

Other Considerations

- **Space, equipment**



- **Committee memberships**
- **Advising load**
- **Teaching assignments**
- **Response to offers**
- **Recommendations for awards**
- **General climate**

Faculty Salary Equity Variables

GENDER

BACHELORS DEGREE

MASTERS DEGREE

VET DEGREE

YEARS SINCE HIGHEST DEGREE

YEARS SINCE HIGHEST DEGREE SQUARED

YEARS IN RANK

YEARS IN RANK SQUARED

ASSOCIATE PROFESSOR >7 YEARS

PROFESSOR

ASSOCIATE PROFESSOR

ADMINISTRATOR

NAMED PROFESSOR

TENURE

CAME TO CORNELL WITH TENURE

TWELVE MONTH APPOINTMENT

**FIELD OF STUDY OR DEPARTMENT AS
APPROPRIATE.**

Members of the Methodology Committee

Carolyn Ainslie, Vice President, Planning &
Budget

Cathy Dove, Associate Dean, MBA Program
& Administration, JGSM

Kathleen Gemmell, Director, Planning,
Policy & Academic Support, ARTS

Jennifer Gerner, Associate Dean &
Professor, Policy Analysis & Management,
HUM EC

Michael Kelley, Associate Dean & Professor,
Electrical & Computer Engineering, ENGR

Mary Opperman, Vice President, Human
Resources

Robert Stewart Smith, Associate Dean &
Professor, Labor Economics, ILR

Francine Blau, Consultant

Members of the Faculty Panel

Jennifer Gerner, Professor &
Associate Dean, HUM EC

Dorothy Mermin, Professor &
former Chair, Department of English,
ARTS

Bik-Kwoon Tye, Professor, Molecular
Biology & Genetics, CALS

Francille M. Firebaugh,
Coordinator & Vice Provost for
Land Grant Affairs & Special
Assistant to the President

Recommendations of the Faculty Panel to the Provost & Deans

- Determine if some greater similarity in faculty policies across colleges could lesson confusion and frustration among faculty about salaries
- Give continued attention to attracting and retaining outstanding women faculty