

**ASSOCIATION
OF
MEDICAL SCHOOL
MICROBIOLOGY AND IMMUNOLOGY
CHAIRS
SURVEY
2015**

Survey Committee:

James Samuel, Ph.D. (Chair)

David Bradley, Ph.D.

James Palmieri, Ph.D.

Ira Schwartz, Ph.D.

Table of Contents

Institutions that completed the 2015 AMSMIC Survey	3
Table 1: Institutional Support	5
Table 2: Start-up Costs	11
Table 3: Personnel Demographics	15
Table 4: Graduate Program Information	21
Table 5: Postdoctoral Fellow Information	28
Table 6: Medical Student Curriculum	33
Table 7: Chair Demographics	36
Table 8: Faculty Demographics - Professors	39
Table 9: Faculty Demographics - Associate Professors	42
Table 10: Faculty Demographics - Assistant Professors	45
Table 11: Present and Future Surveys	49

Institutions that completed the 2015 AMSMIC Survey

Northeastern Region

Albany Medical College
Boston University School of Medicine
CUNY School of Medicine
Drexel University College of Medicine
Icahn School of Medicine at Mount Sinai
New York Medical College
Sidney Kimmel Medical College
Stony Brook University
The George Washington University
Trustees of Dartmouth College
Uniformed Services University
University at Buffalo
University of Connecticut Health Center
University of Maryland School of Medicine
University of Pittsburgh
University of Rochester
University of Vermont & State Agricultural College

N = 17

Midwest Region

A.T. Still University of Health Sciences-Kirksville College of Osteopathic Medicine
Chicago Medical School, Rosalind Franklin University of Medicine and Science
Creighton University
Des Moines University - College of Osteopathic Medicine
Indiana University School of Medicine
Loyola University Chicago
Midwestern University, CCOM
Rush University Medical Center
Saint Louis University
Southern Illinois University School of Medicine
The Ohio State University
The University of Minnesota
University of Kansas Medical Center
University of Michigan
University of Missouri
University of Toledo College of Medicine and Life Sciences
Wayne State University Medical School

N = 17

Institutions that completed the 2015 AMSMIC Survey - Continue

Southern Region

Duke University School of Medicine
East Carolina University
Emory University
Joan C. Edwards School of Medicine at Marshall University
Texas A&M University
Texas Tech University Health Sciences Center
The University of Tennessee Health Science Center
The University of Texas Health Science Center of Houston
UTMB Health
University of Alabama at Birmingham
University of Arkansas for Medical Sciences
University of Mississippi Medical Center
University of North Carolina at Chapel Hill
University of Oklahoma Health Sciences Center
University of South Alabama
University of South Carolina

N = 16

Western Region

University of California, Davis
University of California, Irvine
University of Colorado School of Medicine
University of Southern California

N = 4

Other Region (Canada & Puerto Rico)

McGill University
Université de Montréal
Université de Sherbrooke

N = 3

Table 1: Institutional Support

Table 1: Institutional Support

Questions	Type of Institution			Region				
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Region								
Northeastern	31.48%	45.00%	23.53%	100.00%	0.00%	0.00%	0.00%	0.00%
Midwest	31.48%	40.00%	26.47%	0.00%	100.00%	0.00%	0.00%	0.00%
Southern	29.63%	10.00%	41.18%	0.00%	0.00%	100.00%	0.00%	0.00%
Western	7.41%	5.00%	8.82%	0.00%	0.00%	0.00%	100.00%	0.00%
n	54	20	34	17	17	16	4	3
Is your institution								
Private	37.04%	100.00%	0.00%	52.94%	47.06%	12.50%	25.00%	0.00%
Public	62.96%	0.00%	100.00%	47.06%	52.94%	87.50%	75.00%	100.00%
n	54	20	34	17	17	16	4	3
Total department budget (all sources)								
Mean	\$8,445,814	\$11,726,953	\$6,515,732	\$11,710,443	\$5,075,675	\$8,679,561	\$7,959,238	\$2,123,333
(std)	(\$9,610,300)	(\$13,907,781)	(\$5,157,786)	(\$13,246,726)	(\$4,115,482)	(\$9,020,103)	(\$8,560,356)	(\$1,910,140)
Minimum	\$179,000	\$936,089	\$179,000	\$179,000	\$837,184	\$1,167,653	\$950,000	\$20,000
Maximum	\$44,726,000	\$44,726,000	\$21,179,775	\$44,726,000	\$14,000,000	\$33,971,649	\$20,000,000	\$3,750,000
Median	\$4,990,206	\$4,990,206	\$5,197,528	\$6,877,689	\$4,033,680	\$5,717,196	\$5,443,477	\$2,600,000
n	54	20	34	17	17	16	4	3
Percent of this total budget provided by the institution? (%)								
Mean	48.17	44.53	50.38	41.38	57.66	44.03	55.00	100.00
(std)	(31.07)	(33.29)	(29.96)	(27.00)	(32.66)	(32.35)	(39.05)	(0.00)
Minimum	4.5	4.5	5.0	4.5	9.2	5.0	30.0	100.0
Maximum	100.0	100.0	100.0	90.0	100.0	100.0	100.0	100.0
Median	44.0	40.5	44.1	42.0	50.0	37.5	35.0	100.0
n	53	20	33	17	17	16	3	3
What type of change occurred to this commitment during the last fiscal year?								
Increase	28.30%	26.32%	29.41%	47.06%	6.25%	31.25%	25.00%	33.33%
No Change	33.96%	57.89%	20.59%	29.41%	37.50%	31.25%	50.00%	66.67%
Decrease	37.74%	15.79%	50.00%	23.53%	56.25%	37.50%	25.00%	0.00%
n	53	19	34	17	16	16	4	3
What percentage change did occur? (%)								
Mean	-0.43	6.05	-3.77	-3.44	-2.51	5.08	-3.33	1.00
(std)	(17.98)	(25.42)	(11.75)	(15.89)	(6.01)	(26.78)	(5.77)	(1.73)
Minimum	-58.0	-15.0	-58.0	-58.0	-15.0	-18.0	-10.0	0.0
Maximum	103.0	103.0	13.5	13.5	7.0	103.0	0.0	3.0
Median	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.0
n	50	17	33	16	15	16	3	3

Table 1 - Continue: Institutional Support

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Have you had to lay off administrative or other support staff during the last fiscal year?									
Yes	11.11%	15.00%	8.82%	11.76%	11.76%	6.25%	25.00%	33.33%	
No	88.89%	85.00%	91.18%	88.24%	88.24%	93.75%	75.00%	66.67%	
	n	54	20	34	17	17	16	4	3
What is your institutional NIH Facilities & Administration (F&A) indirect costs rate?	Mean	52.76	56.19	50.75	55.44	51.53	50.01	57.63	12.00
	(std)	(7.91)	(6.58)	(8.01)	(11.62)	(3.44)	(5.88)	(5.19)	(16.97)
	Minimum	14.3	43.5	14.3	14.3	43.5	33.5	53.0	0.0
	Maximum	69.5	69.5	59.5	69.5	56.0	59.0	65.0	24.0
	Median	53.3	56.0	52.8	56.5	52.0	51.5	56.3	12.0
	n	54	20	34	17	17	16	4	2
What is your institutional federal NON-NIH F&A rate?	Mean	47.51	51.60	45.03	49.19	45.75	45.63	60.25	0.00
	(std)	(12.90)	(14.59)	(11.32)	(17.62)	(10.22)	(9.07)	(6.72)	
	Minimum	8.5	8.5	14.3	8.5	20.0	26.0	55.5	0.0
	Maximum	69.5	69.5	59.5	69.5	55.0	56.0	65.0	0.0
	Median	51.0	53.5	48.5	54.0	50.5	47.5	60.3	0.0
	n	45	17	28	15	16	12	2	1
What is your overall non-federal F&A rate?	Mean	41.11	42.12	40.46	47.30	35.91	38.72	65.00	20.00
	(std)	(16.89)	(19.66)	(15.20)	(16.05)	(16.01)	(16.92)		(28.28)
	Minimum	0.0	3.5	0.0	14.3	3.5	0.0	65.0	0.0
	Maximum	65.0	65.0	61.5	64.0	54.0	56.0	65.0	40.0
	Median	46.3	50.5	45.3	52.5	30.0	45.3	65.0	20.0
	n	46	18	28	15	16	14	1	2
What percentage of the F&A is returned to the department? (%)	Mean	21.81	24.00	20.57	17.94	27.97	22.71	10.77	12.50
	(std)	(25.26)	(26.97)	(24.61)	(24.08)	(29.27)	(25.58)	(6.25)	(17.68)
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	6.3	0.0
	Maximum	100.0	100.0	100.0	100.0	100.0	85.0	20.0	25.0
	Median	13.3	20.0	10.0	10.0	24.5	15.6	8.4	12.5
	n	50	18	32	16	15	15	4	2
What percentage of the F&A is returned to the faculty member? (%)	Mean	5.51	4.12	6.23	1.47	6.38	9.78	0.00	12.50
	(std)	(15.40)	(8.34)	(18.08)	(2.92)	(10.05)	(25.07)	(0.00)	(17.68)
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Maximum	100.0	25.0	100.0	10.0	25.0	100.0	0.0	25.0
	Median	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.5
	n	50	17	33	16	15	16	3	2

