

State of the Faculty Report



2019

Published Summer 2020



FACULTY AFFAIRS | PROFESSIONAL DEVELOPMENT | DIVERSITY

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Notes

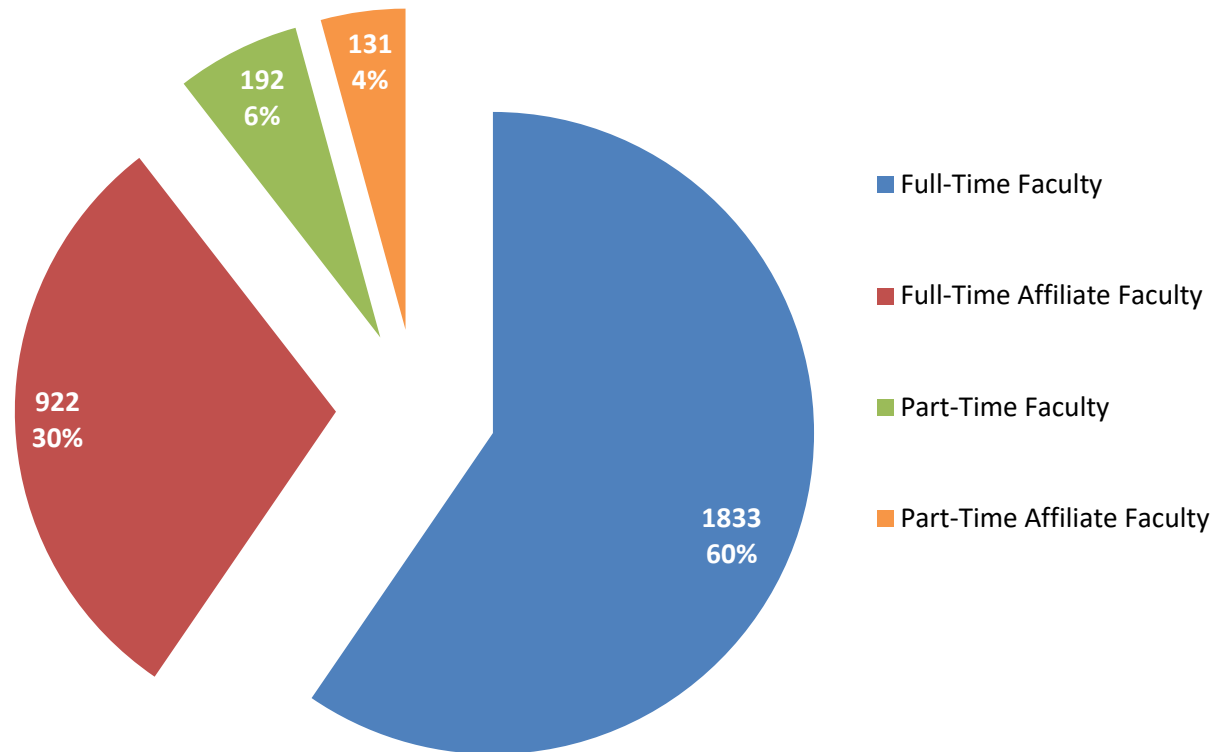
- Data for this report were gathered by IUSM Faculty Affairs on July 1, 2019 and are accurate as of that date.
- Prior to 2008–09, faculty in the dean’s office were grouped under “Dean-Med.” Starting with 2008–09, faculty in the dean’s office are grouped with their department appointment.
- The designation “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 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. These racial and ethnic identities do not reflect our current definition of URM, which is Black/African American, Hispanic/Latino(a), and Multiracial (URM)). This is a known limitation of the reporting function in FORMS. However, the consistent definition is a benefit when interpreting historical trend data.
- When n = 3,078, this includes all faculty academic appointees and affiliate faculty, both full-time and part-time.
- When n = 2,755, this includes only full-time academic appointees and affiliate faculty (and excludes part-time faculty)
- When n = 1,843, this includes only full-time academic appointees (and excludes affiliate faculty and part-time faculty).

IUSM State of the Faculty Report

Current Year Data

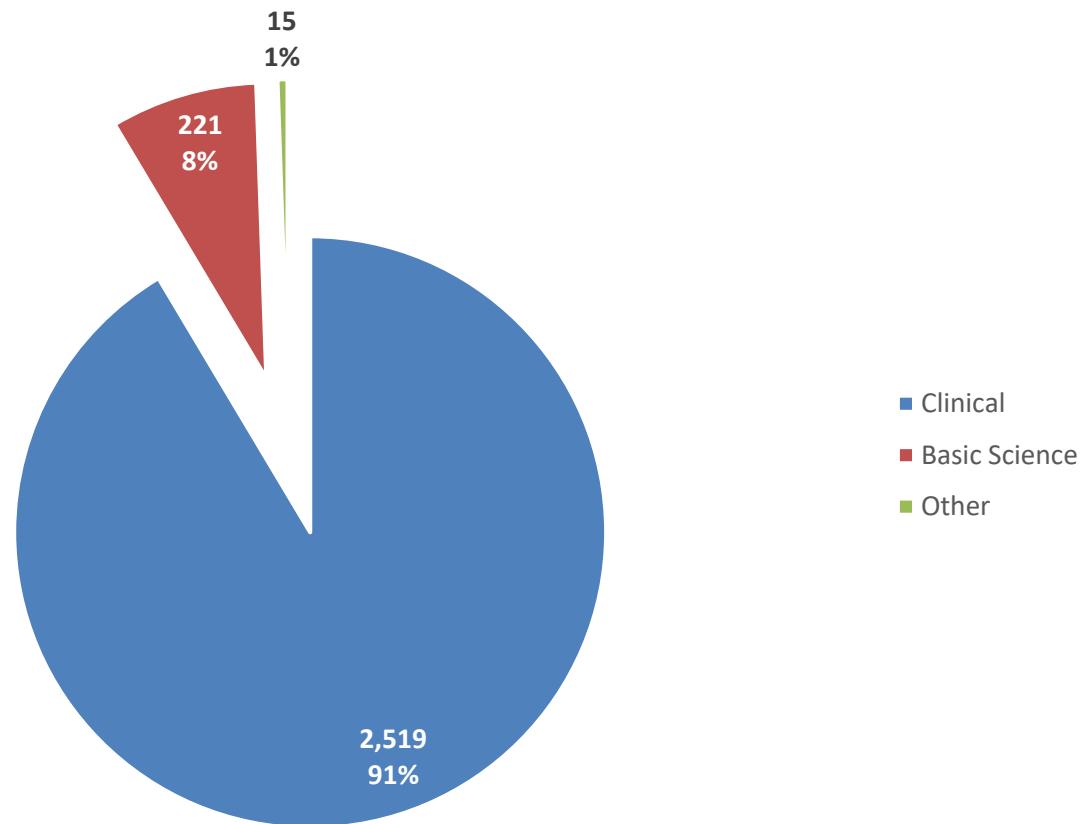
Total IUSM faculty

n=3,078

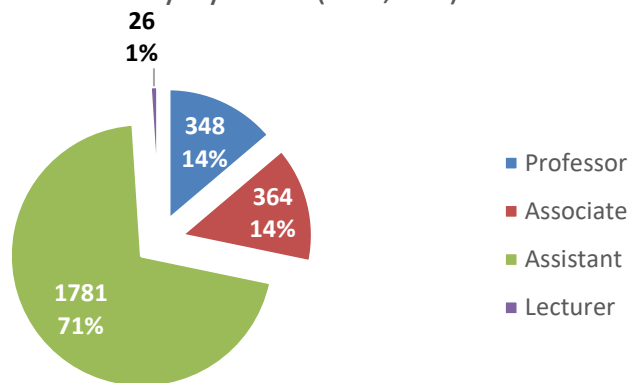


Total full-time faculty by basic science, clinical, and other departments

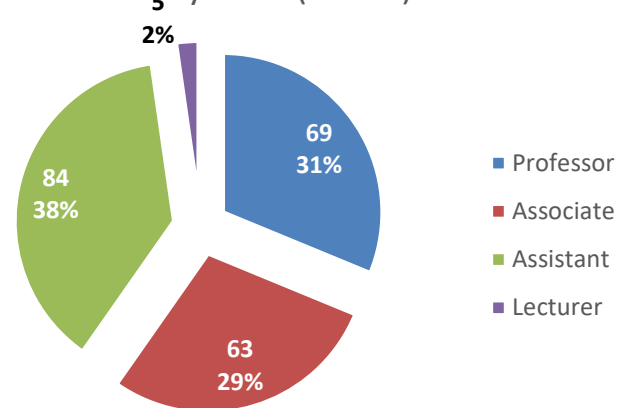
n=2,755 (includes affiliate faculty, excludes part-time)



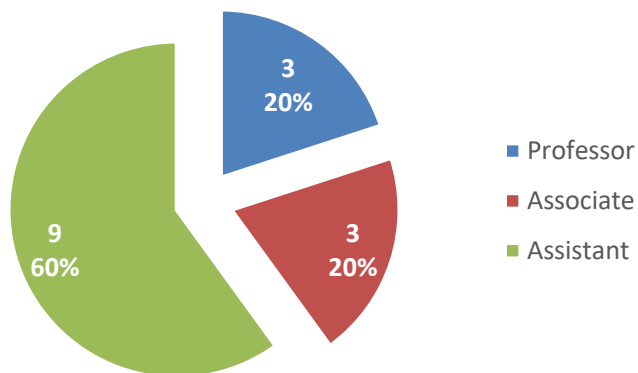
Total Clinical Department Full Time Faculty by Rank (n=2,519)



Total Basic Science Full Time Faculty by Rank (n=221)

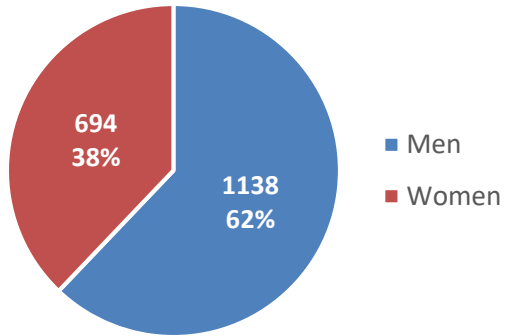


Total Other Department Full Time Faculty by Rank (n=15)



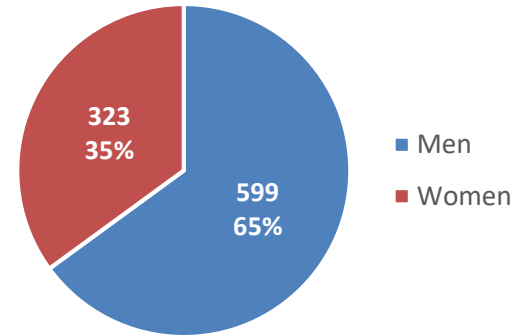
Full-time faculty by gender

n=1,832 (excludes affiliate and part-time faculty)



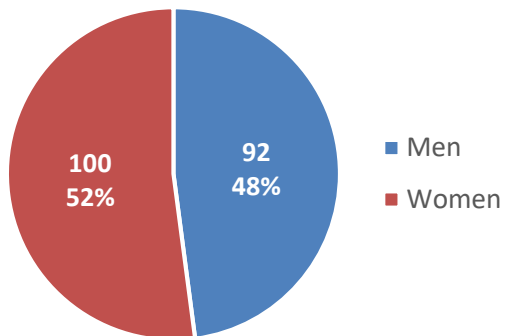
Full-time affiliate faculty by gender

n=922



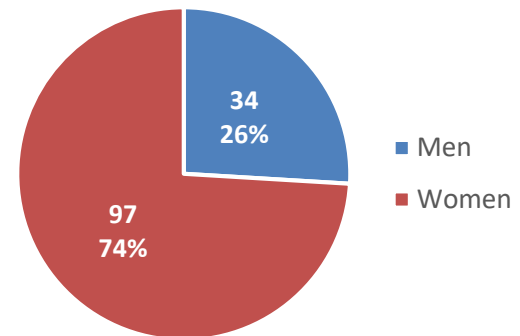
Part-time faculty by gender

n=192 (excludes affiliates)



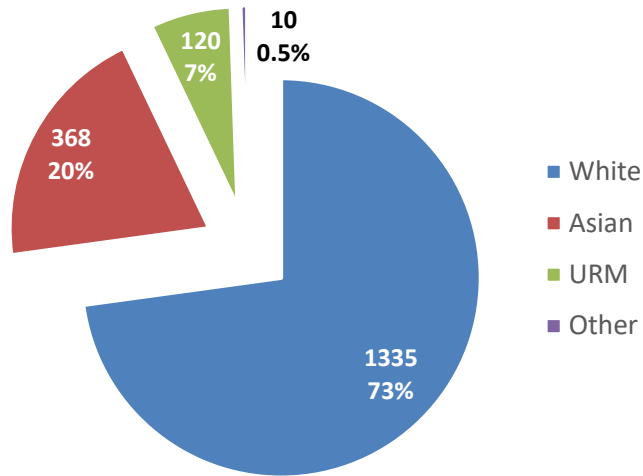
Part-time affiliate faculty by gender

n=131



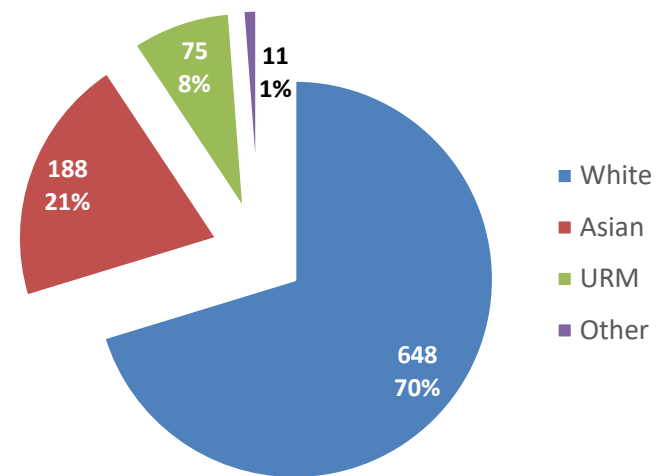
Full-time faculty by race/ethnicity

n=1,833 (excludes affiliate and part-time faculty)



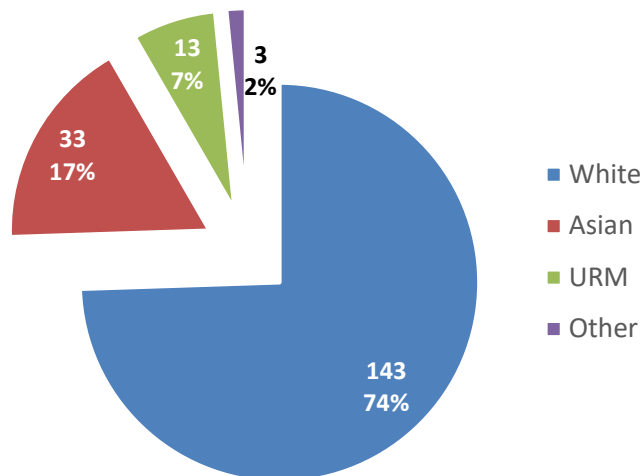
Full-time affiliate faculty by race/ethnicity

n=922



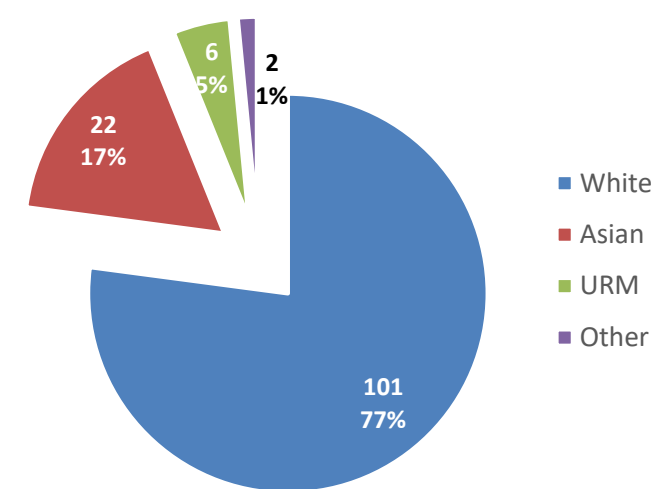
Part-time faculty by race/ethnicity

n=192 (excludes affiliates)



