

FACULTY SALARY EQUITY REVIEW: PROGRESS REPORT

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BACKGROUND: SALARY EQUITY COMMITTEE AND METHODS

- ▶ **Origins:** The Salary Equity Committee was first established and administered by VP for Academic Affairs Don Lehman; fresh look in 2018 under leadership of then-Vice Provost for Faculty Affairs Chris Bracey
- ▶ **Purpose:** Advance the University's objective of ensuring that faculty salary allocations are based on legitimate factors
- ▶ **Principal Task:** Develop a reliable method of reviewing faculty salaries to initially identify potential salary "outliers"
- ▶ **Follow-on Tasks performed by University Administrators within Provost's Office:**
 - ▶ (1) Solicit from Deans any legitimate factors that may have contributed to any disparity or outlier status; and
 - ▶ (2) Work with schools to adjust salaries for faculty members where warranted

SALARY EQUITY COMMITTEE – LEGITIMATE FACTORS

- ▶ Market factors at the time of hire
- ▶ Status or rank at the time of hire (e.g., hiring laterally with tenure)
- ▶ Differences in comparable appointment status (e.g., tenured v. regular non-tenured v. specialized)
- ▶ Retention adjustments to salary
- ▶ Special contractual arrangements
- ▶ Other special circumstances, e.g., hire to fill a unique vacancy
- ▶ Productivity issues
- ▶ Any other legitimate factor that might distinguish a particular faculty member from their peers.

SALARY EQUITY REVIEW – METHODOLOGY

- ▶ Statistical Regression Analysis of Actual Salary by School* using September 2024 salary data
- ▶ Account for:
 - ▶ Department
 - ▶ Rank
 - ▶ Time in Rank
- ▶ Two Statistical Models
 - ▶ Full (inclusive of all regular faculty)
 - ▶ Excludes faculty hired with tenure
- ▶ Potential outliers = faculty salaries that are greater than one standard deviation from the regression curve

* CCAS divided into three cohorts: Physical Sciences, Social Sciences, Arts & Humanities

SALARY EQUITY REVIEW – CLEAN “DECODED” EXAMPLE ZOOM 1

GWID	First_Midd Last_Nar	School1	RankClean	Department1	Yrs_in_Ran	Salary	Tenured_a	Full Model ZRE_1	Excluded Model ZRE_2	Intended Adjustment
	Alex	VET MED	Professor	SMALL ANIMAL SPEC	6.33	104059.00	N	-2.20	-2.47	
	Barbara	VET MED	Professor	SMALL ANIMAL SPEC	7.33	109123.00	N	-1.80	-2.01	
	Charles	VET MED	Professor	SMALL ANIMAL SPEC	7.33	111800.00	N	-1.69	-1.89	
	Dianne	VET MED	Professor	COMPARATIVE MEDIC	6.33	137098.00	N	-1.61	-0.71	
	Eric	VET MED	Professor	DIAGNOSTIC AND POF	7.33	87541.00	Y	-1.33	#NULL!	
	Francesca	VET MED	Professor	INFECTIOUS DISEASES	5.33	107026.00	N	-1.16	-0.29	
	Gordon	VET MED	Professor	SMALL ANIMAL SPEC	11.33	110319.00	N	-0.96	-1.07	
	Helen	VET MED	Professor	LARGE ANIMAL SPEC	5.33	102355.00	N	-0.95	-0.50	
	Issac	VET MED	Professor	INFECTIOUS DISEASES	3.33	110150.00	Y	-0.94	#NULL!	
	Joan	VET MED	Professor	INFECTIOUS DISEASES	10.50	119328.00	Y	-0.89	#NULL!	
	Kurt	VET MED	Professor	DIAGNOSTIC AND POF	26.33	98272.54	N	-0.85	-0.87	
	Leslie	VET MED	Associate P	DIAGNOSTIC AND POF	5.33	90848.00	N	-0.84	-0.94	
	Mark	VET MED	Associate P	SMALL ANIMAL SPEC	1.33	80009.00	N	-0.82	-0.92	
	Nicole	VET MED	Professor	INFECTIOUS DISEASES	10.50	121263.00	N	-0.82	-0.23	
	Otis	VET MED	Associate P	DIAGNOSTIC AND POF	11.33	92875.00	N	-0.75	-0.84	
	Petra	VET MED	Professor	INFECTIOUS DISEASES	10.50	126634.00	N	-0.60	0.02	
	Quincy	VET MED	Professor	LARGE ANIMAL SPEC	10.50	117015.00	N	-0.56	-0.18	
	Regina	VET MED	Professor	INFECTIOUS DISEASES	28.33	148498.00	N	-0.52	-1.00	

