



The University of Western Ontario

**Full-time Faculty Distribution,
Appointments, and Recruitment --
by Gender**

Office of the Provost and Vice-President (Academic)

January 2000

Full-time Faculty Distribution, Appointments, and Recruitment - by Gender¹

**Prepared by the Office of the Provost and Vice-President (Academic)
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This report describes changes in the distribution of women and men in different types of full-time academic appointments at The University of Western Ontario for academic years 1991-92 through 1998-99, and provides summary evidence on the career progress of faculty in that period. It also draws comparisons between Western and other universities in Ontario and Canada, and it reviews Western's recruitment activity. Although the primary focus is on appointments to non-clinical regular full-time faculty positions, information is also presented for full-time clinical appointments.

This report marks a transition in the methods used to gather and present information on academic appointments. Five changes are implemented with this report.

1. Data on the distribution of faculty by rank and contract status will draw from the University's annual submissions to Statistics Canada for 1 October. In the past, this information for the gender survey was based on the employment records as of 2 July for recruitment and appointments over the previous academic year up to and including 1 July. This resulted in inconsistencies between Western's internal reports on gender and Western's reports to Statistics Canada.
2. Statistics Canada implemented a change in the definition of what constitutes a full-time appointment in 1991. For this reason, academic-year 1991-92 is chosen as the base year for comparisons with other universities. Prior to 1991, Statistics Canada treated 8-month academic appointments as full-time.
3. Index measures are provided on career progression by gender. It is hoped that information on years in rank and age at various career points will allow for more informed considerations of trends in faculty distribution over time.
4. Recruitment data on job applications, interviews, and appointments are aggregated by employment status and are analysed for trends for the period 1991-92 to the present. In the past, data on recruitment activity have been obtained by annual surveys of all academic units at Western. The reliability of published reports using the survey data was high, however, validation required extensive effort to assure standardised reporting procedures by all units. This process was complicated by frequent changes in the administrative staff responsible for the surveys by academic units. Starting in July 1999, the collection of these data is tied directly to faculty appointment notices. This will simplify the process of maintaining data reliability and will permit more informed reports in subsequent years.
5. Whereas previous reports combined recruitment data for appointments and reappointments, the analysis in this report emphasises new appointments of tenured, probationary, and limited-term faculty.

A Profile of Faculty at Western - by Gender and Rank **(1 October 1998)**

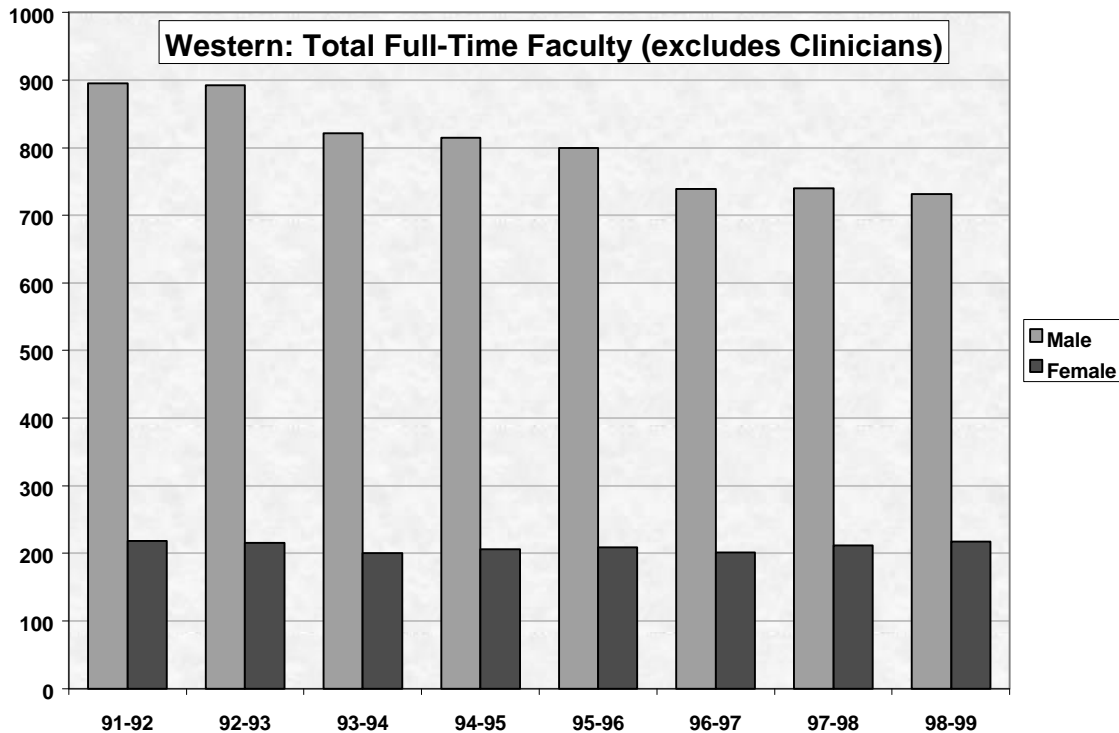
As of 1 October 1998, regular full-time academic appointments at Western numbered 950. Of these, 218, or 23 percent were women. In addition, full-time clinical appointees numbered 285, of whom 36 or 13 percent were women. Table 1 in Appendix I gives a complete breakdown of all full-time faculty appointments, by rank, contract status, and gender for 1998-99.

Using 1991-92 as a base for comparison, Figure 1 illustrates the recent decline in regular full-time faculty (excluding clinicians), particularly among men. The male faculty has declined from 895 to 732 or more than 18 percent. For female faculty, the decline has been negligible, from 219 to 218. This pattern of change is explained, in part, by the

¹ This report is submitted to Senate in compliance with Senate's acceptance of Recommendation (ix) of the Report of the ad hoc Senate Committee to Review Appointments, Promotion and Tenure Policies and Procedures (September 1984).

generally higher proportions of male faculty in the annual retirement pools and among recent early retirees², and by the comparatively few new faculty appointments in the 1990s.

