

State of the Faculty Report



2012

Published Spring, 2013



INDIANA UNIVERSITY

**OFFICE OF FACULTY AFFAIRS
AND PROFESSIONAL DEVELOPMENT**

School of Medicine

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Notes

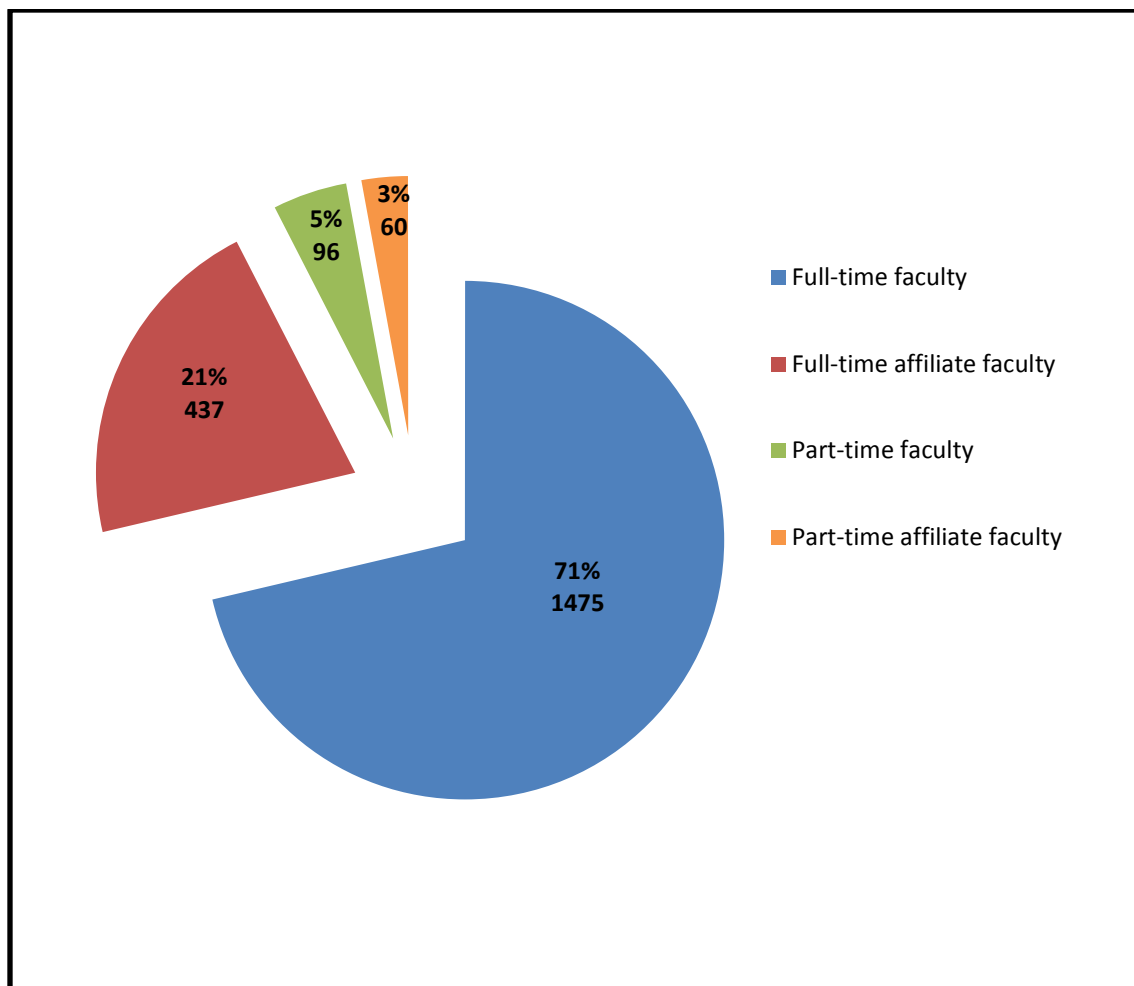
- Data for this report was gathered by IUSM Academic Administration on August 1, 2012 and are accurate as of that date.
- Prior to 2008–09, faculty in the dean’s office were grouped under “Dean-Med.” Starting with 2008–09, faculty in the dean’s office are grouped with their department appointment.
- The designation “affiliate” is used to identify faculty who are not 100% FTE in IU’s budget and are employed by other affiliated institutions such as the Eskenazi Health (Wishard), VA, IUHP, and other institutions. “Affiliate” is used only for identification of these individuals in internal databases and is not part of their published title.
- Departments are categorized as “basic science,” “clinical,” and “other departments.” Included in “other departments” are the Ruth Lilly Medical Library (formerly Knowledge Informatics & Translation), Laboratory Animal Resource Center (LARC), Regional Centers (where not listed), Medical Sciences Program, and the Department of Public Health (now a school).
- “URM” is an abbreviation for underrepresented minority. In medicine, this includes Black/African American, Hispanic/Latino(a), Native American, and Pacific Islander.
- When n = 2,068, this includes all faculty: Academic appointees and affiliate faculty, both full-time and part-time.
- When n = 1,912, this includes only full-time academic appointees and affiliate faculty (and excludes part-time faculty)
- When n = 1,475, this includes only full-time academic appointees (and excludes affiliate faculty and part-time faculty).

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Current Year Data

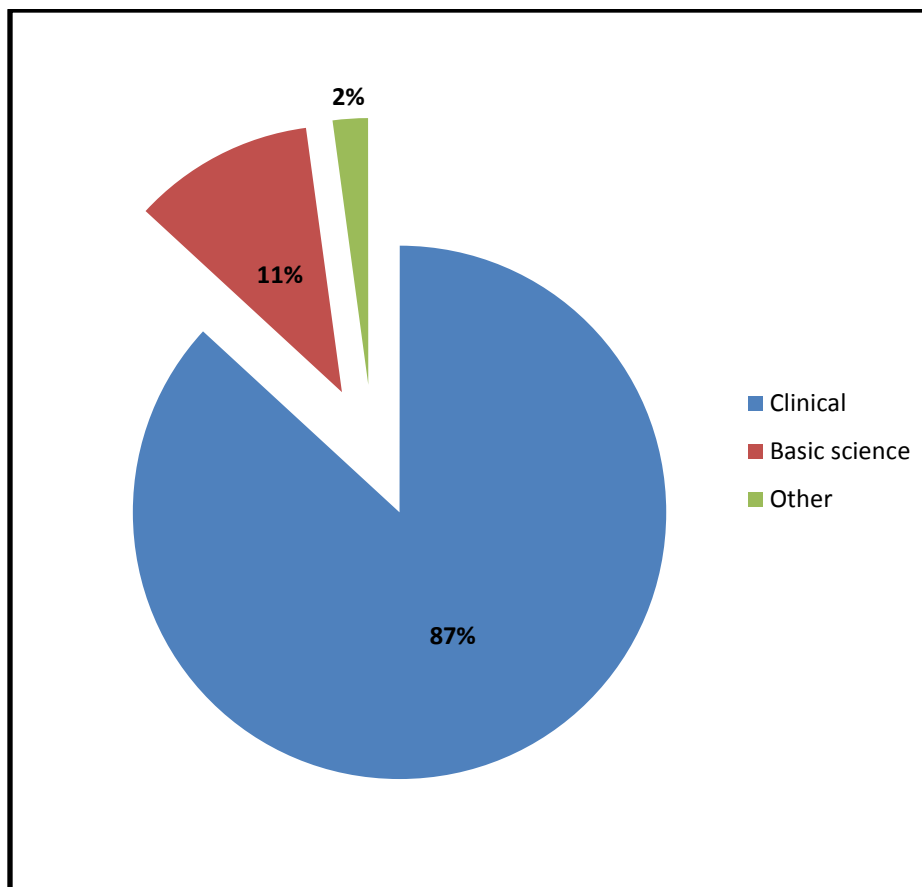
Total IUSM faculty

n=2,068



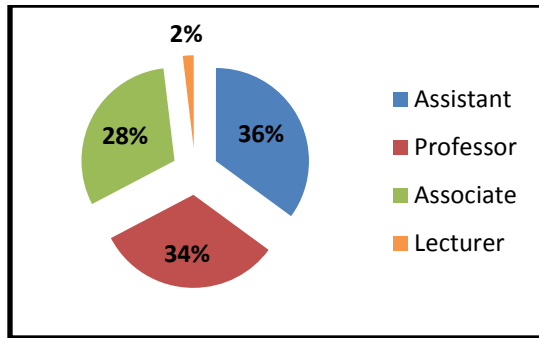
Total full-time faculty by basic science, clinical, and other departments

n=1,912 (includes affiliate faculty, excludes part-time)



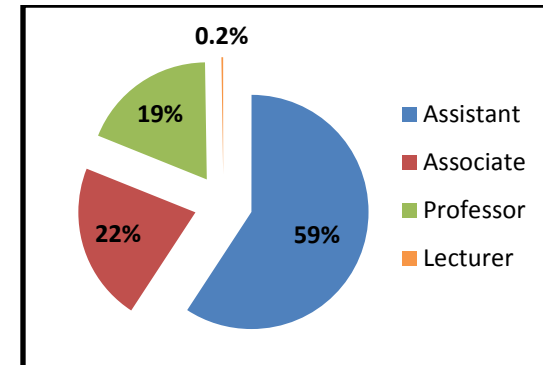
Total basic science department full-time faculty by rank

n=211 (includes affiliate faculty, excludes part-time)



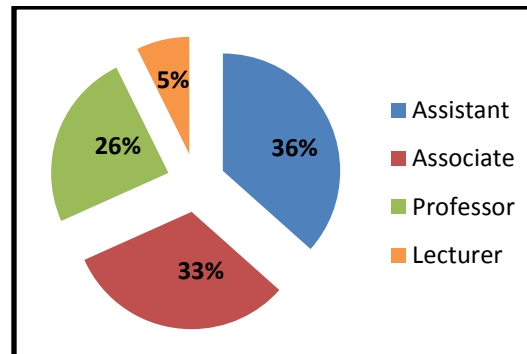
Total clinical department full-time faculty by rank

n=1,660 (includes affiliate faculty, excludes part-time)



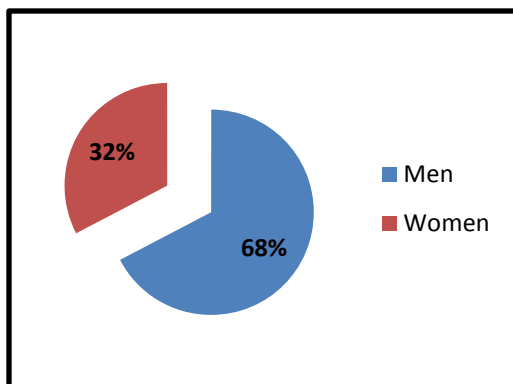
Total other department full-time faculty by rank

n=41 (includes affiliate faculty, excludes part-time)



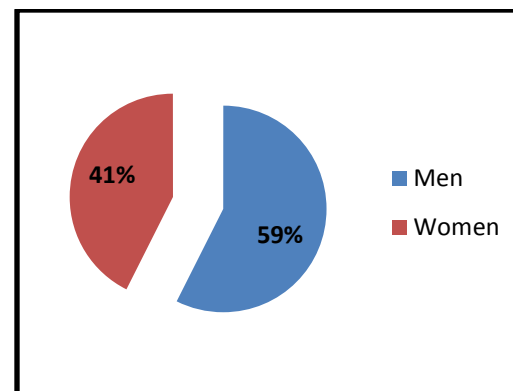
Full-time faculty by gender

n=1,475 (excludes affiliate and part-time faculty)



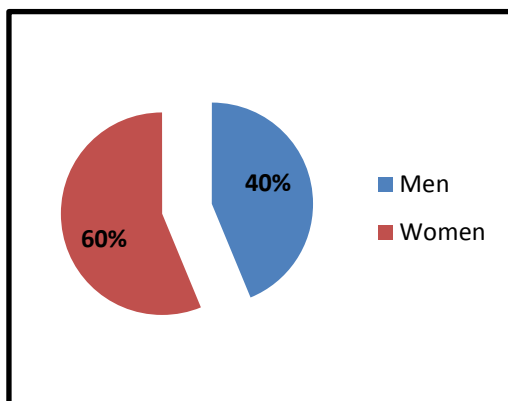
Full-time affiliate faculty by gender

n=437



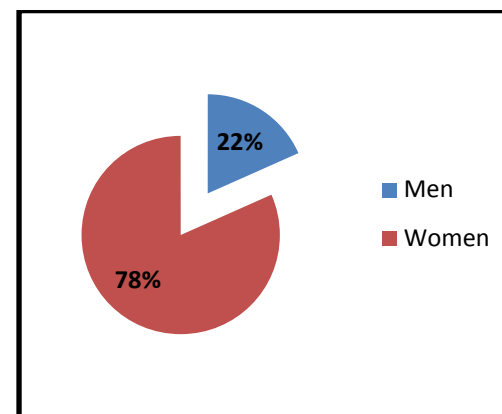
Part-time faculty by gender

n=96 (excludes affiliates)



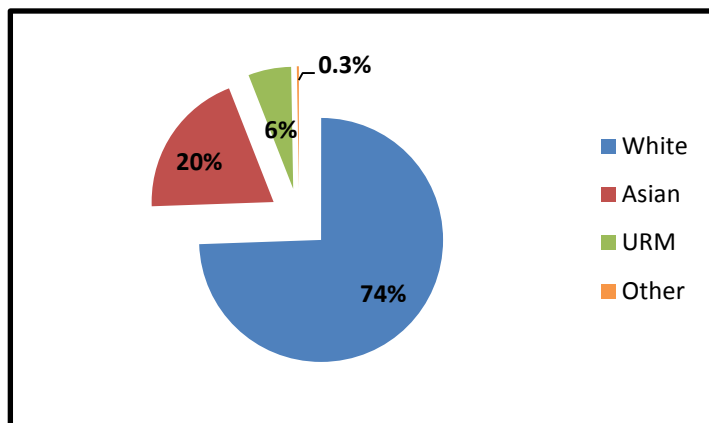
Part-time affiliate faculty by gender

n=60



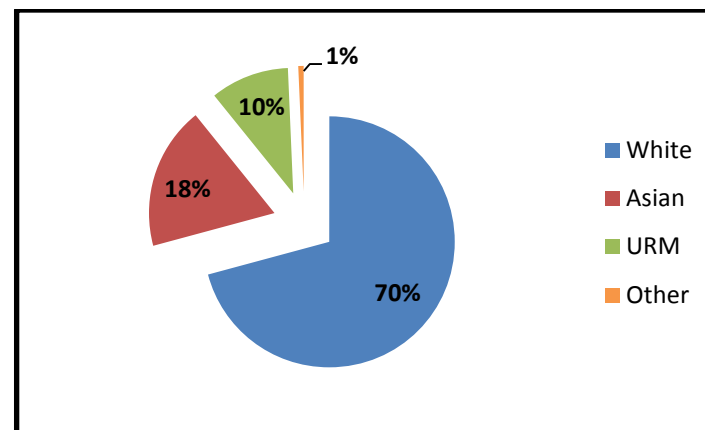
Full-time faculty by race/ethnicity

n=1,475 (excludes affiliate and part-time faculty)



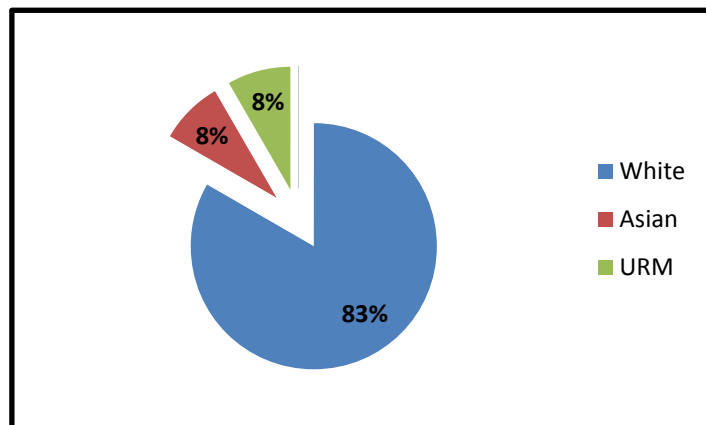
Full-time affiliate faculty by race/ethnicity

n=437



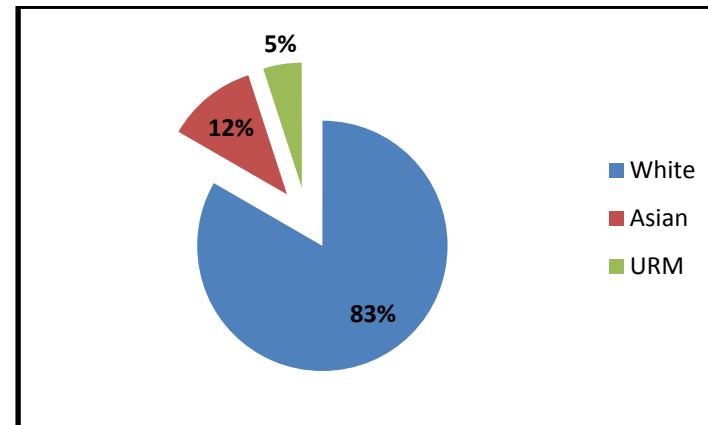
Part-time faculty by race/ethnicity

n=96 (excludes affiliates)



