



Faculty Senate

The Faculty Senate will meet on Friday, November 8, 2024, at 2:00pm in the State Room (1957 E Street/7th floor) and via Zoom

ANNOTATED AGENDA

1. Call to order
 - **Prior to calling the meeting to order, check with Jenna that a quorum has been achieved. Once it has, you may call the meeting to order.**
2. Approval of the [minutes](#) of the meeting held on October 4, 2024
 - **“I now request unanimous consent of the Senate for approval of the October meeting minutes. Are there any objections? ... Hearing none, the minutes are approved.”**
3. REPORT: GW & MFA FY24 Financial Results (Bruno Fernandes, Executive Vice President and Chief Financial Officer & Treasurer)
 - **“I’d like to recognize Professor Wirtz for a motion related to this agenda item. Phil?”**
4. PRESIDENT’S REPORT (Ellen Granberg, President)
5. Brief Statements and Questions/President’s Report
 - **Please alternate questions between the in-room and Zoom attendees (Jenna will maintain a queue).**
6. PROVOST’S REPORT (Chris Bracey, Provost)
7. Brief Statements and Questions/Provost’s Report

- Please alternate questions between the in-room and Zoom attendees (Jenna will maintain a queue).

8. EXECUTIVE COMMITTEE REPORT (Ilana Feldman, Chair)

9. Brief Statements and Questions/Executive Committee Report

- Please alternate questions between the in-room and Zoom attendees (Jenna will maintain a queue).

10. REPORT: [Educational Policy & Technology Committee Update](#) (Sarah Wagner, Co-Chair)

- Blackboard Ally Pilot Initiative
- [Strategic Framework Recommendations](#)
- “Next on the agenda is an update from the Senate Educational Policy and Technology Committee. The update will be led by co-chair Sarah Wagner, who will recognize other speakers during the update. The committee provided a short slide deck and a copy of its memo to the Strategic Framework Innovation and Steering Committees with the agenda that was posted last Friday. Sarah?”

11. REPORT: [Salary Equity Review Report](#) (Rumana Riffat, Vice Provost for Academic Affairs)

- “Next on the agenda is the annual report on the faculty salary equity review from Vice Provost for Faculty Affairs Rumana Riffat. Rumana’s slides were distributed with the agenda last Friday. She will provide a short summary of those slides today before opening the floor to questions. Rumana?”

12. INTRODUCTION OF NEW RESOLUTIONS TO BE REFERRED TO COMMITTEE

- “No new resolutions were received prior to today’s meeting for introduction and referral to FSEC for committee assignment. Does anyone have a resolution they would like to introduce? ...”

13. GENERAL BUSINESS

a) Nominations for membership to Senate Standing Committees ([see attached](#))

- “I request unanimous consent of the Senate for the committee nominations posted with the agenda as a whole. Are there any objections? ... Hearing none, the nominations are approved.”

b) Standing Committee reports received

- “No new standing committee reports were filed with the Senate office prior to today’s meeting. Committee chairs are reminded that their interim reports are due to the Senate office in early December. Any interim reports received after the December Senate agenda is posted will be posted with the January agenda.”

14. Brief Statements and Questions/General

- Please alternate questions between the in-room and Zoom attendees (Jenna will maintain a queue).

15. Adjournment

- “Is there any further business? ... Hearing none, the meeting is adjourned.”

