



UTFA Information Report

University of Toronto Faculty Association June 9, 2010

Information Report #13

Equity Issues at the University of Toronto: A Preliminary Discussion

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Statistical Appendix

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PART 1 – SOURCE OF DATA

The data used in this study was prepared by the University of Toronto's Human Resources department in response to the University of Toronto Faculty Association's Annual Information Request #A-1 for the academic year 2008-2009.

The divisional groupings used in the data for the tenure and teaching streams are as follows:

Education

Engineering and Computer Science

Health Sciences (includes Medicine, Dentistry, Nursing and Pharmacy)

Humanities (includes Music)

Law

Life Sciences (includes Biology, Ecology, Physical Education)

Management

Physical Sciences (includes Architecture, Chemistry, Fine Arts, Mathematics, Physics)

Further breakdown of data by department was not available.

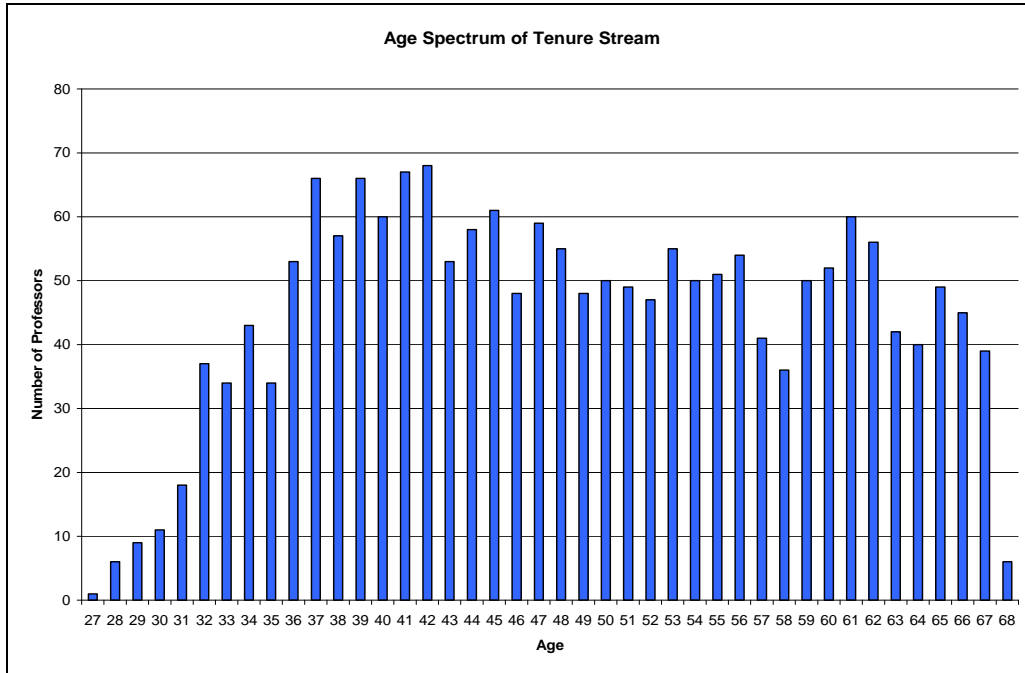
Where a data set had a count of two or less, we have inserted an "x" as a placeholder.

TENURE STREAM

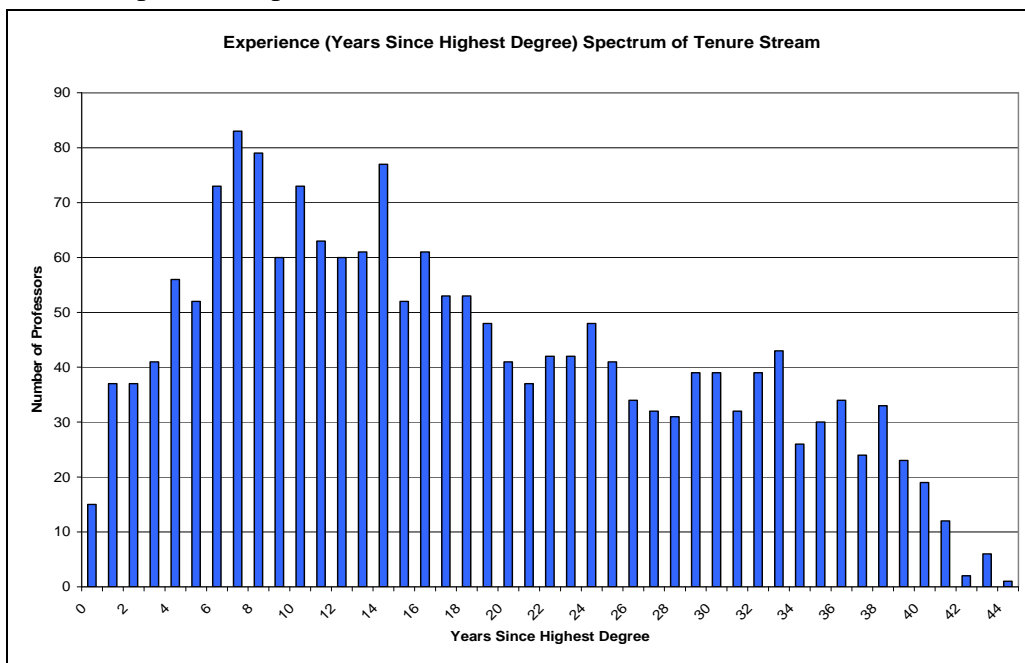
PART 2 – OVERVIEW OF TENURE STREAM

1. Demographic Information for Tenure Stream

(a) Age Spectrum of Tenure Stream



(b) Experience Spectrum of Tenure Stream



2. Average and Median Salaries

	Average Salary	Median Salary	Ave Yrs Since Highest Degree	N
All	\$ 136,676	\$ 136,338	17.8	1884
Assistant Professor	\$ 105,417	\$ 98,433	5.9	428
Associate Professor	\$ 127,146	\$ 123,327	14.9	646
Professor	\$ 160,793	\$ 152,787	26.4	810

3. High and Low End Salaries

(a) Highest Earning 10% at UofT (\$182,275 and above)

(i) By Gender

	Count	%
Men	168	89.4%
Women	20	10.6%
Total	188	100.0%

(ii) By Campus

	Count	%
St George	171	91.0%
UTM	7	3.7%
UTSC	10	5.3%
All UofT	188	100.0%

(iii) By Division

	N (Top 10%) (A)	% of Top 10% (X=A/188)	N (Entire Div) (B)	% of UofT (Y=B/1884)	% Under/Over Representaton (C=X-Y)
Education	3	1.6%	132	7.0%	-5.4%
Engineering & Computer Science	27	14.4%	242	12.8%	1.5%
Health Sciences	18	9.6%	256	13.6%	-4.0%
Humanities	7	3.7%	407	21.6%	-17.9%
Law	22	11.7%	48	2.5%	9.2%
Life Sciences	5	2.7%	165	8.8%	-6.1%
Management	67	35.6%	114	6.1%	29.6%
Physical Sciences	24	12.8%	204	10.8%	1.9%
Social Sciences	15	8.0%	316	16.8%	-8.8%
Total	188	100.0%	1,884	100.0%	0.0%

(b) Lowest Earning 10% at UofT (\$94,989 and below)

(i) By Gender

	Count	%
Men	91	48.4%
Women	97	51.6%
Total	188	100.0%

(ii) By Campus

	Count	%
St George	131	69.7%
UTM	31	16.5%
UTSC	26	13.8%
Total	188	100.0%

(iii) By Division

Division	N (Bottom 10%) (A)	% of Bottom 10% (X=A/188)	N (Entire Div) (B)	% of UofT (Y=B/1884)	% Under/Over Representaton (C=X-Y)
Education	12	6.4%	132	7.0%	-0.6%
Engineering & Computer Science	1	0.5%	242	12.8%	-12.3%
Health Sciences	20	10.6%	256	13.6%	-2.9%
Humanities	86	45.7%	407	21.6%	24.1%
Law	0	0.0%	48	2.5%	-2.5%
Life Sciences	7	3.7%	165	8.8%	-5.0%
Management	0	0.0%	114	6.1%	-6.1%
Physical Sciences	11	5.9%	204	10.8%	-5.0%
Social Sciences	51	27.1%	316	16.8%	10.4%
Total	188	100.0%	1,884	100.0%	0.0%

4. High and Low End Salaries by Rank

(a) Assistant Professors - Highest Earning 10% (\$136,506 and above)

(i) By Gender and Campus

Top 10% Assistant Professor			
	Women	Men	All
St George	10	25	35
UTM	1	4	5
UTSC	3		3
Total	14	29	43

(ii) By Division

Top 10% Assistant Professors	N (Top 10%) (A)	% of Top 10% (X=A/43)	N (Div at Rank) (B)	% of Asst Prof (Y=B/1884)	% Under/Over Representaton (C=X-Y)
Education	0	0.0%	21	4.9%	-4.9%
Engineering/Computer Science	6	14.0%	49	11.4%	2.5%
Health Sciences	1	2.3%	55	12.9%	-10.5%
Humanities	0	0.0%	94	22.0%	-22.0%
Law	1	2.3%	10	2.3%	0.0%
Life Science	0	0.0%	40	9.3%	-9.3%
Management	35	81.4%	39	9.1%	72.3%
Physical Sciences	0	0.0%	39	9.1%	-9.1%
Social Sciences	0	0.0%	81	18.9%	-18.9%
Total	43		428		

(b) Assistant Professors – Lowest Earning 10% (\$82,108 and below)

(i) By Gender and Campus

Bottom 10% Assistant Professor			
	Women	Men	All
St George	13	16	29
UTM	2	3	5
UTSC	6	3	9
Total	21	22	43

(ii) By Division

Bottom 10% Assistant Professors	N (Bottom 10%) (A)	% of Bottom 10% (X=A/43)	N (Div at Rank) (B)	% of Asst Prof (Y=B/1884)	% Under/Over Representaton (C=X-Y)
Education	0	0.0%	21	4.9%	-4.9%
Engineering/Computer Science	0	0.0%	49	11.4%	-11.4%
Health Sciences	1	2.3%	55	12.9%	-10.5%
Humanities	25	58.1%	94	22.0%	36.2%
Law	0	0.0%	10	2.3%	-2.3%
Life Science	0	0.0%	40	9.3%	-9.3%
Management	0	0.0%	39	9.1%	-9.1%
Physical Sciences	1	2.3%	39	9.1%	-6.8%
Social Sciences	16	37.2%	81	18.9%	18.3%
Total	43		428		

(c) Associate Professors - Highest Earning 10% (\$150,258 and above)

(i) By Gender and Campus

Top 10% Associate Professor			
	Women	Men	All
St George	12	43	55
UTM	2	4	6
UTSC		4	4
Total	14	51	65

(ii) By Division

Top 10% Associate Professors	N (Top 10%) (A)	% of Top 10% (X=A/43)	N (Div at Rank) (B)	% of Assoc Prof (Y=B/1884)	% Under/Over Representaton (C=X-Y)
Education	0	0.0%	57	8.8%	-8.8%
Engineering/Computer Science	10	23.3%	71	11.0%	12.3%
Health Sciences	5	11.6%	87	13.5%	-1.8%
Humanities	5	11.6%	172	26.6%	-15.0%
Law	9	20.9%	13	2.0%	18.9%
Life Science	0	0.0%	48	7.4%	-7.4%
Management	33	76.7%	35	5.4%	71.3%
Physical Sciences	0	0.0%	47	7.3%	-7.3%
Social Sciences	3	7.0%	116	18.0%	-11.0%
Total	65		646		

(d) Associate Professors - Lowest Earning 10% (\$101,340 and below)

(i) By Gender and Campus

Bottom 10% Associate Professor			
	Women	Men	All
St George	23	19	42
UTM	11	5	16
UTSC	2	5	7
Total	36	29	65

(ii) By Division

Bottom 10% Associate Professors	N (Bottom 10%) (A)	% of Bottom 10% (X=A/43)	N (Div at Rank) (B)	% of Assoc Prof (Y=B/1884)	% Under/Over Representaton (C=X-Y)
Education	2	4.7%	57	8.8%	-4.2%
Engineering/Computer Science	0	0.0%	71	11.0%	-11.0%
Health Sciences	3	7.0%	87	13.5%	-6.5%
Humanities	37	86.0%	172	26.6%	59.4%
Law	0	0.0%	13	2.0%	-2.0%
Life Science	5	11.6%	48	7.4%	4.2%
Management	0	0.0%	35	5.4%	-5.4%
Physical Sciences	0	0.0%	47	7.3%	-7.3%
Social Sciences	18	41.9%	116	18.0%	23.9%
Total	65		646		

(e) Professors - Highest Earning 10% (\$195,167 and above)

(i) By Gender and Campus

Top 10% Professor			
	Women	Men	All
St George	10	66	76
UTM		2	2
UTSC		3	3
Total	10	71	81

(ii) By Division

Top 10% Professors	N (Top 10%) (A)	% of Top 10% (X=A/43)	N (Div at Rank) (B)	% of Professor (Y=B/1884)	% Under/Over Representaton (C=X-Y)
Education	0	0.0%	54	6.7%	-6.7%
Engineering/Computer Science	10	23.3%	122	15.1%	8.2%
Health Sciences	11	25.6%	114	14.1%	11.5%
Humanities	2	4.7%	141	17.4%	-12.8%
Law	14	32.6%	25	3.1%	29.5%
Life Sciences	2	4.7%	77	9.5%	-4.9%
Management	26	60.5%	40	4.9%	55.5%
Physical Sciences	13	30.2%	118	14.6%	15.7%
Social Sciences	3	7.0%	119	14.7%	-7.7%
Total	81		810		

(f) Professors - Lowest Earning 10% (\$132,687 and below)

(i) By Gender and Campus

Bottom 10% Professor			
	Women	Men	All
St George	28	39	67
UTM	3	6	9
UTSC	1	4	5
Total	32	49	81

(ii) By Division

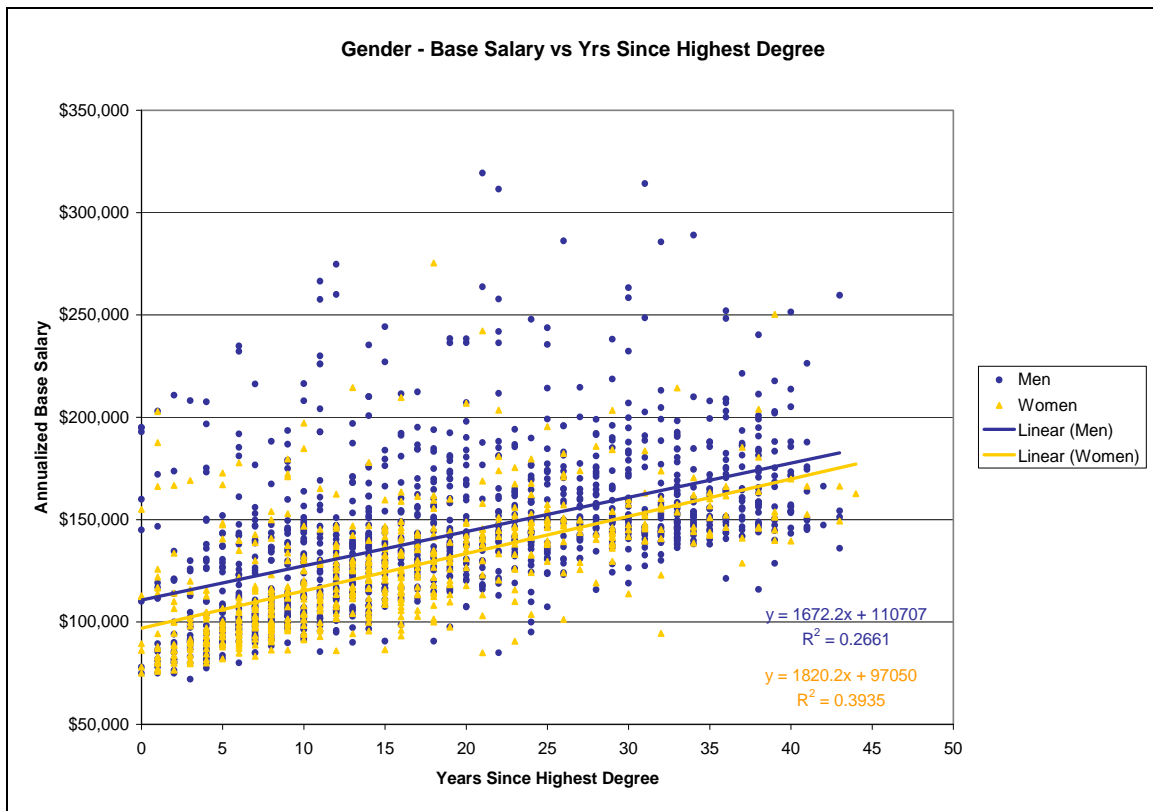
Bottom 10% Professors	N (Bottom 10%) (A)	% of Bottom 10% (X=A/43)	N (Div at Rank) (B)	% of Professor (Y=B/1884)	% Under/Over Representaton (C=X-Y)
Education	6	14.0%	54	6.7%	7.3%
Engineering/Computer Science	1	2.3%	122	15.1%	-12.7%
Health Sciences	17	39.5%	114	14.1%	25.5%
Humanities	26	60.5%	141	17.4%	43.1%
Law	0	0.0%	25	3.1%	-3.1%
Life Sciences	13	30.2%	77	9.5%	20.7%
Management	0	0.0%	40	4.9%	-4.9%
Physical Sciences	9	20.9%	118	14.6%	6.4%
Social Sciences	9	20.9%	119	14.7%	6.2%
Total	81		810		

PART 3 – GENDER COMPARISON FOR TENURE STREAM

1. Gender Representation (All UofT)

	Count	%
All	1884	100.0%
Men	1260	66.9%
Women	624	33.1%

2. Salary Trendlines for each Gender (All UofT)



3. Distribution of each Gender across the Ranks

	All	Men		Women	
		N	% of Men	N	% of Women
Assistant Professor	428	243	19.3%	185	29.6%
Associate Professor	646	397	31.5%	249	39.9%
Professor	810	620	49.2%	190	30.4%
Total	1884	1260	100.0%	624	100.0%

4. Gender Salary Comparison by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 142,713	\$ 124,484	14.6%	\$ 141,387	\$ 121,867	16.0%	19.1	15.1	1260	624
Assistant Professor	\$ 108,465	\$ 101,414	7.0%	\$ 100,824	\$ 95,806	5.2%	6.1	5.7	243	185
Associate Professor	\$ 130,674	\$ 121,520	7.5%	\$ 126,534	\$ 117,946	7.3%	14.9	14.9	397	249
Professor	\$ 163,846	\$ 150,832	8.6%	\$ 156,030	\$ 146,383	6.6%	27.0	24.4	620	190

(a) Does the salary gap persist when the high end salaries at UofT (overall) are excluded? (Yes)

Top 10% Excluded	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 132,556	\$ 121,795	8.8%	\$ 136,847	\$ 120,264	13.8%	18.3	14.8	1092	604
Assistant Professor	\$ 104,634	\$ 100,385	4.2%	\$ 99,990	\$ 95,768	4.4%	6.2	5.	233	183
Associate Professor	\$ 125,408	\$ 120,57	4.0%	\$ 124,723	\$ 117,58	6.1%	15.1	15.0	372	246
Professo	\$ 151,375	\$ 145,89	3.8%	\$ 150,383	\$ 145,65	3.2%	26.5	24.2	487	175

(b) Does the salary gap persist when the high and low end salaries at *each* rank are excluded? (Yes)

(i) Top 10% of Each Rank Excluded

Top 10% of Each Rank Excluded	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 134,572	\$ 120,827	11.4%	\$ 137,643	\$ 118,190	16.5%	19.10	15.1	1109	586
Assistant Professor	\$ 100,191	\$ 96,382	4.0%	\$ 98,314	\$ 94,806	3.7%	6.31	5.8	214	171
Associate Professor	\$ 122,804	\$ 118,599	3.5%	\$ 122,376	\$ 116,702	4.9%	14.99	14.7	346	235
Professor	\$ 155,390	\$ 146,959	5.7%	\$ 152,549	\$ 146,023	4.5%	26.75	24.4	549	180

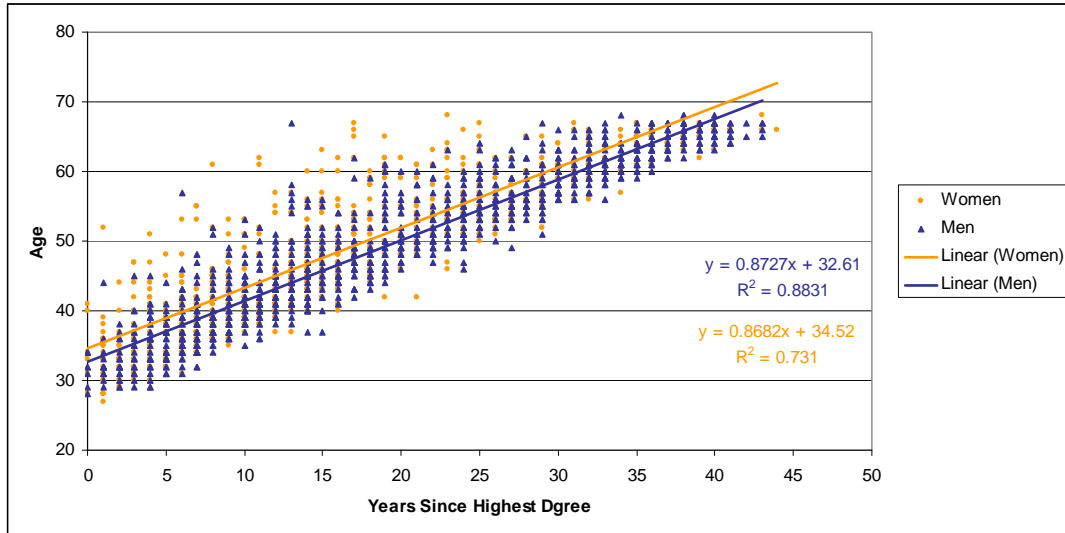
(ii) Bottom 10% of Each Rank Excluded

Bottom 10% of Each Rank Excluded	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 145,742	\$ 128,094	13.8%	\$ 143,595	\$ 126,113	13.9%	19.70	15.8	1160	535
Assistant Professor	\$ 111,393	\$ 104,254	6.8%	\$ 102,623	\$ 97,692	5.0%	6.46	6.1	221	164
Associate Professor	\$ 133,285	\$ 125,737	6.0%	\$ 128,597	\$ 122,399	5.1%	15.37	15.8	368	213
Professor	\$ 167,066	\$ 156,019	7.1%	\$ 158,414	\$ 148,979	6.3%	27.71	25.9	571	158

(iii) Top and Bottom 10% of Each Rank Excluded

Top and Bottom 10% of Each Rank Excluded	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 137,247	\$ 124,059	10.6%	\$ 140,362	\$ 121,978	15.1%	19.80	15.8	1009	498
Assistant Professor	\$ 102,614	\$ 98,782	3.9%	\$ 100,119	\$ 96,527	3.7%	6.75	6.3	192	150
Associate Professor	\$ 125,115	\$ 122,584	2.1%	\$ 125,213	\$ 120,484	3.9%	15.57	15.6	317	199
Professor	\$ 158,238	\$ 151,660	4.3%	\$ 155,239	\$ 148,063	4.8%	27.57	25.8	500	148

5. Gender Comparison of Age vs Experience



6. Breakdown of each Gender by Division

(a) Men

Men	Count	%
Management	92	7.3%
Law	31	2.5%
Engineering/Computer Sci	207	16.4%
Physical Sciences	174	13.8%
Health Sciences	147	11.7%
Social Sciences	198	15.7%
Education	53	4.2%
Life Sciences	114	9.0%
Humanities	244	19.4%
All Men	1260	100.0%

(b) Women

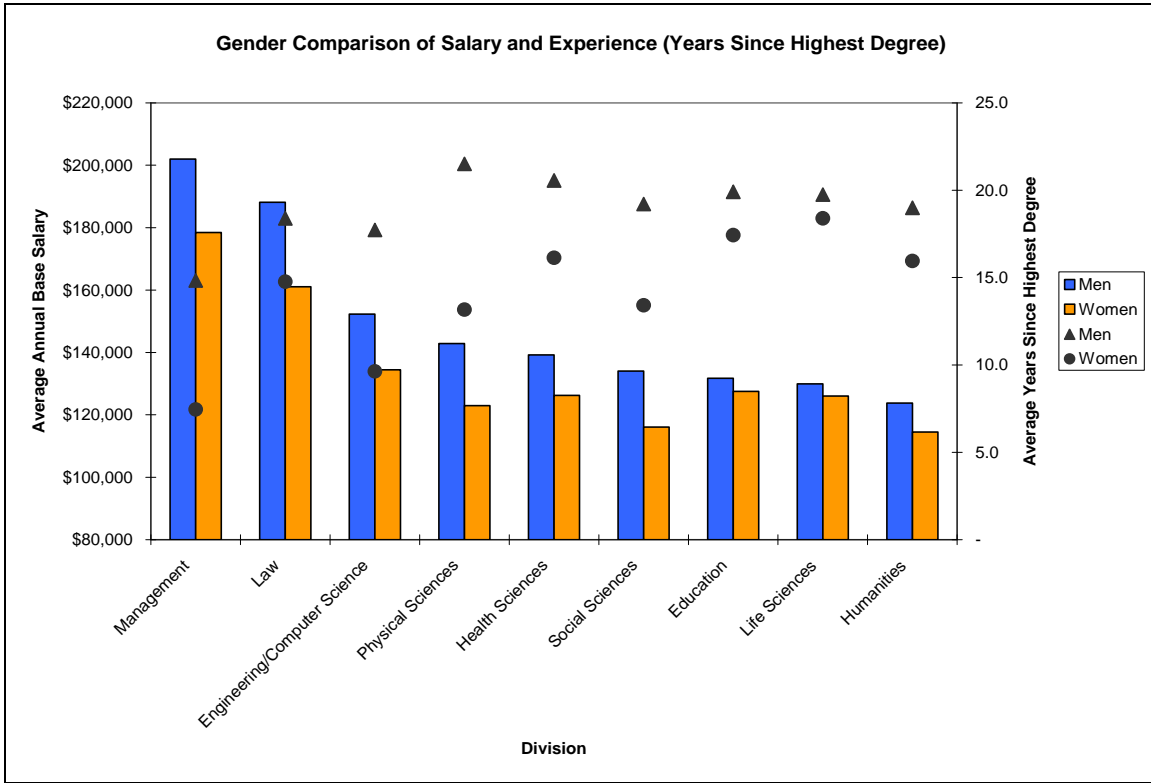
Women	Count	%
Management	22	3.5%
Law	17	2.7%
Engineering/Computer Sci	35	5.6%
Education	79	12.7%
Health Sciences	109	17.5%
Life Sciences	51	8.2%
Physical Sciences	30	4.8%
Social Sciences	118	18.9%
Humanities	163	26.1%
All Women	624	100.0%

