

## 5 Year Comparison with Underrepresentation

### College of Medicine - Rockford

College Summary Oct. 2002								
	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	79	100%		47	100%	45	100%	
Women	36	46%		30	64%	12	27%	13
Black	2	3%		1	2%	1	2%	5
Hispanic	3	4%		2	4%	2	4%	2
Other	9	11%	-	3	6%	4	9%	-

ADMINISTRATORS								
	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	13	100%		11	100%	9	100%	
Women	3	23%	64%	5	45%	3	33%	5
Black	0	0%	8%	0	0%	0	0%	1
Hispanic	0	0%	6%	0	0%	0	0%	1
Other	1	8%	-	0	0%	0	0%	-

ACADEMIC PROFESSIONALS								
	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	26	100%		18	100%	8	100%	
Women	21	81%	51%	15	83%	5	63%	0
Black	0	0%	14%	0	0%	1	13%	4
Hispanic	1	4%	8%	1	6%	0	0%	1
Other	1	4%	-	0	0%	0	0%	-

FACULTY TENURED & TENURE-TRACK								
	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	17	100%		10	100%	13	100%	
Women	2	12%	51%	3	30%	2	15%	6
Black	0	0%	14%	1	10%	0	0%	0
Hispanic	1	6%	8%	1	10%	0	0%	0
Other	3	18%	-	1	10%	2	15%	-

FACULTY NON-TENURED								
	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	23	100%		8	100%	15	100%	
Women	10	43%	51%	7	88%	2	13%	2
Black	2	9%	14%	0	0%	0	0%	0
Hispanic	1	4%	8%	0	0%	2	13%	0
Other	4	17%	-	2	25%	2	13%	-

SUBTOTAL - Faculty								
	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	40	100%		18	100%	28	100%	
Women	12	30%	51%	10	56%	4	14%	8
Black	2	5%	14%	1	6%	0	0%	0
Hispanic	2	5%	8%	1	6%	2	7%	0
Other	7	18%	-	3	17%	4	14%	-

## 5 Year Comparison with Underrepresentation

### FACULTY BY DEPARTMENT

<b>Rockford School of Medicine</b>								
<b>Tenured &amp; Tenure-track</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	0	100%		0	100%	1	100%	
Women	0	0%	35%	0	0%	0	0%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-
<b>Non-tenured</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	0	100%		1	100%	2	100%	
Women	0	0%	34%	0	0%	0	0%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	0	0%	5%	0	0%	0	0%	0
Other	0	0%	-	1	100%	1	50%	-
<b>Ctr for Rural Hlth Prof Educ</b>								
<b>Tenured &amp; Tenure-track</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	0	100%		1	100%	2	100%	
Women	0	0%	35%	0	0%	0	0%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	0
Other	0	0%	-	0	0%	1	50%	-
<b>Non-tenured</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	1	100%		0	100%	0	0%	
Women	0	0%	34%	0	0%	0	0%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	0	0%	5%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-
<b>Family Medicine</b>								
<b>Tenured &amp; Tenure-track</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	4	100%		3	100%	4	100%	
Women	1	25%	35%	1	33%	1	25%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-
<b>Non-tenured</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	11	100%		4	100%	3	100%	
Women	5	45%	34%	4	100%	0	0%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	1	9%	5%	0	0%	1	33%	0
Other	2	18%	-	0	0%	0	0%	-

### 5 Year Comparison with Underrepresentation

<b>Med &amp; Med Specialities</b>								
<b>Tenured &amp; Tenure-track</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	3	100%		0	100%	2	100%	
Women	0	0%	30%	0	0%	0	0%	1
Black	0	0%	5%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-
<b>Non-tenured</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	1	100%		0	100%	3	100%	
Women	0	0%	28%	0	0%	0	0%	0
Black	0	0%	4%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	0
Other	0	0%	-	0	0%	1	33%	-

<b>Biomedical Science</b>								
<b>Tenured &amp; Tenure-track</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	6	100%		2	100%	3	100%	
Women	0	0%	29%	0	0%	1	33%	2
Black	0	0%	2%	0	0%	0	0%	0
Hispanic	1	17%	3%	1	50%	0	0%	0
Other	3	50%	-	0	0%	1	33%	-
<b>Non-tenured</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	0	100%		0	100%	1	100%	
Women	0	0%	30%	0	0%	0	0%	0
Black	0	0%	2%	0	0%	0	0%	0
Hispanic	0	0%	2%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

<b>Obstetrics and Gynecology</b>								
<b>Tenured &amp; Tenure-track</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	1	100%		2	100%	1	100%	
Women	0	0%	40%	1	50%	0	0%	0
Black	0	0%	2%	1	50%	0	0%	0
Hispanic	0	0%	3%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-
<b>Non-tenured</b>	<b>2002</b>	<b>%</b>	<b>% in Available Pool</b>	<b># Hires from Fall 1997 through Fall 2002</b>	<b>% Hires from Fall 1997 through Fall 2002</b>	<b># Terminations from Fall 1997 through Fall 2002</b>	<b>% Terminations from Fall 1997 through Fall 2002</b>	<b># Under Representation</b>
Total	3	100%		0	100%	1	100%	
Women	2	67%	44%	0	0%	0	0%	0
Black	2	67%	2%	0	0%	0	0%	0
Hispanic	0	0%	2%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

### 5 Year Comparison with Underrepresentation

Pathology		NONE						
Pathology Tenured & Tenure-track								
Non-tenured	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	1	100%		1	100%	0	0%	
Women	1	100%	35%	1	100%	0	0%	0
Black	0	0%	3%	0	0%	0	0%	0
Hispanic	0	0%	3%	0	0%	0	0%	0
Other	1	100%	-	1	100%	0	0%	-

Pediatrics								
Tenured & Tenure-track	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	2	100%		0	100%	0	0%	
Women	0	0%	54%	0	0%	0	0%	1
Black	0	0%	5%	0	0%	0	0%	0
Hispanic	0	0%	5%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

Non-tenured	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	2	100%		2	100%	1	100%	
Women	2	100%	51%	2	100%	0	0%	0
Black	0	0%	5%	0	0%	0	0%	0
Hispanic	0	0%	5%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-

Psychiatry								
Tenured & Tenure-track	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	1	100%		2	100%	0	0%	
Women	1	100%	52%	1	50%	0	0%	2
Black	0	0%	5%	0	0%	0	0%	0
Hispanic	0	0%	4%	0	0%	0	0%	0
Other	0	0%	-	1	50%	0	0%	-

Non-tenured	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	4	100%		0	100%	3	100%	
Women	0	0%	39%	0	0%	1	33%	2
Black	0	0%	6%	0	0%	0	0%	0
Hispanic	0	0%	5%	0	0%	1	33%	0
Other	1	25%	-	0	0%	0	0%	-

Surgery		NONE						
Surgery - Tenured & tenure-track								
Non-tenured	2002	%	% in Available Pool	# Hires from Fall 1997 through Fall 2002	% Hires from Fall 1997 through Fall 2002	# Terminations from Fall 1997 through Fall 2002	% Terminations from Fall 1997 through Fall 2002	# Under Representation
Total	0	0%		0	0%	1	100%	
Women	0	0%	0%	0	0%	1	100%	0
Black	0	0%	0%	0	0%	0	0%	0
Hispanic	0	0%	0%	0	0%	0	0%	0
Other	0	0%	-	0	0%	0	0%	-