

Women in U.S. Academic Medicine: Statistics and Benchmarking Report

2008–2009

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Organizational Leadership Development

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Background

In 1983, the AAMC (Association of American Medical Colleges), published the first *Women in U.S. Academic Medicine Statistics and Medical School Benchmarking Report*. The report was the first national snapshot of the distribution of women students, residents, faculty and administrative leaders in academic medicine. Since its debut in 1983, this report has been published annually. The 1998 report was the first of its kind to include benchmarking data on women’s representation in medical schools. Faculty Roster Representatives (FRRs) and Women Liaison Officers (WLOs) engaged in a collaborative effort to verify faculty counts and to provide information on the available resources for women in academic medicine. In recent years, data from the Faculty Roster—a database that provides data on full-time faculty members at AAMC member institutions—has been used to create this report. The AAMC continues to rely upon the participation of FRRs and WLOs to verify and complete survey data. Their participation has made it possible to provide accurate, useful data related to staffing patterns and the expansion of resources and facilities in support of women in academic medicine and science.

Interpretative Summary

For the 2008–09 survey, WLOs and FRRs from 130 accredited medical schools were asked to verify and provide data on faculty rank, leadership positions, new hires, promotion, tenure status, and departures. The AAMC received responses from 120 of these schools, representing a 92 percent response rate. The survey is limited as it includes some use of the pre-populated Faculty Roster data even if the counts were not verified by the institution in this year’s survey. The purpose of this report is to educate faculty on the representation of women in academic medicine. The report summarizes data and identifies current and historical trends through the use of figures, charts, and tables. Tables 1-11 are available at

<http://www.aamc.org/members/gwims/statistics/stats09/start.htm>.

**Figure 1: Snapshot, A Ten Year Comparison
Women Representation In U.S. Medical Schools,
1998 vs. 2008**

	1998–99	2008–09	% Change
Medical School Applicants	43%	48%	12%
Accepted Applicants	44%	48%	9%
Residents	36%	45%	25%
Assistant Professors	34%	41%	21%
Associate Professors	23%	30%	30%
Full Professors	11%	18%	64%
Division Chiefs/Section Chiefs	16%	21%	31%
Department Chairs	8%	13%	63%
Deans	5%	12%	140%

The Group on Women in Medicine and Science (GWIMS)

In response to the challenges that women face in academic medicine and science, the AAMC recently established a formal group to improve issues related to career advancement for women. On June 25, 2009, the AAMC’s Board of Directors approved the creation of the Group on Women in Medicine and Science (GWIMS). The GWIMS will serve as a national forum to advance women’s success in medicine and science by addressing gender equity, career advancement, awards and recognition, and recruitment and retention. Medical school deans have been directed to designate institutional representatives to GWIMS who will advocate for women’s advancement in leadership, education, research, clinical practice and administration. This new forum replaces the former AAMC WLO network.

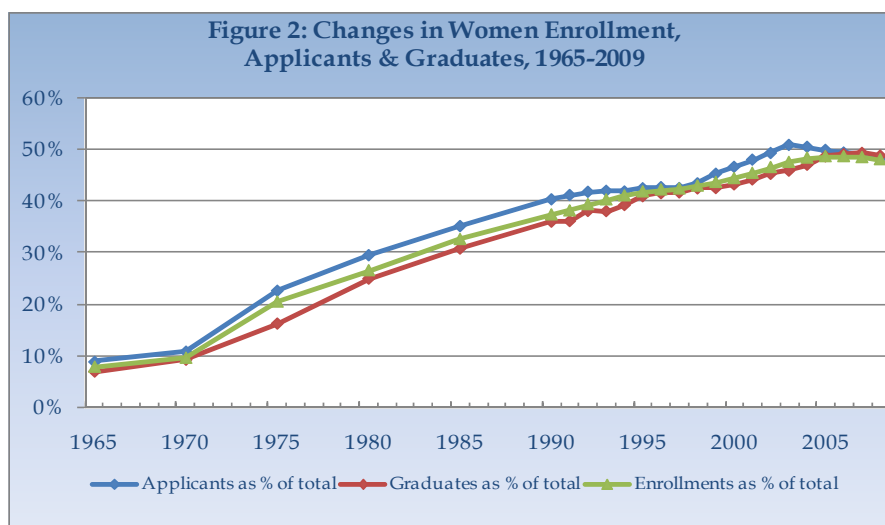
Each school has been asked to identify one primary GWIMS representative to serve as the point of contact to the AAMC. GWIMS membership is open to anyone who has an interest in advancing women in medicine and science. If you are interested in becoming a member of the GWIMS or are a former WLO, please communicate with your dean your desire or interest to become a member of the GWIMS. In turn, the dean’s office should forward a comprehensive list of all those interested in GWIMS membership to Valarie Clark, MPA, Director, Faculty Development (vclark@aamc.org) by December 1, 2009.

Applicants, Students, and Residents

- MEDICAL STUDENTS, SELECTED YEARS, 1965–2009 (Table 1)
- DISTRIBUTION OF RESIDENTS BY SPECIALTY, 1998 COMPARED TO 2008 (Table 2)

The past 40 years have shown a tremendous increase in the number of women enrollments and graduates. In 2008–09, women constituted approximately 48 percent of accepted applicants and 49 percent of graduates; a large jump from 1965 when women constituted only 9 percent of accepted applicants and 7 percent of graduates. Academic year 2008–09 is the first year since 2002–03 that the number of women applicants has decreased.¹ Figure 2 depicts the changes in the distribution of women medical students from 1965–66 to 2008–09.

The proportion of women in residency programs has steadily grown from 36 percent in 1998 to 45 percent in 2008.² Although the total number of residents—including the number of women residents—has increased each year, the number of men residents has been slowly declining since 2005. This trend is depicted in Figure 3.



As displayed in Figure 2, the most notable changes in women representation of medical students occurred between 1970–71 and 1990–91. In those 20 years, the proportion of women applicants and graduates increased from 11% to 40%, and 9% to 36%, respectively.

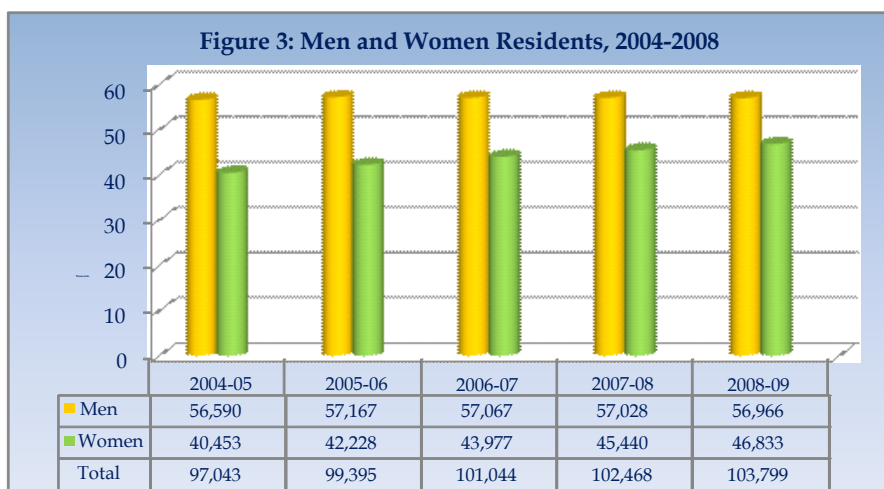


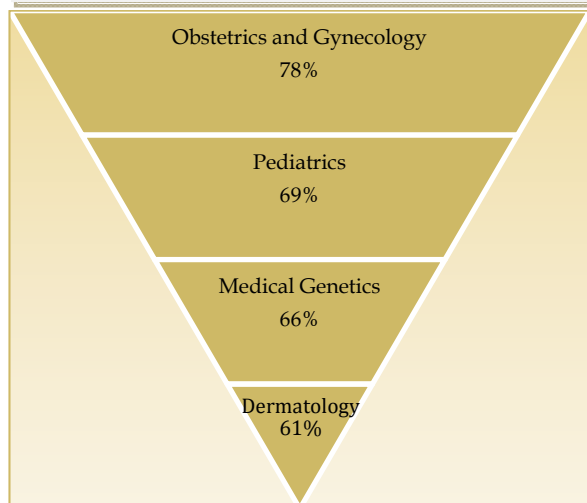
Figure 3 shows the total number of men and women residents between academic years 2004–05 and 2008–09. The number of women residents is steadily increasing, whereas the number of men residents has been slowly declining since 2005.

¹ <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 1)

² <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 2)

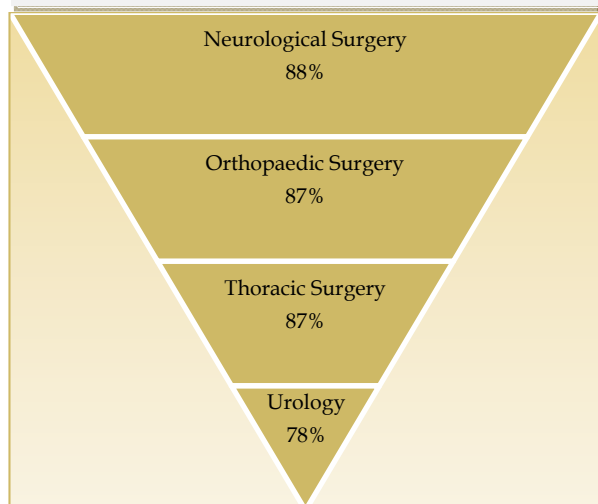
While the number of women residents continues to increase, there has been little change in the specialties dominated by women. Specialties with the largest increase in the proportion of women residents in the past ten years are: thoracic surgery (110 percent increase, from 6.3 percent women to 13.2 percent women), urology (96 percent increase, from 11.3 percent women to 22.2 percent women), and orthopedic surgery (72 percent increase, from 7.5 percent women to 12.9 percent women). Figures 4A and 4B highlight the specialties with the highest proportion of men and women residents in 2008³. Due to rounding, the percentages in Figures 4A and 4B may not match the corresponding percentages in Table 2.

Figure 4A: Specialties with the Highest Proportion of Women Residents, 2008



As shown in Figure 4A, obstetrics and gynecology (78%), pediatrics (69%) and medical genetics (66%) lead as the specialties with the highest proportion of women residents, as compared to men. Among all women residents, the top four selected specialties were: internal medicine (20%), pediatrics (16%), family medicine (11%), and obstetrics and gynecology (8%).

Figure 4B: Specialties with the Highest Proportion of Men Residents, 2008



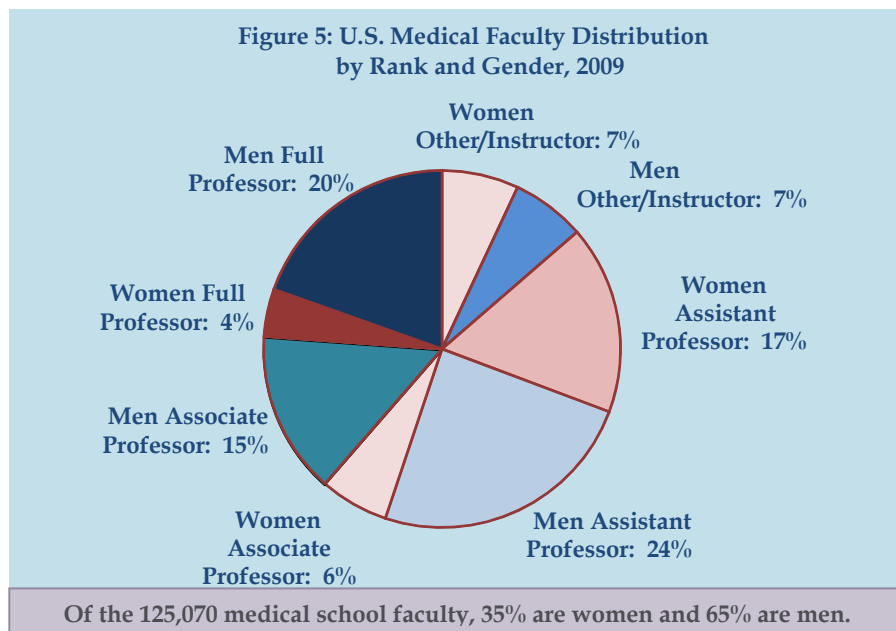
As shown in Figure 4B, the specialties with the highest proportion of men residents in 2008 were: neurological surgery (88%), orthopedic surgery (87%), thoracic surgery (87%) and urology (78%). Of all men residents, the top four selected specialties were: internal medicine (21%), internal medicine subspecialties (11%), surgery (9%), and family medicine (7%).

³ <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 2)

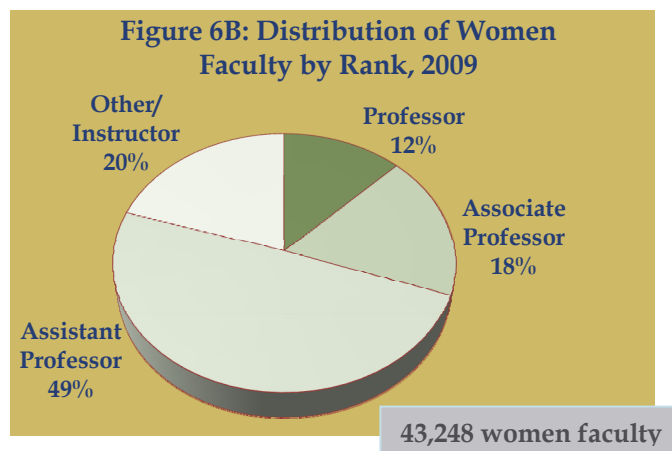
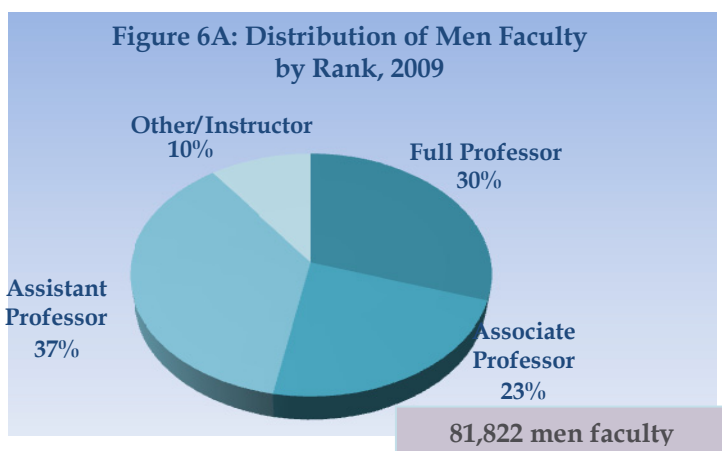
Medical School Faculty

- DISTRIBUTION OF FACULTY BY DEPARTMENT, RANK, AND GENDER, 2009 (Table 3)
- DISTRIBUTION OF WOMEN FACULTY BY DEPARTMENT, RANK, AND DEGREE, 2009 (Table 4)
- DISTRIBUTION OF FACULTY BY RACE/HISPANIC ORIGIN, GENDER, AND RANK, 2009 (Table 5)

The number of full-time medical school faculty (those who are funded by the medical school directly or supported by affiliated institutions and organizations) has grown considerably in the past ten years, from 89,628 in 1998–99 to 125,678 in 2008–09. Currently, women represent 35 percent of the 125,070 medical school faculty members with reported gender.⁴ The distribution of medical school faculty by rank and gender, as shown in Figure 5, is unchanged from last year.