Update to the Faculty Senate Educational Policy and Technology

November 8, 2024

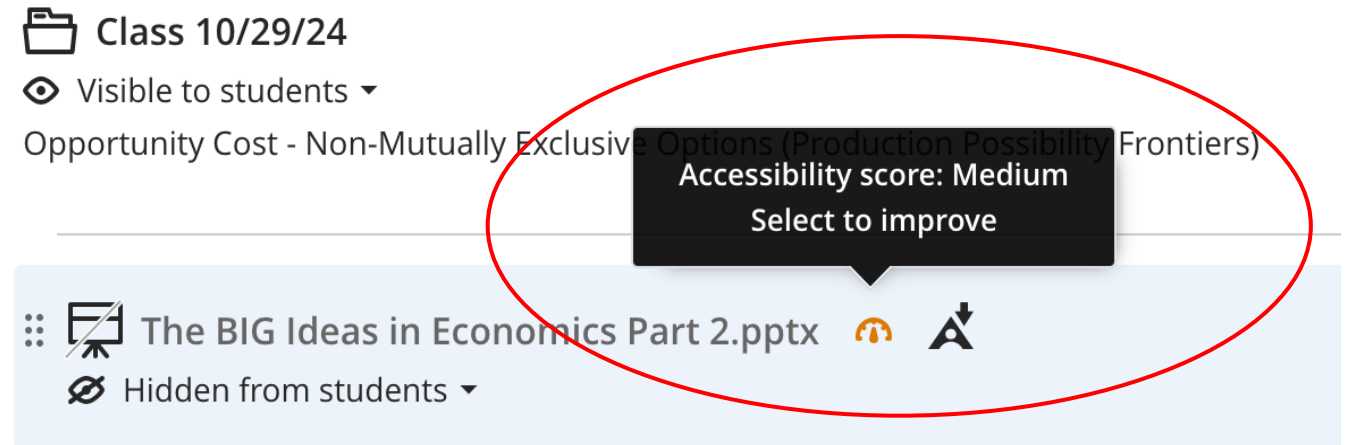
THE GEORGE WASHINGTON UNIVERSITY

WASHINGTON, DC

Pilot Blackboard Ally for Spring 2025

- Originated from a May 2024 presentation to EPT by Student Government Association and the Disabled Students' Collective.
- When turned “on” in Blackboard, Ally rates uploaded documents based on accessibility for all students:

- red (inaccessible)
- orange (somewhat accessible)
- green (fully accessible)



- Clicking on the Blackboard Ally icon will allow faculty to see the steps needed to make their document accessible.
- The pilot will allow Blackboard administration to collect data on any problems with usage and determine whether Ally should be permanently turned on beginning Fall 2025.

EPT Strategic Planning Subcommittee recommendations

- (1) Establish six-year graduation goal of 90%; identify year to reach that goal (e.g., by 2034).
- (2) Establish clear, nearer-term benchmark goals for first-to-second and first-to-third year retention (e.g., 95% and 92% respectively) to chart progress toward 90% six-year graduation rate goal.
- (3) Evaluate and prioritize new initiatives using these graduation and retention rate metrics.

October 28, 2024

Dear President Granberg, Provost Bracey, Professor Feldman, and members of the Innovation and Steering Committees:

We are writing as the Co-chairs of the university's Educational Policy and Technology (EPT) committee of the Faculty Senate with recommendations to advance the strategic planning process as it relates to undergraduate education. These recommendations address the university's first-to-second year and second-to-third year retention rates, and its six-year graduation rate.

EPT is composed of 54 members, faculty, staff, and students, from across GWU. The committee's mission is to examine educational and academic technology-related issues affecting GW and recommend policies in these areas. More specifically, for this academic year, the Faculty Senate Executive Committee has charged EPT to "proactively engage with the strategic planning process as the framework is developed this year."

The Strategic Framework rightly highlights the importance of undergraduate education, specifically that of "providing an educational experience that is both distinctive and of the highest quality." GWU faces a strategic threat from nationwide trends, including a declining college-age population in the United States, the continued decline of international enrollment, and COVID-related challenges to academic preparedness. This "demographic cliff" and national "learning loss" mean that competition for high-quality undergraduate students will become increasingly stiff, even while the university will be increasingly judged by its ability to recruit, retain, and graduate its students.

EPT, therefore, recommends that the university establish a set of clear and measurable goals for undergraduate education over the next decade, specifically related to six-year graduation rates and student retention (first-to-second year and second-to-third year).

First, *we recommend that the university establish a six-year graduation goal of 90% and identify a year by which it aspires to reach that goal* (e.g., by 2034). While it varies by year, our current graduation rate is about 85%. A 90% six-year graduation rate is an ambitious but reachable goal that has already been achieved by schools in our market basket and that would help bolster GWU's reputation for national excellence.

