State of the Faculty Report

2013

Published Spring, 2014

INDIANA UNIVERSITY
OFFICE OF FACULTY AFFAIRS
AND PROFESSIONAL DEVELOPMENT
School of Medicine
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Notes

- Data for this report were gathered by IUSM Academic Administration on July 16, 2013 and are accurate as of that date. **Prior to 2012, data were collected in August and included a large pool whose appointments were processed during the month of July.**

- 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 Education Centers (where not listed), and the Medical Sciences Program.

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

- When n = 2,148, 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 = 1,455, 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

$n=2,148$

- 68% Full-time faculty
- 24% Full-time affiliate faculty
- 3% Part-time faculty
- 5% Part-time affiliate faculty
Total full-time faculty by basic science, clinical, and other departments

n=1,967 (includes affiliate faculty, excludes part-time)

- Basic Science: 10%
- Clinical: 89%
- Other: 1%
Total basic science department full-time faculty by rank
n=206 (includes affiliate faculty, excludes part-time)

Total clinical department full-time faculty by rank
n=1,748 (includes affiliate faculty, excludes part-time)

Total other department full-time faculty by rank
n=13 (includes affiliate faculty, excludes part-time)
Full-time faculty by gender  
\(n=1,455\) (excludes affiliate and part-time faculty)

- Men: 68%  
- Women: 32%

Full-time affiliate faculty by gender  
\(n=512\)

- Men: 59%  
- Women: 41%

Part-time faculty by gender  
\(n=72\) (excludes affiliates)

- Men: 40%  
- Women: 60%

Part-time affiliate faculty by gender  
\(n=109\)

- Men: 22%  
- Women: 78%
Full-time faculty by race/ethnicity
n=1,455 (excludes affiliate and part-time faculty)

Full-time affiliate faculty by race/ethnicity
n=514

Part-time faculty by race/ethnicity
n=72 (excludes affiliates)

Part-time affiliate faculty by race/ethnicity
n=109
Full-time URM faculty by gender

n=80 (excludes affiliates and part-time faculty)

57% Men
43% Women
Full-time faculty by rank and track

n=1,455 (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)

- Men: 81%
- Women: 19%

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

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

- White: 81%
- Asian: 12%
- URM: 7%
Full-time faculty rank and track by gender

\( n=1,455 \) (excludes affiliates)

<table>
<thead>
<tr>
<th>Rank/Tenure Track</th>
<th>% Men</th>
<th>% Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor Tenure</td>
<td>81%</td>
<td>19%</td>
</tr>
<tr>
<td>Associate Tenure</td>
<td>68%</td>
<td>32%</td>
</tr>
<tr>
<td>Assistant Tenure</td>
<td>65%</td>
<td>35%</td>
</tr>
<tr>
<td>Professor Clinical</td>
<td>76%</td>
<td>24%</td>
</tr>
<tr>
<td>Associate Clinical</td>
<td>69%</td>
<td>31%</td>
</tr>
<tr>
<td>Assistant Clinical</td>
<td>58%</td>
<td>42%</td>
</tr>
<tr>
<td>Senior Clinical</td>
<td>63%</td>
<td>38%</td>
</tr>
<tr>
<td>Associate Scientist</td>
<td>74%</td>
<td>26%</td>
</tr>
<tr>
<td>Assistant Scientist</td>
<td>41%</td>
<td>59%</td>
</tr>
<tr>
<td>Lecturer</td>
<td>71%</td>
<td>29%</td>
</tr>
</tbody>
</table>
Full-time faculty by department/regional center

n=1,455 (excludes affiliates)
### Full-time faculty by gender and department/regional center

*n=1,455 (excludes affiliates)*  
*Percentage listed indicates the percentage of women faculty in the department*

