

Schirle Summary Report

Background

The purpose of this document is to focus on compensation patterns at the Rady Faculty of Health Sciences. The RFHS Schirle Working Group guides this work (Chair: Jackie Gruber).

The dataset used to inform this document was collected reflecting March 2020. There were 2,346 provided in April 2020, and an additional 732 records (representing AESES) were provided in September 2020. These records were collected by Human Resources (Contact: Dave Muir), and anonymized, before being sent to the Office of Educational and Faculty Development (Contact: Helen Mawdsley) for analysis. The data was received in an Excel format, and was imported into SPSS v27 for analysis. Overall, the 3,078 records span the following compensation groups at the Rady Faculty of Health Sciences:

Position (All)	Total Count	Count by Gender		
		Male	Female	Undeclared/Unknown
Academic Administrator*	1	0	1	0
Administrative Excluded	23	11	12	0
CUPE Sessional	4	1	3	0
CUPE Students	21	4	16	1
EMAPs	118	18	100	0
GFTs	569	353	216	0
Other Academic	1179	480	693	6
Research Academic	126	54	72	0
UMFA	305	138	167	0
AESES	732	140	589	3
Total:	3078	1199	1869	10

*This position may be within another compensation group, verification is pending.

Following key points and recommended discussion points below, a current status is provided for UMFA, Research Academic, Other Academic, EMAPs, and AESES.

Key Points (See Current Status sections of this document, and Preliminary Findings document for further details):

- Overall, females are represented more in the Instructor ranks and Assistant Professor ranks, and males are represented more in the Associate Professor and Professor ranks; however, this varies at the College level.
- More males than females increase their UMFA rank over the course of their career.
- Structured salary scales, as found in EMAPs and AESES have a relatively comparable distribution of salary across genders; however, Research Academics and Other Academics have a greater representation of males in higher salaries.

Recommended Discussion Points:

- Review the promotion and tenure environment to explore why some seek an increase and rank, and why some may pause on that.
- Review ability and autonomy for Research Academics and Other Academics to negotiate salary, including merit increases.

Current Status – UMFA

The 305 records are distributed across the position categories in the whole RFHS as follows:

Position	Total Count	Dentistry	Nursing	Pharmacy	Medicine	Rehabilitation Sciences	No College Specified
Instructor I	11	1	7	1	2	0	0
Instructor II	39	1	23	4	4	6	1
Senior Instructor	17	1	5	2	0	9	0
Lecturer	1	0	0	0	1	0	0
Assistant Professor	83	20	10	8	37	8	0
Associate Professor	77	11	9	5	42	10	0
Professor	77	6	3	5	62	1	0
Total:	305	40	57	25	148	34	1

All of the above positions are full-time. Due to small numbers, the column of “No College Specified” and Row of “Lecturer” will be removed.

The average annual salaries for all UMFA members are as follows:

Position	Max Salary (March 31, 2020)	Average	Dentistry	Nursing	Pharmacy	Medicine	Rehabilitation Sciences
Instructor I	\$89,326	\$82,467	\$82,000	\$83,090	\$97,000	\$67,777	n/a
Instructor II	\$102,850	\$96,417	\$96,232	\$94,553	\$107,688	\$86,465	\$97,147
Senior Instructor	\$111,939	\$107,044	\$95,000	\$107,752	\$115,600	n/a	\$109,826
Assistant Professor	\$109,558	\$106,308	\$125,974	\$106,699	\$105,628	\$96,983	\$96,255
Associate Professor	\$128,597	\$127,945	\$148,331	\$126,070	\$122,110	\$117,474	\$125,739
Professor	\$157,904	\$154,916	\$164,714	\$143,321	\$162,676	\$155,917	\$147,950