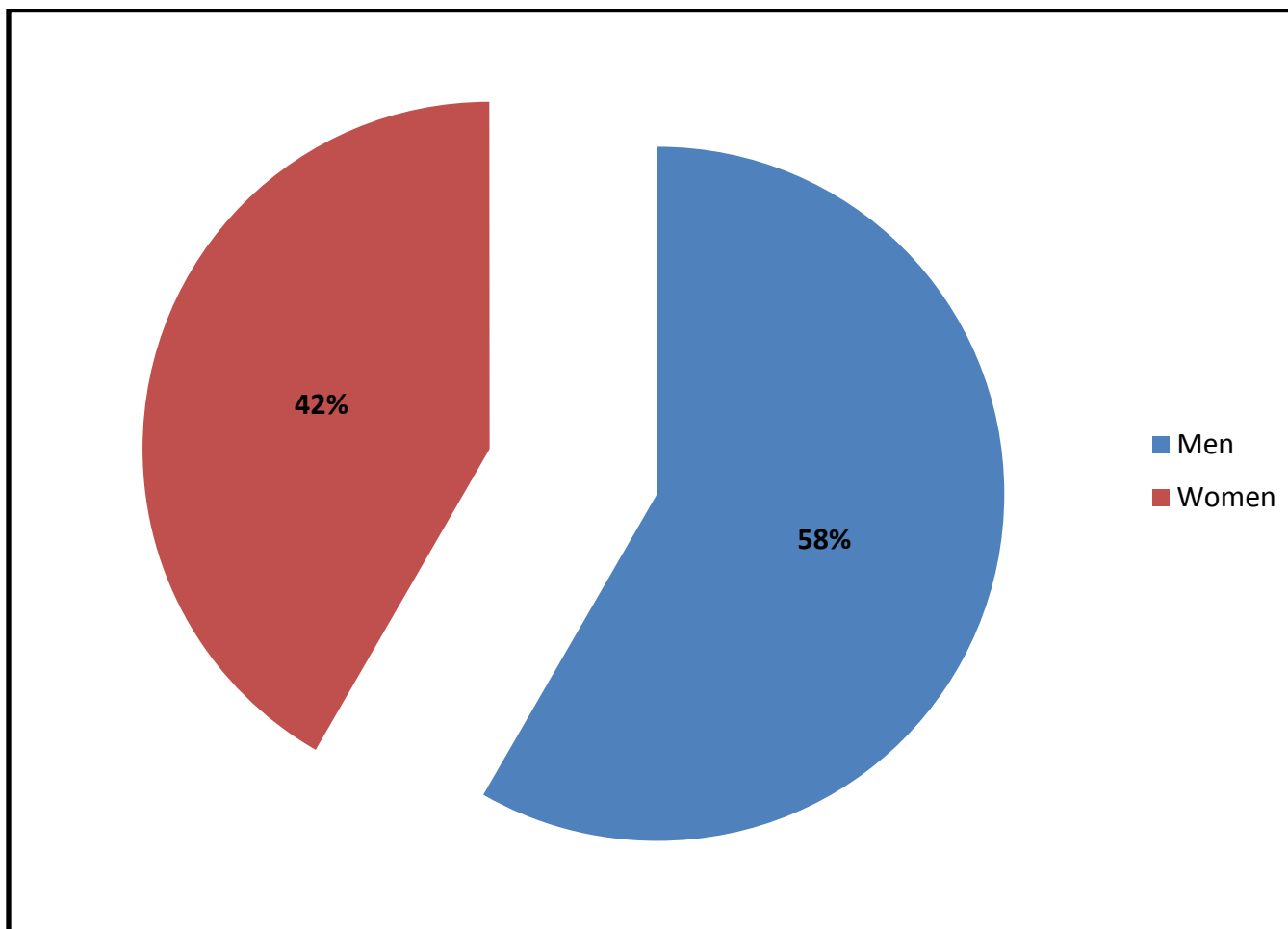
Part-time affiliate faculty by race/ethnicity

n=60



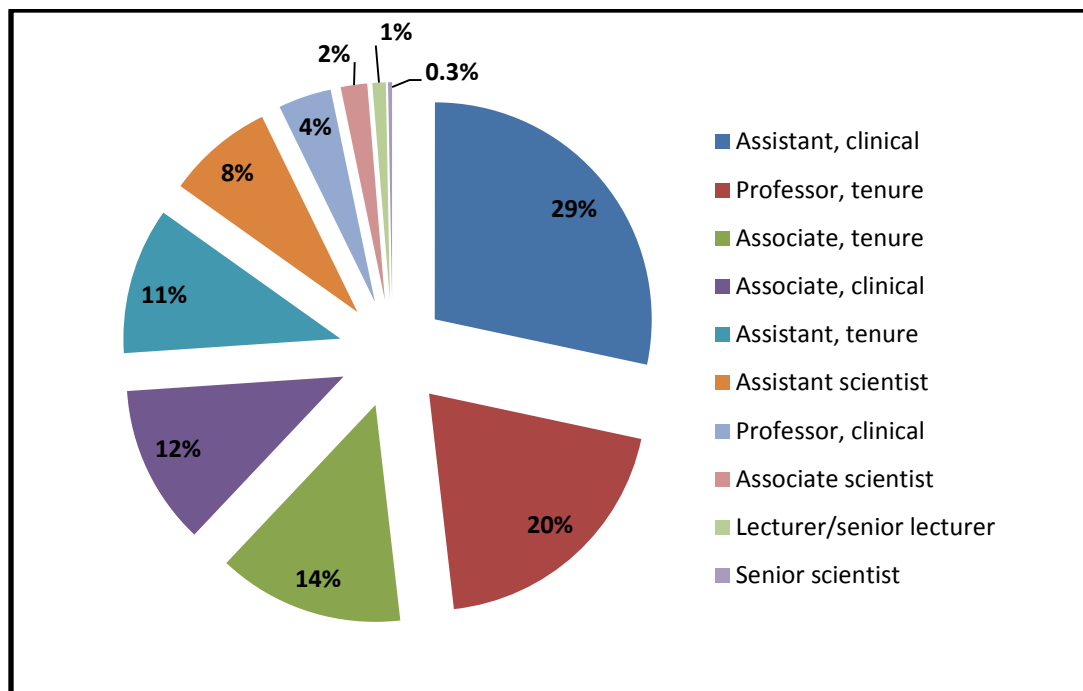
Full-time URM faculty by gender

n=84 (excludes affiliates and part-time faculty)



Full-time faculty by rank and track

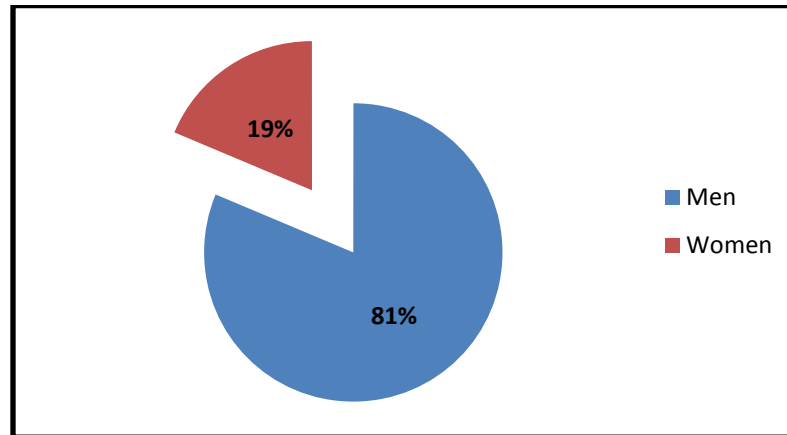
*n=1,475 (excludes affiliates)**



*Each page from this point forward excludes affiliate and part-time faculty unless otherwise specified.

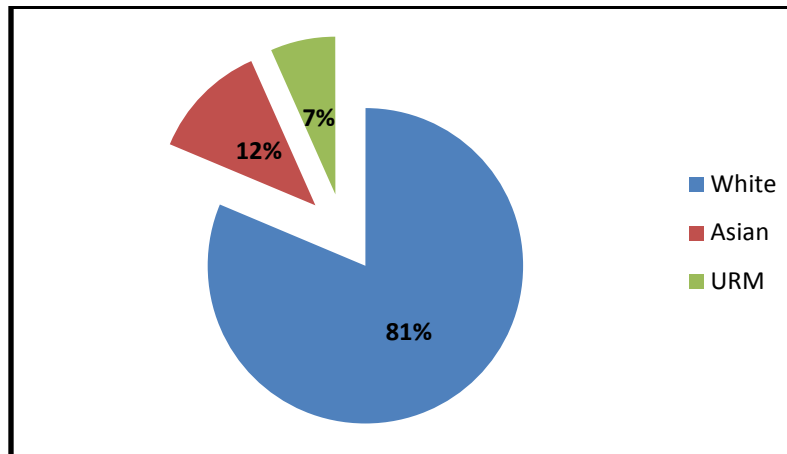
Deans, chairs, and regional campus directors by gender

n=75 (includes assistant, associate, and executive associate deans)



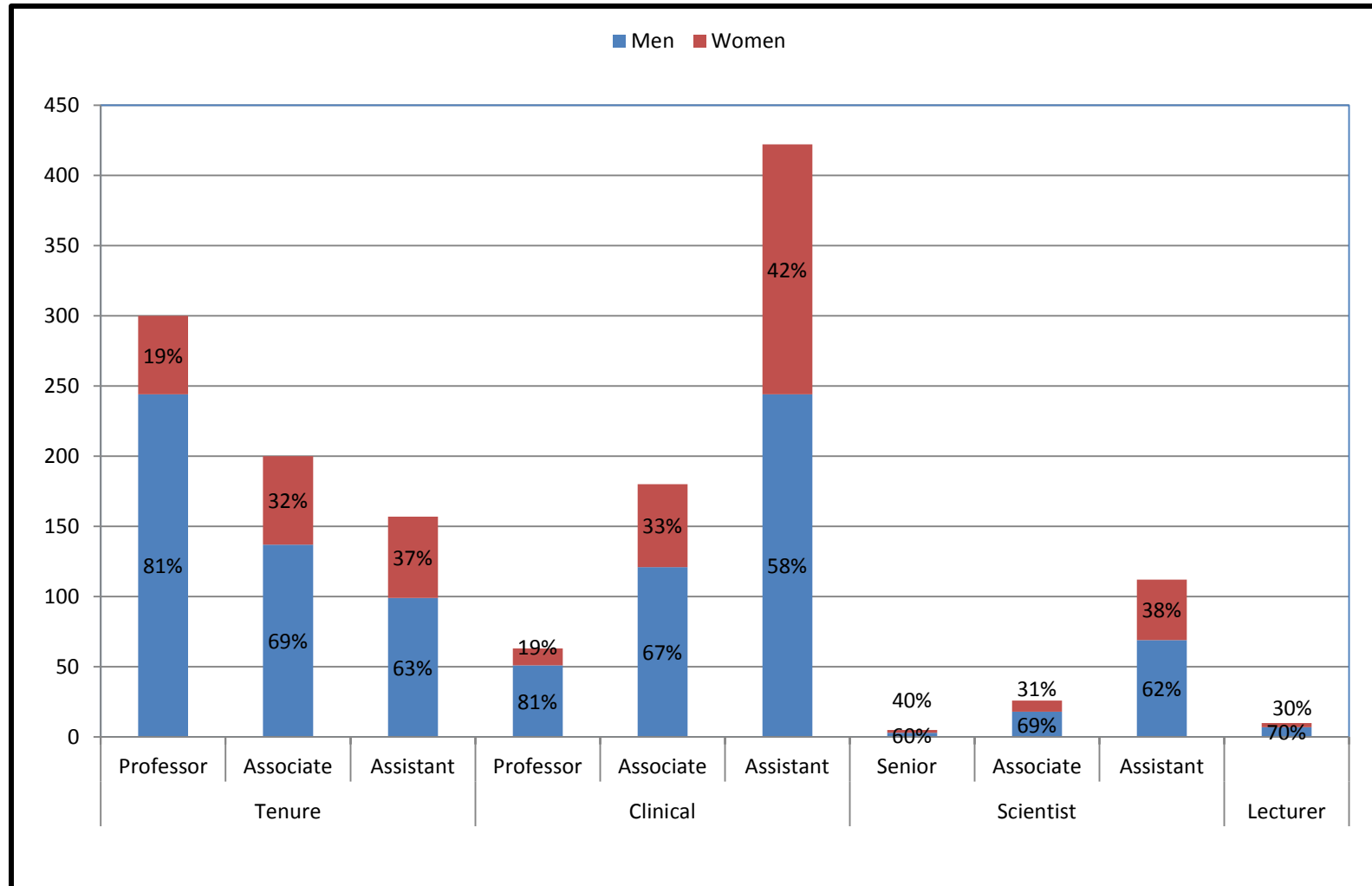
Deans, chairs, and regional campus directors by race/ethnicity

n=75 (includes assistant, associate, and executive associate deans)



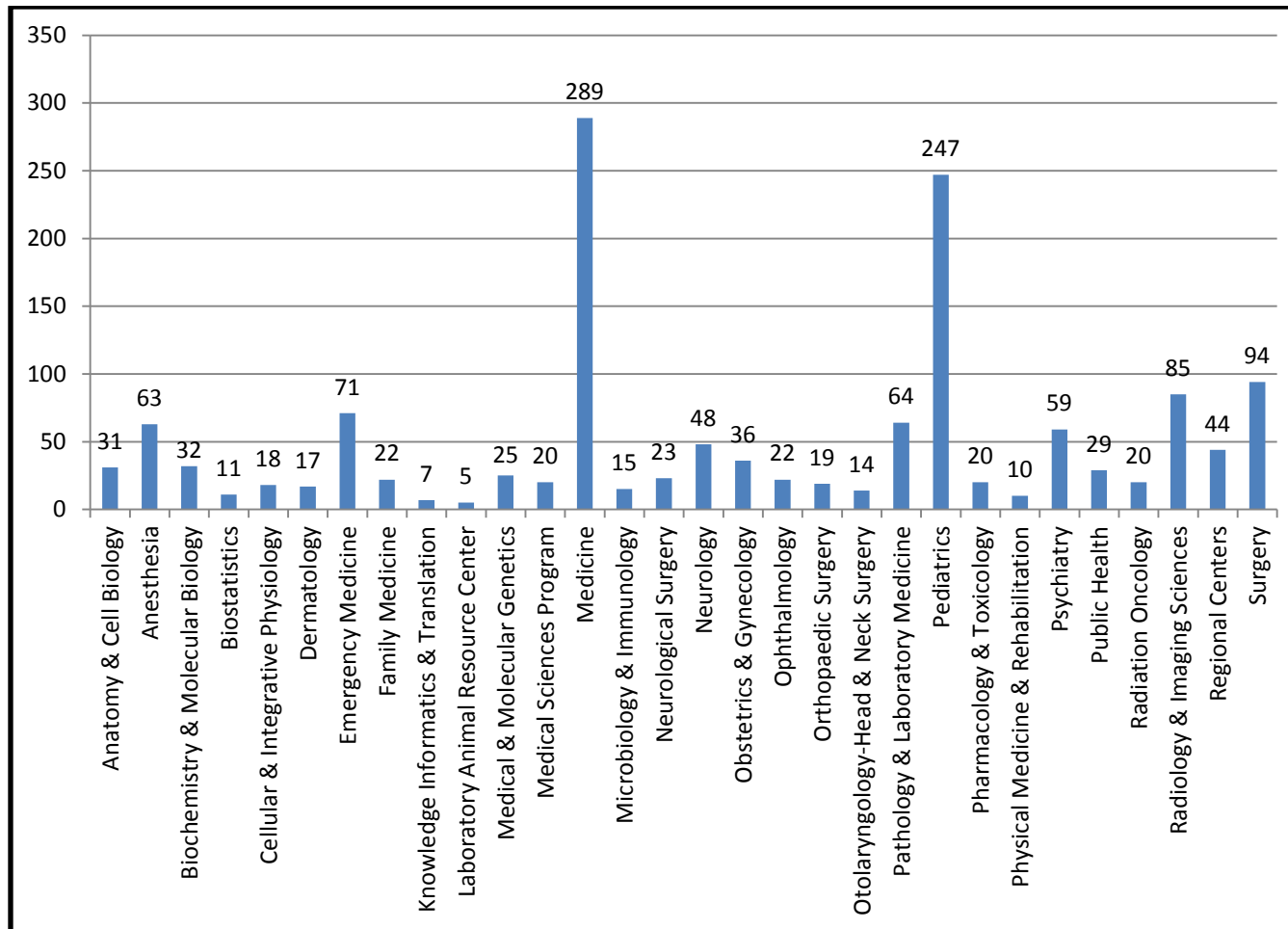
Full-time faculty rank and track by gender

n=1,475 (excludes affiliates)



