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Notes

- Reports for the 2009 update were run by IUSM Academic Administration on 8/6/2009. Data 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 VA, Larue Carter, IU Medical Group, Indiana Clinic, and other institutions (including department practice plans). "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 Department. Included in “Other Departments” are: Knowledge Informatics & Translation (formerly the Ruth Lilly Library), Laboratory Animal Resource Center, and the Department of Public Health.

- “URM” is an abbreviation for underrepresented minority. In medicine, this includes Black/African American, Hispanic/Latino(a), Native American, Pacific Islander

- When the N = 1618, this includes all faculty: academic appointees and affiliate faculty, both full and part-time.

- When the N = 1509, this includes only full time academic appointees and affiliate faculty (excludes part-time)

- When the N = 1284, this includes only the full time academic appointees (excludes affiliate faculty and part-time faculty).
IUSM State of the Faculty Report:

Snapshots
Total IUSM faculty

\( n = 1618 \)

- **Full-Time Faculty**
  - 1284 (79%)

- **Full-Time Affiliate Faculty**
  - 225 (14%)

- **Part-Time Faculty**
  - 65 (4%)

- **Part-Time Affiliate Faculty**
  - 44 (3%)
Total full time faculty by basic science, clinical, and other departments

n=1509 (includes affiliate faculty, excludes part-time)

- Basic Science: 199 (13%)
- Clinical: 1287 (85%)
- Other: 23 (2%)

http://facultymedicine.iu.edu
2/3/2010
Total basic science department full time faculty by rank
n=199 (includes affiliate faculty, excludes part-time)

Total clinical department full time faculty by rank
n=1287 (includes affiliate faculty, excludes part-time)

Total other department full time faculty by rank
n=23 (includes affiliate faculty, excludes part-time)
Full time faculty by gender
n=1284 (excludes affiliate and part-time faculty)

- 903 (70%) Men
- 381 (30%) Women

Full time affiliate faculty by gender
n=225

- 129 (57%) Men
- 96 (43%) Women

Part time faculty by gender
n=65 (excludes affiliates)

- 39 (60%) Men
- 26 (40%) Women

Part time affiliate faculty by gender
n=44

- 36 (82%) Men
- 8 (18%) Women
Full time faculty by race/ethnicity
n=1284 (excludes affiliate and part-time faculty)

Part time faculty by race/ethnicity
n=65 (excludes affiliate and part-time faculty)

Part time affiliate faculty by race/ethnicity
n=44

White
Asian
URM
Unknown

White
Asian
URM
Full time URM faculty by gender
n=67 (excludes affiliates and part-time faculty)

- Men: 43 (64%)
- Women: 24 (36%)
Full time faculty by rank and track

n=1284 (excludes affiliates)*

- Professor, Tenure: 302 (24%)  
- Associate, Tenure: 182 (14%)  
- Assistant, Tenure: 176 (14%)  
- Professor, Clinical: 5 (0.4%)  
- Associate, Clinical: 89 (7%)  
- Assistant, Clinical: 52 (4%)  
- Senior Scientist: 155 (12%)  
- Associate Scientist: 294 (23%)  
- Assistant Scientist: 6 (0.5%)  
- Senior Lecturer: 1 (0.1%)  
- Lecturer: 6 (0.5%)

*Each page from this point forward excludes affiliate and part-time faculty unless otherwise specified
Deans, chairs, and regional campus directors by gender

n=64 (includes assistant, associate, and executive associate deans)

- Men: 52 (81%)
- Women: 12 (19%)

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

n=64 (includes assistant, associate, and executive associate deans)

- White: 55 (86%)
- Asian: 3 (5%)
- URM: 1 (1%)
- Other: 5 (8%)
Full time faculty rank and track by gender

n=1284 (excludes affiliates)

Women

Men

<table>
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<tr>
<th>Rank</th>
<th>Tenure</th>
<th>Clinical</th>
<th>Scientist</th>
<th>Lecturer</th>
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http://faculty.medicine.iu.edu

