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AUTHOR Griffith, Pamela J.; McRae, Douglas J.
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ABSTRACT

This report presents a general statistical description of the population of individuals with salaried faculty status at U.S. medical schools. The report is based on data drawn from the Association of American Medical Colleges' Faculty Roster, containing demographic, training, employment history, and current appointment data for this population. The results of the study are presented in five sections: (1) an overview of medical school faculty in terms of earned degrees, rank, primary specialties, departments, and nature of employment (strict or geographic full-time, or part-time); (2) areas of faculty responsibility; (3) employment history data; (4) data on training and credentials; and (5) special topics, such as characteristics by sex and ethnic groups, and descriptions of foreign medical graduates and newly-hired faculty. Each section consists of tabular summaries of faculty characteristics and narrative descriptions of the findings. Comparisons of faculty characteristics of the 1969-70 and 1974-75 academic years are made wherever data are available for the former. No overall interpretations or conclusions are drawn. (Author/MSE)

DESCRIPTION OF SALARIED MEDICAL SCHOOL FACULTY

1969-70 and 1974-75

FINAL REPORT

Association of American Medical Colleges
One Dupont Circle, N.W., Washington, DC 20036

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DESCRIPTION OF SALARIED MEDICAL SCHOOL FACULTY 1969-70 AND 1974-75

PAMELA J. GRIFFITH
DOUGLAS J. MCRAE, PH.D.

FINAL REPORT

Division of Operational Studies

ASSOCIATION OF AMERICAN MEDICAL COLLEGES

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EXECUTIVE SUMMARY

This report presents a general statistical description of the population of individuals with salaried faculty status at U.S. medical schools. The purpose of the report is to provide a reference document on manpower in the area of medical education and biomedical research.

The report is based upon data drawn from the Association of American Medical Colleges' Faculty Roster database, a system designed to contain demographic, training, employment history, and current appointment data for all individuals having salaried faculty status at U.S. medical schools. The information available in the database as of July, 1976, was adjusted to reflect faculties as of January, 1975, and January, 1970--including almost 42,000 cases for the 1974-75 academic year and almost 31,000 cases for the 1969-70 academic year. Data elements for these individuals were selected, recoded, and tabulated to produce the summaries included in this report.

The results of the study are presented in five sections. First, an overview of medical school faculty is given in terms of earned degrees, ranks, primary specialties, departments, and nature of employment. Second, areas of responsibility of the faculty are summarized. Third, employment history data are presented. Fourth, data on training and credentials are given. Finally, special topics are treated, such as characteristics by sex and ethnic group, and descriptions of foreign medical graduates and newly-hired faculty.

Each section of results includes tabular summaries of the characteristics of salaried medical school faculty, as well as narrative description of the findings. Comparisons of faculty characteristics of the 1969-70 and 1974-75 academic years are made wherever data are available for the earlier point in time.

An overall summary is made of the highlights of the findings contained in the report. Since this is intended to be a descriptive reference document, no overall interpretations or conclusions are drawn.

I. INTRODUCTION

The largest single resource contributing to the quality of medical education provided by U.S. medical schools is faculty. This resource is primarily responsible for the training of prospective physicians and biomedical researchers, for the conduct of basic biomedical, behavioral, and clinical research, and for patient care rendered in the educational setting of a medical school and its affiliated hospitals.

This report presents a general description of the population of individuals with salaried faculty status at U.S. medical schools. The intent of the report is to provide a reference document on manpower in the area of medical education and biomedical research. The report focuses on a description of medical school faculty manpower as of the 1974-75 academic year; for identication of trends, selected data on manpower during the 1969-70 academic year are also presented.

In the 1969-70 to 1974-75 time period, significant changes took place in medical education in the United States. During this five-year period, a total of 13 new medical schools received accreditation status, raising the number of fully and provisionally accredited schools from 101 to 114. Undergraduate medical student enrollment increased by 44 percent, from 37,669 to 54,074, an increase that affected both established and newly developed schools.[1] In addition to undergraduate medical education, medical school faculty are responsible for graduate education of M.A. and Ph.D. students (primarily in the Basic Sciences), for supervision of interns and residents, and for occasional instruction of students in dentistry, nursing, medical technology, allied health, and other fields. The numbers of students involved in all of these areas also increased significantly during the 1969-70 to 1974-75 time period. To meet this demand, the number of salaried faculty at U.S. medical schools increased by 45 percent, from approximately 32,000 in 1969-70 to approximately 46,000 in 1974-75. In

[1] Enrollment and faculty figures in this paragraph are from JAMA, 1970 and 1975.

limiting the report to salaried faculty, volunteers (65,000[1] positions in 1974-75) were not included.

As will be seen in this report, about 65 percent of salaried faculty at U.S. medical schools hold an M.D. degree; about 95 percent of the volunteers hold M.D.'s (JAMA, 1975). Thus, it may be estimated that over 90,000[1] M.D.'s, or approximately one out of every four M.D.'s in the U.S., holds a medical school faculty appointment.

The report presents a variety of dimensions of data on medical school faculty. First, general appointment characteristics are summarized, such as rank and degree, primary specialties, academic departments, and nature of employment. Next, current activities are described in terms of major areas of responsibility. Third, the employment history of the faculty members is described. Fourth, the training and credentials of this manpower pool are given. Finally, data are presented on several topics of special interest such as faculty characteristics by sex and by race/ethnic origin, the characteristics of foreign medical graduates on the faculty at U.S. medical schools, and the characteristics of newly-hired faculty.

The tabulations in this report are generally designed to be parallel to those contained in a 1975 report also using the AAMC Faculty Roster data base (Anderson, 1975). A general description of medical school faculty from a somewhat different perspective, namely, in terms of faculty counts per institution, can be found in a report utilizing data from the AAMC Institutional Profile System (McShane, 1977).

The report presents summaries of the appointment characteristics, employment histories, training, and credentials of a complete cross-section of faculty in U.S. medical schools at two points in time. As such, it constitutes neither an in-depth analysis of the background variables of medical school faculty nor a longitudinal study of their professional careers. The intent of this report is to provide a broad description of the faculty population, using the most complete data base available for such a description.

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[1] An undetermined number of persons are volunteers on the faculties of more than one medical school. Thus, the actual number of individuals on the volunteer faculty force is somewhat less than 65,000.

The authors of this report were assisted in its production by the efforts of Research Assistant, Ms. Lindy Lain, who competently and cheerfully performed tedious calculations for many of the tables; and by the typing, formatting, and editing skills of Mrs. Eugenia Mormile and Ms. Kathy Warkentin. Several people at the AAMC, by their careful consideration and review, made greatly appreciated contributions to this report. These include Dr. Coralie Farlee, Mrs. Elizabeth Higgins, Dr. H. Paul Jolly, Dr. Thomas J. Kennedy, Jr., Dr. Dale Lefever, and Dr. Henry Slotnik.

II. METHODOLOGY

A. Data Source

The data for this report were derived from the AAMC's Faculty Roster System. This system was initiated in 1966 in order to provide a national data base on U.S. medical school faculty to be utilized for general descriptive studies such as this report, and for selected targeted studies on topics of national concern. In addition, the Faculty Roster System provides periodic feedback to schools in the form of rosters and summaries that are used by the schools for a variety of purposes. The data collection was conducted on an annual basis from 1966-67 through 1972-73 (except for 1969-70*); since 1973, collection of data has been on a continuous basis.

Operationally, the FRS works in the following manner: When a person is hired for the first time for a salaried faculty position at a U.S. medical school, a "New Accession Form" is completed and forwarded to the AAMC. (A copy of the New Accession Form is reproduced in Appendix A.) The information on this form is reviewed for completeness and consistency, coded, and entered into the FRS master file. The information collected includes basic demographic data, current appointment data, training, credentials, and employment history data, and information on current participation in federal programs. This information remains as it was submitted to the FRS master file until a significant change in employment status takes place. When this happens, the school forwards an "Update" to the AAMC, reflecting the new appointment status or new activities. If a person transfers from one school's faculty to another, or leaves a faculty (deactivates), or at a later date returns (reactivates), this information is handled via "Updates" rather than through resubmission of a New Accession Form.

In July of 1976, the FRS master file contained 67,689 records. Of these 44,687, or 66 percent, were coded as active. It is from this master file that the data in this report are derived.

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* See following discussion of "roll back" procedure for a description of how 1969-70 data were estimated for this report.

B. Validity of the Data Base

The FRS is designed to include data for all salaried faculty at U.S. medical schools (volunteer, or non-salaried faculty, are included in the FRS master file on an optional basis). As with virtually all data collection systems, it is unrealistic to assume that all data elements and all records for which the system is designed are in fact submitted and available for analysis. Although every attempt has been made to secure cooperation from the schools in submitting data, some schools have been unable to participate fully. Some schools have participated on a sporadic basis, bringing their files up-to-date all at once and then not submitting New Accession Forms or Updates for long periods of time. Still other schools have been able to participate in data submission for only a portion of the requested information. The result of these varying degrees of participation in data submission is that the master file, at any given point in time, has varying degrees of currency and completeness for different schools.

During the latter half of 1976, the AAMC conducted a "verification" study to obtain estimates of the degree of accuracy and completeness of the Faculty Roster master file. Five independent analyses were conducted, including three based on sampling procedures specifically designed to estimate accuracy and completeness. The major findings of this effort were as follows:

- Approxiamtely 10 percent of the records on the FRS master file as of August, 1976, represented persons who were no longer active faculty for the school or department surveyed.

- For the ninety percent of the records on the August 1976 FRS master file that represented currently active faculty, an overall accuracy rate of approximately 96 percent was found. Error rates varied for different items of information, from a low of about 2 percent for education, training, credentials, and demographic data, to a high of 15 percent for data on current participation in federal programs.[1] An error rate of about 9 percent was estimated for

[1] Information on current participation in federal programs is somewhat more up-to-date for newly-hired faculty from some schools. However, since newly-hired faculty represent less than 10 percent of the total faculty force and generalization of findings from this group to the total is unwarranted, analysis of current grant participation has not been included in this report.

data on employment history; this includes current academic rank which has an estimated error rate of between 10 and 15 percent.

- It was estimated that between 80 and 85 percent of all salaried U.S. medical school faculty were represented in the August 1976 FRS master file, including approximately 90 percent of full-time faculty, but only 60 percent of faculty with part-time appointments.

- Due to the presence of records which should have been deactivated, under-representation of part-time faculty, and the use of July 1976 data to estimate January 1975 ranks,[1] it is possible that the FRS data base varies slightly from the actual distribution of academic ranks of medical school faculty members.

The results of the "verification" study show that data contained in this report may be taken as accurate estimates of the relative distribution of various characteristics in the total population of salaried U.S. medical school faculty. The limitations just noted impose a caveat against the use of the figures in this report as precise "head counts" of faculty in the various categories considered. Percentage figures in the tables should be utilized rather than the exact faculty counts. Particular caution should be exercised in the interpretation of data related to current appointment characteristics, inasmuch as these data are less accurate than demographic, employment history, and training/credentials data.

C. Procedures

The data in the FRS master file had to be manipulated in several ways to yield a data base for the tabulations and cross-tabulations presented in this report. The first necessary manipulation was the "rolling back" of the July, 1976 master file to January, 1975 and to January, 1970, to yield cross-sectional data for the 1974-75 and the 1969-70 school years. As mentioned above, the master file at any given point in time reflects varying degrees of currency and completeness for differing schools. It has been found, however, that virtually all data that are submitted are received and entered into the master file within 18 months of the effective date for the information involved. Hence, to achieve some parity for data arriving from the different schools, the master file is "rolled back" to make all records current for a single previous point in time.

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[1] See following discussion of "roll back" procedure.

The "roll back" process eliminates records with effective dates of employment after the point in time being studied. It reverses any transfers or deactivations that occurred after this point in time. It "turns the clock back" on employment and training data within each record. In short, it creates a file of information as accurate as possible for a given point in time, from a data collection process that allows great flexibility in terms of the timeliness of data submission.

In the "roll back" process, some information is lost; in particular, information that is replaced during updating is not recoverable. Two examples of such information are faculty rank and areas of responsibility. When changes are made in these areas via the updating process, the old information is not retained and hence may not be recovered for the "rolled back" data file.

The "roll back" process for the current study included manipulation of the July, 1976 FRS master file to yield data as of January, 1975, and January, 1970. Only the records of active salaried faculty were retained; all inactive or volunteer faculty as of the two points in time were deleted from the data files for this report.

The second major data manipulation undertaken was the recoding of data in the original form, to produce the categories necessary for the tabulations in the present study. This manipulation involved reducing and combining the 300 raw data elements to yield 66 elements used in the actual data analysis. The raw data elements contributing to this study are checked on the New Accession Form in Appendix A. A list of the recoded variables, together with the recoding descriptions is given in Appendix B.*

The result of these two data manipulation procedures was two files, one for 1974-75 containing 41,714 records with 70 data elements each, and one for 1969-70 containing

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* In the recoding of the academic rank variable, miscellaneous ranks such as "Clinical Professor," "Research Professor," etc., were grouped with the major academic rank indicated (see Appendix B). Miscellaneous ranks such as "Fellow" or "Adjunct" were grouped with the "Lecturer and Other" rank. The primary ranks (Professor, Associate Professor, etc.) account for approximately 87 percent of the ranks recorded.

30,886 records with 40 data elements each. These two files were analyzed by means of computer programs to yield the results presented in the following chapters.

III. OVERVIEW OF FACULTY

A. Degree and Rank

Figure 1 presents the distribution of faculty by highest earned academic degree for faculty employed in 1974-75 and for those employed in 1969-70. The percentages of faculty holding each type of degree are nearly identical for the two time periods, and are as follows:

Sixty-six percent of the faculty in both time periods held a medical degree. (See Appendix B for a detailed list of the degrees included within each degree group.) Thirty-one percent of the faculty in both time periods held a Ph.D. or other non-medical doctoral degree (including health profession doctorates not generally considered to be medical degrees, such as D.D.S. and D.V.M.). There was some overlap between these two categories, with 5 percent of the faculty (6 percent in 1969-70) holding both medical and non-medical doctoral degrees. The combined percentage of all faculty holding an M.D. degree, a Ph.D., or both, was 91 percent in 1974-75 and 90 percent in 1969-70.

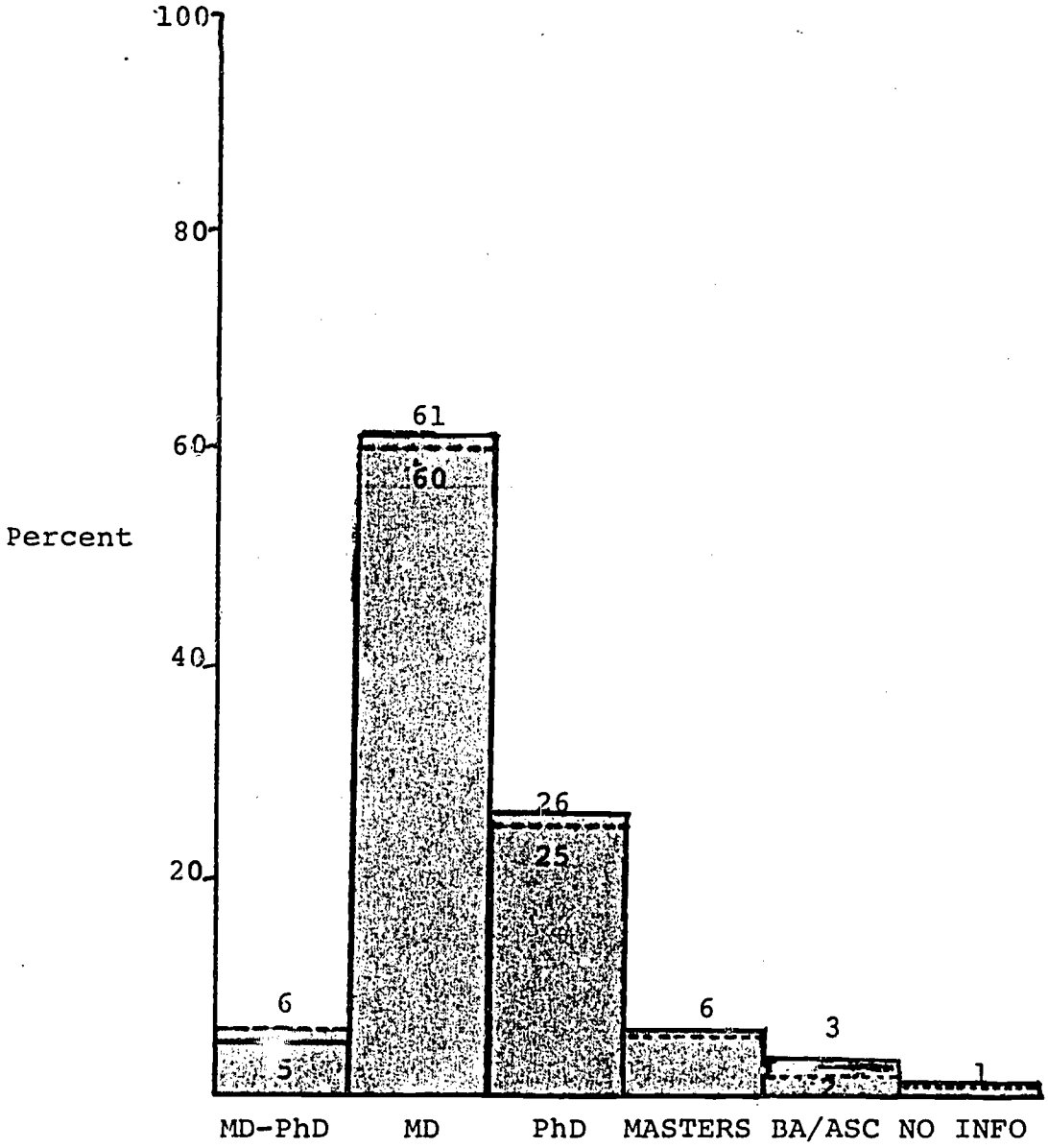
Six percent of faculty in either time period held the Masters degree as their highest earned degree. Those holding Bachelor or Associate degrees comprised 2.0 percent of 1974-75 faculty and 2.6 percent of 1969-70 faculty. The degree status of the remaining 1 percent of faculty in each time period is unknown.

Figure 2 shows the decade in which degrees were awarded to the 1974-75 faculty. Only 2 percent of M.D. degrees held in 1974-75 were awarded within the preceding five years, compared with 22 percent of non-medical doctoral degrees, and 10 percent of Masters degrees held by the 1974-75 faculty. Between 40 and 44 percent of each of these three types of degrees were awarded to faculty in the 1960-1969 decade. About one-fourth of M.D. degrees held by the 1974-75 faculty pre-dated 1950, while this was the case for about one-tenth of non-medical doctoral degrees, and one-sixth of Masters degrees.

Table 1 shows the combined distribution of faculty by degree and rank, for the 1974-75 school year. (The design of the data base does not permit "turning back the clock" to obtain 1969-70 ranks.) The "Total" column shows that the distribution of faculty by rank was: full professors, 26 percent; associate professors, 23 percent; assistant professors,

FIGURE 1

DISTRIBUTION OF MEDICAL SCHOOL FACULTY
BY HIGHEST ACADEMIC DEGREE[1]
(1974-75 AND 1969-70)



——— Faculty Employed 1974-75
-------- Faculty Employed 1969-70

[1]For Counts, See TABLE 1

FIGURE 2

DEGREES AWARDED TO MEDICAL SCHOOL FACULTY
BY DECADE
(1974-75)

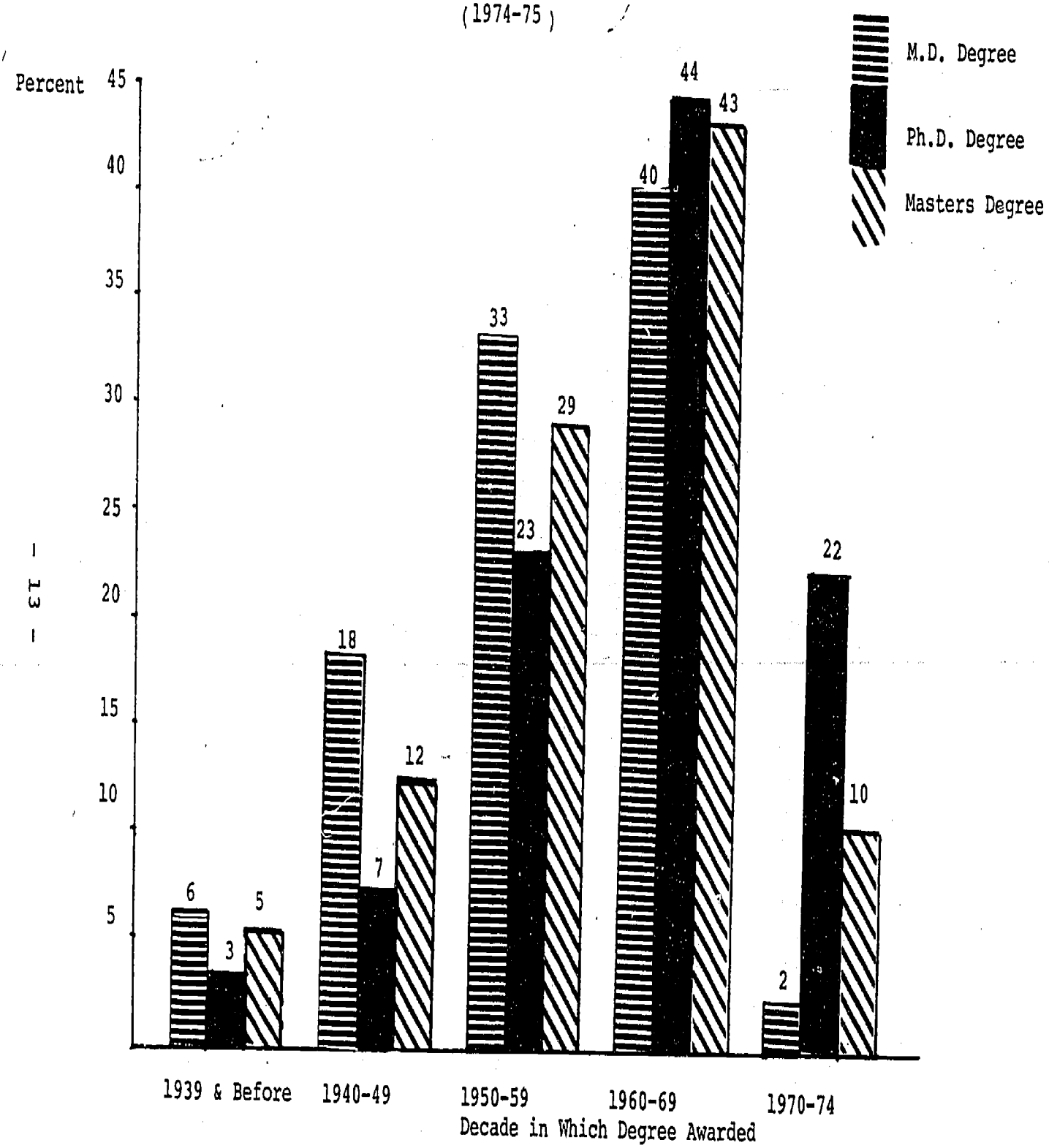


TABLE 1

RANK AND DEGREE DISTRIBUTION
OF MEDICAL SCHOOL FACULTY

(1974-75)

RANK		DEGREE TYPE				Total for Each Rank
		MD-PhD	MD	PhD[1]	Non-Doctoral	
Full Professor	Count	957	6857	2718	82	10614
	Percent of Rank	9	65	26	1	(101)[2]
	Percent of Degree	48	27	25	3	26
Associate Professor	Count	512	6137	2855	215	9719
	Percent of Rank	5	63	29	2	(99)
	Percent of Degree	26	24	26	7	23
Assistant Professor	Count	435	9000	4100	872	14407
	Percent of Rank	3	62	29	6	(100)
	Percent of Degree	22	36	38	27	35
Instructor, Lecturer, & Other	Count	83	3216	1204	2038	6541
	Percent of Rank	1	49	18	31	(99)
	Percent of Degree	4	13	11	64	16
Total Across All Ranks (1974-75)	Count	1987	25210	10877	3207	41281[3]
	Percent of Total	5	61	26	8	(100)
	Percent of Degree	(100)	(100)	(100)	(101)	(100)
Total Across All Ranks (1969-70)	Count	1700	18617	7595	2668	30606[4]
	Percent of Total	6	61	25	9	(101)

[1]Throughout this report, the Ph.D. category includes non-medical health profession doctorates specified in Appendix B, page 114.

[2]Total percents may vary slightly from 100% due to rounding of figures to nearest whole percents.

[3]Excludes 433 (1%) whose rank or degree type is unknown.

[4]Excludes 280 (1%) whose degree type is unknown.

35 percent; instructors, lecturers, and others, 16 percent (instructors comprised 12 of the 16 percent).

From the "percentage of rank" figures in Table 1, some interesting relationships between faculty rank and highest earned degree can be seen. Faculty holding a medical degree (M.D.-Ph.D. and M.D. categories combined) accounted for between half and three-fourths of each rank, with the percentage decreasing with descending rank--from 74 percent of the full professors, to 68 percent of the associate professors and 65 percent of the assistant professors, and falling to 50 percent of instructors, lecturers, and others.

Faculty holding a Ph.D. comprised approximately equal percentages of the three categories of professors--accounting for 26 percent of full professors, and 29 percent of associate and assistant professors. Ph.D. faculty accounted for 18 percent of the instructor-lecturer-other group. Non-doctoral faculty (those with neither a medical degree nor a Ph.D.) accounted for very few of the full professors or associate professors (1 and 2 percent, respectively), and accounted for only a small percentage of assistant professors (6 percent), while they comprised 31 percent of the instructor-lecturer-other rank.

The Table 1 figures showing the percentage distribution of ranks within each degree type present the rank-degree relationship in a slightly different way. These figures show that almost half (48 percent) of the faculty holding both medical and non-medical doctorates were full professors, while the remaining half of this group were about evenly divided between associate professors (26 percent) and assistant professors (22 percent), and only 4 percent were instructors or lecturers. The percentages of M.D.-only and Ph.D.-only faculty by academic rank are nearly identical: about 26 percent of faculty with an M.D. or a Ph.D. were full professors, another 25 percent of each degree group were associate professors, about 37 percent were assistant professors, and about 12 percent were instructors, lecturers, or "others." Two-thirds of the faculty who held a Masters, Bachelor, or Associate degree were in the instructor, lecturer or "other" ranks (64 percent). Twenty-seven percent of the non-doctoral faculty were assistant professors, and 10 percent were full professors or associate professors.

