

The Case *For* the Dakhliā–Marvasti 2007 Merit Raise Gets *Worse*

A USMNEWS.NET reader recently contacted our reporters about one of the analyses in our report “Did Dakhliā & Marvasti Hit the Powerball?” and offered a very useful suggestion. For readers who are not familiar with this report, it can be found at [Did Dakhliā & Marvasti Hit the Powerball?](#) It begins with the following intro:

The most common question CoB faculty have asked, after being informed about the enormous raises awarded (in 2007) to new CoB faculty Sami Dakhliā (assistant professor of economics) and Akbar Marvasti (associate professor of economics), has been: What did they do? The following analysis shows the likely motivation behind such a question.

One of the analyses in that report compares the combined 2007 merit raises for Dakhliā and Marvasti to those for Edward Nissan, Franklin Mixon, Mark Klinedinst, and Daniel Monchuk. The exhibit relating to that analysis is presented again below, followed by the USMNEWS.NET summary of the results:

Sami Dakhliā’s 2007 Merit Raise	\$9,064
+ Akbar Marvasti’s 2007 Merit Raise	<u>\$8,392</u>
	\$17,456
Edward Nissan’s 2007 Merit Raise	\$4,493
+ Franklin Mixon’s 2007 Merit Raise	\$4,131
+ Mark Klinedinst’s 2007 Merit Raise	\$4,026
+ Daniel Monchuk’s 2007 Merit Raise	<u>\$3,875</u>
	\$16,525

Panel 3, perhaps the most compelling, is a top-down version of the analysis presented in panel 2. It shows that the combined 2007 merit raises for Dakhliā and Marvasti, again \$17,456, comes in at **5.6 percent above** the combined raises for Edward Nissan (professor of economics), Franklin Mixon (professor of economics), Klinedinst, and Monchuk. This find is striking on its own. However, when USMNEWS.NET reporters examined the SEDONA vitae of these six EFIB Department economists, this find is inexplicable, at least on the merits of the case. Table 1 below presents the combined research portfolio (books and journal articles) for each of the two groups of EFIB economists, both over 2004–Present.

Table 1
2004–Present Research Portfolios for Dakhliā/Marvasti & Nissan/Mixon/Klinedinst/Monchuk

\$17,456	\$16,525
Dakhliā-Marvasti Research Portfolio	Nissan et al. Research Portfolio
Public Choice	Corporate Governance . . . (Elsevier book)
Review of International Economics	Participation in the Age . . . (Elsevier book)
Manchester School of Economic & Soc Studies	Lessons from the History . . . (Elsevier book)
Economics Bulletin	Applied Economics
Public Choice	Applied Economics Letters
The American Economist	American Journal of Economics & Sociology
Pacific Economic Review	Journal of Education for Business
Eastern Economic Journal	Atlantic Economic Journal
Economic Inquiry	Oxford Bulletin of Economics & Statistics

Journal of Economic Issues

Applied Economics Letters
Journal of Economic Perspectives
Applied Economics
Applied Economics
Public Choice
Journal of Economic Studies
Latin American Business Review
Int. Journal of the Economics of Business
Eastern Economic Journal
Journal of Economics and Business
Applied Economics
Journal of Labor Research
International Journal of Social Economics
Columbia Journal of World Business
Constitutional Political Economy
Shaping the Learning . . . (iUniverse book)
Review of Agricultural Economics
Journal of Nicotine & Tobacco Research
Journal of Agricultural & Applied Economics
International Adv in Economic Research
Southwestern Economic Review
Informacion Commercial Esp. Rev. de Econ.
Multinational Business Review
Southwestern Journal of Economics
Journal of Current Res. in Global Business
Journal of Current Res. in Global Business
Business and Economic Review
Journal of Economics and Finance
Southwestern Economic Review
Southwestern Journal of Economics
Journal of Economic Development
Journal of Global Business
Journal of Global Business
Journal of Economics and Finance
International Journal of Applied Economics
Journal of Developing Areas
Journal of Global Business
Southwestern Journal of Economics
Journal of Economic Asymmetries

The research portfolio (2004-present) difference above is so astounding that switching the raise monies from one column to the other would *not* even be a proper way to address, via the merit raise process, the differences in the production levels of these two groups of economists. Unless the EFIB's Chair, George Carter, used a lottery to determine 2007 merit raise allocations, USMNEWS.NET is at a loss to explain how these raises and research portfolios fit together (outside of explanations involving politics, that is). Unfortunately for many CoB faculty, this kind of outcome has become routine.

The USMNEWS.NET reader suggested that our reporters omit Mark Klinedinst's raise and research portfolio from the analysis. Doing so, they conjectured, would significantly reduce the combined raises for the Nissan et al. group without significantly altering Nissan group's research portfolio. We did this, and the results for the combined raises are shown below:

Sami Dakhliya's 2007 Merit Raise	\$9,064
+ Akbar Marvasti's 2007 Merit Raise	<u>\$8,392</u>
	\$17,456

Edward Nissan's 2007 Merit Raise	\$4,493
+ Franklin Mixon's 2007 Merit Raise	\$4,131
+ Daniel Monchuk's 2007 Merit Raise	<u>\$3,875</u>
	\$12,499

As shown above, the combined raises for Dakhliya and Marvasti total \$17,456, while the combined raises for the Nissan group fall from \$16,525, when Klinedinst is included, to \$12,499 without Klinedinst. Thus, the Nissan group's combined raises plummet 24.4 percent when Klinedinst is omitted. The Klinedinst omission also means that the combined 2007 merit raises for Dakhliya and Marvasti now come in at **39.7 percent above** the combined raises for Nissan, Mixon and Monchuk.

