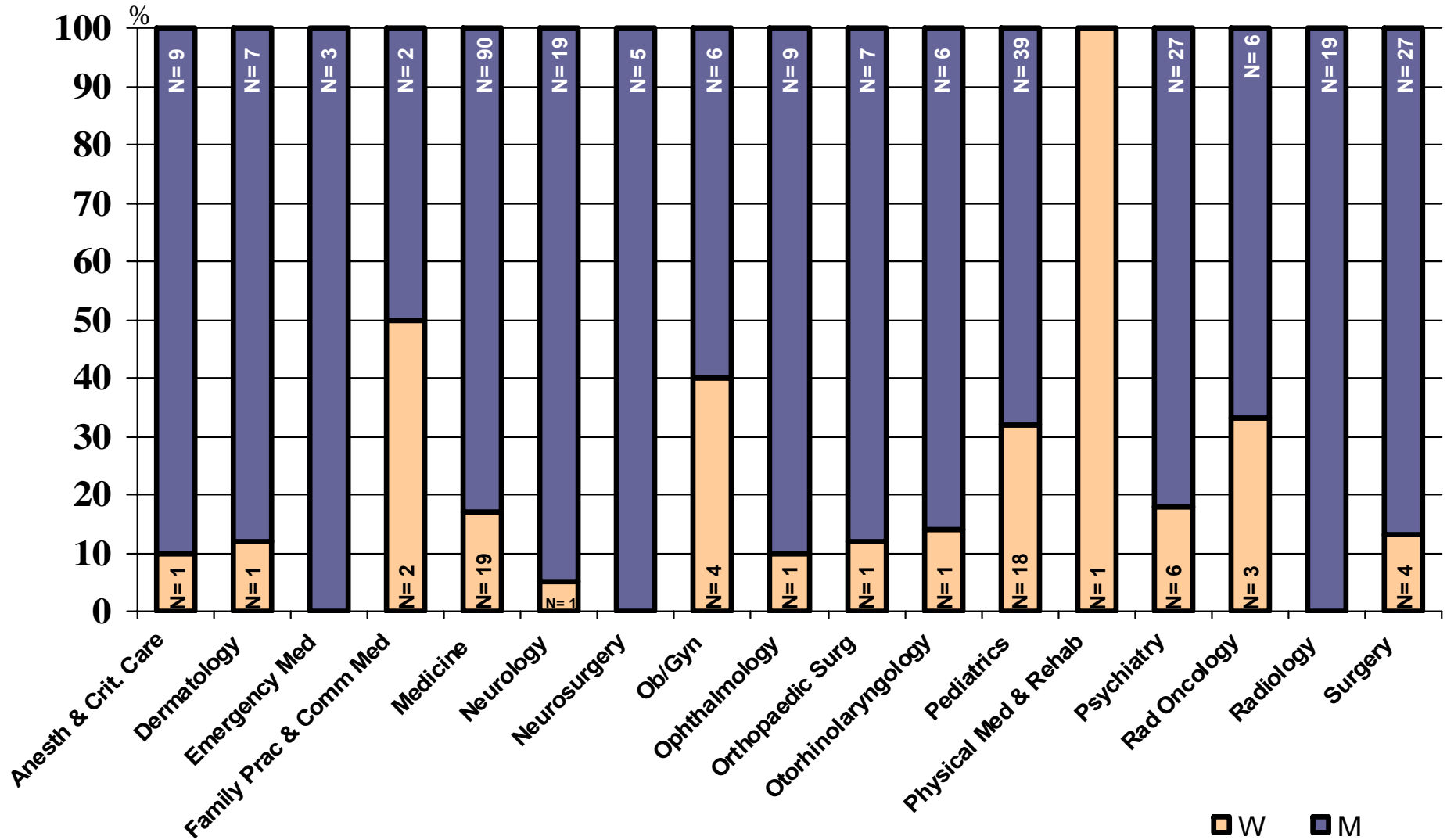


Gender Distribution by Clinical Department Penn Medical School *Standing* Faculty, 2005

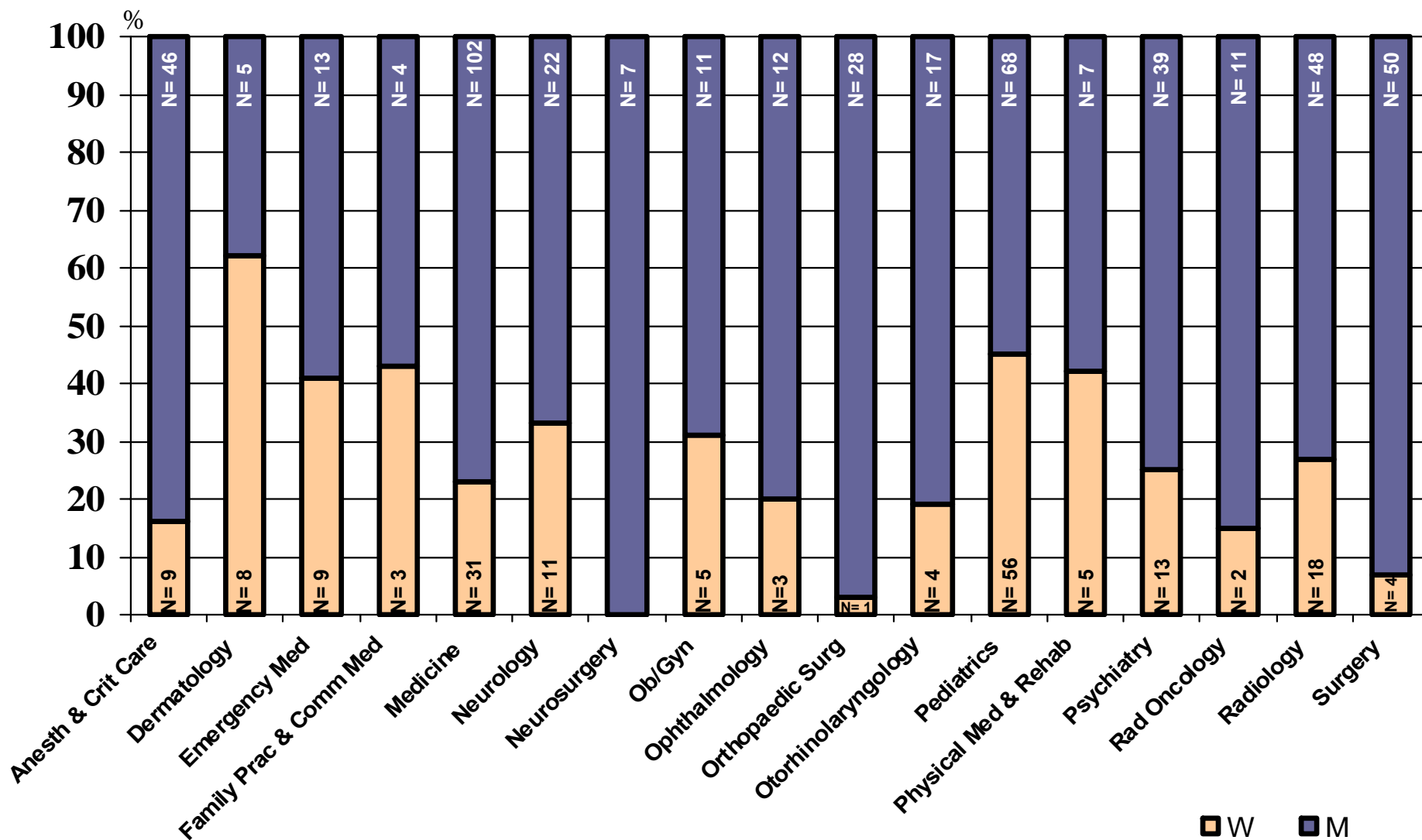
(includes Tenure and Clinician-Educator Tracks only)



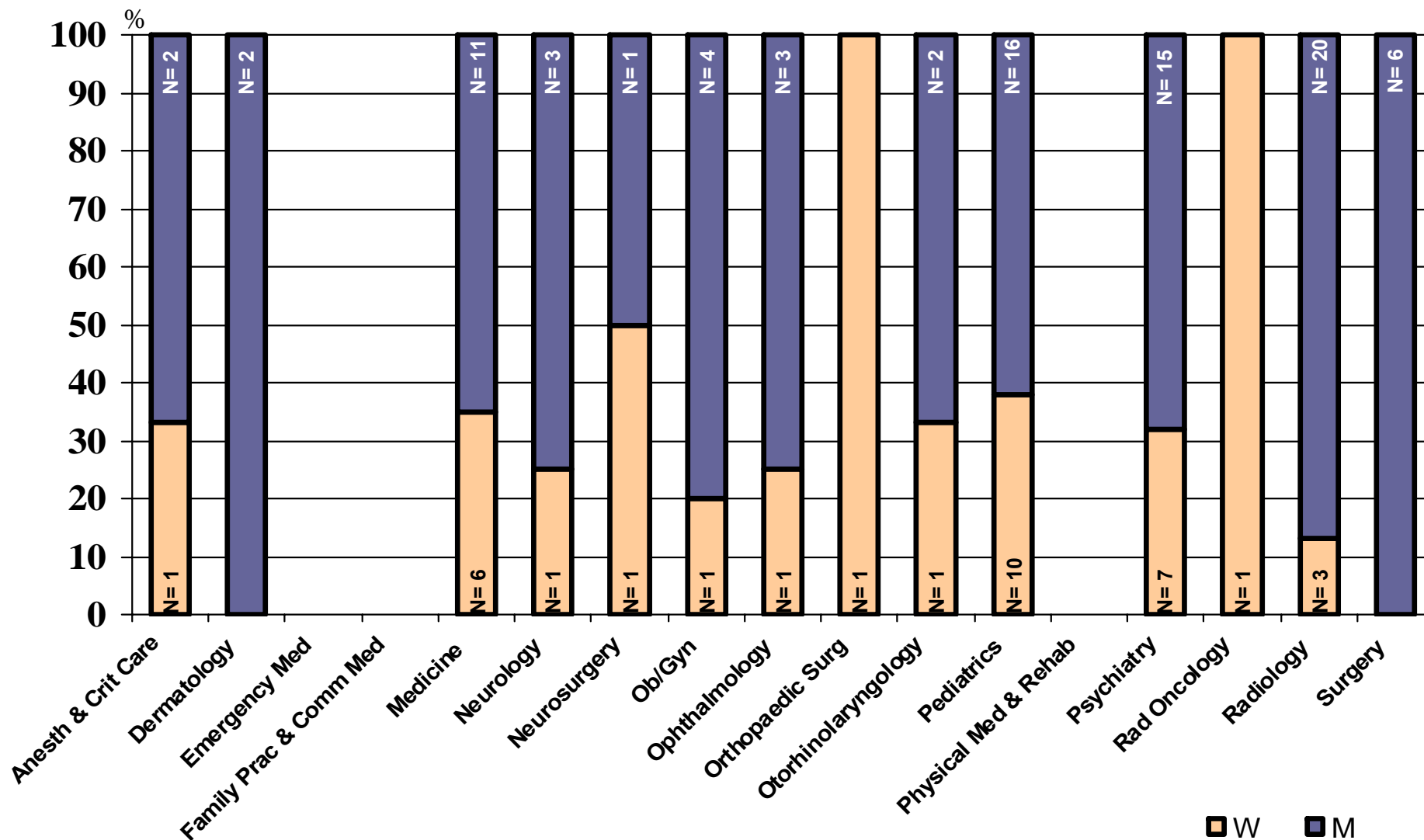
Gender Distribution by Clinical Department Penn Medical School *Tenure Track* Faculty, 2005



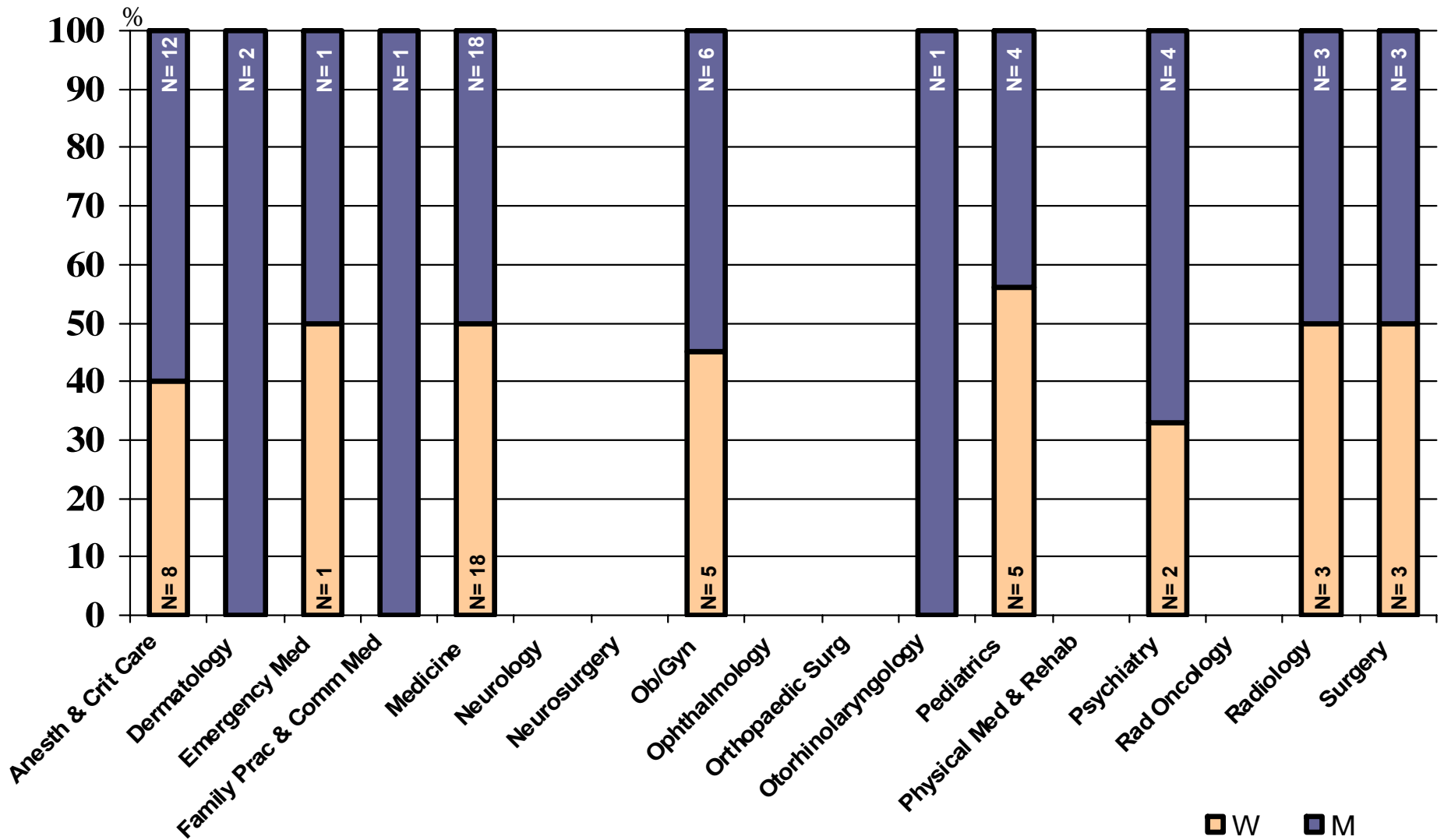
Gender Distribution by Clinical Department Penn Medical School *Clinician-Educator Track* Faculty, 2005



Gender Distribution by Clinical Department Penn Medical School *Research Track* Faculty, 2005



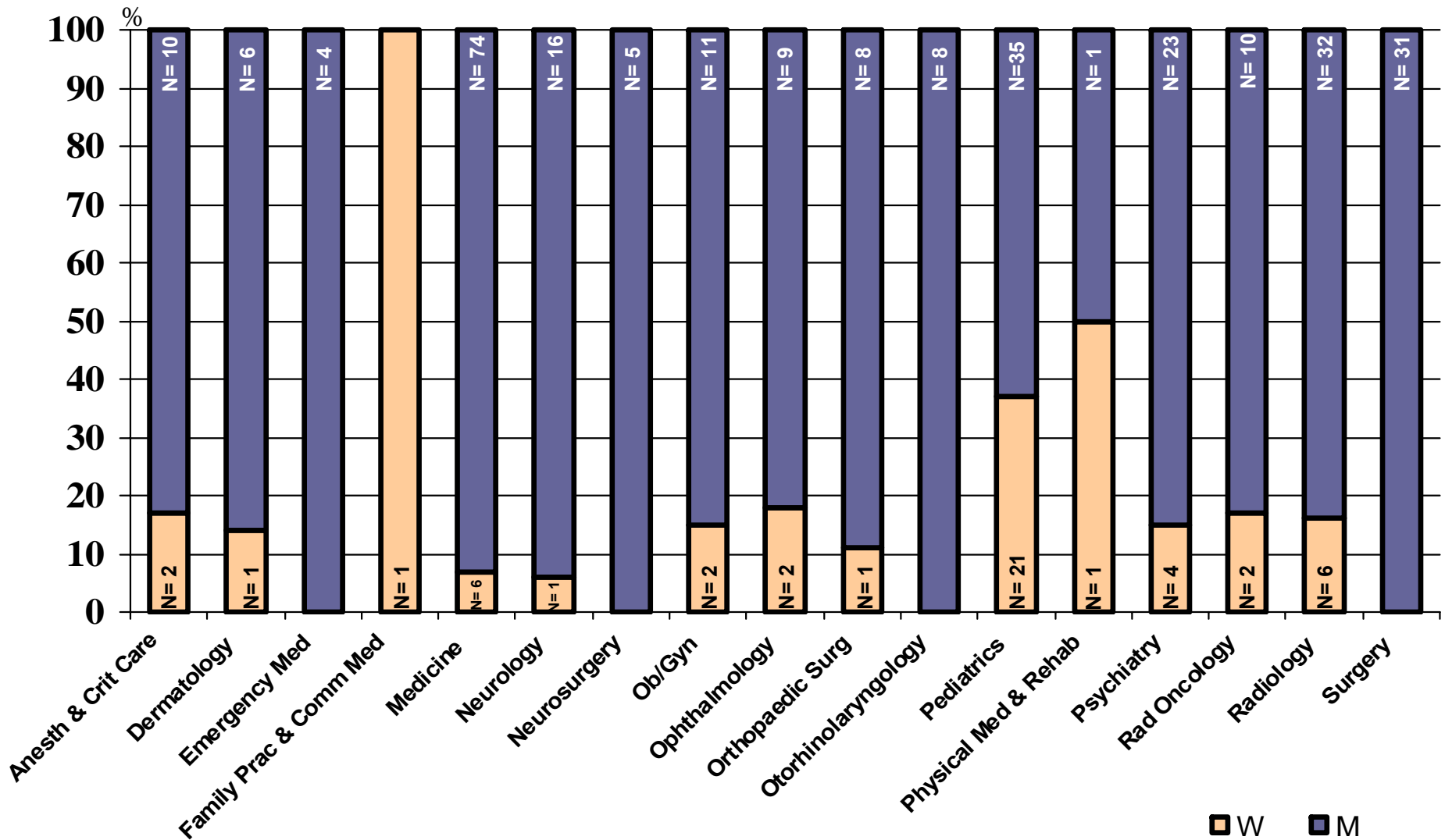
Gender Distribution by Clinical Department Penn Medical School *Academic Clinician Track* Faculty, 2005



Gender Distribution by Clinical Department

Penn Medical School *Full Professor Rank Faculty*, 2005

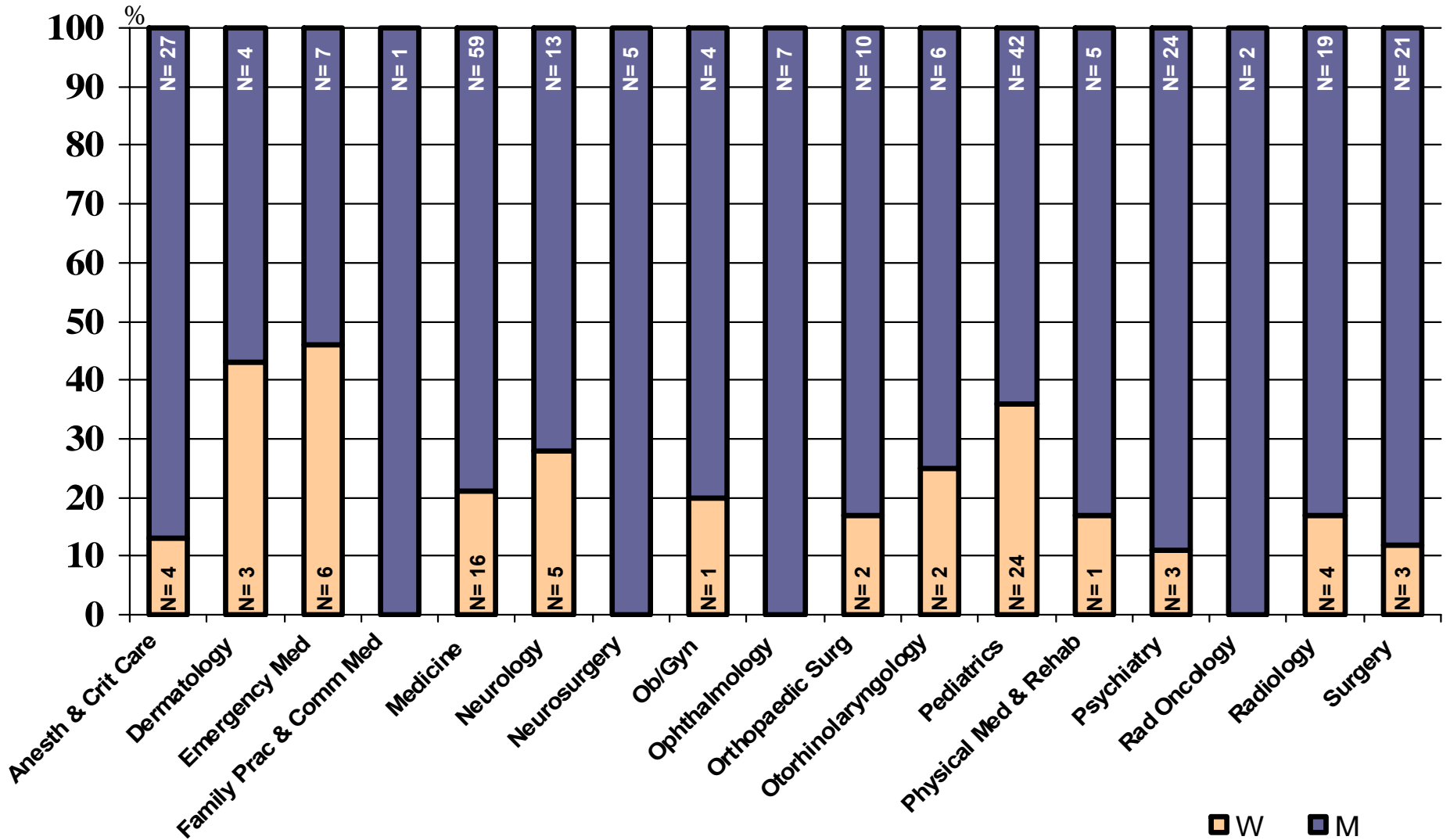
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Gender Distribution by Clinical Department

Penn Medical School Associate Professor Rank Faculty, 2005

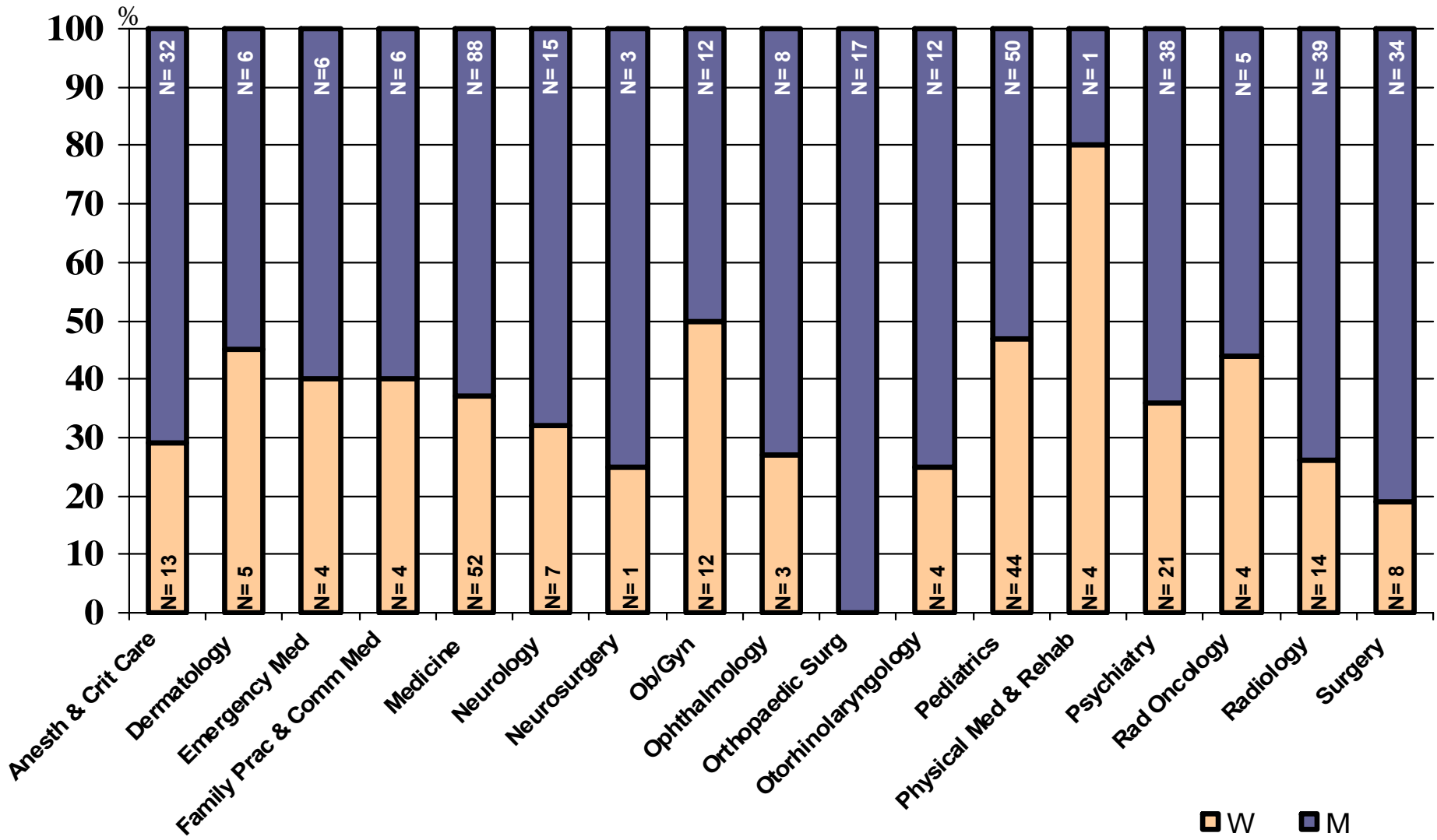
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Gender Distribution by Clinical Department

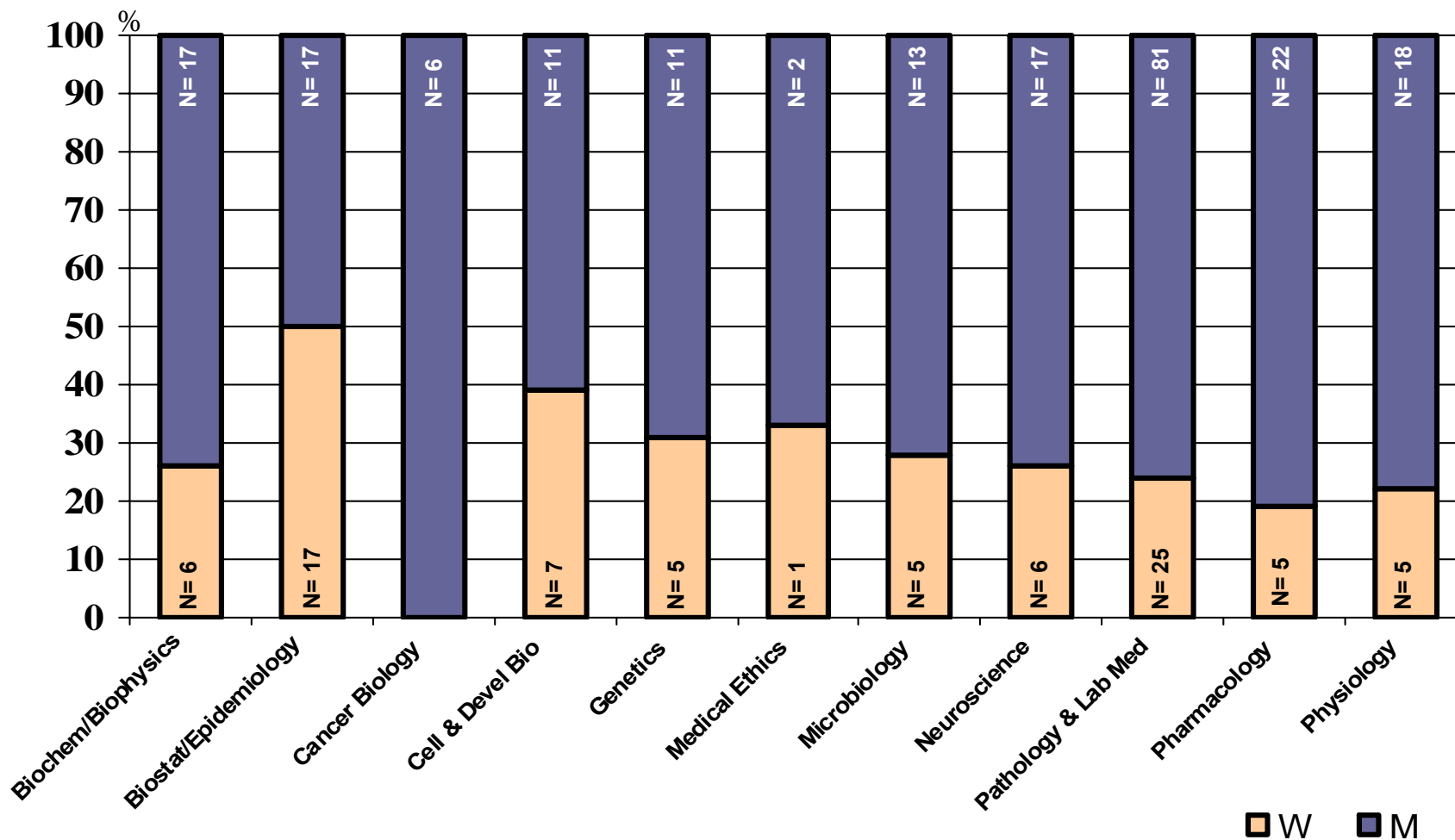
Penn Medical School Assistant Professor Rank Faculty, 2005

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



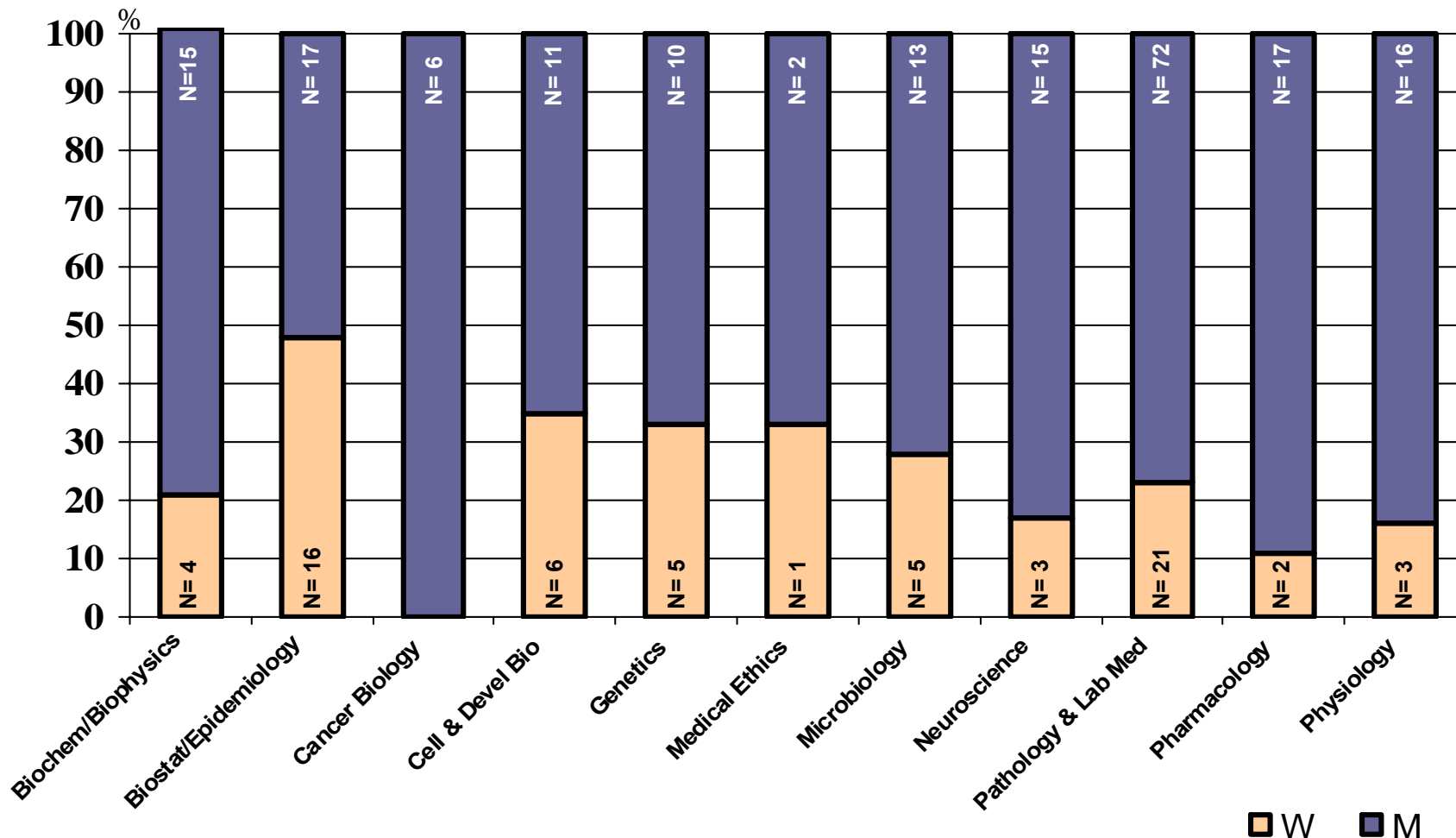
Gender Distribution by Basic Science Department Penn Medical School Fulltime Faculty, 2005

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

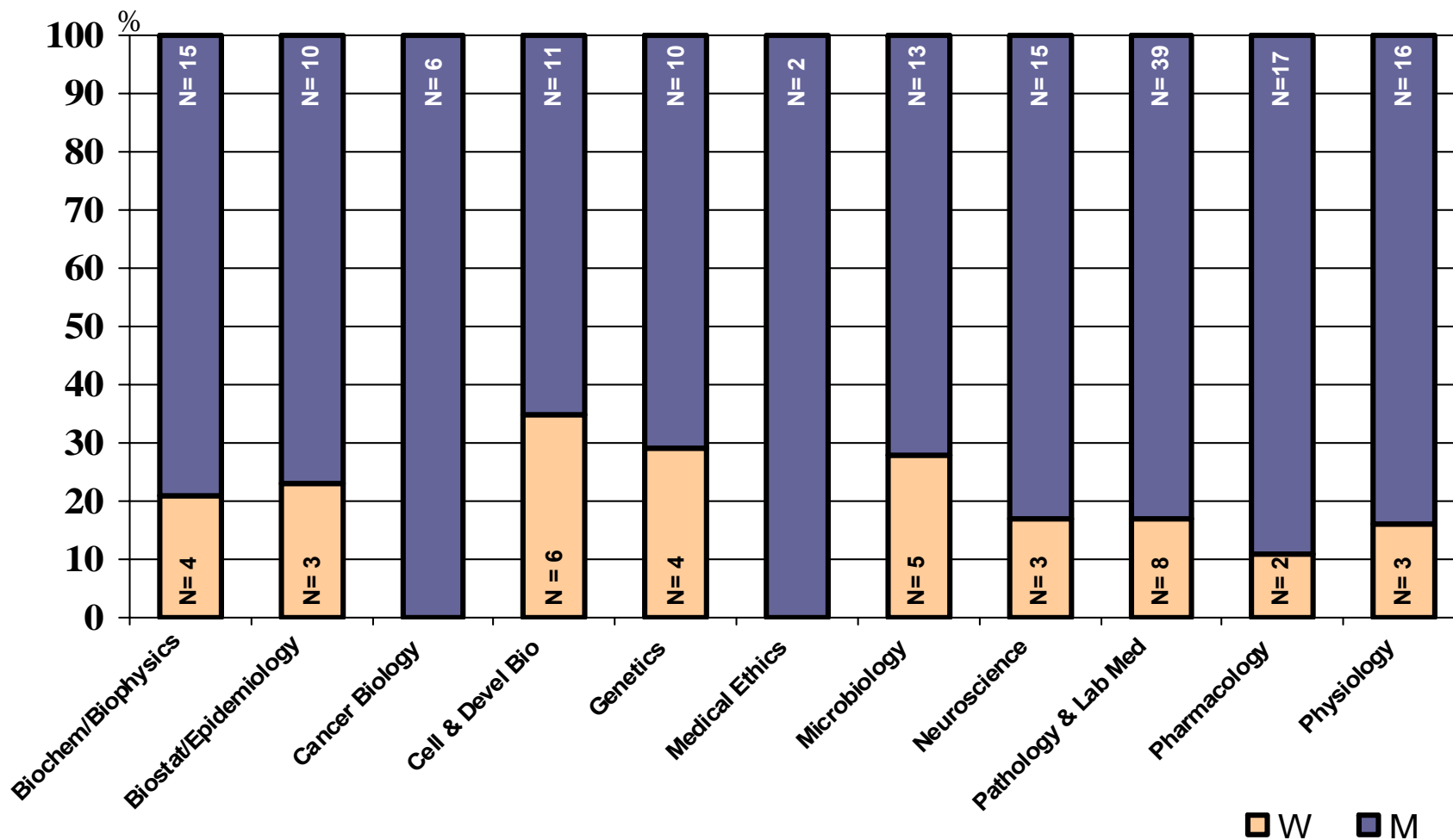


Gender Distribution by Basic Science Department Penn Medical School *Standing* Faculty, 2005

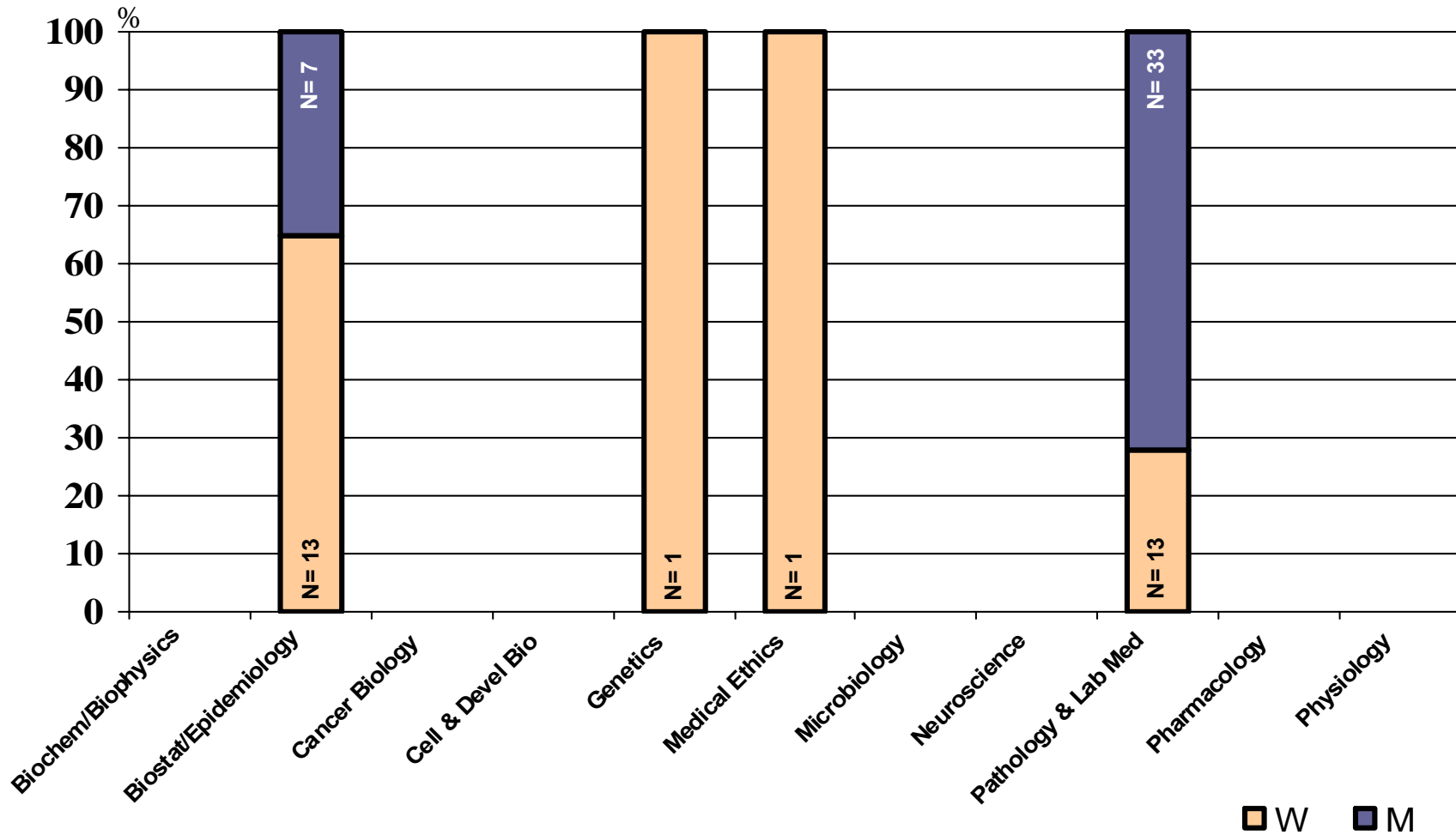
(includes Tenure and Clinician-Educator Tracks only)



