

**To: Northeastern University Senate Agenda Committee**  
**From: Senate Ad Hoc Committee on Shared Governance**  
**Date: March 6, 2024**  
**Re: Faculty Salary Equity Study**

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## **I. SALARY EQUITY STUDY**

This report summarizes the Faculty Salary Equity Study (the “Study”) conducted by the 2023-24 Senate Ad Hoc Committee on Shared Governance (the “Committee”). The Study was performed in response to the Committee’s charge to provide recommendations to address “transparency and access to salary information to ensure equitable compensation within campus departments, colleges, and across the Northeastern network”.

On behalf of the Committee, the Senate Agenda Committee (“SAC”) issued a Salary Equity Survey to 2,160 Northeastern full time benefits eligible faculty on Wednesday January 25 through Monday February 5, 2024, requesting voluntary responses to questions related to Northeastern salary and perceptions of salary equity.

## **II. SURVEY FACTORS**

Survey responses were received from 825 faculty members, of which 742 provided usable numeric data in their salary responses. The response distribution among colleges is as follows:

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

Of the 825 respondents, 230 identified their gender expression in the workplace as masculine, and 233 identified as feminine. The remaining 362 respondents identified as a number of additional non-binary gender expressions.

Annual Northeastern base salary responses were requested in increments of \$20,000 from \$40,000 to “above \$200,000”. The salary analysis methodology assigned midpoint values to the base salary ranges so that calculations could be made based on average base salaries. Midpoint base salary percentiles of salary responses were calculated as follows:

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

Access to raw data was limited to SAC members, each of whom were required to sign a confidentiality agreement prior to receiving access.