Full-time faculty by department/regional center

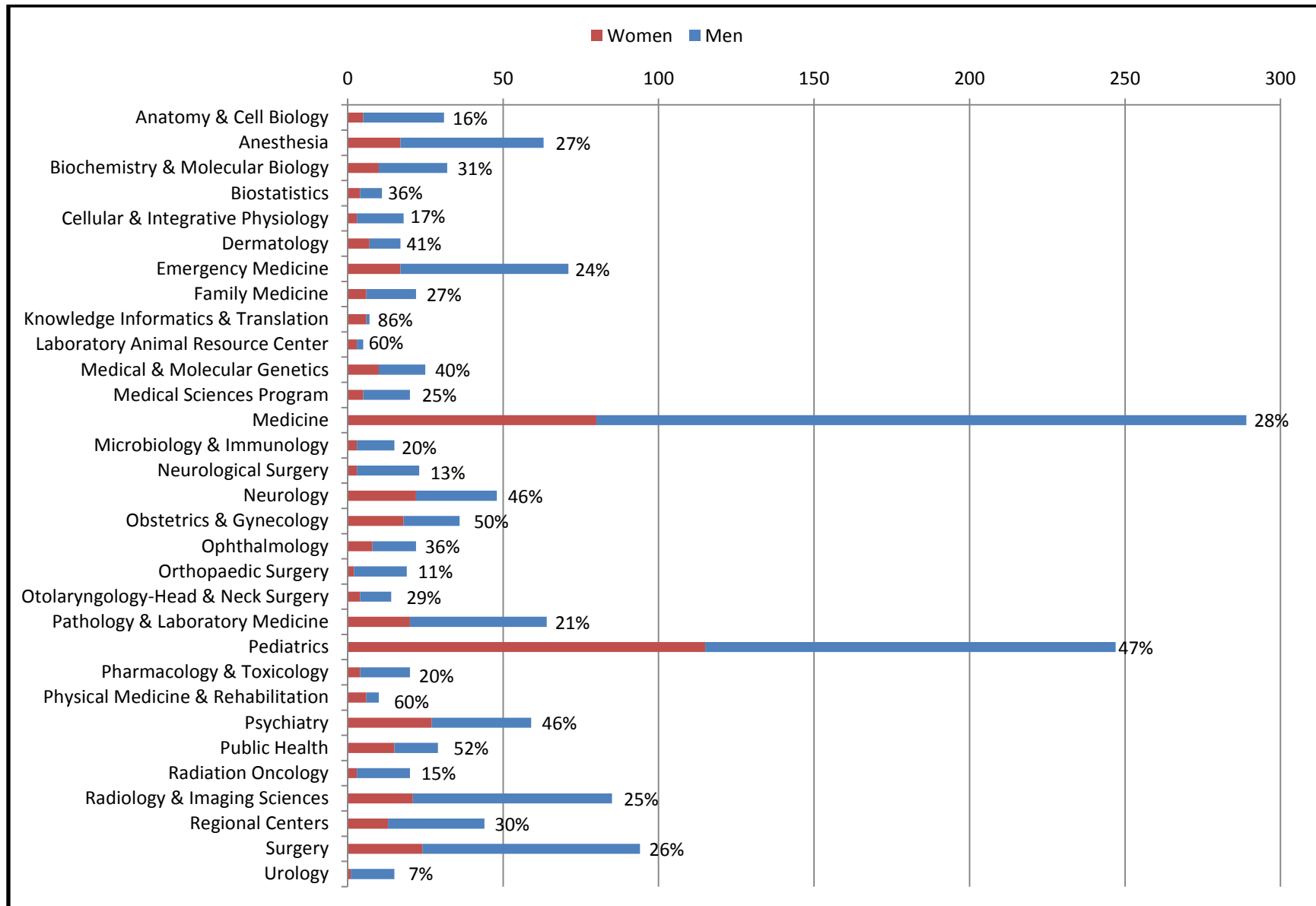
n=1,475 (excludes affiliates)



Full-time faculty by gender and department/regional center

n=1,475 (excludes affiliates)

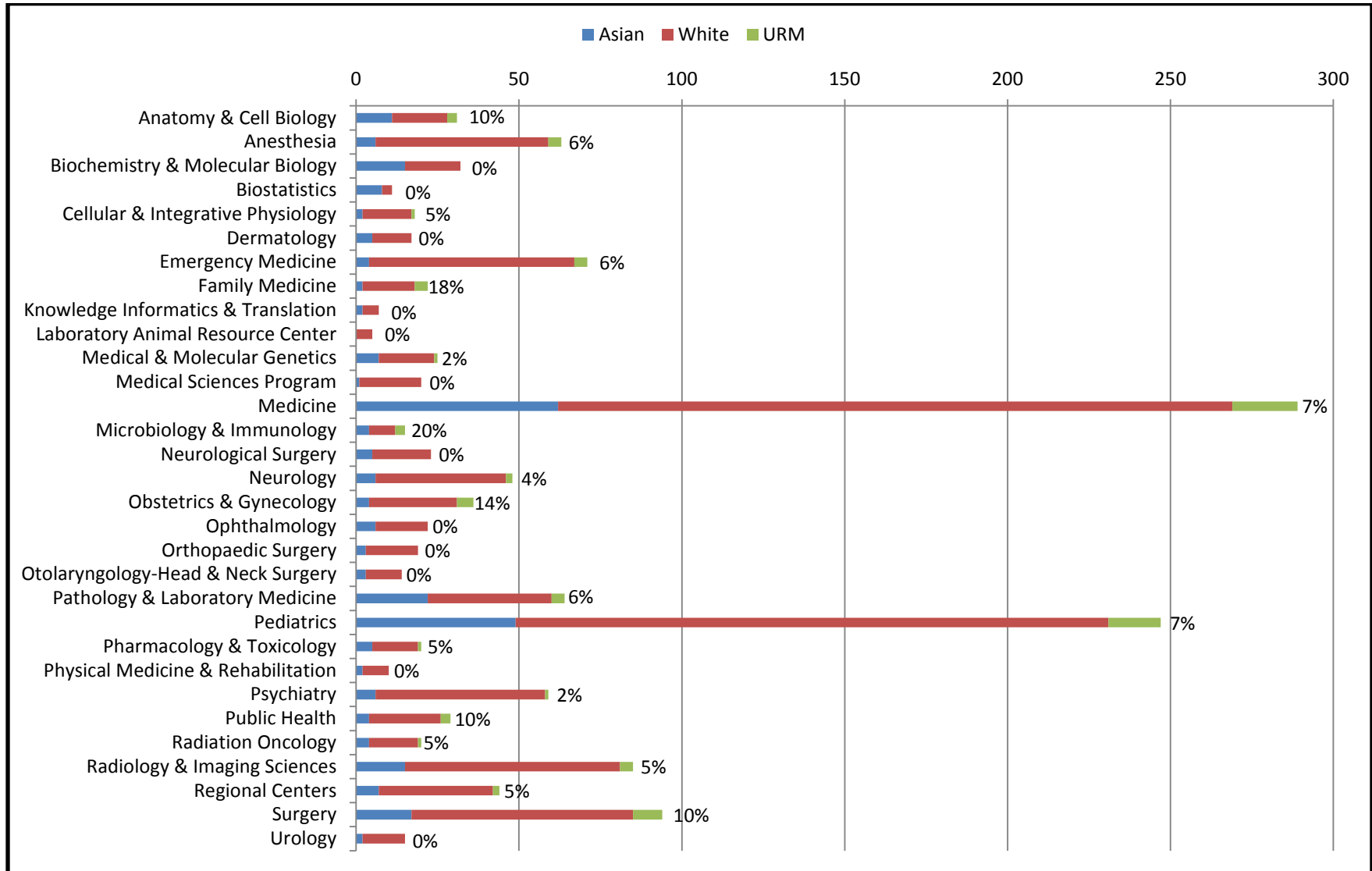
Percentage listed indicates the percentage of women faculty in the department



Full-time faculty race/ethnicity by department

n=1,475 (excludes affiliates)

Percentage listed indicates the percentage of URM faculty in the department

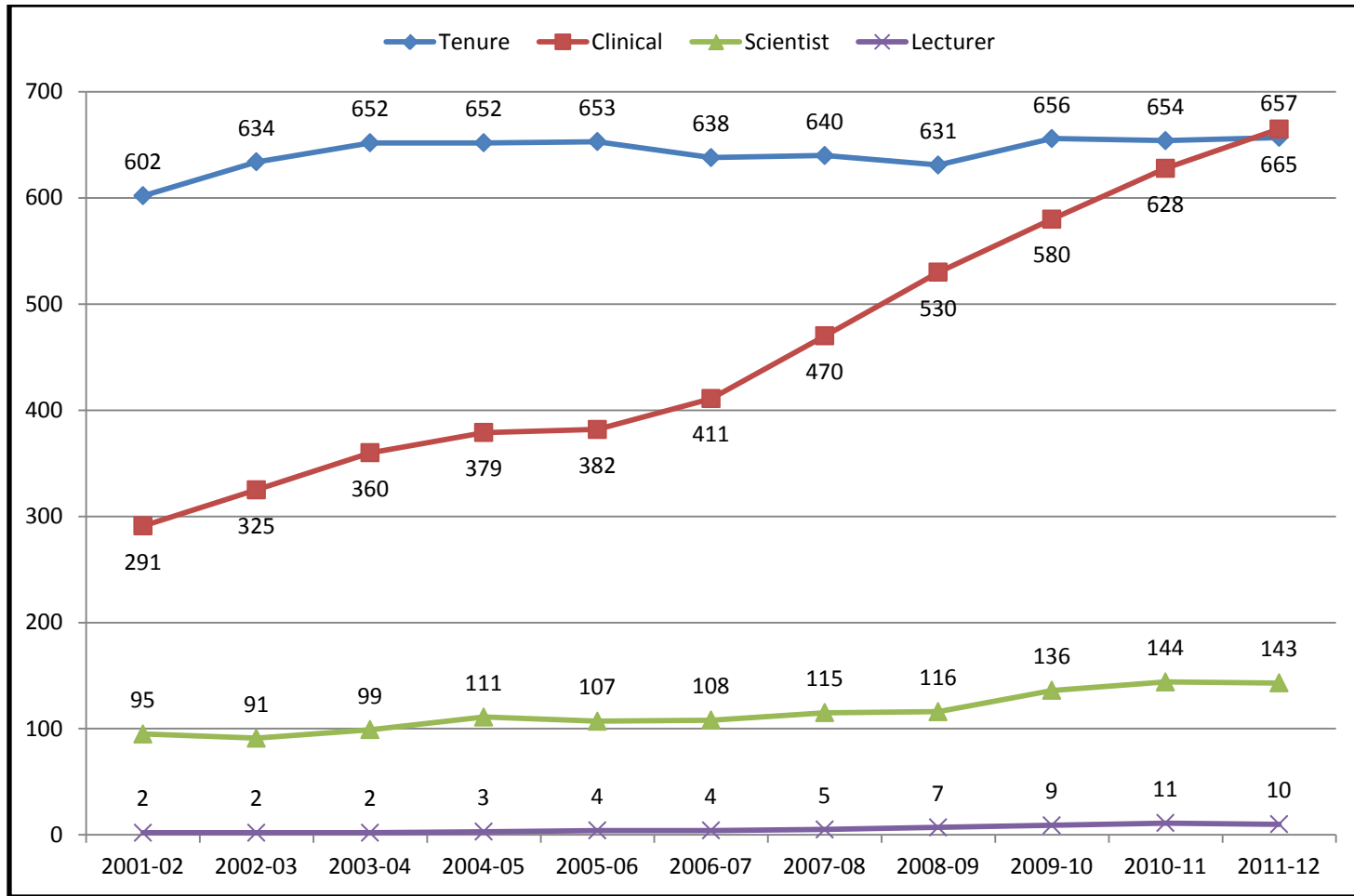


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Trends Over Time

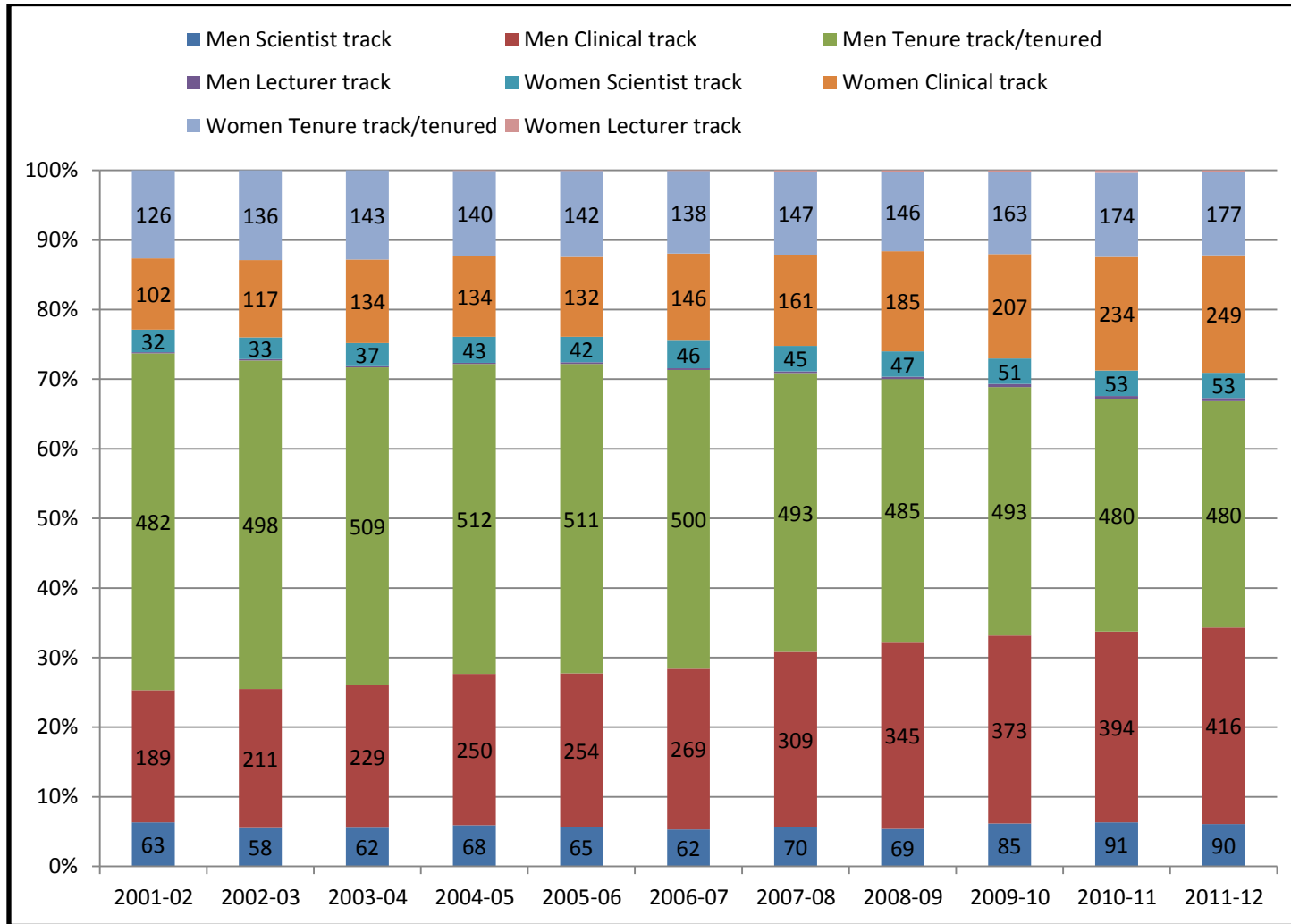
Growth of full-time faculty by track over time

Excludes affiliates



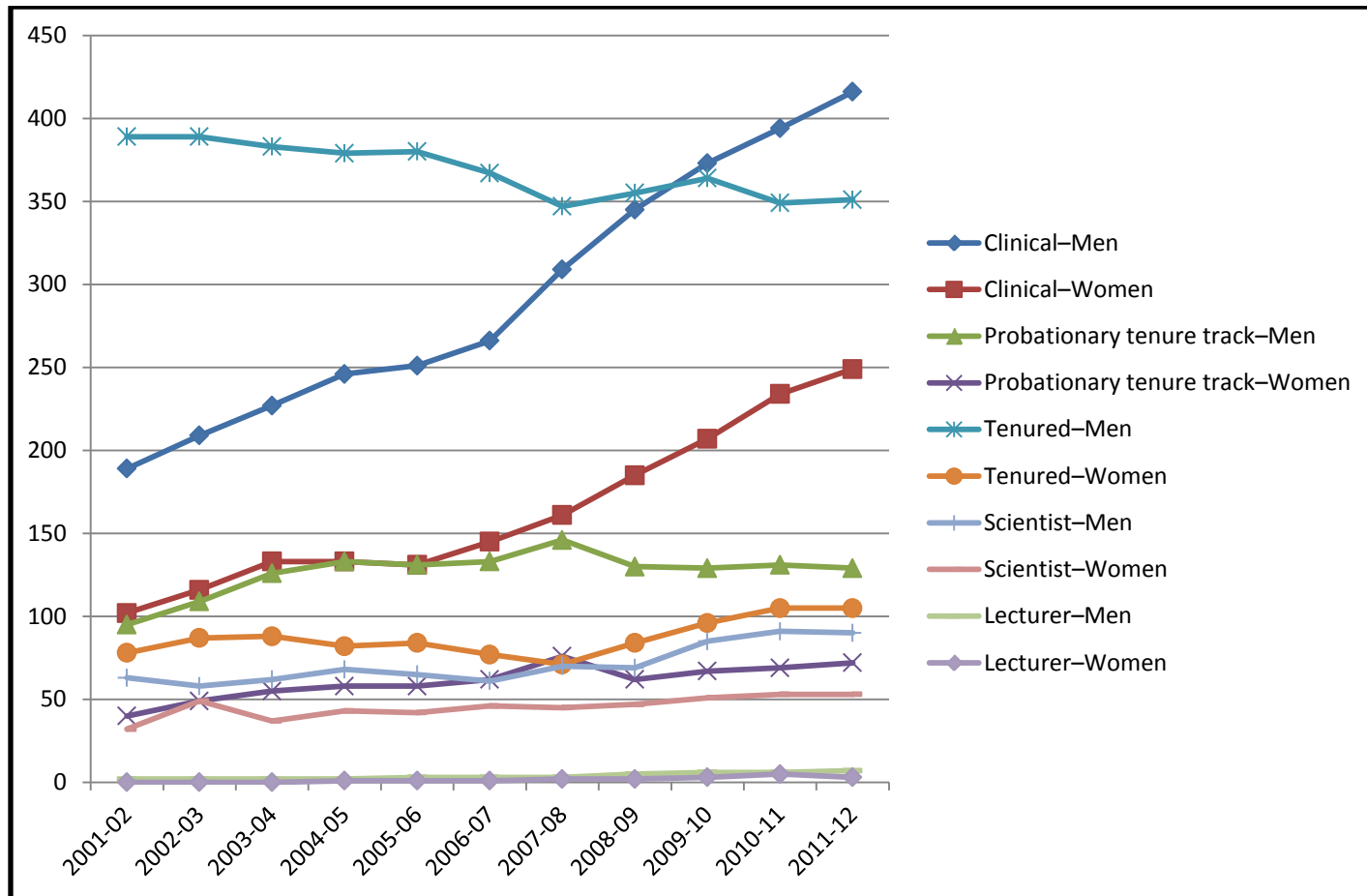
Full-time faculty by track and gender over time

