

# Pay Equity Study – CUASA

Prepared by OIRP

May 30<sup>th</sup>, 2022

The following outlines the analysis undertaken in compliance with the “Letter of Understanding - Gender Pay Study” of the 2021 Collective Agreement between CUASA and Carleton University. The text of this letter of understanding as a part of the collective agreement is attached for reference.

## **Methodology:**

In accordance with the “Letter of Understanding - Gender Pay Study” of the agreement between CUASA and the University, the following variables are included in the analysis:

- Gender: Male, Female, Non-Binary/Other. Due to the extremely small cell sizes of the Non-Binary/Other category (totals less than 5 in both 2020 and 2021), these individuals were included in the female category for the analysis
- Annual Rate of Pay: Captured effective as of June 30<sup>th</sup>, 2020, and June 30<sup>th</sup>, 2021. This is normalized to a 1.0 FTE and is not reduced based on any leaves. All salary adjustments made after these dates that were effective by the aforementioned dates are included.
- Years from First Degree and Years from First Degree Squared – based on the first degree on faculty’s CVs and has been available for review in Carleton Central.
- Principal subject area: Economics, Engineering, Computer Science, Business, Humanities, Physical and Life Science, and Social Science. Cross appointed faculty are included in the principal subject area for which they have the largest percentage of appointment.
- Rank
- Interaction term of Gender and Principal Subject

Data was validated to ensure completeness and accuracy.

Analysis was then completed for:

1. Each year (2020 and 2021).
2. Each of the categories of employment (instructor, librarian, and professor).

There were three instances where there were less than 2 individuals in a gender-subject category which prevented the model from being able to be run. To ensure that everyone was included in the model, the following changes had been made to the definition of principal subject areas:

- In 2020, instructors in Computer Science were included with Physical and Life Science
- In both 2020 and 2021, instructors in Economics were included with Social Science

In both 2020 and 2021, lecturers are included in the assistant professor group

## **Conclusion:**

Six linear regressions were run. Professors, Instructors, and Librarians were run separately and were run for both June 30<sup>th</sup> 2020 and June 30<sup>th</sup> 2021 data. In evaluating the annual rate of pay for professors, instructors, and librarians for both 2020 and 2021, both gender and the interaction between gender and subject (where included) were not statistically significant at the 95% in all cases.