

Status of Women and Minorities in Medicine

**Benchmarking
School of Medicine Faculty
Virginia Commonwealth University**

Saba Masho, MD, MPH, DrPH

Diane Bishop, BA, MPH Candidate

Carol Hampton, MMS

Committee on the Status of Women and Minorities (COSOWAM)

Objectives

- To describe the status of women and black faculty at the VCU-SOM
 - Number of women and black faculty
 - Rank
 - Tenure status
 - Time in rank
- To compare the VCU-SOM faculty data to the national average (AAMC data)
- To examine trends in the status of women and black faculty

Methodology

- Faculty data from 1997 through 2005 were examined
- The VCU SOM Dean's Office provided faculty data
- National comparative data were downloaded from the AAMC website
- The VCU and AAMC data are a snapshot of faculty taken in November/December of each academic year

Methodology

Full time, Ladder Ranked faculty paid by VCU were included in this analysis

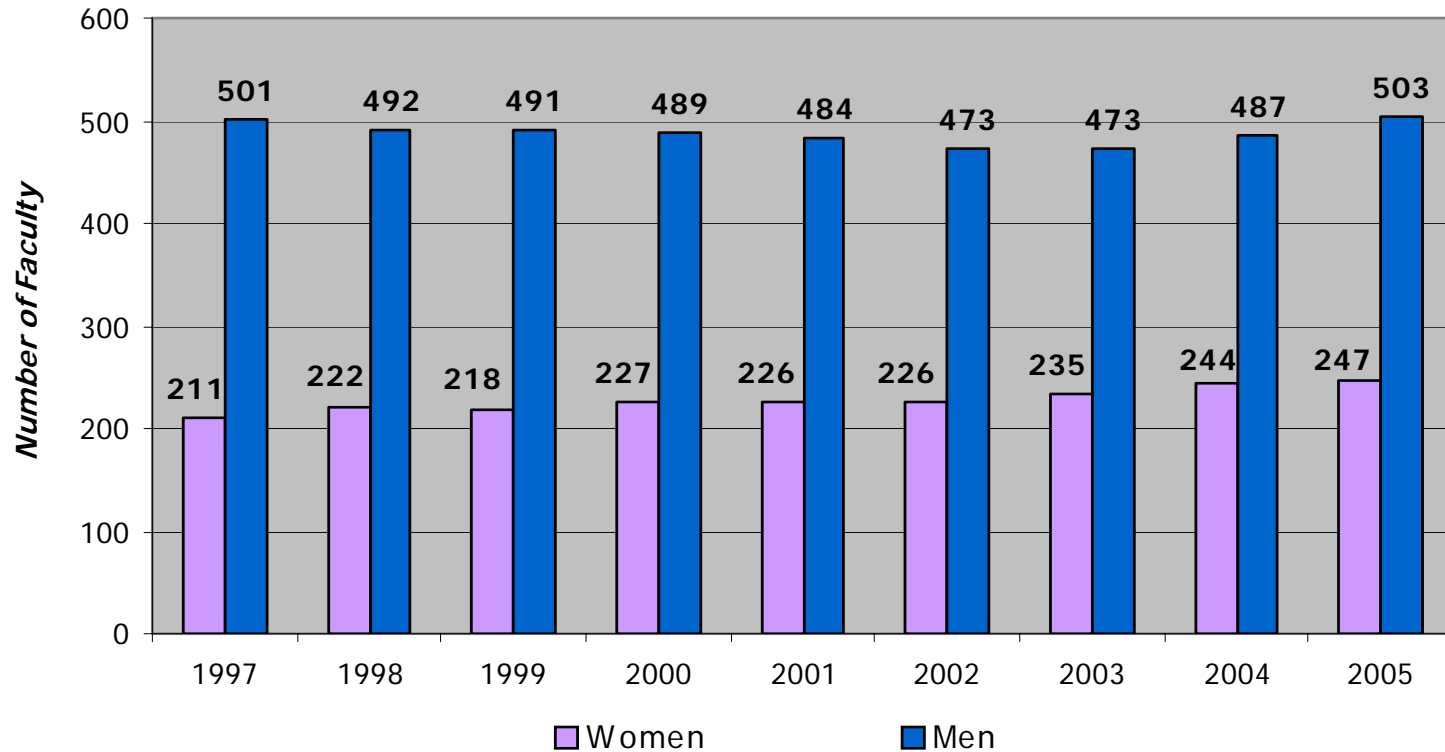
- This excludes:
 - Full time VA, MCVP and INOVA faculty
 - Full time faculty who split time between the VA, INOVA and VCU
- However, for comparisons between VCU SOM faculty and the national AAMC data, all full time faculty—both ladder ranked and non-ladder ranked were included
- Faculty of Hispanic origin are identified by their surname
- Faculty race is self-identified

School of Medicine Women Faculty

Who are the SOM *women* faculty?

- Of the 750 full-time ladder ranked faculty at VCU SOM, 33% (N=247) are women
- Departmental distribution of women (N=247)
 - 74% in Clinical Science (N=182)
 - 20% in Basic Sciences (N=49)
 - 7% Administrative faculty (N=16)
- Women Chairs (3 of 26 departments)
 - Biochemistry
 - Physiology
 - Radiology

