



CASE

CASE WESTERN RESERVE UNIVERSITY

Candidate Pool Diversity for S&E Faculty Searches

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Background & Purpose

- Candidate pool diversity is a goal of both the university and the ACES-ADVANCE program
- A study was undertaken with IRB approval to examine the diversity of candidate pools for faculty searches occurring in the 31 NSF-funded S&E departments at the university from 2001-02 to the present

Data Collection

- Paper files kept in the university's Office of Equal Opportunity and Diversity were accessed by ACES-ADVANCE research staff
- Most recent data is from AY 2005-06
- Searches from AY 2006-07 are ongoing until June 30th, 2007
- Data collection of AY 2006-07 faculty searches will begin July 2007

Methods

- Variables collected include:
 - Year of Search, School at the university, and Department undergoing the search;
 - Number of candidates in each search, with stratification by gender and race;
 - Number of short list candidates in each search, stratified by gender and race;
 - Gender, Race, Rank, Tenure Status, and Decision of faculty hire.

Results

- To date, n=145 faculty searches from S&E departments identified and entered into database
- A summary of the results follows...

Table 1

Candidate Pool: Gender by Year

Year	Searches	Gender		Total	% Female	% Male
		F	M			
01-02	24	116	292	408	28%	72%
02-03	31	205	790	995	21%	79%
03-04	30	79	335	414	19%	81%
04-05	30	129	557	686	19%	81%
05-06	30	544	1922	2466	22%	78%
Total	145	1073	3896	4969	22%	78%

Note: Totals do not include candidates of unknown gender

Table 2

Short List: Gender by Year

Short List by Gender by Year						
	Searches	Gender				
Year		F	M	Total	% Female	% Male
01-02	24	39	68	107	36%	64%
02-03	31	54	159	213	25%	75%
03-04	30	35	95	130	27%	73%
04-05	30	36	80	116	31%	69%
05-06	30	41	117	158	26%	74%
Total	145	205	519	724	28%	72%

