

# FACULTY GENDER EQUITY REPORT

## 2015-16 and 2016-17



UNIVERSITY OF  
TORONTO

Office of the Vice-Provost,  
Faculty & Academic Life

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*Cover Photo Credit: Ken Jones*

## Introduction

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Diversity, inclusion, respect, and civility are among the University of Toronto's fundamental values. Outstanding scholarship, teaching, and learning can thrive only in an environment that embraces the broadest range of people and encourages the free expression of their diverse perspectives. Indeed, these values speak to the very mission of the University.

*President's Statement on Diversity & Inclusion*

The University of Toronto is committed to diversity in the faculty complement. As part of this, we pay close attention to gender and monitor the representation of women throughout the key stages of their career.

The first formal *Faculty Gender Equity Report*, presented in September 2016, established the 2004-05 academic year as a baseline and provided data on employment, hiring, tenure and promotion, and academic leadership of women<sup>1</sup> at the University for 2004-05 and 2014-15. This second report updates this for the 2015-16 and 2016-17 academic years.

As in the earlier report, this second report focuses primarily on full-time tenured/tenure-stream, non-clinical faculty. These comprise about 86% of the total continuing non-clinical, full-time faculty at the University of Toronto (n=2,087). Where available, the report also presents data on clinical faculty. What is new in this report is the addition of data for teaching stream faculty starting in 2016-17.<sup>2</sup>

**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 this in this report.<sup>3</sup>**

**In addition, this report continues to use the categories “women” and “men.” As of December 1, 2017, employees at the University of Toronto have been able to select ‘X’ as a gender option in the HR information system, along with ‘M’ (male) or ‘F’ (female). This new category is designed to allow all employees, including transgender**

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<sup>1</sup> Throughout this report, we use the term “women” to signify the gender identity of a faculty member (instead of “female” which generally refers to a person's sex).

<sup>2</sup> See Appendix C for more details about the sample.

<sup>3</sup> For more information regarding the Survey, see <http://equity.hrandequity.utoronto.ca/employment-equity/>.



individuals, and those who do not identify as male or female, to have an alternative to the binary male/female categories. Again, as this data becomes available, it will be integrated into this report as appropriate.

## Executive Summary

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U of T has been successful in achieving increased gender equity within the faculty complement over the past 12 years. The University continues to strive toward further enhancing gender equity.

This second report shows very little change from 2014-15, emphasizing that the trend towards increased representation of women in the complement continues. The conclusions below are consistent with those in the 2014-15 report.

### Tenure Stream Faculty

- More women were hired by, and remained at, the University of Toronto in 2016-17 than in 2004-05.
- 8 out of 18 Divisions/Faculties already employ more than 40% women faculty.
- In the last two years, approximately half of all new tenure stream faculty hires were women, despite the fact that women represented only about one third of applicants to all tenure stream positions.

### Teaching Stream Faculty (data available for 2016-17 onward)

- In 2016-17, half of all teaching stream faculty<sup>4</sup> were women.
- 7 out of 9 Divisions/Faculties with 10 or more teaching stream faculty are either at gender parity (40%-60%) or exceed it.

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<sup>4</sup> Teaching Stream Faculty are defined as continuing status and continuing status stream teaching stream faculty. Teaching stream faculty on contractually limited appointments (CLTAs) are excluded from the analysis.

## Academic Leadership

- Women continue to be well represented in academic administrative leadership roles, constituting 39% of all leadership roles in 2016-17; their representation among academic administrators is very similar to the proportion of women among U of T faculty as a whole.
- The representation of women has increased among chairs and directors over 2014-15.
- The representation of women is particularly strong among academic administrators at the rank of associate/vice dean.

## Areas in Need of Study or Improvement

- We must work to encourage larger numbers of women to apply for tenure stream positions at the U of T.
- Women in the tenure stream continue to be under-represented at the most senior faculty rank, i.e., at the rank of Professor (although not in academic leadership positions) and are under-represented in hires at senior ranks.
- Women holding clinical appointments continue to be significantly less well-represented at the most senior rank compared to their colleagues in the tenure stream.
- The number of women promoted to the highest rank of Professor in the tenure stream has declined over the past three years. In 2016-17, the proportion of women promoted was at the same level it had been in 2004-05. It is difficult to assess the significance of this: the number of promotions in each year is comparatively small and is influenced by the mix of disciplines/academic units in which faculty are coming forward for promotion in any particular year. The University will monitor this closely.

## Scope

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The initial (2016) report focused on gender and the composition of the faculty complement in 2014-15 compared to 2004-05. This second report adds data for the subsequent two years: 2015-16 and 2016-17.<sup>5</sup> The current report includes data for:

- 2004-05 (baseline year),
- 2014-15 (data from the report released in 2016), and
- 2015-16 and 2016-17 (new data).

In order to make it easier to distinguish the baseline year, data for 2004-05 appears in a distinct colour (green).

This report includes three categories of **full-time faculty**. Part-time faculty (who constitute a small fraction of total faculty at the University) are excluded, with the exception of those faculty on phased retirement. Faculty on long-term disability or unpaid leave longer than one year are also excluded from the analysis.

1. Full-time tenured and tenure stream faculty
2. Full-time continuing and continuing stream teaching stream faculty (from 2016-17 onward)
3. Clinical faculty

See Appendix C for more details on the research methodology.

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<sup>5</sup> In addition, the analysis of promotion trends includes data from 2009-10.

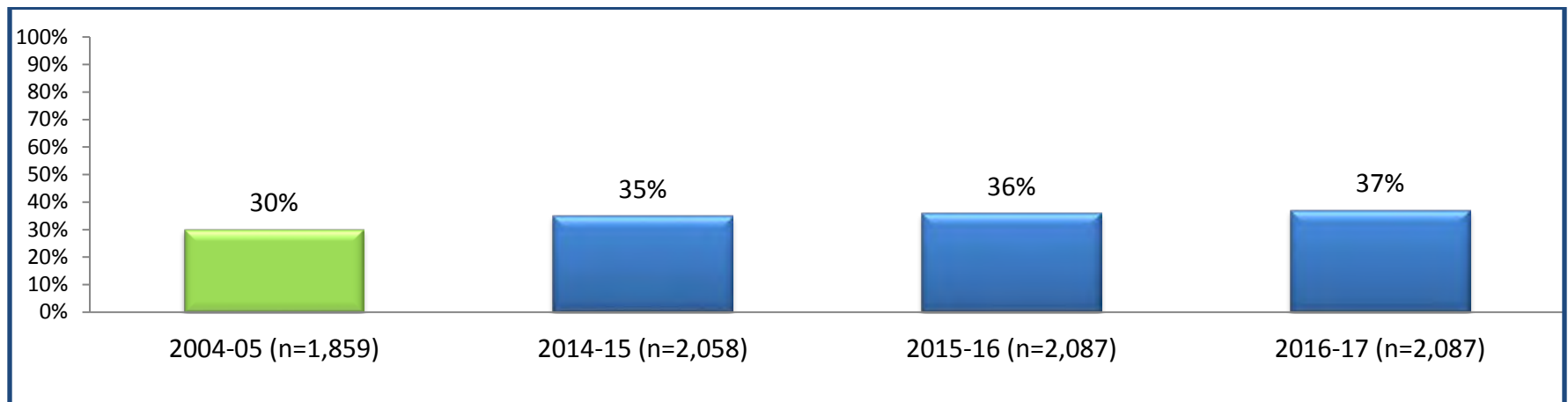
# Faculty Workforce

## Tenure Stream Faculty

The representation of women in the University's full-time tenured and tenure stream faculty complement has increased from **30%** to **37%** between 2004-05 and 2016-17. In 2016-17, the number of women in the tenure stream at the University of Toronto was approximately 200 more than in 2004-05.

**Figure 1: Percentage of Women Full-time Tenured and Tenure Stream Faculty (All Ranks)<sup>6</sup>**

[N indicates the total number of faculty (men and women) in this category]

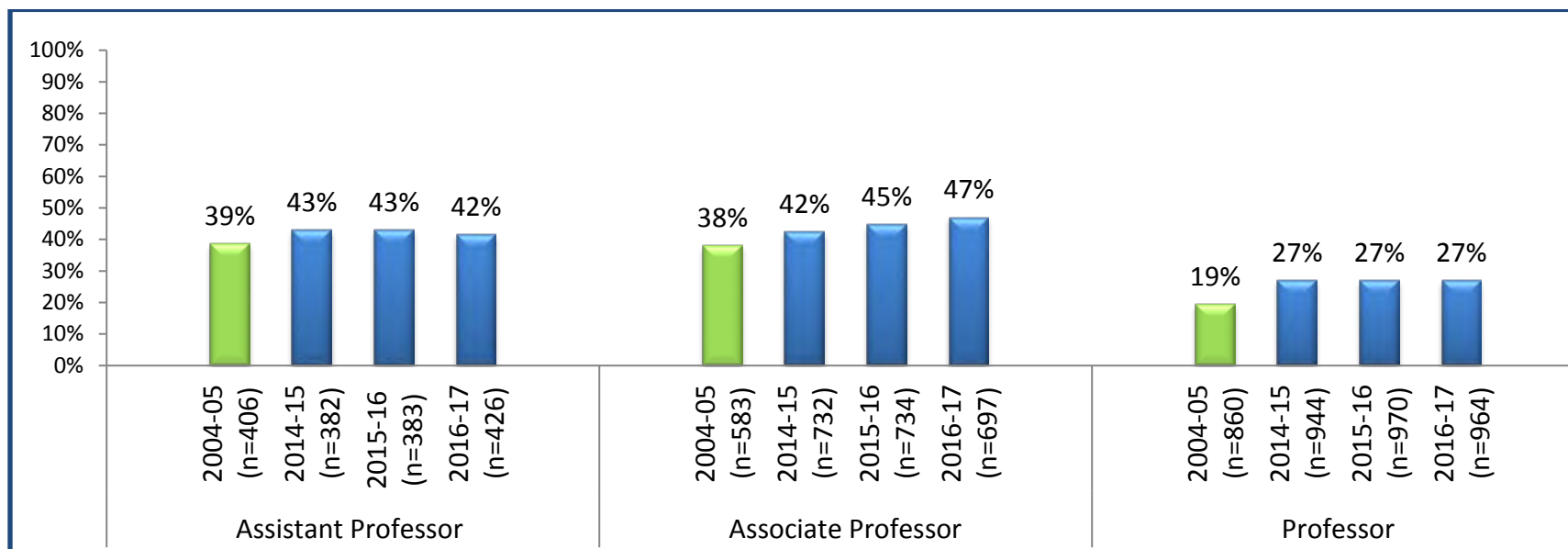


Source: University of Toronto, Human Resources Information System (HRIS)

<sup>6</sup> Only full-time tenured and tenure stream faculty are included. The data exclude part-time faculty (unless they are on phased retirement) and those on long-term disability or unpaid leave longer than one year. Clinical faculty are also excluded.

