

# FACULTY GENDER EQUITY REPORT 2017-18



UNIVERSITY OF  
TORONTO

Office of the Vice-Provost,  
Faculty & Academic Life

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Photo by 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 third report updates the data with the 2017-18 academic year.

As in the earlier report, this third report focuses primarily on full-time tenured/tenure-stream, non-clinical faculty. These comprise about 85% of the total continuing non-clinical, full-time faculty at the University of Toronto (n=2,533). Where available, the report also presents data on clinical faculty. What is new in this report is the elimination of reporting on recruitment and promotions as data on these topics are dealt with in separate reports.

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>2</sup>.

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

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 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 13 years. The University continues to strive toward further enhancing gender equity.

This third report shows very little change from earlier reports, emphasizing that the trend towards increased representation of women in the complement continues. The conclusions below are consistent with those in the 2014-15 and 2015-16/2016-17 reports<sup>3</sup>.

### Tenure Stream Faculty

- 10 out of 18 Faculties employ 40% or more women faculty.

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

- Half of all teaching stream faculty<sup>4</sup> are women.
- 6 out of 9 Faculties with 10 or more teaching stream faculty are either at gender parity (40% to 60%) or exceed it.

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<sup>3</sup> Note, data from 2015-16 and 2016-17 were reported together in the second report.

<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, comprising 42% of all leadership roles 2017-18; 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 among chairs and directors is 36% which is broadly consistent with 2016-17 (38%) and higher than in 2014-15 (29%).
- The representation of women is particularly strong among academic administrators at the rank of associate/vice dean.

## Areas in Need of Study or Improvement

- 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).
- Women holding clinical appointments continue to be significantly less well-represented at the two more senior ranks compared to their colleagues in the tenure stream (36% versus 46% at Associate Professor; 23% versus 28% at Professor).

## Scope

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The initial report (published in 2016) focused on gender and the composition of the faculty complement in 2014-15 compared to 2004-05. This third report adds data for the most recent year: 2017-18. The current report includes data for:

- 2004-05 (baseline year),
- 2014-15 (data from the report released in 2016),
- 2015-16 and 2016-17 (data from the report released in 2018), and
- 2017-18 (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

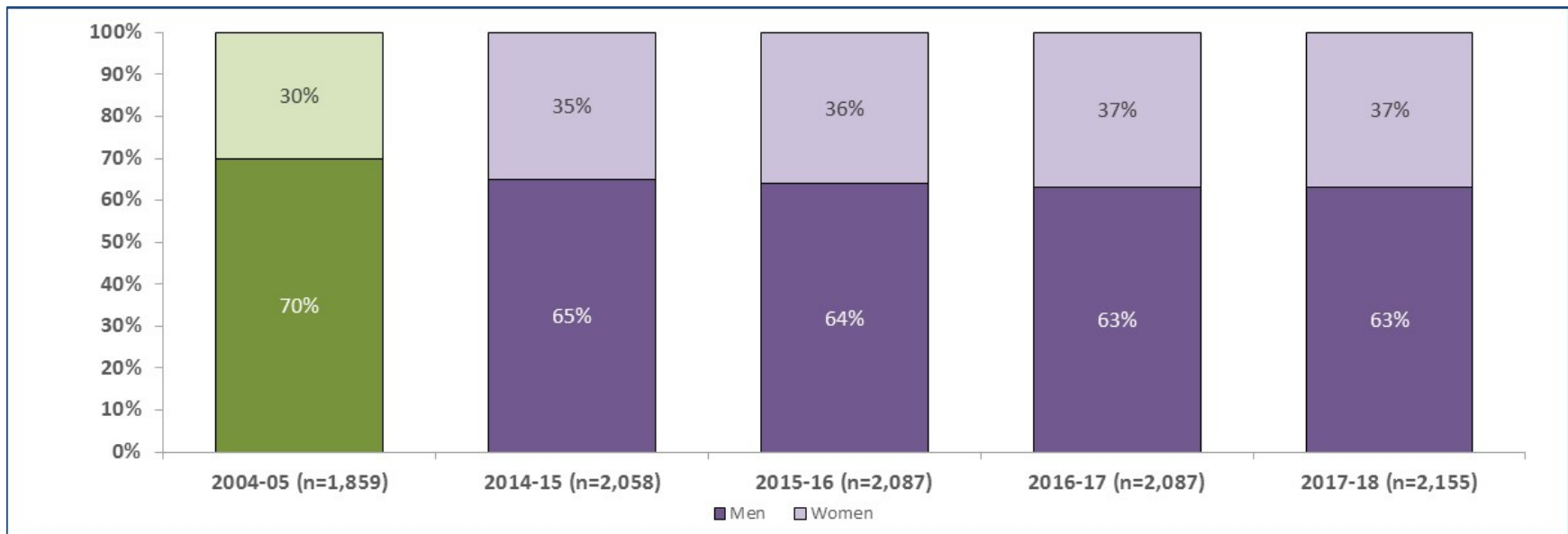
See Appendix C for more details on the research methodology.

# 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% in 2004-05 to 37% in 2017-18. In 2017-18, the total number of women in the tenure stream at the University of Toronto is 800, which is approximately 240 more than in 2004-05.

Figure 1: Gender Breakdown of Full-time Tenured and Tenure Stream Faculty (All Ranks)<sup>5</sup>



<sup>5</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.

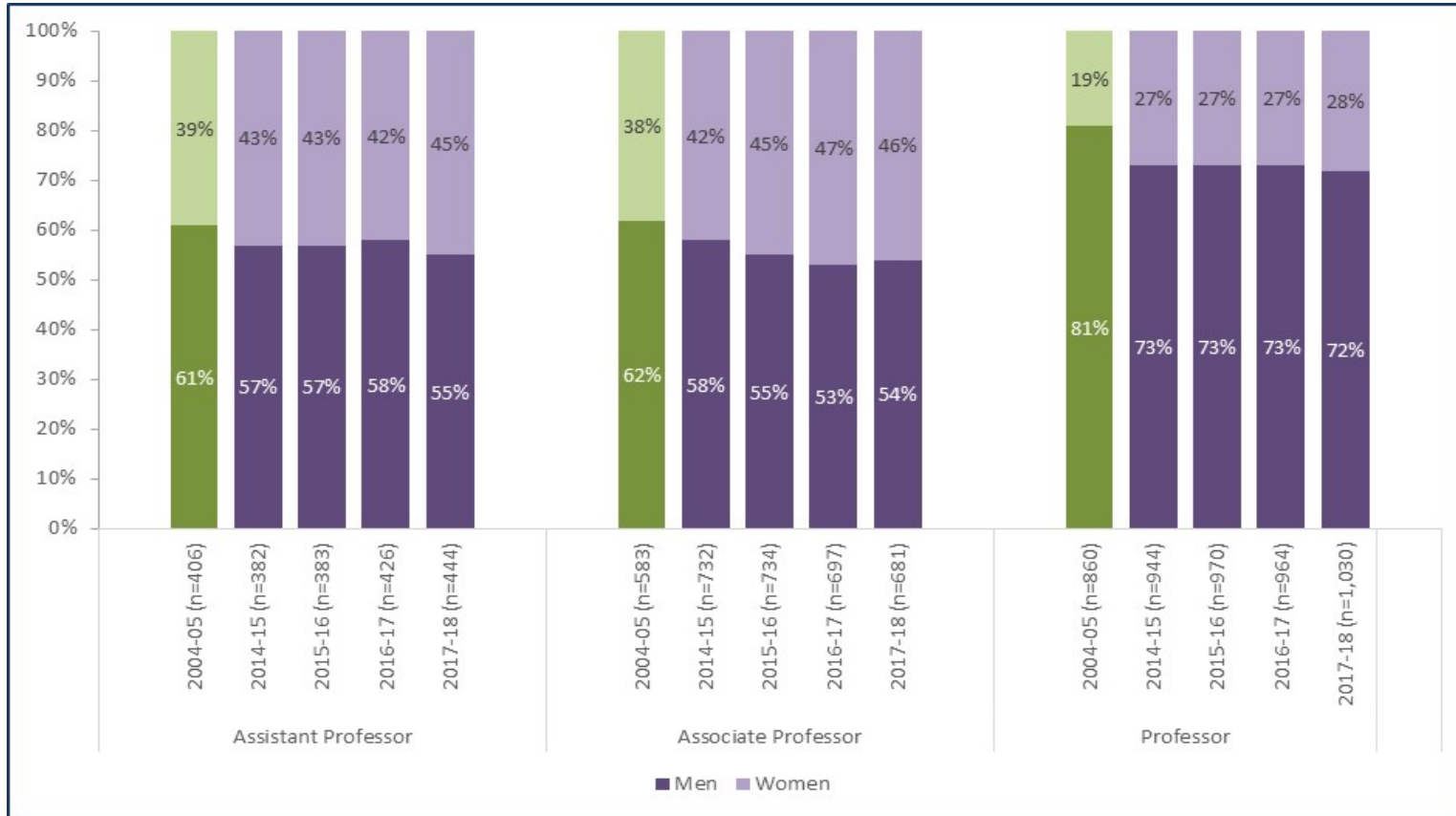
The stacked bar charts show the gender distribution of full-time tenured and tenure stream faculty (all ranks). It uses 2004-05 data as a baseline. Compared to baseline data, the proportion of women faculty has increased from 30% to 35% in 2014-15 to 37% in 2016-17 and 2017-18.