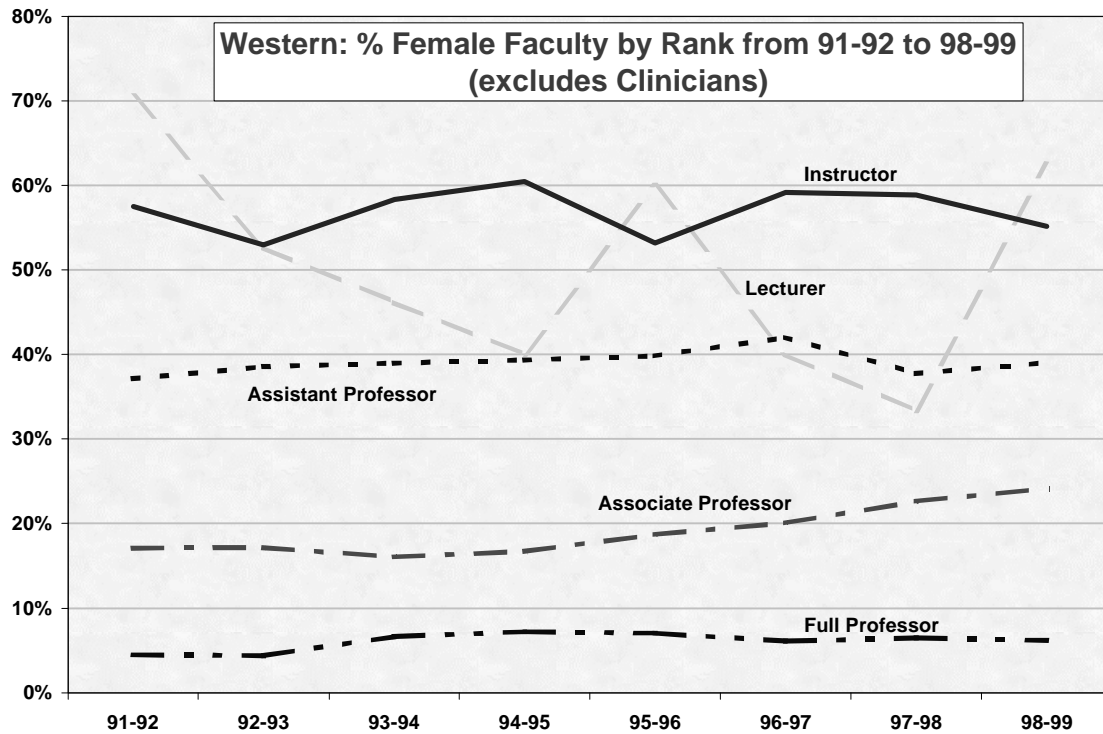
Figure 1



² Of 70 faculty who took advantage of the Faculty Early Retirement Incentive Plan (FERIP), 59 (84%) were male and 11 (16%) were female. FERIP was offered in 1995 for early retirement in 1996 and 1997. FERIP was not available to Clinical faculty. Inclusive of all full-time faculty (including Clinical), calendar years 1989 through 1999 saw a total of 388 retirements; of these, 203 (52.3%) were early retirements. Women faculty accounted for 45 (11.6%) total retirements and 25 (12.3%) early retirements.

The share of women among those leaving Western for other reasons – to take jobs elsewhere, death, or departures for unknown reasons, is generally higher than the percentage of women in full-time tenured and probationary academic positions (20% in 1998-99, see Appendix I). Data from Western's submission to the Advisory Council on Science and Technology Expert Panel on Skills reveal the following. For tenured and probationary faculty who left Western between 1994-95 and 1998-99, women accounted for 12 of 49 resignations to take jobs elsewhere (24%), 2 of 10 departures for other or unknown reasons (20%), and 2 of 8 deaths (25%).

Figure 2



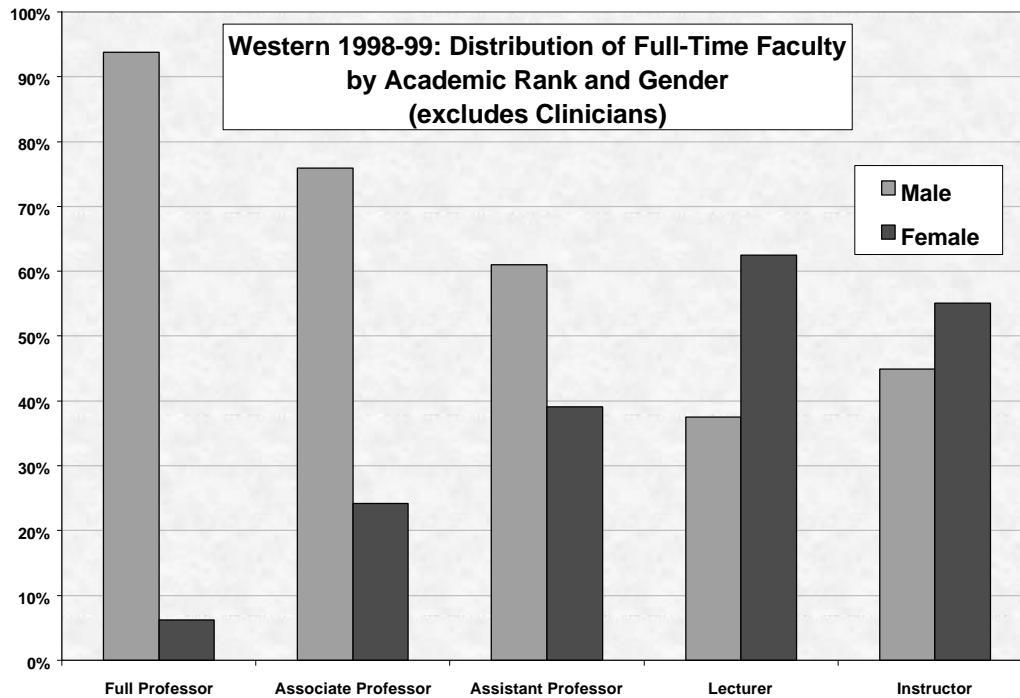
From 1991-92 to 1998-99, the proportionate representation of women by academic rank among regular full-time faculty has increased for Full Professors, Associate Professors, and Assistant Professors. The details are shown in Figure 2 above and in Table 1 below. Discounting the erratic percentage values associated with the small number of Lecturers, the directions of change among ranks are consistent with expectations. The most significant shift has been among mid-career Associate Professors, where both the number (from 67 to 83) and proportion of female faculty have increased. Nonetheless, there is a persistent pattern of low representation of women at the higher ranks. Figure 3 shows the proportionate share of male and female faculty at each rank for 1998-99.

Table 1. Women as a Percentage of Faculty by Academic Rank

	1991- 92		1998-99	
	Total at Rank	% Women	Total at Rank	% Women
Full Professors	402	4	339	6
Associate Professors	392	17	344	24
Assistant Professors	256	37	210	39
Lecturers	17	71	8	63
Instructors	47	57	49	55

excludes Clinicians

Figure 3



Career Progression of Faculty at Western, 1991-92 to 1998-99

Three indicators of career progression are illustrated in Figures 4 – 5, and in Table 2. These include comparisons of average ages for male and female faculty at major career points, the average number of years at an academic rank, and the likelihood of conversion from Limited-term to Probationary status. These indicators are calculated for regular full-time faculty, excluding clinical appointments.

Faculty Age at Selected Career Points

Figures 4 and 5 compare the average age for males and females at successive career points for faculty employed at Western in 1991-92 and in 1998-99. The general pattern is the same for both years. On average, women receive their Ph.D. and enter academic appointments later in life than men. Interpretative observations include the following:

- The existence of an age gap between males and females is fairly consistent through the progression in academic rank.
- The average ages for both men and women are higher at each stage of career progression in 1998-99 than in 1991-92.
- The age at which women faculty at Western received Ph.D. degrees is notably higher among the 1998-99 faculty cohort than for the faculty employed at Western in 1991-92 (34.1 versus 32.9).
- Although men are younger at all major career points, the gap in 1998-99 narrows progressively with each successive rank – 3.8 years for receiving the Ph.D., and 1.8, 1.6 and 1.5 years, respectively, for Assistants, Associates, and Full Professors.