Figures 6A and 6B compare the distribution of rank within the separate populations of men and women faculty. The percentage of men exceeds that of women for the ranks of full professor and associate professor. Women continue to remain at disproportionately lower ranks of faculty, with 20 percent and 49 percent of women faculty at levels of instructor/other rank and assistant professor, respectively. Due to rounding, the percentages in Figure 6B only add up to 99 percent instead of 100 percent.



⁴ <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 3)

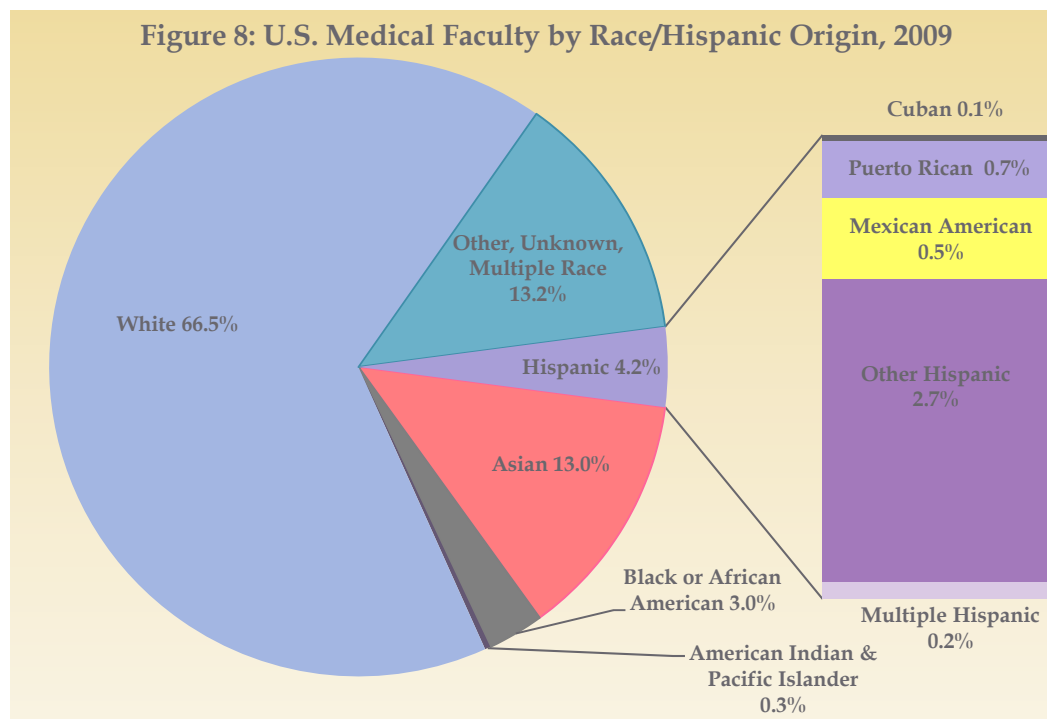
While the number of women who are full professors and associate professors has almost doubled in the past nine years, the percentage of women in these ranks has changed very little. The number of women who are full professors increased from 2,664 (11 percent) to 5,361 (12 percent). Among women who are associate professors, the number increased from 4,784 (19 percent) to 7,814 (18 percent).

Surgery and orthopedic surgery continue to have low proportions of women faculty whereas the social sciences and other health professions have over 55 percent women in faculty positions.⁵ Of the 39,518 M.D. and Ph.D. women faculty, 20,450 (52 percent) are assistant professors. Of these assistant professors, 89 percent are in clinical sciences departments.⁶ Figure 7 shows the distribution of women faculty by department and degree.

Department	M.D.	Ph.D.	Total
Basic Sciences	1,059 (4%)	3,871 (34%)	4,930 (13%)
Clinical Sciences	27,145 (96%)	7,092 (63%)	34,237 (87%)
Other Departments	56 (0%)	295 (3%)	351 (0%)
Total Women Faculty	28,260	11,258	39,518

As provided in Figure 7, the majority of women with M.D.s and Ph.D.s are in clinical sciences departments.

The ethnic breakdown of women and men faculty is displayed in Figure 8. The majority of faculty identify themselves as white (62 percent of women and 69 percent of men). The only minority group with an equal or higher proportion of women faculty to men faculty is Black/African American (50 percent are women).⁷



⁵ <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 3)

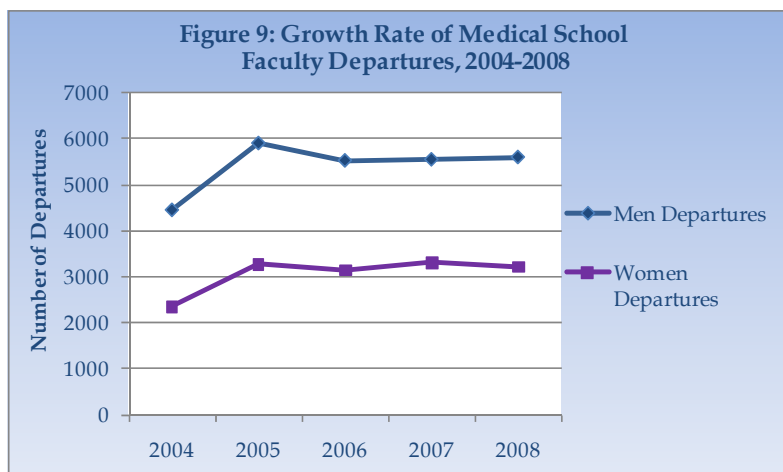
⁶ <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 4)

⁷ <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 5)

New Hires, Departures, Promotions, and Tenure

- **BENCHMARKING-NEW HIRES AND DEPARTURES, 2008 (Table 6)**
- **BENCHMARKING-FULL-TIME FACULTY BY GENDER, RANK, AND TENURE (Table 7)**
- **BENCHMARKING-NEW TENURES AND PROMOTIONS (Table 8)**

The average percentage of new faculty hires who are women was 41 percent in 2008, up from 34 percent in 2004. The percent of departures who are women exceeded the percentage of new hires who are women at only 19 percent of the 130 medical schools surveyed. The number of faculty departures who are women was 3,209 (36 percent of departures) in 2008, up from 2,350 (35 percent of departures) in 2004. For men faculty, the number of the departures in 2008 was 5,606 (64 percent of departures), up from 4,458 (65 percent of departures) in 2004.⁸ Figure 9 shows the changes in faculty departures by gender over a five year period.



The number of women and men departures dramatically increased in 2005, decreased in 2006, and increased in 2007. In 2008, the number of women departures decreased, and the number of men departures increased.

The average percentage of tenured faculty who are women was 20 percent in 2008. This compares to 17 percent in 2003 and 15 percent in 1998. In 2008, the percentage of men who hold tenure (23 percent) was more than double the percentage of women who hold tenure (11 percent).⁹

Women comprise 37 percent of the promotions from assistant to associate professor, which demonstrates a 6 percent increase from the previous year. The percentage of women promoted to full professor remains stable at 29 percent, with a national average of four women per medical school promoted to full professor each year. This compares to a national average of nine men faculty per medical school promoted to full professor each year.¹⁰

⁸ <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 6)

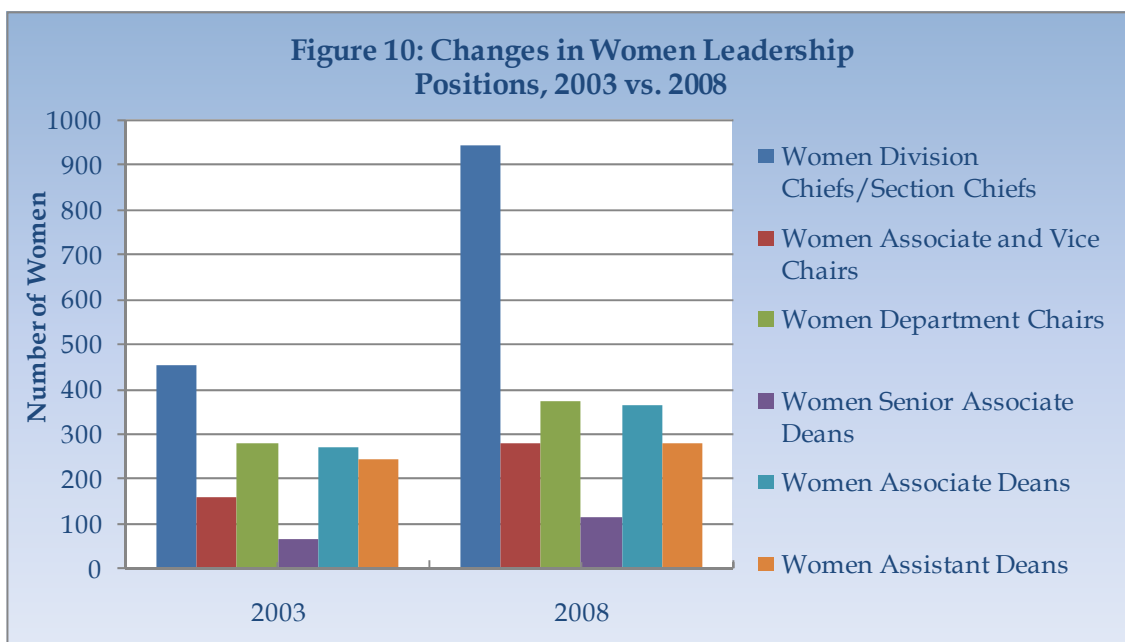
⁹ <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 7)

¹⁰ <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 8)

Academic Leadership Positions

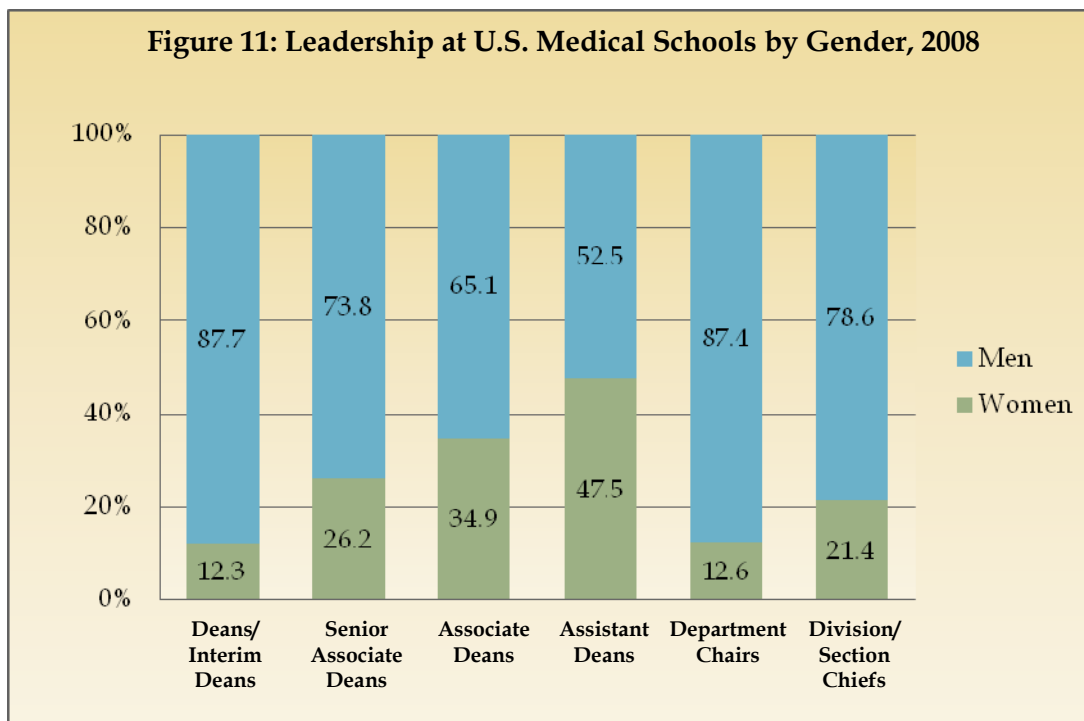
- BENCHMARKING-DIVISION/SECTION CHIEFS AND DEPARTMENT CHAIRS (Table 9)
- BENCHMARKING-DECANAL POSITIONS (Table 10)
- WOMEN DEANS, OCTOBER 2009 (Table 11)

In 2008, the number of men holding leadership positions was significantly higher than that of women. There were 3.7 times more men division/section chiefs, 3.7 times more men associate chairs/vice chairs, and 6.9 times more men department chairs. However, over the past five years, women have gained greater representation in executive positions in medical schools. The number of women division/section chiefs increased from 456 in 2003 to 944 in 2008 – an increase of 107 percent. The number of women associate and vice chairs increased from 162 in 2003 to 281 in 2008 – a 73 percent increase. In 2008, five schools reported no women serving as department chairs, representing an improvement from 1998 when 28 medical schools reported no women serving as department chairs. In 2008, women represented 13 percent of the 2,952 total department chairs.¹¹ Figure 10 below summarizes this data.



