

**ASSOCIATION
OF
MEDICAL SCHOOL
MICROBIOLOGY AND IMMUNOLOGY
CHAIRS
SURVEY
2011**

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Institutions that completed the 2011 AMSMIC Survey

Northeastern Region

Boston University School of Medicine
CUNY Medical School/Sophie Davis School of Biomedical Education
Drexel University College of Medicine
Georgetown University Medical Center
Howard University College of Medicine
Mount Sinai School of Medicine
New York Medical College
Pennsylvania State University College of Medicine
SUNY Upstate Medical University
Stony Brook University
Trustees of Dartmouth College
UMDNJ-New Jersey Medical School
University of Maryland
University of Pennsylvania
University of Rochester
University of Vermont

N = 16

Midwest Region

AT Still University/KCOM
Indiana University
Loyola University Chicago
Medical College of Wisconsin
Midwestern University, Chicago College of Osteopathic Medicine
Northwestern University
Saint Louis University
Southern Illinois University School of Medicine
University of Michigan Medical School
University of Minnesota
University of Missouri Columbia
University of Toledo College of Medicine
Wayne State University

N = 13

Institutions that completed the 2011 AMSMIC Survey - Continue

Southern Region

College of Medicine/East Tennessee State University
Duke University Medical Center
Eastern Virginia Medical School (EVMS)
OU Health Sciences Center
Texas A&M Health Science Center
The University of Tennessee Health Science Center
The University of Texas Health Science Center at San Antonio
University of Alabama at Birmingham
University of Arkansas for Medical Science
University of Kentucky
University of Louisville
University of Miami Miller School of Medicine
University of Mississippi Medical Center
University of North Carolina at Chapel Hill
University of South Alabama
University of South Carolina
University of Texas Health Science Center at Houston
University of Texas Medical Branch
Wake Forest University School of Medicine

N = 19

Western Region

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

N = 4

Other Region (Canada & Puerto Rico)

Université de Sherbrooke

N = 1

Table 1: Institutional Support

Table 1: Institutional Support

Questions	Type of Institution			Region				
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Region								
Northeastern	30.77%	45.00%	21.88%	100.00%	0.00%	0.00%	0.00%	0.00%
Midwest	25.00%	30.00%	21.88%	0.00%	100.00%	0.00%	0.00%	0.00%
Southern	36.54%	20.00%	46.88%	0.00%	0.00%	100.00%	0.00%	0.00%
Western	7.69%	5.00%	9.38%	0.00%	0.00%	0.00%	100.00%	0.00%
n	52	20	32	16	13	19	4	1
Is your institution								
Private	38.46%	100.00%	0.00%	56.25%	46.15%	21.05%	25.00%	0.00%
Public	61.54%	0.00%	100.00%	43.75%	53.85%	78.95%	75.00%	100.00%
n	52	20	32	16	13	19	4	1
Total department budget (all sources)								
Mean	\$8,531,898	\$9,897,260	\$7,678,546	\$10,166,434	\$7,174,802	\$8,451,871	\$6,784,442	\$20,000
(std)	(\$7,039,846)	(\$9,222,316)	(\$5,239,345)	(\$9,887,405)	(\$4,135,408)	(\$6,312,609)	(\$4,456,906)	
Minimum	\$90,000	\$674,627	\$90,000	\$90,000	\$674,627	\$800,000	\$2,000,000	\$20,000
Maximum	\$32,372,059	\$32,372,059	\$21,614,760	\$32,372,059	\$14,900,000	\$21,614,760	\$12,278,258	\$20,000
Median	\$7,249,618	\$6,535,088	\$7,766,576	\$6,750,899	\$6,885,236	\$7,919,152	\$6,429,755	\$20,000
n	52	20	32	16	13	19	4	1
Percent of this total budget provided by the institution? (%)								
Mean	38.05	37.67	38.30	45.27	40.46	36.09	12.63	90.00
(std)	(30.87)	(31.95)	(30.72)	(37.57)	(25.58)	(29.31)	(15.09)	
Minimum	0.0	0.0	2.5	6.0	13.9	5.0	0.0	90.0
Maximum	100.0	100.0	100.0	100.0	100.0	100.0	33.0	90.0
Median	28.0	30.0	27.5	28.0	32.1	26.5	8.8	90.0
n	49	19	30	15	12	18	4	1
What type of change occurred to this commitment during the last fiscal year?								
Increase	29.41%	42.11%	21.88%	26.67%	46.15%	21.05%	25.00%	0.00%
No Change	25.49%	31.58%	21.88%	26.67%	30.77%	21.05%	25.00%	100.00%
Decrease	45.10%	26.32%	56.25%	46.67%	23.08%	57.89%	50.00%	0.00%
n	51	19	32	15	13	19	4	1
What percentage change did occur? (%)								
Mean	-3.24	4.96	-7.34	-1.86	3.73	-9.84	0.75	0.00
(std)	(14.27)	(10.11)	(14.40)	(11.80)	(10.91)	(16.93)	(6.50)	
Minimum	-60.0	-10.0	-60.0	-30.0	-13.0	-60.0	-5.0	0.0
Maximum	25.0	25.0	9.9	25.0	25.0	6.6	10.0	0.0
Median	0.0	0.7	-1.5	0.0	0.7	-1.5	-1.0	0.0
n	48	16	32	14	12	18	4	1

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	23.08%	15.00%	28.13%	12.50%	38.46%	21.05%	25.00%	0.00%
No	76.92%	85.00%	71.88%	87.50%	61.54%	78.95%	75.00%	100.00%
n	52	20	32	16	13	19	4	1
What is your institutional NIH Facilities & Administration (F&A) indirect costs rate?	Mean	52.12	54.63	50.55	57.13	50.59	48.37	54.88
(std)	(5.58)	(6.43)	(4.41)	(4.71)	(3.38)	(4.10)	(5.45)	
Minimum	37.0	43.5	37.0	51.5	43.5	37.0	51.5	
Maximum	69.5	69.5	59.5	69.5	55.5	57.0	63.0	
Median	52.0	53.5	51.3	56.0	51.0	48.5	52.5	
n	52	20	32	16	13	19	4	0
What is your institutional federal non-NIH F&A rate?	Mean	46.87	49.90	44.85	48.46	46.35	47.70	34.00
(std)	(10.94)	(12.21)	(9.76)	(13.50)	(10.19)	(6.15)	(26.87)	
Minimum	15.0	15.0	25.0	25.0	30.0	28.0	15.0	
Maximum	64.4	64.4	59.5	63.5	64.4	57.0	53.0	
Median	48.8	51.5	48.3	53.8	49.5	48.0	34.0	
n	40	16	24	12	11	15	2	0
What is your overall non-federal F&A rate?	Mean	41.73	45.50	39.15	42.48	40.86	39.26	70.00
(std)	(15.14)	(17.31)	(13.32)	(15.33)	(15.57)	(14.05)		
Minimum	3.0	25.0	3.0	25.0	25.0	3.0	70.0	
Maximum	70.0	70.0	52.0	63.5	64.4	49.5	70.0	
Median	47.8	48.0	47.5	38.9	41.5	47.8	70.0	
n	32	13	19	11	8	12	1	0
What percentage of the F&A is returned to the department? (%)	Mean	19.21	22.16	17.27	7.73	30.50	20.11	24.50
(std)	(24.34)	(30.51)	(19.65)	(9.25)	(26.94)	(27.68)	(30.42)	
Minimum	0.0	0.0	0.0	0.0	0.0	0.0	7.5	
Maximum	100.0	100.0	75.0	25.0	75.0	100.0	70.0	
Median	10.5	5.0	11.0	5.0	25.0	11.0	10.3	
n	48	19	29	15	12	17	4	0
What percentage of the F&A is returned to the faculty member? (%)	Mean	2.84	3.06	2.70	1.76	5.91	2.53	0.00
(std)	(5.61)	(7.30)	(4.27)	(4.04)	(7.69)	(5.58)	(0.00)	
Minimum	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Maximum	25.0	25.0	12.2	12.2	25.0	20.0	0.0	
Median	0.0	0.0	0.0	0.0	4.5	0.0	0.0	
n	45	18	27	16	10	16	3	0