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

The proportion of women has increased across all three ranks since 2004-05, with Assistant and Associate Professor ranks approaching gender balance (45% and 46%, respectively). However, women are still under-represented at the rank of Professor.



Figure 2: Gender Breakdown of Full-time Tenured/Tenure Stream Faculty by Rank<sup>6</sup>



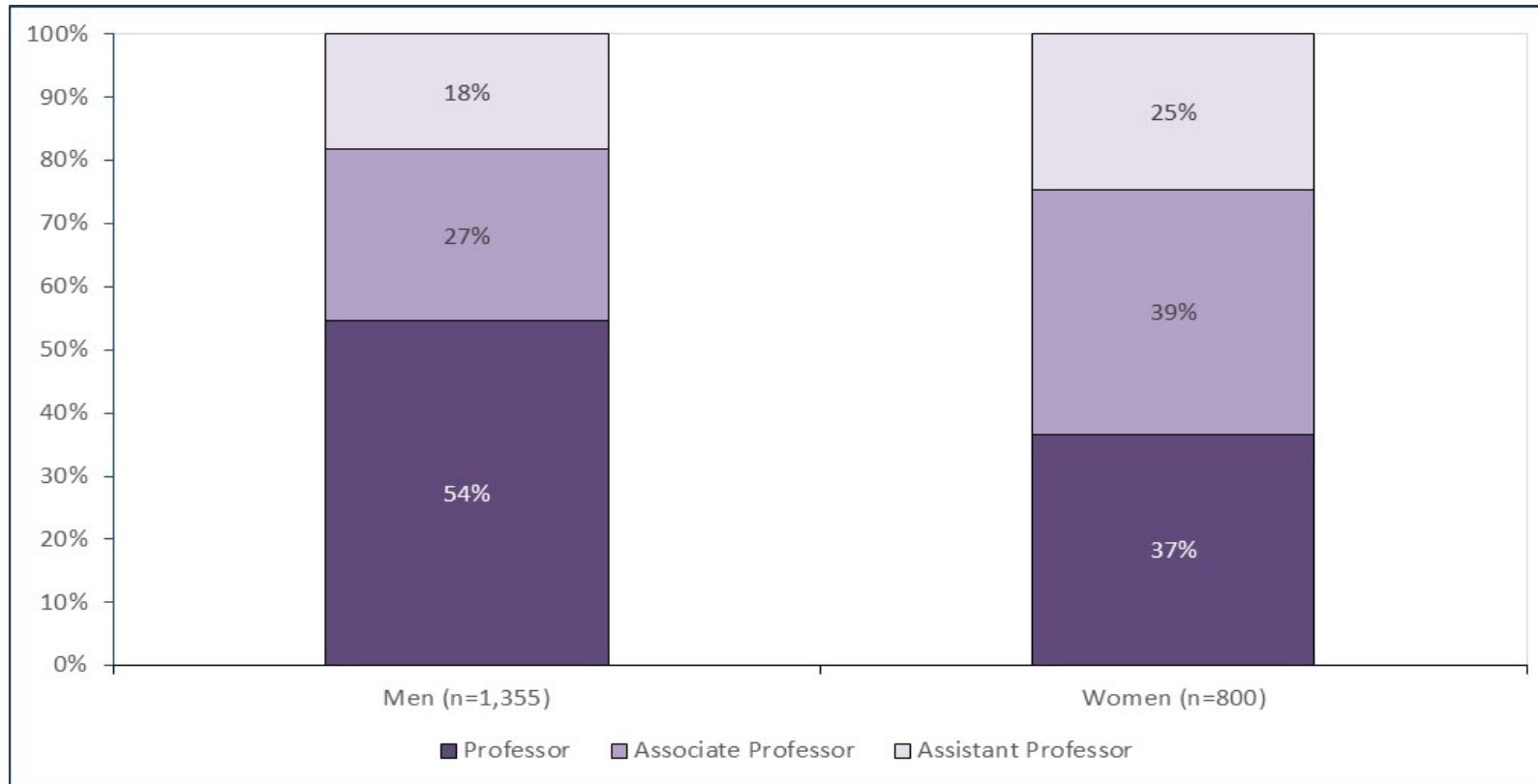
<sup>6</sup> Only full-time tenured and tenure stream faculty are included. The data exclude part-time faculty (unless they are on phased retirement) and those on long-term disability or unpaid leave longer than one year. Clinical faculty are also excluded.

The stacked bar charts show the gender breakdown of full-time tenured/tenure stream faculty by rank. It uses the 2004-05 data as a baseline. Compared to baseline data, the proportion of women faculty has increased at all ranks and has ranged between 42% in 2016-17 to 45% in 2017-18 for Assistant Professors, 42% in 2014-15 to 46% in 2016-17 for Associate Professors, and 27% in 2014-15 to 28% in 2017-18 for Professors. The greatest gains in representation of women have been at the Assistant and Associate Professor ranks.

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

Another way to look at gender representation is to compare the distribution of ranks for men and women separately. This shows that women tend to hold more junior faculty positions compared to men. Only 37% of women hold the rank of Professor versus 54% of men.

Figure 3: Distribution of Faculty by Gender and Rank.<sup>7</sup>



The two stacked bars show the distribution of faculty by gender and rank in 2017-18. For women, the majority are in more junior ranks when compared to men. There are far fewer women at the most senior rank of Professor (37%), compared to men (54%).

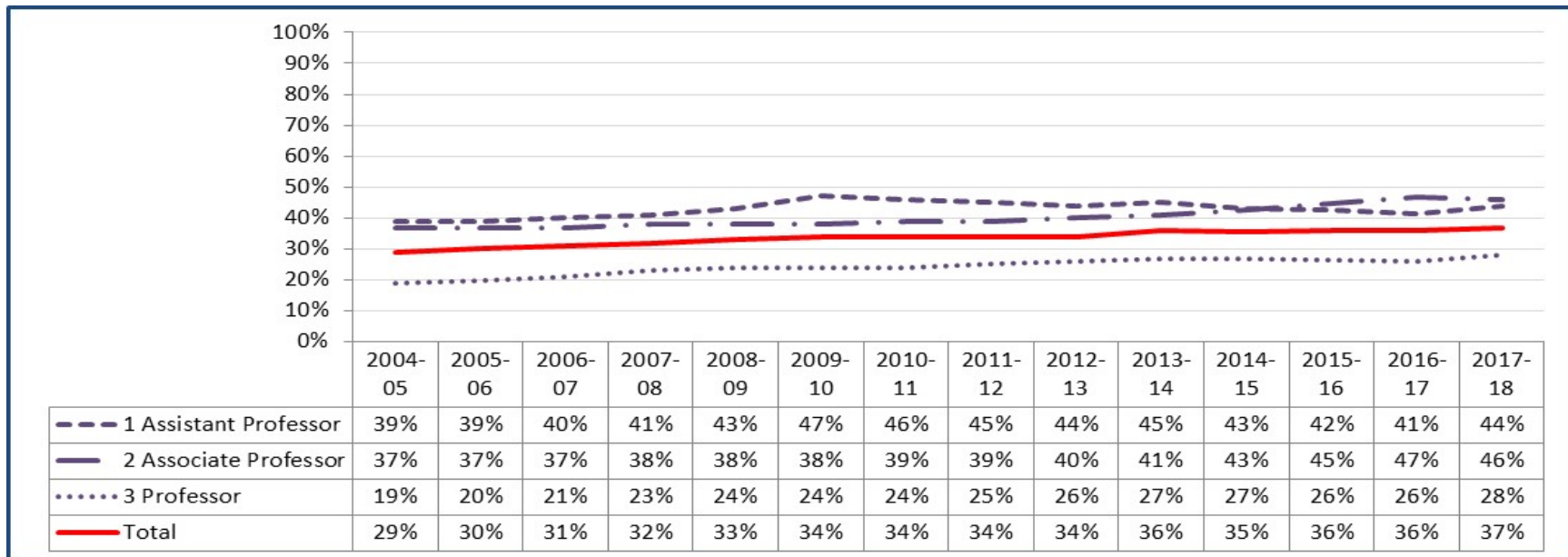
Source: University of Toronto, Human Resources Information System (HRIS).

