

THE GEORGE
WASHINGTON
UNIVERSITY

WASHINGTON, DC

Annual Report on Core Indicators

Presentation to the Faculty Senate

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Provost and Executive Vice President
for Academic Affairs
Professor of Law

April 8, 2022



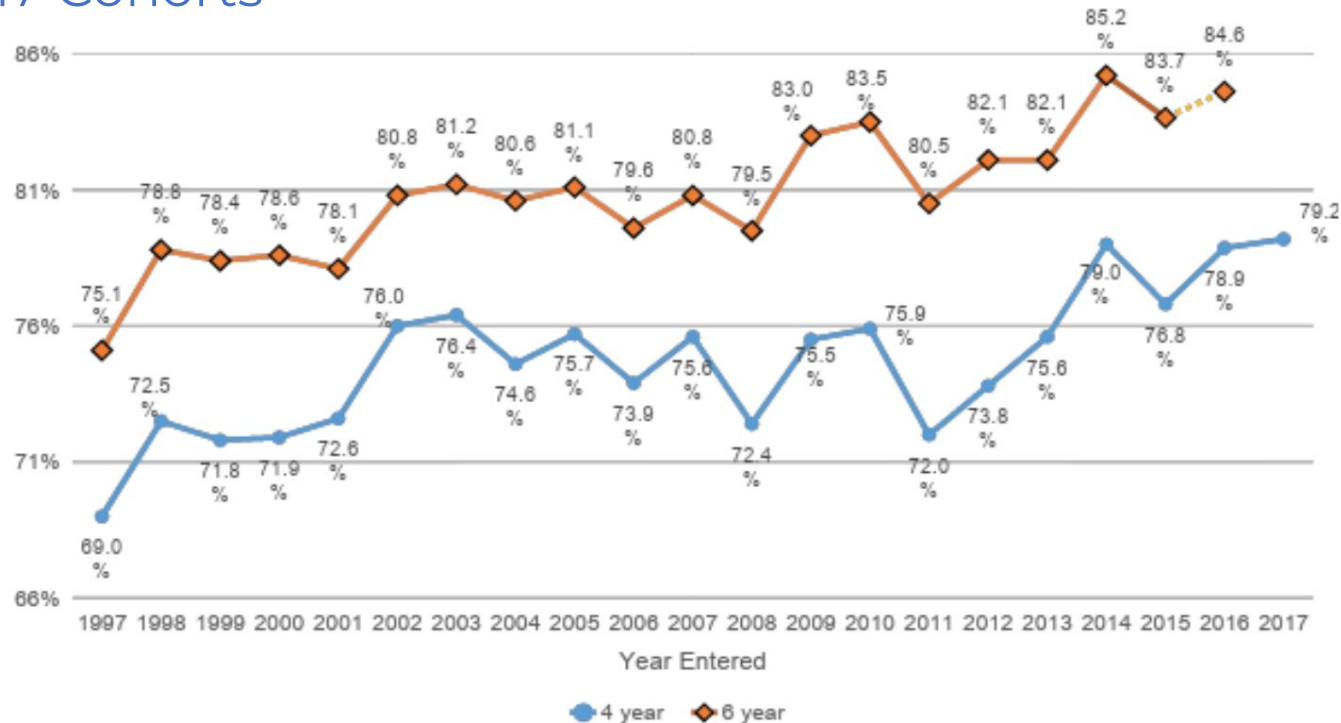
Overview

Executive Summary and Agenda

- Commitment to preeminence as a comprehensive global research university
- Sustained progress to strengthen academic reputation through strategic focus on the education and research missions
- The excellence standard is the touchstone of academic reputation and a rigorous program of academic study
- Agenda
 - Students
 - Faculty
 - Conclusion

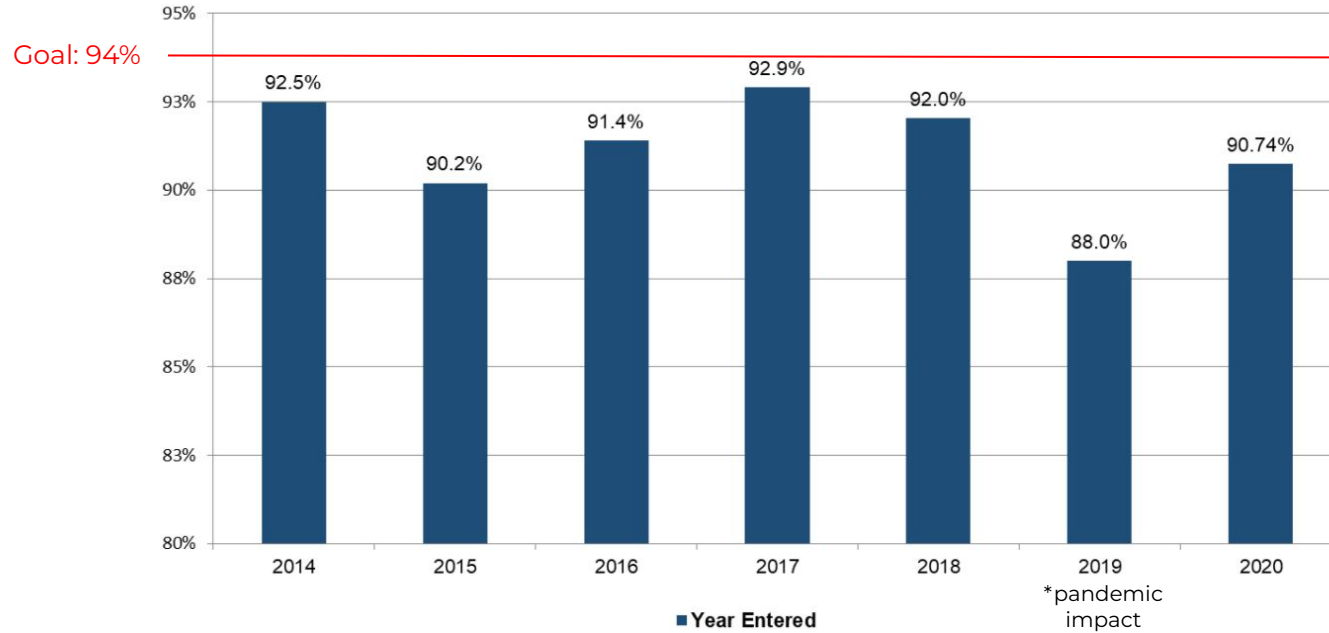
Students

Four- and Six-Year Graduation Rates and Projection* 1997-2017 Cohorts



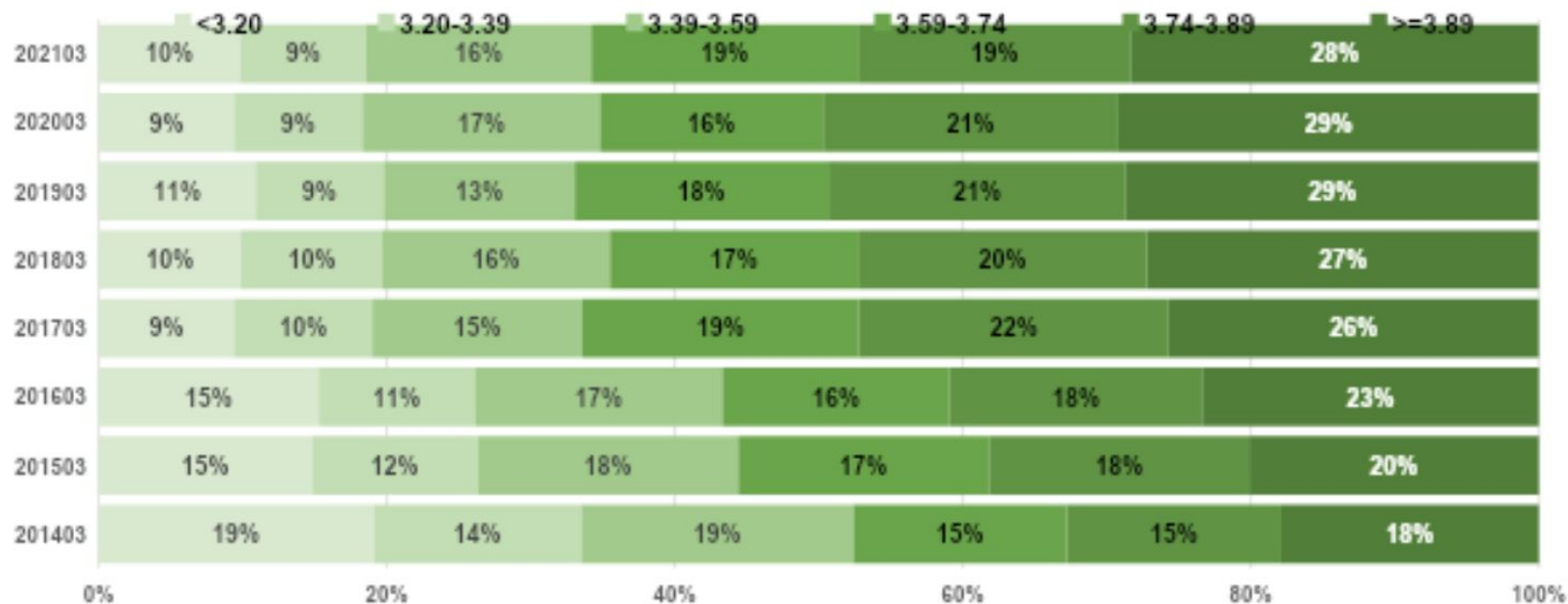
* Six-year graduation rate for cohort 2016 is estimate.

First Year Retention Rate, 2014-2020 Cohort



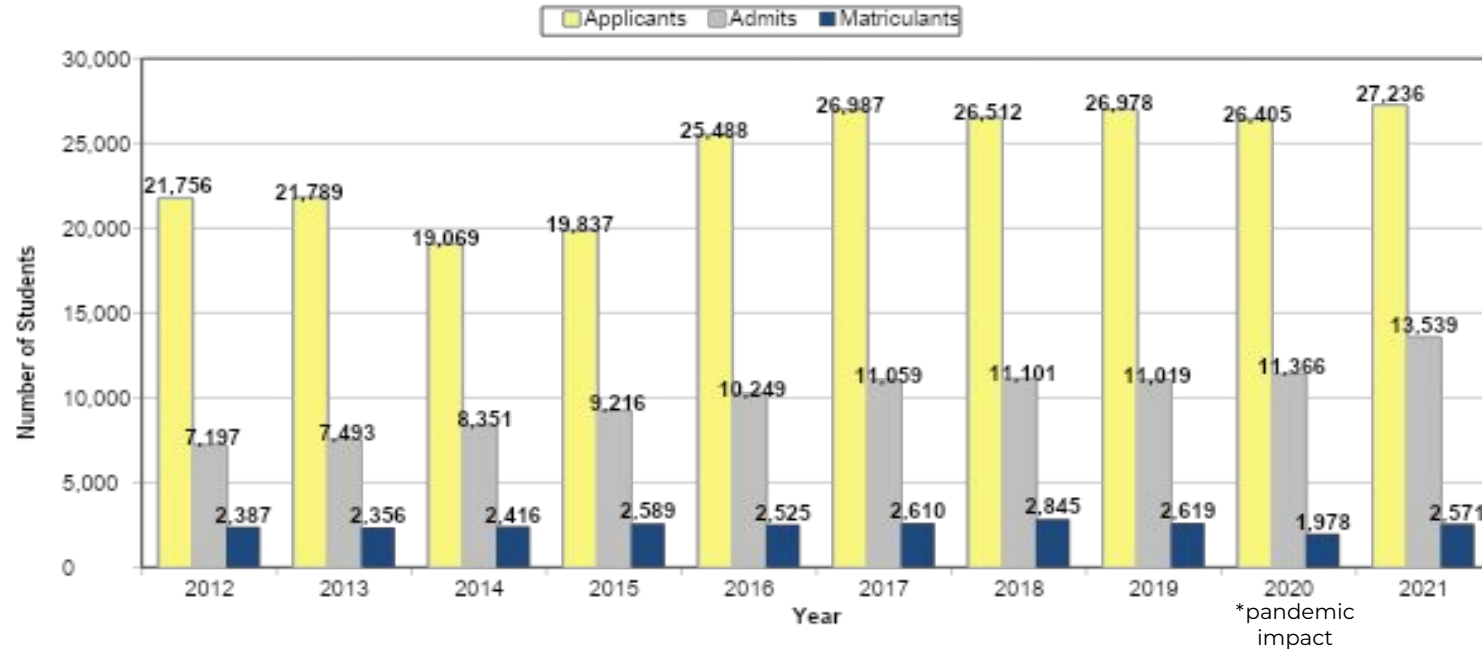
Source: Data for five residential schools