B. Primary Specialties*

Tables 2A, 2B, and 3 show the distribution of faculty by their primary specialty and degree type. Table 2A shows that 26 percent of all faculty had a primary specialty in the Basic Sciences in 1974-75, a decrease of 1 percent since 1969-70 (the actual figures are 25.6 percent and 27.1 percent, a difference of 1.5 percent). The percentage of faculty with a Basic Science specialty was much higher among Ph.D.'s (65 percent in 1974-75) and M.D.-Ph.D.'s (37 percent) than among M.D.'s (9 percent) or non-doctorates (12 percent).

Sixty-two percent of faculty in 1974-75 had a primary specialty in the Clinical Sciences, an increase of 1.5 percent over the 1969-70 figure of 60.5 percent. Ninety percent of faculty with an M.D. degree were in a Clinical Science specialty in 1974-75, as were 61 percent of faculty with both a medical and non-medical doctorate. Relatively small percentages of Ph.D. faculty (10 percent) and non-doctoral faculty (17 percent) had a Clinical Science specialty.

Five percent of the faculty in both time periods were in a Behavioral Science specialty, which included a relatively high percentage of non-doctoral faculty (23 percent) and Ph.D. faculty (13 percent), as compared with M.D.-Ph.D.'s or M.D.'s, each with fewer than 1 percent in Behavioral Science specialties. Similarly, 4 percent of 1974-75 and of 1969-70 faculty were in an Allied Health specialty, which was was the most common specialty group for non-doctoral faculty in both years (32 percent in 1975, 30 percent in 1970). By comparison, 5 percent of Ph.D. faculty, and fewer that 1 percent of M.D.-Ph.D. or M.D. faculty, were in an Allied Health specialty.

Other primary specialty groups accounted for only very small percentages of faculty in either time period--Physical Sciences, 2 percent; Administration, 1 percent; and all other specialties, 1 percent. Each of these specialty groups included relatively more non-doctoral faculty (between 4 and 8 percent) than Ph.D.'s (between 1 and 5 percent) or M.D.'s (less than 1 percent).

* Primary specialty refers to the major area, or discipline, of a faculty member's current activities. While academic department of affiliation is a useful administrative categorization, primary specialty is a more appropriate basis for describing faculty with respect to their actual field of activity.

TABLE 2A

DISTRIBUTION OF MEDICAL SCHOOL FACULTY
BY PRIMARY SPECIALTY GROUP WITHIN DEGREE TYPE[1]

(1974-75 AND 1969-70)

GROUPED PRIMARY SPECIALTY		DEGREE TYPE									
		MD-PhD		MD		PhD[2]		Non-Doctoral		TOTAL	
		1974-75	1969-70	1974-75	1969-70	1974-75	1969-70	1974-75	1969-70	1974-75	1969-70
BASIC SCIENCE	Count	718	643	2240	2083	6978	5031	376	386	10312	8143
	Percent of Degree	37	38	9	11	65	67	12	15	26	27
CLINICAL SCIENCE	Count	1205	1004	22210	16134	1060	687	511	384	24986	18209
	Percent of Degree	61	60	90	88	10	9	17	15	62	60
PHYSICAL SCIENCE	Count	15	12	30	26	537	320	239	201	821	559
	Percent of Degree	1	1	0+	0+	5	4	8	8	2	2
BEHAVIORAL SCIENCE	Count	8	11	22	19	1350	987	695	609	2075	1626
	Percent of Degree	0+	1	0+	0+	13	13	23	24	5	5
ALLIED HEALTH	Count	3	4	15	10	504	338	971	777	1493	1129
	Percent of Degree	0+	0+	0+	0+	5	5	32	30	4	4
ADMINISTRATION	Count	8	9	71	75	78	54	174	153	331	291
	Percent of Degree	0+	0+	0+	0+	1	1	6	6	1	1
OTHER	Count	3	1	10	7	148	72	117	64	278	144
	Percent of Degree	0+	0+	0+	0+	1	1	4	2	1	1
TOTAL	Count	1960	1684	24598	18354	10655	7489	3063	2574	40296[3]	30101[4]
	Percent of Degree	(99)	(100)	(99)	(99)	(100)	(100)	(102)	(100)	(101)[5]	(100)

[1] Table 2B shows percentage distribution by degree type within primary specialty groups.

[2] Throughout this report, the Ph.D. category includes non-medical health profession doctorates specified in Appendix B, page 114.

[3] Excludes 1418 (3%) whose specialty or degree is unknown.

[4] Excludes 785 (2%) whose specialty or degree is unknown.

[5] Total percents may vary slightly from 100% due to rounding.

Table 2B is based on the same counts for primary specialty and degree types as Table 2A; however, the percentages show the relative contribution of the various degree types to each specialty group. This table shows that 68 percent of faculty with Basic Science specialties had a Ph.D. degree (a 6 percent increase over the percentage of Basic Science specialists with Ph.D.'s in 1969-70), while the remainder of this specialty group were primarily M.D.-Ph.D.'s or M.D.'s.

As might be expected, 94 percent of the faculty in Clinical Science specialties in either time period were M.D.'s or M.D.-Ph.D.'s. About two-thirds of the faculty with Physical Science or Behavioral Science specialties were Ph.D.'s with the remaining one-third of these specialty groups being comprised of non-doctoral faculty. These proportions were reversed for faculty in Allied Health specialties, two-thirds of whom were non-doctorals, and one-third of whom were Ph.D.'s. Half of those in Administration were non-doctorals, while about one-fourth were M.D.'s and one-fourth were Ph.D.'s. "Other" specialties were comprised almost entirely of Ph.D.'s and non-doctoral faculty.

In the period from 1970 to 1975 there was a notable increase in the percentage of Physical Science specialists with Ph.D. degrees (from 57 percent in 1970 to 65 percent in 1975); at the same time there was a decrease in the percentage of this group having no doctoral degree (from 36 percent to 29 percent). Small shifts occurred within other specialty groups. For instance, the percentages of Basic Science faculty and Administration faculty with M.D. degrees decreased somewhat during the period from 1970 to 1975, while the percentages of Ph.D.'s in these specialties increased.

Table 3 corresponds to Table 2A, but gives a more detailed breakdown of the distribution of faculty among primary specialties, within each degree type and for the total population of faculty. Within the Basic Science specialty group, which accounted for 25 percent of all faculty and 65 percent of Ph.D.'s, Biochemistry had the highest percentage of faculty--6 percent of the total population, and 21 percent of Ph.D.'s. Within the Clinical Science specialty group, which accounted for 62 percent of all faculty and 90 percent of M.D.'s, the most common specialties were Internal Medicine (12 percent of the total population, and 19 percent of M.D.'s) and Surgery (11 percent of the total population, and 16 percent of M.D.'s). Two other Clinical Science specialties, Pediatrics and Psychiatry, each included 7 percent of the total population of faculty, and 11 percent of M.D. faculty. Each of the remaining specialties accounted for less than five percent of the total faculty.

TABLE 2B

DISTRIBUTION OF MEDICAL SCHOOL FACULTY
BY DEGREE TYPE, WITHIN PRIMARY SPECIALTY GROUP[1]
(1974-75 AND 1969-70)

GROUPED PRIMARY SPECIALTY		DEGREE TYPE									
		MD-PhD		MD		PhD[2]		Non-Doctoral		TOTAL	
		1974-75	1969-70	1974-75	1969-70	1974-75	1969-70	1974-75	1969-70	1974-75	1969-70
BASIC SCIENCE	Count	718	682	2240	2058	6978	5096	376	314	10312	8143
	Percent of Specialty	7	8	22	26	68	62	4	5	(101)[3]	(101)
CLINICAL SCIENCE	Count	1205	1042	22210	16107	1060	710	511	354	24986	18209
	Percent of Specialty	5	5	89	89	4	4	2	2	(100)	(100)
PHYSICAL SCIENCE	Count	15	13	30	25	537	342	239	183	821	559
	Percent of Specialty	2	2	4	5	65	57	29	36	(100)	(100)
BEHAVIORAL SCIENCE	Count	8	12	22	18	1350	1031	695	567	2075	1626
	Percent of Specialty	0+	1	1	1	65	61	33	37	(99)	(100)
ALLIED HEALTH	Count	3	5	15	10	504	358	971	760	1493	1129
	Percent of Specialty	0+	0+	1	1	34	30	65	69	(100)	(100)
ADMINISTRATION	Count	8	9	71	75	78	65	174	142	331	291
	Percent of Specialty	2	3	21	26	24	19	53	53	(100)	(101)
OTHER	Count	3	2	10	7	148	85	117	53	278	144
	Percent of Specialty	1	1	4	5	53	50	42	44	(100)	(100)
TOTAL	Count	1960	1755	24598	18300	10655	7687	3083	2373	40296[4]	30101[5]
	Percent of Total	5	6	61	61	26	25	8	9	(100)	(101)

[1] Table 2A shows percentage distribution by primary specialty groups.

[2] Throughout this report, the Ph.D. category includes non-medical health profession doctorates specified in Appendix B, page 114.

[3] Total percents may vary slightly from 100% due to rounding.

[4] Excludes 1418 (3%) whose specialty or degree is unknown.

[5] Excludes 785 (2%) whose specialty or degree is unknown.

TABLE 3

DISTRIBUTION OF MEDICAL SCHOOL FACULTY BY PRIMARY SPECIALTY, WITHIN DEGREE TYPE
(1974-75, WITH 1969-70 TOTALS)

PRIMARY SPECIALTY	1974-75 DEGREE TYPE										1974-75 TOTAL		1969-70 TOTAL	
	MD-PhD		MD		PhD		Masters		BA/Assoc.					
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
BASIC SCIENCE														
Anatomy	94	5	134	1	1016	10	24	1	10	1	1278	3	1025	3
Biochemistry	112	6	139	1	2265	21	62	3	30	4	2608	6	1967	6
Biology, All	5	0+	29	0+	127	1	6	0+	10	1	177	0+	91	0+
Biophysics	7	0+	8	0+	155	1	5	0+	0	0	175	0+	146	0+
Genetics	21	1	72	0+	245	1	9	0+	1	0+	348	1	266	1
Immunology	14	1	61	0+	200	2	10	0+	2	0+	287	1	170	1
Micro-Parisitology	46	2	111	1	835	8	57	2	29	4	1078	3	918	3
Pathology-Basic	158	8	1248	5	164	2	15	1	17	2	1602	4	1423	5
Pharmacology	125	6	184	1	780	7	12	1	13	1	1114	3	862	3
Physiology	132	7	248	1	1112	10	27	1	14	2	1533	4	1206	4
All other	5	0+	5	0+	79	1	21	1	2	0+	112	0+	105	0+
(Total Basic Sciences)	(719)	(37)	(2239)	(9)	(6978)	(65)	(248)	(10)	(128)	(16)	(10312)	(25)	(8179)	(27)
CLINICAL SCIENCE														
Anesthesiology	54	3	1163	5	14	0+	3	0+	4	1	1238	3	862	3
Dermatology	13	1	303	1	11	0+	0	0	0	0	327	1	253	1
Endocrinology	20	1	211	1	119	1	3	0+	4	1	357	1	237	1
Family Practice	10	1	350	1	1	0+	6	0+	2	0+	369	1	35	0+
Internal Medicine	231	12	4751	19	54	1	5	0+	16	2	5057	12	2936	10
General Medicine	90	5	1328	5	22	0+	5	0+	8	1	1453	4	1755	6
Nuclear Medicine	22	1	118	1	93	1	15	1	7	1	255	1	169	1
Neurology	43	2	720	3	20	0+	4	0+	2	0+	789	2	599	2
Ob-Gyn	58	3	1117	5	21	0+	7	0+	4	1	1207	3	931	3
Pathology-Clinical	51	3	571	2	113	1	27	1	24	3	786	2	564	2
Pediatrics	94	5	2712	11	45	0+	22	1	6	1	2879	7	2081	7
P M & R	13	1	327	1	14	0+	22	1	11	1	387	1	303	1
Public Health & Prev.	50	2	254	1	105	1	93	4	19	2	521	1	461	2
Psychiatry	98	5	2669	11	106	1	56	3	8	1	2937	7	2367	8
Radiology	54	3	1556	6	165	2	62	3	16	2	1853	5	1234	4
Surgery	278	14	3930	16	108	1	19	1	18	2	4353	11	3373	11
All other	25	1	131	1	49	0+	11	1	2	0+	218	1	120	0+
(Total Clinical Science)	(1204)	(61)	(22211)	(90)	(1060)	(10)	(360)	(16)	(151)	(19)	(24986)	(62)	(18280)	(60)
PHYSICAL SCIENCE & ENGINEERING	15	1	30	0+	537	5	136	6	103	13	821	2	580	2
BEHAVIORAL SCIENCE														
Psychology	4	0+	20	0+	1177	11	105	5	16	2	1322	3	1004	3
Sociology	3	0+	0	0	140	1	544	24	10	1	697	2	615	2
Other	1	0+	2	0+	33	0+	15	1	5	1	56	0+	20	0+
(Total Behavioral Science)	(8)	(0+)	(22)	(0+)	(1350)	(12)	(664)	(29)	(31)	(4)	(2075)	(5)	(1639)	(5)
ALLIED HEALTH	3	0+	15	0+	504	5	659	29	312	40	1493	4	1221	4
ADMINISTRATION	8	0+	71	0+	78	1	136	6	38	5	331	1	297	1
OTHER	3	0+	10	0+	148	1	83	4	34	4	278	1	149	0+
TOTAL	(1960)	(98)[1]	(24598)	(99)	(10655)	(100)	(2286)	(100)	(797)	(101)	(40296)[2]	(100)	(30345)[3]	(99)

[1]Total percents may vary slightly from 100% due to rounding.

[2]Excludes 1418 (3%) whose specialty or degree type is unknown.

[3]Excludes 541 (2%) whose specialty or degree type is unknown.

Over the five-year period between 1969-70 and 1974-75, notable shifts in the percentages of faculty occurred in only two of the 37 primary specialties listed in Table 3. The percentage of faculty in Internal Medicine increased from 9.6 percent in 1969-70 to 12.5 percent in 1974-75, a gain of over 30 percent. At the same time, the percentage of faculty in General Medicine decreased from 5.7 percent in 1969-70 to 3.6 percent in 1974-75, a loss of more than 30 percent.[1] The percentage of faculty in all other specialties remained, in 1974-75, within 1 percent of the distribution in 1969-70.

Although the percentage of faculty having Family Practice as their primary specialty increased only slightly over the five-year period (from 0.1 to 0.9 percent), there was a ten-fold increase in the number of Family Practice specialists, from 35 faculty in 1969-70, to 369 faculty in 1974-75.

C. Major Academic Departments

Table 4 lists the major academic departments and shows the percentages of faculty affiliated with each department in 1974-75 and 1969-70. The percentage of faculty affiliated with each department remained nearly identical (within 1 percent) for these two points in time. The only notable change over the five-year period is that departments of Family Practice, while remaining very small in relation to other departments, did increase from 0.4 percent of faculty in 1969-70, to 1.4 percent of faculty in 1974-75.

Departments of Medicine far exceeded all other major academic departments, with 18 percent of the total faculty population being affiliated with departments of Medicine. Other departments having relatively high percentages of faculty affiliated with them were departments of Psychiatry (11 percent), Surgery (9 percent), and Pediatrics (8 percent). Departments of Pathology and Radiology each accounted for 6 percent of the total faculty population. Departments of Anatomy, Biochemistry, Microbiology, Pharmacology, Physiology, Anesthesiology, Neurology, Ob-Gyn, Ophthalmology, and Public Health and Preventive Medicine each accounted for between 2 and 4 percent of the faculty. One percent or fewer faculty were affiliated with departments of Biometry, Biophysics,

1 This relative increase in the Internal Medicine specialty and decrease in General Medicine may simply reflect a change in the data coding policy. Beginning in 1974, the General Medicine specialty was replaced by Internal Medicine if a person showed a Board Certification in Internal Medicine.

TABLE 4

DISTRIBUTION OF MEDICAL SCHOOL FACULTY BY MAJOR ACADEMIC DEPARTMENTS 1974-75 AND 1969-70

DEPARTMENTS	1974-75		1969-70	
	Number	Percent of Total	Number	Percent of Total
BASIC SCIENCE				
Anatomy	1441	3	1164	4
Biochemistry	1574	4	1256	4
Biometry	125	0+	86	0+
Biophysics	169	0+	142	0+
Genetics	99	0+	90	0+
Microbiology	1209	3	951	3
Molecular Biology	161	0+	92	0+
Pathology	2702	6	2104	7
Pharmacology	1094	3	835	3
Physiology	1460	4	1154	4
CLINICAL SCIENCE				
Anesthesiology	1275	3	826	3
Dermatology	279	1	229	1
Family Practice	582	1	129	0+
Medicine	7422	18	5232	17
Neurology	935	2	687	2
Ob-Gyn	1420	3	1049	3
Ophthalmology	665	2	536	2
Orthopedics	350	1	230	1
Otolaryngology	430	1	334	1
Pediatrics	3475	8	2603	8
Phys Med & Rehab	586	1	481	2
Psychiatry	4664	11	3662	12
Pub Hlth & Prev Med	1247	3	998	3
Radiology	2376	6	1539	5
Surgery	3650	9	2806	9
OTHER	2282	5	1533	5
TOTAL	41672[1]	(100)	30748[2]	(100)

[1] Excludes 42 (0.1%) faculty whose academic department of affiliation is unknown.

[2] Excludes 138 (0.4%) faculty whose academic department of affiliation is unknown.

Genetics, Molecular Biology, Dermatology, Family Practice, Orthopedics, Otolaryngology, or Physical Medicine and Rehabilitation. All other departments not encompassed by the 25 just listed accounted for 5 percent of the faculty.

D. Nature of Employment

The employment categories of faculty reported in this section are as follows:[1]

1. Strict full-time medical school or affiliated faculty:

a. Strict full-time medical school faculty are those who receive their entire professional income as a fixed annual amount from funds controlled by the medical school or its parent institution, who devote their full time to the programs of the medical school, and whose professional activities are under the direct auspices of the medical school.

b. Strict full-time affiliated faculty are those who receive their entire professional income as a fixed annual amount from one or a variety of sources (medical school, parent institution, owned or affiliated institutions and their parents), devote their full time to the programs of the medical school, but whose professional activities are not under the direct auspices of the medical school.

2. Geographic full-time medical school or affiliated faculty:

a. Geographic full-time medical school faculty are those who receive a guaranteed base salary all or most of which is paid from funds controlled by the medical school, but who may earn income from professional activities, who conduct all of their professional work in the institution(s) paying the base salary, and whose professional activities are under the direct auspices of the medical school.

b. Geographic full-time affiliated faculty are those who receive a guaranteed base salary and who are paid their base salary from one or a variety of sources (usually affiliated hospitals) and may earn some income from professional activities, and whose professional activities are not under the direct auspices of the medical school.

[1] Definitions of employment categories are from the AAMC Faculty Profile Guide for Reporting Data, page 3.

3. Part-time salaried medical school or affiliated faculty:

a. Part-time salaried medical school faculty are those who receive regular payment for part-time professional activity from funds controlled by the medical school, and whose professional activities are under the direct auspices of the medical school. (Other professional activities and other income are outside the jurisdiction of the medical school.)

b. Part-time salaried affiliated faculty are those who receive regular payment for part-time professional activity by a medical school-owned or affiliated hospital or institution, and whose professional activities are not under the direct auspices of the medical school. (Other professional activities and other income are outside the jurisdiction of the institution(s) from which reimbursement is received.)

In 1974-75, 71 percent of all faculty had strict full-time appointments, 17 percent were employed on a geographic full-time basis, and 13 percent were employed part-time. Table 5 shows the relationship of type of employment to academic rank. Within the five categories of rank, between 67 and 75 percent of faculty had strict full-time appointments, with no discernible relationship between these percentages and academic rank. The percentage of faculty having geographic full-time appointments, however, decreases with descending ranks--from 19 percent of full professors, to 6 percent of lecturers. The percentage of faculty employed part-time shows a reversal of this relationship to rank, with the percentage of part-time faculty increasing with descending rank, from 7 percent of full professors, to 19 percent of lecturers.

The percent of employment type figures in Table 5 show the relative distribution of ranks within each type of employment. This distribution is nearly identical for the two categories of full-time faculty, but there is a notable contrast between these two groups and the part-time faculty. Twenty-seven percent of full-time faculty had the rank of full professor, as compared with 15 percent of part-time faculty; 24 percent of full-time faculty were associate professors, as compared with 21 percent of part-time faculty; 34 percent of full-time faculty, as compared with 40 percent of part-time faculty, were assistant professors; 15 percent of full-time faculty, as compared to 24 percent of part-time faculty, were instructors, lecturers, or others.

Table 6 adds to the analysis of the relationship between rank and nature of employment the dimension of degree type.

TABLE 5

DISTRIBUTION OF MEDICAL SCHOOL FACULTY
BY TYPE OF EMPLOYMENT AND RANK
(1974-75)

RANK		TYPE OF EMPLOYMENT			TOTAL
		Strict Full-time	Geographic Full-time	Part-time	
Full Professor	Count	7791	1970	781	10542
	Percent of Rank	74	19	7	(100)
	Percent of employment type	27	28	15	26
Associate Professor	Count	6784	1755	1099	9638
	Percent of Rank	70	18	11	(99[1])
	Percent of employment type	23	25	21	23
Assistant Professor	Count	9831	2332	2060	14223
	Percent of Rank	69	16	14	(99)
	Percent of employment type	34	34	40	35
Instructor	Count	3272	743	887	4902
	Percent of Rank	67	15	18	(100)
	Percent of employment type	11	11	17	12
Lecturer and Other	Count	1274	107	327	1708
	Percent of Rank	75	6	19	(100)
	Percent of employment type	4	2	6	4
TOTAL	Count	28952	6907	5154	41013[2]
	Percent of Rank	71	17	13	(101)
	Percent of Total	(99)	(100)	(99)	(100)

[1]Total Percents may vary slightly from 100% due to rounding.

[2]Excludes 701 faculty (2%) whose rank or nature of employment is unknown.

TABLE 6

DISTRIBUTION OF MEDICAL SCHOOL FACULTY BY RANK, DEGREE, AND TYPE OF EMPLOYMENT (1974-75)

RANK AND DEGREE	TYPE OF EMPLOYMENT									TOTAL		
	STRICT FULL-TIME			GEOGRAPHIC FULL-TIME			PART-TIME					
	Count	Percent of Rank & Degree	Percent of Strict Full-time Faculty	Count	Percent of Rank & Degree	Percent of Geo-graphic Full-time	Count	Percent of Rank & Degree	Percent of Part-time Faculty	Count	Percent of Rank & Degree	Percent of Total
Full Professors												
M.D.-Ph.D.	767	81	3	140	15	2	42	4	1	949	(100)	2
M.D.	4562	67	16	1610	24	23	624	9	12	6796	(100)	17
Ph.D.	2392	88	8	214	8	3	105	4	2	2711	(100)	7
Non-Doctoral	67	83	0+	5	6	0+	9	11	0+	81	(100)	0+
(Total)	(7788)	(74)	(27)	(1969)	(19)	(28)	(780)	(7)	(15)	(10537)	(100)	(26)
Associate Professors												
M.D.-Ph.D.	402	79	1	79	16	1	28	6	1	509	(101)	1
M.D.	3669	61	13	1447	24	21	941	15	18	6057	(100)	15
Ph.D.	2520	89	9	208	7	3	116	4	2	2844	(100)	7
Non-Doctoral	180	85	1	18	8	0+	14	7	0+	212	(100)	1
(Total)	(6771)	(70)	(24)	(1752)	(18)	(25)	(1099)	(11)	(21)	(9622)	(99)[1]	(24)
Assistant Professors												
M.D.-Ph.D.	325	76	1	64	15	1	40	9	1	429	(100)	1
M.D.	5269	60	18	1867	21	27	1690	19	33	8826	(100)	22
Ph.D.	3495	86	12	314	8	5	254	6	5	4063	(100)	10
Non-Doctoral	713	83	2	79	9	1	68	8	1	860	(100)	2
(Total)	(9802)	(69)	(34)	(2324)	(16)	(34)	(2052)	(14)	(40)	(14178)	(99)	(35)
Instructors												
M.D.-Ph.D.	34	63	0+	9	17	0+	11	20	0+	54	(100)	0+
M.D.	1413	55	5	553	21	8	615	24	12	2581	(100)	6
Ph.D.	555	79	2	65	9	1	80	11	2	700	(99)	2
Non-Doctoral	1161	81	4	106	7	2	167	12	3	1434	(100)	4
(Total)	(3163)	(66)	(11)	(733)	(15)	(11)	(873)	(18)	(17)	(4769)	(99)	(12)
Lecturers and Others												
M.D.-Ph.D.	18	62	0+	3	10	0+	8	28	0+	29	(100)	0+
M.D.	328	59	1	48	9	1	181	32	4	557	(100)	1
Ph.D.	392	82	1	20	4	0+	66	14	1	478	(100)	1
Non-Doctoral	482	83	2	33	6	1	66	11	1	581	(100)	1
(Total)	(1220)	(74)	(4)	(104)	(6)	(2)	(321)	(20)	(6)	(1645)	(100)	(4)
TOTAL	28744	70	(100)	6882	17	(100)	5125	13	(99)	40751[2]	(100)	(100)

[1]Total percents may vary slightly from 100% due to rounding.

[2]Excludes 963 faculty (2%) whose rank, degree, or nature of employment is unknown.

It can be seen that for every rank, the percentage of faculty with strict full-time appointments is highest for Ph.D.'s and non-doctorals, and lowest for M.D.'s, while the percentage of faculty with geographic full-time employment is considerably higher for M.D.'s than for faculty holding other degrees. It should be noted that the geographic full-time type of appointment was specifically intended to allow faculty to receive income from the delivery of professional services. It follows logically that M.D.'s would have the highest percentage of this type of employment since, as was shown in Table 2A, about 90 percent of M.D. faculty had their primary specialty in a clinical science. The percentage of associate professors and assistant professors employed part-time is also higher for M.D.'s than for faculty with other types of degrees. This particularly high representation of M.D.'s among geographic full-time and part-time faculty is further indicated by summing the percentage figures for the distribution by rank-degree within each category of nature of employment. While M.D.'s (or M.D.-Ph.D.'s) comprised 66 percent of the total faculty, they accounted for 85 percent of geographic full-time faculty, and 82 percent of part-time faculty.