Excludes affiliates



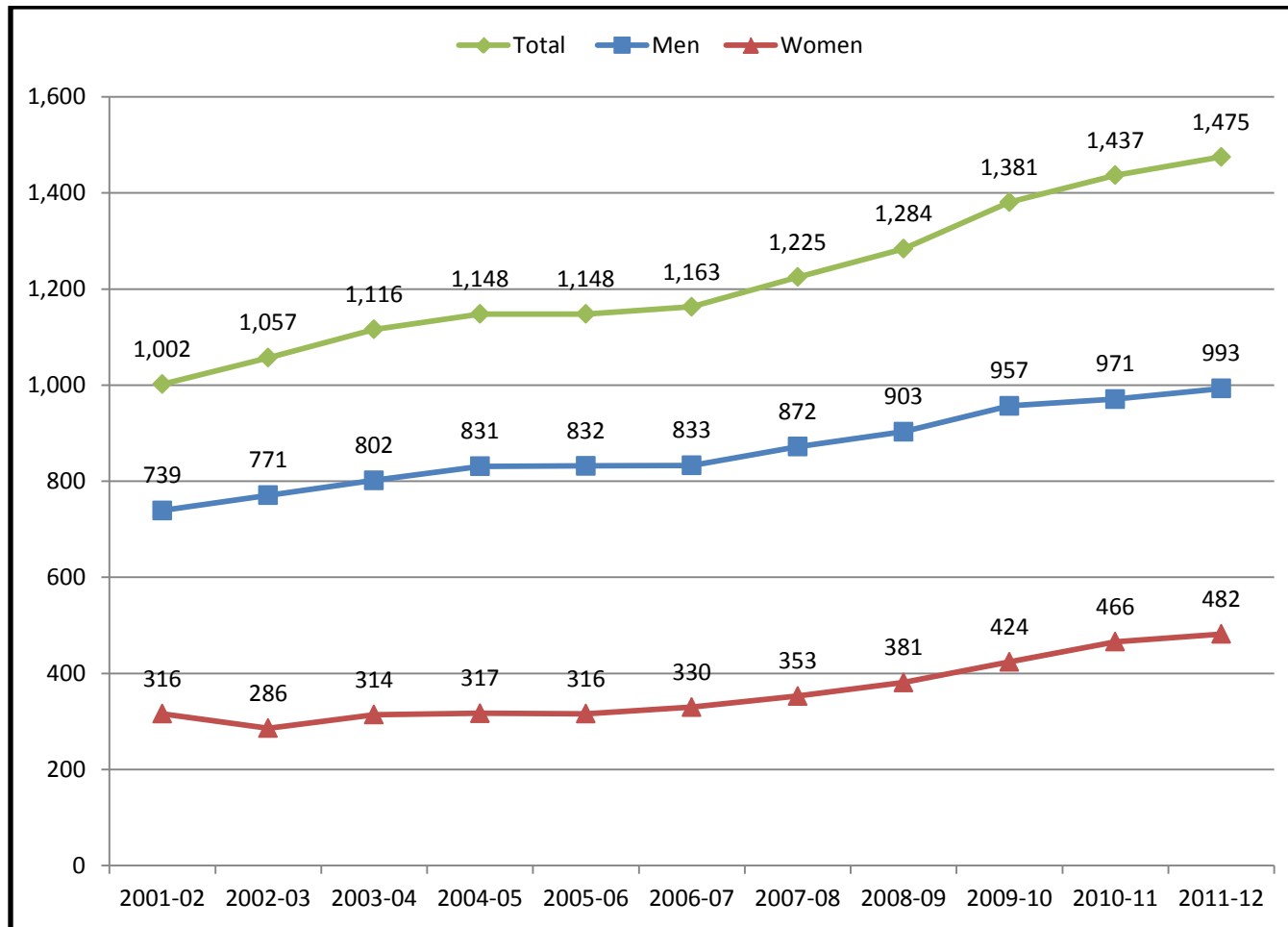
Growth of full-time faculty in tracks by gender

Excludes affiliates



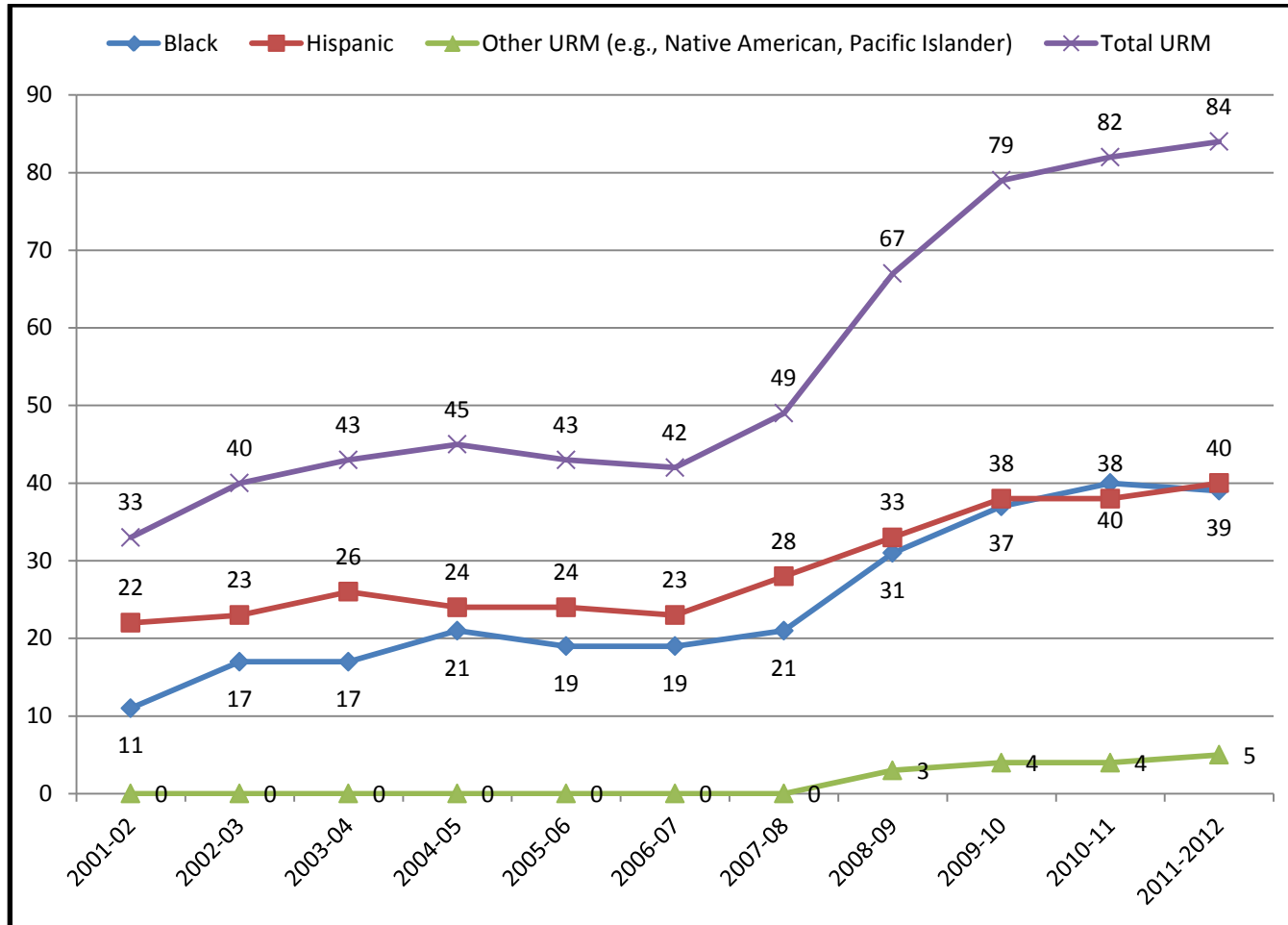
Total full-time faculty growth by gender over time

Excludes affiliates



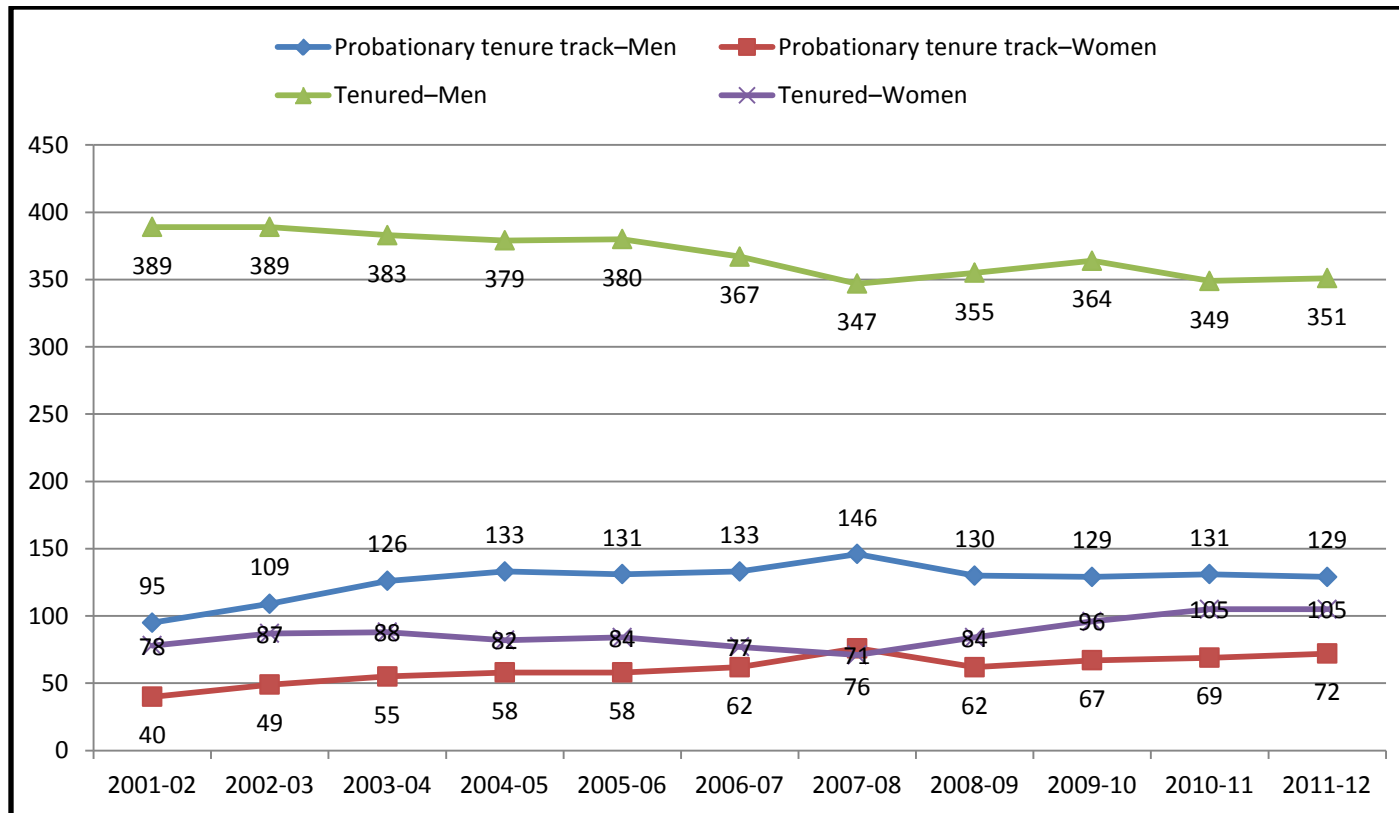
Total URM full-time faculty members over time

