

Gender Equity and Pathways to Leadership

Women in the Tenure Stream at the University of Toronto (2004-05 and 2014-15)

Office of the Vice-Provost,
Faculty and Academic Life
September 2016



UNIVERSITY OF
TORONTO

Executive Summary

This report assesses the state of gender equity at the University of Toronto by looking at the representation of women throughout the key stages of their career as faculty and academic administrators. The purpose of this report is to highlight changes in the status of women at the University using two snapshots of data on employment, hiring and promotion, and academic leadership from 2004-05 and 2014-15.

This report focuses on gender only and does not analyze the intersection of gender with race/indigeneity. We are aware that the experiences of racialized/indigenous faculty may be different. As data from the new U of T Employment Equity Survey become available, we will be able to include the analysis of other diversity characteristics.*

The data included in the report focus mainly on tenure/tenure-track, non-clinical, full-time faculty, who comprise about 85% of the total non-clinical, full-time faculty at the University of Toronto (2,058 faculty members).**

Main Findings:

U of T has been successful in achieving greater faculty gender equity over the last 10 years

- More women join and stay at the University of Toronto today than ten years ago:
 - A larger proportion of women were employed at U of T in 2014-15 than in 2004-05.
 - A larger proportion of women were hired, tenured and promoted at U of T in 2014-15 than in 2004-05.
- 7 out of 18 divisions already employ more than 40% female faculty. Out of the remaining 11 divisions, 9 divisions increased their proportion of women over the last 10 years.
- Women are successful in securing interviews for faculty positions at U of T.
- In 2015-16, 53% of new faculty hires were women.

Areas in need of improvement

- Women are under-represented among senior faculty ranks (but not among academic leadership) and are under-represented in senior faculty hires.
- Despite being selected for interviews at slightly higher rates than men, women tend to be less successful in obtaining offers of faculty positions at U of T.
- Women in clinical faculty positions are significantly less represented among senior faculty ranks compared to their colleagues in tenure/tenure-track positions.

Academic Leadership

- Women are excelling in academic leadership; their representation among academic administrators is the same as their representation among U of T faculty as a whole.
- The representation of women is particularly strong at the highest ranks of academic administration.

* For more information regarding the Survey, see <http://equity.hrandequity.utoronto.ca/employment-equity/>

**See more details about the sample in the Methodology section.

Methodology

Timeline:

This report focuses on two snapshots of data from 2004-05 and 2014-15. In addition, the analysis of hiring, tenure and promotion trends includes data from 2009-10 and 2015-16.

The faculty and academic leadership workforce data correspond to the academic year of employment commencing July 1. In order to ensure alignment between employment and recruitment/tenure/promotion data, the data on hiring and tenure/promotion processes correspond to the year of subsequent employment/new rank at the University commencing July 1. Thus, the actual recruitment/promotion process would have occurred in the preceding year. For example, 2014-15 refers to the 2013-14 hiring/tenure/promotion cycle for positions expected to commence on July 1, 2014.

Faculty included in the report:

Only **full-time tenured/tenure-track faculty** are included. The data exclude part-time faculty (unless they are on phased/semi retirement) and those on long-term disability or unpaid leave longer than one year. Members of the senior administration (PVP) are included in the analysis.

Most of the report excludes data on clinical faculty. Clinical faculty employment trends are analyzed separately. Due to the nature of hospital-based appointments, the career path of clinical faculty is fundamentally different from that of tenure-track faculty.

Teaching stream faculty are also excluded from the analysis. Firstly, the number of teaching stream faculty in 2004-05 was very low, making reliable analysis of gender distribution difficult. Secondly, until recently, all teaching stream faculty were initially hired on limited term contracts, making it challenging to distinguish between continuing and non-continuing appointments. The adjustments made to the teaching stream through changes to the Policy and Procedures on Academic Appointments (PPAA) under the Special Joint Advisory Committee (SJAC) will allow us to track teaching stream faculty career paths in a way similar to those of tenure-track faculty going forward.

Methodology - Continued

Academic Administrators included in the Report:

Only academic administrators appointed under the Policy on Appointment of Academic Administrators (PAAA) are included in this study, and only tenure-track faculty who hold such positions were included in the analysis. These academic administrators include tenure-track faculty who serve as chairs/directors of departments, EDU:As and EDU:Bs as well as Vice Deans, Associate Deans, Deans and members of PVP.

There is a small number of academic administrators who hold clinical faculty positions, teaching stream positions or other limited-term faculty positions; these academic administrators are excluded from the analysis.

Analysis by Unit:

Analysis by unit includes departments, EDUs and Faculties/Divisions with 10 or more faculty members in both 2004-05 and 2014-15^(#). In cases where units were restructured between 2004 and 2015, the comparison is based on the faculty complement in the newly restructured unit. Some units were combined for the purposes of comparative analysis between 2004-05 and 2014-15. See Appendix A for further details.

(#) The only exception is the Faculty of Forestry, which consisted of 9 faculty members in 2014-15 (14 faculty members in 2004-05).

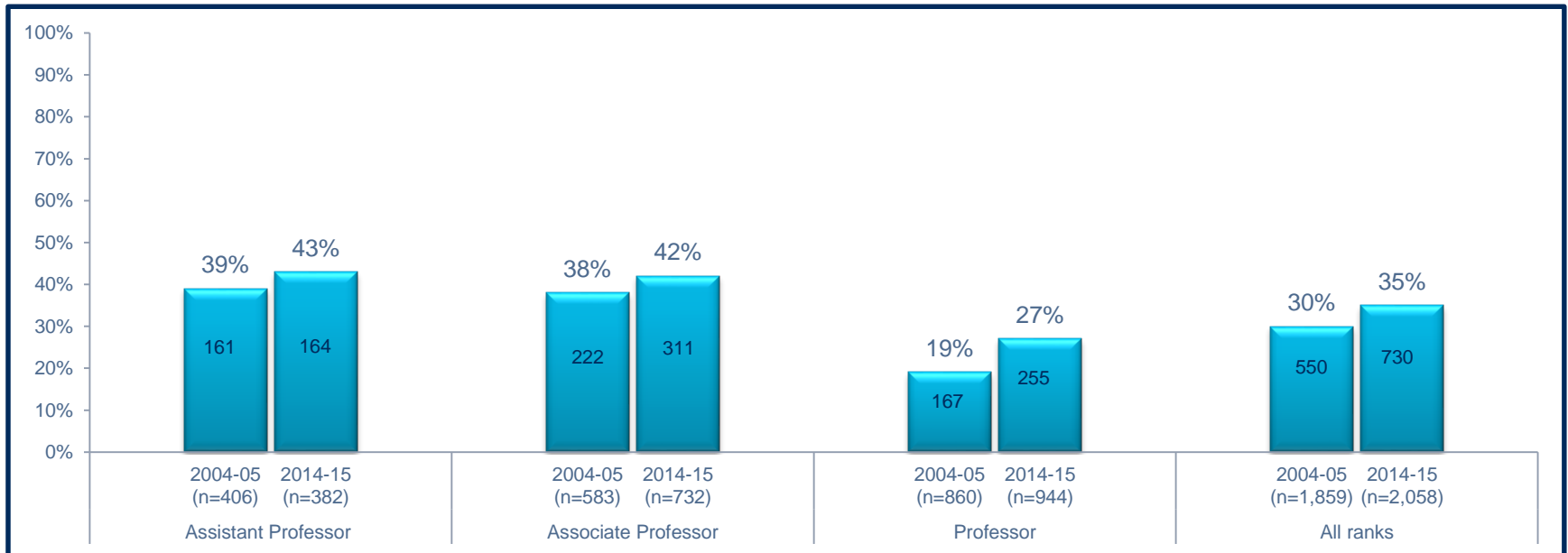
Faculty Workforce

The representation of women in the U of T faculty cohort has increased from **30%** to **35%** between 2004-05 and 2014-15. In 2014-15, there were almost 200 more women employed as full-time tenure/tenure-track faculty than there were ten years earlier.

