



**Date:** March 27, 2025

**From:** Trevor Young, Vice-President and Provost

**Re:** Response to the Report on Faculty Salary Equity Report at the University of Toronto

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## Background

In the Spring of 2019, the [Report of the Provostial Advisory Group on Faculty Gender Pay Equity: University of Toronto](#), which looked at the 2015-16 salaries of continuing full-time appointed faculty members, was released.

The 2019 report examined the question of whether or not there was a significant pay gap between female and male University of Toronto faculty members.

The 2019 report found a statistically significant gap in salary using fall 2015 data for female faculty in the tenured/tenure stream at the University of Toronto of 1.3% when compared to comparably situated faculty who were male, after controlling for experience, field of study, and other factors. The report did not find a statistically significant difference, using fall 2016 data, between the salaries of male and female faculty members in the continuing stream, teaching stream.

In [response to the 2019 report](#), the University provided all female faculty (and 'other' faculty) in the tenured/tenure stream at the University of Toronto with an increase of 1.3% to their June 30, 2019 base salary. As part of the University's commitment to support equity, and to ensure these kinds of pay gaps do not reappear over time, the Vice-President & Provost committed to undertake a periodic review of continuing faculty members' salaries.

## Faculty Salary Equity Report - February 2025

In 2024, Professor Heather Boon, Vice-Provost, Faculty & Academic Life, convened a working group to review and analyze salaries of tenured/tenure stream and continuing stream, teaching stream faculty members to determine whether otherwise comparably situated male and female faculty are paid equitably.

The analysis found:

1. **Tenured and Tenure Stream Faculty:** There is no statistically significant gap in fall 2022 base salaries for otherwise comparable male and female faculty in the tenured/tenure stream after controlling for experience and field of study.
2. **Continuing Stream, Teaching Stream Faculty:** There is no statistically significant gap in fall 2022 base salaries for otherwise comparable male and female faculty in the continuing stream, teaching stream even prior to controlling for experience and field of study.

The University's broad and long-standing strategy to support female faculty includes increased hiring of women faculty at the University, equity in starting salaries, and unconscious bias training for hiring and promotion processes. Based on these findings, these efforts have been successful in avoiding a recurrence of the historical gap that was addressed in 2019. The University will continue with these strategies and is committed to ensuring members of our community are treated equitably, as reflected in University's Statement on Equity, Diversity and Excellence.

## **Report**

- [Faculty Salary Equity Report - February 2025](#)

In conclusion, I want to take this opportunity to thank the Office of Faculty & Academic Life and those involved with the analysis for their hard work on this important issue.