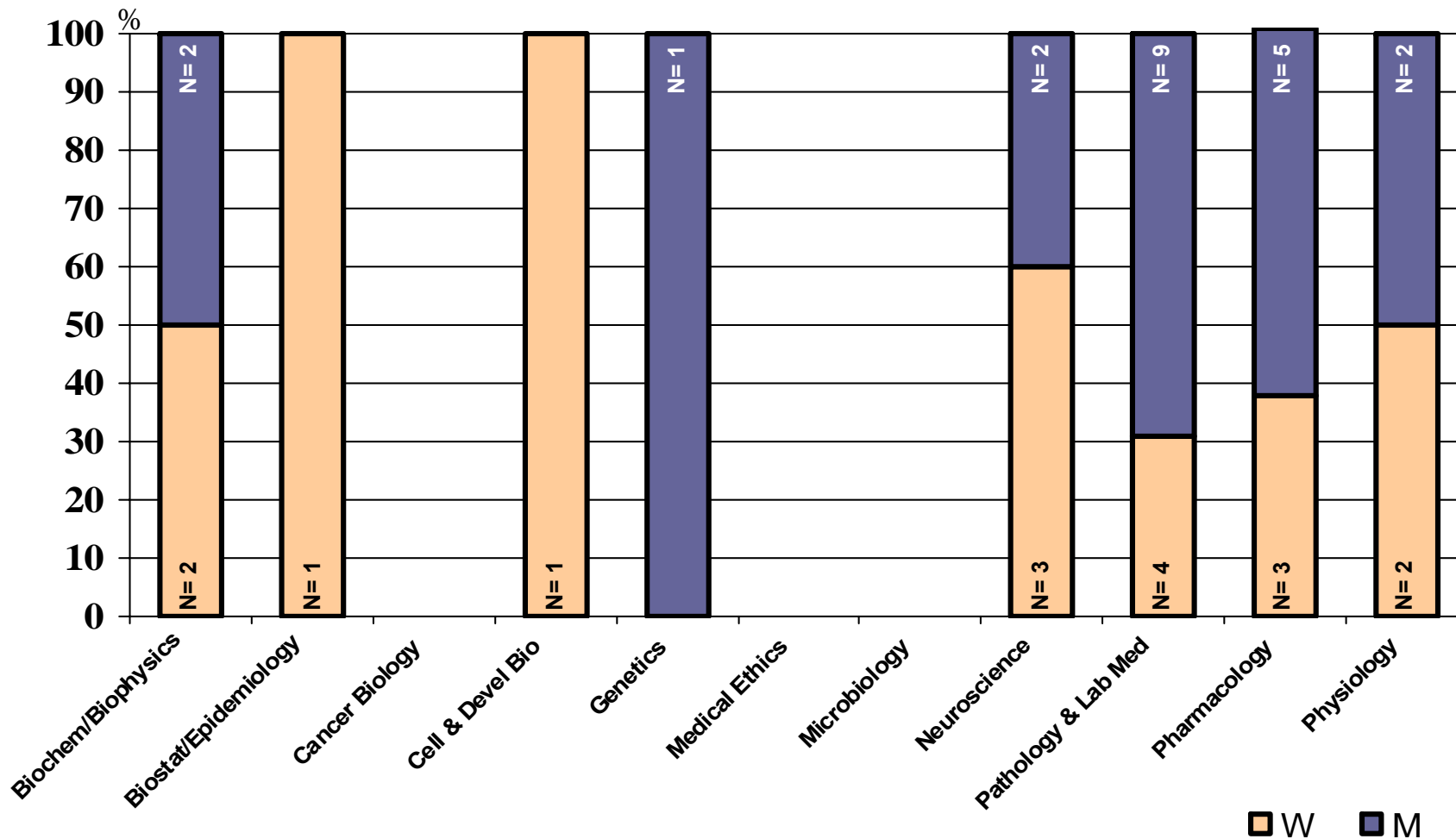
Gender Distribution by Basic Science Department Penn Medical School *Tenure Track* Faculty, 2005



Gender Distribution by Basic Science Department Penn Medical School *Clinician-Educator Track* Faculty, 2005

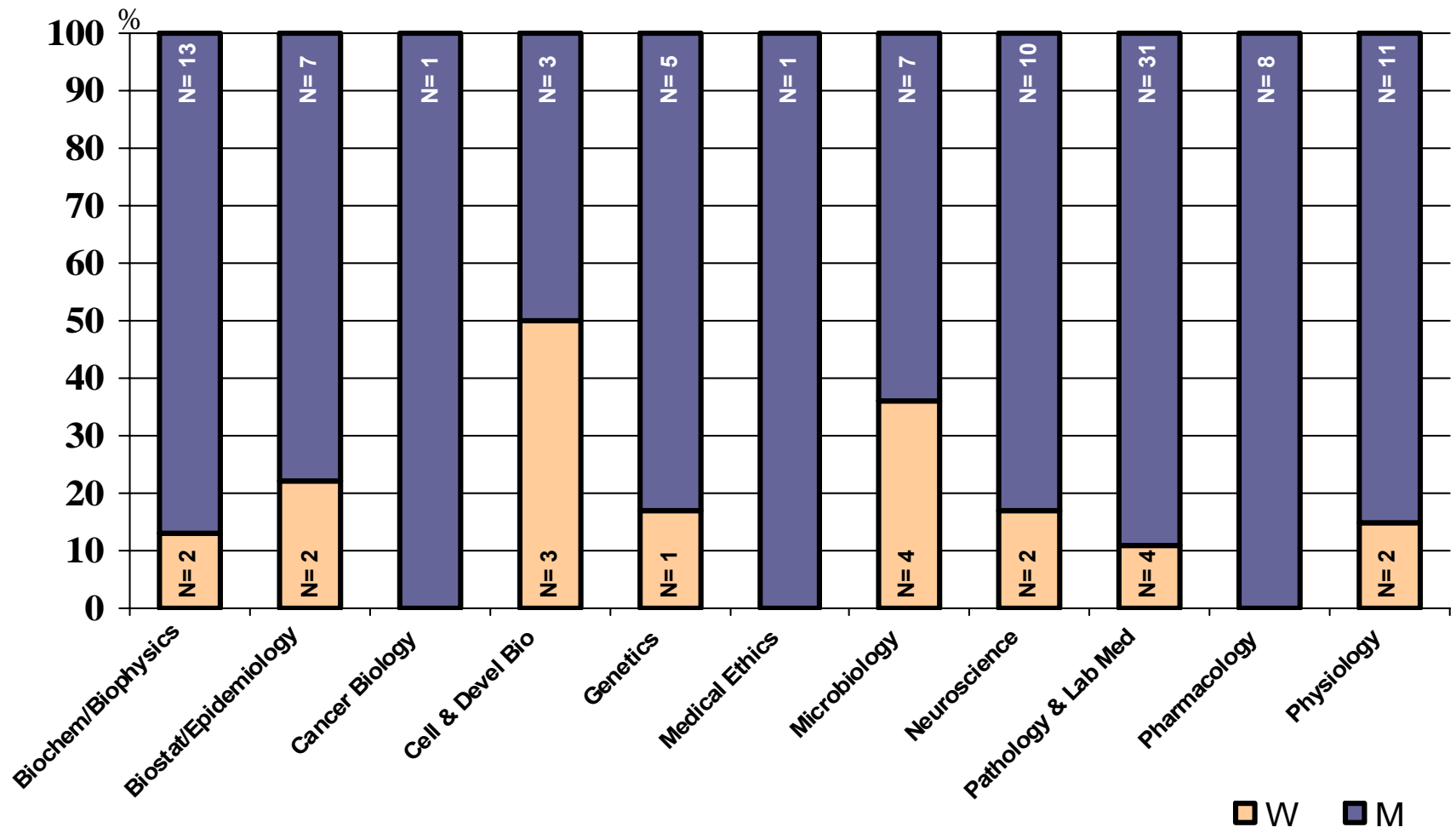


Gender Distribution by Basic Science Department Penn Medical School *Research Track* Faculty, 2005



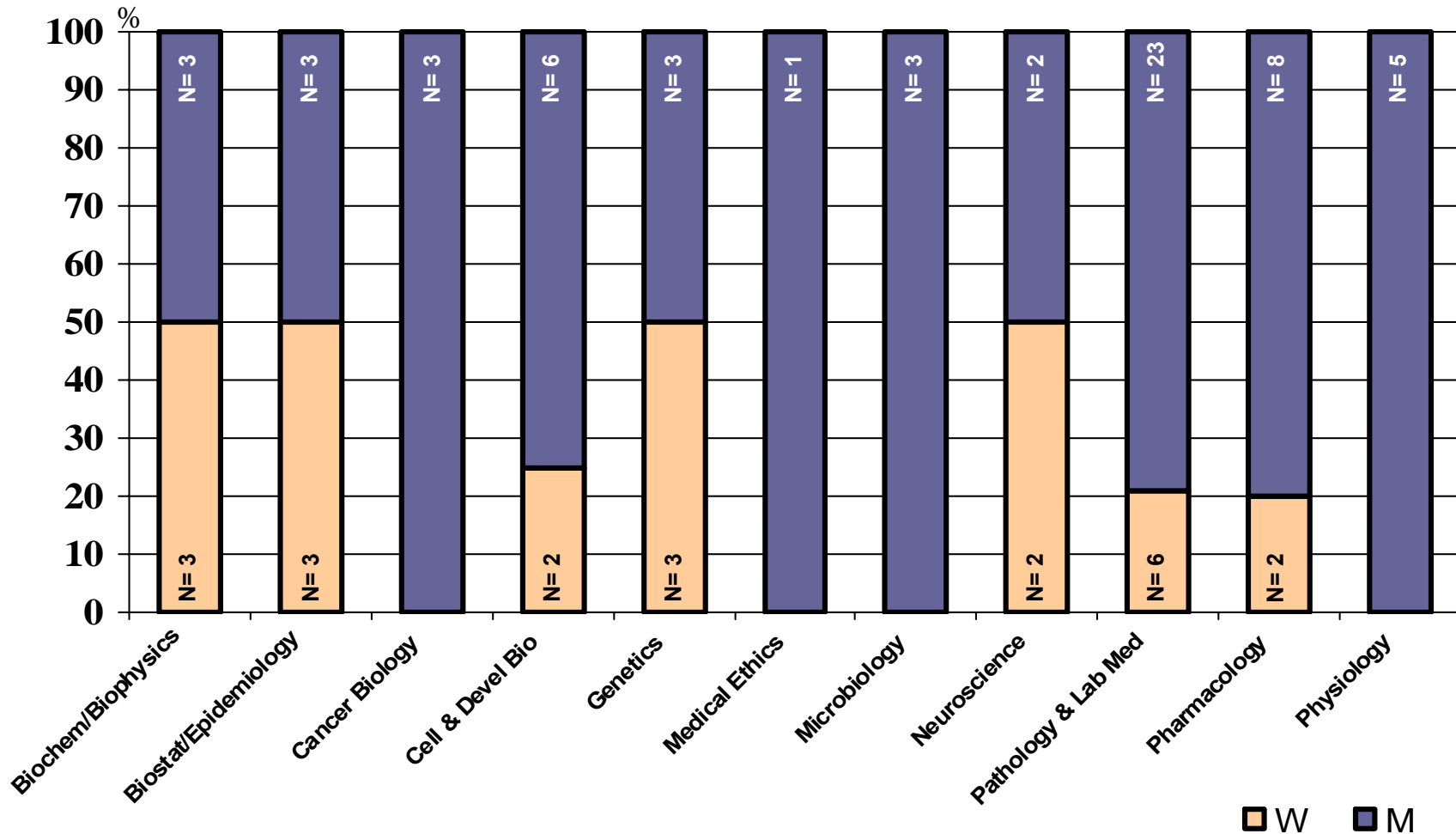
Gender Distribution by Basic Science Department Penn Medical School *Full Professor Rank* Faculty, 2005

(includes Tenure, C-E, Research, and Academic Clinician Tracks)



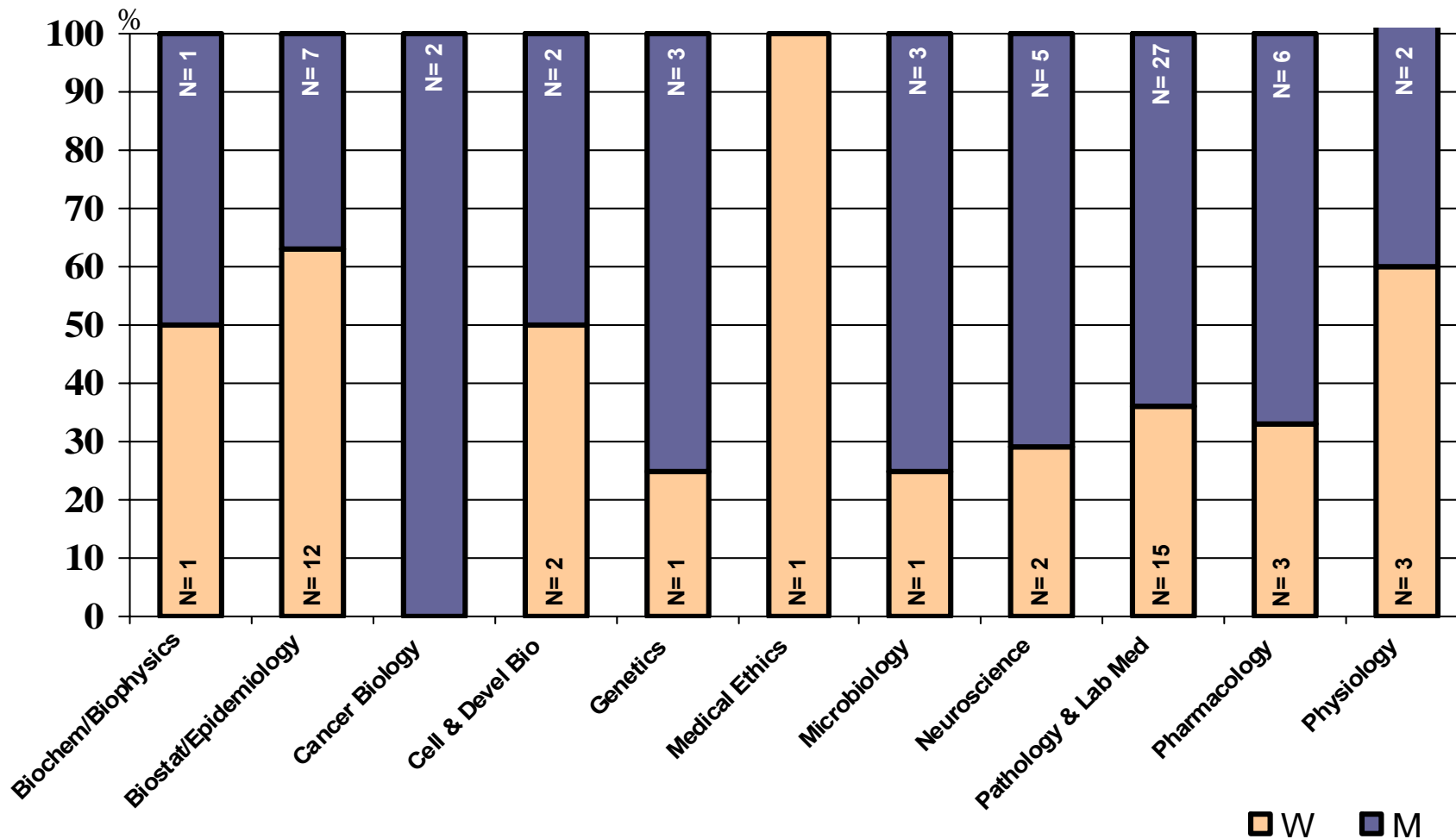
Gender Distribution by Basic Science Department Penn Medical School *Associate Professor Rank* Faculty, 2005

(includes Tenure, C-E, Research, and Academic Clinician Tracks)



Gender Distribution by Basic Science Department Penn Medical School *Assistant Professor Rank* Faculty, 2005

(includes Tenure, C-E, Research, and Academic Clinician Tracks)



Women Faculty in Senior Leadership Positions University of Pennsylvania School of Medicine, 2005

Senior Leadership Positions	Total Positions	Women Faculty	
	Number	Number	Percent
Clinical Department Chairs	18	2	11%
Basic Science Department Chairs	10	0	0
Directors of Centers and Institutes	17	0	0
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>	23	6	26%

Gender Analysis of Total Number Searches for Department Chair University of Pennsylvania School of Medicine, 1999 through 2005

Total # Department Chair Positions	Current # Women Chairs
28	2

Total # Chair Searches* 1999-2005	Total # Women Chairs Appointed
18	1

Women's Representation on Key Committees University of Pennsylvania School of Medicine, 2005

Key Committees	Men & Women Serving	Women Faculty Serving		All Women Serving*	
	Total (N)	Number	Percent	Number	Percent
Space Planning Committee	8	1	12.5%	4	50%
Academic Review	27	4	15%	4	15%
Dept., Center and Institute Review	62	12	19%	20	32%
Student Standards	21	4	19%	10	48%
Subcommittee of COAP for Teaching and Evaluation	45	9	20%	9	20%
Research Core Facilities	13	2	15%	3	23%
Admissions	29	8	28%	13	45%
Search-Director, Abramson Cancer Center	14	4	29%	5	36%
Academic Freedom and Responsibility	10	3	30%	3	30%
Appointments and Promotions (COAP)	23	8	35%	8	35%
Curriculum	74	27	36%	30	41%
Teaching Awards	22	8	36%	10	45%
Medical Faculty Senate Steering	15	7	47%	7	47%

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

Comparison

~

Penn Gender Statistics

versus

AAMC National Data

Gender Distribution within National Faculty Ranks by Department

AAMC Data: Fulltime Faculty and Instructors, 2005

AAMC- National 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	%	N
Anesth. & Critical Care	4428	3202	72%	1226	28%	666	87%	99	13%	835	74%	298	26%	1701	67%	829	33%	496	58%	364	42%	3698	70%	1590	30%	5288
Biochem & Biophysics	2511	1934	77%	577	23%	985	85%	177	15%	399	73%	145	27%	550	68%	255	32%	158	60%	105	40%	2092	75%	682	25%	2774
Dermatology	740	471	64%	269	36%	184	83%	38	17%	109	60%	73	40%	178	53%	158	47%	59	50%	60	50%	530	62%	329	38%	859
Emergency Medicine	1533	1162	76%	371	24%	134	88%	18	12%	229	77%	69	23%	799	74%	284	26%	148	62%	89	38%	1310	74%	460	26%	1770
Fam Prac & Com Med	3384	2084	62%	1300	38%	411	78%	119	22%	553	69%	251	31%	1120	55%	930	45%	224	40%	338	60%	2308	58%	1638	42%	3946
Medicine	22586	16502	73%	6084	27%	5304	88%	755	12%	4299	76%	1379	24%	6899	64%	3950	36%	2261	55%	1841	45%	18763	70%	7925	30%	26688
Microbiology	1849	1350	73%	499	27%	639	81%	153	19%	314	69%	144	31%	397	66%	202	34%	95	52%	86	48%	1445	71%	585	29%	2030
Neurology	3107	2276	73%	831	27%	831	88%	112	12%	580	73%	215	27%	865	63%	504	37%	239	51%	232	49%	2515	70%	1063	30%	3578
Obstetrics & Gyn	3479	2120	61%	1359	39%	725	84%	139	16%	572	66%	295	34%	823	47%	925	53%	198	28%	512	72%	2318	55%	1871	45%	4189
Ophthalmology	1717	1317	77%	400	23%	489	88%	65	12%	329	76%	105	24%	499	68%	230	32%	222	60%	148	40%	1539	74%	548	26%	2087
Orthopaedic Surgery	1912	1712	90%	200	10%	477	97%	13	3%	439	98%	54	11%	796	86%	133	14%	167	76%	54	24%	1879	88%	254	12%	2133
Otorhinolaryngology	1186	967	82%	219	18%	313	92%	29	8%	256	84%	49	16%	398	74%	141	26%	82	49%	86	51%	1049	77%	305	23%	1354
Path & Lab Medicine	5068	3526	70%	1542	30%	1397	82%	317	18%	961	67%	463	33%	1168	61%	762	39%	241	54%	203	46%	3767	68%	1745	32%	5512
Pediatrics	10892	6288	58%	4604	42%	2068	78%	596	22%	1687	60%	1120	40%	2533	47%	2888	53%	602	35%	1133	65%	6890	55%	5737	45%	12627
Pharmacology	1824	1417	78%	407	22%	676	85%	120	18%	347	77%	103	23%	394	68%	184	32%	129	57%	97	43%	1546	75%	504	25%	2050
Phys Med & Rehab	837	511	61%	326	39%	94	76%	29	24%	125	63%	72	37%	292	56%	225	44%	91	44%	114	56%	602	58%	440	42%	1042
Physiology	1885	1485	79%	400	21%	778	87%	120	13%	353	76%	109	24%	354	67%	171	33%	99	54%	86	46%	1584	77%	486	23%	2070
Psychiatry	7402	4778	65%	2624	35%	1413	82%	300	18%	1175	66%	593	33%	2190	56%	1731	44%	683	44%	880	56%	5461	61%	3504	39%	8965
Radiology	5855	4493	77%	1362	23%	1384	87%	216	14%	1164	79%	333	22%	1945	71%	813	29%	597	67%	296	33%	5090	75%	1658	25%	6748
Surgery	8793	7542	86%	1251	14%	2457	94%	152	6%	1963	88%	278	12%	3122	79%	821	21%	613	67%	306	33%	8155	84%	1557	16%	9712
TOTAL	90988	65137	72%	25851	28%	21425	86%	3567	14%	16689	73%	6148	27%	27023	63%	16136	37%	7404	51%	7030	49%	72541	69%	32881	31%	105422

Percent Women Medical Faculty including Instructors by Department PENN compared with AAMC National Data, 2005

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

DEPARTMENT	PENN (%)	COMPARED TO	AAMC (%)
Anesthesia	20.8	↓	30.1
Biochem/Biophysics	26.1	↑	24.6
Dermatology	36.0	↓	38.3
Emergency Medicine	33.3	↑	26.0
Family Medicine	41.2	≈	41.5
Medicine	27.2	↓	29.7
Microbiology	27.8	↓	28.8
Neurology	23.0	↓	29.7
Obstetrics & Gynecology	38.6	↓	44.7
Ophthalmology	20.6	↓	26.3
Orthopaedic Surgery	7.9	↓	11.9
Otorhinolaryngology	17.6	↓	22.5
Pathology & Lab Medicine	24.3	↓	31.7
Pediatrics	44.3	↓	45.4
Pharmacology	18.5	↓	25.8
Physical Med/Rehabilitation	43.8	↑	42.2
Physiology	21.7	↓	23.5
Psychiatry	24.6	↓	39.1
Radiology	20.7	↓	24.6
Surgery	11.2	↓	16.0

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

Percent Women of Faculty Hires and Departures Penn versus AAMC National Data, 2005

(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	36%	37%
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, 2005

Women Comprised What % of	PENN	AAMC
Newly Tenured* Faculty <i>(*refers to tenure track only- newly granted tenure either through promotion, appointment or conversion)</i>	19%	26%
Faculty Promoted to Associate Professor (from Assistant) <i>(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)</i>	24%	36%
Faculty Promoted to Full Professor (from Associate) <i>(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)</i>	40%	25%

Total Fulltime Faculty and Full Professor Rank Penn versus AAMC National Data, 2005

(includes only faculty in Assistant, Associate and Full Professor ranks; does not include Instructors)

	PENN	AAMC
% All Faculty Who Are Women	27%	29%
% Full Professors Who Are Women	16%	15%
% Female Faculty Who Are Full Professors	17%	15%
% Male Faculty Who Are Full Professors	34%	33%

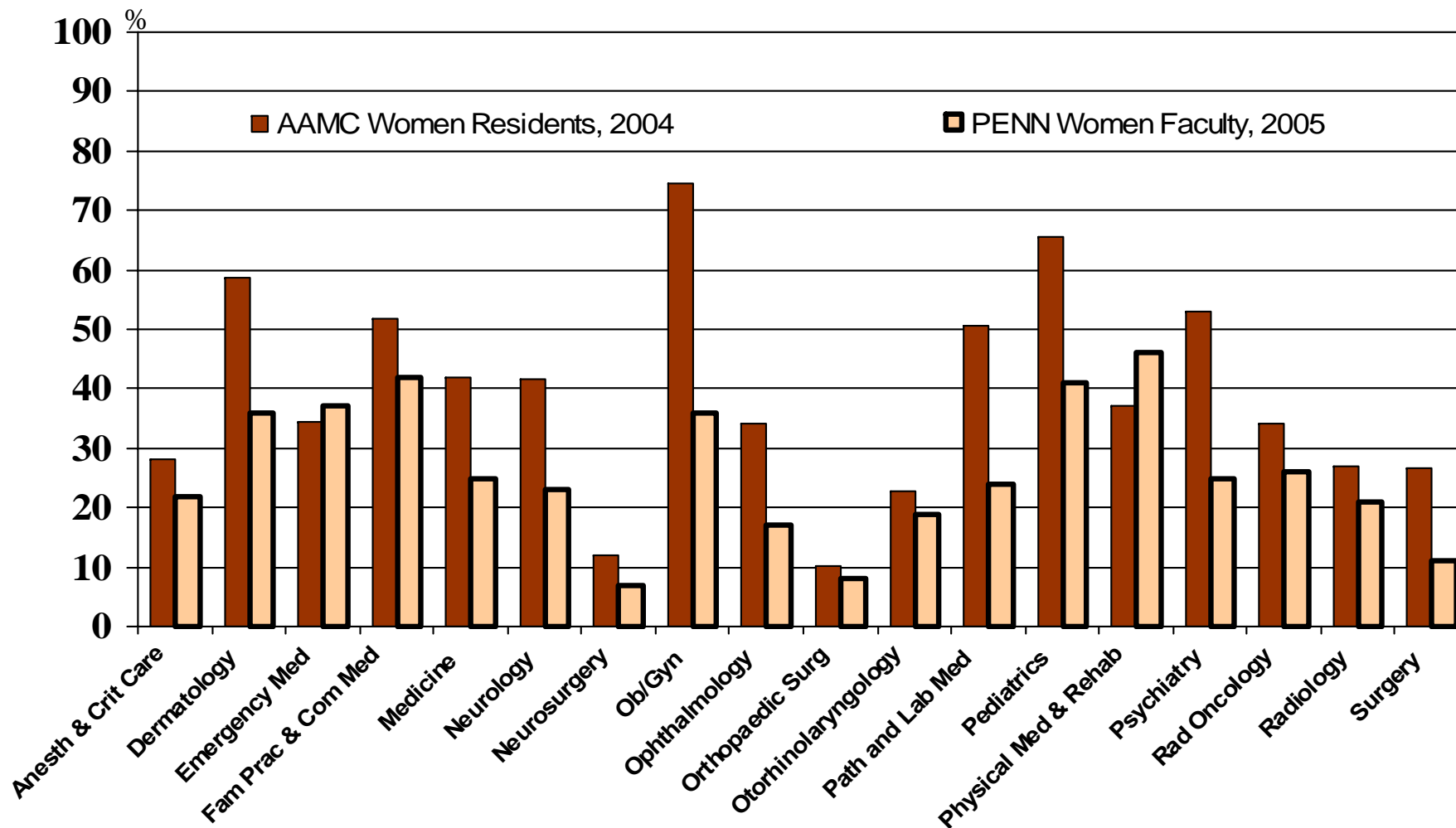
Tenure Track Faculty Penn versus AAMC National Data, 2005

	PENN	AAMC
% All Tenured* Faculty Who Are Women	14.5%	18%
<i>(* "Tenured" defined as only Tenure Track Faculty at Associate and Full Professor Ranks)</i>		
% Female Faculty Who Are Tenured	11%	13%
<i>("faculty" includes Tenure, C-E, Research, and AC Tracks as well as Instructors A/Lecturers A)</i>		
% Male Faculty Who Are Tenured	26%	27%
<i>("faculty" includes Tenure, C-E, Research, and AC Tracks as well as Instructors A/Lecturers A)</i>		

AAMC Percent Women Residents by Specialty, 2004

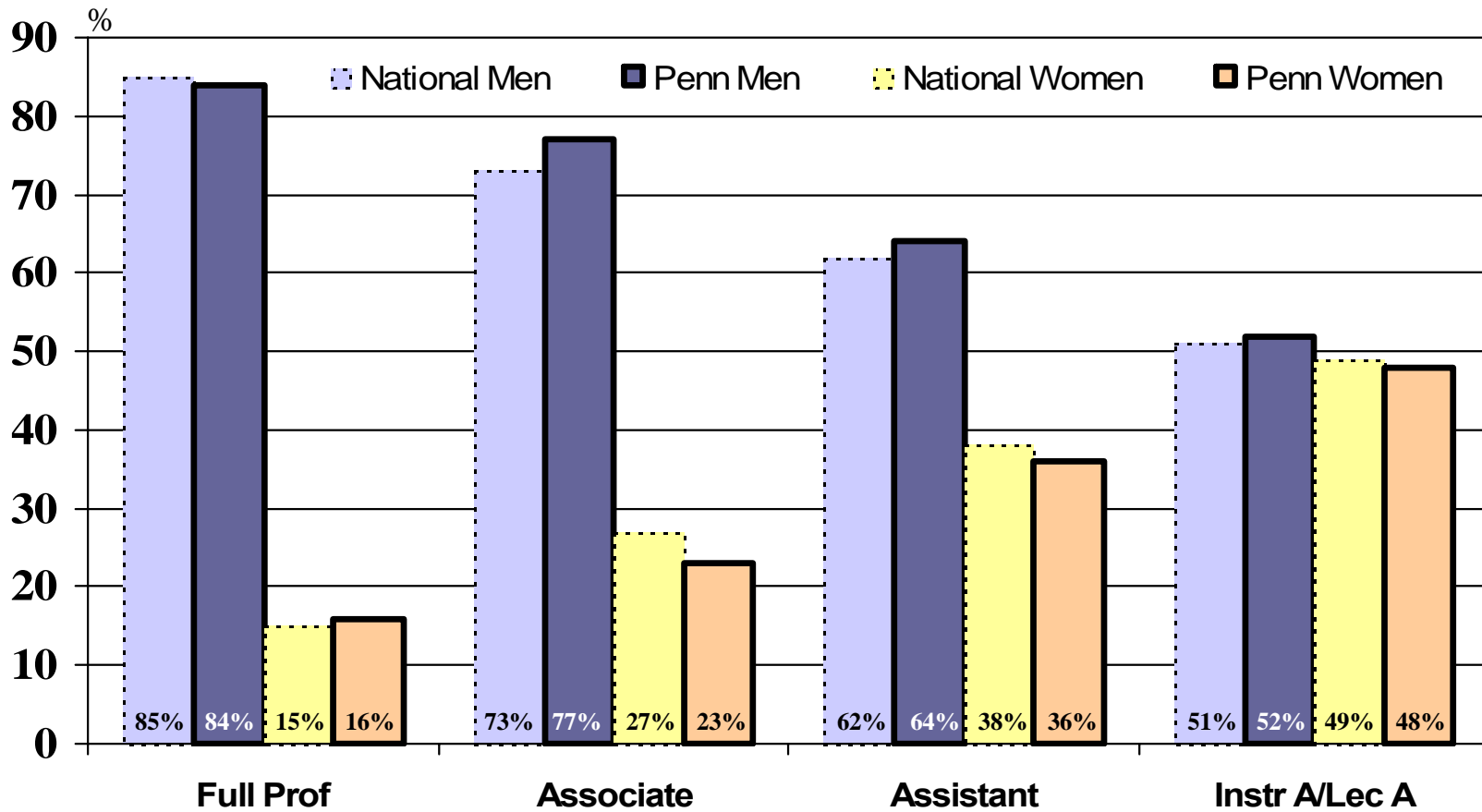
Penn Percent Women Medical Faculty by Specialty, 2005

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



Gender Distributions of Medical School within Ranks Fulltime Faculty and Instructors Penn compared with AAMC National Data, 2005

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

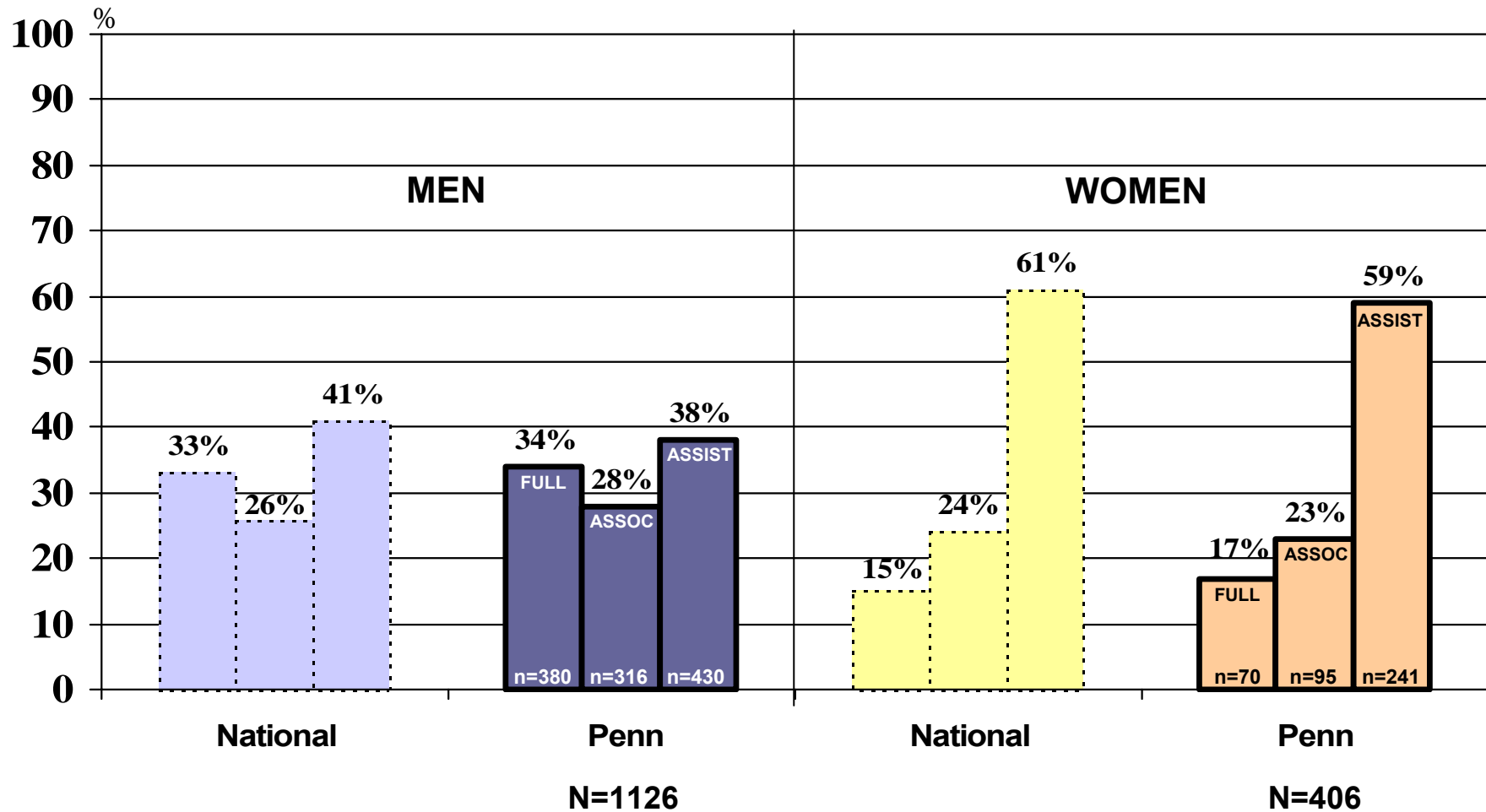


(Categories: Full Professors, Associate Professors, Assistant Professors, Instructors A / Lecturers A)

Distribution of Medical School Fulltime Faculty by Rank and Gender

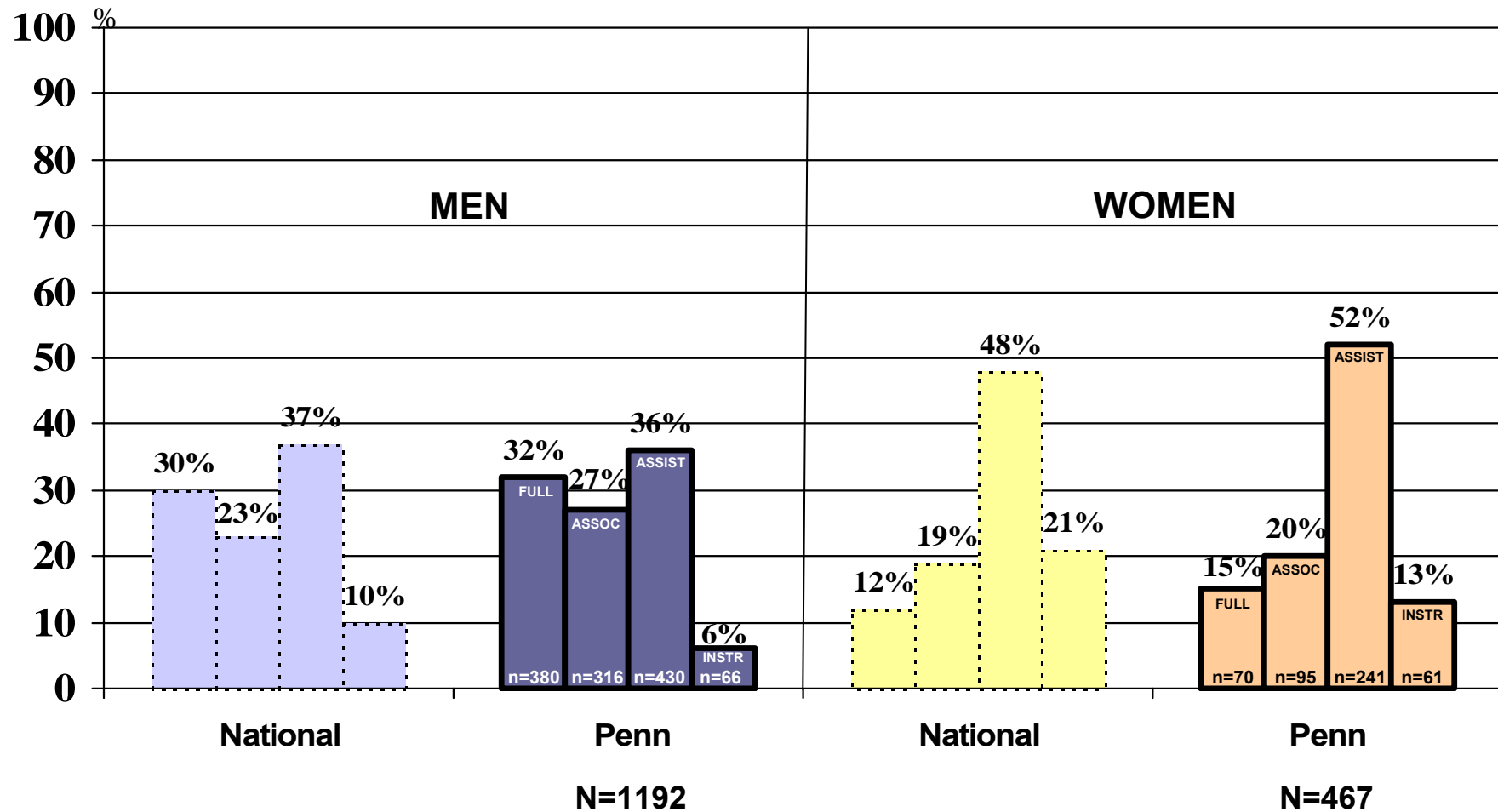
Penn compared with AAMC National Data, 2005

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



Distribution of Medical School Fulltime Faculty & Instructors* by Rank and Gender Penn compared with AAMC National Data, 2005

(*Penn "Instructor" rank includes Instructors A & Lecturers A)

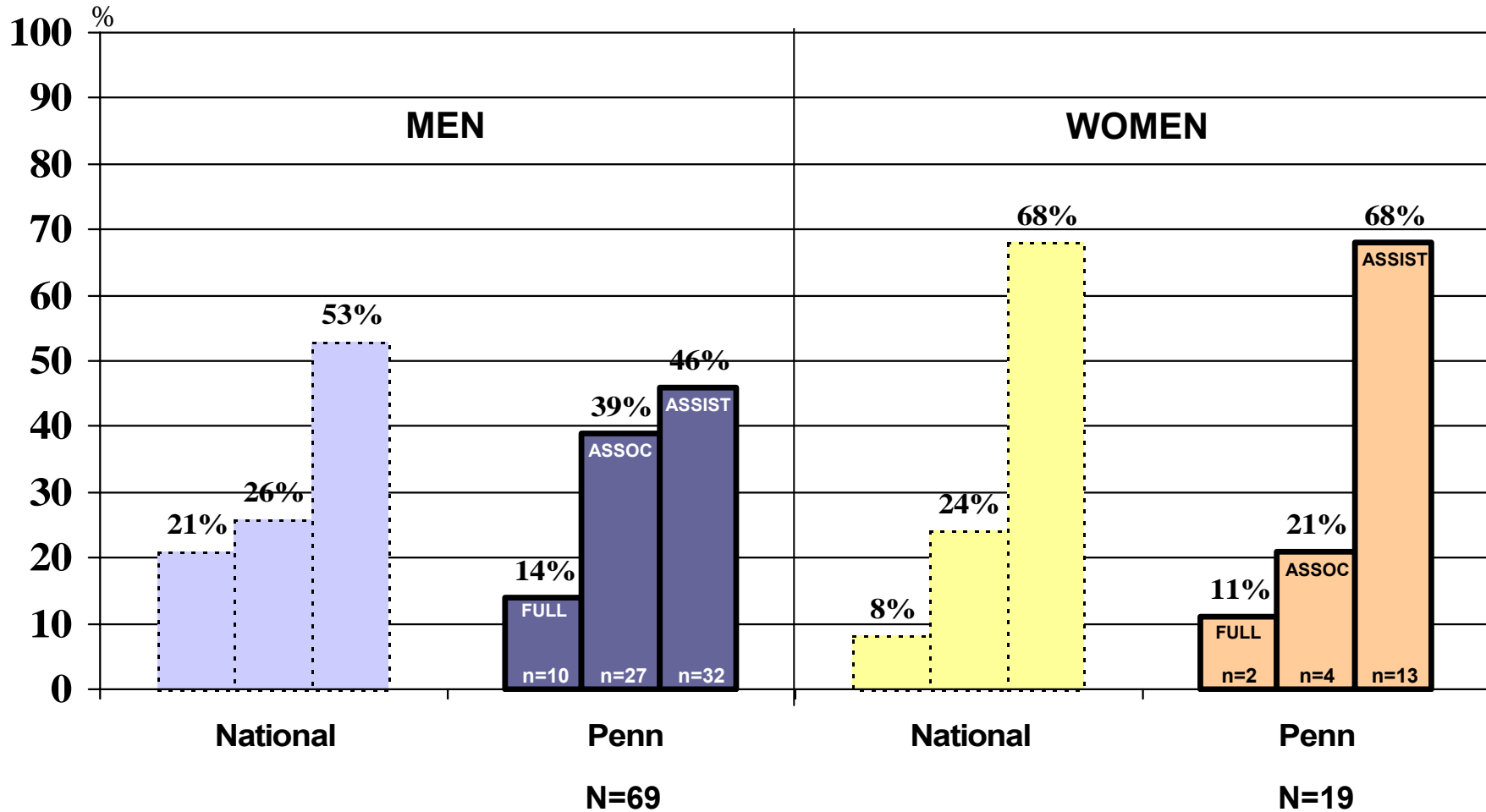


Distribution of Fulltime Faculty by Rank and Gender

Department of Anesthesia & Critical Care

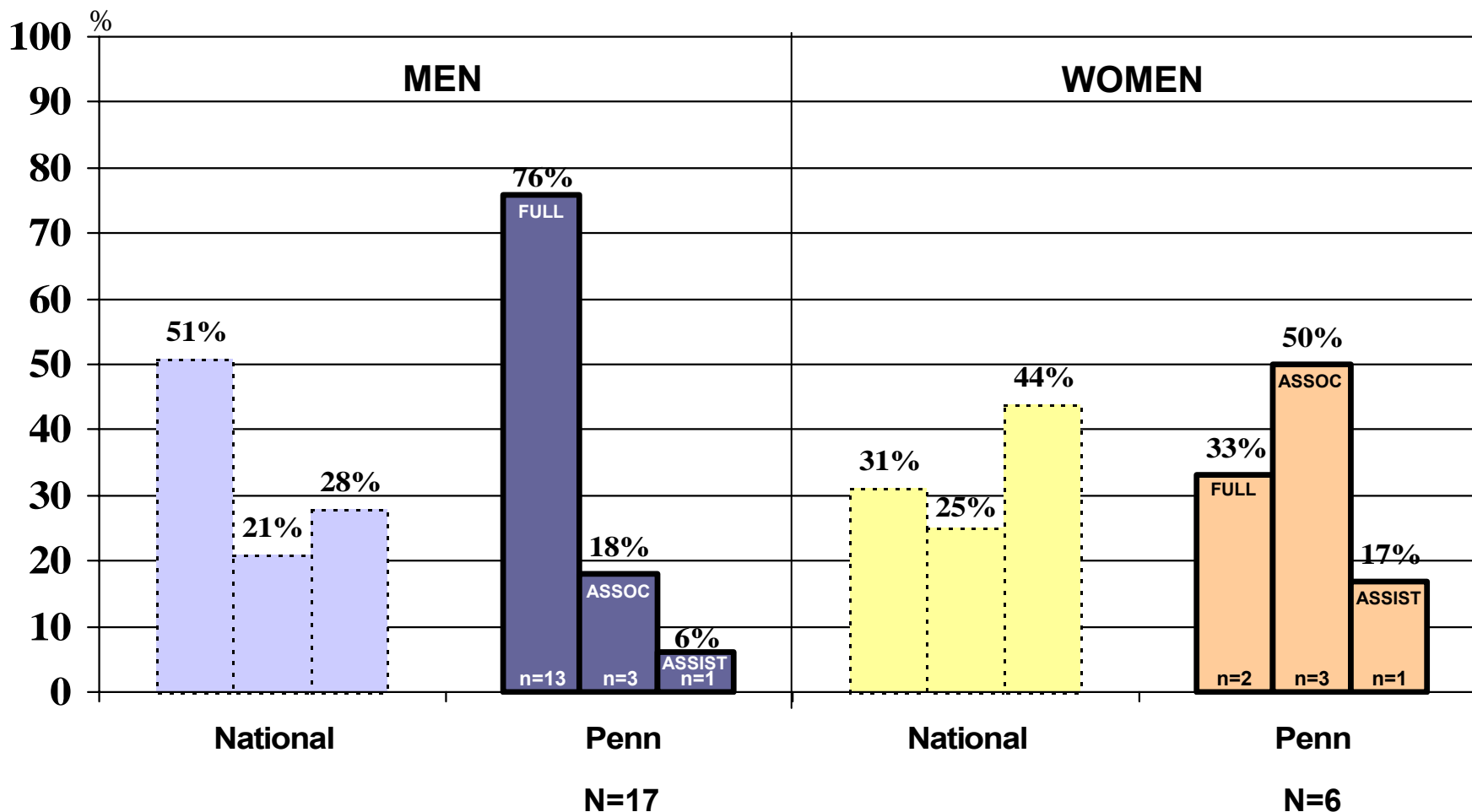
Penn compared with AAMC National Data, 2005

