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# **Survey of Endowed Positions in Entrepreneurship and Related Fields in the United States- 2003 Update**

*Sponsored by the Ewing Marion  
Kauffman Foundation's Center for  
Entrepreneurial Leadership*

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## Major Findings

**1. Census – USA:** As of September 20, 2003 in the United States, there were 406 endowed positions in Entrepreneurship and related fields, up from 237 in late 1999, and 97 in 1991.

**2. Census – Worldwide:** Non-US positions grew from 4 in 1991, to 34 in 1999, and to 158 in 2003, for a worldwide total of 563 positions.

**3. Position Demographics:** The 2003 Update reports on 177 faculty - 117 Full Professors, 40 Associate Professors, 11 Assistant Professors and 5 holding Instructor or Adjunct Faculty positions. 103 schools in the USA were represented.

**4. Salaries:** The average annual salary was \$162,018. Across all positions, salaries ranged from \$50,000 to \$350,000 annually.

**5. AACSB/Salary Discrepancy:** There were significant differences between the AACSB Salary Survey and actual salaries reported by respondents in this study, e.g. \$46,082 for Full Professors in Entrepreneurship, a 41% difference.

**6. Stipends:** The average stipend was \$23,325. The most popular form of stipend came from position endowment funds.

**7. Endowments:** For the total sample, the average endowment was \$2,256,096. For positions created from 2000-2003, the average endowment was \$2.036 million. This compares with an average of \$2.16 million reported in the 1999 Update for positions created in the late 1990's.


**8. Travel and Research Budgets:** The 5% Trimmed Mean for Annual Travel and Research budgets was \$19,023.

**9. Course Loads:** The average annual teaching load was 3.3 courses, where the regular teaching load 4.87 courses. For faculty reporting credit hours, the average load was 9.7 hours annually vs. 10.59 for regular faculty.

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## Sponsorship

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## **Table of Contents**

Major Findings	2
Sponsorship	3
Acknowledgements	3
J.A. Katz and Associates	4
Table of Contents	5
Introduction	6
Detailed Findings	
Number of positions	7
Position Demographics and Infrastructure in the United States	10
Salaries	12
AACSB/Salary Discrepancy	15
Stipends	19
Size of Endowments	21
Travel & Research Funding	23
Course Loads	24
Conclusions	25
Appendices	
Appendix 1: Background	27
Appendix 2: Methodology	29
Appendix 3: Proactive Search Strategy	31
Appendix 4: Key Terms	
Endowed Positions	33
Centrality	33
Entrepreneurship and Related Fields	37
Appendix 5: Prior Coverage	38
Appendix 6: List of Endowed Positions, 2003	39
Bibliography	46

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## Introduction

Endowed positions are to universities what medals are to countries in the Olympics – an easy metric for assessing achievement. In the field of Entrepreneurship, the count of endowed positions has been one of the most widely reported techniques for showing the growth of the field in the popular and academic press (Katz, 2003a).

This report details the results of the fifth and latest of a series of surveys done on endowed positions in Entrepreneurship and related fields (See Appendix 1). The particular focus of this update was determining the annual salary of endowed position holders in the USA, the basis for salaries, and the extent to which these numbers vary from the base salaries reported to the AACSB in their *Annual Salary Survey* (AACSB, 2003).

Some difference is expected because the AACSB *Annual Salary Survey* **excludes** stipends added to salaries. However, prior Endowed Position Surveys (Katz, 1999a), reported that most endowed positions are built starting with a base faculty salary, to which is added a stipend from the endowment.

In its analyses, the 2003 Update looks at endowed positions only in the United States. The sampling frame for the Update came from a worldwide Census of Endowed Positions (Katz, 2003b) conducted by eWeb (<http://eweb.slu.edu>) a website focused on Entrepreneurship education. eWeb made the database available to serve as the sampling frame for this study.

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## Detailed Findings

### Number of Positions

**1. Census – USA:** As of September 20, 2003 in the United States, there were 406 endowed positions in Entrepreneurship and related fields, up from 237 in late 1999, and 97 in 1991.

The number of endowed positions in Entrepreneurship and related fields is booming. Since the 1999 Update (Katz, 1999), the number of positions in the United States has grown from 237 to 406. This translates as a new endowed position every 8 days.

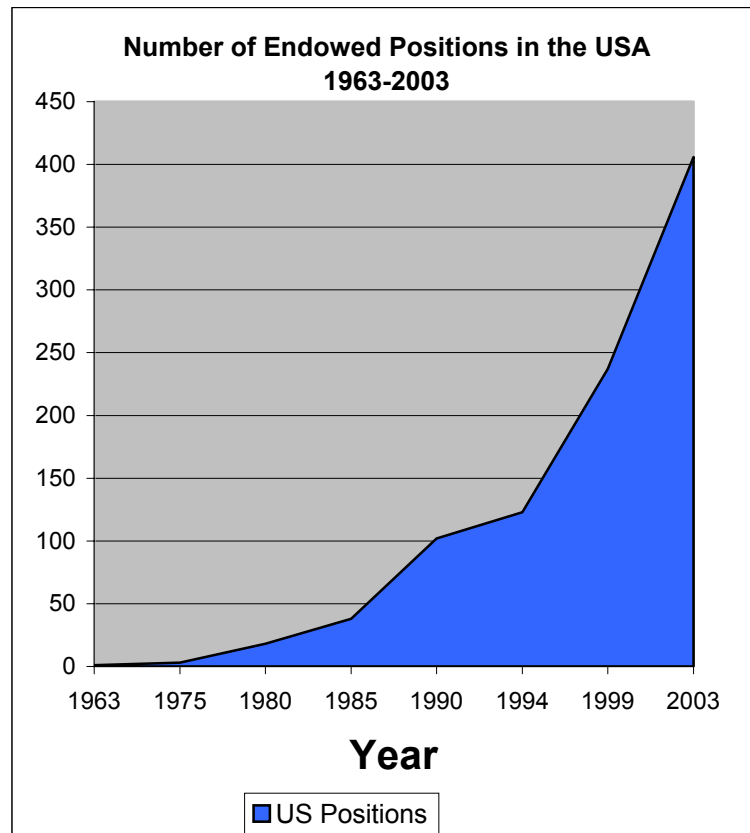


Figure 1

The rate of growth is accelerating, as can be seen by the increasingly steep line in Figure 1. The growth rates for earlier periods were, a new endowed position every:

- 11 days for the 1995-1999 period due to growth from 112 to 234 positions.
- 66 days for the 1991-1994 period, when the number of positions grew from 97 to 112.
- 46 days for the 1980-1990 period, with positions

growing from 18 to 97.

- 343 days for the initial period, from the first chair, created at Georgia State University in 1963, until 1980.

**2. Census – Worldwide:** Non-US positions grew from 4 in 1991, to 34 in 1999, and to 158 in 2003, for a worldwide total of 563 positions.

The growth seen in the USA parallels that elsewhere. The number of endowed positions is booming worldwide, with a new position created every 5.6 days for the 1999 to 2003 period. Figure 2 shows the growth of both positions in the USA and elsewhere.

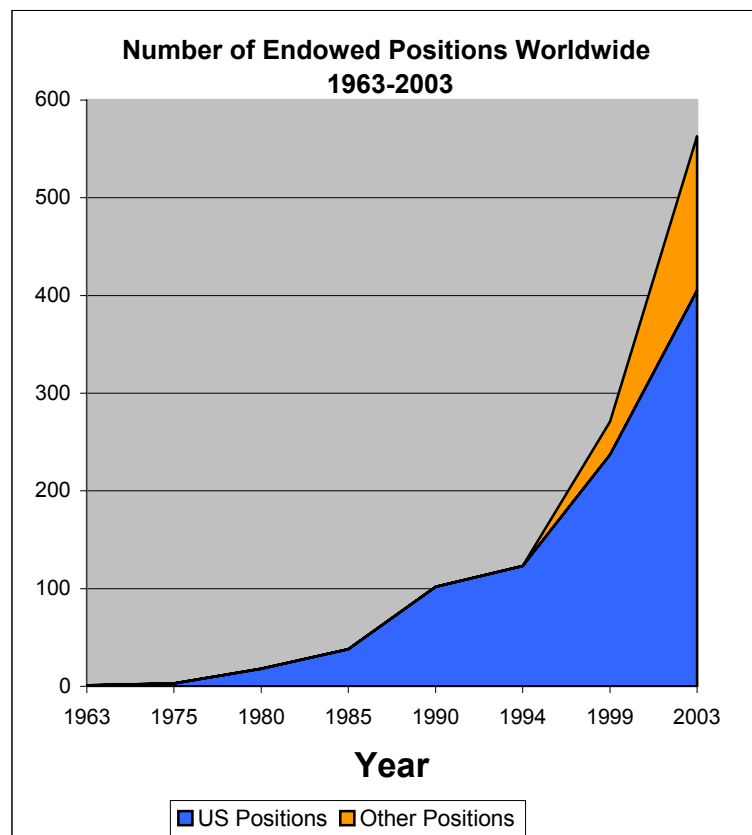


Figure 2

The majority of endowed positions outside the USA would be categorized as publicly created chairs, with the funds coming from the government (Bradstock, 2000; EC, 2002). In Germany, the government has created more than two dozen chairs (Klandt and Knaup, 2002), while in Canada the number is approaching one dozen. Privately funded chairs are more likely to be found in private universities than in state-supported ones, which is somewhat at variance with the funding practices in the USA.

**Position  
Demographics  
and  
Infrastructure in  
the United States**

**3. Position Demographics:** *The 2003 Update reports on 177 faculty - 117 Full Professors, 40 Associate Professors, 11 Assistant Professors and 5 holding Instructor or Adjunct Faculty positions. 103 schools in the USA were represented.*

The 2003 Update involved 103 colleges and universities in the USA, and a total of 177 endowed position holders: 117 Full Professors, 40 Associate Professors, 11 Assistant Professors and 5 individuals holding Instructor or Adjunct Faculty positions. Of the 177 positions, 97 (54.8%) were in private colleges or universities, while 80 (45.2%) were in public universities or colleges, based on the categorization of the Carnegie Commission for Higher Education.

The major international accrediting body for business schools is the AACSB, the Association to Advance Collegiate Schools of Business. Of the 177 position holders, 156 (88.1%) came from accredited schools, while 21 (11.9%) came from nonaccredited schools.

Business schools are also informally categorized by their ranking on the *Business Week* annual listing of MBA programs. Of the 103 participating colleges and universities, 16 ranked in the *Business Week* Top 30 (a 53% response rate within this category), 16 ranked in the Second and Third Tiers (which totaled 41 schools and a 39% response rate), and 62 schools were unranked in the *Business Week* listing (a 28% response rate). Nine schools in the study were not included in the *Business Week* listing because they do not offer MBA degrees.

Respondents were asked about two characteristics of their endowed position – whether it was a professorship or chair, and whether the position was considered permanent or term, meaning the holder’s continuation is reviewed periodically. Table 1 provides the specific results. In an academic world where the possibility of removing tenure is increasingly discussed, it is surprising to find more than half of all endowed positions involve permanent appointments.

