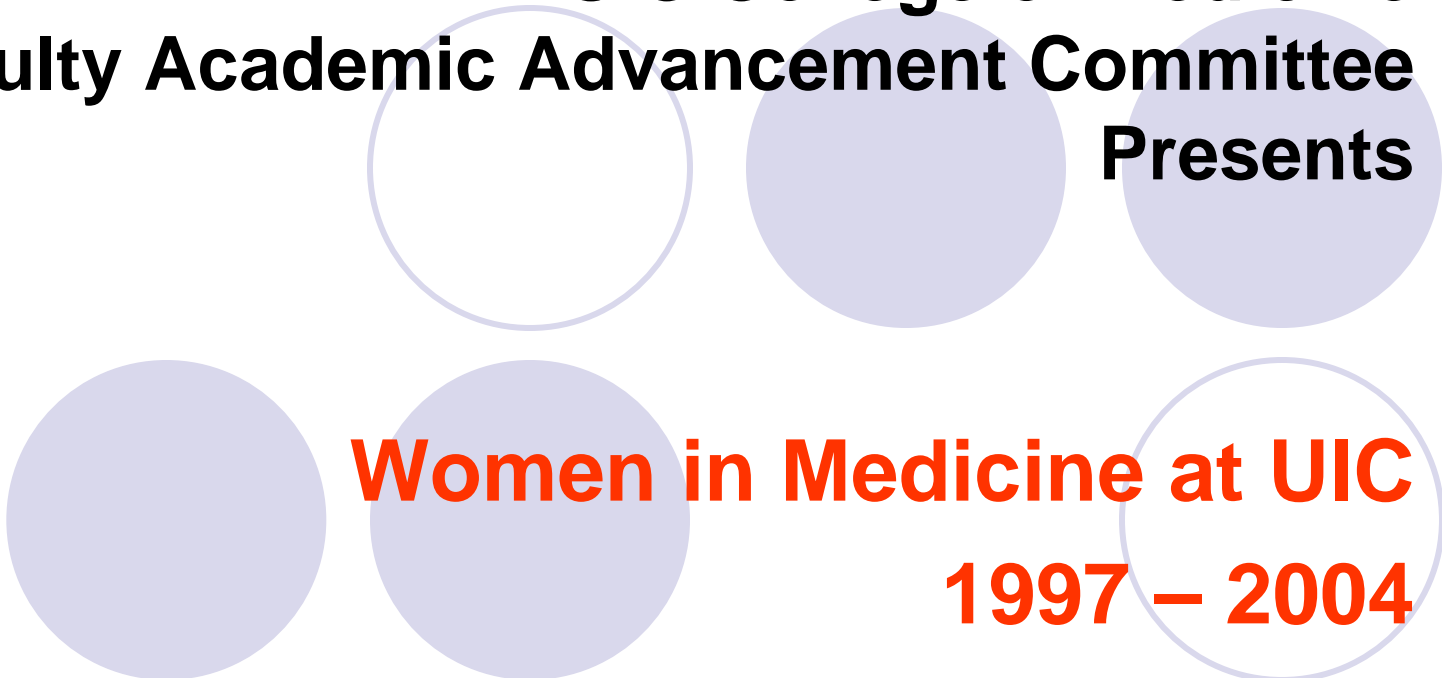


**UIC College of Medicine
Faculty Academic Advancement Committee
Presents**

The slide features several decorative circles. There are three light purple circles in the top row, with the rightmost one containing the word 'Presents'. Below this, there are three more light purple circles in a second row. The middle circle of this row contains the main title 'Women in Medicine at UIC' in red. To the right of the middle circle, there is a white circle with a light purple outline containing the dates '1997 – 2004' and the subtitle 'A Self-Study' in red.

Women in Medicine at UIC

1997 – 2004

A Self-Study

Women in Medicine at UIC, 1997-2004

● Focus

- Tenured and Tenure Track Faculty
 - Leadership Potential
 - Leadership Pool
- Gender Distribution
 - Overall by Year
 - By Tenure Status and Rank by Year
 - By Department by Year
- Tenure and Promotion by Gender

Women in Medicine at UIC, 1997-2004

● Inclusion Criteria

- Chicago Campus
- Academic Appointment in CoM
 - (excluding Visiting & Emeritus)
- Active in Academic Year
- Salaried at 50% or more FTE
 - Any combination of CoM, UIH, VA or other UIC schools
- Primary appointment department



Women in Medicine at UIC, 1997-2004

- **Data Source**

- CoM Oracle Data Base, not linked to Banner
- 1997/98 – 2003/04 from yearly “snapshot” (January)
- 2004 faculty lists reviewed by departments

- **Data Limitations**

- No departmental review of prior years
- Unable to verify some data for prior years