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

The increase in the number of women in the tenure stream since 2004-05 is also evident when we look at the percentage of women faculty by rank over time. Figure 4 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 Professor, particularly in recent years;
- the rising but still comparatively lower percentage of women at the highest rank of Professor.

Figure 4: Percentage of Women Full-time Tenured and Tenure Stream Faculty 2004-2018.<sup>8</sup>



<sup>8</sup> Faculty data in *Facts and Figures* reports include clinician chairs with tenure and excludes PVP. As a result, the samples and the results reported in Figures 1-3 and Figure 4 above are slightly different. The differences in samples do not affect the general trends. The latest 2018 *Facts and Figures* report includes data on faculty from Fall 2017.

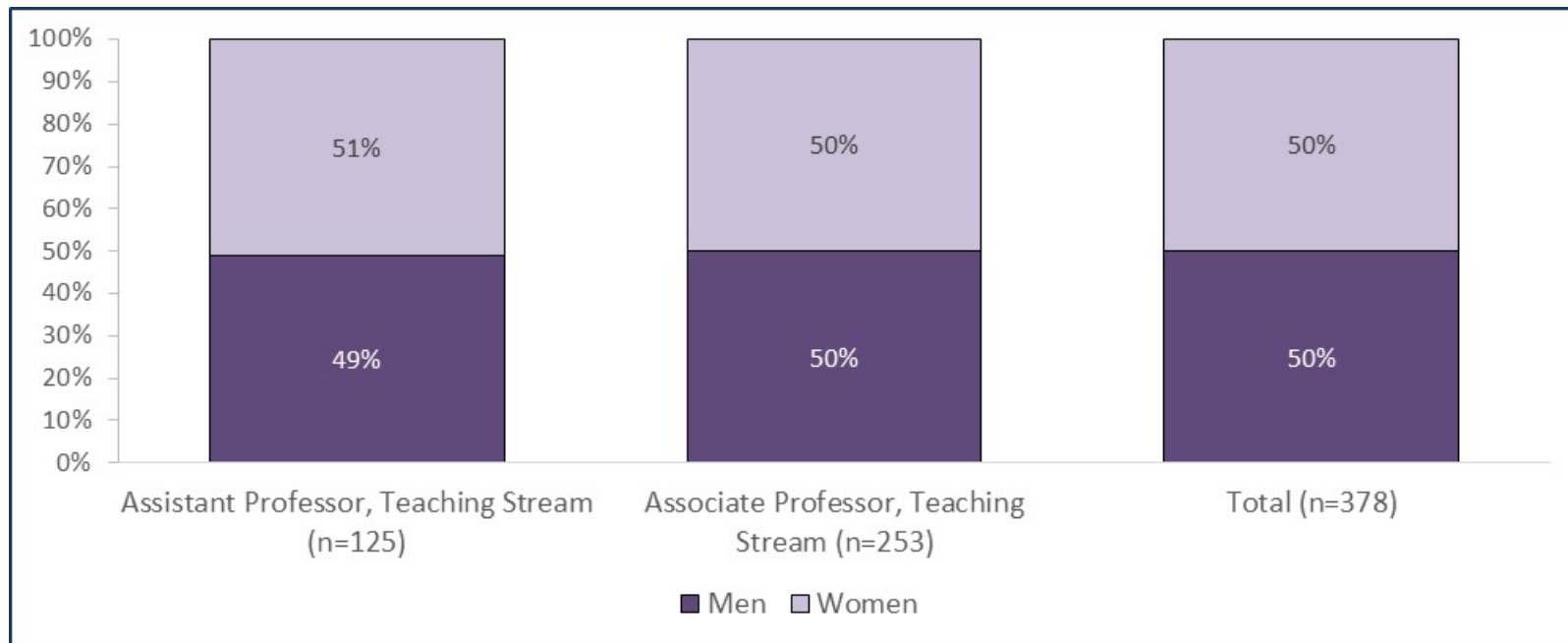
The line graph shows the percentage of women in full-time tenured and tenure stream positions at each rank over time and for all three ranks combined. Between 2004-05 to 2017-18, the proportion of women at the rank of Assistant Professor has increased from 39% to 44%, the proportion of women at the rank of Associate Professor has increased from 37% to 46%, and the proportion of women at the rank of Professor has increased from 19% to 28%. The proportion of women at all three ranks combined has increased from 29% to 37%.

*Source: University of Toronto, Facts and Figures Reports 2004-2018.*

## Teaching Stream Faculty

Women constitute half of the continuing status or continuing status stream teaching stream faculty (as shown in the figure 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.

Figure 5: Gender Breakdown of Full-Time Continuing and Continuing Status Stream Teaching Stream Faculty Positions by Rank.<sup>9</sup>