Graduation rates are widely considered one of the most important ways to communicate the value of a GWU education to prospective students, even as it crosses the \$100,000/year tuition threshold.

Students and their families increasingly look to graduation rates nationwide as evidence that the investment in an expensive education will “pay off” with a degree. Competitive graduation rates also demonstrate that students enrolled at a university enjoy their time there, as they do not transfer or leave. It signals that students care about GWU, want to remain here, and successfully complete their studies. There is no better way to measure or evaluate the student experience.

Furthermore, high graduation rates enhance the ability to attract and retain students because they are the most important factor in a university’s national reputation. Popular rankings for national universities have largely become indices of graduation rates. For example, the new *US News and World Report* methodology treats graduation rates as 47% of the overall basis for ranking national universities that are test optional. By contrast, the collective weight *US News* assigns to research is only 4%. Other ranking systems, such as the *Wall Street Journal* and *Forbes* rankings, also emphasize graduation rates and it is the top piece of data highlighted by the Department of Education’s Scorecard for universities.

Finally, we want to highlight the urgency of the graduation rate issue. There is clear evidence that low or falling graduation rates precede university crises in enrollments and, thus, finances. The universities around the country experiencing the most financial stress, such as American University and Drexel, missed their undergraduate enrollment targets. Such failures were typically preceded by falling national rankings, which were driven lower by poor six-year graduation rates. Our market basket schools have struggled but many have reached this plateau (e.g., Georgetown, USC, Wake Forest, and BU) and many are close (e.g., Tulane). These universities are realizing the rewards with enrollment booms, improved national rankings, higher quality students, and, as a result, enhanced resources that can then be used for research and other priorities. We are more likely to be successful if we plan for success, set measurable goals, and engage in a strategic framework that is likely to advance them.

Second, we recommend that GWU sets clear, nearer-term benchmark goals for first-to-second and first-to-third year retention (e.g., 95% first-to-second year retention and 92% first-to-third year retention) as early metrics to identify progress toward the end goal of reaching a 90% six-year graduation rate.

Student retention is critical. Most students who depart GWU (and therefore do not graduate from the university in six years) do so after their first year, and the remainder largely depart after their second year. Establishing near-term benchmarks enables accountability and short-term measures of progress on the six-year graduation rate (which, of course, cannot be measured for many years from the inception of the strategic plan).

Third, *we recommend that the six-year graduation rate and the first-to-second year and first-to-third year retention rates be used as the standard by which to evaluate the efficacy of major new endeavors.*

While the main goal is an improved six-year graduation rate, the problem with this goal is that it is long term with a six-year lag. Capturing retention data is a way of measuring six-year graduation rates with a one-year (for first-to-second) and two-year (for first-to-third) rather than six-year lag. A focus on retention data is also useful because it focuses on the freshmen year, when most students tend to transfer. From a policy perspective, measuring retention is critical to encouraging the development of policies and programs most likely to boost graduation rates.

There are well-known levers for enhancing graduation and retention rates, including:

- Meeting Students' Demonstrated Financial Need
- Improving Students' First Year Experience
- Re-envisioning and Strengthening Special Programs such as University Honors

In crafting the Strategic Framework, a key question should be whether funding a specific program, institute, or initiative will enhance graduation and retention rates. Along the same lines, having clear, measurable goals will allow costs to be fully apparent and decision-making to be effective.

These observations and recommendations are based on the continuing work of the Educational Policy and Technology committee. We look forward to partnering in the strategic planning process and providing input before the plan is presented to the university community at large.

Sincerely,

Sarah Wagner

Irene Foster

Co-chairs Educational Policy and Technology Committee

FACULTY SALARY EQUITY REVIEW: PROGRESS REPORT

Rumana Riffat

Vice Provost for Faculty Affairs

Professor of Civil & Environmental Engineering

November 8, 2024

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.