Table 1 - Continue: Institutional Support

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
What percentage of royalties are returned to the department? (%)	Mean	14.23	12.60	15.27	13.36	14.15	15.63	12.50	0.00
	(std)	(12.95)	(12.58)	(13.32)	(13.59)	(12.17)	(14.06)	(17.68)	
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Maximum	40.0	33.0	40.0	33.0	33.3	40.0	25.0	0.0
	Median	12.0	10.3	15.0	8.0	15.0	12.5	12.5	0.0
	n	41	16	25	14	13	12	2	1
What percentage of royalties are returned to the faculty member? (%)	Mean	26.02	22.72	28.22	26.77	20.52	33.42	12.50	0.00
	(std)	(18.66)	(20.00)	(17.80)	(19.25)	(16.94)	(18.96)	(17.68)	
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Maximum	55.0	50.0	55.0	50.0	50.0	55.0	25.0	0.0
	Median	33.0	20.0	33.0	33.0	15.0	37.5	12.5	0.0
	n	40	16	24	13	13	12	2	1
Does your institution provide bridge funding									
Yes	25.93%	30.00%	23.53%	29.41%	23.53%	25.00%	25.00%	0.00%	
Sometimes, on a case-by-case basis or by a competitive process	64.81%	55.00%	70.59%	70.59%	58.82%	68.75%	50.00%	100.00%	
No	9.26%	15.00%	5.88%	0.00%	17.65%	6.25%	25.00%	0.00%	
n	54	20	34	17	17	16	4	3	
How much bridge funding does the institution provide EXCLUSIVE of faculty salary?	Mean	\$43,799	\$47,575	\$41,567	\$35,083	\$36,696	\$56,818	\$60,000	\$46,667
	(std)	(\$30,710)	(\$38,811)	(\$25,537)	(\$28,925)	(\$33,489)	(\$29,603)	(\$14,142)	(\$46,458)
	Minimum	\$0	\$0	\$0	\$0	\$0	\$15,000	\$50,000	\$15,000
	Maximum	\$112,480	\$112,480	\$100,000	\$100,000	\$112,480	\$100,000	\$70,000	\$100,000
	Median	\$40,000	\$40,000	\$37,500	\$38,750	\$30,000	\$60,000	\$60,000	\$25,000
	n	35	13	22	12	10	11	2	3
What percentage of bridge funding is the responsibility of the department? (%)	Mean	32.35	31.27	32.91	35.27	27.33	26.27	56.25	0.00
	(std)	(36.86)	(40.55)	(35.55)	(34.67)	(40.10)	(32.60)	(51.54)	(0.00)
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Maximum	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0
	Median	20.0	9.0	23.0	50.0	5.0	0.0	62.5	0.0
	n	44	15	29	15	12	13	4	3
Does the bridge funding cover technician salary									
Yes	86.54%	73.68%	93.94%	94.12%	75.00%	93.33%	75.00%	100.00%	
No	13.46%	26.32%	6.06%	5.88%	25.00%	6.67%	25.00%	0.00%	
n	52	19	33	17	16	15	4	3	

Table 1 - Continue: Institutional Support

Questions	Type of Institution			Region				
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Does the bridge funding cover supplies								
Yes	88.46%	68.42%	100.00%	94.12%	68.75%	100.00%	100.00%	100.00%
No	11.54%	31.58%	0.00%	5.88%	31.25%	0.00%	0.00%	0.00%
n	52	19	33	17	16	15	4	3
Total space in the department (sq ft.)								
Mean	25,749.42	20,410.56	29,130.69	24,829.73	18,752.81	33,310.84	35,407.50	36,666.67
(std)	(16,123.84)	(9,597.11)	(18,510.50)	(8,542.04)	(9,534.62)	(24,069.51)	(1,743.02)	(32,532.04)
Minimum	2,450	2,450	11,000	11,490	2,450	12,900	34,175	5,000
Maximum	97,573	36,639	97,573	36,639	40,000	97,573	36,640	70,000
Median	21,590	19,000	22,750	26,076	18,890	23,000	35,408	35,000
n	49	19	30	15	17	15	2	3
What is the average laboratory space per faculty member? (sq ft.)								
Mean	1,068.37	1,021.20	1,097.86	1,025.88	1,017.35	1,164.03	1,096.50	650.00
(std)	(382.06)	(298.72)	(427.93)	(284.38)	(448.58)	(379.20)	(511.63)	(264.58)
Minimum	300	350	300	604	300	500	411	350
Maximum	1,963	1,700	1,963	1,700	1,963	1,860	1,500	850
Median	1,015	1,000	1,045	1,010	900	1,200	1,238	750
n	52	20	32	16	17	15	4	3

Table 1 - Continue: Institutional Support

Region	Type of Institution	Table 1: Institutional Support - Additional Comments
Northeastern	Private	*%budget from Institutional funds includes teaching support *Assuming bridge support defined as "interim funding when shortage of external grants", bridge support generally provides funds to cover faculty salaries, occasional bridge support for graduate student stipends/health insurance
Northeastern	Public	The decrease in department funds did not affect salaries.
Midwest	Private	100% of F&A is returned to the Dean's office of that faculty member.
Midwest	Private	If total F&A reimbursement to the university exceeds \$12.5 million then the F&A returned to the department and faculty member is 10% for each. With bridge funding, sometimes the department provides a percentage on a case-by-case basis.
Midwest	Public	F&A is increasing to 54% over the next 2 years. We just moved to a brand new building; don't have current space allocations yet.
Southern	Private	22 includes lab (1030) and office (300)
Southern	Public	(1) For Q21, I provided total space = lab + office space. Lab space = 12116 sq ft (2) For Q22. We have a large number of open faculty positions that inflate the apparent average lab space. (3) For Q4, total department budget includes federal, state and insitutional support but excludes salaries (which = about \$1,000,000.
Southern	Public	The increase in the department budget was to improve faculty salaries that were very low.
Southern	Public	Includes shared equipment space, faculty offices, Space not all assigned
Other	Public	My Institution is in Canada, so all the questions relating to indirect costs from NIH are not pertinent. Also, salary structure and Department administration is much different here.

Table 2: Start-up Costs

Table 2: Start-up Costs

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Cost of start-up package for junior faculty?	Mean	\$607,471	\$583,309	\$623,059	\$613,893	\$507,048	\$644,643	\$966,667	\$233,333
	(std)	(\$325,339)	(\$362,149)	(\$304,476)	(\$291,951)	(\$344,198)	(\$312,893)	(\$301,386)	(\$189,297)
	Minimum	\$50,000	\$50,000	\$200,000	\$200,000	\$50,000	\$250,000	\$650,000	\$100,000
	Maximum	\$1,500,000	\$1,250,000	\$1,500,000	\$1,250,000	\$1,500,000	\$1,300,000	\$1,250,000	\$450,000
	Median	\$600,000	\$600,000	\$600,000	\$625,000	\$586,000	\$600,000	\$1,000,000	\$150,000
	n	51	20	31	17	17	14	3	3
Assistant Professor starting salary	Mean	\$103,119	\$124,701	\$90,424	\$133,472	\$88,706	\$86,526	\$101,750	\$72,667
	(std)	(\$76,704)	(\$123,691)	(\$13,866)	(\$132,959)	(\$8,229)	(\$15,769)	(\$13,623)	(\$13,279)
	Minimum	\$40,000	\$75,000	\$40,000	\$75,000	\$75,000	\$40,000	\$87,000	\$65,000
	Maximum	\$644,520	\$644,520	\$120,000	\$644,520	\$105,000	\$110,000	\$120,000	\$88,000
	Median	\$90,000	\$91,000	\$88,000	\$100,000	\$88,000	\$85,000	\$100,000	\$65,000
	n	54	20	34	17	17	16	4	3
This salary is guaranteed	Indefinitely	35.19%	35.00%	35.29%	17.65%	52.94%	43.75%	0.00%	33.33%
	For a finite period	64.81%	65.00%	64.71%	82.35%	47.06%	56.25%	100.00%	66.67%
	n	54	20	34	17	17	16	4	3
If for a finite period, how long is this salary guaranteed? (yrs)	Mean	3.91	3.12	4.39	4.07	3.50	4.44	3.00	3.00
	(std)	(1.74)	(0.58)	(2.02)	(1.74)	(1.20)	(2.40)	(0.00)	(0.00)
	Minimum	1	2	1	3	2	1	3	3
	Maximum	8	4.5	8	7.5	6	8	3	3
	Median	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0
	n	35	13	22	14	8	9	4	2
What is the average amount of laboratory space offered? (sq ft.)	Mean	822.87	833.90	816.18	833.63	829.35	829.06	727.50	583.33
	(std)	(283.54)	(285.23)	(286.72)	(296.10)	(341.45)	(249.96)	(87.70)	(332.92)
	Minimum	325	350	325	400	325	500	600	200
	Maximum	1,500	1,500	1,500	1,500	1,500	1,250	800	800
	Median	800	800	760	776	756	825	755	750
	n	53	20	33	16	17	16	4	3

Table 2 - Continue: Start-up Costs

Questions	Overall **	Type of Institution		Region				
		Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Over the next three years, do you anticipate hiring new faculty in:								
Bacteriology								
Yes	61.36%	47.06%	70.37%	53.33%	38.46%	91.67%	75.00%	100.00%
No	38.64%	52.94%	29.63%	46.67%	61.54%	8.33%	25.00%	0.00%
n	44	17	27	15	13	12	4	3
Virology								
Yes	55.81%	61.11%	52.00%	57.14%	52.94%	62.50%	50.00%	100.00%
No	44.19%	38.89%	48.00%	42.86%	47.06%	37.50%	50.00%	0.00%
n	43	18	25	14	17	8	4	3
Immunology								
Yes	72.00%	66.67%	75.00%	68.75%	56.25%	92.86%	75.00%	100.00%
No	28.00%	33.33%	25.00%	31.25%	43.75%	7.14%	25.00%	0.00%
n	50	18	32	16	16	14	4	1
Mycology								
Yes	8.82%	15.38%	4.76%	9.09%	8.33%	12.50%	0.00%	0.00%
No	91.18%	84.62%	95.24%	90.91%	91.67%	87.50%	100.00%	100.00%
n	34	13	21	11	12	8	3	1
Parasitology								
Yes	8.82%	15.38%	4.76%	9.09%	8.33%	12.50%	0.00%	0.00%
No	91.18%	84.62%	95.24%	90.91%	91.67%	87.50%	100.00%	100.00%
n	34	13	21	11	12	8	3	1
Cell Biology								
Yes	11.76%	0.00%	18.18%	9.09%	8.33%	25.00%	0.00%	0.00%
No	88.24%	100.00%	81.82%	90.91%	91.67%	75.00%	100.00%	100.00%
n	34	12	22	11	12	8	3	1