7. Gender Salary Comparison by Division

(a) Gender Comparison of Average Salary

Division	Average Salary				Average Age		Total Count	
	Men	Women	M>W	Men	Women	Men	Women	
Education	\$ 131,727	\$ 127,512	3.3%	54	53	53	79	
Health Sciences	\$ 139,226	\$ 126,222	10.3%	50	49	147	109	
Humanities	\$ 123,825	\$ 114,498	8.1%	50	48	244	163	
Life Sciences	\$ 129,963	\$ 126,037	3.1%	50	49	114	51	
Social Sciences	\$ 134,024	\$ 116,090	15.4%	45	46	198	118	
Engineering/Computer Science	\$ 152,302	\$ 134,422	13.3%	47	40	207	35	
Management	\$ 202,032	\$ 178,409	13.2%	46	39	92	22	
Law	\$ 188,145	\$ 161,051	16.8%	49	47	31	17	
Physical Sciences	\$ 142,870	\$ 122,969	16.2%	49	42	174	30	
All Divisions	\$ 142,713	\$ 124,484	14.6%	49	48	1260	624	

(b) Gender Comparison of Average Salary and Experience



8. Gender Salary Comparison by Division and Rank

Division	Average Salary			Average Age		Count		First Hire Date	
	Men	Women	M-F	Men	Women	Men	Women	Men	Women
Management	\$ 202,032	\$ 178,409	13.2%	46	39	92	22	1968	1987
Assistant Professor	\$ 173,401	\$ 160,539	8.0%	36	34	25	14		
Associate Professor	\$ 194,671	\$ 192,289	1.2%	43	42	31	4		
Professor	\$ 228,253	\$ 227,075	0.5%	55	52	36	4		
Law	\$ 188,145	\$ 161,051	16.8%	49	47	31	17	1968	1982
Assistant Professor	\$ 125,426	\$ 124,489	0.8%	39	34	7	3		
Associate Professor	\$ 184,905	\$ 157,535	17.4%	43	45	7	6		
Professor	\$ 215,304	\$ 177,398	21.4%	55	53	17	8		
Social Sciences	\$ 134,024	\$ 116,090	15.4%	50	46	198	118	1967	1970
Assistant Professor	\$ 97,332	\$ 91,266	6.6%	36	38	38	43		
Associate Professor	\$ 121,831	\$ 118,641	2.7%	47	48	69	47		
Professor	\$ 158,591	\$ 149,930	5.8%	58	57	91	28		
Education	\$ 131,727	\$ 127,512	3.3%	54	53	53	79	1970	1970
Assistant Professor	\$ 100,220	\$ 96,673	3.7%	42	42	9	12		
Associate Professor	\$ 122,517	\$ 121,879	0.5%	54	52	22	35		
Professor	\$ 153,827	\$ 145,238	5.9%	60	58	22	32		
Physical Sciences	\$ 142,870	\$ 122,969	16.2%	49	42	174	30	1968	1986
Assistant Professor	\$ 98,949	\$ 101,922	-2.9%	35	35	28	11		
Associate Professor	\$ 122,465	\$ 118,728	3.1%	45	41	39	8		
Professor	\$ 161,802	\$ 147,101	10.0%	55	48	107	11		
Engineering/Computer Science	\$ 152,302	\$ 134,422	13.3%	47	40	207	35	1969	1986
Assistant Professor	\$ 120,018	\$ 116,159	3.3%	36	33	33	16		
Associate Professor	\$ 140,005	\$ 141,801	-1.3%	41	44	59	12		
Professor	\$ 167,874	\$ 163,517	2.7%	54	47	115	7		
Life Sciences	\$ 129,963	\$ 126,037	3.1%	50	49	114	51	1969	1967
Assistant Professor	\$ 101,547	\$ 100,366	1.2%	38	38	26	14		
Associate Professor	\$ 117,010	\$ 116,066	0.8%	46	47	31	17		
Professor	\$ 149,969	\$ 152,481	-1.6%	56	58	57	20		
Humanities	\$ 123,825	\$ 114,498	8.1%	50	48	244	163	1966	1966
Assistant Professor	\$ 87,750	\$ 88,782	-1.2%	38	39	49	45		
Associate Professor	\$ 117,727	\$ 111,924	5.2%	49	49	98	74		
Professor	\$ 148,209	\$ 145,126	2.1%	58	57	97	44		
Health Sciences	\$ 139,226	\$ 126,222	10.3%	50	49	147	109	1967	1972
Assistant Professor	\$ 102,579	\$ 99,111	3.5%	38	41	28	27		
Associate Professor	\$ 127,945	\$ 125,984	1.6%	46	50	41	46		
Professor	\$ 158,312	\$ 146,859	7.8%	55	56	78	36		
Overall Averages	\$ 142,713	\$ 124,484	14.6%	49	48	1260	624		
Assistant Professor	\$ 108,465	\$ 101,414	7.0%	37	38	243	185		
Associate Professor	\$ 130,674	\$ 121,520	7.5%	46	49	397	249		
Professor	\$ 163,846	\$ 150,832	8.6%	56	56	620	190		

PART 4 – TRI-CAMPUS COMPARISON FOR TENURE STREAM

1. Distribution of UofT Faculty across St. George, UTM and UTSC

	Count	
All UofT	1884	100.0%
St George	1516	80.5%
UTM	199	10.6%
UTSC	169	9.0%

2. Tri-Campus Salary Comparison

(a) Tri-Campus Salary Comparison

	Average Salary	% Above/Below St George Ave	Median Salary	% Above/Below St George Mediar	Ave Yrs Since Highest Degree	Count
St George	\$ 139,387	0.0%	\$ 138,090	0.0%	18.0	1,516
UTM	\$ 125,277	-10.1%	\$ 124,395	-9.9%	17.1	199
UTSC	\$ 125,779	-9.8%	\$ 121,862	-11.8%	17.1	169
All UofT	\$ 136,676		\$ 136,338		17.8	1,884

(b) Tri-Campus Salary Comparison (divisions that are only at St. George excluded)

- Health Sciences, Education and Law have been excluded because they do not have counterparts at UTM and UTSC.

<i>Only St George Divisions Excluded</i>	Average Salary	% Above/Below St George Ave	Median Salary	% Above/Below St George Mediar	Ave Yrs Since Highest Degree	Count
St George	\$ 140,241	0.0%	\$ 139,415	0.0%	17.8	1,080
UTM	\$ 125,277	-10.7%	\$ 124,395	-10.8%	17.1	199
UTSC	\$ 125,779	-10.3%	\$ 121,862	-12.6%	17.1	169
All UofT	\$ 136,497		\$ 136,500		17.6	1,448

(c) Does the salary gap persist when high and/or low end salaries at UofT (overall) are excluded? (Yes)

- o Health Sciences, Education and Law have been excluded because they do not have counterparts at UTM and UTSC.

(i) Top 10% at UofT Excluded

<i>Top 10% Excluded</i>	Average Salary	% Above/Below St George Ave	Median Salary	% Above/Below St George Median Salary	Ave Yrs Since Highest Degree	Count
St George	\$ 130,717	0.0%	\$ 134,030	0.0%	17.0	952
UTM	\$ 122,706	-6.1%	\$ 122,466	-8.6%	16.9	192
UTSC	\$ 121,599	-7.0%	\$ 119,085	-11.2%	16.7	159
All UofT	\$ 128,424		\$ 130,267		16.9	1,303

(ii) Bottom 10% at UofT Excluded

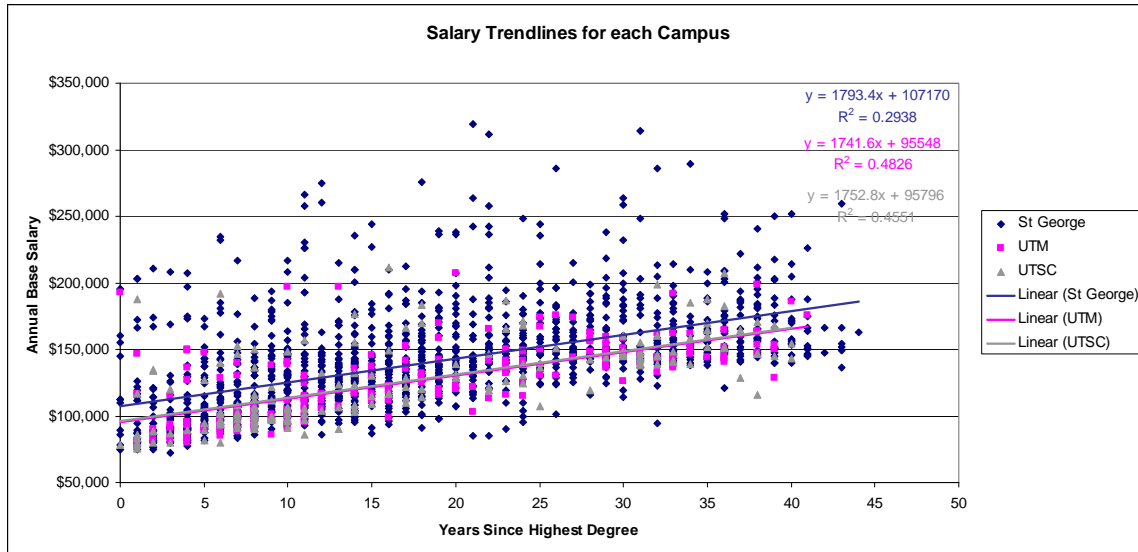
<i>Bottom 10% Excluded</i>	Average Salary	% Above/Below St George Ave	Median Salary	% Above/Below St George Median Salary	Ave Yrs Since Highest Degree	Count
St George	\$ 145,182	0.0%	\$ 142,335	0.0%	19.0	990
UTM	\$ 132,107	-9.0%	\$ 132,834	-6.7%	19.3	168
UTSC	\$ 132,429	-8.8%	\$ 131,996	-7.3%	19.2	145
All UofT	\$ 142,077		\$ 140,403		19.0	1,303

(iii) Top and Bottom 10% at UofT Excluded

	Average Salary	% Above/Below St George Ave	Median Salary	% Above/Below St George Median Salary	Ave Yrs Since Highest Degree	Count
St George	\$ 139,387	0.0%	\$ 138,090	0.0%	18.0	1,516
UTM	\$ 125,277	-10.1%	\$ 124,395	-9.9%	17.1	199
UTSC	\$ 125,779	-9.8%	\$ 121,862	-11.8%	17.1	169
All UofT	\$ 136,676		\$ 136,338		17.8	1,884

3. Salary Trendlines for each Campus

- UTM and UTSC trendlines overlap (may be difficult to see).



4. Comparison of Rank Distribution at each Campus

	Count	%
St George		
Assistant Professor	315	20.8%
Associate Professor	517	34.1%
Professor	684	45.1%
Total	1516	100.0%
UTM		
Assistant Professor	57	28.6%
Associate Professor	72	36.2%
Professor	70	35.2%
Total	199	100.0%
UTSC		
Assistant Professor	56	33.1%
Associate Professor	57	33.7%
Professor	56	33.1%
Total	169	100.0%

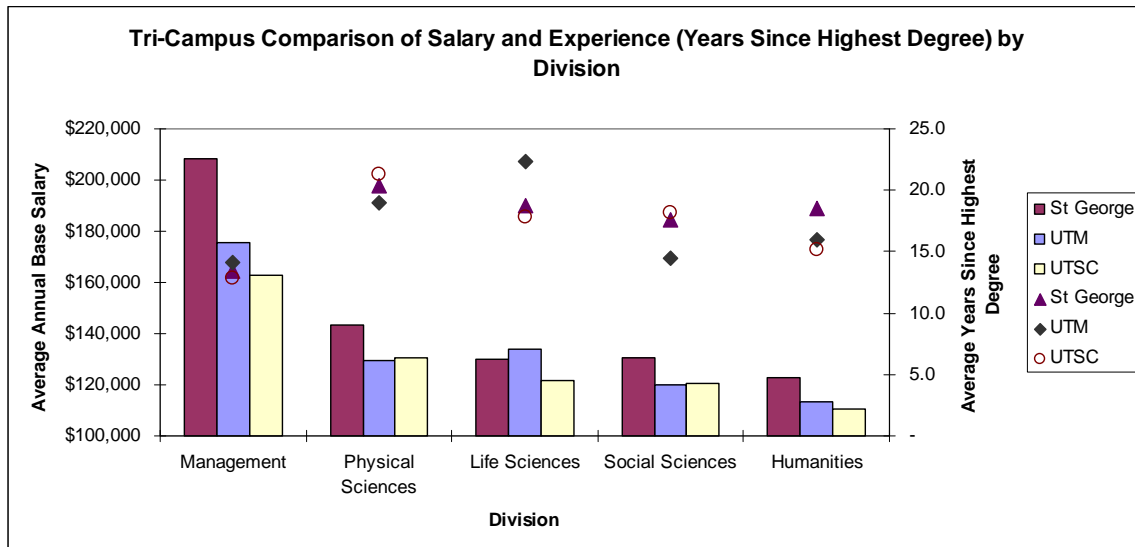
5. Tri-Campus Comparison of Salary by Rank

	Average Salary	% Above/Below St George Rank Ave Salary	Median Salary	% Above/Below St George Rank Median Salary	Ave Yrs Since Highest Degree	Count
Assistant Prof						
St George	\$ 108,553	0.0%	\$ 99,795	0.0%	5.5	229
UTM	\$ 102,444	-5.6%	\$ 95,191	-4.6%	5.8	57
UTSC	\$ 99,266	-8.6%	\$ 96,205	-3.6%	6.3	56
Associate Prof						
St George	\$ 128,752	0.0%	\$ 125,107	0.0%	14.2	360
UTM	\$ 119,107	-7.5%	\$ 114,806	-8.2%	15.8	72
UTSC	\$ 122,242	-5.1%	\$ 116,922	-6.5%	16.4	57
Professor						
St George	\$ 163,443	0.0%	\$ 156,022	0.0%	26.1	491
UTM	\$ 150,216	-8.1%	\$ 146,336	-6.2%	27.5	70
UTSC	\$ 155,893	-4.6%	\$ 151,048	-3.2%	28.7	56

¹For comparability, the St George statistics excludes Education, Health Sciences and Law, because they do not have counterparts at UTM and UTSC.

6. Tri-Campus Comparison of Salary by Division

(a) Tri-Campus Comparison of Salary and Experience by Division



(b) Tri-Campus Comparison of Average and Median Salaries by Division

	Average Salary			Ave Yrs Since Highest Degree		
	St George	UTM	UTSC	St George	UTM	UTSC
Engineering/Computer Science	\$ 149,548	\$ 144,250	\$ 149,716	16.4	22.3	18.1
Humanities	\$ 122,891	\$ 113,057	\$ 110,501	18.5	16.0	15.1
Life Sciences	\$ 129,728	\$ 133,727	\$ 121,473	18.8	22.4	17.8
Management	\$ 208,184	\$ 175,732	\$ 162,707	13.5	14.1	12.8
Physical Sciences	\$ 143,254	\$ 129,594	\$ 130,446	20.3	19.0	21.2
Social Sciences	\$ 130,591	\$ 119,987	\$ 120,510	17.6	14.5	18.2

	Median Salary		
	St George	UTM	UTSC
Engineering/Computer Science	\$ 147,395	\$ 148,010	\$ 152,732
Humanities	\$ 120,571	\$ 104,983	\$ 105,319
Life Sciences	\$ 126,017	\$ 136,688	\$ 115,713
Management	\$ 195,894	\$ 175,796	\$ 157,104
Physical Sciences	\$ 139,763	\$ 130,475	\$ 136,546
Social Sciences	\$ 133,011	\$ 115,739	\$ 109,994

PART 5 – DIVISIONAL COMPARISON FOR TENURE STREAM

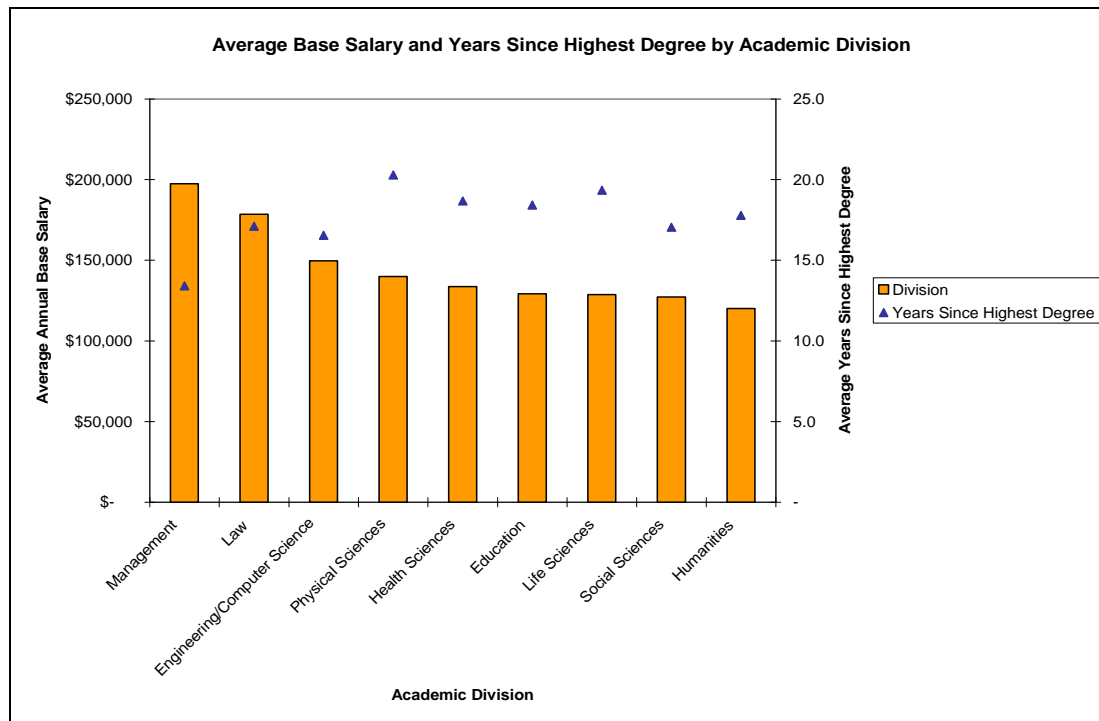
1. Salary Comparison by Division

(a) Comparison of Average and Median Salaries by Division

All UofT	Average Salary (A)	% Above/Below UofT Average (A/X)	Median Salary (B)	% Above/Below UofT Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 197,473	44.5%	\$ 189,208	38.8%	13.4	114
Law	\$ 178,549	30.6%	\$ 175,897	29.0%	17.1	48
Engineering/Computer Science	\$ 149,716	9.5%	\$ 147,839	8.4%	16.6	242
Physical Sciences	\$ 139,944	2.4%	\$ 137,925	1.2%	20.3	204
Health Sciences	\$ 133,689	-2.2%	\$ 133,580	-2.0%	18.7	256
Education	\$ 129,205	-5.5%	\$ 130,142	-4.5%	18.4	132
Life Sciences	\$ 128,749	-5.8%	\$ 126,091	-7.5%	19.3	165
Social Sciences	\$ 127,327	-6.8%	\$ 127,499	-6.5%	17.0	316
Humanities	\$ 120,089	-12.1%	\$ 117,033	-14.2%	17.8	407
All Divisions	\$ 136,676 (X)		\$ 136,338 (Y)		17.8	1884

*Health Sciences includes Medicine, Dentistry, Nursing and Pharmacy. Life Sciences includes Biology, Ecology, Physical Education. Physical Sciences includes Architecture, Chemistry, Fine Arts, Mathematics Physics. A more detailed breakdown by discipline was not available. These disciplinary groupings may affect some of the figures in this table but are unlikely to invalidate the general trend shown here.

(b) Comparison of Average Salary and Experience by Division



2. Salary Comparison by Division for each Gender

(a) Salary Comparison by Division for Men

Men	Average Salary (A)	% Above/Below UofT Average (A/X)	Median Salary (B)	% Above/Below UofT Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 202,032	41.6%	\$ 192,862	36.4%	14.8	92
Law	\$ 188,145	31.8%	\$ 190,100	34.5%	18.4	31
Engineering/Computer Science	\$ 152,302	6.7%	\$ 150,966	6.8%	17.7	207
Physical Sciences	\$ 142,870	0.1%	\$ 140,543	-0.6%	21.5	174
Health Sciences	\$ 139,226	-2.4%	\$ 138,989	-1.7%	20.6	147
Social Sciences	\$ 134,024	-6.1%	\$ 138,261	-2.2%	19.2	198
Education	\$ 131,727	-7.7%	\$ 133,939	-5.3%	19.9	53
Life Sciences	\$ 129,963	-8.9%	\$ 130,301	-7.8%	19.8	114
Humanities	\$ 123,825	-13.2%	\$ 124,353	-12.0%	19.0	244
All Divisions	\$ 142,713 (X)		\$ 141,387 (Y)		19.1	1260

(i) Men Assistant Professors

Men - Assistant Professor	Average Salary (A)	% Above/Below Rank Average (A/X)	Median Salary (B)	% Above/Below Rank Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 173,401	59.9%	\$ 173,763	72.3%	3.5	25
Law	\$ 125,426	15.6%	\$ 125,872	24.8%	6.1	7
Engineering/Computer Science	\$ 120,018	10.7%	\$ 121,089	20.1%	6.0	33
Health Sciences	\$ 102,579	-5.4%	\$ 101,919	1.1%	7.0	28
Life Sciences	\$ 101,547	-6.4%	\$ 102,847	2.0%	8.0	26
Education	\$ 100,220	-7.6%	\$ 94,070	-6.7%	7.4	9
Physical Sciences	\$ 98,949	-8.8%	\$ 99,243	-1.6%	6.9	28
Social Sciences	\$ 97,332	-10.3%	\$ 95,092	-5.7%	4.5	38
Humanities	\$ 87,750	-19.1%	\$ 89,867	-10.9%	6.4	49
All Divisions	\$ 108,465 (X)		\$ 100,824 (Y)		6.1	243

(ii) Men Associate Professors

Men - Associate Professor	Average Salary (A)	% Above/Below Rank Average (A/X)	Median Salary (B)	% Above/Below Rank Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 194,671	49.0%	\$ 192,835	52.4%	12.3	31
Law	\$ 184,905	41.5%	\$ 184,504	45.8%	12.7	7
Engineering/Computer Science	\$ 140,005	7.1%	\$ 141,870	12.1%	10.1	59
Health Sciences	\$ 127,945	-2.1%	\$ 128,323	1.4%	16.5	41
Physical Sciences	\$ 122,465	-6.3%	\$ 123,920	-2.1%	16.1	39
Education	\$ 122,517	-6.2%	\$ 119,139	-5.8%	16.0	22
Social Sciences	\$ 121,831	-6.8%	\$ 117,136	-7.4%	15.2	69
Humanities	\$ 117,727	-9.9%	\$ 114,689	-9.4%	16.3	98
Life Sciences	\$ 117,010	-10.5%	\$ 117,284	-7.3%	16.3	31
All Divisions	\$ 130,674 (X)		\$ 126,534 (Y)		14.9	397

(iii) Men Full Professors

Men - Professor	Average Salary (A)	% Above/Below Rank Average (A/X)	Median Salary (B)	% Above/Below Rank Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 228,253	39.3%	\$ 225,107	44.3%	24.9	36
Law	\$ 215,304	31.4%	\$ 211,747	35.7%	25.8	17
Engineering/Computer Science	\$ 167,874	2.5%	\$ 163,830	5.0%	24.8	115
Physical Sciences	\$ 161,802	-1.2%	\$ 151,550	-2.9%	27.3	107
Social Sciences	\$ 158,591	-3.2%	\$ 156,698	0.4%	28.4	91
Health Sciences	\$ 158,312	-3.4%	\$ 151,647	-2.8%	27.5	78
Education	\$ 153,827	-6.1%	\$ 152,057	-2.5%	28.9	22
Life Sciences	\$ 149,969	-8.5%	\$ 146,198	-6.3%	27.0	57
Humanities	\$ 148,209	-9.5%	\$ 146,041	-6.4%	28.0	97
All Divisions	\$ 163,846 (X)		\$ 156,030 (Y)		27.0	620

(b) Salary Comparison by Division for Women

Women	Average Salary (A)	% Above/Below Rank Average (A/X)	Median Salary (B)	% Above/Below Rank Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 178,409	43.3%	\$ 172,559	41.6%	7.5	22
Law	\$ 161,051	29.4%	\$ 161,808	32.8%	14.8	17
Engineering/Computer Science	\$ 134,422	8.0%	\$ 130,538	7.1%	9.6	35
Education	\$ 127,512	2.4%	\$ 129,612	6.4%	17.4	79
Health Sciences	\$ 126,222	1.4%	\$ 125,635	3.1%	16.1	109
Life Sciences	\$ 126,037	1.2%	\$ 116,631	-4.3%	18.4	51
Physical Sciences	\$ 122,969	-1.2%	\$ 117,657	-3.5%	13.2	30
Social Sciences	\$ 116,090	-6.7%	\$ 111,294	-8.7%	13.4	118
Humanities	\$ 114,498	-8.0%	\$ 108,585	-10.9%	16.0	163
All Divisions	\$ 124,484 (X)		\$ 121,867 (Y)		15.1	624

(i) Women Assistant Professors

Women - Assistant Professor	Average Salary (A)	% Above/Below Rank Average (A/X)	Median Salary (B)	% Above/Below Rank Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 160,539	58.1%	\$ 166,523	73.8%	3.5	14
Law	\$ 124,489	22.6%	\$ 125,802	31.3%	2.3	3
Engineering/Computer Science	\$ 116,159	14.4%	\$ 114,331	19.3%	3.9	16
Physical Sciences	\$ 101,922	0.4%	\$ 102,948	7.5%	6.3	11
Life Sciences	\$ 100,366	-1.1%	\$ 99,391	3.7%	8.1	14
Health Sciences	\$ 99,111	-2.4%	\$ 96,635	0.9%	7.0	27
Education	\$ 96,673	-4.8%	\$ 97,604	1.9%	7.1	12
Social Sciences	\$ 91,266	-10.1%	\$ 88,718	-7.4%	4.8	43
Humanities	\$ 88,782	-12.5%	\$ 89,968	-6.1%	5.9	45
All Divisions	\$ 101,414 (X)		\$ 95,806 (Y)		5.7	185