<table>
<thead>
<tr>
<th>Department/Center</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anatomy &amp; Cell Biology</td>
<td></td>
<td>10%</td>
</tr>
<tr>
<td>Anesthesia</td>
<td></td>
<td>30%</td>
</tr>
<tr>
<td>Biochemistry &amp; Molecular Biology</td>
<td></td>
<td>30%</td>
</tr>
<tr>
<td>Biostatistics</td>
<td></td>
<td>36%</td>
</tr>
<tr>
<td>Cellular &amp; Integrative Physiology</td>
<td></td>
<td>18%</td>
</tr>
<tr>
<td>Dermatology</td>
<td></td>
<td>36%</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td></td>
<td>28%</td>
</tr>
<tr>
<td>Family Medicine</td>
<td></td>
<td>25%</td>
</tr>
<tr>
<td>Laboratory Animal Resource Center</td>
<td></td>
<td>67%</td>
</tr>
<tr>
<td>Medical &amp; Molecular Genetics</td>
<td></td>
<td>43%</td>
</tr>
<tr>
<td>Medical Sciences Program</td>
<td></td>
<td>28%</td>
</tr>
<tr>
<td>Medicine</td>
<td></td>
<td>20%</td>
</tr>
<tr>
<td>Microbiology &amp; Immunology</td>
<td></td>
<td>13%</td>
</tr>
<tr>
<td>Neurological Surgery</td>
<td></td>
<td>46%</td>
</tr>
<tr>
<td>Neurology</td>
<td></td>
<td>53%</td>
</tr>
<tr>
<td>Obstetrics &amp; Gynecology</td>
<td></td>
<td>41%</td>
</tr>
<tr>
<td>Ophthalmology</td>
<td></td>
<td>22%</td>
</tr>
<tr>
<td>Orthopaedic Surgery</td>
<td></td>
<td>38%</td>
</tr>
<tr>
<td>Otolaryngology-Head &amp; Neck Surgery</td>
<td></td>
<td>35%</td>
</tr>
<tr>
<td>Pathology &amp; Laboratory Medicine</td>
<td></td>
<td>35%</td>
</tr>
<tr>
<td>Pediatrics</td>
<td></td>
<td>20%</td>
</tr>
<tr>
<td>Pharmacology &amp; Toxicology</td>
<td></td>
<td>58%</td>
</tr>
<tr>
<td>Physical Medicine &amp; Rehabilitation</td>
<td></td>
<td>44%</td>
</tr>
<tr>
<td>Psychiatry</td>
<td></td>
<td>15%</td>
</tr>
<tr>
<td>Radiation Oncology</td>
<td></td>
<td>23%</td>
</tr>
<tr>
<td>Radiology &amp; Imaging Sciences</td>
<td></td>
<td>27%</td>
</tr>
<tr>
<td>Regional Centers</td>
<td></td>
<td>27%</td>
</tr>
<tr>
<td>Ruth Lilly Medical Library</td>
<td></td>
<td>86%</td>
</tr>
<tr>
<td>Surgery</td>
<td></td>
<td>27%</td>
</tr>
<tr>
<td>Urology</td>
<td></td>
<td>7%</td>
</tr>
</tbody>
</table>
Full-time faculty race/ethnicity by department

n=1,455 (excludes affiliates)

Percentage listed indicates the percentage of URM faculty in the department
IUSM State of the Faculty Report

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

Women Lecturer track
Women Tenure track/tenured
Women Clinical track
Women Scientist track
Men Lecturer track
Men Tenure track/tenured
Men Clinical track
Men Scientist track

100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%


Women Lecturer track
Women Tenure track/tenured
Women Clinical track
Women Scientist track
Men Lecturer track
Men Tenure track/tenured
Men Clinical track
Men Scientist track
Growth of full-time faculty in tracks by gender

Excludes affiliates
### Total Full-Time Faculty Growth by Gender Over Time

*Excludes Affiliates*

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001-02</td>
<td>1,002</td>
<td>739</td>
<td>316</td>
</tr>
<tr>
<td>2002-03</td>
<td>1,057</td>
<td>802</td>
<td>286</td>
</tr>
<tr>
<td>2003-04</td>
<td>1,116</td>
<td>831</td>
<td>314</td>
</tr>
<tr>
<td>2004-05</td>
<td>1,148</td>
<td>832</td>
<td>317</td>
</tr>
<tr>
<td>2005-06</td>
<td>1,148</td>
<td>833</td>
<td>316</td>
</tr>
<tr>
<td>2006-07</td>
<td>1,163</td>
<td>872</td>
<td>330</td>
</tr>
<tr>
<td>2007-08</td>
<td>1,225</td>
<td>903</td>
<td>353</td>
</tr>
<tr>
<td>2008-09</td>
<td>1,284</td>
<td>957</td>
<td>381</td>
</tr>
<tr>
<td>2009-10</td>
<td>1,381</td>
<td>971</td>
<td>424</td>
</tr>
<tr>
<td>2010-11</td>
<td>1,437</td>
<td>993</td>
<td>466</td>
</tr>
<tr>
<td>2011-12</td>
<td>1,475</td>
<td>976</td>
<td>482</td>
</tr>
<tr>
<td>2012-13</td>
<td>1,455</td>
<td></td>
<td>479</td>
</tr>
</tbody>
</table>
Total URM full-time faculty members over time

