

Frequently Asked Questions

Report of the Provostial Advisory Group on Faculty Gender Pay Equity, University of Toronto

1. What prompted the report and what was the mandate of the Provostial Advisory Group on Faculty Gender Pay Equity?

- The issue of gender pay equity at Canadian universities and international peer institutions has received significant study over the last decade. In the past, the University of Toronto has conducted reviews of faculty salaries on the basis of gender and made adjustments to salaries where they were found to be anomalous.
- The Provostial Advisory Group on Faculty Gender Pay Equity was convened in the fall of 2016 by Vice-President & Provost Cheryl Regehr. This group was charged with undertaking a detailed analysis – the most comprehensive to date – to determine whether, and to what extent, there existed a significant gender-based pay gap among University full-time appointed faculty in the tenure and teaching streams.
- The analysis took two years to complete, reflecting both the size and complexity of the University.

2. Why did you conduct this analysis?

- As a leading global University committed to excellence, we want to be an employer of choice for the best and brightest faculty in all fields of study. Part of that is ensuring our compensation is fair and equitable. This requires periodic reviews to address gender-based salary inequities.
- This analysis is the most comprehensive to date and reflects the University's strong commitment to identifying, understanding, and addressing any gap in faculty salaries that may be attributable to gender.

3. Who conducted the analysis?

- The detailed data analysis was conducted over two years by a small expert group that comprised three faculty members who are distinguished for their knowledge and expertise in this area: Professors Dwayne Benjamin (Economics), Alison Gibbs (Statistics), and Joanne Oxley (Management). This group also included one staff member (Dr. Julia Rabinovich) and a graduate student (Boriana Miloucheva).

4. What methodology was used to conduct the data analysis?

- We used a regression model that estimates the percentage difference in earnings between men and women after controlling for years since highest degree, rank, academic unit, and other relevant factors. The additional factors included experience prior to hire, administrative positions, and whether or not the individual had ever held a Canada Research Chair or University Professorship.
- The estimation was conducted separately for tenured and tenure stream faculty, and continuing stream teaching stream faculty. This allows us to identify the closest peer-to-peer comparisons of men and women faculty salaries, taking into account individual differences in experience and field of study.

5. What did the analysis find?

- The analysis contains two important findings:
 - **Tenured and Tenure Stream Faculty:** On average, tenured and tenure-stream women faculty at the University of Toronto earn 1.3% less than comparably situated faculty who are men, after controlling for experience, field of study, and other relevant factors.¹
 - **Continuing Stream Teaching Stream Faculty:** There is no statistically significant difference between the salaries of men and women continuing stream teaching stream faculty. This result holds for all levels of pay and is robust across all model specifications.

6. How do U of T's findings compare to the findings of other peer institutions?

- All of the studies conducted over the last 10 years by Canadian universities and international peer institutions have documented gender-based pay gaps. Many of these universities have made one-time across-the-board corrections of \$2,000 to \$3,000 to the base salaries of women faculty.
- Our analysis found a statistically significant gap of 1.3% between tenured and tenure-stream women faculty and comparably situated men, which is very similar to findings reported by peer institutions.

7. What are you planning to do with this report? What are the next steps?

- The report has been accepted by Cheryl Regehr, Vice-President & Provost. In consultation with President Meric Gertler and the Faculty Deans, the Provost has determined that immediate action is needed to address the gender-pay gap identified in the analysis.
- Therefore, effectively July 1, 2019, every woman faculty member who is tenured or in the tenure stream at the University will receive a 1.3% increase to her June 30, 2019 base salary.
- Gender pay equity is an important priority for the University and is part of a broad and long-standing strategy to enhance and support gender equity, diversity and inclusion at the University of Toronto.

¹ The complete regression model includes three additional controls: experience prior to hire; administrative positions; Canada Research Chair/University Professorship. See p. 13 of the report for details.



- The Provost has recommended that the University undertake periodic review and analysis to confirm that the measures in place continue to support gender-based equity, and that gender-based pay gaps do not reappear over time.
- The University is also committed to conducting a similar analysis for our librarian colleagues in continuing appointments.