Table 2 - Continue: Start-up Costs

Region	Type of Institution	Table 2: Start-up Costs - Additional Comments
Northeastern	Private	Anticipate hiring 1-2 faculty/year in the above areas although specific area not designated (depends on the candidate).
Northeastern	Private	Area of faculty recruitment dependent on NIH funding
Northeastern	Private	We will focus on new faculty working at the host-pathogen interface
Northeastern	Public	If successfully tenured, salary guaranteed indefinitely.
Northeastern	Public	The Department is recruiting a new Chair. New faculty may be hired once the new Chair is on board.
Midwest	Private	Just hired one Immunology faculty
Midwest	Private	We will also be looking to hire someone with a strong pathogenesis background
Midwest	Private	Two Assistant Professors, tenure-track, have been hired very recently. One started October 15, 2015 and the other will start on December 1, 2015. Both faculty are researching viral pathogenesis in mouse models, so they have expertise in virology and immunology. In this survey, I have considered these faculty to be current faculty.
Midwest	Public	start up does NOT include faculty salary support
Southern	Private	We are an Immunology department
Southern	Public	The department includes expertise in Biochemistry, Microbiology and Immunology. New hires will include faculty in these three areas.
Southern	Public	Anticipate to hire 2 new faculty in the next 3 years
Southern	Public	A startup package for a funded recruit includes 100% of the indirect cost of his/her NIH grant (pays 52.5%) transferred for up to 3 years plus an account of about \$75,000. If a grant is not transferred, then the startup package includes \$250,000 plus funds for 2 grad students for 3 years - - - the salary of all faculty is paid (100%) by the institution.
Southern	Public	Projected hires.
Western	Public	We have not had a new FTE in the department since 2008. There has been a freeze on medical school basic science FTEs.
Western	Public	24.- Start-up packages range from \$1M to \$1.5M and vary with needs and specialty.

Table 3: Personnel Demographics

Table 3: Personnel Demographics

Questions	Type of Institution			Region				
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Has the total number of faculty in your department changed since 2011?								
Increase	52.83%	55.00%	51.52%	58.82%	52.94%	43.75%	66.67%	50.00%
No Change	16.98%	25.00%	12.12%	11.76%	17.65%	18.75%	33.33%	0.00%
Decrease	30.19%	20.00%	36.36%	29.41%	29.41%	37.50%	0.00%	50.00%
n	53	20	33	17	17	16	3	2
Mean	18.62	18.55	18.67	20.76	14.00	19.19	29.67	21.00
(std)	(10.09)	(9.63)	(10.50)	(10.23)	(6.40)	(9.56)	(19.76)	(0.00)
Minimum	5	5	5	9	5	5	12	21
Maximum	51	42	51	44	27	43	51	21
Median	16.0	15.5	16.0	17.0	12.0	15.5	26.0	21.0
n	53	20	33	17	17	16	3	2
What is the total number of faculty members with a PRIMARY academic appointment in your department - include primary faculty who may be physically located in a center/institute or other non-department research unit?								
Mean	15.69	15.60	15.75	16.47	12.59	16.73	23.67	17.00
(std)	(8.40)	(9.89)	(7.49)	(9.17)	(6.99)	(7.84)	(10.69)	(5.66)
Minimum	0	0	2	0	0	5	12	13
Maximum	37	37	33	37	27	31	33	21
Median	15.0	14.5	15.0	16.0	12.0	15.0	26.0	17.0
n	52	20	32	17	17	15	3	2
Of the total number of primary faculty, how many are considered as "core faculty" - i.e., not in a non-department research unit?								
Mean	15.69	15.60	15.75	16.47	12.59	16.73	23.67	17.00
(std)	(8.40)	(9.89)	(7.49)	(9.17)	(6.99)	(7.84)	(10.69)	(5.66)
Minimum	0	0	2	0	0	5	12	13
Maximum	37	37	33	37	27	31	33	21
Median	15.0	14.5	15.0	16.0	12.0	15.0	26.0	17.0
n	52	20	32	17	17	15	3	2
What is the total number of faculty members with any type of appointment - primary, secondary, adjunct, etc.?								
Mean	36.66	31.05	40.06	45.12	23.76	40.25	42.67	45.00
(std)	(27.73)	(23.12)	(30.01)	(32.48)	(15.09)	(27.86)	(41.59)	(31.11)
Minimum	4	4	9	4	4	9	12	23
Maximum	128	100	128	128	52	112	90	67
Median	29.0	29.0	29.0	42.0	21.0	31.5	26.0	45.0
n	53	20	33	17	17	16	3	2
How many TOTAL faculty have you hired since 2011?								
None	7.55%	5.00%	9.09%	0.00%	5.88%	12.50%	33.33%	0.00%
One	16.98%	20.00%	15.15%	29.41%	17.65%	6.25%	0.00%	50.00%
Two	32.08%	30.00%	33.33%	23.53%	41.18%	37.50%	0.00%	0.00%
>2	43.40%	45.00%	42.42%	47.06%	35.29%	43.75%	66.67%	50.00%
n	53	20	33	17	17	16	3	2
For newly hired faculty, was grant support required?								
Yes	24.00%	21.05%	25.81%	35.29%	18.75%	20.00%	0.00%	50.00%
No	76.00%	78.95%	74.19%	64.71%	81.25%	80.00%	100.00%	50.00%
n	50	19	31	17	16	15	2	2

Table 3 - Continue: Personnel Demographics

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total full-time Female faculty (primary appointees only)	Mean	5.60	5.50	5.67	5.94	4.35	6.38	6.67	5.50
	(std)	(3.94)	(3.78)	(4.10)	(3.65)	(3.62)	(4.70)	(2.52)	(0.71)
	Minimum	0	1	0	1	1	0	4	5
	Maximum	20	17	20	17	17	20	9	6
	Median	5.0	5.0	5.0	5.0	4.0	5.0	7.0	5.5
	n	53	20	33	17	17	16	3	2
Full-time Female tenured faculty (primary appointees only)	Mean	2.36	1.30	3.00	1.88	2.47	2.50	3.67	3.50
	(std)	(2.23)	(1.38)	(2.41)	(1.58)	(3.06)	(1.97)	(0.58)	(0.71)
	Minimum	0	0	0	0	0	0	3	3
	Maximum	13	5	13	5	13	6	4	4
	Median	2.0	1.0	3.0	2.0	2.0	2.5	4.0	3.5
	n	53	20	33	17	17	16	3	2
Full-time Female non-tenured faculty (primary appointees only - on tenure track)	Mean	1.32	1.68	1.10	1.47	0.93	1.53	1.33	1.00
	(std)	(1.15)	(1.34)	(0.98)	(1.37)	(0.59)	(1.30)	(1.15)	
	Minimum	0	0	0	0	0	0	0	1
	Maximum	5	5	4	5	2	4	2	1
	Median	1.0	1.0	1.0	1.0	1.0	1.0	2.0	1.0
	n	50	19	31	17	15	15	3	1
Full-time Female faculty (primary appointees only - non-tenure track)	Mean	1.98	2.47	1.68	2.71	0.87	2.33	1.67	0.00
	(std)	(2.59)	(3.17)	(2.17)	(2.97)	(1.30)	(3.04)	(1.53)	
	Minimum	0	0	0	0	0	0	0	0
	Maximum	11	11	11	11	4	11	3	0
	Median	1.0	1.0	1.0	2.0	0.0	1.0	2.0	0.0
	n	50	19	31	17	15	15	3	1

Table 3 - Continue: Personnel Demographics

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total full-time Male faculty (primary appointees only)	Mean	12.02	12.15	11.94	11.94	10.06	13.31	16.67	15.50
	(std)	(5.73)	(6.16)	(5.54)	(5.12)	(4.94)	(6.42)	(7.77)	(0.71)
	Minimum	3	3	3	3	3	5	8	15
	Maximum	27	25	27	25	21	27	23	16
	Median	10.0	10.0	10.0	10.0	9.0	11.0	19.0	15.5
	n	53	20	33	17	17	16	3	2
Full-time Male tenured faculty (primary appointees only)	Mean	7.64	6.45	8.36	6.06	6.88	9.31	12.00	11.00
	(std)	(4.17)	(3.76)	(4.29)	(3.63)	(2.80)	(5.08)	(3.61)	(1.41)
	Minimum	0	0	2	0	2	2	8	10
	Maximum	21	13	21	12	11	21	15	12
	Median	7.0	6.5	8.0	6.0	7.0	8.0	13.0	11
	n	53	20	33	17	17	16	3	2
Full-time Male non-tenured (primary appointees only - on tenure track)	Mean	2.47	3.30	1.94	3.18	2.06	2.13	2.33	6.00
	(std)	(2.42)	(3.33)	(1.41)	(3.71)	(1.12)	(1.51)	(2.08)	
	Minimum	0	0	0	0	0	0	0	6
	Maximum	15	15	7	15	4	6	4	6
	Median	2.0	3.0	2.0	2.0	2.0	2.0	3.0	6
	n	51	20	31	17	16	15	3	1
Full-time Male faculty (primary appointees only - non-tenure track)	Mean	2.16	2.60	1.87	3.06	1.38	2.00	2.33	0.00
	(std)	(2.69)	(3.69)	(1.78)	(3.82)	(2.19)	(1.51)	(2.52)	
	Minimum	0	0	0	0	0	0	0	0
	Maximum	13	13	5	13	8	5	5	0
	Median	1.0	1.5	1.0	1.5	1.0	2.0	2.0	0
	n	51	20	31	16	16	16	3	1