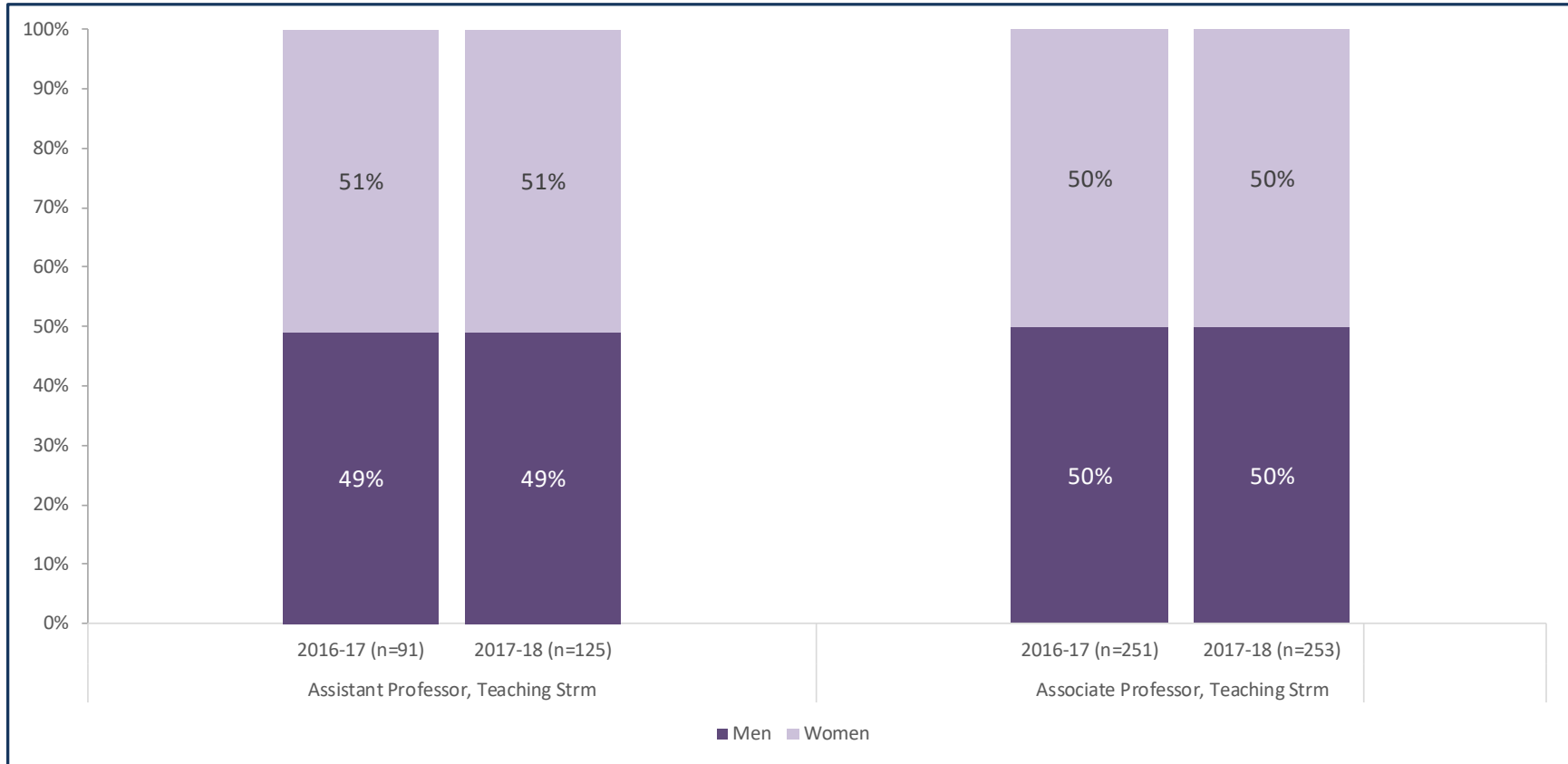


<sup>9</sup> The new rank of Professor, Teaching Stream was created as of January 2016. As of Fall 2017 no teaching stream faculty had as yet been promoted to that rank.

These three stacked bars show the gender breakdown of full-time continuing and continuing status stream, teaching stream faculty positions by rank in 2017-18. In both ranks separately and when combined, women represent at least 50% of teaching stream faculty. Among Assistant Professors, Teaching Stream, women make up 51% of faculty; among Associate Professors, Teaching Stream, women make up 50% of faculty. Note that at this time there were no Associate Professors, Teaching Stream who had been promoted to the rank of Professor, Teaching Stream.

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

Figure 6: Gender Breakdown of Full-Time Continuing and Continuing Status Stream Teaching Stream Faculty Positions by Rank.<sup>10</sup>



<sup>10</sup> The new rank of Professor, Teaching Stream was created as of January 2016. As of Fall 2017 no teaching stream faculty had as yet been promoted to that rank.

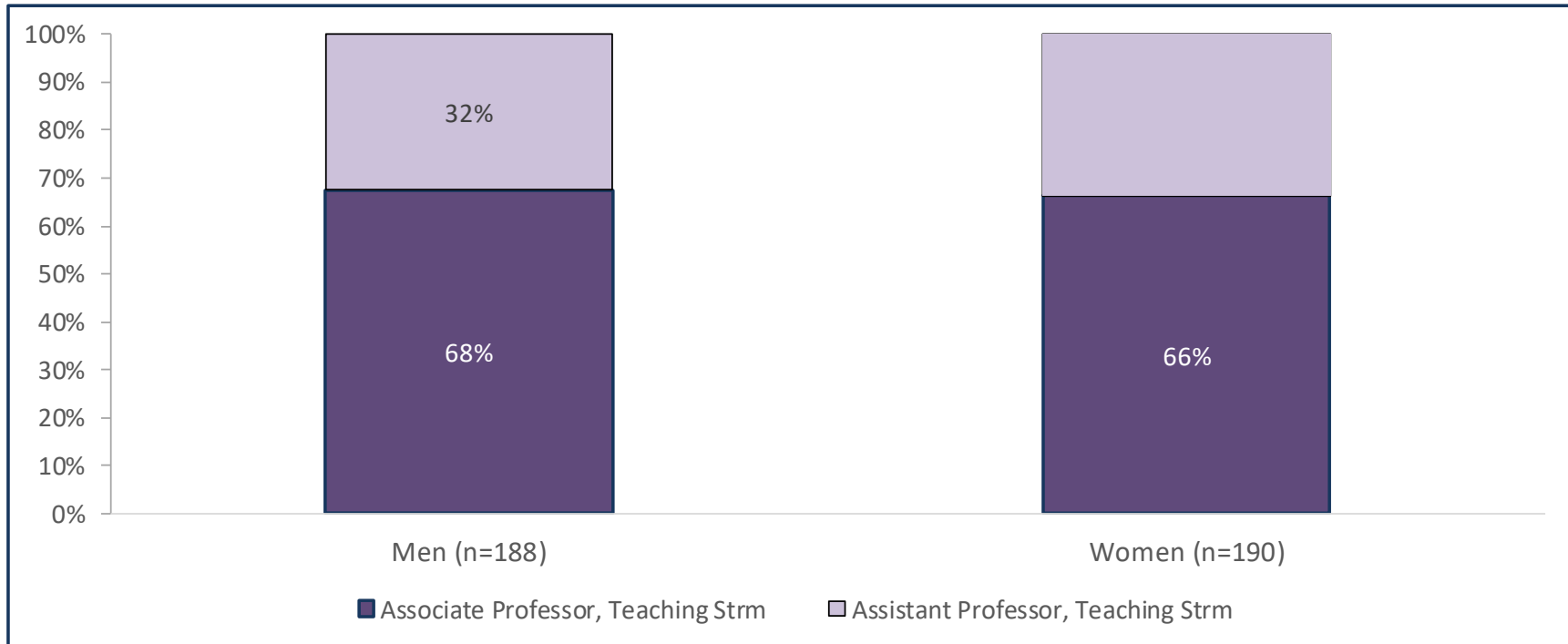


The stacked bars show the gender breakdown of full-time continuing and continuing status stream, teaching stream faculty positions by rank. Professorial rank for teaching stream ranks was introduced in 2016. Consequently, comparisons are limited to 2016-17 and 2017-18. The proportion of women at the rank of Assistant Professor, Teaching Stream remained steady at 51%, as did the proportion of women at the rank of Associate Professor, Teaching Stream at 50%.

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

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 (68% and 66%, respectively) hold the rank of Associate Professor, Teaching Stream (see Figure 7).

Figure 7: Distribution of Full-time Continuing and Continuing Status Stream Teaching Stream Faculty Positions by Gender and Rank<sup>11</sup>



The stacked bars show the distribution of full-time continuing and continuing status stream teaching stream faculty by rank in 2017-18. 66% of women are at the rank of Associate Professor, Teaching Stream, compared to 68% of men. 34% of women are at the rank of Assistant Professor, Teaching Stream, compared to 32% of men.

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

<sup>11</sup> The new rank of Professor, Teaching Stream was created as of January 2016. As of Fall 2017 no teaching stream faculty had as yet been promoted to that rank.

## Clinical Faculty

The representation of women among U of T *clinical* faculty has increased from **32% to 41%** between 2004-05 and 2017-18. In 2017-18, almost 800 more women were employed as clinical faculty than 13 years earlier.