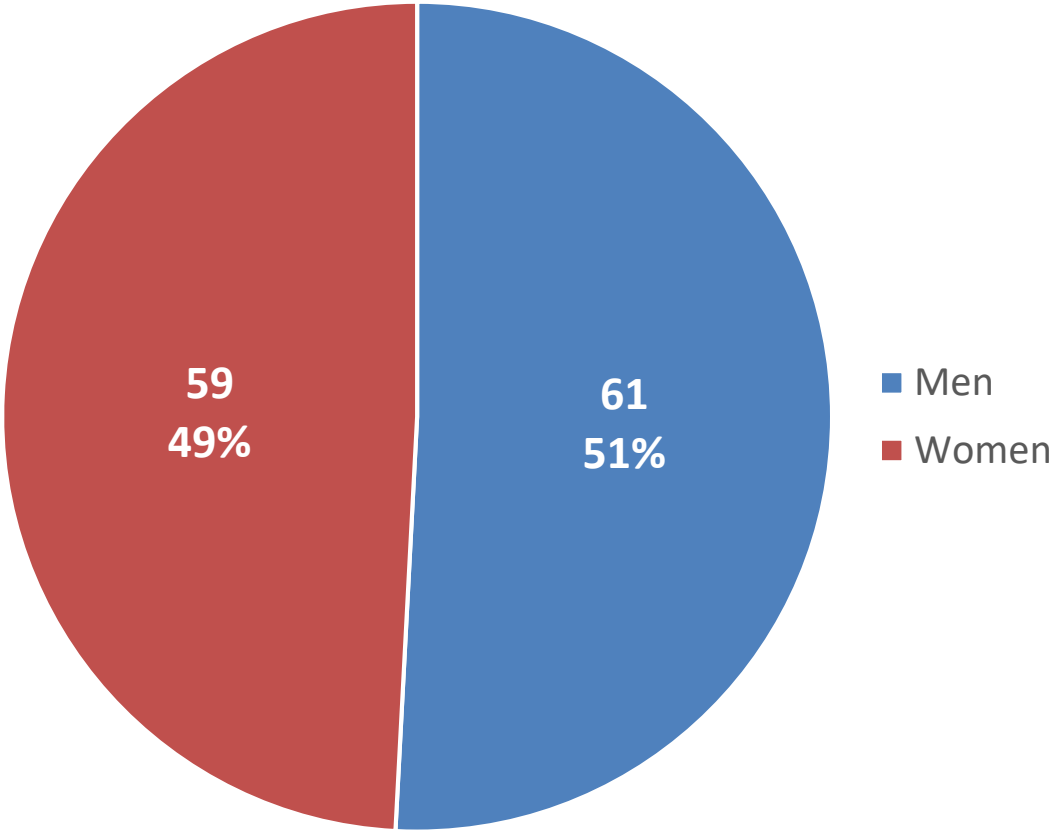
Part-time affiliate faculty by race/ethnicity

n=131



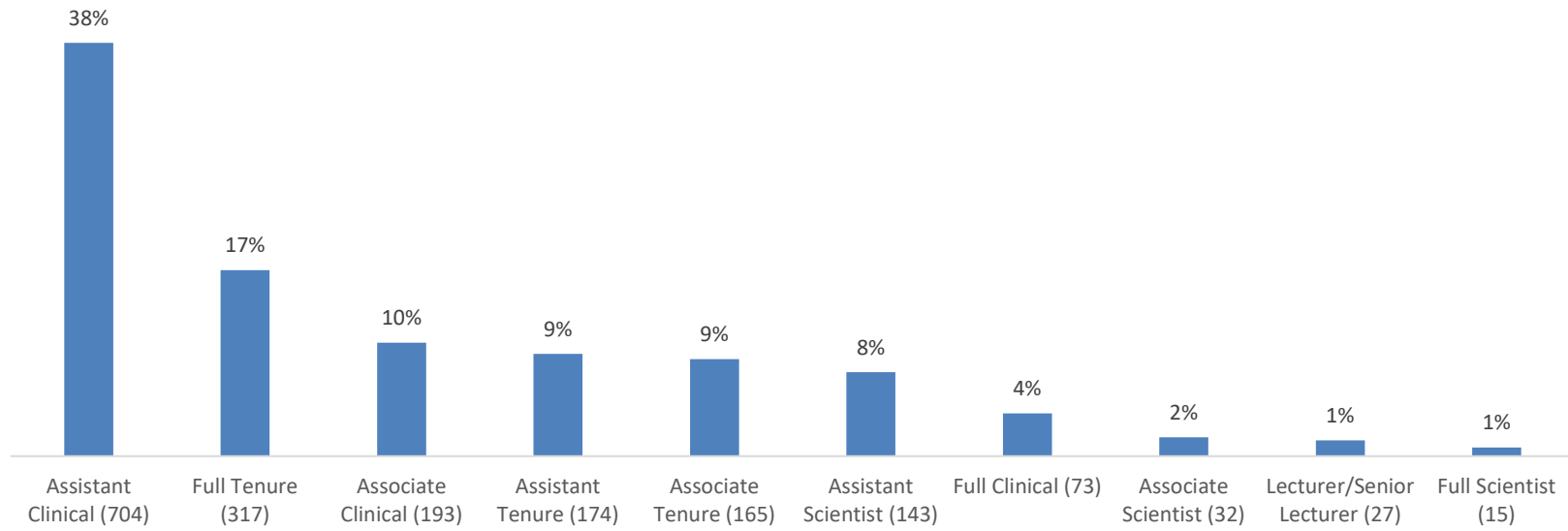
Full-time URM faculty by gender

n=120 (excludes affiliates and part-time faculty)



Full-time faculty by rank and track

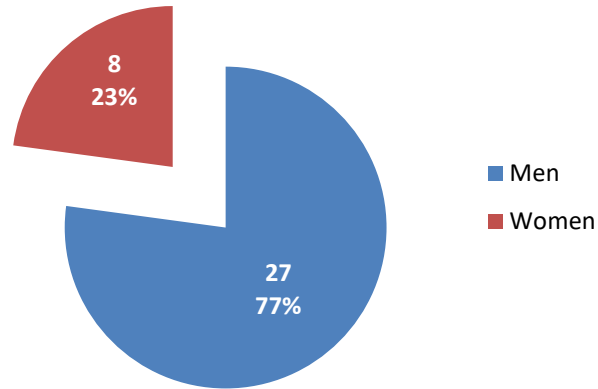
*n=1,843 (excludes affiliates)**



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

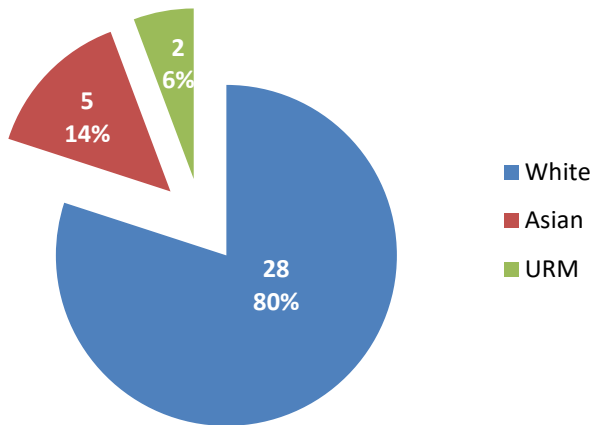
Department chairs and regional campus directors by gender

n=35



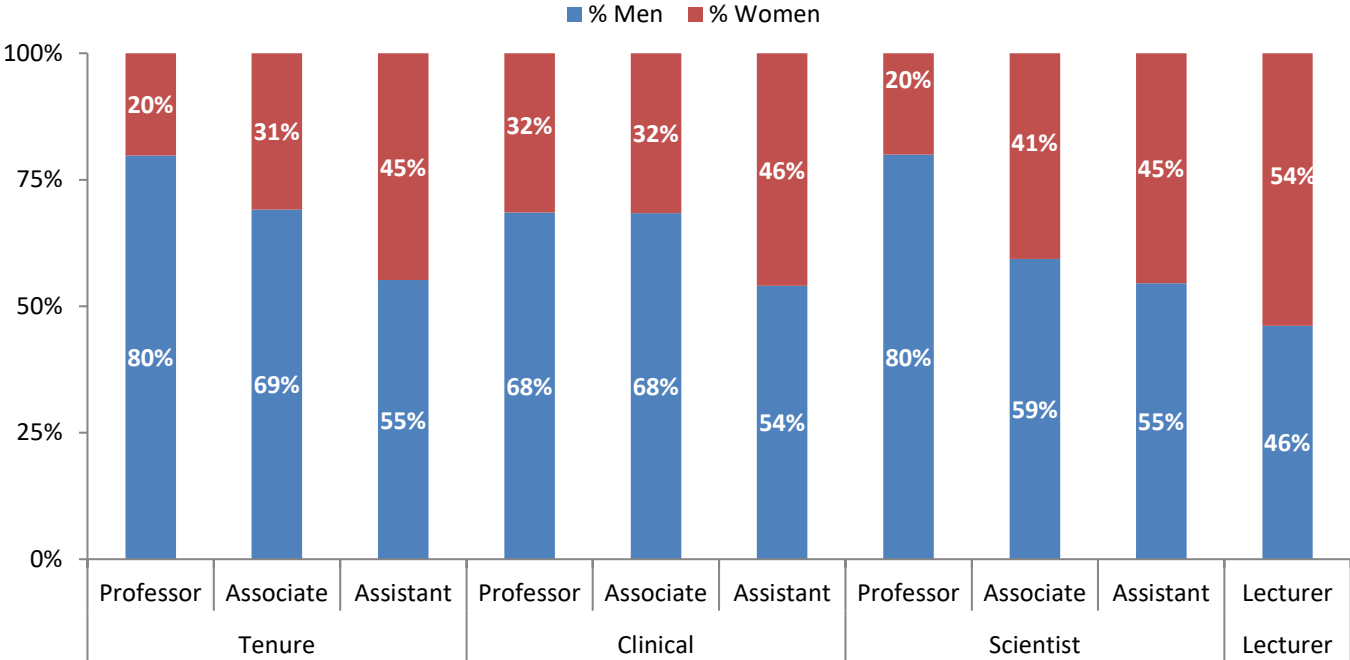
Department chairs and regional campus directors by race/ethnicity

n=35



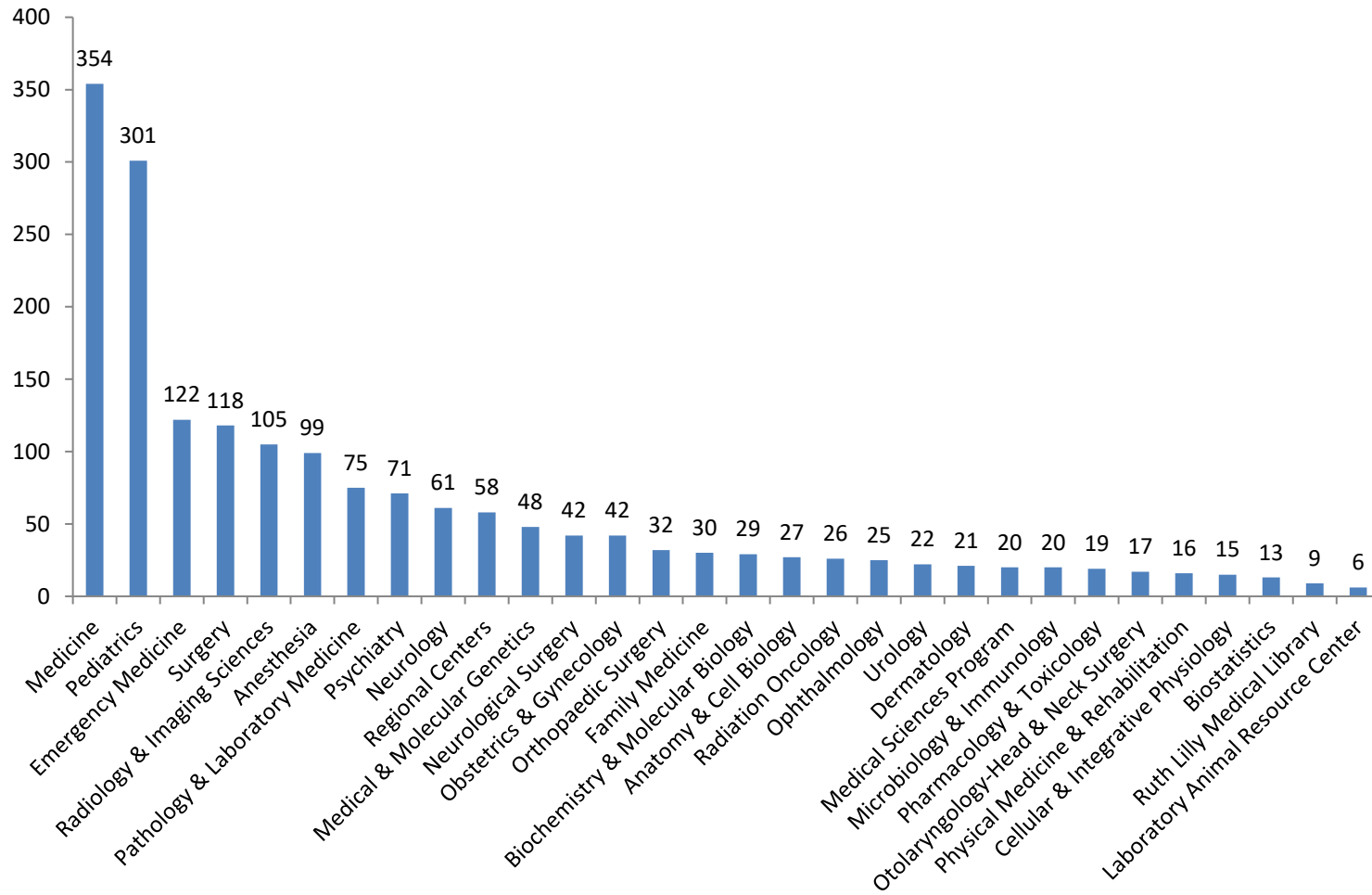
Full-time faculty rank and track by gender

n=1,842 (excludes affiliates)



