



ON HEALTH & LEADERSHIP FOR WOMEN

ADVOCACY



EDUCATION



RESEARCH

# 2018-19 Benchmark Data: Gender Statistics of Faculty Perelman School of Medicine University of Pennsylvania



# Dual Mission

- To support the advancement and leadership of women in academic medicine
- To promote research and education in women's health



# Who We Are

Executive Director: Stephanie Abbuhl, MD

Director of Research: Hillary Bogner, MD, MSCE

Director of Professional Development: Lucy Wolf Tuton, PhD

Managing Director of Research Program: Bridget Dougherty, MPH

Director of Operations: Susan Primavera



The following graphs and charts depict the status of women faculty at the Perelman School of Medicine at the University of Pennsylvania . It has been well documented nationally that, relative to their male colleagues in academic medicine, women are over-represented in the junior ranks and are less likely to attain promotion or tenure.

In fact, data from the Association of American Medical Colleges (AAMC) indicate that the proportion of men and women across academic ranks has not changed substantially in over twenty years. Since 1996, in order to increase awareness of this gender discrepancy, the AAMC has annually compiled and reported institutional benchmark statistics regarding women in academic medicine from 94% of U.S. medical schools. FOCUS on Health & Leadership for Women has compiled benchmark data from the Perelman School of Medicine at the University of Pennsylvania since 1999.

This report consists of data for the 2018-2019 academic year from the 12/31/18 gender report supplied by the Office of Faculty Affairs in the School of Medicine. These statistics were then compared with national benchmarks published by the AAMC in their 2017-2018 annual report, *Women in U.S. Academic Medicine-- Statistics*.

*Please note:* To view this report online, please visit: [www.med.upenn.edu/focus/Benchmarks.shtml](http://www.med.upenn.edu/focus/Benchmarks.shtml)

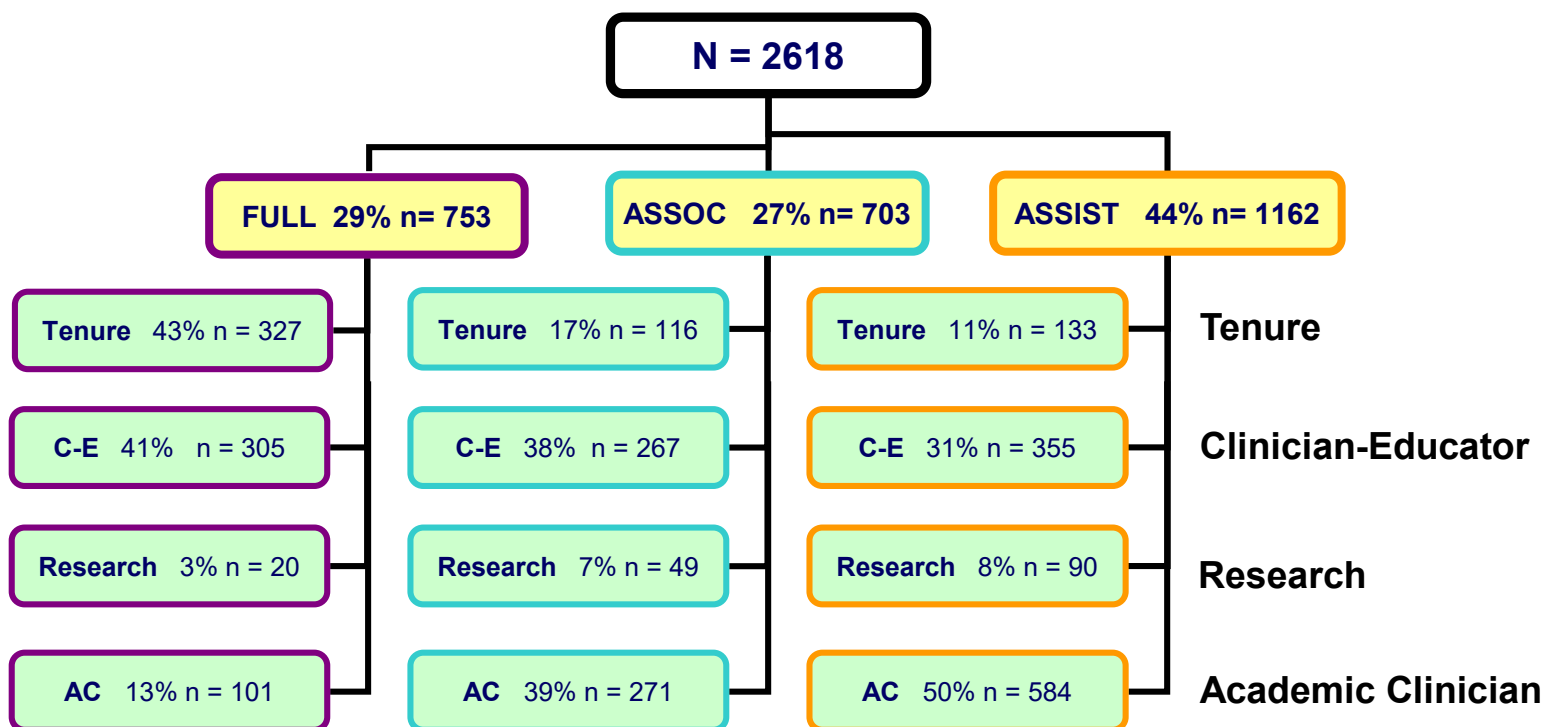
*Compiled by:*

Stephanie Abbuhl, MD, Susan Primavera and Bridget Dougherty

**Gender Distribution**  
**at**  
**RANK**

# General Data: Fulltime Faculty Breakdown by Rank, then Track\*

## Perelman School of Medicine Fulltime Faculty, 2018-19



# Gender Distribution within Fulltime\* Faculty & Instructor Ranks, by Department

## Perelman School of Medicine, 2018-19

(\*includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; Instructor rank includes Instructors A and Lecturers A only)

Department	Total Fulltime Faculty					Full Professors				Associate Professors				Assistant Professors				Inst A / Lect A				Total Faculty plus Inst / Lect				
	Total	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Total
	N	N	%	N	%	n	%	n	%	n	%	N	%	n	%	n	%	n	%	n	%	N	%	N	%	N
Anesth & Crit Care	194	131	68%	63	32%	23	85%	4	15%	41	80%	10	20%	67	58%	49	42%	2	67%	1	33%	133	68%	64	32%	197
Biochem & Biophys	29	22	76%	7	24%	16	89%	2	11%	1	20%	4	44%	5	83%	1	17%	1	0%	0	0%	23	77%	7	23%	30
Biostat, Epidem & Infor.	52	23	44%	29	56%	12	50%	12	50%	6	50%	6	58%	5	31%	11	69%	2	0%	1	0%	25	45%	30	55%	55
Cancer Biology	13	10	77%	3	23%	4	100%	0	0%	2	50%	2	33%	4	80%	1	20%	0	0%	0	0%	10	77%	3	23%	13
Cell & Devel Biology	19	13	68%	6	32%	6	55%	5	45%	4	100%	0	0%	3	75%	1	25%	0	0%	0	0%	13	68%	6	32%	19
Dermatology	50	24	48%	26	52%	7	64%	4	36%	5	42%	7	67%	12	44%	15	56%	0	0%	1	100%	24	47%	27	53%	51
Emergency Medicine	59	35	59%	24	41%	7	54%	6	46%	9	82%	2	27%	19	54%	16	46%	2	67%	1	33%	37	60%	25	40%	62
Fam Med/Com Health	20	8	40%	12	60%	0	0%	1	0%	6	55%	5	50%	2	25%	6	75%	0	0%	2	100%	8	36%	14	64%	22
Genetics	27	17	63%	10	37%	4	50%	4	50%	5	63%	3	43%	8	73%	3	27%	0	0%	0	0%	17	63%	10	37%	27
Med Ethics & Health Pol	20	11	55%	9	45%	3	75%	1	25%	2	40%	3	33%	6	55%	5	45%	0	0%	1	0%	11	52%	10	48%	21
Medicine	544	323	59%	221	41%	113	72%	43	28%	90	59%	62	43%	120	51%	116	49%	21	55%	17	45%	344	59%	238	41%	582
Microbiology	19	10	53%	9	47%	4	50%	4	50%	4	67%	2	29%	2	40%	3	60%	0	0%	0	0%	10	53%	9	47%	19
Neurology	122	72	59%	50	41%	25	83%	5	17%	20	67%	10	25%	27	44%	35	56%	3	38%	5	63%	75	58%	55	42%	130
Neuroscience	24	15	63%	9	38%	11	79%	3	21%	1	50%	1	50%	3	38%	5	63%	0	0%	0	0%	15	63%	9	38%	24
Neurosurgery	28	24	86%	4	14%	6	100%	0	0%	7	100%	0	0%	11	73%	4	27%	2	100%	0	0%	26	87%	4	13%	30
Obstetrics & Gyn	63	19	30%	44	70%	9	56%	7	44%	6	30%	14	68%	4	15%	23	85%	1	20%	4	80%	20	29%	48	71%	68
Ophthalmology	52	28	54%	24	46%	11	61%	7	39%	10	77%	3	23%	7	33%	14	67%	0	0%	1	0%	28	53%	25	47%	53
Orthopaedic Surgery	58	50	86%	8	14%	12	75%	4	25%	20	91%	2	9%	18	90%	2	10%	0	0%	0	0%	50	86%	8	14%	58
Otorhinolaryngology	47	37	79%	10	21%	14	88%	2	13%	12	71%	5	27%	11	79%	3	21%	3	75%	1	25%	40	78%	11	22%	51
Path & Lab Medicine	169	101	60%	68	40%	49	74%	17	26%	21	53%	19	47%	31	49%	32	51%	3	100%	0	0%	104	60%	68	40%	172
Pediatrics	441	198	45%	243	55%	85	64%	48	36%	52	45%	63	51%	61	32%	132	68%	9	25%	27	75%	207	43%	270	57%	477
Pharmacology	26	21	81%	5	19%	12	92%	1	8%	5	83%	1	0%	4	57%	3	43%	0	0%	0	0%	21	81%	5	19%	26
Phys Med & Rehab	21	13	62%	8	38%	1	100%	0	0%	3	100%	0	0%	9	53%	8	47%	2	67%	1	33%	15	63%	9	38%	24
Physiology	17	12	71%	5	29%	9	82%	2	18%	1	33%	2	100%	2	67%	1	33%	0	0%	0	0%	12	71%	5	29%	17
Psychiatry	143	72	50%	71	50%	26	81%	6	19%	21	60%	14	34%	25	33%	51	67%	1	50%	1	50%	73	50%	72	50%	145
Radiation Oncology	47	37	79%	10	21%	11	79%	3	21%	15	88%	2	22%	11	69%	5	31%	3	75%	1	25%	40	78%	11	22%	51
Radiology	174	126	72%	48	28%	29	78%	8	22%	34	67%	17	29%	63	73%	23	27%	10	83%	2	17%	136	73%	50	27%	186
Surgery	140	109	78%	31	22%	39	87%	6	13%	35	85%	6	26%	35	65%	19	35%	6	1%	0	0%	115	79%	31	21%	146
TOTAL	2618	1561	60%	1057	40%	548	73%	205	27%	438	62%	265	38%	575	49%	587	51%	71	51%	67	49%	1632	59%	1124	41%	2756

# Gender Distribution within *Standing\** Faculty Ranks, by Department

## Perelman School of Medicine, 2018-19

(\*includes only Tenure and Clinician-Educator Tracks)

Department	Total Standing Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	83	64	77%	19	23%	16	89%	2	11%	26	84%	5	16%	22	65%	12	35%
Biochem & Biophysics	23	19	83%	4	17%	16	89%	2	11%	1	50%	1	50%	2	67%	1	33%
Biostat. Epidem & Infor.	51	22	43%	29	57%	12	50%	12	50%	6	50%	6	50%	4	27%	11	73%
Cancer Biology	13	10	77%	3	23%	4	100%	0	0%	2	50%	2	50%	4	80%	1	20%
Cell & Devel Biology	19	13	68%	6	32%	6	55%	5	45%	4	100%	0	0%	3	75%	1	25%
Dermatology	31	18	58%	13	42%	6	60%	4	40%	5	50%	5	50%	7	64%	4	36%
Emergency Medicine	19	10	53%	9	47%	5	50%	5	50%	3	75%	1	25%	2	40%	3	60%
Fam Med & Com Health	7	2	29%	5	71%	0	0%	1	100%	2	50%	2	50%	0	0%	2	100%
Genetics	21	13	62%	8	38%	3	43%	4	57%	4	67%	2	33%	6	75%	2	25%
Medical Ethics & Health Pol	19	11	58%	8	42%	3	75%	1	25%	2	40%	3	60%	6	60%	4	40%
Medicine	272	187	69%	85	31%	96	76%	31	24%	46	79%	12	21%	45	52%	42	48%
Microbiology	18	10	56%	8	44%	4	50%	4	50%	4	67%	2	33%	2	50%	2	50%
Neurology	70	46	66%	24	34%	21	84%	4	16%	16	70%	7	30%	9	41%	13	59%
Neuroscience	19	13	68%	6	32%	11	79%	3	21%	0	0%	1	100%	2	50%	2	50%
Neurosurgery	24	21	88%	3	13%	6	100%	0	0%	6	100%	0	0%	9	75%	3	25%
Obstetr/Gynecology	29	8	28%	21	72%	5	45%	6	55%	2	29%	5	71%	1	9%	10	91%
Ophthalmology	32	20	63%	12	38%	8	67%	4	33%	7	88%	1	13%	5	42%	7	58%
Orthopaedic Surgery	44	39	89%	5	11%	11	85%	2	15%	14	88%	2	13%	14	93%	1	7%
Otorhinolaryngology	32	26	81%	6	19%	13	87%	2	13%	7	70%	3	30%	6	86%	1	14%
Path & Lab Medicine	103	74	72%	29	28%	47	80%	12	20%	13	68%	6	32%	14	56%	11	44%
Pediatrics	230	122	53%	108	47%	68	67%	34	33%	23	52%	21	48%	31	37%	53	63%
Pharmacology	20	17	85%	3	15%	12	92%	1	8%	3	75%	1	25%	2	67%	1	33%
Phys Med & Rehab	7	5	71%	2	29%	1	100%	0	0%	2	100%	0	0%	2	50%	2	50%
Physiology	16	12	75%	4	25%	9	82%	2	18%	1	50%	1	50%	2	67%	1	33%
Psychiatry	80	47	59%	33	41%	23	82%	5	18%	15	58%	11	42%	9	35%	17	65%
Radiation Oncology	34	26	76%	8	24%	9	82%	2	18%	9	82%	2	18%	8	67%	4	33%
Radiology	92	70	76%	22	24%	25	78%	7	22%	20	71%	8	29%	25	78%	7	22%
Surgery	95	78	82%	17	18%	32	86%	5	14%	27	90%	3	10%	19	68%	9	32%
<b>TOTAL</b>	<b>1503</b>	<b>1003</b>	<b>67%</b>	<b>500</b>	<b>33%</b>	<b>472</b>	<b>75%</b>	<b>160</b>	<b>25%</b>	<b>270</b>	<b>70%</b>	<b>113</b>	<b>30%</b>	<b>261</b>	<b>53%</b>	<b>227</b>	<b>47%</b>

# Gender Distribution within *Tenure Track* Faculty Ranks, by Department

## Perelman School of Medicine, 2018-19

Department	Total Tenure Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	13	11	85%	2	15%	4	80%	1	20%	6	86%	1	14%	1	100%	0	0%
Biochem & Biophysics	23	19	83%	4	17%	16	89%	2	11%	1	50%	1	50%	2	67%	1	33%
Biostat, Epidem & Infor.	21	15	71%	6	29%	10	77%	3	23%	4	80%	1	20%	1	33%	2	67%
Cancer Biology	13	10	77%	3	23%	4	100%	0	0%	2	50%	2	50%	4	80%	1	20%
Cell & Devel Biology	19	13	68%	6	32%	6	55%	5	45%	4	100%	0	0%	3	75%	1	25%
Dermatology	13	9	69%	4	31%	4	80%	1	20%	1	33%	2	67%	4	80%	1	20%
Emergency Medicine	4	3	75%	1	25%	2	100%	0	0%	0	0%	1	100%	1	100%	0	0%
Fam Med & Com Health	3	1	33%	2	67%	0	0%	0	0%	1	50%	1	50%	0	0%	1	100%
Genetics	20	13	65%	7	35%	3	50%	3	50%	4	67%	2	33%	6	75%	2	25%
Medical Ethics & Health Pol	13	7	54%	6	46%	3	75%	1	25%	2	50%	2	50%	2	40%	3	60%
Medicine	98	77	79%	21	21%	51	82%	11	18%	14	88%	2	13%	12	60%	8	40%
Microbiology	18	10	56%	8	44%	4	50%	4	50%	4	67%	2	33%	2	50%	2	50%
Neurology	28	21	75%	7	25%	13	93%	1	7%	4	67%	2	33%	4	50%	4	50%
Neuroscience	19	13	68%	6	32%	11	79%	3	21%	0	0%	1	100%	2	50%	2	50%
Neurosurgery	7	6	86%	1	14%	3	100%	0	0%	1	100%	0	0%	2	67%	1	33%
Obstetr/Gynecology	5	3	60%	2	40%	2	50%	2	50%	1	100%	0	0%	0	0%	0	0%
Ophthalmology	10	6	60%	4	40%	5	63%	3	38%	1	100%	0	0%	0	0%	1	100%
Orthopaedic Surgery	14	9	64%	5	36%	6	75%	2	25%	0	0%	2	100%	3	75%	1	25%
Otorhinolaryngology	8	6	75%	2	25%	5	100%	0	0%	0	0%	1	100%	1	50%	1	50%
Path & Lab Medicine	49	40	82%	9	18%	26	87%	4	13%	8	80%	2	20%	6	67%	3	33%
Pediatrics	57	37	65%	20	35%	24	77%	7	23%	4	67%	2	33%	9	45%	11	55%
Pharmacology	20	17	85%	3	15%	12	92%	1	8%	3	75%	1	25%	2	67%	1	33%
Phys Med & Rehab	1	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Physiology	16	12	75%	4	25%	9	82%	2	18%	1	50%	1	50%	2	67%	1	33%
Psychiatry	32	24	75%	8	25%	16	76%	5	24%	5	63%	3	38%	3	100%	0	0%
Radiation Oncology	7	6	86%	1	14%	2	67%	1	33%	3	100%	0	0%	1	100%	0	0%
Radiology	23	21	91%	2	9%	10	91%	1	9%	5	83%	1	17%	6	100%	0	0%
Surgery	22	19	86%	3	14%	12	92%	1	8%	4	100%	0	0%	3	60%	2	40%
<b>TOTAL</b>	<b>576</b>	<b>428</b>	<b>74%</b>	<b>148</b>	<b>26%</b>	<b>263</b>	<b>80%</b>	<b>64</b>	<b>20%</b>	<b>83</b>	<b>72%</b>	<b>33</b>	<b>28%</b>	<b>82</b>	<b>62%</b>	<b>51</b>	<b>38%</b>

# Gender Distribution within *Clinician-Educator Track* Faculty Ranks, by Department Perelman School of Medicine, 2018-19

Department	Total Clinician-Educator Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	70	53	76%	17	24%	12	92%	1	8%	20	83%	4	17%	21	64%	12	36%
Biochem & Biophysics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Biostat, Epidem & Infor.	30	7	23%	23	77%	2	18%	9	82%	2	29%	5	71%	3	25%	9	75%
Cancer Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cell & Devel Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dermatology	18	9	50%	9	50%	2	40%	3	60%	4	57%	3	43%	3	50%	3	50%
Emergency Medicine	15	7	47%	8	53%	3	38%	5	63%	3	0%	0	0%	1	25%	3	75%
Fam Med & Com Health	4	1	25%	3	75%	0	0%	1	100%	1	50%	1	50%	0	0%	1	100%
Genetics	1	0	0%	1	100%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%
Medical Ethics & Health Pol	6	4	67%	2	33%	0	0%	0	0%	0	0%	1	100%	4	80%	1	20%
Medicine	174	110	63%	64	37%	45	69%	20	31%	32	76%	10	24%	33	49%	34	51%
Microbiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurology	42	25	60%	17	40%	8	73%	3	27%	12	71%	5	29%	5	36%	9	64%
Neuroscience	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurosurgery	17	15	88%	2	12%	3	100%	0	0%	5	100%	0	0%	7	78%	2	22%
Obstetr/Gynecology	24	5	21%	19	79%	3	43%	4	57%	1	17%	5	83%	1	9%	10	91%
Ophthalmology	22	14	64%	8	36%	3	75%	1	25%	6	86%	1	14%	5	45%	6	55%
Orthopaedic Surgery	30	30	100%	0	0%	5	100%	0	0%	14	100%	0	0%	11	100%	0	0%
Otorhinolaryngology	24	20	83%	4	17%	8	80%	2	20%	7	78%	2	22%	5	100%	0	0%
Path & Lab Medicine	54	34	63%	20	37%	21	72%	8	28%	5	56%	4	44%	8	50%	8	50%
Pediatrics	131	85	65%	46	35%	44	62%	27	38%	19	50%	19	50%	22	34%	42	66%
Pharmacology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Phys Med & Rehab	6	5	83%	1	17%	1	100%	0	0%	2	0%	0	0%	2	67%	1	33%
Physiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Psychiatry	48	23	48%	25	52%	7	100%	0	0%	10	56%	8	44%	6	26%	17	74%
Radiation Oncology	27	20	74%	7	26%	7	88%	1	13%	6	75%	2	25%	7	64%	4	36%
Radiology	69	49	71%	20	29%	15	71%	6	29%	15	68%	7	32%	19	73%	7	27%
Surgery	73	59	81%	14	19%	20	83%	4	17%	23	88%	3	12%	16	70%	7	30%
<b>TOTAL</b>	<b>927</b>	<b>575</b>	<b>62%</b>	<b>352</b>	<b>38%</b>	<b>209</b>	<b>69%</b>	<b>96</b>	<b>31%</b>	<b>187</b>	<b>70%</b>	<b>80</b>	<b>30%</b>	<b>179</b>	<b>50%</b>	<b>176</b>	<b>50%</b>

# Gender Distribution within *Research Track* Faculty Ranks, by Department

## Perelman School of Medicine, 2018-19

Department	Total Research Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	5	4	80%	1	20%	2	100%	0	0%	0	0%	0	0%	2	67%	1	33%
Biochem & Biophysics	6	3	50%	3	50%	0	0%	0	0%	0	0%	3	100%	3	100%	0	0%
Biostat, Epidem & Infor.	1	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%
Cancer Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cell & Devel Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dermatology	2	1	50%	1	50%	0	0%	0	0%	0	0%	0	0%	1	50%	1	50%
Emergency Medicine	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Fam Med & Com Health	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Genetics	6	4	67%	2	33%	1	100%	0	0%	1	50%	1	50%	2	67%	1	33%
Medical Ethics & Health Pol	1	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Medicine	21	9	43%	12	57%	0	0%	1	100%	3	38%	5	63%	6	50%	6	50%
Microbiology	1	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Neurology	8	4	50%	4	50%	0	0%	1	100%	0	0%	0	0%	4	57%	3	43%
Neuroscience	5	2	40%	3	60%	0	0%	0	0%	1	100%	0	0%	1	25%	3	75%
Neurosurgery	3	3	100%	0	0%	0	0%	0	0%	1	100%	0	0%	2	100%	0	0%
Obstetr/Gynecology	4	3	75%	1	25%	2	100%	0	0%	0	0%	0	0%	1	50%	1	50%
Ophthalmology	4	3	75%	1	25%	1	100%	0	0%	0	0%	1	100%	2	100%	0	0%
Orthopaedic Surgery	3	2	67%	1	33%	0	0%	1	100%	2	100%	0	0%	0	0%	0	0%
Otorhinolaryngology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Path & Lab Medicine	14	6	43%	8	57%	1	100%	0	0%	3	43%	4	57%	2	33%	4	67%
Pediatrics	18	10	56%	8	44%	2	50%	2	50%	4	80%	1	20%	4	44%	5	56%
Pharmacology	6	4	67%	2	33%	0	0%	0	0%	2	100%	0	0%	2	50%	2	50%
Phys Med & Rehab	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Physiology	1	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Psychiatry	18	10	56%	8	44%	1	50%	1	50%	4	80%	1	20%	5	45%	6	55%
Radiation Oncology	2	1	50%	1	50%	0	0%	1	100%	0	0%	0	0%	1	100%	0	0%
Radiology	28	25	89%	3	11%	3	100%	0	0%	10	91%	1	9%	12	86%	2	14%
Surgery	2	2	100%	0	0%	0	0%	0	0%	0	0%	0	0%	2	100%	0	0%
<b>TOTAL</b>	<b>159</b>	<b>97</b>	<b>61%</b>	<b>62</b>	<b>39%</b>	<b>13</b>	<b>65%</b>	<b>7</b>	<b>35%</b>	<b>31</b>	<b>63%</b>	<b>18</b>	<b>37%</b>	<b>53</b>	<b>59%</b>	<b>37</b>	<b>41%</b>

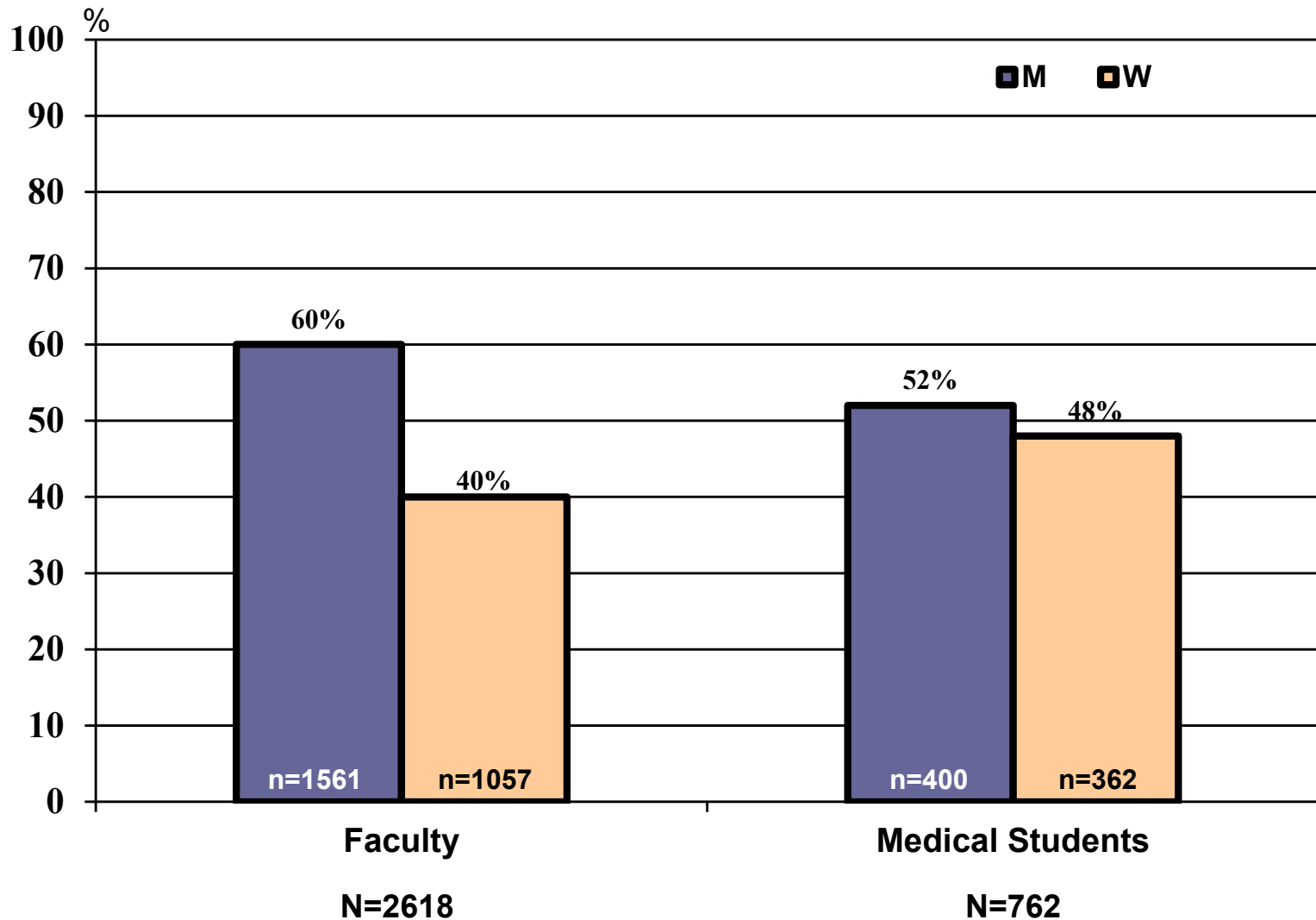
# Gender Distribution within *Academic Clinician Track* Faculty Ranks, by Department

## Perelman School of Medicine, 2018-19

Department	Total Academic Clinician Faculty					Full Professors				Associate Professors				Assistant Professors			
	Total	Male		Female		Male		Female		Male		Female		Male		Female	
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth. & Critical Care	106	63	59%	43	41%	5	71%	2	29%	15	75%	5	25%	43	54%	36	46%
Biochem & Biophysics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Biostat, Epidem & Infor.	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cancer Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cell & Devel Biology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dermatology	17	5	29%	12	71%	1	100%	0	0%	0	0%	2	100%	4	29%	10	71%
Emergency Medicine	40	25	63%	15	38%	2	67%	1	33%	6	86%	1	14%	17	57%	13	43%
Fam Med & Com Health	13	6	46%	7	54%	0	0%	0	0%	4	57%	3	43%	2	33%	4	67%
Genetics	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medical Ethics & Health Policy	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Medicine	251	127	51%	124	49%	17	61%	11	39%	41	48%	45	52%	69	50%	68	50%
Microbiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurology	44	22	50%	22	50%	4	100%	0	0%	4	57%	3	43%	14	42%	19	58%
Neuroscience	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Neurosurgery	1	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%
Obstetr/Gynecology	30	8	27%	22	73%	2	67%	1	33%	4	31%	9	69%	2	14%	12	86%
Ophthalmology	16	5	31%	11	69%	2	40%	3	60%	3	75%	1	25%	0	0%	7	100%
Orthopaedic Surgery	11	9	82%	2	18%	1	50%	1	50%	4	100%	0	0%	4	80%	1	20%
Otorhinolaryngology	15	11	73%	4	27%	1	0%	0	0%	5	71%	2	29%	5	71%	2	29%
Path & Lab Medicine	52	21	40%	31	60%	1	17%	5	83%	5	36%	9	64%	15	47%	17	53%
Pediatrics	193	66	34%	127	66%	15	56%	12	44%	25	38%	41	62%	26	26%	74	74%
Pharmacology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Phys Med & Rehab	14	8	57%	6	43%	0	0%	0	0%	1	100%	0	0%	7	54%	6	46%
Physiology	0	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Psychiatry	45	15	33%	30	67%	2	100%	0	0%	2	50%	2	50%	11	28%	28	72%
Radiation Oncology	11	10	91%	1	9%	2	100%	0	0%	6	100%	0	0%	2	67%	1	33%
Radiology	54	31	57%	23	43%	1	50%	1	50%	4	33%	8	67%	26	65%	14	35%
Surgery	43	29	67%	14	33%	7	88%	1	13%	8	73%	3	27%	14	58%	10	42%
<b>TOTAL</b>	<b>956</b>	<b>461</b>	<b>48%</b>	<b>495</b>	<b>52%</b>	<b>63</b>	<b>62%</b>	<b>38</b>	<b>38%</b>	<b>137</b>	<b>51%</b>	<b>134</b>	<b>49%</b>	<b>261</b>	<b>45%</b>	<b>323</b>	<b>55%</b>

# Gender Distribution: Fulltime\* Faculty versus Medical Students Perelman School of Medicine at the University of Pennsylvania, 2018-19

(\*includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

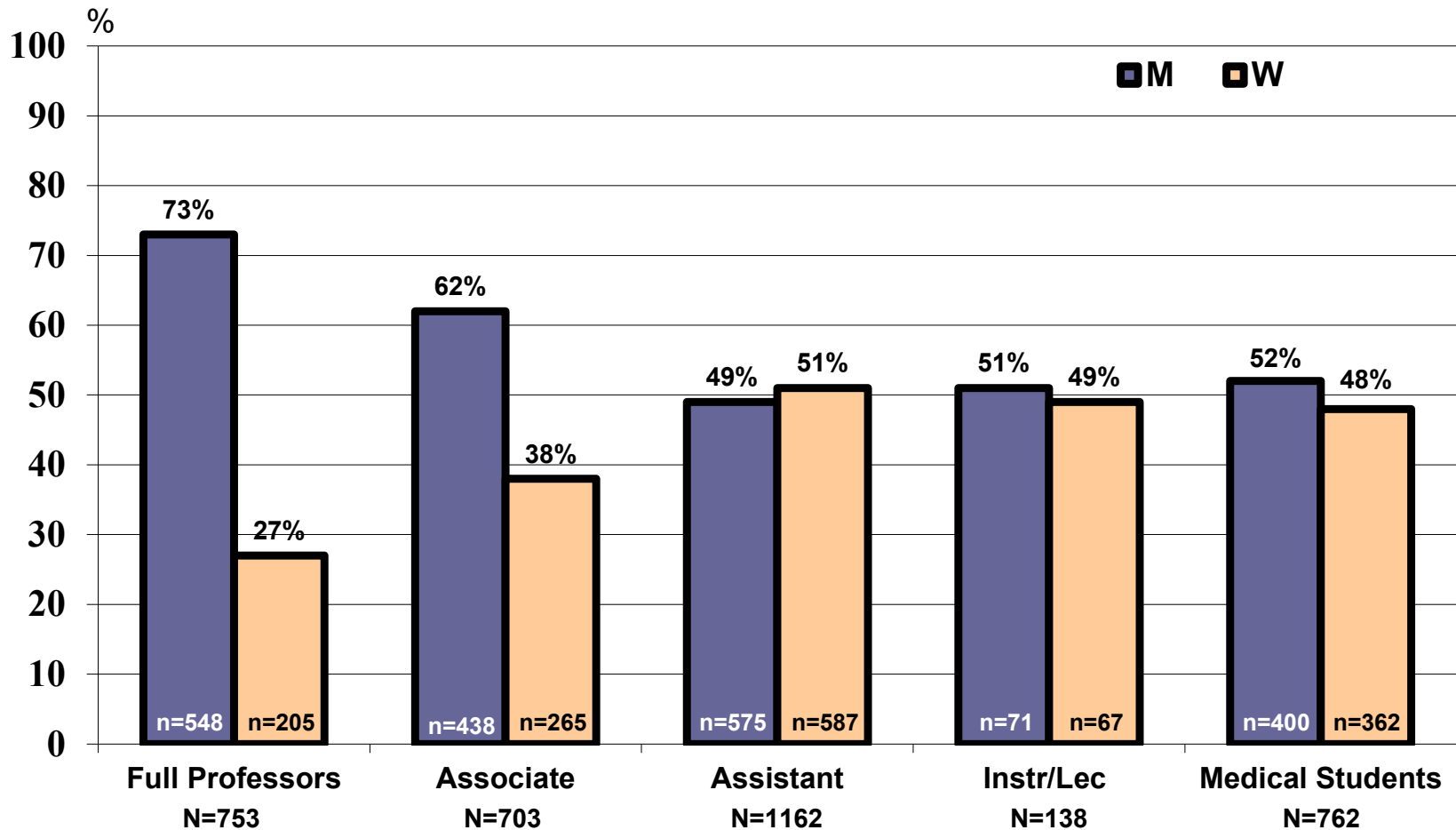


# Penn's Pipeline in Academic Medicine, 2018-19

## Gender Distribution within School of Medicine Ranks

### Fulltime\* Faculty, Instructors, & Medical Students

(\*includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; Instructor rank includes Instructors A & Lecturers A only)

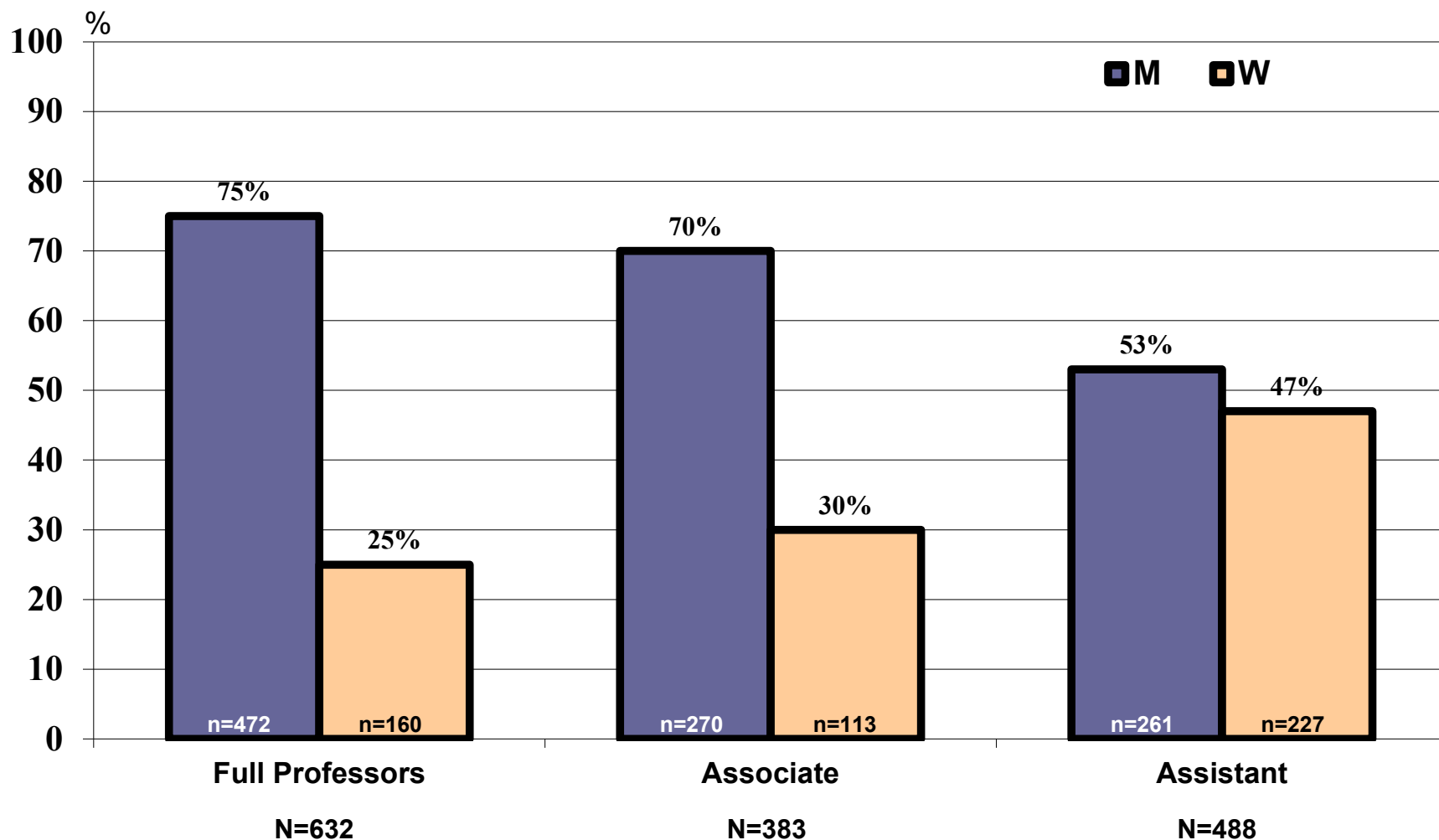


Categories: Full Professors, Associate Professors, Assistant Professors, and Instructors A & Lecturers A

# Gender Distribution within Ranks

## Perelman School of Medicine *Standing\** Faculty, 2018-19

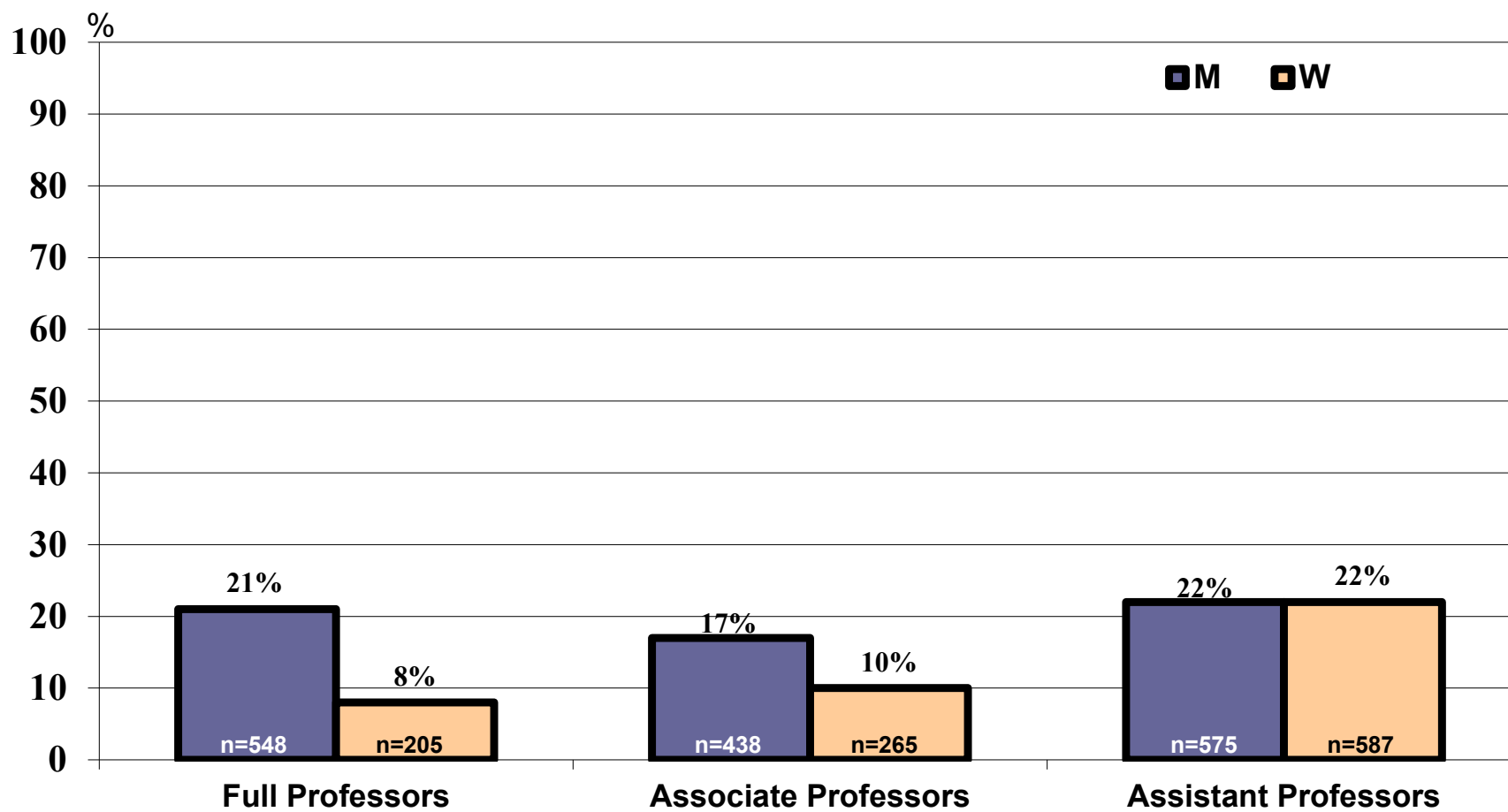
(\*includes only Tenure and Clinician-Educator Tracks)



# Gender Breakdown across Ranks\*

## Perelman School of Medicine Fulltime Faculty, 2018-19

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

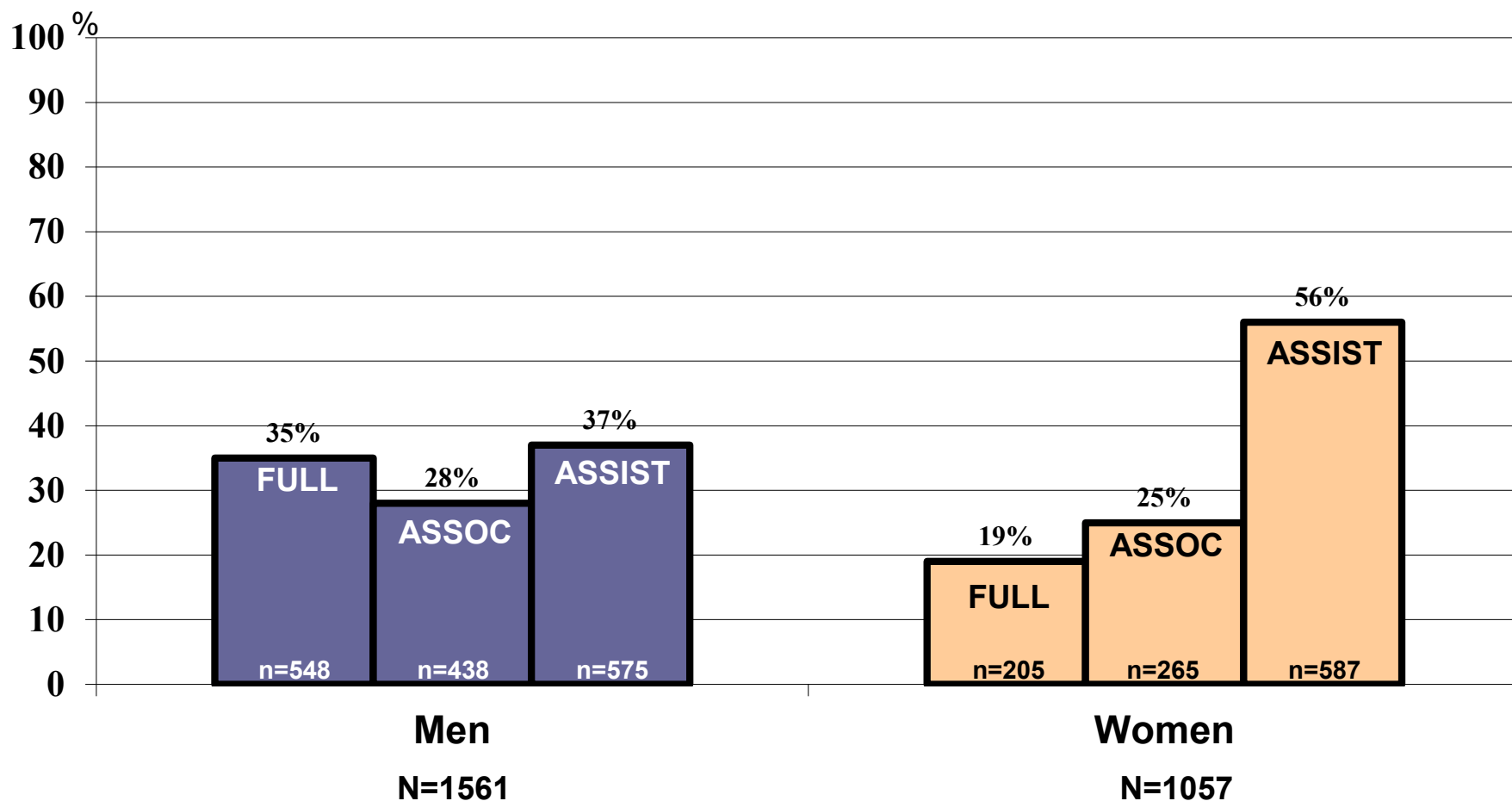


*(Note: Denominator is TOTAL number of fulltime faculty, **N= 2618**)*

# Distribution of Ranks within Each Gender

## Perelman School of Medicine Fulltime Faculty, 2018-19

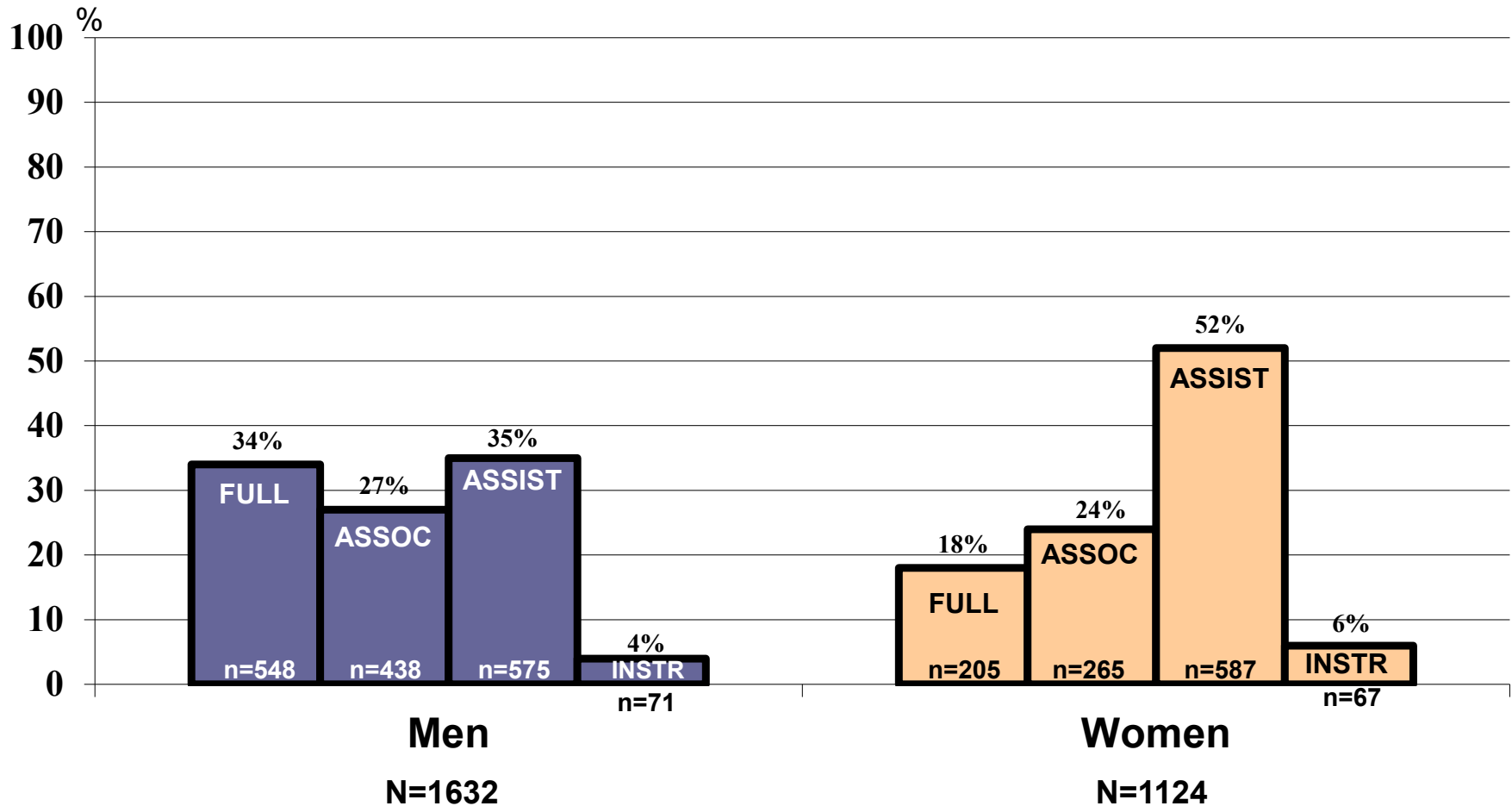
*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



## Distribution of Ranks within Each Gender\*

### Perelman School of Medicine Fulltime Faculty & Instructors, 2018-19

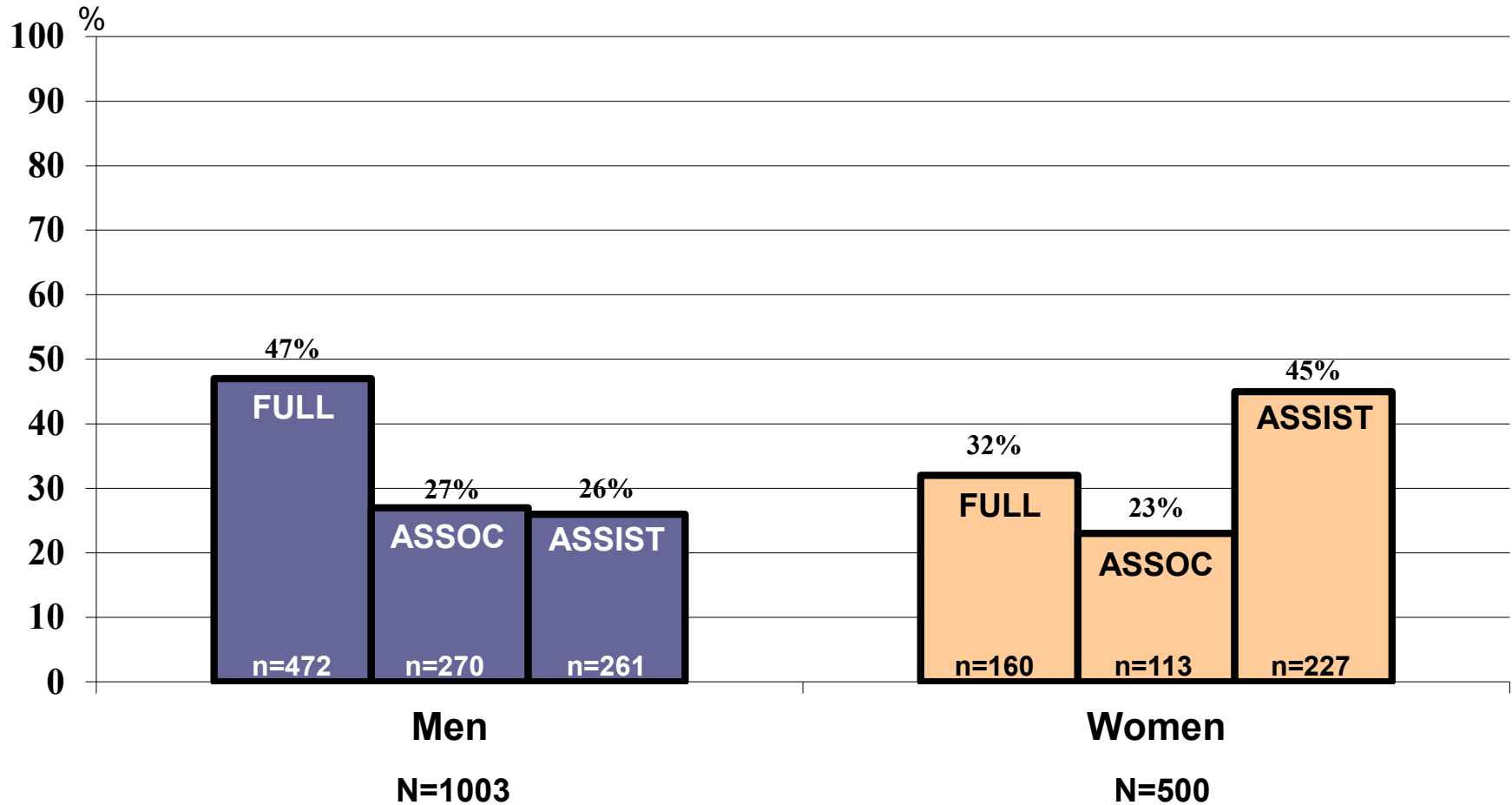
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; Instructor rank includes Instructors A and Lecturers A)



