



**From:** Cheryl Regehr, Vice-President & Provost

**Date:** April 15, 2019

**Re:** Response to the Report of the Provostial Advisory Group on Faculty Gender Pay Equity at the University of Toronto

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## Background

In the fall of 2016, a Provostial Advisory Group was convened to examine the question of whether or not there was a significant gender-based pay gap among University of Toronto faculty members.

The recently completed report of the Advisory Group is the product of a rigorous analysis led by esteemed U of T faculty members from the Faculty of Arts and Science Departments of Economics and Statistics, and the Rotman School of Management.

The report contains two important findings:

1. **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.<sup>1</sup>
2. **Continuing Stream Teaching Stream Faculty:** There is no statistically significant difference between the salaries of men and women with continuing stream teaching stream faculty appointments. This result holds for all levels of pay and is robust across all model specifications.

## Action on Base Salary

The findings of the Advisory Group are important and will be the basis for immediate action. **Effective July 1, 2019, every woman faculty member who is tenured or in the tenure stream at the University of Toronto will receive a 1.3% increase to her June 30, 2019 base salary.**

## Part of a Broader Strategy

The Faculty Gender-Based Pay Equity report is part of a broad and long-standing strategy to enhance and support gender equity, diversity and inclusion at the University, whose elements include:

- **Increased hiring of women faculty at the University:** Although women accounted for only 37% of all tenured and tenure stream faculty in 2017-18, the comparable figure among Assistant Professors was 45%, and 46% for Associate Professors. In the same year, fully 52% of the tenure stream hires at U of T were women. This figure has been above 44% for the past four years. This increase in hiring women faculty reflects a strong commitment to recruiting excellent scholars who are women. This increase will also gradually improve the representation of women at the rank of Professor (which was 28% in 2017-18). In the teaching stream, one-half of all faculty are women, including at both ranks.

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<sup>1</sup> 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.

- **Equity in starting salaries:** The University offers competitive salaries intended to enable us to attract the best possible faculty from across the world. Starting faculty salaries are approved at the institutional level by the Vice-Provost, Faculty & Academic Life based on an analysis that considers rank, age, and time since degree within fields of study.
- **Salary anomaly process:** In exceptional circumstances, and to redress historical anomalies that may exist, unit heads may request a review of the salary of an individual faculty member and an adjustment as appropriate.
- **Provostial Advisor on Women in STEM:** Professor Cristina Amon was [appointed](#) two years ago as Provostial Advisor on Women in Science, Technology, Engineering and Math (STEM). Under her leadership as Dean, the Faculty of Applied Science & Engineering has increased diversity in all its forms, including tremendous growth in enrolment of women students and recruitment of outstanding women faculty. Professor Amon is now working with academic administrators in other STEM fields to develop best practices when it comes to faculty recruitment and development for women faculty members.
- **Unconscious bias training:** Based on the work of U of T faculty in the Toronto Initiative on Diversity and Equity (TIDE), committees on faculty appointments, tenure, and promotions now have access to new [resources and training materials](#) on unconscious bias. Hundreds of faculty colleagues have participated in workshops, watched training videos, and held discussions about unconscious or implicit bias as part of faculty hiring and promotions processes across the University in order to attract a more diverse complement to the University and especially to fields where women are traditionally under-represented.

## Future Steps

In addition to the remedy announced today, which focuses on rectifying the gender-based pay gap for women faculty, the University is committed to conducting a similar analysis for our librarian colleagues in continuing appointments. The Office of Faculty & Academic Life will undertake periodic review and analysis of continuing faculty salaries to confirm that the measures in place continue to support gender-based equity, and that gender-based pay gaps do not reappear over time.

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In conclusion, I want to take this opportunity to thank the members of the Advisory Group on Faculty Gender Pay Equity, the Office of Faculty & Academic Life, and the scholars who peer-reviewed the report for their hard work on this important issue. I am deeply grateful for their scholarly expertise, their evidence-based approach, and most of all, their dedication to academic excellence and gender equity at the University of Toronto.