(ii) Women Associate Professors

Women - Associate Professor	Average Salary (A)	% Above/Below Rank Average (A/X)	Median Salary (B)	% Above/Below Rank Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 192,289	58.2%	\$ 188,429	59.8%	9.5	4
Law	\$ 157,535	29.6%	\$ 161,808	37.2%	12.2	6
Engineering/Computer Science	\$ 141,801	16.7%	\$ 143,117	21.3%	12.4	12
Health Sciences	\$ 125,984	3.7%	\$ 125,857	6.7%	15.4	46
Education	\$ 121,879	0.3%	\$ 124,979	6.0%	15.4	35
Physical Sciences	\$ 118,728	-2.3%	\$ 119,532	1.3%	12.3	8
Social Sciences	\$ 118,641	-2.4%	\$ 114,792	-2.7%	14.5	47
Life Sciences	\$ 116,066	-4.5%	\$ 114,537	-2.9%	15.2	17
Humanities	\$ 111,924	-7.9%	\$ 108,790	-7.8%	15.8	74
All Divisions	\$ 121,520 (X)		\$ 117,946 (Y)		14.9	249

(iii) Women Full Professors

Women - Professor	Average Salary (A)	% Above/Below Rank Average (A/X)	Median Salary (B)	% Above/Below Rank Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 227,075	50.5%	\$ 225,976	54.4%	19.3	4
Law	\$ 177,398	17.6%	\$ 173,249	18.4%	21.4	8
Engineering/Computer Science	\$ 163,517	8.4%	\$ 163,476	11.7%	17.9	7
Life Sciences	\$ 152,481	1.1%	\$ 147,922	1.1%	28.3	20
Social Sciences	\$ 149,930	-0.6%	\$ 146,039	-0.2%	24.8	28
Physical Sciences	\$ 147,101	-2.5%	\$ 146,231	-0.1%	20.7	11
Health Sciences	\$ 146,859	-2.6%	\$ 145,351	-0.7%	24.0	36
Education	\$ 145,238	-3.7%	\$ 143,899	-1.7%	23.5	32
Humanities	\$ 145,126	-3.8%	\$ 144,658	-1.2%	26.5	44
All Divisions	\$ 150,832 (X)		\$ 146,383 (Y)		24.4	190

3. Salary Comparison by Division for each Campus

(a) Salary Comparison by Division for St. George

St George	Average Salary (A)	% Above/Below St. G Average (A/X)	Median Salary (B)	% Above/Below UofT Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 208,184	49.4%	\$ 195,894	41.9%	13.5	84
Law	\$ 178,549	28.1%	\$ 175,897	27.4%	17.1	48
Engineering/Computer Science	\$ 149,548	7.3%	\$ 147,395	6.7%	16.4	231
Physical Sciences	\$ 143,254	2.8%	\$ 139,763	1.2%	20.3	153
Health Sciences	\$ 133,689	-4.1%	\$ 133,580	-3.3%	18.7	256
Social Sciences	\$ 130,591	-6.3%	\$ 133,011	-3.7%	17.6	217
Life Sciences	\$ 129,728	-6.9%	\$ 126,017	-8.7%	18.8	92
Education	\$ 129,205	-7.3%	\$ 130,142	-5.8%	18.4	132
Humanities	\$ 122,891	-11.8%	\$ 120,571	-12.7%	18.5	303
All Divisions at St George	\$ 139,387 (X)		\$ 138,090 (Y)		18.0	1516

(b) Salary Comparison by Division for UTM

UTM	Average Salary (A)	% Above/Below UTM Average (A/X)	Median Salary (B)	% Above/Below UTM Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 175,732	40.3%	\$ 175,796	41.3%	14.1	11
Engineering/Computer Science	\$ 144,250	15.1%	\$ 148,010	19.0%	22.3	4
Life Sciences	\$ 133,727	6.7%	\$ 136,688	9.9%	22.4	36
Physical Sciences	\$ 129,594	3.4%	\$ 130,475	4.9%	19.0	26
Social Sciences	\$ 119,987	-4.2%	\$ 115,739	-7.0%	14.5	64
Humanities	\$ 113,057	-9.8%	\$ 104,983	-15.6%	16.0	58
All Divisions at UTM	\$ 125,277 (X)		\$ 124,395 (Y)		17.1	199

(c) Salary Comparison by Division for UTSC

UTSC	Average Salary (A)	% Above/Below UTSC Average (A/X)	Median Salary (B)	% Above/Below UTSC Median (B/Y)	Ave Yrs Since Highest Degree	Count
Management	\$ 162,707	29.4%	\$ 157,104	28.9%	12.8	19
Engineering/Computer Science	\$ 158,381	25.9%	\$ 165,054	35.4%	18.1	7
Physical Sciences	\$ 130,446	3.7%	\$ 136,546	12.0%	21.2	25
Life Sciences	\$ 121,473	-3.4%	\$ 115,713	-5.0%	17.8	37
Social Sciences	\$ 120,510	-4.2%	\$ 109,994	-9.7%	18.2	35
Humanities	\$ 110,501	-12.1%	\$ 105,319	-13.6%	15.1	46
All Divisions at UTSC	\$ 125,779 (X)		\$ 121,862 (Y)		17.1	169

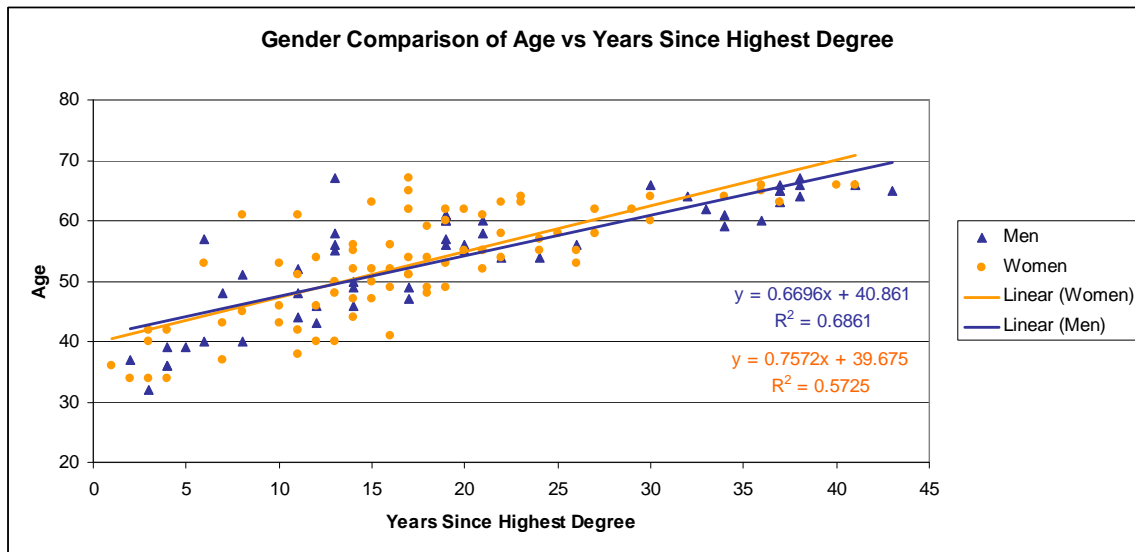
PART 6 – EDUCATION

1. Gender Comparison - Education

(a) Gender Representation

Count			
Men	53	40.2%	
Women	79	59.8%	
Total	132	100.0%	

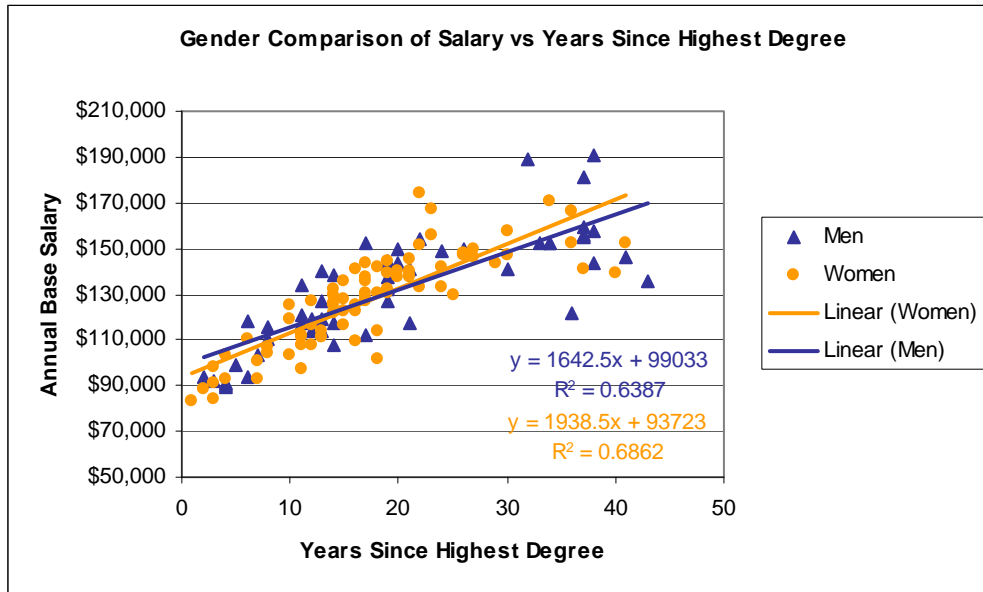
(b) Gender Comparison of Age and Experience



(c) Gender Salary Comparison by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 131,727	\$ 127,512	3.3%	\$ 133,939	\$ 129,612	3.3%	19.9	17.4	53	79
Assistant Professor	\$ 100,220	\$ 96,673	3.7%	\$ 94,070	\$ 97,604	-3.6%	7.4	7.1	9	12
Associate Professor	\$ 122,517	\$ 121,879	0.5%	\$ 119,139	\$ 124,979	-4.7%	16.0	15.4	22	35
Professor	\$ 153,827	\$ 145,238	5.9%	\$ 152,057	\$ 143,899	5.7%	28.9	23.5	22	32

(d) Salary Trendlines for each Gender



PART 7 – ENGINEERING AND COMPUTER SCIENCE

1. Tri-Campus Comparison – Engineering and Computer Science

(a) Distribution of Faculty

	Count	
St George	231	95.5%
UTM	4	1.7%
UTSC	7	2.9%
Total	242	100.0%

(b) Tri-Campus Comparison of Salary

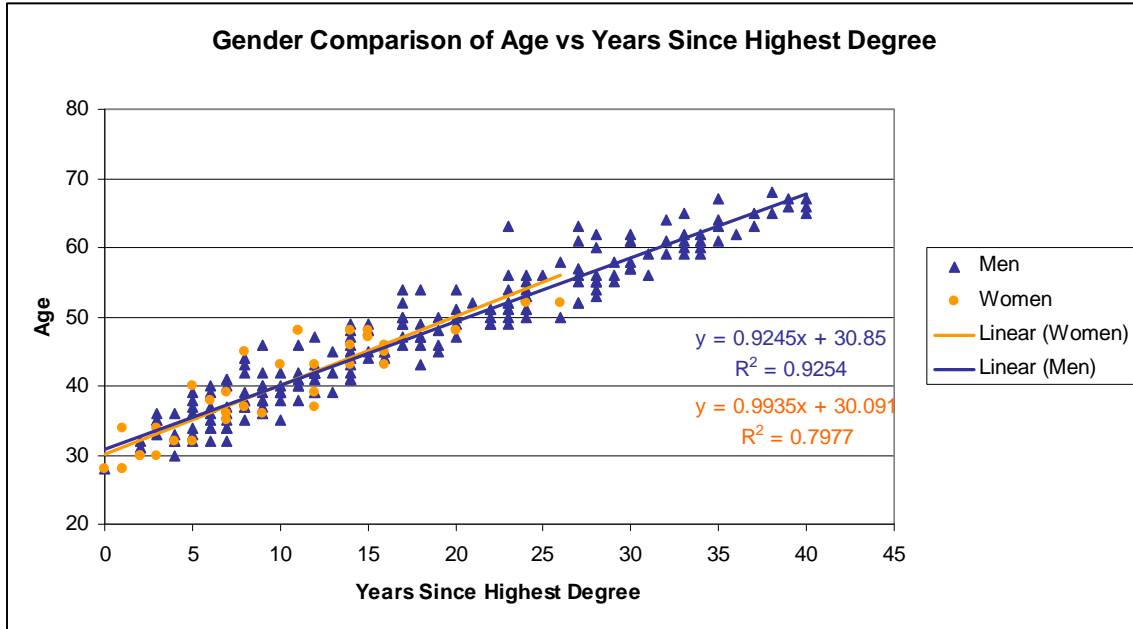
	Average Salary	% Above/Below St George Ave Salary	Median Salary	% Above/Below St George Med Salary	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
St George	\$ 149,548	0.0%	\$ 147,395	0.0%	16.4	0.0	231
UTM	\$ 144,250	-3.5%	\$ 148,010	0.4%	22.3	5.9	4
UTSC	\$ 153,243	2.5%	\$ 152,732	3.6%	19.6	3.2	7
All UofT	\$ 149,716		\$ 147,839		16.6		242

2. Gender Comparison – Engineering and Computer Science

(a) Gender Representation

	Count	
Men	207	85.5%
Women	35	14.5%
Total	242	100.0%

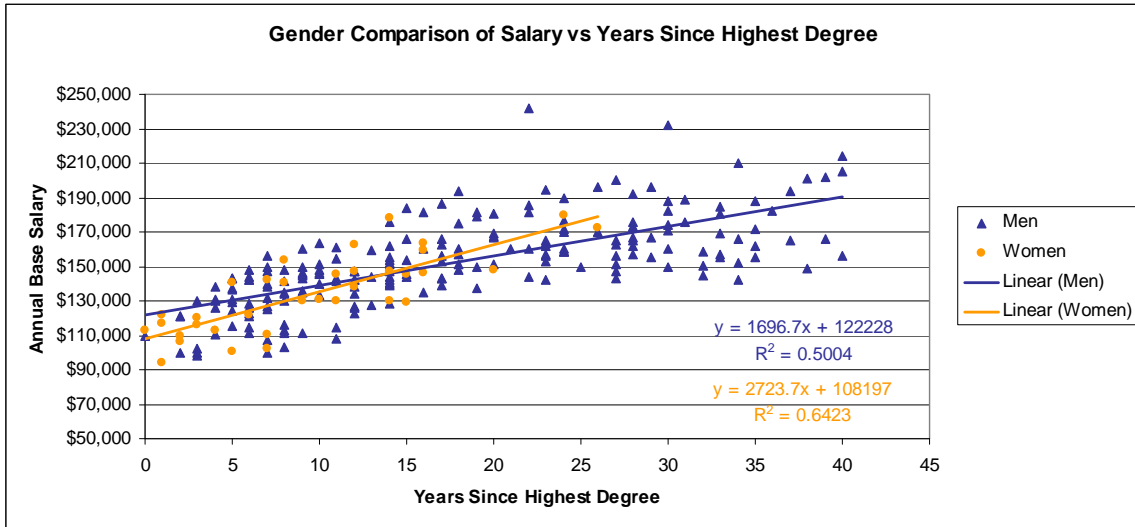
(b) Gender Comparison of Age and Years Since Highest Degree



(c) Gender Comparison of Salary by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 152,302	\$134,422	13.3%	\$ 150,966	\$ 130,538	15.6%	17.7	9.6	207	35
Assistant Professor	\$ 120,018	\$116,159	3.3%	\$ 121,089	\$ 114,331	5.9%	6.0	3.9	33	16
Associate Professor	\$ 138,126	\$141,801	-2.6%	\$ 141,870	\$ 143,117	-0.9%	10.1	12.4	59	12
Professor	\$ 167,874	\$163,517	2.7%	\$ 163,830	\$ 163,476	0.2%	24.8	17.9	115	7

(d) Salary Trendlines for each Gender



(e) Gender Comparison of Salary at each Campus by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
St George										
Assistant Professor	\$ 119,761	\$115,905	3.3%	\$ 120,993	\$ 112,661	7.4%	6.0	4.0	32	15
Associate Professor	\$ 137,613	\$141,801	-3.0%	\$ 141,173	\$ 143,117	-1.4%	9.6	12.4	56	12
Professor	\$ 168,011	\$163,517	2.7%	\$ 163,713	\$ 163,476	0.1%	24.8	17.9	109	7
UTM										
Assistant Professor	x	x	x	x	x	x	x	x	1	0
Associate Professor	x	x	x	x	x	x	x	x	2	0
Professor	x	x	x	x	x	x	x	x	1	0
UTSC										
Assistant Professor	x	x	x	x	x	x	x	x	0	1
Associate Professor	x	x	x	x	x	x	x	x	1	0
Professor	\$ 168,126	x	x	\$ 166,213	x	x	22.8	x	5	0

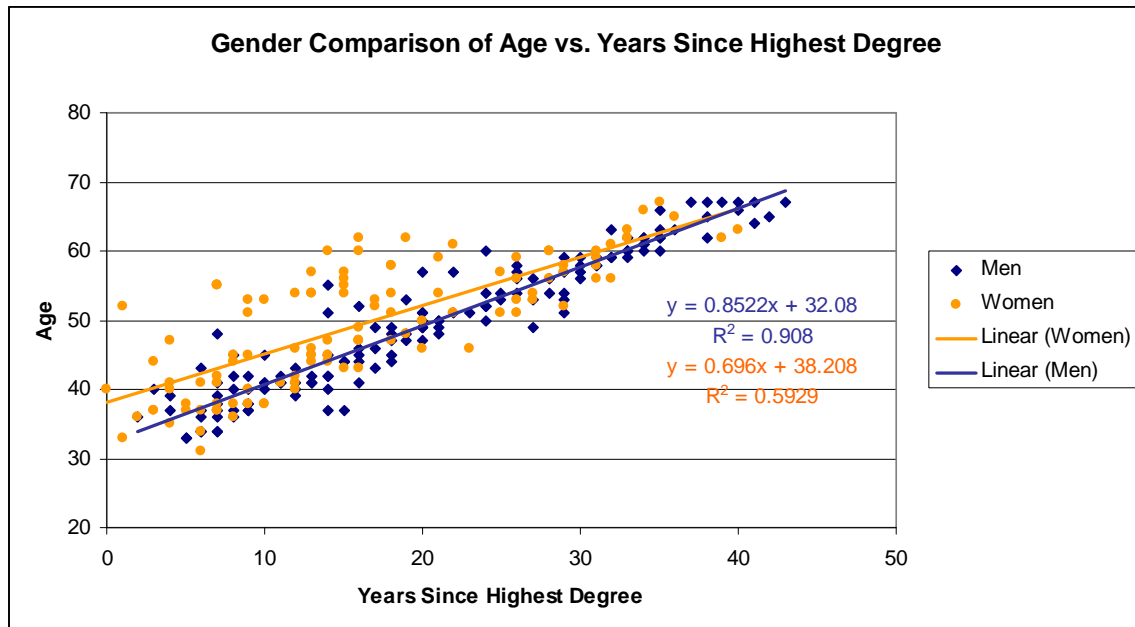
PART 8 – HEALTH SCIENCES

1. Gender Comparison – Health Sciences

(a) Gender Representation

Count		
Men	147	57.4%
Women	109	42.6%
Total	256	100.0%

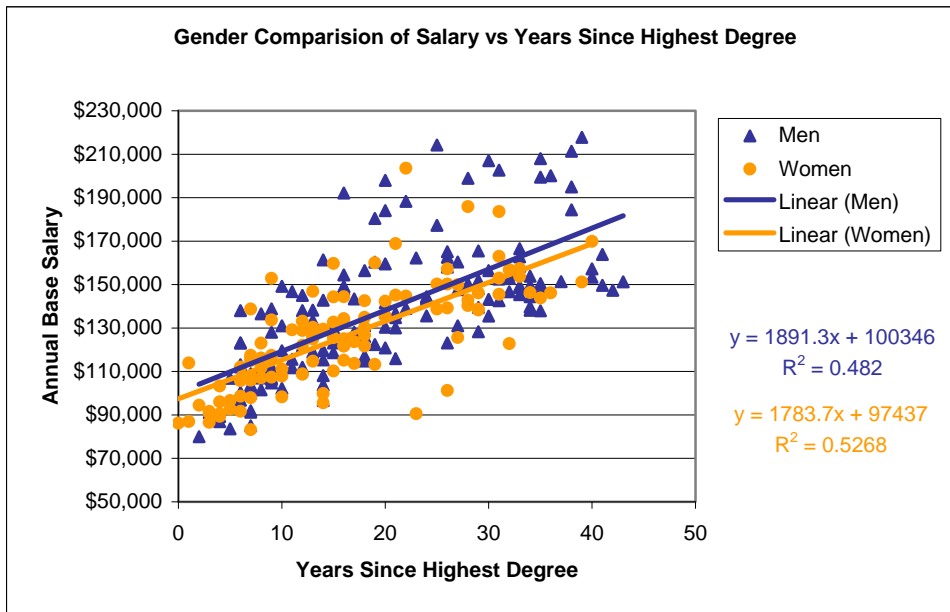
(b) Gender Comparison of Age and Experience



(c) Gender Comparison of Salary by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$139,226	\$126,222	10.3%	\$138,989	\$125,635	10.6%	20.6	16.1	147	109
Assistant Professor	\$102,579	\$99,111	3.5%	\$101,919	\$96,635	5.5%	7.0	7.0	28	27
Associate Professor	\$127,945	\$125,984	1.6%	\$128,323	\$125,857	2.0%	16.5	15.4	41	46
Professor	\$158,312	\$146,859	7.8%	\$151,647	\$145,351	4.3%	27.5	24.0	78	36

(d) Salary Trendlines for each Gender



PART 9 – HUMANITIES

1. Tri-Campus Comparison - Humanities

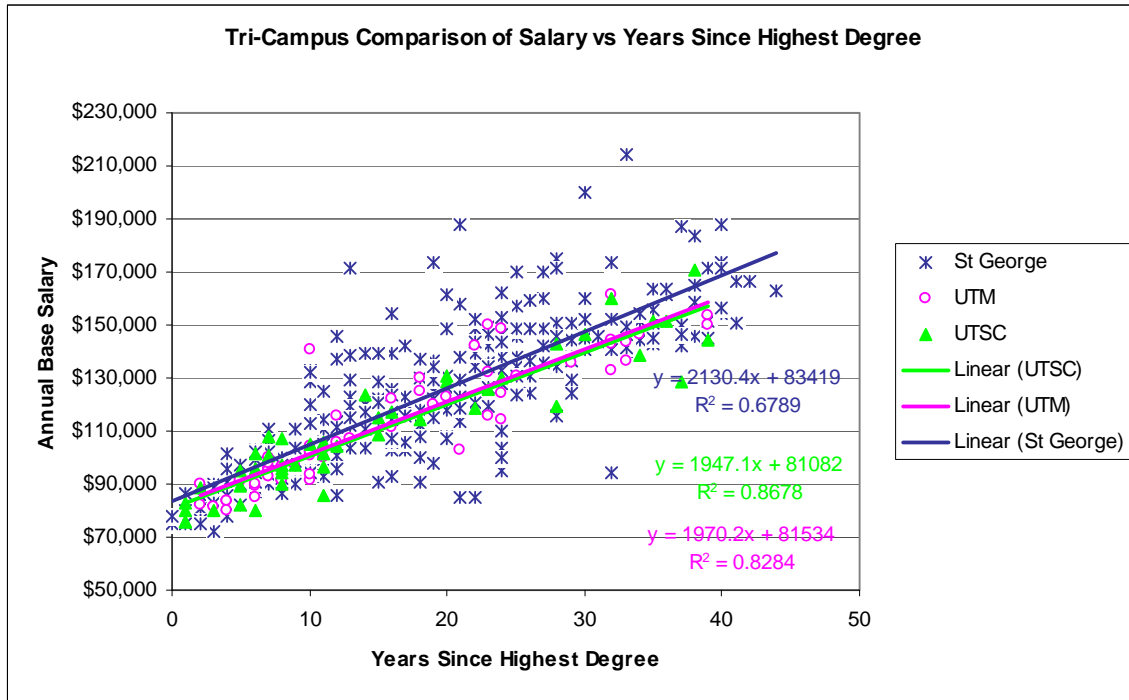
(a) Distribution of Faculty

Count		
St George	303	74.4%
UTM	58	14.3%
UTSC	46	11.3%
Total	407	100.0%

(b) Tri-Campus Salary Comparison

	Average Salary	% Above/Below St George Ave Salary	Median Salary	% Above/Below St George Median Salary	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
St George	\$ 122,891	0.0%	\$ 120,571	0.0%	18.5	0.00	303
UTM	\$ 113,057	-8.0%	\$ 104,983	-12.9%	16.0	-2.50	58
UTSC	\$ 110,501	-10.1%	\$ 105,319	-12.6%	15.1	-3.39	46
All UofT	\$ 120,089		\$ 117,033		17.8		407