¹¹ <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 9)

Overall, a higher proportion of women hold decanal positions (senior associate deans, associate deans, assistant deans, and direct reports to the dean), than other leadership positions (division/section chiefs and department chairs). In 2008, 14 schools reported no women in positions that report directly to the dean, an increase from 2007 when 10 schools reported no women in positions that report directly to the dean.¹² Figure 11 displays the distribution of men and women in leadership positions for 2008.



Currently, women serve as deans at 16 (12 percent) of the 131 U.S. medical schools represented by the AAMC. This count includes one acting dean and two interim deans. The proportion of women deans and interim deans has steadily grown from 5 percent in 1999 to 10 percent in 2004 and 12 percent in 2009.

Final Summary

Although the total number of applicants to medical school increased this year, the number of women applicants decreased for the first time in six years. The number of women in residency programs increased three percent from the previous year. Less than half of the women residents in 2008 (47 percent) selected specialties with a greater than 50 percent representation of women (including Obstetrics & Gynecology, Pediatrics, Medical Genetics, Dermatology, Allergy and Immunology, Psychiatry, Family Medicine, and Pathology). Overall, women have gained greater representation in leadership positions compared to academic year 2007–08. Since last year, the proportion of women residents, accepted applicants, and division chief/section chiefs, has not changed.

Some concerns remain, including the slow rate at which women are being promoted to full professor and the small number of women who hold the position of department chair, as compared to men. Currently only 18 percent of full professors are women and only 13 percent of department chairs are women. In 2008, fourteen schools reported no women with a direct reporting relationship to the dean, up 40 percent from last year.

¹² <http://www.aamc.org/members/gwims/statistics/stats09/start.htm> (Table 10)

TABLE 1: MEDICAL STUDENTS, SELECTED YEARS, 1965–2009

Academic Year	APPLICANTS			ACCEPTED APPLICANTS			MATRICULANTS			FIRST-YEAR ENROLLMENT*			TOTAL ENROLLMENT			GRADUATES		
	Total	Women	Women as % of Total	Total	Women	Women as % of Total	Total	Women	Women as % of Total	Total	Women	Women as % of Total	Total	Women	Women as % of Total	Total	Women	Women as % of Total
1965–66	18,703	1,676	9.0%	9,012	799	8.9%	8,554	799	9.3%	8,759	731 [@]	8.3%	32,835	2,589	7.9%	7,574	524	6.9%
1970–71	24,987	2,734	10.9%	11,500	1,297	11.3%	11,169	1,228	11.0%	11,348	1,256	11.1%	40,487	3,894	9.6%	8,974	827	9.2%
1975–76 [†]	42,282	9,590	22.7%	15,360	3,642	23.7%	14,897	3,511	23.6%	15,295	3,647	23.8%	55,818	11,417	20.5%	13,634	2,212	16.2%
1980–81	36,083	10,657	29.5%	17,141	4,948	28.9%	16,587	4,757	28.7%	17,186	4,966	28.9%	65,189 [‡]	17,248	26.5%	15,632	3,898	24.9%
1985–86	32,885	11,558	35.1%	17,225	5,857	34.0%	16,268	5,520	33.9%	16,963	5,800	34.2%	66,585	21,650	32.5%	16,117	4,957	30.8%
1990–91	29,241	11,785	40.3%	17,206	6,656	38.7%	15,998	6,153	38.5%	16,876	6,550	38.8%	65,163	24,286	37.3%	15,427	5,553	36.0%
1991–92	33,297	13,699	41.1%	17,435	6,943	39.8%	16,211	6,433	39.7%	17,071	6,804	39.9%	65,602	24,962	38.1%	15,356	5,543	36.1%
1992–93	37,402	15,618	41.8%	17,465	7,257	41.6%	16,289	6,772	41.6%	17,097	7,158	41.9%	65,606	25,754	39.3%	15,474	5,890	38.1%
1993–94	42,806	17,957	41.9%	17,361	7,288	42.0%	16,307	6,851	42.0%	17,121	7,230	42.2%	66,202	26,589	40.2%	15,504	5,895	38.0%
1994–95	45,360	18,967	41.8%	17,318	7,255	41.9%	16,287	6,819	41.9%	17,085	7,212	42.2%	66,815	27,364	41.0%	15,883	6,228	39.2%
1995–96	46,586	19,776	42.5%	17,356	7,437	42.8%	16,252	6,941	42.7%	17,058	7,363	43.2%	66,947	27,925	41.7%	15,886	6,498	40.9%
1996–97	46,965	20,028	42.6%	17,385	7,439	42.8%	16,201	6,918	42.7%	16,935	7,271	42.9%	66,913	28,157	42.1%	15,890	6,594	41.5%
1997–98	43,016	18,271	42.5%	17,312	7,484	43.2%	16,164	6,994	43.3%	16,867	7,333	43.5%	69,089	29,205	42.3%	15,958	6,650	41.7%
1998–99	40,996	17,785	43.4%	17,373	7,685	44.2%	16,170	7,162	44.3%	16,790 ^{**}	7,450 ^{**}	44.4%	69,298	29,680	42.8%	16,003	6,792	42.4%
1999–00	38,443	17,395	45.2%	17,421	7,966	45.7%	16,221	7,412	45.7%	16,856 [^]	--- [^]	--- [^]	69,304	30,179	43.5%	15,718	6,676	42.5%
2000–01	37,088	17,273	46.6%	17,535	8,027	45.8%	16,301	7,472	45.8%	16,699	7,659	45.9%	69,414	30,738	44.3%	15,796	6,825	43.2%
2001–02	34,860	16,718	48.0%	17,454	8,294	47.5%	16,365	7,784	47.6%	16,875	8,039	47.6%	69,521	31,492	45.3%	15,676	6,923	44.2%
2002–03	33,625	16,556	49.2%	17,593	8,631	49.1%	16,488	8,113	49.2%	16,953	8,311	49.0%	69,931	32,452	46.4%	15,532	7,029	45.3%
2003–04	34,791	17,672	50.8%	17,542	8,732	49.8%	16,541	8,212	49.6%	17,035	8,470	49.7%	70,169	33,251	47.4%	15,831	7,262	45.9%
2004–05	35,735	18,018	50.4%	17,662	8,768	49.6%	16,648	8,235	49.5%	17,059	8,433	49.4%	71,029	34,260	48.2%	15,761	7,412	47.0%
2005–06	37,373	18,626	49.8%	17,987	8,766	48.7%	17,003	8,239	48.5%	17,376	8,416	48.4%	71,995	34,925	48.5%	15,926	7,748	48.7%
2006–07	39,108	19,293	49.3%	18,418	8,943	48.6%	17,361	8,438	48.6%	17,826	8,678	48.7%	73,100	35,464	48.5%	16,143	7,926	49.1%
2007–08	42,315	20,735	49.0%	18,858	9,107	48.3%	17,759	8,582	48.3%	18,287	8,863	48.5%	74,518	36,004	48.3%	16,167	7,974	49.3%
2008–09	42,231	20,360	48.2%	19,135	9,181	48.0%	18,036	8,614	47.8%	18,370	8,798	47.9%	76,070	36,462	47.9%	16,444	8,024	48.8%

Notes

For 1995–95 to present, the applicant and matriculant data are derived from AAMC Data Warehouse (DW): Applicant Matriculant File, updated as of 1/9/2009.

Starting with 2000–01, the First-Year Enrollment data are from the Student Records System (SRS).

Starting with 1992–93, the Total Enrollment and Graduates data are from the DW: Student section and SRS; Total Enrollment is reported as of October 31 of the academic year.

Total active enrollments for 1997–98 forward are derived from DW: Student section on 12/9/2008. Graduates for 2001–02 forward are derived from DW Student section on 11/5/2008; For 2008–09 on 7/9/2009.

Differences in Total Enrollment between years may not be statistically significant. Data starting in 1992–93 are biased slightly toward undercounting, as some cases (less than 1%)

were necessarily excluded due to insufficient enrollment status information.

@ 1965–66 First-Year Enrollment count of women is taken from the *Journal of Medical Education*, February 1973, p.188.

† 1975–76 Totals include less than one percent for whom gender information was not available.

‡ 1980–81 Total Enrollment count includes 55 students for whom gender information was not available.

* First-Year Enrollment figures include new entrants and those repeating the initial year.

** 1998–99 First-Year Enrollment counts are taken from the *Journal of Medical Education*, September 1999, p.891.

^ 1999–00 First-Year Enrollment Total is derived from LCME Part II, 1997–98, 1998–99, and 1999–00. Gender information is not available.

TABLE 2: DISTRIBUTION OF RESIDENTS BY SPECIALTY, 1998 COMPARED TO 2008

Specialty	Total Number of Men and Women 2008	Total Number of Women 2008	Percent of Women in Specialty		Percent of Men in Specialty		Women Residents as % of All Residents in Specialty	
			1998	2008	1998	2008	1998	2008
Allergy and Immunology	284	159	0.3%	0.3%	0.2%	0.2%	46.6%	56.0%
Anesthesiology	5,408	1,986	3.0%	4.2%	4.8%	6.0%	27.4%	36.7%
Colon and Rectal Surgery	73	23	*	*	0.1%	0.1%	22.0%	31.5%
Dermatology	1,148	704	1.3%	1.5%	0.7%	0.8%	51.2%	61.3%
Emergency Medicine	4,828	1,932	2.6%	4.1%	4.2%	5.1%	26.8%	40.0%
Family Medicine	9,484	5,215	13.9%	11.1%	9.7%	7.5%	45.9%	55.0%
Internal Medicine	21,520	9,587	23.0%	20.5%	21.7%	20.9%	38.5%	44.5%
Internal Medicine Subspecialties	9,896	3,435	5.0%	7.3%	9.3%	11.3%	24.0%	34.7%
Medical Genetics	70	46	0.1%	0.1%	0.1%	*	48.0%	65.7%
Neurological Surgery	933	114	0.2%	0.2%	1.2%	1.4%	9.6%	12.2%
Neurology	2,142	1,033	1.6%	2.2%	1.8%	1.9%	34.9%	48.2%
Nuclear Medicine	148	51	0.1%	0.1%	0.1%	0.2%	33.6%	34.5%
Obstetrics and Gynecology	4,776	3,730	8.7%	8.0%	2.9%	1.8%	64.4%	78.1%
Ophthalmology	1,194	503	1.2%	1.1%	1.7%	1.2%	29.4%	42.1%
Orthopaedic Surgery	3,539	455	0.6%	1.0%	4.7%	5.4%	7.5%	12.9%
Otolaryngology	1,281	385	0.6%	0.8%	1.6%	1.6%	17.7%	30.1%
Pathology	2,726	1,440	3.4%	3.1%	2.4%	2.3%	45.7%	52.8%
Pediatrics	10,776	7,457	15.9%	15.9%	6.0%	5.8%	61.2%	69.2%
Physical Medicine and Rehabilitation	1,216	498	1.1%	1.1%	1.2%	1.3%	35.9%	41.0%
Plastic Surgery	614	144	0.2%	0.3%	0.6%	0.8%	19.3%	23.5%
Preventive Medicine	250	121	0.4%	0.3%	0.4%	0.2%	38.0%	48.4%
Psychiatry	5,630	3,105	7.2%	6.6%	4.7%	4.4%	47.4%	55.2%
Radiation Oncology	571	188	0.3%	0.4%	0.5%	0.7%	28.6%	32.9%
Radiology-Diagnostic	4,929	1,340	2.9%	2.9%	5.2%	6.3%	25.2%	27.2%
Surgery	7,509	2,423	4.7%	5.2%	10.4%	8.9%	21.0%	32.3%
Surgery Subspecialties	461	103	0.1%	0.2%	0.4%	0.6%	17.6%	22.3%
Thoracic Surgery	227	30	0.1%	0.1%	0.5%	0.3%	6.3%	13.2%
Urology	1,049	233	0.3%	0.5%	1.6%	1.4%	11.3%	22.2%
Transitional Year	1,117	393	1.0%	0.8%	1.4%	1.3%	29.5%	35.2%
TOTAL	103,799	46,833	100%	100%	100%	100%	36.4%	45.1%

Notes

This table does not include residents in combined specialty programs (1998: n = 2,152; 2008: n = 1,889) or those with unreported gender (1998: n = 0; 2008: n = 73).

* Less than 0.1%

As an example of how to interpret this table, the 20.5% figure under Percent of Women in Specialty in 2008 on the Internal Medicine row indicates that of all women residents in the 2008–09 academic year, 20.5% were in an Internal Medicine residency program. In addition, the 44.5% figure under Women Residents as a Percent of All Residents in Specialty in 2008 on the Internal Medicine row indicates that of all residents in an Internal Medicine program in the 2008–09 academic year, 44.5% were women.

