

TABLE 3

**VCU Distribution of Ladder Ranked Faculty by Salary Group,
Gender, Rank and Tenure Status
November 2003**

Tenure Status	DEPARTMENT CHAIR			PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			ALL RANKS		
	# Females	# Males	% Females	# Females	# Males	% Females	# Females	# Males	% Females	# Females	# Males	% Females	# Females	# Males	% Females	# Females	# Males	% Females
M.D. Clinical																		
Tenured	1	16	5.9%	8	76	9.5%	3	15	16.7%	0	0	0.0%	0	0		12	107	10.1%
Tenure-Eligible	0	0			4	0.0%	2	1	66.7%	1	7	12.5%	0	0		3	12	20.0%
Non-Tenure Eligible	0	0		4	15	21.1%	35	58	37.6%	64	78	45.1%	3	3	50.0%	106	154	40.8%
Total M.D. Clinical	1	16	5.9%	12	95	11.2%	40	74	35.1%	65	85	43.3%	3	3	50.0%	121	273	30.7%
Non-M.D. Clinical																		
Tenured	0	0		0	9	0.0%	2	0	100.0%	0	0		0	0		2	9	18.2%
Tenure-Eligible	0	0		1	0		0	2		0	0		0	0		1	2	33.3%
Non-Tenure Eligible	0	0		1	2	33.3%	2	9	18.2%	11	9	55.0%	1	3	25.0%	15	23	39.5%
Total Non-M.D. Clinical	0	0		2	11	15.4%	4	11	26.7%	11	9	55.0%	1	3	25.0%	18	34	34.6%
Teaching/Research																		
Tenured	2	6	25.0%	12	61	16.4%	10	16	38.5%	0	0		0	0		24	83	22.4%
Tenure-Eligible	0	0		0	3		1	4	20.0%	10	8	55.6%	0	0		11	15	42.3%
Non-Tenure Eligible	0	0		1	1	50.0%	5	14	26.3%	21	35	37.5%	7	10	41.2%	34	60	36.2%
Total Teaching/Research Clinical	2	6	25.0%	13	65	16.7%	16	34	32.0%	31	43	41.9%	7	10	41.2%	69	158	30.4%
Off-Scale/Admin																		
Tenured	0	0		0	1	0.0%	0	0		0	0		0	0		0	1	0.0%
Tenure-Eligible	0	0		0	0		0	0		0	0		0	0		0	0	
Non-Tenure Eligible	0	0		0	0		4	0	100.0%	21	6	77.8%	2	1	66.7%	27	7	79.4%
Off-Scale/Admin	0	0		0	1	0.0%	4	0	100.0%	21	6	77.8%	2	1	66.7%	27	8	77.1%
All Salary Groups																		
Tenured	3	22	12.0%	20	147	12.0%	15	31	32.6%	0	0	0.0%	0	0		38	200	16.0%
Tenure-Eligible	0	0		1	7	12.5%	3	7	30.0%	11	15	42.3%	0	0		15	29	34.1%
Non-Tenure Eligible	0	0		6	18	25.0%	46	81	36.2%	117	128	47.8%	13	17	43.3%	182	244	42.7%
Total All Salary Groups	3	22	12.0%	27	172	13.6%	64	119	35.0%	128	143	47.2%	13	17	43.3%	235	473	33.2%