

School of Medicine Basic Science Departments: Temporal Trends for NSF-ACES Indicators



Background

One of the goals of the NSF-ADVANCE/ACES program is to be able to display temporal trends of specific indicators. The purpose of this exhibit is to summarize the ongoing evaluation of the impact of interventions occurring at the university on institutional transformation.

The indicators reported in this poster include: number of Tenure-stream faculty by gender, department chairs by gender, endowed chairs by school, and salary. The figures featured capture the temporal trends associated with the implementation of the NSF-ADVANCE/ACES program at Case Western Reserve University.

Basic Science departments of the School of Medicine included in the NSF-ACES program are: Anatomy, Biochemistry, Genetics, Microbiology, Neurosciences, Pharmacology, Physiology and Biophysics, and RNA center.

Figure 1: Tenure-Stream Positions by Gender for the School of Medicine Basic Science Departments, AY 1998-99 to AY 2007-08

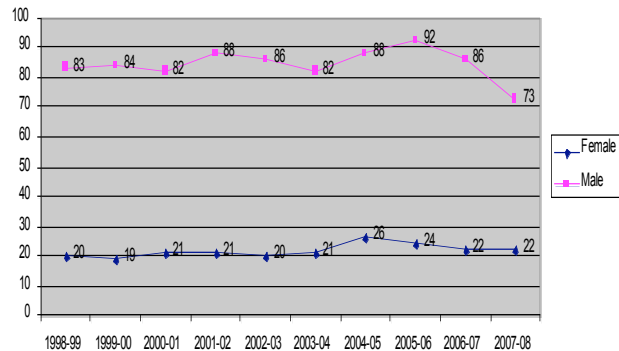
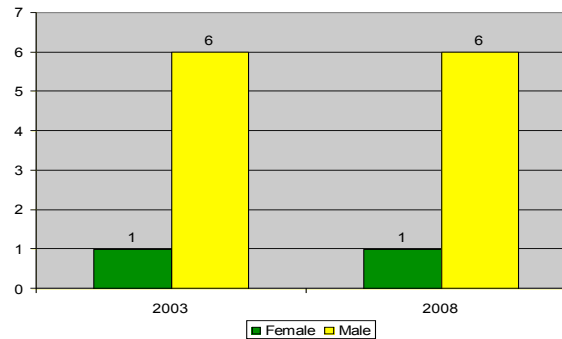


Figure 1 shows the number of tenure-stream faculty in the basic science departments of School of Medicine, stratified by gender. The faculty positions include: assistant professor, associate professor, and full professor.

Figure 2: Number of Department Chairs by Gender for School of Medicine Basic Science Departments, 2003-2008



Of the basic science departments of School of Medicine in the NSF-ACES program, the number of female department chairs remained at 1 from 2003-2008. The female department chair in both academic years was from the Neuroscience department. Note: RNA Center not included in this count.

Figure 3: Number of Endowed Chairs for 31 S&E Departments, AY 2003-04 to AY 2007-08

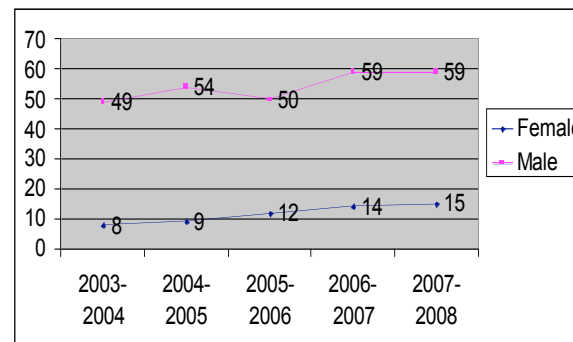


Figure 3 illustrates the number of endowed chairs in the 31 science and engineering departments over the past four academic years. The number of female endowed chairs increased from 8 in AY 2003-04 to 15 in AY 2007-08, while the number of male endowed chairs increased from 49 in AY 2003-04 to 59 in AY 2007-08.

Salary Study for Basic Science Departments of School of Medicine, AY 2007-08 Data

Subjects are all full time active faculty and base salaries for the academic year 2007-08 are adjusted to a 9 month equivalent appointment.

Table 1: Faculty Salary of Basic Science Departments of SOM by Rank and Gender, AY 2007-08

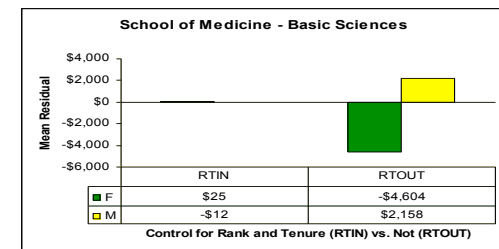
Rank	Sex	N	Mean
Full	F	12	\$99,510
Full	M	57	\$129,057
Associate	F	19	\$78,184
Associate	M	43	\$75,628
Assistant	F	29	\$61,414
Assistant	M	49	\$61,430
Total		209	

Two regressions were performed: first controlling for rank, tenure status, age, years since hire, degree, years since highest degree, and years in rank; and the second controlling for all the same variables except rank and tenure.

Regression controlling for:

- GR: Rank, Tenure Status, Age, Years since Hire, Degree, Years since highest degree, and Years in Rank.
- GR_RT: Age, Years since Hire, Degree, Years since highest degree, and Years in Rank.

Figure 4: Mean Residuals by Gender in SOM Basic Science Departments, AY 2007-08



After explaining variations due to all variables in the model, a negative mean residual indicates salaries are below predicted, and if positive indicates that salaries are greater than predicted.