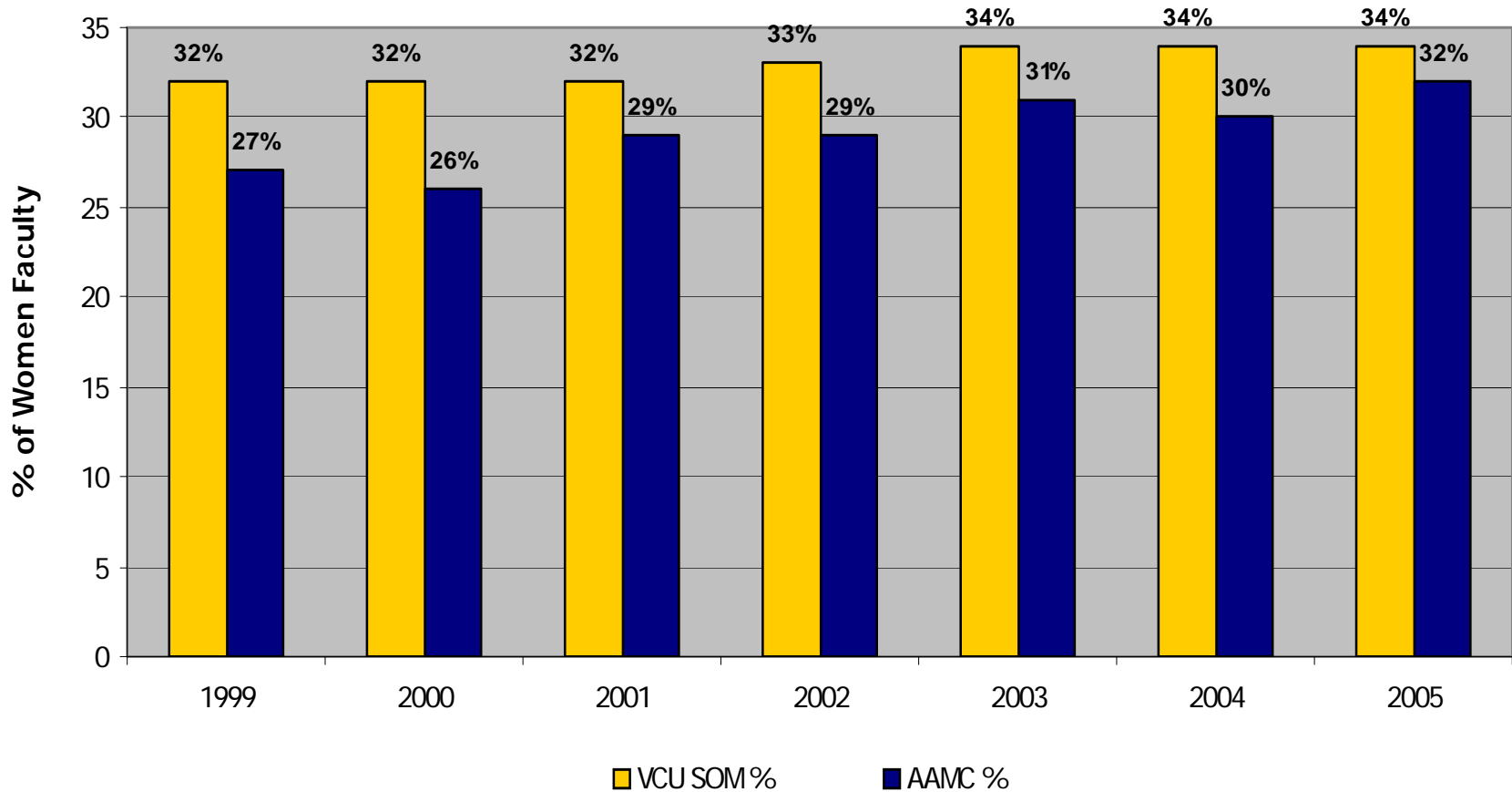
VCU SOM Faculty Trends by Gender



	1997	1998	1999	2000	2001	2002	2003	2004	2005
# of Faculty	712	714	709	716	710	699	708	731	750
% Women	30%	31%	31%	32%	32%	32%	33%	33%	33%

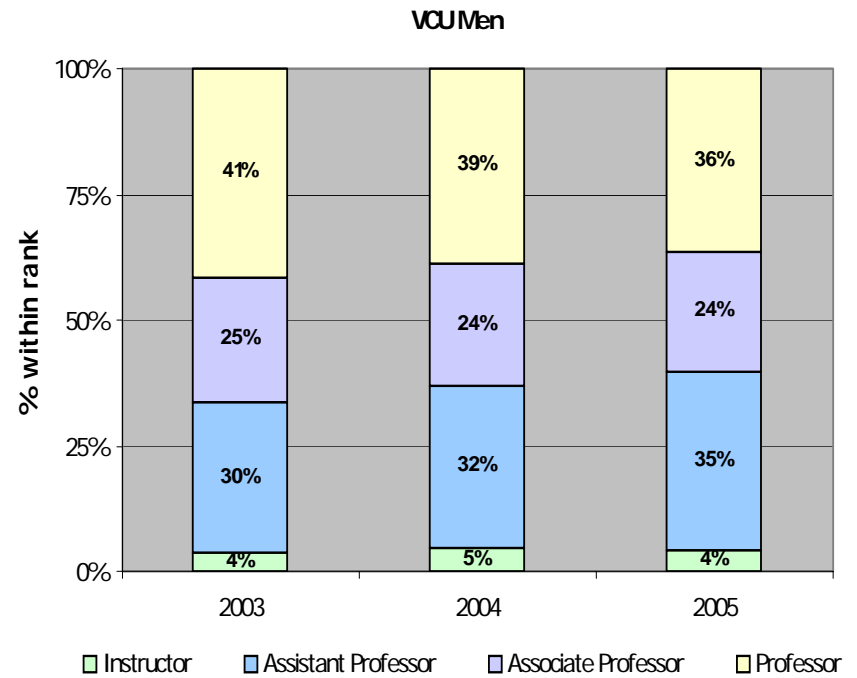
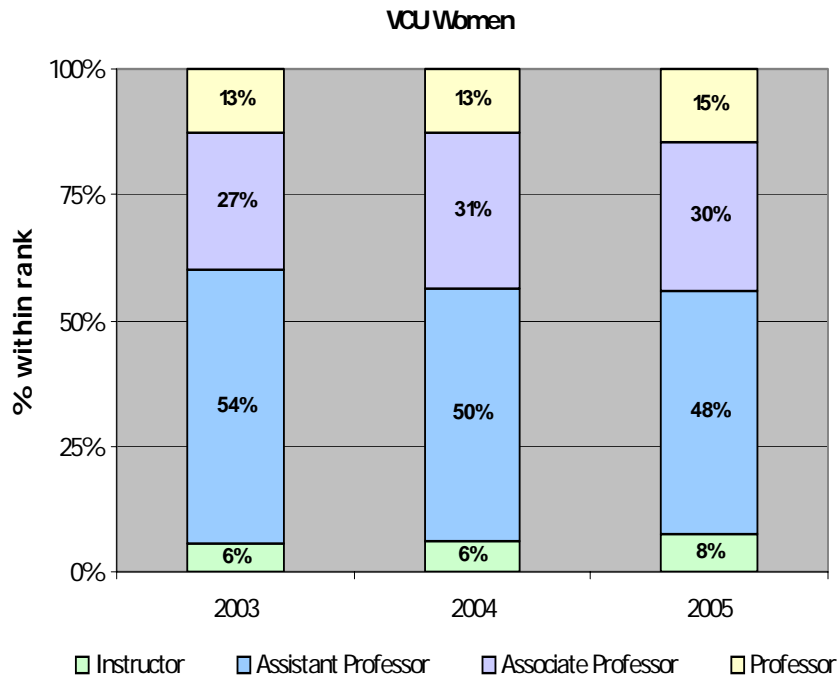
NOTE: These totals include full-time ladder ranked faculty

