Unions and the gender pay gap among university professors in Canada.

Preliminary results from a recent data collection

Catherine Beaudry, Pauline Huet, Carl St-Pierre and Laurence Solar-Pelletier

Polytechnique Montreal

Available data and the need for new data collection

- Until 2011: Mandatory survey from *Statistics Canada*. Data directly collected from higher education institutions.

- 2011-2015: Canadian Association of University Teachers (CAUT) takes over: voluntary basis, gaps in the data.

- 2016: new survey from *Statistics Canada*: still waiting for the results…

  - Data about institution, gender, age, department, salary status, salary, administrative bonus…

- But nothing about
  - other premium and bonuses, and other types of incomes;
  - leaves and career interruptions;
  - career progression;
  - link with research performance or other variables that might explain inequalities

Survey data

- Survey launched in Alberta, British Columbia, Nova Scotia, Ontario and Quebec.
- First wave in June 2017. Second wave and reminders: July and August 2017
  - => 5 668 answers. Cleaning => **5 243 observations**

- Questionnaire divided in three parts:
  - Educational background, current employment and academic career: highest degree (year and institution), department, discipline, specialty, year of first course, first grant, first article and access to each post in academic hierarchy.
  - Working conditions: teaching hours, salary, bonuses and premium, chair, consulting revenus, research grant, sabbatical, etc.
  - Demographic informations: gender, age, marital status, career interruption, children and dependants.

Unions

- 78% of the sample are based in institutions with a professor/faculty union

- We have a very similar distribution between men and women among unionized and non-unionized respondants.

- Non-unionized respondants are based in Ontario and Quebec.
  - Ontario (68%): McMaster University, University of Toronto and Waterloo University.
  - Quebec (32%): HEC and McGill University

General characteristics of the sample according to gender

- Research field

	Men	Women
Natural sciences, engineering, technology and mathematics	979	373
	72%	**28%**
Social sciences and humanities	1230	1454
	46%	**54%**
Health sciences and biomedical research	543	609
	47%	**53%**

- Position

Position	Men		Women	
Assistant Prof.	39	52%	36	48%
Associate Prof.	532	45%	638	55%
Full Prof.	1334	**62%**	815	**38%**
Grant Tenure Prof.	260	49%	274	51%

Province

	Men	Women
Alberta	249	212
	54%	46%
British Columbia	254	212
	55%	45%
Nova Scotia	114	118
	49%	**51%**
Ontario	963	943
	51%	49%
Quebec	1172	951
	55%	45%

General characteristics of the sample according to gender

- Career progression begins later for women, with differences according to the discipline:
  - Age highest degree:
    - STEM: 30,8 vs 30,4 (**), SSH: 34,8 vs 33,8 (***), Biomed: 33 vs 30 (***)
  - Age first course:
    - STEM: 32 vs 31,7 (**), SSH: 31,9 vs 31,1 (***), Biomed: 34,2 vs 34,3 (N-S)
  - Age first grant:
    - STEM: 33,9 vs 33,7 (N-S), SSH: 36,7 vs 36,3 (N-S), Biomed: 36,8 vs 35,3 (***)
  - Age first article:
    - STEM: 27,5 vs 27 (N-S), SSH: 32,4 vs 31,7 (**), Biomed: 30 vs 28 (***)

- Age when reaching each academic positions:
  - STEM:
    - Assistant Prof.: 33,7 vs 33 (***), Associate Prof. : 39 vs 38,1 (***), Full Prof. : 45,6 vs 43,7 (***)
  - SSH:
    - Assistant Prof.: 35,7 vs 34,9 (***), Associate Prof. : 41,2 vs 40 (***), Full Prof. : 47,6 vs 46,5 (***)
  - Biomed:
    - Assistant Prof.: 36,4 vs 35,3 (***), Associate Prof. : 42 vs 40,2 (***), Full Prof. : 48,3 vs 46,2 (***)

- Career interruptions: no surprises: the proportion of women reporting a career interruption is much higher than men, mainly because of maternity leaves:
  - STEM: 57% vs 16%, SSH: 51% vs 20%, Biomed: 57% vs 13%

Preliminary Results

- Gap between men and women according to position and province
  - Full professors:

		Salary	All incomes
Unionized	Quebec	2%	5%
Unionized	Ontario	2%	6%
Non-unionized	Quebec	4%	12%
Non-unionized	Ontario	6%	8%
Unionized	Alberta & B-C	7%	9%

  - Associate professors:

		Salary	All incomes
Unionized	Alberta & B-C	2%	0%
Unionized	Quebec	2%	3%
Non-unionized	Quebec	5%	5%
Unionized	Ontario	5%	6%
Non-unionized	Ontario	6%	10%

  - Assistant professors:

		Salary	All incomes
Unionized	Ontario	+2%	0%
Unionized	Alberta & B-C	+1%	+3%
Non-unionized	Quebec	1%	2%
Unionized	Quebec	4%	3%
Non-unionized	Ontario	4%	5%

Preliminary Results

Gap between men and women, unionized or not, for each type of incomes

ONTARIO	Gap non-unionized	p-value	Gap unionized	p-value
Salary	14%	***	7%	***
All incomes	19%	***	10%	***
Bonus Admin.	50%	***	36%	**
Wage market premium	78%	***	51%	0,7300
Performance bonus	23%	0,5282	-15%	0,5696
Bonus Other	79%	0,3100	80%	***
Bonus Chair	5%	0,7650	46%	0,4581
Consulting revenus	50%	***	52%	0,1793

QUEBEC	Gap non-unionized	p-value	Gap unionized	p-value
Salary	6%	***	7%	***
All incomes	9%	**	10%	***
Bonus Admin.	60%	***	24%	**
Wage market premium	74%	**	24%	*
Performance bonus	5%	0,2003	22%	0,1277
Bonus Other	47%	*	30%	0,4473
Bonus Chair	50%	0,5852	5%	0,5991
Consulting revenus	5%	0,1768	45%	***

Preliminary Results

Gap between men and women, in **ALBERTA and BRITISH COLUMBIA**, for each type of incomes

	Gap	**p-value**
Salary	13%	***
All incomes	16%	***
Bonus Admin.	42%	0,4061
Wage market premium	2%	0,3646
Performance bonus	-6%	0,8203
Bonus Other	-6%	1,0000
Bonus Chair	0%	0,4743
Consulting revenus	44%	***

	STEM		**SSH**		**Biomed**	
	Gap	**P-value**	**Gap**	**P-value**	**Gap**	**P-value**
Salary	0%	0,3410	9%	**	24%	***
All incomes	7%	0,1972	13%	**	28%	***
Bonus Admin.	27%	0,4810	23%	0,8998	55%	0,1203
Wage market premium	+50%	0,2190	+11%	0,5779	50%	*
Bonus Perf.	+5%	0,9610	+7%	0,9170	+33%	0,2100
Bonus Other	84%	0,2860	+55%	0,5360	25%	1,0000
Bonus Chair	37%	0,2310	41%	0,4100	51%	**
Consulting revenus	60%	0,3030	71%	***	8%	0,1086

Preliminary Results

Gap between men and women, unionized or not, in **QUEBEC**, for each type of incomes, according to domain

STEM	Non-unionized	p-value	Unionized	p-value
Salary	11%	***	1%	0,2383
All incomes	14%	***	4%	**
Bonus Admin.	29%	*	-3%	0,4934
Wage market premium	73%	,011b	-6%	0,7467
Performance bonus	-21%	,396b	57%	,064b
Bonus Other	53%	,345b	66%	,049b
Bonus Chair	-6%	,582b	19%	0,3889
Consulting revenus	76%	**	64%	**

SSH	Non-unionized	p-value	Unionized	p-value
Salary	6%	***	6%	***
All incomes	12%	***	9%	***
Bonus Admin.	65%	***	24%	0,1210
Wage market premium	87%	***	17%	*
Performance bonus	15%	0,5660	3%	0,7712
Bonus Other	51%	,423b	-16%	0,7352
Bonus Chair	69%	,587b	9%	0,8293
Consulting revenus	43%	*	54%	***

Biomed	Non-unionized	p-value	Unionized	p-value
Salary	17%	***	16%	***
All incomes	22%	***	22%	***
Bonus Admin.	50%	**	58%	***
Wage market premium	28%	,688b	53%	*
Performance bonus	28%	0,2745	6%	0,3700
Bonus Other	84%	,018b	53%	,109b
Bonus Chair	14%	,622b	12%	,547b
Consulting revenus	39%	0,1372	44%	***

Conclusions

- Gender pay gap among university professors in Canada could be linked to a delayed career progression for women. This delay derives primarily from maternity leaves and children.
  - We find an impact at the beginning of the career. However, in the long run, the moment when respondents have their first and/or last child does not impact the age at which they attain full professorship.