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



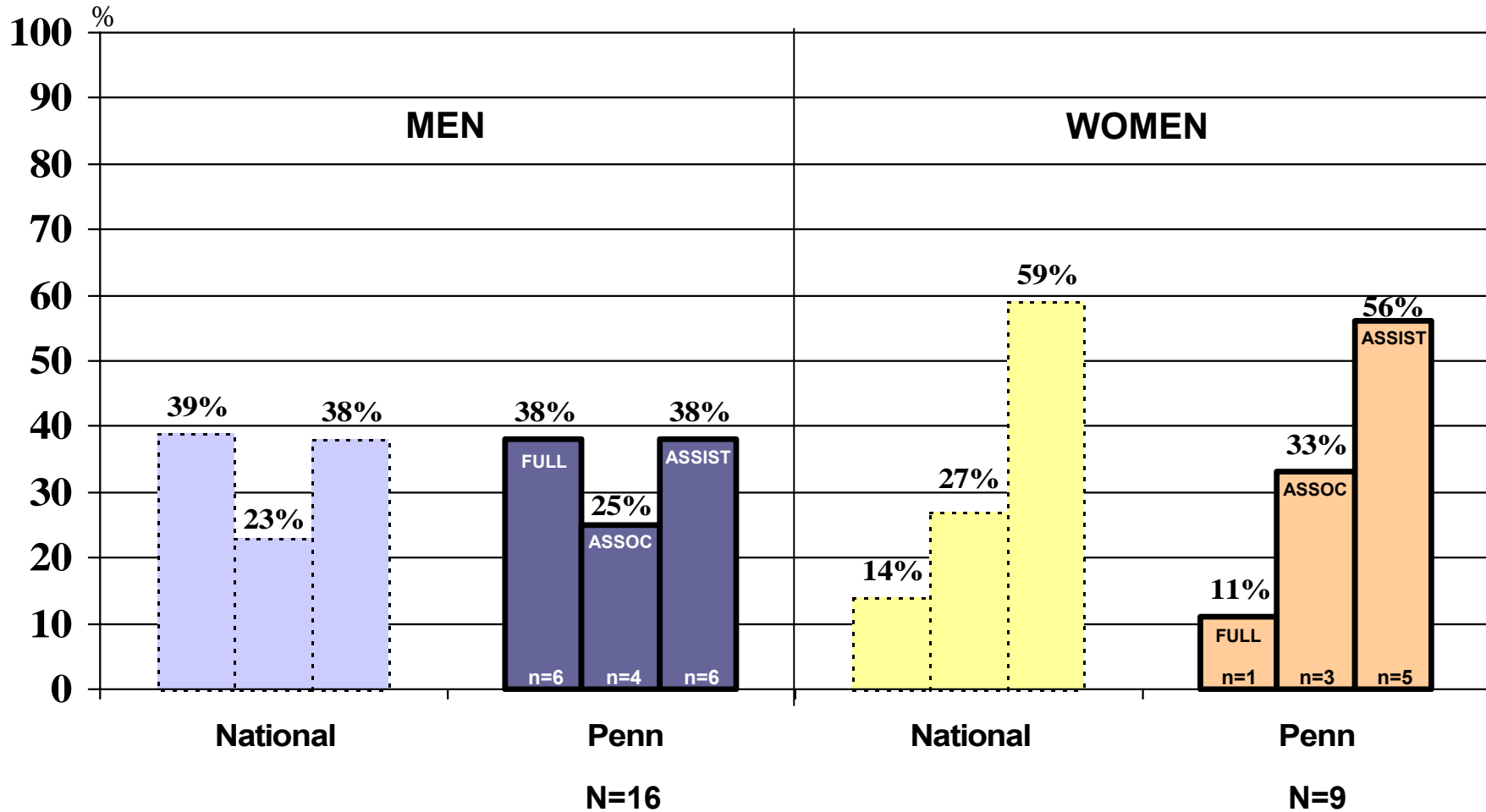
Distribution of Fulltime Faculty by Rank and Gender Department of Biochemistry & Biophysics Penn compared with AAMC National Data, 2005

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



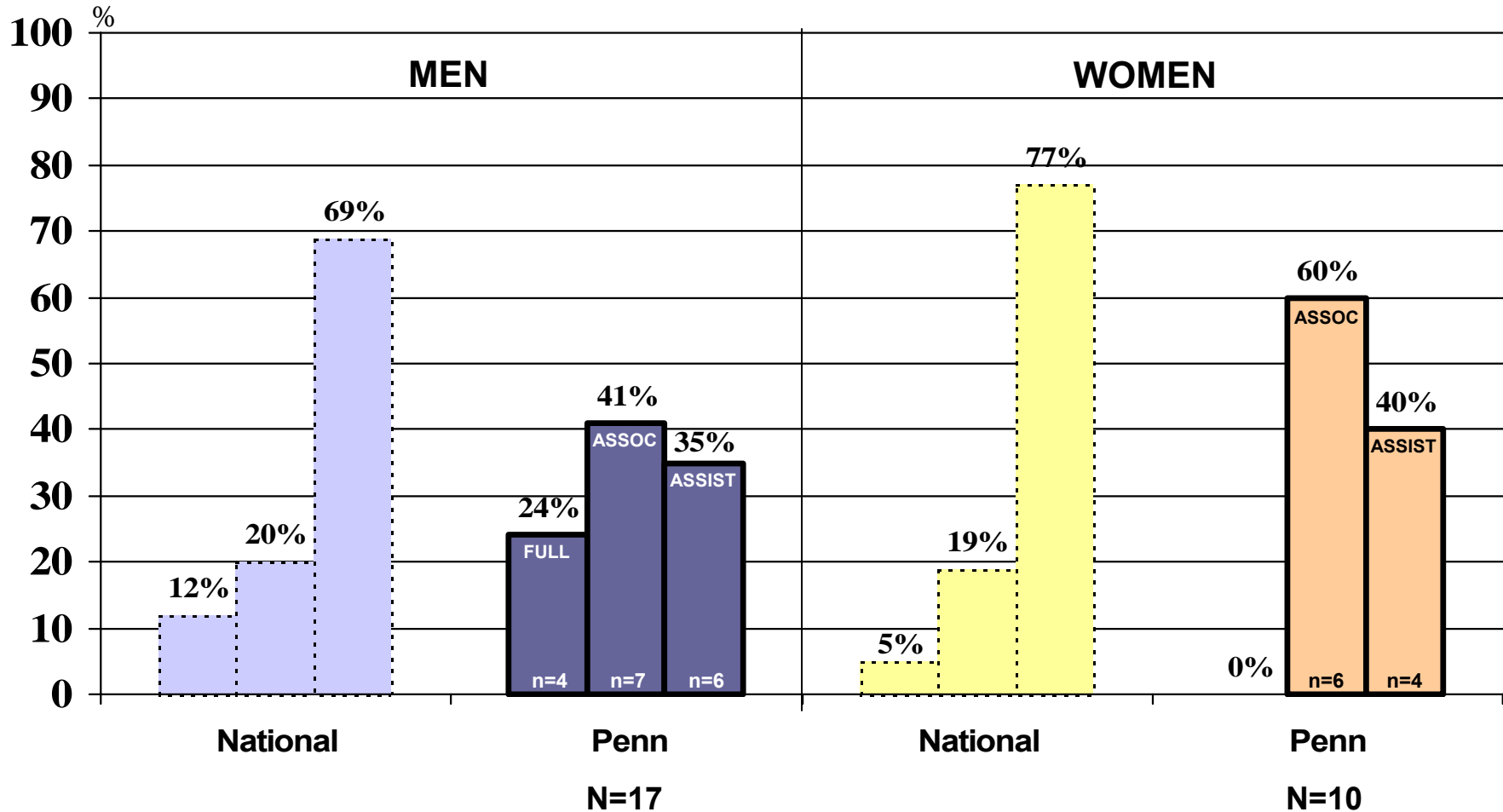
Distribution of Fulltime Faculty by Rank and Gender Department of Dermatology Penn compared with AAMC National Data, 2005

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



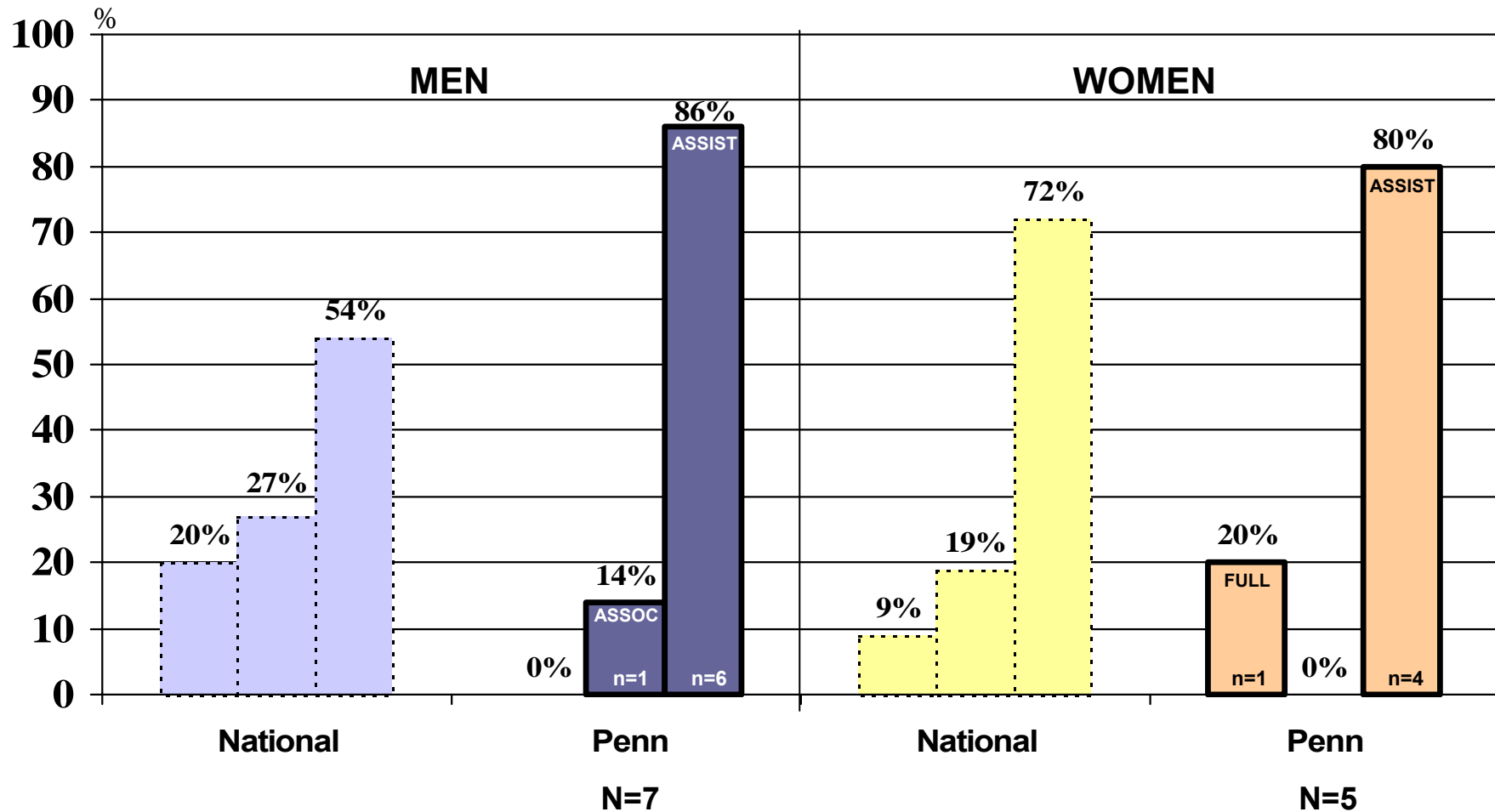
Distribution of Fulltime Faculty by Rank and Gender Department of Emergency Medicine Penn compared with AAMC National Data, 2005

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



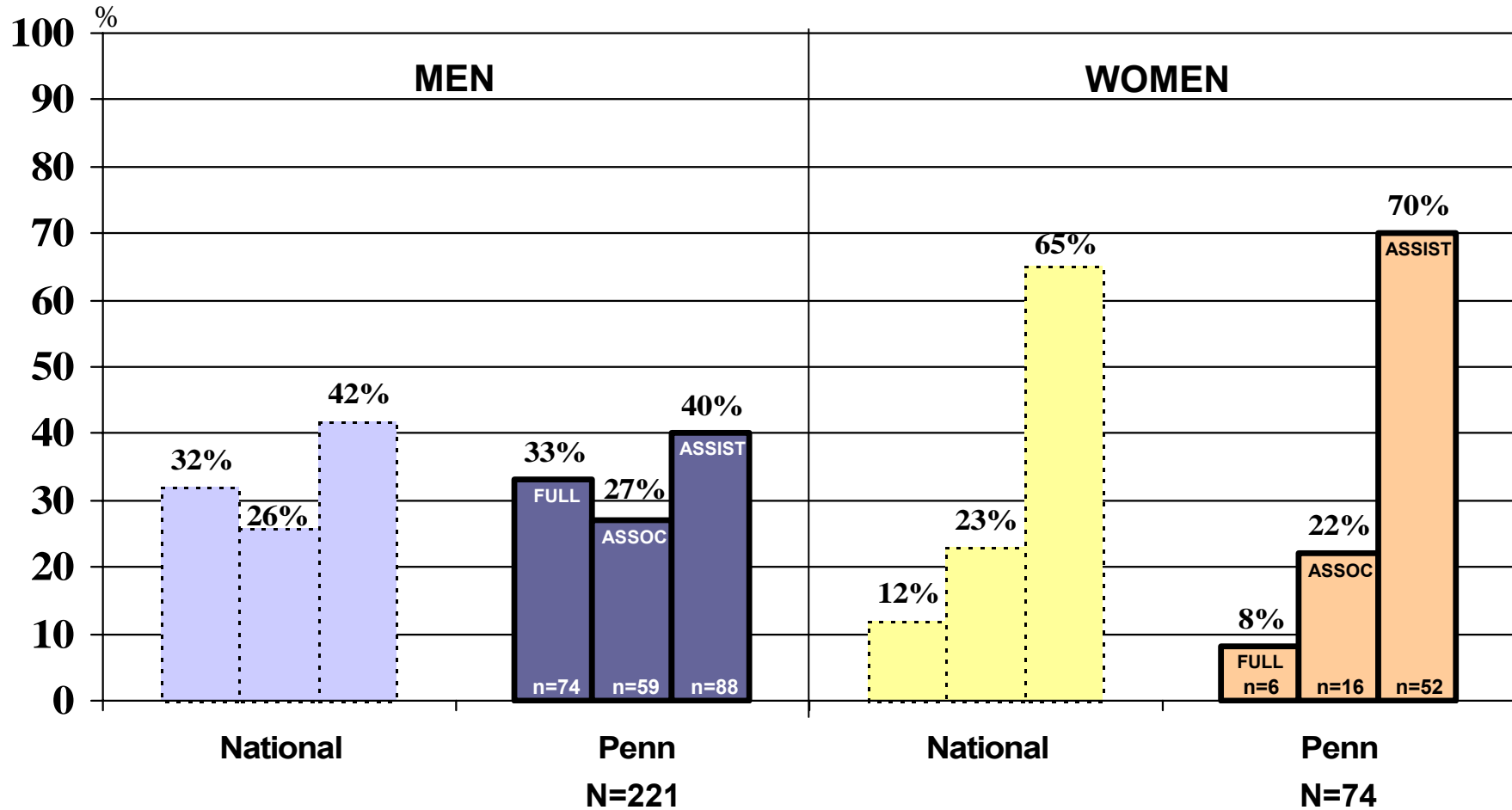
Distribution of Fulltime Faculty by Rank and Gender Department of Family Practice and Community Medicine Penn compared with AAMC National Data, 2005

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



Distribution of Fulltime Faculty by Rank and Gender Department of Medicine Penn compared with AAMC National Data, 2005

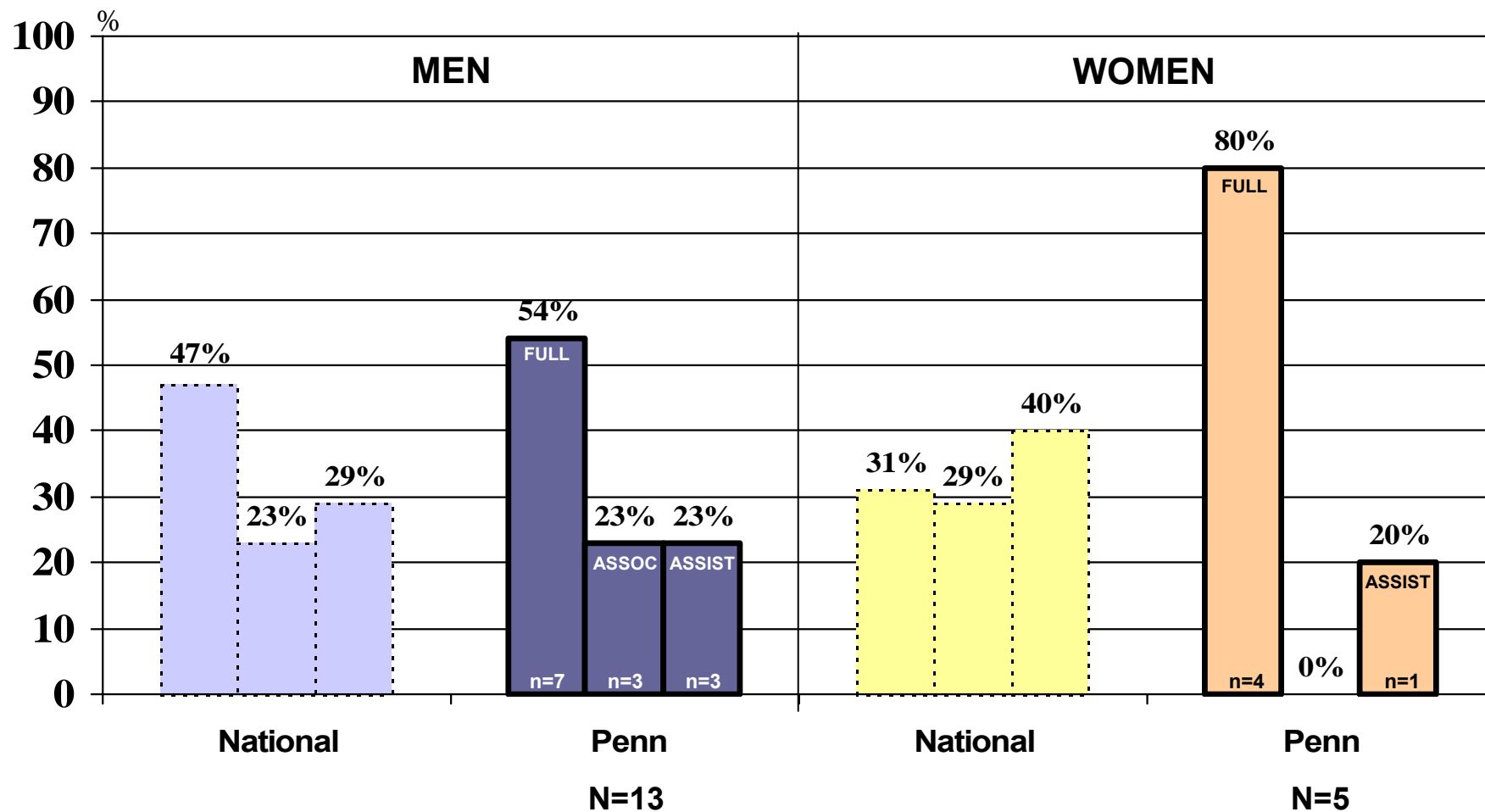
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank and Gender Department of Microbiology

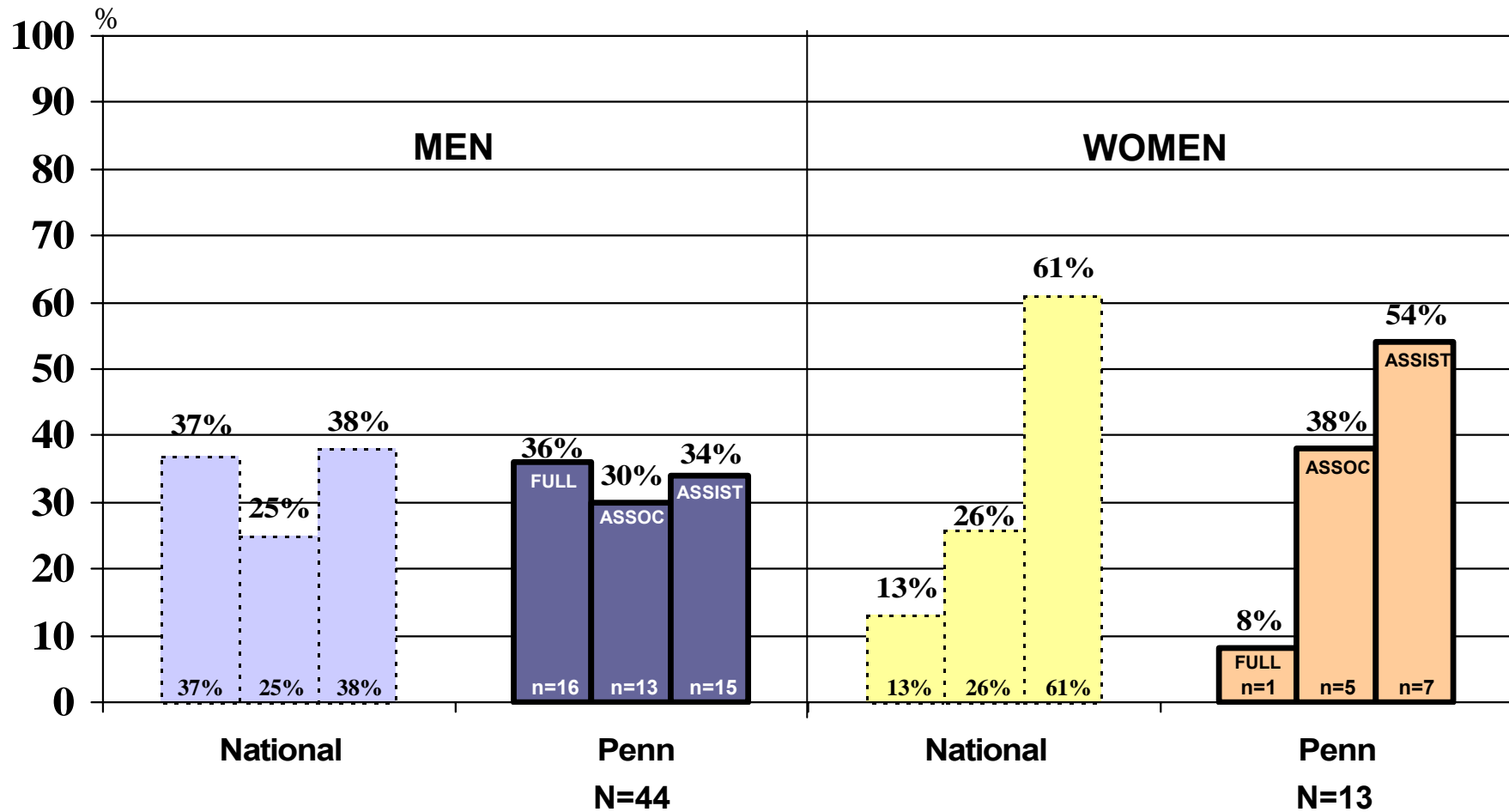
Penn compared with AAMC National Data, 2005

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



Distribution of Fulltime Faculty by Rank and Gender Department of Neurology Penn compared with AAMC National Data, 2005

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

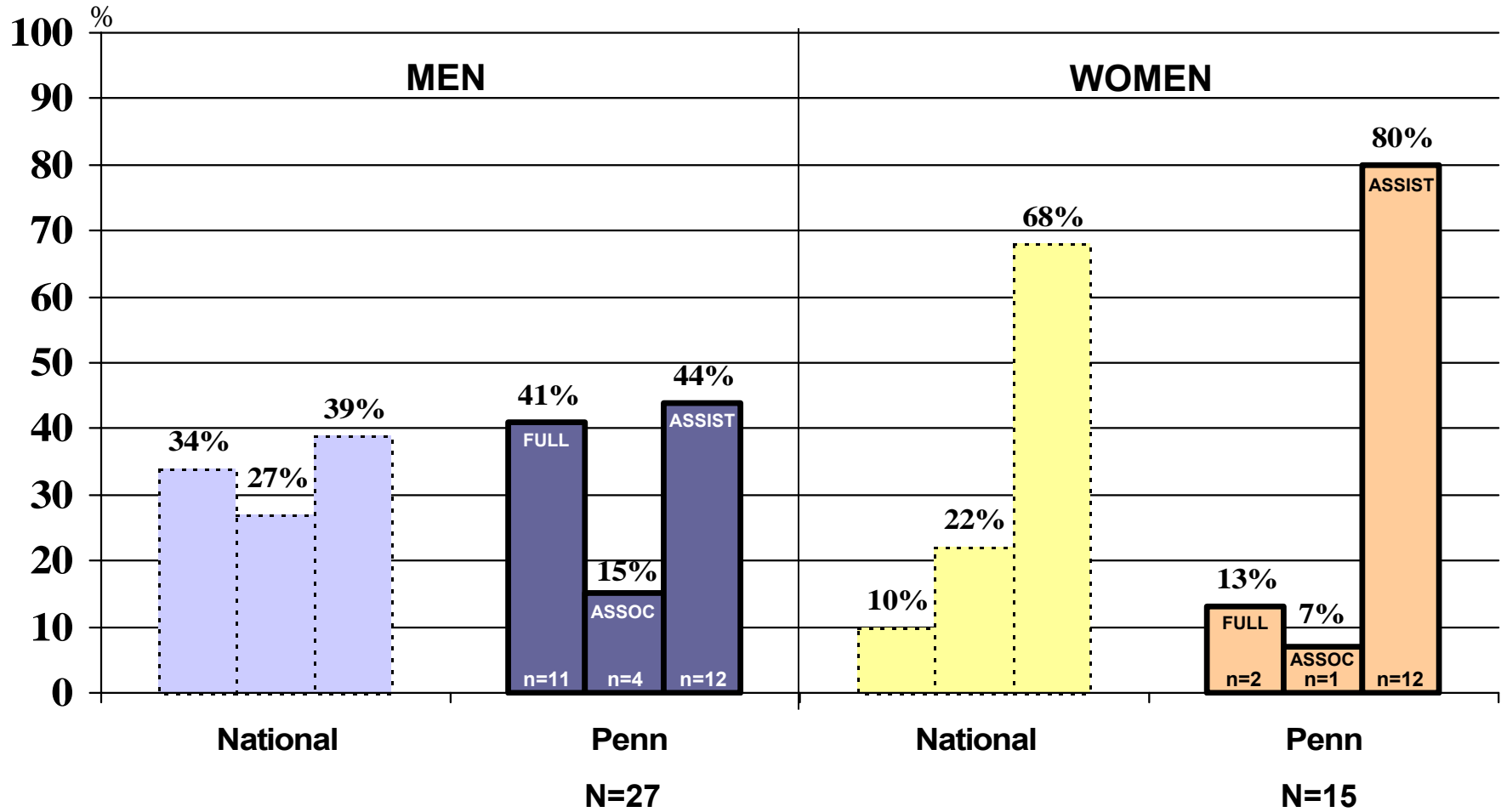


Distribution of Fulltime Faculty by Rank and Gender

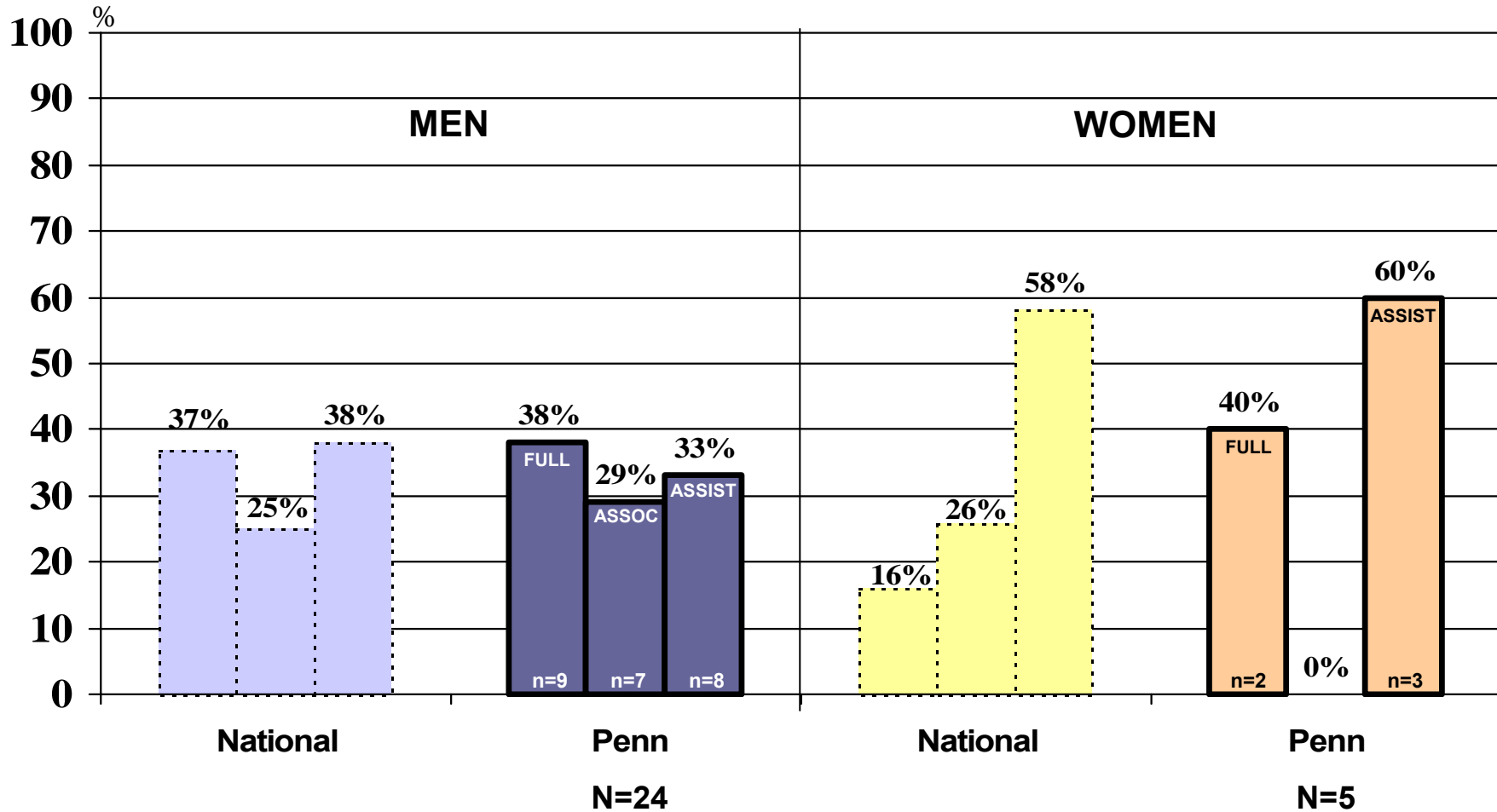
Department of Obstetrics & Gynecology

Penn compared with AAMC National Data, 2005

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

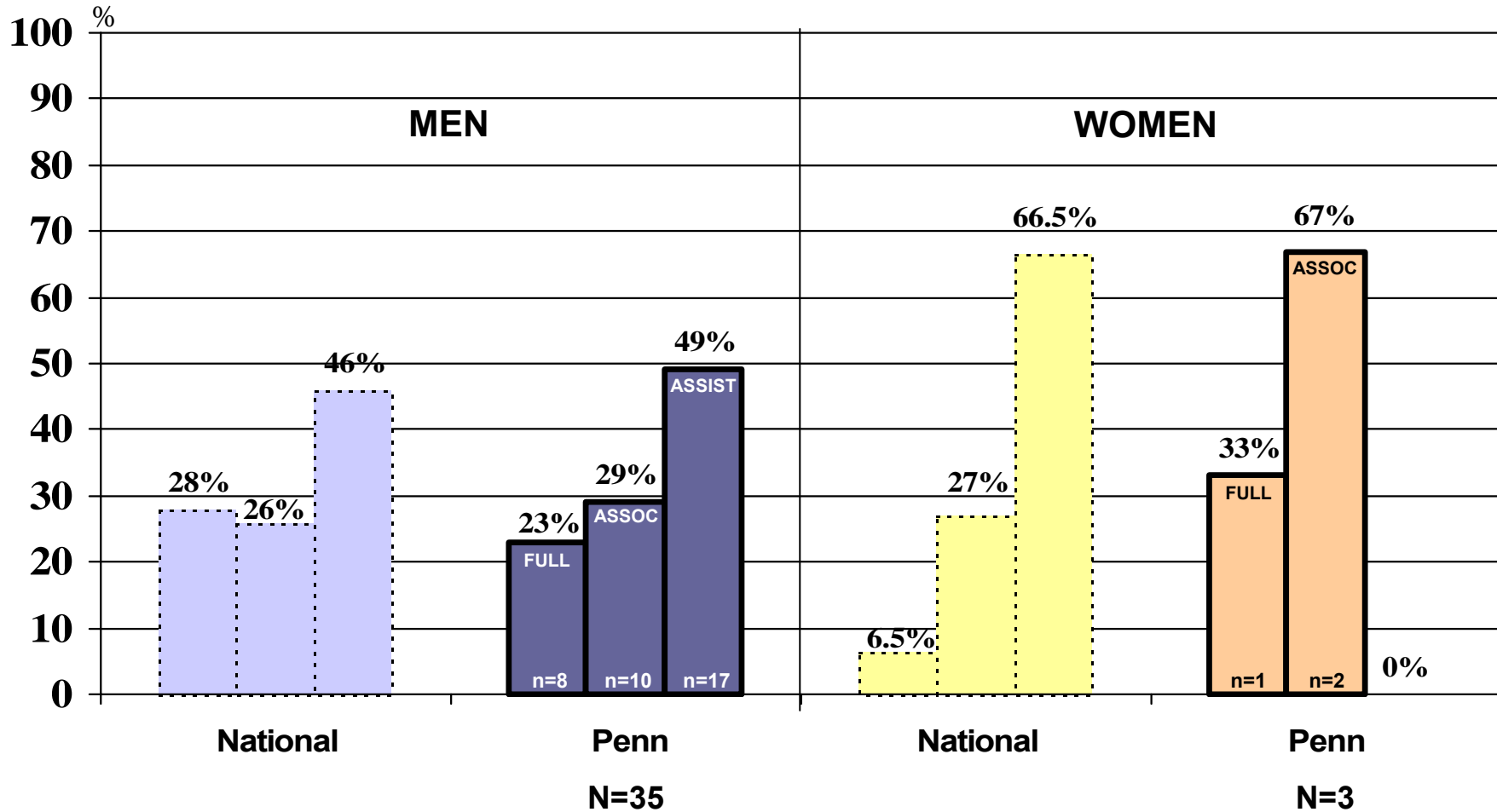


Distribution of Fulltime Faculty by Rank and Gender
Department of Ophthalmology
Penn compared with AAMC National Data, 2005
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



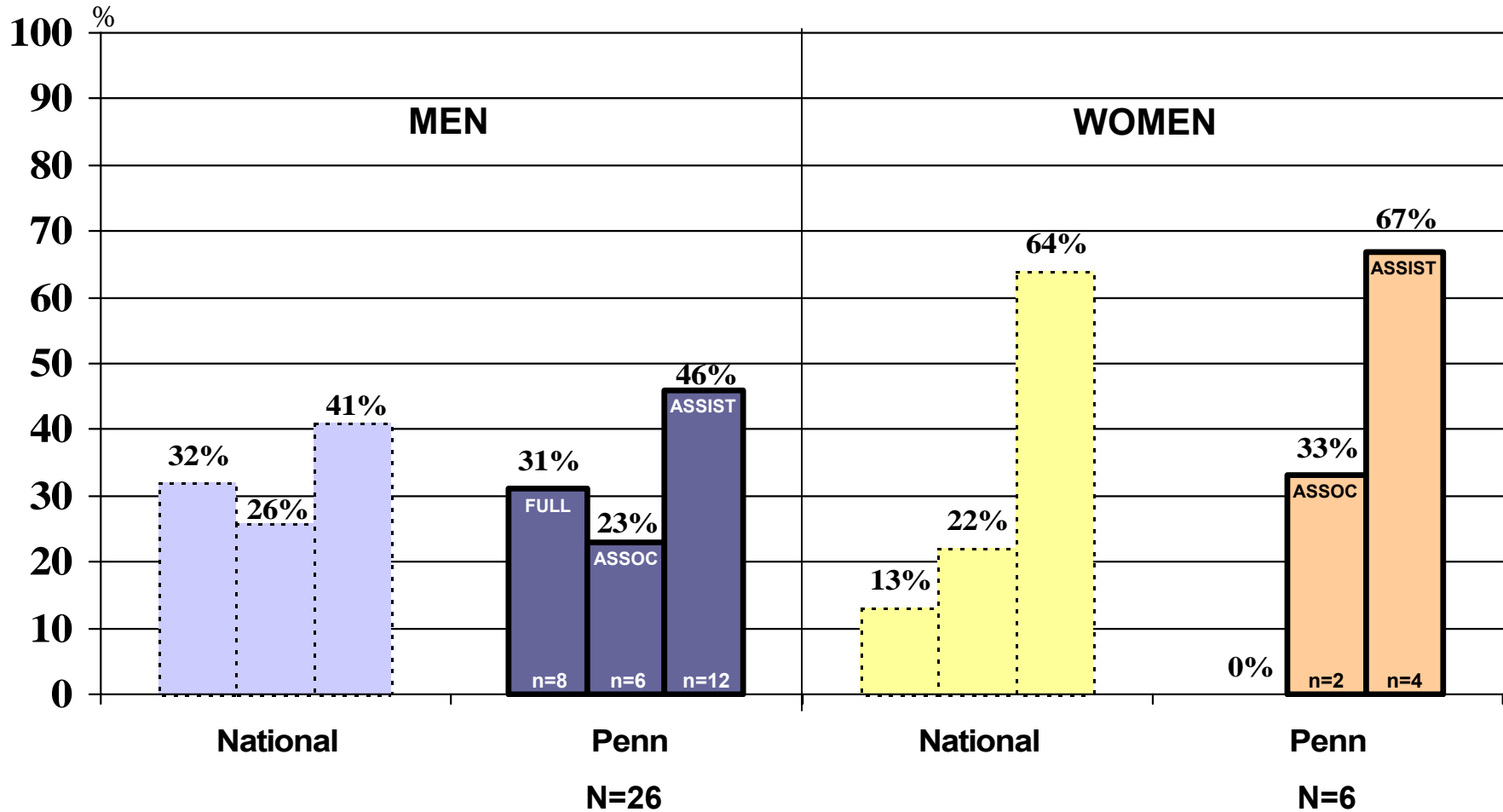
Distribution of Fulltime Faculty by Rank and Gender Department of Orthopaedic Surgery Penn compared with AAMC National Data, 2005

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



Distribution of Fulltime Faculty by Rank and Gender Department of Otorhinolaryngology Penn compared with AAMC National Data, 2005

