

**FACULTY AND LIBRARIAN
COMPLEMENT BREAKDOWN
BY SEX:
2018-19 & 2019-20**



UNIVERSITY OF
TORONTO

Office of the Vice-Provost,
Faculty & Academic Life

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1 Introduction

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 and Inclusion, 2015

The University of Toronto is committed to diversity in the faculty complement. As part of this, we pay close attention to the breakdown of the complement year over year. The University's *Employment Equity Report*, which is published annually, reports on how faculty and staff *self-identify* in respect to a range of categories in responding to the University's equity survey.

The *Faculty and Librarian Complement Breakdown by Sex* report presents a different analysis for the purpose of comparison and comprehensiveness. In addition to looking closely at what can be learned year-over-year from the equity survey results, since 2014-15, the Office of the Vice-Provost Faculty & Academic Life has produced this report that looks at all appointed faculty in the tenure and non-tenure stream and in the teaching stream using the indicator "sex" in the University's Human Resources Information System (HRIS)¹. The reports measure trends year-over-year in relation to a base year: 2004-05 in the tenure stream and 2016-17 in the continuing stream, teaching stream.

The "sex" indicator in HRIS allows us to look at the whole population of appointed faculty and librarians rather than only at those who chose to respond to the University's equity survey. It also allows us to look at the composition of the group of

¹ The Office of the Vice-Provost Faculty & Academic Life has produced three reports to date covering 2014-15; 2015-16 and 2016-17; and 2017-18. The data is based on a consistent fall data count.

faculty who serve in leadership positions on a year-over-year basis — information that is not possible using the equity survey data. Note, however, that the data in HRIS allow us only to look at sex. The system does not include other population-based data.

The first *Faculty Gender Equity Report*², described the complement in 2014-15 and established the 2004-05 academic year as a baseline. It focused exclusively on tenured and tenure stream faculty and continuing stream, teaching stream faculty. It also included a separate section on clinical faculty. Subsequent reports analyzed the same categories of faculty in 2015-16 and 2016-17; and 2017-18.

The present report has evolved slightly from the initial three reports:

- It continues to focus on tenured/tenure-stream and continuing stream, teaching stream faculty: they comprise about 80% of the total continuing non-clinical³, faculty at the University of Toronto (n=2,688)⁴.
- The current report, however, also includes an additional section of data for all appointed faculty. This includes both contractually limited term faculty in the non tenure stream and the teaching stream as well as comparable part-time faculty.
- This report now also includes data for all librarians, including both permanent status or permanent status stream, and non-permanent status stream librarians at all ranks (Lib I, Lib II, Lib III, Lib IV). As for appointed faculty, the focus is on permanent status and permanent status stream librarians.

² Prior to the 2018-19/2019-20 report, the *Faculty and Librarian Complement Breakdown by Sex* report was called the *Faculty Gender Equity Report*.

³ The majority of our clinicians are not included in this report as they hold non-appointed positions at the University. A small number of clinicians (approximately 5% of the complement in 2019-20) are included in this report as they hold appointed positions and are paid directly by the University.

⁴ This figure is based on data used in this report for 2019-20. The percentage of those in continuing, non-clinical appointments at the University is reported as slightly lower than in previous reports, because the denominator includes those who have reduced their full-time equivalents (FTEs), as well as part-time appointed faculty in non-continuing appointments.

- Previous reports included data on clinical faculty. They have been excluded on a go forward basis: the medical doctors who serve as clinical faculty at the University of Toronto are not appointed by the University. (Only a very few clinicians who are paid by the University and are tracked as part of the appointed faculty complement are included in this report.)
- Finally, the earlier reports reported on “men” and “women” and were labelled reports on “gender.” Over time at the University this language has solidified. Our *Employment Equity Report* reports on how employees self-identify in respect of gender: whether they self-identify as “men” or “women” or “transgendered.” This report and those going forward report on the HRIS sex indicator which includes “male”, “female”, and “another.” This latter category was added in December 2017, to the main Human Resources Information System (HRIS) 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. Starting with our 2018-19 data, this option, has been included in our data.

This fourth report provides data for the 2018-19 and 2019-20 academic years.

