State of the Faculty Report

2008
# Table of Contents

Snapshots ................................................................. 2-17
  - Total IUSM faculty ............................................. 3
  - Total faculty: basic science, clinical, other ........... 4
  - Total faculty: basic sci, clin, other by rank .......... 5
  - Full time faculty by gender .................................. 6
  - Part time faculty by gender .................................. 7
  - Full time faculty by race/ethnicity ....................... 8
  - Part time faculty by race/ethnicity....................... 9
  - URM faculty by gender .......................................10
  - Faculty by rank and track ..................................11
  - Faculty rank and track by gender .........................12
  - Full time faculty by department/center ...............13
  - Full time faculty by gender and dept/center ..........14-15
  - Race/ethnicity by department ..............................16-17

Rank and Track .......................................................... 18-26
  - Growth of faculty by track over time ................. 19
  - Full time faculty by track and gender ............... 20
  - Growth in tracks by gender ............................... 21
  - A closer look: Tenure track ............................... 22
  - A closer look: Clinical track .............................. 23
  - A closer look: Scientist ..................................... 24
  - URM faculty by rank over time ......................... 25
  - URM faculty by track over time ......................... 26

Recruitment and Retention ............................................. 27-37
  - Total faculty growth over time .......................... 28
  - Faculty hired over time .................................... 29
  - Faculty hired by gender over time ..................... 30
  - Total faculty by gender over time ...................... 31
  - URM faculty members over time ......................... 32
  - URM faculty hired over time .............................. 33
  - Attrition by gender over time ........................... 34
  - Attrition of URM faculty over time .................... 35
  - Reasons for attrition ...................................... 36
  - Total attrition by year ................................... 37

Promotion and Tenure ................................................... 38-54
  - P & T rate by gender over time: Tenure track .... 39
  - Promotions to associate rank over time ............ 40
  - Promotions to professor over time ................... 41
  - Tenure by gender over time ................................ 42
  - Promotion rates by gender: Associate/tenure .... 43
  - Promotion rates by gender: Professor/tenure ..... 44
  - Promotion rates by gender: Associate/clinical .. 45
  - Promotion rates by gender: Professor/clinical .. 46
  - Promotion rates by gender: Scientist/research .. 47
  - Promotion rates of URM faculty over time ......... 48
  - Tenure extension requests since 1992 ............... 49
  - Full time dossiers by year and unit ................. 50-53

Contributors ................................................................... 54
IUSM State of the Faculty Report:

Snapshots
Total IUSM faculty
January 2008
n = 1538

- Full Time Faculty: 1225, 80%
- Full Time Affiliate: 198, 13%
- Part Time Faculty: 65, 4%
- Part Time Affiliate: 50, 3%

Data from IUSM Academic Administration
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: 1201, 84%
- Clinical: 208, 15%
- Other: 15, 1%
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
12/5/2008
Full time faculty by gender

January 2008
n=1423

Men: 872, 61%
Men-affiliate: 117, 8%
Women: 353, 25%
Women-affiliate: 81, 6%
Part time faculty by gender
includes affiliates
April 2008
n=115

- Men: 38, 33%
- Affiliate Men: 33, 29%
- Women: 27, 23%
- Affiliate Women: 17, 15%

Data from IUSM Academic Administration
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: 947, 67%
- White/Caucasian-Affiliate: 232, 17%
- Asian: 46, 3%
- Asian-Affiliate: 50, 3%
- URM: 21, 1%
- URM-Affiliate: 2, 0%
- Other: 131, 9%
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: 59, 55%
- White Affiliates: 31, 30%
- Asian: 4, 4%
- Asian Affiliates: 4, 4%
- URM: 5, 5%
- URM Affiliates: 2, 2%
URM faculty by gender
April 2008
URM= Under-represented in medicine includes Black, Hispanic/Latino, Native American, Pacific Islander
n=49
[Diagram showing gender distribution of URM faculty]

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
Faculty by rank and track
January 2008
n=1230

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
Faculty rank and track by gender
2007-2008

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
Full time faculty by department/center
January 2008
n=1218

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
Full time faculty by gender and department/center

January 2008

$n=1229$

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu

12/5/2008
Full time faculty by gender and department/center
chart 2 of 2
January 2008

Data from IUSM Academic Administration
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

Data from IUSM Academic Administration
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
12/5/2008
IUSM State of the Faculty Report:

Rank and Track
Growth of faculty by track over time

- Scientist
- Clinical
- Tenure

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
Full time faculty by track and gender over time
January 2008

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
Growth in tracks by gender

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu

12/5/2008
A closer look: Tenure track

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu
12/5/2008
A closer look: Clinical track

