



Memorandum

Provost Office

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TO: Senate
FROM: Lydia White, Associate Provost (Policies, Procedures and Equity)
SUBJECT: Update on Academic Salary Differentials by Gender
DATE: May 15, 2013
DOCUMENT #: D12-72
ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE: This update of the 2011 Administrative Response to the Committee on Academic Salary (CASP) Report on Academic Salary Differentials by Gender is provided to Senate pursuant to the commitment made upon its initial presentation (D08-70) that a report on salary differentials by gender would “be brought back to Senate by the Provost for information, discussion, and advice starting in the academic year 2010-2011 and every other year thereafter.”

BACKGROUND & RATIONALE: D08-70 laid out an ambitious, long-term administrative agenda aimed at ensuring an equitable distribution of salaries across gender lines. The current update explores our progress and the administrative strategies in place to tackle current and future challenges. Regular monitoring of statistical data is required in order to assess our performance. This update presents data from 2012 and 2013.

Our administrative response to gender salary differentials must be viewed in the context of a wide range of concerns related to diversity and excellence that drive our salary, equity, workplace and hiring policies. Consequently, the focus is on ensuring that McGill continues to be able to attract and retain top faculty members by creating a workplace where men and women are able to excel and are rewarded for their efforts and successes.

MOTION OR RESOLUTION FOR APPROVAL: N/A

PRIOR CONSULTATION: N/A

NEXT STEPS: Next update will take place in 2 years.

APPENDICES: Appendix A: Update on Academic Salary Differentials by Gender (slides)

Update on Gender Salary Differentials: Tenure Stream Academic Staff

Professor Lydia White
Associate Provost , Policies, Procedures & Equity
Presented to McGill Senate
15 May 2013

Background

- 11 February 2009: A report of the Committee on Academic Staff Compensation (CASC) drew attention to gender differentials in academic salaries
- 20 May 2009: An Administrative Response to that report was issued to outline a plan of action
- 18 May 2011: A report provided the first biennial update
- 15 May 2013: This update provides current salary data, describes recent efforts, and explains ongoing measures

Mean Salary – All TT Staff

(with t-test of difference M-F)

Year and Gender		Assistant	Associate	Full
2008	Female	\$82,158	\$105,281	\$132,021
	Male	\$86,681	\$106,787	\$135,684
Difference M-F		\$4,523 (sig.)	\$1,506 (not sig.)	\$3,653 (not sig.)
2011	Female	\$85,778	\$105,776	\$139,325
	Male	\$92,446	\$109,115	\$144,892
Difference M-F		\$6,668 (sig.)	\$3,339 (sig.)	\$5,567 (not sig.)
2013	Female	\$90,890	\$112,034	\$150,744
	Male	\$98,601	\$115,288	\$154,059
Difference M-F		\$7,711 (sig.)	\$3,254 (sig.)	\$3,315 (not sig.)

Mean Salary – Arts TT Staff

(with t-test of difference M-F)

Year and Gender		Assistant	Associate	Full
2008	Female	\$72,236	\$93,591	\$129,648
	Male	\$71,082	\$103,185	\$131,973
Difference M-F		(\$1,154) (not sig.)	\$9,595 (sig.)	\$2,325 (not sig.)
2011	Female	\$74,154	\$96,389	\$135,572
	Male	\$76,229	\$100,920	\$140,797
Difference M-F		\$2,076 (not sig.)	\$4,531 (not sig.)	\$5,225 (not sig.)
2013	Female	\$78,464	\$102,170	\$143,653
	Male	\$80,976	\$105,625	\$147,191
Difference M-F		\$2,512 (not sig.)	\$3,455 (not sig.)	\$3,538 (not sig.)

Mean Salary – Education TT Staff

(with t-test of difference M-F)

Year and Gender		Assistant	Associate	Full
2008	Female	\$73,408	\$93,749	\$126,534
	Male	\$76,423	\$94,473	\$131,559
Difference M-F		\$3,015 (not sig.)	\$725 (not sig.)	\$5,025 (not sig.)
2011	Female	\$76,323	\$93,062	\$135,570
	Male	\$73,142	\$99,454	\$138,864
Difference M-F		(\$3,181) (not sig.)	\$6,391 (not sig.)	\$3,294 (not sig.)
2013	Female	\$79,276	\$101,004	\$145,950
	Male	\$80,821	\$106,038	\$143,689
Difference M-F		\$1,545 (not sig.)	\$5,034 (not sig.)	(\$2,261) (not sig.)

