



Tomorrow's Doctors, Tomorrow's Cures®

Women in U.S. Academic Medicine

Statistics and Benchmarking Report, 2007–08

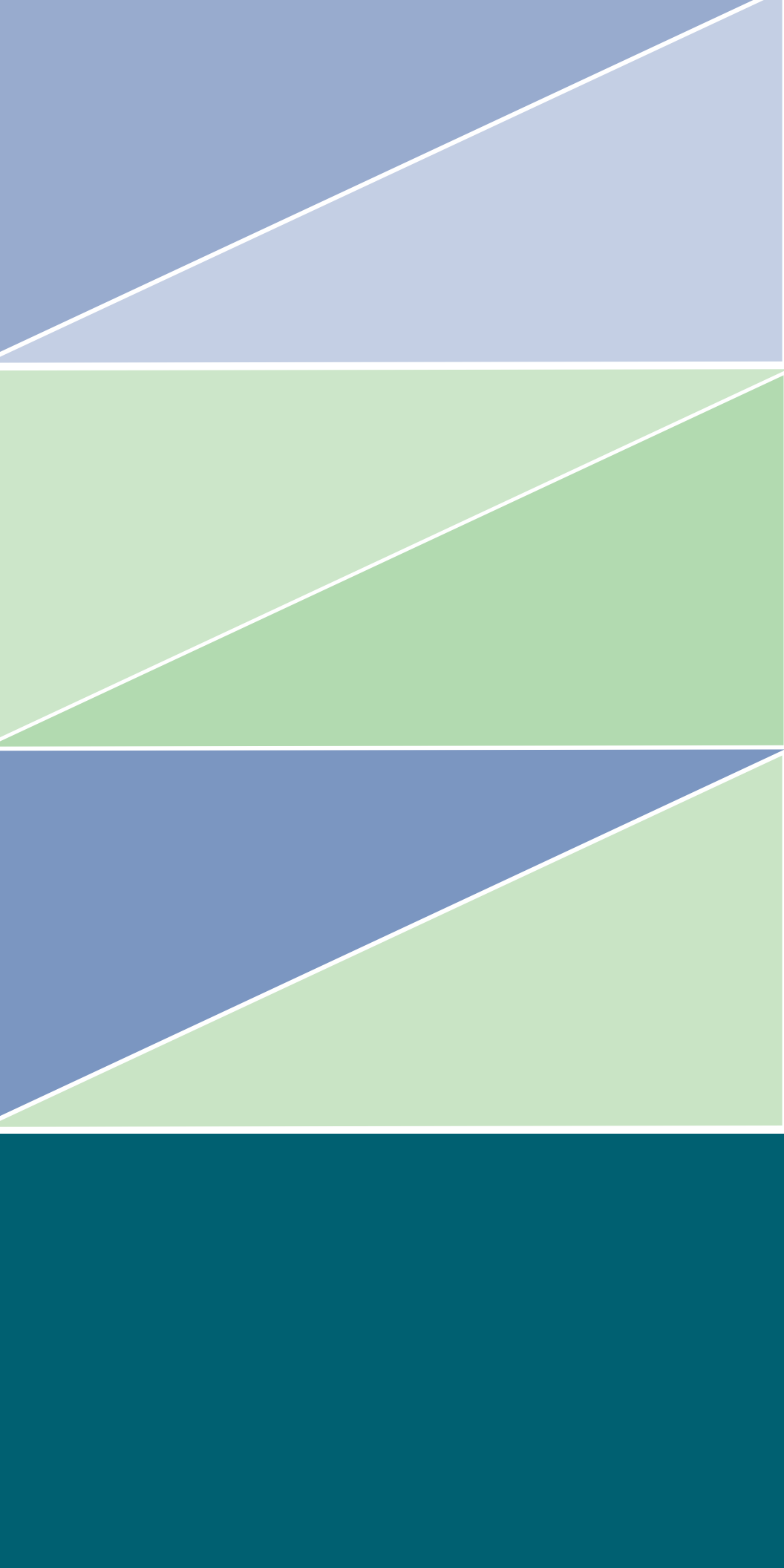


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Introduction

This report marks the twenty-fifth year the AAMC has surveyed the academic medicine community for representation of women at the accredited U.S. medical schools. This year’s annual report includes data collected in a two-part survey: 1) gender distribution in U.S. medical schools; and 2) institutional resources to support women faculty. The AAMC Women in Medicine (WIM) office is grateful to the Women Liaison Officers (WLOs), Faculty Roster Representatives (FRRs), and Group on Faculty Affairs (GFA) Representatives who responded to this online survey. Their efforts make it possible to educate others about women’s representation in academic medicine and to analyze trends, enhance current initiatives, and develop new strategies for advancement of women.

