

UNB-AUNBT Joint Working Group on Equity in Compensation

FINAL REPORT

June 14th, 2022

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Executive Summary:

The Joint Working Group on Equity in Compensation (JWGEC) undertook to examine the salary of Full-time AUNBT members (Group 1) by gender within ranks and employment categories with the goal of identifying if a gendered pay gap exists at UNB, and if so, what are the drivers of that pay gap. To facilitate this work, we obtained preliminary data from the Office of Institutional Analysis (OIA). The JWGEC identified gendered patterns that impinge on average salaries. For example, a prime factor that contributes to the higher average salaries overall for men relative to women is employment streams. The data showed that women are employed in higher proportions in the Teaching Professor stream, while men continue to dominate all ranks in the Professorial¹ stream, and the salary grid for the Teaching Professor stream is offset and lower than that of the Professorial stream. Further, the JWGEC also identified gendered patterns *within* ranks and employment streams. The nature and causes of these latter patterns, however, will require analysis beyond what was possible for the JWGEC to accomplish with the data provided by OIA and in the time allowed by the bargaining cycle, so the primary recommendation of the JWGEC is that a full review be undertaken.

Assessment & Analysis:

The JWGEC began its work in January of 2022. Membership consisted of three AUNBT appointees (Sue Blair, Dorothy Duplessis, Connie Stewart), and three UNB appointees (Maira Goodfellow, Kelly Scott-Story, Joanne Wright). We submitted data requests to OIA relating to starting and average salary by gender for each employment category and rank, as well as time in rank and in service at UNB. We also examined selective pay equity projects at other institutions to consider methodology and practices in the evaluation of pay equity. We received data in two batches from OIA (initial and corrected) on March 21 and April 6, 2022. The examination of data allowed us to see some coarse-grained patterns, and to identify areas that warrant further investigation.

The JWGEC concluded that there is a gendered salary gap evident at the coarsest level of analysis (for example, by generating the average salary of men and women without reference to employment stream or rank). However, we concluded that the distribution of salary by gender among members of AUNBT Group 1 at UNB is shaped by factors that may operate at several different levels. We also concluded that some of these factors are more easily understood than others. These factors may include: a) the distribution of members by gender in employment streams, b) issues that may emanate from a range of more fine-grained characteristics of salary

¹ Elsewhere in this document, what is conventionally referred to as the professorial stream is here called the “Teaching-and-Research” or “T&R” stream, to distinguish it from the newly-renamed Teaching Professor stream.

structure, and c) issues that may arise from different career trajectories and life experiences of members.

Salary scales at UNB are generally rigid (see Article 36B.09) which inherently should dissuade from large gender gaps in pay. The major factors influencing salary overall are employment stream (i.e., Teaching professor stream, Teaching-and-Research Professor stream, Librarian/Archivist Stream, etc.), broadly regulated adjustments of initial salary (i.e., market differential, credit-in-rank adjustment, President's discretionary amount), and adjustments made in response to the assumption of administrative roles (chair, dean, director, etc.).

Generally, there are significant components of gendered differences in pay that relate to employment stream (i.e., Teaching Professors v. Teaching-and-Research Professors). Charts appended to this document demonstrate this (see Appendix, below). To summarize, compensation by rank for Teaching Professors is offset from that of Teaching-and-Research Professors such that the highest rank for the former corresponds to the second highest rank for the latter. Almost one fifth (18%) of full-time academic staff employees at UNB are employed as Teaching Professors, and these are disproportionately women (63% of a Teaching Professors are women, compared to 36% of Teaching-and-Research Professors who are women). This pattern and its potential implications for recruitment of women into academic work, and for equity in general, warrants further examination and discussion between the parties. It is also important to consider historical factors and how they influence the observed data, for example, in the Professorial stream, at a high-level glance there are significantly more self-identified men (n=132) vs women (n=50), but to what degree this reflects hiring practices from, for example, 25 years ago needs to be further deciphered through analysis involving time in rank, stage of career, etc.

