

**TABLE 2**  
**VCU SOM Black Faculty by Department**  
 FALL 1997 TO FALL 2001

|   | ***** 11/1/1997 ***** |                  |                      | ***** 11/1/1998 ***** |                  |                      | ***** 11/1/1999 ***** |                  |                      | ***** 11/1/2000 ***** |                  |                      | ***** 11/1/2001 ***** |                  |                      |
|---|-----------------------|------------------|----------------------|-----------------------|------------------|----------------------|-----------------------|------------------|----------------------|-----------------------|------------------|----------------------|-----------------------|------------------|----------------------|
|   | # Black Faculty       | Black % of total | All U.S. Med Schools | # Black Faculty       | Black % of total | All U.S. Med Schools | # Black Faculty       | Black % of total | All U.S. Med Schools | # Black Faculty       | Black % of total | All U.S. Med Schools | # Black Faculty       | Black % of total | All U.S. Med Schools |
| <b>LADDER-RANKED FACULTY:</b>           |                       |                  |                      |                       |                  |                      |                       |                  |                      |                       |                  |                      |                       |                  |                      |
| ANATOMY                                 | 0                     | 0.0%             | 1.4%                 | 0                     | 0.0%             | 1.3%                 |                       | 0.0%             | 1.5%                 | 0                     | 0.0%             | 1.5%                 | 0                     | 0.0%             | 1.4%                 |
| BIOCHEMISTRY                            | 0                     | 0.0%             | 1.1%                 | 0                     | 0.0%             | 1.1%                 |                       | 0.0%             | 1.0%                 | 0                     | 0.0%             | 0.9%                 | 0                     | 0.0%             | 0.9%                 |
| BIOMEDICAL ENGINEERING                  | 0                     |                  |                      | 0                     |                  |                      |                       |                  |                      | 0                     |                  |                      | 0                     |                  |                      |
| BIOSTATISTICS                           | 0                     | 0.0%             |                      | 0                     | 0.0%             |                      |                       | 0.0%             |                      | 0                     | 0.0%             |                      | 0                     | 0.0%             |                      |
| HUMAN GENETICS                          | 1                     | 6.3%             |                      | 1                     | 5.9%             |                      |                       | 0.0%             |                      | 0                     | 0.0%             |                      | 0                     | 0.0%             |                      |
| MICROBIOLOGY & IMMUNOLOGY               | 1                     | 4.5%             | 2.0%                 | 1                     | 4.8%             | 2.1%                 | 1                     | 4.3%             | 1.9%                 | 1                     | 4.2%             | 2.3%                 | 1                     | 4.5%             | 1.8%                 |
| PHARMACOLOGY & TOXICOLOGY               | 0                     | 0.0%             | 1.6%                 | 0                     | 0.0%             | 1.5%                 |                       | 0.0%             | 1.6%                 | 0                     | 0.0%             | 1.5%                 | 0                     | 0.0%             | 1.4%                 |
| PHYSIOLOGY                              | 0                     | 0.0%             | 1.9%                 | 0                     | 0.0%             | 1.8%                 |                       | 0.0%             | 1.4%                 | 0                     | 0.0%             | 1.4%                 | 0                     | 0.0%             | 1.5%                 |
| OTHER BASIC SCI                         |                       |                  | 1.0%                 |                       |                  | 0.9%                 |                       |                  | 0.8%                 |                       |                  | 0.9%                 |                       |                  | 1.3%                 |