Figure 1. Number of UIC CoM Faculty by Gender, 1997-2004

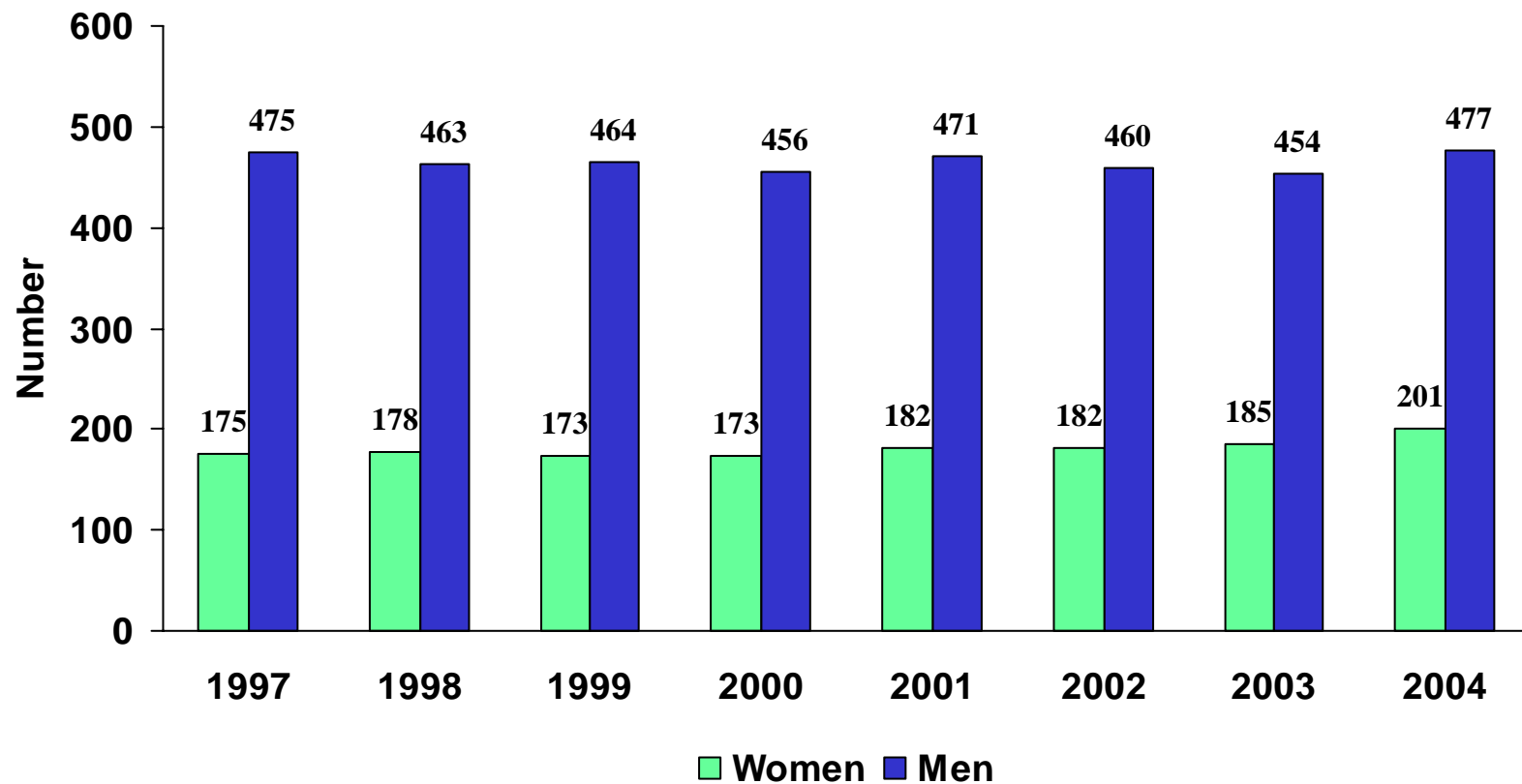
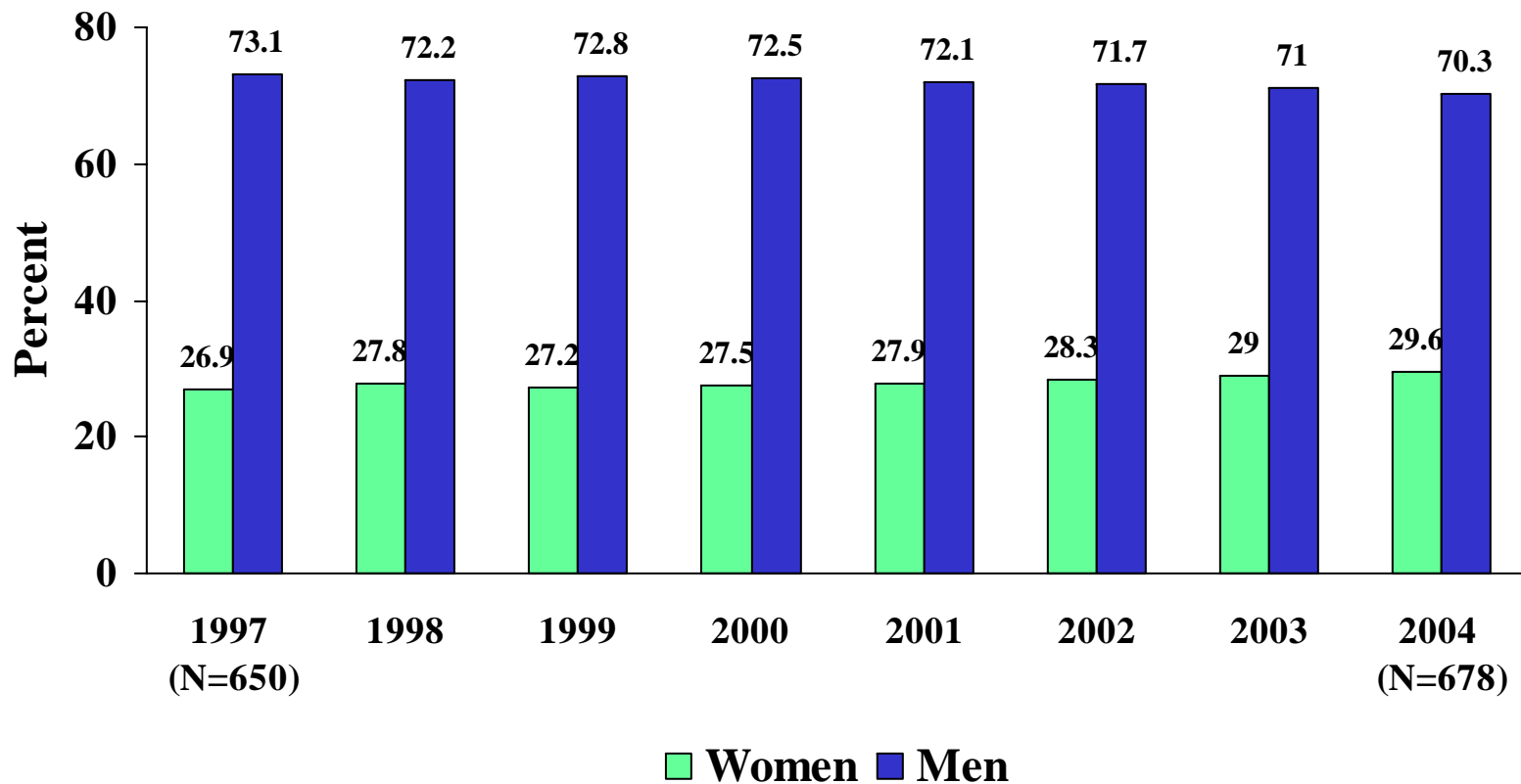


Figure 2. Gender Distribution of UIC CoM Faculty, 1997-2004



National average in 2004-05 was 32% women.

Figure 3. Number of Tenured and Tenure-Track UIC CoM Faculty by Gender, 1997-2004

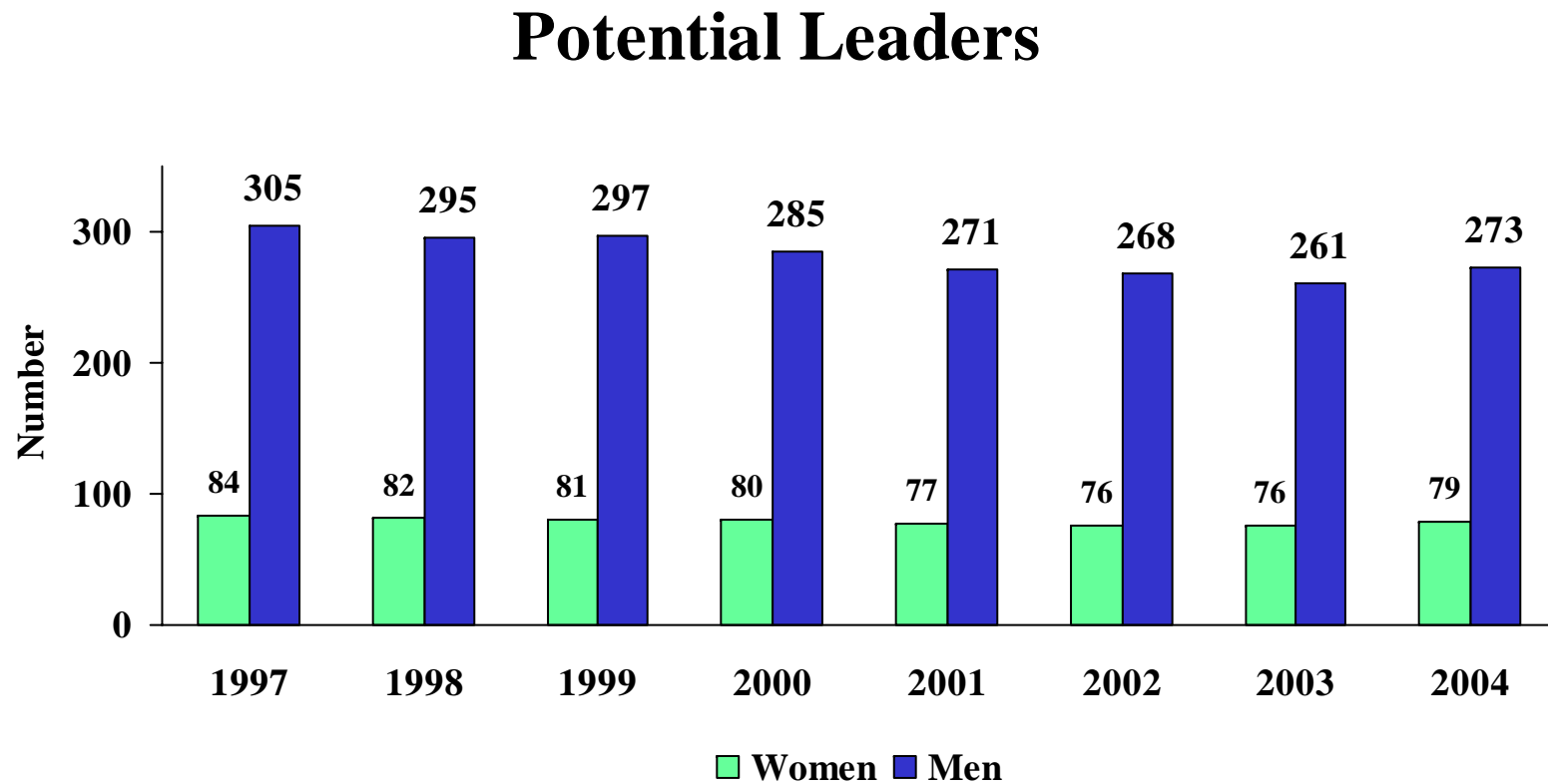


Figure 4. Gender Distribution of Tenured and Tenure-Track UIC CoM Faculty, 1997 and 2004

