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FACULTY SENATE  
MEETING

MARCH 13, 2024  
NORTHEASTERN  
UNIVERSITY



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# AD HOC COMMITTEE ON SHARED GOVERNANCE

- Darcelle Lahr (Senator/SAC, Mills Business), Chair
  - Rebekah Moore (Senator, CAMD Music)
  - Veronica Godoy-Carter (Senator, COS Biology)
  - Valerio Toledano Laredo (Senator, COS Math)
  - Erica Homan (Senator, COS Biology)
  - Robert Triest (Senator, CSSH Econ)
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# AD HOC COMMITTEE ON SHARED GOVERNANCE

**CHARGE: Recommendations to Address Faculty Concerns re Governance & Leadership**

**(1) Organizational and Faculty Leadership Matters**

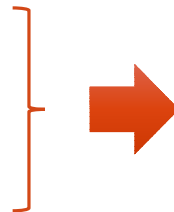
- Leadership effectiveness, accountability, and oversight
- Ethical uses of power and influence

**(2) Faculty / Governance Relationships**

- Low trust, retaliation concerns, absence of psychological safety

**(3) Values, Ethics, and Standards**

- “One Faculty” Model and FTNTT faculty experience
- Breaches of policy or standards of conduct



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# AD HOC COMMITTEE ON SHARED GOVERNANCE

**CHARGE: Recommendations to Address Faculty Concerns re Governance & Leadership**

- Transparency and **access to salary information** to ensure equitable compensation within campus departments, colleges, and across the Northeastern network



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# FACULTY SALARY EQUITY SURVEY

COMMITTEE ON SHARED GOVERNANCE

- Issued Wednesday January 25 | Closed Monday February 5
- Faculty Surveys Issued: 2,160 | Total Responses Received: 825 | Usable Salary Responses: 742
- Workplace Gender Expression: Masculine 230 | Feminine 233 | Additional 362

MILLS	55%	SOL	38%
CAMD	44%	BOUVE	38%
CPS	41%	CSSH	38%
KHOURY	39%	COE	35%
COS	38%	DMSB	34%

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# FACULTY SALARY EQUITY SURVEY

## COMMITTEE ON SHARED GOVERNANCE

- Annual Salary Ranges: \$40,000 - “Above \$200,000” (\$20k increments)
- Methodology: Salary Range Midpoint Values

Salary Percentiles	Value	Description
Minimum Salary	\$50,000	
1st Quartile Salary (25 <sup>th</sup> Percentile)	\$90,000	(25% of respondents earn less than this amount)
Median Salary (50th Percentile)	\$110,000	(50% of respondents earn less than this amount)
3 <sup>rd</sup> Quartile (75th Percentile)	\$150,000	(75% of respondents earn less than this amount)
Maximum Salary	\$220,000	(Assigned to respondents indicating "Above \$200,000")

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# FACULTY SALARY EQUITY SURVEY

COMMITTEE ON SHARED GOVERNANCE

- Annual Salary Ranges: \$40,000 - Above \$200,000 (\$20k increments)
  - Methodology: Salary Range Midpoint Values
  - Data Access: Confidentiality Agreement
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# FACULTY SALARY EQUITY SURVEY

COMMITTEE ON SHARED GOVERNANCE

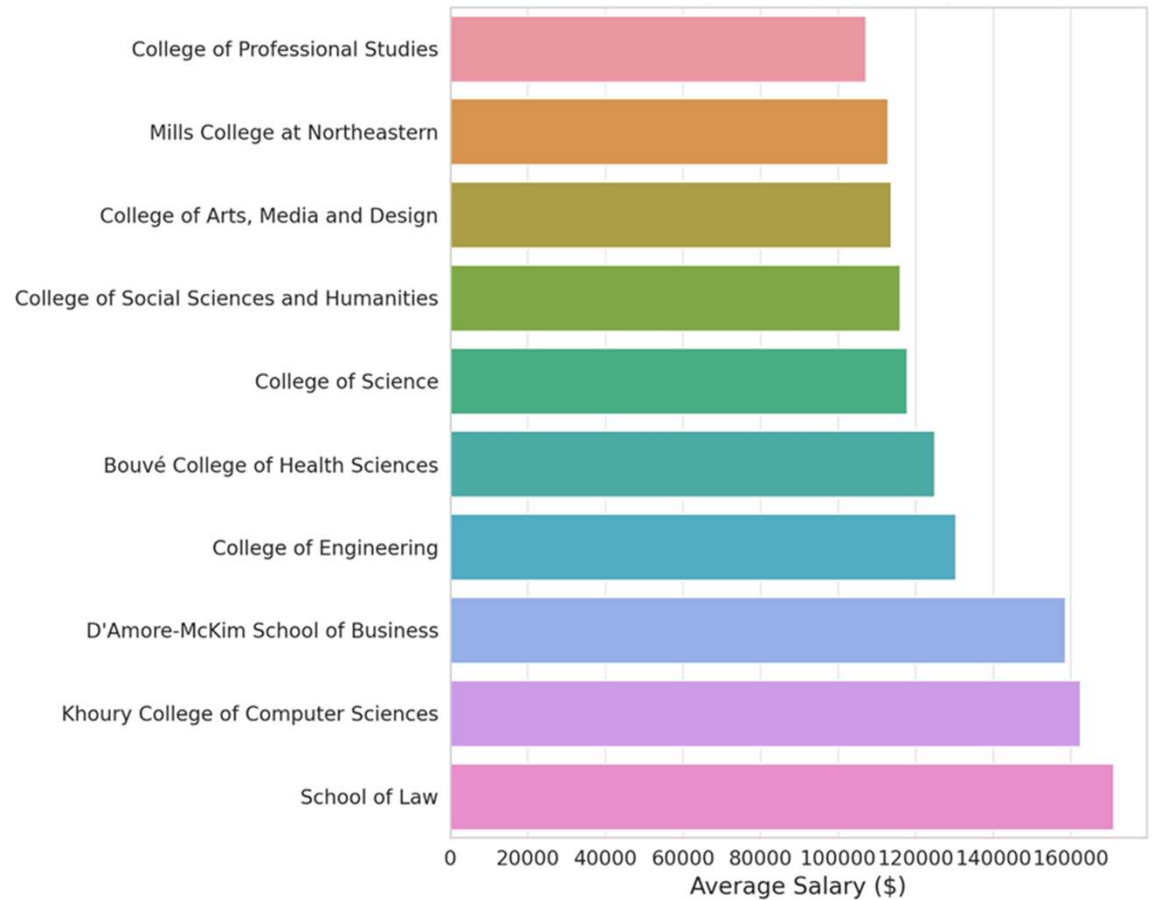
- *Goal: Investigate evidence of salary inversion, salary compression, salary inequities* across NU departments, colleges, university network