(c) Salary Trendlines for each Campus



(d) Tri-Campus Salary Comparison by Rank

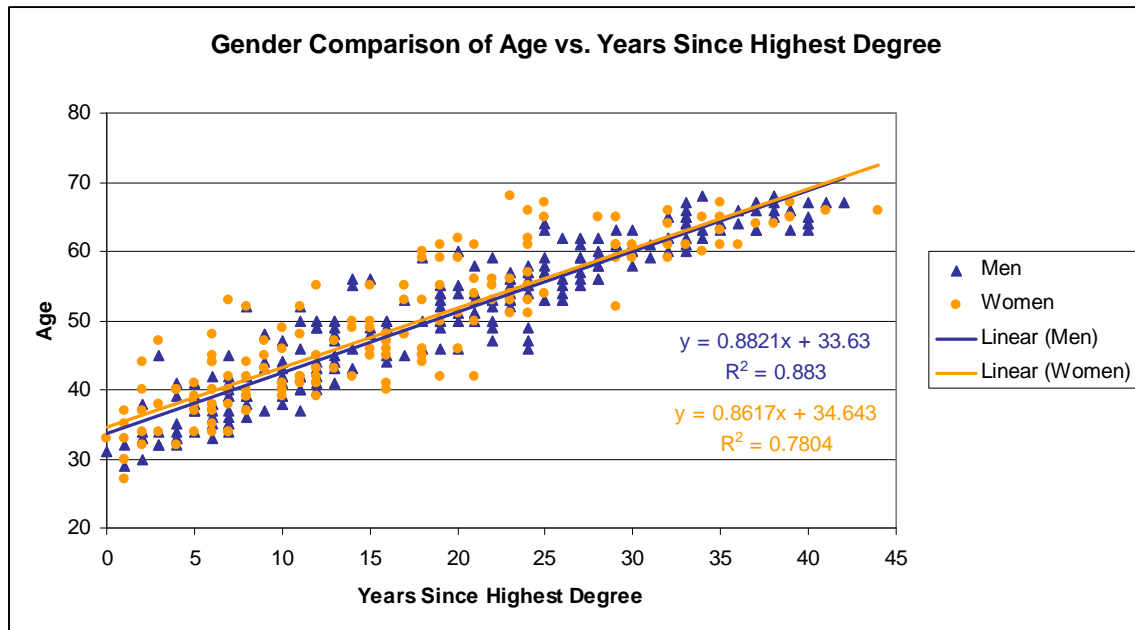
	Average Salary	% Above/Below St George Ave Salary	Median Salary	% Above/Below St George Rank Median Salary	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
Assistant Professor							
St George	\$ 88,059	0.0%	\$ 89,898	0.0%	6.6	0.00	62
UTM	\$ 88,481	0.5%	\$ 90,532	0.7%	5.6	-1.00	15
UTSC	\$ 88,712	0.7%	\$ 88,554	-1.5%	4.9	-1.66	17
Associate Professor							
St George	\$ 116,259	0.0%	\$ 113,346	0.0%	16.0	0.00	124
UTM	\$ 111,092	-4.4%	\$ 104,464	-7.8%	15.9	-0.07	27
UTSC	\$ 114,477	-1.5%	\$ 114,405	0.9%	17.2	1.19	21
Professor							
St George	\$ 148,379	0.0%	\$ 146,527	0.0%	27.5	0.00	117
UTM	\$ 139,414	-6.0%	\$ 141,293	-3.6%	25.9	-1.63	16
UTSC	\$ 146,365	-1.4%	\$ 147,904	0.9%	31.3	3.75	8

2. Gender Comparison - Humanities

(a) Gender Representation

Count			
Men	244	60.0%	
Women	163	40.0%	
Total	407	100.0%	

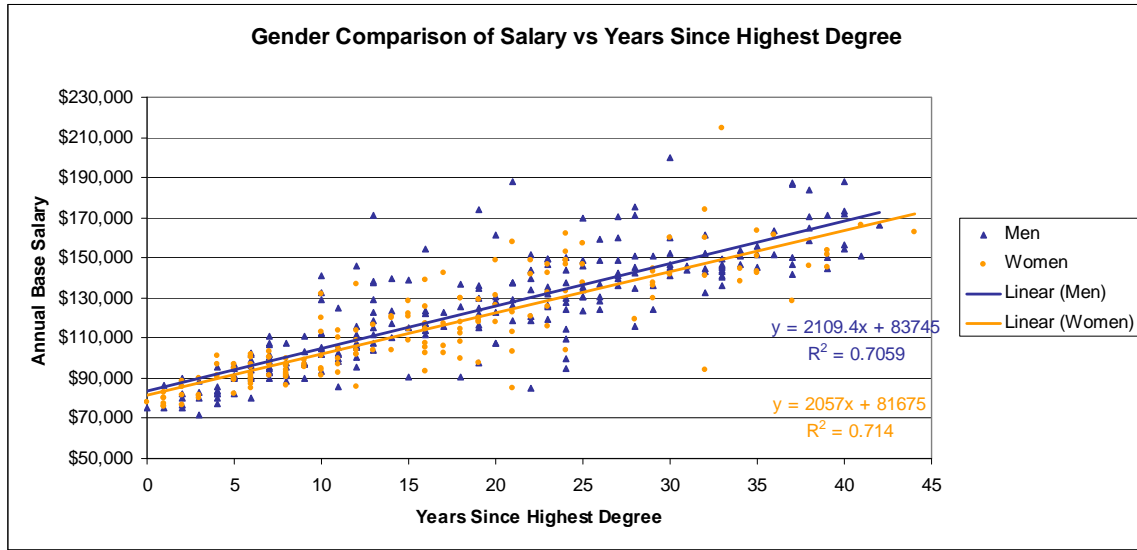
(b) Gender Comparison of Age and Years Since Highest Degree



(c) Gender Salary Comparison by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 123,825	\$114,498	8.1%	\$ 124,353	\$ 108,585	14.5%	19.0	16.0	244	163
Assistant Professor	\$ 87,750	\$ 88,782	-1.2%	\$ 89,867	\$ 89,968	-0.1%	6.4	5.9	49	45
Associate Professor	\$ 117,727	\$111,924	5.2%	\$ 114,689	\$ 108,790	5.4%	16.3	15.8	98	74
Professor	\$ 148,209	\$145,126	2.1%	\$ 146,041	\$ 144,658	1.0%	28.0	26.5	97	44

(d) Salary Trendlines for each Gender



(e) Gender Salary Comparison at each Campus

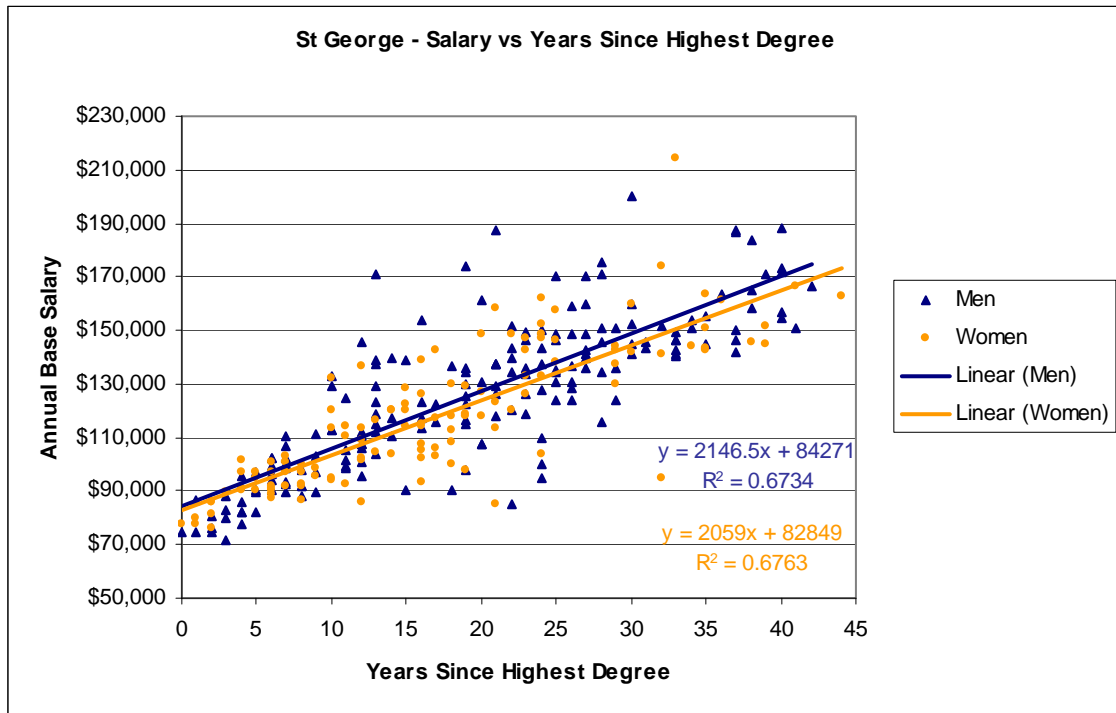
	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
St George	\$ 126,285	\$117,715	7.3%	\$ 128,912	\$ 114,040	13.0%	19.6	16.9	183	120
UTM	\$ 114,819	\$109,441	4.9%	\$ 111,678	\$ 100,193	11.5%	16.6	14.7	39	19
UTSC	\$ 119,324	\$102,413	16.5%	\$ 117,044	\$ 96,932	20.7%	18.5	12.0	22	24
All UofT	\$ 123,825	\$114,498	8.1%	\$ 124,353	\$ 108,585	14.5%	19.0	16.0	244	163

(f) Gender Salary Comparison at each Campus by Rank

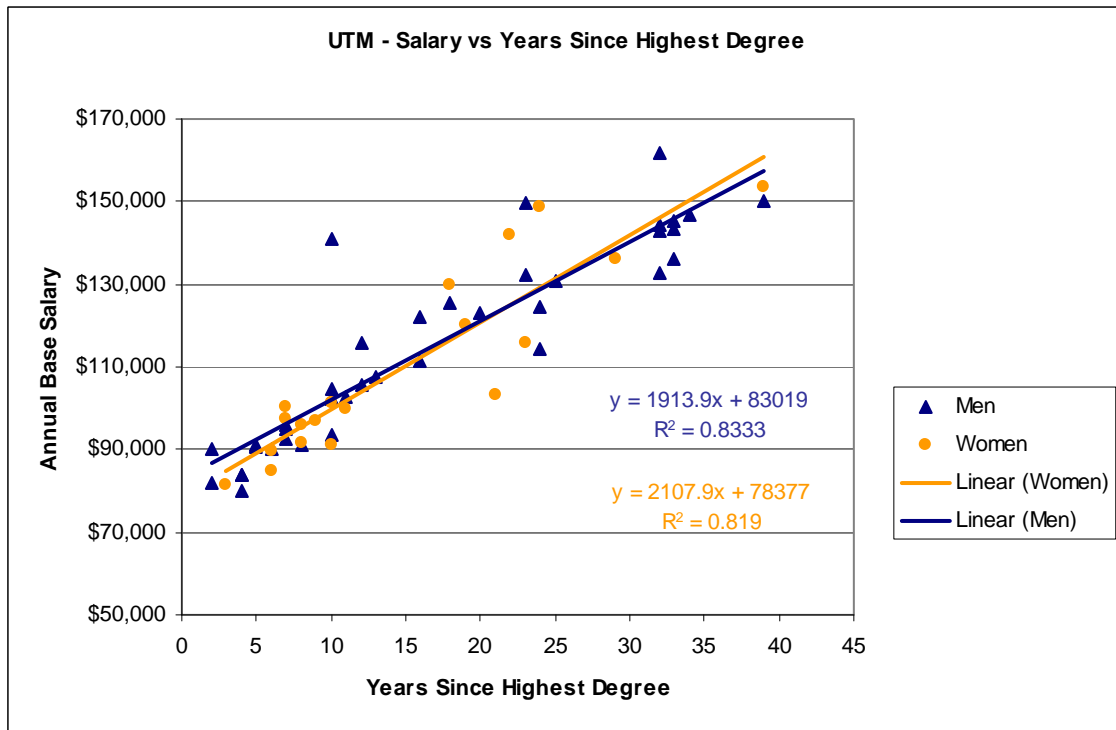
	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
St George										
Assistant Professor	\$ 86,304	\$ 89,931	-4.0%	\$ 88,247	\$ 90,733	-2.7%	6.7	6.6	32	30
Associate Professor	\$ 118,398	\$113,393	4.4%	\$ 114,817	\$ 113,122	1.5%	16.2	15.7	71	53
Professor	\$ 149,278	\$146,434	1.9%	\$ 146,547	\$ 145,870	0.5%	27.7	27.1	80	37
UTM										
Assistant Professor	\$ 89,134	\$ 85,869	3.8%	\$ 90,822	\$ 84,774	7.1%	5.4	6.3	12	3
Associate Professor	\$ 115,873	\$104,137	11.3%	\$ 113,120	\$ 99,760	13.4%	17.6	13.5	16	11
Professor	\$ 141,305	\$135,253	4.5%	\$ 143,598	\$ 136,051	5.5%	27.5	22.4	11	5
UTSC										
Assistant Professor	\$ 93,685	\$ 86,640	8.1%	\$ 94,784	\$ 85,740	10.5%	7.4	3.9	5	12
Associate Professor	\$ 116,092	\$112,701	3.0%	\$ 115,204	\$ 111,495	3.3%	15.5	19.0	11	10
Professor	\$ 146,615	\$145,613	0.7%	\$ 147,904	\$ 145,613	1.6%	33.0	26.0	6	2

(g) Salary Trendlines for each Campus

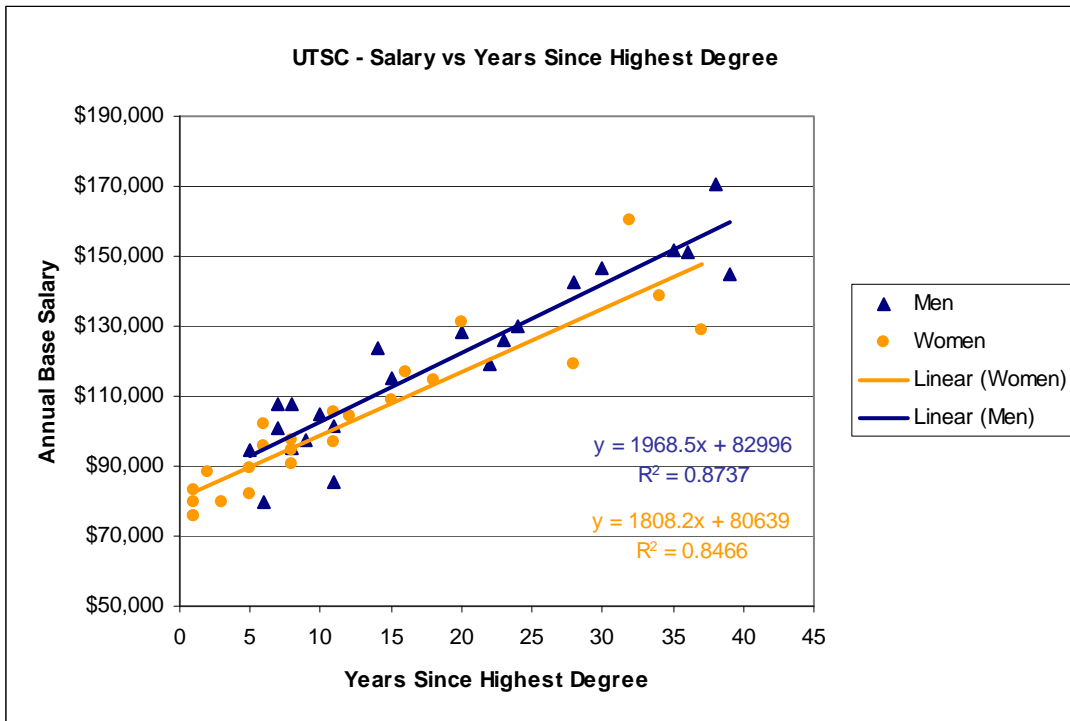
(i) St. George



(ii) UTM



(iii) UTSC



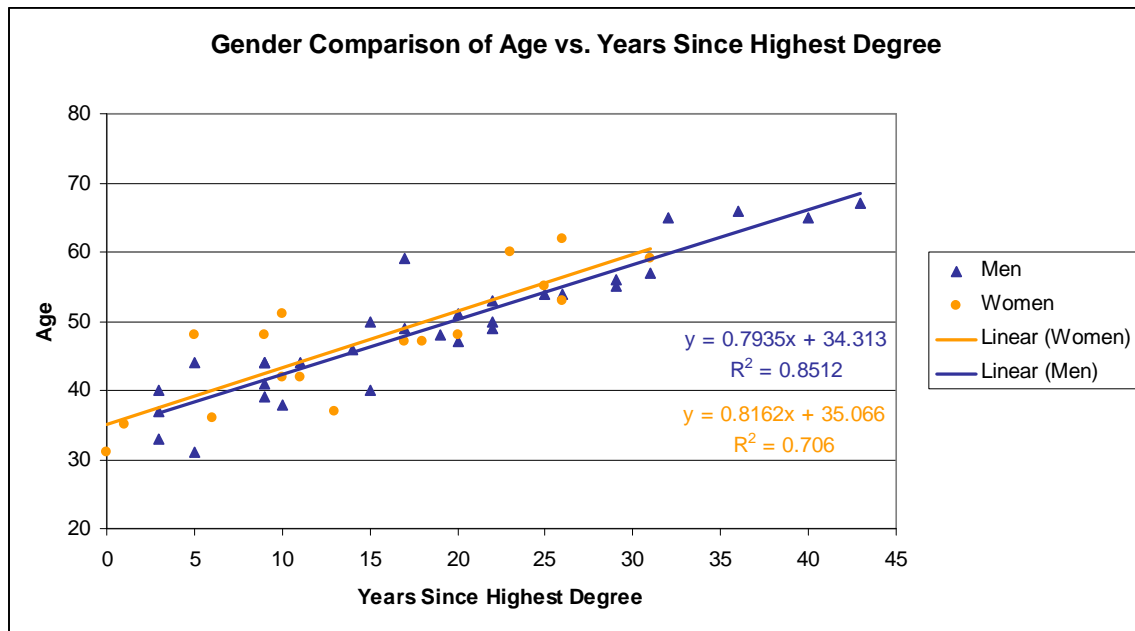
PART 10 – LAW

1. Gender Comparison - Law

(a) Gender Representation

Count		
Men	31	64.6%
Women	17	35.4%
Total	48	100.0%

(b) Gender Comparison of Age and Experience



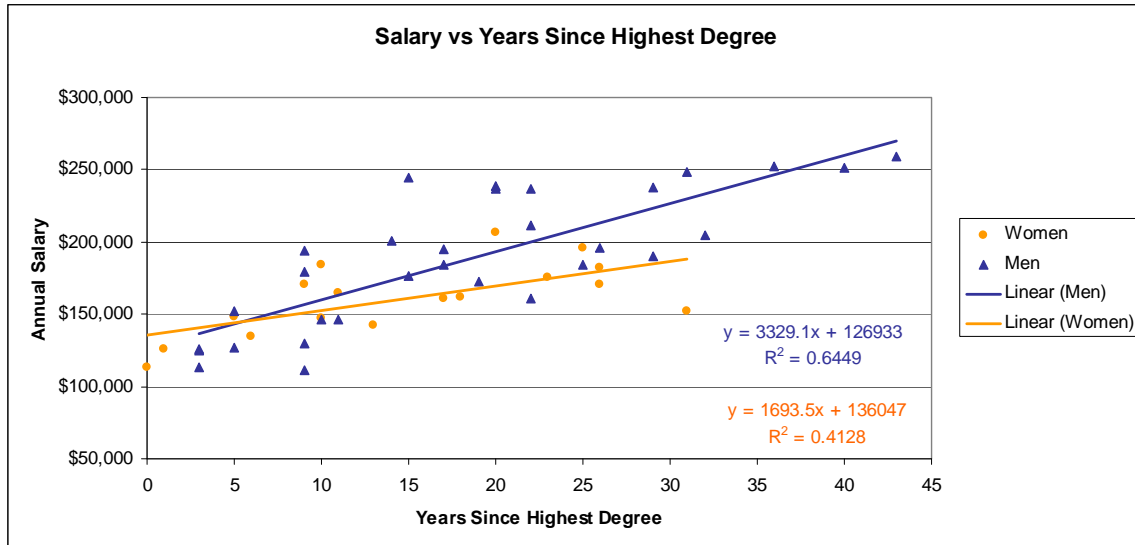
(c) Gender Salary Comparison by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 188,145	\$ 161,051	16.8%	\$ 190,100	\$ 161,808	17.5%	18.4	14.8	31	17
Assistant Professor	\$ 125,426	\$ 124,489	0.8%	\$ 125,872	\$ 125,802	0.1%	6.1	2.3	7	3
Associate Professor	\$ 184,905	\$ 157,535	17.4%	\$ 184,504	\$ 161,808	14.0%	12.7	12.2	7	6
Professor	\$ 215,304	\$ 177,398	21.4%	\$ 211,747	\$ 173,249	22.2%	25.8	21.4	17	8

(i) Does the salary gap persist when the top 10% are excluded? (Yes)

Top 10% Excluded	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 176,019	\$ 161,051	9.3%	\$ 181,775	\$ 161,808	12.3%	15.6	14.8	26	17
Assistant Professor	\$ 125,426	\$ 124,489	0.8%	\$ 125,872	\$ 125,802	0.1%	6.1	2.3	7	3
Associate Professor	\$ 175,017	\$ 157,535	11.1%	\$ 178,597	\$ 154,787	15.4%	12.3	12.2	6	6
Professor	\$ 203,724	\$ 177,398	14.8%	\$ 195,729	\$ 173,249	13.0%	22.2	21.4	13	8

(d) Salary Trendlines for each Gender



PART 11 – LIFE SCIENCES

1. Tri-Campus Comparison – Life Sciences

(a) Distribution of Faculty

	Count	
St George	92	55.8%
UTM	36	21.8%
UTSC	37	22.4%
Total	165	100.0%

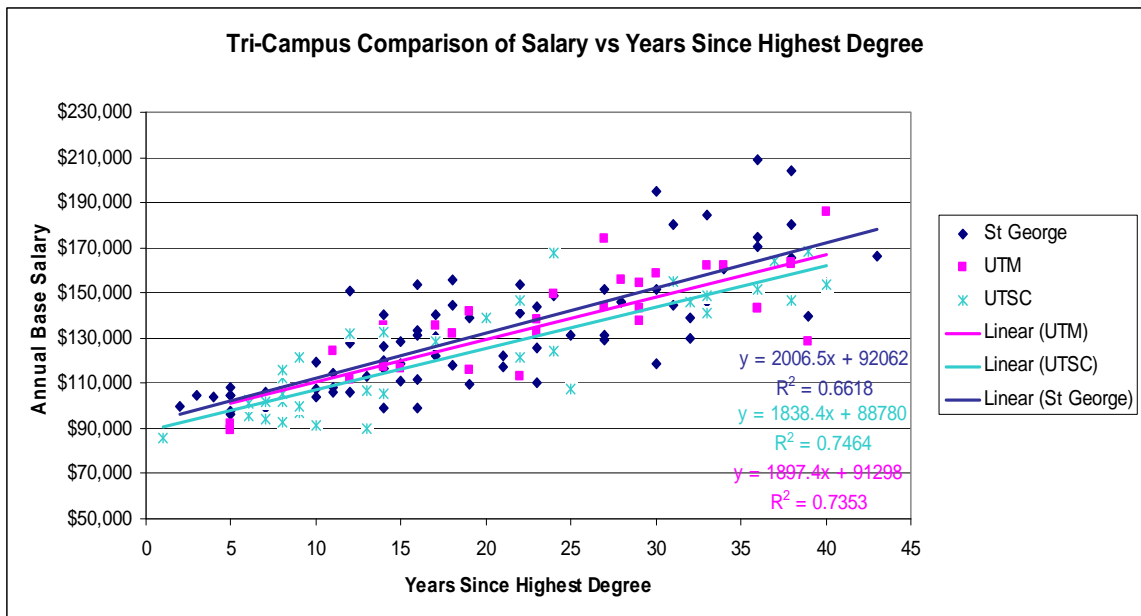
(b) Tri-Campus Comparison of Salary

	Average Salary	% Over/Below St George Ave Salary	Median Salary	% Over/Below St George Median Salary	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
St George	\$ 129,728	0.0%	\$ 126,017	0.0%	18.8	0.0	92
UTM	\$ 133,727	3.1%	\$ 136,688	8.5%	22.4	3.6	36
UTSC	\$ 121,473	-6.4%	\$ 115,713	-8.2%	17.8	-1.0	37
All UofT	\$ 128,749		\$ 126,091		19.3		165

(c) Tri-Campus Comparison of Salary by Rank

	Average Salary	%Over/Above St George Rank Ave Salary	Median Salary	%Over/Above St George Rank Median Salary	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
Assistant Professor							
St George	\$ 104,651	0.0%	\$ 104,793	0.0%	7.6	0.0	20
UTM	\$ 99,491	-4.9%	\$ 98,360	-6.1%	7.5	-0.1	8
UTSC	\$ 96,367	-7.9%	\$ 96,187	-8.2%	9.3	1.7	12
Associate Professor							
St George	\$ 116,573	0.0%	\$ 116,466	0.0%	16.0	0.0	30
UTM	\$ 122,001	4.7%	\$ 117,266	0.7%	21.9	5.9	7
UTSC	\$ 113,567	-2.6%	\$ 112,373	-3.5%	12.0	-4.0	11
Professor							
St George	\$ 151,065	0.0%	\$ 145,597	0.0%	26.1	0.0	42
UTM	\$ 150,677	-0.3%	\$ 149,392	2.6%	28.2	2.1	21
UTSC	\$ 149,206	-0.9%	\$ 147,611	0.0%	29.6	3.5	14