The proportion of women increased across all three ranks, with Assistant and Associate Professor ranks approaching gender balance (43% and 42% respectively). Women are still under-represented at the Full Professor rank.

Figure 1. Percentage of Female Full-time Faculty

[N indicates the total number of faculty (men and women) in this category, and the numbers inside the bars indicate the number of women in each category]



Source: University of Toronto, Human Resources Information System (HRIS)

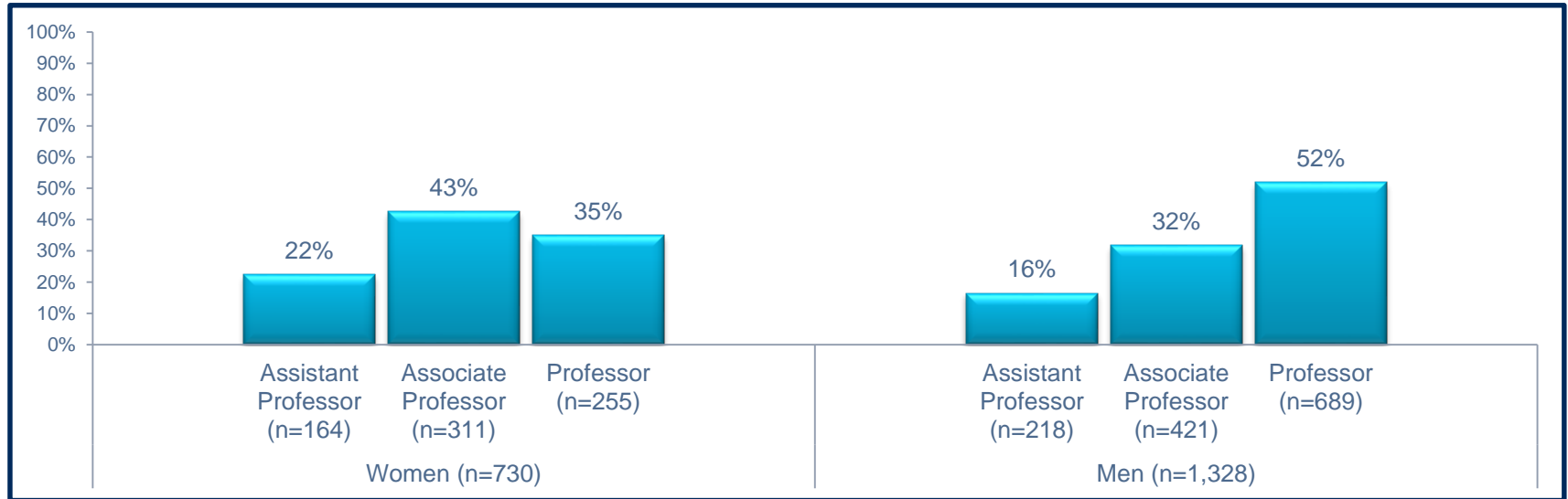
NOTE: Only full-time tenure-track faculty are included. The data exclude part-time faculty (unless they are on phased/semi retirement) and those on long-term disability or unpaid leave longer than one year. Clinical faculty are also excluded.

Faculty Workforce

Another way to look at gender representation is to compare the distribution of ranks among men and women separately. This analysis reveals that women tend to hold more junior faculty positions compared to men. Only 35% of women hold the rank of Full Professor versus 52% of men.

Historical analysis shows that Full Professor is the fastest-growing category of women in the University. Thus, as women progress through their careers at the University, we should expect to see greater gender balance across all faculty ranks.

Figure 2. Distribution of Faculty by Rank – 2014-15

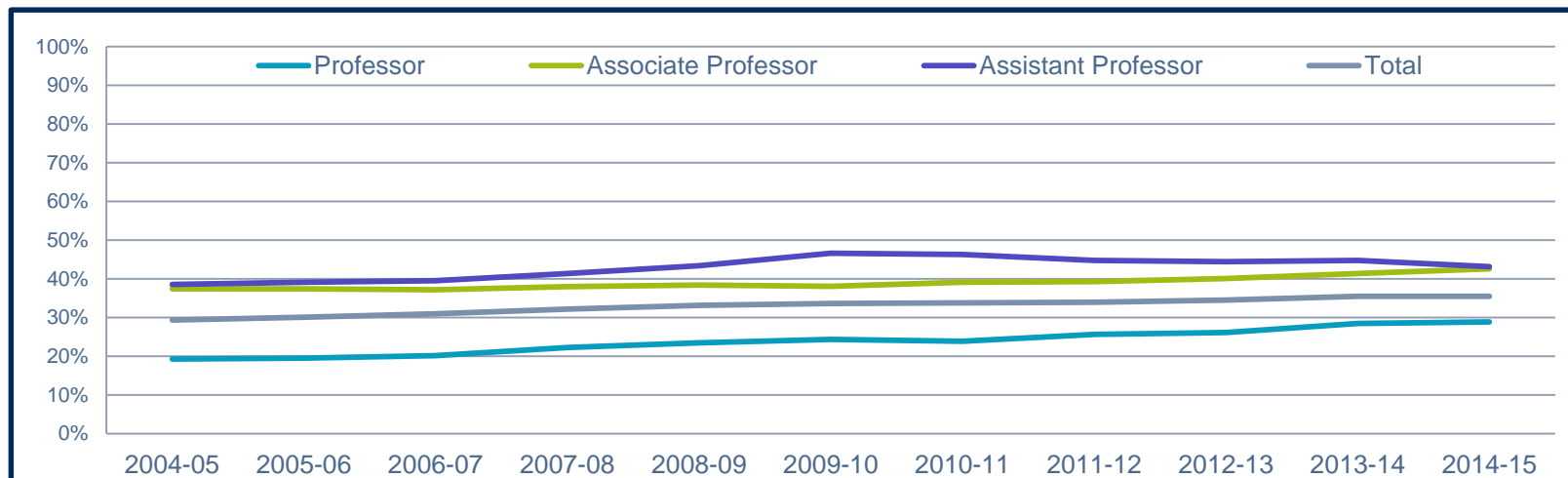


Source: University of Toronto, Human Resources Information System (HRIS)

NOTE: Only full-time tenure-track faculty are included. The data exclude part-time faculty (unless they are on phased/semi retirement) and those on long-term disability or unpaid leave longer than one year. Clinical faculty are also excluded.