IV. AREAS OF RESPONSIBILITY

The Faculty Roster System includes data on the involvement of each faculty member in five major areas of responsibility; namely, teaching, research, patient care, administration, and "other."

A. Number of Areas of Responsibility

Table 7 shows the number of areas of responsibility of faculty members in 1974-75, within rank and degree type. Only 15 percent of all faculty were engaged in a single area of responsibility; 38 percent were involved in two areas; 32 percent in three areas; 14 percent in four areas; and 1 percent in all five areas of responsibility. The median number of areas of responsibility for the total faculty population in 1974-75 was 2.

It is clear from the table that the number of areas of responsibility varies with rank as well as with degree type. Only 19 percent of lecturers were engaged in three or more areas of responsibility, but this was the case for 29 percent of instructors, 42 percent of assistant professors, 49 percent of associate professors, and 60 percent of full professors. Within each academic rank, faculty in the M.D. or M.D.-Ph.D. degree categories had much higher rates of involvement in three or more areas of responsibility than did Ph.D. or non-doctoral faculty because of the involvement of M.D. faculty in patient care in addition to teaching and research responsibilities.

B. Areas of Responsibility

Table 8 indicates, for each degree type, the percentage of faculty having involvement in every combination of from one to five areas of responsibility. This table shows, as did Table 7, that faculty having M.D. degrees performed a wider range of functions within the medical school than did Ph.D. or non-doctoral faculty. For all ranks combined, 58 percent of M.D. faculty were involved in three or more major areas of responsibility, whereas 25 percent of Ph.D. or non-doctoral faculty functioned in three or more major areas. Over one-fourth of the M.D. faculty in 1974-75 were involved in a combination of teaching, research, and patient care; an additional 19 percent of the M.D. faculty were involved in these three areas, plus administrative functions as well.

Thirty-eight percent of non-doctoral faculty were involved in a single area of responsibility--mainly teaching,

TABLE 7

DISTRIBUTION OF MEDICAL SCHOOL FACULTY BY NUMBERS OF AREAS OF RESPONSIBILITY, WITHIN RANK AND TYPE OF DEGREE (1974-75)

RANK AND DEGREE	NUMBER OF AREAS OF RESPONSIBILITY: ONE Count	ONE Percent of Rank & Degree	TWO Count	TWO Percent of Rank & Degree	THREE Count	THREE Percent of Rank & Degree	FOUR Count	FOUR Percent of Rank & Degree	FIVE Count	FIVE Percent of Rank & Degree	TOTAL Count	TOTAL Percent of Rank & Degree
Full Professors												
M.D.-Ph.D.	74	8	265	28	360	38	239	25	9	1	947	(100)
M.D.	572	8	1488	22	2390	35	2204	33	99	2	6753	(100)
Ph.D.	247	9	1401	52	842	31	194	7	14	1	2698	(100)
Non-Doctoral	27	33	27	33	23	28	4	5	1	1	82	(100)
(Total)	(920)	(9)	(3181)	(30)	(3615)	(34)	(2641)	(25)	(123)	(1)	(10480)	(99)[1]
Associate Professors												
M.D.-Ph.D.	42	9	188	38	190	38	71	14	4	1	495	(100)
M.D.	603	10	1701	28	2490	42	1159	19	33	1	5986	(100)
Ph.D.	298	11	1866	66	525	19	133	5	5	0+	2827	(101)
Non-Doctoral	64	30	73	35	51	24	21	10	3	1	212	(100)
(Total)	(1007)	(11)	(3828)	(40)	(3256)	(34)	(1384)	(15)	(45)	(0+)	(9520)	(100)
Assistant Professors												
M.D.-Ph.D.	52	12	152	36	181	43	36	9	0	0	421	(100)
M.D.	1080	13	2899	34	3592	42	1013	12	37	0+	8621	(101)
Ph.D.	692	17	2517	63	653	16	147	4	12	0+	4021	(100)
Non-Doctoral	247	29	351	40	219	25	42	5	8	1	867	(100)
(Total)	(2071)	(15)	(5919)	(42)	(4645)	(33)	(1238)	(9)	(57)	(0+)	(13930)	(99)
Instructors												
M.D.-Ph.D.	10	21	17	35	20	42	1	2	0	0	48	(100)
M.D.	445	19	994	43	750	32	128	6	1	0+	2318	(100)
Ph.D.	212	33	326	50	94	14	17	3	2	0+	654	(100)
Non-Doctoral	531	38	560	40	259	18	53	4	4	0+	1407	(100)
(Total)	(1198)	(27)	(1897)	(43)	(1123)	(25)	(199)	(4)	(7)	(0+)	(4424)	(99)
Lecturers and Others												
M.D.-Ph.D.	14	52	8	30	2	7	3	11	0	0	27	(100)
M.D.	171	32	195	36	143	26	30	6	0	0	539	(100)
Ph.D.	279	59	157	33	24	5	10	2	0	0	470	(99)
Non-Doctoral	305	52	184	32	78	13	15	3	0	0	582	(100)
(Total)	(769)	(4)	(544)	(34)	(247)	(15)	(58)	(4)	(0)	(0)	(1618)	(100)
TOTAL	5965	(15)	15369	(38)	12886	(32)	5520	(14)	232	(1)	39972[2]	(100)

[1]Total percents may vary slightly from 100% due to rounding.
[2]Excluded 1742 faculty (4%) whose rank, degree, or area(s) or responsibility is unknown.

TABLE 8
AREAS OF RESPONSIBILITY OF MEDICAL SCHOOL FACULTY WITHIN DEGREE TYPE (1974-75)

AREAS OF RESPONSIBILITY	TOTAL		DEGREE TYPE					
			M.D.[1]		PH.D.		NON-DOCTORAL	
	Count	Percent of Total	Count	Percent of Degree	Count	Percent of Degree	Count	Percent of Degree
ONE AREA OF RESPONSIBILITY								
Teaching	2573	6	1752	7	382	4	439	14
Research	1932	5	448	2	1171	11	313	10
Patient Care	823	2	574	2	60	1	189	6
Administration	496	1	250	1	98	1	148	5
Other	164	0+	45	0+	19	0+	100	3
TWO AREAS OF RESPONSIBILITY								
Teaching and research	8020	20	2131	8	5593	52	296	9
Teaching and patient care	5609	14	4834	19	294	3	481	15
Teaching and administration	886	2	532	2	142	1	212	7
Teaching and other	141	0+	72	0+	24	0+	45	1
Research and patient care	290	1	176	1	73	1	41	1
Research and administration	143	0+	36	0+	77	1	30	1
Research and other	46	0+	9	0+	27	0+	10	0+
Patient care and administration	195	1	111	0+	34	0+	50	2
Patient care and other	22	0+	11	0+	1	0+	10	0+
Administration and other	34	0+	5	0+	4	0+	25	1
THREE AREAS OF RESPONSIBILITY								
Teaching, research and patient care	7960	20	6933	26	791	7	236	7
Teaching, research and administration	2076	5	918	4	1076	10	82	3
Teaching, research and other	233	1	106	0+	98	1	29	1
Research, patient care and administration	67	0+	27	0+	27	0+	13	0+
Research, patient care and other	10	0+	5	0+	2	0+	3	0+
Patient care, teaching and administration	2302	6	1960	8	121	1	221	7
Patient care, teaching and other	165	0+	146	1	8	0+	11	0+
Patient care, administration and other	15	0+	3	0+	1	0+	11	0+
Administration, teaching and other	62	0+	27	0+	9	0+	26	1
Administration, research and other	8	0+	0	0	6	0+	2	0+
FOUR AREAS OF RESPONSIBILITY								
Teaching, research, patient care and administration	5296	13	4736	18	453	4	107	3
Teaching, research, patient care and other	117	0+	93	0+	18	0+	6	0+
Research, patient care, administration and other	2	0+	1	0+	1	0+	0	0
Patient care, teaching, administration and other	44	0+	32	0+	0	0	12	0+
Administration, teaching, research and other	63	0+	24	0+	29	0+	10	0+
FIVE AREAS OF RESPONSIBILITY								
Teaching, research, patient care, administration and other	232	1	183	1	33	0+	16	1
TOTAL	40026[2]	(98)[3]	26180	(100)	10672	(98)	3174	(98)

[1]Includes M.D.'s and M.D.-Ph.D.'s.
[2]Excludes 1688 faculty (4%) whose degree or areas of responsibility are unknown.
[3]Total percents may vary slightly from 100% due to rounding.

or research. Thirty-two percent of non-doctoral faculty were involved in teaching plus one other area of responsibility. Most Ph.D. faculty (58 percent) functioned in two areas of responsibility, 52 percent performing the combination of teaching and research.

C. Teaching and Research

Table 9 summarizes the teaching and research responsibilities of 1974-75 faculty that were shown in Table 8. "Full" teaching or research activity indicates faculty functioning in a single area of responsibility. "Part" activity refers to teaching or research being performed in conjunction with other areas of responsibility.

The figures in Table 9 show that 89 percent of the total population of 1974-75 faculty were involved in teaching--6 percent were involved only in teaching, while 83 percent of faculty were involved in teaching in addition to one or more other areas of responsibility. M.D.-Ph.D. faculty and M.D. faculty had the highest rates of involvement in teaching (92 percent and 94 percent, respectively). Eighty-five percent of Ph.D. faculty and 70 percent of non-doctoral faculty were involved in teaching as a full or part activity.

Sixty-six percent of the 1974-75 faculty were involved in research--5 percent as their single activity, and 61 percent as one of multiple activities. Ph.D. faculty had the highest rate of involvement in research (89 percent), followed closely by M.D.-Ph.D. faculty (85 percent). Fifty-eight percent of M.D. faculty and 38 percent of non-doctoral faculty were involved in research as a full or part activity.

TABLE 9

DISTRIBUTION OF MEDICAL SCHOOL FACULTY BY INVOLVEMENT IN TEACHING AND RESEARCH RESPONSIBILITIES, WITHIN DEGREE TYPE (1974-75)

RESPONSIBILITY	TOTAL		DEGREE TYPE							
			M.D.-PH.D.		M.D.		PH.D.		NON-DOCTORAL	
	Count	Percent of Total	Count	Percent of Degree	Count	Percent of Degree	Count	Percent of Degree	Count	Percent of Degree
TEACHING RESPONSIBILITY										
Full Teaching Activity	2573	6	65	3	1687	7	382	4	439	14
Part Teaching Activity	33206	83	1716	89	21011	87	8689	81	1790	56
No Teaching Activity	4247	11	156	8	1544	6	1599	15	948	30
TOTAL	40026	(100)	1937	(100)	24242	(100)	10670	(100)	3177	(100)
RESEARCH RESPONSIBILITY										
Full Research	1932	5	96	5	352	1	1171	11	313	10
Part Research Activity	24563	61	1543	80	13835	57	8305	78	880	28
No Research Activity	13531	34	298	15	10055	42	1194	11	1984	62
TOTAL	40026	(100)	1937	(100)	24242	(100)	10670	(100)	3177	(100)

[1]Excludes 1688 faculty (4%) whose degree or areas of responsibility are unknown.

V. EMPLOYMENT HISTORY

A. Total Number of Professional Jobs

Table 10 presents the number of professional jobs in the employment histories of medical school faculty holding each type of degree. The percentage of faculty holding their first professional job was 43 percent of the 1974-75 faculty, a striking decrease from 53 percent of the 1969-70 faculty.[1] This trend toward a higher number of prior professional jobs among the more recent faculty population was consistent across all degree types and was especially pronounced in the non-doctoral degree groups. Among 1974-75 faculty holding a Bachelor or Associate degree, 41 percent had no prior professional employment, a 12 percent drop from the 53 percent of 1969-70 Bachelor-Associate faculty holding their first professional job.

In both time periods, faculty holding Masters degrees had the highest rate of previous professional employment (73 percent of 1974-75 faculty, 61 percent of 1969-70 faculty), and M.D. faculty had the lowest rate of previous professional employment (53 percent of 1974-75 faculty, and 44 percent of 1969-70 faculty). About 62 percent of 1974-75 faculty in the M.D.-Ph.D. or Ph.D.-only groups had prior professional experience, an increase from 51 percent for these two degree groups in 1969-70. Fifty-nine percent of those 1974-75 faculty holding less than a Masters degree had previous professional experience, a considerable increase from the 47 percent in 1969-70.

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1 Past professional employment was added to the data collection form in 1971. At that time an effort was made to obtain this information for persons already on the database, but this was not accomplished for all records. Faculty members who were active in 1969-70 but who permanently left the faculty force without having past employment information added to their records would be represented in Table 10 as having only their 1969-70 medical school employment. Thus, the rather striking five-year trend suggested by the figures in the table may be partly or wholly an artifact of the data collection procedure.

TABLE 10

DISTRIBUTION OF MEDICAL SCHOOL FACULTY BY TOTAL NUMBER OF JOBS[1] WITHIN DEGREE TYPE (1974-75 AND 1969-70)

NUMBER OF JOBS	TOTAL			DEGREE TYPE														
				M.D.-PH.D.			M.D.			PH.D.			MASTERS			BACH/ASSOC.		
	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70
	Count	% of Total	% of Total	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree
One (Current)	17765	43	53	761	38	49	11780	47	56	4224	39	49	648	27	39	352	41	53
Two	12293	30	27	585	29	27	7527	30	26	3262	30	28	676	28	29	243	28	26
Three	6310	15	13	345	17	15	3472	14	12	1870	17	14	493	21	18	130	15	12
Four	2986	7	5	142	7	5	1555	6	4	928	9	6	290	12	9	71	8	6
Five	1266	3	2	98	5	3	611	2	2	373	3	2	151	6	4	33	4	2
Six	520	1	0+	41	2	1	237	1	1	156	1	1	73	3	1	13	2	0+
Seven	254	1	0+	19	1	0+	97	0+	0+	76	1	0+	49	2	0+	13	2	0+
TOTAL[2]	41394	(101)[3]	(100)	1991	(99)	(100)	25279	(100)	(101)	10889	(100)	(100)	2380	(99)	(100)	855	(100)	(99)

[1]See footnote 1 on page 35.

[2]The figures in this table are based upon 41394 1974-75 faculty (99%) and 30606 1969-70 faculty (99%) whose degree type is known.

[3]Total percents may vary slightly from 100% due to rounding.

B. Length of Current Employment

Table 11 shows the number of years which faculty in each rank and degree type had held their 1974-75 faculty positions. The "Total" row at the bottom of the table shows that half of all faculty had held their position for 5 years or less, while one-fourth of the faculty had been in their job for between 6 and 10 years, and the remaining fourth, for more than 10 years. These figures represent a slight shift from the 1969-70 time period, when 57 percent of faculty had held their position for 5 years or less; 23 percent, for 6 to 10 years; and 20 percent, for more than 10 years. Thus, the trend is toward slightly longer duration of current employment among the more recent faculty population (averages of 7.5 years for 1974-75 faculty as compared with 6.6 years for 1969-70 faculty). The fact that the percentage of faculty employed for successive 5-year time spans decreases by half at each interval suggests that there is a "half-life" of 5 years for length of employment on medical school faculties, analogous to the concept of "half-life" used in describing rate of radioactive decay.

Large differences in duration of employment can be seen for faculty of different ranks and degree types. Generally, length of employment increases with rank as follows: Twenty-two percent of full professors in 1974-75 had been employed in their position for 5 years or less; 24 percent, for 6 to 10 years; 24 percent, for 11 to 15 years; and the remaining 30 percent, for more than 15 years. Associate professors had held their jobs for considerably less time: 35 percent, for 5 years or less; 36 percent, for 6 to 10 years; 18 percent, for 11 to 15 years; and the remaining 10 percent, for more than 15 years. Sixty-eight percent of assistant professors had held their positions for 5 years or less; 23 percent, for 6 to 10 years; 6 percent, for 11 to 15 years; and only 3 percent, for more than 15 years. Lecturers, instructors, and others (combined) had jobs of the shortest duration among the ranks: 77 percent had held their positions for 5 years or less; 16 percent for 6 to 10 years; 5 percent for 11 to 15 years; and 3 percent for more than 15 years. In summary, the average length of current employment was: full professors, 12.5 years; associate professors, 8.4 years; assistant professors, 4.9 years; instructors, lecturers, and others, 4.1 years.

Within each rank, doctoral faculty showed considerably greater job mobility than non-doctoral faculty. This can be seen from the lower average length of current employment for M.D. and Ph.D. faculty, as compared with non-doctoral

TABLE 11

DISTRIBUTION OF MEDICAL SCHOOL FACULTY BY
LENGTH OF CURRENT EMPLOYMENT, WITHIN RANK AND DEGREE TYPE

(1974-75, with 1969-70 Totals)

RANK AND DEGREE	NUMBER OF YEARS IN CURRENT EMPLOYMENT														Avg. Length of Current Employment (in Years)
	0-5 Years		6-10 Years		11-15 Year		16-20 Years		21-25 Years		26-30 Years		More than 30 Years		TOTAL		
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
FULL PROFESSORS																	
MD-PhD	235	25	247	26	214	22	118	12	65	7	44	5	34	4	957	(101)[1]	12.1
MD	1626	24	1601	23	1615	24	922	14	560	8	325	5	194	3	6843	(101)	12.3
PhD	452	17	702	26	691	26	454	17	216	8	133	5	66	2	2714	(101)	13.0
Non-Doctoral	14	17	12	15	19	23	21	26	6	7	6	7	4	5	82	(100)	14.8
ASSOCIATE PROFESSORS																	
MD-PhD	199	39	195	38	81	16	21	4	8	2	4	1	2	0+	510	(100)	7.6
MD	2279	37	2081	34	1098	18	369	6	178	3	77	1	23	0+	6105	(99)	8.4
PhD	891	31	1155	41	545	19	168	6	60	2	22	1	7	0+	2848	(100)	8.4
Non-Doctoral	51	24	53	25	58	27	29	13	12	6	9	4	3	1	215	(100)	11.6
ASSISTANT PROFESSORS																	
MD-PhD	301	71	101	24	20	5	4	1	0	0	1	0+	0	0	427	(101)	4.3
MD	6190	70	1903	21	520	6	170	2	81	1	25	0+	12	0+	8901	(100)	4.9
PhD	2908	72	918	23	176	4	48	1	14	0+	4	0+	1	0+	4069	(100)	4.5
Non-Doctoral	372	43	290	33	119	14	52	6	24	3	5	1	6	1	868	(101)	7.8
INSTRUCTORS																	
MD-PhD	44	81	10	19	0	0	0	0	0	0	0	0	0	0	54	(100)	3.4
MD	2134	83	329	13	76	3	20	1	10	0+	1	0+	1	0+	2571	(100)	3.4
PhD	616	89	55	8	17	2	3	0+	1	0+	2	0+	0	0	694	(99)	3.0
Non-Doctoral	952	67	302	22	103	7	35	2	12	1	8	1	4	0+	1416	(100)	5.1
LECTURERS & OTHERS																	
MD-PhD	25	86	3	10	0	0	1	3	0	0	0	0	0	0	29	(99)	3.1
MD	434	78	84	15	23	4	9	2	4	2	1	0+	1	0+	556	(100)	3.9
PhD	367	76	69	14	21	4	16	3	7	1	1	0+	0	0	481	(99)	4.2
Non-Doctoral	331	57	155	27	58	10	21	4	13	2	5	1	2	0+	585	(101)	6.3
1974-75 TOTAL	20421	50	10265	25	5454	13	2481	6	1271	3	673	2	360	1	40925[2]	(100)	7.5
1969-70 TOTAL	17467	57	7210	23	3062	10	1549	5	853	3	264	1	256	1	30661[3]	(100)	6.6

[1] Total percents may vary slightly from 100% due to rounding.
[2] Excludes 789 faculty (2%)whose rank, degree, or number of years in current employment is unknown.
[3] Excludes 225 faculty (1%) whose number of years of current employment is unknown.

faculty, within each rank. Among the doctoral faculty, there was greater mobility among M.D.'s than among Ph.D.'s at the full professor rank, equal mobility at the associate professor rank, and slightly greater mobility among Ph.D.'s than among M.D.'s at the ranks of assistant professor and instructor.

C. Original Source of Medical School Faculty

The original sources of medical school faculty are shown in Table 12. For all degree types combined, the majority of 1974-75 faculty (56 percent) originally came to medical schools from professional training, rather than from professional employment (37 percent). Over the five-year period, the percentage of all faculty who were originally recruited from professional training remained constant (55 percent in 1969-70, 56 percent in 1974-75), the percentage who came from professional employment increased (from 32 percent in 1969-70 to 37 percent in 1974-75), and the percentage who originally came from an unspecified "other" category decreased (from 13 percent in 1969-70 to 8 percent in 1974-75).

Large differences in original sources of medical school faculty can be seen for faculty with different types of degrees. While 61 percent of M.D.-Ph.D. faculty and 65 percent M.D. faculty came to medical schools directly from professional training, this was the case for 48 percent of Ph.D. faculty, and for only 24 percent of non-doctoral faculty. The five-year increase just noted in the percentage of faculty who were originally recruited from professional employment was rather consistent across all degree groups, while the decrease in the percentage of faculty who came from the unspecified "other" category occurred mostly within the Ph.D. and non-doctoral degree groups. Between 1969-70 and 1974-75, the Ph.D. and non-doctoral degree categories also showed considerable increases in the percentages of faculty who were originally recruited from professional training increases not seen in the M.D.-Ph.D. or M.D.-only groups.

D. Previous Employment Location

Table 13 presents the previous employment locations of the 57 percent of 1974-75 faculty, and the 47 percent of 1969-70 faculty, who had a previous professional job. For 1974-75 faculty of all degree types combined, 32 percent of those with prior jobs came from medical schools; 16 percent came from other academic institutions; 6 percent, from foreign employment; 11 percent, from private practice (a decrease from 14 percent in 1969-70); 17 percent, from govern-

TABLE 12

DISTRIBUTION OF MEDICAL SCHOOL FACULTY BY ORIGINAL EMPLOYMENT SOURCE,[1] WITHIN DEGREE TYPE
(1974-75 and 1969-70)

ORIGINAL EMPLOYMENT SOURCE	DEGREE TYPE: M.D.-Ph.D. 1974-75 Count	% of Degree	1969-70 % of Degree	M.D. 1974-75 Count	% of Degree	1969-70 % of Degree	Ph.D. 1974-75 Count	% of Degree	1969-70 % of Degree	Non-Doctoral 1974-75 Count	% of Degree	1969-70 % of Degree	TOTAL 1974-75 Count	% of Total	1969-70 % of Total
PROFESSIONAL EMPLOYMENT															
U.S. Active Military Service	55	3		1251	5		80	1		38	1		1424	4	
U.S. Government[2]	105	6		1467	6		562	5		160	5		2294	6	
(Total Federal Govt.)	(160)	(9)	8	(2718)	(11)	11	(642)	(6)	7	(198)	(6)	7	(3718)	(10)	9
U.S. State/Local Govt.	39	2	2	446	2	2	278	3	3	367	12	12	1130	3	3
U.S. Hospital (Non-Federal)	20	1		452	2		137	1		203	6		812	2	
Private Practice	74	4		2694	11		77	1		43	1		2888	7	
(Total Hosp. or Private Practice)	(94)	(5)	4	(3146)	(13)	13	(214)	(2)	1	(246)	(7)	4	(3700)	(9)	9
Volunteer-Same Med. School	2	0+		239	1		20	0+		13	0+		274	1	
Volunteer-Other U.S. Med. School	4	0+		84	0+		9	0+		3	0+		100	0+	
Faculty-U.S. Non-Med. School	43	2		279	1		868	8		239	8		1429	4	
Foreign - Academic	76	4		213	1		154	2		7	0+		450	1	
Foreign - Non-Academic	9	1		60	0+		37	0+		7	0+		113	0+	
Foundation/Research Institution	17	1		63	0+		141	1		29	1		250	1	
Private Business/Industry	4	0+		20	0+		126	1		97	3		247	1	
Other Employment	150	8		673	4		963	9		645	20		2631	7	
(Total Other Employment)	(305)	(16)	14	(1831)	(7)	5	(2318)	(21)	18	(1040)	(32)	29	(5494)	(15)	11
(TOTAL EMPLOYMENT)	(598)	(32)	(28)	(8141)	(33)	(31)	(3452)	(32)	(29)	(1851)	(57)	(52)	(14042)	(37)	(3..)
PROFESSIONAL TRAINING															
U.S. Medical School	64	3		599	3		456	4		57	2		1176	3	
Other U.S. Education Institution	71	4		129	1		1406	13		443	14		2049	5	
NIH/NIMH Training Program	330	17		3549	15		2421	23		147	5		6447	15	
Other Training Program	99	5		1140	5		614	6		108	3		1961	5	
Foreign Education Institution	44	2		170	1		124	1		5	0+		343	1	
(Total Education)	(608)	(31)	30	(5587)	(25)	23	(5021)	(47)	40	(760)	(24)	18	(11976)	(30)	28
Internship-Residency	576	30	31	9686	40	41	54	1	1	8	0+	0+	10324	26	27
(TOTAL TRAINING)	(1184)	(61)	(61)	(15273)	(65)	(64)	(5075)	(48)	(41)	(768)	(24)	(18)	(22300)	(56)	(55)

TABLE 12 (cont'd)

ORIGINAL EMPLOYMENT SOURCE	DEGREE TYPE												TOTAL		
	M.D.-Ph.D.			M.D.			Ph.D.			Non-Doctoral					
	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70
	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Total	% of Total
OTHER	134	7	10	520	2	3	2043	19	30	528	17	29	3225	8	13
TOTAL [3]	1916	(100)	(99) [4]	23934	(99)	(98)	10570	(99)	(100)	3147	(98)	(99)	39567	(101)	(100)

[1] The coding scheme for this item was expanded late in 1973. 1969-70 figures are shown beside 1974-75 subtotals representing sums of more detailed categories.

[2] Includes Public Health Service.

[3] The figures in this table are based on 39567 1974-75 faculty (95%) and 28380 1969-70 faculty (92%) whose degree type and original employment source are known.

[4] Total percents may vary slightly from 100% due to rounding.