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# FACULTY SALARY EQUITY SURVEY

**Average Annual Base Salary  
By College**  
As Reported By Survey Respondents



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## FACULTY SALARY EQUITY SURVEY

**Average Annual Base Salary  
By Professional Gender Expression**  
As Reported By Survey Respondents

<b>Gender</b>	<b>Est Avg Base Annual Salary</b>
Male	\$137,679
Another	\$122,698
Female	\$115,414

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(Usable Salary Responses)

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# FACULTY SALARY EQUITY SURVEY

**Average Annual Base Salary  
By Professional Gender Expression  
and College/School**  
As Reported By Survey Respondents

<b>Unit</b>	<b>Female</b>	<b>Another</b>	<b>Male</b>
CPS	\$96,666	\$106,000	\$95,000
COS	\$101,379	\$115,306	\$124,473
Mills	\$102,500	\$103,684	\$120,000
CAMD	\$105,000	\$106,078	\$102,380
CSSH	\$112,121	\$103,043	\$134,138
COE	\$114,000	\$129,756	\$133,478
Bouvé	\$121,666	\$122,127	\$140,400
Khoury	\$147,500	\$162,381	\$165,312
SOL	\$151,666	\$168,571	\$188,750
DMSB	\$160,000	\$158,148	\$183,500

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(Usable Salary Responses)

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## FACULTY SALARY EQUITY SURVEY

**Average Annual Base Salary  
By Faculty Title**  
As Reported By Survey Respondents

Assistant Teaching/Clinical Professor	Female	\$91,538
Assistant Teaching/Clinical Professor	Another	\$97,878
Assistant Teaching/Clinical Professor	Male	\$110,740
Assistant Research Professor	Female	\$90,000
Assistant Research Professor	Another	\$110,000
Assistant Research Professor	Male	\$150,000
Assistant Professor	Female	\$117,777
Assistant Professor	Another	\$119,500
Assistant Professor	Male	\$126,129

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(Usable Salary Responses)

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## FACULTY SALARY EQUITY SURVEY

**Average Annual Base Salary  
By Faculty Title**  
As Reported By Survey Respondents

Associate Teaching/Clinical Professor	Female	\$101,200
Associate Teaching/Clinical Professor	Another	\$111,935
Associate Teaching/Clinical Professor	Male	\$114,285
Associate Professor	Another	\$127,872
Associate Professor	Female	\$140,000
Associate Professor	Male	\$150,540

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(Usable Salary Responses)

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## FACULTY SALARY EQUITY SURVEY

**Average Annual Base Salary  
By Faculty Title**  
As Reported By Survey Respondents

Teaching/Clinical Professor	Male	\$119,285
Teaching/Clinical Professor	Another	\$120,999
Teaching/Clinical Professor	Female	\$123,684
Professor	Another	\$171,000
Professor	Female	\$176,000
Professor	Male	\$207,000
Professor of (the) Practice	Female	\$110,000
Professor of (the) Practice	Another	\$132,000
Professor of (the) Practice	Male	\$220,000

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(Usable Salary Responses)

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# STATUS

## Elected Senators Meeting, 2/21/2024

- Request further action through Provost's Office

## SAC/Provost Meeting, 3/6/2024

- Request appointment of independent consultant to investigate potential salary inequities

## Provost: 3/8/2024

- Thorough review of current salary equity review procedures
  - Potential consultant to support faculty goals for centering equity
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# NEXT STEPS

## NU Self-Evaluation of Pay Practices

- Massachusetts Equal Pay Act (2018)
- Equal pay for comparable<sup>1</sup> work for workers of different genders
- Self-Evaluation supports affirmative defense

<sup>1</sup> “Work that requires substantially similar skill, effort, and responsibility, and is performed under similar working conditions”;  
<https://www.mass.gov/info-details/learn-more-details-about-the-massachusetts-equal-pay-act>

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