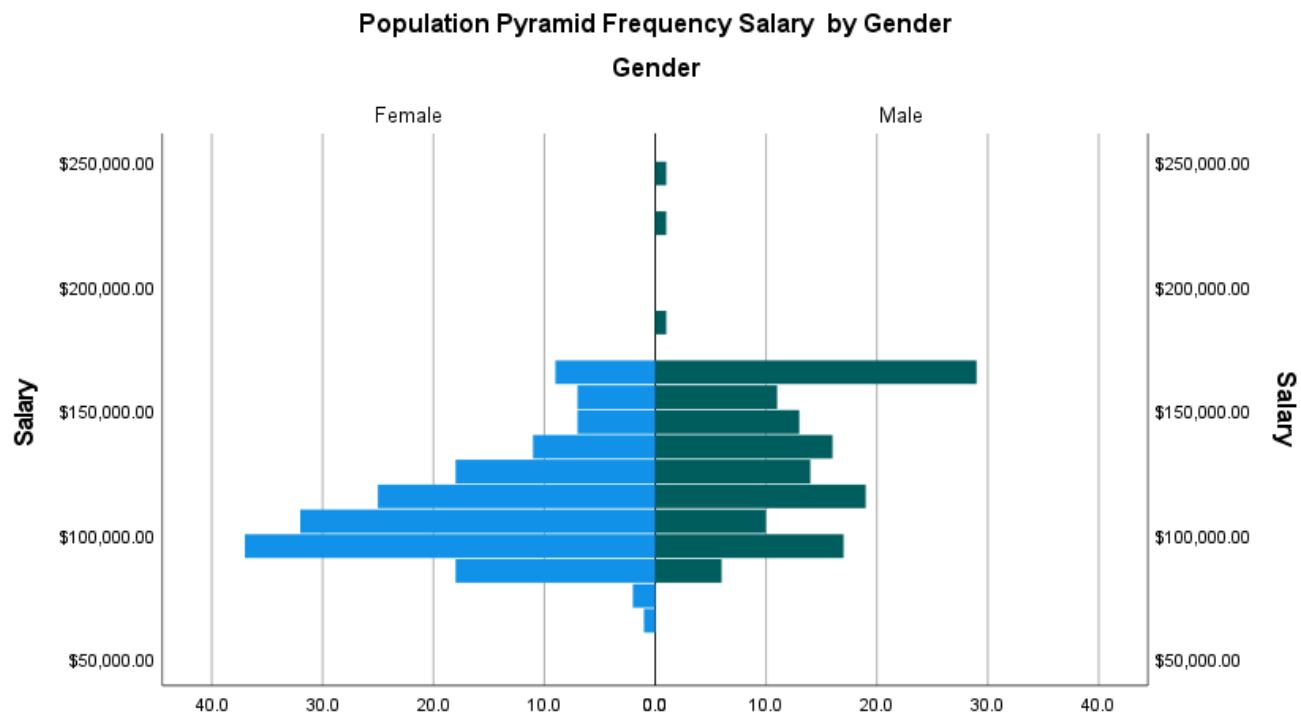
For males:

Position	Average	Dentistry	Nursing	Pharmacy	Medicine	Rehabilitation Sciences
Instructor I	\$84,674	n/a	\$84,674	n/a	n/a	n/a
Instructor II	\$97,658	n/a	\$94,419	n/a	\$103,912	\$94,641
Senior Instructor	\$113,142	n/a	n/a	\$114,204	n/a	\$112,080
Assistant Professor	\$110,087	\$132,522	n/a	\$108,455	\$95,334	\$104,038
Associate Professor	\$127,266	\$151,206	\$120,714	\$119,648	\$118,421	\$126,342
Professor	\$156,098	\$164,714	\$149,360	\$161,348	\$157,117	\$147,950

For females:

Position	Average	Dentistry	Nursing	Pharmacy	Medicine	Rehabilitation Sciences
Instructor I	\$82,308	\$82,000	\$82,456	\$97,000	\$67,777	n/a
Instructor II	\$95,357	\$96,232	\$94,566	\$107,688	\$80,649	\$97,648
Senior Instructor	\$107,111	\$95,000	\$107,752	\$116,995	n/a	\$108,699
Assistant Professor	\$105,389	\$122,448	\$106,699	\$103,931	\$98,724	\$95,143
Associate Professor	\$127,423	\$143,300	\$126,739	\$125,803	\$115,936	\$125,337
Professor	\$152,570	n/a	\$140,301	\$164,667	\$152,742	n/a

Over all UMFA positions within the RFHS, the salary distribution by gender is as follows:



The table below expands to shows the counts and percentages *by gender* in position category.

Position	Total Count	Total Count by Gender		Total Percent by Gender	
		Male	Female	Male	Female
Instructor I	11	2	9	18.2%	81.8%
Instructor II	39	5	34	12.8%	87.2%
Senior Instructor	17	4	13	23.5%	76.5%
Lecturer	1	0	1	0.0%	100.0%
Assistant Professor	83	30	53	36.1%	63.9%
Associate Professor	77	41	36	53.2%	46.8%
Professor	77	56	21	72.7%	27.3%
Total:	305	138	167	45.2%	54.8%

From this table, we can see that the distribution of gender from position type to position type varies. Specifically, females are represented more in the Instructor ranks and Assistant Professor ranks, and males are represented more in the Associate Professor and Professor ranks. However, this varies at the College level.

There are 40 records found within the **Gerald Niznick College of Dentistry**.

Position	Total Count	Total Count by Gender		Total Percent by Gender	
		Male	Female	Male	Female
Instructor I	1	0	1	0.0%	100.0%
Instructor II	1	0	1	0.0%	100.0%
Senior Instructor	1	0	1	0.0%	100.0%
Lecturer	0	0	0	n/a	n/a
Assistant Professor	20	7	13	35.0%	65.0%
Associate Professor	11	7	4	63.6%	36.4%
Professor	6	6	0	100.0%	0.0%
Total:	40	20	20	50.0%	50.0%

While this table shows an even 50/50 split across gender overall, between the positions categories the gender distribution varies.