TABLE 13

DISTRIBUTION OF FACULTY HAVING EARLIER EMPLOYMENT
BY PREVIOUS EMPLOYMENT LOCATION, WITHIN DEGREE TYPE

(1974-75 and 1969-70)

PREVIOUS EMPLOYMENT LOCATION	DEGREE TYPE: MD-PhD			MD			PhD			Masters			Bach./Assoc.			TOTAL [1]		
	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70
	Count	%	%	Count	%	%	Count	%	%	Count	%	%	Count	%	%	Count	%	%
Medical School Full-Time	468	39	37	3933	30	30	1754	28	29	174	13	11	52	12	12	6381	28	29
Medical School Part-Time	23	2	1	344	3	2	132	2	2	12	1	1	3	1	1	514	2	2
Medical School Volunteer	9	1	0+	296	2	1	34	1	0+	8	1	0	2	1	0	349	2	1
Other Academic Institution/ Foundation	147	12	12	626	5	5	2459	39	36	387	28	34	96	23	30	3715	16	16
Foreign Employment	211	18	21	743	6	5	416	7	7	25	2	2	7	2	2	1402	6	6
Private Practice	66	5	8	2234	17	21	76	1	2	34	3	8	7	2	6	2417	11	14
Government Employment	142	12	11	2747	21	22	589	9	11	302	22	18	77	18	17	3857	17	18
Other Employment	138	12	10	2277	17	14	884	14	13	419	31	25	180	43	33	3898	17	15
TOTAL	1204	(101) [2]	(100)	13200	(101)	(100)	6344	(100)	(100)	1361	(101)	(99)	424	(102)	(101)	22533	(99)	(101)

[1] Figures are based upon 23790 1974-75 faculty (57%) and 14582 1969-70 faculty (47%) who have had a previous job. Of these faculty, 22533 in 1974-75 (95%) and 13543 in 1969-70 (93%) have information about their previous employment location and degree type, shown in this table.

[2] Total percents may vary slightly from 100% due to rounding.

ment employment; and 17 percent from employment other than the sources specifically listed (an increase from 15 percent in 1969-70).

Looking at the previous employment locations of 1974-75 faculty by degree type, other medical schools were the principal source of M.D.-Ph.D. faculty previously employed (42 percent), while additional sources of large percentages of M.D.-Ph.D. faculty were non-medical academic institutions (12 percent), foreign employment (18 percent), government employment (12 percent), and "other" employment (12 percent). Other medical schools were also the principal source of 1974-75 M.D. faculty (35 percent), while 17 percent of previously-employed M.D.'s came from private practice; 21 percent, from government employment; and 17 percent, from "other" employment.

The principal source of Ph.D. faculty with previous jobs was non-medical academic institutions (39 percent), while medical schools also provided a large percentage of this group (31 percent), and 14 percent came from "other" employment. The 1974-75 non-doctoral faculty who had prior professional employment came largely from "other" employment than those specifically listed (34 percent); while 14 percent came from medical schools; 27 percent, from non-medical schools; and 21 percent, from government employment.

E. Private Practice Experience of M.D.'s in Clinical Specialties

Table 14 shows the percentages of M.D.'s in Clinical Science specialties who had private practice experience at some time in their professional employment history. It is striking that 63 percent of the M.D. faculty with a specialty in Family Practice in 1974-75 had had private practice experience. This percentage, which is far higher than for M.D.'s in any other Clinical Science specialty, may reflect the marked growth of this specialty, from 35 M.D. faculty in 1969-70 to 369 M.D. faculty in 1974-75. The very high percentage of Family Practice faculty with private practice experience suggests that recruitment for this growing specialty has been largely from the private sector.

The percentage of M.D.'s having private practice experience ranged from 7 percent to 20 percent for the other Clinical Science specialties. The highest percentages occurred in Anesthesiology, Obstetrics-Gynecology, Physical Medicine and Rehabilitation, Psychiatry, Radiology and "other" clinical specialties.

TABLE 14

PERCENTAGE OF MD FACULTY IN CLINICAL SCIENCE SPECIALTIES WHO HAVE HAD PRIVATE PRACTICE EXPERIENCE

(1974-75 and 1969-70)

CLINICAL SCIENCE SPECIALTY	PERCENTAGE OF M.D. FACULTY WITH PRIVATE PRACTICE EXPERIENCE	
	1974 - 75	1969 - 70
Anesthesiology	16	17
Dermatology	11	8
Endocrinology	8	9
Family Practice	63	35
Internal Medicine	10	10
General Medicine	7	7
Nuclear Medicine	11	12
Neurology	8	8
OB-Gyn	16	11
Pathology - Clinical	10	9
Pediatrics	14	16
PM & R	20	22
Public Health and Prev.	11	8
Psychiatry	18	19
Radiology	16	18
Surgery	12	11
Other	20	21
Total Clinical Sciences	14	13

VI. TRAINING AND CREDENTIALS

A. Educational Characteristics of M.D. Faculty

This chapter summarizes the number and the specialty areas of internships, residencies, and board certifications of M.D. faculty in medical schools. Also included are the distributions of pre-doctoral awards (to all faculty) and post-doctoral awards (to M.D. or Ph.D. faculty).

1. Distribution of Internships

Table 15 shows that 85 percent of the 1974-75 M.D. faculty had completed one internship and 2 percent had completed two internships. These percentages were approximately equal for all academic ranks except the lecturer-and-other category, in which 81 percent of M.D. faculty had completed one internship.

2. Distribution of Residencies and Residency Specialties

Table 16 shows that 90 percent of M.D. faculty in medical schools in 1974-75 had completed at least one residency;[1] this compares with 81 percent five years earlier. Fifty-three percent of M.D.'s had completed one residency, 28 percent had completed two residencies, and 10 percent had completed three or four residencies. This represents an overall average of 1.4 residencies per M.D. faculty member. Little variation is seen in the number of residencies of M.D. faculty of different ranks, although the percentage of faculty with completed residencies was highest for assistant professors and instructors, and lowest for lecturers.

Table 17 shows the distribution of residency specialties, based on the total number of residencies completed by M.D. faculty. The percentage distributions are very similar for the two time periods, 1974-75 and 1969-70. Three out of every ten residencies completed by M.D. faculty at either time was in Internal Medicine. Other residency specialties which accounted for relatively large percentages of the total number of residencies were Pediatrics (11 percent), General Surgery (11 percent), General Psychiatry (10 percent), and Pathology (8 percent). Other specialties each accounted for 5 percent or fewer of the completed residencies.

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1 Clinical Fellowships are included as residencies if reported in the "residency" area of the FRS Accession Form.

TABLE 15

DISTRIBUTION OF M.D. MEDICAL SCHOOL FACULTY
BY NUMBER OF INTERNSHIPS, WITHIN RANK
(1974-75)

RANK	NUMBER OF INTERNSHIPS						TOTAL	
	NONE		ONE		TWO			
	Count	Percent Of Rank	Count	Percent Of Rank	Count	Percent Of Rank	Count	Percent Of Rank
Full Professor	1006	13	6530	84	229	3	7765	(100)
Associate Professor	849	13	5595	85	132	2	6576	(100)
Assistant Professor	1123	12	7958	86	123	1	9204	(100)
Instructor	309	13	2108	86	34	1	2451	(100)
Lecturer & Other	101	17	474	81	11	2	586	(100)
TOTAL	3388	13	22665	85	529	2	26582[1]	(100)

[1] Excludes 688 M.D. faculty (2.5%) whose rank or number of internships is unknown.

TABLE 16

DISTRIBUTION OF M.D. MEDICAL SCHOOL FACULTY
BY NUMBER OF RESIDENCIES, WITHIN RANK

(1974-75, with 1969-70 Totals)

RANK	NUMBER OF RESIDENCIES										TOTAL	
	NONE		ONE		TWO		THREE		FOUR			
	Count	Percent of Rank	Count	Percent of Rank	Count	Percent of Rank	Count	Percent of Rank	Count	Percent of Rank	Count	Percent of Rank
Full Professor	1019	13	3977	51	2047	27	565	7	128	2	7736	(100%)
Associate Professor	637	10	3396	52	1836	28	549	8	147	2	6565	(100%)
Assistant Professor	662	7	4955	54	2663	29	756	8	196	2	9221	(100%)
Instructor	196	8	1334	54	696	28	186	8	46	2	2458	(100%)
Lecturer & Other	92	15	296	50	158	27	38	6	3	1	587	(100%)
1974-75 TOTAL	2606	10	13958	53	7400	28	2093	8	510	2	26567[1]	(101%)[2]
1969-70 TOTAL	3835	19	9379	47	5014	25	1415	7	373	2	20016[3]	(100%)

1 Excludes 703 (3%) M.D. faculty whose rank or number of residencies is unknown.

2 Total percents may vary slightly from 100% due to rounding.

3 Excludes 301 (1%) M.D. faculty whose number of residencies is unknown.

TABLE 17

DISTRIBUTION OF RESIDENCY SPECIALTIES
OF M.D. MEDICAL SCHOOL FACULTY
(1974-75 AND 1969-70)

RESIDENCY SPECIALTY	1974-75		1969-70	
	Count	Percent of Residencies	Count	Percent of Residencies
Pathology	2863	8	2217	9
Anesthesiology	1372	4	845	3
Dermatology	380	1	254	1
Family Practice	61	0+	6	0+
General Practice	193	0+	119	1
Internal Medicine	10991	31	7511	30
Neurology	1299	4	932	4
Obstetrics-Gynecology	1476	4	1001	4
Ophthalmology	614	2	463	2
Orthopedic Surgery	742	2	499	2
Otolaryngology	396	1	261	1
Pediatrics	4023	11	2802	11
Physical Medicine & Rehab.	377	1	266	1
Child Psychiatry	305	1	201	1
General Psychiatry	3559	10	2792	11
Radiology	1868	5	1127	5
General Surgery	3934	11	2706	11
Neurological Surgery	392	1	295	1
Plastic Surgery	167	0+	106	0+
Thoracic Surgery	317	1	189	1
Urology	425	1	287	1
Other	163	0+	91	0+
TOTAL	35915[1]	(100%)	24979[2]	(100%)

[1]The mean number of residencies for the 23961 M.D. faculty who had residencies was 1.5.

[2]The mean number of residencies for the 16181 M.D. faculty who had residencies was 1.5.

Fewer than 1 percent of the residencies of faculty in either time period were in the area of Family Practice; however, the number of residencies in this area increased from 6 in 1969-70 to 61 in 1974-75.

3. Distribution of Board Certifications and Areas Awarded

Table 18 shows that 31 percent of all M.D. faculty in 1974-75 were not board certified, while 57 percent had one board certification and 11 percent had two certifications. These percentages show little change over the five-year period since 1969-70. The number of board certifications is directly related to rank, with M.D. faculty at the higher ranks having the highest rates of board certifications. Eighty-one percent of M.D. full professors had at least one board certification, while this was the case for 77 percent of associate professors, 63 percent of assistant professors, 35 percent of instructors, and 45 percent of lecturers.

Table 19 shows the distribution of specialty areas for which board certifications had been awarded to M.D. faculty. Very little contrast is seen in the percentage distributions of certifications for 1974-75 as compared with 1969-70 faculty. The highest percentage of certifications were awarded in Internal Medicine (22 percent in 1974-75, 21 percent in 1969-70), and the next largest certification specialties were Pediatrics (12 percent in both time periods) and Surgery (8 percent in 1974-75, 9 percent in 1969-70).

B. Pre- and Post-Doctoral Awards[1]

1. Distribution and Source of Pre-Doctoral Awards

Table 20 shows the distribution of pre-doctoral awards to medical school faculty. Three-fourths of all faculty in 1974-75 and 1969-70 had received no pre-doctoral support, while 20 percent had received one award, 5 percent had received two awards, and 1 percent had received three awards.

1 The term "awards" is used in a general way to indicate support from national research agencies and private foundations, as well as from academic institutions. Pre-doctoral fellowships, which support the training of students in doctoral degree programs, are generally not awarded to undergraduate medical students. Post-doctoral fellowships, on the other hand, are awarded to graduates of either M.D. or Ph.D. programs, to support post-graduate research.

TABLE 18

DISTRIBUTION OF M.D. MEDICAL SCHOOL FACULTY
BY NUMBER OF BOARD CERTIFICATIONS, WITHIN RANK

(1974-75, with 1969-70 Totals)

RANK	NUMBER OF CERTIFICATIONS						TOTAL	
	NONE		ONE		TWO			
	Count	Percent of Rank	Count	Percent of Rank	Count	Percent of Rank	Count	Percent of Rank
Full Professor	1468	19	5030	65	1243	16	7741	(100%)
Associate Professor	1501	23	4186	64	856	13	6543	(100%)
Assistant Professor	3418	38	4880	54	785	9	9083	(101%)[1]
Instructor	1534	65	789	33	52	2	2375	(100%)
Lecturer & Other	306	55	227	41	20	4	553	(100%)
1974-75 TOTAL	8227	31	15112	57	2956	11	26295[2]	(99%)
1969-70 TOTAL	6195	32	10878	56	2265	12	19338[3]	(100%)

[1]Total percents may vary slightly from 100% due to rounding.

[2]Excludes 975 M.D. faculty (4%) whose rank or number of board certifications is unknown.

[3]Excludes 979 M.D. faculty (5%) whose number of board certifications is unknown.

TABLE 19

DISTRIBUTION OF BOARD CERTIFICATIONS
AWARDED TO M.D. MEDICAL SCHOOL FACULTY
(1974-75 and 1969-70)

BOARD CERTIFICATION	1974-75		1969-70	
	Count	Percent of Certifications	Count	Percent of Certifications
Anatomic Pathology	933	4	816	5
Clinical Pathology	377	2	329	2
PA & Clinical Pathology	349	2	221	2
Other Pathology	244	1	218	1
Anesthesiology	787	4	578	4
Cardiovascular Diseases	330	2	194	1
Dermatology	285	1	217	1
Family Practice	226	1	0[1]	0
Gastroenterology	150	1	84	1
General Preventive Medicine	134	1	124	1
Internal Medicine	4687	22	3162	21
Neurology/Child Neurology	340	2	210	1
Nuclear Medicine	159	1	6[2]	0+
Obstetrics & Gynecology	904	4	687	5
Ophthalmology	466	2	372	3
Orthopedic Surgery	449	2	320	2
Otolaryngology	309	1	223	2

TABLE 19 (cont'd)

BOARD CERTIFICATION	1974-75		1969-70	
	Count	Percent of Certifications	Count	Percent of Certifications
Pediatrics	2496	12	1836	12
Pediatric Cardiology	172	1	145	1
Physical Medicine & Rehabilitation	268	1	192	1
Psychiatry & Neurology	1052	5	1008	7
Child Psychiatry	182	1	148	1
Psychiatry	858	4	607	4
Polmonary Diseases	120	1	69	1
Radiology (General)	1118	5	846	6
Radiology (Specific)	227	1	80	1
Surgery	1716	8	1386	9
Neurological Surgery	237	1	213	1
Plastic Surgery	128	1	80	1
Thoracic Surgery	500	2	431	3
Urology	265	1	172	1
Other	570	3	179	1
TOTAL	21038[3]	(100%)	15153[3]	(102%)[4]

[1]Approved as an area of certification in 1969.

[2]Approved as an area of certification in 1971; it is likely that these earlier cases reflect certification by Conjoint Boards.

[3]Totals reflect an average of 1.16 certifications each for the 18068 M.D. faculty who were certified in 1974-75, and 1.15 certifications each for the 13143 M.D. faculty who were certified in 1969-70.

[4]Total percents may vary slightly from 100% due to rounding.

TABLE 20

DISTRIBUTION OF MEDICAL SCHOOL FACULTY
BY NUMBER OF PRE-DOCTORAL AWARDS
WITHIN DEGREE TYPE (1974-75 and 1969-70)

NUMBER OF PRE-DOCTORAL AWARDS	DEGREE TYPE												TOTAL		
	MD-PhD			MD			PhD			Non-Doctoral					
	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70
	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Total	% of Total
None	1168	63	66	20940	91	91	3612	35	38	2564	84	84	28284	74	75
One	535	29	27	1671	7	8	4872	47	47	392	13	13	7470	20	19
Two	127	7	6	271	1	1	1566	15	13	84	3	3	2048	5	5
Three	30	2	1	50	0+	0+	421	4	3	21	1	1	522	1	1
TOTAL	1860	(101)	(100)	22932	(99)	(100)	10471	(101)	(101)	3061	(101)	(101)	38324	(100)	(100)

[1] Excludes 3390 1974-75 faculty (8%) and 3913 1969-70 faculty (13%) whose degree type or pre-doctoral award status is unknown.

Ph.D. faculty had by far the highest percentage of pre-doctoral support, with 66 percent of this group in 1974-75 having received at least one award. Among M.D.-Ph.D.'s, the percentage of faculty with pre-doctoral awards was 38 percent; among M.D.'s, it was only 8 percent; and among non-doctorals, 17 percent of the 1974-75 faculty had received some pre-doctoral support.

Table 21 shows the distribution of the sources of all pre-doctoral awards given to 1974-75 and 1969-70 faculty. Overall, NIH was the largest source of support for faculty in both time periods, providing 30 percent of the awards given to the 1974-75 faculty, and 27 percent of the awards to 1969-70 faculty. Academic institutions accounted for the next largest percentage of pre-doctoral awards (21 percent in 1974-75, 23 percent in 1969-70). Private foundations and Public Health Service sources other than NIH each provided 10 percent or more of the pre-doctoral awards to faculty in either time period.

2. Distribution and Source of Post-Doctoral Awards

Post-doctoral awards are given to persons already having an M.D. or Ph.D. degree, and they support further training not directed toward obtaining a degree. Table 22 shows that about half (49 percent) of the 1974-75 faculty with M.D. or Ph.D. degrees had received post-doctoral awards, a slight increase over the 47 percent of 1969-70 doctoral faculty.

Whereas M.D. faculty had much lower percentages of pre-doctoral support than Ph.D. faculty, the percentages of post-doctoral support for these two groups were about the same. Fifty percent of 1974-75 M.D. faculty had received at least one post-doctoral award, and 52 percent of the Ph.D. faculty in 1974-75 had received some post-doctoral support. Faculty holding both M.D. and Ph.D. degrees had the highest rate of post-doctoral support, with 64 percent having received awards (38 percent had received one award; 26 percent had two or more awards).

Table 23 shows that the same sources provided most of the post-doctoral awards as were seen to have provided most of the pre-doctoral support to medical school faculty. Forty-four percent of all post-doctoral awards to 1974-75 faculty (and 40 percent to 1969-70 faculty) came from NIH (which provided 30 percent of the pre-doctoral awards). About 20 percent of post-doctoral awards in either time period were given by private foundations (which gave 10 percent of pre-doctoral awards). Academic institutions provided 10 percent of post-doctoral awards (and more than 20 percent of pre-doctoral awards). Another 12 percent of post-doctoral

TABLE 21

DISTRIBUTION OF PRE-DOCTORAL AWARDS TO MEDICAL SCHOOL FACULTY BY SOURCE OF AWARD, WITHIN DEGREE TYPE (1974-75 AND 1969-70)

SOURCE OF PRE-DOCTORAL AWARD	DEGREE TYPE: MD-PhD				MD				PhD				Non-Doctoral				TOTAL			
	1974-75		1969-70		1974-75		1969-70		1974-75		1969-70		1974-75		1969-70		1974-75		1969-70	
	# of Awards	% of Awards	# of Awards	% of Awards	# of Awards	% of Awards	# of Awards	% of Awards	# of Awards	% of Awards	# of Awards	% of Awards	# of Awards	% of Awards	# of Awards	% of Awards	# of Awards	% of Awards	# of Awards	% of Awards
NIH	227	26	124	19	425	18	295	17	3120	34	1789	31	118	19	120	25	3890	30	2328	27
Other Public Hlth Serv[2]	79		52	8	215	9	155	9	1093	12	717	12	121	20	97	20	1508	12	1021	12
SRS	0		0	0	3	0+	2	0+	46	1	12	0+	30	5	22	5	79	1	36	0+
OE	1		1	0+	8	0+	2	0+	112	1	18	0+	17	3	7	2	138	1	28	0+
Other DHEW	3	0+	1	0+	29	1	1	0+	116	1	14	0+	34	6	9	2	182	1	25	0+
VA	15	2	9	1	72	3	50	3	231	3	143	3	18	3	15	3	336	3	217	3
NSF	25	3	11	2	33	1	28	2	541	6	296	5	18	3	17	4	617	5	352	4
Federal-Other	31	4	37	5	103	5	80	5	476	5	323	6	27	4	32	7	637	5	466	5
Foreign	56	6	33	5	84	4	59	3	202	2	119	2	3	0+	5	1	345	3	216	3
Industry	25	3	26	4	53	2	57	3	202	2	178	3	6	1	7	2	286	2	268	3
Foundation	143	16	117	18	431	19	352	20	652	7	483	8	38	6	37	8	1264	10	989	11
Miscell	44	5	45	7	104	5	125	7	216	2	234	4	8	1	13	3	372	3	417	5
Academic-Foreign	37	4	21	3	57	3	35	2	99	1	50	1	0	0	1	0+	193	1	107	1
Academic	164	19	175	27	582	25	452	26	1867	20	1329	23	133	22	77	16	2746	21	2033	23
Other	19	2	12	2	113	5	58	3	210	2	85	2	39	6	23	5	381	3	178	2
TOTAL	869	(99)[1]	658	(101)	2312	(100)	1751	(100)	9183	(99)	5790	(100)	610	(99)	482	(103)	12974	(101)	8681	(99)

[1]Total percents may vary slightly from 100% due to rounding.

[2]Other Public Health Service includes NIMH.

TABLE 22

DISTRIBUTION OF DOCTORAL MEDICAL SCHOOL FACULTY
BY NUMBER OF POST-DOCTORAL AWARDS, WITHIN DEGREE TYPE

(1974-75 and 1969-70)

NUMBER OF POST-DOCTORAL AWARDS	DEGREE TYPE									TOTAL DOCTORAL		
	MD-PhD			MD			PhD					
	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70	1974-75		1969-70
	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree	Count	% of Degree	% of Degree
None	694	37	36	11847	50	47	5054	48	50	17595	49	47
One	712	38	39	7859	33	[illegible]	3889	37	35	12470	35	35
Two	326	17	16	2900	12		1156	11	11	4382	12	13
Three	125	7	7	837	4		265	3	3	1227	3	4
Four	34	2	2	258	1	1	76	1	1	368	1	1
TOTAL[1]	1891	(101)[2]	(100)	23711	(100)	(100)	10440	(100)	(100)	36042	(100)	(100)

[1]Excludes 2117 out of 38159 1974-75 doctoral faculty (6%) and 2135 out of 27912 1969-70 doctoral faculty (8%), whose degree type or post-doctoral award status is unknown.

[2]Total percents may vary slightly from 100% due to rounding.

TABLE 23

DISTRIBUTION OF POST-DOCTORAL AWARDS TO DOCTORAL MEDICAL SCHOOL FACULTY BY SOURCE OF AWARD, WITHIN DEGREE TYPE (1974-75 AND 1969-70)

SOURCE OF POST-DOCTORAL AWARD	DEGREE TYPE: MD-PHD				MD				PHD				TOTAL			
	1974-75		1969-70		1974-75		1969-70		1974-75		1969-70		1974-75		1969-70	
	Number of Awards	Percent of Awards	Number of Awards	Percent of Awards	Number of Awards	Percent of Awards	Number of Awards	Percent of Awards	Number of Awards	Percent of Awards	Number of Awards	Percent of Awards	Number of Awards	Percent of Awards	Number of Awards	Percent of Awards
NIH	657	36	496	31	7283	43	5501	41	3357	47	2025	43	11297	44	8022	40
Other Public Hlth. Serv.[2]	202	11	176	11	2085	12	1808	13	730	10	172	12	3017	12	2556	13
SRS	1	0+	1	0+	74	0+	51	0+	9	0+	4	0+	84	0+	56	0+
OE	0	0	0	0	4	0+	1	0+	5	0+	1	0+	9	0+	2	0+
Other DHEW	8	0+	4	0	99	1	47	0+	24	0+	6	0+	131	1	57	0+
VA	21	1	10	1	427	3	197	2	44	1	25	1	492	2	232	1
NSF	15	1	17	1	51	0+	46	0+	324	4	238	5	390	2	301	2
Federal-Other	70	4	69	4	307	2	396	3	323	4	271	6	800	3	736	4
Foreign	96	5	79	5	239	1	175	1	185	3	92	2	520	2	346	2
Industry	31	2	30	2	198	1	191	1	123	2	96	2	352	1	317	2
Foundation	421	23	412	26	3194	19	2807	21	1213	17	834	18	4828	19	4053	20
Miscellaneous	61	3	79	5	452	3	528	4	121	2	138	3	634	2	745	4
Academic-Foreign	55	3	39	3	135	1	101	1	70	1	36	1	260	1	176	1
Academic	154	8	144	9	1821	11	1448	11	660	8	376	8	2635	10	1968	10
Other	49	3	33	2	378	2	205	2	128	2	49	1	555	2	287	1
TOTAL	1841	(100)	1589	(100)	16847	(99)[1]	13502	(100)	7216	(101)	4763	(102)	25904	(101)	19854	(100)

[1] Total percents may vary slightly from 100% due to rounding.

[2] Other Public Health Service includes NIMH.

awards (and of pre-doctoral awards) were given by Public Health Service sources other than NIH.

3. Pre- and Post-Doctoral Support by Primary Specialty

Table 24 shows the percentage of faculty in each primary specialty who had received some pre-doctoral support. Fifty-six percent of faculty in Basic Science specialties in 1974-75 had received pre-doctoral awards, a slight increase over the 51 percent of 1969-70 faculty in Basic Sciences. Within this group of specialties, the percentage of faculty with pre-doctoral awards ranged from 51 to 67 percent, except for faculty in Basic Pathology. Only 16 percent of faculty in Basic Pathology had received pre-doctoral support; this relatively low percentage is due to the preponderance of M.D. faculty (78 percent) in this specialty and the fact that M.D.'s had the lowest rate of pre-doctoral support (9 percent).

Clinical Science specialties had the lowest rates of pre-doctoral support for faculty, with an overall 12 percent of faculty in these specialties receiving some pre-doctoral awards. The clinical specialties with the highest rates of pre-doctoral awards were Endocrinology (36 percent), Nuclear Medicine (34 percent), Clinical Pathology (20 percent), and Public Health and Prevention (26 percent). About 4 out of every 10 faculty in Physical Sciences and Engineering or in Behavioral Science specialties received pre-doctoral support, as did 2 out of every 10 faculty in Allied Health or in Administration specialties.

Table 25 shows the percentage of the doctoral faculty in each primary specialty who received some post-doctoral support. As with pre-doctoral awards, post-doctoral awards were given to higher percentages of faculty in Basic Sciences (61 percent in 1974-75) than in Clinical Sciences (49 percent), although this gap was considerably narrower than for pre-doctoral awards. Among the Basic Science specialties, Biochemistry, Genetics, and Immunology were the areas of the highest rates of post-doctoral support, with about 70 percent of faculty in these specialties receiving awards.

