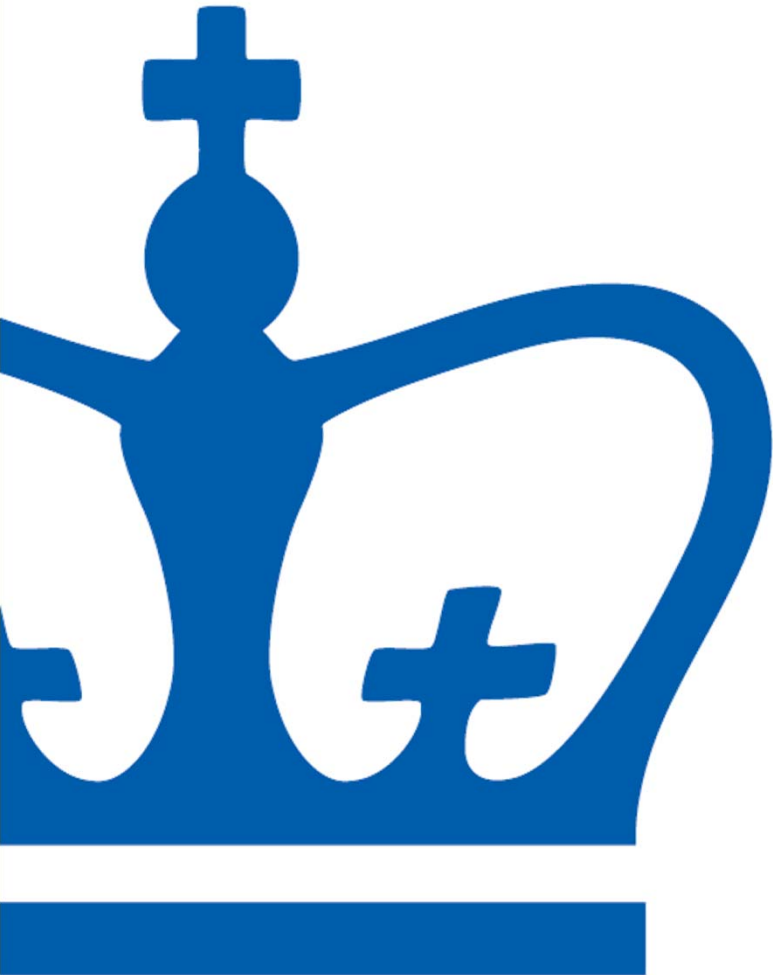


Commission on the Status of Women

Vagelos College of Physicians and Surgeons Pipeline Study:

Advancement of Women Faculty through the Academic Ranks



Presentation to Senate Plenary,
February 2, 2018



Vagelos College of Physicians and Surgeons Pipeline Study Background

- The Commission seeks to answer the following questions:
 - What has been the progress of female faculty through the academic pipeline and how does it compare with the progress of male faculty?
 - Are there leaks in the pipeline and, if yes, where are they?
 - What needs to be done to address leaks and promote equity at all levels?
- Brief history of pipeline studies
 - Arts and Sciences: 2001; 2015
 - College of Physicians and Surgeons (P&S) initiated in 2015

Vagelos College of Physicians and Surgeons Pipeline Study Background

- 2015-2016: Initiation of Study
- 2016-present: Worked with the Academic Affairs division in the Office of the Provost (Faculty Affairs and Academic Appointments)
- Data:
 - Drawn from PeopleSoft and reviewed by Academic Affairs
 - Snapshot data taken on November 1 each year from 2007-08 to 2016-17
 - Structure:
 - **Data 1: Position department + primary appointment**
 - Data 2: Administrative department
 - Analyzed by Dr. Melanie Wall, Director of Biostatistics, Psychiatry, CUMC

Vagelos College of Physicians and Surgeons Pipeline Study Acknowledgements

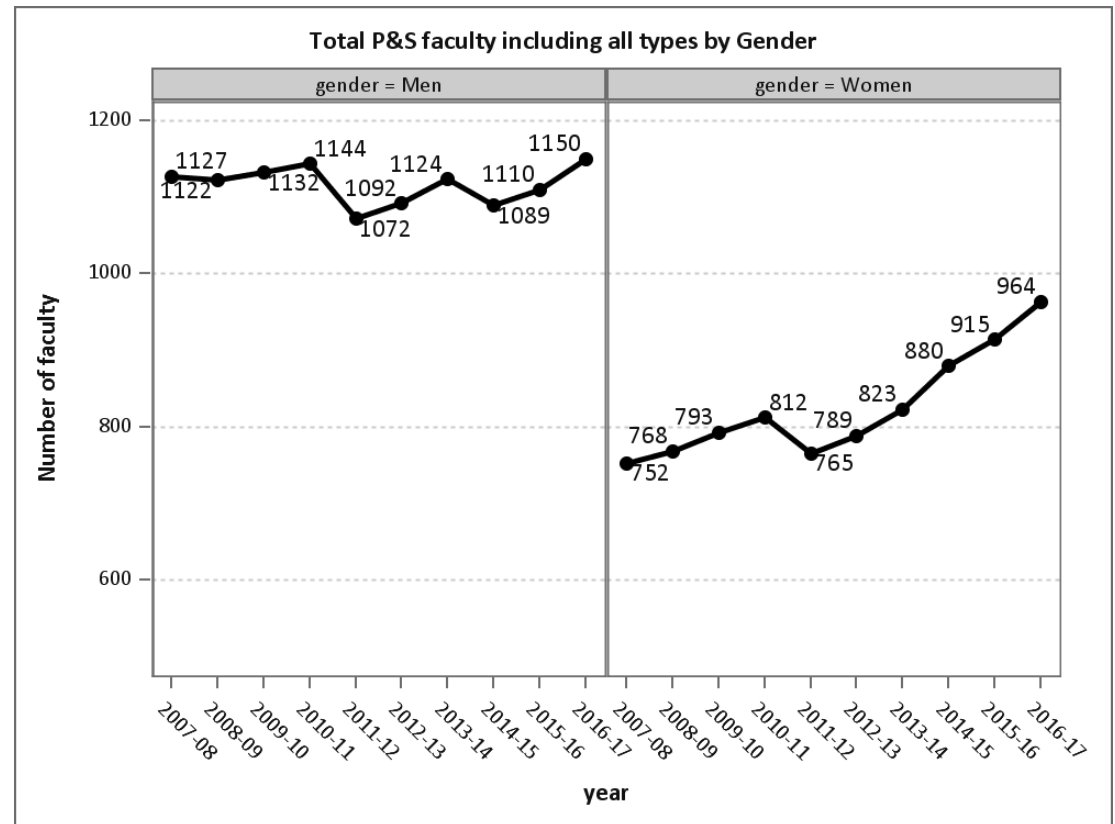
We wish to thank the Office of the Vice Provost for Faculty Affairs and the Office of Academic Appointments for their essential assistance with this study:

- Christopher Brown Vice Provost for Faculty Affairs
- Carmen DeLeon Assistant Provost for Academic Appointments
- Angel Flesher Assistant Provost for Faculty Affairs
- Anna Makkar Associate Director of Operations and Analytics
- Art Palmer Interim Vice Provost for Faculty Affairs
- Zeid Sitnica Assistant Provost for Academic Appointments
- Pearl Spiro Associate Provost for Academic Appointments

