

# Allocating Faculty Raises Case Studies

UW ADVANCE Leadership Workshop for Department Chairs

November 17, 2015

---

**Instructions:** You will have 25 minutes for this activity. Please read through the following 3 case studies. After having read through the case studies on your own, decide as a table which of the 3 case studies you would like to discuss as a group. Please record your group's strategies on this document and turn it in at the end of the session. We will compile all the strategies and share the results with all workshop attendees after the workshop.

---

## Scenario #1:

You look at the salary data in your department and discover that, on average, your female full professors are paid 90% of what your male full professors are paid. It's now time to allocate raises. The female full professors have all been rated meritorious. What do you do?

## Scenario #2

An associate professor who has been in rank for a very long time, received lower-than-average salary increases over a number of years, and thus has a lower salary than their peers. Then, after this lull, the associate professor rallies, becomes productive again, and is finally promoted to full professor. If the faculty member had a number of years of low or no productivity before revamping their research program, should all of that now be forgiven? Or should the faculty member continue to earn less than peers, even though their research program is now up and running again? Does a period of low productivity affect a faculty member in perpetuity?

**Scenario #3**

Some faculty in a department have been proactive seeking and receiving retention offers, which have resulted in salary gaps with their peers in the department. Other faculty, who are also outstanding, do not pursue outside offers because they are either place-bound to Seattle for family reasons or not interested in leaving UW. How would you address the resulting salary inequities?