

Via Electronic Mail to Olga.Dais@baruch.cuny.edu

November 17, 2020

Olga Dais
Executive Legal Counsel
Baruch College of the City University of New York
One Bernard Baruch Way, Box C-312
New York, N.Y. 10010

Re: Pay Equity Study

Dear Executive Legal Counsel Dais:

I write on behalf of Chair Cristina Balboa and the rest of my colleagues on the Marxe School Diversity Committee. We request that the college conduct an immediate and comprehensive equity study of the salaries of all personnel. Below I elaborate on the rationale for this petition, though we are also motivated by the election of the first woman—Senator Kamala Harris—to serve as vice president of the U.S. Such a historical development is evidence of Americans’ belief in equality in our political system, including its public institutions, and we seek to make this value a pillar at Baruch College.

This request is consistent with our [2017-2020 report](#). In it, we commit to formally petition the Office of Diversity, Compliance, and Equity Initiatives for this study. Since this office has a director vacancy and you are the chief legal officer, we make this request of you. Also, the college commits to effectuating such studies in its annual Affirmative Action Plan pursuant to its obligations to the U.S. Department of Labor’s Office of Federal Contract Compliance Programs. More precisely, the college’s 2019-2020 plan indicates that “we also review salaries by job group and title and evaluate areas where there is a discrepancy of 5% of [sic] more based on average salary as well as a material number of employees” (Baruch College 2019, 25).

Our petition for a college-wide study stems from serious issues revealed in a (brief) statistical examination of faculty salaries at the Marxe School, which was undertaken by a member of our school community. That analysis, examining 2019 data,¹ shows that female faculty are disparately treated in relation to their male counterparts. Indeed, female associate professors earn significantly less—by about \$10,000. Furthermore, women are more likely to be hired at lower levels—two, three, and even four—of the title pay scales while most men are hired at the top level. Female assistant professors are hired at about

¹ Based on the “rate of pay” for full-time faculty members. Source:
<https://www.seethroughny.net/payrolls>.

\$4,100 less than males in this title. Although not statistically significant, it is (definitely) practically significant as this disparity in income only accumulates over the lifetime.

These problems are consistent with President Wu's September 29th statement, which read in relevant part, that there are "...systemic and structural issues at Baruch that will require attention..." On November 6th, as part of the college focus goals, he announced that Baruch will "launch a multifaceted institutional transformation to elevate and enhance equity, diversity, and inclusion." Such work requires the study we request, so that research informs the equality faculty and staff have a right to expect in practice.

If you have any questions, then send a message to neil.hernandez@baruch.cuny.edu. I am the committee point person on this important matter.

Sincerely,



Neil V. Hernandez
Member, Marxe Diversity Committee

c: S. David Wu, President, Baruch College (via david.wu@baruch.cuny.edu)
David S. Birdsell, Dean, Marxe School (via david.birdsell@baruch.cuny.edu)
Cristina M. Balboa, Chair, Diversity Committee (via cristina.balboa@baruch.cuny.edu)