There are 57 records found within the **College of Nursing**.

Position	Total Count	Total Count		Total Percentage	
		Male	Female	Male	Female
Instructor I	7	2	5	28.6%	71.4%
Instructor II	23	2	21	8.7%	91.3%
Senior Instructor	5	0	5	0.0%	100.0%
Lecturer	0	0	0	n/a	n/a
Assistant Professor	10	0	10	0.0%	100.0%
Associate Professor	9	1	8	11.1%	88.9%
Professor	3	1	2	33.3%	66.7%
Total:	57	6	51	10.5%	89.5%

Overall, there is a higher percentage of females working in the College of Nursing.

There are 25 records found within the **College of Pharmacy**.

Position	Total Count	Total Count		Total Percentage	
		Male	Female	Male	Female
Instructor I	1	0	1	0.0%	100.0%
Instructor II	4	0	4	0.0%	100.0%
Senior Instructor	2	1	1	50.0%	50.0%
Lecturer	0	0	0	n/a	n/a
Assistant Professor	8	3	5	37.5%	62.5%
Associate Professor	5	3	2	60.0%	40.0%
Professor	5	3	2	60.0%	40.0%
Total:	25	10	15	40.0%	60.0%

Overall, there are slightly more females than males in UMFA positions at the College of Pharmacy.

However, the higher ranks appear to be held by more males than females.

There are 148 records found within the **Max Rady College of Medicine**.

Position	Total Count	Total Count		Total Percentage	
		Male	Female	Male	Female
Instructor I	2	0	2	0.0%	100.0%
Instructor II	4	1	3	25.0%	75.0%
Senior Instructor	0	0	0	n/a	n/a
Lecturer	1	0	1	0.0%	100.0%
Assistant Professor	37	19	18	51.4%	48.6%
Associate Professor	42	26	16	61.9%	38.1%
Professor	62	45	17	72.6%	27.4%
Total:	148	91	57	61.5%	38.5%

Overall, there are more males than females working at the Max Rady College of Medicine, and the higher ranks hold a higher percentage of males.

There are 34 records found within the **College of Rehabilitation Sciences**. These positions have the following gender distributions:

Position	Total Count	Total Count		Total Percentage	
		Male	Female	Male	Female
Instructor I	0	0	0	n/a	n/a
Instructor II	6	1	5	16.7%	83.3%
Senior Instructor	9	3	6	33.3%	66.7%
Lecturer	0	0	0	n/a	n/a
Assistant Professor	8	1	7	12.5%	87.5%
Associate Professor	10	4	6	40.0%	60.0%
Professor	1	1	0	100.0%	0.0%
Total:	34	10	24	29.4%	70.6%

Overall, there is a higher count of females than males working at the College of Rehabilitation Sciences.

There were 167 changes in rank since start date with UMFA, with 93 males changing ranks, and 74 females changing rank.

Distribution by College:

Position	Total Count Male	Total Count Female
Dentistry	11	7
Nursing	2	16
Pharmacy	5	7
Medicine	66	33
Rehabilitation Sciences	8	11
Rady Faculty	1	0
Total:	93	74

Distribution by Position (reflects current position at data collection):