(d) Salary Trendlines for each Campus

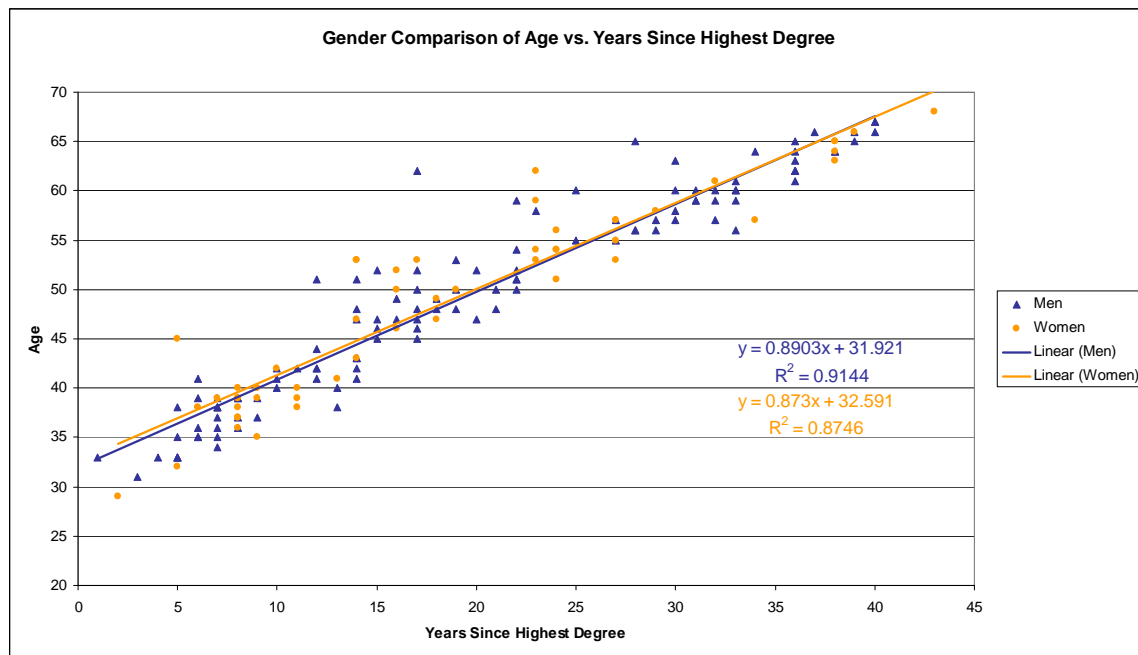


2. Gender Comparison – Life Sciences

(a) Gender Representation

	Count	
Men	114	69.1%
Women	51	30.9%
Total	165	100.0%

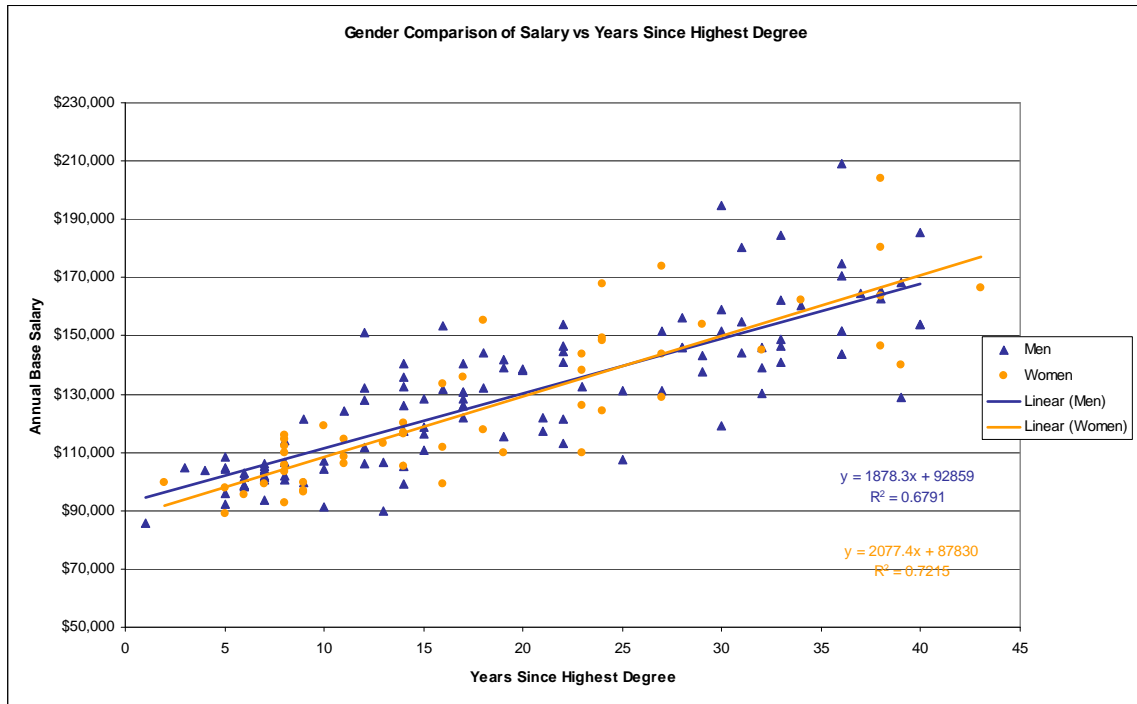
(b) Gender Comparison of Age and Experience



(c) Gender Salary Comparison by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 129,963	\$126,037	3.1%	\$ 130,301	\$ 116,631	11.7%	19.8	18.4	114	51
Assistant Professor	\$ 101,547	\$100,366	1.2%	\$ 102,847	\$ 99,391	3.5%	8.0	8.1	26	14
Associate Professor	\$ 117,010	\$116,066	0.8%	\$ 117,284	\$ 114,537	2.4%	16.3	15.2	31	17
Professor	\$ 149,969	\$152,481	-1.6%	\$ 146,198	\$ 147,922	-1.2%	27.0	28.3	57	20

(d) Salary Trendlines for each Gender



(e) Gender Comparison of Salary at each Campus

	Average Salary			Median Salary			Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
St George	\$ 132,294	\$124,678	6.1%	\$ 130,562	\$ 116,300	12.3%	19.1	18.2	61	31
UTM	\$ 131,089	\$140,585	-6.8%	\$ 132,337	\$ 146,539	-9.7%	22.0	23.3	26	10
UTSC	\$ 123,612	\$115,700	6.8%	\$ 121,543	\$ 109,010	11.5%	19.1	14.2	27	10
All UofT	\$ 129,963	\$126,037	3.1%	\$ 130,301	\$ 116,631	11.7%	19.8	18.4	114	51

(f) Gender Comparison of Salary at each Campus by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
St George										
Assistant Professor	\$ 104,843	\$104,364	0.5%	\$ 104,793	\$ 104,437	0.3%	6.9	8.5	12	8
Associate Professor	\$ 116,590	\$116,551	0.0%	\$ 118,483	\$ 114,537	3.4%	15.8	16.2	17	13
Professor	\$ 150,931	\$151,495	-0.4%	\$ 146,113	\$ 144,515	1.1%	25.4	28.4	32	10
UTM										
Assistant Professor	\$ 101,754	x	x	\$ 99,991	x	x	7.7	x	6	2
Associate Professor	\$ 122,001	x	x	\$ 117,266	x	x	21.9	x	7	0
Professor	\$ 149,521	\$152,556	-2.0%	\$ 143,482	\$ 151,703	-5.4%	28.7	27.4	13	8
UTSC										
Assistant Professor	\$ 96,448	\$ 96,204	0.3%	\$ 96,607	\$ 96,187	0.4%	10.0	8.0	8	4
Associate Professor	\$ 113,039	\$114,490	-1.3%	\$ 106,478	\$ 114,043	-6.6%	12.0	12.0	7	4
Professor	\$ 147,888	x	x	\$ 147,611	x	x	29.3	x	12	2

PART 12 – MANAGEMENT

1. Tri-Campus Comparison - Management

(a) Distribution of Faculty

	Count	
St George	84	73.7%
UTM	11	9.6%
UTSC	19	16.7%
Total	114	100.0%

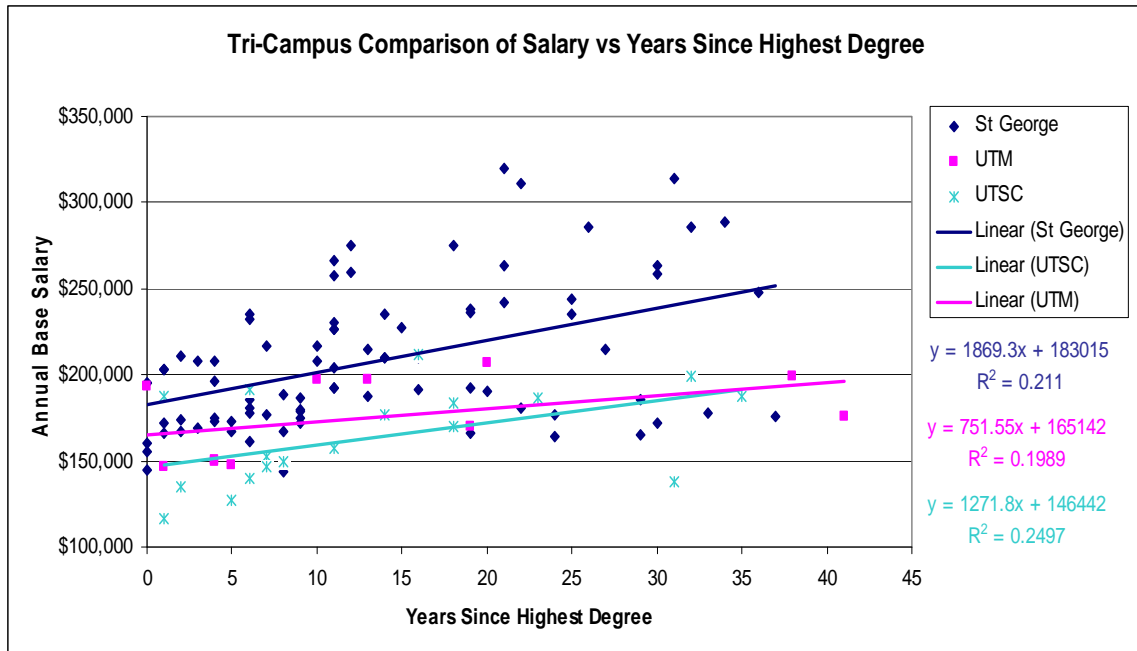
(b) Tri-Campus Salary Comparison

	Average Salary	% Above/Below UofT Average	Median Salary	% Above/Below UofT Median	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
St George	\$ 208,184	0.0%	\$ 195,894	0.0%	13.5	0	84
UTM	\$ 175,732	-15.6%	\$ 175,796	-10.3%	14.1	1	11
UTSC	\$ 162,707	-21.8%	\$ 157,104	-19.8%	12.8	-1	19
All UofT	\$ 197,473		\$ 189,208		13.4		114

(c) Tri-Campus Salary Comparison by Rank

	Average Salary	% Above/Below St George Rank Ave Salary	Median Salary	% Above/Below St George Rank Median Salary	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
Assistant Professor							
St George	\$ 178,013	0.0%	\$ 173,264	0.0%	3.6	0	27
UTM	\$ 157,359	-11.6%	\$ 149,528	-13.7%	2.8	-1	5
UTSC	\$ 141,348	-20.6%	\$ 134,595	-22.3%	3.6	0	7
Associate Professor							
St George	\$ 202,932	0.0%	\$ 206,109	0.0%	11.6	0	26
UTM	\$ 188,034	-7.3%	\$ 197,007	-4.4%	14.0	2	3
UTSC	\$ 160,606	-20.9%	\$ 155,030	-24.8%	12.7	1	6
Professor							
St George	\$ 238,867	0.0%	\$ 243,724	0.0%	23.6	0	31
UTM	\$ 194,052	-18.8%	\$ 199,134	-18.3%	33.0	9	3
UTSC	\$ 189,728	-20.6%	\$ 187,299	-23.2%	23.7	0	6

(d) Salary Trendlines for each Campus

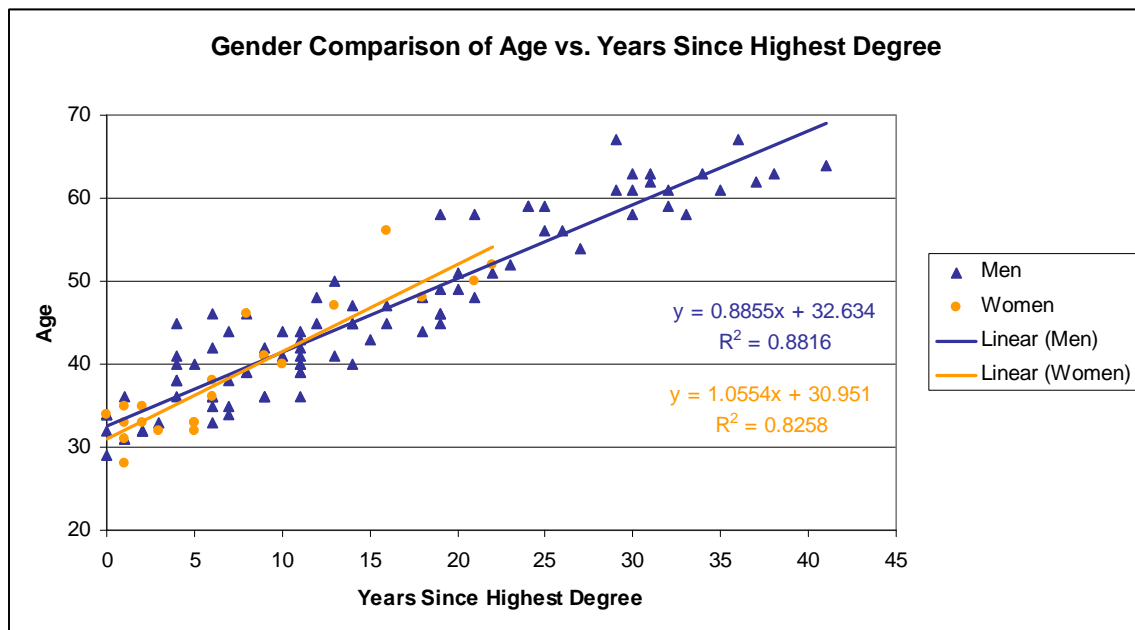


2. Gender Comparison – Management

(a) Gender Distribution

	Count	
Men	92	80.7%
Women	22	19.3%
Total	114	100.0%

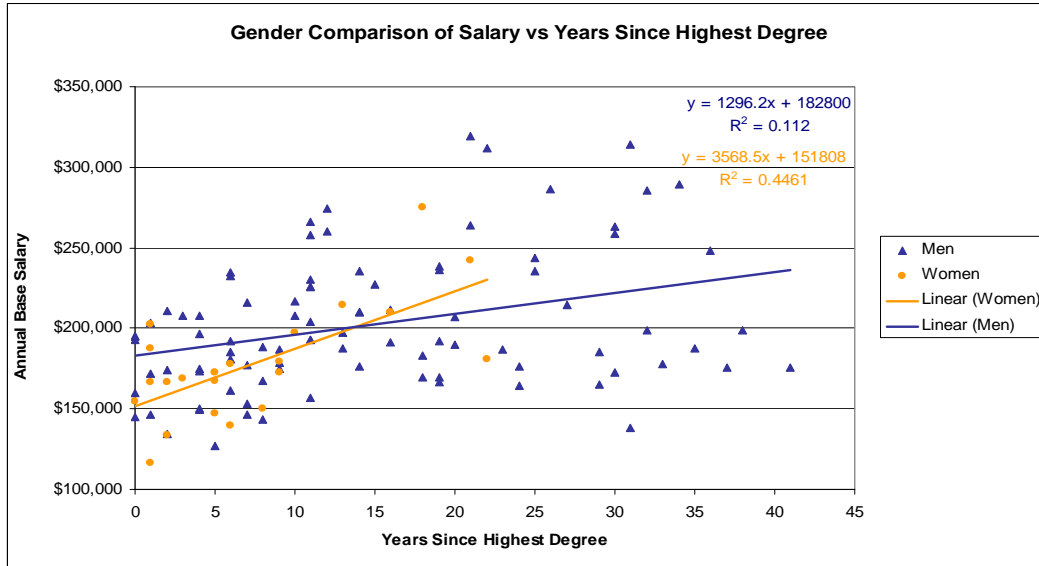
(b) Gender Comparison of Age and Experience



(c) Gender Salary Comparison of Salary by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 202,032	\$178,409	13.2%	\$ 192,862	\$ 172,559	11.8%	14.8	7.5	92	22
Assistant Professor	\$ 173,401	\$160,539	8.0%	\$ 173,763	\$ 166,523	4.3%	3.5	3.5	25	14
Associate Professor	\$ 194,671	\$192,289	1.2%	\$ 192,835	\$ 188,429	2.3%	12.3	9.5	31	4
Professor	\$ 228,253	\$227,075	0.5%	\$ 225,107	\$ 225,976	-0.4%	24.9	19.3	36	4

(d) Salary Trendlines for each Gender



(e) Gender Comparison of Salary at each Campus by Rank

	Average Salary			Median Salary			Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
St George										
Assistant Professor	\$ 180,746	\$171,521	5.4%	\$ 178,406	\$ 168,110	6.1%	3.7	3.3	19	8
Associate Professor	\$ 204,533	\$190,659	7.3%	\$ 208,065	\$ 179,678	15.8%	11.9	3.6	23	3
Professor	\$ 240,614	\$227,075	6.0%	\$ 248,318	\$ 225,976	9.9%	24.3	19.3	27	4
UTM										
Assistant Professor	\$ 159,845	x	x	\$ 149,875	x	x	2.3	x	4	1
Associate Professor	x	x	x	x	x	x	x	x	2	1
Professor	\$ 194,052	x	x	\$ 199,134	x	x	33.0	x	3	0
UTSC										
Assistant Professor	x	\$145,592	x	x	\$ 139,846	x	x	3.6	2	5
Associate Professor	\$ 160,606	x	x	\$ 155,030	x	x	12.7	x	6	0
Professor	\$ 189,728	x	x	\$ 187,299	x	x	23.7	x	6	0

PART 13 – PHYSICAL SCIENCES

1. Tri-Campus Comparison – Physical Sciences

(a) Distribution of Faculty

	Count	
St George	153	75.0%
UTM	26	12.7%
UTSC	25	12.3%
Total	204	100.0%

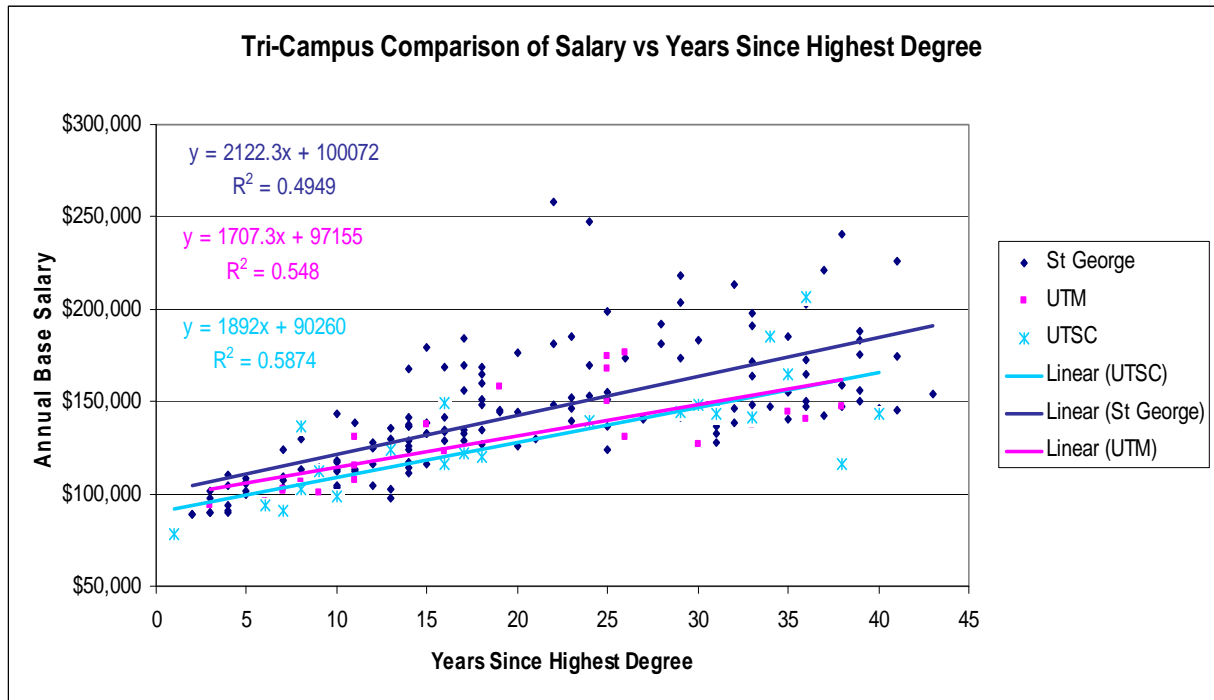
(b) Tri-Campus Comparison of Salary]

	Average Salary	% Above/Below St George Rank Ave Salary	Median Salary	% Above/Below St George Rank Median Salary	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
St George	\$ 143,254	0.0%	\$ 139,763	0.0%	20.3	0	153
UTM	\$ 129,594	-9.5%	\$ 130,475	-6.6%	19.0	-1	26
UTSC	\$ 130,446	-8.9%	\$ 136,546	-2.3%	21.2	1	25
All UofT	\$ 139,944		\$ 137,925		20.3		204

(c) Tri-Campus Comparison of Salary by Rank

	Average Salary	% Above/Below St George Rank Ave Salary	Median Salary	% Above/Below St George Rank Median Salary	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
Assistant Professor							
St George	\$ 100,456	0.0%	\$ 101,505	0.0%	6.2	0	26
UTM	\$ 102,852	2.4%	\$ 101,783	0.3%	8.4	2	7
UTSC	\$ 93,314	-7.1%	\$ 95,114	-6.3%	7.0	1	6
Associate Professor							
St George	\$ 121,909	0.0%	\$ 124,059	0.0%	14.6	0	33
UTM	\$ 119,378	-2.1%	\$ 122,793	-1.0%	15.7	1	7
UTSC	\$ 123,900	1.6%	\$ 121,862	-1.8%	19.1	5	7
Professor							
St George	\$ 162,586	0.0%	\$ 154,652	0.0%	26.3	0	94
UTM	\$ 151,152	-7.0%	\$ 146,023	-5.6%	27.1	1	12
UTSC	\$ 152,831	-6.0%	\$ 145,258	-6.1%	29.6	3	12

(d) Salary Trendlines for each Campus

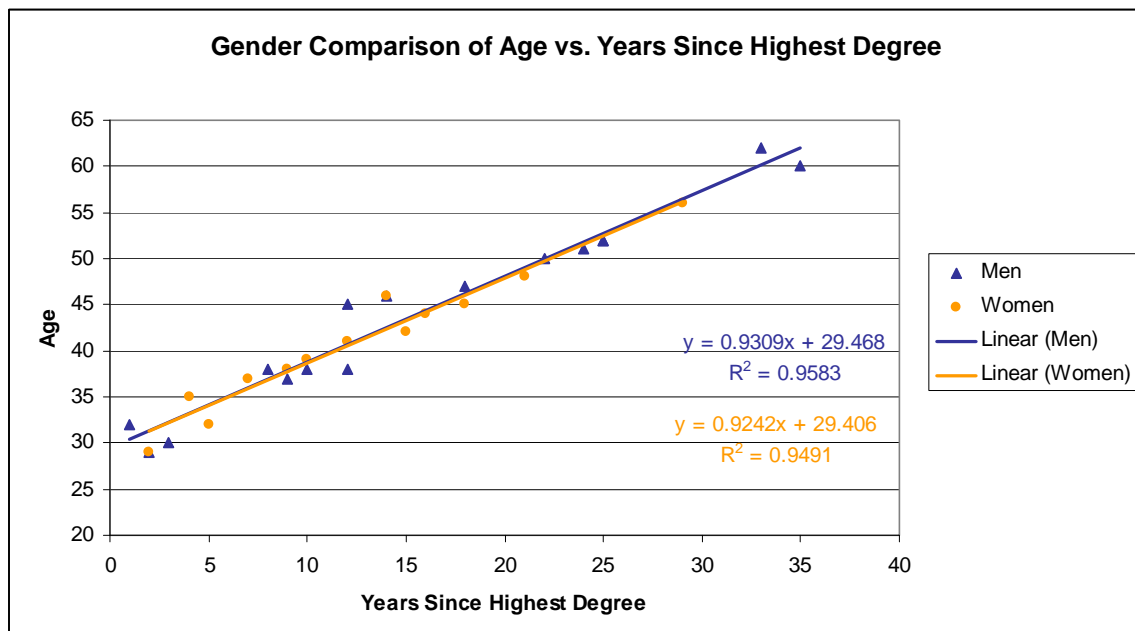


2. Gender Comparison – Physical Sciences

(a) Gender Representation

	Count	
Men	174	85.3%
Women	30	14.7%
Total	204	100.0%

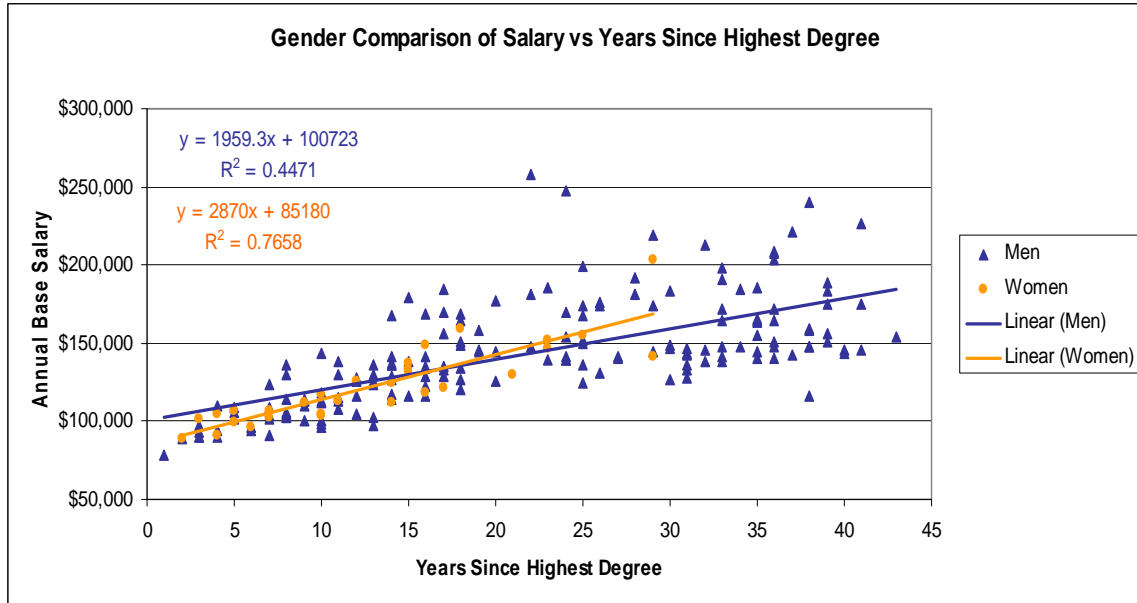
(b) Gender Comparison of Age and Experience



(c) Gender Comparison of Salary by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 142,870	\$122,969	16.2%	\$ 140,543	\$ 117,657	19.5%	21.5	13.2	174	30
Assistant Professor	\$ 98,949	\$101,922	-2.9%	\$ 99,243	\$ 102,948	-3.6%	6.9	6.3	28	11
Associate Professor	\$ 122,465	\$118,728	3.1%	\$ 123,920	\$ 119,532	3.7%	16.1	12.3	39	8
Professor	\$ 161,802	\$147,101	10.0%	\$ 151,550	\$ 146,231	3.6%	27.3	20.7	107	11

