



Office of the Provost

A Joint Statement from:

**The University Administration *and*
The University of Western Ontario Faculty Association**



January 4, 2010

The Salary Anomaly Committee, a joint committee established under clause 37.1 of the Compensation and Benefits article of the Faculty Collective Agreement, was charged under Letter of Understanding H with conducting a study of gender-based salary anomalies in 2009. The Committee's report is now available for review and can be found at <http://www.uwo.ca/pvp/facultyrelations/faculty/pay-equity.html>.

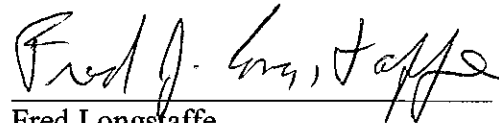
In summary, the Committee found that after controlling for differences in years of experience, rank, performance scores, discipline, and other observed characteristics, there is on average no statistically significant difference between the salaries of male and female faculty at Western, both for Limited Term and Probationary-Tenured faculty. This is in contrast to the results of studies undertaken in 1995 and again in 2005, both of which concluded that women faculty at Western are often paid less than their male colleagues of similar experience and accomplishment. These previous studies led to the adjustment of the salaries of many women faculty, and this appears to have removed gender-based anomalies.


However, the Committee concluded that gender effects on salary may currently exist for certain subgroups, specifically probationary and tenured faculty who were hired after the pay equity adjustments made following the 2005 study, and newly promoted full professors. As required by clauses 39 and 39.1 of the Compensation and Benefits article of the collective agreement, the Salary Anomaly Committee will examine further the possibility that gender-based anomalies exist among newly hired faculty

and among newly promoted professors and may make recommendations for correction using the 2009-10 Salary Anomaly Fund.

The Committee also makes a number of recommendations relating to gender-based salary adjustments, future analyses and appropriate methodology, and the investigation of additional systematic factors.

We wish to thank the following Committee members for their work on this study and in the continuing work of this Committee: Terry Sicular (Chair), James Davies (Economics), Ann Bigelow (MOS), Julie McMullin (Sociology and Associate Dean, Social Science), David Wardlaw (Chemistry and Dean of Science). Thanks also to Jimmy Chien (IPB) who provided assistance to the Committee.


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