- ▶ 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

OFFICE OF THE PROVOST

SALARY EQUITY REVIEW – A CLEAN “DECODED” EXAMPLE

GWID	Name	Last Name	School	Rank/Class	Department	Yes in Raw Salary	Tenured	Full Model ZSE_1	Excluded Model ZSE_2	Intended Adjustment	ZSE_1 Value After Adjustment	ZSE_2 Value After Adjustment	Full Model STD	Excluded Model STD
	Barbara		VET MED	Professor	SMALL ANIMAL SPEC	5.33	N	-2.20	-2.47		-2.20	-2.47	20199	17532.2
	Charles		VET MED	Professor	SMALL ANIMAL SPEC	7.33	N	-1.80	-2.01		-1.80	-2.01	20199	17532.2
	Dianne		VET MED	Professor	SMALL ANIMAL SPEC	7.33	N	-1.69	-1.89		-1.69	-1.89	20199	17532.2
	Eric		VET MED	Professor	COMPARATIVE MEDIC	6.33	N	1.61	0.71		1.61	0.71	20199	17532.2
	Francesca		VET MED	Professor	DIAGNOSTIC AND POR	7.33	Y	-1.33	#NULL!		-1.33	#NULL!	20199	17532.2
	Gordon		VET MED	Professor	INFECTIOUS DISEASES	5.33	N	-1.16	-0.29		-1.16	-0.29	20199	17532.2
	Helen		VET MED	Professor	SMALL ANIMAL SPEC	1.33	N	-0.96	-1.07		-0.96	-1.07	20199	17532.2
	Isaac		VET MED	Professor	LARGE ANIMAL SPEC	5.33	N	0.95	0.50		0.95	0.50	20199	17532.2
	Joan		VET MED	Professor	INFECTIOUS DISEASES	3.33	Y	-0.94	#NULL!		-0.94	#NULL!	20199	17532.2
	Kurt		VET MED	Professor	INFECTIOUS DISEASES	10.50	Y	0.89	#NULL!		0.89	#NULL!	20199	17532.2
	Leslie		VET MED	Associate P	DIAGNOSTIC AND POR	26.33	N	0.85	0.87		0.85	0.87	20199	17532.2
	Mark		VET MED	Associate P	DIAGNOSTIC AND POR	5.33	N	0.84	0.94		0.84	0.94	20199	17532.2
	Nicole		VET MED	Professor	INFECTIOUS DISEASES	1.33	N	0.82	0.92		0.82	0.92	20199	17532.2
	OTIS		VET MED	Associate P	DIAGNOSTIC AND POR	10.50	N	0.82	0.23		0.82	0.23	20199	17532.2
	Petra		VET MED	Professor	DIAGNOSTIC AND POR	11.33	N	0.75	0.84		0.75	0.84	20199	17532.2
	Quincy		VET MED	Professor	INFECTIOUS DISEASES	10.50	N	0.60	0.02		0.60	0.02	20199	17532.2
	Regina		VET MED	Professor	LARGE ANIMAL SPEC	10.50	N	0.56	0.18		0.56	0.18	20199	17532.2
	Steve		VET MED	Professor	INFECTIOUS DISEASES	28.33	N	-0.52	-1.00		-0.52	-1.00	20199	17532.2
	Tanya		VET MED	Professor	INFECTIOUS DISEASES	1.33	N	0.96	0.96		0.96	0.96	20199	17532.2
	Urban		VET MED	Associate P	INFECTIOUS DISEASES	4.33	N	0.46	0.52		0.46	0.52	20199	17532.2
	Veronica		VET MED	Professor	LARGE ANIMAL SPEC	22.33	N	0.44	0.31		0.44	0.31	20199	17532.2
	Walter		VET MED	Associate P	COMPARATIVE MEDIC	10.50	N	0.43	0.49		0.43	0.49	20199	17532.2
	Xavier		VET MED	Professor	LARGE ANIMAL SPEC	20.33	N	0.38	0.19		0.38	0.19	20199	17532.2
	Yasmin		VET MED	Professor	COMPARATIVE MEDIC	33.50	N	0.32	0.55		0.32	0.55	20199	17532.2