Excludes affiliates



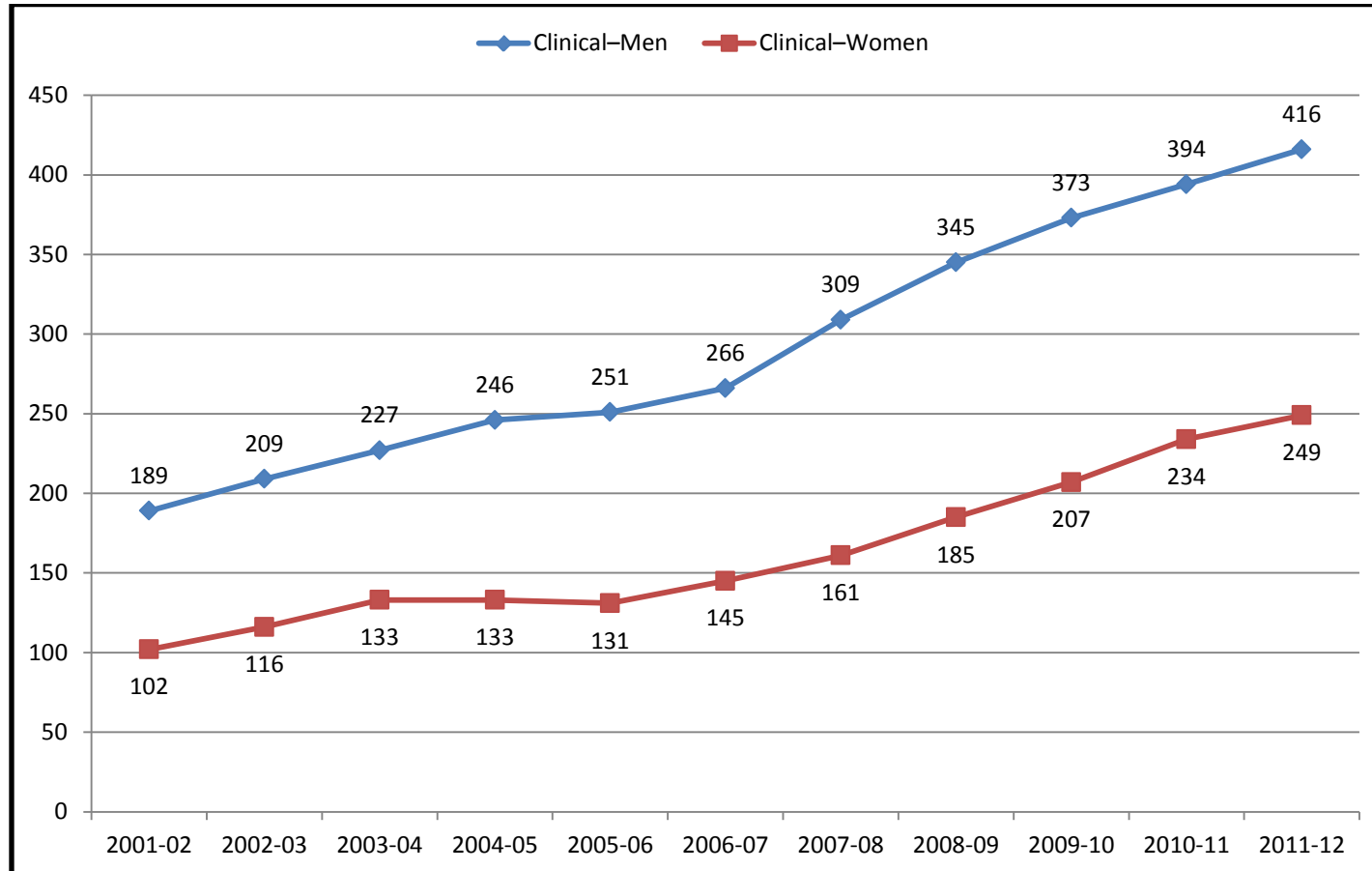
A closer look: Tenure track faculty

Excludes affiliates



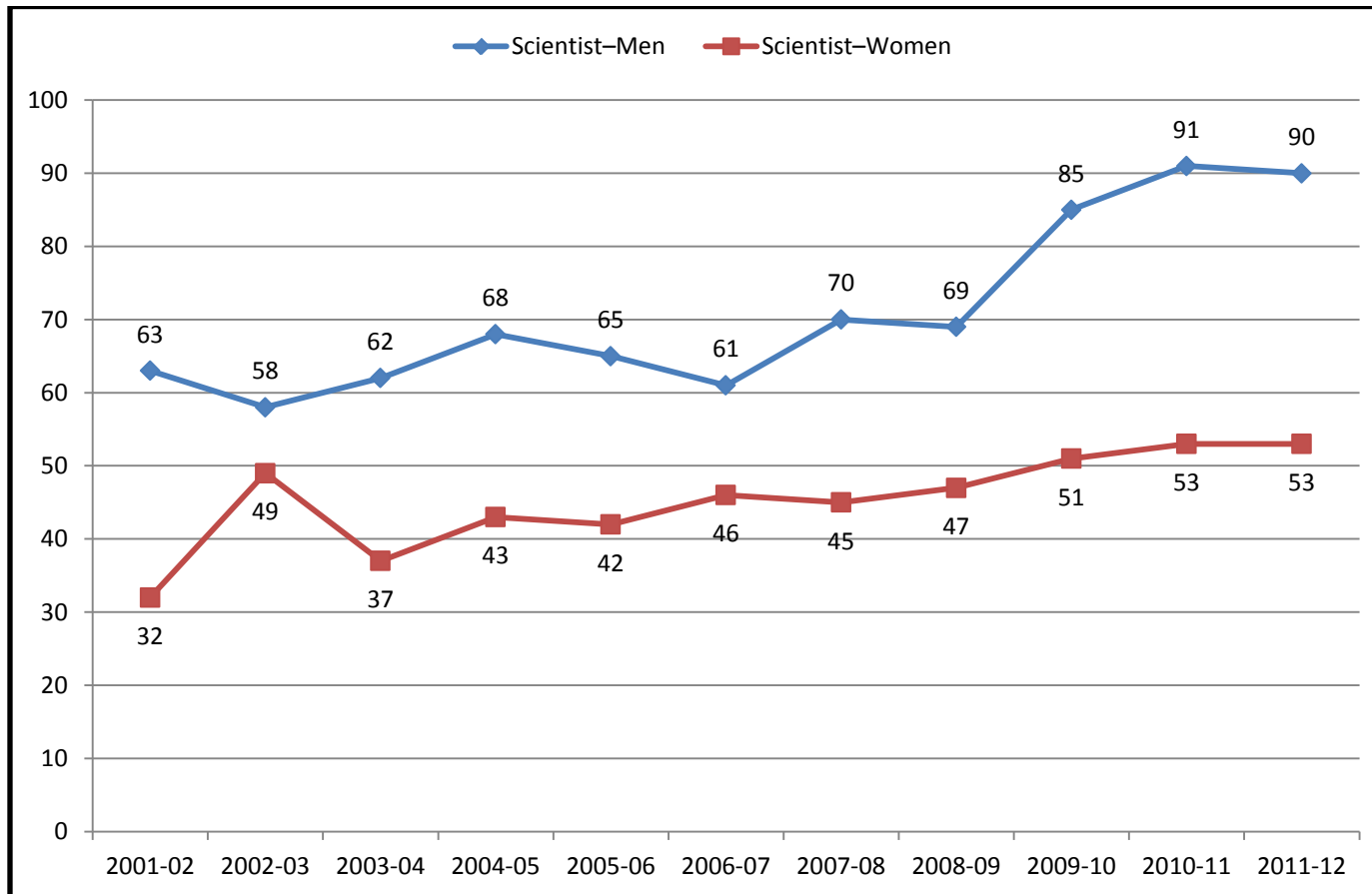
A closer look: Clinical track faculty

Excludes affiliates



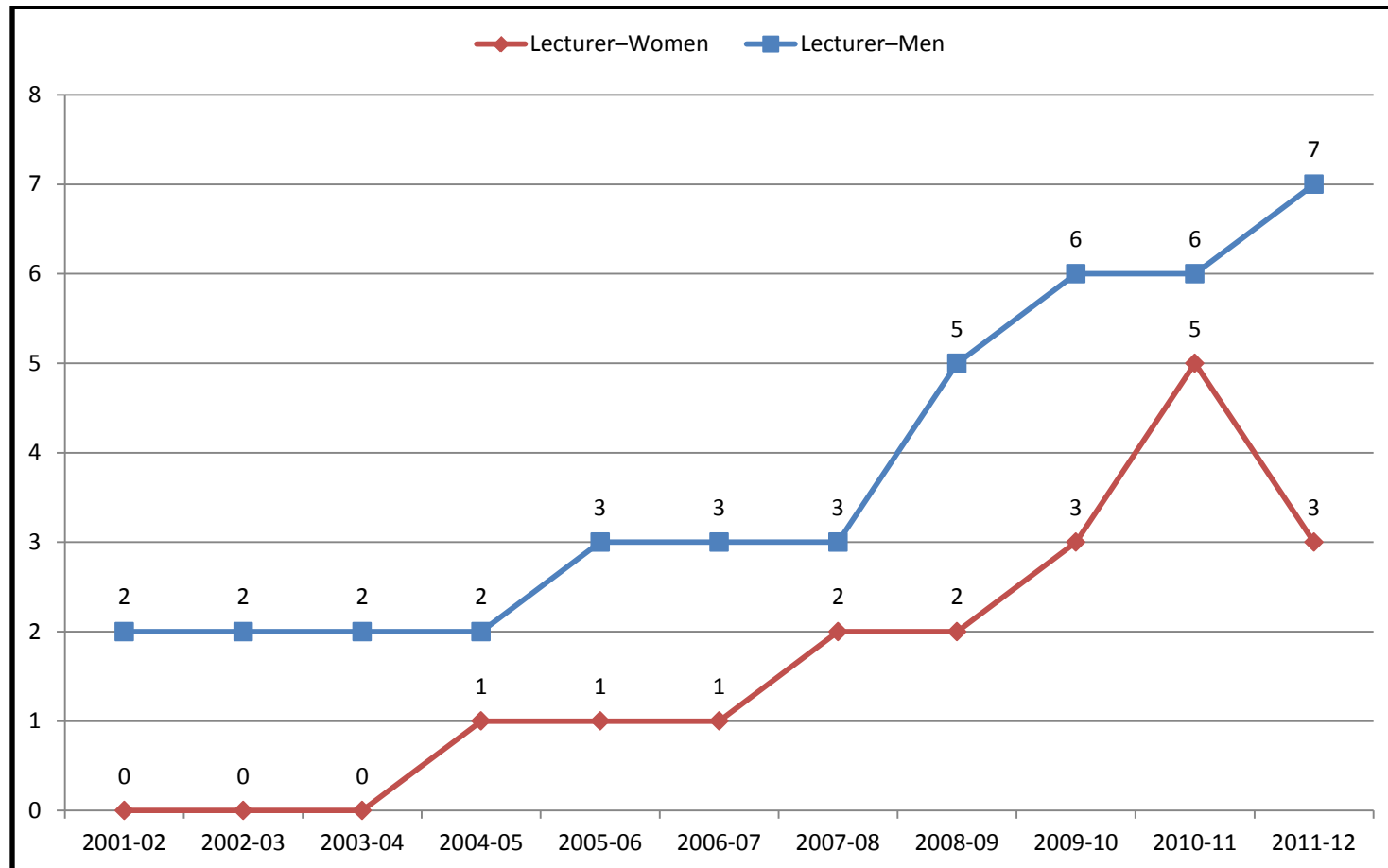
A closer look: Scientist track faculty

Excludes affiliates



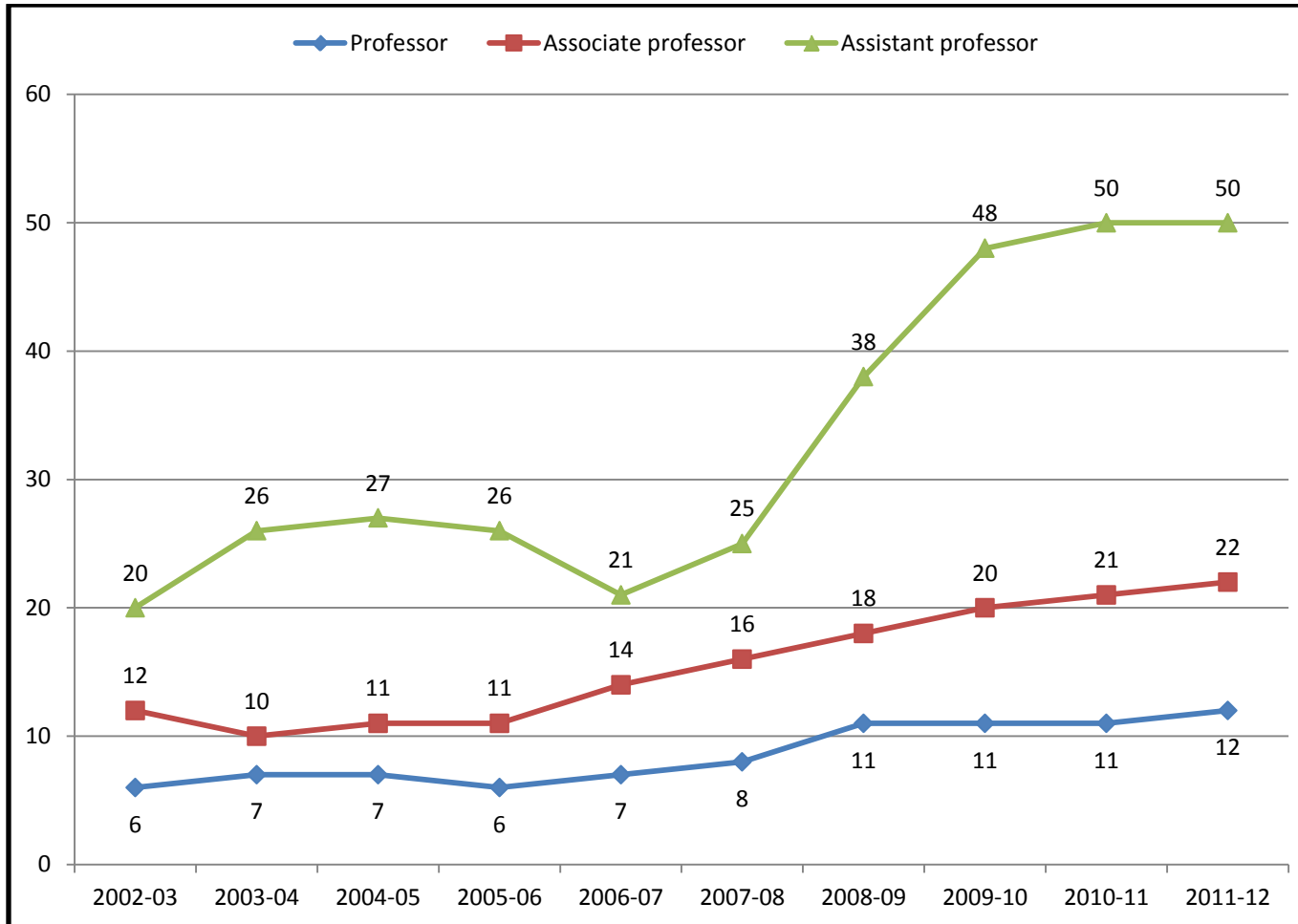
A closer look: Lecturer track faculty

Excludes affiliates



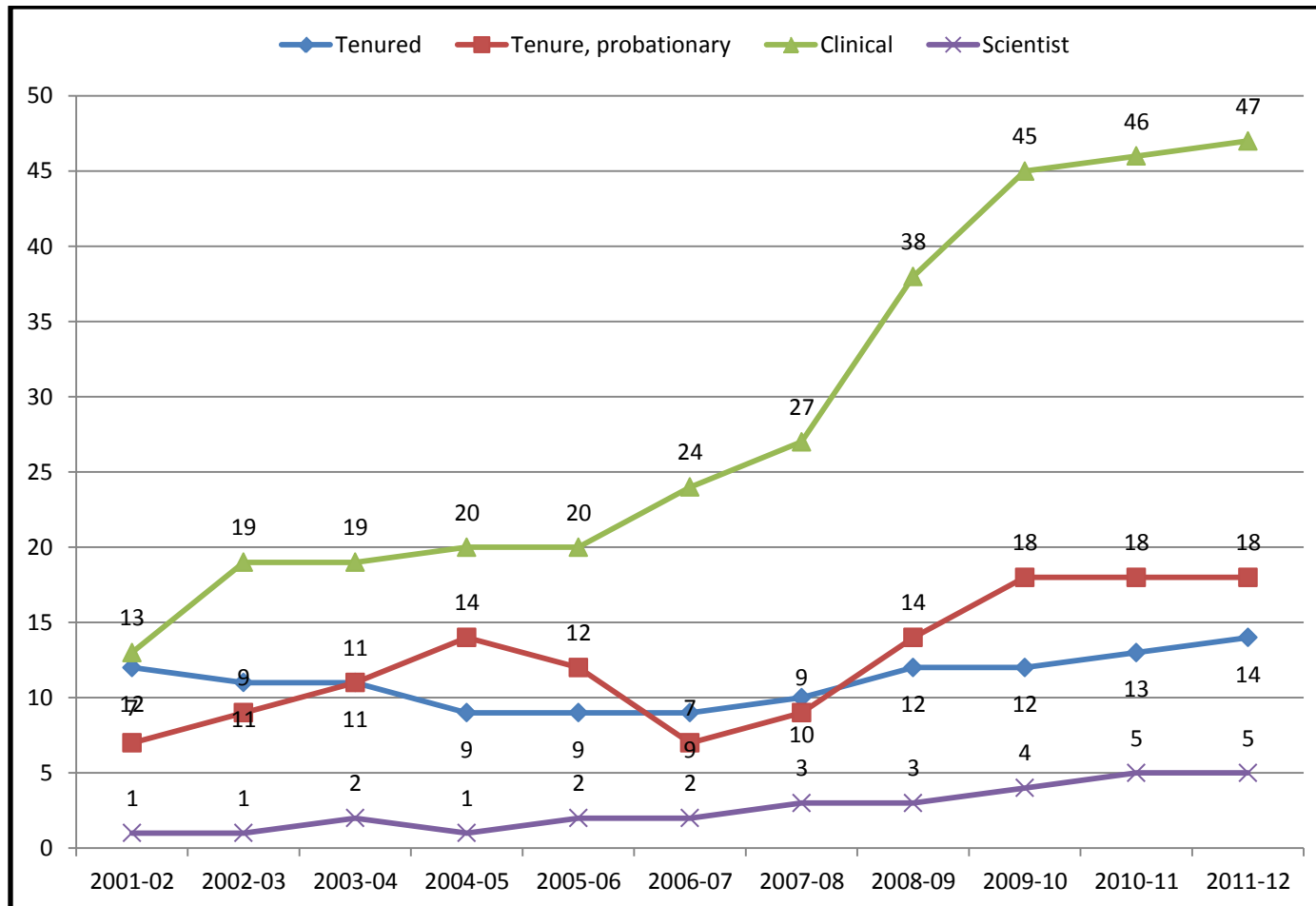
Full-time URM faculty by rank over time

Excludes affiliates



Full-time URM faculty by track over time

Excludes affiliates

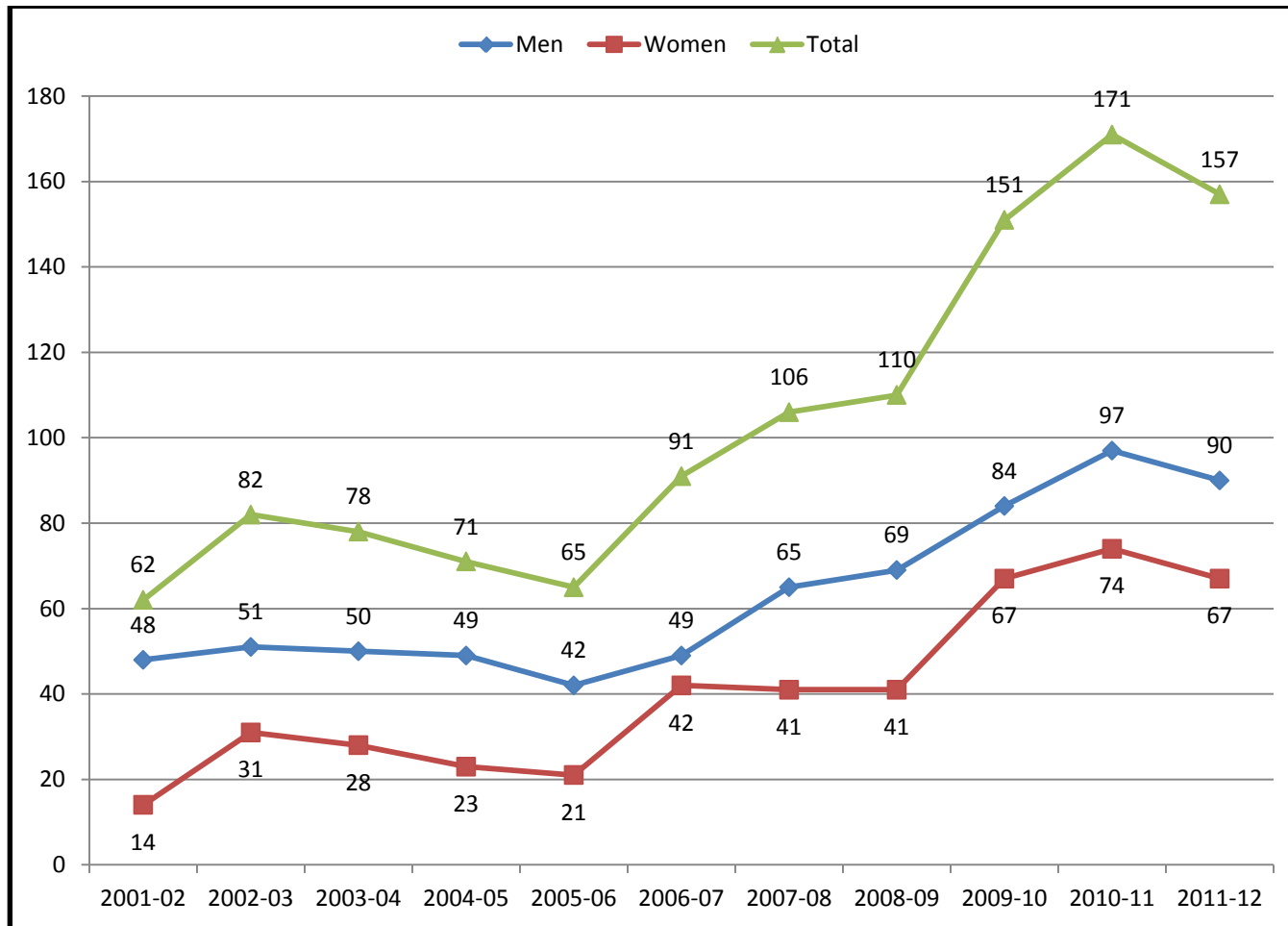


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Recruitment and Retention

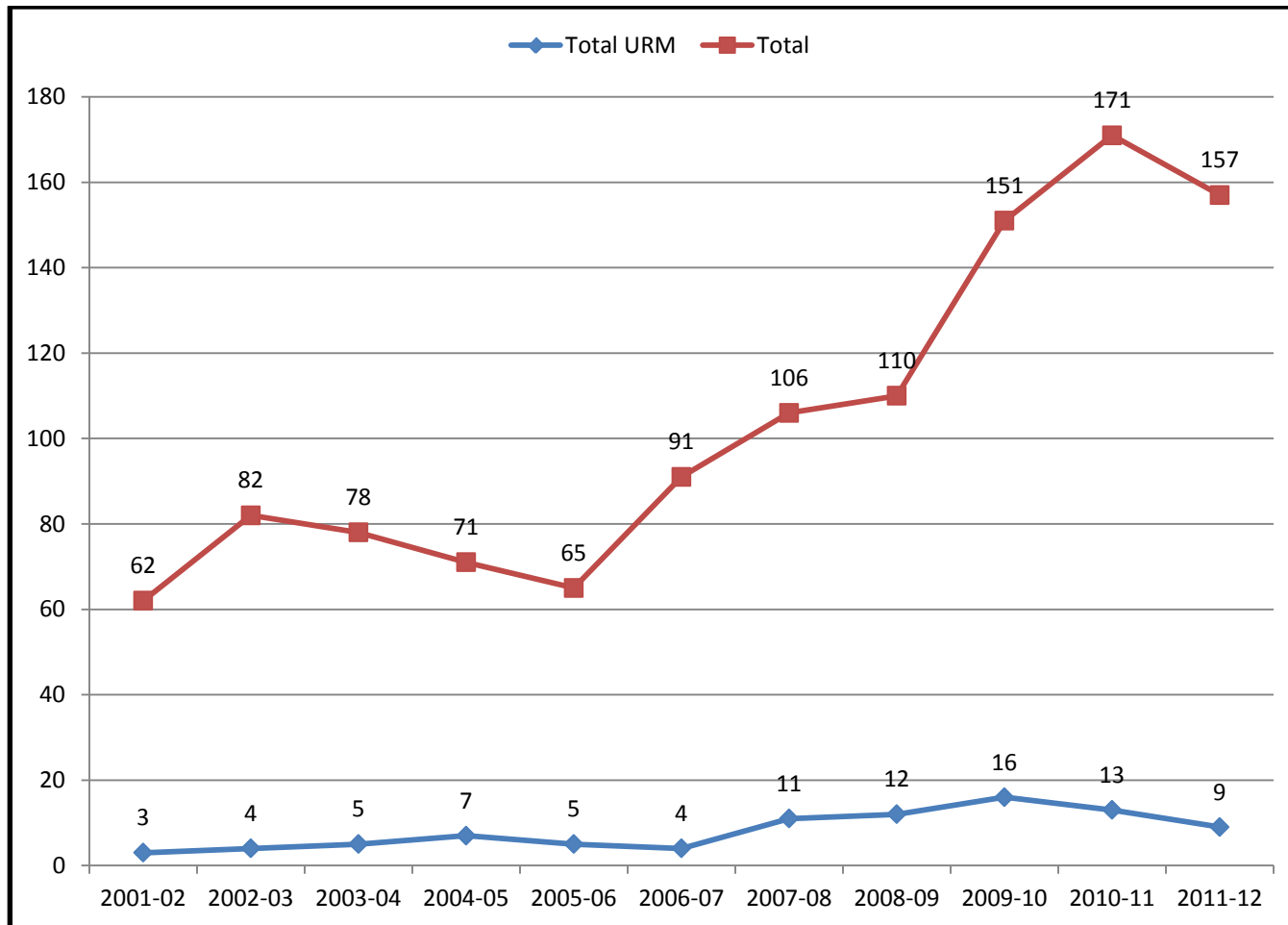
New full-time faculty hired by gender over time

