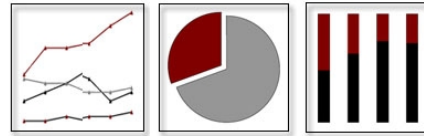


Office of Faculty Affairs and Professional Development

# State of the Faculty Report



**2008**



**SCHOOL OF MEDICINE**

INDIANA UNIVERSITY  
Office of the Dean

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Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

12/5/2008

## IUSM State of the Faculty Report:

# Snapshots

*Data from IUSM Academic Administration*

**[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)**

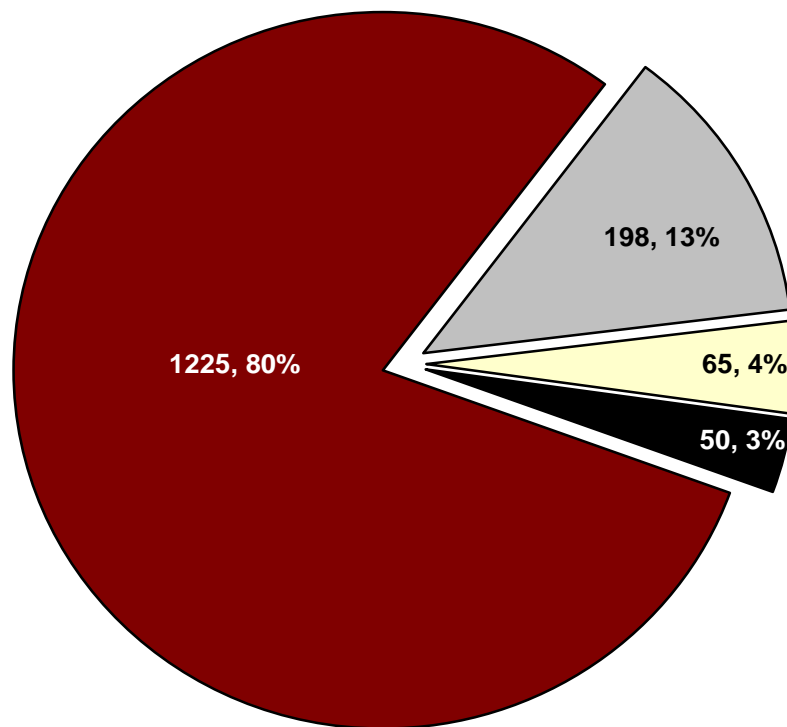
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### Total IUSM faculty

January 2008

n = 1538

■ Full Time Faculty    □ Full Time Affiliate    □ Part Time Faculty    ■ Part Time Affiliate



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

12/5/2008

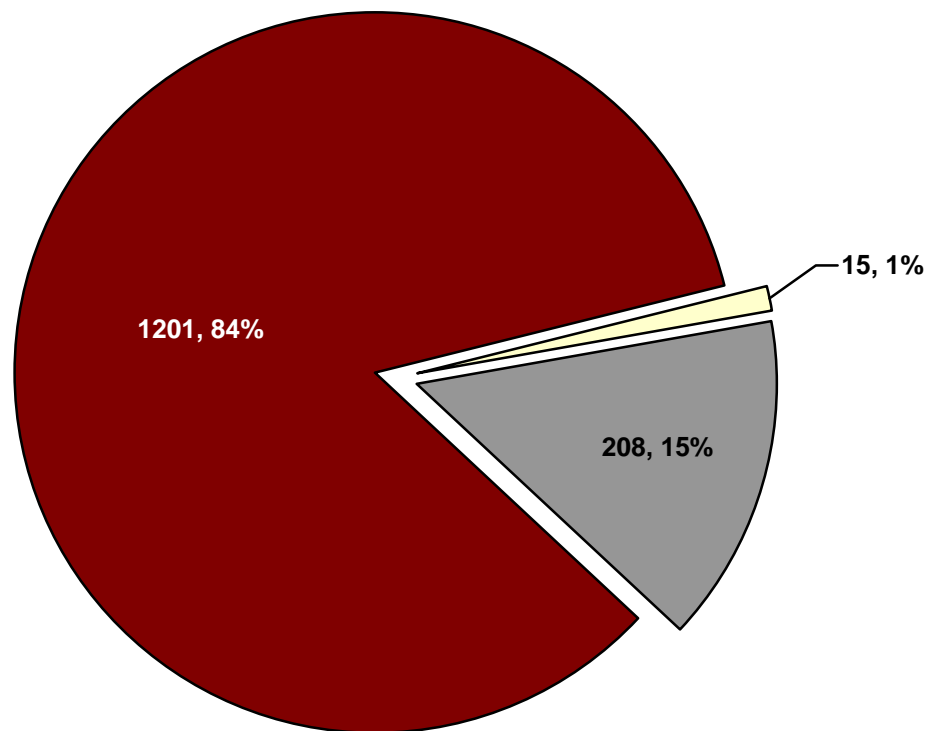
## Total faculty: basic science, clinical, and other

January 2008

Other= Lab animal resource center and library

n= 1424

■ Basic Science   ■ Clinical   ■ Other



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

12/5/2008

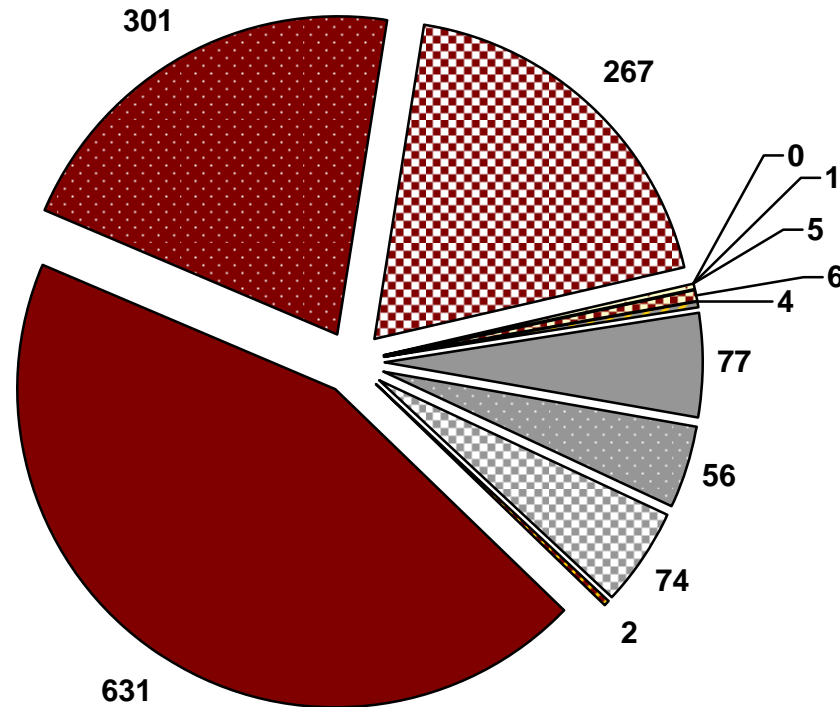
## Total faculty: basic science, clinical, and other by rank

January 2008

Other= Lab animal resource center and library

n= 1424

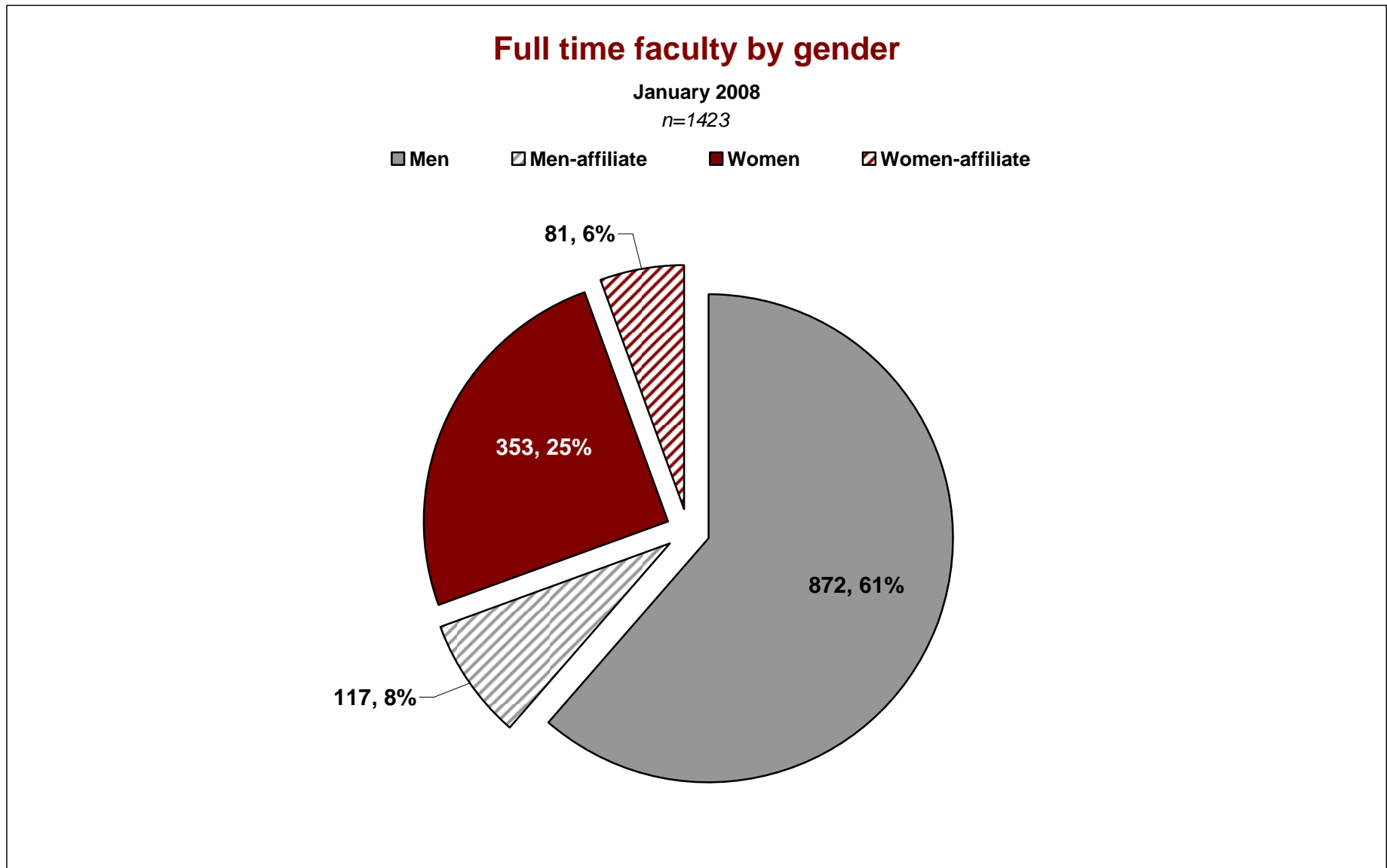
- Basic Science Instructor/Other
- Basic Science Associate Professor
- Clinical Instructor/Other
- Clinical Associate Professor
- Other Instructor/Other
- Other Associate Professor
- Basic Science Assistant Professor
- Basic Science Professor
- Clinical Assistant Professor
- Clinical Professor
- Other Assistant Professor
- Other Professor



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

12/5/2008



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

12/5/2008

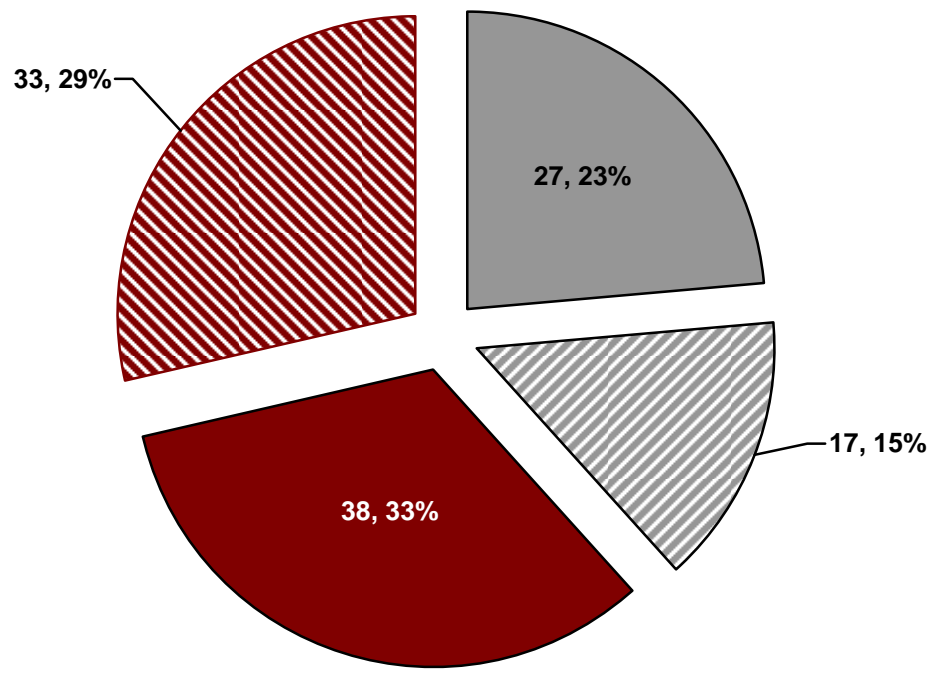
### Part time faculty by gender

*includes affiliates*

April 2008

n=115

■ Men    ▨ Affiliate Men    ■ Women    ▩ Affiliate Women



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

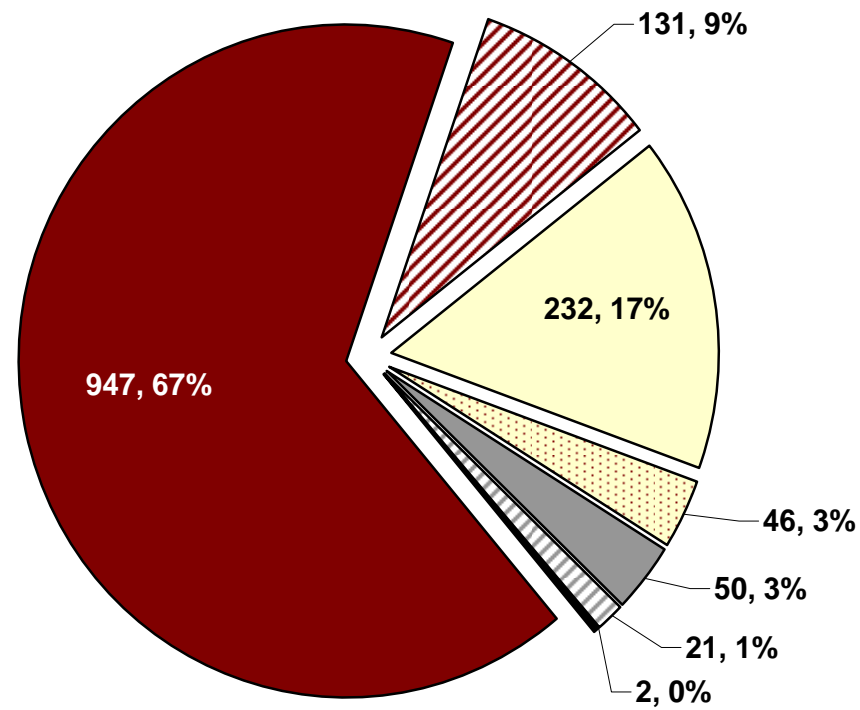
12/5/2008

## Full time faculty by race/ethnicity

January 2008

URM= Under-represented in medicine includes Black, Hispanic/Latino, Native American, Pacific Islander  
n=1429

■ White/Caucasian   ▨ White/Caucasian-Affiliate   □ Asian   ▩ Asian-Affiliate   ■ URM   ▨ URM-Affiliate   ■ Other



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

12/5/2008

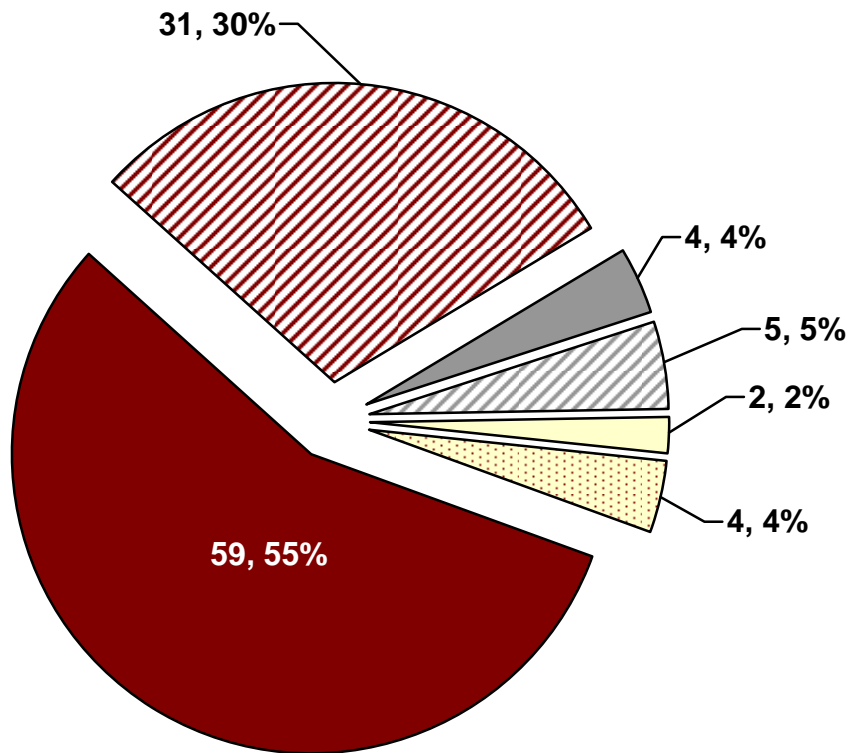
## Part time faculty by race/ethnicity

April 2008

includes affiliates

URM= Under-represented in medicine includes Black, Hispanic/Latino, Native American, Pacific Islander  
n=105

■ White   
 ▨ White Affiliates   
 ■ Asian   
 ▨ Asian Affiliates   
 ■ URM   
 ▨ URM Affiliates



Data from IUSM Academic Administration

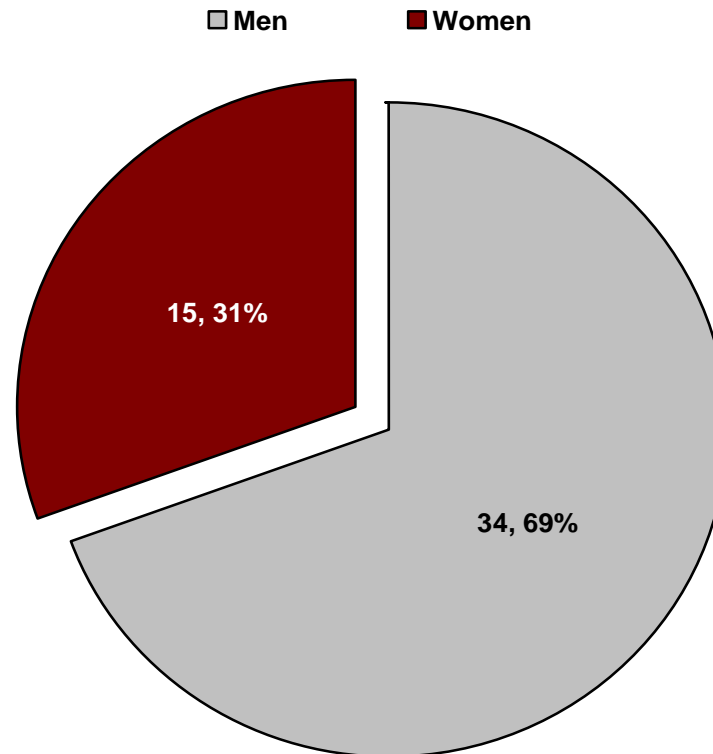
[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

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## URM faculty by gender

April 2008

URM= Under-represented in medicine includes Black, Hispanic/Latino, Native American, Pacific Islander  
n=49