Distribution of High School GPA for First Year Enrolled



Source: Enrollment and Student Success

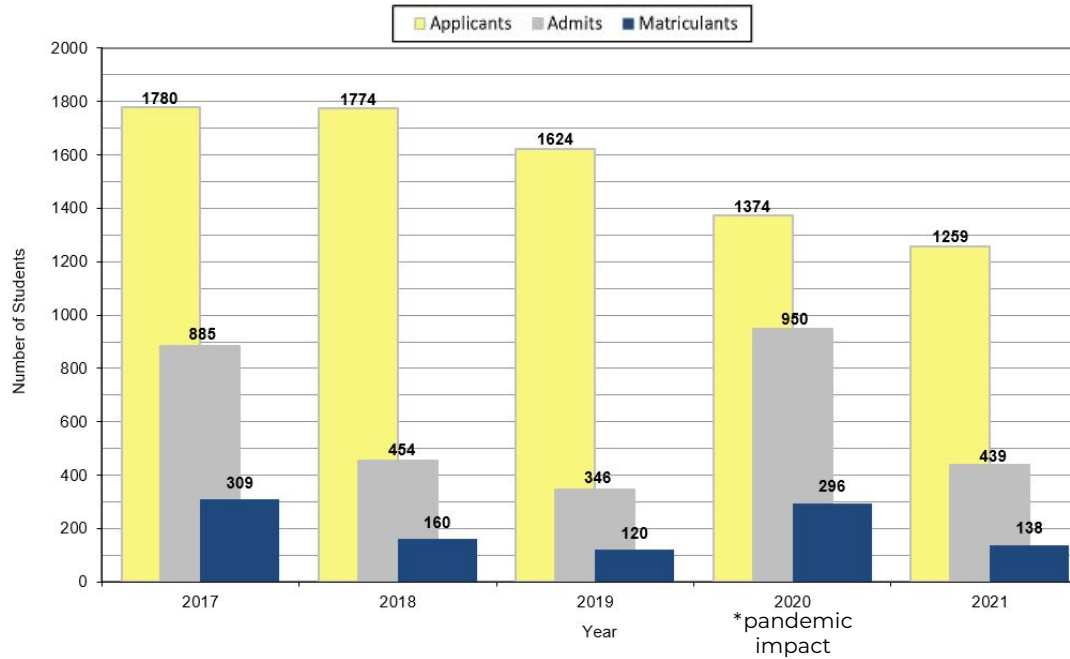
Numbers of First Year Applicants, Admits, and Matriculants



| | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| Acceptance Rate | 33.1% | 34.4% | 43.8% | 46.5% | 40.2% | 41.0% | 41.9% | 40.8% | 43.0% | 49.7% |
| Yield Rate | 33.2% | 31.4% | 28.9% | 28.1% | 24.6% | 23.6% | 25.6% | 23.8% | 17.4% | 19.0% |

Source: Fall Census Data

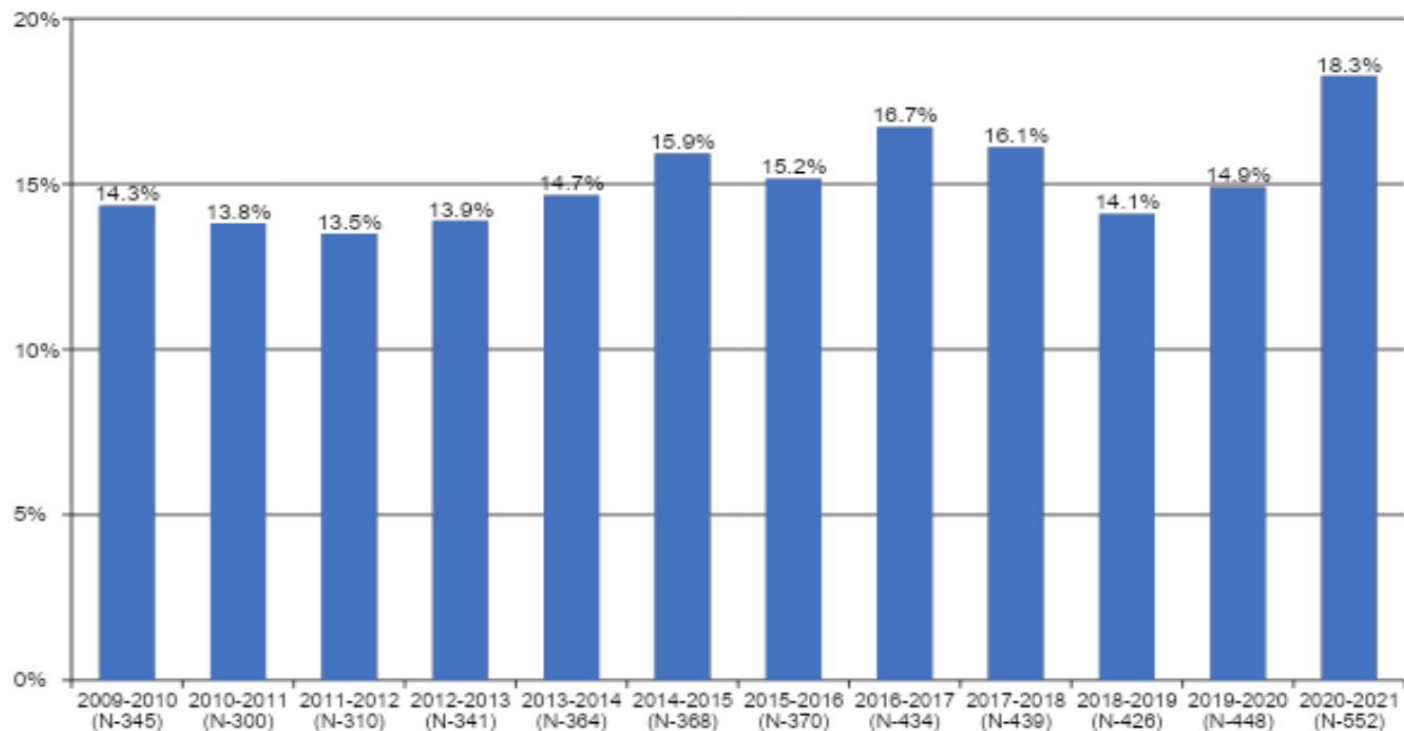
Numbers of Transfer Applicants, Admits, and Matriculants (Residential)



| | 2017 | 2018 | 2019 | 2020 | 2021 |
|------------------------|-------|-------|-------|-------|-------|
| Acceptance Rate | 49.7% | 25.6% | 21.3% | 69.1% | 34.9% |
| Yield Rate | 34.9% | 35.2% | 34.7% | 31.2% | 31.4% |

Source: Fall Census Data for five residential schools

Percentage of Residential Students Graduating with Two Majors



Source: IPEDS Data

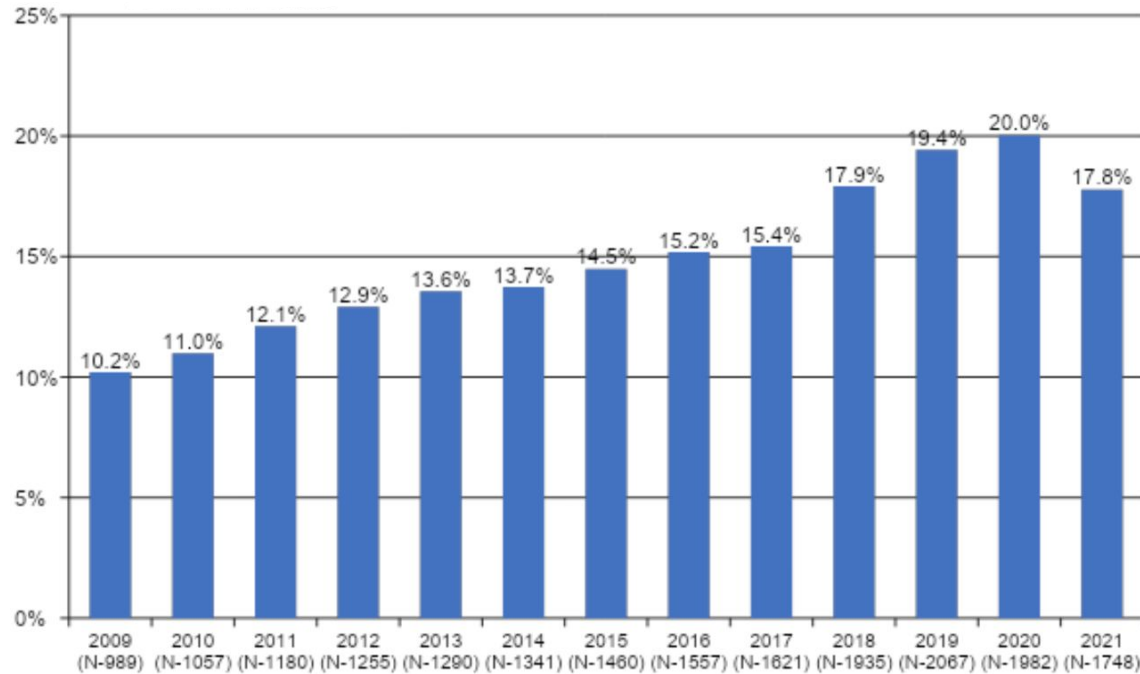
Number of Undergraduate Students In Five Residential Colleges with Majors or Minors in More than One School

| Year | | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|---|---------|-------|-------|-------|-------|--------|--------|--------|--------|--------|-------|-------|
| 2 Majors Across Schools | Count | 219 | 223 | 238 | 305 | 309 | 369 | 386 | 398 | 399 | 417 | 441 |
| | Percent | 2.2% | 2.3% | 2.5% | 3.1% | 3.1% | 3.6% | 3.7% | 3.7% | 3.8% | 4.2% | 4.5% |
| 1 Major and 1+ Minor Across Schools | Count | 457 | 568 | 663 | 679 | 791 | 964 | 1,223 | 1,199 | 1,276 | 1,312 | 1,189 |
| | Percent | 4.7% | 5.8% | 7.0% | 7.0% | 7.9% | 9.4% | 11.6% | 11.1% | 12.0% | 13.3% | 12.0% |
| Total Number of Majors and Minors Across Schools | Count | 676 | 791 | 901 | 984 | 1,100 | 1,333 | 1,609 | 1,597 | 1,675 | 1,729 | 1,630 |
| | Percent | 6.9% | 8.1% | 9.5% | 10.1% | 10.9% | 13.0% | 15.3% | 14.8% | 15.7% | 17.5% | 16.5% |
| Total Enrollment | | 9,740 | 9,711 | 9,509 | 9,763 | 10,075 | 10,254 | 10,514 | 10,797 | 10,638 | 9,899 | 9,890 |