Faculty Workforce – Historical Trends

Figure 3. Percentage of Female Full-time Faculty – 2004-2014



	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
Professor	19%	20%	20%	22%	23%	24%	24%	26%	26%	28%	29%
Associate Professor	37%	37%	37%	38%	38%	38%	39%	39%	40%	41%	43%
Assistant Professor	39%	39%	40%	41%	43%	47%	46%	45%	44%	45%	43%
Total	29%	30%	31%	32%	33%	34%	34%	34%	34%	36%	35%

Source: University of Toronto, *Facts and Figures* Reports 2004-2014

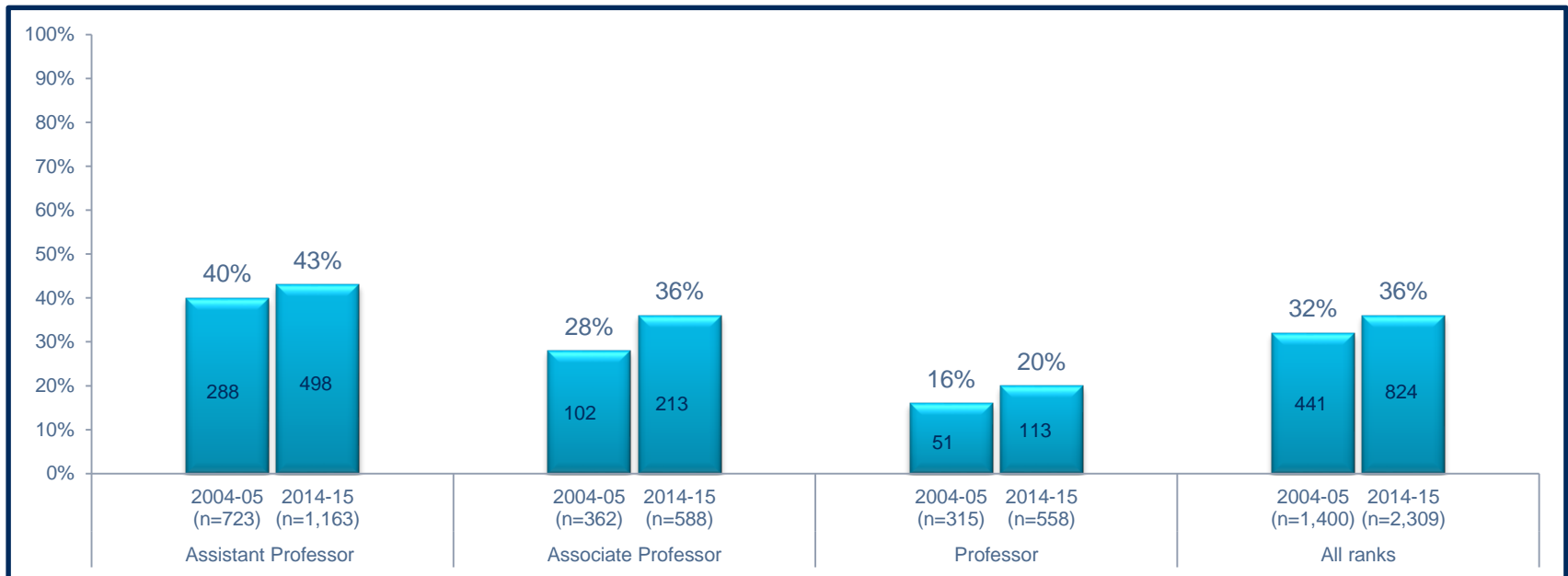
NOTE: Faculty data in *Facts and Figures* reports include clinician chairs with tenure and excludes PVP. As a result, the samples and the results in Figures 1-2 and Figure 3 are slightly different. The differences in samples do not affect the general trends.

Faculty Workforce – Clinical Faculty

The representation of women among U of T *clinical* faculty has increased from 32% to 36% between 2004-05 and 2014-15. In 2014-15, almost 400 more women were employed as clinical faculty than 10 years earlier. The largest increase in the proportion of women occurred among Associate Professors.

Figure 4. Percentage of Women in Clinical Faculty Positions

[N indicates the total number of faculty (men and women) in this category, and the numbers inside the bars indicate the number of women in each category]



Source: University of Toronto, Human Resources Information System (HRIS)

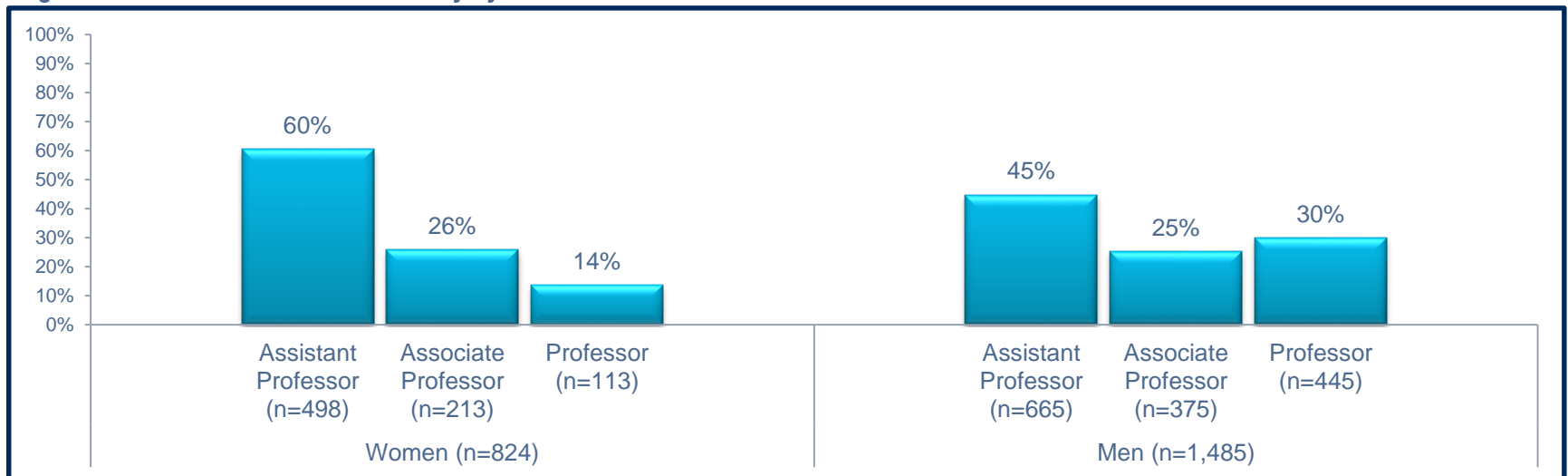
NOTE: Only full-time clinical faculty, as defined by the Faculty of Medicine, are included in the analysis. Full-time clinical faculty make up 83% of all clinical faculty members (excluding adjuncts). The inclusion of part-time faculty does not change the general trend in gender distribution.

Faculty Workforce – Clinical Faculty

A comparison of rank distribution among men and women reveals that women tend to hold more junior clinical faculty positions than men: only 14% of women hold the rank of Full Professor versus 30% of men.

In comparison with full-time tenure-track faculty, the gender balance is less equitable among clinical faculty, and women are significantly less represented among senior faculty. A larger proportion of women are employed as Assistant Professors among clinical faculty than among tenure-track faculty (60% versus 22% respectively). Only 14% of female clinical faculty are employed as Full Professor versus 35% of tenure-track faculty.