Mean Salary – Medicine TT Staff

(with t-test of difference M-F)

Year and Gender		Assistant	Associate	Full
2008	Female	\$83,756	\$111,197	\$134,310
	Male	\$84,080	\$107,741	\$142,663
Difference M-F		\$325 (not sig.)	(\$3,456) (not sig.)	\$8,353 (sig.)
2011	Female	\$85,611	\$109,975	\$141,261
	Male	\$86,776	\$109,885	\$151,657
Difference M-F		\$1,164 (not sig.)	(\$90) (not sig.)	\$10,396 (sig.)
2013	Female	\$88,653	\$114,853	\$145,316
	Male	\$89,963	\$106,380	\$148,379
Difference M-F		\$1,310 (not sig.)	(\$8,473) (sig.)	\$3,063 (not sig.)

Mean Salary – Science TT Staff

(with t-test of difference M-F)

Year and Gender		Assistant	Associate	Full
2008	Female	\$85,863	\$100,182	\$121,920
	Male	\$87,087	\$102,706	\$127,314
Difference M-F		\$1,224 (not sig.)	\$2,524 (not sig.)	\$5,394 (not sig.)
2011	Female	\$83,398	\$104,596	\$131,321
	Male	\$86,748	\$104,106	\$135,888
Difference M-F		\$3,550 (not sig.)	(\$490) (not sig.)	\$4,567 (not sig.)
2013	Female	\$89,031	\$110,039	\$144,799
	Male	\$91,363	\$109,832	\$144,961
Difference M-F		\$2,332 (not sig.)	(\$207) (not sig.)	\$163 (not sig.)

Mean Salary – Desautels TT Staff

(with t-test of difference M-F)

Year and Gender		Assistant	Associate	Full
2008	Female	\$129,302	\$167,933	\$161,649
	Male	\$147,393	\$151,397	\$195,961
Difference M-F		\$18,092 (not sig.)	(\$16,535) (not sig.)	\$34,312 (not sig.)
2011	Female	\$137,611	\$170,936	\$167,600
	Male	\$154,829	\$172,208	\$195,223
Difference M-F		\$17,217 (sig.)	\$1,272 (not sig.)	\$27,623 (not sig.)
2013	Female	\$143,165	\$168,065	\$193,516
	Male	\$161,702	\$188,084	\$208,963
Difference M-F		\$18,537 (sig.)	\$20,019 (not sig.)	\$15,447 (not sig.)

Factors Affecting Academic Salary

VARIABLE

- Starting base salary, broadly set by market forces
- Increases related to merit exercises
- Increases related to retention

FIXED

- Increases awarded to all faculty members
- Increases related to promotion
- Academic stipends

Starting Salary

- Very difficult to derive conclusive data on starting salary
- Complex processes set starting salary:
 - Variation by Faculty
 - Variation by sub-specialty
 - Variation by experience
 - Variation by rank

Mean Merit Rating (1 is Best)

with t-test of difference M-F

		Assistant	Associate	Full
2008	Female	2.13	1.87	1.48
	Male	2.16	2.12	1.81
Difference M-F		0.03 (not sig.)	0.25 (sig.)	0.33 (sig.)
2011	Female	2.39	1.96	1.50
	Male	2.45	2.15	1.78
Difference M-F		0.06 (not sig.)	0.19 (sig.)	0.28 (sig.)
2013	Female	2.46	1.96	1.50
	Male	2.44	2.10	1.72
Difference M-F		(0.02) (not sig.)	0.14 (sig.)	0.22 (sig.)

Distribution of Retention Monies, 2007-12

	Female Faculty Members	Male Faculty Members
Number of granted retention increases	29	83
Proportion of total retention requests	26%	74%
Proportion of allocated monies	24%	76%
Average retention allocation	\$4472	\$4982

Promotion:

Mean Years between Associate and Full (with t-test of difference M-F)

	2008		2011		2013	
	Females	Males	Females	Males	Females	Males
Years (Associate to Full)	8.99	8.60	9.15	8.28	9.45	8.14
Difference	-0.39 (not sig.)		-0.87 (not sig.)		-1.31 (sig.)	

