

January 21, 2012

### **Joint Message from Provosts and Faculty Association to UBC Faculty Members**

In 2007 and 2009, the Equity Office coordinated two studies that identified the systemic equity issue of a "statistically significant" salary gap between male and female faculty in full-time tenured and tenure track appointments across all ranks.

In keeping with UBC's commitment to equity and the requirement to act in compliance with the *B.C. Human Rights Code*, the University partnered with the Faculty Association in 2010 to sponsor 2 Working Groups: a SMART Working Group to focus on structural measures and resolution tactics and a DATA Working Group to focus on quantitative analysis of the pay gap.

The SMART Working Group produced recommendations in five areas aimed at establishing best practices and preventing recurring equity gaps. These areas of proactive focus include:

1. **Starting salaries:** ensuring that differences are not due to unconscious bias or other discriminatory practices.
2. **Equity Training:** increasing awareness of discriminatory practices or unconscious bias and developing tools and safeguards.
3. **Mentoring:** increasing opportunities for connections, peer coaching and facilitation of career advancement.
4. **Working Climate:** establishing a mechanism to identify and explore possible areas where the working climate may be an issue for women.
5. **Monitoring:** establishing mechanisms for periodic audits of pay equity and best practice implementation.

The DATA Working Group conducted updated regression analyses of the annual salaries of full-time tenure and tenure track faculty (all ranks). The analyses indicated that after accounting for the factors of under representation of females at the full professor level, experience, and differences in the gender balance across departments, a pay differential of 2% remained, that could only be explained by gender. This unexplained female pay disadvantage is considered a systemic discrimination issue.

In 2012, the reports of the Working Groups were referred to a Gender Pay Equity Recommendations Committee for each campus, jointly sponsored by the Faculty Association and the two Provosts. Both committees endorsed the recommendations of the SMART Working Group and the DATA Working Group to establish best practices and proactive monitoring as well as the imperative to address the pay gap as an issue across the UBC system.

In December, 2012, the Faculty Association and the University signed a Memorandum of Agreement as a negotiated settlement to address the identified pay equity issue attributable to gender.

As part of the agreement, the parties will continue to work together to implement best practice measures to:

- Ensure that starting salaries are gender equitable
- Insist on equitable practices in recruitment, retention, promotion and merit
- Establish mentoring programs
- Ensure comprehensive monitoring of all gender equity measures and working climate across faculties

The agreement also provides for a 2 per cent salary increase to base academic salary retroactive to July 1<sup>st</sup> 2010, for all current full-time female faculty members in a tenure-track, grant or tenured position (Instructor I, Senior Instructor, Professor of Teaching, Instructor II, Assistant Professor, Associate Professor, or Professor). For female faculty hired after July 1, 2010, the increase will be applied retroactively to their start date. These individuals will receive a letter with additional details about the salary adjustment prior to its implementation, which is targeted for February 28.

This salary increase is completely unrelated to the collective bargaining process that the Faculty Association undertakes on behalf of faculty members. Accordingly, other salary increases, such as general wage increases, merit, PSA, or CPI, are not affected by the salary adjustment under the "Gender Pay Equity Agreement".


UBC and the UBC Faculty Association are committed to support efforts to implement and sustain this principled development.

Please visit the [Faculty Association](#), [UBCV](#) and [UBCO](#) Provosts' websites for the Pay Equity joint committees' reports and an FAQ document with additional information.

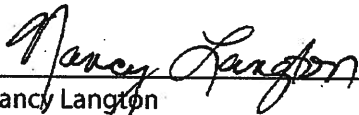
Yours truly,



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