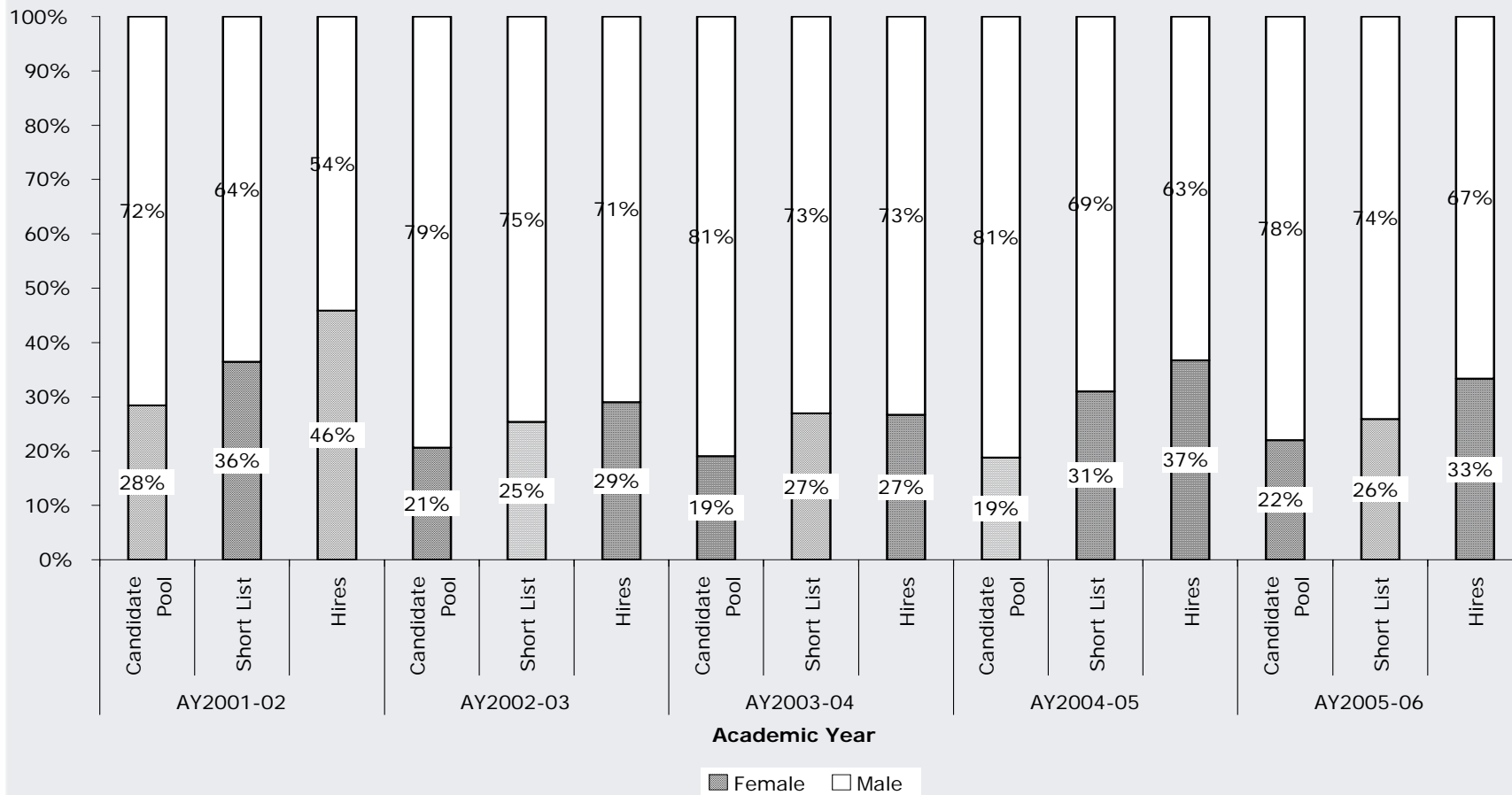
Table 3

Hires: Gender by Year

Hires by Gender by Year						
	Searches	Gender				
Year		F	M	Total	% Female	% Male
01-02	24	11	13	24	46%	54%
02-03	31	9	22	31	29%	71%
03-04	30	8	22	30	27%	73%
04-05	30	11	19	30	37%	63%
05-06	30	10	20	30	33%	67%
Total	145	49	96	145	34%	66%