Vagelos College of Physicians and Surgeons Pipeline Study

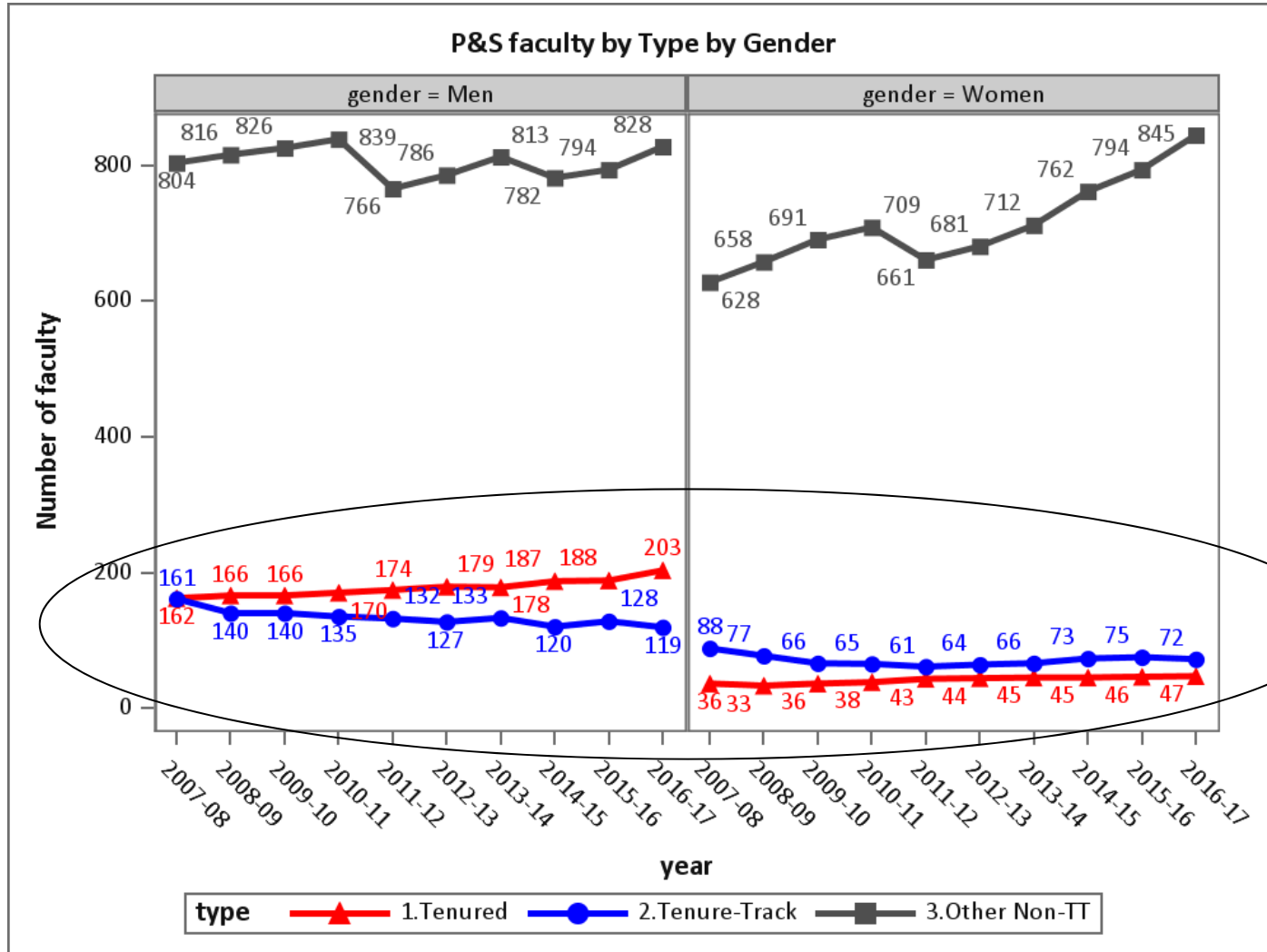
Total Faculty Population

- Over the period 2007-08 to 2016-17, there has been a 30% increase in the number of women faculty and a 1% increase in the number of men faculty
- By 2016-17, women faculty accounted for 46% of total faculty, up from 40% in 2007-08



Vagelos College of Physicians and Surgeons Pipeline Study

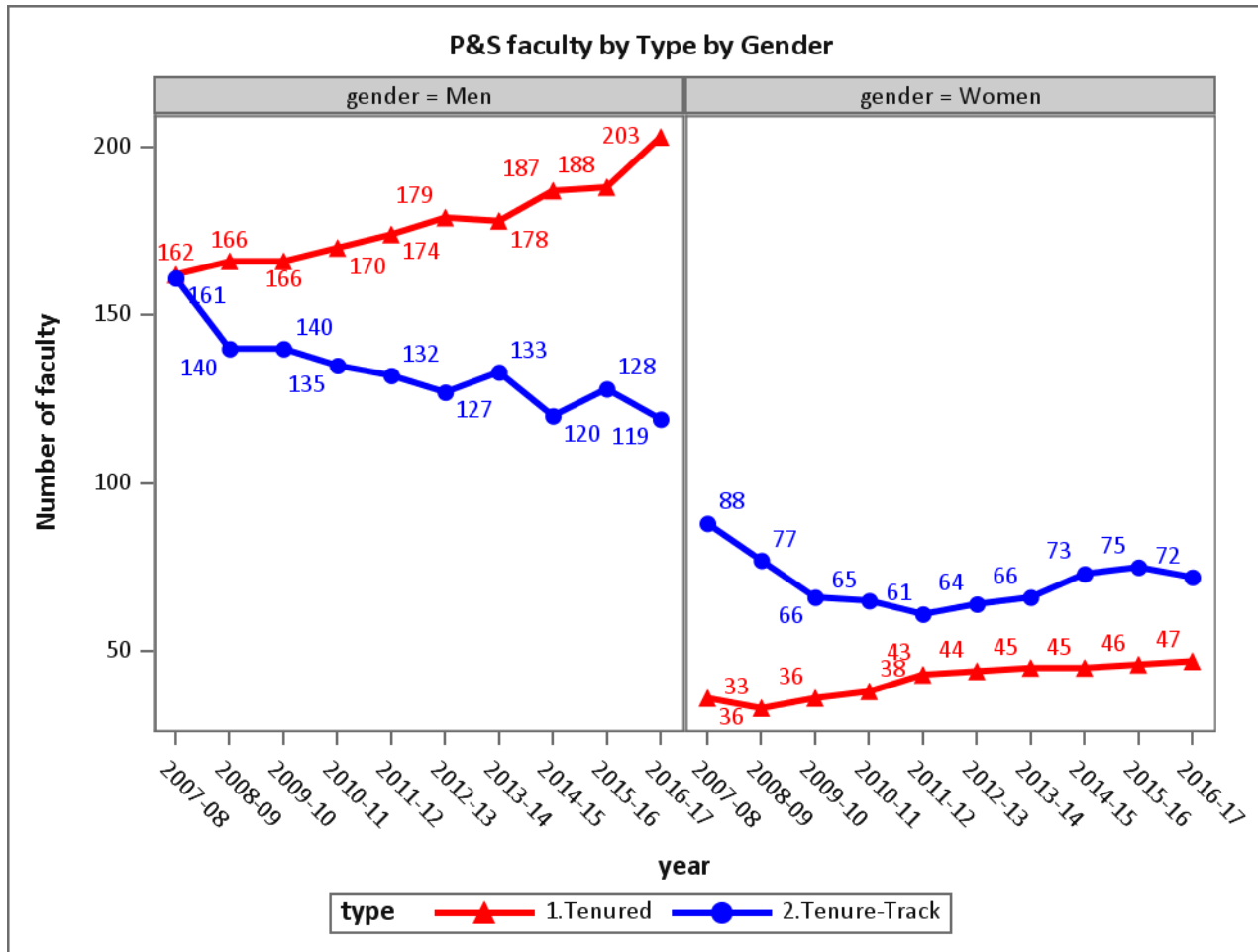
Tenure Status: All



- The greatest increases have been seen on the nontenure track where there has been a:
 - 4% increase in men faculty
 - 37% increase in women faculty
- Women faculty now account for 51% of all nontenure track faculty

Vagelos College of Physicians and Surgeons Pipeline Study

Tenure status: Tenured



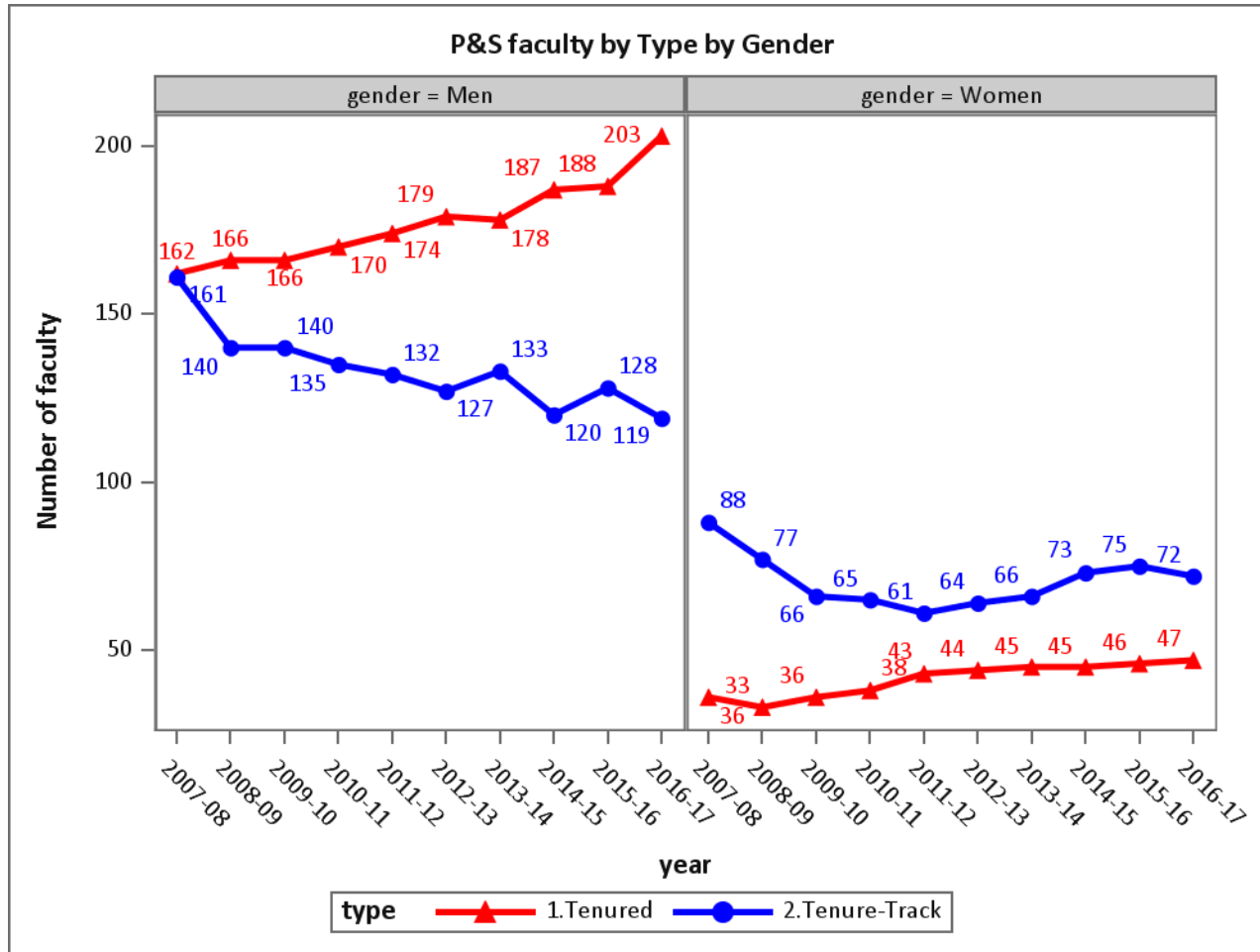
- **4 to 1 ratio of Men to Women who are tenured**