**Table 1**  
**Endowed Position Structure**

	<b>Frequency</b>	<b>Percent</b>
Permanent Chair	66	37.3
Permanent Professorship	29	16.4
Term Chair	60	33.9
Term Professorship	20	11.3
No Response	2	1.1
<b>Total</b>	<b>177</b>	<b>100.0</b>

Unexpectedly, public universities lead private ones in the granting of permanent positions. Of the 80 endowed positions in public institutions, 54 (68%) were permanent appointments. Of the 97 positions in private institutions, 54 (56%) were term positions. Across both types of institutions, the median term was 5 years.

Using the AACSB coding method, each position can be classified in one and only one department. As a result, there were 98 (55.4%) endowed position holders in Entrepreneurship, 42 (23.7%) in Management and 37 (20.9%) in other disciplines [Accounting, Applied Economics and Management, Business Administration, College-Wide Chairs, Economics, Economics & Business, Engineering, Engineering Management, Engineering Technology, Family Business, Finance, Industrial & Biomedical Engineering, Insurance, Law and Financial Planning, Leadership & Professional Development, Legal Environment, Logistics, Management of Technological Innovation, Marketing, Public Policy, Sociology, Technology Management, and Textiles & Apparel]. Two schools had no departments.

Among the 177, 128 held positions in only one department. The remainder held positions in 2 or more departments. Primary department was based on information obtained from the web or from the respondent.

## Salaries

**4. Salaries:** *The average annual salary was \$162,018. Across all positions, salaries ranged from \$50,000 to \$350,000 annually.*

Positions in Entrepreneurship programs had the highest average annual salary, \$162,018, followed by Management (\$149,142). Positions for Entrepreneurship related faculty housed in other departments averaged \$134,401.

The overall salaries for endowed positions are based on 173 respondents (4 respondents declined to share salary information). As would be expected, the vast majority of positions (131, 75.7%) are at the Full Professor level, with 26 Associate Professor positions (15%), 11-Assistant Professor Positions (6.4%), and 5 positions at the Adjunct Professor or Instructor level (2.9%). The means, minimums and maximums for the four positions are given in Table 2 below.

**Table 2**  
**Average Salaries For Endowed Positions**

	<b>Count</b>	<b>Mean</b>	<b>Range</b>
Adjunct/Instructor	5	\$113,275	\$79,600-145,500
Assistant Professor	11	\$104,651	\$50,000-160,000
Associate professor	26	\$123,210	\$65,000-250,000
Full Professor	131	\$165,086	\$64,860-350,000

While these numbers offer a broad overview, salaries are typically based on several factors. Foremost among these are:

- Discipline, e.g. Entrepreneurship, Management, Economics, etc.
- Contract Duration: 9-10 month contracts vs. 11-12 months. About 60% of Entrepreneurship faculty and 69% of Management faculty report 9-month contracts. (The AACSB reports only on 9-month contracts, so 12-month contracts were multiplied by 81.8% to achieve this result).
- School Type: Public University (45% of respondents) vs. Private University (55%).

- Accreditation by AACSB (88% yes, 12% no).

The ratio within each of the measures (e.g. Public/Private, Accredited/Nonaccredited) is within the range for AACSB schools. Considering these factors, it is possible to report on salaries of faculty in 7 situations in Entrepreneurship (Table 3) and 3 in Management (Table 4).

In providing more detailed breakdowns of the results, this study will use the conventions of the AACSB *Annual Salary Survey (AACSB, 2003)*:

- Faculty with joint, split or multiple positions are classified in only one department. (This was based on their primary department determined from the respondent or web research).
- Salary statistics will not be reported for positions with 3 or fewer respondents.

Within those constraints, there are sufficient numbers of respondents to report more detailed breakdowns within the disciplines of Entrepreneurship and of Management. These results are displayed in Tables 3 and 4 below.

**Table 3**  
**Selected Salaries in Entrepreneurship**

	Count	Mean	Range
<i>Accredited Private Schools, 9-10 Month Contracts</i>			
Assistant Professor	4	\$106,379	\$ 85500-113338
Associate professor	8	\$116,462	\$106473-140000
Full Professor	18	\$161,943	\$ 74500-245000
<i>Accredited Private Schools, 11-12 Month Contracts</i>			
Full Professor	26	\$210,149	\$ 80000-350000
<i>Nonaccredited Private Schools, 9-10 Month Contracts</i>			
Full Professor	5	\$111,400	\$ 88000-144000
<i>Accredited Public Schools, 9-10 Month Contracts</i>			
Full Professor	13	\$169,308	\$ 84000-242000
<i>Accredited Public Schools, 11-12 Month Contracts</i>			
Full Professor	5	\$151,800	\$106000-225000

**Table 4**  
**Selected Salaries in Management**

	<b>Count</b>	<b>Mean</b>	<b>Range</b>
<i>Accredited Public Schools, 9-10 Month Contracts</i>			
Full Professor	14	\$166,801	\$105000-288333
<i>Accredited Public Schools, 11-12 Month Contracts</i>			
Full Professor	6	\$154,475	\$ 91000-246000
<i>Accredited Private Schools, 9-10 Month Contracts</i>			
Full Professor	9	\$162,522	\$116000-285000

Taken together these results provide a detailed set of benchmarks for annual salaries of Full Professors across a range of the most frequently occurring contractual situations.

As will be detailed later, these numbers look substantially different from those in the AACSB *Salary Survey* because they represent the final annual pay of faculty – including endowment contributions, administrative pay, and other stipends. Additionally, since only endowed positions are polled in this study, the respondents typically represent the upper range of standing faculty in their academic grade and institution. This would tend to place them at the higher end of the ranges reported in the AACSB *Salary Survey*, even when focusing on base pay alone.

## **AACSB/Salary Discrepancy**

**5. AACSB/Salary Discrepancy:** *There were significant differences between the AACSB Salary Survey and actual salaries reported by respondents in this study, e.g. \$46,082 for Full Professors in Entrepreneurship, a 41% difference.*

As noted earlier, in the annual AACSB Salary Survey (AACSB, 2003), respondents (typically deans) are asked **not** to include stipends in reporting pay. As stated in the Survey form:

Faculty salary includes base contract only, regardless of its source of payment, during the academic year. Exclude any adjustments for administrative duties and benefits, stipends, overtime, overload or extra duty pay (AACSB, 2002:6).

Additionally, faculty with joint, split or multiple assignments are assigned to only one disciplinary code. As a result, many of the Bridge faculty in Entrepreneurship could be included in Entrepreneurship or the other bridging field.

Finally, all faculty salaries are reported on a 9-month basis. Faculty with 12-month annual salaries are converted to 9-month salaries by multiplying the annual salary by 81.8%.

While the need for these conventions is understandable, the result for endowed Entrepreneurship faculty is problematic. Realistically, many endowed positions holders' salaries benefit from stipends (Katz, 1999a). In addition, many hold responsibilities in entrepreneurship centers, or as program directors that have them working 12 months out of the year, with commensurate pay. And given the tremendous number of Entrepreneurship faculty bridging with other fields or departments, the potential for misclassification is significant when limited to one discipline.

To determine a possible AACSB-Endowed Position discrepancy, respondents were asked to provide the salary their school reported to the AACSB for their position. Of 173 people reporting salary information, 153 (88.5%) provided the salary reported to the AACSB for their position.

Across all positions, the average amount of the difference was \$21,079. Adjunct Professors/Instructors reported the highest amount (\$29,575), followed by Full Professors (\$23,150), Associate Professors (\$14,370), and Assistant Professors (\$11,220).

It is clear that the AACSB *Salary Survey* averages significantly understate the actual salaries of endowed position holders in Entrepreneurship and related fields. Comparisons for specific positions are given in Tables 5 and 6 below. In those Tables:

- EPS refers to the overall 2003 Endowed Position Survey data as given by respondents;
- EPS9 average reported for 9-month contracts;
- EPS9A refers to the salaries reported to the AACSB, which should have been adjusted for 9-month contracts, with stipends removed; and
- AACSB refers to the 2002-2003 AACSB *Salary Survey*. The “All ACSB Members” tables were used for Entrepreneurship/Small Business and Management.

**Table 5**  
**Endowed Position Survey – AACSB Comparison**  
**For Entrepreneurship (Mean Salaries)**

Entrepreneurship – Full Professors

EPS (N=69)	\$175,724	Range: 74,500-350,000
EPS9 (N=36)	\$157,582	Range: 74,500-245,000
EPS9A (N=34)	\$138,084	Range: 74,000-315,000
AACSB (N=89)	\$111,500	Range: 61,500-209,000

Entrepreneurship – Associate Professors

EPS (N=16)	\$131,044	Range: 65,000-250,000
EPS9 (N=11)	\$117,427	Range: 90,000-165,000
EPS9A (N=16)	\$ 99,120	Range: 62,000-136,000
AACSB (N=40)	\$ 91,300	Range: 45,000-158,500

It should be noted that the EPS results focus solely on individuals with endowed positions, while the AACSB study includes all faculty in the discipline. The EPS9A figures both approximate the 75<sup>th</sup> percentile for the

corresponding AACSB faculty levels. This is about what one would expect when considering that endowed positions would be at the upper end of the range for faculty.

If we accept the figures as given, then the discrepancy between the EPS9 and AACSB is clarified. The key difference between the AACSB and EPS9 figures is the inclusion of stipends. In Entrepreneurship, including stipends makes roughly a 29% difference in annual salary for Associate Professors and a 41% difference among Full Professors. The same pattern is evident in Management (Table 6).

**Table 6**  
**Endowed Position Survey – AACSB Comparison**  
**For Management (Mean Salaries)**

Management – Full Professors

EPS (N=33)	\$161,247	Range: 91,000-283,333
EPS9 (N=24)	\$162,353	Range: 103,000-283,333
EPS9A (N=33)	\$131,186	Range: 80,000-195,000
AACSB (N=777)	\$101,000	Range: 40,000-245,000

Management – Associate Professors

EPS (N=7)	\$114,149	Range: 84,000-157,890
EPS9 (N=6)	\$101,557	Range: 84,000-129,154
EPS9A (N=7)	\$ 96,793	Range: 71,000-124,500
AACSB (N=598)	\$ 78,600	Range: 42,500-157,500

The EPS9 figures in Management appear to hit at around the 85<sup>th</sup> percentile among Management faculty salaries. This remains consistent with a higher tier placement of endowed position holders within a discipline. The Management results mirror those of Entrepreneurship at the Associate Professor level, and rise to a nearly 60% difference for Full Professors in Management.

These results demonstrate the discrepancy between the AACSB *Salary Survey* and the actual salaries paid to endowed position holders in Entrepreneurship and related fields. This occurs two ways. First, the current AACSB approach mixes together endowed and non-endowed faculty, which does each a disservice, since

the average salary for endowed position holders hovers in the upper quarter of the range for all faculty at their level. Second, by limiting the reporting to what are in effect base salaries, without providing information on stipends and actual salaries, the AACSB report is of limited usefulness among endowed Entrepreneurship faculty, where the convention is to have pay supported by stipends.