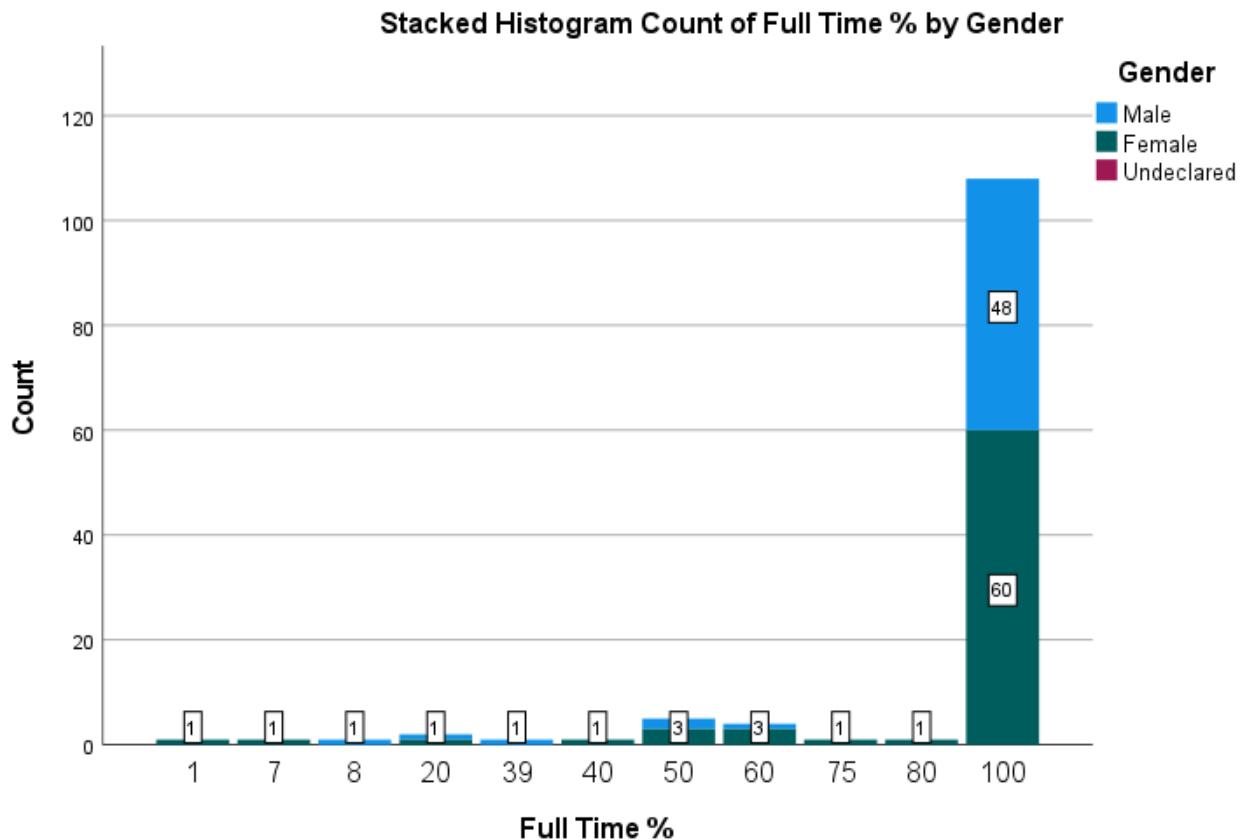
Position	Total Count Male	Total Count Female
Instructor I	0	0
Instructor II	1	4
Senior Instructor	3	10
Lecturer	0	0
Assistant Professor	2	6
Associate Professor	33	33
Professor	54	21
Total:	93	74

Current Status – Research Academics

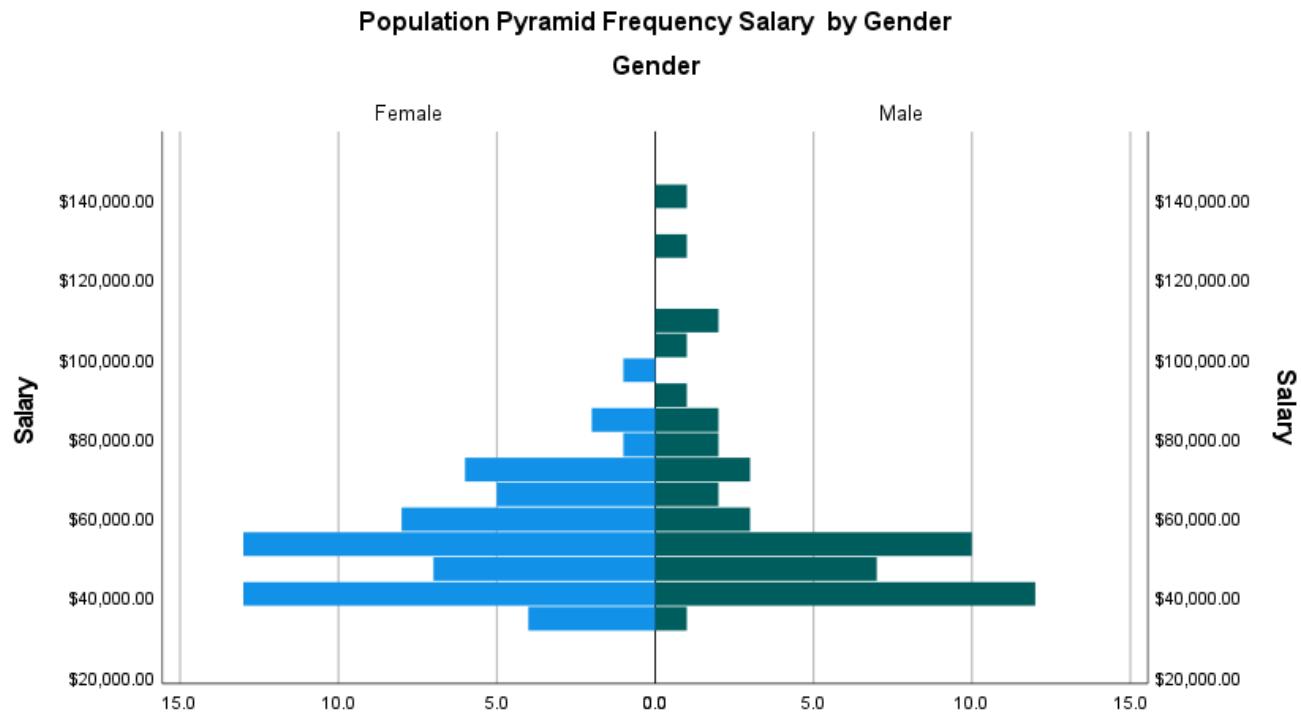
There are 126 Research Academics.

