TABLE OF CONTENTS

NOTES ............................................................................................................. 1

CURRENT YEAR DATA ...................................................................................... 2
Total IUSM faculty ...................................................................................... 3
Total full-time faculty by basic science, clinical, and other departments ... 4
Full-time faculty by gender ................................................................. 6
Full-time affiliate faculty by gender ...................................................... 6
Part-time faculty by gender ................................................................. 6
Part-time affiliate faculty by gender ...................................................... 6
Full-time faculty by race/ethnicity ....................................................... 7
Full-time affiliate faculty by race/ethnicity ........................................... 7
Part-time faculty by race/ethnicity ....................................................... 7
Part-time affiliate faculty by race/ethnicity ........................................... 7
Full-time URM faculty by gender .......................................................... 8
Full-time faculty by rank and track .......................................................... 9
Department chairs and regional campus directors by gender ................. 10
Department chairs and regional campus directors by race/ethnicity ... 10
Full-time faculty rank and track by gender .......................................... 11
Full-time faculty by department/regional center .................................... 12
Full-time faculty by gender and department/regional center ............... 13
Full-time faculty race/ethnicity by department ................................ .... 14
Full Time Faculty by basic science department, track, and gender ....... 15
Full Time Faculty by clinical department, track, and gender .......... ... 16

TRENDS OVER TIME ....................................................................................... 17
Growth of full-time faculty by track over time .................................... 18
Full-time faculty by track and gender over time .................................. 19
Growth of full-time faculty in tracks by gender ................................... 20
Total full-time faculty growth by gender over time ............................... 21
Total URM full-time faculty members over time ................................ 22
A closer look: Tenure track faculty ..................................................... 23
A closer look: Clinical track faculty .................................................... 24
A closer look: Scientist track faculty .................................................. 25
A closer look: Lecturer track faculty .................................................... 26
Full-time URM faculty by track over time .......................................... 28

RECRUITMENT AND RETENTION .................................................................. 29
New URM full-time faculty hired over time ........................................... 31
Departures of full-time faculty over time .............................................. 32
Departures of full-time men faculty over time ...................................... 33
Departures of full-time women faculty over time .................................. 33
Departures of full-time URM faculty over time .................................... 33
Departures of full-time faculty by department (Excludes affiliates, includes retirees) ...................................................... 34
Percent departures of full-time faculty by type of department ............... 36
Percent departures of full-time faculty, basic science departments ..... 38
Percent departures of full-time faculty, clinical departments ................. 40
Percent departures of full-time faculty, clinical departments (continued) 41
Percent departures of full-time faculty, other departments .................... 43

PROMOTION AND TENURE .......................................................................... 45
Promotions by track over time ................................................................. 46

FAPDD CONTRIBUTORS .................................................................................. 47
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

- Full-Time Faculty: 1833 (60%)
- Full-Time Affiliate Faculty: 922 (30%)
- Part-Time Faculty: 131 (4%)
- Part-Time Affiliate Faculty: 192 (6%)
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)

- Professor: 26 (1%)
- Associate: 348 (14%)
- Assistant: 364 (14%)
- Lecturer: 1,781 (71%)

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

- Professor: 69 (31%)
- Associate: 63 (29%)
- Assistant: 84 (38%)
- Lecturer: 5 (2%)

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

- Professor: 3 (20%)
- Associate: 3 (20%)
- Assistant: 9 (60%)
**Full-time faculty by gender**
n=1,832 (excludes affiliate and part-time faculty)

- Men: 694 (38%)
- Women: 1,138 (62%)

**Full-time affiliate faculty by gender**
n=922

- Men: 323 (35%)
- Women: 599 (65%)

**Part-time faculty by gender**
n=192 (excludes affiliates)

- Men: 100 (52%)
- Women: 92 (48%)

**Part-time affiliate faculty by gender**
n=131

- Men: 34 (26%)
- Women: 97 (74%)
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)

- Men: 61 (51%)
- Women: 59 (49%)
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

$n=35$

- Men: 27 (77%)
- Women: 8 (23%)

Department chairs and regional campus directors by race/ethnicity

$n=35$

- White: 28 (80%)
- Asian: 5 (14%)
- URM: 2 (6%)
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