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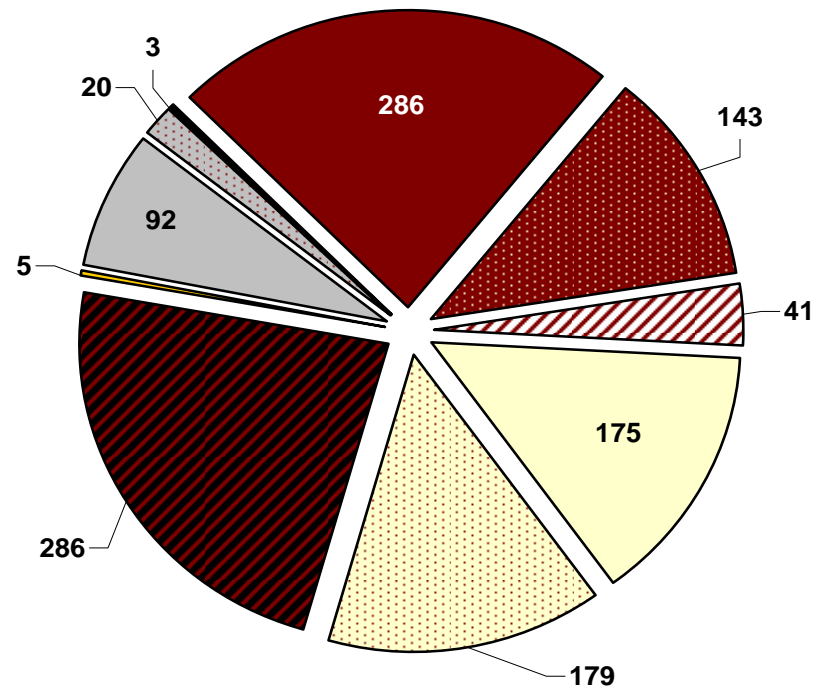
12/5/2008

## Faculty by rank and track

January 2008

n=1230

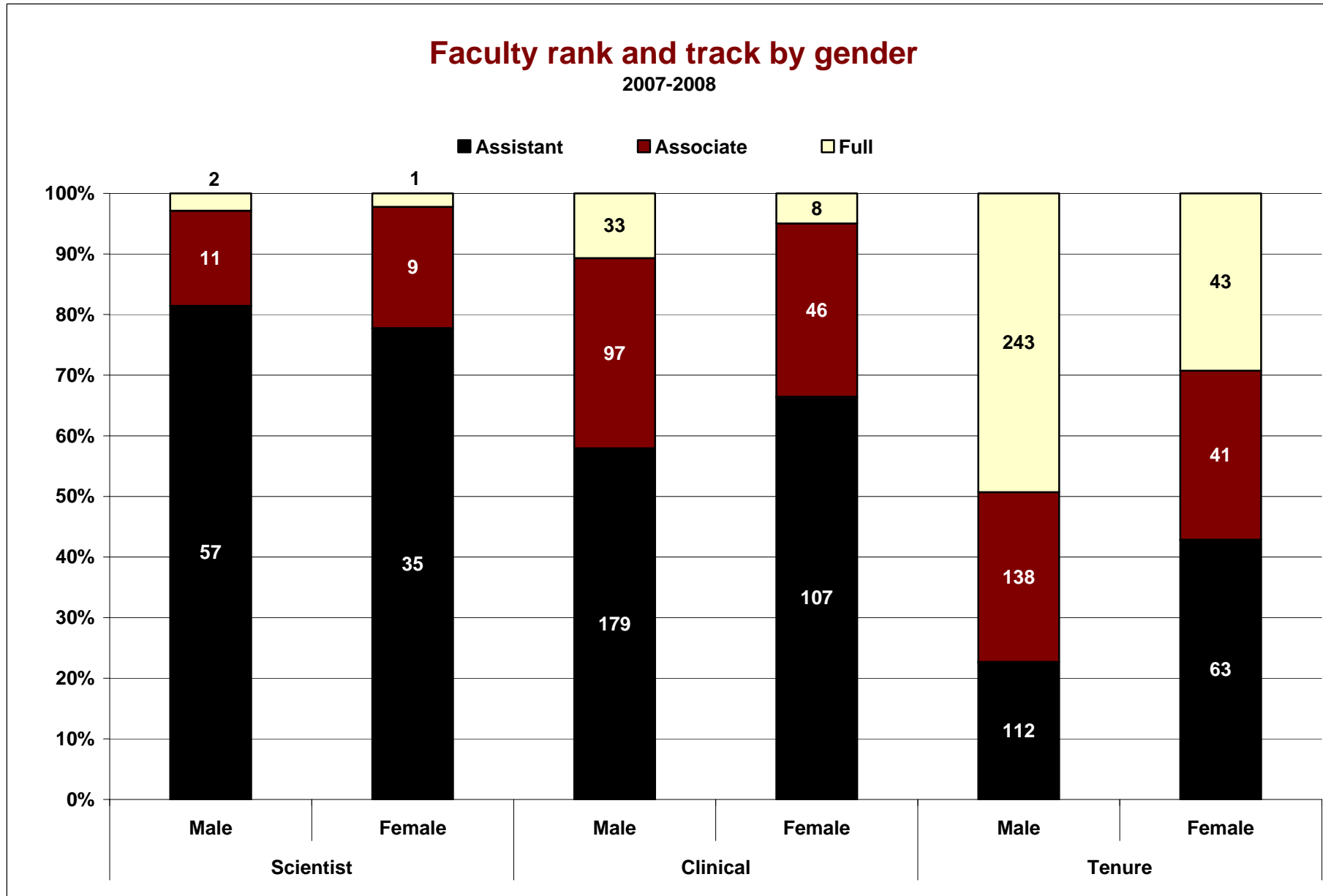
■ Lecturer     
 ■ Assistant Scientist     
 ■ Associate Scientist     
 ■ Full Scientist     
 ■ Assistant Clinical  
■ Associate Clinical     
 ■ Full Clinical     
 ■ Assistant Tenure     
 ■ Associate Tenure     
 ■ Full Tenure



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

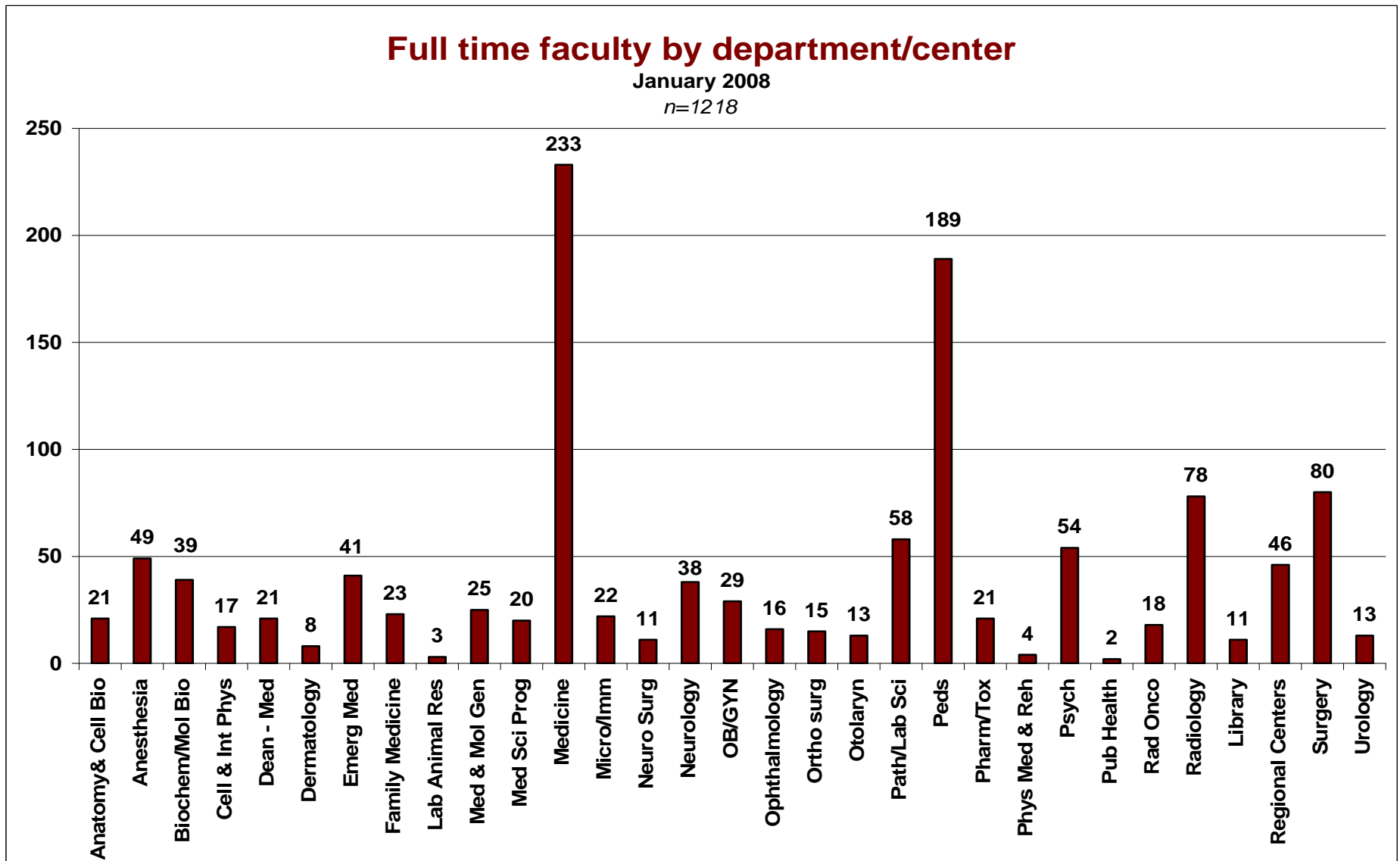
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Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

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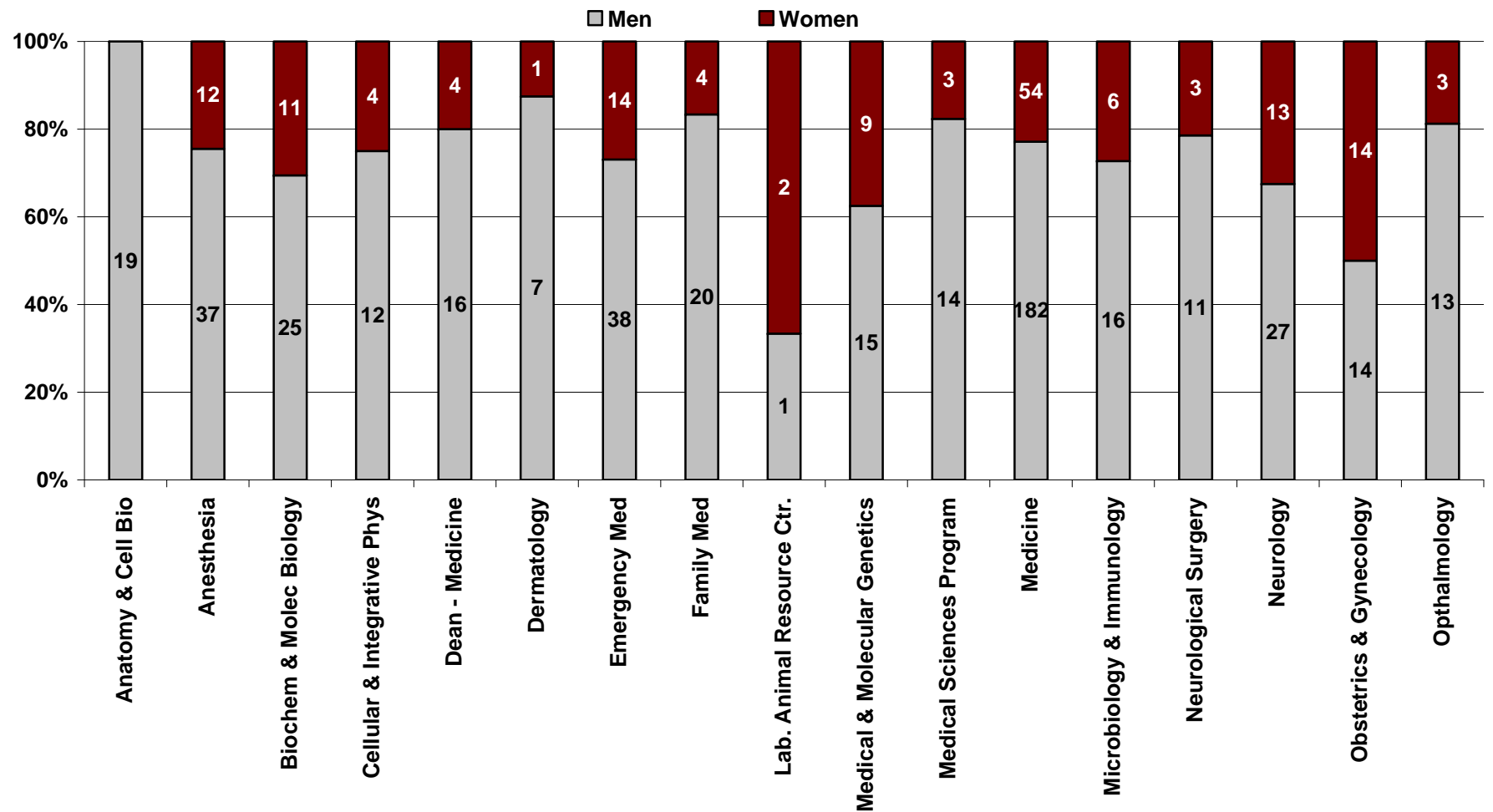
Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

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## Full time faculty by gender and department/center

chart 1 of 2  
January 2008  
n=1229



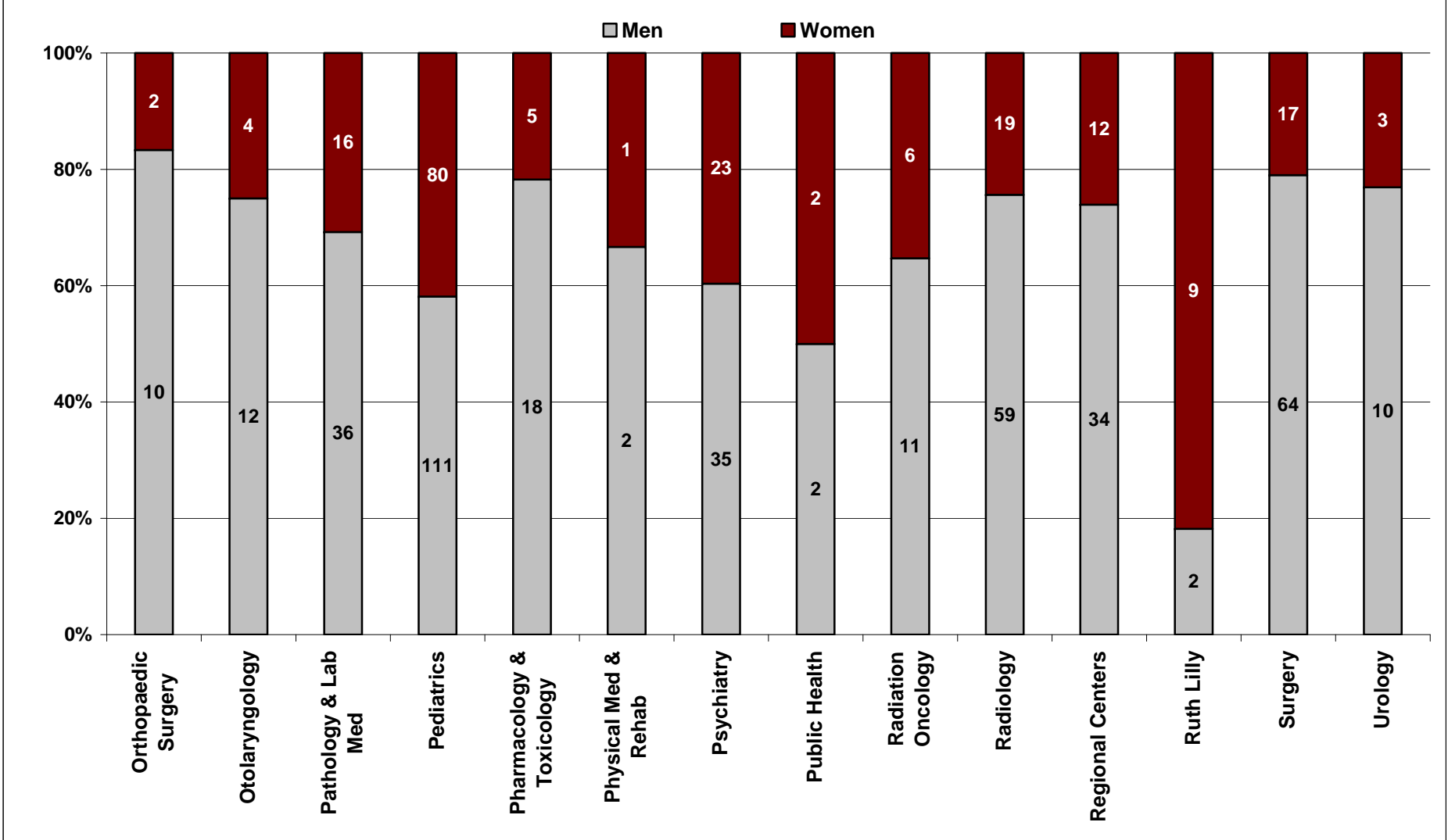
Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

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## Full time faculty by gender and department/center

chart 2 of 2  
January 2008



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

12/5/2008

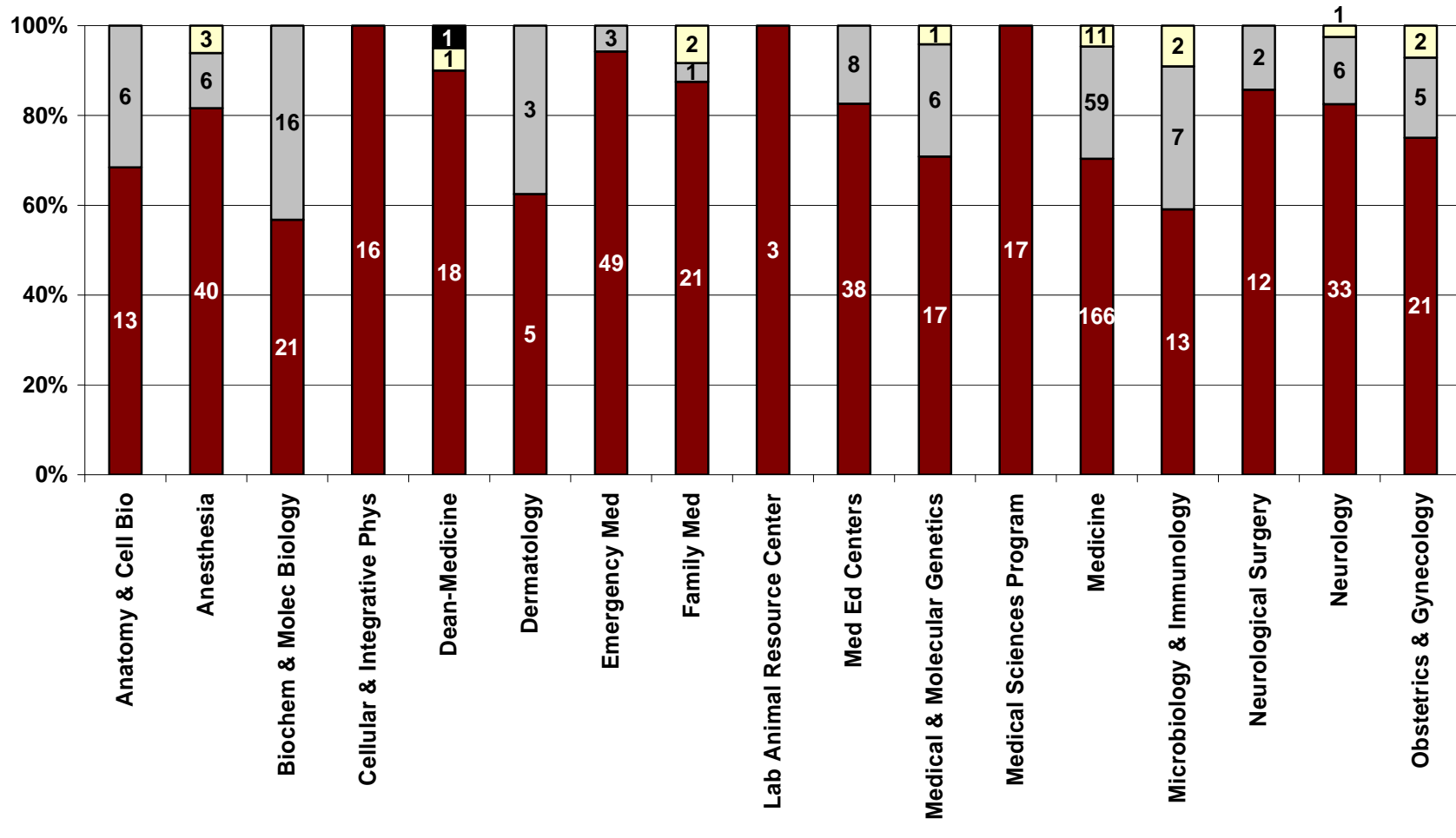
### Race/ethnicity by department

chart 1 of 2

January 2008

URM= Under-represented in medicine includes Black, Hispanic/Latino, Native American, Pacific Islander