Position	Total Count Male	Total Count Female
Dentistry	0	3
Nursing	1	5
Pharmacy	0	1
Medicine	46	59
Rehabilitation Sciences	1	0
Rady Faculty	6	4
Total:	54	72

Of the 126 research academics, 86% (108/126) work full-time.



The salary for full-time research academics are as follows:



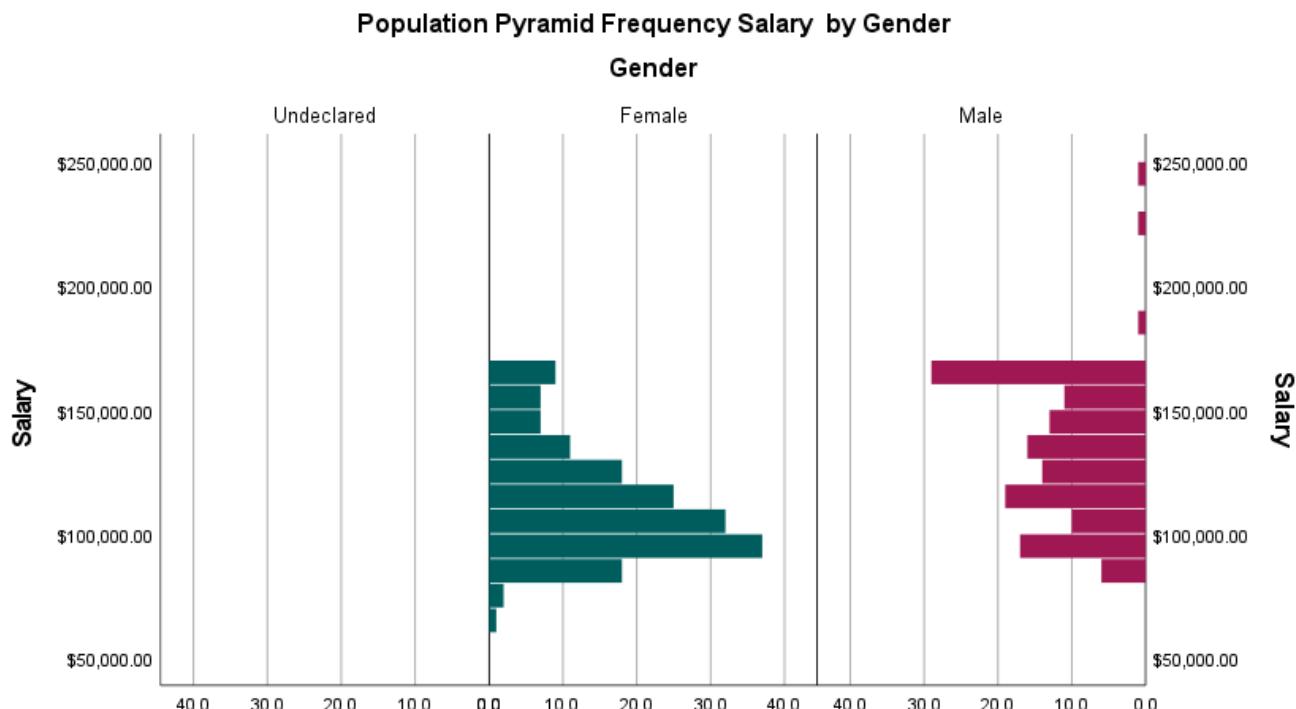
Position	Male		Female	
	Total Count	Average Salary	Total Count	Average Salary
Dentistry	0	n/a	2	\$51,932
Nursing	1	\$70,000	4	\$69,052
Pharmacy	0	n/a	1	\$35,000
Medicine	41	\$55,684	49	\$52,593
Rehabilitation Sciences	1	\$65,000	0	n/a
Rady Faculty	5	\$97,451	4	\$64,801
Total:	48	\$60,527	60	\$54,189

Current Status – Other Academics

There are 1,179 Other Academics.

Position	Total Count Male	Total Count Female	Total Count
			Undeclared
Dentistry	23	21	0
Nursing	7	91	1
Pharmacy	7	8	2
Medicine	197	206	0
Rehabilitation Sciences	6	16	0
Rady Faculty	240	351	3
Total:	480	693	6

Of the 1,179, 2% (24/1,179) work full-time, which makes salary comparisons difficult.