<table>
<thead>
<tr>
<th>Department/Regional Center</th>
<th>Tenure</th>
<th>Clinical</th>
<th>Lecturer</th>
<th>Scientist</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
<td>Female</td>
<td>Male</td>
</tr>
<tr>
<td>Anatomy &amp; Cell Biology</td>
<td>48%</td>
<td>30%</td>
<td>0%</td>
<td>4%</td>
<td>0%</td>
</tr>
<tr>
<td>Biochemistry &amp; Molecular Biology</td>
<td>55%</td>
<td>10%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Biostatistics</td>
<td>46%</td>
<td>38%</td>
<td>8%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Cellular &amp; Integrative Physiology</td>
<td>60%</td>
<td>7%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Medical &amp; Molecular Genetics</td>
<td>21%</td>
<td>17%</td>
<td>8%</td>
<td>25%</td>
<td>0%</td>
</tr>
<tr>
<td>Microbiology &amp; Immunology</td>
<td>55%</td>
<td>15%</td>
<td>0%</td>
<td>0%</td>
<td>5%</td>
</tr>
<tr>
<td>Pharmacology &amp; Toxicology</td>
<td>53%</td>
<td>18%</td>
<td>0%</td>
<td>6%</td>
<td>0%</td>
</tr>
</tbody>
</table>
## Full Time Faculty by clinical department, track, and gender

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

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

Excludes affiliates

![Chart showing growth of full-time faculty by track over time.](chart)
Full-time faculty by track and gender over time

Excludes affiliates
Growth of full-time faculty in tracks by gender

Excludes affiliates

Clinical–Men
Clinical–Women
Scientist–Men
Scientist–Women
Probationary tenure track–Men
Probationary tenure track–Women
Tenured–Men
Tenured–Women
Lecturer–Men
Lecturer–Women
Total full-time faculty growth by gender over time

*Excludes affiliates and part-time*

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>04-05</td>
<td>1,148</td>
<td>831</td>
<td>317</td>
</tr>
<tr>
<td>09-10</td>
<td>1,381</td>
<td>957</td>
<td>424</td>
</tr>
<tr>
<td>14-15</td>
<td>1,467</td>
<td>963</td>
<td>504</td>
</tr>
<tr>
<td>19-20</td>
<td>1,832</td>
<td>1,138</td>
<td>694</td>
</tr>
</tbody>
</table>
Total URM full-time faculty members over time

Excludes affiliates

- Black
- Hispanic
- Other URM (e.g., Native American, Pacific Islander)
- Total URM


Numbers of URM faculty members:
- 2004-05: Black 21, Hispanic 4, Other URM 0, Total URM 25
- 2009-10: Black 24, Hispanic 37, Other URM 4, Total URM 65
- 2014-15: Black 38, Hispanic 43, Other URM 5, Total URM 86
- 2019-20: Black 45, Hispanic 50, Other URM 8, Total URM 121
A closer look: Tenure track faculty

Excludes affiliates

![Graph showing tenure track faculty numbers by gender and status from 2004-05 to 2019-20. The graph includes data for probationary tenure track, tenured, and probationary tenure track by gender.](image-url)
A closer look: Clinical track faculty