2 Executive Summary

This report shows very little change from earlier analyses and little change between the two years being reported on (unless otherwise stated, figures cited below are for 2019-20):

- The proportion of appointed faculty who were female varied slightly by campus. At UTM 37.8% of appointed faculty were female. This is slightly lower than the St. George campus where 41.4% of appointed faculty were female. At UTSC, 46.7% of all appointed faculty were female.
- The balance between male and female amongst tenured/tenure stream faculty was fairly equal at the rank of Assistant Professor, and close at the rank of Associate Professor. However, at the rank of Professor, males represented 70.8% of tenured faculty as opposed to the 29.1% of tenured faculty who were female.
 - ▶ This is likely primarily an artifact of historical hiring practices.
- The proportion of male and female faculty within the continuing stream, teaching stream remained fairly equal — 48.4% were male compared to 51.1% who were female. There was a very slight increase in the proportion of faculty who were female in the continuing stream, teaching stream since 2016-17; increasing from 50.3% to 51.1%.
- The representation of faculty who were female amongst the leadership of the University was broadly proportional to their representation amongst the ranks of tenured faculty, from which most leaders are drawn. There was a slight increase in female representation in academic leadership positions in this reporting period, from 25.4% in the 2004-05 baseline to 43.5%.

3 Scope

The initial report focused on the composition of the faculty complement in 2014-15 compared to 2004-05. This fourth report adds data for the following two-year period: 2018-19 and 2019-20. The current report includes data for:

- 2004-05 (baseline year);
- 2014-15;
- 2015-16;
- 2016-17;
- 2017-18;
- 2018-19 (new data); and
- 2019-20 (new data).

In order to make it easier to distinguish the baseline year, data for 2004-05 in the tenure stream and 2016-17 in the continuing stream, teaching stream appears in a distinct colour (green).

For the purposes of this report, faculty refers to appointed faculty across all ranks. This includes all faculty appointed in the tenure stream and continuing stream, teaching stream faculty. These two groups are broken out in sections 5 and 6, respectively, specifically with reference to change over time. Appointed faculty also include all contractually limited term appointed (CLTA) faculty (both in the non-tenure stream and the teaching stream) and all part-time limited term faculty (in both the non-tenure stream and the teaching stream), included in section 4 only. Appointed faculty includes a limited number of clinical faculty for whom the University of Toronto serves as the employer, the majority of these people are in the non-tenure stream employee subgroup (F2).

The 2018-19 and 2019-20 report includes sections on both permanent status or permanent status stream, and non-permanent status stream librarians at all ranks (Lib I, Lib II, Lib III, Lib IV).