# Distribution of Ranks within Each Gender

## Perelman School of Medicine *Standing\** Faculty, 2018-19

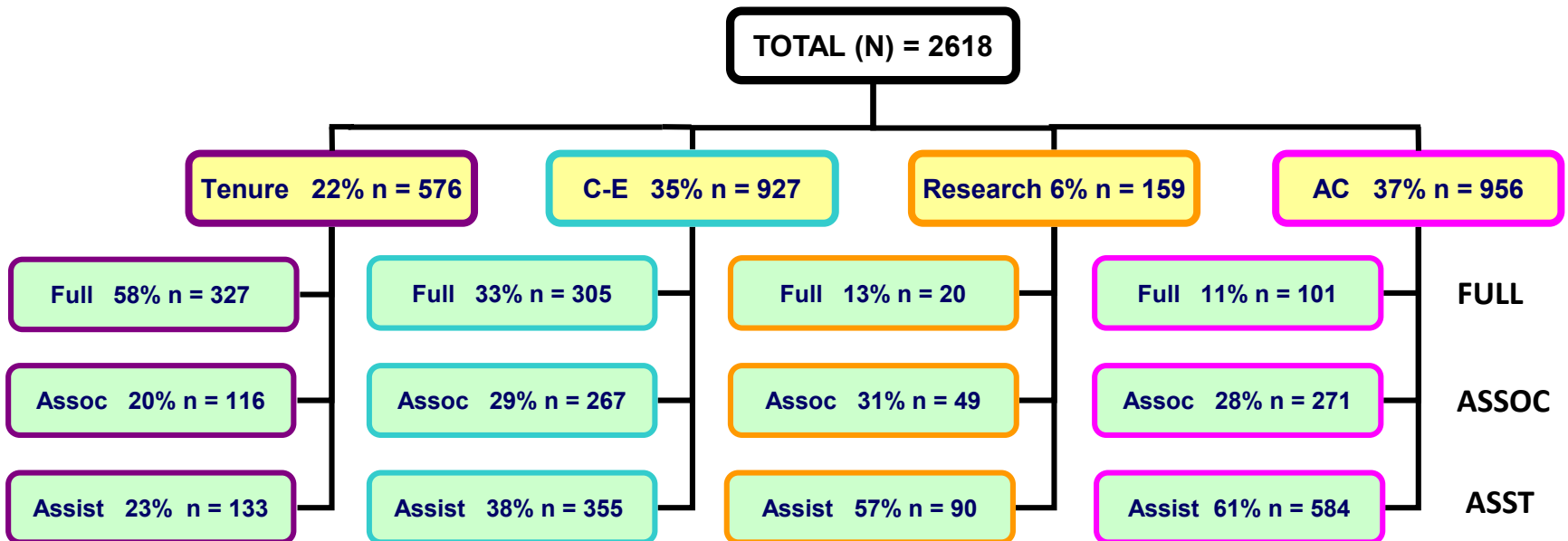
(\*includes only Tenure and Clinician-Educator Tracks)



# Gender Distribution by **TRACK**

# General Data: Fulltime Faculty Breakdown by Track, then Rank\*

## Perelman School of Medicine Fulltime Faculty, 2018-19



\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

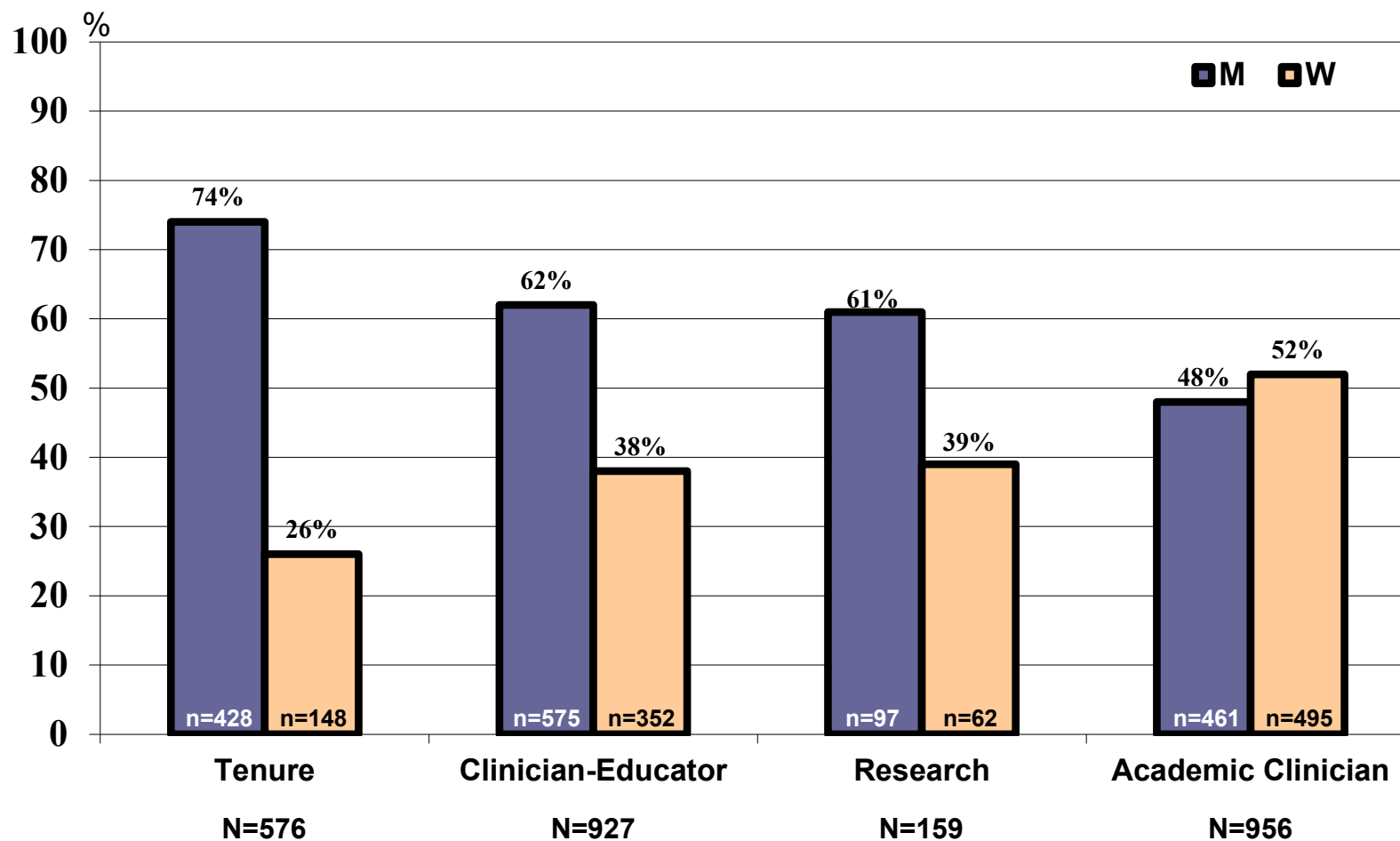
# Gender Distribution within Tracks by Department

## Perelman School of Medicine Fulltime Faculty, 2018-19

Department	Total Faculty					Tenure				Clinician-Educator				Research				Academic Clinician			
	Total	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female	
	N	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Anesth & Crit. Care	194	131	68%	63	32%	11	85%	2	15%	53	76%	17	24%	4	80%	1	20%	63	59%	43	41%
Biochemistry	29	22	76%	7	24%	19	83%	4	17%	0	0%	0	0%	3	50%	3	50%	0	0%	0	0%
Biostat, Epidem & Infor.	52	23	44%	29	56%	15	71%	6	29%	7	23%	23	77%	1	100%	0	0%	0	0%	0	0%
Cancer Biology	13	10	77%	3	23%	10	77%	3	23%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Cell & Devel Biology	19	13	68%	6	32%	13	68%	6	32%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Dermatology	50	24	48%	26	52%	9	69%	4	31%	9	50%	9	50%	1	50%	1	50%	5	29%	12	71%
Emergency Medicine	59	35	59%	24	41%	3	75%	1	25%	7	47%	8	53%	0	0%	0	0%	25	63%	15	38%
Family Practice & Comm Medicine	20	8	40%	12	60%	1	33%	2	67%	1	25%	3	75%	0	0%	0	0%	6	46%	7	54%
Genetics	27	17	63%	10	37%	13	65%	7	35%	0	0%	1	100%	4	67%	2	33%	0	0%	0	0%
Medical Ethics	20	11	55%	9	45%	7	54%	6	46%	4	0%	2	0%	0	0%	1	0%	0	0%	0	0%
Medicine	544	323	59%	221	41%	77	79%	21	21%	110	63%	64	37%	9	43%	12	57%	127	51%	124	49%
Microbiology	19	10	53%	9	47%	10	56%	8	44%	0	0%	0	0%	0	0%	1	0%	0	0%	0	0%
Neurology	122	72	59%	50	41%	21	75%	7	25%	25	60%	17	40%	4	50%	4	50%	22	50%	22	50%
Neuroscience	24	15	63%	9	38%	13	68%	6	32%	0	0%	0	0%	2	40%	3	60%	0	0%	0	0%
Neurosurgery	28	24	86%	4	14%	6	86%	1	14%	15	88%	2	12%	3	100%	0	0%	0	0%	1	0%
Obstetrics & Gyn	63	19	30%	44	70%	3	60%	2	40%	5	21%	19	79%	3	75%	1	25%	8	27%	22	73%
Ophthalmology	52	28	54%	24	46%	6	60%	4	40%	14	64%	8	36%	3	75%	1	25%	5	31%	11	69%
Orthopaedic Surgery	58	50	86%	8	14%	9	64%	5	36%	30	100%	0	0%	2	67%	1	33%	9	82%	2	18%
Otorhinolaryngology	47	37	79%	10	21%	6	75%	2	25%	20	83%	4	17%	0	0%	0	0%	11	73%	4	27%
Path & Lab Medicine	169	101	60%	68	40%	40	82%	9	18%	34	63%	20	37%	6	43%	8	57%	21	40%	31	60%
Pediatrics	441	198	45%	243	55%	37	65%	20	35%	85	49%	88	51%	10	56%	8	44%	66	34%	127	66%
Pharmacology	26	21	81%	5	19%	17	85%	3	15%	0	0%	0	0%	4	67%	2	33%	0	0%	0	0%
Physical Med & Rehab	21	13	62%	8	38%	0	0%	1	100%	5	83%	1	17%	0	0%	0	0%	8	57%	6	43%
Physiology	17	12	71%	5	29%	12	75%	4	25%	0	0%	0	0%	0	0%	1	100%	0	0%	0	0%
Psychiatry	143	72	50%	71	50%	24	75%	8	25%	23	48%	25	52%	10	56%	8	44%	15	33%	30	67%
Radiation Oncology	47	37	79%	10	21%	6	86%	1	14%	20	74%	7	26%	1	50%	1	50%	10	91%	1	9%
Radiology	174	126	72%	48	28%	21	91%	2	9%	49	71%	20	29%	25	89%	3	11%	31	57%	23	43%
Surgery	140	109	78%	31	22%	19	86%	3	14%	59	81%	14	19%	2	100%	0	0%	29	67%	14	33%
Total	2618	1561	60%	1057	40%	428	74%	148	26%	575	63%	352	38%	97	61%	62	39%	461	48%	495	52%

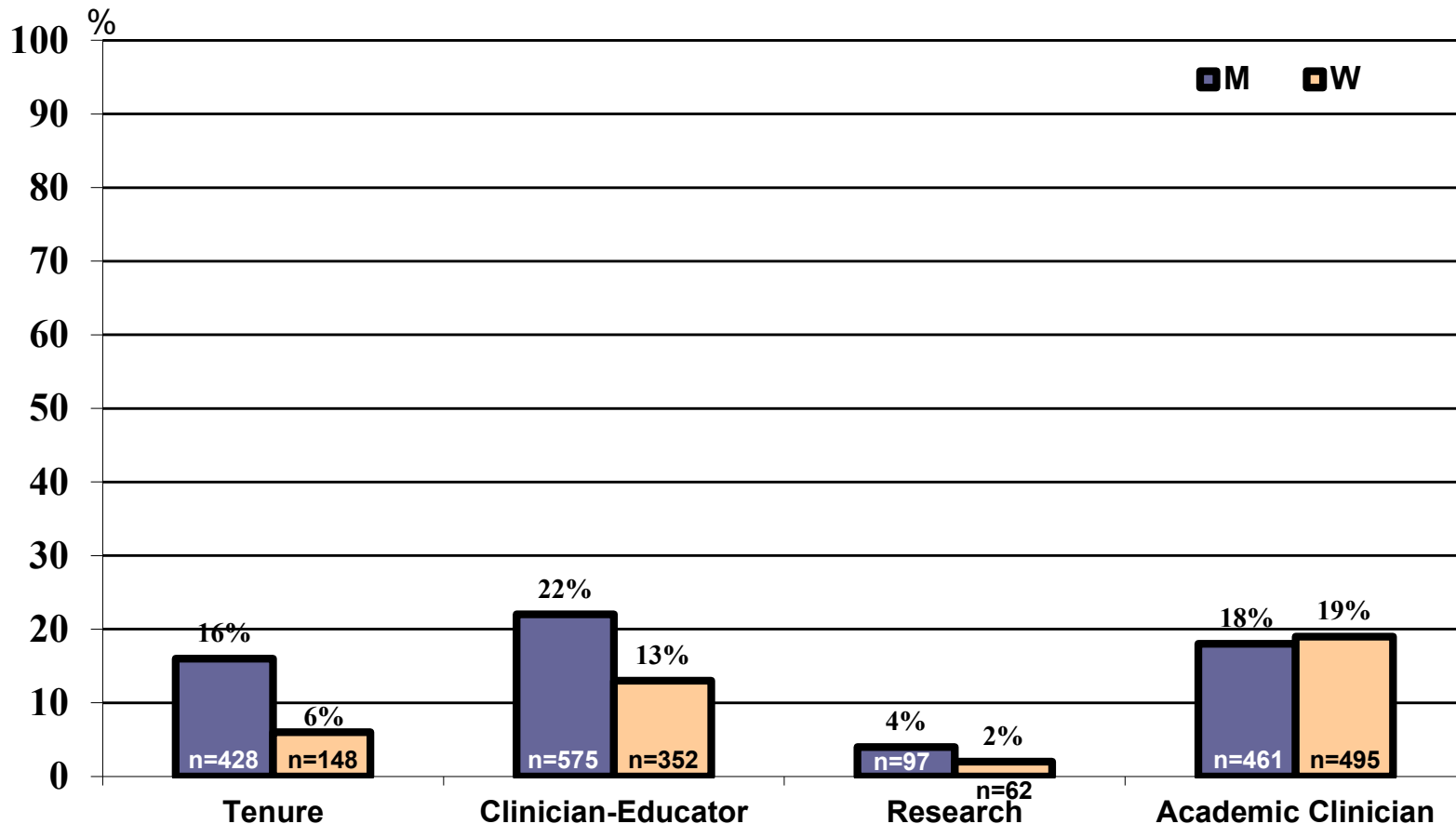
## Gender Distribution within Tracks

### Perelman School of Medicine Fulltime Faculty, 2018-19



# Gender Breakdown across Tracks

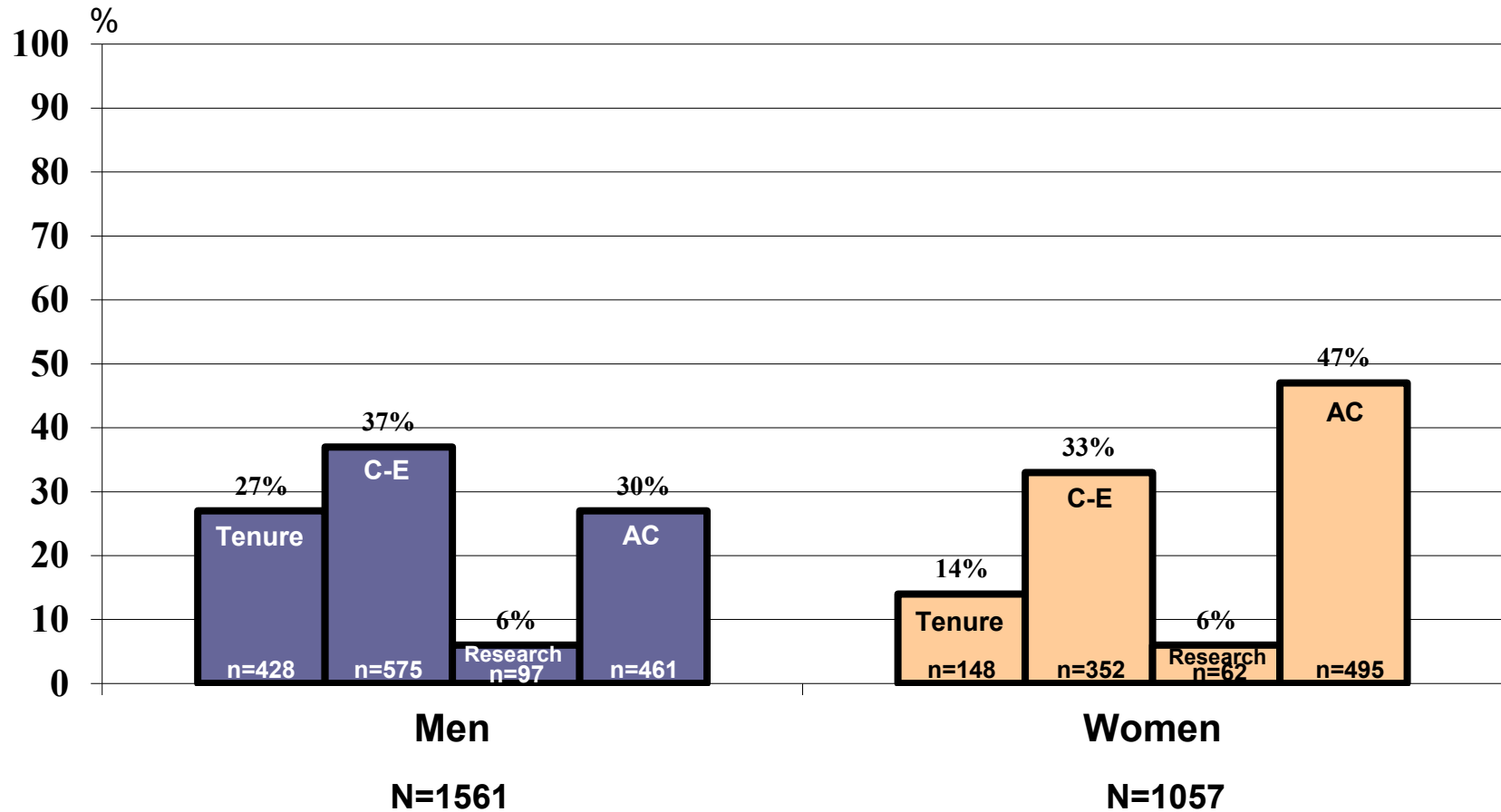
## Perelman School of Medicine Fulltime Faculty, 2018-19



(Note: Denominator is TOTAL number of fulltime faculty, N = 2618)

## Distribution of Tracks within Each Gender

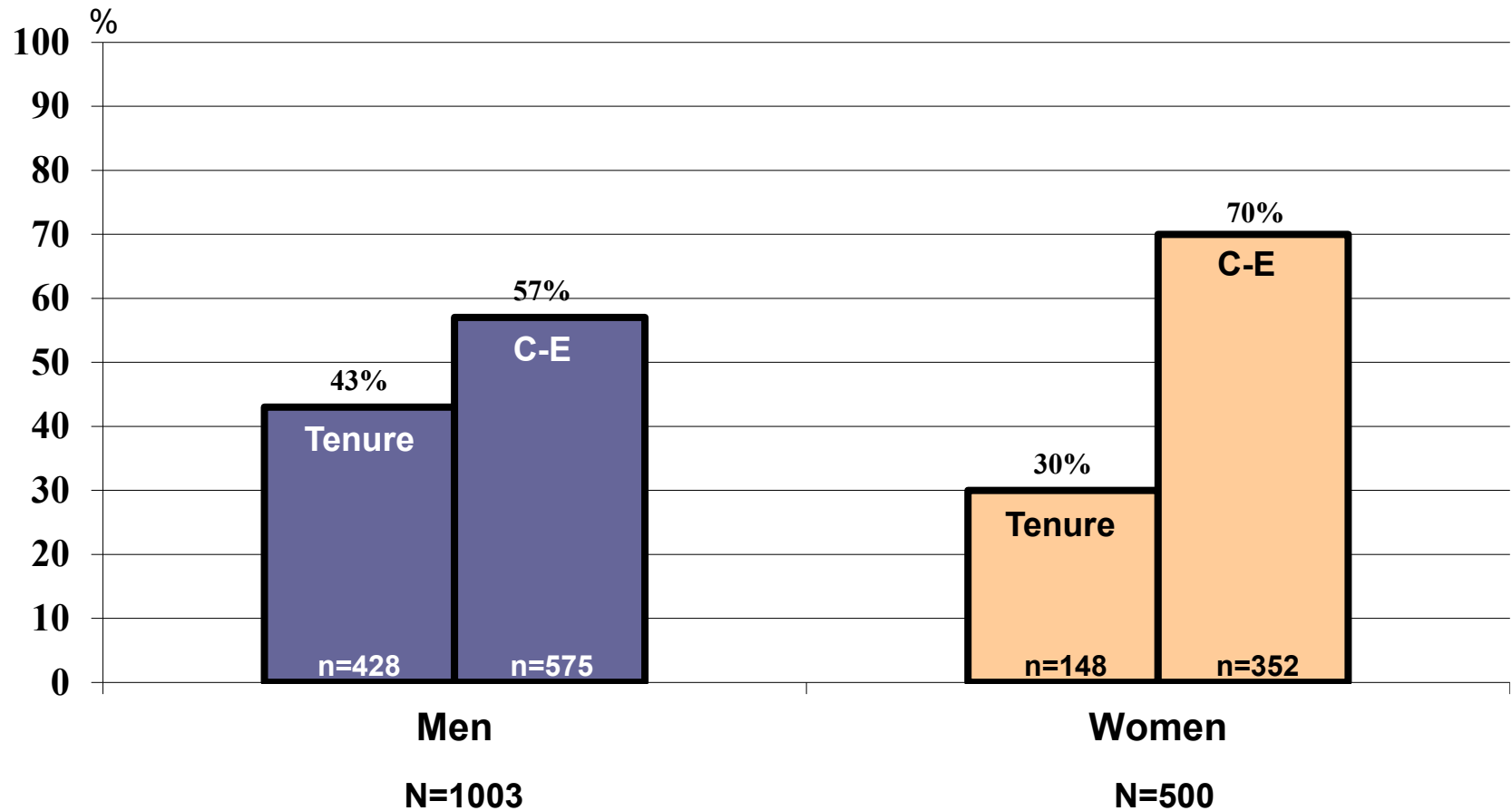
### Perelman School of Medicine Fulltime Faculty, 2018-19



# Distribution of Tracks within Each Gender

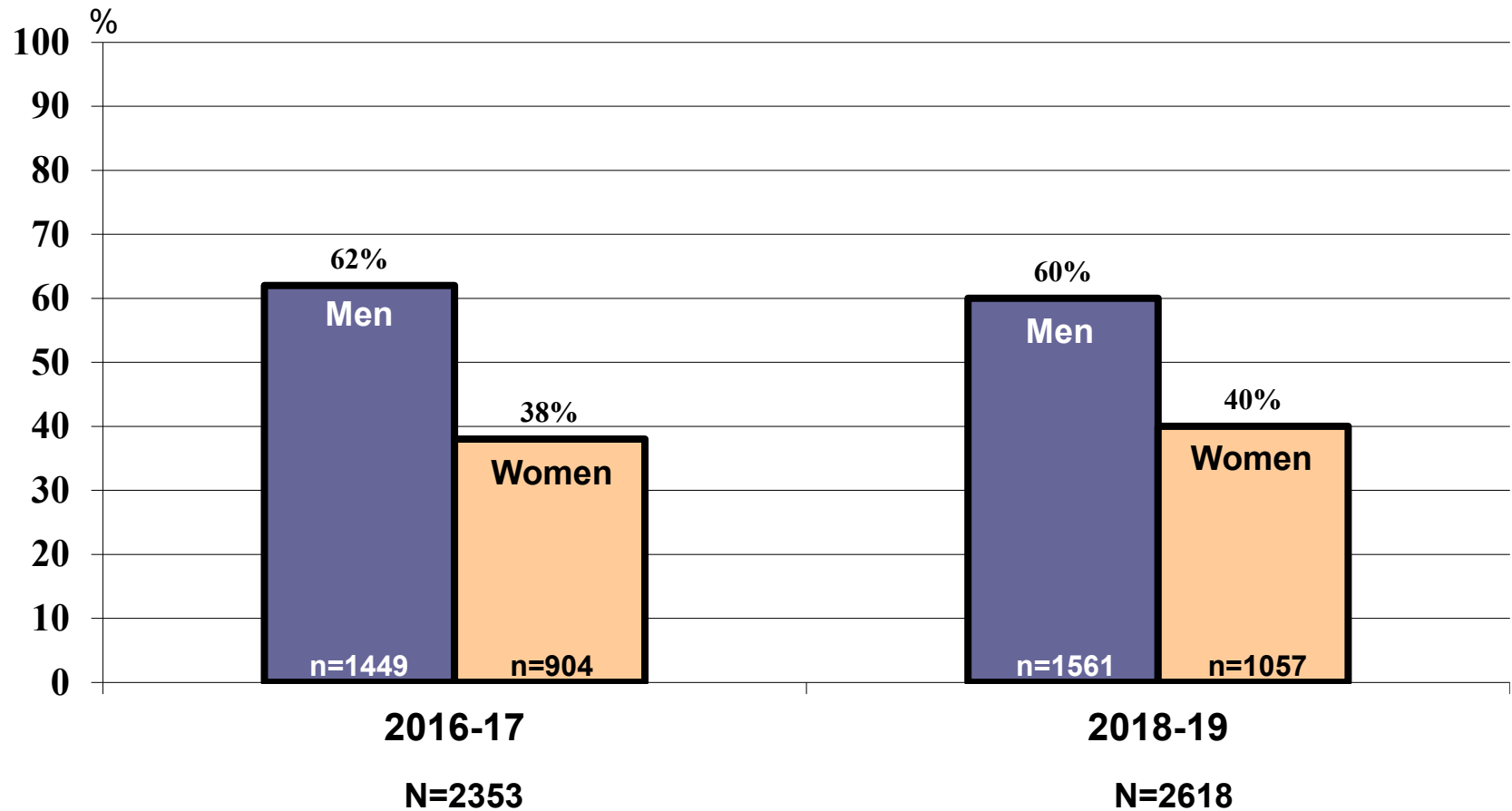
## Perelman School of Medicine *Standing*\* Faculty, 2018-19

(\*includes only Tenure and Clinician-Educator Tracks)



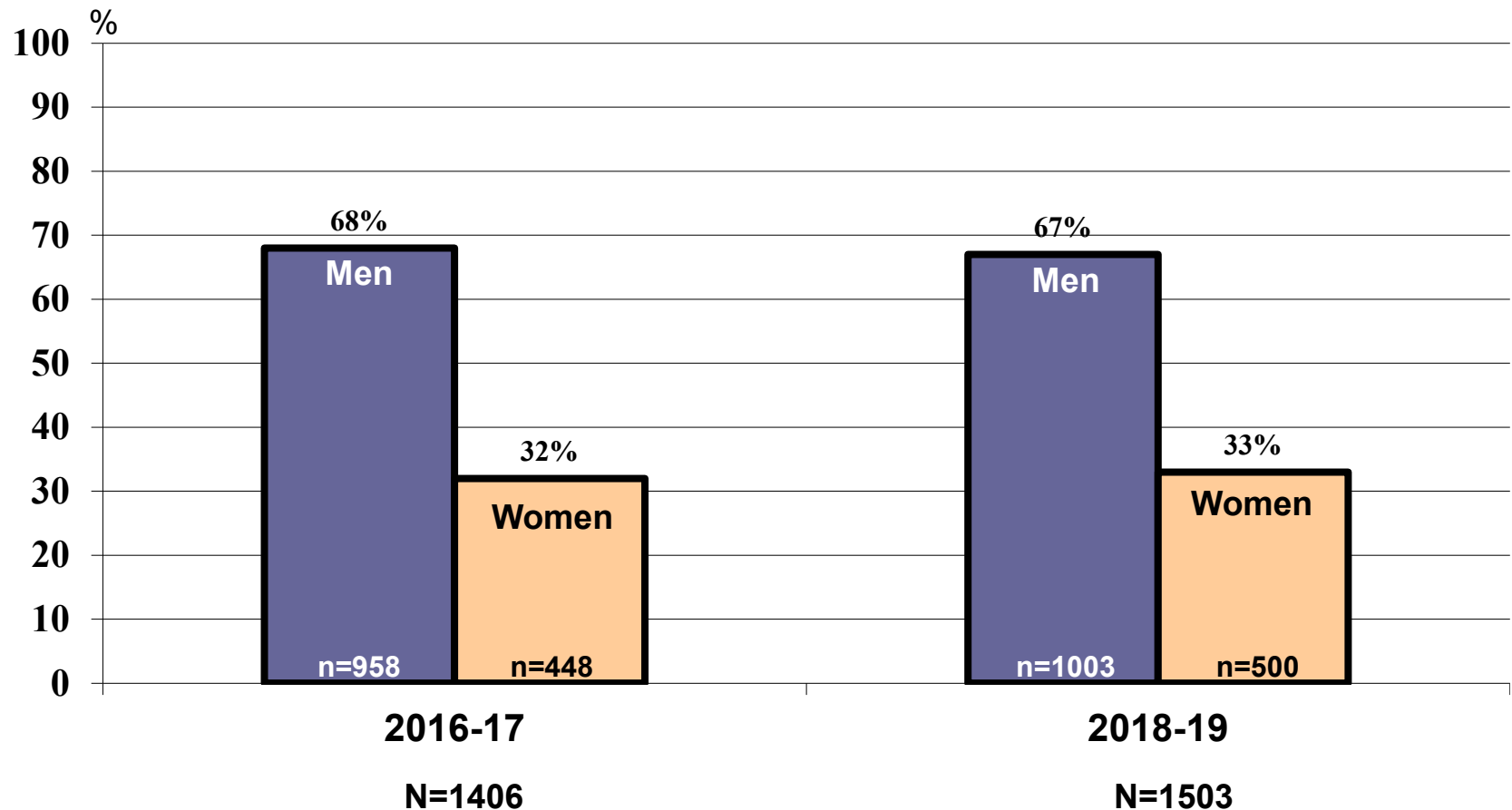
## Distribution of Gender within *Fulltime*\* Faculty, 2016-17 vs. 2018-19, Perelman School of Medicine

(\*includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

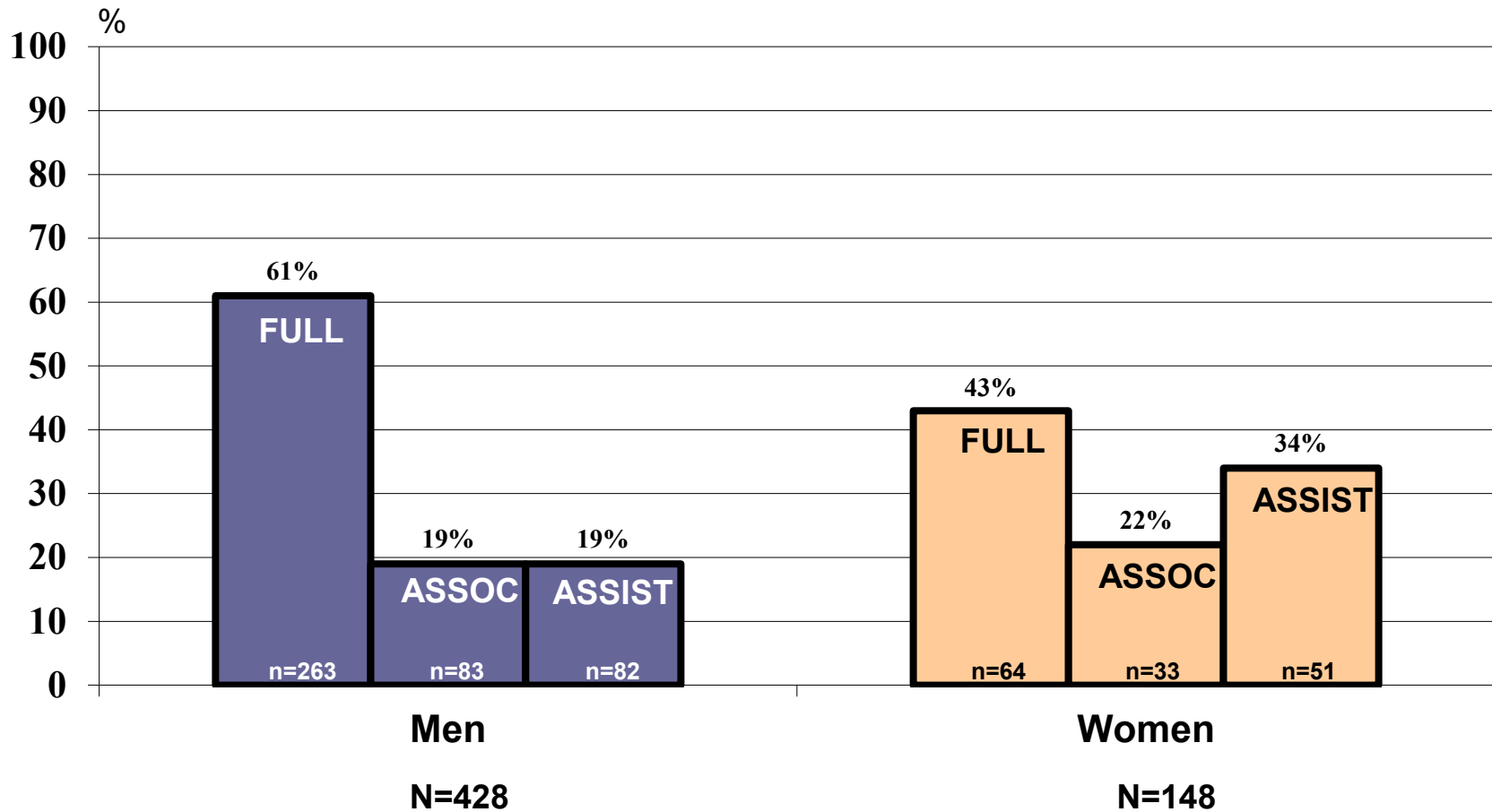


## Distribution of Gender within *Standing*\* Faculty, 2016-17 vs 2018-19, Perelman School of Medicine

(\*includes only Tenure and Clinician-Educator Tracks)

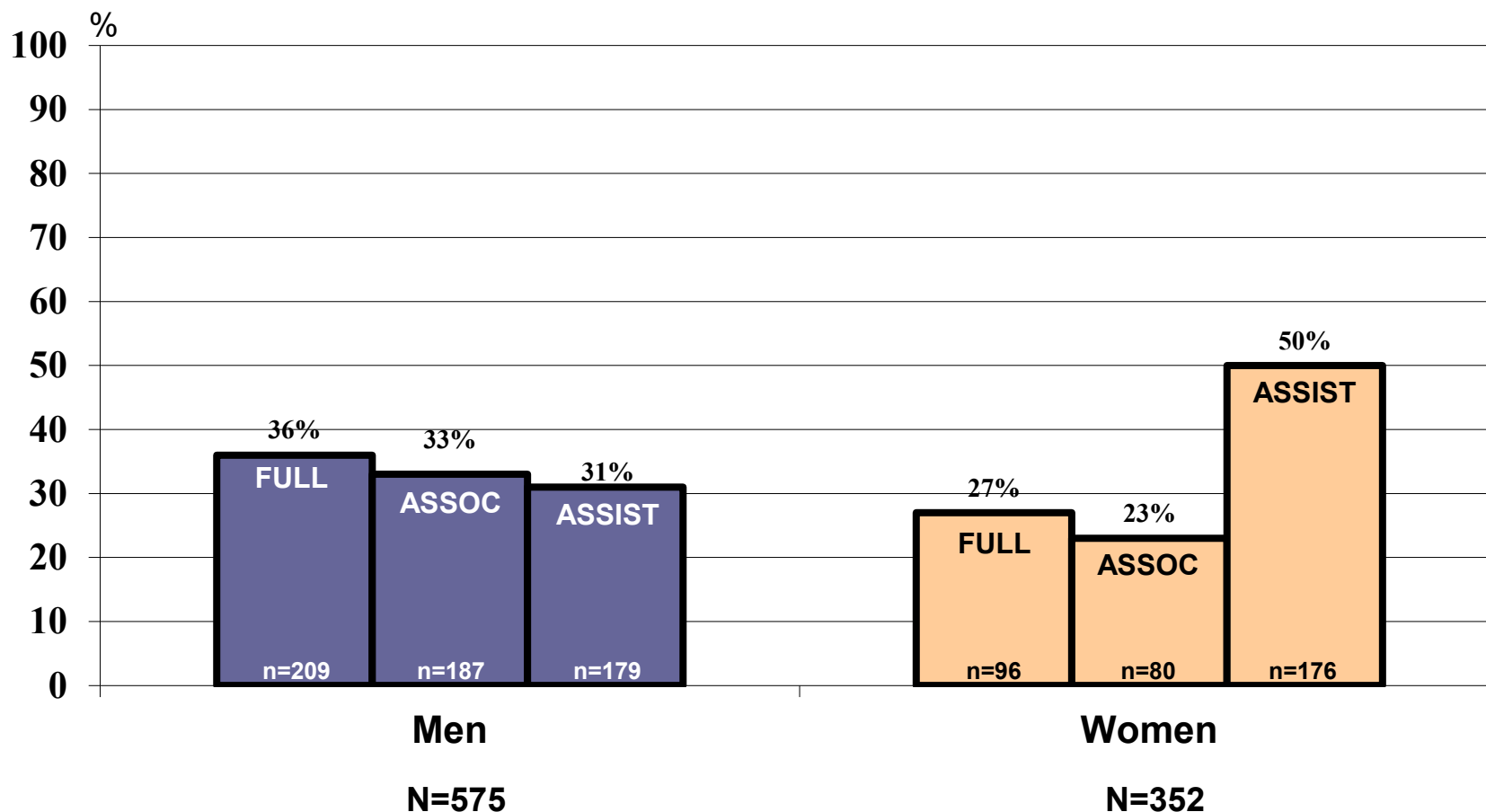


## Rank Distribution of *Tenure Track* Faculty, within Each Gender Perelman School of Medicine, 2018-19

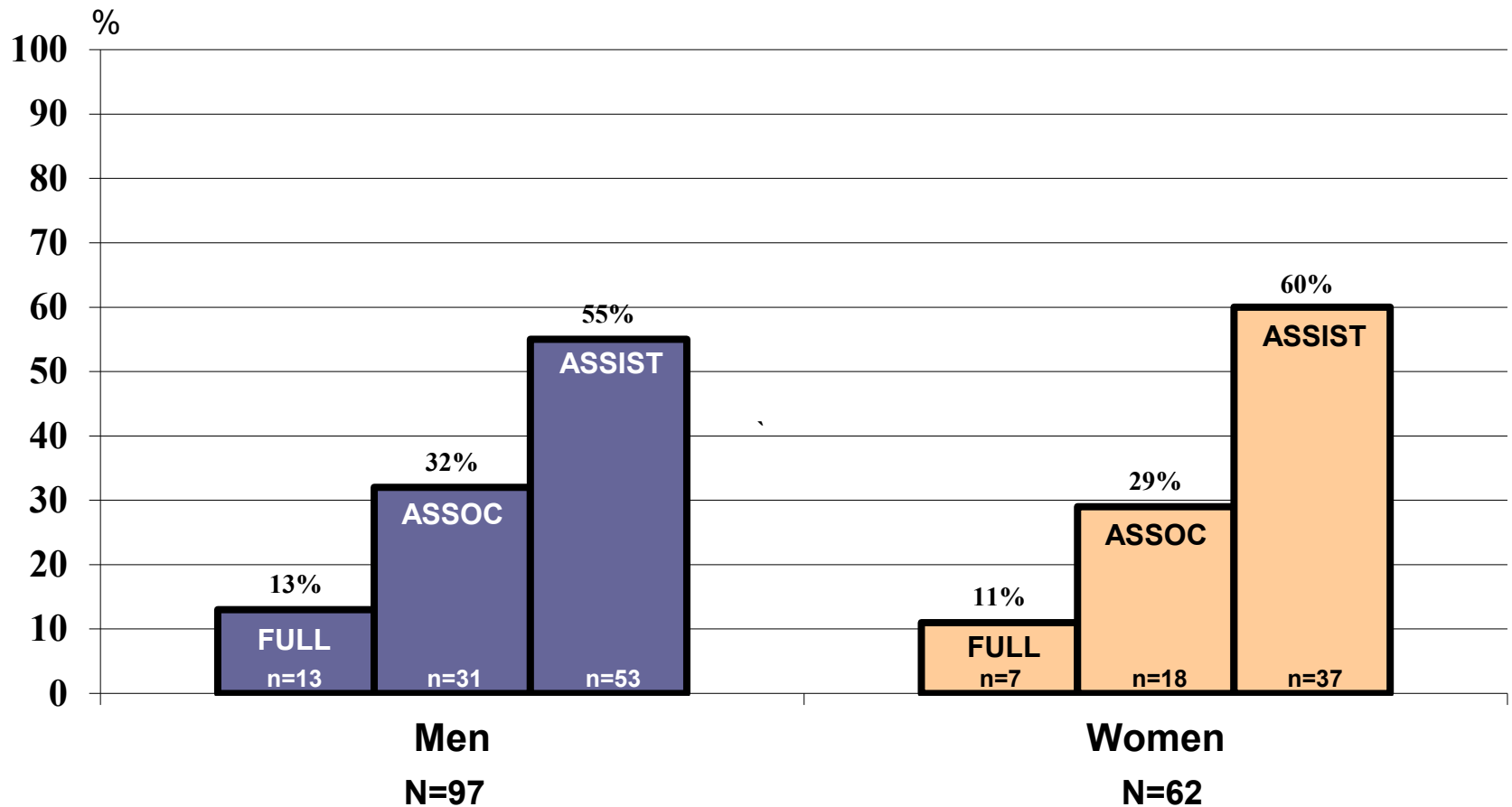


\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

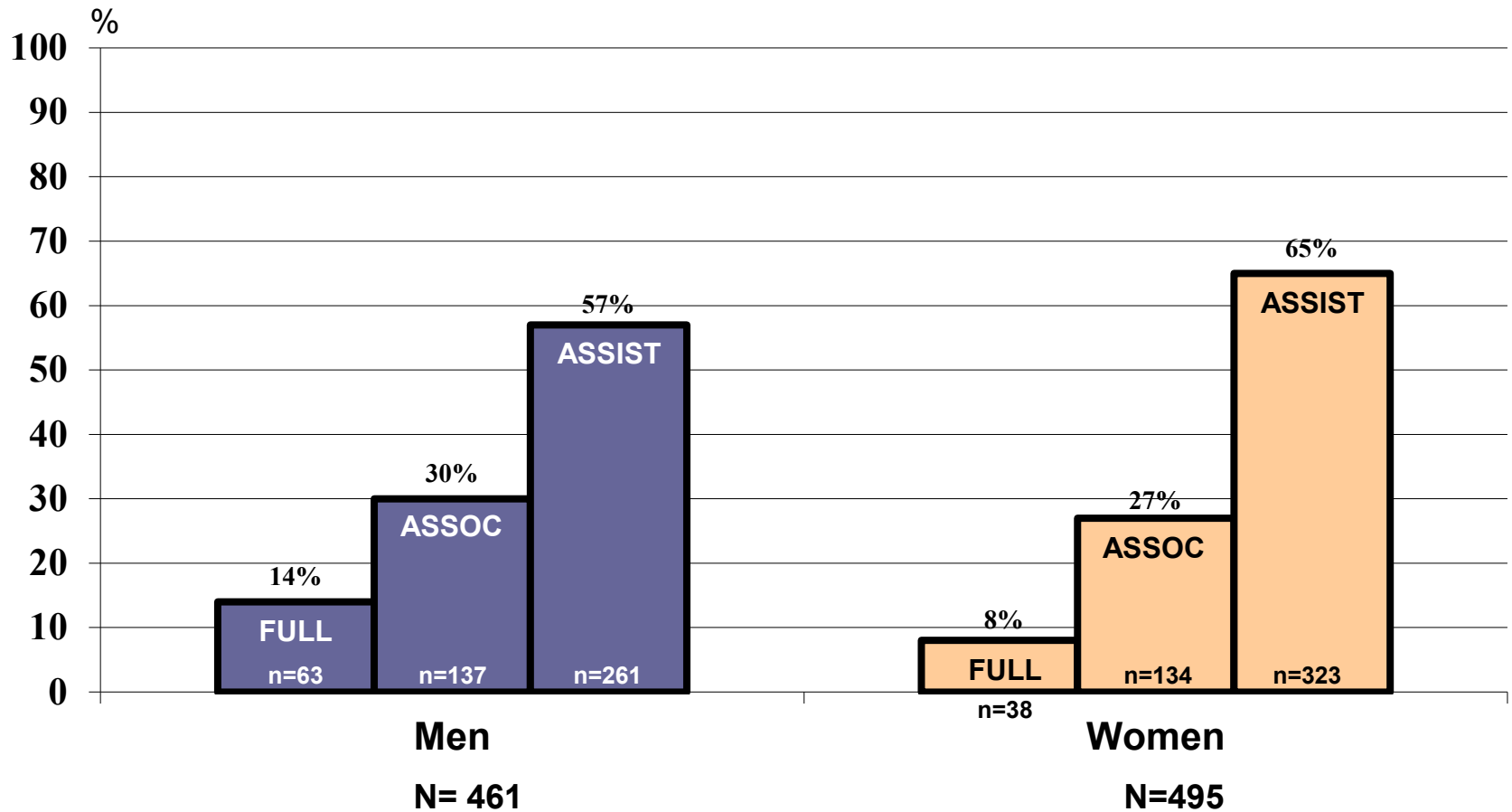
## Rank Distribution of *Clinician-Educator* Track Faculty, within Each Gender Perelman School of Medicine, 2018-19



## Rank Distribution of *Research Track* Faculty, within Each Gender Perelman School of Medicine, 2018-19



## Rank Distribution of *Academic Clinician* Track, within Each Gender Perelman School of Medicine Faculty, 2018-19



\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

**Gender Distribution**

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**Hires**

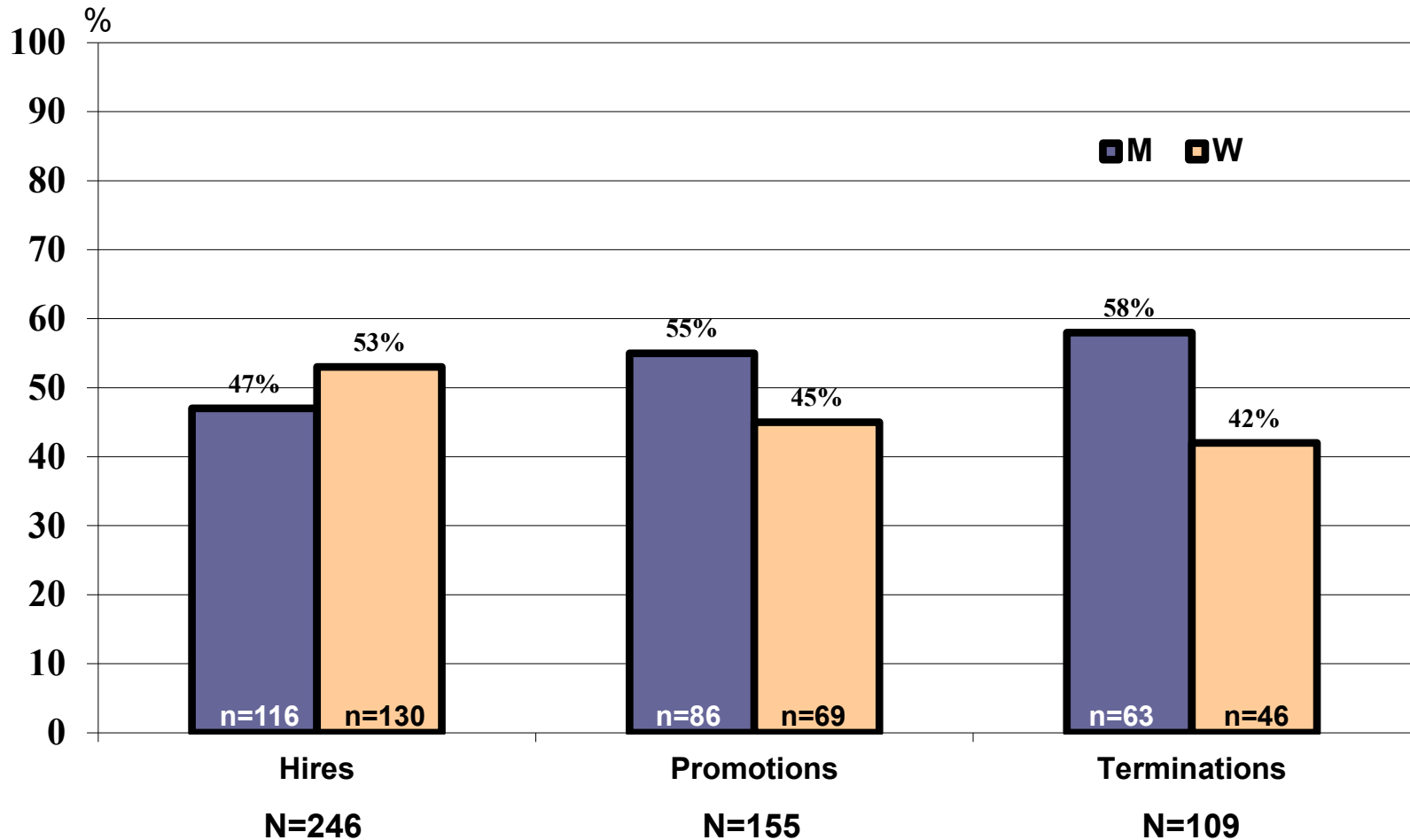
**Promotions**

**Terminations**

# Faculty Hires, Promotions, Terminations

## Perelman School of Medicine Fulltime Faculty, 2018-19

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



**Gender Distribution**

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**Faculty Hires**

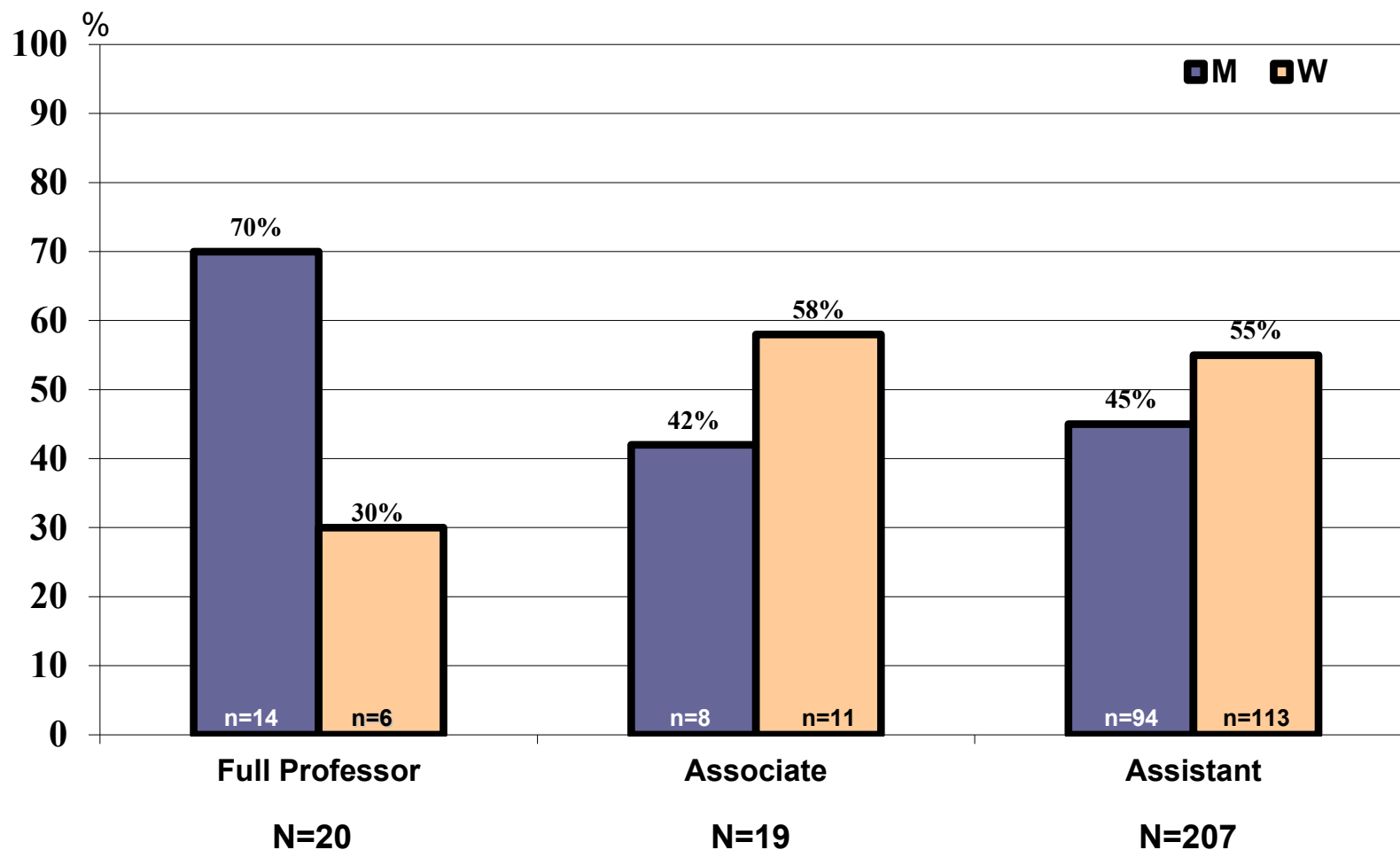
## Gender Distribution of New Faculty Hires by Rank and Track Perelman School of Medicine Fulltime Faculty, 2018-19