For Entrepreneurship faculty and those setting their pay, the implication of the above findings is that it is important to recognize that the AACSB *Salary Survey* provides only a **base** for salary determination. The reality of compensation for most endowed faculty involved in Entrepreneurship is that they will often supplement their base salaries with funds from summer support, from administrative work, and most often from stipends or salary boosts added to the endowed position. In short, for endowed position holders, the AACSB figures should represent a starting point for computing salary.

## Stipends

**6. Stipends:** *The average stipend was \$23,325. The most popular form of stipend came from position endowment funds.*

Where respondents knew the source of their stipends (N=128), the most popular form of stipend came from position endowment funds (68% of cases reported – average amount \$24,999). Other types of stipends included summer research grants (34% - average \$32,319), summer teaching (15% - average \$18,371), center administration (12% - average \$17,026) and program or department administration (11% - average \$11,052). Among those reporting stipends, 82 reported receiving only one type of stipend, while 48 reported multiple stipend sources.

Stipends are the major way that salaries for endowed faculty are built. Of 69 Full Professors in Entrepreneurship, 57 (83%) reported one or more stipends. In Management the number was 24 (73%). Faculty levels differed in their use of stipends although patterns in Entrepreneurship and Management were largely similar. For example:

- Adjunct Professors/Instructors in both areas reported stipends only for center administration.
- Assistant Professors in Entrepreneurship reported only for summer research, summer teaching and other overload teaching. Those in management reported no stipends.
- Associate Professors in both areas reported salary stipends, as well as stipends for summer research and the administration of other university units. Entrepreneurship faculty also reported stipends center administration, and school administration.
- Full Professors in both areas reported stipends for all the above as well as school administration.

Although the overall average stipend was \$23,325, stipends did show variability between faculty levels and between departments. Consider (Table 7) the two most popular types of stipends – endowed position

stipends and summer research.

**Table 7**  
**Selected Stipends By Level and Discipline**

	<b>Endowed Position</b>	<b>Summer Research</b>
<i>Assistant Professor</i>		
Entrepreneurship	N/A	\$45,000
Management	N/A	N/A
<i>Associate Professor</i>		
Entrepreneurship	\$18,750	\$35,000
Management	\$ 5,750	\$27,390
<i>Full Professor</i>		
Entrepreneurship	\$33,049	\$36,814
Management	\$27,982	\$27,711

Stipends represent one of the major ways that endowed positions are supported. However, stipends are typically not included in the type of base pay calculations reported by the AACSB in their *Salary Survey*, so information on the types of stipends, the frequency of their use, and the typical amounts are not widely known. This study represents one of the first to explore the topic.

## **Size of Endowments**

**7. Endowments:** *For the total sample, the average endowment was \$2,256,096. For positions created from 2000-2003, the average endowment was \$2.036 million. This compares with an average of \$2.16 million reported in the 1999 Update for positions created in the late 1990's.*

Noted in the 1999 Survey Report, endowments in Entrepreneurship and related fields have been growing. This continues to be true.

There are two ways endowment figures can be considered. One is to think in terms of the average for all endowed positions. It has grown from \$827,245 in 1991 for 49 positions to \$1.13 million in 1999 for 68 positions. In the 2003 update, with 73 positions reporting, the average was \$2,256,096.

However, once created, endowments tend to grow little. The 1999 Survey Report indicated that most positions lacked mechanisms for adding in cost-of-living factors to endowments, and few of the 68 positions received additional funds after the initial endowment was received.

As a result, it makes sense to look at the average endowment size for positions created within a particular period. This is graphically displayed in Figure 3.

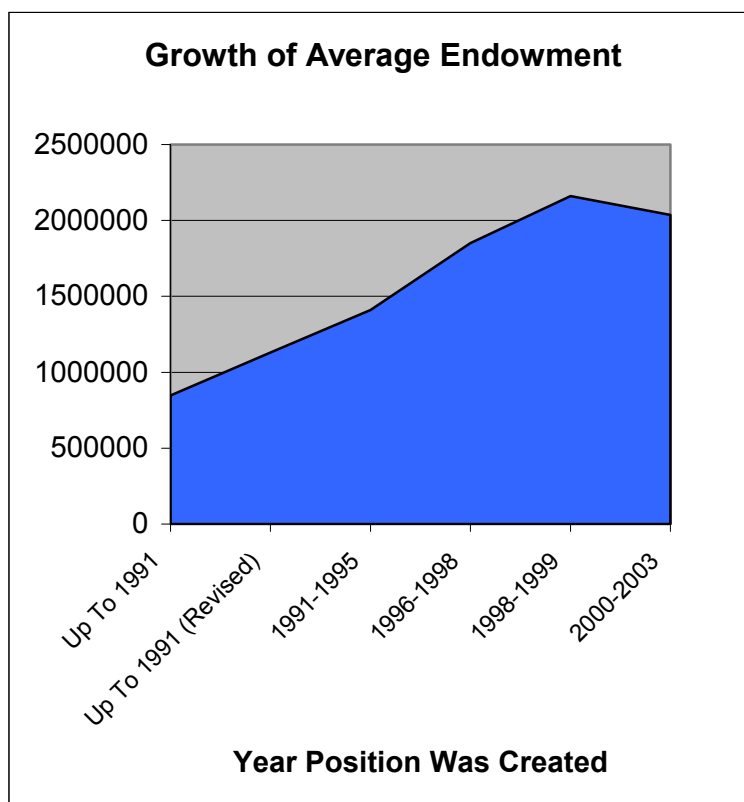


Figure 3

The 2000-2003 period showed a slight decline in the average amount of endowment for new positions. As seen in Figure 3, positions created from 1991 to 1995 reported averages of \$1.41 million (8 positions), while the 1996-1998 positions reported \$1.85 million (18 positions). The positions created in 1998 and 1999 (3 positions) reported an average endowment of \$2.16 million. For the 2000-2003 period, the average was \$2.036 million.

However, the maximum endowment level found in each survey continues to climb. In the 1991 Survey, the largest endowment for a position was \$4 million. In the 1999 Survey, it was \$10,000,000. In 2003, it was \$20,000,000.

## **Travel & Research Funding**

**8. Travel and Research Budgets:** *The 5% Trimmed Mean for Annual Travel and Research budgets was \$19,023.*

One of the major benefits of endowed positions is the availability of funds to support for travel and research. These funds are important to the productivity of faculty, but are not tracked in salary surveys.

In the 2003 Update, 131 respondents provided information on their Travel and Research funding. The range was remarkable – over \$400,000! Looking at the overall pattern, both ends of the range clearly represented outliers, and so a 5% Trimmed Mean was computed to provide a more realistic average - \$19,023. Generally, T&R budgets rise with faculty level, as can be seen in Table 8 below.

**Table 8**  
**Travel & Research Budgets**  
**in Entrepreneurship and Management**

	<b>Entrep.</b>	<b>Mgt.</b>
Adjunct/Instructor	\$ 7,000	N/A
Assistant Professor	\$14,000	\$ 5,000
Associate Professor	\$22,738	\$26,417
Full Professor	\$28,534	\$19,518

## Course Loads

**9. Course Loads:** *The average annual teaching load was 3.3 courses, where the regular teaching load 4.87 courses. For faculty reporting credit hours, the average load was 9.7 hours annually vs. 10.59 for regular faculty.*

Another benefit typical of endowed positions is a reduced teaching load, so that the position holder can invest more time in research, administration, or program development. The average teaching load for endowed position holders was 3.3 courses or 9.7 hours annually. The average for the regular teaching load was 4.87 courses or 10.59 hours.

For endowed position holders in Entrepreneurship, the average teaching load was 3.09 courses, while in Management it was 3.37 courses. Three times as many faculty reported using annual course load as did report annual hours. For those reporting hours taught, the average for Entrepreneurship was 10.45 hours and for Management, 9.60 hours.

The breakdown of courses taught within each discipline is given in Table 9 below. Where the number of responses dropped to 3 or less, the answer is listed as N/A (not available).

**Table 9**  
**Teaching Loads**

Entrepreneurship - Courses Per Year		Count
Adjunct/Instructor	N/A	
Assistant Professor	3.67	6
Associate professor	3.36	11
Full Professor	2.99	52
Management - Courses Per Year		
Adjunct/Instructor	N/A	
Assistant Professor	N/A	
Associate professor	3.25	4
Full Professor	3.31	29
Entrepreneurship - Hours Taught Per Year		
Adjunct/Instructor	N/A	
Assistant Professor	N/A	
Associate professor	14.2	5
Full Professor	9.40	15

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## Conclusions

If the growth in the number of endowed positions is any indication, the discipline of Entrepreneurship in the United States is in excellent shape. The number of chairs and professorships grew 71%, from 237 in 1999 to 406 in 2003. Economists talk about “dollar votes” or voting with one’s checkbook, and if that is truly possible, then the popular and government evaluation of endowed positions in Entrepreneurship is highly positive, with over a quarter of a billion dollars being spent on newly endowed positions in the past four years. And the situation in the US parallels that worldwide, with 563 endowed positions around the world, up from 271 in 1999.

What these positions are like has been a matter of intense curiosity on the parts of faculty, deans, funding sources and the media. The 2003 Endowed Positions Update was able to discuss results for salaries, stipend types and amounts, travel and research budgets, course loads and endowments – for literally 52% of all eligible endowed positions and over 70% of those faculty most closely identified with the field of Entrepreneurship.

The results reported in this Update represent an exceptional sample among Entrepreneurship faculty. The AACSB reports on 89 Full Professors in Entrepreneurship, the 2003 Endowed Position Update reports on 69 Full Professors with endowed positions in Entrepreneurship. This report also offers the only information known to exist on Entrepreneurship faculty with endowed positions in other disciplines, although small sample sizes limited reporting to endowed faculty in Management.

Across the measures, what emerges is a picture of a modal approach to funding endowed positions. The typical endowed position is at the Full Professor level. The pay is built from a base that comes from a faculty position (around \$138,000), although this pay may be at the 75<sup>th</sup> percentile or higher within the discipline at the Full Professor level. Added to this base pay are one or more stipends (for an average total of \$158,000 per 9 month academic year or \$176,000 for those with 12 month contracts). The most typical stipend comes from the return on endowment funds (around \$25,000). Other stipends, such as ones for summer teaching or research are the next most

common. For many faculty, there will also be a stipend for administrative duties, whether to the entrepreneurship center, an academic program, department, school or university. Almost all endowed position holders receive an additional annual amount (around \$19,000 on average, separate from their salary) to be spent on research and travel. In addition, the endowed position holder receives a reduction of teaching (to a bit more than 3 courses annually), relative to faculty who do not have an endowed position.

