

# The Salary Anomaly Review University of Waterloo (2016)

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# Data Points

- annual salary
- starting salary
- rank at hire
- year of hire
- highest degree
- year of highest degree
- current rank
- faculty
- department
- gender
- FTE (full-time, part-time)
- # OPAs –Outstanding Performance Awards)
- 6 years of overall merit scores (2009-2014)
- past anomaly correction (Y/N)

# Results

- 59 identified anomalies (27 women; 32 men)
- 12 possible anomalies requiring further investigation (3 women; 9 men)
- \$2905 gender-based inequity in favour of male faculty (female faculty underpaid by \$2905 p.a.)
- total cost: approximately \$1.2 million Cdn
- re-do similar anomaly review in 2020 and every 5 years after that

# Faculty Members by Faculty & Gender

	<b>Female</b>	<b>Male</b>	<b>Total</b>
<b>Applied Health Sciences</b>	31	41	72
<b>Arts</b>	135	165	300
<b>Engineering</b>	53	246	299
<b>Environment</b>	28	53	81
<b>Mathematics</b>	43	183	226
<b>Science</b>	54	139	193
<b>Sum</b>	344	827	1171

## Faculty Members by Rank & Gender

	Female	Male	Total
Assistant Professor	88	134	222
Associate Professor	125	268	393
Clinical Lecturer	4	3	7
Lecturer	51	92	143
Professor	76	330	406
Sum	344	827	1171

## Final Anomaly Counts by Rank

	<b>Not Anomalous</b>	<b>Anomalous</b>	<b>Needs Further Investigation</b>	<b>Sum</b>
<b>Assistant Professor</b>	196	22	4	222
<b>Associate Professor</b>	371	19	3	393
<b>Clinical Lecturer</b>	7	0	0	7
<b>Lecturer</b>	133	10	10	143
<b>Professor</b>	393	8	5	406
<b>Sum</b>	1100	59	12	1171

# Cost of Fixing Identified Definite Anomalies

	Count	Sum Recommended Corrections
Applied Health Sciences	12	\$27000
Arts	18	\$43000
Engineering	7	\$34500
Faculty of Environment	4	\$11000
Mathematics	7	\$35000
Science	11	\$52500
TOTAL	59	\$203000

## Average overall merit ratings – female vs male

	Female	Male
<b>Assistant Professor</b>	1.46	1.43
<b>Associate Professor</b>	1.62	1.58
<b>Clinical Lecturer</b>	1.43	1.46
<b>Lecturer</b>	1.56	1.59
<b>Professor</b>	1.71	1.72
<b>Overall</b>	1.59	1.61



<https://uwaterloo.ca/provost/sites/ca.provost/files/uploads/files/salaryanomalyworkinggroup.pdf>

OR

[uwaterloo.ca / faculty association / compensation / salary anomaly report highlights / read more \(full salary anomaly working group report \(pdf\)\)](#)