

Representation Data for Women and Black Faculty 1997-2001


Report to the Executive Committee

School of Medicine

Virginia Commonwealth University

May 8, 2002

Committee on the Status of Women and Minorities

- ✦ Serves as resource to Dean regarding progress of women & minorities in achievement of their full potential within SOM
 - ✦ Assesses and recommends actions re:
 - ◆ recruitment & retention
 - ◆ promotion & tenure
 - ◆ salary equity
 - ◆ committee representation
 - ◆ SOM policies/procedures
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Committee on the Status of Women and Minorities

✦ Committee Co-Chairs

- ◆ Karen Sanders, M.D., Professor, Internal Medicine


- ◆ Wendy Klein, M.D., Associate Professor, Internal Medicine

✦ Associate Dean for Faculty and Instructional Development


- ◆ Carol Hampton, MMS, Associate Professor



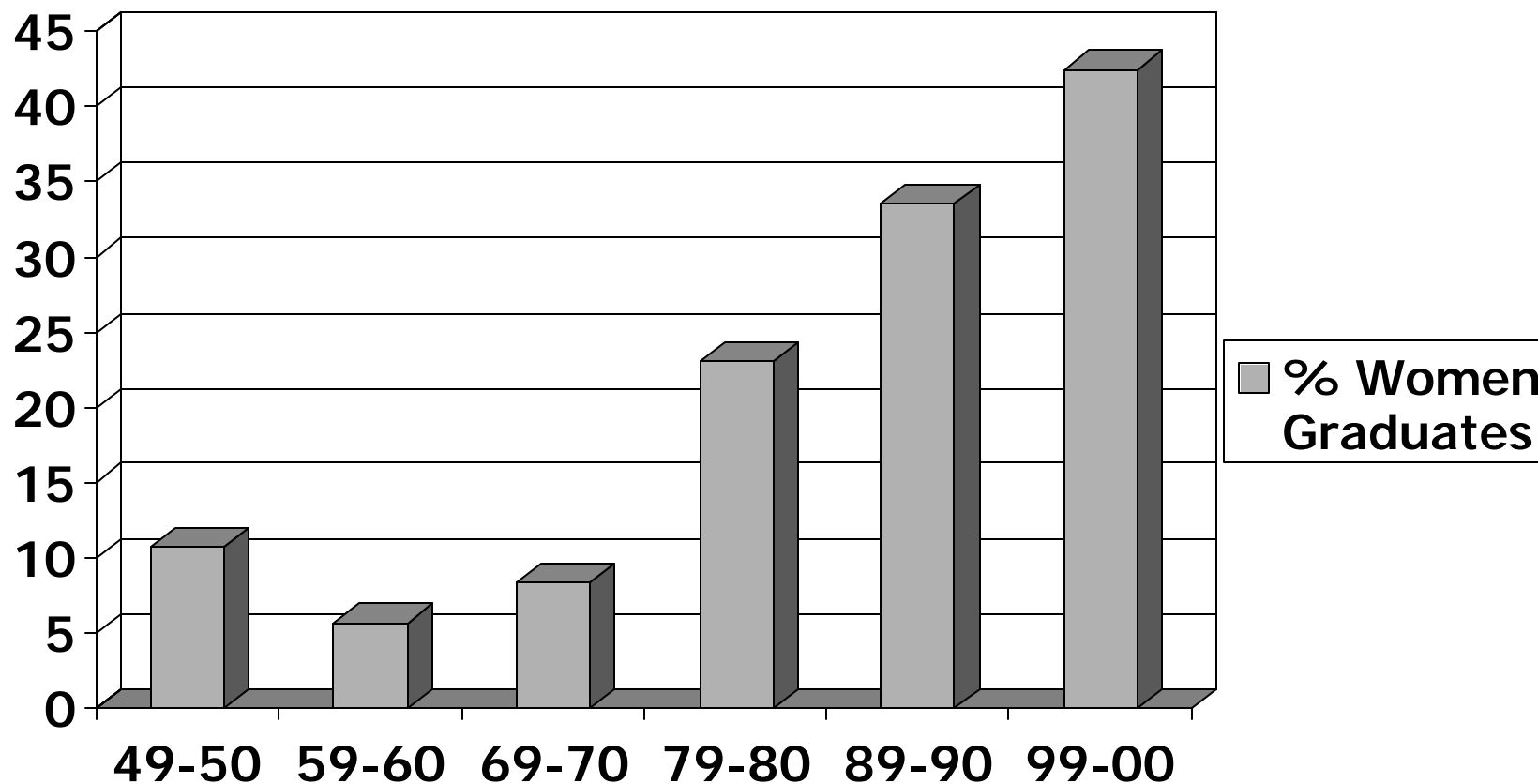
Methodology

- ◆ VCU Data from the Dean's Office Database
 - ◆ Comparative Data downloaded from AAMC website
 - ◆ Compared by department, subsets by gender/race
 - ◆ 5 years of data shown in this report (1997 - 2001)
 - ◆ Snapshot of VCU and AAMC data taken in November/December of each Academic year
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Data Overview

- ◆ Included: Full time faculty, paid by university as full-time
 - ◆ Ladder rank (Professor through Instructor) only
 - ◆ Not included: Faculty who split time between VA and MCV; would be categorized as part-time
 - ◆ AAMC Comparative data does not include part-time faculty
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Women Graduates - US Medical Schools (49-01)