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	13.74	13.28	14.08	9.29	14.30	18.60	8.33	10.00
	(std)	(13.06)	(13.27)	(13.17)	(11.07)	(11.76)	(14.68)	(14.43)	
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.0
	Maximum	40.0	33.0	40.0	30.0	33.0	40.0	25.0	10.0
	Median	10.0	10.0	11.3	5.0	15.0	22.5	0.0	10.0
	n	42	18	24	14	10	15	3	1
What percentage of royalties are returned to the faculty member? (%)	Mean	28.80	28.50	29.01	28.86	34.48	29.60	10.00	5.00
	(std)	(19.04)	(20.94)	(18.03)	(21.12)	(15.36)	(19.27)	(12.25)	
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0
	Maximum	50.0	50.0	50.0	50.0	50.0	50.0	25.0	5.0
	Median	33.2	33.0	34.2	37.5	35.0	33.0	7.5	5.0
	n	44	18	26	14	11	15	4	1
Does your institution provide bridge funding									
Yes	73.08%	75.00%	71.88%	81.25%	69.23%	73.68%	50.00%	100.00%	
No	26.92%	25.00%	28.13%	18.75%	30.77%	26.32%	50.00%	0.00%	
n	52	20	32	16	13	19	4	1	
How much bridge funding does the institution provide exclusive of faculty salary?	Mean	\$56,415	\$62,507	\$52,150	\$49,455	\$37,714	\$75,721	\$25,000	
	(std)	(\$69,923)	(\$104,436)	(\$31,349)	(\$37,730)	(\$30,302)	(\$100,068)	(\$35,355)	
	Minimum	\$0	\$0	\$0	\$0	\$4,000	\$0	\$0	
	Maximum	\$400,000	\$400,000	\$107,000	\$107,000	\$100,000	\$400,000	\$50,000	
	Median	\$45,000	\$31,250	\$50,000	\$50,000	\$35,000	\$50,000	\$25,000	
	n	34	14	20	11	7	14	2	0
What percentage of bridge funding is the responsibility of the department? (%)	Mean	38.59	33.33	41.12	40.00	44.44	35.50	33.33	0.00
	(std)	(42.26)	(44.38)	(41.90)	(40.62)	(52.70)	(37.99)	(57.74)	
	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	25.0	0.0	33.0	50.0	0.0	29.0	0.0	0.0
	n	37	12	25	9	9	16	3	1
Does the bridge funding cover technician salary									
Yes	75.00%	68.75%	78.57%	85.71%	81.82%	68.75%	33.33%	100.00%	
No	25.00%	31.25%	21.43%	14.29%	18.18%	31.25%	66.67%	0.00%	
n	44	16	28	14	11	16	3	1	

Table 1 - Continue: Institutional Support

Questions	Overall **	Type of Institution		Region					
		Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Does the bridge funding cover supplies									
Yes	87.23%	76.47%	93.33%	86.67%	100.00%	83.33%	66.67%	100.00%	
No	12.77%	23.53%	6.67%	13.33%	0.00%	16.67%	33.33%	0.00%	
n	47	17	30	15	11	18	3	1	
Total space in the department (sq ft.)	Mean	26,563.49	25,936.90	26,967.73	24,874.56	22,412.93	31,730.25	20,834.00	5,000.00
	(std)	(19,401.74)	(25,028.56)	(15,172.68)	(14,043.47)	(12,622.22)	(26,929.72)	(3,329.66)	
	Minimum	4,000	4,700	4,000	4,000	4,700	4,600	17,000	5,000
	Maximum	120,000	120,000	81,267	55,000	45,000	120,000	23,000	5,000
	Median	22,502	19,712	25,000	26,961	18,890	25,000	22,502	5,000
	n	51	20	31	16	13	19	3	1
What is the average laboratory space per faculty member? (sq ft.)	Mean	1,181.81	1,106.00	1,229.19	1,118.88	1,190.54	1,223.89	1,205.25	600.00
	(std)	(415.54)	(398.55)	(425.08)	(392.99)	(369.11)	(509.12)	(171.98)	
	Minimum	350	350	500	350	600	500	1,000	600
	Maximum	2,000	2,000	2,000	2,000	2,000	2,000	1,421	600
	Median	1,139	1,113	1,199	1,126	1,198	1,100	1,200	600
	n	52	20	32	16	13	19	4	1

Table 1 - Continue: Institutional Support

Region	Type of Institution	Table 1: Institutional Support - Additional Comments
Northeastern	Private	Bridge funding is available but no formal system is in place. Bridge funding is specific to the needs of the PI
Northeastern	Private	Selected faculty needing bridge funding are presented for sharing of cost between the department and the medical school for an appx 18-month period. Other than that possibility, gap funding has been the sole responsibility of the departments.
Northeastern	Public	Bridge funding: This varies greatly on a case-by-case basis; there is no set formula. The numbers given are for the one faculty member who received bridge funding in FY12
Northeastern	Public	In the past our finances have not been transparent. We now have a new Dean who is trying to make the budget transparent but this is only slowly coming to him as well as us.
Midwest	Private	We have 4 faculty located in space assigned to a Center; Dept. maintains Core Facilities.
Midwest	Private	While we do not have bridge funding. Faculty salaries are hard money (100% covered by University). Additionally our department has 5 hard money (salaries 100% covered by University) technicians.
Southern	Private	Faculty receive an incentive payout from Department funds based not on indirects but rather on % externally funded salary. Current formula returns 50% of the excess over 50% salary recovery (eg., 20% for someone bringing in 90% of salary). A formula-driven proportion of this can be taken as a salary bonus (up to 10% of salary). The remainder is taken into a reserve fund.
Southern	Private	The percentage of F&A returned to the faculty member only applies for grants that cover more than 20% of the faculty salary.
Southern	Public	Bridge funding is provided by the SCHOOL (medical school), not the University.
Southern	Public	We have abundant common space (cold rooms, autoclave rooms, walk-in freezer, BSL3 facility, equipment rooms, etc)
Western	Public	Faculty PI must apply for bridge funding through the SOM Dean's Office. Funding decisions are made by committee and are based on merit and need. Faculty are potentially eligible for two cycles of \$50K bridge funding. The department is responsible for faculty salaries.
Other	Public	There are particularities to Canada that prevent me from answering all questions as intended.

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	\$541,551	\$588,611	\$514,226	\$577,500	\$464,577	\$514,528	\$787,500	\$200,000
	(std)	(\$263,731)	(\$347,740)	(\$201,650)	(\$284,218)	(\$195,911)	(\$283,442)	(\$193,111)	
	Minimum	\$50,000	\$50,000	\$200,000	\$150,000	\$50,000	\$250,000	\$600,000	\$200,000
	Maximum	\$1,200,000	\$1,200,000	\$1,200,000	\$1,000,000	\$700,000	\$1,200,000	\$1,000,000	\$200,000
	Median	\$500,000	\$537,500	\$500,000	\$500,000	\$500,000	\$435,000	\$775,000	\$200,000
	n	49	18	31	14	13	18	4	1
Assistant Professor starting salary	Mean	\$85,804	\$90,100	\$83,119	\$90,727	\$85,968	\$80,716	\$89,750	\$60,000
	(std)	(\$12,191)	(\$15,992)	(\$8,270)	(\$16,877)	(\$9,276)	(\$8,067)	(\$7,320)	
	Minimum	\$63,500	\$65,000	\$63,500	\$70,000	\$65,000	\$63,500	\$84,000	\$60,000
	Maximum	\$140,000	\$140,000	\$100,000	\$140,000	\$100,000	\$95,000	\$100,000	\$60,000
	Median	\$85,000	\$88,500	\$84,500	\$87,500	\$85,000	\$82,000	\$87,500	\$60,000
	n	52	20	32	16	13	19	4	1
This salary is guaranteed	Indefinitely	30.77%	10.00%	43.75%	6.25%	38.46%	52.63%	0.00%	0.00%
	For a finite period	69.23%	90.00%	56.25%	93.75%	61.54%	47.37%	100.00%	100.00%
	n	52	20	32	16	13	19	4	1
If for a finite period, how long is this salary guaranteed? (yrs)	Mean	3.67	3.58	3.76	3.89	3.50	3.78	3.00	5.00
	(std)	(1.36)	(1.35)	(1.39)	(1.57)	(1.07)	(1.56)	(0.00)	
	Minimum	2	2	3	2	2	3	3	5
	Maximum	7	7	7	7	5	7	3	5
	Median	3	3	3	3	3	3	3	5
	n	35	18	17	14	8	9	4	1
What is the average amount of laboratory space offered? (sq ft.)	Mean	863.07	766.03	923.72	793.41	939.62	905.58	691.00	500.00
	(std)	(342.83)	(228.48)	(389.21)	(253.80)	(390.57)	(399.44)	(79.10)	
	Minimum	300	300	500	300	500	500	600	500
	Maximum	2,000	1,200	2,000	1,200	2,000	2,000	764	500
	Median	800	750	805	775	850	826	700	500
	n	52	20	32	16	13	19	4	1

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	57.14%	50.00%	60.71%	72.73%	50.00%	58.82%	25.00%	0.00%
No	42.86%	50.00%	39.29%	27.27%	50.00%	41.18%	75.00%	100.00%
n	42	14	28	11	10	17	4	1
Virology								
Yes	60.87%	52.63%	66.67%	73.33%	45.45%	62.50%	50.00%	100.00%
No	39.13%	47.37%	33.33%	26.67%	54.55%	37.50%	50.00%	0.00%
n	46	19	27	15	11	16	4	1
Immunology								
Yes	76.09%	70.59%	79.31%	78.57%	63.64%	88.24%	50.00%	0.00%
No	23.91%	29.41%	20.69%	21.43%	36.36%	11.76%	50.00%	100.00%
n	46	17	29	14	11	17	4	1
Mycology								
Yes	15.15%	14.29%	15.79%	10.00%	12.50%	23.08%	0.00%	0.00%
No	84.85%	85.71%	84.21%	90.00%	87.50%	76.92%	100.00%	100.00%
n	33	14	19	10	8	13	2	1
Parasitology								
Yes	12.12%	7.69%	15.00%	10.00%	12.50%	15.38%	0.00%	0.00%
No	87.88%	92.31%	85.00%	90.00%	87.50%	84.62%	100.00%	100.00%
n	33	13	20	10	8	13	2	1
Cell Biology								
Yes	15.63%	21.43%	11.11%	0.00%	25.00%	16.67%	33.33%	0.00%
No	84.38%	78.57%	88.89%	100.00%	75.00%	83.33%	66.67%	100.00%
n	32	14	18	9	8	12	3	1

