

**Revised Faculty Salary Equity Working Group Terms of Reference**  
**January 30, 2014**

1. SFU has an interest in ensuring that policies, practices, and procedures for determining the salaries of SFUFA members do not create systemic bias on the basis of gender.
2. The Faculty Salary Equity Working Group will attempt to determine whether any systemic salary differences among full-time faculty members can be ascribed to gender, recognizing that the salaries of SFUFA members will vary for many reasons.
3. To investigate this issue the working group will,
  - a. obtain the data necessary to undertake the study
  - b. generate descriptive statistics on indicators relevant to salary equity by gender; these should include (but are not limited to) starting salaries, market differentials, merit pay, total compensation, probability of promotion, time to promotion, and proportion of the professoriate that is female.
  - c. conduct a multivariate regression analysis, which is the most commonly used tool for studying pay equity among large groups. The purpose of this analysis is to examine the magnitude and statistical significance in average male-female differentials in faculty compensation. The methodology and model specifications should follow generally acknowledged statistical/econometric methods.
  - d. define metrics to be tracked periodically to monitor progress.
4. The working group will issue a report on its findings to the VP Academic by March 1, 2015.