The picture of endowed positions this modal description paints is thanks to the information provided by the 177 respondents to the 2003 Endowed Position Update. Perhaps most surprising is the substantial differences in salaries reported by the 2003 Update respondents and the *AACSB Salary Survey (AACSB, 2003)*. In part due to methodological differences, and in part due to the differences between samples of all faculty and only endowed position holders, the 2003 Update points up how much additional information needs to be considered to realistically model the annual salary and benefits of endowed position holders. The *AACSB Salary Survey*, while useful, must be treated as a starting point for the consideration of only one element in the compensation packages of endowed faculty.

In trying to place the *AACSB Salary Survey* numbers one should first focus on the base salary adjusted to reflect the higher percentile position of endowed position holders - the 75<sup>th</sup> percentile base salary for Entrepreneurship (the 85<sup>th</sup> percentile for Management). Then added to this higher base salary are one or more stipends. This produces a very close approximation of the average annual salary for Entrepreneurship faculty.

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## Appendices

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### **Appendix 1: Background**

*eWeb's List of Endowed Positions in Entrepreneurship and Related Fields* (referred to as "the List") was begun in 1989, and has been updated in 1992, 1995, and 1999. The purpose of the List has been twofold: (1) to provide a common resource for the field making it possible for individuals to find endowed positions and their holders, and (2) Developing a body of data about the elements of this important aspect of academic infrastructure for analysis and policy efforts. Both efforts have shown marked results. The List is available online at eWeb, and is accessed nearly 1,000 times a year. It is used by reporters to find experts on Entrepreneurship who are nearby, it is used by faculty seeking information on open positions in Entrepreneurship, and it is used by universities for preparing competitive analyses of their Entrepreneurship programs. The List has been quoted in all the major general business and entrepreneurship magazines, as well as producing a series of presentations and papers cited in dozens of scholarly work in Entrepreneurship (Katz, 2003a).

Over the past 13 years the various Updates of the List have focused on bolstering our knowledge about different aspect of Entrepreneurship infrastructure. The 1989 survey sought to find other endowed position holders through snowball sampling and added substantially to our basic knowledge about the nature of endowed positions in the field. The 1992 survey looked at how endowed positions related to the rest of the university community, while the 1995 survey looked at issues of time use and research activities of endowed position holders. The 1999 survey focused on the nature of the financial arrangements underlying endowed positions.

In 2003, eWeb undertook a major updating of its list of endowed positions worldwide. Using a Proactive Search Strategy (see Appendix 3) for web-based research, the intention was to develop the most comprehensive listing of endowed positions to date. eWeb made the latest database available for use in developing the sampling frame for conducting the

## 2003 Update.

With this list as a sampling frame, an Update of the List was planned to focus on financial factors of endowed positions, and do so in a way that would permit as much comparison as possible with the *Salary Survey* published annually by the AACSB.

## Appendix 2: Methodology

### *Response Rate*

The 2003 Update consists of responses from 177 holders of endowed positions in 103 colleges and universities in the United States. The response rate among Hub position holders (i.e. those for whom the discipline is more “central,” see Centrality in Appendix 4: Key Terms) is better than 70%, with an overall response rate of 52% (see Table A-1).

Using a Proactive Search Strategy (see Appendix 3) an initial pool of over 1200 possible positions was identified, and refined to 590 seemingly relevant positions. Further research reduced this number to 563 worldwide, with 406 in the United States.

**TABLE A-1  
2003 UPDATE RESPONSE RATES**

		Existing	Open	Available	Responded	Response Rate
<b>HUB</b>	Disciplinary	160	32	128	92	72%
	Mainstream	48		48	36	75%
<b>LINKED</b>	Bridge	42	8	34	13	38%
	Related Disciplines	58	12	46	21	46%
	Related Individuals	88	13	75	14	19%
	Total	406	65	341	177	52%

There were 406 positions identified by the end of the data-gathering period. Of these, 65 were open. This left 341 positions eligible for the survey. All eligible position holders were contacted by email at least three times in May, June and July. A conventional mailing was sent out in early July to those who had not responded. Phone calls were made in August and September to those who had not responded or had not formally declined.

On the suggestion of Elizabeth Gatewood of Indiana University, a version of the survey was created that permitted program and center directors to give average responses for multiple positions. Information on 29 of the 177 positions was reported this way.

## Respondent Profile

There were some differences between Respondents and Nonrespondents, and these are compared in Table A-2 below. Respondents were more likely to come from universities granting Masters degrees than nonrespondents. They were also more likely to hold a position described Hub or central (See Appendix 4), meaning the title of the position mentions Entrepreneurship, or the position holder personally demonstrates an ongoing commitment to the discipline of Entrepreneurship, even if holding a position in a mainstream business area.

**Table A-2**  
**Selected Respondent and Nonrespondent Characteristics**

	<b>Respondents</b>	<b>Nonrespondents</b>
Carnegie Category – PHD	60%	71%
Carnegie Category– Masters	25%	13%
Carnegie Category – Others	15%	16%
<i>Business Week</i> Ranked	46%	52%
Centrality – Hub	73%	38%
Centrality – Linked	27%	62%

Nonrespondents were more likely to come from doctoral granting institutions and to hold a Linked position (See Appendix 4). One way programs are popularly evaluated is by their position in major published ranks – typically of MBA programs. One of the major rankings is done annually by *Business Week* magazine. There was little difference in the *Business Week* ranking of the programs, and in the incidence response rates of faculty from schools granting Bachelors and Associates degrees.

These differences suggest that the results might understate the overall salary structure of Entrepreneurship faculty, since pay tends to be higher in doctoral-granting institutions than masters-granting ones. The Hub-Linked results allude to the possible differentiation of faculty in Entrepreneurship based on their levels of commitment or inclusion in the field.

### **Appendix 3: Proactive Search Strategy**

Endowed positions were sought using a Proactive Searching Strategy (PSS). In PSS multiple search engines and multiple search terms are used to assure the most complete coverage of a domain. Multiple search engines are used because subsets of search engines use different techniques for indexing the Internet. The major categories are:

Google – used by Google, Teoma, AOM, Netscape, AskJeeves

Inktomi – Yahoo, MSN

Overture –Altavista, MSN, FAST, Lycos

Lycos –Lycos

Infospace –About, Findwhat, Excite, AltaVista

Looksmart –Looksmart, MSN, Inktomi, Infospace, About

In a pilot test, it became apparent that Google and Teoma (which uses the Google search engine) offered the most comprehensive listing of sites. Coverage of the other sites was handled using the Vivisimo metasearch engine, which clusters results from other search engines to minimize redundancy.

The creation of multiple search terms reflected multiple lines of development. Obvious synonyms were one source, but a second source was an analysis of the 1999 and earlier datasets to identify other terms that might be useful. From this, two search term clusters were identified and developed – one for the position (e.g. chair or professorship) and one for the discipline (e.g. Entrepreneurship, private enterprise, etc.). The resulting Position/Discipline terms are:

- **Position:** Chair, professor or professorship by itself and WITH distinguished, endowed, university, visiting;
- **Discipline:** Entrepreneurship, entrepreneurial, enterprise, free enterprise, private enterprise, American enterprise, small business, SME, Small and medium enterprise, microbusiness, microenterprise, e-business, e-commerce, high technology, technology entrepreneurship, tech entrepreneurship, economic development,

enterprise development, family business, ethnic entrepreneurship, minority entrepreneurship, women's entrepreneurship, owned business, owner managed, owner operated.

These terms taken together produced over 375 searches (3 x 5 x 25 terms) on each of the three search engines (Google, Teoma, Vivisimo). When a search produced more than 1000 results, the search was limited to ".edu" sites only, figuring that academic sites were the most likely place to find endowed academic positions.

Listing were reviewed by the searching team and categorized as "likely", "possible" or "unlikely". Sites describing positions in the existing database from the 1999 study were updated using the latest site information. Every one of the sites identified as "likely" or "possible" was visited once. Work-study students or Professor Katz checked-out "likely" sites. Katz checked out "possible" sites to determine eligibility for inclusion. "Unlikley" sites were double-checked by Katz. Where duplicate listings were encountered, revisiting was not ordinarily done.

The PSS efforts were supplemented by reviews of earlier datasets, searches through the member lists of the major entrepreneurship organizations (where these are available publicly or to members), archive sites for entrepreneurship research papers (e.g. Babson, SBAER at the University of Central Arkansas), and the listings of editorial review boards of the major research journals in entrepreneurship, where there were available on the Internet or in hard copy form at the research libraries in St. Louis, Missouri.

The expectation was that around 400 positions would be found, but the PSS and related efforts produced an initial listing of more than 1200 positions, of which nearly 590 appeared to be viable candidates for inclusion in the 2003 Update. Many of those excluded were positions such as a department or disciplinary chairperson, rather than end endowed position holder, or even endowed positions outside of postsecondary institutions. As a result, 563 positions became the focus of the 2003 Update.

## Appendix 4: Key Terms

### ***Endowed Positions***

An ***endowed position*** refers to a particular type of professorial job in a postsecondary institution. What makes endowed positions special is the attachment of some form of dedicated funding - an endowment - to the regular professorial position. Endowing a position is a way to make it distinctive in academic circles, and it is a way to confer additional status on the position holder.

Endowed positions can take two forms - **endowed chairs** and **endowed professorships**. Originally, in schools with both kinds of positions, endowed chairs were seen as of higher status than endowed professorships. These days, this is less true. Some universities permit only professorships, others only endowed chairs. With the gap in funding levels between chairs and professorships narrowing, the terms can increasingly be used interchangeably.