| <b>Total Basic Sciences Departments</b> | <b>2</b>              | <b>1.4%</b>      | <b>1.5%</b>          | <b>2</b>              | <b>1.4%</b>      | <b>1.4%</b>          | <b>1</b>              | <b>0.7%</b>      | <b>1.5%</b>          | <b>1</b>              | <b>0.7%</b>      | <b>1.4%</b>          | <b>1</b>              | <b>0.7%</b>      | <b>1.5%</b>          |
| ANESTHESIOLOGY                          | 5                     | 11.4%            | 3.3%                 | 4                     | 11.1%            | 3.4%                 | 3                     | 9.1%             | 3.5%                 | 2                     | 6.7%             | 3.5%                 | 1                     | 4.0%             | 3.5%                 |
| DERMATOLOGY                             | 1                     | 50.0%            | 2.8%                 | 1                     | 50.0%            | 2.2%                 | 1                     | 50.0%            | 2.0%                 | 1                     | 50.0%            | 2.0%                 | 1                     | 50.0%            | 2.3%                 |
| MEDICINE                                | 1                     | 5.3%             | 5.1%                 | 1                     | 4.5%             | 4.6%                 | 1                     | 4.2%             | 4.1%                 | 0                     | 0.0%             | 4.0%                 | 0                     | 0.0%             | 4.0%                 |
| FAMILY PRACTICE                         | 3                     | 16.7%            | 5.2%                 | 2                     | 11.1%            | 5.6%                 | 2                     | 10.5%            | 4.9%                 | 2                     | 11.1%            | 4.8%                 | 2                     | 10.5%            | 5.5%                 |
| INTERNAL MEDICINE                       | 7                     | 5.5%             | 2.8%                 | 6                     | 4.5%             | 2.9%                 | 6                     | 4.5%             | 2.8%                 | 6                     | 4.4%             | 2.8%                 | 6                     | 4.4%             | 3.0%                 |
| NEUROLOGY                               | 1                     | 5.0%             | 0.9%                 | 1                     | 6.3%             | 1.0%                 | 1                     | 6.7%             | 1.0%                 | 0                     | 0.0%             | 0.9%                 | 0                     | 0.0%             | 1.3%                 |
| OBSTETRICS AND GYNECOLOGY               |                       | 0.0%             | 5.9%                 |                       | 0.0%             | 6.2%                 |                       | 0.0%             | 6.0%                 | 0                     | 0.0%             | 6.1%                 | 0                     | 0.0%             | 6.0%                 |
| OPHTHALMOLOGY                           | 1                     | 14.3%            | 2.1%                 | 1                     | 14.3%            | 1.9%                 | 2                     | 33.3%            | 1.9%                 | 2                     | 28.6%            | 1.8%                 | 1                     | 14.3%            | 1.7%                 |
| ORTHOPAEDIC SURGERY                     |                       | 0.0%             | 2.2%                 |                       | 0.0%             | 2.1%                 |                       | 0.0%             | 2.0%                 | 0                     | 0.0%             | 2.1%                 | 0                     | 0.0%             | 2.3%                 |
| OTOLARYNGOLOGY                          |                       | 0.0%             | 0.9%                 |                       | 0.0%             | 1.2%                 |                       | 0.0%             | 1.6%                 | 0                     | 0.0%             | 1.8%                 | 0                     | 0.0%             | 1.8%                 |
| PATHOLOGY                               |                       | 0.0%             | 1.6%                 |                       | 0.0%             | 1.7%                 |                       | 0.0%             | 1.6%                 | 0                     | 0.0%             | 1.6%                 | 0                     | 0.0%             | 1.6%                 |
| PEDIATRICS                              | 2                     | 3.9%             | 3.2%                 | 2                     | 4.2%             | 3.2%                 | 4                     | 8.9%             | 3.0%                 | 4                     | 8.9%             | 3.2%                 | 2                     | 4.7%             | 3.3%                 |
| PHYSICAL MEDICINE & REHABILITATION      | 2                     | 10.5%            | 3.5%                 | 2                     | 10.5%            | 3.8%                 | 1                     | 6.3%             | 3.9%                 | 1                     | 6.3%             | 3.6%                 | 1                     | 5.9%             | 4.1%                 |

