

## Committee on the Status of Women and Minorities: School of Medicine (SOM) Faculty Benchmarking Summary, 2008

- Full-time, Ladder Ranked faculty paid by VCU were included in this analysis (N=822). Data are a snapshot taken in November 2008, provided by the SOM Dean's Office. These data exclude:
  - Full-time VA, MCVP and INOVA faculty.
  - Full-time faculty who split time between the VA, INOVA and VCU.

### SOM Women Faculty Overall Trend<sup>1</sup>

- Women faculty account for 34% of all full-time, ladder ranked faculty (N=276) and chair 5 of the 27 SOM departments.
  - Women chairs accounted for 12% of all department chairs in US medical schools, compared to 19% of all chairs in the VCU SOM.
- Since 1997, the proportion of women faculty has increased slightly, from 30% to 34% (Table 1).

**Table 1: Trend of VCU SOM Women Faculty**

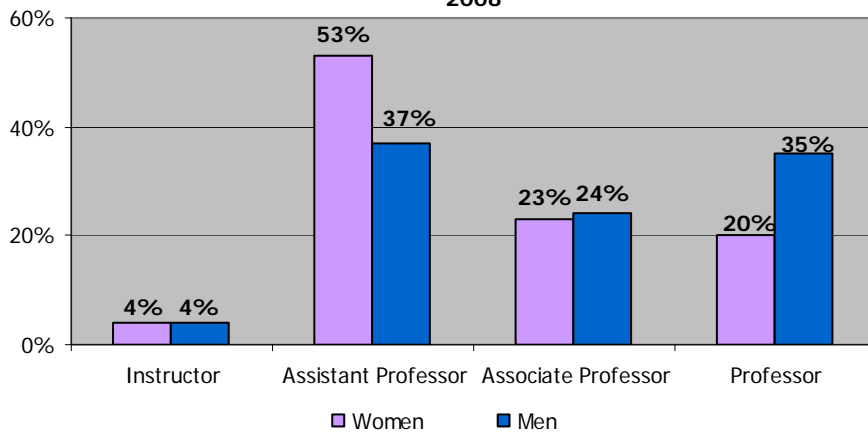
	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
# of Faculty	712	714	709	716	710	699	708	731	750	774	808	822
% Women	30%	31%	31%	32%	32%	32%	33%	33%	33%	34%	35%	34%

- The proportion of women faculty at VCU SOM is higher compared to national averages; however, the gap has closed, from 31% at VCU and 27% nationally in 1999 to 34% each in 2008.

### Rank Distribution

- Notable differences among women and men faculty were seen at the assistant professor and professor rank (p-value=<0.001) (Figure 1). Similar distributions of faculty were found in 2004 through 2007 (not shown).

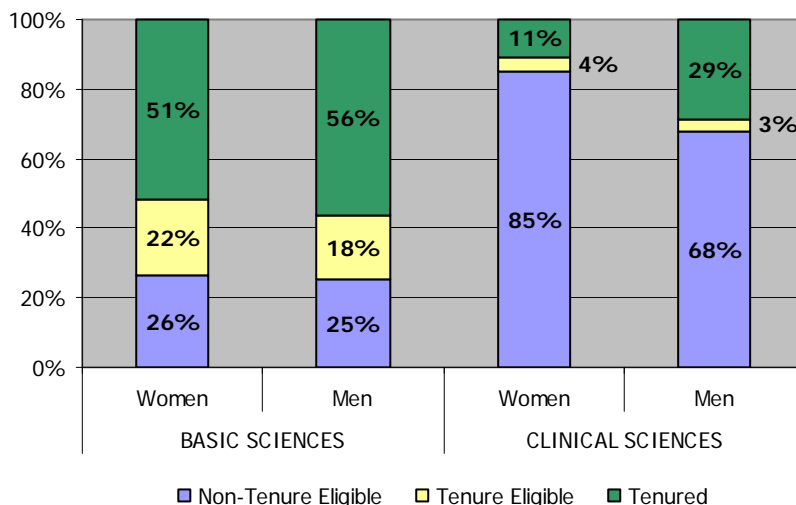
**Figure 1: Rank Distribution of VCU Women and Men Faculty, 2008**



### Tenure Status<sup>2</sup>

- As shown in Table 2, there were significant differences among men and women faculty and their tenure status in 2008 (p-value=<0.001). The same pattern and significance was observed in 2005 through 2007.
- In basic sciences, tenure status was similar for men and women faculty. However, in clinical sciences, there were differences among non-tenure eligible or tenured faculty. While most clinical faculty were non-tenured, the proportion among women was higher compared to men and fewer women were tenured compared to men (Figure 2). The same pattern was observed in 2005 through 2007 (not shown).