Full-time faculty by department/regional center

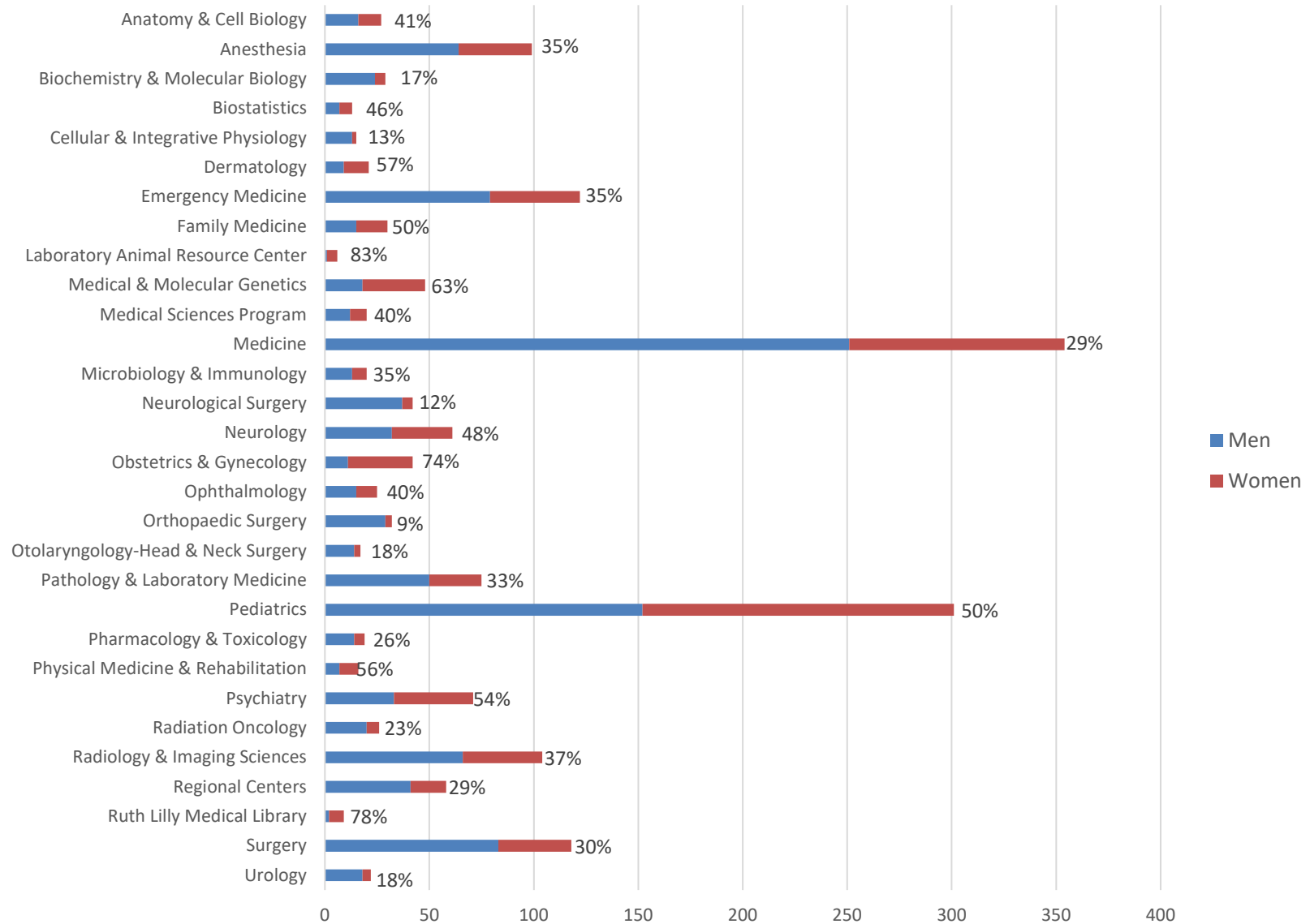
n=1,843 (excludes affiliates)



Full-time faculty by gender and department/regional center

n=1,842 (excludes affiliates)

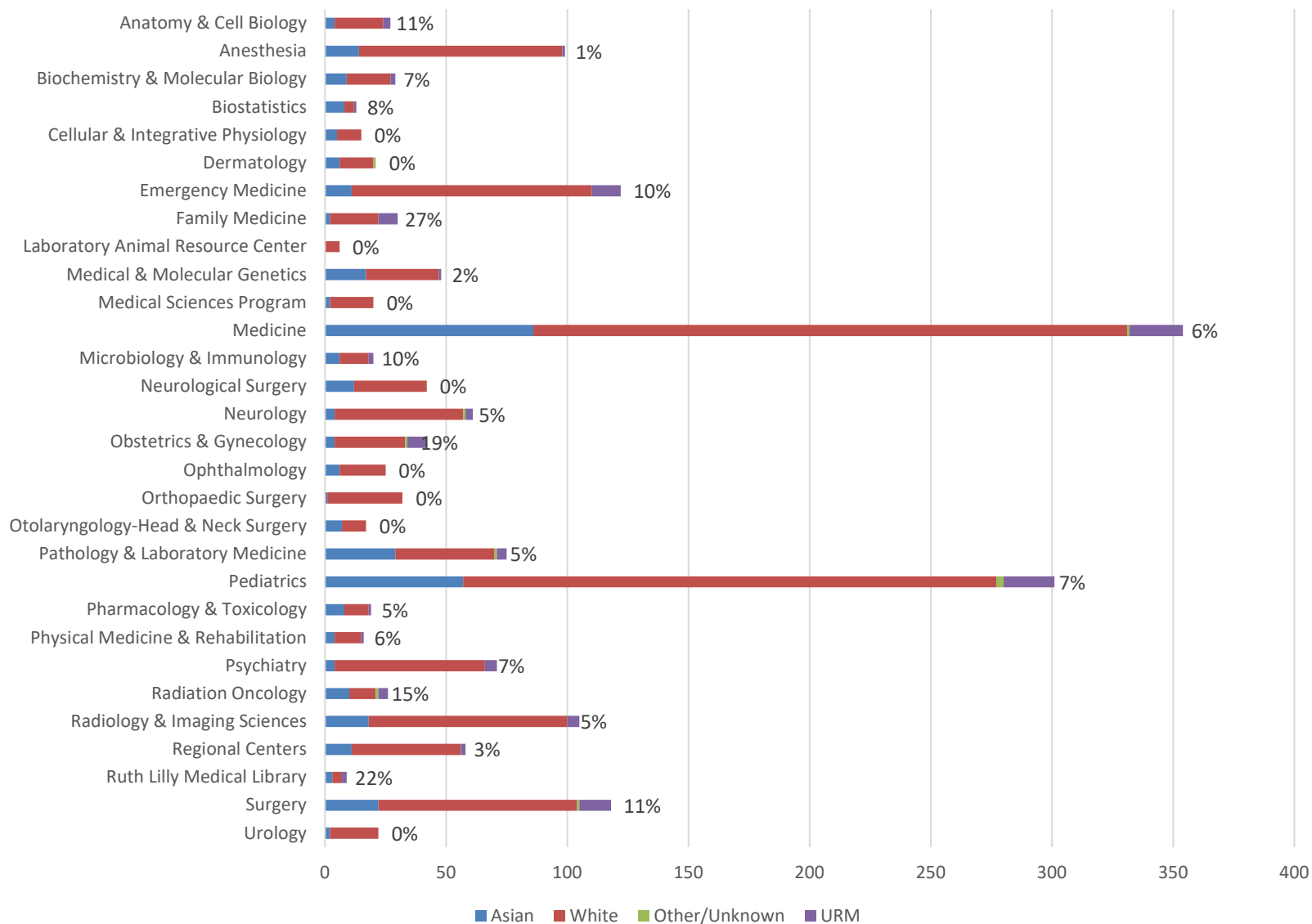
Percentage listed indicates the percentage of women faculty in the department



Full-time faculty race/ethnicity by department

n=1,843 (excludes affiliates)

Percentage listed indicates the percentage of URM faculty in the department



Full Time Faculty by basic science department, track, and gender

Department/Regional Center	Tenure		Clinical		Lecturer		Scientist		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Anatomy & Cell Biology	48%	30%	0%	4%	0%	0%	11%	7%	100%
Biochemistry & Molecular Biology	55%	10%	0%	0%	0%	0%	28%	7%	100%
Biostatistics	46%	38%	8%	0%	0%	0%	0%	8%	100%
Cellular & Integrative Physiology	60%	7%	0%	0%	0%	0%	27%	7%	100%
Medical & Molecular Genetics	21%	17%	8%	25%	0%	4%	8%	17%	100%
Microbiology & Immunology	55%	15%	0%	0%	5%	0%	5%	20%	100%
Pharmacology & Toxicology	53%	18%	0%	6%	0%	0%	18%	6%	100%

Full Time Faculty by clinical department, track, and gender

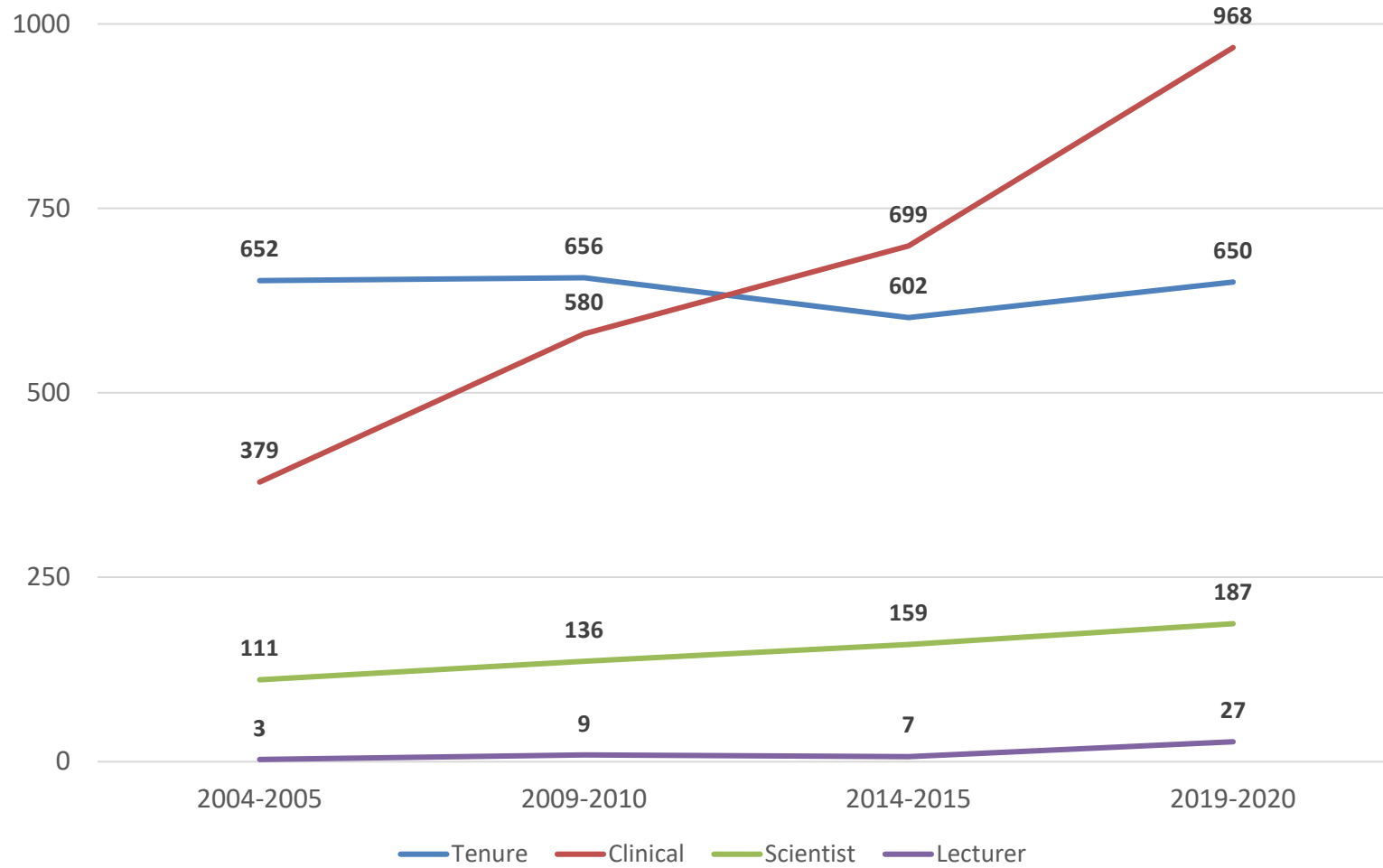
Department/Regional Center	Tenure		Clinical		Lecturer		Scientist		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Anesthesia	5%	0%	53%	25%	7%	10%	0%	0%	100%
Dermatology	10%	5%	19%	43%	0%	0%	14%	10%	100%
Emergency Medicine	8%	6%	56%	29%	0%	0%	0%	1%	100%
Family Medicine	10%	17%	40%	30%	0%	0%	0%	3%	100%
Medicine	28%	10%	35%	14%	0%	0%	8%	5%	100%
Microbiology & Immunology	55%	15%	0%	0%	5%	0%	5%	20%	100%
Neurological Surgery	29%	10%	52%	2%	0%	0%	7%	0%	100%
Neurology	11%	7%	39%	39%	0%	0%	2%	2%	100%
Obstetrics & Gynecology	10%	17%	17%	57%	0%	0%	0%	0%	100%
Ophthalmology	46%	0%	13%	42%	0%	0%	0%	0%	100%
Orthopaedic Surgery	25%	3%	66%	6%	0%	0%	0%	0%	100%
Otolaryngology-Head & Neck Surgery	59%	18%	18%	0%	0%	0%	6%	0%	100%
Pathology & Laboratory Medicine	34%	14%	23%	15%	0%	0%	9%	5%	100%
Pediatrics	14%	10%	29%	33%	0%	0%	7%	6%	100%
Physical Medicine & Rehabilitation	6%	13%	31%	38%	0%	0%	6%	6%	100%
Psychiatry	30%	4%	13%	46%	0%	0%	4%	3%	100%
Radiation Oncology	31%	8%	46%	12%	0%	4%	0%	0%	100%
Radiology & Imaging Sciences	17%	7%	43%	27%	0%	0%	3%	3%	100%
Surgery	44%	13%	23%	14%	0%	0%	3%	3%	100%
Urology	68%	14%	14%	5%	0%	0%	0%	0%	100%