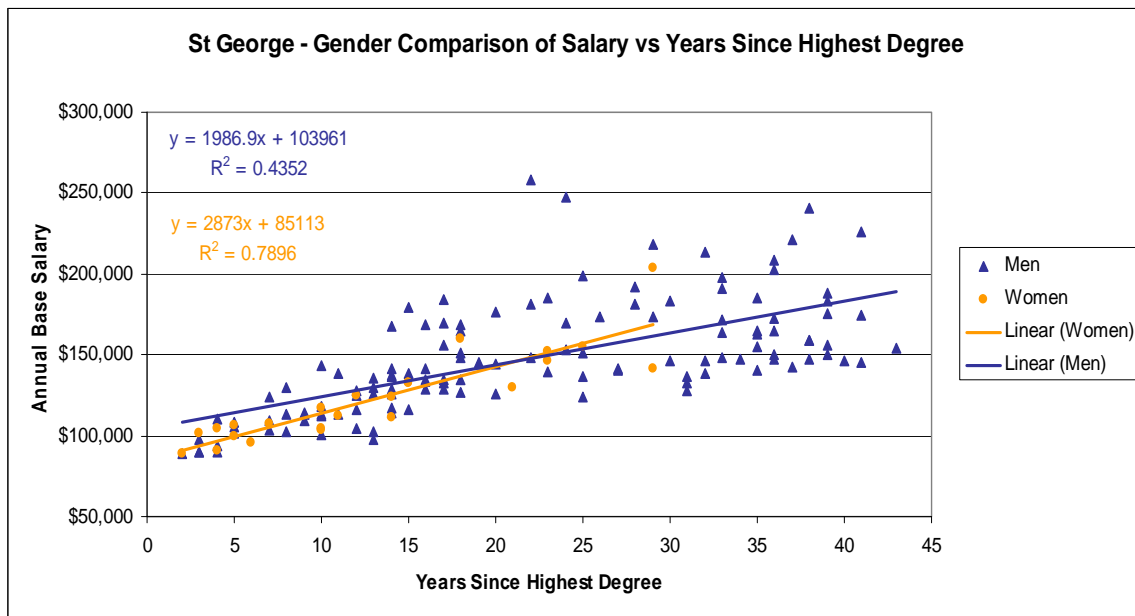
(d) Salary Trendlines for each Gender



(e) Gender Comparison at each Campus by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
St George										
Assistant Professor	\$ 100,693	\$100,008	0.7%	\$ 101,275	\$ 101,735	-0.5%	6.8	5.1	17	9
Associate Professor	\$ 122,480	\$119,341	2.6%	\$ 124,059	\$ 120,689	2.8%	15.1	12.0	27	6
Professor	\$ 164,135	\$147,954	10.9%	\$ 155,693	\$ 146,231	6.5%	26.8	21.9	85	9
UTM										
Assistant Professor	\$ 99,780	x	x	\$ 100,237	x	x	7.2	x	5	1
Associate Professor	\$ 119,378	x	x	\$ 122,793	x	x	15.7	x	7	0
Professor	\$ 152,402	x	x	\$ 147,643	x	x	28.2	x	11	1
UTSC										
Assistant Professor	\$ 93,314	x	x	\$ 95,114	x	x	7.0	x	6	0
Associate Professor	\$ 126,706	x	x	\$ 123,492	x	x	21.6	x	5	2
Professor	\$ 153,169	x	x	\$ 144,310	x	x	30.8	x	11	1

(f) Salary Trendlines for each Gender at St. George



PART 14 – SOCIAL SCIENCES

1. Tri-Campus Comparison – Social Sciences

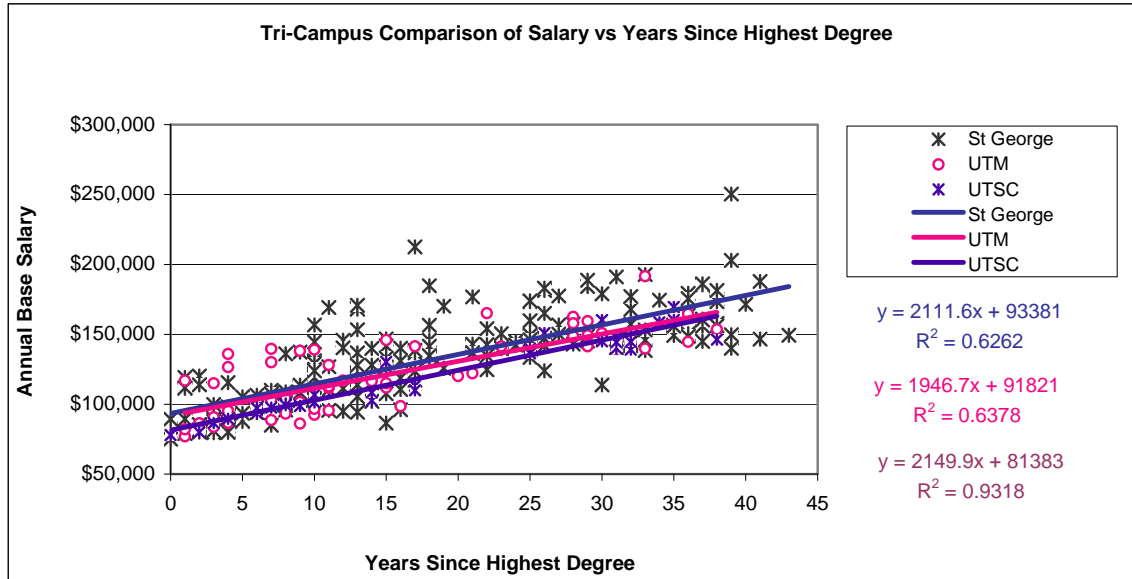
(a) Distribution of Faculty

	Count	
St George	217	68.7%
UTM	64	20.3%
UTSC	35	11.1%
Total	316	100.0%

(b) Tri-Campus Salary Comparison

	Average Salary	%Above/Below St George Rank Ave Salary	Median Salary	%Above/Below St George Rank Median Salary	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
St George	\$ 130,591	0.0%	\$ 133,011	0.0%	17.6	0	217
UTM	\$ 119,987	-8.1%	\$ 115,739	-13.0%	14.5	-3	64
UTSC	\$ 120,510	-7.7%	\$ 109,994	-17.3%	18.2	1	35
All UofT	\$ 127,327		\$ 127,499		17.0		316

(c) Salary Trendlines for each Campus



(d) Tri-Campus Salary Comparison by Rank

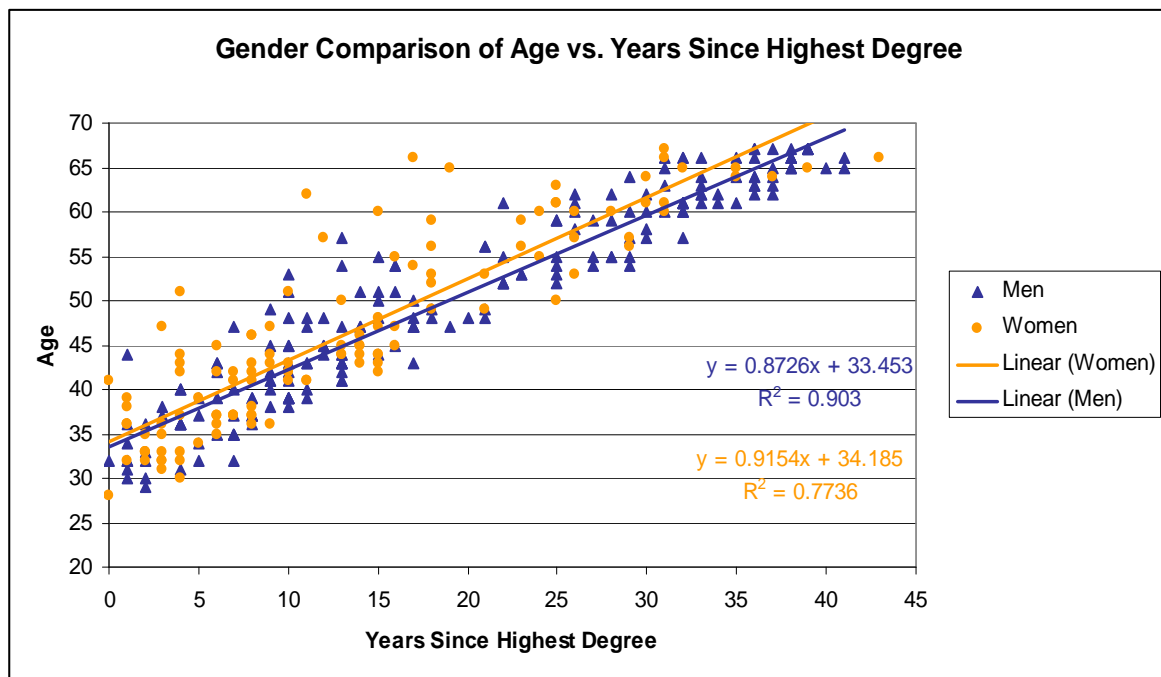
Social Science	Average Salary	% Above/Below St George Rank Ave Salary	Median Salary	% Above/Below St George Rank Median Salary	Ave Yrs Since Highest Degree	Yrs Above/Below St George Ave Yrs	Count
Assistant Professor							
St George	\$ 91,847	0.0%	\$ 88,000	0.0%	4.0	0	47
UTM	\$ 99,102	7.9%	\$ 93,657	6.4%	5.2	1	21
UTSC	\$ 94,239	2.6%	\$ 97,602	10.9%	6.5	2	13
Associate Professor							
St George	\$ 121,792	0.0%	\$ 118,466	0.0%	14.7	0	79
UTM	\$ 116,360	-4.5%	\$ 113,219	-4.4%	13.7	-1	26
UTSC	\$ 121,410	-0.3%	\$ 113,236	-4.4%	19.9	5	11
Professor							
St George	\$ 158,241	0.0%	\$ 155,211	0.0%	27.3	0	91
UTM	\$ 151,333	-4.4%	\$ 148,533	-4.3%	27.1	0	17
UTSC	\$ 150,657	-4.8%	\$ 147,879	-4.7%	30.4	3	11

2. Gender Comparison – Social Sciences

(a) Gender Representation

	Count	
Men	198	62.7%
Women	118	37.3%
Total	316	100.0%

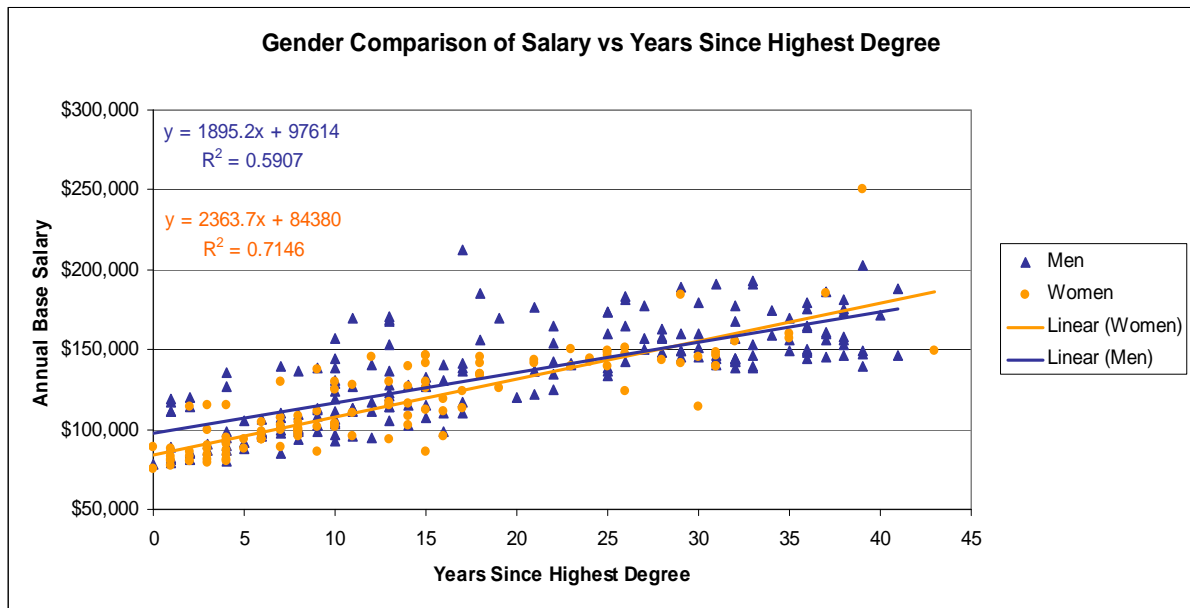
(b) Gender Comparison of Age and Experience



(c) Gender Salary Comparison by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 134,024	\$116,090	15.4%	\$ 138,261	\$ 111,294	24.2%	19	13	198	118
Assistant Professor	\$ 97,332	\$ 91,266	6.6%	\$ 95,092	\$ 88,718	7.2%	5	5	38	43
Associate Professor	\$ 121,831	\$118,641	2.7%	\$ 117,136	\$ 114,792	2.0%	15	14	69	47
Professor	\$ 158,591	\$149,930	5.8%	\$ 156,698	\$ 146,039	7.3%	28	25	91	28

(d) Salary Trendlines for each Gender



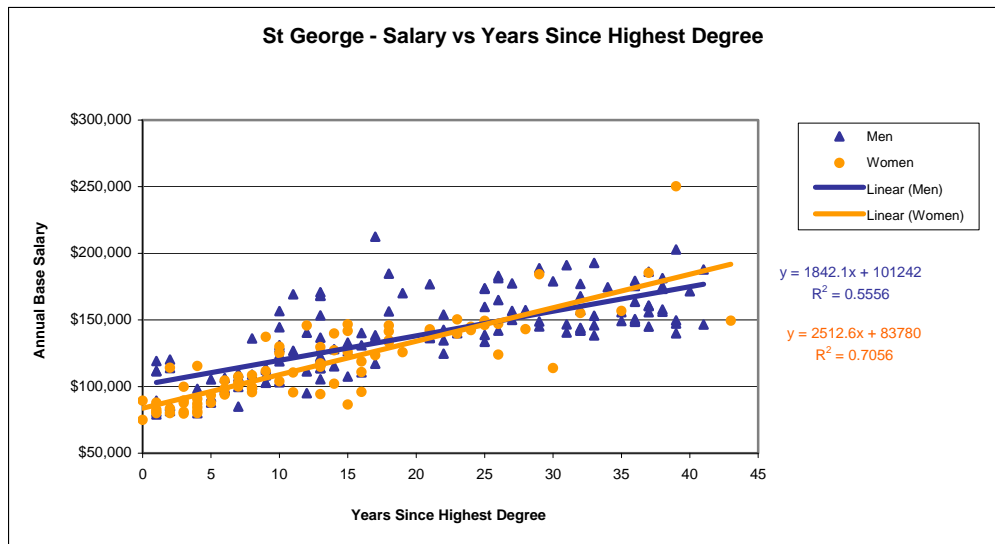
(e) Gender Salary Comparison at each Campus

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
St George	\$ 138,193	\$117,574	17.5%	\$ 140,151	\$ 113,957	23.0%	20	13	137	80
UTM	\$ 126,760	\$107,912	17.5%	\$ 126,577	\$ 101,525	24.7%	17	10	41	23
UTSC	\$ 120,359	\$120,712	-0.3%	\$ 108,328	\$ 113,236	-4.3%	19	18	20	15

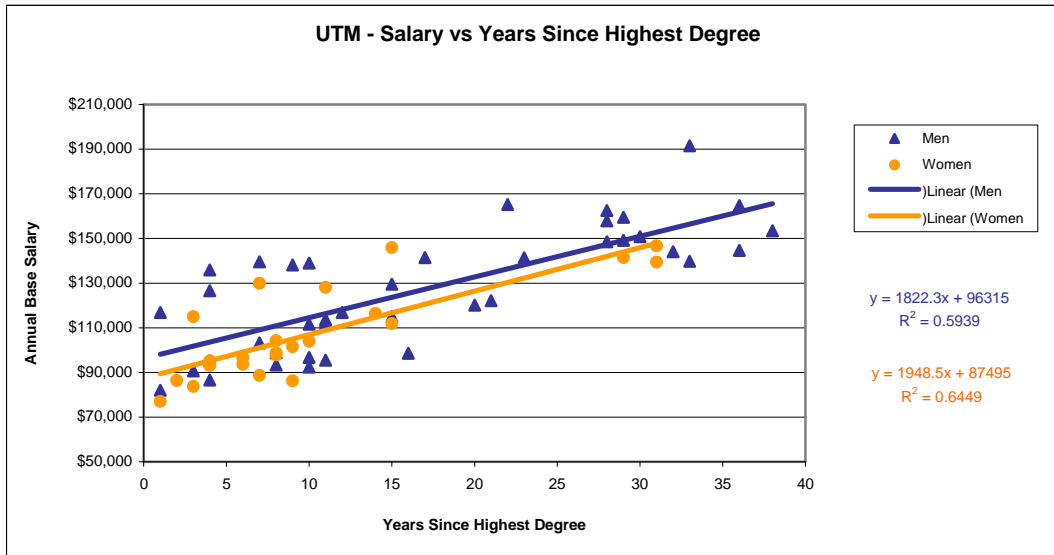
(f) Gender Salary Comparison at each Campus by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
St George										
Assistant Professor	\$ 96,225	\$ 88,311	9.0%	\$ 92,097	\$ 87,376	5.4%	4	4	21	26
Associate Professor	\$ 123,231	\$ 119,888	2.8%	\$ 118,927	\$ 119,888	-0.8%	15	14	45	34
Professor	\$ 160,088	\$ 151,683	5.5%	\$ 157,180	\$ 144,570	8.7%	28	25	71	20
UTM										
Assistant Professor	\$ 102,810	\$ 95,731	7.4%	\$ 96,882	\$ 93,122	4.0%	5	5	10	11
Associate Professor	\$ 118,659	\$ 112,017	5.9%	\$ 115,050	\$ 112,017	2.7%	13	14	17	9
Professor	\$ 153,706	\$ 140,260	9.6%	\$ 151,335	\$ 145,944	3.7%	29	19	14	3
UTSC										
Assistant Professor	\$ 92,829	\$ 95,884	-3.2%	\$ 96,099	\$ 100,061	-4.0%	6	7	7	6
Associate Professor	\$ 120,534	\$ 122,943	-2.0%	\$ 109,994	\$ 121,738	-9.6%	20	19	7	4
Professor	\$ 152,271	\$ 148,720	2.4%	\$ 151,599	\$ 147,879	2.5%	31	29	6	5

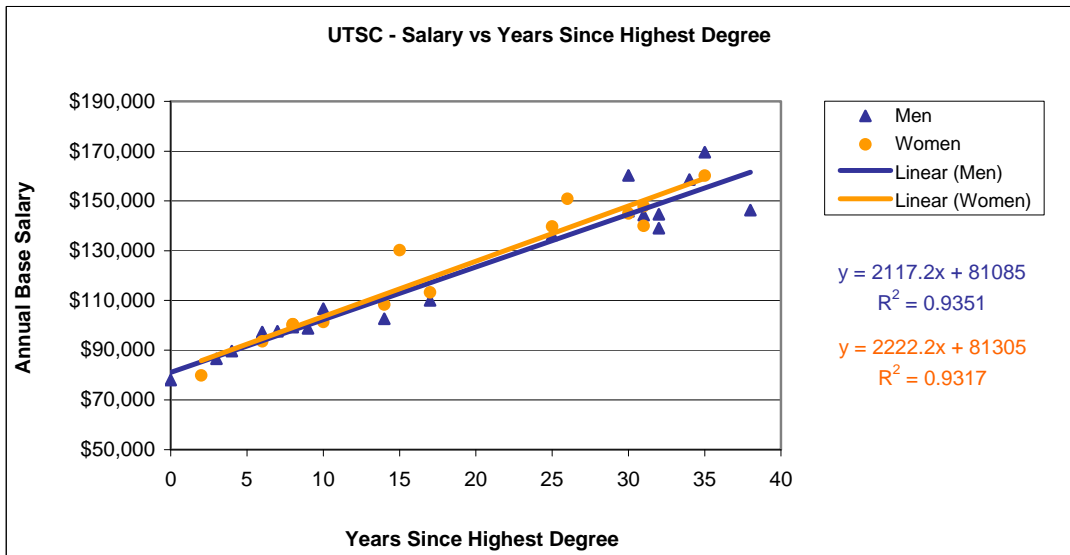
(g) Salary Trendlines for each Gender at St. George



(h) Salary Trendlines for each Gender at UTM



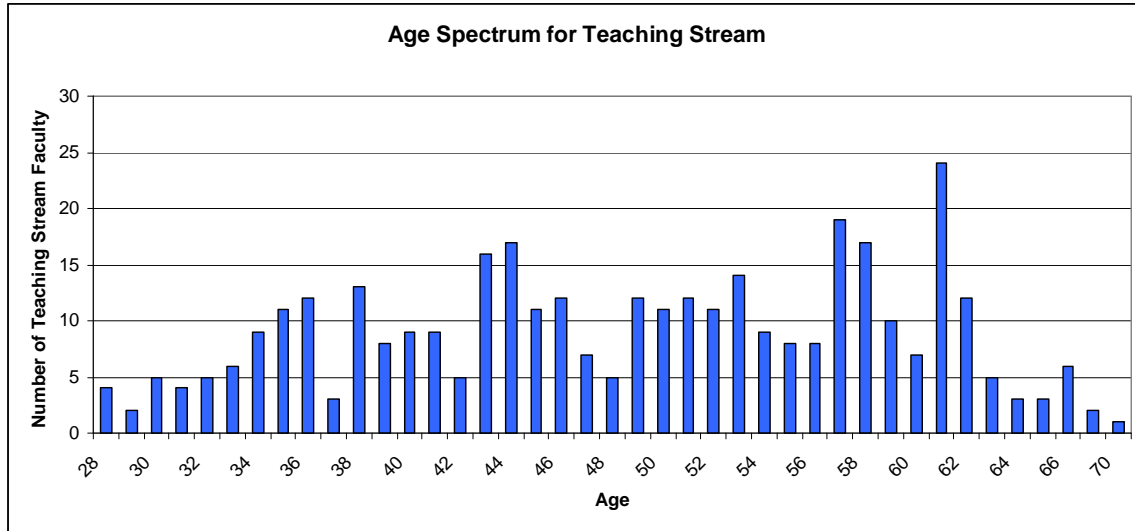
(i) Salary Trendlines for each Gender at UTSC



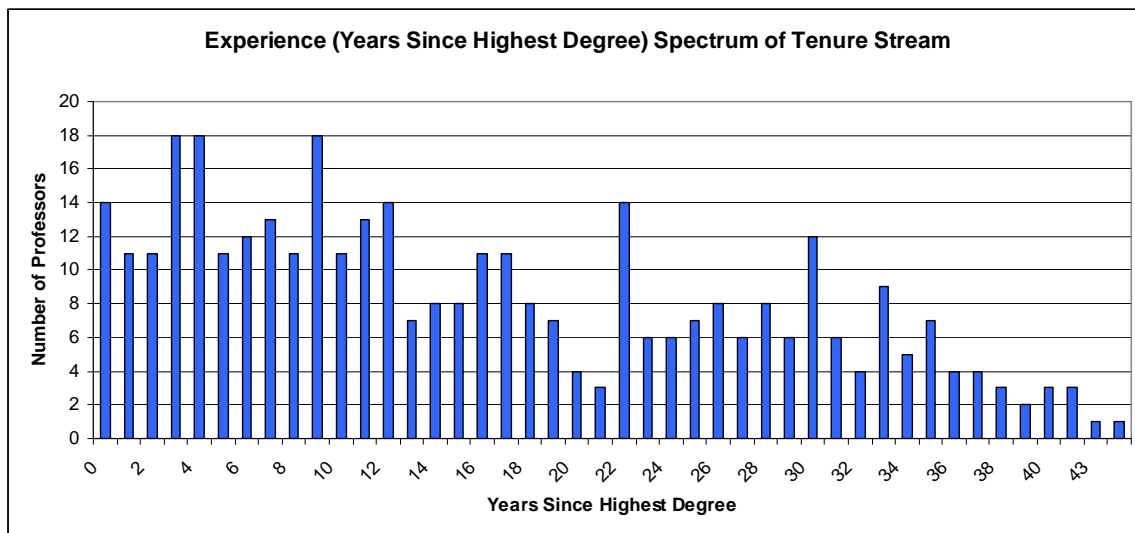
PART 15 – TEACHING STREAM

1. Demographic Information for Teaching Stream

(a) Age Spectrum of Teaching Stream



(b) Experience Spectrum of Teaching Stream



2. Tri-Campus Comparison – Teaching Stream

(a) Distribution of Teaching Stream Faculty

Count		
St George	253	68.9%
UTM	42	11.4%
UTSC	72	19.6%
Total	367	100.0%

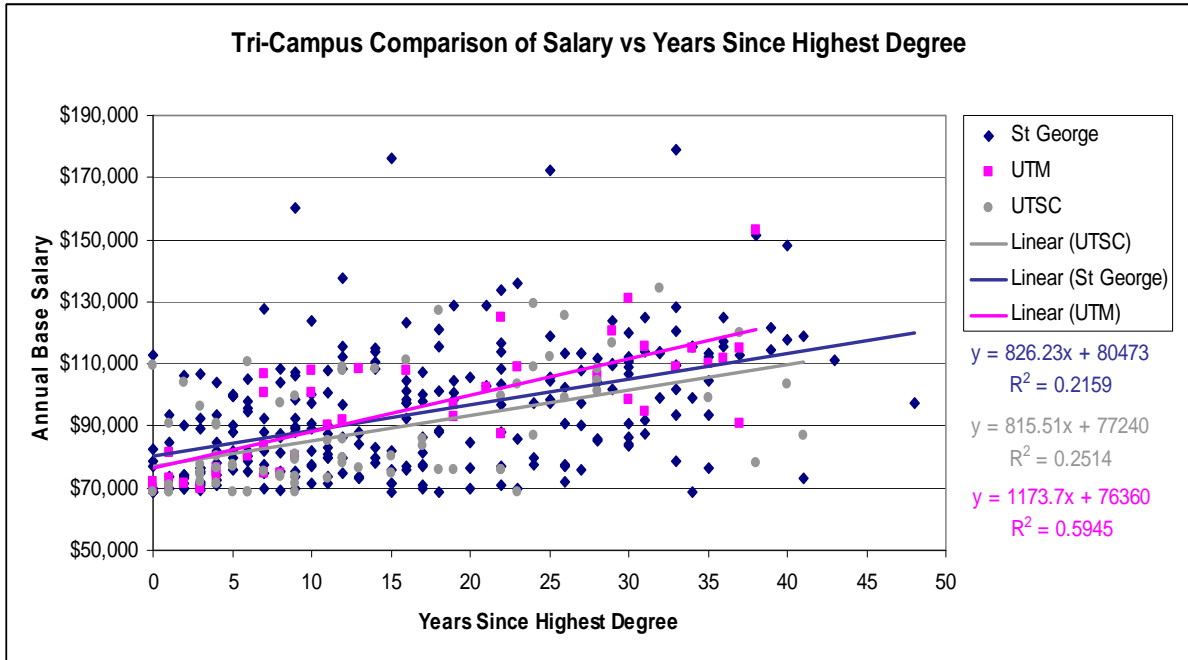
(b) Tri-Campus Comparison of Salary

	Average Salary	% Above/Below St George Ave Salary	Median Salary	% Above/Below St George Median Salary	Ave Yrs Since Highest Degree	Ave Yrs Since Hire	Count
St George	\$ 94,153	100.0%	\$ 90,187	100.0%	16.6	8.5	253
UTM	\$ 95,866	1.8%	\$ 95,789	6.2%	16.6	10.1	42
UTSC	\$ 88,612	-5.9%	\$ 80,712	-10.5%	13.9	7.0	72
All UofT	\$ 93,262		\$ 90,000		16.1	8.4	367