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
A closer look: Scientist track

Scientist-Men
Scientist-Women

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
URM faculty by rank over time
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
12/5/2008
URM faculty by track over time
January 2008

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

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
IUSM State of the Faculty Report:

Recruitment and Retention
Total faculty growth over time

excludes full time affiliate faculty

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu

12/5/2008
Faculty hired over time

Data from IU School of Medicine Academic Administration

www.faculty.medicine.iu.edu
12/5/2008
Faculty hired by gender over time

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
Total faculty by gender over time

Men Women

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
URM faculty members over time

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

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu

12/5/2008
URM faculty hired over time

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

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu

12/5/2008
Attrition by gender over time

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu

12/5/2008
Attrition of URM faculty over time

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

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu
12/5/2008
Reasons for attrition
Information aggregated over time
2001-2007

- Lack of funding: 83, 19%
- New position/hospital: 45, 11%
- New position/other university: 21, 5%
- Non-reappointment/dismissal: 14, 3%
- Part-time: 19, 4%
- Private industry: 42, 10%
- Private practice: 45, 11%
- Retired: 76, 18%
- Work environment: 9, 2%
- Other/unknown: 42, 10%

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

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
Total attrition by year
2001-2007
n: 427
IUSM State of the Faculty Report:

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

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
Promotions to associate rank over time

- **Tenure Track**
- **Clinical Track**
- **Scientist/Research**

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu

12/5/2008
Promotions to professor over time

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu
12/5/2008
Promotion rates by gender over time:
To associate, tenure track

Data from IUSM Academic Administration
www.faculty.medicine.iu.edu
12/5/2008
Promotion rates by gender over time:
To professor, tenure track

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu
12/5/2008
Promotion rates by gender over time:
To associate, clinical track

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu
12/5/2008
Promotion rates by gender over time:
To professor, clinical track

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu
12/5/2008
Promotion rates by gender over time:
To scientist/research track

Data from IUSM Academic Administration

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

Data from IUSM Academic Administration

www.faculty.medicine.iu.edu
12/5/2008
Tenure extension requests since 1992

N = 33* Extension Requests since 1992

INITIAL EXTENSION APPROVED BY IUPUI ADMIN?

No (0) Yes (16)

No (1) Yes (12)

Tenured Denied (1)
Outcome TBD (5)
Tenured (8)

Resigned

For 1 yr (9)
1 more yr (2x)

For 2 yrs (2)

For 1 yr (14)
1 more yr (2x)

For 2 yrs (3)

Resigned (1)
Tenured (3)
Outcome TBD (5)

1 more yr (2x)

Changed track (1)
Outcome TBD (1)
Tenured (1)

N = 16 Males

N = 13 Females

Family related (3)
Health problem (1)
Specific to duties; research (13)

Family related (3)
Health problem (5)
Specific to duties; research (9)