Table 2 shows what happens when Klinedinst's 2004-Present research is omitted from the Nissan group's research portfolio. Only three items in the long list of results are removed from the second column of Table 1 above in order to produce Table 2 below. As such, the comparison is even more overwhelmingly in favor of the Nissan group's research portfolio.

Table 2
2004-Present Research Portfolios for Dakhliya/Marvasti & Nissan/Mixon/Monchuk

\$17,456	\$12,499
Dakhliya-Marvasti Research Portfolio	Nissan et al. Research Portfolio
Public Choice	Applied Economics
Review of International Economics	Applied Economics Letters
Manchester School of Economic & Soc Studies	American Journal of Economics & Sociology
Economics Bulletin	Journal of Education for Business
Public Choice	Atlantic Economic Journal
The American Economist	Oxford Bulletin of Economics & Statistics
Pacific Economic Review	Applied Economics Letters
Eastern Economic Journal	Journal of Economic Perspectives
Economic Inquiry	Applied Economics
Journal of Economic Issues	Applied Economics
	Public Choice
	Journal of Economic Studies
	Latin American Business Review
	Int. Journal of the Economics of Business
	Eastern Economic Journal
	Journal of Economics and Business
	Applied Economics
	Journal of Labor Research
	International Journal of Social Economics
	Columbia Journal of World Business
	Constitutional Political Economy
	Shaping the Learning . . . (iUniverse book)
	Review of Agricultural Economics
	Journal of Nicotine & Tobacco Research
	Journal of Agricultural & Applied Economics
	International Adv in Economic Research
	Southwestern Economic Review

Informacion Commercial Esp. Rev. de Econ.
 Multinational Business Review
 Southwestern Journal of Economics
 Journal of Current Res. in Global Business
 Journal of Current Res. in Global Business
 Business and Economic Review
 Journal of Economics and Finance
 Southwestern Economic Review
 Southwestern Journal of Economics
 Journal of Economic Development
 Journal of Global Business
 Journal of Global Business
 Journal of Economics and Finance
 International Journal of Applied Economics
 Journal of Developing Areas
 Journal of Global Business
 Southwestern Journal of Economics
 Journal of Economic Asymmetries

The USMNEWS.NET reader next suggested that our analysis above proceed to remove Monchuk's 2007 merit raise and 2004-Present research from consideration. We did this, and the results for the combined raises are shown below:

Sami Dakhliya's 2007 Merit Raise	\$9,064
+ Akbar Marvasti's 2007 Merit Raise	<u>\$8,392</u>
	\$17,456

Edward Nissan's 2007 Merit Raise	\$4,493
+ Franklin Mixon's 2007 Merit Raise	<u>\$4,131</u>
	\$8,624

As shown above, the combined raises for Dakhliya and Marvasti total \$17,456, while the combined raises for the Nissan group fall from \$12,499, when Monchuk is included, to only \$8,624 when only Nissan and Mixon are included. Thus, the Nissan group's combined raises slide 31 percent when Monchuk is omitted. The Monchuk omission also means that the combined 2007 merit raises for Dakhliya and Marvasti sit an alarming **102.4 percent above** the combined raises for Nissan and Mixon.

Table 3 shows what happens when Monchuk's 2004-Present research is omitted from the Nissan group's research portfolio. Only three items in the long list of results are removed from the second column of Table 2 above in order to produce Table 3 below. As such, the comparison is *once again* even more overwhelmingly in favor of the Nissan group's research portfolio.

Table 3
2004-Present Research Portfolios for Dakhliya/Marvasti & Nissan/Mixon

\$17,456	\$8,624
Dakhliya-Marvasti Research Portfolio	Nissan-Mixon Research Portfolio
Public Choice	Applied Economics
Review of International Economics	Applied Economics Letters
Manchester School of Economic & Soc Studies	American Journal of Economics & Sociology

Economics Bulletin
Public Choice
The American Economist
Pacific Economic Review
Eastern Economic Journal
Economic Inquiry
Journal of Economic Issues

Journal of Education for Business
Atlantic Economic Journal
Oxford Bulletin of Economics & Statistics
Applied Economics Letters
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Business and Economic Review
Journal of Economics and Finance
Southwestern Economic Review
Southwestern Journal of Economics
Journal of Economic Development
Journal of Global Business
Journal of Global Business
Journal of Economics and Finance
International Journal of Applied Economics
Journal of Developing Areas
Journal of Global Business
Southwestern Journal of Economics
Journal of Economic Asymmetries

The original report concluded with the following material:

On 3-April-07, Carter sent an e-mail to EFIB faculty (that was forwarded to USMNEWS.NET) stating:

“The [2007 merit] increases were handled in the traditional way. 4.8% of continuing faculty salaries was divided into, teaching, research and service pots and share values were determined. Each faculty member’s share in a category is how many shares that faculty member has in that category . . . The sum of the valued shares in the three categories . . . provides the raise values.”

Examine the raise values above (e.g., Dakhli’s raise versus Nissan’s or Mixon’s, etc.), using what you know about these faculty, some of which is listed above, to guide you. After doing so, do you believe Carter’s e-mail?

With comparisons like the ones shown above in this (new, updated) report, how can CoB faculty have any confidence in the integrity of the CoB’s merit raise process?