

# Equalization Fund Report Full Time Data 2022-23

THE EQUALIZATION FUND WORKING  
GROUP UFCT 1460

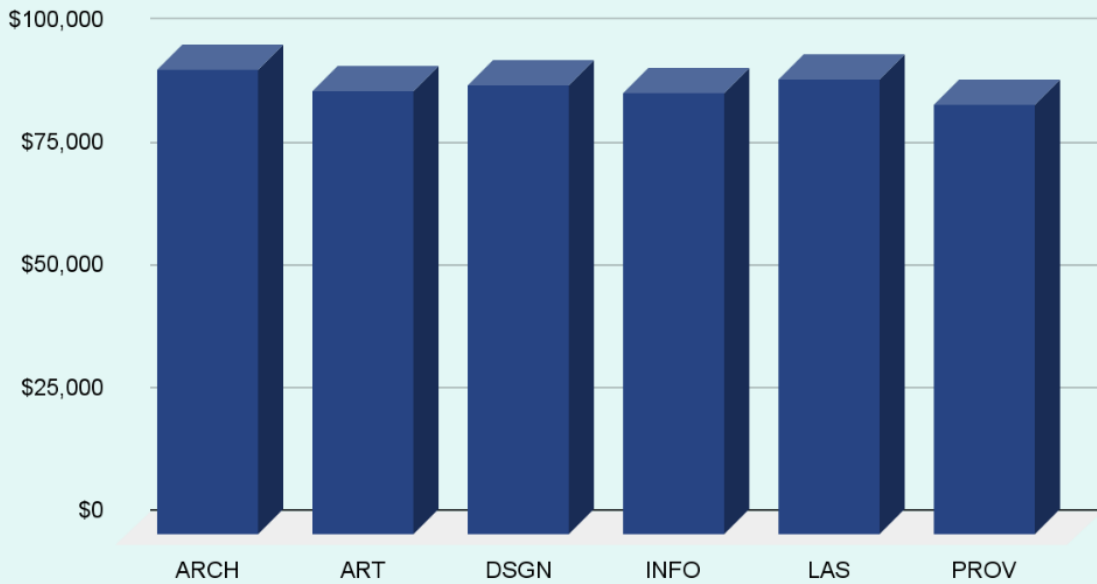
## FULL TIME FACULTY MEDIANS



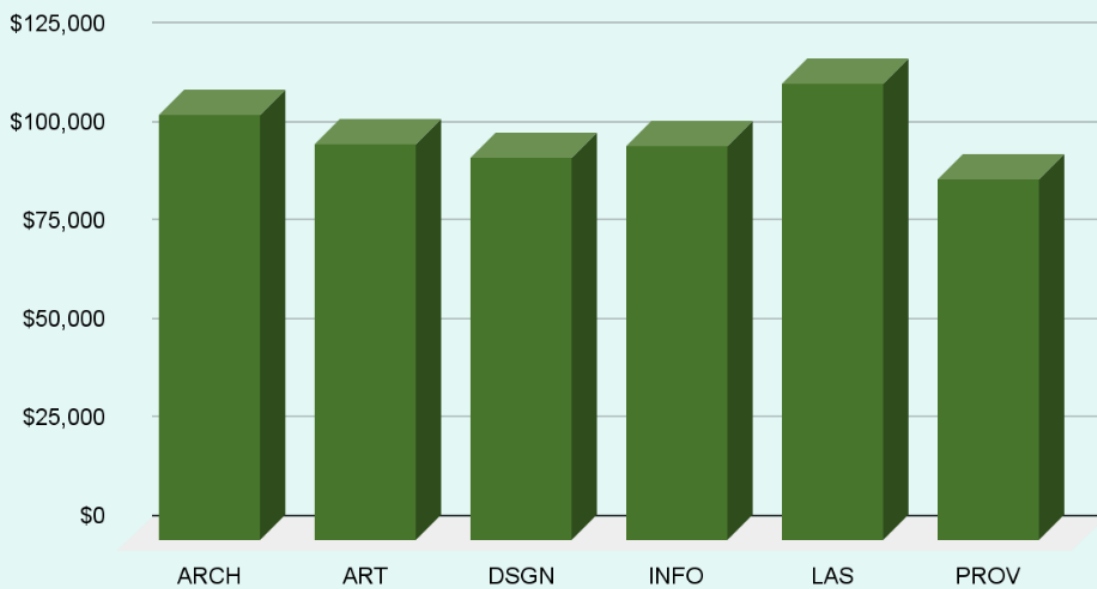
Full Time faculty salaries show small advances as one moves up in rank apart from Professors in Architecture and Associate Professors and Professors in SLAS who show larger increases. Full Time faculty salaries are the lowest in LIB.