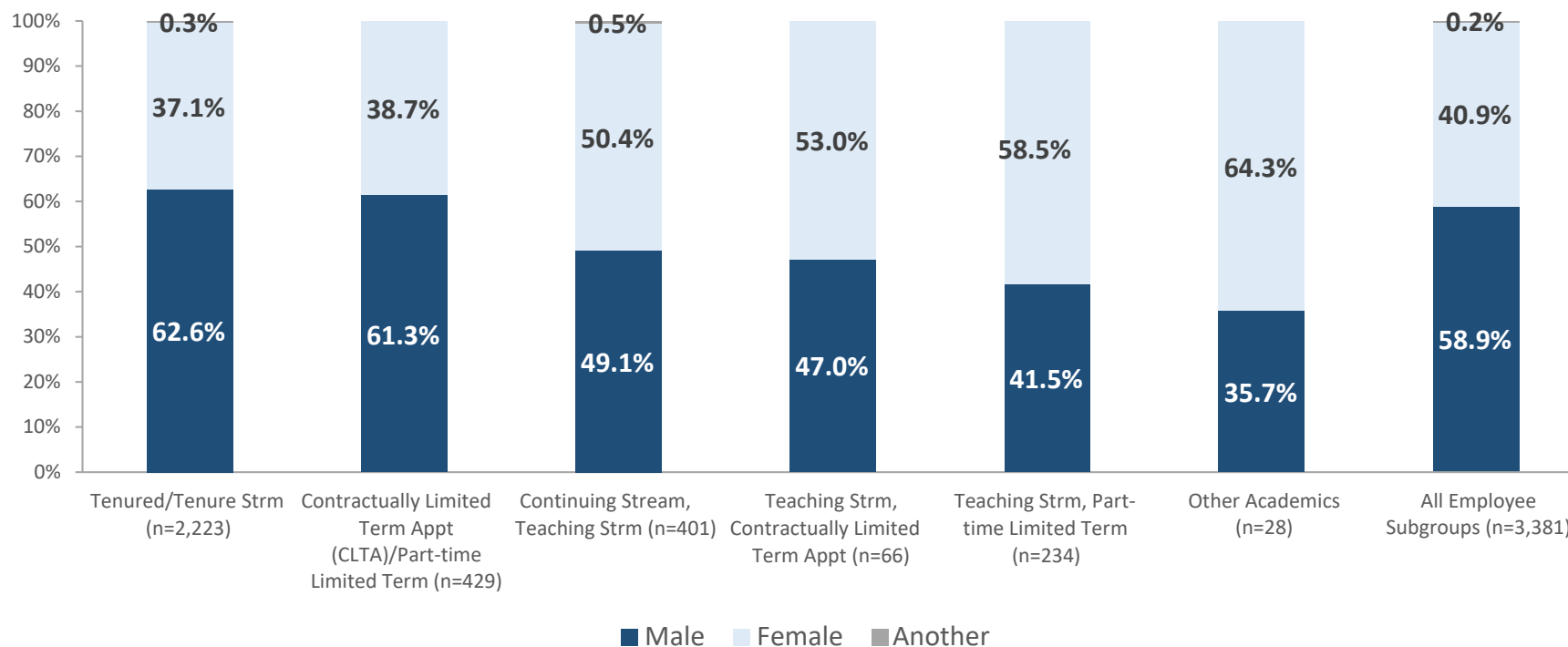
The source of all of the data used in this report is the University's Human Resources Information System (HRIS). See Appendix C for more details on methodology.

4 All Appointed Faculty and Librarians: Complement Breakdown by Sex

4.1 All Appointed Faculty by Employee Subgroup: 2018

Overall, 40.9% of all appointed faculty were female. Within this larger category, faculty who were female constituted 37.1% of faculty in the tenured/tenure stream and 50.4% of faculty in the continuing stream, teaching stream. Note that faculty in these two groups hold continuing appointments. This breakdown by sex has been broadly consistent over the past five years. Other Academics were primarily the Senior Athletic Instructors in Kinesiology and Physical Education (KPE) and the Institute of Child Studies instructors at the Ontario Institute for Studies in Education (OISE).

Figure 1: All Appointed Faculty by Employee Subgroup (All Ranks Combined), by Sex, 2018-19



