

## ADAM OKULICZ-KOZARYN: SALARY EQUITY SUPPORTING INFORMATION

Rank: Assoc Professor

School: Faculty of Arts and Sciences Camden (FASC)

Department: Public Policy And Administration (DPPA)

I believe my salary is inconsistent with my productivity 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 at the lower end. All comparisons are in Arts and Sciences in Camden (fasc), and make at least \$7.3k more than me. Shames, Emara, and Stansfield are also at the same rank as me (assoc), with same or fewer years at rank, and 2 fewer years of service. While my salary is lower, I believe my research productivity is higher<sup>1</sup> (teaching and service seem similar).

Table 1: Salary comparisons (sorted on salary). Data from AAUP, except citations from Google Scholar.

name	campus	dept	school	rank	yrs at rank	yrs of service (ru)	2022 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

### research

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

### service

On the top of regular service work in committees, I have recently led the development of a new MS program in data science, and I'm currently coordinating data science certificate.

### teaching

I have developed and taught 9 different classes since I came to RU in 2012. In addition to regular classes, I have also taught 3 Geographic Information Systems workshops, and I'm currently supervising 3 dissertations.

### external market interest

I have had 3 job offers since coming to Rutgers in 2012: The University of the South Pacific, Loughborough University, and Erasmus University.

<sup>1</sup>Perhaps a relevant issue to equity is that I am an immigrant—foreign-born academic scientists tend to be more productive but lower paid than their US-born peers—Corley, 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.