In ten years:

- Tenured men increased by 41
- Tenured women increased by 11

Vagelos College of Physicians and Surgeons Pipeline Study

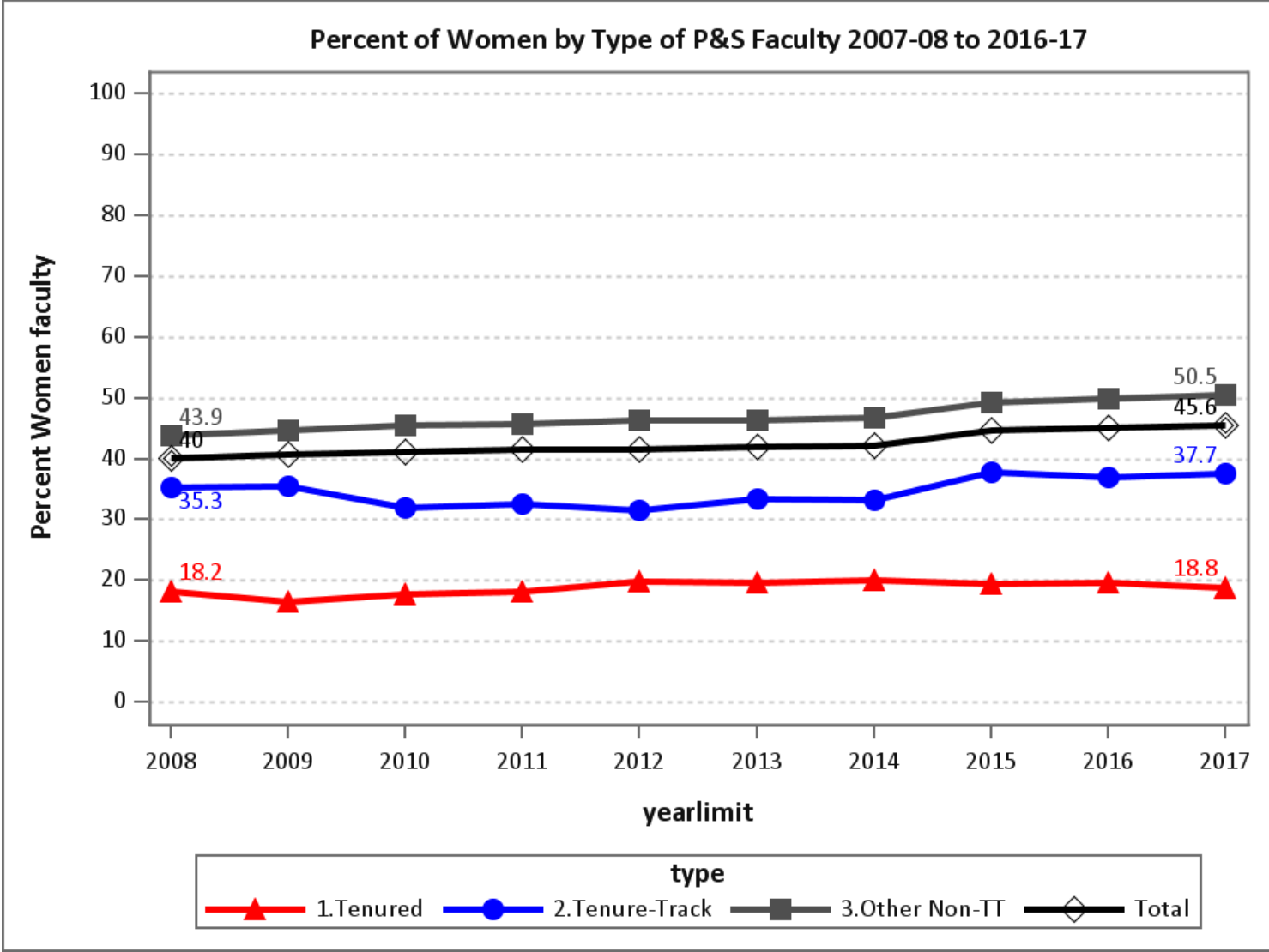
Tenure Status: Tenure-Track



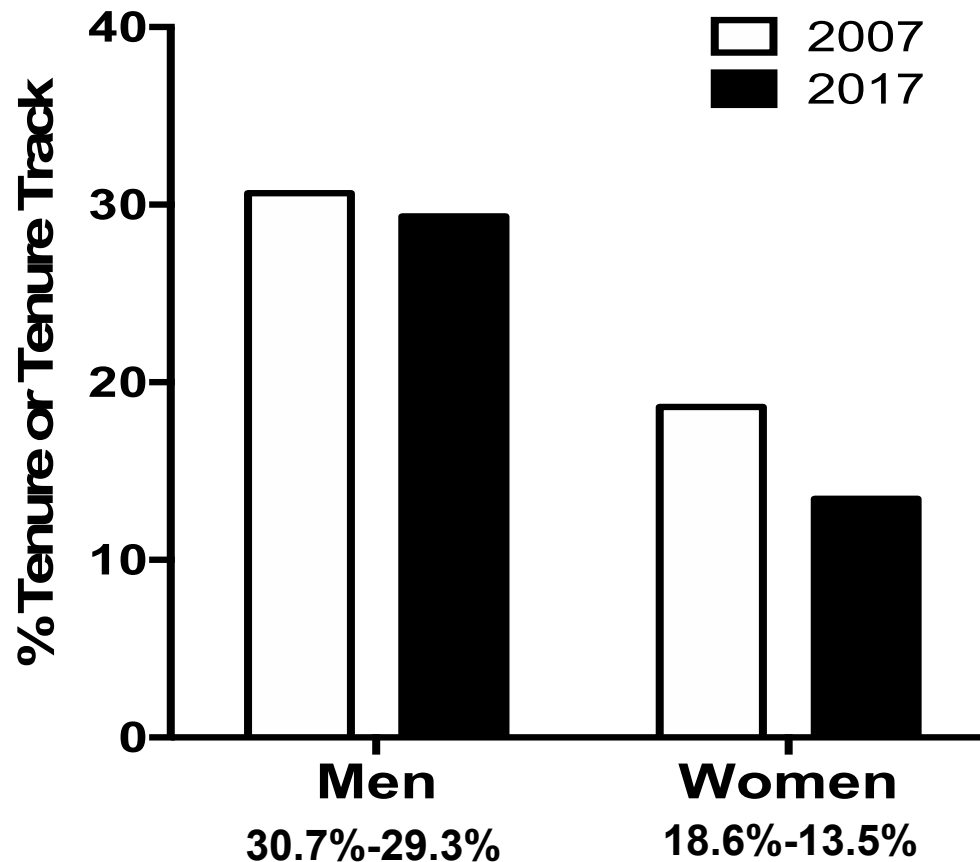
- Over this period, the number of tenure track faculty has declined in both men and women
- Still 1.6 men for every 1 woman on the tenure track in 2016-17

Vagelos College of Physicians and Surgeons Pipeline Study

Share of Women Faculty by Tenure Type

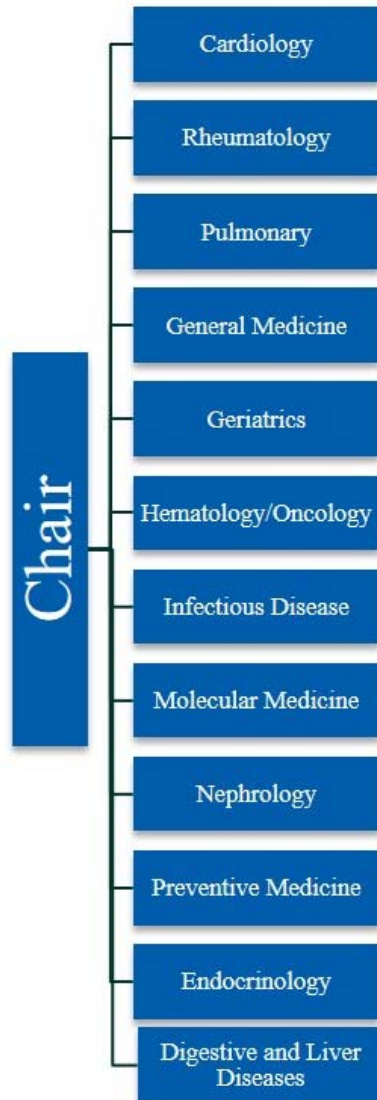


Percent of total P&S faculty who are tenured or tenure track

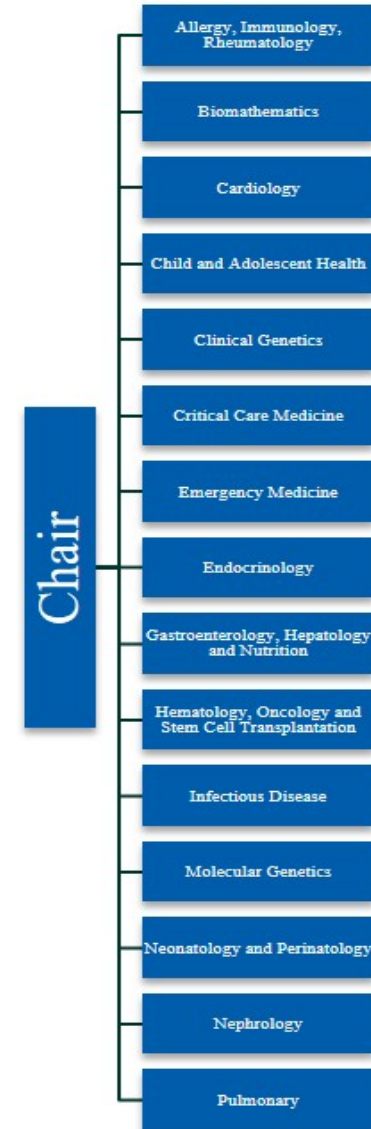


Vagelos College of Physicians and Surgeons Pipeline Study Leadership Complexity

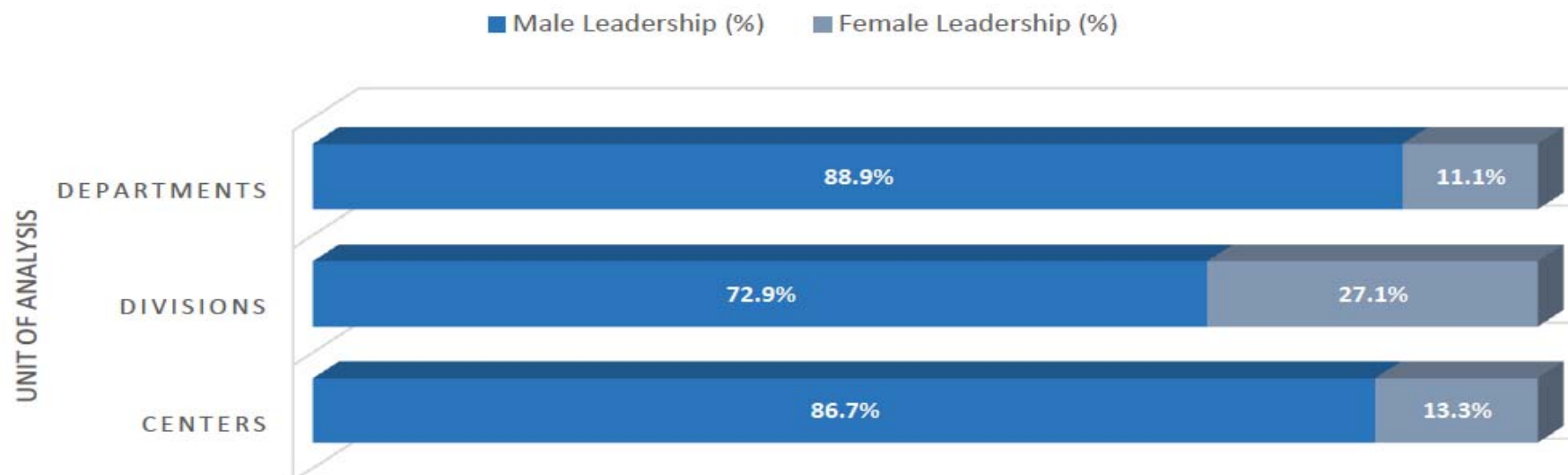
Medicine-650 Faculty



Pediatrics-280 Faculty



Vagelos College of Physicians and Surgeons Pipeline Study Leadership and Gender



Unit	Total Number	Male Leadership	Female Leadership	Male Leadership (%)	Female Leadership (%)
Department ¹	27	24	3	88.9%	11.1%
Division ²	85	62	23	72.9%	27.1%
Center ³	15	13	2	86.7%	13.3%

¹ Departments of Emergency Medicine and Medical Humanities and Ethics are included

² Divisions of Emergency Medicine and Medical Humanities and Ethics are not included, information not available at time of preparation

³ Trustee approved Centers

Vagelos College of Physicians and Surgeons Pipeline Study

Leadership and Gender by division

Unit	Total Number	Men	Women	Women % of total
Divisional chiefs*	84	61	23	27.4%
Anesthesiology	9	6	3	33.3%
Medicine**	13	11	2	15.4%
Neurology	12	9	3	25.0%
Obstetrics and Gynecology	6	3	3	50.0%
Pediatrics	15	8	7	46.7%
Radiology	11	9	2	18.2%
Surgery***	18	15	3	16.7%

*Divisional Chiefs: Data does not include Psychiatry.

**Medicine: 13 divisions with chiefs included (14 divisions in total)

*** Surgery: 18 divisions with chiefs included (35 divisions in total)

Vagelos College of Physicians and Surgeons Pipeline Study Peer Comparison

School	Women as a Count or Percentage of Women and Men Tenured Faculty
Yale	33%
Brown	27%
Johns Hopkins	22%
Michigan	22%
NYU	20%
Harvard	15%

Source: AAMC. State of Women in Academic Medicine: The Pipeline and Pathways to Leadership, 2015-2016
<https://www.aamc.org/members/gwims/statistics/>

To better understand the experience of women faculty, findings from the University Senate Faculty Quality of Life Survey 2015-16 are included in the appendix.

Vagelos College of Physicians and Surgeons Pipeline Study Recommendations

1. Annual reporting to review and assess the progress of women faculty
2. Attain equal representation of women in the tenured ranks
3. Suggested pathways for success:
 - Equal representation of women in leadership positions within 10 years
 - Targeted hires of senior women
 - Implementation of best practices in hiring to chief positions
 - National searches for all leadership positions

Questions?

Thank you

Appendices

Vagelos College of Physicians and Surgeons Pipeline Study

Faculty Population: Defined by position department and primary appointment

Table 1A: **Columbia University P&S faculty**. Summary counts of faculty by Type, Rank, and Gender 2016-17 (N=2114) vs. 10 years earlier 2007-08 (N=1879)

Faculty defined by Position Department - Primary Appointment

	2016-17				2007-08			
	Total	Men	Women	%Women	Total	Men	Women	%Women
Tenured	250	203	47	18.8%	198	162	36	18.2%
Professor	199	165	34	17.1%	170	140	30	17.6%
Associate Professor	51	38	13	25.5%	28	22	6	21.4%
Tenure-Track	191	119	72	37.7%	249	161	88	35.3%
Professor	8	6	2	25.0%	8	7	1	12.5%
Associate Professor	16	13	3	18.8%	17	11	6	35.3%
Assistant Professor	166	99	67	40.4%	218	140	78	35.8%
Instructor	1	1	0	0.0%	6	3	3	50.0%
Other Non-tenure track	1673	828	845	50.5%	1432	804	628	43.9%
Professor Clinical/of Clinical/Hosp/CUMC	244	169	75	30.7%	207	154	53	25.6%
Associate Professor Clinical/of Clinical/Hosp/CUMC	298	166	132	44.3%	286	189	97	33.9%
Assistant Professor Clinical/of Clinical/CUMC	997	438	559	56.1%	760	381	379	49.9%
Instructor in Clinical/CUMC	134	55	79	59.0%	179	80	99	55.3%
Total	2114	1150	964	45.6%	1879	1127	752	40.0%

Summary data does not include Tenure of Title or Associate in Clinical

Vagelos College of Physicians and Surgeons Pipeline Study

Faculty Population: Defined by Administrative Department

Table 1B: **Columbia University P&S faculty.** Summary counts of faculty by Type, Rank, and Gender 2016-17 (N=2161) vs. 10 years earlier 2007-08 (N=1891)
Faculty defined by Administrative Department

	2016-17				2007-08			
	Total	Men	Women	%Women	Total	Men	Women	%Women
Tenured	259	206	53	20.5%	201	164	37	18.4%
Professor	210	170	40	19.0%	176	144	32	18.2%
Associate Professor	49	36	13	26.5%	25	20	5	20.0%
Tenure-Track	192	120	72	37.5%	248	160	88	35.5%
Professor	10	8	2	20.0%	10	7	3	30.0%
Associate Professor	17	14	3	17.6%	19	13	6	31.6%
Assistant Professor	164	97	67	40.9%	213	137	76	35.7%
Instructor	1	1	0	0.0%	6	3	3	50.0%
Other Non-tenure track	1710	834	876	51.2%	1442	806	636	44.1%
Professor Clinical/of Clinical/Hosp/CUMC	248	169	79	31.9%	212	157	55	25.9%
Associate Professor Clinical/of Clinical/Hosp/CUMC	304	166	138	45.4%	296	191	105	35.5%
Assistant Professor Clinical/of Clinical/CUMC	1020	447	573	56.2%	757	379	378	49.9%
Instructor in Clinical/CUMC	138	52	86	62.3%	177	79	98	55.4%
Total	2161	1160	1001	46.3%	1891	1130	761	40.2%

Summary data does not include Tenure of Title or Associate in Clinical

University Senate Faculty Quality of Life Survey 2015-2016

Vagelos College of Physicians and Surgeons
Faculty Satisfaction by Gender: Brief Report

February 2, 2018



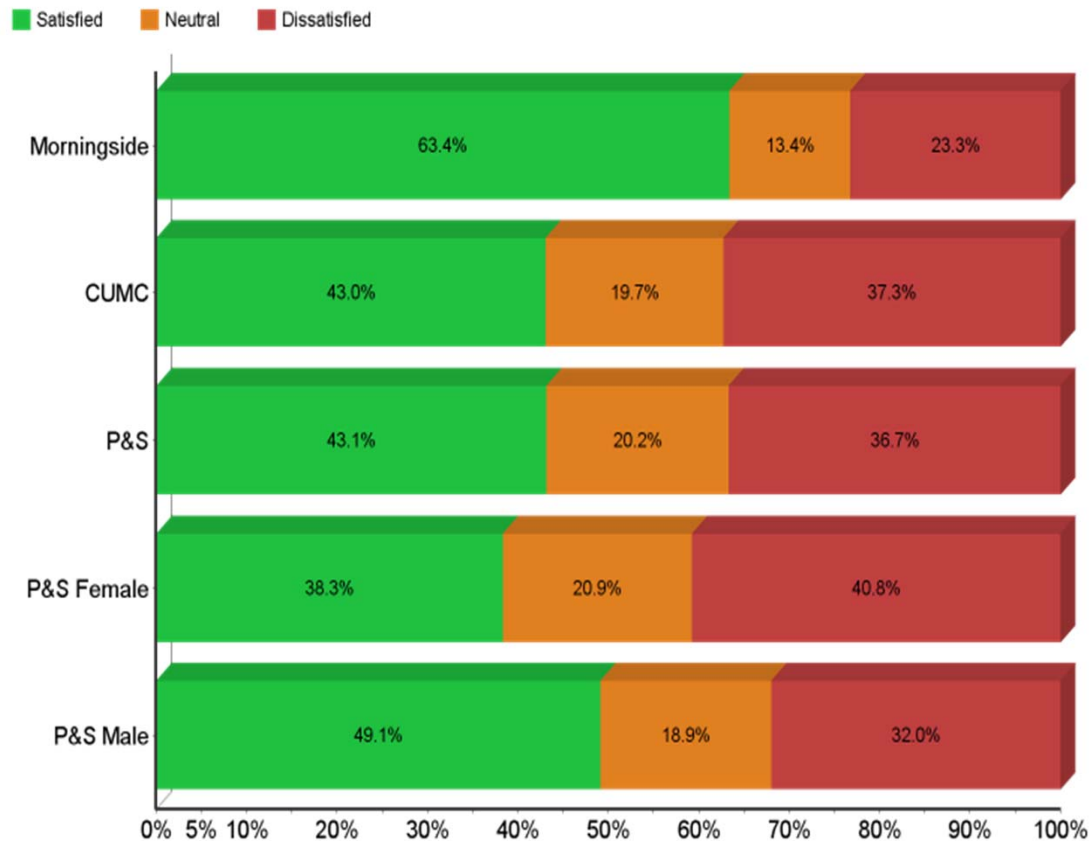
Vagelos College of Physicians and Surgeons Pipeline Study

University Senate Faculty Quality of Life Survey 2015-2016: Executive Summary:

- 41 percent response rate, consistent with Morningside and CUMC
- Overall, 71 percent of the faculty are satisfied being a faculty member
- Areas of highest satisfaction:
 - Quality of students, Library resources, Current rank, Benefits package
- Areas of highest dissatisfaction:
 - Administrative staff to assist with patients, research funds, support for securing grants, clinical staff to assist with patients
- Key areas of stress for faculty:
 - Clinical responsibilities, securing funding for research, department / campus politics
- **Faculty are satisfied with their life outside of work (90%) and feel they can integrate work with family obligations (64%)**
- Nonetheless, 32 percent state that they are likely to leave Columbia within three years
- **Selected items to highlight areas where policy and practice may be improved to respond to existing disparity in faculty experience, specifically to improve support for female faculty**

Satisfaction with Resources for Research & Scholarship

Overall, how satisfied are you with the resources Columbia University provides to support your research and scholarship?

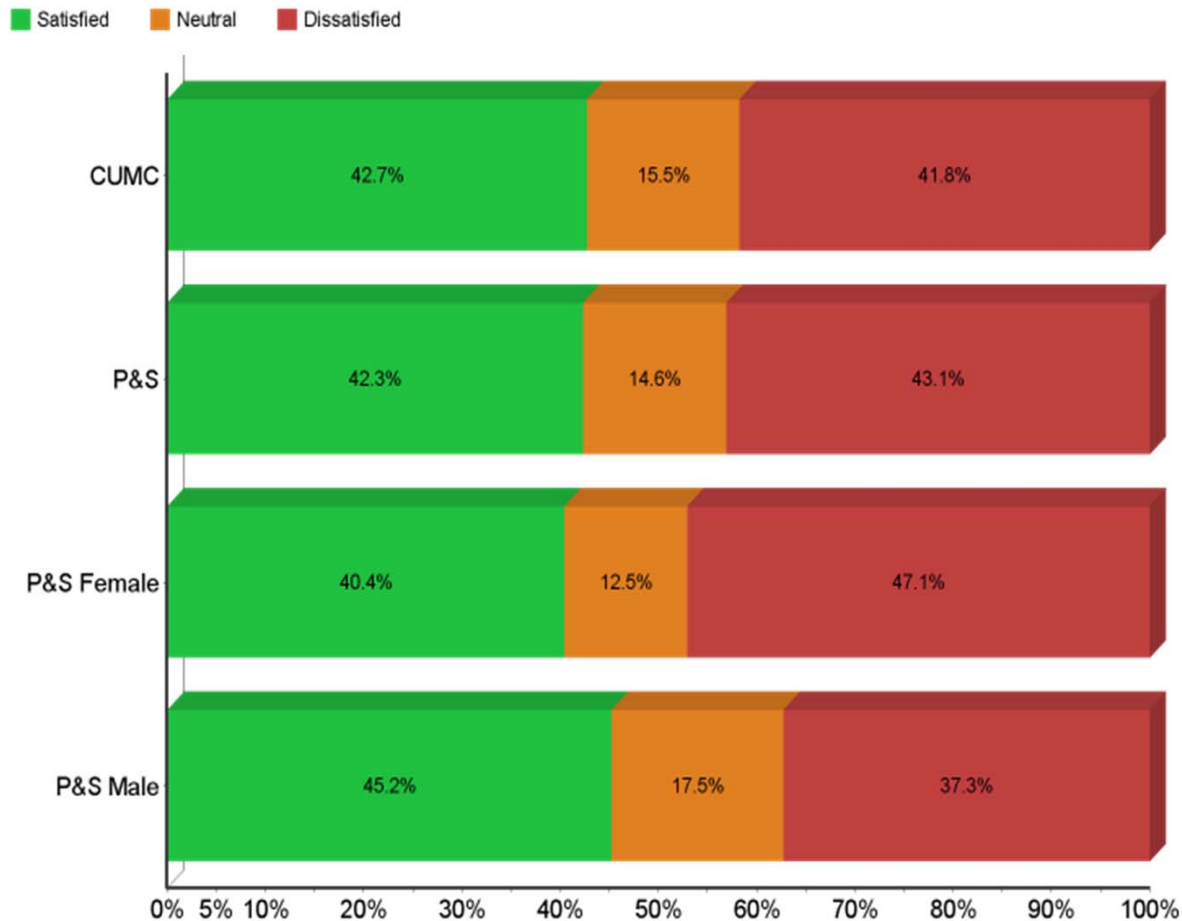


Morningside n=546; CUMC n=954; P&S n=692; P&S Female n=368; P&S Male n=397

- On Morningside, 63 percent of faculty are satisfied with resources and 23 percent are dissatisfied
- At CUMC and P&S, 43 percent of the faculty are satisfied and 37 percent dissatisfied
- **Within P&S, more female faculty are dissatisfied with resources to support their research and scholarship than are satisfied**

Satisfaction with Resources to Support Clinical Duties

Overall, how satisfied are you with the resources Columbia University provides to support your clinical duties?

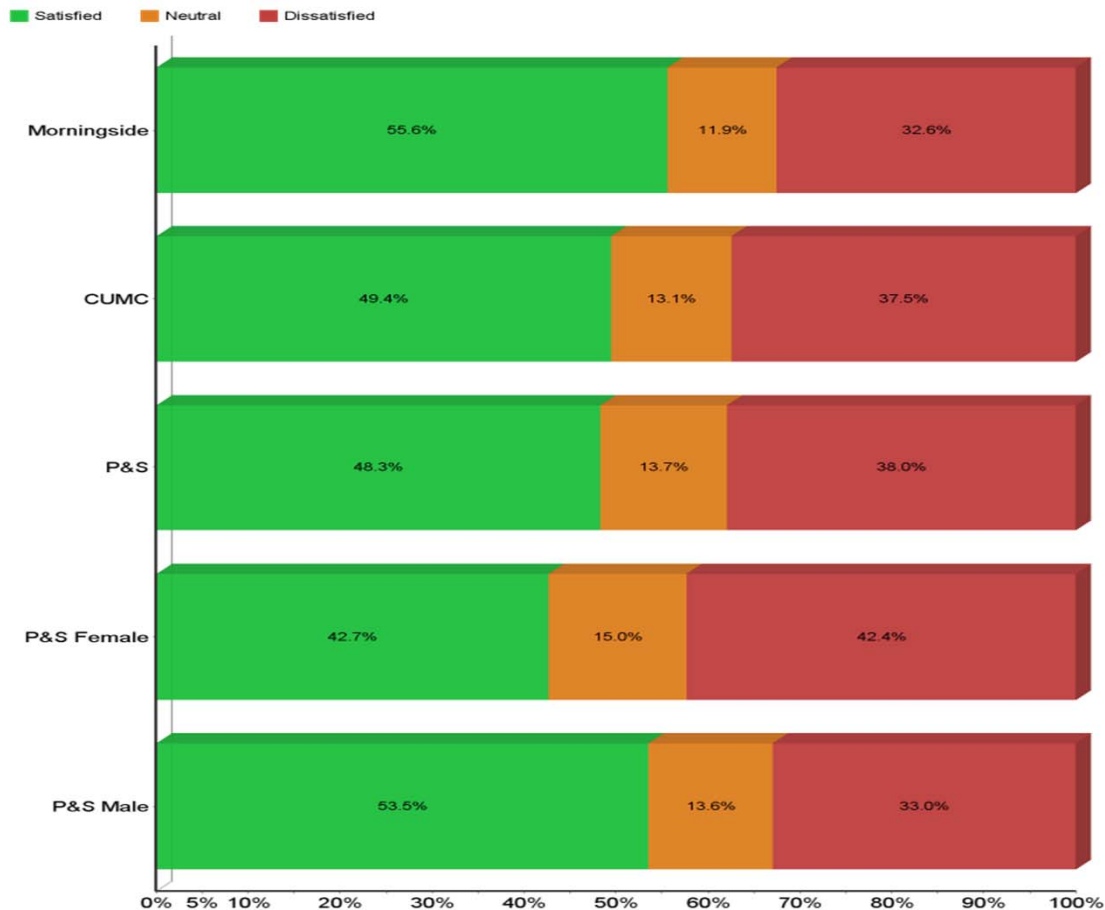


CUMC n=665; P&S n=594; P&S Female n=280; P&S Male n=292

- At CUMC, almost as many faculty are dissatisfied as are satisfied with resources to support clinical duties.
- More P&S faculty are dissatisfied than satisfied with resources to support clinical duties
- Within P&S, female faculty are more dissatisfied than satisfied, compared to male faculty with resources to support their clinical duties**