## Medians by School at Differing Ranks

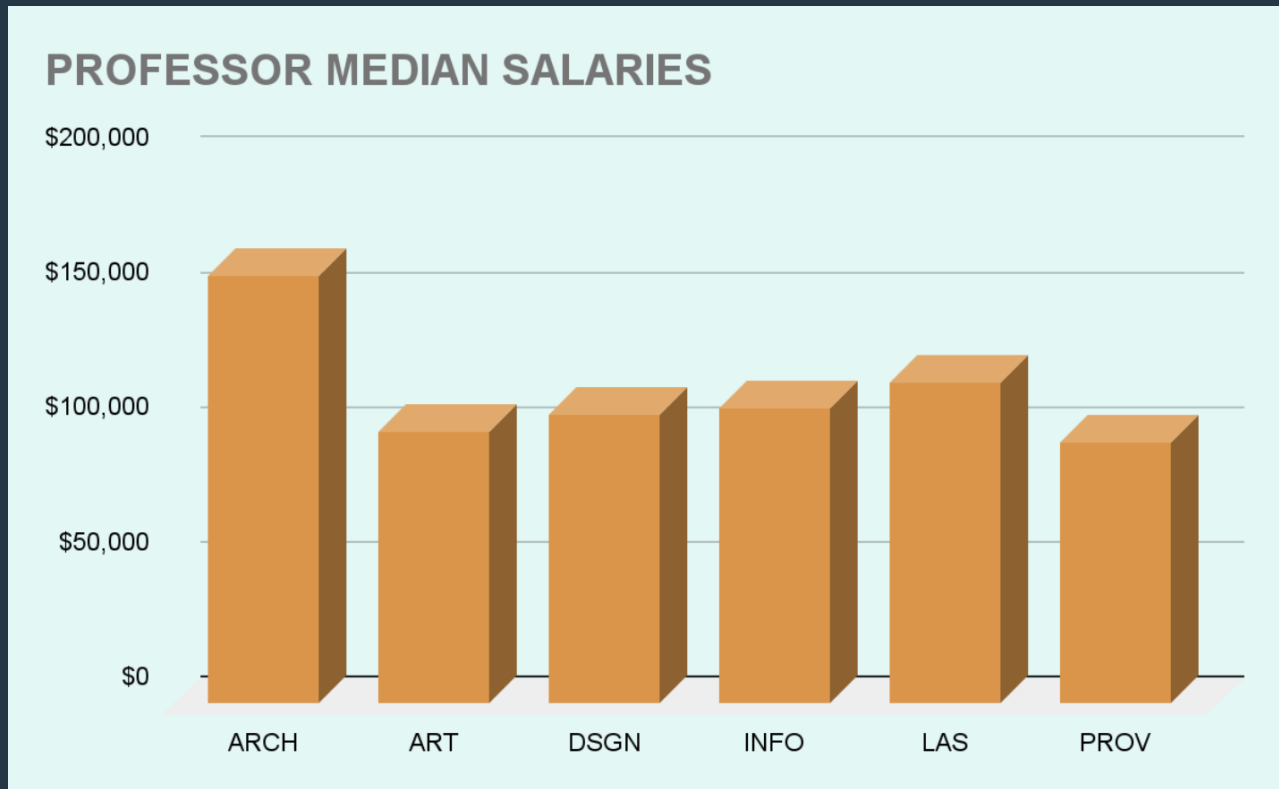
### ASSISTANT PROFESSOR MEDIAN SALARIES



