ANNOUNCEMENTS & COMMUNICATIONS

FOR INFORMATION

ANNOUNCEMENTS

Name	Department/School	Faculty	Admin Post	Effective Date	End Date
Daniel Belliveau	Health Studies	Health Sciences	Acting Director	July 1-2012	June 30-2013
Deborah Lucy	Physical Therapy	Health Sciences	Acting Director	February 15, 2012	June 30-2012
Nandi Bhatia	English	Arts and Humanities	Associate Dean	July 1-2012	June 30-2015
Erika Chamberlain	Law	Law	Associate Dean (Academic)	July 1-2012	June 30-2015
Craig Brown	Law	Law	Associate Dean (Administration)	July 1-2012	June 30-2015
Helen Fielding	Womens' Studies	Arts and Humanities	Chair	July 1-2012	June 30-2017
Marilyn Kertoy	CSD	Health Sciences	Acting Director	July 1-2012	June 30-2013
Kari Veblen	Music	Music	Assistant Dean	July 1- 2012	June 30-2013

COMMUNICATIONS

Reports on Promotion and/or Tenure – 2011-12

See Appendix 1.

Western

Equity and Human Rights Services

TO: Faculty Relations

FROM: Equity & Human Rights Services

DATE: May 28, 2012

SUBJECT: *Reports on Promotion and/or Tenure – 2011-2012*

Please find attached charts summarizing the information requested on the designated group status of those individuals considered for Promotion and/or Tenure under the Collective Agreements for 2011/2012.

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, information 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.

Western University, The Arthur and Sonia Labatt Health Sciences Building, Rooms 330-335.
London, ON, Canada N6A 5B9 t. 519.661.2111 ext. 83334 f. 519.661.2133 www.uwo.ca/equity

2011-12 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	47							
Female	35							
Aboriginal	0							
Visible Minority	19							
Person with Disability	2							

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	25	6	1	31	1	31	1	
Female	21	2	0	23	0	23	0	
Aboriginal	0	0	s	0	0	0	0	
Visible Minority	14	0	s	14	0	14	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	4	0		4	0	4	0	
Female	1	0		1	0	1	0	
Aboriginal	0	0		0	0	0	0	
Visible Minority	1	0		1	0	1	0	
Person with Disability	0	0		0	0	0	0	

	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	9	2		11	0	11	0	
Female	9	1		10	0	10	0	
Aboriginal	0	s		0	0	0	0	
Visible Minority	2	s		2	0	2	0	
Person with Disability	1	s		1	0	1	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			0	0	0	0	
Female	1			1	0	1	0	
Aboriginal	s			s	s	s	s	
Visible Minority	s			s	s	s	s	
Person with Disability	s			s	s	s	s	
Total cases considered for Promotion and/or Tenure								82

The information related to the designated groups - with the exception of gender - was provided by Equity & Human Rights Services (EHRS). This information was provided, in aggregate form only, from Employment Equity data, which is obtained through the self-identification surveys sent to employees. 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 EHRS's data is suppressed (s) in cases where there were fewer than 5 individuals considered in a group and/or where EHRS deems necessary. However, this data is provided for the total cases considered .

2008-2012 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*)

2008-2012

Total cases considered Promotion or Continuing Appointment								
Male	2							
Female	5							
Aboriginal	0							
Visible Minority	0							
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	Proess 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								
Female								
Aboriginal								
Visible Minority								
Person with Disability								

Probationary Appointees considered for Continuing Appointment								
	Process initiated by University 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 University 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	2			2	0	2	0	
Female	5			5	0	5	0	
Aboriginal	0			0	0	0	0	
Visible Minority	0			0	0	0	0	
Person with Disability	1			1	0	1	0	

Total cases considered for Promotion and Continuing Appointment	7

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 EHRS . Please note that this cumulative report does not included data on the Librarian and/or Archivists considered under Clause 8.1 or Clause 22 between 2007-2012.

2011-2012 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*)

2011-12

Total cases considered under Clause 7 for Promotion or Continuing Appointment								
Male	1							
Female	4							
Aboriginal	s							
Visible Minority	s							
Person with Disability	s							

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	Proess initiated by Member - Clause 8.3	Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 18	Positive Provost decision - Clause 23.3	Negative Provost decision - Clause 23.3	
Male	0			0	0	0	0	
Female	2			2	0	2	0	
Aboriginal	s			s	s	s	s	
Visible Minority	s			s	s	s	s	
Person with Disability	s			s	s	s	s	

Probationary Appointees considered for Continuing Appointment								
	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 7.1	Process initiated by University Librarian or Dean at any time prior to final six months of probationary period - Clause 7.2	Proess initiated by Member - Clause 7.3	Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 19	Positive Provost decision - Clause 23.33	Negative Provost decision - Clause 23.3	
Male			1	1	0	1	0	
Female			2	2	0	2	0	
Aboriginal			s	s	s	s	s	
Visible Minority			s	s	s	s	s	
Person with Disability			s	s	s	s	s	

Total cases considered for Promotion and Continuing Appointment	5

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 fewer than 5 individuals considered in a group and/or as deemed necessary by EHRS. As such, please note that the data, with the exception of gender, for Librarian/Archivists has been suppressed in all categories.