Source: AAMC GME Track (2008 data); AMA (1998 data)

TABLE 3: DISTRIBUTION OF FACULTY BY DEPARTMENT, RANK, AND GENDER, 2009

	Assistant Professor			Associate Professor			Full Professor			Total (All Ranks) *		
	Men N	Women N	%	Men N	Women N	%	Men N	Women N	%	Men N	Women N	%
BASIC SCIENCES												
Anatomy	338	184	35%	317	111	26%	548	150	21%	1,277	517	29%
Biochemistry	569	272	32%	407	150	27%	914	213	19%	2,057	726	26%
Microbiology	345	213	38%	334	143	30%	638	172	21%	1,407	604	30%
Pathology (Basic Science)	548	505	48%	410	232	36%	705	223	24%	1,780	1,074	38%
Pharmacology	361	204	36%	303	111	27%	639	129	17%	1,405	526	27%
Physiology	299	171	36%	298	109	27%	698	130	16%	1,388	491	26%
Other Basic Sciences	826	572	41%	569	294	34%	1,031	312	23%	2,665	1,380	34%
SUBTOTAL	3,286	2,121	39%	2,638	1,150	30%	5,173	1,329	20%	11,979	5,318	31%
CLINICAL SCIENCES												
Anesthesiology	1,893	985	34%	858	300	26%	737	146	17%	4,059	1,842	31%
Dermatology	157	207	57%	128	81	39%	167	54	24%	505	411	45%
Emergency Medicine	1,023	444	30%	336	98	23%	217	31	13%	1,801	716	28%
Family Practice	1,230	1,104	47%	558	288	34%	453	157	26%	2,489	1,924	44%
Internal Medicine	7,527	5,090	40%	4,454	1,711	28%	5,673	1,038	15%	20,121	10,141	34%
Neurology	934	618	40%	613	267	30%	882	148	14%	2,716	1,295	32%
Obstetrics & Gynecology	776	1,128	59%	588	382	39%	697	179	20%	2,229	2,308	51%
Ophthalmology	495	320	39%	347	127	27%	517	91	15%	1,551	688	31%
Orthopedic Surgery	848	167	16%	526	73	12%	547	24	4%	2,109	331	14%
Otolaryngology	388	149	28%	280	74	21%	320	37	10%	1,076	375	26%
Pathology (Clinical)	531	386	42%	449	234	34%	735	180	20%	1,848	909	33%
Pediatrics	2,937	3,714	56%	1,799	1,318	42%	2,282	826	27%	7,664	7,165	48%
Physical Medicine & Rehabilitation	286	312	52%	155	92	37%	107	41	28%	636	555	47%
Psychiatry	2,141	1,997	48%	1,094	623	36%	1,419	396	22%	5,249	3,860	42%
Public Health & Preventive Medicine	200	271	58%	124	109	47%	193	86	31%	587	582	50%
Radiology	2,146	958	31%	1,201	351	23%	1,422	268	16%	5,424	1,907	26%
Surgery	3,376	992	23%	2,053	390	16%	2,669	220	8%	8,790	2,047	19%
Other Clinical Sciences	154	132	46%	97	45	32%	133	43	24%	404	253	39%
SUBTOTAL	27,042	18,974	41%	15,660	6,563	30%	19,170	3,965	17%	69,258	37,309	35%
OTHER DEPARTMENTS												
Dentistry	22	7	24%	11	1	8%	7	0	0%	41	9	18%
Other Health Professions	69	122	64%	36	28	44%	22	14	39%	144	223	61%
Social Sciences	5	8	62%	3	4	57%	6	6	50%	16	20	56%
Veterinary Sciences	4	8	67%	5	4	44%	3	1	25%	15	13	46%
All Others	118	136	54%	90	64	42%	97	46	32%	369	356	49%
SUBTOTAL	218	281	56%	145	101	41%	135	67	33%	585	621	51%
TOTAL	30,546	21,376	41%	18,443	7,814	30%	24,478	5,361	18%	81,822	43,248	35%

Notes

* The Total columns include faculty at Instructor and Other ranks.

The table does not include faculty with unreported gender (n = 608).

As an example of how to interpret this table, the 35% figure under Assistant Professor on the Anatomy row indicates that of all Assistant Professors in Anatomy departments as of May 2009, 35% were women.

Source: AAMC Faculty Roster, May 2009

Staff Contact: Tai Pham, tpham@aamc.org

TABLE 4: DISTRIBUTION OF WOMEN FACULTY BY DEPARTMENT, RANK, AND DEGREE, 2009

	Assistant Professor				Associate Professor				Full Professor				Total (All Ranks) *				
	M.D.		Ph.D.		M.D.		Ph.D.		M.D.		Ph.D.		M.D.		Ph.D.		
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	
BASIC SCIENCES																	
Anatomy	26	32%	153	36%	7	15%	103	27%	8	11%	141	23%	55	24%	440	29%	
Biochemistry	11	15%	251	34%	8	20%	137	27%	7	8%	201	20%	33	15%	652	27%	
Microbiology	22	41%	183	38%	7	17%	132	31%	14	12%	157	23%	52	22%	522	30%	
Pathology (Basic Science)	328	47%	152	50%	164	40%	61	28%	136	22%	83	27%	667	37%	347	37%	
Pharmacology	22	33%	173	36%	7	18%	99	27%	14	15%	115	17%	54	24%	448	27%	
Physiology	19	36%	142	36%	12	24%	94	27%	9	8%	121	17%	48	20%	411	26%	
Other Basic Sciences	74	35%	432	41%	33	28%	247	35%	32	14%	274	25%	150	24%	1,051	34%	
SUBTOTAL	502	41%	1,486	38%	238	32%	873	30%	220	17%	1,092	21%	1,059	30%	3,871	30%	
CLINICAL SCIENCES																	
Anesthesiology	916	34%	55	47%	272	25%	26	33%	129	16%	17	20%	1,559	30%	112	34%	
Dermatology	176	58%	24	46%	70	42%	11	28%	45	23%	9	38%	337	46%	58	39%	
Emergency Medicine	429	30%	8	42%	92	22%	5	45%	30	13%	1	11%	655	27%	17	35%	
Family Practice	894	45%	141	65%	209	30%	64	48%	91	20%	58	43%	1,399	40%	279	54%	
Internal Medicine	4,260	39%	716	45%	1,406	26%	286	37%	816	14%	218	32%	8,064	31%	1,558	41%	
Neurology	457	38%	138	44%	196	27%	70	46%	106	12%	39	28%	879	28%	336	43%	
Obstetrics & Gynecology	985	58%	84	60%	331	39%	38	34%	137	19%	40	30%	1,768	48%	186	43%	
Ophthalmology	241	39%	60	35%	88	25%	35	30%	45	10%	46	31%	459	28%	186	36%	
Orthopedic Surgery	122	14%	37	30%	52	10%	17	25%	15	3%	9	12%	205	10%	73	24%	
Otolaryngology	90	22%	50	47%	44	17%	28	31%	18	7%	19	22%	165	16%	115	36%	
Pathology (Clinical)	274	42%	105	43%	159	33%	73	37%	122	18%	55	24%	606	32%	273	35%	
Pediatrics	3,143	55%	459	57%	1,115	41%	181	47%	691	25%	129	35%	5,782	47%	885	50%	
Physical Medicine & Rehabilitation	184	44%	103	68%	54	33%	31	44%	22	23%	18	35%	320	40%	161	56%	
Psychiatry	1,028	41%	869	60%	312	29%	299	48%	181	16%	210	32%	1,852	34%	1,693	53%	
Public Health & Preventive Medicine	79	44%	169	65%	29	43%	75	48%	15	15%	68	38%	140	37%	335	53%	
Radiology	822	34%	108	18%	278	25%	61	15%	232	18%	34	9%	1,529	28%	271	16%	
Surgery	733	20%	206	39%	298	14%	88	33%	155	6%	61	21%	1,340	15%	434	34%	
Other Clinical Sciences	45	34%	63	52%	18	26%	23	34%	15	16%	28	35%	86	27%	120	43%	
SUBTOTAL	14,878	39%	3,395	48%	5,023	28%	1,411	38%	2,865	15%	1,059	28%	27,145	32%	7,092	41%	
OTHER DEPARTMENTS																	
Dentistry	0	0%	7	29%	0	0%	1	11%	0	0%	0	0%	0	0%	9	22%	
Other Health Professions	3	50%	74	65%	3	43%	21	46%	0	0%	14	48%	8	38%	117	59%	
Social Sciences	1	100%	6	75%	1	100%	3	50%	0	0%	6	60%	2	67%	16	62%	
Veterinary Sciences	0	0%	8	67%	0	0%	4	44%	0	0%	1	25%	0	0%	13	46%	
All Others	22	44%	68	50%	12	28%	28	38%	6	14%	31	36%	46	29%	140	43%	
SUBTOTAL	26	43%	163	56%	16	30%	57	40%	6	12%	52	39%	56	30%	295	48%	
TOTAL	15,406	39%	5,044	45%	5,277	28%	2,341	34%	3,091	15%	2,203	24%	28,260	32%	11,258	37%	

Notes

* The Total columns include faculty at Instructor and Other ranks.

The M.D. degree fields include all faculty who have an M.D. or equivalent degree, regardless of other doctoral degrees held (including M.D./Ph.D.).

The Ph.D. degree fields include faculty who have other health doctorate (OHD) degrees.

As an example of how to interpret this table, the 36% figure under Assistant Professor and M.D. on the Anatomy row indicates that of all

Assistant Professors in Anatomy departments with an M.D. or equivalent degree as of May 2009, 36% were women.

Source: AAMC Faculty Roster, May 2009

Staff Contact: Tai Pham, tpham@aamc.org

TABLE 5: DISTRIBUTION OF FACULTY BY RACE/HISPANIC ORIGIN, GENDER, AND RANK, 2009

Race/Hispanic Origin	Women				Men			
	Assistant Professor	Associate Professor	Full Professor	Total (All Ranks) *	Assistant Professor	Associate Professor	Full Professor	Total (All Ranks) *
Asian	3,399	849	461	5,816	5,126	2,136	1,775	10,392
Black or African American	1,122	286	92	1,864	937	391	294	1,839
American Indian or Alaska Native	30	5	3	51	50	8	13	95
Native Hawaiian or Other Pacific Islander	49	1	2	65	106	12	8	149
White	12,126	5,692	4,286	26,758	17,899	13,710	20,351	56,369
Other	102	10	6	161	165	40	30	261
Unknown	2,837	503	246	5,606	3,745	1,106	997	7,631
Multiple Race	638	140	66	994	975	355	304	1,822
Cuban	11	5	2	22	25	7	7	44
Mexican American	138	42	10	244	195	91	64	398
Puerto Rican	204	75	68	405	234	116	123	511
Other Hispanic	681	190	111	1,182	1,034	443	501	2,201
Multiple Hispanic	39	16	8	80	55	28	11	110
TOTAL	21,376	7,814	5,361	43,248	30,546	18,443	24,478	81,822

Notes

* The Total columns include faculty at Instructor and Other ranks.

To allow an unduplicated faculty count, a faculty member's Hispanic origin classifications take priority over a faculty member's race classifications.

This table does not include faculty with unreported gender (n = 608).

Source: AAMC Faculty Roster, May 2009

Staff Contact: Tai Pham, tpham@aamc.org

TABLE 6: 2008 BENCHMARKING—NEW HIRES AND DEPARTURES

Medical School	New Hires who are Women		Departures who are Women		Women who Departed	Women & Men who Departed	
	%	N	%	N	%	%	N
ALABAMA							
Alabama	36%	32	36%	43	11%	10%	119
South Alabama	33%	9	41%	9	15%	9%	22
ARIZONA							
Arizona	34%	43	38%	36	12%	10%	95
ARKANSAS							
Arkansas	37%	43	44%	44	13%	10%	101
CALIFORNIA							
Loma Linda	36%	27	34%	18	7%	6%	53
Southern Cal-Keck *	51%	36	33%	18	4%	4%	55
Stanford	36%	35	22%	10	3%	4%	46
UC Davis	38%	24	50%	16	8%	5%	32
UC Irvine	42%	22	49%	18	9%	6%	37
UC San Diego	37%	41	30%	16	6%	6%	53
UC San Francisco	50%	112	36%	75	10%	11%	208
UCLA-Geffen	38%	45	38%	45	6%	5%	117
COLORADO							
Colorado	59%	141	61%	121	12%	9%	200
CONNECTICUT							
Connecticut	40%	17	33%	16	6%	6%	49
Yale	38%	39	29%	20	5%	6%	68
DISTRICT OF COLUMBIA							
George Washington	57%	70	42%	35	12%	13%	84
Georgetown	27%	4	31%	30	5%	6%	97
Howard *	NA	NA	NA	NA	NA	NA	NA
FLORIDA							
Central Florida *	NA	NA	NA	NA	NA	NA	NA
Florida	40%	59	31%	42	12%	11%	136
Florida International	29%	10	NA	0	0%	0%	0
Florida State *	NA	NA	29%	2	13%	12%	7
Miami-Miller	35%	84	28%	32	7%	9%	115
South Florida	39%	31	35%	94	36%	39%	272
GEORGIA							
Emory	39%	103	34%	45	7%	7%	132
MC Georgia	41%	16	33%	13	8%	7%	40
Mercer	33%	8	35%	7	11%	10%	20
Morehouse	82%	9	44%	4	5%	5%	9
HAWAII							
Hawaii-Burns	48%	12	16%	3	3%	8%	19
ILLINOIS							
Chicago Med-Franklin	31%	4	0%	0	0%	4%	10
Chicago-Pritzker	52%	37	39%	21	8%	6%	54
Illinois	47%	27	37%	23	8%	7%	62
Loyola-Stritch	47%	39	43%	26	12%	9%	61
Northwestern-Feinberg	54%	101	42%	45	6%	5%	106
Rush	50%	48	57%	17	7%	4%	30
Southern Illinois	34%	15	46%	17	13%	11%	37
INDIANA							
Indiana	39%	58	31%	28	6%	6%	89
IOWA							
Iowa-Carver	48%	31	43%	10	4%	3%	23
KANSAS							
Kansas	41%	33	43%	17	9%	8%	40
KENTUCKY							
Kentucky	42%	42	31%	16	7%	6%	51
Louisville	49%	36	39%	24	12%	9%	61
LOUISIANA							
LSU New Orleans	43%	37	43%	21	12%	9%	49
LSU Shreveport	36%	18	23%	9	7%	10%	39
Tulane	41%	33	22%	2	2%	2%	9
MARYLAND							
Johns Hopkins	43%	133	35%	68	8%	9%	197
Maryland	64%	61	40%	41	11%	9%	102
Uniformed Services-Hebert	33%	91	24%	63	10%	10%	267