(c) Tri-Campus Comparison of Salary by Rank

	Average Salary	% Above/Below St George Ave Salary	Median Salary	% Above/Below St George Median Salary	Ave Yrs Since Highest Degree	Ave Yrs Since Hire	Count
Lecturer							
St George	\$ 84,243	100.0%	\$ 78,140	100.0%	12.0	2.7	132
UTM	\$ 83,774	-0.6%	\$ 80,207	2.6%	10.0	2.6	24
UTSC	\$ 80,064	-5.0%	\$ 75,978	-2.8%	11.0	2.4	44
Senior Lecturer							
St George	\$ 104,964	100.0%	\$ 105,943	100.0%	21.5	14.8	121
UTM	\$ 111,988	6.7%	\$ 108,975	2.9%	25.4	20.2	18
UTSC	\$ 102,045	-2.8%	\$ 104,281	-1.6%	18.6	14.1	28

(d) Salary Trendlines for each Campus

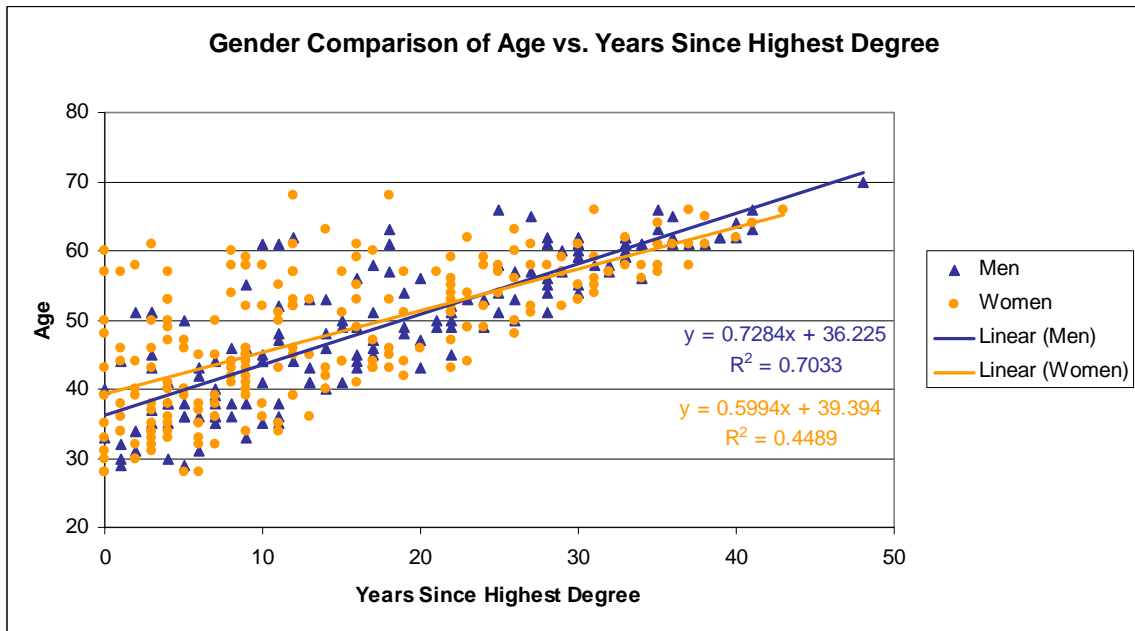


3. Gender Comparison – Teaching Stream

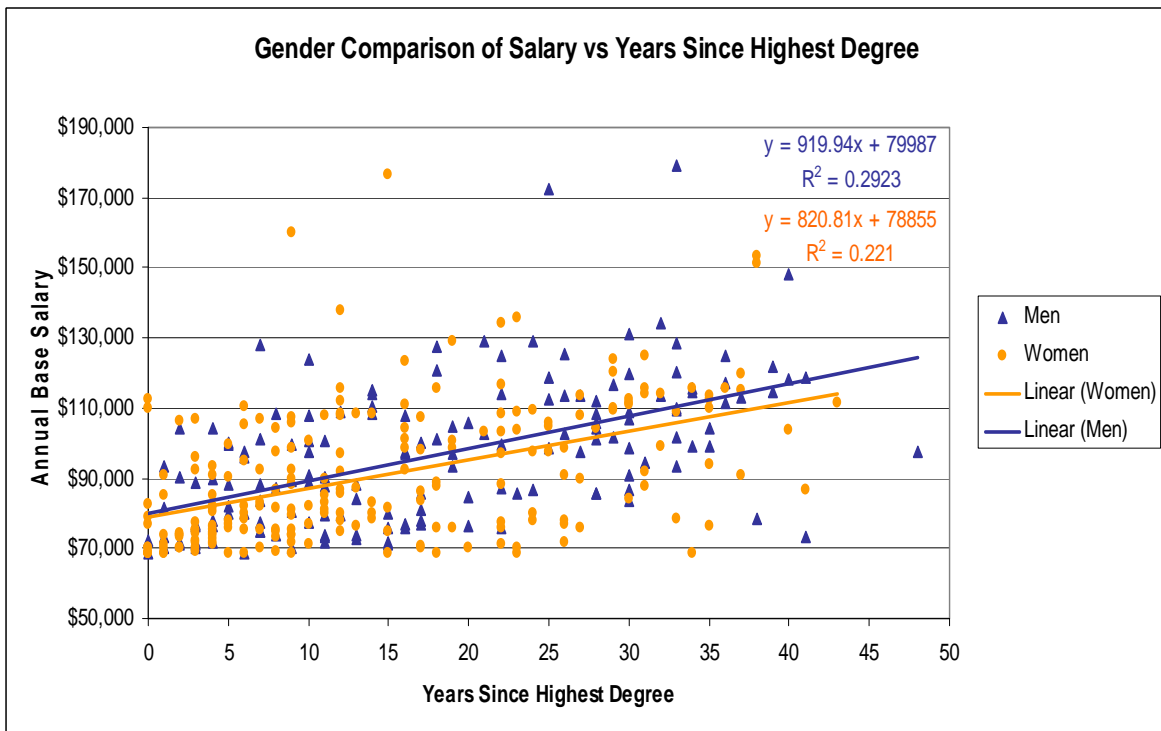
(a) Gender Representation

	Count	
Men	154	42.0%
Women	213	58.0%
Total	367	100.0%

(b) Gender Comparison of Age and Experience



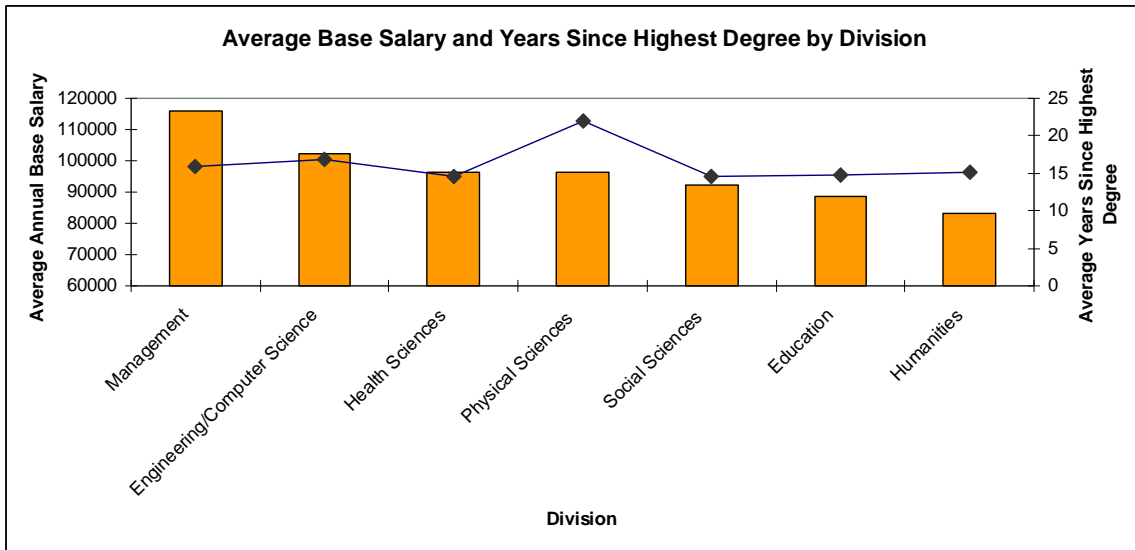
(c) Salary Trendlines for each Gender



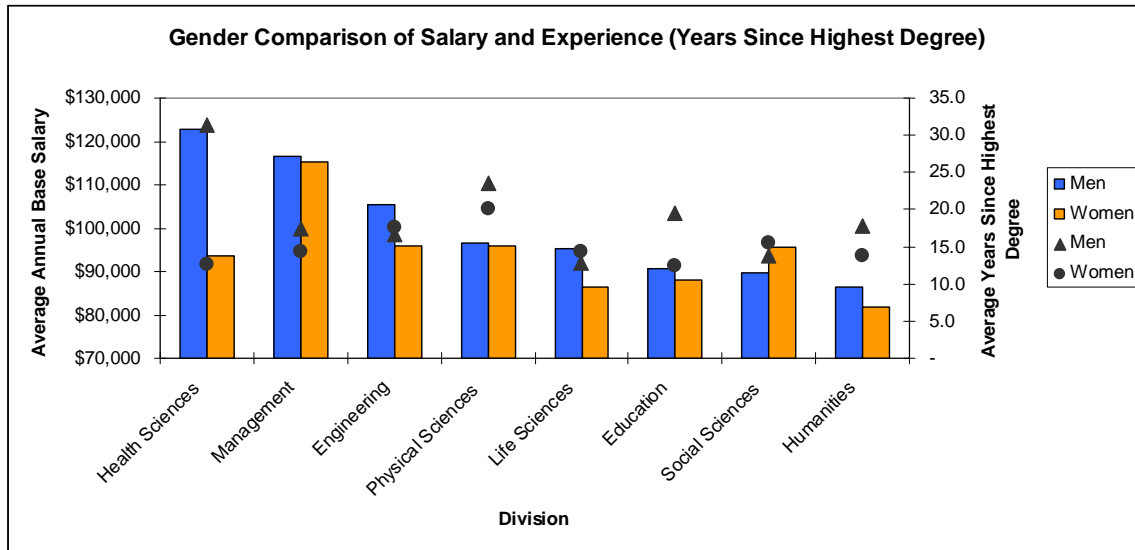
(d) Gender Salary Comparison at each Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Ave Yrs Since Hire		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women	Men	Women
All Ranks	\$ 96,719	\$ 90,763	6.6%	\$ 97,275	\$ 85,811	13.4%	18.2	14.5	9.5	7.6	154	213
Lecturer	\$ 84,571	\$ 82,517	2.5%	\$ 80,097	\$ 76,500	4.7%	13.6	10.4	2.8	2.6	73	127
Sr Lecturer	\$ 107,667	\$ 102,938	4.6%	\$ 108,451	\$ 104,250	4.0%	22.4	20.5	15.6	15.0	81	86

(e) Salary Comparison by Division and Experience



(f) Gender Comparison of Salary by Division

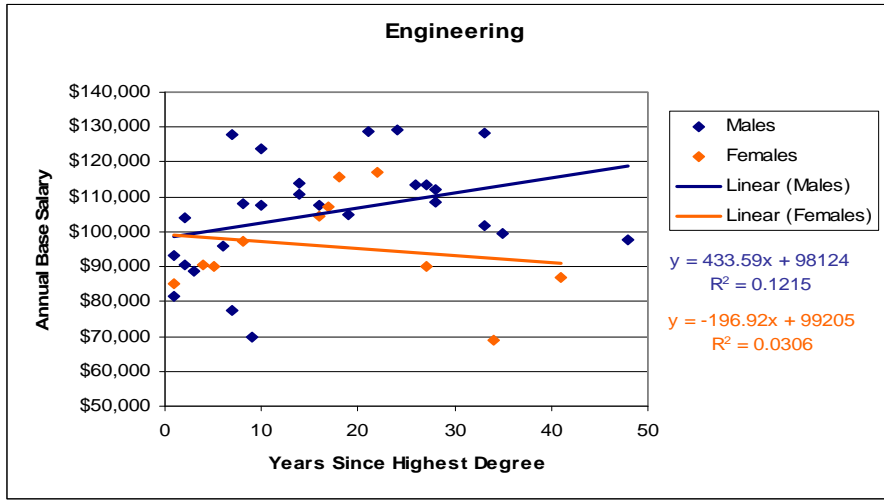


(g) Gender Comparison of Salary for each Division by Rank

Division/Grouping	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Ave Yrs Since Hire		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women	Men	Women
Education												
Lecturer	\$ 81,016	\$ 81,228	-0.3%	\$ 81,224	\$ 80,275	1.2%	20.3	5.8	2.3	2.1	3	8
Sr Lecturer	\$ 97,656	\$ 95,613	2.1%	\$ 99,093	\$ 96,898	2.3%	19.0	20.1	14.5	9.1	4	7
Engineering												
Lecturer	\$ 89,251	\$ 89,995	-0.8%	\$ 90,383	\$ 88,775	1.8%	13.9	13.5	2.7	4.8	9	4
Sr Lecturer	\$ 114,277	\$ 99,038	15.4%	\$ 113,376	\$ 104,433	8.6%	18.2	19.9	12.8	12.7	17	7
Health Sciences												
Lecturer	x	\$ 83,379	x	x	\$ 81,794	x	x	8.9	x	2.2	2	28
Sr Lecturer	\$ 129,040	\$ 109,005	18.4%	\$ 124,906	\$ 111,364	12.2%	32.7	18.4	24.3	13.5	3	19
Humanities												
Lecturer	\$ 76,810	\$ 75,098	2.3%	\$ 75,005	\$ 74,708	0.4%	13.3	10.4	2.7	2.3	27	53
Sr Lecturer	\$ 102,495	\$ 96,715	6.0%	\$ 103,214	\$ 99,100	4.2%	25.3	21.4	17.3	14.2	16	23
Life Sciences												
Lecturer	\$ 83,379	\$ 76,168	9.5%	\$ 82,003	\$ 76,229	7.6%	5.0	7.5	2.0	3.3	5	6
Sr Lecturer	\$ 105,384	\$ 101,712	3.6%	\$ 107,582	\$ 105,662	1.8%	19.3	24.5	13.3	19.5	6	4
Management												
Lecturer	\$ 105,588	\$ 113,562	-7.0%	\$ 99,540	\$ 107,867	-7.7%	14.0	12.2	1.6	4.4	8	9
Sr Lecturer	\$ 128,842	\$ 117,719	9.4%	\$ 125,663	\$ 112,529	11.7%	21.3	17.1	14.0	13.9	7	7
Physical Sciences												
Lecturer	\$ 85,157	\$ 83,290	2.2%	\$ 84,553	\$ 79,269	6.7%	17.9	19.3	5.7	3.1	10	8
Sr Lecturer	\$ 103,254	\$ 102,497	0.7%	\$ 104,349	\$ 100,478	3.9%	26.9	20.7	19.5	19.7	17	15
Social Sciences												
Lecturer	\$ 79,226	\$ 91,795	-13.7%	\$ 71,405	\$ 82,475	-13.4%	7.9	10.5	2.1	1.8	9	11
Sr Lecturer	\$ 98,053	\$ 106,566	-8.0%	\$ 97,494	\$ 109,166	-10.7%	18.5	29.5	11.4	19.8	11	4
All Divisions												
Lecturer	\$ 84,571	\$ 82,517	2.5%	\$ 80,097	\$ 76,500	4.7%	13.6	10.4	2.8	2.6	73	127
Senior Lecturer	\$ 107,667	\$ 102,938	4.6%	\$ 108,451	\$ 104,250	4.0%	22.4	20.5	15.6	15.0	81	86

(h) Gender Comparison of Salary in Engineering/Computer Science

(i) Salary Trendlines for each Gender

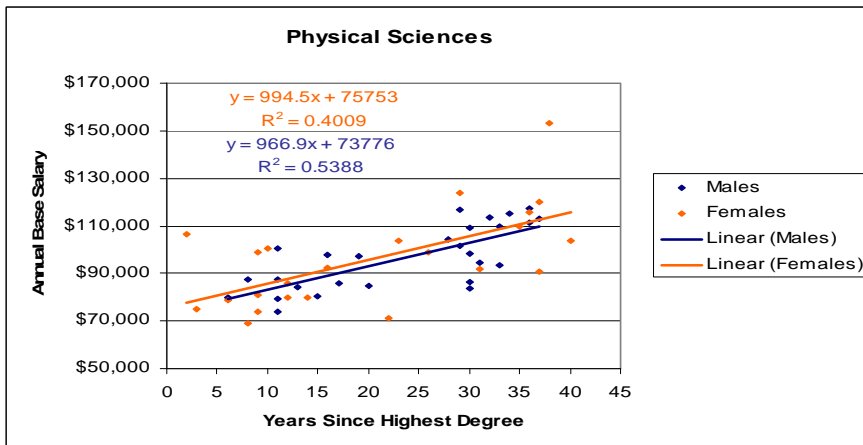


(ii) Gender Salary Comparison by Salary and Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Ave Yrs Since Hire		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women	Men	Women
All Engineering	\$105,328	\$95,749	10.0%	\$107,758	\$90,648	18.9%	16.6	17.5	9.5	9.8	26	11
St George Sr Lecturer	\$114,820	\$99,038	15.9%	\$113,420	\$104,433	8.6%	18.9	19.9	12.8	12.7	12	7

(i) Gender Comparison of Salary in Physical Sciences

(i) Salary Trendlines for each Gender

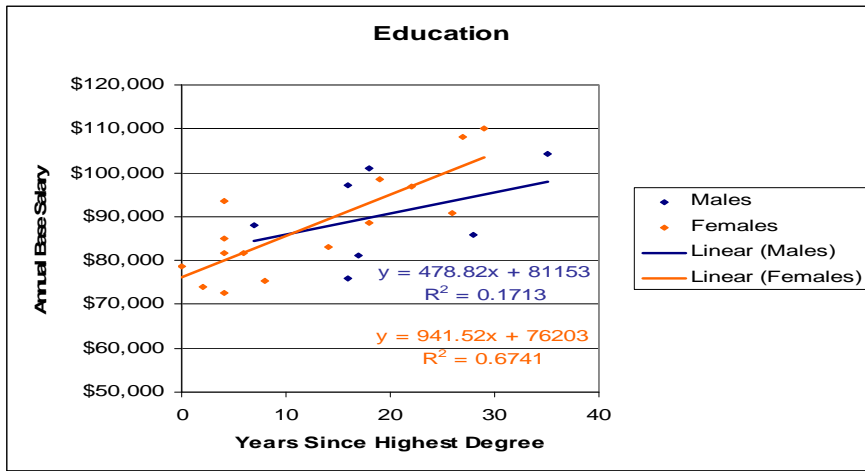


(ii) Gender Salary Comparison by Campus and Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Ave Yrs Since Hire		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women	Men	Women
All Physical Science	\$ 96,552	\$ 95,816	0.8%	\$ 97,108	\$ 92,545	4.9%	23.6	20.2	14.4	14.0	27	23
St George												
Lecturer	\$ 82,500	\$ 77,663	6.2%	\$ 83,911	\$ 74,768	12.2%	16.1	16.8	5.6	3.3	8	4
Sr Lecturer	\$105,324	\$ 102,832	2.4%	\$109,062	\$ 102,478	6.4%	27.5	17.7	20.0	19.8	11	6
UTSC												
Sr Lecturer	\$ 96,699	\$ 95,242	1.5%	\$ 95,015	\$ 98,793	-3.8%	22.3	22.3	17.8	19.0	4	7

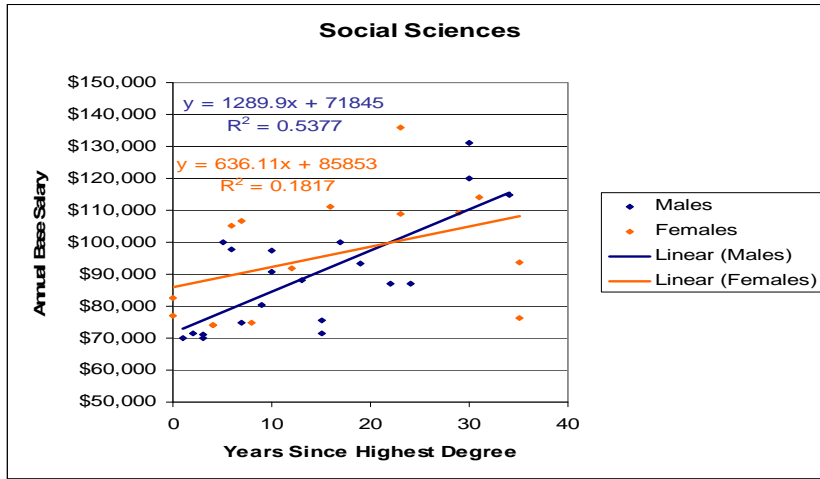
(j) Gender Comparison of Salary in Education

(i) Salary Trendlines for each Gender



(k) Gender Comparison of Salary in Social Sciences

(i) Salary Trendlines for each Gender

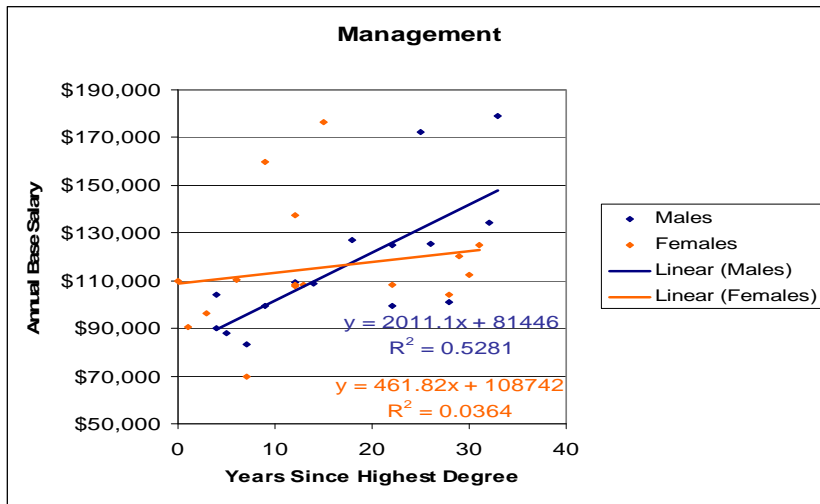


(ii) Gender Salary Comparison by Campus and Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Ave Yrs Since Hire		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women	Men	Women
All Social Sciences	\$ 89,581	\$ 95,734	-6.4%	\$ 87,617	\$ 93,773	-6.6%	13.8	15.5	7.2	6.6	20	15
St George												
Lecturer	\$ 82,038	\$ 91,847	-10.7%	\$ 79,715	\$ 79,738	0.0%	9.3	11.3	1.8	1.5	4	6
Sr Lecturer	\$ 94,081	\$ 105,750	-11.0%	\$ 97,494	\$ 109,320	-10.8%	13.4	31.7	7.3	23.3	7	3
UTM												
Lecturer	\$ 76,977	\$ 86,904	-11.4%	\$ 71,342	\$ 83,375	-14.4%	6.8	7.8	2.4	1.3	5	4

(l) Gender Comparison of Salary in Management

(i) Salary Trendlines for each Gender

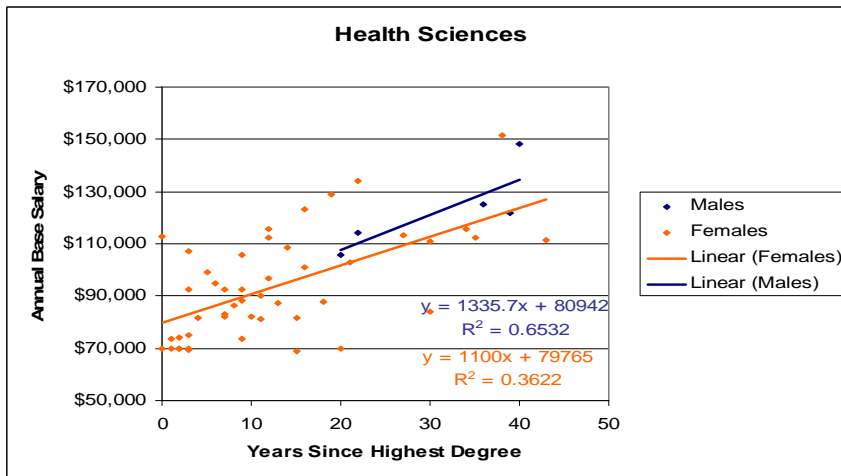


(ii) Gender Salary Comparison by Campus and Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Ave Yrs Since Hire		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women	Men	Women
All Management	\$ 116,440	\$ 115,381	0.9%	\$ 108,611	\$ 109,139	-0.5%	17.4	14.4	7.4	8.6	15	16
St George Lecturer	\$ 123,667	\$ 123,776	-0.1%	\$ 104,000	\$ 108,481	-4.1%	14.0	16.2	1.7	4.4	3	5
UTSC Lecturer	\$ 97,549	\$ 98,274	-0.7%	\$ 99,540	\$ 96,157	3.5%	15.8	5.3	1.8	3.7	4	3