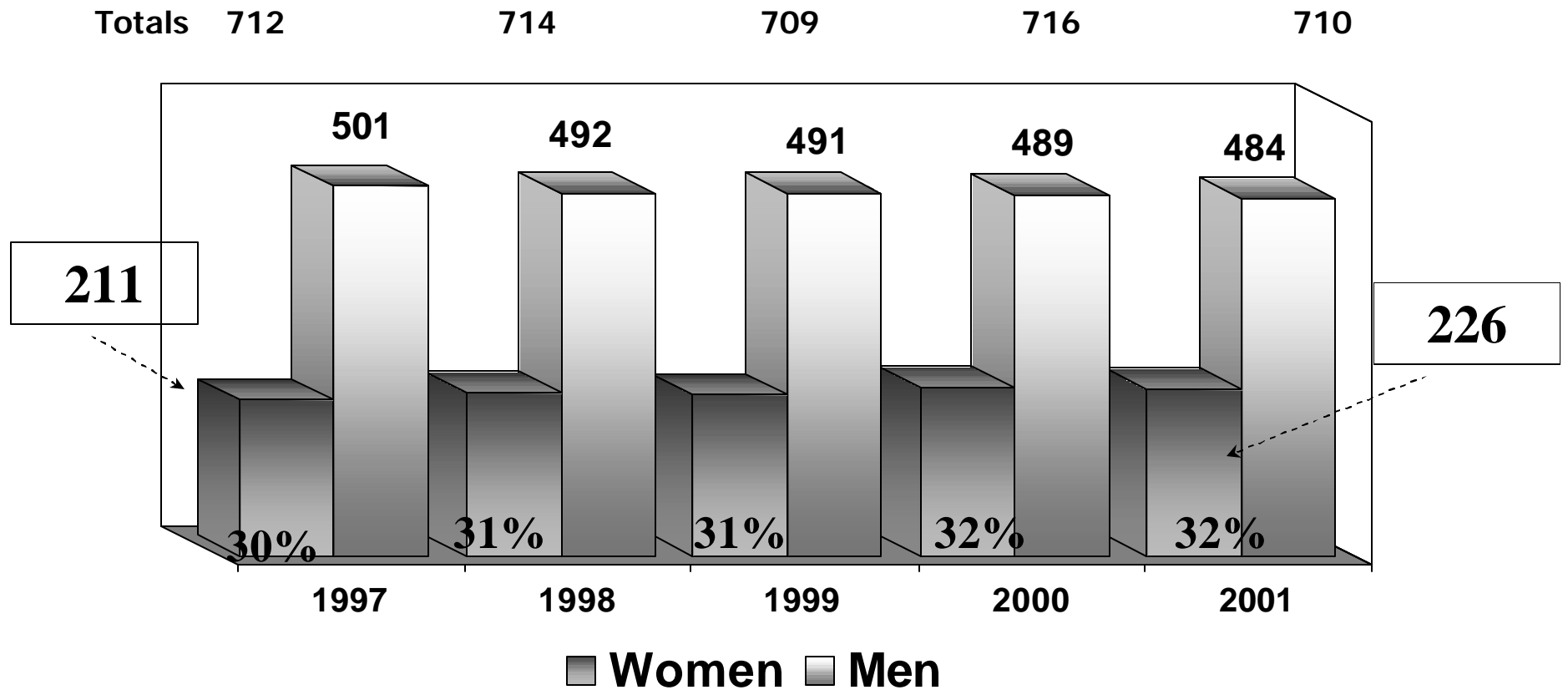


N =	595	405	700	3497	5221	6634
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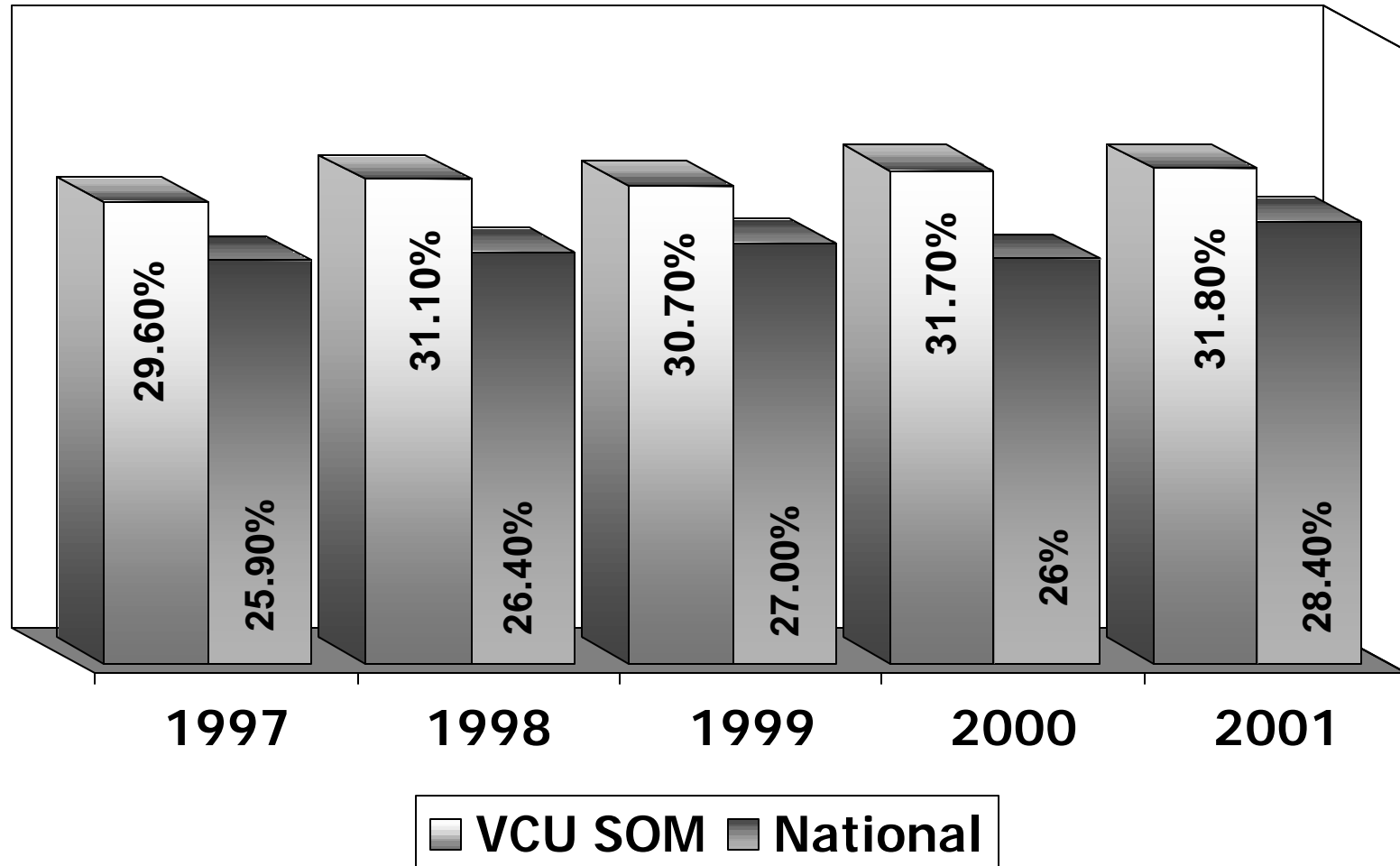
VCU SOM Pipeline - 2001

	% Women	% Black
Medical Students	47.3	6.9
Housestaff	37.0	4.0
Faculty	31.8	3.9


VCU SOM Faculty Trends (Gender) 1997 to 2001



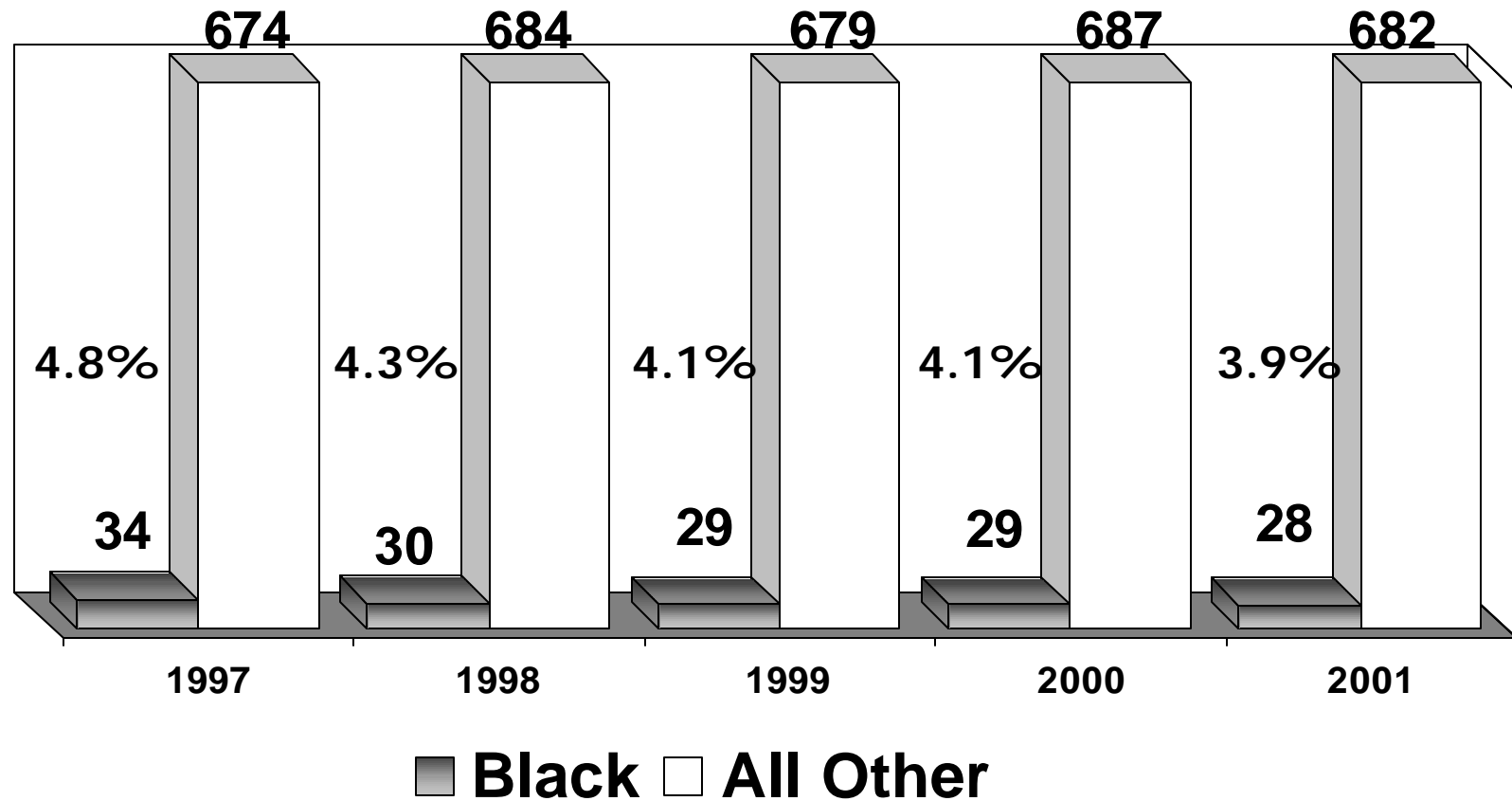
VCU SOM Compared to AAMC National Data (Women Faculty)



