

TABLE 3

**VCU Distribution of Ladder Ranked Faculty by Salary Group,
Gender, Rank and Tenure Status
November 2001**

	DEPARTMENT CHAIR			PROFESSOR			ASSOCIATE PROFESSOR			ASSISTANT PROFESSOR			INSTRUCTOR			ALL RANK	
Tenure Status	# Females	# Males	% Females	# Females	# Males	% Females	# Females	# Males	% Females	# Females	# Males	% Females	# Females	# Males	% Females	# Females	# Males
<u>M.D. Clinical</u>																	
Tenured	0	18	0.0%	7	82	7.9%	8	21	27.6%	0	1	0.0%	0	0		15	122
Tenure-Eligible	0	0		1	4	20.0%	1	3	25.0%	1	5	16.7%	0	0		3	12
Non-Tenure Eligible	0	0		2	11	15.4%	33	54	37.9%	58	93	38.4%	5	1	83.3%	98	159
Total M.D. Clinical	0	18	0.0%	10	97	9.3%	42	78	35.0%	59	99	37.3%	5	1	83.3%	116	293
<u>Non-M.D. Clinical</u>																	
Tenured	0	0		0	10	0.0%	2	0	100.0%	0	0		0	0		2	10
Tenure-Eligible	0	0		0	0		0	0		0	0		0	0		0	0
Non-Tenure Eligible	0	0		1	1	50.0%	2	7	22.2%	13	11	54.2%	0	2	0.0%	16	21
Total Non-M.D. Clinical	0	0		1	11	8.3%	4	7	36.4%	13	11	54.2%	0	2	0.0%	18	31
<u>Teaching/Research</u>																	
Tenured	1	5	16.7%	8	66	10.8%	11	13	45.8%	0	0		0	0		20	84
Tenure-Eligible	0	0		0	0		3	3	50.0%	11	8	57.9%	0	0		14	11
Non-Tenure Eligible	0	0		1	1	50.0%	5	16	23.8%	20	31	39.2%	5	8	38.5%	31	56
Total Teaching/Research Clinical	1	5	16.7%	9	67	11.8%	19	32	37.3%	31	39	44.3%	5	8	38.5%	65	151
<u>Off-Scale/Admin</u>																	
Tenured	0	0		0	1	0.0%	0	0		0	0		0	0		0	1
Tenure-Eligible	0	0		0	0		0	0		0	0		0	0		0	0
Non-Tenure Eligible	0	0		0	0		3	1	75.0%	19	5	79.2%	5	2	71.4%	27	8
Off-Scale/Admin	0	0		0	1	0.0%	3	1	75.0%	19	5	79.2%	5	2	71.4%	27	9
<u>All Salary Groups</u>																	
Tenured	1	23	4.2%	15	159	8.6%	21	34	38.2%	0	1	0.0%	0	0		37	217
Tenure-Eligible	0	0		1	4	20.0%	4	6	40.0%	12	13	48.0%	0	0		17	23
Non-Tenure Eligible	0	0		4	13	23.5%	43	78	35.5%	110	140	44.0%	15	13	53.6%	172	244