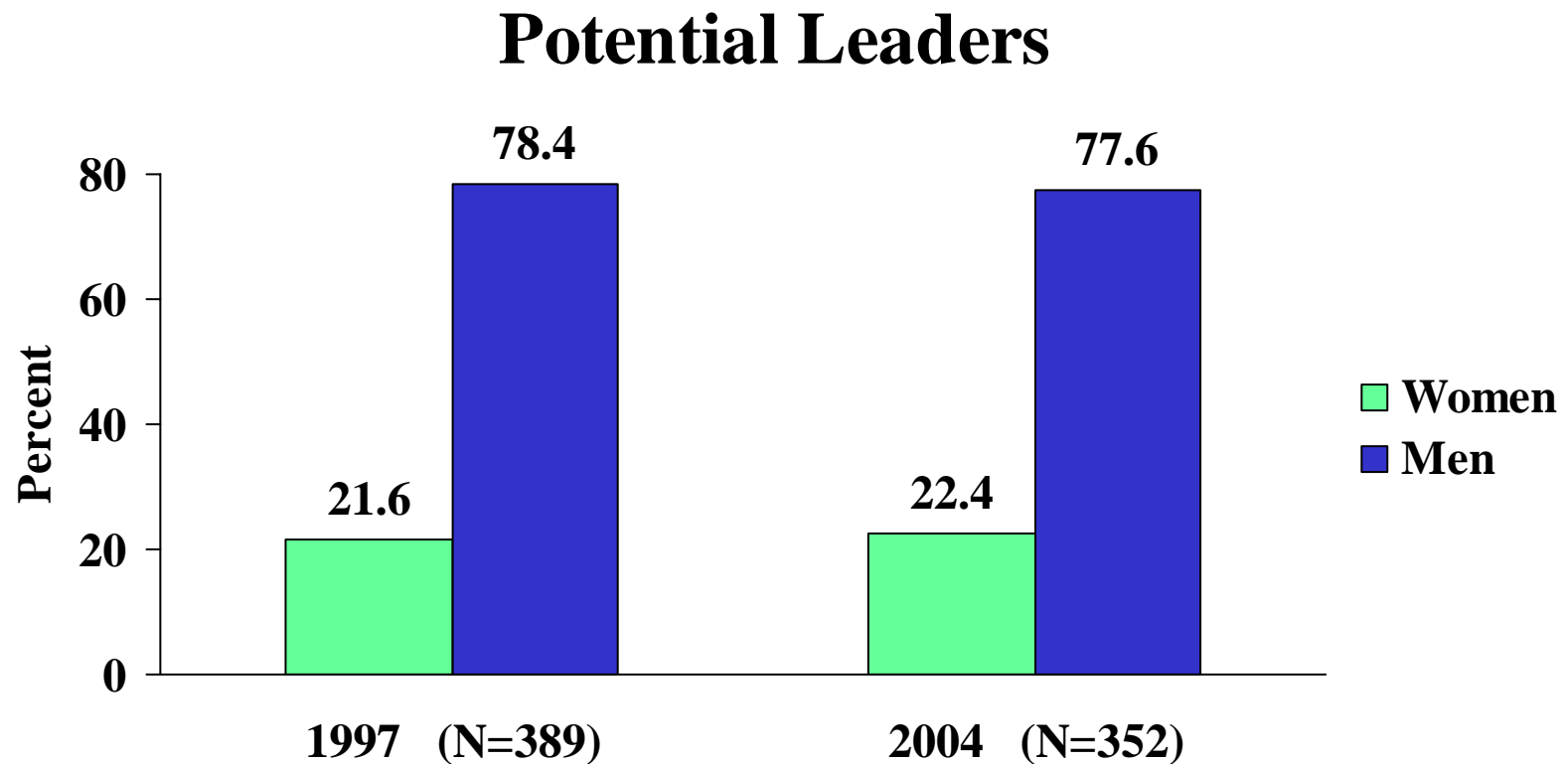


Figure 5. Number of Tenured UIC CoM Faculty by Gender, 1997-2004

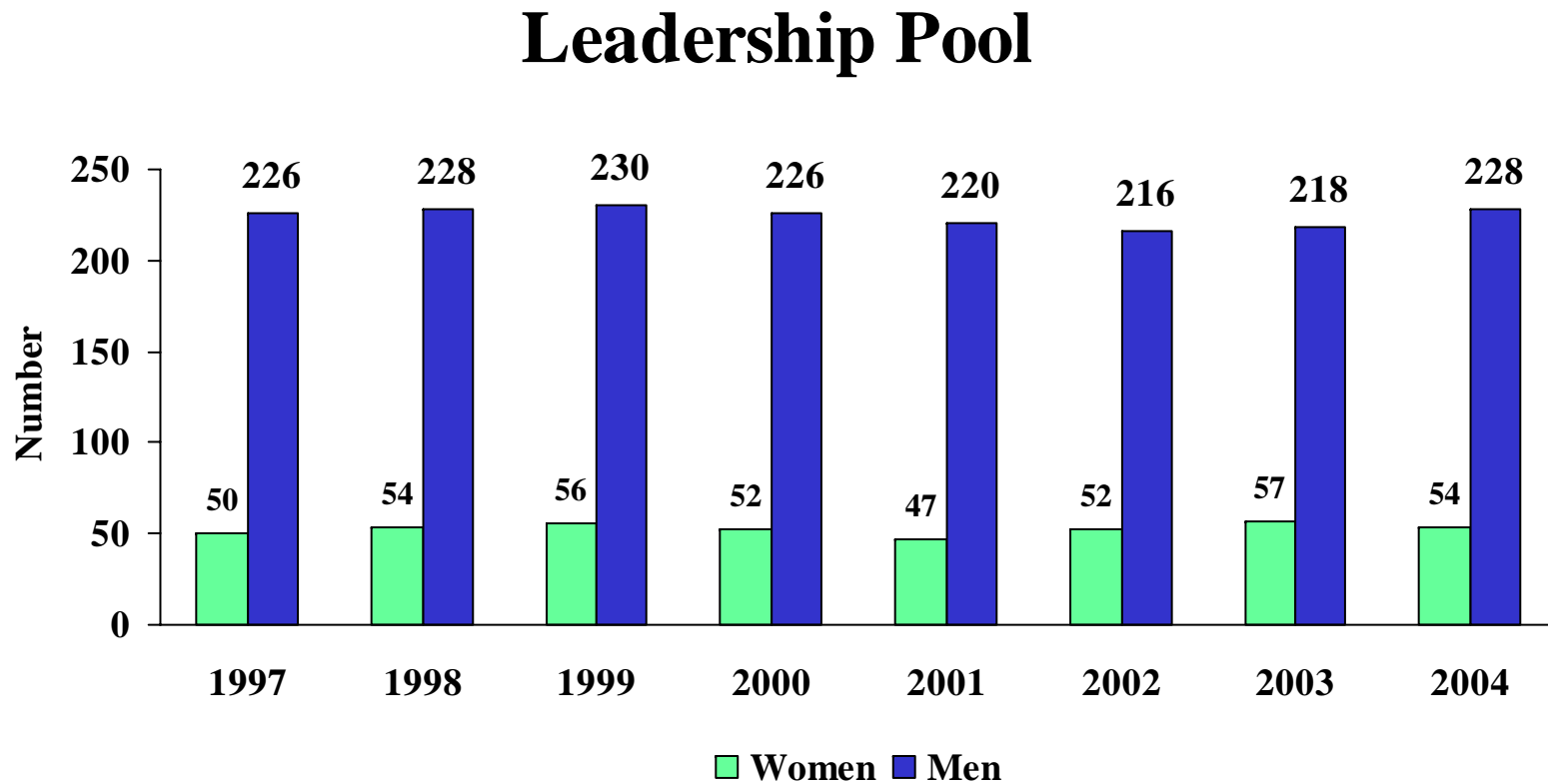
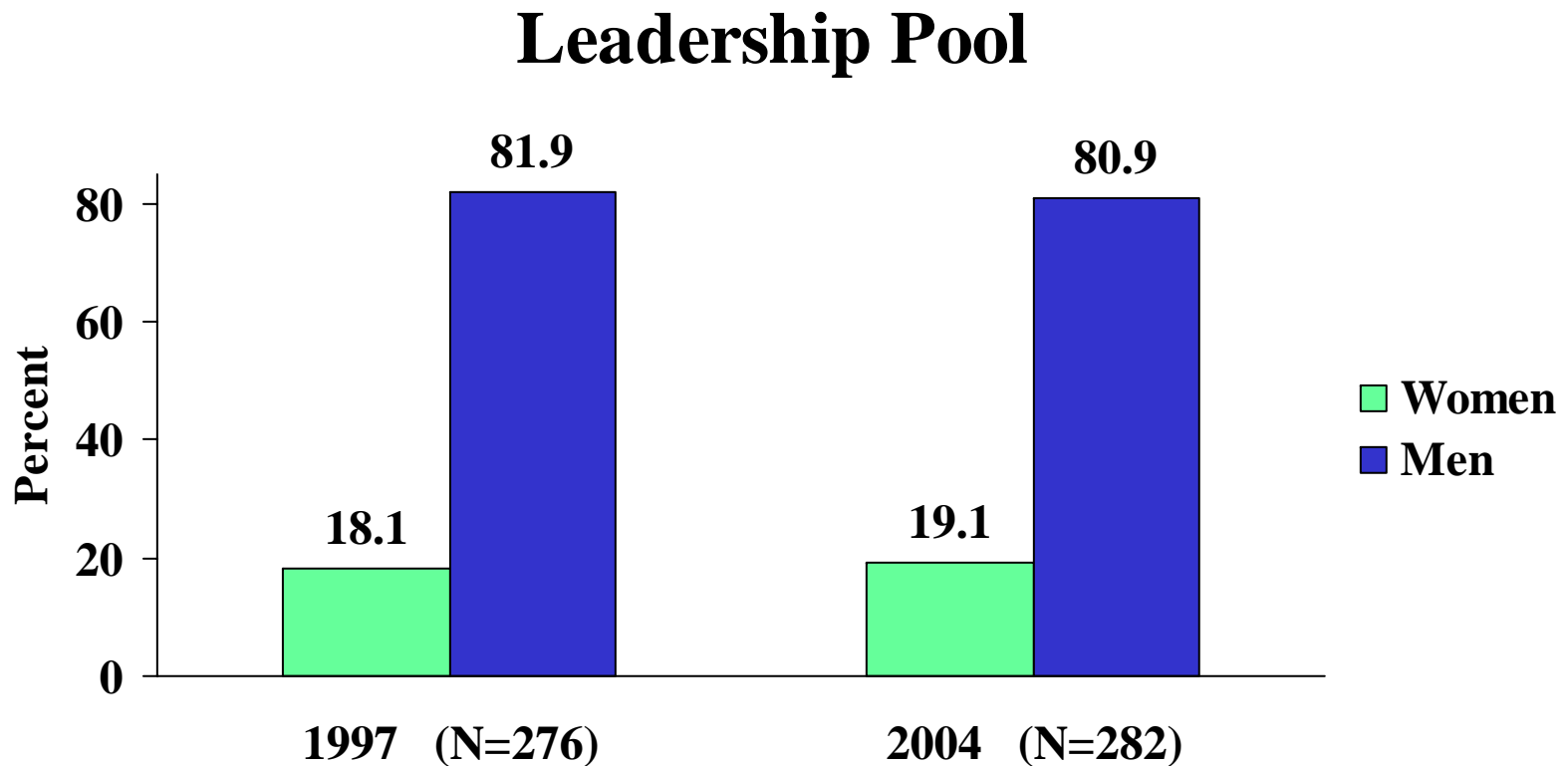


