State of the Faculty Report

2011
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Notes

- Reports for the 2011 update were run by IUSM Academic Administration on August 29, 2011. 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, IUHP, 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, and Pacific Islander.

- When the N = 1966, this includes all faculty: academic appointees and affiliate faculty, both full and part-time.

- When the N = 1829, this includes only full time academic appointees and affiliate faculty (excludes part-time)

- When the N = 1437, this includes only the full time academic appointees (excludes affiliate faculty and part-time faculty).
IUSM State of the Faculty Report:

Current Year Data
Total IUSM faculty

\( n=1966 \)

- Full-Time Faculty: 1437 (73%)
- Full-Time Affiliate Faculty: 392 (20%)
- Part-Time Faculty: 82 (4%)
- Part-Time Affiliate Faculty: 55 (3%)

[Pie chart showing the distribution of faculty types]
Total full time faculty by basic science, clinical, and other departments

n=1829 (includes affiliate faculty, excludes part-time)

- Basic Science: 218 (12%)
- Clinical: 1572 (86%)
- Other: 39 (0.2%)

http://faculty.medicine.iu.edu 3/14/2012
Total basic science department full time faculty by rank

N=218 (includes affiliate faculty, excludes part-time)

Total clinical department full time faculty by rank

n=1572 (includes affiliate faculty, excludes part-time)

Total other department full time faculty by rank

n=39 (includes affiliate faculty, excludes part-time)
Full time faculty by gender  
$n=1437$ (excludes affiliate and part-time faculty)  

- Men: 971 (68%)  
- Women: 466 (32%)  

Full time affiliate faculty by gender  
$n=392$  

- Men: 230 (59%)  
- Women: 162 (41%)  

Part time faculty by gender  
$n=82$ (excludes affiliates)  

- Men: 49 (60%)  
- Women: 33 (40%)  

Part time affiliate faculty by gender  
$n=55$  

- Men: 43 (78%)  
- Women: 12 (22%)
Full time faculty by race/ethnicity
n=1437 (excludes affiliate and part-time faculty)

- White: 1071 (75%)
- Asian: 280 (19%)
- URM: 82 (6%)
- Other: 2 (0.2%)

Full time affiliate faculty by race/ethnicity
n=392

- White: 270 (69%)
- Asian: 74 (19%)
- URM: 40 (10%)
- Other: 5 (1%)

Part time faculty by race/ethnicity
n=82 (excludes affiliates)

- White: 71 (87%)
- Asian: 6 (7%)
- URM: 5 (6%)

Part time affiliate faculty by race/ethnicity
n=55

- White: 43 (78%)
- Asian: 8 (15%)
- URM: 4 (7%)
Full time URM faculty by gender

n=82 (excludes affiliates and part-time faculty)

- Men: 34 (41%)
- Women: 48 (59%)
Full time faculty by rank and track

n=1437(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

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

- Men: 57 (79%)
- Women: 15 (21%)

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

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

- White: 59 (87%)
- Asian: 5 (7%)
- URM: 4 (6%)
Full time faculty rank and track by gender

n=1437 (excludes affiliates)
Full time faculty by department/regional center

n=1437 (excludes affiliates)
Full time faculty by gender and department/regional center

n=1437 (excludes affiliates)

http://faculty.medicine.iu.edu

3/14/2012
Full time faculty race/ethnicity by department

n=1437 (excludes affiliates)
IUSM State of the Faculty Report:

Trends Over Time
Growth of full time faculty by track over time

Excludes affiliates

Tenure  Clinical  Scientist  Lecturer

2001-02: 602  291  95  2
2002-03: 634  325  91  2
2003-04: 652  360  99  2
2004-05: 652  379  111  3
2005-06: 653  382  107  4
2006-07: 638  411  108  4
2007-08: 640  470  115  5
2008-09: 631  530  116  7
2009-10: 656  580  136  9
2010-11: 654  628  144  11

http://faculty.medicine.iu.edu
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
Total full time faculty growth by gender over time

Excludes affiliates

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Total URM full time faculty members over time

Excludes affiliates
A closer look: Tenure Track Faculty

Excludes affiliates

http://faculty.medicine.iu.edu

3/14/2012
A closer look: Clinical Track Faculty

Excludes affiliates

http://faculty.medicine.iu.edu

3/14/2012
A closer look: Scientist Track Faculty

Excludes affiliates

http://faculty.medicine.iu.edu

3/14/2012
A closer look: Lecturer Track Faculty

Excludes affiliates

http://faculty.medicine.iu.edu

3/14/2012
Full time URM faculty by rank over time

Excludes affiliates

http://faculty.medicine.iu.edu

3/14/2012
Full time URM faculty by track over time
Excludes affiliates
IUSM State of the Faculty Report:

Recruitment and Retention
New full time faculty hired by gender over time

Excludes affiliates

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

Excludes affiliates

![Graph showing the number of new URM full time faculty hired over time from 2001-02 to 2010-11. The graph includes two lines: one for Total URM and another for Total. The numbers of new hires each year are as follows: 2001-02: 3, 2002-03: 4, 2003-04: 5, 2004-05: 7, 2005-06: 5, 2006-07: 4, 2007-08: 11, 2008-09: 12, 2009-10: 16, 2010-11: 13. The Total URM line shows a steady increase, while the Total line shows a sharp increase from 2007-08 onwards.](http://faculty.medicine.iu.edu)
Attrition of full time faculty over time

Excludes affiliates

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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
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| Total Departures Per Year                  | 67      | 64      | 55      | 66      | 94      | 81      | 81      | 69      | 68      | 94      | 739                                           |
IUSM State of the Faculty Report:

Promotion and Tenure
Promotions by track over time

From assistant to associate

From associate to full

Tenure track  Clinical track  Scientist track
Promotion and tenure rates by gender over time: Tenure track

- **Tenure Awarded**
- **Promotion to Associate Professor**
- **Promotion to Full Professor**

http://faculty.medicine.iu.edu

3/14/2012
Promotion rates by gender over time: Clinical track

Promotion to associate professor

- Women denied
- Men denied
- Women approved
- Men approved

Promotion to professor

- Women denied
- Men denied
- Women approved
- Men approved
Promotion Rates by gender over time: Research/scientist track

To senior scientist

To associate scientist
Promotion of URM faculty over time

To associate professor

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To full professor

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Tenure extension requests aggregated over time since 1992
N of requests = 57
N of faculty who submitted requests = 47

By Gender

- Men: 28 (51%)
- Women: 27 (49%)

By Race/ethnicity

- White: 41 (72%)
- Asian: 12 (21%)
- URM: 4 (7%)

Rationale

- Family: 9 (16%)
- Personal: 11 (19%)
- Research: 37 (65%)
Tenure extension requests aggregated over time since 1992
N of requests = 57
N of faculty who submitted requests = 47

Approval and Denials

- Approved for 1 year: 49 (89%)
- Approved for 2 years: 1 (2%)
- Denied: 5 (9%)

Ultimate Disposition

- Achieved tenure: 20 (43%)
- Tenure denied: 11 (24%)
- Switched to non-tenure track: 9 (20%)
- Resigned before tenure review: 3 (7%)
- To be determined: 3 (6%)
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