Figure 5. Distribution of Clinical Faculty by Rank – 2014-15

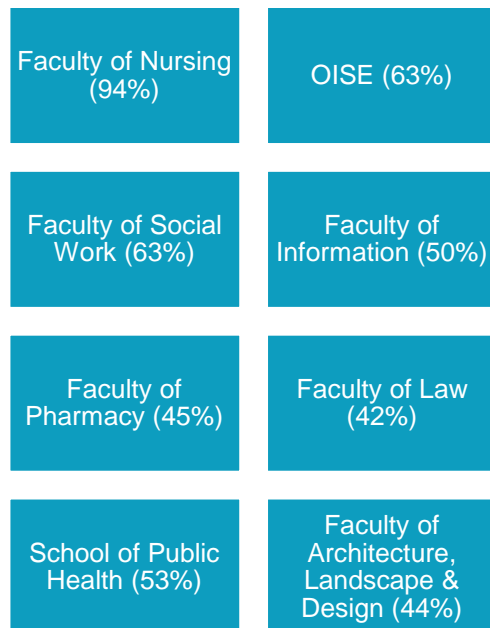


Source: University of Toronto, Human Resources Information System (HRIS)

NOTE: Only full-time clinical faculty, as defined by the Faculty of Medicine, are included in the analysis. Full-time clinical faculty make up 83% of all clinical faculty members (excluding adjuncts). The inclusion of part-time faculty does not change the general trend in gender distribution.

Faculty Workforce – Gender Balance by Division

Figure 6. Divisions with at least 40% women



Many divisions have been successful in hiring and retaining women and, as a result, have either achieved or made substantial progress towards achieving gender parity.

Table 1. Percentage of Female Faculty by Division

	2004-05	2014-15	
Faculty of Applied Science & Engineering	8%	17%	▲
Faculty of Architecture, Landscape & Design, John H. Daniels	8%	44%	▲
Faculty of Arts & Science	27%	34%	▲
Faculty of Dentistry	17%	35%	▲
Faculty of Forestry	21%	22%	
Faculty of Information	64%	50%	
Faculty of Kinesiology & Physical Education	36%	33%	
Faculty of Law	36%	42%	▲
Rotman School of Management	15%	19%	▲
Faculty of Medicine (#)	31%	38%	▲
Faculty of Music	32%	38%	▲
Faculty of Nursing, Lawrence S. Bloomberg	95%	94%	
Faculty of Pharmacy, Leslie Dan	36%	45%	▲
School of Public Health, Dalla Lana	54%	53%	
Faculty of Social Work, Factor-Inwentash	64%	63%	
OISE	59%	63%	
UTM	28%	35%	▲
UTSC	29%	37%	▲
Total	30%	35%	▲

Source: University of Toronto, Human Resources Information System (HRIS)
 (#) Public Health and IHPME were part of the Faculty of Medicine in 2004-05. They were analyzed separately as the School of Public Health, Dalla Lana for the 2004-05 analysis.

Gender Balance at the Unit Level

Many departments and Single Department Faculties (SDFs) have maintained an equitable gender distribution since 2004, and many others have made significant strides towards achieving greater gender parity.

Figure 7. Changes in Gender Equity Across Departments/EDUs and SDFs (See Appendix A for a full list of departments)

Units that have been at gender parity since 2004*	Units that reached gender parity in 2014-15*	Units that made progress toward achieving gender parity**
<ul style="list-style-type: none"> • English • English and Drama– UTM • Historical Studies - UTM • Psychology – UTM • Sociology – UTM • Sociology – UTSC • School of Public Health • Leadership, Higher and Adult Education • Faculty of Information 	<ul style="list-style-type: none"> • Anthropology • East Asian Studies • History of Art • Geography and Planning • History • Political Science • Slavic Languages and Literatures • Study of Religion • Geography – UTM • Arts, Culture and Media – UTSC • Historical and Cultural Studies - UTSC • Physiology • Faculty of Architecture, Landscape & Design • Faculty of Law • Faculty of Pharmacy 	<ul style="list-style-type: none"> • Chemistry • Computer Science • Earth Sciences • Physics • Biology – UTM • Economics – UTM • Physical and Environmental Science – UTSC • Aerospace Studies • Chemical Engineering and Applied Chemistry • Mechanical and Industrial Engineering • Faculty of Dentistry

* Gender parity is defined as a faculty complement with 40% to 60% women

** Increase of 10 percentage points or more

Source: University of Toronto, Human Resources Information System (HRIS)

Important Notes:

1. Only departments with 10 or more faculty members in both 2004-05 and 2014-15 are included in the analysis.
2. Departments exceeding 60% women are not included in this list (Applied Psychology and Human Development; Curriculum, Teaching and Learning; Social Justice Education; Rehabilitation Sciences; Faculty of Social Work; and Faculty of Nursing).

Recruitment and Hiring

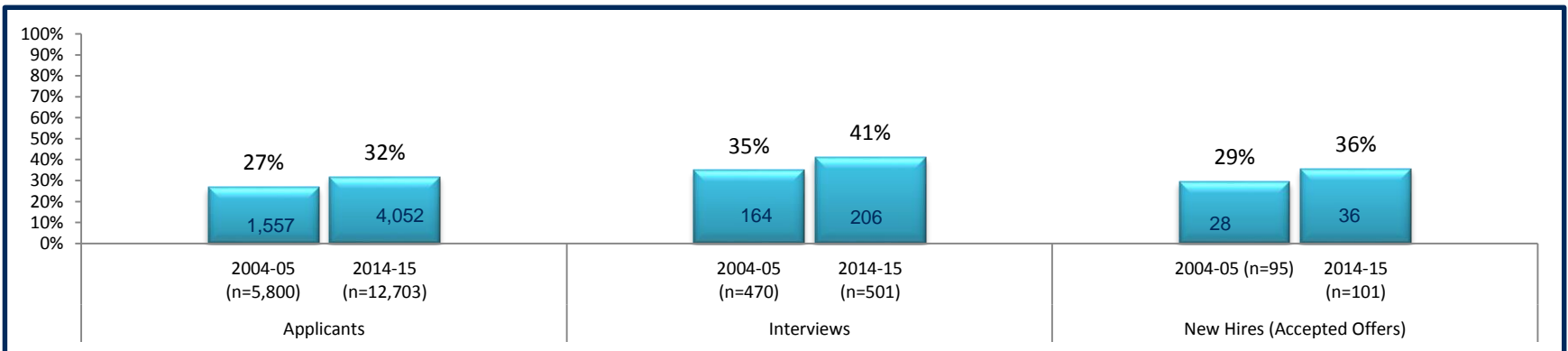
The University's recruitment data lag employment data by one year, i.e., women hired to begin their employment in a faculty position in the academic year 2014-15 were recruited in 2013-14. In order to align employment and recruitment information, the data on recruitment are organized by the year that employment commences, and not the year of recruitment. More recent recruitment data that provide an indication about future employment trends are presented separately.

The University of Toronto has made some progress in hiring more female faculty in the last 10 years; however, the University has not yet achieved consistent gender parity in recruitment and hiring processes.

