



UNIVERSITY |
OF MANITOBA

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REQUEST FOR PROPOSALS

Consultant Sought

Analysis into possible sex-based salary inequities of faculty members at the University of Manitoba

In 2016, the University of Manitoba (UM) and the University of Manitoba Faculty Association (UMFA) established a joint committee to investigate possible sex-based salary differentials through a Memorandum of Understanding that makes up part of the current Collective Agreement. The joint committee seeks an external consultant to assist it with its work.

Scope of project

The joint UM/UMFA committee seeks a consultant to produce an in-depth technical report that undertakes a range of multiple-regression analyses in order to investigate faculty salaries. The consultant will work closely and collaboratively with the committee. The University of Manitoba will supply the data, under the scope of REB approval, for confidential work. All materials related to the work process (including syntax files, etc.) will be returned to the committee upon completion of the project: reporting is only done to the committee, and no reporting to other bodies is permitted. The contents of the final technical report will be determined after an iterative process of consultation with the committee, and will include a narrative written for non-expert readers that explains the methodologies, the models, and which interprets/discusses results in the context of relevant scholarly literature including best practices for remedies. The total maximum budget for the project is \$99,999. The technical report must be completed by December 30, 2017.

Consultant qualifications

- Is familiar with, and has experience in, investigating faculty salaries, including knowledge of academic literature and debates about methodologies and approaches appropriate for faculty salary studies;
- Has a proven track record of high quality quantitative research, good communication skills, and a strong understanding of systemic discrimination; a PhD or equivalent degree in a relevant discipline is strongly preferred;
- Is able to travel to Winnipeg twice: once to meet with the Committee during the analysis period, and again to present results to the University community upon the completion of the technical report.

To apply

Interested consultants should submit a proposal that includes a brief description of the proposed methodology and sample models, a work plan and time-line, a detailed budget, a CV/resumé, and contact information for two referees. Deadline for receipt of proposals is June 30, 2017. Proposals should be directed to committee co-chairs Janice Dodd and Susan Prentice at Janice.Dodd@umanitoba.ca and Susan.Prentice@umanitoba.ca