Recommendation:

Notwithstanding the impact of gendered participation in employment stream, the JWGEC concluded that further analysis is required, including an analysis of the more fine-grained characteristics of salary structure and the systemic issues within academic work at UNB which may also be issues that warrant full examination. The JWGEC therefore recommends to the parties that there be an exhaustive review to examine these issues further. This review may be undertaken by consultants, as a part of a funded research project, or by means mutually determined by the parties. This review should have the following parameters:

- 1) The analysis should draw directly on salary data both currently and historically, over the course of a member's careers (i.e., comparing salaries on initial hire, and then at set intervals after hire, such as every five years). Those undertaking the analysis should be empowered to access specific salary data and aggregate that data as part of the analysis, with the attendant considerations of confidentiality and protection of privacy.
- 2) This analysis should consider within-stream/within-rank differences that may be related to gender, which may include:

- a. The length of time spent in rank
 - b. Market differential (36A.04d)
 - c. Credit-in-rank at point of hire (36A.06)
 - d. The use of President's discretionary amount (36B.05)
 - e. Receipt of administrative stipends, such as:
 - i. Chair, department heads (36B.02)
 - ii. Administrative stipends as per MOU 23
 - iii. Deans, Assistant and Associate Deans (as per policy on Salary Administration, Leaves, Research Assistance and Professional Development for Deans, Associate Deans and Assistant Deans Human Resources & Organizational Development (P&C)
 - f. Merit awards (36B.03)
 - g. Stipends for CRCs (17B.03, and MOU 15)
 - h. Impact of leaves (i.e., parental leaves, other leaves) on progress and time to promotion
 - i. Faculty specific factors or clustering of faculties (e.g., STEM vs non-STEM)
 - j. Campus location
 - k. Any other factors that may result in a deviation from appointment with a salary at the floor of the lowest rank in that employment stream, or influence progress through ranks and/or the ability to acquire additional compensation through any of the means outlined above at any stage of career.
- 3) The Joint Working Group recommends the appointment by the parties of a joint committee to advise and oversee the work; this committee may be a continuation of the current Joint Working Group on Equity in Compensation or may be a different group. We do not suggest that this joint committee undertake the analysis work, but rather serve as a reservoir of experience and knowledge around equity, salary structure, and the nature of academic work at UNB. This joint committee will also use the results of the review to discuss potential remedies to any systemic or structural factors that are producing patterned differences in pay between men and women at UNB.

Appendix

Figure 1: Distribution of AUNBT and AUNBT-related employees into employment streams.

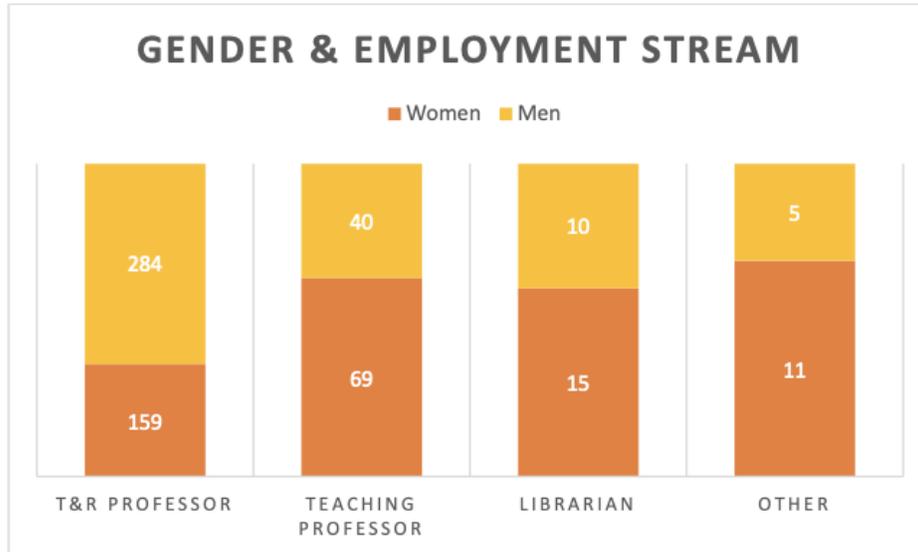


Figure 2: Distribution of AUNBT and AUNBT-related employees into employment streams by rank.

