Presentation to Faculty Senate

Report of Faculty Salary Equity Study Committee

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Acknowledgement

The committee wishes to thank Linda Harber (VP, HR) for assistance and John Dooris (OIRA) for the statistical data
Scope of Study

• The committee originally decided to obtain salary data for GMU and Peer Groups based on Rank, Gender, Race, and Department

• Having the salary data *per department* basis gives the opportunity to obtain the data for schools/colleges for different universities, given the differences in composition of schools

• The statistical parameters of interest are *Median*, *Mean*, *Standard Deviation* and *95% Percentile*

• However, it was found that such data is unavailable publicly for other universities

• Problems with data breakdown in race, gender, etc
Scope of Study (Cont’d)

• OIRA provided the statistical data per department for 2016 and 2017

• The information used for comparison of Mason Faculty is the statistical values for averaged peer institutions per rank which was not available for 2017 from Federal IPEDS database (AAUP also provides such data but it is incomplete)
<table>
<thead>
<tr>
<th>Year</th>
<th>George Mason University - Professor Rank</th>
<th>Peer Median - Professor Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2012</td>
<td>128,853</td>
<td>126,765</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>132,363</td>
<td>131,040</td>
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<tr>
<td>Fall 2014</td>
<td>131,625</td>
<td>135,027</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>134,172</td>
<td>140,913</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>133,596</td>
<td>142,485</td>
</tr>
</tbody>
</table>
5-Yr Trend: Associate Professor Rank Peer Comparison

George Mason University - Associate Professor Rank  Peer Median - Associate Professor Rank
5-Yr Trend: Assistant Professor Rank Peer Comparison

George Mason University - Assistant Professor Rank  Peer Median - Assistant Professor Rank
5-Yr Trend: Instructor Rank Peer Comparison

George Mason University - Instructor Rank

Peer Median - Instructor Rank
5-Yr Trend: All Ranks Peer Comparison

George Mason University - All Ranks
Peer Median University - All Ranks
Revised Strategic Plan

• Strategic plan metric 7.3: “Faculty and staff compensation will be at or above the median of our peer group”
  – Mason’s faculty salary percentile rank amongst peers has declined for the last four years (32.9 percentile rank in 2013 to 16.4 percentile rank in 2016)

• The median faculty salary at Mason remained more or less stagnant in the previous four years ($94,716 in 2013 to $95,081 in 2016), while the median salary of Mason’s SCHEV-approved peer group increased ($97,398 in 2013 to $104,979 in 2016)

• Due to the salary increases this year at Mason, our percentile rank amongst our peers may improve, but will most likely remain well below the median
Questions and Comments

Thank you!
Annex: List of Mason’s SCHEV-Approved Peer Group

- Arizona State University-Tempe
- Boston University
- Florida State University
- George Washington University
- Michigan State University
- New York University
- North Carolina State University at Raleigh
- Northeastern University
- Rutgers University-New Brunswick
- Stony Brook University
- SUNY at Albany
- Syracuse University
- Temple University
- University of Arizona
- University of Connecticut
- University of Florida
- University of Illinois at Urbana-Champaign
- University of Kansas
- University of Maryland-College Park
- University of Massachusetts-Amherst
- University of Minnesota-Twin Cities
- University of Nebraska-Lincoln
- University of North Carolina at Chapel Hill
- University of Southern California
- University of Washington-Seattle Campus