Total New Faculty Hires							Full Professors				Associate Professors				Assistant Professors			
Track	Total		Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
<b>Tenure</b>	44	18%	24	55%	20	45%	8	62%	5	38%	2	67%	1	33%	14	50%	14	50%
<b>Clinician-Educator</b>	69	28%	41	59%	28	41%	4	80%	1	20%	3	50%	3	50%	34	59%	24	41%
<b>Research</b>	10	4%	3	30%	7	70%	0	0%	0	0%	0	100%	0	0%	3	30%	7	70%
<b>Academic Clinician</b>	123	50%	48	39%	75	61%	2	100%	0	0%	3	30%	7	70%	43	39%	68	61%
<b>TOTAL</b>	246	100%	116	47%	130	53%	14	70%	6	30%	8	42%	11	58%	94	45%	113	55%

# New Faculty Hires within Ranks

## Perelman School of Medicine Fulltime Faculty, 2018-19

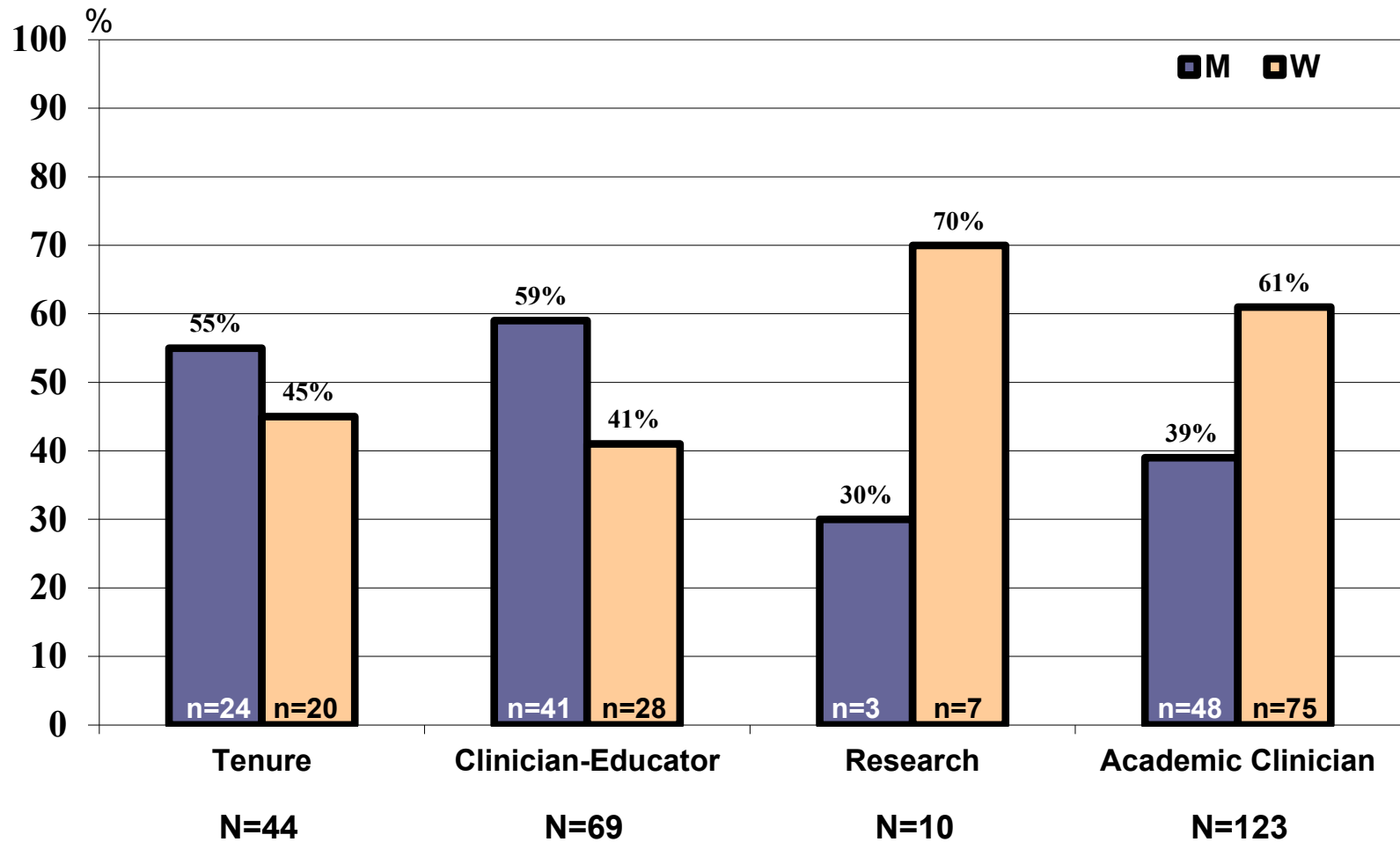
("hires" include both external recruits and internal hires)



# New Faculty Hires within Tracks

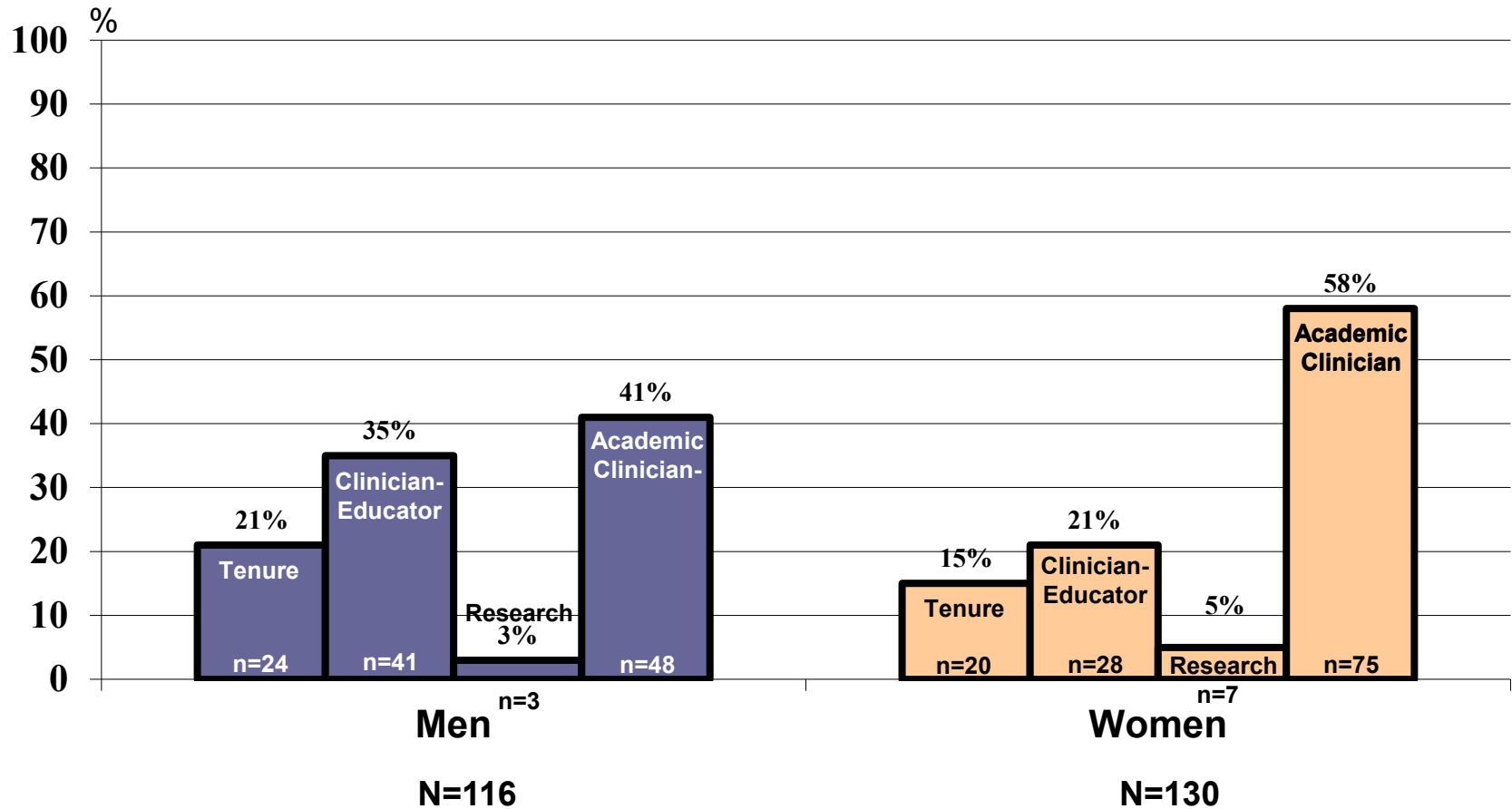
## Perelman School of Medicine Fulltime Faculty, 2018-19

("hires" include both external recruits and internal hires)



# New Faculty Hires by Track, within Each Gender Perelman School of Medicine Fulltime Faculty, 2018-19

("hires" include both external recruits and internal hires)



\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

**Gender Distribution**

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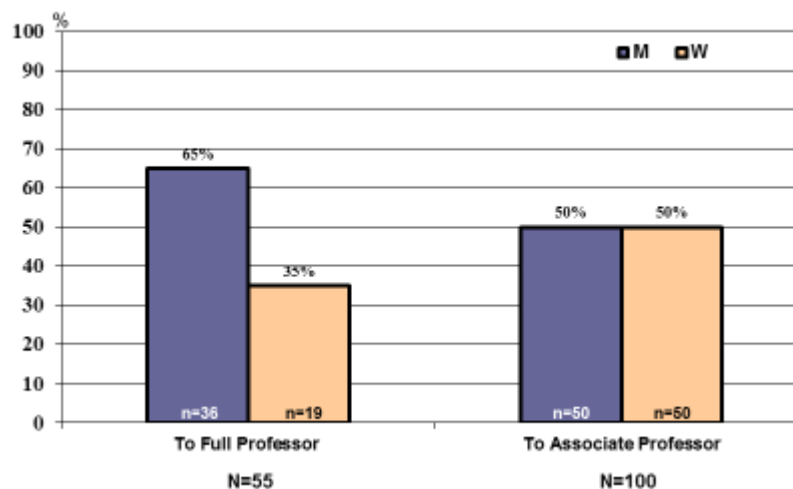
**Faculty Promotions**

## Gender Distribution of Faculty Promotions by Rank and Track Perelman School of Medicine Faculty, 2018-19

Total Faculty Promotions							From Associate to Full Professor				From Assistant to Associate Professor			
Track	Total		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	n	%	n	%	n	%	n	%
Tenure	32	21%	22	69%	10	31%	13	81%	3	19%	9	56%	7	44%
Clinician-Educator	62	40%	33	53%	29	47%	14	50%	14	50%	19	56%	15	44%
Research	6	4%	4	67%	2	33%	2	67%	1	33%	2	67%	1	33%
Academic Clinician	55	35%	27	49%	28	51%	7	88%	1	13%	20	43%	27	57%
<b>TOTAL</b>	<b>155</b>	<b>100%</b>	<b>86</b>	<b>55%</b>	<b>69</b>	<b>45%</b>	<b>36</b>	<b>65%</b>	<b>19</b>	<b>35%</b>	<b>50</b>	<b>50%</b>	<b>50</b>	<b>50%</b>

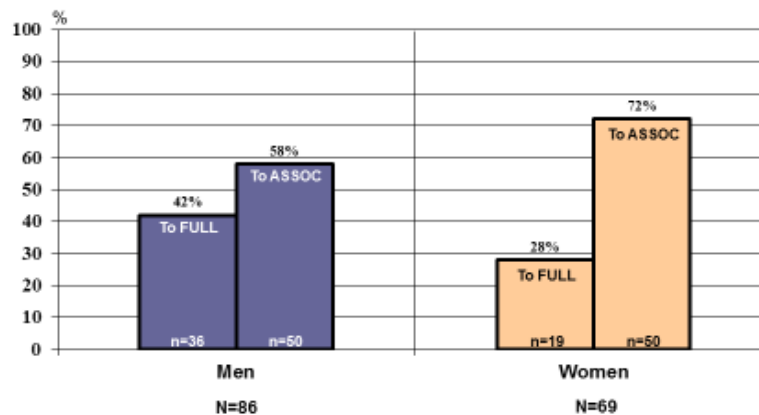
## Faculty Promotions within Ranks Perelman School of Medicine Fulltime Faculty, 2018-19

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



## Faculty Promotions by Rank within Each Gender Perelman School of Medicine Fulltime Faculty, 2018-19

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



**Gender Distribution**

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**Faculty Terminations**

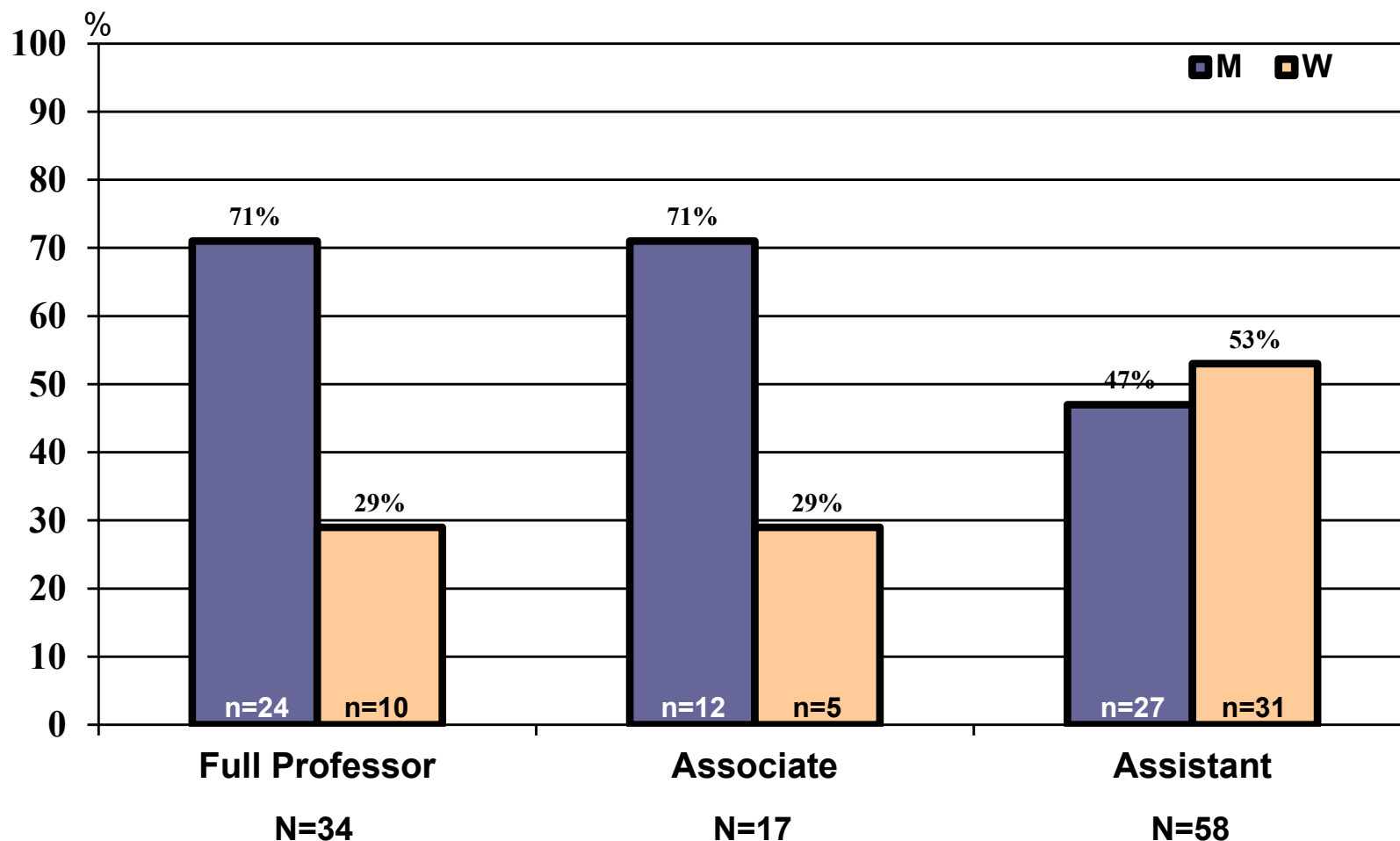
## Gender Distribution of Faculty Terminations by Rank and Track Perelman School of Medicine Faculty, 2018-19

Total Faculty Terminations							Full Professors				Associate Professors				Assistant Professors			
Track	Total		Male		Female		Male		Female		Male		Female		Male		Female	
	N	%	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%
<b>Tenure</b>	9	8%	8	89%	1	11%	6	86%	1	14%	0	0%	0	0%	2	100%	0	0%
<b>Clinician-Educator</b>	47	43%	33	70%	14	30%	16	73%	6	27%	7	78%	2	22%	10	63%	6	38%
<b>Research</b>	9	8%	6	67%	3	33%	0	0%	1	100%	1	50%	1	50%	5	83%	1	17%
<b>Academic Clinician</b>	44	40%	16	36%	28	64%	2	50%	2	50%	4	67%	2	33%	10	29%	24	71%
<b>TOTAL</b>	109	100%	63	58%	46	42%	24	71%	10	29%	12	71%	5	29%	27	47%	31	53%

# Faculty Terminations within Ranks

## Perelman School of Medicine Fulltime Faculty, 2018-19

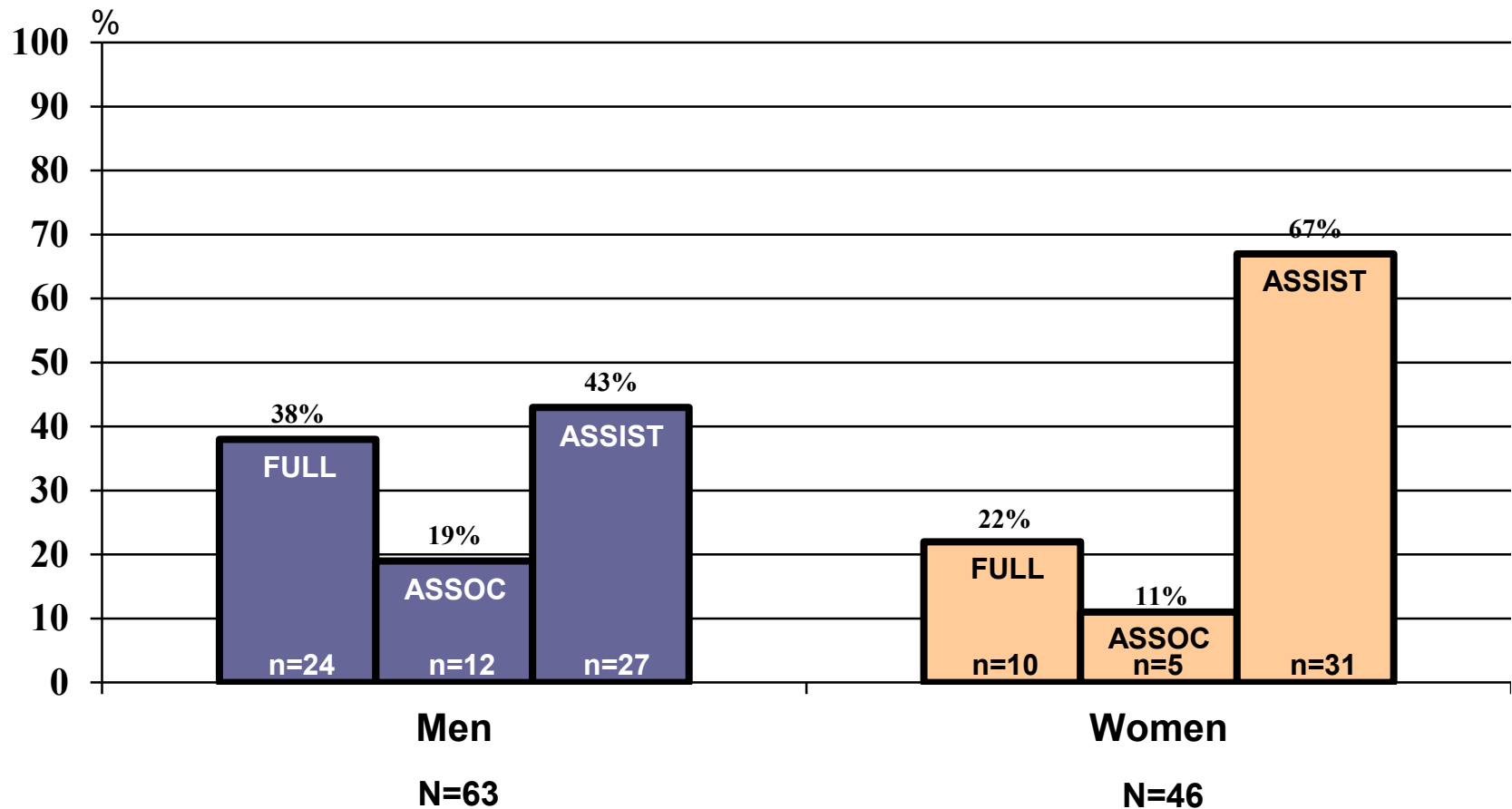
*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



# Faculty Terminations by Rank within Each Gender

## Perelman School of Medicine Fulltime Faculty, 2018-19

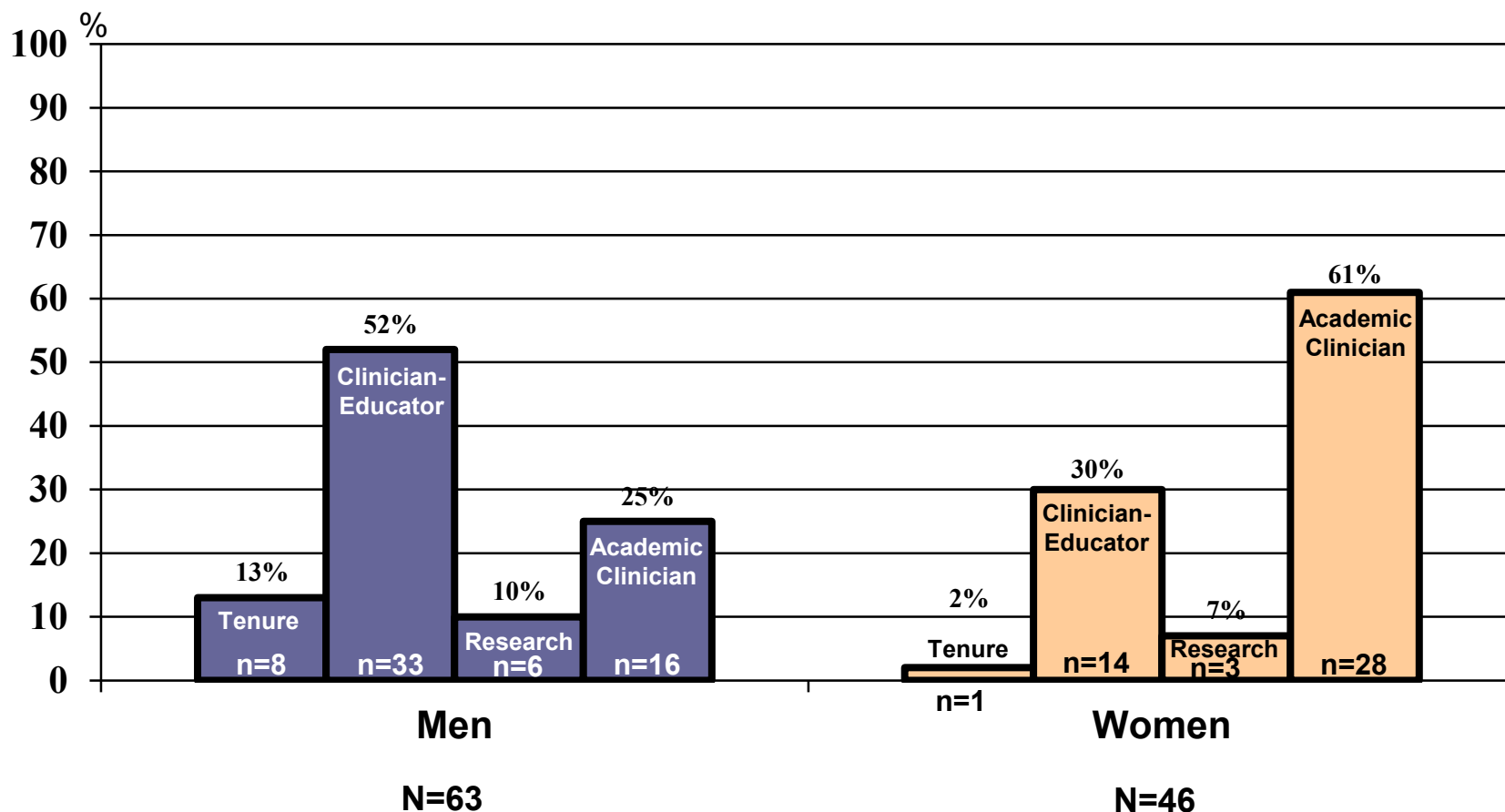
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

## Faculty Terminations by Track within Each Gender

### Perelman School of Medicine Fulltime Faculty, 2018-19



**Gender Distribution**

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**Faculty Attrition**

**Faculty Attrition Rate by Rank**  
**Perelman School of Medicine Fulltime Faculty, 2018-19**

<b>Rank</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Full Professor</b>	<b>4.5%</b>	<b>4.4%</b>	<b>4.9%</b>
<b>Associate Professor</b>	<b>2.4%</b>	<b>2.7%</b>	<b>1.9%</b>
<b>Assistant Professor</b>	<b>5.0%</b>	<b>4.7%</b>	<b>5.3%</b>
<b>Total Faculty</b>	<b>4.2%</b>	<b>4.0%</b>	<b>4.4%</b>

# **Faculty Attrition Rate by Track** **Perelman School of Medicine Fulltime Faculty, 2018-19**

<b>TRACK</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Tenure</b>	<b>1.6%</b>	<b>1.9%</b>	<b>0.7%</b>
<b>Clinician-Educator</b>	<b>5.1%</b>	<b>5.7%</b>	<b>4.0%</b>
<b>Research</b>	<b>5.7%</b>	<b>6.2%</b>	<b>4.8%</b>
<b>Academic Clinician</b>	<b>4.6%</b>	<b>3.5%</b>	<b>5.7%</b>
<b>Total Faculty</b>	<b>4.2%</b>	<b>4.0%</b>	<b>4.4%</b>

**Faculty Attrition Rate for *Assistant* Professors by Track  
Perelman School of Medicine Fulltime Faculty, 2018-19**

<b>TRACK</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Tenure</b>	<b>1.5%</b>	<b>2.4%</b>	<b>0.0%</b>
<b>Clinician-Educator</b>	<b>4.5%</b>	<b>5.6%</b>	<b>3.4%</b>
<b>Research</b>	<b>6.7%</b>	<b>9.4%</b>	<b>2.7%</b>
<b>Academic Clinician</b>	<b>5.8%</b>	<b>3.8%</b>	<b>7.4%</b>
<b>Total Faculty</b>	<b>5.0%</b>	<b>4.7%</b>	<b>5.3%</b>

**Gender Distribution**

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**School of Medicine  
Departments**

**Gender Distribution**

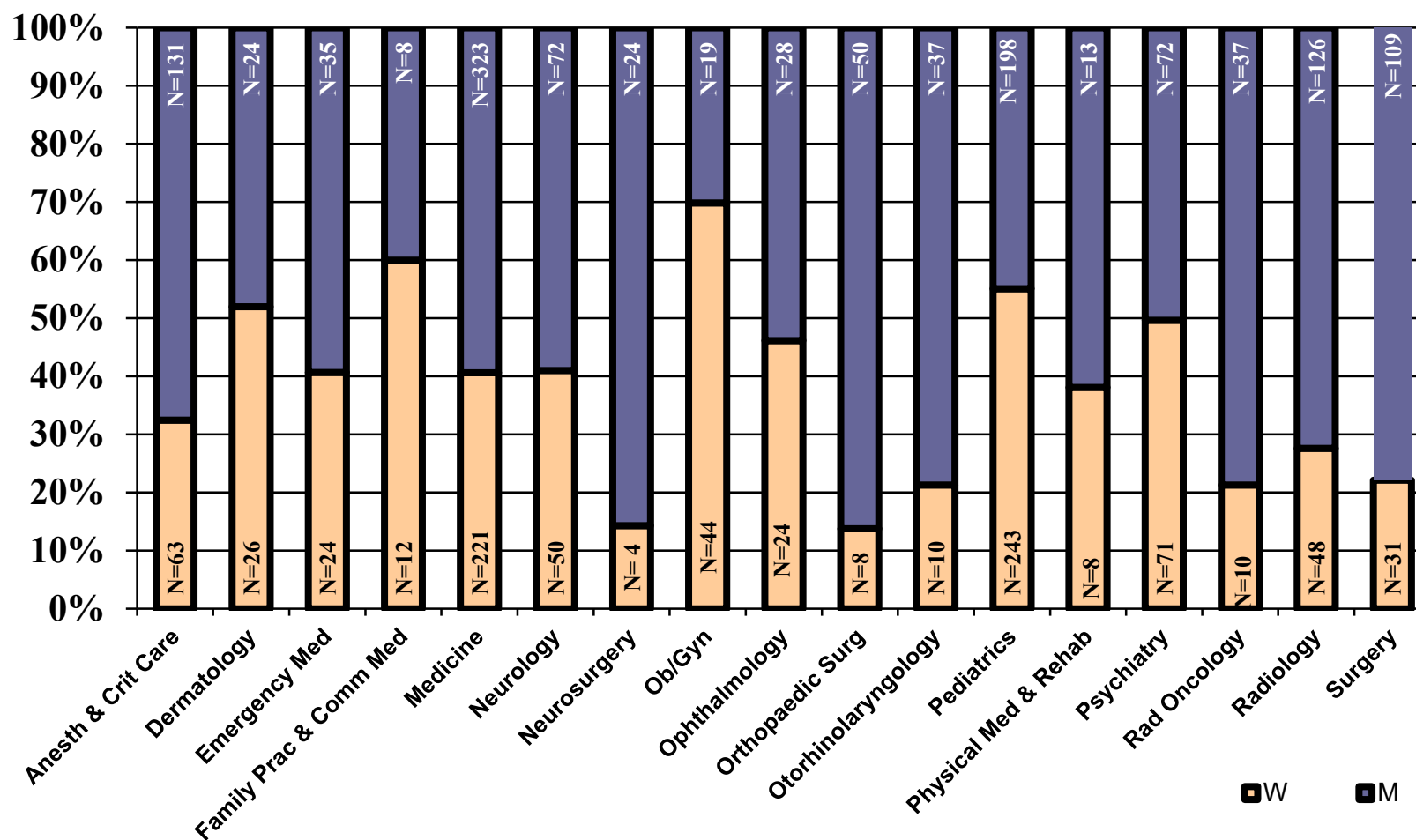
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**Clinical Departments**

# Gender Distribution by Clinical Department

## Perelman School of Medicine Fulltime Faculty, 2018-19

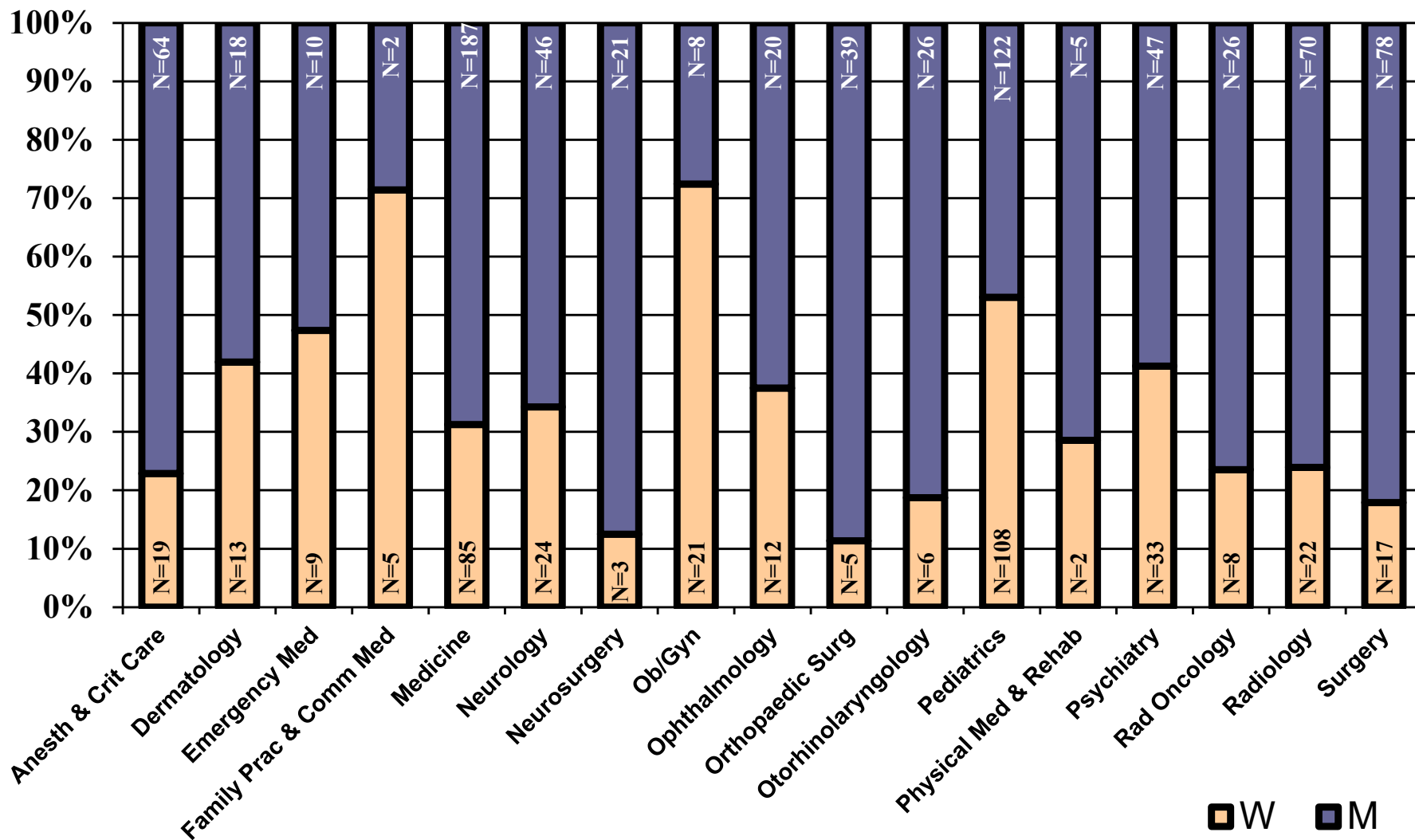
(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; does not include Instructors/Lecturers)



# Gender Distribution by Clinical Department

## Perelman School of Medicine *Standing* Faculty, 2018-19

(includes Tenure and Clinician-Educator Tracks only)



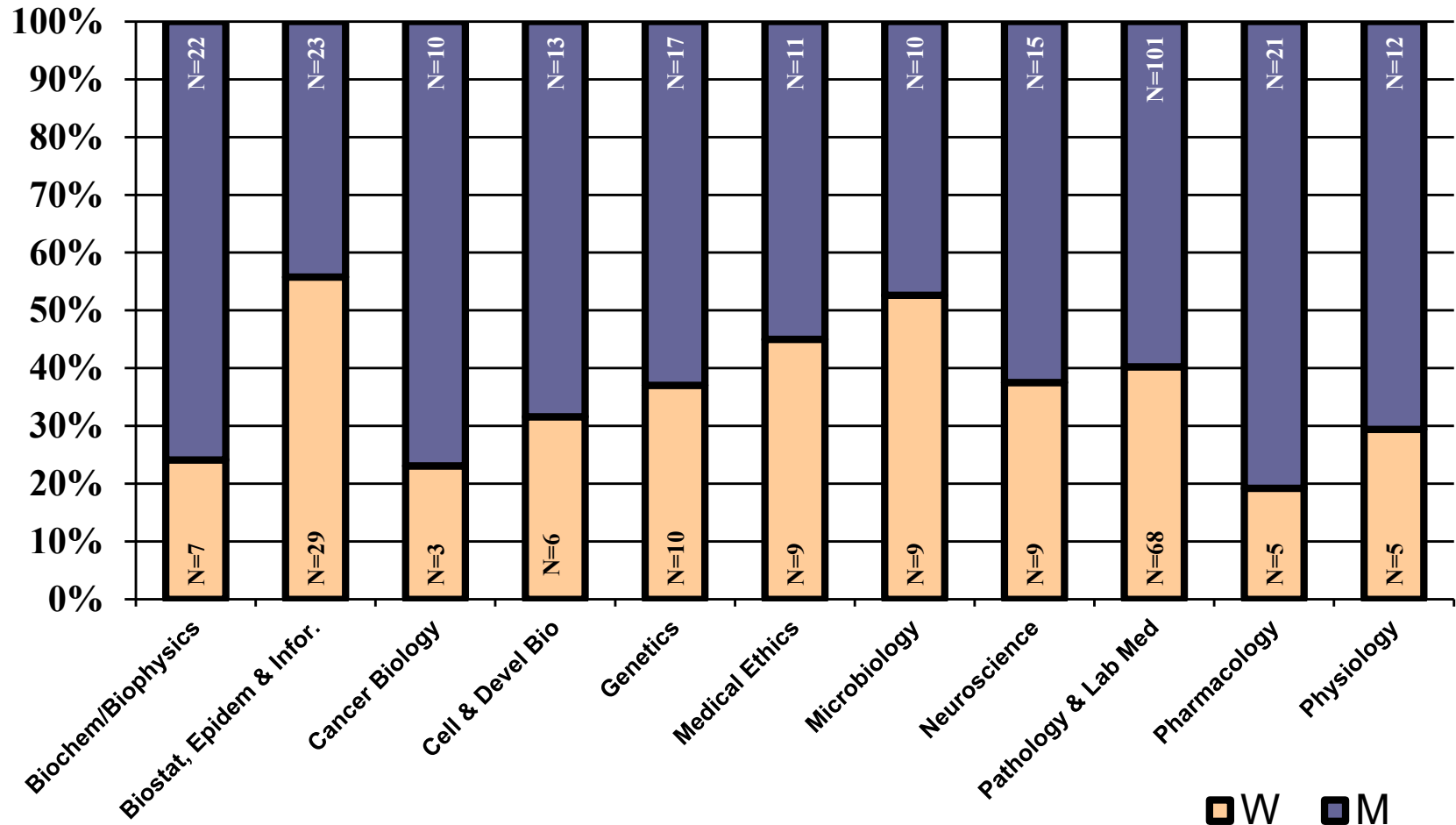
**Gender Distribution**

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**Basic Science Departments**

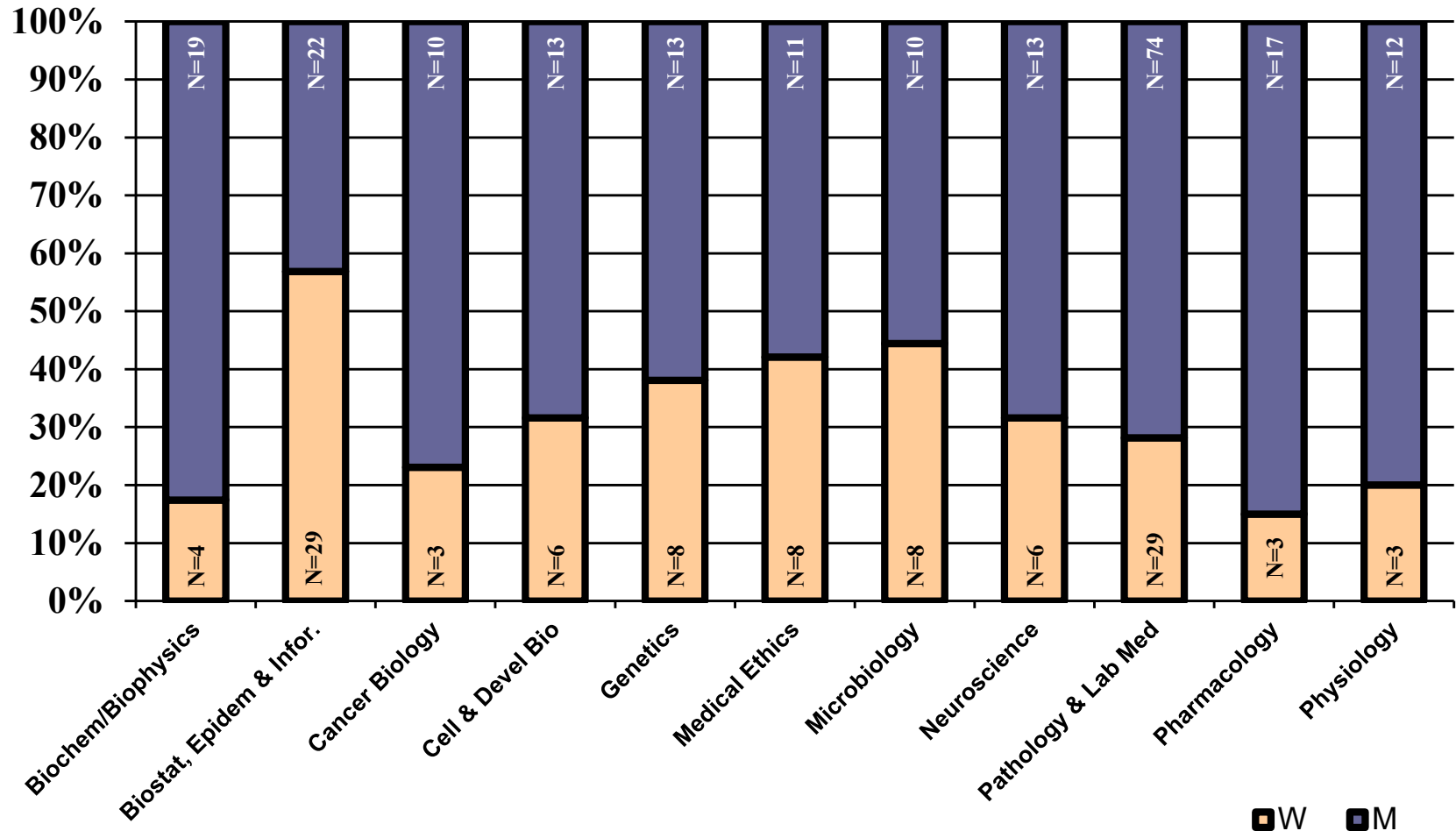
# Gender Distribution by Basic Science Department Perelman School of Medicine Fulltime Faculty, 2018-19

(includes Tenure, C-E, Research, and Academic Clinician Tracks; does not include Instructors /Lecturers)



# Gender Distribution by Basic Science Department Perelman School of Medicine *Standing* Faculty, 2018-19

(includes Tenure and Clinician-Educator Tracks only)



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**Gender Distribution**

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**Leadership Positions**

## Gender Distribution Faculty Serving in Senior Leadership Positions Perelman School of Medicine at the University of Pennsylvania, 2018-19

Senior Leadership Positions	Total* Members Serving	Men Faculty Serving		Women Faculty Serving	
	Number	Number	Percent	Number	Percent
Clinical Department Chairs	18	<sup>1 is interim</sup> 14	78%	4	22%
Basic Science Department Chairs	10	8	80%	2	20%
Directors of Centers and Institutes	31	25	81%	6	19%
Academic Division Chiefs: Medicine, Pediatrics and Surgery	42	<sup>2 are interim</sup> 31	74%	11	26%
Executive Vice President & Dean, Vice Deans, Chair Medical Faculty Senate, Chair COAP	12	7	58%	5	42%
Chair HUP Medical Board; Chief Medical Officers at HUP, Pennsylvania and Presbyterian Hospitals	4	4	100%	0	0%
Associate & Assistant Deans	29	14	48%	15	52%

*\*Note: "Total Members Serving" may include others besides faculty (e.g., administrators or staff)*

**Gender Analysis of Total Number Searches for Department Chair  
Perelman School of Medicine at the University of Pennsylvania, 1999 through 2018-19**

<b>Current Total # Department Chair Positions</b>	<b>Current # Women Chairs</b>
<b>28</b>	<b>5 + 1 interim</b>

<b>Total # Chair Searches* 1999 thru 2016/17</b>	<b>Total # Women Chairs Appointed 1999 thru 2016/17</b>
<b>54</b>	<b>8</b>

<b>Total # Chair Searches Since last Benchmark Report 2016-17</b>	<b>Total # Women Chairs Appointed Since last Benchmark Report 2016-17</b>
<b>6</b>	<b>1 (interim)</b>

*\*At the time this report was compiled, there are 3 ongoing Department Chair Searches:  
Biostatistics, Epidemiology and Informatics, Family Medicine and Obstetrics and Gynecology*

**Comparison Gender Statistics**

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**Penn versus  
AAMC National Data**

# Gender Distribution within National Faculty Ranks by Department

## AAMC Data: Fulltime Faculty and Instructors, 2018-19

(AAMC data taken from Table 13 of 2018 Faculty Roster report)

AAMC- National Department	Total Fulltime Faculty					Full Professors				Associate Professors				Assistant Professors				Instructor/Other Ranks				Total Faculty plus Instr/Other				
	Total	Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Male		Female		Total
	N	N	%	N	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	N	%	N	%	N
Anatomy	1,417	934	66%	483	34%	405	71%	168	29%	270	68%	128	32%	259	58%	187	42%	72	49%	76	51%	1,006	64%	559	36%	1,565
Anesth. & Critical Care	7,645	5,083	66%	2,562	34%	976	80%	247	20%	1,115	69%	503	31%	2,992	62%	1,812	38%	603	44%	776	56%	5,483	61%	3,001	33%	9,024
Biochem & Biophysics	2,302	1,653	72%	649	28%	805	333%	242	100%	410	71%	170	29%	438	65%	237	35%	126	56%	101	44%	1,957	77%	800	32%	2,529
Dermatology	1,320	644	49%	676	51%	241	67%	118	33%	130	45%	158	55%	273	41%	400	59%	88	47%	100	53%	659	44%	633	42%	1,508
Emergency Medicine	4,716	3,034	64%	1,682	36%	498	82%	113	18%	644	70%	270	30%	1,892	59%	1,299	41%	409	54%	353	46%	2,867	52%	1,484	27%	5,478
Fam Prac & Com Health	4,929	2,479	50%	2,450	50%	471	64%	265	36%	516	52%	474	48%	1,492	47%	1,711	53%	232	32%	492	68%	2,832	50%	2,672	47%	5,653
Medicine	37,667	23,091	61%	14,576	39%	6,709	76%	2,085	24%	5,247	62%	3,213	38%	11,135	55%	9,278	45%	2,534	46%	2,928	54%	24,576	57%	14,735	34%	43,129
Microbiology	1,922	1,289	67%	633	33%	616	76%	198	24%	359	66%	187	34%	314	56%	248	44%	53	44%	67	56%	1,406	69%	685	34%	2,042
Neurology	5,502	3,341	61%	2,161	39%	1,118	78%	307	22%	757	61%	489	39%	1,466	52%	1,365	48%	310	47%	349	53%	3,311	54%	1,984	32%	6,161
Obstetrics & Gyn	5,513	2,135	39%	3,378	61%	710	63%	416	37%	511	42%	693	58%	914	29%	2,269	71%	161	18%	758	82%	2,341	36%	3,487	54%	6,432
Ophthalmology	2,658	1,659	62%	999	38%	651	78%	181	22%	389	62%	236	38%	619	52%	582	48%	184	43%	246	57%	1,916	62%	1,033	33%	3,088
Orthopaedic Surgery	3,715	3,060	82%	655	18%	797	89%	96	11%	756	85%	136	15%	1,507	78%	423	22%	259	62%	160	38%	2,947	71%	596	14%	4,134
Other Basic Sciences	7,380	4,582	62%	2,798	38%	1,898	71%	778	29%	1,108	60%	733	40%	1,576	55%	1,287	45%	438	49%	449	51%	4,365	53%	2,585	31%	8,267
Other Clinical Sciences	2,585	1,578	61%	1,007	39%	432	72%	167	28%	343	63%	200	37%	803	56%	640	44%	124	58%	88	42%	989	35%	630	23%	2,797
Otorhinolaryngology	1,959	1,376	70%	583	30%	451	84%	85	16%	356	71%	144	29%	569	62%	354	38%	89	30%	209	70%	1,376	61%	644	29%	2,257
Path & Lab Medicine	5,765	3,351	58%	2,414	42%	1,356	70%	573	30%	822	56%	634	44%	1,173	49%	1,207	51%	234	51%	222	49%	3,632	58%	2,454	39%	6,221
Pediatrics	20,614	9,092	44%	11,522	56%	2,654	64%	1,508	36%	2,370	48%	2,544	52%	4,068	35%	7,470	65%	606	22%	2,186	78%	9,410	40%	11,545	49%	23,406
Pharmacology	1,779	1,237	70%	542	30%	591	78%	166	22%	301	67%	145	33%	345	60%	231	40%	110	55%	89	45%	1,413	71%	581	29%	1,978
Phys Med & Rehab	1,554	837	54%	717	46%	170	72%	66	28%	178	54%	149	46%	489	49%	502	51%	70	41%	100	59%	809	47%	692	40%	1,724
Physiology	1,391	986	71%	405	29%	501	78%	145	22%	246	69%	110	31%	239	61%	150	39%	95	62%	58	38%	1,203	78%	458	30%	1,544
Psychiatry	9,634	4,682	49%	4,952	51%	1,309	66%	661	34%	989	52%	915	48%	2,384	41%	3,376	59%	566	35%	1,039	65%	5,397	48%	5,135	46%	11,239
Public Health & Preventative Med	728	339	47%	389	53%	87	50%	86	50%	98	51%	95	49%	154	43%	208	57%	38	36%	67	64%	381	46%	440	53%	833
Radiology	8,915	6,348	71%	2,567	29%	1,490	78%	415	22%	1,580	73%	589	27%	3,278	68%	1,563	32%	585	63%	338	37%	6,734	68%	2,703	27%	9,838
Surgery	14,613	11,248	77%	3,365	23%	3,503	88%	500	12%	2,685	78%	738	22%	5,060	70%	2,127	30%	716	46%	831	54%	11,266	70%	3,326	21%	16,160
TOTAL	156,223	94,058	60%	62,165	40%	28,439	76%	9,586	26%	22,180	62%	13,653	38%	43,439	53%	38,926	47%	8,702	42%	12,082	58%	98,276	56%	62,862	36%	177,007

# Total Fulltime Faculty and Full Professor Rank Penn versus AAMC National Data, 2018-19

*(includes faculty in Assistant, Associate and Full Professor ranks only; does not include Instructors;  
AAMC data taken from Table 13 of 2018 Faculty Roster report)*

	PENN	AAMC
% All Faculty Who Are Women	40%	40%
% Full Professors Who Are Women	27%	26%
% Female Faculty Who Are Full Professors	19%	15%
% Male Faculty Who Are Full Professors	35%	30%

