



# Syracuse University Faculty Salary Review

University Senate

Wednesday, January 17, 2018

# University-wide 18-member Committee

- Tenured faculty members from each of the schools and colleges and two non-tenure-track faculty
  - Aviva Abramovsky, College of Law
  - Jean-François Bédard, School of Architecture
  - Tej Bhatia, College of Arts & Sciences
  - Ravi Dharwadkar, Martin J. Whitman School of Management
  - Larry Elin, S. I. Newhouse School of Public Communications
  - Mark Glauser, College of Engineering and Computer Science
  - Laura Heyman, College of Visual and Performing Arts
  - Yilin Hou, Maxwell School of Citizenship and Public Affairs
  - Jill Hurst-Wahl, School of Information Studies
  - Barbara Kwasnik, School of Information Studies
  - Alan Middleton, College of Arts & Sciences
  - Robert Murrett, Maxwell School of Citizenship and Public Affairs
  - Deborah Pellow, Maxwell School of Citizenship and Public Affairs
  - Kamala Ramadoss, David B. Falk College of Sport and Human Dynamics
  - Derek X. Seward, School of Education
- Administrative staff members
  - Libby Barlow, Assistant Vice President, Office of Institutional Research and Assessment
  - LaVonda Reed, Associate Provost for Faculty Affairs, Office of Academic Affairs
  - Pamela Socker, Director of Compensation Strategy, Office of Human Resources
- Administrative staff partner
  - Tim Wasserman, Assistant Director, Office of Institutional Research and Assessment

# Milestones

- First committee meeting—December 2016
- Weekly meetings—January 2017 to October 2017 (fewer in summer)
- First draft of report—April 2017
- Presentation of report to Provost—November 2017
- Presentation of report to Chancellor—November 2017
- Presentation of report to Deans—November/December 2017
- Preparation of final draft and posting to MySlice—December 2017
- Presentation to Senate—January 2018

# Seven Key Findings

1. Based on raw averages at the University level, tenured or tenure-track women have lower salaries than men at the Professor and Associate Professor levels.
2. Regression analyses that account for some control variables typically used in salary equity studies such as years of experience, academic area, and length of contract appointment, indicate that the above differences are statistically significant in the case of gender both at the University level and also in some academic units for both tenured or tenure-track Professor and Associate Professor levels. The data indicate a significant controlled salary gap at the Assistant Professor level in one academic unit. In some instances, small sample sizes preclude comparative analysis.
3. Based on raw averages at the University level, there is no consistent pattern relating to salaries of underrepresented groups as compared to White faculty. Some of these averages are difficult to interpret, leading us to turn to regression analysis for a more in-depth analysis.
4. Regression analyses did not find negative statistically significant differences in salary for underrepresented groups at the University level for tenured or tenure-track faculty at any rank.
5. The data for the years studied do not indicate salary inversion or salary compression at the University level or at the School or College level.
6. Averages show across all three ranks of non-tenure-track faculty (Assistant Professor, Associate Professor, and Professor) at the University level, women earn lower salaries than do men.
7. Compared to its peers, Syracuse University is at the low end of the peer groups based on unadjusted average salaries, although is slightly more competitive once cost of living adjustments (COLA) are made.