Reasons+

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

12/5/2008
# Full time dossiers by year and unit
## 2001-2007

<table>
<thead>
<tr>
<th>Review Year</th>
<th>Unit</th>
<th>Promotion Submitted/Approved*</th>
<th>Tenure Submitted/Approved*</th>
<th>Contract Submitted/Approved*</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003-2004</td>
<td>Health &amp; Rehabilitation Sciences</td>
<td>2/2</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Anatomy &amp; Cell Biology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Anatomy &amp; Cell Biology</td>
<td>2/2</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Anatomy &amp; Cell Biology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Anesthesia</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2002-2003</td>
<td>Anesthesia</td>
<td>6/6</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Anesthesia</td>
<td>3/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2004-2005</td>
<td>Anesthesia</td>
<td>3/2</td>
<td>3/3</td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Anesthesia</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Anesthesia</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Anesthesia</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Biochemistry &amp; Molecular Biology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Biochemistry &amp; Molecular Biology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Cellular &amp; Integrative Physiology</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2004-2005</td>
<td>Cellular &amp; Integrative Physiology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Cellular &amp; Integrative Physiology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2006</td>
<td>Dermatology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Emergency Medicine</td>
<td>2/2</td>
<td>8/8</td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Emergency Medicine</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Emergency Medicine</td>
<td>2/2</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Family Medicine</td>
<td>2/2</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2004-2005</td>
<td>Family Medicine</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Family Medicine</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Family Medicine</td>
<td>3/3</td>
<td>4/4</td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>IUSM-Evansville</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>IUSM-Evansville</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>IUSM-Evansville</td>
<td>1/0</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>IUSM-Fort Wayne</td>
<td>1/0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>IUSM-Northwest</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>IUSM-Terre Haute</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>IUSM-Terre Haute</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Library (Northwest)</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>--------</td>
<td>--------------------</td>
<td>-----</td>
<td>-----</td>
<td></td>
</tr>
<tr>
<td>2004-2005</td>
<td>Library</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Library</td>
<td>3/3</td>
<td>2/2</td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Medical &amp; Molecular Genetics</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Medical &amp; Molecular Genetics</td>
<td>3/3</td>
<td>1/1</td>
<td>1/1</td>
</tr>
<tr>
<td>2004-2005</td>
<td>Medical &amp; Molecular Genetics</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Medical Sciences Program</td>
<td>2/2</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Medical Sciences Program</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Medical Sciences Program</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Medical Sciences Program</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Medicine</td>
<td>13/13</td>
<td>9/9</td>
<td>1/1</td>
</tr>
<tr>
<td>2002-2003</td>
<td>Medicine</td>
<td>12/12</td>
<td>4/4</td>
<td>6/6</td>
</tr>
<tr>
<td>2003-2004</td>
<td>Medicine</td>
<td>7/7</td>
<td>2/2</td>
<td>3/3</td>
</tr>
<tr>
<td>2004-2005</td>
<td>Medicine</td>
<td>9/9</td>
<td>6/6</td>
<td>7/7</td>
</tr>
<tr>
<td>2005-2006</td>
<td>Medicine</td>
<td>6/6</td>
<td>4/4</td>
<td>7/7</td>
</tr>
<tr>
<td>2006-2007</td>
<td>Medicine</td>
<td>14/14</td>
<td>8/8</td>
<td>6/6</td>
</tr>
<tr>
<td>2007-2008</td>
<td>Medicine</td>
<td>17/16</td>
<td>9/8</td>
<td>4/4</td>
</tr>
<tr>
<td>2002-2003</td>
<td>Microbiology &amp; Immunology</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Microbiology &amp; Immunology</td>
<td>4/4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Microbiology &amp; Immunology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Microbiology &amp; Immunology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Neurological Surgery</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Neurological Surgery</td>
<td>1/0</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Neurology</td>
<td>1/0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2002-2003</td>
<td>Neurology</td>
<td>3/3</td>
<td>2/2</td>
<td>1/1</td>
</tr>
<tr>
<td>2003-2004</td>
<td>Neurology</td>
<td>3/2</td>
<td>1/1</td>
<td>1/1</td>
</tr>
<tr>
<td>2004-2005</td>
<td>Neurology</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Neurology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Neurology</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Neurology</td>
<td>3/3</td>
<td>1/1</td>
<td>1/1</td>
</tr>
<tr>
<td>2001-2002</td>
<td>Obstetrics &amp; Gynecology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2002-2003</td>
<td>Obstetrics &amp; Gynecology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Obstetrics &amp; Gynecology</td>
<td>1/1</td>
<td>2/2</td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Obstetrics &amp; Gynecology</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Obstetrics &amp; Gynecology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Obstetrics &amp; Gynecology</td>