The proportion of women in the three groups (applicants, interviewees, and hires) has increased since 2004. Nevertheless, the data reveal some troubling trends. On the one hand, the fact that the proportion of women interviewed for faculty positions generally exceeds their share of the applicant pool, indicates that U of T attracts talented women to its recruitment pools. On the other hand, women are not offered positions in proportion to their representation in the interview pool. The percentage of women hired for faculty positions is lower than the percentage of those interviewed for these positions (see also Table 2).

Figure 8. Percentage of Women in the Recruitment Process (All Ranks)

[N indicates the total number of faculty (men and women) in this category, and the numbers inside the bars indicate the number of women in each category]



Source: University of Toronto Office of the Vice-Provost, Faculty and Academic Life

NOTE: The reference year denotes the year in which successful candidates commenced their employment at U of T and is the same as the year listed in the employment data. Thus, the actual recruitment process usually occurred in the preceding year. For example, 2014-15 refers to the 2013-14 recruitment cycle for positions expected to commence on July 1, 2014.

Recruitment and Hiring – A Closer Look at 2014-15

The analysis of recruitment data by rank shows that the patterns of recruitment of women in junior- and senior- level searches* follow similar trends. However, as with employment data, women are less represented among applicants and hires in senior searches than in junior searches.

There is some variation in recruitment trends across divisions, however the numbers are too small to allow for divisional analysis.

Figure 9. Percentage of Women in the Recruitment Process by Rank [2014-15 (2013-14 recruitment) cycle]

[N indicates the total number of faculty (men and women) in this category, and the numbers inside the bars indicate the number of women in each category]



Source: Office of the Vice-Provost, Faculty and Academic Life

* *Junior Hires* refer to recruitment for positions advertised as Assistant Professor, Assistant/Associate Professor, or Associate Professor without tenure

Senior Hires refer to recruitment for positions advertised as Associate Professor with Tenure, Associate/Full Professor, Full Professor, or “All Ranks”

Recruitment and Hiring – A Closer Look at 2014-15

Gender equity issues are particularly pronounced when one analyzes the differences in the progression of female and male applicants through the recruitment process.

While women are more likely than men to be selected for an interview, they are less likely to receive an offer. The rates of interview-to-offer conversion are particularly low for women seeking senior faculty positions. Interestingly, women are slightly more likely to accept a position at U of T once it is offered to them.

A note of caution: Trends should be interpreted with caution given the generally small samples of those selected for interviews and offered faculty positions at U of T.

Table 2. Applicants' Progression – 2014-15 Recruitment Data by Rank

	All ranks		Assistant or Associate without Tenure		Associate or Associate/Full or Full or All Ranks	
	Women	Men	Women	Men	Women	Men
Interview	5%	3%	5%	3%	8%	4%
Offer	23%	30%	21%	28%	40%	55%
Acceptance	77%	73%	76%	69%	83%	100%

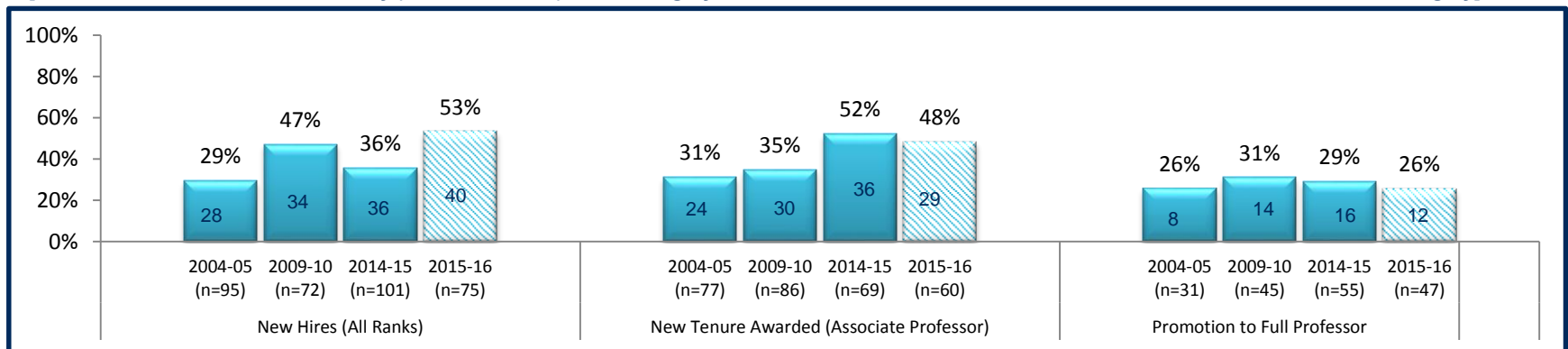
Source: University of Toronto Office of the Vice-Provost, Faculty and Academic Life

Hiring and Promotion

The University of Toronto has been successful in increasing its proportion of female recipients of tenure: in 2014-15 and 2015-16, about half of all tenure awards were granted to women. However, women are still under-represented among those promoted to Full Professor at the University. The majority of new faculty hires at the University are at the rank of Assistant or Associate Professor. Moreover, U of T invests heavily in recruiting the best faculty (including women), and these faculty tend to be promoted and stay at U of T for the entirety of their academic careers. Thus, an improvement in the share of women at the most senior ranks should occur over time, and will be achieved mostly through the retirement of current senior faculty and the continuation of hiring and tenure practices that support gender equity.

Figure 10. Percentage of Women Hired and Promoted

[N indicates the total number of faculty (men and women) in this category, and the numbers inside the bars indicate the number of women in each category]



Source: Office of the Vice-Provost, Faculty and Academic Life

NOTES:

1. The reference year corresponds to the year in which successful candidates commenced their employment at U of T and coincides with the year of the employment data. Thus, the actual recruitment/tenure/promotion process usually occurs in the preceding year. For example, 2014-15 refers to the 2013-14 hiring cycle for positions expected to commence on July 1, 2014.
2. "New Tenure Awarded" data include those promoted to Associate Professor at U of T and those appointed with tenure at the rank of Associate Professor. The exclusion of those appointed with tenure does not affect the trends.
3. The data on "Promotion to Full Professor" do not include those appointed at the rank of Full Professor. The data for 2004-05 and 2009-10 only include those employed at U of T since 1989. The data for 2014-15 (and 2015-16) include all faculty promoted to Full Professor in 2013-14 (and 2014-15) to commence in the 2014-15 (and 2015-16) academic year.

Hiring and Promotion – A Note on 2015-16

While this report mainly focuses on employment and recruitment data for those who were employed (or started their employment) in 2014-15, the recruitment/tenure/promotion data for 2015-16 (2014-15 recruitment cycle) are already available. These data provide an opportunity to assess the direction of the trends in women's employment at U of T for the 2015-16 academic year.

The analysis in Figure 10 shows that despite annual fluctuations in data, the proportion of women hired, tenured and promoted at the University of Toronto has been increasing (or holding steady) over the last ten years.