*pandemic impact

Source: Fall Census Data

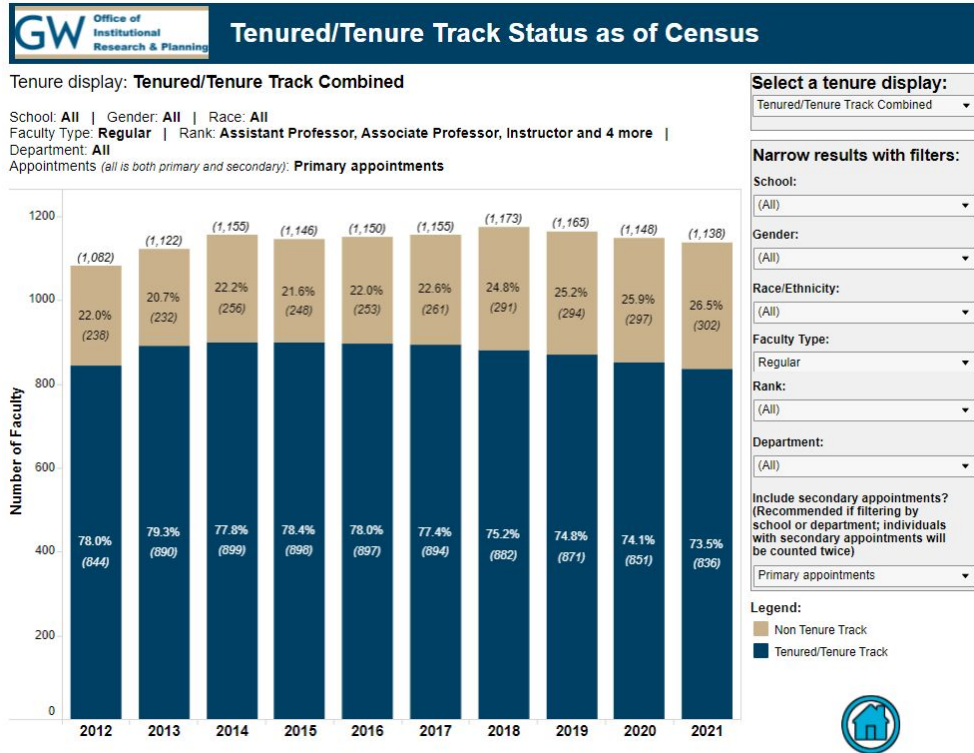
Number and Percentage of Bachelor's Degree Students in Residential Colleges Majoring in STEM Field



Source: Fall Census Data

Faculty

Number and Percentage of Regular Active Status Faculty By Tenure Status



Number and Percentage of Regular, Research, and Special Service Faculty By Tenure Status

GW Office of Institutional Research & Planning **Tenured/Tenure Track Status as of Census**

Tenure display: **Tenured/Tenure Track Combined**

School: **All** | Gender: **All** | Race: **All**
 Faculty Type: **Regular, Specialized - Research, Specialized - Teaching** | Rank: **Assistant Professor, Associate Professor, Instructor and 4 more** | Department: **All**
 Appointments (all is both primary and secondary): **Primary appointments**

Select a tenure display:
 Tenured/Tenure Track Combined

Narrow results with filters:

School: (All)

Gender: (All)

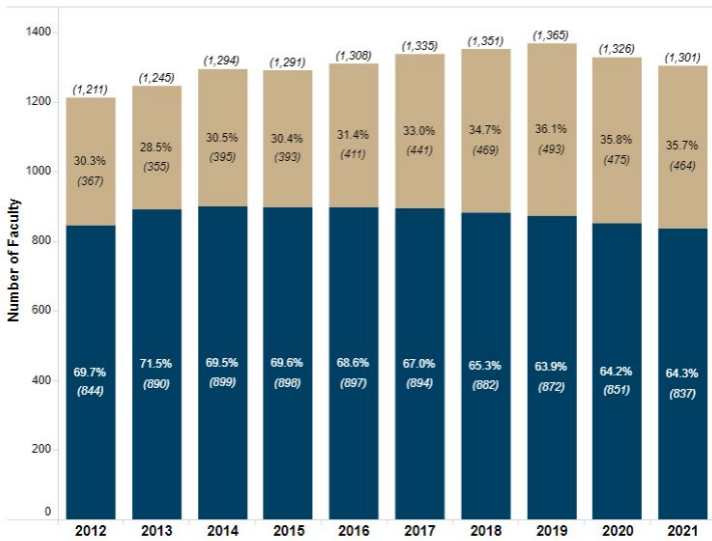
Race/Ethnicity: (All)

Faculty Type: (Multiple values)

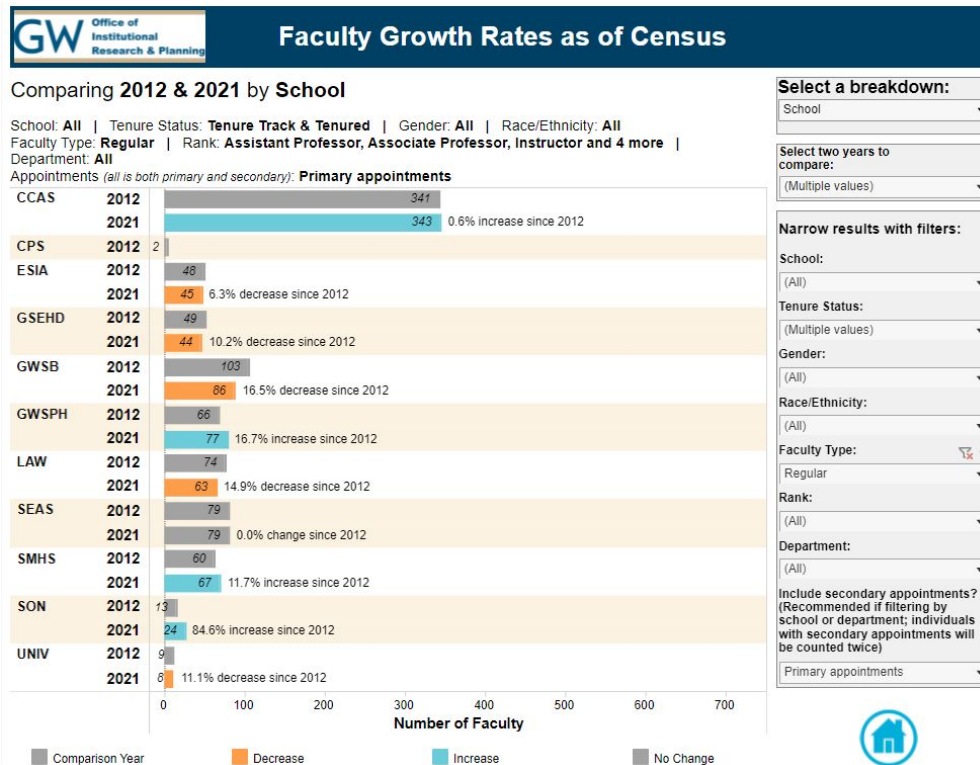
Rank: (All)

Department: (All)

Include secondary appointments? (Recommended if filtering by school or department; individuals with secondary appointments will be counted twice)
 Primary appointments



Tenure and Tenure-Track Faculty Growth by School

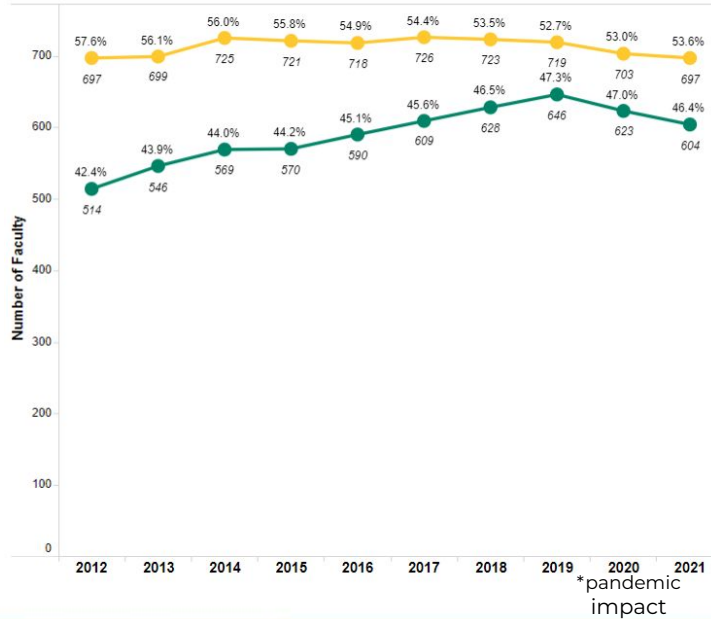


Full-Time Faculty By Gender



Faculty Gender as of Census

School: **All** | Tenure status: **All** | Race: **All**
 Faculty Type: **Regular, Specialized - Research, Specialized - Teaching** | Rank: **Assistant Professor, Associate Professor, Instructor and 4 more** | Department: **All**
 Appointments (all is both primary and secondary): **Primary appointments**



Narrow results with filters:

School: (All)

Tenure Status: (All)

Race/Ethnicity: (All)

Faculty Type: (Multiple values)

Rank: (All)

Department: (All)