	Zelda		VET MED	Associate P	SMALL ANIMAL SPEC	7.33	N	#NULL!	#NULL!		#NULL!	#NULL!	20199	17532.2
	Angel		VET MED	Associate P	PHYSIOLOGY	7.33	N	0.28	0.32		0.28	0.32	20199	17532.2
	Benson		VET MED	Associate P	PHYSIOLOGY	2.33	N	0.25	0.28		0.25	0.28	20199	17532.2
	Carla		VET MED	Associate P	COMPARATIVE MEDIC	5.33	N	-0.28	-0.28		-0.28	-0.28	20199	17532.2
	David		VET MED	Associate P	INFECTIOUS DISEASES	5.33	N	0.24	0.27		0.24	0.27	20199	17532.2
	Eather		VET MED	Associate P	LARGE ANIMAL SPEC	6.33	N	0.23	0.25		0.23	0.25	20199	17532.2
	Francis		VET MED	Professor	DIAGNOSTIC AND POR	38.50	N	0.21	0.38		0.21	0.38	20199	17532.2
	Gertrude		VET MED	Associate P	SMALL ANIMAL SPEC	0.33	N	0.19	0.21		0.19	0.21	20199	17532.2
	Hernandez		VET MED	Associate P	SMALL ANIMAL SPEC	24.33	N	0.17	0.19		0.17	0.19	20199	17532.2
	Ingrid		VET MED	Associate P	COMPARATIVE MEDIC	1.33	N	0.16	0.18		0.16	0.18	20199	17532.2
	Jakub		VET MED	Associate P	PHYSIOLOGY	8.33	N	0.15	0.15		0.15	0.15	20199	17532.2
	Karen		VET MED	Associate P	DIAGNOSTIC AND POR	18.33	N	0.13	0.43		0.13	0.43	20199	17532.2
	Kevin		VET MED	Associate P	DIAGNOSTIC AND POR	1.33	N	0.12	0.14		0.12	0.14	20199	17532.2
	Molly		VET MED	Associate P	LARGE ANIMAL SPEC	0.42	N	0.11	0.12		0.11	0.12	20199	17532.2
	Nemo		VET MED	Associate P	LARGE ANIMAL SPEC	3.33	N	0.10	0.12		0.10	0.12	20199	17532.2
	Ophelia		VET MED	Associate P	COMPARATIVE MEDIC	5.33	N	0.10	0.12		0.10	0.12	20199	17532.2
	Percy		VET MED	Associate P	SMALL ANIMAL SPEC	1.42	N	0.09	0.10		0.09	0.10	20199	17532.2
	Quinn		VET MED	Associate P	INFECTIOUS DISEASES	9.33	N	0.08	0.09		0.08	0.09	20199	17532.2
	Roger		VET MED	Associate P	SMALL ANIMAL SPEC	5.33	N	0.07	0.08		0.07	0.08	20199	17532.2
	Selena		VET MED	Associate P	INFECTIOUS DISEASES	2.42	N	0.07	0.08		0.07	0.08	20199	17532.2
	Thomas		VET MED	Professor	LARGE ANIMAL SPEC	1.33	N	0.06	0.59		0.06	0.59	20199	17532.2
	Ursula		VET MED	Associate P	COMPARATIVE MEDIC	0.42	N	0.06	0.07		0.06	0.07	20199	17532.2
	Vernon		VET MED	Professor	COMPARATIVE MEDIC	24.33	N	0.06	0.17		0.06	0.17	20199	17532.2
	Wendy		VET MED	Associate P	INFECTIOUS DISEASES	11.33	N	0.06	0.06		0.06	0.06	20199	17532.2
	Xander		VET MED	Associate P	INFECTIOUS DISEASES	0.33	N	0.05	0.06		0.05	0.06	20199	17532.2
	Yasmin		VET MED	Associate P	DIAGNOSTIC AND POR	0.42	N	0.05	0.06		0.05	0.06	20199	17532.2
	Zane		VET MED	Associate P	DIAGNOSTIC AND POR	4.33	N	0.05	0.05		0.05	0.05	20199	17532.2
	XXXX		VET MED	Professor	PHYSIOLOGY	5.50	N	0.05	0.00		0.05	0.00	20199	17532.2