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Trends Over Time

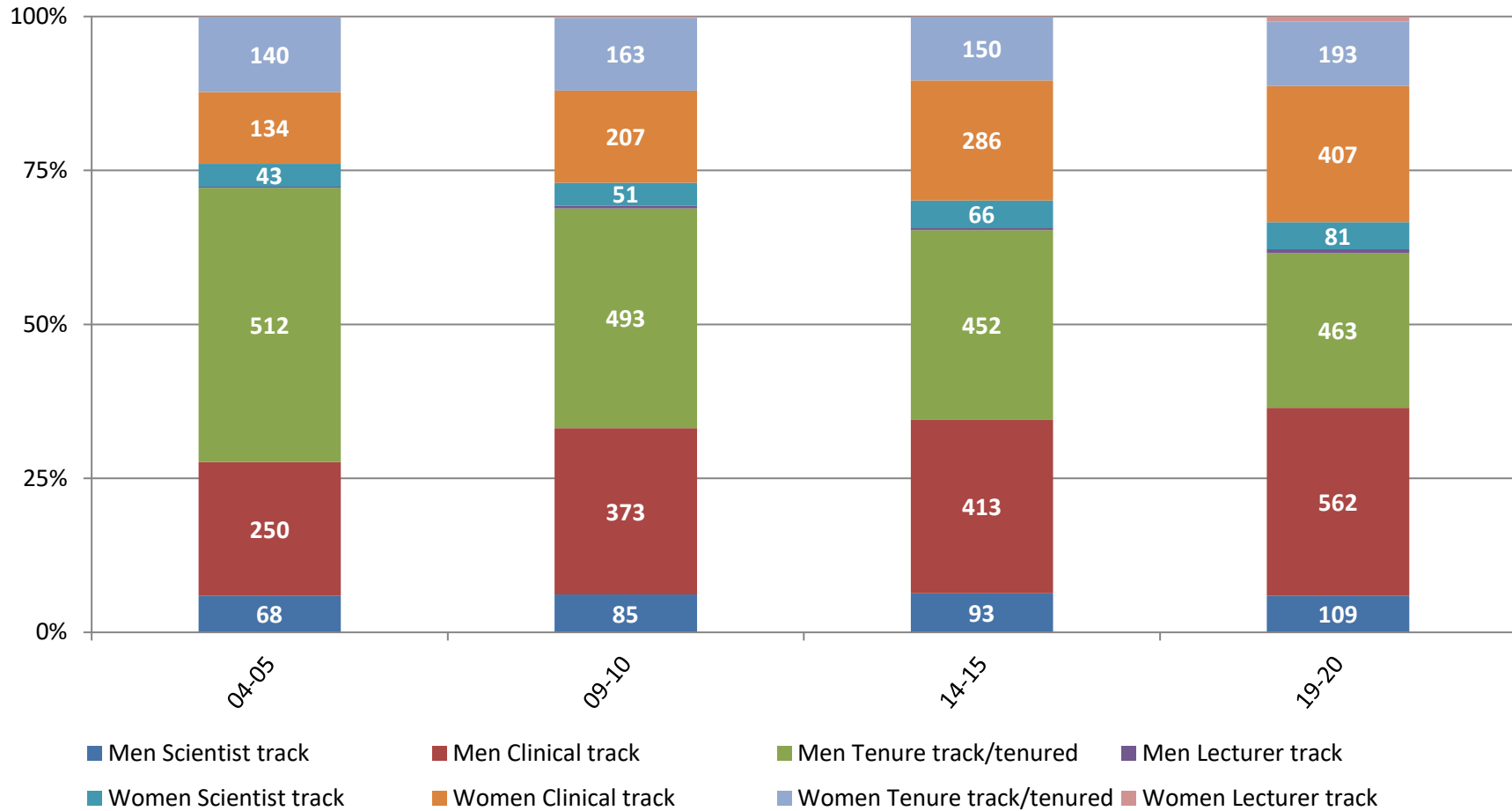
Growth of full-time faculty by track over time

Excludes affiliates



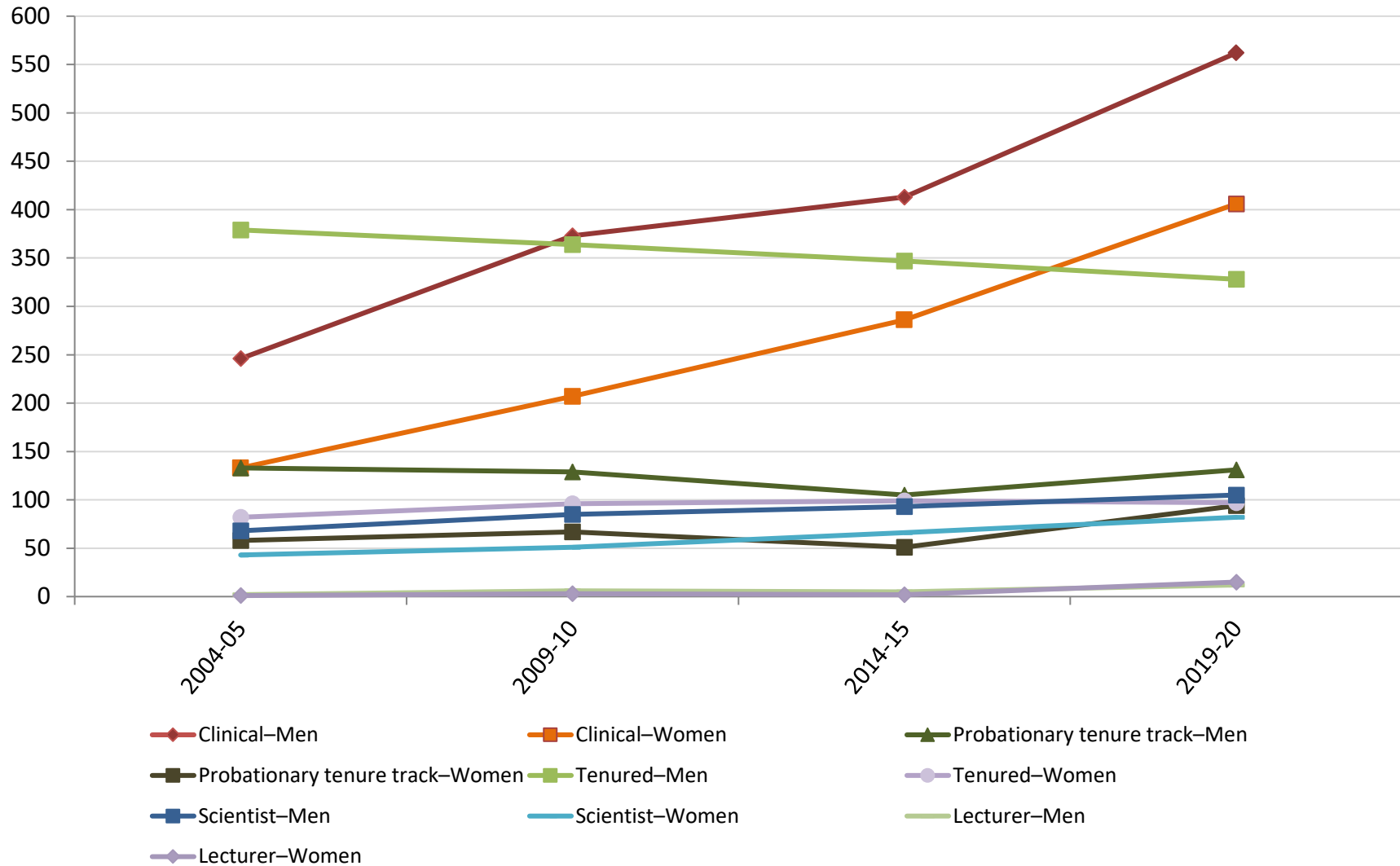
Full-time faculty by track and gender over time

Excludes affiliates



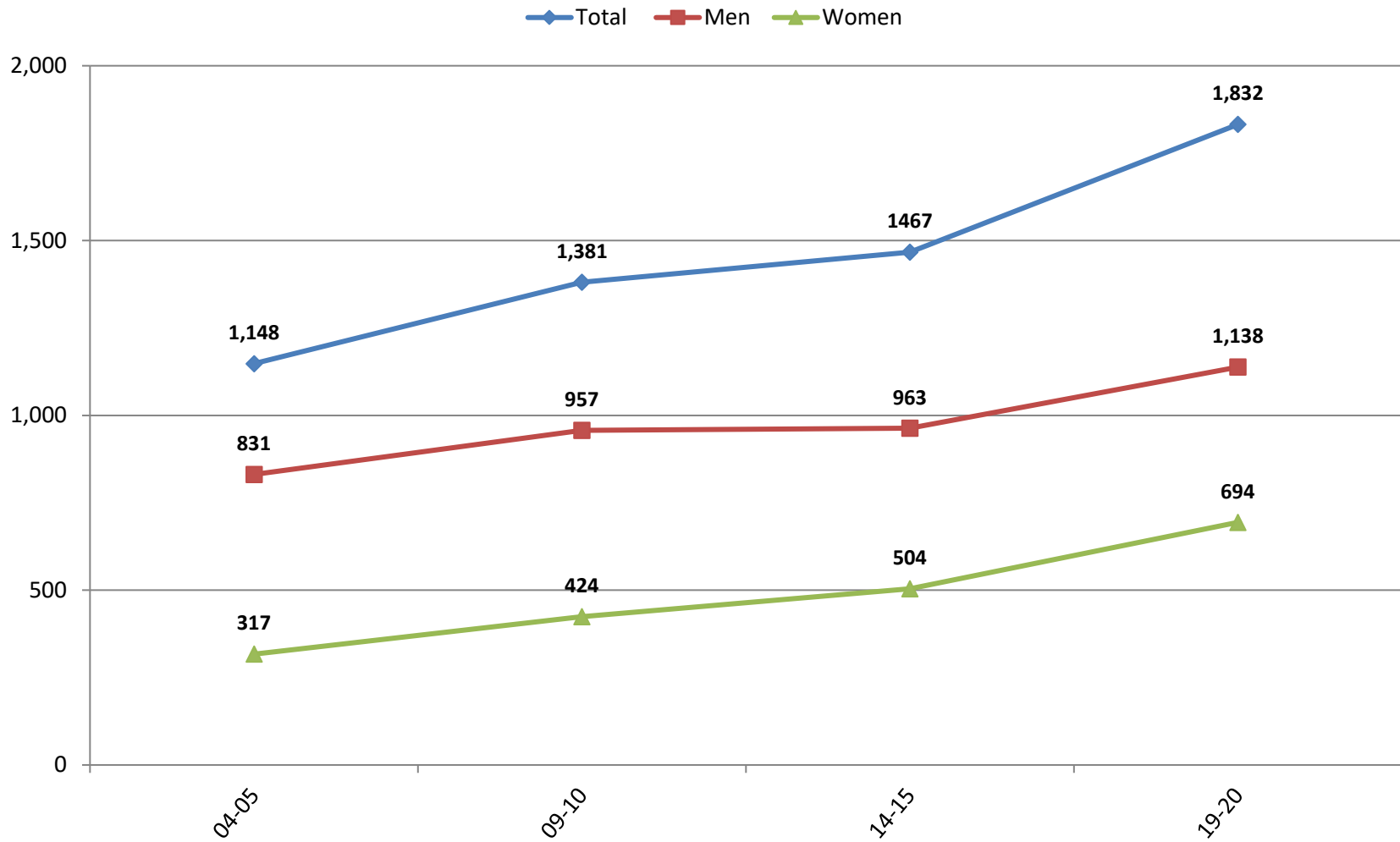
Growth of full-time faculty in tracks by gender

Excludes affiliates



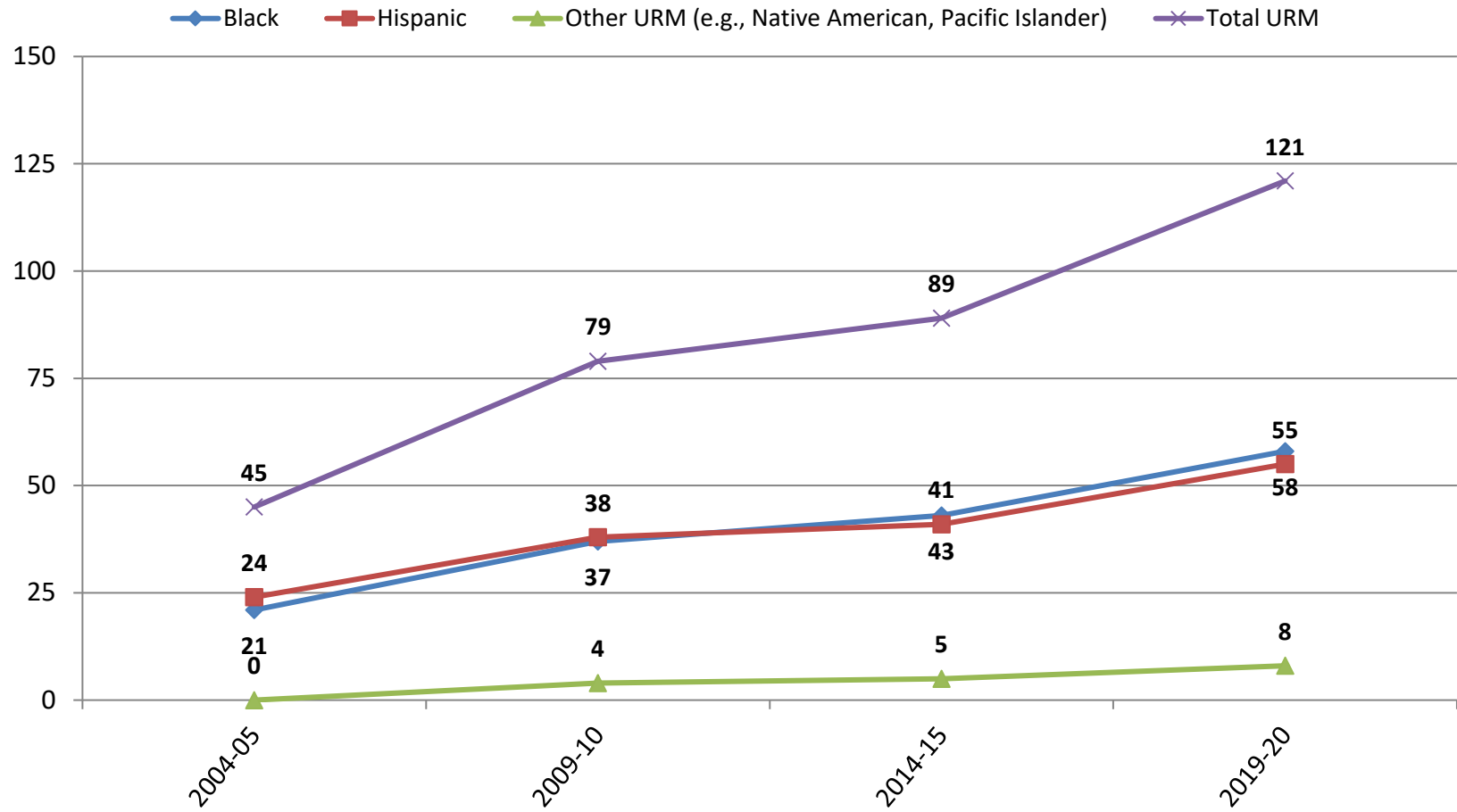
Total full-time faculty growth by gender over time

Excludes affiliates and part-time



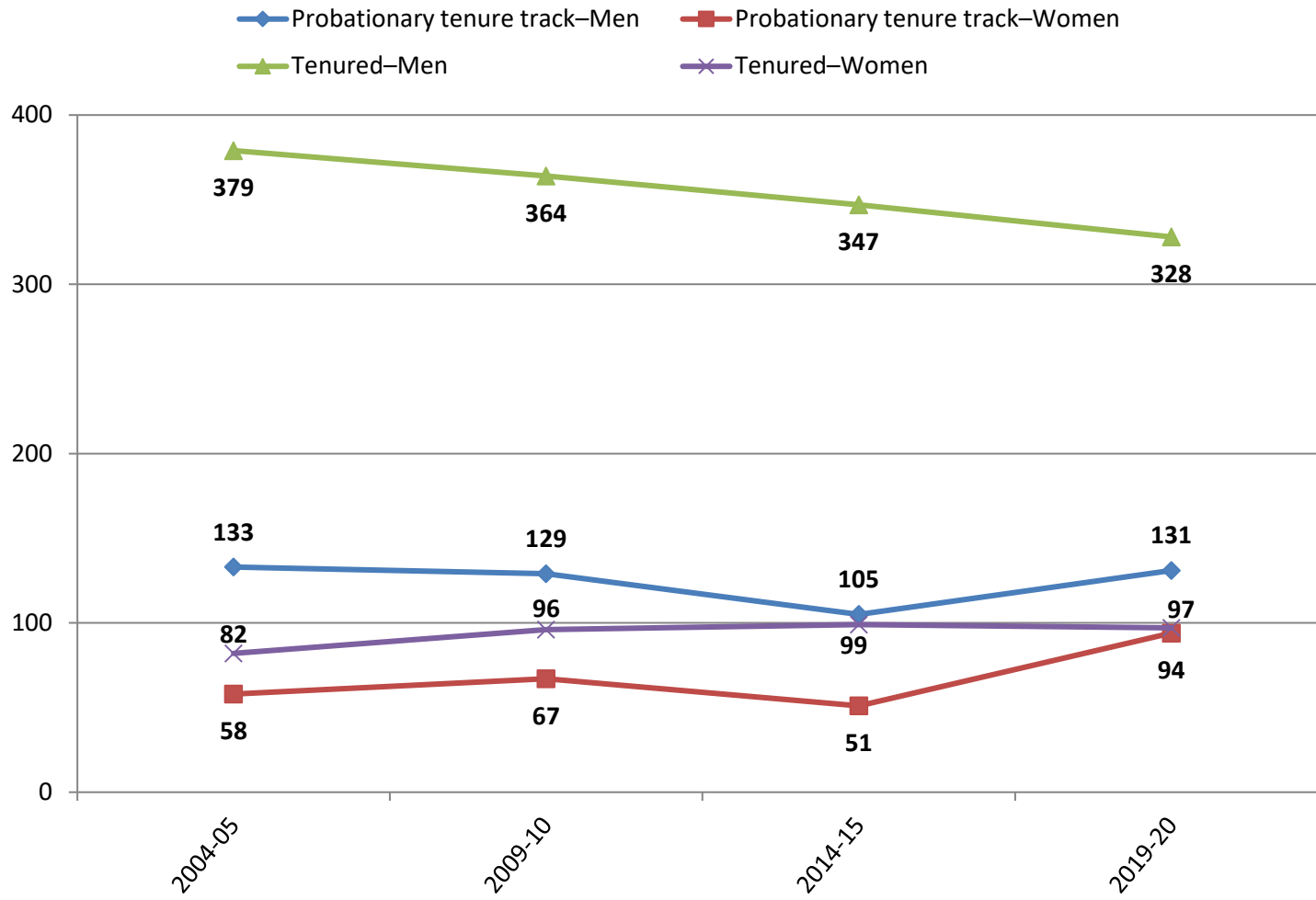
Total URM full-time faculty members over time