Of the 126 U.S. medical schools that were contacted, representatives from 106 of these schools completed both components of the survey for an 84% response rate. Data that was not received from the medical schools was drawn from the AAMC Faculty Roster and the *AAMC 2007–2008 Directory of American Medical Education*. The results are summarized in this report. For additional information or to reference the tables identified in the report, please visit the AAMC Women in Medicine Web site: <http://www.aamc.org/members/wim/start.htm>.

SNAPSHOT, A Historical Comparison

In 2007-08, women represented:	In 2002-03, women represented:
49% of medical school applicants 49% of enrolled medical students 45% of residents and fellows	49% of medical school applicants 47% of enrolled medical students 38% of residents and fellows
34% of all medical school faculty • 40% of assistant professors • 29% of associate professors • 17% of full professors	30% of all medical school faculty • 36% of assistant professors • 25% of associate professors • 13% of full professors
21% of division chiefs/section chiefs 20% of associate/vice chairs 12% of department chairs	18% of division chiefs/section chiefs 19% of associate/vice chairs 9% of department chairs
36% of associate deans 24% of senior associate deans 10% of medical school deans	30% of associate deans 22% of senior associate deans 8% of medical school deans

Part I: Gender Distribution in U.S. Medical Schools

Table 1: Medical Students, Selected Years, 1965–2008

- Forty-nine percent of applicants to medical schools are women. Although the total number of women and men applicants has steadily increased since 2002, the number of men has increased more than the number of women, resulting in a slightly decreased percentage of women applicants over the past 5 years.
- Forty-nine percent of 70,225 individuals enrolled in medical school are women.

Table 2: Distribution of Residents by Specialty, 1997 compared to 2007

- Forty-five percent of 177,289 residents are women. Ten years ago, women represented 36% of all residents.
- At least 60% of residents in dermatology, medical genetics, obstetrics and gynecology, and pediatrics are women.
- Surgery has the largest percentage point decline in men residents in the past ten years (5.0 percentage points). Psychiatry shows the largest percentage point decrease in women residents in the past ten years (3.3 percentage points).

Table 3: Distribution of Faculty by Department, Rank, and Gender, 2008

- Women represent 34% of all medical faculty. This compares to 26% in 1998.
- Fifty-two percent of men and 30% of women are associate or full professors. Of the 55,604 associate and full professors in basic science and clinical departments, 23% are women.
- Men associate and full professors outnumber women in all specialties except social sciences where women associate professors (56%) outnumber men.

Table 4: Distribution of Women Faculty by Department, Rank, and Degree, 2008

- More than half (51%) of the 38,475 M.D. and Ph.D. women faculty are assistant professors, 19% are associate professors, and 13% are full professors. (Note: 17% are instructors or other ranks.)
- Forty-one percent of women Ph.D.s are appointed to clinical science departments and 29% to basic science departments.

Table 5: Distribution of Faculty by Race/Hispanic Origin, Gender, and Rank, 2008

- The majority of faculty identify themselves as white (64% of women, 70% of men). This compares to 76% of women in 1998.
- Of the 42,399 women faculty, 14% are Asian and 4% are African American. Of the 82,683 men faculty, 13% are Asian and 2% are African American.

Table 6: 2007 Benchmarking–New Hires and Departures

- Forty-two percent of new hires are women, and 17 schools report women as over 50% of their new hires.
- Of the 8,857 total departures, 37% are women; 6 schools report women as more than 20% of their departures.

Table 7: 2007 Benchmarking–Full-Time Faculty by Gender, Rank, and Tenure

- Fifteen medical schools report that at least 40% of their full-time faculty are women. Of these schools, only 5 report having more than the national average of 14% of women faculty who are full professors.

Table 8: 2007 Benchmarking–New Tenures and Promotions

- Thirty-five percent of the promotions to associate professor and 29% to full professor are women.

