

**ASSOCIATION
OF
MEDICAL SCHOOL
MICROBIOLOGY AND IMMUNOLOGY
CHAIRS
SURVEY
2017**

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Institutions that completed the 2017 AMSMIC Survey

Northeastern Region

Drexel University College of Medicine
Icahn School of Medicine at Mount Sinai
New York Medical College
Rutgers New Jersey Medical School
Stony Brook University
The George Washington University
The University of Vermont and State Agricultural College
Trustees of Dartmouth College
University of Maryland
University of Pennsylvania

N = 10

Midwest Region

Creighton University
Indiana University School of Medicine
Loyola University Chicago
Midwestern University Chicago College of Osteopathic Medicine
Oakland University William Beaumont School of Medicine
Southern Illinois University School of Medicine
The Ohio State University
The University of Illinois at Chicago
The University of Toledo College of Medicine and Life Sciences
University of Iowa
University of Kansas Medical Center
University of Michigan
University of Minnesota
University of Missouri
University of Missouri-Kansas City

N = 15

Institutions that completed the 2017 AMSMIC Survey - Continue

Southern Region

Duke University Medical Center
East Carolina University
Eastern Virginia Medical School
Emory University School of Medicine
Texas A&M University
Tulane University School of Medicine
UTMB Health Galveston Department of Microbiology & Immunology
University of Alabama at Birmingham
University of Arkansas for Medical Sciences
University of Louisville
University of Miami Miller School of Medicine
University of Mississippi Medical Center
University of North Carolina at Chapel Hill
University of Oklahoma Health Sciences Center
University of South Carolina
Wake Forest School of Medicine

N = 16

Western Region

California University of Science and Medicine - School of Medicine
Oregon Health & Science University
University of California Davis
University of Colorado School of Medicine
University of Southern California

N = 5

Other Region (Canada & Puerto Rico)

Cumming School of Medicine
University of Manitoba

N = 2

Table 1: Institutional Support

Table 1: Institutional Support

Questions	Type of Institution			Region				
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Region								
Northeastern	21.74%	33.33%	14.29%	100.00%	0.00%	0.00%	0.00%	0.00%
Midwest	32.61%	22.22%	39.29%	0.00%	100.00%	0.00%	0.00%	0.00%
Southern	34.78%	33.33%	35.71%	0.00%	0.00%	100.00%	0.00%	0.00%
Western	10.87%	11.11%	10.71%	0.00%	0.00%	0.00%	100.00%	0.00%
n	46	18	28	10	15	16	5	2
Is your institution								
Private	39.13%	100.00%	0.00%	60.00%	26.67%	37.50%	40.00%	0.00%
Public	60.87%	0.00%	100.00%	40.00%	73.33%	62.50%	60.00%	100.00%
n	46	18	28	10	15	16	5	2
Total department budget (all sources)								
Mean	\$9,938,068	\$12,258,829	\$8,611,919	\$13,509,522	\$7,334,642	\$9,412,199	\$13,716,796	\$2,400,000
(std)	(\$8,907,965)	(\$13,907,781)	(\$5,340,891)	(\$15,898,926)	(\$5,441,081)	(\$7,425,496)	(\$5,514,193)	(\$1,910,140)
Minimum	\$1,467,718	\$1,467,718	\$1,948,813	\$4,000,000	\$1,500,000	\$1,467,718	\$9,500,000	\$1,800,000
Maximum	\$51,756,000	\$51,756,000	\$19,317,519	\$51,756,000	\$19,317,519	\$29,000,000	\$23,000,000	\$3,000,000
Median	\$7,850,000	\$8,103,770	\$7,362,589	\$9,033,693	\$5,061,205	\$7,850,000	\$11,829,396	\$2,400,000
n	44	16	28	8	15	16	5	2
Percent of this total budget provided by the institution? (%)								
Mean	38.65	35.71	40.22	29.46	51.79	36.35	16.93	72.50
(std)	(26.08)	(29.07)	(24.75)	(13.48)	(27.13)	(27.92)	(4.41)	(31.82)
Minimum	5.0	5.7	5.0	5.7	18.0	5.0	13.0	50.0
Maximum	100.0	100.0	100.0	50.0	100.0	100.0	22.7	95.0
Median	30.0	25.0	33.5	27.5	45.9	25.5	16.0	72.5
n	43	15	28	8	15	16	4	2
What type of change occurred to this commitment during the last fiscal year?								
Increase	40.91%	41.18%	40.74%	60.00%	42.86%	26.67%	40.00%	50.00%
No Change	34.09%	47.06%	25.93%	30.00%	28.57%	33.33%	60.00%	0.00%
Decrease	25.00%	11.76%	33.33%	10.00%	28.57%	40.00%	0.00%	50.00%
n	44	17	27	10	14	15	5	2
What percentage change did occur? (%)								
Mean	1.59	0.63	2.19	3.00	3.66	-1.07	1.85	10.00
(std)	(11.70)	(7.57)	(13.80)	(4.94)	(17.65)	(8.80)	(2.62)	(0.00)
Minimum	-22.0	-22.0	-17.0	-2.6	-17.0	-22.0	0.0	10.0
Maximum	50.3	12.0	50.3	12.0	50.3	18.2	3.7	10.0
Median	0.0	0.0	0.0	0.6	0.0	0.0	1.9	10.0
n	39	15	24	9	13	15	2	2

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	15.22%	11.11%	17.86%	10.00%	20.00%	18.75%	0.00%	50.00%	
No	84.78%	88.89%	82.14%	90.00%	80.00%	81.25%	100.00%	50.00%	
	n	46	18	28	10	15	16	5	2
What is your institutional NIH Facilities & Administration (F&A) indirect costs rate?	Mean	53.51	54.41	52.96	60.30	50.60	50.88	58.00	25.00
	(std)	(7.59)	(10.55)	(5.20)	(4.46)	(8.40)	(5.82)	(5.15)	
	Minimum	26.1	26.1	33.5	54.5	26.1	33.5	54.0	25.0
	Maximum	69.5	69.5	59.9	69.5	59.9	59.0	65.5	25.0
	Median	55.0	56.0	54.3	59.3	53.5	51.3	56.3	25.0
	n	45	17	28	10	15	16	4	1
What is your institutional federal NON-NIH F&A rate?	Mean	51.53	54.08	50.02	57.36	46.95	50.23	58.33	25.00
	(std)	(9.35)	(11.68)	(7.55)	(8.88)	(10.85)	(6.46)	(6.25)	
	Minimum	26.0	26.0	32.0	39.9	26.0	36.0	54.0	25.0
	Maximum	69.5	69.5	59.0	69.5	57.5	59.0	65.5	25.0
	Median	54.0	56.0	53.5	57.8	53.0	50.5	55.5	25.0
	n	35	13	22	8	11	13	3	1
What is your overall non-federal F&A rate?	Mean	45.43	40.67	48.25	50.19	42.08	43.40	59.75	25.00
	(std)	(13.25)	(16.94)	(9.89)	(13.56)	(14.07)	(11.74)	(8.13)	
	Minimum	20.0	20.0	25.0	25.0	25.0	20.0	54.0	25.0
	Maximum	65.5	65.5	59.9	64.0	59.9	55.0	65.5	25.0
	Median	49.0	36.0	52.5	54.0	45.3	48.5	59.8	25.0
	n	35	13	22	8	12	13	2	1
What percentage of the F&A is returned to the department? (%)	Mean	20.07	17.00	21.60	9.67	26.46	19.09	26.58	6.00
	(std)	(23.60)	(28.60)	(21.09)	(8.05)	(26.18)	(25.87)	(28.08)	
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	9.0	6.0
	Maximum	90.0	90.0	75.0	25.0	75.0	90.0	68.3	6.0
	Median	10.5	2.5	13.3	9.0	20.0	10.0	14.5	6.0
	n	42	14	28	9	13	16	4	1
What percentage of the F&A is returned to the faculty member? (%)	Mean	7.16	1.64	10.02	0.33	3.06	15.88	0.00	0.00
	(std)	(21.97)	(5.34)	(26.53)	(1.00)	(7.28)	(33.35)	(0.00)	
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Maximum	100.0	20.0	100.0	3.0	25.0	100.0	0.0	0.0
	Median	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	n	41	14	27	9	12	16	4	1