Excludes affiliates



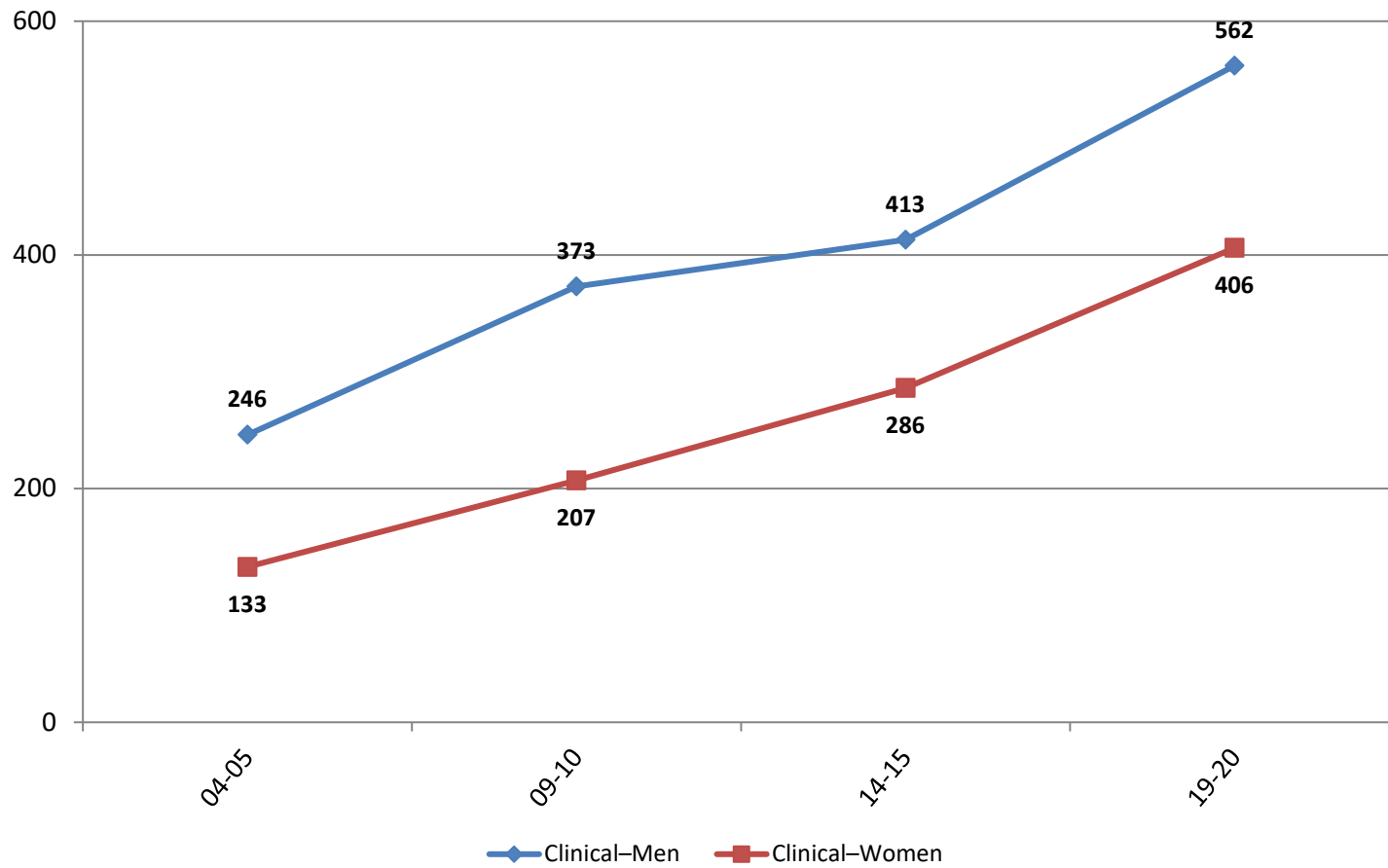
A closer look: Tenure track faculty

Excludes affiliates



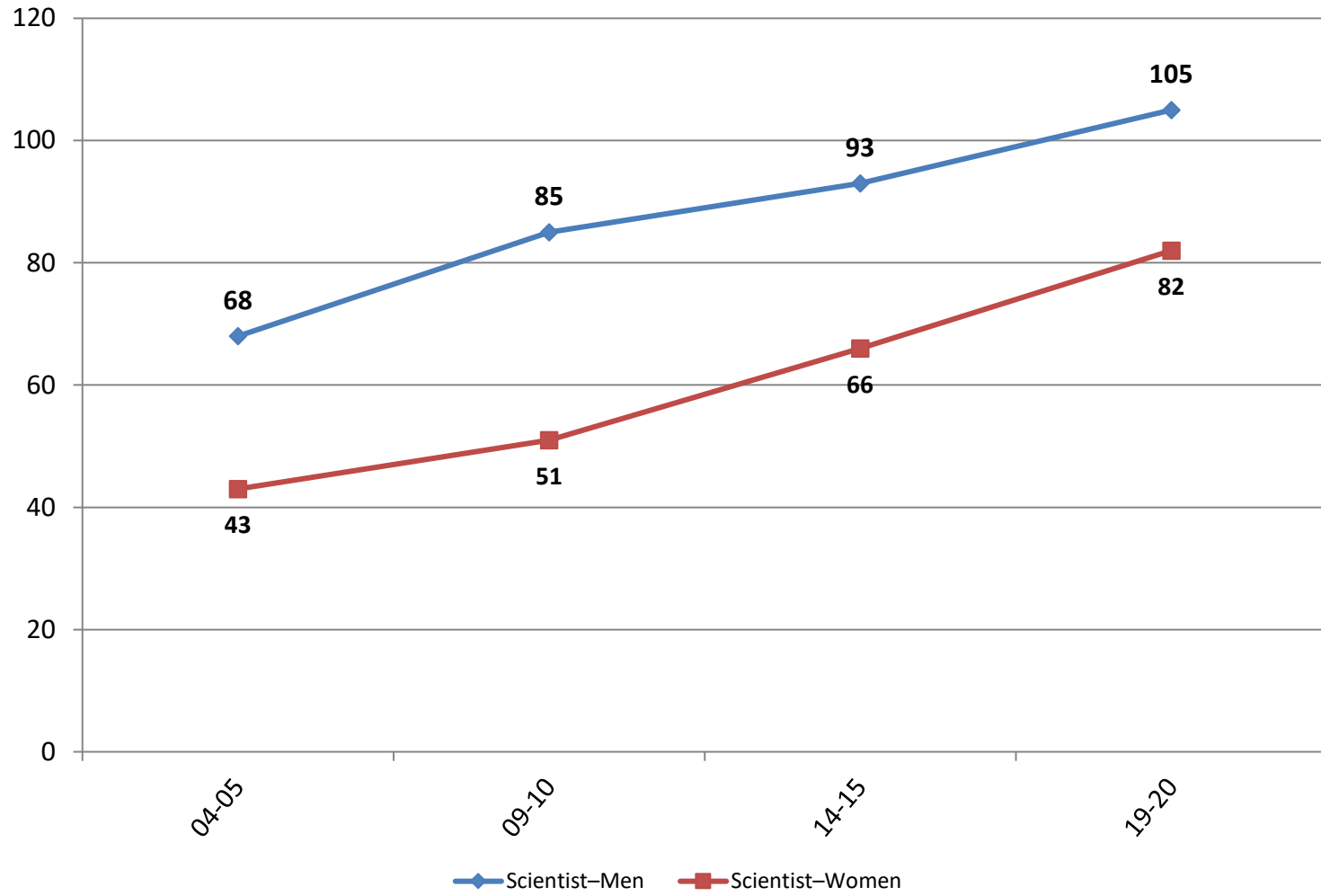
A closer look: Clinical track faculty

Excludes affiliates



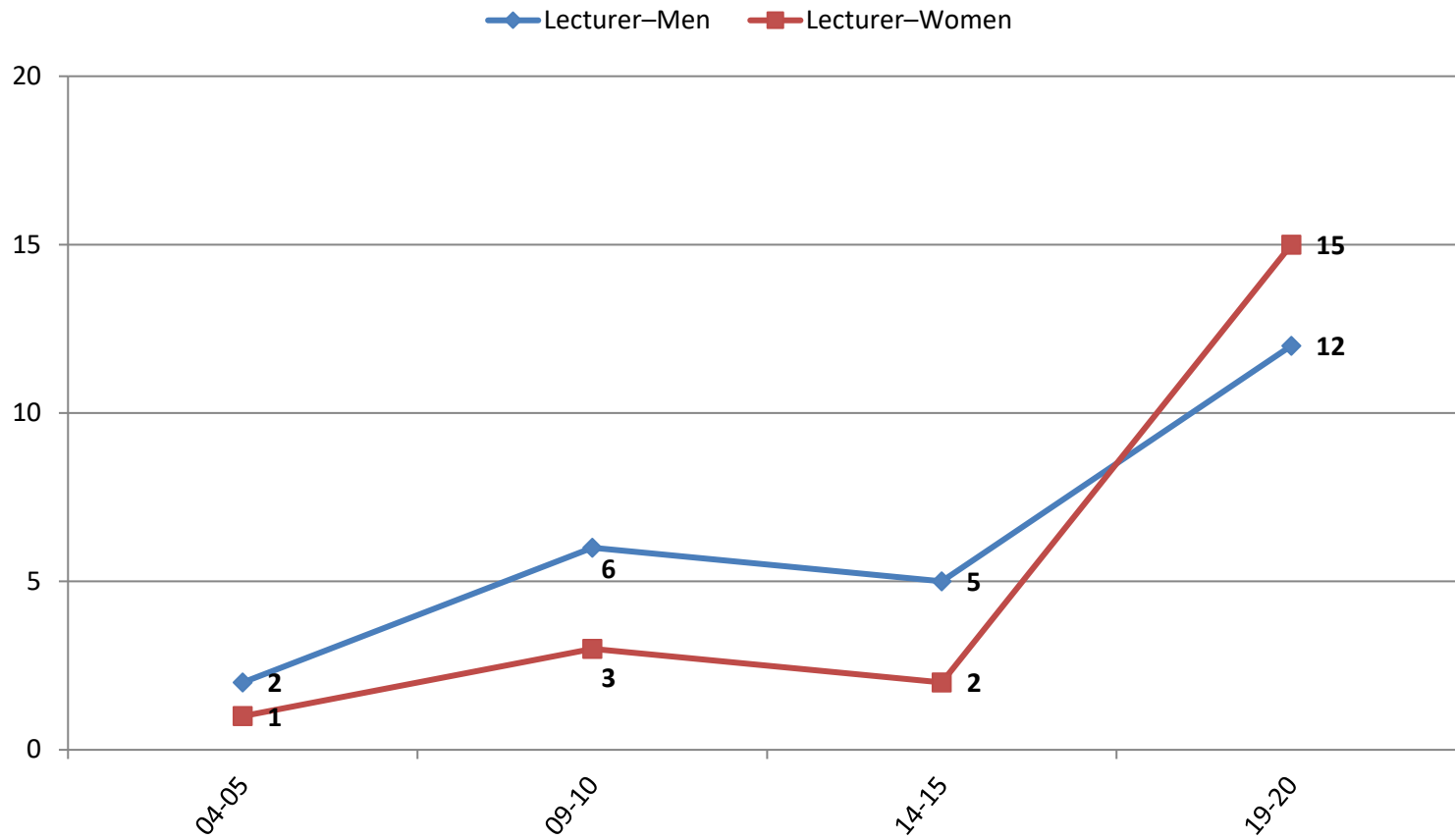
A closer look: Scientist track faculty

Excludes affiliates



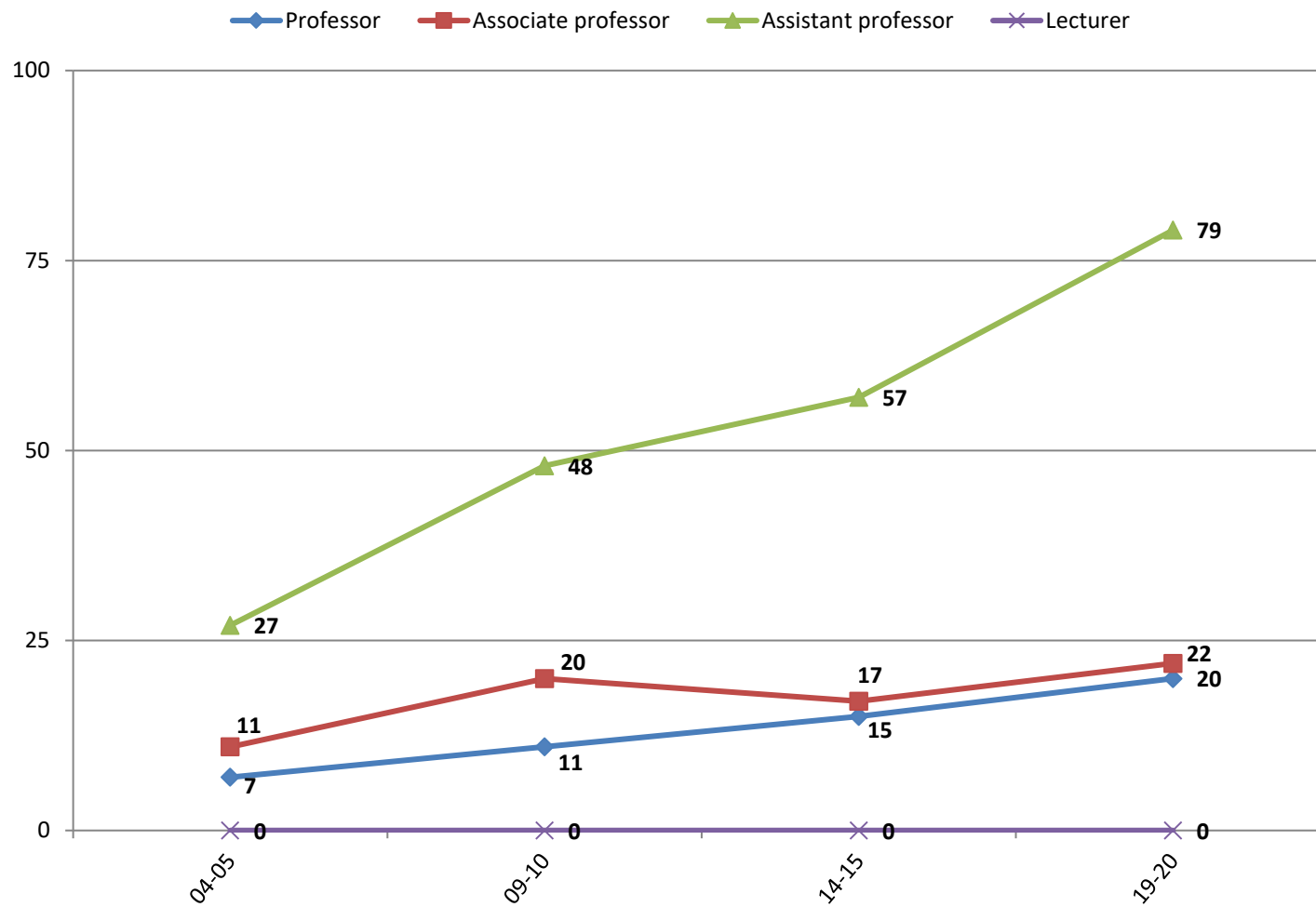
A closer look: Lecturer track faculty

Excludes affiliates



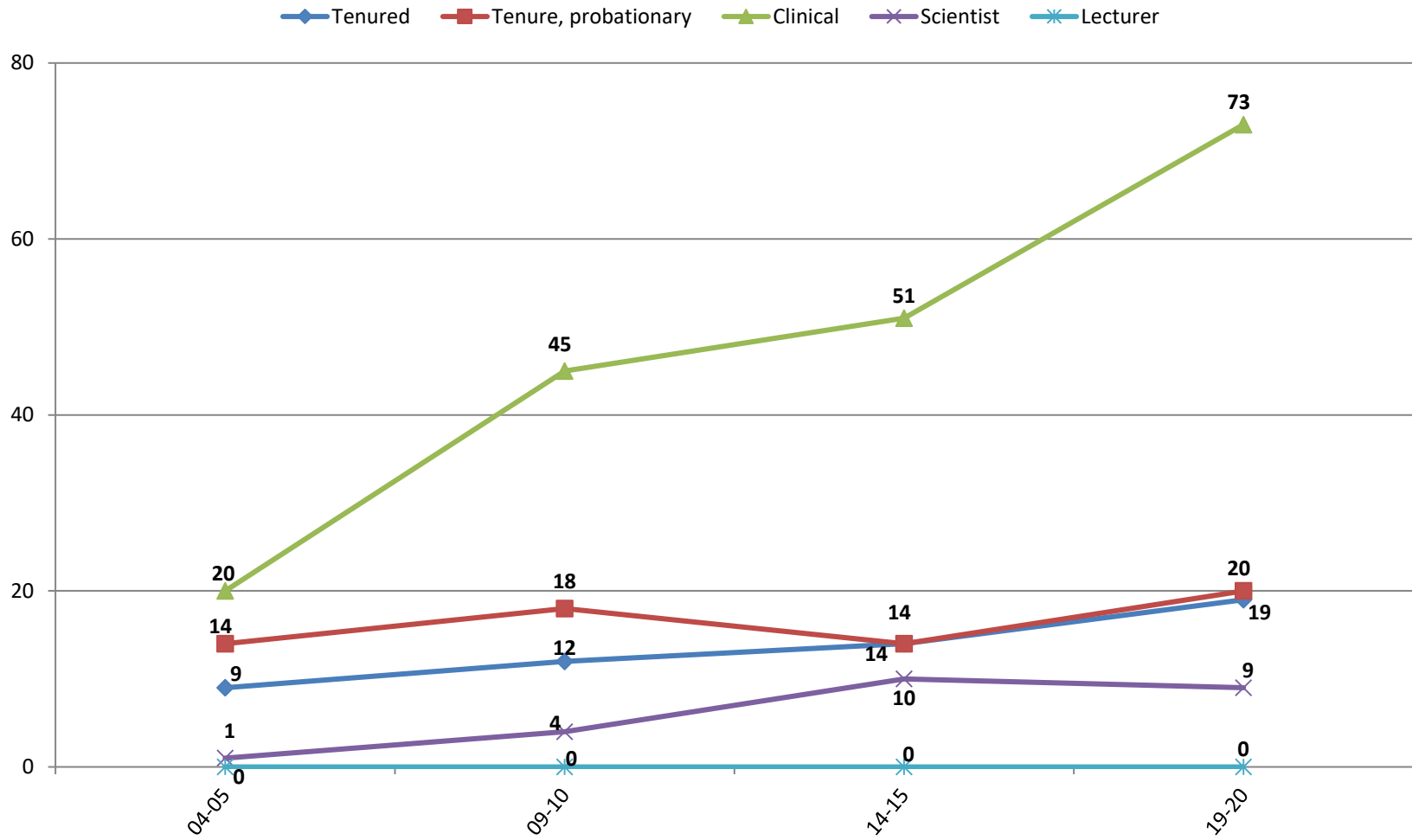
Full-time URM faculty by rank over time

Excludes affiliates



Full-time URM faculty by track over time

Excludes affiliates



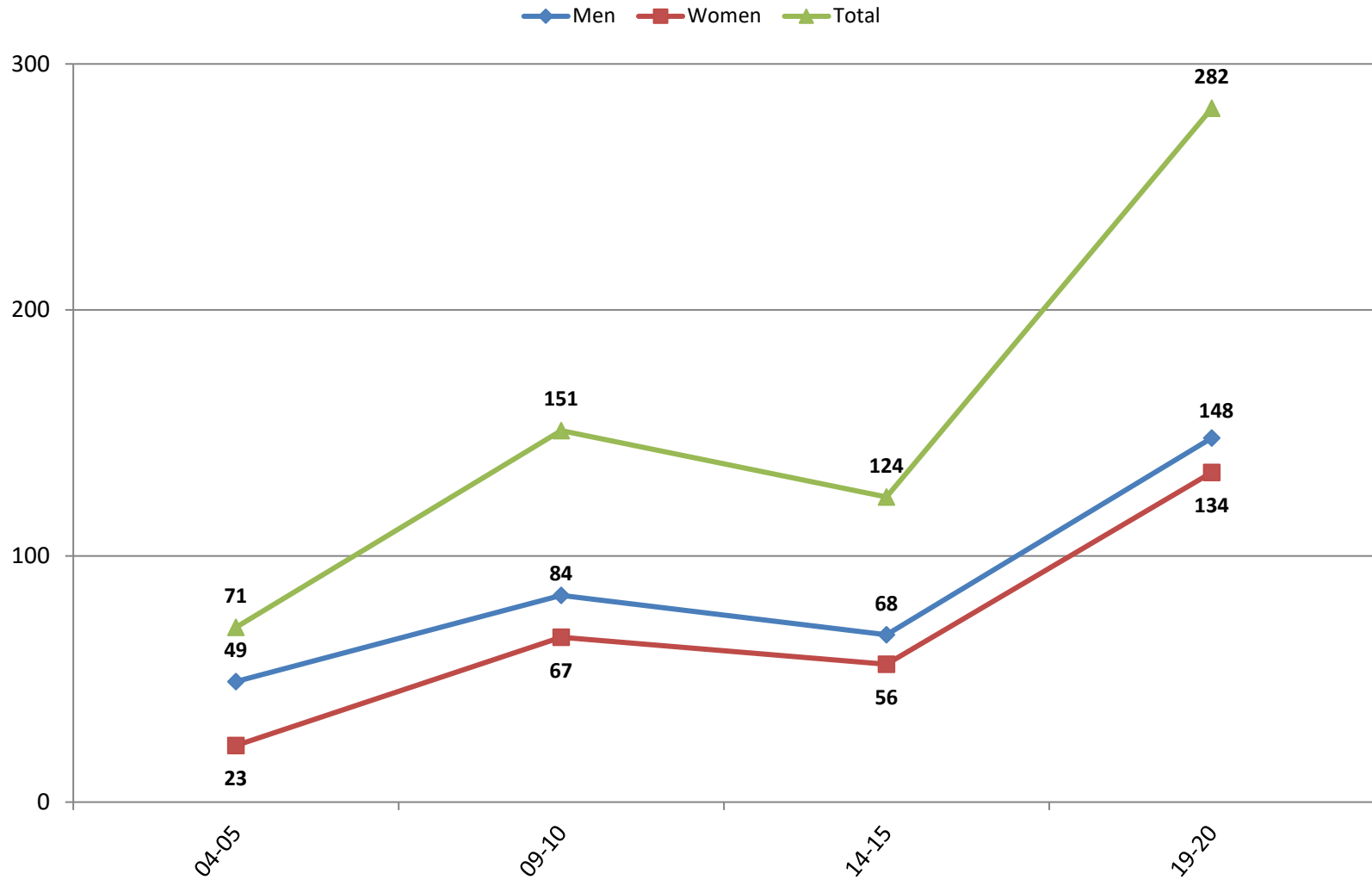
IUSM State of the Faculty Report

