

## The Pay Gap at the U of S: an update

### Statistics Canada data

In August 2020, Statistics Canada released [the first group of data](#) on the number and salaries of full-time teaching staff at Canadian universities for 2019/2020. Justifiable concern was expressed about the significant wage gap between male and female professors, both in [news publications](#) and by our own faculty in communications with the USFA. For the University of Saskatchewan, Statistics Canada reported the following:

		Total teaching staff		Average salary	
Institution <sup>5</sup>	Rank	2018 / 2019	2019 / 2020	2018 / 2019	2019 / 2020
		Number		Dollars	
University of Saskatchewan - Including medical and dental	Full professor	420	402	187,100	193,000
	Full professor - With senior administrative duties <sup>6</sup>	54	54	201,450	203,525
	Full professor - Without senior administrative duties	369	351	185,050	191,400
	Associate professor	264	255	148,400	153,925
	Associate professor - With senior administrative duties <sup>6</sup>	24	18	170,925	180,800
	Associate professor - Without senior administrative duties	240	240	146,125	152,025
	Assistant professor	240	246	115,950	120,775
	Males	612	591	160,925	164,875
	Females	363	390	149,375	149,000
	Sex unknown/other	..	x	..	x

<sup>5</sup> [Full professor – With senior administrative duties] Includes all senior administrative responsibilities duties and deans and directors whose responsibilities and salary are equivalent to those of a dean.

<sup>6</sup> [Associate professor – With senior administrative duties] Includes assistant, associate, and vice-deans, directors not equivalent to deans, department heads, coordinators, and chairpersons.

For 2019/2020, Statistics Canada reports a gap at this university of \$15,875 between male and female teaching staff including medical and dental faculty.

Salaries of employees based on our dues list is comparable, showing an average salary of \$163,522 for male and \$146,991 for female professors, a gap of \$16,531. This data, however, does not tell the full picture. What follows is a preliminary examination of the gap at the U of S and other U15 universities, leading up to the distribution of the U of S Pay Inequity Balancing Fund, and the years following. We provide here a snapshot of average salaries only.

## U of S Pay Inequity Balancing Fund

At the U of S, a joint committee of USFA employees and Employer representatives proposed a solution in 2015 to accomplish two goals to address salary inequities: to offset continued starting salary inequity, and to determine the restorative justice issue for long-serving female employees.

The recognition of discrepancies in faculty salaries based on gender and a commitment to address this problem had been formally established in a Memorandum of Agreement in the Collective Agreement in the 90s and renewed in 2003. That MoA did not recognize that there was a problem with pay equity. Rather, the parties agreed to determine whether pay inequities existed and, if they did, to recommend mechanisms of correcting them. The deadline passed in 2004 without resolution.

Although we had made some ground in years after, there were still significant gaps, and in the round of negotiations leading up to our Agreement of 2014–2017 USFA finally convinced the employer to agree to establish a Pay Inequity Balancing Fund, with a new MoA as follows:

Effective July 1, 2015, the Employer shall make available the equivalent of 400 base budget career development increases to distribute as Special Increases amongst probationary, tenured and continuing status female employees in recognition for past and present pay inequities. The distribution of these increments will be based on an analysis of pay inequities across cohort and distributed proportionately. The analysis and decisions

regarding distribution of the funds shall be determined by a joint committee consisting of three employees as selected by the USFA and three members as selected by the Employer. In the event that a decision from the joint committee is not forthcoming by June 30, 2015, the increments shall be distributed equally amongst all probationary, tenured and continuing status female employees appointed before July 1, 2015.

The Joint Committee established to address what Chief Negotiator Jim Cheesman characterized as “A simple problem with a difficult solution” used the dues statement from December 31, 2014, to examine the salaries of employees with up to 30 years of service at the U of S (excluding those on long-term disability leave, Librarians and Lecturers, and mid-career hires). Salaries were examined in cohorts rather than by rank because it was determined that the salary gap had compounded as a result of female faculty taking longer to be promoted to full professor.