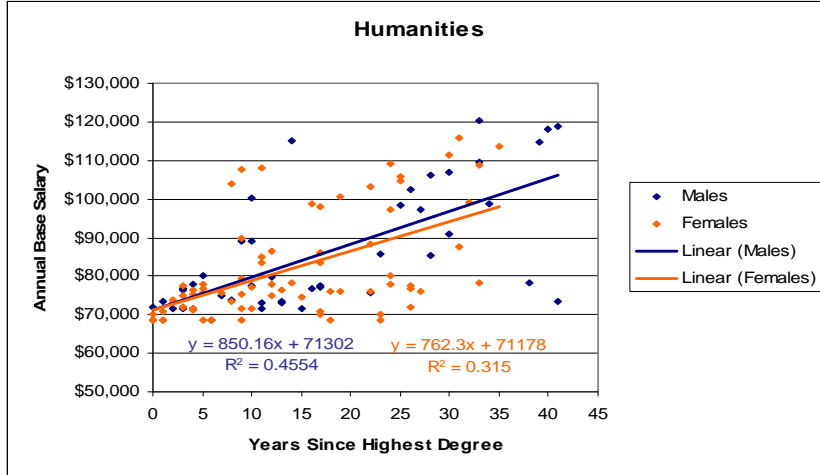
(m) Gender Comparison of Salary in Management

(i) Salary Trendlines for each Gender



(n) Gender Comparison of Salary in Management

(i) Salary Trendlines for each Gender

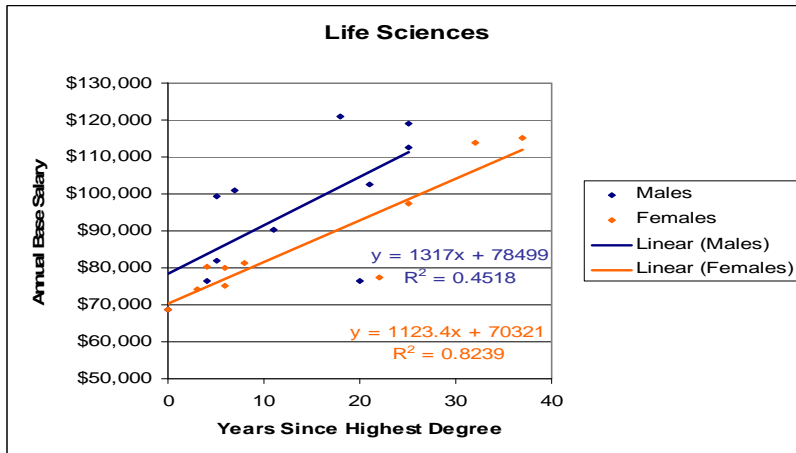


(ii) Gender Salary Comparison by Campus and Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Ave Yrs Since Hire		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women	Men	Women
All Humanities	\$ 86,367	\$ 81,640	5.8%	\$ 77,890	\$ 76,543	1.8%	17.7	13.7	8.1	5.9	43	76
St George												
Lecturer	\$ 78,465	\$ 76,898	2.0%	\$ 76,708	\$ 74,942	2.4%	14.5	12.6	3.2	2.8	18	28
Sr Lecturer	\$ 102,260	\$ 96,632	5.8%	\$ 100,410	\$ 99,100	1.3%	25.1	21.6	16.7	13.5	15	17
UTSC												
Lecturer	\$ 73,540	\$ 73,124	0.6%	\$ 73,500	\$ 73,496	0.0%	14.8	8.4	2.0	1.8	6	23

(o) Gender Comparison of Salary in Life Sciences

(i) Salary Trendlines for each Gender



(ii) Gender Salary Comparison by Campus and Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Ave Yrs Since Hire		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women	Men	Women
All Life Sciences	\$ 95,381	\$ 86,386	10.4%	\$ 99,407	\$ 80,223	23.9%	12.8	14.3	8.2	9.8	11	10
St George												
Lecturer	\$ 83,370	\$ 75,646	10.2%	\$ 82,003	\$ 76,229	7.6%	3.3	9.0	1.7	3.3	3	4

4. Comparison of Divisions

(a) Comparison of Salaries between Divisions for Men in Teaching Stream

Division	Average Salary (A)	% Above/Below Ave Salary (A/X-1)	Median Salary (B)	% Above/Below Med Salary (B/Y-1)	Ave Yrs Since Highest Degree	Ave Yrs Since Hire	Count
Health Sciences	\$ 122,884	27.1%	\$ 121,700	25.1%	31.4	14.8	5
Management	\$ 116,440	20.4%	\$ 108,611	11.7%	17.4	7.4	15
Engineering	\$ 105,328	8.9%	\$ 107,758	10.8%	16.6	9.5	26
Physical Sciences	\$ 96,552	-0.2%	\$ 97,108	-0.2%	23.6	14.4	27
Life Sciences	\$ 95,381	-1.4%	\$ 99,407	2.2%	12.8	8.2	11
Education	\$ 90,525	-6.4%	\$ 88,090	-9.4%	19.6	9.3	7
Social Sciences	\$ 89,581	-7.4%	\$ 87,617	-9.9%	13.8	7.2	15
Humanities	\$ 86,367	-10.7%	\$ 77,890	-19.9%	17.7	8.1	43
Overall (Men)	\$ 96,719 (X)		\$ 97,275 (Y)		18.2		154

(b) Comparison of Salaries between Divisions for Women in Teaching Stream

Division	Average Salary (A)	% Above/Below Ave Salary (A/X-1)	Median Salary (B)	% Above/Below Med Salary (B/Y-1)	Ave Yrs Since Highest Degree	Ave Yrs Since Hire	Count
Management	\$ 115,381	27.1%	\$ 109,139	27.2%	14.4	8.6	16
Physical Sciences	\$ 95,816	5.6%	\$ 92,545	7.8%	20.2	14.0	23
Health Sciences	\$ 93,738	3.3%	\$ 90,000	4.9%	12.7	6.8	47
Social Sciences	\$ 95,734	5.5%	\$ 93,773	9.3%	15.5	6.6	15
Engineering	\$ 95,749	5.5%	\$ 90,648	5.6%	17.5	9.8	11
Education	\$ 87,941	-3.1%	\$ 84,934	-1.0%	12.5	5.4	15
Life Sciences	\$ 86,386	-4.8%	\$ 80,223	-6.5%	14.3	9.8	10
Humanities	\$ 81,640	-10.1%	\$ 76,543	-10.8%	13.7	5.9	76
Overall (Women)	\$ 90,763 (X)		\$ 85,811 (Y)		14.5		213

(c) Comparison of Salaries between Divisions for Men Lecturers

Men - Lecturers	Average Salary (A)	% Above/Below Ave Salary (A/X-1)	Median Salary (B)	% Above/Below Med Salary (B/Y-1)	Ave Yrs Since Highest Degree	Ave Yrs Since Hire	Count
Health Sciences	x	x	x	x	x	x	2
Management	\$ 105,588	24.9%	\$ 99,540	24.3%	14.0	1.6	8
Engineering	\$ 89,251	5.5%	\$ 90,383	12.8%	13.9	2.7	9
Physical Sciences	\$ 85,157	0.7%	\$ 84,553	5.6%	17.9	5.7	10
Life Sciences	\$ 83,379	-1.4%	\$ 82,003	2.4%	5.0	2.0	5
Education	\$ 81,016	-4.2%	\$ 81,224	1.4%	20.3	2.3	3
Social Sciences	\$ 79,226	-6.3%	\$ 71,405	-10.9%	7.9	2.1	9
Humanities	\$ 76,810	-9.2%	\$ 75,005	-6.4%	13.3	2.7	27
Overall	\$ 84,571 (X)		\$ 80,097 (Y)		13.6	2.8	73

(d) Comparison of Salaries between Divisions for Women Lecturers

Women - Lecturers	Average Salary (A)	% Above/Below Ave Salary (A/X-1)	Median Salary (B)	% Above/Below Med Salary (B/Y-1)	Ave Yrs Since Highest Degree	Ave Yrs Since Hire	Count
Management	\$ 113,562	37.6%	\$ 107,867	41.0%	12.2	4.4	9
Social Sciences	\$ 91,795	11.2%	\$ 82,475	7.8%	10.5	1.8	11
Engineering	\$ 89,995	9.1%	\$ 88,775	16.0%	13.5	4.8	4
Health Sciences	\$ 83,379	1.0%	\$ 81,794	6.9%	8.9	2.2	28
Physical Sciences	\$ 83,290	0.9%	\$ 79,269	3.6%	19.3	3.1	8
Education	\$ 81,228	-1.6%	\$ 80,275	4.9%	5.8	2.1	8
Life Sciences	\$ 76,168	-7.7%	\$ 76,229	-0.4%	7.5	3.3	6
Humanities	\$ 75,098	-9.0%	\$ 74,708	-2.3%	10.4	2.3	53
Overall	\$ 82,517 (X)		\$ 76,500 (Y)		10.4	2.6	127

(e) Comparison of Salaries between Divisions for Men Senior Lecturers

Men - Senior Lecturers	Average Salary (A)	% Above/Below Ave Salary (A/X-1)	Median Salary (B)	% Above/Below Med Salary (B/Y-1)	Ave Yrs Since Highest Degree	Ave Yrs Since Hire	Count
Health Sciences	\$ 129,040	19.9%	\$ 124,906	15.2%	32.7	24.3	3
Management	\$ 128,842	19.7%	\$ 125,663	15.9%	21.3	14.0	7
Engineering	\$ 114,277	6.1%	\$ 113,376	4.5%	18.2	13.8	17
Life Sciences	\$ 105,384	-2.1%	\$ 107,582	-0.8%	19.3	13.3	6
Physical Sciences	\$ 103,254	-4.1%	\$ 104,349	-3.8%	26.9	19.5	17
Humanities	\$ 102,495	-4.8%	\$ 103,214	-4.8%	25.3	17.3	16
Education	\$ 97,656	-9.3%	\$ 99,093	-8.6%	19.0	14.5	4
Social Sciences	\$ 98,053	-8.9%	\$ 97,494	-10.1%	18.5	11.4	11
Overall	\$ 107,667 (X)		\$ 108,451 (Y)		22.4	15.6	81

(f) Comparison of Salaries between Divisions for Women Senior Lecturers

Women - Senior Lecturers	Average Salary (A)	% Above/Below Ave Salary (A/X-1)	Median Salary (B)	% Above/Below Med Salary (B/Y-1)	Ave Yrs Since Highest Degree	Ave Yrs Since Hire	Count
Management	\$ 117,719	14.4%	\$ 112,529	7.9%	17.1	13.9	7
Health Sciences	\$ 109,005	5.9%	\$ 111,364	6.8%	18.4	13.5	19
Social Sciences	\$ 106,566	3.5%	\$ 109,166	4.7%	29.5	19.8	4
Life Sciences	\$ 101,712	-1.2%	\$ 105,662	1.4%	24.5	19.5	4
Physical Sciences	\$ 102,497	-0.4%	\$ 100,478	-3.6%	20.7	19.7	15
Engineering	\$ 99,038	-3.8%	\$ 104,433	0.2%	19.9	12.7	7
Humanities	\$ 96,715	-6.0%	\$ 99,100	-4.9%	21.4	14.2	23
Education	\$ 95,613	-7.1%	\$ 96,898	-7.1%	20.1	9.1	7
Overall	\$ 102,938 (X)		\$ 104,250 (Y)		20.5	15.0	86

PART 16 – LIBRARIANS

1. Average and Median Salaries by Rank

	Average Salary	Median Salary	Ave Yrs Since Highest Degree	Count
All Ranks	\$ 91,479	\$ 95,991	21.1	140
Librarian 1	\$ 57,413	\$ 54,638	4.9	10
Librarian 2	\$ 63,818	\$ 61,557	10.6	17
Librarian 3	\$ 93,616	\$ 96,200	22.5	88
Librarian 4	\$ 116,393	\$ 111,756	29.9	25

2. Tri-Campus Comparison

(a) Distribution of Librarians

	Count	
Central	88	62.9%
Other	52	37.1%
Total	140	100.0%

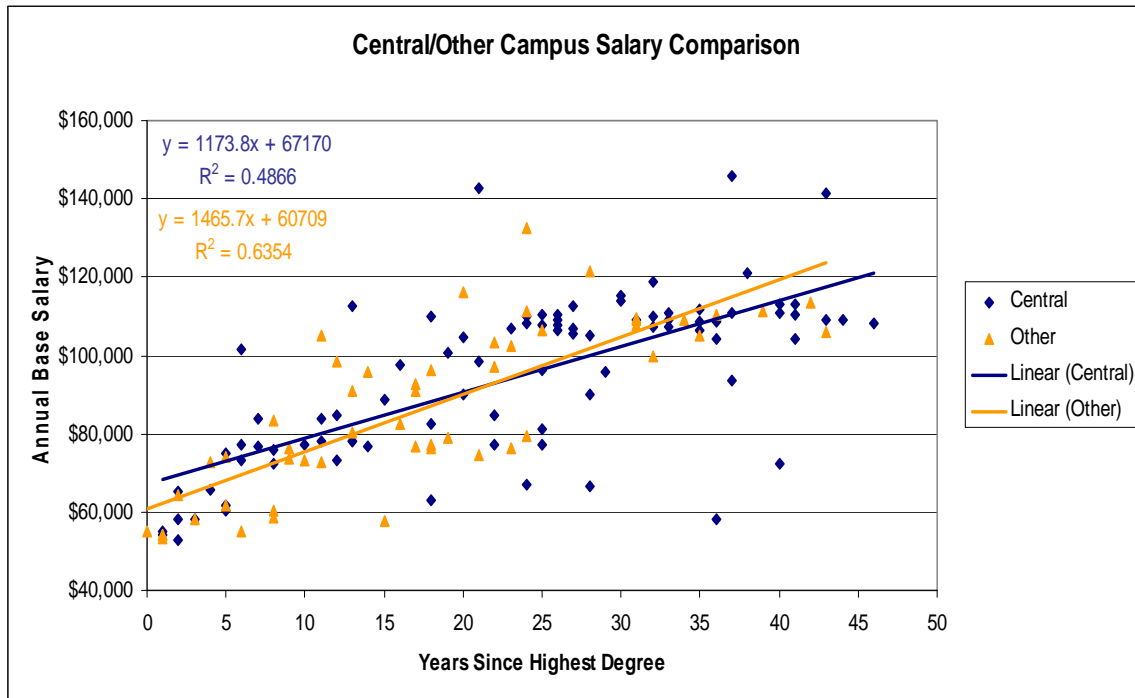
(b) Tri-Campus Salary Comparison

	Average Salary	% Above/Below Central Ave Salary	Median Salary	% Above/Below Central Median Salary	Ave Yrs Since Highest Degree	Count
Central	\$ 94,355	0.0%	\$ 102,999	0.0%	23.2	88
Other	\$ 86,612	-8.2%	\$ 82,856	-19.6%	17.7	52
All UofT	\$ 91,479		\$ 95,991		21.1	140

(c) Tri-Campus Salary Comparison by Rank

	Average Salary	% Above/Below Central Rank Ave Salary	Median Salary	% Above/Below Central Rank Median Salary	Ave Yrs Since Highest Degree	Count
Librarian 1						
Central	\$ 56,278	0.0%	\$ 54,638	0.0%	5.5	4
Other	\$ 58,170	3.4%	\$ 54,650	0.0%	4.5	6
Librarian 2						
Central	\$ 64,454	0.0%	\$ 63,418	0.0%	11.6	10
Other	\$ 62,911	-2.4%	\$ 60,351	-4.8%	9.3	7
Librarian 3						
Central	\$ 94,854	0.0%	\$ 98,513	0.0%	24.2	55
Other	\$ 91,553	-3.5%	\$ 92,700	-5.9%	19.6	33
Librarian 4						
Central	\$ 116,664	0.0%	\$ 111,756	0.0%	29.9	19
Other	\$ 115,533	-1.0%	\$ 112,375	0.6%	29.8	6

(d) Tri-Campus Comparison of Salary vs Experience

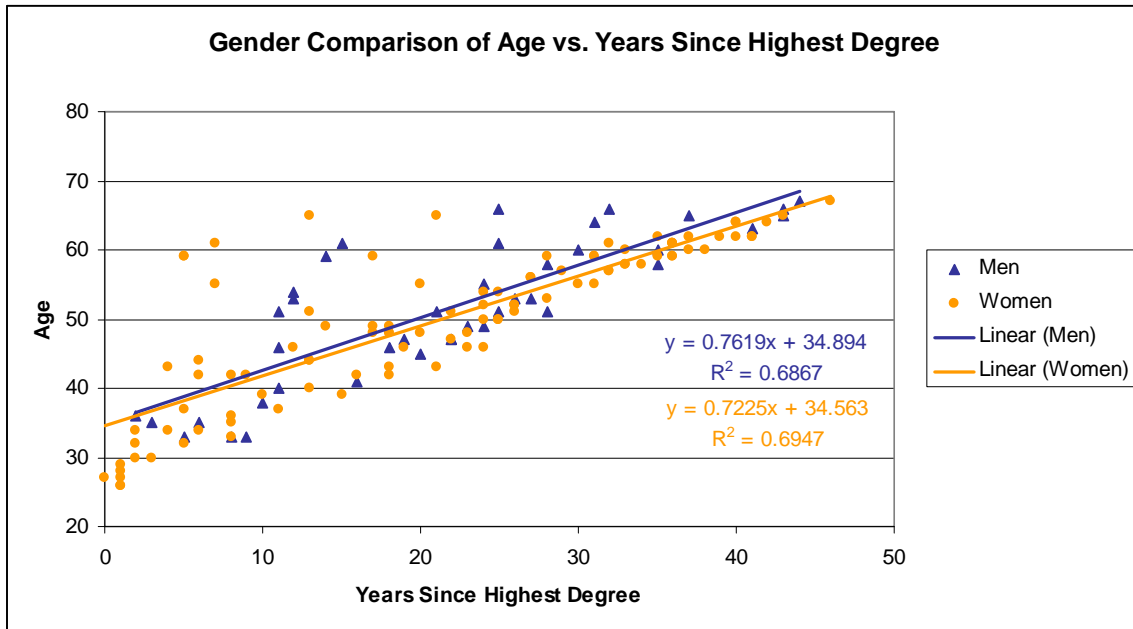


3. Gender Comparison - Librarians

(a) Gender Representation

	Count	
Men	41	29.3%
Women	99	70.7%
Total	140	100.0%

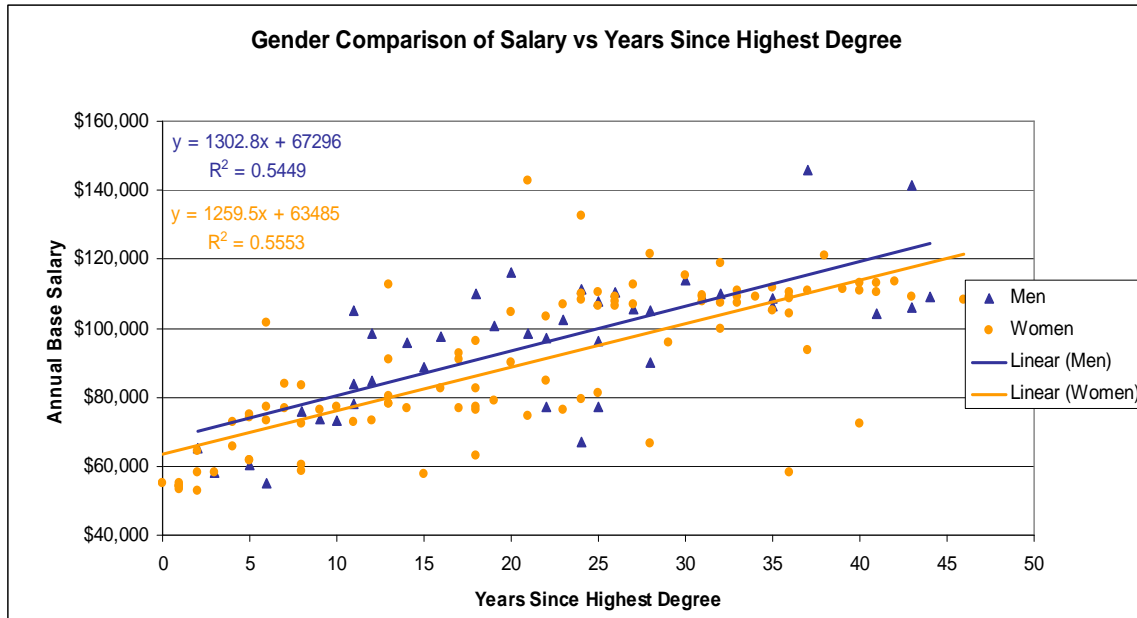
(b) Gender Comparison of Age and Experience



(c) Gender Salary Comparison by Rank

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
All Ranks	\$ 95,672	\$ 89,743	6.6%	\$ 98,513	\$ 90,722	8.6%	21.8	20.8	41	99
Lib 1	\$ 55,000	\$ 57,681	-4.6%	\$ 55,000	\$ 54,342	1.2%	6.0	4.8	1	9
Lib 2	\$ 62,706	\$ 64,161	-2.3%	\$ 62,911	\$ 61,557	2.2%	8.5	11.3	4	13
Lib 3	\$ 96,344	\$ 92,205	4.5%	\$ 98,490	\$ 91,762	7.3%	22.2	22.6	30	58
Lib 4	\$ 121,069	\$ 114,916	5.4%	\$ 110,863	\$ 112,621	-1.6%	31.2	29.5	6	19

(d) Gender Comparison of Salary vs Experience



(e) Gender Salary Comparison at each Rank by Campus

	Average Salary			Median Salary			Ave Yrs Since Highest Degree		Count	
	Men	Women	M>W	Men	Women	M>W	Men	Women	Men	Women
Lib 1										
Central	x	\$ 56,278	x	x	\$ 54,638	x	x	5.5	0	4
Other	x	\$ 58,804	x	x	\$ 54,300	x	x	4.2	1	5
Lib 2										
Central	\$ 62,666	\$ 65,645	-4.5%	\$ 62,911	\$ 63,647	-1.2%	16.8	8.2	4	6
Other	x	\$ 63,711	x	x	\$ 61,094	x	x	10.3	1	6
Lib 3										
Central	\$ 96,261	\$ 93,985	2.4%	\$ 98,513	\$ 98,812	-0.3%	23.9	24.4	21	34
Other	\$ 96,538	\$ 89,684	7.6%	\$ 98,467	\$ 87,047	13.1%	18.2	20.2	9	24
Lib 4										
Central	\$ 123,014	\$ 114,397	7.5%	\$ 110,382	\$ 112,189	-1.6%	32.6	29.0	5	14
Other	x	\$ 116,370	x	x	\$ 113,405	x	x	31.0	1	5

PART 17 – SUMMARY TABLES

1. Disciplines/Campuses Where Men Earn Less than Women

Discipline/Campus	Ranks	% W>M (Average Salary)	%W>M (Median Salary)	Years Since Highest Degree (M>W)	Count (men)	Count (women)
Law	Assistant	-7%	-.1%	+3.8	7	3
Engineering/Computer Sciences/St.George	Full	-2.7	-.1	+6.9	109	7
Education	Full	-5.6	-5.4	+5.4	22	32
Management/All	Lecturer	7.6	8.4	+1.8	8	9
Librarians/St. George	2	4.8	1.2	+8.6	4	6

Source: This document pages 27, 31, 41, 71 and 79.

2. Disciplines/Campuses where Women Earn Less than Men

Discipline and Campus	Ranks and Nos.	% M > W (Average Salary)	% M > W (Median Salary)	More Years Since Highest Degree (W>M)**	Count (Women)
Professorial Stream					
Management/St. George	Assistant	5.4	6.1	-0.4	8
Law/St. George	Associate	17.4	14.0	-0.5	6
	Full	21.4	22.2	-4.4	8
Social Sciences/St. George	Assistant	9.0	5.4	+0.6	26
Social Sciences/UTM	Assistant	7.4	4.0	-0.3	11
	Associate	5.9	2.7	+0.8	9
Humanities/UTSC	Associate	3.0	3.3	+3.5	10
Health Sciences*	Assistant	3.5	5.5		27
Life Sciences/St. George	Full	-0.4	1.1	+3.0	10
Teaching Stream					
Engineering	Sr. Lecturer	14.9	7.2	+1.8	7
Physical Sciences	Lecturer	2.2	6.7	+1.4	8
Life Sciences	Lecturer	9.5	7.6	+2.5	6
	Sr. Lecturer	3.6	1.8	+5.2	4
Librarians					
East/West Campuses	Librarian 3	7.6	13.1	+2.0	24

*There may be an important disciplinary dimension here that cannot be detected with current data given that Health Sciences consists of at least four disciplines.

**More years since highest degree should produce a higher salary of approximately 4.7% per year.

Note: Years since highest degree is excluded if less than one year. Campuses for teaching stream not indicated because the numbers were so small.

Source: This document, pages 33, 38, 41, 46, 50, 60, 68, 72 and 79.

3. Disciplines/Ranks Showing Lower Average and Median Professorial Salaries at the East/West Campuses

Discipline/Campus	Rank	% Above/Below St. George Average Salary	% Above/Below St. George Median Salary	More Years Since Highest Degree*	Count
Management/UTSC	Assistant	-20.6	-22.3	0	7
	Associate	-20.9	-24.8	+1	6
	Full	-20.6	-23.2	0	6
Management/UTM	Assistant	-11.6	-13.7	-1	5
	Associate	-7.3	-4.4	+2	3
	Full	-18.8	-18.3	+9	3
Physical Sciences/UTSC	Assistant	-7.1	-6.3	+1	6
	Associate	+1.6	-1.8	+5	7
	Full	-6.0	-6.1	+3	12
Physical Sciences/UTM	Full	-7.0	-5.6	+1	12
Social Sciences/UTSC	Associate	-0.3	-4.4	+5	11
	Full	-4.8	-4.7	+3	11
Social Sciences/UTM	Full	-4.4	-4.3	0	17
Life Sciences/UTSC	Assistant	-7.9	-8.2	+2	12
Humanities/UTSC	Full	-1.4	+0.9	+4	8
Humanities/UTM	Associate	-4.4	-7.8	0	27

Source: This document, pages 35, 43, 48, 52 and 57.

*Years since highest degree compared with St. George. More years since highest degree produces a lower effective salary of approximately 4.7% for each year. Differences of less than one year are not included.