

ADAM OKULICZ-KOZARYN: SALARY EQUITY SUPPORTING INFORMATION

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Rank: Assoc Professor

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I believe my salary is inconsistent with my productivity/output given comparisons to my peers in the table below. I request salary adjustment of \$7.3k or 8%. I am not asking for mean or median salary of my comparisons, but only to be on par with those on the lower end.

Table 1: Salary comparisons.

name	campus	dept	school	rank	yrs at rank	yrs of service (ru)	2021 citations	salary	diff
me	camden	dppa	fasc	assoc	5	11	337	92.1	base
shauna shames	camden	polsci	fasc	assoc	4	9	136	99.4	7.3
noha emara	camden	eco	fasc	assoc	5	9	128	101.9	9.8
richard stansfield	camden	soc/crim	fasc	assoc	3	9	273	108.3	16.2
robrecht van der wel	camden	psy	fasc	assoc	12	12	217	114.4	22.3
paul jargowsky	camden	dppa	fasc	full	12	12	234	162.2	70.1

!!! writeup below on how stuff compares!

Accomplishments relative to comparisons

research

Research productivity is commonly measured with citations—my citations for last year (in the table above) are at least 20% higher than any of my comparisons.

One relevant issue to equity is that I am an immigrant—foreign-born academic scientists are producing more and getting less than their US-born peers.¹

All comparisons, like me, are in arts and sciences in Camden (fasc), and they make at least \$7.3k more. Shames, Stansfield, and Emara are also at the same rank, with same or lower years at rank and years of service, and yet make more.

service

teaching

other considerations

¹Corley, E. A., & Sabharwal, M. (2007). Foreign-born academic scientists and engineers: producing more and getting less than their US-born peers?. Research in Higher Education, 48, 909-940.

External market interest: I have had several offers during my career: I received an offer from ???

References