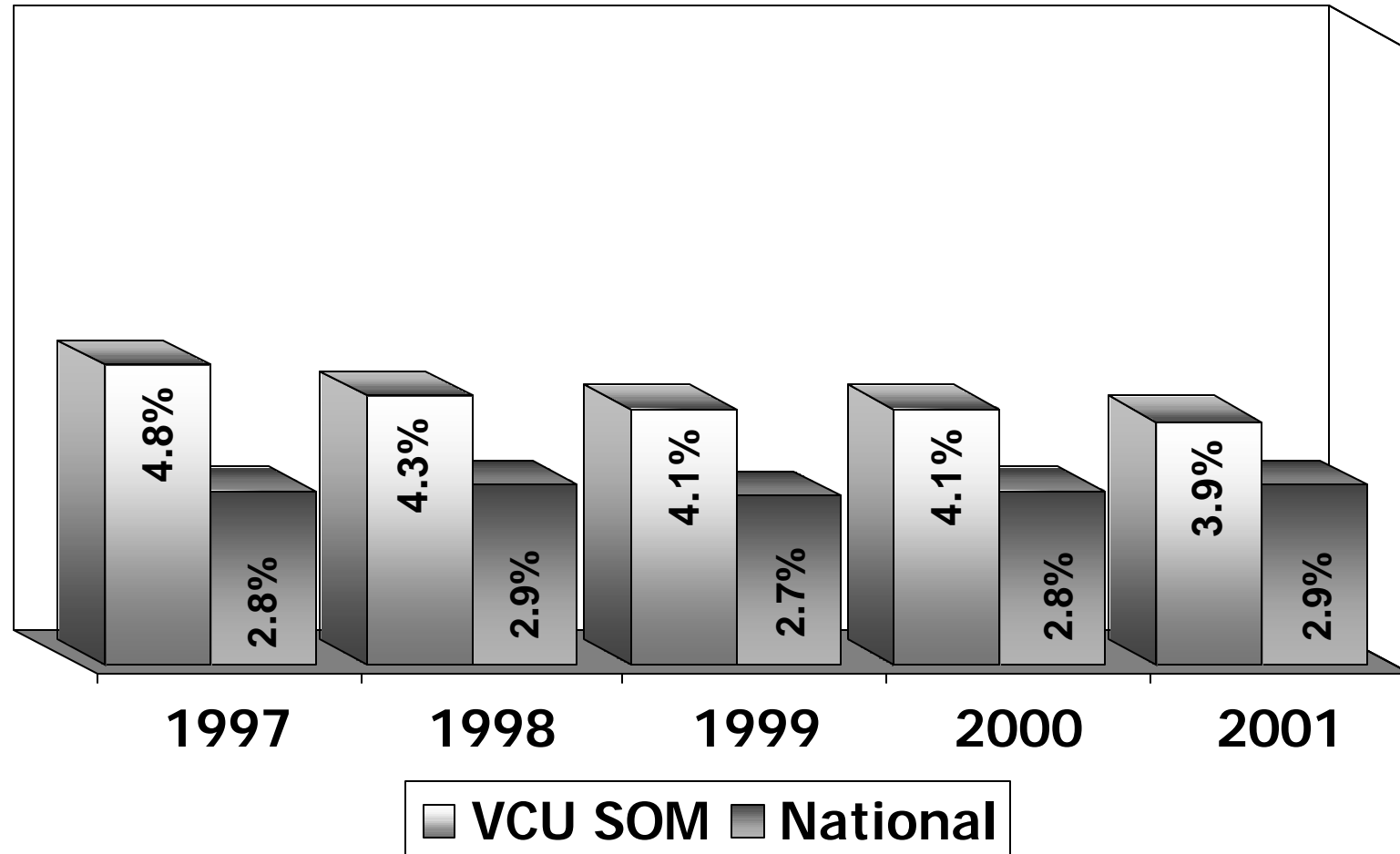
Summary: Women Faculty

- ✦ Faculty numbers have been stable over the last 5 years
 - ✦ The percentage of women faculty in VCU SOM has remained stable over the last 5 years
 - ✦ The percent of women faculty at VCU SOM is still higher than national averages (AAMC data)
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VCU SOM Black Faculty 1997 to 2001



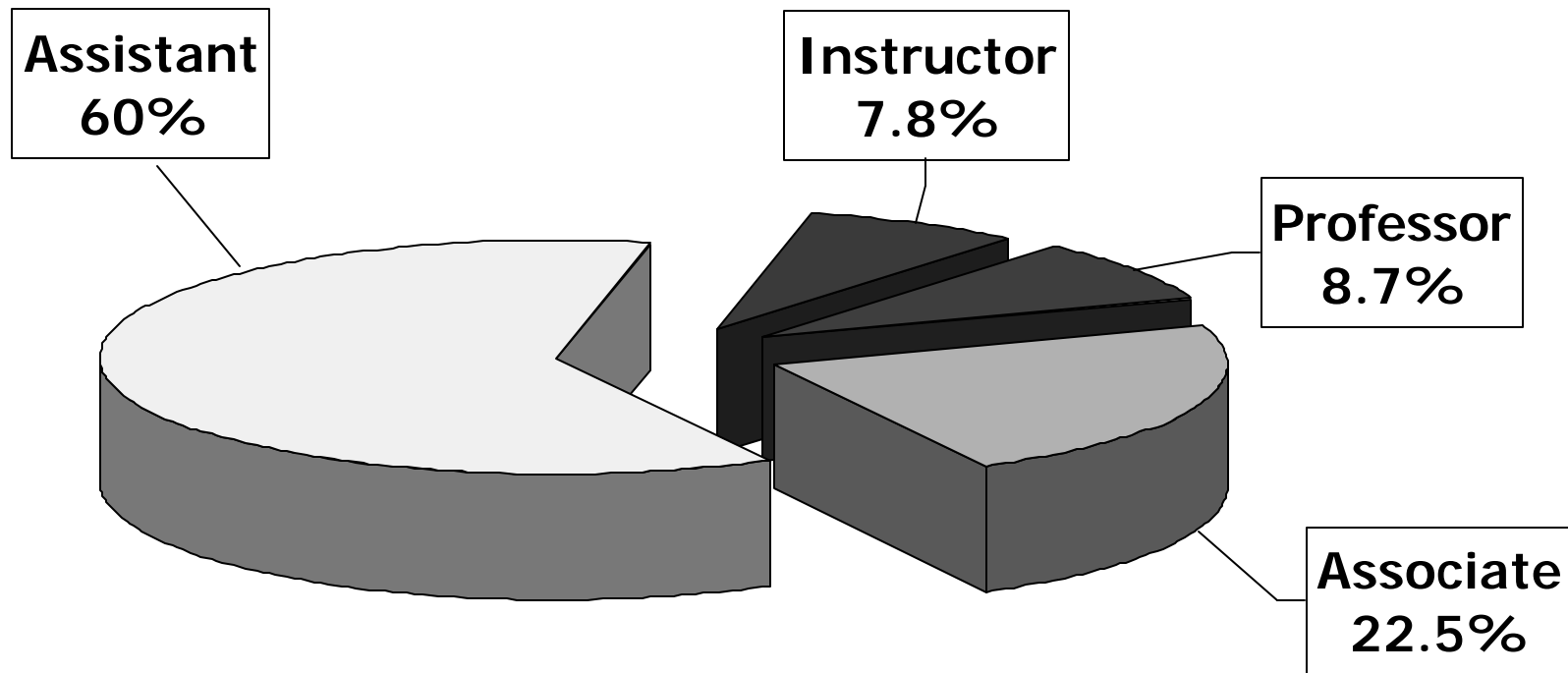
VCU SOM Black Faculty Data: Comparison With AAMC Data