- The union impact on the differences between men and women for career progression is not straightforward

- There is a common say that women tend to less negotiate their entry in the salary scale or a wage market premium when they get hired, but no studies have documented that issue yet. Although we find that women sometimes get smaller wage market premium, we need both qualitative and quantitative data to investigate that issue.

- Unions might help reducing the gender pay gap, but it is not a straightforward effect. It depends on the discipline, the type of income and the province. Further analysis are needed before we can make any conclusion and recommandations.

AWIS
ASSOCIATION FOR WOMEN IN SCIENCE

Improving Recognition Through AWARDS

Janet Bandows Koster
Executive Director & CEO
Gender Summit 2017

The AWARDS Project

2010: convened 7 STEM disciplinary societies

2012: +11 new societies for follow-up workshop

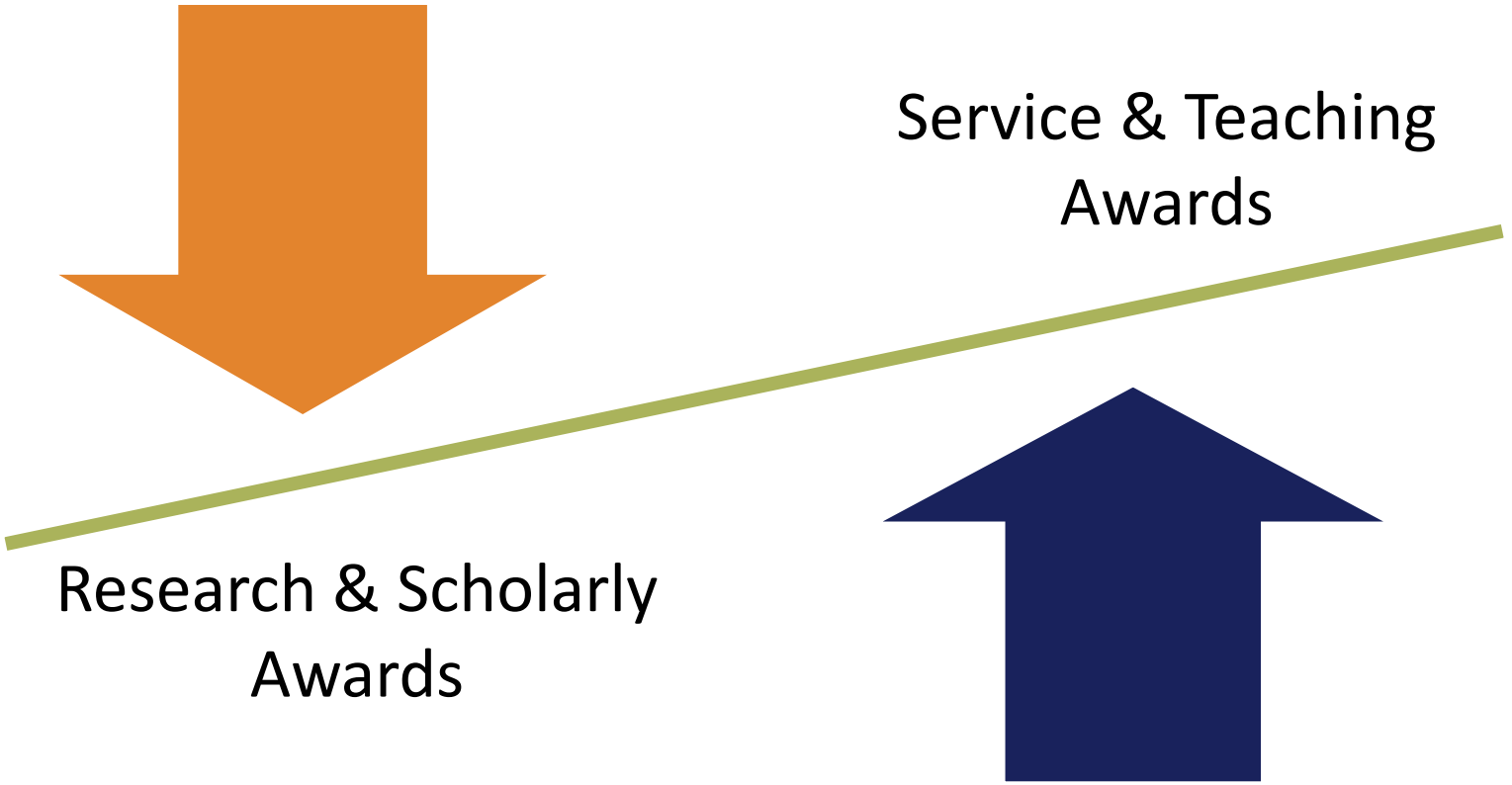
First woman to ever win the Fields Medal
– known as the “Nobel Prize of mathematics”

Maryam Mirzakhani, PhD
Professor of Mathematics at Stanford University
(AWIS Member since 2013)

The Advancing Ways of Awarding Recognition in Disciplinary Societies (AWARDS) Project is funded by the National Science Foundation ADVANCE program. Grant #0930073