Figure 6. Gender Distribution of Tenured UIC CoM Faculty, 1997 and 2004



National Average in 2004-05 was 18% women.

Figure 7. Gender Distribution of UIC CoM Faculty by Tenure Status and Rank, 1997-2004

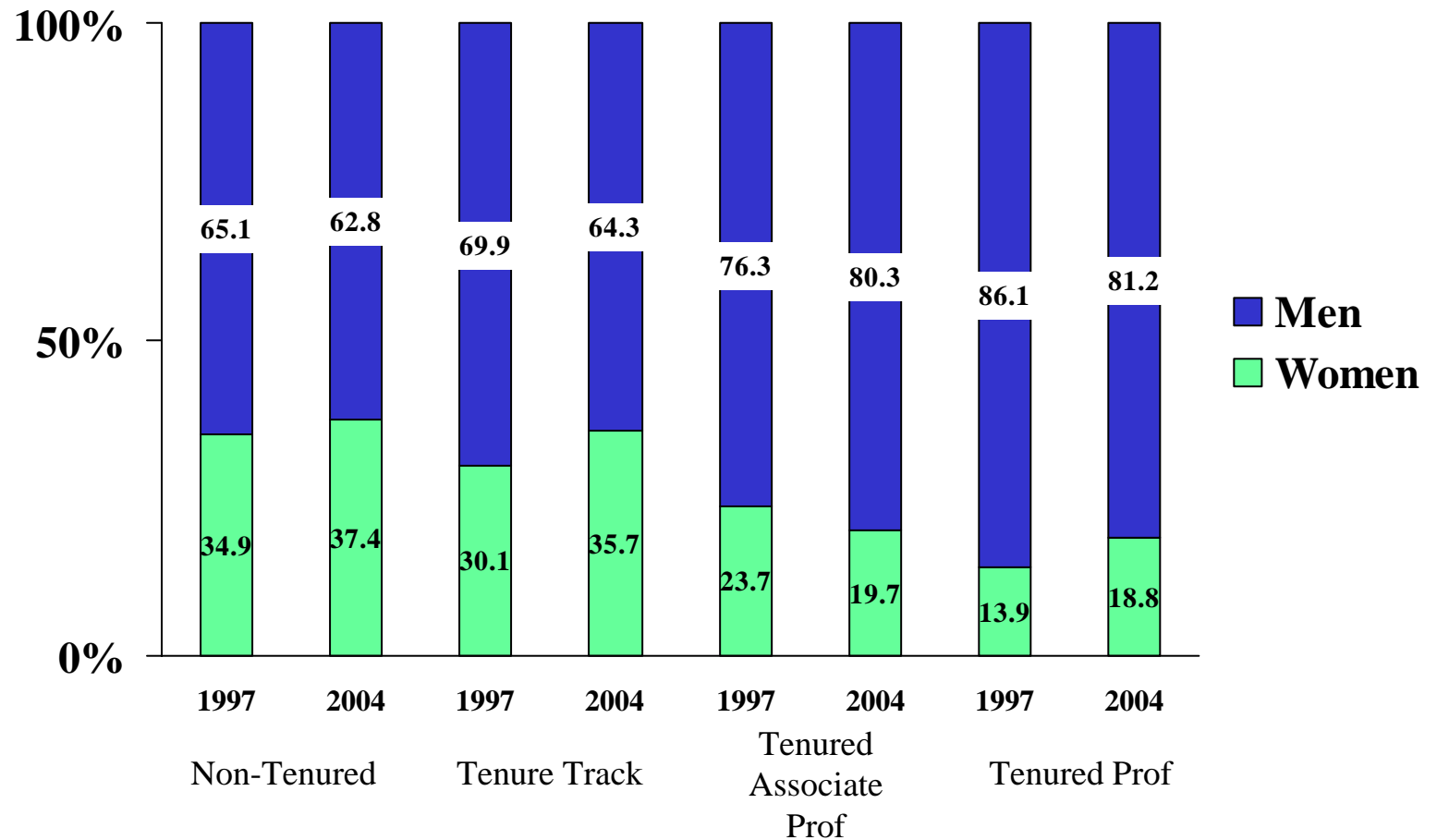
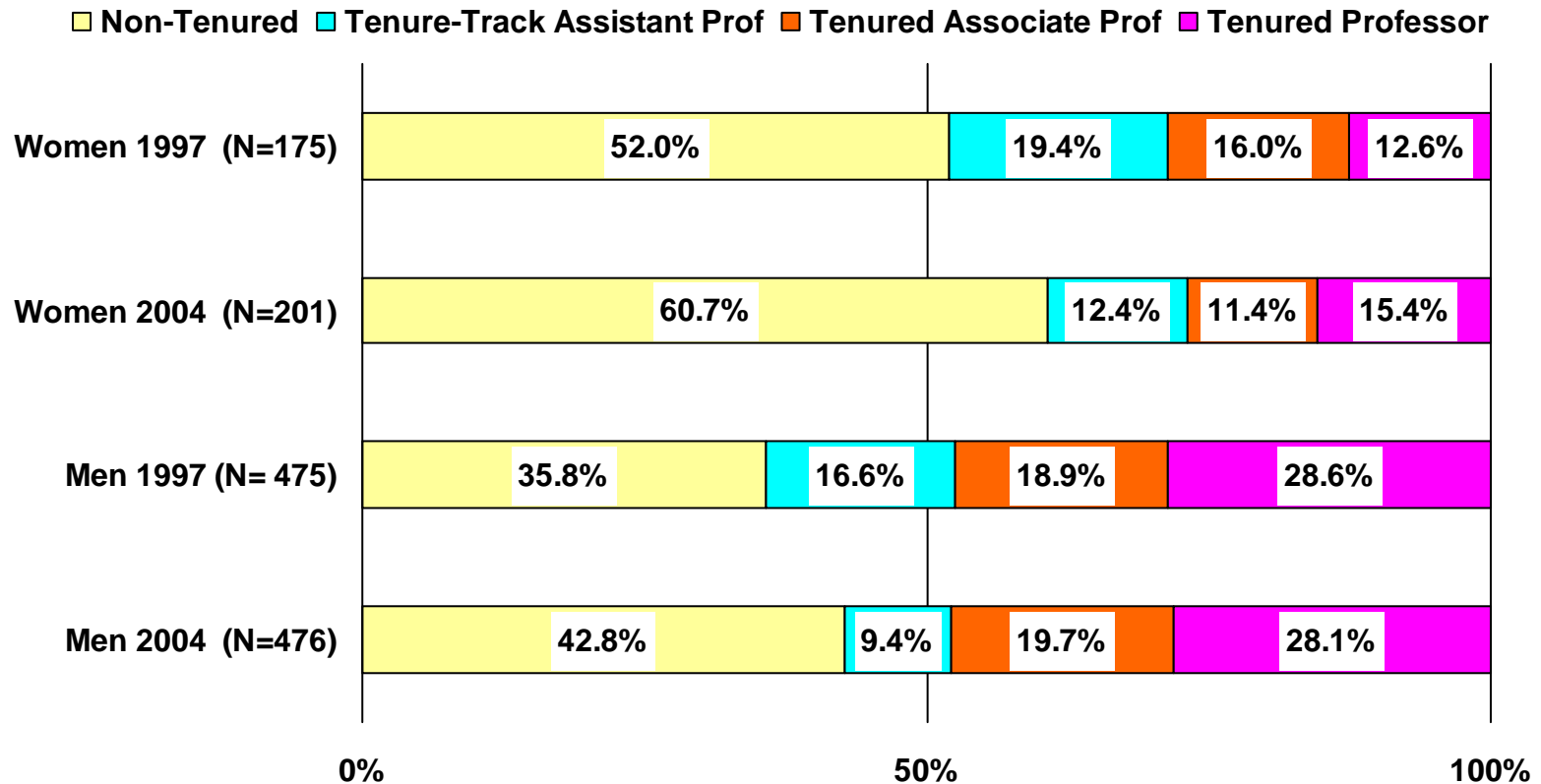