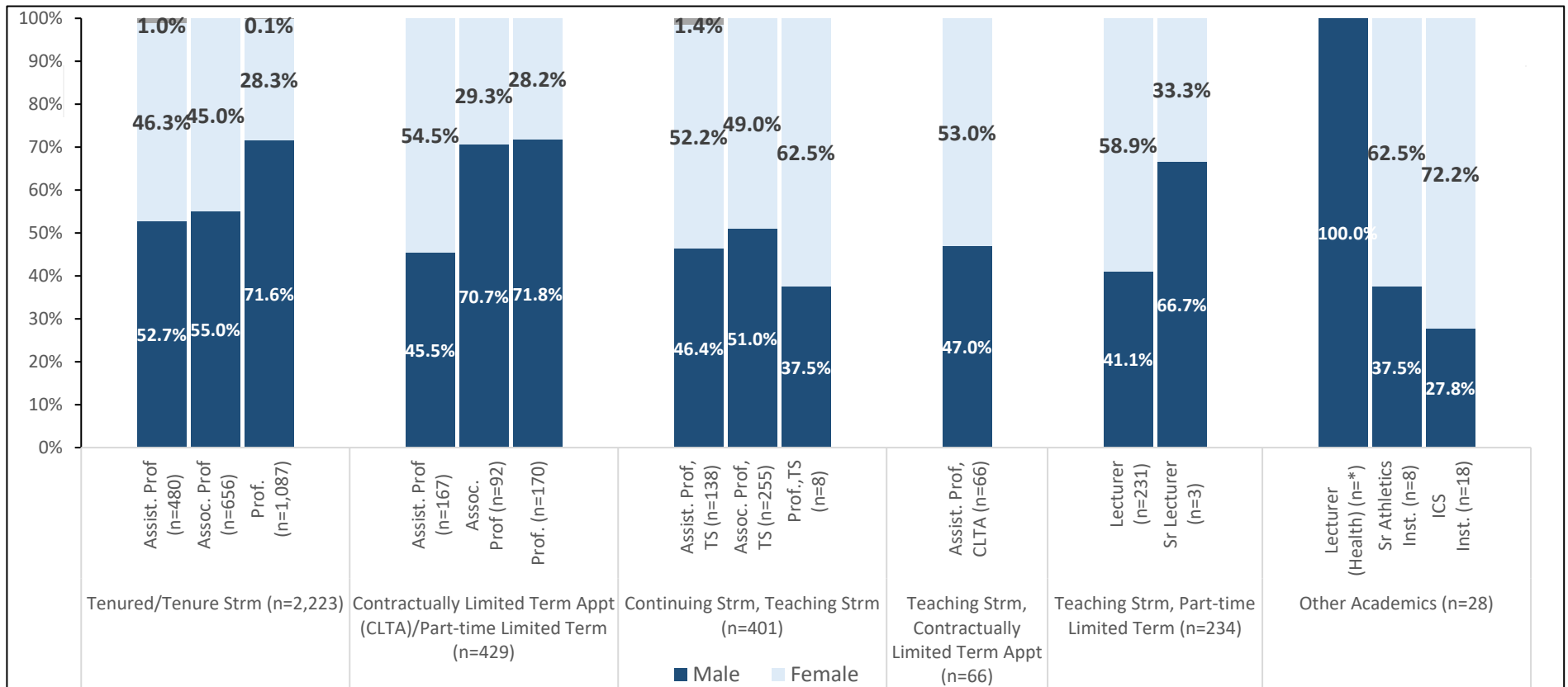
The stacked bar chart shows the sex distribution for U of T's total appointed faculty complement in 2018-19 by employee subgroup and for all employee subgroups combined. The first two bars show tenured/tenure stream and non-tenure stream contractually limited term appointment (CLTA) and comparable part-time limited term faculty. Both categories of faculty include similar percentages of faculty who were female: 37.1% and 38.7% respectively. The percentage of faculty who were female in the three teaching stream employee subgroups ranged from 50.4% in the continuing stream, teaching stream; to 53.0% in teaching stream, contractually limited term appointments; and 58.5% in the teaching stream, part-time limited term. In Other Academics, 64.3% of faculty were female. Only a small percentage of faculty identified as "another" sex — 0.3% among the tenured/tenure stream and 0.5% in the continuing stream, teaching stream, which amounts to 0.2% in the total complement. The percentage of faculty who were female across all employee subgroups combined is 40.9%.

Appt = appointment.
Strm = stream.

4.2 All Appointed Faculty by Employee Subgroup by Rank: 2018

Among tenured/tenure stream faculty the proportion of faculty who were female varied by rank. The same was true of CLTA and part-time faculty in the non-tenure stream. The breakdown by sex was more equal among faculty in the continuing stream, teaching stream across all ranks.

Figure 2: All Appointed Faculty by Employee Subgroup, by Rank, by Sex, 2018-19



*Not reported due to cell size less than three.