TABLE 6: 2008 BENCHMARKING—NEW HIRES AND DEPARTURES

Medical School	New Hires who are Women		Departures who are Women		Women who Departed	Women & Men who Departed	
	%	N	%	N	%	%	N
MASSACHUSETTS							
Boston	52%	25	38%	32	7%	8%	84
Harvard	48%	379	41%	185	6%	6%	447
Massachusetts	36%	44	31%	26	9%	8%	84
Tufts	42%	119	41%	27	6%	5%	66
MICHIGAN							
Michigan	38%	107	37%	66	9%	9%	179
Michigan State	31%	11	33%	3	2%	2%	9
Wayne State	43%	36	31%	21	7%	7%	68
MINNESOTA							
Mayo	33%	51	29%	19	4%	3%	65
Minnesota	39%	24	23%	12	3%	3%	52
MISSISSIPPI							
Mississippi	25%	16	100%	1	1%	0%	1
MISSOURI							
Missouri Columbia	33%	16	23%	13	9%	11%	57
Missouri Kansas City	54%	35	46%	13	5%	4%	28
St Louis	36%	25	31%	21	12%	12%	68
Washington U St Louis	45%	77	33%	35	8%	7%	107
NEBRASKA							
Creighton	46%	6	43%	6	8%	5%	14
Nebraska	45%	25	29%	9	6%	6%	31
NEVADA							
Nevada	41%	12	35%	8	13%	13%	23
NEW HAMPSHIRE							
Dartmouth	40%	16	45%	25	6%	5%	55
NEW JERSEY							
UMDNJ New Jersey *	NA	NA	NA	NA	NA	NA	NA
UMDNJ-RW Johnson	50%	51	38%	24	8%	7%	63
NEW MEXICO							
New Mexico	56%	9	75%	3	1%	1%	4
NEW YORK							
Albany	36%	16	30%	7	4%	4%	23
Buffalo	67%	4	50%	2	1%	1%	4
Columbia	45%	44	49%	51	7%	6%	104
Cornell-Weill	41%	47	41%	24	6%	6%	58
Einstein	53%	140	40%	56	5%	5%	140
Mount Sinai	51%	125	43%	69	11%	9%	160
New York Medical	37%	37	36%	71	15%	14%	196
New York University	53%	54	41%	26	7%	6%	64
Rochester	42%	53	38%	46	10%	9%	121
SUNY Downstate	36%	22	48%	15	5%	4%	31
SUNY Upstate	41%	21	34%	15	13%	10%	44
Stony Brook	39%	24	42%	24	13%	11%	57
NORTH CAROLINA							
Duke	37%	56	33%	31	5%	5%	94
East Carolina-Brody	39%	23	39%	20	18%	14%	51
North Carolina	43%	54	41%	58	10%	10%	140
Wake Forest *	33%	1	50%	1	0%	0%	2
NORTH DAKOTA							
North Dakota	30%	3	0%	0	0%	3%	4
OHIO							
Case Western	31%	41	25%	28	4%	5%	110
Cincinnati	42%	70	31%	32	7%	7%	102
Northeastern Ohio	0%	0	40%	2	2%	1%	5
Ohio State	38%	71	30%	28	6%	7%	92
Toledo	34%	13	26%	6	8%	9%	23
Wright State-Boonshoft	37%	19	32%	7	7%	6%	22
OKLAHOMA							
Oklahoma	39%	36	41%	24	10%	8%	59

TABLE 6: 2008 BENCHMARKING—NEW HIRES AND DEPARTURES

Medical School	New Hires who are Women		Departures who are Women		Women who Departed	Women & Men who Departed	
	%	N	%	N	%	%	N
OREGON							
Oregon	50%	105	49%	58	8%	7%	118
PENNSYLVANIA							
Commonwealth	33%	14	0%	0	NA	100%	1
Drexel	37%	17	32%	6	3%	3%	19
Jefferson	43%	40	33%	29	11%	9%	88
Penn State	26%	19	22%	16	6%	9%	74
Pennsylvania	37%	66	30%	25	4%	5%	82
Pittsburgh	39%	83	28%	37	6%	6%	132
Temple	34%	18	43%	20	17%	11%	47
PUERTO RICO							
Caribe *	50%	2	NA	NA	NA	NA	NA
Ponce *	NA	NA	NA	NA	NA	NA	NA
Puerto Rico	51%	43	50%	4	2%	2%	8
San Juan Bautista *	NA	NA	NA	NA	NA	NA	NA
RHODE ISLAND							
Brown-Alpert	48%	38	36%	24	9%	9%	67
SOUTH CAROLINA							
MU South Carolina	43%	65	42%	33	9%	8%	78
South Carolina	46%	13	39%	11	15%	12%	28
SOUTH DAKOTA							
South Dakota-Sanford	40%	12	33%	5	6%	5%	15
TENNESSEE							
East Tennessee-Quillen	22%	2	25%	2	4%	4%	8
Meharry	48%	15	45%	9	13%	11%	20
Tennessee	29%	23	16%	7	4%	6%	43
Vanderbilt	48%	112	42%	53	9%	7%	125
TEXAS							
Baylor	53%	10	42%	8	1%	1%	19
Texas A & M	41%	45	26%	41	18%	16%	156
Texas Tech	40%	21	30%	14	12%	12%	46
Texas Tech-Foster	44%	18	50%	10	16%	11%	20
UT Galveston	43%	42	34%	31	10%	11%	91
UT Houston	44%	61	41%	41	14%	13%	101
UT San Antonio	33%	3	19%	7	3%	5%	37
UT Southwestern	47%	130	38%	60	11%	10%	159
UTAH							
Utah	41%	42	31%	15	5%	4%	48
VERMONT							
Vermont	44%	11	33%	7	5%	5%	21
VIRGINIA							
Eastern Virginia	68%	26	65%	17	12%	8%	26
Virginia	31%	24	31%	28	9%	9%	91
Virginia Commonwealth	32%	64	49%	35	9%	7%	72
WASHINGTON							
U Washington	49%	99	48%	45	6%	5%	94
WEST VIRGINIA							
Marshall-Edwards	15%	4	39%	7	10%	9%	18
West Virginia	38%	33	25%	14	7%	9%	55
WISCONSIN							
MC Wisconsin	42%	67	36%	28	8%	7%	78
Wisconsin	35%	31	22%	10	4%	5%	46
2008 Total							
	43%	5,392	36%	3,209	7%	7%	8,815
2008 AVERAGE*							
	41%	43	36%	26	8%	8%	71
2003 AVERAGE							
	39%		34%		8%	7%	

Notes

The 2008 average percents are calculated from the percents of all schools and are not adjusted for the number of faculty per school.

* The data for these schools are based on the figures reported to the AAMC Faculty Roster as of December 31, 2008.

NA indicates that the information was not available.

Some percents in this table are less than 0.5% and therefore display as 0% when rounded. In these cases, the actual percents were used in calculating the 2008 Average.

As an example of how to interpret this table, the 35% figure for Wisconsin under New Hires who are Women, indicates that of all the individuals who were hired as full-time faculty or moved to full-time status at the University of Wisconsin School of Medicine and Public Health in calendar year 2008, 35% were women. In addition, the 4% figure for Wisconsin under Women who Departed indicates that of all the full-time women faculty at the University of Wisconsin School of Medicine and Public Health, 4% left in calendar year 2008.

TABLE 7: 2008 BENCHMARKING—FULL-TIME FACULTY BY GENDER, RANK, AND TENURE

Medical School	Full-time Faculty who are Women		Full Professors who are Women		Women who are Full Professors	Men who are Full Professors	Tenured Faculty who are Women		Women who are Tenured	Men who are Tenured
	%	N	%	N	%	%	%	N	%	%
ALABAMA										
Alabama	32%	370	20%	72	19%	38%	21%	85	23%	41%
South Alabama	26%	61	12%	10	16%	40%	11%	7	11%	32%
ARIZONA										
Arizona	32%	304	12%	31	10%	36%	18%	34	11%	24%
ARKANSAS										
Arkansas	35%	350	20%	51	15%	32%	22%	83	24%	45%
CALIFORNIA										
Loma Linda **	31%	264	11%	14	5%	19%	12%	2	1%	3%
Southern Cal-Keck *	37%	482	18%	58	12%	32%	17%	45	9%	27%
Stanford	33%	352	21%	83	24%	42%	17%	45	13%	29%
UC Davis	30%	203	22%	67	33%	51%	21%	36	18%	28%
UC Irvine	33%	197	22%	49	25%	43%	22%	29	15%	26%
UC San Diego	32%	305	20%	89	29%	53%	14%	27	9%	25%
UC San Francisco	41%	768	27%	195	25%	48%	24%	56	7%	16%
UCLA-Geffen	32%	766	21%	194	25%	45%	19%	73	10%	19%
COLORADO										
Colorado	46%	1,021	19%	78	8%	29%	18%	44	4%	17%
CONNECTICUT										
Connecticut	31%	271	15%	30	11%	28%	20%	26	10%	17%
Yale	34%	393	18%	70	18%	41%	18%	42	11%	25%
DISTRICT OF COLUMBIA										
George Washington	46%	328	24%	44	13%	37%	27%	39	12%	28%
Georgetown	32%	537	17%	58	11%	24%	30%	30	6%	6%
Howard *	37%	89	13%	8	9%	37%	20%	19	21%	52%
FLORIDA										
Central Florida *	0%		0%		0%	0%	0%	0	0%	0%
Florida	30%	377	13%	35	9%	27%	16%	55	15%	33%
Florida International	24%	11	6%	1	9%	49%	25%	2	18%	17%
Florida State *	26%	14	27%	7	50%	49%	23%	3	21%	26%
Miami-Miller	35%	497	19%	74	15%	33%	21%	95	19%	37%
South Florida	39%	200	16%	21	11%	34%	21%	26	13%	31%
GEORGIA										
Emory	34%	665	14%	47	7%	23%	14%	47	7%	21%
MC Georgia	29%	161	15%	27	17%	40%	18%	22	14%	26%
Mercer	31%	64	11%	6	9%	35%	11%	3	5%	17%
Morehouse *	48%	87	35%	13	15%	25%	NA	0	0%	0%
HAWAII										
Hawaii-Burns	44%	110	33%	21	19%	30%	32%	16	15%	25%
ILLINOIS										
Chicago Med-Franklin	32%	77	18%	12	16%	34%	16%	9	12%	28%
Chicago-Pritzker	33%	291	18%	49	17%	37%	24%	53	18%	29%
Illinois	35%	285	21%	46	16%	31%	25%	70	25%	40%
Loyola-Stritch	35%	238	21%	37	16%	32%	21%	24	10%	21%
Northwestern-Feinberg	38%	789	17%	81	10%	30%	20%	49	6%	15%
Rush	36%	290	19%	31	11%	26%	22%	67	23%	45%
Southern Illinois	37%	127	18%	13	10%	28%	23%	18	14%	28%
INDIANA										
Indiana	31%	469	17%	61	13%	29%	18%	78	17%	33%
IOWA										
Iowa-Carver	29%	267	15%	48	18%	42%	16%	61	23%	49%
KANSAS										
Kansas	34%	196	18%	26	13%	31%	18%	35	18%	43%
KENTUCKY										
Kentucky	31%	261	18%	42	16%	34%	22%	71	27%	45%
Louisville	31%	219	12%	25	11%	37%	13%	34	16%	46%
LOUISIANA										
LSU New Orleans	34%	193	17%	23	12%	29%	21%	27	14%	27%
LSU Shreveport	34%	135	16%	18	13%	37%	19%	24	18%	39%
Tulane	35%	155	19%	22	14%	33%	11%	10	6%	28%
MARYLAND										
Johns Hopkins	37%	887	19%	98	11%	27%	19%	99	11%	27%
Maryland	34%	377	18%	43	11%	27%	18%	41	11%	25%
Uniformed Services-Hebert	25%	664	16%	35	5%	9%	30%	29	4%	4%

TABLE 7: 2008 BENCHMARKING—FULL-TIME FACULTY BY GENDER, RANK, AND TENURE

Medical School	Full-time Faculty who are Women		Full Professors who are Women		Women who are Full Professors	Men who are Full Professors	Tenured Faculty who are Women		Women who are Tenured	Men who are Tenured
	%	N	%	N	%	%	%	N	%	%
MASSACHUSETTS										
Boston [†]	39%	422	21%	47	11%	28%	NA	0	0%	0%
Harvard	39%	3,202	14%	113	4%	15%	14%	113	4%	15%
Massachusetts	31%	323	19%	40	12%	24%	18%	22	7%	14%
Tufts ^{**}	35%	563	13%	30	5%	19%	25%	12	2%	3%
MICHIGAN										
Michigan	37%	809	18%	89	11%	29%	21%	121	15%	34%
Michigan State	34%	207	29%	40	19%	24%	37%	41	20%	17%
Wayne State	31%	328	19%	61	19%	36%	19%	44	13%	26%
MINNESOTA										
Mayo [†]	24%	569	11%	61	11%	28%	NA	0	0%	0%
Minnesota	30%	480	17%	70	15%	31%	24%	92	19%	26%
MISSISSIPPI										
Mississippi	39%	214	14%	23	11%	42%	27%	64	30%	50%
MISSOURI										
Missouri Columbia	29%	154	16%	20	13%	29%	17%	24	16%	32%
Missouri Kansas City ^{**}	40%	292	20%	23	8%	20%	33%	3	1%	1%
St Louis	34%	184	16%	30	16%	44%	19%	29	16%	35%
Washington U St Louis	31%	501	15%	66	13%	33%	14%	61	12%	34%
NEBRASKA										
Creighton	28%	75	13%	9	12%	33%	18%	25	33%	60%
Nebraska	30%	176	16%	26	15%	32%	13%	20	11%	32%
NEVADA										
Nevada	36%	66	24%	13	20%	36%	25%	14	21%	37%
NEW HAMPSHIRE										
Dartmouth	43%	435	15%	24	6%	23%	19%	15	3%	11%
NEW JERSEY										
UMDNJ New Jersey [*]	35%	213	20%	35	16%	35%	24%	35	16%	28%
UMDNJ-RW Johnson	38%	344	22%	45	13%	28%	23%	32	9%	20%
NEW MEXICO										
New Mexico	42%	294	33%	65	22%	32%	32%	63	21%	33%
NEW YORK										
Albany	32%	198	13%	15	8%	24%	11%	6	3%	12%
Buffalo	32%	207	14%	22	11%	31%	14%	31	15%	41%
Columbia	40%	752	22%	94	13%	30%	18%	37	5%	15%
Cornell-Weill	40%	439	23%	58	13%	29%	20%	26	6%	16%
Einstein	42%	1,129	21%	104	9%	25%	14%	18	2%	7%
Mount Sinai	37%	712	21%	56	8%	18%	21%	49	7%	16%
New York Medical	34%	442	17%	34	8%	20%	13%	11	2%	9%
New York University	37%	423	20%	55	13%	32%	20%	65	15%	37%
Rochester	32%	459	17%	48	10%	25%	22%	45	10%	17%
SUNY Downstate	35%	312	18%	30	10%	23%	25%	42	13%	21%
SUNY Upstate	28%	126	18%	25	20%	35%	17%	30	24%	46%
Stony Brook	34%	186	24%	36	19%	32%	26%	40	22%	32%
NORTH CAROLINA										
Duke	34%	625	14%	63	10%	31%	16%	86	14%	38%
East Carolina-Brody	30%	116	13%	15	13%	38%	31%	72	62%	58%
North Carolina	42%	574	22%	85	15%	37%	24%	114	20%	44%
Wake Forest [*]	29%	258	14%	32	12%	31%	16%	28	11%	23%
NORTH DAKOTA										
North Dakota	42%	62	25%	7	11%	25%	28%	12	19%	37%
OHIO										
Case Western	32%	661	15%	74	11%	30%	17%	44	7%	16%
Cincinnati	33%	475	18%	74	16%	34%	20%	67	14%	28%
Northeastern Ohio ^{**}	30%	100	13%	9	9%	26%	13%	3	3%	9%
Ohio State	34%	504	18%	49	10%	24%	19%	72	14%	32%
Toledo	30%	81	20%	18	22%	37%	19%	16	20%	35%
Wright State-Boonshoft [†]	31%	114	17%	14	12%	27%	0%	0	0%	0%
OKLAHOMA										
Oklahoma	34%	262	17%	40	15%	38%	18%	35	13%	32%
OREGON										
Oregon	44%	765	19%	67	9%	29%	19%	26	3%	12%