Forty-nine percent of doctoral faculty in Clinical Science specialties had received post-doctoral awards. Within this group, very large percentages of faculty in Endocrinology (80 percent) and in General Medicine (71 percent) had post-doctoral support. The percentages of doctoral faculty with post doctoral awards in other specialties was 34 percent for Physical Sciences and Engineering, 27 percent for Behavioral Sciences, 24 percent for Allied Health, and 33 per-

TABLE 24

DISTRIBUTION OF MEDICAL SCHOOL FACULTY BY PRE-DOCTORAL SUPPORT, WITHIN PRIMARY SPECIALTY

(1974-75 and 1969-70)

PRIMARY SPECIALTY	FACULTY WITH PRE-DOCTORAL AWARDS			
	1974-75		1969-70	
	Count	Percent of Faculty Within Specialty	Count	Percent of Faculty Within Specialty
BASIC SCIENCE				
Anatomy	782	62	544	56
Biochemistry	169	67	1145	62
Biology, All	86	52	46	54
Biophysics	101	58	80	56
Genetics	189	56	131	52
Immunology	163	59	79	50
Micro-Parisitology	600	58	453	54
Pathology - Basic	244	16	199	16
Pharmacology	698	64	501	61
Physiology	942	63	629	56
All Other	57	51	37	40
(Total Basic Science)	(5559)	(56)	(3844)	(51)
CLINICAL SCIENCE				
Anesthesiology	67	6	39	6
Dermatology	29	10	28	13
Endocrinology	125	36	72	33
Family Practice	29	8	3	9
Internal Medicine	524	11	279	10
General Medicine	186	14	210	15
Nuclear Medicine	84	34	54	34
Neurology	96	13	68	13
Ob-Gyn	87	8	64	8
Pathology - Clinical	146	20	83	17
Pediatrics	283	11	175	10
PM & R	32	9	21	8
Public Health & Prev.	127	26	102	26
Psychiatry	281	10	203	10
Radiology	182	10	105	10
Surgery	335	8	246	8
All Other	51	24	30	27
(Total Clinical Science)	(2664)	(12)	(1782)	(11)
PHYSICAL SCIENCE & ENGINEERING	345	43	223	42
BEHAVIORAL SCIENCE				
Psychology	594	55	464	51
Sociology	154	23	119	23
Other	31	61	10	59
(Total Behavioral Science)	(879)	(44)	(593)	(41)
ALLIED HEALTH	297	20	197	19
ADMINISTRATION	70	21	44	17
OTHER	104	38	46	35
TOTAL	9918[1]	26	6729[2]	25

[1]Based upon 37955 1974-75 faculty (excludes 3759-- 9%-- whose primary specialty or pre-doctoral support status is unknown).

[2]Based upon 26859 1969-70 faculty (excludes 4027--13%-- whose primary specialty or pre-doctoral support status is unknown).

TABLE 25

DISTRIBUTION OF DOCTORAL MEDICAL SCHOOL FACULTY BY POST-DOCTORAL SUPPORT, WITHIN PRIMARY SPECIALTY

(1974-75 and 1969-70)

PRIMARY SPECIALTY	DOCTORAL FACULTY WITH POST-DOCTORAL AWARDS			
	1974-75		1969-70	
	Count	Percent of Doctoral Faculty in Specialty	Count	Percent of Doctoral Faculty in Specialty
BASIC SCIENCES				
Anatomy	534	45	4[illegible]0	44
Biochemistry	1809	73	1[illegible]	70
Biology, All	96	63	[illegible]5	67
Biophysics	107	65	[illegible]	63
Genetics	225	69	[illegible]	68
Immunology	189	70	[illegible]	62
Micro-Parisitology	564	59	42.[illegible]	55
Pathology - Basic	724	49	66[illegible]	52
Pharmacology	687	64	50[illegible]	62
Physiology	916	63	65[illegible]	59
All Other	37	43	31	45
(Total Basic Science)	(5890)	(61)	(4310)	(59)
CLINICAL SCIENCE				
Anesthesiology	297	26	215	30
Dermatology	138	45	116	50
Endocrinology	280	80	178	80
Family Practice	37	11	12	35
Internal Medicine	3137	65	910	67
General Medicine	978	71	1175	73
Nuclear Medicine	123	54	82	58
Neurology	459	62	359	66
OB-Gyn	406	[illegible]5	339	40
Pathology - Clinical	399	56	306	62
Pediatrics	1655	60	1205	62
PM & R	140	42	120	49
Public Health & Prev.	164	43	165	51
Psychiatry	1125	42	864	41
Radiology	448	27	373	36
Surgery	1561	38	1255	41
All Other	108	54	61	56
(Total Clinical Science)	(11455)	(49)	(8735)	(53)
PHYSICAL SCIENCE & ENGINEERING	188	34	11[illegible]	34
BEHAVIORAL SCIENCE				
Psychology	319	28	230	29
Sociology	22	16	2[illegible]	27
Other	14	41	[illegible]	27
(Total Behavioral Science)	(355)	(27)	(25[illegible])	(29)
ALLIED HEALTH	122	24	80	25
ADMINISTRATION	49	33	41	34
OTHER	48	31	24	35
TOTAL[1]	18205	51	13559	53

[1] Figures are based upon 35521 1974-75 doctoral faculty (excludes 7% with missing information), and 25530 1969-70 doctoral faculty (excludes 9% with missing information).

cent for Administration. Between 1970 and 1975 there were several sizeable shifts in the percentages of doctoral faculty with post-doctoral support.

4. Pre- and Post-Doctoral Support by Major Academic Departments

Table 26 shows the rate of pre-doctoral support among 1974-75 faculty affiliated with each major academic department. Seventy-one percent of faculty in departments of Biochemistry had received pre-doctoral support. Other departments with relatively high percentages of faculty with pre-doctoral awards were Anatomy (61 percent), Biophysics (59 percent), Genetics (59 percent), Microbiology (61 percent), Pharmacology (64 percent), Physiology (63 percent), Biometry (51 percent), and Molecular Biology (62 percent).

Table 27 shows the rate of post-doctoral support among M.D. and Ph.D. faculty in the major academic departments. In 12 of the 26 departments, at least half of the doctoral faculty had received post-doctoral awards. The highest percentages were in departments of Biochemistry (75 percent) and Molecular Biology (73 percent). Other departments with at least half of the doctoral faculty having received post-doctoral awards include Biophysics (68 percent), Genetics (61 percent), Microbiology (64 percent), Pathology (51 percent), Pharmacology (66 percent), Physiology (65 percent), Medicine (67 percent), Neurology (64 percent), Ophthalmology (56 percent), and Pediatrics (59 percent).

TABLE 26

DISTRIBUTION OF MEDICAL SCHOOL FACULTY BY
PRE-DOCTORAL SUPPORT, WITHIN DEPARTMENT
(1974-75 and 1969-70)

DEPARTMENT	FACULTY WITH PRE-DOCTORAL AWARDS			
	1974-75		1969-70	
	Count	Percent of Department	Count	Percent of Department
BASIC SCIENCE				
Anatomy	864	61	601	55
Biochemistry	1080	71	785	66
Biometry	63	51	39	48
Biophysics	95	59	76	58
Genetics	57	59	41	49
Microbiology	708	61	490	55
Molecular Biology	97	62	55	61
Pathology	532	21	349	19
Pharmacology	670	64	501	63
Physiology	895	63	611	56
CLINICAL SCIENCE				
Anesthesiology	80	7	46	7
Dermatology	42	17	41	21
Family Practice	85	15	23	19
Medicine	970	15	633	14
Neurology	169	20	90	15
Ob-Gyn	185	14	111	12
Opthalmology	96	16	68	14
Orthopedics	26	8	19	9
Otolaryngology	88	22	59	20
Pediatrics	461	14	321	14
Phys Med & Rehab	94	17	76	18
Psychiatry	1004	24	685	22
Pub Hlth & Prev Med	356	31	263	31
Radiology	349	16	205	15
Surgery	402	12	267	11
OTHER	602	28	317	24
TOTAL	10070 [1]	26	6772 [2]	25

[1] Based upon 38548 1974-75 faculty (excludes 3166 -- 8% -- whose department affiliation or pre-doctoral award status is unknown.

[2] Based upon 27066 1969-70 faculty (excludes 3826 -- 12% -- whose department affiliation or pre-doctoral award status is unknown.

TABLE 27

DISTRIBUTION OF DOCTORAL MEDICAL SCHOOL FACULTY
BY POST-DOCTORAL SUPPORT, WITHIN DEPARTMENT
(1974-75 and 1969-70)

DEPARTMENT	DOCTORAL FACULTY WITH POST-DOCTORAL AWARDS			
	1974-75		1969-70	
	Count	Percent of Doctoral Faculty in Department	Count	Percent of Doctoral Faculty in Department
BASIC SCIENCE				
Anatomy	620	47	458	45
Biochemistry	1112	75	837	71
Biometry	25	28	20	33
Biophysics	97	68	76	64
Genetics	60	61	44	59
Microbiology	703	64	476	58
Molecular Biology	111	73	53	65
Pathology	1183	51	932	52
Pharmacology	679	66	495	64
Physiology	888	65	635	61
CLINICAL SCIENCES				
Anesthesiology	310	27	207	30
Dermatology	123	49	105	53
Family Practice	69	15	28	33
Medicine	4533	67	3328	69
Neurology	531	64	397	66
Ob-Gyn	521	40	399	43
Ophthalmology	336	56	256	53
Orthopedics	86	27	56	27
Otolaryngology	113	33	79	32
Pediatrics	1835	59	1348	61
Phys Med & Rehab	152	37	137	45
Psychiatry	1455	39	1078	38
Pub Hlth & Prev Med	325	39	274	45
Radiology	737	36	490	40
Surgery	1291	39	1032	42
OTHER	533	41	363	46
TOTAL[1]	18428	51	13603	53

[1] Figures are based upon 36012 1974-75 doctoral faculty (excludes 2147 -- 6% with missing information), and 25686 1969-70 doctoral faculty (excludes 2226 -- 8% with missing information).

VII. SPECIAL TOPICS

A. Faculty Characteristics by Sex

Tables 28A through 28E compare male and female faculty at U.S. Medical Schools on a number of characteristics relates to their training, current appointment, and employment histories.

Table 28A shows that women represented 15 percent of the total faculty of U.S. Medical Schools in 1974-75, a very slight increase from 14 percent in 1969-70. There was a great unevenness, however, in the distribution of this 15 percent of faculty among degree types, with small percentages of doctoral faculty, as compared with well over half of non-doctoral faculty, being women. In 1974-75, 5 percent of M.D.-Ph.D. faculty, 10 percent of M.D. faculty, and 15 percent of Ph.D. faculty were female, while women comprised 60 percent of faculty holding a Masters degree and 51 percent of faculty with a Bachelor or Associate degree.

In 1974-75, 42 percent of women held M.D. degrees, and they comprised 10 percent of all M.D. faculty. In contrast, 65 percent of males held M.D. degrees and accounted for the remaining 90 percent of M.D. faculty. At the same time, 30 percent of female faculty with Masters degrees or less represented 58 percent of all non-doctoral faculty, while 5 percent of male faculty without a doctoral degree comprised 42 percent of all non-doctoral faculty.

It is not appropriate to conclude from these data that hiring policies favor the employment of male or female faculty within any degree category, since no analysis is possible in this study of the extent to which the degree distribution of <u>hired</u> faculty of each sex reflects differential degree distributions of male vs. female <u>applicants</u> for faculty positions.

Some indication can be seen, from Table 28B, of a relationship between the sex of faculty and their rank within each degree type. Generally, within each of the three doctoral degree categories (M.D.-Ph.D., M.D., and Ph.D.), the percentage of women faculty increases with descending rank. For example, 4 percent of M.D.'s at the rank of full professor in 1974-75 were women, as were 9 percent of M.D. associate professors, 13 percent of M.D. assistant professors, 20 percent of M.D. instructors, and 17 percent of M.D. lecturers. Similar increases in percentages of women for

TABLE 28A

SEX OF MEDICAL SCHOOL FACULTY WITHIN DEGREE TYPE
(1974 - 75 AND 1969 - 70)

	MALE				FEMALE				PERCENTAGE OF WOMEN WITH EACH DEGREE TYPE	
	1974-75		1969-70		1974-75		1969-70			
	Count	Percent of Degree	Count	Percent of Degree	Count	Percent of Degree	Count	Percent of Degree	1974-75	1969-70
MD-PhD	1881	95	1622	96	109	5	74	4	2	2
MD	22638	90	16834	91	2586	10	1743	9	42	40
PhD	9218	85	6515	86	1659	15	1069	14	27	24
Masters	960	40	787	42	1418	60	1090	58	23	25
Bachelor/Associate	414	49	376	48	439	51	412	52	7	9
TOTAL[1]	35111	85	26134	86	6211	15	4388	14	(101%)	(100%)

[1] Figures are based on 41322 1974-75 faculty (excludes 392 -- 1%) and 30522 1969-70 faculty (excludes 364 -- 1%) whose sex and degree type are known.

TABLE 28B

SEX OF MEDICAL SCHOOL FACULTY
WITHIN RANK AND DEGREE TYPE
(1974 - 75)

RANK AND DEGREE	MALE		FEMALE		PERCENTAGE OF WOMEN IN EACH RANK & DEGREE CATEGORY
	COUNT	PERCENT OF RANK AND DEGREE	COUNT	PERCENT OF RANK AND DEGREE	
Full Professors					
MD-PhD	931	97	26	3	0+
MD	6609	96	243	4	4
PhD	2529	93	187	7	3
Non-Doctoral	51	62	31	38	1
(Total)	(10120)	(95)	(487)	(5)	(8)
Associate Professors					
MD-PhD	471	92	41	8	1
MD	5588	91	539	9	9
PhD	2482	87	370	13	6
Non-Doctoral	99	46	116	54	2
(Total)	(8640)	(89)	(1066)	(11)	(17)
Assistant Professors					
MD-PhD	400	92	34	8	1
MD	7795	87	1187	13	19
PhD	3313	81	781	19	13
Non-Doctoral	400	46	472	54	8
(Total)	(11908)	(83)	(2474)	(17)	(40)
Instructors					
MD-PhD	48	89	6	11	0+
MD	2105	80	513	20	8
PhD	535	75	176	25	3
Non-Doctoral	541	38	901	62	15
(Total)	(3229)	(67)	(1596)	(33)	(26)
Lecturers & Others					
MD-PhD	27	93	2	7	0+
MD	477	83	99	17	2
PhD	353	72	139	28	2
Non-Doctoral	272	46	320	54	5
(Total)	(1129)	(67)	(560)	(33)	(9)
TOTAL[1]	35026	85	6183	15	100%

[1] Figures are based on 41,209 1974-75 faculty (excludes 505 - 1% whose sex, rank, or degree type is unknown).

descending ranks occurred among M.D.-Ph.D. faculty and among Ph.D. faculty.

Table 28C contains the same faculty counts as does Table 28B but it shows a direct comparison of the academic ranks of male and female faculty within each type of degree. It can be seen that males holding M.D. or Ph.D. degrees (or both) had far higher percentages of faculty at the rank of full professor than did females holding a doctoral degree. This contrast is greatest for faculty holding both M.D. and Ph.D. degrees; 50 percent of the males in this group were full professors, as compared with 24 percent of women holding both M.D. and Ph.D. degrees. Women in the M.D.-Ph.D. category had higher percentages of faculty in all ranks below full professor than did men in the combined degree group. There were considerably higher percentages of full professors among men with either the M.D. or Ph.D. degree (29 percent and 27 percent, respectively) than among women with either the M.D. or Ph.D. degree (9 percent and 11 percent, respectively). There were also slightly higher percentages of associate professors among men than among women in either of these degree groups, while there were higher percentages of faculty with ranks below associate professor for women than for men.

Table 28D shows that women on U.S. medical school faculties were, in general, slightly younger than their male counterparts (average age 42.1 years as compared with 43.7 years). With respect to primary specialty, male and female M.D. faculty differed little from one another either in 1974-75 or in 1969-70. At both points in time, however, among Ph.D. and non-doctoral faculty, there were higher percentages of males in Basic Science and Physical Science specialties, while there were higher percentages of females in Behavioral Science specialties. Among non-doctoral faculty, there were also higher percentages of males with specialties in Clinical Sciences or Administration, but lower percentages of males in Allied Health specialties.

Among doctoral faculty, somewhat greater percentages of women than of men had held their 1974-75 or 1969-70 faculty positions for five years or less. Overall, the average length of 1974-75 current employment was 6.7 years for women, and 7.7 years for men. More female than male M.D. faculty were in their first professional job (53 vs 45 percent, in 1974-75; 61 vs. 55 percent, in 1969-70). Less striking contrasts in this respect are seen for Ph.D. and non-doctoral faculty.

TABLE 28C

RANK OF MEDICAL SCHOOL FACULTY
WITHIN SEX AND DEGREE TYPE
(1974-75)

RANK	DEGREE TYPE											
	MD-PhD				MD				PhD				NON-DOCTORAL			
	MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
	Count	% of Degree Type	Count	% of Degree Type	Count	% of Degree Type	Count	% of Degree Type	Count	% of Degree Type	Count	% of Degree Type	Count	% of Degree Type	Count	% of Degree Type
Full Professors	931	50	26	24	6609	29	243	9	2529	27	187	11	51	4	31	2
Associate Professors	471	25	41	38	5588	25	539	21	2482	27	370	22	99	7	116	6
Assistant Professors	400	21	34	31	7795	35	1187	46	3313	36	781	47	400	29	472	26
Instructors	48	3	6	6	2105	9	513	20	535	6	176	11	541	40	901	49
Lecturers and Others	27	1	2	2	477	2	99	4	353	4	139	8	272	20	320	17
TOTAL	1877	(100)	109	(101)	22574	(100)	2581	(100)	9212	(100)	1653	(99)	1363	(100)	1840	(100)

[1] Figures are based on 41,209 faculty (excludes 505 - 1% whose sex, rank, or degree type is unknown).

TABLE 28D

DEMOGRAPHIC AND EMPLOYMENT HISTORY CHARACTERISTICS OF MEDICAL SCHOOL FACULTY
BY SEX AND DEGREE TYPE
(1974-75 and 1969-70)

DESCRIPTION	PERCENTAGES WITHIN DEGREE TYPE, BY SEX											
	1974 - 75						1969 - 70					
	MD[1]		PhD		Non-Doctoral		MD		PhD		Non-Doctoral	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%	%	%	%	%	%	%
AGE												
Below 30	1	2	3	6	11	16	1	3	6	7	15	18
31-34	12	20	23	22	20	19	14	17	21	20	22	14
35-39	22	22	22	18	17	12	26	21	20	16	17	13
40-44	20	16	16	16	15	13	21	21	20	20	18	15
45-49	16	15	15	14	14	13	16	17	15	15	14	14
50-54	13	12	10	11	11	10	10	10	8	10	8	10
55-59	7	7	6	7	6	8	6	6	5	6	4	10
60-64	5	4	3	4	3	7	4	3	3	4	3	5
Above 64	3	2	2	2	2	2	2	2	2	2	0+	1
(Total)	(99)[2]	(100)	(100)	(100)	(99)	(100)	(100)	(100)	(100)	(100)	(101)	(100)
PRIMARY SPECIALTY GROUP												
Basic Sciences	11	10	66	52	15	11	14	12	68	62	18	12
Clinical Sciences	88	90	10	10	20	14	85	87	9	10	19	12
Physical Sciences	0+	0+	5	3	15	3	0+	0+	5	3	15	2
Behavioral Sciences	0+	0+	12	17	16	27	0+	0+	12	18	16	30
Allied Health	0+	0+	5	5	18	41	0+	0+	4	5	16	41
Administration	0+	0+	1	1	12	1	0+	0+	1	0+	12	1
Other	0+	0	1	2	5	3	0+	0	1	2	3	2
(Total)	(99)	(100)	(100)	(100)	(101)	(100)	(99)	(99)	(100)	(100)	(99)	(100)
YRS. IN CURRENT EMPLOYMENT												
0-5	50	55	48	55	55	56	55	60	57	60	69	55
6-10	24	23	27	23	27	24	24	23	24	23	18	20
11-15	14	12	14	12	10	12	10	10	11	10	7	8
16-20	6	5	7	5	5	5	6	4	5	4	4	3
21-25	3	2	3	3	2	2	3	2	3	2	1	2
26+	3	2	2	1	1	2	2	1	2	1	1	1
(Total)	(100)	(99)	(101)	(99)	(100)	(101)	(100)	(100)	(102)	(100)	(100)	(99)
TOTAL # OF PROFESSIONAL JOBS												
One (Current)	45	53	39	38	30	31	55	61	49	51	41	45
Two	30	25	31	27	29	28	27	23	29	26	29	28
Three	14	12	17	17	20	19	12	10	14	14	17	15
Four	6	6	8	10	11	11	4	3	6	5	9	8
Five	3	2	3	4	6	6	2	2	2	2	3	3
Six or Seven	1	1	2	4	4	5	1	1	1	1	1	1
(Total)	(99)	(99)	(100)	(100)	(100)	(100)	(101)	(101)	(101)	(99)	(100)	(100)

TABLE 28D (Cont'd)

	PERCENTAGES WITHIN DEGREE TYPE, BY SEX											
	1974 - 75						1969 - 70					
	MD[1]		PhD		Non-Doctoral		MD		PhD		Non-Doctoral	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	%	%	%	%	%	%	%	%	%	%	%	%
ORIGINAL EMPLOYMENT SOURCE												
Professional Employment												
Federal Government	13	3	7	4	10	3	11	2	8	4	10	4
U.S. State/Local Govt.	2	3	2	3	10	14	2	4	3	4	10	14
U.S. Hospital (Non-Federal) or Private Practice	13	10	2	3	6	9	12	11	1	1	5	5
Other Employment	8	8	21	25	33	34	6	7	18	20	27	29
(Total)	(36)	(24)	(32)	(35)	(59)	(60)	(31)	(24)	(30)	(29)	(52)	(52)
Professional Training												
All except Internship & Residency	25	26	47	47	23	25	24	26	40	37	18	17
Internship-Residency	39	48	1	1	0+	0+	40	44	1	1	1	0+
(Total)	(64)	(74)	(48)	(48)	(23)	(25)	(64)	(70)	(41)	(38)	(19)	(17)
Other	3	2	20	18	18	16	4	4	29	33	29	30
(TOTAL)	(103)	(100)	(100)	(101)	(100)	(101)	(99)	(98)	(100)	(100)	(100)	(99)
Approximate Faculty Counts on Which Percentages are Based	24519	2695	9217	1658	1374	1858	18398	1811	6494	1067	1160	1492

1 Includes MD-PhD faculty and MD faculty.

2 Total percents may vary slightly from 100% due to rounding.

Very little difference is seen in the original source of male as compared with female faculty within the Ph.D. and non-doctoral degree groups. However, among M.D. faculty, relatively more men than women came to medical schools from other professional employment (36 vs. 24 percent, in 1974-75; 31 vs. 24 percent, in 1969-70), and higher percentages of female than of male M.D.'s came directly from internships or residencies (48 vs. 39 percent, in 1974-75; 44 vs. 40 percent, in 1969-70).

Table 28E shows that percentages of male and of female faculty having each type of employment were about the same in 1974-75, although slightly more men than women had full-time appointments, while slightly more women than men were employed part-time by medical schools. Involvement in teaching as an area of responsibility was somewhat greater among male than female Ph.D. faculty, and among female than male non-doctoral faculty. Involvement in research was far greater among male than among female M.D.'s or non-doctoral faculty.

B. Faculty Characteristics by Ethnic Groups

Tables 29A, B, and C contain data on characteristics of medical school faculty of different races or ethnic groups. There was a relatively high rate of missing information for this item (6 percent of 1974-75 faculty and 16 percent of 1969-70 faculty). Of those whose race/ethnic origin is known, 87.7 percent of 1974-75 faculty and 90.4 percent of 1969-70 faculty, were Caucasian (Table 29A). Black Americans comprised 1.9 percent of the total 1974-75 faculty, and 1.8 percent of the 1969-70 faculty; Chinese or Japanese, 2.6 percent in 1974-75 and 2.2 percent in 1969-70; other Asians, 3.6 percent in 1974-75, and 2.0 percent in 1969-70; Puerto Ricans, 0.8 percent of 1974-75 faculty, and 1.0 percent of 1969-70 faculty; Mexican American, 0.2 percent of faculty at either point in time; other Hispanic, 1.5 percent of 1974-75 faculty, and 1.2 percent of 1969-70 faculty; American Indian, less than 0.1 percent of faculty at either point in time; and all other race/ethnic groups, 1.7 percent of 1974-75 faculty, and 1.3 percent of 1969-70 faculty.

The percentages of non-Caucasians on medical school faculties were highest among M.D.-Ph.D. faculty in each year, with 16 percent of 1974-75 M.D.-Ph.D. faculty, and 15 percent of 1969-70 M.D.-Ph.D. faculty being of other than Caucasian origin. Among the faculty holding both an M.D. and a Ph.D., 12.5 percent in 1974-75, and 10.0 percent in 1969-70, were Asian; 1.9 percent in both years were Hispanic; and 0.7 percent in 1974-75, and 1.2 percent in 1969-70, were Black

TABLE 28E

APPOINTMENT CHARACTERISTICS OF MEDICAL SCHOOL FACULTY
BY SEX AND DEGREE TYPE

(1974 - 75)

APPOINTMENT CHARACTERISTICS	PERCENTAGES WITHIN DEGREE TYPE, BY SEX					
	MD[1]		PhD		Non-Doctoral	
	M	F	M	F	M	F
	(%)	(%)	(%)	(%)	(%)	(%)
TYPE OF EMPLOYMENT						
Strict Full-Time	63	62	87	83	83	82
Geographic Full-Time	22	20	8	7	9	7
Part-Time	15	18	5	10	8	12
(Total)	(100)	(100)	(100)	(100)	(100)	(101)[2]
TEACHING RESPONSIBILITY						
Full Teaching	7	7	3	5	10	17
Part Teaching	87	84	83	74	57	56
No Teaching	6	9	14	21	34	27
(Total)	(100)	(100)	(100)	(100)	(101)	(100)
RESEARCH RESPONSIBILITY						
Full Research	2	3	10	16	12	8
Part Research	60	46	79	70	34	23
No Research	38	51	11	14	54	69
(Total)	(100)	(100)	(100)	(100)	(100)	(100)
Approximate Faculty Counts On Which Percentages Are Based	24114	2648	9142	1645	1351	1832

[1] Includes M.D.-Ph.D. and M.D.-only faculty.