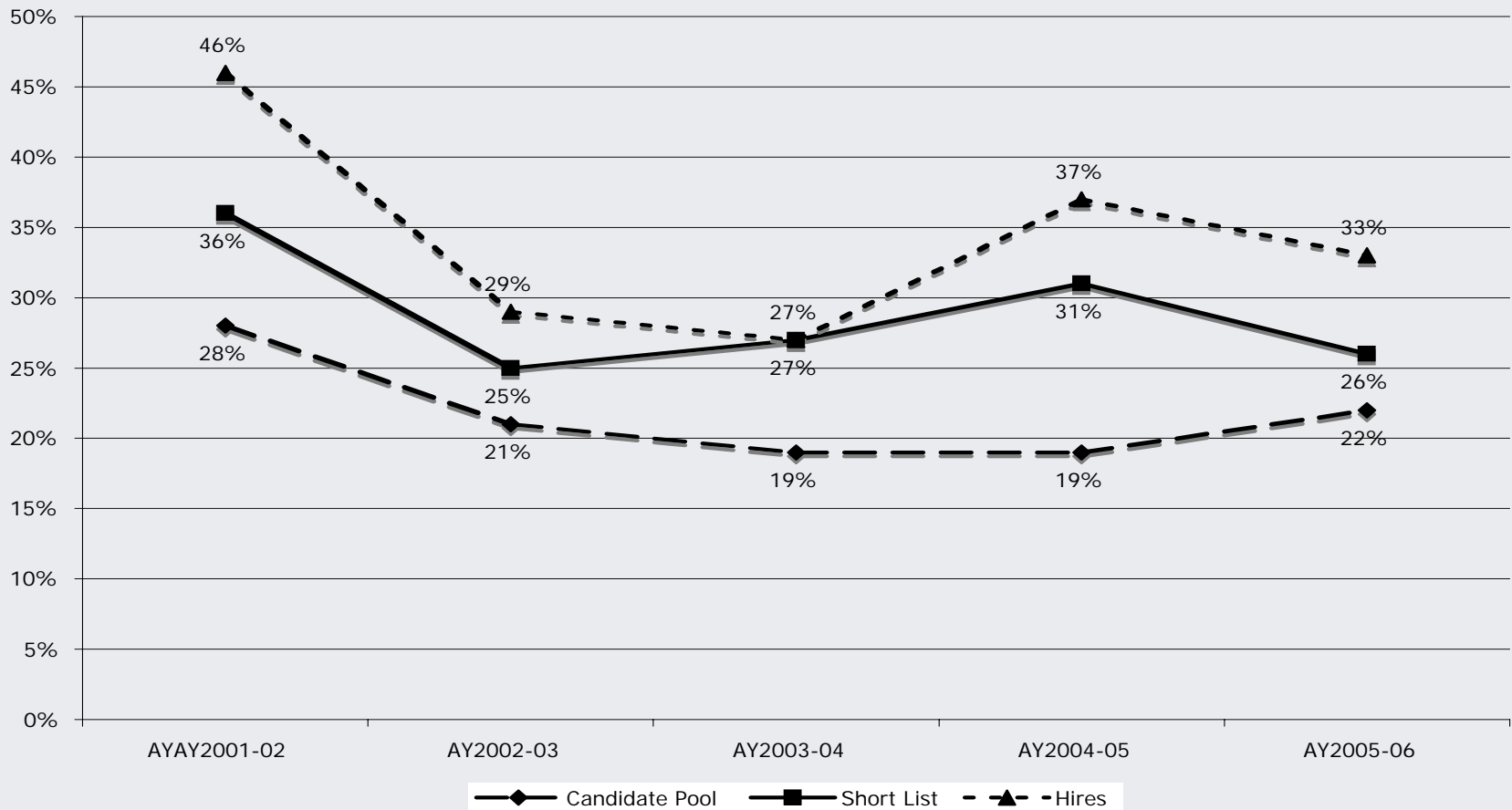
Gender Distribution of Candidate Pools, Short Lists, and Hires by Year

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Trend for Percentage of Females in Candidate Pool, Short List and Hires

Trend for Percentage of Females in Candidate Pool, Short List, and Hires



Conclusions about Females in Candidate Pool, Short List and Hires

- Although female candidates constitute small proportions of the faculty candidate pool in S&E searches over 5 years (ranging from 19% to 28%), they constitute greater proportions of both the short list (25% to 36%) and hires (27% to 46%) in those same years