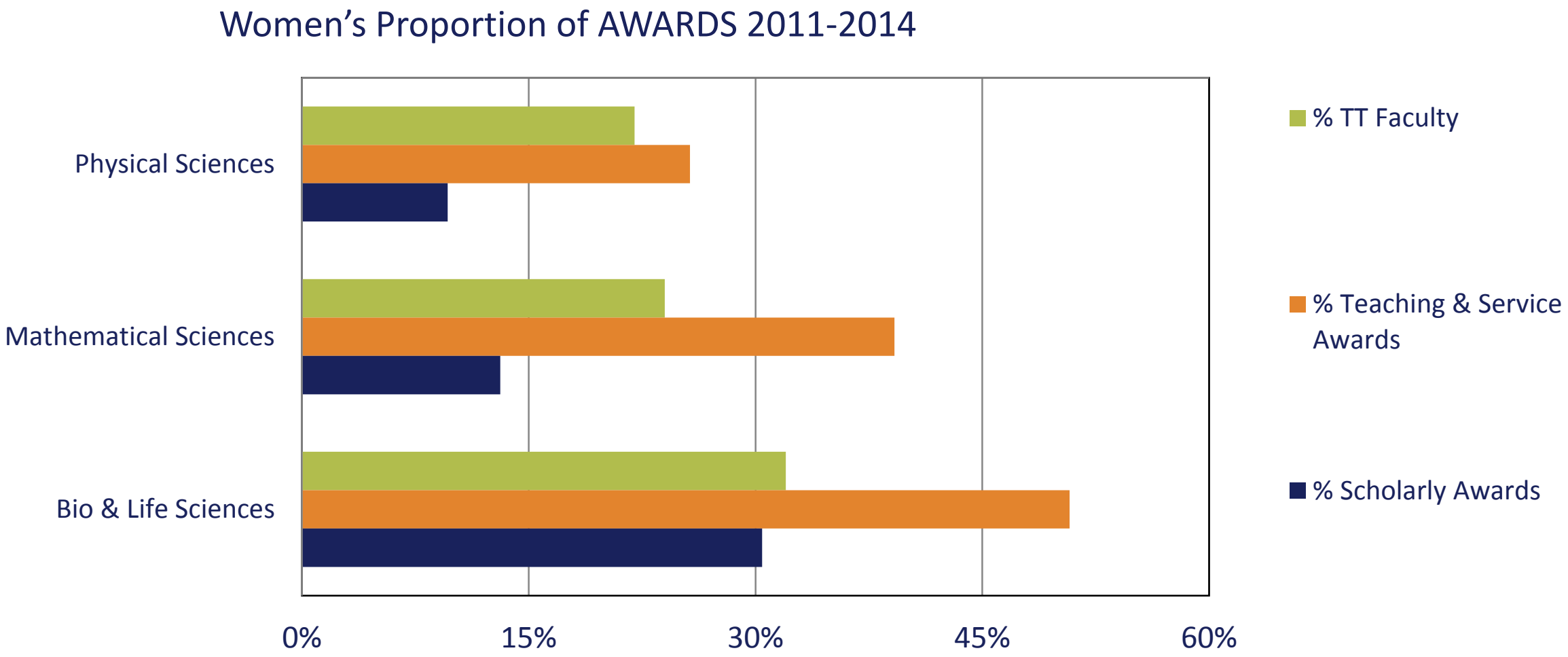
Findings

Women were recognized for:

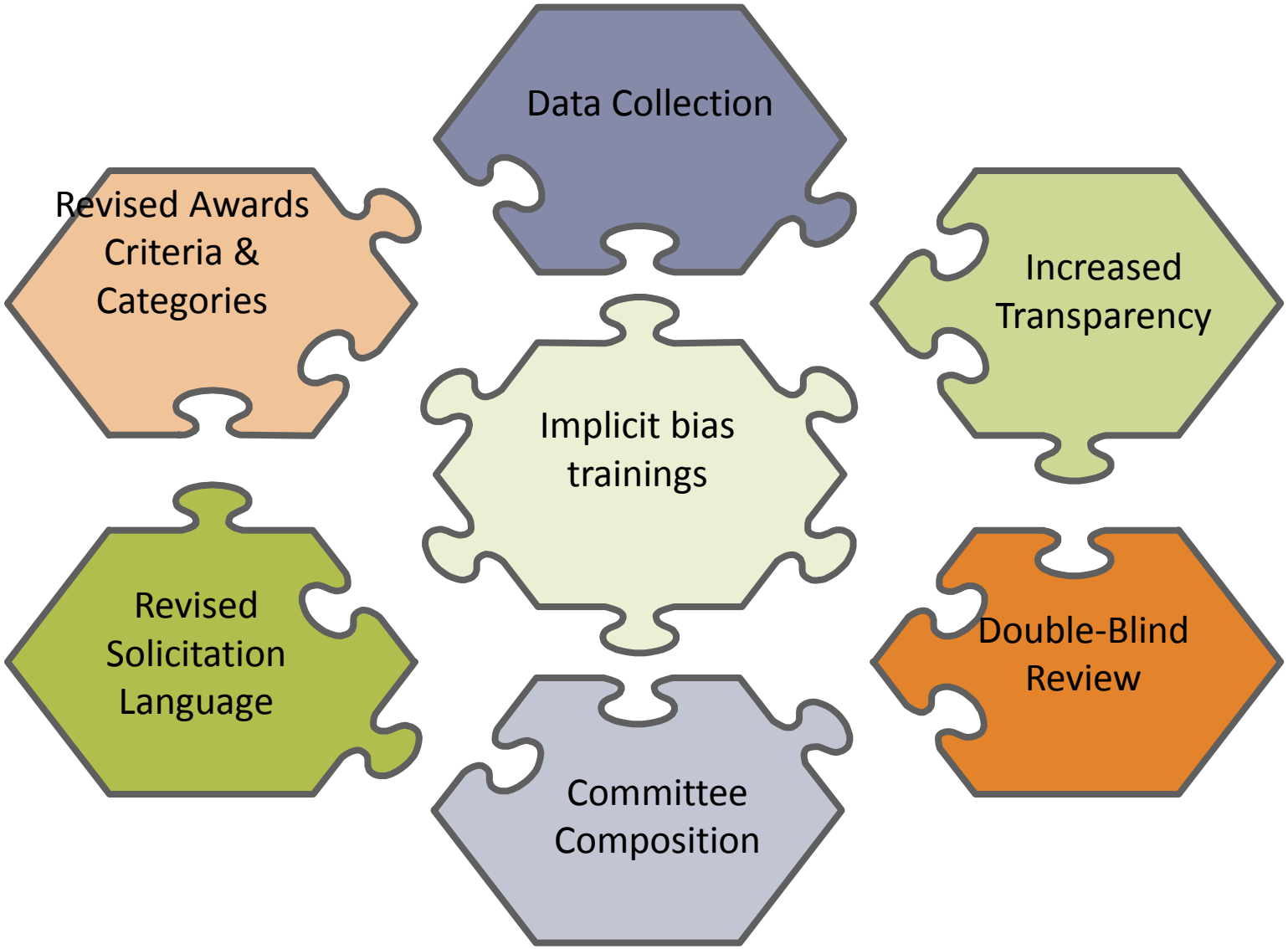


Regardless of representation in the nomination pool, men ***twice*** as likely to win research awards