Recruitment and Retention

New full-time faculty hired by gender over time

Excludes affiliates

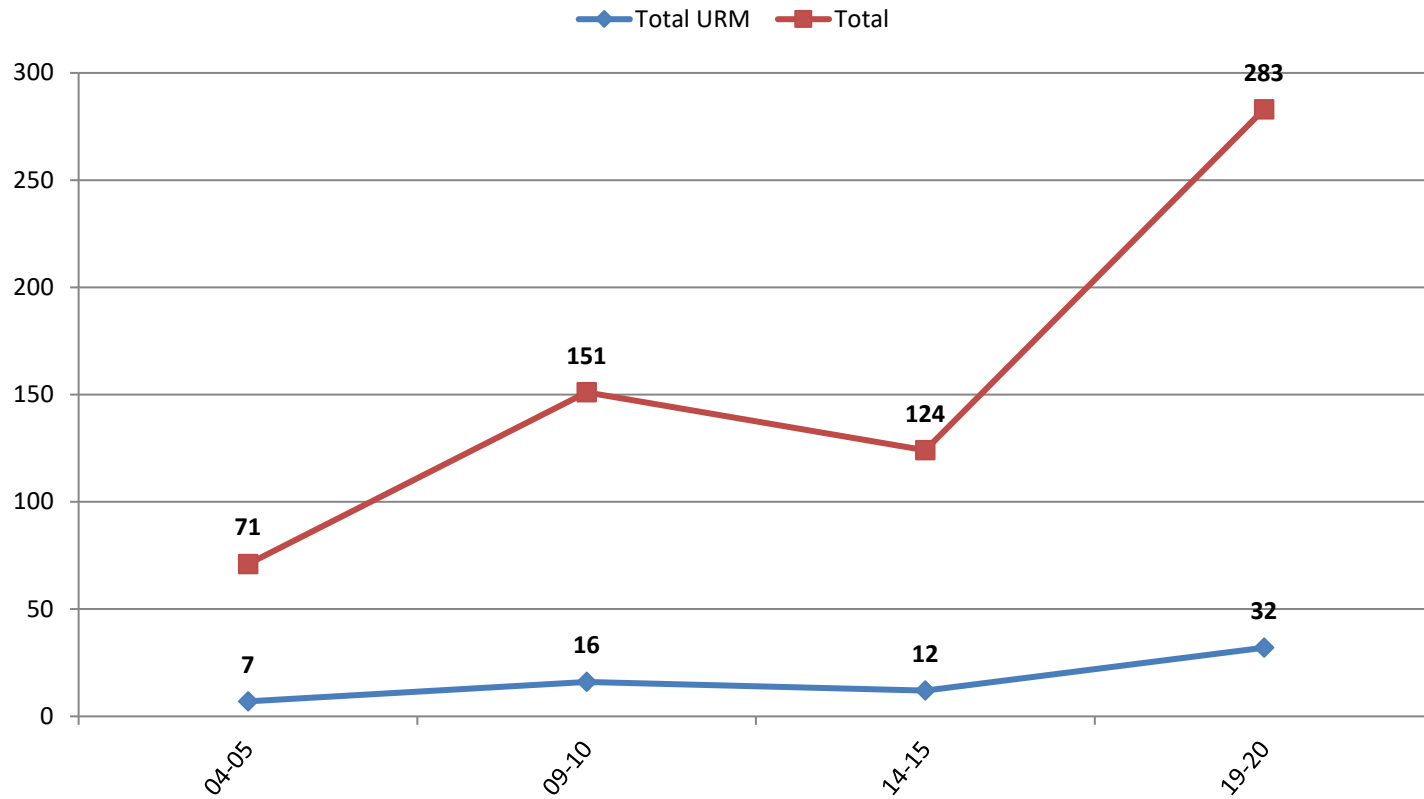
**Prior to 2012, data for this report was collected in August and included a large pool of faculty hired in the month of July.*



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.*

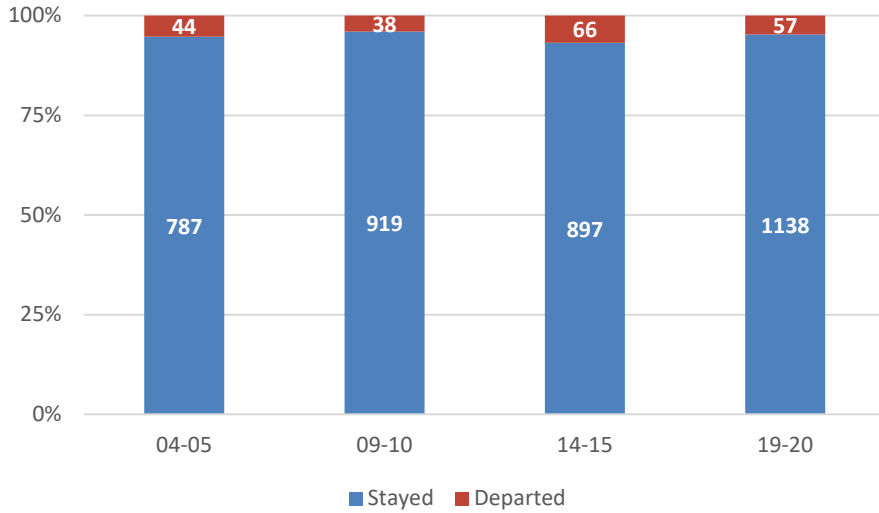


Departures of full-time faculty over time

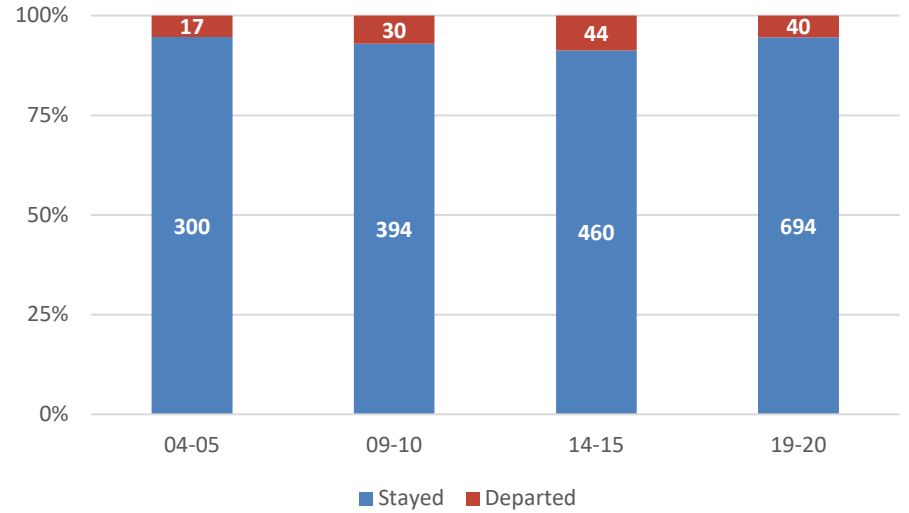
Excludes affiliates, Includes retirees

Departures of full-time men faculty over time

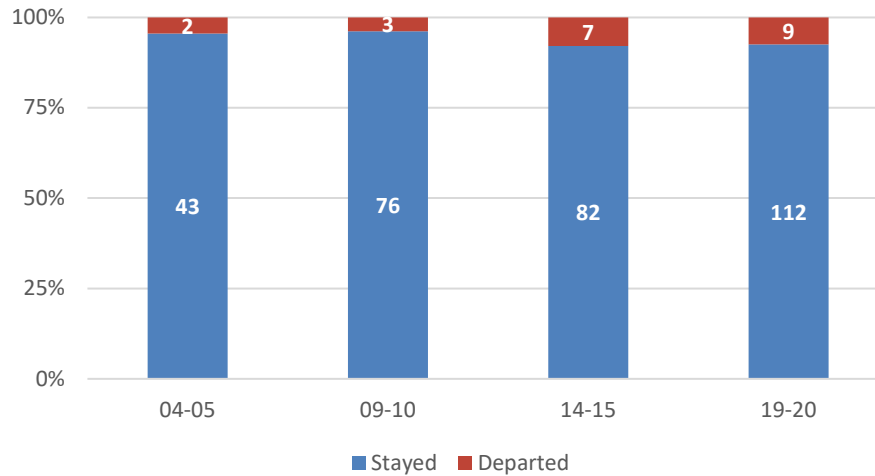
Excludes affiliates, Includes retirees and Department of Public Health data



