



KWANTLEN POLYTECHNIC UNIVERSITY

mailing address
12666 72 Ave. Surrey, BC
V3W 2M8 Canada
kpu.ca

Kwantlen Polytechnic University Pay Transparency Report

November 2024

Employer details

Employer:	Kwantlen Polytechnic University
Address:	12666 73rd Ave, Surrey, BC
Reporting Year:	2024
Time Period:	April 1, 2023 - March 31, 2024
NAICS Code:	61 - Educational services
Number of Employees:	1000 or more

Introduction

Kwantlen Polytechnic University (KPU), has five campuses located in the Metro Vancouver region of British Columbia. KPU offers bachelor's degrees, associate degrees, diplomas, certificates, and citations in more than 140 programs. Almost 20,000 students annually attend courses at KPU campuses in Surrey, Richmond and Langley.

Our workforce of over 2,800 employees spans a wide range of disciplines across both the academic and service areas. KPU is dedicated to pay equality and has mechanisms in place for each employee group that ensures staff are paid an equal wage for equal work regardless of gender, race, or other characteristics.

Employee groups represented in this report include excluded administrators, Kwantlen Faculty Association, BC General Employees Union (BCGEU), and student employees. At KPU, employees receive equal pay for performing work of equal value. Administrative excluded roles are evaluated and placed in accordance with the Post-Secondary Compensation Plan. Faculty positions are placed on a common salary scale based on collective agreement language. All BCGEU roles are evaluated through our Gender-Neutral Joint Job Evaluation Plan (JJEP) and placed on the corresponding salary scale. The rate of pay for student employees is determined by the level of education they have completed.

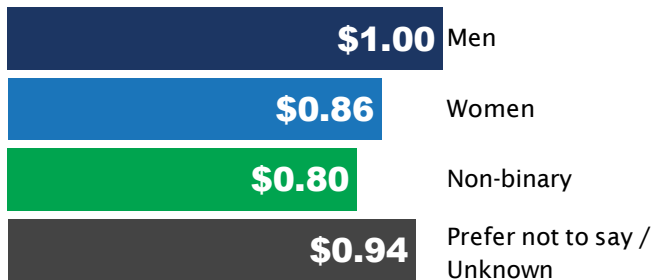


Hourly pay

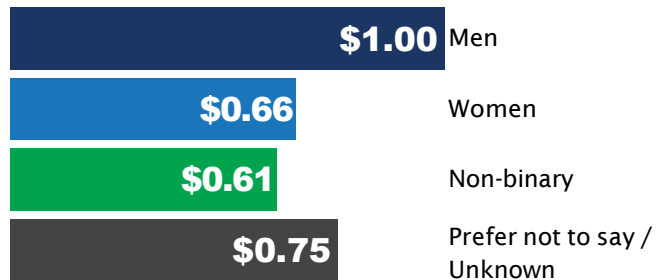
KPU employs over 1,700 women, accounting for 61% of its workforce. Women are vital to the success of KPU, and are represented in roles across all areas of the university. This high level of workforce representation — in roles that range from entry-level jobs to executive positions — results in a lower average hourly wage and median hourly wage.

KPU fosters an inclusive workplace culture and recognizes the need to support the full spectrum of gender diversity. For gender designations with fewer represented (non-binary and unknown), the numbers can fluctuate more significantly when considering the mean or median.

Mean hourly pay gap¹



Median hourly pay gap²



In this organization women's average hourly wages are 14% less than men's and non-binary people's average hourly wages are 20% less than men's. For every dollar men earn in average hourly wages, women earn 86 cents and non-binary people earn 80 cents in average hourly wages.

In this organization women's median hourly wages are 34% less than men's and non-binary people's median hourly wages are 39% less than men's. For every dollar men earn in median hourly wages, women earn 66 cents and non-binary people earn 61 cents in median hourly wages.

Explanatory notes

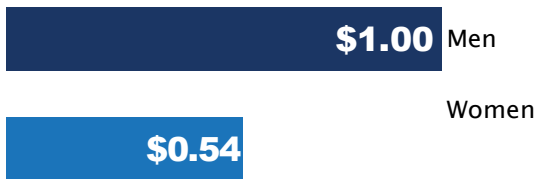
1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.



Overtime pay

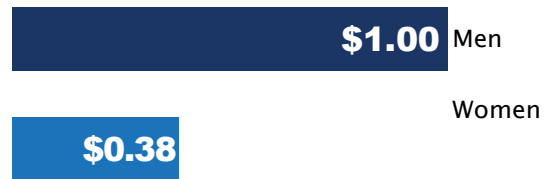
Women hold approximately 63% of administrative (excluded) positions that are people managers. These positions are not eligible for overtime pay, but make up a large portion of the higher paying roles at KPU. KPU has a lower number of men who are in overtime eligible positions, but they worked more overtime hours than eligible women in the reported time frame, which creates a higher mean and median pay gap. Typical roles that work overtime include positions in facilities, information technology and other administrative focused roles on the academic side.

Mean overtime pay ³



In this organization women's average overtime pay is 46% less than men's. For every dollar men earn in average overtime pay, women earn 54 cents in average overtime pay. *

Median overtime pay ⁴



In this organization women's median overtime pay is 62% less than men's. For every dollar men earn in median overtime pay, women earn 38 cents in median overtime pay. *

Mean overtime paid hours ⁵

Difference as compared to reference group (Men)

Women	-16
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In this organization the average number of overtime hours worked by women was 16 less than by men. *

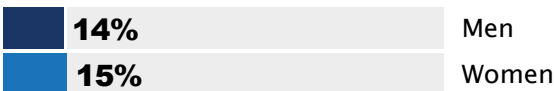
Median overtime paid hours ⁶

Difference as compared to reference group (Men)

Women	-9
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In this organization the median number of overtime hours worked by women was 9 less than by men. *

Percentage of employees in each gender category receiving overtime pay



Explanatory notes

3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.



Bonus pay

KPU does not provide bonus pay.

Mean bonus pay ⁷

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Median bonus pay ⁸

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.

Percentage of employees in each gender category receiving bonus pay

This measure cannot be displayed because there is insufficient data to meet disclosure requirements.



Percentage of each gender in each pay quartile ⁹

KPU has a strong balance of men and women represented in our highest paying roles. Six out of 10 employees (61%) at KPU are women. That means women are more likely to occupy roles across all levels of pay at the university. Each gender category is represented in all quartiles; however, to protect employee anonymity, government reporting standards require the suppression of any category with fewer than 10 employees

Upper hourly pay quartile (highest paid) †



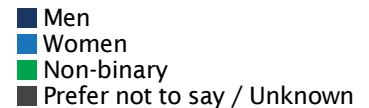
Upper middle hourly pay quartile †



Lower middle hourly pay quartile †



Lowest hourly pay quartile (lowest paid)



In this organization, women occupy 50% of the highest paid jobs and 64% of the lowest paid jobs. Non-binary people occupy 2% of the lowest paid jobs.

† This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

Data constraints

Administrative excluded management staff are not eligible for overtime.

Explanatory notes

- "Mean bonus pay" refers to bonus pay when averaged for each group.
- "Median bonus pay" refers to the middle point of bonus pay for each group.
- "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

- * In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.