

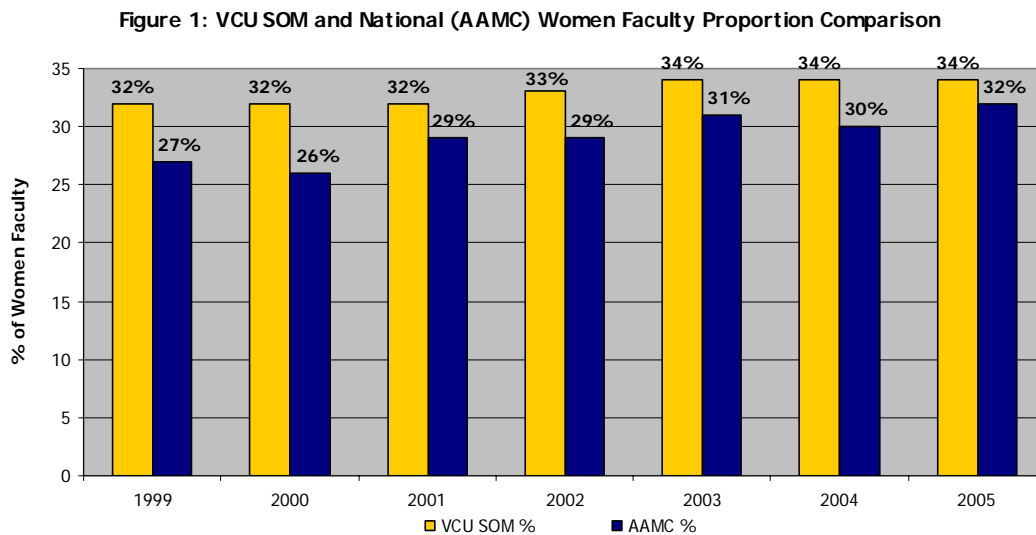
**Benchmarking
Status of Women and Minorities in Medicine
School of Medicine, Virginia Commonwealth University
Committee on the Status of Women and Minorities
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The Committee on the Status of Women and Minorities regularly examines faculty trends at Virginia Commonwealth University School of Medicine (VCU SOM). This report presents benchmarking on the status of women and black faculty between 1997 and 2005 with particular emphasis on the 2005 data. Data includes all full time, ladder ranked faculty paid by VCU. This excluded: full time VA, MCVP and INOVA faculty and 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. The faculty data was provided by the VCU School of Medicine Dean's office.

Women Faculty

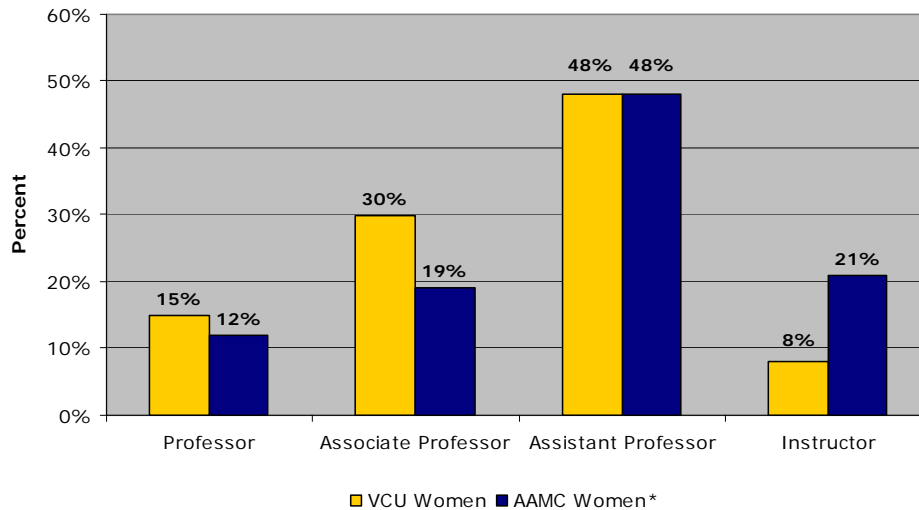
Of the 750 full-time ladder ranked faculty in VCU's School of Medicine, 33% (N=247) are women. Most of these women are in clinical science departments (74%), followed by basic sciences (20%) and administrative faculty (7%). Only 3 of the 26 SOM departments are chaired by women.

Figure 1 shows the proportion of women faculty at VCU SOM is slightly higher than the national average between 1999 and 2005.