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)*

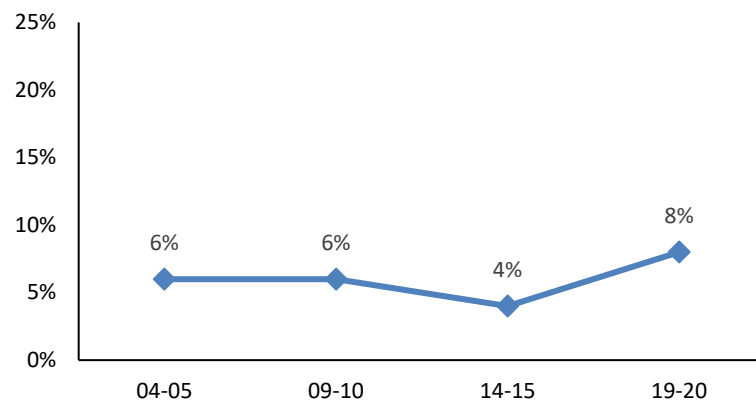
Department/campus	01-02	02-03	03-04	04-05	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	19-20	Dept total aggregated over time
Anatomy & Cell Biology	0	1	0	1	2	5	1	2	1	1	1	2	2	2	1	22
Anesthesia	2	5	1	5	3	5	4	0	3	2	3	1	2	2	3	41
Biochemistry & Molecular Biology	0	1	1	1	4	1	3	6	1	2	4	2	4	0	1	31
Biostatistics	0	0	0	0	0	0	0	0	0	0	1	4	1	0	0	6
Cellular & Integrative Physiology	1	2	2	1	5	1	1	2	0	1	1	1	1	0	2	21
Dermatology	0	0	0	4	0	0	2	1	0	0	0	3	0	2	0	12
Emergency Medicine	0	0	3	0	1	1	2	3	1	5	2	5	9	3	5	40
Family Medicine	0	0	3	1	2	4	1	1	1	1	3	2	2	2	4	27
IUSM Evansville	0	0	0	1	0	0	1	0	0	2	3	0	0	0	1	8
IUSM Fort Wayne	0	0	0	0	1	0	1	0	0	0	0	0	0	1	0	3
IUSM Lafayette	0	0	0	0	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	0	0	3	0	4
IUSM Northwest	0	1	1	2	2	0	0	0	0	1	0	0	0	1	0	8
IUSM South Bend	1	1	0	0	0	2	1	0	0	1	1	2	1	1	0	11
IUSM Terre Haute	0	1	0	0	0	0	0	1	1	0	0	0	0	1	8	12
Laboratory Animal Resource Center	0	0	2	0	1	0	0	1	0	0	0	0	0	2	0	6
Medical & Molecular Genetics	0	0	1	1	1	1	1	3	1	3	0	0	4	3	4	23
Medical Sciences Program	0	1	0	0	2	1	4	1	1	0	1	2	2	0	0	15
Medicine	18	17	14	16	16	22	19	8	16	14	13	21	24	15	20	253
Microbiology & Immunology	2	0	3	1	2	4	1	1	3	4	6	1	1	0	1	30
Neurological Surgery	0	0	0	0	1	2	1	0	0	0	0	2	2	0	0	8
Neurology	1	3	2	2	1	4	2	4	2	0	4	4	1	2	2	34
Obstetrics & Gynecology	3	1	0	1	7	1	2	3	4	5	3	5	4	5	2	46
Ophthalmology	0	0	0	1	0	1	1	4	3	1	0	0	2	6	1	20
Orthopedic Surgery	3	0	2	2	8	1	2	0	1	1	2	0	2	2	1	27
Otolaryngology, Head & Neck Surgery	0	1	2	1	3	0	1	1	0	3	1	2	1	5	1	22
Pathology & Lab Medicine	5	1	5	5	2	5	5	4	1	7	3	6	4	3	4	60
Pediatrics	6	5	5	2	8	3	8	6	11	15	14	10	15	23	23	154
Pharmacology & Toxicology	0	2	0	1	1	4	2	1	2	0	2	0	3	1	3	22
Physical Medicine & Rehabilitation	0	1	0	0	0	2	0	1	0	1	1	2	3	3	0	14
Psychiatry	3	4	1	2	2	0	5	2	3	5	3	9	6	6	1	52
Radiation Oncology	1	0	0	2	2	3	2	2	2	1	6	0	0	4	1	26
Radiology	9	10	3	8	8	0	4	2	2	5	6	4	3	2	5	71
Ruth Lilly Medical Library	1	0	0	0	0	0	1	2	0	2	1	0	1	1	1	10

Surgery	3	2	2	2	4	5	2	4	3	8	8	10	10	8	2	73
Urology	1	1	0	1	3	1	0	0	0	1	1	1	0	0	0	10
Total departures per year	67	64	55	66	94	81	81	69	68	92	95	101	110	109	97	1249

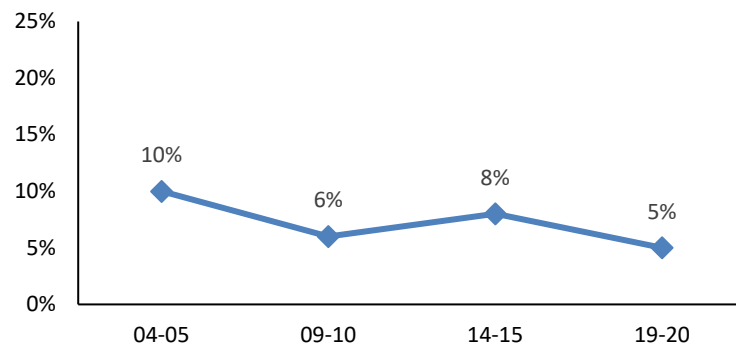
Percent departures of full-time faculty by type of department

Excludes affiliates, Includes retirees

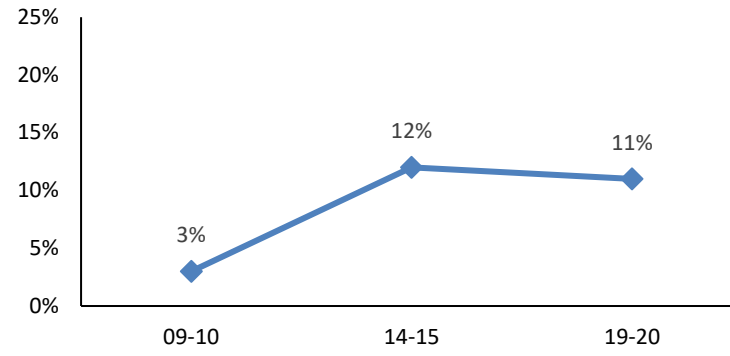
Total basic science faculty



Total clinical science faculty



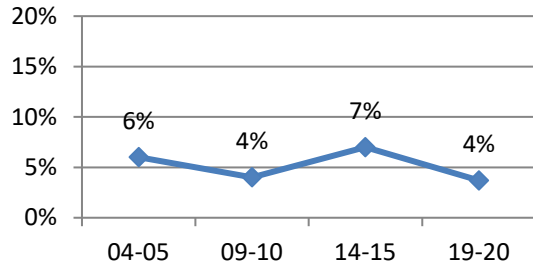
Total other full-time faculty



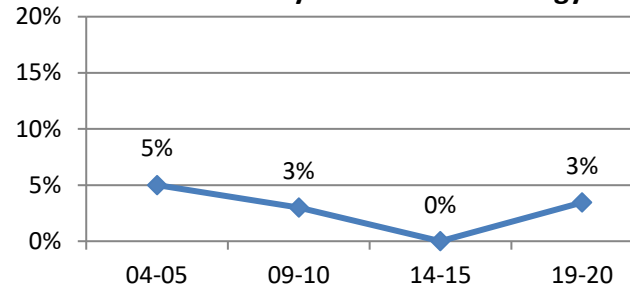
Percent departures of full-time faculty, basic science departments