Figure 8: Gender Breakdown of Full-time Clinical Faculty Positions (All Ranks)<sup>12</sup>

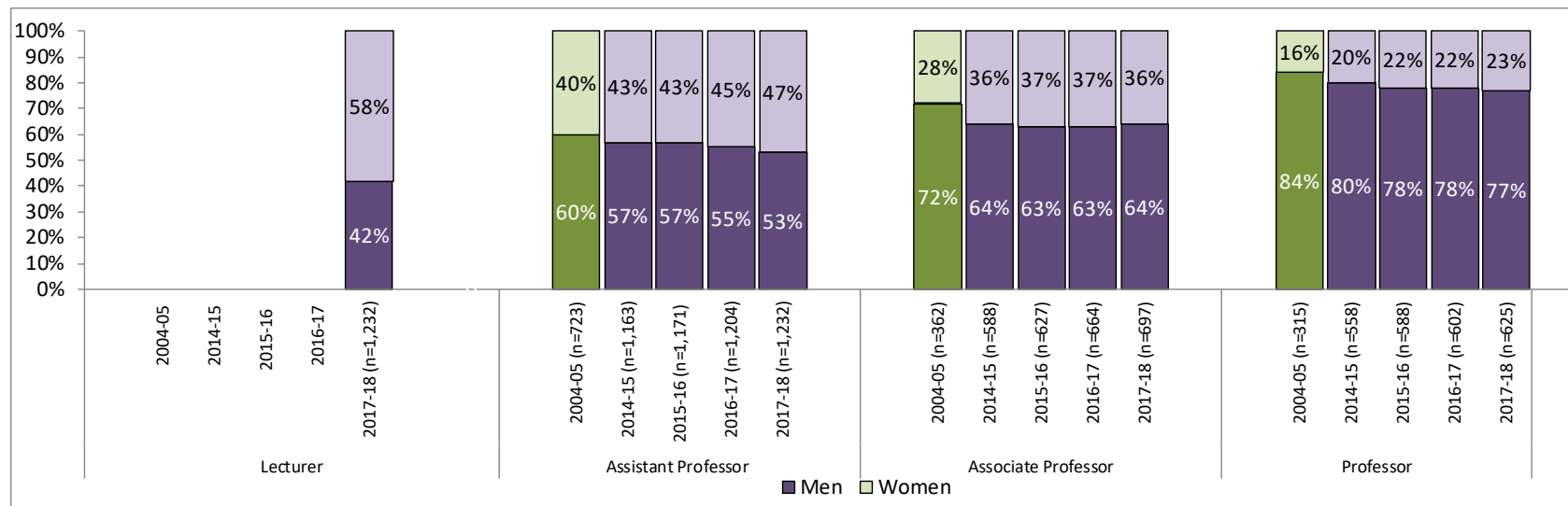


The stacked bars represent the gender breakdown of full-time clinical faculty positions (all ranks) over time. In 2004-05 (baseline), 32% of clinicians were women. Over time, the proportion of female clinicians has increased from 36% in 2014-15 to 41% in 2017-18.

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

<sup>12</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 65% of all clinical faculty members (excluding adjuncts). Starting with 2017-18, this data includes Lecturers which make up 15% of the FT Clinical MD stream, and is the typical rank of entry into the clinical stream. Note, the inclusion of part-time faculty does not change the general pattern of gender distribution.

Figure 9: Gender Breakdown of Full-time Clinical Faculty Positions by Rank<sup>13</sup>



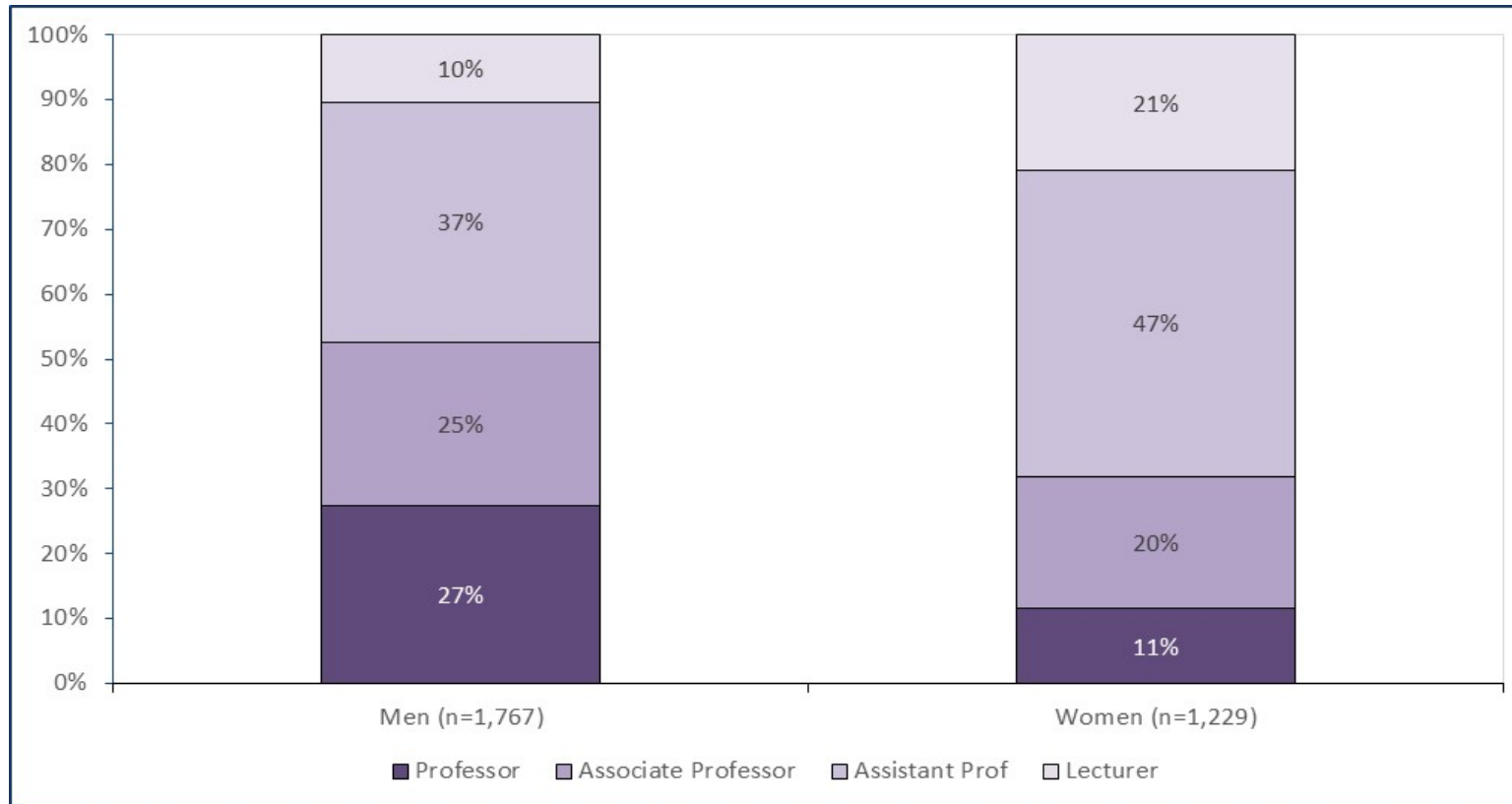
The stacked bars show the gender breakdown of full-time clinical faculty positions by rank over time. The bars show baseline in 2004-05 and the distribution from 2014-15 to 2017-18. We can only report on data for lecturers starting in 2017-18. In that year, 58% of clinicians at the rank of lecturer were women. Compared to the baseline of 2004-05 in which women were 40% of clinicians at the rank of Assistant Professor, the proportion of women has increased over time from 43% in 2014-15 to 47% in 2017-18. At the rank of Associate Professor, the proportion of women has increased from the baseline of 28% in 2004-05 to 36% in 2014-15 and to 37% in 2015-16 and 2016-17. At the rank of Professor, the proportion of women has increased from the baseline of 16% in 2004-05 to 20% in 2014-15 and to 23% in 2017-18.

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 65% of all clinical faculty members (excluding adjuncts). Starting with 2017-18, this data includes Lecturers which make up 15% of the FT Clinical MD stream, and is the typical rank of entry into the clinical stream. Note, the inclusion of part-time faculty does not change the general pattern of gender distribution.

A comparison of rank distribution for men and women shows that women tend to hold more junior clinical faculty positions than men: only 11% of women hold the rank of Professor versus 27% of men.

Figure 10: Distribution of Clinical Faculty by Gender and Rank<sup>14</sup>



<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 65% of all clinical faculty members (excluding adjuncts). Starting with 2017-18, this data includes Lecturers which make up 15% of the FT Clinical MD stream, and is the typical rank of entry into the clinical stream. Note, the inclusion of part-time faculty does not change the general pattern of gender distribution.

The two stacked bars show the distribution of clinical faculty by gender and rank in 2017-18. The majority of women are in the more junior ranks: 68% of women are at the rank of Lecturer and Assistant Professor, compared to 47% of men. The majority of men are in the more senior ranks: 52% of men are at the ranks of Associate Professor and Professor, compared to 31% of women.

