

UTFA Newsletter

University of Toronto Faculty Association
Tel: (416) 978-3351 Fax: (416) 978-7061

720 Spadina Avenue, Suite #419, Toronto, ON, M5S 2T9
Email: faculty@utfa.org website: www.utfa.org

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Information Report #6

Assistant Professors

at the University of Toronto

Salaries & Gender and the Time-to-Tenure issue

This Newsletter is intended as an “Information Report” and not an opinion paper¹.

Salaries & Gender. Salaries for assistant professors vary from discipline to discipline. In some disciplines salaries appear to also vary with gender.

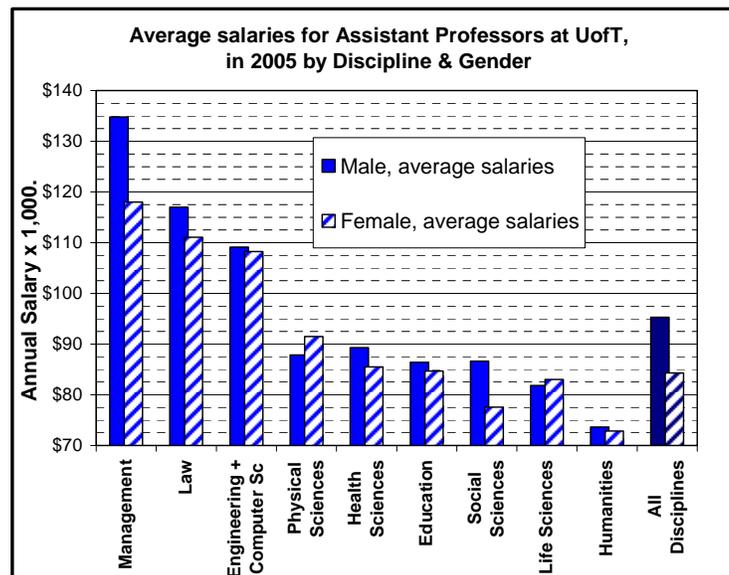


Chart-A

Chart-A summarizes the salary data by discipline² and gender. The Faculty of Management has the highest average salary and also the largest salary differential between male and female. Humanities have the lowest average salary. The overall averages for all assistant professors are shown at the far right in Chart-A. In all there are 390³ assistant professors in the above chart. The detailed numbers are in Chart-D (a table) on the last page.

¹ This Newsletter, plus a commentary on it by the Provost, Vivek Goel, are posted at the UTFA website at <http://www.utfa.org/newsletters/>

² The data used in this report was provided to UTFA by the Administration in January, 2005. It excludes senior administrators and clinical faculty. The received data was grouped into nine academic divisions. Thus no finer divisional granularity is available in our analysis (i.e. we do not have departmental information).

³ We have excluded 20 “conditional assistant professors” of whom 7 are in management. “Conditional” means they have not been granted their PhD’s as of January 2005. We also excluded the six assistant professors in the overflow bin of Chart-B in our analysis, because “outliers” such as these long term assistant professors (hired prior to 1996), might skew our averages. Only Chart-B has no exclusions and includes all 416 assistant professors.

How many tenure decisions are made each year? Chart-B illustrates the number of faculty who, in January 2005, are ranked as assistant professors versus the year they were hired. In the last five years, from 2000 to 2004, the count varies from 60 to 90 assistant professors per year. There are additional but lesser counts for years prior to 2000. (We do not have any information or explanation for these longer-than-five-year assistant professors).

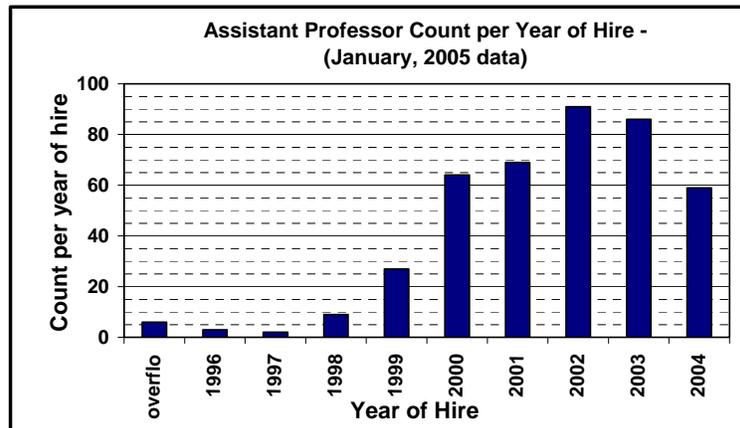


Chart-B

Chart-B should be self-explanatory. Presumably in 2005 (i.e., this year) nearly all of the sixty-four members of the “2000-year-of-hire” class are up for tenure.

