

Report of Western University Career Trajectory Fund Committee
October 17, 2022

Background and Mandate:

The Career Trajectory Fund Committee was established as required in the ~~2021~~ 2022 Collective Agreement between The University of Western Ontario (the Employer) and The University of Western Ontario Faculty Association (the Association). Under the provisions of Clauses 24, 25 and 36 to 36.4 of the Compensation and Benefits Article of the ~~2021~~ 2022 Collective Agreement, a Career Trajectory Fund (CTF) was established.

As per Clauses 24 and 36, the value of this Fund is \$930 multiplied by the number of eligible Full-Time Probationary, Tenured and Limited Term Members as of June 30, 2021, who are also eligible Probationary, Tenured or Limited

In addition, Clause 634 of the CA limits the maximum allowable salary adjustments indicating that the adjustment should not exceed \$10,000 less 50% of any excess (if any) of the Member's 2020-2021 salary over \$150,000.

In brief, the mandate of the committee may be summarized in the following four goals.

Goals:

1. To examine whether the salary structure of Western's faculty had evidence of any systematic gender-based anomalies;
2. To construct a systematic, empirical model of Western's salary structure based on the best available objective numerical data for each faculty;
3. To construct a systematic and empirically grounded model comparing Western's salary structure with those of comparable Ontario universities to identify systematic anomalies; and 4. To use the results of steps 3 to allocate the identified funds.

Summary of Recommendations:

The CTF Committee reviewed relevant data to develop a systematic model of Western's salary structure as described below.

1. The Committee found no indication of significant anomalies due to gender or gender interacting with other variables in the majority of the Faculties. Exceptions were found in the Faculties of Social Science and to a lesser extent Science, where anomalies were found with respect to a significant interaction of gender with PAI (at the 95% confidence level). Gender anomalies within these two Faculties were determined once the final model (selection of variables) was decided upon by the Committee. Gender anomaly corrections amounted to \$252,087 for 64 women who received corrections ranging from \$60-\$9922.00.
2. The salary trajectory at Western, contingent on experience, accomplishment, and career stage, was established through a systematic empirical investigation using internal UWO salary data and multiple regression analysis.
3. The Committee also reviewed available salary information (i)10 (n)-4 (t)-4 (e)-1 (e)-1 (e)-1 (e)s-1 (n)

Timelines

According to Clause 36.4, the CTF Committee was to complete its analysis and make recommendations to the Provost by no later than July 12, 2022. In the process of analyzing and evaluating the data, the CTF committee asked for and received an extension to this deadline which was approved by the Provost and UWOFA. It completed its analysis in September 2022 and this report by Oct 14, 2022.

CTF Meetings:

The dates of the Career Trajectory meetings were:

Mon, April 11, 10:30 AM to 12:00 PM	Tues, July 26, 8:30 AM to 10:00 AM
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the following variables in assessing gender anomalies: Years Since Highest Degree (for P&T), Years since First Degree (for LT), Years at Rank, Years at Western, Relative PAI Score (i.e. average PAI over the last three years relative to the departmental PAI average), Rank, Discipline (Department), Gender, and interactions of Gender with Relative PAI Score. After a number of iterations, tests and discussions, the Committee determined ~~there~~ were variables that were too highly correlated: Years since Highest Degree/Years at Rank/Years at Western and as a result, the Committee settled on Years since Highest Degree as the most analytically useful to include for P&T and Years since First Degree for LT.

The presence of gender anomalies was determined by the significance of the gender variable and/or interactions of gender with other variables (most relevantly, Relative PAI). For the PT faculty, in the majority of the Faculties the relevant variables were insignificant ~~however~~, in Social Science and Science the gender*Relative PAI interaction was significant at the 95% confidence level. For the LT faculty, the gender variable was significant. Once the final model was decided on, these variables ~~were~~ used to determine gender anomalies.

The Initial regression models included all Faculties. After discussion and assessment, the Committee moved to a model by Faculty (and departments, if applicable, as a variable within the Faculty). Further, regressions were run by appointment type (Probationary and Tenured in one grouping; Limited Term, Limited Term Continuing, Externally Funded Basic Scientists in

The Committee then applied these increases to the salaries of those receiving a gender anomaly. After calculating the new salaries, the Comm

After the scale adjustment, lump sum adjustment, Career Trajectory adjustment, and any PLCP adjustment, salaries of those Members that are below the new Floor Salaries will be moved up to the new Floor Salaries.

Career Trajectory Fund for Probationary, Tenured and Limited Term Members

36. A Career Trajectory Fund (CTF) shall be established in 2021. The value of this Fund shall be \$930 multiplied by the number of eligible FullTime Probationary, Tenured and Limited Term Members as of June 30, 2021, who are also eligible Probationary, Tenured or Limited Term Members on July 1, 2021.

36.1 The CTF shall be administered by a Career Trajectory Fund Committee composed of five members, as follows:

- a) two members (or alternates) chosen by the Association;
- b) two members (or alternates) chosen by the Employer;
- c) the chair of the Committee, who shall be chosen jointly by the Employer and the Association.

36.2 Gender-based anomaly adjustments shall be assigned from the CTF to Full Members whose salaries are determined to be anomalously low because of their gender. These adjustments shall be drawn from the CTF before any Career Trajectory Adjustments are considered under Clause 36.3 of this Article.

36.3 Funds remaining after application of Clause 36.2 of this Article shall be distributed systematically to FullTime Members based on experience and accomplishment, but in a manner that gives special consideration to faculty whose salaries are determined to be below a trajectory appropriate to their career stage compared to similar faculty at comparator universities. Members with an average PAI score greater than or equal to 1, based on the three most recent PAI scores, shall be eligible to receive CTF distributions.

36.4 The distribution of the CTF using the provisions of Clauses 36.2 and 36.3 of this Article shall be recommended to the Provost by the CTF Committee no later than July 15, 2021. Payment shall be retroactive to July 1, 2021. Recommendations for adjustments of a Member's salary using the provisions of Clause 36.3 of this Article shall not exceed \$10,000 minus 50% of the excess (if any) of the Member's 2020-21 salary over \$150,000.