The proportion of women has increased across all three ranks since 2004-05, with Assistant and Associate Professor ranks approaching gender balance (42% and 47% respectively). However, women are still under-represented at the rank of (full) Professor.

**Figure 2: Percentage of Women Full-time Faculty by Rank<sup>7</sup>**  
 [N indicates the total number of faculty (men and women) in this category]



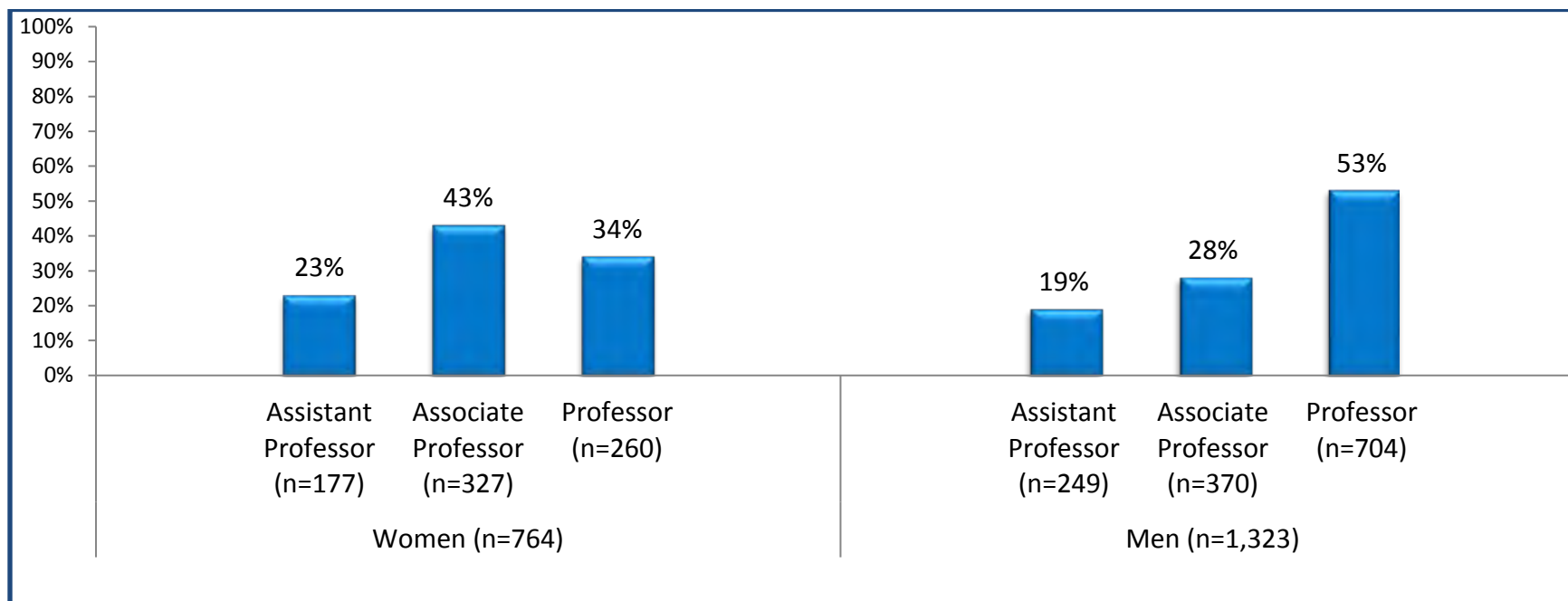
Source: University of Toronto, Human Resources Information System (HRIS)

<sup>7</sup> Only full-time tenured and tenure stream faculty are included. The data exclude part-time faculty (unless they are on phased retirement) and those on long-term disability or unpaid leave longer than one year. Clinical faculty are also excluded.



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 34-35% of women hold the rank of (full) Professor versus 53% of men.

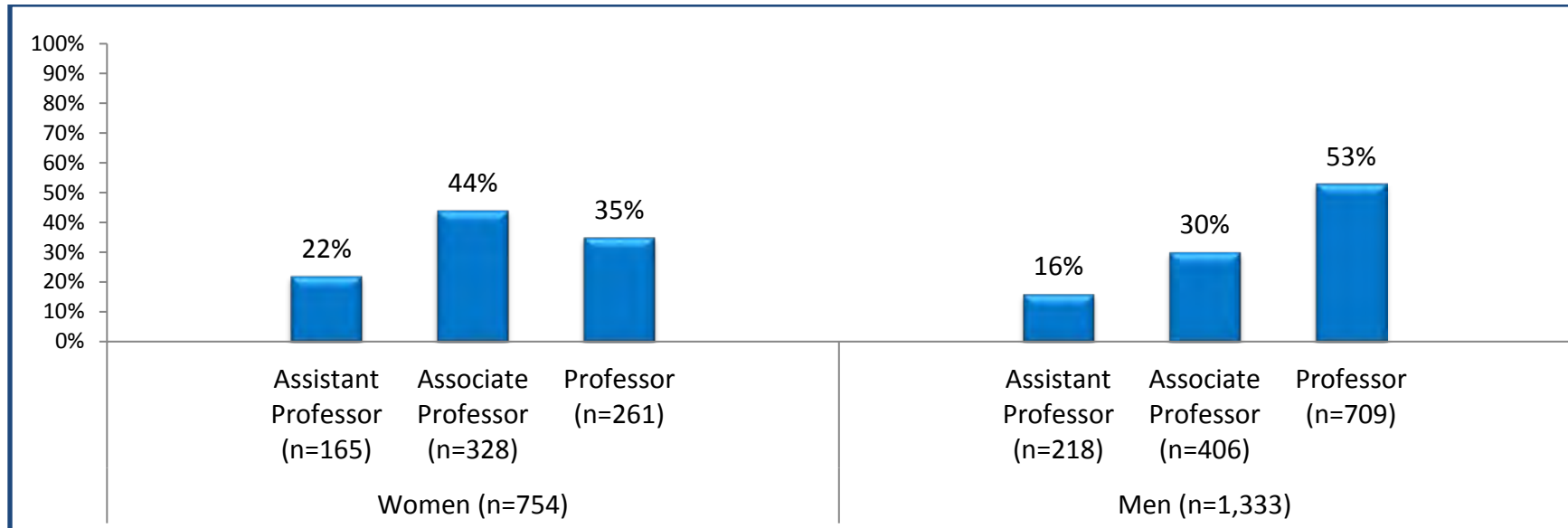
**Figure 3: Distribution of Faculty by Rank – 2015-16<sup>8</sup>**



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

<sup>8</sup> Only full-time tenured and tenure stream 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.

**Figure 4: Distribution of Faculty by Rank – 2016-17<sup>9</sup>**



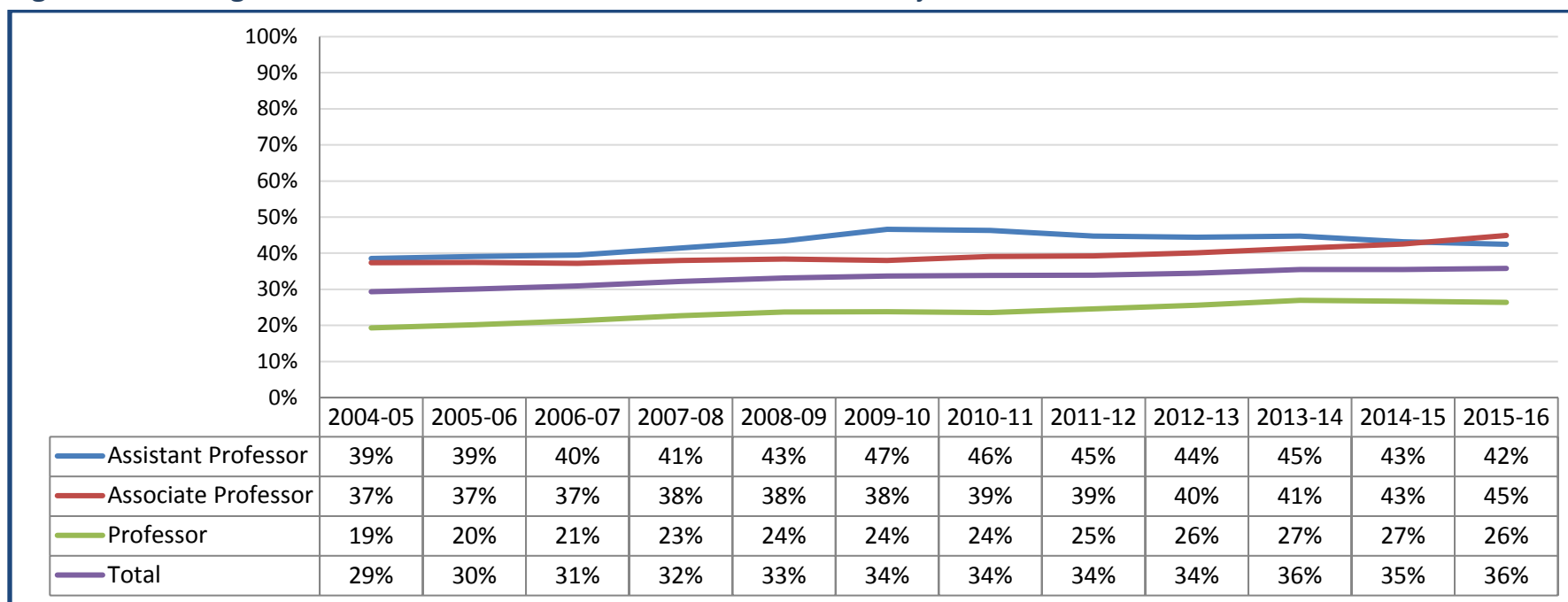
Source: University of Toronto, Human Resources Information System (HRIS)

<sup>9</sup> Only full-time tenured and tenure stream 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.

The same trends are evident when we look at the percentage of women faculty by rank year by year. Figure 5 shows:

- the increase in the proportion of women across all three ranks over time;
- a greater increase in the proportion of women amongst Associate Professors than at either the rank of Assistant Professor or (full) Professor, particularly in recent years;
- the rising but still comparatively lower percentage of women at the highest rank of (full) Professor.

Figure 5: Percentage of Women Full-time Tenured and Tenure Stream Faculty 2004-2015<sup>10</sup>



Source: University of Toronto, *Facts and Figures Reports 2004-2015*

<sup>10</sup> 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 1-4 and Figure 5 are slightly different. The differences in samples do not affect the general trends. The latest 2016 *Facts and Figures* report includes data on faculty from Fall 2015-16. As a result, the comparable data for 2016-17 (Fall 2016) is not available.