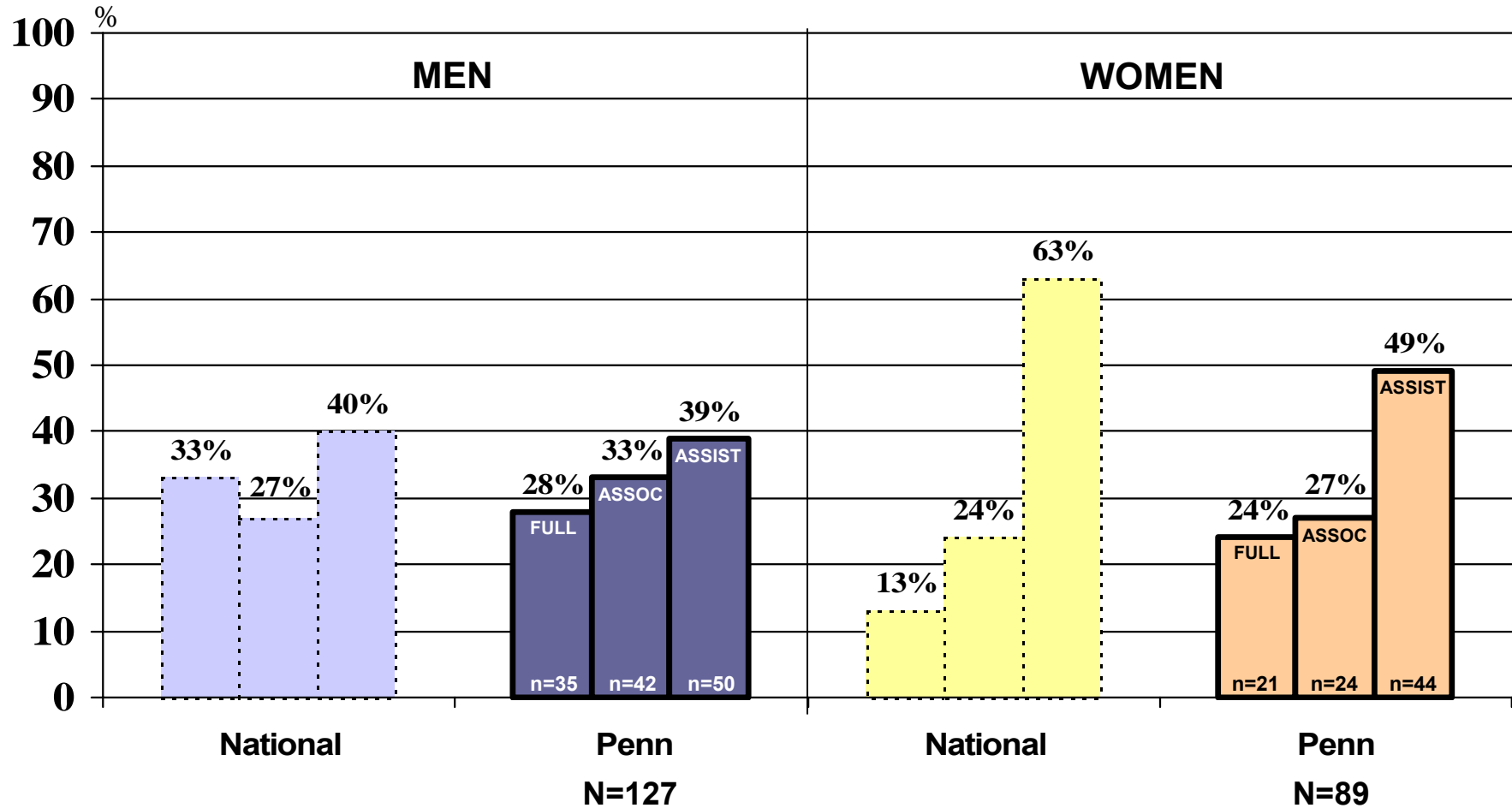
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank and Gender Department of Pediatrics

Penn compared with AAMC National Data, 2005

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

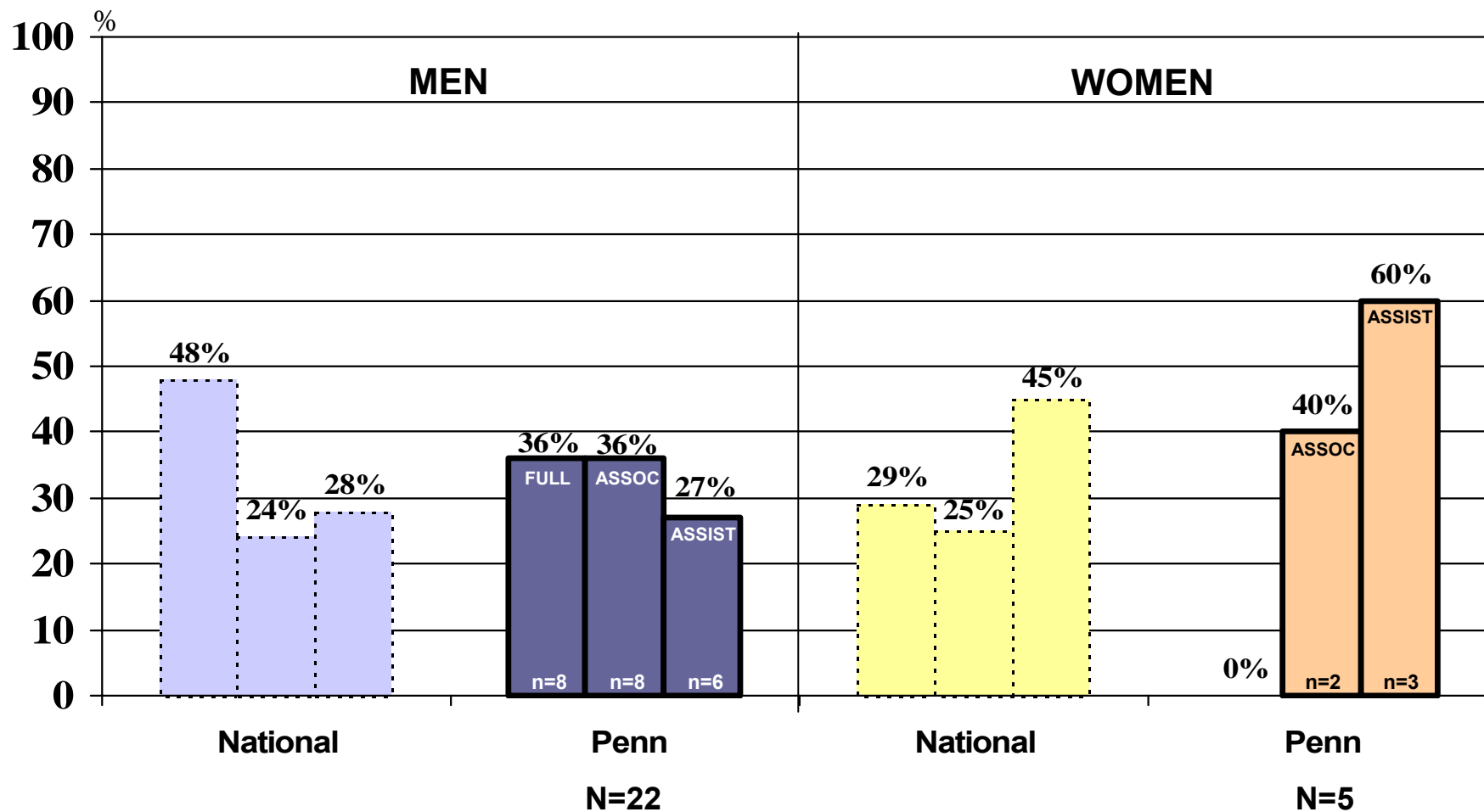


Distribution of Fulltime Faculty by Rank and Gender

Department of Pharmacology

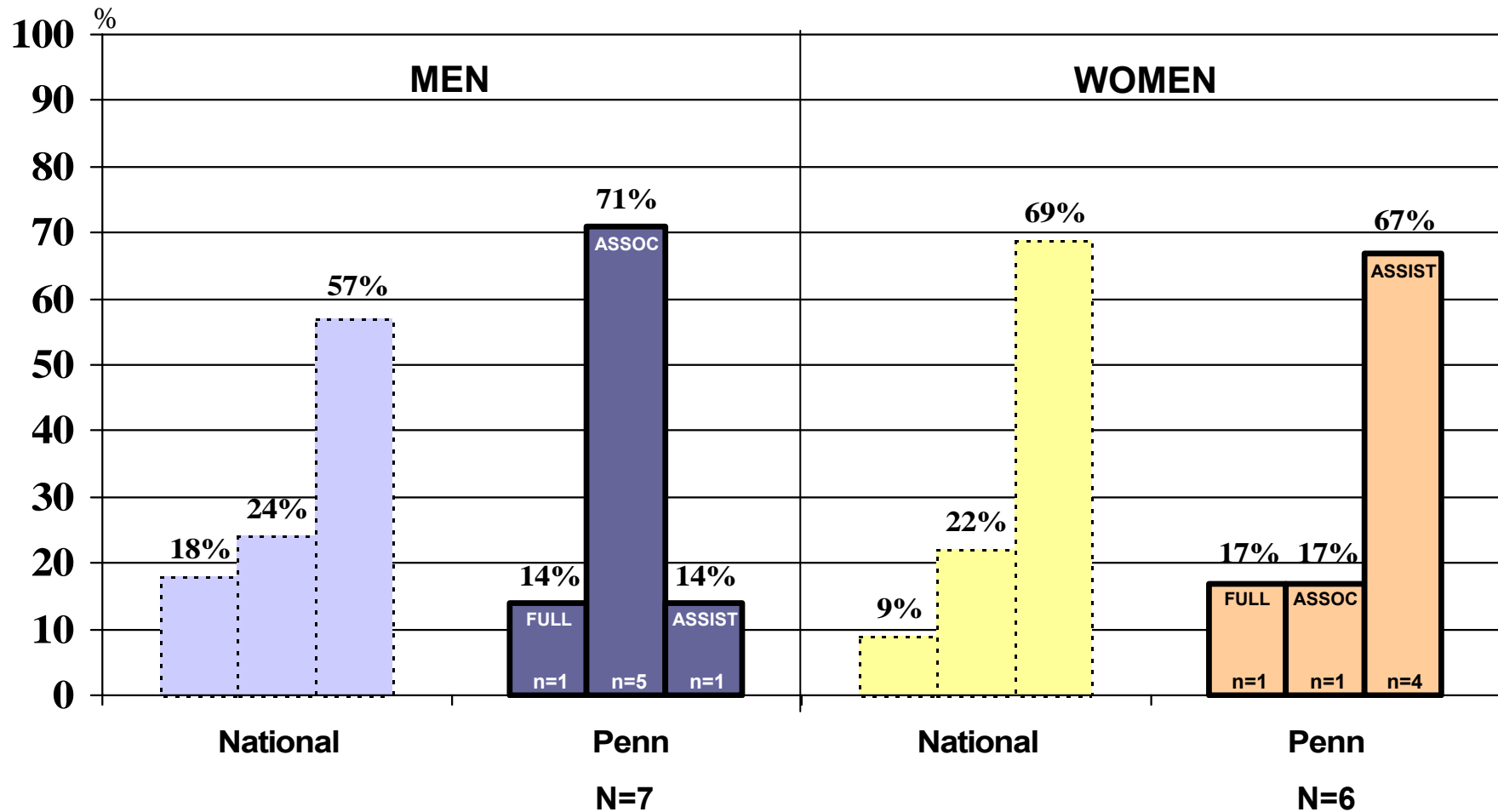
Penn compared with AAMC National Data, 2005

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

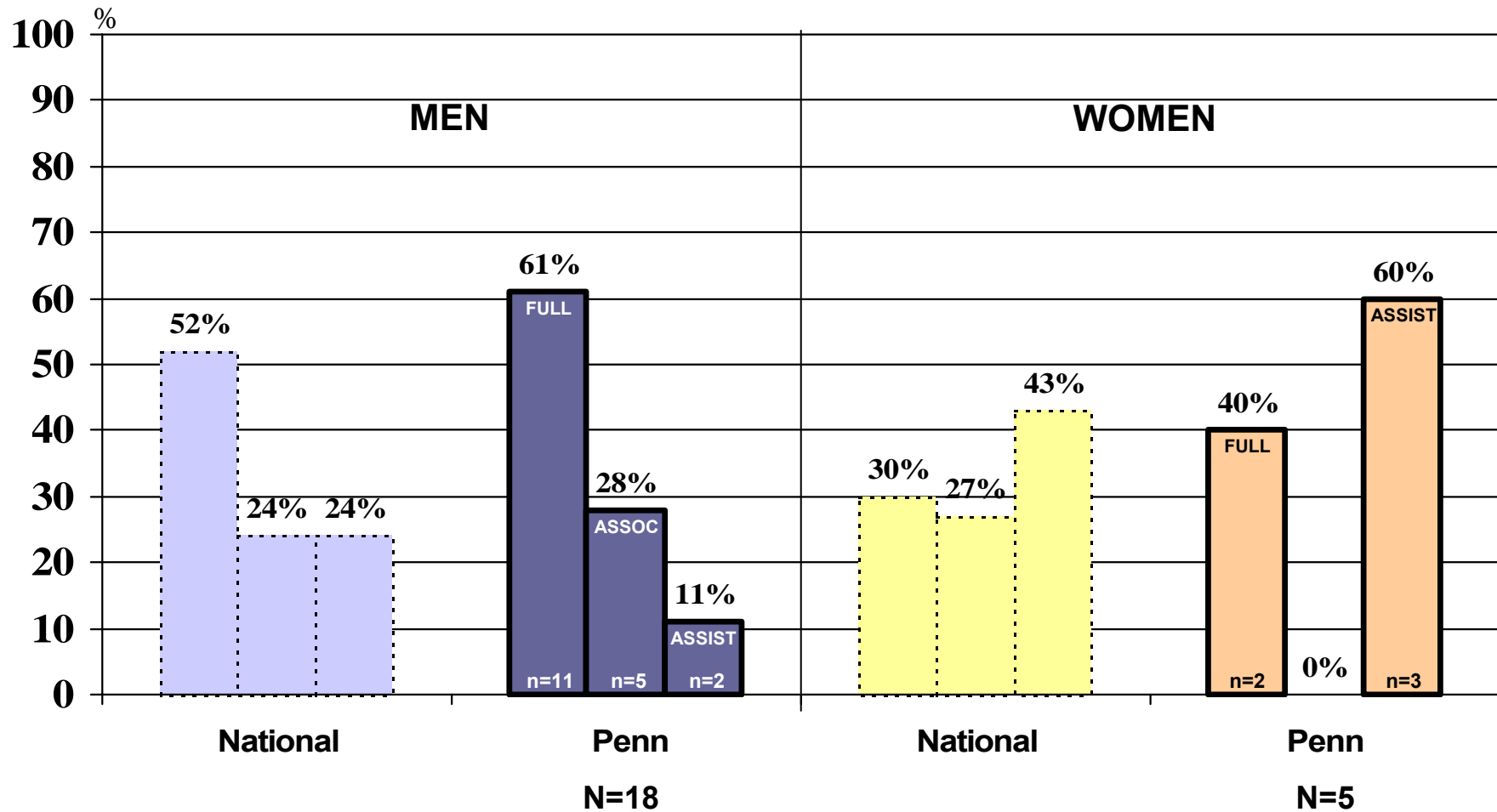


Distribution of Fulltime Faculty by Rank and Gender Department of Physical Medicine and Rehabilitation Penn compared with AAMC National Data, 2005

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

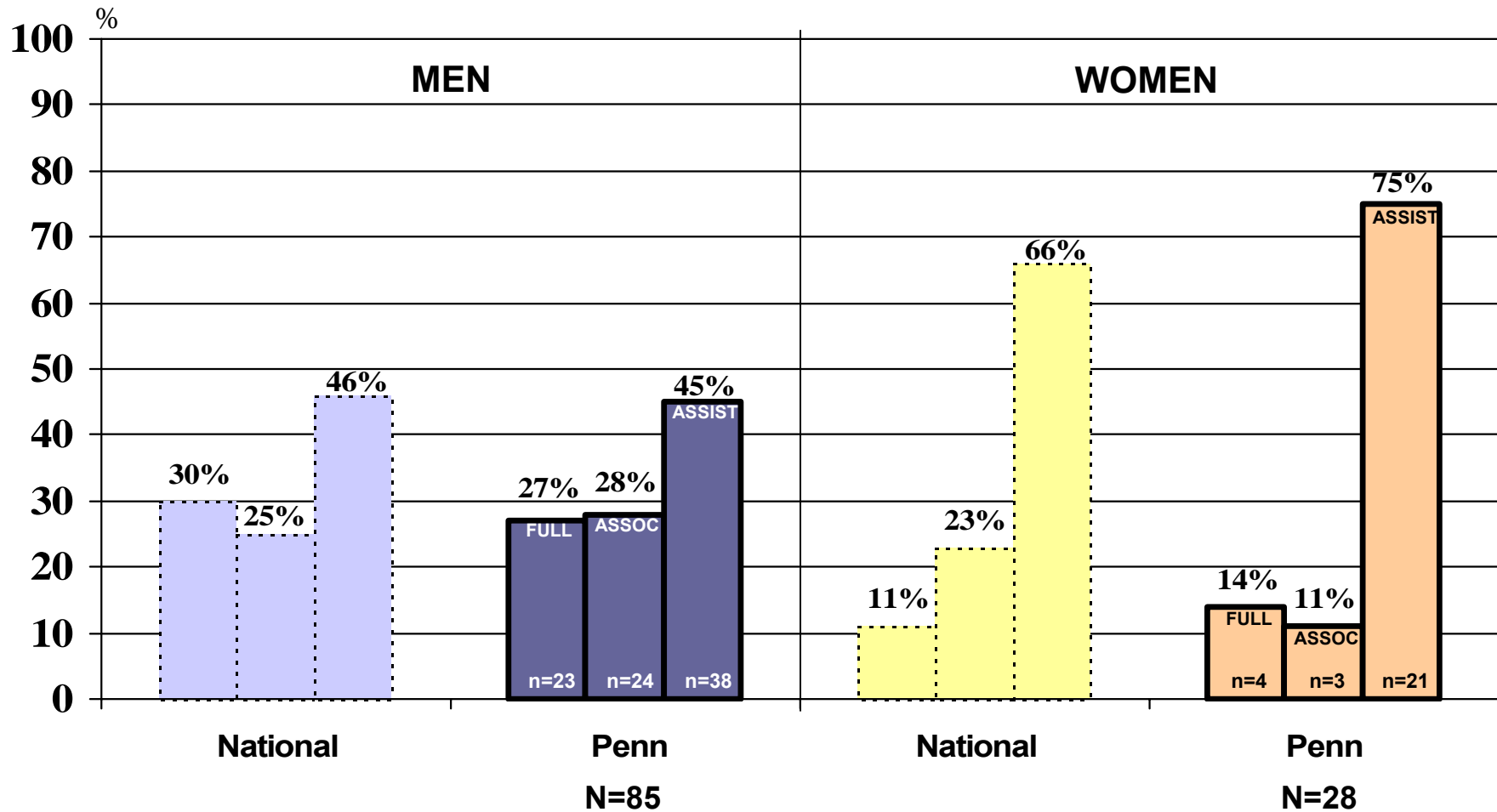


Distribution of Fulltime Faculty by Rank and Gender
Department of Physiology
Penn compared with AAMC National Data, 2005
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank and Gender Department of Psychiatry Penn compared with AAMC National Data, 2005

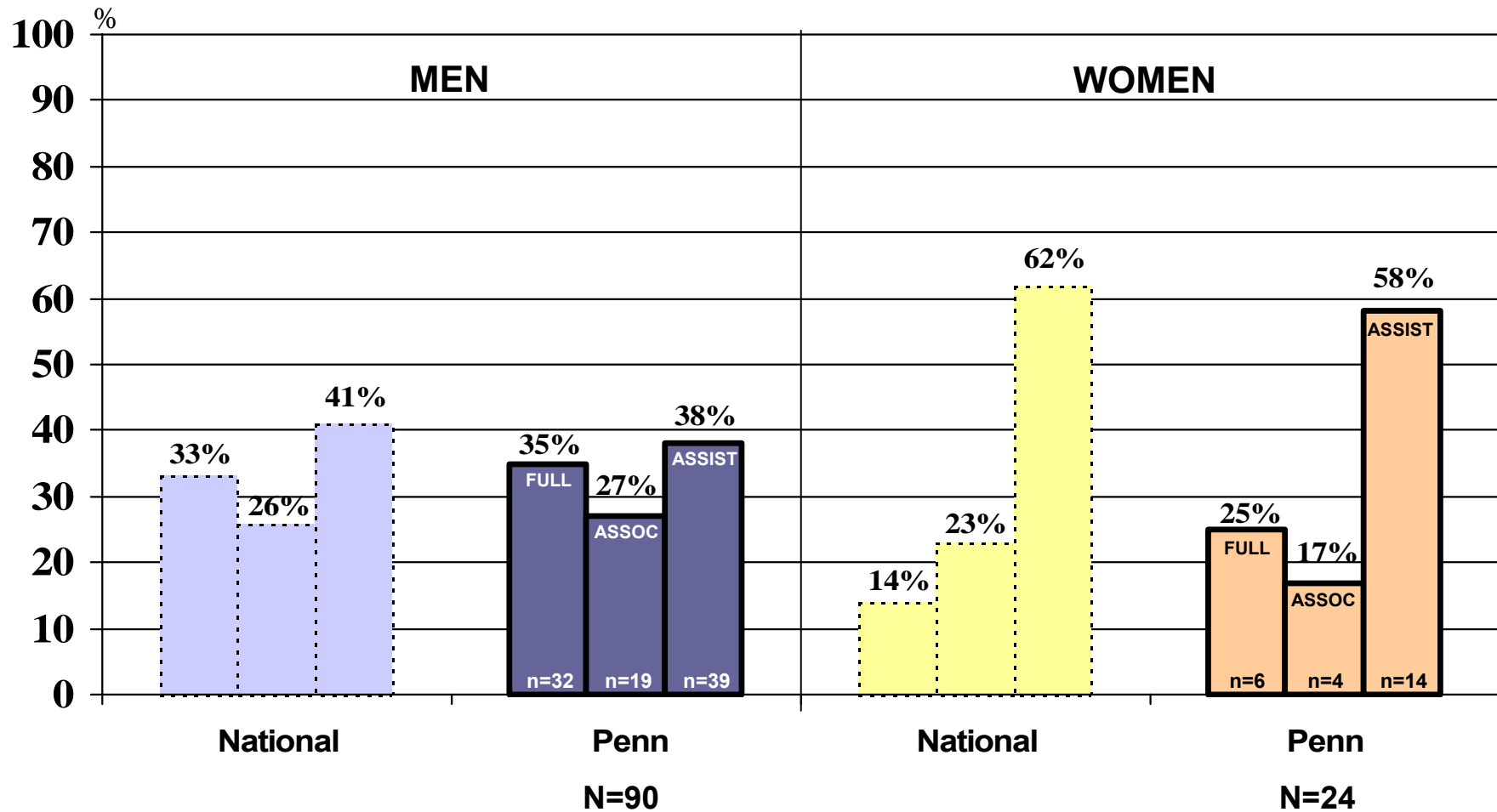
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Distribution of Fulltime Faculty by Rank and Gender Department of Radiology

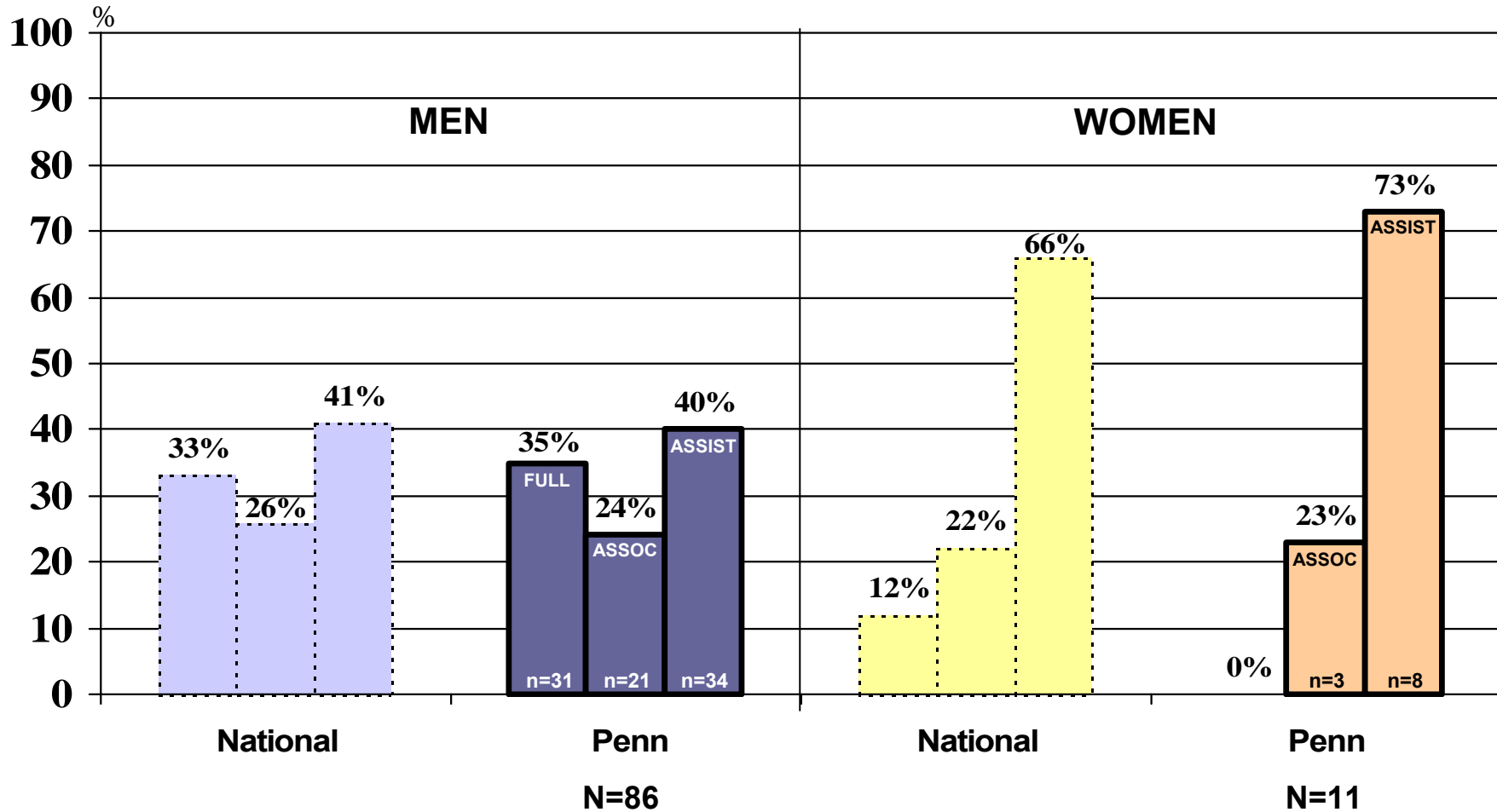
Penn compared with AAMC National Data, 2005

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



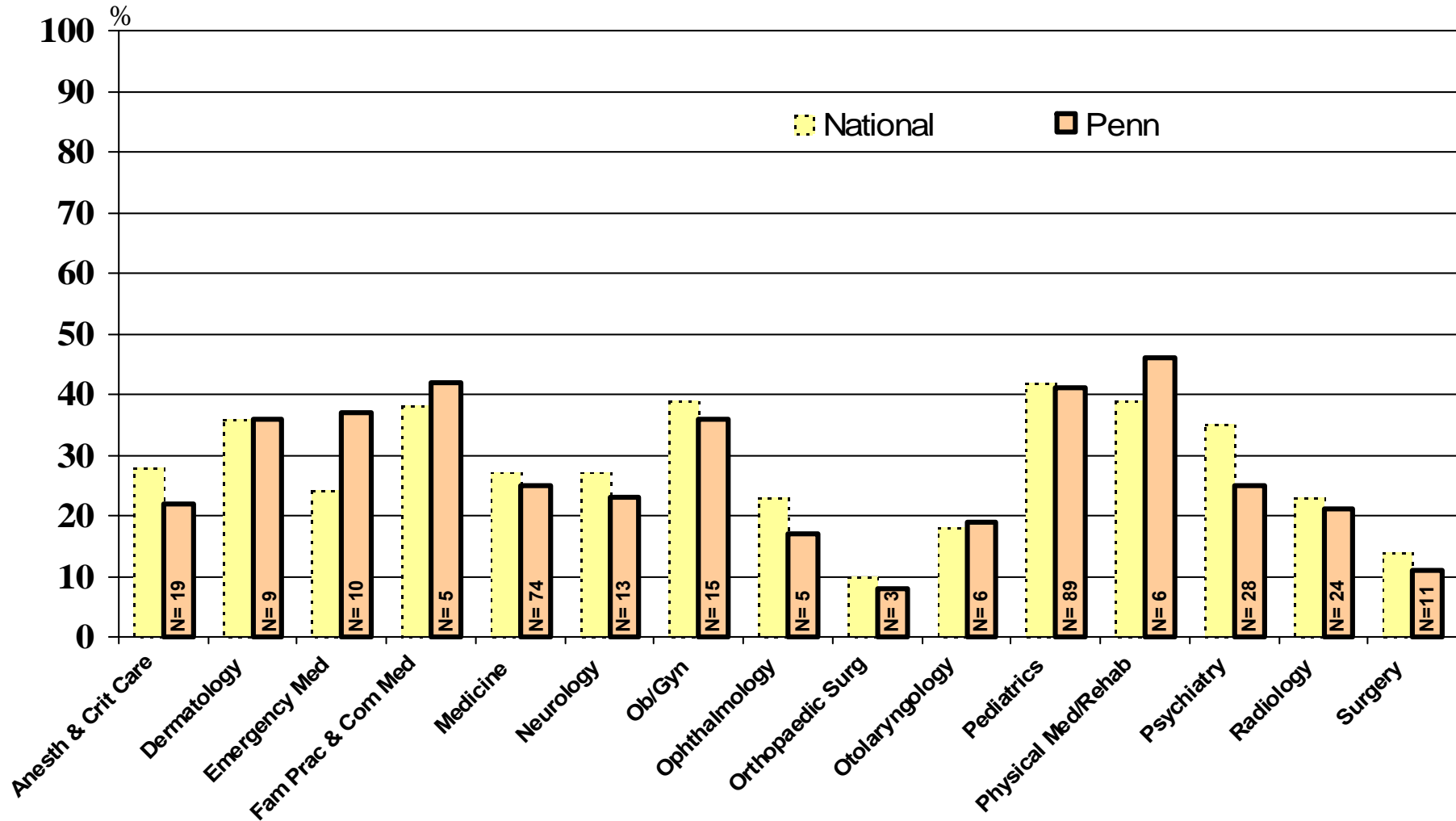
Distribution of Fulltime Faculty by Rank and Gender Department of Surgery Penn compared with AAMC National Data, 2005

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



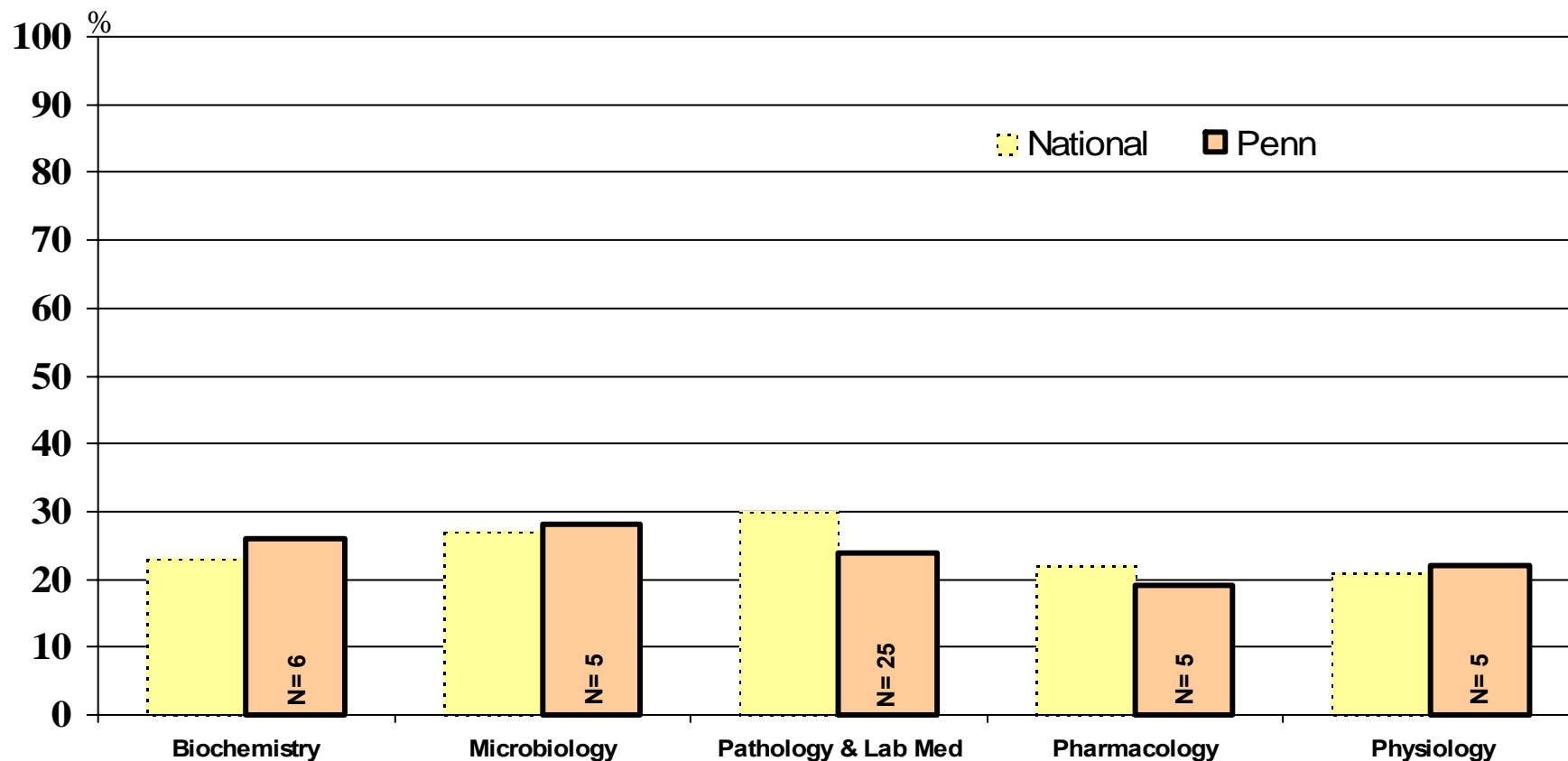
Percent *Women* Fulltime Medical Faculty by Clinical Department Penn versus AAMC National Data, 2005

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



Percent *Women* Fulltime Medical Faculty by Basic Science Department Penn versus AAMC National Data, 2005

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



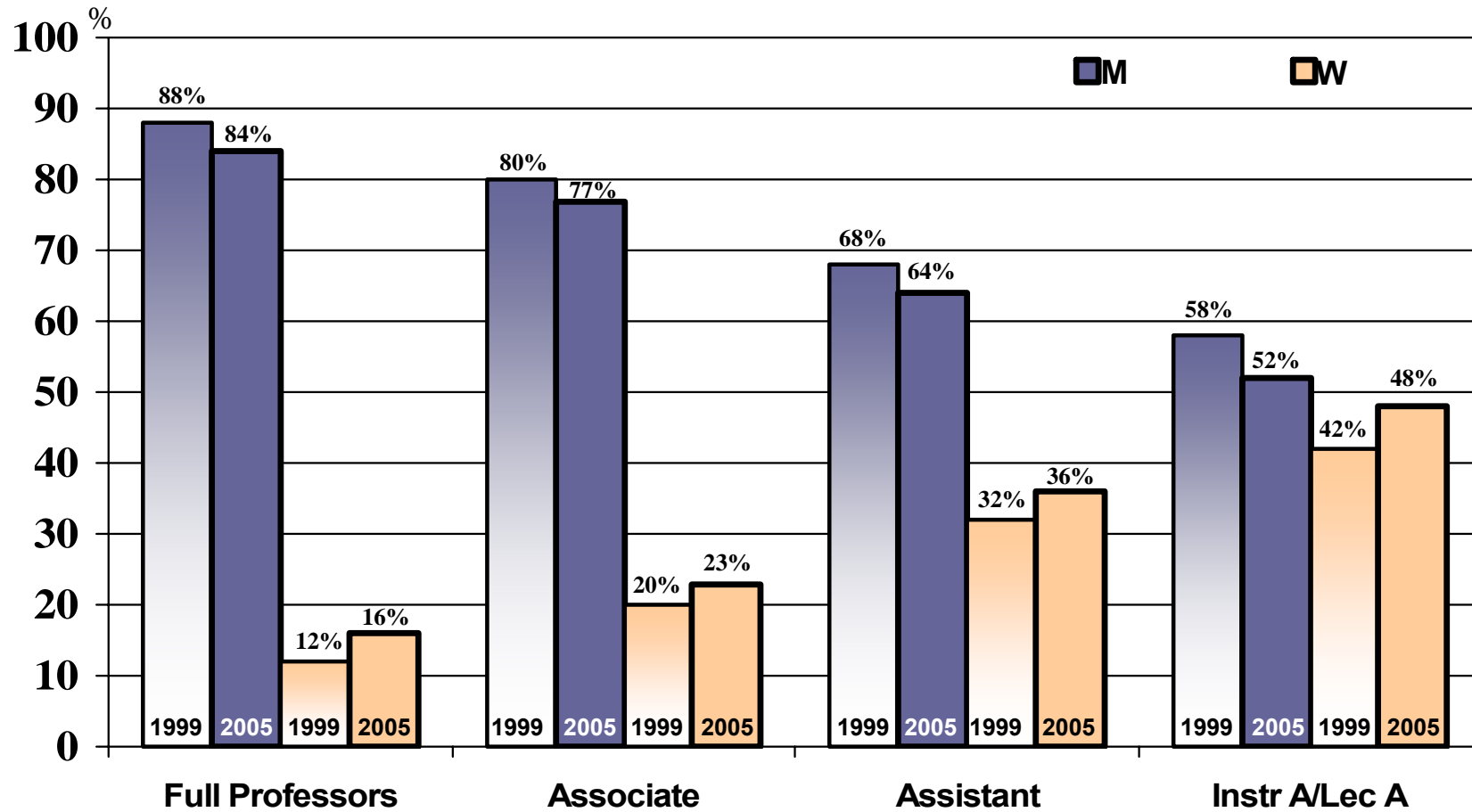
General Overview
1999 – 2005

~

Annual Benchmark Data

Overview: 1999 versus 2005 Gender Distribution within Ranks Penn Medical School Faculty

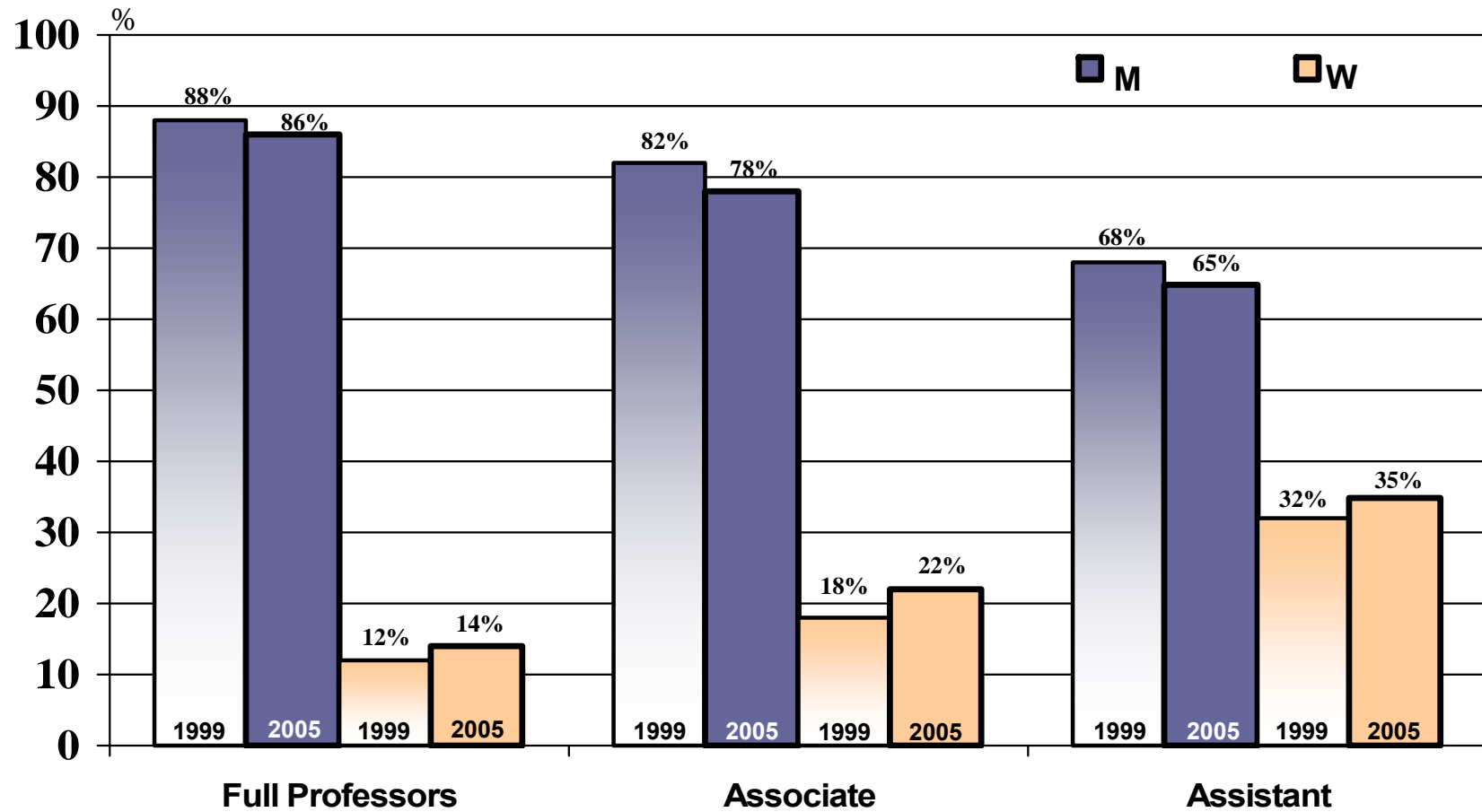
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



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

Overview: 1999 versus 2005 Gender Distribution within Ranks Penn Medical School *Standing** Faculty

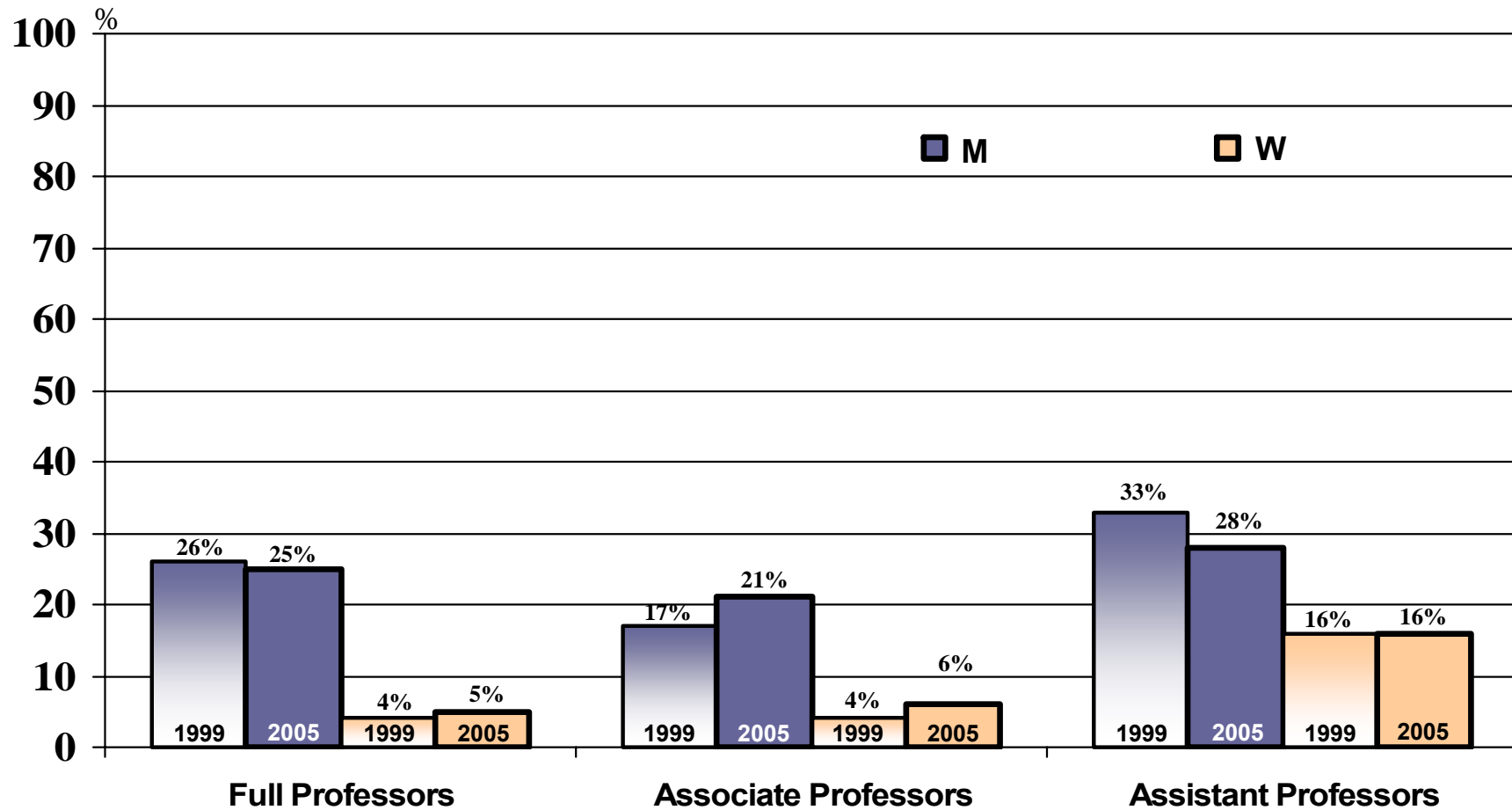
(*includes only Tenure and Clinician-Educator Tracks)