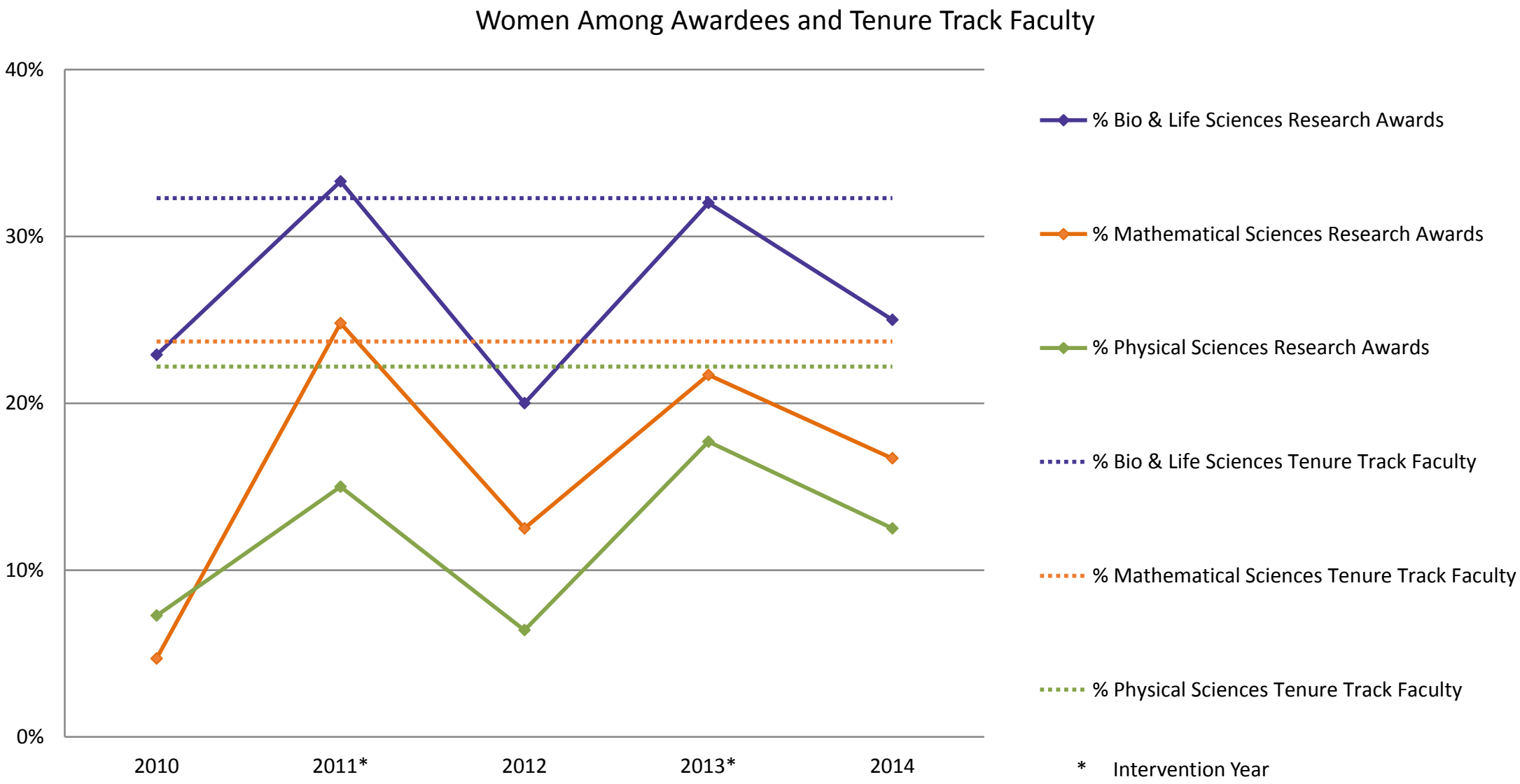
Findings


Women's Proportion of AWARDS 2011-2014
Physical Sciences
Mathematical Sciences
Bio & Life Sciences
0%
15%
30%
45%
60%
% TT Faculty
% Teaching & Service Awards
% Scholarly Awards

Example Initiatives



Challenges in Sustainability



Lessons Learned

Professional Societies are the harbingers of scientific culture.

Data is key to driving change.

Senior leadership must fully engage.

“Best practices” must be tailored to each society.

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AWIS
ASSOCIATION FOR WOMEN IN SCIENCE

A Framework for Advancing Gender at Elsevier

Insights from the Gender Working Group

Ylann Schemm,

Director of the Elsevier Foundation
November 2017

The Elsevier Foundation & Gender Summits:
Catalysts for Elsevier's Gender Working Group

2016 – 2018

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A decade of best practice in gender equity programs for academia, the New Scholars grants were given family friendly policies, career skills, dual career issues, recognition awards, benchmarking studies, and boosting professional visibility through childcare grants.

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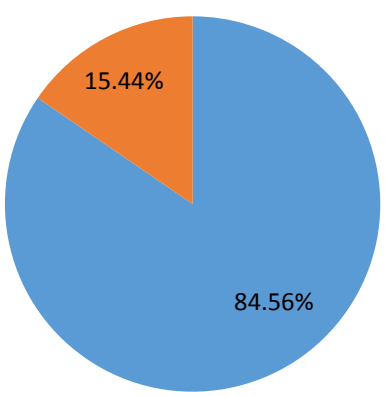
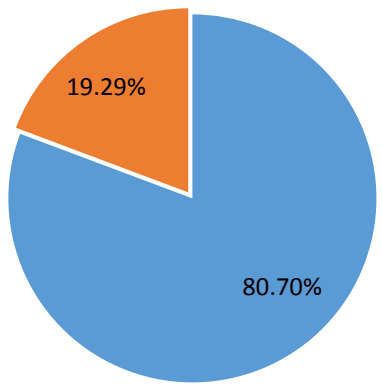


2016



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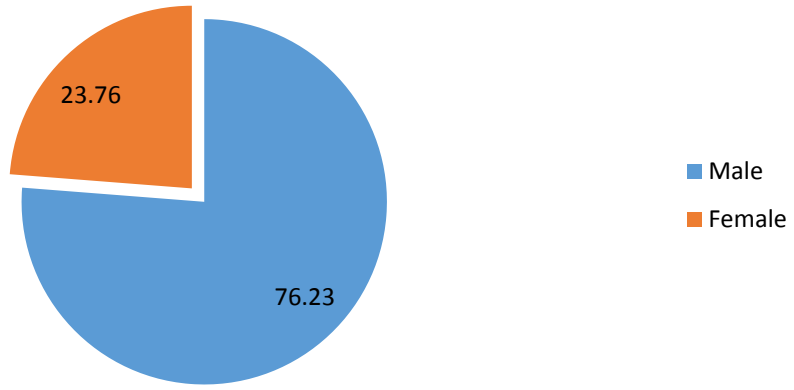

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2) Unconscious Bias in Peer Review

- Difficult to tackle! Takes over a year of orientation to identify a good starting point for raising awareness amongst Elsevier Editors and Reviewers of unconscious bias in peer review.

- Now piloting unconscious bias training for editors and reviewers across 2 portfolios: Energy & Earth Sciences.

- Creating an Elsevier wide communications plan across our journals on what unconcious bias is, what effects it has, why it is important, what we can do, offering examples of tools & resources.

- Launched pilot with peer review and natural language processing experts at Elsevier to source data on the gender composition of reviewers and any patterns of reviewing behaviour based on gender.

4) Editorial Policies on Sex and Gender in Research

- In 2016/2017 Worked with Dr. Londa Schiebinger at Stanford University to develop a white paper on sex and gender in editorial guidelines which was subsequently published as an editorial in the *Lancet.*

1. Correct usage of the terms “sex” and “gender.”
2. Report the sex and/or gender of the study group and the sex of animals or cells.
   - nalyze data by sex and/or gender, where appropriate, or providing the raw data
   - nalyze the influence of sex and/or gender on the results of the study or indicate in the methods section why such analyses ot performed.
   - sex or gender analyses were performed post-hoc, analyses should be interpreted cautiously.

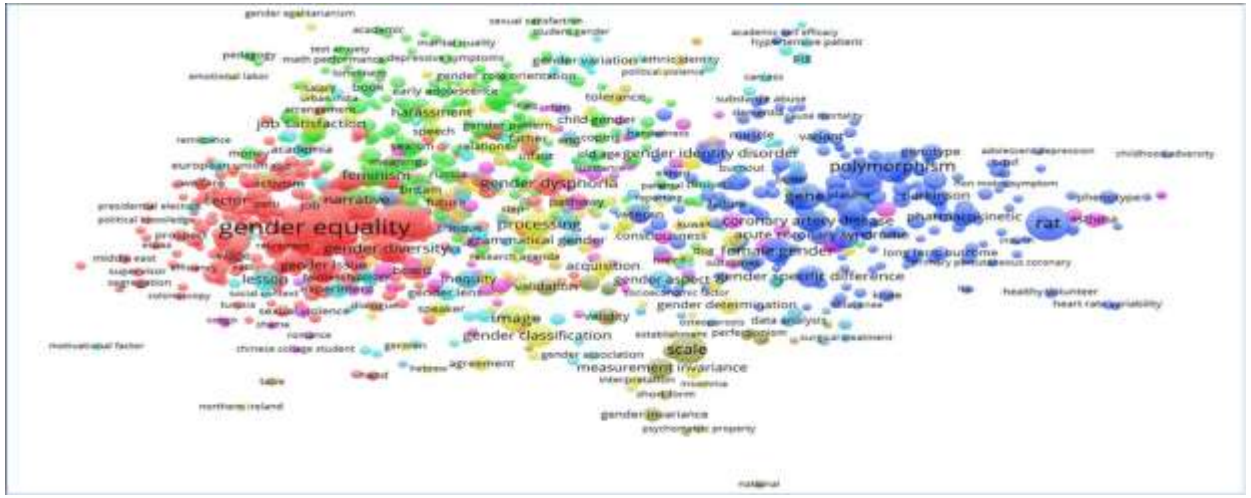
- Presented to the industry bodies International Committee of Medical Journal Editors (ICMJE) and Council of Science Editors (CSE). ICMJE adopted guidelines. Result: Medical journals across Elsevier (and many other publishers) followed. Concurrently Dr. Schiebinger worked with EASE on EU SAGER guidelines.