The Time-to-Tenure Clock. Should the tenure-decision for new faculty, from date-of-hire, remain at five years, or should it be increased to six or seven years? UTFA faculty members are of two minds on this issue. Some prefer the current five years. Others think it should be changed.

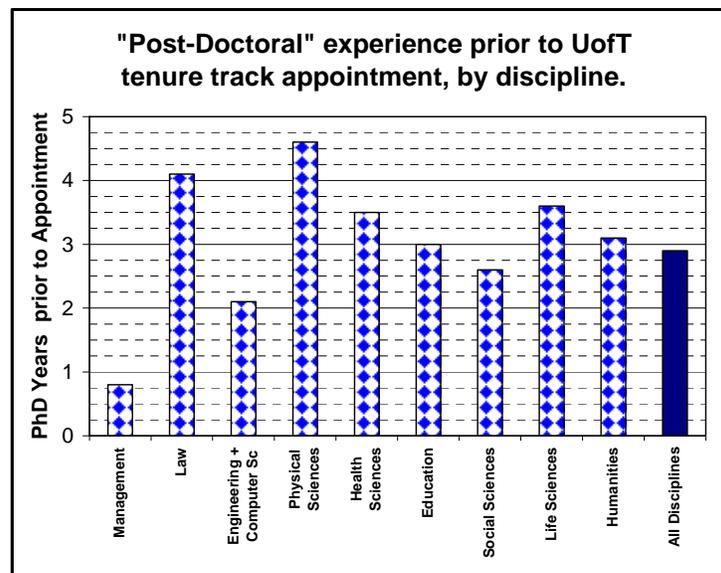


Chart-C

Chart-C shows how much postdoctoral experience (post-PhD but pre-hire at UofT) our assistant professors have, as delineated by academic division. Some disciplines expect new faculty hires to have considerable post-doctoral experience before they arrive. Other disciplines tend to hire faculty who have just attained their PhD or have not-quite attained it. Chart-C shows that on average new hires in Management start their five year tenure clock with 0.8 years⁴ of prior research experience. In the Physical Sciences the average is 4.6 years of prior research experience.

⁴ The bin for management in Chart-C represents 35 assistant professors. Eight of the 35 completed their PhD while employed at UofT. The 0.8 years number in Chart-C increases slightly to 1.1 years if these eight are given “zero” pre UofT experience. In addition management has another seven “conditional” assistant professors who are not included in Chart-C. Their inclusion could lower the already low number.

Thus it is not surprising that assistant professors from Management (and also Economics⁵) expressed their concern regarding the tenure-clock issue at the recent UTFA Annual General Meeting. Relative to the rest of the university, Management tenure decision are being made earlier in a research career.

This raises the two questions: “Is this a tenure-clock policy issue or is it a hiring practice issue?” and “How can divisional differences be addressed in a workable and equitable manner?”

Salaries & Gender Issues for Assistant Professors. Chart-D provides a comprehensive summary of average salaries by division and by gender, as well as the average age, average years since highest degree, the average age at the time of PhD, the average age when hired by UofT and the average number of post-PhD years prior to being hired by UofT as an assistant professor.

Combining all disciplines – (see the bottom section of Chart-D):

- There are more male assistant professors (244 vs. 146 or 63% vs. 37%)
- Male assistant professors at UofT have higher average salaries (\$95,000 vs. \$84,000)
- Males are two years younger (37.3 vs. 39.4) but have identical 6.3 years since their highest degree.