SALARY EQUITY REVIEW – CLEAN “DECODED” EXAMPLE ZOOM 2

GWID	First_Midd Last_Nar	School1	RankClean	Department1	Yrs_in_Ran	Salary	Tenured_a	Full Model ZRE_1	Excluded Model ZRE_2	Intended Adjustment
xxxx		VET MED	Professor	COMPARATIVE MEDIC	17.33	183256.00	N	0.46	1.09	
xxxx		VET MED	Associate P	SMALL ANIMAL SPEC	6.33	111148.00	N	0.48	0.54	
xxxx		VET MED	Professor	DIAGNOSTIC AND POF	18.33	131486.00	N	0.49	0.27	
xxxx		VET MED	Professor	DIAGNOSTIC AND POF	14.33	133317.00	N	0.55	0.17	
xxxx		VET MED	Professor	DIAGNOSTIC AND POF	18.33	133533.00	N	0.57	0.37	
xxxx		VET MED	Professor	DIAGNOSTIC AND POF	18.33	139706.00	N	0.82	0.65	
xxxx		VET MED	Professor	DIAGNOSTIC AND POF	11.33	141903.00	N	0.90	0.42	
Star		VET MED	Associate P	DIAGNOSTIC AND POF	3.33	139230.00	N	1.14	1.27	
Star		VET MED	Professor	INFECTIOUS DISEASES	21.33	185936.00	N	1.33	1.50	
Star		VET MED	Professor	COMPARATIVE MEDIC	9.33	212394.00	Y	1.52	#NULL!	
Star		VET MED	Professor	LARGE ANIMAL SPEC	4.33	163886.00	Y	1.60	#NULL!	
Superstar		VET MED	Professor	SMALL ANIMAL SPEC	18.33	149182.00	N	2.01	2.25	
SUPERSTAR		VET MED	Professor	INFECTIOUS DISEASES	5.58	213541.00	Y	3.17	#NULL!	
SUPERSTAR!!!		VET MED	Professor	SMALL ANIMAL SPEC	2.92	288077.00	N	4.63	5.19	

- ▶ Sept. 2024 – SMHS (HS Only), SON and SPH
 - ▶ SMHS – 5 outliers, 7 adjustments
 - ▶ SON – 6 outliers; 3 adjustments
 - ▶ SPH – 9 outliers; 4 adjustments

- ▶ Sept. 2024– CCAS, ESIA, LAW, GWSB, GSEHD, SEAS (CPS excluded)
 - ▶ CCAS – 24 outliers (*7 Phys., 8 Soc., 9 Hum.); 16 adjustments
 - ▶ ESIA – 9 outliers; 5 adjustments
 - ▶ LAW – 6 outliers; 0 adjustments
 - ▶ GWSB – 5 outliers; 16 adjustments
 - ▶ GSEHD – 4 outliers; 6 adjustments
 - ▶ SEAS – 5 outliers; 1 adjustment

* CCAS divided into three cohorts: Physical Sciences, Social Sciences, Arts & Humanities

- ▶ Faculty Salary Equity Committee - update
 - ▶ Adhoc committee was formed at the beginning of summer 2024
 - ▶ Committee has met a couple of times
 - ▶ We are reviewing methodology
 - ▶ Considering additional variables in the analyses

CONTACT INFO

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