Table 3 - Continue: Personnel Demographics

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total full-time Minority faculty (primary appointees only)	Mean	1.50	1.21	1.67	1.06	1.88	1.69	1.00	0.00
	(std)	(2.76)	(2.42)	(2.97)	(1.75)	(4.13)	(2.24)	(1.00)	(0.00)
	Minimum	0	0	0	0	0	0	0	0
	Maximum	16	9	16	7	16	9	2	0
	Median	1.0	0.0	1.0	0.0	0.0	1.0	1.0	0.0
	n	52	19	33	17	16	16	3	2
Full-time Minority tenured faculty (primary appointees only)	Mean	0.80	0.21	1.16	0.75	1.13	0.50	1.00	0.00
	(std)	(2.22)	(0.71)	(2.70)	(1.77)	(3.52)	(0.73)	(1.00)	(0.00)
	Minimum	0	0	0	0	0	0	0	0
	Maximum	14	3	14	7	14	2	2	0
	Median	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0
	n	51	19	32	16	16	16	3	2
Full-time Minority non-tenured (primary appointees only - on tenure track)	Mean	0.37	0.37	0.37	0.38	0.38	0.43	0.00	0.00
	(std)	(0.76)	(0.83)	(0.72)	(0.72)	(0.81)	(0.85)	(0.00)	
	Minimum	0	0	0	0	0	0	0	0
	Maximum	3	3	3	2	3	3	0	0
	Median	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	n	49	19	30	16	16	14	3	1
Full-time Minority faculty (primary appointees only - non-tenure track)	Mean	0.33	0.53	0.20	0.00	0.19	0.93	0.00	0.00
	(std)	(1.33)	(2.06)	(0.48)	(0.00)	(0.40)	(2.40)	(0.00)	
	Minimum	0	0	0	0	0	0	0	0
	Maximum	9	9	2	0	1	9	0	0
	Median	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	n	49	19	30	16	16	14	3	1
Does your institution support a special hiring program for URM faculty that could aid in recruitment efforts?									
Yes		47.17%	35.00%	54.55%	52.94%	52.94%	43.75%	0.00%	0.00%
No		52.83%	65.00%	45.45%	47.06%	47.06%	56.25%	100.00%	100.00%
n		53	20	33	17	17	16	3	2

Table 3 - Continue: Personnel Demographics

Region	Type of Institution	Table 3: Personnel Demographics - Additional Comments (Question #41)
Northeastern	Private	There is no tenure at Boston University School of Medicine
Northeastern	Private	Inst. & Diversity works w/Dept to maximize URM appt. pool
Northeastern	Public	Question 40 - in name only
Northeastern	Public	There are no additional funds to specifically hire URM.
Midwest	Private	I have included all tenure track (tenured) and research track faculty who receive and departmental hard dollar support.
Midwest	Public	Although there is no special hiring program, there is a push to increase URM faculty in the Medical School.
Midwest	Public	Question #36: Non-tenure track faculty are required to have grant support. Tenure track faculty (Assistant Professor level) are given 3-5 years to win grant support.
Southern	Private	The University is working on such a program to increase diversity.
Southern	Public	In Q32, I listed 12 primary appointments but one of the 12 is at 75% effort, so the number of FTEs is 11.75.
Southern	Public	Additional start-up funds
Southern	Public	URM faculty are highly desired, but money is a major issue in recruitment. I just failed to land a URM recruit who expected far more than we could provide. Despite a significant increase in faculty salaries effective July 1, 2015, the salaries are still low and startup packages are not very competitive. Another increase in salaries is planned for July 1, 2016. Administrators are very pleased if we can hire a URM.
Southern	Public	While there is no set URM program for hiring faculty, Microbiology and Immunology does have procedures in place to ensure that our applicant pool is diverse.

Table 4: Graduate Program Information

Table 4: Graduate Program Information

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Does your medical school offer a doctoral degree in Microbiology/Immunology that is:									
department based	29.41%	26.32%	31.25%	17.65%	37.50%	37.50%	0.00%	100.00%	
inter-department/interdisciplinary based	47.06%	42.11%	50.00%	52.94%	43.75%	43.75%	50.00%	0.00%	
no specific degree in microbiology/immunology is offered	23.53%	31.58%	18.75%	29.41%	18.75%	18.75%	50.00%	0.00%	
n	51	19	32	17	16	16	2	2	
How many Ph.D. students are enrolled in this program?	Mean	27.71	26.18	28.55	29.29	21.63	31.13	38.00	27.50
	(std)	(22.26)	(27.98)	(18.89)	(15.96)	(19.24)	(29.23)	(24.04)	(10.61)
	Minimum	0	0	2	10	0	2	21	20
	Maximum	114	114	73	56	64	114	55	35
	Median	22.5	17.0	23.0	25.5	14.0	23.0	38.0	27.5
	n	48	17	31	14	16	16	2	2
Average number of years to graduate from the department based doctoral program? (yrs)	Mean	5.39	5.37	5.41	5.41	5.18	5.52	5.75	4.70
	(std)	(0.56)	(0.60)	(0.55)	(0.40)	(0.69)	(0.57)	(0.35)	(0.42)
	Minimum	4.2	4.2	4.5	5.0	4.2	4.5	5.5	4.4
	Maximum	7	6.5	7	6	7	6.5	6	5
	Median	5.4	5.5	5.4	5.5	5.0	5.5	5.8	4.7
	n	47	15	32	15	14	16	2	2
Does your department offer a MS/MA degree in Microbiology/Immunology?									
Yes	34.62%	42.11%	30.30%	35.29%	58.82%	12.50%	0.00%	100.00%	
No	65.38%	57.89%	69.70%	64.71%	41.18%	87.50%	100.00%	0.00%	
n	52	19	33	17	17	16	2	2	
How many MS/MA students are enrolled in this program?	Mean	2.81	2.77	2.84	2.75	3.29	2.44	0.00	20.00
	(std)	(5.06)	(3.75)	(5.89)	(3.58)	(4.83)	(6.97)		(14.14)
	Minimum	0	0	0	0	0	0	0	10
	Maximum	21	10	21	10	17	21	0	30
	Median	0.5	1.0	0.0	1.5	1.5	0.0	0.0	20.0
	n	32	13	19	8	14	9	1	2

Table 4 - Continue: Graduate Program Information

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Number of Graduate Students on institutional stipends	Mean	8.14	11.17	6.39	6.19	5.13	13.87	5.00	29.50
	(std)	(14.96)	(23.71)	(5.55)	(4.96)	(5.75)	(25.50)	(7.07)	(30.41)
	Minimum	0	0	0	0	0	0	0	8
	Maximum	104	104	20	17	20	104	10	51
	Median	5.0	6.0	4.0	5.0	2.0	8.0	5.0	29.5
	n	49	18	31	16	16	15	2	2
Number of Graduate Students on training grant stipends	Mean	4.27	5.19	3.81	5.13	2.53	4.73	7.00	7.50
	(std)	(6.49)	(7.31)	(6.10)	(6.85)	(3.81)	(8.22)	(7.07)	(10.61)
	Minimum	0	0	0	0	0	0	2	0
	Maximum	29	25	29	25	14	29	12	15
	Median	2.0	3.0	2.0	2.5	0.0	2.0	7.0	7.5
	n	48	16	32	16	15	15	2	2
Number of Graduate Students on research grant stipends	Mean	11.20	9.72	12.00	13.47	8.88	9.44	24.50	23.00
	(std)	(10.07)	(10.28)	(10.02)	(10.42)	(7.75)	(10.76)	(10.61)	(8.49)
	Minimum	0	0	0	2	0	0	17	17
	Maximum	36	35	36	35	23	36	32	29
	Median	9.0	7.0	10.0	10.0	8.5	5.5	24.5	23
	n	51	18	33	17	16	16	2	2
Number of Graduate Students on other stipends	Mean	2.18	0.88	2.93	1.14	1.67	4.00	1.50	3.50
	(std)	(3.82)	(1.50)	(4.52)	(1.56)	(3.46)	(5.52)	(0.71)	(2.12)
	Minimum	0	0	0	0	0	0	1	2
	Maximum	17	5	17	5	13	17	2	5
	Median	0.5	0.0	1.0	0.5	0.0	1.0	1.5	3.5
	n	44	16	28	14	15	13	2	2
What is the average stipend for Ph.D. students?	Mean	\$26,503	\$28,259	\$25,652	\$28,031	\$26,119	\$24,873	\$29,250	\$17,000
	(std)	(\$4,656)	(\$3,069)	(\$5,081)	(\$3,435)	(\$2,999)	(\$6,503)	(\$1,061)	(\$4,243)
	Minimum	\$2,000	\$20,000	\$2,000	\$20,000	\$20,592	\$2,000	\$28,500	\$14,000
	Maximum	\$34,899	\$34,000	\$34,899	\$34,899	\$30,000	\$29,860	\$30,000	\$20,000
	Median	\$27,000	\$28,910	\$26,500	\$27,500	\$26,227	\$25,000	\$29,250	\$17,000
	n	49	16	33	17	14	16	2	2

Table 4 - Continue: Graduate Program Information

Questions	Overall **	Type of Institution		Region					
		Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Percentage of students with tuition and fees paid by the department? (%)	Mean	38.50	30.59	42.71	20.06	44.77	48.38	100.00	0.00
	(std)	(44.68)	(41.90)	(46.17)	(38.51)	(43.91)	(47.18)		
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0
	Maximum	100.0	100.0	100.0	100.0	100.0	100.0	100.0	0.0
	Median	14.0	6.0	14.5	0.0	29.0	29.0	100.0	0.0
	n	49	17	32	17	15	16	1	1
Is health insurance provided for your graduate students?									
Yes	84.31%	83.33%	84.85%	94.12%	62.50%	93.75%	100.00%	100.00%	
No	15.69%	16.67%	15.15%	5.88%	37.50%	6.25%	0.00%	0.00%	
n	51	18	33	17	16	16	2	2	
If yes, how much (total cost from all sources)?									
Mean	\$3,410	\$3,750	\$3,150	\$3,774	\$3,408	\$3,035	\$4,275	\$419	
(std)	(\$1,889)	(\$1,441)	(\$2,179)	(\$1,310)	(\$2,020)	(\$2,332)			
Minimum	\$500	\$2,308	\$500	\$2,713	\$500	\$960	\$4,275	\$419	
Maximum	\$8,538	\$7,091	\$8,538	\$7,091	\$6,148	\$8,538	\$4,275	\$419	
Median	\$2,957	\$3,453	\$2,822	\$3,477	\$2,925	\$2,120	\$4,275	\$419	
n	30	13	17	10	7	12	1	1	
Is a recruiting bonus paid to incoming graduate students?									
Yes	14.00%	16.67%	12.50%	11.76%	13.33%	18.75%	0.00%	50.00%	
No	86.00%	83.33%	87.50%	88.24%	86.67%	81.25%	100.00%	50.00%	
n	50	18	32	17	15	16	2	2	
If yes, how much (total cost from all sources)?									
Mean	\$3,298	\$1,500	\$4,017	\$1,500	\$5,362	\$2,000		\$1,500	
(std)	(\$3,151)	(\$707)	(\$3,536)	(\$707)	(\$4,150)	(\$1,414)			
Minimum	\$1,000	\$1,000	\$1,000	\$1,000	\$2,000	\$1,000		\$1,500	
Maximum	\$10,000	\$2,000	\$10,000	\$2,000	\$10,000	\$3,000		\$1,500	
Median	\$2,000	\$1,500	\$3,000	\$1,500	\$4,086	\$2,000		\$1,500	
n	7	2	5	2	3	2	0	1	