### ***Centrality***

The field has grown enough since 1999 that some segmentation has become apparent when developing the sampling frame for the Update. The likelihood of response was seen as coincident with the centrality of the Update Survey to the respondents. So the more central Entrepreneurship was to the faculty receiving the Update, the greater their likelihood of response. The segmentation is based on primacy of the faculty member's involvement in Entrepreneurship. Involvement can be measured in several ways:

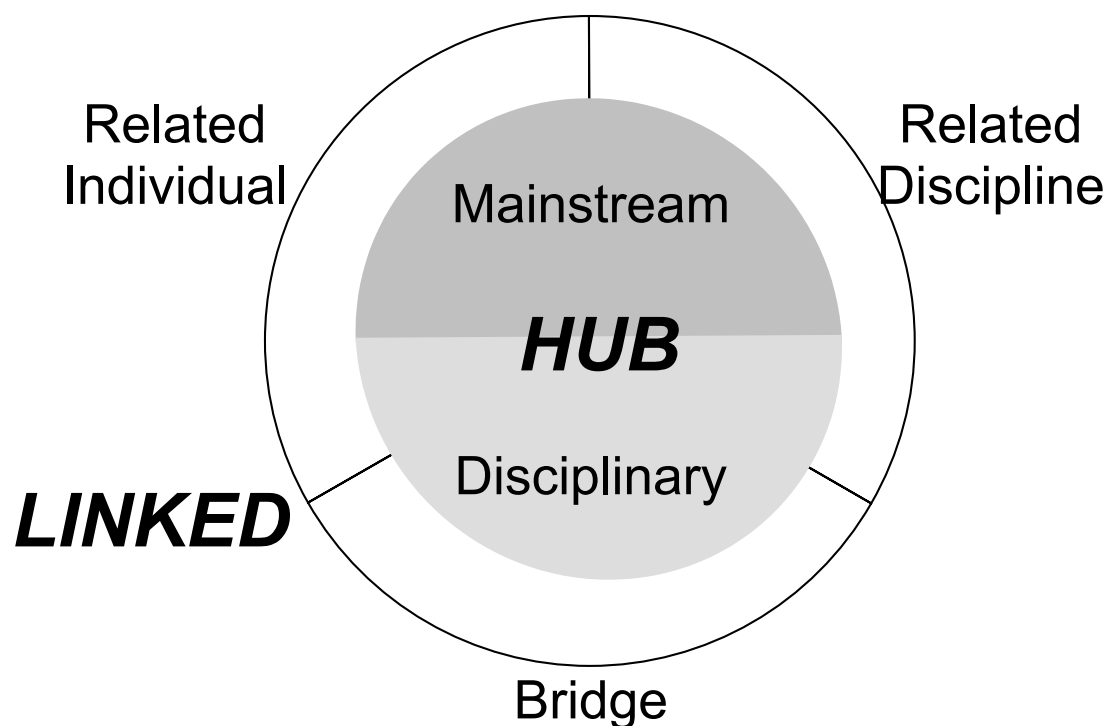
- **Leadership:** Through holding an officer's position in one of the professional organizations in Entrepreneurship and related fields.
- **Editorial Action:** Through holding an editorial or review board position on one of the more than 50 refereed academic journals in Entrepreneurship and related fields.
- **Research:** Through publication in journals or presentations at meetings relevant to Entrepreneurship and related fields. In this instance, *continuity of publication* is a key

indicator of involvement. Someone who is presenting annually at an entrepreneurship conference, or publishing annually in an entrepreneurship journal is showing continuous involvement.

Using these three classifying variables, an effort was made to segment the nearly 600 individuals found in the PSS effort. Five categories were developed, representing two levels of involvement – hub and linked. **Hub** involvement indicates that the person is significantly involved with the field on a continuing basis. **Linked** means that the individual is involved with the field of Entrepreneurship, but this level of involvement may be less in terms of continuity or degree of involvement.

As seen in Figure 4, Hub positions come in two structurally differentiated forms – disciplinary and mainstream. **Disciplinary** form positions are those specific to Entrepreneurship, e.g. “Distinguished Chair in *Entrepreneurship*”. **Mainstream** form positions are those held by individuals who are clearly Hub-involved, but whose position is in another field. For example, I have served in leadership positions in two Entrepreneurship organizations, serve on editorial boards of four Entrepreneurship journals, and publish multiple articles in these journals annually, but hold an endowed position in Management, not Entrepreneurship.

Linked positions take three forms – related fields, related individuals, and bridge positions. **Related Fields** are positions in those disciplines historically related to Entrepreneurship. These include Entrepreneurship, small business, small and medium enterprises (SMEs), family business, high-technology business, e-commerce, e-business, minority business, ethnic business, women-owned business, home-based business, microbusiness, developmental economics, private enterprise, nation-specific business enterprise, and free enterprise.



**Figure 4**  
**Conceptual Model of Centrality To Entrepreneurship**

**Related Individuals** refer to faculty with endowed positions outside of Entrepreneurship or related fields. These faculty are linked to the field of Entrepreneurship (or its related fields) but their pattern, level or continuity of involvement differs from that of Hub faculty. This may come from their contributing major papers to the field but lacking a continuing involvement, or being structurally linked to an Entrepreneurship position (e.g. being listed as associated faculty for an entrepreneurship center) but not demonstrating involvement in the larger field through research, editorial action or leadership.

The categorization process for this variable is the most error-prone of the Survey, since it is based on a qualitative assessment derived from the *absence* of evidence. It is entirely possible for faculty categorized as Related Individuals to be quite involved in the Entrepreneurship programs in schools or communities or industries, but these efforts are not evident to the larger Entrepreneurship community. In the interest of improving response rates, the 2003 Survey did not ask respondents to include a resume of *curriculum vitae* with their responses. These would have been valuable sources for assessing categorization into Hub or Linked positions. The Hub and Linked categorization was used in evaluating the sampling frame for the Update, but all positions are included in the analysis, and are not broken out by Hub or Linked. As a result, the impact of misclassification errors of Related Individuals will affect the sampling rate statistics, but have only a small effect on the actual survey results.

**Bridge Individuals** are defined structurally by positions that specify Entrepreneurship (or its related fields) and a “bridge” to another discipline, e.g. “The Jones Chair in E-Commerce and Entrepreneurship”. This type of position has seen considerable growth since 1999. The involvement patterns of many of those holding these positions at this point seems to look more like those of Related Faculty than Disciplinary or Mainstream faculty. Since the positions are structurally distinct (because of the two bridged disciplines) and the pattern of involvement is consistent, it was decided to make this group a separate category for the 2003 Update.

## **Entrepreneurship and Related Fields**

Entrepreneurship often gets a more specific meaning in academia than in the rest of the world. There are even schools of thought - and academically sectarian arguments - on what entrepreneurship means.

The approach used here can be called *prairie populist*. It is intentionally designed to be as encompassing as possible, to provide everyone with information and thereafter permit those with differing definitions to delete the cases they feel are not truly representative of their definition of entrepreneurship.

That said, the definition of **Entrepreneurship and related fields** used here refers to a set of disciplines interested in the creation, management, and growth of firms in societies. The particular emphasis of such studies are typically on firms that are small, either because of their newness, or because of industry or personal choices. The area goes by several names including Entrepreneurship, small business, small and medium enterprises (SMEs), family business, high-technology business, minority business, ethnic business, women-owned business, home-based business, microbusiness, developmental economics, private enterprise, nation-specific business enterprise, and free enterprise.

In this Survey, an individual is considered eligible for inclusion in the study if their endowed position is in one of the above-mentioned fields. Individuals with endowed positions in other fields also become eligible if they have demonstrated one of the following: a substantive involvement in Entrepreneurship or its related fields (for example by holding a position of leadership in Entrepreneurship-related professional organizations), or by involvement on the editorial boards of journals in the profession, or by publishing repeatedly in the area of Entrepreneurship or its related fields, or by other activities such as outreach to the entrepreneurial community.

## **Appendix 5: Prior Coverage**

The Survey of Endowed Positions in Entrepreneurship and Related Fields was introduced in 1989 as part of an effort to study the infrastructure of the academic discipline of Entrepreneurship (Katz, 1989, 1991a, 1991b). The original study built on several prior efforts (Kierulff, 1985; Vesper and Kierulff, 1985), but was considerably more expansive in its coverage.

The Survey has also been the subject of academic and media attention, with a number of academic articles citing the refereed papers developed from the Survey. Media attention has grown with the increasing coverage of Entrepreneurship education in the business press. In addition to being at the heart of a controversial *Wall Street Journal* op-ed column (Wooster, 1990), the Survey or its results have been mentioned in articles in *U.S. News and World Report*, *Fortune*, *Business Week*, and *Newsweek* (Brown, 1989; Huber, 1995; Lord and Westfall, 1996). Newspapers using Survey results include the *New York Times*, *Los Angeles Times*, *St. Louis Post-Dispatch* as well as several overseas newspapers (Bronner, 1998; Dickerson, 1998; Garner, 1992; Mangan, 1997; Mehta, 1994).

## **Appendix 6: List of Endowed Positions, 2003**

The following pages provide a brief listing of the endowed positions known to exist in the United States as of 9/21/03. For each university, the name of the position is given, as well as the current position holder's name. If the position is believed to be open, "Open" will occur in the name area. Approximately 20 positions were undergoing final confirmation at the time of this printing, and not included in the list. The current version of the list can be found at [www.entrepreneurshipeducation.com](http://www.entrepreneurshipeducation.com) or at eWeb (<http://eweb.slu.edu>).

As is always the case with a list as long and as subject to volatility as this one, there will be changes and even errors. Please send your additions, deletions or changes to [katz@entrepreneurshipeducation.com](mailto:katz@entrepreneurshipeducation.com).

### **Abbreviations Used in the List**

Bus.	Business
Devel.	Development
Econ.	Economics
Eng.	Engineering
Ent.	Enterprise
Entrep.	Entrepreneurship, Entrepreneurial
Innov.	Innovation
Mfg.	Manufacturing
Mgt.	Management
Prof.	Professor, Professorship
Sci.	Science
Strat.	Strategy
Tech.	Technology