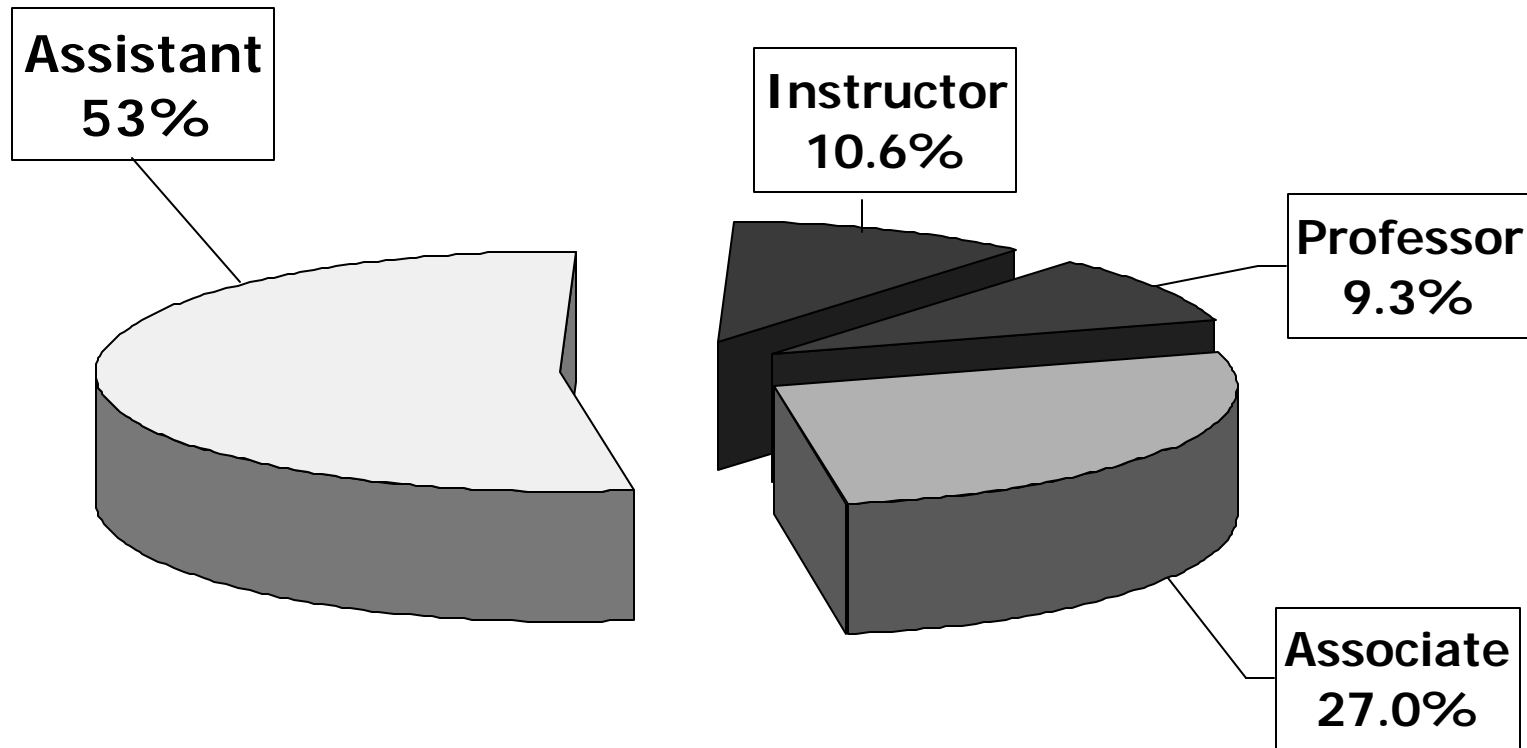
Summary: Black Faculty

- ✘ Percentage of black faculty at VCU SOM appears to be in decline
 - ✘ VCU is still slightly ahead of national average (3%)
 - ✘ Further loss of black faculty has occurred since data collected
 - ✘ Nationally, percentage of black faculty has been stable
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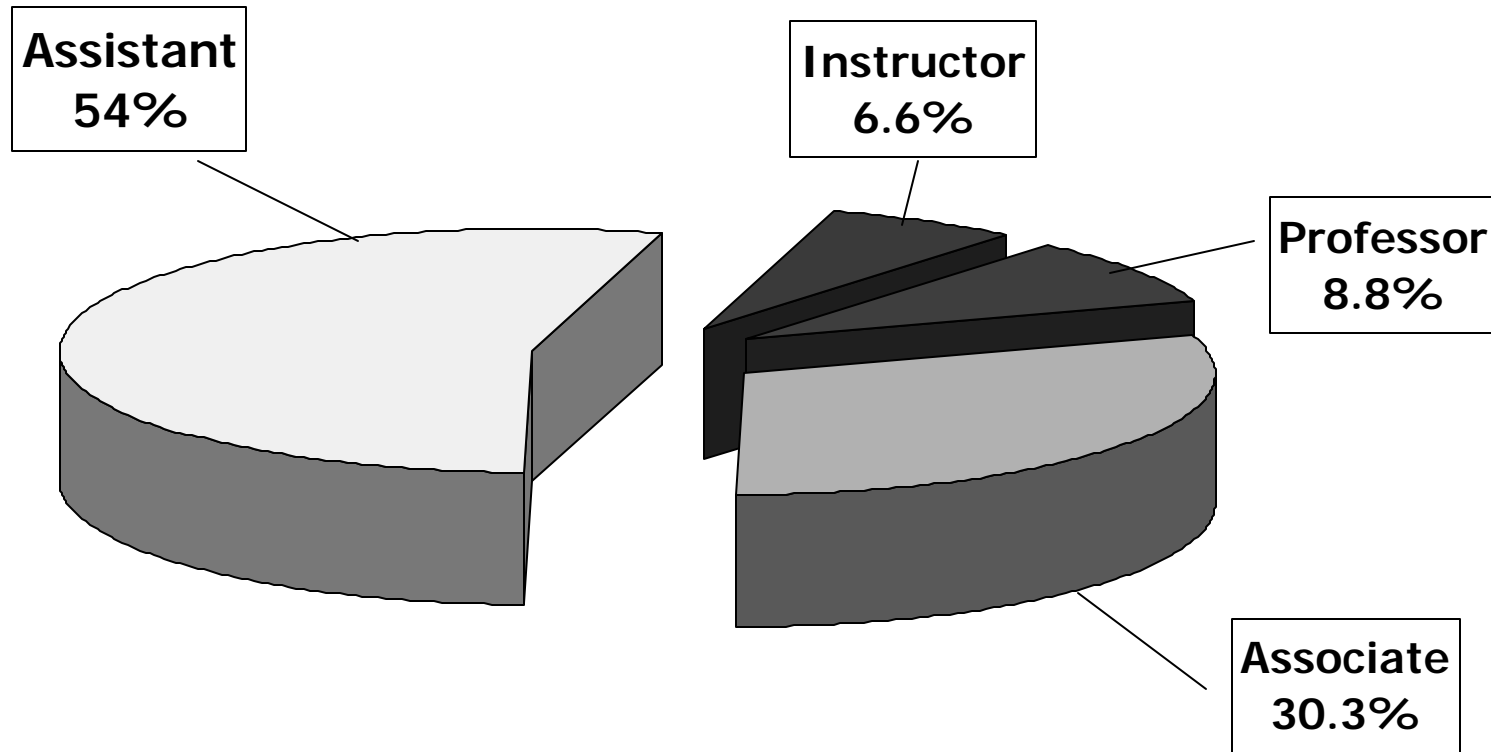
Rank Distribution of Women Faculty 1999 Data (VCU SOM)