Figure 8. Percent Distribution of UIC CoM Faculty by Tenure Status and Rank, by Gender, 1997 and 2004



National Average for Tenured Faculty in 2004-05 was 13% for women and 27% for men.

Figure 9. Gender Distribution of Basic Science and Clinical Tenured UIC CoM Faculty, 1997 and 2004

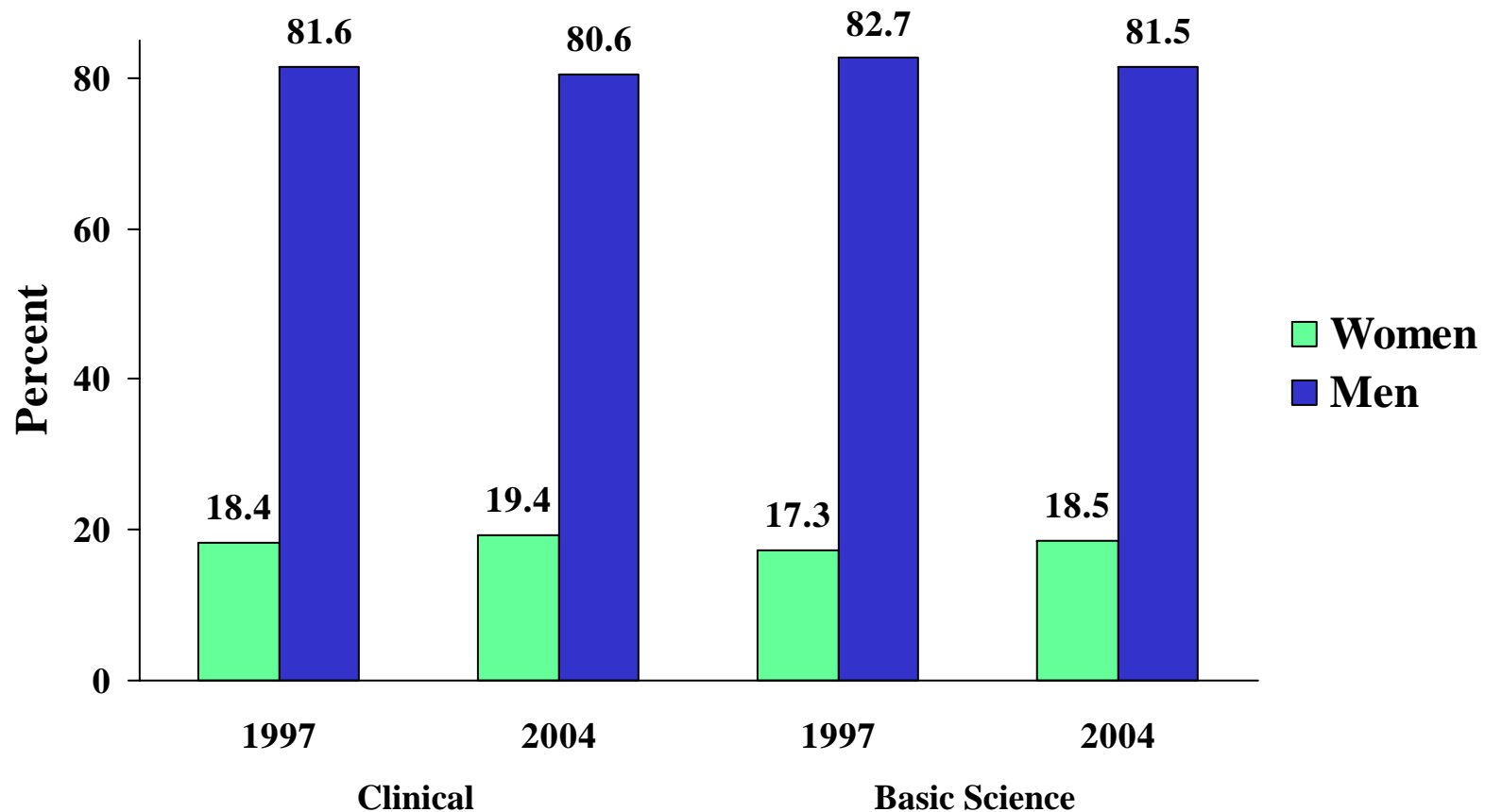
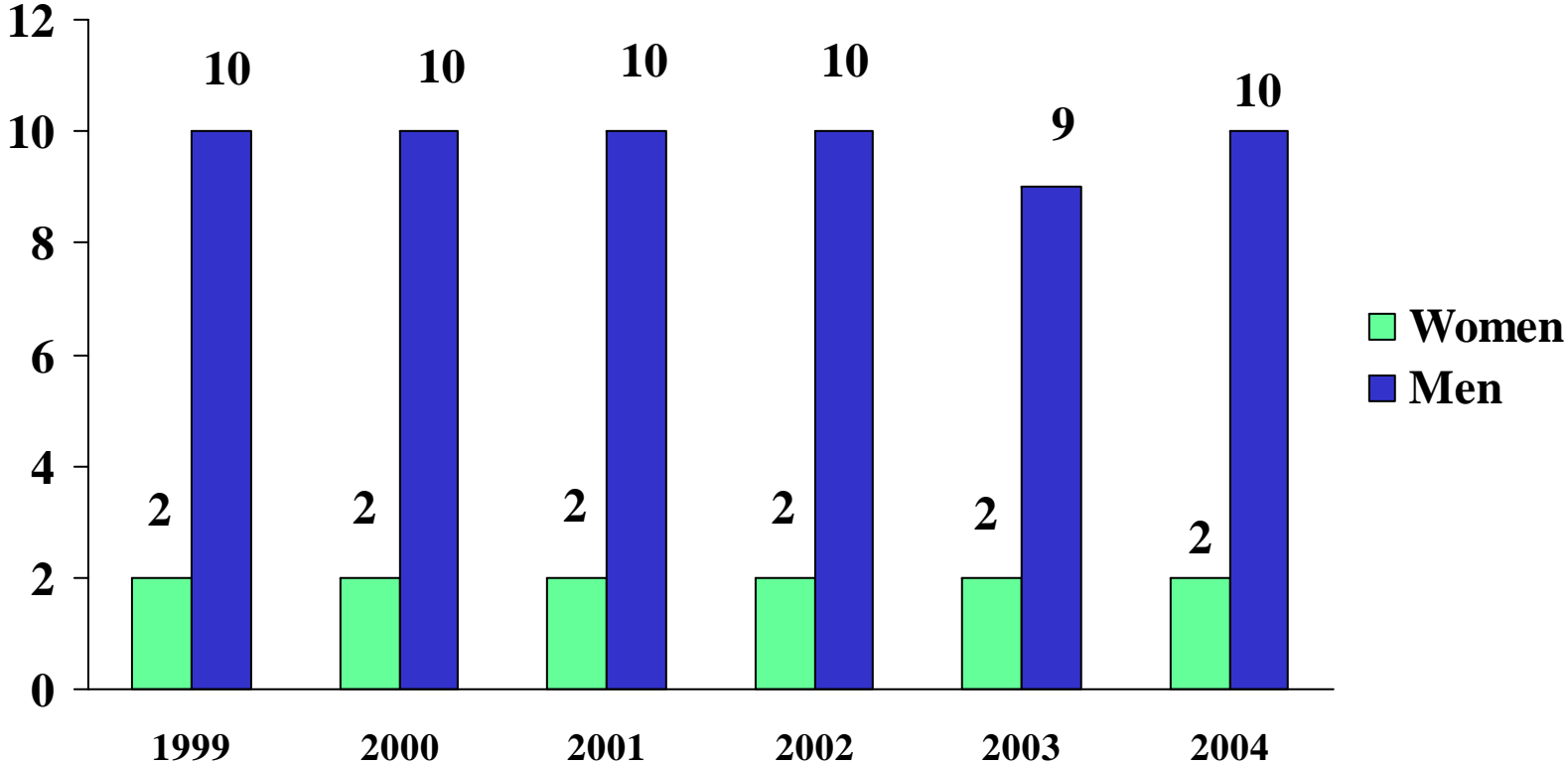