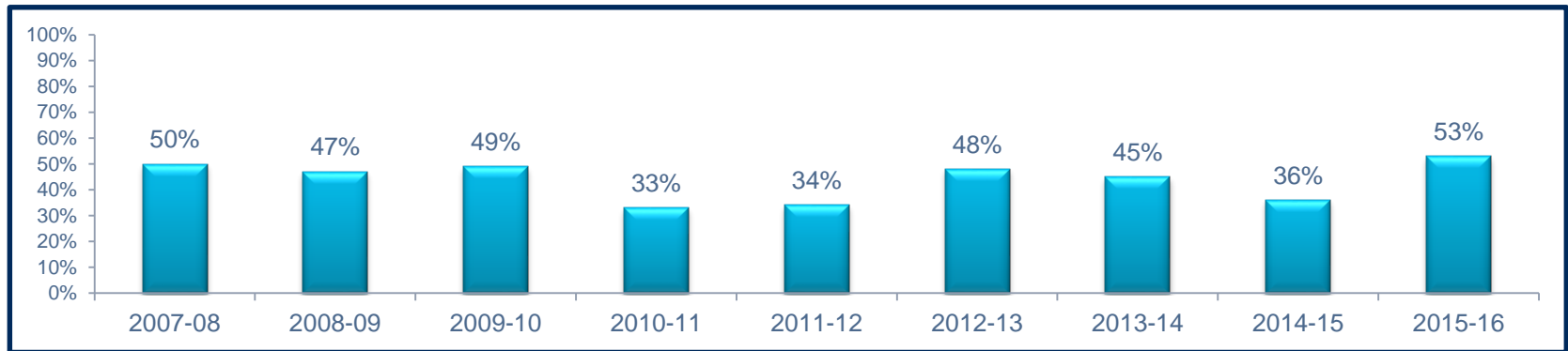
It is important to note that the variation in the proportion of women hired/tenured/promoted at U of T depends heavily on the types of positions available at the University. For example, in years where a large number of hires occurs in departments where women are traditionally under-represented, we might see a smaller number of women hired in the University overall. Due to the small number of hires/tenures/promotions each year, there are insufficient data to analyze hiring/tenure/promotion practices in each Faculty/Division separately.

Hiring– A Closer Look at Recent Trends

The analysis of hiring trends across four points in time (Figure 10) shows a drop in the percentage of women hired in 2014-15. However, a longer term historical analysis of hiring practices at U of T provides a better understanding of the general trends in faculty recruitment that is not captured by snapshot statistics.

The historical analysis indicates that in six out of the last nine years, the gender balance among newly hired faculty was very close to parity, and in 2015-16 more women than men joined the ranks of faculty at the University of Toronto (53% women).

Figure 11. Percentage of Female New Hires (All Ranks)



Source: Employment Equity Report, University of Toronto 2015

NOTES:

1. The reference year corresponds to the year in which successful candidates commenced their employment at U of T and coincides with the year in the employment data. Thus, the actual recruitment process or tenure review process usually occurred in the preceding year. For example, 2014-15 refers to the 2013-14 hiring cycle for positions expected to commence on July 1, 2014.

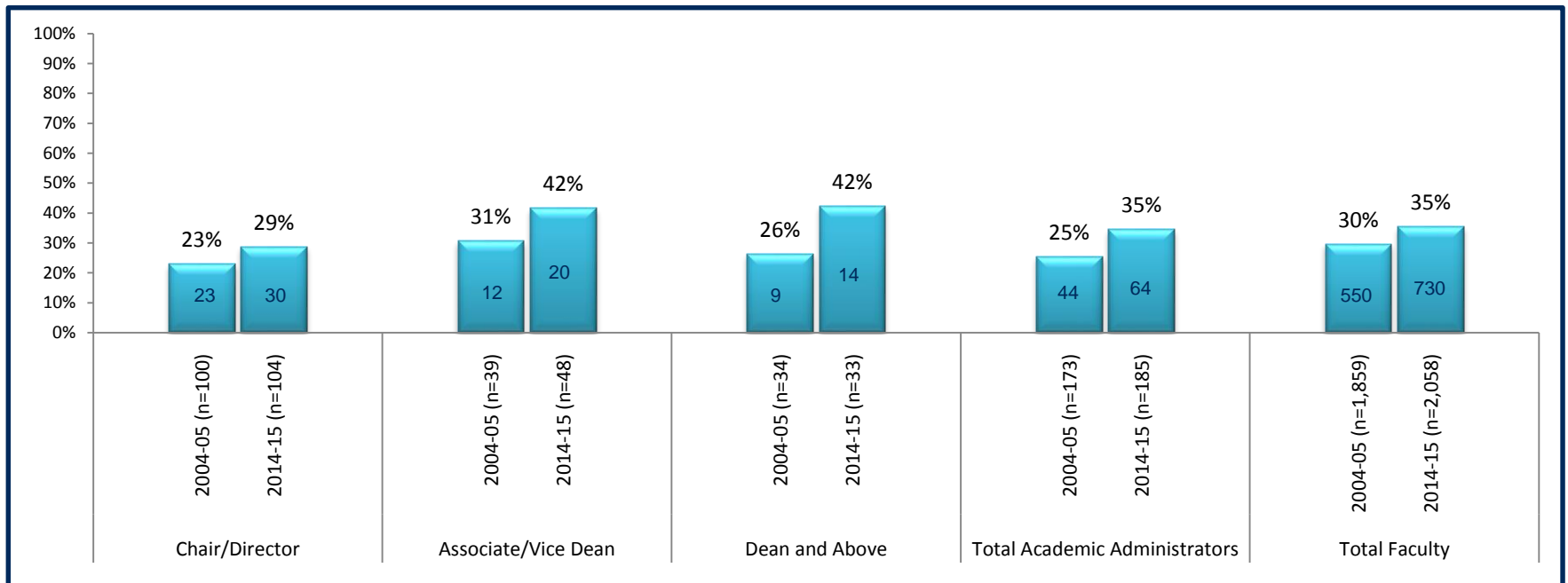
Academic Leadership

The proportion of women in academic leadership at the University generally reflects the proportion of women in the faculty complement at the University of Toronto. The proportion of both female academic administrators and female faculty was 35% of the total in 2014-15.

The proportion of women holding academic administrative positions at U of T rose over the last 10 years across all levels of administration, with the greatest increases occurring at the level of “Associate/Vice Dean” and “Dean and Above”, where women now comprise 42% of all those holding such positions.

Figure 12. Percentage of Women in Academic Administration

[N indicates the total number of administrators (men and women) in this category, and the numbers inside the bars indicate the number of women in each category]



Source: University of Toronto, Human Resources Information System (HRIS)