Figure 4

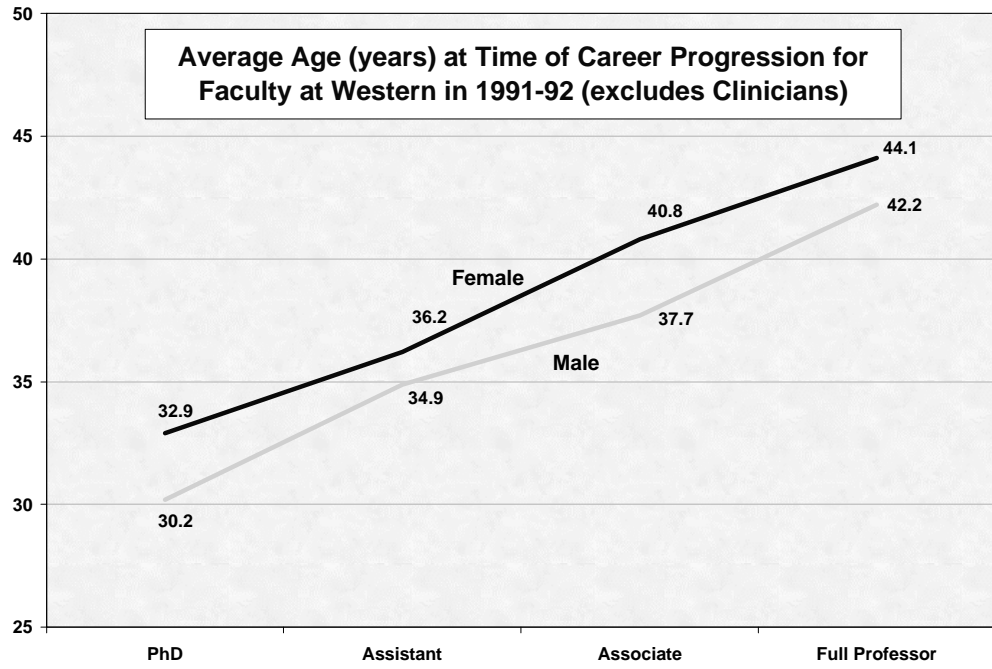
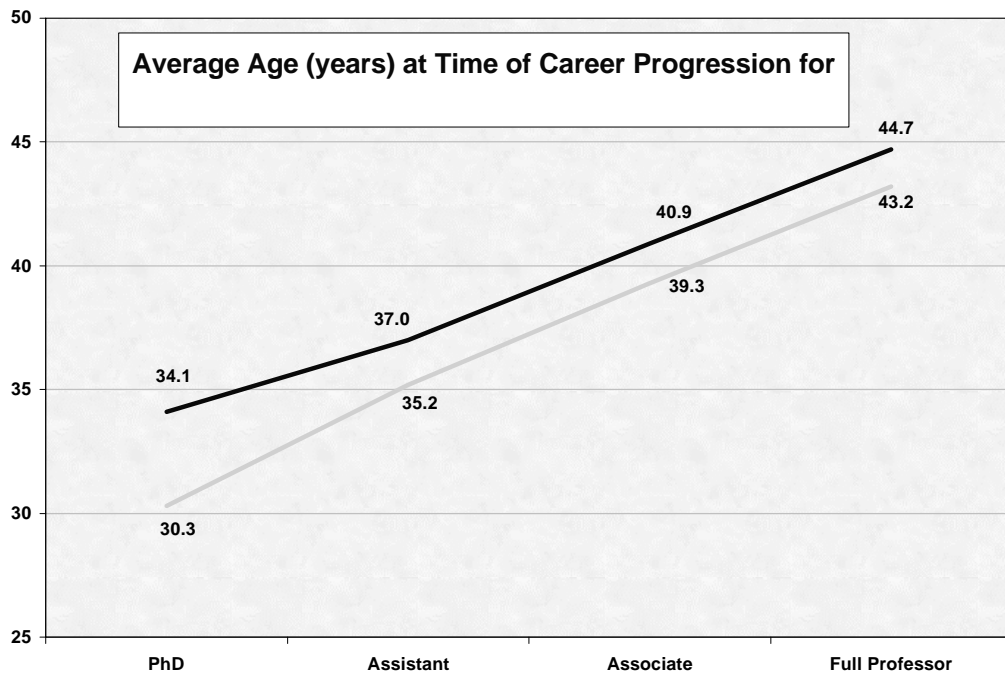


Figure 5



Average Years in Current Rank

Table 2 gives the average number of years in rank for the annual cohorts of faculty by rank and gender for 1991-92 to 1998-99. General interpretations include:

- For all years and for all three professorial ranks, men are, on average, in rank for a greater number of years than women are.
- At the level of Assistant Professor, this reflects shorter average cycles in promotion for women than men, a factor that relates to previous observations from Figures 4 and 5.
- At the level of Associate Professor, this reflects a combination of the recent increase in the proportion of women at this rank and the shorter cycle to promotion for women, as revealed in Figures 4 and 5.
- At the Full-Professor level, the small number of women accounts for sharp changes in average values as women enter as new Professors or exit the pool through retirement and resignation.

Table 2. Average Years in Current Rank

	Full Professor		Associate Professor		Assistant Professor	
	Female	Male	Female	Male	Female	Male
91-92	9.6	10.8	6.9	10.6	3.4	3.8
92-93	10.0	10.8	6.6	11.1	3.8	3.8
93-94	5.9	10.5	5.9	10.4	3.2	4.2
94-95	6.0	10.8	5.7	10.8	3.3	4.3
95-96	7.0	10.7	5.8	11.3	3.1	4.4
96-97	7.3	10.4	5.2	10.8	3.4	3.9
97-98	7.7	10.4	5.0	10.5	3.4	3.6
98-99	7.4	11.0	6.0	10.8	3.5	3.6

excludes Clinicians

The Likelihood of Probationary Appointment following a Limited-Term Appointment

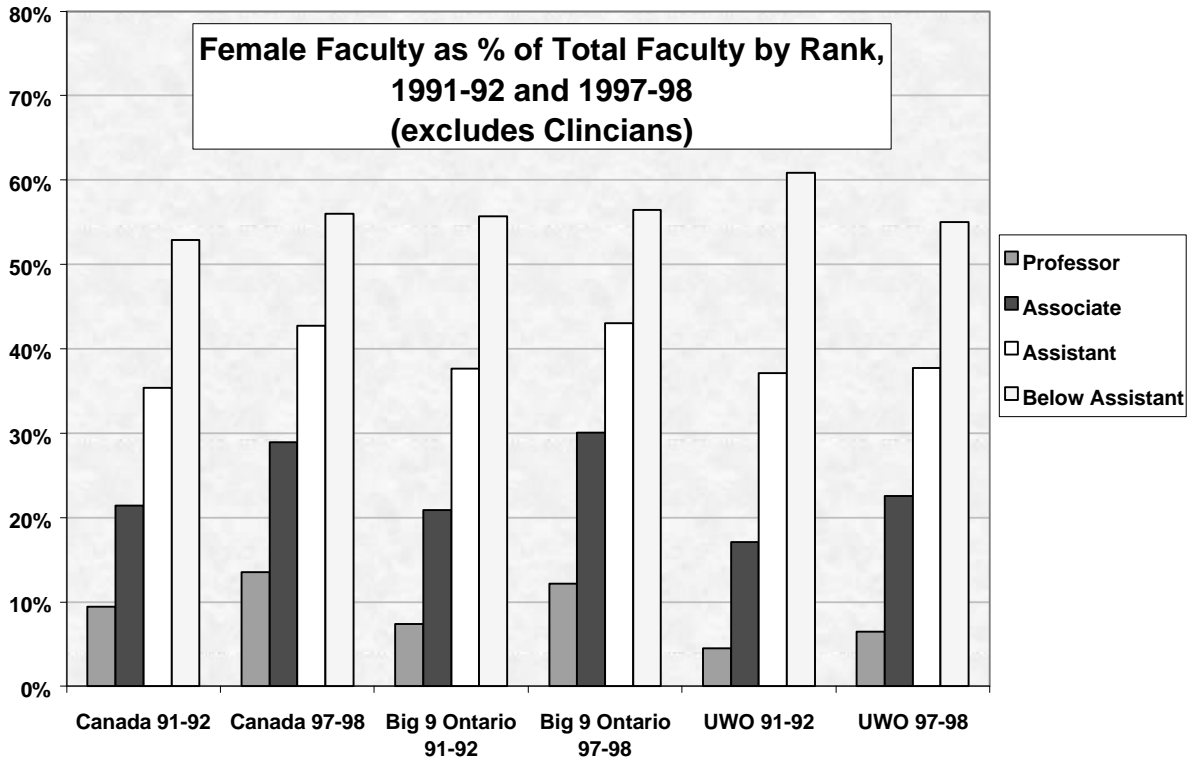
A total of 60 regular full-time faculty were appointed to Probationary positions following partial or full-terms as Limited-Term faculty over the period 1991-92 – 1998-99. Of these 24 (40%) were women and 36 were men (60%). These data do not include the conditional probationary appointments for new faculty whose contracts specified conversion from Limited-term appointments upon completion of the PhD.