|   | ***** 11/1/1997 ***** |                  |                      | ***** 11/1/1998 ***** |                  |                      | ***** 11/1/1999 ***** |                  |                      | ***** 11/1/2000 ***** |                  |                      | ***** 11/1/2001 ***** |                  |                      |
|---|-----------------------|------------------|----------------------|-----------------------|------------------|----------------------|-----------------------|------------------|----------------------|-----------------------|------------------|----------------------|-----------------------|------------------|----------------------|
|   | # Black Faculty       | Black % of total | All U.S. Med Schools | # Black Faculty       | Black % of total | All U.S. Med Schools | # Black Faculty       | Black % of total | All U.S. Med Schools | # Black Faculty       | Black % of total | All U.S. Med Schools | # Black Faculty       | Black % of total | All U.S. Med Schools |
| PREVENTIVE MEDICINE & COMMUNITY HEALTH  | 2                     | 40.0%            | 4.2%                 | 2                     | 28.6%            | 4.7%                 | 2                     | 50.0%            | 3.8%                 | 2                     | 40.0%            | 4.6%                 | 2                     | 28.6%            | 5.1%                 |
| PSYCHIATRY  | 3                     | 4.5%             | 3.5%                 | 3                     | 4.2%             | 3.4%                 | 2                     | 2.9%             | 3.0%                 | 4                     | 5.9%             | 3.2%                 | 4                     | 5.3%             | 3.2%                 |
| RADIATION ONCOLOGY  |                       | 0.0%             |                      |                       | 0.0%             |                      |                       | 0.0%             |                      | 0                     | 0.0%             |                      | 1                     | 4.5%             |                      |
| RADIOLOGY   | 2                     | 4.7%             | 2.1%                 | 2                     | 5.3%             | 2.3%                 | 1                     | 2.9%             | 2.1%                 | 1                     | 2.7%             | 2.1%                 | 1                     | 2.8%             | 2.1%                 |
| SURGERY   | 1                     | 1.9%             | 2.6%                 | 1                     | 1.9%             | 2.7%                 | 1                     | 1.8%             | 2.5%                 | 2                     | 3.2%             | 2.5%                 | 3                     | 4.9%             | 2.6%                 |
| OTHER CLINICAL SCI  |                       |                  | 0.8%                 |                       |                  | 0.9%                 |                       |                  | 1.0%                 |                       |                  | 0.9%                 |                       |                  | 0.8%                 |
| <b>Total Clinical Sciences Departments</b>  | <b>31</b>             | <b>5.6%</b>      | <b>3.0%</b>          | <b>28</b>             | <b>5.0%</b>      | <b>3.1%</b>          | <b>27</b>             | <b>5.0%</b>      | <b>2.9%</b>          | <b>27</b>             | <b>4.9%</b>      | <b>3.0%</b>          | <b>25</b>             | <b>4.5%</b>      | <b>3.1%</b>          |
| MASSEY CANCER CENTER  |                       | 0.0%             |                      |                       | 0.0%             |                      |                       | 0.0%             |                      | 0                     | 0.0%             |                      | 1                     | 33.3%            |                      |
| OFFICE, CME, DEVELOPMENT  | 1                     | 6.7%             | 6.3%                 | 1                     | 6.7%             | 6.1%                 | 1                     | 5.9%             |                      | 1                     | 5.9%             |                      | 1                     | 6.3%             |                      |
| OTHER SOM   |                       |                  | 3.7%                 |                       |                  | 2.8%                 |                       |                  |                      |                       |                  |                      |                       |                  |                      |
| <b>Total Administration /Other</b>  | <b>1</b>              | <b>5.9%</b>      | <b>4.2%</b>          | <b>1</b>              | <b>5.9%</b>      | <b>3.6%</b>          | <b>1</b>              | <b>4.8%</b>      | <b>6.7%</b>          | <b>1</b>              | <b>5.3%</b>      | <b>6.3%</b>          | <b>2</b>              | <b>10.5%</b>     | <b>5.9%</b>          |