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

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

### Tenure Stream Faculty

The following table shows the change in the percentage of women across all ranks by Faculty by year.

Table 1: Percentage of Tenure Stream Faculty Who are Women by Faculty<sup>16</sup>

Academic Home Org Unit	2004-05	2014-15	2015-16	2016-17	2017-18	
					%	Total N
Applied Science and Engineering, Faculty of	8%	17%	18%	20%	20%	231
Architecture, Landscape and Design, John H. Daniels, Faculty of	8%	44%	44%	48%	43%	23
Arts and Science, Faculty of	27%	34%	34%	35%	36%	708
Dentistry, Faculty of	17%	35%	30%	32%	34%	41
Information, Faculty of	64%	50%	52%	52%	50%	24
Kinesiology and Physical Education, Faculty of	36%	33%	32%	32%	32%	22
Law, Faculty of	36%	42%	40%	40%	42%	53
Management, Joseph L. Rotman School of	15%	19%	18%	19%	18%	109

<sup>15</sup> Faculty refers to the academic unit in which the faculty member holds their majority budgetary appointment. For faculty members who hold budgetary cross-appointments, only the majority appointment information is reported. Some faculty members serve as academic administrators in other Faculties; this information is not reflected in the data. Data only reports on full-time tenure stream faculty.

<sup>16</sup> Academic units with at least ten faculty members are reported in the table above; the only Faculty excluded above is Forestry. The "Total" includes data from all Faculties, regardless of the reporting threshold.

Academic Home Org Unit	2004-05	2014-15	2015-16	2016-17	2017-18	
					%	Total N
Medicine <sup>17</sup> , Faculty of	31%	38%	39%	39%	39%	157
Music, Faculty of	32%	38%	40%	39%	41%	34
Nursing, Lawrence S. Bloomberg Faculty of	95%	94%	91%	91%	90%	20
Ontario Institute for Studies in Education (OISE)	59%	63%	63%	64%	64%	98
Pharmacy, Leslie Dan Faculty of	36%	45%	48%	47%	50%	30
Public Health, Dalla Lana School of	54%	53%	50%	50%	51%	39
Social Work, Factor-Inwentash Faculty of	64%	63%	63%	65%	69%	26
University of Toronto Mississauga (UTM)	28%	35%	37%	36%	36%	287
University of Toronto Scarborough (UTSC)	29%	37%	39%	39%	40%	247
<b>Total</b>	<b>30%</b>	<b>35%</b>	<b>36%</b>	<b>37%</b>	<b>37%</b>	<b>2,156</b>

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

<sup>17</sup> Public Health and IHPME were part of the Faculty of Medicine in 2004-05. They have been reported separately as the School of Public Health, Dalla Lana for 2004-05 for the purpose of this comparison.



## Teaching Stream Faculty

The University of Toronto employs a relatively small number of teaching stream faculty (n=378) and the distribution by Faculty is uneven. The table below reports information only for those Faculties that have at least 10 teaching stream faculty. The analysis shows that there is some variation in the percentage of women across Faculties.

Table 2: Percentage of Teaching Stream Faculty Who Are Women by Faculty (all ranks)<sup>18</sup>

Faculty	2016-17	2017-18	
		%	Total N
Applied Science and Engineering, Faculty of	23%	35%	26
Arts and Science, Faculty of	44%	43%	106
Management, Joseph L. Rotman School of	46%	50%	16
Medicine, Faculty of	88%	94%	18
Music, Faculty of	15%	15%	13
Nursing, Lawrence S. Bloomberg Faculty of	100%	91%	11
Ontario Institute for Studies in Education (OISE)	58%	57%	14
University of Toronto Mississauga (UTM)	42%	39%	62
University of Toronto Scarborough (UTSC)	59%	57%	86
<b>Total</b>	<b>50%</b>	<b>50%</b>	<b>378</b>

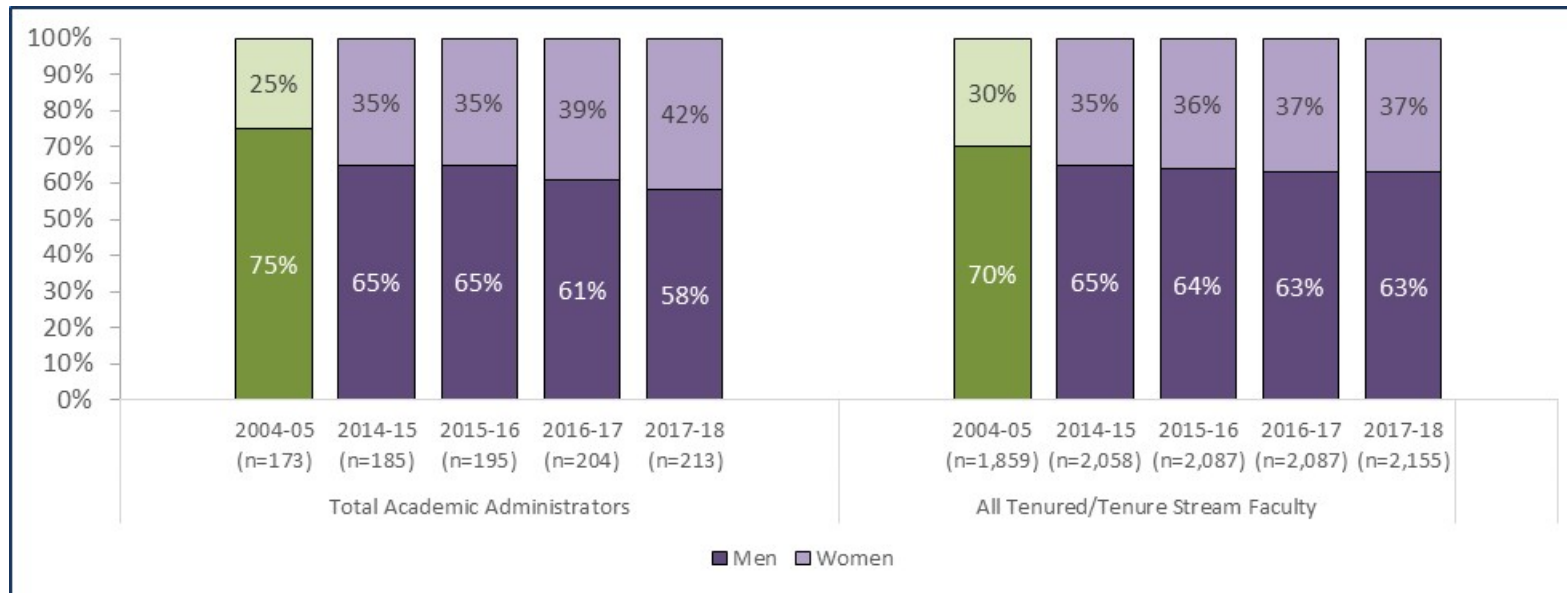
Source: University of Toronto, Human Resources Information System (HRIS).

<sup>18</sup> Academic units with at least ten faculty members are reported in the table above. Data only reports on full-time continuing and continuing status stream teaching stream. The 'Total' includes data from all Faculties, regardless of the reporting threshold.

## Academic Leadership (Tenure Stream Faculty)

The proportion of women in academic leadership positions at the University has been steadily increasing since 2004-05. In 2017-18, women comprised 42% of all academic administrators at the level of chair/director and above at U of T, up from 25% in 2004-05.

Figure 11: Breakdown of Leadership Positions by Gender in the Tenured/Tenure Stream...<sup>19</sup>



The first stacked bar shows the leadership positions by gender in the tenured/tenure stream while the second shows the total population of tenured/tenure stream faculty for comparison. In the baseline year, 2004-05, women represented 30% of the

<sup>19</sup> The analysis includes: (1) Academic administrators appointed under the Policy on Appointment of Academic Administrators (PAAA); and (2) Leaders who are members of the PVP group, which includes faculty serving in the most senior roles including 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.

