

D'YOUVILLE UNIVERSITY

Policy Title: Pay Equity

Responsible Unit: D'Youville University, DYU-COM

Adoption Date: January 16, 2024

Last Review Date: March 11, 2024

Next Review Date: March 11, 2028

DYU-COM Approved: March 11, 2024

The Human Resources (HR) department is a robust department at D'Youville University that supervises and implements hiring, reimbursement, and pay equity.

The salary and remuneration for every new hire in the COM are subject to a rigorous process for approval of a 'Request to Hire' requisition, initiated by the hiring manager (Dean/Associate Deans), and include various entities like the Human Resources, the Business/Finance Office, members of the President's Council and finally the President, before returning to HR and the hiring manager.

The final offers comply with the budget and hiring proforma and are subject to updates and review.

PROCESS

Pay equity will be scrutinized and monitored for DYU-COM 'Employed Faculty' who are Preclinical and Clinical Faculty in the first two years of the medical school curriculum by all the above entities.

Initial salary is dependent on qualifications and experience, especially the numbers of previous years of work in medical schools. Benefits package, paid time off, professional development and unique needs of individual faculty are considered while defining offers.

Remuneration for teaching faculty is within a range according to their rank:

Instructor

Assistant Professor

Associate Professor

Professor

Chair

Reimbursement for all preceptors and attendings at clinical rotation sites will be maintained by the Clinical Coordinator and supervised by the Dean/Associate Dean of Clinical Education in a timely fashion.

The AAPC (Academic Appointments and Promotion Committee), an inherent part of the Executive Council, decides and makes recommendations about promotion and rank. They also ensure that pay is equitable across rank and position.

CHALLENGES AND STEPS

The program is aware that disparities exist in the medical profession. Some of these are based on:

-Gender and gender identity

-Race and ethnicity

-Specialty and academic rank

-Years of experience

Some faculty face inequity based on a combination of the above, for example women of color may have compensation lower than their male counterparts.

DYU-COM is deliberate in ensuring pay equity using the following strategies:

-Fairness to all irrespective of gender and ethnicity both as initial compensation as well as during promotions

-Ongoing scrutiny and audits of pay structure

-Equity in promotions and accountability

-Training and promoting awareness about implicit bias and discrimination

-Encouraging advocacy and support groups

It is a goal of DYU-COM to have our medical school faculty be ensured pay equity and professional satisfaction. Questions and concerns by the faculty can be brought forth to the AAPC and Executive council.