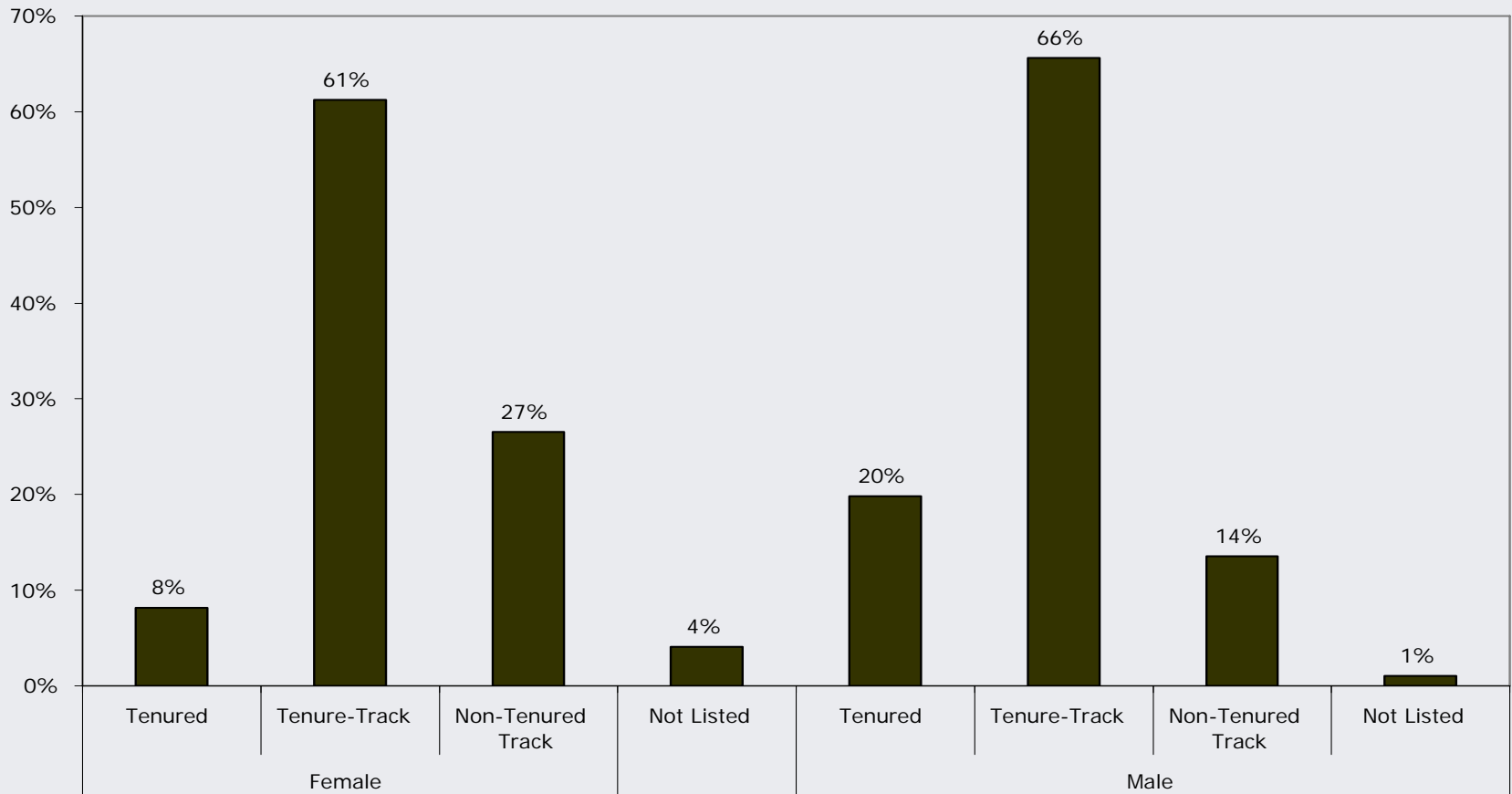
Table 4

Hires: Gender by Tenure Status

Tenure Status	Gender of Hires		Total	% Female	% Male
	F	M			
Tenure Track	30	63	93	32%	68%
Tenured	4	19	23	17%	83%
Non-Tenure Track	13	13	26	50%	50%
Not Listed	2	1	3	67%	33%
Total	49	96	145	34%	66%

Tenure Status of New Hires by Gender

Tenure Status of New Hires by Gender



Conclusions about Tenure Status of New Hires

- Faculty hires to tenure-track (without tenure) positions occur in relatively similar proportions by gender
- Females faculty hires are half as likely to enter with tenure compared to male faculty hires
- Female faculty hires are twice as likely to be hired to non tenure-track positions than are male faculty hires

