

NSF ADVANCE
ACES Program

Start-Up Offer Report: Year 4

Introduction:

Initial resources have a long-term impact on the success of new faculty in launching productive research and teaching careers. This report summarizes ongoing findings from Year 4 of a 5-year study of initial resources provided to new faculty. These data are obtained from 22 offer letters to incoming faculty of ACES departments, collected over 12 months. Implications for data analysis are provided.

Methods:

This dataset includes 22 offer letters to faculty in ACES departments. All four schools participating in the ACES program are represented by our sample (School of Arts & Sciences, Weatherhead School of Management, School of Medicine, and Case School of Engineering). Letters were obtained from the Provost's Office in a span of 12 months (July 1 2006 – June 30 2007). The Provost released only those letters describing offers that were accepted. Some offer letters are not available at the time of this report but will be added to the analysis of next round.

Consistent with our previous report, we have employed descriptive statistics. Major findings are presented in this summary report. As the sample size continually increases in the following years, more complex analysis of the data will be possible.

Findings:

Our findings are presented in aggregate, grouping the current sample by gender, school, and rank groups. Our sample is clustered into 2 rank groups: junior faculty (instructors and assistant professors) and senior faculty (associate professors and full professors). Results are presented in the following sections:

1. *Faculty hired:* reported by gender, rank, and school and provides percentages of faculty offered tenure-track positions (see Table 1). Women comprise 41% (9 out of 22) of the overall faculty hires, 35% (6 out of 17) of junior faculty, 60% (3 out of 5) of senior faculty. 78% (7 out of 9) of women were offered tenure track positions; 62% (8 out of 13) of men were offered tenure track positions.
2. *Base institutional salary:* summer salary is not included (see Table 2).

The base salary varied remarkably according to school. At the junior level, women's mean salary ranges from 93-105% that of the men's mean salaries.

3. *Base start-up amount*: this is the generic start-up amount specified in the start up letter. The base start-up amount differs from base institutional salary. Ranges of start-up amounts are presented in Table 3, yet not all faculty were offered such funds. The range of start-up amount varied substantially by school.
4. *Combined total offer*: calculates all funding mentioned in letter, including base institutional salary, summer salary (as calculated by months of contract and annual salary), the base start-up amount, and discretionary funds (see Table 4).

DISCUSSION:

A low sample size by statistical standards may temper interpretation of the results. With an overall sample size of 22, and further reduction when examining sub groups (i.e., schools), statistical analyses such as correlations did not generate significance. Thus, these findings should be taken as points to track for future data collection and analysis. Regarding allocation of initial resources, Year 4 data suggest a varied allocation of resources, given the small number of new hires at each school. Thus, the findings of this report will be tracked in the following years, establishing whether these patterns of resource allocation exist more broadly, or if this snapshot is unique to the cases included for this year. It is vital that school deans and department chairs are kept aware of the goals and initiatives of ACES, including equitable start-up offers, and of their important role as participants in institutional transformation.

Table 1. Faculty Hired
ACES Departments (2005–2007)

JUNIOR FACULTY: Instructors & Assistant Professors							
<u>School</u>	<u>Hired</u>			<u>Tenure Track Positions Offered</u>			
	Women	Men	% Women within each School	Women	Men	% Tenure Track Women	% Tenure Track Men
Arts & Sciences	2	4	33%	2	3	100%	75%
Engineering	1	0	100%	1	0	100%	N/A
Management	0	1	0%	0	0	N/A	N/A
Medical	3	6	33%	1	3	33%	50%
Total Junior New Hires	6	11	35%	4	6	67%	55%
SENIOR FACULTY: Associate & Full Professors							
<u>School</u>	<u>Hired</u>			<u>Tenure Track Positions Offered</u>			
	Women	Men	% Women with each School	Women	Men	% Tenure Track Women	% Tenure Track Men
Arts & Sciences	2	0	100%	2	0	100%	N/A
Engineering	0	1	0%	0	1	N/A	100%
Management	0	0	N/A	0	0	N/A	N/A
Medical	1	1	50%	1	1	100%	100%
Total Senior New Hires	3	2	60%	3	2	100%	100%
Overall New Hires	9	13	41%	7	8	78%	62%

**Table 2. Base Institutional Salary
ACES Departments (2005–2007)**

JUNIOR FACULTY: Instructors & Assistant Professors										
School	Women				Men				Women's Mean as a % of Men's Mean	Women's Median as a % of Men's Median
	N	Mean	Median	Range	N	Mean	Median	Range		
Arts & Sciences	2	\$59,000	\$59,000	--	4	\$56,188	\$56,500	\$48,750-63,000	105%	104%
Engineering	1	--	--	N/A	0	N/A	N/A	N/A	N/A	N/A
Management	0	N/A	N/A	N/A	1	--	--	N/A	N/A	N/A
Medical	3	\$70,067	\$62,600	\$55,200-85,000	6	\$75,333	\$77,500	\$42,000-110,000	93%	81%
Total Junior New Hires	6	\$66,883	\$66,000	\$55,200-85,000	11	\$70,432	\$63,000	\$42,000-110,000	95%	105%
SENIOR FACULTY: Associate & Full Professors										
School	Women				Men				Women's Mean as a % of Men's Mean	Women's Median as a % of Men's Median
	N	Mean	Median	Range	N	Mean	Median	Range		
Arts & Sciences	2	\$78,900	\$78,900	--	0	N/A	N/A	N/A	N/A	N/A
Engineering	0	N/A	N/A	N/A	1	--	--	N/A	N/A	N/A
Management	0	N/A	N/A	N/A	0	N/A	N/A	N/A	N/A	N/A
Medical	1	--	--	N/A	1	--	--	N/A	53%	53%
Total Senior New Hires	3	\$102,600	\$90,000	\$67,800-150,000	2	\$207,500	\$207,500	--	49%	43%
Overall New Hires	9	\$78,789	\$70,000	\$55,200-150,000	13	\$91,519	\$75,000	\$42,000-285,000	86%	93%