# Tenure Track Faculty

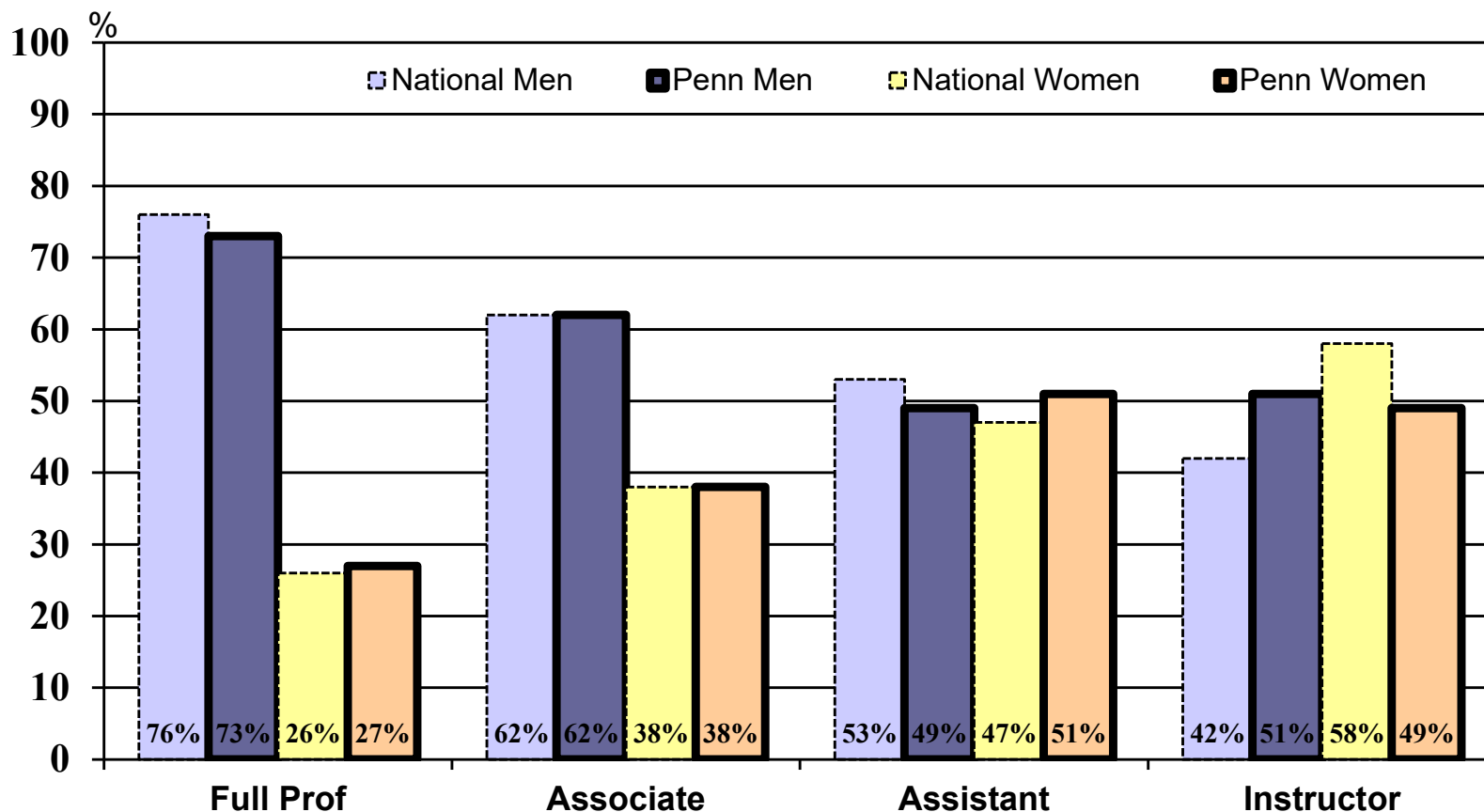
## Penn versus AAMC National Data, 2018-19

*(AAMC data taken from Table 15 of 2018 Faculty Roster report)*

	PENN	AAMC
<b>% All Tenured* Faculty Who Are Women</b> <i>(* "Tenured" defined as only Tenure Track Faculty at Associate and Full Professor Ranks)</i>	<b>22%</b>	<b>25%</b>
<b>% Female Faculty Who Are Tenured</b> <i>("faculty" includes Tenure, C-E, Research, and AC Tracks as well as Instructors A/Lecturers A)</i>	<b>9%</b>	<b>8%</b>
<b>% Male Faculty Who Are Tenured</b> <i>("faculty" includes Tenure, C-E, Research, and AC Tracks as well as Instructors A/Lecturers A)</i>	<b>21%</b>	<b>18%</b>

# Gender Distributions of Fulltime Faculty and Instructors within Ranks Penn compared with AAMC National Data, 2018-19

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks;  
AAMC data taken from Table 13 of 2018 Faculty Roster report)*

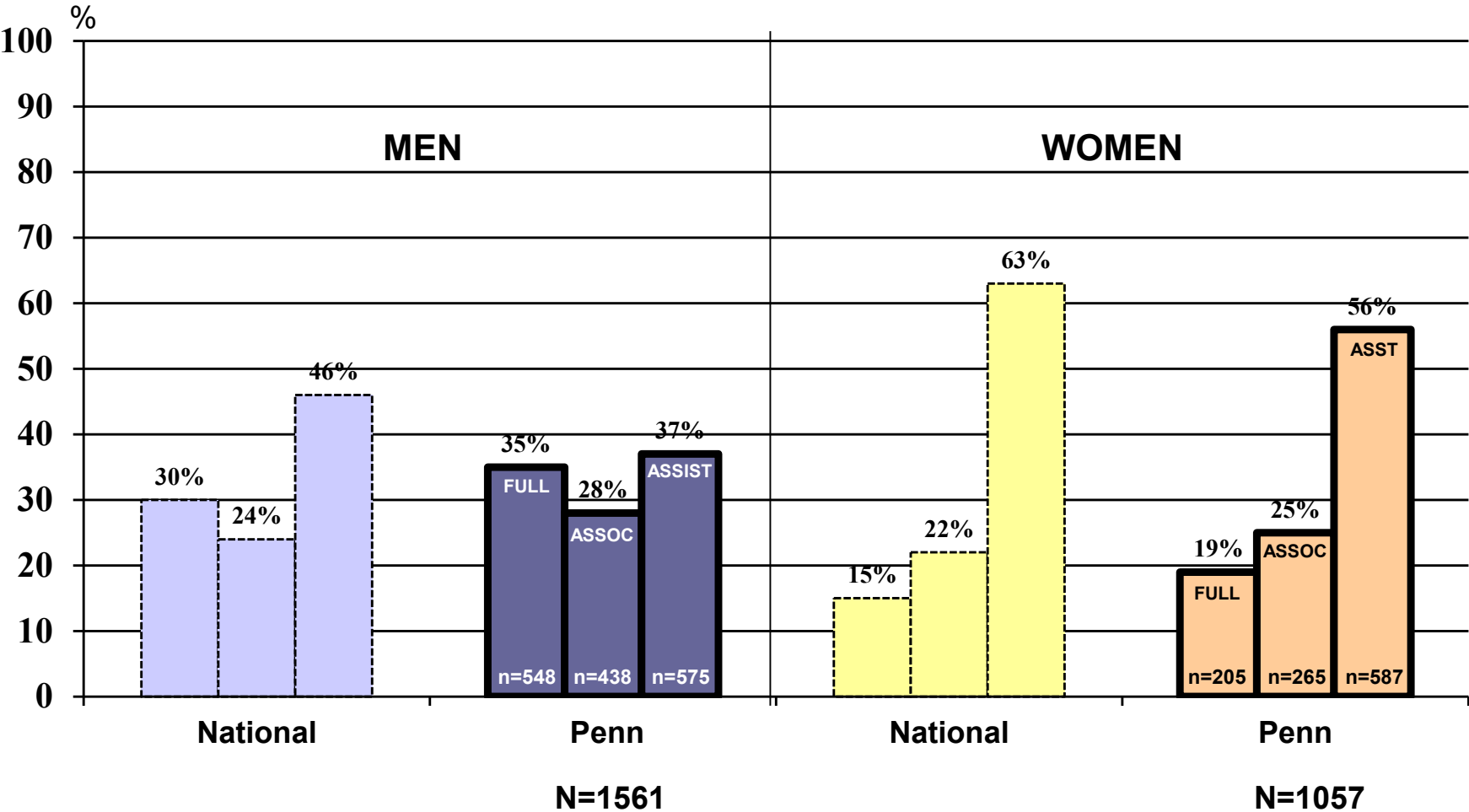


*(Categories: Full Professors, Associate Professors, Assistant Professors, and Instructors;  
Penn data for Instructor includes Instructors A and Lecturers A)*

# Distribution of Medical School Fulltime Faculty by Rank, within Each Gender

## Penn compared with AAMC National Data, 2018-19

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks;  
AAMC data taken from Table 13 of 2018 Faculty Roster report)



**Comparison Gender Statistics**

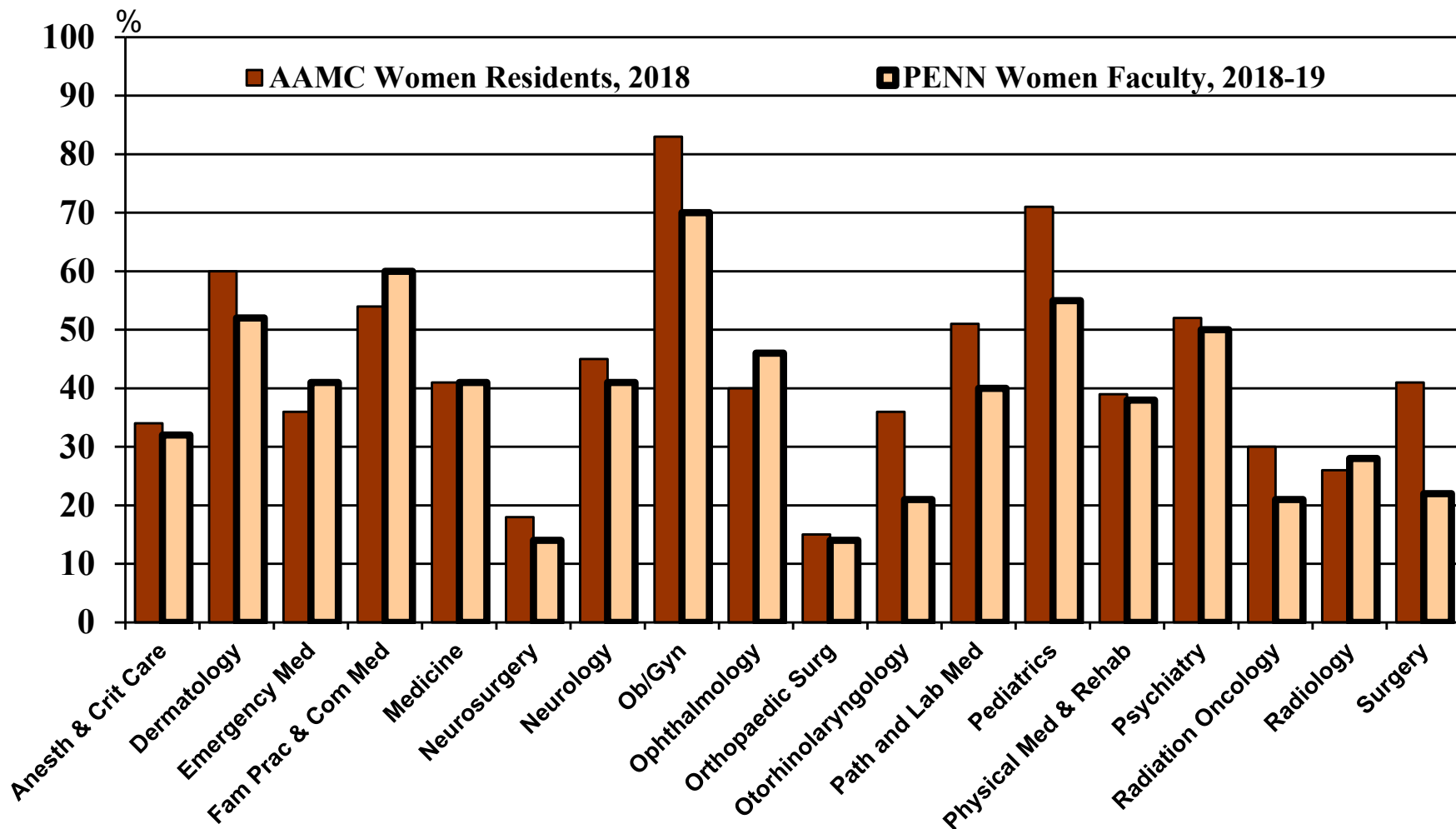
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**Penn versus AAMC  
Departments**

# AAMC Percent Women *Residents* by Specialty, 2018

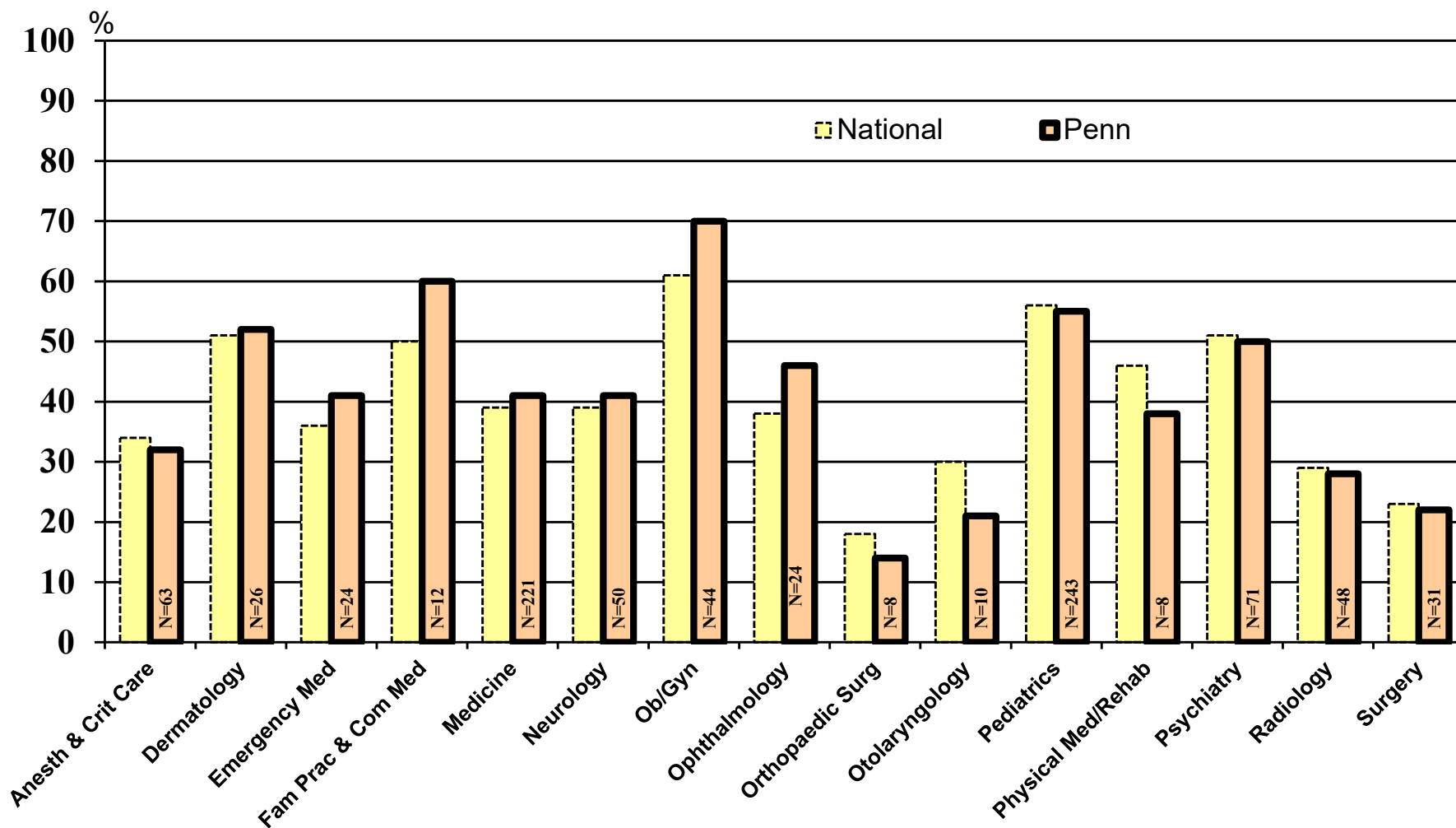
## Penn Percent Women Medical Faculty by Specialty, 2018-19

(Penn data includes faculty in Tenure, Clinician-Educator, Research and Academic Clinician Tracks, and does not include Instructors;  
AAMC data taken from Figure 5 of 18-19 report)



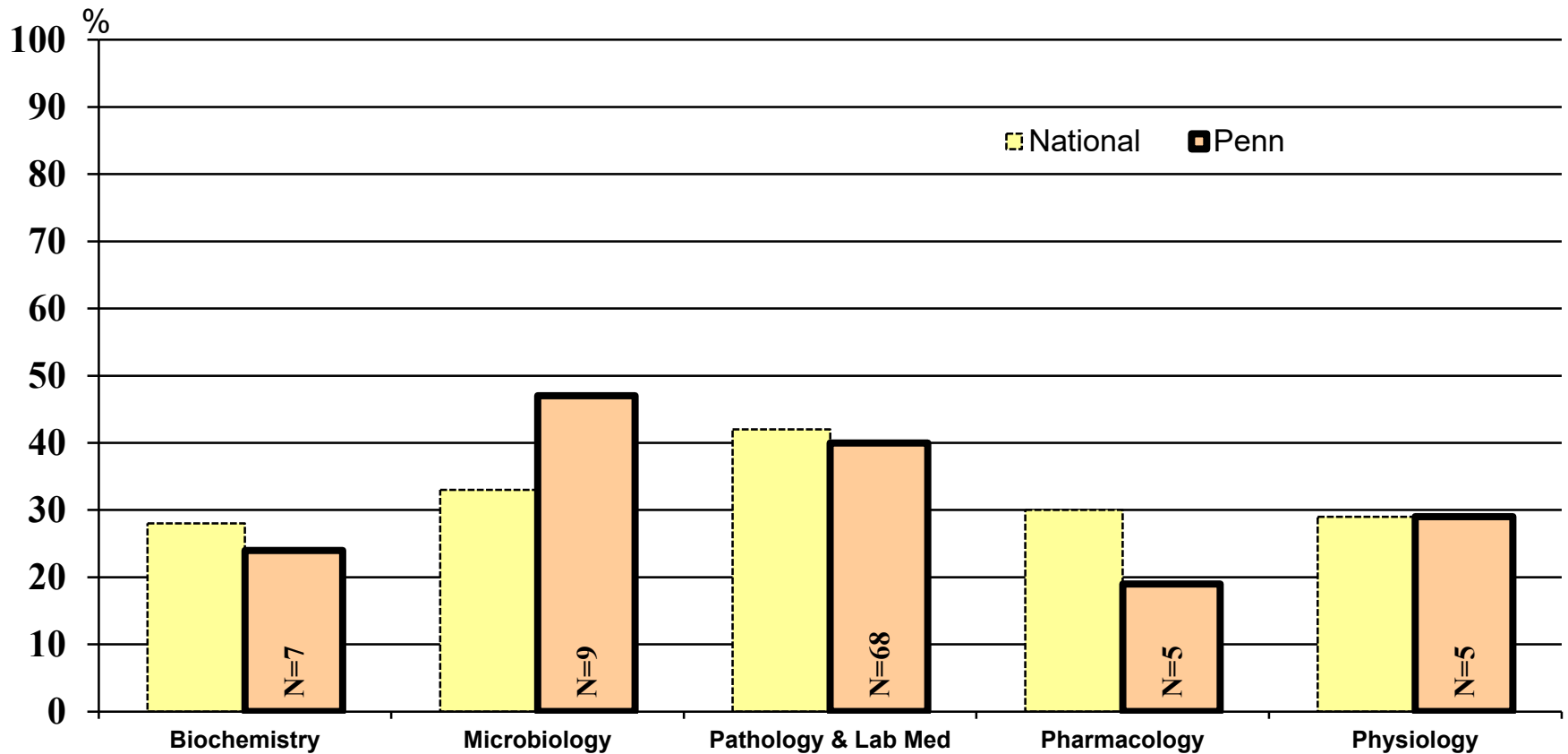
# Percent *Women* Fulltime Medical Faculty by Clinical Department Penn versus AAMC National Data, 2018-19

(Penn data includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks, and does not include Instructors;  
AAMC data taken from Table 13 of 2018 Faculty Roster report)



# Percent *Women* Fulltime Medical Faculty by Basic Science Department Penn versus AAMC National Data, 2018-19

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; does not include Instructors;  
AAMC data taken from Table 13 of 2018 Faculty Roster report)

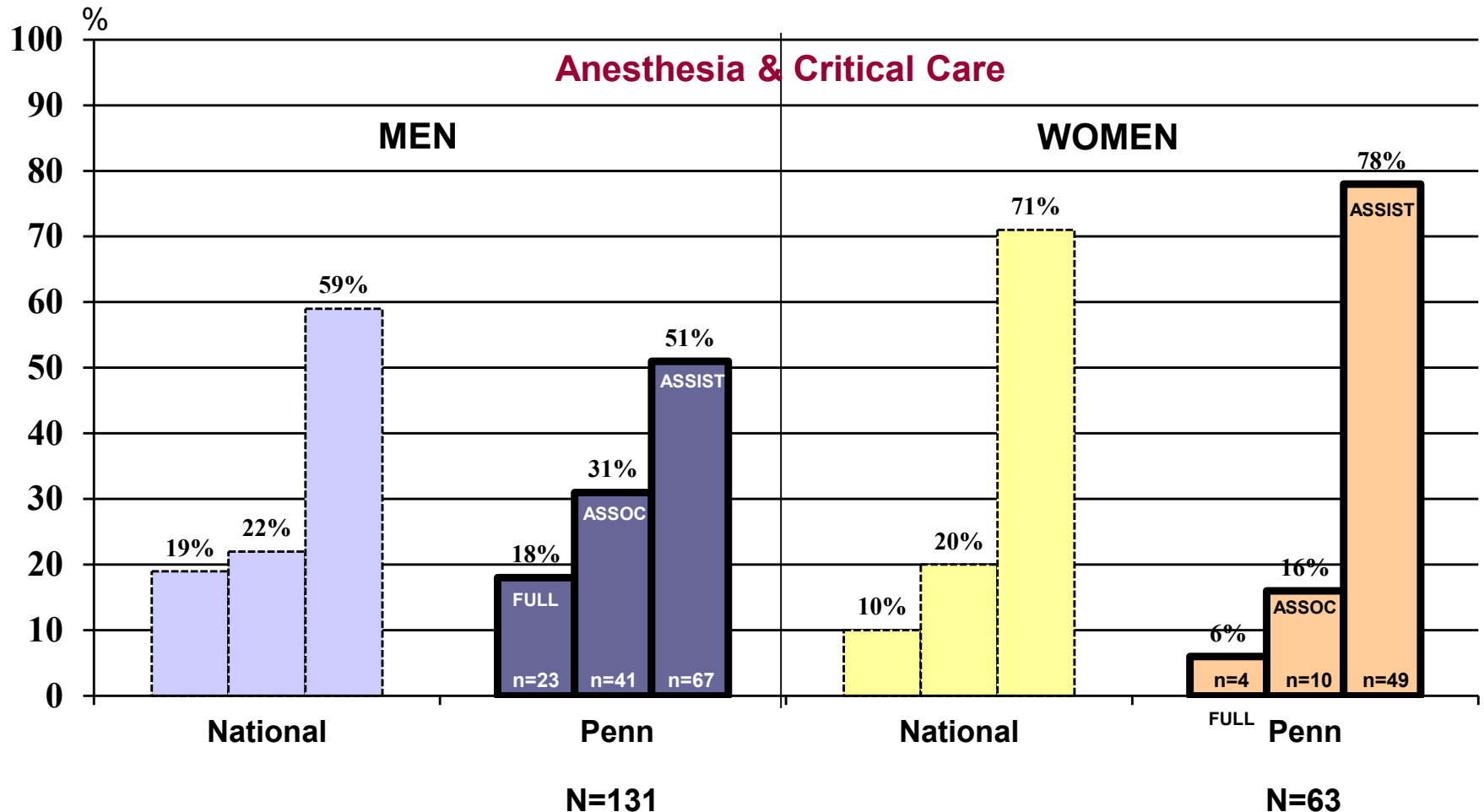


# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Anesthesia & Critical Care

### Penn compared with AAMC National Data, 2018-19

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



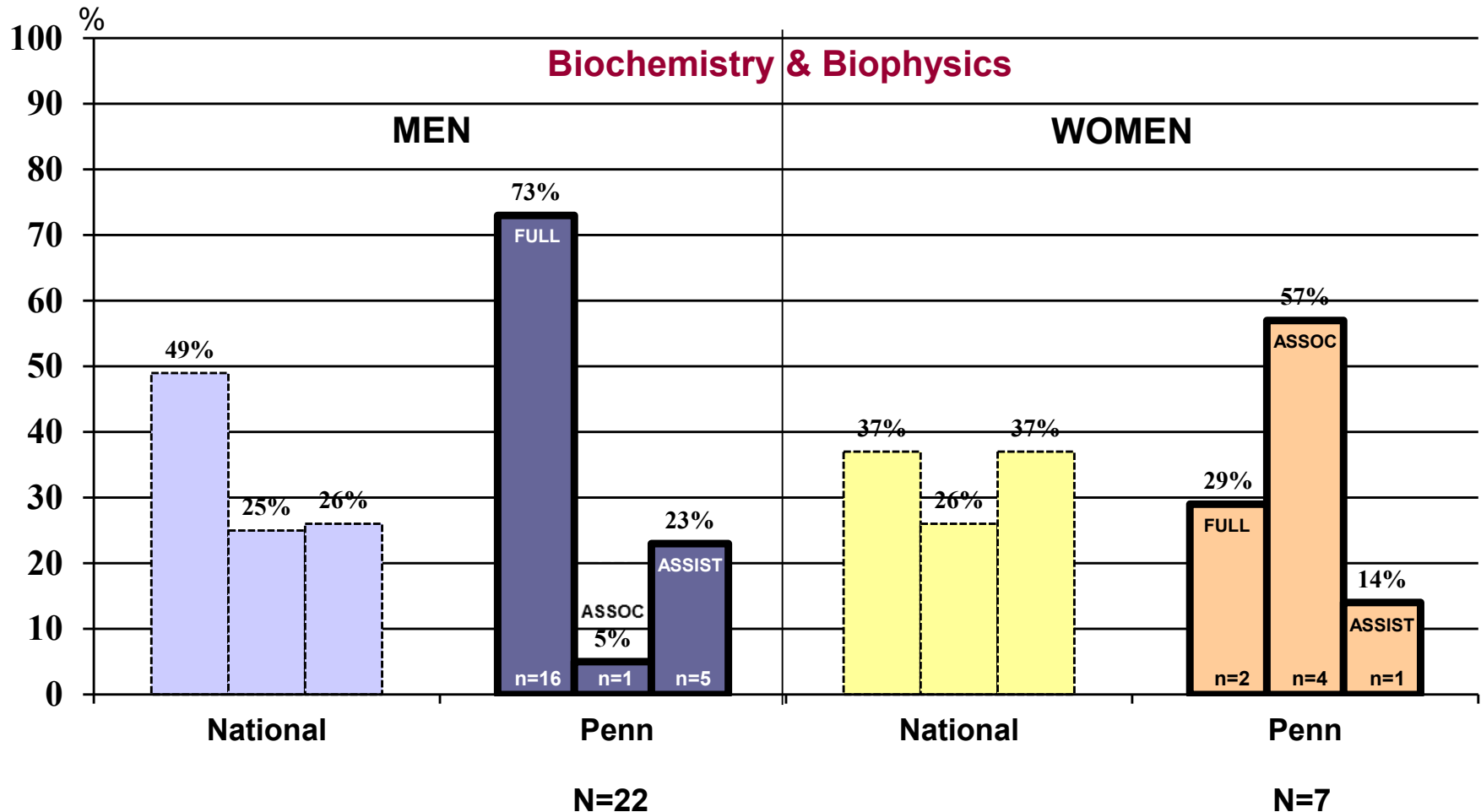
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Biochemistry & Biophysics

### Penn compared with AAMC National Data, 2018-19

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



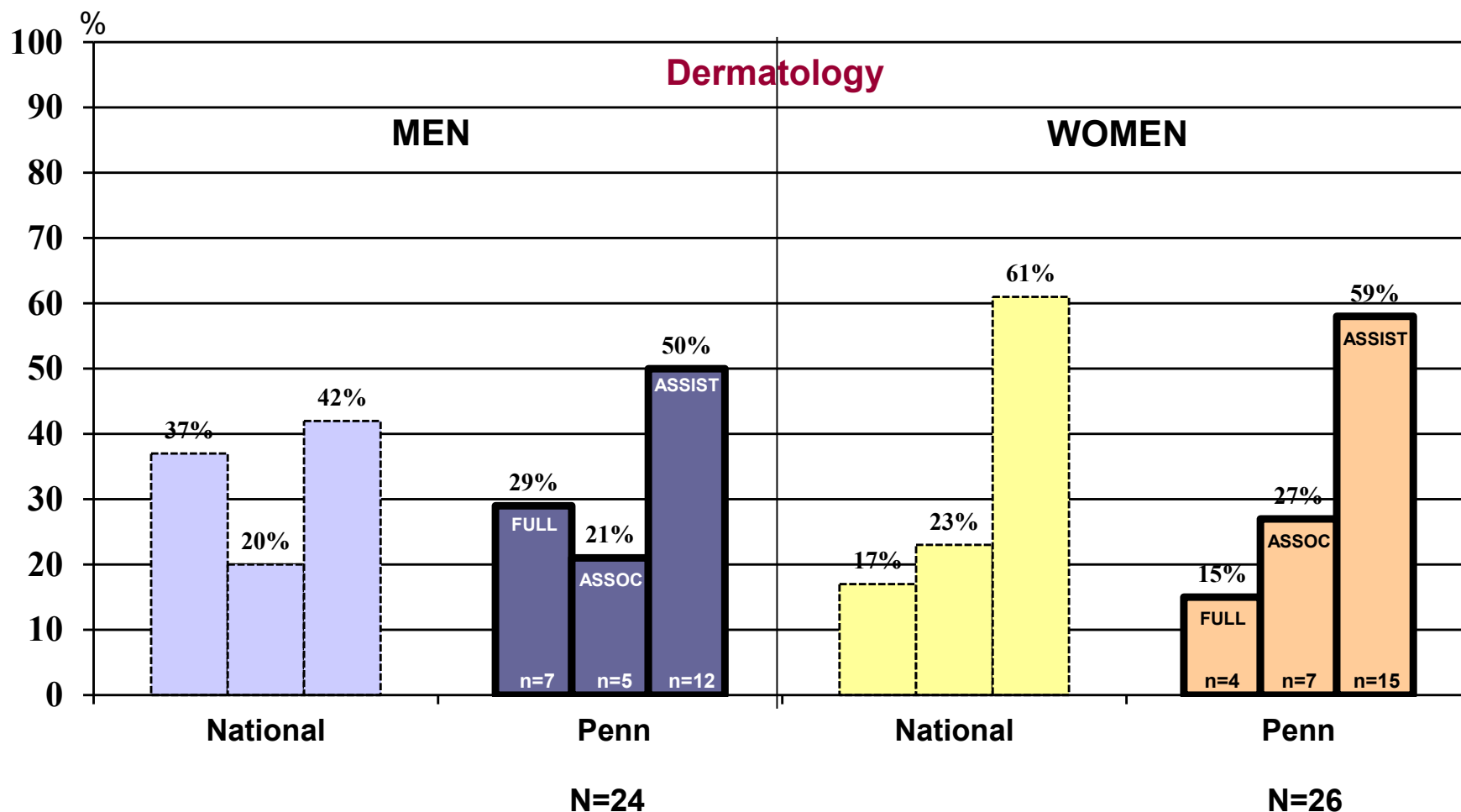
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Dermatology

### Penn compared with AAMC National Data, 2018-19

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

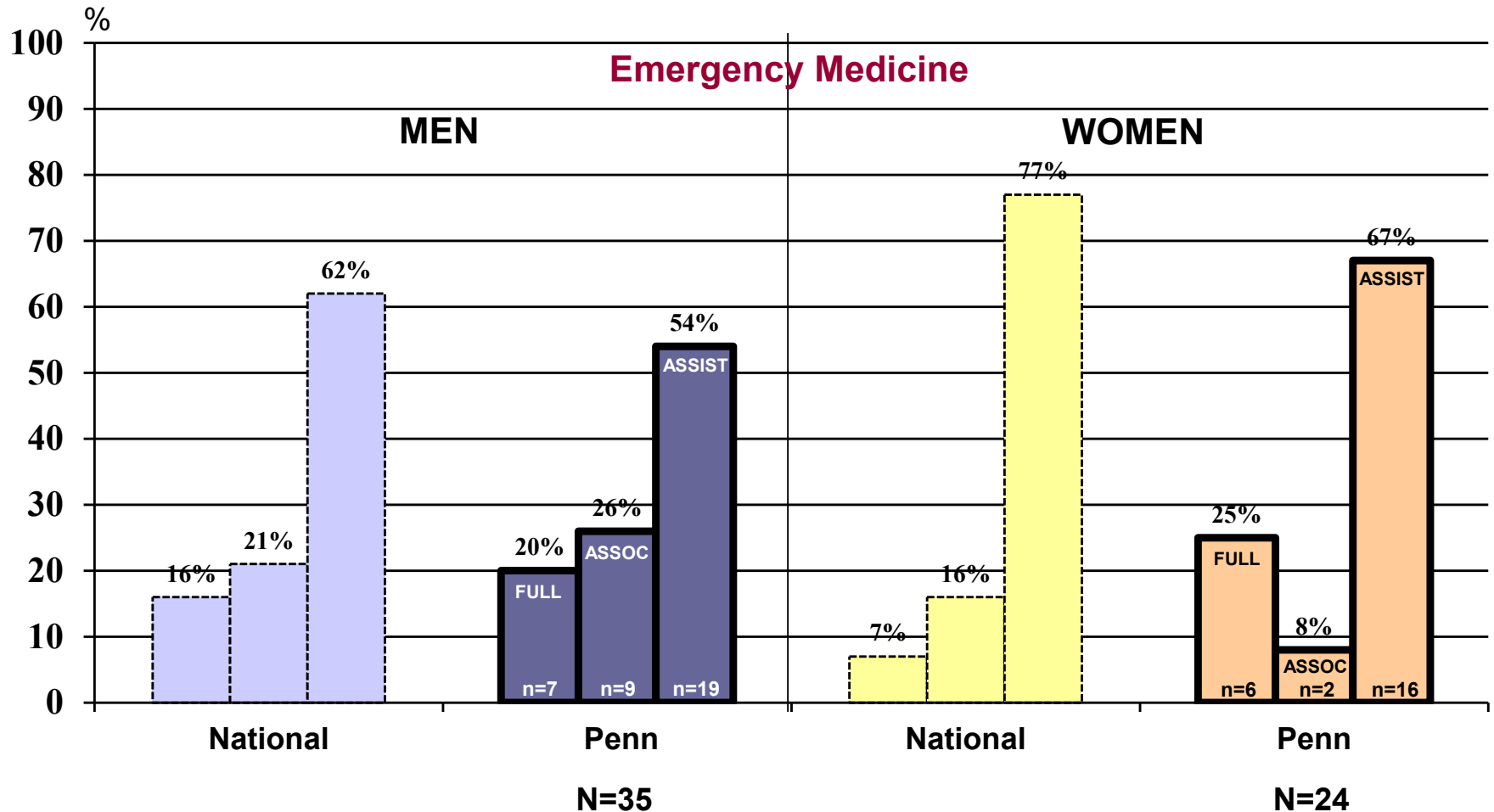


\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender Department of Emergency Medicine

## Penn compared with AAMC National Data, 2018-19

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



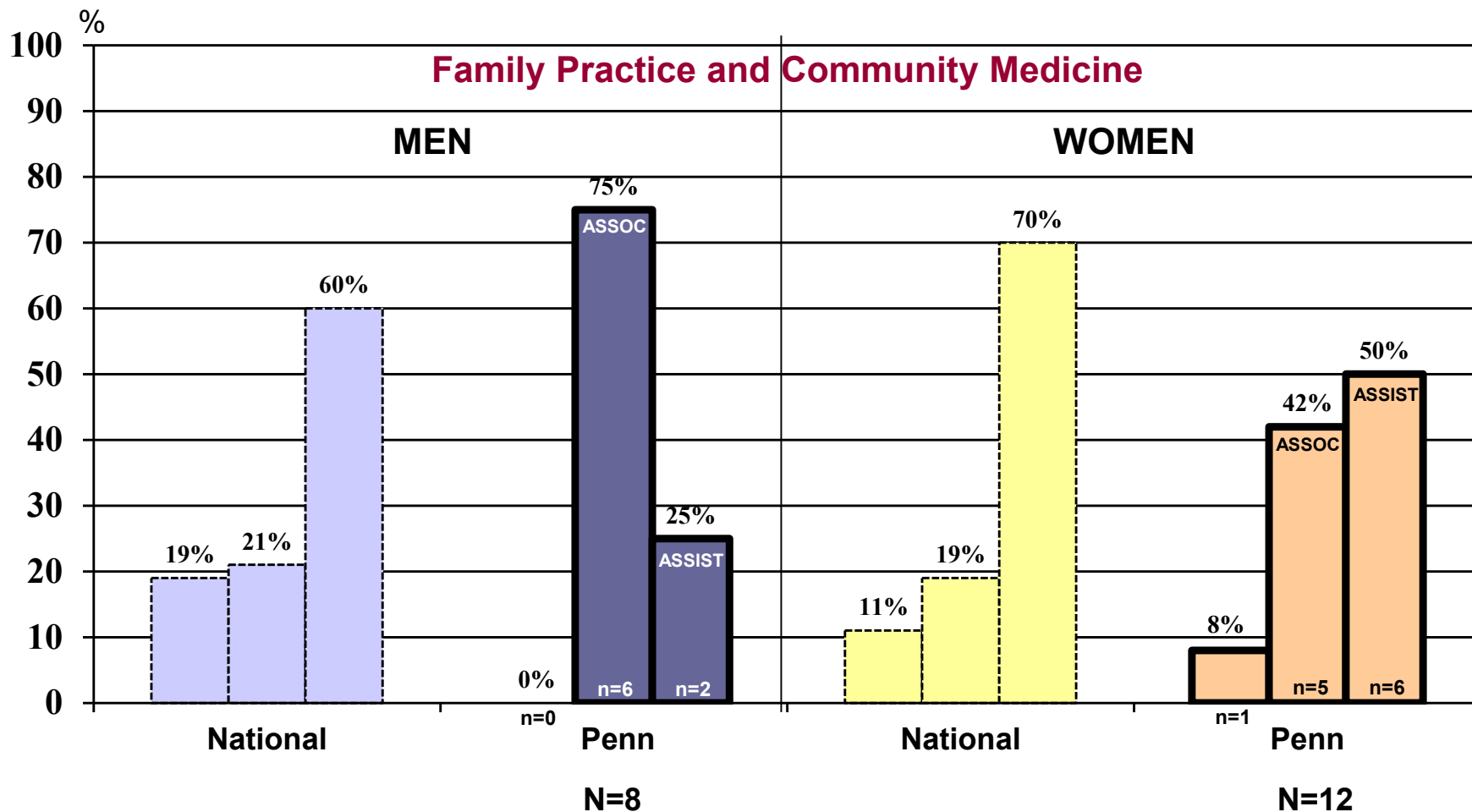
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Family Practice and Community Medicine

### Penn compared with AAMC National Data, 2018-19

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

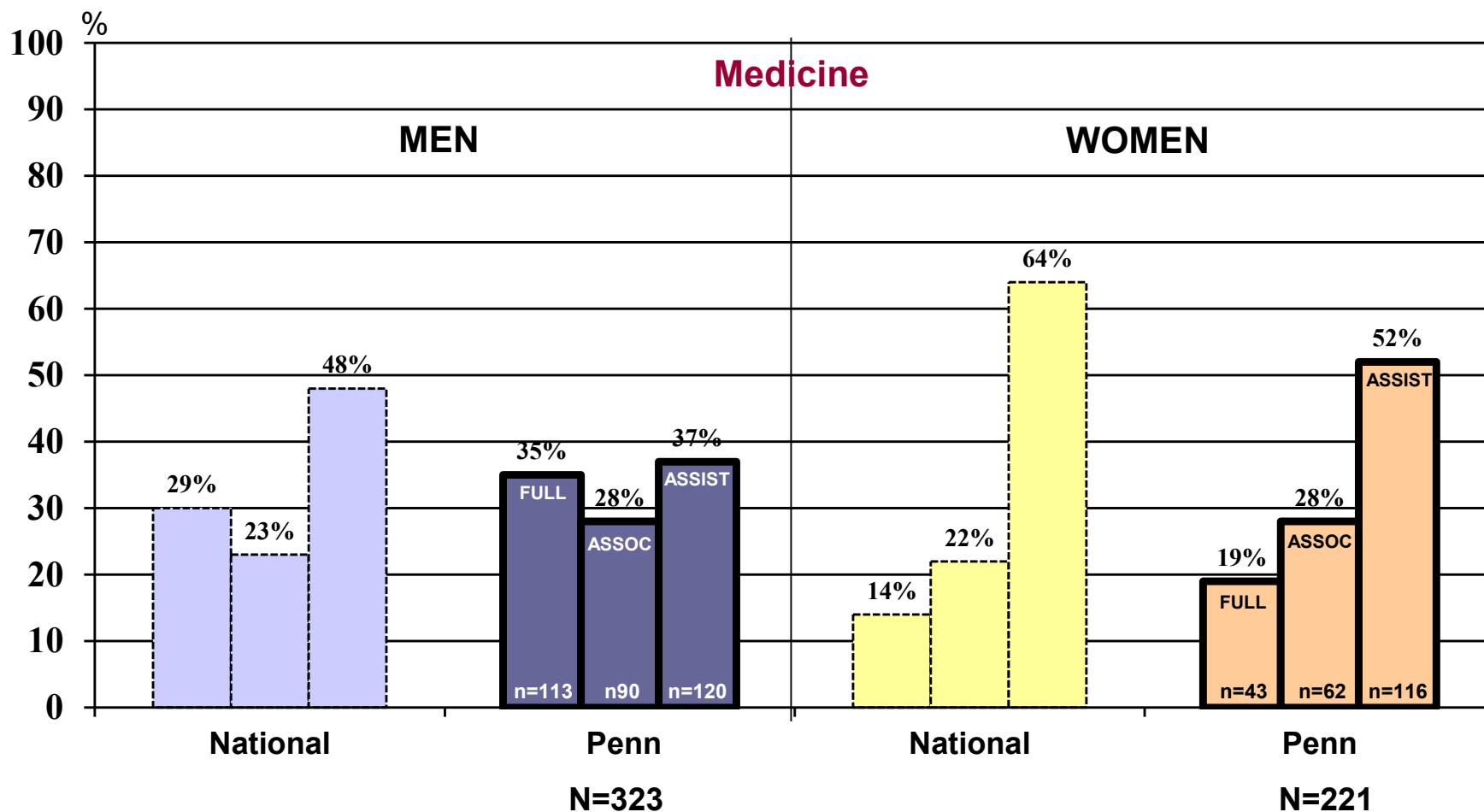


# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Medicine

### Penn compared with AAMC National Data, 2018-19

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



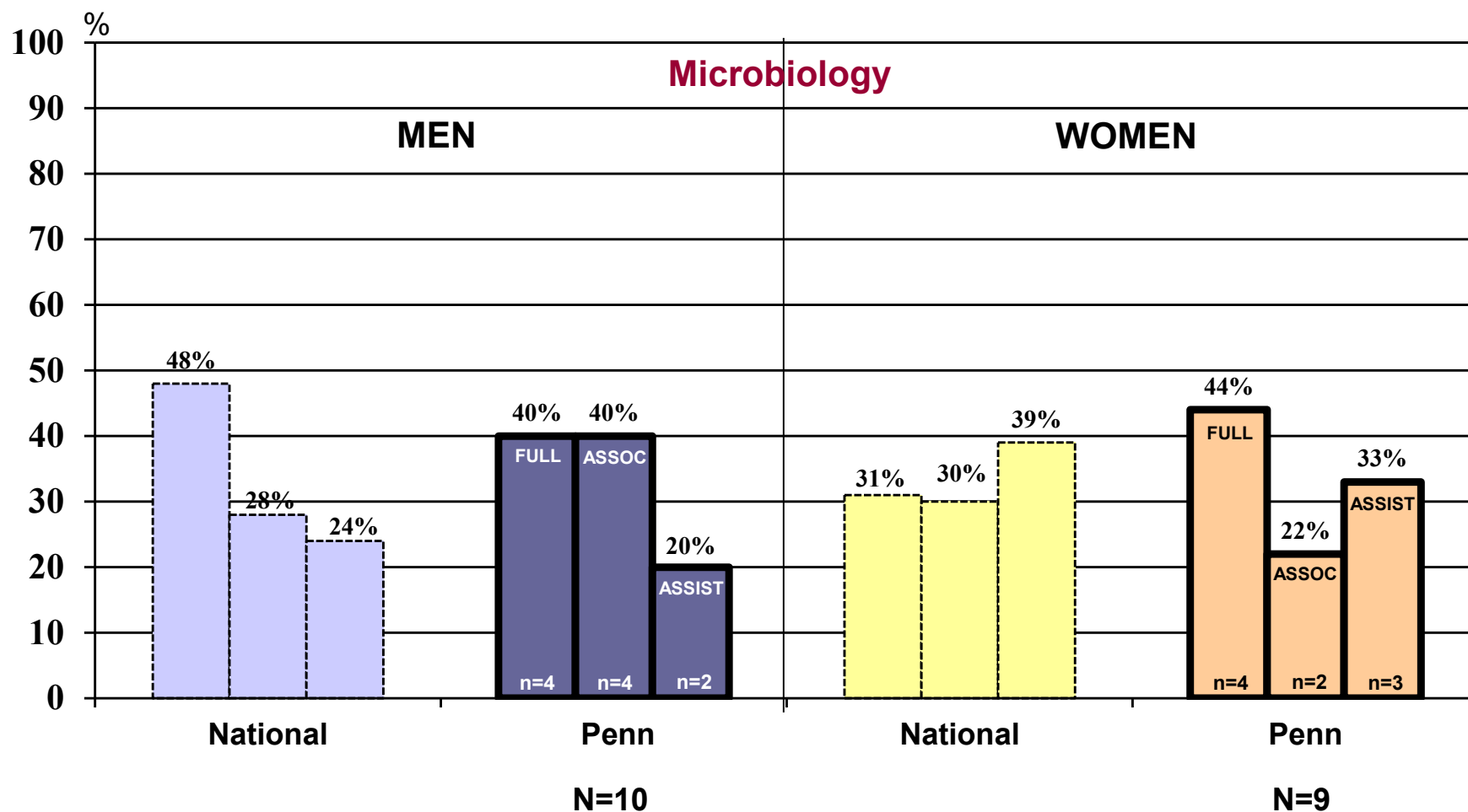
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Microbiology

**Penn compared with AAMC National Data, 2018-19**

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



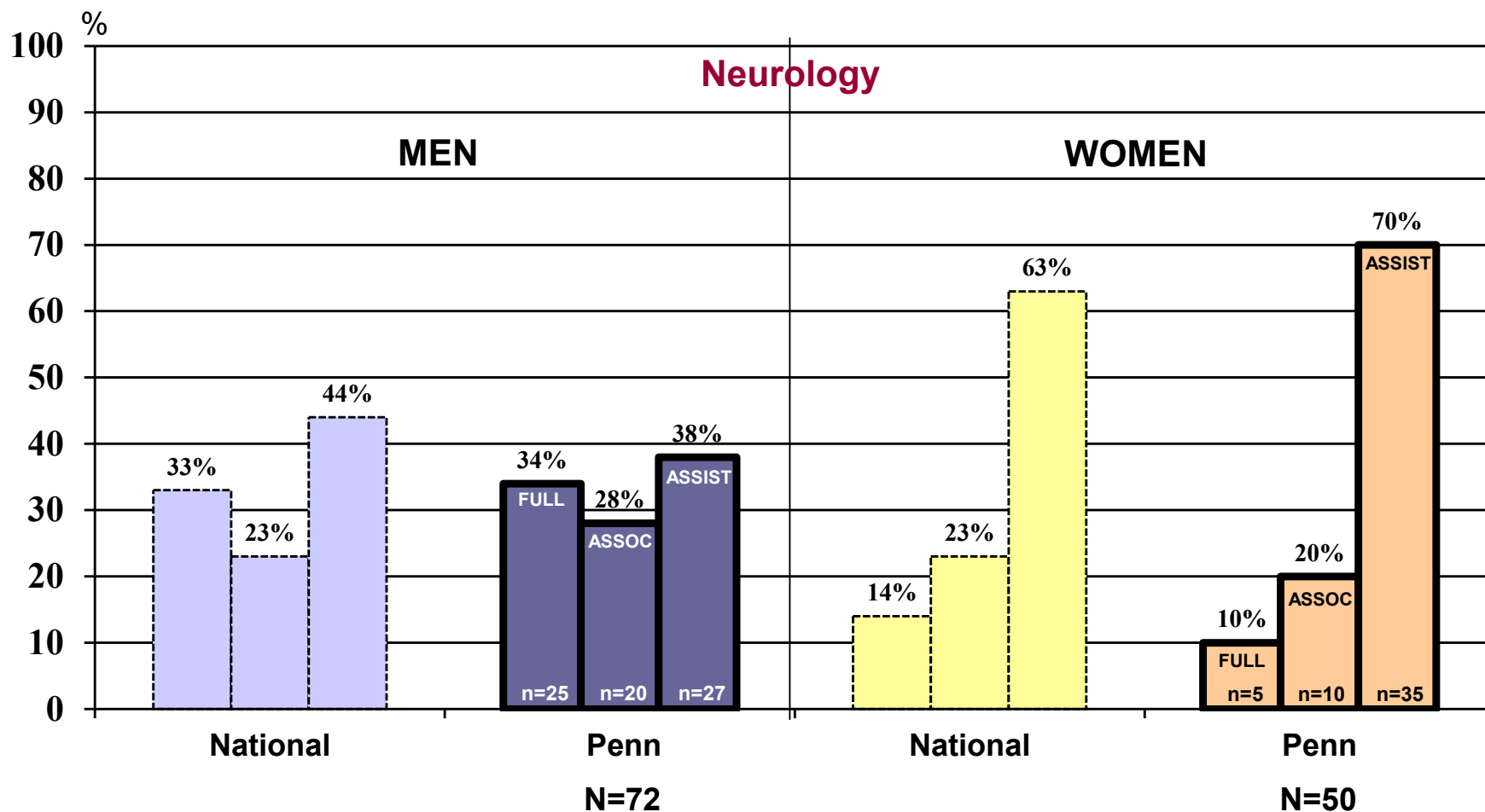
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Neurology