Excludes affiliates

Clinical–Men

Clinical–Women

04-05  09-10  14-15  19-20

246  373  413  562

133  207  286  406

0  100  200  300  400  500  600
A closer look: Scientist track faculty

Excludes affiliates

Scientist–Men
Scientist–Women
A closer look: Lecturer track faculty

Excludes affiliates

Lecturer–Men
Lecturer–Women

04-05
09-10
14-15
19-20

2
3
2
15

1
6
5
12
Full-time URM faculty by rank over time

Excludes affiliates

<table>
<thead>
<tr>
<th>Year</th>
<th>Professor</th>
<th>Associate professor</th>
<th>Assistant professor</th>
<th>Lecturer</th>
</tr>
</thead>
<tbody>
<tr>
<td>04-05</td>
<td>7</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>09-10</td>
<td>11</td>
<td>20</td>
<td>48</td>
<td>0</td>
</tr>
<tr>
<td>14-15</td>
<td>17</td>
<td>15</td>
<td>57</td>
<td>0</td>
</tr>
<tr>
<td>19-20</td>
<td>22</td>
<td>20</td>
<td>79</td>
<td>0</td>
</tr>
</tbody>
</table>
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
<p>| 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 | 15-16 | Dept total aggregated over time |
|-----------------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-----------------------------|
| Anatomy &amp; 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 &amp; 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 &amp; 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     | 0     | 0   | 3                           |
| IUSM Lafayette                                | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0   | 4                           |
| IUSM Muncie                                   | 0     | 0     | 0     | 1     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 0     | 3     | 0     | 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     | 1     | 8     | 1   | 12                          |
| Laboratory Animal Resource Center             | 0     | 0     | 2     | 0     | 1     | 0     | 0     | 1     | 0     | 0     | 0     | 0     | 2     | 0     | 0   | 6                           |
| Medical &amp; 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 &amp; 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 &amp; 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 &amp; Neck Surgery           | 0     | 1     | 2     | 1     | 3     | 0     | 1     | 1     | 0     | 3     | 1     | 2     | 1     | 5     | 1   | 22                          |
| Pathology &amp; 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 &amp; Toxicology                    | 0     | 2     | 0     | 1     | 1     | 4     | 2     | 1     | 2     | 0     | 2     | 0     | 3     | 1     | 3   | 22                          |
| Physical Medicine &amp; 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                          |</p>
<table>
<thead>
<tr>
<th>Surgery</th>
<th>3</th>
<th>2</th>
<th>2</th>
<th>2</th>
<th>4</th>
<th>5</th>
<th>2</th>
<th>4</th>
<th>3</th>
<th>8</th>
<th>8</th>
<th>10</th>
<th>10</th>
<th>8</th>
<th>2</th>
<th>73</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urology</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>1</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<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>92</td>
<td>95</td>
<td>101</td>
<td>110</td>
<td>109</td>
<td>97</td>
<td>1249</td>
</tr>
</tbody>
</table>
Percent departures of full-time faculty by type of department

Excludes affiliates, Includes retirees

![Total basic science faculty graph](image1)

![Total clinical science faculty graph](image2)
Total other full-time faculty

- 09-10: 3%
- 14-15: 12%
- 19-20: 11%
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*

Anesthesia

<table>
<thead>
<tr>
<th>Year</th>
<th>04-05</th>
<th>09-10</th>
<th>14-15</th>
<th>19-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>45%</td>
<td>5%</td>
<td>3%</td>
<td>3%</td>
</tr>
</tbody>
</table>

Dermatology

<table>
<thead>
<tr>
<th>Year</th>
<th>04-05</th>
<th>09-10</th>
<th>14-15</th>
<th>19-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>13%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Emergency Medicine

<table>
<thead>
<tr>
<th>Year</th>
<th>04-05</th>
<th>09-10</th>
<th>14-15</th>
<th>19-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>2%</td>
<td>4%</td>
<td>4%</td>
<td>4%</td>
</tr>
</tbody>
</table>

Family Medicine

<table>
<thead>
<tr>
<th>Year</th>
<th>04-05</th>
<th>09-10</th>
<th>14-15</th>
<th>19-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>4%</td>
<td>8%</td>
<td>13%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Medicine

<table>
<thead>
<tr>
<th>Year</th>
<th>04-05</th>
<th>09-10</th>
<th>14-15</th>
<th>19-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>14%</td>
<td>6%</td>
<td>5%</td>
<td>6%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Neurological Surgery

<table>
<thead>
<tr>
<th>Year</th>
<th>04-05</th>
<th>09-10</th>
<th>14-15</th>
<th>19-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Neurology

<table>
<thead>
<tr>
<th>Year</th>
<th>04-05</th>
<th>09-10</th>
<th>14-15</th>
<th>19-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>12%</td>
<td>4%</td>
<td>4%</td>
<td>3%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Obstetrics & Gynecology

<table>
<thead>
<tr>
<th>Year</th>
<th>04-05</th>
<th>09-10</th>
<th>14-15</th>
<th>19-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>13%</td>
<td>12%</td>
<td>16%</td>
<td>5%</td>
<td>0%</td>
</tr>
</tbody>
</table>

Ophthalmology

<table>
<thead>
<tr>
<th>Year</th>
<th>04-05</th>
<th>09-10</th>
<th>14-15</th>
<th>19-20</th>
</tr>
</thead>
<tbody>
<tr>
<td>8%</td>
<td>18%</td>
<td>27%</td>
<td>4%</td>
<td>0%</td>
</tr>
</tbody>
</table>
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

Urology

0% 0% 0% 0% 0%
0 10 20 30 40
04-05 09-10 14-15 19-20

7%
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

- Tenure track
- Clinical track
- Scientist track

From associate professor to full professor

- Tenure track
- Clinical track
- Scientist track
FAPDD Contributors

Mary E. Dankoski, PhD  
*Executive Associate Dean*

Megan M. Palmer, PhD  
*Senior Associate Dean*

Amy Ribera, PhD  
*Research and Evaluation Analyst*

Natasha Saelua & Ting-Han Chang  
*Graduate Research Assistants*

Melody Darnall  
*Assistant Director for Faculty Systems*