The joint committee determined that:

- ◆ mean salary: M > F by \$4910 (6.0%) in year 1, and \$9317 (5.7%) in year 30
- ◆ median salary: M > F by \$2295 (2.9%) in year 1, and \$9025 (5.6%) year 30
- ◆ starting salaries were not equivalent
- ◆ excluding the 07/08 grid transition,
  - ◇ mean starting salary: M > F by \$3108
  - ◇ median starting salary: M > F by \$1892

The committee suggested that on a go-forward basis, correcting the inequity in starting salaries could significantly reduce gender pay inequity at the University of Saskatchewan.

The solutions proposed for current

employees thus aimed to accomplish two goals: to offset the starting salary inequity, and to determine the restorative justice issue for long-serving female employees. The Joint Committee then consulted with the Committee on Women’s Issues, which voted that all eligible female members would receive \$1,500 plus \$12.38 per month of service. Approximately ½ of the available funds would be a corrective to starting salary, and approximately ½ of the funds to restorative justice. The longest- to shortest-serving faculty would receive funds at approximately a 3:1 ratio.

The adjustments were made to full-time base salary effective July 1, 2015, and had an immediate effect on salary gaps. However, continued scrutiny continues to be crucial.

### Where are we now?

With the release of the most recent Statistics Canada salary data, we were interested to determine how the gender pay gap at the U of S measures up to comparator universities, as well as to assess whether salary inequities have improved at our and other U15 universities. However, the published Statistics Canada data on male and female salaries includes all full-time teaching staff as a single group. Accordingly, we commissioned data from Statistics Canada that separated the professorial ranks, and present here some preliminary results focusing, for this report, on average salaries.

Note that the Statistics Canada data included in the following charts reflects different average salaries—sometimes quite significantly so—from what we report based on USFA dues, since the Statistics Canada data includes faculty who are out of scope at the U of S: for example, it groups