TABLE 7: 2008 BENCHMARKING—FULL-TIME FACULTY BY GENDER, RANK, AND TENURE

Medical School	Full-time Faculty who are Women		Full Professors who are Women		Women who are Full Professors	Men who are Full Professors	Tenured Faculty who are Women		Women who are Tenured	Men who are Tenured
	%	N	%	N	%	%	%	N	%	%
PENNSYLVANIA										
Commonwealth	33%	14	29%	4	29%	34%	36%	4	29%	24%
Drexel	39%	222	23%	31	14%	29%	19%	10	5%	12%
Jefferson	28%	270	11%	29	11%	34%	14%	14	5%	12%
Penn State	34%	274	20%	46	17%	35%	18%	41	15%	36%
Pennsylvania	32%	598	17%	89	15%	33%	15%	61	10%	26%
Pittsburgh	32%	682	17%	73	11%	26%	18%	70	10%	22%
Temple	26%	115	12%	17	15%	38%	15%	17	15%	30%
PUERTO RICO										
Caribe * +	40%	42	19%	3	7%	21%	NA	0	0%	0%
Ponce * +	35%	30	7%	1	3%	25%	NA	0	0%	0%
Puerto Rico	43%	231	38%	59	26%	30%	46%	87	38%	32%
San Juan Bautista * +	0%		0%		0%	0%	NA	0	0%	0%
RHODE ISLAND										
Brown-Alpert **	37%	275	20%	45	16%	38%	26%	23	8%	14%
SOUTH CAROLINA										
MU South Carolina	36%	385	17%	49	13%	35%	17%	39	10%	29%
South Carolina	34%	77	22%	12	16%	28%	34%	16	21%	20%
SOUTH DAKOTA										
South Dakota-Sanford	30%	89	24%	12	13%	18%	21%	9	10%	16%
TENNESSEE										
East Tennessee-Quillen	24%	49	10%	9	18%	51%	17%	19	39%	60%
Meharry	40%	75	36%	20	27%	32%	39%	19	25%	27%
Tennessee	27%	196	18%	43	22%	37%	23%	69	35%	42%
Vanderbilt	35%	658	15%	56	9%	25%	16%	55	8%	24%
TEXAS										
Baylor	43%	844	21%	77	9%	27%	25%	122	14%	34%
Texas A & M	25%	233	8%	9	4%	15%	15%	9	4%	8%
Texas Tech	32%	120	14%	13	11%	30%	13%	11	9%	28%
Texas Tech-Foster	35%	70	10%	4	6%	27%	15%	4	6%	18%
UT Galveston	38%	330	19%	45	14%	35%	21%	47	14%	34%
UT Houston	40%	316	21%	42	13%	33%	21%	38	12%	30%
UT San Antonio	36%	249	19%	38	15%	37%	20%	37	15%	33%
UT Southwestern	36%	606	17%	61	10%	27%	19%	56	9%	22%
UTAH										
Utah	29%	329	19%	74	22%	39%	18%	63	19%	35%
VERMONT										
Vermont	30%	139	20%	29	21%	37%	18%	21	15%	31%
VIRGINIA										
Eastern Virginia	44%	156	20%	15	10%	30%	16%	3	2%	8%
Virginia	32%	318	16%	44	14%	34%	17%	59	19%	42%
Virginia Commonwealth	34%	402	19%	56	14%	30%	22%	57	14%	26%
WASHINGTON										
U Washington	37%	815	20%	131	16%	39%	17%	38	5%	13%
WEST VIRGINIA										
Marshall-Edwards	31%	66	24%	16	24%	34%	25%	23	35%	46%
West Virginia	32%	211	19%	34	16%	31%	20%	28	13%	24%
WISCONSIN										
MC Wisconsin	32%	399	19%	62	16%	31%	18%	28	7%	16%
Wisconsin	28%	280	17%	49	18%	34%	22%	62	22%	31%
2008 TOTAL										
	35%	45,165	18%	5,614	12%	30%	20%	4,854	11%	23%
2008 AVERAGE #										
	34%	353	18%	44	14%	31%	20%	37	13%	25%
2003 AVERAGE										
	30%	279	15%	31	13%	32%	17%	31	15%	29%

Notes

The 2008 average percents are calculated from the percents of all schools and are not adjusted for the number of faculty per school.

* The data for these schools are based on information reported to the AAMC Faculty Roster as of December 31, 2008.

+ These institutions do not offer tenure.

++ Tenure is only available to Basic Science faculty at these institutions.

NA indicates that the percent could not be calculated.

As an example of how to interpret this table, the 19% figure for West Virginia under Full Professors who are Women indicates that of all full professors with a full-time faculty appointment at the West Virginia University School of Medicine as of December 31, 2008, 19% were women. In addition, the 16% figure for West Virginia under Women who are Full Professors indicates that of all women with a full-time faculty appointment at West Virginia University School of Medicine as of December 31, 2008, 16% held the rank of full professor.

TABLE 8: 2008 BENCHMARKING—NEW TENURES AND PROMOTIONS

Medical School	New Tenures			Promotions to Associate Professor			Promotions to Full Professor		
	Total N	Women N	%	Total N	Women N	%	Total N	Women N	%
ALABAMA									
Alabama	18	5	28%	41	16	39%	30	7	23%
South Alabama	0	0	NA	4	2	50%	4	2	50%
ARIZONA									
Arizona	3	2	67%	16	7	44%	9	1	11%
ARKANSAS									
Arkansas	34	15	44%	35	12	34%	19	8	42%
CALIFORNIA									
Loma Linda **	0	0	NA	11	2	18%	3	1	33%
Southern Cal-Keck *	5	1	20%	7	3	43%	6	4	67%
Stanford	12	3	25%	33	14	42%	18	8	44%
UC Davis	4	1	25%	26	12	46%	11	3	27%
UC Irvine	1	0	0%	14	4	29%	14	6	43%
UC San Diego	13	3	23%	23	10	43%	31	8	26%
UC San Francisco	10	1	10%	72	27	38%	46	14	30%
UCLA-Geffen	5	3	60%	74	34	46%	49	12	24%
COLORADO									
Colorado	16	7	44%	65	30	46%	23	9	39%
CONNECTICUT									
Connecticut	3	0	0%	14	2	14%	7	2	29%
Yale	13	6	46%	35	18	51%	17	4	24%
DISTRICT OF COLUMBIA									
George Washington	3	2	67%	14	7	50%	0	0	NA
Georgetown	6	1	17%	24	13	54%	9	3	33%
Howard *	NA	NA	NA	NA	NA	NA	NA	NA	NA
FLORIDA									
Central Florida *	NA	NA	NA	NA	NA	NA	NA	NA	NA
Florida	11	3	27%	16	3	19%	10	1	10%
Florida International	5	2	40%	0	0	NA	0	0	NA
Florida State *	NA	NA	NA	NA	NA	NA	NA	NA	NA
Miami-Miller	20	2	10%	20	4	20%	21	5	24%
South Florida	4	1	25%	6	1	17%	9	6	67%
GEORGIA									
Emory	15	5	33%	37	13	35%	13	1	8%
MC Georgia	4	0	0%	9	1	11%	11	2	18%
Mercer	0	0	NA	6	2	33%	0	0	NA
Morehouse *	0	0	NA	6	4	67%	2	1	50%
HAWAII									
Hawaii-Burns	6	0	0%	3	2	67%	2	0	0%
ILLINOIS									
Chicago Med-Franklin	0	0	NA	5	1	20%	0	0	NA
Chicago-Pritzker	15	7	47%	26	13	50%	12	4	33%
Illinois	16	5	31%	19	6	32%	10	4	40%
Loyola-Stritch	6	2	33%	12	1	8%	5	1	20%
Northwestern-Feinberg	4	2	50%	29	9	31%	15	3	20%
Rush	21	12	57%	11	6	55%	10	6	60%
Southern Illinois	4	2	50%	7	6	86%	4	2	50%
INDIANA									
Indiana	24	9	38%	39	13	33%	18	5	28%
IOWA									
Iowa-Carver	14	1	7%	31	5	16%	20	6	30%
KANSAS									
Kansas	3	0	0%	8	2	25%	13	4	31%
KENTUCKY									
Kentucky	13	5	38%	16	2	13%	13	3	23%
Louisville	11	2	18%	16	5	31%	6	4	67%
LOUISIANA									
LSU New Orleans	2	0	0%	5	1	20%	7	5	71%
LSU Shreveport	4	0	0%	8	3	38%	8	5	63%
Tulane	3	2	67%	8	2	25%	11	5	45%
MARYLAND									
Johns Hopkins	36	11	31%	68	26	38%	36	11	31%
Maryland	10	1	10%	17	4	24%	12	4	33%

TABLE 8: 2008 BENCHMARKING—NEW TENURES AND PROMOTIONS

Medical School	New Tenures			Promotions to Associate Professor			Promotions to Full Professor		
	Total N	Women N	%	Total N	Women N	%	Total N	Women N	%
Uniformed Services-Hebert	2	1	50%	3	2	67%	3	2	67%
MASSACHUSETTS									
Boston *	0	0	NA	6	4	67%	4	0	0%
Harvard	45	9	20%	84	22	26%	45	9	20%
Massachusetts	7	1	14%	26	11	42%	5	1	20%
Tufts **	0	0	NA	0	0	NA	0	0	NA
MICHIGAN									
Michigan	22	8	36%	45	22	49%	38	6	16%
Michigan State	1	0	0%	10	3	30%	5	2	40%
Wayne State	6	2	33%	16	5	31%	10	3	30%
MINNESOTA									
Mayo *	0	0	NA	64	19	30%	37	7	19%
Minnesota	18	8	44%	31	12	39%	10	4	40%
MISSISSIPPI									
Mississippi	12	3	25%	14	5	36%	4	1	25%
MISSOURI									
Missouri Columbia	4	0	0%	7	1	14%	7	1	14%
Missouri Kansas City **	0	0	NA	10	7	70%	9	3	33%
St Louis	12	4	33%	10	8	80%	9	2	22%
Washington U St Louis	22	6	27%	39	10	26%	44	8	18%
NEBRASKA									
Creighton	18	4	22%	10	1	10%	6	2	33%
Nebraska	7	2	29%	15	5	33%	14	0	0%
NEVADA									
Nevada	3	2	67%	7	4	57%	3	3	100%
NEW HAMPSHIRE									
Dartmouth	3	0	0%	9	8	89%	19	5	26%
NEW JERSEY									
UMDNJ New Jersey *	NA	NA	NA	NA	NA	NA	NA	NA	NA
UMDNJ-RW Johnson	5	1	20%	13	4	31%	10	6	60%
NEW MEXICO									
New Mexico	3	2	67%	21	11	52%	21	9	43%
NEW YORK									
Albany	1	0	0%	6	1	17%	4	2	50%
Buffalo	1	0	0%	3	2	67%	0	0	NA
Columbia	10	1	10%	44	16	36%	32	11	34%
Cornell-Weill	6	1	17%	24	10	42%	16	3	19%
Einstein	5	0	0%	72	24	33%	27	8	30%
Mount Sinai	1	1	100%	39	16	41%	8	2	25%
New York Medical	1	0	0%	8	3	38%	3	1	33%
New York University	8	3	38%	17	5	29%	10	0	0%
Rochester	10	1	10%	47	20	43%	21	5	24%
SUNY Downstate	8	2	25%	13	3	23%	10	2	20%
SUNY Upstate	6	1	17%	10	1	10%	10	4	40%
Stony Brook	9	2	22%	16	2	13%	7	2	29%
NORTH CAROLINA									
Duke	38	7	18%	50	17	34%	31	5	16%
East Carolina-Brody	8	2	25%	7	2	29%	2	1	50%
North Carolina	31	8	26%	20	4	20%	24	7	29%
Wake Forest *	NA	NA	NA	NA	NA	NA	NA	NA	NA
NORTH DAKOTA									
North Dakota	2	0	0%	3	0	0%	1	1	100%
OHIO									
Case Western	6	3	50%	35	17	49%	18	6	33%
Cincinnati	15	3	20%	47	17	36%	21	5	24%
Northeastern Ohio **	0	0	NA	6	4	67%	3	0	0%
Ohio State	18	4	22%	18	7	39%	12	3	25%
Toledo	11	3	27%	10	3	30%	5	2	40%
Wright State-Boonshoft *	0	0	NA	3	3	100%	9	2	22%
OKLAHOMA									

