

George Mason University Faculty Senate  
Committee Report, Salary Equity Study Committee  
Academic Year, 2022-2023

Chair: Andrew Novak, Instructional Associate Professor, Department of Criminology Law & Society

Three years ago, the Salary Equity Study Committee was rebuffed by the Vice President for Human Resources and Payroll and not given salary data and not invited to salary equity discussions – in fact, it sounds like it was affirmatively refused outright. This was in the report by Chair Allison Redlich (CHSS) for the 2020-2021 academic year. Since then, this Committee has had nothing to “study.” It has not submitted any reports or had any activity since then. The Committee has forwarded complaints from faculty members about salary equity in their departments to the VP for HR and Payroll, but that appears to have been its primary function at least in the last three cycles. The VP’s office deals with the complaints from there.

The Faculty Senate should abolish this Committee. It appears to have no standing functions and has not done anything of substance in the last three years, since the VP for HR and Payroll refused to provide salary data or involve the Faculty Senate in salary equity discussions.

The Faculty Senate may be interested in replacing this Committee with a single individual who can forward complaints about salary equity to the VP for HR and Payroll, which is the only function the Committee has had recently.