**Figure 2: Tenure Status by Gender and Department Type**



**Table 2: Tenure Status by Gender**

	Women		Men	
	N	%	N	%
Tenured	57	21%	192	35%
Tenure Eligible	23	8%	34	6%
Non-Tenure Eligible	196	71%	318	58%

## Committee on the Status of Women and Minorities: School of Medicine (SOM) Faculty Benchmarking Summary, 2008

### New Faculty<sup>1,3</sup>

- In 2008, 95 full-time, ladder ranked faculty were hired, of which 33% were women and 67% were men.
- By rank, there were considerable gender differences among newly hired faculty, notably at the assistant and associate professor ranks (Table 3).

**Table 3: Faculty Hired in 2008 by Gender and Rank**

	Women		Men	
	<i>N</i>	%	<i>N</i>	%
Chair	1	3%	2	3%
Professor	1	3%	4	6%
Associate Professor	2	6%	7	11%
Assistant Professor	23	74%	42	67%
Instructor	4	13%	8	13%
<i>Total</i>	<i>31</i>	<i>99%</i>	<i>63</i>	<i>100%</i>

### SOM Black Faculty Overall Trend<sup>4</sup>

- Black faculty account for 4% of all full-time, ladder ranked faculty (N=32) and chair 1 of the 27 SOM departments.
- Since 1998, the proportion of black faculty has remained constant (Table 4).

**Table 4: Trend of VCU SOM Black Faculty**

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
# of Faculty	712	714	709	716	710	699	708	731	750	774	808	822
% Black	5%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%

- The proportion of black faculty at VCU SOM is similar to national averages, where the proportion of black faculty has remained at 3%.

### Rank Distribution

- Notable differences between black and faculty of other races were seen at the professor rank (Figure 3). Similar distributions of faculty were found in 2004 through 2007 (not shown).

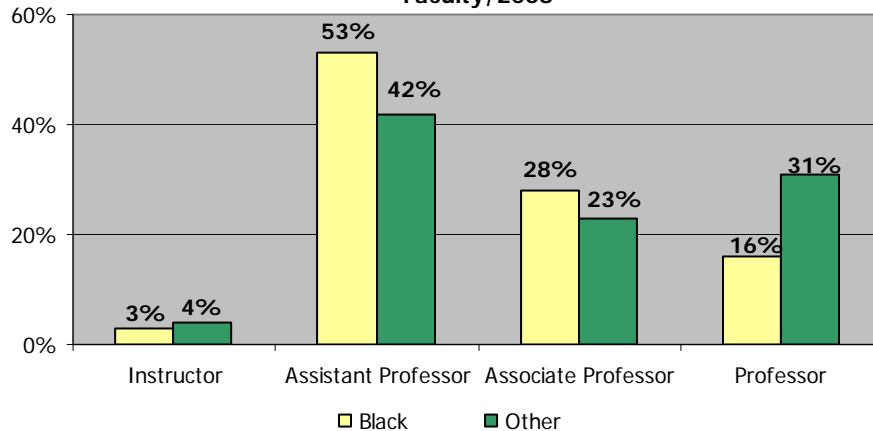
### Tenure Status<sup>2</sup>

- As shown in Table 5, there were differences among black and non-black faculty and their tenure status in 2007. The same pattern and significance was observed in 2005 and 2006.

**Table 5: Tenure Status by Race**

	Black		Non-Black	
	<i>N</i>	%	<i>N</i>	%
Tenured	6	19%	243	31%
Tenure Eligible	1	3%	56	7%
Non-Tenure Eligible	25	78%	489	62%

**Figure 3: Rank Distribution of VCU Black and Other Races Faculty, 2008**



### New Faculty<sup>1</sup>

- Of the 95 faculty hired in 2008, 4 were black (4%).

Please see our website for more information: <http://www.womeninmedicine.vcu.edu/COSOWAM.html>

<sup>1</sup> Gender is missing for 1 faculty member.

<sup>2</sup> Tenure status is missing for 1 faculty member.

<sup>3</sup> Calendar year 2008. Data are not available from AAMC to make comparisons to national averages for 2008.

<sup>4</sup> Race is unknown for 1 faculty member.