Comparing Western's Faculty Distribution with Ontario and Canadian Universities

Statistics Canada data for academic year 1997-98 offer a basis for comparing the rank-profile for women faculty at Western with other Ontario and Canadian universities.³ Figure 6 shows the percentage distribution of faculty for two academic years, 1991-92 and 1997-98, for the sets of Canadian and Ontario universities (Big 10, excluding Western) and for The University of Western Ontario. Clinical faculty are excluded from the data. General observations reveal that:

- The proportion of women is increasing in all three professorial ranks for Canadian and Ontario universities, and for Western.
- Western's representation of women in professorial ranks lags behind other universities in Ontario and Canada. This may be related, in part, to the mix of universities in the comparison sets. In particular, the Canadian set includes small liberal arts schools, and both sets include universities that do not match Western's broad complement of professional faculties.

Figure 6

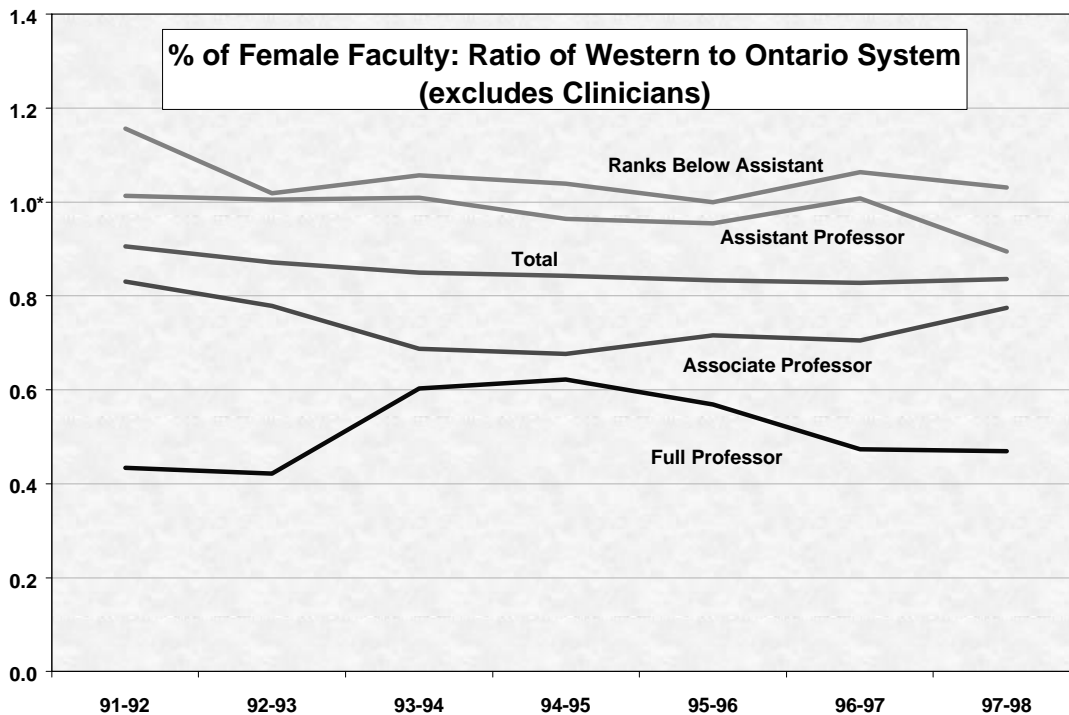


³ Other Ontario universities included in the sample are Carleton, Guelph, McMaster, Ottawa, Queens, Toronto, Waterloo, Windsor, and York. These nine universities comprise the “Big-10”, minus Western. The data for Canadian universities include all universities in Canada except Western.

The extent to which Western's faculty rank distribution by gender deviates from Ontario averages is illustrated in Figure 7. The value of 1.0 indicates that Western's percentage of faculty at a given rank is exactly the same as for all Universities in Ontario. Values above or below 1.0 indicate the extent to which Western's proportion of faculty at a given rank is greater or less than the provincial average. Two findings are notable:

- The line marked "Total" indicates that Western's share of Ontario's female faculty has dropped relative to the provincial average. The actual decline is from over 8 percent in 1991-92 to about 7 percent of all female faculty in Ontario by 1997-98.
- While Western has more than the Ontario average share of women in faculty positions at or below the rank of Assistant Professor, women at the Associate Professor and Full Professor ranks are underrepresented at Western, in comparison to other Ontario universities.

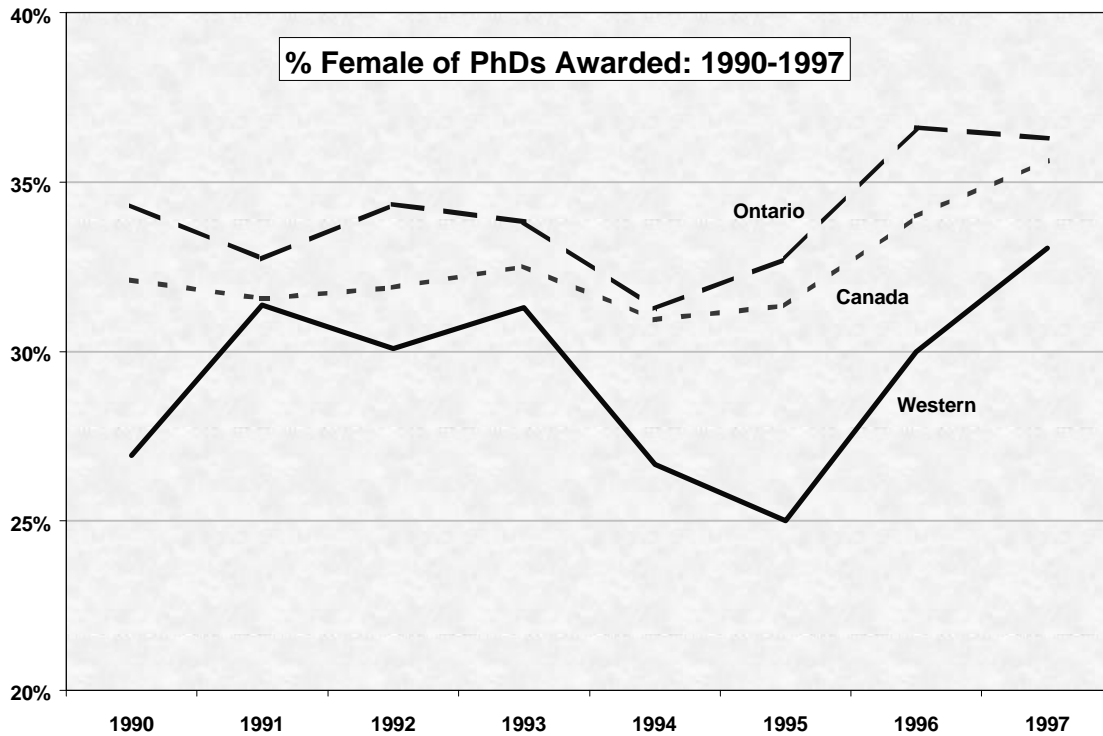
Figure 7



* At 1.0, Western % of Female Faculty equals that of the Ontario University System

Figure 8 shows the percentage of PhDs awarded to women by all Ontario and Canadian universities and by The University of Western Ontario. This illustrates that the applicant pool for new female appointees has increased steadily for Canada, from about 32 percent in 1990 to about 36 percent in 1997. In general, Ontario universities have graduated slightly higher annual proportions of women PhDs than has Canada, whereas Western has not matched the Canadian average in the period since 1991. It is noted that the comparison sets of Ontario and Canadian universities include institutions that do not match the specific mix of professional schools and faculties of Western.⁴ Nonetheless, Western has maintained a proportion of women faculty that is consistent with the applicant pool of female PhDs in Canada (See Table 1 of Appendix II and Figure 6).