	XXXX		VET MED	Associate P	LARGE ANIMAL SPEC	0.06	N	0.05	0.05		0.05	0.05	20199	17532.2
	XXXX		VET MED	Professor	PHYSIOLOGY	27.33	N	0.04	0.00		0.04	0.00	20199	17532.2
	XXXX		VET MED	Associate P	COMPARATIVE MEDIC	5.33	N	0.04	0.04		0.04	0.04	20199	17532.2
	XXXX		VET MED	Associate P	COMPARATIVE MEDIC	5.33	N	0.04	0.04		0.04	0.04	20199	17532.2
	XXXX		VET MED	Associate P	INFECTIOUS DISEASES	4.33	N	0.04	0.04		0.04	0.04	20199	17532.2
	XXXX		VET MED	Associate P	PHYSIOLOGY	4.25	N	0.00	0.00		0.00	0.00	20199	17532.2
	XXXX		VET MED	Special Ser	INFECTIOUS DISEASES	4.33	N	0.00	0.00		0.00	0.00	20199	17532.2
	XXXX		VET MED	Associate P	LARGE ANIMAL SPEC	1.33	N	0.00	0.00		0.00	0.00	20199	17532.2
	XXXX		VET MED	Professor	LARGE ANIMAL SPEC	14.33	N	0.01	0.38		0.01	0.38	20199	17532.2
	XXXX		VET MED	Associate P	LARGE ANIMAL SPEC	21.33	N	0.01	0.01		0.01	0.01	20199	17532.2
	XXXX		VET MED	Associate P	PHYSIOLOGY	37.50	N	0.01	0.01		0.01	0.01	20199	17532.2
	XXXX		VET MED	Associate P	COMPARATIVE MEDIC	1.42	N	0.02	0.02		0.02	0.02	20199	17532.2
	XXXX		VET MED	Associate P	SMALL ANIMAL SPEC	2.33	N	0.03	0.03		0.03	0.03	20199	17532.2
	XXXX		VET MED	Associate P	INFECTIOUS DISEASES	1.42	N	0.03	0.03		0.03	0.03	20199	17532.2
	XXXX		VET MED	Associate P	COMPARATIVE MEDIC	2.42	N	0.03	0.04		0.03	0.04	20199	17532.2
	XXXX		VET MED	Associate P	SMALL ANIMAL SPEC	0.33	N	0.04	0.05		0.04	0.05	20199	17532.2
	XXXX		VET MED	Associate P	INFECTIOUS DISEASES	3.33	N	0.05	0.05		0.05	0.05	20199	17532.2
	XXXX		VET MED	Associate P	SMALL ANIMAL SPEC	25.33	N	0.05	0.06		0.05	0.06	20199	17532.2
	XXXX		VET MED	Professor	LARGE ANIMAL SPEC	0.33	Y	0.06	#NULL!		0.06	#NULL!	20199	17532.2
	XXXX		VET MED	Associate P	INFECTIOUS DISEASES	4.33	N	0.07	0.07		0.07	0.07	20199	17532.2
	XXXX		VET MED	Associate P	INFECTIOUS DISEASES	5.00	N	0.08	0.09		0.08	0.09	20199	17532.2
	XXXX		VET MED	Professor	PHYSIOLOGY	15.50	N	0.09	#NULL!		0.09	#NULL!	20199	17532.2
	XXXX		VET MED	Associate P	DIAGNOSTIC AND POR	2.33	N	0.10	0.10		0.10	0.10	20199	17532.2
	XXXX		VET MED	Associate P	COMPARATIVE MEDIC	4.33	N	0.13	0.14		0.13	0.14	20199	17532.2
	XXXX		VET MED	Associate P	INFECTIOUS DISEASES	3.33	N	0.13	0.14		0.13	0.14	20199	17532.2
	XXXX		VET MED	Associate P	COMPARATIVE MEDIC	6.33	N	0.13	0.15		0.13	0.15	20199	17532.2
	XXXX		VET MED	Associate P	LARGE ANIMAL SPEC	3.33	N	0.13	0.15		0.13	0.15	20199	17532.2
	XXXX		VET MED	Associate P	SMALL ANIMAL SPEC	3.33	N	0.14	0.15		0.14	0.15	20199	17532.2
	XXXX		VET MED	Associate P	INFECTIOUS DISEASES	1.33	N	0.14	0.16		0.14	0.16	20199	17532.2