Rank Distribution of Women Faculty 2000 Data (VCU SOM)

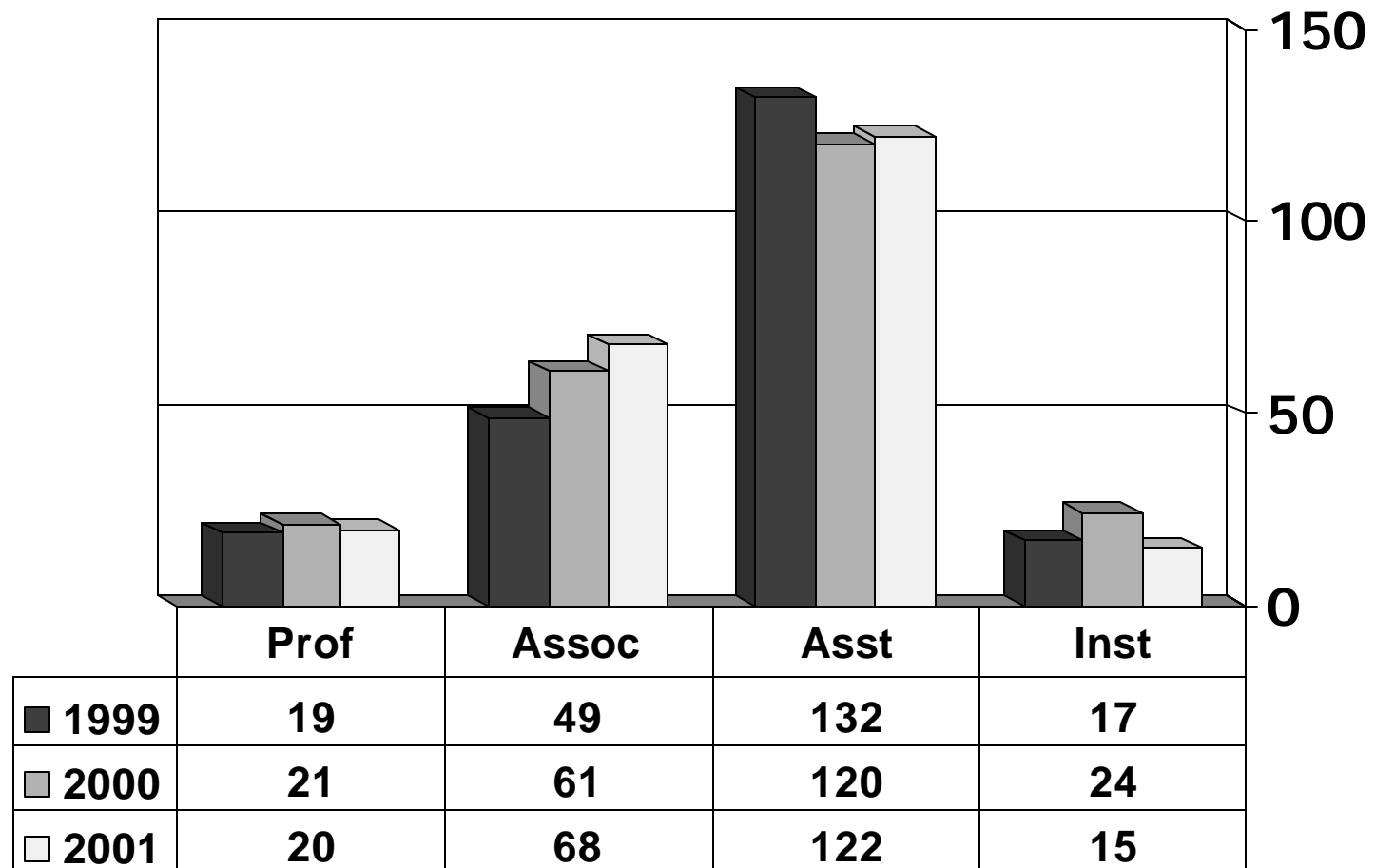


Rank Distribution of Women Faculty 2001 Data (VCU SOM)