■ White/Caucasian    □ Asian    □ URM    ■ Other



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

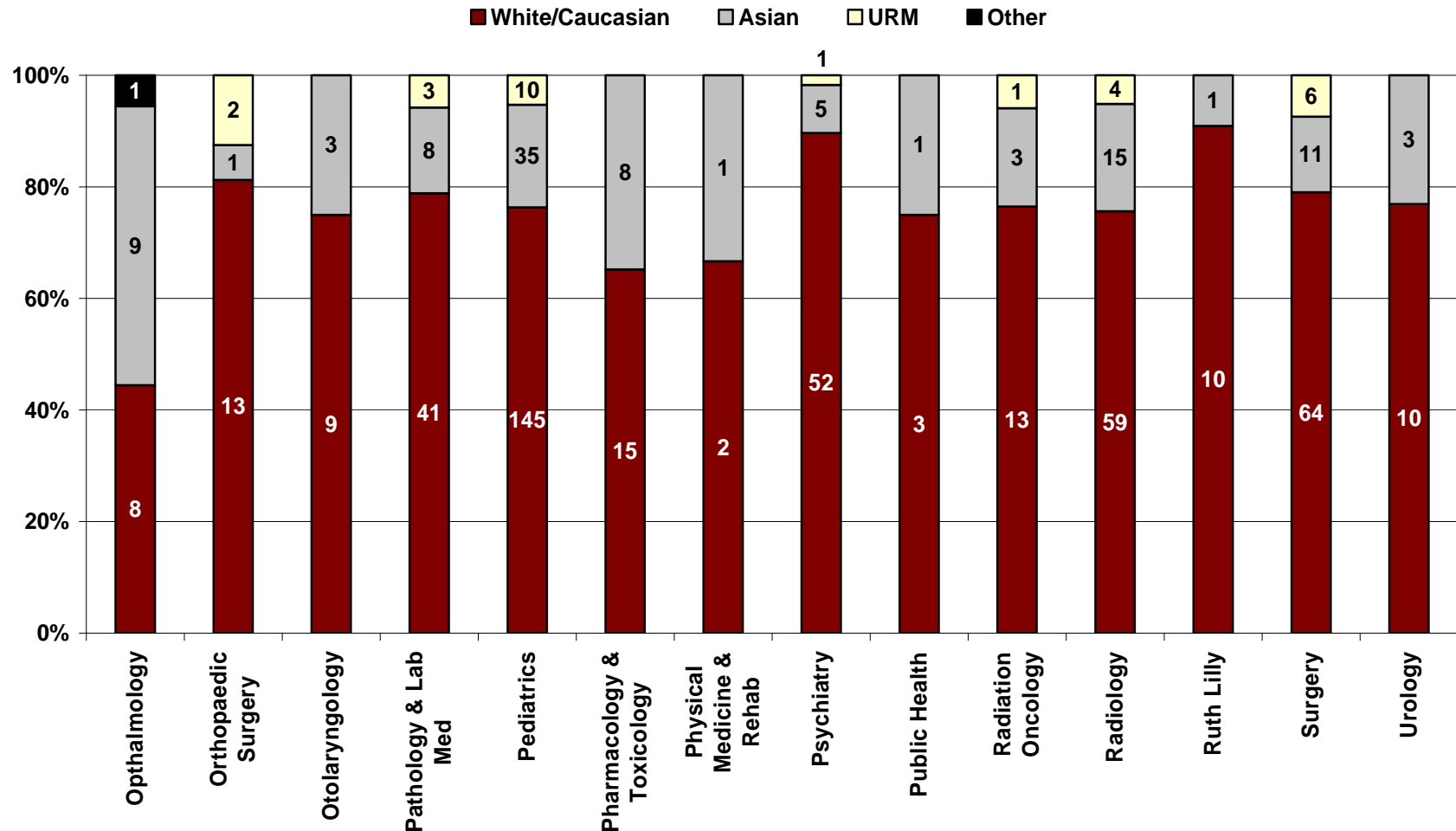
12/5/2008

## Race/ethnicity by department

chart 2 of 2

January 2008

URM= Under-represented in medicine includes Black, Hispanic/Latino, Native American, Pacific Islander



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

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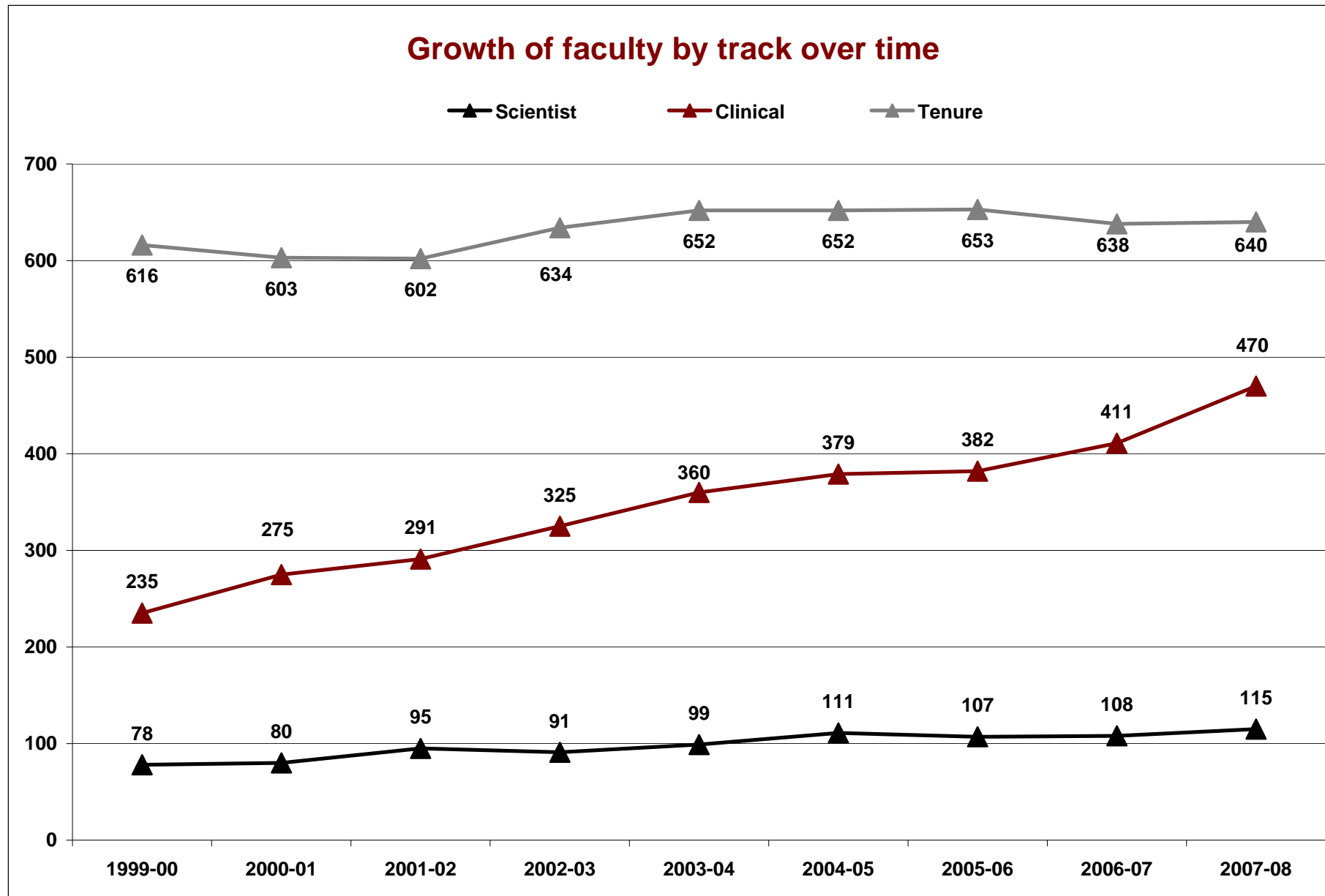
**IUSM State of the Faculty Report:**

# **Rank and Track**

*Data from IUSM Academic Administration*

**[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)**

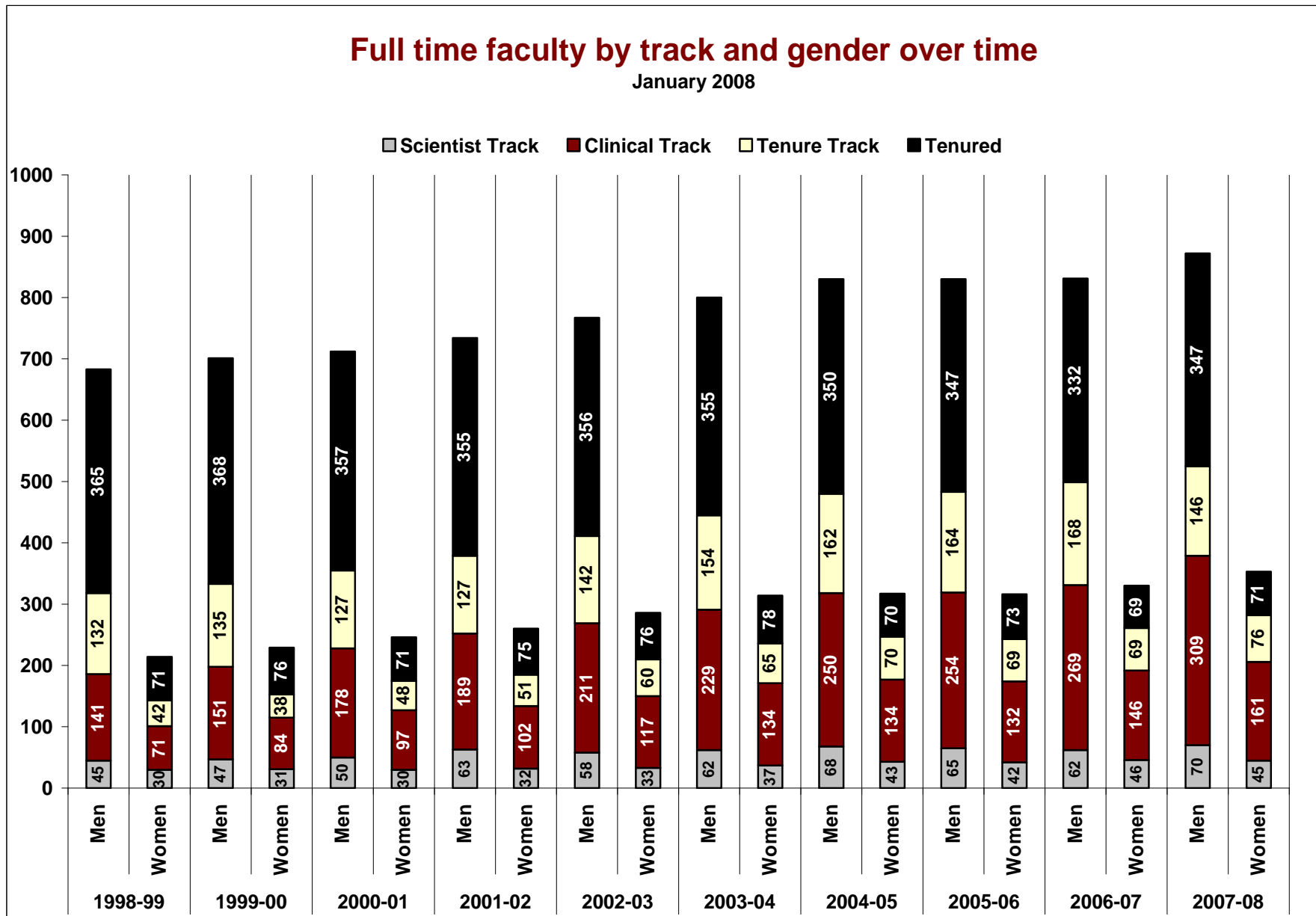
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[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

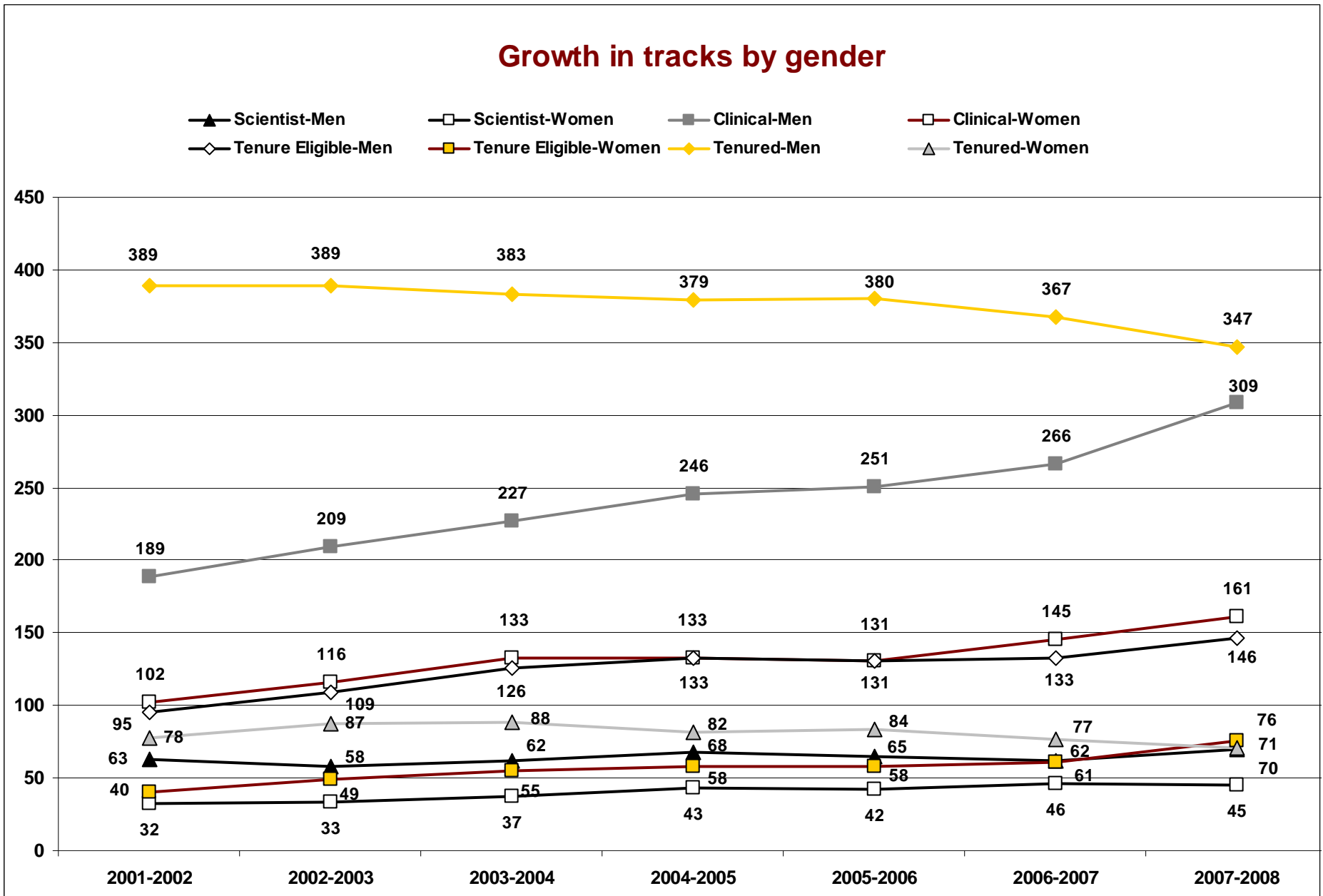
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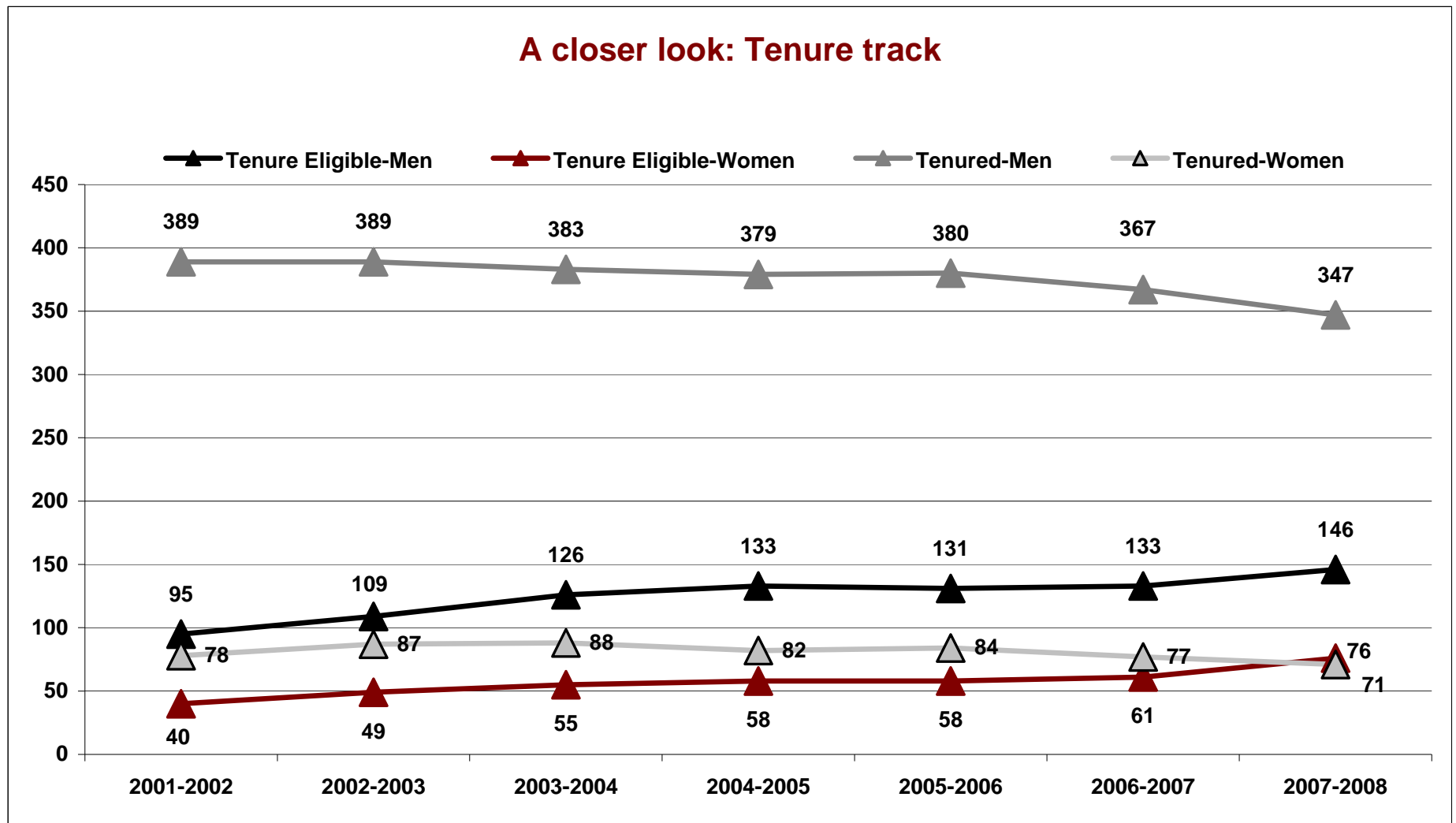
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[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