P&S Faculty Satisfaction in key areas: (1) Salary

More specifically, please indicate the degree to which you are satisfied with each of the following: Salary

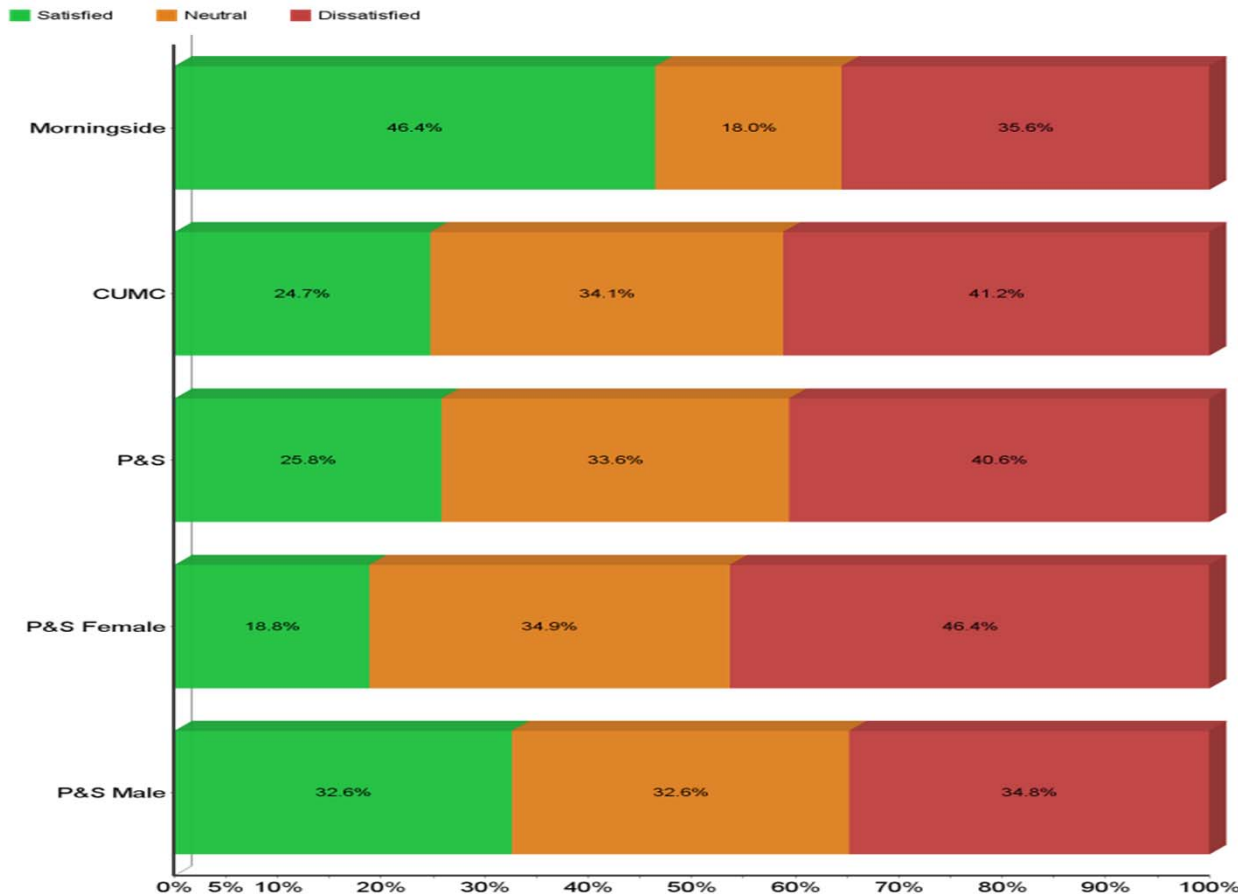


Morningside n=531; CUMC n=937; P&S n=779; P&S Female n=361; P&S Male n=391

- Among female P&S faculty, as many are dissatisfied with salary as are satisfied.
- **43 percent of female P&S faculty are satisfied with their salary as compared with 54 percent of male P&S faculty**

P&S Faculty Satisfaction in key areas: (2) Research Funds

More specifically, please indicate the degree to which you are satisfied with each of the following: Research funds

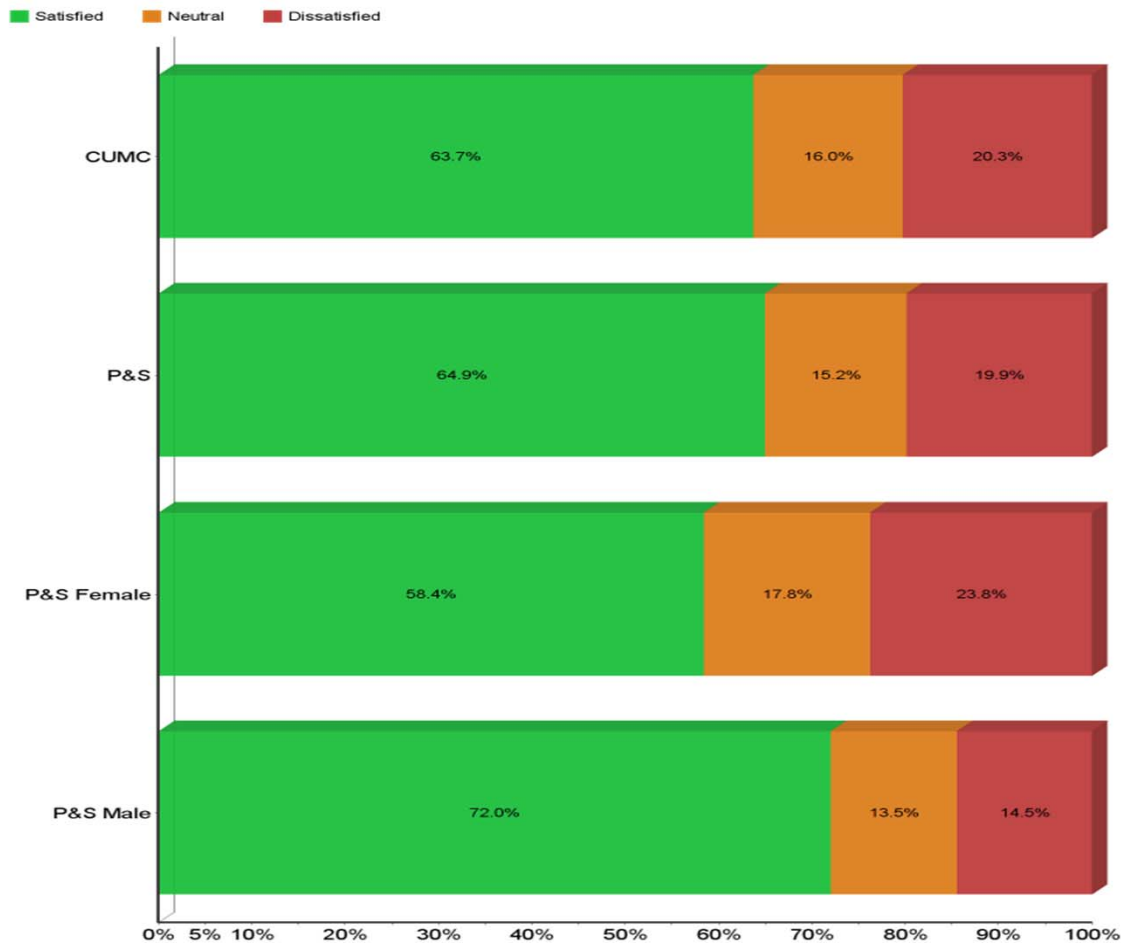


- Among female P&S faculty, more than twice as many are dissatisfied with research funds as are satisfied
- **19 percent of female P&S faculty are satisfied with research funds as compared with 33 percent of male P&S faculty**

Morningside n=483; CUMC n=716; P&S n=589; P&S Female n=261; P&S Male n=310

P&S Faculty Satisfaction in key areas: (3) Clinical Responsibilities (CUMC only)

More specifically, please indicate the degree to which you are satisfied with each of the following: Clinical responsibilities



- **Among female P&S faculty, less than 60 percent are satisfied with their clinical responsibilities as compared with 72 percent of male faculty**