Excludes affiliates

<table>
<thead>
<tr>
<th>Year</th>
<th>Black</th>
<th>Hispanic</th>
<th>Other URM (e.g., Native American, Pacific Islander)</th>
<th>Total URM</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001-02</td>
<td>11</td>
<td>0</td>
<td>0</td>
<td>11</td>
</tr>
<tr>
<td>2002-03</td>
<td>17</td>
<td>23</td>
<td>0</td>
<td>33</td>
</tr>
<tr>
<td>2003-04</td>
<td>17</td>
<td>26</td>
<td>0</td>
<td>43</td>
</tr>
<tr>
<td>2004-05</td>
<td>21</td>
<td>24</td>
<td>0</td>
<td>45</td>
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<tr>
<td>2005-06</td>
<td>19</td>
<td>24</td>
<td>0</td>
<td>43</td>
</tr>
<tr>
<td>2006-07</td>
<td>19</td>
<td>23</td>
<td>0</td>
<td>42</td>
</tr>
<tr>
<td>2007-08</td>
<td>21</td>
<td>22</td>
<td>0</td>
<td>43</td>
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<tr>
<td>2008-09</td>
<td>28</td>
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<td>33</td>
<td>49</td>
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<tr>
<td>2009-10</td>
<td>33</td>
<td>37</td>
<td>38</td>
<td>67</td>
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<tr>
<td>2010-11</td>
<td>38</td>
<td>38</td>
<td>38</td>
<td>79</td>
</tr>
<tr>
<td>2011-12</td>
<td>40</td>
<td>40</td>
<td>40</td>
<td>82</td>
</tr>
<tr>
<td>2012-13</td>
<td>39</td>
<td>40</td>
<td>40</td>
<td>84</td>
</tr>
<tr>
<td>2013-14</td>
<td>37</td>
<td>39</td>
<td>39</td>
<td>80</td>
</tr>
</tbody>
</table>
A closer look: Tenure track faculty

Excludes affiliates
A closer look: Clinical track faculty

*Excludes affiliates*
A closer look: Scientist track faculty

Excludes affiliates

![Graph showing the number of scientist track faculty by year for men and women. The graph shows a gradual increase in the number of male scientists, with a peak around 2008-2009, followed by a slight decline. For women, the number remains relatively stable with small fluctuations.](image-url)
A closer look: Lecturer track faculty

Excludes affiliates

Lecturer–Men

Lecturer–Women
Full-time URM faculty by rank over time

Excludes affiliates
Full-time URM faculty by track over time

Excludes affiliates

- Tenured
- Tenure, probationary
- Clinical
- Scientist

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

*Prior to 2012, data for this report was collected in August and included a large pool of faculty hired in the month of July.
New URM full-time faculty hired over time

Excludes affiliates

*Prior to 2012, data for this report was collected in August and included a large pool of faculty hired in the month of July.
Departures of full-time faculty over time

Excludes affiliates, Includes retirees

<table>
<thead>
<tr>
<th>Year</th>
<th>Stayed</th>
<th>Departed</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002-03</td>
<td>935</td>
<td>67</td>
</tr>
<tr>
<td>2003-04</td>
<td>993</td>
<td>64</td>
</tr>
<tr>
<td>2004-05</td>
<td>1,061</td>
<td>55</td>
</tr>
<tr>
<td>2005-06</td>
<td>1,082</td>
<td>66</td>
</tr>
<tr>
<td>2006-07</td>
<td>1,054</td>
<td>94</td>
</tr>
<tr>
<td>2007-08</td>
<td>1,082</td>
<td>81</td>
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<tr>
<td>2008-09</td>
<td>1,144</td>
<td>81</td>
</tr>
<tr>
<td>2009-10</td>
<td>1,215</td>
<td>69</td>
</tr>
<tr>
<td>2010-11</td>
<td>1,313</td>
<td>68</td>
</tr>
<tr>
<td>2011-12</td>
<td>1,343</td>
<td>94</td>
</tr>
<tr>
<td>2012-13</td>
<td>1,380</td>
<td>95</td>
</tr>
<tr>
<td>2013-14</td>
<td>1,333</td>
<td>101</td>
</tr>
</tbody>
</table>
Departures of full-time men faculty over time