Figure 8



⁴ For example, Western has PhD programs in Engineering Science and Business but does not have a PhD program in Nursing.

Annual Appointments and Recruitment Activity (1991-92 to 1998-99)

The Provost's Statistical Summary Report on Regular Full-time Faculty Appointments and Recruitment Activities have appeared regularly, beginning in 1984-85. This section updates these reports for the past two years and provides a statistical and graphical summary of changes for the period from 1991-92 (2 July 1991 – 1 July 1992) to 1998-99 (2 July 1998 – 1 July 1999).

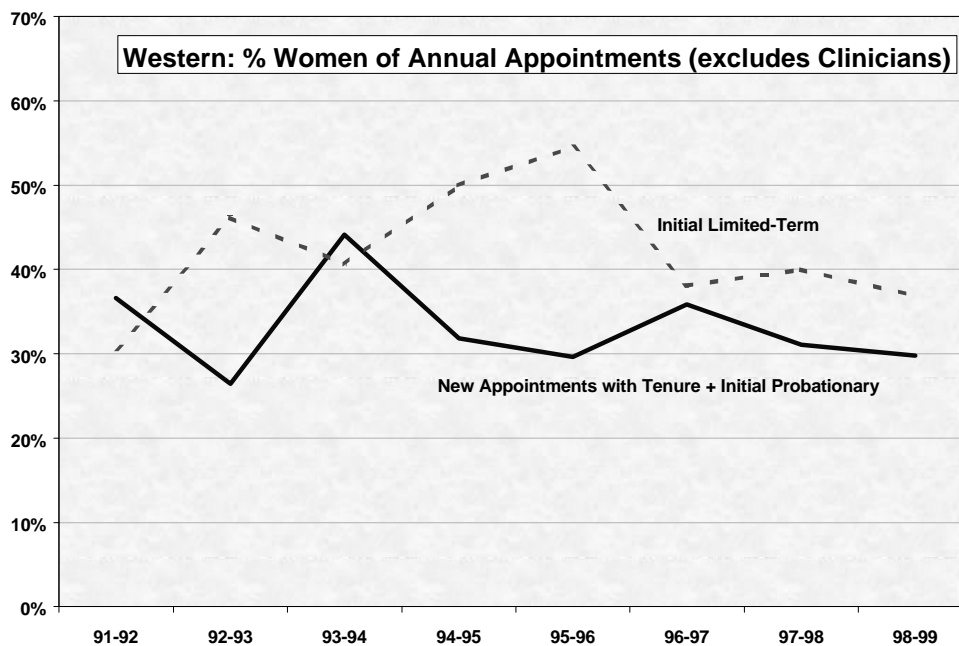
Contract Status of New Appointments

Table 1 in Appendix II provides data on annual appointments based on the contract status of appointees. For the past 8 years women have represented nearly 39 percent of all appointments and reappointments. However, the percentage varies by type of contract, from a low of 15 percent for new appointments with Tenure, to a high of 45.5 percent for Limited-term reappointments. Women account for 35 percent of initial Probationary (tenure-track) appointments and 41 percent of newly appointed Limited-term faculty.

The 8-year averages camouflage patterns of change that are revealed by a more detailed analysis of the annual records. Thus, Table 1 in Appendix II illustrates the following:

- While the total number of annual appointments and reappointments has declined over the 8 years, there has been a notable increase in the number of Probationary appointments in the last three years. This corresponds with a drop in the annual increment of new and reappointed Limited-term faculty.
- Whereas recruitment efforts in 1998-99 resulted in the highest-ever proportion of women among new appointees with Tenure (60%), the proportion of women among Probationary appointees reached its lowest level in the last 8 years (26%). Figure 9 illustrates the patterns of change since 1991-92.
- The drop in the proportion of probationary appointments to women in 1998-99 may be explained, in part, by the Province of Ontario's Access to Opportunities Program (ATOP), which supported designated programs in Engineering Science and Science. All of the University's 8 ATOP appointments were made to men in Electrical and Computer Engineering and in Computer Science.
- In general, the average percentage of women among new Probationary appointments has not deviated widely from the 35 percent overall average for the 8 years, with the highest departure occurring in 1993-94, when 50 percent of the Probationary appointees were women.
- The number of Probationary appointments in the last three years (133) is the highest three-year total over the past 8 years.

Figure 9

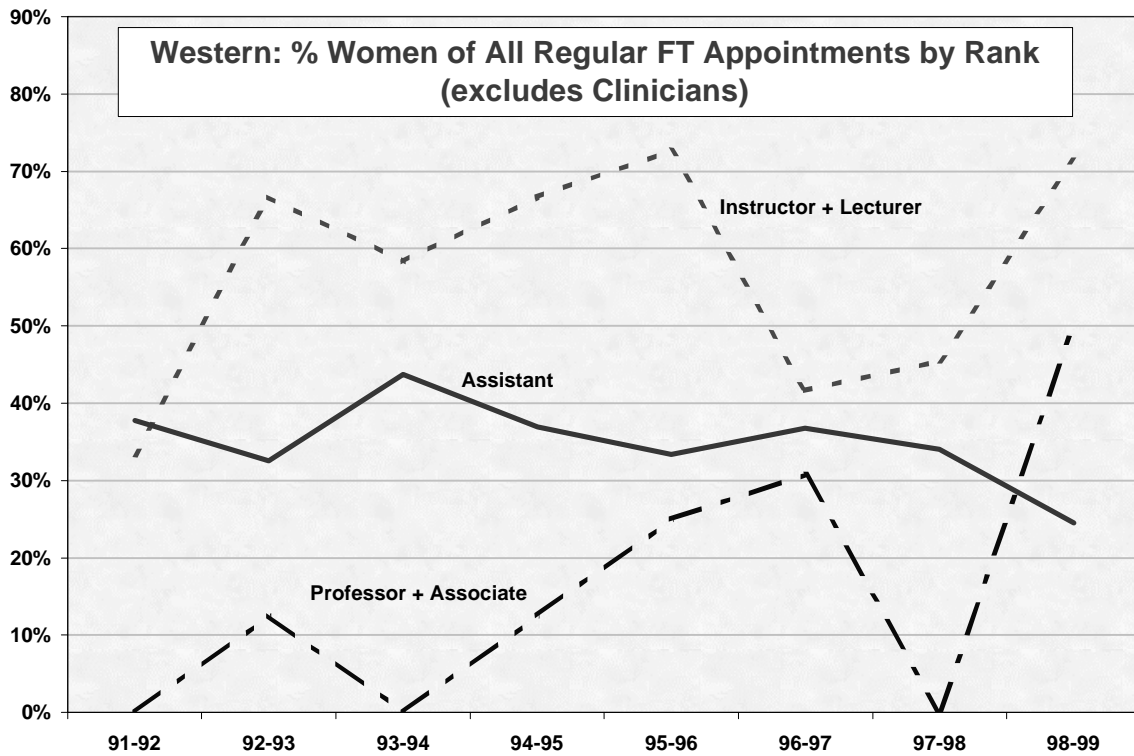


Rank of New Appointments

Table 2 in Appendix II documents annual increments to Western’s faculty by academic rank. Principal observations follow:

- Whereas women represented only 7.1 percent (2 of 28) of new appointees at the ranks of Full Professor and Associate Professor in the four years from 1991-92 to 1994-95, they accounted for 29 percent (9 of 31) in the most recent 4-year period. See Figure 10.
- Sharp variations in percentage values for female appointments at the Instructor + Lecturer and Professor + Associate levels reflect the small and variable number of such appointments from year to year.
- The proportion of women among new appointees is related inversely to academic rank. Over the 8 years, women accounted for 5.6 percent for new Full Professors but 57.9 percent of all new appointments and at the rank of Instructor.
- The **ratio of men to women** among new appointments at each rank for the 8 years was:
 - 17.0 to 1.0 for Professors,
 - 3.1 to 1.0 for Associates,
 - 1.9 to 1.0 for Assistants,
 - 1.2 to 1.0 for Lecturers, and
 - 0.7 to 1.0 for Instructors.

Figure 10

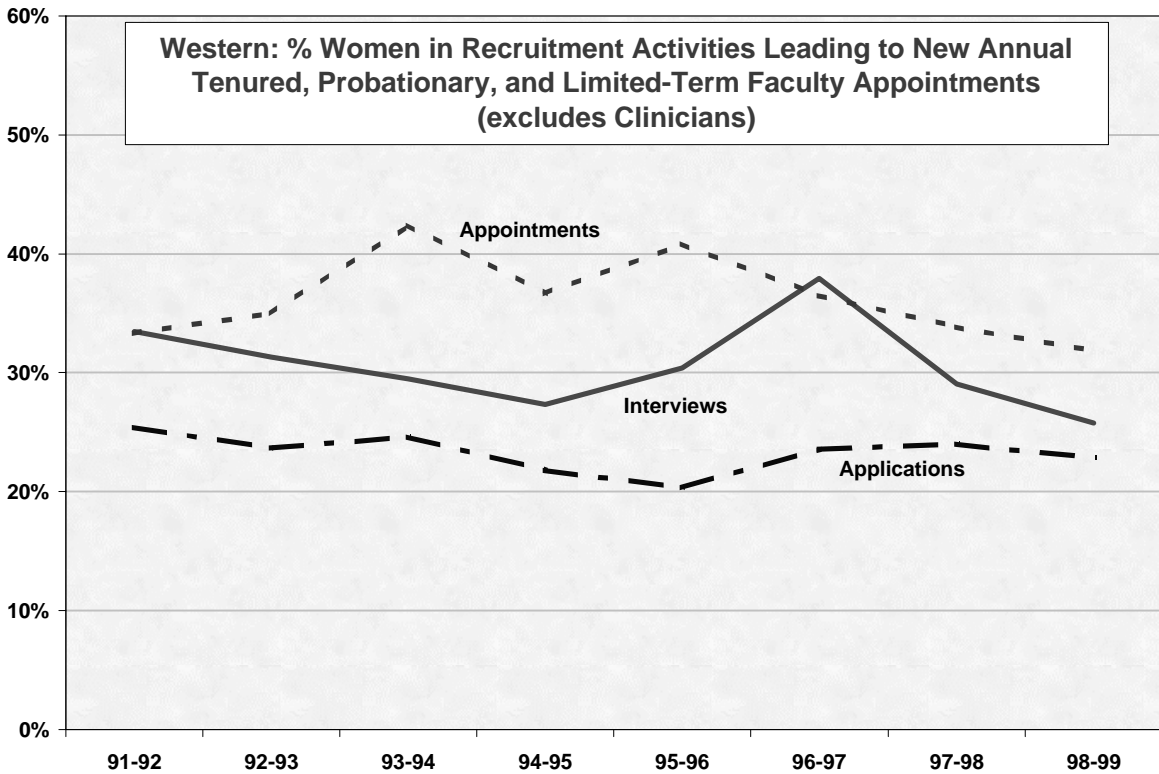


Recruitment Activity (1991-92 to 1998-99)

Table 3 in Appendix II provides summary data on three measures of annual recruitment activity for faculty positions for the 8 years – the number of applications, the number of interviews held, and the number of new appointments at all ranks. These data, summarised in Figure 11, support the following general observations:

- The proportion of applicants who are women has not varied very much from the 8-year average of 23 percent, reaching a high of 25 percent in 1991-92 and 1993-94 and a low of 20 percent in 1995-96.
- On average for the 8 years, women candidates accounted for about 30 percent of all interviews held. The lowest percentage of women in the pool of interviewed candidates was 26 percent in 1998-99 and the highest percentage was 38 percent, in 1996-97.
- A comparison of Western’s annual applicant pool with the percentage of women among new PhDs who graduate annually from Canadian universities (see Figure 8) suggests that Western is not attracting applications in proportion to potentially eligible women. This pattern may be the same at other similar universities, but there is insufficient understanding of the process to know if a greater percent of women than men fall out of the academic applicant pool between PhD completion and job application. In addition, there are no comparative data to establish whether this pattern occurs at other Canadian universities with program profiles similar to Western’s.

Figure 11

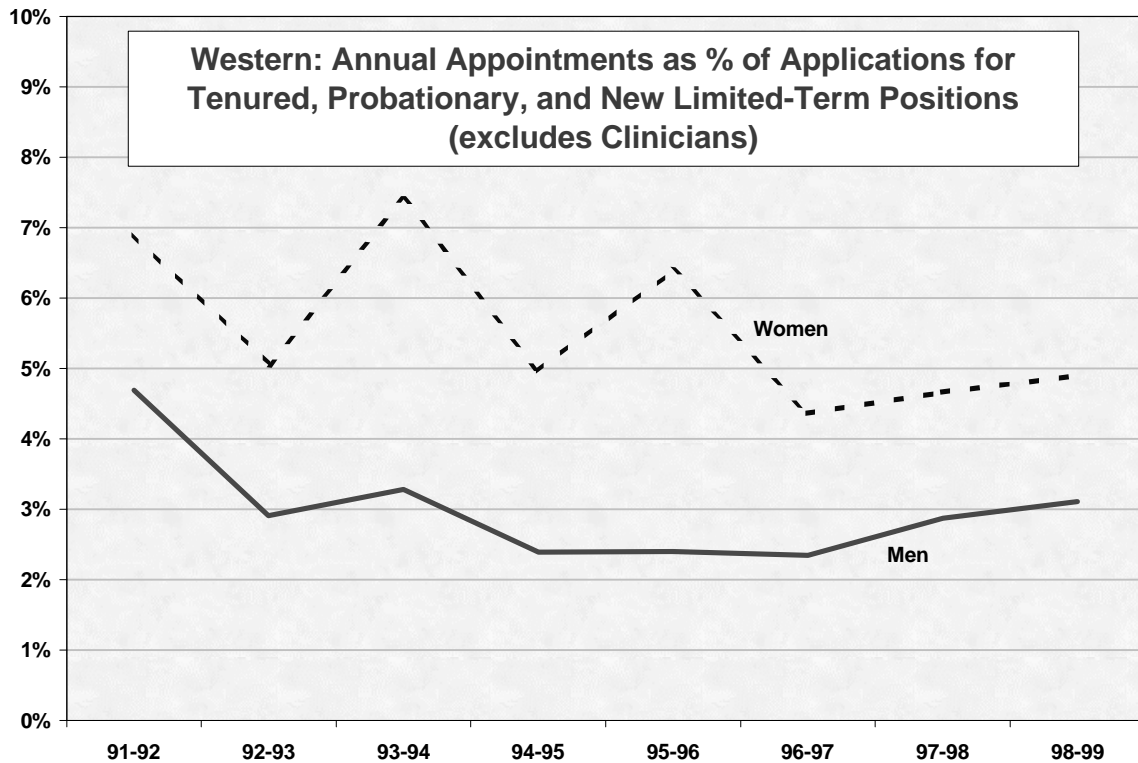


Gender and the Competition for Positions at Western

Table 4 in Appendix II illustrates the increasing difficulty for applicants and interviewees to secure faculty appointments at Western. There was a sharp increase in the number of applicants per position and of interviews per position, beginning in 1994-95. In the three prior years, applications per position averaged 23.7 and interviews per position averaged 3.9. However, in the last five years, applications per position have averaged 31.9 and interviews per position have averaged 5.3.

