

Wage gap still significant at Canada's universities

BY QUADE HERMANN

TORONTO (CUP) — The situation for women faculty teaching at Canadian universities has improved in the last 40 years but there's still a long way to go, a recent study indicates.

Although the wage gap between male and female faculty has narrowed, the inequities are still considerable, the study suggests.

"The status of women has

improved, but remains inferior to men," said Michael Ornstein, a professor at York University's Schulich School of Business and a co-author of the study.

The study, which analyzed Statistics Canada data gathered by universities between 1957 and 1994, found the average pay of female faculty went from \$5,600 in 1957 to \$63,200 in 1994. The average pay for male faculty

increased from \$7,000 to \$74,500.

That meant the wage gap between men and women teaching at Canadian universities closed considerably, from 23.5 percent in 1957 to 8.1 percent in 1994.

But even with this advance, the study estimates that in 1994 it would have cost \$49-million to correct pay inequities across the country.

Among the study's other

major findings:

— Over the last four decades, the number of full-time female faculty members across Canada increased from less than 5,000 to more than 36,000.

"The status of women has improved, but remains inferior to men."

— The largest increase in women faculty was in the humanities, rising from 10.3 percent to 28.7 percent.

— In engineering and the applied sciences, female faculty increased from 1.1 percent to 5.4 percent, a significant relative progress that is nevertheless shadowed by "a large degree of continuing male domination".

— There has been virtually no progress in increasing the number of female faculty in agriculture and the biological sciences.

At York University, the wage gap between male and female faculty is easy to see.

Each year, the university posts the names and salaries of staff who earn \$100,000 or more.

Of the 81 names on the list in 1997, 13 were women. Five of those were ranked professor or associate professor and eight held

administrative posts. By contrast, 44 male professors or associate professors were on the list.

But change is coming, says Henry Mandelbaum, executive director of the Ontario Confederation of University Faculty Associations.

Just as the pool of qualified women increased in the 60s and 70s, the hiring binge of the same decades ceased, he says. As men who were hired during those decades retire, women will have more positions to apply for.

"It will provide opportunity for young women to be hired," he said.

Last week, York and the University of Toronto announced they plan to hire between 250 and 500 new faculty in the next few years.

The study, released last month, is believed to be the first systematic examination of the impact of gender on the situation of female faculty in Canadian universities.

Ornstein says he and co-authors Penni Stewart, of York University, and Janice Drakich, of the University of Windsor, wanted to supplement the existing research on the experiences of female faculty in Canada.

Dentist sues UofT over drug patent

BY CARLA TONELLI

TORONTO (CUP) — A civil lawsuit has been launched against the University of Toronto, a major drug manufacturer and 13 others for alleged violation of rights pertaining to a drug developed at the university more than 15 years ago.

Dr. Tom Balanyk, a Toronto-area dentist, is suing the university, Apotex Inc., the Oralife Group and 12 others for playing a part in what he says was an infringement of his ownership rights to the dental product chlorzoin.

Balanyk says he was the sole inventor of chlorzoin when he was a U of T graduate student in the early 1980s, but has been denied recognition as such.

Chlorzoin, a solvent applied to teeth, kills the bacteria which causes cavities.

It was reviewed by Oral Health Magazine in 1996 as the substance that would "change dentistry forever" by effectively eliminating cavities, and was initially given a potential worldwide market in the billions of dollars.

Other defendants in the suit include APO Diagnostics Inc., U of T's governing council, dean of dentistry Barry Sessle, former dean of dentistry Richard Cate, retired dentistry professor Dr. Jim Sandham, the U of T Innovations Foundation and its former president, Edward Kenney.

Balanyk alleges each defendant contributed to the mismanagement and neglect of rights surrounding the

manufacturing, patenting, and marketing of chlorzoin.

He hasn't seen royalties on chlorzoin since 1996. Oralife, the drug's distributor, sold about \$120,000 worth of the drug in Canada last year.

Balanyk alleges U of T violated its obligation to ensure no other parties were trying to patent the drug that he and Sandham patented for themselves in 1985 and 1989 with a United States Patent.

In 1994 and 1995, Sandham filed personal patent applications for Canadian and Australian rights to chlorzoin and claimed he was the sole inventor.

The university says it did nothing wrong.

"I think you can count on the university defending its position and saying it certainly did not violate Dr. Balanyk's rights," said Peter Munsche, U of T's assistant vice-president of technology transfer.

Munsche added that, since a 1994 version of the current claim was issued, the university has attempted to appease Balanyk through a proposed mediation process.

Balanyk says he wants graduate students to be aware of the legal ramifications involved when passing the rights to their inventions over to U of T Innovations.

"The most important thing is for graduate students to be aware that the university has policies in place which they don't even follow," Balanyk said.

Meanwhile, Balanyk and two other plaintiffs have named Oralife

in a separate commercial claim, alleging the company made millions from trading on insider information in 1996.

Sandham — who between 1992 and 1996 was Oralife's advisor and scientific spokesperson while also an insider shareholder — was also named in the commercial suit.

Balanyk says his involvement at the company constituted a conflict of interest.

Sandham declined comment. "My hands and tongue are tied right now," he said. "Anything I say can be used against me."

Apotex Inc., the generic drug that manufactures chlorzoin at least twice a year, denies Balanyk's allegations that the company turned a blind eye to Oralife's re-patenting of chlorzoin.



Fly free to London!



TRAVEL CUTS

Plugged-in to Student Travel

Since 1969

3RD FLOOR SUB 494-2054

Owned and operated by the Canadian Federation of Students

Now, for a limited time, you can fly for free to London when you book selected Contiki Europe tours. For full details, drop by your nearest Travel CUTS.



Participants must have a valid International Student ID Card (ISIC). Tours must be paid in full by March 31, 1999. Valid on departures from Toronto, Ottawa, Montreal or Halifax only. Departure deadlines apply depending upon the tour. Additional tours also available with flight to London for only \$299! Full details available at Travel CUTS.

Contiki
HOLIDAYS
for 18-35s

TELEFILE

Easier tax filing and faster refunds for students

It's free, at your fingertips, and available seven days a week.

Check your personalized income tax package for a TELEFILE invitation.

For more information, visit our Web site at:

www.rc.gc.ca/telefile/

Revenue Canada Revenu Canada

Canada