

Special Report

Searching for One Thing, and Finding Two

An Investigative Report on the Faculty Rewards System in the CoB

The recent installment in the *Special Report* series entitled "[ECO Census](#)" presented data on the age of each of the 10 remaining full-time faculty in the CoB's economics group that were gathered by reporters at USMNEWS.NET using a Kintera-type Internet search procedure. These age data, along with additional information on flaws in ECO's recent hiring practices, indicated that ECO is adding to the human resources troubles that it inevitably faces as a result of administrators' malevolence. In searching for these data, USMNEWS.NET reporters stumbled upon evidence of a proposition revealed by a regular reader of reports and editorials available at this website.

According to the reader, the transformation of the EFIB by its chair, George Carter, is one that would result in younger faculty finding it more difficult to succeed, while at the same time older (and compliant) faculty will no longer be allowed to fail. According to this proposition, the age and advancement of ECO faculty should be much more closely linked through Carter's transformation than what may have been observed before it.

Table 1 below shows the correlation between age and rank in ECO both before the previous two departures & previous three hires, and after those same previous departures and hires.

Table 1
Correlation between Age and Rank in ECO

<u>Before Prev 2 Departures & Prev 3 Hires</u>	<u>After Prev 2 Departures & Prev 3 Hires</u>
+0.599	+0.685*

Note: * denotes significance at $p=.05$.

Source: Kintera-type Internet search (March, 2008).

As Table 1 indicates, Carter has been able to use the ECO hiring processes of the recent past to strengthen the "+" link between age and rank in ECO. In fact, the correlation between age and rank in ECO has increased by about 10 points over only the past few hiring processes.