### ASSOCIATE PROFESSOR MEDIAN SALARIES

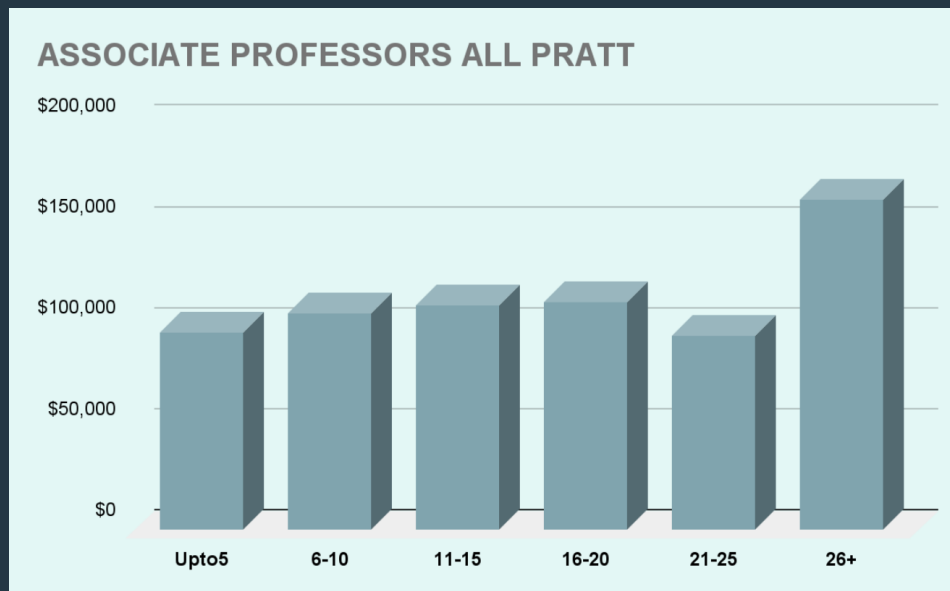
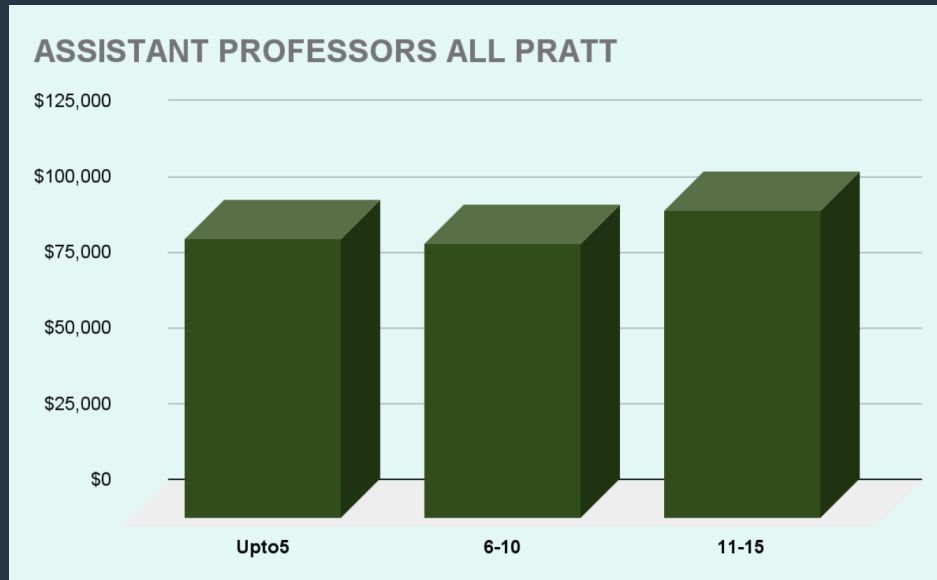