VCU and AAMC Faculty Trends



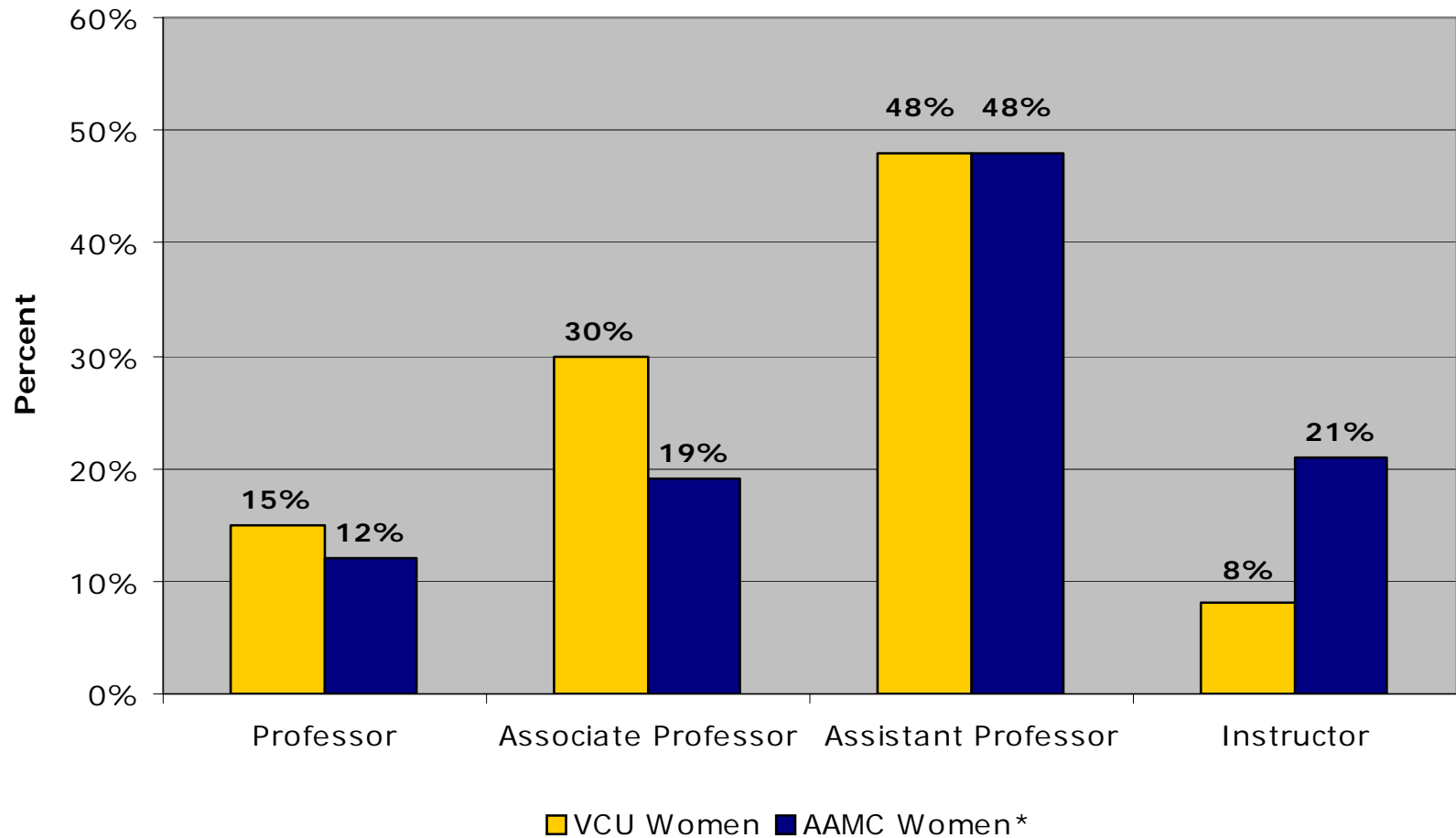
NOTE: These percentages include ladder and non-ladder ranked full-time faculty

Trend in Rank Distribution by Gender



p-value=0.000

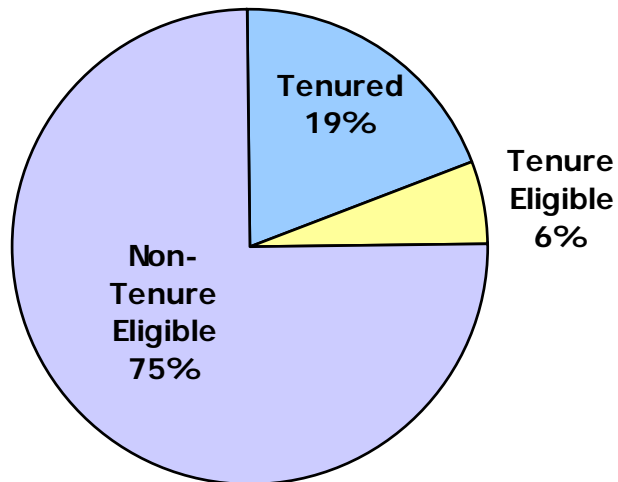
Comparison of Rank Distribution between VCU and AAMC, 2005