Differences by discipline (in Chart-D):

- Average salaries range from a low of \$73,000 in the Humanities to a high of \$130,000 in Management⁶, followed by \$115,000 in Law.
- Given the average age at hire and assuming tenure after five years, the oldest average age at tenure is in Education (46.6 years), followed by Health Sciences (40.6 years). The youngest average age is in Engineering and Computer Science (37.5 years).
- Management has the shortest elapsed time from degree to hiring (0.8 years). Physical Sciences have the longest elapsed time (4.6 years). This means that in Management the tenure decision is being made 5.8 years, on average, after the PhD age, when the candidate is 37.6 years old. In the Physical Sciences the tenure decision is being made 9.6 years, on average, after the PhD degree, when the candidate is 38.7 years old.
- The data provided by the Administration does not give information on what fraction of original assistant professor hires ultimately go up for tenure.
- Gender salary differentials are most striking in Management (\$135,000 vs. \$118,000) and in the Social Sciences (\$87,000 vs. \$78,000), for no reason that can be discerned from chart-D. (E.g. the differences do not appear to reflect age at time of hire or post-PhD research time.) There are additional gender salary differentials, albeit smaller, in Law (\$117,000 vs. \$111,000) and in Health Sciences (\$89,000 vs. \$85,500) that might also warrant further examination.

Any and all comments are welcome.

George Luste

UTFA President
luste@utfa.org

⁵ As mentioned earlier, our data sample does not give a breakdown for the Department of Economics.

⁶ I am told Management provides an extra \$10,000 to \$20,000 as non-base “summer money”.

Tenure-Stream Assistant Professors at UofT - January 2005 data								
A	B	C	D	E	F	G	H	I
Discipline	Gender	Faculty count*	Average Salary (in_2005)	Average Age (in_2005)	Average Years post_PhD (in_2005)	Average Age at PhD.	Average Age at UofT_Hire	Average PhD_Years pre_UofT
Management**	M	26	\$134,794	36.4	4.6	31.8	32.7	0.9
	F	9	\$118,013	36.8	4.9	31.9	32.2	0.3
	M+F	35	\$130,479	36.5	4.7	31.8	32.6	0.8
Law**	M	7	\$117,015	37.4	6.4	31.0	35.4	4.4
	F	4	\$111,063	36.0	6.0	30.0	33.5	3.5
	M+F	11	\$114,851	36.9	6.3	30.6	34.7	4.1
Engineering + Computer Science	M	54	\$109,121	35.8	5.6	30.2	32.2	2.1
	F	7	\$108,237	37.7	5.4	32.3	34.3	2.0
	M+F	61	\$109,019	36.0	5.6	30.4	32.5	2.1
Physical Sciences	M	21	\$87,869	36.3	7.0	29.3	33.5	4.1
	F	6	\$91,483	37.7	9.3	28.3	34.5	6.2
	M+F	27	\$88,672	36.6	7.5	29.1	33.7	4.6
Health Sciences**	M	29	\$89,321	38.6	8.3	30.2	34.3	4.1
	F	23	\$85,520	41.6	7.0	34.6	37.3	2.7
	M+F	52	\$87,640	39.9	7.8	32.2	35.6	3.5
Education	M	6	\$86,429	45.5	6.8	38.7	41.7	3.0
	F	12	\$84,709	45.2	6.7	38.5	41.5	3.0
	M+F	18	\$85,282	45.3	6.7	38.6	41.6	3.0
Social Sciences**	M	35	\$86,642	37.8	6.3	31.5	34.2	2.7
	F	38	\$77,573	39.6	5.8	33.8	36.4	2.6
	M+F	73	\$81,921	38.7	6.0	32.7	35.4	2.6
Life Sciences	M	23	\$81,843	36.4	6.1	30.3	33.7	3.5
	F	14	\$83,046	36.3	6.8	29.5	33.2	3.7
	M+F	37	\$82,298	36.4	6.4	30.0	33.5	3.6
Humanities	M	43	\$73,637	38.5	6.6	31.9	35.3	3.4
	F	33	\$72,839	38.6	5.9	32.6	35.3	2.7
	M+F	76	\$73,291	38.5	6.3	32.2	35.3	3.1
All Disciplines**	M	244	\$95,294	37.3	6.3	31.0	33.9	2.9
	F	146	\$84,318	39.4	6.3	33.1	35.9	2.8
	M+F	390	\$91,185	38.1	6.3	31.8	34.7	2.9

* Count excludes 20 "assistant professor conditional" and 6 "pre-1996" hires as assistant professor.

** Indicates sizable gender salary differential.

Chart-D