## Medians by School at Differing Ranks



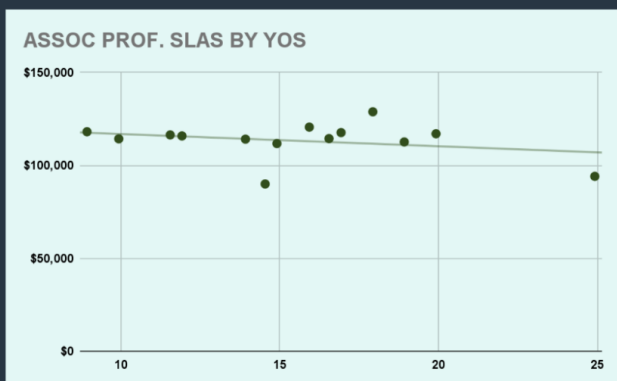
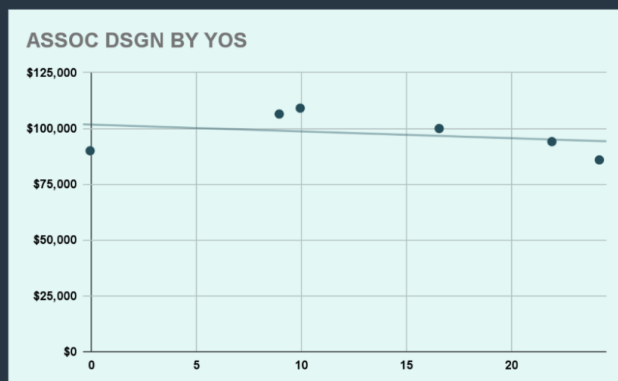
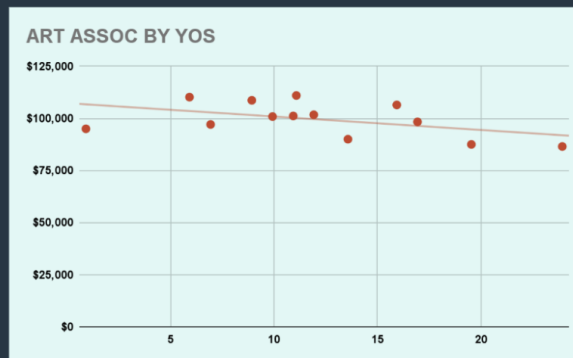
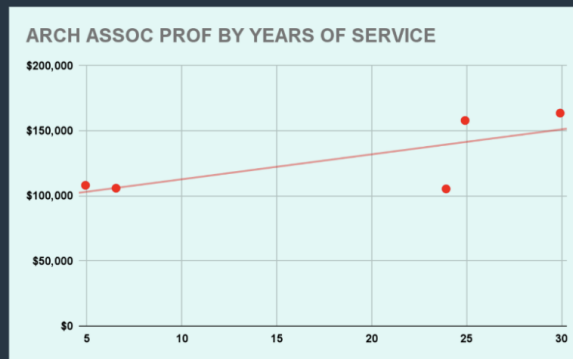
While Assistant Professor medians are even across schools, at the Associate Professor level SLAS median salaries increase and at the Full Professor level ARCH faculty see the largest increases of all. Full Professors in ART see the least increases as compared to median salaries at the Associate Professor level.