Table 9: 2007 Benchmarking—Division/Section Chiefs and Department Chairs

- Of the 2,958 department chairs, 12% are women.
- Six schools report having no women department chairs, representing an improvement from 2006 when nine schools reported no women department chairs. Eight schools report more than five women department chairs.

Table 10: 2007 Benchmarking—Decanal Positions

- Of the 1,425 senior associate and associate deans, 32% are women. Since 2006, the percentage of women associate deans has increased from 33% to 36% while the percentage of women senior associate deans has decreased from 26% to 24%.
- Thirty-one percent of all direct reports to the dean are women. Ten schools report having no direct reports to the dean who are women.

Table 11: Women Deans and Interim Deans, October 2008

- At the time of data collection, women were 10% of 129 medical school deans in the United States. As this report went to publication (Table 11), 14 of 130, or 11% of U.S. medical school deans were women. In addition, one applicant school has a founding woman dean (Cynda Johnson, M.D. of Virginia Tech Carilion School of Medicine).

Part II: Programs to Support Women Medical Faculty

With the assistance of the WIM steering committee, the AAMC included a second component in the survey to 126 U.S. medical schools to describe the scope and organization of support for women faculty. This special component is a follow-up to the 2005 preliminary survey which included comparative information on institutional support of WIM programs (<http://www.aamc.org/members/wim/statistics/stats05/start.htm>). The survey results from 108 medical schools affirm the need for medical schools to implement new strategies to provide additional support in terms of facilities, staff, and funds for women faculty professional development.

Table 12: Programs to Support Women Medical Faculty, 2008

Women in Medicine (WIM) Advisory Group

- Sixty-one percent of the 108 medical schools that responded to this question report having a WIM advisory group or committee.
- Forty-six WIM advisory groups (70%) meet at least four times per year and nine meet more than twelve times per year.
- Thirty-two WIM advisory groups (48%) meet with the institution's senior leadership between 2 and 12 times per year.

Types of Resources Offered to Support Women Faculty Professional Development

Facilities and Staff: Twenty-two medical schools provide office or meeting space and staff to support women faculty professional development. Sixty-eight percent of these schools provide some salary support to the Women Liaison Officer (WLO) or faculty administrator to WIM programs.

Publications: The most common publications that are offered are websites, list serves, and newsletters. Additional information is provided through libraries of books and articles, women's network Facebook groups, awards and sponsorship, and faculty mentoring guides.

Institutional Sponsorship: The most commonly supported programs are Drexel University College of Medicine's ELAM (Executive Leadership in Academic Medicine) program for women, AAMC Early Career Women Faculty Professional Development Seminar, and AAMC Mid-career Women Faculty Professional Development Seminar.

Activities: Ninety-nine medical schools (92%) offer activities to support women medical faculty. Seventy percent of these schools report career development programs with local faculty and 59% report career development programs with guest faculty as at least one of their activities. Additionally, 59 schools report informal social events, 48 schools have institutional mentoring programs, and 43 schools have conducted gender equity studies. Other activities include faculty awards for advancement of women, networking luncheons, retreats, work-life balance groups, and travel to leadership conferences.

Administrative Structure

Ninety-one medical schools (86%) report that their WIM activities are supported through a central administrative office. Of these, 50% are supported under the institutional umbrella of professional development for men and women.

Eighty-nine medical schools (82%) report that their WIM activities are supported through a central administrative office. Of these, 49% are supported under the institutional umbrella of professional development for men and women.

Funds come from multiple sources across medical school and university campuses. Sixty-eight schools receive funding from the Dean's office and 53 schools receive funding from the Medical School Faculty Affairs/Faculty Development office. Five schools receive funding from the University Provost office and a few report significant efforts from individual departments, such as the Department of Medicine.

Table 13: Funding and Staff Support for Women Medical Faculty

Of the 107 schools that reported on the dollars budgeted for centrally supported WIM activities, the average amount of funding received is \$33,668 per school and the median is \$10,000. This compares to three

years ago when the average support for funded programs was \$27,107. Currently, five medical schools receive more than \$150,000 in funding for WIM activities. Of the 107 schools that reported on the FTE staff support for WIM activities, the average is 0.68 and the median is 0.01.

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