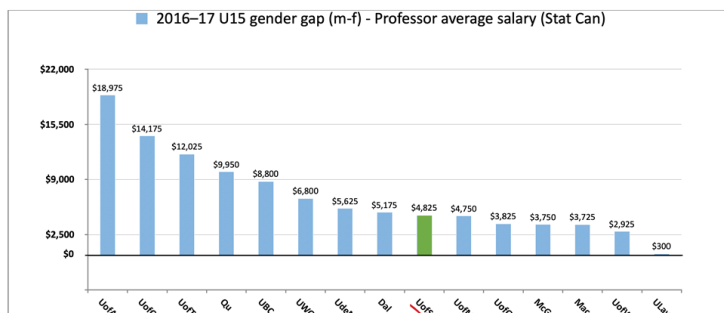
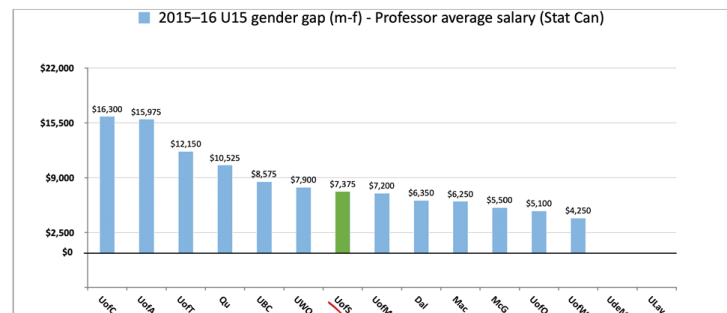
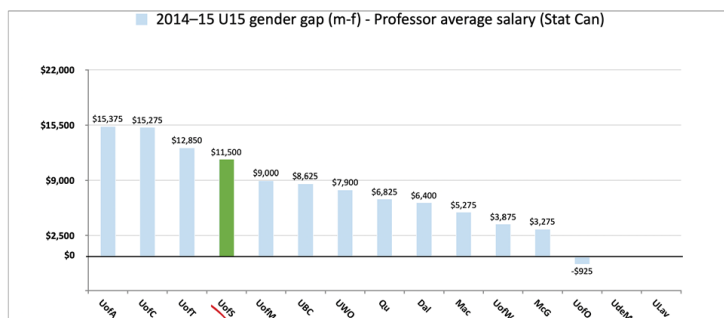
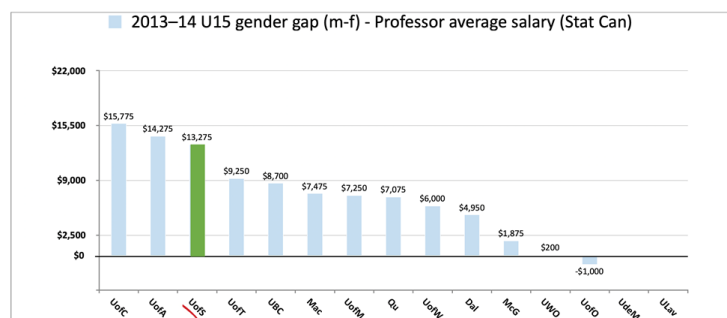
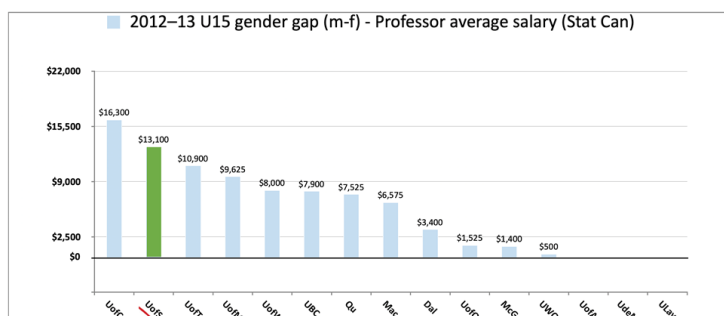
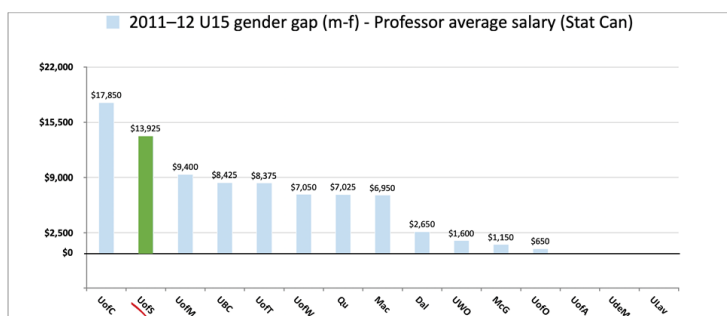
Assistant Deans (in-scope) together with Associate and Vice Deans (out-of-scope).

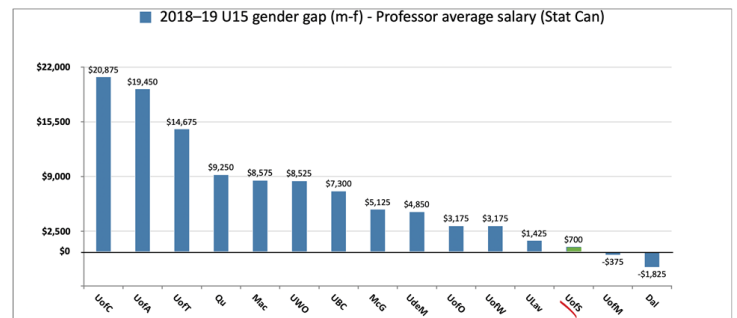
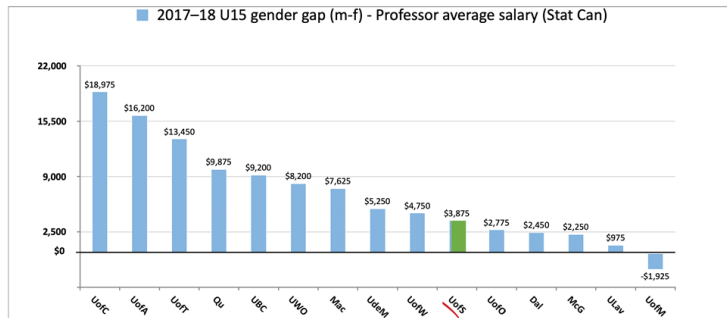
Between 2011/2012 and 2015/2016, the Full-time University and College Academic Staff System (FT-UCASS) was cancelled by Statistics Canada. During this period, FT-UCASS data were collected independently by participating institutions in association with the National Vice President's Academic Council. The institutions included here are among those that finalized these data with (or submitted back information to) Statistics Canada.