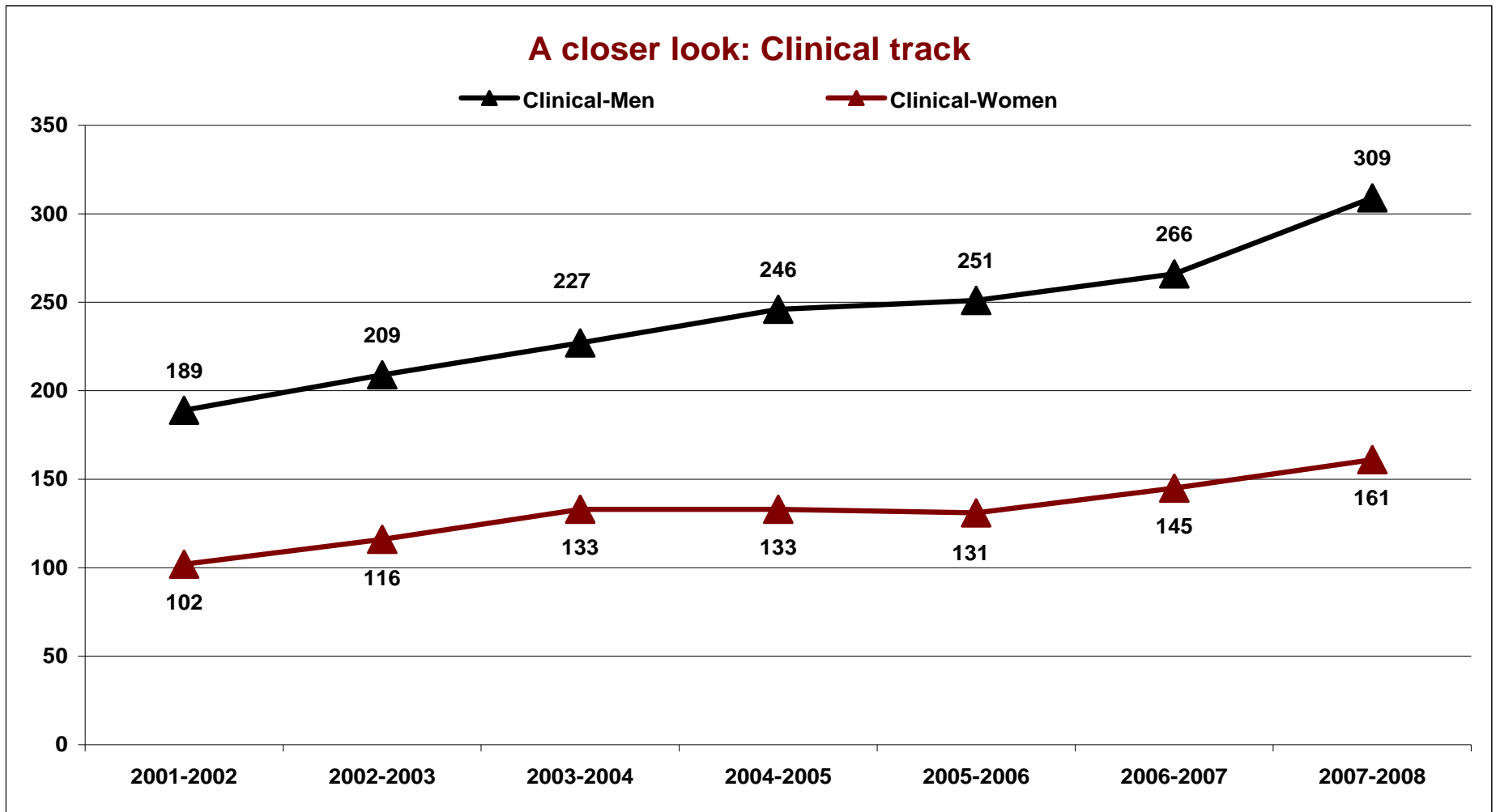
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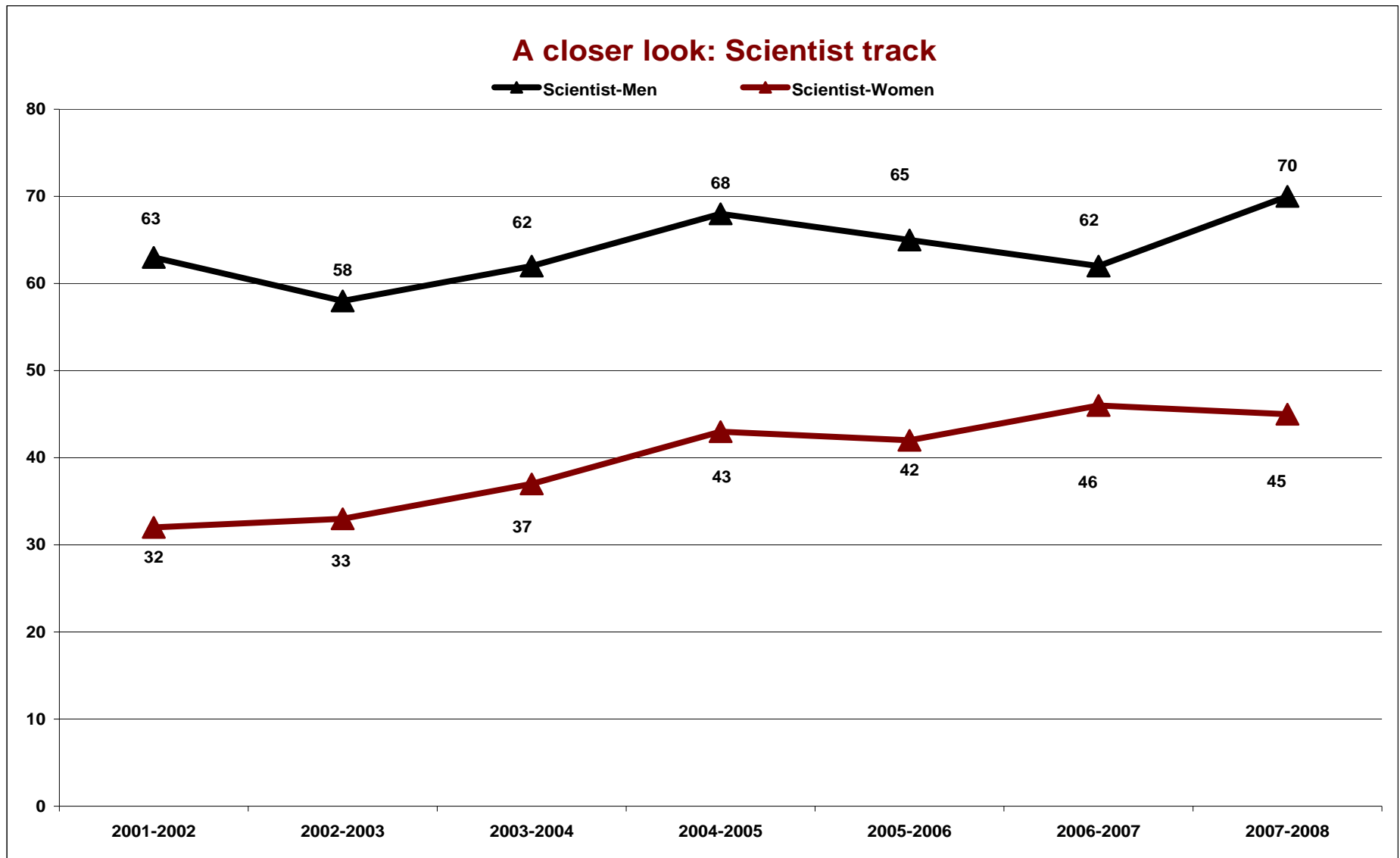
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[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

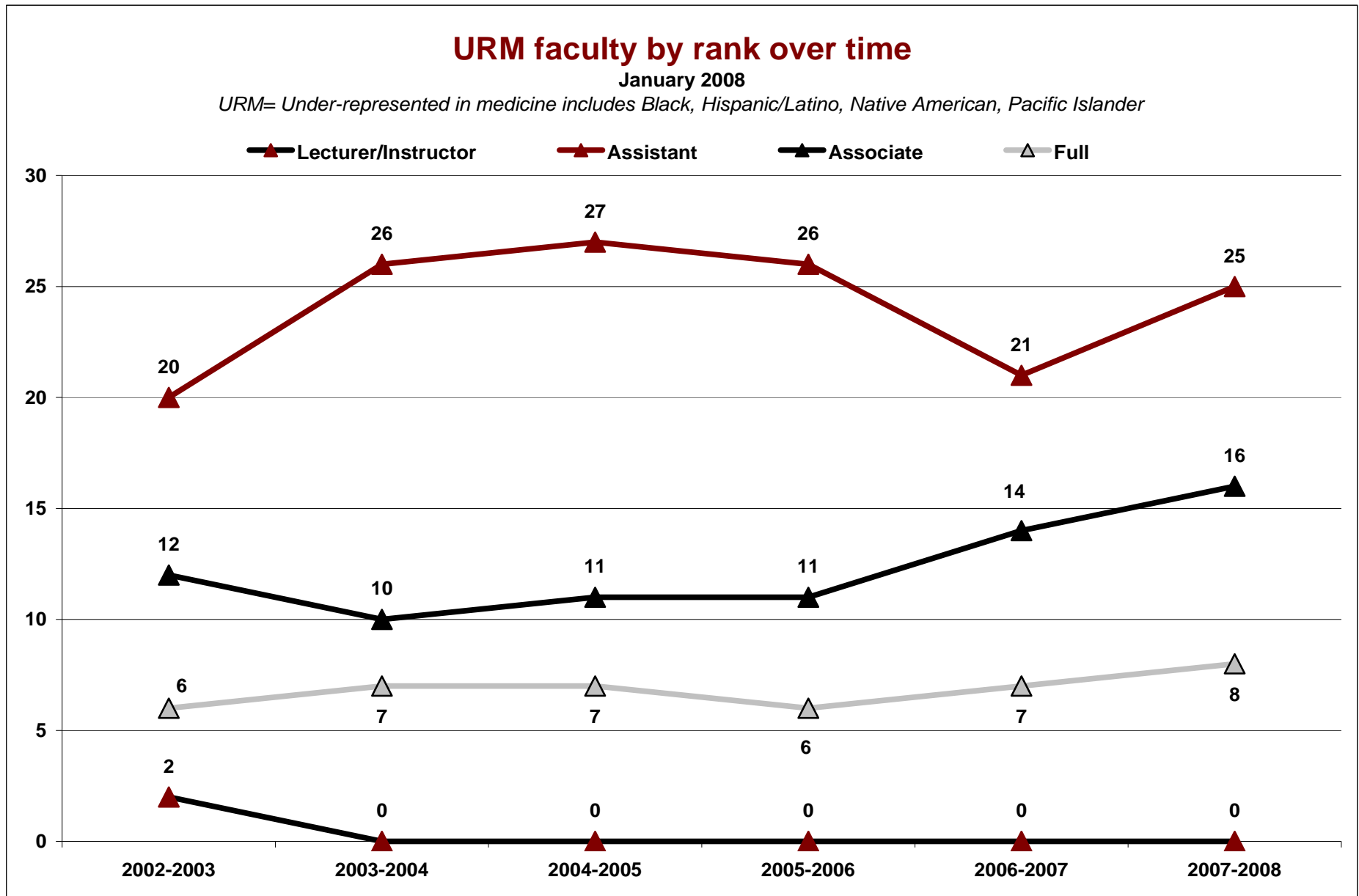
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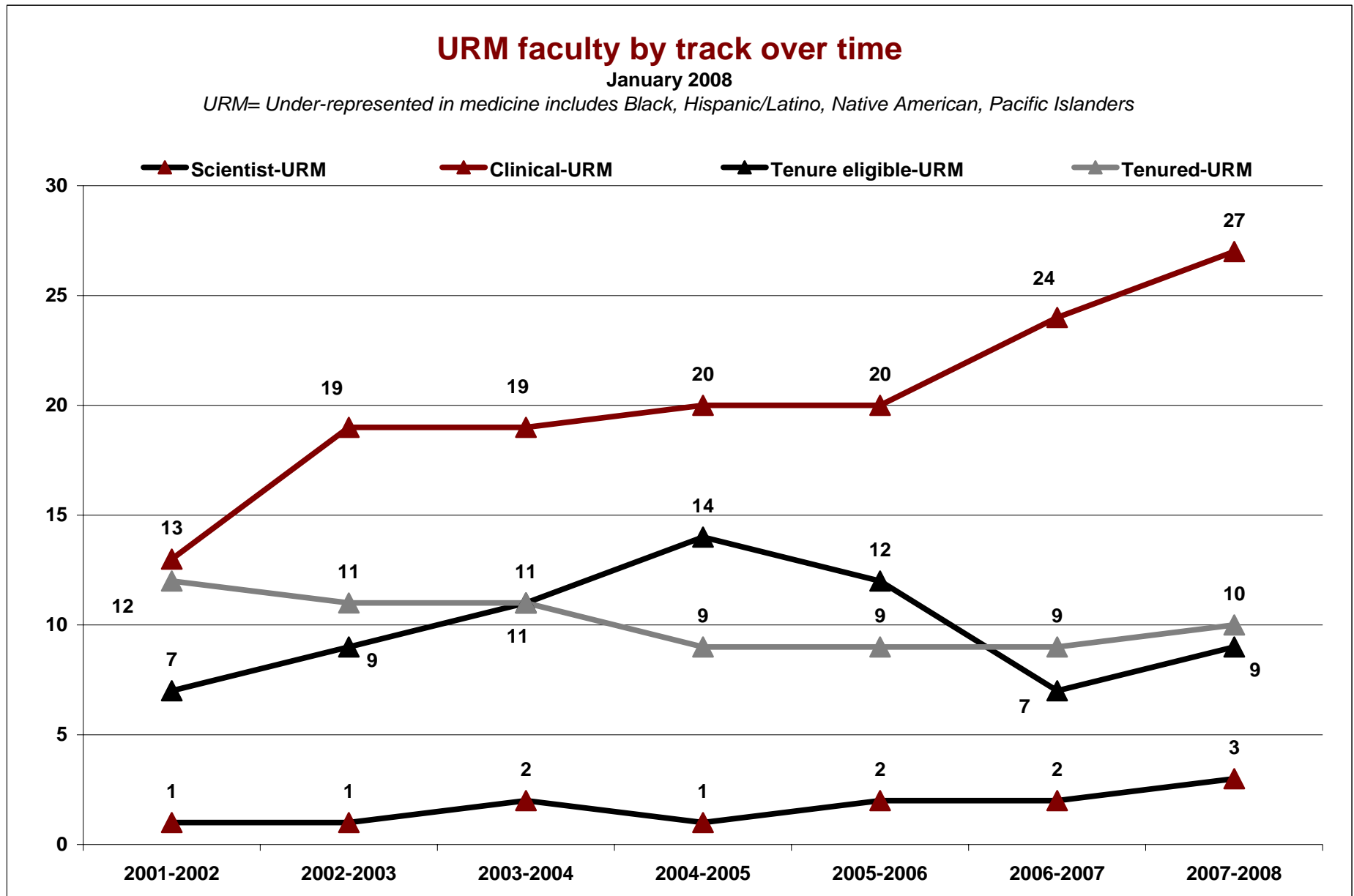
12/5/2008



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Data from IUSM Academic Administration

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12/5/2008

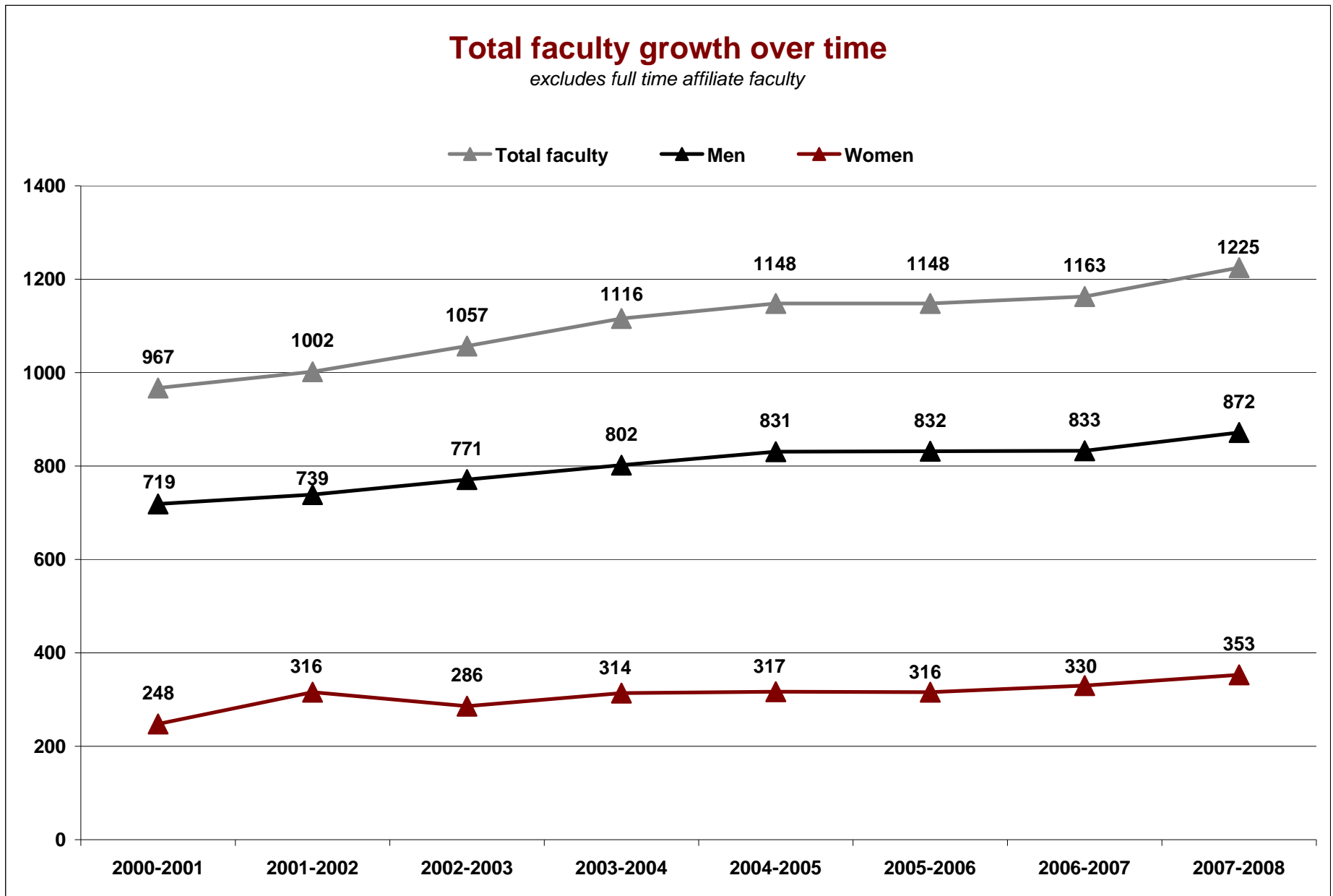
## IUSM State of the Faculty Report:

# Recruitment and Retention

*Data from IUSM Academic Administration*

**[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)**

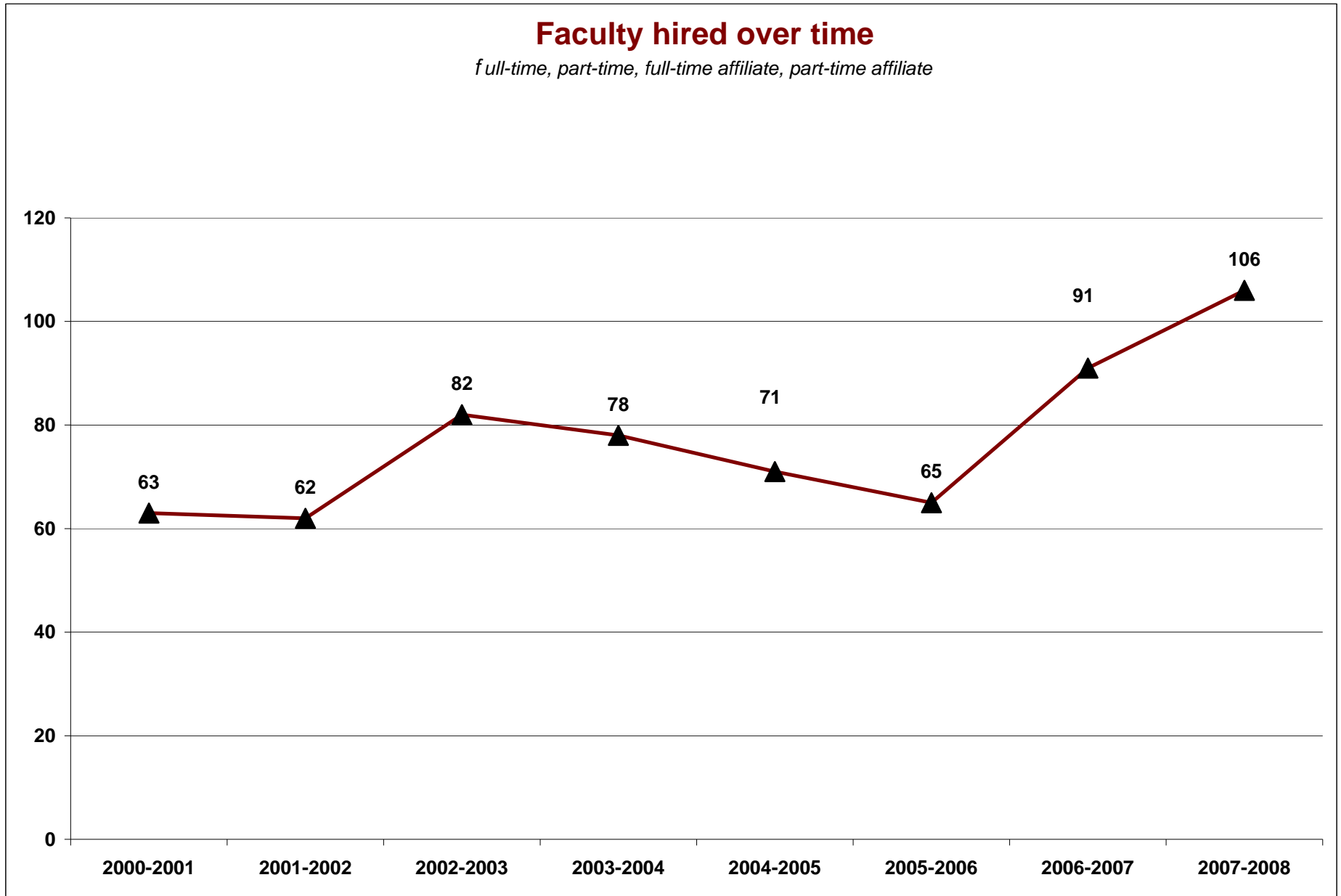
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Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