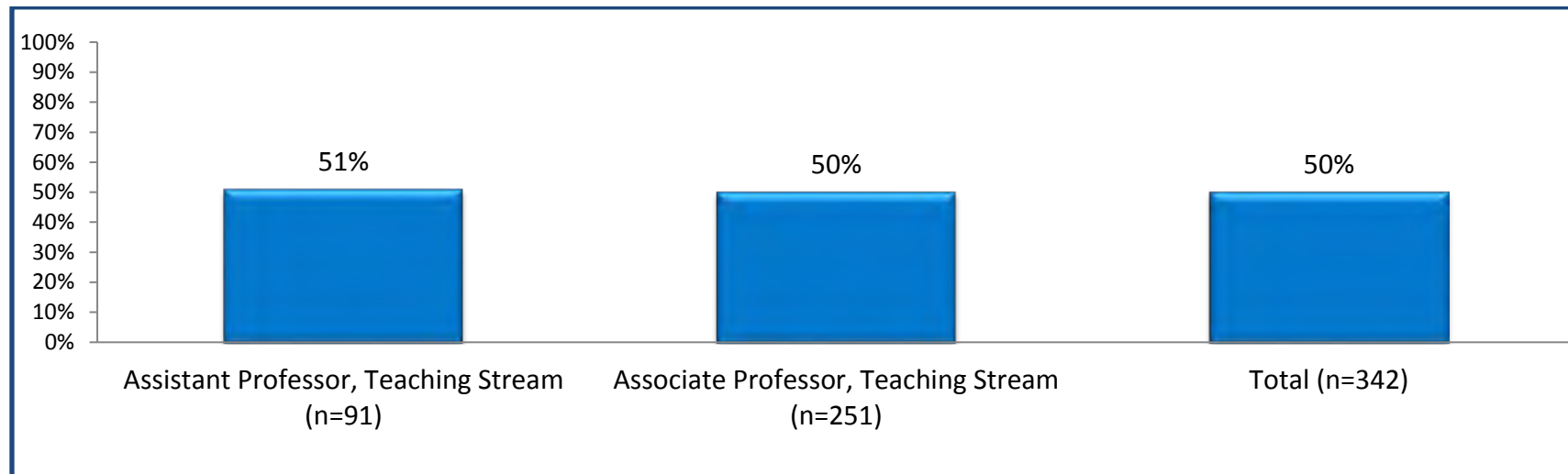
## Teaching Stream Faculty (2016-17)

Women constitute half of the continuing status or continuing status stream teaching stream faculty (as shown in Figure 6 below). There is no difference between the representation of women based on rank. The percentage of women at the rank of Assistant Professor, Teaching Stream is virtually the same as the percentage of women at the rank of Associate Professor, Teaching Stream. (At the time of reporting, there were no faculty at the rank of Professor, Teaching Stream.)

Moreover, there is no difference between men and women in terms of distribution across ranks: for both men and women, the majority of teaching stream faculty (73-74%) hold the rank of Associate Professor, Teaching Stream (see Figure 7).

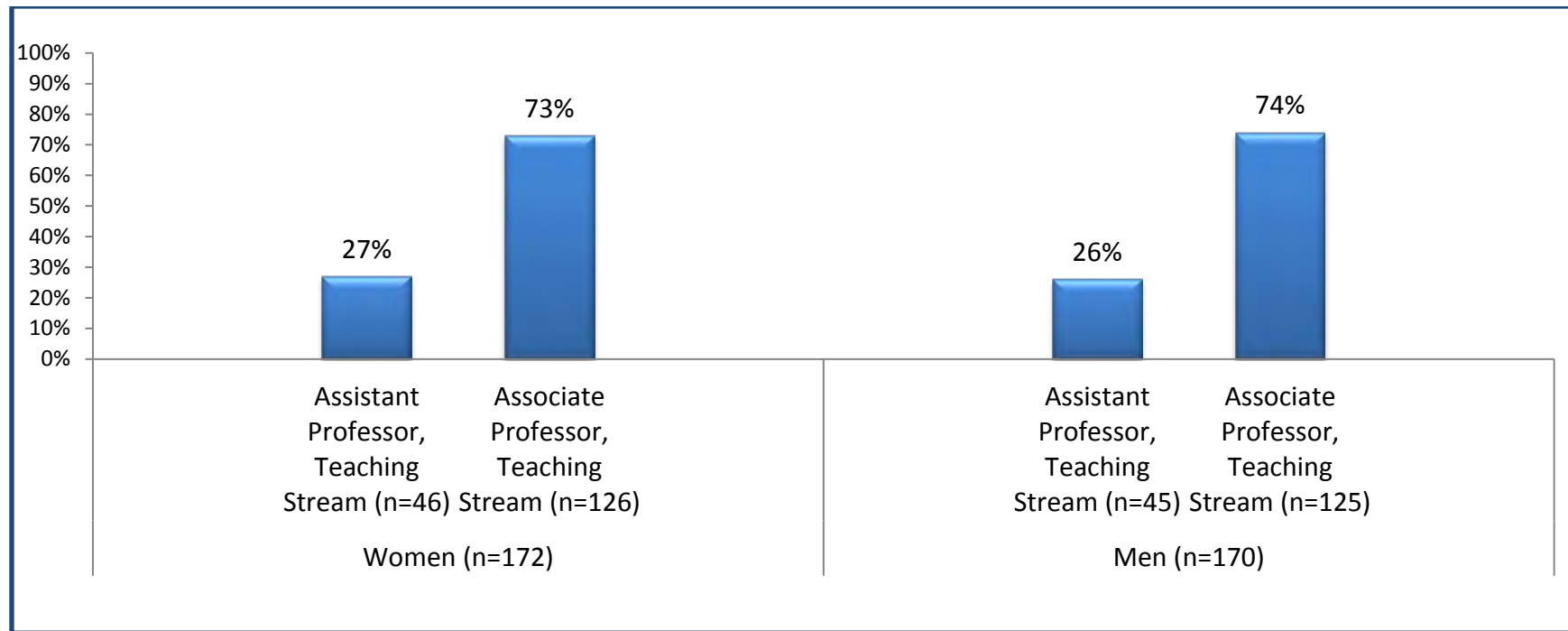
**Figure 6: Percentage of Women in Full-time Continuing Status and Continuing Status Stream Teaching Stream Faculty Positions by Rank – 2016-17**

[N indicates the total number of faculty (men and women) in this category]



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

**Figure 7: Distribution of Full-time Teaching Stream Faculty by Rank – 2016-17**



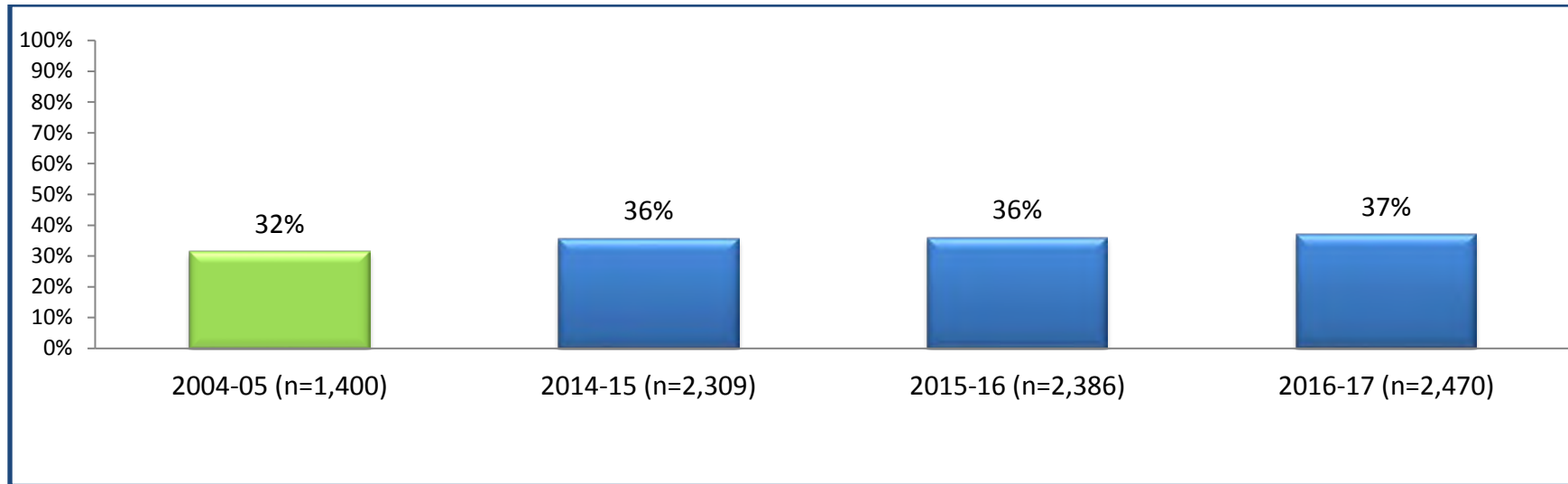
Source: University of Toronto, Human Resources Information System (HRIS)

## Clinical Faculty

The representation of women among U of T *clinical* faculty has increased from **32%** to **37%** between 2004-05 and 2016-17. In 2016-17, almost 500 more women were employed as clinical faculty than 12 years earlier.