TABLE 8: 2008 BENCHMARKING—NEW TENURES AND PROMOTIONS

Medical School	New Tenures			Promotions to Associate Professor			Promotions to Full Professor		
	Total N	Women N	%	Total N	Women N	%	Total N	Women N	%
Oklahoma	3	0	0%	19	5	26%	11	3	27%
OREGON									
Oregon	9	5	56%	35	15	43%	34	11	32%
PENNSYLVANIA									
Commonwealth	0	0	NA	0	0	NA	0	0	NA
Drexel	3	0	0%	7	5	71%	8	6	75%
Jefferson	7	2	29%	20	4	20%	10	3	30%
Penn State	12	3	25%	18	6	33%	14	4	29%
Pennsylvania	23	5	22%	45	15	33%	25	6	24%
Pittsburgh	30	4	13%	52	20	38%	21	8	38%
Temple	5	1	20%	19	5	26%	12	3	25%
PUERTO RICO									
Caribe **	NA	NA	NA	NA	NA	NA	NA	NA	NA
Ponce **	NA	NA	NA	NA	NA	NA	NA	NA	NA
Puerto Rico	4	0	0%	0	0	NA	0	0	NA
San Juan Bautista **	NA	NA	NA	NA	NA	NA	NA	NA	NA
RHODE ISLAND									
Brown-Alpert **	2	2	100%	13	8	62%	11	1	9%
SOUTH CAROLINA									
MU South Carolina	10	3	30%	18	13	72%	11	4	36%
South Carolina	6	1	17%	4	1	25%	1	0	0%
SOUTH DAKOTA									
South Dakota-Sanford	1	0	0%	2	0	0%	1	0	0%
TENNESSEE									
East Tennessee-Quillen	3	2	67%	9	4	44%	2	1	50%
Meharry	8	5	63%	5	2	40%	5	1	20%
Tennessee	17	3	18%	18	6	33%	12	1	8%
Vanderbilt	14	6	43%	26	9	35%	23	6	26%
TEXAS									
Baylor	16	9	56%	23	13	57%	19	7	37%
Texas A & M	6	2	33%	17	2	12%	4	0	0%
Texas Tech	3	2	67%	3	1	33%	7	2	29%
Texas Tech-Foster	8	4	50%	5	3	60%	1	0	0%
UT Galveston	12	4	33%	23	7	30%	25	10	40%
UT Houston	8	1	13%	12	3	25%	8	4	50%
UT San Antonio	9	1	11%	19	9	47%	10	3	30%
UT Southwestern	10	8	80%	50	19	38%	29	10	34%
UTAH									
Utah	18	4	22%	29	11	38%	25	8	32%
VERMONT									
Vermont	4	2	50%	18	9	50%	10	4	40%
VIRGINIA									
Eastern Virginia	2	0	0%	5	3	60%	2	1	50%
Virginia	15	3	20%	24	9	38%	10	2	20%
Virginia Commonwealth	10	2	20%	18	5	28%	10	5	50%
WASHINGTON									
U Washington	14	12	86%	52	18	35%	48	17	35%
WEST VIRGINIA									
Marshall-Edwards	4	0	0%	5	0	0%	1	0	0%
West Virginia	5	4	80%	10	6	60%	3	1	33%
WISCONSIN									
MC Wisconsin	13	3	23%	42	16	38%	30	8	27%
Wisconsin	23	11	48%	42	16	38%	23	5	22%
2008 TOTAL	1,119	333	30%	2,581	957	37%	1,607	471	29%
2008 AVERAGE #	9	3	29%	21	8	38%	13	4	32%
2003 AVERAGE			31%			33%			25%

Notes

The 2008 average percents are calculated from the percents of all schools and are not adjusted for the number of faculty per school.

* The data for these schools are based on information reported to the AAMC Faculty Roster as of December 31, 2008.

† These institutions do not offer tenure.

** Tenure is only available to Basic Science faculty at these institutions.

NA indicates that the percent could not be calculated or that the information was not available.

As an example of how to interpret this table, the 23% figure for MC Wisconsin under New Tenures indicates that of all the full-time faculty at the Medical College of Wisconsin who received tenure in calendar year 2008, 23% were women.

TABLE 9: 2008 BENCHMARKING—DIVISION/SECTION CHIEFS AND DEPARTMENT CHAIRS

Medical School	Division/Section Chiefs		Associate Chairs & Vice Chairs		Department Chairs							
	Men	Women	Men	Women	Basic Science		Clinical Science		Other		Total	
					Men	Women	Men	Women	Men	Women	Men	Women
ALABAMA												
Alabama	82	20	35	12	7	2	12	2	0	0	19	4
South Alabama	8	8	2	2	6	0	12	1	0	0	18	1
ARIZONA												
Arizona	42	9	0	0	4	2	12	2	0	0	16	4
ARKANSAS												
Arkansas	69	23	22	10	4	3	17	3	0	0	21	6
CALIFORNIA												
Loma Linda	19	7	10	2	2	0	20	1	0	0	22	1
Southern Cal-Keck *	20	3	NA	NA	4	0	16	3	1	0	21	3
Stanford	19	4	17	3	9	1	16	2	0	0	25	3
UC Davis	20	2	29	7	3	2	19	1	0	0	22	3
UC Irvine	28	7	0	0	4	1	17	3	0	0	21	4
UC San Diego	21	4	28	5	0	2	11	1	0	0	11	3
UC San Francisco	105	22	78	29	7	1	16	4	0	0	23	5
UCLA-Geffen	0	0	78	26	5	1	15	1	0	0	20	2
COLORADO												
Coloradc	42	18	38	10	6	1	15	1	0	0	21	2
CONNECTICUT												
Connecticut	38	6	1	1	4	2	11	2	0	0	15	4
Yale	0	0	0	0	11	0	17	2	0	0	28	2
DISTRICT OF COLUMBIA												
George Washington	0	0	1	1	4	0	13	0	1	2	18	2
Georgetown	25	15	15	10	6	3	17	1	0	0	23	4
Howard * +	19	7	NA	NA	4	1	9	5	0	0	13	6
FLORIDA												
Central Florida * +	NA	NA	NA	NA	0	0	0	0	0	0	0	0
Florida	62	15	14	8	6	2	27	2	0	0	33	4
Florida Internationa	4	1	0	0	2	1	10	0	0	0	12	1
Florida State * +	NA	NA	NA	NA	1	1	3	0	0	0	4	1
Miami-Miller	96	15	9	3	6	0	19	2	0	0	25	2
South Florida	30	13	0	0	3	0	13	0	1	0	17	0
GEORGIA												
Emory	94	31	29	7	7	0	16	4	0	0	23	4
MC Georgia	27	3	2	1	4	1	20	1	0	0	24	2
Mercer	0	0	0	0	2	0	12	1	0	0	14	1
Morehouse	7	16	2	1	3	2	4	3	0	1	7	6

TABLE 9: 2008 BENCHMARKING—DIVISION/SECTION CHIEFS AND DEPARTMENT CHAIRS

Medical School	Division/Section Chiefs		Associate Chairs & Vice Chairs		Department Chairs							
	Men	Women	Men	Women	Basic Science		Clinical Science		Other		Total	
					Men	Women	Men	Women	Men	Women	Men	Women
HAWAII												
Hawaii-Burns	0	0	0	0	4	2	4	6	0	0	8	8
ILLINOIS												
Chicago Med-Franklin	15	6	0	0	4	2	7	2	0	0	11	4
Chicago-Pritzker	0	0	0	0	7	2	10	0	0	0	17	2
Illinois	0	0	0	0	15	0	37	5	0	0	52	5
Loyola-Stritch	19	4	0	0	3	1	15	3	0	0	18	4
Northwestern-Feinberg	22	2	0	0	5	0	20	4	0	0	25	4
Rush	129	29	6	1	6	0	21	1	0	0	27	1
Southern Illinois	29	4	0	0	6	0	7	0	0	2	13	2
INDIANA												
Indiana	79	16	36	9	6	0	18	1	1	2	25	3
IOWA												
Iowa-Carver	0	0	0	0	3	2	16	3	0	0	19	5
KANSAS												
Kansas	16	6	0	0	9	0	26	1	0	0	35	1
KENTUCKY												
Kentucky	42	10	6	0	6	2	15	1	0	0	21	3
Louisville	34	7	0	0	5	0	15	1	0	0	20	1
LOUISIANA												
LSU New Orleans	39	6	0	0	5	1	16	0	0	0	21	1
LSU Shreveport	0	0	0	0	5	0	12	0	1	1	18	1
Tulane	0	0	0	0	5	0	12	2	0	0	17	2
MARYLAND												
Johns Hopkins	75	16	29	5	7	2	18	1	3	1	28	4
Maryland	46	14	0	0	5	1	17	0	0	1	22	2
Uniformed Services-Heber	0	0	0	0	2	2	11	2	2	1	15	5
MASSACHUSETTS												
Boston	15	4	0	0	6	0	16	2	0	0	22	2
Harvard	0	0	0	0	6	1	43	5	1	1	50	7
Massachusetts	56	18	17	8	7	0	13	1	0	0	20	1
Tufts	0	0	0	0	7	0	16	2	0	0	23	2
MICHIGAN												
Michigan	31	7	22	10	5	1	16	2	2	0	23	3
Michigan State	6	5	0	0	4	0	7	1	1	0	12	1
Wayne State	5	0	7	2	5	2	15	3	1	0	21	5

TABLE 9: 2008 BENCHMARKING—DIVISION/SECTION CHIEFS AND DEPARTMENT CHAIRS

Medical School	Division/Section Chiefs		Associate Chairs & Vice Chairs		Department Chairs							
	Men	Women	Men	Women	Basic Science		Clinical Science		Other		Total	
					Men	Women	Men	Women	Men	Women	Men	Women
MINNESOTA												
Mayo	14	0	0	0	5	0	18	5	2	0	25	5
Minnesota	41	5	0	0	10	0	16	3	0	0	26	3
MISSISSIPPI												
Mississippi	0	1	1	1	5	1	13	1	0	0	18	2
MISSOURI												
Missouri Columbia	35	4	13	2	3	0	14	2	2	0	19	2
Missouri Kansas City	0	0	0	0	1	0	11	1	1	0	13	1
St Louis	44	11	4	1	5	0	13	1	0	0	18	1
Washington U St Louis	54	4	8	2	5	1	15	0	2	2	22	3
NEBRASKA												
Creighton	23	4	11	0	4	1	9	0	0	0	13	1
Nebraska	7	4	0	0	3	1	18	1	0	0	21	2
NEVADA												
Nevada	0	0	2	0	4	0	8	2	1	0	13	2
NEW HAMPSHIRE												
Dartmouth	0	0	2	3	5	1	9	1	0	0	14	2
NEW JERSEY												
UMDNJ New Jersey **	51	17	NA	NA	4	1	13	0	0	0	17	1
UMDNJ-RW Johnson	43	14	0	0	3	2	10	3	0	0	13	5
NEW MEXICO												
New Mexico	32	18	8	4	4	0	12	2	0	1	16	3
NEW YORK												
Albany	19	2	0	0	4	1	11	2	0	0	15	3
Buffalo	0	0	0	0	7	0	18	1	0	0	25	1
Columbia	0	0	0	0	7	0	12	2	0	0	19	2
Cornell-Weill	0	0	0	0	5	2	16	0	0	0	21	2
Einstein	0	0	0	0	12	1	18	0	0	0	30	1
Mount Sinai	0	0	0	0	9	0	24	0	0	0	33	0
New York Medical	0	0	17	1	5	0	16	2	1	1	22	3
New York University	0	0	13	4	7	2	17	2	0	1	24	5
Rochester	61	11	10	1	14	3	18	4	2	1	34	8
SUNY Downstate	66	20	1	0	3	2	16	1	3	1	22	4
SUNY Upstate	62	17	10	3	3	2	16	4	0	0	19	6
Stony Brook	45	28	14	4	6	1	14	4	0	0	20	5

TABLE 9: 2008 BENCHMARKING—DIVISION/SECTION CHIEFS AND DEPARTMENT CHAIRS

Medical School	Division/Section Chiefs		Associate Chairs & Vice Chairs		Department Chairs							
	Men	Women	Men	Women	Basic Science		Clinical Science		Other		Total	
					Men	Women	Men	Women	Men	Women	Men	Women
NORTH CAROLINA												
Duke	79	18	24	5	5	2	11	0	0	0	16	2
East Carolina-Brody	10	0	6	3	5	3	11	0	0	0	16	3
North Carolina	19	7	2	1	7	1	16	0	0	0	23	1
Wake Forest *	31	2	NA	NA	7	0	16	2	2	0	25	2
NORTH DAKOTA												
North Dakota	0	0	4	0	4	1	4	0	1	1	9	2
OHIO												
Case Western	0	0	0	0	13	2	39	3	0	0	52	5
Cincinnati	0	0	0	0	4	2	18	2	0	0	22	4
Northeastern Ohic	0	0	0	0	2	0	11	0	0	1	13	1
Ohio State	20	10	12	0	6	1	17	1	0	0	23	2
Toledo	14	4	4	1	5	0	9	3	0	0	14	3
Wright State-Boonshoft	47	12	5	1	2	1	11	0	0	0	13	1
OKLAHOMA												
Oklahoma	24	4	0	0	5	0	18	4	0	0	23	4
OREGON												
Oregon	35	8	0	0	6	2	19	0	0	0	25	2
PENNSYLVANIA												
Commonwealth	0	0	0	0	1	0	0	2	0	0	1	2
Drexel	10	7	3	2	3	1	14	3	0	0	17	4
Jefferson	102	28	35	3	4	1	18	2	1	0	23	3
Penn State	44	9	22	3	7	1	13	2	3	0	23	3
Pennsylvania	32	8	10	2	10	0	16	2	0	0	26	2
Pittsburgh	0	0	0	0	4	4	19	1	0	0	23	5
Temple	14	2	0	0	6	1	17	0	0	0	23	1
PUERTO RICO												
Caribe *	4	5	NA	NA	3	1	5	3	0	0	8	4
Ponce * +	NA	3	NA	NA	5	1	2	1	2	0	9	2
Puerto Rico	12	5	0	0	4	2	10	4	0	0	14	6
San Juan Bautista **	NA	NA	NA	NA	0	0	0	0	0	0	0	0
RHODE ISLAND												
Brown-Alpert	57	20	21	5	3	2	12	2	0	0	15	4
SOUTH CAROLINA												
MU South Carolina	28	2	0	0	5	1	16	1	0	0	21	2
South Carolina	21	11	7	1	1	2	7	2	0	0	8	4
SOUTH DAKOTA												
South Dakota-Sanfor	26	8	6	2	0	0	7	1	0	0	7	1