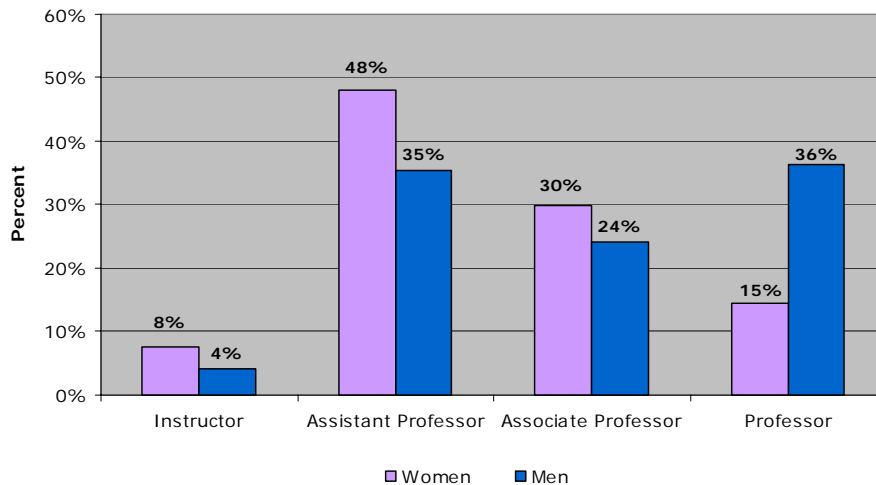
Additionally, compared to the national average VCU SOM has higher proportion of associate and full professor women faculty (Figure 2).

Figure 2: Rank Distribution of VCU and AAMC Women Faculty, 2005



When the distribution of VCU SOM women faculty were compared to their male counterparts, there were higher proportions of women at the ranks of instructor (8% versus 4%), assistant professor (48% versus 35%), and associate professor (30% versus 24%), while there was a greater proportion men at the rank of professor (15% versus 36%) (Figure 3).

Figure 3: Rank Distribution of VCU Women and Men Faculty, 2005



When time in rank of assistant professors was examined, there was no statistical difference between women and men. Women (N=119) on average stayed in rank for 4.5 years while their male counterparts (N=178) remained in rank for an average of 4.3 years (p-value=0.768). The same was true among associate professors; women (N=74) stayed in rank on average for 11.4 years and men (N=121) for 10.5 years (p-value=0.366).

Overall, a higher proportion of men faculty were tenured as of 2005 compared to women, at 36% and 19%, respectively. However, when tenure status of faculty was examined separately for basic and clinical sciences, no difference in tenure status was observed between women and men in basic science departments. On the other hand, a higher proportion of men faculty were tenured (31%) than women faculty (11%) in clinical science departments.

Black Faculty

Of the full-time ladder ranked faculty in VCU's School of Medicine, 4% (N=33) are black. Of the 26 SOM departments two are chaired by black faculty.

There has been no growth in the proportion of black faculty in the past seven years. Nationally, black faculty has accounted for 3% of SOM faculty, and at VCU the proportion of black faculty was slightly higher, at 4% (Figure 4).

