

## The Faculty Senate

The Faculty Senate will meet on Friday, March 3, 2017, at 2:10pm  
in the Milken Institute School of Public Health  
950 New Hampshire Avenue NW, Room 700A  
**\*\*\*note location change for this meeting\*\*\***

### AGENDA

1. Call to order
2. Approval of the minutes of the meeting held on February 10
3. RESOLUTION: To Improve Faculty Compensation to the Median of GW's Market Basket Schools (17/3) (Professor Robert Harrington, Chair, Appointments, Salary, & Promotion Policy Committee)
4. REPORT: Current Initiatives in the Office of Diversity, Inclusion, and Community Engagement (Vice Provost for Diversity, Inclusion, and Community Engagement Caroline Laguerre-Brown)
5. REPORT: Annual Report on the Core Indicators of Academic Excellence (Provost Forrest Maltzman)
6. Introduction of Resolutions
7. GENERAL BUSINESS
  - a) Nominations for election of new members to Senate Standing Committees
  - b) Reports of Standing Committees
  - c) Report of the Executive Committee: Professor Charles Garris, Chair
  - d) Provost's Remarks
  - e) Chair's Remarks
9. Brief Statements and Questions
10. Adjournment

**Elizabeth A. Amundson**  
Secretary

**A RESOLUTION TO IMPROVE FACULTY COMPENSATION TO THE MEDIAN OF  
GW'S MARKET BASKET SCHOOLS  
(17/3)**

**WHEREAS**, the level of total compensation (university spending on salary and benefits) for full-time regular GW faculty is below the median of its market basket schools at every faculty rank; and

**WHEREAS**, on Oct. 9, 2015, the Faculty Senate passed “A Resolution to Improve Faculty Benefits,” Resolution 16/5, and on May 9, 2014, it passed “A Resolution to Request Increased University Contributions to Faculty Health Insurance Costs,” Resolution 14/1; and

**WHEREAS**, the average benefits spending at all three ranks of faculty at GW is at or near the bottom of the ranking of benefits spending among our market basket schools, as is documented in the appended AAUP compensation data; and

**WHEREAS**, The President’s Benefits Task Force concluded in September 2015 that GW’s health insurance benefits are “not competitive with peer institutions”; and

**WHEREAS**, the ranking of GW assistant professors for both average salary and total compensation has fallen especially badly, so that their salaries are now well below the 80<sup>th</sup> percentile of salaries at that rank reported by the AAUP, and in both salary and total compensation they now rank 16<sup>th</sup> out of 19 among our market basket schools; and

**WHEREAS**, the average salaries of faculty in CCAS and GSHED at every rank are below the 60<sup>th</sup> percentile of AAUP nationwide salary averages at those ranks, in some cases as far as 8% below; and

**WHEREAS**, the cost of living in the Washington, DC, metropolitan area is greater than the cost of living in the location of all but one of our market basket schools; and

**WHEREAS**, the level of total compensation has affected and will continue to affect the morale of employees at GW; **NOW THEREFORE**

**BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY**

1. That the Faculty Senate hereby calls upon the University Trustees and Administration to increase assistant professors’ salaries to meet or exceed the 80<sup>th</sup> AAUP percentile;
2. That the Faculty Senate hereby calls upon the University Trustees and Administration to ensure that the faculty salaries of all schools at all ranks meet or exceed the 60<sup>th</sup> AAUP percentile;
3. That the Faculty Senate hereby calls upon the University Trustees and Administration to address GW’s falling ranking within the market basket in both salaries and total compensation by

increasing total faculty compensation (salary and benefits) for the coming fiscal year by more than 3 percent;

4. That the Faculty Senate hereby calls upon the University Trustees and Administration to increase spending for faculty benefits (as measured by the AAUP survey) to be at or above the median of GW's market basket schools.

### **Total Compensation\* by Faculty Rank at GW and Its Market Basket Schools**

#### **Assistant Professors**

Penn	\$171,000
NYU	\$152,100
Northwestern	\$147,000
Georgetown	\$139,800
Duke	\$137,800
USC	\$132,900
Northeastern	\$132,300
SMU	\$129,600
BU	\$129,000
Rochester	\$126,900
Emory	\$125,300
Wash U	\$123,700
U of Miami	\$118,900
Tufts	\$117,300
Vanderbilt	\$113,400
<b>GW</b>	<b>\$111,900</b>
Tulane	\$110,200
Syracuse	\$109,300
AU	\$102,400

\* Source: AAUP Faculty Compensation Surveys for 2015-16, accessed at <https://www.insidehighered.com/aaup-compensation-survey>. According to the AAUP, these "salary and compensation data cover instructional and research staff members who work full time and whose primary role (more than 50 percent) is instruction, regardless of their official faculty status" and "exclude part-time faculty members, medical school faculty members, those with faculty status who are primarily administrative officers, and graduate teaching assistants. Salary figures exclude summer teaching, stipends and other non-contracted forms of remuneration. When instructors are compensated for 11 or 12 months of work, their salaries are adjusted to a nine-month academic-year basis. Salary figures are rounded to the nearest \$100. 'Total compensation' includes an institution's contribution to benefits as well as salary; it does not include faculty contributions. The counted benefits include retirement contributions, medical insurance, disability income protection, tuition for faculty dependents, Social Security, unemployment insurance, group life insurance, workers' compensation insurance, and other benefits with cash value such as moving expenses and housing allowances."