Excludes affiliates, includes retirees and Department of Public Health data

Departures of full-time women faculty over time

Departures of full-time URM faculty over time
## Departures of full-time faculty by department

*(Excludes affiliates, includes retirees)*

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Anatomy &amp; Cell Biology</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>2</td>
<td>5</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>17</td>
</tr>
<tr>
<td>Anesthesia</td>
<td>2</td>
<td>5</td>
<td>1</td>
<td>5</td>
<td>3</td>
<td>5</td>
<td>4</td>
<td>0</td>
<td>3</td>
<td>2</td>
<td>3</td>
<td>1</td>
<td>34</td>
</tr>
<tr>
<td>Biochemistry &amp; Molecular Biology</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>3</td>
<td>6</td>
<td>1</td>
<td>2</td>
<td>4</td>
<td>2</td>
<td>26</td>
</tr>
<tr>
<td>Biostatistics</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Cellular &amp; Integrative Physiology</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>5</td>
<td>1</td>
<td>1</td>
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<td>1</td>
<td>1</td>
<td>18</td>
</tr>
<tr>
<td>Dean, Medicine</td>
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<td>1</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>8</td>
</tr>
<tr>
<td>Dermatology</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>1</td>
<td>5</td>
<td>2</td>
<td>5</td>
<td>23</td>
</tr>
<tr>
<td>Family Medicine</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td>2</td>
<td>19</td>
</tr>
<tr>
<td>IUSM Evansville</td>
<td>0</td>
<td>0</td>
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*public health is no longer counted with IUSM as of 2013
Percent departures of full-time faculty by type of department

*Excludes affiliates, Includes retirees*

---

**Total full-time basic science faculty**

- 2008: 7%
- 2009: 11%
- 2010: 6%
- 2011: 8%
- 2012: 10%
- 2013: 7%

---

**Total full-time clinical faculty**

- 2008: 6%
- 2009: 4%
- 2010: 5%
- 2011: 6%
- 2012: 6%
- 2013: 7%

---

**Total other faculty**

- 2008: 9%
- 2009: 10%
- 2010: 3%
- 2011: 8%
- 2012: 7%
- 2013: 5%
Percent departures of full-time faculty, basic science departments

Excludes affiliates, Includes retirees

Anatomy & Cell Biology

Cellular & Integrative Physiology

Biochemistry & Molecular Biology

Medical & Molecular Genetics

Biostatistics

Microbiology & Immunology

Pharmacology & Toxicology
Percent departures of full-time faculty, clinical departments

Excludes affiliates, Includes retirees
Percent departures 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

36
Percent departures of full-time faculty, clinical departments (continued)

Percent departures of full-time faculty, other departments

Urology

Ruth Lilly Medical Library

Medical Sciences Program

Laboratory Animal Resource Center

Regional centers

Excludes affiliates, Includes retirees
Promotion and Tenure
Promotion and tenure rates by gender over time: Tenure track

**Promotion to associate professor**

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

**Promotion to full professor**

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

**Tenure awarded**

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

![Bar chart showing promotion rates by gender over time. The chart includes data for years 2001-2013 and gender approval and denial rates.]
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

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To senior scientist

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**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 = 104

By gender
- Men: 50%
- Women: 50%

By race/ethnicity
- White: 78%
- Asian: 28%
- URM: 7%

By rationale
- Childbirth/family-related: 70%
- Personal health problem: 18%
- Research/Productivity/Organizational Issues: 12%
Tenure extension requests aggregated over time since 1992
N of requests = 104 (includes requests made twice)

**Approvals and denials**
N = 104
- Approved for 1 year: 89%
- Approved for 2 years: 10%
- Denied: 1%

**Ultimate disposition**
N = 104
- Achieved tenure: 49%
- Tenure denied: 23%
- Switched to non-tenure track: 14%
- Resigned before tenure review: 6%
- To be determined: 8%
Contributors

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