[2] Total percents may vary slightly from 100% due to rounding.

TABLE 29A

RACE/ETHNIC ORIGIN OF MEDICAL SCHOOL FACULTY
BY DEGREE TYPE

(1974-75 and 1969-70)

RACE/ETHNIC ORIGIN	DEGREE TYPE													
	MD-PhD				MD				PhD				NON-DOCTORAL			
	1974-75		1969-70		1974-75		1969-70		1974-75		1969-70		1974-75		1969-70	
	Count	% of Degree	Count	% of Degree	Count	% of Degree	Count	% of Degree	Count	% of Degree	Count	% of Degree	Count	% of Degree	Count	% of Degree
Black American	13	1	17	1	406	2	282	2	138	1	74	1	189	6	100	5
American Indian	2	0+	2	0+	8	0+	4	0+	2	0+	1	0+	1	0+	2	0+
Mexican American	2	0+	2	0+	37	0+	23	0+	24	0+	8	0+	15	1	9	0+
Puerto Rican	4	0+	5	0+	249	1	192	1	30	0+	30	1	32	1	37	2
Other Hispanic	30	2	23	2	492	2	244	2	51	1	30	1	8	0+	12	1
Chinese/Japanese	154	8	104	7	477	2	252	2	344	3	183	3	53	2	26	1
Other Asian	81	4	46	3	994	4	314	2	307	3	146	2	16	1	10	1
Caucasian	1566	83	1253	85	20715	87	14342	90	9327	90	6070	92	2758	89	1904	90
Other	25	1	19	1	463	2	219	1	157	2	87	1	26	1	12	1
TOTAL	1877	(99)	1471	(99)	23841	(100)	15872	(100)	10380	(100)	6629	(101)	3098	(101)	1928	(101)

TABLE 29A (cont'd)

RACE/ETHNIC ORIGIN OF MEDICAL SCHOOL FACULTY
BY DEGREE TYPE

(1974-75 and 1969-70)

RACE/ETHNIC ORIGIN	TOTAL			
	1974-75		1969-70	
	Count	% of Total	Count	% of Total
Black American	746	2	473	2
American Indian	13	0+	9	0+
Mexican American	78	0+	42	0+
Puerto Rican	315	1	264	1
Other Hispanic	581	1	309	1
Chinese/Japanese	1028	3	565	2
Other Asian	1398	4	516	2
Caucasian	34366	88	23569	90
Other	671	2	337	1
TOTAL[1]	39196	(101)[2]	26084	(99)

1 Excludes 2518 1974-75 faculty (6%) and 4802 1969-70 faculty (16%) whose degree type or race/ethnic origin is unknown.

2 Total percents may vary slightly from 100% due to rounding.

American. Although the overall percentage of Black Americans on medical school faculties remained nearly identical, there was a decrease of 0.5 percent over five years, among M.D.-Ph.D. faculty, and an increase of 1.4 percent among non-doctoral faculty. The only other shifts in percentages of minority groups over the five-year period occurred among M.D.-Ph.D. and M.D.-only faculty, of whom Asians comprised 2.5 percent more in 1974-75 than in 1969-70.

Tables 29B and 29C are based on the 88.3 percent of 1974-75 faculty who had U.S. citizenship. Table 29B shows the relationship between race/ethnic origin of U.S. citizens and faculty rank in 1974-75, for each degree type. While M.D. and Ph.D. Caucasians were about evenly distributed among the three highest ranks, each minority group had relatively more assistant professors than associate professors, and relatively more associate professors than full professors. Thus, there was an inverse relationship between faculty rank and the percentages of minority group U.S. citizens, for the three highest ranks. Table 29B also shows that the percentage of M.D.'s of Hispanic origin employed at the rank of Instructor (16.5 percent) was more than double the percentage of M.D. instructors of any other ethnic origin.

Table 29C shows several other characteristics of 1974-75 faculty with U.S. citizenship by their race/ethnic origin. The table shows that the percentage of Asians (40 percent) in Basic Science specialties was far higher than the percentage for the other race/ethnic groups (19 to 28 percent). The percentage of Hispanic faculty (72 percent) in Clinical Science specialties was higher than the percentage for the other ethnic groups (54 to 64 percent).

The data on the sex of faculty by race/ethnic origin shows that the percentage of women was higher among Black Americans (28 percent) than among other race/ethnic groups (ranging from 15 to 20 percent female).

No notable differences in the nature of employment of faculty of different ethnic origin are seen, except that relatively more Hispanic faculty (21 percent) had part-time appointments in 1974-75 (as compared with between 10 and 16 percent of other groups). Relatively more Black Americans (22 percent), and fewer Caucasians (14 percent) functioned in only one major area of responsibility than was the case for Asian, Hispanic, or other minority groups (16 to 18 percent). Similar percentages of all race/ethnic groups were involved in teaching responsibilities in 1974-75, but research involvement varied greatly by ethnic groups. While

TABLE 29B

RANK AND DEGREE DISTRIBUTION OF MEDICAL SCHOOL FACULTY WITH U.S. CITIZENSHIP BY RACE/ETHNIC ORIGIN
(1974-75)

RANK AND DEGREE	RACE/ETHNIC ORIGIN									
	Caucasian		Black American		Asian		Hispanic		Other	
	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group
Full Professors										
MD-PhD	752	2	8	1	28	4	6	1	6	2
MD	6066	19	67	9	86	12	114	17	57	16
PhD	2374	7	27	4	57	8	12	2	27	8
Non-Doctoral	76	0+	0	0	0	0	1	0+	1	0+
(Total)	(9268)	(29)	(102)	(14)	(171)	(23)	(133)	(20)	(91)	(26)
Associate Professors										
MD-PhD	309	1	3	0+	17	2	6	1	6	2
MD	4976	16	105	14	110	15	103	16	53	15
PhD	2321	7	32	4	90	12	25	4	26	7
Non-Doctoral	191	1	9	1	2	0+	3	0+	0	0
(Total)	(7797)	(24)	(149)	(20)	(219)	(30)	(137)	(20)	(85)	(24)
Assistant Professors										
MD-PhD	232	1	2	0+	13	2	1	0+	2	1
MD	6403	20	157	21	145	20	167	25	78	22
PhD	3239	10	64	9	80	11	36	6	40	11
Non-Doctoral	743	2	55	8	3	0+	18	3	4	1
(Total)	(10617)	(33)	(278)	(38)	(241)	(33)	(222)	(34)	(124)	(35)
Instructors										
MD-PhD	21	0+	0	0	1	0+	1	0+	0	0
MD	1543	5	58	8	37	5	109	16	27	8
PhD	532	2	11	2	8	1	11	2	2	1
Non-Doctoral	1198	4	90	12	22	3	28	4	12	3
(Total)	(3294)	(10)	(159)	(22)	(68)	(9)	(149)	(23)	(41)	(12)
Lecturers & Others										
MD-PhD	9	0+	0	0	0	0	0	0	0	0
MD	364	1	11	2	12	2	11	2	9	2
PhD	306	1	3	0+	18	2	5	1	4	1
Non-Doctoral	492	2	32	4	10	1	3	1	3	1
(Total)	(1171)	(4)	(46)	(6)	(40)	(5)	(19)	(3)	(16)	(4)
TOTAL	32147[1]	(100)	734	(100)	739	(100)	660	(100)	357	(101)[2]

[1] Excludes 4685 (13%) out of 36832 faculty with U.S. citizenship, whose rank, degree, or ethnic origin is unknown.

[2] Total percent may vary slightly from 100% due to rounding.

TABLE 29C

DEMOGRAPHIC AND APPOINTMENT CHARACTERISTICS OF MEDICAL SCHOOL FACULTY WITH U.S. CITIZENSHIP BY RACE/ETHIC ORIGIN (1974-75)

DESCRIPTION	RACE/ETHNIC ORIGIN									
	Caucasian		Black American		Asian		Hispanic		Other	
	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group
PRIMARY SPECIALTY GROUP										
Basic Sciences	7930	25	136	19	289	40	123	19	97	28
Clinical Sciences	19438	61	413	57	395	54	466	72	220	64
Physical Sciences	678	2	4	1	14	2	7	1	4	1
Behavioral Sciences	1800	6	95	13	10	1	35	5	12	4
Allied Health	1390	4	50	7	16	2	13	2	11	3
Administration	305	1	15	2	1	0+	5	1	0	0
Other	248	1	8	1	3	0+	1	0+	1	0+
(Total[1])	(31789)	(100)	(721)	(100)	(728)	(99)[2]	(650)	(100)	(345)	(100)
SEX										
Male	27574	85	540	72	595	80	543	82	310	86
Female	4785	15	207	28	149	20	118	18	49	14
(Total)	(32359)	(100)	(747)	(100)	(744)	(100)	(661)	(100)	(359)	(100)
TYPE OF EMPLOYMENT										
Strict Full-Time	22490	70	485	67	561	76	423	65	248	70
Geographic Full-Time	5510	17	122	17	110	15	93	14	56	16
Part-Time	4040	13	120	16	71	10	140	21	52	15
(Total)	(32040)	(100)	(727)	(100)	(742)	(101)	(656)	(100)	(356)	(101)
NUMBER OF RESPONSIBILITIES										
One	4469	14	159	22	132	18	105	16	55	16
Two	11943	38	312	42	306	42	305	47	138	39
Three	10271	33	187	25	204	28	173	27	109	31
Four	4660	15	75	10	87	12	63	10	49	14
Five	191	1	2	0+	1	0+	4	1	2	1
(Total)	(31534)	(101)	(735)	(99)	(730)	(100)	(650)	(101)	(353)	(101)
TEACHING RESPONSIBILITY										
Full Teaching	1965	6	75	10	46	6	63	10	32	9
Part Teaching	26419	84	542	74	584	80	533	82	294	83
No Teaching	3150	10	118	16	100	14	54	8	27	8
(Total)	(31534)	(100)	(735)	(100)	(730)	(100)	(650)	(100)	(353)	(100)

TABLE 29C (Cont'd)

DESCRIPTION	RACE/ETHNIC ORIGIN									
	Caucasian		Black American		Asian		Hispanic		Other	
	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group	Count	Percent of Ethnic Group
RESEARCH RESPONSIBILITY										
Full Research	1309	4	17	2	69	9	14	2	12	3
Part Research	19630	62	280	38	473	65	287	44	215	61
No Research	10595	34	438	60	188	26	349	54	126	36
(Total)	(31534)	(100)	(735)	(100)	(730)	(100)	(650)	(100)	(353)	(100)
TOTAL NUMBER OF PROFESSIONAL JOBS										
One (Current)	13972	43	288	39	278	37	341	51	135	37
Two	9833	30	186	25	213	29	164	25	113	31
Three	4836	15	114	15	148	20	90	14	52	14
Four	2247	7	72	10	63	8	42	6	38	10
Five	935	3	54	7	28	4	14	2	7	2
Six or Seven	563	2	33	4	15	2	11	2	16	5
(Total)	(32386)	(100)	(747)	(100)	(745)	(100)	(662)	(100)	(361)	(99)
YEARS IN CURRENT EMPLOYMENT										
0-5	15076	47	382	52	331	45	301	46	193	54
6-10	8116	25	190	26	206	28	190	29	99	27
11-15	4591	14	84	11	135	18	123	19	46	13
16-20	2209	7	49	7	38	5	30	5	15	4
21-25	1176	4	21	3	18	2	10	1	6	2
26+	971	3	14	2	9	1	3	0+	1	0+
(Total)	(32141)	(100)	(740)	(101)	(737)	(99)	(657)	(100)	(360)	(100)

[1] Total faculty counts vary somewhat, due to missing data.

[2] Total percents may vary slightly from 100% due to rounding.

74 percent of Asians, 66 percent of Caucasians, and 64 percent of U.S. citizens of "other" ethnic background had research responsibilities, only 40 percent of Black Americans and 46 percent of Hispanic faculty were involved in research.

Relatively more Hispanic faculty (51 percent) than other ethnic groups among 1974-75 faculty (between 37 and 43 percent) were employed in their first professional jobs. There was not great variation in the length of time faculty of different ethnic groups had held their 1974-75 faculty appointments, although Black Americans and "other" minority groups had slightly higher percentages (52 and 54 percent, respectively) of faculty holding their positions for five years or less compared with between 45 and 47 percent of Caucasian, Asian, or Spanish faculty.

C. Characteristics of Foreign Medical Graduates on U.S. Medical School Faculties

There has been much interest in recent years in graduates of foreign medical schools who are on the faculty of U.S. medical schools. Table 30A shows that 78 percent of 1974-75 medical school faculty with M.D.'s received their medical school training in the United States, a 2 percent drop from 80 percent of the 1969-70 M.D. faculty. At both points in time, 2 percent of M.D. faculty had received their M.D. degrees from medical schools in Canada. In 1974-75, 20 percent of M.D. faculty had been trained in countries other than the U.S. or Canada, a 2 percent increase over the percentage of foreign-trained M.D. faculty in 1969-70.

Table 30B summarizes several characteristics of M.D. faculty having received their M.D. degrees from U.S., Canadian, or foreign medical schools. All of the M.D. faculty trained in the U.S. were U.S. citizens. About three-fifths (59 percent) of 1974-75 faculty trained in Canada were U.S. citizens, while nearly all of the remaining two-fifths (39 percent) were citizens of Canada. Over the five-year period since 1969-70, this represents almost no change in the citizenship of Canadian-trained M.D.'s. In 1974-75, 42 percent of the graduates of foreign medical schools were U.S. citizens, while 57 percent were citizens of countries other than the U.S. or Canada. This represents a considerable shift in citizenship of foreign-trained M.D. faculty in 1974-75 as compared with the earlier data; in 1969-70, 49 percent of foreign trained M.D.'s were U.S. citizens and 51 percent were citizens of foreign countries. Thus, over a five-year period, the

TABLE 30A

COUNTRY OF TRAINING OF M.D. MEDICAL SCHOOL FACULTY

(1974-75 and 1969-70)

COUNTRY OF MD DEGREE	1974-75		1969-70	
	Count	Percent of MD's	Count	Percent of MD's
U.S.	21175	78	16232	80
CANADA	530	2	446	2
FOREIGN	5423	20	3605	18
(TOTAL[1])	(27128)	(100)	(20283)	(100)

[1] Figures are based on 27128 of 27275 1974-75 M.D. faculty (99.5%) and 20283 of 20317 1969-70 M.D. faculty (99.8%) whose country of training is known.

TABLE 30B

DEMOGRAPHIC AND EMPLOYMENT HISTORY CHARACTERISTICS
OF M.D. MEDICAL SCHOOL FACULTY BY COUNTRY OF TRAINING
(1974-75 and 1969-70)

DESCRIPTION	PERCENTAGES WITHIN COUNTRY OF M.D. TRAINING					
	1974 - 75			1969 - 70		
	U.S.	Canada	Foreign	U.S.	Canada	Foreign
	%	%	%	%	%	%
CITIZENSHIP						
United States	100	59	42	100	59	49
Canadian	0+	39	1	0+	38	1
Foreign	0+	2	57	0+	3	51
(Total)	(100)	(100)	(100)	(100)	(100)	(100)
PRIMARY SPECIALTY						
A. Basic Sciences	9	14	18	11	18	23
B. Clinical Sciences						
Anesthesiology	3	4	9	3	5	8
Dermatology	1	1	0+	1	1	1
Endocrinology	1	2	1	1	1	1
Family Practice	2	2	1	0+	0	0+
Internal Medicine	20	12	15	16	6	10
General Medicine	6	3	3	9	5	6
Nuclear Medicine	0	1	1	0+	2	0+
Neurology	3	4	3	3	4	3
Ob-Gyn	4	4	5	5	5	4
Pathology-Clinical	2	2	4	2	2	3
Pediatrics	11	11	10	10	12	9
PM & R	1	2	2	1	1	2
Public Health & Prev.	1	2	1	2	2	1
Psychiatry	11	14	9	12	17	9
Radiology	6	6	8	5	6	7
Surgery	17	14	10	18	11	10
Other Clinical	1	1	1	0+	1	1
C. All Other	1	1	0+	1	1	1
(Total)	(100)	(100)	(101)[1]	(99)	(100)	(99)
YEARS IN CURRENT EMPLOYMENT						
0-5	48	50	60	53	58	68
6-10	24	25	24	24	25	22
11-15	14	14	11	11	9	7
16-20	7	6	4	6	4	2
21-25	4	3	1	4	3	1
26+	3	2	1	2	1	1
(Total)	(100)	(100)	(101)	(100)	(100)	(101)
TOTAL # OF PROFESSIONAL JOBS						
One (Current)	46	45	44	57	55	50
Two	31	32	26	27	27	26
Three	14	14	16	11	12	14
Four	6	4	8	4	3	6
Five	2	4	4	1	2	3
Six or Seven	1	1	2	1	1	1
(Total)	(100)	(100)	(100)	(101)	(100)	(100)
Approximate Faculty Counts On Which Percentages Are Based	21140	520	5320	16180	423	3520

[1] Total percents may vary slightly from 100% due to rounding.

percentage of foreign-trained M.D. faculty with U.S. citizenship fell 7 percent.

There are some notable differences in the primary specialties of U.S., Canadian, or foreign-trained M.D. faculty. In 1974-75 and in 1969-70, the percentage of foreign-trained M.D. faculty in Basic Science specialties was twice as high as the percentage of graduates of U.S. medical schools (18 vs. 9 percent in 1974-75; 23 vs. 11 percent in 1969-70). Within the Clinical Sciences, there were relatively more foreign-trained than U.S.-trained M.D. faculty in Anesthesiology, and relatively more U.S.-trained than Canadian or foreign-trained faculty members in Internal Medicine, General Medicine, and Surgery. Further, at both points in time, higher percentages of Canadian-trained M.D.'s than U.S. or foreign-trained M.D.'s were in Psychiatry.

In 1974-75 and in 1969-70, U.S.-trained M.D. faculty had held their current faculty appointments for a somewhat longer period of time than had Canadian-trained M.D.'s, and for a considerably longer time than had foreign-trained M.D.'s. The percentage of M.D. faculty in their jobs for a period of five years or less was 48, 50, and 60 percent for U.S., Canadian, and foreign-trained M.D.'s, respectively, in 1974-75; and was 53, 58, and 68 percent for these three groups in 1969-70. There was an overall trend toward longer faculty tenure in 1974-75 than in 1969-70, but the differences among U.S., Canadian, and foreign-trained M.D.'s remained the same for the two time periods.

Another interesting comparison among these three groups of M.D. faculty is that foreign-trained M.D.'s came to their 1974-75 or 1969-70 faculty positions with slightly more previous professional jobs than did U.S. or Canadian-trained M.D.'s.

Table 30C shows the appointment characteristics of 1974-75 M.D. faculty by their country of training. Generally, similar percentages of U.S. and Canadian-trained M.D. faculty were employed in each academic rank. However, there were relatively fewer foreign-trained M.D.'s employed at the higher ranks, and higher percentages of foreign-trained faculty at the lower ranks, as compared with U.S. or Canadian-trained M.D.'s.

There was a slightly higher percentage of U.S.-trained M.D. faculty (16 percent) than Canadian or foreign-trained M.D. faculty (12 percent) having part-

TABLE 30C

APPOINTMENT CHARACTERISTICS OF M.D. MEDICAL SCHOOL FACULTY BY COUNTRY OF TRAINING

(1974-75)

DESCRIPTION	PERCENTAGES WITHIN COUNTRY OF M.D. TRAINING		
	U.S.	Canada	Foreign
RANK	%	(%)	(%)
Full Professors	31	31	20
Associate Professors	25	28	21
Assistant Professors	33	32	40
Instructors	8	7	16
Lecturers & Others	2	2	4
(Total)	(99)[1]	(100)	(101)
TYPE OF EMPLOYMENT			
Strict Full-Time	61	64	68
Geographic Full-Time	22	24	20
Part-Time	16	12	12
(Total)	(99)	(100)	(100)
TEACHING RESPONSIBILITY			
Full Teaching	7	6	6
Part Teaching	87	88	84
No Teaching	6	6	10
(Total)	(100)	(100)	(100)
RESEARCH RESPONSIBILITY			
Full Research	1	2	4
Part Research	59	62	59
No Research	40	36	37
(Total)	(100)	(100)	(100)
Approximate Faculty Counts On Which Percentages Are Based	20818	519	5349

[1] Total percents may vary slightly from 100% due to rounding.

time appointments to medical school faculties. The three groups of M.D. faculty all had similar rates of involvement in teaching and research responsibilities, although there were slightly fewer foreign-trained M.D.'s with teaching responsibility (90 percent vs. 94 percent for U.S. or Canadian-trained M.D.'s), and there were slightly fewer U.S. trained M.D.'s involved in research (60 percent, as compared with 63 or 64 percent of Canadian and foreign-trained M.D.'s).

D. Characteristics of Newly-Hired Faculty

Faculty considered newly-hired as of January, 1975, include all faculty who began their employment at a U.S. medical school or who transferred from the faculty of one medical school to another between July, 1974, and January, 1975. This included 4,039 persons, accounting for 9.7 percent of the total 1974-75 faculty force.

Table 31A shows the academic ranks to which newly-hired faculty were appointed. About half of all newly-hired faculty holding doctoral degrees were hired at the level of assistant professor although the percentages of assistant professors in the total 1974-75 faculty population (see Table 1) ranged from 22 percent to 38 percent among the degree types. Sixteen percent of newly hired M.D.-Ph.D. faculty, 34 percent of those with M.D.'s, and 31 percent of those with Ph.D.'s were hired at a rank below assistant professor. In each degree category this percentage is far higher than the percentage of instructors, lecturers, and others in the total faculty population (4 percent of M.D.-Ph.D. faculty, 13 percent of M.D.'s, and 11 percent of Ph.D's). Thus, greater percentages of newly-hired doctoral faculty were in the lower academic ranks than were assistant professors, instructors, lecturers, and others in the total faculty population.

Table 31B shows several characteristics of newly hired faculty of each degree type. The percentage of women was higher among new-hires (18 percent) than among all 1974-75 faculty (15 percent). This was particularly true among newly-hired Ph.D. faculty, of which 21 percent were women (as compared with 15 percent of all Ph.D. faculty -- see Table 28A).

Newly-hired faculty were considerably younger than the overall 1974-75 faculty population. Eleven percent of new-hires were below 30 years of age, compared with 3 percent

TABLE 31A

NEWLY-HIRED[1] MEDICAL SCHOOL FACULTY
BY RANK AND DEGREE TYPE

(1974-75)

RANK	DEGREE TYPE								TOTAL	
	MD-PhD		MD		PhD		Non-Doctoral			
	Count	Percent of Degree	Count	Percent of Degree	Count	Percent of Degree	Count	Percent of Degree	Count	Percent of Degree
Full Professors	26	21	222	9	47	5	0	0	295	8
Associate Professors	17	14	227	9	90	10	4	1	338	9
Assistant Professors	61	49	1282	49	461	53	47	17	1851	48
Instructors	11	9	726	28	162	18	166	60	1065	27
Lecturers and Others	9	7	147	6	118	13	62	22	336	9
TOTAL	124	(100)	2604	(101)	878	(99)	279	(100)	3885[2]	(101)

[1] Employment begun between July 1974 and January 1975.

[2] Excludes 154 (4%) of newly-hired faculty whose rank or degree type is unknown.

TABLE 31B

DEMOGRAPHIC AND APPOINTMENT CHARACTERISTICS OF NEWLY-HIRED[1] MEDICAL SCHOOL FACULTY, WITHIN DEGREE TYPE[2] (1974-75)

DESCRIPTION	PERCENTAGES WITHIN DEGREE TYPE				
	MD-PhD	MD	PhD	Non-Doctoral	Total
	%	%	%	%	%
SEX					
Male	92	87	79	41	82
Female	8	13	21	59	18
(Total)	(100)	(100)	(100)	(100)	(100)
AGE					
Below 30	3	5	18	40	11
30-34	21	48	44	30	45
35-39	34	22	19	10	20
40-44	19	9	9	12	10
45-49	11	7	6	5	7
50-54	7	5	3	2	4
55-59	2	2	1	0+	2
60-64	1	1	1	0+	1
Above 64	2	1	0+	0	1
(Total)	(100)	(100)	(101)	(99)	(101)
TYPE OF EMPLOYMENT					
Strict Full-Time	87	68	87	80	74
Geographic Full-Time	9	17	6	7	13
Part-Time	4	15	7	13	13
(Total)	(100)	(100)	(100)	(100)	(100)
NUMBER OF AREAS OF RESPONSIBILITY					
One	13	12	27	41	17
Two	24	33	52	40	38
Three	51	41	18	15	34
Four	11	14	3	4	11
Five	0	0+	0+	0	0+
(Total)	(99)	(100)	(100)	(100)	(100)
TEACHING RESPONSIBILITY					
Full Teaching	0	6	4	15	6
Part Teaching	86	86	70	55	80
No Teaching	14	8	27	29	14
(Total)	(100)	(100)	(101)	(99)	(100)
RESEARCH RESPONSIBILITY					
Full Research	11	2	20	10	7
Part Research	76	52	68	29	55
No Research	13	46	13	61	38
(Total)	(100)	(100)	(101)	(100)	(100)
TOTAL # OF PROFESSIONAL JOBS					
One (Current)	21	44	28	21	38
Two	34	30	30	30	30
Three	21	14	21	19	16
Four	15	7	11	14	8
Five	4	3	5	8	4
Six or Seven	6	2	6	8	4
(Total)	(101)	(100)	(101)	(100)	(100)
COUNTRY OF M.D. DEGREE					
U.S.	52	74			
Canada	2	1	(Not Applicable)		
Foreign	46	24			
(Total)	(100)	(99)			

[1] Employment began between July, 1974, and January, 1975.

[2] Based on 3903 newly-hired faculty, including 128 M.D.-Ph.D.'s, 2612 M.D.'s, 903 Ph.D.'s and 260 non-doctorals.

