

TO: Faculty Relations

FROM: Equity & Human Rights Services

DATE: May 23, 2017

SUBJECT: *Reports on Promotion and/or Tenure – 2016-2017*

Attached you will find reports summarizing the information requested on the designated group status of those individuals considered for Promotion and/or Tenure under the Collective Agreements for 2016/2017.

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, the information provided by EHRS is suppressed in cases where there are fewer than 5 individuals in the group considered for Promotion and/or Tenure and/or where deemed necessary by EHRS.

2016-17 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	31						
Female	18						
Aboriginal	0						
Visible Minority	9						
Person with Disability	0						

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 decision - Clause 18	Negative Provost decision - Clause 18.3
Male	7	4	1	11	1	11	1
Female	5	1	1	6	1	6	1
Aboriginal	0	0	s	0	0	0	0
Visible Minority	2	2	s	4	0	4	0
Person with Disability	0	0	s	0	0	0	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 decision - Clause 18	Negative Provost decision - Clause 18.3
Male							
Female							
Aboriginal							
Visible Minority							
Person with Disability							

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 decision - Clause 18	Negative Provost decision - Clause 18.3
Male	10	8		17	1	17	1
Female	7	3		10	0	10	0
Aboriginal	0	0		0	0	0	0
Visible Minority	5	0		5	0	5	0
Person with Disability	0	0		0	0	0	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 decision - Clause 18	Negative Provost decision - Clause 18.3
Male	0	1		1	0	1	0
Female	1	0		1	0	1	0
Aboriginal	s	s		s	0	s	0
Visible Minority	s	s		s	0	s	0
Person with Disability	s	s		s	0	s	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 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. As such, please note that the data for Limited Term Appointments has been suppressed in all categories, except the gender category in the total cases considered.

2008-2017 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*)

Total cases considered Promotion or Continuing Appointment

Male	5						
Female	16						
Aboriginal	0						
Visible Minority	2						
Person with Disability	1						

Probationary Appointees considered for Promotion

	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 8.1	Process initiated by the University Librarian or Dean - Clause 8.2	Process initiated by Member - Clause 8.3	Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 19	Positive Provost recommendation - Clause 23.3	Negative Provost recommendation - Clause 23.3
Male	0	2	0	2	0	2	0
Female	3	0	1	4	0	4	0
Aboriginal	s	s	s	0	0	0	0
Visible Minority	s	s	s	1	0	1	0
Person with Disability	s	s	s	0	0	0	0

Probationary Appointees considered for Continuing Appointment

	Process initiated by Vice Provost and Chief Librarian or Dean within the first month of the last year of the Member's probationary period at the General Rank - Clause 7.0	Process initiated by Vice Provost and Chief Librarian or Dean in final six months of probationary period - Clause 7.1 combined with Process initiated by Member - Clause 7.3	Process initiated by Vice Provost and Chief Librarian or Dean at any time prior to final six months of probationary period - Clause 7.2	Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 19	Positive Provost recommendation - Clause 23.3	Negative Provost recommendation - Clause 23.3
Male	0	3	0	3	0	3	0
Female	1	9	2	12	0	12	0
Aboriginal	s	0	s	0	0	0	0
Visible Minority	s	1	s	1	0	1	0
Person with Disability	s	1	s	1	0	1	0

Total cases considered for Promotion and Continuing Appointment

21

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