

Committee on the Status of Women and Minorities: School of Medicine Faculty Benchmarking Summary, 2006

- Full-time, Ladder Ranked faculty paid by VCU were included in this analysis (N=774). This excludes:
 - Full-time VA, MCVP and INOVA faculty.
 - Full-time faculty who split time between the VA, INOVA and VCU.

SOM Women Faculty Overall Trend

- Women faculty account for 34% of all full-time, ladder ranked faculty (N=263) and chair 4 of the 27 SOM departments.
 - Nationally, in 2005 there was an average of 2 women department chairs in a medical school.
 - Women chairs accounted for 10% of all department chairs in US medical schools, compared to 15% 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
# of Faculty	712	714	709	716	710	699	708	731	750	774
% Women	30%	31%	31%	32%	32%	32%	33%	33%	33%	34%

- The proportion of women faculty at VCU SOM is higher compared to national averages; however, the gap has increasingly narrowed, from 32% at VCU and 27% nationally in 1999 to 34% and 32%, respectively in 2006.

Rank Distribution

- Notable differences among women and men faculty were seen at the assistant professor and professor rank (Figure 1). Similar distributions of faculty were found in 2004 and 2005 (not shown).

Tenure Status

- As shown in Table 2, there were significant differences among men and women faculty and their tenure status in 2006 (p-value=0.000). The same pattern and significance was observed in 2005.

Table 2: Tenure Status by Gender

	Women		Men	
	N	%	N	%
Tenured	51	20%	185	36%
Tenure Eligible	17	7%	27	5%
Non-Tenure Eligible	193	74%	299	59%

- 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 (not shown).

Time in Rank

- Among assistant professors, there were no significant differences among men and women faculty and their length of time in that rank. Women on average have been assistant professors for 4.0 years compared to 4.3 years for men (p-value=0.501).
- At the associate professor rank, there are also no significant gender differences for time in rank. On average, women faculty have been associate professor's for 11.8 years, compared to 11.0 years for men (p-value=0.435).

Figure 1: Rank Distribution of VCU Women and Men Faculty, 2006

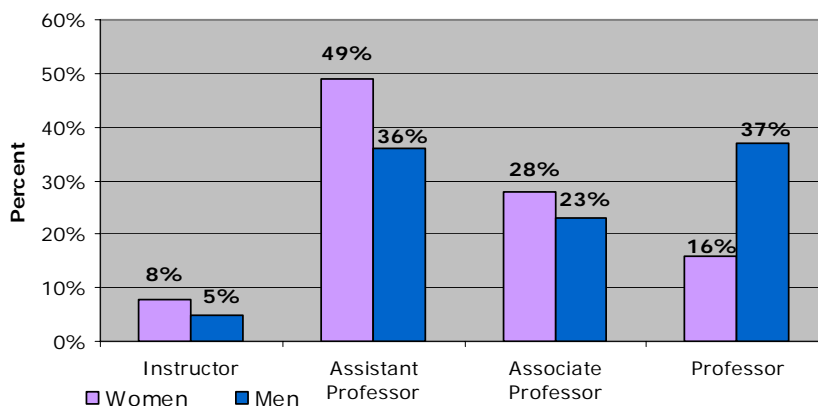
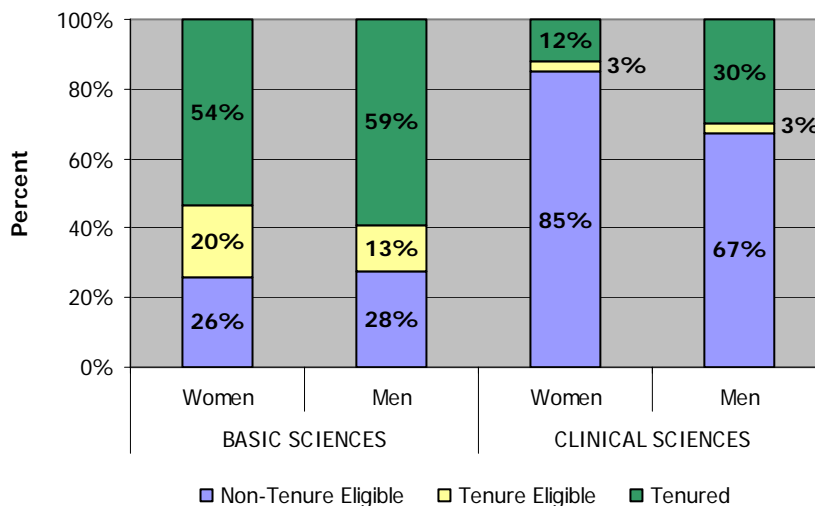