TABLE 31B (Cont'd)

DESCRIPTION	PERCENTAGES WITHIN DEGREE TYPE				
	MD-PhD	MD	PhD	Non-Doctoral	Total
	%	%	%	%	%
CITIZENSHIP					
U.S.	62	79	85	96	81
Canada	1	1	2	1	1
Foreign	37	20	13	3	18
(Total)	(100)	(100)	(100)	(100)	(100)
ORIGINAL EMPLOYMENT SOURCE					
Professional Employment					
Federal Government	8	11	3	4	9
U.S. State/Local Government	1	1	2	8	2
U.S. Hospital (Non-Federal) or Private Practice	6	12	3	11	10
Other Employment	22	8	31	30	16
(Total)	(37)	(32)	(39)	(53)	(37)
Professional Training					
All Except Internship-Residency	33	24	59	48	35
Internship-Residency	32	43	1	0	30
(Total)	(65)	(67)	(60)	(48)	(65)
Other	0	0+	1	0+	0+
(TOTAL)	(102)	(99)	(100)	(101)	(102)
PREVIOUS EMPLOYMENT LOCATION[3]					
Med. School - Full-Time	40	29	25	14	26
Med. School - Part-Time	0	3	4	1	3
Med. School - Volunteer	1	5	1	1	4
Other Academic Institution	10	2	39	21	14
Foreign Employment	21	7	9	2	7
Private Practice	2	13	0+	0	8
Government Employment	12	22	8	23	18
Other Employment	13	19	15	37	20
(Total)	(99)	(100)	(101)	(99)	(100)

3
For 2407 (60%) of newly-hired faculty previously employed.

of all faculty. Another 45 percent of new-hires (compared with 16 percent of all faculty) were between 30 and 34 years old. Thus, 56 percent of new-hires were under 35 years old, compared with 19 percent of the total 1974-75 faculty population.

The nature of employment of newly-hired faculty seen in Table 31B was generally the same as the distribution for all 1974-75 faculty. Seventy-four percent of new-hires (compared with 70 percent of all faculty) had strict full-time appointments; 13 percent of new-hires (vs. 17 percent of all faculty) had geographic full-time appointments; 13 percent of new-hires (as well as of the total faculty population) were employed part-time by medical schools. As was the case for the faculty generally, newly-hired M.D.'s had the highest percentage of geographic full-time appointments of the degree types, since this type of appointment is targeted for clinicians.

Newly-hired faculty were involved in about as many major areas of responsibility as were all 1974-75 faculty. However, 11 percent of new-hires had four or five different areas of responsibility, as compared with 15 percent of the total faculty population.

Fourteen percent of newly-hired faculty were not involved in teaching as an area of responsibility, compared with 11 percent of all 1974-75 faculty (see Table 9). This may be accounted for by the practice in some medical schools of allowing newly-hired faculty in basic sciences to establish themselves in research before being assigned to teaching responsibilities. There was an especially large contrast in the Ph.D. category: 27 percent of newly-hired Ph.D.'s had no involvement in teaching, compared with only 15 percent of all Ph.D.'s. There were also slightly higher percentages of newly-hired faculty who were not involved in research (38 percent) than was the case for the total faculty population (34 percent). Interestingly, however, there were also slightly more new-hires (7 percent) than overall faculty (5 percent) involved only in research. This was particularly true among Ph.D.'s; 20 percent of newly-hired Ph.D.'s were involved only in research, as compared with 11 percent of all Ph.D.'s on medical school faculties in 1974-75. The percentage of newly-hired M.D.-Ph.D.'s with full research activity (11 percent) was also higher than the percentage of all M.D.-Ph.D.'s (5 percent).

When the data in Tables 31B and 26 are compared, it is seen that newly-hired faculty tended to have more previous professional jobs than was the case for the overall 1974-75 faculty population. While the great majority of both newly-hired and all faculty were in their first or second professional jobs, 32 percent of newly-hired faculty, as compared with 27 percent of all 1974-75 faculty, had had more than one prior job. M.D.-Ph.D. and Ph.D. newly-hired, in particular, had more prior professional experience than was the case for all faculty in those two degree categories.

Relatively more newly-hired M.D.-Ph.D. or M.D. faculty than overall 1974-75 faculty with medical degrees were graduates of foreign medical schools. Seventy-three percent of newly-hired M.D.-Ph.D. or M.D. faculty were trained in U.S. medical schools, as compared with 78 percent of all M.D.-Ph.D.'s or M.D.'s on the 1974-75 faculties. Twenty-five percent of newly-hired faculty with medical degrees, as compared with 20 percent of all faculty with medical degrees, were trained in foreign medical schools. Two percent of both groups were Canadian-trained

Recently-hired faculty included considerably higher percentages of non-U.S. citizens (19 percent) than did the overall 1974-75 faculty (11 percent). There were particularly high percentages of newly-hired M.D.-Ph.D.'s (38 percent) and M.D.'s (21 percent) who were citizens of other countries.

Sixty-five percent of faculty new to medical schools in 1974-75 were recruited directly from professional training rather than from employment (this compares with 56 percent of the total faculty force). Among newly-hired M.D.'s, internships and residencies outweighed other training programs as a source of faculty, by a ratio of about two to one. M.D.'s who came from professional employment were recruited from federal government employment and from hospital/private practice to a greater extent than were Ph.D. new-hires, who were recruited more from "other" employment sources (such as educational institutions, foundations, business or industry, etc.).

Sixty percent of newly-hired 1974-75 faculty were previously employed. Of these, 33 percent were recruited from other medical schools, a percentage comparable to the rate of medical school transfers in the entire faculty population. Non-medical academic institutions provided 14 percent of newly-hired faculty with previous professional

employment; 18 percent came from government employment; 20 percent came from sources other than those specifically list listed. There was a notably lower percentage of newly-hired faculty who were in private practice just prior to their medical school appointment (13 percent), as compared with the overall rate of 17 percent of previously employed M.D. faculty coming from private practice.

VIII. SUMMARY OF FINDINGS

Highlights of the results detailed in the preceding chapters are presented in this section. Results are based on 41,714 1974-75 faculty and 30,886 1969-70 faculty with salaried appointments at U.S. medical schools. It has been estimated that the AAMC Faculty Roster data base, from which the tabulations in this report are derived, includes records for approximately 90 percent of all full-time faculty and 60 percent of all part-time faculty at U.S. medical schools, with an overall accuracy rate of about 96 percent.

Overview of Faculty

Five percent of the 1974-75 faculty held both medical and non-medical doctoral degrees, 61 percent held an M.D. degree, and 26 percent held a non-medical doctorate. These 1974-75 figures were within one percent of the 1969-70 percentages. Eight percent of faculty in 1974-75, and 9 percent in 1969-70, had no doctoral degree.

Twenty-six percent of 1974-75 faculty were employed at the rank of full professor, 23 percent were associate professors, 35 percent were assistant professors, 12 percent were instructors, and 4 percent were employed at lecturer or "other" ranks. About half of faculty holding both medical and non-medical doctorates were employed in the rank of full professor, whereas this was the case for about one-fourth of the M.D.-only and Ph.D.-only groups.

In 1974-75, 26 percent of all faculty had a primary specialty in the Basic Sciences, a 1.5 percent decrease as compared with 1969-70, while 62 percent of faculty had Clinical Science specialties, an increase of 1.5 percent for the five-year period. Five percent of faculty in either year were in a Behavioral Science specialty, 4 percent were in Allied Health; all other specialty areas accounted for 4 percent of faculty in either year. Between 1969-70 and 1974-75 there was an increase of nearly 3 percent in the rate of faculty activity in Internal Medicine (12.5 percent in 1974-75) and a decrease of almost 2 percent in faculty activity in General Medicine (3.6 percent in 1974-75).[1] Family Practice remained at the level of less than 1 percent of faculty, but the number of faculty members in this specialty increased from 35 in 1969-70 to 369 in 1974-75.

[1]As noted, the changes in the Internal Medicine and General Medicine specialties may be due to a change in the data coding procedure between 1969-70 and 1974-75.

The relative distribution of faculty among academic departments remained essentially the same in 1974-75 as it had been in 1969-70. At both points in time departments of Medicine and of Psychiatry had the highest percentages of faculty (18 percent and 11 percent, respectively). Departments of Surgery (9 percent) and Pediatrics (8 percent) also had relatively high percentages of faculty. Other departments each accounted for 6 percent or fewer faculty. Four times as many faculty were affiliated with departments of Family Practice in 1974-75 than in 1969-70, although this represented an increase only from 0.4 percent to 1.4 percent of faculty.

Seventy-one percent of 1974-75 faculty had a strict full-time type of employment and 17 percent had geographic full-time appointments. The 13 percent of faculty who were employed by medical schools on a part-time basis tended to be concentrated at the lower academic ranks.

Areas of Responsibility

Fifty-three percent of 1974-75 faculty were involved in one or two major areas of responsibility; 47 percent were involved in three or more areas. Teaching was the area of greatest faculty involvement (89 percent of faculty), followed by research (66 percent) and patient care (60 percent). About 30 percent of 1974-75 faculty had some administrative responsibilities, and about 3 percent had "other" responsibilities.

Employment History

Over t ive-year period considered in this report, there was a gnificant decrease in the percentage of faculty holding thei first professional job[1] (from 53 percent in 1969-70 to 4 rcent in 1974-75). During this period there was a slight increase in the average length of current employment, from 6.6 years in 1969-70, to 7.5 years in 1974-75. Longer average length of employment was associated with higher ranks: 12.5 years for full professors, 8.4 years for associate professors, 4.9 years for assistant professors, and 4.1 years for instructors, lecturers, and others.

The original source of 56 percent of 1974-75 faculty was professional training, while 37 percent came to medical

[1] As noted earlier, this decrease may be an artifact of the data collection procedure.

school faculties from professional employment. More M.D.-Ph.D. or M.D.-only 1974-75 faculty (over 60 percent) were recruited directly from professional training than were Ph.D. faculty (48 percent) or non-doctoral faculty (24 percent). Of the 57 percent of 1974-75 faculty who had prior professional employment, 32 percent came from medical schools, 16 percent came from other academic institutions, 6 percent came from foreign employment, 11 percent came from private practice, 17 percent came from government employment, and 17 percent came from all other sources.

Educational Characteristics of M.D. Faculty

Eighty-seven percent of 1974-75 faculty with the M.D. degree had completed at least one internship; 90 percent had completed at least one residency. Three out of every 10 residencies completed by M.D. faculty were in Internal Medicine. Pediatrics (11 percent), General Surgery (11 percent), General Psychiatry (10 percent), and Pathology (8 percent) were other relatively large residency specialties. Fifty-eight percent of 1974-75 M.D. faculty had one board certification; 11 percent of M.D.'s, mainly those at higher academic ranks, had two board certifications. The areas of the largest percentages of certifications were Internal Medicine (22 percent in 1974-75), Pediatrics (12 percent), and Surgery (8 percent).

Pre- and Post-Doctoral Awards

Twenty-five percent of 1974-75 faculty had recieved some pre-doctoral support--including 66 percent of Ph.D. faculty, 8 percent of M.D.'s, and 17 percent of non-doctoral faculty. NIH was the largest source of pre-doctoral support, providing 30 percent of awards. Academic institutions provided 21 percent of pre-doctoral awards. Post-doctoral awards had been given to half of the 1974-75 faculty holding either the M.D. or the Ph.D. degree. NIH, providing 44 percent of the awards, was the largest source of post-doctoral support, followed by private foundations, which provided 19 percent of these awards. Pre- and post-doctoral awards were given to higher percentages of faculty in Basic Sciences than in Clinical Sciences. Departments with especially high percentages of faculty with pre- or post-doctoral awards included departments of Anatomy, Biochemistry, Biometry, Biophysics, Genetics, Medicine, Microbiology, Molecular Biology, Neurology, Ophthalmology, Pathology, Pediatrics, Pharmacology, and Physiology.

Faculty Characteristics by Sex

Women comprised 14 percent of the total salaried faculty of U.S. medical schools in 1969-70, and 15 percent in 1974-75. Women represented 58 percent of non-doctoral faculty in 1974-75. Within each doctoral degree category, far greater percentages of male faculty than of female faculty were employed in the rank of full professor. Women on medical school faculties were, on the average, one-and-a-half years younger than their male counterparts (mean age of 42.1 years as compared with 43.7 years). Distributions among primary specialties were similar for male and for female M.D.'s, but among the other degree groups relatively more men were in Basic Sciences and Physical Sciences, while relatively more women were in Behavioral Science specialties.

With respect to employment history, women had slightly shorter average length of current employment (6.7 years as compared with 7.7 years, for men). Among M.D. faculty, relatively more women than men were in their first professional job; this contrast did not occur within other degree groups. Male and female faculty members had similar percentages of strict full-time, geographic full-time, or part-time appointments. Relatively more male than female faculty were involved in research activities.

Faculty Characteristics by Ethnic Groups

Of the 94 percent of 1974-75 faculty and 84 percent of 1969-70 faculty whose race or ethnic group is known, 90.4 percent in 1969-70 and 87.7 percent in 1974-75 were Caucasian--a decrease of nearly 3 percent of the total faculty over five years. The percentage of non-Caucasians was highest among M.D.-Ph.D. faculty (14 percent in 1969-70 and 16 percent in 1974-75). Black Americans comprised 2 percent of the total faculty in both years, Asians comprised 4 percent in 1969-70 and 7 percent in 1974-75, and Hispanic faculty comprised 2.5 percent at both time periods. Among the 88 percent of 1974-75 faculty with U.S. citizenship, there tended to be an inverse relationship between faculty rank and the percentage of minority faculty.

With respect to other faculty characteristics considered by race/ethnic group, there were particularly high percentages of Asian faculty in Basic Science specialties, and of Hispanic faculty in Clinical Science specialties. The percentage of women was higher among Black

Americans than among other ethnic groups. Current employment characteristics were similar for all ethnic groups with the exception of lower percentages of involvement in research responsibilities by Black Americans and Hispanic faculty as compared with other groups, and relatively more Hispanic faculty being employed in their first professional jobs.

Characteristics of Foreign Medical Graduates on U.S. Medical School Faculties

Seventy-eight percent of 1974-75 faculty with M.D. degrees had received their medical school training in the U.S., a 2 percent decrease from the 80 percent of 1969-70 M.D. faculty. Two percent of M.D. faculty in either time period were graduates of Canadian medical schools; of the Canadian graduates in either time period, 59 percent were U.S. citizens. Over the five-year period there was a decrease in the percentage of foreign-trained M.D.'s with U.S. citizenship--from 49 percent in 1969-70 to 42 percent in 1974-75. Foreign-trained M.D.'s had particularly high representation in Basic Science specialties.

With respect to employment history, U.S.-trained M.D.'s had been in their 1974-75 or 1969-70 faculty positions longer than Canadian or foreign-trained M.D.'s. Of the three groups, foreign-trained M.D.'s had more previous professional jobs before joining U.S. medical school faculties. Relatively more foreign-trained M.D.'s than U.S. or Canadian-trained M.D.'s were employed at the lower academic ranks. Type of employment and involvement in teaching and research responsibilities were similar for the three groups.

Characteristics of Newly-Hired Faculty

Ten percent of the total 1974-75 faculty force had begun their employment at a U.S. medical school, or had transferred from one medical school faculty to another, within the six months prior to January 1975. Newly-hired faculty tended to be employed in the lower academic ranks, as compared with the total faculty population. The percentage of women was higher among newly-hired faculty than for the total faculty population, particularly among Ph.D. and among non-doctoral new-hires. Newly-hired faculty were considerably younger than the overall 1974-75 faculty

population. They did not differ from the overall population with respect to type of employment. Overall, the newly-hired faculty had slightly less involvement in teaching or research than did the total 1974-75 faculty; Ph.D. new-hires had a considerably lower rate of involvement in teaching than did the total faculty.

Newly-hired faculty, and particularly those with Ph.D.'s, tended to have more previous professional jobs than was the case for the overall 1974-75 faculty; relatively higher percentages of newly-hired M.D.'s were graduates of foreign medical schools; and relatively fewer new-hires were U.S. citizens, as compared with the total faculty population. Sixty-five percent of newly-hired faculty, as compared with 56 percent of all faculty, originally joined medical school faculties directly from professional training. Among previously employed faculty, relatively fewer new-hires than total faculty were in private practice just prior to their current appointment.

References

Anderson, Philip W. Descriptive Study of Salaried Medical School Faculty. Washington, D.C.: Association of American Medical Colleges, December, 1975. 82 pages.

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Journal of the American Medical Association 70th Annual Report: Medical Education in the United States, 1969-70. Volume 214, No. 8, November 23, 1970.

Journal of the American Medical Association 75th Annual Report: Medical Education in the United States, 1974-75. Volume 234, No. 13, December 29, 1975.

McShane, Michael G. Medical Schools in the United States, A Descriptive Study. Washington, D.C.: Association of American Medical Colleges, February, 1977. 98 pages.

1. DATE OF FORM COMPLETION ___/___/___ (Mo. Day Yr.)

SALARIED MEDICAL FACULTY QUESTIONNAIRE

(Faculty Profile - New Accession Form)

APPENDIX A

AAMC Form FP-1
Rev, 9/73

MEDICAL SCHOOL OF CURRENT EMPLOYMENT _____

NAME _____ (Surname) (First) (Middle Initial or Name) 2. SEX ☒ Male ☒ Female 3. SOC. SEC. No. ___/___/___

4. BIRTHDATE X / / X (Mo. Day Yr.) 5. BIRTHPLACE X (Country) 6. CURRENT CITIZENSHIP X (Country)

7. FORMER CITIZENSHIP (If U.S. Naturalized) X
(If U.S. Citizen by Birth, Enter "NA" - Not Applicable)

8. DATE OF U.S. NATURALIZATION X / / X (Mo. Day Yr.)

9. VISA STATUS: (If Currently an Alien)
☐ TEMPORARY
☐ PERMANENT

76. OPTIONAL INFORMATION
(For school use only)

75. ETHNIC GROUP
Because of interest and concern regarding employment opportunities for ethnic minorities, you are requested to indicate below in which ethnic group you consider yourself. (Check One)

☒ 1-Black American
☒ 2-American Indian
☒ 3-Mexican American
☒ 4-Puerto Rican
☒ 5-Other Spanish Surnamed
☒ 6-Oriental (Chinese or Japanese)
☒ 7-Other Asian
☒ 8-Caucasian
☒ 9-Other
☒ 0-Do Not Wish To Respond

CURRENT APPOINTMENT DATA:

10. MEDICAL SCHOOL DEPARTMENT X
(Or Administrative Unit Equal to or Above Dept. Level)

11. ACADEMIC RANK X

12. ADMINISTRATIVE TITLE _____
(If No Title, Enter "NONE")

13. JOINT DEPARTMENT _____
(If No Joint Dept., Enter "NONE")

14. JOINT DEPT. ACADEMIC RANK _____

15. JOINT DEPT. ADMINISTRATIVE TITLE _____
(If No Title, Enter "NONE")

CHECK ONE OF THE BOXES BELOW, INDICATING THE JOINT DEPARTMENT'S "LOCATION"

☐ MS - Medical school
☐ HS - Other health profession school within the university
☐ OD - Other division of the university
☐ OI - Other institution, e.g., another institution of higher education or an affiliated hospital

16. SPECIALTY OR DISCIPLINE. Enter below the specialty(s) or discipline (s) from the Specialty/Discipline List which best describe(s) your current activities.

16. X 16A. _____

NAME (Surname) (First) (Middle Initial or Name)
DEPARTMENT

17. MAJOR AREAS OF RESPONSIBILITY: Should indicate major functional emphasis of activity in any combination of Teaching, Research, Patient Care, Administration, or Other. Check all that apply. If a primary responsibility exists, enter the letter "P" in appropriate box. Primary responsibility should reflect predominant area of activity in which major effort is directed over and above other areas of major activity, when appropriate.

☒ TEACHING
☒ RESEARCH
☒ PATIENT CARE
☒ ADMINISTRATION
☒ OTHER

18. NATURE OF EMPLOYMENT: (Check one)

1— ☒ SFT Strict full-time in medical school
2— ☒ SFTA Strict full-time in affiliated institution*
3— ☒ GFT Geographic full-time in medical school
4— ☒ GFTA Geographic full-time in affiliated institution*
8— ☒ PTS Part-time salaried in medical school
7— ☒ PTSA Part-time salaried in affiliated institution*
6— ☒ NS Non-salaried

* (Usually teaching hospitals)

18A. If Nature of Employment is SFTA, GFTA, or PTSA (See Item 18) enter name of affiliated institution _____

19A. Beginning Month and Year of current employment as a salaried faculty member at this school X

26. From which of the following sources did you ORIGINALLY enter U.S. Medical School Salaried Academic Employment? (Check only one)

PROFESSIONAL TRAINING:

40 [X] U.S. Medical School
42 [X] Other U.S. Educational Institution
44 [X] Internship or Residency
46 [X] NIH Training Program
47 [X] NIMH Training Program
48 [X] Other Training Program
50 [X] Foreign Educational Institution

PROFESSIONAL EMPLOYMENT:

10 [X] Volunteer Faculty - This Medical School
11 [X] Volunteer Faculty - Other U.S. Medical School
12 [X] Other U.S. Educational Institution
14 [X] Foreign - Academic
16 [X] Foreign - Non-Academic
18 [X] Private Practice of Medicine
19 [X] U.S. Active Military Service
20 [X] U.S. Govt. - DOD & Military Hosps.
22 [X] U.S. Govt. – PHS (Include PHS Hosps, NIH & NIMH)
24 [X] U.S. Govt. –Veterans Admin. (Include VA Hosps.)
26 [X] U.S. Govt. – Other
28 [X] U.S. Hospital (Non-Federal)
30 [X] Foundation (or Research Institute)
34 [X] State or Local Govt. (U.S.)
36 [X] Private Business or Industry
98 [X] Other (Specify) _____

PAST PROFESSIONAL EMPLOYMENT HISTORY:

	YEARS From (a)	YEARS To (b)	TYPE OF EMPLOYMENT (If Academic, Enter School Name and Location) (If Non-Academic, Enter From Above Professional Employment List) (c)	MAJOR AREAS OF RESPONSIBILITY (d) TEACHING	RESEARCH	PATIENT CARE	ADMIN.	OTHER	COMPLETE COLUMNS (e)-(h) FOR MEDICAL SCHOOL EMPLOYMENT ONLY: DEPARTMENT (e)	NATURE OF EMPLOYMENT (f)	ACADEMIC RANK (g)	ADMINISTRATIVE TITLE (h)
20			X									
21			X									
22			X									
23			X									
24			X									
25			X									

26A. YEAR OF YOUR FIRST U.S. MEDICAL SCHOOL SALARIED FACULTY APPOINTMENT _____

27. HAVE YOU EVER SERVED AS A VOLUNTEER NON-SALARIED FACULTY MEMBER AT A U.S. MEDICAL SCHOOL? YES ☐ NO ☐ 28. LATEST YEAR _____

EARNED DEGREES:

LIST ALL EARNED DEGREES AT THE BACHELOR'S LEVEL AND ABOVE. (Two degrees at the same level may not be entered on the same line. In such cases, enter the more recent.)

29. IF NO EARNED DEGREES, PLEASE CHECK ☐

		SPECIFY DEGREE (a)	FIELD OF STUDY (Select from Specialty/Discipline List) (b)	INSTITUTION CONFERRING DEGREE (c)	STATE (If U.S.) COUNTRY (If Foreign)	YEAR COMPLETED (d)
M.D., D.O., OR FOREIGN EQUIVALENT	30	X	MEDICINE			X
PH.D OR EQUIVALENT	31	X				X
OTHER HEALTH RELATED DOCTORATE	32	X				X
MASTERS	33	X				X
BACHELORS	34	X				X

ITEMS 30-54 TO BE COMPLETED BY M.D.'S, D.O.'S OR FOREIGN EQUIVALENT ONLY

INTERNSHIPS IN THE U.S.A.		HOSPITAL (a)	CITY	STATE	YEAR COMPLETED (b)
36 NONE [X]	37				X
	38				X

RESIDENCIES IN THE U.S.A.		HOSPITAL (a)	CITY	STATE	RESIDENCY PROGRAM (b)	YEAR COMPLETED (c)
39 NONE [X]	40				X	X
	41				X	X
	42				X	X
	43				X	X

U.S. MEDICAL SPECIALTY BOARD CERTIFICATION: 45 NONE [X]

46 FIRST CERTIFICATION X 47 YEAR X 48 SECOND CERTIFICATION X 49 YEAR X

FOREIGN MEDICAL SPECIALTY CERTIFICATION: 52 NONE [ ] 53 SPECIALTY 54 YEAR

PRE- AND POSTDOCTORAL SUPPORT:

(Select responses for Purpose and Source of Award from the lists below)

PURPOSE

01 Complete Degree *
08 Complete Additional Doctorate*
03 Specialty Training
02 Training Only
04 Teaching Only
05 Research Only
06 Training & Research
07 Teaching & Research
09 Training & Teaching
11 Training, Teaching, & Research

*Use for Predoctoral only.

SOURCE OF AWARD

Abbreviations		Abbreviations	
11 NIH	National Institutes of Health	24 NSF	National Science Foundation
12 PHS	Other Public Health Service	23 VA	Veterans Administration
15 CPEHS	Consumer Protection & Environmental Health Service	25 FED-Other	Federal-Other
		46 ACAD	Academic
14 HSMHA	Health Services & Mental Health Admin. (incl. NIMH)	45 ACAD-F	Academic Foreign
16 SRS	Social Rehabilitation Service	35 FOR	Foreign
17 SSA	Social Security Admin.	38 FDN	Foundation, society, association
18 OE	Office of Education	37 IND	Industry, business
13 DHEW-Other	All other-Dept. Health, Education & Welfare	90 All Other, please specify	

PREDOCTORAL SUPPORT (LIST SUPPORT FOR SIX MONTHS DURATION OR LONGER)

55 NONE [X]	INSTITUTION OF TRAINING (a)	DISCIPLINE (Select from Specialty/Discipline List) (b)	PURPOSE (c)	SOURCE OF AWARD (d)	Years From (e)	Years To (f)
56				X	X	
57				X	X	
58				X	X	

POSTDOCTORAL SUPPORT (LIST SUPPORT FOR SIX MONTHS DURATION OR LONGER)

59 NONE [X]	INSTITUTION OF TRAINING (a)	DISCIPLINE (Select from Specialty/Discipline List) (b)	PURPOSE (c)	SOURCE OF AWARD (d)	Years From (e)	Years To (f)
60				X	X	
61				X	X	
62				X	X	
63				X	X	

CURRENT PARTICIPATION IN NIH TRAINING GRANTS (exclude NIMH): (Use one line per training grant)

		DISCIPLINE (Select From Specialty/Discipline List) (a)	DIRECTOR (b)	STAFF (c)	Salary Support Yes (d)	Salary Support No (e)
64 NONE [X]	65				X	X
	66				X	X
	67				X	X

CURRENT PARTICIPATION IN OTHER FEDERAL PROGRAMS: (Including NIH)

(Select responses for Federal Agency and Name of Sponsoring Agency's Program from the lists below.)