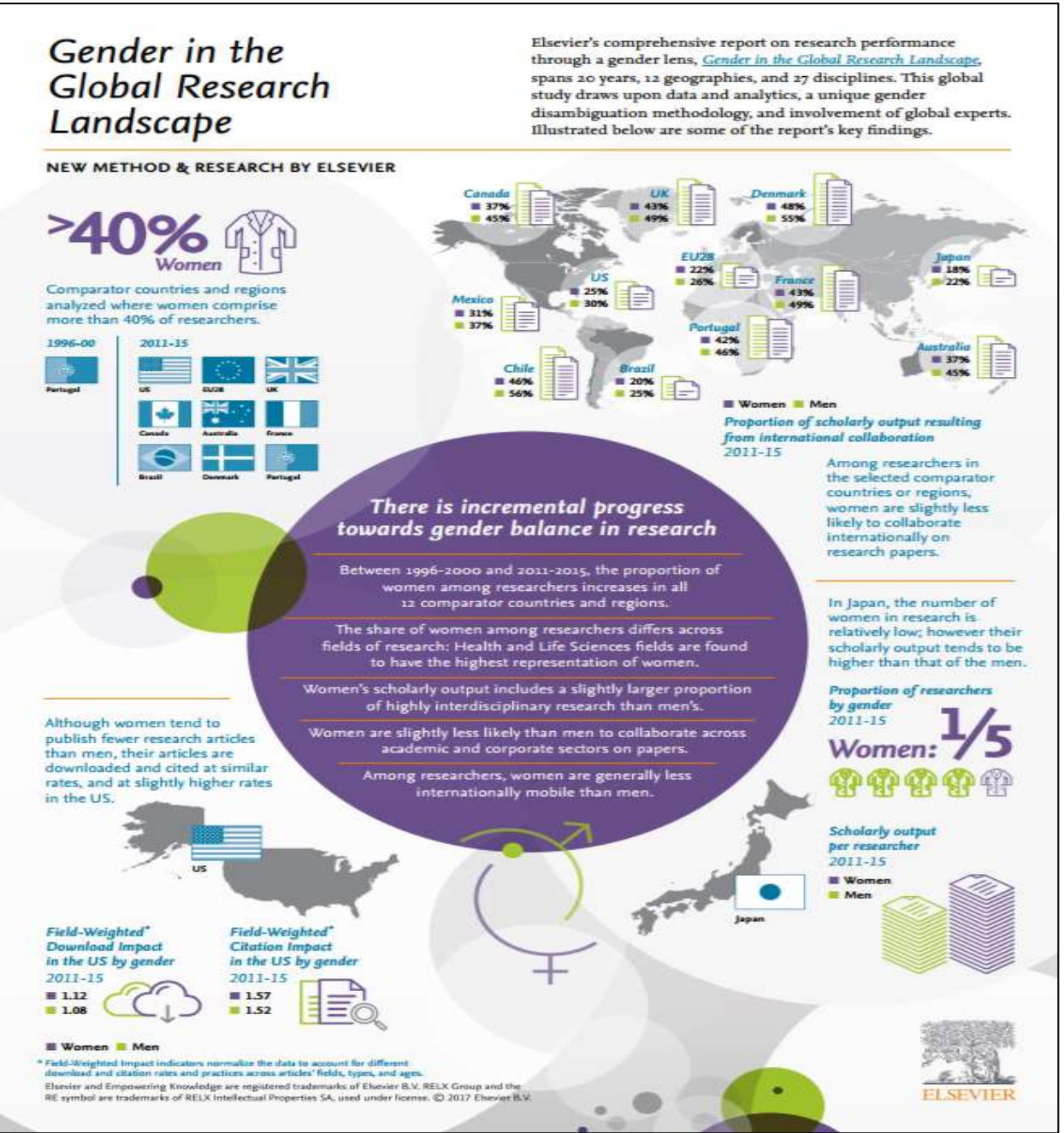
- *Cell* adopted the STAR methods, an enhanced set of reporting guidelines for authors for research reporting. The STAR methods indicate that sex and gender must be differentiated for human studies or reasons must be stated why these have not been disclosed; also require that all cell lines report sex.

- Next steps: continue working with CSE and other industry bodies to encourage adoption of sex and gender guidelines.

4) Promote publishing on sex & gender in research studies and gender in STEM issues

- Explored how we can promote studies exploring the gender dimension in research and diversity in STEM. Canvassed everything we publish in these fields.
- Mapped gender across research topics and trends to examine what has been published and in which domains over the last 5 years via Scopus.
- Presented at the 2016 EU Gender Summit and incorporated as a key chapter in the 2017 Global Gender Report.
- Women's and Gender Studies Research Network (WGSRN) *Coming Soon* to SSRN—launching with 4000 working papers on gender.





5) Analytics on gender in research and publishing

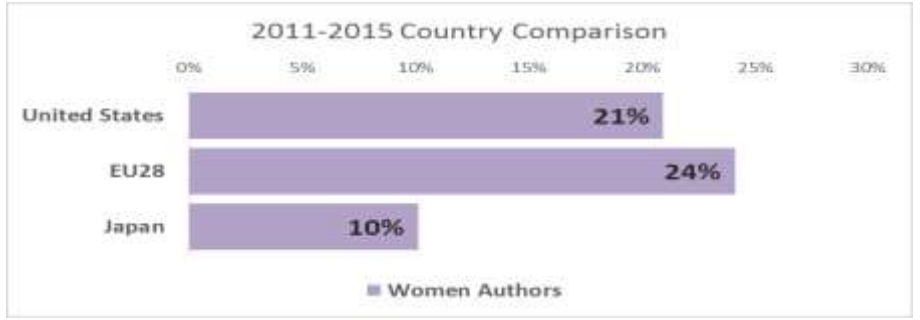
- Gender Summits served as catalyst for this project
- Addressed the need for a new gender methodology across 12 countries and 27 research areas to provide research leaders with bibliometric and qualitative analyses of the outputs, quality, and impact of research through a gender lens.
- Additional analyses on: productivity across a researcher's career; Mobility by gender; Network reach by gender; impact of author position by gender

Elsevier Journals Gender Graphing Tool

Publishers now have access to the author data used for the report + an Excel-based graphing tool.

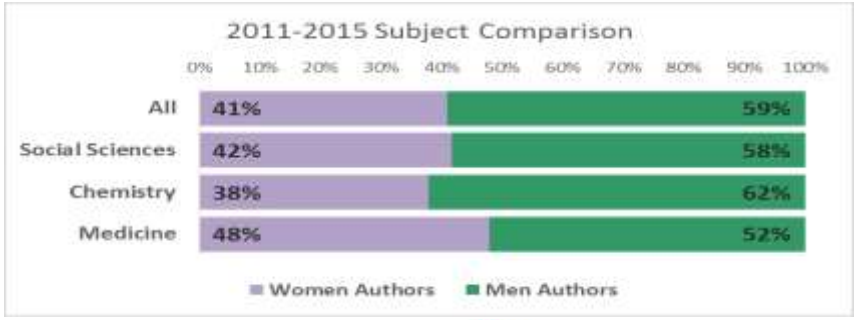
Select and compare **subjects** and **countries/regions** of interest to see the representation of women and men among researchers (examples below):

Engineering:



Country/Region	Women %	Men %	Women Authors	Men Authors	Total Authors
United States	21%	79%	68,444	258,025	326,469
EU28	24%	76%	123,336	388,259	511,595
Japan	10%	90%	13,730	121,451	135,181