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

Overview: 1999 versus 2005 Gender Breakdown across Ranks Penn Medical School Fulltime Faculty

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



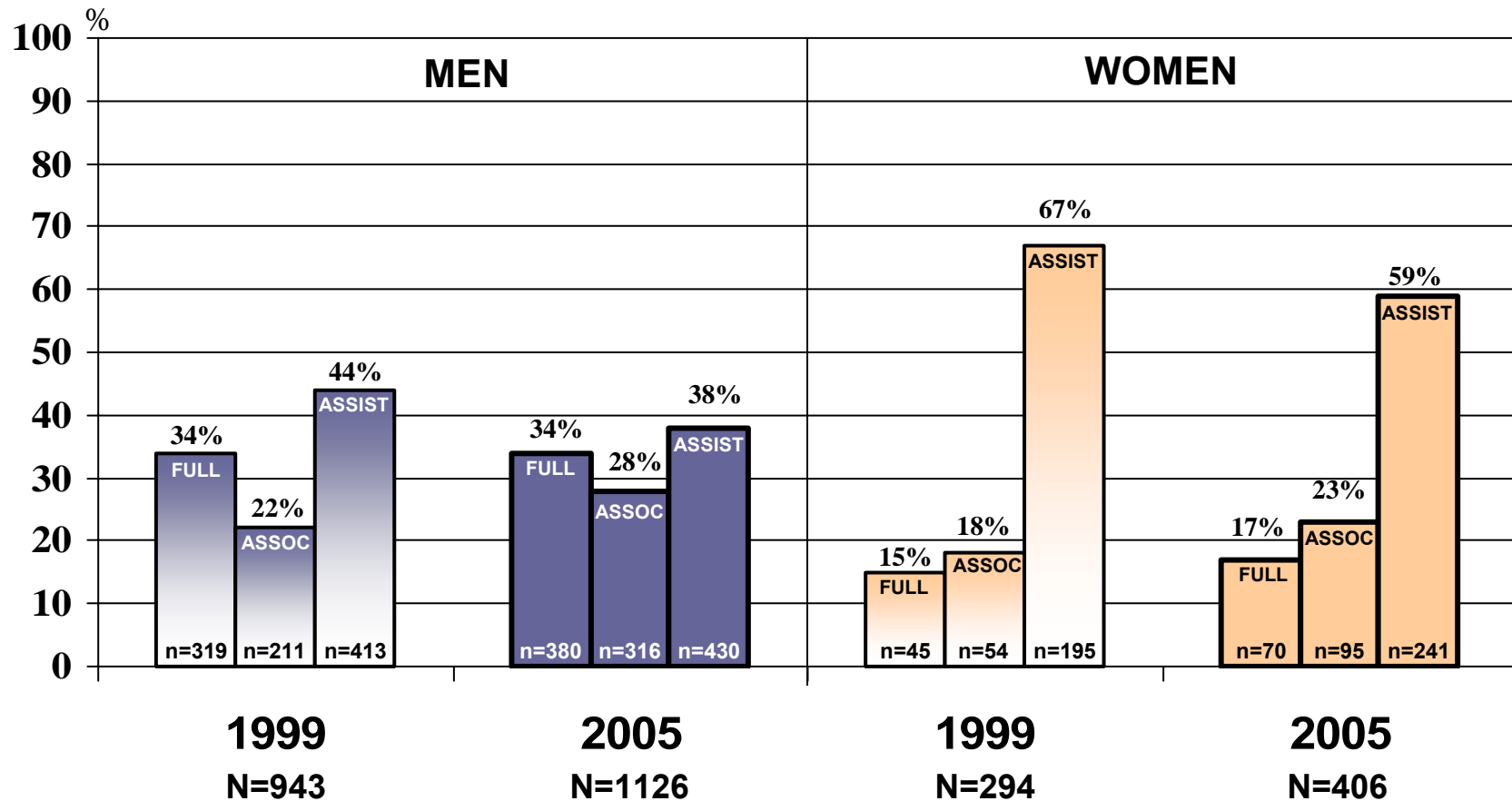
(Note: Denominator is TOTAL number of fulltime faculty: in 1999, N= 1237; in 2005, N= 1532)

Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

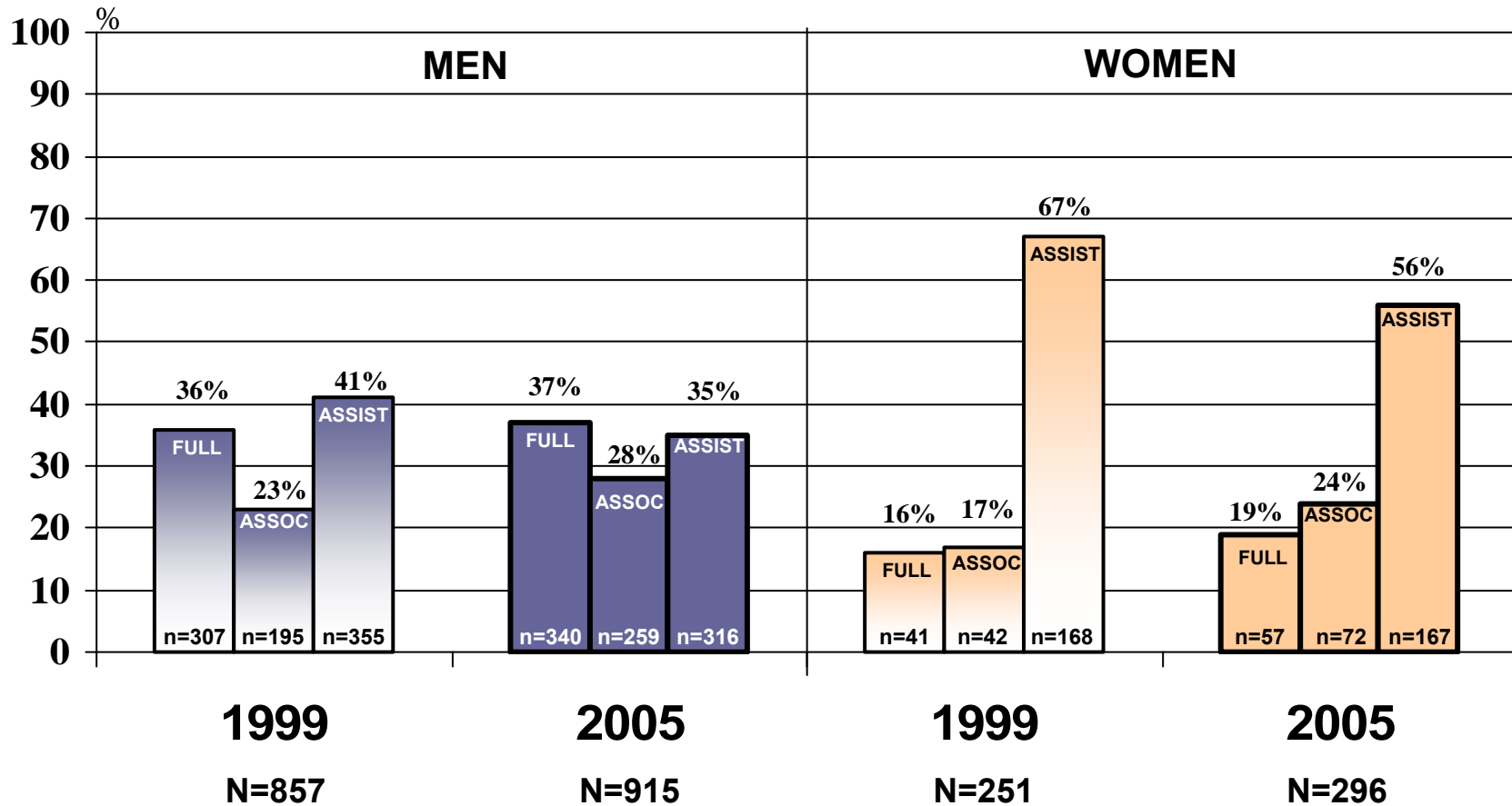
Penn Medical School Fulltime Faculty

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



From 1999-2005, data indicate the following: An increase in the percentage of women faculty from 23.8% to 26.5% ($p=.05$ for trend); An increase in the percentage of women at the senior rank (associate and full professor) from 34% to 41% ($p=.02$ for trend), and for men, from 56% to 62% ($p<.001$ for trend); A concomitant decrease in the percentage of women at the assistant professor rank from 67% to 59% ($p=.02$) and for men, from 44% to 38% ($p<.001$).

Overview: 1999 versus 2005
Distribution of Ranks Separated by Gender
Penn Medical School *Standing Faculty**
*(*includes only Tenure and Clinician-Educator Tracks)*

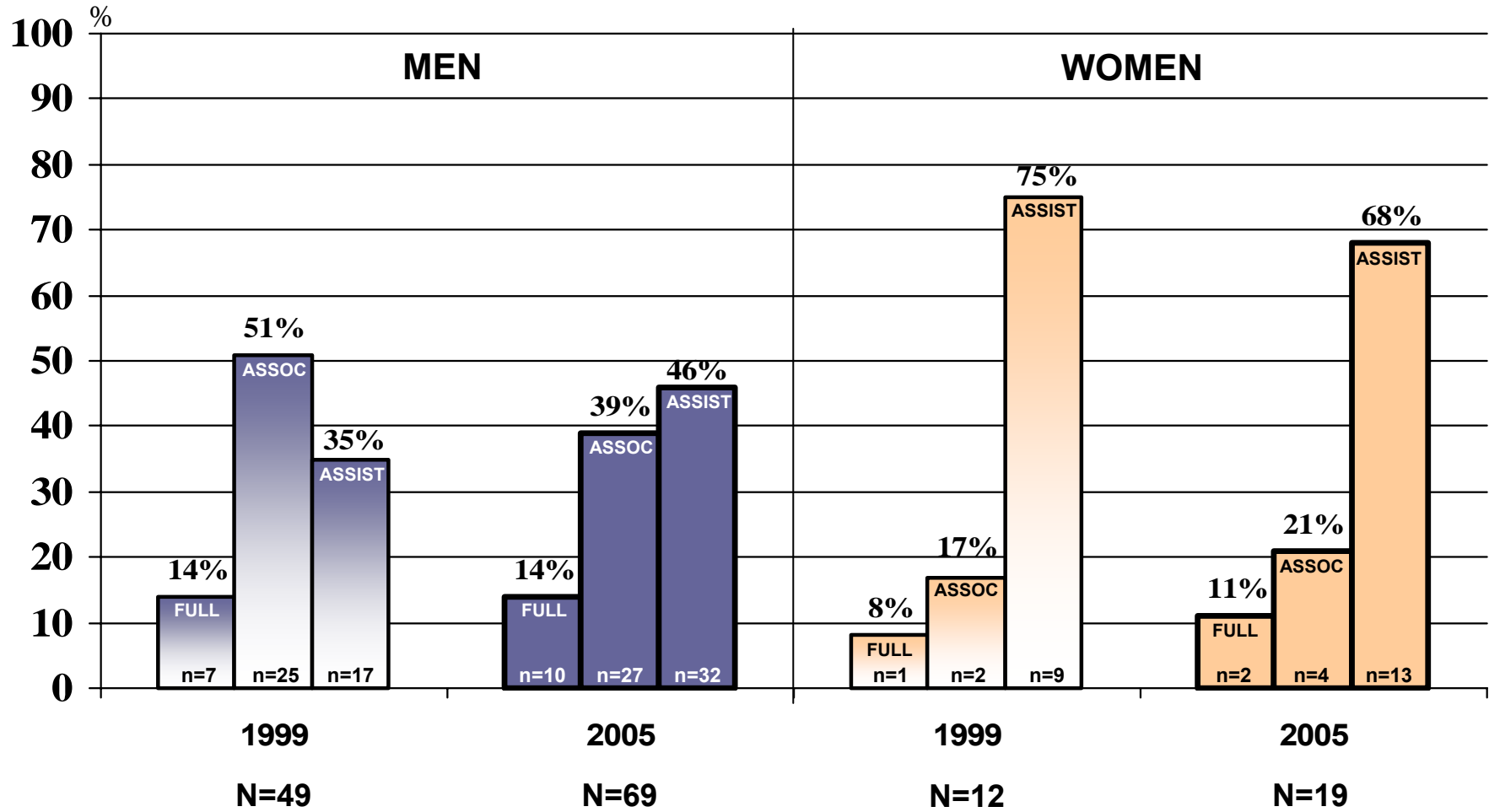


Overview: 1999 versus 2005

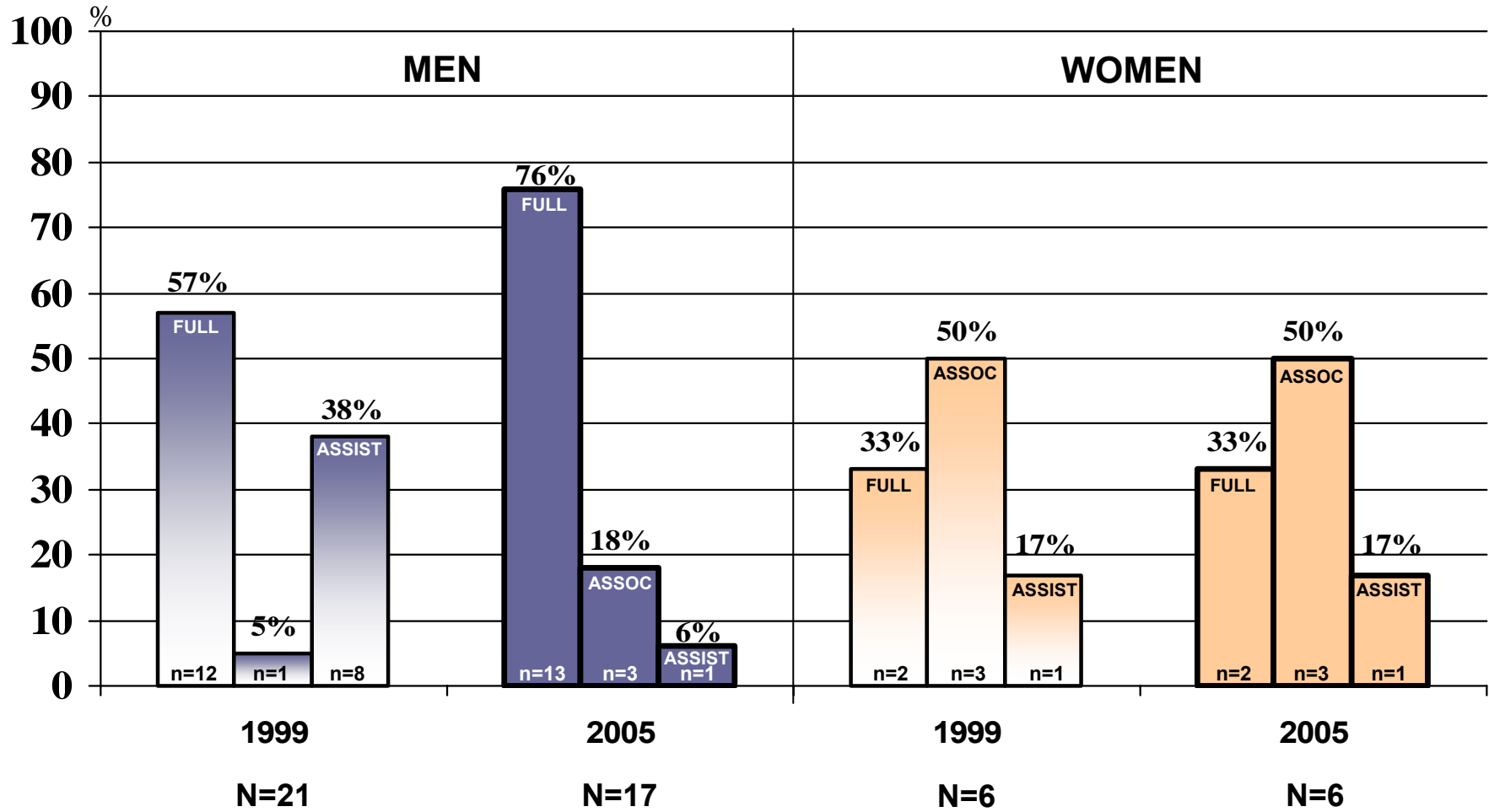
Distribution of Ranks Separated by Gender

Penn's Department of Anesthesia & Critical Care

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



Overview: 1999 versus 2005
Distribution of Ranks Separated by Gender
Penn's Department of Biochemistry & Biophysics
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)

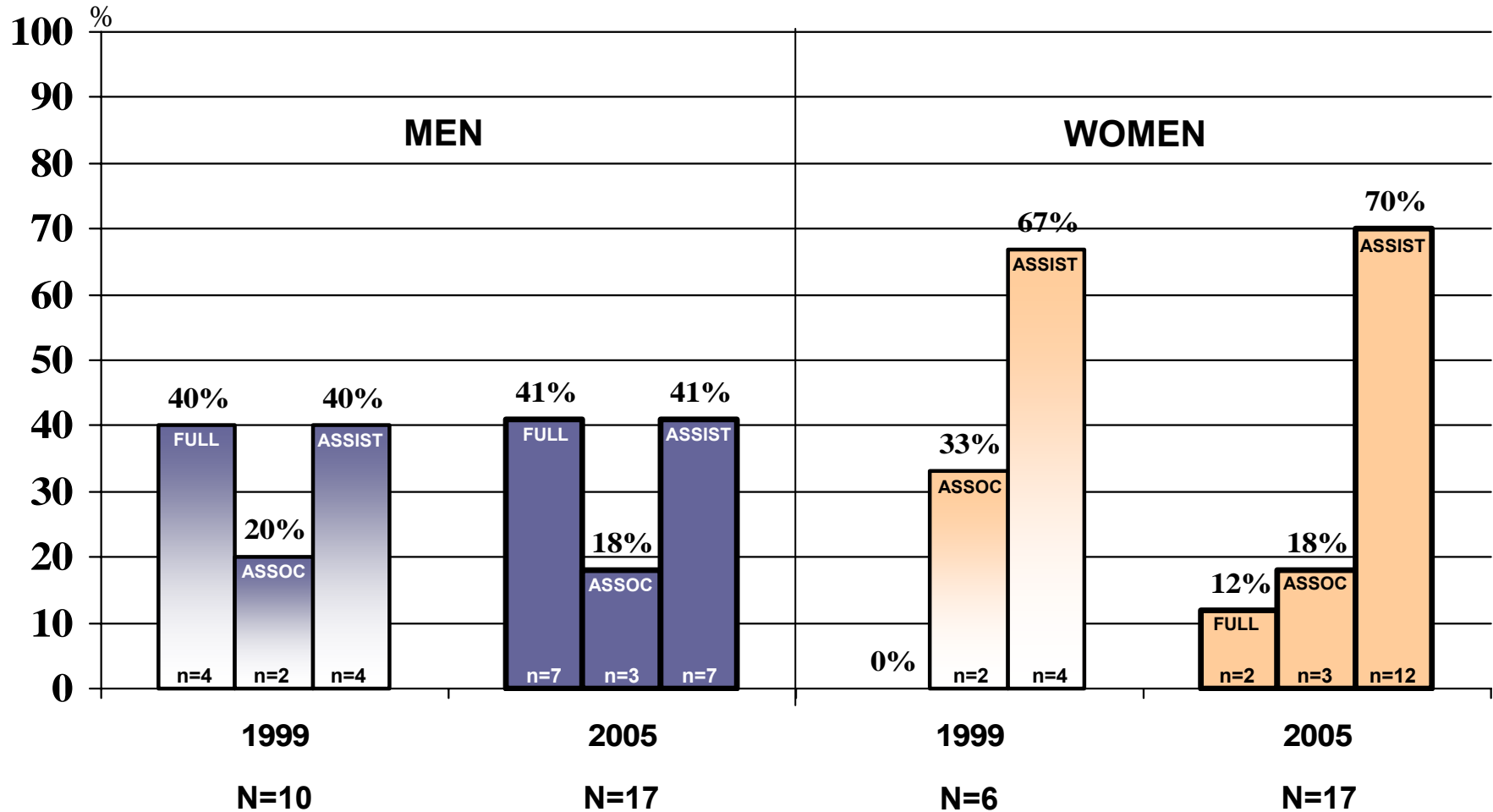


Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

Penn's Department of Biostatistics & Epidemiology

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

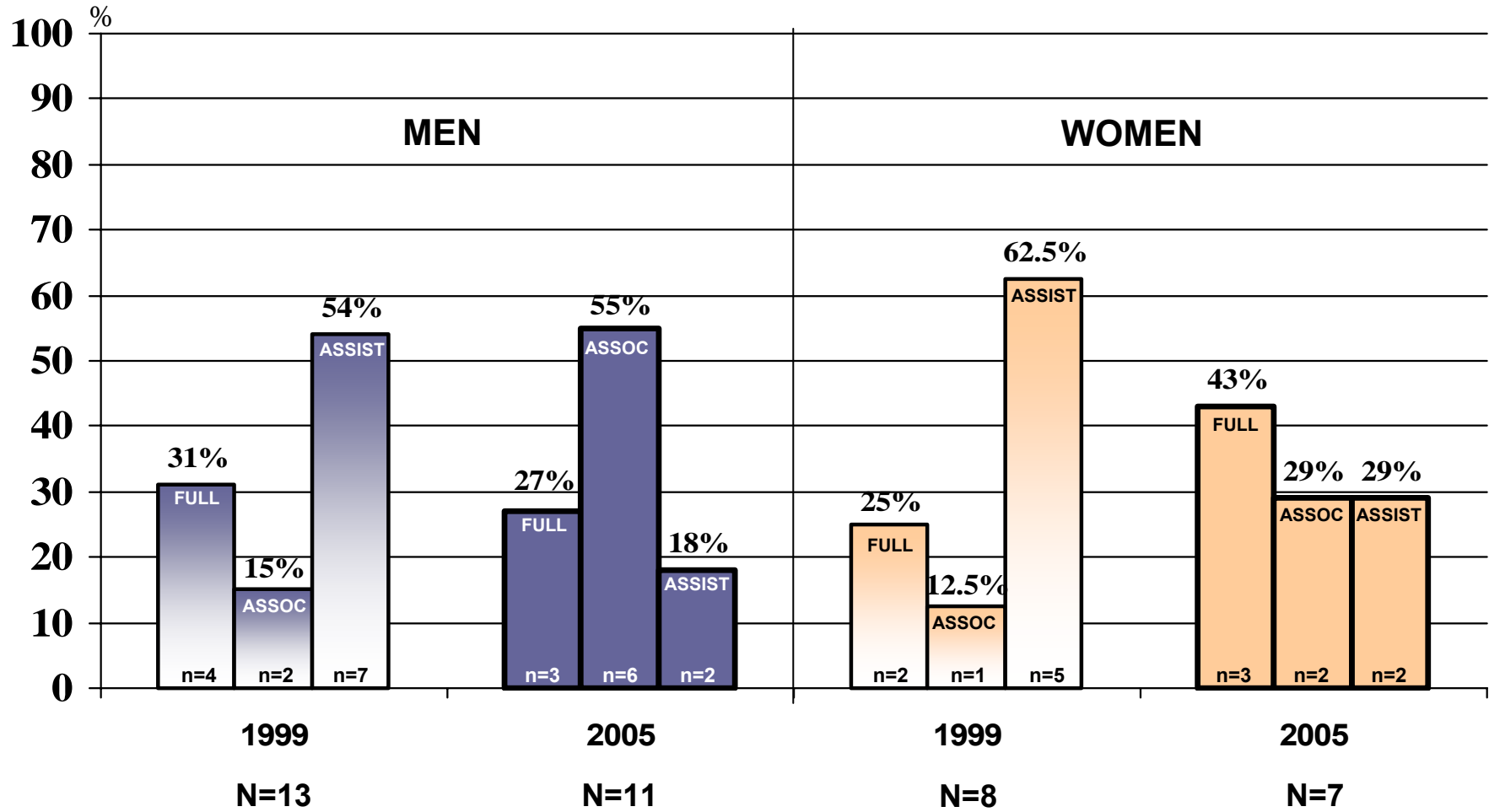


Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

Penn's Department of Cell & Developmental Biology

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

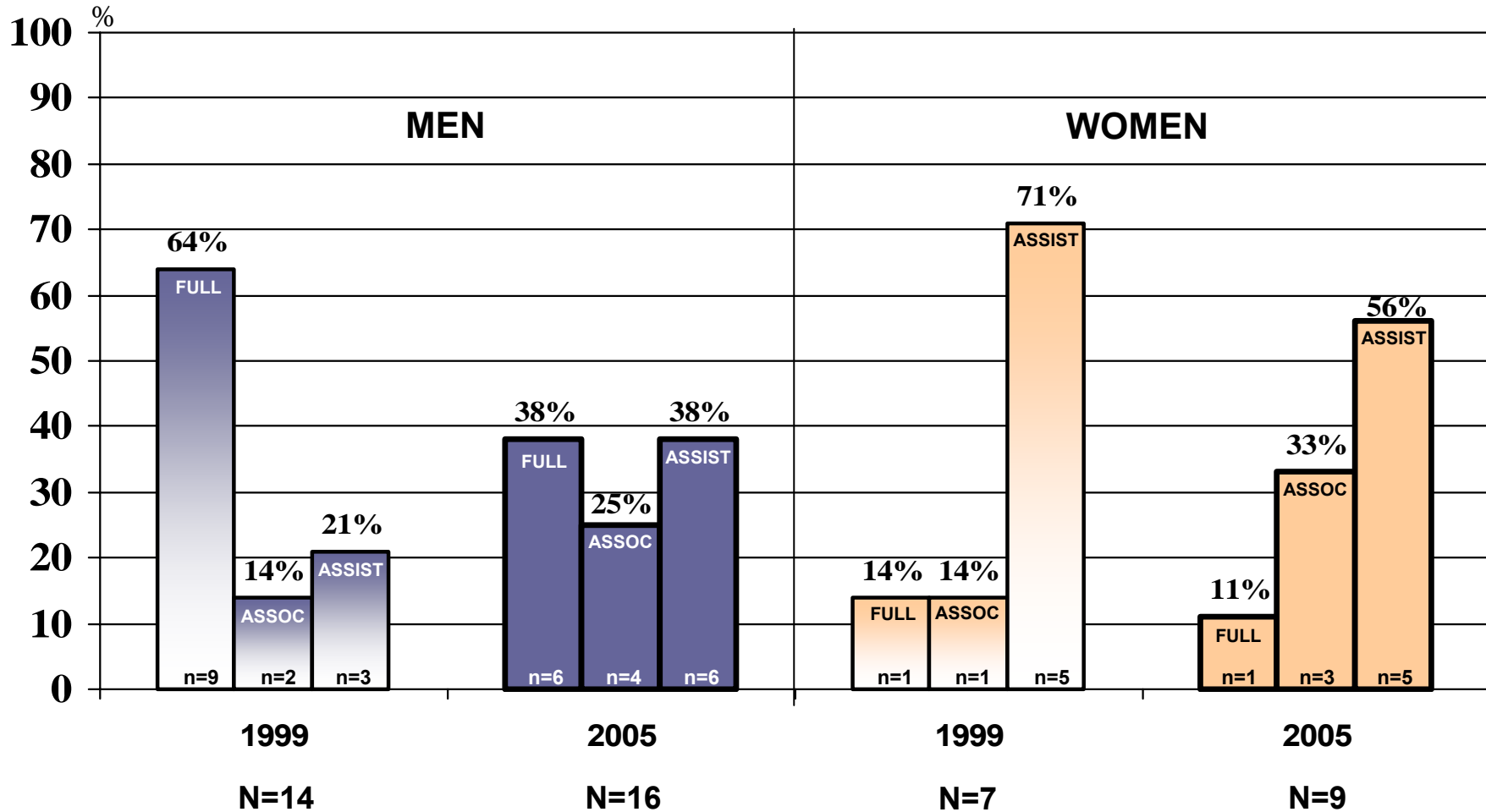


Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

Penn's Department of Dermatology

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

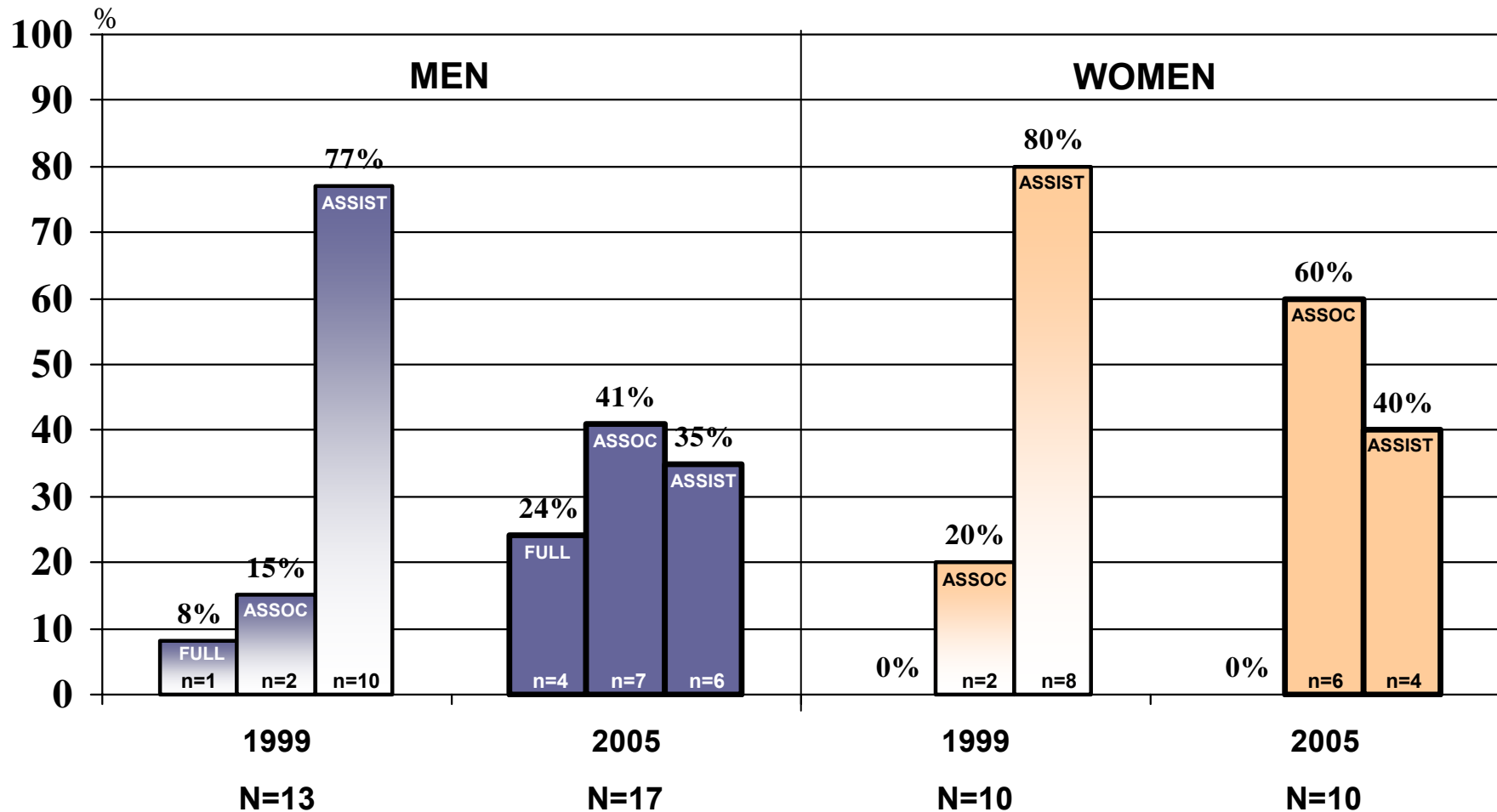


Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

Penn's Department of Emergency Medicine

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

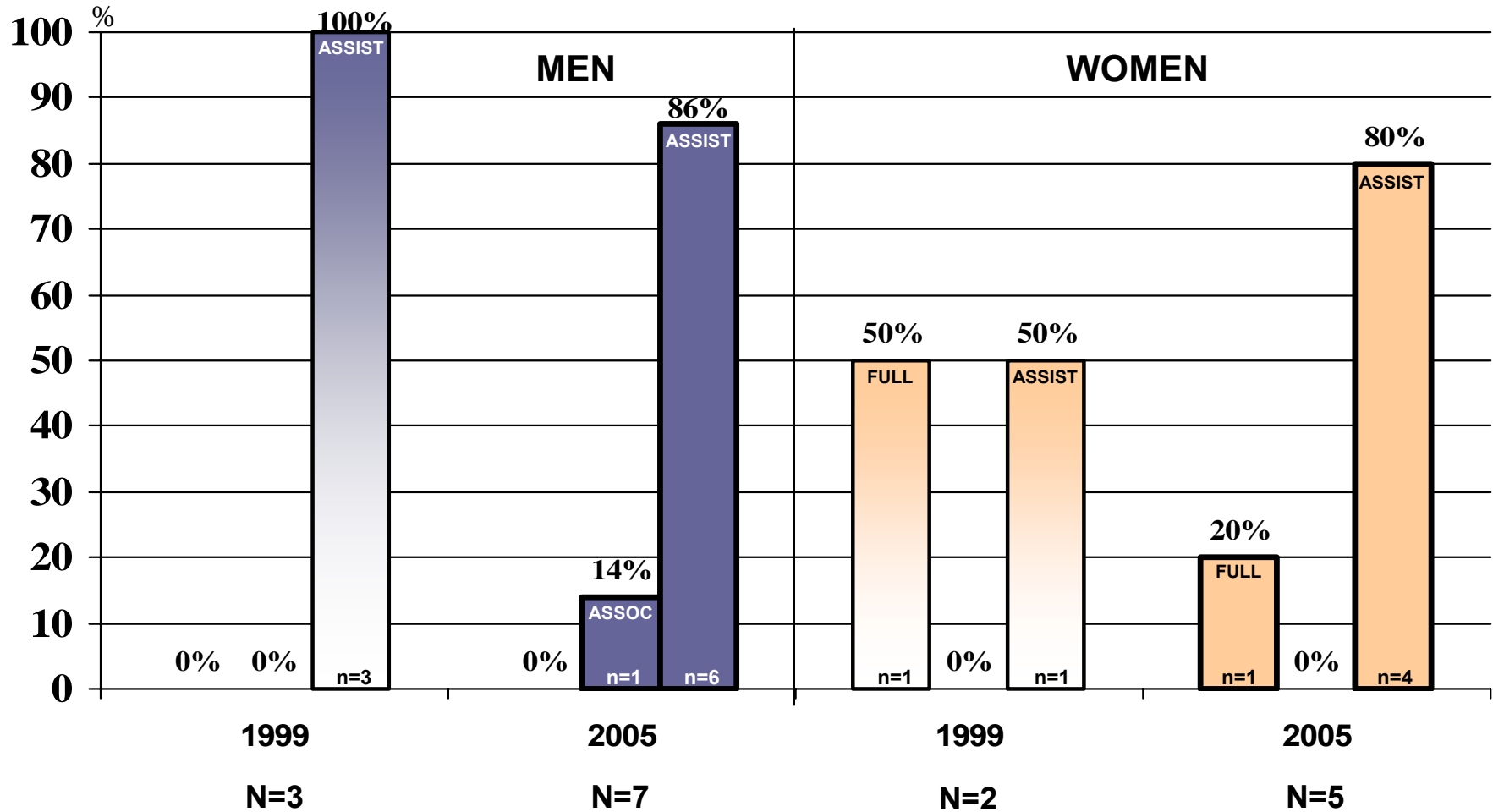


Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

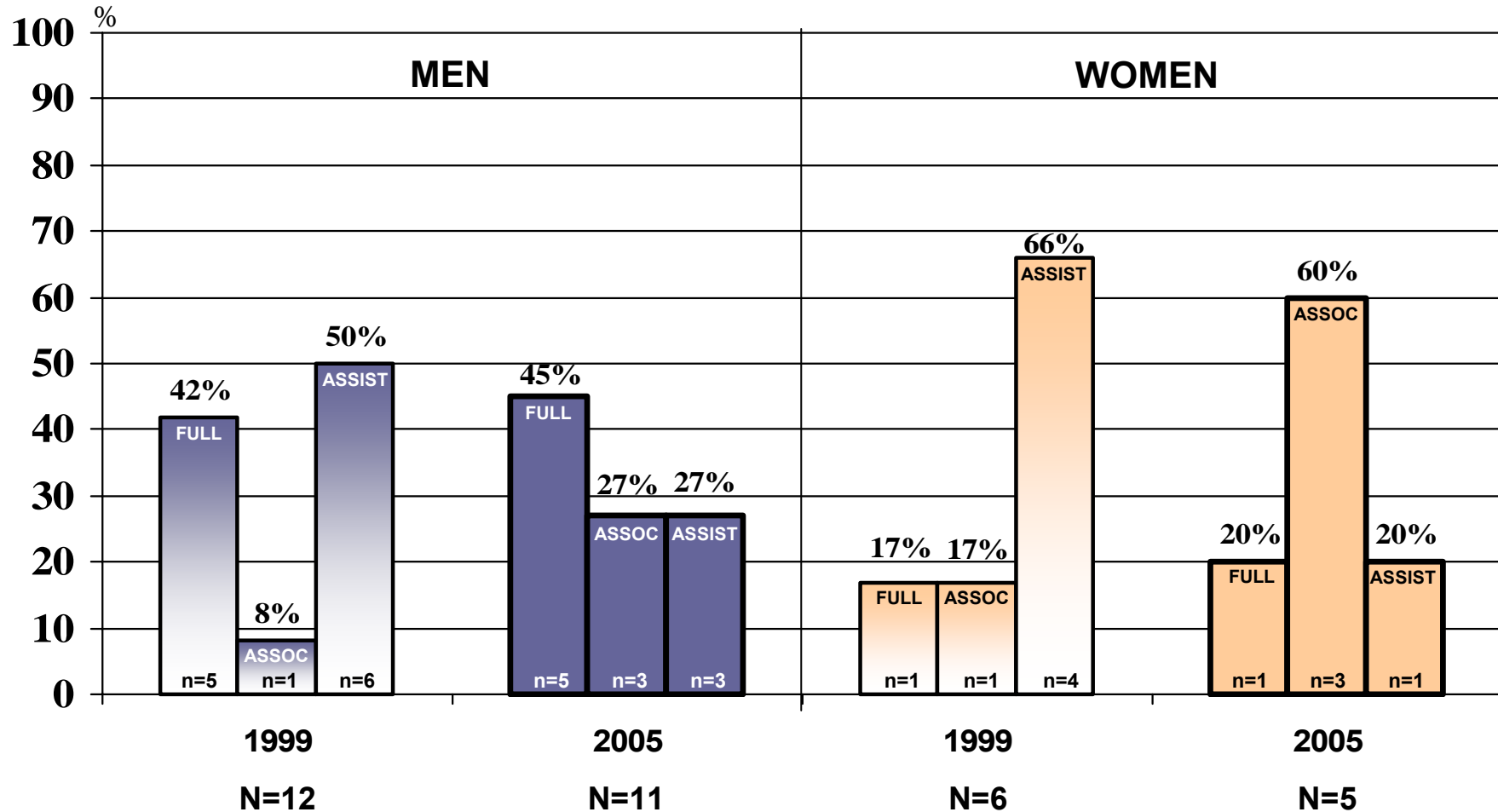
Penn's Department of Family Medicine

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



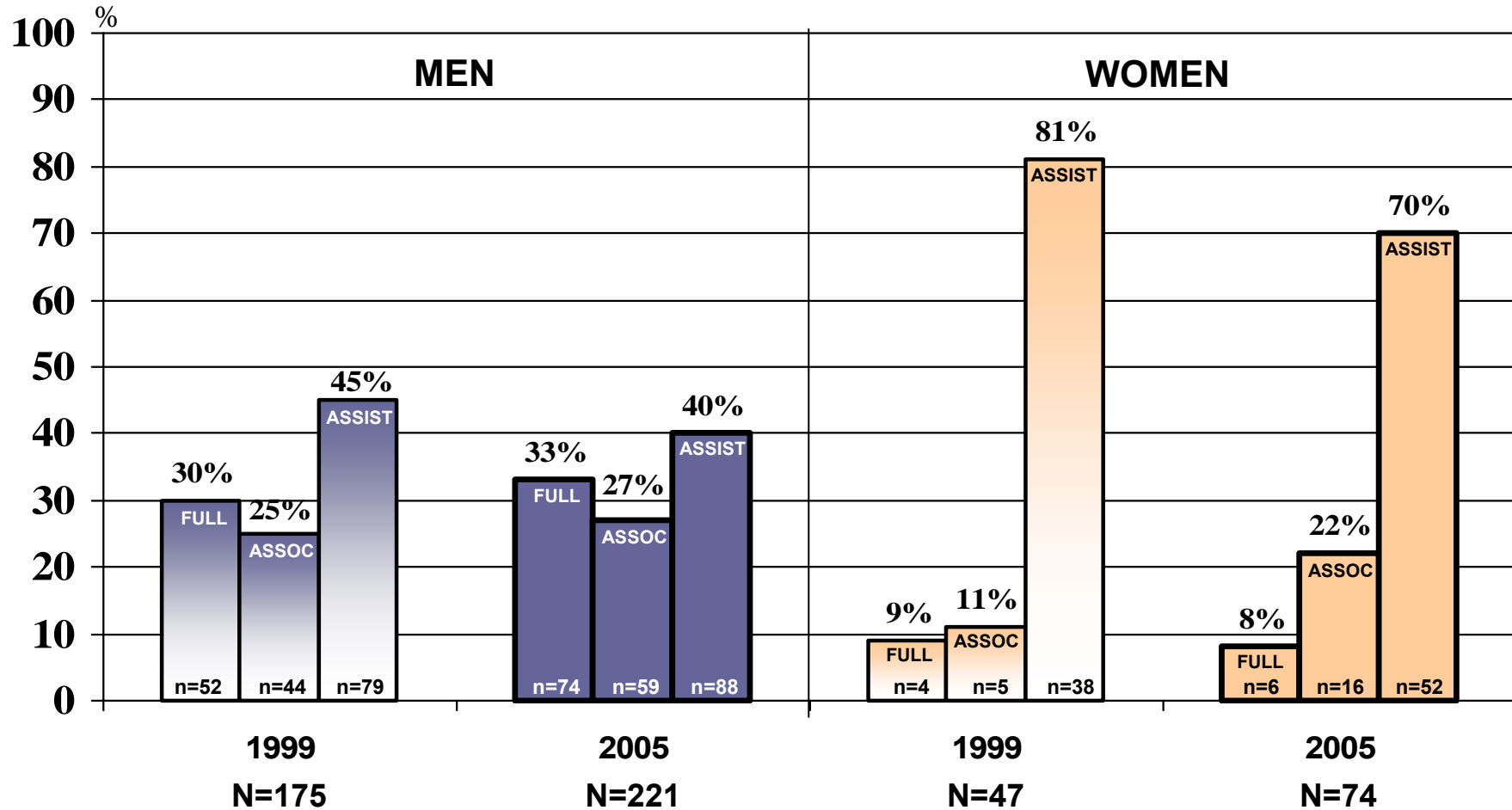
Overview: 1999 versus 2005 Distribution of Ranks Separated by Gender Penn's Department of Genetics