| <b>TOTAL FULL-TIME LADDER-RANKED</b>  | <b>34</b>             | <b>4.8%</b>      | <b>2.8%</b>          | <b>31</b>             | <b>4.3%</b>      | <b>2.9%</b>          | <b>29</b>             | <b>4.1%</b>      | <b>2.7%</b>          | <b>29</b>             | <b>4.1%</b>      | <b>2.8%</b>          | <b>28</b>             | <b>3.9%</b>      | <b>2.9%</b>          |
| <b>Non-Ladder Ranked Faculty:</b>   |                       |                  |                      |                       |                  |                      |                       |                  |                      |                       |                  |                      |                       |                  |                      |
| Basic Sciences Depts  | 1                     | 6.7%             |                      |                       | 0.0%             |                      | 1                     | 7.1%             |                      | 1                     | 8.3%             |                      | 1                     | 11.1%            |                      |
| Clinical Sciences Depts   |                       | 0.0%             |                      |                       | 0.0%             |                      | 1                     | 4.2%             |                      | 1                     | 4.3%             |                      | 0                     | 0.0%             |                      |
| Administrative/Centers  |                       |                  |                      |                       |                  |                      |                       |                  |                      | 0                     |                  |                      | 0                     |                  |                      |
| <b>TOTAL FULL-TIME FACULTY</b>  | <b>35</b>             | <b>4.7%</b>      |                      | <b>31</b>             | <b>4.1%</b>      |                      | <b>31</b>             | <b>4.1%</b>      |                      | <b>31</b>             | <b>4.1%</b>      |                      | <b>29</b>             | <b>3.9%</b>      |                      |
| <b>Part-time Faculty:</b>   |                       |                  |                      |                       |                  |                      |                       |                  |                      |                       |                  |                      |                       |                  |                      |
| Basic Sciences Depts  | 1                     | 14.3%            |                      |                       | 0.0%             |                      |                       | 0.0%             |                      | 0                     | 0.0%             |                      | 0                     | 0.0%             |                      |
| Clinical Sciences Depts   | 2                     | 2.2%             |                      | 1                     | 1.3%             |                      |                       | 0.0%             |                      | 2                     | 3.1%             |                      | 1                     | 1.9%             |                      |
| Administrative/Centers  | 0                     | 0.0%             |                      |                       | 0.0%             |                      | 1                     | 25.0%            |                      | 0                     | 0.0%             |                      | 1                     | 8.3%             |                      |
| <b>TOTAL PART-TIME FACULTY</b>  | <b>3</b>              | <b>3.0%</b>      |                      | <b>1</b>              | <b>1.1%</b>      |                      | <b>1</b>              | <b>1.2%</b>      |                      | <b>2</b>              | <b>2.5%</b>      |                      | <b>2</b>              | <b>2.5%</b>      |                      |
| <b>TOTAL PAID FACULTY</b>   | <b>38</b>             | <b>4.5%</b>      | <b>2.8%</b>          | <b>32</b>             | <b>3.8%</b>      | <b>2.9%</b>          | <b>32</b>             | <b>3.9%</b>      | <b>2.7%</b>          | <b>33</b>             | <b>4.0%</b>      | <b>2.8%</b>          | <b>31</b>             | <b>3.8%</b>      |                      |
| <b>African Ams at U.S. Medical Schools / African Am as a % of Total FT Faculty **</b> | <b>2289</b>           | <b>2.8%</b>      |                      | <b>2,378</b>          | <b>2.9%</b>      |                      | <b>2,412</b>          | <b>2.7%</b>      |                      | <b>2,455</b>          | <b>2.8%</b>      |                      | <b>2,744</b>          | <b>2.9%</b>      |                      |

\* Does not include VAMC faculty or secondary appointments; calculation for U.S. Med Schools excludes faculty who did not report ethnicity

\*\*Source: Assn of American Medical Colleges