Table 2 - Continue: Start-up Costs

Region	Type of Institution	Table 2: Start-up Costs - Additional Comments
Northeastern	Private	Area of faculty recruitment dependent on NIH funding
Midwest	Private	Department limit on tenure-track faculty is 11.
Midwest	Private	We will be hiring one new faculty member in one of the above disciplines.
Southern	Private	We just co-hired additional Faculty in Bacteriology as a joint appointment with the Department of Internal Medicine.
Southern	Public	The Department is in transition relative to chair leadership. Next chair will hire appropriate faculty.
Southern	Public	We are advertising for an Associate Professor level MD/PhD for 80% research and 20% clinical service in the Infectious Diseases Clinic (one afternoon a week). Must have R01 funding. Intent to strengthen an Infectious Diseases and Inflammation Center for translational studies and U19/P01 funding.
Southern	Public	We are currently in the midst of a search for a new chairman, faculty recruitment will vary depending on the recruitment package the new chairperson receives.
Southern	Public	We are searching for a chair and could hire in any of these areas.
Western	Public	Because of budget cuts to the University system, our university has had a hiring freeze for the past three years. It was lifted for the coming year for a few faculty positions on the undergraduate campus but is projected to continue for the School of Medicine for all non essential clinical positions for the next 2 years.
Western	Public	The portion of faculty salary and benefits that are not covered by the department base budget (average= 51%) must be paid by the faculty member from their start-up package until research grants are received.
Other	Public	None

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 2009?								
Increase	40.38%	35.00%	43.75%	37.50%	53.85%	26.32%	75.00%	100.00%
No Change	26.92%	35.00%	21.88%	37.50%	15.38%	26.32%	25.00%	0.00%
Decrease	32.69%	30.00%	34.38%	25.00%	30.77%	47.37%	0.00%	0.00%
n	52	20	32	16	13	19	4	1
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	18.07	17.85	18.20	20.06	14.65	19.37	15.00	12.00
(std)	(8.99)	(8.95)	(9.15)	(11.13)	(5.51)	(9.30)	(4.24)	
Minimum	4	4	6	6	4	6	12	12
Maximum	45	42	45	45	24	42	21	12
Median	15.5	15.5	15.5	16.5	13	16	13.5	12
n	52	20	32	16	13	19	4	1
Of the total number of primary faculty, how many are considered as "core faculty" - i.e., not in a non-department research unit?								
Mean	15.41	16.30	14.86	16.19	13.04	16.47	15.00	12.00
(std)	(7.06)	(7.66)	(6.72)	(7.99)	(6.05)	(7.40)	(4.24)	
Minimum	0	4	0	0	0	6	12	12
Maximum	38	38	29	38	22	29	21	12
Median	14.75	14.5	14.75	15	13	15	13.5	12
n	52	20	32	16	13	19	4	1
What is the total number of faculty members with any type of appointment - primary, secondary, adjunct, etc.?								
Mean	34.89	32.45	36.42	36.88	28.19	40.05	24.25	14.00
(std)	(24.97)	(20.73)	(27.50)	(25.83)	(14.61)	(31.25)	(4.35)	
Minimum	5	5	6	6	5	9	20	14
Maximum	122	87	122	97	51	122	30	14
Median	26.5	26	26.5	27.5	27	27	23.5	14
n	52	20	32	16	13	19	4	1
How many TOTAL faculty have you hired since 2009?								
None	15.38%	10.00%	18.75%	25.00%	15.38%	5.26%	25.00%	0.00%
One	26.92%	35.00%	21.88%	18.75%	30.77%	36.84%	0.00%	100.00%
Two	23.08%	35.00%	15.63%	25.00%	7.69%	36.84%	0.00%	0.00%
>2	34.62%	20.00%	43.75%	31.25%	46.15%	21.05%	75.00%	0.00%
n	52	20	32	16	13	19	4	1
For newly hired faculty, was grant support required?								
Yes	34.69%	27.78%	38.71%	42.86%	16.67%	42.11%	25.00%	100.00%
No	65.31%	72.22%	61.29%	57.14%	83.33%	57.89%	75.00%	0.00%
n	49	18	31	14	12	19	4	1

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	4.91	5.15	4.77	5.63	3.73	5.42	3.50	0.00
	(std)	(3.61)	(3.75)	(3.57)	(3.77)	(2.83)	(4.15)	(1.00)	
	Minimum	0	1	0	1	1	0	2	0
	Maximum	18	18	18	18	12	18	4	0
	Median	4	4	4	4.5	4	4	4	0
	n	52	20	32	16	13	19	4	1
Full-time Female tenured faculty (primary appointees only)	Mean	2.17	1.80	2.40	2.06	2.42	2.22	1.50	0.00
	(std)	(1.60)	(1.36)	(1.71)	(1.24)	(2.23)	(1.48)	(1.29)	
	Minimum	0	0	0	0	1	0	0	0
	Maximum	9	4	9	4	9	5	3	0
	Median	2	1.5	2	2	2	2	1.5	0
	n	51	20	31	16	13	18	4	1
Full-time Female non-tenured faculty (primary appointees only - on tenure track)	Mean	1.42	1.79	1.19	1.53	1.15	1.44	1.75	0.00
	(std)	(1.31)	(1.62)	(1.05)	(1.51)	(1.07)	(1.46)	(0.50)	
	Minimum	0	0	0	0	0	0	1	0
	Maximum	5	5	3	5	3	5	2	0
	Median	1	2	1	1	1	1	2	0
	n	50	19	31	15	13	18	4	1
Full-time Female faculty (primary appointees only - non-tenure track)	Mean	1.84	2.16	1.63	2.27	0.46	2.82	0.50	0.00
	(std)	(2.35)	(2.97)	(1.88)	(3.24)	(0.88)	(1.88)	(0.58)	
	Minimum	0	0	0	0	0	0	0	0
	Maximum	11	11	6	11	2	6	1	0
	Median	1	1	1	1	0	3	0.5	0
	n	49	19	30	15	13	17	4	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	11.98	12.10	11.90	11.63	11.08	13.06	11.50	12.00
	(std)	(5.07)	(5.17)	(5.08)	(4.69)	(4.37)	(6.10)	(4.36)	
	Minimum	3	3	3	3	3	4	8	12
	Maximum	24	24	24	24	20	24	17	12
	Median	11.0	12.0	10.0	11.5	11.0	11.0	10.5	12
	n	51	20	31	16	13	18	4	1
Full-time Male tenured faculty (primary appointees only)	Mean	8.46	7.45	9.09	7.06	8.23	9.95	7.75	12.00
	(std)	(4.30)	(3.66)	(4.60)	(2.91)	(3.03)	(5.73)	(3.59)	
	Minimum	0	0	2	0	3	2	5	12
	Maximum	20	13	20	11	12	20	13	12
	Median	8.0	7.5	8.0	7.0	9.0	8.0	6.5	12
	n	52	20	32	16	13	19	4	1
Full-time Male non-tenured (primary appointees only - on tenure track)	Mean	2.29	2.85	1.94	2.44	2.23	2.17	2.50	0.00
	(std)	(1.47)	(1.81)	(1.09)	(1.75)	(1.59)	(1.25)	(1.29)	
	Minimum	0	0	0	0	0	0	1	0
	Maximum	6	6	4	6	5	4	4	0
	Median	2.0	3.0	2.0	2.0	2.0	2.0	2.5	0
	n	51	20	31	16	13	18	4	1
Full-time Male faculty (primary appointees only - non-tenure track)	Mean	1.76	2.47	1.32	2.60	0.92	1.78	1.25	2.00
	(std)	(2.31)	(2.99)	(1.68)	(3.33)	(1.75)	(1.59)	(1.26)	
	Minimum	0	0	0	0	0	0	0	2
	Maximum	11	11	6	11	6	5	3	2
	Median	1.0	1.0	1.0	1.0	0.0	1.5	1.0	2
	n	50	19	31	15	13	18	4	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	1.32	1.00	1.53	1.25	0.62	2.06	0.75
	(std)	(2.22)	(2.34)	(2.15)	(2.52)	(1.45)	(2.54)	(0.50)
	Minimum	0	0	0	0	0	0	0
	Maximum	10	10	8	10	5	8	1
	Median	0	0	1	0	0	1	1
	n	50	20	30	16	13	17	4
Full-time Minority tenured faculty (primary appointees only)	Mean	0.86	0.70	0.97	0.94	0.38	1.22	0.50
	(std)	(1.72)	(2.03)	(1.52)	(2.24)	(1.12)	(1.73)	(0.58)
	Minimum	0	0	0	0	0	0	0
	Maximum	9	9	5	9	4	5	1
	Median	0	0	0	0	0	0	0.5
	n	51	20	31	16	13	18	4
Full-time Minority non-tenured (primary appointees only - on tenure track)	Mean	0.26	0.20	0.30	0.25	0.23	0.29	0.25
	(std)	(0.56)	(0.52)	(0.60)	(0.58)	(0.44)	(0.69)	(0.50)
	Minimum	0	0	0	0	0	0	0
	Maximum	2	2	2	2	1	2	1
	Median	0	0	0	0	0	0	0
	n	50	20	30	16	13	17	4
Full-time Minority faculty (primary appointees only - non-tenure track)	Mean	0.33	0.15	0.45	0.06	0.00	0.89	0.00
	(std)	(0.95)	(0.49)	(1.15)	(0.25)	(0.00)	(1.45)	(0.00)
	Minimum	0	0	0	0	0	0	0
	Maximum	5	2	5	1	0	5	0
	Median	0	0	0	0	0	0	0
	n	51	20	31	16	13	18	4

Table 3 - Continue: Personnel Demographics

Region	Type of Institution	Table 3: Personnel Demographics - Additional Comments
Northeastern	Private	There is no tenure at the School of Medicine
Northeastern	Public	As specified in the instructions, I only gave these numbers for my core faculty but for all the primary faculty, i.e., the department as a whole, the numbers are the following (in the order listed above): #37 female 11, 2, 3, 6 # 38 male 34, 14, 6, 14 #39 5, 2, 1, 2
Midwest	Public	2 tenured faculty members are on phased retirement (one at 50%; one at 75%); we have counted them as full-time for this survey. Subtract .75 full-time male tenured faculty if you do not want them counted as full-time.
Midwest	Public	Question 36. Did not hire any faculty. If we do hire, grant support is not "required" but puts candidates at the top of the list.