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



Overview: 1999 versus 2005 Distribution of Ranks Separated by Gender Penn's Department of Medicine

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

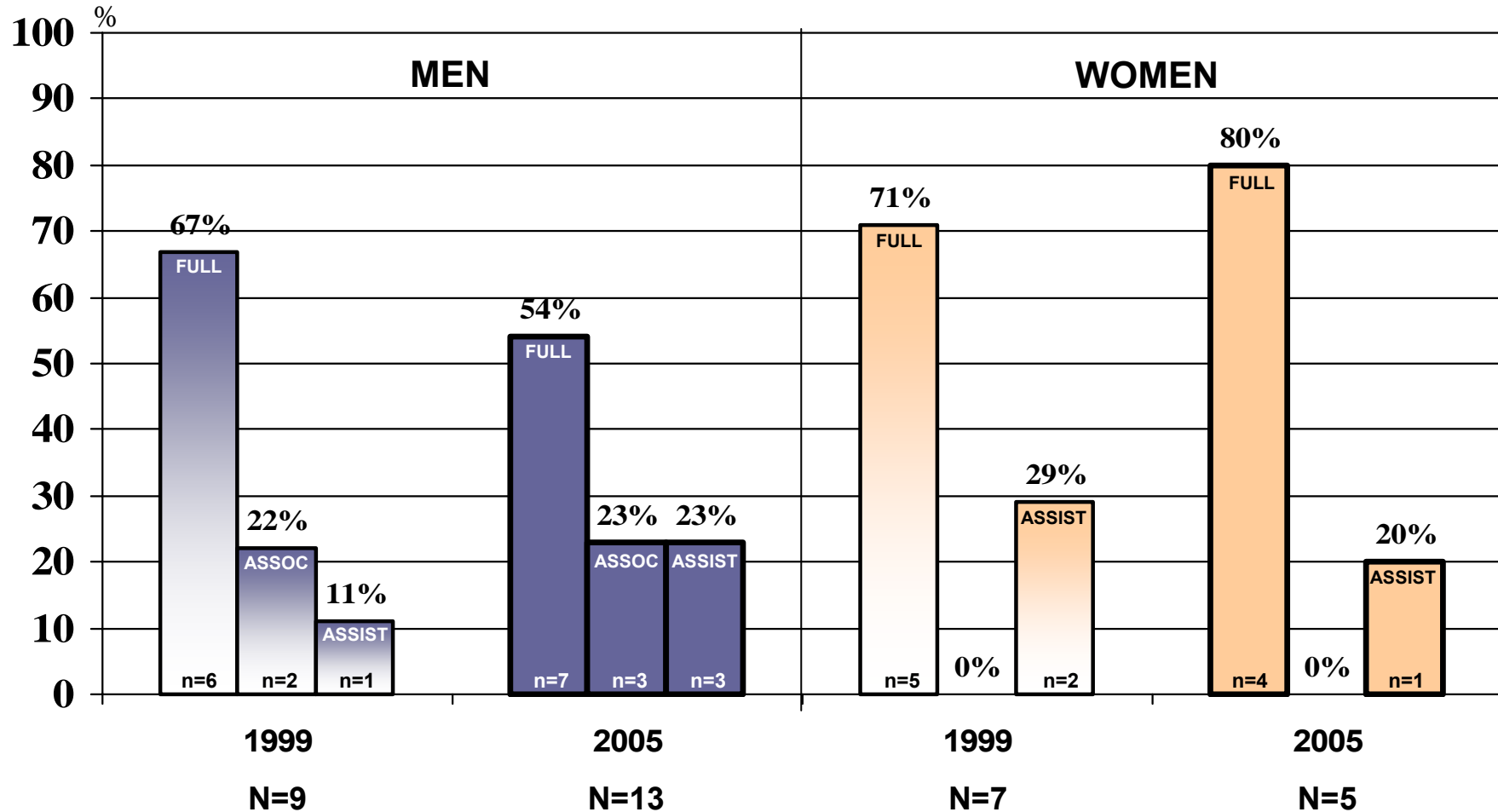


Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

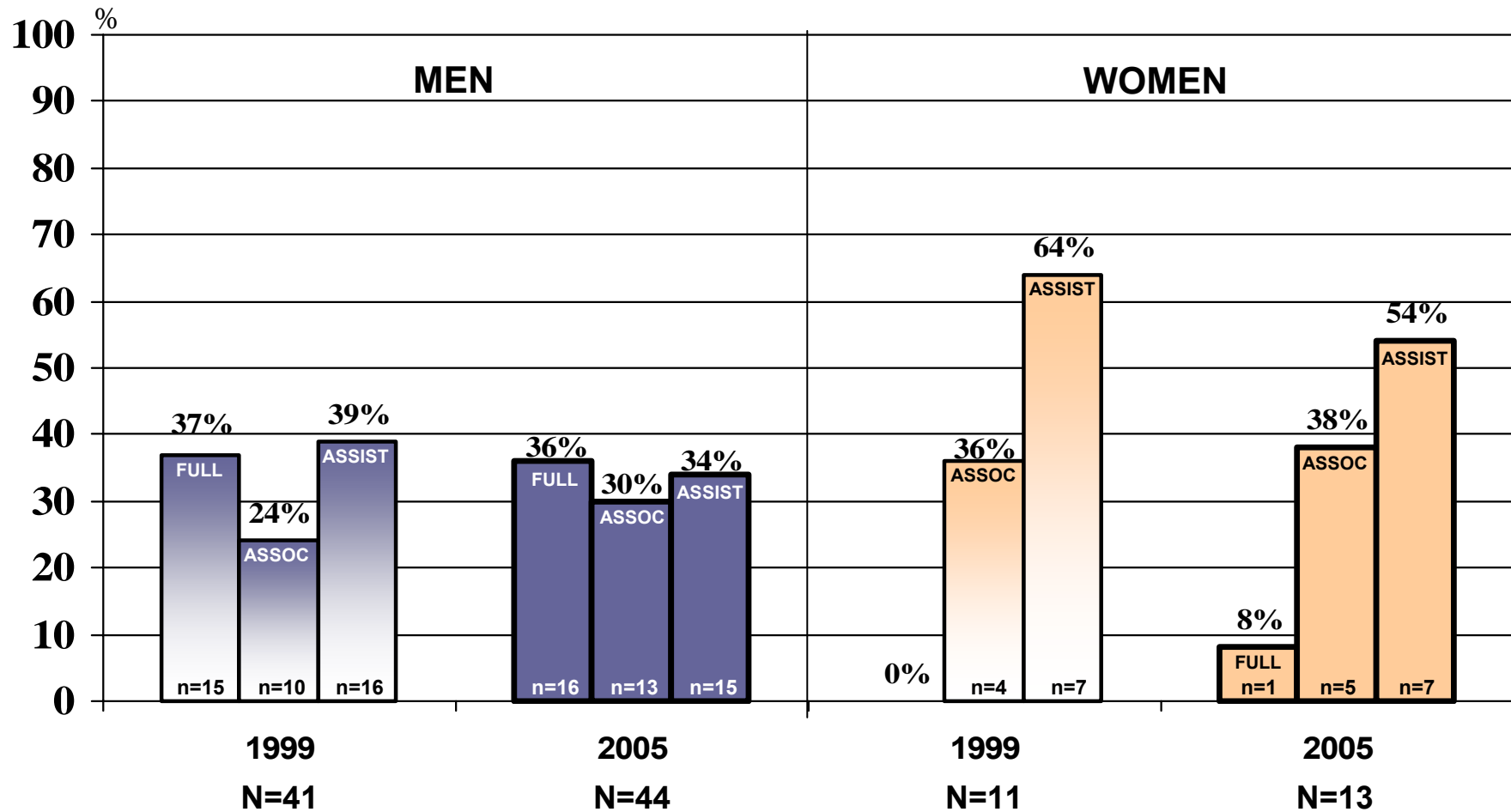
Penn's Department of Microbiology

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



Overview: 1999 versus 2005 Distribution of Ranks Separated by Gender Penn's Department of Neurology

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

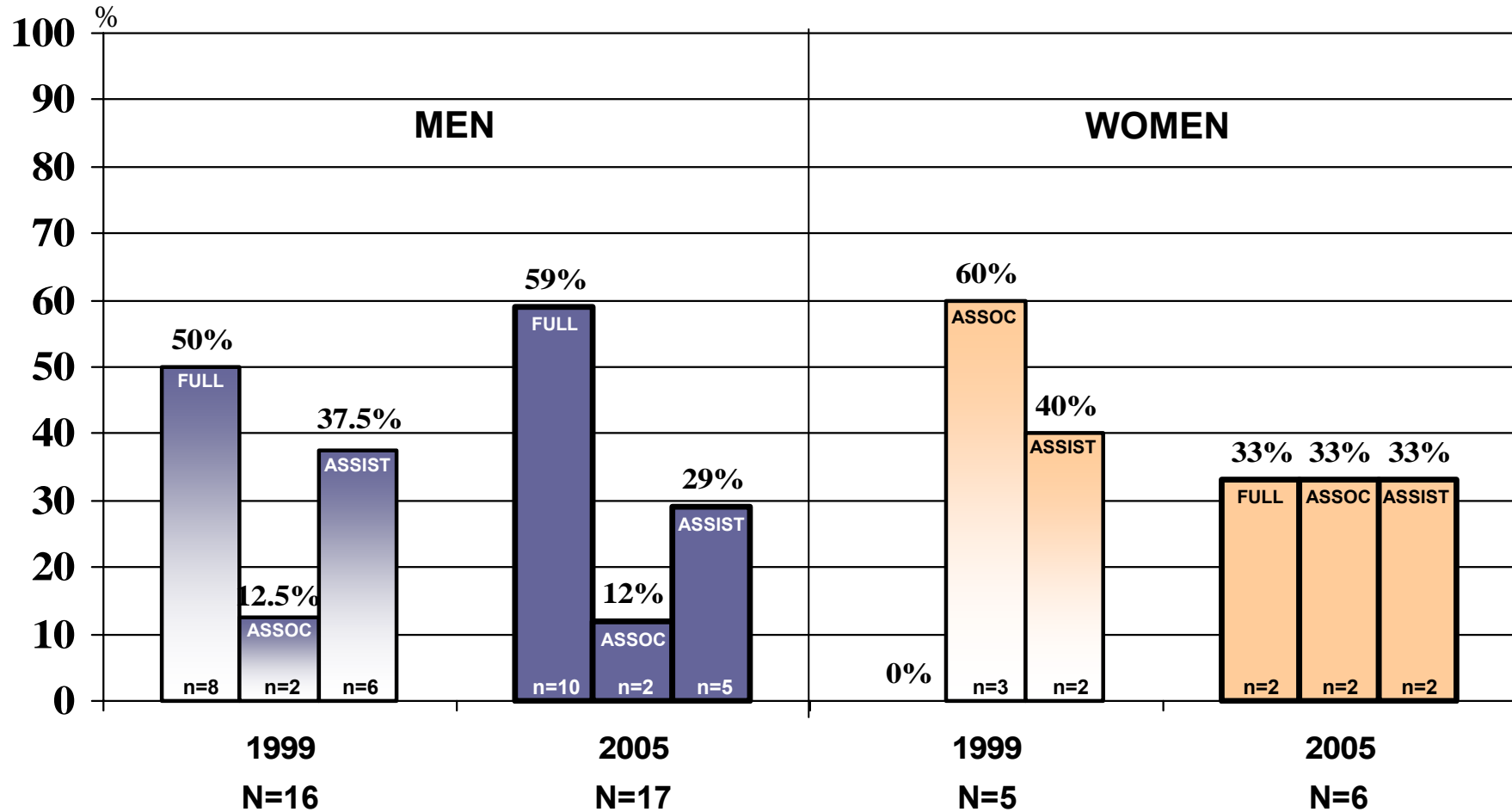


Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

Penn's Department of Neuroscience

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

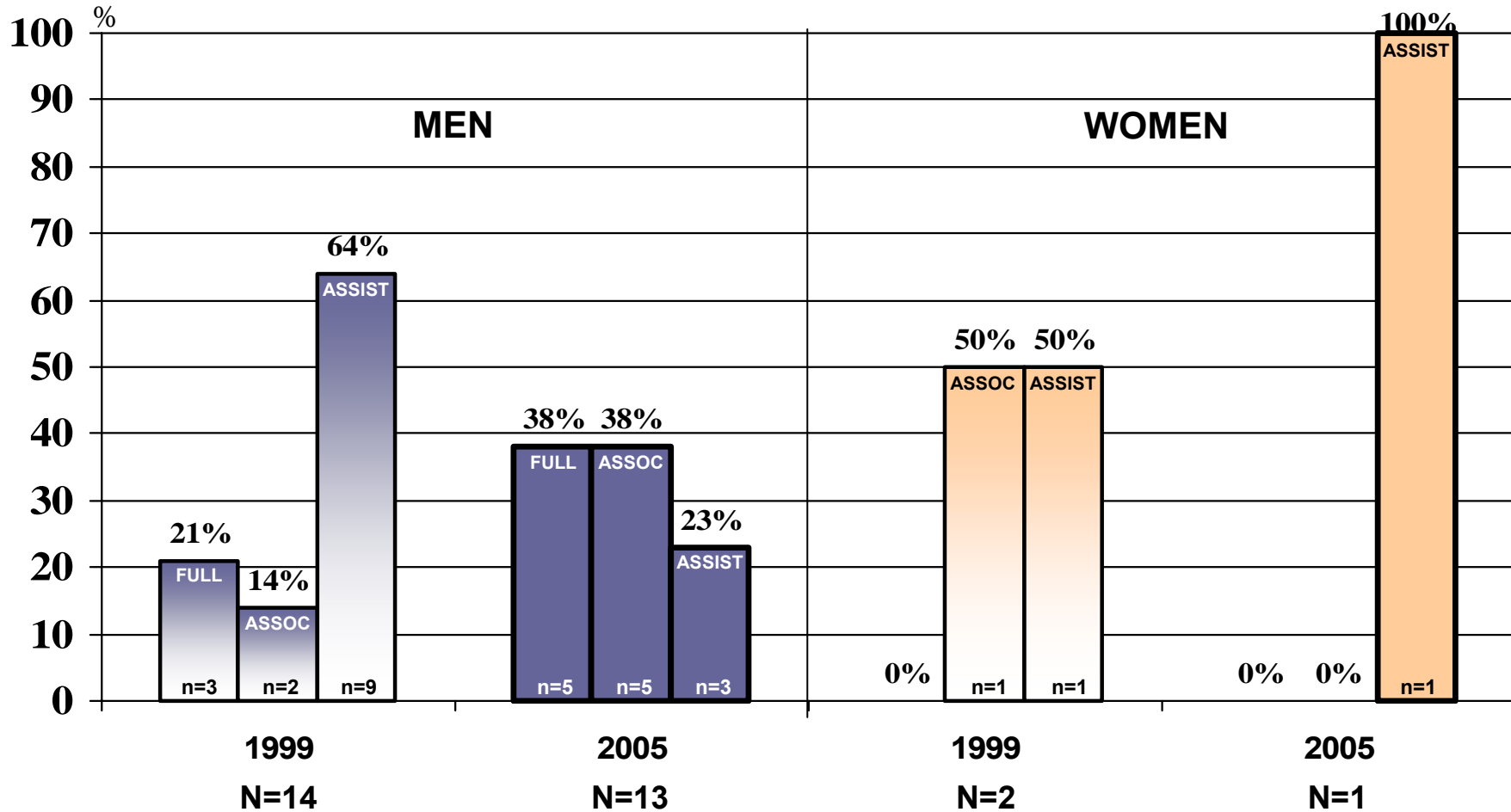


Overview: 1999 versus 2005

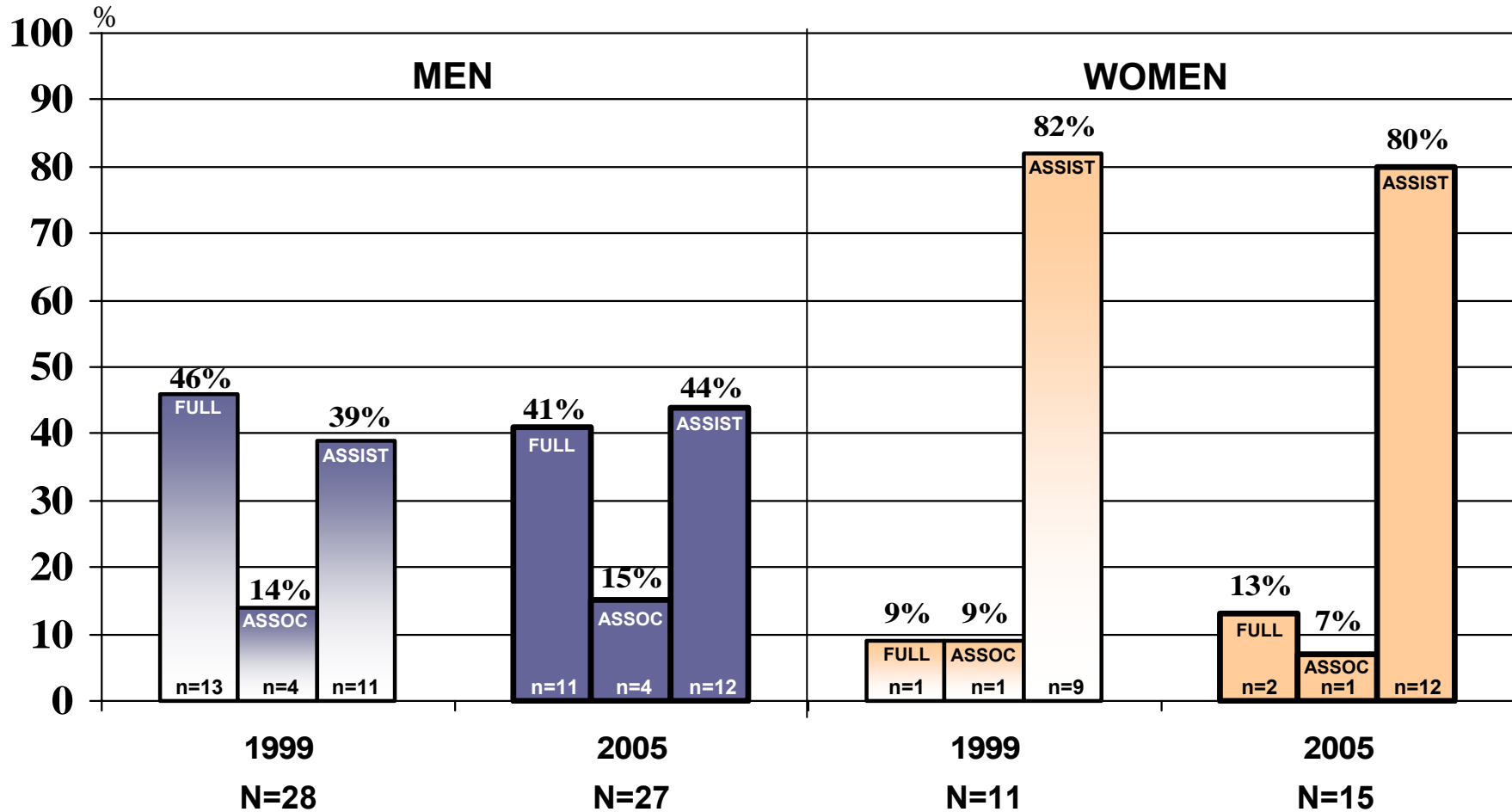
Distribution of Ranks Separated by Gender

Penn's Department of Neurosurgery

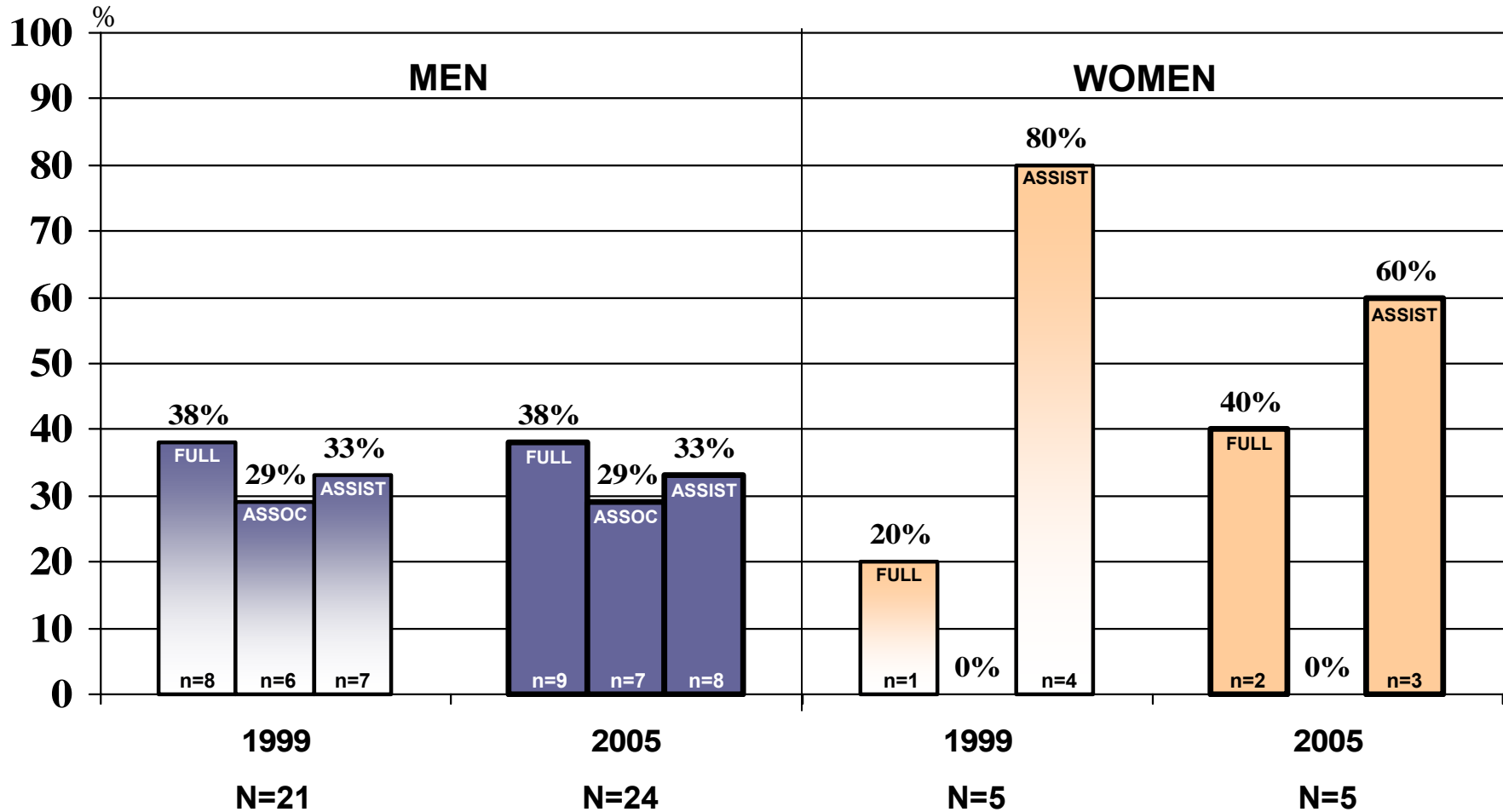
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



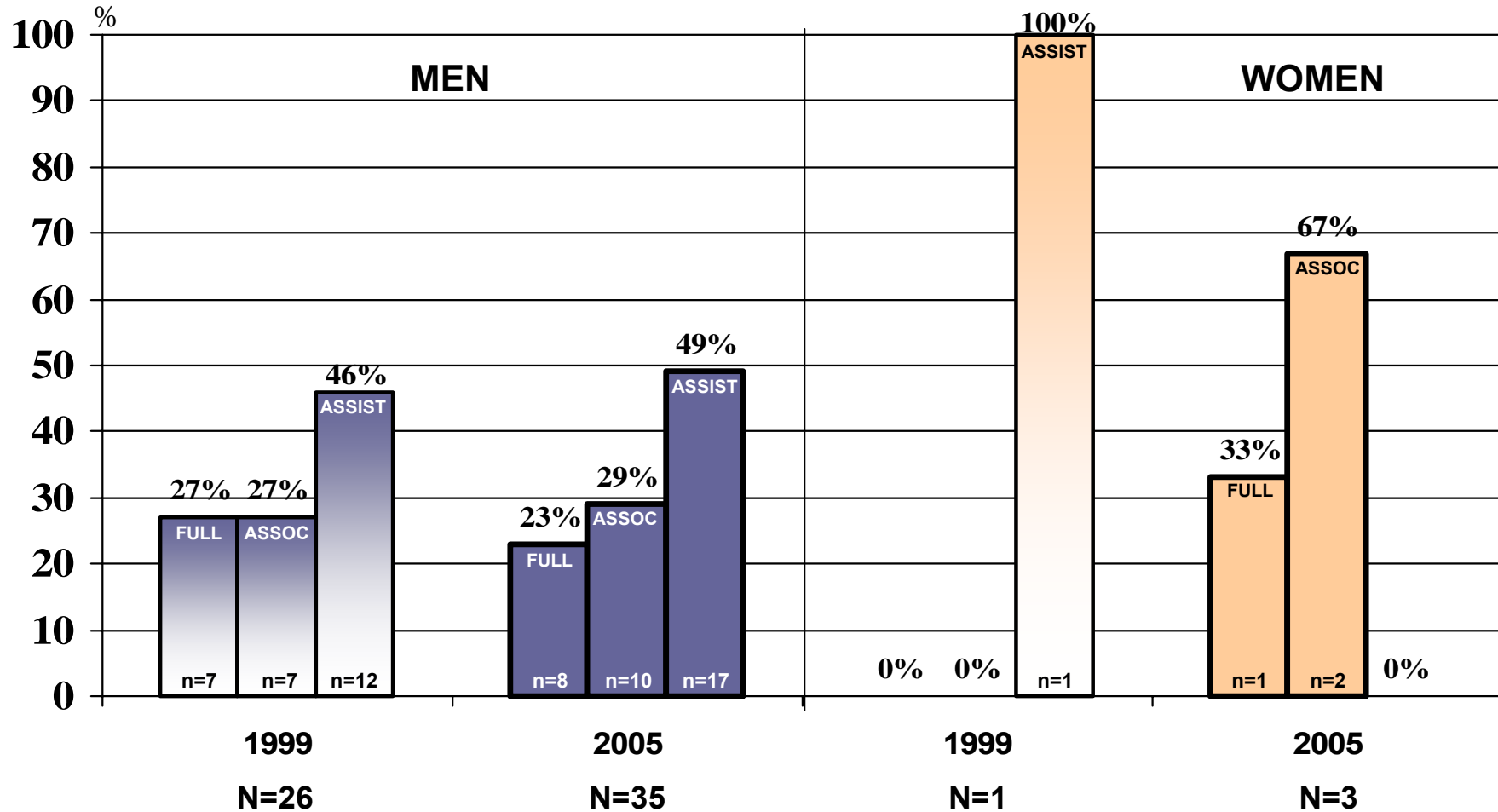
Overview: 1999 versus 2005
Distribution of Ranks Separated by Gender
Penn's Department of Obstetrics & Gynecology
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



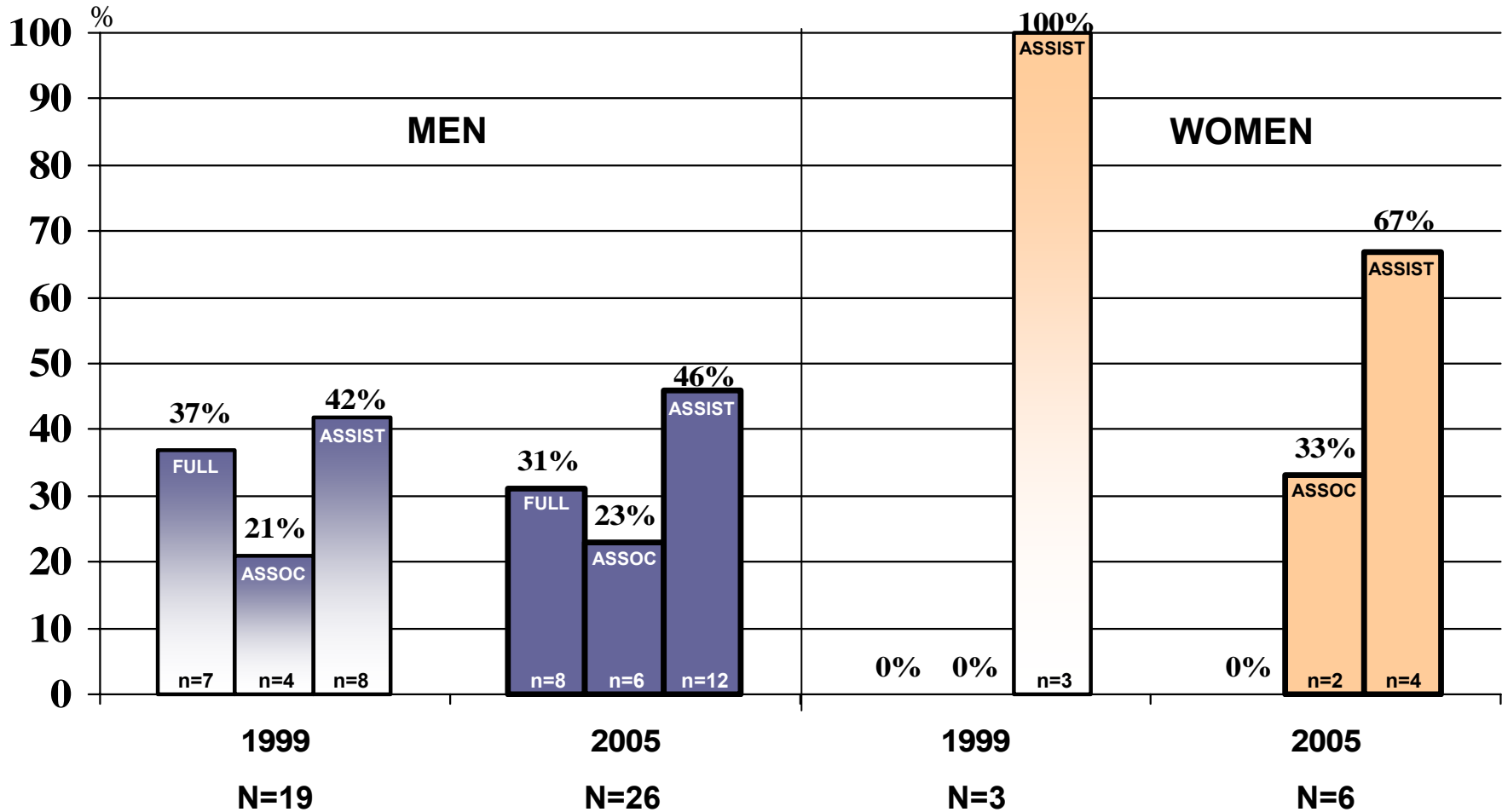
Overview: 1999 versus 2005
Distribution of Ranks Separated by Gender
Penn's Department of Ophthalmology
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Overview: 1999 versus 2005
Distribution of Ranks Separated by Gender
Penn's Department of Orthopaedic Surgery
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Overview: 1999 versus 2005
Distribution of Ranks Separated by Gender
Penn's Department of Otorhinolaryngology
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)

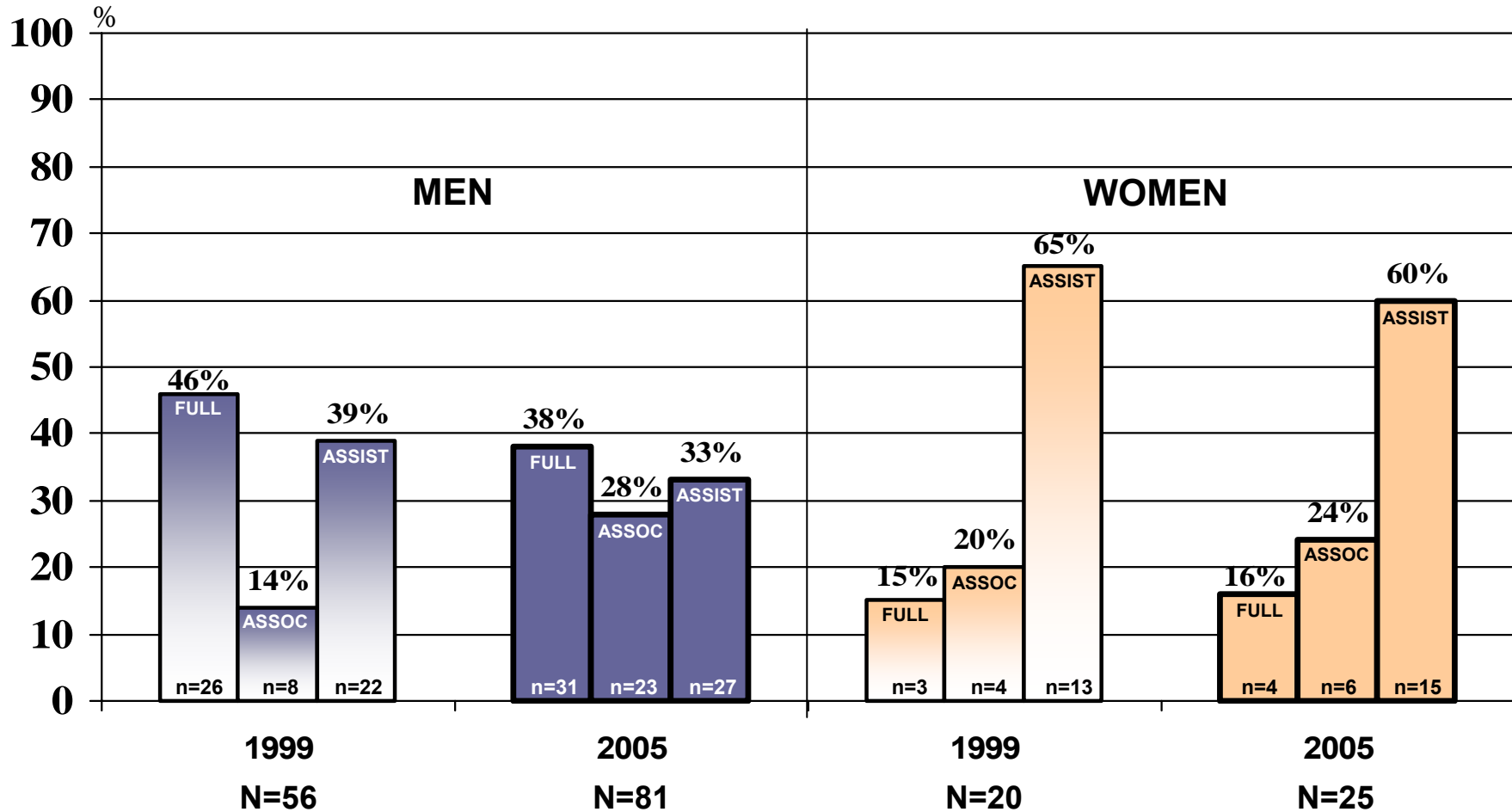


Overview: 1999 versus 2005

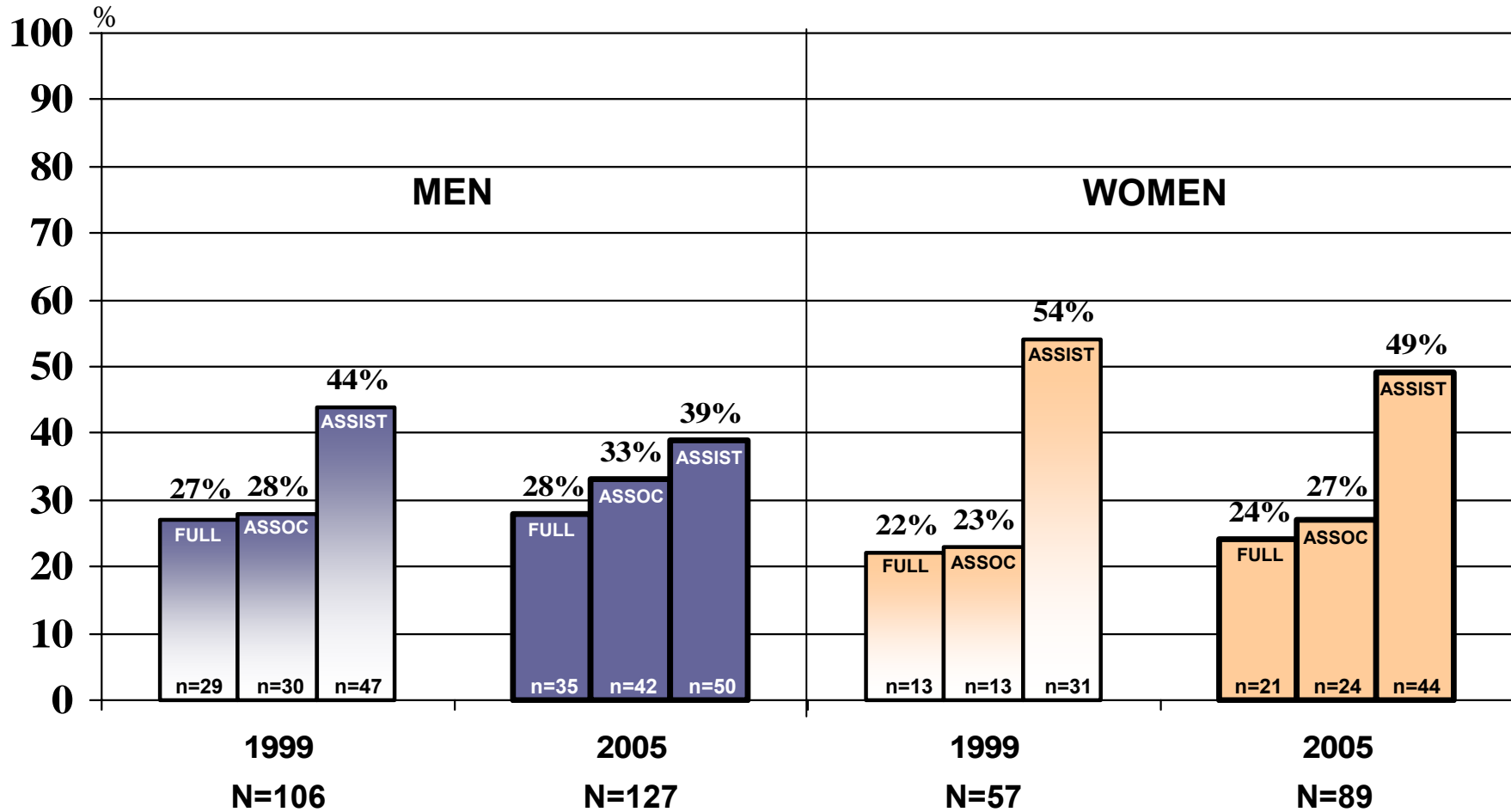
Distribution of Ranks Separated by Gender

Penn's Department of Pathology and Laboratory Medicine

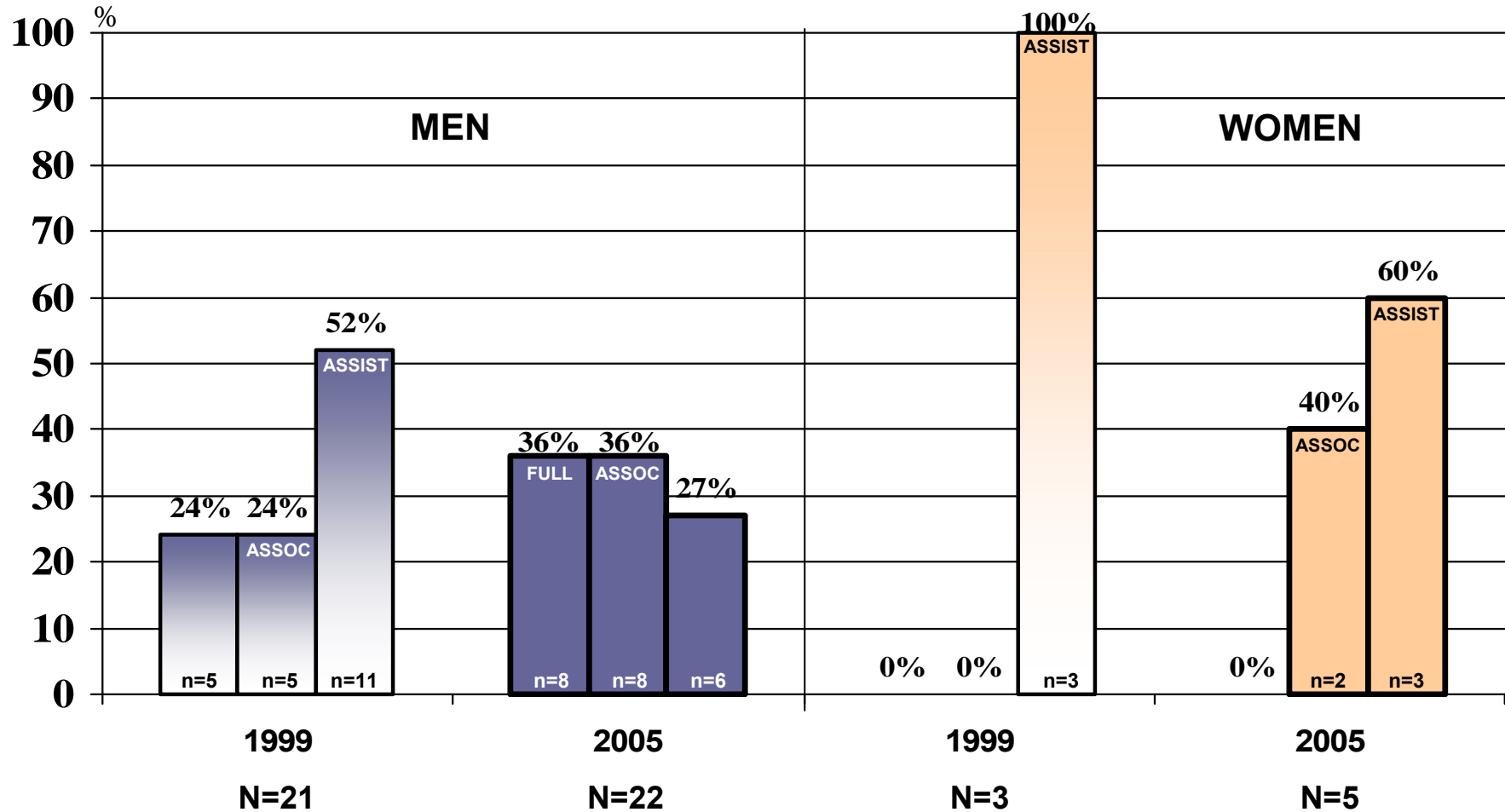
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