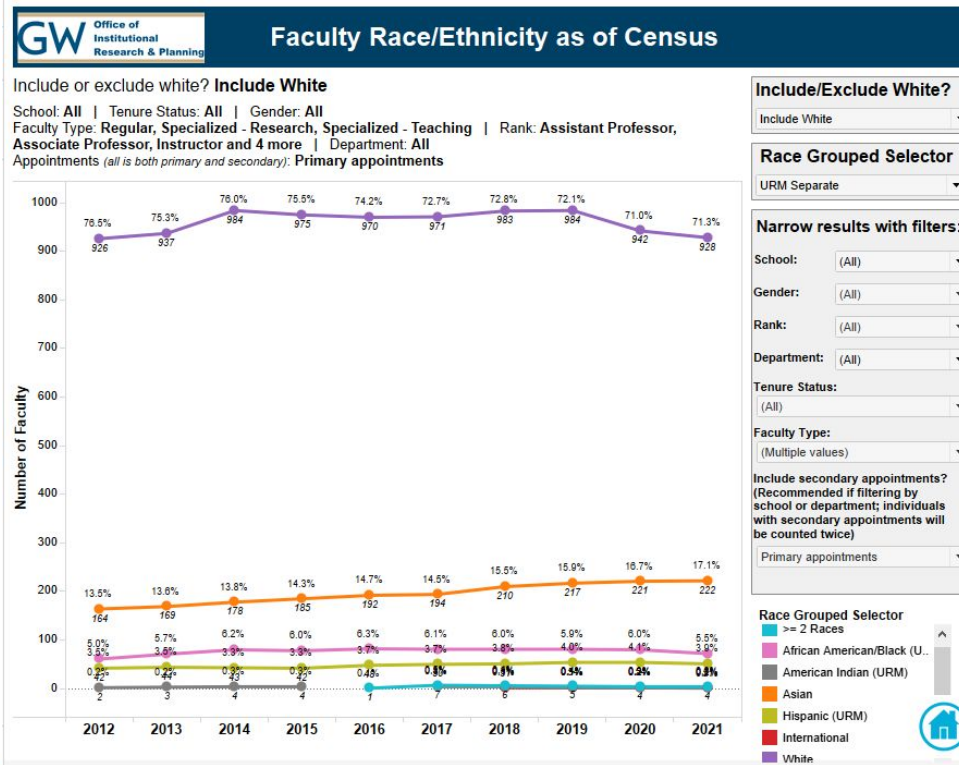
Include secondary appointments?
 (Recommended if filtering by school or department; individuals with secondary appointments will be counted twice)

Primary appointments

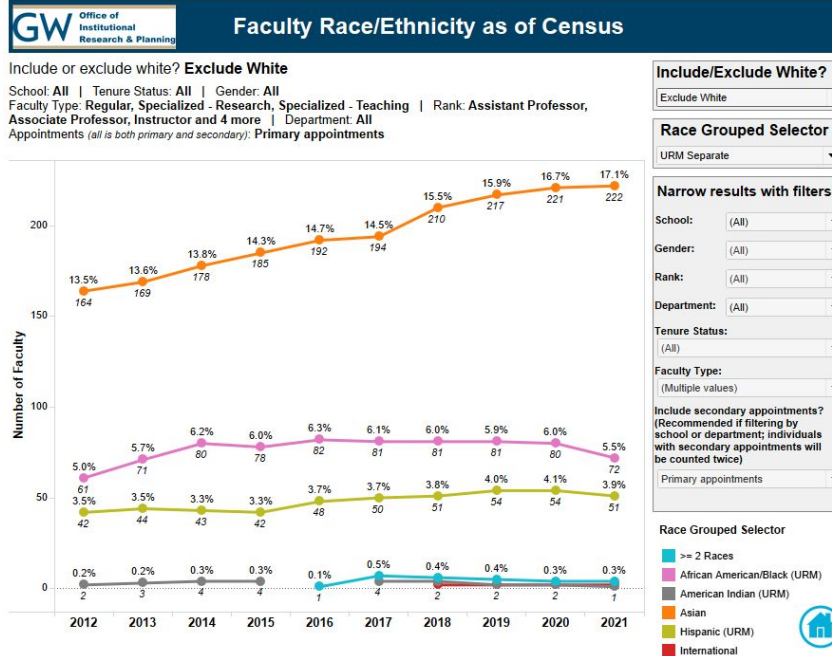
Legend:
■ Female
■ Male



Full-Time Faculty By Race/Ethnicity

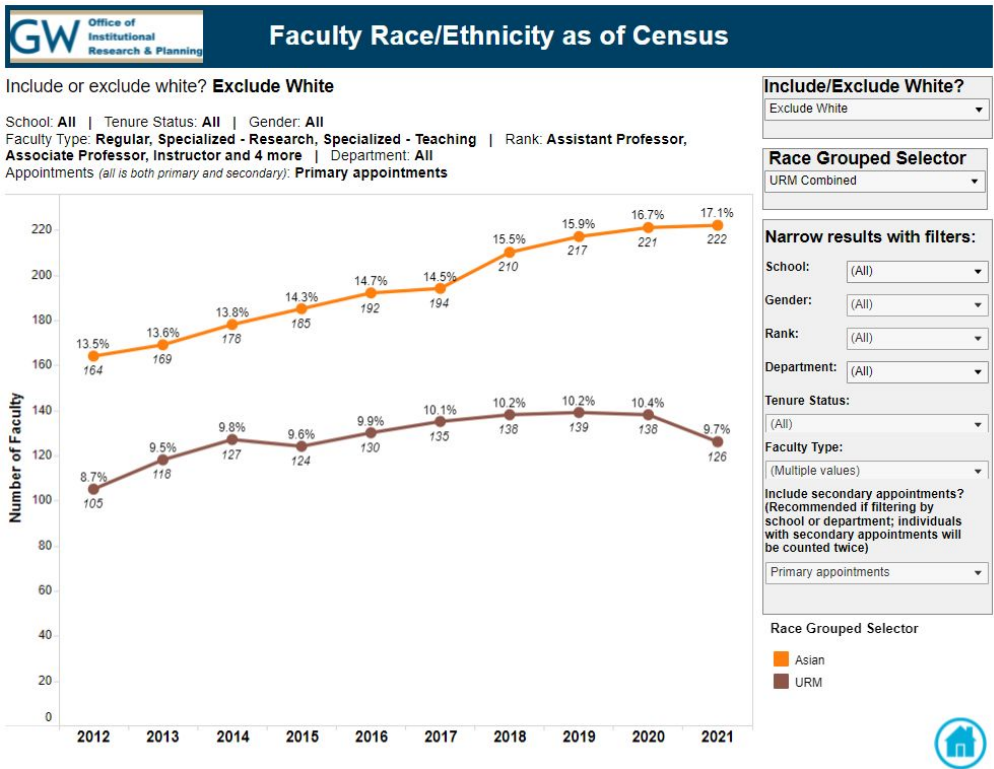


Full-Time Non-White Faculty By Race/Ethnicity



| White | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| % | 76.5% | 75.3% | 76.0% | 75.5% | 74.2% | 72.7% | 72.8% | 72.1% | 71.0% | 71.3% |
| Count | 926 | 937 | 984 | 975 | 970 | 971 | 983 | 984 | 942 | 928 |

Full-Time Asian and URM Faculty



Full-Time URM Faculty



Faculty Race/Ethnicity as of Census

Include or exclude white? **Exclude White**

School: **All** | Tenure Status: **All** | Gender: **All**
 Faculty Type: **Regular, Specialized - Research, Specialized - Teaching** | Rank: **Assistant Professor, Associate Professor, Instructor and 4 more** | Department: **All**
 Appointments (all is both primary and secondary): **Primary appointments**

Include/Exclude White?

Exclude White

Race Grouped Selector

URM Separate

Narrow results with filters:

School: (All)

Gender: (All)

Rank: (All)

Department: (All)

Tenure Status: (All)

Faculty Type: (Multiple values)

Include secondary appointments? (Recommended if filtering by school or department; individuals with secondary appointments will be counted twice)

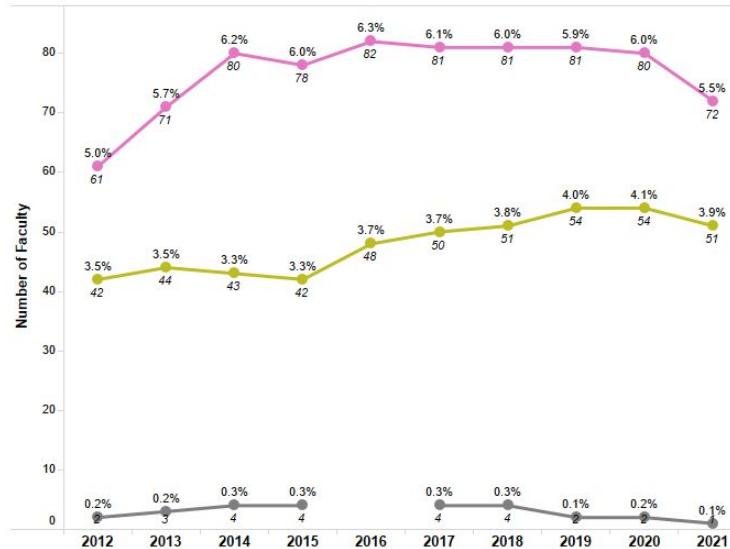
Primary appointments

Race Grouped Selector

African American/Black (URM)

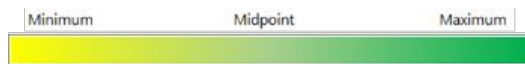
American Indian (URM)

Hispanic (URM)



Comparison of Tenure/Tenure-Track vs. Non-Tenure-Track Faculty Salary Averages Compared to AAUP 60th Percentile Averages: AY 2020-21

| School | Professors | | | Associate Professors | | | Assistant Professors | | |
|-------------------------------|------------------|------------------|------------------|----------------------|------------------|------------------|----------------------|-----------------|------------------|
| | T/TT | NTT | Total | T/TT | NTT | Total | T/TT | NTT | Total |
| CCAS | \$148,448 | \$143,872 | \$148,106 | \$106,673 | \$94,784 | \$103,667 | \$96,796 | \$81,836 | \$89,128 |
| ESIA | \$187,667 | ** | \$188,999 | \$115,693 | \$110,101 | \$113,596 | \$104,573 | ** | \$102,398 |
| SB | \$221,668 | ** | \$219,064 | \$175,494 | ** | \$174,868 | \$184,574 | NA | \$184,574 |
| SEAS | \$195,035 | ** | \$190,706 | \$136,796 | ** | \$136,726 | \$114,689 | ** | \$113,640 |
| GSEHD | \$142,610 | ** | \$140,492 | \$106,983 | \$101,456 | \$105,602 | \$92,778 | \$82,133 | \$87,769 |
| LAW | \$267,520 | ** | \$263,928 | \$190,129 | NA | \$190,129 | NA | NA | NA |
| CPS | NA | ** | ** | NA | \$102,311 | \$102,311 | NA | \$93,652 | \$93,652 |
| GWSPH | \$209,891 | \$171,263 | \$202,165 | \$132,180 | \$130,093 | \$131,659 | \$107,434 | \$104,837 | \$106,614 |
| SON | ** | ** | \$116,640 | \$112,081 | ** | \$111,948 | \$95,472 | \$92,479 | \$93,676 |
| GW AAUP Salary Average | \$187,005 | \$153,580 | \$183,885 | \$122,351 | \$104,458 | \$118,052 | \$113,120 | \$85,406 | \$101,424 |
| AAUP 60% | | | \$148,344 | | | \$105,810 | | | \$92,219 |



** Cells are blank where N<5
SMHS not included (not included in AAUP)

Yellow to green color scheme represents how average GW faculty compare to the relevant AAUP 60th percentile.

