

**TO:** Faculty Relations

**FROM:** Equity & Human Rights Services

**DATE:** May 17, 2019

**SUBJECT:** *Reports on Promotion and/or Tenure – 2018-2019*

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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 2018/2019.

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.

**2018-19 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									
	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		
Men	7	2		9	0	9	0		
Women	10	4		14	0	14	0		
Aboriginal Persons	0	0		0	0	0	0		
Visible Minorities	1	2		3	0	3	0		
Persons with Disabilities	2	0		2	0	2	0		
Probationary Associate Professor considered for Promotion or Granting of Tenure									
Men									
Women									
Aboriginal Persons									
Visible Minorities									
Persons with Disabilities									
Tenured Associate Professor considered for Promotion									
Men									
Women									
Aboriginal Persons									
Visible Minorities									
Persons with Disabilities									
Limited-Term Assistant and Associate Professors Considered for Promotion									
Men	12	1		13	0	13	0		
Women	14	3		17	0	17	0		
Aboriginal Persons	0	s		0	0	0	0		
Visible Minorities	6	s		6	0	6	0		
Persons with Disabilities	0	s		0	0	0	0		
Men	2	1		3	0	3	0		
Women	1	0		1	0	1	0		
Aboriginal Persons	s	s		s	0	s	0		
Visible Minorities	s	s		s	0	s	0		
Persons with Disabilities	s	s		s	0	s	0		
<b>Total cases considered for Promotion and/or Tenure</b>									<b>57</b>

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 the equity survey. 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, with the exception of gender, equity data is suppressed (s) in cases where there were fewer than 5 individuals considered in a group (i.e. under a given Clause). The equity data for the total cases considered has not been suppressed.

**2008-2019 REPORT ON PROMOTION AND CONTINUING APPOINTMENT CASES CONSIDERED UNDER THE LIBRARIANS AND ARCHIVISTS COLLECTIVE AGREEMENT**  
(as required under the Article Promotion and Continuing Appointment)

**Total cases considered Promotion or Continuing Appointment**

Men	8							
Women	19							
Aboriginal Persons	0							
Visible Minorities	3							
Persons with Disabilities	1							

**Probationary Appointees and/or Members holding Continuing Appointments considered for Promotion**

	Process initiated by Vice Provost and Chief Librarian or Dean within the first month of the last year of probationary period	Process initiated by the Vice Provost and Chief Librarian or Dean	Process initiated by Member	Positive Committee recommendation	Negative Committee recommendation	Positive Provost recommendation	Negative Provost recommendation
Men	1	2	0	3	0	3	0
Women	3	0	2	5	0	5	0
Aboriginal Persons	s	s	s	s	0	s	0
Visible Minorities	s	s	s	s	0	s	0
Persons with Disabilities	s	s	s	s	0	s	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	Process initiated by Vice Provost and Chief Librarian or Dean within the first month of the last year of probationary period combined with Process initiated by Member	Process initiated by Vice Provost and Chief Librarian or Dean at any time prior to final six months of probationary period	Positive Committee recommendation	Negative Committee recommendation	Positive Provost recommendation	Negative Provost recommendation
Men	0	5	0	5	0	5	0
Women	1	11	2	14	0	14	0
Aboriginal Persons	s	0	s	0	0	0	0
Visible Minorities	s	2	s	2	0	2	0
Persons with Disabilities	s	1	s	1	0	1	0

**Total cases considered for Promotion and Continuing Appointment**

**27**

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 and/or where deemed necessary by EHRSS. Please note that Clause numbers have been removed from this report, as they have varied across the Collective Agreements (i.e. between 2008-2019). The equity data for the total cases considered has not been suppressed.