**Figure 8: Percentage of Women in Full-Time Clinical Faculty Positions (All Ranks)<sup>11</sup>**

[N indicates the total number of faculty (men and women) in this category]



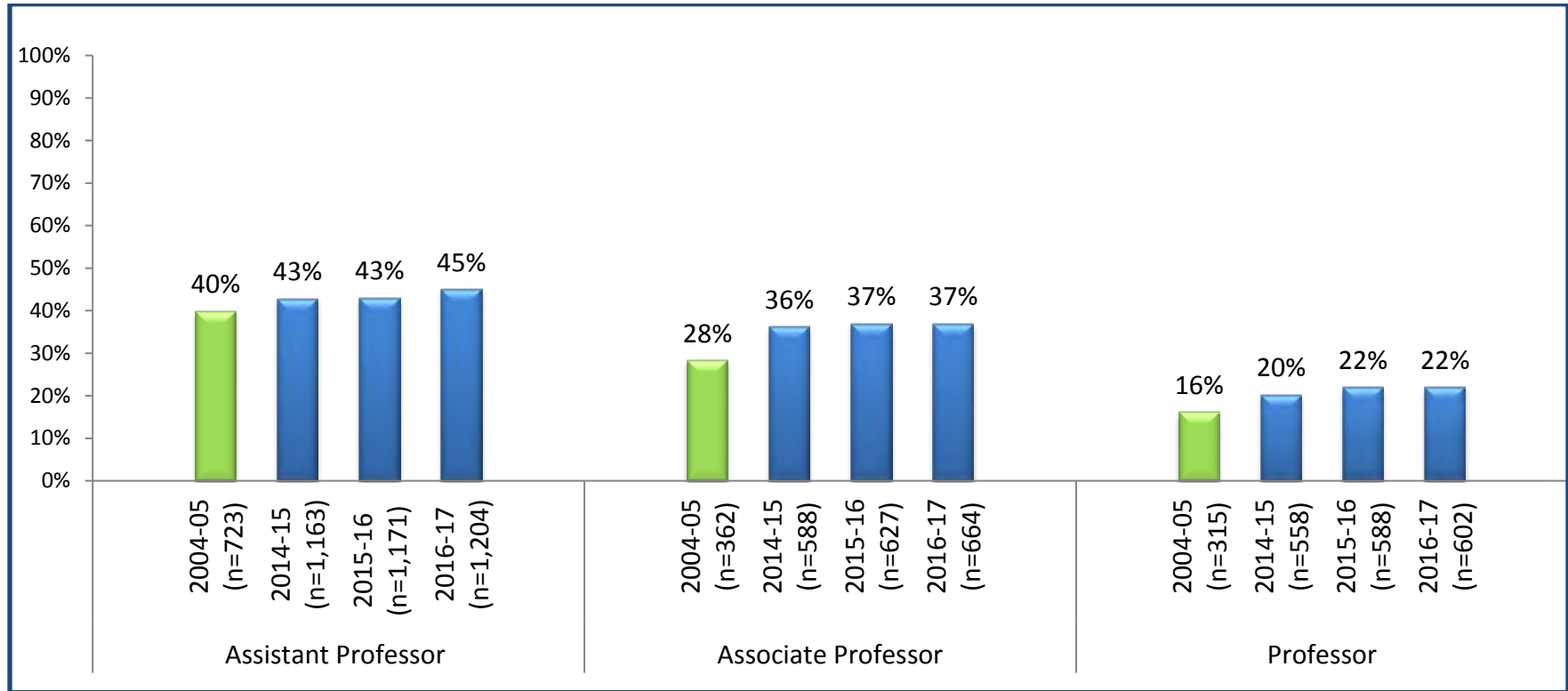
Source: University of Toronto, Human Resources Information System (HRIS)

<sup>11</sup> Clinical Faculty are licensed physicians who hold joint appointments between a clinical entity and a department in the Faculty of Medicine at the University of Toronto and who have a major engagement in academic work. 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 pattern of gender distribution.



**Figure 9: Percentage of Women in Full-Time Clinical Faculty Positions by Rank<sup>12</sup>**

[N indicates the total number of faculty (men and women) in this category]

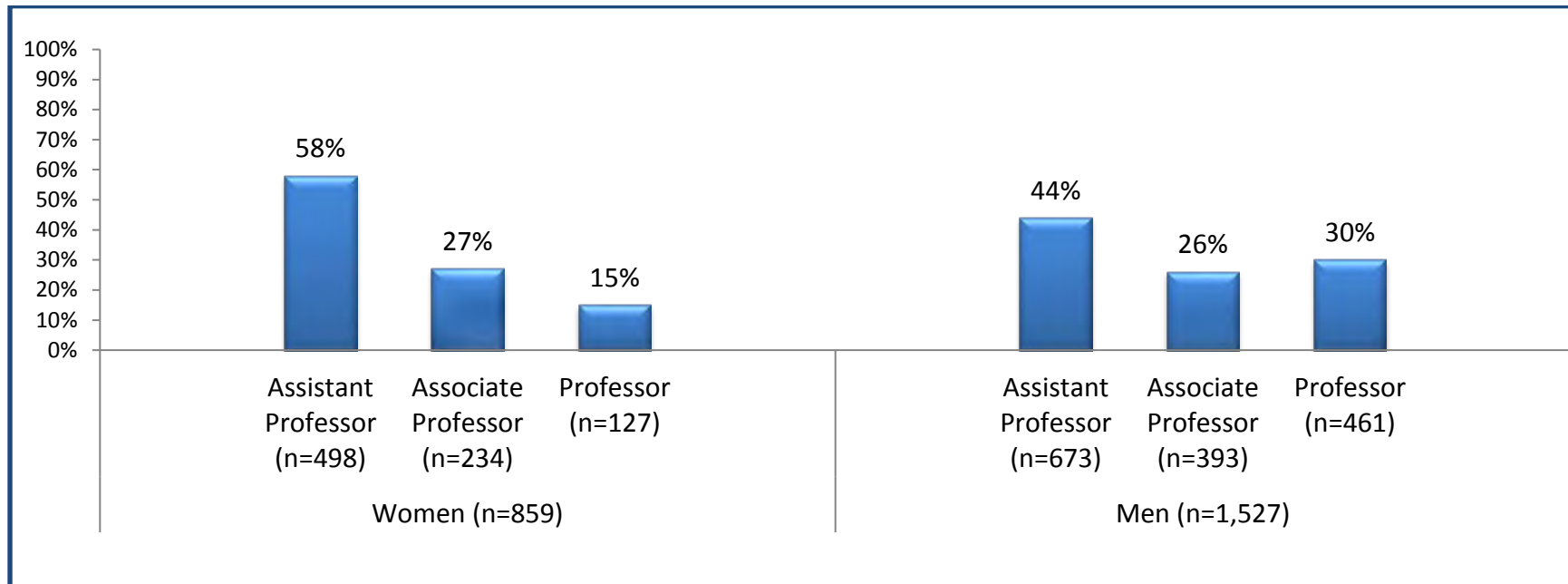


Source: University of Toronto, Human Resources Information System (HRIS)

<sup>12</sup> 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.

A comparison of rank distribution for clinical faculty among men and women reveals that women tend to hold more junior clinical faculty positions than men: only 14–15% of women hold the rank of (full) Professor versus 30% of men.

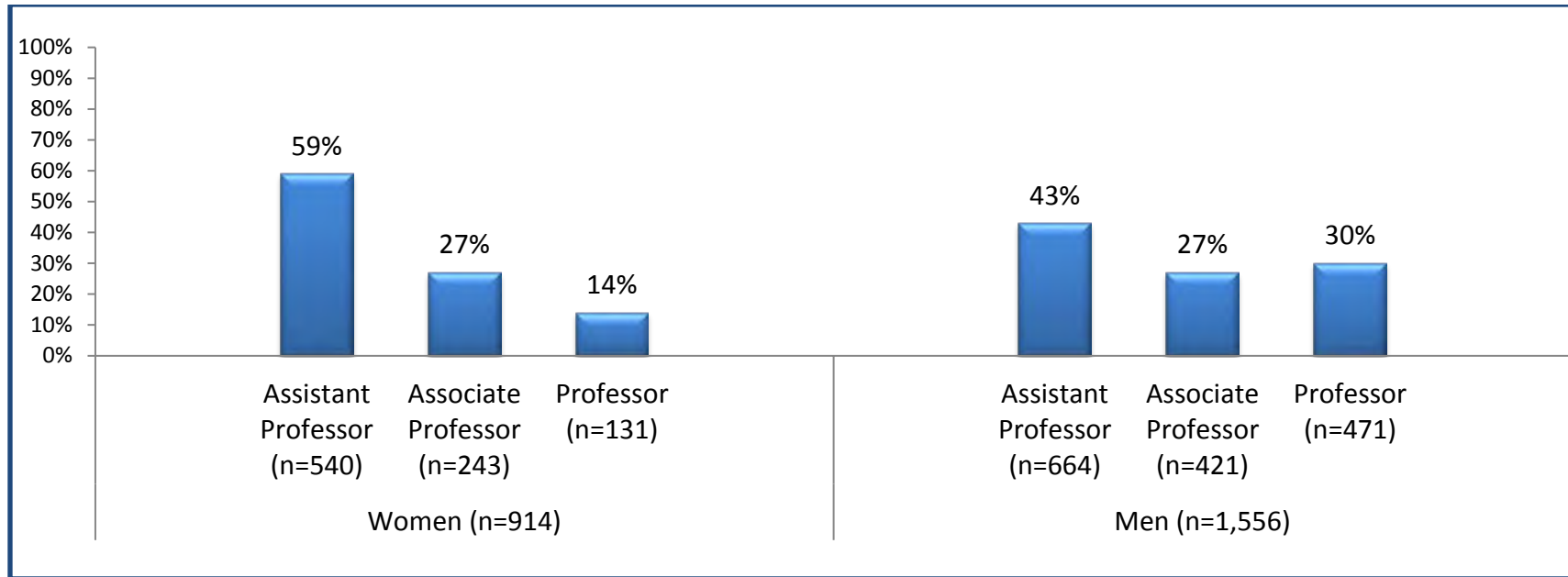
**Figure 10: Distribution of Clinical Faculty by Rank – 2015-16<sup>13</sup>**



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

<sup>13</sup> 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.

**Figure 11: Distribution of Clinical Faculty by Rank – 2016-17<sup>14</sup>**



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

<sup>14</sup> 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.

## Gender Balance by Faculty/Division<sup>15</sup>

### Tenure Stream Faculty

Table 1 shows the change in the percentage of women across all ranks by Faculty/Division by year.

**Table 1: Percentage of Women Tenure Stream Faculty by Division**

	2004 05	2014 15	2015 16	2016 17
<b>Faculty of Applied Science &amp; Engineering</b>	8%	17%	18%	20%
<b>Faculty of Architecture, Landscape &amp; Design, John H. Daniels</b>	8%	44%	44%	48%
<b>Faculty of Arts &amp; Science</b>	27%	34%	34%	35%
<b>Faculty of Dentistry</b>	17%	35%	30%	32%
<b>Faculty of Forestry</b>	21%	22%	25%	29%
<b>Faculty of Information</b>	64%	50%	52%	52%
<b>Faculty of Kinesiology &amp; Physical Education</b>	36%	33%	32%	32%
<b>Faculty of Law</b>	36%	42%	40%	40%
<b>Rotman School of Management</b>	15%	19%	18%	19%
<b>Faculty of Medicine<sup>16</sup></b>	31%	38%	39%	39%
<b>Faculty of Music</b>	32%	38%	40%	39%
<b>Faculty of Nursing, Lawrence S. Bloomberg</b>	95%	94%	91%	91%
<b>Faculty of Pharmacy, Leslie Dan</b>	36%	45%	48%	47%
<b>School of Public Health, Dalla Lana</b>	54%	53%	50%	50%

<sup>15</sup> A faculty member's "Division" refers to the Faculty/Division in which faculty member holds their majority budgetary academic appointment. For faculty members who hold budgetary academic cross-appointments, only the majority appointment information is reported. Some faculty members serve as academic administrators in other divisions; this information is not reflected in the data.

