

Additional Data for Promotion Rates for First-time Assistant and Associate Professors Appointed from 1967 through 1997

This supplement includes three tables:

Table 1 provides 15-year promotion outcomes in recognition that some medical schools have probationary periods of 10 years or longer. The last cohort in this table is for the 1993 entering faculty because 1993 was the last year with 15-year trends available.

Tables 2 and 3 allow readers to see the most recent cumulative promotion outcomes for first-time faculty hired from 1967 through 1996. But, by using June 2008 as a snapshot, each successive cohort has one less year in which to get promoted than the previous cohort. As a result, promotion rates across cohorts are not directly comparable. In addition, the average years to promotion for any given cohort is skewed. To partially offset this skew, we calculate the median years to promotion for each cohort and show the average median years to promotion across cohorts in Table 2. This median is the number of years above which half of the promoted faculty got promoted; half of the promoted faculty got promoted in fewer years than the median. Table 3 shows the number of faculty in selected cohorts and the number of promoted faculty from those cohorts.

Table 1: 15-Year Promotion Statistics for Full-time U.S. Medical School Faculty First-time Assistant Professors or First-time Associate Professors Entering Faculty from 1967 through 1993

Study Group	First-time Assistant Professors						First-time Associate Professors					
	Average 15-Year Promotion Rates			Average No. of Years to Promotion for Promoted Faculty			Average 15-Year Promotion Rates			Average No. of Years to Promotion for Promoted Faculty		
	1967-76 Cohorts	1977-86 Cohorts	1987-93 Cohorts	1967-76 Cohorts	1977-86 Cohorts	1987-93 Cohorts	1967-76 Cohorts	1977-86 Cohorts	1987-93 Cohorts	1967-76 Cohorts	1977-86 Cohorts	1987-93 Cohorts
All Faculty	48.1	46.3	40.7	5.9	6.6	7.2	51.5	52.7	50.4	6.9	7.1	7.4
Clinical Departments												
M.D. or Equivalent	49.4	45.5	39.7	5.7	6.7	7.3	54.1	53.3	49.9	6.8	7.1	7.5
Ph.D. or Equivalent	43.4	44.1	37.9	6.4	6.8	7.4	39.3	44.9	44.7	7.6	7.5	7.6
M.D. and Ph.D. or Equivalent	59.8	58.3	56.6	5.4	6.3	6.9	59.7	64.8	61.8	6.5	6.7	7.1
Basic Sciences												
M.D. or Equivalent	55.7	56.0	59.3	6.0	6.9	6.8	44.7	47.9	50.0	6.7	7.2	7.8
Ph.D. or Equivalent	59.0	59.1	50.0	6.0	6.3	6.8	53.7	58.5	58.4	7.3	7.1	7.2
M.D. and Ph.D. or Equivalent	49.3	50.0	55.6	5.9	6.5	6.8	53.7	59.8	54.1	6.5	6.7	7.0
Men	49.4	48.2	43.3	5.7	6.5	7.0	52.7	54.2	51.6	6.9	7.0	7.3
Women	41.8	39.6	34.8	6.6	7.3	7.8	40.8	43.1	45.9	7.5	7.6	7.9
White (Not Hispanic/Latino) ¹	51.0	48.7	43.1	5.8	6.6	7.2	52.9	54.1	52.2	6.9	7.1	7.4
Non-white	36.8	36.3	31.5	6.1	6.8	7.5	42.8	45.5	41.8	7.1	7.3	7.6
Tenure Track ²	76.7	56.5	54.9	5.4	6.2	6.8	62.3	61.1	61.2	6.7	6.9	7.2
Non-tenure Track	53.9	40.3	35.2	6.3	6.9	7.5	44.2	41.3	39.3	7.0	7.3	7.8

Table 2: Promotion Statistics as of June 2008 for Full-time U.S. Medical School Faculty First-time Assistant Professors or First-time Associate Professors Entering Faculty from 1967 through 1996