Rank Data - Raw Numbers

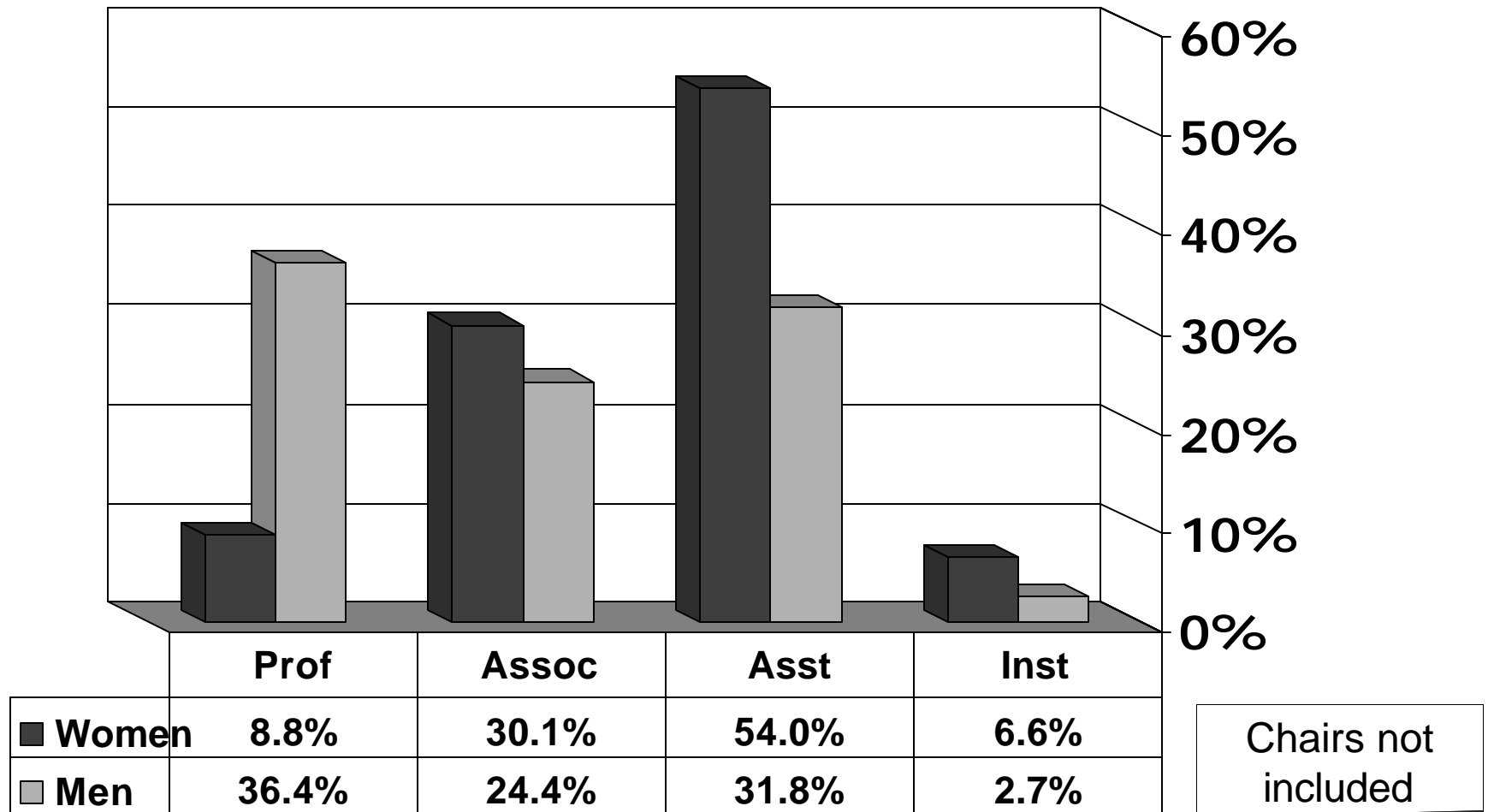
1999-2001 VCU SOM Women Faculty



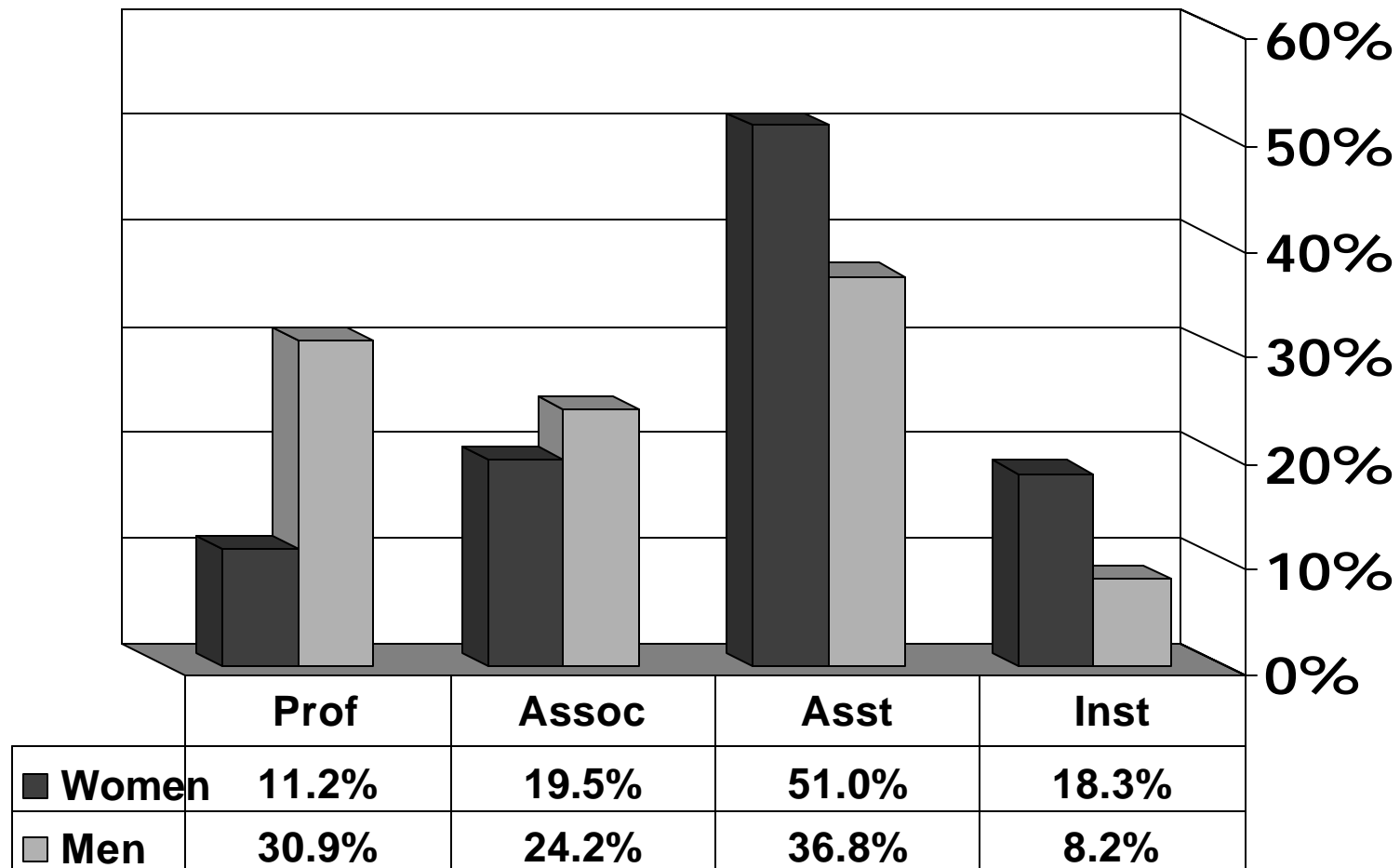
Summary: VCU SOM Women Faculty - Rank Numbers

- ✦ Women faculty in the SOM have recently made increases at the associate professor level, but not beyond
 - ✦ Are entry-level women faculty hired at the instructor level rather than assistant professor?
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Rank Distribution by Gender - VCU SOM 2001 (% of Gender)



Rank Distribution by Gender - AAMC Data 2001 (% of Gender)