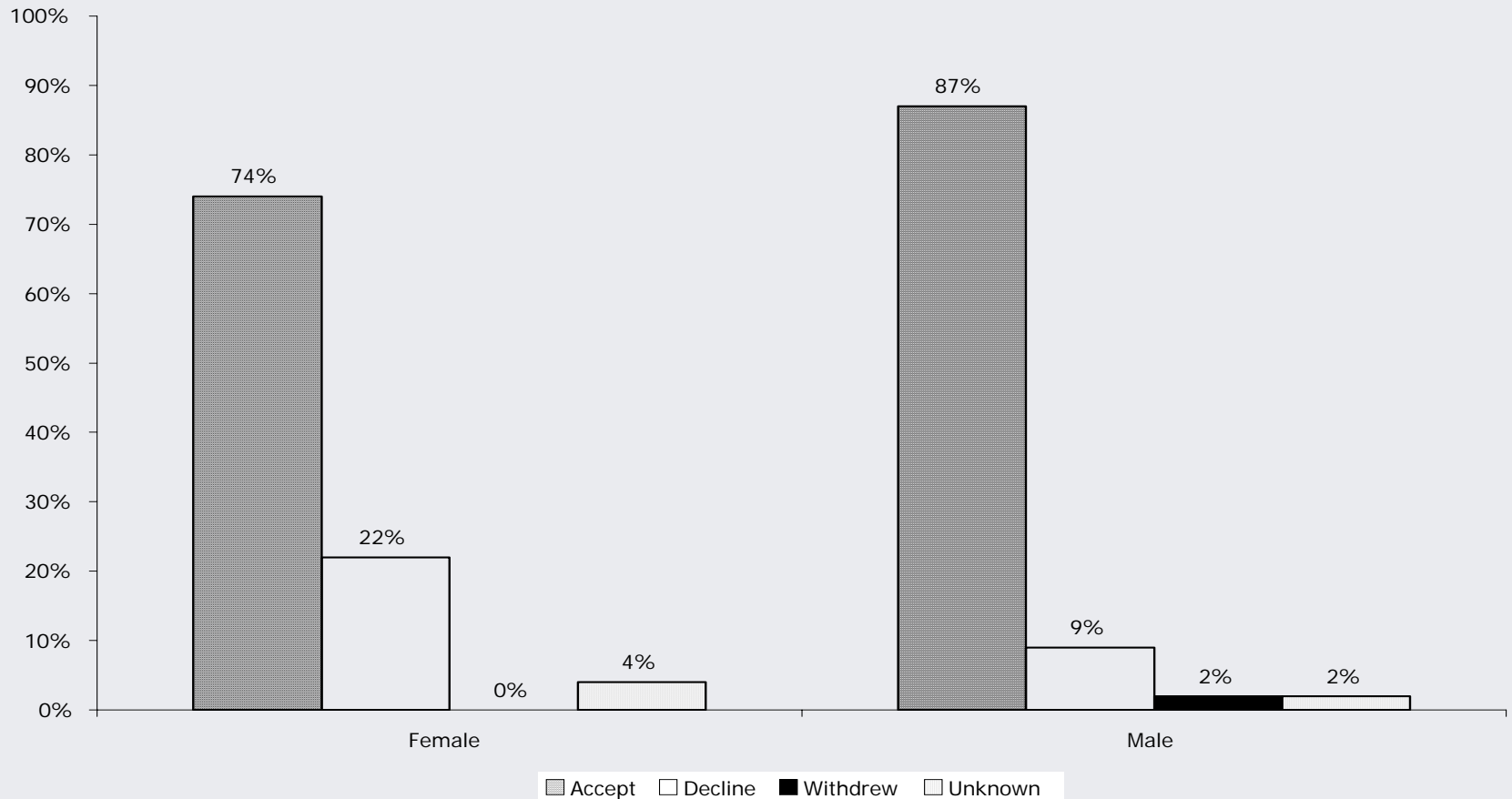
Table 5

Gender by Acceptance of Offer

Decision	Gender		Total	% Female	% Male
	F	M			
Accept	36	83	119	30%	70%
Decline	11	9	20	55%	45%
Unknown	2	2	4	50%	50%
Withdrew	0	2	2	0%	100%
Total	49	96	145	34%	66%

Acceptance of Offer by Gender

Acceptance of Offer by Gender



Conclusions about Acceptances

- Female candidates offered faculty positions in S&E departments are more than twice as likely to decline the offer than are male candidates offered positions

Future Analyses

- How does the gender of the first choice candidate compare with the gender of candidate hired (who may or may not have been the first choice candidate)?
- Candidate pool gender and racial diversity at the school and department level
- Development of logistic regression model to predict gender of hire based on gender diversity of candidate pool and of short list, as well as racial diversity of candidate pool

Wrap-up

- Acknowledgement to Case's Office of Equal Opportunity and Diversity for use of office space to search files
- Thank you for the opportunity to share one of our research projects!
- Questions?