Figure 4: VCU SOM and National (AAMC) Black Faculty Proportion Comparison

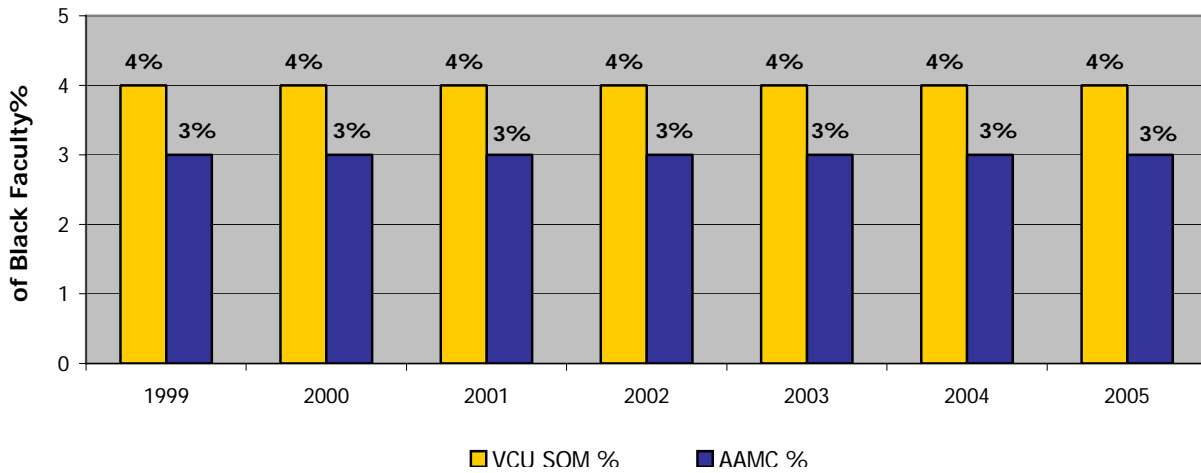
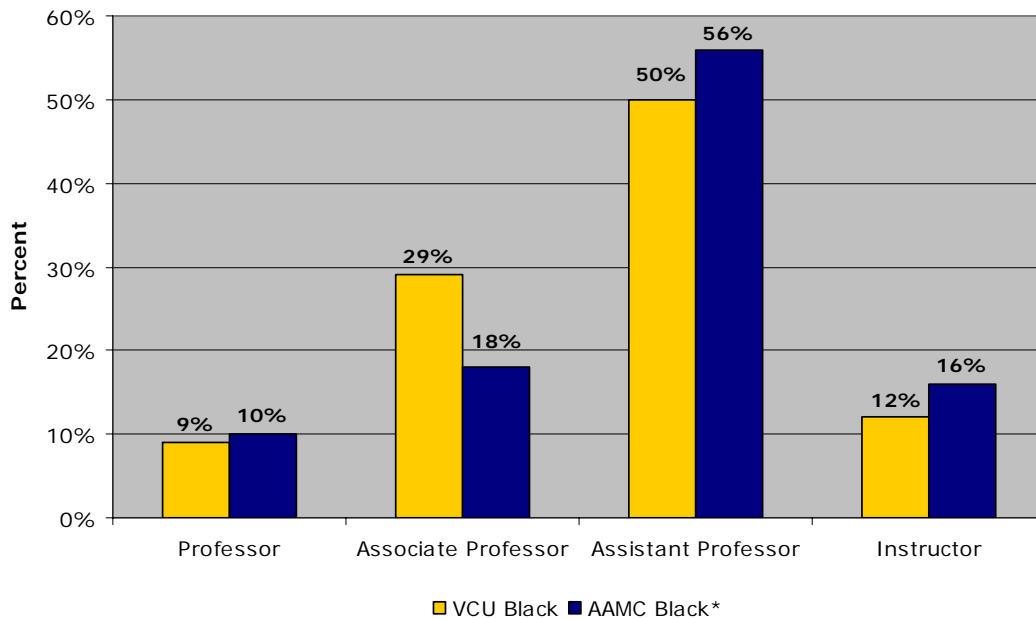
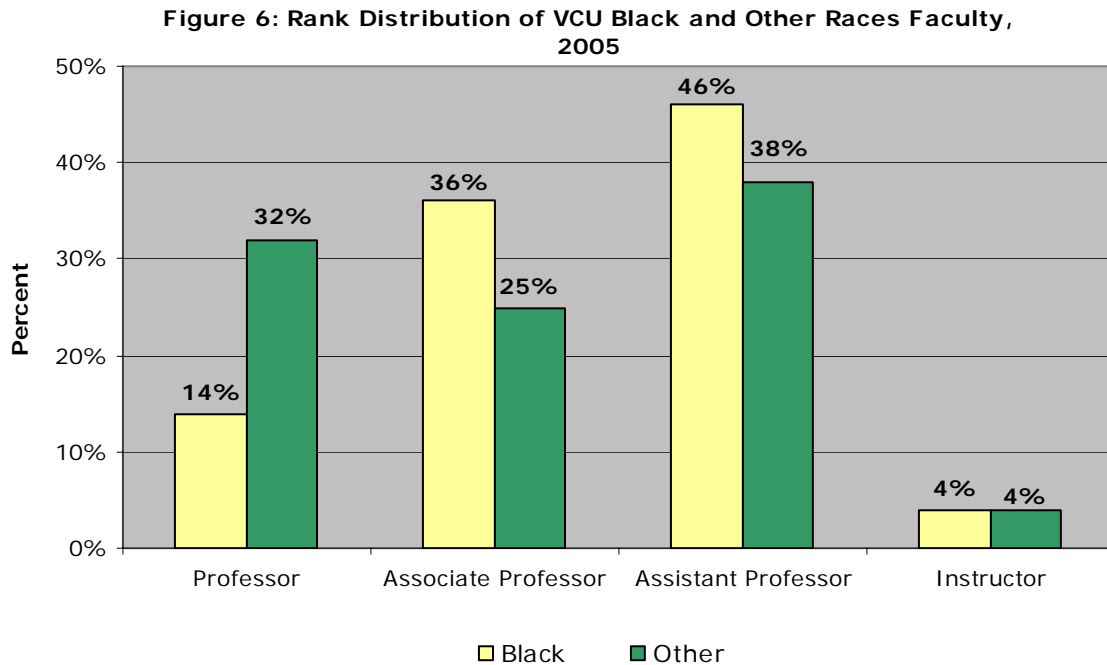


Figure 5 shows that VCU has higher proportions of professors and associate professors, an equal proportion of assistant professors, and fewer black faculty at the rank of instructor.

Figure 5: Rank Distribution fo VCU and AAMC Black Faculty



When the distribution of VCU SOM black faculty were compared to faculty of all other races, there were significantly lower proportions of black faculty at the rank of full (32% versus 14%) (Figure 6).



There was no statistical difference between black and all other faculty in time in rank at both assistant and associate professor rank

Overall, black faculty were less likely to be tenured at 15% compared to 32% of faculty of other races. However, no statistically significant difference was found in tenure status and race in basic science departments. In clinical sciences, a higher proportion of non-black faculty were tenured (25%) compared to black faculty (7%).

Although the VCU SOM fares better than the national average in many categories, lack of growth in black faculty, fewer women and black faculty in leadership positions, lower proportion of women and black faculty tenured and at full professor rank remain to be major challenges.