



Weatherhead School of Management: 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.

Figures 1-3 refer to WSOM departments included in the NSF-ACES program: Economics, Information Systems, Marketing and Policy Studies, Operations, and Organizational Behavior.

Figure 1: Tenure-Stream Positions by Gender for the Weatherhead School of Management, AY 1998-99 to AY 2007-08

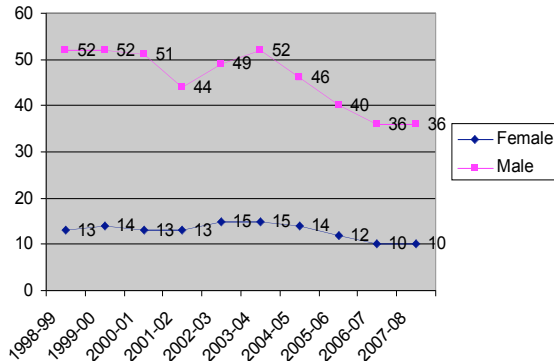
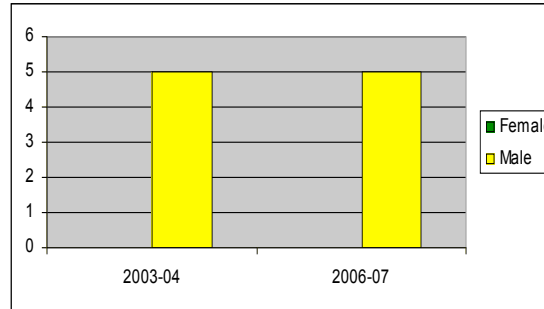


Figure 1 shows the total number of tenure-stream faculty serving in the 5 science and engineering (S&E) departments at Weatherhead School of Management, stratified by gender. The faculty positions include: assistant professor, associate professor, and full professor.

Figure 2: Number of Department Chairs by Gender for the Weatherhead School of Management, 2003-2008



Of the 5 departments at Weatherhead School of Management included in the NSF-ACES program, the number of female department chairs remained at 0 from 2003-2008.

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

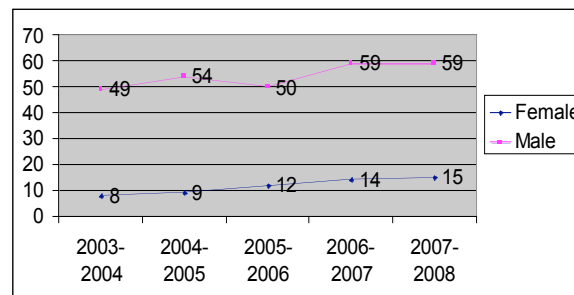


Figure 3 illustrates the number of endowed chairs in the 31 science and engineering departments over the past four academic years. The number of female endowed chairs increased from 8 in AY 2003-04 to 15 in AY 2007-08, while the number of male endowed chairs increased from 49 in AY 2003-04 to 59 in AY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

Salary Study for Weatherhead School of Management, 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: Salary of WSOM Faculty by Rank and Gender, AY 2007-08

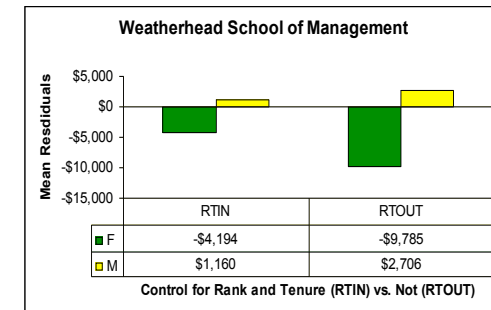
Rank	Sex	N	Mean
Full	F	1	.
Full	M	24	\$159,596
Associate	F	6	\$111,541
Associate	M	14	\$123,429
Assistant	F	6	\$121,381
Assistant	M	8	\$110,899
Total		59	

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 WSOM 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.