**Penn compared with AAMC National Data, 2018-19**

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

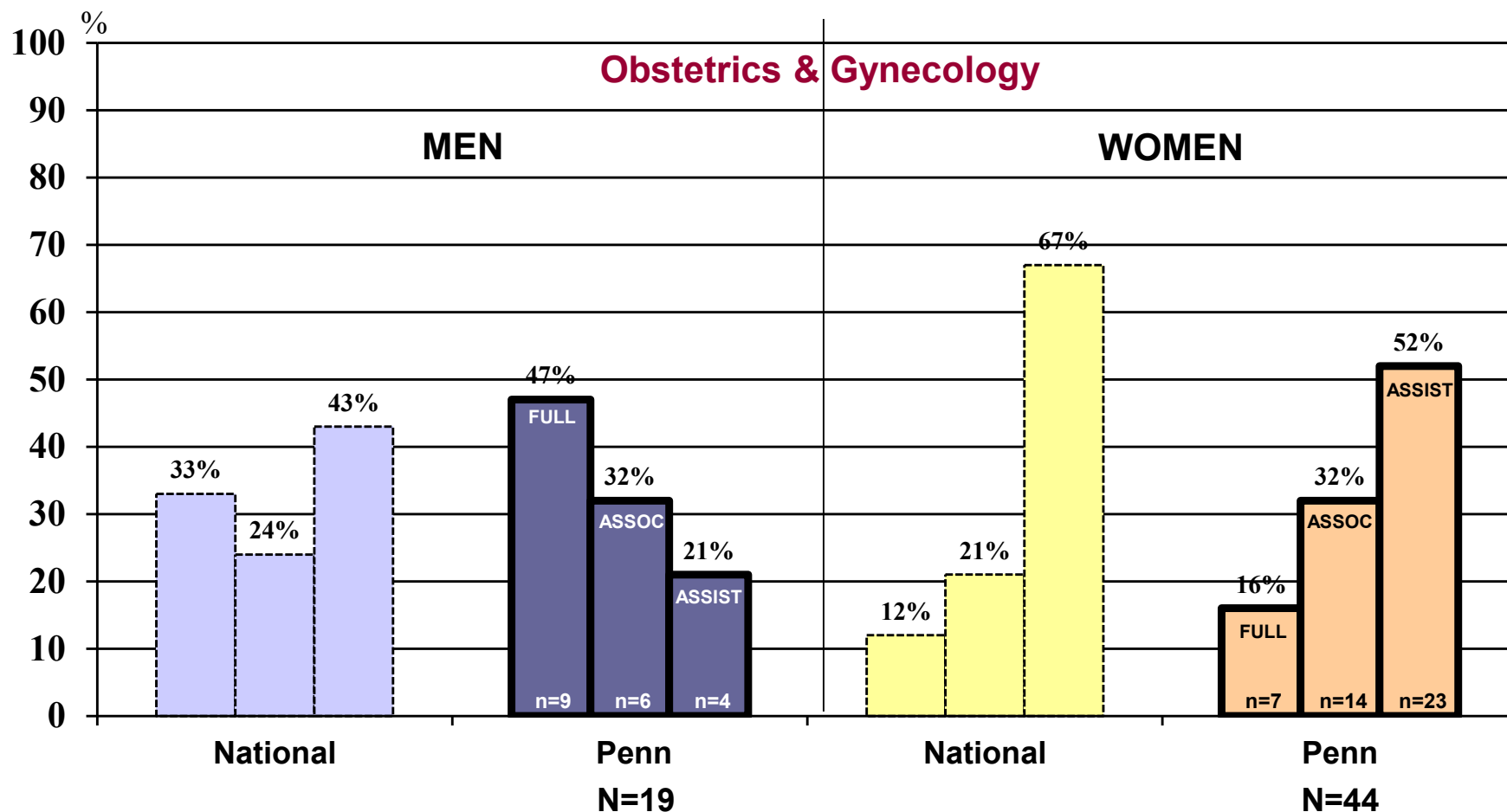


# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Obstetrics & Gynecology

**Penn compared with AAMC National Data, 2018-19**

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

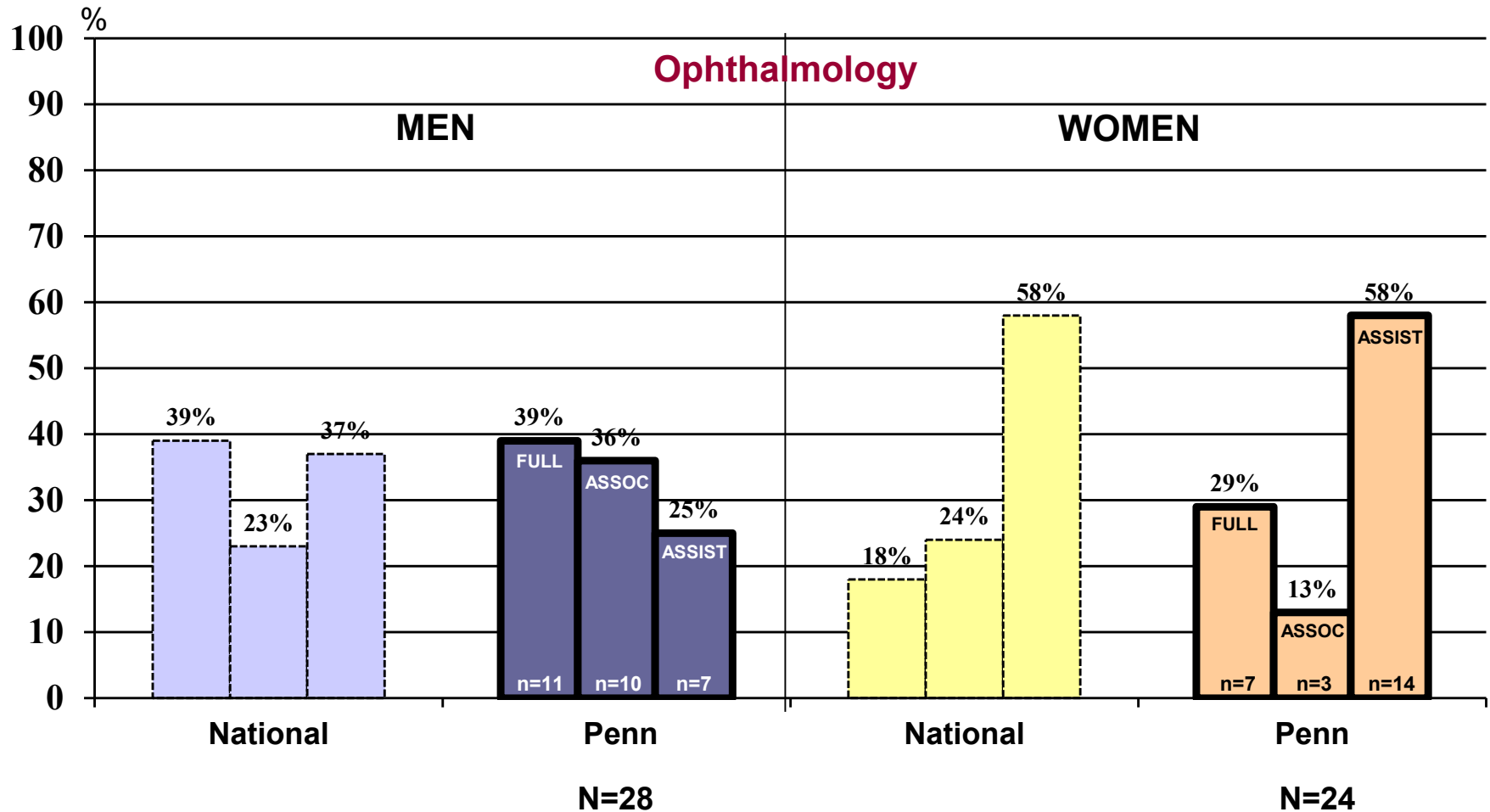


# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Ophthalmology

**Penn, 2018-19 compared with AAMC National Data, 2018-19**

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



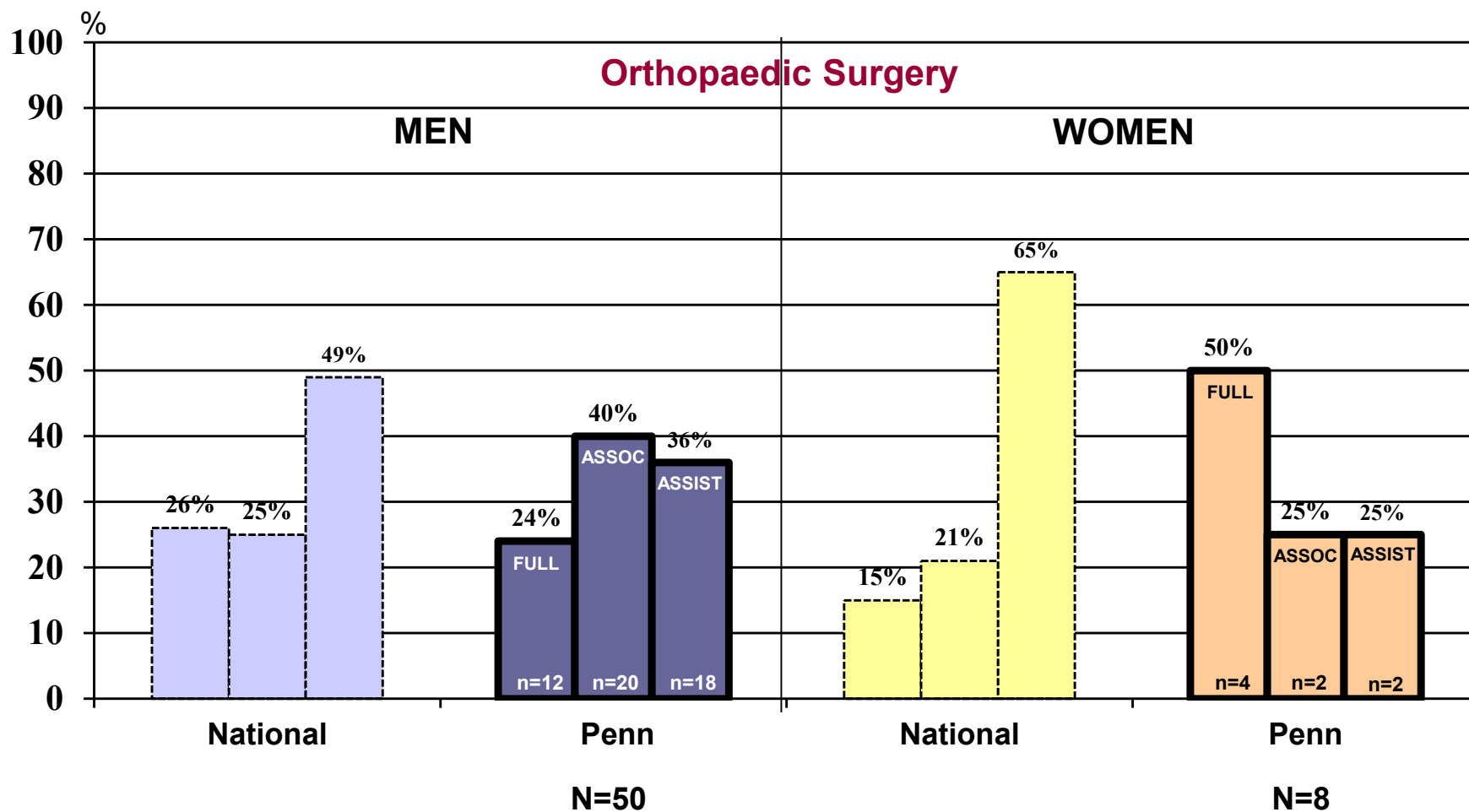
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Orthopaedic Surgery

**Penn compared with AAMC National Data, 2018-19**

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



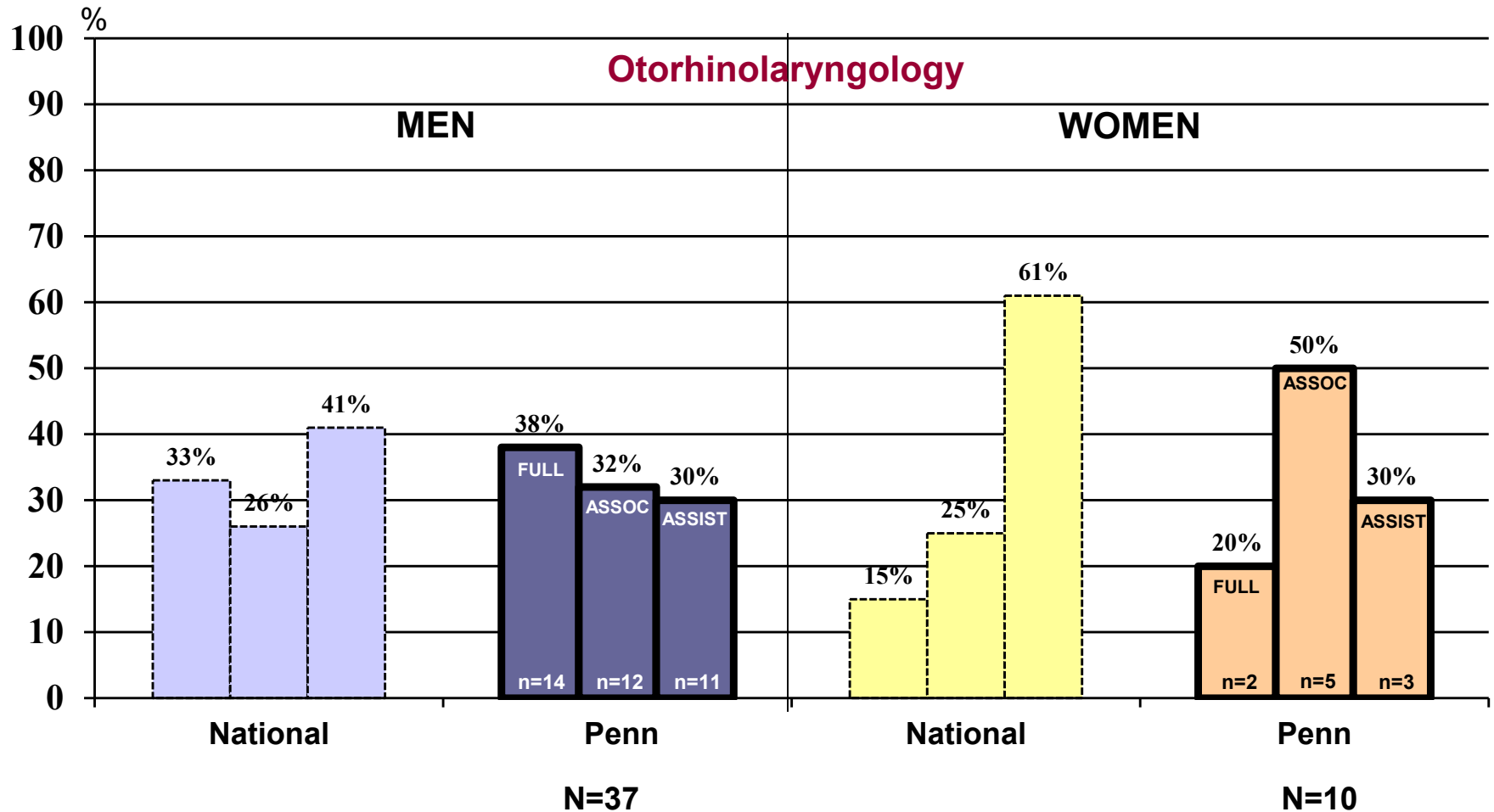
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Otorhinolaryngology

### Penn compared with AAMC National Data, 2018-19

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



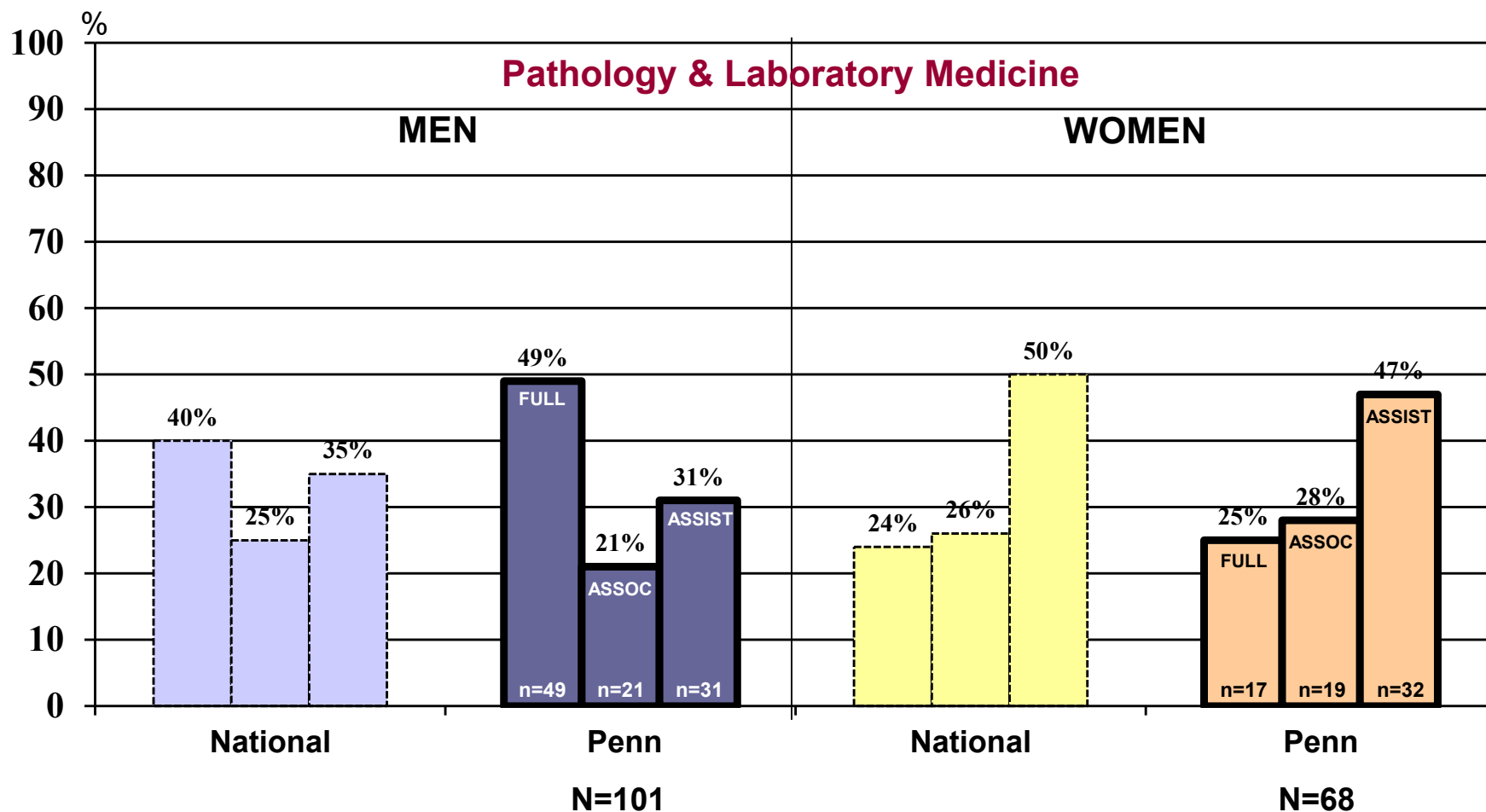
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Pathology and Laboratory Medicine

### Penn compared with AAMC National Data, 2018-19

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



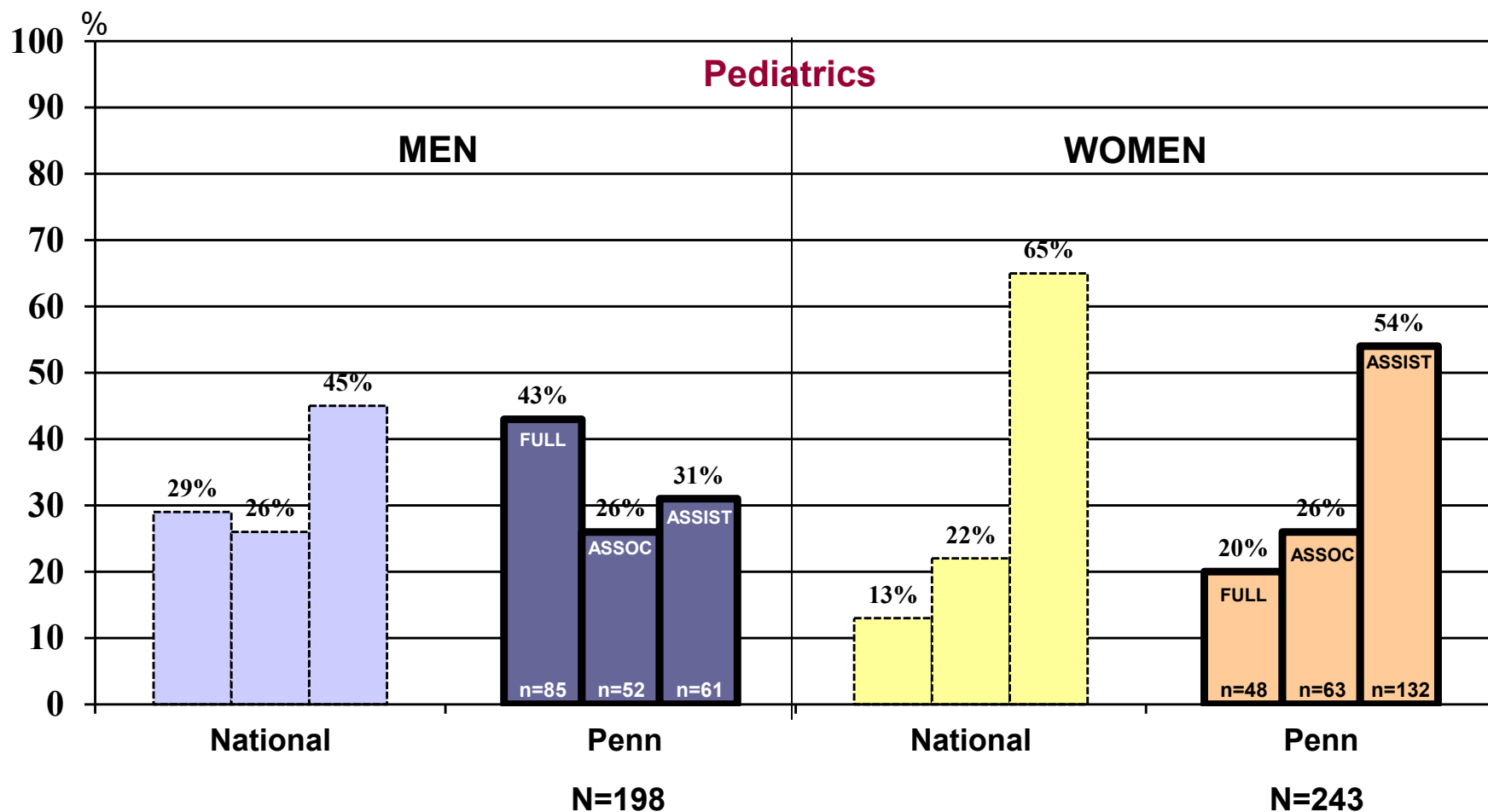
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Pediatrics

**Penn compared with AAMC National Data, 2018-19**

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

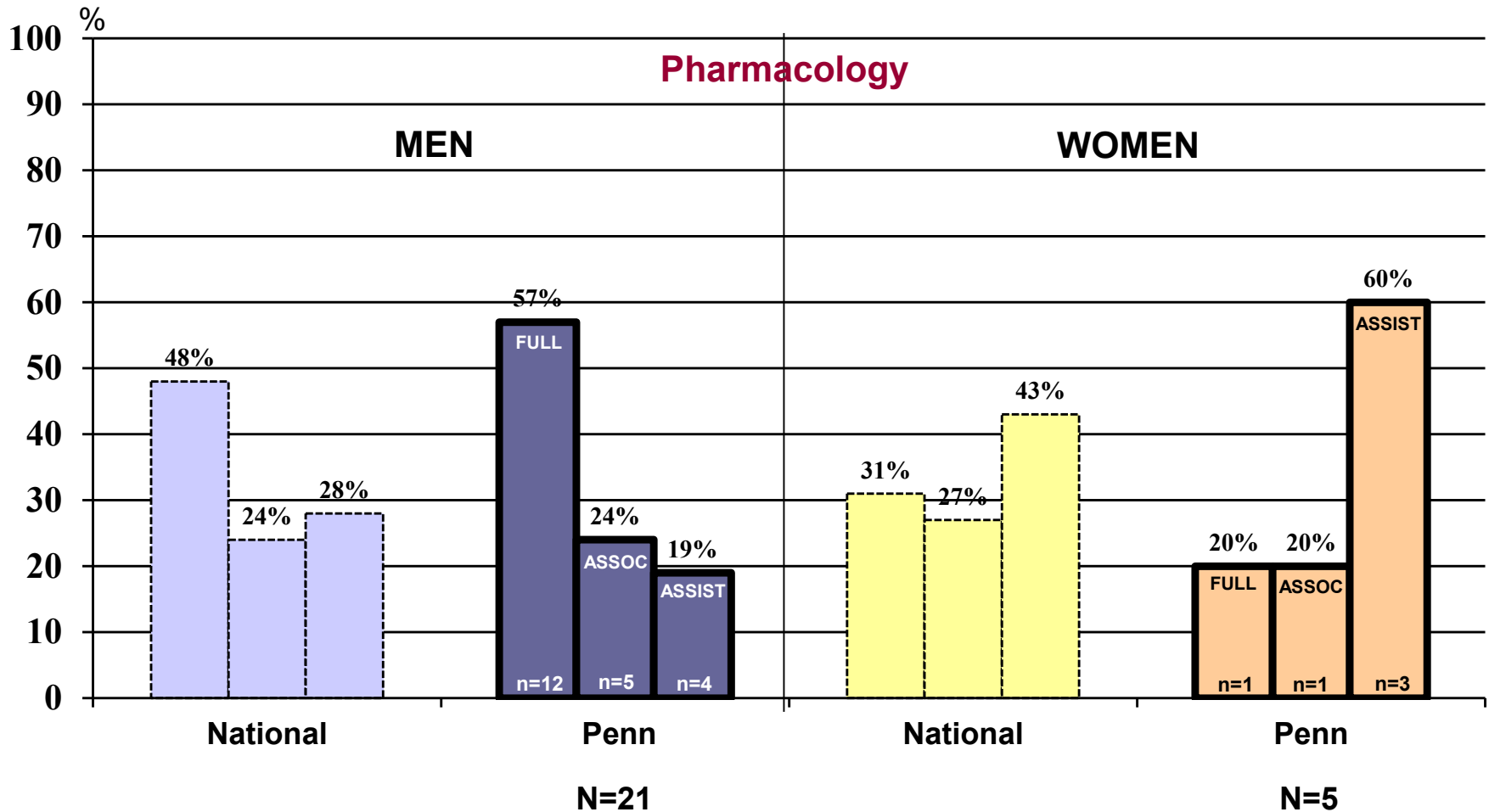


# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Pharmacology

**Penn compared with AAMC National Data, 2018-19**

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



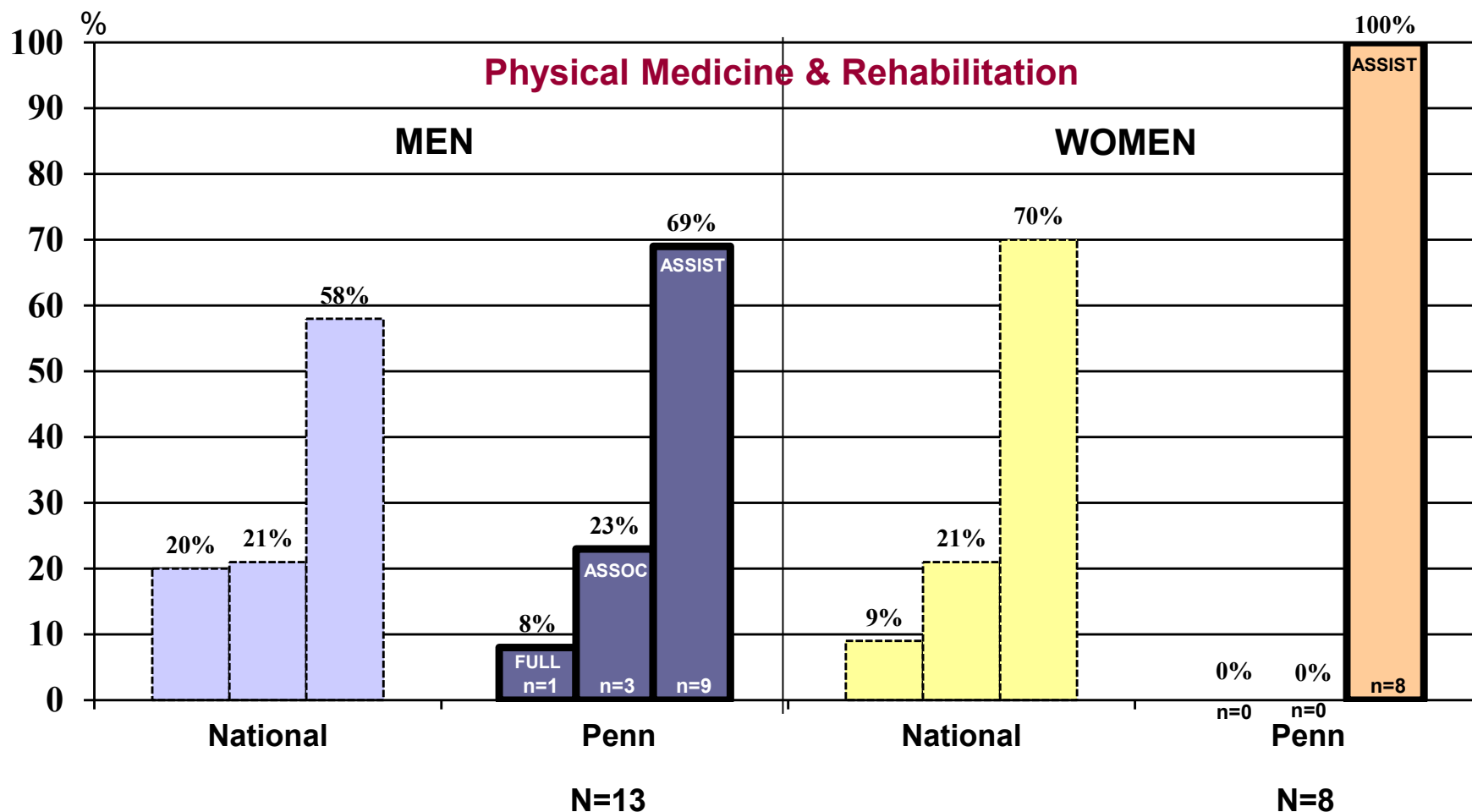
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Physical Medicine and Rehabilitation

### Penn compared with AAMC National Data, 2018-18

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



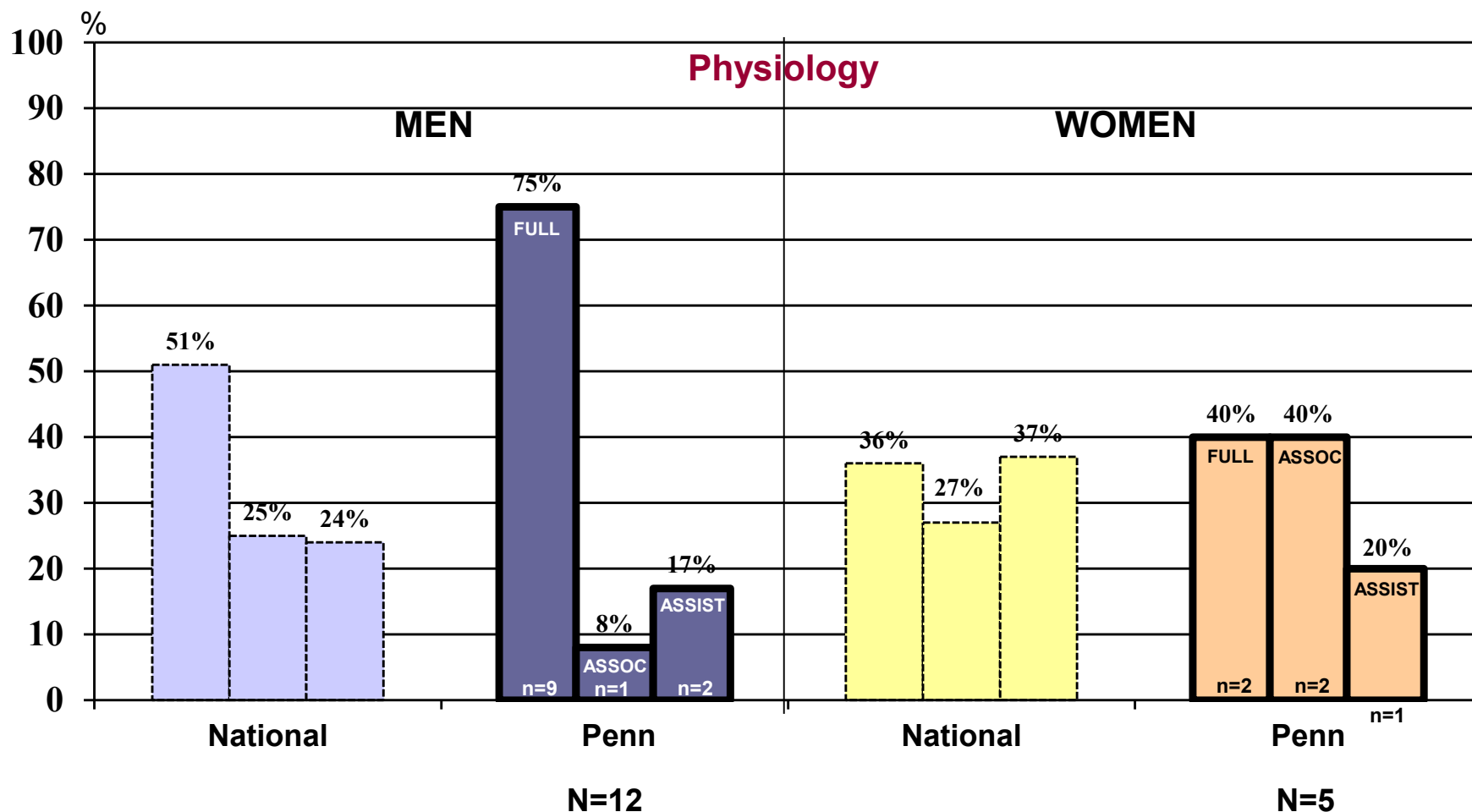
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Physiology

**Penn compared with AAMC National Data, 2018-19**

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

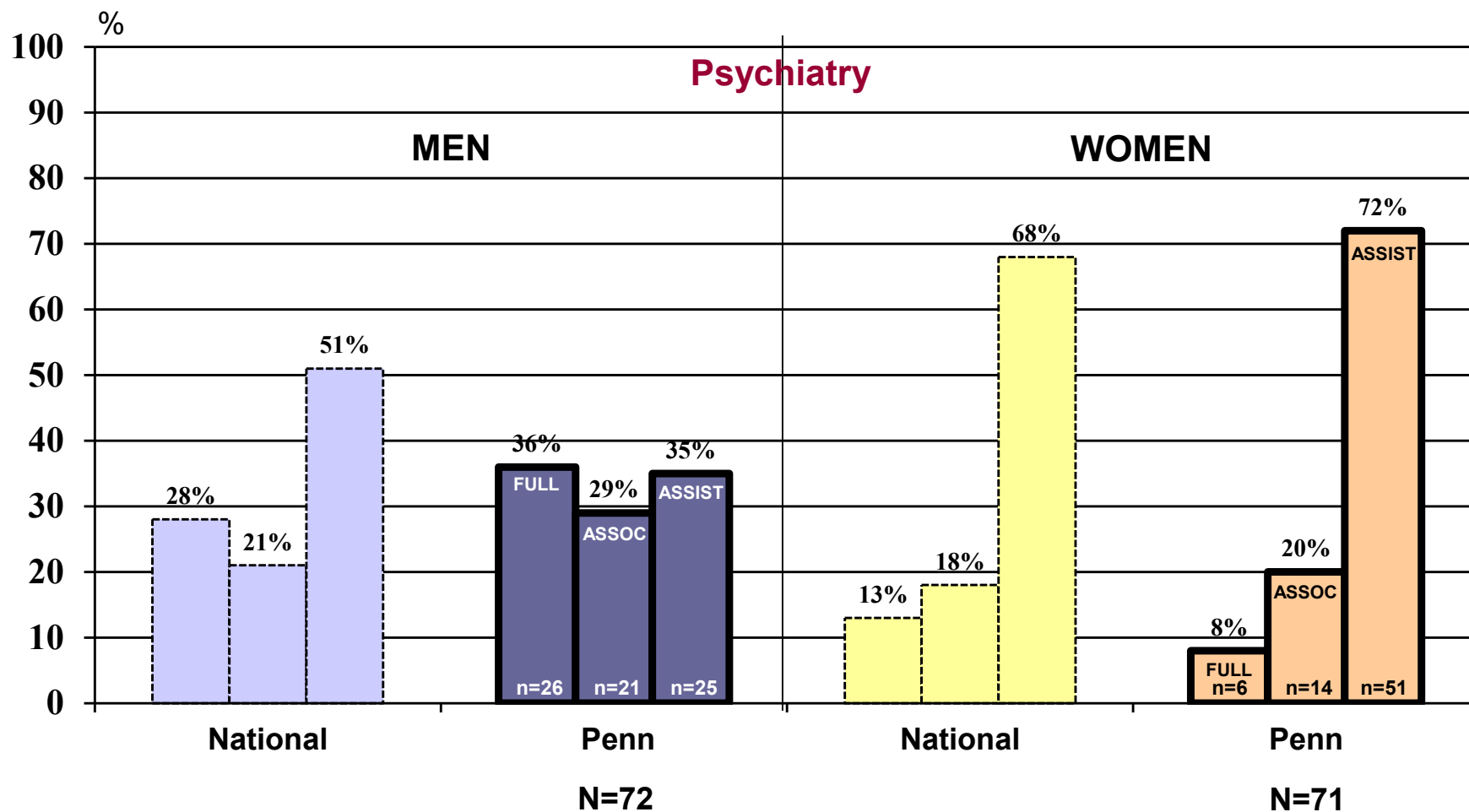


# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Psychiatry

**Penn compared with AAMC National Data, 2018-19**

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



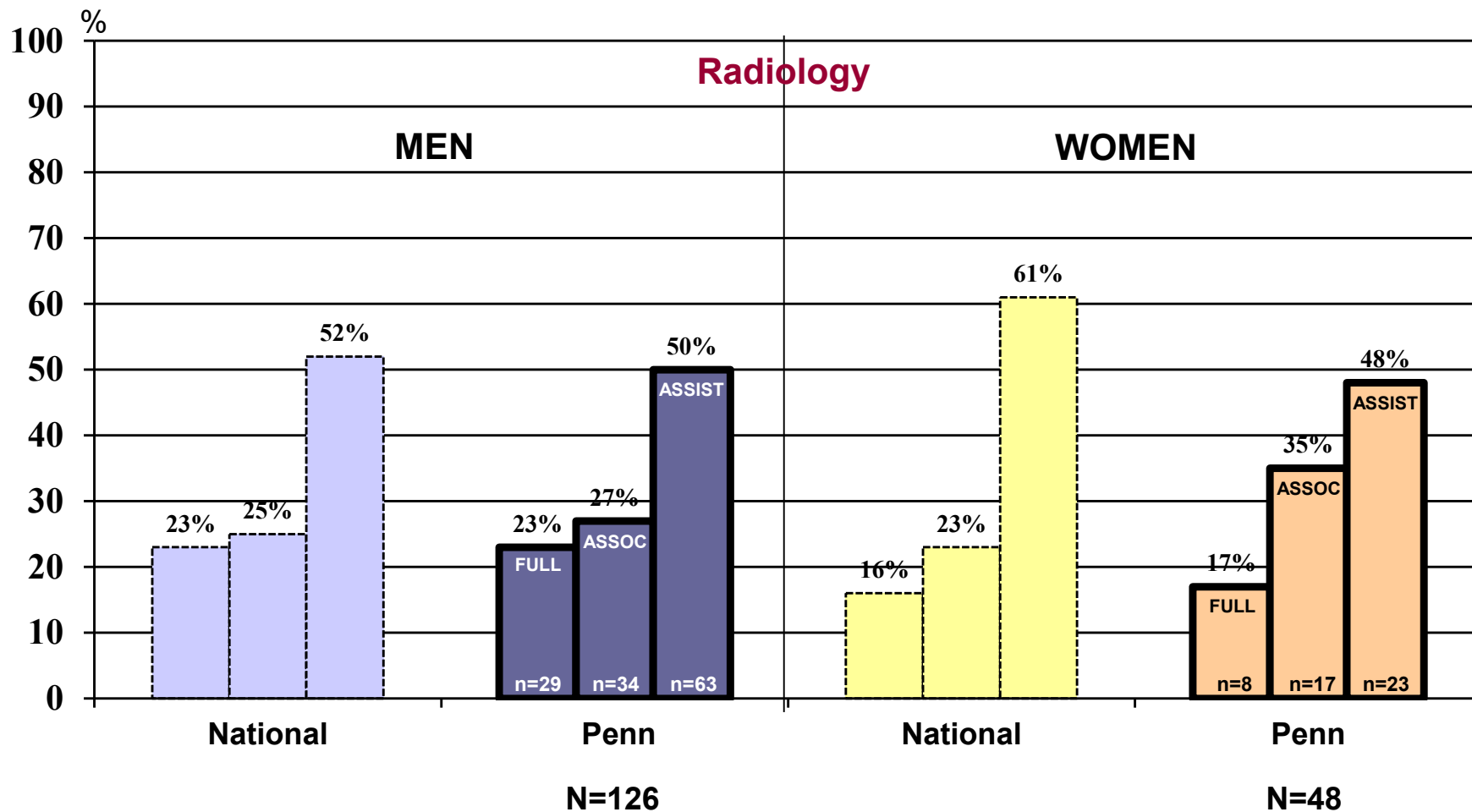
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Radiology

**Penn compared with AAMC National Data, 2018-19**

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

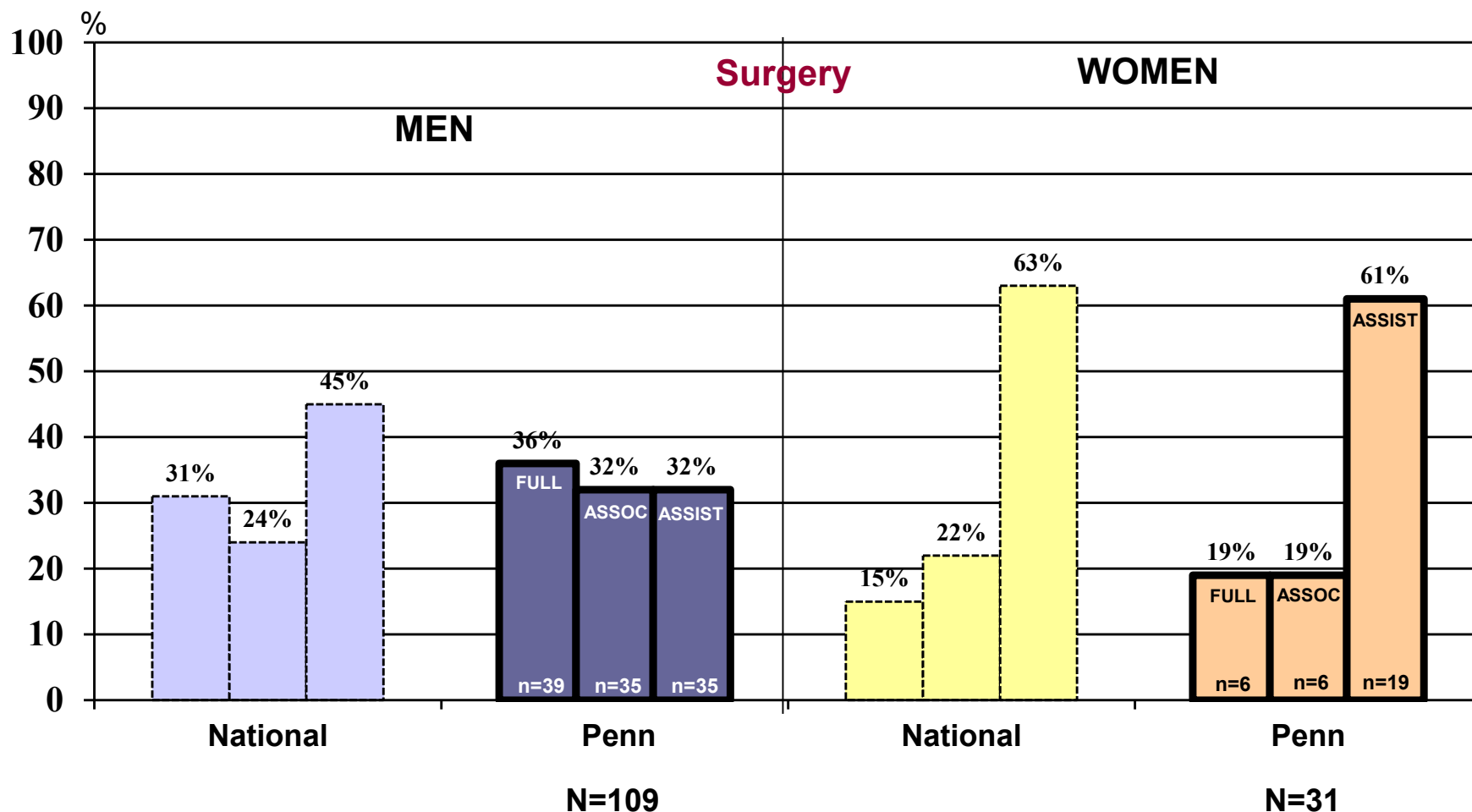


# Distribution of Fulltime Faculty by Rank, within Each Gender

## Department of Surgery

### Penn compared with AAMC National Data, 2018-19

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

**PENN Data Over Time**

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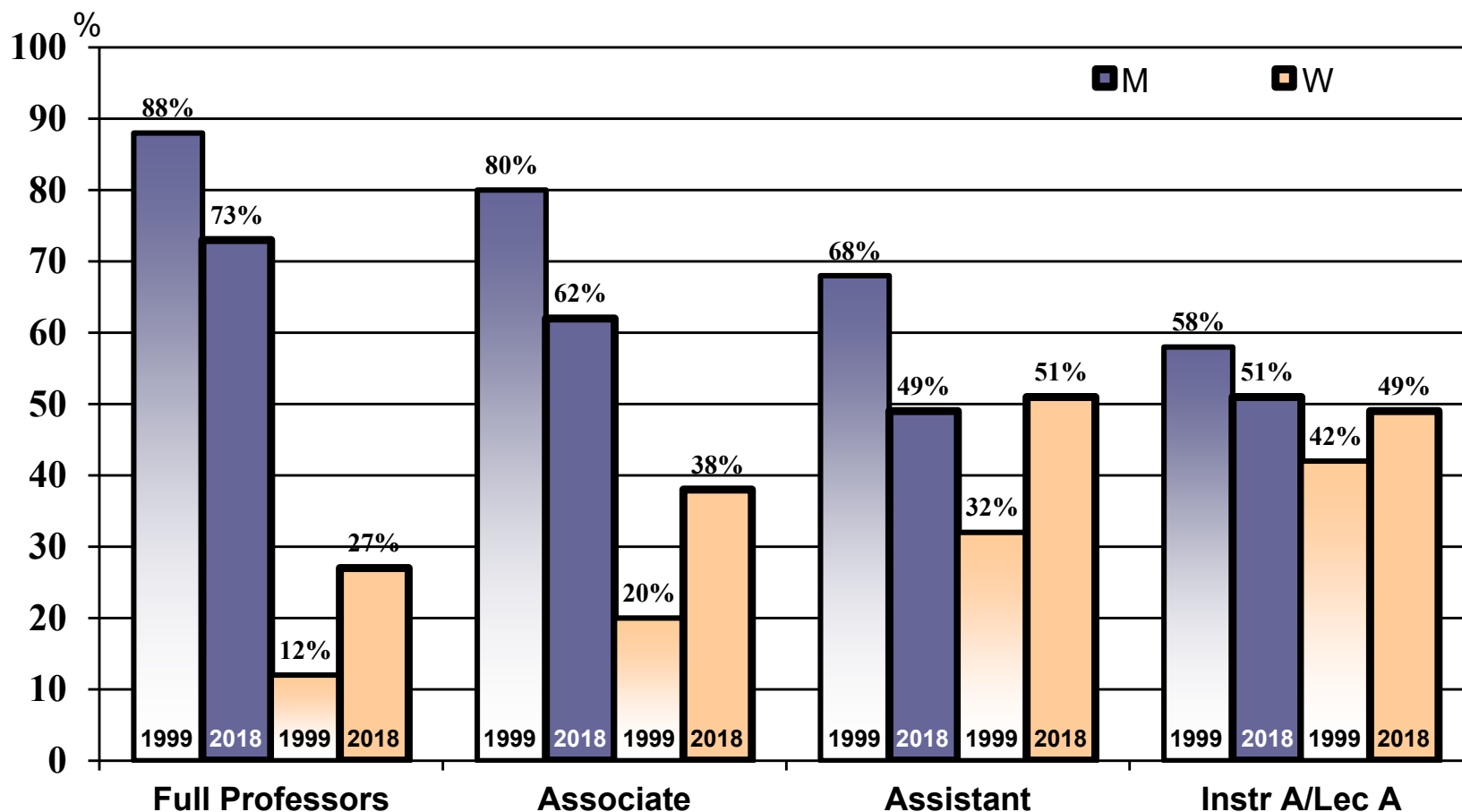
**Rank Overview**  
**1999 to 2018-2019**

# Overview: 1999 versus 2018-19

## Gender Distribution within Ranks

### Perelman School of Medicine Fulltime Faculty and Instructors

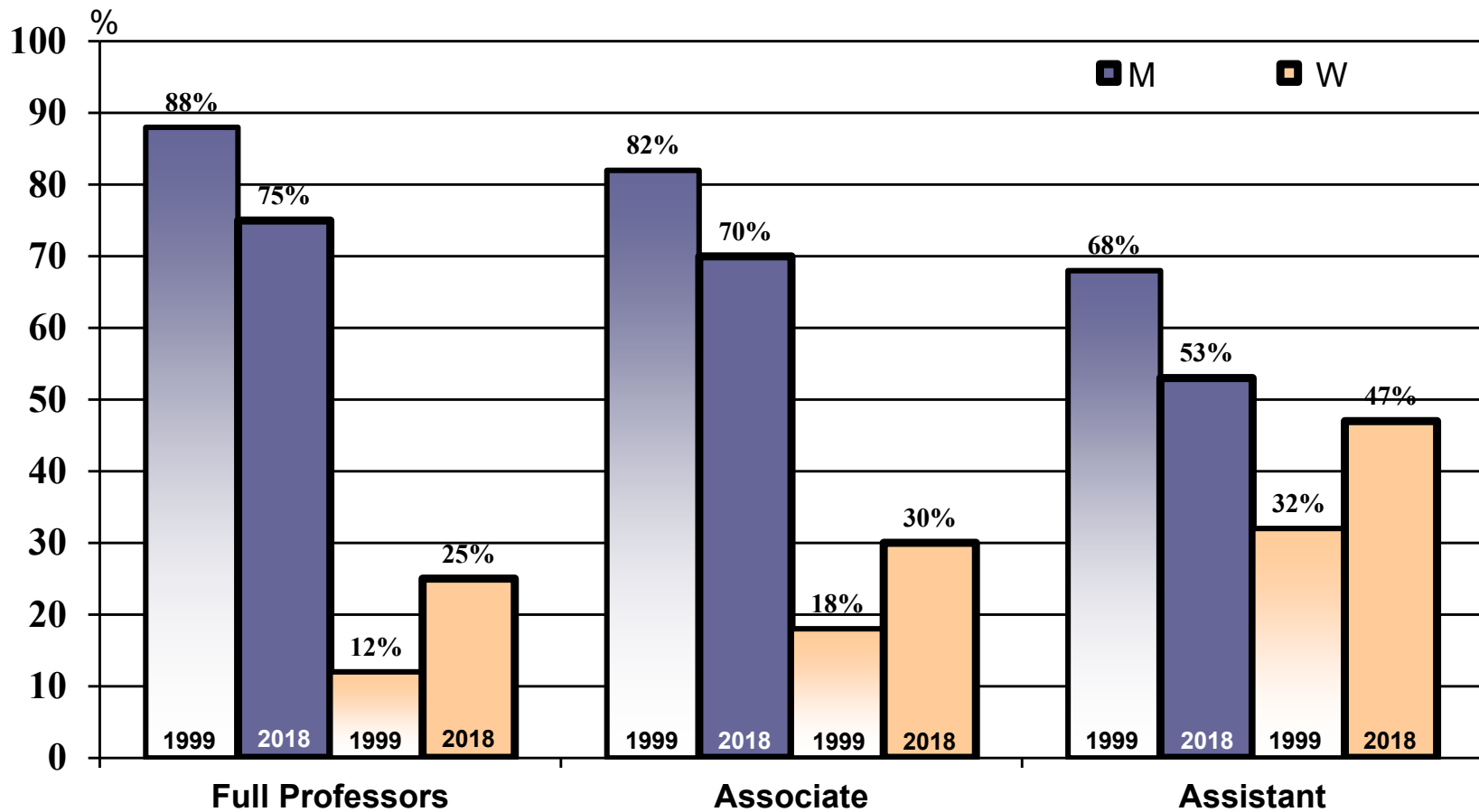
*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks; also includes Instructors A and Lecturers A)*



*(Categories: Full Professors, Associate Professors, Assistant Professors, and Instructors A/Lecturers A)*

# Overview: 1999 versus 2018-19 Gender Distribution within Ranks Perelman School of Medicine *Standing\** Faculty

(\*includes only Tenure and Clinician-Educator Tracks)



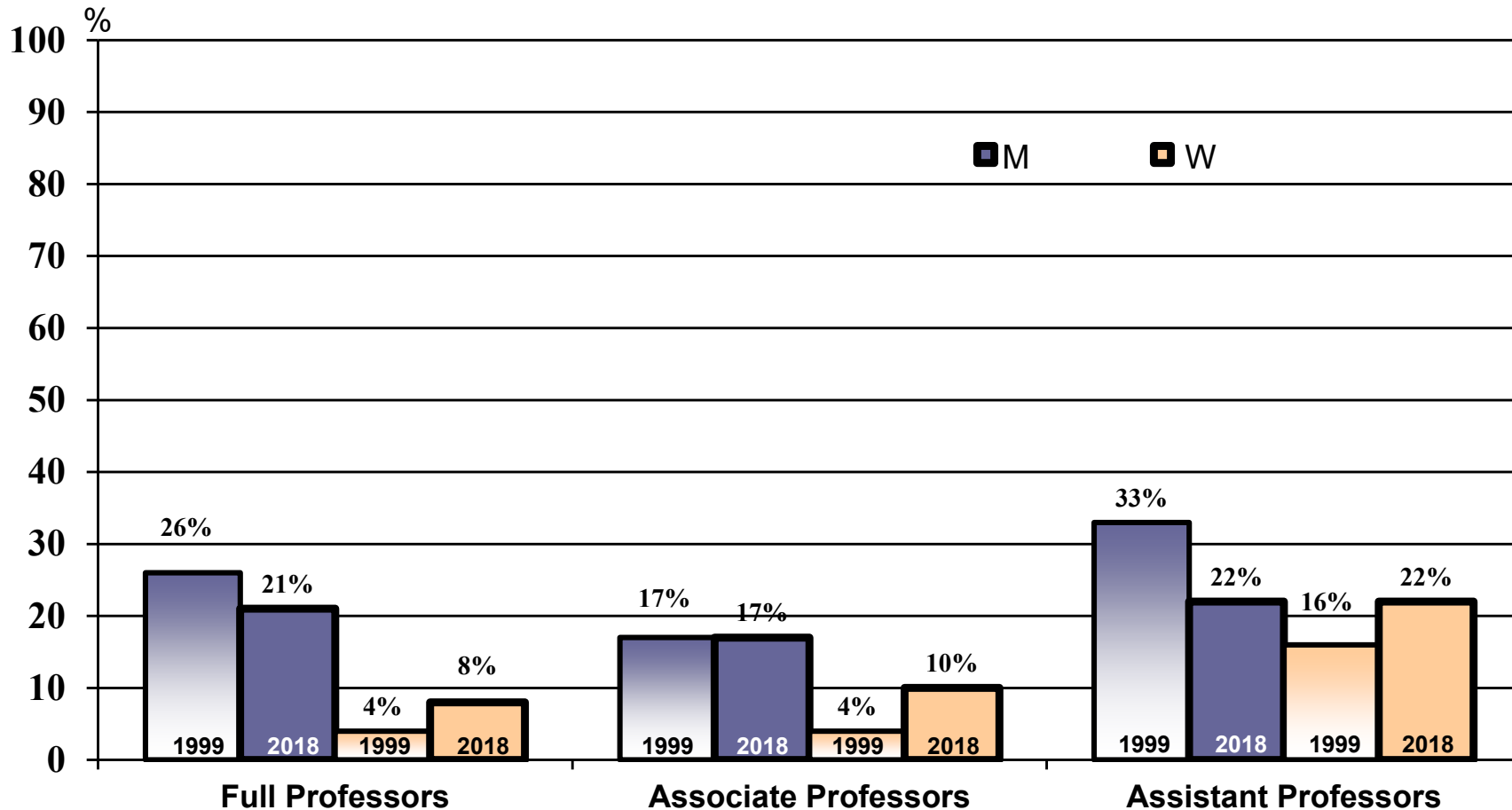
(Categories: Full Professors, Associate Professors, and Assistant Professors)