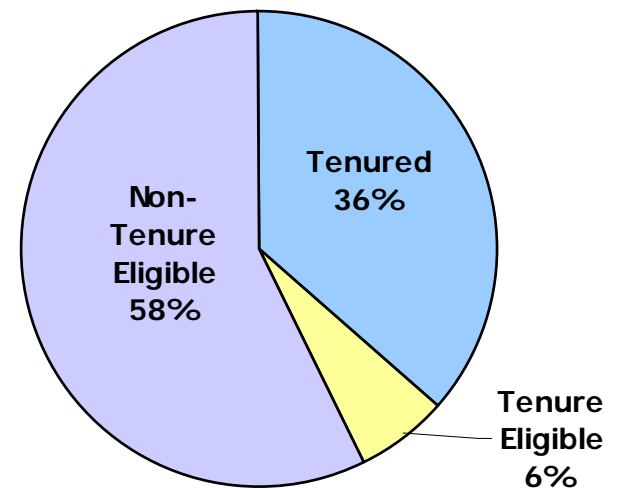
**AAMC, Women in U.S. Academic Medicine 2005*

Gender Difference in Tenure Status at VCU SOM, 2005

VCU Women



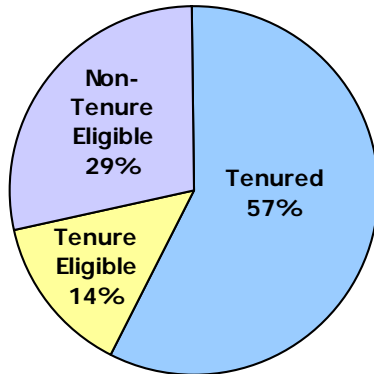
VCU Men



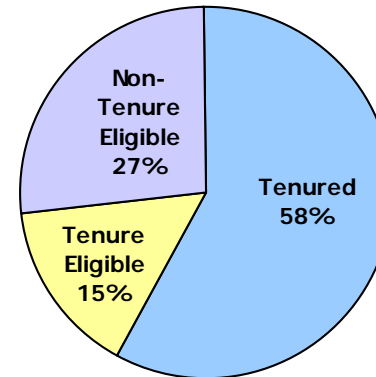
p-value=0.000

Gender Difference in Tenure Status and Department Type

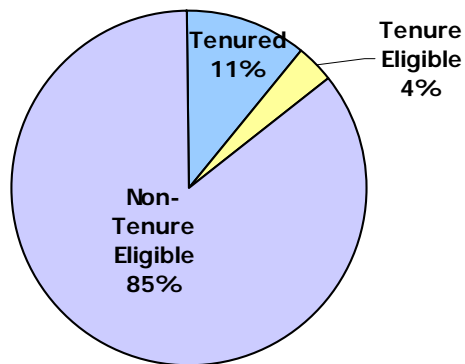
VCU Women, Basic Sciences



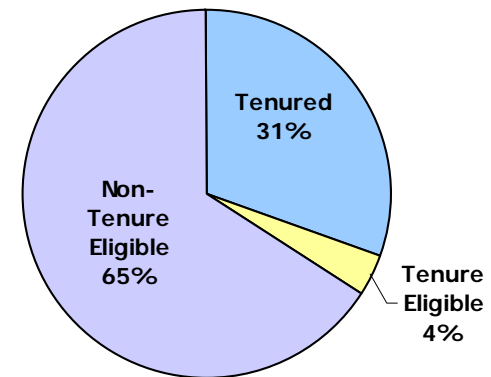
VCU Men, Basic Sciences



VCU Women, Clinical Sciences



VCU Men, Clinical Sciences



Time in Rank, VCU SOM Faculty

Assistant professors

- Women (N=119)
 - Average time in rank = 4.5 (range < 1 - 30) years
 - 19% in the same rank for 7 years or more
- Men (N=178)
 - Average time in rank = 4.3 (range < 1 - 25) years
 - 23% in the same rank for 7 years or more