The following data excludes administrative responsibility category codes 1, 3, 6 and 8 described in the following table:

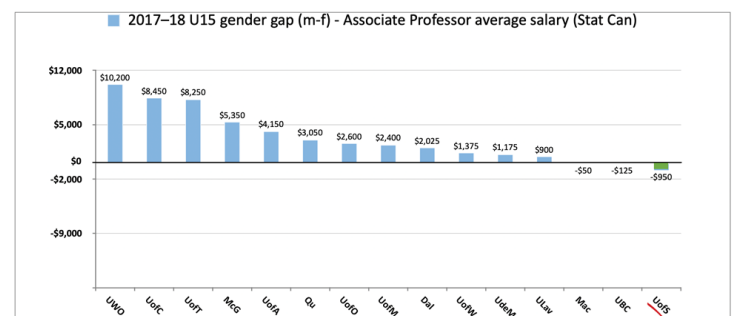
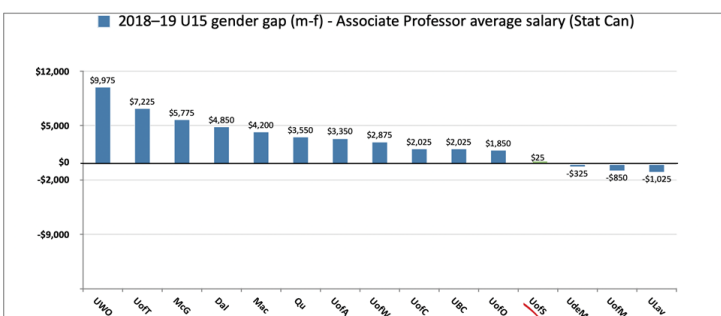
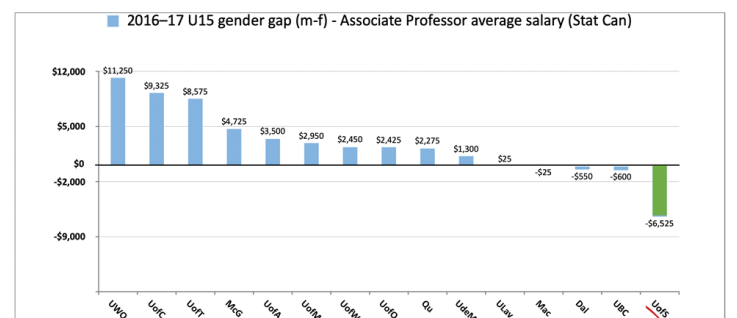
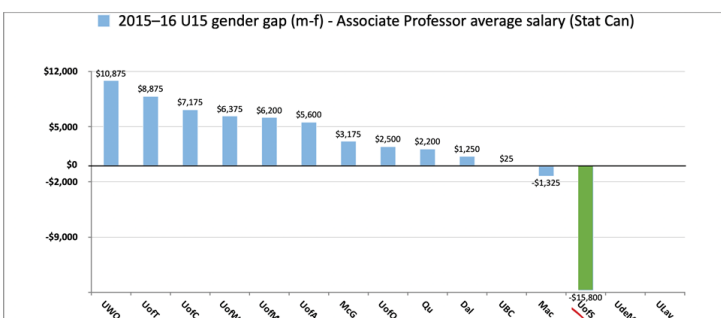
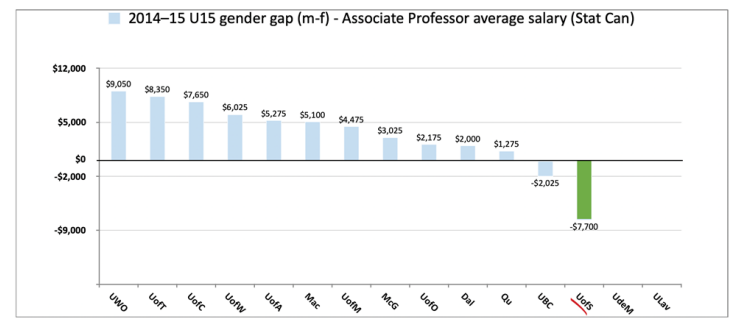
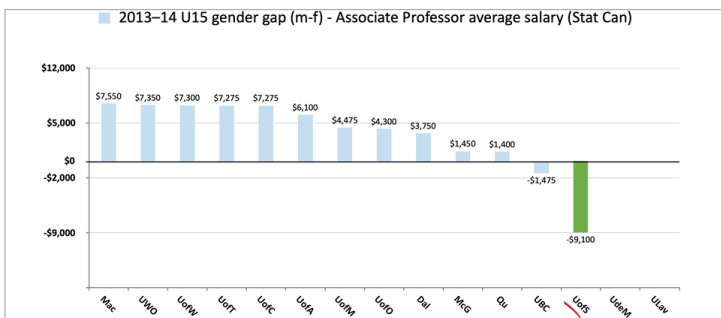
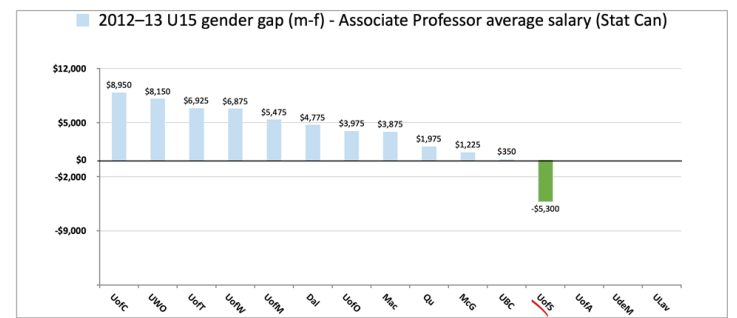
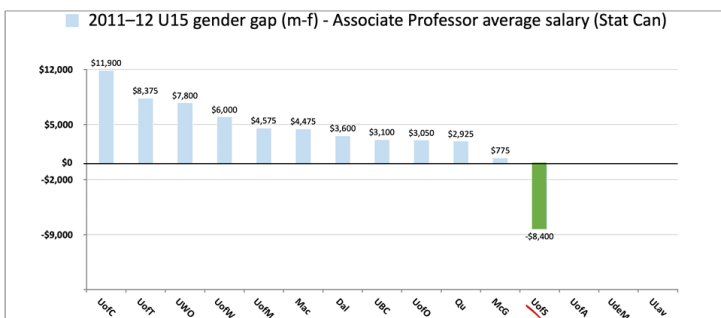
0 - Teacher with no senior administrative duties;
1 - Dean;
2 - Assistant dean, associate dean, vice-dean;
3 - Director whose responsibilities and salary are equivalent to those of a dean;
4 - Director, department head, coordinator;
5 - Chairperson;
6 - Visitor with teaching responsibilities e.g., staff with a permanent affiliation to another university or organization;
7 - Researchers - non-visitors;
8 - Researchers - visitors;
9 - Other - Assistant and associate director, department head, coordinator, chairperson and any other.