<sup>16</sup> Public Health and IHPME were part of the Faculty of Medicine in 2004-05. They have been pulled out and appear separately as the School of Public Health, Dalla Lana for 2004-05 for the purpose of this analysis.

<b>Faculty of Social Work, Factor-Inwentash</b>	64%	63%	63%	65%
<b>OISE</b>	59%	63%	63%	64%
<b>UTM</b>	28%	35%	37%	36%
<b>UTSC</b>	29%	37%	39%	39%
<b>Total</b>	30%	35%	36%	37%

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

## Teaching Stream Faculty

The University of Toronto employs a relatively small number of teaching stream faculty (n=342) and the distribution by Faculty/Division is uneven. The table below reports information only for those Faculties/Divisions that have at least 10 teaching stream faculty.

The analysis shows that there is some variation in the percentage of women across Faculties/Divisions.

**Table 2: Percentage of Women Teaching Stream Faculty by Division (all ranks) – 2016-17**

	Number of Women in the Teaching Stream within each Division	Total Number of Teaching Stream Faculty in each Division	Percentage of Women in each Division
<b>Faculty of Applied Science &amp; Engineering</b>	5	22	23%
<b>Faculty of Arts &amp; Science</b>	44	101	44%
<b>Rotman School of Management</b>	6	13	46%
<b>Faculty of Medicine</b>	15	17	88%
<b>Faculty of Music</b>	2	13	15%
<b>Faculty of Nursing, Lawrence S.</b>	11	11	100%
<b>OISE</b>	7	12	58%
<b>UTM</b>	22	53	42%
<b>UTSC</b>	44	75	59%
<b>Total</b>	172	342	50%

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



## Recruitment and Hiring (Tenure Stream Faculty)

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Data on recruitment and hiring are reported in the academic year when the person hired took up their academic position. Data on tenure and promotion is reported in the academic year where the successful candidate assumed their new rank.<sup>17</sup>

Data on applicant pools come from two sources:

1. Self-reporting through Taleo: Most academic positions are posted to the UofT application platform Taleo. This system asks applicants to complete a candidate profile at the time of the application including a diversity survey that asks respondents to identify their gender;
2. Unit reporting: A number of units manage their application process outside of Taleo (Economics, Law, Mathematics and Statistics). These units submit information on the gender composition of their applicant pools directly to the Office of the VPFAL. These units account for approximately one quarter of all applications to tenure stream faculty positions at the University.

**Caveat about Interpreting Hiring Data:** It is important to note that the variation in the proportion of women hired at U of T arises from on the types of positions available at the University. For example, in years where a large proportion of hires occur in departments where women are traditionally under-represented, we might see a smaller number of women hired in the University overall.

As shown in Figure 12, in the last three years, approximately one third of the applicants for tenure stream faculty positions at the University were women (32%-38%). While, the applicant pools are not yet at parity, the data show that in 2015-16 and 2016-17, about one half of all new tenure stream hires were women.

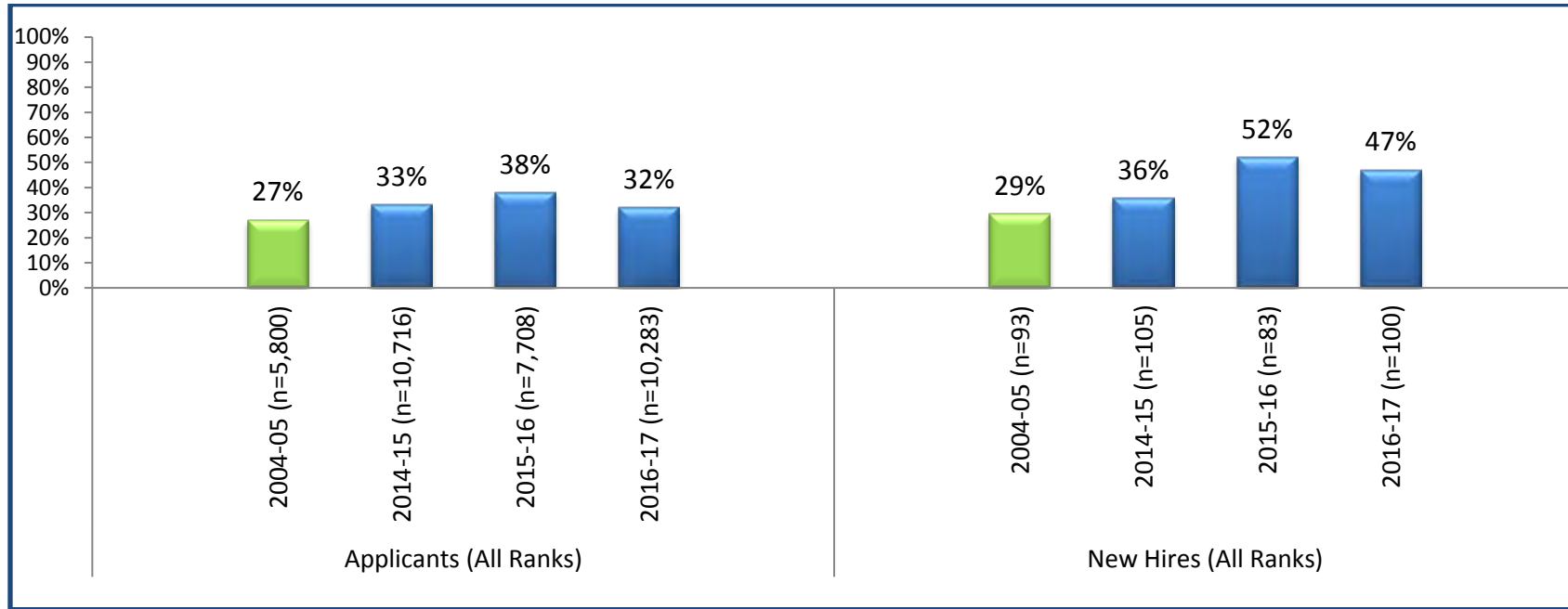
In the last two years, about half of the new tenure stream faculty hired at the University of Toronto were women: 52% in 2015-16 and 47% in 2016-17. The historical analysis in Figure 13 shows that despite annual fluctuations in data, the proportion of women hired at the University of Toronto has been close to or at gender parity for the majority of the past 11 years.

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<sup>17</sup> In 2014-15 report we reported on the proportion of women interviewed for positions at U of T, however these data are no longer available for 2015-16 and 2016-17. Moreover, due to the changes in data collection practices, we had to recalculate the applicant pool data for 2014-15 in order to allow comparison between the last three years.

**Figure 12: Percentage of Women in the Recruitment Process (All Ranks)<sup>18,19</sup>**

[N indicates the total number of faculty (men and women) in this category]

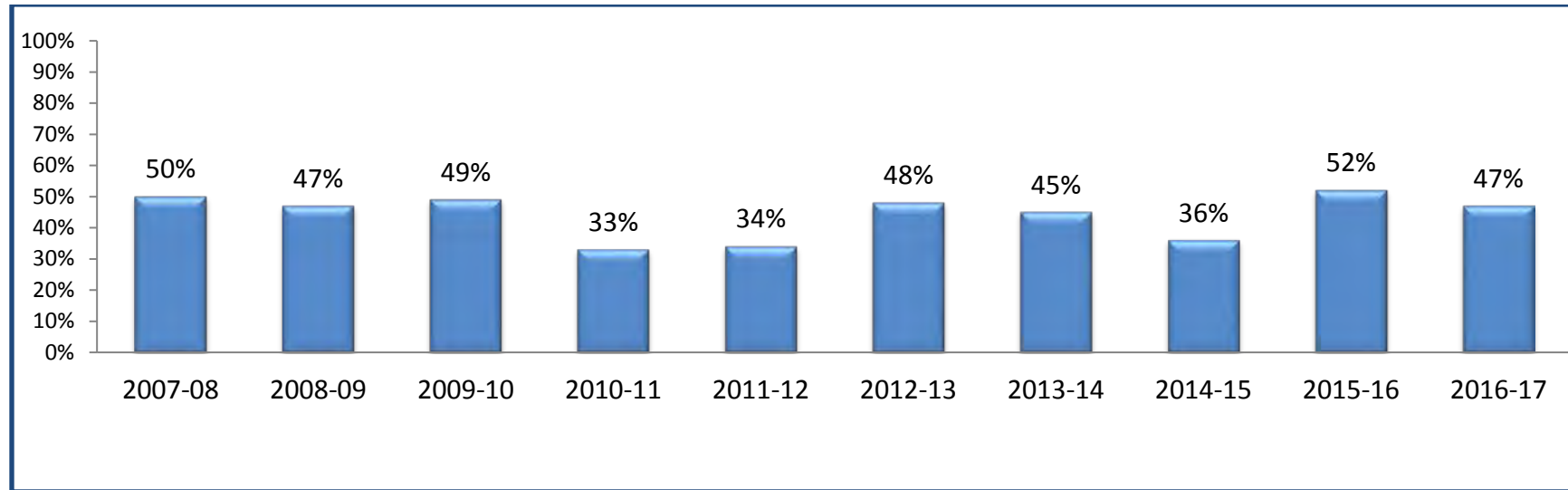


Source: University of Toronto, Office of the Vice-Provost, Faculty and Academic Life.

<sup>18</sup> The reference year denotes the year in which successful candidates commenced their employment at U of T and corresponds to the year listed in the employment data. The actual recruitment process usually occurred in the preceding academic year. For example, 2014-15 refers to the 2013-14 recruitment cycle for positions expected to commence on July 1st, 2014.

<sup>19</sup> Only those applicants who identified their gender are included in the analysis in order to allow the comparison across the years. Approximately, 5% of the applicants do not identify their gender. Searches associated with academic administrative positions are excluded from the analysis.

Figure 13: Percentage of Women New Hires (All Ranks)<sup>20</sup>



Source: University of Toronto, Office of the Vice-Provost, Faculty and Academic Life and Employment Equity Report, University of Toronto, 2015.

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<sup>20</sup> 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, 2016-17 hires data refers to hires who are expected to start between July 1 2016 and June 30, 2017.

Figures 14 and 15 show the proportion of women applicants to faculty position by position rank. The analysis shows that for both junior and more senior level (appointments at the rank of Associate Professor with tenure or Professor) searches, the percentage of women hired is greater than their percentage of the applicant pool.