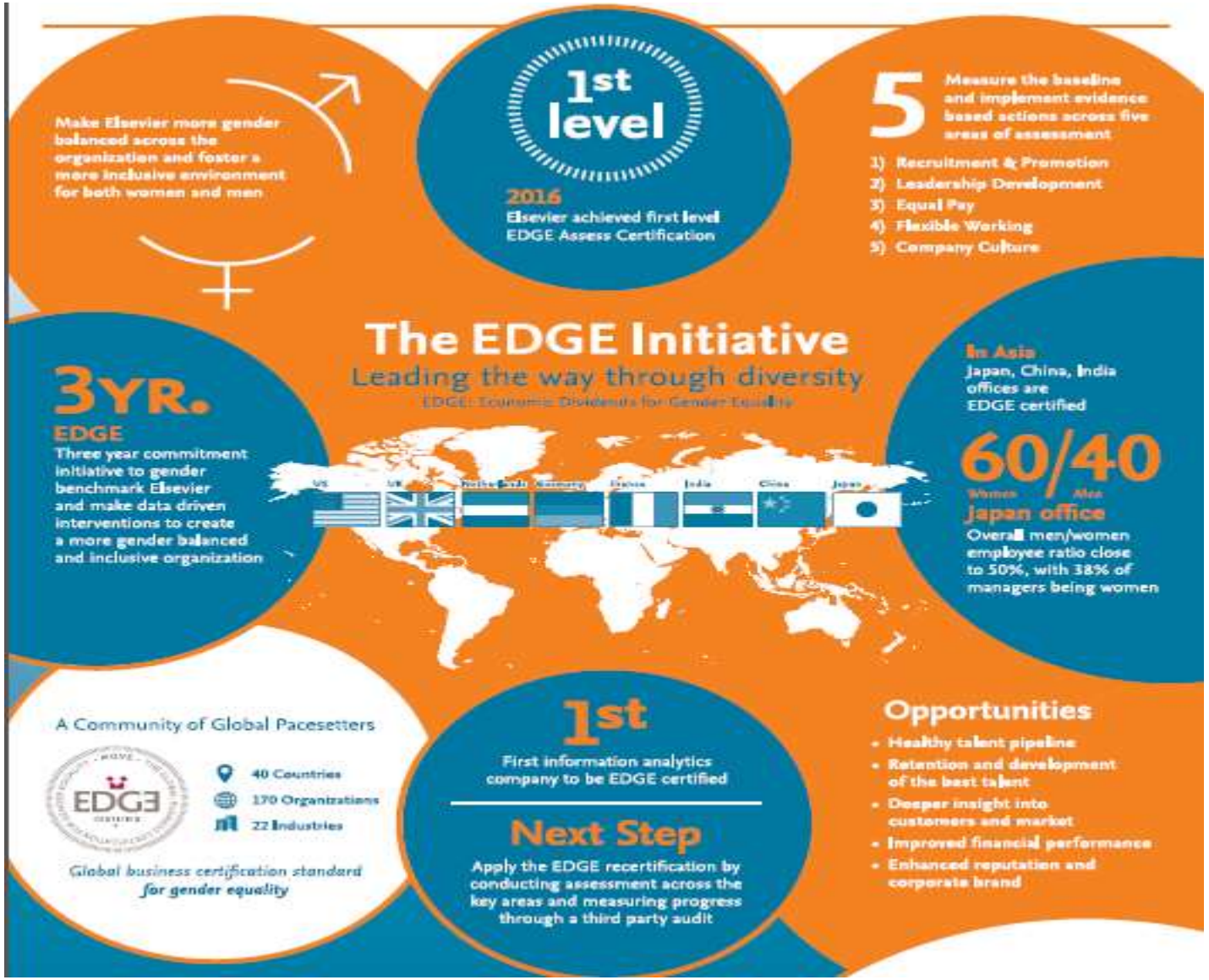
EU28:



Subject	Women %	Men %	Women Authors	Men Authors	Total Authors
All	41%	59%	965,025	1,389,772	2,354,797
Social Sciences	42%	58%	124,113	173,275	297,388
Chemistry	38%	62%	122,524	202,089	324,613
Medicine	48%	52%	567,539	616,840	1,184,379

- Access to the shares of women and men among researchers for **27 subject areas (ASJC 27) across 43 countries/regions**
- Generate **charts and tables** showing comparisons of subjects/regions at the click of a button
- The tool provides subject-specific benchmarks to help us **analyse and contextualise gender balance on our editorial boards**.

6) Gender Balance in Elsevier Management: EDGE Initiative



Economic Dividends for Gender Equality (EDGE) is a partner in Elsevier's commitment to gender benchmark the company and develop data driven interventions for a more gender balanced and inclusive organization.

We made a 3 year commitment and have been recertified for the Assess level--the 1st in our industry to achieve this level of certification.

Lessons Learned

- The work of the Elsevier gender working group has been investigative, data driven and consultative, presenting findings and constructive recommendations for possible interventions to fully apply the gender lens to publishing.
- Our key emphasis has been on engagement: with publishers internally and with editors, authors and reviewers and the industry. This has been a highly effective way to get people on board and certain targets operationalized.
- Identify the passionate, likeminded individuals in your organization—project drivers who can ensure that specific issues continue to develop to share the work and the successes.
- Critical to get senior leader endorsement from the start—helps with visibility and escalating/solving issues if projects stall. Keep the senior leader briefed and package the successes so that s/he can showcase it further.
- Challenge lies in staying organized with clear drivers and deliverables while creating a strong community. In a change management endeavour like this—it's easy to lose focus through scope creep and busy day jobs.
- What helps: Share successes & inspiration across the organization—at both senior and grassroots levels; bring in gender thought leaders to speak.

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CoChair Elsevier Gender Working Group

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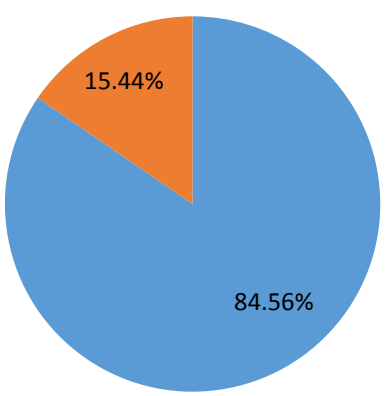

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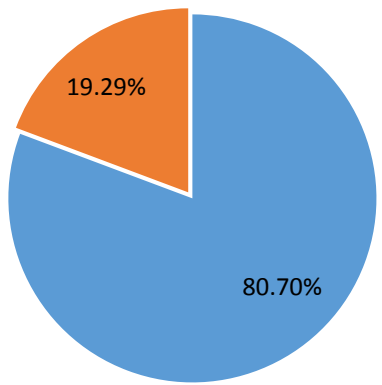

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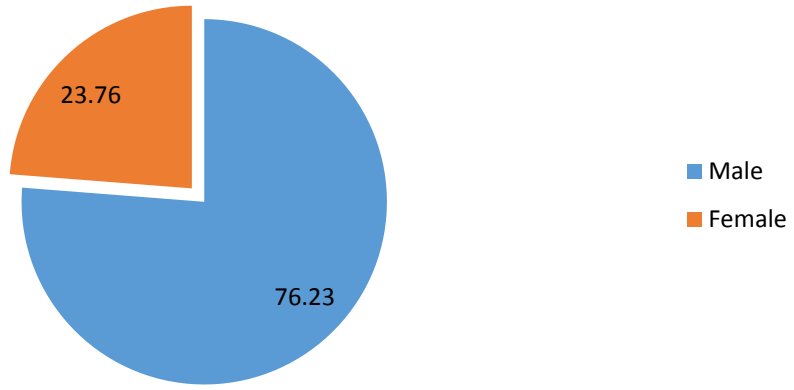

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   - nalyze the influence of sex and/or gender on the results of the study or indicate in the methods section why such analyses ot performed.
   - sex or gender analyses were performed post-hoc, analyses should be interpreted cautiously.

