Statement of 36 Women Full Professors at Vassar in Support of
Gender Discrimination Class Action Lawsuit Seeking Pay Equity

The undersigned stand in solidarity with Wendy Graham, Maria Höhn, Mia Mask, Cindy Schwarz, and Debra Zeifman, who today brought a class action lawsuit on our behalf against Vassar College, due to pervasive and long-standing gender-based disparities in pay between Vassar's male and female full professors. We are 36 Vassar full professors and emeriti—representing the majority of the female full professors at Vassar—who share the class representatives' grievances about Vassar's pattern of pay discrimination, as described in the class action complaint. We write to affirm and support the lawsuit.

We are deeply committed to Vassar, having dedicated all or a substantial part of our academic careers to the College. We do not take lightly the decision to speak out, but Vassar has left us with no other choice. The College has known for many years that it has unlawfully paid men more than women, but it has for years rejected our overtures and refused to address this discrimination in any meaningful or substantive way. We are therefore compelled to voice our disapproval of unequal treatment by Vassar through a lawsuit and bring light to the institution's knowing refusal to close the gender pay gap.

The gender pay gap at Vassar is the result of years of inequitable practices, including substantial differences in the starting salaries of men and women, a subjective merit ratings system that is biased against women, and a discriminatory promotion system that systematically prevents or delays the advancement of women professors relative to their male counterparts. Over the years, many women professors have repeatedly sought to work collaboratively with Vassar to remedy the pay inequities that resulted from the College's discriminatory practices. Regrettably, the College has repeatedly ignored our collaborative attempts to remedy the gender-based pay gap. Instead, Vassar moved to *decrease* the level of transparency about faculty salaries in recent years—despite widespread calls nationwide to *increase* pay transparency—in an apparent effort to mask its historically discriminatory underpayment of women.

It is incredibly disheartening that Vassar—the second degree-granting institution of higher education for women in the United States, and one that purports to embrace equity and inclusion—not only systematically underpays its female faculty, but also knowingly refuses to correct this injustice. The harm women at Vassar have suffered goes beyond the loss in compensation over the many years—in some cases decades—we have served the College. Vassar's repeated failure to remedy the ongoing gender wage gap, and the implication that our professional contributions are less meritorious than those of our male counterparts, constitutes a profound institutional betrayal. We expect more from Vassar.

Despite the very real obstacles to equality we face in our workplace, we continue to dedicate ourselves tirelessly to our students, our research, and our shared mission of serving the College at the highest level and to the best of our abilities. We remain steadfastly committed to our professional pursuits and to ensuring that Vassar becomes a more equitable, just institution with practices better aligned with its purported foundational values and ideals. We know our students expect us to stand up for what is right, even if it requires hard truths and difficult conversations. We hope this lawsuit will challenge Vassar to review gender-based pay inequities for *all* of the

College's employees. We urge the College to engage constructively with the lawsuit, to finally root out systemic discrimination and rectify the clear pattern of gender pay disparities that has persisted within the institution for decades.

Signed,

Abigail Baird
Pinar Batur
Nancy Bisaha
Giovanna Borradori
Gabrielle Cody
Mary Ann Cunningham
Eve D'Ambra
Leslie Dunn
Rebecca Edwards
Natalie Priebe Frank
Rachel Friedman
Katherine Hite
Jean Kane
Sarjit Kaur
Eileen Leonard
Jenny Magnes
Kirsten Menking
Seungsook Moon
Lydia Murdoch
Uma Narayan
Molly Nesbit
Laura Newman
Lizabeth Paravisini-Gebert
Nancy Jo Pokrywka
Peipei Qiu
Margaret Ronsheim
Miriam Rossi
Jill Schneiderman
Kathleen Susman
Shona Tucker
Michele Tugade
Denise Walen
Jennifer Walter
Eva Woods Peiró
Yu Zhou
Susan Zlotnick