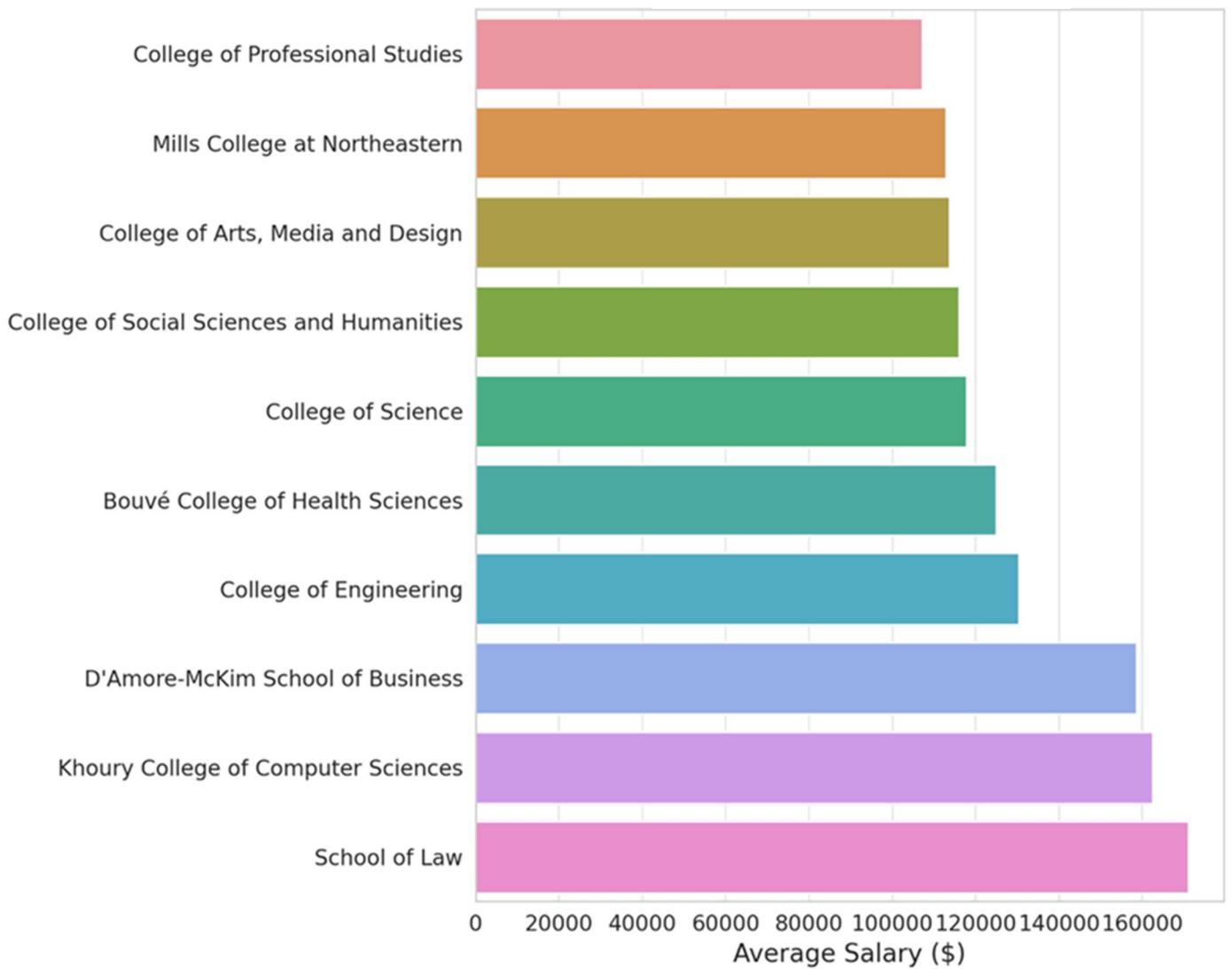
### III. SURVEY GOALS

Recognizing that a comprehensive faculty salary assessment necessarily requires far greater resources and data access than afforded the Committee, the Committee purposefully narrowed its use of survey data to investigating any evidence of potential salary inversion, salary compression, and/or salary inequities across Northeastern departments, colleges, and the university network.

### IV. KEY OBSERVATIONS

Notable findings and observations from response analyses include the following:

**CHART 1: AVERAGE BASE ANNUAL SALARY, AS REPORTED BY SURVEY RESPONDENTS, BY COLLEGE**



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**CHART 2: AVERAGE BASE ANNUAL SALARY, AS REPORTED BY SURVEY RESPONDENTS, BY PROFESSIONAL GENDER EXPRESSION (USABLE SALARY RESPONSES)**

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

**CHART 3: AVERAGE BASE ANNUAL SALARY, AS REPORTED BY SURVEY RESPONDENTS, BY PROFESSIONAL GENDER EXPRESSION AND COLLEGE/SCHOOL**

Unit	Female	Another	Male
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

**CHART 4A: AVERAGE BASE ANNUAL SALARY, AS REPORTED BY SURVEY RESPONDENTS, BY FACULTY TITLE**

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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**CHART 4B: AVERAGE BASE ANNUAL SALARY, AS REPORTED BY SURVEY RESPONDENTS, BY FACULTY TITLE**

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

**CHART 4C: AVERAGE BASE ANNUAL SALARY, AS REPORTED BY SURVEY RESPONDENTS, BY FACULTY TITLE**

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

**V. SURVEY LIMITATIONS**

**Inherent Generalization:** Employing midpoint values for salary ranges introduces a generalized representation of salary data, potentially obscuring the variance within each bracket. This method presupposes a uniform distribution of salaries across each range, a presumption that may not hold true against the actual salary dispersal.

**Limitations in Reflecting Actual Salaries:** The methodology's reliance on a singular value to denote a range neglects the specific salary figures of individuals, especially those positioned at the margins of each bracket. Such a simplification may inadvertently distort the accuracy of the depicted salary landscape.

**Possibility of Misclassification:** The process of categorizing demographic information, especially responses to open-ended inquiries, carries the potential for misclassification or the application of binary standards to multifaceted identities. This can alter the perceived composition of the faculty body.

## VI. SUBMITTAL

Based on the results of the Study, the Committee concludes that sufficient evidence of potential salary inequities exists to warrant further investigation, noted as follows:

**WHEREAS** Northeastern faculty have repeatedly expressed concerns regarding potential salary inequities within and throughout the University, and

**WHEREAS** Northeastern faculty have repeatedly expressed concerns regarding potential salary inequities when compared to similar US colleges and universities, and

**WHEREAS** the 2024 Northeastern Faculty Salary Equity Survey presents potential evidence of the existence of salary inequities within and throughout the University, and

**WHEREAS** Pillar 1 of the Northeastern Academic Plan states, “we must be a diverse, equitable, and inclusive community that values the uniqueness of its members ... We will enhance our mentoring, support, and retention practices for underrepresented ... faculty... throughout our Global University System ... And we will intensify our focus on anti-racism and anti-discrimination in our curriculum and our research enterprise”<sup>1</sup>:

**NOW, THEREFORE**, this Faculty Salary Equity Study Summary Report is hereby presented to the Senate Agenda Committee for consideration and appropriate action.

Respectfully Submitted,

### **2023-2024 Ad Hoc Committee on Shared Governance**

Professor Darcelle Lahr, Chair (Senator/SAC Member, Mills College Business)

Professor Erica Homan (Senator, COS Biology)

Professor Rebekah Moore (Senator, CAMD Music)

Professor Veronica Godoy-Carter (Senator, COS Biology)

Professor Valerio Toledano Laredo (Senator, COS Math)

Professor Robert Triest (Senator, CSSH Econ)

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<sup>1</sup> <https://academicplan.northeastern.edu/#academic-plan-2>