

# Executive Summary

## Report on Librarians and Gender-Based Salary Equity: University of Toronto

### Introduction

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On April 15, 2019 the *Report of the University of Toronto's Provostial Advisory Group on Gender Pay Equity* was released. In her administrative response to that report, Provost Cheryl Regehr also committed "to conducting a similar analysis for our librarian colleagues in continuing appointments."

This second report looks at all librarians at U of T. It uses a similar model to that used in the initial report on faculty salaries. That model is designed to allow the University to identify the closest peer-to-peer comparisons of men and women librarian salaries, taking into account individual differences in experience (measured as rank and years since Master of Library Science), and whether or not a librarian holds a position as a Senior Administrator or Department Head.

### Background

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The issue of gender pay equity at universities in Canada and peer institutions internationally has received significant study over the last decade. Institutions such as the University of British Columbia (2010, 2012), Western University (2005, 2009), the University of Waterloo (2016), and McMaster University (2014) have conducted studies of faculty salaries with respect to gender.

In addition, a number of peer institutions internationally have also conducted analyses of faculty salaries by gender, most notably the London School of Economics and the University of California, Berkeley.

All of these studies have documented gender-based pay gaps that cannot be fully explained by factors such as experience, rank, academic discipline or field of study, and research productivity.

The Berkeley study, in particular, provided a detailed and comprehensive overview of the methodology used in gender pay equity studies, including a discussion of academic salaries more generally in research-intensive public universities.<sup>1</sup>

## Summary of Main Findings

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This report on Librarians and gender-based salary equity looks at both permanent status or permanent status stream, and non permanent status stream librarians and finds the following:

1. On average, librarians who are women at the University of Toronto earn 3.9% less than comparably situated librarians who are men, after controlling for experience and whether or not a librarian holds a position as a Senior Administrator or Department Head. Our analysis indicates that the overall raw average difference in salary between men and women librarians of 12.8% is largely explained by the fact that women librarians at the University of Toronto have, on average, less experience and are represented at more junior ranks.

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<sup>1</sup> "Report on the UC Berkeley Faculty Salary Equity Study," Office of the Vice-Provost for the Faculty, January 2015.