Figure 2: Tenure Status by Gender and Department Type



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New Faculty

- In 2006, 90 full-time, ladder ranked faculty were hired, of which 43% were women and 57% were men.
- Nationally in 2005, 38% of new hires were women.
- By rank, there were no considerable gender differences among newly hired faculty (Table 3).

Table 3: Faculty Hired in 2006 by Gender and Rank

	Women		Men	
	<i>N</i>	%	<i>N</i>	%
Chair	1	3%	1	2%
Professor	0	0%	1	2%
Associate Professor	2	5%	4	8%
Assistant Professor	25	64%	33	65%
Instructor	11	28%	12	24%
<i>Total</i>	<i>39</i>	<i>100%</i>	<i>51</i>	<i>100%</i>

SOM Black Faculty Overall Trend¹

- Black faculty account for 4% of all full-time, ladder ranked faculty (N=33) and chair 2 of the 27 SOM departments.
- Since 1997, 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
# of Faculty	712	714	709	716	710	699	708	731	750	774
% Black	5%	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 and 2005 (not shown).

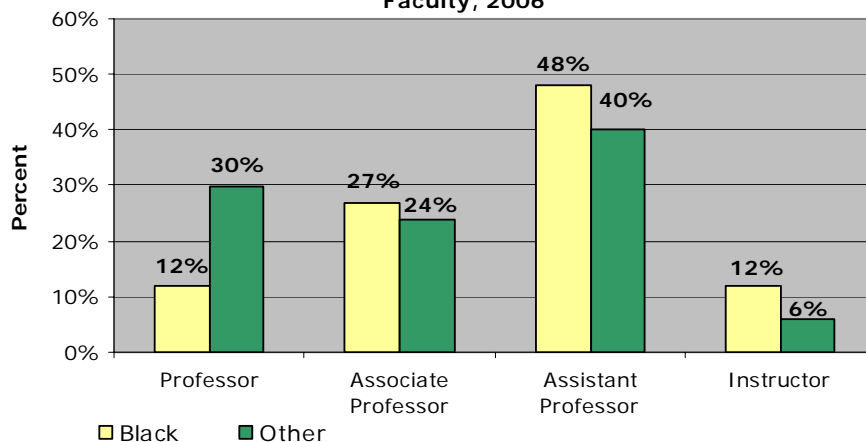
Tenure Status

- As shown in Table 5, there were significant differences among black and non-black faculty and their tenure status in 2006 (p-value=0.000). The same pattern and significance was observed in 2005.

Table 5: Tenure Status by Race

	Black		Non-Black	
	<i>N</i>	%	<i>N</i>	%
Tenured	5	15%	231	31%
Tenure Eligible	2	6%	42	6%
Non-Tenure Eligible	26	78%	466	63%

Figure 3: Rank Distribution of VCU Black and Other Races Faculty, 2006



Time in Rank

- Among assistant professors, there were no significant differences among black and non-black faculty and their length of time in that rank. On average, black faculty have been assistant professors for 4.2 years compared to 4.1 years for non-blacks (p-value=0.991).
- At the associate professor rank, there are also no significant differences for time in rank. On average, black faculty have been associate professor's for 12.1 years, compared to 11.3 years for non-blacks (p-value=0.726).

New Faculty

- Of the 90 faculty hired in 2006, 2 were black (2.2%).

¹ Data on race was missing for 2 full-time ladder ranked faculty.