Table 4 - Continue: Graduate Program Information

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Initial Placement of your Ph.D. graduates for the past 5 years - how many went directly to:									
Total number of Post-doc	Mean	15.36	16.21	14.97	18.00	13.08	15.46	8.50	11.00
	(std)	(12.39)	(15.85)	(10.70)	(14.32)	(9.57)	(13.31)	(4.95)	(9.90)
	Minimum	1	1	1	1	1	1	5	4
	Maximum	62	62	52	62	39	52	12	18
	Median	12.0	13.0	12.0	14.0	10.0	11.0	8.5	11.0
	n	44	14	30	16	13	13	2	2
Total number of Industry	Mean	3.13	3.54	2.92	3.43	2.25	3.55	4.00	9.50
	(std)	(2.65)	(3.67)	(2.02)	(2.03)	(1.76)	(4.03)	(1.41)	(0.71)
	Minimum	0	0	0	0	0	0	3	9
	Maximum	14	14	7	6	5	14	5	10
	Median	3.0	3.0	3.0	3.0	2.0	2.0	4.0	9.5
	n	39	13	26	14	12	11	2	2
Total number of Gov't	Mean	1.17	1.00	1.24	2.22	0.60	0.90	0.00	5.00
	(std)	(1.58)	(1.00)	(1.79)	(2.33)	(0.70)	(0.99)		(4.24)
	Minimum	0	0	0	0	0	0	0	2
	Maximum	6	3	6	6	2	3	0	8
	Median	1.0	1.0	1.0	1.0	0.5	1.0	0.0	5.0
	n	30	9	21	9	10	10	1	2
Total number of Tenure track faculty	Mean	0.69	0.25	0.86	0.30	0.44	1.44	0.00	1.00
	(std)	(1.00)	(0.46)	(1.11)	(0.48)	(0.53)	(1.42)		
	Minimum	0	0	0	0	0	0	0	1
	Maximum	4	1	4	1	1	4	0	1
	Median	0.0	0.0	1.0	0.0	0.0	1.0	0.0	1.0
	n	29	8	21	10	9	9	1	1

Table 4 - Continue: Graduate Program Information

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Initial Placement of your Ph.D. graduates for the past 5 years - how many went directly to: (continue)									
Total number of Non-tenure track faculty	Mean	1.42	0.60	1.78	0.58	0.80	2.60	6.00	0.00
	(std)	(1.79)	(0.70)	(2.00)	(0.67)	(1.03)	(2.12)		
	Minimum	0	0	0	0	0	0	6	0
	Maximum	8	2	8	2	3	8	6	0
	Median	1	0.5	1	0.5	0.5	2	6	0.0
	n	33	10	23	12	10	10	1	1
Total number of Other	Mean	4.43	4.08	4.61	4.69	4.10	4.18	7.00	4.50
	(std)	(3.78)	(3.40)	(4.03)	(3.59)	(5.17)	(2.86)		(6.36)
	Minimum	0	0	0	0	0	0	7	0
	Maximum	16	12	16	12	16	9	7	9
	Median	4.0	3.0	4.0	3.0	3.0	4.0	7.0	4.5
	n	35	12	23	13	10	11	1	2

Table 4 - Continue: Graduate Program Information

Region	Type of Institution	Table 4: Graduate Program Information - Additional Comments (Question #55)
Northeastern	Private	We have 47 students (both Ph.D., and M.D./Ph.D.) and 5 Master's students (note Master's students don't receive a stipend) completing their training in the Department of Microbiology.
Northeastern	Private	47) one student on Leave of Absence - \$0 stipend for that one student
Northeastern	Public	Other were MD/PhD students who returned to medical school 1 Person who was a postdoc is now Tenure Track Faculty
Midwest	Public	Other in #54 went to Medical School
Midwest	Public	Question #49: Tuition and fees are paid by University, not department.
Southern	Private	for 52, there are recruiting bonuses offered to some students on a competitive basis: \$5000 one year for Chancellor's Scholar (excellence), \$10,000 over 2 years for Dean's Graduate Fellowship and Biomedical Graduate Fellowship (both for URMs), \$20,000 over 4 years for James B Duke (excellence).
Southern	Private	We do not have data for the placement of graduate students.
Southern	Public	Q42. The School of Medicine offers an interdisciplinary degree in Biomedical Sciences. No specific degree in Micro or Immuno is offered
Southern	Public	MS degree offered in special circumstances
Southern	Public	New graduate program - the first students are just graduating and being tracked.
Southern	Public	Our graduate students receive 3 years of stipend support and then they are expected to switch to grant funding. However, the graduate school has extended the years of support on an ad hoc basis, but all of our students beyond 3 years are still receiving the graduate school's stipend.
Southern	Public	8 md/phd's returned to medical school, they represent the other
Other	Public	We have obligatory state health insurance, thus this is not an issue here.

Table 5: Postdoctoral Fellow Information

Table 5: Postdoctoral Fellow Information

Questions		Type of Institution			Region				
		Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Total number of postdoctoral fellows in the department?	Mean	11.31	12.50	10.56	12.47	7.44	11.00	27.00	8.00
	(std)	(10.26)	(13.58)	(7.67)	(11.10)	(7.09)	(9.29)	(13.23)	(7.07)
	Minimum	0	0	0	1	0	0	17	3
	Maximum	49	49	25	49	25	31	42	13
	Median	10.0	8.0	10.0	10.0	4.5	8.5	22.0	8.0
	n	52	20	32	17	16	16	3	2
Number of US citizen/permanent resident postdoctoral fellows in the department.	Mean	4.90	4.85	4.94	5.00	3.50	5.44	9.00	0.00
	(std)	(4.91)	(4.79)	(5.06)	(3.59)	(4.37)	(6.14)	(6.56)	(0.00)
	Minimum	0	0	0	0	0	0	2	0
	Maximum	20	19	20	12	17	20	15	0
	Median	3.5	3.0	4.0	5.0	2.5	4.5	10.0	0.0
	n	52	20	32	17	16	16	3	2
Average number of years of training for your postdoctoral fellows (yrs).	Mean	3.84	3.70	3.92	3.94	3.41	3.95	4.67	5.00
	(std)	(1.44)	(1.41)	(1.47)	(1.05)	(1.98)	(1.22)	(1.53)	(0.00)
	Minimum	0	0	1.7	2	0	1.7	3	5
	Maximum	8	5	8	5	8	5	6	5
	Median	4.0	4.0	4.0	4.0	3.4	4.0	5.0	5.0
	n	46	17	29	15	13	15	3	2
Is health insurance provided for your post-doctoral fellows?	Yes	82.00%	66.67%	90.63%	87.50%	66.67%	87.50%	100.00%	100.00%
	No	18.00%	33.33%	9.38%	12.50%	33.33%	12.50%	0.00%	0.00%
	n	50	18	32	16	15	16	3	2
If yes, how much (total cost from all sources)?	Mean	\$6,136	\$9,689	\$5,470	\$6,638	\$3,745	\$6,778	\$10,057	\$419
	(std)	(\$4,706)	(\$5,993)	(\$4,334)	(\$4,445)	(\$3,016)	(\$5,737)	(\$5,237)	
	Minimum	\$481	\$2,808	\$481	\$2,808	\$563	\$481	\$6,354	\$419
	Maximum	\$17,744	\$13,760	\$17,744	\$12,500	\$8,000	\$17,744	\$13,760	\$419
	Median	\$6,354	\$12,500	\$5,067	\$5,622	\$2,463	\$6,360	\$10,057	\$419
	n	19	3	16	4	6	7	2	1
Are your post-doctoral fellows considered full time employees - i.e., like faculty and staff as opposed to trainees/students?	Yes	80.00%	77.78%	81.25%	81.25%	86.67%	75.00%	66.67%	0.00%
	No	20.00%	22.22%	18.75%	18.75%	13.33%	25.00%	33.33%	100.00%
	n	50	18	32	16	15	16	3	2

Table 5 - Continue: Postdoctoral Fellow Information

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Initial Placement of your postdoctoral fellows for the past 5 years - how many went directly to:									
Total number of Post-doc	Mean	8.03	6.70	8.74	7.27	5.00	13.38	3.00	0.00
	(std)	(13.00)	(4.45)	(15.86)	(4.50)	(3.30)	(24.14)	(4.24)	
	Minimum	0	1	0	1	1	0	0	0
	Maximum	72	16	72	16	11	72	6	0
	Median	6.0	6.0	5.0	7.0	4.5	4.5	3.0	0.0
	n	29	10	19	11	8	8	2	1
Total number of Industry	Mean	5.55	5.78	5.45	2.45	3.38	9.43	13.67	2.00
	(std)	(11.57)	(10.39)	(12.32)	(1.75)	(2.72)	(21.05)	(16.77)	
	Minimum	0	0	0	0	0	0	3	2
	Maximum	57	33	57	5	8	57	33	2
	Median	3.0	3.0	3.0	3.0	3.5	1.0	5.0	2.0
	n	29	9	20	11	8	7	3	1
Total number of Gov't	Mean	0.83	0.57	0.94	1.00	0.43	1.17	0.00	1.00
	(std)	(0.92)	(0.79)	(0.97)	(1.05)	(0.79)	(0.75)		
	Minimum	0	0	0	0	0	0	0	1
	Maximum	3	2	3	3	2	2	0	1
	Median	1.0	0.0	1.0	1.0	0.0	1.0	0.0	1.0
	n	24	7	17	10	7	6	1	1
Total number of Tenure track faculty	Mean	2.00	2.44	1.76	2.30	0.67	2.83	6.00	1.00
	(std)	(2.86)	(4.10)	(2.05)	(3.92)	(0.71)	(2.23)		
	Minimum	0	0	0	0	0	0	6	1
	Maximum	13	13	6	13	2	6	6	1
	Median	1.0	1.0	1.0	1.5	1.0	3.0	6.0	1.0
	n	26	9	17	10	9	6	1	1

Table 5 - Continue: Postdoctoral Fellow Information

Questions	Overall **	Type of Institution		Region					
		Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Initial Placement of your postdoctoral fellows for the past 5 years - how many went directly to: (continue)									
Total number of Non-tenure track faculty	Mean	2.64	3.38	2.29	3.20	2.29	1.40	3.67	0.00
	(std)	(3.15)	(4.14)	(2.64)	(3.71)	(3.59)	(1.14)	(2.89)	
	Minimum	0	0	0	0	0	0	2	0
	Maximum	12	12	10	12	10	3	7	0
	Median	2.0	2.0	2.0	2.5	1.0	1.0	2.0	0.0
	n	25	8	17	10	7	5	3	1
Total number of Other	Mean	3.45	5.00	2.57	4.71	2.63	2.80	4.00	0.00
	(std)	(3.35)	(4.11)	(2.59)	(4.72)	(2.26)	(3.11)	(2.83)	
	Minimum	0	1	0	0	0	0	2	0
	Maximum	14	14	8	14	6	8	6	0
	Median	2.5	4.5	2.0	4.0	2.5	2.0	4.0	0.0
	n	22	8	14	7	8	5	2	1

Table 5 - Continue: Postdoctoral Fellow Information

Region	Type of Institution	Table 5: Postdoctoral Fellow Information - Additional Comments (Question #63)
Northeastern	Private	59&60: Health insurance is available to all postdocs; average cost depends on mechanism of funding and coverage selected. 61: Some postdocs are employees of Boston University but those on training grants are not considered employees. 62. Many postdocs transitioned to BU non-faculty research positions
Northeastern	Private	Note our postdoctoral fellows are hired as full-time staff and offered the same health benefits opportunities as full-time staff, however, they are technically considered to be trainees.
Northeastern	Private	Health insurance costs are incorporated into overall fringe benefit rate that is .332 of individual base salary. Costs vary for each postdoc.
Midwest	Private	Health Insurance is provided as an employee benefit option. Postdocs pay a portion, the institution pays the remaining balance
Midwest	Private	Of the 5 postdocs: 1 returned home due to health reasons; 2 returned to their home institutions (1 at a hospital and 1 at a university); 1 returned home to care for ailing relatives; 1 is a resident in clinical microbiology at a university.
Midwest	Public	We need to keep better track of our postdoc graduates
Midwest	Public	Question #59: Post-doctoral fellows are treated as full-time employees and get the same health insurance as faculty and staff.
Southern	Private	we do not track postdoc placement
Southern	Private	We do not have data for the placement of postdocs
Southern	Public	Reflect placement during 2000 - 2014. We do not have access to 5 year increment data.
Southern	Public	Postdoctoral trainees are offered the same insurance as full time faculty and staff. However, they are not eligible for retirement or the same PTO as full time faculty and staff. Postdoctoral trainees' PTO is front loaded rather than accrued.
Other	Public	Again, health insurance is not issue There is no healthcare insurance cost to the Univeristy since the Provinces covers the cost for healthcare insurance.

Table 6: Medical Student Curriculum

Table 6: Medical Student Curriculum

Questions	Overall **	Type of Institution		Region					
		Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
In what kind of course format is Microbiology/Immunology taught to your medical students?									
Specific course (or block) based in your Department	32.69%	42.11%	27.27%	23.53%	41.18%	25.00%	100.00%	0.00%	
Specific course that is inter-departmental	9.62%	10.53%	9.09%	23.53%	5.88%	0.00%	0.00%	0.00%	
"Integrated" curriculum where microbiology/immunology is scattered throughout an organ-based (systems) course	48.08%	36.84%	54.55%	41.18%	35.29%	75.00%	0.00%	100.00%	
Separate microbiology course and separate immunology course	9.62%	10.53%	9.09%	11.76%	17.65%	0.00%	0.00%	0.00%	
n	52	19	33	17	17	16	2	2	
How many hours of Microbiology/Immunology instruction are in your medical student curriculum?									
Lecture	Mean	75.33	75.68	75.10	73.48	76.38	75.75	78.25	6.00
	(std)	(27.26)	(28.03)	(27.24)	(27.47)	(30.72)	(26.03)	(25.81)	
	Minimum	12	30	12	30	12	26	60	6
	Maximum	130	122	130	123	122	130	96.5	6
	Median	75.0	73.0	77.0	75.0	79.5	71.5	78.3	6.0
	n	50	19	31	16	16	16	2	1
Laboratory	Mean	9.06	9.41	8.83	12.75	6.40	7.20	20.75	20.00
	(std)	(9.09)	(10.04)	(8.63)	(11.57)	(8.86)	(4.78)	(8.13)	
	Minimum	0	0	0	0	0	0	15	20
	Maximum	32	32	30	32	30	16	26.5	20
	Median	6.0	5.0	6.0	15.5	3.0	6.0	20.8	20.0
	n	44	17	27	12	15	15	2	1
Discussion (Small Group, Problem-Based, Case Studies, etc.)	Mean	40.22	19.28	52.63	21.08	80.53	16.61	18.00	50.00
	(std)	(112.25)	(18.83)	(140.43)	(19.77)	(186.23)	(11.64)	(8.49)	
	Minimum	2	2	4	2	4	4	12	50
	Maximum	740	60	740	60	740	45	24	50
	Median	15.0	8.5	18.0	12.3	18.0	15.0	18.0	50.0
	n	43	16	27	12	15	14	2	1

Table 6 - Continue: Medical Student Curriculum

Region	Type of Institution	Table 6: Medical Student Curriculum - Additional Comments (Question #66)
Northeastern	Private	Lecture, Laboratory, and Small Group Discussion numbers are based on Microbiology course only
Northeastern	Private	Note that we also have 20 hrs for virology in a separate course module.
Northeastern	Public	64 is the total hours for lecture, laboratory and discussion.
Midwest	Private	Every lecture has 10 min case discussion withqts and students use clickers to answer which is recorded on the screen.
Midwest	Public	The IUSM has 9 campuses for medical education. At 3 campuses, Microbiology and Immunology are taught as separate courses, while at 6 campuses they are taught as a combined course. The numbers given are for the Indianapolis campus.
Midwest	Public	Summer remediation (60 hours) and pre-matriculation (17 hours) not counted in hours listed above.
Midwest	Public	The curriculum at the University of Missouri School of Medicine emphasizes clinical reasoning, self-directed learning, collaborative learning and early clinical experiences. It integrates he basic sciences and clinical reasoning. In years 1 and 2, emphasis is placed on small group learning, with some lectures, and there are no department or discipline based courses.
Southern	Private	Lecture include live and internet and videotape modules
Southern	Public	Micro and Immuno session hours are distributed over five courses given in second year.
Southern	Public	We are switching to a systems-based curriculum in 2016.
Southern	Public	the integrated pre-clinical curriculum is delivered over 3 trimesters in our current curriculum
Western	Public	60. Postdoc health insurance total cost vary from \$6354 to \$17,917, based on employee only, E+1, or family coverage. 64. Courses are in the block format but are interdepartmental.

Table 7: Chair Demographics

Table 7: Chair Demographics

Questions	Type of Institution			Region				
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Gender of the chair								
Male	82.69%	94.74%	75.76%	76.47%	94.12%	81.25%	50.00%	100.00%
Female	17.31%	5.26%	24.24%	23.53%	5.88%	18.75%	50.00%	0.00%
n	52	19	33	17	17	16	2	2
Total salary of the chair								
Mean	\$271,528	\$289,597	\$260,800	\$298,626	\$259,286	\$255,879	\$262,623	\$200,000
(std)	(\$72,589)	(\$82,926)	(\$64,705)	(\$77,926)	(\$76,311)	(\$56,767)	(\$95,633)	(\$70,711)
Minimum	\$140,000	\$140,000	\$151,130	\$157,000	\$140,000	\$151,130	\$195,000	\$150,000
Maximum	\$425,000	\$425,000	\$413,215	\$425,000	\$413,215	\$335,604	\$330,246	\$250,000
Median	\$270,000	\$295,019	\$257,609	\$300,000	\$266,141	\$247,604	\$262,623	\$200,000
n	51	19	32	17	17	15	2	2
Amount of the Chair's salary that is an administrative supplement?								
Mean	\$65,589	\$65,860	\$65,453	\$79,031	\$58,818	\$65,384	\$27,300	\$17,500
(std)	(\$66,933)	(\$85,466)	(\$57,077)	(\$88,082)	(\$60,984)	(\$55,790)	(\$32,103)	(\$10,607)
Minimum	\$0	\$0	\$4,600	\$0	\$10,000	\$10,981	\$4,600	\$10,000
Maximum	\$337,500	\$337,500	\$270,000	\$337,500	\$270,000	\$242,500	\$50,000	\$25,000
Median	\$50,000	\$44,454	\$50,000	\$50,000	\$46,319	\$54,500	\$27,300	\$17,500
n	48	16	32	14	16	16	2	2
As the Chair, I am								
Permanent	92.31%	94.74%	90.91%	100.00%	94.12%	81.25%	100.00%	50.00%
Acting (interim)	5.77%	0.00%	9.09%	0.00%	0.00%	18.75%	0.00%	0.00%
Rotating	1.92%	5.26%	0.00%	0.00%	5.88%	0.00%	0.00%	50.00%
n	52	19	33	17	17	16	2	2
How many years have you been the Chair? (yrs)								
Mean	10.33	12.37	9.15	12.56	12.65	5.28	12.00	6.00
(std)	(7.95)	(7.52)	(8.06)	(7.79)	(9.58)	(3.29)	(5.66)	(1.41)
Minimum	0.00	2.00	0	2	2.00	0	8	5
Maximum	32	28	32	28	32	10	16	7
Median	9.0	11.0	8.0	12.0	10.0	5.5	12.0	6.0
n	52	19	33	17	17	16	2	2
The Chair's age? (yrs)								
Mean	62.58	62.61	62.56	63.81	63.81	59.50	67.50	57.00
(std)	(6.62)	(6.82)	(6.62)	(6.51)	(7.22)	(5.66)	(0.71)	(1.41)
Minimum	48	48	50	52	48	50	67	56
Maximum	77	74	77	77	75	71	68	58
Median	63.0	63.0	62.5	63.5	62.5	60.5	67.5	57.0
n	50	18	32	16	16	16	2	2