## Statistics Canada 2014–15 to 2018–19: Professors

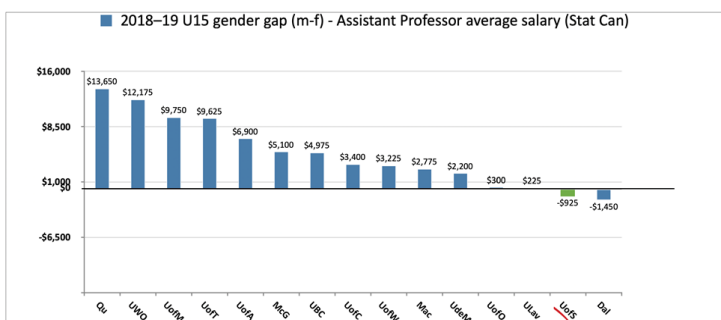
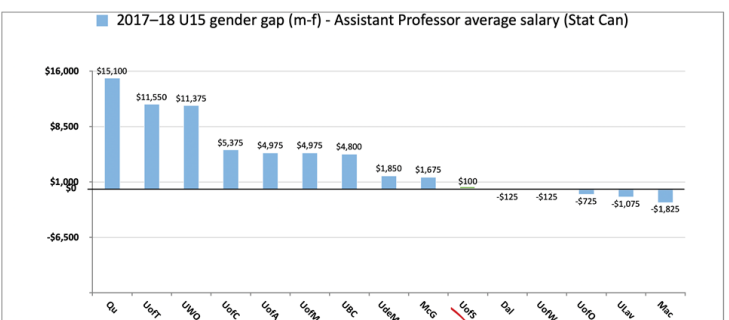
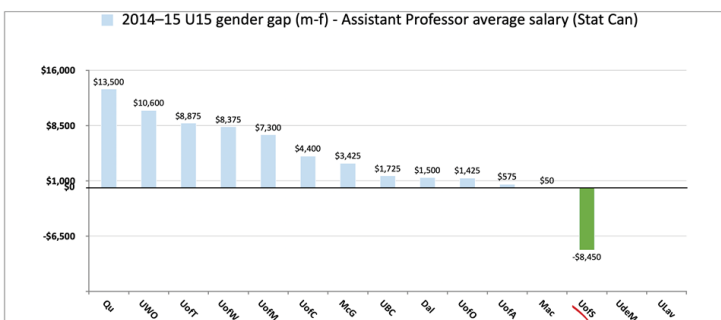
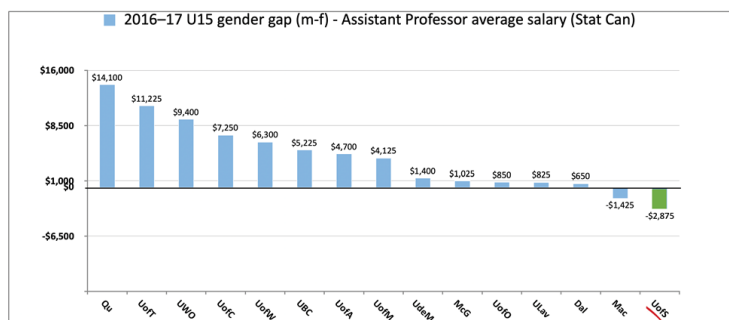
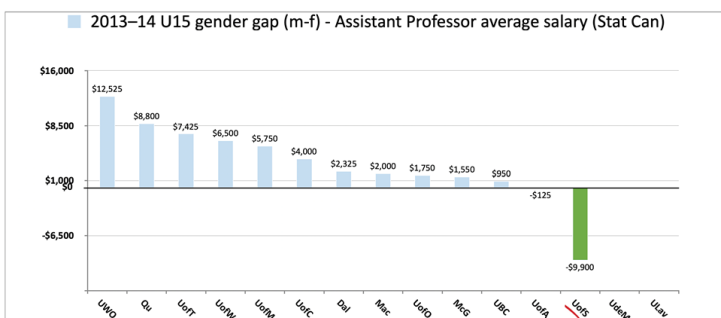
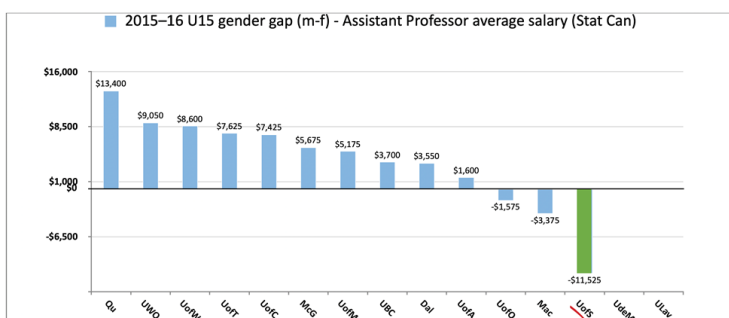
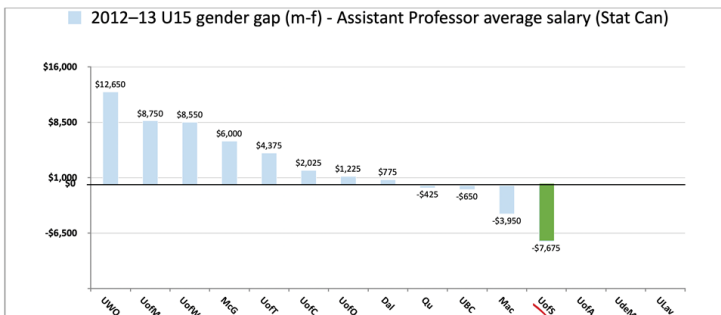
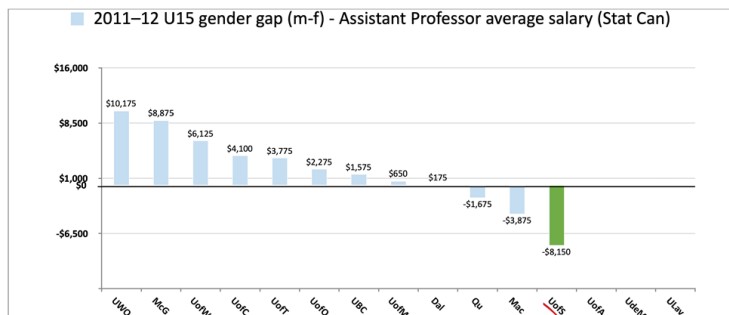