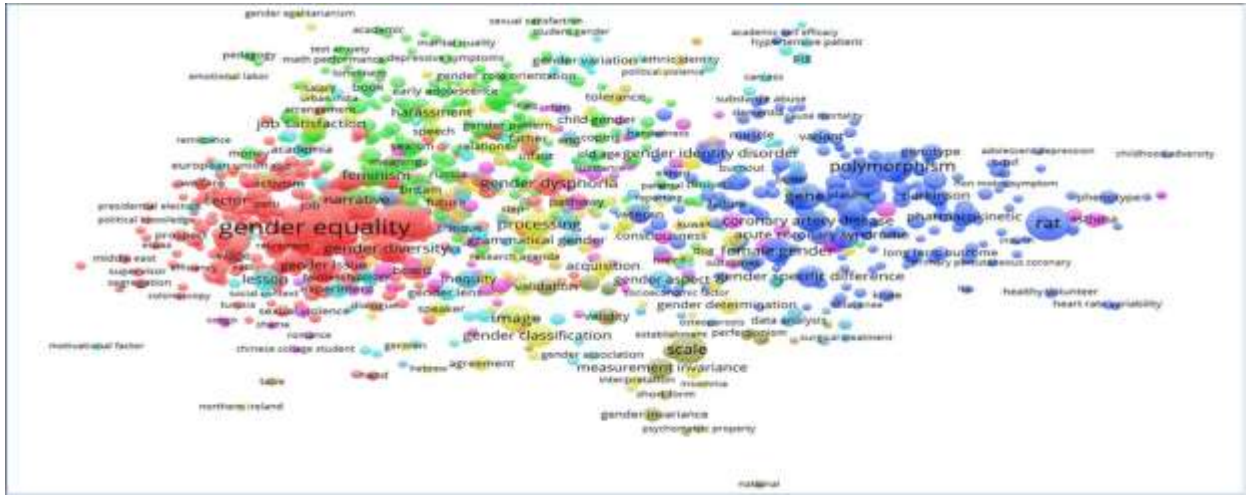
- Presented to the industry bodies International Committee of Medical Journal Editors (ICMJE) and Council of Science Editors (CSE). ICMJE adopted guidelines. Result: Medical journals across Elsevier (and many other publishers) followed. Concurrently Dr. Schiebinger worked with EASE on EU SAGER guidelines.

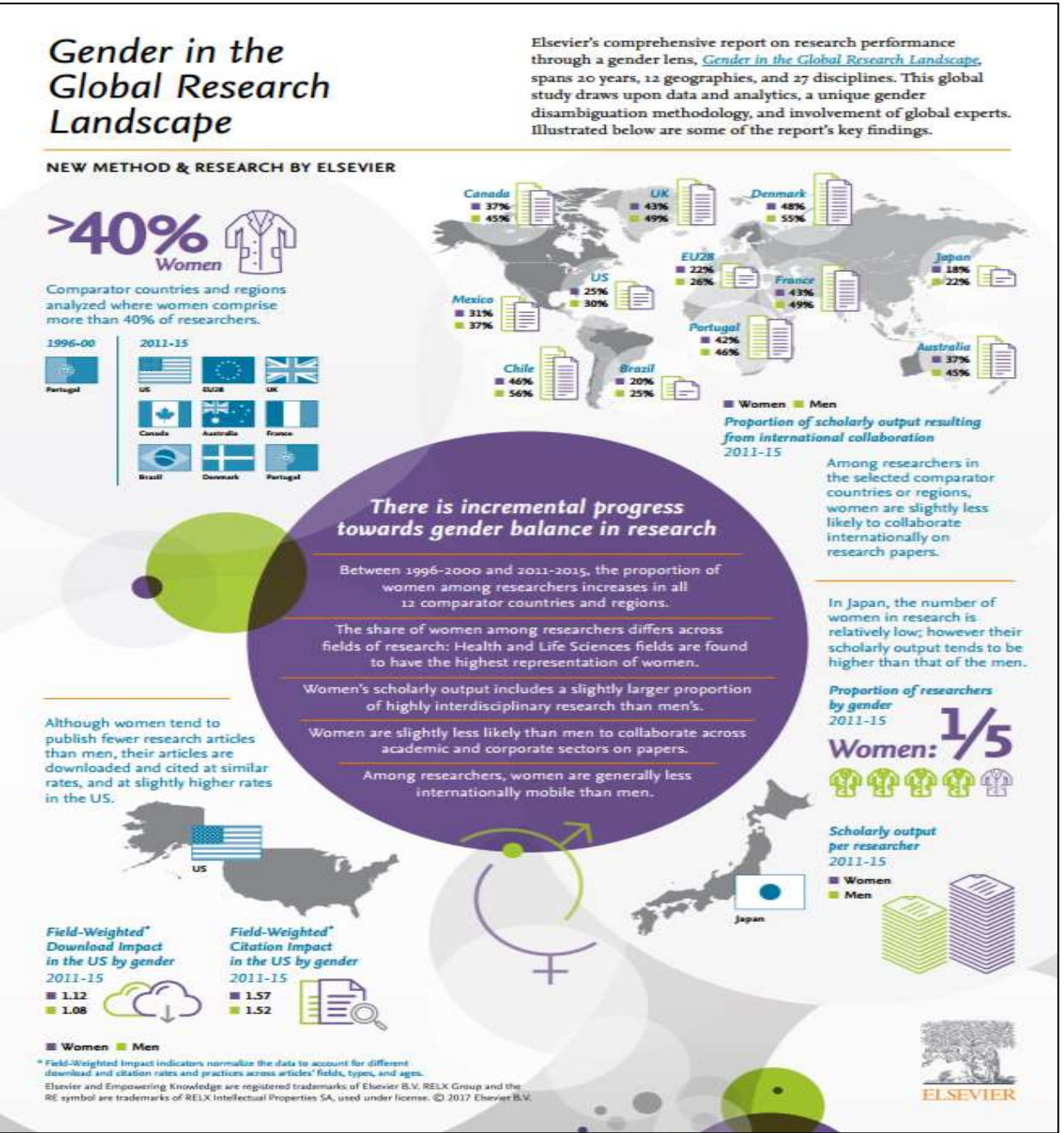
- *Cell* adopted the STAR methods, an enhanced set of reporting guidelines for authors for research reporting. The STAR methods indicate that sex and gender must be differentiated for human studies or reasons must be stated why these have not been disclosed; also require that all cell lines report sex.

- Next steps: continue working with CSE and other industry bodies to encourage adoption of sex and gender guidelines.

4) Promote publishing on sex & gender in research studies and gender in STEM issues

- Explored how we can promote studies exploring the gender dimension in research and diversity in STEM. Canvassed everything we publish in these fields.
- Mapped gender across research topics and trends to examine what has been published and in which domains over the last 5 years via Scopus.
- Presented at the 2016 EU Gender Summit and incorporated as a key chapter in the 2017 Global Gender Report.
- Women's and Gender Studies Research Network (WGSRN) *Coming Soon* to SSRN—launching with 4000 working papers on gender.