p-value=0.768

Time in Rank, VCU SOM Faculty

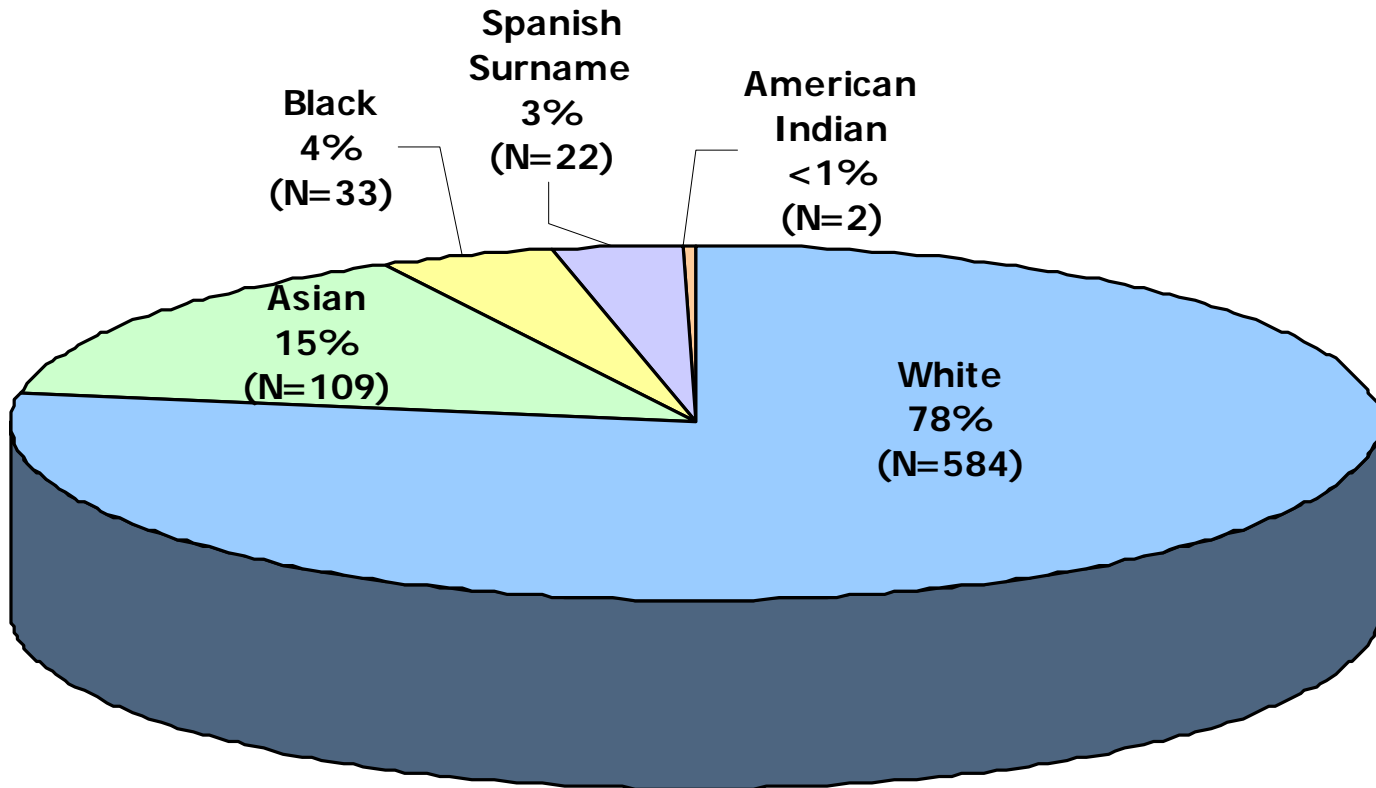
Associate professors

- Women (N=74)
 - Average time in rank = 11.4 years
 - Range < 1 year to 12 years
- Men (N=121)
 - Average time in rank = 10.5 years
 - Range of < 1 year to 8 years

p-value=0.366

VCU SOM Faculty Racial Distribution

Full-Time Ladder-Ranked Faculty Racial Distribution, 2005

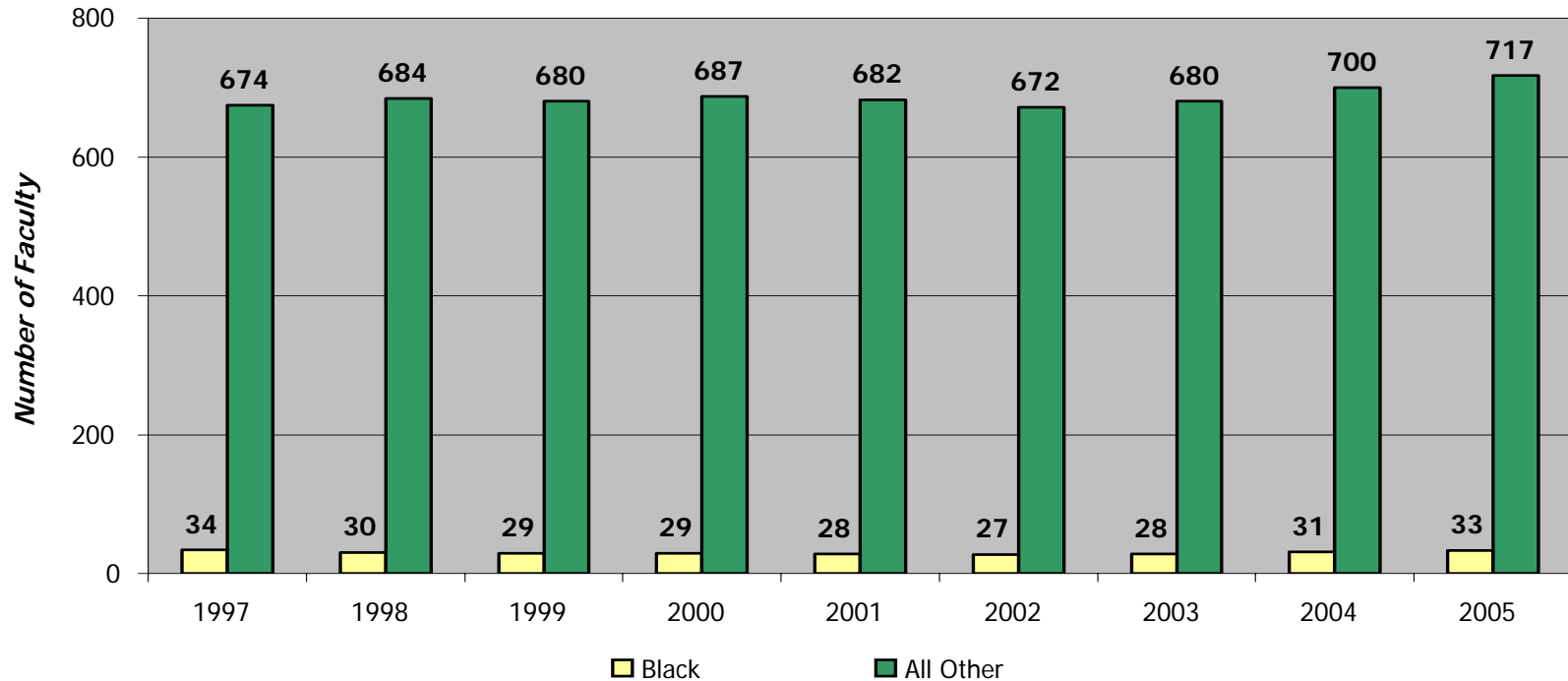


School of Medicine Black Faculty

Who are the SOM *black* faculty?