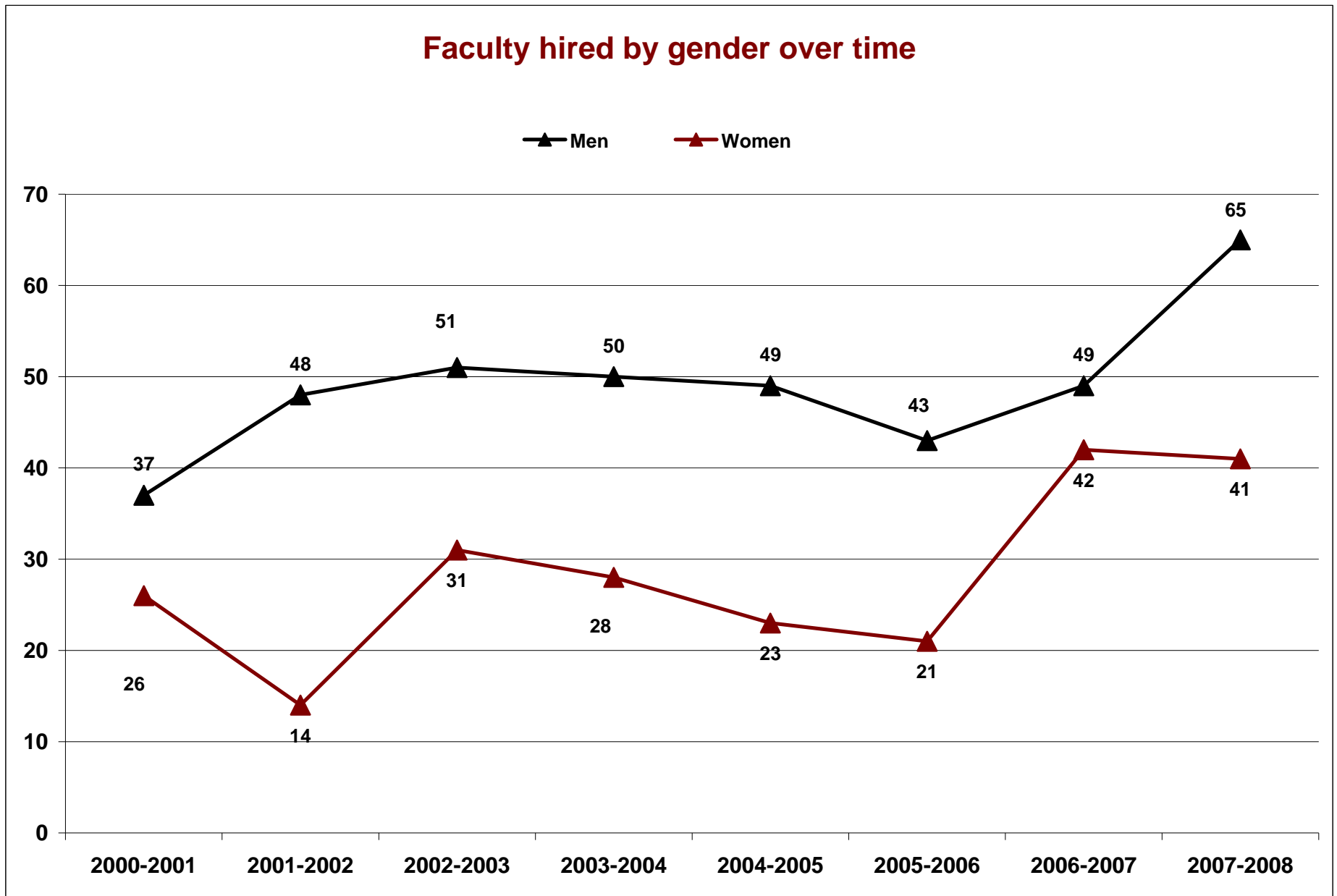
12/5/2008



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

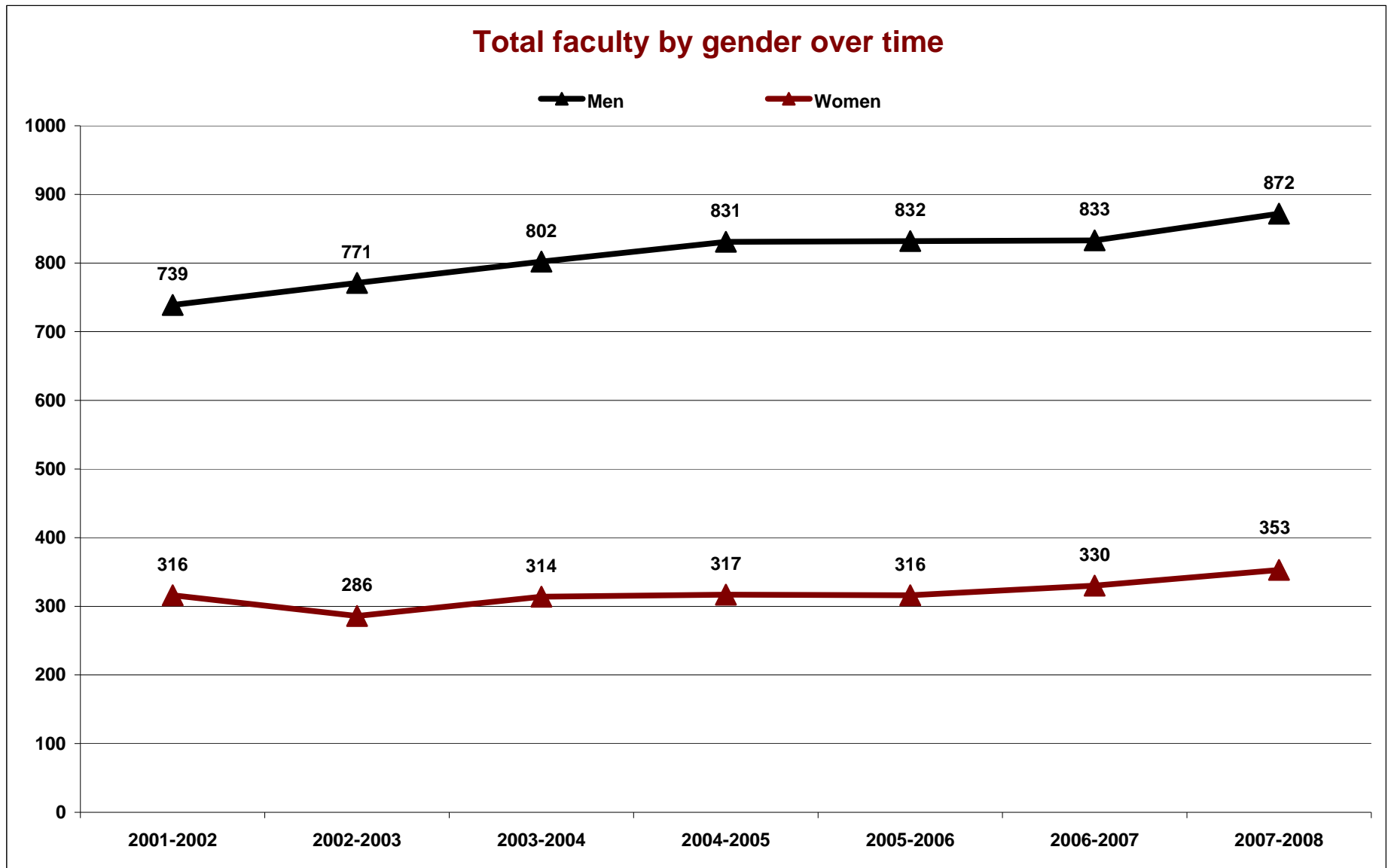
12/5/2008



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

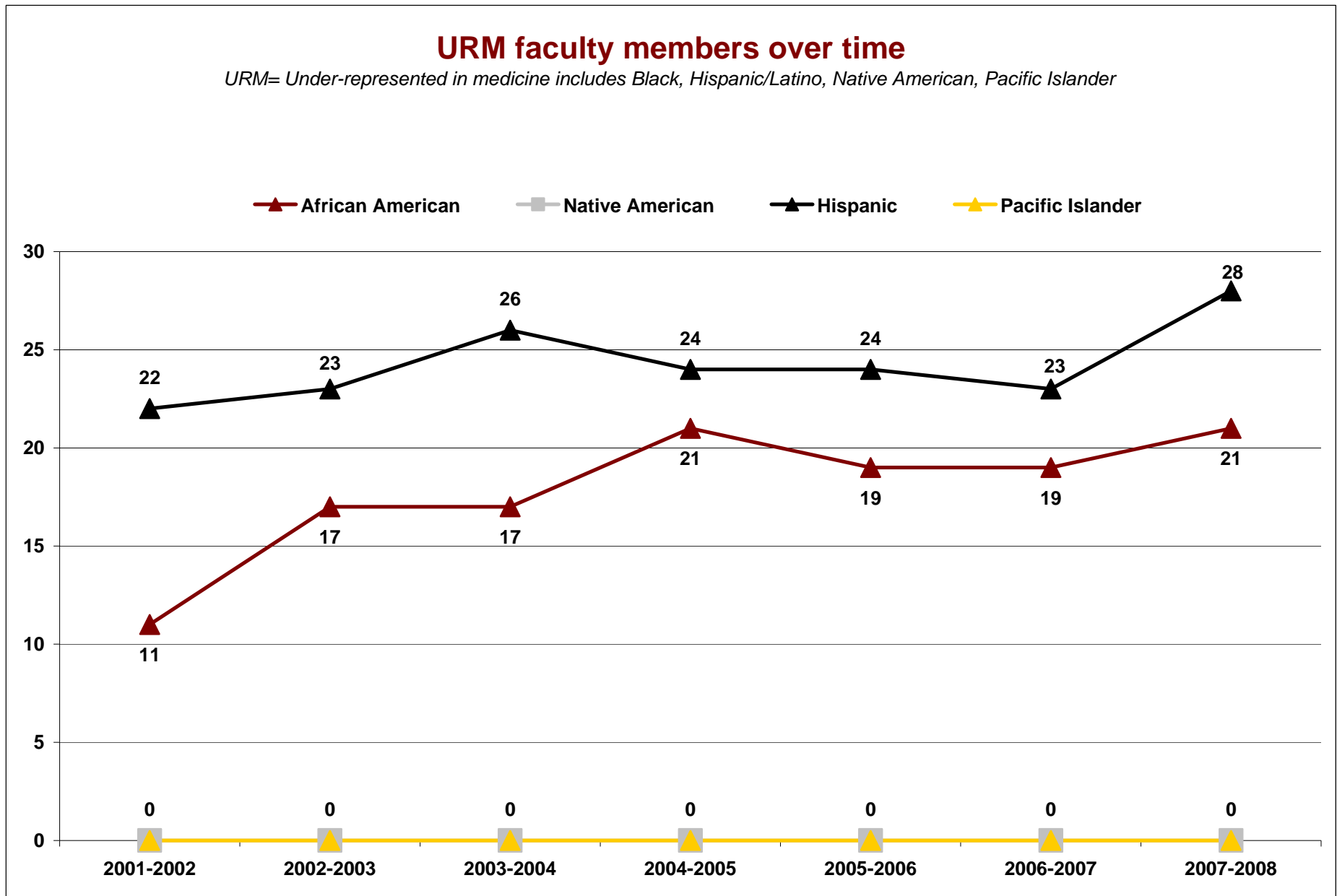
12/5/2008



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

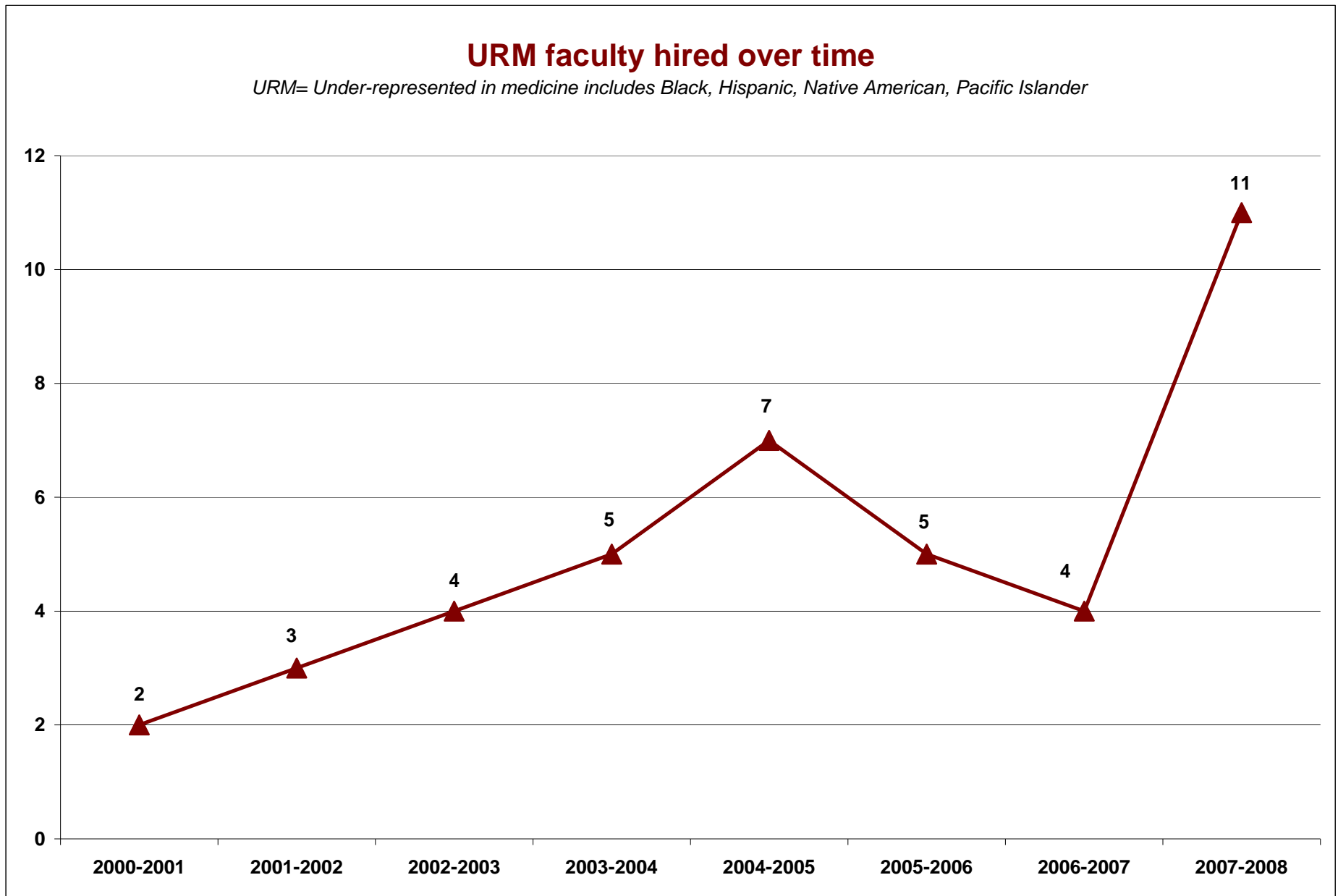
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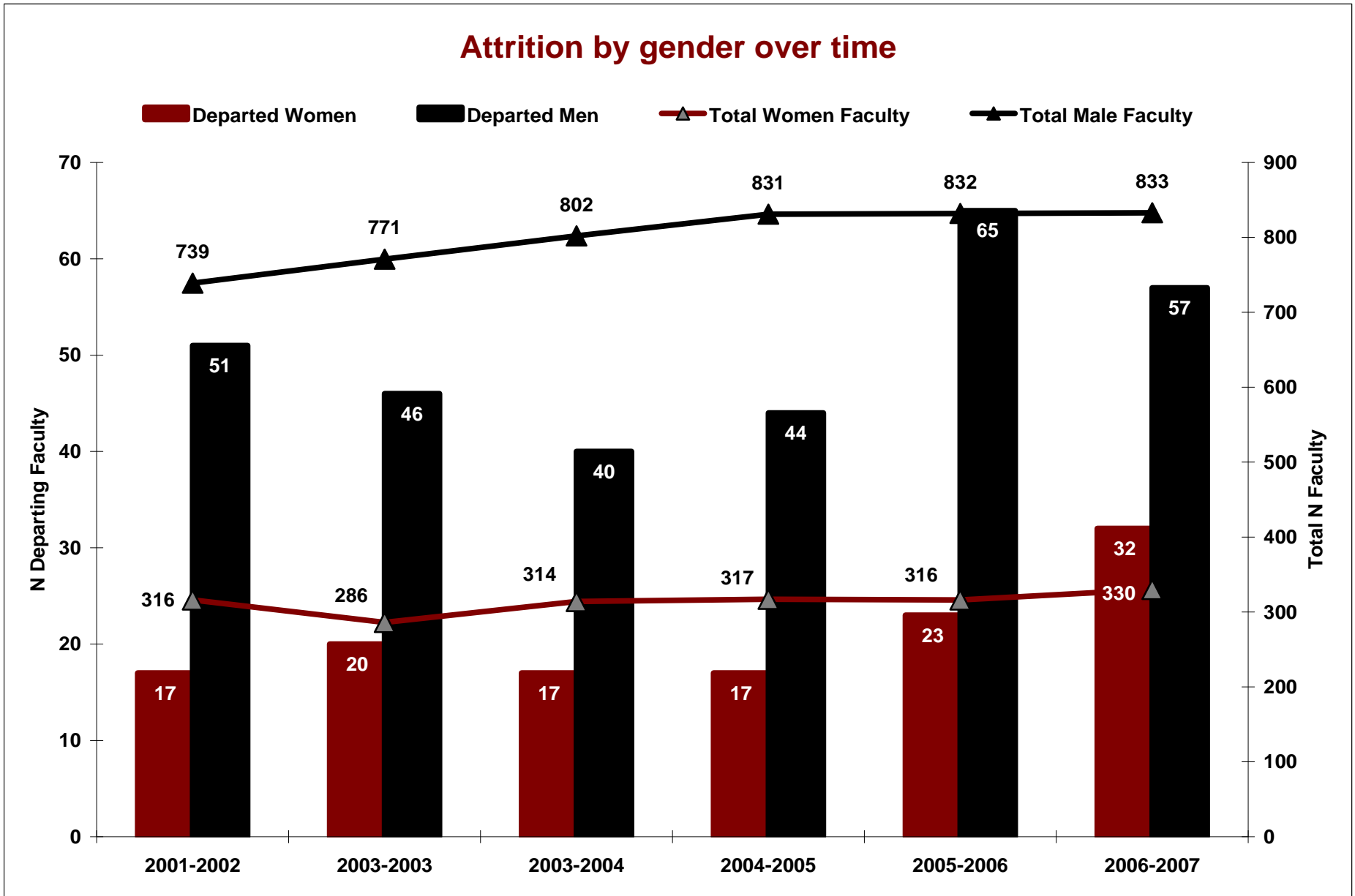
12/5/2008