# Overview: 1999 versus 2018-19

## Gender Breakdown across Ranks

### Perelman School of Medicine Fulltime Faculty

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



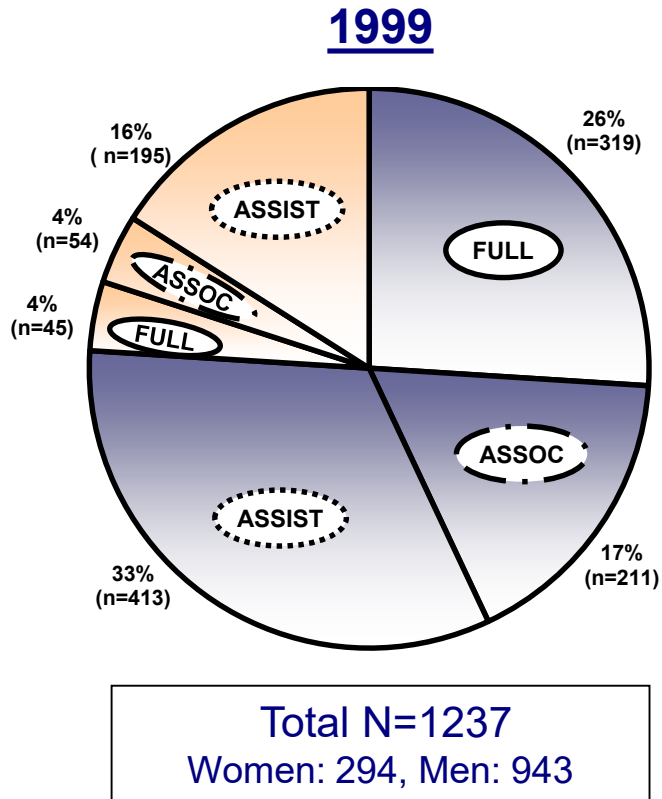
*(Note: Denominator is TOTAL number of fulltime faculty: for 1999, N= 1237; for 2018-19, N= 2618)*



# Overview: 1999 versus 2018-19

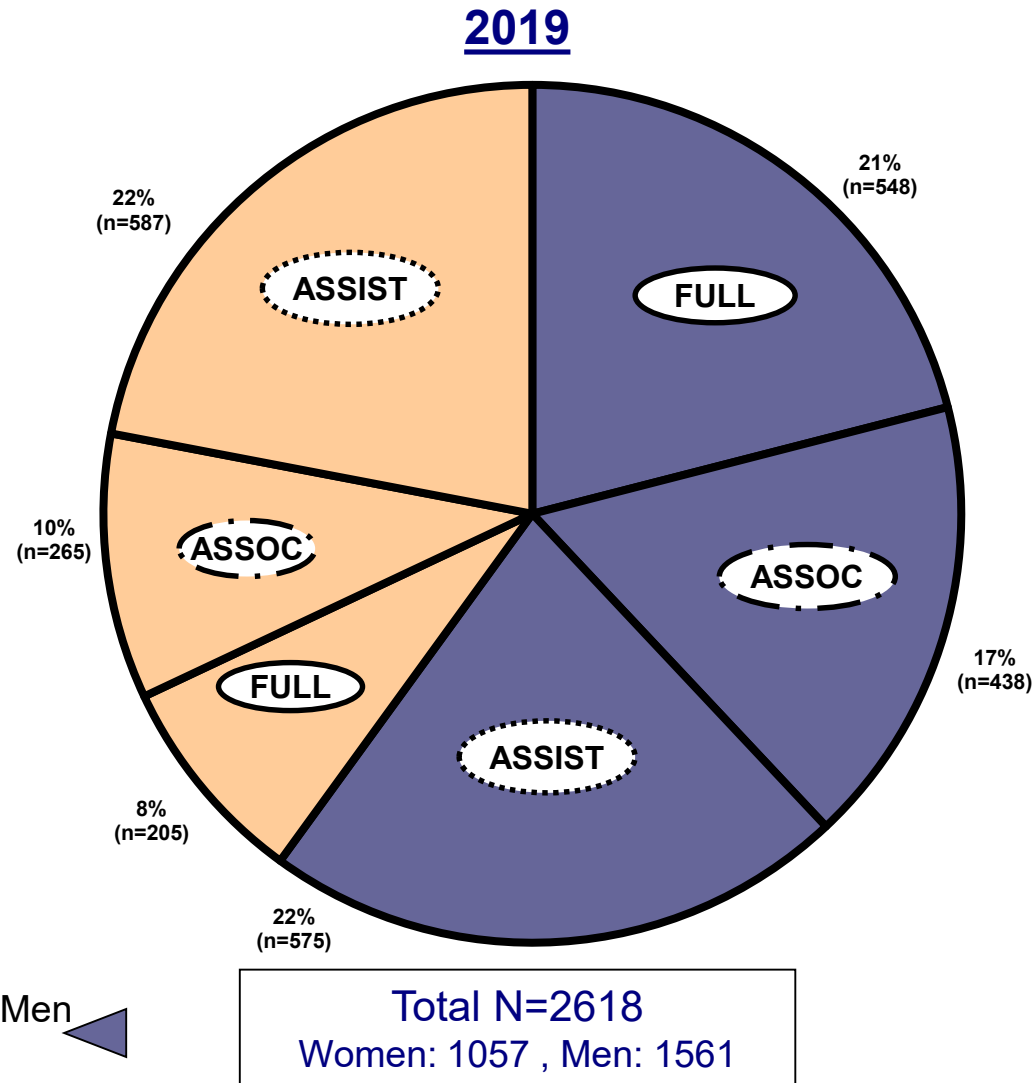
## Gender Breakdown across Ranks

### Perelman School of Medicine Fulltime Faculty

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



Women  Men 

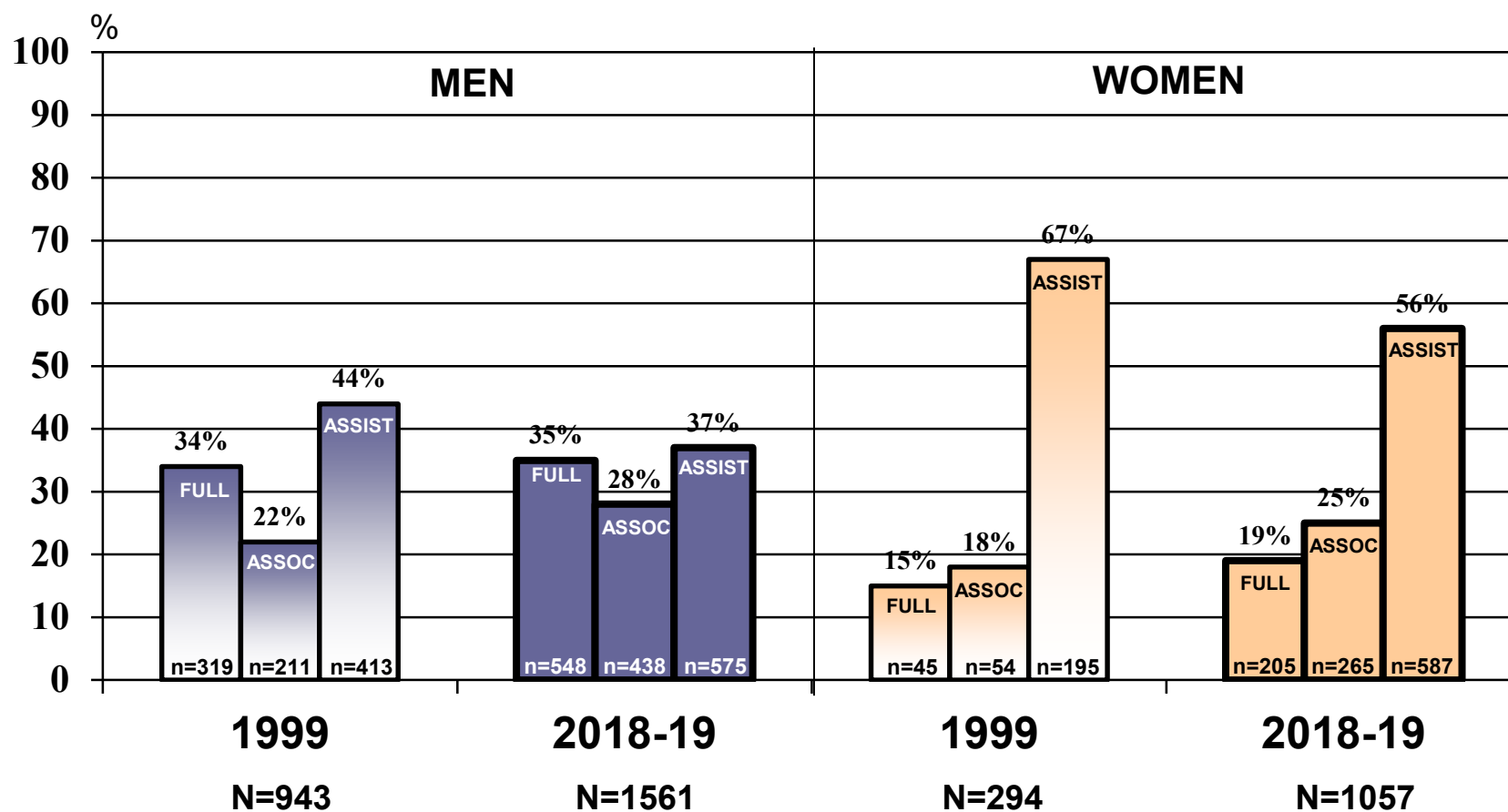


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Perelman School of Medicine Fulltime Faculty

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

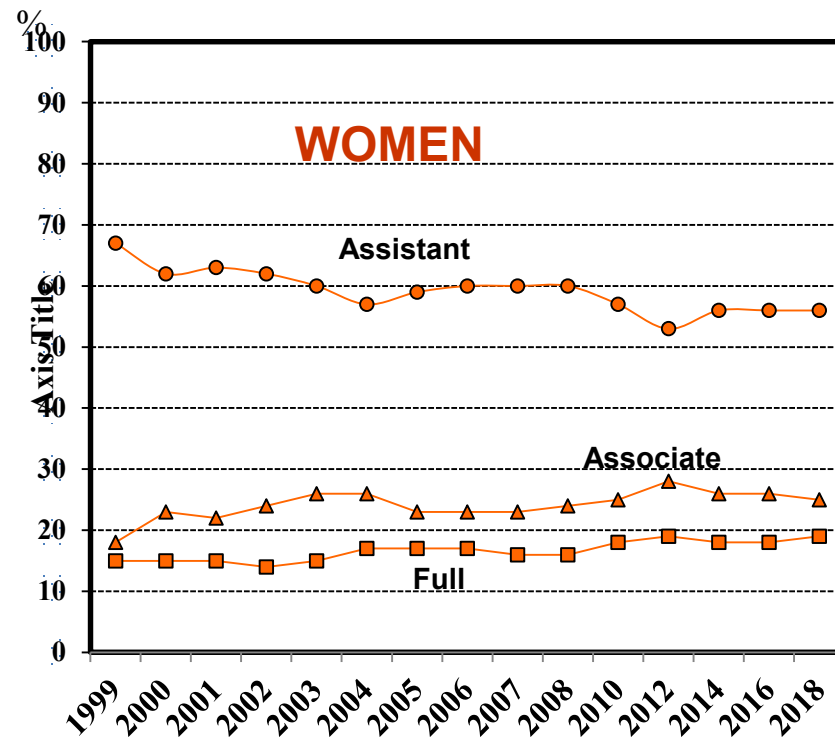
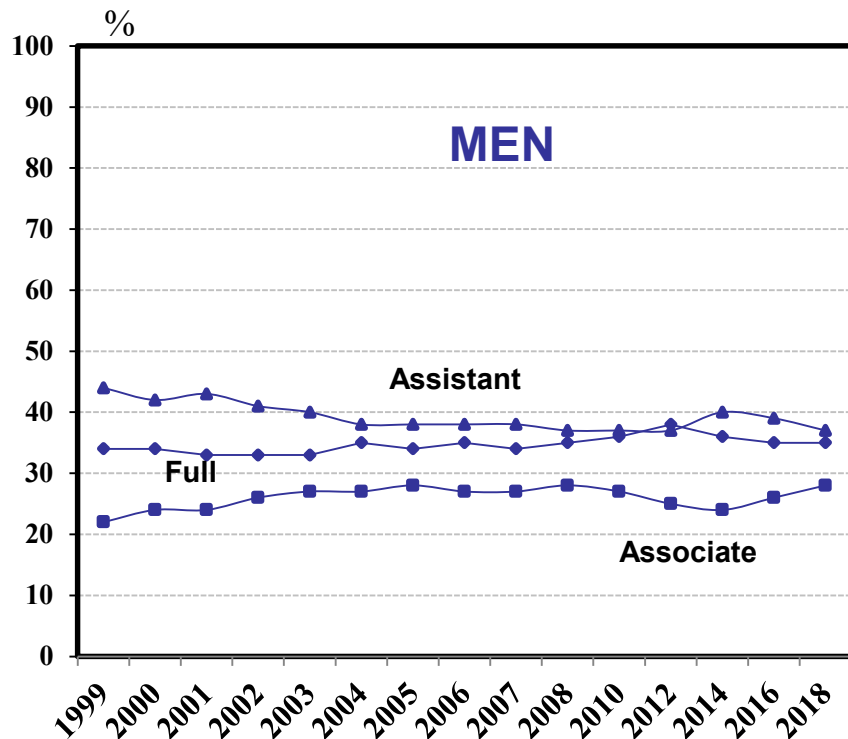


# Overview: 1999 thru 2018-19

## Distribution of Ranks within Each Gender

### Perelman School of Medicine Fulltime Faculty

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



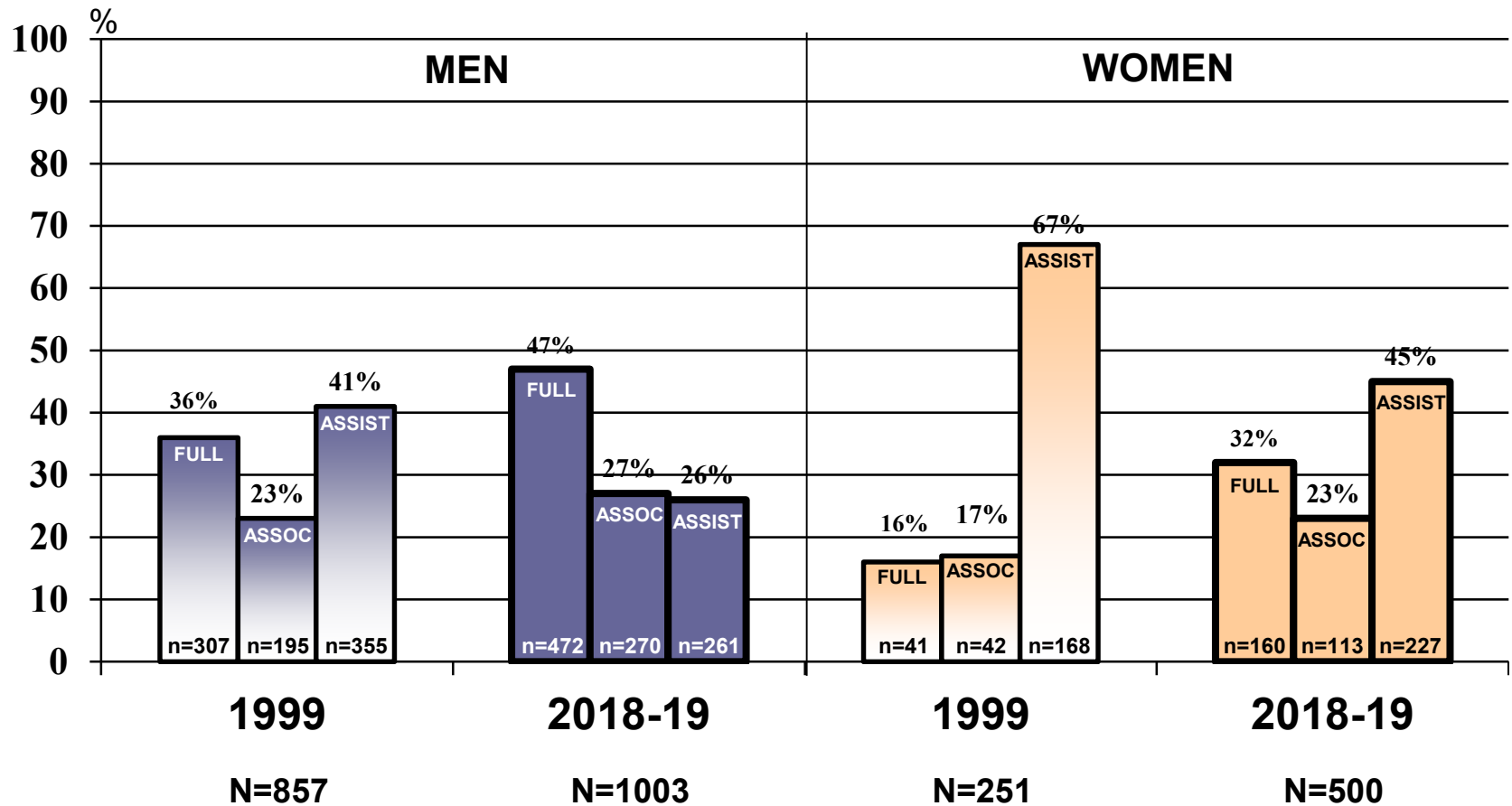
Full Prof ■  
Associate ♦  
Assistant ●

# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Perelman School of Medicine *Standing\** Faculty

(\*includes only Tenure and Clinician-Educator Tracks)



**PENN Data Over Time**

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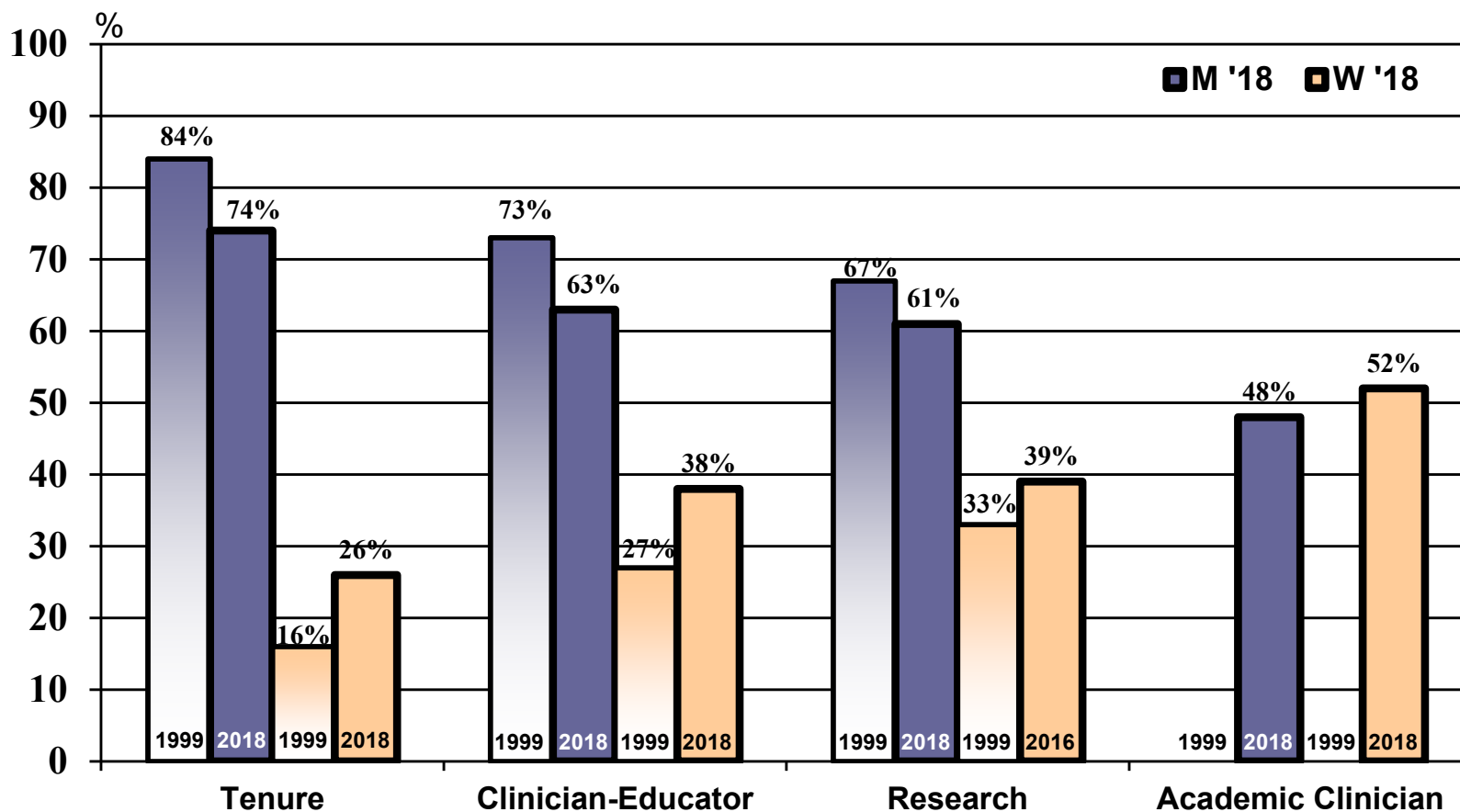
**Track Overview**  
**1999 thru 2018-19**

# Overview: 1999 versus 2018-19

## Gender Distribution within Tracks

### Perelman School of Medicine Fulltime Faculty

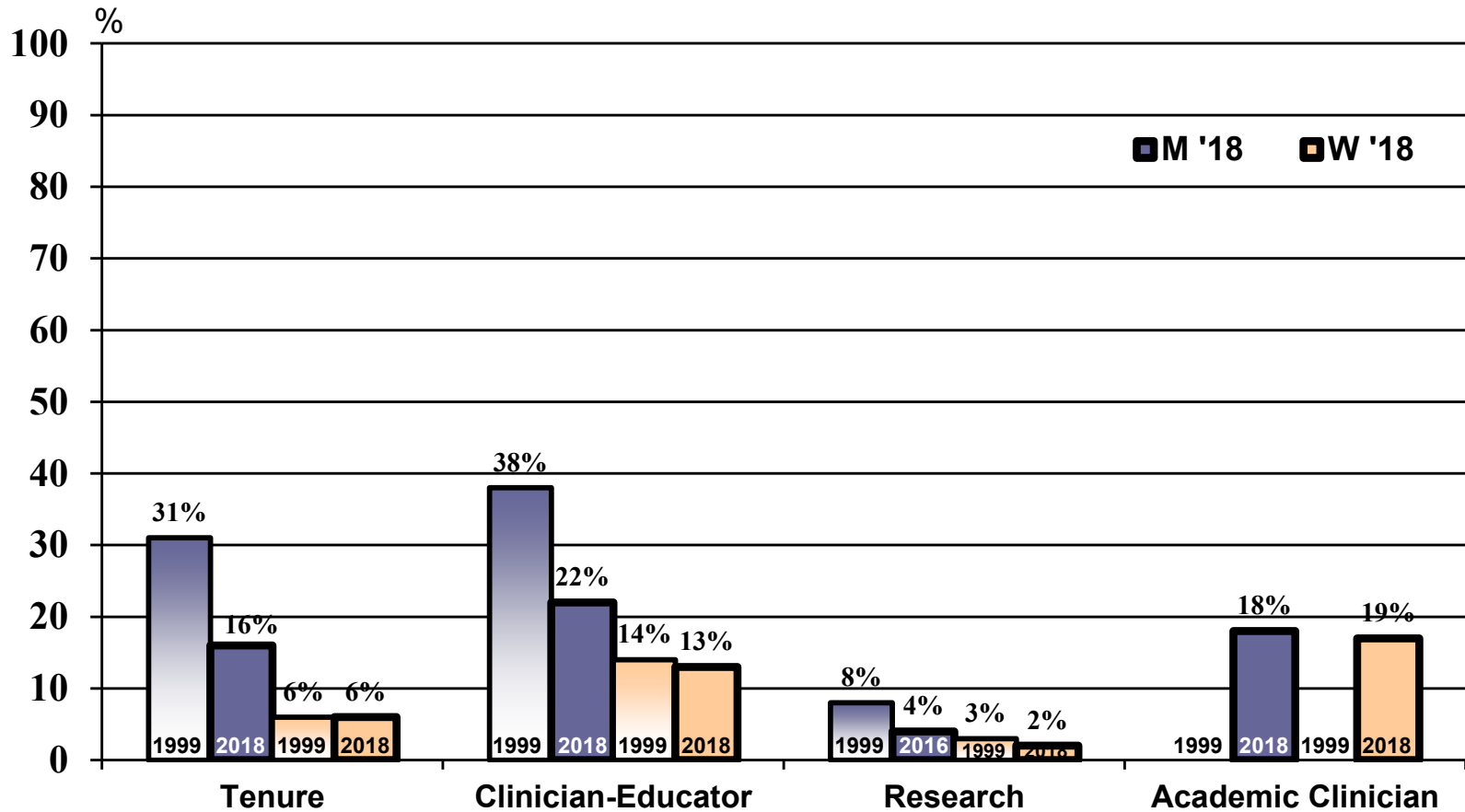
(does not include Instructors/Lecturers)



Note: The Academic Clinician track was not in existence in 1999 and was only initiated in 2004.

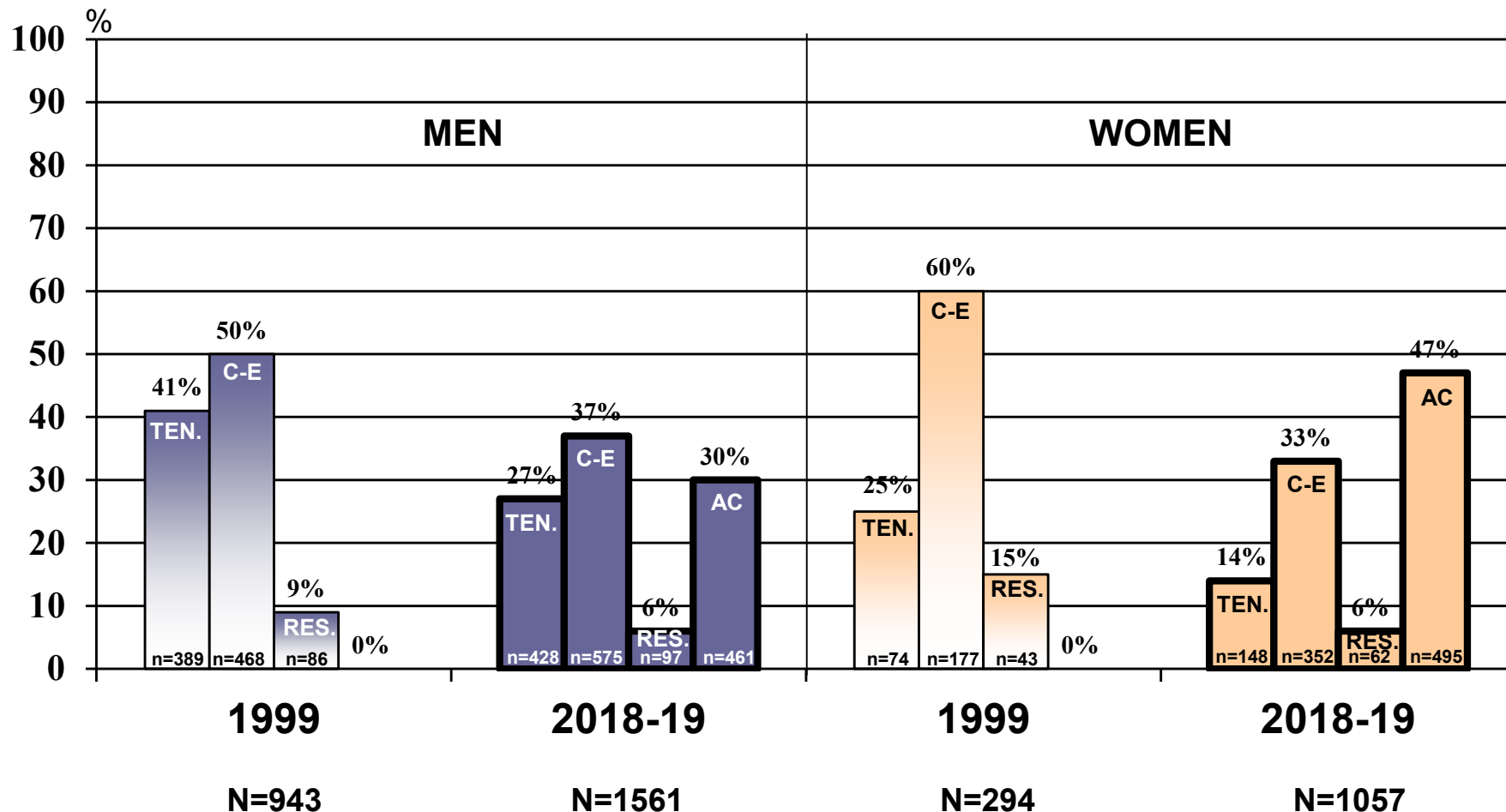
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Overview: 1999 versus 2018-19 Gender Breakdown across Tracks Perelman School of Medicine Fulltime Faculty



(Note: Denominator is TOTAL number of fulltime faculty: for 1999, N= 1237; for 2018, N= 2618)

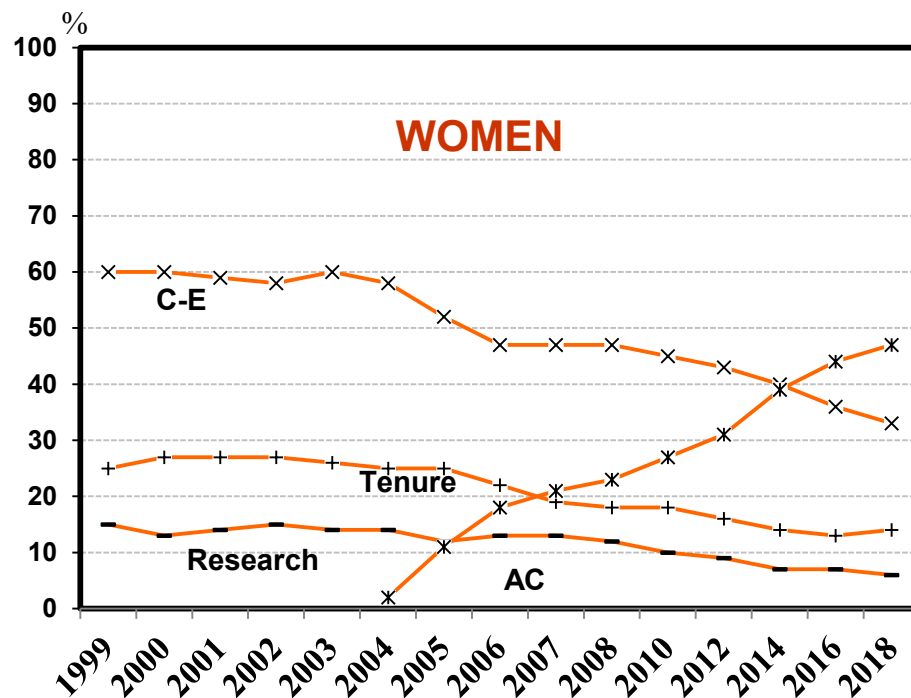
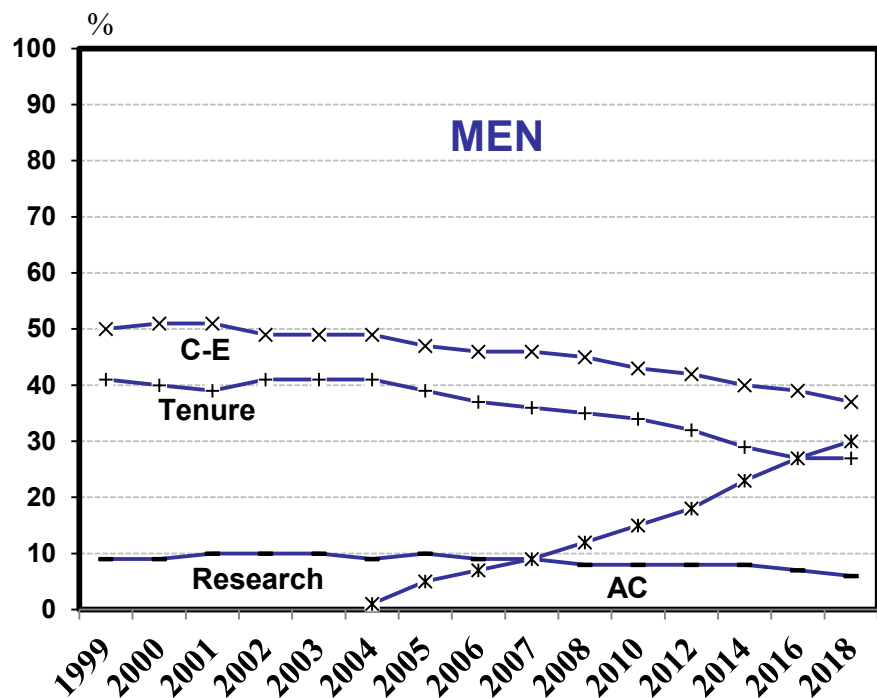
**Overview: 1999 versus 2018-19**  
**Distribution of Tracks within Each Gender**  
**Perelman School of Medicine Fulltime Faculty**  
*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



# Overview: 1999 thru 2018-19

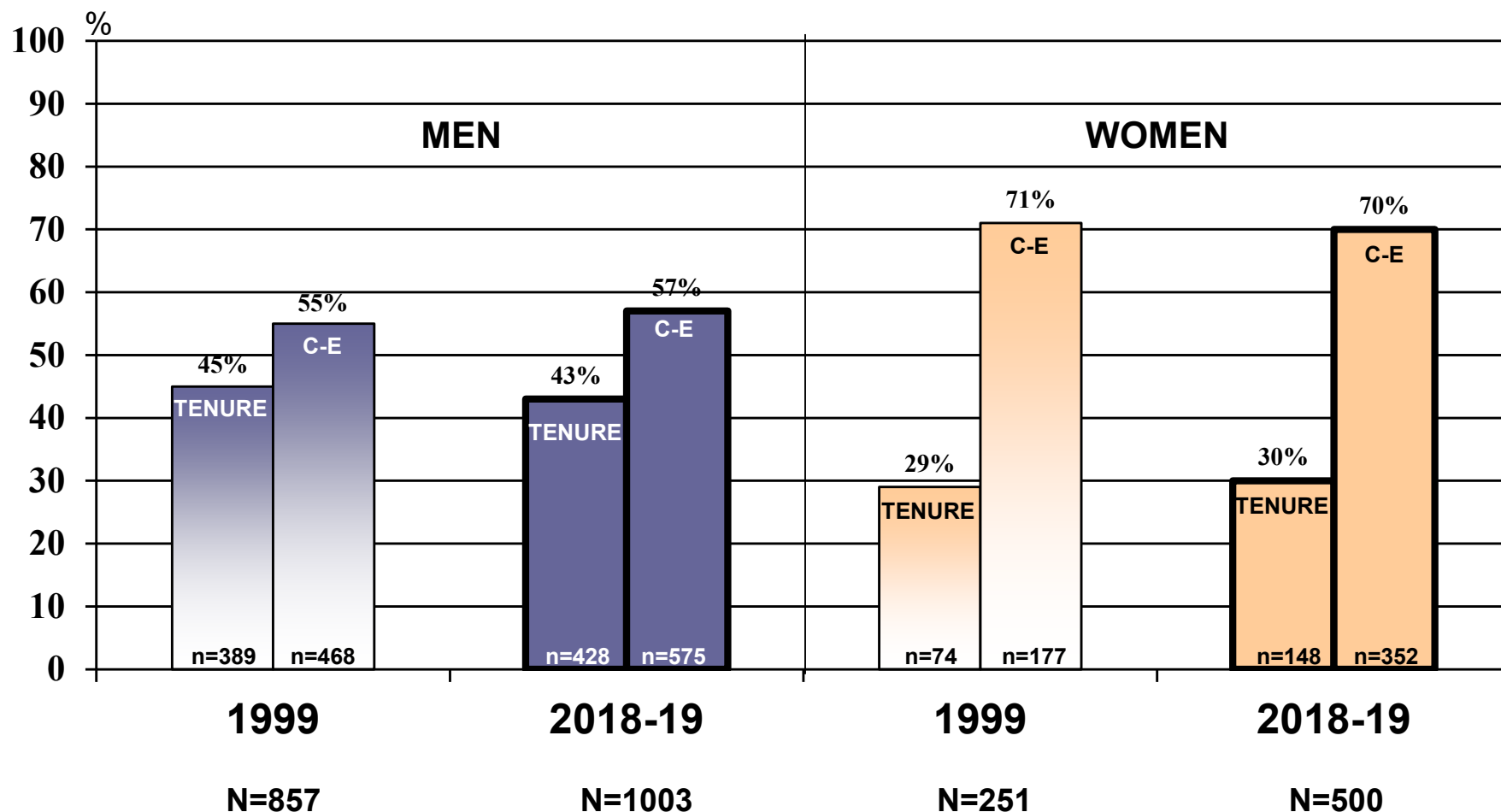
## Distribution of Tracks within Each Gender

### Perelman School of Medicine Fulltime Faculty

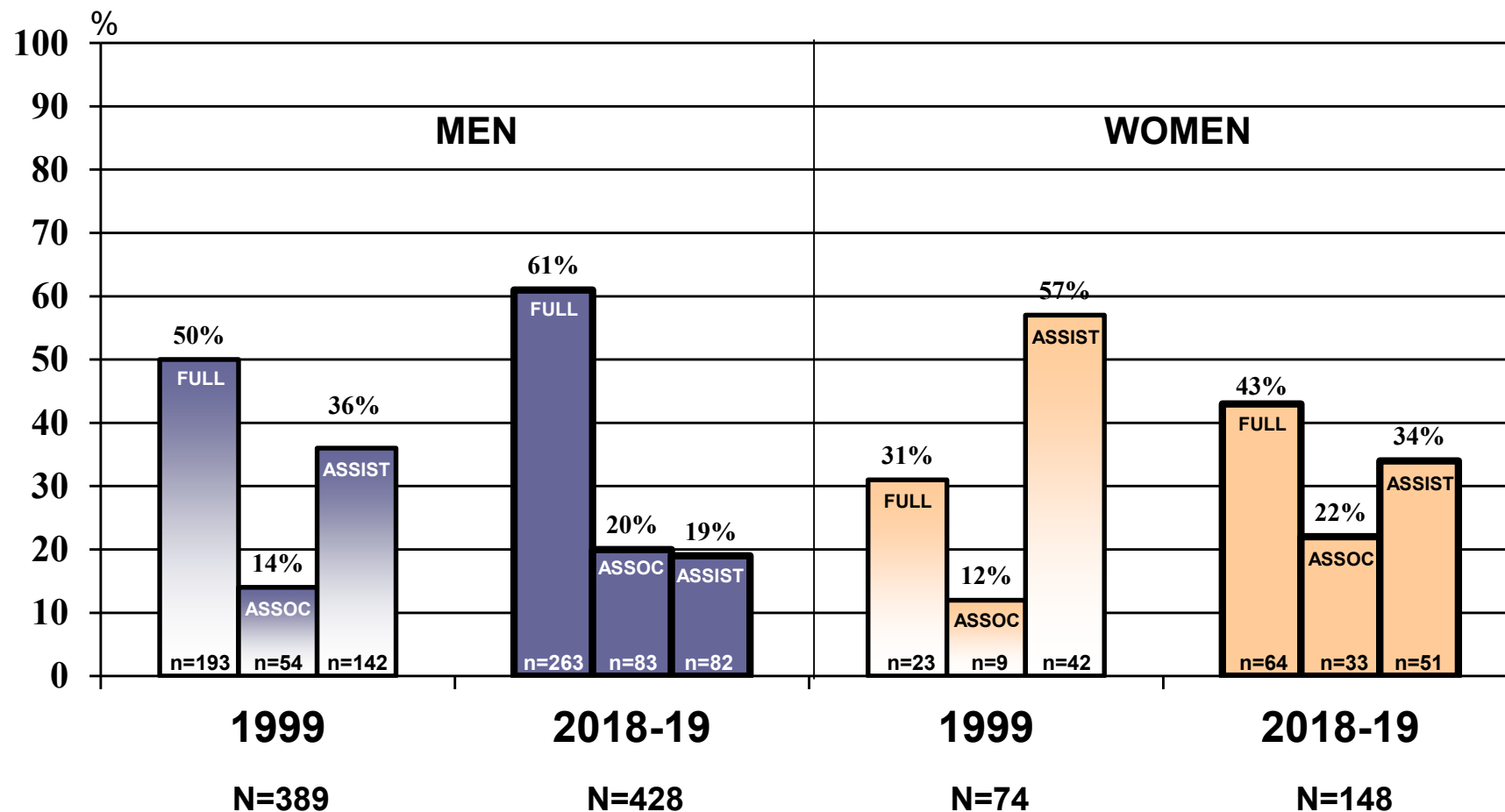


+ Tenure  
- Research  
x Clinician-Educator  
\* Academic Clinician

**Overview: 1999 versus 2018-19**  
**Distribution of Tracks within Each Gender**  
**Perelman School of Medicine *Standing*\* Faculty**  
*(\*includes only Tenure and Clinician-Educator Tracks)*

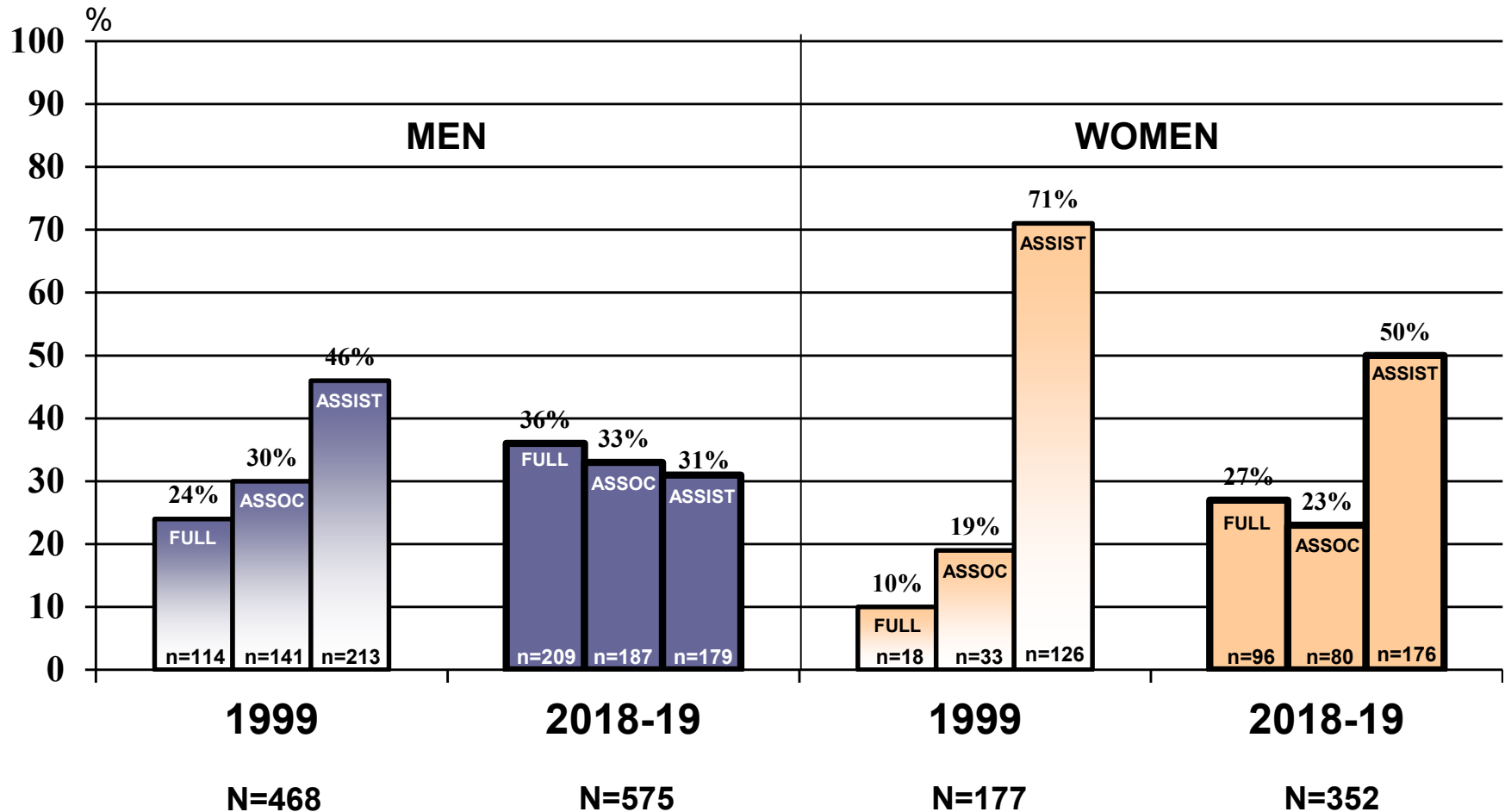


# **Overview: 1999 versus 2018-19** **Rank Distribution of *Tenure* Track, within Each Gender** **Perelman School of Medicine Faculty**

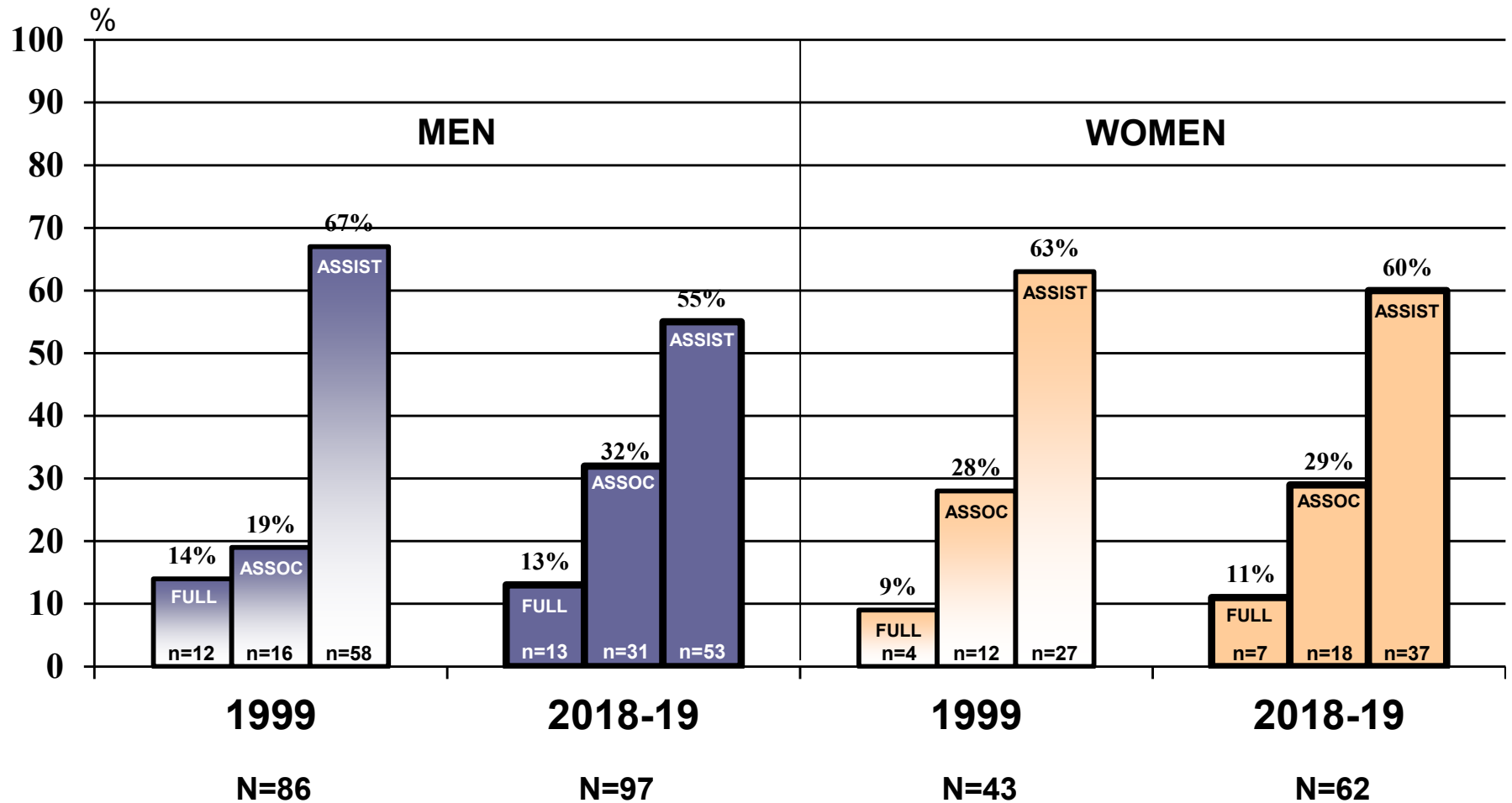


\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

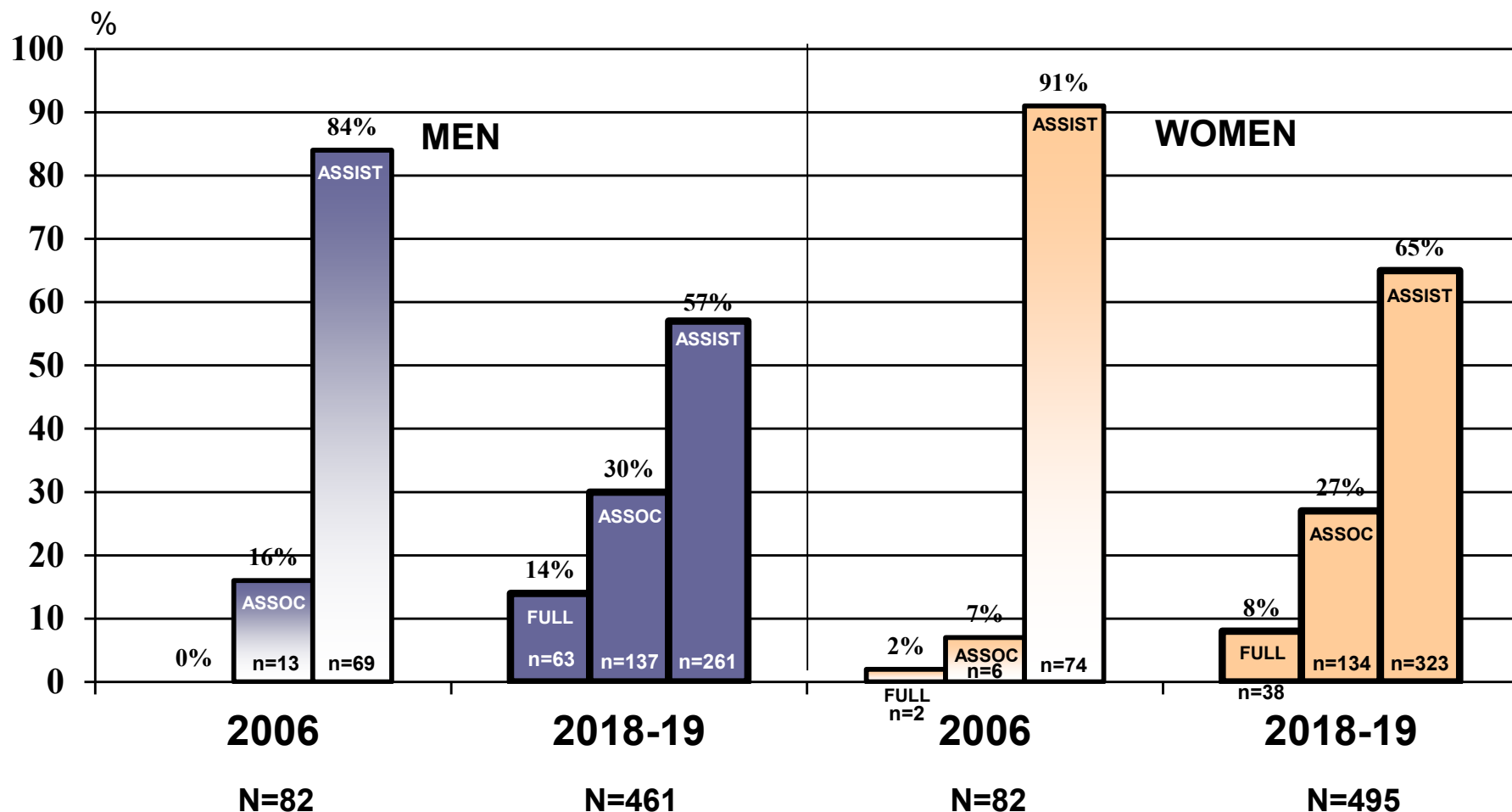
**Overview: 1999 versus 2018-19**  
**Rank Distribution of *Clinician-Educator* Track, within Each Gender**  
**Perelman School of Medicine Faculty**



**Overview: 1999 versus 2018-19**  
**Rank Distribution of *Research* Track, within Each Gender**  
**Perelman School of Medicine Faculty**



# **Overview: 2006 versus 2018-19** **Rank Distribution of *Academic Clinician* Track, within Each Gender** **Perelman School of Medicine Faculty**



\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# **Penn Data Over Time**

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## **Overview: Outcomes of Appointments & Promotions**

**7/1/2014 - 6/30/2019**

# Overview of Outcomes of Consideration for Appointments and Promotions by Rank

## Perelman School of Medicine Fulltime Faculty, 7/1/2014 - 6/30/2019

### WOMEN by Rank

Rank	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Full	1	0	124	125	99.20%
Associate	6	2	209	217	96.31%
Total	7	2	333	342	97.36%

