State of the Faculty Report

2012

Published Spring, 2013
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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).
IUSM State of the Faculty Report

Current Year Data
Total IUSM faculty

n=2,068

- 71% Full-time faculty
- 21% Full-time affiliate faculty
- 5% Part-time faculty
- 3% Part-time affiliate faculty

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

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

- Clinical: 87%
- Basic science: 11%
- Other: 2%
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)

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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

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Full-time faculty by race/ethnicity  
\(n=1,475\) (excludes affiliate and part-time faculty)  
- White: 74%  
- Asian: 20%  
- URM: 6%  
- Other: 0.3%

Full-time affiliate faculty by race/ethnicity  
\(n=437\)  
- White: 70%  
- Asian: 18%  
- URM: 10%  
- Other: 1%

Part-time faculty by race/ethnicity  
\(n=96\) (excludes affiliates)  
- White: 83%  
- Asian: 8%  
- URM: 8%  
- Other: 8%

Part-time affiliate faculty by race/ethnicity  
\(n=60\)  
- White: 83%  
- Asian: 12%  
- URM: 5%
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

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4/2/2013
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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4/2/2013
IUSM State of the Faculty Report

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

Excludes affiliates

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Full-time faculty by track and gender over time

Excludes affiliates

http://faculty.medicine.iu.edu

4/2/2013
Growth of full-time faculty in tracks by gender

Excludes affiliates
Total full-time faculty growth by gender over time

Excludes affiliates

http://facultymedicine.iu.edu

4/2/2013
A closer look: Tenure track faculty

Excludes affiliates

http://faculty.medicine.iu.edu

4/2/2013
A closer look: Clinical track faculty

Excludes affiliates

http://faculty.medicine.iu.edu
A closer look: Scientist track faculty

Excludes affiliates

http://faculty.medicine.iu.edu

4/2/2013
A closer look: Lecturer track faculty

Excludes affiliates

Lecturer–Women
Lecturer–Men

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4/2/2013
Full-time URM faculty by rank over time

Excludes affiliates
Full-time URM faculty by track over time

Excludes affiliates

http://faculty.medicine.iu.edu

4/2/2013
Recruitment and Retention
New full-time faculty hired by gender over time

Excludes affiliates

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4/2/2013
New URM full-time faculty hired over time

Excludes affiliates

http://faculty.medicine.iu.edu
Attrition of full-time faculty over time

Excludes affiliates, Includes retirees

Stayed  Departed

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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

http://faculty.medicine.iu.edu

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<td>Surgery</td>
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<td>4</td>
<td>5</td>
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<td>Total departures per year</td>
<td>67</td>
<td>64</td>
<td>55</td>
<td>66</td>
<td>94</td>
<td>81</td>
<td>81</td>
<td>69</td>
<td>68</td>
<td>94</td>
<td>95</td>
<td>834</td>
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</table>
Attrition of full-time faculty by type of department

Excludes affiliates, Includes retirees

Clinical Faculty Attrition

Basic Science Faculty Attrition

Other Department Attrition
Attrition of full-time faculty, basic science departments
Excludes affiliates, Includes retirees

- Anatomy & Cell Biology
- Biochemistry & Molecular Biology
- Cellular & Integrative Physiology
- Medical & Molecular Genetics
- Microbiology & Immunology
- Pharmacology & Toxicology

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Attrition of full-time faculty, clinical departments

Excludes affiliates, Includes retirees

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4/2/2013
Attrition of full-time faculty, clinical departments (continued)

Excludes affiliates, Includes retirees

Orthopaedic Surgery

Otolaryngology

Pathology & Laboratory Medicine

Pediatrics

Physical Medicine & Rehabilitation

Psychiatry

Radiation Oncology

Radiology & Imaging Sciences

Surgery

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

Excludes affiliates, Includes retirees

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>2008</td>
<td>0%</td>
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<tr>
<td>2009</td>
<td>0%</td>
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<tr>
<td>2010</td>
<td>0%</td>
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<tr>
<td>2011</td>
<td>7%</td>
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<tr>
<td>2012</td>
<td>7%</td>
</tr>
</tbody>
</table>

Urology
Attrition of full-time faculty, other departments

Excludes affiliates, Includes retirees

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**Ruth Lilly Medical Library**

2008: 9%
2009: 22%
2010: 0%
2011: 14%
2012: 25%

---

**Laboratory Animal Resource Center**

2008: 0%
2009: 25%
2010: 0%
2011: 0%
2012: 0%

---

**Medical Sciences Program**

2008: 24%
2009: 6%
2010: 5%
2011: 0%
2012: 5%

---

**Public Health**

2008: 0%
2009: 10%
2010: 5%
2011: 8%
2012: 3%

---

**Regional centers**

2008: 7%
2009: 2%
2010: 2%
2011: 9%
2012: 9%
Reasons for attrition of full-time faculty

Excludes affiliates, Includes retirees

- Other/Unknown: 31%
- New academic position: 17%
- New healthcare position: 18%
- Retired: 6%
- Non-reappointment: 3%
- Private industry: 3%
- Lack of funding: 1%
- Part-time: 1%
Promotion and Tenure
Promotion and tenure rates by gender over time: Tenure track

**Promotion to associate professor**

- Men approved: 10, 9, 10, 8, 8, 11, 13, 20, 9, 10, 15
- Women approved: 4, 3, 5, 3, 3, 6, 9, 7, 6, 7, 6
- Men denied: 1, 1, 1, 1, 1, 1
- Women denied: 0%

**Promotion to full professor**

- Men approved: 15, 5, 9, 5, 7, 12, 12, 7, 10, 14, 16
- Women approved: 4, 3, 5, 3, 5, 9, 10, 9, 6, 7, 7
- Men denied: 1
- Women denied: 2

**Tenure awarded**

- Men approved: 4, 3, 5, 1, 3, 5, 9, 7, 7, 7, 7
- Women approved: 13, 11, 11, 8, 15, 15, 18, 20, 10, 14, 16
- Men denied: 11
- Women denied: 0%

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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

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Promotion rates by gender over time: Clinical track

Promotions to associate professor

Promotions to full professor

http://faculty.medicine.iu.edu

4/2/2013
Promotion rates by gender over time: Research/scientist track

To associate scientist

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<td>Women denied</td>
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To senior scientist

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<tr>
<td>Women approved</td>
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### Promotion of URM faculty over time

#### To associate professor

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#### To full professor

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</tbody>
</table>
Tenure extension requests aggregated over time since 1992
N of requests = 92

By gender

- Men: 50%
- Women: 50%

By race/ethnicity

- White: 71%
- Asian: 24%
- URM: 5%

By rationale

- Research/productivity/organizational issues: 70%
- Personal health problem: 20%
- Childbirth/family-related: 11%
Tenure extension requests aggregated over time since 1992
N of requests = 92 (includes requests made twice)

**Approvals and denials**
N = 90

- Approved for 1 year: 88%
- Approved for 2 years: 11%
- Denied: 1%

**Ultimate disposition**
N = 79

- Achieved tenure: 43, 48%
- To be determined: 6, 7%
- Switched to non-tenure track: 13, 14%
- Resigned before tenure review: 22, 24%
- Tenure denied: 6, 7%

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4/2/2013
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