Table 7 - Continue: Chair Demographics

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Amount of the Chairs annual grant support (direct costs only)?	Mean	\$788,848	\$1,371,239	\$479,452	\$1,548,720	\$395,572	\$452,662	\$377,468	\$425,000
	(std)	(\$1,498,584)	(\$2,396,472)	(\$477,817)	(\$2,427,577)	(\$522,316)	(\$330,320)	(\$180,266)	(\$176,777)
	Minimum	\$0	\$0	\$0	\$162,000	\$0	\$22,000	\$250,000	\$300,000
	Maximum	\$10,268,688	\$10,268,688	\$1,989,624	\$10,268,688	\$1,487,487	\$1,043,000	\$504,935	\$550,000
	Median	\$450,000	\$772,000	\$296,377	\$788,618	\$101,757	\$360,000	\$377,468	\$425,000
	n	49	17	32	16	16	15	2	2

Table 8: Faculty Demographics - Professors

Table 8: Faculty Demographics - Professors

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total number (excluding the Chair)	Mean	6.18	5.68	6.47	6.35	4.50	6.94	12.00	8.50
	(std)	(3.66)	(3.02)	(4.01)	(3.18)	(2.19)	(4.43)	(4.24)	(0.71)
	Minimum	1	2	1	2	2	1	9	8
	Maximum	17	12	17	13	9	17	15	9
	Median	5	5	6	5	4	7	12	9
	n	51	19	32	17	16	16	2	2
Average age (yrs)	Mean	59.20	58.36	59.65	59.28	59.27	59.02	59.50	55.00
	(std)	(3.92)	(4.77)	(3.38)	(3.84)	(4.94)	(3.39)	(0.71)	(4.24)
	Minimum	49	49	51	50	49	51	59	52
	Maximum	66	65	66	65	66	64	60	58
	Median	59.50	58.00	60.00	59.75	59.00	59.50	59.50	55.00
	n	49	17	32	16	15	16	2	2
Minimum salary	Mean	\$128,521	\$136,321	\$124,134	\$135,826	\$125,050	\$126,224	\$110,843	\$131,119
	(std)	(\$38,508)	(\$48,538)	(\$31,570)	(\$54,572)	(\$33,240)	(\$22,669)	(\$5,879)	(\$4,411)
	Minimum	\$30,669	\$66,735	\$30,669	\$30,669	\$81,900	\$85,845	\$106,686	\$128,000
	Maximum	\$276,000	\$276,000	\$200,000	\$276,000	\$183,000	\$159,122	\$115,000	\$134,238
	Median	\$122,176	\$125,780	\$120,992	\$122,352	\$120,000	\$128,903	\$110,843	\$131,119
	n	50	18	32	17	15	16	2	2
Maximum salary	Mean	\$222,102	\$244,356	\$209,181	\$236,640	\$200,358	\$230,589	\$201,000	\$167,901
	(std)	(\$75,404)	(\$87,654)	(\$65,375)	(\$72,285)	(\$70,692)	(\$85,988)	(\$33,941)	(\$25,316)
	Minimum	\$112,467	\$130,133	\$112,467	\$120,000	\$130,133	\$112,467	\$177,000	\$150,000
	Maximum	\$401,347	\$401,347	\$335,604	\$400,000	\$401,347	\$400,000	\$225,000	\$185,802
	Median	\$203,183	\$235,759	\$197,610	\$227,832	\$182,075	\$227,374	\$201,000	\$167,901
	n	49	18	31	16	15	16	2	2
Mean salary	Mean	\$164,781	\$172,861	\$160,350	\$175,755	\$155,247	\$164,580	\$150,000	\$149,505
	(std)	(\$35,761)	(\$44,035)	(\$30,201)	(\$44,616)	(\$28,567)	(\$32,617)	(\$14,142)	(\$13,442)
	Minimum	\$104,000	\$127,000	\$104,000	\$115,000	\$117,339	\$104,000	\$140,000	\$140,000
	Maximum	\$310,200	\$310,200	\$220,000	\$310,200	\$211,720	\$220,747	\$160,000	\$159,010
	Median	\$164,857	\$168,909	\$163,951	\$168,871	\$155,530	\$170,611	\$150,000	\$149,505
	n	48	17	31	16	15	15	2	2

Table 8 - Continue: Professors

Questions	Overall **	Type of Institution		Region					
		Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Maximum amount of annual grant support (direct costs only)?	Mean	\$1,392,649	\$1,833,417	\$1,157,572	\$1,208,021	\$742,167	\$2,031,901	\$2,303,412	\$500,000
	(std)	(\$2,213,966)	(\$3,134,354)	(\$1,536,286)	(\$1,023,752)	(\$1,124,110)	(\$3,491,960)	(\$2,267,567)	(\$141,421)
	Minimum	\$0	\$0	\$0	\$75,000	\$0	\$0	\$700,000	\$400,000
	Maximum	\$12,844,118	\$12,844,118	\$6,689,242	\$3,212,463	\$4,184,581	\$12,844,118	\$3,906,824	\$600,000
	Median	\$657,339	\$744,082	\$587,362	\$745,500	\$337,824	\$577,080	\$2,303,412	\$500,000
	n	46	16	30	16	13	15	2	2
Mean amount of annual grant support (direct costs only)?	Mean	\$369,509	\$480,083	\$312,316	\$425,821	\$247,228	\$423,467	\$275,000	\$225,000
	(std)	(\$422,191)	(\$428,417)	(\$414,760)	(\$309,606)	(\$239,556)	(\$638,834)	(\$35,355)	(\$176,777)
	Minimum	\$0	\$0	\$0	\$20,000	\$0	\$0	\$250,000	\$100,000
	Maximum	\$2,229,747	\$1,427,124	\$2,229,747	\$1,000,232	\$697,430	\$2,229,747	\$300,000	\$350,000
	Median	\$249,500	\$332,380	\$238,743	\$310,773	\$191,402	\$197,926	\$275,000	\$225,000
	n	44	15	29	16	12	14	2	2

Table 9: Faculty Demographics - Associate Professors

Table 9: Faculty Demographics - Associate Professors

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total number	Mean	4.16	3.84	4.34	4.29	3.44	4.69	4.50	5.00
	(std)	(2.27)	(2.12)	(2.38)	(1.99)	(2.31)	(2.44)	(3.54)	(1.41)
	Minimum	0	0	1	1	0	1	2	4
	Maximum	9	8	9	8	8	9	7	6
	Median	3.0	3.0	4.0	4.0	3.0	4.5	4.5	5.0
	n	51	19	32	17	16	16	2	2
Average age (yrs)	Mean	48.46	49.26	48.06	48.75	48.44	48.44	46.50	50.50
	(std)	(5.47)	(6.00)	(5.24)	(6.55)	(5.90)	(3.81)	(9.19)	(7.78)
	Minimum	39	40	39	40	39	42	40	45
	Maximum	62	62	59	62	60	58	53	56
	Median	48.0	48.1	48.0	49.0	48.0	48.0	46.5	50.5
	n	48	16	32	16	14	16	2	2
Minimum salary	Mean	\$102,091	\$102,801	\$101,713	\$105,764	\$101,630	\$99,476	\$95,000	\$91,449
	(std)	(\$18,186)	(\$21,857)	(\$16,282)	(\$17,565)	(\$17,106)	(\$20,399)	(\$21,213)	(\$16,191)
	Minimum	\$59,500	\$59,500	\$66,453	\$71,718	\$59,500	\$66,453	\$80,000	\$80,000
	Maximum	\$144,401	\$140,000	\$144,401	\$140,000	\$125,000	\$144,401	\$110,000	\$102,898
	Median	\$104,000	\$106,557	\$103,570	\$108,217	\$105,221	\$101,139	\$95,000	\$91,449
	n	49	17	32	17	14	16	2	2
Maximum salary	Mean	\$129,940	\$140,573	\$124,109	\$144,975	\$124,567	\$121,785	\$112,500	\$113,323
	(std)	(\$27,542)	(\$35,569)	(\$20,358)	(\$35,519)	(\$24,048)	(\$15,284)	(\$3,536)	(\$18,842)
	Minimum	\$90,000	\$90,000	\$95,970	\$107,000	\$90,000	\$99,900	\$110,000	\$100,000
	Maximum	\$220,000	\$220,000	\$184,304	\$220,000	\$176,000	\$150,000	\$115,000	\$126,646
	Median	\$123,592	\$130,000	\$120,000	\$133,000	\$122,071	\$122,325	\$112,500	\$113,323
	n	48	17	31	16	14	16	2	2
Mean salary	Mean	\$114,189	\$117,833	\$112,426	\$122,895	\$110,552	\$108,779	\$108,755	\$103,084
	(std)	(\$17,221)	(\$22,921)	(\$13,778)	(\$19,461)	(\$15,683)	(\$14,211)	(\$1,761)	(\$18,504)
	Minimum	\$84,310	\$85,000	\$84,310	\$97,000	\$85,000	\$84,310	\$107,510	\$90,000
	Maximum	\$179,890	\$179,890	\$140,000	\$179,890	\$140,000	\$128,000	\$110,000	\$116,168
	Median	\$110,242	\$115,949	\$110,000	\$122,246	\$110,000	\$110,000	\$108,755	\$103,084
	n	46	15	31	16	13	15	2	2