- Full-time, ladder ranked faculty (N=33)
 - 4% of the total faculty (33/750)
 - 45% (N=15) women
- Department type (N=33)
 - 82% in Clinical Sciences (N=27)
 - 15% in Basic Sciences (N=5)
 - 3% Administrative faculty (N=1)
- Black Chair (2 of 26 departments)
 - Dermatology
 - Epidemiology and Community Health

VCU SOM Faculty Trend by Race

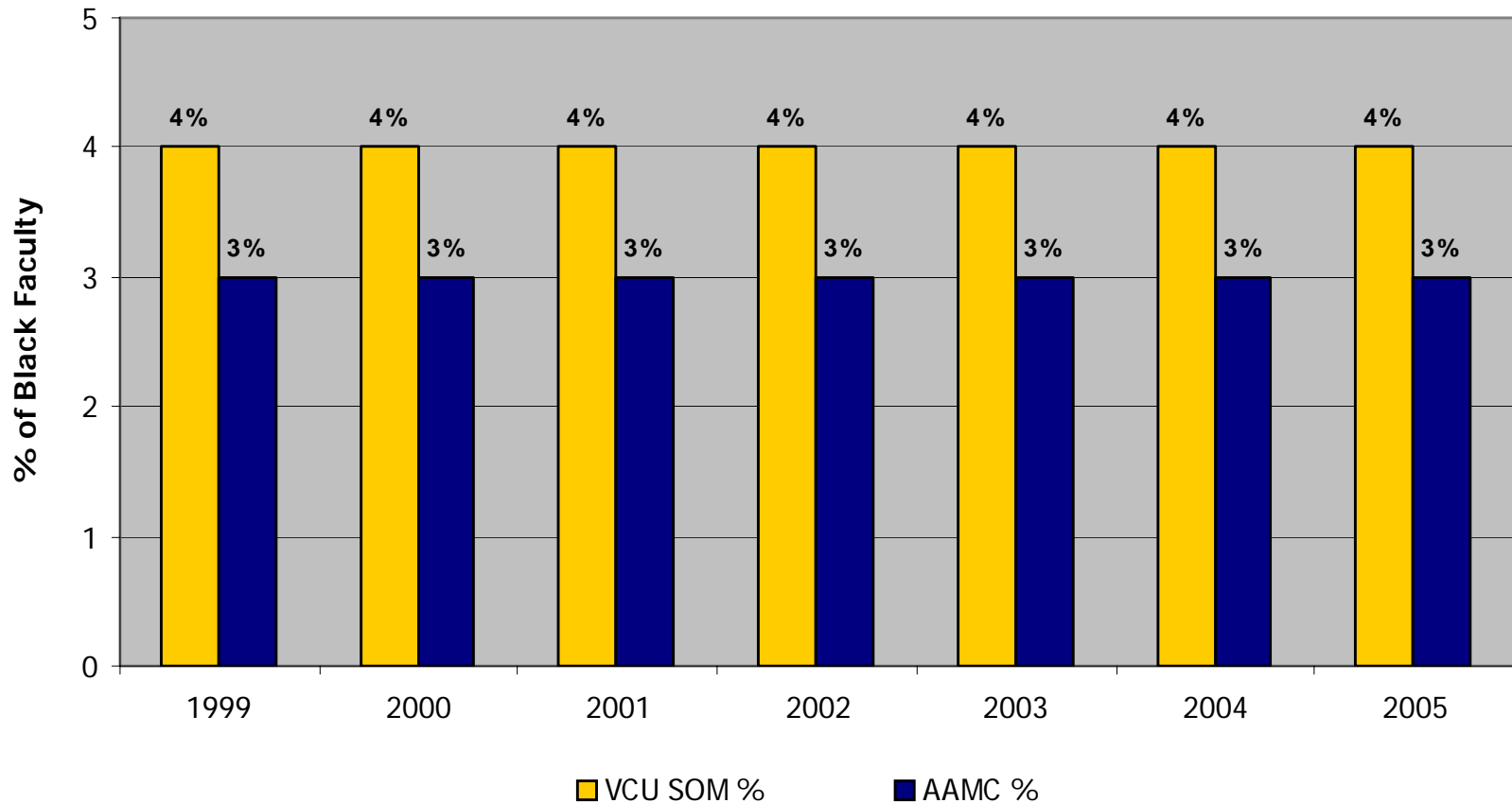


	1997	1998	1999	2000	2001	2002	2003	2004	2005
# of Faculty	712	714	709	716	710	699	708	731	750
% Black	5%	4%	4%	4%	4%	4%	4%	4%	4%

- According to the 2004 U.S. Census Bureau population estimate, 20% of Virginia residents were black

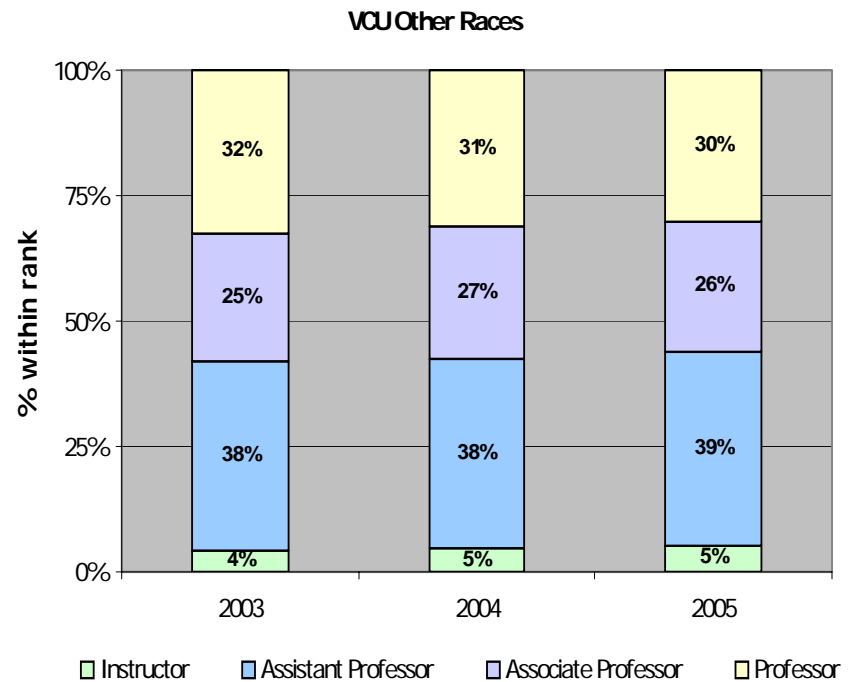
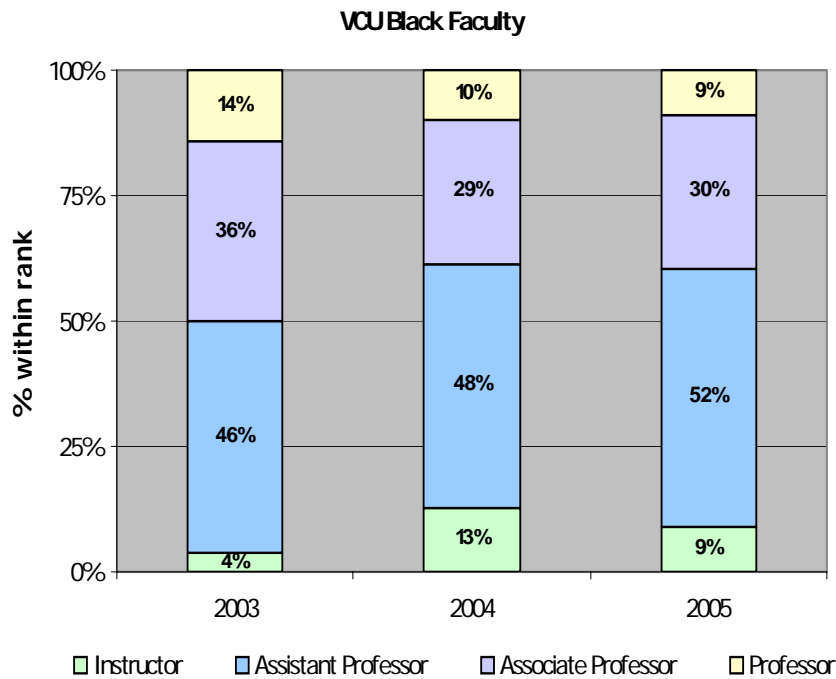
NOTE: These totals include full-time ladder ranked faculty