There is a substantial volatility in the pattern of women applicants applying to junior versus senior positions at the University of Toronto. In 2015-16, women applied in approximately equal proportions regardless of the rank of the position being advertised (38% for junior positions of Assistant Professor or Associate Professor without tenure and 36% for senior positions Associate Professor with tenure or Professor). In 2016-17, on the other hand, a higher proportion of women applied for senior position (48%) in comparison to junior positions (32%).<sup>21</sup>

It is important to note that there are comparatively few senior positions advertised each year. It is likely that the number of women applicants is significantly influenced by the disciplines/academic units that are recruiting candidates in any given year. More data are required to determine whether these year-over-year fluctuations indicate a longer term trend. We will continue monitoring applicant pools going forward.

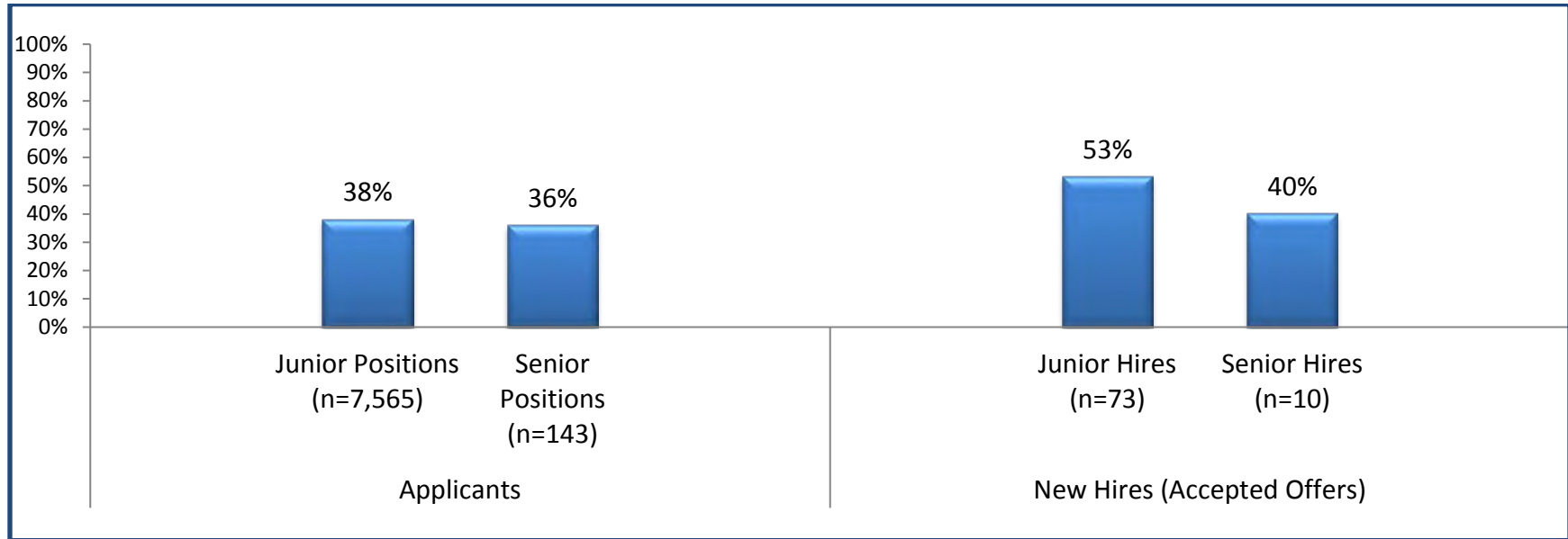
There is a substantial variation in these patterns across Faculties/Divisions; however, the number of hires each year is too small to support a meaningful analysis by Faculty/Division year over year.

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<sup>21</sup> In 2014-15, a higher proportion of women applied for junior positions (32%) in comparison to senior positions (26%). This is an opposite trend in comparison to 2016-17.

**Figure 14: Percentage of Women in the Recruitment Process by Rank – 2015-16<sup>22</sup>**

[N indicates the total number of faculty (men and women) in this category]

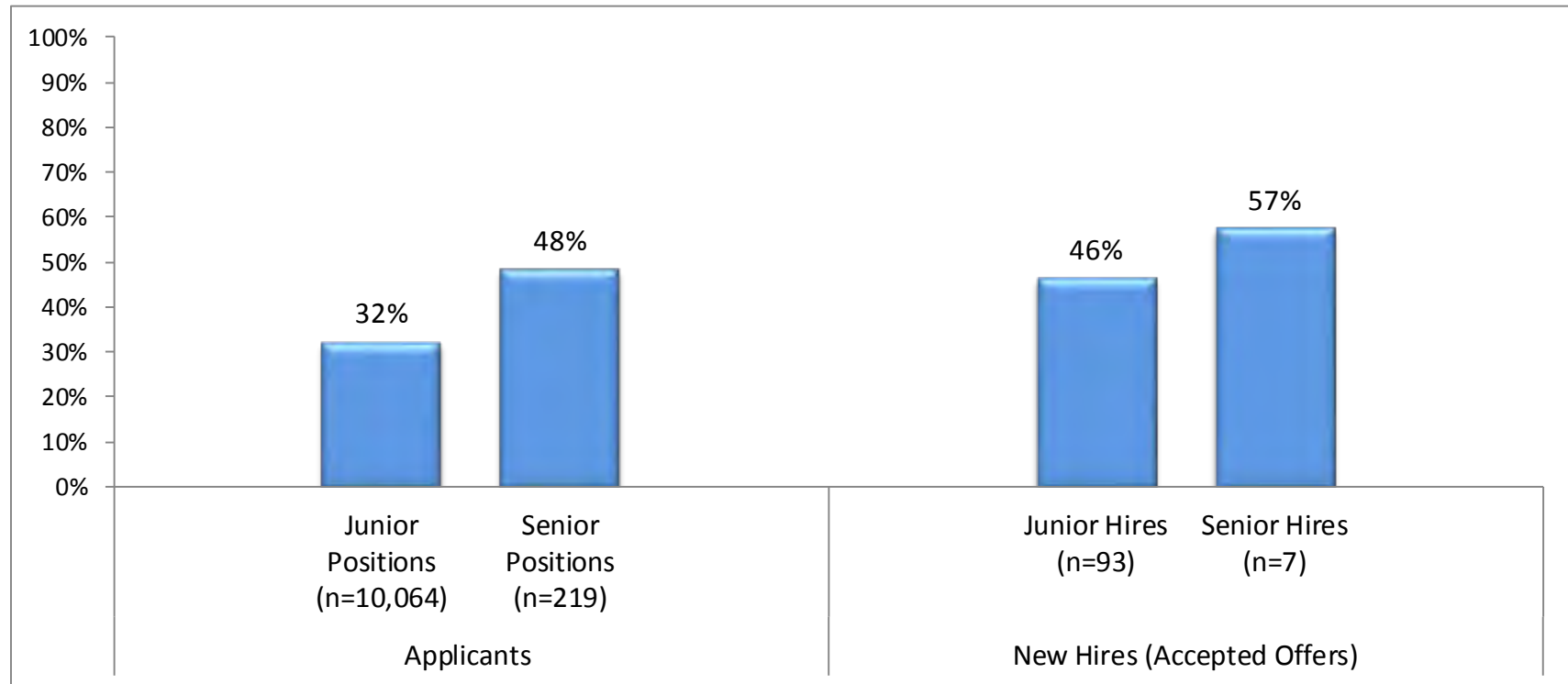


Source: University of Toronto, Office of the Vice-Provost, Faculty and Academic Life

<sup>22</sup> *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”. The reference year denotes the year in which successful candidates commenced their employment at U of T and corresponds to 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 1st, 2014.

**Figure 15: Percentage of Women in the Recruitment Process by Rank – 2016-17<sup>23</sup>**

[N indicates the total number of faculty (men and women) in this category]



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

<sup>23</sup> *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”. The reference year denotes the year in which successful candidates commenced their employment at U of T and corresponds to 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 1st, 2014.



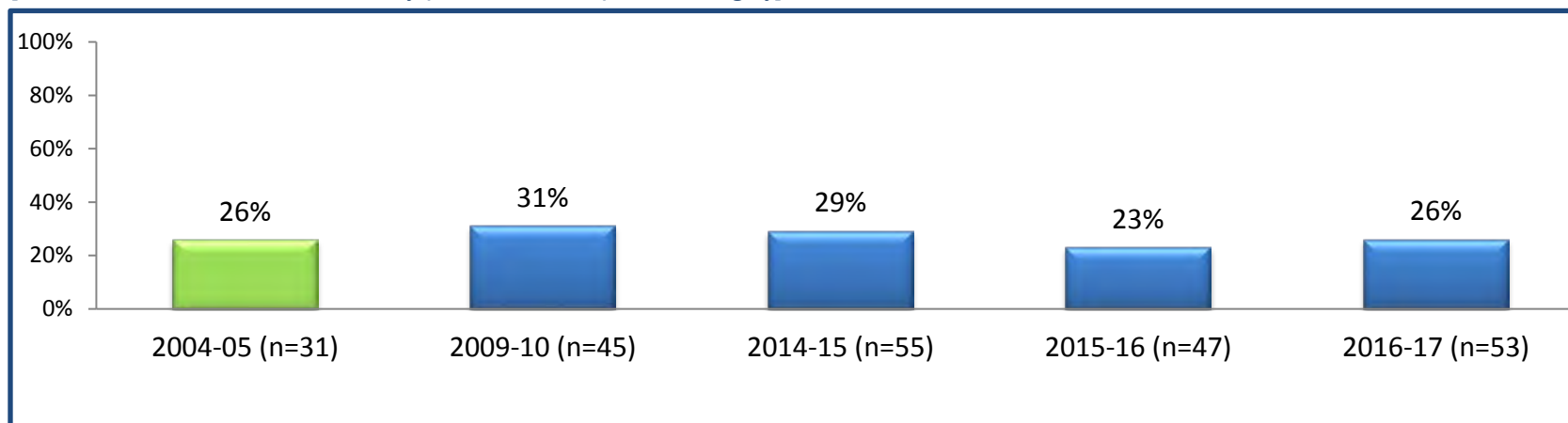
## Promotion

The majority of new faculty hires at the University are at the rank of Assistant or Associate Professor. The U of T invests heavily in the recruitment of 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.

As Figure 16 demonstrates, women are under-represented among those promoted to the rank of Professor at the University. All other factors being equal, it is anticipated that the proportion of women at the top rank will increase over time as the University continues to hire more women and they progress through the ranks.

**Figure 16: Percentage of Women Promoted to the Rank of Professor<sup>24,25</sup>**

[N indicates the total number of faculty (men and women) in this category]



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

<sup>24</sup> 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, 2016-17 hires data refers to hires who are expected to start between July 1 2016 and June 30, 2017.

