

February 6, 2018

Dear Maxwell Community,

Since the release of the Faculty Salary Review Committee's report in December, concerns have been expressed about pay equity and the school's plans to address the issues raised in the report. I am deeply concerned about pay equity, and will share with you as much as I can about our own efforts to more fully understand how the data applies at an individual level in order to resolve inequities.

First, I'd like to thank our Maxwell colleagues Deborah Pellow, Bob Murrett, and Yilin Hou for their service on the committee that produced this report. Their efforts were far-reaching, and included analysis and modeling of salary information from across the university, as well as from peer schools, dating back four years. As reported in the media, the committee's report points to—and prompts us to examine more closely—important issues related to gender differences in pay and competitive compensation relative to other schools.

Second, my team and I are actively working on a deeper analysis of faculty pay at Maxwell, and studying areas identified in the report that require more comprehensive review. We will work with the Maxwell Faculty Council to explore variables and factors that were outside the scope of the initial report. These may include, among other things, differentiation in salary among disciplines, various market forces, performance indicators, and outputs, with a focus on individuals currently employed by Maxwell.

As soon as we complete the analysis, we will share the findings with the faculty, discuss how they align with the University report, and take action to ensure fair and equitable compensation in alignment with the committee's recommendations.

My team and I will continue to meet with faculty members who have thoughts and concerns regarding this issue. I encourage all faculty who have interest, to meet with us personally and to speak with members of the Maxwell Faculty Council.

Thank you for your continued support of Maxwell and for joining our effort to create a fair, inclusive, and just community of active citizens.

Sincerely,



David M. Van Slyke, Ph.D
Dean