NOTES: “Dean and Above” category includes members of PVP

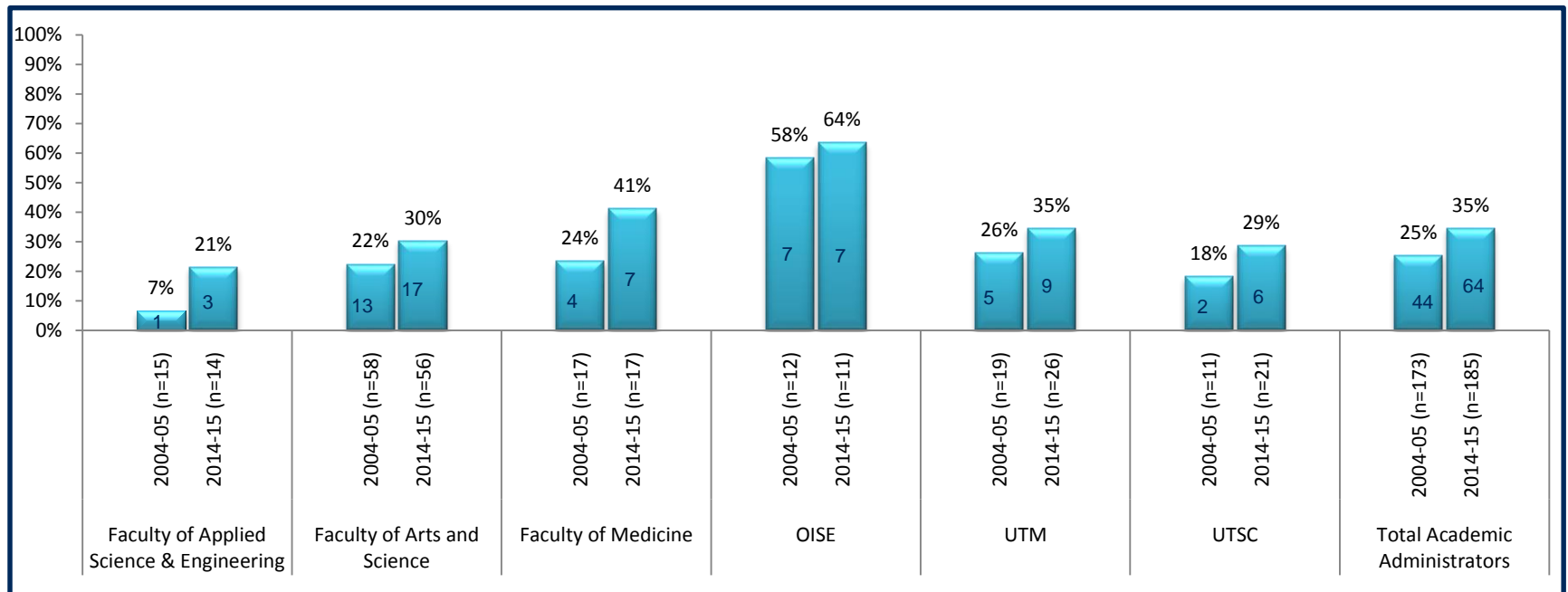
Academic Leadership – Comparison Across Multi-Department Faculties (MDFs)

In all Multi-Department Faculties (MDFs) the proportion of female academic administrators has increased over the last 10 years, with many MDFs surpassing the rate of increase at the University as a whole.

A note of caution: Given the small size of the academic administrative team at each Faculty/Division, the increases in the percentage of women should be interpreted with caution. Small increases in the number of female academic administrators in small Faculties/Divisions can appear as large changes in the percentage of female academic administrators in that Faculty/Division.

Figure 13. Percentage of Female Academic Administrators in MDFs

[N indicates the total number of administrators (men and women) in this category, and the numbers inside the bars indicate the number of women in each category]



Source: University of Toronto, Human Resources Information System (HRIS)

Academic Leadership – Gender Distribution among Faculty and Academic Administrators, 2014-15

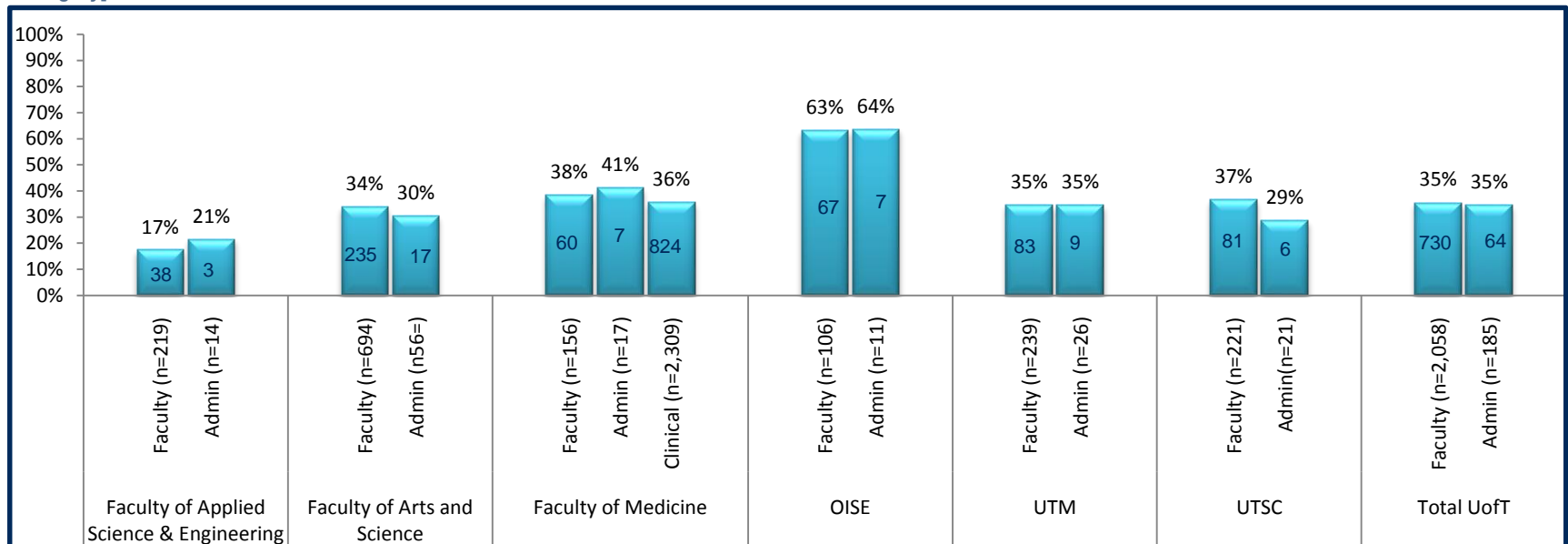
The analysis below compares the faculty complement with the academic leadership complement in Multi-Department Faculties (MDFs).

The academic leadership complement generally reflects the faculty complement across Multi-Department Faculties (MDFs). In fact, many MDFs have better representation of women in the academic administration ranks than in the faculty complement as a whole.

With the exception of UTSC and the Faculty of Arts and Science, women are over-represented in academic leadership relative to the faculty complement in the MDFs; even in those two divisions, the differences in the representation of women in the entire faculty complement versus the academic leadership complement are quite minor.

Figure 14. Comparison of Gender Distribution among Faculty and Academic Administrators – 2014-15

[N indicates the total number of administrators and faculty (men and women) in this category, and the numbers inside the bars indicate the number of women in each category]



Source: University of Toronto, Human Resources Information System (HRIS)

In Their Own Words – Challenges for Women

The University of Toronto conducts a number of surveys examining the faculty work experience, job satisfaction and work-life balance. The following results are based on the data collected from the most recent COACHE survey (2013) and *Speaking Up* Survey (2014).