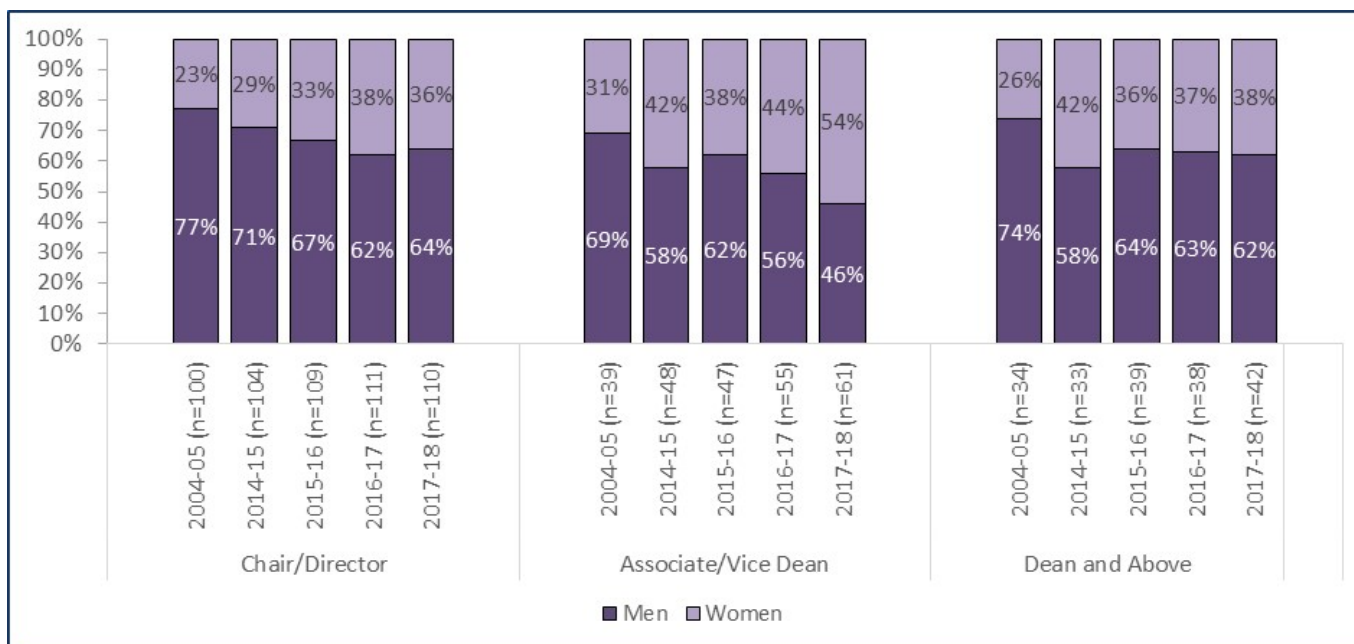
population and held 25% of academic administrative positions. Men comprised 70% of the population and held 75% of the administrative positions. Since 2004-05, the proportion of women holding academic administrative positions has grown to 42% in 2017-18 and exceeds the proportion of women in the tenured/tenure stream (37%).

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

The proportion of women holding academic administrative positions at U of T has risen over the last 13 years across all levels, with most progress toward gender equity occurring at the level of “Associate/Vice Dean”, where women now comprise 54% 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 12: Breakdown of Leadership Positions by Gender and Position Type in the Tenured/Tenure Stream<sup>20</sup>



The stacked bar shows the breakdown of leadership positions by gender and position type in the tenured and tenure stream. There are three categories of academic administrative roles — Chair/Director, Associate/Vice Dean, and Dean and Above. Data from the baseline year, 2004-05, are compared to more recent data from 2014-15 through to 2017-18. In all three categories, the proportion of women has increased over time. At the level of Chair/Director, the proportion of women has increased from 23% in 2004-05 to 36% in 2017-18; at the level of Associate/Vice Dean, the proportion of women has increased from 31% to 54%; at the level of Dean and Above, the proportion of women has increased from 26% to 38%.

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

<sup>20</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 Tenured/Tenure Stream Faculty Who are Women by Academic Unit<sup>21</sup>

Academic Home Org Unit	2004-05	2014-15	2015-16	2016-17	2017-18	
					%	Total N
<b>Applied Science and Engineering, Faculty of</b>						
Aerospace Studies, Inst. for (EDU:A)	0%	13%	13%	13%	13%	16
Biomaterials and Biomedical Engineering, Inst. of (EDU:A)			33%	33%	36%	11
Chemical Engineering and Applied Chemistry, Dept. of	15%	25%	28%	28%	27%	26
Civil and Mineral Engineering, Dept. of	10%	19%	21%	28%	27%	41
Electrical and Computer Engineering, Edward S. Rogers Dept. of	7%	10%	10%	10%	10%	69
Materials Science and Engineering, Dept. of	0%	7%	7%	14%	20%	15
Mechanical and Industrial Engineering, Dept. of	8%	23%	22%	24%	25%	53
<b>Architecture, Landscape and Design, John H. Daniels Faculty of<sup>22</sup></b>	8%	44%	44%	48%	43%	23

<sup>21</sup> Only units with at least ten faculty members are included in the table. The data for 2004-05 are presented only for those units that had at least ten faculty members in 2004-05 and later years. In addition, those units that had at least ten faculty members in later years are included (this means that for some Faculties cells may be empty in some years). For units, which experienced a name change 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.

<sup>22</sup> Since 2014-15 the John H. Daniels Faculty of Architecture, Landscape and Design includes the Visual Studies Program.

Academic Home Org Unit	2004-05	2014-15	2015-16	2016-17	2017-18	
					%	Total N
<b>Arts and Science, Faculty of</b>						
Anthropology, Dept. of	33%	48%	46%	43%	43%	23
Astronomy and Astrophysics, Dept. of			9%	17%	17%	12
Biology, Dept. of <sup>23</sup>	33%	33%	31%	29%	31%	52
-Cell and Systems Biology, Dept. of		27%	26%	22%	25%	28
-Ecology and Evolutionary Biology, Dept. of		39%	38%	36%	38%	24
Chemistry, Dept. of	11%	21%	23%	23%	22%	32
Classics, Dept. of	13%	20%	21%	17%	21%	14
Computer Science, Dept. of	21%	32%	31%	29%	27%	33
Earth Sciences, Dept. of	17%	35%	35%	43%	46%	13
East Asian Studies, Dept. of	27%	42%	46%	46%	46%	13
Economics, Dept. of	15%	11%	11%	11%	11%	38
English, Dept. of	45%	41%	44%	44%	45%	44
French, Dept. of	33%	36%	31%	36%	46%	13
Geography and Planning, Dept. of	36%	42%	41%	41%	38%	26
History, Dept. of	30%	44%	44%	49%	51%	39

<sup>23</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. Starting with data in 2014-15, these two departments are also analyzed separately.

Academic Home Org Unit	2004-05	2014-15	2015-16	2016-17	2017-18	
					%	Total N
History of Art, Dept. of	33%	42%	42%	38%	43%	14
Linguistics, Dept. of			70%	70%		
Mathematics, Dept. of	11%	14%	14%	14%	14%	36
Near and Middle Eastern Civilizations, Dept. of	36%	38%	38%	38%	38%	13
Philosophy, Dept. of	31%	32%	33%	32%	33%	21
Physics, Dept. of	8%	18%	17%	22%	19%	36
Political Science, Dept. of	26%	40%	40%	43%	44%	41
Psychology, Dept. of	30%	39%	46%	46%	52%	27
Religion, Dept. for the Study of	21%	44%	44%	50%	50%	18
Slavic Languages and Literatures, Dept. of					64%	11
Sociology, Dept. of	36%	38%	39%	46%	46%	26
Spanish and Portuguese, Dept. of	33%	67%	73%	75%	75%	12
Statistical Sciences, Dept. of	10%	12%	12%	14%	14%	14
<b>Dentistry, Faculty of</b>	17%	35%	30%	32%	34%	41
<b>Information, Faculty of</b>	64%	50%	52%	52%	50%	24
<b>Kinesiology and Physical Education, Faculty of</b>	36%	33%	32%	32%	32%	22
<b>Law, Faculty of</b>	36%	42%	40%	40%	42%	53
<b>Management, Joseph L. Rotman School of</b>	15%	19%	18%	19%	18%	109