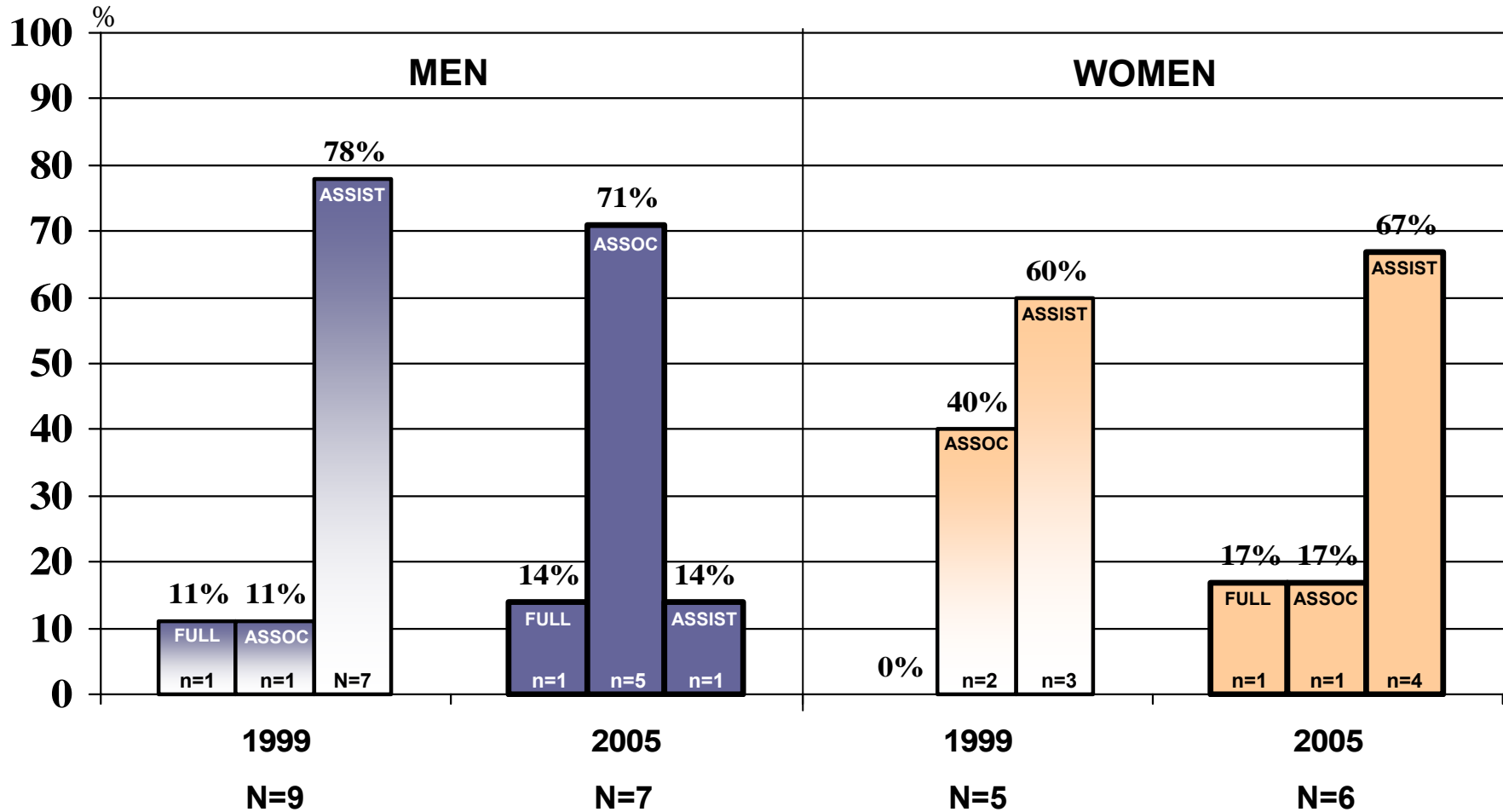
Overview: 1999 versus 2005
Distribution of Ranks Separated by Gender
Penn's Department of Pediatrics
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



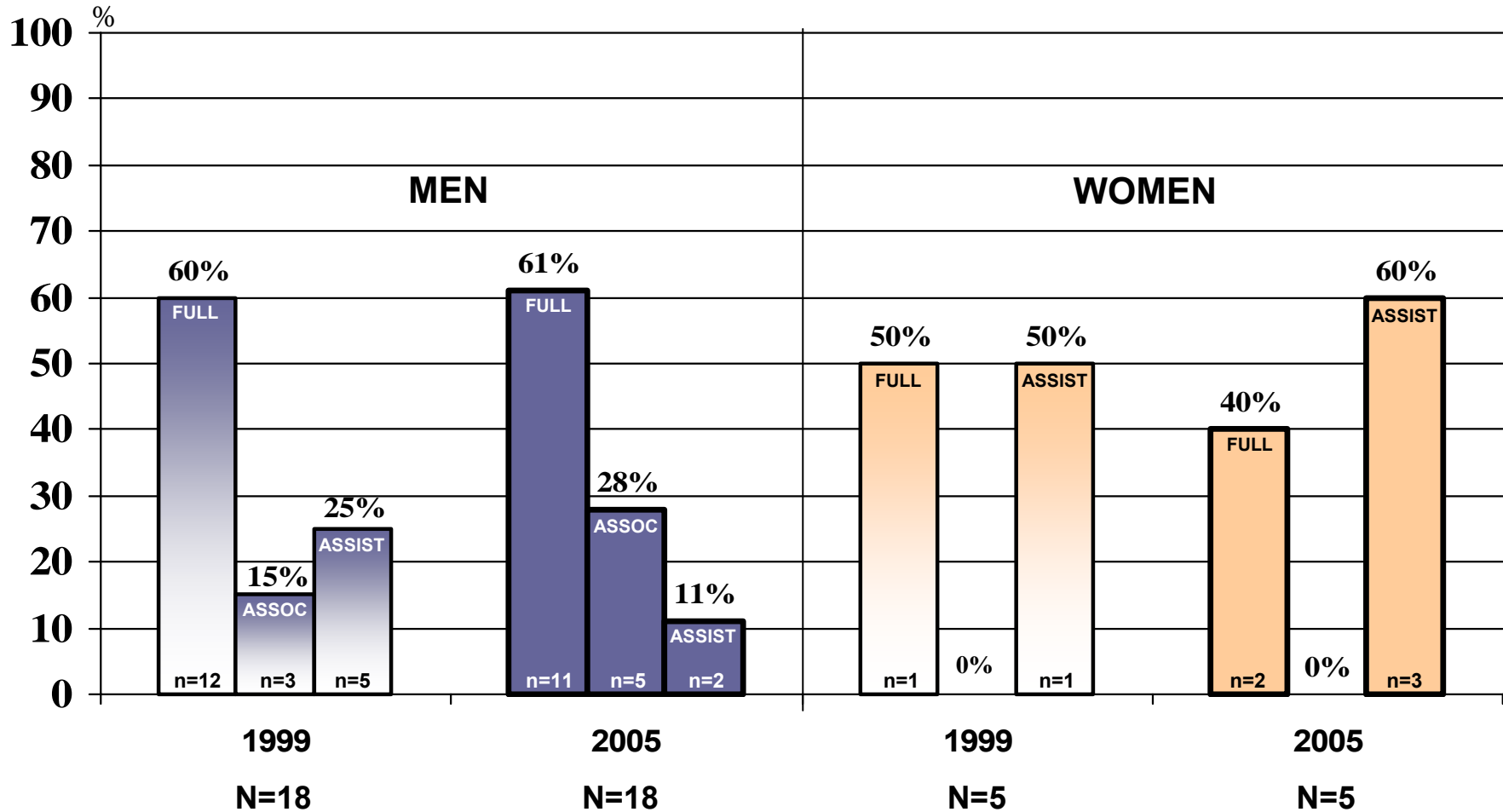
Overview: 1999 versus 2005
Distribution of Ranks Separated by Gender
Penn's Department of Pharmacology
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Overview: 1999 versus 2005
Distribution of Ranks Separated by Gender
Penn's Department of Physical Medicine & Rehabilitation Medicine
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)



Overview: 1999 versus 2005
Distribution of Ranks Separated by Gender
Penn's Department of Physiology
(includes Tenure, Clinician-Educator, Research, and Academic Clinician Tracks)

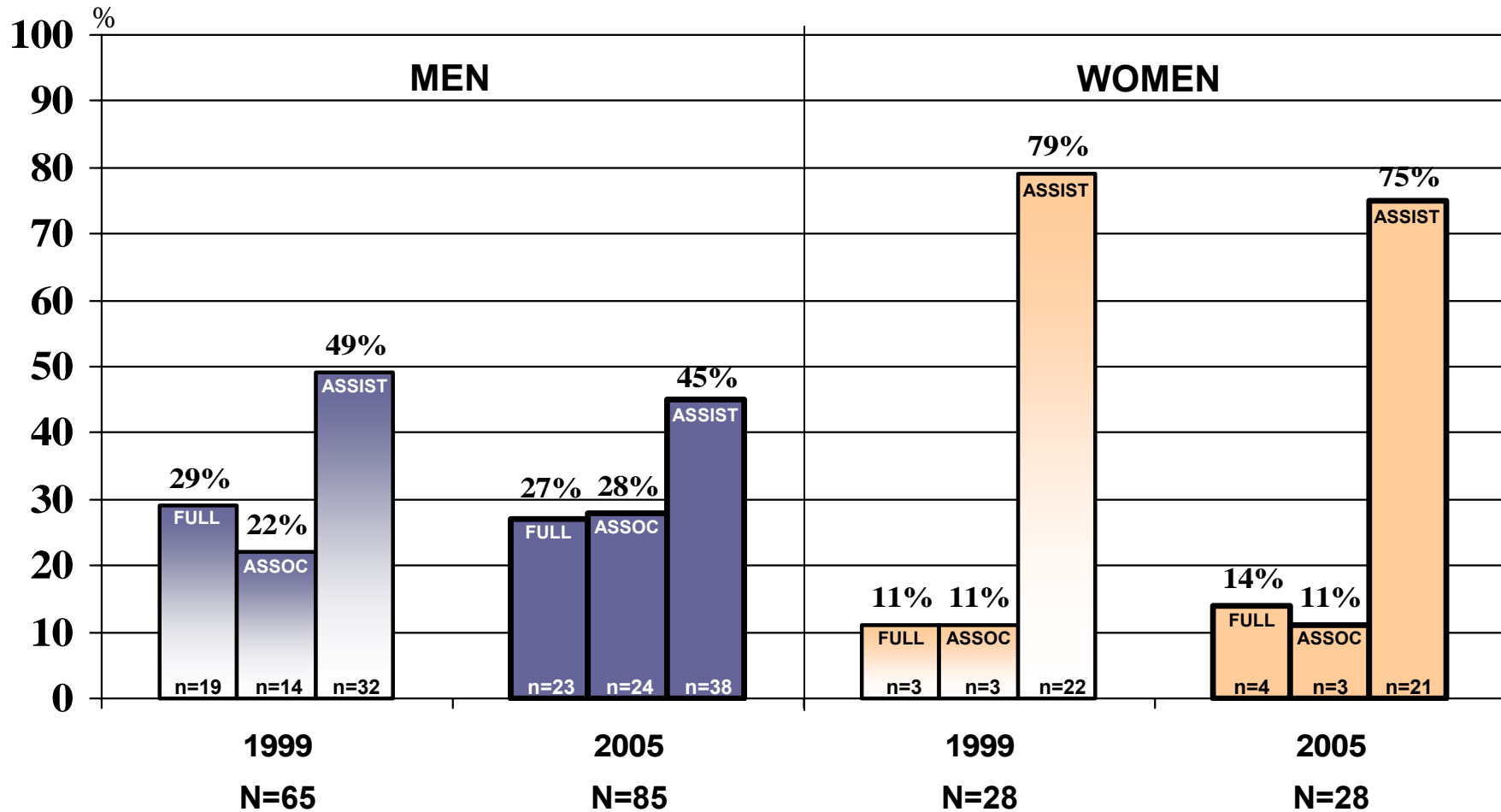


Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

Penn's Department of Psychiatry

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

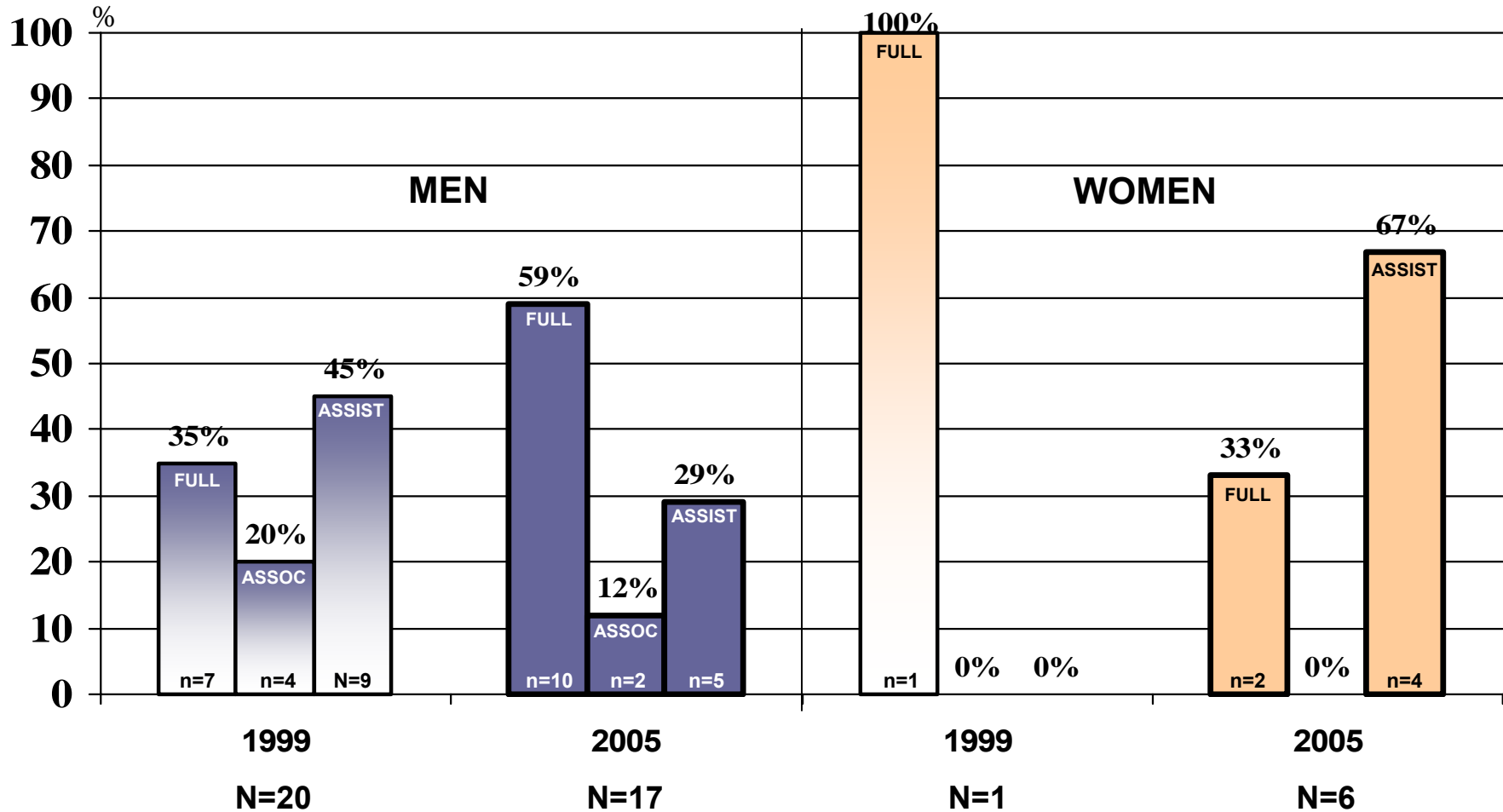


Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

Penn's Department of Radiation Oncology

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

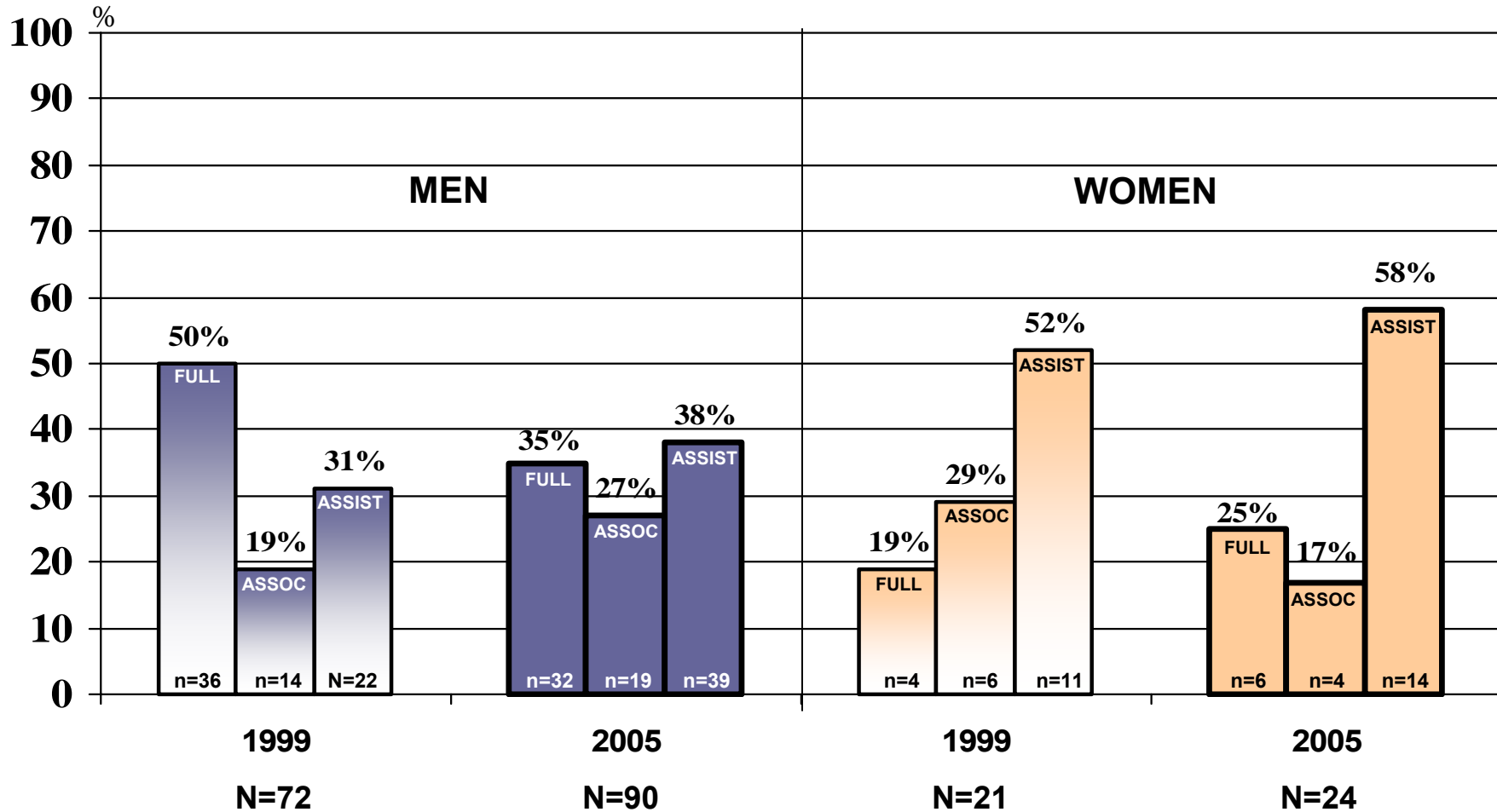


Overview: 1999 versus 2005

Distribution of Ranks Separated by Gender

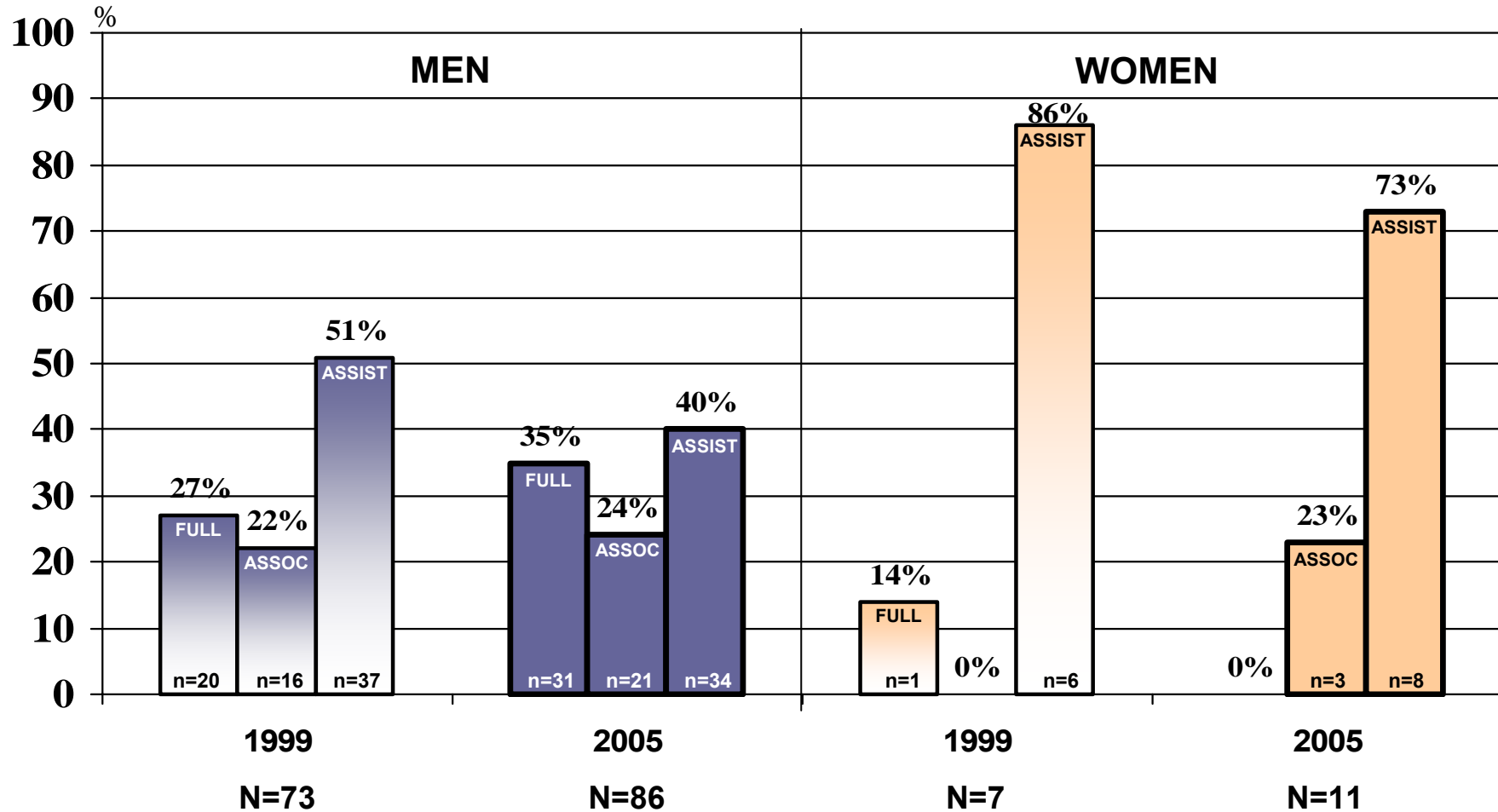
Penn's Department of Radiology

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



Overview: 1999 versus 2005 Distribution of Ranks Separated by Gender Penn's Department of Surgery

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

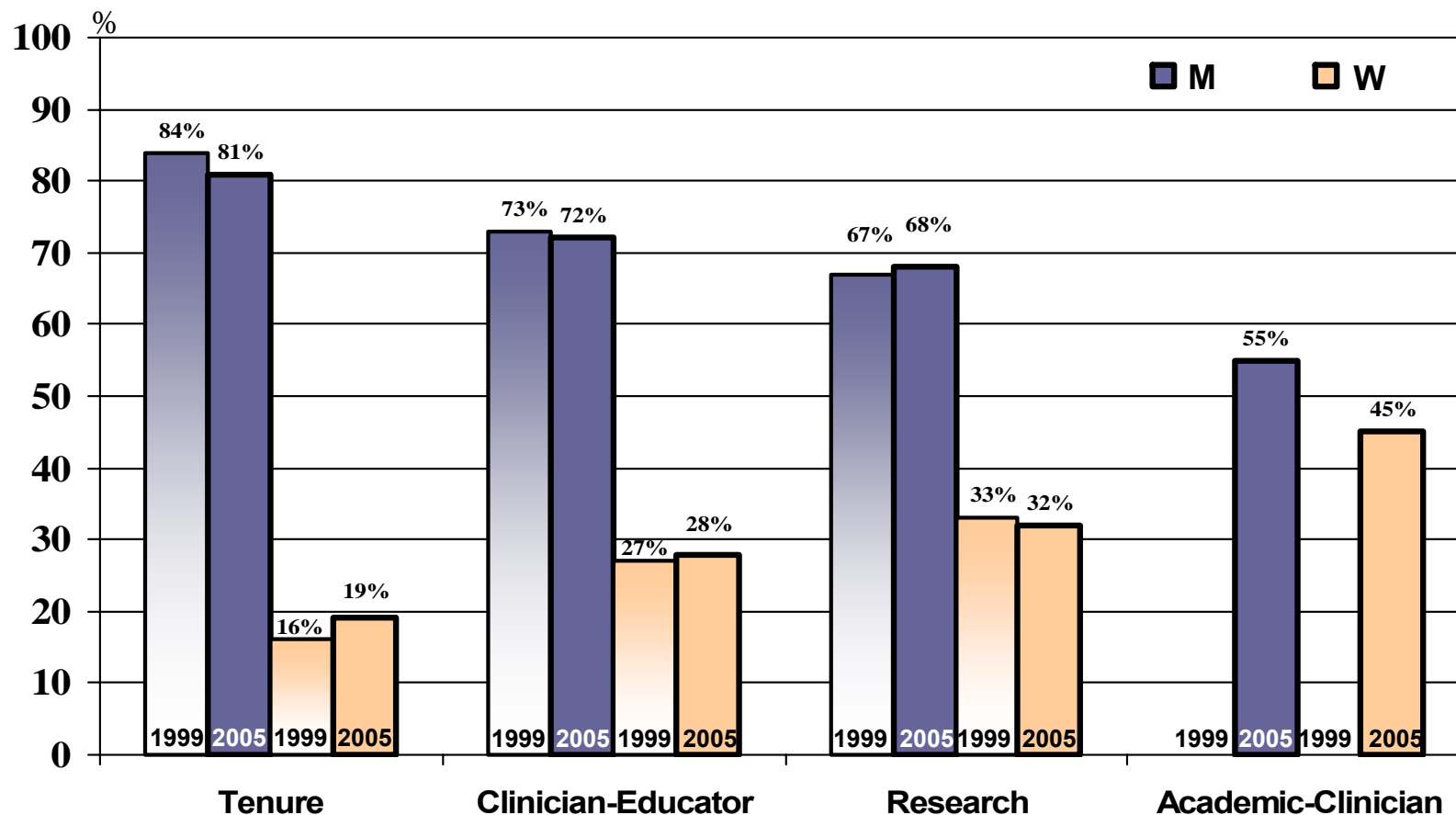


Overview: 1999 versus 2005

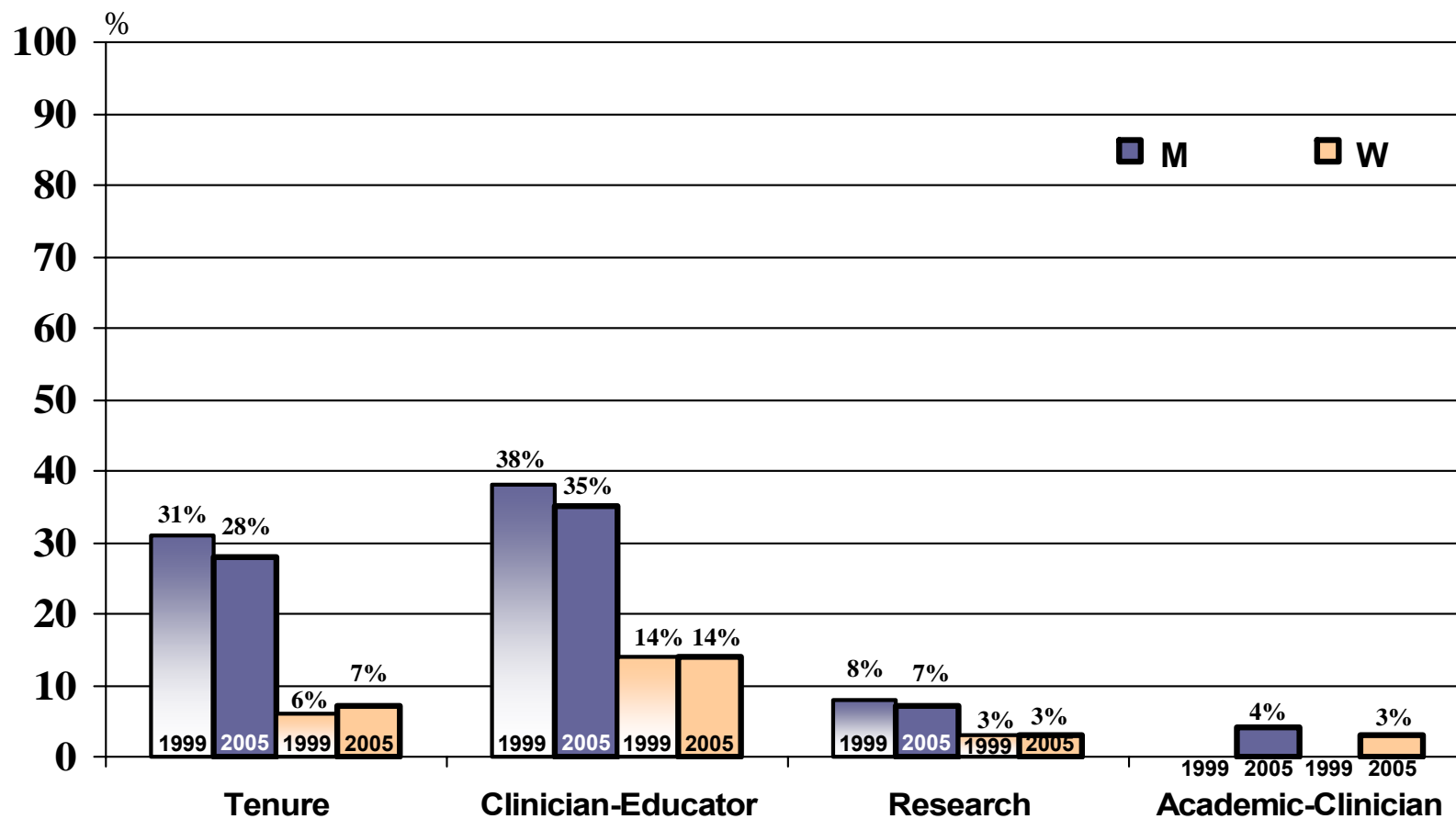
Gender Distribution within Tracks

Penn Medical School Fulltime Faculty

(does not include Instructors/Lecturers)



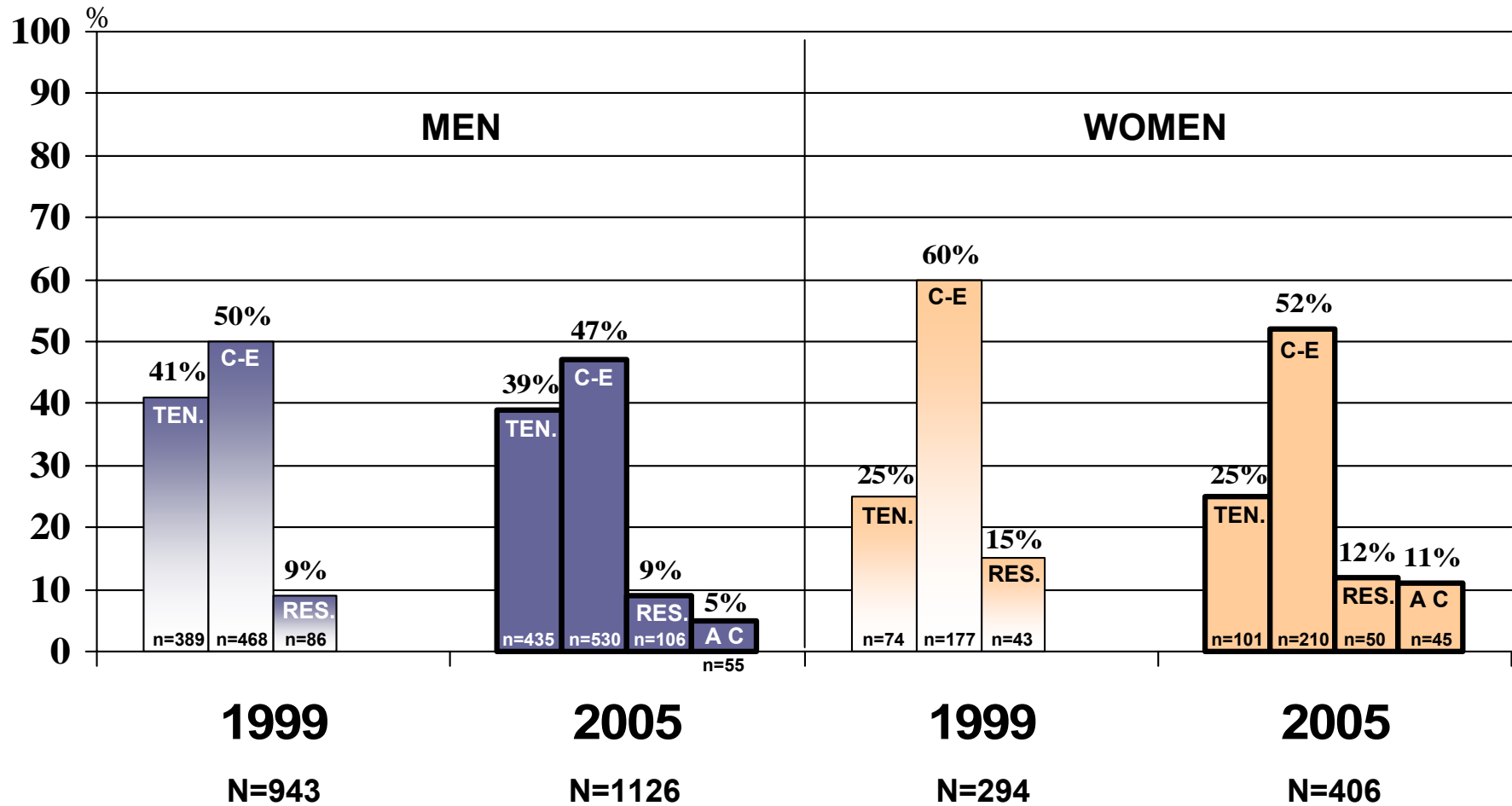
Overview: 1999 versus 2005 Gender Breakdown across Tracks Penn Medical School Fulltime Faculty



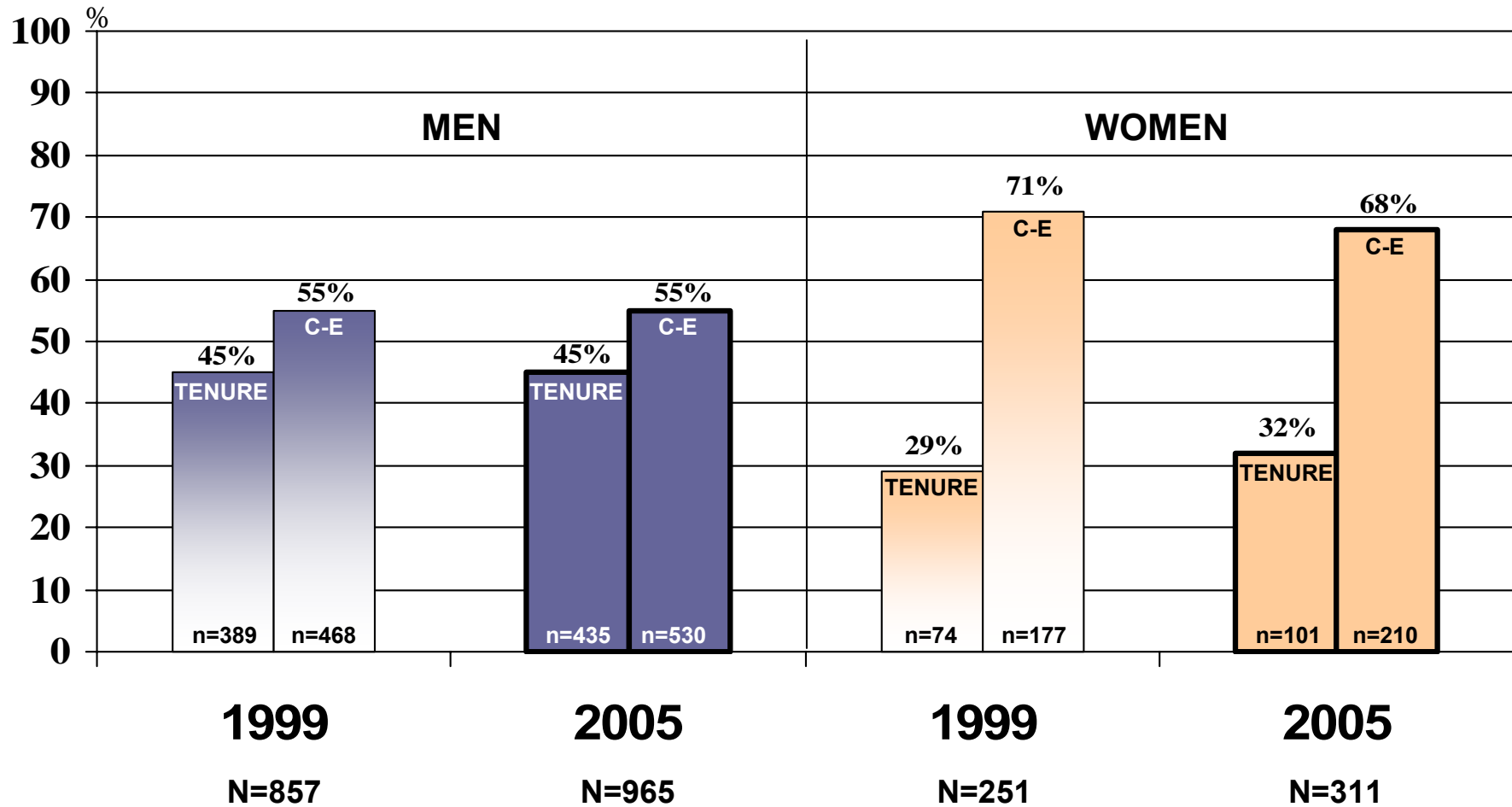
(Note: Denominator is TOTAL number of fulltime faculty: for 1999, N= 1237; for 2005, N= 1532)

Overview: 1999 versus 2005 Distribution of Tracks Separated by Gender Penn Medical School Fulltime Faculty

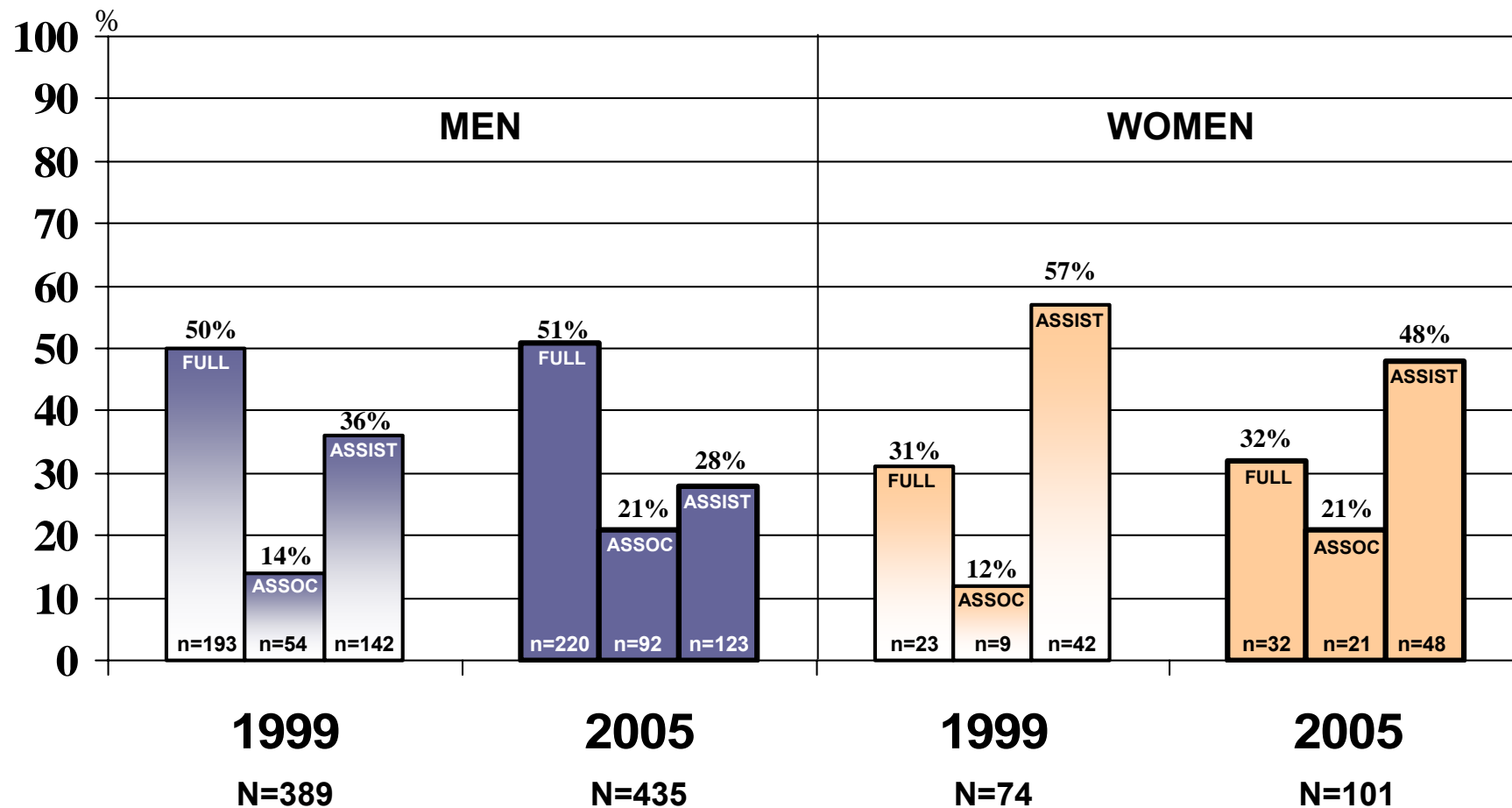
(includes Tenure, Clinician-Educator, Research, and Academic-Clinician Tracks)