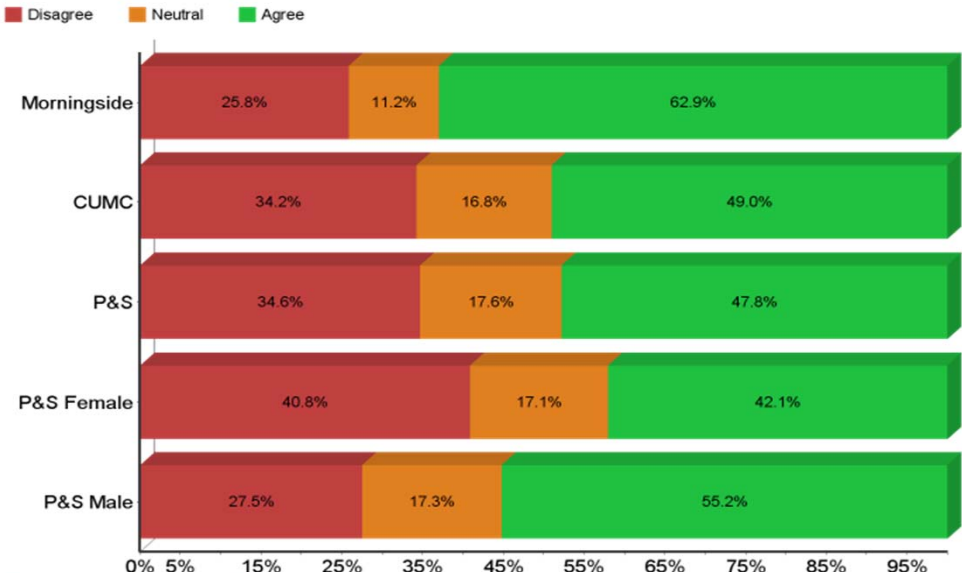
CUMC n=639; P&S n=572; P&S Female n=269; P&S Male n=282

Climate and Opportunities (1)

Please indicate your agreement or disagreement with the following statements regarding your department or school

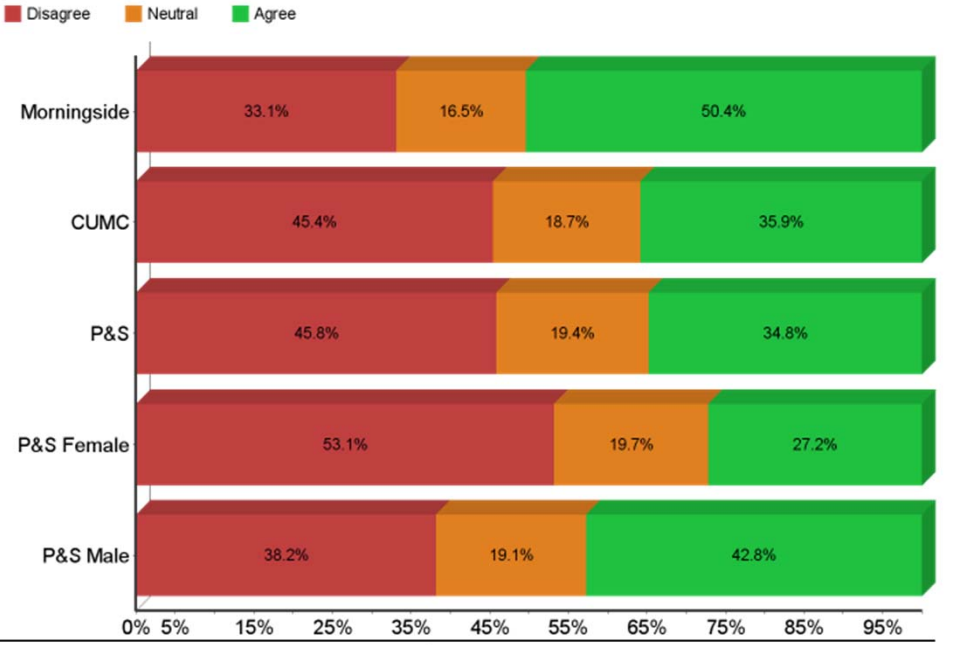
I feel recognized for my contribution to Columbia University

[Morningside n=472; CUMC n=786; P&S n=647; P&S Female n=304; P&S Male n=324]



I have the resources I need to do my job well

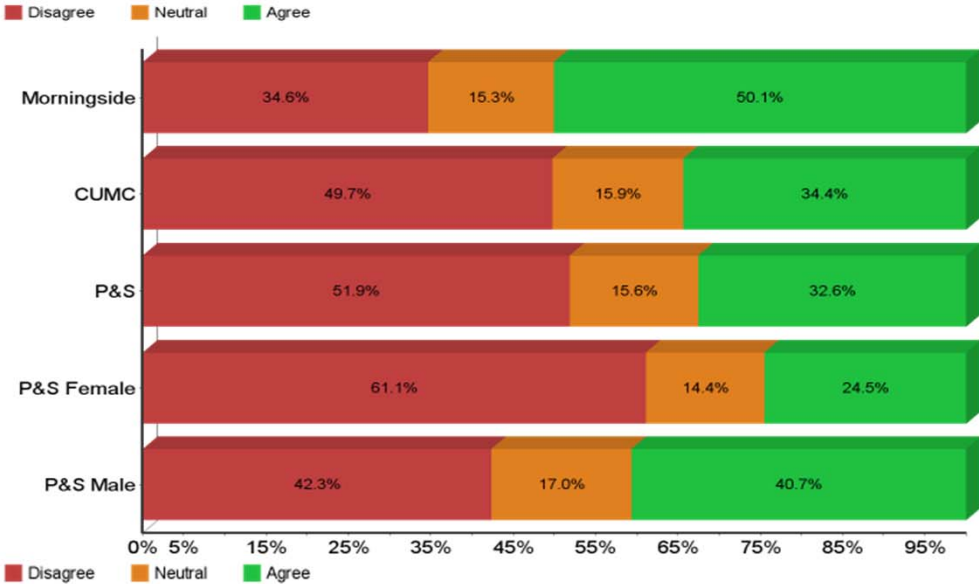
[Morningside n=478; CUMC n=788; P&S n=650; P&S Female n=305; P&S Male n=325]



Climate and Opportunities (2)

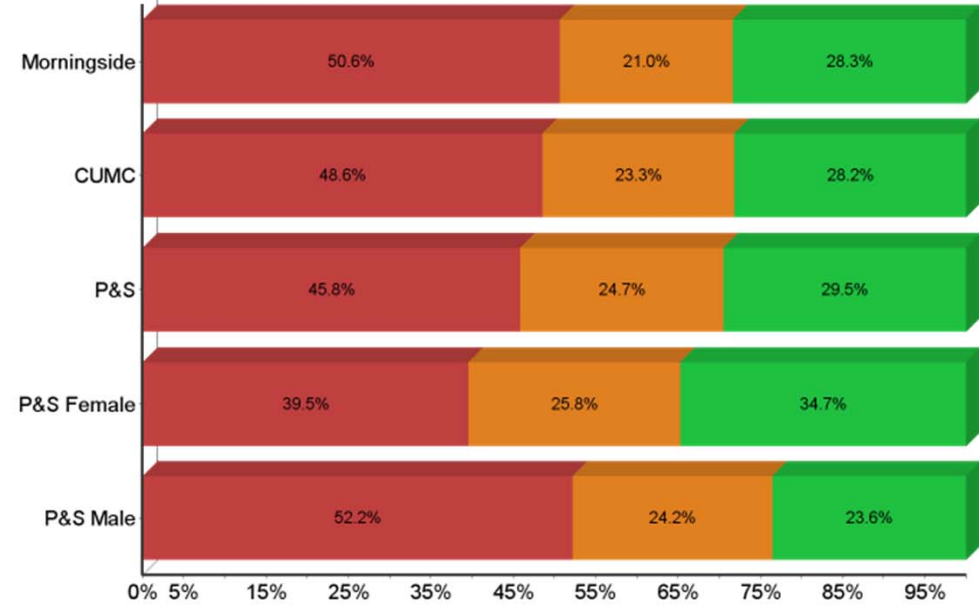
I have a voice in the decision-making that affects the direction of my department/school

[Morningside n=471; CUMC n=781; P&S n=642; P&S Female n=298; P&S Male n=324]



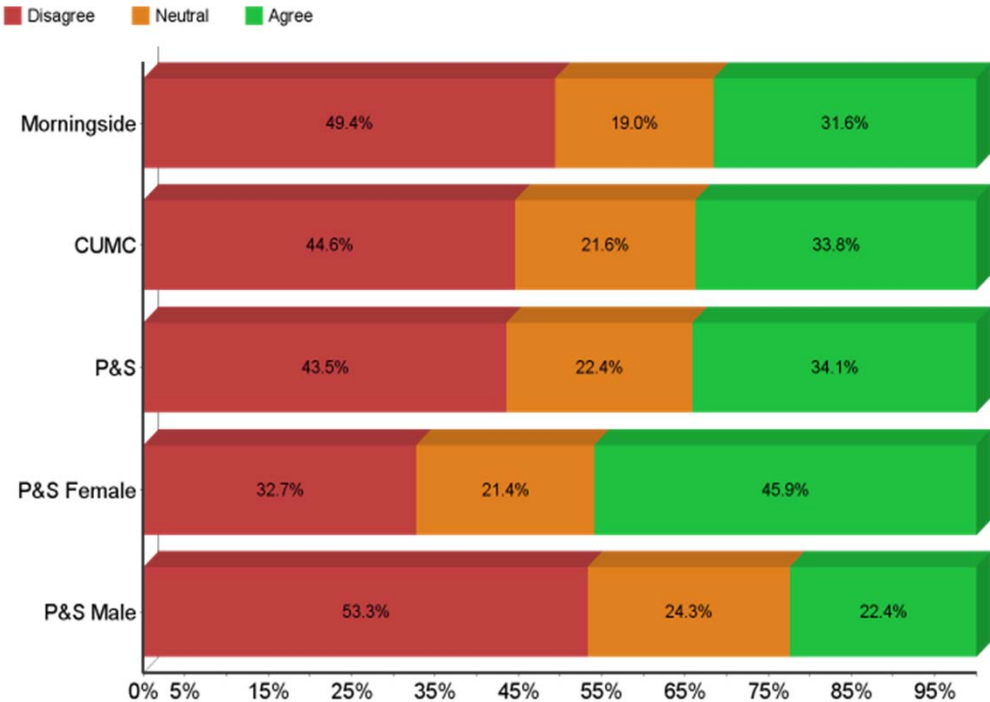
I feel excluded from an informal network in my department/school