School	Position	Holder
Alfred University	Raymond Chair in Family Business	Open
Alfred University	Tabor Chair in Family Business	Amy Rummel
Alfred University	William T. Tredennick Professor of Entrepreneurship	Robert Hutter
Arizona State University	Weatherup/Overby Chair in Executive Leadership	Michael Hitt
Austin Peay State University	APSU Foundation Chair of Excellence in Free Enterprise	Vicky C. Langston
Babson College	Ann J. Higdon Term Chair	Open
Babson College	Babson Family Term Chair	Open
Babson College	Class of '52 Term Chair	Open
Babson College	Constantine Simonides Term	Kathleen Seiders
Babson College	Edith Babson Term	Open
Babson College	Edward A. Madden Professor	Allan Cohen
Babson College	F.W. Olin Distinguished Chair in Entrepreneurship	Jeffry A. Timmons
Babson College	Frederic C. Hamilton Professor of Free Enterprise Studies	William D. Bygrave
Babson College	Jeffry A. Timmons Professor of Entrepreneurial Studies	Mark Rice
Babson College	John H. Muller, Jr. Term Chair in Entrepreneurship	Stephen Spinelli, Jr.
Babson College	Paul T. Babson Chair of Entrepreneurial Studies	Paul D. Reynolds
Babson College	Paul T. Babson Distinguished Professor in Entrepreneurship	Shaker A. Zahra
Babson College	Paul T. Babson Term Chair in Entrepreneurship	Donna J. Kelley
Babson College	Paul T. Babson Term Chair in Entrepreneurship	Andrew "Zach" Zacharakis
Babson College	Robert E. Weissman Professor of Entrepreneurial Practice	John Altman
Baldwin Wallace College	George Herzog Chair in Free Enterprise	Phillip S. Bessler
Ball State University	Stoops Distinguished Professor of Entrepreneurship	Donald F. Kuratko
Barton College	Kennedy Chair of Free Enterprise	John J. Bethune
Baylor University	Ben H. Williams Professor of Entrepreneurship	Nancy Upton
Baylor University	Curtis Hankamer Chair in Entrepreneurship	Open
Baylor University	Stevens Chair of Private Enterprise and Entrepreneurship	L. Kent Gilbreath
Baylor University	Herman W. Lay Chair of Private Enterprise	David VanHoose
Baylor University	Mays Professorship in Entrepreneurship	James A. Roberts
Baylor University	Robert M. and Louise Rogers Chair of Entrepreneurship	D. Ray Bagby
Baylor University	Streich Family Professorship in Family Bus. and Succession	Open
Baylor University	W.W. Caruth Chair of Entrepreneurship	J. William Petty
Belmont University	Jack C. Massey Professor in Entrepreneurship	Jeff Cornwall
Beloit College	Coleman Foundation Chair in Entrepreneurship	Jerry Gustafson
Berea College	Moore Chair of Entrepreneurship and Management	Debbi D. Brock
Berea College	William R Gruver Leadership Chair	Open
Brigham Young University	Denny Brown Professorship in Entrepreneurship	Hal B. Heaton
Brigham Young University	Lorin Farr Professorship in Entrepreneurial Technology	A. Brent Strong
Brigham Young University	Nyal McMullin Professorship	Donald H. Livingstone
Brigham Young University	O. Leslie Stone Professorship in Entrepreneurship	W. Gibb Dyer
Brigham Young University	Stephen Mack Covey Professor of Marketing	Gary K. Rhoads
Brigham Young University	Thorsell Fellowship in Sales	Michael J. Swenson
California State University Fresno	Coleman Foundation Chair in Entrepreneurial Studies	Timothy Stearns
California State University, Fresno	Edward M. Reighard Chair in Business Management	Robert Hill
Campbell University	Lundy Chair of Business Philosophy	Open
Capital University	Squire Chair in small business and entrepreneurship	Robert C. "Bob" Banasik
Carnegie Mellon University	Morgenthaler Professor of Entrepreneurship	John R. Thorne
Carnegie Mellon University	McGinnis Adjunct Professor of Entrepreneurship	Open
Carnegie Mellon University	John R. Thorne Professor of Entrepreneurship	Arthur Boni
Case Western Reserve University	A. Malachi Mixon III Chair in Entrepreneurial Studies	Robert D. Hisrich
Case Western Reserve University	E. Mandell de Windt Prof. of Leadership & Enterprise Devel.	David A. Kolb
Case Western Reserve University	H.R. Horvitz Professor of Family Business,	William S. Schulze
Chapman University	Freedom Communications Prof. in Bus. Ethics and Free Ent.	Tibor Machan
Chapman University	Doti Professorship in Free Enterprise	Open
Chapman University	Ralph W. Leatherby Chair in Entrepreneurship	Thomas A. Turk
Christopher Newport University	Brauer Professor of Entrepreneurship	Lisa Spiller
City University of New York	Lawrence N. Field Professor of Entrepreneurship	Alvin Puryear
City University of New York	Peter S. Jonas Distinguished Professor of Entrepreneurship	Ramona Heck
Clemson University	Arthur M. Spiro Professor of Entrepreneurship	Open
Clemson University	BB&T Scholar	Robert E. McCormick
Clemson University	James F. Martin Chair in Entrepreneurship	Open
Columbia College Chicago	Coleman Foundation Professor of Arts Entrepreneurship	Joseph S. Roberts
Columbia University	Blumenthal Professor of International and Public Affairs	Richard R. Nelson
Columbia University	Russell L. Carson Professor of Finance and Economics	Robert Glenn Hubbard
Columbia University	Bronfman Professor of Democratic Business Enterprise	Donald C. Hambrick
Cornell University	Bruce F. Failing, Sr. Chair of Personal Enterprise	Deborah Streeter
Cornell University	Don and Margi Berens Professor of Entrepreneurship	David J. BenDaniel
Cornell University	Harvey Kinzelberg Director of Enterprise Engineering	John Callister
Cornell University	J. Thomas Clark Professor of Entrepreneurship	Michael Timmons
Cornell University	Clark Professor of Entrep. and Personal Enterprise	John Kuder

Cornell University	Clark Professor of Entrep. and Personal Enterprise	Ralph D. Christy
Cornell University	Clark Professor of Entrep. and Personal Enterprise	Suzanne Loker
Cornell University	Clark Professor of Entrep. and Personal Enterprise	Bruce Ganem
Cornell University	Kinselberg Lecturer in Engineering Entrepreneurship	Richard Warkentin
Cornell University	Schaeneman Prof. of Innovation and Dynamic Management	Cathy A. Enz
Dalton State College	Sesquicentennial Endowed Chair	Marilyn M. Helms
Dartmouth College	Albert Wesley Frey Professor of Marketing	Scott A. Nesiin
Dartmouth College	William and Josephine Buchanan Professor of Management	Colin C. Blaydon
DePaul University	Coleman Foundation Endowed Chair of Entrepreneurship	Harold P. Welsch
East Tennessee State University	AFG Industries Chair of Excellence in Bus. and Technology	Andrew J. Czuchry,
East Tennessee State University	Allen & Ruth Harris Chair of Excellence in Business	Allen D. Spritzer
Eastern University	Templeton Chair in Christian Service through Entrep.	Kerk Burbank
Eastern Washington University	EWU Foundation Endowed Chair of Entrepreneurship	Leo Simpson
Eastern Washington University	EWU Foundation Distinguished Prof. of Entrepreneurship	Robert G. Schwartz
Elmhurst College	Coleman Endowed Chair in Entrepreneurial Studies	Gary Wilson
Endicott College	James G. Zafris Endowed Chair for Entrepreneurship	Norman Becker
Florida Atlantic University	Office Depot Chair in Small Business Research	Open
Florida International University	Knight Ridder Decision Science Chair	Joyce Elam
Florida State University	Jim Moran Professor of Entrepreneurship	Jerome S. Osteryoung
George Mason University	LeRoy Eakin Endowed Chair in E-Commerce	Amitava Dutta
George Mason University	Northern Virginia Endowed Professor of Public Policy	Roger Stough
Georgia Institute of Technology	Hal and John Smith Chair of Entrepreneurship	Marie Thurstby
Georgia Institute of Technology	Lawrence P. Huang Chair in Engineering Entrepreneurship	David Ku
Georgia Institute of Technology	Munchak Chair in Entrepreneurship in Biotechnology	Terry C. Blum
Georgia Southern University	William Freeman Distinguished Chair of Free Enterprise	Darrell F. Parker
Georgia State University	Ramsey Chair of Private Enterprise	Michael Mescon
Georgia State University	Carl R. Zwermer Chair of Family Owned Enterprises	Irene M. Duhaimie
Gonzaga University	Kinsey M. Robinson Professor	Paul F. Buller
Gustavus Adolphus College	Confer Professorship in Entrepreneurship	Larry Wohl
Harvard University	Baker Foundation Professor	James L. Heskett
Harvard University	Class of 1961 Fellow	Thomas R. Eisenmann
Harvard University	D'Arbeloff - MBA Class of 1955 Chair of Business	William A. Sahlman
Harvard University	Edsel Bryant Ford Professor of Business Administration	Teresa M. Amabile
Harvard University	Arbuckle Professor of Business Administration	Rosabeth M. Kanter
Harvard University	Harvard-Newcomen Fellow	Rohit Daniel Wadhvani
Harvard University	Henry R. Byers Professor of Business Administration	Lynda M. Applegate
Harvard University	Isidor Straus Professor of Business History	Thomas K. McCraw
Harvard University	Jacob H. Schiff Professor of Investment Banking	Josh Lerner
Harvard University	James E. Robison Professor of Business Administration	James Ireland Cash, Jr.
Harvard University	MBA Class of 1949 Professor of Business Administration	Richard S. Tedlow
Harvard University	MBA Class of 1954 Professor of Management Practice	Joseph B. Lassiter III
Harvard University	MBA Class of 1960 Professor of Management Practice	Paul W. Marshall
Harvard University	MBA Class of 1961 Professor of Management Practice	Myra M. Hart
Harvard University	MBA Class of 1975 Professorship	Open
Harvard University	Roy & Elizabeth Simmons Professor of Business Administration	Paul A. Gompers
Harvard University	Sarofim-Rock Professor of Business Administration	Howard Stevenson
Harvard University	UPS Foundation Professor of Service Management	W. Earl Sasser
Hillsdale College	Ludwig von Mises Professor of Economics	Richard Ebeling
Hillsdale College	George Munson Professor of Political Economy	Gary Wolfram
Hillsdale College	Rosecrance Chair of Business	David Paas
Hillsdale College	Stranahan Professor of Family Business	Charles E. Davies, Jr.
Houghton College	Hoselton Chair of Private Enterprise and Ethics	Ken Bates
Howard Payne University	Brand Visiting Chair of Free Enterprise and Public Policy	Open
Illinois Institute of Technology	Coleman Endowed Chair in Entrepreneurial Studies	George Kalidonis
Indiana University	Ameritech Chair of Economic Development	David B. Audretsch
Indiana University	Bank One Chair of Banking & Finance	Gregory F. Udell
Indiana University	David H. Jacobs Chair in Strategic Management	Catherine M. Daily
Indiana University	Jack M. Gill Chair of Entrepreneurship	Elizabeth J. Gatewood
Indiana University	Lawrence D. Glaubinger Chair of Business Administration	Marc J. Dollinger
Indiana University	Glaubinger Professor of Entrepreneurship	Jeffrey G. Covin
Iowa State University	University Distinguished Professor in Business	Max S. Wortman, Jr
James Madison University	W.L. Moody Professor in Entrepreneurship	David H. Holt
James Madison University	Zane D. Showker Professor of Economic Education	Paul Bierly
James Madison University	Zane Showker Professor	Jamal Al-Khatib
John Carroll University	John J. Kahl Chair in Entrepreneurship	Dianne Welsh
Kansas State University	L.L. McAnich Chair of Business Administration	Dave Andrus
Kansas University	Koch Professorship in Entrepreneurship	Open
Kennesaw State University	Dinos Distinguished Chair of Private Enterprise	Craig E. Aronoff
Kennesaw State University	Dinos Chair of Entrepreneurial Management	Timothy S. Mescon
Kennesaw State University	Wachovia Chair of Family Business	Joseph H. Astrachan
Louisiana State University	Alvin Copeland Endowed Chair of Franchising	Joseph F. Hair, Jr.
Louisiana State University	Saurage-Community Coffee Endowed Chair of Entrep.	Kevin Mossholder

