Equity and Human Rights Services

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 UWOFA and UWOFA-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.

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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 and returned the surveys. Those who have 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.

2020-2021 REPORT ON PROMOTION AND/OR TENURE OR CONTINUING STATUS CASES CONSIDERED UNDER THE FACULTY COLLECTIVE AGREEMENT

June 11, 2021

Men	Men 34							
Women	18							
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	itiated by last year s 16.1	Process initiated by Dean in any year before the last year - Clause 16.3	Process Member k 3rd year for in the 4th	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		₁₂	 - - - - - - - -		181		18 18 1	 - -
Women	2	4	-		7	0	7	0
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Women		0			0	0	0	0
Indigenous peoples		S			S	0	S	0
Members of racialized groups		Ø			တ	0	Ø	0
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Members of racialized groups	10	w			10	0	10	0
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ıse 22 (g) -Limited-Tern	n Assistant and Assoc	Clause 22 (g) -Limited-Term Assistant and Associate Professors Considered for Pror	red 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
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