2/3/2010
Full time faculty by department/regional center
n=1284 (excludes affiliates)
Full time faculty by gender and department/regional center

n=1284 (excludes affiliates)

http://faculty.medicine.iu.edu
2/3/2010
IUSM State of the Faculty Report:

Rank and Track
Growth of full time faculty by track over time

Excludes affiliates
Full time faculty by track and gender over time

Excludes affiliates

http://faculty.medicine.iu.edu
Growth of full time faculty in tracks by gender

Excludes affiliates
A closer look: Tenure track

Excludes affiliates

http://faculty.medicine.iu.edu
2/3/2010
A closer look: Clinical track

Excludes affiliates
A closer look: Scientist track
Excludes affiliates

http://faculty.medicine.iu.edu
2/3/2010
A closer look: Lecturer track
Excludes affiliates

Lecturer-Women  Lecturer-Men

http://faculty.medicine.iu.edu
2/3/2010
Full time URM faculty by rank over time

Excludes affiliates

- Lecturer
- Assistant
- Associate
- Professor
Full time URM faculty by track over time

Excludes affiliates

http://faculty.medicine.iu.edu

2/3/2010
IUSM State of the Faculty Report:

Recruitment and Retention
Total full time faculty growth by gender over time

Excludes affiliates

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<td>833</td>
<td>316</td>
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<td>2007-08</td>
<td>872</td>
<td>353</td>
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<tr>
<td>2008-09</td>
<td>903</td>
<td>381</td>
<td>1284</td>
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</table>
New full time faculty hired by gender over time

Excludes affiliates
Total URM full time faculty members over time

Excludes affiliates

http://faculty.medicine.iu.edu
2/3/2010
New URM full time faculty hired over time

Excludes affiliates

http://faculty.medicine.iu.edu
2/3/2010
Attrition of full time faculty over time

Excludes affiliates

<table>
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Attrition of full time women faculty over time

Excludes affiliates

Attrition of full time men faculty over time

Attrition of full time URM faculty over time
**Reasons for attrition of full time faculty 2001/02 – 2008/09**

*Excludes affiliates, n=577*

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<th>Year</th>
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<th>New healthcare position</th>
<th>New academic position</th>
<th>Non-reappointment</th>
<th>Part-time</th>
<th>Private industry</th>
<th>Retired</th>
<th>Work environment</th>
<th>Other/Unknown</th>
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</table>

http://faculty.medicine.iu.edu

2/3/2010
## Attrition of full time faculty by department

*Excludes affiliates*

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IUSM State of the Faculty Report:

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

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- **To Assoc Prof**
- **To Prof**
- **Awarded Tenure**

http://faculty.medicine.iu.edu
Tenure by gender over time

http://faculty.medicine.iu.edu
2/3/2010
Promotions to associate rank over time

http://faculty.medicine.iu.edu
2/3/2010
Promotions to professor over time

Tenure track   Clinical track   Scientist track

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

http://faculty.medicine.iu.edu
Promotion rates by gender over time: To associate, clinical track
Promotion rates by gender over time: To professor, clinical track

http://faculty.medicine.iu.edu
2/3/2010
Promotion Rates by gender over time: To research/scientist track

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Promotion of URM faculty over time

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Tenure extension requests aggregated over time since 1992

N of requests = 39
N of faculty who submitted requests = 33

By Gender

- Men: 22 (56%)
- Women: 17 (44%)

By Race/ethnicity

- White: 28 (72%)
- Asian: 9 (23%)
- URM: 2 (5%)

Rationale

- Childbirth/family related: 8 (20%)
- Personal health problem: 8 (20%)
- Research-related: 24 (60%)
Tenure extension requests aggregated over time since 1992

N of requests = 39
N of faculty who submitted requests = 33

Approval and Denials

- Approved for 1 year: 33 (85%)
- Approved for 2 years: 5 (13%)
- Denied: 1 (2%)

Ultimate Disposition

- Achieved tenure: 14 (45%)
- Tenure denied: 12 (39%)
- Switched to non-tenure track: 2 (7%)
- Resigned before tenure review: 2 (6%)
- To be determined: 1 (3%)
Contributors

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