Excludes affiliates



New URM full-time faculty hired over time

Excludes affiliates



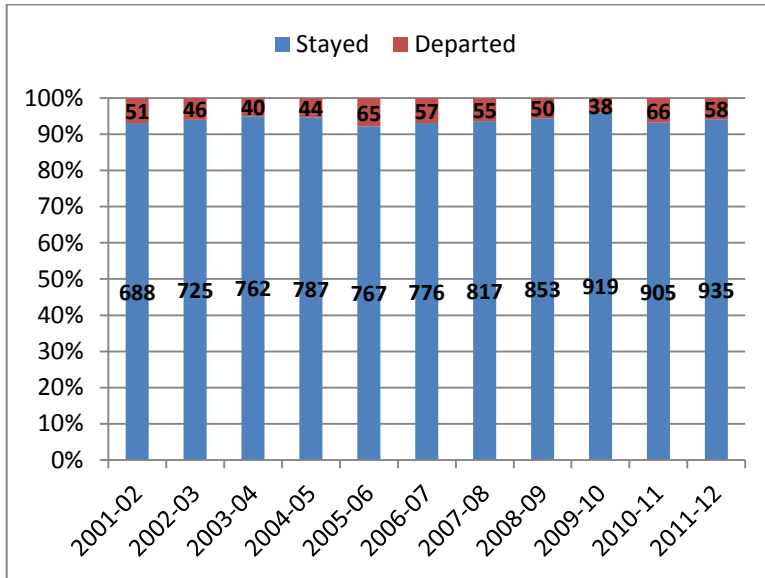
Attrition of full-time faculty over time

Excludes affiliates, Includes retirees

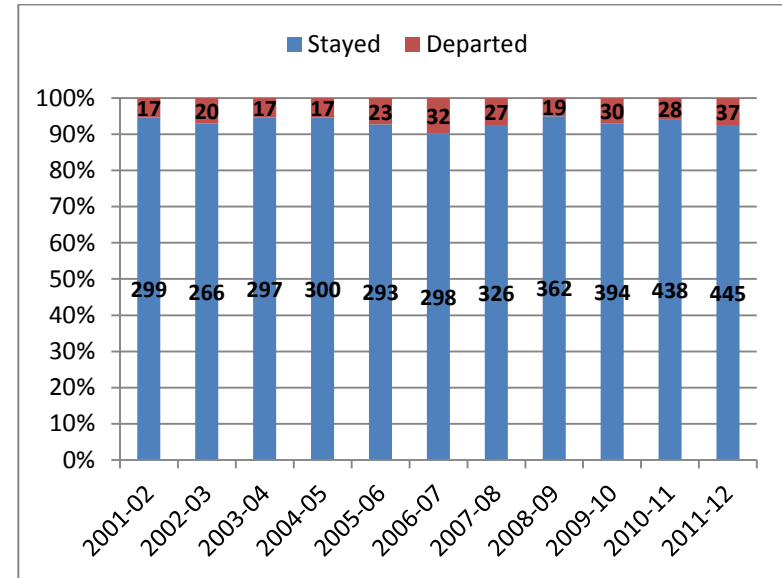


Attrition of full-time men faculty over time

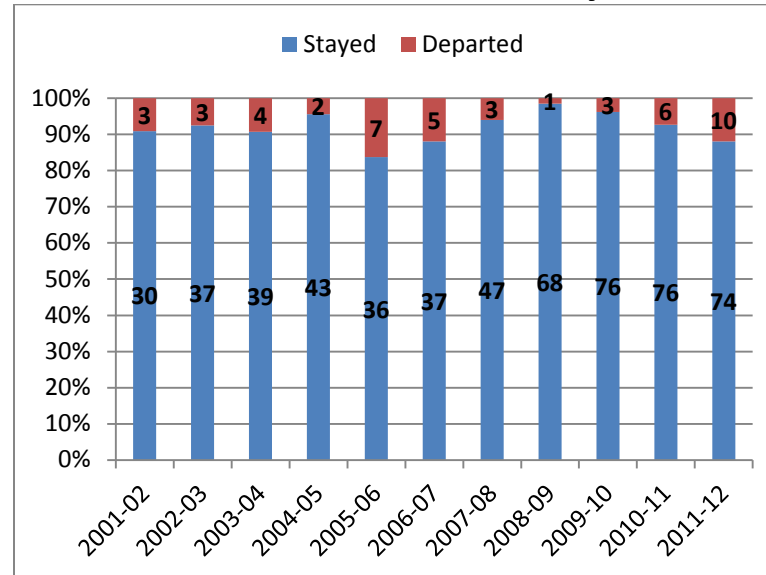
Excludes affiliates, Includes retirees



Attrition of full-time women faculty over time



Attrition of full-time URM faculty over time

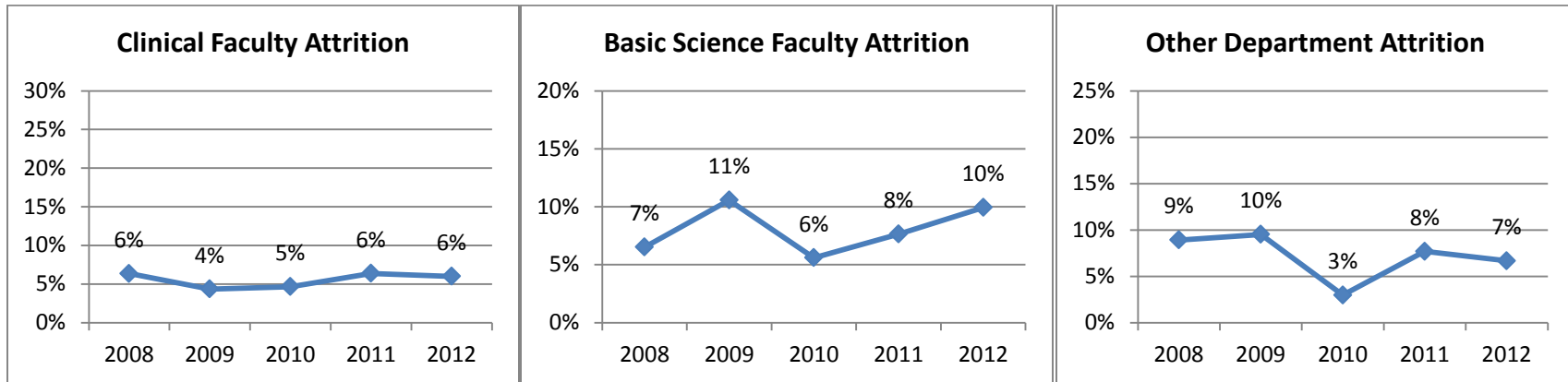


Attrition of full-time faculty by department *(Excludes affiliates, includes retirees)*

Department/campus	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	Dept total aggregated over time
Anatomy & Cell Biology	0	1	0	1	2	5	1	2	1	1	1	15
Anesthesia	2	5	1	5	3	5	4	0	3	2	3	33
Biochemistry & Molecular Biology	0	1	1	1	4	1	3	6	1	2	4	24
Biostatistics	0	0	0	0	0	0	0	0	0	0	1	1
Cellular & Integrative Physiology	1	2	2	1	5	1	1	2	0	1	1	17
Dean, Medicine	3	0	0	1	0	1	1	2	0	0	0	8
Dermatology	0	0	0	4	0	0	2	1	0	0	0	7
Emergency Medicine	0	0	3	0	1	1	2	3	1	5	2	18
Family Medicine	0	0	3	1	2	4	1	1	1	1	3	17
IUSM Evansville	0	0	0	1	0	0	1	0	0	2	3	7
IUSM Fort Wayne	0	0	0	0	1	0	1	0	0	0	0	2
IUSM Lafayette	0	0	0	0	0	0	0	0	0	0	0	0
IUSM Muncie	0	0	0	1	0	0	0	0	0	0	0	1
IUSM Northwest	0	1	1	2	2	0	0	0	0	1	0	7
IUSM South Bend	1	1	0	0	0	2	1	0	0	1	1	7
IUSM Terre Haute	0	1	0	0	0	0	0	1	1	0	0	3
Ruth Lilly Medical Library	1	0	0	0	0	0	1	2	0	2	1	7
Laboratory Animal Resource Center	0	0	2	0	1	0	0	1	0	0	0	4
Medical & Molecular Genetics	0	0	1	1	1	1	1	3	1	3	0	12
Medical Sciences Program	0	1	0	0	2	1	4	1	1	0	1	11
Medicine	18	17	14	16	16	22	19	8	16	14	13	173
Microbiology & Immunology	2	0	3	1	2	4	1	1	3	4	6	27
Neurological Surgery	0	0	0	0	1	2	1	0	0	0	0	4
Neurology	1	3	2	2	1	4	2	4	2	0	4	25
Obstetrics & Gynecology	3	1	0	1	7	1	2	3	4	5	3	30
Ophthalmology	0	0	0	1	0	1	1	4	3	1	0	11
Orthopedic Surgery	3	0	2	2	8	1	2	0	1	1	2	22
Otolaryngology, Head & Neck Surgery		1	2	1	3	0	1	1	0	3	1	13
Pathology & Lab Medicine	5	1	5	5	2	5	5	4	1	7	3	43
Pediatrics	6	5	5	2	8	3	8	6	11	15	14	83
Pharmacology & Toxicology	0	2	0	1	1	4	2	1	2	0	2	15
Physical Medicine & Rehabilitation	0	1	0	0	0	2	0	1	0	1	1	6
Psychiatry	3	4	1	2	2	0	5	2	3	5	3	30
Public Health	0	0	0	0	2	1	0	1	1	2	1	8
Radiation Oncology	1	0	0	2	2	3	2	2	2	1	6	21
Radiology	9	10	3	8	8	0	4	2	2	5	6	57
Surgery	3	2	2	2	4	5	2	4	3	8	8	43
Urology	1	1	0	1	3	1	0	0	0	1	1	9
Total departures per year	67	64	55	66	94	81	81	69	68	94	95	834

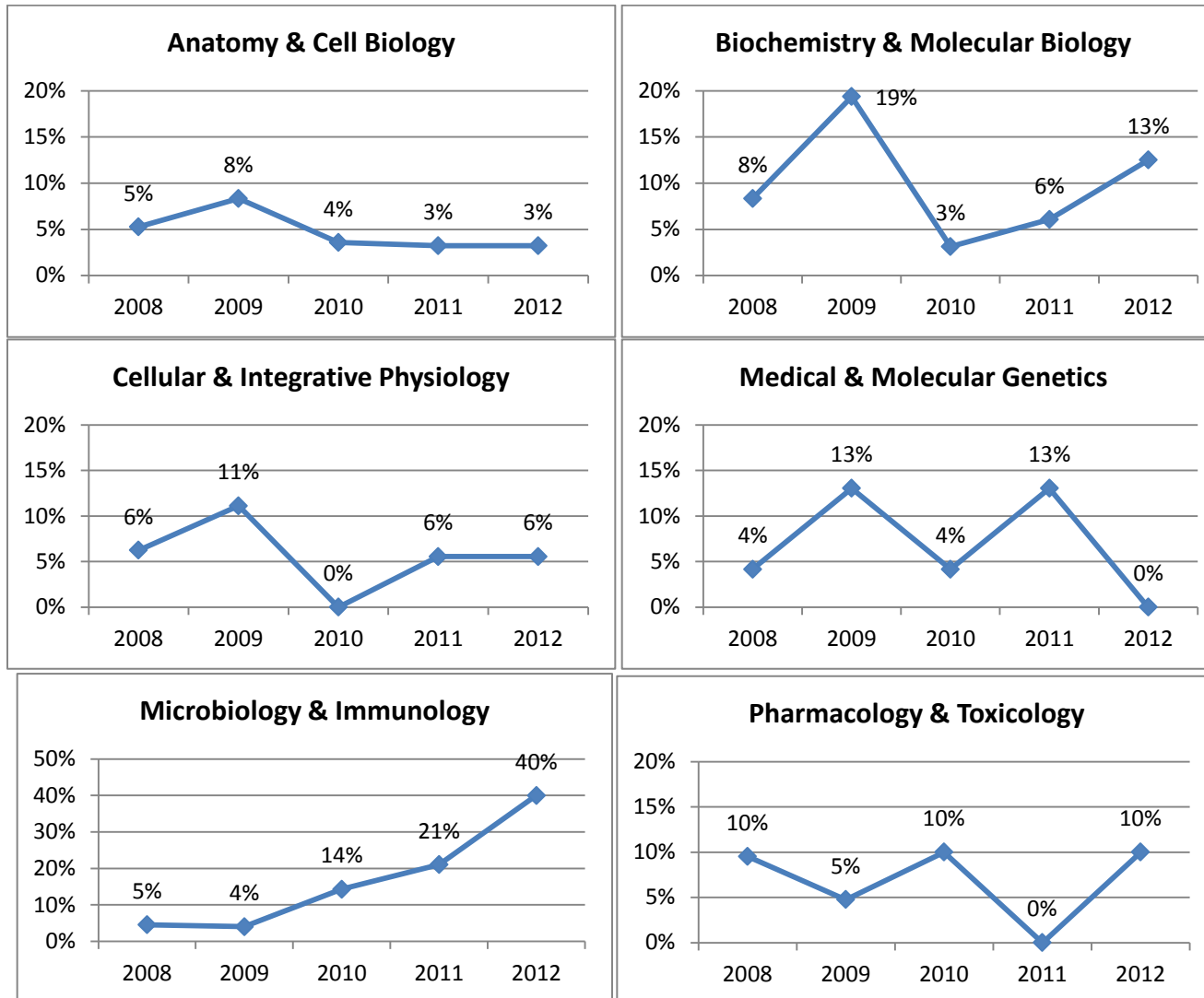
Attrition of full-time faculty by type of department