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	18.68	20.25	17.79	20.25	19.70	17.76	15.00	1.00
	(std)	(13.33)	(13.16)	(13.63)	(14.06)	(12.78)	(14.59)	(13.23)	(1.41)
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	Maximum	42.0	33.3	42.0	42.0	40.0	40.0	25.0	2.0
	Median	20.0	25.0	15.0	25.0	20.0	12.5	20.0	1.0
	n	36	13	23	8	11	14	3	2
What percentage of royalties are returned to the faculty member? (%)	Mean	30.88	33.51	29.44	31.88	32.47	31.05	21.67	25.00
	(std)	(15.55)	(15.04)	(15.97)	(14.62)	(14.13)	(17.52)	(20.21)	(35.36)
	Minimum	0.0	0.0	0.0	15.0	5.0	0.0	0.0	0.0
	Maximum	55.0	50.0	55.0	50.0	50.0	55.0	40.0	50.0
	Median	33.3	33.3	33.2	27.5	33.3	33.3	25.0	25.0
	n	34	12	22	8	11	12	3	2
Does your institution provide bridge funding									
Yes	26.09%	22.22%	28.57%	30.00%	20.00%	18.75%	60.00%	50.00%	
Sometimes, on a case-by-case basis or by a competitive process	71.74%	77.78%	67.86%	70.00%	80.00%	75.00%	40.00%	50.00%	
No	2.17%	0.00%	3.57%	0.00%	0.00%	6.25%	0.00%	0.00%	
n	46	18	28	10	15	16	5	2	
How much bridge funding does the institution provide EXCLUSIVE of faculty salary?	Mean	\$64,525	\$84,589	\$53,581	\$79,758	\$80,504	\$47,500	\$45,000	\$50,000
	(std)	(\$61,172)	(\$95,160)	(\$27,956)	(\$49,165)	(\$93,954)	(\$26,926)	(\$33,166)	(\$70,711)
	Minimum	\$0	\$0	\$10,000	\$30,000	\$10,000	\$20,000	\$0	\$0
	Maximum	\$345,069	\$345,069	\$107,978	\$180,000	\$345,069	\$100,000	\$80,000	\$100,000
	Median	\$50,000	\$50,000	\$50,000	\$63,309	\$40,000	\$35,000	\$50,000	\$50,000
	n	34	12	22	7	11	12	4	2
What percentage of bridge funding is the responsibility of the department? (%)	Mean	28.79	18.18	33.86	38.83	41.62	18.54	17.50	0.00
	(std)	(32.69)	(33.71)	(31.68)	(37.53)	(37.92)	(26.87)	(23.63)	(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	75.0	50.0	0.0
	Median	18.1	0.0	41.5	41.5	50.0	0.0	10.0	0.0
	n	34	11	23	6	10	14	4	2
Does the bridge funding cover technician salary									
Yes	86.67%	83.33%	88.89%	90.00%	80.00%	93.33%	80.00%	100.00%	
No	13.33%	16.67%	11.11%	10.00%	20.00%	6.67%	20.00%	0.00%	
n	45	18	27	10	15	15	5	2	

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	93.02%	87.50%	96.30%	88.89%	85.71%	100.00%	100.00%	100.00%
No	6.98%	12.50%	3.70%	11.11%	14.29%	0.00%	0.00%	0.00%
n	43	16	27	9	14	15	5	2
Total space in the department (sq ft.)								
Mean	25,657.92	21,920.06	28,050.15	28,813.44	21,484.40	27,322.63	25,879.25	10,000.00
(std)	(10,914.60)	(10,165.93)	(10,894.05)	(13,886.87)	(11,104.70)	(9,842.92)	(3,077.84)	
Minimum	4,000	4,000	5,000	5,000	4,000	15,000	22,458	10,000
Maximum	50,492	39,000	50,492	50,492	41,248	45,633	29,859	10,000
Median	25,000	22,373	26,200	32,534	17,541	24,255	25,600	10,000
n	41	16	25	9	13	15	4	1
What is the average laboratory space per faculty member? (sq ft.)								
Mean	1,194.34	1,191.81	1,195.83	1,455.22	1,066.14	1,264.90	872.00	750.00
(std)	(486.95)	(659.96)	(362.98)	(744.03)	(391.11)	(303.56)	(451.35)	(212.13)
Minimum	100	100	300	785	300	800	100	600
Maximum	3,000	3,000	2,000	3,000	1,779	2,000	1,200	900
Median	1,200	1,163	1,200	1,200	1,138	1,200	1,000	750
n	43	16	27	9	14	15	5	2

Table 1 - Continue: Institutional Support

Region	Type of Institution	Table 1: Institutional Support - Additional Comments
Midwest	Private	100% of F&A is returned to the Dean's office of that faculty member.
Midwest	Private	Institution provides funding for 5 hard money research technician positions for the department.
Midwest	Private	Offsite lab space only
Midwest	Public	our Federal non-NIH follows that those organizations pay...like NSF. They are not highly sought after though.
Midwest	Public	Two years ago we moved to a new building that includes collaborative spaces and student office/study areas located outside of the research laboratories.
Southern	Private	Q3 - semi-private = private but with some state support and oversight Q13 - provided at least 20% salary support on the grant Q18 - no set percentage, but the Department is expected to make some contribution to support bridge grants and cover graduate student stipends
Southern	Private	Space: The department is in 5 locations. The main location was listed and supports 10 investigators at this time. Space assignment details are not available for the other 7 investigators
Southern	Public	Bridging - department contribution covers faculty salary Space - total space of 45,633 reflects wet lab space only
Southern	Public	Includes shared equipment space, faculty offices, Space not all assigned
Western	Private	Our medical school is newly established in Colton, CA. We have a single department of Medical Education with all discipline experts in one department. We have an integrated curriculum where basic scientists and clinicians contribute to teaching during the first 2 years. Clinical rotations are in 3rd and 4th years.
Western	Public	18. There is departmental cost sharing on bridge funding as the department is responsible for the faculty members salary.
Western	Public	Q3. OHSU is a public corporation Q17. OHSU also provide faculty salary bridge funding, up to 50% of the AAMC median for 3 years
Other	Public	I'm at a Canadian institution so we NIH rates at not relevant to us.

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	\$798,390	\$797,952	\$798,640	\$856,224	\$785,532	\$735,313	\$918,000	\$435,000
	(std)	(\$397,938)	(\$525,020)	(\$314,734)	(\$464,917)	(\$349,927)	(\$381,163)	(\$510,999)	(\$445,477)
	Minimum	\$50,000	\$50,000	\$300,000	\$250,000	\$50,000	\$300,000	\$90,000	\$120,000
	Maximum	\$1,700,000	\$1,700,000	\$1,500,000	\$1,600,000	\$1,500,000	\$1,700,000	\$1,500,000	\$750,000
	Median	\$750,000	\$766,118	\$750,000	\$750,000	\$750,000	\$600,000	\$1,000,000	\$435,000
	n	44	16	28	10	13	16	5	2
Assistant Professor starting salary	Mean	\$98,603	\$102,797	\$96,057	\$110,900	\$93,543	\$92,438	\$107,909	\$95,000
	(std)	(\$17,817)	(\$18,545)	(\$17,196)	(\$23,506)	(\$8,420)	(\$17,355)	(\$12,676)	(\$21,213)
	Minimum	\$40,000	\$80,000	\$40,000	\$75,000	\$80,000	\$40,000	\$100,000	\$80,000
	Maximum	\$140,000	\$140,000	\$130,000	\$140,000	\$110,000	\$117,000	\$130,000	\$110,000
	Median	\$95,000	\$100,000	\$93,500	\$117,000	\$90,000	\$90,500	\$102,545	\$95,000
	n	45	17	28	10	14	16	5	2
This salary is guaranteed	Indefinitely	26.67%	17.65%	32.14%	0.00%	21.43%	50.00%	20.00%	100.00%
	For a finite period	73.33%	82.35%	67.86%	100.00%	78.57%	50.00%	80.00%	0.00%
	n	45	17	28	10	14	16	5	2
If for a finite period, how long is this salary guaranteed? (yrs)	Mean	3.92	2.96	4.53	3.13	4.55	4.31	3.00	
	(std)	(1.52)	(0.86)	(1.54)	(0.35)	(1.63)	(1.67)	(1.63)	
	Minimum	1	1	3	3	3	2.5	1	
	Maximum	7	5	7	4	7	7	5	
	Median	3.0	3.0	4.0	3.0	4.0	4.0	3.0	
	n	31	12	19	8	11	8	4	0
What is the average amount of laboratory space offered? (sq ft.)	Mean	1,037.52	1,284.50	896.39	1,003.70	887.85	911.88	1,896.40	750.00
	(std)	(904.30)	(1,437.03)	(313.51)	(449.85)	(360.21)	(260.75)	(2,574.96)	(212.13)
	Minimum	300	600	300	600	300	500	600	600
	Maximum	6,500	6,500	1,500	2,000	1,500	1,500	6,500	900
	Median	900	900	900	939	900	900	800	750
	n	44	16	28	10	13	16	5	2

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	66.67%	58.33%	70.37%	50.00%	61.54%	76.92%	80.00%	100.00%
No	33.33%	41.67%	29.63%	50.00%	38.46%	23.08%	20.00%	0.00%
n	39	12	27	8	13	13	5	2
Virology								
Yes	61.54%	57.14%	64.00%	62.50%	57.14%	66.67%	60.00%	100.00%
No	38.46%	42.86%	36.00%	37.50%	42.86%	33.33%	40.00%	0.00%
n	39	14	25	8	14	12	5	2
Immunology								
Yes	75.00%	76.92%	74.07%	50.00%	64.29%	93.33%	80.00%	100.00%
No	25.00%	23.08%	25.93%	50.00%	35.71%	6.67%	20.00%	0.00%
n	40	13	27	6	14	15	5	2
Mycology								
Yes	4.35%	0.00%	6.67%	0.00%	10.00%	0.00%	0.00%	0.00%
No	95.65%	100.00%	93.33%	100.00%	90.00%	100.00%	100.00%	100.00%
n	23	8	15	4	10	6	3	1
Parasitology								
Yes	12.00%	22.22%	6.25%	50.00%	0.00%	0.00%	0.00%	0.00%
No	88.00%	77.78%	93.75%	50.00%	100.00%	100.00%	100.00%	100.00%
n	25	9	16	6	10	6	3	1
Cell Biology								
Yes	20.00%	25.00%	17.65%	20.00%	27.27%	0.00%	33.33%	100.00%
No	80.00%	75.00%	82.35%	80.00%	72.73%	100.00%	66.67%	0.00%
n	25	8	17	5	11	6	3	1

Table 2 - Continue: Start-up Costs

Region	Type of Institution	Table 2: Start-up Costs - Additional Comments
Midwest	Public	For sure we will in these four areas. We might also hire in mycology and parasitology
Midwest	Public	Pending approval by the Dean.
Midwest	Public	we have a hard hiring freeze, the state cut 15% of funding to Higher Ed, faculty hires will likely be at the NTT level
Northeastern	Public	might hire a structural biologist if the dean's office contributes.
Northeastern	Public	New Assistant Professor salaries are guaranteed for 3 years at 100%. After 3 years, salary decreases to 50%.
Southern	Private	Current Chair is stepping down and a new Chair may have other ideas.
Southern	Private	none
Southern	Private	Q29 - One new faculty hire imminent and one additional search underway
Southern	Private	Start up funds are provided based on need and negotiation.
Southern	Public	Projected Hires
Western	Public	24. Start-up packages include 3 years of guaranteed salary support on top of the average \$1M package.