5) Analytics on gender in research and publishing

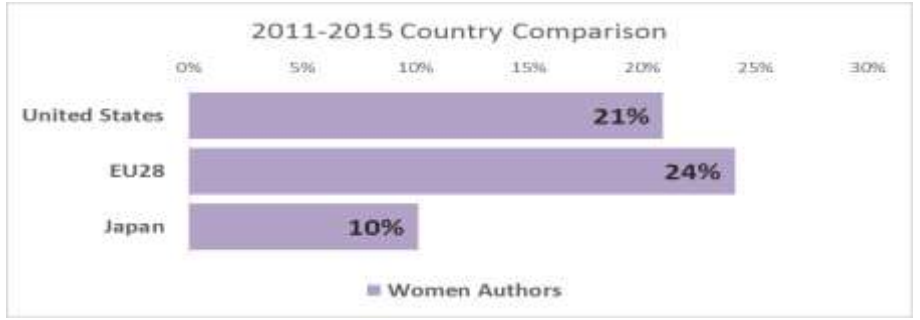
- Gender Summits served as catalyst for this project
- Addressed the need for a new gender methodology across 12 countries and 27 research areas to provide research leaders with bibliometric and qualitative analyses of the outputs, quality, and impact of research through a gender lens.
- Additional analyses on: productivity across a researcher's career; Mobility by gender; Network reach by gender; impact of author position by gender

Elsevier Journals Gender Graphing Tool

Publishers now have access to the author data used for the report + an Excel-based graphing tool.

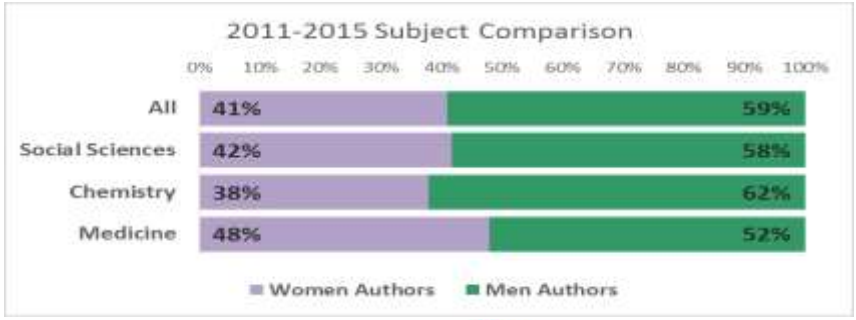
Select and compare **subjects** and **countries/regions** of interest to see the representation of women and men among researchers (examples below):

Engineering:



Country/Region	Women %	Men %	Women Authors	Men Authors	Total Authors
United States	21%	79%	68,444	258,025	326,469
EU28	24%	76%	123,336	388,259	511,595
Japan	10%	90%	13,730	121,451	135,181

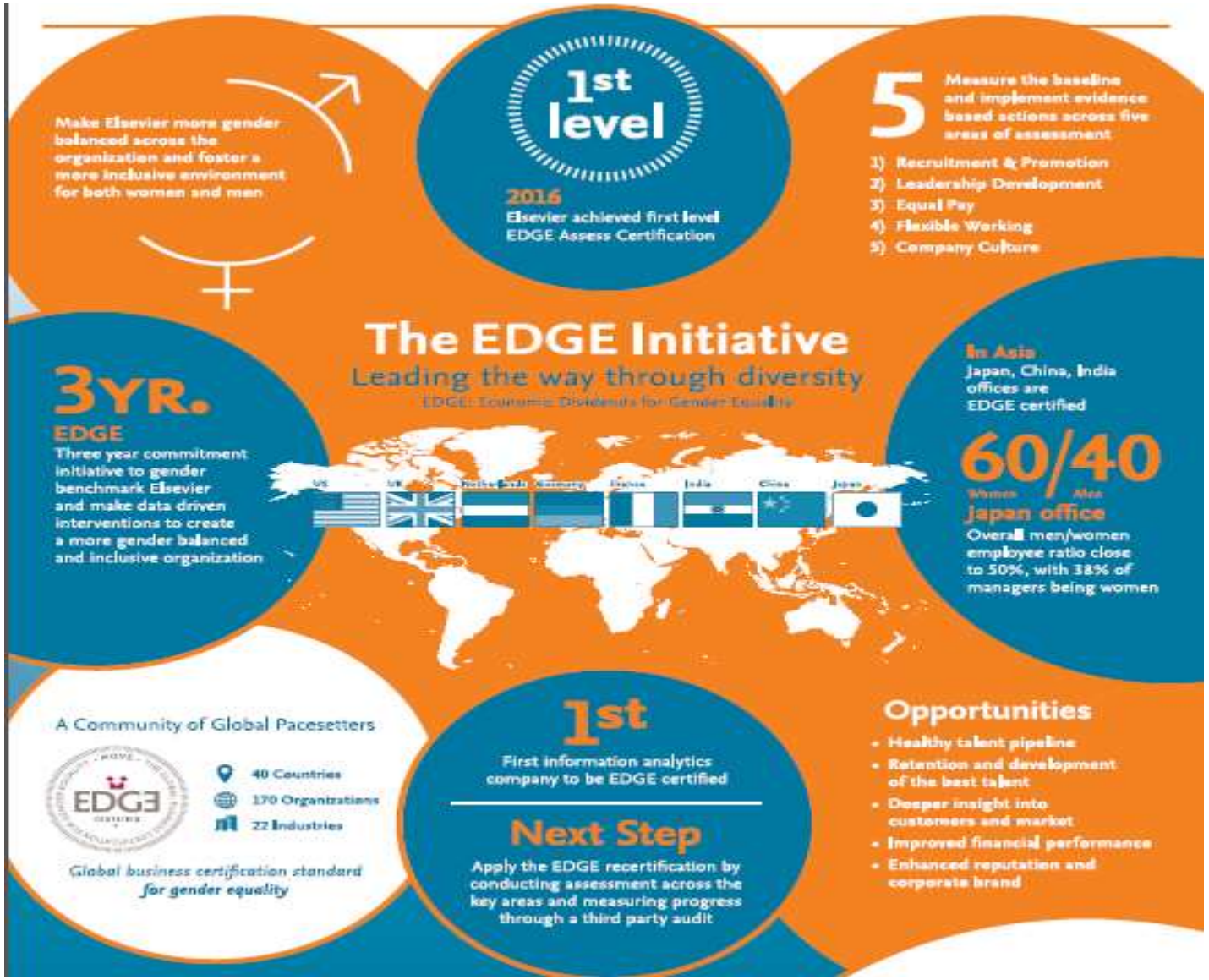
EU28:



Subject	Women %	Men %	Women Authors	Men Authors	Total Authors
All	41%	59%	965,025	1,389,772	2,354,797
Social Sciences	42%	58%	124,113	173,275	297,388
Chemistry	38%	62%	122,524	202,089	324,613
Medicine	48%	52%	567,539	616,840	1,184,379

- Access to the shares of women and men among researchers for **27 subject areas (ASJC 27) across 43 countries/regions**
- Generate **charts and tables** showing comparisons of subjects/regions at the click of a button
- The tool provides subject-specific benchmarks to help us **analyse and contextualise gender balance on our editorial boards**.

6) Gender Balance in Elsevier Management: EDGE Initiative



Economic Dividends for Gender Equality (EDGE) is a partner in Elsevier's commitment to gender benchmark the company and develop data driven interventions for a more gender balanced and inclusive organization.

We made a 3 year commitment and have been recertified for the Assess level--the 1st in our industry to achieve this level of certification.

Lessons Learned

- The work of the Elsevier gender working group has been investigative, data driven and consultative, presenting findings and constructive recommendations for possible interventions to fully apply the gender lens to publishing.
- Our key emphasis has been on engagement: with publishers internally and with editors, authors and reviewers and the industry. This has been a highly effective way to get people on board and certain targets operationalized.
- Identify the passionate, likeminded individuals in your organization—project drivers who can ensure that specific issues continue to develop to share the work and the successes.
- Critical to get senior leader endorsement from the start—helps with visibility and escalating/solving issues if projects stall. Keep the senior leader briefed and package the successes so that s/he can showcase it further.
- Challenge lies in staying organized with clear drivers and deliverables while creating a strong community. In a change management endeavour like this—it's easy to lose focus through scope creep and busy day jobs.
- What helps: Share successes & inspiration across the organization—at both senior and grassroots levels; bring in gender thought leaders to speak.

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