Comparison Between GW and Market Basket Professor Salary Averages Compared to AAUP 80th Percentile Averages*

| GW Market Basket Institution | Professors | | | | | | | | | | |
|-------------------------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------|
| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | %Change |
| New York University | \$182,400 | \$187,618 | \$195,700 | \$196,900 | \$205,588 | \$209,700 | \$214,500 | \$218,300 | \$221,000 | \$214,300 | -3.0% |
| Georgetown University | \$167,100 | \$173,592 | \$177,900 | \$178,200 | \$188,250 | \$195,800 | \$203,400 | \$206,100 | \$221,400 | \$213,000 | -3.8% |
| Boston University | \$151,700 | \$157,044 | \$161,600 | \$165,500 | \$171,686 | \$177,400 | \$183,600 | \$190,500 | \$197,700 | \$197,900 | 0.1% |
| University of Southern California | \$155,900 | \$160,517 | \$164,600 | \$166,800 | \$170,567 | \$175,800 | \$181,600 | \$185,400 | \$189,500 | \$187,600 | -1.0% |
| George Washington University | \$152,000 | \$156,018 | \$161,400 | \$163,500 | \$168,799 | \$174,600 | \$179,400 | \$183,300 | \$187,600 | \$186,000 | -0.9% |
| Northeastern University | | \$153,200 | \$157,600 | \$165,400 | \$169,202 | \$175,300 | \$179,900 | \$184,900 | \$178,200 | \$174,100 | -2.3% |
| University of Rochester | | \$138,600 | \$143,500 | \$150,300 | \$152,648 | \$159,000 | \$166,700 | \$168,300 | \$173,600 | \$169,900 | -2.1% |
| University of Miami | \$140,800 | \$144,778 | \$151,100 | \$156,000 | \$160,210 | \$165,000 | \$164,200 | \$166,600 | \$170,600 | \$167,100 | -2.1% |
| University of Pittsburgh | | | \$140,200 | \$144,200 | | \$149,400 | \$153,000 | \$156,700 | \$162,500 | \$161,800 | -0.4% |
| Tufts University | \$134,900 | \$138,390 | \$143,200 | \$145,800 | \$150,660 | \$152,500 | \$154,400 | \$155,200 | \$162,200 | \$159,000 | -2.0% |
| Tulane University | \$140,200 | \$140,190 | \$147,100 | \$145,300 | \$145,389 | \$152,300 | \$149,700 | \$155,900 | \$158,000 | \$157,900 | -0.1% |
| Wake Forest University | | | \$140,300 | \$144,100 | \$145,600 | \$149,300 | \$151,700 | \$152,000 | \$158,300 | \$149,200 | -5.7% |
| Syracuse University | | \$122,800 | | \$127,700 | \$130,959 | \$134,700 | \$129,900 | \$133,400 | \$137,800 | \$137,900 | 0.1% |
| Mean (excludes GW) | \$153,286 | \$151,673 | \$156,618 | \$157,183 | \$162,796 | \$166,350 | \$169,383 | \$172,775 | \$177,567 | \$174,142 | -1.9% |
| Median (excludes GW) | \$151,700 | \$148,989 | \$151,100 | \$153,150 | \$160,210 | \$162,000 | \$165,450 | \$167,450 | \$172,100 | \$168,500 | -2.1% |
| AAUP 80th percentile | \$140,726 | \$143,125 | \$146,405 | \$152,123 | \$156,140 | \$155,359 | \$165,639 | \$166,627 | \$173,602 | \$169,909 | -2.1% |

* Sorted by 2020-21 overall averages

SMHS not included; GW Law included

Comparison Between GW and Market Basket Associate Professor Salary Averages Compared to AAUP 80th Percentile Averages*

| GW Market Basket Institution | Associate Professors | | | | | | | | | | %Change |
|-------------------------------------|----------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|------------------|--------------|
| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | |
| Georgetown University | \$109,000 | \$109,355 | \$111,300 | \$114,200 | \$118,953 | \$125,200 | \$130,000 | \$136,900 | \$139,600 | \$139,400 | -0.1% |
| Boston University | \$105,000 | \$106,896 | \$110,200 | \$113,600 | \$117,126 | \$120,000 | \$124,800 | \$131,300 | \$135,100 | \$136,200 | 0.8% |
| New York University | \$106,000 | \$107,656 | \$112,100 | \$114,700 | \$120,222 | \$122,800 | \$124,900 | \$128,000 | \$131,400 | \$125,200 | -4.7% |
| University of Miami | \$92,000 | \$94,764 | \$99,400 | \$102,500 | \$105,535 | \$108,300 | \$110,600 | \$113,600 | \$118,200 | \$118,300 | 0.1% |
| University of Rochester | | \$100,900 | \$101,700 | \$103,400 | \$105,522 | \$109,300 | \$112,200 | \$115,000 | \$118,000 | \$118,300 | 0.3% |
| George Washington University | \$103,100 | \$106,102 | \$109,400 | \$109,900 | \$114,557 | \$115,000 | \$117,000 | \$118,800 | \$119,000 | \$118,100 | -0.8% |
| University of Southern California | \$105,300 | \$107,766 | \$110,000 | \$104,700 | \$107,158 | \$109,900 | \$113,800 | \$117,100 | \$117,900 | \$117,000 | -0.8% |
| Tufts University | \$97,500 | \$101,152 | \$102,300 | \$104,500 | \$104,816 | \$107,200 | \$109,500 | \$111,100 | \$114,000 | \$112,800 | -1.1% |
| Northeastern University | | \$108,000 | \$111,800 | \$114,700 | \$117,725 | \$121,800 | \$124,100 | \$124,800 | \$111,600 | \$112,300 | 0.6% |
| University of Pittsburgh | | | \$93,000 | \$96,400 | | \$99,900 | \$101,100 | \$103,200 | \$105,100 | \$104,400 | -0.7% |
| Syracuse University | | \$87,700 | | \$94,600 | \$95,683 | \$97,700 | \$97,400 | \$102,000 | \$102,100 | \$101,000 | -1.1% |
| Wake Forest University | | | \$95,500 | \$96,500 | \$98,700 | \$98,500 | \$101,900 | \$103,900 | \$106,000 | \$100,700 | -5.0% |
| Tulane University | \$86,600 | \$88,736 | \$92,000 | \$90,800 | \$90,876 | \$92,100 | \$92,500 | \$95,300 | \$98,800 | \$99,600 | 0.8% |
| Mean (excludes GW) | \$100,200 | \$101,293 | \$103,573 | \$104,217 | \$107,483 | \$109,392 | \$111,900 | \$115,183 | \$116,483 | \$115,433 | -0.9% |
| Median (excludes GW) | \$105,000 | \$104,024 | \$102,300 | \$103,950 | \$105,535 | \$108,800 | \$111,400 | \$114,300 | \$115,950 | \$114,900 | -0.9% |
| AAUP 80th percentile | \$98,023 | \$101,072 | \$101,658 | \$103,801 | \$106,347 | \$107,719 | \$113,023 | \$114,499 | \$118,235 | \$117,832 | -0.3% |

* Sorted by 2020-21 overall averages

SMHS not included; GW Law included

Comparison Between GW and Market Basket Assistant Professor Salary Averages Compared to AAUP 80th Percentile Averages*

| GW Market Basket Institution | Assistant Professors | | | | | | | | | | |
|-------------------------------------|----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|------------------|------------------|------------------|--------------|
| | 2011-12 | 2012-13 | 2013-14 | 2014-15 | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | %Change |
| Tulane University | \$71,500 | \$73,956 | \$79,800 | \$83,200 | \$91,517 | \$92,500 | \$93,300 | \$108,500 | \$117,300 | \$118,800 | 1.3% |
| Georgetown University | \$94,400 | \$96,014 | \$101,200 | \$103,300 | \$112,865 | \$115,700 | \$115,600 | \$120,300 | \$117,400 | \$113,600 | -3.2% |
| Boston University | \$87,800 | \$91,001 | \$93,200 | \$96,800 | \$99,071 | \$101,100 | \$105,000 | \$108,700 | \$110,700 | \$109,700 | -0.9% |
| University of Rochester | | \$94,700 | \$96,000 | \$98,000 | \$100,620 | \$102,400 | \$106,900 | \$108,200 | \$110,600 | \$106,400 | -3.8% |
| New York University | \$99,700 | \$105,299 | \$110,100 | \$111,200 | \$115,037 | \$117,500 | \$115,200 | \$113,400 | \$114,000 | \$104,400 | -8.4% |
| University of Southern California | \$93,300 | \$93,452 | \$95,600 | \$92,900 | \$93,870 | \$97,400 | \$97,900 | \$100,200 | \$103,200 | \$104,000 | 0.8% |
| George Washington University | \$84,200 | \$86,896 | \$87,500 | \$90,100 | \$90,821 | \$92,700 | \$96,200 | \$99,600 | \$102,600 | \$101,400 | -1.2% |
| University of Miami | \$81,100 | \$83,406 | \$83,500 | \$86,900 | \$95,682 | \$98,000 | \$98,200 | \$99,600 | \$101,000 | \$98,800 | -2.2% |
| Northeastern University | | \$96,700 | \$99,100 | \$102,200 | \$108,103 | \$110,700 | \$112,300 | \$114,200 | \$97,000 | \$97,500 | 0.5% |
| Tufts University | \$79,000 | \$82,898 | \$86,400 | \$86,500 | \$88,317 | \$90,500 | \$92,200 | \$94,000 | \$97,500 | \$95,400 | -2.2% |
| University of Pittsburgh | | | \$77,800 | \$80,900 | | \$81,500 | \$85,600 | \$87,000 | \$89,400 | \$89,000 | -0.4% |
| Syracuse University | | \$75,500 | | 76500 | \$77,599 | \$79,600 | \$80,900 | \$80,600 | \$82,600 | \$83,100 | 0.6% |
| Wake Forest University | | | \$79,000 | \$80,900 | \$81,100 | \$77,900 | \$76,200 | \$85,000 | \$85,800 | \$80,900 | -5.7% |
| Mean (excludes GW) | \$86,686 | \$89,293 | \$91,064 | \$91,608 | \$96,707 | \$97,067 | \$98,275 | \$101,642 | \$102,208 | \$100,133 | -2.0% |
| Median (excludes GW) | \$87,800 | \$92,227 | \$93,200 | \$89,900 | \$95,682 | \$97,700 | \$98,050 | \$104,200 | \$102,100 | \$101,400 | -0.7% |
| AAUP 80th percentile | \$84,236 | \$86,896 | \$87,456 | \$91,183 | \$95,281 | \$95,273 | \$100,020 | \$100,993 | \$104,126 | \$103,070 | -1.0% |

* Sorted by 2020-21 overall averages

SMHS not included; GW Law included

Salary Equity Ratio* Between Female and Male Professor Average Salary: AY 2021-22

| School Name | Female | | Male | | Total | | Salary Equity |
|-----------------------|--------|----------------|-------|----------------|-------|----------------|---------------|
| | Count | Average Salary | Count | Average Salary | Count | Average Salary | |
| GWSB | 13 | \$243,346 | 26 | \$220,056 | 39 | \$227,819 | 110.58 |
| CCAS | 59 | \$151,542 | 105 | \$150,481 | 164 | \$150,863 | 100.71 |
| ESIA | 7 | \$180,298 | 21 | \$189,710 | 28 | \$187,357 | 95.04 |
| SEAS | 8 | \$190,801 | 41 | \$199,081 | 49 | \$197,729 | 95.84 |
| LAW** | 11 | \$284,013 | 30 | \$290,215 | 41 | \$288,551 | 97.86 |
| GWSPH | 20 | \$196,687 | 26 | \$209,338 | 46 | \$203,838 | 93.96 |
| Grand Total*** | 124 | \$183,147 | 256 | \$190,374 | 380 | \$188,016 | 96.20 |

* "Salary Equity Ratio" refers to the ratio between the average salary for women by rank divided by the average men's salary, times 100. A ratio below 100 indicates the cents on the dollar of an average woman's salary below a man's average salary at that rank, and a ratio above 100 indicates the average woman's salary above a man's average salary at that rank.