VCU and AAMC Faculty Trends



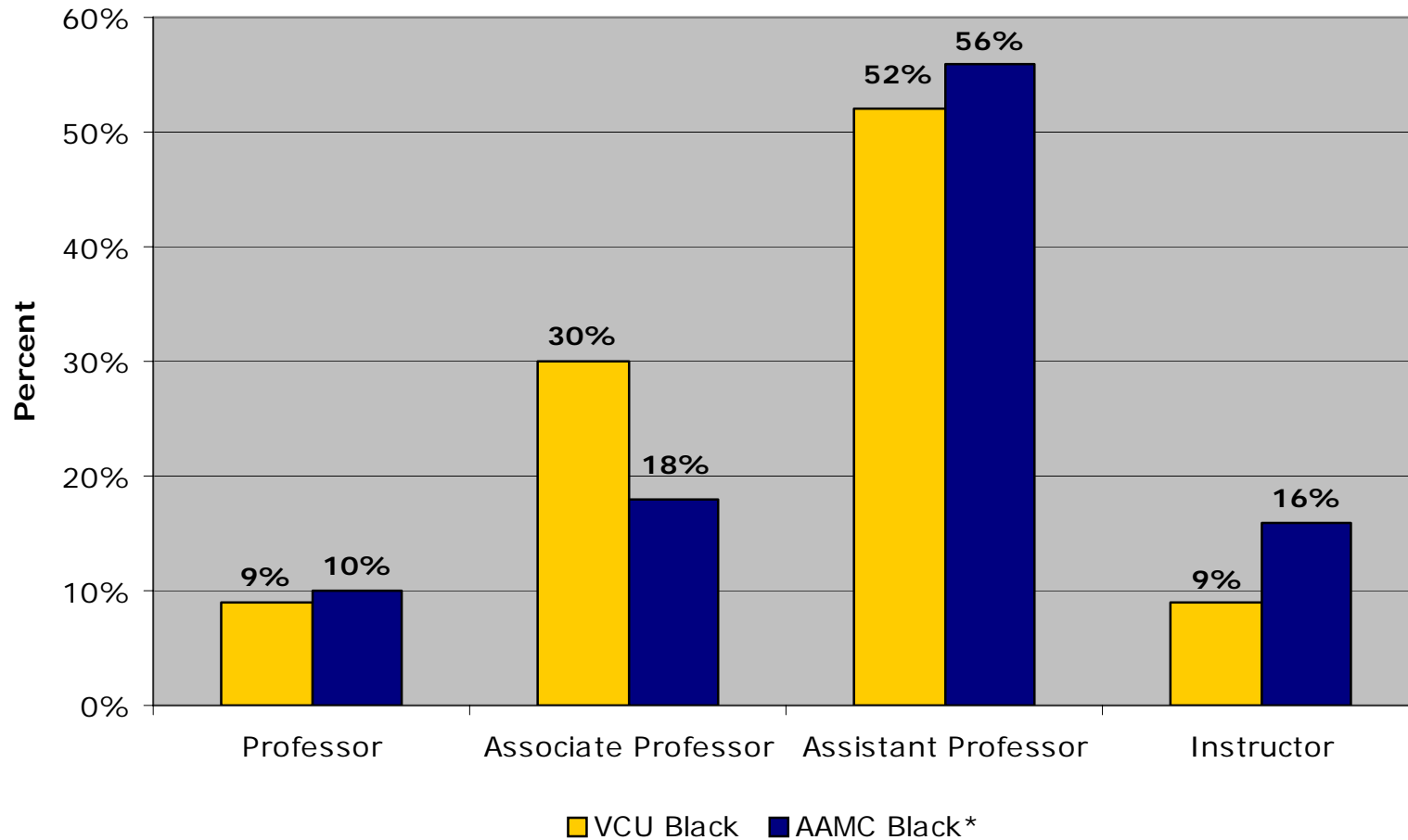
NOTE: These percentages include ladder and non-ladder ranked full-time faculty

Trend in Rank Distribution by Race



p-value=0.064

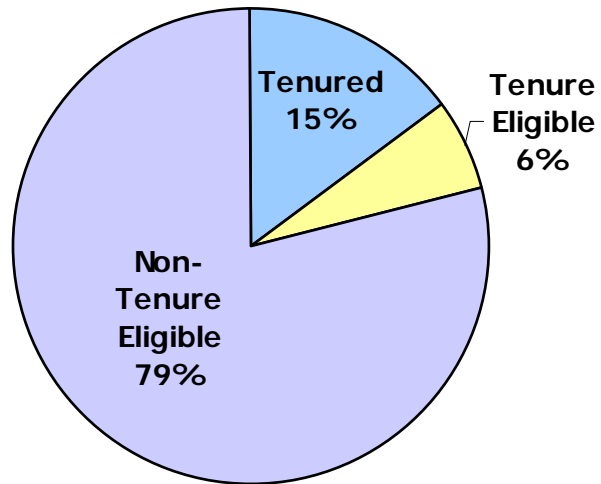
Comparison of Rank Distribution between VCU and AAMC, 2005



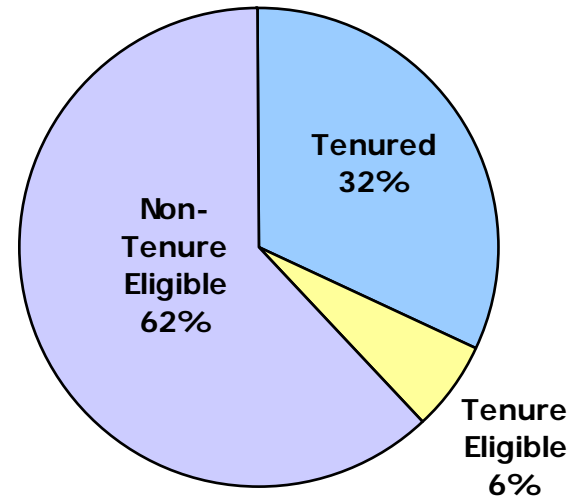
*AAMC, *Minorities in Medical Education: Facts and Figures 2005*

Race Difference in Tenure Status and Department Type

VCU Black



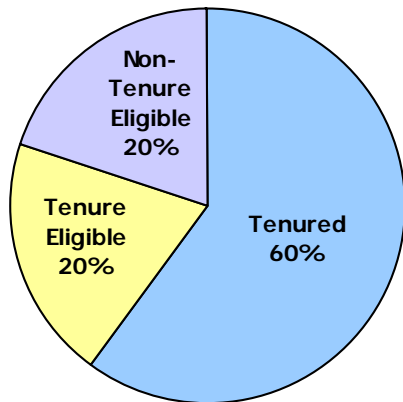
VCU Other Races



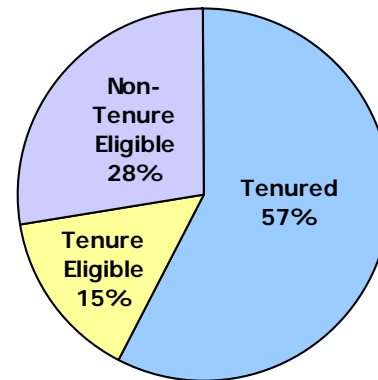
p-value=0.129

Race Difference in Tenure Status at VCU SOM, 2005

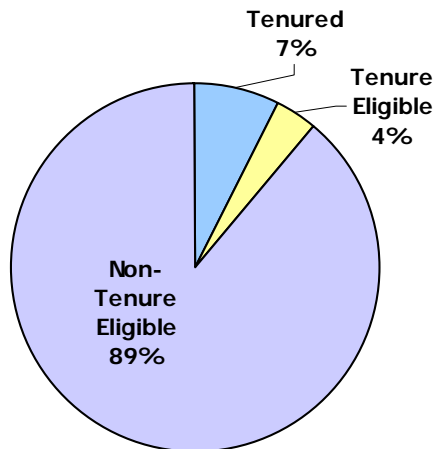
VCU Black Faculty, Basic Sciences



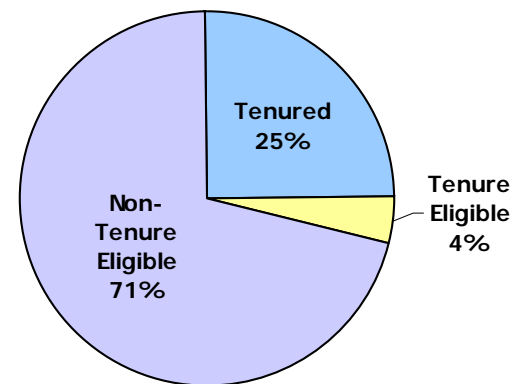
VCU Other Races, Basic Sciences



VCU Black Faculty, Clinical Sciences



VCU Other Races, Clinical Sciences



Time in Rank, VCU SOM Faculty

Assistant professors

- Black (N=17)
 - Average time in rank = 3.4 (range <1 - 13) years
 - 12% in the same rank for 7 years or more
- All other races (N=280)
 - Average time in rank = 4.5 (range <1 - 30) years
 - 18% in the same rank for 7 years or more

p-value=0.380

Time in Rank, VCU SOM Faculty

Associate professors

- Black (N=10)
 - Average time in rank = 11.5 years
 - Range 2 to 25 years
- All other races (N=185)
 - Average time in rank = 10.8 years
 - Range <1 to 32 years

p-value=0.779

Key Issues

- Good News
 - Higher proportion of women and black faculty compared to the national average
 - Higher proportion of women and black associate professors
 - No statistically significant difference in time in rank
 - No disparities in tenure status for basic science departments
- Challenges
 - No growth in black faculty
 - Over half of women and black faculty are at an assistant professor and instructor rank
 - The majority of women and black faculty in clinical science departments are non-tenure eligible
 - Few women and black faculty in chair positions

Recommendations

- Expand the SOM faculty data to include VA, INOVA, MCVP health system
- Enhance the SOM faculty data to include other races/ethnicities

Acknowledgements

- COSOWAM Co-chairs:
 - Wendy Klein MD and Rita Shiang, PhD
- Dean's Office:
 - Meenu Tolani and Ann Setien
- Office of Faculty and Instructional Development