

Report of the Gender Pay Equity Recommendation Committee Okanagan Campus

Committee Members:

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Data Analysis and Review:

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Introduction

A committee was initiated in June 2012 to make recommendations to the Provost, Okanagan campus and the Faculty Association regarding gender pay equity on the Okanagan campus. The committee was charged with building upon the work already completed by the Gender Pay Equity Recommendation Committee on the Vancouver campus, and, through an analysis of data on the Okanagan campus, to make an Okanagan specific recommendation for addressing the gender pay gap and preventing recurrence of future gender inequities.

The report of the Vancouver Gender Pay Equity Recommendation Committee dated July 2012 was reviewed as the basis for understanding the legal context, possible methods of compensation, and information regarding approaches to addressing pay equity issues at other Universities. The recommendations of the Vancouver committee were also reviewed and formed the basis of recommendations for the Okanagan committee with variations as required to fit the unique context of this campus. Analysis of the Okanagan data was completed by Jim Johnson and reviewed by the committee in consultation with Dr. Johnson and Stephanie McKeown.

In completing this work, it was most helpful to have participation of two members of the Vancouver committee, Deena Rubuliak and Mark Trowell, to facilitate understanding of the work to date and provide continuity between the two committees.

Recommendations

Summary of Data Analysis (Summer/Fall 2012)

“Estimation of the gender wage gap for UBC as a whole, for UBCV only, and for UBCO only, consistently finds a statistically significant wage gap, controlling for relevant factors such as department, rank, years in rank, and other variables. The data reveal a gap of somewhere between 1% and 3%. However more accurate estimation would require a reasonable number of male and female faculty members at each rank in each department, or at least at each rank in each faculty. Unfortunately only 5 of UBC’s 18 faculties have at least 10 female members in each rank (none of those 5 faculties are at UBCO) and only 19% of all UBC departments have 10 or more female faculty members in all ranks combined (15% of departments in the Okanagan). Consequently more accurate estimation is not possible.

In the Okanagan the “point estimate” of the gap is greater than 2% in some faculties (the Barber School of Arts and Sciences and the Faculty of Health and Social Development, for example) and less than 2% in others (Education and Engineering, for example). However because of the small sample sizes we cannot conclude that the differences between faculties are not the result of sampling error. There is no faculty in the Okanagan where the measured gap is statistically significantly different from 2%”.

In response to the question of whether there was a significant difference in the salary gap between ranks, Dr. Johnson provided additional analysis and summarized as follows: “I did the analysis and

concluded, that there were no significant difference in the wage gap in different faculties (including the Okanagan faculties) and ranks.”

Salary Award and Time Frame

Based on the statistical analysis presented by Dr. Johnson, the committee is recommending a salary award on the Okanagan campus to match that recommended by the Vancouver Committee: a 2% group salary award for full time female faculty members in a tenure or tenure track position with an effective date of July 1, 2010, applied to base salary only. Options for allocation of the 2% were discussed, including a 2% increase to each female salary or an approach providing each member with an equal lump sum adjustment derived by dividing 2% of the total female salaries by the number of members. The decision on allocation methodology is referred to the Provosts and the Faculty Association President.

Best Practices to Address the Gender Pay Gap

Short Term Priorities

- a) Starting Salaries:
 - Provide short listed tenure track candidates with information on average start salaries and start-up funds for relevant disciplines on the Okanagan campus during the selection process.
 - Maintain a database and conduct annual audits at the Faculty and campus level.
 - Develop system-wide principles and guidelines to eliminate gender bias in salary negotiations.

- b) Working Climate Investigation
 - Allocate resources to conduct an equity working climate review and to develop a plan for addressing the outcome.

Medium Term Priorities

- a) Mentoring:
 - Develop a comprehensive and multi-faceted mentoring program on the Okanagan campus to address the varied needs of faculty, including the unique needs of female faculty.
 - Highlight mentoring as a valued collegial activity and recognized service component at UBC.

- b) Equity Training :
 - Allocate resources to provide equity training for Deans, Heads, Directors, P & t Committees, and Search Committees.

Longer Term Priorities

a) Monitoring to Prevent Recurrence

- Conduct comprehensive employment and pay equity at a minimum of every 2 years with reporting to key groups (Provost, HR, Faculty Association).
- Review and revise as appropriate, governance structures to address accountability for gender equity issues.

General Recommendation

The committee recommends that all feasible efforts be made to collaborate & coordinate implementation of approved recommendations, where possible, including drawing on the expertise and experience offered by the Senior Advisor on Faculty Women (UBCV), in order to facilitate consistency across both campuses.