-- Not reporting because of the small number of faculty.

Table 3. Base Start-Up Amount
ACES Departments (2005–2007)

JUNIOR START-UP PACKAGES: Instructors & Assistant Professors										
School	Women				Men				Women's Mean as a % Of Men's Mean	Women's Median as a % Of Men's Median
	N of faculty offered start-up	Mean	Median	Range	N of faculty offered start-up	Mean	Median	Range		
Arts & Sciences	2	\$259,500	\$259,500	\$22,00-497,000	3	\$252,040	\$225,000	\$81,121-450,000	103%	115%
Engineering	1	\$400,000	\$400,000	N/A	0	N/A	N/A	N/A	N/A	N/A
Management	0	N/A	N/A	N/A	0	N/A	N/A	N/A	N/A	N/A
Medical	1	\$660,000	\$660,000	N/A	3	\$808,333	\$525,000	\$400,000-1,500,000	82%	126%
Total Junior Faculty offered Start-Up	4	\$394,750	\$448,500	\$22,000-660,000	6	\$530,187	\$425,000	\$81,121-1500,000	74%	106%
SENIOR START-UP PACKAGES: Associate & Full Professors										
School	Women				Men				Women's Mean as a % Of Men's Mean	Women's Median as a % Of Men's Median
	N of faculty offered start-up	Mean	Median	Range	N of faculty offered start-up	Mean	Median	Range		
Arts & Sciences	2	\$59,369	\$59,369	\$35,000-83,738	0	N/A	NA/	N/A	N/A	N/A
Engineering	0	N/A	N/A	N/A	1	\$400,000	\$400,000	N/A	N/A	N/A
Management	0	N/A	N/A	N/A	0	N/A	N/A	N/A	N/A	N/A
Medical	1	\$1,250,000	\$1,250,000	N/A	1	\$2,200,000	\$2,200,000	N/A	57%	57%
Total Senior Faculty offered Start-Up	3	\$456,246	\$83,738	\$35,000-1250,000	2	\$1,300,000	\$1,300,000	\$400,000-2,200,000	35%	6%
Overall New Hires offered Start-Up	7	\$78,789	\$70,000	\$22,000-1,250,000	8	\$722,640	\$462,500	\$81,121-2,200,000	11%	15%

Note. New hires without start-up funds are not included in Table 3.

**Table 4. Combined Total Package
ACES Departments (2005–2007)**

Junior Combined Total Packages: Instructors & Assistant Professors								
	Women			Men				
<u>School</u>	<u>N</u>	<u>Mean</u>	<u>Median</u>	<u>N</u>	<u>Mean</u>	<u>Median</u>	<u>Women's Mean as a % of Men's Mean</u>	<u>Women's Median as a % of Men's Median</u>
Arts & Sciences	2	\$338,500	\$338,500	4	\$253,273	\$212,061	134%	160%
Engineering	1	\$473,100	\$473,100	0	N/A	N/A	N/A	N/A
Management	0	N/A	N/A	1	\$212,889	\$212,889	N/A	N/A
Medical	3	\$290,067	\$70,000	6	\$481,167	\$297,500	60%	24%
Total Junior New Hires	6	\$336,717	\$281,772	11	\$373,907	\$212,889	90%	132%
Senior Combined Total Packages: Associate & Full Professors								
	Women			Men				
<u>School</u>	<u>N</u>	<u>Mean</u>	<u>Median</u>	<u>N</u>	<u>Mean</u>	<u>Median</u>	<u>Women's Mean as a % of Men's Mean</u>	<u>Women's Median as a % of Men's Median</u>
Arts & Sciences	2	\$153,269	\$153,269	0	N/A	N/A	N/A	N/A
Engineering	0	N/A	N/A	1	\$593,332	\$593,332		
Management	0	N/A	N/A	0	N/A	N/A	N/A	N/A
Medical	1	\$1,400,000	\$1,400,000	1	\$3,235,000	\$3,235,000	43%	43%
Total Senior New Hires	3	\$568,846	\$155,000	2	\$1,914,166	\$1,914,166	30%	8%
Overall New Hires	9	\$414,093	\$155,000	13	\$610,870	\$288,000	68%	54%

Note. Combined Total Package includes base institutional salary, total amount of summer salary offered to faculty on a 9-month contract, start-up funds, and discretionary funds.

Total amount of summer salary = base salary / 9 * total N of summer months covered