

# ADAM OKULICZ-KOZARYN: SALARY EQUITY SUPPORTING INFORMATION

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Rank: Assoc Professor School: Faculty of Arts and Sciences Camden (FASC), Department of Public Policy And Administration (DPPA)

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 at the lower end.

Table 1: Salary comparisons (sorted on salary difference).

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

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

## research

Research visibility and 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.<sup>1</sup>

## service

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

## teaching

I have developed and taught 10 different classes since I came to RU in 2012. I have also taught three Geographic Information Systems workshops.

## external market interest

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

<sup>1</sup>A 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—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.