## ASSISTANT AND ASSOCIATE PROFESSORS BY YEARS OF SERVICE



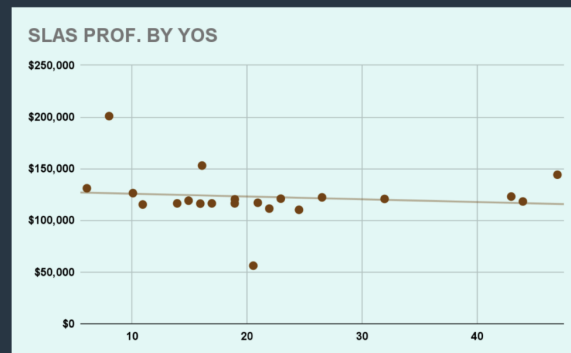
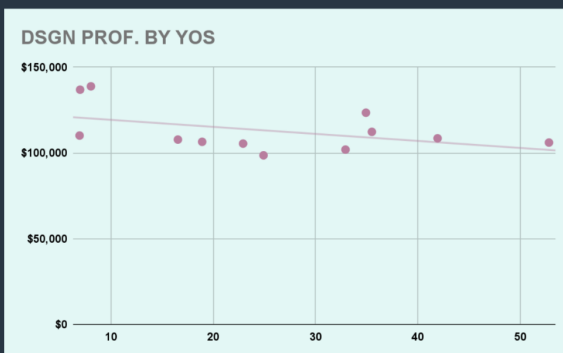
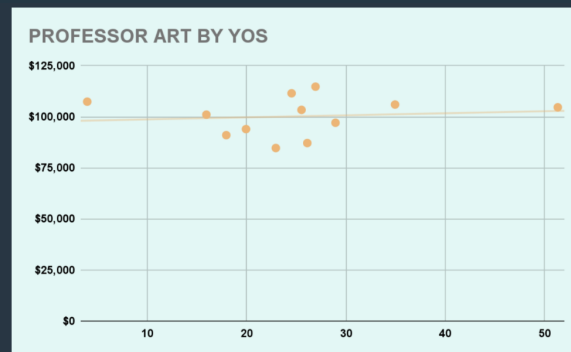
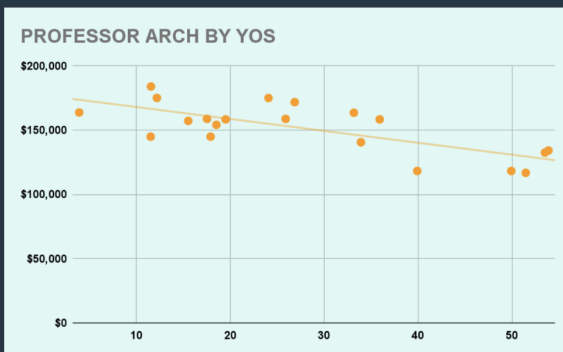
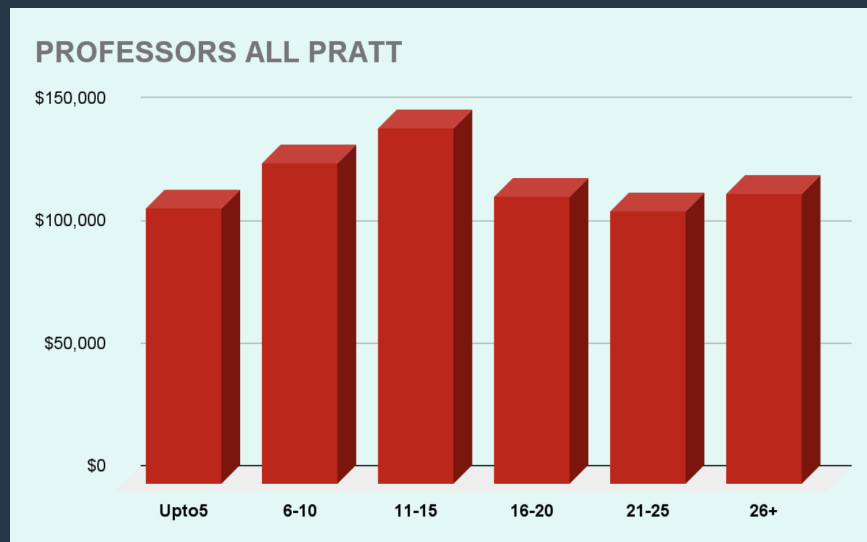
Assistant Professors at Pratt see some compression at 6-10 years of service, while at the Associate Professor level one finds compression at the 21-25 years of service category, not unlike Part-Time faculty.