**Total Compensation (continued): Associate Professors**

Penn	\$182,200
Duke	\$163,800
Northwestern	\$161,500
NYU	\$159,000
BU	\$154,900
USC	\$149,800
Georgetown	\$149,400
Northeastern	\$148,700
Emory	\$146,100
Wash U	\$145,000
<b>GW</b>	<b>\$140,900</b>
Tufts	\$139,800
SMU	\$137,300
Vanderbilt	\$135,200
U of Miami	\$135,000
Rochester	\$132,900
Syracuse	\$132,500
AU	\$131,100
Tulane	\$112,500

**Full Professors**

NYU	\$205,600
Penn	\$202,000
Duke	\$197,800
Northwestern	\$193,700
Wash U	\$188,700
Georgetown	\$188,200
Vanderbilt	\$184,800
BU	\$171,700
USC	\$170,600
Northeastern	\$169,200
<b>GW</b>	<b>\$168,800</b>
Emory	\$166,400
U of Miami	\$162,200
AU	\$160,100
SMU	\$155,500
Rochester	\$152,600
Tufts	\$150,700
Tulane	\$145,400
Syracuse	\$131,000

## Benefits Compensation\* by Faculty Rank at GW and Its Market Basket Schools

### Full Professors

NYU	\$66,500
Penn	\$58,000
Duke	\$57,000
USC	\$54,600
Northwestern	\$50,800
BU	\$50,700
Tufts	\$50,200
Emory	\$47,100
Wash U	\$45,300
Georgetown	\$43,600
Syracuse	\$42,500
SMU	\$40,600
Northeastern	\$39,900
Rochester	\$38,700
U of Miami	\$38,100
<b>GW</b>	<b>\$36,200</b>
AU	\$34,100
Vanderbilt	\$31,000
Tulane	\$29,300

\* Source: AAUP Faculty Compensation Surveys for 2015-16, accessed at <https://www.insidehighered.com/aaup-compensation-survey>. According to the AAUP, these “salary and compensation data cover instructional and research staff members who work full time and whose primary role (more than 50 percent) is instruction, regardless of their official faculty status. The calculations exclude part-time faculty members, medical school faculty members, those with faculty status who are primarily administrative officers, and graduate teaching assistants...The counted benefits include retirement contributions, medical insurance, disability income protection, tuition for faculty dependents, Social Security, unemployment insurance, group life insurance, workers’ compensation insurance, and other benefits with cash value such as moving expenses and housing allowances.”

**Benefits Compensation (continued): Associate Professors**

Penn	\$50,100
USC	\$42,600
NYU	\$38,800
Northwestern	\$38,400
BU	\$37,800
Syracuse	\$36,800
Duke	\$35,400
Tufts	\$35,000
Emory	\$32,300
SMU	\$32,100
Northeastern	\$31,000
Georgetown	\$30,400
U of Miami	\$29,500
Wash U	\$27,800
Rochester	\$27,400
AU	\$27,300
<b>GW</b>	<b>\$26,300</b>
Vanderbilt	\$23,500
Tulane	\$21,600

**Assistant Professors**

Penn	\$39,000
USC	\$39,000
NYU	\$37,100
Northwestern	\$35,600
Syracuse	\$31,700
BU	\$29,900
Tufts	\$29,000
Duke	\$27,900
Emory	\$27,100
SMU	\$27,000
Georgetown	\$26,900
Rochester	\$26,300
Northeastern	\$24,200
U of Miami	\$23,200
<b>GW</b>	<b>\$21,100</b>
AU	\$20,200
Vanderbilt	\$19,600
Wash U	\$19,000
Tulane	\$18,700

An important factor to consider in looking at compensation compared to our market basket schools is the cost of living. Except for American University, all the schools in GW's official market basket that rank below GW in salary are located in metropolitan areas with **far lower** costs of living. For example, GW associate professors receive on average 4% more in total compensation than their colleagues at Vanderbilt. But the cost of living is 36% lower in Nashville, according to federal government data. Likewise, a GW full professor earns 4% more in total compensation than a full professor at the University of Miami, but the cost of living in that part of Florida is 24% lower than in Washington. And the average total compensation for an assistant professor at SMU is 16% higher than at GW, even though the cost of living in Dallas is 33% lower than in the Washington metropolitan area. So, while GW faculty compensation may be only slightly below the middle of the pack of our market basket at the associate and full professor ranks, the buying power of that compensation ranks close to the bottom.

One more point concerning faculty compensation is important. Members of the GW administration have asserted that by maintaining 3% salary increases during the difficult economic times of the past decade, GW faculty salaries have risen more than those at most of our market basket schools. But this claim is demonstrably false. In terms of salary, the 3% annual increase has kept us at exactly the same ranking among the market basket schools as we were at ten years ago at the full and associate professor levels, and has caused us to drop at the assistant professor rank. And if one looks at total compensation, the 3% increases of the past decade have resulted in our falling compared to our market basket schools at every rank. Thus, while the 3% annual compensation increases of the past decade may have been better than those at some universities, on average they were worse than those enjoyed by the faculty at our market-basket schools.