



TO: Faculty Relations

FROM: Equity & Human Rights Services

DATE: May 21, 2021

SUBJECT: *Reports on Promotion, Tenure and Continuing Appointment*

Attached you will find reports summarizing the information requested on the designated group status of those individuals considered for Promotion, Tenure and/or Continuing Appointment under the UWOPA and UWOPA-LA Collective Agreements for 2020-2021.

As in previous years, these reports are 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, Tenure and/or Continuing Appointment. Data may also be suppressed where deemed necessary by EHRS.

2008-2021 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		22							
Indigenous peoples		0							
Members of racialized groups		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	1	3	7	0	7	0		
Indigenous peoples	s	s	s	s	0	s	0		
Members of racialized groups	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	12	2	15	0	15	0		
Indigenous peoples	s	0	s	0	0	0	0		
Members of racialized groups	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									
									30

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 promotion 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 EHRs. Please note that Clause numbers have been removed from this report, as they have varied across the Collective Agreements (i.e. between 2008-2021). The equity data for the total cases considered has not been suppressed.

June 11, 2021 2020-2021 REPORT ON PROMOTION AND/OR TENURE OR CONTINUING STATUS CASES CONSIDERED UNDER THE FACULTY COLLECTIVE AGREEMENT (as required under Clause 22 in the Article Promotion, Tenure and Continuing Status)										
Clause 22 (a) - Total cases considered for Promotion and/or Tenure or Continuing status (Clause 16)										
Men	34									
Women	18									
Indigenous peoples	0									
Members of racialized groups	11									
Persons with Disabilities	0									
Clause 22 (b) & (d) - Probationary Assistant Professors or Probationary Associate Professors, TS considered for Promotion and/or Tenure or Continuing Status										
	Process initiated by Dean in the last year - Clause 16.1	Process initiated by Member by March 1 of the last year in the 4th year - Clause 16.4	Process initiated by Member by March 1 in the last year notwithstanding leave extensions - Clause 16.7.1	Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 18	Positive Provost decision - Clause 19	Negative Provost decision - Clause 19			
Men	7	12	0	18	1	18	1			
Women	2	4	1	7	0	7	0			
Indigenous peoples	0	0	s	0	0	0	0			
Members of racialized groups	1	0	s	1	0	1	0			
Persons with Disabilities	0	0	s	0	0	0	0			
Clause 22 (c) - Probationary Associate Professors or Probationary Associate Professors, TS considered for Promotion and/or Granting of Tenure or Continuing Status										
	Process initiated by the Dean in the last year of the appointment - Clause 16.2	Process initiated by Dean in any year before the last year - Clause 16.3		Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 18	Positive Provost decision - Clause 19	Negative Provost decision - Clause 19			
Men		1		1	0	1	0			
Women		0		0	0	0	0			
Indigenous peoples		s		s	0	s	0			
Members of racialized groups		s		s	0	s	0			
Persons with Disabilities		s		s	0	s	0			
Clause 22 (d) & (e) - Tenured Associate Professors or Tenured Associate Professors, TS with Continuing Status considered for Promotion										
	Process initiated by Dean - Clause 16.5	Process initiated by Member no earlier than three years after promotion to Associate Professor - Clause 16.6		Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 18	Positive Provost decision - Clause 19	Negative Provost decision - Clause 19			
Men	13	1		14	0	14	0			
Women	11	0		11	0	11	0			
Indigenous peoples	0	s		0	0	0	0			
Members of racialized groups	10	s		10	0	10	0			
Persons with Disabilities	0	s		0	0	0	0			
Clause 22 (g) - Limited-Term Assistant and Associate Professors Considered for Promotion										
	Process initiated by Dean - Clause 16.5.1	Process initiated by Member - Clause 16.4.2	Process initiated by Member - Clause 16.6.1	Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 18	Positive Provost decision - Clause 19	Negative Provost decision - Clause 19			
Men										
Women										
Indigenous peoples										
Members of racialized groups										
Persons with Disabilities										
Total cases considered for Promotion and/or Tenure										
										52
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) and/or data may be suppressed where deemed necessary by EHRs.										