### MEN by Rank

Rank	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Full	3	0	180	183	98.36%
Associate	8	1	311	320	97.19%
Total	11	1	480	492	97.56%

# Overview of Outcomes of Consideration for Appointment and Promotions by Track

## Perelman School of Medicine Fulltime Faculty, 7/1/2014 - 6/30/2019

### Women by Track

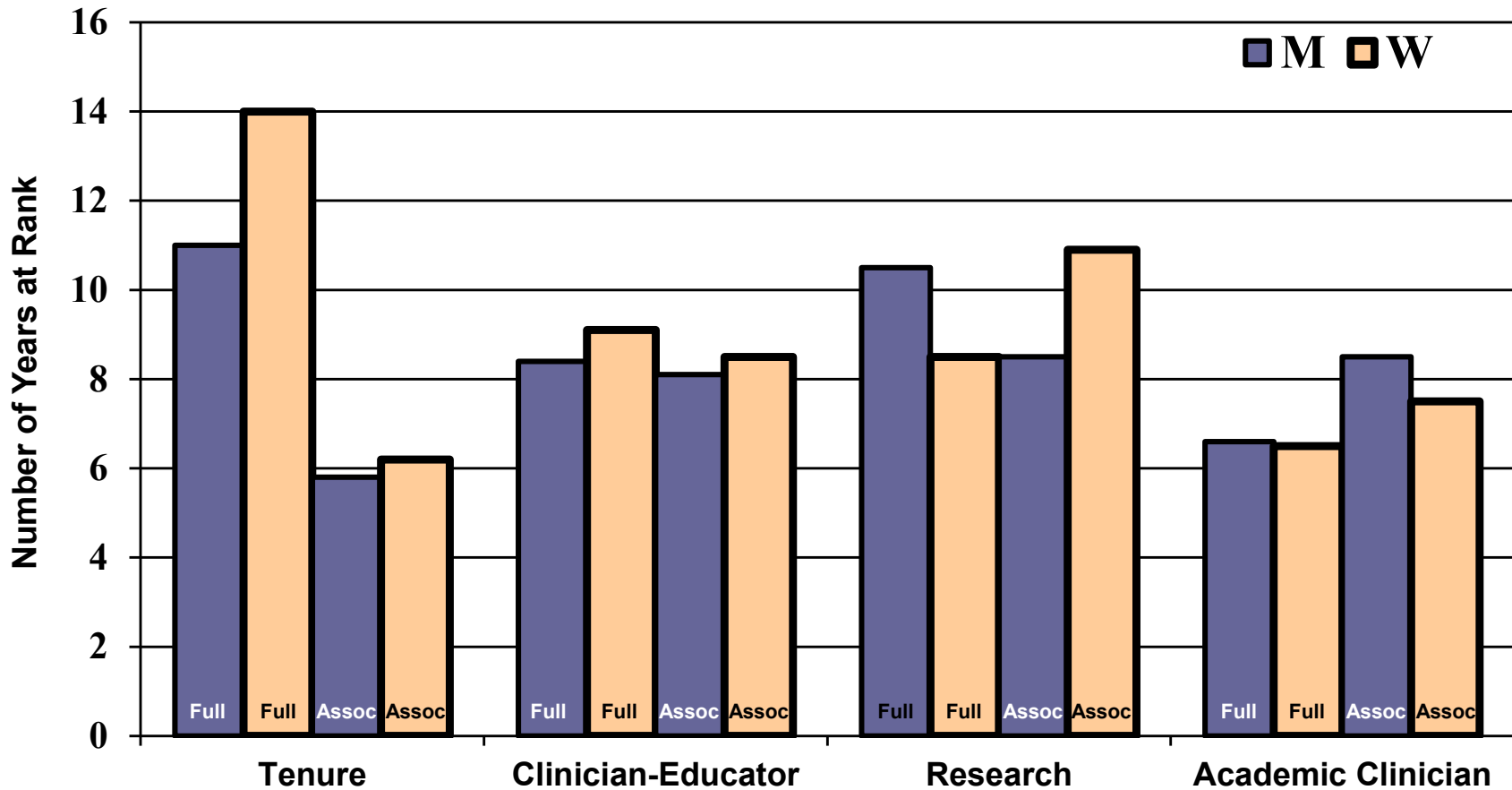
TRACK	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Tenure	3	0	49	52	94.23%
Clinician-Educator	3	2	112	117	95.72%
Research	0	0	20	20	100.00%
Academic Clinician	1	0	152	153	99.34%
<b>Total</b>	<b>7</b>	<b>2</b>	<b>333</b>	<b>342</b>	<b>97.37%</b>

### Men by Track

TRACK	COAP Denied	PSC Denied	PSC Approved	Total	Approval Rate
Tenure	5	1	109	115	94.78%
Clinician-Educator	1	0	185	186	99.46%
Research	4	0	31	35	89.00%
Academic Clinician	1	0	166	167	99.40%
<b>Total</b>	<b>11</b>	<b>1</b>	<b>492</b>	<b>504</b>	<b>97.61%</b>

# Average Years in Prior Rank at Time of Promotion by Gender Perelman School of Medicine, 2018-19

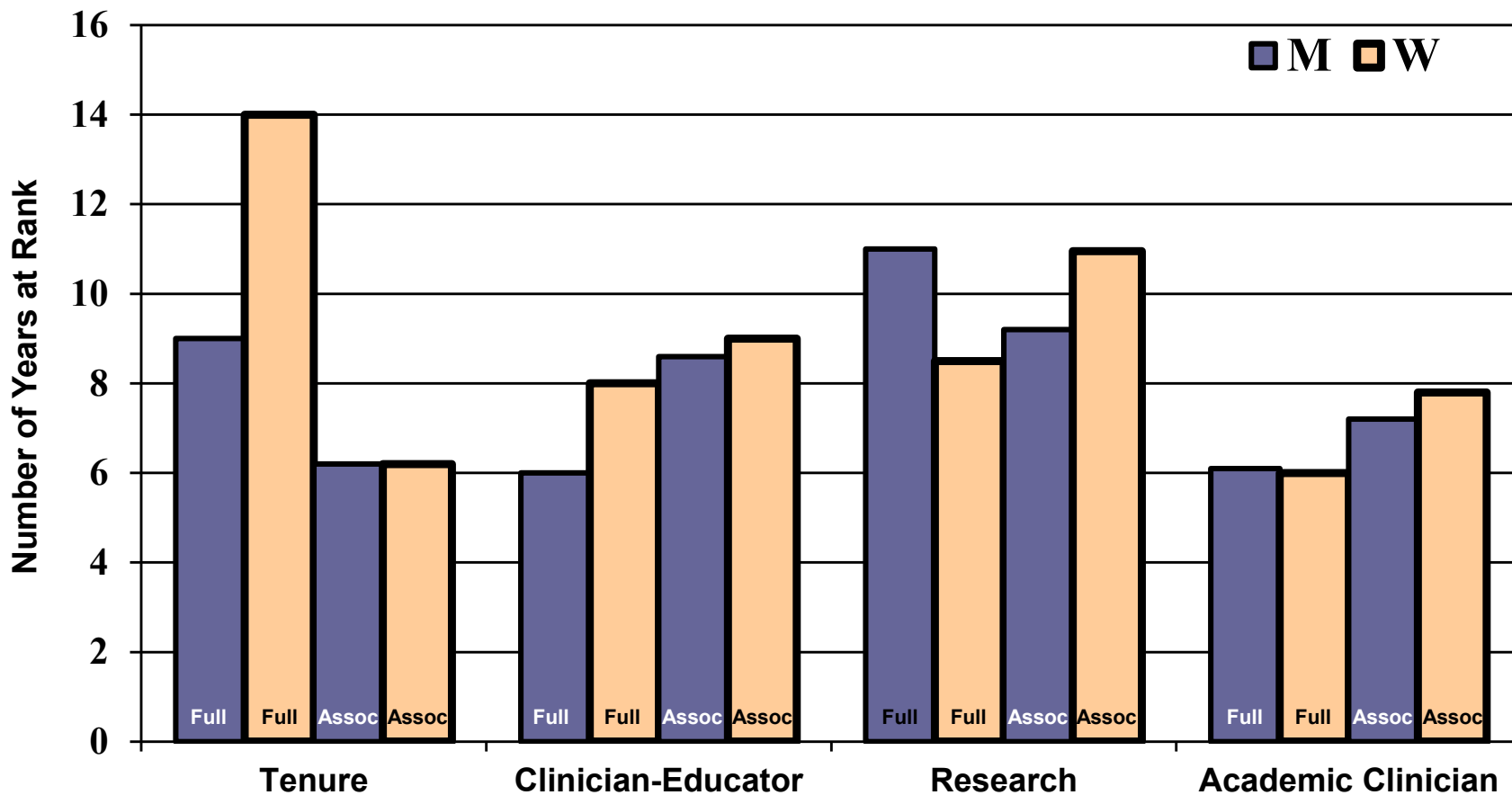
(as of June 30, 2019)



# Median Years in Prior Rank at Time of Promotion by Gender

## Perelman School of Medicine, 2018-19

(as of June 30, 2019)



(Categories: Full Professors, Associate Professors)

**PENN Data Over Time**

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**Overview by Department  
1999 versus 2018-19**

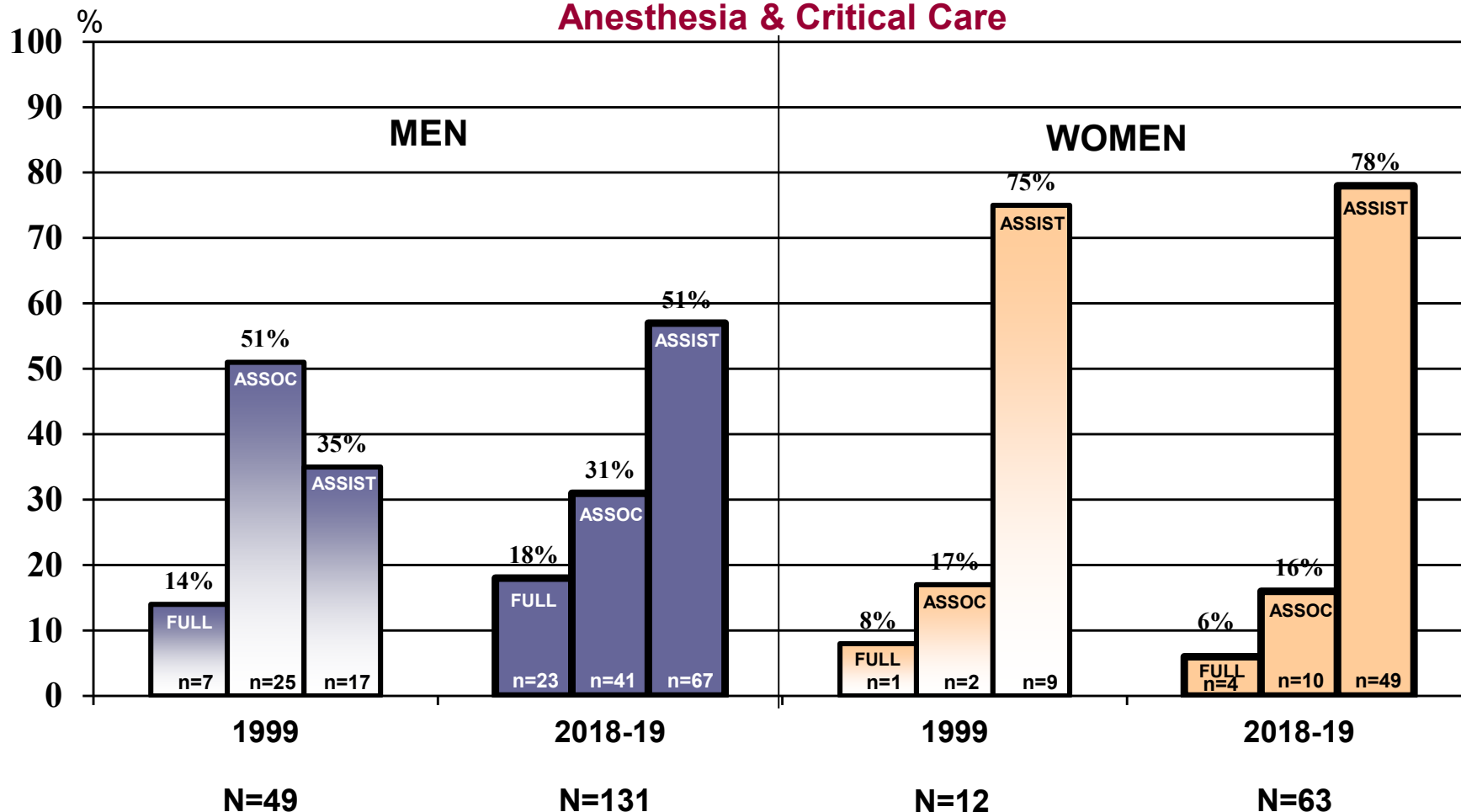
# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Anesthesia & Critical Care

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

#### Anesthesia & Critical Care

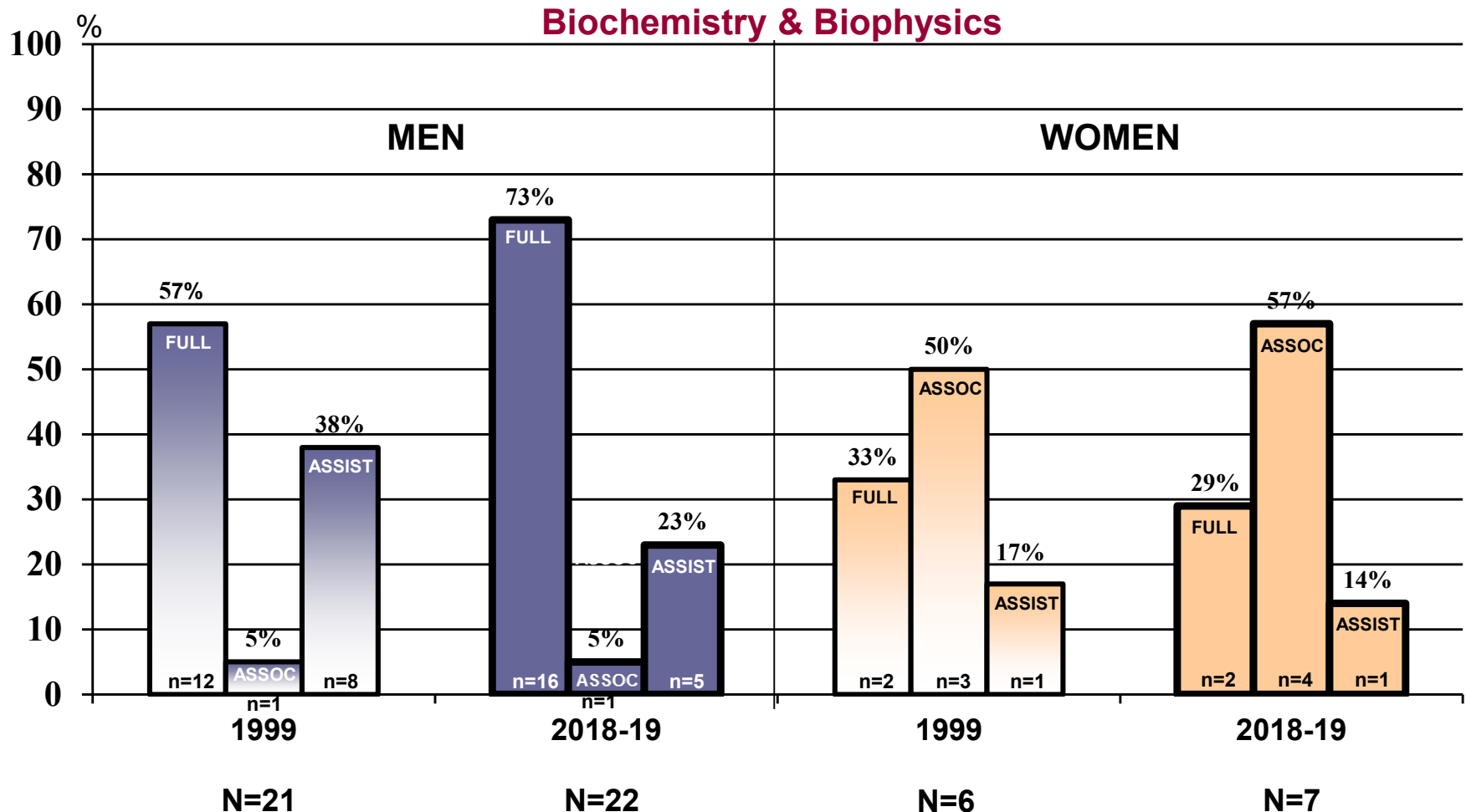


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Biochemistry & Biophysics

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



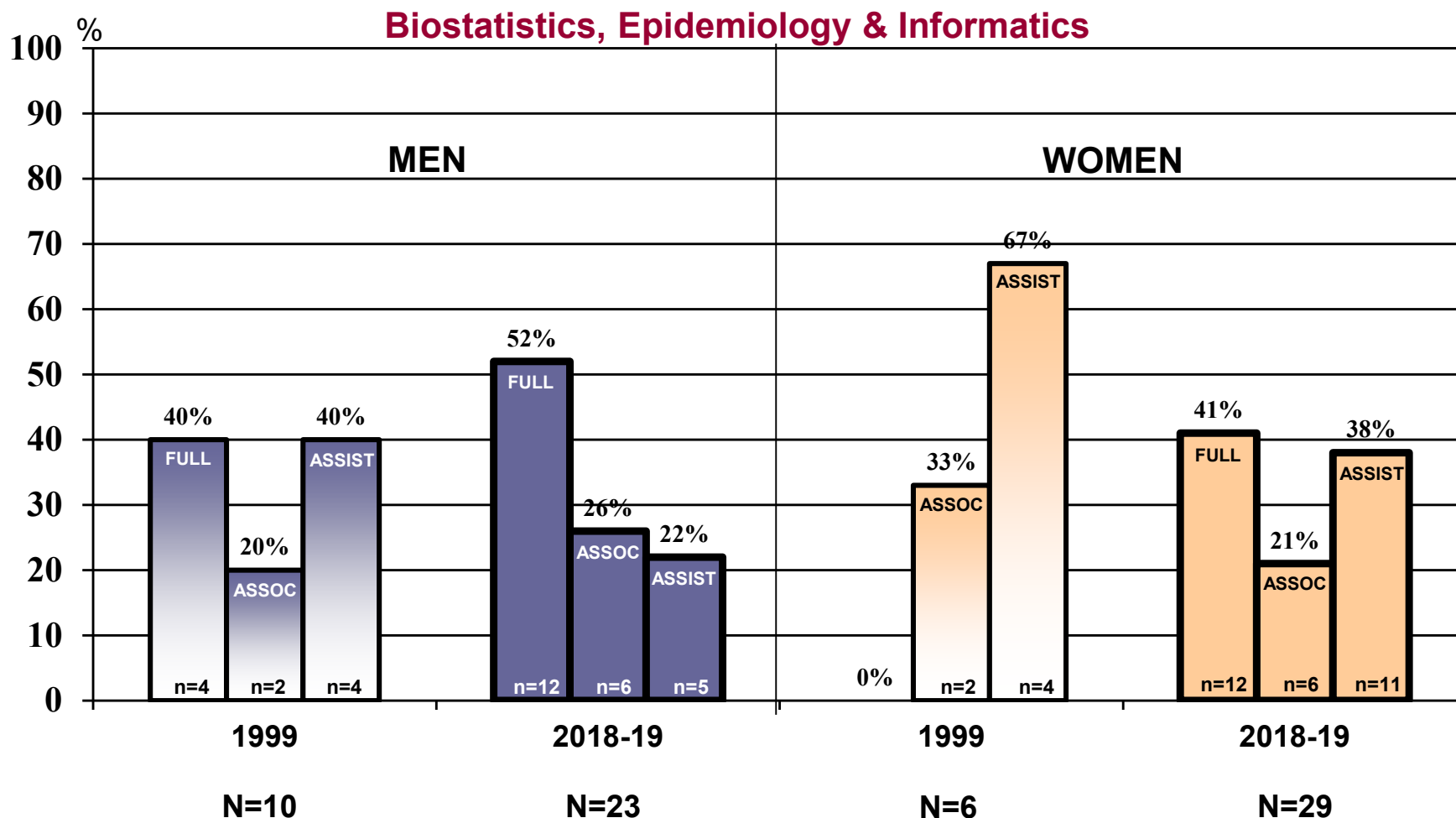
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Biostatistics, Epidemiology & Informatics

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

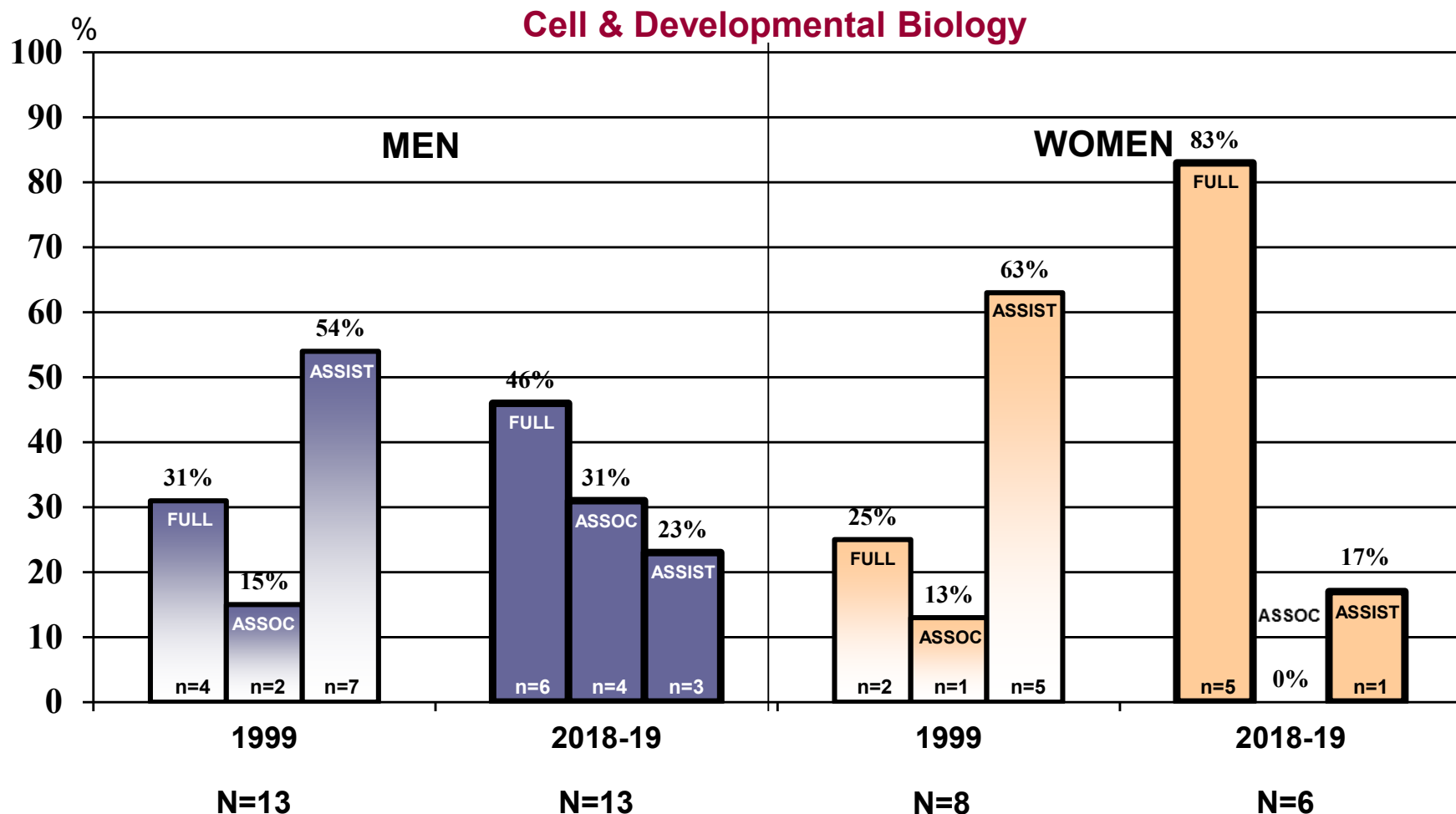


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Cell & Developmental Biology

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

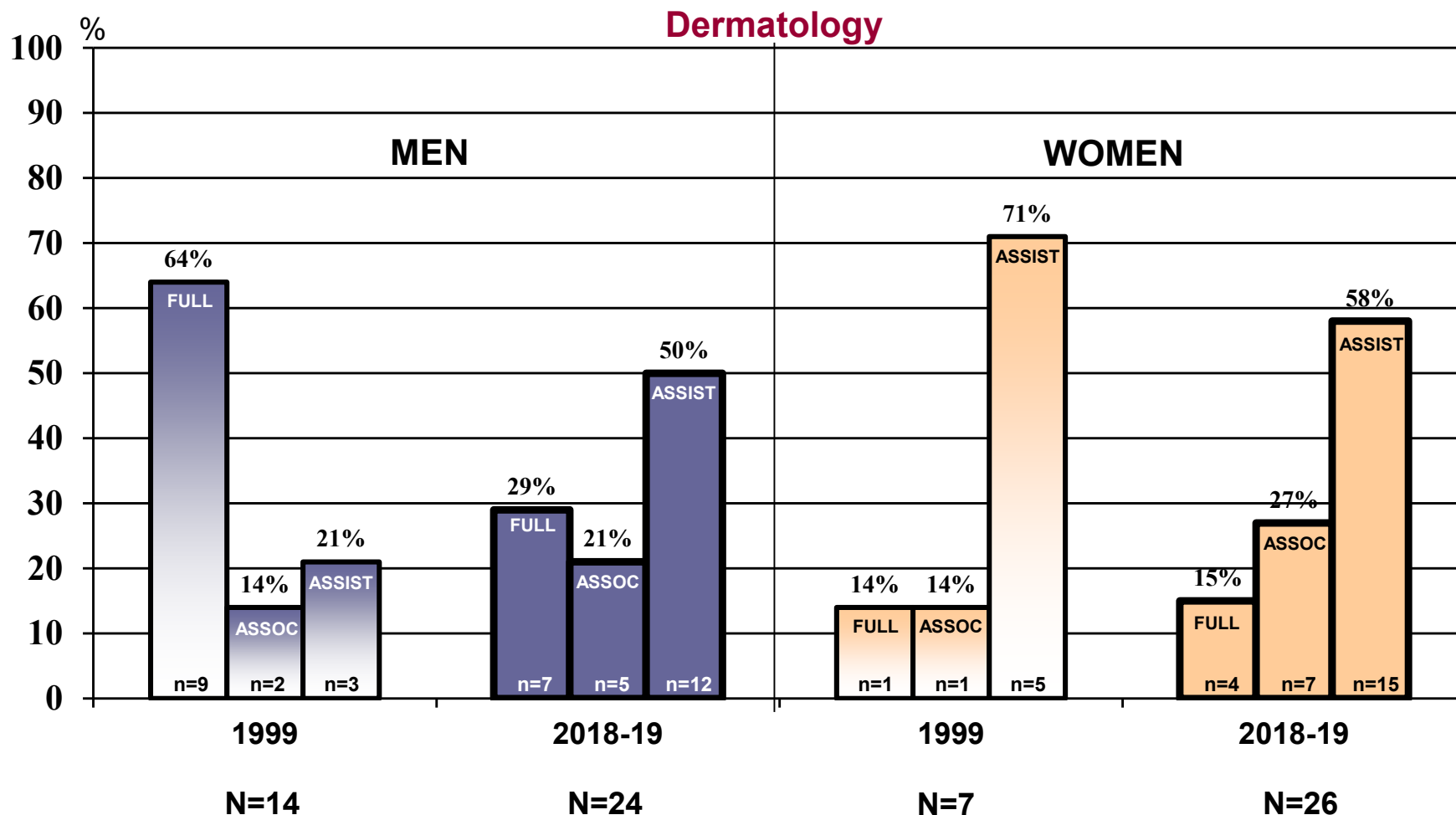


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Dermatology

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

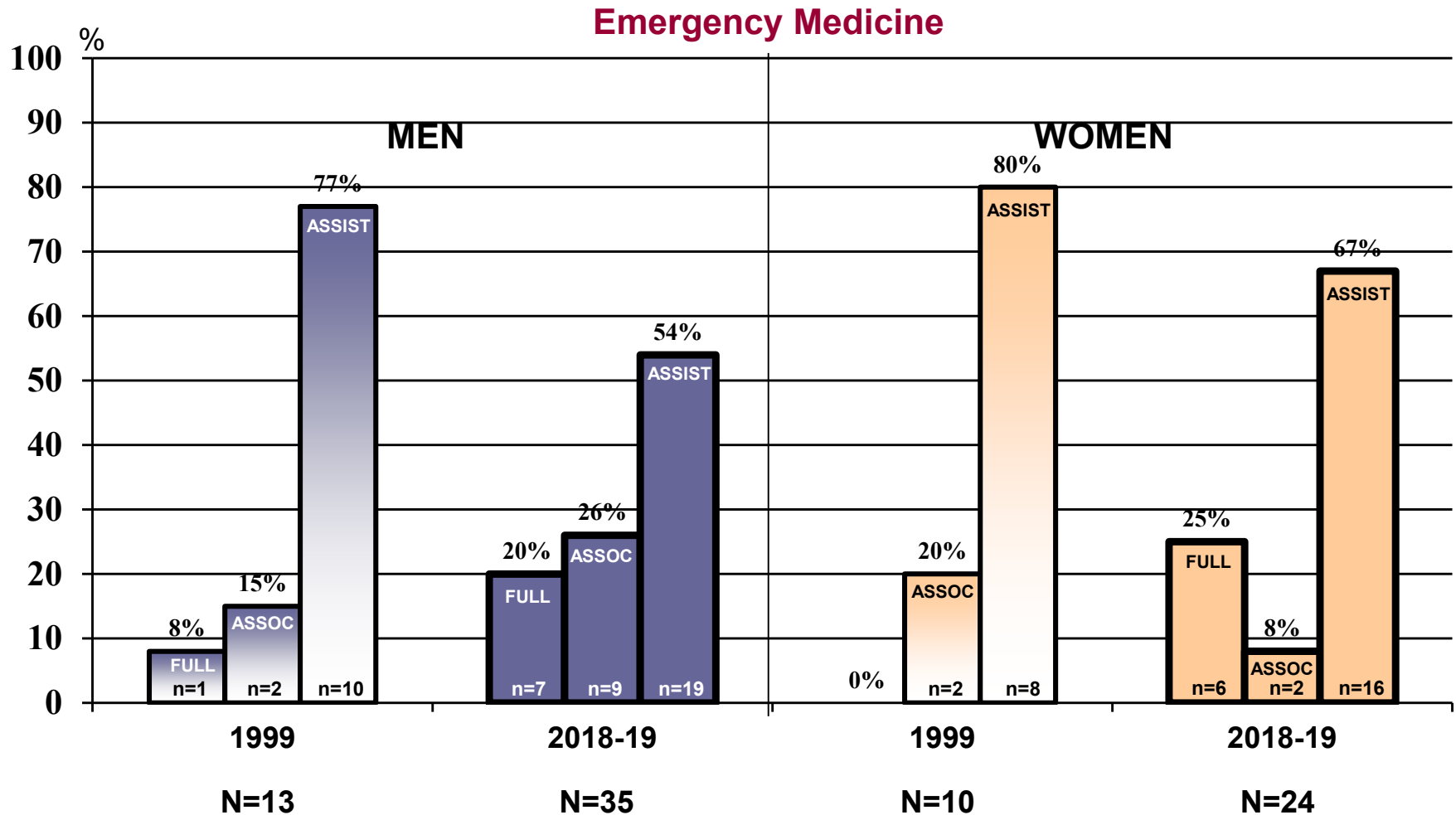


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Emergency Medicine

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

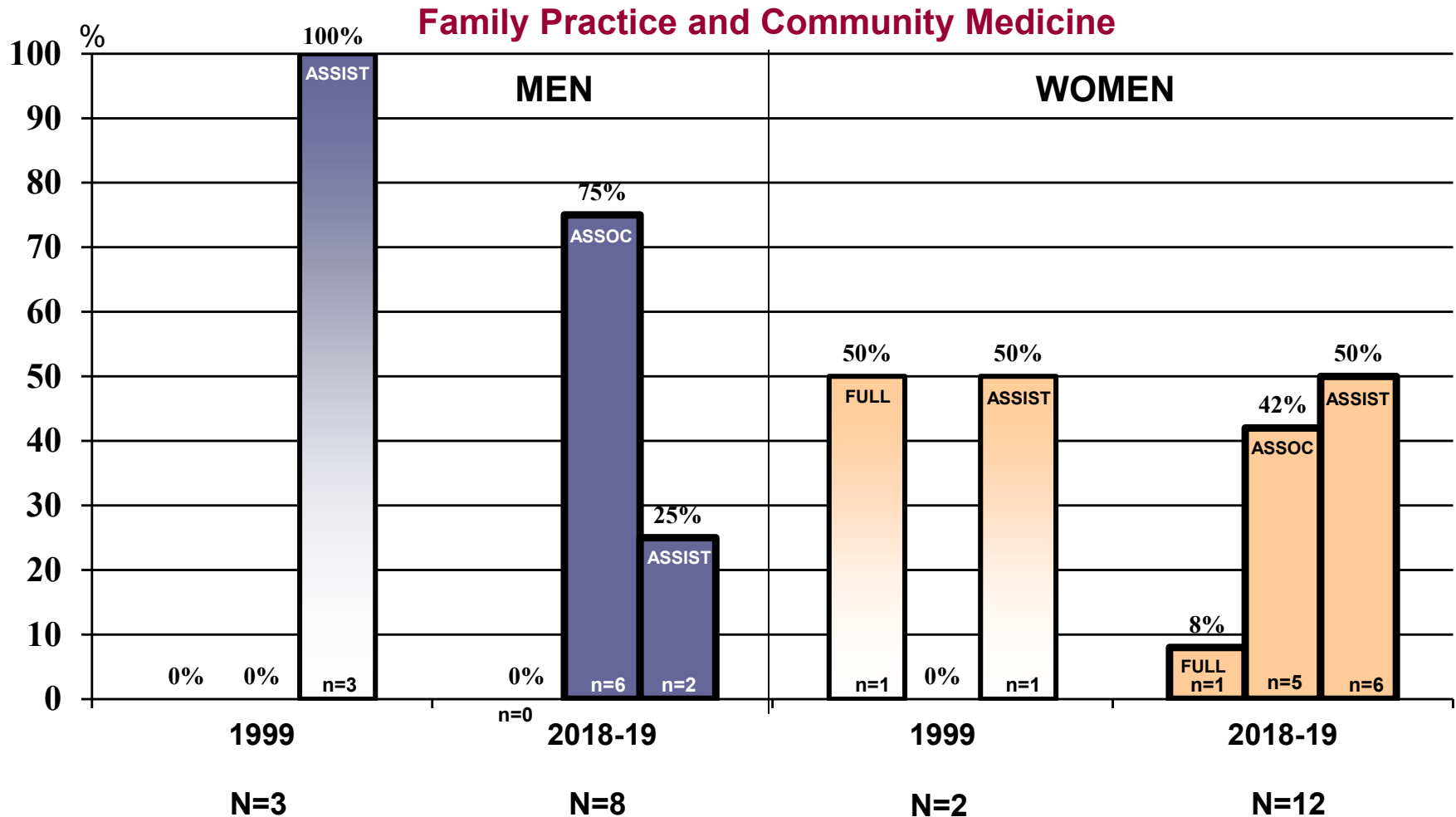


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

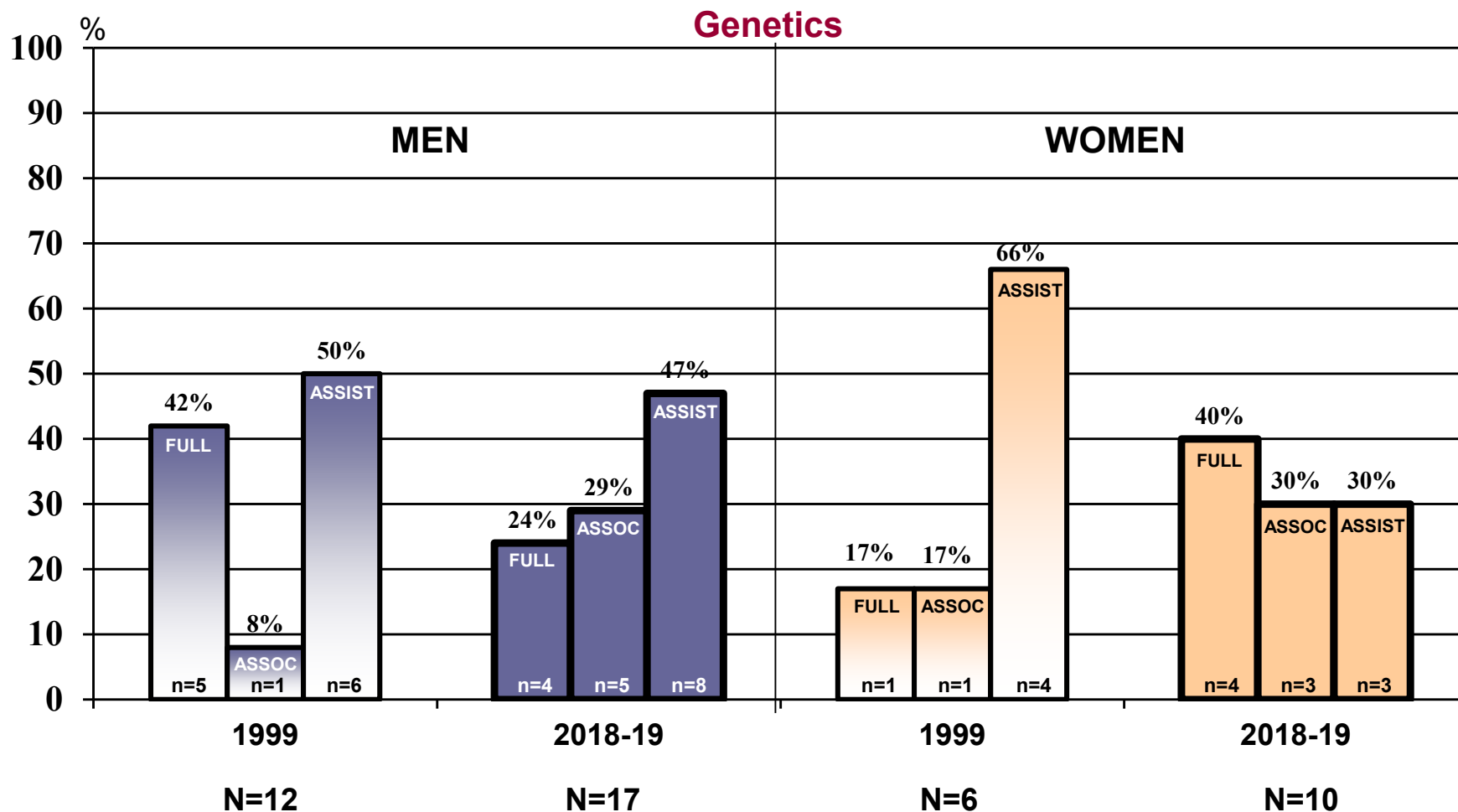
### Penn's Department of Family Practice & Community Medicine

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*



# Overview: 1999 versus 2018-19 Distribution of Ranks within Each Gender Penn's Department of Genetics

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

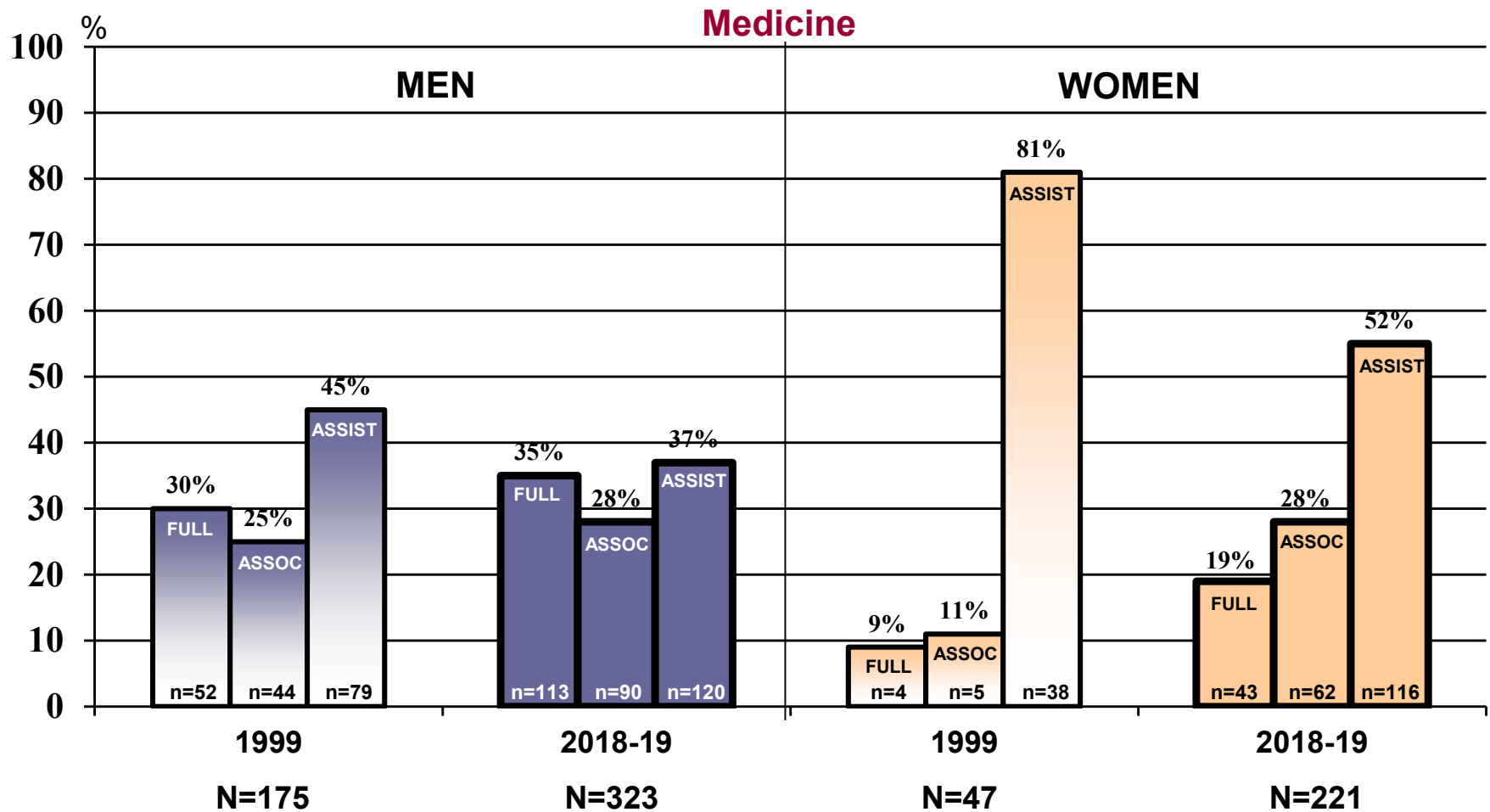


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Medicine

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



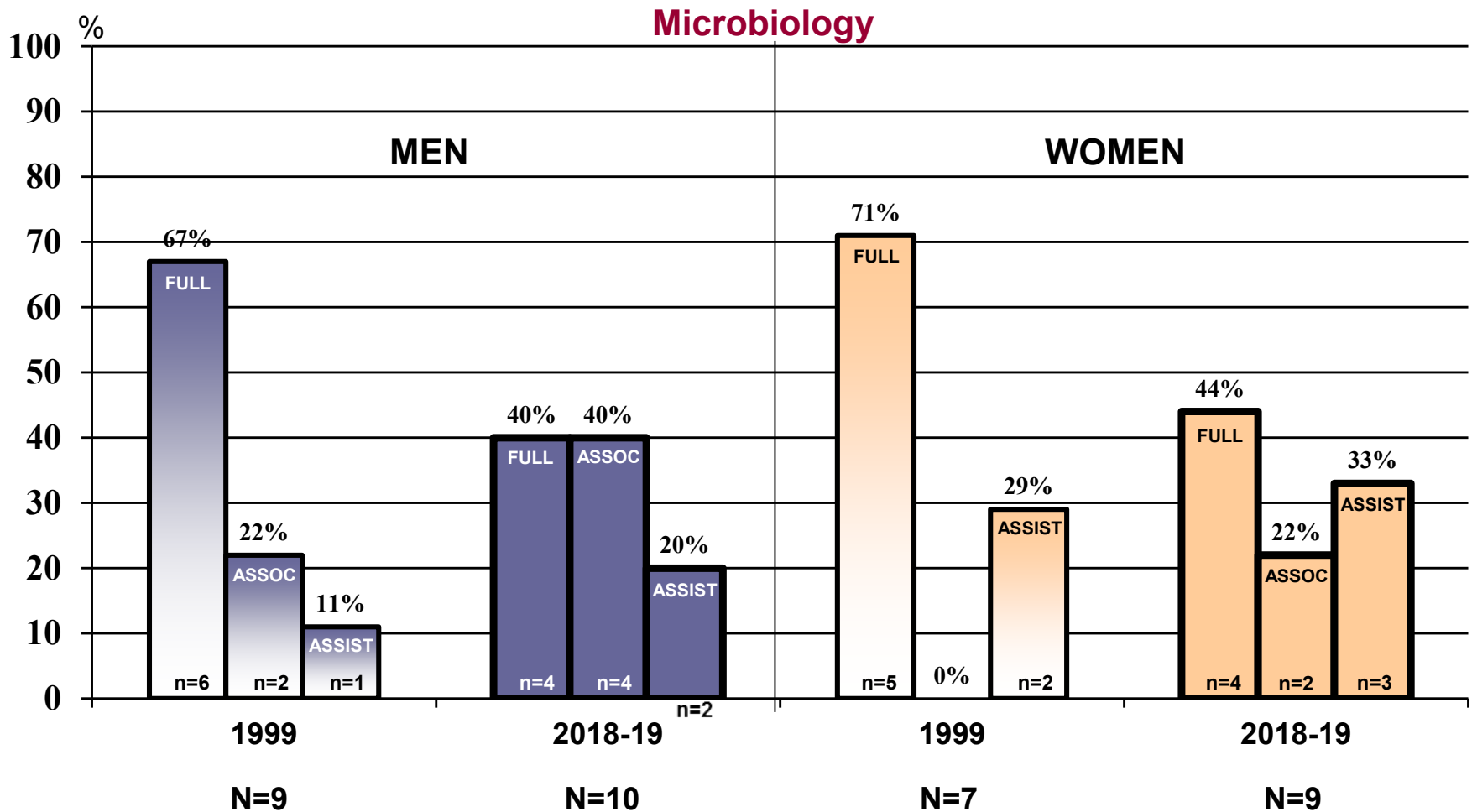
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Microbiology

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



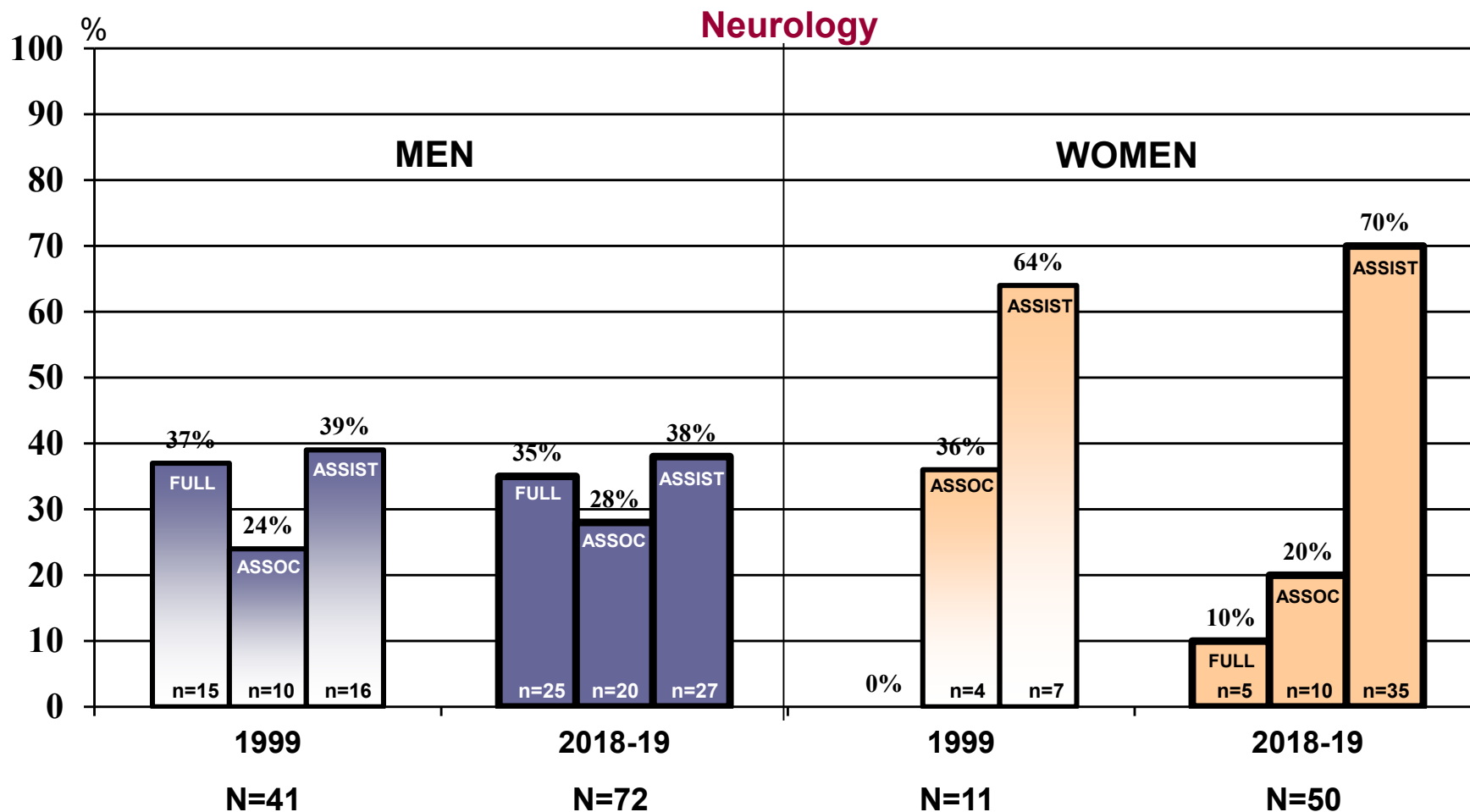
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Neurology

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



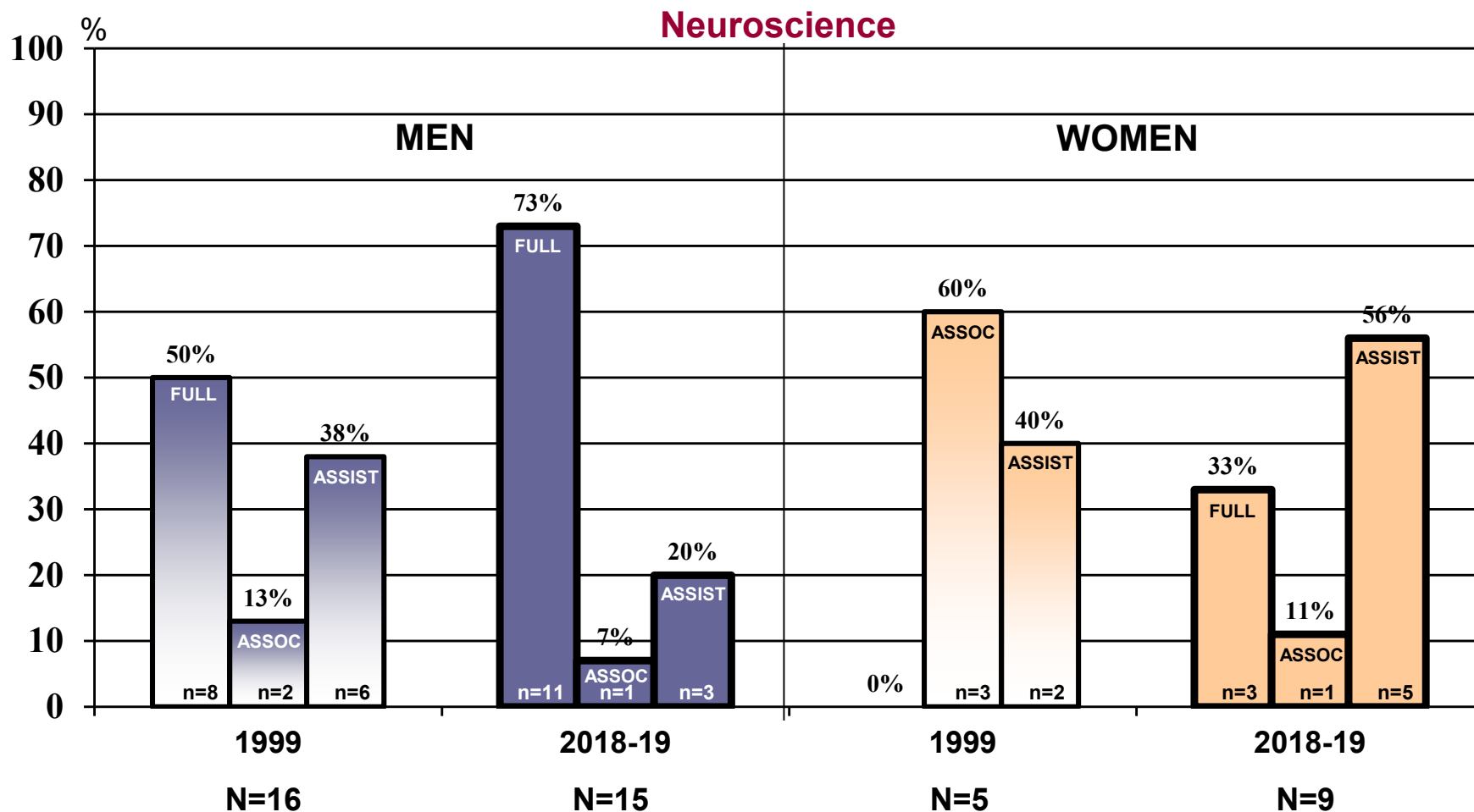
\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Neuroscience