	XXXX		VET MED	Associate P	LARGE ANIMAL SPEC	5.00	N	0.15	0.16		0.15	0.16	20199	17532.2
	XXXX		VET MED	Associate P	COMPARATIVE MEDIC	5.33	N	0.16	0.18		0.16	0.18	20199	17532.2
	XXXX		VET MED	Associate P	COMPARATIVE MEDIC	5.33	N	0.17	0.19		0.17	0.19	20199	17532.2
	XXXX		VET MED	Associate P	LARGE ANIMAL SPEC	3.42	N	0.17	0.19		0.17	0.19	20199	17532.2
	XXXX		VET MED	Associate P	INFECTIOUS DISEASES	9.33	N	0.18	0.20		0.18	0.20	20199	17532.2
	XXXX		VET MED	Associate P	COMPARATIVE MEDIC	3.33	N	0.21	0.24		0.21	0.24	20199	17532.2
	XXXX		VET MED	Associate P	DIAGNOSTIC AND POR	5.33	N	0.22	0.25		0.22	0.25	20199	17532.2
	XXXX		VET MED	Associate P	SMALL ANIMAL SPEC	1.42	N	0.23	0.26		0.23	0.26	20199	17532.2
	XXXX		VET MED	Professor	LARGE ANIMAL SPEC	4.33	Y	0.26	#NULL!		0.26	#NULL!	20199	17532.2
	XXXX		VET MED	Associate P	SMALL ANIMAL SPEC	6.33	N	0.27	0.30		0.27	0.30	20199	17532.2
	XXXX		VET MED	Associate P	INFECTIOUS DISEASES	5.33	N	0.35	0.35		0.35	0.35	20199	17532.2
	XXXX		VET MED	Associate P	DIAGNOSTIC AND POR	23.33	N	0.35	0.39		0.35	0.39	20199	17532.2
	XXXX		VET MED	Associate P	COMPARATIVE MEDIC	15.33	N	0.35	0.39		0.35	0.39	20199	17532.2
	XXXX		VET MED	Associate P	SMALL ANIMAL SPEC	1.33	N	0.38	0.43		0.38	0.43	20199	17532.2
	XXXX		VET MED	Associate P	PHYSIOLOGY	3.33	N	0.38	0.43		0.38	0.43	20199	17532.2
	XXXX		VET MED	Professor	INFECTIOUS DISEASES	5.33	Y	0.43	#NULL!		0.43	#NULL!	20199	17532.2
	XXXX		VET MED	Professor	LARGE ANIMAL SPEC	4.33	N	0.46	0.50		0.46	0.50	20199	17532.2
	XXXX		VET MED	Professor	COMPARATIVE MEDIC	17.33	N	0.46	1.09		0.46	1.09	20199	17532.2
	XXXX		VET MED	Associate P	SMALL ANIMAL SPEC	6.33	N	0.48	0.54		0.48	0.54	20199	17532.2
	XXXX	</												

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

							Full Model ZRE_1	Excluded Model ZRE_2	Intended Adjustment
GWID	First_Midd Last_Nar	School1	RankClean	Department1	Yrs_in_Ran	Salary	Tenured_a		
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

Rumana Riffat
Vice Provost for Faculty Affairs
Professor of Civil & Environmental Engineering

riffat@gwu.edu



Nominees for Standing Committee Membership November 2024

Appointment, Salary, and Promotion Policies

Patricia Hernandez (CCAS), voting

Athletics and Recreation

Malyssa Darville (SGA), nonvoting

Honors & Academic Convocations

Reena Gupta (SGA), nonvoting

Physical Facilities

Captain Ian Greenlee (GWPD), nonvoting
Barbara Kowalczyk (Director, Food Safety Institute), voting

Research

Kathleen Griffith (ADR, SON), nonvoting