Fairleigh Dickinson University Vancouver Campus Pay transparency report

2026 | With BC suppression

Gender breakdown[1]

Employees paid during January 1 - December 31, 2025: **151**

Gender category	Percentage
Men	**5%**
Women	**3%**
Non-binary	**0%**
Prefer not to say / Unknown	**93%**

Why pay data is suppressed[2]

According to BC's published reporting guidance, pay information for gender categories with fewer than 10 employees should be suppressed to protect privacy.

Men, Women and Non-binary each contain fewer than 10 employees. Prefer not to say / Unknown is the only category that meets the threshold and therefore serves as the reference group. With no other eligible group for comparison, pay-gap results are suppressed. BC rules also require suppression of participation percentages and pay-quartile results when only one category meets the threshold. All pay-related data points in the following report are therefore suppressed.

Unsuppressed data

For unsuppressed data, please contact **Gillian Hartinger** (gillianh@fdu.edu).

Explanatory notes

1. "Gender breakdown" refers to the percentage of the 151 employees paid during 2025 in each gender category. Percentages are rounded to whole numbers and may not total 100%.
2. "Suppression guidance": BC Guidance for preparing pay transparency reports, Step 3, and BC Pay Transparency Regulation, sections 3(3)-(4).

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Employer details

Employer:	Fairleigh Dickinson University
Address:	5968 Cornelia Mews #210, Vancouver, BC V5Z 2M9
Reporting year:	2026
Time period:	January 1, 2025 - December 31, 2025
NAICS code:	61 - Educational services
Number of employees:	50-299 (as of January 1, 2026)
Reference category:	Unknown / Prefer not to answer



Hourly pay

Mean hourly pay gap[3]

Suppressed[5]	Men
Suppressed[5]	Women
Suppressed[5]	Non-binary
Reference	Prefer not to say / Unknown

Median hourly pay gap[4]

Suppressed[5]	Men
Suppressed[5]	Women
Suppressed[5]	Non-binary
Reference	Prefer not to say / Unknown

Pay comparisons are suppressed because only one gender category meets the minimum reporting threshold of 10 employees.

Explanatory notes

3. "Mean hourly pay gap" refers to the percentage difference between each group's average individual hourly rate and the reference group's average. Hourly pay excludes overtime and bonuses.
4. "Median hourly pay gap" refers to the percentage difference between each group's middle individual hourly rate and the reference group's middle rate. Hourly pay excludes overtime and bonuses.
5. "Suppression": Only Unknown / Prefer not to answer meets the 10-employee threshold. Comparisons, overtime/bonus participation and quartile results are suppressed under BC Pay Transparency Regulation, section 3(3).

Overtime pay

Mean overtime pay gap [6]

Suppressed [5]	Men
Suppressed [5]	Women
Suppressed [5]	Non-binary
Reference	Prefer not to say / Unknown

Median overtime pay gap [7]

Suppressed [5]	Men
Suppressed [5]	Women
Suppressed [5]	Non-binary
Reference	Prefer not to say / Unknown

Overtime-pay comparisons are suppressed because only one gender category meets the minimum reporting threshold.

Mean overtime paid hours [8]

Difference: reference group minus gender group

Men	Suppressed [5]
Women	Suppressed [5]
Non-binary	Suppressed [5]

Overtime-hour comparisons are suppressed under the minimum group-size rules.

Median overtime paid hours [9]

Difference: reference group minus gender group

Men	Suppressed [5]
Women	Suppressed [5]
Non-binary	Suppressed [5]

Overtime-hour comparisons are suppressed under the minimum group-size rules.

Explanatory notes

6. "Mean overtime pay" refers to total overtime pay averaged among employees who received overtime pay in each group.
7. "Median overtime pay" refers to the middle total overtime payment among employees who received overtime pay in each group.
8. "Mean overtime paid hours" refers to average paid overtime hours among employees who worked paid overtime.
9. "Median overtime paid hours" refers to the middle number of paid overtime hours among employees who worked paid overtime.
5. "Suppression": Only Unknown / Prefer not to answer meets the 10-employee threshold. Comparisons, overtime/bonus participation and quartile results are suppressed under BC Pay Transparency Regulation, section 3(3).

Percentage of each gender category receiving overtime pay[10]

Suppressed[5]	Men
Suppressed[5]	Women
Suppressed[5]	Non-binary
Suppressed[5]	Prefer not to say / Unknown

$ Bonus pay

Mean bonus pay gap[11]

Suppressed[5]

Bonus-pay comparisons are suppressed because no other gender category meets the reporting threshold.

Median bonus pay gap[12]

Suppressed[5]

Bonus-pay comparisons are suppressed because no other gender category meets the reporting threshold.

Percentage of each gender category receiving bonus pay[13]

Suppressed[5]	Men
Suppressed[5]	Women
Suppressed[5]	Non-binary
Suppressed[5]	Prefer not to say / Unknown

Explanatory notes

10. "Percentage receiving overtime pay" refers to overtime recipients as a percentage of all employees in each gender category.
11. "Mean bonus pay" refers to total bonus pay averaged among bonus recipients in each group.
12. "Median bonus pay" refers to the middle total bonus payment among bonus recipients in each group. A percentage gap cannot be calculated when the reference amount is zero.
13. "Percentage receiving bonus pay" refers to bonus recipients as a percentage of all employees in each gender category.
5. "Suppression": Only Unknown / Prefer not to answer meets the 10-employee threshold. Comparisons, overtime/bonus participation and quartile results are suppressed under BC Pay Transparency Regulation, section 3(3).

Percentage of each gender in each pay quartile[14]

Upper hourly pay quartile (highest paid)

Suppressed[5]

Upper middle hourly pay quartile

Suppressed[5]

Lower middle hourly pay quartile

Suppressed[5]

Lowest hourly pay quartile (lowest paid)

Suppressed[5]

Pay-quartile percentages are suppressed because only one gender category contains at least 10 employees. No quartile percentages or adjusted denominators are displayed.

Explanatory notes

14. "Pay quartile" refers to one of four groups ranked by individual hourly pay, with as equal a number of employees as possible.
5. "Suppression": Only Unknown / Prefer not to answer meets the 10-employee threshold. Comparisons, overtime/bonus participation and quartile results are suppressed under BC Pay Transparency Regulation, section 3(3).
Source: FDU payroll, calendar year 2025. Rules: BC Pay Transparency Regulation, sections 1, 3 and 13.