Excludes affiliates, Includes retirees



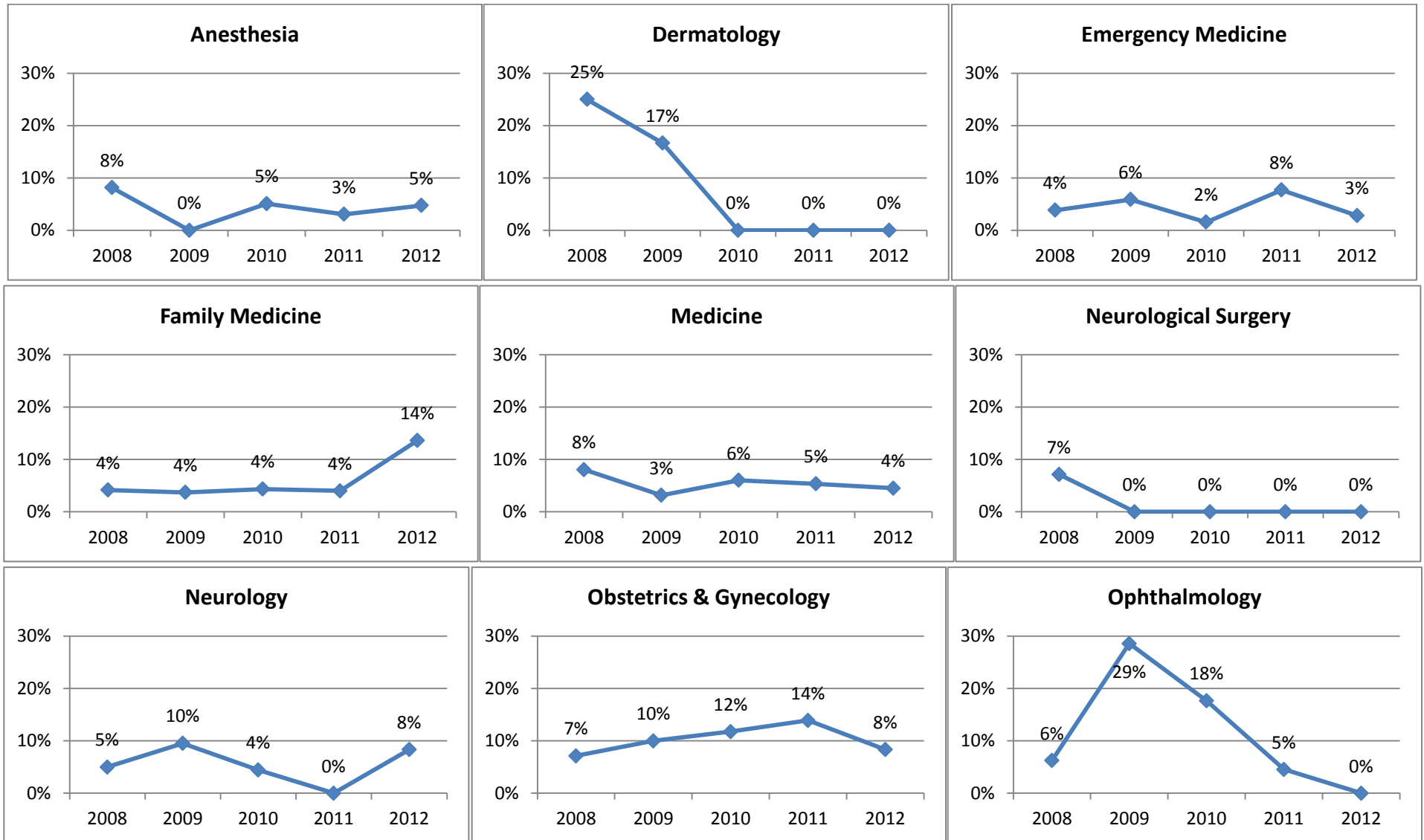
Attrition of full-time faculty, basic science departments

Excludes affiliates, Includes retirees



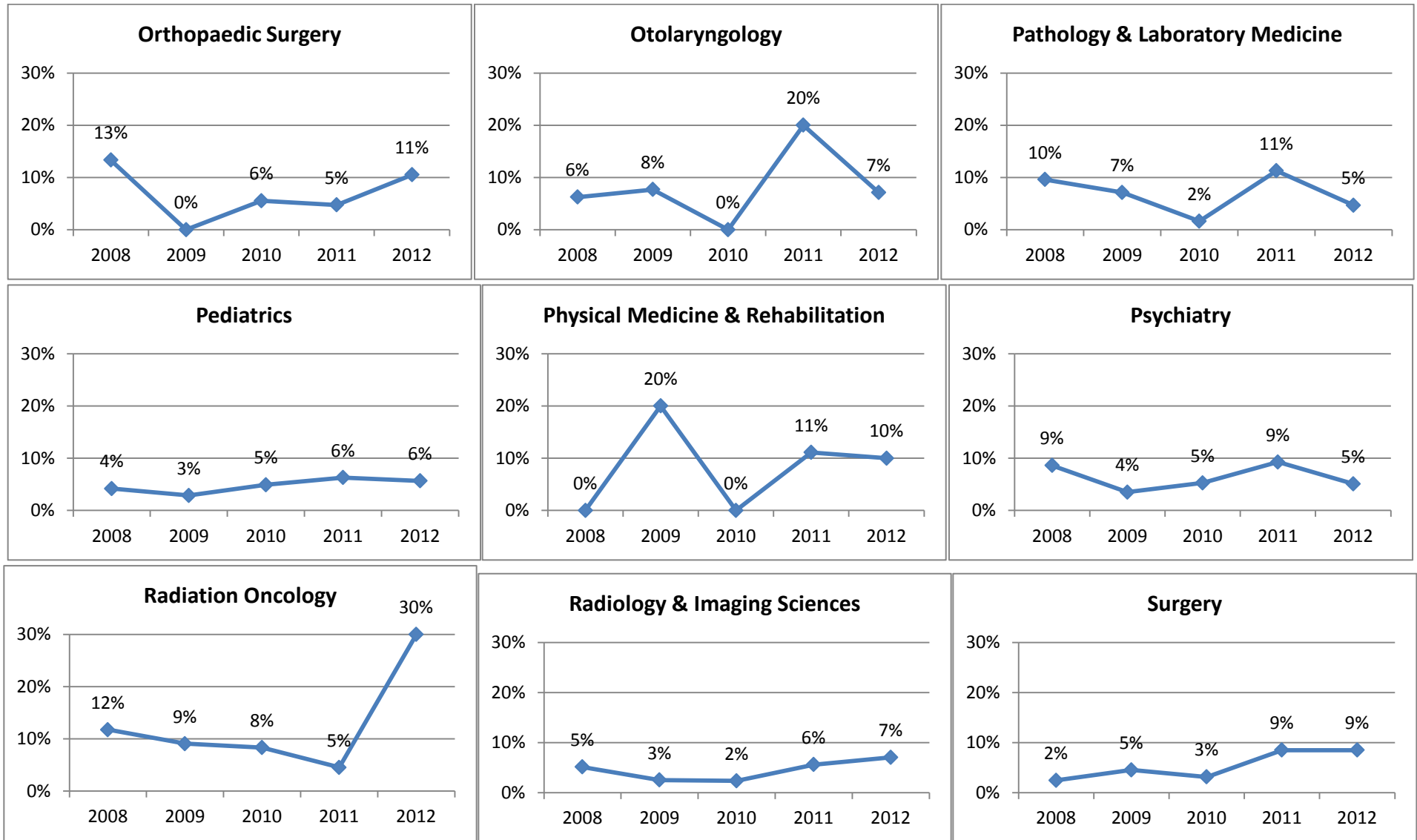
Attrition of full-time faculty, clinical departments

Excludes affiliates, Includes retirees



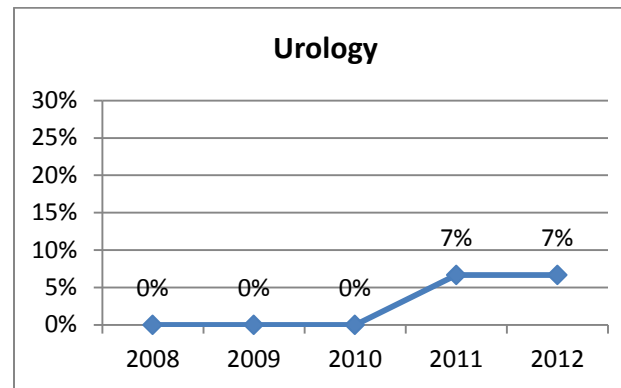
Attrition of full-time faculty, clinical departments (continued)

Excludes affiliates, Includes retirees



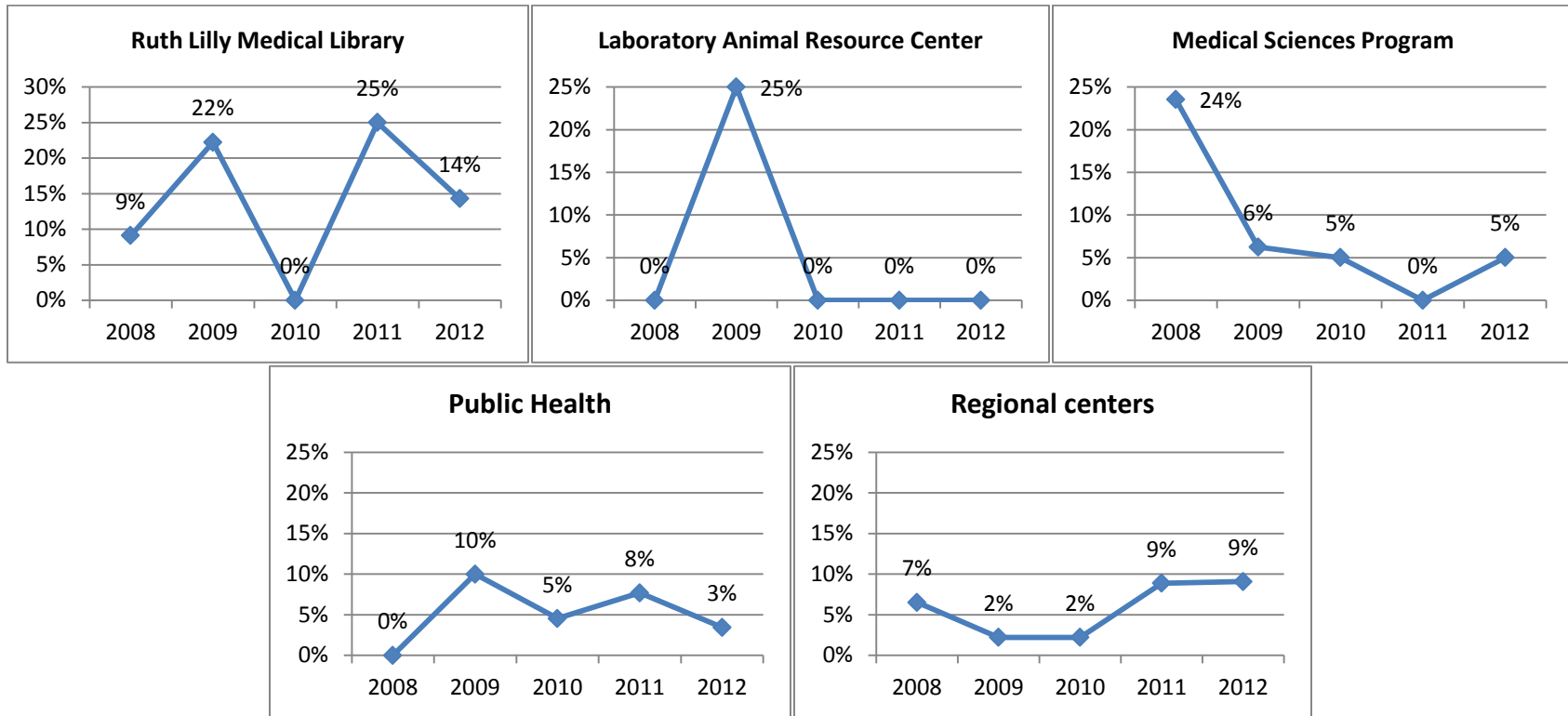
Attrition of full-time faculty, clinical departments (continued)

Excludes affiliates, Includes retirees



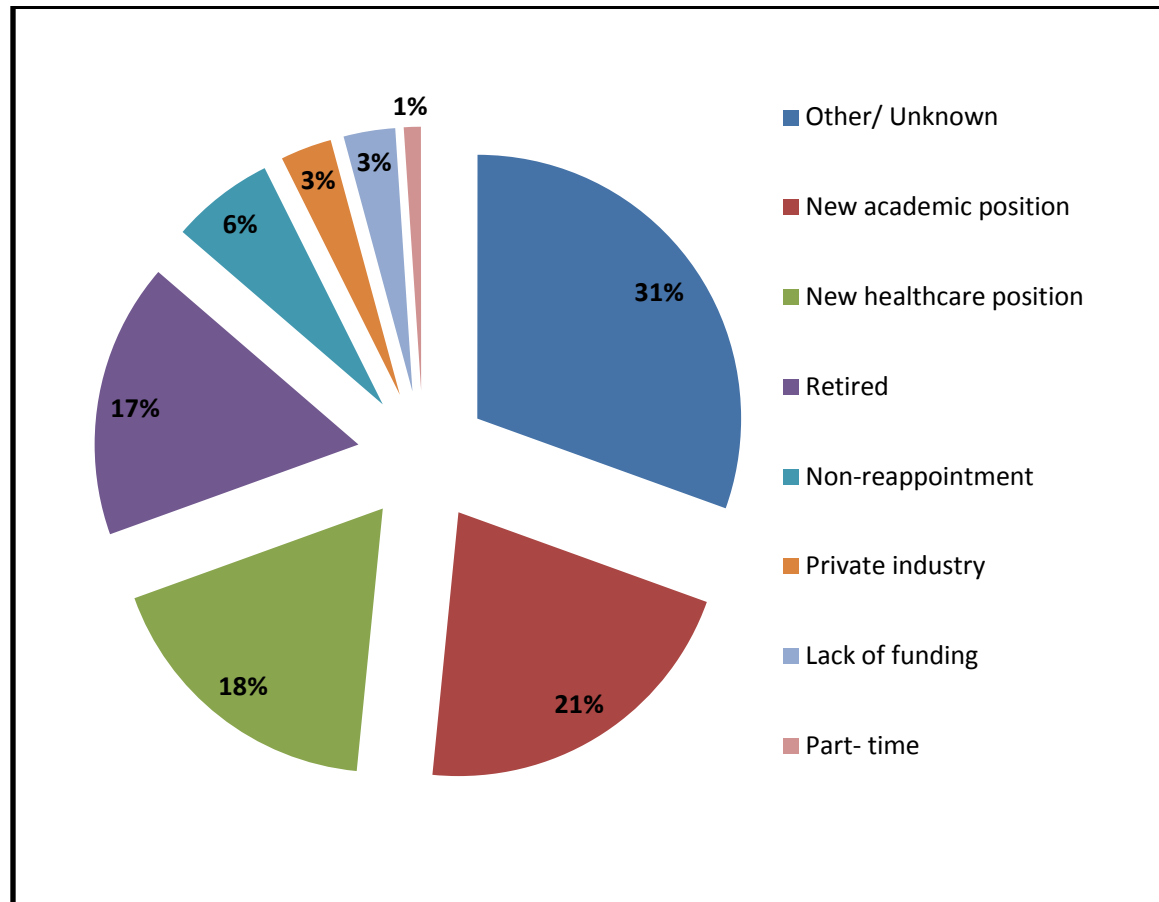
Attrition of full-time faculty, other departments

Excludes affiliates, Includes retirees



Reasons for attrition of full-time faculty

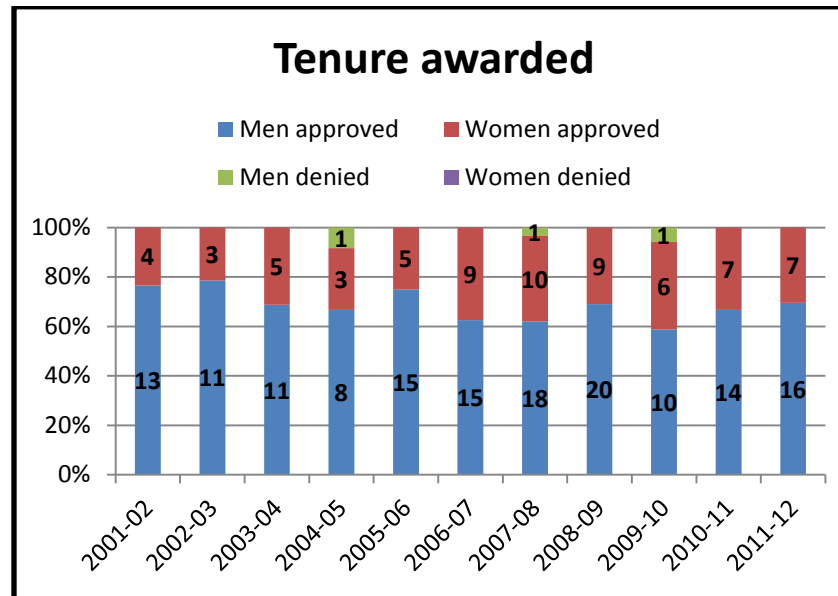
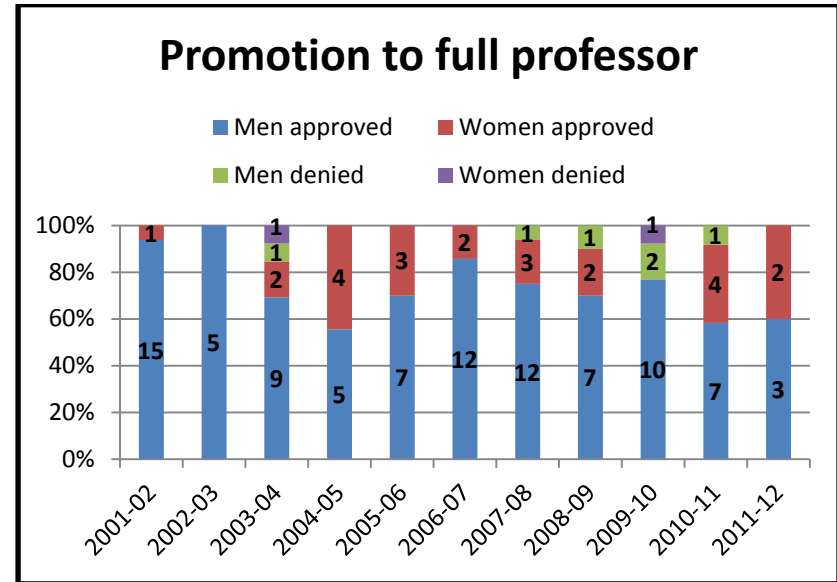
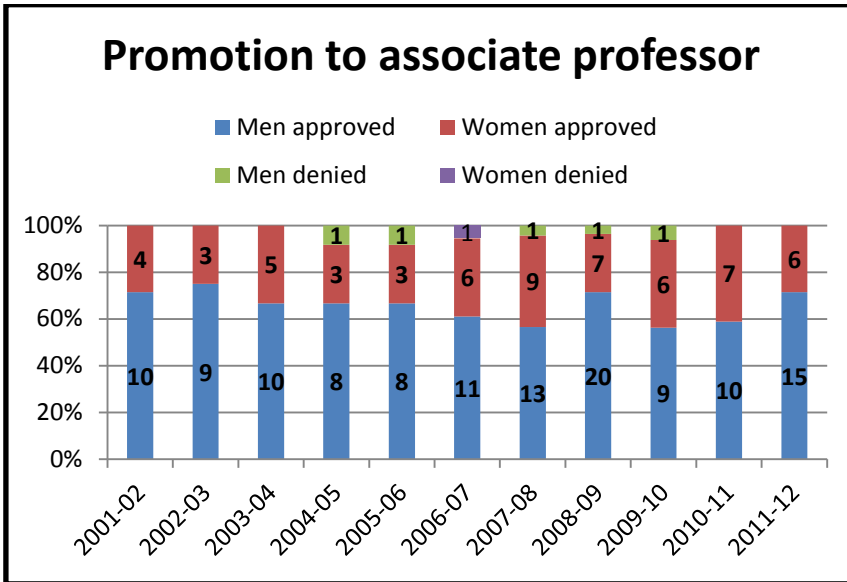
Excludes affiliates, Includes retirees