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	50.98%	47.37%	53.13%	50.00%	38.46%	57.89%	66.67%	100.00%	
inter-department/interdisciplinary based	35.29%	31.58%	37.50%	31.25%	46.15%	36.84%	0.00%	0.00%	
no specific degree in microbiology/immunology is offered	13.73%	21.05%	9.38%	18.75%	15.38%	5.26%	33.33%	0.00%	
	n	51	19	32	16	13	19	3	1
How many Ph.D. students are enrolled in this program?	Mean	31.70	31.44	31.84	32.21	40.09	27.89	22.67	20.00
	(std)	(20.31)	(20.54)	(20.53)	(19.66)	(21.48)	(20.51)	(15.31)	
	Minimum	0	4	0	12	11	0	11	20
	Maximum	83	83	76	83	75	76	40	20
	Median	28.0	26.0	28.0	27.0	40.0	23.0	17.0	20.0
	n	47	16	31	14	11	19	3	1
Average number of years to graduate from the department based doctoral program? (yrs)	Mean	5.50	5.57	5.47	5.48	5.48	5.45	6.00	5.00
	(std)	(0.56)	(0.60)	(0.54)	(0.56)	(0.45)	(0.62)	(0.50)	
	Minimum	4.5	5	4.5	5	5	4.5	5.5	5
	Maximum	7	7	6.7	7	6	6.7	6.5	5
	Median	5.5	5.5	5.5	5.4	5.5	5.3	6.0	5.0
	n	46	15	31	14	11	18	3	1
Does your department offer a MS/MA degree in Microbiology/Immunology?									
Yes	39.22%	31.58%	43.75%	43.75%	61.54%	26.32%	0.00%	100.00%	
No	60.78%	68.42%	56.25%	56.25%	38.46%	73.68%	100.00%	0.00%	
	n	51	19	32	16	13	19	3	1
How many MS/MA students are enrolled in this program?	Mean	4.11	9.08	1.63	9.50	2.55	0.50	0.00	15.00
	(std)	(12.57)	(20.73)	(3.97)	(20.58)	(5.57)	(1.24)		
	Minimum	0	0	0	0	0	0	0	15
	Maximum	72	72	19	72	19	4	0	15
	Median	0	0	0	1	0	0	0	15.0
	n	36	12	24	12	11	12	1	1

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	9.45	10.41	8.90	8.19	18.00	6.89	3.00	6.00
	(std)	(10.11)	(12.32)	(8.81)	(6.96)	(16.43)	(5.60)	(2.65)	
	Minimum	0	0	0	0	3	0	0	6
	Maximum	50	50	43	24	50	19	5	6
	Median	7.0	7.0	6.5	6.5	11.0	6.0	4.0	6
	n	47	17	30	16	10	18	3	1
Number of Graduate Students on training grant stipends	Mean	5.13	6.19	4.57	6.53	8.00	2.89	2.00	0.00
	(std)	(6.74)	(8.14)	(5.93)	(8.55)	(7.59)	(3.91)	(2.00)	
	Minimum	0	0	0	0	0	0	0	0
	Maximum	27	27	24	27	24	14	4	0
	Median	3.0	4.0	2.0	4.0	6.5	1.0	2.0	0
	n	46	16	30	15	10	18	3	1
Number of Graduate Students on research grant stipends	Mean	17.30	16.71	17.61	15.31	20.86	16.84	17.67	20.00
	(std)	(12.36)	(12.01)	(12.72)	(11.57)	(11.40)	(13.56)	(15.95)	
	Minimum	1	2	1	2	4	1	7	20
	Maximum	60	42	60	35	42	60	36	20
	Median	16.0	18.0	14.0	11.5	22.0	15.0	10.0	20
	n	49	17	32	16	11	19	3	1
Number of Graduate Students on other stipends	Mean	2.77	2.69	2.81	2.69	4.06	2.65	0.00	9.00
	(std)	(3.23)	(3.24)	(3.27)	(3.40)	(3.78)	(2.87)	(0.00)	
	Minimum	0	0	0	0	0	0	0	9
	Maximum	11	11	11	11	11	11	0	9
	Median	2	1.5	2	1	4	2	0	9
	n	45	16	29	16	9	17	3	1
What is the average stipend for Ph.D. students?	Mean	\$25,568	\$26,722	\$24,955	\$26,173	\$24,364	\$25,544	\$26,917	\$20,000
	(std)	(\$3,602)	(\$3,212)	(\$3,694)	(\$3,698)	(\$2,789)	(\$4,082)	(\$2,504)	
	Minimum	\$17,500	\$17,500	\$19,000	\$17,500	\$19,750	\$19,000	\$25,000	\$20,000
	Maximum	\$40,000	\$32,500	\$40,000	\$32,500	\$27,735	\$40,000	\$29,750	\$20,000
	Median	\$26,000	\$27,000	\$24,550	\$26,633	\$24,500	\$25,000	\$26,000	\$20,000
	n	49	17	32	16	11	19	3	1

Table 4 - Continue: Graduate Program Information

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Percentage of students with tuition and fees paid by the department? (%)	Mean	51.79	30.94	64.01	28.43	55.55	63.18	78.67	0.00
	(std)	(47.09)	(46.08)	(43.96)	(41.31)	(51.17)	(46.27)	(36.95)	
	Minimum	0.0	0.0	0.0	0.0	0.0	0.0	36.0	0.0
	Maximum	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	Median	41.5	0.0	100.0	3.5	100.0	98.5	100.0	0.0
	n	46	17	29	14	11	18	3	1
Is health insurance provided for your graduate students?									
Yes	88.24%	89.47%	87.50%	100.00%	76.92%	84.21%	100.00%	100.00%	
No	11.76%	10.53%	12.50%	0.00%	23.08%	15.79%	0.00%	0.00%	
n	51	19	32	16	13	19	3	1	
If yes, how much (total cost from all sources)?	Mean	\$2,924	\$3,476	\$2,599	\$2,795	\$4,208	\$2,060	\$3,490	
	(std)	(\$2,226)	(\$2,668)	(\$1,913)	(\$1,019)	(\$3,508)	(\$1,271)		
	Minimum	\$462	\$1,740	\$462	\$1,175	\$1,313	\$462	\$3,490	
	Maximum	\$12,000	\$12,000	\$9,008	\$4,350	\$12,000	\$5,283	\$3,490	
	Median	\$2,373	\$2,647	\$2,097	\$2,464	\$2,870	\$1,956	\$3,490	
	n	35	13	22	10	10	14	1	0
Is a recruiting bonus paid to incoming graduate students?									
Yes	15.69%	5.26%	21.88%	25.00%	23.08%	5.26%	0.00%	0.00%	
No	84.31%	94.74%	78.13%	75.00%	76.92%	94.74%	100.00%	100.00%	
n	51	19	32	16	13	19	3	1	
If yes, how much (total cost from all sources)?	Mean	\$1,714	\$2,000	\$1,667	\$2,000	\$1,667	\$1,000		
	(std)	(\$906)		(\$983)	(\$1,000)	(\$1,041)			
	Minimum	\$500	\$2,000	\$500	\$1,000	\$500	\$1,000		
	Maximum	\$3,000	\$2,000	\$3,000	\$3,000	\$2,500	\$1,000		
	Median	\$2,000	\$2,000	\$1,500	\$2,000	\$2,000	\$1,000		
	n	7	1	6	3	3	1	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	17.14	16.60	17.41	17.21	19.10	17.47	8.33	3.00
	(std)	(13.59)	(12.48)	(14.34)	(13.48)	(13.03)	(15.34)	(2.89)	
	Minimum	1	3	1	1	7	2	5	3
	Maximum	58	54	58	54	51	58	10	3
	Median	13.0	12.0	14.0	14.0	15.0	14.0	10.0	3.0
	n	44	15	29	14	10	17	3	1
Total number of Industry	Mean	2.49	2.07	2.70	2.46	3.33	1.69	4.33	3.00
	(std)	(2.13)	(1.59)	(2.37)	(1.76)	(2.40)	(1.78)	(3.51)	
	Minimum	0	0	0	0	1	0	1	3
	Maximum	8	6	8	6	8	7	8	3
	Median	2.0	2.0	2.0	2.0	3.0	1.5	4.0	3.0
	n	41	14	27	13	9	16	3	1
Total number of Gov't	Mean	1.20	1.33	1.11	1.88	1.14	0.87		1.00
	(std)	(1.32)	(1.72)	(1.02)	(2.10)	(0.90)	(0.83)		
	Minimum	0	0	0	0	0	0		1
	Maximum	5	5	3	5	3	3		1
	Median	1.0	1.0	1.0	1.5	1.0	1.0		1.0
	n	30	12	18	8	7	15	0	1
Total number of Tenure track faculty	Mean	0.91	1.00	0.83	0.83	0.83	1.00		0.00
	(std)	(1.16)	(1.10)	(1.27)	(1.33)	(0.98)	(1.26)		
	Minimum	0	0	0	0	0	0		0
	Maximum	4	3	4	3	2	4		0
	Median	0	1	0	0	0.5	1		0.0
	n	23	11	12	6	6	11	0	1