** Law school statistics exclude clinical and legal writing faculty. If clinical and legal writing faculties were included, the salary equity ratio would be 88.92.

*** Schools with fewer than five faculty for either gender will not be shown in the list, but will be included in the grand total.

Source: American Association of University Professors (AAUP) final reporting file.

Faculty salaries were converted to a nine-month equivalent using a factor of 0.818181 for 12-month salaries, base on AAUP calculation method.

Salary Equity Ratio* Between Female and Male Associate Professor

Average Salary: AY 2021-22

| School Name | Female | | Male | | Total | | Salary Equity |
|----------------------|--------|----------------|-------|----------------|-------|----------------|---------------|
| | Count | Average Salary | Count | Average Salary | Count | Average Salary | |
| GWSB | 8 | \$185,118 | 19 | \$184,491 | 27 | \$184,677 | 100.34 |
| CCAS | 80 | \$104,189 | 89 | \$108,917 | 169 | \$106,679 | 95.66 |
| ESIA | 10 | \$105,791 | 12 | \$130,439 | 22 | \$119,235 | 81.10 |
| SEAS | 5 | \$138,167 | 17 | \$142,409 | 22 | \$141,445 | 97.02 |
| GSEHD | 22 | \$109,697 | 15 | \$110,800 | 37 | \$110,144 | 99.00 |
| GWSPH | 21 | \$140,050 | 16 | \$137,231 | 37 | \$138,831 | 102.05 |
| Grand Total** | 169 | \$117,927 | 177 | \$126,670 | 346 | \$122,400 | 93.10 |

* "Salary Equity Ratio" refers to the ratio between the average salary for women by rank divided by the average men's salary, times 100. A ratio below 100 indicates the cents on the dollar of an average woman's salary below a man's average salary at that rank, and a ratio above 100 indicates the average woman's salary above a man's average salary at that rank.

** Schools with fewer than five faculty for either gender will not be shown in the list, but will be included in the grand total. Law school excludes clinical and legal writing faculty.

Source: American Association of University Professors (AAUP) final reporting file.

Faculty salaries were converted to a nine-month equivalent using a factor of 0.818181 for 12-month salaries, base on AAUP calculation method.

Salary Equity Ratio* Between Female and Male Assistant Professor

Average Salary: AY 2021-22

| School Name | Female | | Male | | Total | | Salary Equity |
|----------------------|--------|----------------|-------|----------------|-------|----------------|---------------|
| | Count | Average Salary | Count | Average Salary | Count | Average Salary | |
| GWSB | 7 | \$181,623 | 11 | \$197,015 | 18 | \$191,029 | 92.19 |
| CCAS | 56 | \$91,784 | 62 | \$94,745 | 118 | \$93,340 | 96.88 |
| GSEHD | 11 | \$87,744 | 5 | \$94,111 | 16 | \$89,734 | 93.23 |
| GWSPH | 8 | \$108,800 | 7 | \$109,215 | 15 | \$108,993 | 99.62 |
| Grand Total** | 108 | \$100,942 | 99 | \$108,742 | 207 | \$104,672 | 92.83 |

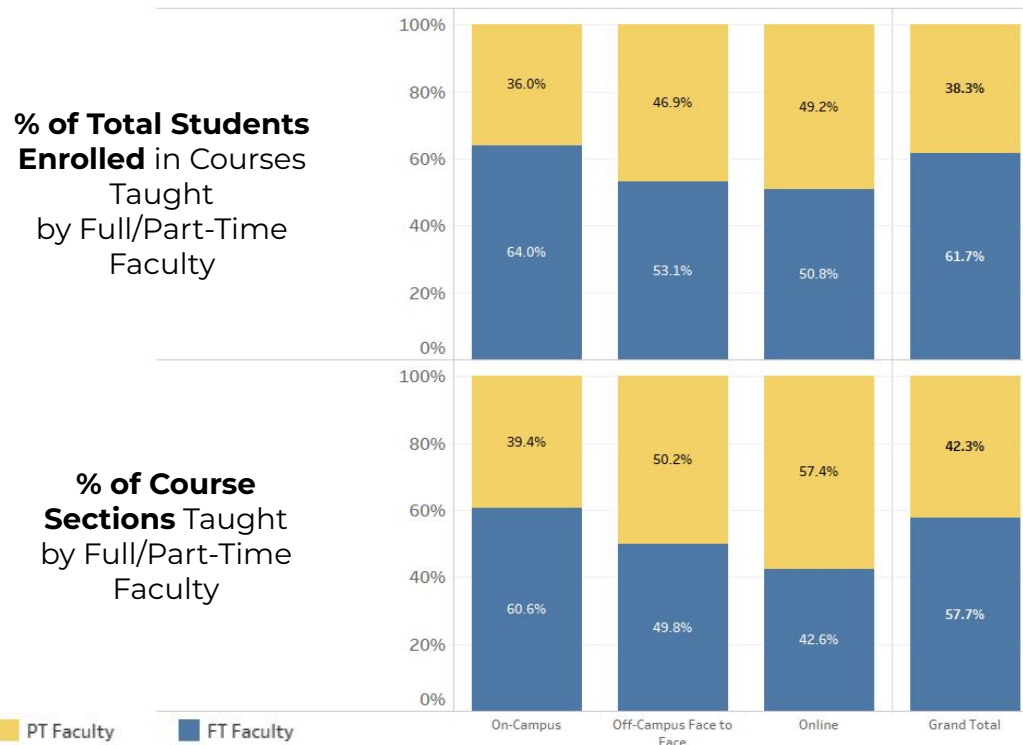
*"Salary Equity Ratio" refers to the ratio between the average salary for women by rank divided by the average men's salary, times 100. A ratio below 100 indicates the cents on the dollar of an average woman's salary below a man's average salary at that rank, and a ratio above 100 indicates the average woman's salary above a man's average salary at that rank.

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Source: American Association of University Professors (AAUP) final reporting file.

Faculty salaries were converted to a nine-month equivalent using a factor of 0.818181 for 12-month salaries, base on AAUP calculation method.

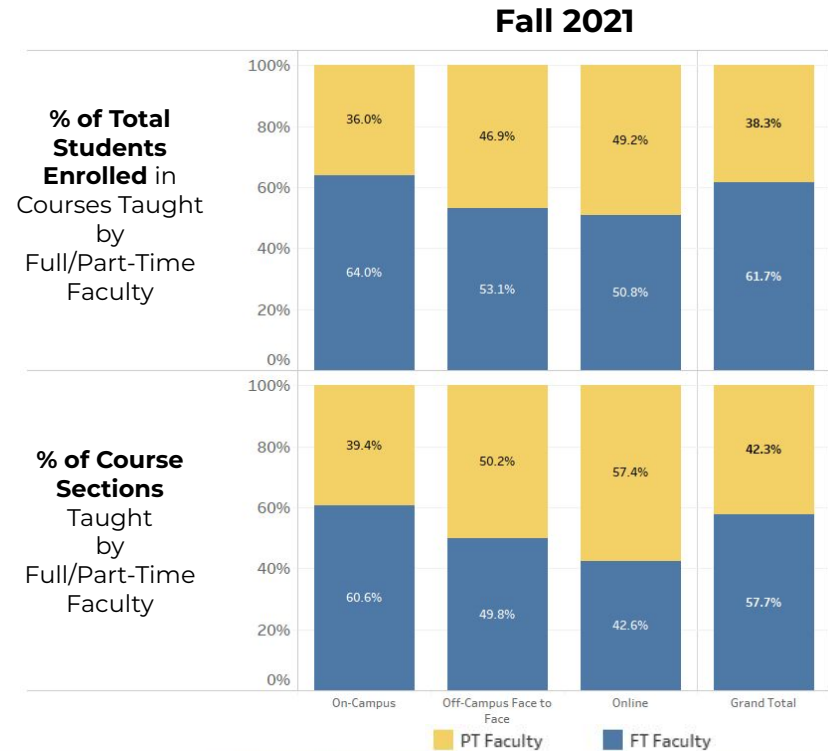
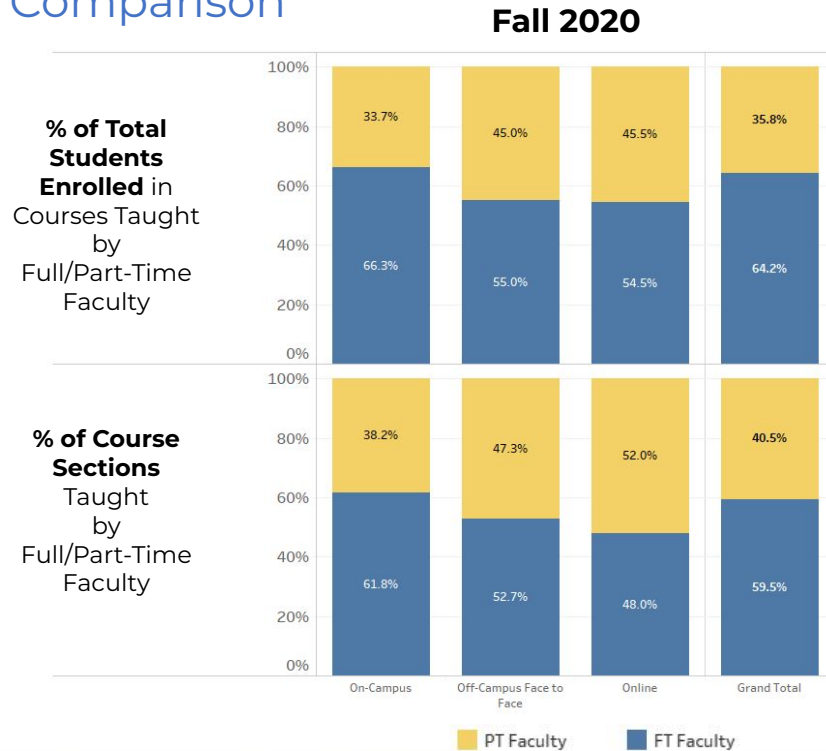
Full- and Part-Time Faculty Teaching* by Campus: Fall 2021



*SMHS courses excluded because Banner does not record full/ part-time status for medical school faculty.