Awards to Female Faculty

	2008		2011		2013	
	Actual	Expected	Actual	Expected	Actual	Expected
William Dawson Scholars	14	16	15	13	10	15
James McGill Professors	15	17	16	18	16	20
CRC Tier I	11	11	12	13	13	12
CRC Tier II	18	26	17	23	18	26
Endowed Chairs	12	13	13	16	14	16

Measures Taken

1. Employment Equity Data Reports
2. Internal CRC Nominations
3. Mentoring
4. Monitoring
5. ALF sessions on recruitment and equity
6. Information sessions on promotion

Appendices

Headcount by Rank and Gender

	Year	Assistant		Associate		Full	
Female	2008	145	39%	174	33%	94	19%
	2011	127	40%	208	34%	97	20%
	2013	128	42%	237	35%	97	20%
Male	2008	231	61%	358	67%	414	81%
	2011	194	60%	398	66%	391	80%
	2013	174	58%	432	65%	388	80%
Total	2008	376	100%	526	100%	514	100%
	2011	321	100%	605	100%	489	100%
	2013	302	100%	669	100%	485	100%

Average Annual Departures

as a proportion of 2008 faculty headcount by rank
January 2008 through December 2012

	1/08 – 12/12			
Rank at Departure	Female		Male	
Full	27	28.7%	113	27.3%
Associate	20	11.5%	64	17.9%
Assistant	24	16.6%	37	16.0%

James McGill Professors

		Associate		Full		Actual		Expected	
2008	Female	1	50%	14	16%	15	17%	17	19%
	Male	1	50%	72	84%	73	83%	71	81%
2011	Female	0	0%	16	18%	16	18%	18	20%
	Male	0	0%	75	82%	75	82%	73	80%
2013	Female	0	0%	16	16%	16	16%	20	20%
	Male	0	0%	82	84%	82	84%	78	80%

William Dawson Scholars

		Assistant		Associate		Full		Actual		Expected	
2008	Female	0	0%	11	28%	3	25%	14	26%	16	30%
	Male	2	100%	29	73%	9	75%	40	74%	38	70%
2011	Female	0	0%	11	35%	4	36%	15	35%	13	31%
	Male	1	100%	20	65%	7	64%	28	65%	30	69%
2013	Female	1	33%	8	24%	1	13%	10	23%	15	33%
	Male	2	67%	25	76%	7	88%	34	77%	29	67%

Canada Research Chairs (Tier I)

		Assistant		Associate		Full		Actual		Expected	
2008	Female	0	0%	2	33%	9	20%	11	21%	11	21%
	Male	2	100%	4	67%	36	80%	42	79%	42	79%
2011	Female	0	0%	1	20%	11	21%	12	20%	13	22%
	Male	2	100%	4	80%	41	79%	47	80%	46	78%
2013	Female	0	0%	0	0%	13	22%	13	22%	12	20%
	Male	0	0%	1	100%	46	78%	47	78%	48	80%

Canada Research Chairs (Tier II)

		Assistant		Associate		Full		Actual		Expected	
2008	Female	11	22%	7	33%	0	0%	18	25%	26	37%
	Male	39	78%	14	67%	0	0%	53	75%	45	63%
2011	Female	6	29%	11	27%	0	0%	17	26%	23	35%
	Male	15	71%	30	73%	3	100%	48	74%	42	65%
2013	Female	4	31%	14	25%	0	0%	18	25%	26	36%
	Male	9	69%	43	75%	1	100%	53	75%	45	64%

Endowed Chairs

		Assistant		Associate		Full		Actual		Expected	
2008	Female	0	0%	1	20%	11	17%	12	17%	13	20%
	Male	0	0%	4	80%	53	83%	57	83%	56	80%
2011	Female	0	0%	1	17%	12	17%	13	17%	16	21%
	Male	0	0%	5	83%	58	83%	63	83%	60	79%
2013	Female	1	50%	3	60%	10	15%	14	19%	16	22%
	Male	1	50%	2	40%	55	85%	58	81%	56	78%