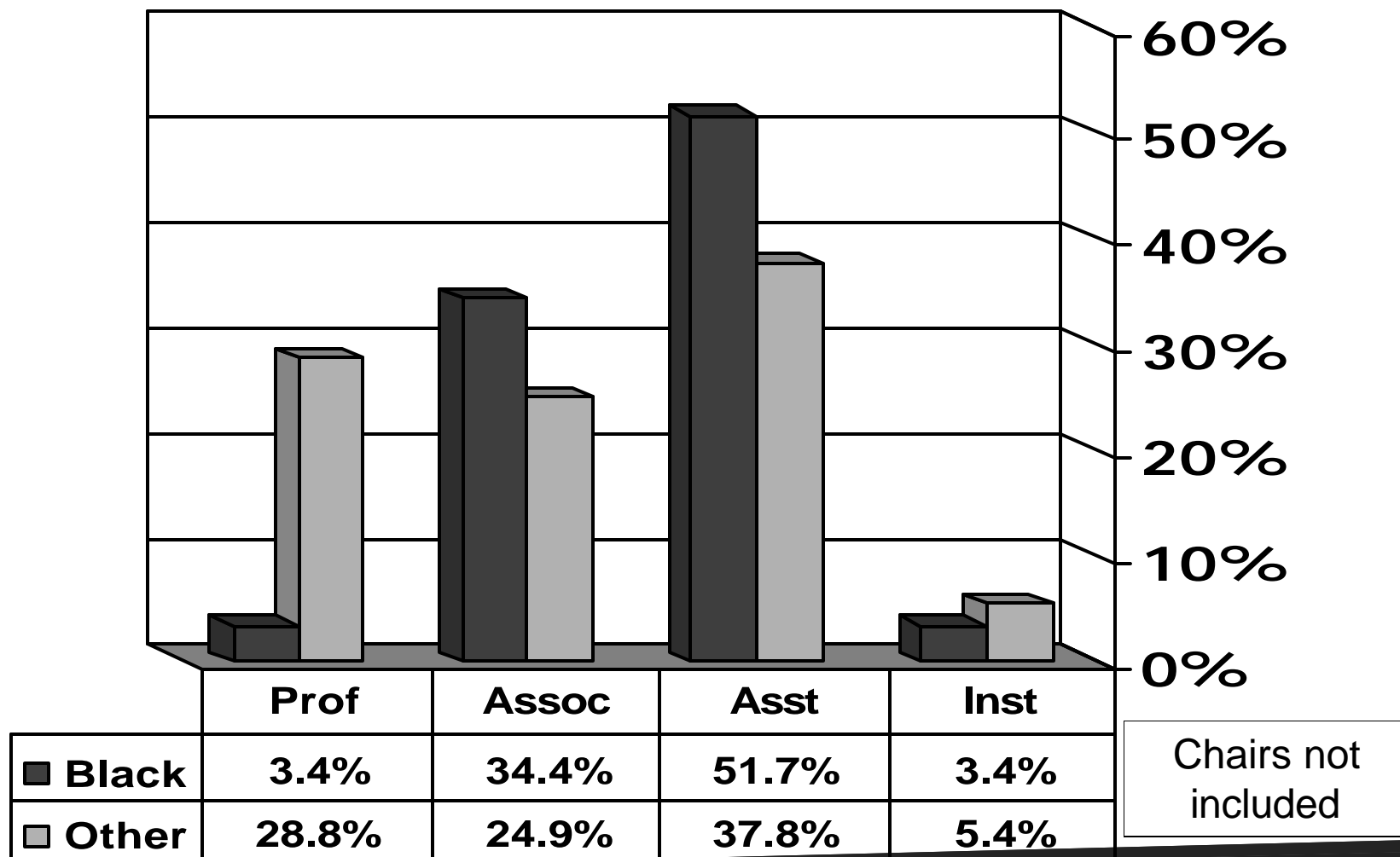


Summary: Rank Data by Gender

- ✦ Over half of women faculty are at the assistant professor rank, both at VCU and nationally
 - ✦ 60% of VCU male faculty are associate professor or above as compared to 38% of women
 - ✦ Compared with national data, women at VCU are under-represented at the rank of full professor
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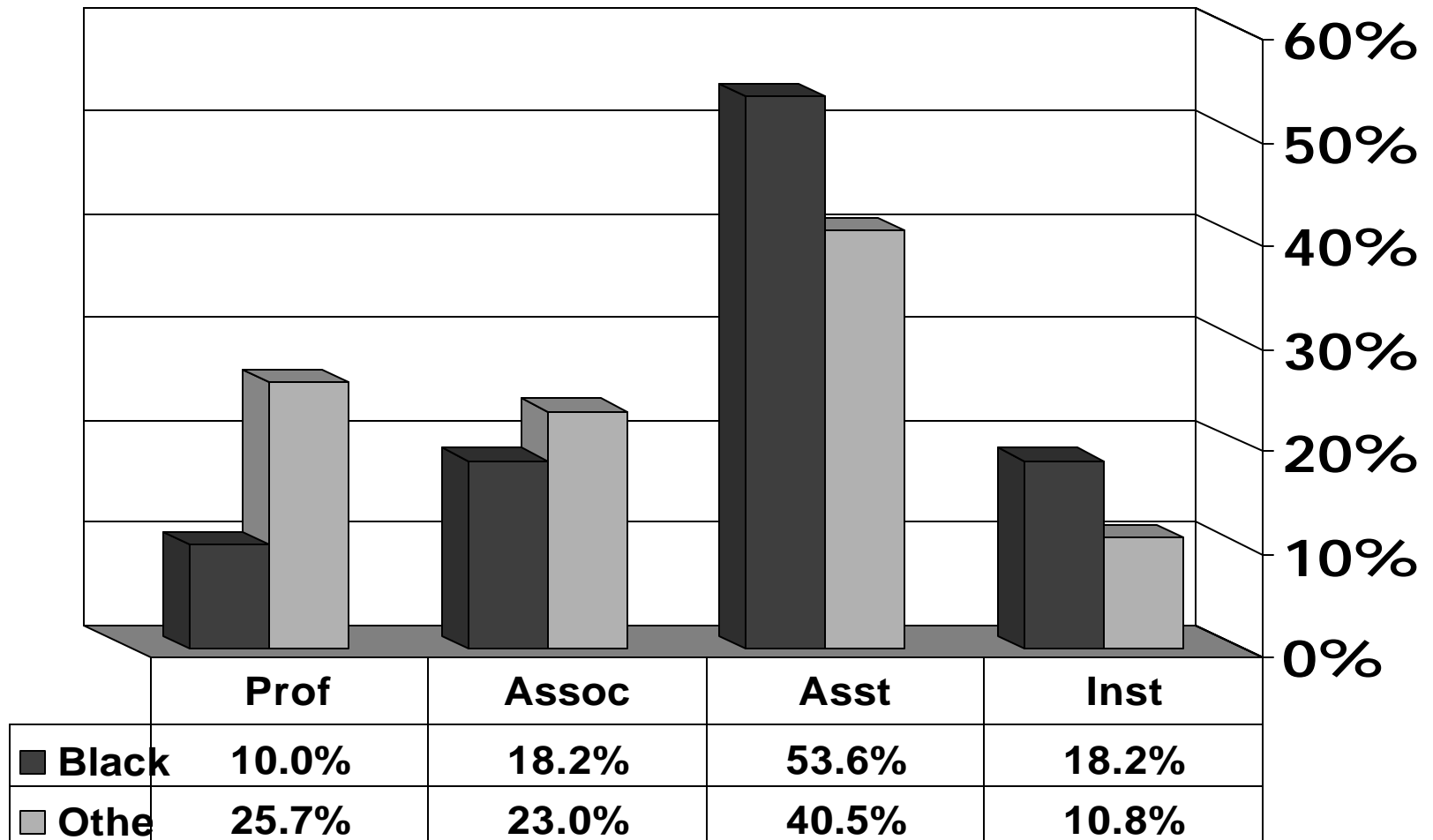
Rank Distribution - VCU SOM 2001

