

July 10, 1975

REPORT OF PRESIDENT'S AD HOC COMMITTEE ON
SALARY DIFFERENTIALS - FACULTY - MEN/WOMEN

On February 25, 1974 President W. H. Gage wrote to Dean W. D. Finn, Dean D. T. Kenny, Dr. M. Uprichard, Dean G. M. Volkoff and Dr. W. A. Webber asking them to serve as an Administrative group to meet with a group appointed by the Faculty Association Executive

- (a) to clarify the criteria governing present salaries, keeping in mind the pertinent sections of the Faculty Handbook on salaries;
- (b) to advise him on possible mechanisms and procedures for a review of salary differentials as between men and women, which will be satisfactory to both groups .

On March 11, 1974 President Gage wrote to Dr. I. Ross, President, Faculty Association, asking him to nominate a group to meet with the above group.

On July 24, 1974 Dr. Meredith Kimball submitted the following list of names on behalf of the Executive of the Faculty Association: Don Brown, Jane Hastings, Myrne Nevison, Hilda Thomas, David Balzarini.

Dr. Kimball's letter was transmitted by President Gage on July 25, 1974 to Dean Volkoff whom the President designated to convene the two groups.

On July 26, 1974 Dean Volkoff advised Dr. Kimball that as he was going into hospital on July 28 for some minor surgery he would not be in a position to convene a meeting for some weeks.

On returning to campus in August Dean Volkoff ascertained that a number of the ten members of the combined two groups would be absent from campus during August, and as the result of a mail poll the first meeting was set for September 11, 1974.

At the first meeting of the Committee on September 11, 1974 a discussion took place of the section on Salaries on pages B1, B2 of the Faculty Handbook, and, in particular, section C under General Principles was noted. Since there was no dissent on the part of any member of the Committee from any of the statements in the Faculty Handbook no further action was undertaken with respect to the first of the two terms of reference.

With respect to the second of the two terms of reference the Chairman called the attention of the Committee to the fact that the task of this group was to propose "mechanisms and procedures" and not to conduct reviews of individual cases.

Several members of the Committee were aware of a report prepared at the University of Toronto on "Employment Conditions of Full Time Women Faculty", and Dr. M. Uprichard undertook to obtain a copy of this report.

Report of President's Ad Hoc Committee on Salary Differentials --
Faculty - Men/Women

It was suggested by some members of the Administrative group that since the initiative for these discussions came from the Faculty Association it would be appropriate if the group nominated by the Faculty Association were to prepare a draft working paper on possible procedures and recommendations for consideration by the Committee.

On November 26, 1974 the Chairman distributed to members of the Committee copies of the University of Toronto report and reminded them that the second meeting of the Committee was to be called after the draft working paper had been circulated.

The draft working paper dated December 11, 1974, prepared by Dr. D. Balzarini was distributed to the Committee, and a second meeting of the full membership of the Committee was held on December 19, 1974 with Acting-Dean R. M. Will attending in place of Dean D. T. Kenny who had in the meantime been named President-Designate and wished to be replaced.

The draft working paper contained four proposed recommendations.

The Chairman ruled that the first of these proposed recommendations was out of order, since it fell outside the terms of reference of the Committee. This proposed recommendation read:

"That provision be made in the current budget request to undertake the establishment of a rational salary structure based on a minimum scale indexed to the salaries of school teachers (see attached description by Dr. Balzarini)."

The Chairman's reasoning was that this opened up a much broader topic which no doubt would be discussed at great length by whatever procedures were finally to be adopted as the outcome of extensive deliberations in the Faculty Association on possible variants of collective bargaining.

After some discussion the Committee agreed to pass over this proposed recommendation and to deal with the remaining three proposed recommendations. As a result of discussion and some slight change in wording these three recommendations were agreed upon, and a fourth one was added. The final form of the recommendations is as follows:

RECOMMENDATIONS

The Ad Hoc Committee recommends to the President that:

1. A special committee be formed consisting of representatives of both the administration and the Faculty Association to review the cases of individual women, the committee to be guided by the experience of the Toronto Committee on Employment Conditions of Full Time Women Faculty,
2. A special fund be set up to be used to raise the salaries of individual women where discrepancies are found to exist.