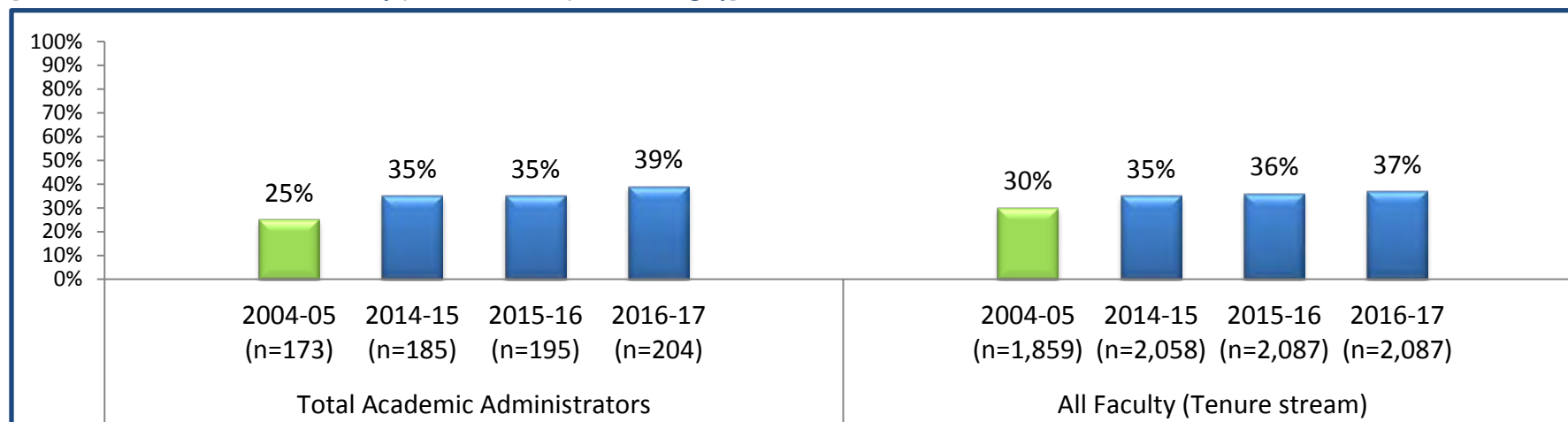
<sup>25</sup> The data on “Promotion to Full Professor” do not include those appointed at the rank of Full Professor. The data for 2004-05 and 2009-10 include only those employed at U of T since 1989. The reference year for promotion corresponds to the start date in the rank.

## Academic Leadership (Tenure Stream Faculty)<sup>26</sup>

The proportion of women in academic leadership positions at the University has been steadily increasing since 2004-05. In 2016-17, women comprised 39% of all academic administrators at the level of chair/director and above at U of T; up from 25% in 2004-05.

**Figure 17: Percentage of Women in Academic Administrative Positions<sup>27</sup>**

[N indicates the total number of faculty (men and women) in this category]



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

<sup>26</sup> The analysis includes: (1) Academic administrators appointed under the *Policy on Appointment of Academic Administrators (PAAA)*; and (2) Academic administrators who are members of the PVP group, which includes faculty serving in the most senior roles including president, vice-presidents, and vice-provosts.

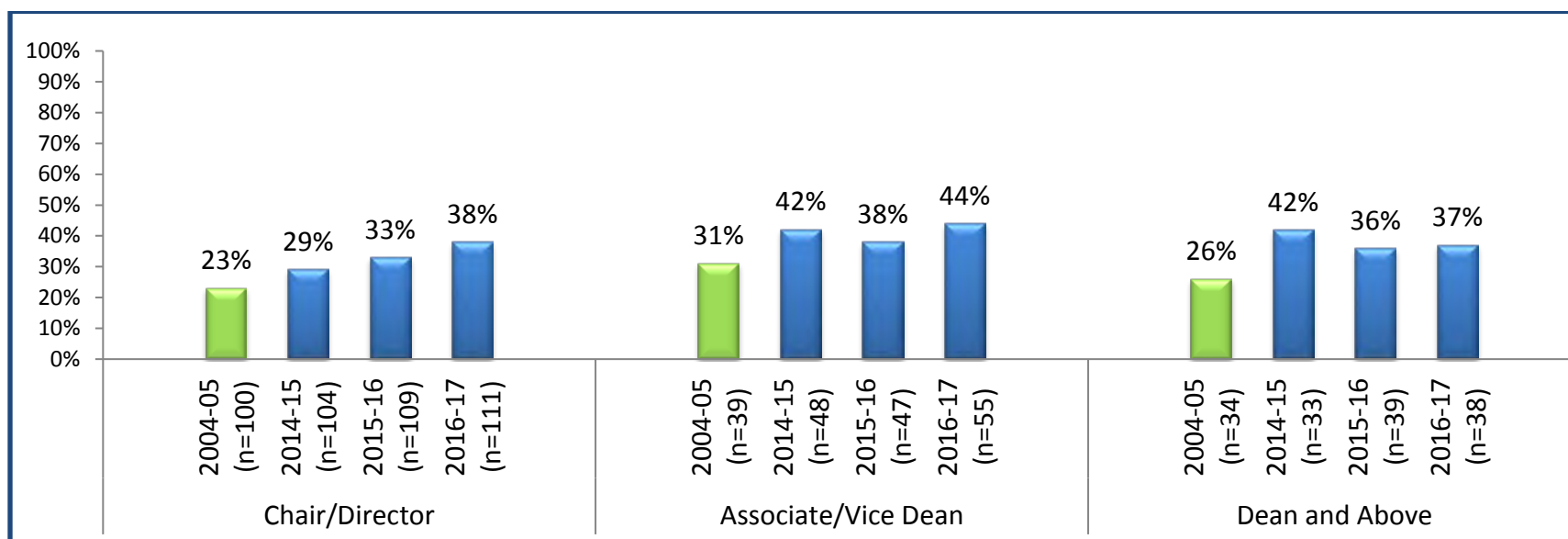
<sup>27</sup> Academic administrators in acting and interim positions are included in the analysis. As a result, for some positions, both acting and the incumbent administrators are counted.

The proportion of women holding academic administrative positions at U of T has risen over the last 12 years across all levels, with most progress toward gender equity occurring at the level of “Associate/Vice Dean”, where women now comprise 44% of all those holding such positions.

It is important to keep in mind that the total number of positions within each category such as “Associate/Vice Dean” and “Dean and Above” are relatively small. Thus, small changes in the number of women serving in these positions can have a relatively large impact on gender representation estimates.

**Figure 18: Percentage of Women in Academic Administration by Position Type<sup>28</sup>**

[N indicates the total number of faculty (men and women) in this category]



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

<sup>28</sup> “Dean and Above” category includes members of PVP (President, Vice-Presidents, and Vice-Provosts). Academic administrators in acting and interim positions are included in the analysis. As a result, for some positions, both acting and the incumbent administrators are counted.

## Appendix A – Percentage of Women by Unit (units with 10 or more faculty members)<sup>29</sup>

	2004 05	2014 15	2015 16	2016 17
<b>Faculty of Applied Science &amp; Engineering</b>				
Institute of Aerospace Studies	0%	13%	13%	13%
Institute of Biomaterials & Biomedical Engineering			33%	33%
Chemical Engineering & Applied Chemistry	15%	25%	28%	28%
Civil Engineering	10%	19%	21%	28%
Electrical & Computer Engineering	7%	10%	10%	10%
Materials Science & Engineering	0%	7%	7%	14%
Mechanical & Industrial Engineering	8%	23%	22%	24%
<b>Faculty of Arts &amp; Science</b>				
Anthropology	33%	48%	46%	43%
Astronomy & Astrophysics			9%	17%

<sup>29</sup> Only units with at least 10 faculty members are included in the table. The data for 2004-05 are presented only for those units that had at least 10 faculty members in 2004-05 and later years. In addition, those units that had at least 10 faculty members in 2015-16 and/or 2016-17 are included (these units will have no data in 2004-05 and 2014-15 columns as the number of faculty in each unit was too small). For units, which experienced a changed name since 2004-05, the current name appears in the table. 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.

	2004 05	2014 15	2015 16	2016 17
Biology <sup>30</sup>	33%	33%	31%	29%
- Cell & Systems Biology	-	27%	26%	22%
- Ecology & Evolutionary Biology	-	39%	38%	36%
Chemistry	11%	21%	23%	23%
Classics	13%	20%	21%	17%
Computer Science	21%	32%	31%	29%
Earth Sciences	17%	35%	35%	43%
East Asian Studies	27%	42%	46%	46%
Economics	15%	11%	11%	11%
English	45%	41%	44%	44%
French	33%	36%	31%	36%
History of Art	33%	42%	42%	38%
Geography & Planning	36%	42%	41%	41%
History	30%	44%	44%	49%
Linguistics			70%	70%
Mathematics	11%	14%	14%	14%

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<sup>30</sup> 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 later years. For 2014-15, 2015-16 and 2016-17 the Department of Cell and Systems Biology and the Department of Ecology and Evolutionary Biology are also analyzed separately.

	2004 05	2014 15	2015 16	2016 17
Near & Middle Eastern Civilizations	36%	38%	38%	38%
Philosophy	31%	32%	33%	32%
Physics	8%	18%	17%	22%
Political Science	26%	40%	40%	43%
Psychology	30%	39%	46%	46%
Sociology	36%	38%	39%	46%
Spanish & Portuguese	33%	67%	73%	75%
Statistical Sciences	10%	12%	12%	14%
Study of Religion	21%	44%	44%	50%
<b>Faculty of Medicine<sup>31</sup></b>				
Biochemistry	20%	6%	6%	7%
Donnelly Centre for Cellular & Biomolecular Research	-	6%	11%	6%
Laboratory Medicine & Pathobiology	14%	21%	21%	21%
Molecular Genetics	26%	32%	32%	32%
Physiology	29%	40%	33%	40%

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<sup>31</sup> Clinical faculty are excluded from the analysis. The School of Public Health and IHPME are excluded.

	2004 05	2014 15	2015 16	2016 17
<b>OISE<sup>32</sup></b>				
Applied Psychology and Human Development	60%	71%	70%	68%
Curriculum, Teaching & Learning	59%	62%	63%	65%
Leadership, Higher & Adult Education	52%	56%	56%	58%
Social Justice Education	69%	64%	69%	69%
<b>UTM</b>				
Anthropology			46%	46%
Biology	14%	28%	26%	29%
Chemical & Physical Sciences <sup>33</sup>	13%	18%	18%	18%
Communication, Culture, Information & Technology				45%
Economics	6%	17%	26%	23%
English & Drama <sup>34</sup>	46%	44%	47%	47%
Geography	20%	40%	42%	50%
Historical Studies <sup>35</sup>	40%	43%	44%	42%
Language Studies				40%

<sup>32</sup> 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.