Academic Home Org Unit	2004-05	2014-15	2015-16	2016-17	2017-18	
					%	Total N
<b>Medicine, Faculty of<sup>24</sup></b>						
Biochemistry, Dept. of	20%	6%	6%	7%	11%	18
Cellular and Biomolecular Research, Terrence Donnelly Ctr for (EDU:A)		6%	11%	6%	6%	17
Laboratory Medicine and Pathobiology, Dept. of	14%	21%	21%	21%	15%	13
Molecular Genetics, Dept. of	26%	32%	32%	32%	30%	23
Nutritional Sciences, Dept. of					40%	10
Occupational Science and Occupational Therapy, Dept. of					90%	10
Pharmacology and Toxicology, Dept. of					40%	10
Physical Therapy, Dept. of					92%	13
Physiology, Dept. of	29%	40%	33%	40%	44%	16
<b>Music, Faculty of</b>	32%	38%	40%	39%	41%	34
<b>Nursing, Lawrence S. Bloomberg Faculty of</b>	96%	94%	91%	91%	90%	20
<b>Ontario Institute for Studies in Education (OISE)</b>						
Applied Psychology and Human Development, Dept. of	60%	71%	70%	68%	71%	24
Curriculum, Teaching and Learning, Dept. of	59%	62%	63%	65%	62%	37
Leadership, Higher and Adult Education, Dept. of	52%	56%	56%	58%	61%	23
Social Justice Education, Dept. of	69%	64%	69%	69%	64%	14

<sup>24</sup> Clinical faculty are excluded from the analysis. The School of Public Health and IHPME are excluded from Medicine but are reported under Public Health.



Academic Home Org Unit	2004-05	2014-15	2015-16	2016-17	2017-18	
					%	Total N
<b>Pharmacy, Leslie L. Dan Faculty of</b>	36%	45%	48%	47%	50%	30
<b>Public Health, Dalla Lana School of<sup>24F24F 25</sup></b>	54%	53%	50%	50%	51%	39
<b>Social Work, Factor-Inwentash Faculty of</b>	64%	63%	63%	65%	69	26
<b>University of Toronto Mississauga (UTM)</b>						
Anthropology, Dept. of			46%	46%	47%	15
Biology, Dept. of	14%	28%	26%	29%	30%	30
Chemical and Physical Sciences, Dept. of <sup>26</sup>	13%	18%	18%	18%	21%	19
Communication, Culture, Information and Technology, Inst. of (EDU:A)				45%	45%	11
Economics, Dept. of	6%	17%	26%	23%	20%	20
English and Drama, Dept. of	46%	44%	47%	47%	50%	16
Geography, Dept. of	20%	40%	42%	50%	38%	13
Historical Studies, Dept. of <sup>27</sup>	40%	43%	44%	42%	40%	25
Language Studies, Dept. of				40%	36%	11
Management, Dept. of	18%	24%	30%	26%	23%	26
Mathematical and Computational Sciences, Dept. of <sup>28</sup>	8%	8%	10%	13%	13%	16

<sup>25</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 School of Public Health in 2004-05 and in later years.

<sup>26</sup> The Department of Chemical and Physical Sciences includes Chemistry, Physics, Astronomy and Geology.

<sup>27</sup> The Department of Historical Studies includes History, African Studies and History, Religion, and Women and Gender Studies.

<sup>28</sup> The Department of Mathematical and Computational Sciences includes Mathematics, Statistics and Computer Sciences.

Academic Home Org Unit	2004-05	2014-15	2015-16	2016-17	2017-18	
					%	Total N
Philosophy, Dept. of			29%	29%	27%	15
Political Science, Dept. of			43%	33%	40%	15
Psychology, Dept. of	41%	59%	53%	52%	52%	21
Sociology, Dept. of	62%	53%	52%	52%	54%	26
<b>University of Toronto Scarborough (UTSC)</b>						
Anthropology, Dept. of			59%	61%	57%	14
Arts, Culture and Media, Dept. of <sup>29</sup>		50%	50%	43%	50%	16
Biological Sciences, Dept. of <sup>30</sup>	31%	25%	25%	25%	27%	26
Computer and Mathematical Sciences, Dept. of <sup>31</sup>	6%	12%	13%	12%	14%	21
English, Dept. of	40%	70%	80%	67%	69%	13
Historical and Cultural Studies, Dept. of <sup>32</sup>	20%	53%	53%	53%	56%	18
Human Geography, Dept. of			43%	47%	47%	15
Management, Dept. of	25%	28%	31%	32%	31%	32
Physical and Environmental Sciences, Dept. of <sup>33</sup>	14%	26%	26%	23%	28%	25
Political Science, Dept. of			50%	53%	53%	15
Psychology, Dept. of	21%	19%	24%	32%	32%	25
Sociology, Dept. of	40%	45%	50%	50%	58%	12

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

<sup>29</sup> The Department of Arts, Culture and Media includes Art History, Arts Management, Journalism, Media Studies, and Music and Culture.

<sup>30</sup> The Department of Biological Sciences includes Botany and Zoology in 2004-05.

<sup>31</sup> The Department of Computer and Mathematical Sciences includes Mathematics, Statistics and Computer Sciences.

<sup>32</sup> The Department of Historical and Cultural Studies includes Classics, History, and Women and Gender Studies.

<sup>33</sup> The Department of Physical and Environmental Sciences includes Astronomy and Astrophysics, Chemistry, Environmental Sciences & Physics.

## Appendix B: 2017-18 Percentage of Tenured/Tenure Stream Faculty Who Are Women by Rank and Faculty<sup>34</sup>

Faculty	Assistant Professor	Associate Professor	Professor	Total N (men and women)
Applied Science and Engineering, Faculty of	43%	24%	15%	231
Architecture, Landscape and Design, John H. Daniels Faculty of	20%	62%	20%	23
Arts and Science, Faculty of	39%	49%	27%	708
Dentistry, Faculty of	67%	50%	6%	41
Information, Faculty of	25%	58%	50%	24
Kinesiology and Physical Education, Faculty of	29%	60%	20%	22
Law, Faculty of	75%	33%	41%	53
Management, Joseph L. Rotman School of	25%	24%	14%	109
Medicine, Faculty of	53%	41%	36%	157
Music, Faculty of	60%	38%	38%	34
Nursing, Lawrence S. Bloomberg Faculty of	80%	100%	88%	20
Ontario Institute for Studies in Education (OISE)	89%	58%	65%	98
Pharmacy, Leslie Dan Faculty of	50%	60%	48%	30
Public Health, Dalla Lana School of	60%	67%	37%	39
Social Work, Factor-Inwentash Faculty of	67%	75%	63%	26

<sup>34</sup> Only academic units with at least ten faculty members are included in the table above, however figures for 'Total' include all Faculties, regardless of the reporting threshold.

Faculty	Assistant Professor	Associate Professor	Professor	Total N (men and women)
University of Toronto Mississauga (UTM)	40%	40%	25%	287
University of Toronto Scarborough (UTSC)	51%	45%	22%	247
<b>Total</b>	<b>45%</b>	<b>46%</b>	<b>28%</b>	<b>2,155</b>

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

## Appendix C: Methodology

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### Timeline

The initial report (published in 2016) focused on gender and the composition of the faculty complement in 2014-15 compared to 2004-05. This third report adds data for the most recent year: 2017-18. The current report includes data for:

- 2004-05 (baseline year),
- 2014-15 (data from the report released in 2016),
- 2015-16 and 2016-17 (data from the report released in 2018), and
- 2017-18 (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 2017-18 academic year were collected in September 2017 and are understood to reflect academic appointments for the academic year July 1, 2017 to June 30, 2018.

### 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 85% 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, departments, and EDUs with 10 or more faculty members in both 2004-05 and 2017-18.<sup>35</sup> In cases where units were restructured between 2004 and 2017, 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 2017-18. In addition, for those units that had less than 10 faculty members in 2004-05, but 10 or more faculty members in later years, data are provided only for those years which were above the 10-member threshold.

## Comparison to Employment Equity Report (2017-18)<sup>36</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.

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.

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<sup>35</sup> The only exception is the Faculty of Forestry, which consisted of 9 faculty members in 2017-18 (14 faculty members in 2004-05).

<sup>36</sup> These reports can be found here: <http://reports.hrandequity.utoronto.ca/>.

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.