While it has been more difficult to secure an academic appointment at Western, the University has increased the overall representation of women in faculty positions by interviewing and appointing a higher proportion of female than male applicants. Evidence for this is presented in Table 5 of Appendix II. As shown in Figure 12, the appointment of a higher proportion of female applicants was more pronounced in the mid-1990s than in the most recent three academic years. Nonetheless, the pattern is consistent throughout the eight-year period; while a female applicant is more likely to be appointed than a male applicant, the data reveal a slight narrowing of the gap.

Figure 12



Full-time Clinical Appointments and Reappointments

Contract Status of New Clinical Appointments

Table 6 in Appendix II itemises appointments and reappointments by contract status for the period 1991-92 (2 July 1991 – 1 July 1999) to 1998-99 (2 July 1998 – 1 July 1999). General observations from the data include the following:

- The overall proportion of women among new clinical appointments and reappointments averaged 29 percent from 1991-92 to 1998-99.
- However, disaggregation by contract status provides a more informed representation. Thus, while women account for only 17 percent of Sequential Term Continuing (STC) appointments, they represent 61 percent of all Sequential Term Provisional (STP) appointments in the 8 years ending in 1998-99⁵. New Limited-term (LT) appointments have represented the majority of entry-level positions for Clinical faculty at Western over the last 8 years, and women have accounted for 23 percent of these appointments.
- Combining all initial appointments (STC, STP, and LT) for 1991-92 to 1994-95, women represented 31 of 100 new appointments (31%). In contrast, in the most recent four-year period, total new appointments dropped to 55 and the number of women appointees declined to 13 (24%).
- The large number of LT-reappointments in 1998-99 is associated largely with changes introduced in 1999 in the Conditions of Appointment for physicians in clinical departments and in the clinical divisions of basic science departments in the Faculty of Medicine and Dentistry. A significant number of prior STP appointees were reappointed as LT to coincide with the introduction of these new conditions on 1 July 1999.

Recruitment Activity for Clinical Appointments

Table 7 in Appendix II aggregates the recruitment data for all Sequential Term Provisional and Continuing Appointments for 1991-92 to 1998-99). For the Sequential Term appointments (Provisional and Continuing), the totals for the period beginning in 1991-92 show women representing 40.5 percent of applicants, 41 percent of interviewees, and 52 percent of appointments.

⁵ As of 1 July 1999, STP appointments are no longer possible under the changes introduced in the Conditions of Appointment for physicians in clinical departments and in the clinical divisions of basic science departments in the Faculty of Medicine & Dentistry. Appointments made previously with STP are as of 1 July 1999 Limited Term.

Summary

The proportion of women on Western's faculty has increased through the years, in part from attrition of male faculty through retirement and from recruitment practices. Overall, since 1991-92, the percentage of women has increased for all three professorial ranks, and this has been particularly evident at the level of Associate Professor.

The career progression of men and women at Western indicates that, on average, men are appointed and promoted at younger ages than are women. However, once appointed to positions at Western, women have had a shorter average number of years at each of the professorial ranks, compensating in part for their higher average ages at the completion of their doctoral degrees.

The University has maintained a faculty profile of women that is consistent with the applicant pool of new PhD graduates. While women applicants for positions at Western are low in comparison to the proportion of PhD graduates from Canadian universities, Western has increased the level of women on faculty by interviewing a higher proportion of female than male applicants.

Appendix I

Prepared by the Office of Institutional Planning and Budgeting for Western's submission to Statistics
Canada, 1 October 1999

Table 1

Full-time Faculty by Type of Appointment, Rank and Gender Western: 1998-99								
	Regular Full-time Faculty				Clinicians			
	Tenured	Probationary	Limited Term	Total	Tenured (STC)*	Probationary (STP)*	Limited Term	Total
Males								
Full Professor	314	0	4	318	3	0	96	99
Associate Professor	244	9	8	261	2	0	83	85
Assistant Professor	12	95	21	128	0	0	60	60
Lecturers	0	0	3	3	0	0	5	5
Instructors	0	0	22	22	0	0	0	0
Sub-Total Males	570	104	58	732	5	0	244	249
Females								
Full Professor	21	0	0	21	0	0	5	5
Associate Professor	76	1	6	83	1	0	11	12
Assistant Professor	8	59	15	82	0	0	16	16
Lecturers	0	0	5	5	0	0	3	3
Instructors	0	0	27	27	0	0	0	0
Sub-Total Females	105	60	53	218	1	0	35	36
All Faculty								
Full Professor	335	0	4	339	3	0	101	104
Associate Professor	320	10	14	344	3	0	94	97
Assistant Professor	20	154	36	210	0	0	76	76
Lecturers	0	0	8	8	0	0	8	8
Instructors	0	0	49	49	0	0	0	0
Total All Faculty	675	164	111	950	6	0	279	285

*STC = Sequential-Term Continuing; STP = Sequential-Term Provisional

Appendix II

Faculty Appointments by Gender

Prepared by the Office of the Provost and Vice-President (Academic)

Table 1

Women as Percentage of Annual Regular Full-time Appointments and Reappointments									
	All Appointments/Reappointments			Tenure, Probationary, & New LT			LT Reappointments		
Year	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women
1991-92	93	36	38.7	66	22	33.3	27	14	51.9
1992-93	94	34	36.2	60	21	35.0	34	13	38.2
1993-94	94	42	44.7	66	28	42.4	28	14	50.0
1994-95	84	28	33.3	60	22	36.7	24	6	25.0
1995-96	63	27	42.9	49	20	40.8	14	7	50.0
1996-97	85	34	40.0	74	27	36.5	11	7	63.6
1997-98	91	31	34.1	65	22	33.8	26	9	34.6
1998-99	78	31	39.7	66	21	31.8	12	10	83.3
8 Years	682	263	38.6	506	183	36.2	176	80	45.5

	New Appointments with Tenure			Initial Probationary Appointments			Initial LT Appointments		
Year	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women
1991-92	5	0	0.0	25	11	44.0	36	11	30.6
1992-93	4	0	0.0	30	9	30.0	26	12	46.2
1993-94	4	0	0.0	30	15	50.0	32	13	40.6
1994-95	5	1	20.0	39	13	33.3	16	8	50.0
1995-96	3	0	0.0	24	8	33.3	22	12	54.5
1996-97	5	1	20.0	48	18	37.5	21	8	38.1
1997-98	2	0	0.0	43	14	32.6	20	8	40.0
1998-99	5	3	60.0	42	11	26.2	19	7	36.8
8 Years	33	5	15.2	281	99	35.2	192	79	41.1

All values are based on calendar years starting on July 2 and ending on July 1.