Excludes affiliates, Includes retirees

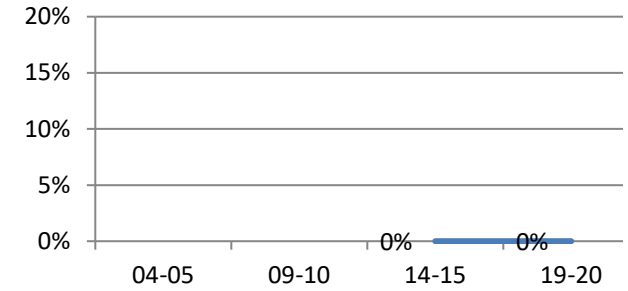
Anatomy & Cell Biology



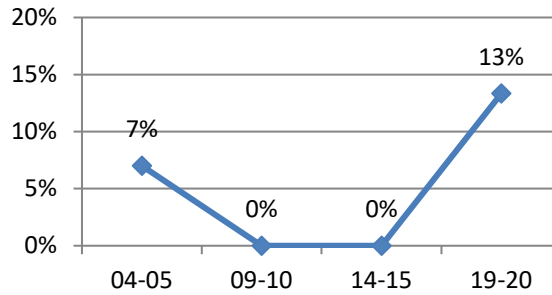
Biochemistry & Molecular Biology



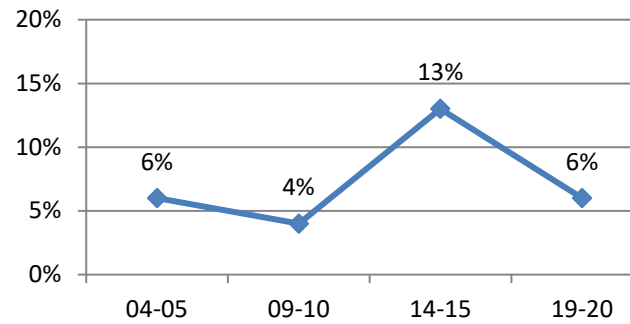
Biostatistics



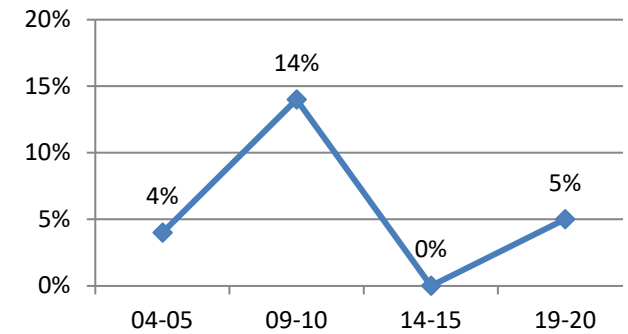
Cellular & Integrative Physiology



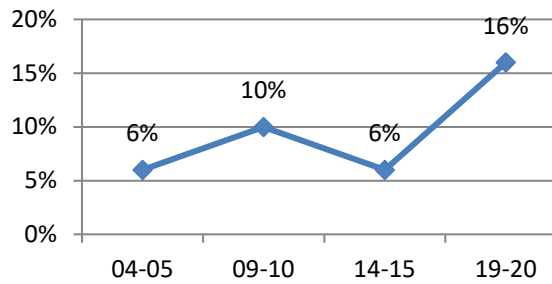
Medical & Molecular Genetics



Microbiology & Immunology

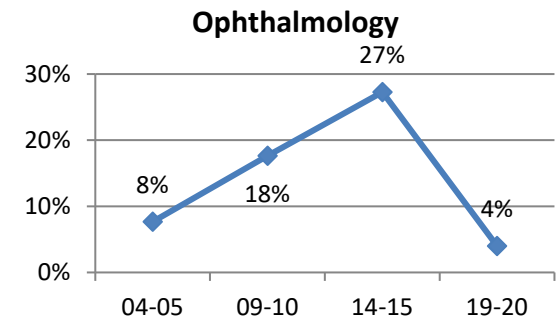
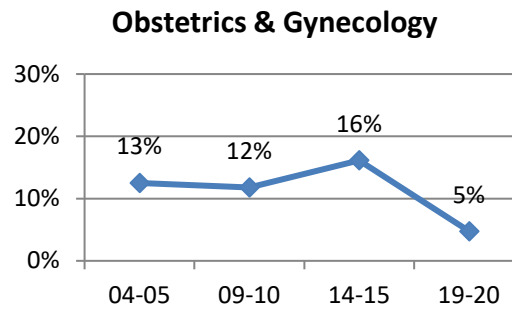
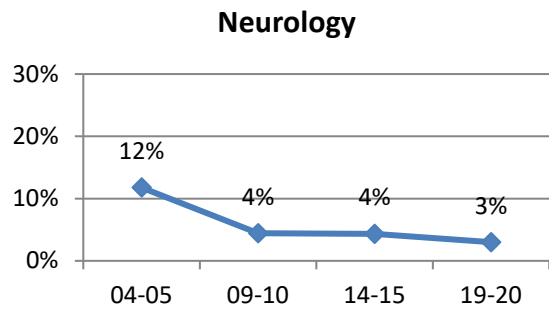
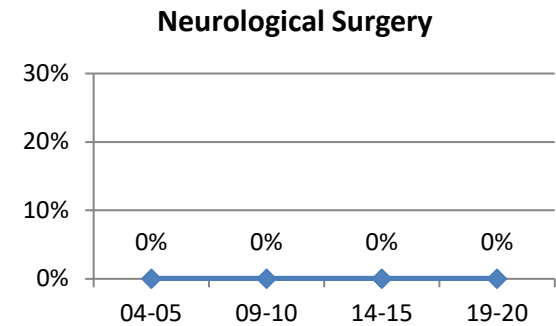
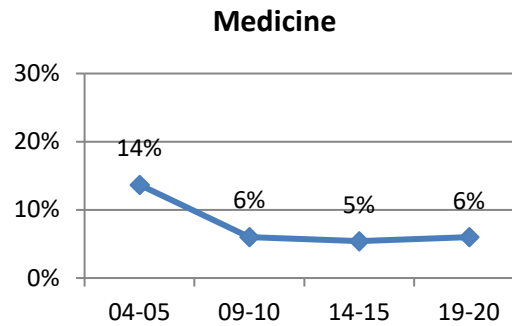
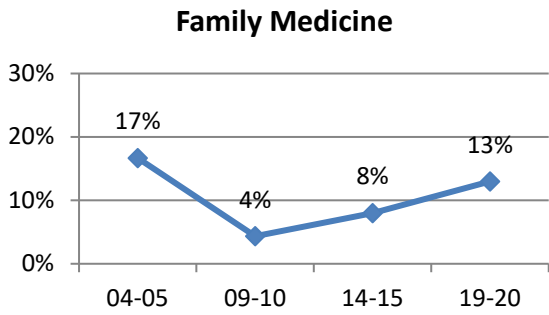
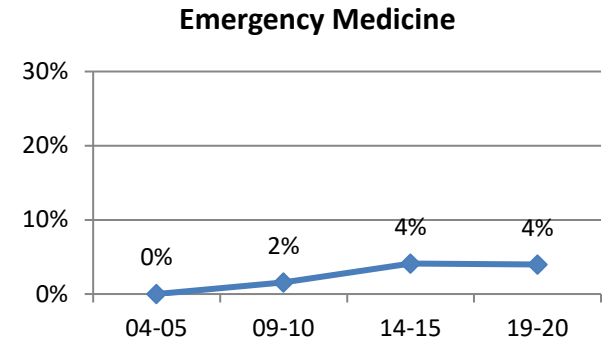
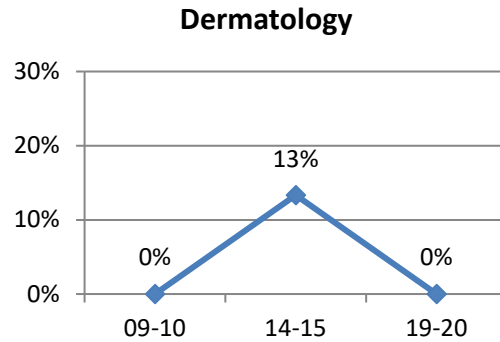
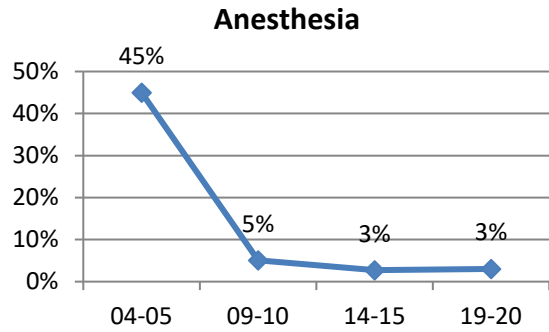


Pharmacology & Toxicology



Percent departures of full-time faculty, clinical departments

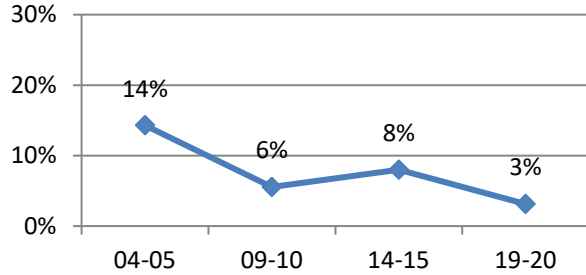
Excludes affiliates, Includes retirees



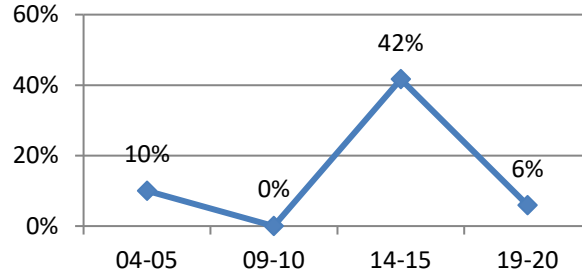
Percent departures of full-time faculty, clinical departments (continued)

Excludes affiliates, Includes retirees

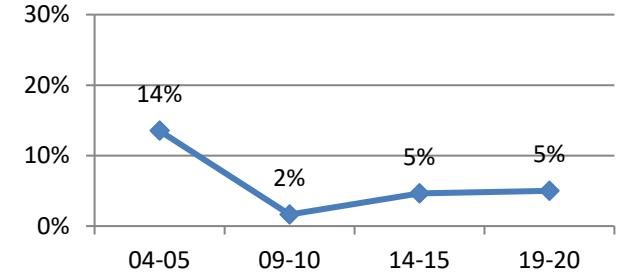
Orthopaedic Surgery



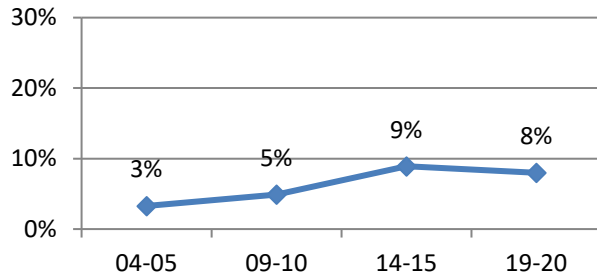
Otolaryngology



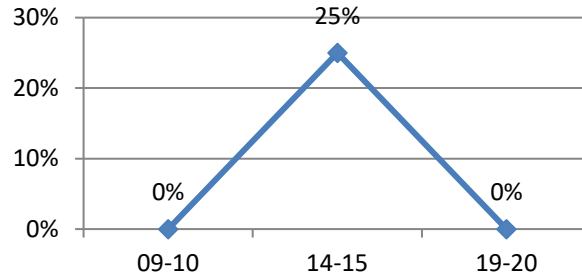
Pathology & Laboratory Medicine



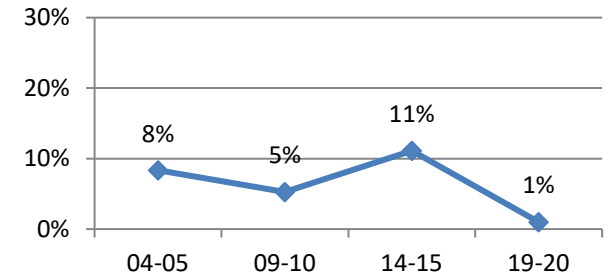
Pediatrics



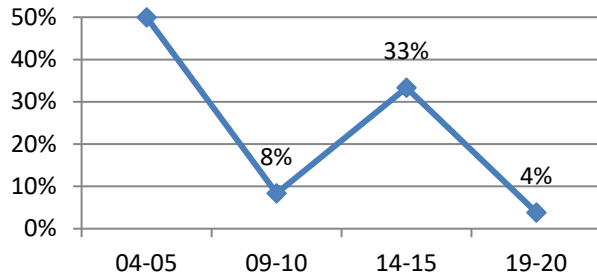
Physical Medicine & Rehabilitation



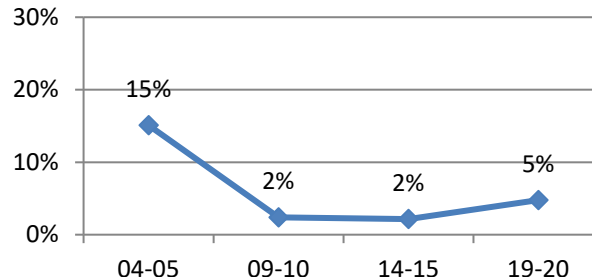
Psychiatry



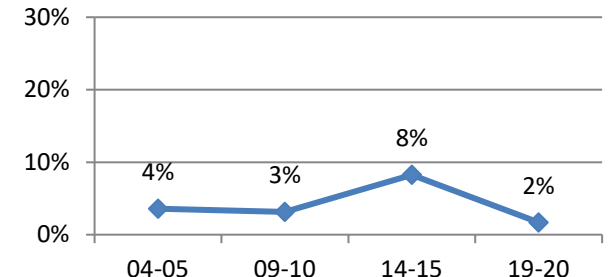
Radiation Oncology



Radiology & Imaging Sciences

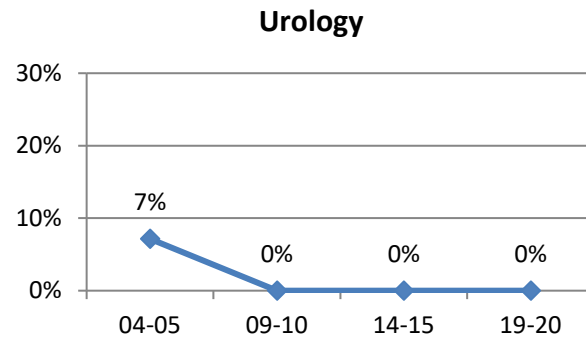


Surgery



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

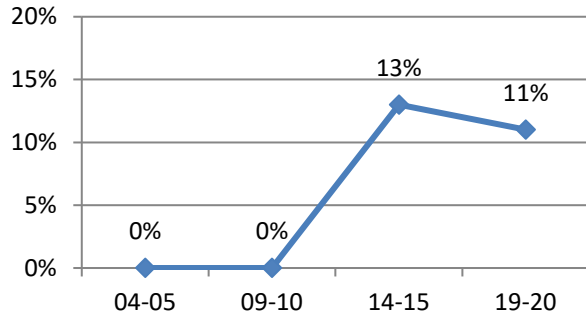
Excludes affiliates, Includes retirees



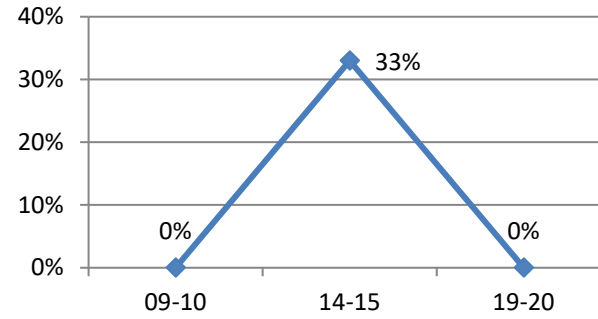
Percent departures of full-time faculty, other departments

Excludes affiliates, Includes retirees

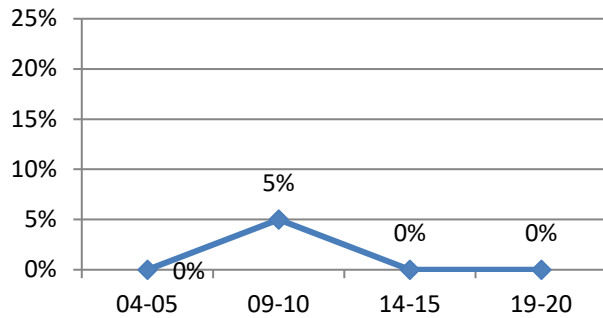
Ruth Lilly Medical Library



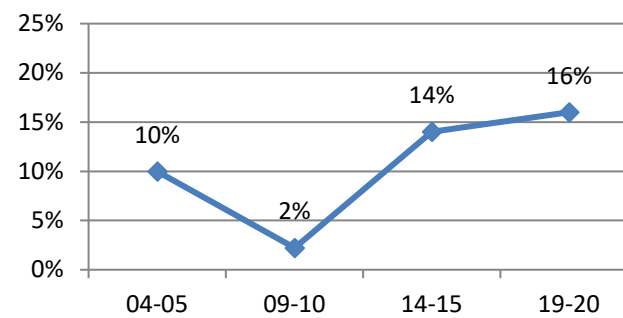
Laboratory Animal Resource Center



Medical Sciences Program



Regional centers

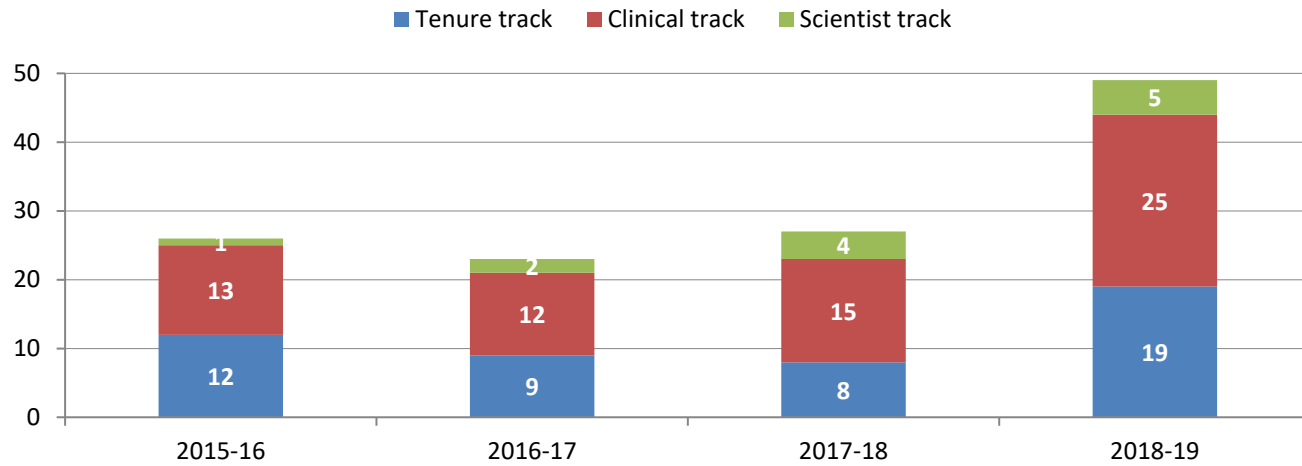


IUSM State of the Faculty Report

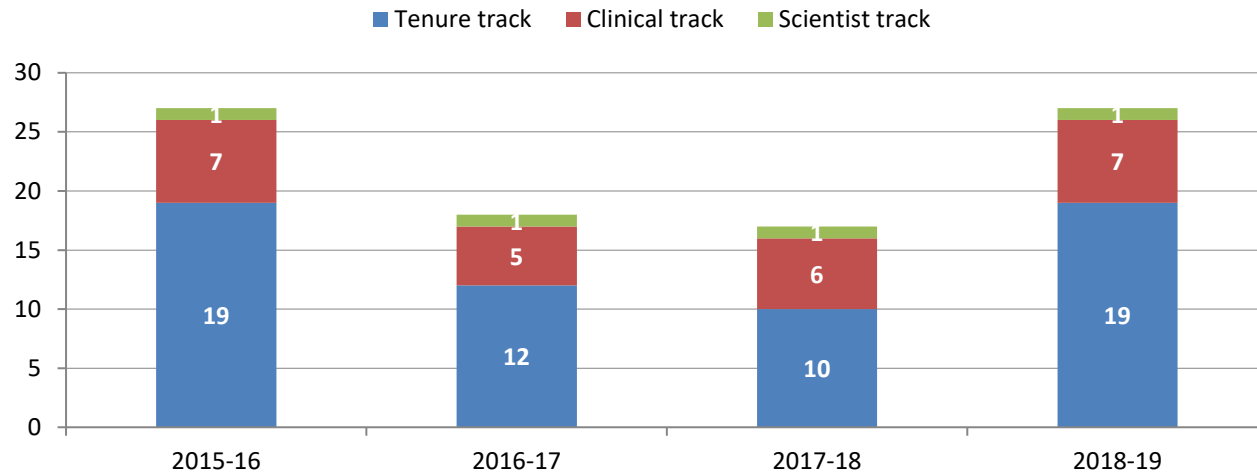
Promotion and Tenure

Promotions by track over time

From assistant professor to associate professor



From associate professor to full professor



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