Figure 10. Number of Promotion and Tenure Committee Members* by Gender, 1999 - 2004



Note: Each year includes faculty from other campuses.

Figure 11. Percent Women Among Faculty in UIC CoM Basic Science Departments Compared to National Average, 1997 and 2004

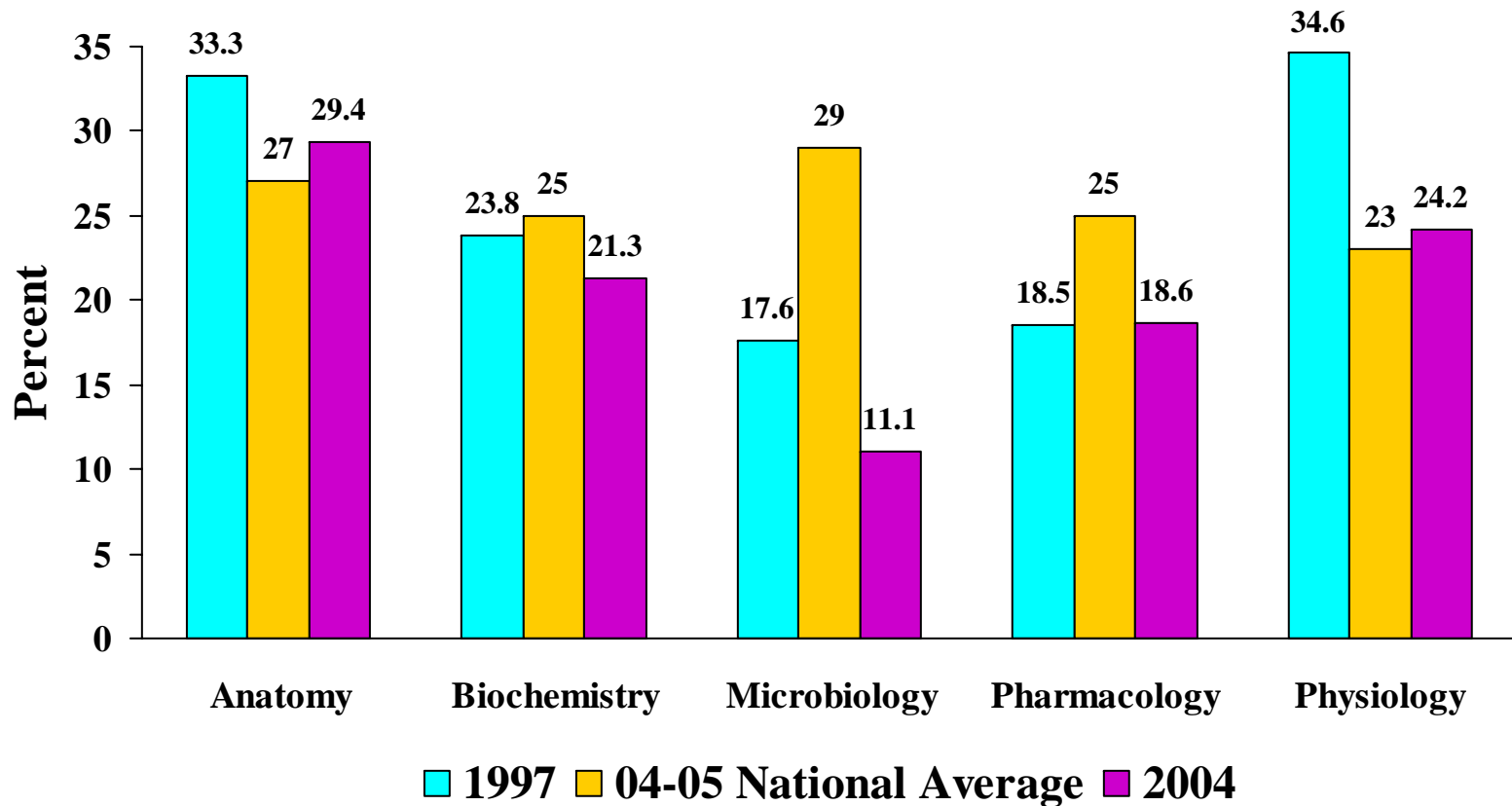
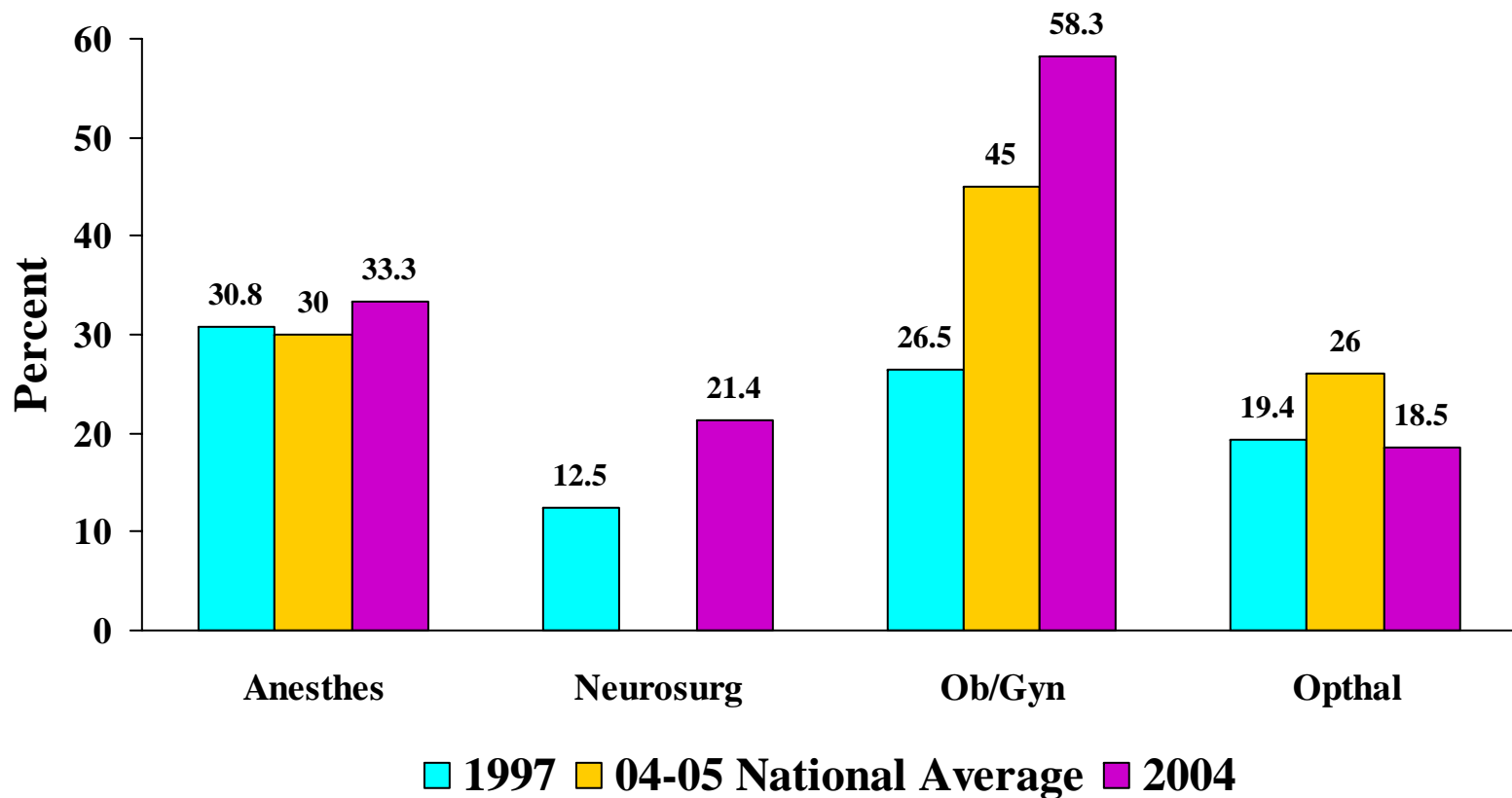
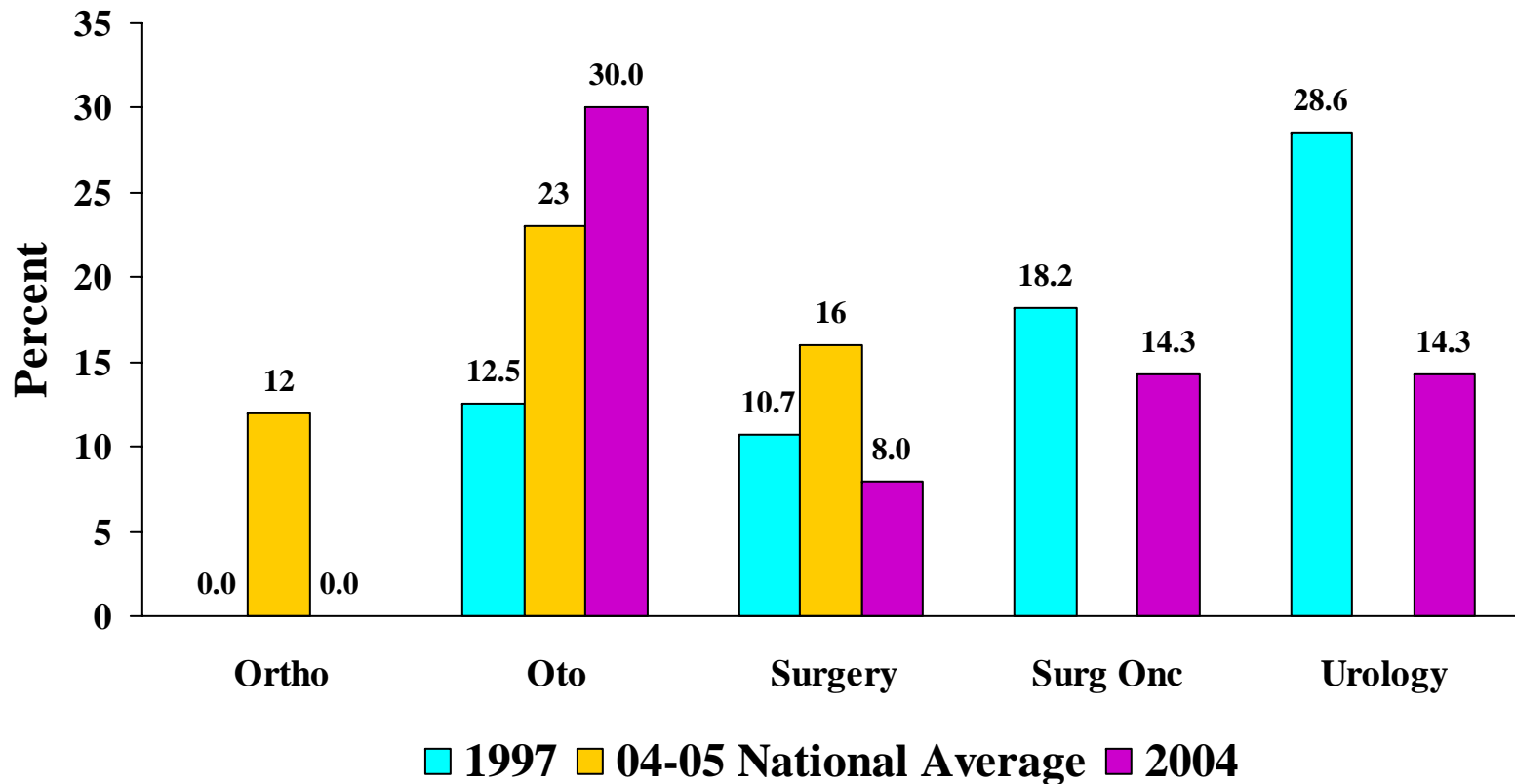


Figure 12. Percent Women Among Faculty in UIC CoM Surgical Departments Compared to National Average, 1997 and 2004