Percent of Black Faculty




Rank Distribution – AAMC 2001

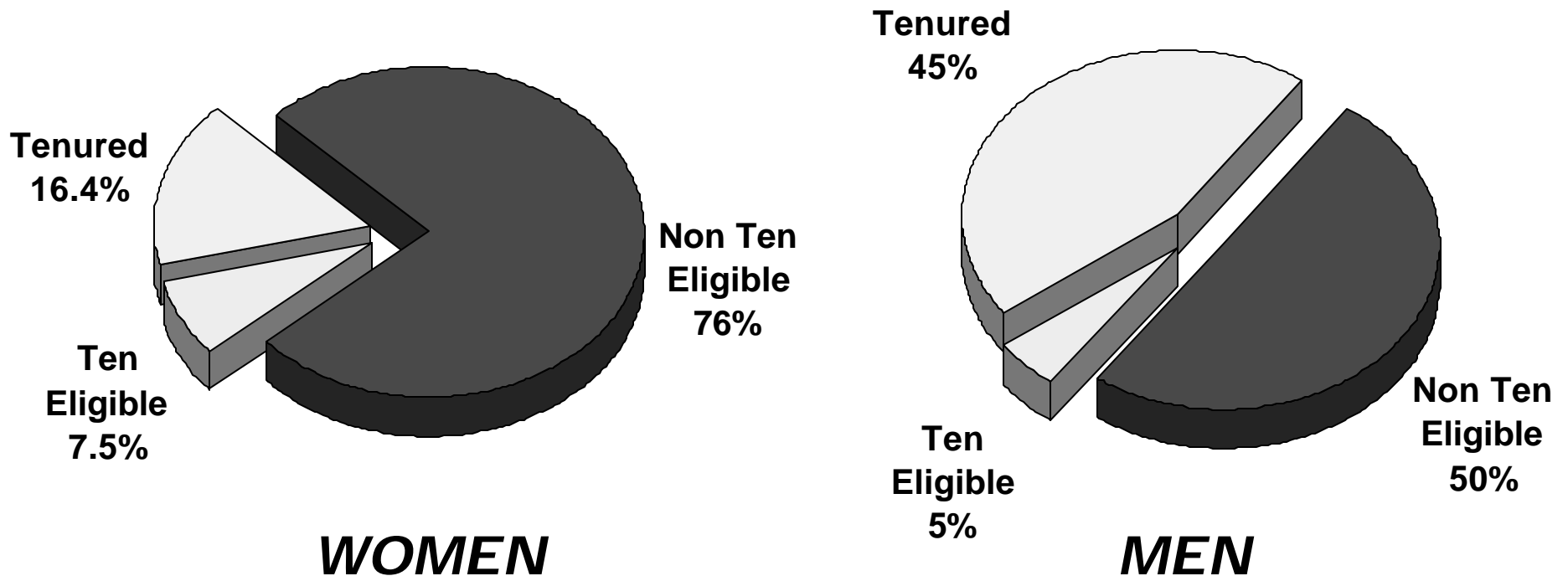
Percent of Black Faculty



Summary: Rank Data for Black Faculty

- ✘ Black faculty at VCU SOM are under-represented at the professor level (3.4% vs 10.0% nationally)
 - ✘ Over half of black faculty at VCU SOM **and** nationally are at the assistant professor rank
 - ✘ 18% of black faculty nationally are instructors compared with 3.4% at VCU
 - ✘ For “all other” faculty, the percentage of instructors is half the national average
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Faculty Tenure Status by Gender VCU SOM



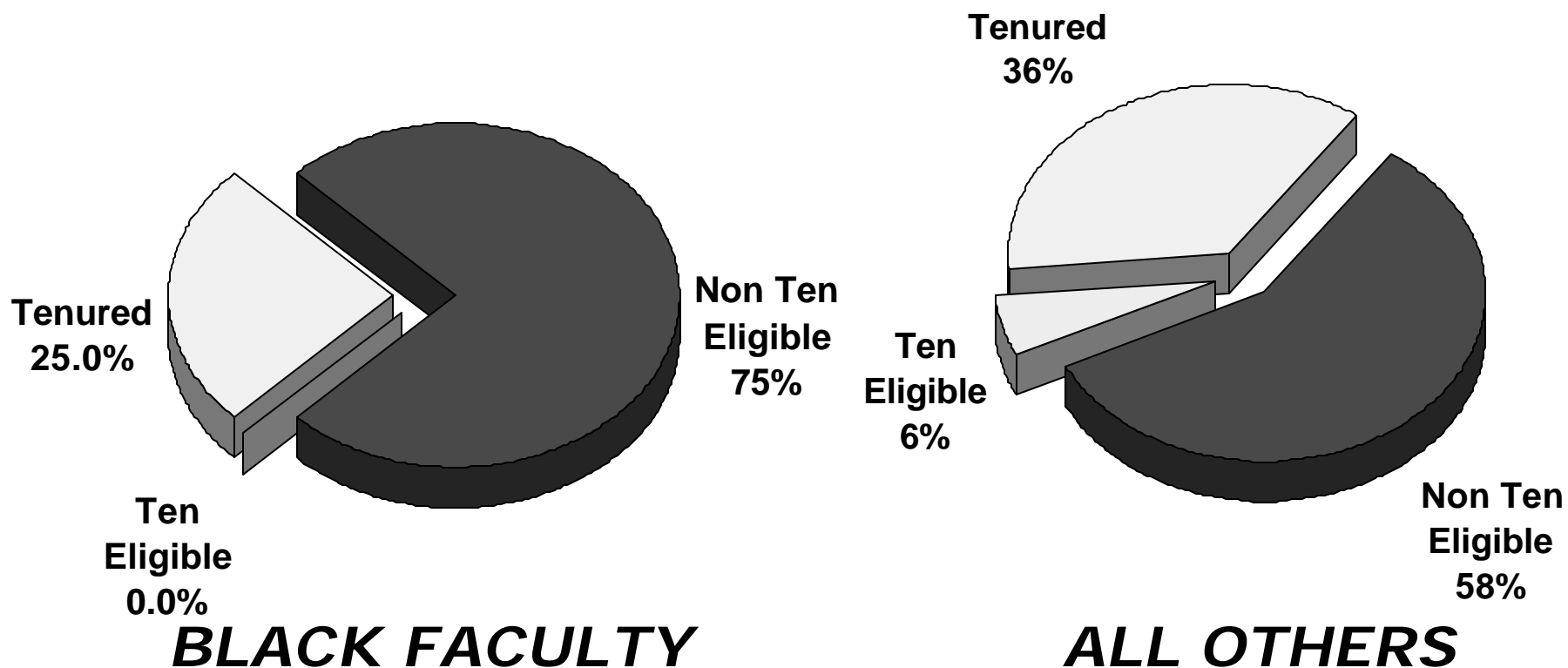
***16% of women are tenured
compared to 45% of men.***

includes only full-time ladder ranked faculty

December 2001

Faculty Tenure Status by Ethnicity


VCU SOM



25% of Black Faculty are tenured compared to 36% of all others.
includes only full-time ladder ranked faculty

December 2001

Summary: Tenure Status

- ✘ $\frac{3}{4}$ of all women and black faculty are non-tenure eligible
 - ✘ Future erosion of the number of tenured women and minority faculty can be predicted
 - ✘ Is the small number of tenure-eligible faculty worrisome for the future of the research enterprise?
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Where are we now?

- ✘ 32% of our faculty are women
 - ◆ 20/226 (8.8%) of women faculty are full professors
 - ◆ 37/226 (16.3%) of women faculty are tenured
 - ◆ 10.2% of full professors are women
- ✘ 3.9% of our faculty are Black
 - ◆ 2/28 (7.1%) of black faculty are full professors
 - ◆ 7/28 (25%) of black faculty are tenured
 - ◆ 1% of full professors are black

**November 2001, Headcount 710
VCU School of Medicine**




Where are we now?


- ✘ Overall faculty numbers have been flat over the past 7 years (710).
- ✘ Number of women faculty have increased by 7.1% over past 5 years (211 vs 226, n=15).
- ✘ Number of black faculty have declined by 18% over past 5 years (34 vs 28, n=6).



Key Issues

- ❖ Women faculty in the SOM have recently made increases at the Associate Professor level but not beyond
 - ❖ Percent of black faculty at VCU SOM appears to be in decline
 - ❖ Future erosion of number of tenured women and minority faculty can be predicted
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Recommendations

- ◆ Continue efforts to recruit qualified faculty, especially women & minorities.
 - ◆ Sustain and expand mentoring efforts
 - ◆ Continue career development planning & evaluation through the annual performance plan and MBM.
 - ◆ Review representation data at VCU and nationally during search processes for chairs and new faculty
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Recommendations

- ◆ **Study departmental turnover and retention patterns analyzed by gender, race and rank.**
 - ◆ **Increase recruitment efforts to improve the pipeline and increase mentoring for minority medical students.**
 - ◆ **Continue to compare VCU with AAMC data on a yearly basis to provide benchmarking and identification of areas of concern.**
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