IUSM State of the Faculty Report

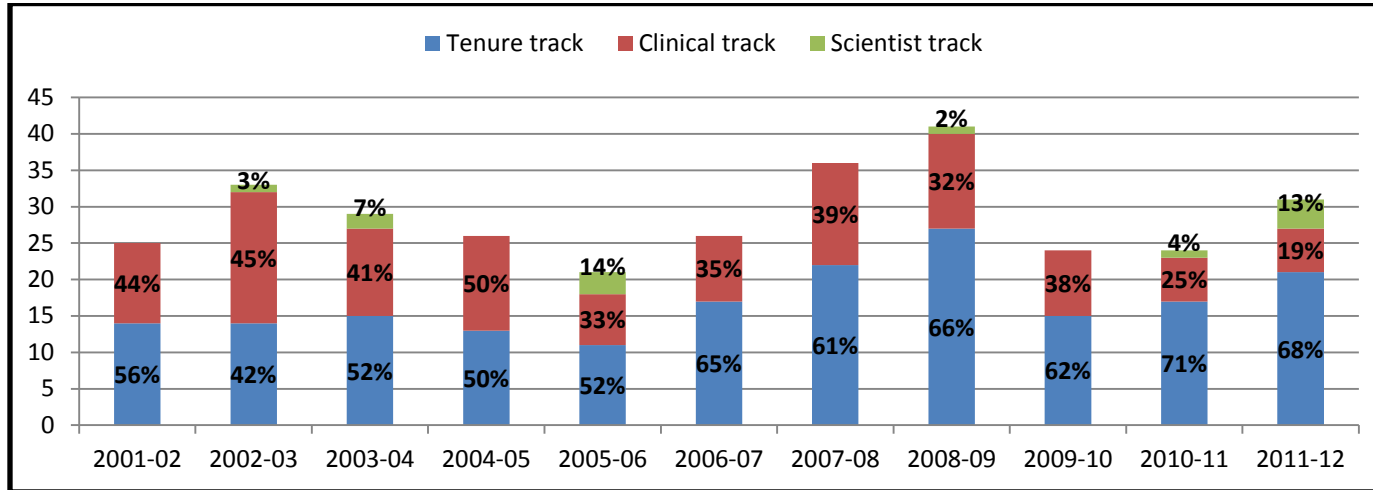
Promotion and Tenure

Promotion and tenure rates by gender over time: Tenure track

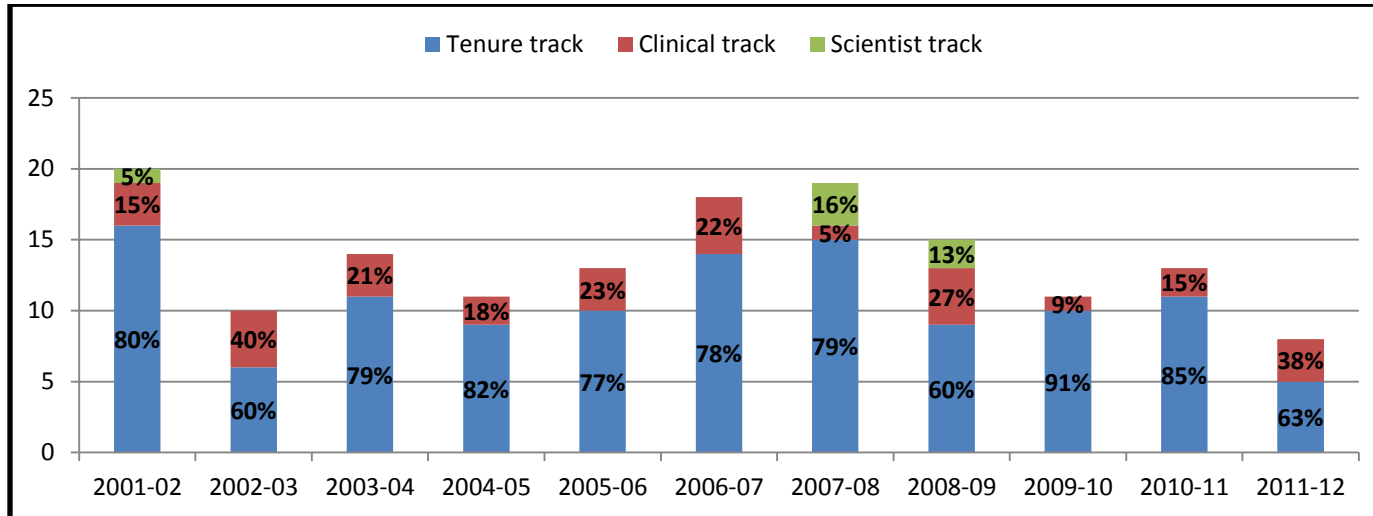


Promotions by track over time

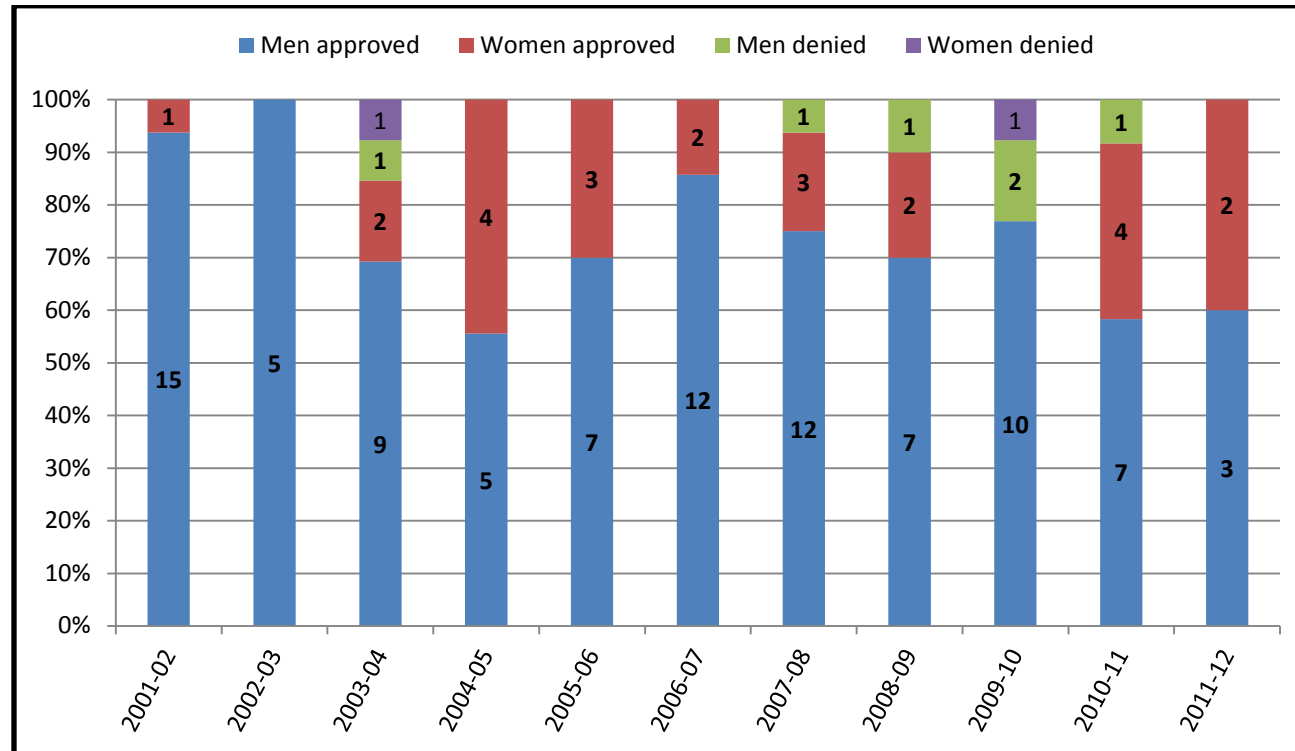
From assistant professor to associate professor



From associate professor to full professor

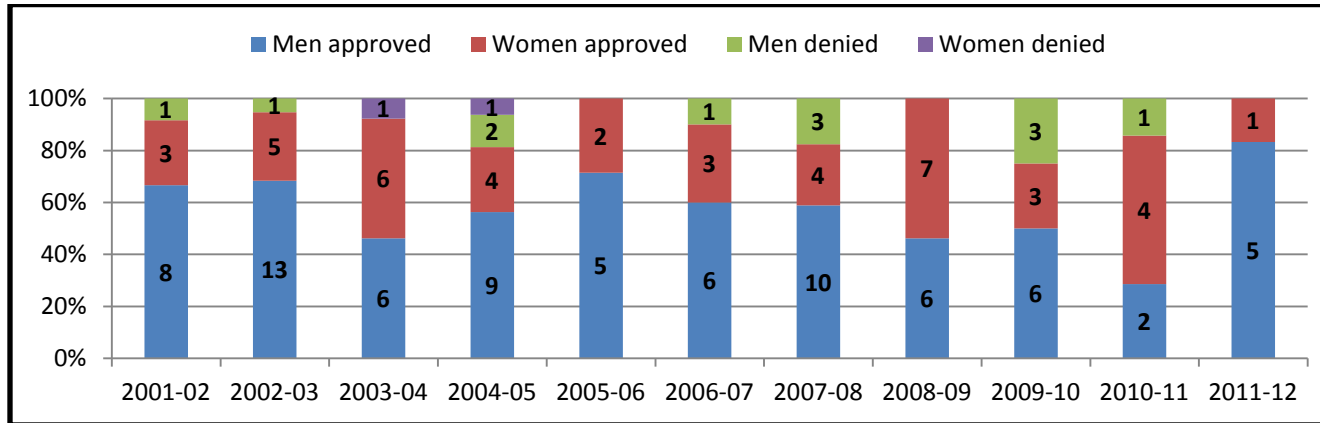


Promotion rates by gender over time: To full professor, tenure track



Promotion rates by gender over time: Clinical track

Promotions to associate professor



Promotions to full professor



Promotion rates by gender over time: Research/scientist track

To associate scientist

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Men approved		1	2		1		2			1	3
Women approved					1						1
Men denied											
Women denied											

To senior scientist

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
Men approved								1			
Women approved	1						1	1			
Men denied											
Women denied											

Promotion of URM faculty over time

To associate professor

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
URM faculty approved	1		2		1	1	2		2		
URM faculty denied				1					2		

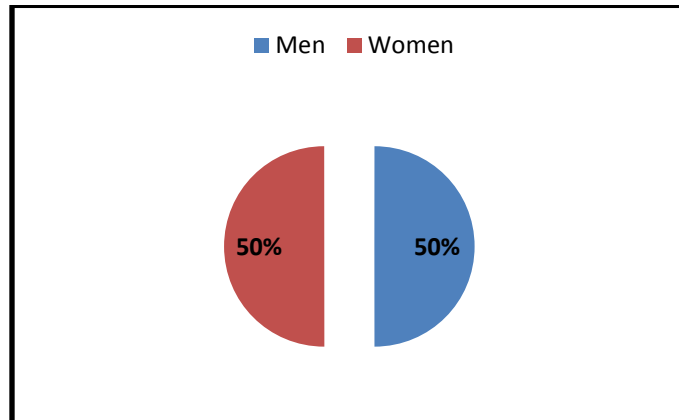
To full professor

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
URM faculty approved		1	1		1	1		1			
URM faculty denied			1								

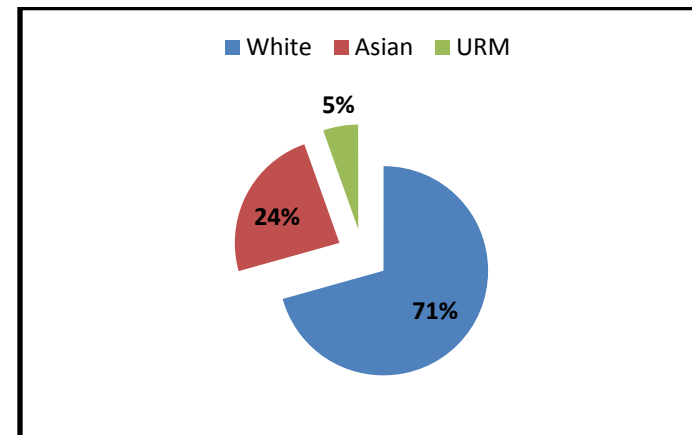
Tenure extension requests aggregated over time since 1992

N of requests = 92

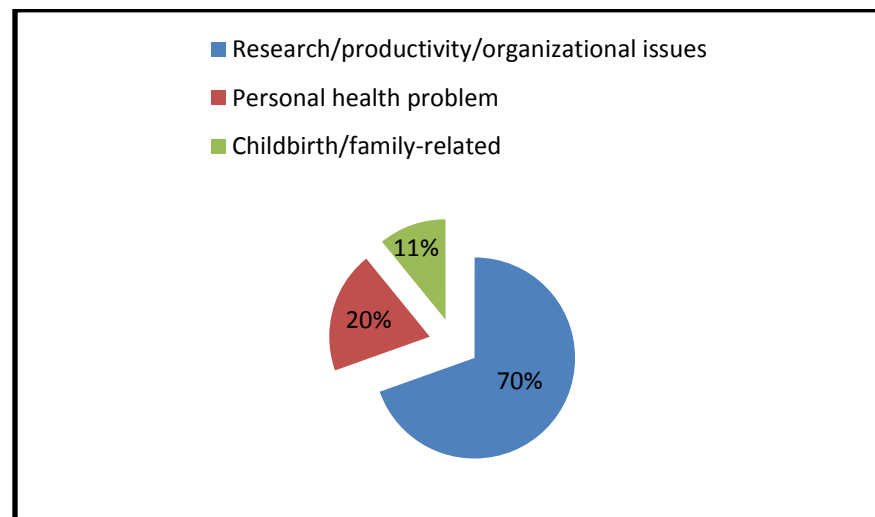
By gender



By race/ethnicity



By rationale

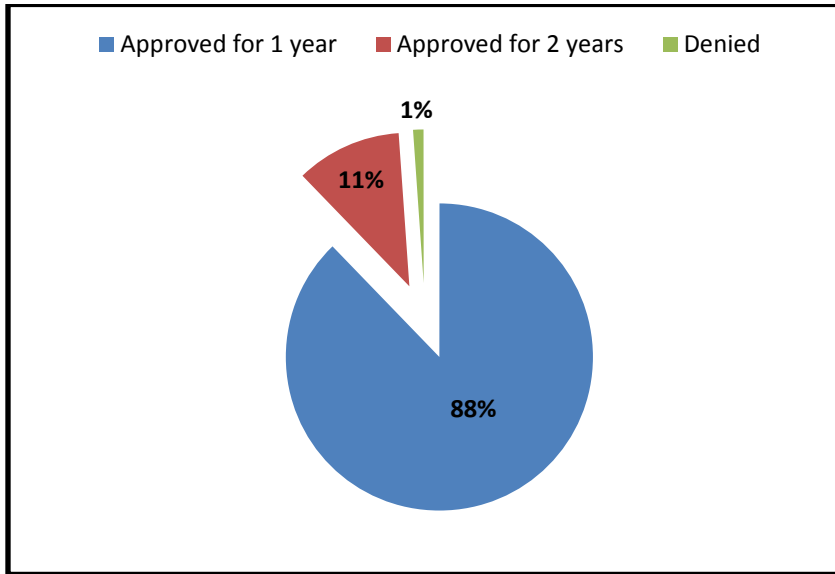


Tenure extension requests aggregated over time since 1992

N of requests = 92 (includes requests made twice)

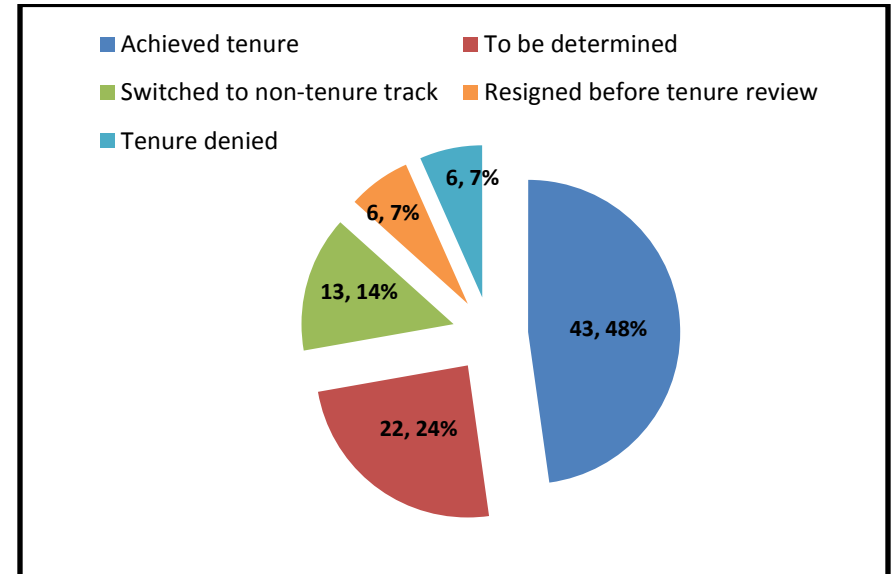
Approvals and denials

N = 90



Ultimate disposition

N = 79



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