<td>2/2</td>
<td>1/1</td>
<td>2/2</td>
</tr>
<tr>
<td>2001-2002</td>
<td>Ophthalmology</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2002-2003</td>
<td>Ophthalmology</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Ophthalmology</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Orthopaedic Surgery</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Year</td>
<td>Specialty</td>
<td>Credits</td>
<td>Tiers</td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>------------------------------------------------</td>
<td>---------</td>
<td>-------</td>
<td></td>
</tr>
<tr>
<td>2002-2003</td>
<td>Orthopaedic Surgery</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Orthopaedic Surgery</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2002-2003</td>
<td>Otolaryngology-Head &amp; Neck Surgery</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Otolaryngology-Head &amp; Neck Surgery</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Otolaryngology-Head &amp; Neck Surgery</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Otolaryngology-Head &amp; Neck Surgery</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2004-2005</td>
<td>Pathology &amp; Laboratory Medicine</td>
<td>3/3</td>
<td>2/2</td>
<td>1/1</td>
</tr>
<tr>
<td>2006-2007</td>
<td>Pathology &amp; Laboratory Medicine</td>
<td>4/4</td>
<td>3/3</td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Pathology &amp; Laboratory Medicine</td>
<td></td>
<td>3/3</td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Pediatrics</td>
<td>4/4</td>
<td>1/1</td>
<td>3/3</td>
</tr>
<tr>
<td>2002-2003</td>
<td>Pediatrics</td>
<td>5/5</td>
<td>2/2</td>
<td>3/3</td>
</tr>
<tr>
<td>2005-2006</td>
<td>Pediatrics</td>
<td>7/6</td>
<td>2/1</td>
<td>6/6</td>
</tr>
<tr>
<td>2006-2007</td>
<td>Pediatrics</td>
<td>8/8</td>
<td>5/5</td>
<td>7/7</td>
</tr>
<tr>
<td>2002-2003</td>
<td>Pharmacology &amp; Toxicology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Pharmacology &amp; Toxicology</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Physical Medicine &amp; Rehabilitation</td>
<td></td>
<td></td>
<td>1/1</td>
</tr>
<tr>
<td>2001-2002</td>
<td>Psychiatry</td>
<td>4/4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2002-2003</td>
<td>Psychiatry</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Psychiatry</td>
<td>4/4</td>
<td>1/1</td>
<td>3/3</td>
</tr>
<tr>
<td>2004-2005</td>
<td>Psychiatry</td>
<td>6/4</td>
<td>1/1</td>
<td>4/4</td>
</tr>
<tr>
<td>2005-2006</td>
<td>Psychiatry</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Psychiatry</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Psychiatry</td>
<td>3/3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Radiation Oncology</td>
<td>2/2</td>
<td></td>
<td>3/3</td>
</tr>
<tr>
<td>2002-2003</td>
<td>Radiation Oncology</td>
<td>3/2</td>
<td>2/2</td>
<td>1/1</td>
</tr>
<tr>
<td>2003-2004</td>
<td>Radiation Oncology</td>
<td>2/2</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2004-2005</td>
<td>Radiation Oncology</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Radiation Oncology</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Radiology</td>
<td>4/4</td>
<td></td>
<td>2/2</td>
</tr>
<tr>
<td>2002-2003</td>
<td>Radiology</td>
<td>2/2</td>
<td>1/1</td>
<td>1/1</td>
</tr>
<tr>
<td>2003-2004</td>
<td>Radiology</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2004-2005</td>
<td>Radiology</td>
<td>1/1</td>
<td>2/2</td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Radiology</td>
<td>1/1</td>
<td>2/2</td>
<td></td>
</tr>
<tr>
<td>Year-Range</td>
<td>Field</td>
<td>Action 1</td>
<td>Action 2</td>
<td>Action 3</td>
</tr>
<tr>
<td>-------------</td>
<td>-----------</td>
<td>----------</td>
<td>----------</td>
<td>----------</td>
</tr>
<tr>
<td>2007-2008</td>
<td>Radiology</td>
<td>4/2</td>
<td>7/7</td>
<td></td>
</tr>
<tr>
<td>2001-2002</td>
<td>Surgery</td>
<td>2/2</td>
<td>2/2</td>
<td></td>
</tr>
<tr>
<td>2002-2003</td>
<td>Surgery</td>
<td>2/2</td>
<td></td>
<td>1/1</td>
</tr>
<tr>
<td>2003-2004</td>
<td>Surgery</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2004-2005</td>
<td>Surgery</td>
<td>2/2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2005-2006</td>
<td>Surgery</td>
<td>5/5</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Surgery</td>
<td>6/5</td>
<td>2/2</td>
<td>1/1</td>
</tr>
<tr>
<td>2007-2008</td>
<td>Surgery</td>
<td>9/9</td>
<td>5/5</td>
<td>1/1</td>
</tr>
<tr>
<td>2001-2002</td>
<td>Urology</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2003-2004</td>
<td>Urology</td>
<td>1/1</td>
<td>1/1</td>
<td></td>
</tr>
<tr>
<td>2004-2005</td>
<td>Urology</td>
<td>1/1</td>
<td></td>
<td>1/1</td>
</tr>
<tr>
<td>2005-2006</td>
<td>Urology</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2006-2007</td>
<td>Urology</td>
<td>1/1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2007-2008</td>
<td>Urology</td>
<td>1/1</td>
<td></td>
<td>2/2</td>
</tr>
</tbody>
</table>

*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.*
Contributors

Mary E. Dankoski, PhD
Assistant Dean, Office of Faculty Affairs and Professional Development

Sarah J. Reed, NCC
Program Manager, Office of Faculty Affairs and Professional Development

Lynn H. Wakefield
Assistant Director, Office of Academic Administration

Deborah L. Stombaugh
Associate Chief Operating Officer, Office of Operations

Jon S. Eynon
Web and Instructional Technology Specialist, Office of Faculty Affairs and Professional Development

Megan M. Palmer, PhD
Director of Faculty Development in the Health Professions

Randy R. Brutkiewicz, PhD
Assistant Dean, Office of Faculty Affairs and Professional Development

Lia S. Logio, MD
Assistant Dean, Office of Faculty Affairs and Professional Development

Stephen P. Bogdewic, PhD
Executive Associate Dean for Faculty Affairs and Professional Development