“On campus” = Foggy Bottom and Mount Vernon Campus; “off campus” = all other GW locations

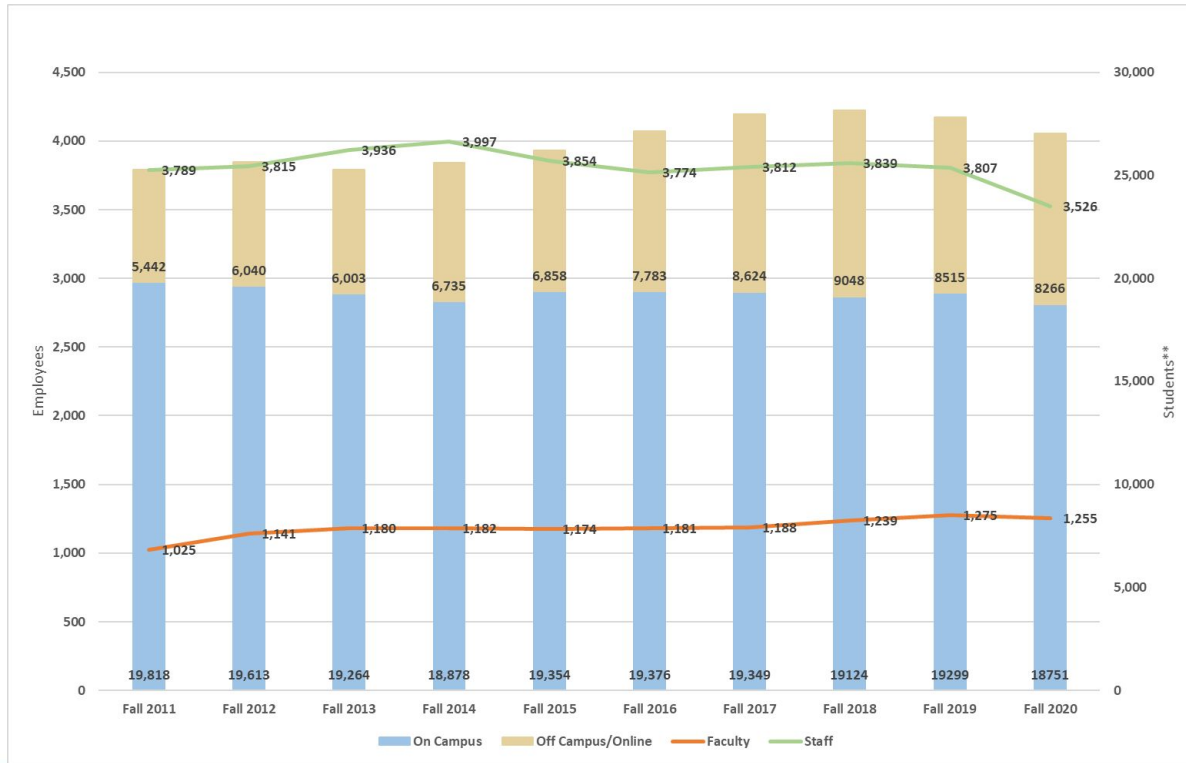
Full- and Part-Time Faculty Teaching* by Campus : Fall 2020 and Fall 2021 Comparison



*SMHS courses excluded because Banner does not record full/ part-time status for medical school faculty.

“On campus” = Foggy Bottom and Mount Vernon Campus; “off campus” = all other GW locations

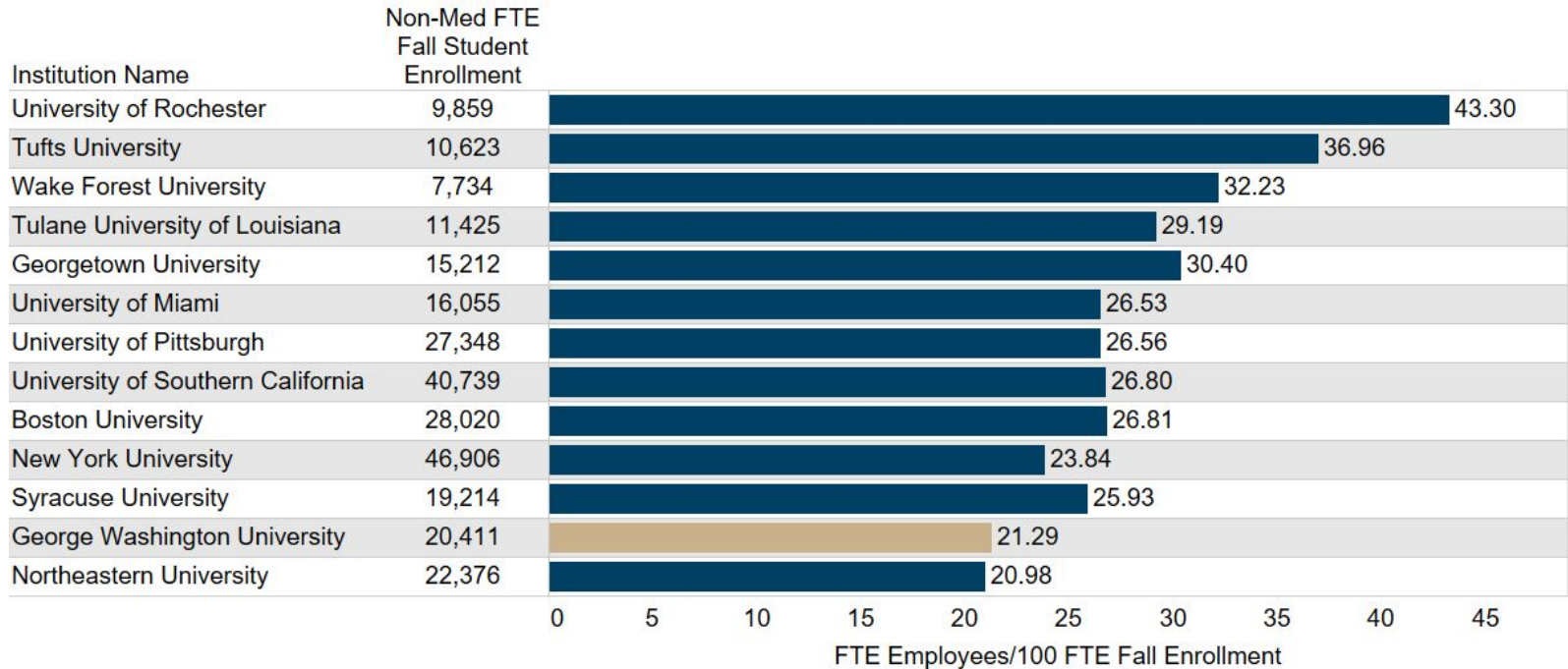
Full-time Personnel and Total Student Headcount



* Data based on IPEDS Human Resources Survey and IPEDS Fall Enrollment Survey.

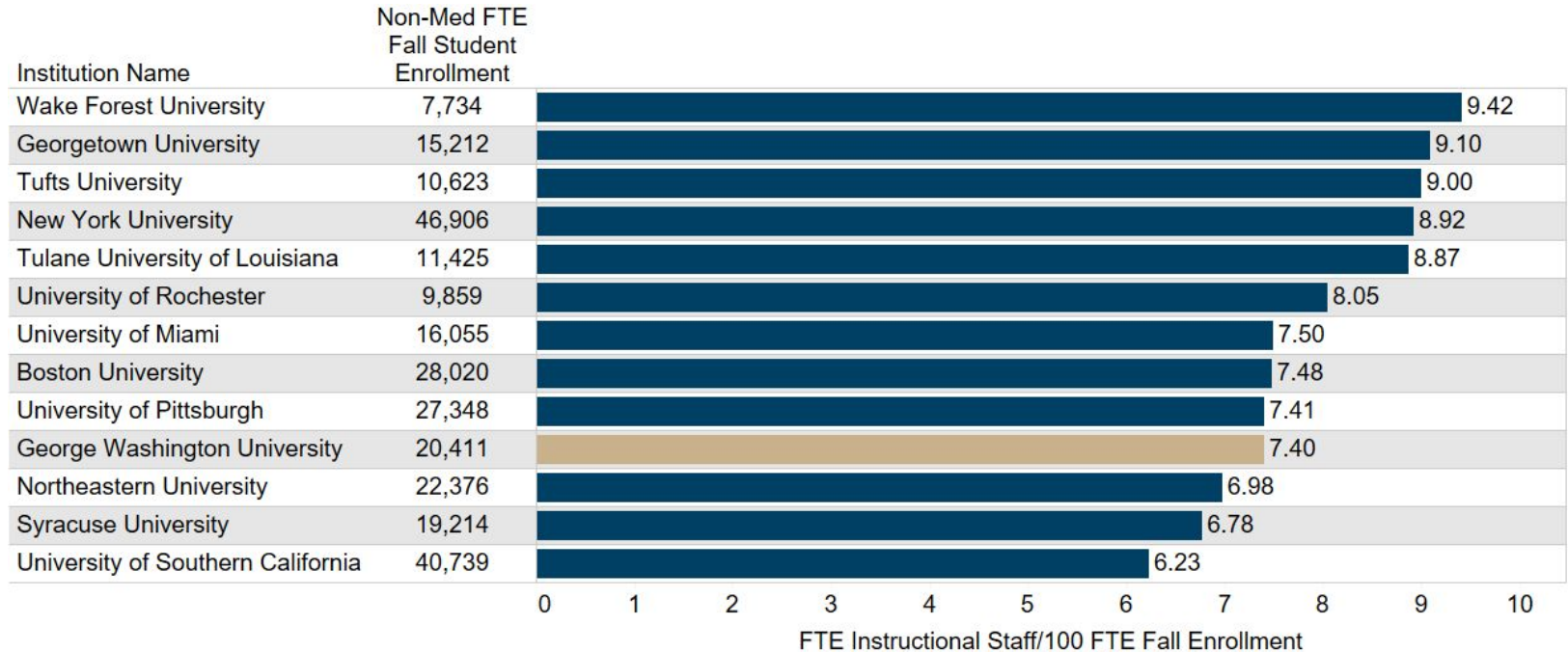
** Students are counted as either on-campus or off-campus/online depending on where students took a majority of their credits.

Comparison of GW and Market Basket FTE Employees per 100 FTE Student Enrollment



Source: IPEDS 2020 data submission.

Comparison of GW and Market Basket FTE Faculty per 100 FTE Student Enrollment



Source: IPEDS 2020 data submission.