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

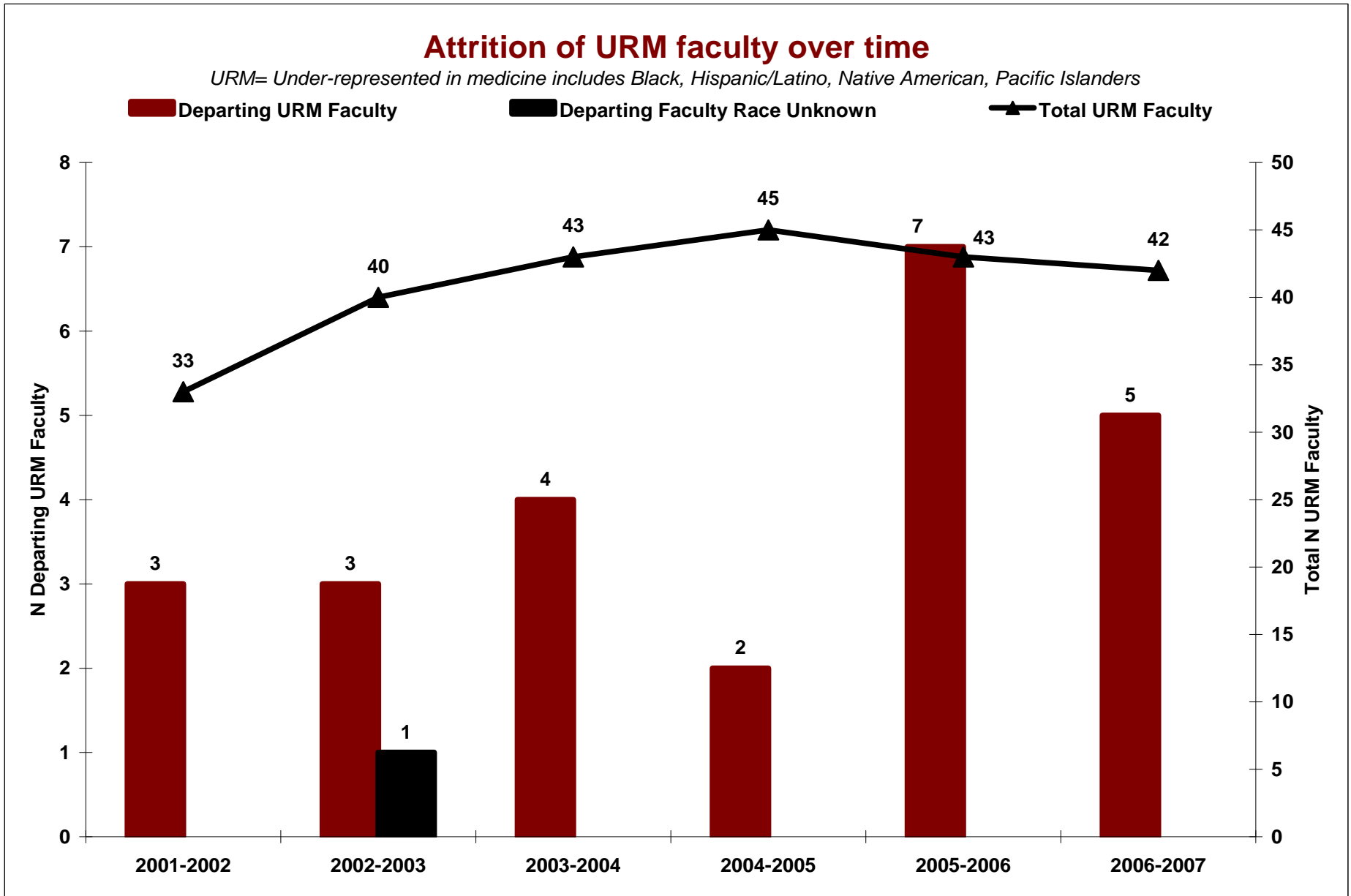
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[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

12/5/2008



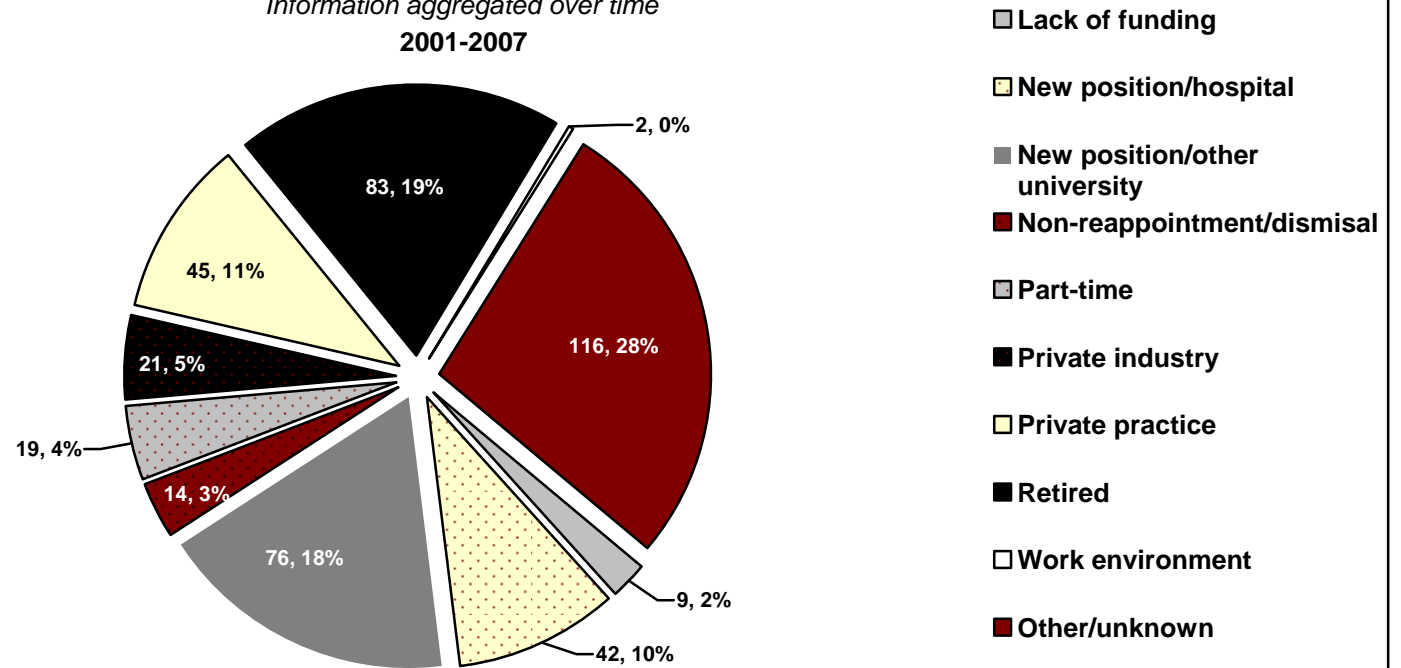
Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

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## Reasons for attrition

Information aggregated over time  
2001-2007

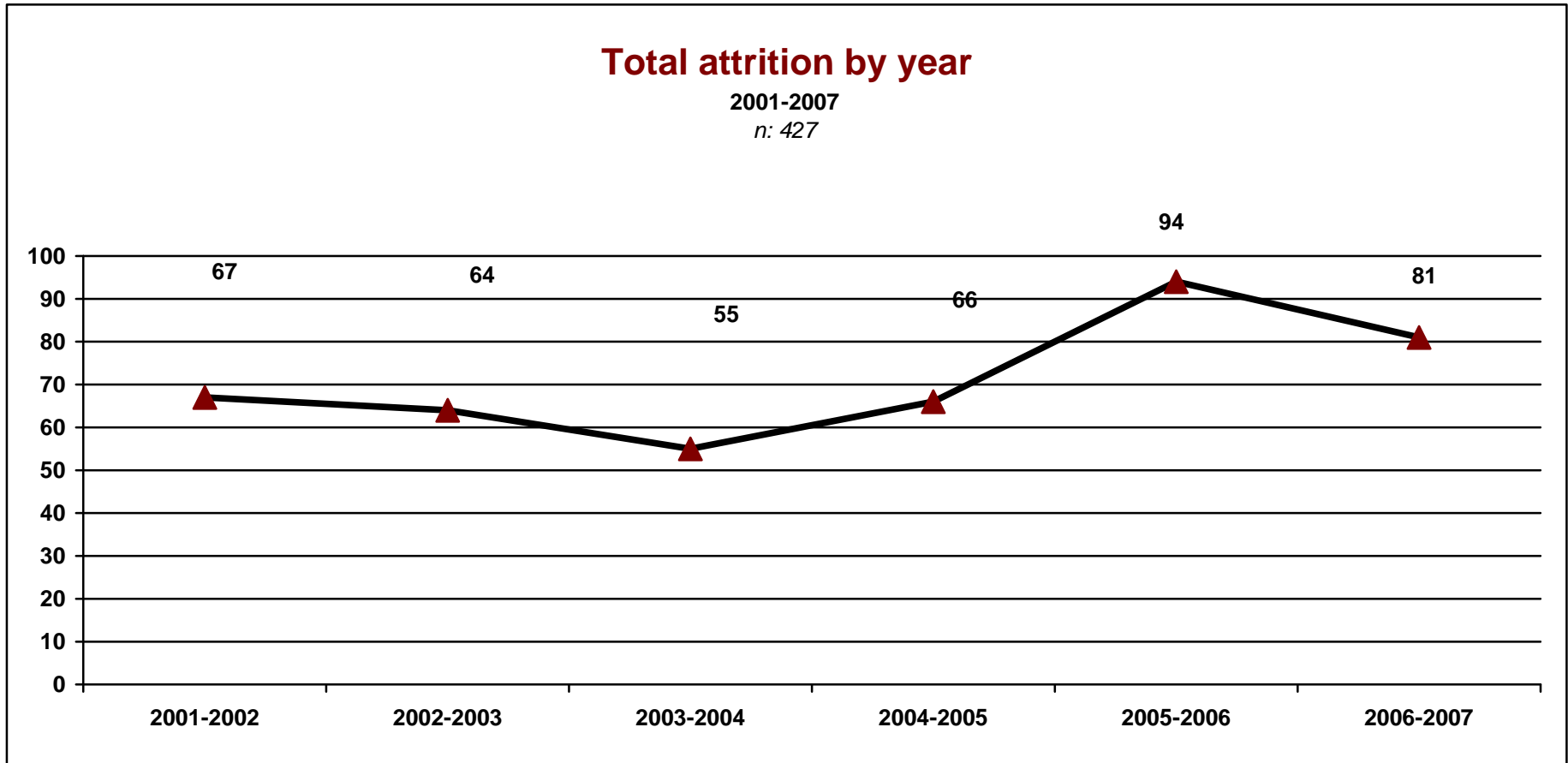


Year	Lack of funding	New position/hospital	New position/other university	Non-reappointment/dismissal	Part-time	Private industry	Private practice	Retired	Work environment	Other; Unknown	Total per year Across Categories
2001-02	0	14	12	0	1	1	5	20	0	14	67
2002-03	2	7	10	3	0	7	8	11	0	16	64
2003-04	1	2	17	1	0	0	7	8	0	19	55
2004-05	1	7	6	5	6	1	7	14	0	19	66
2005-06	2	7	14	1	8	3	10	18	1	30	94
2006-07	3	5	17	4	4	9	8	12	1	18	81
<i>Total Per Category Over Time</i>	9	42	76	14	19	21	45	83	2	116	

Data from IUSM Academic Administration

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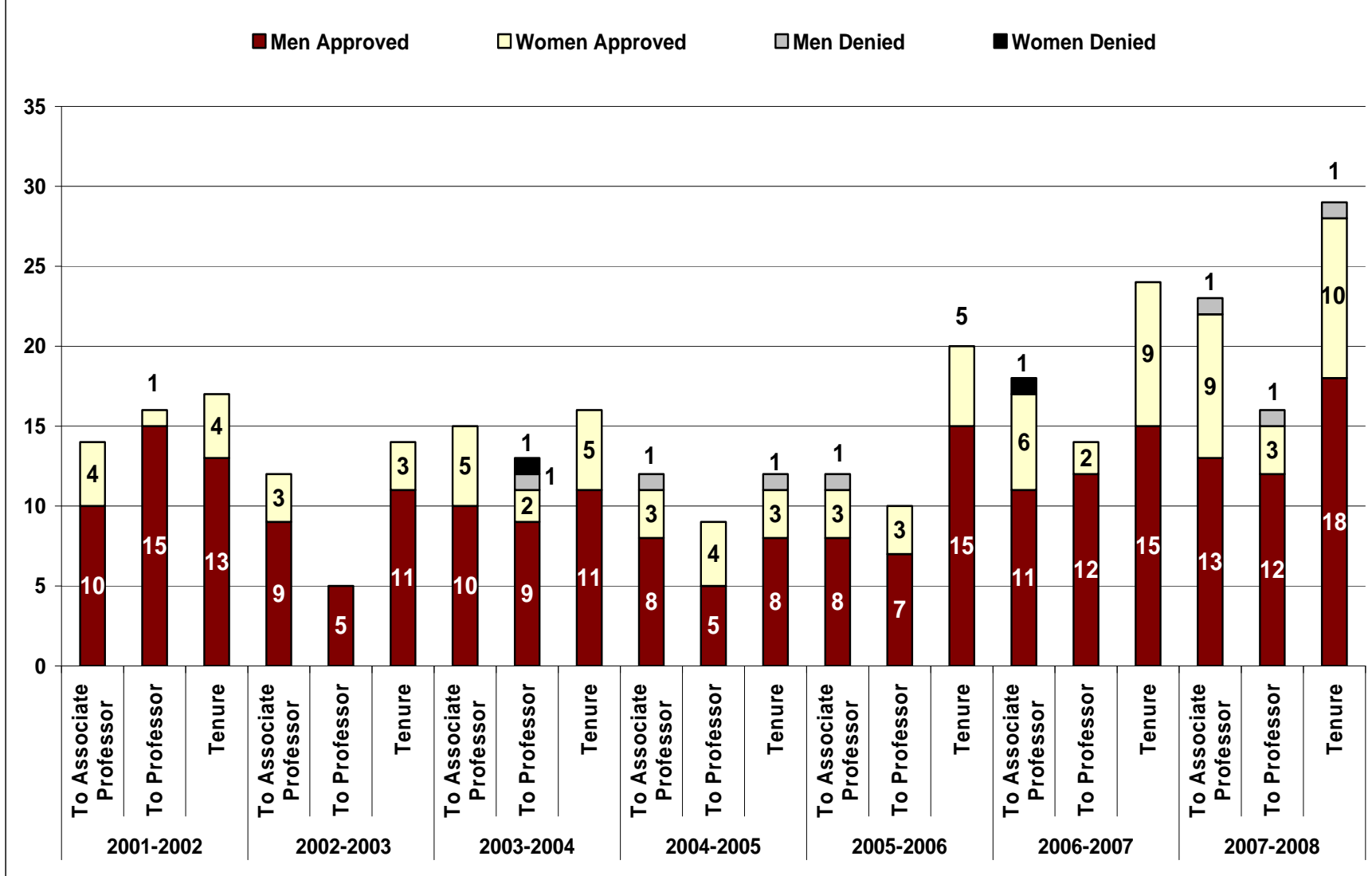
# **Promotion and Tenure**

*Data from IUSM Academic Administration*

**[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)**

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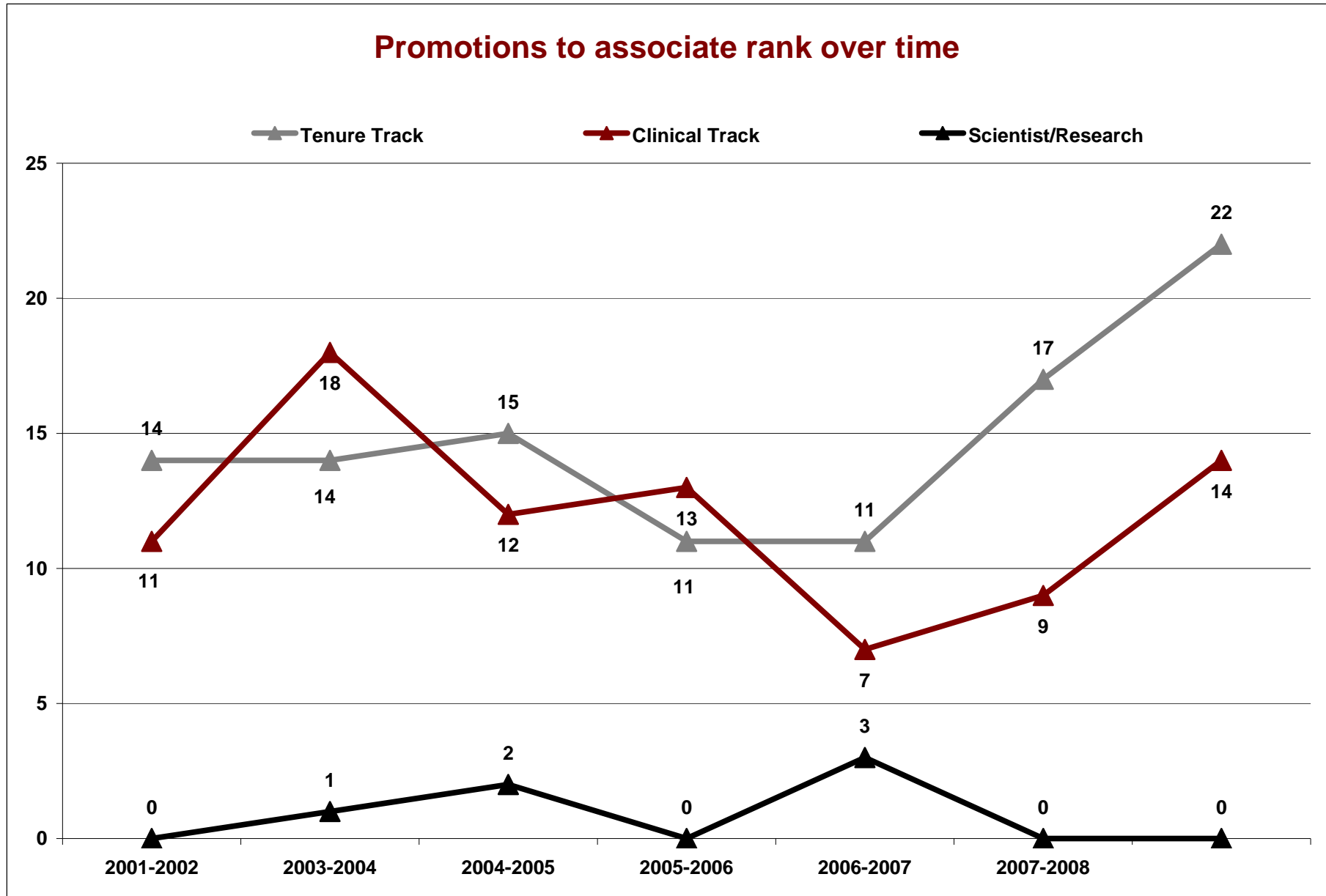
### Promotion and tenure rate by gender over time: Tenure track