[Morningside n=466; CUMC n=760; P&S n=624; P&S Female n=291; P&S Male n=314]



Climate and Opportunities (3)

I have to work harder than some of my colleagues to be taken seriously

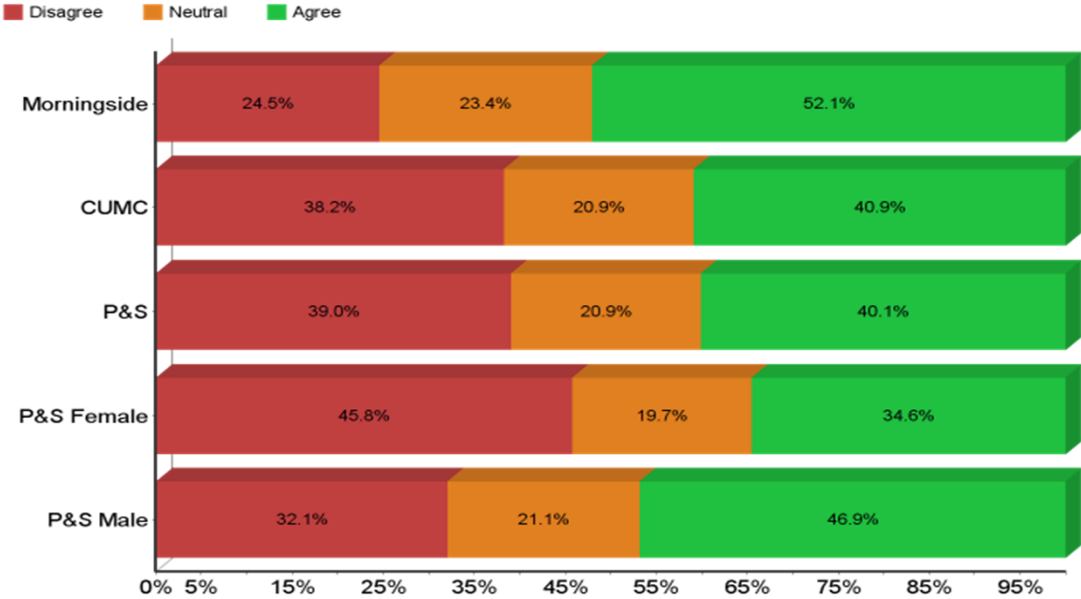


[Morningside n=468; CUMC n=764; P&S n=630; P&S Female n=294; P&S Male n=317]

Climate and Opportunities (4)

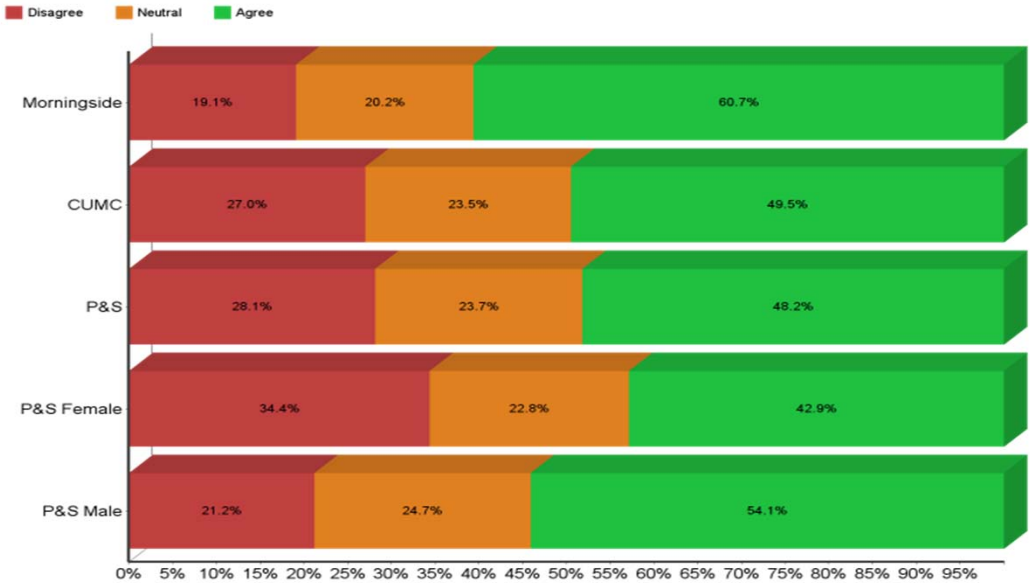
My chair/dean helps me obtain the resources I need

[Morningside n=445; CUMC n=767; P&S n=633; P&S Female n=295; P&S Male n=318]



My department / school is a place where individuals may comfortably raise personal and/or family responsibilities when scheduling obligations

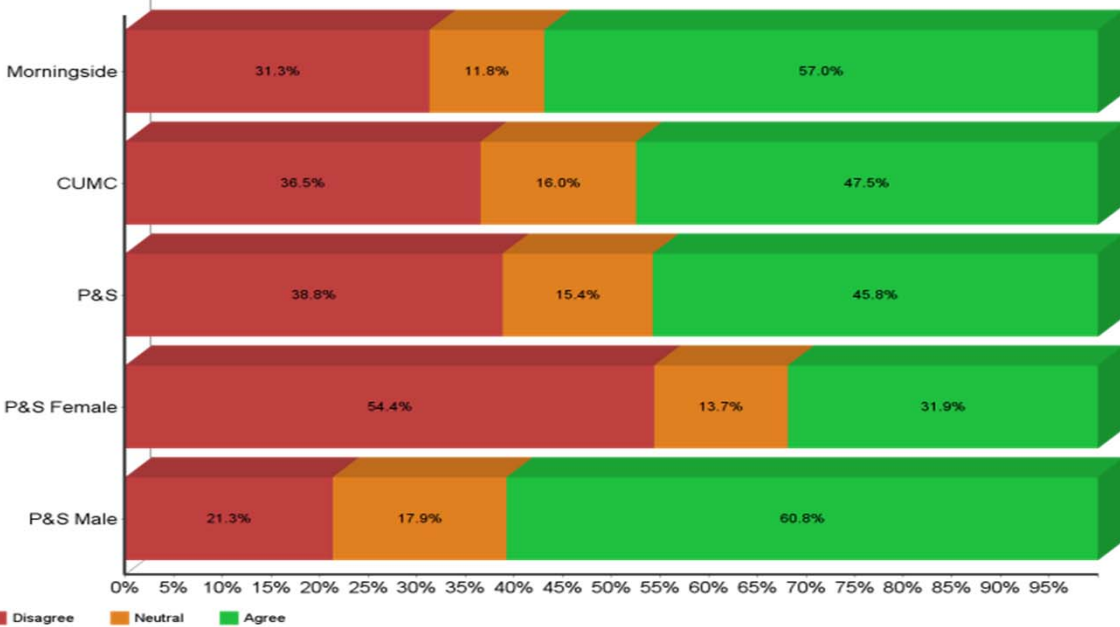
[Morningside n=450; CUMC n=762; P&S n=629; P&S Female n=294; P&S Male n=316]



Climate and Opportunities (5)

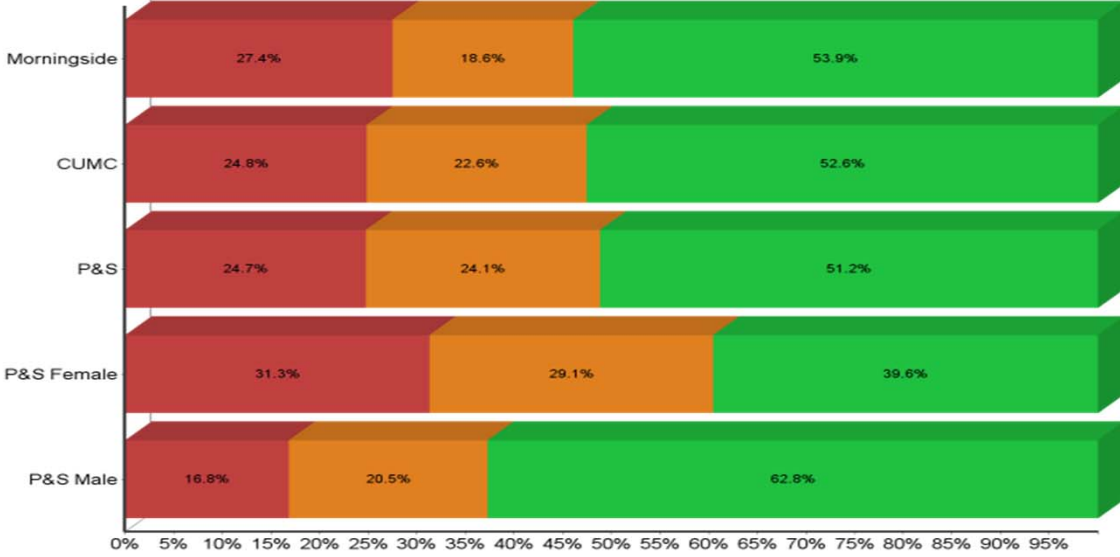
I feel that the climate and opportunities for female faculty in my department/school are at least as good as those for male faculty

[Morningside n=451; CUMC n=750; P&S n=618; P&S Female n=307; P&S Male n=291]



I feel that the climate and opportunities for minority faculty in my department/school are at least as good as those for non-minority faculty

[Morningside n=419; CUMC n=711; P&S n=582; P&S Female n=265; P&S Male n=298]



End of Presentation