Excluding Clinical Appointments and Reappointments

Appointments/Reappointments = Sum of Initial Appointments with Tenure, Probationary Appointments, and Limited-term Appointments and Reappointments.

Limited-term appointments with contractual arrangements for conversion to Probationary upon completion of the Ph.D. are counted as Probationary appointments.

Table 2

All Regular Full-time New Appointments by Rank, 1991-92 to 1998-99											
	Professor		Associate		Assistant		Lecturer		Instructor		
Year	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Total
1991-92	3	0	3	0	28	17	3	2	7	3	66
1992-93	2	0	5	1	29	14	1	2	2	4	60
1993-94	3	0	3	0	27	21	3	2	2	5	66
1994-95	3	0	4	1	29	17	2	4	0	0	60
1995-96	1	0	5	2	20	10	0	1	3	7	49
1996-97	2	0	7	4	31	18	2	0	5	5	74
1997-98	1	0	3	0	33	17	3	1	3	4	65
1998-99	2	1	1	2	40	13	0	0	2	5	66
8-Years	17	1	31	10	237	127	14	12	24	33	506

	Professor	Associate	Assistant	Lecturer	Instructor	Prof & Assoc	Assistant	Lect & Instr
Year	% Women	% Women	% Women	% Women	% Women	% Women	% Women	% Women
1991-92	0.0	0.0	37.8	40.0	30.0	0.0	37.8	33.3
1992-93	0.0	16.7	32.6	66.7	66.7	12.5	32.6	66.7
1993-94	0.0	0.0	43.8	40.0	71.4	0.0	43.8	58.3
1994-95	0.0	20.0	37.0	66.7		12.5	37.0	66.7
1995-96	0.0	28.6	33.3	100.0	70.0	25.0	33.3	72.7
1996-97	0.0	36.4	36.7	0.0	50.0	30.8	36.7	41.7
1997-98	0.0	0.0	34.0	25.0	57.1	0.0	34.0	45.5
1998-99	33.3	66.7	24.5		71.4	50.0	24.5	71.4
8-Years	5.6	24.4	34.9	46.2	57.9	18.6	34.9	54.2

All data derived from the annual Provost's Statistical Summary Reports, based on surveys of all academic units (excluding Clinical appointments)

Table 3

Recruitment Activity for All Full-time Initial Limited-Term, Probationary, and Tenured Appointments 1991-92 to 1998-99										
	Applications				Interviews Held			Appointments		
Year	Men	Women	Unknown	% Women	Men	Women	% Women	Men	Women	% Women
1991-92	938	319	21	25.4	155	78	33.5	44	22	33.3
1992-93	1341	416	52	23.7	169	77	31.3	39	21	35.0
1993-94	1158	378	6	24.6	196	82	29.5	38	28	42.4
1994-95	1590	443	38	21.8	218	82	27.3	38	22	36.7
1995-96	1217	311	99	20.4	197	86	30.4	29	20	40.8
1996-97	2005	619	31	23.6	206	126	38.0	47	27	36.5
1997-98	1496	472	4	24.0	239	98	29.1	43	22	33.8
1998-99	1449	429	38	22.8	302	105	25.8	45	21	31.8
8 Years	11194	3387	289	23.2	1682	734	30.4	323	183	36.2

Excluding Clinical appointments

Table 4

Applications and Interviews per New Full-time Faculty Appointment, 1991-92 to 1998-99					
Year	# of Applicants	# of Positions	# of Interviews	Applicants per Position	Interviews per Position
1991-92	1257	66	233	19.0	3.5
1992-93	1757	60	246	29.3	4.1
1993-94	1536	66	278	23.3	4.2
1994-95	2033	60	300	33.9	5.0
1995-96	1528	49	283	31.2	5.8
1996-97	2624	74	332	35.5	4.5
1997-98	1968	65	337	30.3	5.2
1998-99	1878	66	407	28.5	6.2
8 Years	14581	506	2416	28.8	4.8

Excluding Clinical appointments

Table 5

Likelihood of Being Interviewed and Appointed to Regular Faculty Positions at Western, 1991-92 to 1998-99						
	Women			Men		
Year	Appointed as % W Applicants	Interviewed as % W Applicants	Appointed as % W Interviewed	Appointed as % M Applicants	Interviewed as % M Applicants	Appointed as % M Interviewed
1991-92	6.9	24.5	28.2	4.7	16.5	28.4
1992-93	5.0	18.5	27.3	2.9	12.6	23.1
1993-94	7.4	21.7	34.1	3.3	16.9	19.4
1994-95	5.0	18.5	26.8	2.4	13.7	17.4
1995-96	6.4	27.7	23.3	2.4	16.2	14.7
1996-97	4.4	20.4	21.4	2.3	10.3	22.8
1997-98	4.7	20.8	22.4	2.9	16.0	18.0
1998-99	4.9	24.5	20.0	3.1	20.8	14.9
8 Years	5.4	21.7	24.9	2.9	15.0	19.2

Excluding Clinical appointments

Table 6

Women as a Percentage of Clinical Appointments and Reappointments, 1991-92 to 1998-99									
	All Clinical Appointments/Reapp			STC, STP, & New LT			Sequential-term Continuing		
Year	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women
1991-92	44	12	27.3	34	9	26.5	1	0	0
1992-93	27	8	29.6	16	6	37.5	1	0	0
1993-94	37	13	35.1	25	10	40.0	0	0	
1994-95	41	11	26.8	25	6	24.0	1	0	0
1995-96	46	13	28.3	16	3	18.8	1	0	0
1996-97	7	2	28.6	7	2	28.6	0	0	
1997-98	39	8	20.5	10	1	10.0	0	0	
1998-99	93	30	32.3	22	7	31.8	2	1	50.0
8 Years	334	97	29.0	155	44	28.4	6	1	16.7

	Sequential-term Provisional			Limited-term Initial Appointments			Limited-term Reappointments		
Year	Total	Women	% Women	Total	Women	% Women	Total	Women	% Women
1991-92	1	0	0.0	32	9	28.1	10	3	30.0
1992-93	3	3	100.0	12	3	25.0	11	2	18.2
1993-94	5	4	80.0	20	6	30.0	12	3	25.0
1994-95	7	4	57.1	17	2	11.8	16	5	31.3
1995-96	2	2	100.0	13	1	7.7	30	10	33.3
1996-97	3	1	33.3	4	1	25.0	0	0	
1997-98	2	0	0.0	8	1	12.5	29	7	24.1
1998-99	0	0		20	6	30.0	71	23	32.4
8 Years	23	14	60.9	126	29	23.0	179	53	29.6

Table 7

Recruitment Activities Leading to Initial Full-time Clinical Appointments (Sequential Term-Continuing and Sequential Term-Provisional) 1991-92 - 1998-99									
	Applications			Interviews Held			Appointments		
Year	Men	Women	% Women	Men	Women	% Women	Men	Women	% Women
1991-92	8	0	0.0	3	0	0.0	2	0	0.0
1992-93	5	6	54.5	4	3	42.9	1	3	75.0
1993-94	4	4	50.0	4	4	50.0	1	4	80.0
1994-95	12	12	50.0	9	6	40.0	4	4	50.0
1995-96	3	3	50.0	1	3	75.0	1	2	66.7
1996-97	2	2	50.0	2	2	50.0	2	1	33.3
1997-98	9	2	18.2	5	1	16.7	2	0	0.0
1998-99	1	1	50.0	1	1	50.0	1	1	50.0
8 Years	44	30	40.5	29	20	40.8	14	15	51.7