ANNOUNCEMENTS AND COMMUNCATIONS

Announcements

Communications

FOR INFORMATION

ANNOUNCEMENTS

Faculty of Information and Media Studies
A. Hearn, Rogers Chair in Journalism and New Information Technology, July 1, 2011 – June 30, 2013

COMMUNICATIONS

Reports on Promotion and/or Tenure – 2010-11

See **Appendix 1**

Western

Equity & Human Rights Services

Memorandum

TO: Faculty Relations

FROM: Equity & Human Rights Services

DATE: May 27, 2011

SUBJECT: *Reports on Promotion and/or Tenure – 2010-2011*

Please find attached charts summarizing the information requested on the designated group status of those individuals considered for Promotion and/or Tenure under the Collective Agreements for 2010/2011.

As in previous years, the data is provided with the following notes:

- The information related to the designated groups – with the exception of gender – was provided by Equity & Human Rights Services (EHRS).
- The information provided by EHRS is in aggregate form only and was drawn from the Employment Equity database.
- All information in the database is obtained through self-identification surveys sent to employees; therefore, information is only available for those individuals who have completed surveys.
- Where the information is unknown, it is considered to be a "no" response (i.e. not a member of designated group).
- For reasons of confidentiality, information is suppressed in cases where there are fewer than 5 individuals in the group considered for Promotion and/or Tenure.

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2010-11 REPORT ON PROMOTION AND/OR TENURE CASES CONSIDERED UNDER THE FACULTY COLLECTIVE AGREEMENT

(as required under Clause 21 in the Article *Promotion and Tenure*)

Total cases considered for Promotion and/or Tenure								
Male	41							
Female	32							
Aboriginal	0							
Visible Minority	10							
Person with Disability	3							
Probationary Assistant Professors considered for Promotion and Tenure								
	Process initiated by Dean in the last year - Clause 15.1	Process initiated by Dean in any year before the last year - Clause 15.3	Process initiated by Member by March 1 of 3rd year for consideration in the 4th year - Clause 15.4	Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost recommendation - Clause 18	Negative Provost recommendation - Clause 18.3	
Male	12	11	s	23	0	23	0	
Female	17	5	s	22	0	22	0	
Aboriginal	0	0	s	0	0	0	0	
Visible Minority	6	1	s	7	0	7	0	
Person with Disability	0	1	s	1	0	1	0	
Probationary Associate Professor considered for Promotion or Granting of Tenure								
	Process initiated by the Dean in the last year of the appointment - Clause 15.2	Process initiated by Dean in any year before the last year - Clause 15.3		Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost recommendation - Clause 18	Negative Provost recommendation - Clause 18.3	
Male	s			s	0	s	0	
Female	s			s	0	s	0	
Aboriginal	s			s	0	s	0	
Visible Minority	s			s	0	s	0	
Person with Disability	s			s	0	s	0	
Tenured Associate Professors considered for Promotion								
	Process initiated by Dean - Clause 15.5	Process initiated by Member no earlier than three years after promotion to Associate Professor - Clause 15.6		Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost recommendation - Clause 18	Negative Provost recommendation - Clause 18.3	
Male	13	s		13	0	13	0	
Female	9	s		9	0	9	0	
Aboriginal	0	s		0	0	0	0	
Visible Minority	1	s		1	0	1	0	
Person with Disability	2	s		2	0	2	0	
Limited-Term Assistant and Associate Professors Considered for Promotion								
	Process initiated by Dean - Clause 15.5.1	Process initiated by Member - Clause 15.4.2	Process initiated by Member - Clause 15.6.1	Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost recommendation - Clause 18	Negative Provost recommendation - Clause 18.3	
Male								
Female								
Aboriginal								
Visible Minority								
Person with Disability								
Total cases considered for Promotion and/or Tenure								73

The information related to the designated groups - with the exception of gender - was provided by Equity & Human Rights Services. This information was provided, in aggregate form only, from the Employment Equity Database. All information in this database is obtained through the self-identification surveys sent to employees. Therefore, information about membership in a designated group is only available for individuals who completed and returned the surveys. Those who have not completed a survey and who were considered for tenure and/or promotion are counted as not being members of a designated group. For reasons of confidentiality data is suppressed (s) in cases where there were less than 5 individuals considered in a group.