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	47.73%	50.00%	46.43%	50.00%	42.86%	37.50%	100.00%	50.00%
No Change	11.36%	25.00%	3.57%	0.00%	28.57%	6.25%	0.00%	50.00%
Decrease	40.91%	25.00%	50.00%	50.00%	28.57%	56.25%	0.00%	0.00%
n	44	16	28	10	14	16	4	2
Mean	20.72	19.50	21.42	25.50	17.55	19.06	26.50	11.00
(std)	(10.85)	(11.25)	(10.76)	(12.70)	(7.66)	(9.93)	(16.54)	(4.24)
Minimum	0	0	9	13	8	0	16	8
Maximum	51	39	51	50	33	38	51	14
Median	17.8	15.5	18.0	22.5	17.8	16.5	19.5	11.0
n	44	16	28	10	14	16	4	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	16.78	16.50	16.95	21.00	15.26	14.60	19.75	11.00
(std)	(9.08)	(11.06)	(7.90)	(8.86)	(9.05)	(9.61)	(5.19)	(4.24)
Minimum	0	0	2	11	0	0	15	8
Maximum	35	35	34	35	33	34	26	14
Median	16.0	15.0	16.0	20.5	16.1	15.0	19.0	11.0
n	43	16	27	10	14	15	4	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	16.78	16.50	16.95	21.00	15.26	14.60	19.75	11.00
(std)	(9.08)	(11.06)	(7.90)	(8.86)	(9.05)	(9.61)	(5.19)	(4.24)
Minimum	0	0	2	11	0	0	15	8
Maximum	35	35	34	35	33	34	26	14
Median	16.0	15.0	16.0	20.5	16.1	15.0	19.0	11.0
n	43	16	27	10	14	15	4	2
What is the total number of faculty members with any type of appointment - primary, secondary, adjunct, etc.?								
Mean	38.92	38.33	39.24	49.40	26.55	40.87	48.75	79.50
(std)	(22.53)	(21.90)	(23.25)	(21.08)	(11.79)	(25.14)	(31.48)	(41.72)
Minimum	9	10	9	27	10	9	23	50
Maximum	103	100	103	100	50	103	93	109
Median	34.0	31.0	34.5	46.0	23.5	34.0	39.5	79.5
n	43	15	28	10	14	15	4	2
How many TOTAL faculty have you hired since 2011?								
None	6.82%	6.25%	7.14%	10.00%	0.00%	12.50%	0.00%	0.00%
One	6.82%	6.25%	7.14%	10.00%	7.14%	6.25%	0.00%	0.00%
Two	22.73%	25.00%	21.43%	30.00%	28.57%	18.75%	0.00%	0.00%
>2	63.64%	62.50%	64.29%	50.00%	64.29%	62.50%	100.00%	100.00%
n	44	16	28	10	14	16	4	2
For newly hired faculty, was grant support required?								
Yes	29.55%	25.00%	32.14%	40.00%	28.57%	25.00%	25.00%	0.00%
No	70.45%	75.00%	67.86%	60.00%	71.43%	75.00%	75.00%	100.00%
n	44	16	28	10	14	16	4	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	7.20	7.94	6.79	8.50	6.64	7.13	6.25	2.50
	(std)	(4.49)	(4.91)	(4.27)	(4.79)	(5.00)	(4.26)	(3.59)	(2.12)
	Minimum	2	3	2	4	2	2	3	1
	Maximum	20	19	20	19	19	20	11	4
	Median	6.0	6.5	6.0	6.5	5.5	6.0	5.5	2.5
	n	44	16	28	10	14	16	4	2
Full-time Female tenured faculty (primary appointees only)	Mean	3.07	2.69	3.29	2.90	3.43	2.63	4.00	1.00
	(std)	(2.25)	(1.54)	(2.57)	(1.20)	(3.23)	(1.82)	(1.83)	(1.41)
	Minimum	0	0	0	1	0	0	2	0
	Maximum	12	6	12	5	12	6	6	2
	Median	3.0	2.5	3.0	3.0	3.0	2.0	4.0	1.0
	n	44	16	28	10	14	16	4	2
Full-time Female non-tenured faculty (primary appointees only - on tenure track)	Mean	1.86	2.63	1.38	2.00	2.14	1.60	1.33	1.00
	(std)	(2.18)	(3.16)	(1.10)	(1.76)	(3.18)	(1.40)	(1.53)	(1.41)
	Minimum	0	0	0	0	0	0	0	0
	Maximum	13	13	3	6	13	4	3	2
	Median	1.5	2.0	1.0	2.0	1.0	2.0	1.0	1.0
	n	42	16	26	10	14	15	3	2
Full-time Female faculty (primary appointees only - non-tenure track)	Mean	2.41	2.81	2.18	3.70	0.86	3.06	2.00	0.50
	(std)	(2.62)	(3.02)	(2.39)	(3.23)	(1.17)	(2.86)	(0.82)	(0.71)
	Minimum	0	0	0	0	0	0	1	0
	Maximum	11	10	11	10	4	11	3	1
	Median	2.0	2.5	2.0	3.0	0.5	3.0	2.0	0.5
	n	44	16	28	10	14	16	4	2

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	13.66	12.88	14.12	16.70	11.25	13.31	15.25	8.50
	(std)	(6.53)	(6.62)	(6.55)	(9.26)	(3.75)	(6.02)	(6.45)	(2.12)
	Minimum	4	4	6	8	4	4	9	7
	Maximum	37	25	37	37	16	24	23	10
	Median	12.0	11.0	13.0	15.5	12.0	12.5	14.5	8.5
	n	43	16	27	10	13	16	4	2
Full-time Male tenured faculty (primary appointees only)	Mean	8.73	7.00	9.75	9.20	7.40	9.06	10.50	5.50
	(std)	(4.16)	(4.03)	(3.96)	(4.16)	(2.51)	(5.00)	(5.20)	(0.71)
	Minimum	1	2	1	5	2	1	4	5
	Maximum	18	14	18	15	11	18	16	6
	Median	8.0	6.0	9.0	7.5	8.0	9.5	11.0	5.5
	n	43	16	27	10	13	16	4	2
Full-time Male non-tenured (primary appointees only - on tenure track)	Mean	2.63	3.63	2.00	4.00	2.15	1.87	4.00	3.00
	(std)	(2.45)	(2.92)	(1.89)	(3.20)	(2.23)	(1.64)	(2.65)	(1.41)
	Minimum	0	0	0	0	0	0	2	2
	Maximum	9	9	8	8	9	6	7	4
	Median	2.0	2.5	2.0	3.0	2.0	2.0	3.0	3
	n	41	16	25	10	13	15	3	2
Full-time Male faculty (primary appointees only - non-tenure track)	Mean	2.73	2.40	2.92	5.00	1.69	2.50	1.67	0.00
	(std)	(3.26)	(3.42)	(3.22)	(5.77)	(1.60)	(1.93)	(2.08)	(0.00)
	Minimum	0	0	0	0	0	0	0	0
	Maximum	14	12	14	14	4	6	4	0
	Median	2.0	1.0	2.0	1.0	1.0	2.0	1.0	0
	n	41	15	26	9	13	16	3	2

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	2.05	1.56	2.32	1.40	2.71	2.13	1.00	1.50
	(std)	(3.54)	(2.63)	(3.99)	(2.76)	(5.03)	(2.90)	(0.82)	(0.71)
	Minimum	0	0	0	0	0	0	0	1
	Maximum	18	9	18	9	18	11	2	2
	Median	1.0	1.0	1.0	0.5	1.0	1.0	1.0	1.5
	n	44	16	28	10	14	16	4	2
Full-time Minority tenured faculty (primary appointees only)	Mean	1.07	0.56	1.37	0.60	1.50	1.07	0.75	6.00
	(std)	(2.28)	(1.09)	(2.73)	(0.97)	(3.39)	(1.94)	(0.96)	(7.07)
	Minimum	0	0	0	0	0	0	0	1
	Maximum	13	4	13	3	13	7	2	11
	Median	0.0	0.0	1.0	0.0	0.5	0.0	0.5	6.0
	n	43	16	27	10	14	15	4	2
Full-time Minority non-tenured (primary appointees only - on tenure track)	Mean	0.66	0.87	0.54	0.70	0.93	0.43	0.33	0.00
	(std)	(1.32)	(1.85)	(0.90)	(1.06)	(1.98)	(0.65)	(0.58)	
	Minimum	0	0	0	0	0	0	0	0
	Maximum	7	7	3	3	7	2	1	0
	Median	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	n	41	15	26	10	14	14	3	1
Full-time Minority faculty (primary appointees only - non-tenure track)	Mean	0.43	0.33	0.48	0.44	0.21	0.69	0.00	0.00
	(std)	(0.86)	(0.82)	(0.89)	(1.01)	(0.58)	(1.01)	(0.00)	(0.00)
	Minimum	0	0	0	0	0	0	0	0
	Maximum	3	3	3	3	2	3	0	0
	Median	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
	n	42	15	27	9	14	16	3	2
Does your institution support a special hiring program for URM faculty that could aid in recruitment efforts?									
Yes		63.64%	50.00%	71.43%	70.00%	71.43%	50.00%	75.00%	50.00%
No		36.36%	50.00%	28.57%	30.00%	28.57%	50.00%	25.00%	50.00%
n		44	16	28	10	14	16	4	2