Table 9 - Continue: Associate Professors

Questions	Overall **	Type of Institution		Region					
		Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Maximum amount of annual grant support (direct costs only)?	Mean	\$587,562	\$850,969	\$451,317	\$538,743	\$544,306	\$663,607	\$705,341	\$325,000
	(std)	(\$536,059)	(\$728,261)	(\$346,013)	(\$388,220)	(\$481,604)	(\$743,620)	(\$431,817)	(\$176,777)
	Minimum	\$0	\$60,000	\$0	\$0	\$0	\$0	\$400,000	\$200,000
	Maximum	\$2,973,295	\$2,973,295	\$1,205,324	\$1,439,000	\$1,517,296	\$2,973,295	\$1,010,682	\$450,000
	Median	\$464,778	\$741,260	\$400,000	\$478,724	\$435,042	\$503,826	\$705,341	\$325,000
	n	44	15	29	16	12	14	2	2
Mean amount of annual grant support (direct costs only)?	Mean	\$262,270	\$328,488	\$228,019	\$243,139	\$253,998	\$289,407	\$275,000	\$130,000
	(std)	(\$188,605)	(\$184,204)	(\$184,658)	(\$155,776)	(\$201,631)	(\$226,992)	(\$176,777)	(\$98,995)
	Minimum	\$0	\$30,000	\$0	\$0	\$0	\$0	\$150,000	\$60,000
	Maximum	\$694,335	\$639,877	\$694,335	\$542,000	\$639,877	\$694,335	\$400,000	\$200,000
	Median	\$248,112	\$318,957	\$216,180	\$236,644	\$268,090	\$292,582	\$275,000	\$130,000
	n	44	15	29	16	12	14	2	2

Table 10: Faculty Demographics - Assistant Professors

Table 10: Faculty Demographics - Assistant Professors

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total number	Mean	4.31	5.05	3.88	4.53	3.44	5.06	3.50	7.00
	(std)	(3.50)	(4.17)	(3.02)	(3.81)	(2.03)	(4.25)	(4.95)	(1.41)
	Minimum	0	1	0	0	1	0	0	6
	Maximum	15	15	13	13	9	15	7	8
	Median	3.0	3.0	3.5	3.0	3.0	4.0	3.5	7.0
	n	51	19	32	17	16	16	2	2
Average age (yrs)	Mean	41.01	41.25	40.86	39.93	41.45	41.41	45.00	37.50
	(std)	(4.65)	(5.96)	(3.76)	(4.74)	(5.58)	(3.54)		(0.71)
	Minimum	31	31	32	32	31	34	45	37
	Maximum	55	55	48	47	55	48	45	38
	Median	41.67	42.00	40.50	38.00	42.00	41.84	45.00	37.50
	n	45	17	28	15	15	14	1	2
Minimum salary	Mean	\$80,381	\$82,365	\$79,106	\$85,675	\$80,946	\$74,987	\$62,727	\$76,500
	(std)	(\$17,942)	(\$20,414)	(\$16,426)	(\$20,820)	(\$13,452)	(\$18,141)		(\$16,263)
	Minimum	\$43,001	\$46,000	\$43,001	\$60,000	\$46,000	\$43,001	\$62,727	\$65,000
	Maximum	\$125,000	\$125,000	\$120,000	\$125,000	\$95,000	\$108,000	\$62,727	\$88,000
	Median	\$79,550	\$78,500	\$81,550	\$81,922	\$85,000	\$75,521	\$62,727	\$76,500
	n	46	18	28	16	15	14	1	2
Maximum salary	Mean	\$103,931	\$112,096	\$98,487	\$117,216	\$97,453	\$96,816	\$101,434	\$94,785
	(std)	(\$27,333)	(\$39,124)	(\$13,656)	(\$39,983)	(\$13,537)	(\$17,394)		(\$13,837)
	Minimum	\$54,792	\$70,000	\$54,792	\$85,000	\$70,000	\$54,792	\$101,434	\$85,000
	Maximum	\$250,000	\$250,000	\$121,000	\$250,000	\$126,700	\$121,000	\$101,434	\$104,569
	Median	\$99,613	\$106,938	\$98,094	\$108,000	\$97,000	\$94,838	\$101,434	\$94,785
	n	45	18	27	15	15	14	1	2
Mean salary	Mean	\$89,929	\$92,172	\$88,567	\$96,522	\$88,708	\$85,545	\$70,720	\$84,548
	(std)	(\$13,404)	(\$13,850)	(\$13,192)	(\$13,458)	(\$8,665)	(\$15,206)		(\$13,503)
	Minimum	\$54,792	\$67,500	\$54,792	\$78,000	\$67,500	\$54,792	\$70,720	\$75,000
	Maximum	\$120,000	\$116,306	\$120,000	\$120,000	\$101,208	\$109,000	\$70,720	\$94,096
	Median	\$90,122	\$88,384	\$91,017	\$94,501	\$90,000	\$87,730	\$70,720	\$84,548
	n	45	17	28	15	15	14	1	2

Table 10 - Continue: Assistant Professors

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Maximum amount of annual grant support (direct costs only)?	Mean	\$330,131	\$381,588	\$301,544	\$326,876	\$217,656	\$378,124	\$1,217,230	\$162,500
	(std)	(\$323,285)	(\$383,868)	(\$288,250)	(\$327,654)	(\$201,153)	(\$331,031)		(\$88,388)
		\$0	\$0	\$0	\$0	\$0	\$50,000	\$1,217,230	\$100,000
		\$1,342,252	\$1,342,252	\$1,217,230	\$1,342,252	\$507,715	\$1,208,759	\$1,217,230	\$225,000
	Median	\$250,000	\$312,500	\$250,000	\$250,000	\$250,000	\$265,000	\$1,217,230	\$162,500
	n	42	15	27	15	13	13	1	2
Mean amount of annual grant support (direct costs only)?	Mean	\$140,157	\$145,919	\$136,956	\$146,003	\$130,418	\$145,625	\$108,000	\$100,000
	(std)	(\$111,256)	(\$143,644)	(\$91,537)	(\$93,177)	(\$120,952)	(\$131,412)		(\$84,853)
	Minimum	\$0	\$0	\$0	\$0	\$0	\$20,485	\$108,000	\$40,000
	Maximum	\$441,000	\$441,000	\$318,592	\$349,310	\$282,537	\$441,000	\$108,000	\$160,000
	Median	\$123,935	\$127,383	\$109,532	\$135,970	\$109,532	\$92,981	\$108,000	\$100,000
	n	42	15	27	15	13	13	1	2

Table 7 - 10 - Continue: Chair/Faculty Demographics

Region	Type of Institution	Table 7 - 10: Chair/Faculty Demographics - Additional Comments (Question #95)
Northeastern	Private	2 are Assistant Research Professors and do not have independent funding 1 is non-research faculty
Northeastern	Public	One associate professor became a Dean, the other is applying for grants; one full professor lost her grants and is only teaching now. 3 others are "Clinical Professors" and are primarily teaching.
Northeastern	Public	2 of the 5 Assistant Professors are on the Education Track and do not conduct independent, funded research.
Southern	Public	I included one research (non-tenure track) assistant professor in this category.
Southern	Public	Our medical school has implemented an incentive plan. Faculty who meets 50% grant funding support of their salary can receive incentive payment during the academic year. Faculty will receive payment range from \$6,000 - \$20,000 per year depending on % of their grant support.
Western	Public	We have no faculty at the assistant professor level.

Table 11: Present and Future Surveys

Table 11: Present and Future Surveys

Questions	Type of Institution			Region				
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Are the surveys useful?								
Yes	94.12%	94.74%	93.75%	94.12%	94.12%	100.00%	50.00%	100.00%
No	5.88%	5.26%	6.25%	5.88%	5.88%	0.00%	50.00%	0.00%
	n	51	19	32	17	17	15	2
Do you use the survey: To set recruitment packages?								
Yes	70.00%	63.16%	74.19%	81.25%	64.71%	73.33%	0.00%	50.00%
No	30.00%	36.84%	25.81%	18.75%	35.29%	26.67%	100.00%	50.00%
	n	50	19	31	16	17	15	2
Do you use the survey: For salary adjustments?								
Yes	72.00%	78.95%	67.74%	81.25%	64.71%	80.00%	0.00%	50.00%
No	28.00%	21.05%	32.26%	18.75%	35.29%	20.00%	100.00%	50.00%
	n	50	19	31	16	17	15	2
Do you use the survey: To establish teaching hours and mix of lectures, small groups, etc?								
Yes	27.66%	25.00%	29.03%	40.00%	31.25%	14.29%	0.00%	100.00%
No	72.34%	75.00%	70.97%	60.00%	68.75%	85.71%	100.00%	0.00%
	n	47	16	31	15	16	14	2
Should we continue to conduct bi-annual survey?								
Yes	93.88%	94.74%	93.33%	93.75%	94.12%	93.33%	100.00%	100.00%
No	6.12%	5.26%	6.67%	6.25%	5.88%	6.67%	0.00%	0.00%
	n	49	19	30	16	17	15	1

** Include the institutions from the Northeastern, Midwest, Southern, and Western Regions

Table 11 - Continue: Present and Future Surveys

Region	Type of Institution	Table 11: Present and Future Surveys - Final Comments (Question #99)
Northeastern	Public	I use the survey as much as possible - funds may be limiting but at least I can use the survey as evidence of paycales and teaching methods
Southern	Public	bi-annual? is that once every 2 years or twice a year? if the latter, once a year would be enough
Southern	Public	We find the survey very informational for us to review and compare our operation and practices with our peers. It helps our department stay competitive among the nation's microbiology departments, so that we can continue to retain and recruit the best talent and expand the department. Please continue with the survey. Thank you.
Southern	Public	Annual grant support reflects primary PI awards only. Salary or supply support from collaborating PI grants are not included in the totals.
Other	Public	Some of the answers in my survey are adapted to your reality; i.e. the way my institution works at an administrative level is very different from that of typical US universities.