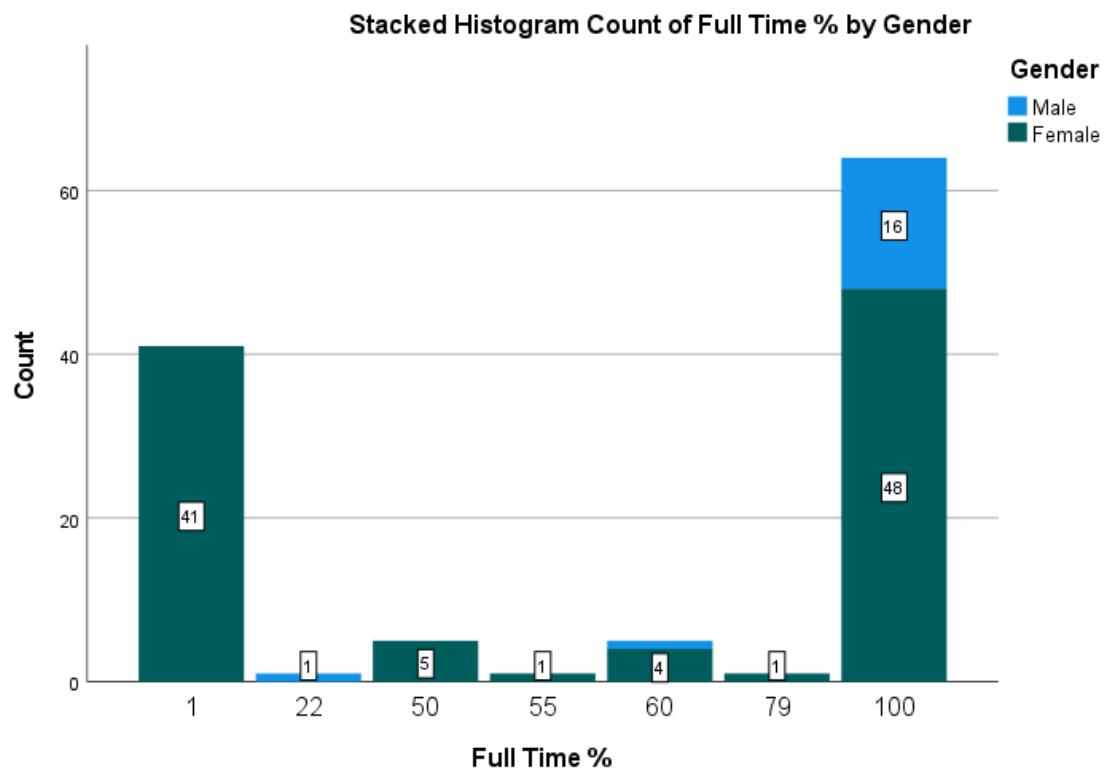


Current Status – EMAPS

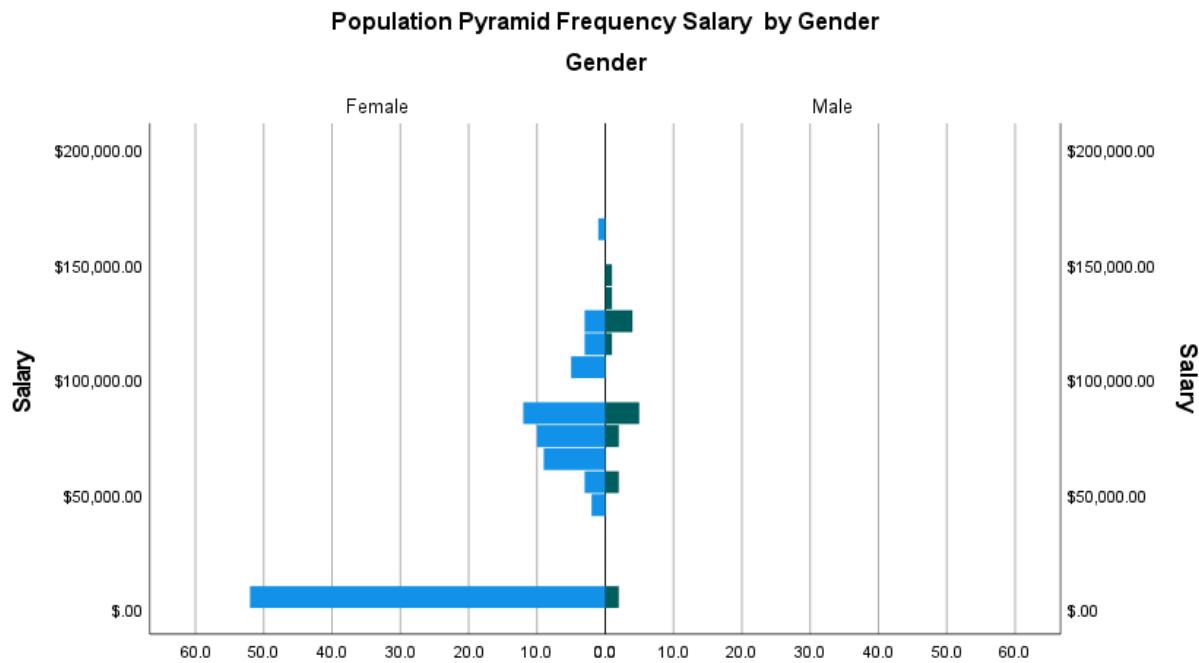
There are 118 EMAP employees.

