

# Pay Transparency Report

2024



THE UNIVERSITY OF BRITISH COLUMBIA



# University of British Columbia Fiscal 2023/24 Pay Transparency Report

## Employer Details

<b>Employer:</b>	University of British Columbia
<b>Address:</b>	2329 West Mall, Vancouver, BC
<b>Time Period:</b>	April 1, 2023 - March 31, 2024
<b>NAICS Code:</b>	61 – Educational services
<b>Number of Employees:</b>	1000+

## Introduction

The University of British Columbia (UBC) is a global centre for teaching, learning and research, consistently ranked among the top 40 universities in the world. Recognized as a leading employer in British Columbia (BC) and Canada, UBC supports inspired students, faculty, and staff on their journey of discovery, and challenges them to realize their greatest potential. UBC pays people in similar job bands equitable earnings, which you'll see in this report. The report has been generated in compliance with the Government of British Columbia's [Pay Transparency Act](#), which became law on May 11, 2023.

## About UBC's Workforce

UBC is one of the largest employers in BC, with a wide range of roles and diverse pay scales to operate a university and also a quasi-municipality. We employ student and research positions, trades and technical staff positions, administrative, management and professional roles, and faculty and teaching positions, the majority of whom are covered by nine (9) collective or employment agreements with eight (8) unions and associations across our two campuses.

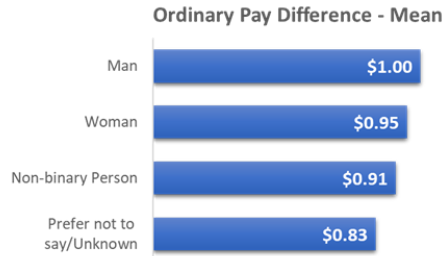
Jobs are organized by employee group, and further categorized into 15 distinct job families that group similar types of work. Each job family contains multiple job profiles, which are defined by various levels or grades based on the scope and complexity of the roles, resulting in hundreds of job profiles, with 55% of our positions occupied by women.

Within our staff collective or employment agreements, all genders are paid comparable rates for doing the same jobs. However, there is an under-representation of women in many of our technical, trades, and full professor positions, and an over-representation of women in lower paying part-time and entry level positions.

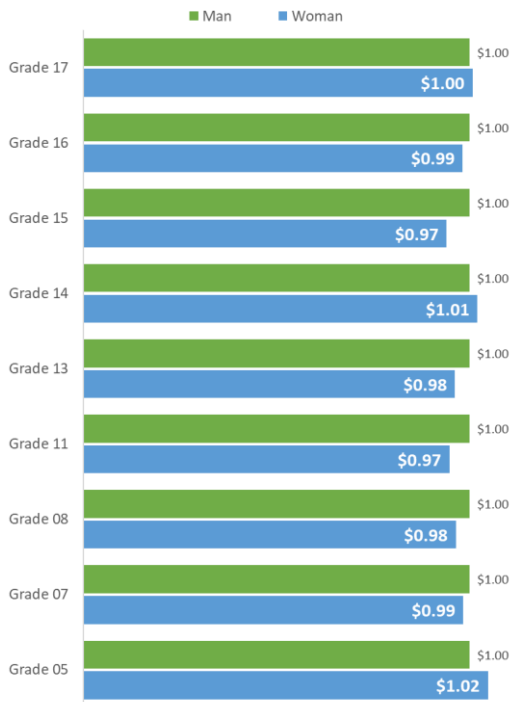
## UBC's Pay Practices – Staff

UBC is committed to paying employees equitably for work of equal value. For staff positions, compensation is typically governed by collective agreements, which include job evaluation systems to ensure fair and equitable pay for work of equal value. Within similar job groupings and across all our staff positions people of all genders are paid equitably, as illustrated in the representative samples below.

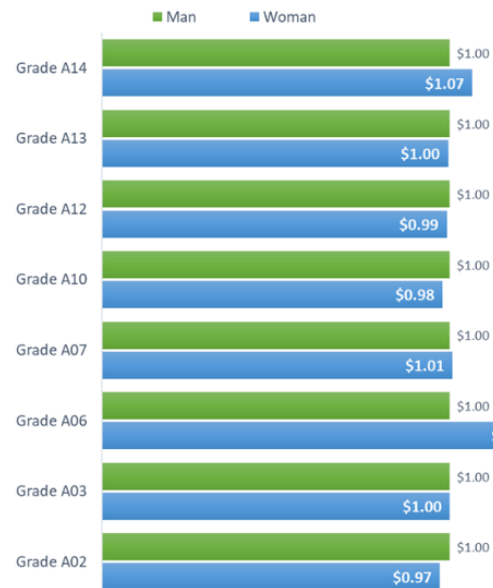
### STAFF - ALL



### Staff Non-Union: Management and Professional - Information Systems and Tech



### Staff Union: CUPE 116 Food Services (Mean)



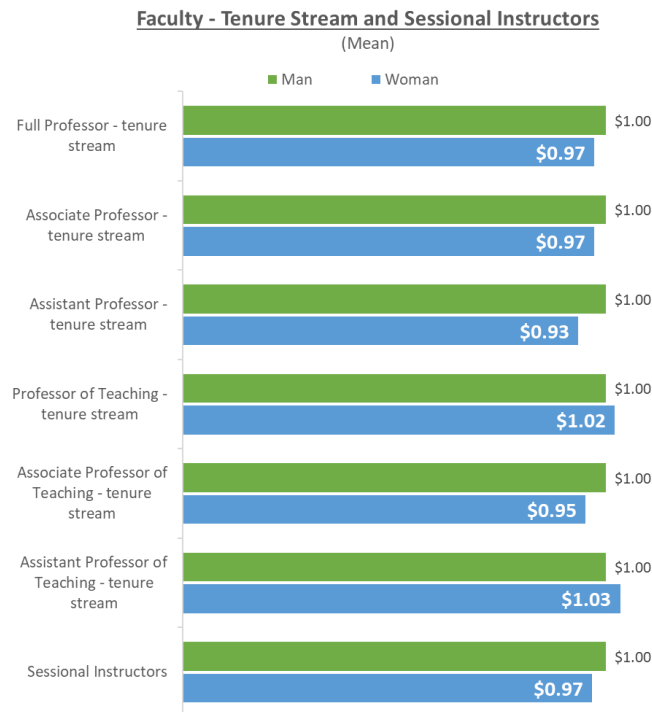
**\* Notes:**

Some pay grades are suppressed in the graphs due to insufficient numbers to meet disclosure requirements, which are intended to protect privacy. The number must be greater than 10, otherwise the pay grade is suppressed.

"Staff-All" consists of all employees except faculty and senior executives.

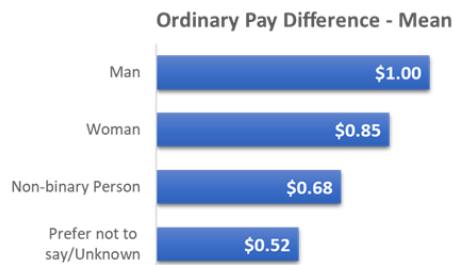
## UBC’s Pay Practices – Faculty

Faculty salaries are primarily based on factors such as experience and scholarly achievements, impacted by years in the rank and productivity in the role (e.g., publications). When looking at individual job groups, faculty pay is comparable as shown in the table below. This is consistent with a faculty pay equity review that was undertaken in 2018 as a follow-up to a 2012/13 review and pay equity adjustment, which concluded that there was no statistically significant gender pay gap.



However, due to the under-representation of women in Full Professor and Associate Professor positions, there is a pay differential when looking across all positions:

### ACADEMIC (FACULTY) - ALL



**\* Notes:**

Some pay grades are suppressed in the graphs due to insufficient numbers to meet disclosure requirements, which are intended to protect privacy. The number must be greater than 10, otherwise the pay grade is suppressed.

“Academic (Faculty) – All” includes faculty bargaining unit (e.g., tenure stream, Sessionals, Librarians), and faculty non-bargaining unit (e.g., administrative, clinical).

## Steps UBC is Taking

Over the past years, UBC has been analyzing and addressing any pay and gender distribution differences, including taking on various initiatives such as:

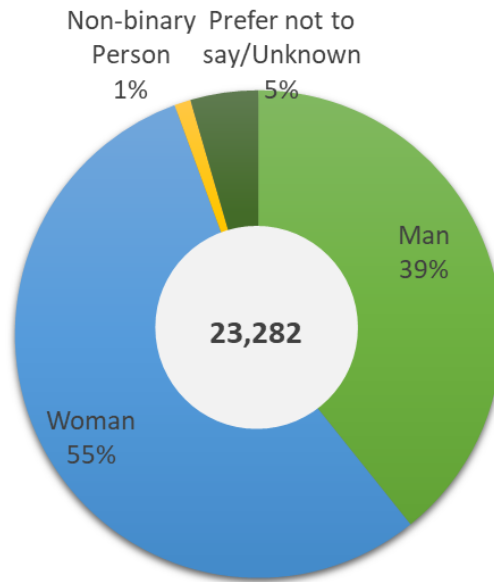
- In the last round of collective bargaining, UBC and its unions provided additional labour market adjustments to many of our lowest paid jobs.
- We continue to work with our unions and associations on hiring and promotion processes in collective agreements that will support more women in senior positions.
- Recruiting practices for tenure stream professor positions have shifted, with UBC hiring more women into tenure stream roles. For example, the proportion of women in the Assistant Professor rank has shifted from 45% in 2019/20 to 49% in 2023/24.
- UBC's *Guide to Equitable Hiring Practices: Faculty Recruitment* includes guidance on making the salary negotiation process more transparent, as men historically have been more likely than women to negotiate salaries.
- Faculty pay equity reviews have been undertaken, and pay equity adjustments have been made to ensure faculty gender pay equity (<https://academic.ubc.ca/faculty-life/faculty-equity-diversity-inclusion>).

UBC is committed to equity, and will continue to take meaningful steps in this regard.

## UBC Demographics

### Employees by Gender

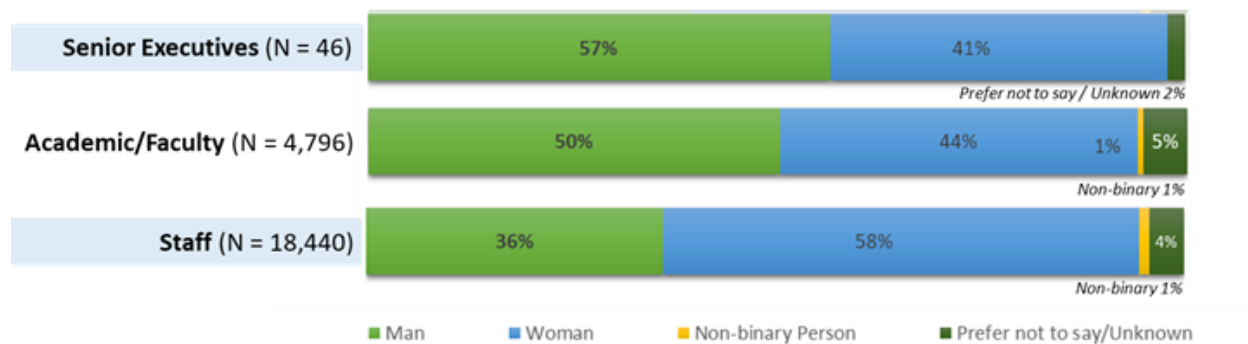
This report is based on UBC’s 2023/24 data. Our employee gender distribution consists of 55% women, 39% men, 1% non-binary, and 5% whose gender is unknown or prefer not to say.



**\* Notes:**

This data set is based on each employee’s job category for those with any paid working hours between April 1, 2023, and March 31, 2024.

Organized by broad employee group, that same population of employees is represented below:



**\* Notes:**

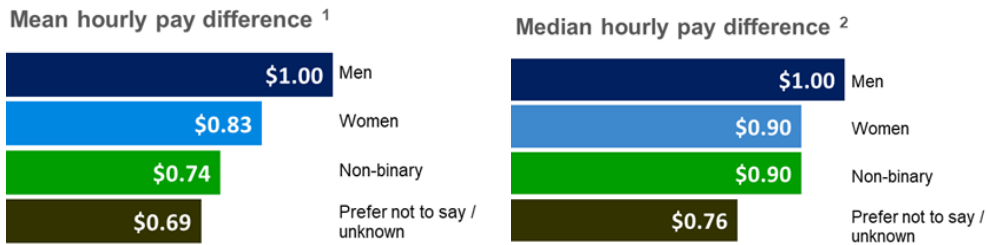
“Academic/Faculty” includes all bargaining and non-bargaining unit members with “ordinary pay” and relevant hours recorded in the 2023/24 fiscal year. “Staff” includes all other eligible employees, excluding faculty and senior executives. “Senior executives” includes Vice Presidents, Associate Vice Presidents, and equivalent roles.



## Hourly Pay

The following tables present the mean and median hourly pay, where pay for men is represented or normalized to \$1.

### All Faculty, Staff, and Student Employees:

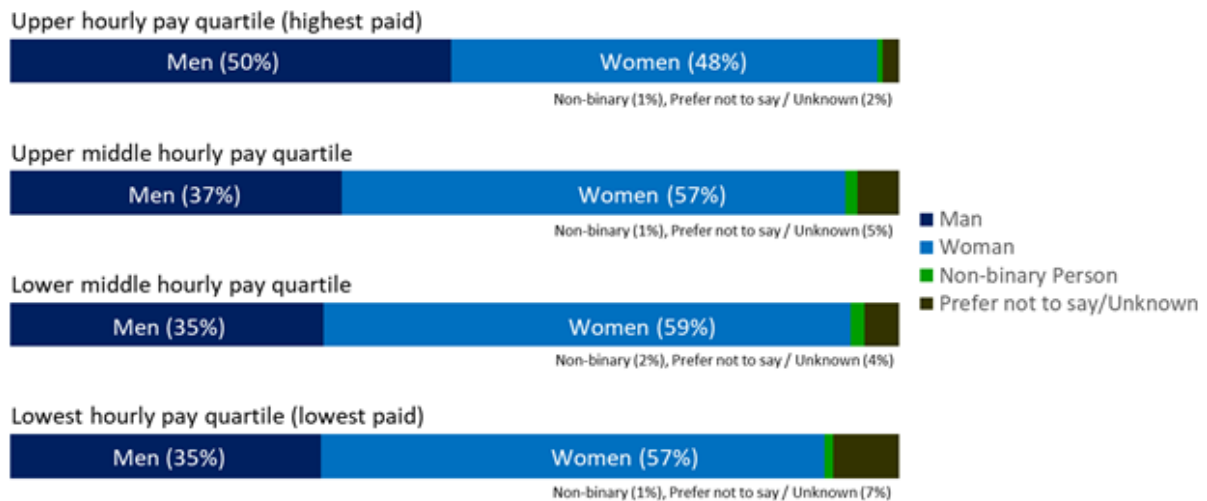


### Explanatory Notes

1. "Mean hourly pay difference" refers to the differences in pay between gender groups calculated by an average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay difference" refers to the differences in pay between gender groups calculated by the mid-range of pay for each group. Hourly pay does not include bonuses and overtime.

## Percentage of each gender in each pay quartile

Compensation distribution by quartile and gender for all employees is as follows:



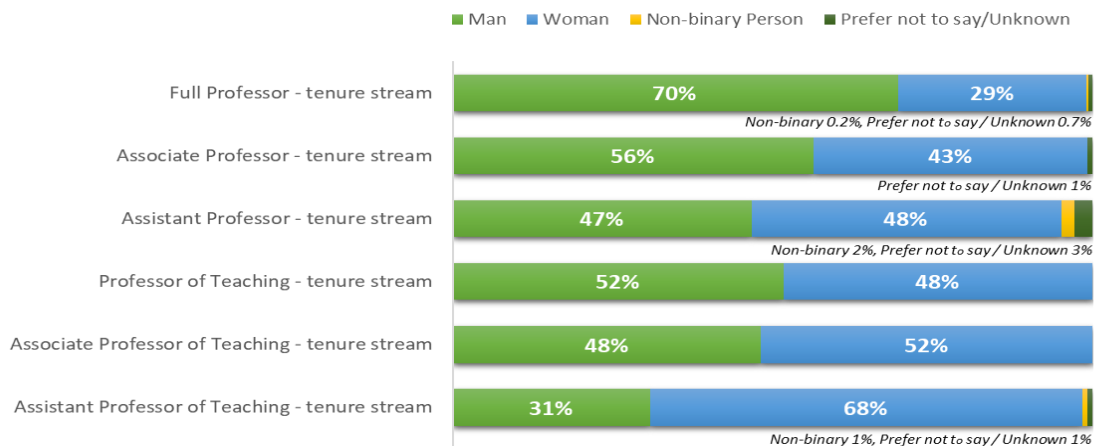
## Understanding UBC’s Observed Pay Distribution

As part of this reporting process and analysis, we’ve identified the following factors that account for the majority of observed gender pay differences, with more details below:

1. Historically, more men have occupied full professor roles;
2. Historically, more men have occupied higher paid trades roles;
3. There is more availability of overtime in historically male-dominated trades roles;
4. Entry-level, part-time, or temporary roles are more often occupied by women;
5. Workers identifying as non-binary or not disclosing gender (prefer not to say/unknown) tend to be younger, and more junior in their careers; and
6. Age Distribution is a factor when looking at pay differences in the over-40 and under-40 population.

### 1. Full Professor Roles

Pay structures in academia reward longevity, experience, and tenure status, leading to higher earnings for those who have been with the institution for many years. Historically, there was disparity in the representation of men relative to other gender groups, as in other academic institutions. Progress has been made on gender representation. For example, hiring in the junior ranks is 50% or more women, and has been for some time, and pay at junior and middle ranks reflects greater equity being achieved over the last decade. The long-term effects on gender distribution disparity have accumulated at the upper end in higher salaries for men, and this legacy continues to be a contributing factor, especially among older, more senior full professor faculty members.



**\* Notes:**

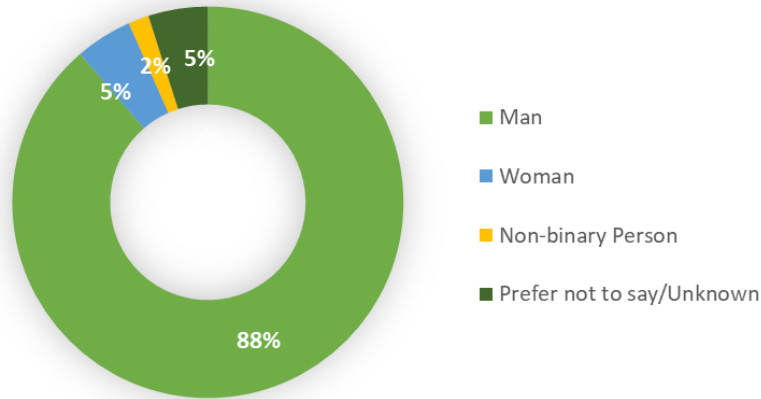
*This includes tenure stream faculty only, and excludes Program Directors due to insufficient numbers (N < 10). Faculty members with additional administrative roles are excluded (e.g., senior executives, Deans, Associate/Vice Deans, Assistant Deans, Heads/Directors, Principals, Senior Advisors).*



## 2. Higher Paying Trades Roles

The university employs a range of trades occupations. While pay scales within a trade are equal for men and women, higher paying trades roles are more often occupied by men. The availability of women in these occupations continues to be a challenge for UBC and across BC.

### General/Skilled Trades



## 3. Overtime Distribution

Overtime pay is governed by collective agreement language and employment standards legislation. At UBC, overtime is typically paid in specific circumstances, and some jobs are more likely to require overtime than others. For example, security and trades jobs are more likely to provide overtime opportunities, and are more likely to be occupied by men.

The following graph represents *total overtime payments* by gender, and is not on an *hourly pay rate* basis.

### Mean overtime pay <sup>3</sup>



### Median overtime pay <sup>4</sup>



### Mean overtime paid hours <sup>5</sup>

Difference as compared to reference group (Men)

Woman	-22
Non-binary	-24
Prefer not to say / Unknown	-23

### Median overtime paid hours <sup>6</sup>

Difference as compared to reference group (Men)

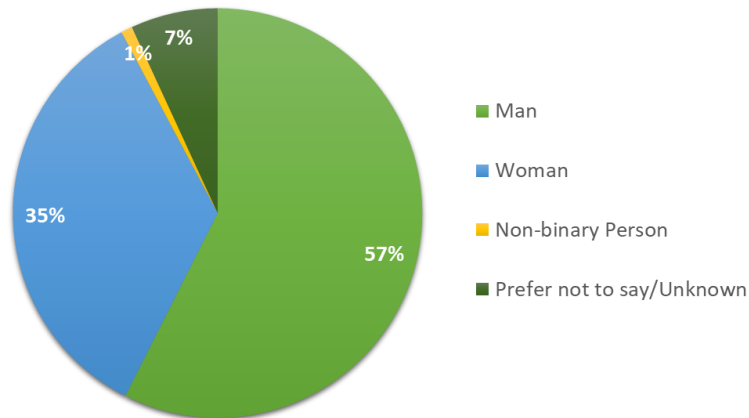
Woman	-7
Non-binary	-8
Prefer not to say / Unknown	-5

### Explanatory Notes

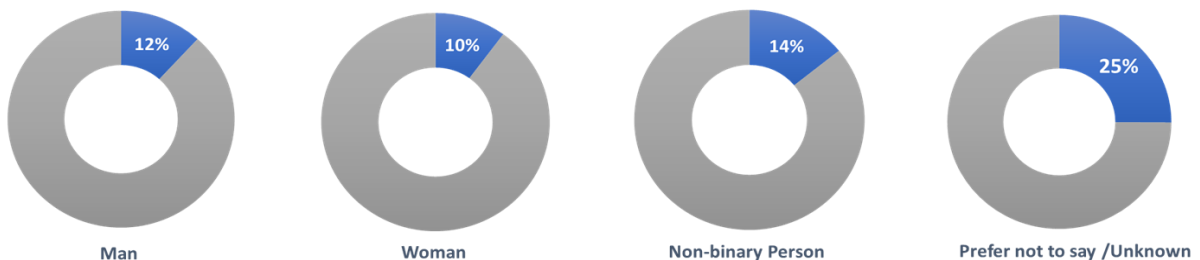
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

Fifty-seven per cent (57%) of total overtime hours were attributable to men. This contributes to the difference in overtime pay during the reporting period, particularly due to security and trades jobs being male-dominated and higher paid than female-dominated roles that received overtime.

**Total Overtime Hours by Gender**

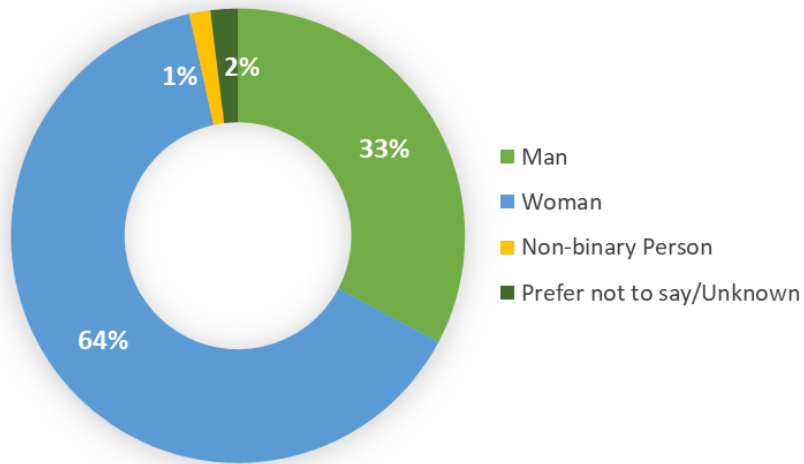


Overtime was accessed by all gender groups, although the majority of hours were worked by men. During the reporting period, 12% of men worked overtime compared to 10% of women, 14% of non-binary, and 25% of the group that prefers not to say/unknown worked overtime.



#### 4. Entry-Level, Seasonal, or Temporary Roles

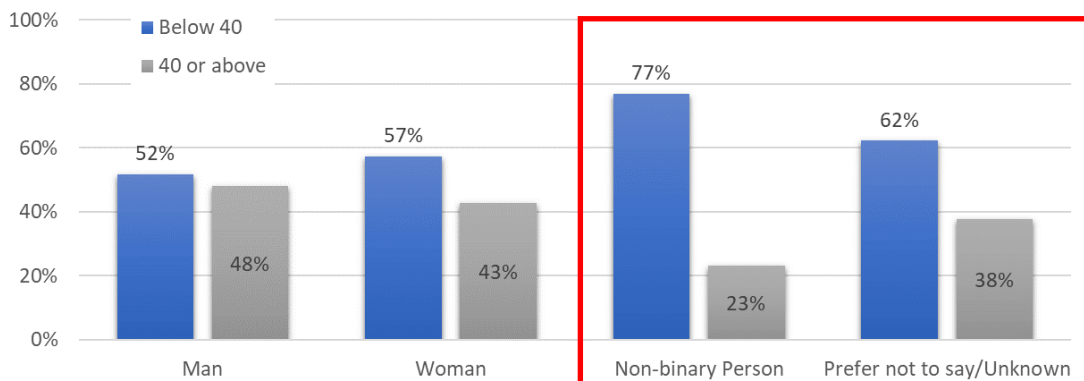
Entry-level, seasonal, or temporary roles are more likely to be occupied by women, and since these are entry-level roles, they have lower pay. During the reporting period, 64% of these roles were occupied by women.