## Statistics Canada 2014–15 to 2018–19: Associate Professors



## Statistics Canada 2014–15 to 2018–19: Assistant Professors



The University of Saskatchewan has significantly narrowed salary gaps at all ranks since 2015, but this dataset does not reflect the salaries of our dues-paying members, which show a similar trend but with smaller gaps.

### U of S Dues analysis

At our university, the largest gap in average salaries for members in-scope has been at the Full Professor rank, though the trend is that this gap has been diminishing each year until Octo-

ber 2020. At the Associate Professor level, a higher average salary for female Associate Professors compared to male Associate Professors has been largely consistent over recent years (despite a lower average years of service for females at that rank). Female Assistant



Professors stay at the rank of Assistant a little longer than males.

Notably, it seems possible that higher starting salaries for males may be creeping in again at the rank of Assistant (data not shown here). This year, the average salary at point of hire seems to favour male candidates by the equivalent of about 1–2 CDIs; however, this high-level view cannot answer the question of whether that differential is

appropriate based on qualifications of the candidates, or if it reflects differences in candidate negotiating styles, and/or bias in those finalizing those decisions. It is too soon to know if this is a trend, but does bear attention over subsequent years, and all salary committees should strive to be conscious of any potential bias.

Other factors our salary caucus will be examining leading up to our next round of negotiations include whether

there is differential awarding of merit and retention pay, how distribution of top research positions (e.g. Canada Research Chairs) comes into play, the distribution of positions with senior administrative duties (e.g. Department Heads), and whether there are significantly larger gaps in certain disciplines. The differences in salary by gender as these relate to “years of service” groupings will be examined as well.

#### U of S Professor Average Salary (from dues) as of October

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
<b>Male</b>	\$152,701	\$160,894	\$167,252	\$174,233	\$180,183	\$185,399	\$186,836	\$185,812	193,778	199,106
<b>Female</b>	\$144,662	\$152,894	\$158,651	\$165,841	\$174,330	\$178,895	\$181,042	\$184,364	192,757	196,459
<b>m-f</b>	\$8,039	\$8,000	\$8,601	\$8,392	\$5,853	\$6,504	\$5,794	\$1,448	1,021	2,647

#### Professor Average years of service at U of S as of October\*

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
<b>Male</b>	20.57	20.24	20.16	19.11	19.73	19.62	19.77	19.75	19.88	20.15
<b>Female</b>	18.13	17.43	17.87	17.74	18.33	17.89	18.42	18.45	18.19	18.00
<b>m-f</b>	2.44	2.81	2.29	1.37	1.40	1.73	1.35	1.30	1.69	2.15

\*Excludes leave without pay (LWOP), long-term disability (LTD), and < 3 months service

#### Number of Professors at U of S as of October\*

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
<b>Male</b>	298	321	324	285	288	289	297	320	300	301
<b>Female</b>	86	89	95	97	97	102	112	113	116	113

\*Excludes LWOP and LTD

#### U of S Associate Professor Average Salary (from dues) as of October

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
<b>Male</b>	\$118,102	\$123,986	\$127,951	\$134,535	\$139,529	\$144,337	\$145,260	\$147,241	153,094	155,508
<b>Female</b>	\$118,462	\$124,565	\$128,703	\$136,011	\$143,106	\$145,891	\$146,589	\$146,969	154,025	156,356
<b>m-f</b>	-\$360	-\$579	-\$752	-\$1,476	-\$3,577	-\$1,554	-\$1,329	\$272	-931	-848

#### Associate Professor Average years of service at U of S as of October\*

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
<b>Male</b>	11.50	11.41	11.64	11.14	11.40	12.05	12.74	12.81	13.05	13.55
<b>Female</b>	10.43	10.93	10.98	11.76	11.82	11.70	11.43	11.69	11.07	11.35
<b>m-f</b>	1.07	0.48	0.66	-0.62	-0.42	0.35	1.31	1.12	1.98	2.20

\*Excludes LWOP, LTD, and < 3 months service

Number of Associate Professors at U of S as of October\*

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
Male	209	202	203	196	195	176	165	157	149	150
Female	123	124	118	114	120	102	106	115	112	102

\*Excludes LWOP and LTD

U of S Assistant Professor Average Salary (from dues) as of October

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
Male	\$98,208	\$105,577	\$108,995	\$113,193	\$115,247	\$115,364	\$114,937	\$114,467	122,306	126,396
Female	\$97,241	\$102,791	\$106,257	\$110,568	\$115,091	\$115,686	\$114,773	\$115,452	121,003	123,591
m-f	\$967	\$2,786	\$2,738	\$2,625	\$156	-\$322	\$164	-\$985	1,303	2,805

Assistant Professor Average years of service at U of S as of October\*

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
Male	4.04	4.20	4.50	4.79	5.20	5.23	4.88	4.95	4.84	5.04
Female	4.32	4.51	4.89	5.11	5.41	5.51	5.31	5.49	5.61	5.57
m-f	-0.28	-0.31	-0.39	-0.32	-0.21	-0.28	-0.43	-0.54	-0.77	-0.53

\*Excludes LWOP, LTD, and < 3 months service

Number of Assistant Professors at U of S as of October\*

	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
Male	154	144	140	134	133	129	132	134	136	124
Female	158	146	142	151	145	130	122	118	123	122

\*Excludes LWOP and LTD