

FAQs – Gender Pay Equity – January 2013

What is the Legal Context for the Pay Equity Agreement reached between the University and the Faculty Association?

The Equity Office first formally brought problems in gender pay equity forward in 2007 and 2009, and those findings have been confirmed through more recent analyses over the past two years. The University has an obligation under the *British Columbia Human Rights Code* to provide equal pay for equal work on the basis of gender to male and female employees. Once this pay equity issue for female tenure-stream faculty became apparent, it was necessary and appropriate for the University to address it.

In arriving at this agreement, UBC seriously considered the risk and potential impacts of a possible Human Rights complaint. This negotiated resolution resolves a long outstanding issue and represents an acceptable resolution under the applicable human rights legislation. A systemic or group level issue as has been identified at UBC, requires a group level solution and that is what the 2% adjustment for all eligible female faculty represents.

How did the committees decide that a 2% across the board (for all full-time female tenure-stream faculty) increase was the best solution? Were other options considered?

Statistical regression analyses demonstrated a 2% salary gap between male and female tenure-stream faculty members that was attributable to gender. The Committees considered various options to address this salary gap including below-the-line corrections, case review corrections, and group award solutions. Each option was evaluated according to a set of criteria as well as the experience of 17 other universities in Canada and the United States. The Committee recommended a 2% increase for all eligible female faculty based on careful consideration of this information, underpinned by the need for a group level solution to address a systemic, group level issue.

A group remedy by definition achieves equity between groups, not individuals. By increasing women faculty's base pay by 2%, it corrects the disparity at the level of the group, not at the level of the individual. A group remedy, despite possible individual inequity or differences, is an appropriate solution in this case. Otherwise, one group will continue to be advantaged over another – if there was no settlement, male faculty, as a group, would continue to have a pay advantage over female faculty.

Who is eligible for this pay adjustment?

All current, full-time female faculty who hold tenure-track, grant, or tenured positions (Instructor 1, Senior Instructor, Professor of Teaching, Instructor II, Assistant Professor, Associate Professor, and Professor) are eligible for this pay adjustment.

If this equal pay issue exists between female and male faculty, what about Librarians?

A review of the salaries of librarians and archivists showed that there was no gendered pay gap.

When is this pay adjustment taking effect?

The pay adjustment is retroactive to July 1, 2010 and will be implemented by February 28, 2013. Female faculty who are eligible for the pay adjustment will receive a letter prior to its implementation that provides additional details about the adjustment, including the date it takes effect.

How is this pay adjustment related to the current round of collective bargaining between UBC and the UBC Faculty Association?

This pay adjustment is completely separate from all collective bargaining at UBC.

Where can faculty get further information?

Please refer to the following websites for additional information:

<http://vpacademic.ubc.ca/faculty-equity-and-diversity-initiatives/gender-pay-equity-information/>

<http://www.facultyassociation.ubc.ca/currentissues.php>

<http://www.ubc.ca/okanagan/provost/welcome.html>

Members of the UBC Faculty Association wishing further information may wish to contact Deena Rubuliak, Executive Director, UBC Faculty Association.