Study Group	Average 15-Year Promotion Rates			Average No. of Years to Promotion for Promoted Faculty			Average 15-Year Promotion Rates			Average No. of Years to Promotion for Promoted Faculty		
	1967-76 Cohorts	1977-86 Cohorts	1987-93 Cohorts	1967-76 Cohorts	1977-86 Cohorts	1987-93 Cohorts	1967-76 Cohorts	1977-86 Cohorts	1987-93 Cohorts	1967-76 Cohorts	1977-86 Cohorts	1987-93 Cohorts
	All Faculty	48.1	46.3	40.7	5.9	6.6	7.2	51.5	52.7	50.4	6.9	7.1
Clinical Departments												
M.D. or Equivalent	49.4	45.5	39.7	5.7	6.7	7.3	54.1	53.3	49.9	6.8	7.1	7.5
Ph.D. or Equivalent	43.4	44.1	37.9	6.4	6.8	7.4	39.3	44.9	44.7	7.6	7.5	7.6
M.D. and Ph.D. or Equivalent	59.8	58.3	56.6	5.4	6.3	6.9	59.7	64.8	61.8	6.5	6.7	7.1
Basic Sciences												
M.D. or Equivalent	55.7	56.0	59.3	6.0	6.9	6.8	44.7	47.9	50.0	6.7	7.2	7.8
Ph.D. or Equivalent	59.0	59.1	50.0	6.0	6.3	6.8	53.7	58.5	58.4	7.3	7.1	7.2
M.D. and Ph.D. or Equivalent	49.3	50.0	55.6	5.9	6.5	6.8	53.7	59.8	54.1	6.5	6.7	7.0
Men	49.4	48.2	43.3	5.7	6.5	7.0	52.7	54.2	51.6	6.9	7.0	7.3
Women	41.8	39.6	34.8	6.6	7.3	7.8	40.8	43.1	45.9	7.5	7.6	7.9
White (Not Hispanic/Latino) ¹	51.0	48.7	43.1	5.8	6.6	7.2	52.9	54.1	52.2	6.9	7.1	7.4
Non-white	36.8	36.3	31.5	6.1	6.8	7.5	42.8	45.5	41.8	7.1	7.3	7.6
Tenure Track ²	76.7	56.5	54.9	5.4	6.2	6.8	62.3	61.1	61.2	6.7	6.9	7.2
Non-tenure Track	53.9	40.3	35.2	6.3	6.9	7.5	44.2	41.3	39.3	7.0	7.3	7.8

Table 3: Promotion Statistics as of June 2008 for Full-time U.S. Medical School Faculty First-time Assistant Professors or First-time Associate Professors Entering Faculty In Selected Cohort Years

Study Group	First-time Assistant Professors						First-time Associate Professors									
	Cohort Size			Promoted Faculty			Cohort Size			Promoted Faculty						
	1967	1977	1987	1997	1967	1977	1987	1997	1967	1977	1987	1997				
All Faculty	1,086	3,112	3,661	4,624	550	1,690	1,725	1,496	674	1,354	1,835	2,188	403	839	1,026	927
Clinical Departments																
M.D. or Equivalent	575	1,865	2,425	3,050	313	1,005	1,159	894	343	753	1,042	1,374	217	479	582	559
Ph.D. or Equivalent	105	352	485	651	46	181	201	207	60	162	278	322	22	88	143	132
M.D. and Ph.D. or Equivalent	32	113	160	288	21	79	96	144	38	66	114	136	26	47	79	70
Basic Sciences																
M.D. or Equivalent	56	98	65	81	35	48	27	33	44	53	42	36	29	34	24	21
Ph.D. or Equivalent	151	454	384	371	80	302	200	166	112	228	278	254	71	149	171	121
M.D. and Ph.D. or Equivalent	24	29	34	48	14	16	20	30	18	19	27	25	11	9	16	12
Men	893	2,572	2,653	2,910	470	1,423	1,295	1,034	617	1,169	1,454	1,613	378	744	837	691
Women	190	529	992	1,690	78	257	419	450	57	182	371	563	25	92	184	228
White (Not Hispanic/Latino)	870	2,529	3,015	3,327	482	1,424	1,490	1,136	581	1,122	1,502	1,790	367	714	868	777
Non-white ¹	216	583	646	1,297	68	266	235	360	93	232	333	398	36	125	158	150
Tenure Track ²	296	1,377	1,312	1,151	251	912	824	583	270	816	994	1,017	208	565	665	504
Non-tenure Track	114	988	1,591	2,791	63	532	665	763	80	352	684	1,067	40	184	301	402

¹ The non-white faculty category includes individuals with Hispanic/Latino ethnicity as well as Alaska natives, American Indians, Asians, blacks, native Hawaiians, and other Pacific Islanders.

² The tenure-track and non-tenure-track faculty categories include individuals with identifiable tenure-track information. A considerable proportion of track information is missing for the cohorts from 1967 to 1976. As a result, the sum of (say) the tenure-track faculty with the non-tenure-track faculty will not equal all faculty in a given cohort. However, we suspect that the missing information influences the magnitude—but not the relationship—of tenure-track faculty trends to non-tenure-track faculty trends.