		FEDERAL AGENCY (a)	NATURE OF PROGRAM ACTIVITY (b) Teaching	Research	Patient Care	Other	NAME OF SPONSORING AGENCY'S PROGRAM (c)	Salary Support Yes (d)	Salary Support No (e)
68 NONE [X]	69						X	X	X
	70						X	X	X
	71						X	X	X
	72						X	X	X
	73						X	X	X

FEDERAL AGENCY (From Which Funds Are Received)

	Abbreviations	
02	NIH	National Institutes of Health
04	HSMHA-RMP	Health Services & Mental Health Admin.-Regional Medical Program
06	HSMHA-Other	Health Services & Mental Health Admin.-Other (incl. NIMH)
07	CPEHS	Consumer Protection & Environmental Health Service
08	SRS	Social Rehabilitation Service
10	SSA	Social Security Admin.
11	OE	Office of Education
12	DHEW-Other	All other-Dept. Health, Education & Welfare
14	OEO	Office of Economic Opportunity
16	VA	Veterans Administration
18	NSF	National Science Foundation
20	AEC	Atomic Energy Commission
22	NASA	National Aeronautics & Space Admin.
24	DOD	Dept. of Defense
26	Fed-Other	Federal - Other (Specify)

NAME OF SPONSORING AGENCY'S PROGRAM

(Should designate sponsoring agency's program in which faculty member participates)

	Abbreviations	
01	BIG	NIH basic improvement grant
03	SIG	NIH special improvement grant
05	GRSG	NIH general research support grant
07	RPG	NIH research project grant or contract
09	PAP	Physician augmentation program
11	RMP	Regional Medical Program
13	MIC	Maternal & infant care center
15	CYC	Children & youth center
17	CHC	Community health center
19	Comp HC	Comprehensive health center
23	RCDA	Research career development award
25	HSMHA	HSMHA neighborhood health center
27	Other-DHEW	Other DHEW research grants or contracts
29	Other-Fed.	Other Federal research grants or contracts

APPENDIX B

DESCRIPTION OF RAW DATA AND DERIVED MEASURES
USED FOR TABULATIONS CONTAINED IN FACULTY ROSTER DESCRIPTIVE STUDY

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If Any)	Special Processing Notes
1.	(Identifying Information)				
2.	(Identifying Information)				
3.	EFFMO EFFYR	Effective date: month and year latest data was completed by school for this record		Item 1, copied	Goes back only as far as 1970
4.	SEX	Sex of faculty member	1 = male 2 = female 0 = no information provided	Item 2, copied	
5.	ETHNIC	Ethnic group	1 = Black American 2 = American Indian 3 = Mexican American 4 = Puerto Rican 5 = Other Spanish Surnamed 6 = Chinese or Japanese 7 = Other Asian 8 = Caucasian 9 = Other 0 = No information provided	Item 75, copied	Additional grouping of values 1 Caucasian (8) 2 Black Amer (1) 3 Asian (6,7) 4 Spanish (3,4,5) 5 Other (2,9)
6.	AGE70	Age in years as of January 1970		from item 4, age= 70 - year of birth; subtract 1 if month of birth is July-Dec.	For age as of January, 1975, add + 5. Recode into categories for tabulations.
7.	CTZN	Current Citizenship	1 = U.S. or Puerto Rico 2 = Canada 3 = Foreign 0 = No information, stateless	from item 6, codes 101 or 103 = 1 code 107 = 2 codes 105, 109 to 881 = 3. All codes except the above = 0 (Used former citizenship, item 7, if year of naturalization is 1975 or 1976, item 8) (Coded "1" if item 6 is blank but country of birth, item 5, is U.S. or Puerto Rico)	

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If Any)	Special Processing Notes
8.	Source	Original Medical School employment source	Values 10 - 98, as printed on Accession Form (See Appendix A)	item 26, copied	
9.	SPCL1	First Basic Specialty	Original 5-digit codes identifying specialty areas and sub-areas	item 16	
10.	SPCLTY	First basic specialty, recoded into 38 specialty groups	38 groupings of basic specialty	item 16, from original codes as follows:	
			1 = anatomy	10200 to 10299	
			2 = biochemistry	10600 to 10699	
			3 = biology, all	11000, 11100, 19000, 19999	
			4 = biophysics	11400	
			5 = genetics	13400 to 13499	
			6 = immunology	13800 to 13899	
			7 = micro-parasitology	14200 to 14299	
			8 = pathology - basic	15000 to 15099	
			9 = pharmacology	15400 to 15499, 20600	
			10 = physiology	15800 to 15899	
			11 = zoology	18000 and 18050	
			12 = all other basic science	11800 to 12900, 14600, 16200 to 17000	
			13 = anesthesiology	20200	
			14 = dermatology	21000	
			15 = endocrinology	21200	
			16 = family practice	21300	
			17 = internal medicine	21800 to 21899	
			18 = general medicine	22200	
			19 = nuclear medicine	22600 to 22699	
			20 = neurology	23000	
			21 = ob - gyn	23400 to 23415	
			22 = oncology	23800	
			23 = pathology - clinical	24200 to 24233	
			24 = pediatrics	24600 to 24699	
			25 = physical med. and rehab.	25000 to 25009	
			26 = public health and prev. medicine	25400 to 25427	
			27 = psychiatry	25800 to 25899	
			28 = radiology	26200 to 26299	
			29 = surgery	26600 to 26699	
			30 = all other clinical science	21100, 21400, 27000, 29000, 29999	

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If Any)	Special Processing Notes
			31 = physical science & engineering	31000 to 39999	
			32 = psychology	42200 to 42299	
			33 = sociology	42600 to 42699, 43000	
			34 = other behavioral science	49999	
			35 = allied health	51000 to 59999	
			36 = administration	61000 to 69999	
			37 = other	41000 to 41800, 91000 to 97000	
			38 = none or unknown	97499 to 99999	
11.	SPCLGP	First basic specialty, recoded into 8 major specialty groups	1 = basic sciences	codes 1 - 12, above	
			2 = clinical sciences	13 - 30	
			3 = physical science & engineering	31	
			4 = behavioral sciences	32 - 34	
			5 = allied health	35	
			6 = administration	36	
			7 = other	37	
			8 = none, or unknown	38	
12.	STARTY STARTM	Year and month when current employment began		item 19A	used to identify newly-hired faculty
13.	YRSCUR	Number of years in current job as of January, 1975	(Range: 1 to 56 years)	item 19A: Compute YRSCUR = 75 - STARTY	Subtract 5 years, for 1970 file Recode into categories for tabulations.
14.	EMPTAB	Table number from which present employment code is taken	1 = Table 1: Educational institutions 2 = Table 9: Hospitals 3 = Table 13: Employment sources	item 20 C	
15.	EMPLOC	Employment location code	7-digit, 6-digit, or 2-digit codes from Table 1, 9, or 13	item 20 C	

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If any)	Special Processing Notes
16.	NOWSCH	Medical School of current employment	1 ALABAMA 2 ALABAMA SO 3 ARIZONA 4 ARKANSAS 5 CAL SAN FRAN 6 SOUTH CAL 7 STANFORD 8 LOMA LINDA 9 UCLA 10 CAL IRVINE 11 CAL S DIEGO 12 CAL DAVIS 13 COLORADO 14 YALE 15 CONNECTICUT 16 GEO WASHINGTON 17 GEORGETOWN 18 HOWARD 19 MIAMI 20 FLORIDA 21 S. FLORIDA 22 FLORIDA ST 23 GEORGIA 24 EMORY 25 HAWAII 26 RUSH 27 U CHICAGO 28 NORTHWESTERN 29 ILLINOIS 30 CHICAGO MED 31 LOYOLA 32 S ILLINOIS 33 INDIANA 34 IOWA 35 KANSAS 36 LOUISVILLE 37 KENTUCKY 38 TULANE 39 LA N ORLEANS 40 LA SHREVEPT 41 MARYLAND 42 J HOPKINS 43 HARVARD 44 BOSTON 45 TUFTS 46 MASS 47 U MICHIGAN 48 WAYNE STATE 49 MICHIGAN ST 50 MINNESOTA 51 MINN DULUTH 52 MAYO 53 MISSISSIPPI 54 WASH S LOUIS 55 MO COLUMBIA 56 ST LOUIS 57 MO KAN CITY 58 NEBRASKA 59 CREIGHTON 60 NEVADA 61 DARTMOUTH 62 NEW JERSEY 63 RUTGERS 64 NEW MEXICO 65 COLUMBIA 66 ALBANY 67 SUNY BUFFALO 68 SUNY DOWNST 69 NEW YORK MED 70 SUNY SYRACUSE 71 N Y UNIV 72 CORNELL 73 ROCHESTER 74 EINSTEIN 75 MT SINAI 76 STONY BROOK 77 N CAROLINA 78 BOWMAN GRAY 79 DUKE 80 E CAROLINA 81 NORTH DAKOTA 82 CASE WESTERN 83 OHIO STATE 84 CINCINNATI 85 OHIO TOLEDO 86 OKLAHOMA 87 OREGON 88 U PENN 89 JEFFERSON 90 M C PENN 91 HAHNEMANN 92 PITTSBURGH 93 TEMPLE 94 PENN STATE 95 PUERTO RICO 96 BROWN 97 S CAROLINA 98 SOUTH DAKOTA 99 VANDERBILT 100 TENNESSEE	item 20 C: 7-digit codes from Table 1 (above) recoded to values 1-116	

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If any)	Special Processing Notes
			101 MEHARRY 102 TX GALVESTON 103 BAYLOR 104 TX SOUTHWEST 105 TX SAN ANTON 106 TX HOUSTON 107 TEXAS TECH 108 UTAH 109 VERMONT 110 U VIRGINIA 111 M C VIRGINIA 112 E VIRGINIA 113 WASH SEATTLE 114 W VIRGINIA 115 WISCONSIN 116 M C WISC		
17. 18. 19. 20. 21.	AORTCH AORRES AORPAT AORADM AOROTH	Area of responsibility: teaching research patient service administration other	0 = not an area of responsibility 1 = an area of responsibility 2 = primary area of responsibility	item 17	Not possible to roll back; not valid for 1970 file
22.	AORNUM	Number of areas of responsibility	0 = no information 1 - 5 = number of areas checked, above	item 17: number of areas with values of 1 or 2	Not valid for 1970 file
23.	AORCOM	Two-digit code representing all possible combinations of five areas of responsibility	T = teaching R = research S = patient service A = administration O = other 1 = O 17 = TO 2 = A 18 = TA 3 = AO 19 = TAO 4 = S 20 = TS 5 = SO 21 = TSO 6 = SA 22 = TSA 7 = SAO 23 = TSAO 8 = R 24 = TR 9 = RO 25 = TRO 10 = RA 26 = TRA 11 = RAO 27 = TRAO 12 = RS 28 = TRS 13 = RSO 29 = TRSO 14 = RSA 30 = TRSA 15 = RSAO 31 = TRSAO 16 = T	item 17: AORCOM = 16 x AORTCH + 8 x AORRES + 4 x AORPAT + 2 x AORADM + 1 x AOROTH	Not valid for 1970 file

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and derivation (If any)	Special Processing Notes
24.	TCHTWO	Teaching as only area of responsibility, or one of multiple areas	1 = teaching as only activity 2 = teaching as one of multiple activities 3 = teaching not an activity	item 17	Not valid for 1970 file
25.	RCHTWO	Research as only are of responsibility, or one of multiple	1 = research as only activity 2 = research as one of multiple activities 3 = research not an activity		Not valid for 1970 file
26.	DEPT	Primary academic department code (first 2 digits of 5-digit code)		item 10 codes:	2-digit codes ranging 01 to 96 collapsed to 26 listed codes for tabulations
			1 = anatomy	01000 to 01999	
			2 = biochemistry	02000 to 02999	
			3 = biophysics	03000 to 03999	
			4 = genetics	04000 to 04999	
			5 = microbiology	05000 to 05999	
			6 = pathology	06000 to 06999	
			7 = pharmacology	07000 to 07999	
			8 = physiology	08000 to 08999	
			9 = biometry	09000 to 09999	
			10 = anesthesiology	10000 to 10999	
			11 = dermatology	11000 to 11999	
			12 = molecular biology	12000 to 12999	
			13 = medicine	13000 to 13999	
			14 = neurology	14000 to 14999	
			15 = ob - gyn	15000 to 15999	
			16 = ophthalmology	16000 to 16999	
			17 = orthopedics	17000 to 17999	
			18 = otolaryngology	18000 to 18999	
			19 = pediatrics	19000 to 19999	
			20 = phys. med. and rehab.	20000 to 20999	
			21 = psychiatry	21000 to 21999	
			22 = pub. hlth. and prev. med.	22000 to 22999	
			23 = radiology	23000 to 23999, and 28000 to 28999	
			24 = surgery	24000 to 24999	
			25 = family practice - primary care	25000 to 25999	
			26 = other	26000 to 27999, and 29000 to 96999	

Item Number	Label	Description of Variable	Value Label and Their Interpretation	Accession Form Item # and Derivation (If any)	Special Processing Notes
27.	NATEMP	Nature (type) of employment	1 = strict full-time salaried 2 = geographic full-time salaried 3 = part-time salaried 0 = volunteer or other	item 18; codes 1,2 (See Appendix A) " " " 3,4 " " " 5,7,8 " " " 0,6,9 "	Recoded from original values at processing time. Not valid for 1970 file
28.	FACRNK	Faculty rank	1 = full professor 2 = associate professor 3 = assistant professor 4 = instructor 5 = lecturer or other 6 = no information	Salaried faculty are included in the six academic rank categories according to the following groups of codes, in Item 11: FULL PROFESSOR 02 PROFESSOR 03 ADJ CLIN PROF 04 ADJ PROFESSOR 05 ADJ PROF EMER 06 CLIN PROF 08 CLIN PROF EMER 09 CONSULTING PROF 10 PROF EMERITUS 11 PROFESSOR SD3-6 12 PROF IN RESID 13 PROF OF CLIN 14 RESEARCH PROF 15 PROFESSOR D3=6 16 VISITING PROF 17 PROF OF RES 18 VISIT RES PROF 19 PROF - COURTESY ASSOCIATE PROFESSOR 20 ASSOC PROF 21 ASSOC PROF D3-6 22 ADJ ASSOC PROF 23 ASSOC ADJ PROF 24 ASSOC CLIN PROF 25 ASSOC PROF EMER 26 ASSOC PROF RESD 27 ASSOC RES PROF 28 CLIN ASSOC PROF 29 ASSOC PROF D-1 30 RES ASSOC PROF	Not valid for 1970 file

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If any)	Special Processing Notes
28. (Continued)				31 CL ASSOC PRF EM 32 VISIT ASSC PROF 34 ACT ASSOC PROF 35 ASSOC PROF CLIN 36 CL ASSOC PRF D2 37 ADJ ASSOC PR CL 38 CONSULT ASSC PR	
				ASSISTANT PROFESSOR 40 ASST PROF 41 ASST PROF EMER 42 ADJ ASST PROF 43 ASST ADJ PROF 44 ASST CLIN PROF 45 ASST PROF CLIN 46 ASST PROF RESID 47 ASST RES PROF 48 CLIN ASST PROF 49 ADJ ASST PROF CL 50 RES ASST PROF 51 ASST PROF D3-6 52 VISIT ASST PROF 53 VIS RES AST PRF 54 ASST PROF D-L 55 CL ASST PRF D-L 56 CL ASST PROF D2 57 ACT ASST PROF	
				INSTRUCTOR 60 INSTRUCTOR 61 ASST CLIN INSTR 62 ADJ INSTRUCTOR 63 ASST INSTRUCTOR 64 CLIN INSTR 65 INSTRUCTOR D-1 66 CLIN INSTR SEN 67 ACT INSTRUCTOR 68 INSTR IN RESID 69 INSTR OF CLIN 70 INSTR SENIOR 71 VISITING INSTR 72 RESEARCH INSTR	
				LECTURER & OTHER 80 ADJUNCT 81 ADJUNCT ASSOC 82 PRINCIPAL ASSOC 84 CLIN ASST 85 RSRCH SPCIALIST	

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If any)	Special Processing Notes
				86 CLIN ASSOC 87 CONSULTANT 88 LECTURER 89 VISIT LECTURER 90 ASSOCIATE 91 TEACHING ASSOC 92 ASSISTANT 93 TEACHING ASSIST 94 FELLOW 95 RESEARCH FELLOW 96 RESEARCH ASST 97 RESEARCH ASSOC 98 OTHER NO INFORMATION 00 NONE 99 UNKNOWN	
29.	PELNAT	Nature of previous employemnt	1 = med, school full-time 2 = med. school part-time 3 = volunteer med. school 4 = other academic foundation or institution 5 = foreign employment 6 = private practice 7 = government employment 8 = other employment 9 = in training 10 = not specified 11 = unknown 12 = other employment	item 20C and 20F: previous employment location and type of employment, new codes derived using three tables of employment location codes.	At processing time, combine recoded values 8 and 12
30.	PRIV	Any private practice experience	0 = no 1 = yes	item 20C: all previous employment locations; code new variable "1" if any code 1800000 from employment table 9	
31.	TOTJOB	Total number of professional jobs in employment history	1 = current employment only 2 - 7 = number of jobs, including current one	item 20C: all previous employment locations, to a maximum of six lines	
32.	DEGREE	Composite degree	1 = M.D. and Ph.D. 2 = M.D. 3 = Ph.D. (non medical degree or other health-related doctorate) 4 = M.A. 5 = B.A. or Associate Degree	MD = codes 100 to 130 on lines 30, 31, 32 and 120 on line 34 (MBBS). Included are the following medical degrees:	For tabulations, adjust 1970 file to remove degrees after 1970

Item Number	Label	Description of Variable	Value labels and Their Interpretation	Accession Form Item # and Derivation (If any)	Special Processing Notes
32. (Continued)				D O MRCP FRCP MRCP-E FRCS MRCP-I MB BS MRCS MRACP H M D MRCOG Ph.D. = codes 200 to 370 on lines 30-34. Included are the following non-medical doctorates and doctorates in health-related professions: D D LL D D ED PH D D E D DS D EE D PH D LIT D V M D M SC OD D SC POD D D SW D MD D JUR SC D PHARM D C M.A. = codes 400 to 490 on lines 30-34. Included are the following degrees: LL M M HYG M A M LS M B A M PH M ED M S M EE M SW M HA PH M TH M B.A. = codes 500 to 610 on lines 30-34. Included are the following degrees: B A LL B B D PH B B DS B PH B E MB B ED ASSOCIATE B S OTHER J D	

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If any)	Special Processing Notes
33.	YRMD	Year of earliest MD degree		item 30D-34D	
34.	YRPHDO	Year of earliest Ph.D. or other health Doctorate			
35.	YRMA	Year of earliest Master's degree			
36.	CTRYMD	Country granting MD (in case of multiple MD's, use earliest one)		item 30C-34C, first 4-digits of institution code	
37. 38. 39. 40. 41. 42. 43.	PRED1 PRED2 PRED3 POST1 POST2 POST3 POST4	Source of up to three pre-doctoral awards, and four post-doctoral awards	Values 11-90, as printed on accession form.	items 56-58, 60-63	Process post-doctoral awards only for MD or PhD faculty
44.	PREDSW	Number of pre-doctoral support awards	Range: 0-3	items 56-58	
45.	POSTSW	Number of post-doctoral support awards	Range:0-4	items 60-63	Process only for doctoral faculty
46. 47. 48. 49.	RESD1 RESD2 RESD3 RESD4	U.S. Residency Service code (specialty code) for up to four residencies	Values 60-280	items 40-43B	
50. 51.	CERT 1 CERT 2	U.S. medical specialty certifications			

code	Residency or certification specialty	Applies to
060	PATHOLOGY	RESD
061	ANATOMIC PATHOLOGY	CERT
062	CLINICAL PATHOLOGY	CERT
063	FORENSIC PATHOLOGY	BOTH
064	HEMATOLOGY (PATH)	CERT
065	NEUROPATHOLOGY	BOTH
066	PA & CLINICAL PATHOLOGY	CERT
067	PA & MEDICAL MICRO-BIOLOGY	CERT
068	PA & NEUROPATHOLOGY	CERT
069	PATH-SPECIFY CERTIFI-CATE TITLE	CERT
070	MEDICAL CHEMISTRY	CERT
071	MEDICAL MICROBIOLOGY	CERT
072	MED MICRBIO & MED CHEM	CERT
073	BLOOD BANKING	CERT
074	RADIOISOTOPIC PATHOLOGY	CERT
100	ANESTHESIOLOGY	BOTH
110	DERMATOLOGY	BOTH
128	INFECTIOUS DISEASES	CERT
129	MEDICAL ONCOLOGY	CERT
130	INTERNAL MEDICINE	BOTH

Items 46, 48

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If any)	Special Processing Notes
			Residency or code certification specialty (Continued)	Applies to	
			131 ALLERGY & IMMUNOLOGY	CERT	
			132 ALLERGY	CERT	
			133 CARDIOVASCULAR DISEASES	CERT	
			134 ENDOCRINOLOGY & METABOLISM	CERT	
			135 GASTROENTEROLOGY	CERT	
			136 PULMONARY DISEASES	CERT	
			137 RHEUMATOLOGY	CERT	
			138 NEPHROLOGY	CERT	
			139 HEMATOLOGY (MED)	CERT	
			140 NEUROLOGY	BOTH	
			141 CHILD NEUROLOGY	CERT	
			150 OBSTETRICS & GYNECOLOGY	BOTH	
			151 GYNECOLOGY	CERT	
			152 OBSTETRICS	CERT	
			154 GYNECOLOGICAL ONCOLOGY	CERT	
			160 OPHTHALMOLOGY	BOTH	
			170 ORTHOPEDIC SURGERY	BOTH	
			180 OTOLARYNGOLOGY	BOTH	
			190 PEDIATRICS	BOTH	
			191 PEDIATRIC ALLERGY	BOTH	
			192 PEDIATRIC CARDIOLOGY	BOTH	
			194 PEDIATRIC HEMATOLOGY-ONCOLOGY	CERT	
			196 PEDIATRIC NEPHROLOGY	CERT	
			200 PHYSICAL MEDICINE & REHAB	BOTH	
			210 PSYCHIATRY & NEUROLOGY	CERT	
			211 CHILD PSYCHIATRY	BOTH	
			212 PSYCHIATRY	BOTH	
			213 PSYCHOANALYSIS	CERT	
			220 GENERAL PREVENTIVE MEDICINE	CERT	
			221 AEROSPACE MEDICINE	BOTH	
			222 OCUPATIONAL MEDICINE	BOTH	
			223 PUBLIC HEALTH	BOTH	
			224 PREVENTIVE MEDICINE	RESD	
			229 PEDIATRIC RADIOLOGY	BOTH	
			230 RADIOLOGY	BOTH	
			231 DIAGNOSTIC RADIOLOGY	BOTH	
			232 DIAGNOSTIC ROENTGENOLOGY	CERT	
			233 MEDICAL NUCLEAR PHYSICS	CERT	
			234 RADIOLOGY PHYSICS	CERT	
			235 RADIUM THERAPY	CERT	
			236 ROENTGEN RAY/GAMMA RAY PHYSICS	CERT	

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If any)	Special Processing Notes
			Residency or code certification specialty (Continued)	Applies to	
			237 ROENTGENOLOGY	CERT	
			238 THERAPEUTIC RADIOLOGY	CERT	
			239 THERAPEUTIC ROENT-GENOLOGY	BOTH	
			240 SURGERY	BOTH	
			241 COLON & RECTAL SURGERY	BOTH	
			242 NEUROLOGICAL SURGERY	BOTH	
			243 PLASTIC SURGERY	BOTH	
			244 THORACIC SURGERY	BOTH	
			245 UROLOGY	BOTH	
			246 PEDIATRIC SURGERY	BOTH	
			250 FAMILY PRACTICE	BOTH	
			251 GENERAL PRACTICE	RESD	
			280 NUCLEAR MEDICINE	BOTH	
			888 NO U.S. EQUIVALENT	CERT	
			889 NOT APPROVED RESIDENCY PROGRAM	RESD	
			998 FORMER	CERT	
			999 UNKNOWN	BOTH	
52.	INTRN	Number of internships	0 - 2 indicates number	items 36, 37, 38	Special Program to recover lost data
53.	RESD	Number of residencies	0 - 4 indicates number	items 40 - 43	
54.	BDCT	Number of board certifications	0 - 2 indicates numbers	items 46, 48	
55.	FGNCRT	Any foreign medical certification	0 = no; 1 = yes	item 53	
56.	ANYFED	Any current federal grant	0 = no; 1 = yes	items 65 - 73A	Not valid for 1970 file
57.	NIHSAL	Any Salary support from NIH training grants	1 = no; 1 = yes	items 65 - 67D	Not valid for 1970 file
58.	OFPSAL	Any Salary support from other federal programs	1 = no; 1 = yes	items 69-73D	Not valid for 1970 file
59.	NIHT	Number of NIH training grants	0 - 3 indicates number	items 65-67A	Not valid for 1970 file
60.	OFP	Number of other federal program grants ((excluding NIH training grants)	0 - 5 indicates number	items 69-73D	Not valid for 1970 file

Item Number	Label	Description of Variable	Value Labels and Their Interpretation	Accession Form Item # and Derivation (If any)	Special Processing Notes
61. 62. 63. 64. 65.	OFP1 OFP2 OFP3 OFP4 OFP5	Name of sponsoring agency's program, for other federal program grants -- up to 5 grants	codes 01-29, as printed on accession form	items 69-73C	Not valid for 1970 file
66. 67. 68.	NIHSP1 NIHSP2 NIHSP3	Specialty codes for NIH training grants (= discipline)	codes 1-38 same as Primary specialty codes	items 65-67A	2 categories not recoverable from short data file
69.	RNKDGR	Combined rank x degree code	1 = Full professor:MD and PhD 2 = MD 3 = PhD 4 = Non-doctoral 5 = Associate professor: MD & PhD 6 = MD 7 = PhD 8 = Non-doctoral 9 = Assistant professor: MD & PhD 10 = MD 11 = PhD 12 = Non-doctoral 13 = Instructor: MD and PhD 14 = MD 15 = PhD 16 = Non-doctoral 17 = Lecturer or other: MD & PhD 18 = MD 19 = PhD 20 = Non-doctoral		Not valid for 1970 file. Add B.A. into Non-doctoral categories at processing time.
70.	PELN	Nature (type)of previous employment	Codes same as for NATEMP	item 20 F	