



In the Name of God



JOURNAL CLUB

- Results of an Academic Promotion and Career Path Survey of Faculty at the Johns Hopkins University Academic Medicine
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Introduction

- Medical schools facing number of challenges:
 - ✓ competition for research funding
 - ✓ reform medical education
 - ✓ Faculty need to increase their abilities

Introduction (cont.)

- University examined its promotion system
- Comparing ranks between faculties
- explore causes of difference

Method

- Developing questionnaire using a nominal group
- Defining different faculty career path
- Faculty select hours, rank and time
- Gathering and analysis of data

Analysis

- chi-square test
- comparing relation between academic rank and career path

Results

- Adjusting age, gender
- Academic clinicians at lower rank
- Higher rank for basic science

Discussion

- Academic clinician work more hours
- Similar in family responsibility and marital status
- Men working more than women

Discussion (cont.)

- Women have more family responsibility
- No difference in job satisfaction
- Men 3 times likely at higher rank

Table 2**Characteristics of Workload and Family Burden by Career Path for Department of Medicine Faculty, Johns Hopkins University School of Medicine, 1999**

Characteristic	% of Respondents by Career Path			
	Basic Researcher	Clinical Researcher	Academic Clinician	Teacher–Clinician
Hours worked per week				
< 60	50	66	38	52
≥ 60	50	34	62*	48
Marital status				
Single	9	10	5	28
Married	87	85	92	72
Divorced or separated	4	5	3	0
Number of children				
0	22	12	24	33
1–2	54	52	47	25
3 or more	24	36	29	42
Share of family responsibility				
< 60%	76	83	77	90
≥ 60%	24	17	23	10
Total (no.)	46	69	38	25

*Chi-square test comparison, $p = .05$. Remaining chi-square comparisons were not significant ($p = .14$ for marital status, $p = .13$ for no. of children, $p = .51$ for share of family responsibility).

Table 3

Characteristics of Workload and Family Burden by Gender and Career Path for Department of Medicine Faculty, Johns Hopkins University School of Medicine, 1999

Characteristic	% of Respondents by Career Path				<i>p</i> Value*
	Basic Researcher	Clinical Researcher	Academic Clinician	Teacher–Clinician	
≥60 hours worked per week					
Men	56	42	63	58	.261
Women	33	12	57	20	.117
Married					
Men	94	88	94	79	.297
Women	67	75	86	50	.334
≥60% share of family responsibility					
Men	13	11	10	0	.544
Women	60	38	83	50	.319
Total (no.)					
Men	34	52	31	19	
Women	12	17	7	6	
Overall	46	69	38	25	

*Chi-square test.

Other researchers

- Not first study clinical faculty lower rank
- Slowing rate of promotion in last decade
- Men more successful in promotion
- May link to later start of academic by women

Conclusion

- Clinician faculty less likely to be at higher rank
- may relate to lower rank at hire
- time available for scholarly activities
- other resources available to support scholarship

فردی که بتواند از جدیدترین اطلاعات علمی همراه با به کارگیری تکنولوژی مناسب برای تحقیقات کاربردی و در نتیجه تعیین اولویت های بهداشت و درمان جامعه خود یاری بجوید و در نهایت به رفع مشکلات مربوطه همت گمارد فاصله بسیاری دارد.



*Thank you for your
attention!*