An analysis of survey responses by gender reveals areas in which women might benefit from additional institutional support:*

Institutional supports for maintaining work-life balance and protection of research time

- Women (more than men) struggle with work-life balance issues
- Women are more concerned with workload and tenure requirements, particularly the balance between research, teaching, and service
- Women consider “too much service/too many assignments” the worst aspect of working at U of T

Better support for career advancement

- In both surveys, female participants revealed that they would like more support to carry out their managerial responsibilities and more support for faculty leadership roles

Greater respect and stronger commitment to equity and diversity

- Women are less satisfied with how the institution and their direct managers/unit heads respect them and others in their unit
- Women are less satisfied with the University’s commitment to practices that support equity and diversity

Better information channels

- Women emphasize difficulty attaining information needed to do their jobs well
- Women are less satisfied with the effectiveness of their managers’ communication with them

* Results are presented only for those questions where the differences between men and women were statistically significant.

Appendix A – Percentage of Women by Unit (units with 10 or more faculty members) ^(1,2,3)

	2004-05	2014-15		2004-05	2014-15
Faculty of Arts and Science			UTSC		
Anthropology	33%	48%	Arts, Culture and Media ⁽⁵⁾	-	50%
Biology ⁽⁴⁾	33%	33%	Biological Sciences ⁽⁶⁾	31%	25%
- Cell and Systems Biology	-	27%	Computer and Mathematical Sciences ⁽⁷⁾	6%	12%
- Ecology and Evolutionary Biology	-	39%	English	40%	70%
Chemistry	11%	21%	Historical and Cultural Studies ⁽⁸⁾	20%	53%
Classics	13%	20%	Management	25%	28%
Computer Science	21%	32%	Physical and Environmental Sciences ⁽⁹⁾	14%	26%
Earth Sciences	17%	35%	Psychology	21%	19%
East Asian Studies	27%	42%	Sociology	40%	45%
Economics	15%	11%	UTM		
English	45%	41%	Biology	14%	28%
French	33%	36%	Chemical and Physical Sciences ⁽¹⁰⁾	13%	18%
History of Art	33%	42%	Economics	6%	17%
Geography and Planning	36%	42%	English and Drama ⁽¹¹⁾	46%	44%
History	30%	44%	Geography	20%	40%
Mathematics	11%	14%	Historical Studies ⁽¹²⁾	40%	43%
Near and Middle Eastern Civilizations	36%	38%	Management	18%	24%
Philosophy	31%	32%	Mathematical and Computational Sciences ⁽¹³⁾	8%	8%
Physics	8%	18%	Psychology	41%	59%
Political Science	26%	40%	Sociology	62%	53%
Psychology	30%	39%			
Slavic Languages and Literature	30%	55%			
Sociology	36%	38%			
Spanish and Portuguese	33%	67%			
Statistical Sciences	10%	12%			
Study of Religion	21%	44%			

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Appendix A – Percentage of Women by Unit (Continued)

	2004-05	2014-15		2004-05	2014-15
Faculty of Medicine ⁽¹⁴⁾			Faculty of Architecture, Landscape & Design, John H. Daniels ⁽¹⁶⁾	8%	44%
Biochemistry	20%	6%	Faculty of Dentistry	17%	35%
Donnelly Centre for Cellular and Biomolecular Research	-	6%	Faculty of Forestry	21%	22%
Laboratory Medicine and Pathobiology	14%	21%	Faculty of Information	64%	50%
Molecular Genetics	26%	32%	Faculty of Kinesiology and Physical Education	36%	33%
Physiology	29%	40%	Faculty of Law	36%	42%
Faculty of Applied Science and Engineering			Rotman School of Management	15%	19%
Institute of Aerospace Studies	0%	13%	Faculty of Music	32%	38%
Chemical Engineering & Applied Chemistry	15%	25%	Faculty of Nursing, Lawrence S. Bloomberg	96%	94%
Civil Engineering	10%	19%	School of Public Health, Dalla Lana ⁽¹⁷⁾	54%	53%
Electrical and Computer Engineering	7%	10%	Faculty of Pharmacy, Leslie Dan	36%	45%
Materials Science and Engineering	0%	7%	Faculty of Social Work, Factor-Inwentash	64%	63%
Mechanical and Industrial Engineering	8%	23%			
OISE ⁽¹⁵⁾					
Applied Psychology and Human Development	60%	71%			
Curriculum, Teaching and Learning	59%	62%			
Leadership, Higher and Adult Education	52%	56%			
Social Justice Education	69%	64%			

Appendix A – Percentage of Women by Unit (Continued)

Notes:

1. Only departments with **10 or more faculty members** in both years are included in this Appendix.
2. For departments that changed names throughout the ten-year period, the current name appears in the table.
3. When several departments were combined into a single department by 2014-15, the data from 2004-05 include all data from those initial departments for the purposes of comparative analysis.
4. Biology includes the Botany and Zoology departments in 2004-05, and the Department of Cell and Systems Biology and the Department of Ecology and Evolutionary Biology in 2014-15. For 2014-15, the Department of Cell and Systems Biology and the Department of Ecology and Evolutionary Biology are also analyzed separately.
5. Includes Art History, Arts Management, Journalism, Media Studies, and Music and Culture.
6. Includes Botany and Zoology in 2004-05.
7. Includes Mathematics, Statistics and Computer Sciences.
8. Includes Classics, History, and Women and Gender Studies.
9. Includes Astronomy and Astrophysics, Chemistry, Environmental Sciences and Physics.
10. Includes Chemistry, Physics, Astronomy and Geology.
11. Includes English and Drama.
12. Includes History, History/African Studies, Classics, Religion, and Women and Gender Studies.
13. Includes Mathematics, Statistics and Computer Sciences.
14. Clinical faculty are excluded from the analysis. As a result, all clinical departments are excluded as well. The School of Public Health and IHPME are excluded.
15. OISE was restructured in 2012-13. The Appendix only includes current units. In order to properly compare the faculty complement across time, individual faculty members were matched to each department.
16. In 2014-15, the Faculty of Architecture, Landscape and Design includes the Visual Studies Program.
17. The School of Public Health and IHPME were part of the Faculty of Medicine in 2004-05. For comparative purposes they were counted as the Dalla Lana School of Public Health in 2004-05 and 2014-15.

Appendix B – Percentage of Women by Rank and Division (2014-15)

	Assistant Professor	Associate Professor	Full Professor	Total N (men and women)
Faculty of Applied Science & Engineering	33%	23%	10%	219
Faculty of Architecture, Landscape & Design, John H. Daniels	57%	43%	25%	25
Faculty of Arts & Science	37%	44%	26%	694
Faculty of Dentistry	78%	46%	6%	40
Faculty of Forestry	-	-	29%	9
Faculty of Information	67%	50%	38%	24
Faculty of Kinesiology & Physical Education	33%	67%	11%	21
Faculty of Law	40%	44%	41%	55
Rotman School of Management	24%	23%	14%	110
Faculty of Medicine	55%	42%	32%	156
Faculty of Music	40%	40%	35%	32
Faculty of Nursing, Lawrence S. Bloomberg	100%	100%	89%	18
Faculty of Pharmacy, Leslie Dan	100%	50%	40%	29
School of Public Health, Dalla Lana	80%	57%	41%	36
Faculty of Social Work, Factor-Inwentash	33%	75%	56%	24
OISE	75%	58%	66%	106
UTM	43%	37%	23%	239
UTSC	43%	44%	20%	221
Total	43%	42%	27%	2,058

Source: University of Toronto, Human Resources Information System (HRIS)