

Faculty Pay Equity at Western University

Western has paid a great deal of attention to faculty Pay Equity, beginning with the efforts of a Pay Equity Committee in 1996 which first documented and made adjustments to gender-based salary differentials.

In 2005, a Pay Equity Committee, joint between Western University Administration and the University of Western Ontario Faculty Association (UWOFA) was charged with the review of salary patterns for full-time faculty at Western. The Committee found no gender-based differential between men and women employed in Limited Term Faculty Positions. However, at that time, there was evidence of a gender-based differential in the salaries of Tenured and Probationary (tenure-track) faculty.

In response to this finding, the University and UWOFA established an Implementation Committee whose mandate was to recommend methods for making salary adjustments to remove gender-based differentials. That committee submitted its report in March 2006. Subsequent salary adjustments were implemented in October 2006 and were characterized as follows. Overall 91% of women who were Assistant Professors, 57% of Women who were Associate Professors and 72% of women who were full Professors received a salary adjustment. Individual adjustments ranged from \$49 to \$10,145 and were based on regression formula estimate of what the individual's salary would have been if she had been a man with the same years of academic experience, the same academic discipline and the same relative performance as indicated by the Performance Assessment Indicator (PAI) score, relative to that of the academic unit, as established through the Annual Performance Evaluation process.. This was a sweeping adjustment to salaries, the magnitude of which was unprecedented.

In 2009-10, a Gender Based Salary Anomaly Implementation Committee was charged to examine this question again. It was found that, following adjustment via regression methods for the determinants incorporated in the 2006 analysis, there was no overall gender-based differential in Western salaries. However, the Committee found a differential among those hired since 2006, suggesting a bias in starting salaries. Adjustments were made to those salaries.

Subsequent to 2010, periodic review of salaries at Western has been conducted to ensure that a gender-based differential has not re-emerged. The most recent analysis was conducted as part of the work of the faculty Career Trajectory Fund Committee (CTFC) in 2017 which had, as the first priority in its mandate, to look for gender-based differentials and to correct them, if they exist. Based on similar statistical methods to those deployed earlier to adjust for known factors influencing salaries (academic discipline, years of academic experience and relative PAI), the CTFC found that there was no gender-based differential in faculty salaries. The CTFC also invoked an additional interaction analysis to search for indirect effects (e.g. could there be a bias in PAI score assignment that camouflages a gender-based differential?). Based on interaction analyses, no such bias could be found and the committee concluded that there was no gender-based differential in faculty salaries at Western in 2017. The report can be found at: https://www.uwo.ca/facultyrelations/academic_planning/pdf/ctf2017.pdf

The next committee charged with an updated review of this question will be the Career Trajectory Fund Committee scheduled to be established in 2021-22 under the terms of the faculty Collective Agreement 2018-2022.