

Executive Summary

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

Introduction

The University of Toronto's Provostial Advisory Group on Faculty Gender Pay Equity, comprising faculty, academic administrators and staff, was convened in the fall of 2016 by Vice-President & Provost Cheryl Regehr.

The group was charged with undertaking the most comprehensive study to date of the salaries of full-time appointed men and women faculty at the University to determine whether, and to what extent, there exists a significant gender-based pay gap among University of Toronto faculty.

The analysis was undertaken by an expert group including three faculty members who are distinguished for their knowledge and expertise in this area drawn from the disciplines of economics, management, and statistics. They were supported by a staff member and graduate student in their work.

The objective was to develop a statistical model that would allow the University to identify the closest peer-to-peer comparisons of men and women faculty salaries, taking into account individual differences in experience (measured as years since highest degree and rank), field of study, and other relevant factors.

The report provides findings following two years of substantive analysis.

Background

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.¹

Summary of Main Findings

Tenured and Tenure Stream Faculty

1. 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, seniority, and other relevant factors.² Our analysis indicates that the overall *raw average* difference in salary between men and women tenure-stream faculty of 12% is largely explained by the fact that women in the tenure stream at the University of Toronto have fewer years of experience and work in lower paying fields of study.

Continuing Stream Teaching Stream Faculty

2. 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.

¹ “*Report on the UC Berkeley Faculty Salary Equity Study*,” Office of the Vice-Provost for the Faculty, January 2015.

² The complete regression model includes three additional controls: experience prior to hire; administrative positions; Canada Research Chair/University Professorship.