Loyola Marymount University	Conrad N. Hilton Chair of Entrepreneurship	W. F. (Fred) Kiesner
Loyola University Chicago	Ralph Marotta Chair in Private Enterprise	Vefa Tarhan
Manchester College	Mark E. Johnston Chair of Entrepreneurship	Open
Marquette University	Coleman Foundation Chair in Entrepreneurship	Alex Stewart
Marshall University	Elizabeth McDowell Lewis Distinguished Professor	Calvin A. Kent
Miami University	Bill R. Moekel Professorship of Business	Jim Brock
Miami University	Cintas Chair in Entrepreneurship	Joseph Kayne
Miami University	Markley Professor in Entrepreneurship	Leland D. Manders
Miami University	Markley Professor of Creativity	Jeff Stamp
Miami University	Richard A. Forsythe Endowed Chair in Entrepreneurship	Jeffrey G. June
Miami-Dade Community College	Juan Galan, Jr. Endowed Teaching Chair in Entrep.	Barbara Rosenthal
Michigan Tech	Carnahan Business of Technology Endowed Chair	Open
Michigan Tech	Gates Faculty Distinguished Professorship	Open
Middle Tennessee State University	Jack O. Weatherford Chair of Finance	William Ford
Middle Tennessee State University	Jennings A. Jones Chair of Free Enterprise	Aubrey B. Harwell, Jr.
Middle Tennessee State University	Tommy T. Martin Chair of Insurance	Kenneth W. Hollman
Milwaukee School of Engineering	Uihlein/Spitzer Endowed Chair of Free Enterprise	Open
Mississippi State University	Jack Hatcher Chair in Engineering Entrepreneurship	Gerald Nelson
MIT	Sitemen Prof of Entrepreneurship and Political Science	Richard Locke
MIT	Dai-Ichi Kangyo Bank Professor of Management & EFA	David Scharfstein
MIT	David Sarnoff Professor of the Management of Technology	Edward B. Roberts
MIT	GM Leaders for Mfg. Prof. of Mgt. Sci. and Eng. Systems	Steven Eppinger
MIT	Koerner Prof. of Mgt. of Tech., Innov. and Entrep.	Fiona Murray
MIT	Koerner Prof. of Mgt. of Tech., Innov. and Entrep.	M. Diane Burton
MIT	Leghorn Professor of Management of Technology	Nader T. Tavassoli
MIT	SMR Professor of Management Behavioral Policy Science	Michael A. Cusumano
MIT	Toshiba Professor of Media Arts and Sciences	Alex (Sandy) Pentland
MIT	William Porter Lecturer Behavioral Policy Science	Howard M. Anderson
New York University	Arthur E. Imperatore Professor of Economics	Lawrence J. White
New York University	Harold Price Professor of Entrepreneurship	Ari Ginsberg
New York University	Kaufman Prof. of The History of Financial Institutions	Richard Sylla
New York University	Ira Leon Rennert Professor of Entrepreneurial Finance	Yakov Amihud
New York University	Langone Professor of Entrepreneurship and Finance	Roy C. Smith
Nicholls State University	John C. Daigle Endowed Professorship in Free Enterprise	Michael Chiasson
North Central College	Coleman Endowed Chair in Entrepreneurial Studies	Gary A. Ernst
Northeastern University	Sarmanian Professor of Entrepreneurial Studies	Marc H. Meyer
Northwestern University	Gund Family Distinguished Professor in Entrepreneurship	Steven Rogers
Northwestern University	Farley of Manufacturing and Entrepreneurship	Kornel Ehmann
Northwestern University	Levy Distinguished Professor of Entrepreneurship	Morton I. Kamien
Northwestern University	Sandy and Morton Goldman Prof of Entre. Studies	Dipak C. Jain
Ohio State University	Bank One Chair for Excellence in Corporate Strategy	Jay B. Barney
Ohio State University	Davis Chair in the American Free Enterprise System	Edward H. Jennings
Oral Roberts University	Chair of Free Enterprise	Open
Oregon State University	A. E. Coleman Chair in Family Business	Mark T. Greene
Pennsylvania State University	Michael J. Farrell Chair of Entrepreneurship	Open
Pennsylvania State University - Erie	Bowman Toudy Chair in Entrepreneurship	Open
Purdue University	Burton D. Morgan Chair of Private Enterprise	Open
Purdue University	Leeds Professor of Management	Richard Cosier
Purdue University	Louis A. Weil, Jr. Professorship	Arnold C. Cooper
Purdue University Calumet	Coleman Endowed Chair in Entrepreneurial Studies	Jamaluddin Husain
Rensselaer Polytechnic Institute	Dean R. Wellington '83 Teaching Prof. in Management	Robert A. Baron
Rensselaer Polytechnic Institute	Institute Professor of Science and Technology	Daniel Berg
Rensselaer Polytechnic Institute	Bruggeman Professor of Mgt. and Entrepreneurship	Phillip H. Phan
Rice University	Henry Gardner Symonds Professor of Management	Edward E. Williams
Rice University	William and Stephanie Sick Chair in Entrepreneurship	Steve Currall
Rowan University	Rohrer Endowed Chair of Entrepreneurship	Kenneth M. Weaver
Rutgers University	State of New Jersey Chair in Entrep. & Small Business	Thomas A. Bryant
Saint Louis University	Coleman Chair in Entrepreneurship	Robert H. Brockhaus
Saint Louis University	Mary Louise Murray Endowed Professor of Management	Jerome Katz
Santa Clara University	Glenn Klimek Professor of Business Administration	Albert V. Bruno
Seattle Pacific University	Donald L. Snellman Chair of Entrepreneurship	Herbert Kierulff
Seattle University	Lawrence K. Johnson Endowed Chair of Entrepreneurship	Harriet B. Stephenson
Sierra Nevada College	Harold Walter Siebens Professor of Entrepreneurship	Peter Hackbert
Simmons School of Management	Elizabeth J. McCandless Professorship in Entrepreneurship	Jill Kickul
Southern Illinois University	Henry Rehn Professor of Finance	Wallace N. Davidson III
St. Mary's University	Diedre Harkins Richards Professor of Free Enterprise	Open
St. Mary's University	Myra Stafford Pryor Chair in Free Enterprise	Prasad Padmanabhan
Stanford University	Edmund W. Littlefield Professor of Management	Robert A. Burgelman
Stanford University	Herbert Hoover Professor of Public and Private Management	James M. Patell
Stanford University	IBJ Professor of Finance	John McDonald
Stanford University	Skoll Professor of E-Commerce, Strat. Mgt., and Econ.	Garth Saloner
Stanford University	Kleiner Perkins Caufield & Byers Professor of Management	Charles A. Holloway

Stanford University	MBA Class of 1980 Consulting Professor of Management	H. Irving Grousbeck
Stanford University	McCoy University Fellow in Undergraduate Education	Tom Byers
Stanford University	Paul L. and Phyllis Wattis Foundation Professor of Mgt.	George Foster
Stanford University	Spencer Joint Chair in Education and Business	Open
Stanford University	StrataCom Professor of Management	Michael T. Hannan
Stanford University	WK Kilpatrick Professor of Org. Beh. and Human Res.	James N. Baron
Susquehanna University	Alan Warehime Distinguished Professor	William A. Ward
Syracuse University	Chris J. Witting Endowed Chair in Entrepreneurship	Michael H. Morris
Syracuse University	Couri Fund for Visiting Executives in Entrepreneurship	Open
Syracuse University	Snyder Professor of Innovation Mgt and Entrep.	David Wilemon
Tennessee State University	Thomas & Patricia Frist Chair of Excellence in Business	Ruthie Reynolds
Texas A & M University	Thompson Endowed Professor of Industrial Distribution	Daniel F. Jennings
Texas A & M University	Robertson Chair in Business Administration	Angelo S. DeNisi
Texas State University - San Marcos	Mitte Distinguished Endowed Chair in Entrepreneurship	Sam Barshop
The Citadel	Alvah H. Chapman Jr. Chair in Business Administration	Open
The Citadel	Distinguished Professor of Entrepreneurship	Dorothy Perrin Moore
The Webb School	W. Bryant Woosley, Sr. Chair of Technology	Open
Thunderbird	Garvin Distinguished Prof. in Global Entrepreneurship	Open
Thunderbird	William D. Hacker Professorship in Entrepreneurship	Open
Trinity College	Shelby Cullom Davis Prof. of American Bus. & Enterprise	Gerald Gunderson
Troy State University	Adams-Bibby Chair of Free Enterprise	Lawrance Lovik
Troy State University	Eminent Scholar Chair in Banking and Finance	Open
Tufts University	Cummings Family Chair of Entrep. and Bus. Economics	George Norman
Tufts University	Winnick Family Chair in Technology & Entrepreneurship	Greg Crane
Tulane University	Koerner Chair of Strategy and Entrepreneurship	Open
University of Akron	Fisi Entrepreneurship Fellowship Program	Open
University of Arizona	Regents Professor of Economics	Vernon L. Smith
University of Baltimore	McCurdy Professor of Entrepreneurship and Innovation	Zoltan Acs
University of Baltimore	Harry Y. Wright Professor of Entrepreneurship	Open
University of California Berkeley	E.T. Grether Professor of Marketing & Public Policy	David A. Aaker
University of California Berkeley	Gary and Sherron Kalbach Chair in Entrepreneurship	Open
University of California Berkeley	Helzel Professor of Entrepreneurship and Innovation	John H. Freeman
University of California Berkeley	Paul J. Cortese Distinguished Professor of Management	Glenn R. Carroll
University of California LA	Wood Knapp Professorship for Innovation and Creativity	Open
University of California LA	Bud Knapp Professorship	Dominique Hanssens
University of California LA	Jacobs Chair in Entrepreneurial Studies	Open
University of California LA	Patrick J. Welsh Visiting Fellowship	Open
University of California LA	William M. Cockrum Professorship	Open
University of Central Florida	Phillips-Schenck Chair In American Private Enterprise	David F. Scott, Jr.
University of Colorado – Boulder	Ted G. Anderson Professor of Entrepreneurial Development	G. Dale Meyer
University of Connecticut	Northeast Utilities Scholar in Technological Entrep.	Gary N. Powell
University of Connecticut	Cizik Chair of Strategic Mgt, Technology & Manufacturing	Steven Floyd
University of Connecticut	Wolff Family Chair in Strategic Entrepreneurship	Michael H. Lubatkin
University of Denver	Walter K. Koch Chair in Entrepreneurship	John W. Mullin
University of Florida	James J. Walter Eminent Scholar of Entrepreneurship	Tracy Lewis
University of Georgia	Ramsey Prof. Of Private Enterprise	Dwight R. Lee
University of Georgia	Regents Professor of Strategy and Entrepreneurship	Charles W. Hofer
University of Hawaii at Manoa	Weinman Distinguished Prof. of Entrep. and E-Business	Robert J. Robinson
University of Hawaii at Manoa	Nobrikawa Chair in Entrep., Marketing, and Info. Tech.	Open
University of Hawaii at Manoa	Walker Distinguished Prof. of Business Enterprise	Shirley Daniel
University of Idaho	Chair in Business Enterprise	Open
University of Illinois at Champaign	Schoen Fellowship in Entrepreneurship	Steven C. Michael
University of Illinois at Chicago	Coleman/Denton Thorne Chair in Entrepreneurship	Gerald E. Hills
University of Louisiana at Monroe	Biedenham Chair in Business	Larry Jauch
University of Louisiana at Monroe	Distinguished Professor of Entrep. & Small Business Mgt	Paul Dunn
University of Louisville	Brown and Williamson Professor of Entrepreneurship	Open
University of Louisville	Brown Forman Professor of Marketing	Raymond W. LaForge
University of Louisville	Brown-Forman Entrepreneurship Chair	James Fiet
University of Louisville	Chair in entrepreneurship and small business for minorities	Open
University of Louisville	Lee Fischer Chair in Family Entrepreneurship	Robert Nixon
University of Louisville	W.Stewart & Ann Cobb Professorship in Entrepreneurship	Van G.H. Clouse
University of Maryland	Roger C. Lipitz Chair in Public Policy and Private Enterprise	Jacques S. Gansler
University of Massachusetts	Eugene M. Isenberg Professor of Technology Management	Soren Bisgaard
University of Massachusetts	John Flavin Professorship in Entrepreneurship	James Theroux
University of Michigan	Endowed professorship for teaching entrep (Applebaum)	Open
University of Michigan	Zell-Lurie Chair in Teaching Entrepreneurship	Open
University of Minnesota	Carlson Chair in Entrepreneurial Studies	Harry J. Sapienza
University of Minnesota - Twin Cities	Heath Professor of Organizational Innovation and Change	Andrew H. Van De Ven
University of Missouri - Kansas City	Ewing Marion Kauffman/Missouri Chair in Entrep.	Patricia G. Greene
University of Missouri - Kansas City	Marion Bloch Chair	Lee Bolman
University of Missouri-Columbia	Frederick A. Middlebush Chair of Entrepreneurship	Open
University of Nebraska – Lincoln	George Holmes Distinguished Professor of Management	Fred Luthans