## ASSOCIATE PROFESSORS BY YEARS OF SERVICE



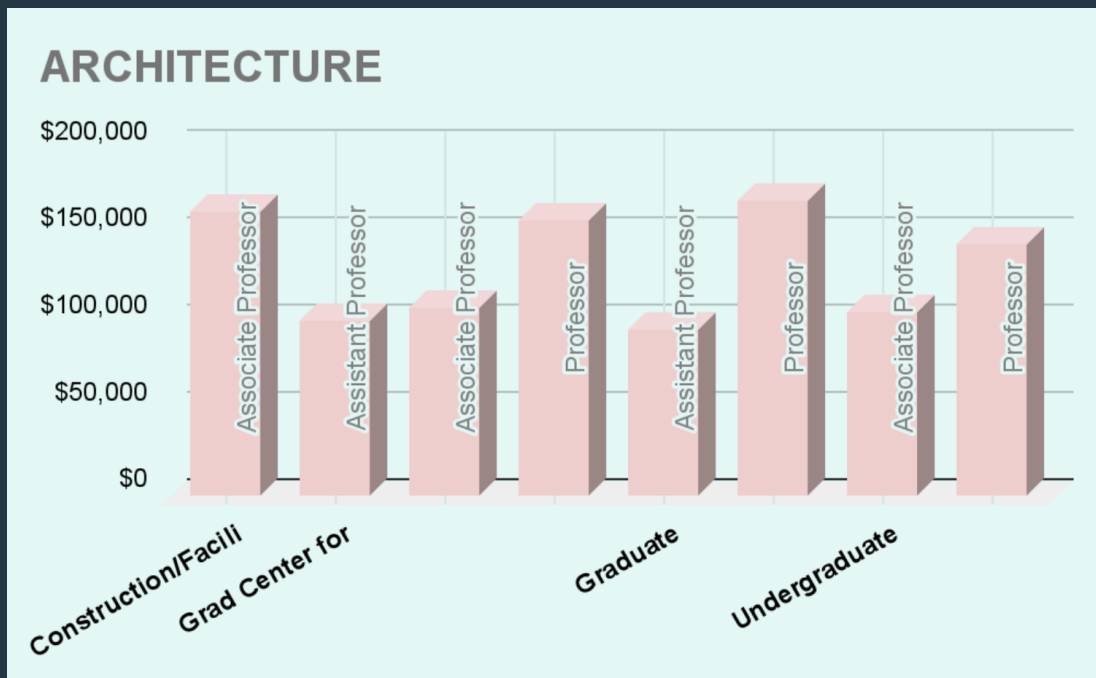
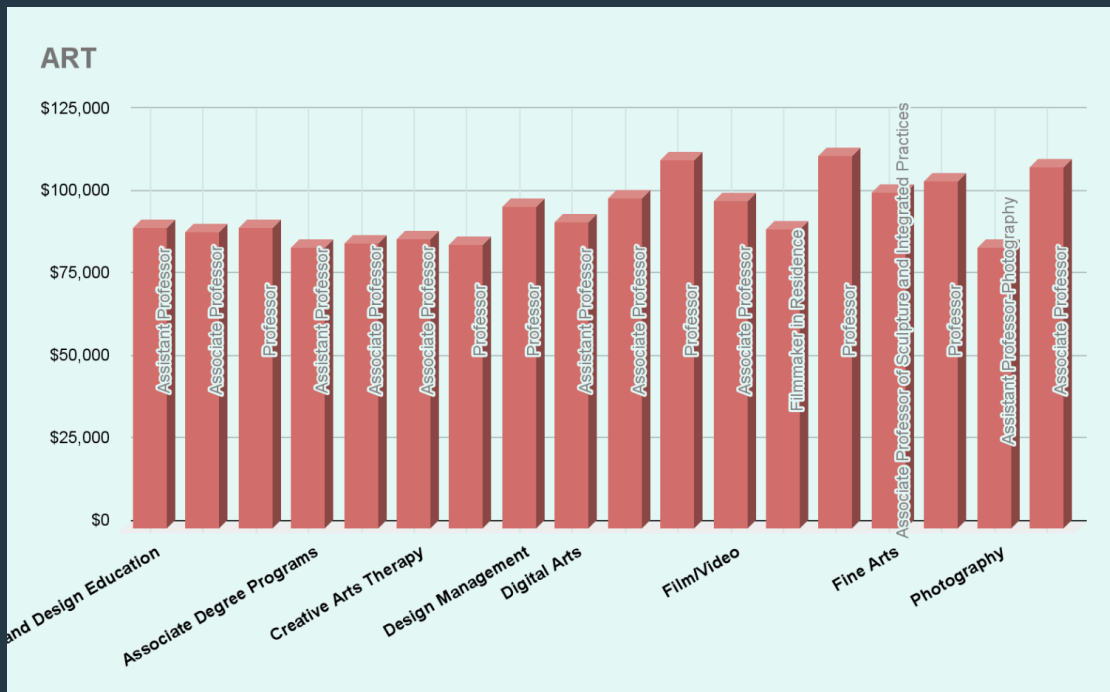
The downward sloping lines in ART, DSGN and SLAS suggest some compression for longer serving faculty at the Associate Professor rank.

## PROFESSORS BY YEARS OF SERVICE



Again, the largest source of compression for Full Time Professors at Pratt is in the 21-25 years of service category. The primary source of the compression is ARCH followed by a contribution from DSGN.

## DEPARTMENT MEDIANS





# DEPARTMENT MEDIANS



## CONCLUSION

For Full Time faculty medians by rank and department one finds a more complicated picture. For Assistant Professors the laggards are HMS, SS and Undergraduate Architecture. At the Associate and Professor ranks laggard departments include Comms, Graduate Architecture, ADE, ADP and CAT. The fund cannot determine whether these differences are a result of market forces or specific circumstances. With respect to compression, the issue the equalization fund is tasked with, the largest sources appear among ARCH faculty at 21-25 years of service. However, the issues faced by Full-Time faculty at Pratt go beyond compression: they are behind their peers in comparable institutions, overburdened with service expectations that are not consistent across schools nor linked to compensation and not provided with enough release time to pursue their own research. It is recommended that the union address these issues going forward.