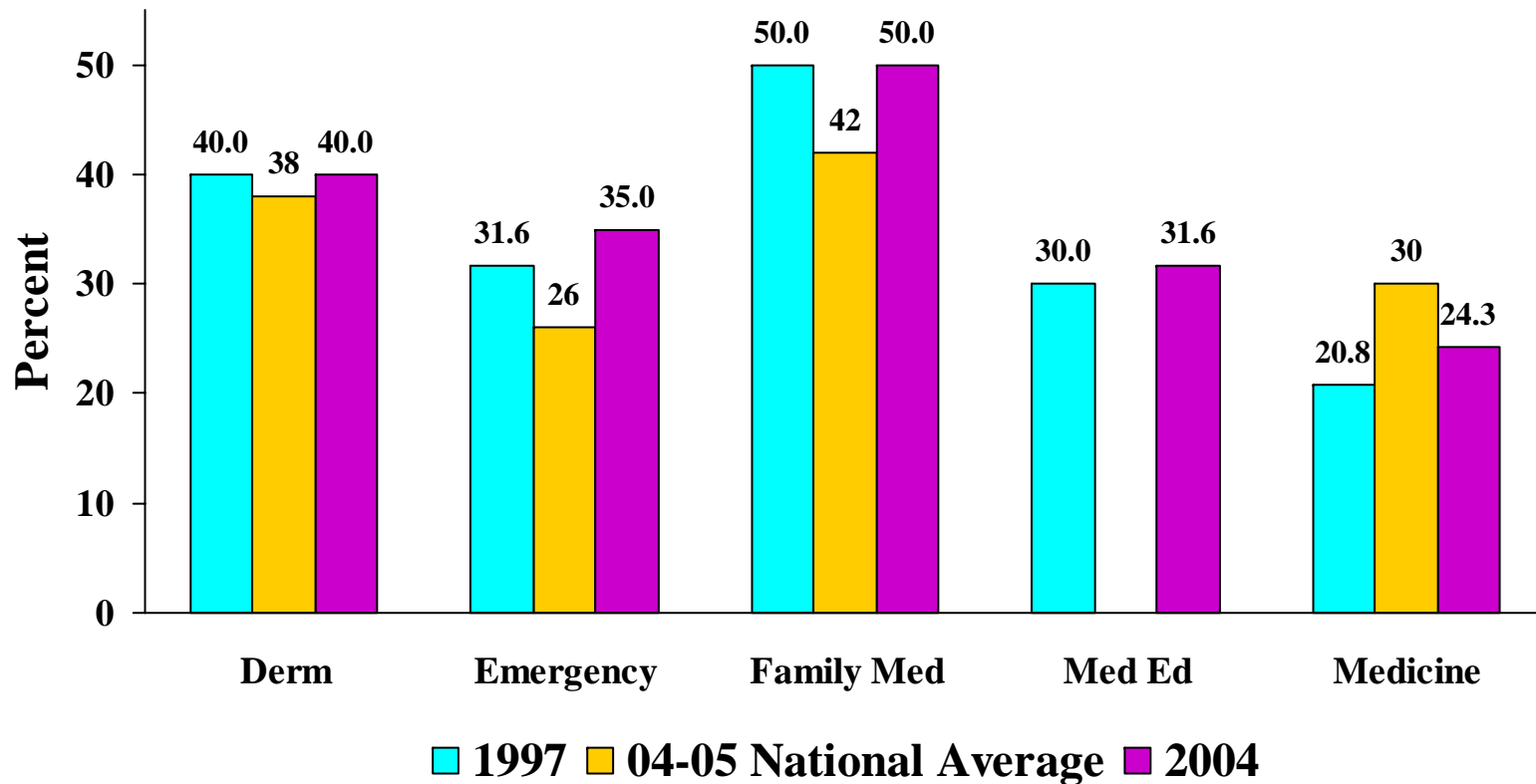
Note: No National Average available for Neurosurgery.

Figure 13. Percent Women Among Faculty in UIC CoM Surgical Departments Compared to National Average, 1997 and 2004



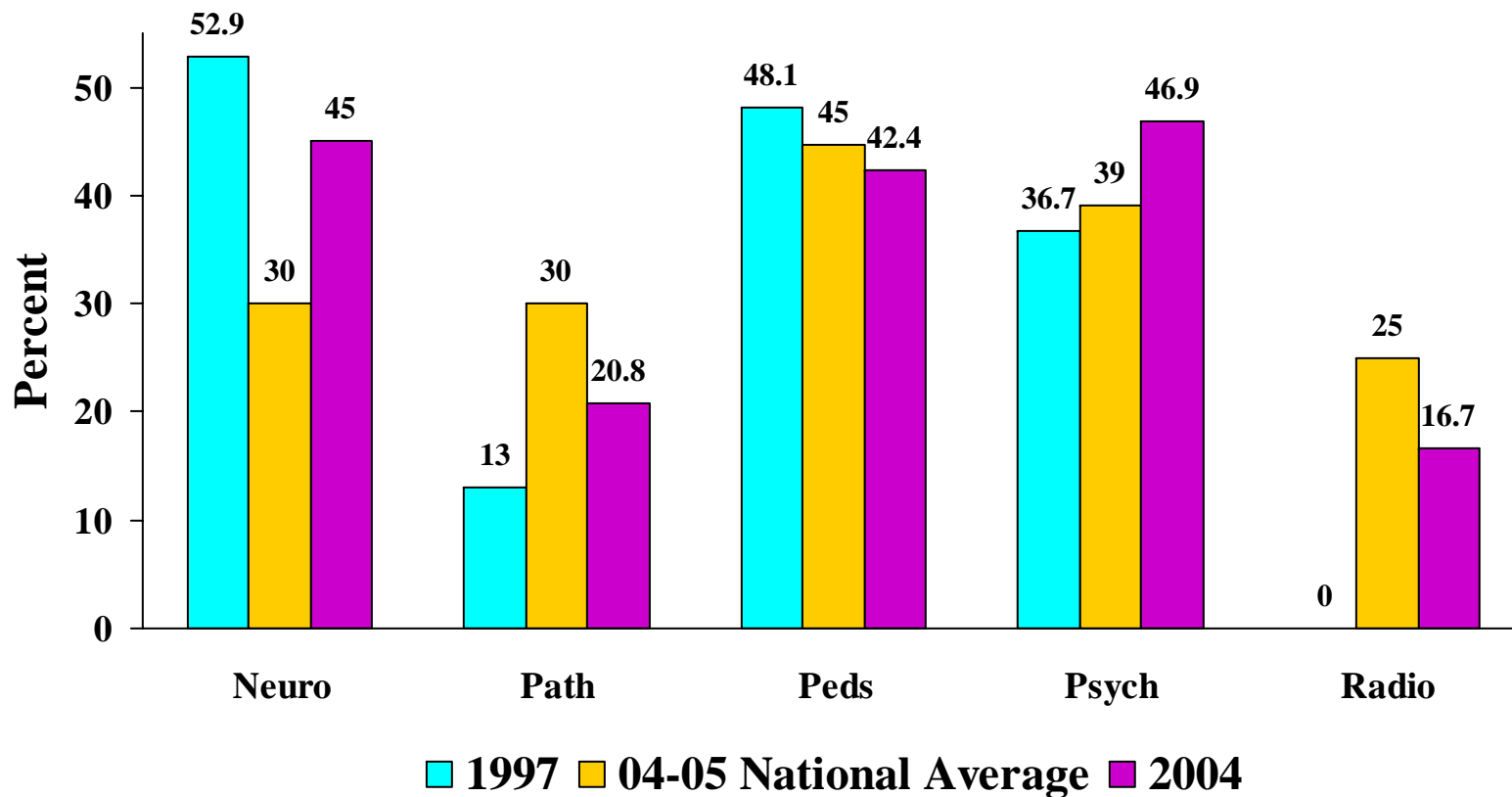
Note: No National Average available for Surgical Oncology or Urology.

Figure 14. Percent Women Among Faculty in UIC CoM Medical Departments Compared to National Average, 1997 and 2004



Note: No National Average available for Medical Education.

Figure 15. Percent Women Among Faculty in UIC CoM Medical Departments Compared to National Average, 1997 and 2004





Women in Medicine at UIC, 1997-2004

Summary

- Over the past eight years UIC CoM has
 - Increased slightly percent of faculty who are women (26.9 to 29.6%)
 - Increased slightly percent of tenured faculty who are women (18.1 to 19.1%)
 - Decreased percent of tenured associate professors who are women (23.7 to 19.7%)
 - Increased percent of tenured professors who are women (13.9 to 18.8%)



Women in Medicine at UIC, 1997-2004

Summary

- Among women faculty
 - Only 26.9% are tenured vs. 47.8% of men
 - More than 60% are non-tenured vs. 43% of men
- Among Departments
 - Ten Departments are above the average percent female faculty for their Department
 - Nine Departments are below the average percent female faculty for their Department



Women in Medicine at UIC, 1997-2004

Conclusions

- UIC CoM is similar to other Medical Schools, but we must do better
 - Increase pace of progress towards gender parity
 - Improve female representation in leadership pool
 - Put more women in leadership positions
- We must **ATTRACT** and **RETAIN** top notch women faculty



Women in Medicine at UIC, 1997-2004

Conclusions

- Each department must contribute to progress
- More analysis needed
 - Additional gender analyses -- hiring, retention, leadership (underway)
 - Similar analysis for underrepresented minorities (will be done)