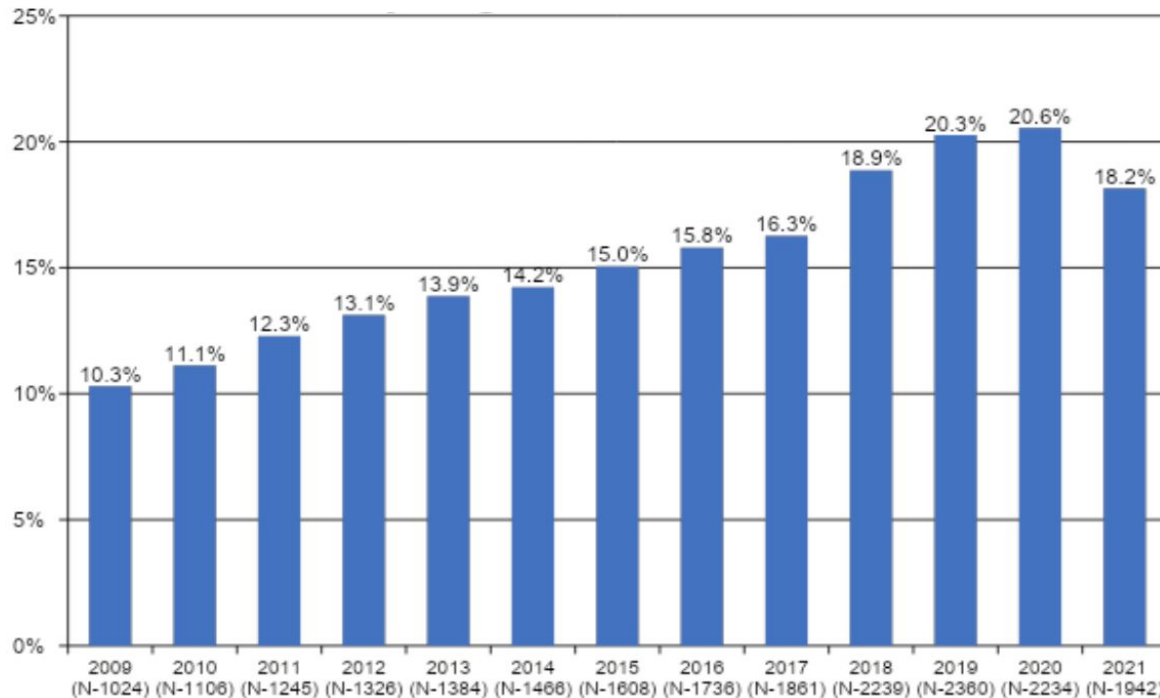
Conclusion

Concluding Thoughts

- We continue to fulfill our two-fold mission:
 - Provide a high quality learning environment to train future leaders of the world
 - Push the frontiers of knowledge through the production and dissemination of high impact research
- Our Core Indicators of Student Success were challenged in 2020 by the pandemic, but we have made a strong recovery and prospects look very promising in the out years
- Our Core Indicators indicate the pandemic's impact upon faculty ranks, and areas of focus and investment to ensure continued world class status

Appendix

Number and Percentage of All Bachelor's Degree Students* Majoring in a STEM Field



* Source: Fall census data. Includes students enrolled in degree-completion programs in SMHS, CPS, and five residential colleges.

Salary Equity Ratio* Between Female and Male Assistant Professor

Average Salary: AY 2020-21

| School Name | Female | | Male | | Total | | Salary Equity |
|----------------------|--------|----------------|-------|----------------|-------|----------------|---------------|
| | Count | Average Salary | Count | Average Salary | Count | Average Salary | |
| GWSB | 7 | \$171,149 | 12 | \$192,407 | 19 | \$184,575 | 88.95 |
| CCAS | 58 | \$88,365 | 61 | \$89,855 | 119 | \$89,129 | 98.34 |
| SEAS | 5 | \$118,987 | 9 | \$110,669 | 14 | \$113,640 | 107.52 |
| GSEHD | 12 | \$86,661 | 5 | \$90,448 | 17 | \$87,775 | 95.81 |
| GWSPH | 10 | \$104,636 | 9 | \$108,859 | 19 | \$106,636 | 96.12 |
| Grand Total** | 117 | \$97,690 | 101 | \$105,760 | 218 | \$101,429 | 92.37 |

*"Salary Equity Ratio" refers to the ratio between the average salary for women by rank divided by the average men's salary, times 100. A ratio below 100 indicates the cents on the dollar of an average woman's salary below a man's average salary at that rank, and a ratio above 100 indicates the average woman's salary above a man's average salary at that rank.

** Schools with fewer than five faculty for either gender will not be shown in the list, but will be included in the grand total.

Source: American Association of University Professors (AAUP) final reporting file.

Faculty salaries were converted to a nine-month equivalent using a factor of 0.818181 for 12-month salaries, base on AAUP calculation method.

Salary Equity Ratio* Between Female and Male Associate Professor

Average Salary: AY 2019-20

| School Name | Female | | Male | | Total | | Salary Equity |
|----------------------|--------|----------------|-------|----------------|-------|----------------|---------------|
| | Count | Average Salary | Count | Average Salary | Count | Average Salary | |
| GWSB | 9 | \$173,109 | 18 | \$170,661 | 27 | \$171,477 | 101.4 |
| CCAS | 89 | \$102,481 | 93 | \$106,032 | 182 | \$104,296 | 96.7 |
| ESIA | 9 | \$103,473 | 13 | \$123,832 | 22 | \$115,503 | 83.6 |
| SEAS | 5 | \$142,949 | 21 | \$142,329 | 26 | \$142,448 | 100.4 |
| GSEHD | 19 | \$109,256 | 14 | \$105,318 | 33 | \$107,585 | 103.7 |
| GWSPH | 23 | \$132,046 | 16 | \$136,206 | 39 | \$133,753 | 96.9 |
| Grand Total** | 178 | \$114,879 | 184 | \$121,956 | 362 | \$118,476 | 94.2 |

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** Schools with fewer than five faculty for either gender will not be shown in the list, but will be included in the grand total.

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Salary Equity Ratio* Between Female and Male Assistant Professor

Average Salary: AY 2018-19

| School Name | Female | | Male | | Total | | Salary Equity |
|----------------------|--------|----------------|-------|----------------|-------|----------------|---------------|
| | Count | Average Salary | Count | Average Salary | Count | Average Salary | |
| GWSB | 9 | \$172,036 | 16 | \$179,343 | 25 | \$176,713 | 95.9 |
| CCAS | 65 | \$83,762 | 69 | \$88,105 | 134 | \$85,998 | 95.1 |
| SEAS | 5 | \$116,243 | 11 | \$113,057 | 16 | \$114,053 | 102.8 |
| GSEHD | 17 | \$86,642 | 7 | \$91,662 | 24 | \$88,106 | 94.5 |
| GWSPH | 13 | \$100,394 | 6 | \$106,660 | 19 | \$102,373 | 94.1 |
| Grand Total** | 135 | \$94,910 | 114 | \$105,114 | 249 | \$99,582 | 90.3 |

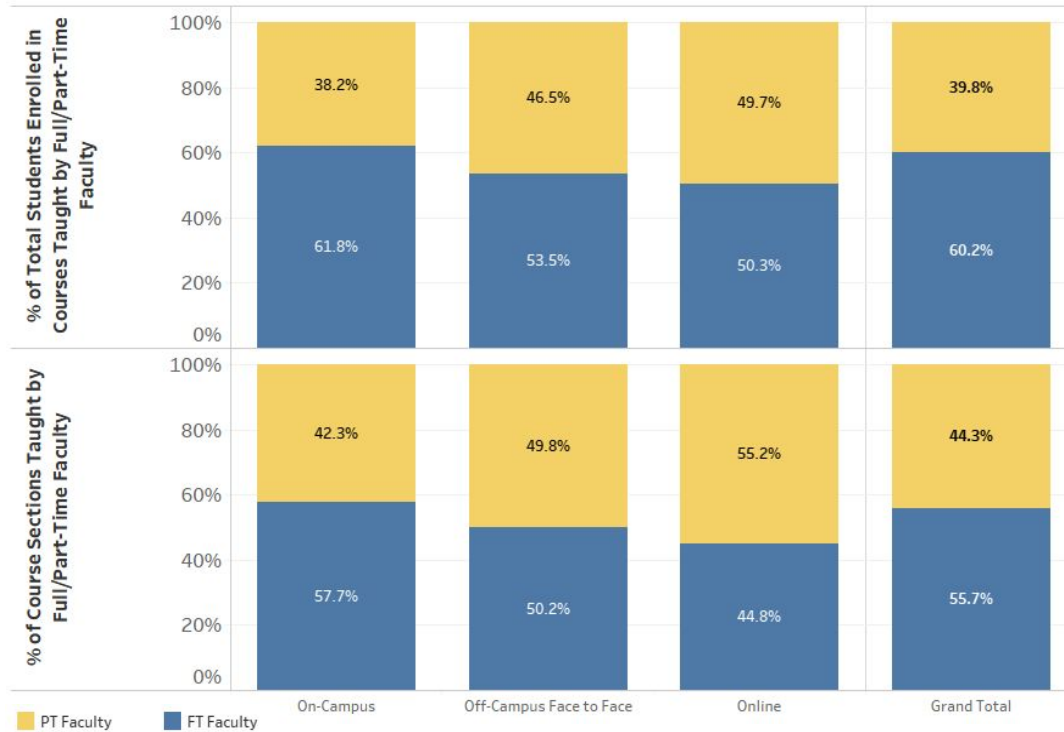
*"Salary Equity Ratio" refers to the ratio between the average salary for women by rank divided by the average men's salary, times 100. A ratio below 100 indicates the cents on the dollar of an average woman's salary below a man's average salary at that rank, and a ratio above 100 indicates the average woman's salary above a man's average salary at that rank.

** Schools with fewer than five faculty for either gender will not be shown in the list, but will be included in the grand total.

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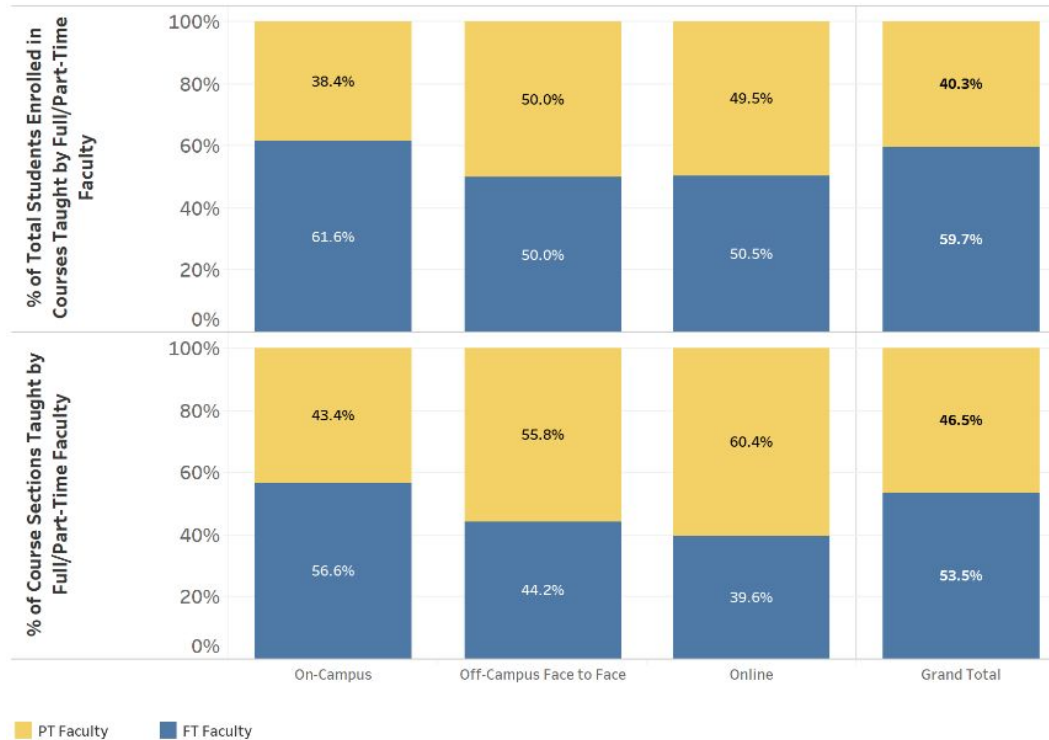
Full- and Part-Time Faculty Teaching* by Campus : Fall 2019



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Full- and Part-Time Faculty Teaching* by Campus : Fall 2018



*SMHS courses were excluded because Banner does not record full/ part-time status for medical school faculty.

“On campus” = Foggy Bottom and Mount Vernon Campus; “off campus” = all other GW locations