<sup>33</sup> Includes Chemistry, Physics, Astronomy and Geology

<sup>34</sup> Includes English and Drama

<sup>35</sup> Includes History, History/African Studies, Classics, Religion, and Women and Gender Studies.

	2004 05	2014 15	2015 16	2016 17
Management	18%	24%	30%	26%
Mathematical & Computational Sciences <sup>36</sup>	8%	8%	10%	13%
Philosophy			29%	29%
Political Science			43%	33%
Psychology	41%	59%	53%	52%
Sociology	62%	53%	52%	52%
<b>UTSC</b>				
Anthropology			59%	61%
Arts, Culture & Media <sup>37</sup>	-	50%	50%	43%
Biological Sciences <sup>38</sup>	31%	25%	25%	25%
Computer & Mathematical Sciences <sup>39</sup>	6%	12%	13%	12%
English	40%	70%	80%	67%
Historical & Cultural Studies <sup>40</sup>	20%	53%	53%	53%
Human Geography			43%	47%
Management	25%	28%	31%	32%

<sup>36</sup> Includes Mathematics, Statistics, and Computer Sciences.

<sup>37</sup> Includes Art History, Arts Management, Journalism, Media Studies, and Music and Culture.

<sup>38</sup> Includes Botany and Zoology in 2004-05.

<sup>39</sup> Includes Mathematics, Statistics, and Computer Sciences.

<sup>40</sup> Includes Classics, History, and Women and Gender Studies.



	2004 05	2014 15	2015 16	2016 17
Physical & Environmental Sciences <sup>41</sup>	14%	26%	26%	23%
Political Science			50%	53%
Psychology	21%	19%	24%	32%
Sociology	40%	45%	50%	50%
<b>Faculty of Architecture, Landscape &amp; Design, John H. Daniels<sup>42</sup></b>	8%	44%	44%	48%
<b>Faculty of Dentistry</b>	17%	35%	30%	32%
<b>Faculty of Forestry</b>	21%	22%	25%	29%
<b>Faculty of Information</b>	64%	50%	52%	52%
<b>Faculty of Kinesiology &amp; Physical Education</b>	36%	33%	32%	32%
<b>Faculty of Law</b>	36%	42%	40%	40%
<b>Rotman School of Management</b>	15%	19%	18%	19%
<b>Faculty of Music</b>	32%	38%	40%	39%
<b>Faculty of Nursing, Lawrence S. Bloomberg</b>	96%	94%	91%	91%

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<sup>41</sup> Includes Astronomy and Astrophysics, Chemistry, Environmental Sciences and Physics.

<sup>42</sup> Since 2014-15, the Faculty of Architecture, Landscape and Design includes the Visual Studies Program.

	2004 05	2014 15	2015 16	2016 17
<b>School of Public Health, Dalla Lana<sup>43</sup></b>	54%	53%	50%	50%
<b>Faculty of Pharmacy, Leslie Dan</b>	36%	45%	48%	47%
<b>Faculty of Social Work, Factor-Inwentash</b>	64%	63%	63%	65%

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<sup>43</sup> 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 later years.

## Appendix B – Percentage of Women by Rank and Division (2016-17)

	Assistant Professor	Associate Professor	Professor	Total N (men and women)
Faculty of Applied Science & Engineering	34%	30%	13%	227
Faculty of Architecture, Landscape & Design, John H. Daniels	33%	62%	20%	21
Faculty of Arts & Science	33%	50%	26%	692
Faculty of Dentistry	56%	46%	6%	38
Faculty of Forestry	*	*	33%	7
Faculty of Information	25%	64%	50%	23
Faculty of Kinesiology & Physical Education	29%	60%	20%	22
Faculty of Law	67%	41%	38%	52
Rotman School of Management	18%	29%	14%	108
Faculty of Medicine	50%	41%	36%	148
Faculty of Music	40%	36%	40%	31
Faculty of Nursing, Lawrence S. Bloomberg	86%	100%	89%	23
Faculty of Pharmacy, Leslie Dan	50%	43%	47%	30
School of Public Health, Dalla Lana	67%	60%	33%	36
Faculty of Social Work, Factor-Inwentash	60%	75%	56%	26

	Assistant Professor	Associate Professor	Professor	Total N (men and women)
OISE	88%	62%	62%	97
UTM	41%	40%	25%	267
UTSC	51%	45%	19%	238
<b>Total</b>	<b>42%</b>	<b>47%</b>	<b>27%</b>	<b>2,087</b>

## Appendix C – Methodology

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### Timeline

The initial (2016) report focused on gender and the composition of the faculty complement in 2014-15 compared to 2004-05. This second report adds data for the subsequent two years: 2015-16 and 2016-17.<sup>44</sup> The current report includes data for:

- 2004-05 (baseline year),
- 2014-15 (data from the report released in 2016), and
- 2015-16 and 2016-17 (new data).

In order to make it easier to distinguish the baseline year, data for 2004-05 appears in a distinct colour (green).

Faculty and academic leadership workforce data is collected annually in September and reflects the faculty complement for the academic year starting July 1 of that calendar year and ending June 30 of the following calendar year. For example:

- Data for the 2015-16 academic year were collected in September 2015 and are understood to reflect academic appointments for the academic year July 1, 2015 - June 30, 2016.

This report includes data on recruitment. In order to ensure consistency in reporting, faculty recruited in one academic year are reported in the academic year when they commenced their employment. Thus,

- Faculty who were recruited and hired in the 2014-15 academic year and commenced their employment between July 1, 2015 and June 30, 2016 would be reported in the 2015-16 academic year.
- Faculty who were recruited in the 2014-15 academic year but did not take up their appointment until the after July 1, 2016, (comparatively rare) would be reported in the 2016-17 academic year.

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<sup>44</sup> In addition, the analysis of hiring, tenure, and promotion trends includes data from 2009-10.

Similarly, the outcome of tenure and promotion processes are reported in the year that the faculty member's new rank was effective.

- Consequently, faculty who underwent a successful tenure review in the 2014-15 academic year would be reported as part of the 2015-16 analysis because their new rank would have been effective July 1, 2015.

## Faculty Included in the Report

This report includes three categories of **full-time faculty**.

### 1. Full-time tenured and tenure stream faculty

Full-time tenured/tenure stream faculty comprise roughly 86% of the total continuing, non-clinical, full-time faculty at the University of Toronto. They are the primary focus of this report.

### 2. Full-time continuing and continuing stream teaching stream faculty (from 2016-17 onward)

The number of teaching stream faculty employed at the University in 2004-05 was very low, making reliable analysis of gender distribution difficult. Subsequently, amendments to the *Policy and Procedures on Academic Appointments (PPAA)*, made in 2015 as a result of the Special Joint Advisory Committee (SJAC) between the University and The University of Toronto Faculty Association, have made it possible to distinguish between continuing stream and non-continuing stream appointments in the teaching stream. Data on teaching stream faculty will be included where numbers are sufficient for 2016-17 onward.

### 3. Clinical faculty

Due to the nature of hospital-based appointments, the career path of clinical faculty is fundamentally different from that of tenure stream and teaching stream faculty. Clinical faculty employment trends are analyzed separately.

**Exclusions:** Part-time faculty (who constitute a small fraction of total faculty at the University) are excluded, with the exception of those faculty on phased retirement. Faculty on long-term disability or unpaid leave longer than one year are also excluded from the analysis.

## Academic Administrators Included in the Report

This analysis includes tenure stream faculty who hold academic administrative positions as follows:

1. Academic administrators including deans, vice deans, associate deans, and chairs/directors of EDU:As and EDU:Bs appointed under the *Policy on the Appointment of Academic Administrators* (PAAA); and
2. Academic administrators who are members of the PVP group which includes faculty serving in the most senior roles including president, vice-presidents, provost, and vice-provosts.

There are a small number of academic administrators who are appointed as clinical faculty or teaching stream faculty or those who hold limited-term faculty appointments. To allow for proper comparison between 2004-05 and more recent years, these academic administrators are excluded from the analysis.

## Analysis by Unit

Analysis by unit includes Faculties/Divisions, departments, and EDUs with 10 or more faculty members in both 2004-05 and 2016-17.<sup>45</sup> In cases where units were restructured between 2004 and 2016, 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 2016-17. In addition, for those units that had less than 10 faculty members in 2004-05, but 10 or more faculty members in 2015-16 and/or 2016-17, data are provided for 2015-16 and/or 2016-17 only.

## Comparison to Employment Equity Report (2016-17)<sup>46</sup>

The Office of the Vice-President, Human Resources & Equity at the University of Toronto publishes an annual Employment Equity Report that includes information on gender equity within the faculty complement. The Employment Equity Report differs from this report in several important ways.

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<sup>45</sup> The only exception is the Faculty of Forestry, which consisted of 7 faculty members in 2016-17 (14 faculty members in 2004-05).

<sup>46</sup> The report can be found here: <http://www.governingcouncil.lamp4.utoronto.ca/wp-content/uploads/2018/01/a0129-8i-2017-2018bb.pdf>. Historical Employment Equity reports can be found here: <http://reports.hrandequity.utoronto.ca/>.

1. The majority of the HR&E Employment Equity Report presents data on employment equity based on the newly launched Employment Equity survey that was sent to all faculty and staff via Employee Self-Service (ESS). The survey was voluntary and the results reflect answers of those faculty, and staff who responded to the survey. This report, on the other hand, relies on institutional data from the University of Toronto Human Resources Information System (HRIS) and includes all faculty employed at the U of T in each year.
2. The Employment Equity Report includes all faculty: tenure stream faculty, teaching stream faculty, clinical faculty and faculty on part-time and contractually limited appointments. Faculty data is reported primarily as an aggregate for all streams together. This report focuses primarily on tenure stream faculty and, when applicable, reports on teaching stream and clinical faculty separately.
3. Lastly, the Employment Equity Report treats the recruitment and tenure year differently from the current report. The Employment Equity report is organized based on the year in which recruitment/tenure process took place. This report considers recruitment/tenure process year differently. In order to ensure consistency in reporting, faculty recruited in one academic year are reported in the academic year when they commenced their employment. Similarly, the outcome of tenure and promotion processes are reported in the year that the faculty member's new rank was effective. For example, in the current report:
  - Faculty who were recruited and hired in the 2014-15 academic year and commenced their employment between July 1, 2015 and June 30, 2016 are reported in the 2015-16 academic year.
  - Faculty who underwent a successful tenure review in the 2014-15 academic year are reported as part of the 2015-16 analysis because their new rank would have been effective July 1, 2015.