University of Nevada-Las Vegas	Wynn Chair in Entrepreneurial & Leadership Studies	Open
University of New Hampshire	William Rosenberg Chair in Franchising & Entrepreneurship	Jonathan Gutman
University of New Mexico	Albert Franklin Black Professorship in Entrepreneurship	Suleiman K Kassiech
University of North Carolina	Glaxo Distinguished Professor of Management	Dennis A. Rondinelli
University of North Carolina	H. Allen Andrew Distinguished Professor of Entrepreneurship	Rollie Tillman, Jr.
University of North Carolina	Kenan Professor of Business Administration	John D. Kasarda
University of North Carolina	Kenan Professor of Sociology	Arne L. Kalleberg
University of North Carolina	Kenan Professor of Sociology	Howard Aldrich
University of North Carolina	Phillip Hettleman Professorship	Richard I. Levin
University of North Carolina	Rodwell Prof. in Business and Entrepreneurship (1)	Barry Bayus
University of North Carolina	Rodwell Prof. in Business and Entrepreneurship (2)	Open
University of North Dakota	Ray Foundation chair of entrepreneurship	Open
University of Northern Iowa	T. Wayne Davis Chair in Entrepreneurship	Peter Goulet
University of Notre Dame	Nolan Family Business Director	H. David Hayes
University of Notre Dame	Ray and Milan Siegfried Entrepreneurship Director	James H. Davis
University of Notre Dame	Siegfried Chair in Entrepreneurial Studies	Carolyn Woo
University of Oklahoma	David Ross Boyd Professorship	A.J. Kondonassis
University of Oklahoma	McCasland Foundation Prof. of American Free Enterprise	Michael R. Buckley
University of Oregon	Lundquist Professor of Entrepreneurial Management	Alan D. Meyer
University of Pennsylvania	Bladstrom Visiting Professor	Graham R. Mitchell
University of Pennsylvania	Chairperson, Wharton Real Estate Department	Peter Linneman
University of Pennsylvania	David Hauck Term Assistant Professor	Kenneth Shropshire
University of Pennsylvania	Fred R. Sullivan Professorship	Ian C. MacMillan
University of Pennsylvania	George W. Taylor Professor of Entrepreneurial Studies	Edward B. Shils
University of Pennsylvania	Henry Bower Professor of Entrepreneurial Studies	John R. Kimberly
University of Pennsylvania	Landau Professor of Management and Technology	William Hamilton
University of Pennsylvania	Meshulam Riklis Prof. of Creative Management	Howard Kunreuther
University of Pennsylvania	Meshulam Riklis Professor of Creative Management	Open
University of Pennsylvania	Reliance Professor of Management & Private Enterprise	Thomas P. Gerrity
University of Pennsylvania	Richard Dicker Term Assistant Professorship	Open
University of Pennsylvania	Robert B. Goergen Professor of Entrepreneurship	Raffi Amit
University of Pennsylvania	Shils Term Chair in Entrepreneurial Management	David Hsu
University of Pennsylvania	Wharton Chair in e-Commerce and Entrepreneurship	Open
University of Portland	Robert W. Franz Chair in Entrepreneurship	Robin D. Anderson
University of Richmond	E. Claiborne Robins Distinguished University Chair	Richard Wright
University of Richmond	Jefferson Scholar of Leadership Study	Open
University of Richmond	W. David Robbins Chair in Strategic Management	R. Duane Ireland
University of South Carolina	Business Partnership Foundation Fellow	Manoj K. Malhotra
University of South Carolina - Aiken	John M. Olin Chair	Niren Vyas
University of South Carolina - Aiken	John M. Olin/Palmetto Chair Of Econ. Devel.	Patsy A. Lewellyn
University of South Carolina - Aiken	Timmerman Chair In Enterprise Development	Open
University of South Dakota	Freeman Chair of Entrepreneurship	Robert James Tosterud
University of South Florida	Grant Endowed Chair in Entrepreneurship	Michael Fountain
University of Southern California	Emery Evans Olson Chair in Non-Profit Entrepreneurship	Open
University of Southern California	Henry W. Simonsen Chair in Entrepreneurship	William B. Gartner
University of Southern California	Joseph A. DeBell Professor of Business Administration	Mark DeFond
University of Southern California	Kinko's Director Chair in Entrepreneurship	Open
University of St. Thomas	Opus Endowed Chair in Family Enterprise	Randel S. Carlock
University of St. Thomas	Richard M. Schulze Chair in Entrepreneurship	Nancy Carter
University of St. Thomas	Sandra Schulze Chair in Entrep. & Small Business	Jeffrey R. Cornwall
University of Tampa	Max Hollingsworth Chair of American Enterprise	Ronald Vaughn
University of Tennessee - Chattanooga	Scott L. Probasco, Jr. Chair of Free Enterprise	J.R. Clark
University of Tennessee - Chattanooga	Clarence E. Harris Chair of Excellence in Business	Richard C. Becherer
University of Tennessee - Chattanooga	George Lester Nation Centennial Professorship of Entrep.	Open
University of Tennessee - Chattanooga	Mary Harris Distinguished Professor of Entrepreneurship	Diane Halstead
University of Tennessee-Martin	Tom E. Hendrix Chair of Excellence in Free Enterprise	Steven R. Jackson
University of Texas	Herb Kelleher Chair in Entrepreneurship	Open
University of Texas	Murray S. Johnson Chair in Economics	Open
University of Texas – Pan American	Neuhous Chair in Entrepreneurship	Alberto Davila
University of Texas at Arlington	Eunice and James L. West Distinguished Professor	James T. C. Teng
University of Texas at El Paso	Chair for the Study of Trade in the Americas	Frank Hoy
University of Texas Austin	Clint W. Murchinson Senior Chair of Free Enterprise	Steven P. Nichols
University of Texas Austin	George Searcy Watson Centennial Professorship	George W. Gau
University of Texas Austin	Herb Kelleher Chair in Entrepreneurship & Small Business	John Butler
University of Texas Austin	James Bayless Chair for Free Enterprise	William Cunningham
University of Texas - Permian Basin	Pinkie Roden Chair in Entrepreneurship	William T. Jackson, D.B.A.
University of the Ozarks	Walton Scholars Chair	Rickey J. Casey
University of the Pacific	Fletcher Jones Professor Entrepreneurship	Open
University of Tulsa	Bovaird Chair of Entrep. Studies and Private Enterprise	George S. Vozikis
University of Tulsa	Endowed Fellow in Business Law	Susan Boyd
University of Virginia	F.S. Cornell Professorship	Carl P. Zeithaml
University of Virginia	Dale S. Coenen Professorship in Free Enterprise	Open

University of Virginia	Isidore Horween Research Professorship (1)	Elliott N. Weiss
University of Virginia	Isidore Horween Research Professorship (2)	Open
University of Virginia	MasterCard Chair in Entrepreneurial Leadership	Open
University of Virginia	Ralph A. Beeton Professor of Free Enterprise	Neil H. Snyder
University of Virginia	Slover Associate Professor of Business Administration	S. Venkataraman
University of Virginia	William Stamps Farrish Prof. of Free Enterprise	William G. Shenkir
University of Washington	Douglas E. Olesen/Battelle Chair in Entrepreneurship	Open
University of Washington	Endowed Prof. of Business and Economic Development	William D. Bradford
University of Washington	Darland Endowed Chair in Entrepreneurship	Michael Song
University of Wisconsin	Ford Motor Company Chair in Mgt. & Human Res.	Anne S. Miner
University of Wisconsin	Glen A. Skillrud Family Chair in Business	Ramon (Ray) J. Aldag
University of Wisconsin	William J. Nasgovitz Teaching Fellow	Mason A. Carpenter
University of Wisconsin - Eau Claire	Dennis L. Heyde Chair of Entrepreneurship	Ronald Decker
University of Wisconsin - Madison	Graham Wisc. Prof. of Small Business Mgt. and Entrep.	Alan C. Filley
University of Wisconsin - Whitewater	Irvin L. Young Entrepreneurship Chair	James Bronson
University of Wisconsin Milwaukee	Bostrom Chair of Entrepreneurship & Innovation	V. Kanti Prasad
Vanderbilt University	Milton R. Underwood Chair in Free Enterprise	James W. Ely, Jr.
Vanderbilt University	Oehmig Professorship in Entrep. and Free Enterprise	Luke M. Froeb
Villanova University	Endowed Chair in Strategic Mgt. & Entrepreneurship	John A. Pearce II
Virginia Polytechnic University	Dorothy Hottel Digges Professorship in Entrepreneurship	Steven E. Markham
Virginia Polytechnic University	Strickler Professor of Entrepreneurial Studies	James R. Lang
Wake Forest University	Broyhill Chair	Jack Meredith
Washington State University	James and Diana Huber Chair of Entrepreneurial Studies	Jerman Rose
Washington State University	Maughmer Professor of Freedom Philosophy	open
Western Kentucky University	Mattie Newman Ford Endowed Prof. of Entrepreneurship	Leo Simpson
Wichita State University	Endowed Chair in Entrepreneurship	Open
Wichita State University	R.P. Clinton Distinguished Professor of Mgt.	Gerald Graham
Wilkes University	Kirby Prof. of Free Enterprise and Entrepreneurship	Jeffrey R. Alves
Wilmington College	Ralph J. Stolle Chair in Free Enterprise	Steven Stovall
Worcester Polytechnic Institute (WPI)	Harry G. Stoddard Endowed Professorship in Management	McRae C. Banks
Worcester Polytechnic Institute (WPI)	Kingman Webster Visiting Entrepreneurship Faculty Member	Nancy Rossiter
Xavier University of Louisiana	Conrad N. Hilton Chair of Entrepreneurship	Open
Yale University	Wolfe Professor of Management and Entrepreneurship	Sharon M. Oster
Youngstown State University	Michael M. Monus Professor of Entrepreneurship	Open

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