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

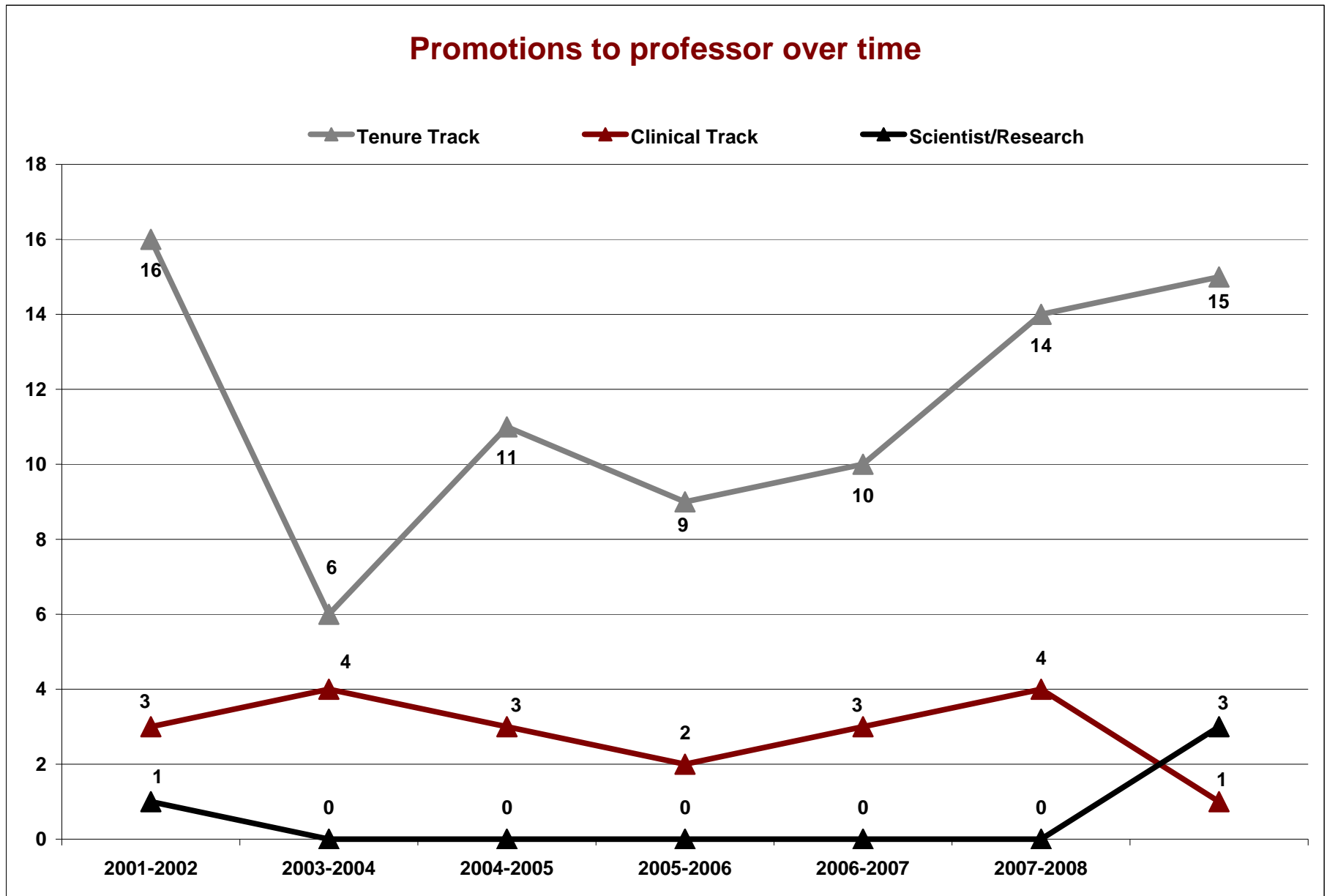
12/5/2008



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

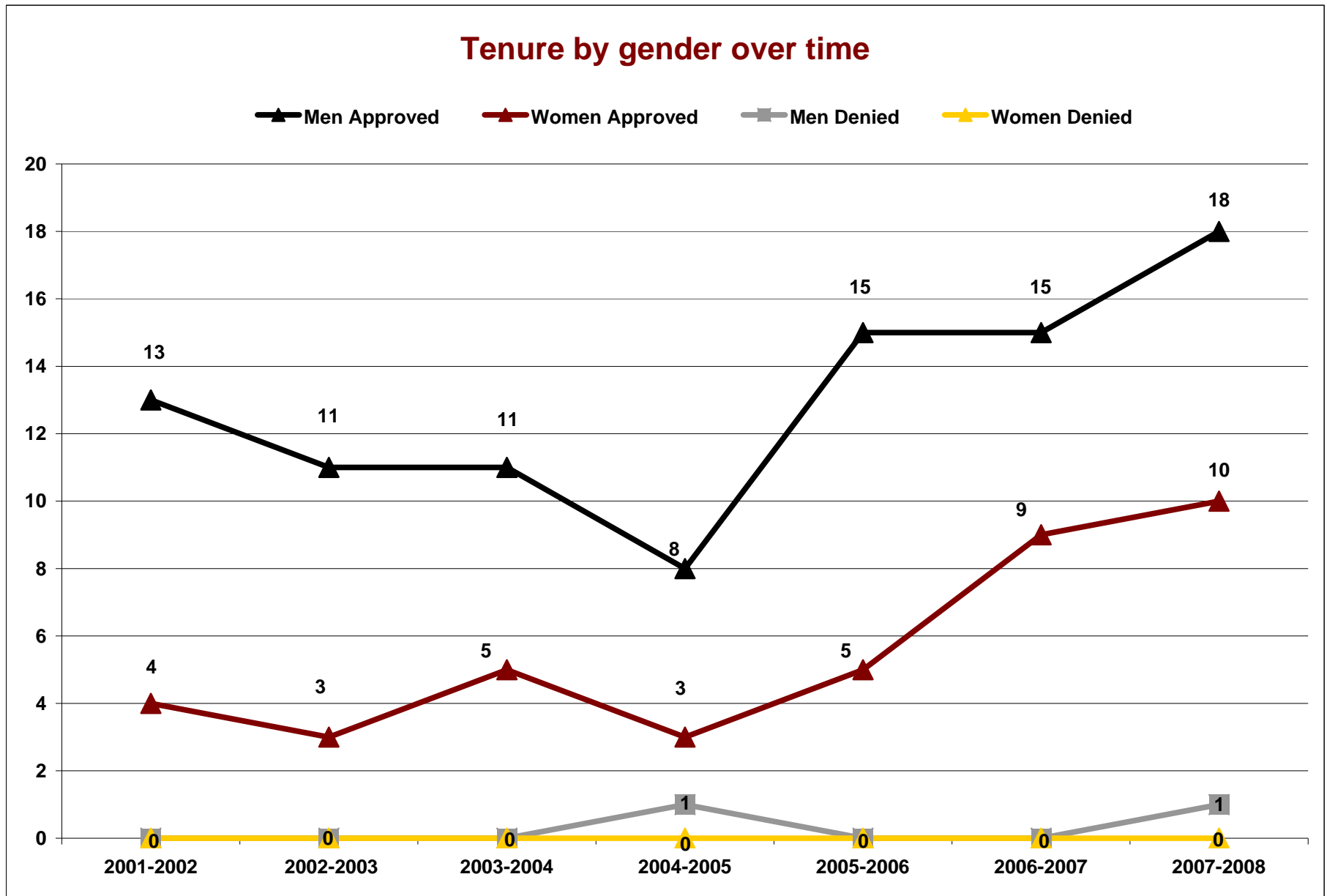
12/5/2008



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

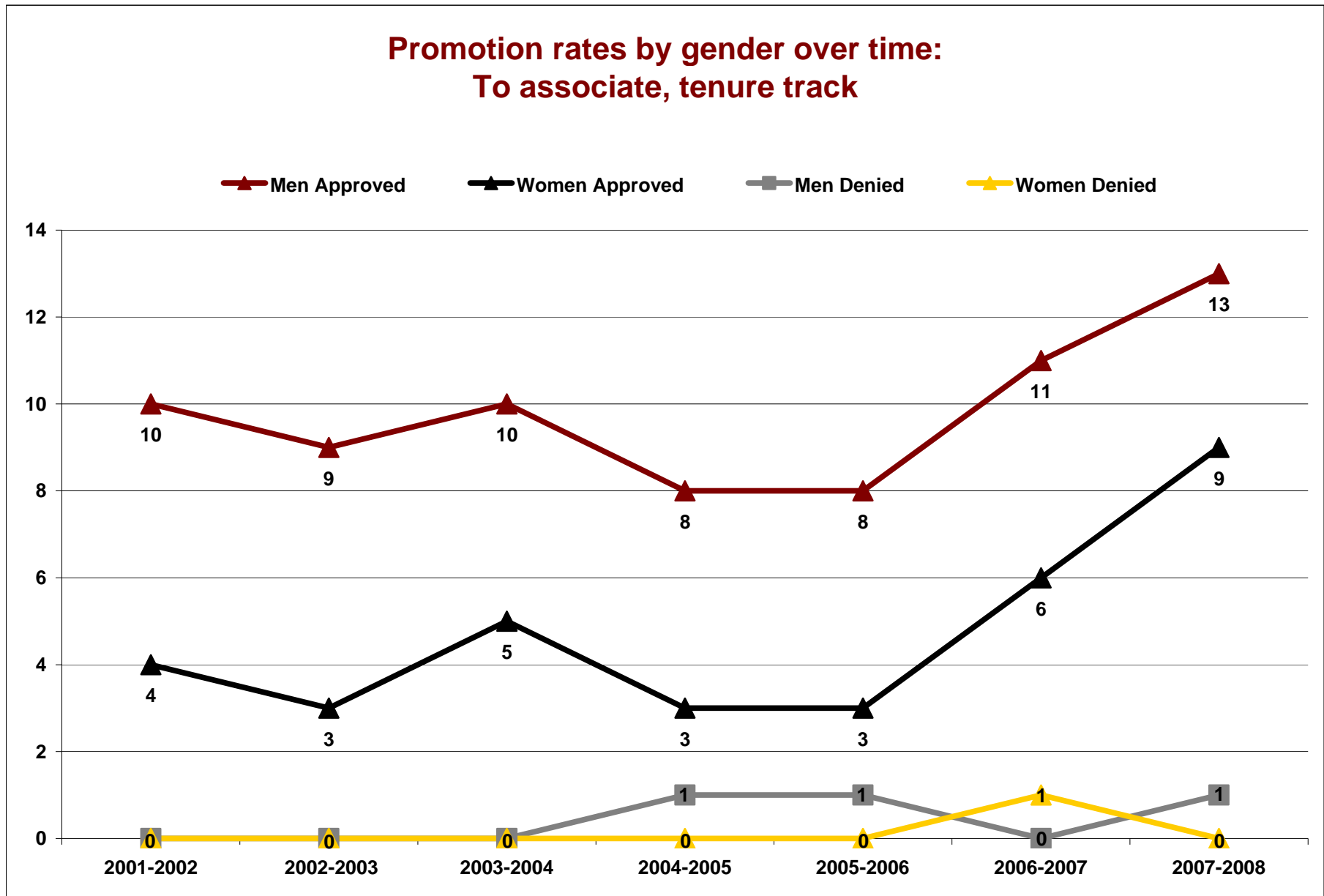
12/5/2008



Data from IUSM Academic Administration

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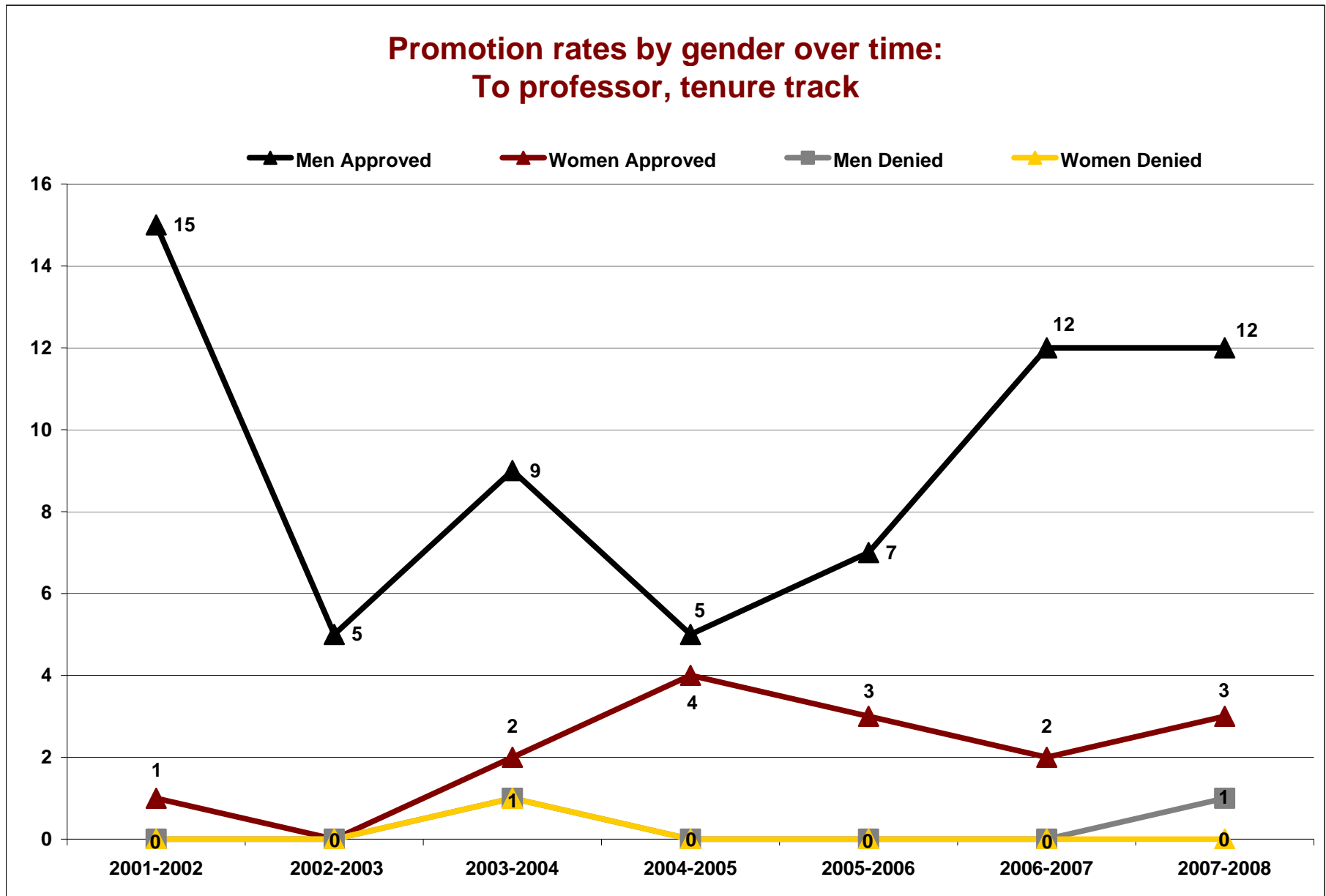
12/5/2008



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

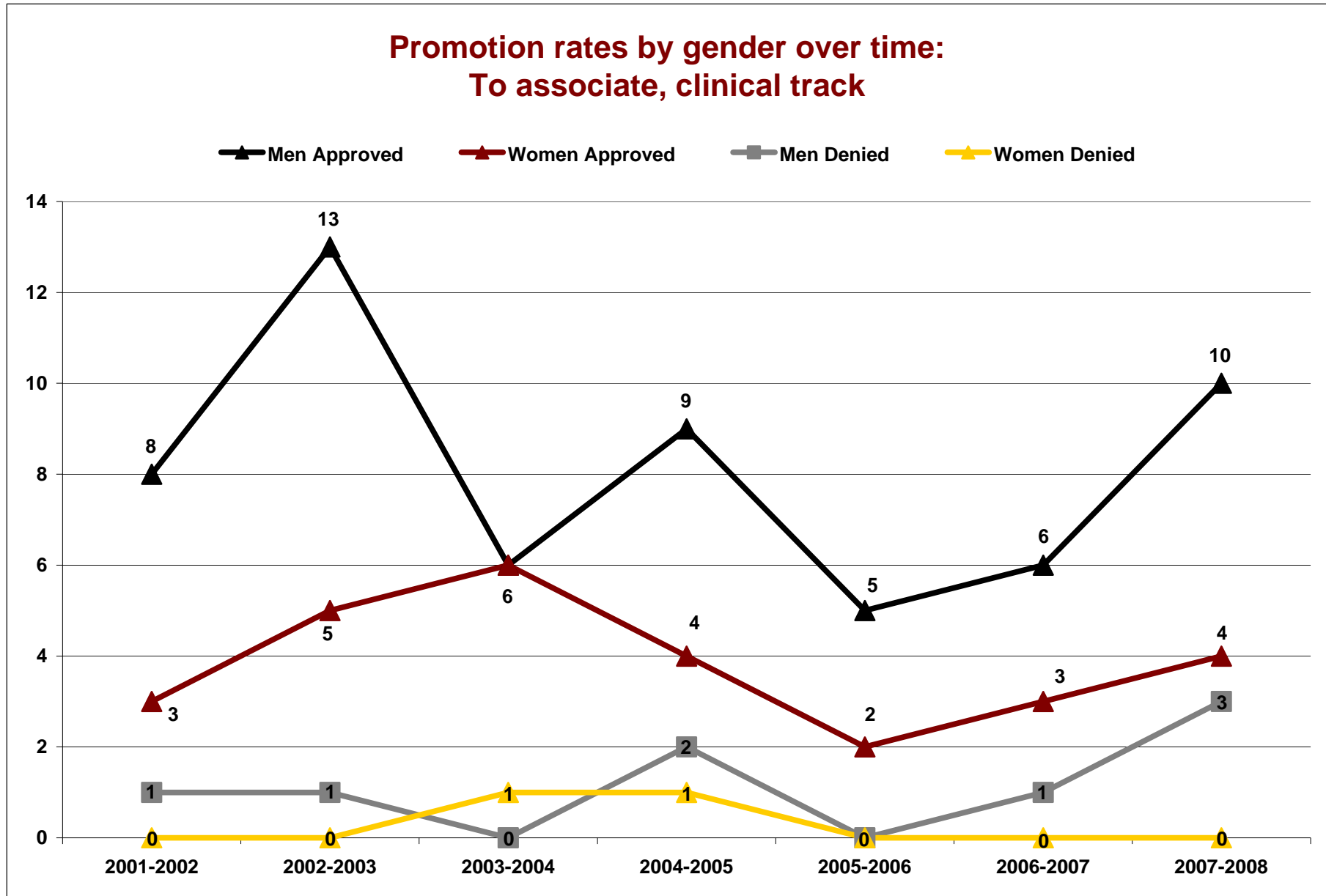
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[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