Table 3 - Continue: Personnel Demographics

Region	Type of Institution	Table 3: Personnel Demographics - Additional Comments (Question #41)
Midwest	Public	Comment #36: Non-Tenure Track Faculty required grant support. Tenure Track Faculty (Assistant Professor level) are given 3-5 years to win grant support.
Midwest	Public	Hiring of URM faculty is encouraged and reported on but no special hiring program exists at this time.
Northeastern	Private	Institution & Diversity works w/dept to maximize URM appt. pool.
Northeastern	Public	Although the University of Vermont does not have a special hiring program, attention is given at each step of the recruitment process to URM candidates. It must be addressed in the search plan that departments submit to the Dean's office, the Dean addresses it when charging search committees, search committees are asked to delineate how applications from women and minorities are considered, and,if URM candidates are interviewed but not hired, search committees must explain why the URM candidate was not chosen. Each step of this process must be reviewed and approved by both the Dean and the Provost before moving forward.
Southern	Private	Three previous tenured female faculty have retired over the last 5 years. One female Assistant Professor is up for tenure this year.
Southern	Public	Additional start-up funds
Western	Public	OHSU encourages the hiring of URM and has some funding available to supplement hiring packages. To my knowledge there is not a formal hiring program for URM. Recruitments are handled on a case-by-case basis.

Table 4: Graduate Program Information

Table 4: Graduate Program Information

Questions	Overall **	Type of Institution		Region					
		Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Does your medical school offer a doctoral degree in Microbiology/Immunology that is:									
department based	39.53%	20.00%	50.00%	20.00%	53.85%	43.75%	25.00%	50.00%	
inter-department/interdisciplinary based	44.19%	46.67%	42.86%	60.00%	23.08%	50.00%	50.00%	50.00%	
offered	16.28%	33.33%	7.14%	20.00%	23.08%	6.25%	25.00%	0.00%	
n	43	15	28	10	13	16	4	2	
How many Ph.D. students are enrolled in this program?									
Mean	32.78	30.36	34.08	35.67	28.33	34.33	33.75	18.50	
(std)	(28.90)	(38.89)	(22.60)	(19.53)	(20.16)	(39.31)	(31.92)	(9.19)	
Minimum	0	0	11	15	0	4	0	12	
Maximum	156	156	80	80	72	156	62	25	
Median	23.5	23.0	27.0	30.0	21.5	20.0	36.5	18.5	
n	40	14	26	9	12	15	4	2	
Average number of years to graduate from the department based doctoral program? (yrs)									
Mean	5.16	4.84	5.33	5.38	5.17	5.28	4.20	5.00	
(std)	(1.01)	(1.52)	(0.59)	(0.39)	(0.75)	(0.45)	(2.83)	(0.00)	
Minimum	0.0	0.0	4.0	5.0	4.0	4.5	0.0	5.0	
Maximum	7	6	7	6	7	6	6	5	
Median	5.0	5.0	5.1	5.3	5.0	5.0	5.4	5.0	
n	38	13	25	9	11	14	4	2	
Does your department offer a MS/MA degree in Microbiology/Immunology?									
Yes	38.64%	31.25%	42.86%	30.00%	50.00%	31.25%	50.00%	100.00%	
No	61.36%	68.75%	57.14%	70.00%	50.00%	68.75%	50.00%	0.00%	
n	44	16	28	10	14	16	4	2	
How many MS/MA students are enrolled in this program?									
Mean	3.96	6.50	2.38	4.00	3.50	2.60	10.00	29.00	
(std)	(6.49)	(9.47)	(3.07)	(5.29)	(3.72)	(6.24)	(14.00)	(1.41)	
Minimum	0	0	0	0	0	0	0	28	
Maximum	26	26	9	10	9	20	26	30	
Median	0.5	1.0	0.5	2.0	2.5	0.0	4.0	29.0	
n	26	10	16	3	10	10	3	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	8.06	6.69	8.70	3.89	8.88	10.27	6.50	2.50
	(std)	(8.69)	(12.06)	(6.78)	(2.98)	(7.67)	(11.71)	(5.07)	(3.54)
	Minimum	0	0	0	0	0	0	0	0
	Maximum	43	43	28	8	23	43	11	5
	Median	5.0	2.0	7.0	4.0	7.5	5.0	7.5	2.5
	n	41	13	28	9	13	15	4	2
Number of Graduate Students on training grant stipends	Mean	3.39	2.92	3.61	3.56	3.85	2.67	4.25	1.50
	(std)	(3.77)	(3.59)	(3.90)	(3.09)	(4.45)	(3.56)	(4.65)	(2.12)
	Minimum	0	0	0	0	0	0	0	0
	Maximum	12	9	12	9	12	10	10	3
	Median	2.0	0.0	2.5	4.0	3.0	0.0	3.5	1.5
	n	41	13	28	9	13	15	4	2
Number of Graduate Students on research grant stipends	Mean	17.14	21.17	15.41	24.38	8.88	19.07	22.25	21.00
	(std)	(20.43)	(27.08)	(17.14)	(24.60)	(8.11)	(25.49)	(15.20)	(12.73)
	Minimum	0	0	0	3	0	2	2	12
	Maximum	101	101	79	79	20	101	37	30
	Median	10.0	15.0	10.0	19.5	6.5	10.0	25.0	21
	n	40	12	28	8	13	15	4	2
Number of Graduate Students on other stipends	Mean	2.89	1.55	3.48	2.13	1.82	3.00	8.33	17.50
	(std)	(4.15)	(1.97)	(4.72)	(2.03)	(2.44)	(3.82)	(10.41)	(3.54)
	Minimum	0	0	0	0	0	0	0	15
	Maximum	20	5	20	5	8	12	20	20
	Median	1.0	1.0	2.0	1.5	1.0	1.5	5.0	17.5
	n	36	11	25	8	11	14	3	2
What is the average stipend for Ph.D. students?	Mean	\$28,220	\$29,760	\$27,536	\$29,771	\$26,501	\$28,037	\$30,964	\$19,000
	(std)	(\$2,971)	(\$2,564)	(\$2,922)	(\$2,589)	(\$3,093)	(\$2,542)	(\$1,567)	(\$1,414)
	Minimum	\$20,592	\$27,000	\$20,592	\$28,000	\$20,592	\$24,000	\$29,500	\$18,000
	Maximum	\$36,000	\$36,000	\$32,500	\$36,000	\$30,600	\$32,500	\$33,000	\$20,000
	Median	\$28,500	\$29,285	\$28,000	\$29,000	\$27,000	\$28,500	\$30,677	\$19,000
	n	39	12	27	8	12	15	4	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	48.20	20.19	62.76	18.64	52.42	62.27	34.50	0.00
	(std)	(46.26)	(37.67)	(44.10)	(36.61)	(46.11)	(47.09)	(47.20)	(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	100.0
	Median	34.0	0.0	100.0	0.0	53.5	100.0	19.0	0.0
	n	38	13	25	7	12	15	4	2
Is health insurance provided for your graduate students?									
Yes	86.05%	93.33%	82.14%	100.00%	61.54%	93.75%	100.00%	50.00%	
No	13.95%	6.67%	17.86%	0.00%	38.46%	6.25%	0.00%	50.00%	
n	43	15	28	10	13	16	4	2	
If yes, how much (total cost from all sources)?									
Mean	\$7,517	\$8,363	\$6,988	\$3,695	\$13,713	\$7,387	\$3,621	\$600	
(std)	(\$12,309)	(\$15,623)	(\$10,262)	(\$1,621)	(\$18,784)	(\$13,201)	(\$1,091)		
Minimum	\$350	\$2,000	\$350	\$2,000	\$350	\$1,100	\$2,000	\$600	
Maximum	\$52,650	\$52,650	\$40,000	\$7,091	\$52,650	\$40,000	\$4,284	\$600	
Median	\$3,241	\$3,057	\$3,573	\$3,252	\$4,704	\$2,882	\$4,099	\$600	
n	26	10	16	7	7	8	4	1	
Is a recruiting bonus paid to incoming graduate students?									
Yes	16.28%	6.67%	21.43%	20.00%	23.08%	12.50%	0.00%	0.00%	
No	83.72%	93.33%	78.57%	80.00%	76.92%	87.50%	100.00%	100.00%	
n	43	15	28	10	13	16	4	2	
If yes, how much (total cost from all sources)?									
Mean	\$3,143	\$1,000	\$3,500	\$1,000	\$5,500	\$1,750			
(std)	(\$3,497)		(\$3,688)	(\$0)	(\$4,500)	(\$1,768)			
Minimum	\$500	\$1,000	\$500	\$1,000	\$1,000	\$500			
Maximum	\$10,000	\$1,000	\$10,000	\$1,000	\$10,000	\$3,000			
Median	\$1,000	\$1,000	\$2,000	\$1,000	\$5,500	\$1,750			
n	7	1	6	2	3	2	0	0	

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	21.03	28.20	17.91	18.86	22.73	20.08	23.67	15.00
	(std)	(20.65)	(33.56)	(11.24)	(13.25)	(24.13)	(23.83)	(14.64)	(0.00)
	Minimum	0	0	3	3	0	3	8	15
	Maximum	90	90	52	46	90	84	37	15
	Median	14.0	14.5	14.0	15.0	19.0	13.5	26.0	15.0
	n	33	10	23	7	11	12	3	2
Total number of Industry	Mean	4.10	5.90	3.24	4.33	3.36	4.91	3.33	4.00
	(std)	(4.54)	(6.64)	(2.95)	(4.97)	(3.38)	(5.89)	(3.06)	(1.41)
	Minimum	0	0	0	1	0	0	0	3
	Maximum	20	20	9	14	10	20	6	5
	Median	3.0	3.0	2.0	2.5	2.0	3.0	4.0	4.0
	n	31	10	21	6	11	11	3	2
Total number of Gov't	Mean	1.32	1.00	1.47	2.33	0.75	1.27	1.00	5.00
	(std)	(1.89)	(0.87)	(2.22)	(2.88)	(1.75)	(1.49)	(1.00)	(7.07)
	Minimum	0	0	0	0	0	0	0	0
	Maximum	8	2	8	8	5	4	2	10
	Median	1.0	1.0	0.0	1.5	0.0	1.0	1.0	5.0
	n	28	9	19	6	8	11	3	2
Total number of Tenure track faculty	Mean	0.48	0.57	0.44	0.00	0.14	1.11	0.00	1.00
	(std)	(0.73)	(0.79)	(0.73)	(0.00)	(0.38)	(0.78)	(0.00)	(1.41)
	Minimum	0	0	0	0	0	0	0	0
	Maximum	2	2	2	0	1	2	0	2
	Median	0.0	0.0	0.0	0.0	0.0	1.0	0.0	1.0
	n	23	7	16	5	7	9	2	2

Table 4 - Continue: Graduate Program Information

Questions	Overall **	Type of Institution		Region					
		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	1.08	0.67	1.29	0.67	1.33	1.00	1.50	2.00
	(std)	(1.38)	(1.12)	(1.49)	(1.21)	(1.80)	(1.00)	(2.12)	(0.00)
	Minimum	0	0	0	0	0	0	0	2
	Maximum	5	3	5	3	5	2	3	2
	Median	0	0	1	0	0	1	1.5	2.0
	n	26	9	17	6	9	9	2	2
Total number of Other	Mean	6.23	10.33	5.00	7.57	5.88	5.88	5.00	
	(std)	(5.81)	(8.80)	(4.13)	(4.69)	(4.12)	(8.98)	(2.00)	
	Minimum	0	3	0	3	0	0	3	
	Maximum	27	27	15	15	12	27	7	
	Median	5.0	8.0	4.5	7.0	5.5	2.5	5.0	
	n	26	6	20	7	8	8	3	0

Table 4 - Continue: Graduate Program Information

Region	Type of Institution	Table 4: Graduate Program Information - Additional Comments (Question #55)
Midwest	Public	#54: n/a; no department PhD degree program
Midwest	Public	8 - enrolled in Medical School
Midwest	Public	Comment #49: Tuition is paid by the University, not the department. The majority of all fees are paid by the students.
Midwest	Public	For our "other" students, they are in a combined MD/PhD program. Their program begins with 2 years of medical school. Then they spend 2 years in graduate school to receive their PhD. Then they go back to medical school for the final 2 years of the program. After graduating, they move on to their medical residencies.
Midwest	Public	Other includes instructors, surgical assistant, medical school and residency
Midwest	Public	Q49 - 100% Tuition; 36% Fees (Post-Comp)
Midwest	Public	Q51 - \$4,555 for grad assistants; \$4853 for trainees/fellows; Q53 - \$500 ea. moving allowance; \$5000 ea. to URM students; Q54 (Other) - 12 (including medical school)
Northeastern	Public	15 includes 8 returned to Med/Dental School
Northeastern	Public	With respect to the students listed under "Other" in Q54, these 4 students were in the Medical Scientist Training Program (MD/PhD) and they returned to medical school to complete the clinical phase of the training after receiving the PhD.
Southern	Private	100% graduate tuition is paid by the institution
Southern	Private	3 advanced medical training, 1 science administration
Southern	Private	Small institutional wide graduate program, not Department based.
Southern	Private	The graduate student data were combined from 3 interdepartmental programs that the faculty in the department belong and include 1) Microbiology & Molecular Genetics; 2) Immunology and Molecular Pathogenesis; and 3) Genetics and Molecular Biology
Southern	Public	Currently, we do not have a precise way to track the progression after graduation. We are working on creating a new system through surveys and/or a student data tracking system
Southern	Public	tuition is paid --- fees are not.

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	11.50	12.13	11.15	11.88	8.43	10.56	25.25	9.00
	(std)	(11.97)	(17.63)	(7.62)	(12.69)	(7.93)	(9.03)	(24.49)	(4.24)
	Minimum	0	0	0	0	0	0	3	6
	Maximum	60	60	27	41	27	30	60	12
	Median	9.0	5.0	10.0	8.0	9.0	8.0	19.0	9.0
	n	42	15	27	8	14	16	4	2
Number of US citizen/permanent resident postdoctoral fellows in the department.	Mean	5.00	5.15	4.93	3.57	3.29	5.47	11.75	0.00
	(std)	(5.00)	(7.12)	(3.75)	(2.07)	(3.50)	(5.32)	(7.14)	
	Minimum	0	0	0	0	0	0	3	0
	Maximum	21	21	14	6	12	21	20	0
	Median	3.0	2.0	4.0	4.0	2.5	3.0	12.0	0.0
	n	40	13	27	7	14	15	4	1
Average number of years of training for your postdoctoral fellows (yrs).	Mean	3.93	3.99	3.90	4.25	3.40	4.00	4.75	3.50
	(std)	(0.96)	(0.88)	(1.02)	(1.17)	(0.54)	(0.89)	(1.26)	(0.71)
	Minimum	2.4	3	2.4	2.96	2.5	2.4	3	3
	Maximum	6	5.4	6	6	4	5.4	6	4
	Median	4.0	4.0	4.0	4.5	3.2	4.0	5.0	3.5
	n	40	13	27	8	13	15	4	2
Is health insurance provided for your post-doctoral fellows?	Yes	80.95%	80.00%	81.48%	88.89%	69.23%	81.25%	100.00%	100.00%
	No	19.05%	20.00%	18.52%	11.11%	30.77%	18.75%	0.00%	0.00%
	n	42	15	27	9	13	16	4	2
If yes, how much (total cost from all sources)?	Mean	\$10,899	\$10,940	\$10,883	\$5,345	\$17,824	\$7,409	\$9,038	\$3,100
	(std)	(\$12,323)	(\$8,638)	(\$13,794)	(\$2,769)	(\$20,045)	(\$2,172)	(\$5,275)	(\$2,687)
	Minimum	\$1,345	\$3,000	\$1,345	\$3,000	\$4,200	\$4,392	\$1,345	\$1,200
	Maximum	\$55,610	\$25,000	\$55,610	\$8,400	\$55,610	\$10,000	\$13,000	\$5,000
	Median	\$7,700	\$7,000	\$8,400	\$4,636	\$8,230	\$7,000	\$10,904	\$3,100
	n	18	5	13	3	6	5	4	2
Are your post-doctoral fellows considered full time employees - i.e., like faculty and staff as opposed to trainees/students?	Yes	78.57%	73.33%	81.48%	55.56%	92.31%	81.25%	75.00%	50.00%
	No	21.43%	26.67%	18.52%	44.44%	7.69%	18.75%	25.00%	50.00%
	n	42	15	27	9	13	16	4	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	6.36	3.67	7.21	5.80	3.64	13.83	2.33	2.50
	(std)	(7.86)	(2.58)	(8.79)	(2.17)	(2.66)	(13.60)	(0.58)	(2.12)
	Minimum	0	0	0	3	0	2	2	1
	Maximum	36	7	36	8	8	36	3	4
	Median	4.0	3.5	5.0	7.0	4.0	9.5	2.0	2.5
	n	25	6	19	5	11	6	3	2
Total number of Industry	Mean	4.09	2.60	4.53	2.75	3.11	7.17	2.67	3.00
	(std)	(5.82)	(3.21)	(6.40)	(1.26)	(2.93)	(10.57)	(0.58)	(1.41)
	Minimum	0	0	0	1	0	0	2	2
	Maximum	28	8	28	4	7	28	3	4
	Median	3.0	1.0	3.0	3.0	2.0	3.0	3.0	3.0
	n	22	5	17	4	9	6	3	2
Total number of Gov't	Mean	1.45	3.40	0.80	0.50	0.63	4.00	0.67	2.50
	(std)	(3.30)	(6.50)	(0.94)	(0.58)	(1.06)	(6.16)	(1.15)	(3.54)
	Minimum	0	0	0	0	0	1	0	0
	Maximum	15	15	3	1	3	15	2	5
	Median	1.0	1.0	1.0	0.5	0.0	1.0	0.0	2.5
	n	20	5	15	4	8	5	3	2
Total number of Tenure track faculty	Mean	2.90	7.00	1.94	3.60	1.71	4.33	1.67	2.00
	(std)	(4.16)	(7.53)	(2.41)	(5.37)	(2.93)	(5.39)	(1.53)	(2.83)
	Minimum	0	0	0	0	0	0	0	0
	Maximum	14	14	8	13	8	14	3	4
	Median	1.0	7.0	1.0	1.0	0.0	3.0	2.0	2.0
	n	21	4	17	5	7	6	3	2

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	3.62	6.83	2.33	4.80	1.63	6.60	2.00	4.00
	(std)	(5.13)	(8.57)	(2.29)	(4.27)	(2.45)	(8.88)	(1.73)	(5.66)
	Minimum	0	0	0	1	0	0	1	0
	Maximum	22	22	7	12	7	22	4	8
	Median	2.0	3.0	2.0	3.0	0.5	3.0	1.0	4.0
	n	21	6	15	5	8	5	3	2
Total number of Other	Mean	4.22	7.00	3.44	6.00	4.56	3.00	1.67	3.00
	(std)	(4.20)	(6.08)	(3.35)	(5.76)	(4.30)	(2.55)	(0.58)	
	Minimum	0	0	0	1	0	1	1	3
	Maximum	14	14	11	14	11	7	2	3
	Median	2.0	7.0	2.0	4.0	3.0	2.0	2.0	3.0
	n	23	5	18	6	9	5	3	1

Table 5 - Continue: Postdoctoral Fellow Information

Region	Type of Institution	Table 5: Postdoctoral Fellow Information - Additional Comments (Question #63)
Midwest	Public	other includes, non tenure track faculty, family leave
Midwest	Public	Varies depending on which insurance program the employee chooses to participate. Employee pays 1/3 and the University pays 2/3 of the cost.
Northeastern	Private	Note, our Postdoctoral Fellows are hired through our HR system like a full-time employee (offered the same health benefits as full-time staff), however, they are considered trainees.
Northeastern	Public	For Q.61, the postdoctoral fellows are considered full time employees because they are supported on a research grant, rather than on a NRSA training fellowship. Postdoctoral fellows on a NRSA training grant are not considered employees.
Southern	Private	do not track
Southern	Private	Post docs can opt out of the university healthcare plan. Premiums are paid mostly by the university with contributions from the fellows.
Southern	Public	other = maternity leave
Southern	Public	Post-doc's receive limited benefits We do not track by 5 year increments
Western	Public	60. Health insurance cost is based on number of persons covered. Employee only is \$6,396/yr up to Family \$17,220/year.
Other	Public	At a Canadian institution so no US postdocs - however 4 of 6 and CDN

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	23.08%	26.67%	20.83%	33.33%	16.67%	28.57%	0.00%	
Specific course that is inter-departmental	15.38%	13.33%	16.67%	33.33%	16.67%	7.14%	0.00%	
"Integrated" curriculum where microbiology/immunology is scattered throughout an organ-based (systems) course	46.15%	46.67%	45.83%	22.22%	50.00%	57.14%	50.00%	
Separate microbiology course and separate immunology course	15.38%	13.33%	16.67%	11.11%	16.67%	7.14%	50.00%	
n	39	15	24	9	12	14	4	0
How many hours of Microbiology/Immunology instruction are in your medical student curriculum?								
Lecture	Mean	72.83	73.27	72.62	82.25	69.00	72.75	66.50
	(std)	(27.26)	(28.93)	(27.09)	(24.73)	(35.45)	(20.66)	(26.56)
	Minimum	16	30	16	52	16	40	46
	Maximum	123	123	119	123	119	104	96.5
	Median	73.0	66.0	77.0	87.0	72.5	69.5	57.0
	n	34	11	23	7	12	12	3
Laboratory	Mean	12.45	9.75	13.87	17.25	12.70	4.55	40.25
	(std)	(13.90)	(8.36)	(16.11)	(3.74)	(16.28)	(4.57)	(19.45)
	Minimum	0	0	0	13	0	0	26.5
	Maximum	54	23	54	23	48	14	54
	Median	10.0	7.5	12.0	16.0	7.5	4.0	40.3
	n	29	10	19	6	10	11	2
Discussion (Small Group, Problem-Based, Case Studies, etc.)	Mean	40.39	20.32	50.90	19.93	76.83	15.30	26.00
	(std)	(96.69)	(17.18)	(118.35)	(20.85)	(153.81)	(10.88)	(8.54)
	Minimum	1	1	4	2	1	4	18
	Maximum	560	50	560	60	560	34	35
	Median	22.0	12.0	24.0	8.0	40.0	11.0	25.0
	n	32	11	21	7	12	10	3

Table 6 - Continue: Medical Student Curriculum

Region	Type of Institution	Table 6: Medical Student Curriculum - Additional Comments (Question #66)
Midwest	Public	Medical microbiology and immunology are taught in Host Defense, a course that integrates microbiology, immunology, and related pharmacology and pathology. The course is primarily taught through our department but with contributions from faculty in the Dept. of Pharmacology and Toxicology, the Division of Infectious Disease, and other content expert faculty.
Midwest	Public	Microbiology emphasizes how the structures and properties of medically important microorganisms are utilized for clinical diagnosis, the development of effective mechanisms for protection against infection and the development of appropriate antimicrobial therapies. Immunology outlines the innate and adaptive host immune responses to microbial infections under conditions of both good health and clinical disease. The laboratory sessions are designed to supplement and reinforce the classroom material by providing an opportunity for students to perform and analyze standard laboratory tests that form the foundations of diagnostic Microbiology and Immunology. Upon successful completion of the INMD6812 course, Medical Students will have a comprehensive foundation of knowledge and critical thinking skills in contemporary Microbiology and Immunology and will be well prepared for advanced review and discussion of clinical cases in Infectious Diseases, as occurs throughout the second year courses.; Q65-3 - 4 hr in a Foundation of Critical Thinking course
Midwest	Public	My department does not teach micro to med students. Although we do teach a dental micro to the dental students.
Midwest	Public	Our Department has a new Teaching Work Load Distribution Policy with a new formula for counting the hours per lecture and per block director. This is the reason for the changes in our numbers for this year vs. in 2013. The School of Medicine preclerkship curriculum has a focus on patient care and clinical experiences that broaden and deepen classroom learning. Year one (M1) and year two (M2) each consists of four nine-week blocks. Weeks one through eight are for learning. Evaluation occurs during week nine, and week 10 is a break. Each block has two components: Basic Science & Patient-based Learning (BSci/PBL): In this component, students work through one authentic clinical case each week in small groups with a faculty facilitator, who is not a content expert but guides the group as they work through the case seeking a diagnosis and patient care plan. Known as patient-based learning, this style of medical education integrates basic science, clinical science and the humanistic qualities of medicine, instilling in students the importance of providing effective patient-centered care. BSci/PBL features about 10 hours of patient-based learning and about 10 hours of traditional teaching (i.e. lectures) each week. Introduction to Patient Care (IPC): Themes change with each block and focus on clinical skills, including history taking and physical examination; psychosocial issues; and increasing the students' understanding of epidemiology, diagnostic tests and psychopathology. The primary learning strategies also emphasize small-group learning with supporting lectures and laboratory experiences.
Midwest	Public	We have both integrated and separate courses. Intro courses of one week for Micro & Immuno, then more advanced concepts in organ/disease-based courses. Hours above are for intro class. Only TBL is required attendance.; Q65-1 - two didactic and 14 flipped classroom; Q65-3 - Six hours of team based learning (TBL)

Table 6 - Continue: Medical Student Curriculum

Region	Type of Institution	Table 6: Medical Student Curriculum - Additional Comments (Question #66)
Northeastern	Private	20 hrs for Virology in a separate course module.
Northeastern	Private	lecture, lab, SGD numbers based on Micro Course only
Southern	Private	Q65-1 - 13 IMM, 45 MIC (online modules); Q65-2 - 2 MIC; Q65-3 - 7 IMM, 6 MIC, 16 MIC (voluntary tutorials)
Southern	Private	We also have a laboratory elective (wet labs) that about 1/3 of the students select.
Southern	Public	Micro/Immuno is taught in a multitude of formats. Specific courses are taught by our department but there are also specific courses that are inter-departmental and much of the information is also scattered throughout an organ-based course.
Southern	Public	N/A
Southern	Public	Virology / Infection courses excluded

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	76.74%	75.00%	77.78%	88.89%	71.43%	75.00%	75.00%	100.00%
Female	23.26%	25.00%	22.22%	11.11%	28.57%	25.00%	25.00%	0.00%
n	43	16	27	9	14	16	4	1
Total salary of the chair								
Mean	\$296,790	\$316,016	\$285,698	\$346,112	\$255,963	\$285,449	\$383,568	\$160,000
(std)	(\$93,011)	(\$116,106)	(\$77,090)	(\$78,248)	(\$98,223)	(\$56,782)	(\$138,776)	
Minimum	\$100,000	\$115,000	\$100,000	\$229,000	\$100,000	\$193,972	\$244,000	\$160,000
Maximum	\$575,000	\$575,000	\$418,215	\$431,250	\$418,215	\$373,787	\$575,000	\$160,000
Median	\$309,000	\$333,320	\$283,675	\$358,229	\$252,680	\$294,117	\$357,636	\$160,000
n	41	15	26	8	14	15	4	1
Amount of the Chair's salary that is an administrative supplement?								
Mean	\$64,726	\$58,597	\$68,262	\$103,878	\$59,021	\$57,097	\$35,000	\$80,000
(std)	(\$61,409)	(\$48,138)	(\$68,560)	(\$89,561)	(\$65,639)	(\$27,656)	(\$60,139)	
Minimum	\$0	\$0	\$0	\$40,000	\$0	\$0	\$0	\$80,000
Maximum	\$284,162	\$197,320	\$284,162	\$284,162	\$270,000	\$99,687	\$125,000	\$80,000
Median	\$50,000	\$50,000	\$55,500	\$53,819	\$43,785	\$70,000	\$7,500	\$80,000
n	41	15	26	8	14	15	4	1
As the Chair, I am								
Permanent	85.37%	80.00%	88.46%	88.89%	71.43%	92.86%	100.00%	100.00%
Acting (interim)	12.20%	13.33%	11.54%	11.11%	21.43%	7.14%	0.00%	0.00%
Rotating	2.44%	6.67%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%
n	41	15	26	9	14	14	4	1
How many years have you been the Chair? (yrs)								
Mean	8.54	9.87	7.78	13.56	7.16	5.94	13.33	4.00
(std)	(8.04)	(7.68)	(8.29)	(10.48)	(8.47)	(5.07)	(4.16)	
Minimum	0.30	2.00	0.3	2	0.33	0.3	10	4
Maximum	33	30	33	30	33	19	18	4
Median	6.5	7.0	5.9	14.0	6.0	5.9	12.0	4.0
n	41	15	26	9	13	16	3	1
The Chair's age? (yrs)								
Mean	61.98	62.07	61.92	64.89	63.25	60.13	59.00	51.00
(std)	(7.45)	(7.32)	(7.66)	(8.98)	(6.94)	(6.29)	(9.38)	
Minimum	47	50	47	49	50	51	47	51
Maximum	79	73	79	79	77	70	69	51
Median	63.0	63.0	62.5	65.0	62.5	61.5	60.0	51.0
n	41	15	26	9	12	16	4	1

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	\$900,381	\$1,478,368	\$599,828	\$1,913,942	\$270,793	\$1,000,613	\$1,050,331	\$400,000
	(std)	(\$1,173,831)	(\$1,620,334)	(\$732,419)	(\$2,133,242)	(\$278,016)	(\$1,009,602)	(\$700,662)	
	Minimum	\$0	\$0	\$0	\$89,713	\$0	\$0	\$314,328	\$400,000
	Maximum	\$6,000,000	\$6,000,000	\$3,636,000	\$6,000,000	\$736,039	\$3,636,000	\$2,000,000	\$400,000
	Median	\$603,000	\$1,109,128	\$467,882	\$1,156,177	\$150,000	\$675,000	\$943,498	\$400,000
	n	38	13	25	6	13	15	4	1

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	7.77	8.19	7.53	7.89	8.01	6.94	10.00	7.00
	(std)	(5.50)	(7.31)	(4.23)	(3.14)	(7.92)	(4.34)	(4.55)	
	Minimum	0	0	2	5	2	0	5	7
	Maximum	32	32	16	14	32	16	16	7
	Median	7	7	6	7	6	7	10	7
	n	43	16	27	9	14	16	4	1
Average age (yrs)	Mean	58.73	60.69	57.71	58.89	58.25	59.59	56.50	45.00
	(std)	(4.75)	(4.92)	(4.41)	(4.88)	(4.79)	(4.65)	(5.80)	
	Minimum	46	52	46	52	46	50	50	45
	Maximum	68	68	64	66	64	68	64	45
	Median	59.30	60.00	59.00	59.70	59.20	60.00	56.00	45.00
	n	38	13	25	8	11	15	4	1
Minimum salary	Mean	\$138,707	\$146,476	\$135,254	\$156,804	\$122,414	\$138,065	\$153,797	\$78,000
	(std)	(\$31,314)	(\$38,980)	(\$27,387)	(\$47,954)	(\$13,704)	(\$24,167)	(\$37,410)	
	Minimum	\$84,000	\$84,000	\$91,264	\$84,000	\$101,091	\$91,264	\$107,315	\$78,000
	Maximum	\$230,000	\$230,000	\$187,872	\$230,000	\$146,000	\$181,831	\$187,872	\$78,000
	Median	\$132,250	\$138,780	\$129,154	\$162,392	\$123,626	\$137,560	\$160,000	\$78,000
	n	39	12	27	8	12	15	4	1
Maximum salary	Mean	\$245,260	\$278,624	\$231,145	\$285,308	\$211,567	\$245,800	\$255,933	\$167,000
	(std)	(\$79,226)	(\$106,302)	(\$61,819)	(\$112,034)	(\$54,316)	(\$74,384)	(\$60,269)	
	Minimum	\$142,860	\$157,000	\$142,860	\$157,000	\$142,860	\$144,000	\$204,000	\$167,000
	Maximum	\$500,000	\$500,000	\$391,918	\$500,000	\$304,000	\$391,918	\$330,000	\$167,000
	Median	\$229,395	\$275,000	\$222,659	\$263,500	\$204,000	\$230,000	\$244,865	\$167,000
	n	37	11	26	8	11	14	4	1
Mean salary	Mean	\$182,839	\$200,430	\$173,310	\$203,797	\$160,676	\$187,438	\$185,772	\$120,000
	(std)	(\$40,918)	(\$55,814)	(\$26,938)	(\$60,625)	(\$19,332)	(\$38,836)	(\$25,523)	
	Minimum	\$116,000	\$116,000	\$133,611	\$116,000	\$133,611	\$135,000	\$147,622	\$120,000
	Maximum	\$319,000	\$319,000	\$237,322	\$319,000	\$194,759	\$285,630	\$200,000	\$120,000
	Median	\$177,228	\$200,000	\$172,753	\$199,680	\$160,000	\$178,048	\$197,732	\$120,000
	n	37	13	24	8	11	14	4	1

Table 8 - Continue: Professors

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Maximum amount of annual grant support (direct costs only)?	Mean	\$2,088,171	\$2,884,341	\$1,672,777	\$2,826,261	\$1,082,656	\$2,582,151	\$1,956,242	\$400,000
	(std)	(\$2,418,638)	(\$3,034,043)	(\$1,977,817)	(\$3,280,825)	(\$802,015)	(\$3,009,477)	(\$582,544)	
	Minimum	\$35,642	\$35,642	\$260,027	\$260,027	\$100,000	\$35,642	\$1,500,000	\$400,000
	Maximum	\$9,372,070	\$9,372,070	\$8,029,291	\$8,112,532	\$2,411,005	\$9,372,070	\$2,763,702	\$400,000
	Median	\$1,285,450	\$1,949,361	\$1,000,000	\$1,109,128	\$1,000,000	\$1,285,450	\$1,780,632	\$400,000
	n	35	12	23	7	11	13	4	1
Mean amount of annual grant support (direct costs only)?	Mean	\$521,901	\$654,571	\$458,450	\$468,050	\$395,735	\$615,544	\$704,377	\$100,000
	(std)	(\$411,948)	(\$626,905)	(\$250,801)	(\$350,793)	(\$215,087)	(\$565,836)	(\$271,899)	
	Minimum	\$17,527	\$17,527	\$100,000	\$82,000	\$33,000	\$17,527	\$465,000	\$100,000
	Maximum	\$2,068,404	\$2,068,404	\$1,000,000	\$1,158,933	\$734,108	\$2,068,404	\$1,000,000	\$100,000
	Median	\$465,607	\$500,000	\$465,000	\$500,000	\$331,817	\$450,000	\$648,132	\$100,000
	n	34	11	23	7	11	13	3	1

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	4.72	5.00	4.56	5.00	4.36	4.81	5.00	0.00
	(std)	(2.48)	(2.53)	(2.49)	(2.50)	(2.31)	(2.56)	(3.56)	
	Minimum	1	2	1	2	1	1	1	0
	Maximum	11	11	10	11	9	10	8	0
	Median	5.0	4.5	5.0	5.0	4.0	4.0	5.5	0.0
	n	43	16	27	9	14	16	4	1
Average age (yrs)	Mean	50.42	51.00	50.09	51.63	50.96	50.28	47.25	
	(std)	(5.68)	(5.17)	(6.04)	(6.39)	(6.79)	(4.68)	(6.08)	
	Minimum	40	43	40	43	40	44	40	
	Maximum	62.5	62	62.5	61	62.5	62	54	
	Median	50.0	50.0	49.8	51.0	50.3	50.0	47.5	
	n	38	14	24	8	10	16	4	0
Minimum salary	Mean	\$108,405	\$110,512	\$107,391	\$116,190	\$105,030	\$107,220	\$107,707	
	(std)	(\$19,231)	(\$24,912)	(\$16,280)	(\$25,337)	(\$11,407)	(\$16,404)	(\$35,665)	
	Minimum	\$73,831	\$80,000	\$73,831	\$80,500	\$91,000	\$80,000	\$73,831	
	Maximum	\$150,000	\$150,000	\$140,000	\$150,000	\$121,000	\$133,950	\$140,000	
	Median	\$110,000	\$116,000	\$110,000	\$119,000	\$104,575	\$110,000	\$108,499	
	n	40	13	27	8	12	16	4	0
Maximum salary	Mean	\$142,672	\$155,493	\$136,261	\$174,004	\$125,614	\$136,821	\$153,124	
	(std)	(\$39,554)	(\$51,748)	(\$31,056)	(\$62,632)	(\$15,465)	(\$31,969)	(\$30,311)	
	Minimum	\$102,858	\$112,000	\$102,858	\$112,000	\$102,858	\$103,500	\$119,500	
	Maximum	\$300,000	\$300,000	\$241,022	\$300,000	\$152,250	\$241,022	\$186,000	
	Median	\$135,000	\$145,000	\$128,746	\$147,250	\$125,000	\$133,621	\$153,499	
	n	39	13	26	8	12	15	4	0
Mean salary	Mean	\$125,200	\$130,334	\$122,205	\$142,936	\$115,335	\$119,797	\$137,119	
	(std)	(\$23,928)	(\$30,539)	(\$19,196)	(\$37,630)	(\$11,766)	(\$15,700)	(\$24,790)	
	Minimum	\$98,000	\$98,000	\$99,945	\$98,000	\$99,945	\$102,846	\$105,478	
	Maximum	\$213,000	\$213,000	\$166,000	\$213,000	\$136,499	\$158,945	\$166,000	
	Median	\$118,006	\$123,000	\$116,506	\$133,737	\$111,257	\$116,892	\$138,499	
	n	38	14	24	8	11	15	4	0

Table 9 - Continue: Associate Professors

Questions		Type of Institution			Region				
		Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Maximum amount of annual grant support (direct costs only)?	Mean	\$741,755	\$1,072,549	\$569,167	\$1,059,048	\$429,152	\$690,037	\$1,149,011	
	(std)	(\$753,743)	(\$1,077,608)	(\$454,501)	(\$1,105,909)	(\$352,252)	(\$748,005)	(\$633,768)	
	Minimum	\$77,795	\$77,795	\$139,193	\$287,665	\$139,193	\$77,795	\$509,048	
	Maximum	\$3,462,183	\$3,462,183	\$2,000,000	\$3,462,183	\$1,340,356	\$3,105,775	\$2,000,000	
	Median	\$509,048	\$695,000	\$464,216	\$735,000	\$263,000	\$525,927	\$1,043,498	
	n	35	12	23	7	10	14	4	0
Mean amount of annual grant support (direct costs only)?	Mean	\$276,324	\$256,345	\$286,747	\$324,690	\$195,916	\$238,370	\$635,414	
	(std)	(\$209,118)	(\$209,552)	(\$212,828)	(\$171,832)	(\$191,194)	(\$138,634)	(\$316,046)	
	Minimum	\$10,000	\$10,000	\$67,316	\$199,000	\$10,000	\$19,200	\$439,241	
	Maximum	\$1,000,000	\$692,437	\$1,000,000	\$692,437	\$598,631	\$556,243	\$1,000,000	
	Median	\$232,108	\$238,932	\$225,000	\$243,864	\$125,000	\$228,276	\$467,000	
	n	35	12	23	7	11	14	3	0

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	4.77	5.88	4.11	5.67	4.36	5.00	3.25	3.00
	(std)	(4.59)	(6.48)	(2.94)	(5.55)	(5.80)	(3.39)	(1.89)	
	Minimum	0	1	0	1	1	0	2	3
	Maximum	24	24	13	18	24	13	6	3
	Median	3.0	3.5	3.0	3.0	3.0	5.0	2.5	3.0
	n	43	16	27	9	14	16	4	1
Average age (yrs)	Mean	39.42	40.36	38.87	39.94	37.46	40.60	39.33	40.00
	(std)	(3.83)	(4.67)	(3.24)	(3.71)	(2.16)	(4.82)	(1.81)	
	Minimum	35	35	35	35	35	35	37	40
	Maximum	50	50	49.8	47	42.3	50	41.3	40
	Median	38.90	39.00	38.25	39.75	37.00	39.00	39.50	40.00
	n	38	14	24	8	11	15	4	1
Minimum salary	Mean	\$91,730	\$91,885	\$91,652	\$93,794	\$91,353	\$83,954	\$117,892	\$78,000
	(std)	(\$21,972)	(\$22,206)	(\$22,296)	(\$29,341)	(\$10,044)	(\$20,074)	(\$25,084)	
	Minimum	\$51,555	\$60,000	\$51,555	\$60,000	\$68,636	\$51,555	\$100,000	\$78,000
	Maximum	\$155,000	\$128,000	\$155,000	\$133,026	\$103,020	\$117,000	\$155,000	\$78,000
	Median	\$90,000	\$90,000	\$93,000	\$89,662	\$92,050	\$84,000	\$108,284	\$78,000
	n	39	13	26	8	12	15	4	1
Maximum salary	Mean	\$112,459	\$114,714	\$111,287	\$131,389	\$105,187	\$103,016	\$130,006	\$120,000
	(std)	(\$25,044)	(\$34,345)	(\$19,312)	(\$37,755)	(\$18,607)	(\$12,279)	(\$23,366)	
	Minimum	\$80,000	\$80,000	\$88,000	\$85,000	\$88,000	\$80,000	\$103,000	\$120,000
	Maximum	\$201,000	\$201,000	\$160,000	\$201,000	\$152,000	\$120,000	\$160,000	\$120,000
	Median	\$106,313	\$100,000	\$107,625	\$121,427	\$98,854	\$104,818	\$128,513	\$120,000
	n	38	13	25	8	11	15	4	1
Mean salary	Mean	\$99,614	\$100,067	\$99,325	\$109,230	\$96,406	\$94,189	\$111,045	\$90,000
	(std)	(\$15,609)	(\$18,497)	(\$13,930)	(\$21,745)	(\$8,353)	(\$14,388)	(\$9,264)	
	Minimum	\$75,026	\$78,932	\$75,026	\$81,000	\$87,961	\$75,026	\$101,500	\$90,000
	Maximum	\$140,000	\$140,000	\$139,676	\$140,000	\$115,000	\$117,000	\$120,000	\$90,000
	Median	\$97,403	\$93,327	\$99,014	\$104,690	\$94,100	\$92,672	\$111,636	\$90,000
	n	36	14	22	8	11	14	3	1

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	\$374,089	\$549,141	\$278,605	\$691,123	\$172,392	\$353,665	\$389,898	\$300,000
	(std)	(\$455,332)	(\$708,453)	(\$189,304)	(\$910,617)	(\$127,789)	(\$213,795)	(\$134,401)	
		\$0	\$0	\$0	\$0	\$0	\$0	\$249,830	\$300,000
		\$2,500,000	\$2,500,000	\$880,936	\$2,500,000	\$422,972	\$880,936	\$509,763	\$300,000
	Median	\$254,100	\$297,621	\$250,000	\$255,000	\$167,175	\$300,000	\$400,000	\$300,000
	n	34	12	22	7	10	13	4	1
Mean amount of annual grant support (direct costs only)?	Mean	\$145,473	\$144,738	\$145,908	\$149,872	\$151,628	\$144,895	\$122,729	\$150,000
	(std)	(\$102,947)	(\$109,920)	(\$101,261)	(\$107,873)	(\$146,258)	(\$73,187)	(\$56,855)	
	Minimum	\$0	\$0	\$0	\$0	\$0	\$0	\$66,000	\$150,000
	Maximum	\$492,450	\$350,000	\$492,450	\$350,000	\$492,450	\$262,000	\$199,915	\$150,000
	Median	\$146,823	\$150,000	\$137,162	\$150,000	\$159,679	\$146,823	\$112,500	\$150,000
	n	35	13	22	7	11	13	4	1

Table 7 - 10 - Continue: Chair/Faculty Demographics

Region	Type of Institution	Table 7 - 10: Chair/Faculty Demographics - Additional Comments (Question #95)
Midwest	Public	Q89 - 38.8 excluding contract faculty (42 with)
Northeastern	Public	The School of Medicine provides salary support for new Assistant Professors at 100% for three years. After three years, the salary support decreases to 50%. Therefore, the initial salary level may be slightly higher to compensate for the decrease.
Southern	Private	Recent internal promotion of former non-tenure track faculty
Southern	Private	These are data for tenure track only
Southern	Private	Two Asst Profs started this academic year.
Southern	Public	One (1) asst professor is currently on personal leave

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	90.24%	93.33%	88.46%	100.00%	92.86%	86.67%	75.00%	100.00%	
No	9.76%	6.67%	11.54%	0.00%	7.14%	13.33%	25.00%	0.00%	
	n	41	15	26	8	14	15	4	1
Do you use the survey: To set recruitment packages?									
Yes	65.00%	64.29%	65.38%	62.50%	76.92%	53.33%	75.00%	100.00%	
No	35.00%	35.71%	34.62%	37.50%	23.08%	46.67%	25.00%	0.00%	
	n	40	14	26	8	13	15	4	1
Do you use the survey: For salary adjustments?									
Yes	70.00%	60.00%	76.00%	62.50%	69.23%	73.33%	75.00%	0.00%	
No	30.00%	40.00%	24.00%	37.50%	30.77%	26.67%	25.00%	100.00%	
	n	40	15	25	8	13	15	4	1
Do you use the survey: To establish teaching hours and mix of lectures, small groups, etc?									
Yes	30.56%	42.86%	22.73%	42.86%	45.45%	7.14%	50.00%	0.00%	
No	69.44%	57.14%	77.27%	57.14%	54.55%	92.86%	50.00%	100.00%	
	n	36	14	22	7	11	14	4	1
Should we continue to conduct bi-annual survey?									
Yes	85.71%	86.67%	85.19%	100.00%	85.71%	87.50%	50.00%	0.00%	
No	14.29%	13.33%	14.81%	0.00%	14.29%	12.50%	50.00%	100.00%	
	n	42	15	27	8	14	16	4	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)
Midwest	Public	I find this a very valuable tool for recruiting as well as for benchmarks for internal use - convincing administration of salary needs, teaching loads, etc. The comparison with other Med Micro departments is very helpful in this regard.
Midwest	Public	It's an interesting exercise.
Midwest	Public	Very useful information but need a longer turn around time in order to pull all the info together.
Northeastern	Private	Dr. Ira Schwartz is stepping down as Chair of the department, effective 12/31/17
Southern	Private	question 54, and 64-65 will be answered and emailed to you.
Southern	Private	Questions on age, salary, grant \$ should be divided into tenure track and non or else just ask about tenure track as these are very different types of positions and it doesn't make sense to lump them together.
Southern	Private	Thanks for your efforts
Southern	Public	This is the first survey I have participated in. I have not seen the results of any surveys.