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	1.75	0.70	2.23	0.70	3.67	1.43	3.50	0.00
	(std)	(2.53)	(0.82)	(2.89)	(0.67)	(4.97)	(1.40)	(2.12)	
	Minimum	0	0	0	0	0	0	2	0
	Maximum	13	2	13	2	13	5	5	0
	Median	1	0.5	1	1	2	1	3.5	0.0
	n	32	10	22	10	6	14	2	1
Total number of Other	Mean	4.06	2.69	4.95	3.75	6.00	3.42	3.00	8.00
	(std)	(4.09)	(1.93)	(4.87)	(2.53)	(6.00)	(4.42)	(0.00)	
	Minimum	0	1	0	1	0	0	3	8
	Maximum	17	7	17	9	17	16	3	8
	Median	3.0	2.0	3.5	4.0	5.0	2.0	3.0	8.0
	n	33	13	20	12	7	12	2	1

Table 4 - Continue: Graduate Program Information

Questions	Overall **	Type of Institution		Region					
		Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total number of postdoctoral fellows in the department?	Mean	11.47	12.42	10.91	13.50	10.46	10.63	10.33	5.00
	(std)	(9.38)	(12.09)	(7.48)	(11.54)	(10.01)	(7.70)	(3.79)	
	Minimum	0	0	0	1	0	0	6	5
	Maximum	40	40	29	40	30	27	13	5
	Median	10.0	8.0	10.0	12.0	7.0	10.0	12.0	5.0
	n	51	19	32	16	13	19	3	1
Number of US citizen/permanent resident postdoctoral fellows in the department.	Mean	5.38	5.79	5.13	5.81	5.62	4.72	6.00	
	(std)	(5.82)	(6.46)	(5.48)	(5.55)	(6.31)	(6.38)	(2.65)	
	Minimum	0	0	0	0	0	0	4	
	Maximum	27	20	27	20	20	27	9	
	Median	3.0	3.0	3.0	4.0	3.0	3.0	5.0	
	n	50	19	31	16	13	18	3	0
Average number of years of training for your postdoctoral fellows (yrs).	Mean	3.74	3.78	3.72	3.54	4.19	3.55	4.17	5.00
	(std)	(1.32)	(1.39)	(1.30)	(0.84)	(1.80)	(1.35)	(1.04)	
	Minimum	1.5	2	1.5	2	1.8	1.5	3	5
	Maximum	7	7	7	5	7	6	5	5
	Median	3.5	3.0	3.9	3.1	3.8	3.5	4.5	5.0
	n	49	18	31	16	12	18	3	1
Is health insurance provided for your post-doctoral fellows?	Yes	83.67%	94.12%	78.13%	93.33%	91.67%	68.42%	100.00%	100.00%
	No	16.33%	5.88%	21.88%	6.67%	8.33%	31.58%	0.00%	0.00%
	n	49	17	32	15	12	19	3	1
If yes, how much (total cost from all sources)?	Mean	\$26,635	\$8,183	\$33,433	\$40,074	\$7,255	\$37,106	\$9,777	
	(std)	(\$63,366)	(\$4,521)	(\$73,408)	(\$76,250)	(\$4,328)	(\$87,462)		
	Minimum	\$462	\$4,000	\$462	\$3,926	\$3,000	\$462	\$9,777	
	Maximum	\$253,152	\$17,000	\$253,152	\$220,190	\$17,000	\$253,152	\$9,777	
	Median	\$6,171	\$6,888	\$5,500	\$5,821	\$6,200	\$6,173	\$9,777	
	n	26	7	19	8	9	8	1	0
Are your post-doctoral fellows considered full time employees - i.e., like faculty and staff as opposed to trainees/students?	Yes	71.43%	72.22%	70.97%	57.14%	84.62%	78.95%	33.33%	100.00%
	No	28.57%	27.78%	29.03%	42.86%	15.38%	21.05%	66.67%	0.00%
	n	49	18	31	14	13	19	3	1

Table 4 - Continue: Graduate Program 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	8.88	5.36	11.47	5.64	11.11	12.20	3.00	0.00
	(std)	(15.34)	(5.90)	(19.40)	(5.07)	(12.59)	(25.00)	(1.73)	
	Minimum	0	0	1	0	0	1	2	0
	Maximum	83	18	83	15	41	83	5	0
	Median	5.0	3.0	6.0	5.0	8.0	4.0	2.0	0.0
	n	33	14	19	11	9	10	3	1
Total number of Industry	Mean	2.30	0.91	3.25	2.00	2.14	2.75	2.33	
	(std)	(3.00)	(0.83)	(3.57)	(3.08)	(2.67)	(3.81)	(2.31)	
	Minimum	0	0	1	0	0	0	1	
	Maximum	12	2	12	10	8	12	5	
	Median	1.0	1.0	2.0	1.0	1.0	2.0	1.0	
	n	27	11	16	9	7	8	3	0
Total number of Gov't	Mean	1.79	1.55	2.00	2.78	0.60	1.75	0.50	
	(std)	(2.55)	(1.69)	(3.16)	(3.53)	(0.55)	(2.05)	(0.71)	
	Minimum	0	0	0	0	0	0	0	
	Maximum	11	5	11	11	1	6	1	
	Median	1	1	1	1	1	1.5	0.5	
	n	24	11	13	9	5	8	2	0
Total number of Tenure track faculty	Mean	2.10	1.91	2.22	1.75	2.50	1.60	3.67	2.00
	(std)	(2.09)	(2.07)	(2.16)	(2.55)	(1.93)	(1.71)	(2.52)	
	Minimum	0	0	0	0	0	0	1	2
	Maximum	7	7	6	7	5	6	6	2
	Median	1.0	2.0	1.0	0.5	2.0	1.0	4.0	2.0
	n	29	11	18	8	8	10	3	1

Table 4 - Continue: Graduate Program 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: (continue)								
Total number of Non-tenure track faculty	Mean	2.59	2.38	2.75	2.92	2.14	2.63	2.00
	(std)	(3.41)	(4.01)	(2.96)	(4.23)	(1.46)	(4.00)	(0.00)
	Minimum	0	0	0	0	0	0	2
	Maximum	15	15	12	15	4	12	2
	Median	2.0	2.0	2.0	2.0	2.0	1.0	2.0
	n	29	13	16	12	7	8	2
Total number of Other	Mean	3.21	3.50	3.08	2.00	4.17	3.00	6.00
	(std)	(3.07)	(3.78)	(2.84)	(1.55)	(4.58)	(2.45)	
	Minimum	0	0	1	1	0	1	6
	Maximum	10	10	10	5	10	6	6
	Median	2.0	2.0	2.0	1.5	2.0	2.0	6.0
	n	19	6	13	6	6	6	1

Table 4 - Continue: Graduate Program Information

Region	Type of Institution	Table 4: Graduate Program Information - Additional Comments
Northeastern	Private	57 & 58: health insurance is available. Cost is dependent on type of coverage selected by postdoctoral fellow 59: Some postdoctoral fellows are employees and some are not depending on funding mechanism.
Northeastern	Private	RE Question 59: answer is yes, except for those postdocs supported by training grants. In those cases, the answer is no.
Northeastern	Public	I couldn't get the data.
Northeastern	Public	question 48: Since we have an interdepartmental graduate program, the department is not directly responsible for any tuition and fees; the institution is responsible for these fees for the new students. Our dept. is only paying fees and tuition for one student whose mentor has no funding (2% of total students)
Midwest	Public	Current our office of postdoctoral affairs is reviewing postdoc policy; they have implemented a 6 year training max for postdocs entering with 0 years experience. W/ prior experience cap is 4 years. They are working to standardize health insurance for postdocs so as not to penalize post docs on training grants. Not yet finalized though.
Southern	Private	Both Masters and PhD programs are interdisciplinary school-wide programs in Biomedical Science. There are 4 PhD students in the department, and 15 PhD students overall. There are 15 students in the Masters Program, 4 in the Department.
Southern	Private	Information is provided for a doctoral degree in "Immunology" We do not track postdoc placement
Southern	Public	Doctoral degrees in Biomedical Sciences are awarded by the Graduate School of Biomedical Sciences. Departmental faculty are volunteer members of the Graduate School. Diplomas may indicate Concentration in Microbiology and Molecular Genetics.
Southern	Public	Our Graduate Program is BIOMEDICAL SCIENCES, with an emphasis in Microbiology/Immunology.
Southern	Public	We have had a hard time tracking our post-doctoral fellows over time.
Western	Public	Many people that would be postdoctoral fellows are moved to other titles in the department - such as research associate - for a variety of reasons (better benefits, less limitations on salary ranges, etc.) so numbers are actually underestimated above
Western	Public	Postdoc total includes 6 postdoctoral fellows and 7 PhD Research Associates. Average length of employment within this pool is 4.5 years. Length of employment as a postdoc is limited to 6 years by university policy, after which promotion to Research Associate (or termination) is required. Total health insurance costs are variable depending on the family status of the postdoc. The rates are- employee only \$5,184/yr, E+children \$9,777, E+spouse/DP \$10,287, Family \$14,369. The number reported is average of low and high costs.