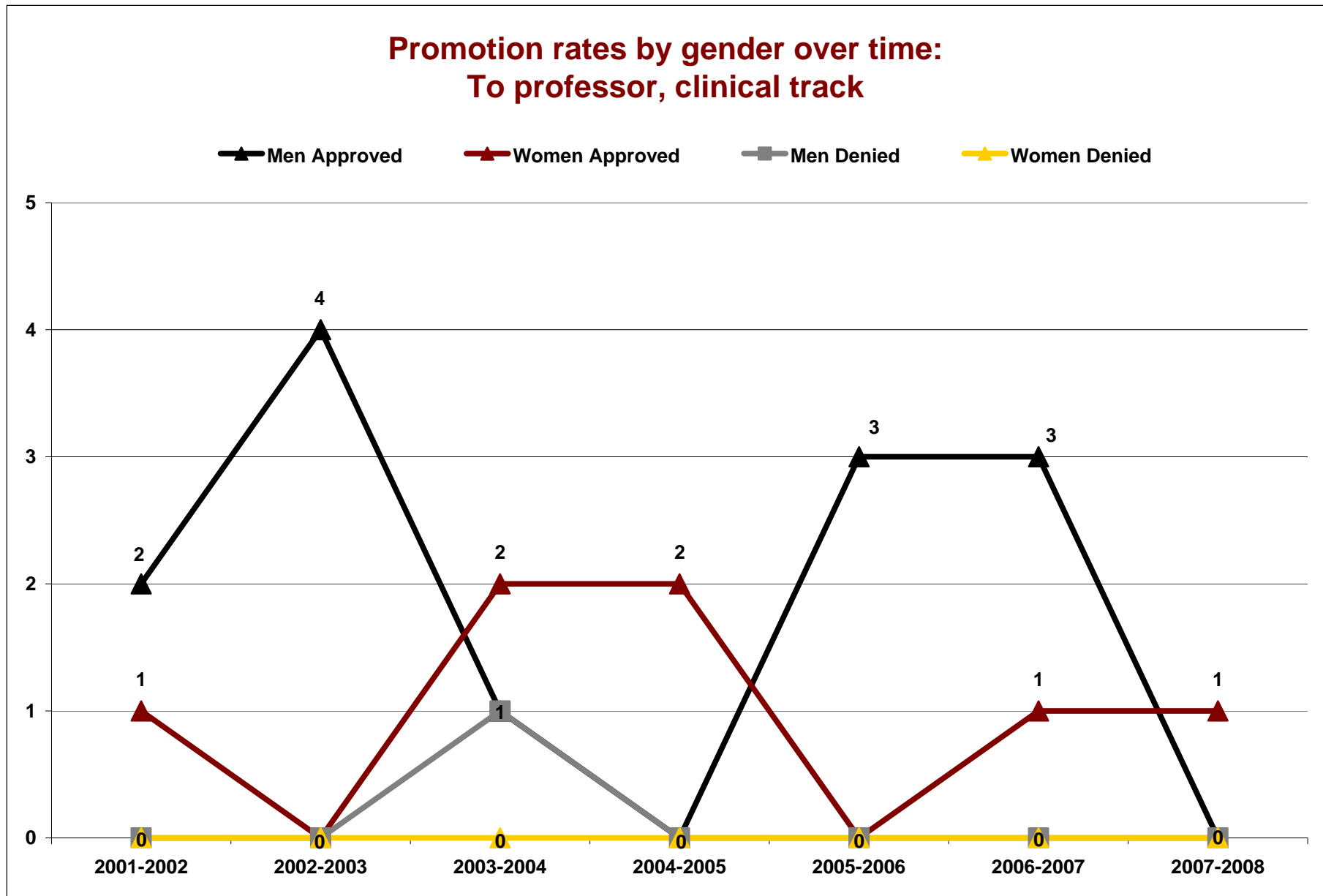
12/5/2008



Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

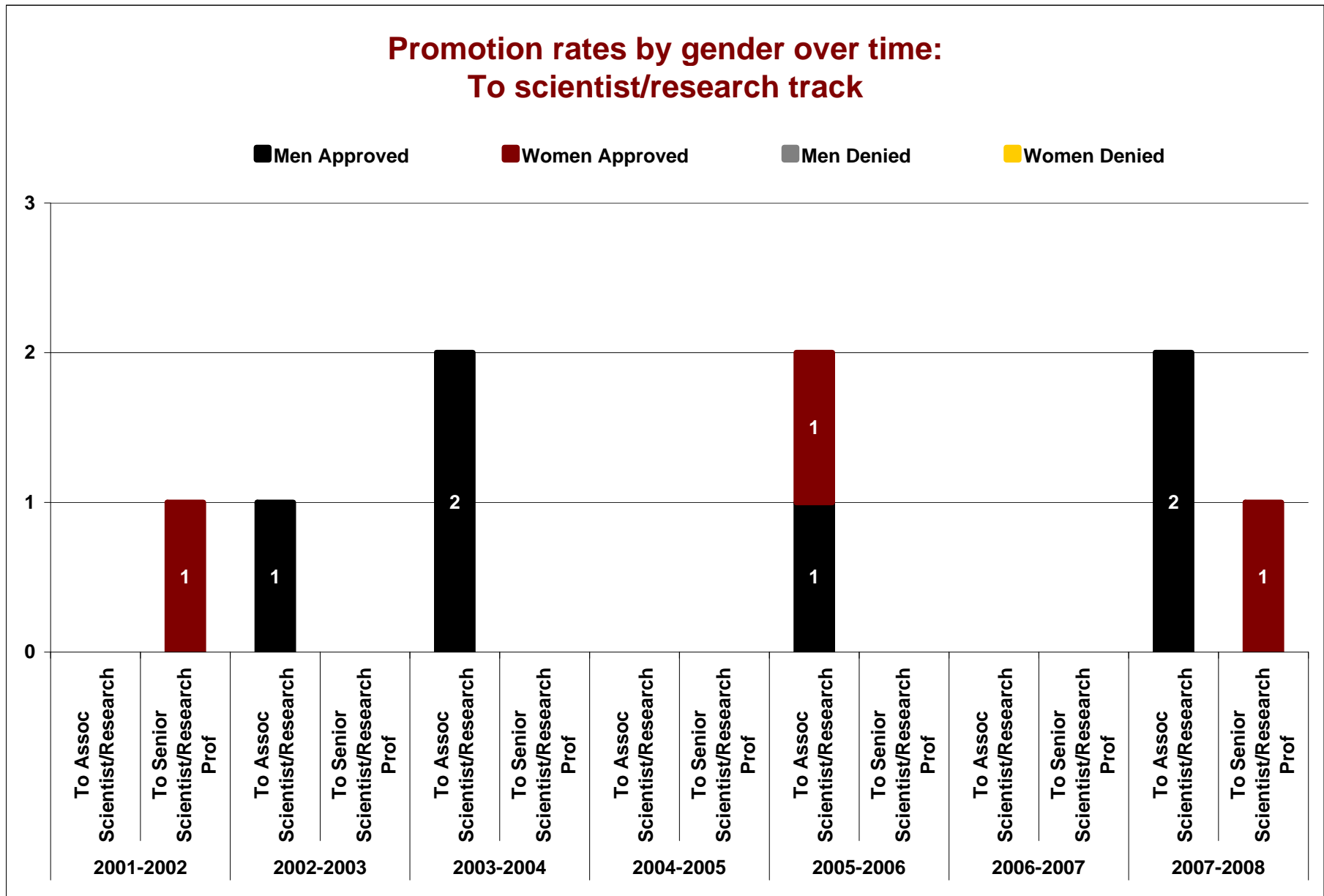
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Data from IUSM Academic Administration

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12/5/2008



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[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

12/5/2008

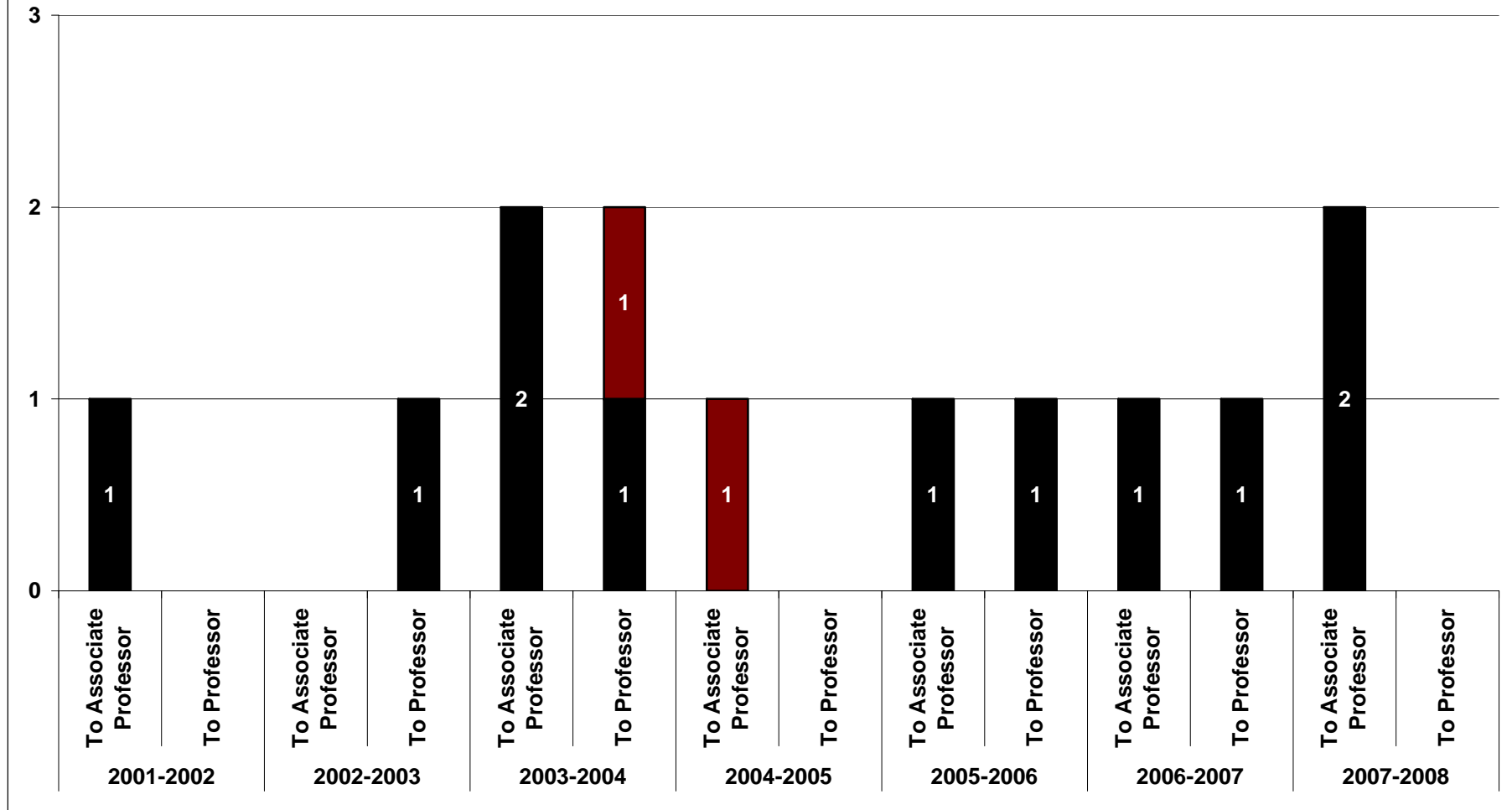
## Promotion rates of URM faculty over time

All tracks combined due to small numbers

URM= Under-represented in medicine includes Black, Hispanic/Latino, Native American, Pacific Islander

■ URM Faculty Approved

■ URM Faculty Denied

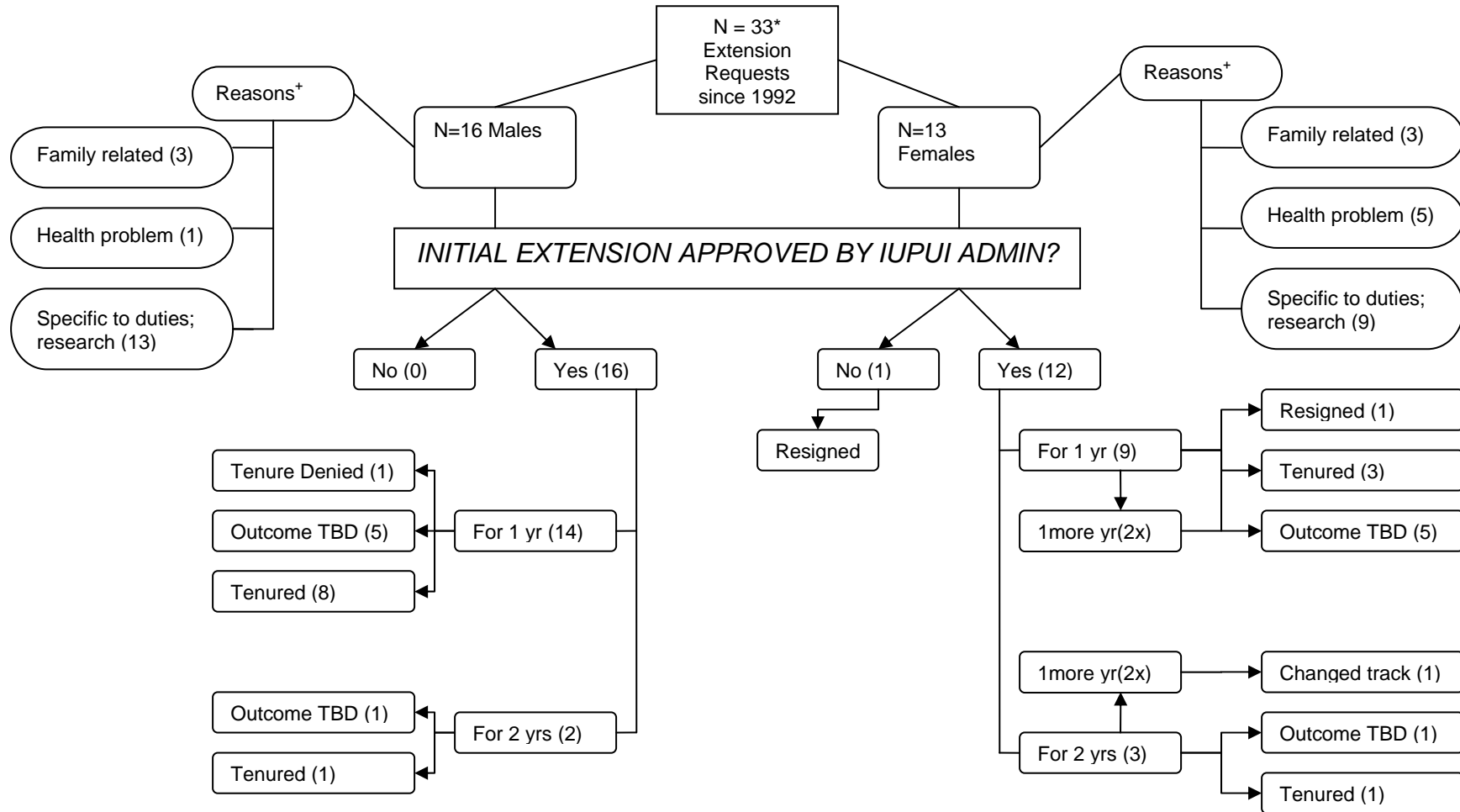


Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

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## Tenure extension requests since 1992



\* N of faculty members requesting extensions is 31 (two women faculty members made more than 1 request each);  
 \* More than one reason can be listed per faculty member

Data from IUSM Academic Administration

[www.faculty.medicine.iu.edu](http://www.faculty.medicine.iu.edu)

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## Full time dossiers by year and unit 2001-2007

Review Year	Unit	Promotion Submitted/ Approved*	Tenure Submitted/ Approved*	Contract Submitted/ Approved*
2003-2004	Health & Rehabilitation Sciences	2/2		1/1
2001-2002	Anatomy & Cell Biology	1/1		
2003-2004	Anatomy & Cell Biology	2/2		1/1
2005-2006	Anatomy & Cell Biology	1/1	1/1	
2001-2002	Anesthesia	1/1		
2002-2003	Anesthesia	6/6		
2003-2004	Anesthesia	3/1		1/1
2004-2005	Anesthesia	3/2		3/3
2005-2006	Anesthesia			1/1
2006-2007	Anesthesia	1/1		1/1
2007-2008	Anesthesia			1/1
2001-2002	Biochemistry & Molecular Biology	1/1		
2006-2007	Biochemistry & Molecular Biology	1/1	1/1	
2003-2004	Cellular & Integrative Physiology	2/2		
2004-2005	Cellular & Integrative Physiology	1/1		
2005-2006	Cellular & Integrative Physiology	1/1	1/1	
2005-2006	Dermatology	1/1		
2005-2006	Emergency Medicine	2/2		8/8
2006-2007	Emergency Medicine	1/1	1/1	1/1
2007-2008	Emergency Medicine	2/2	1/1	1/1
2001-2002	Family Medicine	2/2		1/1
2004-2005	Family Medicine			1/1
2006-2007	Family Medicine			2/2
2007-2008	Family Medicine	3/3		4/4
2001-2002	IUSM-Evansville	1/1	1/1	
2003-2004	IUSM-Evansville	1/1	1/1	
2005-2006	IUSM-Evansville	1/0	1/1	1/1
2003-2004	IUSM-Fort Wayne	1/0		
2007-2008	IUSM-Northwest	1/1	1/1	
2001-2002	IUSM-Terre Haute	2/2	1/1	
2006-2007	IUSM-Terre Haute	1/1	1/1	

Data from IUSM Academic Administration

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2001-2002	Library	1/1		
2003-2004	Library (Northwest)	1/1	1/1	
2004-2005	Library	1/1		
2006-2007	Library	3/3	2/2	
2001-2002	Medical & Molecular Genetics	1/1		
2003-2004	Medical & Molecular Genetics	3/3	1/1	1/1
2004-2005	Medical & Molecular Genetics	2/2		1/1
2001-2002	Medical Sciences Program	2/2	1/1	
2003-2004	Medical Sciences Program	2/2	2/2	
2006-2007	Medical Sciences Program	1/1		
2007-2008	Medical Sciences Program	1/1		
2001-2002	Medicine	13/13	9/9	1/1
2002-2003	Medicine	12/12	4/4	6/6
2003-2004	Medicine	7/7	2/2	3/3
2004-2005	Medicine	9/9	6/6	7/7
2005-2006	Medicine	6/6	4/4	7/7
2006-2007	Medicine	14/14	8/8	6/6
2007-2008	Medicine	17/16	9/8	4/4
2002-2003	Microbiology & Immunology	2/2	2/2	
2003-2004	Microbiology & Immunology	4/4	4/4	
2006-2007	Microbiology & Immunology	1/1		
2007-2008	Microbiology & Immunology	1/1		
2005-2006	Neurological Surgery	1/1		1/1
2006-2007	Neurological Surgery	1/0	1/1	
2001-2002	Neurology	1/0		
2002-2003	Neurology	3/3	2/2	1/1
2003-2004	Neurology	3/2	1/1	1/1
2004-2005	Neurology	2/2		2/2
2005-2006	Neurology	1/1		
2006-2007	Neurology	1/1	1/1	
2007-2008	Neurology	3/3	1/1	1/1
2001-2002	Obstetrics & Gynecology	1/1		1/1
2002-2003	Obstetrics & Gynecology	1/1		1/1
2003-2004	Obstetrics & Gynecology	1/1		2/2
2005-2006	Obstetrics & Gynecology	1/1		1/1
2006-2007	Obstetrics & Gynecology			1/1
2007-2008	Obstetrics & Gynecology	2/2	1/1	2/2
2001-2002	Ophthalmology	2/2		
2002-2003	Ophthalmology	1/1	1/1	
2003-2004	Ophthalmology	1/1	1/1	
2001-2002	Orthopaedic Surgery		1/1	

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2002-2003	Orthopaedic Surgery	1/1		
2005-2006	Orthopaedic Surgery	1/1	1/1	
2002-2003	Otolaryngology-Head & Neck Surgery	1/1		
2003-2004	Otolaryngology-Head & Neck Surgery	1/1		
2005-2006	Otolaryngology-Head & Neck Surgery			1/1
2006-2007	Otolaryngology-Head & Neck Surgery			1/1
2007-2008	Otolaryngology-Head & Neck Surgery	1/1	2/2	
2004-2005	Pathology & Laboratory Medicine	3/3	2/2	1/1
2005-2006	Pathology & Laboratory Medicine	4/4	3/3	
2006-2007	Pathology & Laboratory Medicine			3/3
2007-2008	Pathology & Laboratory Medicine	4/4	3/3	2/2
2001-2002	Pediatrics	4/4	1/1	3/3
2002-2003	Pediatrics	5/5	2/2	3/3
2003-2004	Pediatrics	4/4		6/6
2004-2005	Pediatrics	7/6	2/1	6/6
2005-2006	Pediatrics	8/8	5/5	7/7
2006-2007	Pediatrics	5/5	2/2	3/3
2007-2008	Pediatrics	7/5	3/3	11/11
2002-2003	Pharmacology & Toxicology	1/1		
2007-2008	Pharmacology & Toxicology	1/1	1/1	
2005-2006	Physical Medicine & Rehabilitation			1/1
2001-2002	Psychiatry	4/4		
2002-2003	Psychiatry	2/2		
2003-2004	Psychiatry	4/4	1/1	3/3
2004-2005	Psychiatry	6/4	1/1	4/4
2005-2006	Psychiatry	1/1		1/1
2006-2007	Psychiatry		1/1	1/1
2007-2008	Psychiatry	3/3		
2001-2002	Radiation Oncology	2/2		3/3
2002-2003	Radiation Oncology	3/2	2/2	1/1
2003-2004	Radiation Oncology	2/2	1/1	
2004-2005	Radiation Oncology	1/1		1/1
2006-2007	Radiation Oncology	1/1		1/1
2001-2002	Radiology	4/4		2/2
2002-2003	Radiology	2/2	1/1	1/1
2003-2004	Radiology	1/1		1/1
2004-2005	Radiology	1/1		2/2
2005-2006	Radiology	1/1	2/2	

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2006-2007	Radiology	8/8	4/4	4/4
2007-2008	Radiology	4/2		7/7
2001-2002	Surgery	2/2	2/2	
2002-2003	Surgery	2/2		1/1
2003-2004	Surgery	2/2		
2004-2005	Surgery	2/2		
2005-2006	Surgery	5/5	1/1	
2006-2007	Surgery	6/5	2/2	1/1
2007-2008	Surgery	9/9	5/5	1/1
2001-2002	Urology	1/1	1/1	
2003-2004	Urology	1/1	1/1	
2004-2005	Urology	1/1	1/1	
2005-2006	Urology		1/1	
2006-2007	Urology	1/1		
2007-2008	Urology	1/1	2/2	
	*The same dossier is often used for promotion and tenure or promotion and contract, but since approval of one action does not necessarily mean approval of both actions, these dossiers are being recorded twice in order to correctly track the outcome of each action.			

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