July 10, 1975

Report of President's Ad Hoc Committee on Salary Differentials -
Faculty - Men/Women

RECOMMENDATIONS (cont'd)

3. A regular review procedure be established to ensure that discrepancies do not arise in the future, beginning with a review in 1975 by each Department Head of the salaries of all women within his/her Department, which involves separate reporting and analysis of the salary increases recommended for women.
4. The University undertake to guarantee that the recommendations of the Committee envisaged in the first recommendation above will not be frustrated for budgetary reasons, that funding of corrective increases will be taken from general University funds and that they will be given priority over any other salary increases in the coming year.

Early in January 1975 the Chairman reported orally to President Gage the substance of these four recommendations, provided for the President a copy of the University of Toronto report and undertook at his request to obtain some further information concerning the procedures used at the University of Toronto.

The Chairman pointed out to the President the statement on page 4 of the University of Toronto report that the employment conditions of over 300 women faculty members were examined and that as a result specific salary adjustments were made in 52 cases totalling just under \$80,000. The Chairman also made as his personal oral recommendation that a sum of \$100,000 be set aside in the 1975-76 budget which he judged might be adequate since the number of full-time women faculty at U.B.C. (the number provided by the Academic Planner's Office was 258) is lower than that at the University of Toronto.

The Chairman understands that this recommendation has been acted upon by the Board and that a special fund has been set aside as envisaged in recommendations 2 and 4 above.

During his attending some other meetings in Toronto in June, 1975 the Chairman took the opportunity to have a long discussion with Vice-Provost P. P. M. Meincke, Chairman of the University of Toronto Committee and obtained from him some additional information which is submitted as an attachment to this report.

The Chairman regrets and must take full responsibility for having delayed the submission of this report in final written form until July, 1975.

The Chairman recommends on behalf of the Ad-Hoc Committee that the present Committee be now discharged, and the President's Office undertake to set up the Committee envisaged in recommendation 1.

G. M. Volkoff

Attachment to Report of President's Ad-Hoc Committee
on Salary Differentials - Faculty - Men/Women

Notes on conversation of Dean G. M. Volkoff with Vice-Provost
P. P. M. Meincke of the University of Toronto, June 12, 1975

Composition of the Toronto Committee

Of the six members of the University of Toronto Committee listed on pp. 1-2 of the University of Toronto report, the first three are women, the other three are men. All are senior members of tenured faculty (Full Professors except for Dr. Meincke who is an Associate Professor). This composition satisfies the requirement expressed by one member of our Ad-Hoc Committee that any group making salary revision recommendations should have sufficient "clout" that its recommendations can not be easily disregarded.

Supporting Staff

Mr. G. Wasserman who was an Administrative Assistant in the Office of the Vice-President and Provost, but has since then left the University to join the Provincial Government Offices, was occupied approximately half-time for the six months duration of the work of the Committee. The provision of such extensive support was essential to the work of the Committee.

Questionnaires and Procedure

A copy of the coding instructions for a rather lengthy questionnaire used at the University of Toronto is attached herewith. A spare copy of the questionnaire itself could not be located at the time and I have not received one since. However, Professor Meincke's opinion was that in retrospect their questionnaire was somewhat of an "overkill." The Committee found that the most useful initial bit of information was the comparison of the three curves showing the salary histories of the female faculty member and the two male peers - one nominated by her and the other by her Department Chairman. In many cases the decision for or against an upward salary revision could be made on the basis of these curves alone without reference to questionnaires. Professor Meincke's suggestion that much time and effort in filling out and coding questionnaires which were never used could have been avoided by asking for questionnaires to be filled out and coded only in those cases where the Committee could not reach a decision on salary histories alone.

The salary histories of the female faculty member and the peer nominated by the Chairman were provided by the Department Chairman together with an analysis of the salary structure within his/her Departments on a form a copy of which is attached. The salary history of the male peer nominated by the female faculty member was obtained from central University records.