Position	Total Count Male	Total Count Female
Dentistry	1	5
Nursing	0	3
Pharmacy	0	1
Medicine	7	60
Rehabilitation Sciences	0	4
Rady Faculty	10	27
Total:	18	100

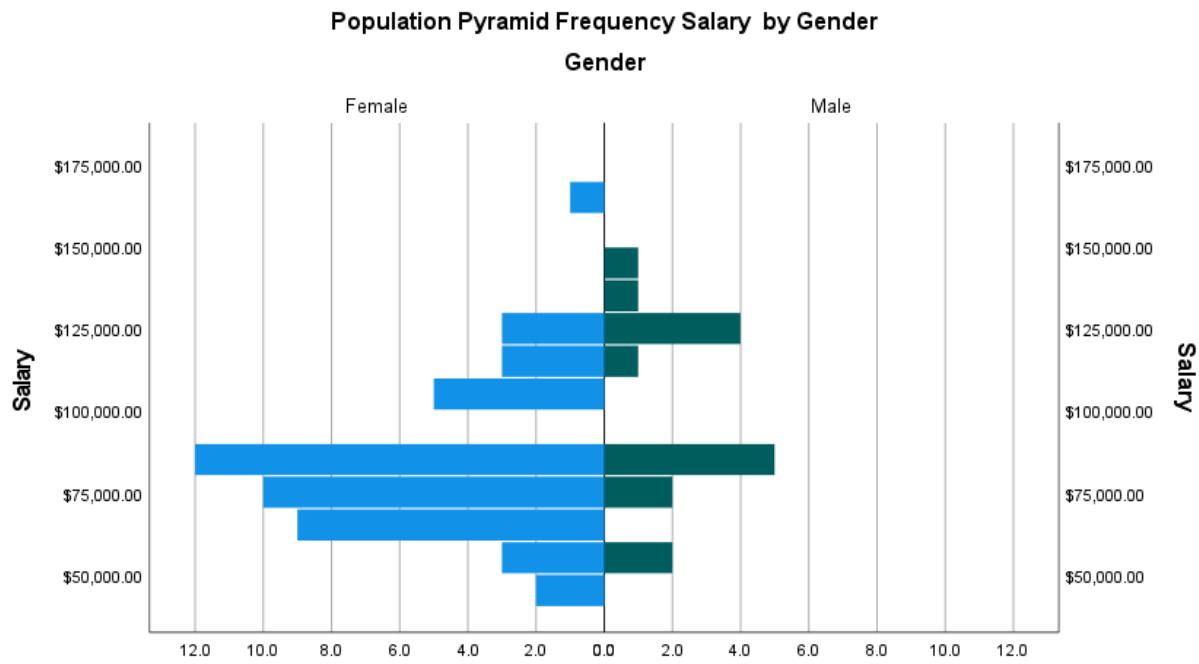
Of the 118 EMAPS employees, 54% (64/118) work full-time.



Salary distribution for all EMAPS employees:



Salary distribution for all full-time EMAPS employees:

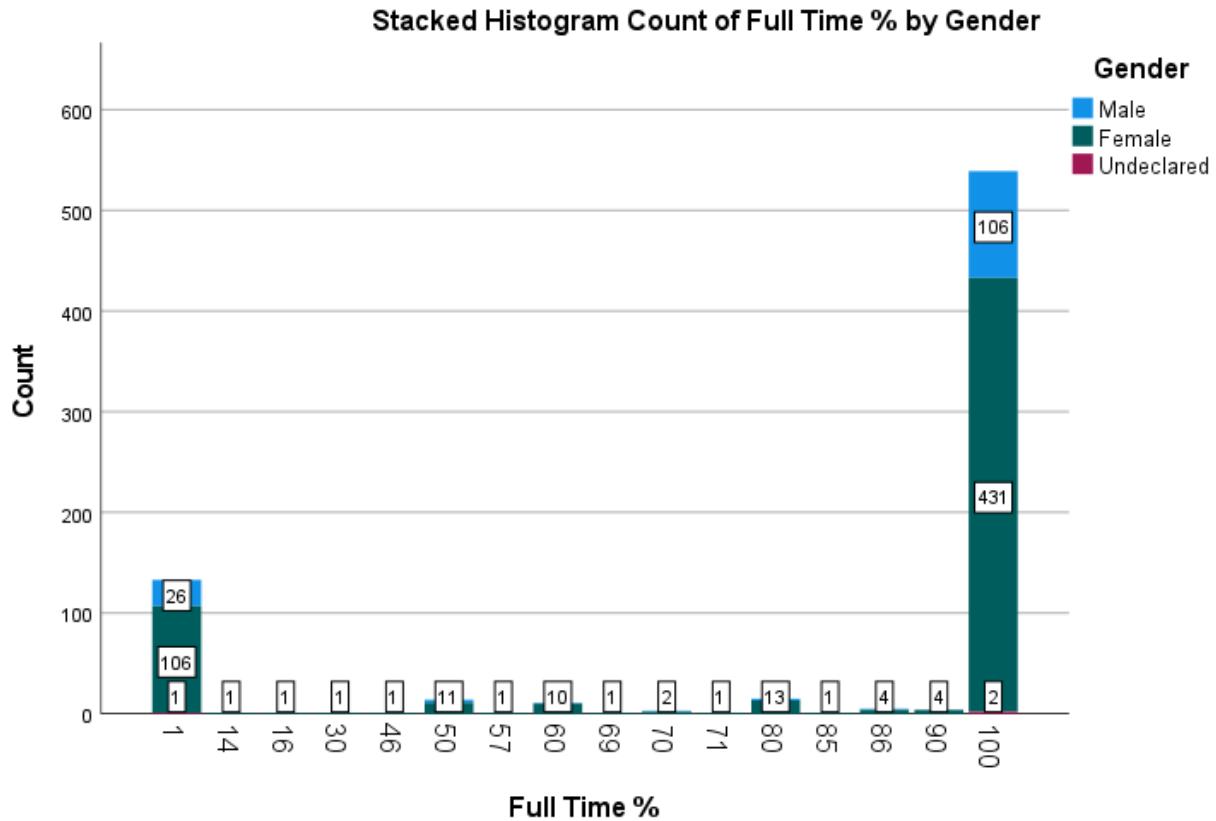


Current Status - AESES

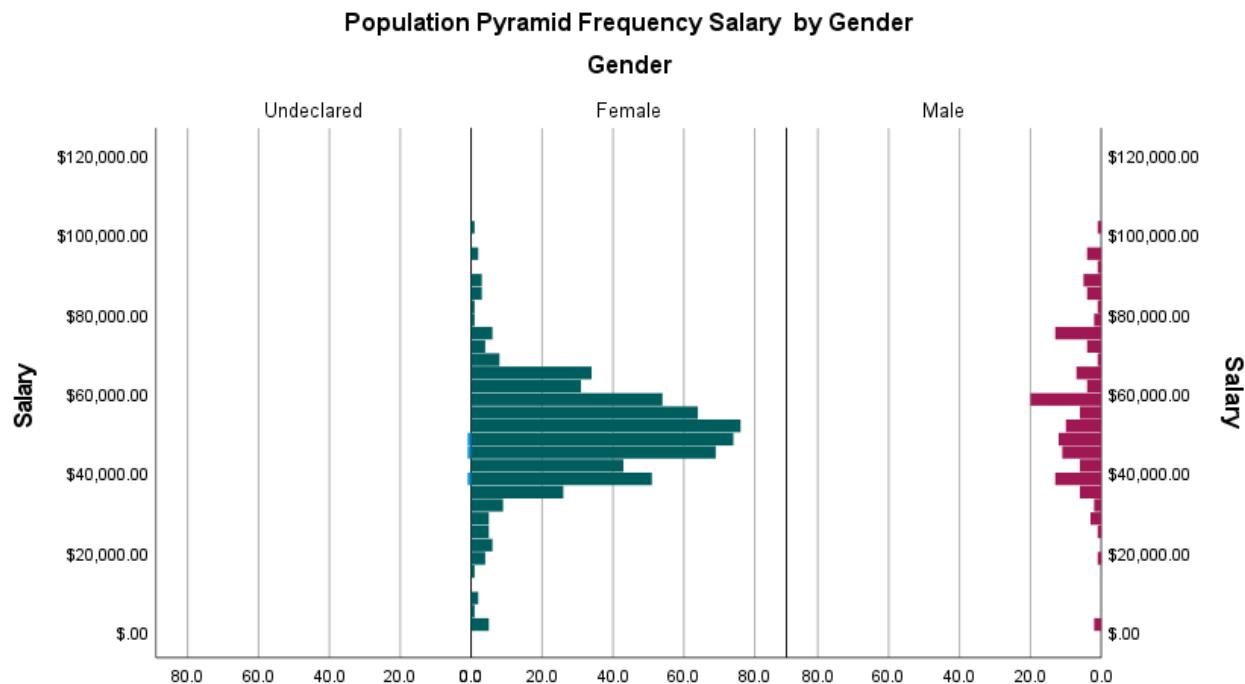
There are 732 AESES employees.

Position	Total Count Male	Total Count Female	Total Count
			Undeclared
Dentistry	7	85	0
Nursing	5	44	0
Pharmacy	5	7	0
Medicine	76	296	3
Rehabilitation Sciences	0	0	0
Rady Faculty	47	157	0
Total:	140	589	3

Of the 732 AESES employees, 74% (539/732) work full-time.



Salary for all AESES employees:



Salary for AESES employees at full-time:

