

**Joint Provostial / FAUW Memorandum of Agreement
on Faculty Salary Anomaly Reviews**


On May 26, 2016 the vice-president academic and provost and the president of FAUW were presented with the findings of the Salary Anomaly Working Group. The findings were accepted by both parties.

One of the key recommendations of the Working Group was the following:

Because annual Faculty-level anomaly reviews may fail to identify inequities that may be developing across the university as a whole, the Working Group recommends that a university-wide anomaly review be done regularly for both men and women faculty, including lecturers, using the regression model developed for the 2015-2016 review. The interval should be long enough to allow the system to detect anomalies as they develop, but short enough to allow corrections to be applied in a timely manner (the Working Group recommends every five years).

To that end, we have agreed that every five years, beginning in September 2020, a jointly sponsored Working Group will be struck to conduct a university-wide anomaly review for both male and female faculty, including lecturers. Since the year 2015-2016 review should be used as a baseline and for comparison purposes, the review should use an equivalent regression model to that developed for the 2015-2016 review (unless both parties agree to a change in methodology). In order to achieve such a Review, two other recommendations of the 2016 Working Group Report are also accepted (i and ii below). The associate provost, human resources (APHR) is requested to be the keeper of both the data and methods referred to in these recommendations:

- i. Thus, it is recommended that the salary/hiring data spreadsheet compiled by Human Resources and corrected by the Working Group after a review of selected cases be retained and maintained going into the future, to ensure that the next anomaly review can be done effectively and efficiently.
- ii. Second, it is recommended that the data analyst who compiled the data for the Working Group record the means used to gather the information requested, as well as its sources, to facilitate the compilation of the same dataset in the future.
- iii. Third, it is recommended that the APHR meet with the vice-president academic and provost and the president of FAUW at the start of each salary anomaly review cycle to ensure all documentation is available and up-to-date.


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