#### 5. Workers who are Non-Binary, Prefer Not to Say/Unknown

Many staff who self-identify as either non-binary or prefer not to say/unknown tend to be younger and are, therefore, more likely to be in the early stages of their careers and hold entry-level positions with lower salaries, having not yet had the opportunity to build experience or advance to higher-paying roles.

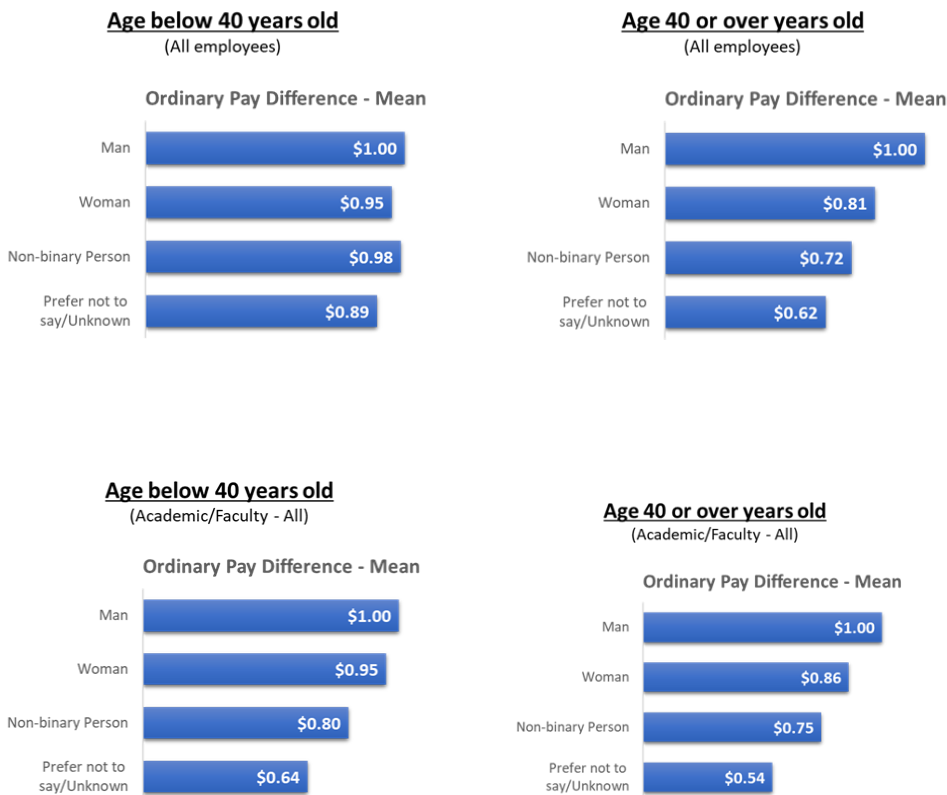
Age Distribution by Gender



## 6. Age Distribution

Employee age distribution provides insight into overall gender pay differences, which is less significant in employees under the age of 40. Older employees tend to earn higher salaries due to their longer service and career progression. Pay structures in academia often reward longevity, experience, and tenure status, leading to higher earnings for those who have been with the institution for many years.

Historically, there was disparity in the representation of males relative to other genders, which shows up in the 40-and-over age group, and this has contributed to the overall pay differential. However, when looking at the under-40 age group, this disparity does not appear in a significant way, indicating that progress is being made. We anticipate that progress will continue as age cohorts move through the employment cycle.



**\* Notes:**

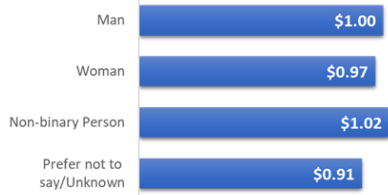
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**Age below 40 years old**

(Staff - All)

Ordinary Pay Difference - Mean



**Age 40 or over years old**

(Staff - All)

Ordinary Pay Difference - Mean



\* **Notes:** "Staff-All" consists of all employees except faculty and senior executives.

## Bonus Pay

At UBC there are no payments within the reporting period to report under the Bonus Pay category.