TABLE 9: 2008 BENCHMARKING—DIVISION/SECTION CHIEFS AND DEPARTMENT CHAIRS

Medical School	Division/Section Chiefs		Associate Chairs & Vice Chairs		Department Chairs							
	Men	Women	Men	Women	Basic Science		Clinical Science		Other		Total	
					Men	Women	Men	Women	Men	Women	Men	Women
TENNESSEE												
East Tennessee-Quiller	19	5	4	1	4	1	6	1	0	0	10	2
Meharry	9	2	8	0	4	0	6	3	1	0	11	3
Tennessee	44	8	6	1	4	0	31	2	3	0	38	2
Vanderbilt	118	42	17	5	6	3	23	0	0	0	29	3
TEXAS												
Baylor	0	0	0	0	8	2	16	2	2	0	26	4
Texas A & M	0	0	0	0	5	0	9	1	0	0	14	1
Texas Tech	10	1	3	0	4	0	12	1	0	0	16	1
Texas Tech-Foster	17	5	7	3	1	1	11	2	0	0	12	3
UT Galveston	40	21	0	0	4	1	12	3	0	0	16	4
UT Houston	21	8	18	7	4	0	14	3	0	0	18	3
UT San Antonio	36	10	14	2	7	1	16	0	0	0	23	1
UT Southwestern	0	0	0	0	10	0	18	3	2	2	30	5
UTAH												
Utah	47	4	0	0	4	3	15	0	0	0	19	3
VERMONT												
Vermont	32	3	11	1	4	2	9	1	0	0	13	3
VIRGINIA												
Eastern Virginia	2	0	5	3	2	1	13	3	0	0	15	4
Virginia	27	15	15	3	7	1	18	3	1	0	26	4
Virginia Commonwealth	49	8	14	4	4	5	23	2	0	0	27	7
WASHINGTON												
U Washington	103	44	38	8	11	1	17	1	0	0	28	2
WEST VIRGINIA												
Marshall-Edwards	23	9	0	0	3	0	9	0	0	0	12	0
West Virginia	31	10	16	5	4	0	21	2	2	1	27	3
WISCONSIN												
MC Wisconsin	18	4	0	0	5	2	19	1	0	0	24	3
Wisconsin	56	9	44	10	10	1	13	3	0	0	23	4
2008 TOTAL	3,463	944	1,028	281	657	129	1,874	219	49	24	2,580	372
2008 AVERAGE #	27	7	8	2	5	1	14	2	0	0	20	3
2003 AVERAGE	9			4		1		1		1		2

Notes

The 2008 average percents are calculated from the percents of all schools and are not adjusted for the number of faculty per school.

+ The division/section chief counts for these schools are based on information from the AAMC 2008–2009 *Directory of American Medical Education*.

* The department chair counts for these schools are based on information reported to the AAMC Faculty Roster as of December 31, 2008.

NA indicates that no information was available.

TABLE 10: 2008 BENCHMARKING—DECANAL POSITIONS

Medical School	Senior Associate Dean		Associate Dean		Assistant Dean		Direct Reports to Dean	
	Men	Women	Men	Women	Men	Women	Men	Women
ALABAMA								
Alabama	3	2	5	2	4	3	3	2
South Alabama	0	0	0	0	1	4	1	4
ARIZONA								
Arizona	2	1	3	7	6	4	5	6
ARKANSAS								
Arkansas	4	0	5	3	3	2	4	0
CALIFORNIA								
Loma Linda	1	0	9	2	2	6	8	3
Southern Cal-Keck *	NA	1	4	4	3	3	NA	NA
Stanford	5	2	6	1	0	0	11	3
UC Davis	1	1	8	2	0	0	1	1
UC Irvine	6	1	6	3	5	0	9	1
UC San Diego	3	1	5	2	0	2	5	2
UC San Francisco	4	2	9	9	1	0	4	2
UCLA-Geffen	6	2	9	0	7	7	8	1
COLORADO								
Colorado	4	1	7	7	1	2	4	2
CONNECTICUT								
Connecticut	2	0	7	3	2	1	2	1
Yale	2	1	2	4	1	1	2	1
DISTRICT OF COLUMBIA								
George Washington	1	1	1	3	1	2	2	6
Georgetown	1	2	5	4	6	2	11	8
Howard *	NA	NA	3	1	1	NA	NA	NA
FLORIDA								
Central Florida *	NA	NA	NA	NA	NA	NA	NA	NA
Florida	4	0	9	4	8	5	11	6
Florida International	0	0	3	0	4	1	3	0
Florida State *	NA	1	3	2	9	NA	NA	NA
Miami-Miller	12	1	12	3	1	4	10	3
South Florida	3	2	6	3	2	4	5	3
GEORGIA								
Emory	5	1	11	3	3	1	5	1
MC Georgia	4	1	5	3	1	2	10	6
Mercer	0	0	2	1	0	1	2	2
Morehouse	0	2	2	1	0	1	2	4
HAWAII								
Hawaii-Burns	0	0	1	0	0	0	1	0
ILLINOIS								
Chicago Med-Franklin	2	1	4	1	3	1	9	3
Chicago-Pritzker	2	2	7	1	1	0	10	3
Illinois	4	3	11	6	5	4	4	3
Loyola-Stritch	2	0	3	1	2	2	2	1
Northwestern-Feinberg	10	3	9	4	3	3	10	3
Rush	0	0	7	4	3	2	7	4
Southern Illinois	0	0	1	4	0	0	1	4
INDIANA								
Indiana	3	1	13	4	9	3	3	1
IOWA								
Iowa-Carver	2	0	3	3	2	1	5	1
KANSAS								
Kansas	1	1	4	2	0	0	1	1
KENTUCKY								
Kentucky	3	0	3	1	2	4	1	0
Louisville	2	1	6	3	0	0	2	0
LOUISIANA								
LSU New Orleans	0	0	8	2	2	0	8	2
LSU Shreveport	0	0	1	0	3	1	0	0
Tulane	4	1	2	1	0	0	6	2
MARYLAND								
Johns Hopkins	6	1	8	3	4	7	6	2
Maryland	2	0	6	4	3	8	6	4
Uniformed Services-	1	0	5	3	2	1	6	3

TABLE 10: 2008 BENCHMARKING—DECANAL POSITIONS

Medical School	Senior Associate Dean		Associate Dean		Assistant Dean		Direct Reports to Dean	
	Men	Women	Men	Women	Men	Women	Men	Women
MASSACHUSETTS								
Boston	0	0	5	2	12	4	5	2
Harvard	5	4	7	2	0	0	4	1
Massachusetts	0	1	6	3	2	2	0	2
Tufts	7	5	1	3	1	3	1	3
MICHIGAN								
Michigan	2	0	5	3	5	3	2	1
Michigan State	2	1	2	3	1	5	4	3
Wayne State	1	1	6	0	6	3	1	2
MINNESOTA								
Mayo	1	0	14	5	2	0	17	5
Minnesota	3	1	4	7	0	0	7	8
MISSISSIPPI								
Mississippi	1	1	1	1	0	1	2	3
MISSOURI								
Missouri Columbia	2	1	6	2	0	0	4	1
Missouri Kansas City	2	0	2	5	2	1	4	5
St Louis	1	0	3	1	3	0	7	1
Washington U St Louis	4	0	4	5	2	2	10	7
NEBRASKA								
Creighton	1	0	3	2	3	2	7	4
Nebraska	5	0	5	1	5	1	9	2
NEVADA								
Nevada	1	0	0	3	0	1	1	4
NEW HAMPSHIRE								
Dartmouth	2	1	4	1	3	4	6	2
NEW JERSEY								
UMDNJ New Jersey *	3	NA	4	NA	NA	NA	NA	NA
UMDNJ-RW Johnson	4	0	6	7	0	5	6	2
NEW MEXICO								
New Mexico	6	4	3	1	7	7	5	2
NEW YORK								
Albany	2	0	3	2	1	0	2	0
Buffalo	1	5	4	1	1	2	3	5
Columbia	3	2	4	2	2	2	3	1
Cornell-Weill	3	2	9	2	1	2	3	1
Einstein	2	0	9	1	8	10	2	0
Mount Sinai	5	1	11	14	2	3	6	5
New York Medical	7	3	6	6	1	3	7	3
New York University	8	4	6	4	3	1	6	4
Rochester	5	2	5	3	0	2	5	2
SUNY Downstate	1	2	4	2	1	0	6	4
SUNY Upstate	0	2	5	2	1	0	1	2
Stony Brook	3	0	7	4	4	3	5	1
NORTH CAROLINA								
Duke	4	2	5	3	1	1	4	1
East Carolina-Brody	1	1	5	1	2	1	3	1
North Carolina	8	2	4	4	3	8	6	1
Wake Forest *	1	1	4	2	NA	4	NA	NA
NORTH DAKOTA								
North Dakota	2	0	4	3	5	0	9	3
OHIO								
Case Western	5	0	7	3	1	1	3	0
Cincinnati	3	2	1	2	6	5	4	4
Northeastern Ohio	1	0	9	1	0	3	3	1
Ohio State	3	1	8	7	0	1	2	1
Toledo	0	1	5	3	1	1	6	5
Wright State-Boonshoft	0	1	6	1	3	0	4	1
OKLAHOMA								
Oklahoma	1	0	6	2	1	1	7	2
OREGON								
Oregon	1	0	2	6	3	5	2	2

TABLE 10: 2008 BENCHMARKING—DECANAL POSITIONS

Medical School	Senior Associate Dean		Associate Dean		Assistant Dean		Direct Reports to Dean	
	Men	Women	Men	Women	Men	Women	Men	Women
PENNSYLVANIA								
Commonwealth	1	0	4	1	0	1	2	0
Drexel	8	1	6	2	0	1	7	3
Jefferson	4	3	4	1	5	2	4	3
Penn State	3	0	8	5	1	0	6	0
Pennsylvania	4	2	11	6	3	0	4	2
Pittsburgh	2	0	4	6	7	4	2	3
Temple	5	1	4	6	4	3	6	1
PUERTO RICO								
Caribe *	NA	NA	1	1	NA	NA	NA	NA
Ponce *	NA	NA	2	1	1	1	NA	NA
Puerto Rico	0	0	3	2	0	0	3	2
San Juan Bautista *	NA	NA	2	1	NA	NA	NA	NA
RHODE ISLAND								
Brown-Alpert	0	0	4	7	1	1	3	5
SOUTH CAROLINA								
MU South Carolina	2	1	17	6	0	0	19	7
South Carolina	0	0	4	0	2	3	4	0
SOUTH DAKOTA								
South Dakota-Sanford	5	1	2	1	0	0	6	2
TENNESSEE								
East Tennessee-Quillen	3	0	3	1	2	4	7	2
Meharry	0	1	2	5	0	2	2	8
Tennessee	0	0	4	2	5	3	9	5
Vanderbilt	2	1	6	1	1	1	4	2
TEXAS								
Baylor	5	2	4	3	3	3	12	8
Texas A & M	5	1	5	1	3	1	7	2
Texas Tech	0	0	12	1	3	6	15	7
Texas Tech-Foster	1	0	6	1	0	0	7	1
UT Galveston	1	1	5	1	3	1	3	0
UT Houston	1	0	4	2	7	4	12	6
UT San Antonio	2	2	5	3	2	5	9	10
UT Southwestern	1	0	10	4	4	1	4	2
UTAH								
Utah	1	0	5	1	4	0	10	1
VERMONT								
Vermont	4	0	5	3	1	2	9	2
VIRGINIA								
Eastern Virginia	0	0	4	1	0	1	4	2
Virginia	6	2	6	5	5	5	6	2
Virginia Commonwealth	3	1	6	5	3	4	8	5
WASHINGTON								
U Washington	3	1	7	3	7	7	3	1
WEST VIRGINIA								
Marshall-Edwards	5	0	1	2	2	3	8	5
West Virginia	1	0	8	6	4	2	13	8
WISCONSIN								
MC Wisconsin	4	1	7	1	1	1	0	0
Wisconsin	4	0	8	3	5	11	5	4
2008 TOTAL	326	116	678	363	310	281	643	326
2008 AVERAGE #	3	1	5	3	2	2	5	3
2003 AVERAGE		1		2		2		

Notes

The 2008 average percents are calculated from the percents of all schools and are not adjusted for the number of faculty per school.

* The counts for these schools are based on the AAMC's 2008–2009 *Directory of American Medical Education*.

NA indicates that no information was available.

TABLE 11: WOMEN DEANS OF U.S. MEDICAL SCHOOLS, OCTOBER 2009

Name	U.S. Medical School
Nancy Catherine Andrews, M.D., Ph.D., M.S.	Duke University School of Medicine
Karen H. Antman, M.D.	Boston University School of Medicine
Barbara F. Atkinson, M.D.	University of Kansas School of Medicine
Yocasta Brugal Mena, M.D.	San Juan Bautista School of Medicine
Pamela Davis, M.D., Ph.D.	Case Western Reserve University School of Medicine
Betty M. Drees, M.D., F.A.C.P.	University of Missouri-Kansas City School of Medicine
Debra H. Fiser, M.D.	University of Arkansas for Medical Sciences College of Medicine
Deborah C. German, M.D.	University of Central Florida College of Medicine
Eve J. Higginbotham, M.D.	Morehouse School of Medicine
Cynda Ann Johnson, M.D., M.B.A.	Virginia Tech Carilion School of Medicine
Elizabeth R. McAnarney, M.D. **	University of Rochester School of Medicine and Dentistry
Lois Margaret Nora, M.D., J.D., M.B.A.	Northeastern Ohio Universities College of Medicine
Valerie M. Parisi, M.D., M.P.H., M.B.A. *	Wayne State University School of Medicine
Claire Pomeroy, M.D., M.B.A.	University of California, Davis, School of Medicine
Marsha Dawn Rappley, M.D.	Michigan State University College of Human Medicine
LouAnn Woodward, M.D. *	University of Mississippi School of Medicine

* Interim Dean

** Acting Dean