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

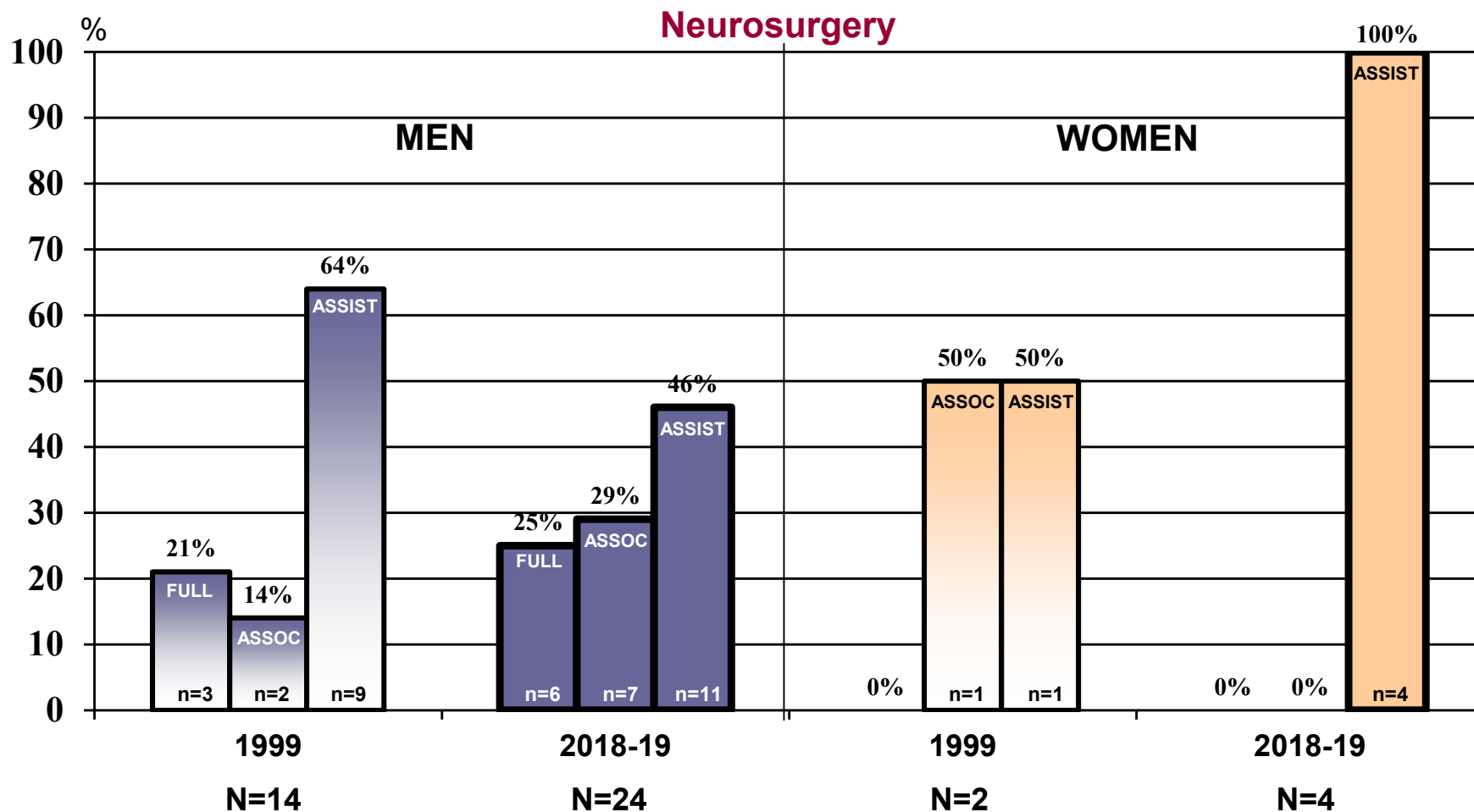


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Neurosurgery

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



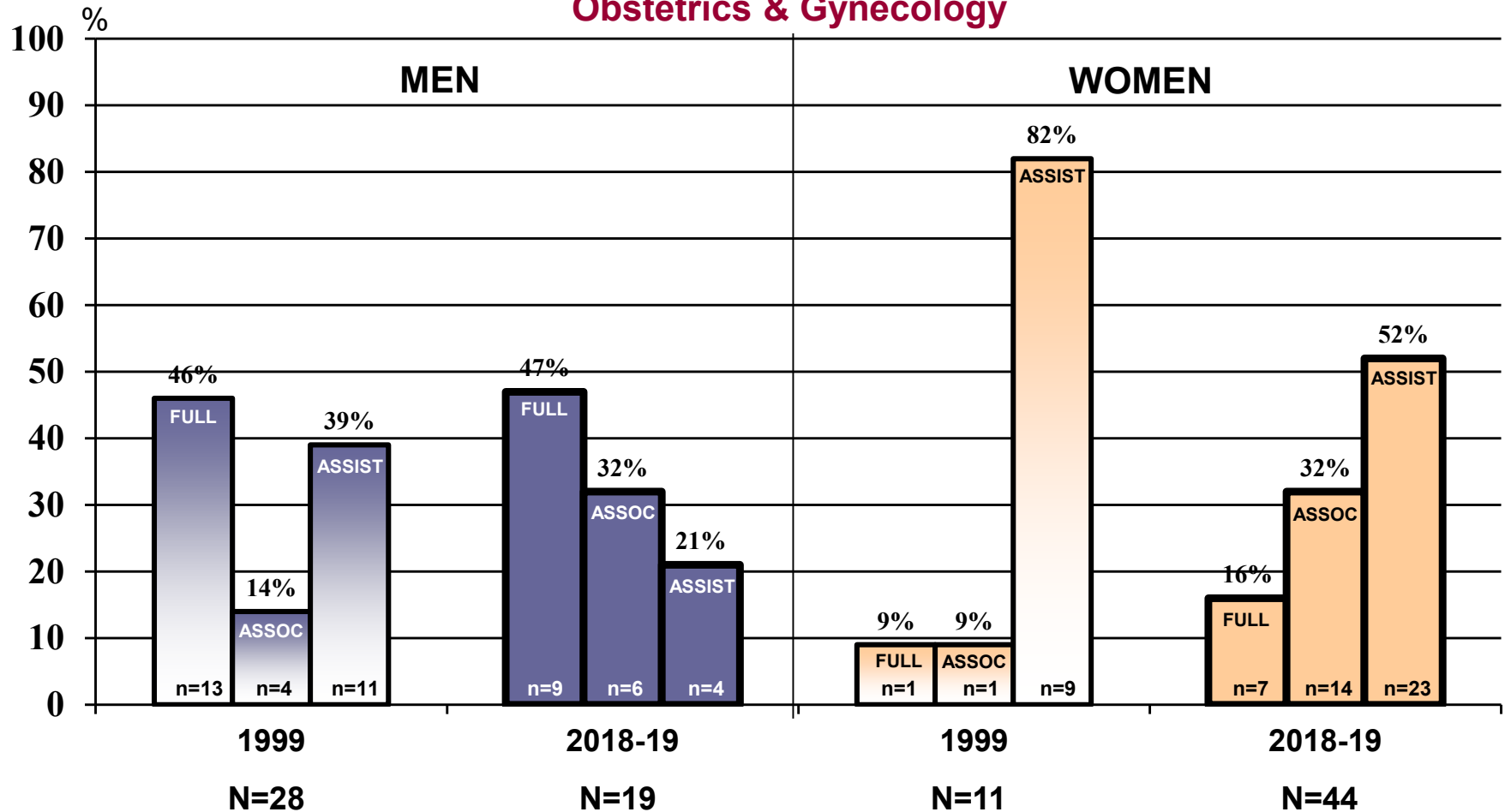
# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Obstetrics & Gynecology

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

#### Obstetrics & Gynecology

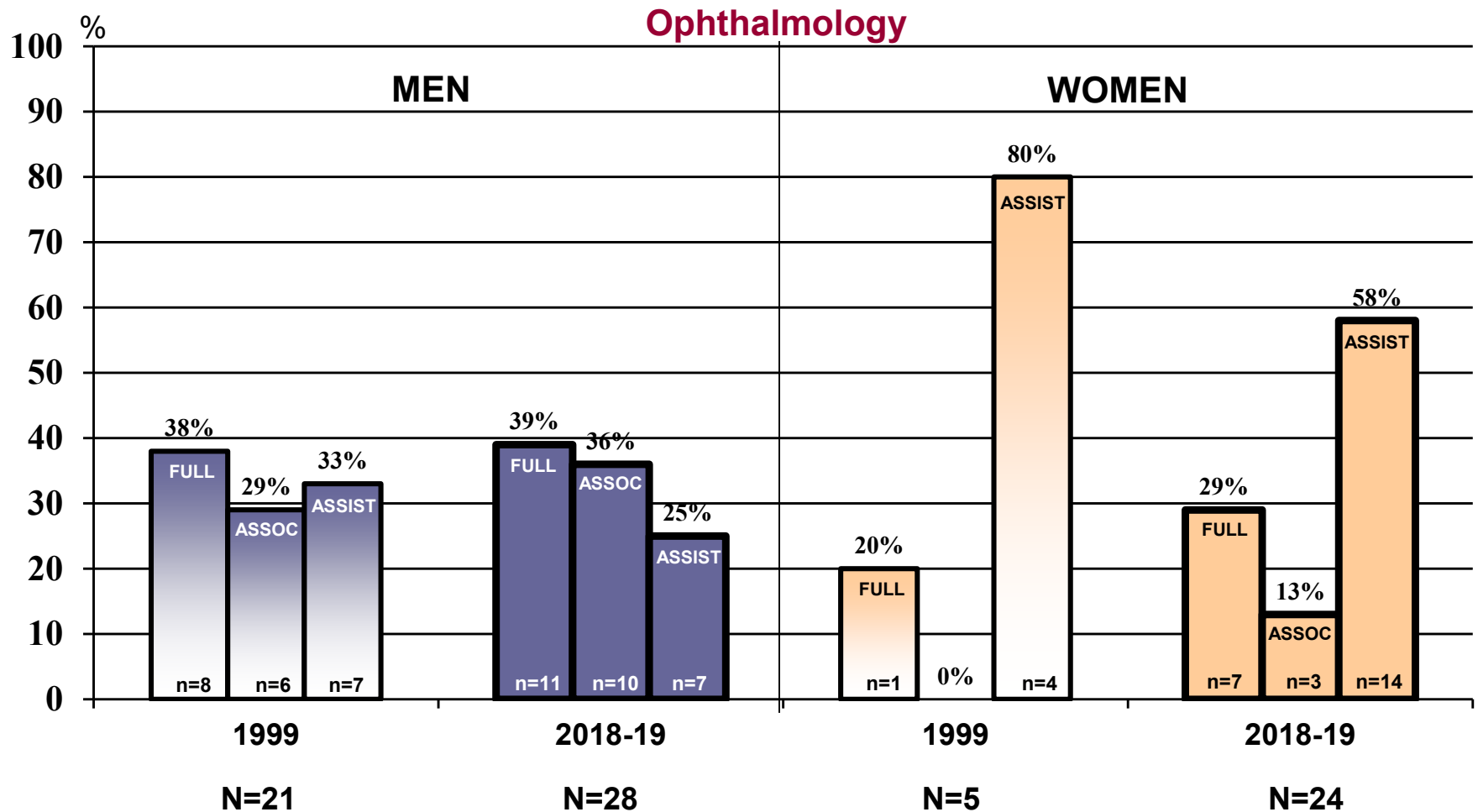


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Ophthalmology

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

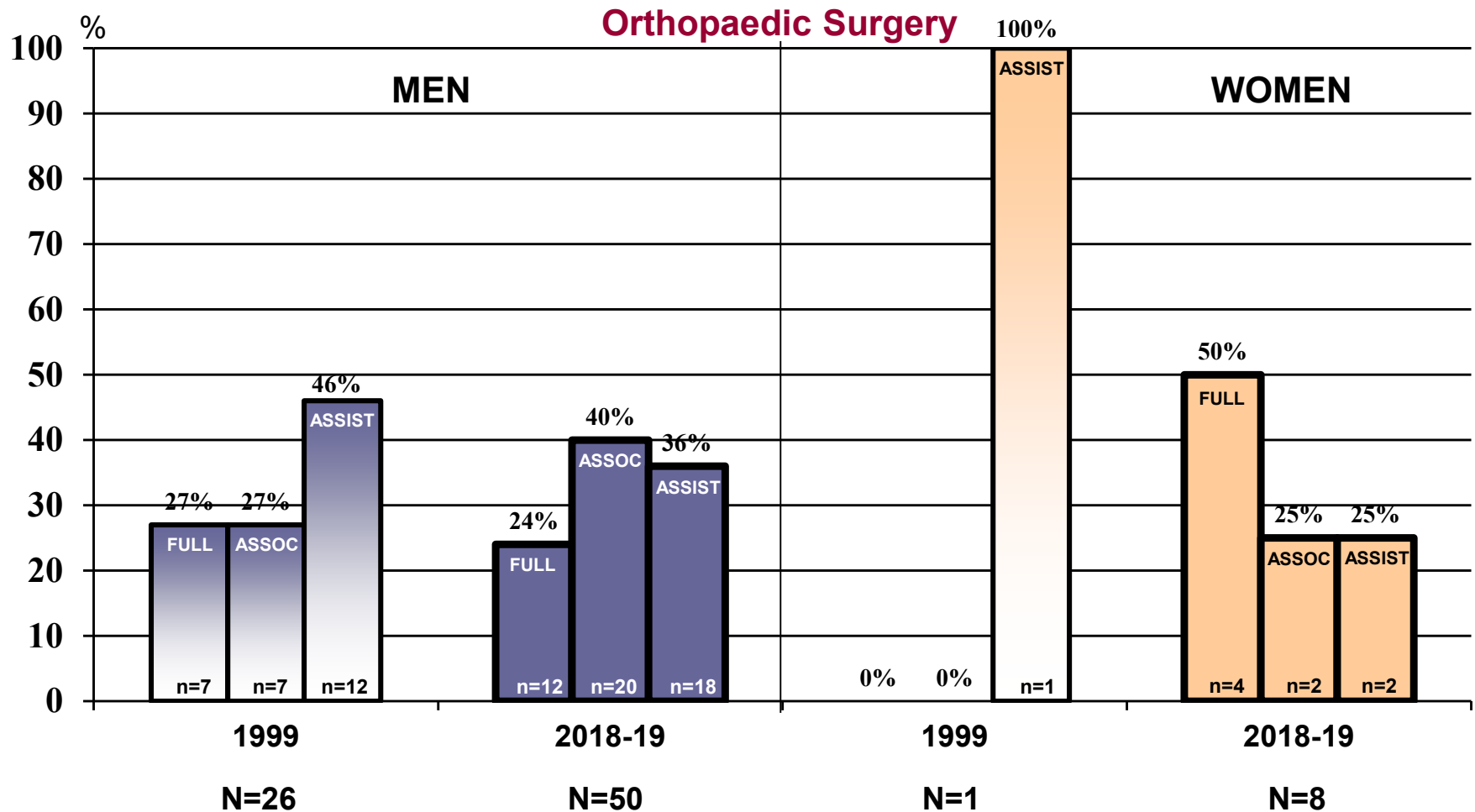


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Orthopaedic Surgery

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

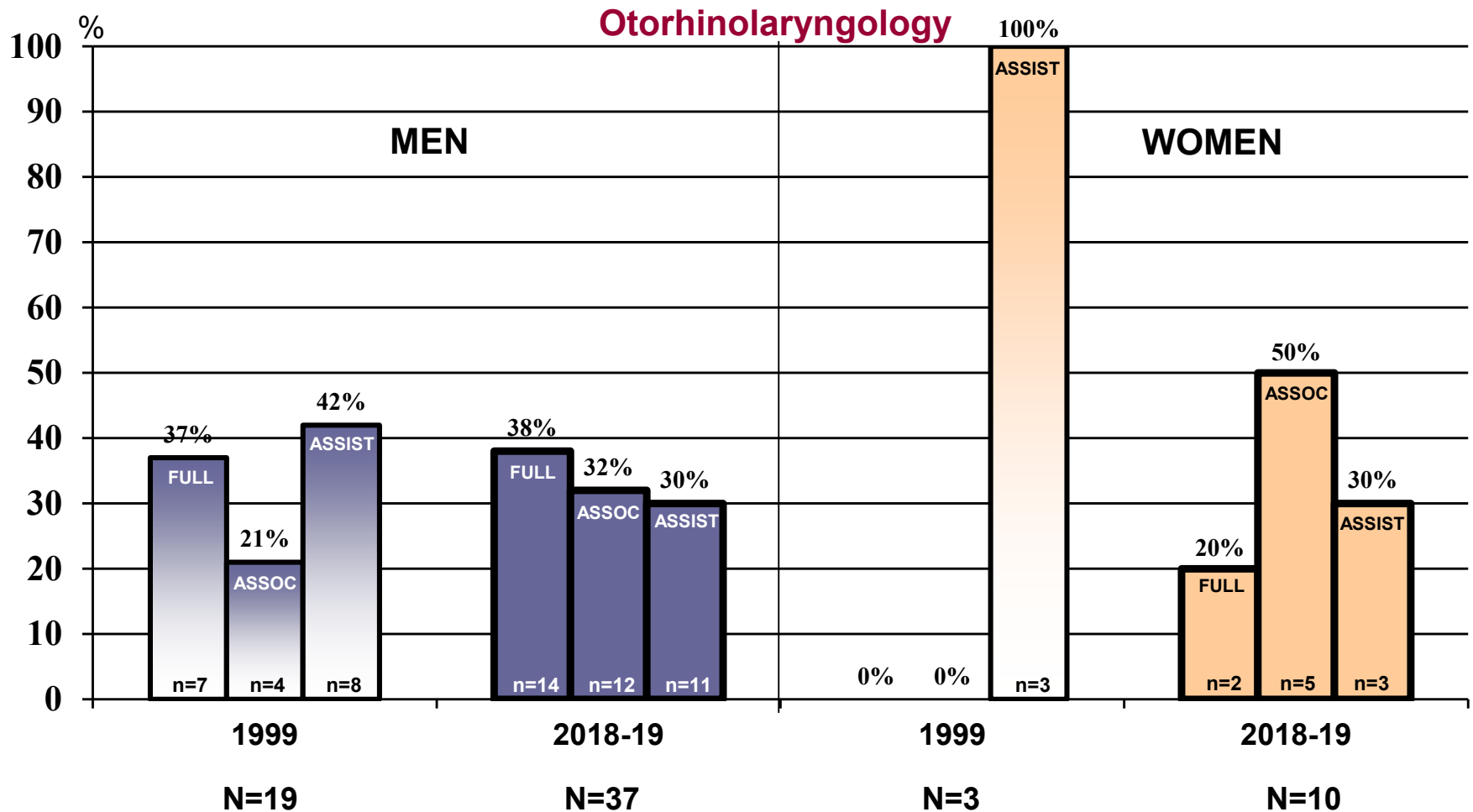


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Otorhinolaryngology

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

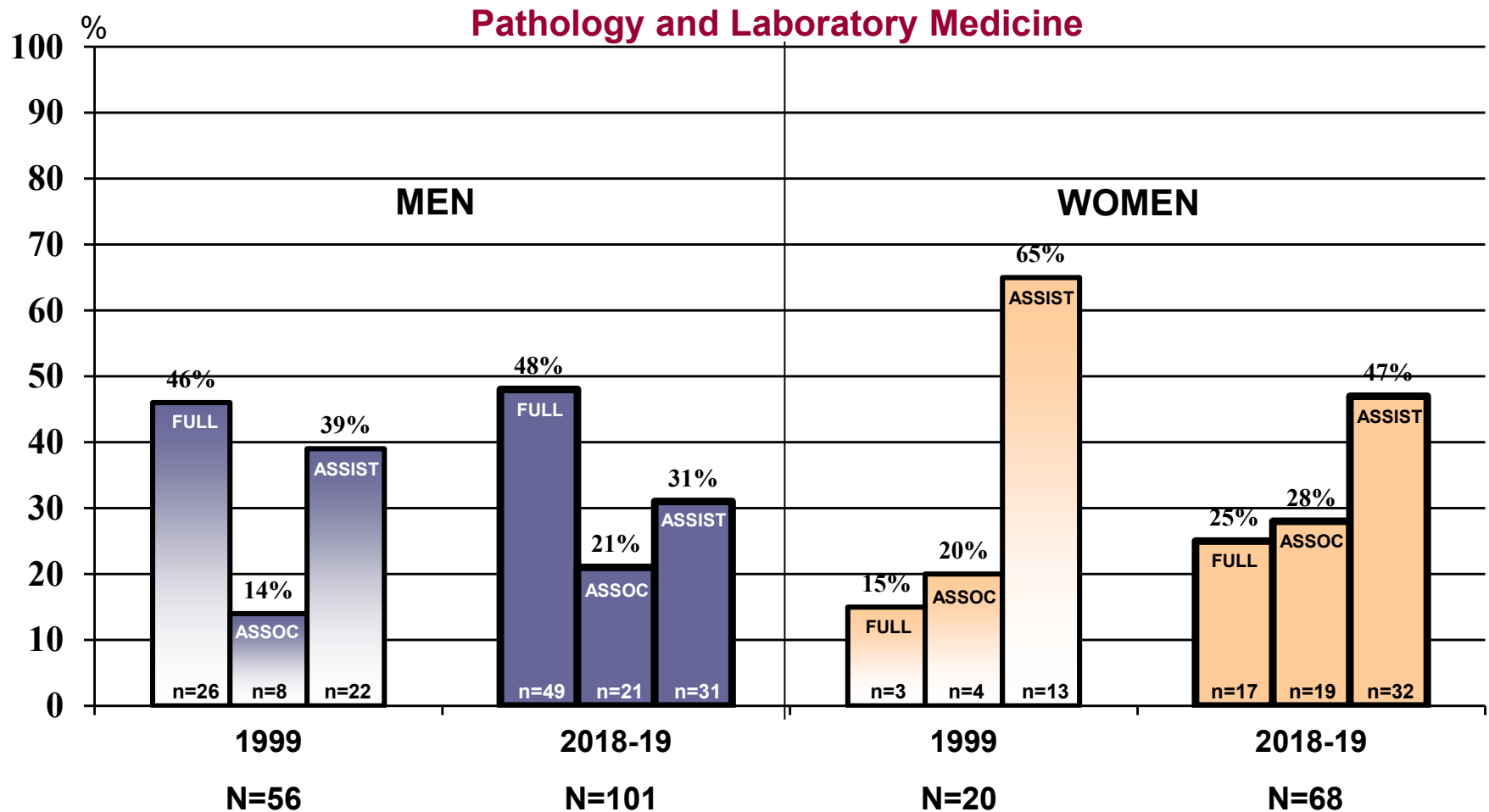


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Pathology and Laboratory Medicine

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

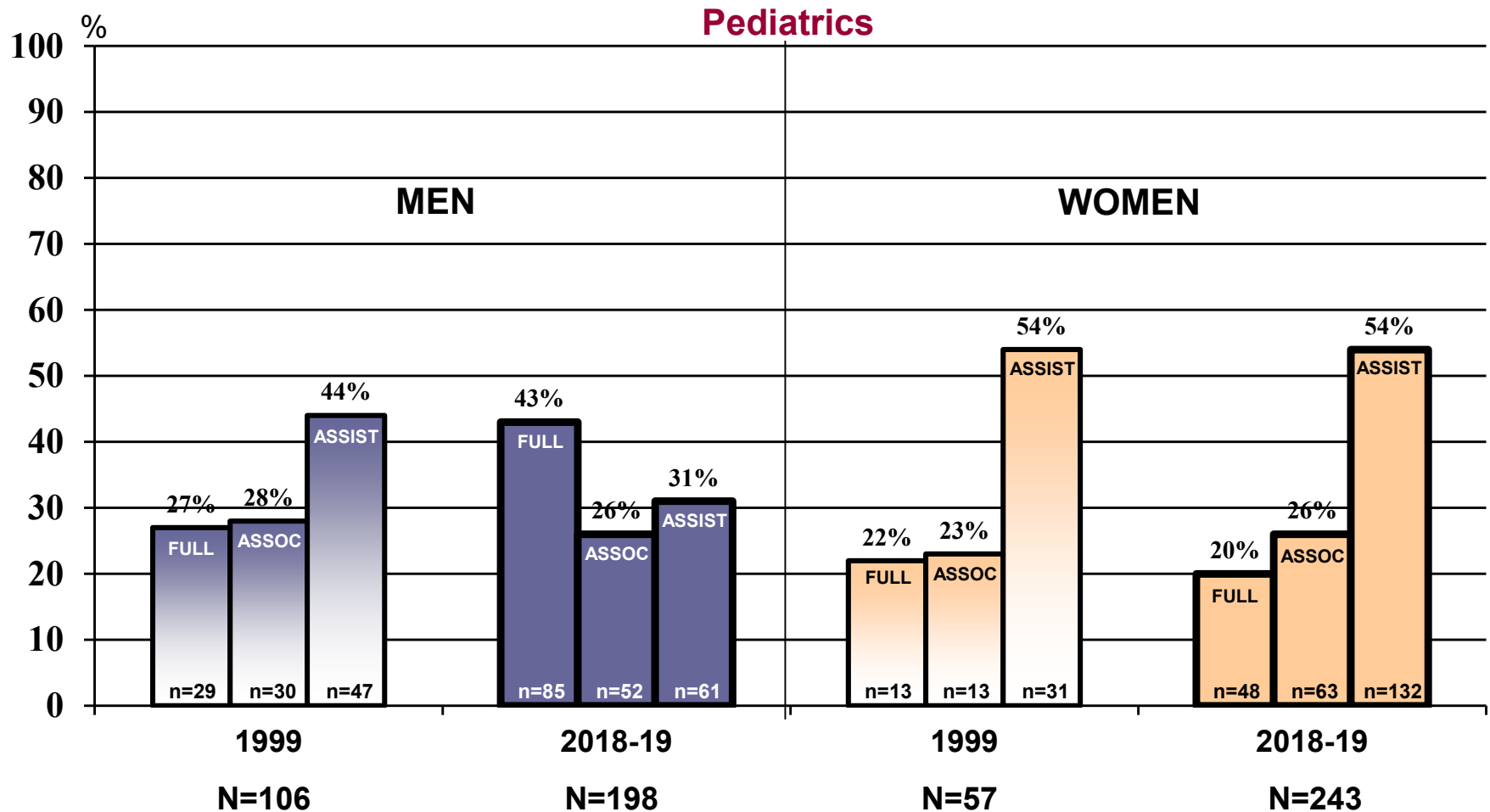


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Pediatrics

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

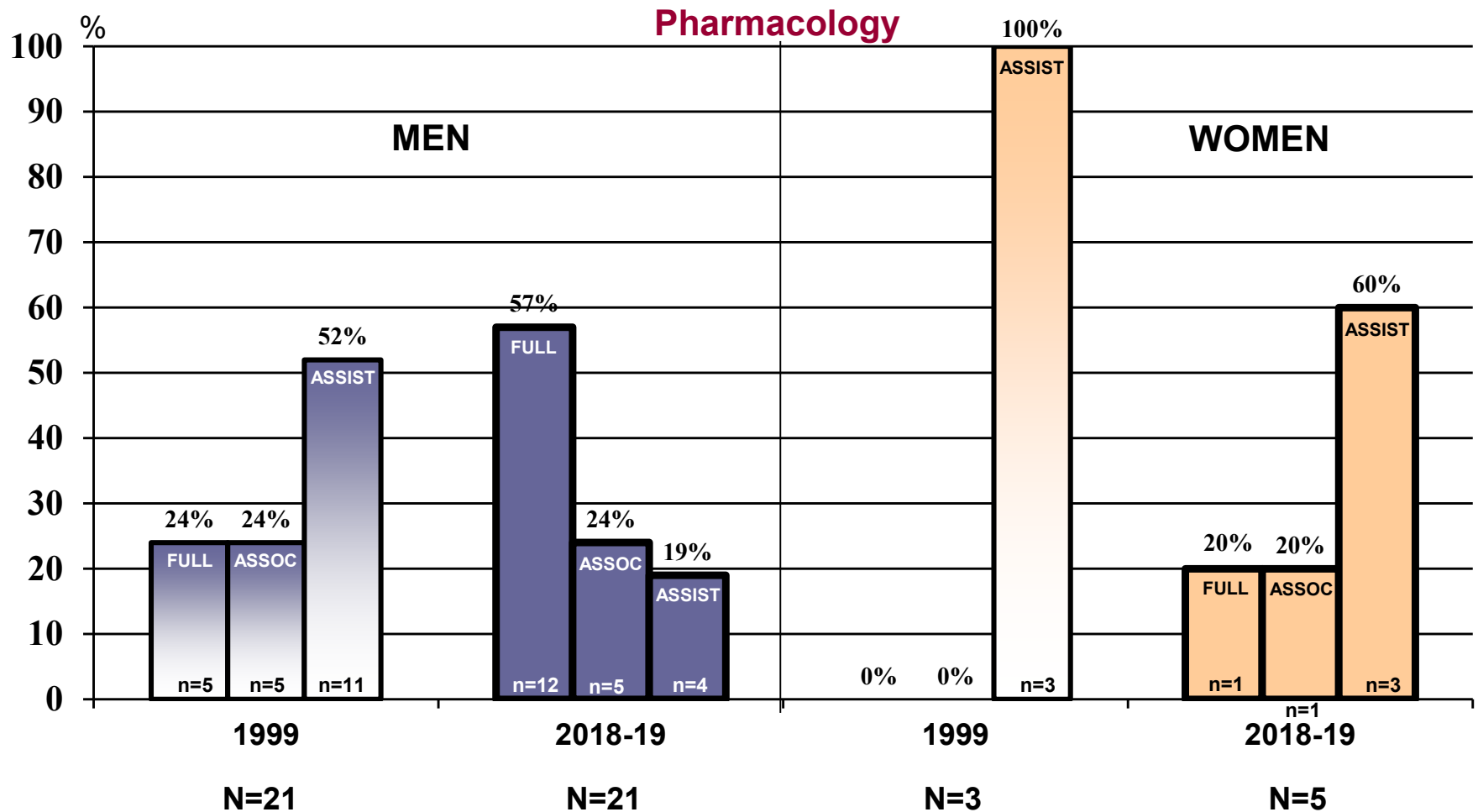


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Pharmacology

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

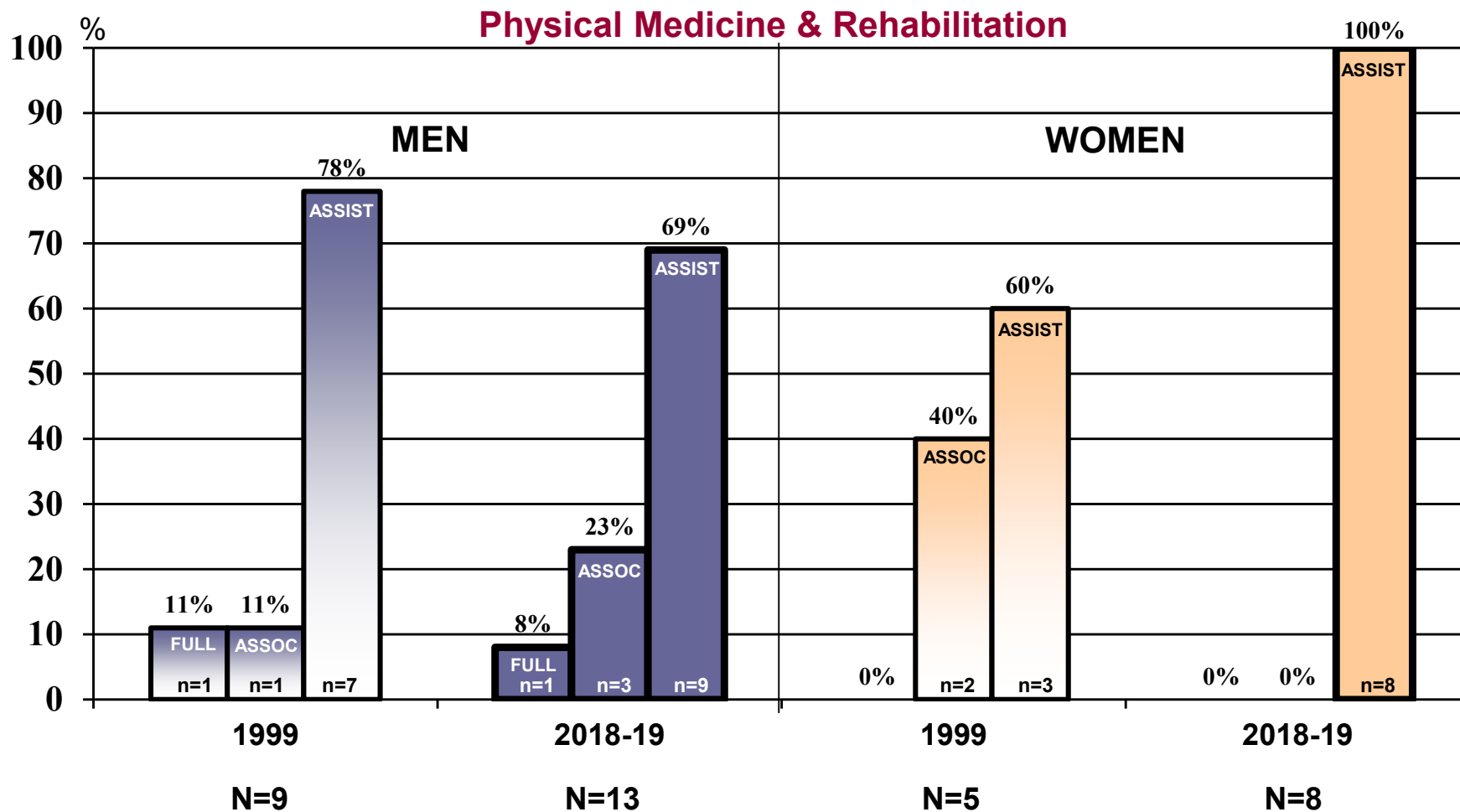


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Physical Medicine & Rehabilitation

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

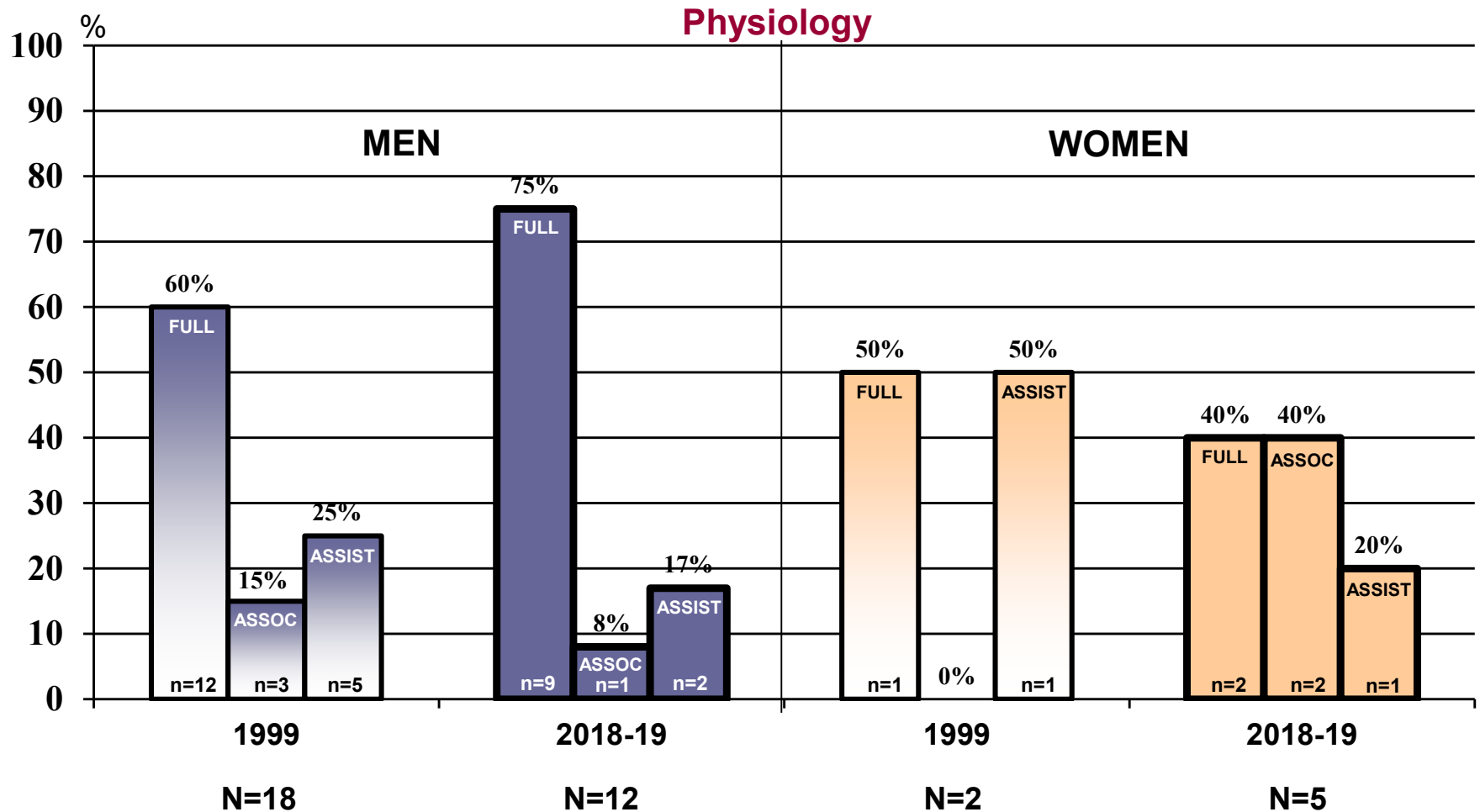


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Physiology

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

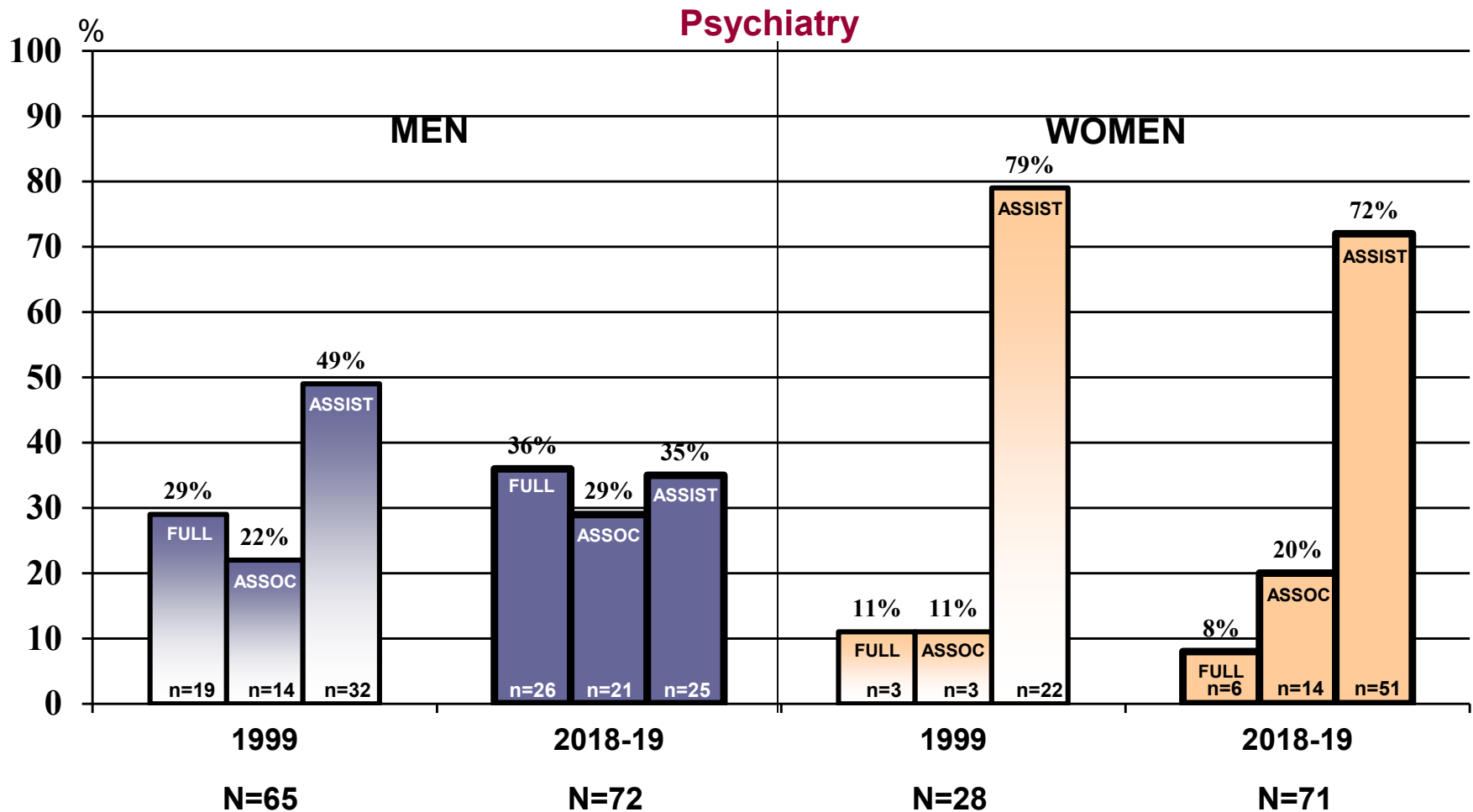


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Psychiatry

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



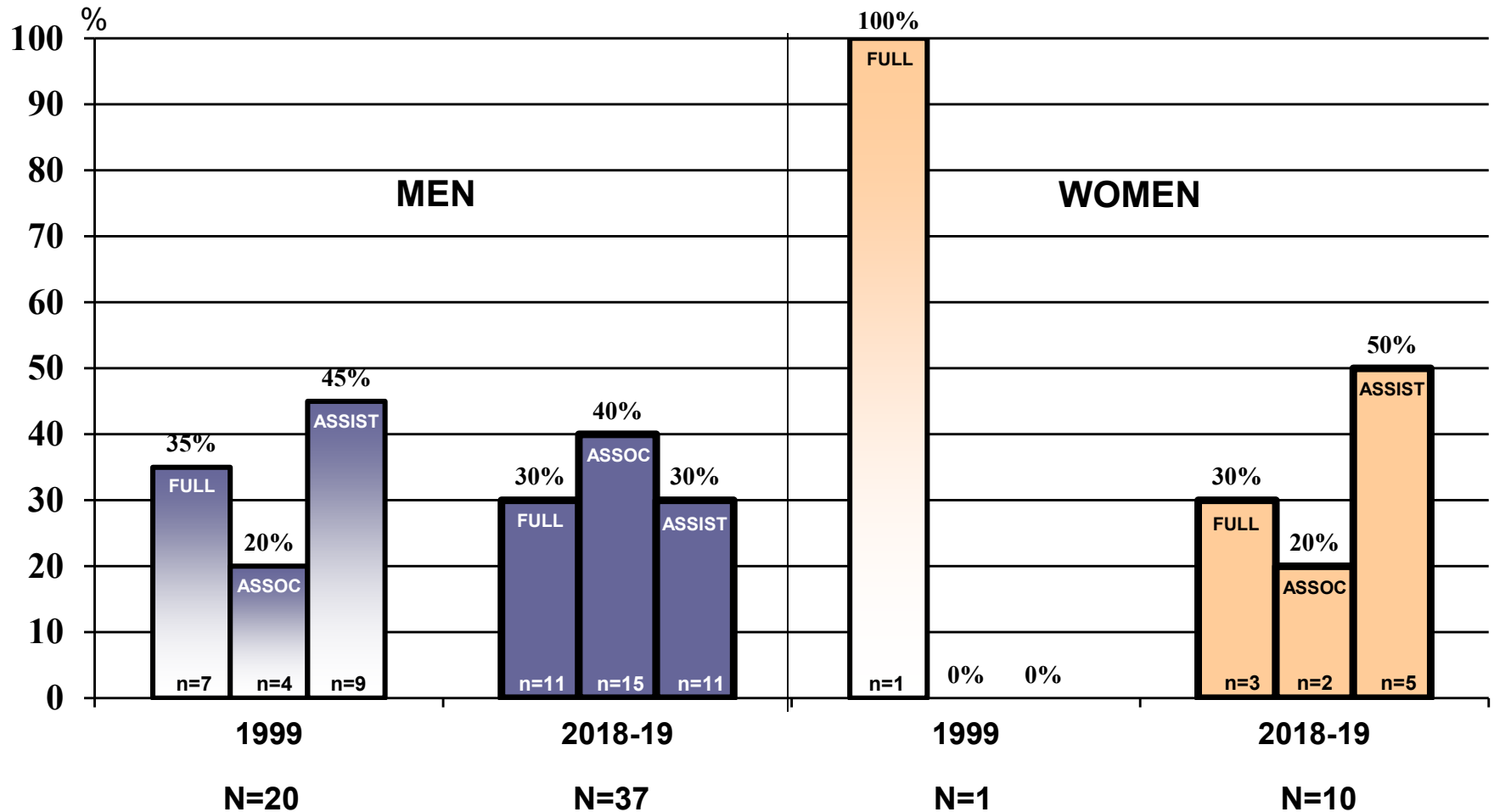
# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Radiation Oncology

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)

#### Radiation Oncology

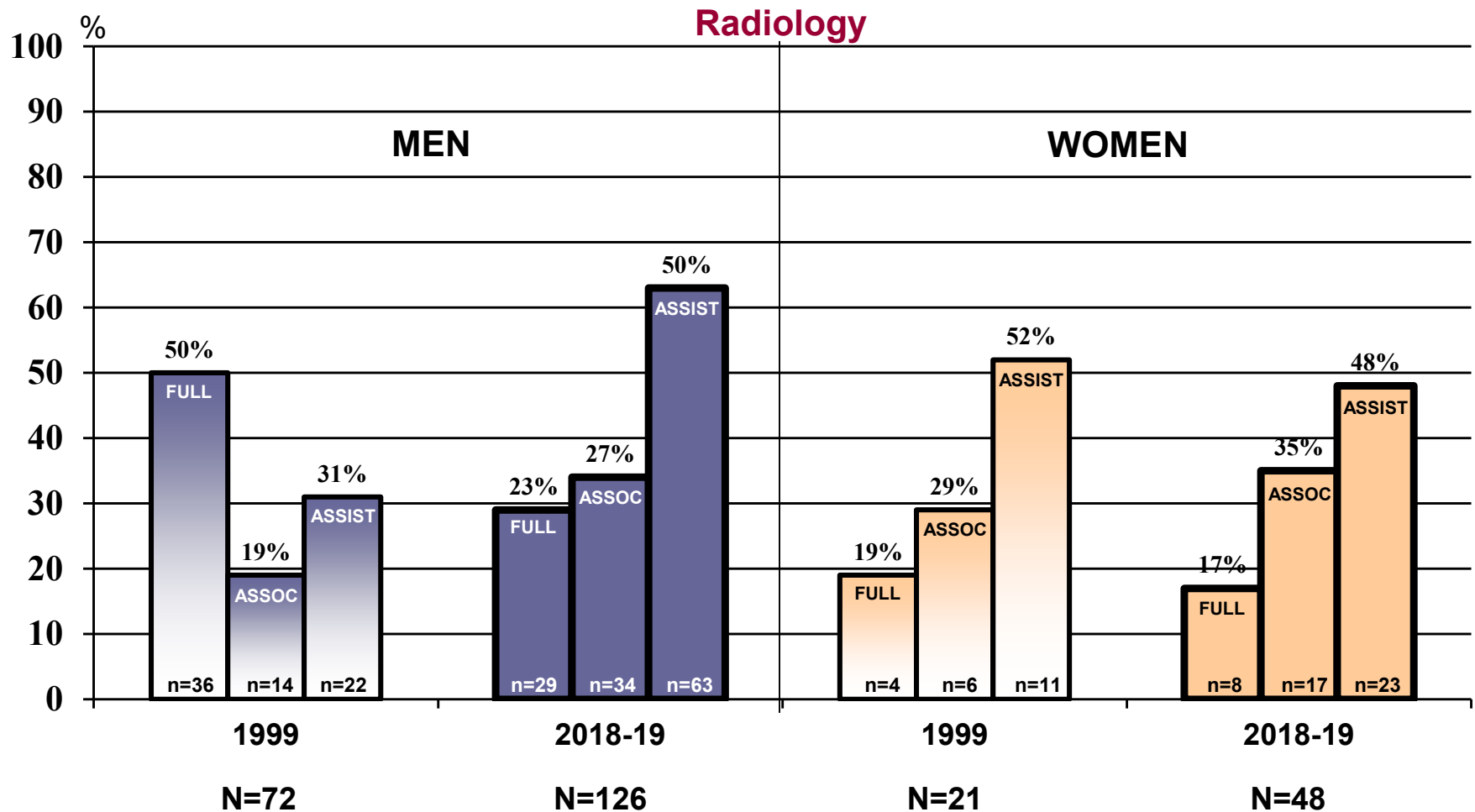


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Radiology

*(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)*

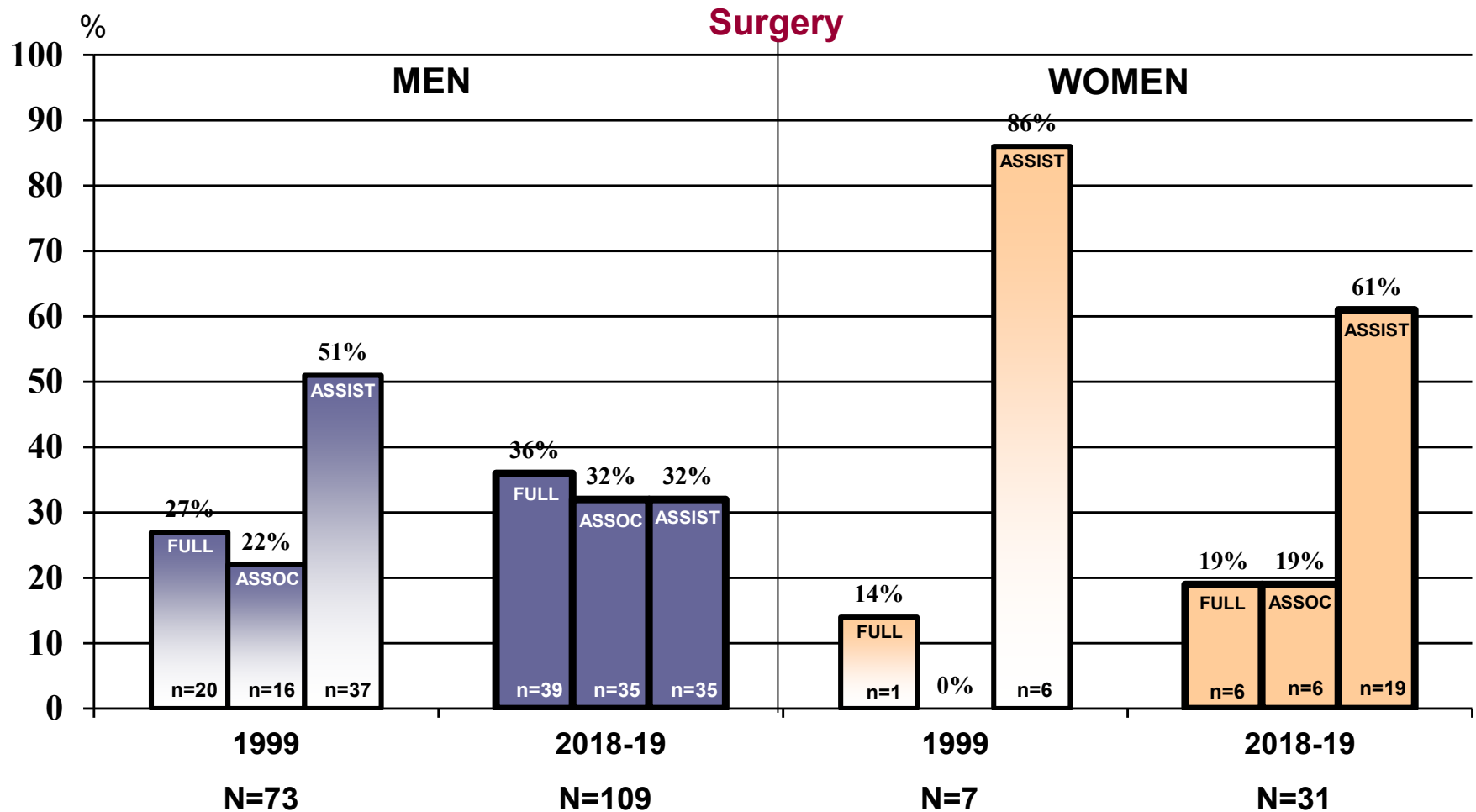


# Overview: 1999 versus 2018-19

## Distribution of Ranks within Each Gender

### Penn's Department of Surgery

(includes Tenure, Clinician-Educator, Research and Academic Clinician Tracks)



\*All numbers are rounded to the nearest integer, therefore, the total may not equal 100%

*Compiled by:*



*With support from the:*

**Perelman School of Medicine at the University of Pennsylvania  
Center for Clinical Epidemiology and Biostatistics**