

A resolution of the Graduate and Professional Student Government (GPSG) supporting pay equity at Duke University

Author:

GPSG Diversity, Equity, and Inclusion (DEI) Committee

Whereas, pay equity is defined, according to the National Committee on Pay Equity, as “a means of eliminating sex and race discrimination in the wage-setting system.”ⁱ

Whereas, a gender pay gap persists across American academia.ⁱⁱ

Whereas, women are unfairly disadvantaged in salary negotiations, contributing to pay inequity.ⁱⁱⁱ

Whereas, pay transparency helps to rectify this problem by mitigating gender differences in negotiation.^{iv}

Whereas, racial and intersectional identities are subject to, and exacerbate, pay inequity.^v

Whereas, private universities therefore have the potential for even greater pay inequity than public universities, which are required to publicize employee compensation.

Recognizing, the Provost’s office has committed itself to “address[ing] the historical structural barriers that support and perpetuate racism and inequities in our academic spaces” in a manner that is “carried out with transparency and accountability.”^{vi}

Recognizing, the University has committed to offering regular pay equity analyses on an ongoing basis for staff which will be publicly available to any member of the Duke community beginning in 2021.^{vii}

Now, therefore be it resolved by the GPSG that the graduate and professional student body of Duke University:

Supports transparent salary and stipend setting and review processes at all levels of Duke University.

Supports the publication of properly anonymized salary statistics for all positions.

Supports full pay equity at all levels of Duke University.

Calls on the Academic Council to work with GPSG to work towards full pay equity at all levels of Duke University.

Requests the Office of the Executive Vice President analyze further steps needed and form a joint student and administrative conference committee to address pay inequity at all levels of Duke University.

i <https://www.pay-equity.org/info-Q&A.html>

ii <https://www.chronicle.com/article/gender-pay-gap-persists-across-faculty-ranks/>

iii <https://www.forbes.com/sites/kimelsesser/2021/01/21/why-women-fall-short-in-negotiations-its-not-lack-of-skill/?sh=692e241d5d02>

iv <https://www.nber.org/papers/w28183>

v <https://www.pewresearch.org/fact-tank/2016/07/01/racial-gender-wage-gaps-persist-in-u-s-despite-some-progress/>

vi https://anti-racism.duke.edu/wp-content/uploads/sites/72/2020/10/antiracism-provosts_office-Oct-2020.pdf

vii <https://anti-racism.duke.edu/actions/?c=04-supporting-our-staff>