



Joint Statement
Provost and Vice President (Academic)
McMaster University Faculty Association

McMaster University is committed to fostering an inclusive community and to ensuring equity in compensation and treatment. In this spirit we have undertaken a study to assess whether a salary gap exists between female and male faculty at the University, inclusive of all faculty members on the CP/M scheme—specifically those with tenure-stream, teaching-stream and contractually limited appointments. The study has been carried out by the Office of Institutional Research and Analysis with input from and the support of members of the MUFA Executive.

The gender pay equity study looked at gender bias over two years related to compensation in 2012 and 2013. The results of a preliminary analysis were reported in March 2014 using data only from 2012, prompting the need for further investigation. A comprehensive report providing more detail on the analysis covering both years will be released shortly.

The analysis attempts to account, as far as possible, for the difference in average salary between male and female faculty members on the basis of Faculty, appointment type, rank and years in rank. The analysis indicates a systematic bias in favour of male faculty members and provides an estimated average annual salary differential that may be associated with gender for each of the years studied. The mean of the estimated annual salary differential in the two years studied is \$3515. Work was undertaken to refine the analysis by considering whether gender differences were greater in some Faculties than others or whether there was a systematic difference as a function of rank. The results were inconclusive or inconsistent across the two years studied. For this reason, an adjustment will be applied equally as a fixed dollar amount to all female faculty members. Specifically, an adjustment of \$3515 will be applied to the base salary of each female member of faculty on the CP/M scheme at McMaster as of July 1, 2015. The base salary adjustment will be made prior to any and all ATB and CP/M increases. Periodically, faculty pay will be analyzed to ensure that pay differentials due to gender are identified so that any future recurrence of a systematic gender pay gap may be corrected.

This study of pay equity is complementary to but distinct from the work of the Yates Committee on Gender Equity whose report “Women faculty, now and in the future: Building excellence at McMaster University” was issued in January 2014. That report addressed non-salary issues related to the hiring and support of female faculty members at McMaster. The implementation of the Yates report is ongoing, and rests primarily with a

committee chaired by Dr. Susan Searls-Giroux, AVP Faculty. It will be incumbent on this committee as well as on Faculty Deans and other academic leaders to ensure that gender pay inequity does not persist into the future. Some progress in this direction is already underway. For example, a committee has just concluded its analysis of the Pregnancy/Parental Leave Policy for Faculty and MUFA Librarians and has recommended changes to ensure that a systematic and unbiased approach is used in applying CP/M to faculty who are on leave. The Administration and MUFA are committed to working together in addressing how gender differences can occur in hiring and career development and in developing approaches to avoid or limit such differences.



April 27, 2015

Signature

Date

Dr. David Wilkinson
Provost and Vice President (Academic)
McMaster University



April 27, 2015

Signature

Date

Dr. Rafael Kleiman
President
McMaster University Faculty Association