2010-2011 REPORT ON PROMOTION AND CONTINUING APPOINTMENT CASES CONSIDERED UNDER THE LIBRARIANS AND ARCHIVISTS COLLECTIVE AGREEMENT

(as required under Clause 21 in the Article *Promotion and Continuing Appointment*)

2010-11

Total cases considered under Clause 7 for Promotion or Continuing Appointment								
Male	s							
Female	s							
Aboriginal	s							
Visible Minority	s							
Person with Disability	s							

Probationary Appointees considered for Promotion								
	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 7.1	Process initiated by the University Librarian or Dean - Clause 7.4	Proess initiated by Member - Clause 7.5	Positive Committee recommendation - Clause 19	Negative Committee recommendation - Clause 19	Positive Provost recommendation - Clause 22.3	Negative Provost recommendation - Clause 22.3	
Male	s			s		s		
Female	s			s		s		
Aboriginal	s			s		s		
Visible Minority	s			s		s		
Person with Disability	s			s		s		

Probationary Appointees considered for Continuing Appointment								
	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 7.2	Process initiated by University Librarian or Dean at any time prior to final six months of probationary period - Clause 7.3		Positive Committee recommendation - Clause 19	Negative Committee recommendation - Clause 19	Positive Provost recommendation - Clause 22.3	Negative Provost recommendation - Clause 22.3	
Male								
Female								
Aboriginal								
Visible Minority								
Person with Disability								

Total cases considered for Promotion and Continuing Appointment	0

The information related to the designated groups - with the exception of gender - was provided by Equity & Human Rights Services. This information was provided, in aggregate form only, from the Employment Equity Database. All information in this database is obtained through the self-identification surveys sent to employees. Therefore, information about membership in a designated group is only available for individuals who completed and returned the surveys. Those who have not completed a survey and who were considered for tenure and/or continuing appointment are counted as not being members of a designated group. For reasons of confidentiality data is suppressed (s) in cases where there were less than 5 individuals considered in a group.

2007-2011 REPORT ON PROMOTION AND CONTINUING APPOINTMENT CASES CONSIDERED UNDER THE LIBRARIANS AND ARCHIVISTS COLLECTIVE AGREEMENT

(as required under Clause 21 in the Article *Promotion and Continuing Appointment*)

2007-2011

Total cases considered under Clause 7 for Promotion or Continuing Appointment								
Male	1							
Female	4							
Aboriginal	0							
Visible Minority	0							
Person with Disability	0							

Probationary Appointees considered for Promotion								
	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 7.1	Process initiated by the University Librarian or Dean - Clause 7.4	Proess initiated by Member - Clause 7.5	Positive Committee recommendation - Clause 19	Negative Committee recommendation - Clause 19	Positive Provost recommendation - Clause 22.3	Negative Provost recommendation - Clause 22.3	
Male	1			1		1		
Female	4			4		4		
Aboriginal	0			0		0		
Visible Minority	0			0		0		
Person with Disability	0			0		0		

Probationary Appointees considered for Continuing Appointment								
	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 7.2	Process initiated by University Librarian or Dean at any time prior to final six months of probationary period - Clause 7.3		Positive Committee recommendation - Clause 19	Negative Committee recommendation - Clause 19	Positive Provost recommendation - Clause 22.3	Negative Provost recommendation - Clause 22.3	
Male								
Female								
Aboriginal								
Visible Minority								
Person with Disability								

Total cases considered for Promotion and Continuing Appointment	0

The information related to the designated groups - with the exception of gender - was provided by Equity & Human Rights Services. This information was provided, in aggregate form only, from the Employment Equity Database. All information in this database is obtained through the self-identification surveys sent to employees. Therefore, information about membership in a designated group is only available for individuals who completed and returned the surveys. Those who have not completed a survey and who were considered for tenure and/or continuing appointment are counted as not being members of a designated group. For reasons of confidentiality data is suppressed (s) in cases where there were less than 5 individuals considered in a group.