Table 5: Medical Student Curriculum

Table 5: Medical Student Curriculum

Questions	Type of Institution			Region					
	Overall **	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	50.00%	61.11%	43.75%	60.00%	46.15%	42.11%	66.67%	0.00%	
Specific course that is inter-departmental	22.00%	11.11%	28.13%	20.00%	23.08%	26.32%	0.00%	0.00%	
"Integrated" curriculum where microbiology/immunology is scattered throughout an organ-based (systems) course	28.00%	27.78%	28.13%	20.00%	30.77%	31.58%	33.33%	100.00%	
n	50	18	32	15	13	19	3	1	
How many hours of Microbiology/Immunology instruction are in your medical student curriculum?									
Lecture	Mean	80.66	71.95	85.60	90.21	73.54	78.28	73.25	4.00
	(std)	(45.34)	(47.05)	(44.39)	(63.40)	(32.54)	(37.90)	(6.72)	
	Minimum	4	23	4	30	32	4	68.5	4
	Maximum	248	230	248	248	150	147	78	4
	Median	74.0	68.0	77.5	79.0	74.0	72.0	73.3	4.0
	n	47	17	30	15	12	18	2	1
Laboratory	Mean	19.65	36.08	11.44	32.87	10.00	10.00	21.17	20.00
	(std)	(49.39)	(84.10)	(10.13)	(78.35)	(10.21)	(10.85)	(3.88)	
	Minimum	0	0	0	0	0	0	18	20
	Maximum	314	314	30	314	30	30	25.5	20
	Median	10.0	16.0	8.5	16.0	5.5	4.0	20.0	20.0
	n	39	13	26	15	8	13	3	1
Discussion (Small Group, Problem-Based, Case Studies, etc.)	Mean	32.03	32.31	31.89	35.64	61.78	12.67	18.00	50.00
	(std)	(68.85)	(75.24)	(67.06)	(71.82)	(113.13)	(9.38)	(0.00)	
	Minimum	0	0	2	3	4.5	0	18	50
	Maximum	360	280	360	280	360	35	18	50
	Median	12.5	8.0	18.0	15.0	30.0	10.0	18.0	50.0
	n	40	13	27	14	9	15	2	1

Table 5 - Continue: Medical Student Curriculum

Region	Type of Institution	Table 5: Medical Student Curriculum - Additional Comments
Northeastern	Public	Immunology faculty from the Pathology Department teach the Immunology section of the integrated Infection 7 Host Response course.
Northeastern	Public	Medical Microbiology is its own course in the second year; Immunology is integrated in the first year
Northeastern	Public	Microbiology and Immunology lectures are given by our faculty as well as faculty from other departments.
Midwest	Private	Our 3 courses are also allotted 12 exam hours, which I have not included above.
Midwest	Public	Laboratory exercises are incorporated into small group discussions.
Midwest	Public	Microbiology and Immunology are separate medical school courses.
Midwest	Public	Question 62. Course is Immunology, Microbiology, Infectious Diseases - Our primary faculty + ID faculty from Internal Medicine participate.
Midwest	Public	The curriculum emphasizes problem-solving, self-directed learning, collaborative learning and early clinical experiences. It integrates the basic sciences and clinical problem solving. In years 1 and 2, emphasis is placed on small group learning, with some lectures, and there are no department or discipline based courses.
Midwest	Public	We utilize a hybrid curriculum that includes a limited number of lectures integrated throughout a PBLM-organ based format. Approximately 35 hours of lecture hours are devoted to microbiology/immunology. An estimated 45 hours would be discussed during small group case-based studies throughout the curriculum.
Southern	Private	Answers above reflect Immunology curriculum
Southern	Private	The Department is also responsible for teaching the first year Medical Molecular and Cell Biology course. There are 30 hours of lecture in MMCB, 3 hours of small groups, and 19 hours of other formal instructional hours including clinical correlations and on-line lectures.
Southern	Public	The numbers in question 63 refer to only Microbiology. Microbiology and Immunology are separate courses. My department is responsible for the Microbiology course. Some lectures are presented by faculty outside of my department.
Southern	Public	We are in the process of changing our med school curriculum to organ system based and the format of the micro/immuno block will change significantly.
Southern	Public	We will be going to an integrative curriculum in the Fall of 2012.
Southern	Public	with regards to question 62, we have a specific team taught block, with 50% of the faculty having their primary appointment in micro/immuno. the block is taught over 9 weeks and uses a modified system based approach.
Western	Public	Medical Immunology and Medical Microbiology are 2 separate courses taught by our department. Medical Immunology is taught to first year medical students and Medical Microbiology is taught to second year students. I combined the total number of lectures for both. Only Medical Microbiology has a lab. Only Medical Immunology has small group discussions.
Western	Public	The microbiology content is presented within a first year block called "Disease and Defense" and a second year block called "Infectious Diseases".

Table 6: Chair Demographics

Table 6: Chair Demographics

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total salary of the chair	Mean	\$245,021	\$248,990	\$242,788	\$252,816	\$242,148	\$238,931	\$253,506	\$120,000
	(std)	(\$66,617)	(\$92,229)	(\$48,330)	(\$78,596)	(\$64,484)	(\$62,227)	(\$60,684)	
	Minimum	\$121,000	\$121,000	\$157,000	\$143,408	\$121,000	\$137,735	\$185,000	\$120,000
	Maximum	\$405,000	\$405,000	\$344,369	\$405,000	\$329,684	\$368,000	\$300,518	\$120,000
	Median	\$252,150	\$258,400	\$250,000	\$244,996	\$257,600	\$242,000	\$275,000	\$120,000
	n	50	18	32	16	12	19	3	1
Amount of the Chair's salary that is an administrative supplement?	Mean	\$51,336	\$45,496	\$54,539	\$39,611	\$32,799	\$74,237	\$35,167	\$20,000
	(std)	(\$64,989)	(\$69,707)	(\$63,210)	(\$34,529)	(\$27,908)	(\$92,776)	(\$36,818)	
	Minimum	\$0	\$0	\$0	\$0	\$0	\$0	\$4,500	\$20,000
	Maximum	\$294,000	\$294,000	\$288,230	\$110,000	\$72,612	\$294,000	\$76,000	\$20,000
	Median	\$40,000	\$40,000	\$40,000	\$42,500	\$34,600	\$40,000	\$25,000	\$20,000
	n	48	17	31	14	12	19	3	1
As the Chair, I am	Permanent	94.12%	94.74%	93.75%	100.00%	92.31%	89.47%	100.00%	0.00%
	Acting (interim)	5.88%	5.26%	6.25%	0.00%	7.69%	10.53%	0.00%	0.00%
	Rotating	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
	n	51	19	32	16	13	19	3	1
	How many years have you been the Chair? (yrs)	Mean	9.36	9.56	9.25	10.13	12.12	7.05	8.00
(std)	(7.92)	(7.39)	(8.34)	(7.19)	(9.26)	(7.54)	(6.95)		
Minimum	0.08	0.08	0.25	2	0.08	0.25	3.5	3	
Maximum	31	25	31	25	28	31	16	3	
Median	7.0	8.0	6.0	8.5	9.0	5.0	4.5	3	
n	51	19	32	16	13	19	3	1	
The Chair's age? (yrs)	Mean	60.47	58.89	61.39	61.67	60.83	59.05	62.00	53.00
	(std)	(7.19)	(7.58)	(6.92)	(7.21)	(6.86)	(7.31)	(10.15)	
	Minimum	44	44	45	48	44	45	51	53
	Maximum	73	69	73	73	71	71	71	53
	Median	61.0	60.0	61.0	63.0	61.5	59.0	64.0	53
	n	49	18	31	15	12	19	3	1
Amount of the Chairs annual grant support (direct costs only)?	Mean	\$685,358	\$751,392	\$647,015	\$907,633	\$479,959	\$606,221	\$938,861	\$300,000
	(std)	(\$717,971)	(\$927,843)	(\$576,887)	(\$1,068,462)	(\$334,286)	(\$543,188)	(\$635,881)	
	Minimum	\$0	\$0	\$0	\$0	\$52,069	\$8,100	\$425,000	\$300,000
	Maximum	\$3,904,779	\$3,904,779	\$2,128,394	\$3,904,779	\$1,354,749	\$2,128,394	\$1,650,000	\$300,000
	Median	\$495,000	\$560,212	\$450,000	\$500,000	\$520,424	\$450,000	\$741,583	\$300,000
	n	49	18	31	15	13	18	3	1

Table 7: Faculty Demographics - Professors

Table 7: Faculty Demographics - Professors

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total number (excluding the Chair)	Mean	6.59	5.53	7.22	6.38	6.38	6.95	6.33	6.00
	(std)	(3.96)	(3.41)	(4.18)	(3.18)	(3.40)	(4.98)	(4.62)	
	Minimum	1	1	1	1	1	1	1	6
	Maximum	17	11	17	11	12	17	9	6
	Median	6	5	6.5	6	5	5	9	6
	n	51	19	32	16	13	19	3	1
Average age (yrs)	Mean	58.69	59.63	58.16	60.53	57.12	58.21	59.33	50.00
	(std)	(4.27)	(4.95)	(3.83)	(4.73)	(4.89)	(2.70)	(6.11)	
	Minimum	47	53	47	53	47	54	54	50
	Maximum	72	72	68	72	68	63	66	50
	Median	58.7	59	58.2	60	57.8	59	58	50
	n	50	18	32	15	13	19	3	1
Minimum salary	Mean	\$120,340	\$121,454	\$119,679	\$127,609	\$118,677	\$113,342	\$133,097	\$90,000
	(std)	(\$25,702)	(\$28,257)	(\$24,507)	(\$24,005)	(\$25,616)	(\$22,662)	(\$49,835)	
	Minimum	\$66,801	\$78,000	\$66,801	\$95,713	\$88,000	\$66,801	\$99,000	\$90,000
	Maximum	\$190,290	\$180,251	\$190,290	\$180,000	\$180,251	\$140,000	\$190,290	\$90,000
	Median	\$120,000	\$118,464	\$121,100	\$121,965	\$110,000	\$120,000	\$110,000	\$90,000
	n	51	19	32	16	13	19	3	1
Maximum salary	Mean	\$192,823	\$190,603	\$194,141	\$199,248	\$171,799	\$200,279	\$202,430	\$100,000
	(std)	(\$48,565)	(\$54,859)	(\$45,298)	(\$47,339)	(\$35,644)	(\$56,599)	(\$42,811)	
	Minimum	\$93,209	\$93,209	\$115,000	\$140,000	\$93,209	\$115,000	\$167,000	\$100,000
	Maximum	\$308,438	\$308,438	\$294,640	\$300,000	\$225,018	\$308,438	\$250,000	\$100,000
	Median	\$190,290	\$186,600	\$192,545	\$199,134	\$177,000	\$201,530	\$190,290	\$100,000
	n	51	19	32	16	13	19	3	1
Mean salary	Mean	\$151,535	\$157,639	\$147,911	\$156,231	\$141,719	\$152,945	\$160,097	\$95,000
	(std)	(\$26,562)	(\$34,334)	(\$20,422)	(\$25,231)	(\$23,515)	(\$29,638)	(\$26,622)	
	Minimum	\$93,209	\$93,209	\$108,000	\$123,000	\$93,209	\$108,000	\$140,000	\$95,000
	Maximum	\$230,000	\$230,000	\$190,290	\$206,000	\$181,523	\$230,000	\$190,290	\$95,000
	Median	\$145,000	\$145,000	\$143,300	\$154,509	\$140,145	\$150,000	\$150,000	\$95,000
	n	51	19	32	16	13	19	3	1

Table 7 - 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	\$1,363,315	\$1,164,310	\$1,472,447	\$1,431,438	\$827,246	\$1,720,588	\$1,023,337	\$300,000
	(std)	(\$1,574,224)	(\$1,158,954)	(\$1,769,570)	(\$1,395,234)	(\$606,656)	(\$2,136,229)	(\$845,948)	
	Minimum	\$70,940	\$70,940	\$101,946	\$250,000	\$70,940	\$101,946	\$520,000	\$300,000
	Maximum	\$8,489,221	\$4,722,205	\$8,489,221	\$4,722,205	\$2,500,000	\$8,489,221	\$2,000,000	\$300,000
	Median	\$785,967	\$770,245	\$801,688	\$1,000,000	\$724,776	\$890,187	\$550,012	\$300,000
	n	48	17	31	15	12	18	3	1
Mean amount of annual grant support (direct costs only)?	Mean	\$385,613	\$429,009	\$363,915	\$445,152	\$318,505	\$372,562	\$470,004	\$120,000
	(std)	(\$251,573)	(\$298,129)	(\$227,279)	(\$319,084)	(\$186,940)	(\$229,093)	(\$327,416)	
	Minimum	\$21,828	\$21,828	\$50,891	\$84,000	\$21,828	\$50,891	\$110,000	\$120,000
	Maximum	\$1,213,764	\$1,213,764	\$878,442	\$1,213,764	\$600,000	\$878,442	\$750,000	\$120,000
	Median	\$350,000	\$500,000	\$341,500	\$350,000	\$347,723	\$302,098	\$550,012	\$120,000
	n	45	15	30	13	12	17	3	1

Table 8: Faculty Demographics - Associate Professors

Table 8: Faculty Demographics - Associate Professors

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total number	Mean	4.24	4.42	4.13	4.19	3.69	4.89	2.67	2.00
	(std)	(2.89)	(3.11)	(2.79)	(2.97)	(1.89)	(3.28)	(3.79)	
	Minimum	0	0	0	0	1	1	0	2
	Maximum	12	12	11	12	6	11	7	2
	Median	4.0	4.0	4.0	4.0	4.0	5.0	1.0	2.0
	n	51	19	32	16	13	19	3	1
Average age (yrs)	Mean	48.79	47.61	49.40	51.31	48.33	47.63	46.50	45.00
	(std)	(5.59)	(6.53)	(5.05)	(6.33)	(3.11)	(6.15)	(6.36)	
	Minimum	32	32	40	42	44	32	42	45
	Maximum	64	64	58	64	57	58	51	45
	Median	48.0	47.5	49.0	52.0	48.0	47.0	46.5	45.0
	n	47	16	31	13	13	19	2	1
Minimum salary	Mean	\$96,181	\$96,469	\$96,023	\$102,971	\$98,671	\$90,932	\$82,323	\$70,000
	(std)	(\$19,254)	(\$23,183)	(\$17,148)	(\$20,653)	(\$15,050)	(\$20,006)	(\$17,929)	
	Minimum	\$50,000	\$50,000	\$65,150	\$72,223	\$78,080	\$50,000	\$69,645	\$70,000
	Maximum	\$145,000	\$145,000	\$130,000	\$145,000	\$128,300	\$130,000	\$95,000	\$70,000
	Median	\$94,284	\$96,000	\$93,567	\$98,500	\$96,500	\$88,000	\$82,323	\$70,000
	n	48	17	31	14	13	19	2	1
Maximum salary	Mean	\$122,576	\$130,205	\$118,393	\$131,526	\$115,952	\$122,260	\$105,998	\$85,000
	(std)	(\$27,040)	(\$24,466)	(\$27,842)	(\$25,121)	(\$19,207)	(\$32,701)	(\$15,553)	
	Minimum	\$65,150	\$90,939	\$65,150	\$90,528	\$90,233	\$65,150	\$95,000	\$85,000
	Maximum	\$198,000	\$180,000	\$198,000	\$180,000	\$161,750	\$198,000	\$116,995	\$85,000
	Median	\$117,250	\$127,000	\$115,944	\$133,761	\$115,000	\$123,000	\$105,998	\$85,000
	n	48	17	31	14	13	19	2	1
Mean salary	Mean	\$112,787	\$111,489	\$113,522	\$131,348	\$106,435	\$104,906	\$95,068	\$78,000
	(std)	(\$35,485)	(\$19,703)	(\$42,209)	(\$55,466)	(\$16,315)	(\$21,200)	(\$95)	
	Minimum	\$65,150	\$84,510	\$65,150	\$90,528	\$84,510	\$65,150	\$95,000	\$78,000
	Maximum	\$311,475	\$165,000	\$311,475	\$311,475	\$137,800	\$164,000	\$95,135	\$78,000
	Median	\$108,672	\$110,000	\$102,993	\$114,292	\$106,700	\$100,644	\$95,068	\$78,000
	n	47	17	30	14	13	18	2	1

Table 8 - 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	\$530,722	\$419,811	\$587,966	\$406,033	\$403,857	\$723,533	\$333,028	\$200,000
	(std)	(\$664,257)	(\$276,925)	(\$792,637)	(\$178,924)	(\$250,526)	(\$999,479)	(\$117,419)	
	Minimum	\$10,000	\$10,000	\$10,000	\$10,000	\$52,069	\$10,000	\$250,000	\$200,000
	Maximum	\$3,688,767	\$900,000	\$3,688,767	\$726,255	\$780,000	\$3,688,767	\$416,056	\$200,000
	Median	\$389,000	\$395,557	\$368,000	\$395,759	\$315,598	\$361,000	\$333,028	\$200,000
	n	47	16	31	14	12	19	2	1
Mean amount of annual grant support (direct costs only)?	Mean	\$247,622	\$253,763	\$244,650	\$278,744	\$233,665	\$239,897	\$202,453	\$90,000
	(std)	(\$168,772)	(\$163,025)	(\$174,055)	(\$102,896)	(\$212,037)	(\$187,899)	(\$67,242)	
	Minimum	\$3,333	\$5,000	\$3,333	\$90,000	\$5,000	\$3,333	\$154,906	\$90,000
	Maximum	\$750,000	\$608,265	\$750,000	\$400,000	\$750,000	\$608,265	\$250,000	\$90,000
	Median	\$225,177	\$235,353	\$214,700	\$296,392	\$166,169	\$195,089	\$202,453	\$90,000
	n	46	15	31	13	12	19	2	1

Table 9: Faculty Demographics - Assistant Professors

Table 9: Faculty Demographics - Assistant Professors

Questions	Type of Institution			Region					
	Overall **	Private **	Public **	Northeastern	Midwest	Southern	Western	Other	
Total number	Mean	4.02	3.83	4.13	3.60	3.23	5.05	3.00	3.00
	(std)	(2.75)	(3.13)	(2.56)	(3.29)	(1.83)	(2.82)	(1.00)	
	Minimum	0	0	0	0	0	1	2	3
	Maximum	13	13	12	13	6	12	4	3
	Median	4	4	4	3	3	5	3	3
	n	50	18	32	15	13	19	3	1
Average age (yrs)	Mean	40.64	40.64	40.65	43.33	39.30	40.05	39.00	40.00
	(std)	(4.68)	(6.29)	(3.79)	(5.82)	(3.46)	(4.36)	(2.65)	
	Minimum	30	30	33	35	35	30	37	40
	Maximum	51	51	51	51	47	48	42	40
	Median	40	40	40	43.5	38.35	40	38	40
	n	46	15	31	12	12	19	3	1
Minimum salary	Mean	\$76,967	\$78,093	\$76,385	\$82,730	\$83,890	\$67,382	\$85,000	\$60,000
	(std)	(\$18,235)	(\$22,532)	(\$15,968)	(\$21,306)	(\$11,749)	(\$17,291)	(\$1,000)	
	Minimum	\$39,000	\$50,000	\$39,000	\$65,000	\$57,000	\$39,000	\$84,000	\$60,000
	Maximum	\$135,000	\$135,000	\$99,000	\$135,000	\$97,850	\$95,000	\$86,000	\$60,000
	Median	\$79,370	\$72,000	\$81,000	\$75,000	\$84,500	\$60,946	\$85,000	\$60,000
	n	47	16	31	13	12	19	3	1
Maximum salary	Mean	\$95,464	\$100,621	\$92,969	\$105,583	\$91,051	\$91,829	\$95,667	\$70,000
	(std)	(\$16,395)	(\$21,624)	(\$12,854)	(\$22,450)	(\$10,470)	(\$13,373)	(\$14,364)	
	Minimum	\$68,000	\$72,000	\$68,000	\$76,875	\$72,000	\$68,000	\$85,000	\$70,000
	Maximum	\$165,000	\$165,000	\$131,000	\$165,000	\$113,600	\$131,000	\$112,000	\$70,000
	Median	\$92,824	\$95,550	\$90,000	\$101,180	\$89,435	\$89,611	\$90,000	\$70,000
	n	46	15	31	12	12	19	3	1
Mean salary	Mean	\$85,644	\$88,904	\$84,014	\$95,185	\$88,056	\$76,988	\$89,778	\$65,000
	(std)	(\$16,147)	(\$23,126)	(\$11,365)	(\$21,351)	(\$9,423)	(\$12,872)	(\$7,152)	
	Minimum	\$50,000	\$50,000	\$56,000	\$75,938	\$70,000	\$50,000	\$85,000	\$65,000
	Maximum	\$153,000	\$153,000	\$105,000	\$153,000	\$102,750	\$96,500	\$98,000	\$65,000
	Median	\$84,740	\$88,600	\$84,612	\$92,201	\$86,542	\$77,948	\$86,333	\$65,000
	n	45	15	30	12	12	18	3	1

Table 9 - 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	\$379,523	\$437,036	\$352,684	\$435,951	\$366,760	\$361,969	\$329,000	\$45,000
	(std)	(\$350,786)	(\$443,454)	(\$303,246)	(\$500,750)	(\$255,317)	(\$342,850)	(\$95,252)	
		\$50,000	\$121,247	\$50,000	\$173,607	\$121,247	\$50,000	\$225,000	\$45,000
		\$1,895,871	\$1,895,871	\$1,155,885	\$1,895,871	\$1,028,592	\$1,155,885	\$412,000	\$45,000
	Median	\$250,000	\$297,059	\$245,000	\$250,000	\$263,830	\$225,000	\$350,000	\$45,000
	n	44	14	30	11	12	18	3	1
Mean amount of annual grant support (direct costs only)?	Mean	\$172,054	\$191,290	\$163,078	\$214,546	\$154,523	\$153,766	\$196,111	\$45,000
	(std)	(\$117,655)	(\$140,864)	(\$106,623)	(\$139,353)	(\$72,882)	(\$131,742)	(\$90,159)	
	Minimum	\$20,000	\$20,000	\$25,000	\$96,804	\$20,000	\$25,000	\$138,333	\$45,000
	Maximum	\$601,422	\$601,422	\$500,000	\$601,422	\$244,127	\$500,000	\$300,000	\$45,000
	Median	\$158,215	\$179,195	\$150,833	\$187,500	\$159,223	\$113,469	\$150,000	\$45,000
	n	44	14	30	11	12	18	3	1

Table 6 - 9 - Continue: Chair/Faculty Demographics

Region	Type of Institution	Table 6 - 9: Chair/Faculty Demographics - Additional Comments
Northeastern	Private	1 is a Research Assistant Professor 1 is non-research
Northeastern	Private	New faculty awaiting dispensation of K-01 application.
Southern	Public	Must come in with an R01 in hand.
Southern	Public	Professors salaries are skewed by the former chair salary which is almost \$100,000 more than the highest paid full professor.
Southern	Public	We have only 1 tenure-track asst prof. We have 2 Research asst prof. (non-tenure track). They were not included here.
Western	Public	I have three brand new assistant professors with no federal grants at the present, but with other smaller grants.
Western	Public	Only tenure track Assistant Professors are reported.

Table 10: Present and Future Surveys

Table 10: Present and Future Surveys

Questions	Overall **	Type of Institution		Region				
		Private **	Public **	Northeastern	Midwest	Southern	Western	Other
Are the surveys useful?								
Yes	93.88%	94.44%	93.55%	93.33%	100.00%	94.44%	66.67%	100.00%
No	6.12%	5.56%	6.45%	6.67%	0.00%	5.56%	33.33%	0.00%
	n	49	18	31	15	13	18	3
Do you use the survey: To set recruitment packages?								
Yes	69.39%	55.56%	77.42%	53.33%	100.00%	61.11%	66.67%	0.00%
No	30.61%	44.44%	22.58%	46.67%	0.00%	38.89%	33.33%	100.00%
	n	49	18	31	15	13	18	3
Do you use the survey: For salary adjustments?								
Yes	69.39%	77.78%	64.52%	66.67%	84.62%	61.11%	66.67%	0.00%
No	30.61%	22.22%	35.48%	33.33%	15.38%	38.89%	33.33%	100.00%
	n	49	18	31	15	13	18	3
Do you use the survey: To establish teaching hours and mix of lectures, small groups, etc?								
Yes	23.91%	41.18%	13.79%	26.67%	41.67%	12.50%	0.00%	100.00%
No	76.09%	58.82%	86.21%	73.33%	58.33%	87.50%	100.00%	0.00%
	n	46	17	29	15	12	16	3
Should we continue to conduct bi-annual survey?								
Yes	87.50%	88.89%	86.67%	80.00%	100.00%	88.24%	66.67%	100.00%
No	12.50%	11.11%	13.33%	20.00%	0.00%	11.76%	33.33%	0.00%
	n	48	18	30	15	13	17	3

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

Table10 - Continue: Present and Future Surveys

Region	Type of Institution	Table 10: Present and Future Surveys - Final Comments
Northeastern	Private	Information on grant support for faculty is not sufficiently useful to warrant the time involved to obtain the data. Some of this information is also available through the AAMC. Information on bridging funding is not available anywhere else and therefore could be useful. Information could be useful to provide benchmark information on space costs to departments.
Northeastern	Public	It is a LOT of work to get the data together, and I find them minimally useful.
Midwest	Private	Other obligations prevented me from doing this during the allowed time window.
Southern	Private	As a new Chair, this is the first time that I have completed the survey, so I have not yet had the opportunity to utilize the data. However, I think this type of data will be invaluable for me as I look towards new recruitment etc in the future.
Southern	Public	Maybe survey every 4 years? Otherwise, thank you very much!
Southern	Public	Thank you for collecting the information. I do not use the information much because of a variety of limitations. It is good to know what other schools are doing. This is a poor state and I do whatever I can to maximize the faculty number, faculty salary, student stipends, etc. Recruiting here is a large challenge. I am supposed to hire only well funded people and this campus lacks many features that other schools can offer. What is not measured in your survey is the cost of living. We have a very low cost of living. Also, there is a firm tradition of the school paying 100% of the salary and there is a salary from grant plan that boosts salary by 15% for the first grant and 15% more for the second and third grants. Another useful plan here is that new recruits receive 100% of the indirect cost for three years from any grant that transfer here. Despite these facts, recruitment is difficult because of the limitations of this campus and the fact that it is in XXXXX; issue is ridiculous at this time, but people do not know what has changed in the past 2-3 decades. I moved here 6 years ago and my lab people, who moved with me, and I find it to be a great place to live.
Western	Public	Salary scales for the University system are set systemwide using a Merit based step system. We cannot negotiate salaries or adjust salaries off-scale. We have had a hiring freeze since 2009 and it is expected to continue for at least 2 more years so we won't be setting recruitment packages. Our course formats are reviewed and adjusted by the Office of Medical Education Affairs. We have limited input.
Western	Public	The current survey does not fully capture the increasing frequency with which postdocs become relatively "long term" Research Associates or Assistant Research Professors. Their opportunities to advance in a traditional faculty track are increasingly limited by difficulty in obtaining NIH and other research grants.