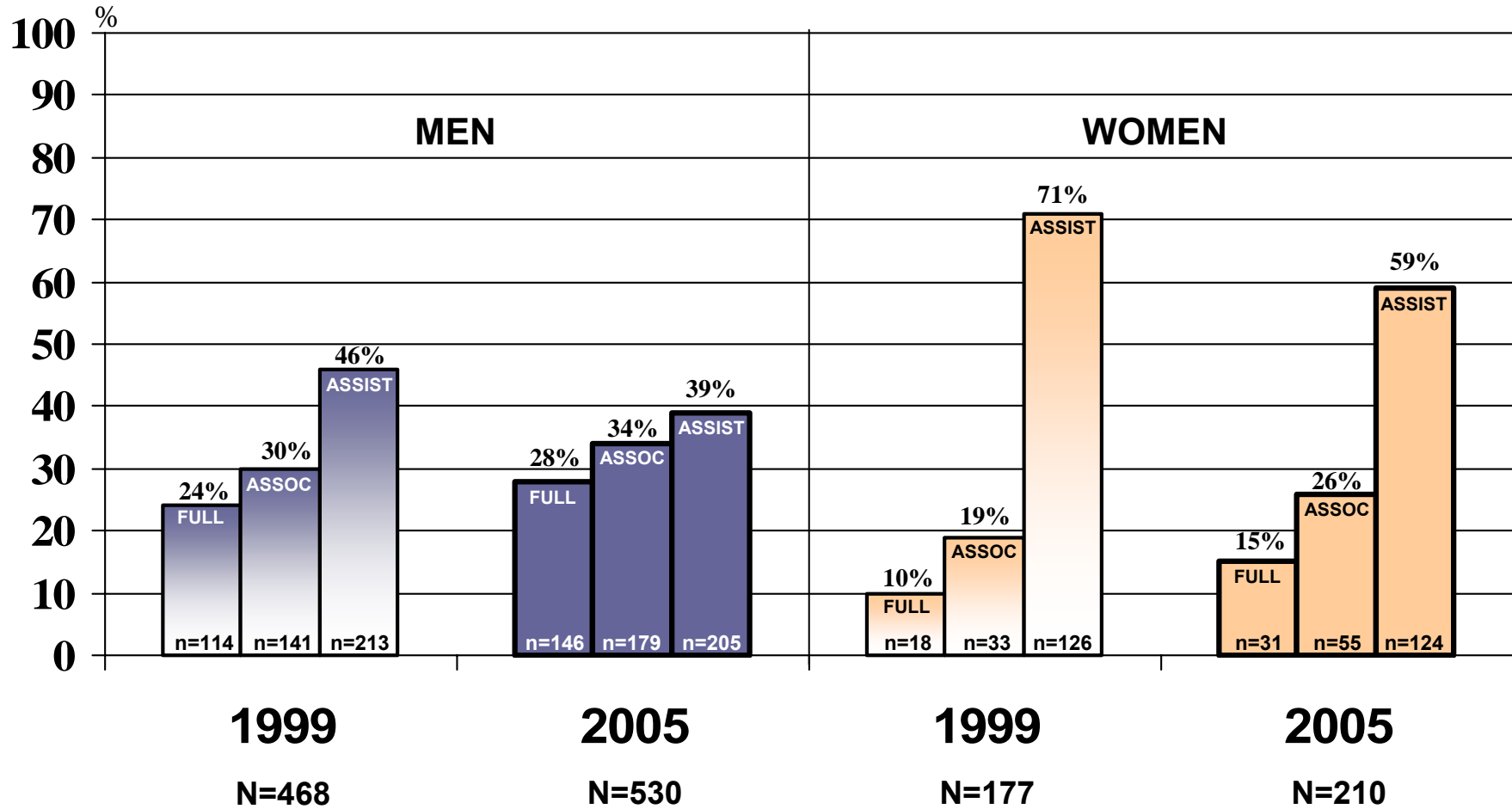
Overview: 1999 versus 2005
Distribution of Tracks Separated by Gender
Penn Medical School *Standing Faculty**
*(*includes only Tenure and Clinician-Educator Tracks)*



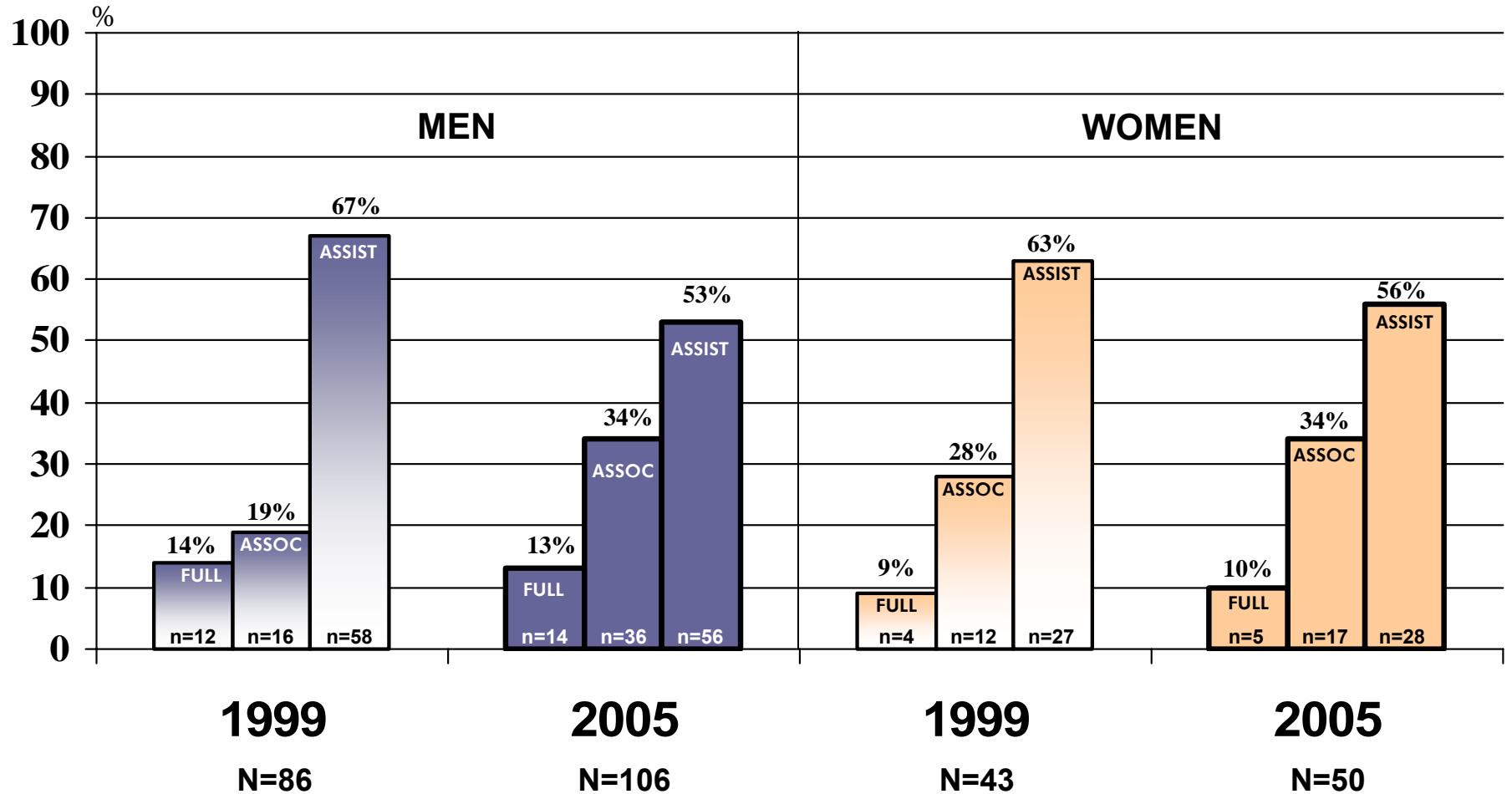
Overview: 1999 versus 2005 Rank Distribution of *Tenure Track*, by Gender Penn Medical School Faculty



**Overview: 1999 versus 2005
Rank Distribution of *Clinician-Educator* Track, by Gender
Penn Medical School Faculty**



Overview: 1999 versus 2005 Rank Distribution of *Research* Track, by Gender Penn Medical School Faculty

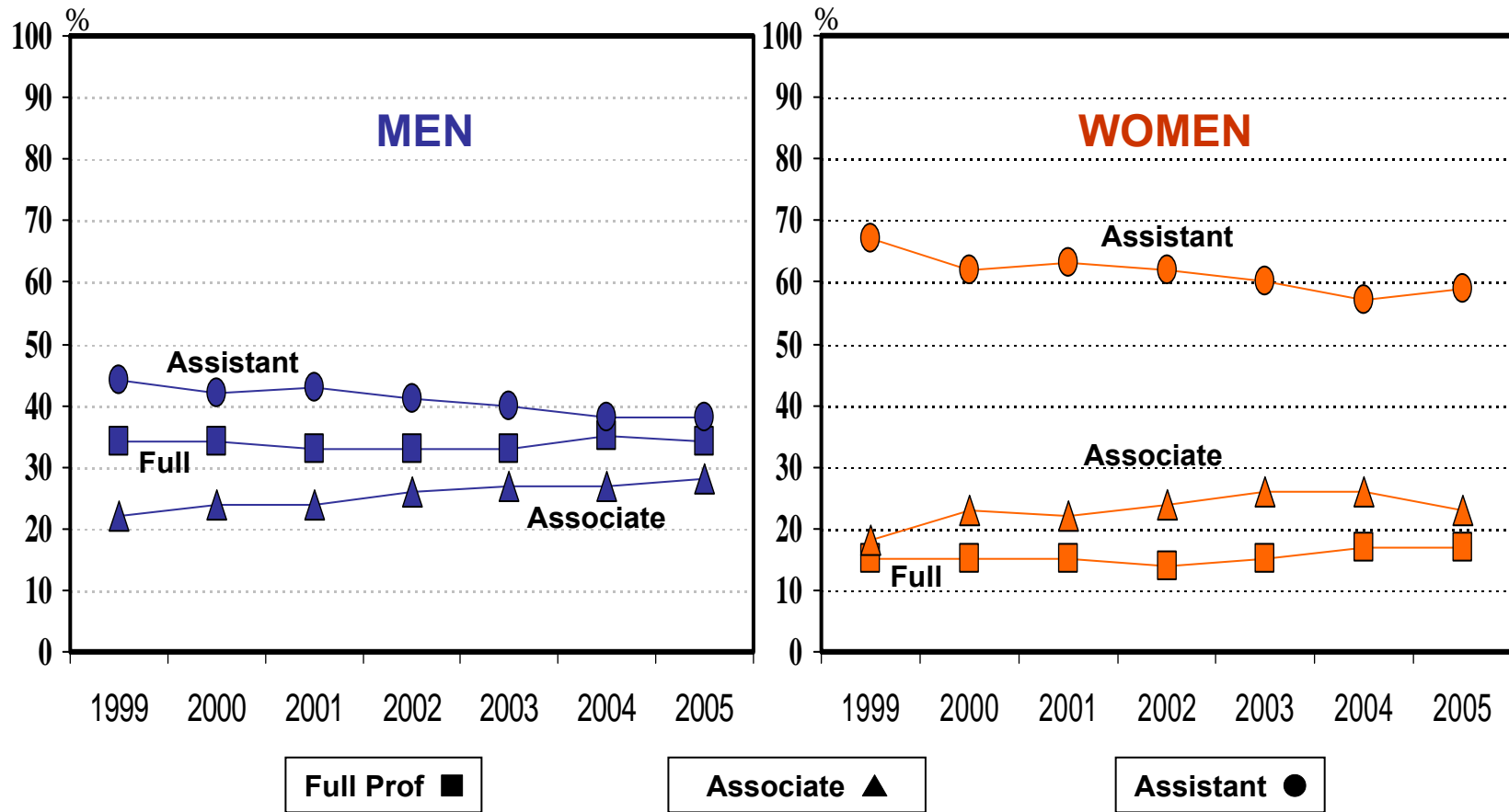


Overview: 1999 – 2005

Distribution of Ranks Separated by Gender and Year

Penn Medical School Fulltime Faculty

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

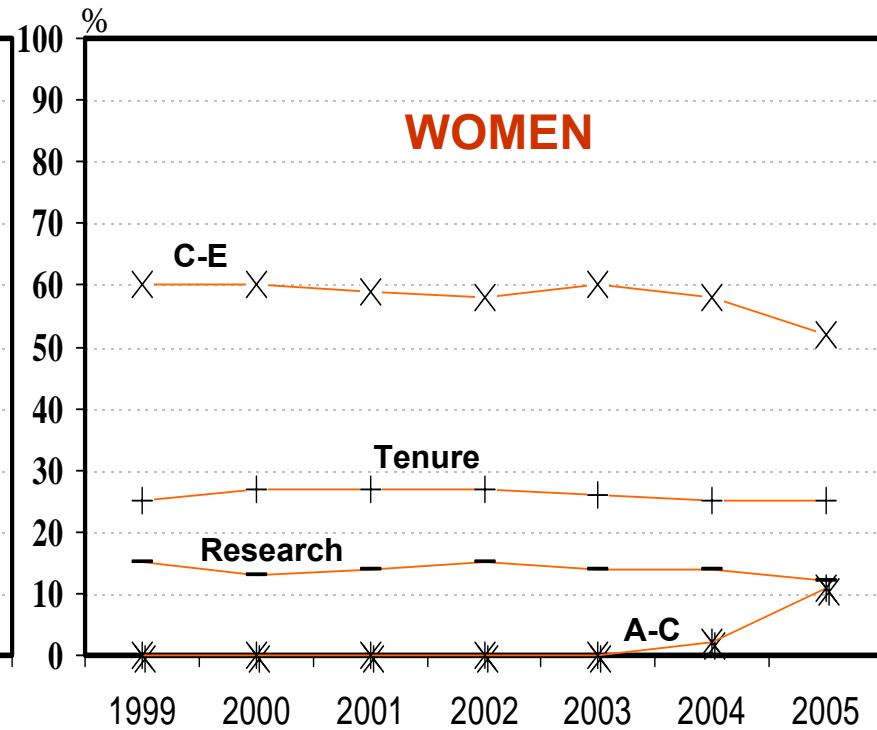
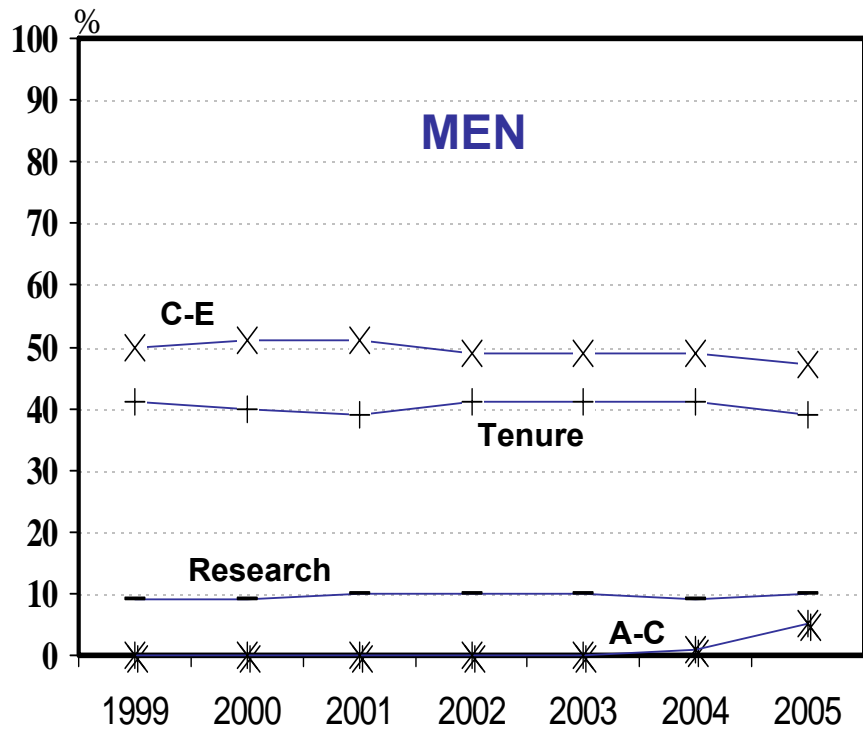


From 1999-2005, data indicate the following: An increase in the percentage of women faculty from 23.8% to 26.5% ($p=.05$ for trend); An increase in the percentage of women at the senior rank (associate and full professor) from 34% to 41% ($p=.02$ for trend), and for men, from 56% to 62% ($p<.001$ for trend); A concomitant decrease in the percentage of women at the assistant professor rank from 67% to 59% ($p=.02$) and for men, from 44% to 38% ($p<.001$).

Overview: 1999 – 2005

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- 6/30/2005**

WOMEN by Rank

Rank	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Full	2	0	22	24	91.67%
Associate	4	2	45	51	88.24%
Total	6	2	67	75	89.33%

MEN by Rank

Rank	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Full	2	2	70	74	94.59%
Associate	13	6	173	192	90.10%
Total	15	8	243	266	91.35%

**Overview of Approval Rates for Appointments and Promotion by Track
Penn Medical School Fulltime Senior Faculty, 7/1/2000- 6/30/2005**

Women by Track

TRACK	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Tenure	1	1	18	20	90.00%
Clinician-Educator	3	1	41	45	91.11%
Research	2	0	8	10	80.00%
Total	6	2	67	75	89.33%

Men by Track

TRACK	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Tenure	7	3	85	95	89.47%
Clinician-Educator	6	4	131	141	92.91%
Research	2	1	27	30	90.00%
Total	15	8	243	266	91.35%

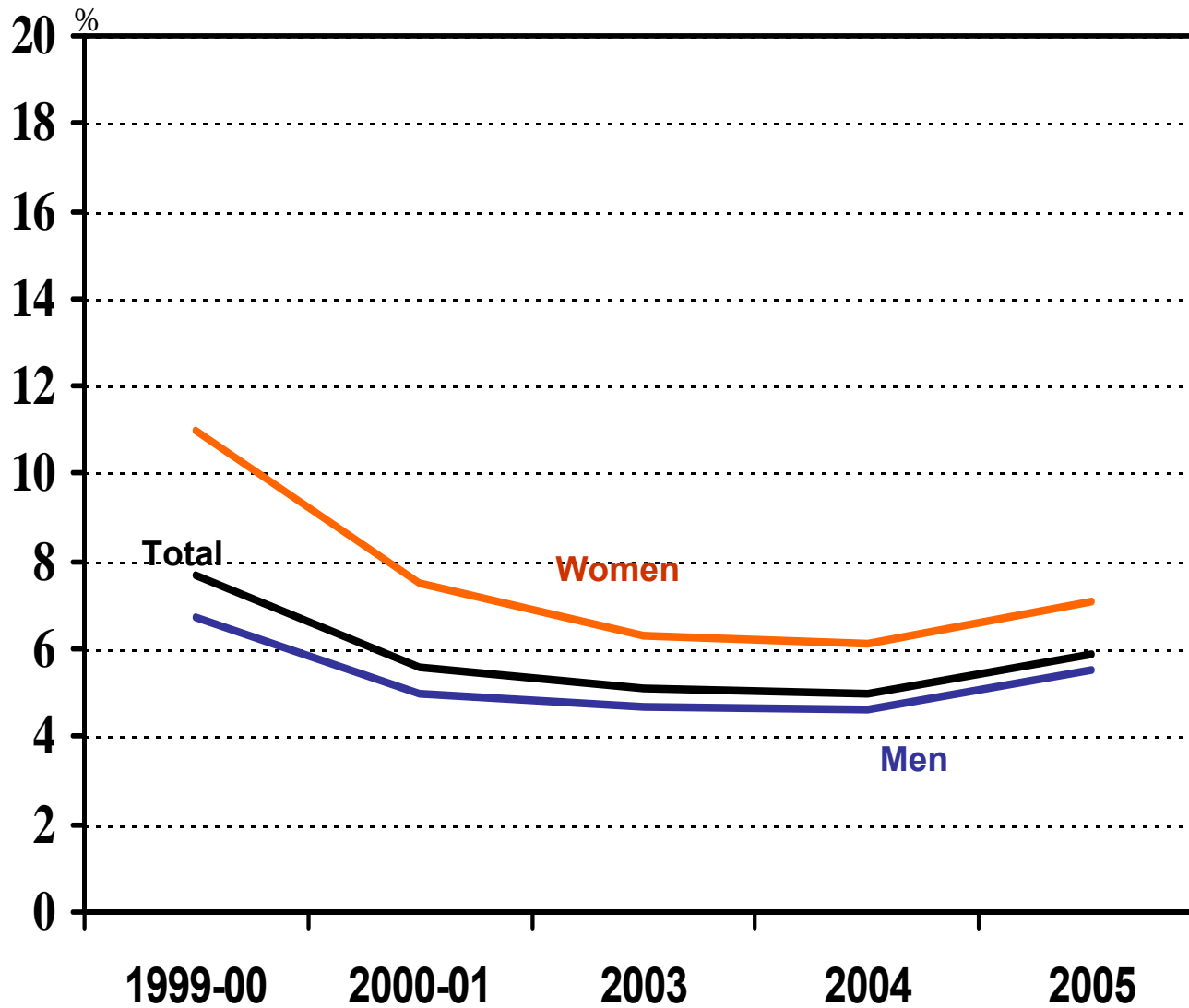
Overview of Total Faculty Attrition Rate by Year Penn Medical School Fulltime Faculty, 1999 – 2005

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%
2005	91	62	29	1532	1126	406	5.9%	5.5%	7.1%

**Overview of *Total Faculty Attrition Rate* by Year
Penn Medical School Fulltime Faculty, 1999-2005**

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%
2005	5.9%	5.5%	7.1%

Overview of *Total Faculty Attrition Rate by Year* Penn Medical School Fulltime Faculty, 1999-2005



Overview of Faculty Attrition Rate by Rank and Year Penn Medical School Fulltime Faculty, 1999 – 2005

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%
2005	14	13	1	450	380	70	3.1%	3.4%	1.4%

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%
2005	18	13	5	411	316	95	4.4%	4.1%	5.3%

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%
2005	59	36	23	671	430	241	8.8%	8.4%	9.5%

Overview of *Full Professor Attrition* Rate by Year Penn Medical School Fulltime Faculty, 1999-2005

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%
2005	3.1%	3.4%	1.4%

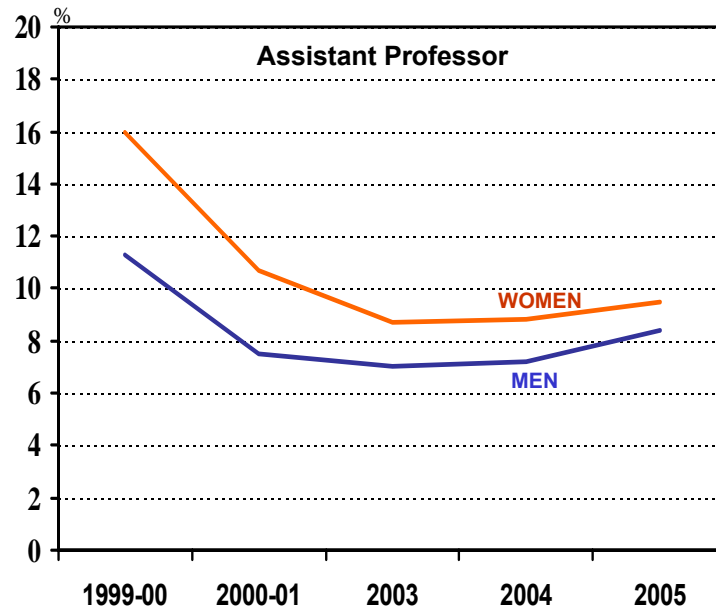
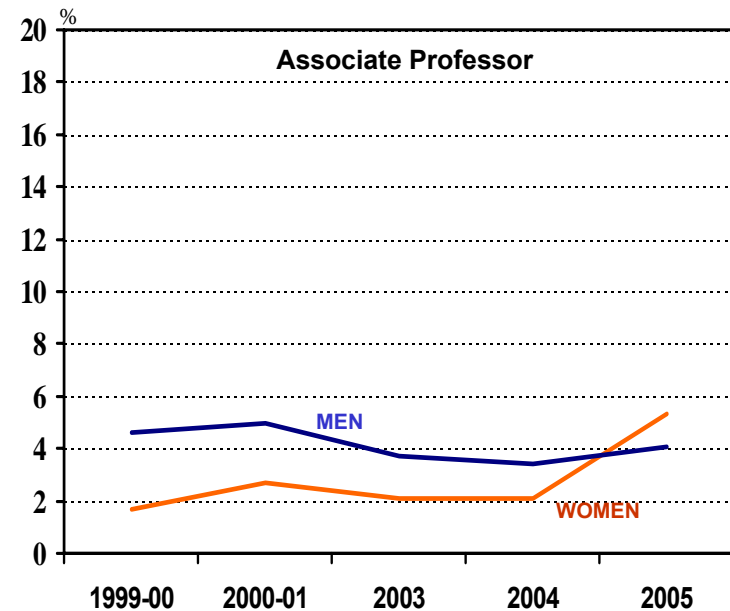
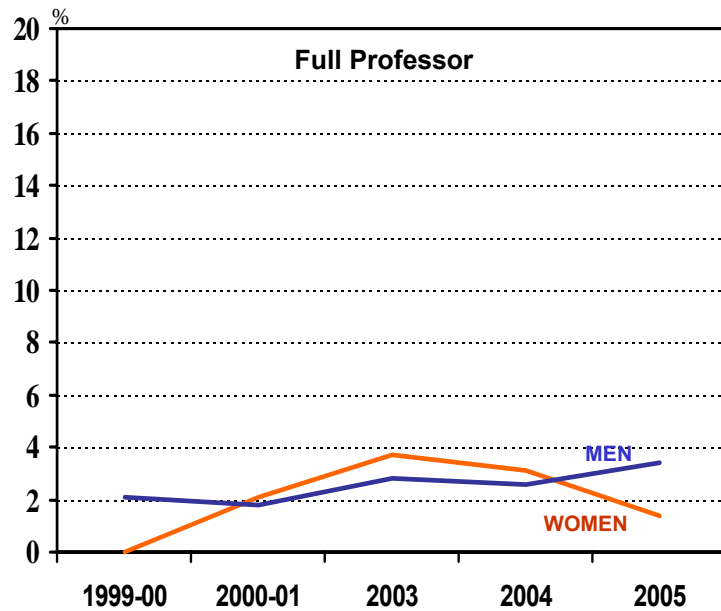
Overview of *Associate Professor Attrition Rate* by Year Penn Medical School Fulltime Faculty, 1999-2005

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%
2005	4.4%	4.1%	5.3%

Overview of *Assistant Professor Attrition* Rate by Year Penn Medical School Fulltime Faculty, 1999-2005

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%
2005	8.8%	8.4%	9.5%

Overview of Faculty Attrition Rate by Rank and by Year Penn Medical School Fulltime Faculty, 1999-2005



Overview of Faculty Attrition Rate by Track and Year
Tenure and Clinician-Educator Tracks
Penn Medical School Fulltime Faculty, 1999 – 2005

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%
2005	21	19	2	536	435	101	3.9%	4.3%	1.9%

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%
2005	48	30	18	740	530	210	6.4%	5.7%	8.6%

Overview of Faculty Attrition Rate by Track and Year
Research and Academic Clinician Tracks
Penn Medical School Fulltime Faculty, 1999 – 2005

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%
2005	21	12	9	156	106	50	13.4%	11.3%	18.0%

ACADEMIC CLINICIAN	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
2005	1	1	0	100	55	45	1%	1.8%	0

Overview of *Tenure Track Attrition Rate* by Year Penn Medical School Fulltime Faculty, 1999-2005

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%
2005	3.9%	4.3%	1.9%

**Overview of *Clinician-Educator Track* Attrition Rate by Year
Penn Medical School Fulltime Faculty, 1999-2005**

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%
2005	6.4%	5.7%	8.6%

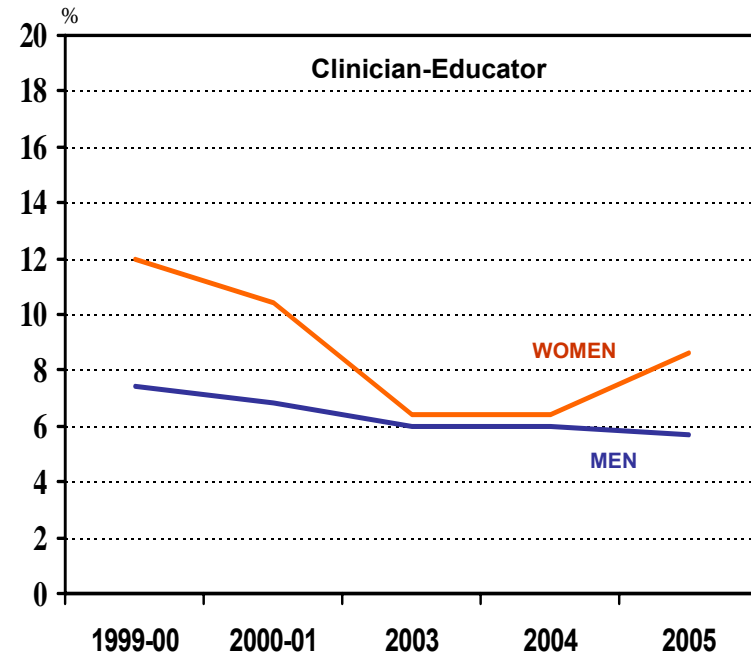
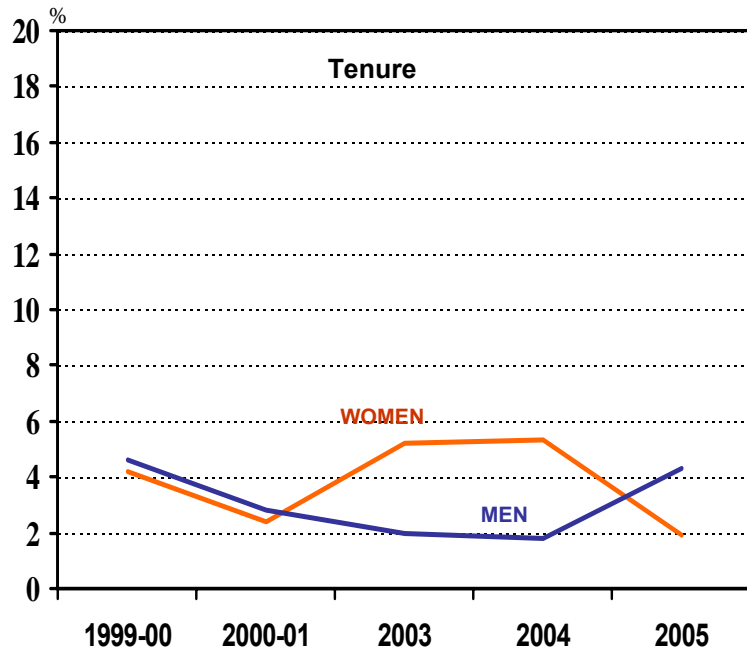
Overview of *Research Track Attrition Rate* by Year Penn Medical School Fulltime Faculty, 1999-2005

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%
2005	13.4%	11.3%	18.0%

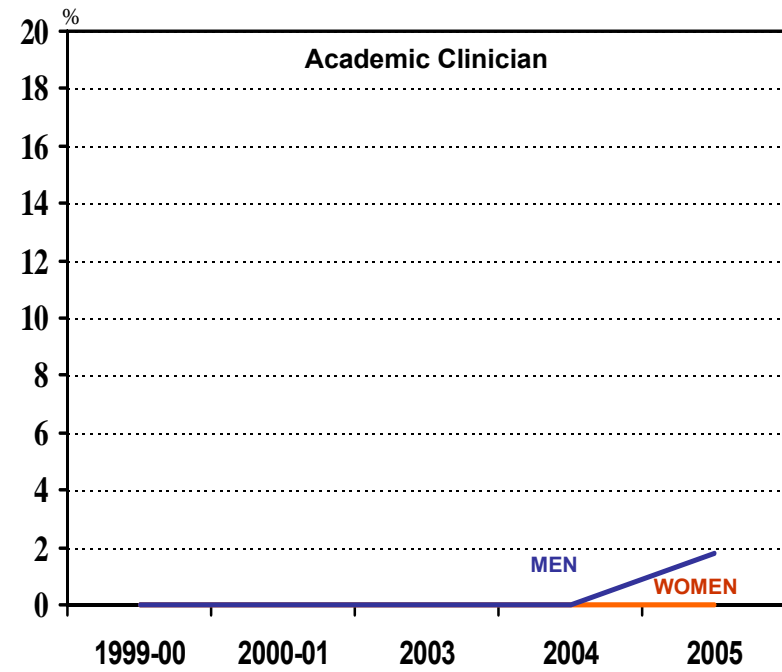
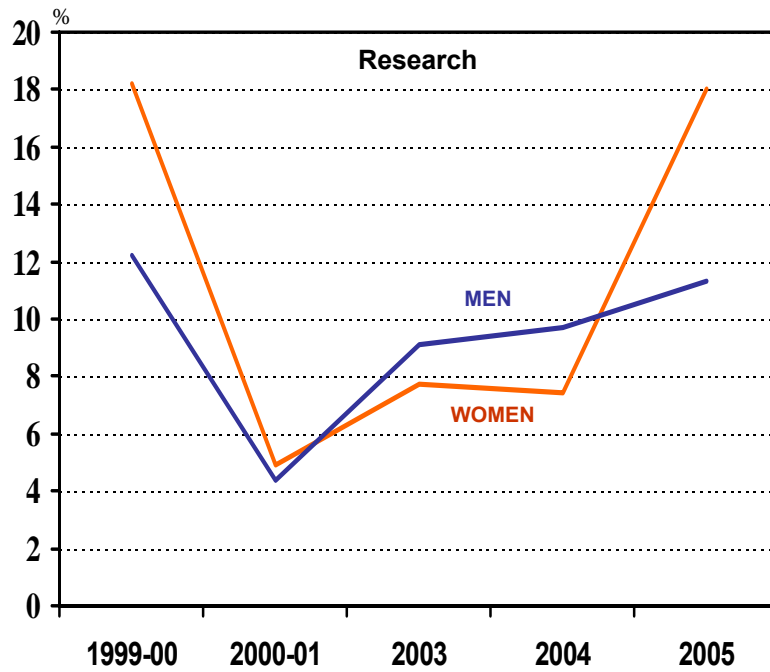
Overview of *Academic Clinician Track Attrition Rate* by Year Penn Medical School Fulltime Faculty, 1999-2005

YEAR	Total	Men	Women
2005	1.0%	1.8%	0%

Overview of Attrition Rate by Track and by Year Tenure and Clinician-Educator Tracks Penn Medical School Fulltime Faculty, 1999-2005



Overview of Attrition Rate by Track and by Year *Research and Academic Clinician Tracks* Penn Medical School Fulltime Faculty, 1999-2005



**Overview of Assistant Professor Attrition Rate by Track and Year
 Tenure and Clinician-Educator Tracks
 Penn Medical School Fulltime Faculty, 1999-2005**

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%
2005	10	8	2	171	123	48	5.8%	6.5%	4.2%

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%
2005	31	17	14	329	205	124	9.4%	8.3%	11.3%

**Overview of Assistant Professor Attrition Rate by Track and Year
Research and Academic Clinician Tracks
Penn Medical School Fulltime Faculty, 1999-2005**

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%
2005	17	10	7	84	56	28	20.2%	17.9%	25%

ACADEMIC CLINICIAN Track	Terminations (N)			Total Faculty (N)			Attrition Rate %		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
2005	1	1	0	87	46	41	1.1%	2.1%	0%

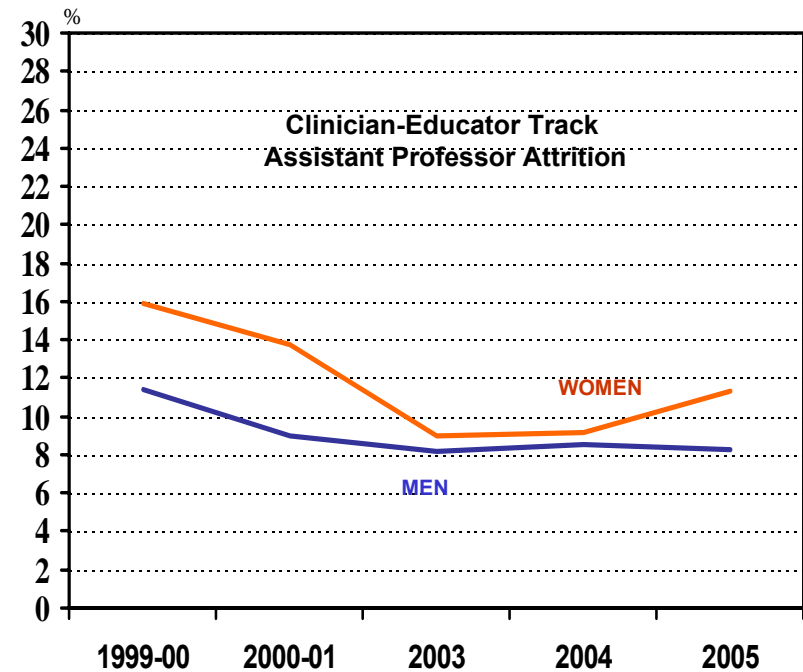
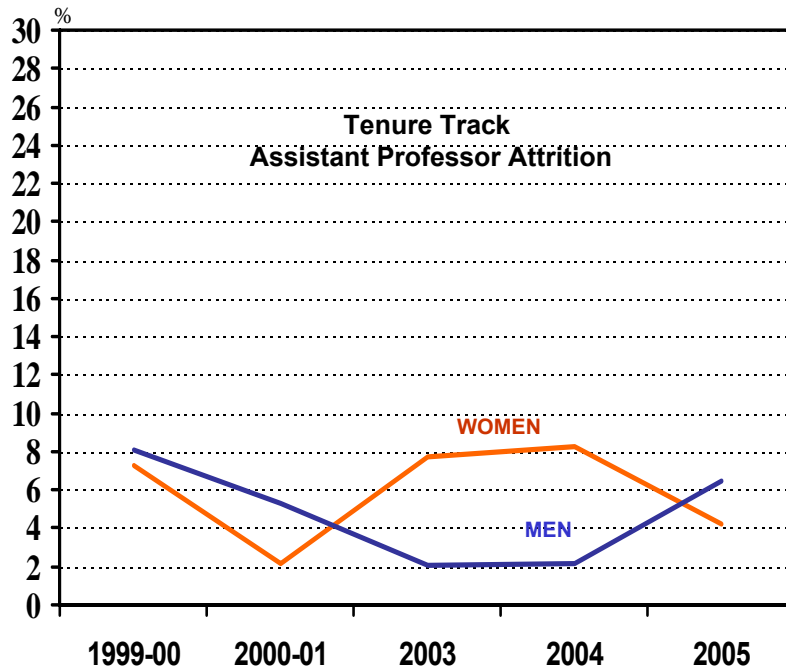
**Overview of Assistant Professor Attrition Rate by Track and Year
 Tenure and Clinician-Educator Tracks
 Penn Medical School Fulltime Faculty, 1999-2005**

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%	
2005	5.8%	6.5%	4.2%	
Clinician Educator	Year	Total	Male	Female
	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%	
2005	9.4%	8.3%	11.3%	

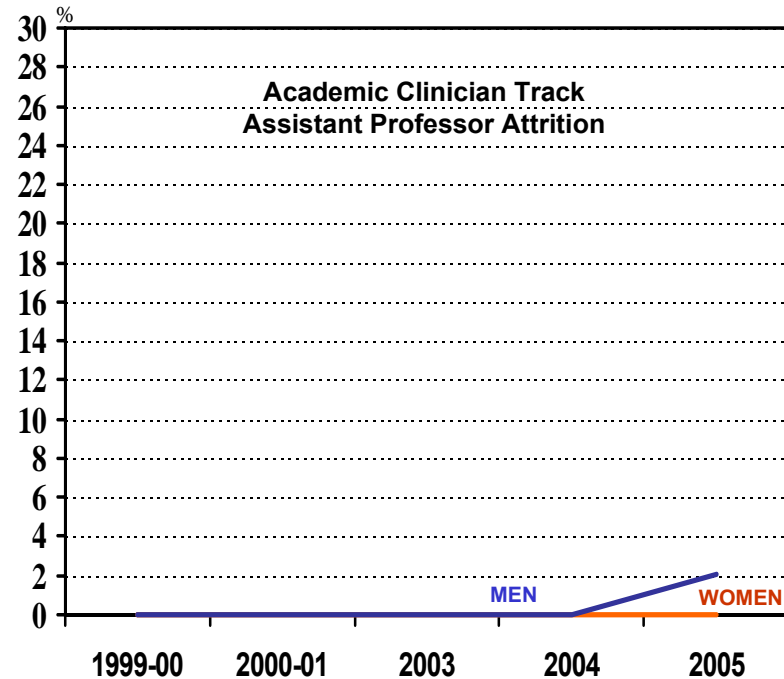
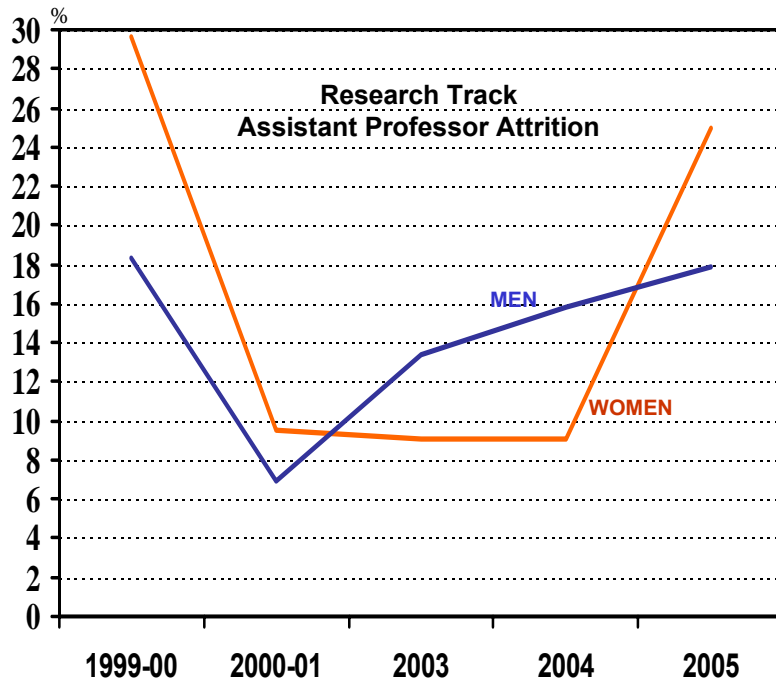
**Overview of Assistant Professor Attrition Rate by Track and Year
 Research and Academic Clinician Tracks
 Penn Medical School Fulltime Faculty, 1999-2005**

Research	Year	Total	Male	Female
	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%
	2005	20.2%	17.9%	25.0%
Academic Clinician	Year	Total	Male	Female
	2005	1.1%	2.1%	0%

**Overview of Assistant Professor Attrition Rate by Track and Year
 Tenure and Clinician-Educator Tracks
 Penn Medical School Fulltime Faculty, 1999-2005**



**Overview of Assistant Professor Attrition Rate by Track and Year
 Research and Academic Clinician Tracks
 Penn Medical School Fulltime Faculty, 1999-2005**



Overview 1999 – 2005
Annual Changes in Faculty *Number* by Rank and Gender
Penn Medical School Fulltime Faculty

YEAR	Total Fulltime Faculty			Full Professor			Associate Professor			Assistant Professor		
	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F	TOTAL	M	F
1999-2000	83	56	27	19	17	2	48	27	21	16	12	4
2000-2001	64	47	17	15	12	3	16	15	1	33	20	13
2001-2002	44	20	24	6	6	0	34	21	13	4	-7	11
2002-2003	18	13	5	6	2	4	27	22	5	-15	-11	-4
2003-2004	26	15	11	33	23	10	3	0	3	-10	-8	-2
2004-2005	60	32	28	7	1	6	18	20	-2	35	11	24

Compiled by:



With support from the:

**University of Pennsylvania School of Medicine
Center for Clinical Epidemiology and Biostatistics
Trustees' Council of Penn Women**