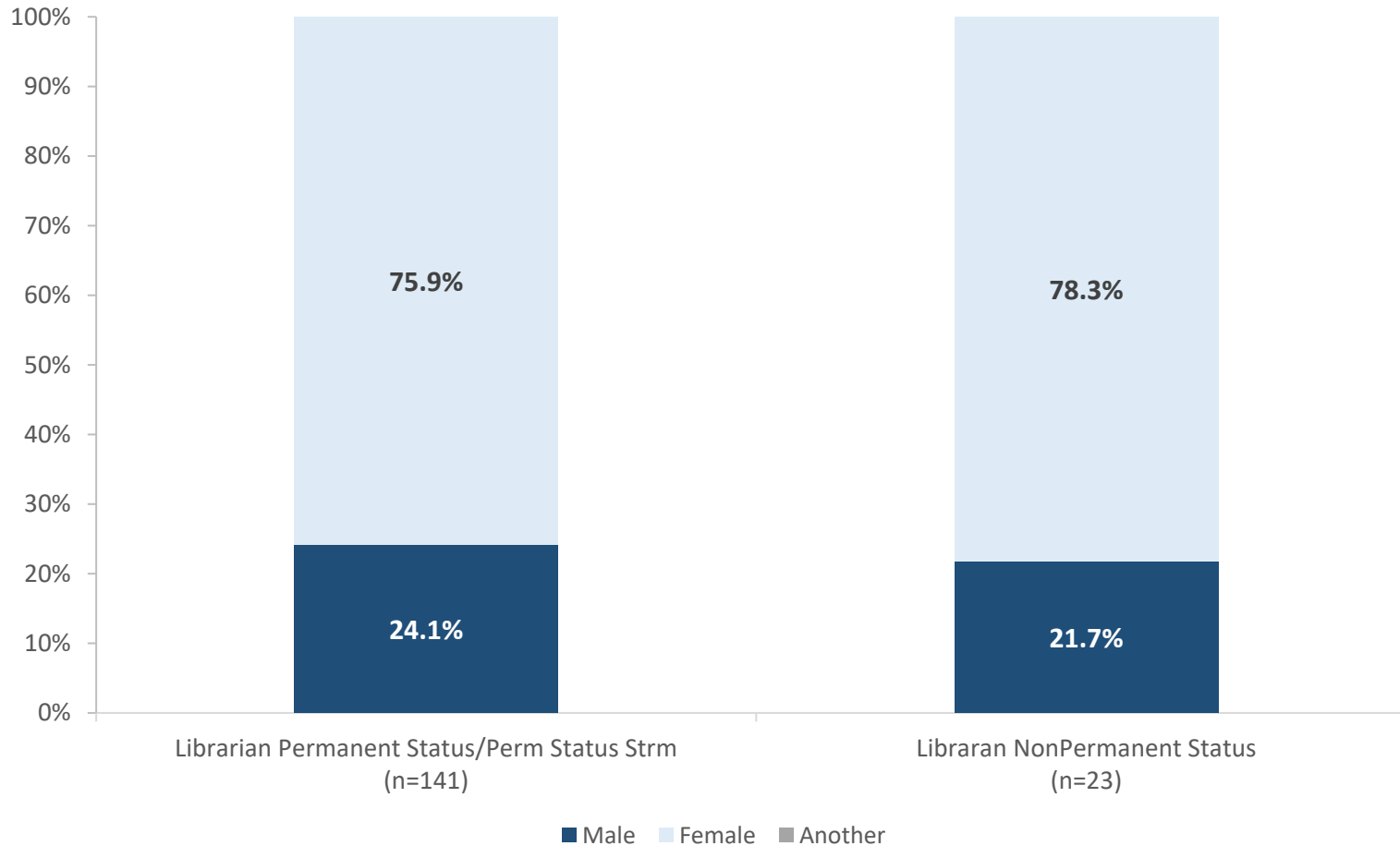
The stacked bar chart shows the sex distribution for U of T's total faculty complement in 2018-19 by employee subgroup and rank. Among the tenured/tenure stream 46.3% of Assistant Professors, 45.0% of Associate Professors, and 28.3% of non-tenure stream contractually limited term appointments (CLTA) and part-time limited term appointments 54.5% of Assistant Professors, 29.3% of Associate Professors, and 28.2% of Professors were female. In the continuing stream, teaching stream, 52.2% of Assistant Professors, Teaching Stream; 49.0% of Associate Professors, Teaching Stream; and 62.5% of Professors, Teaching Stream were female. 1.4% of Assistant Professors, Teaching stream were categorized as "another". All faculty appointed to teaching stream, contractually limited term appointments were at the rank of Assistant Professor, Teaching Stream, of which 53.0% were female. Among faculty in teaching stream, part-time limited term appointments, 58.9% of Lecturers and 33.3% of Senior Lecturers were female. In the Other Academics, there were no females among Health Sciences Lecturers; 62.5% of Senior Athletic Instructors and 72.2% of the Institute of Child Studies Instructors were female.

Appt = appointment.
Strm = stream.

4.3 All Librarians by Stream: 2018

The proportion of librarians who were female is much higher as a proportion of the total population of librarians than is the case for faculty.

Figure 3: Librarians by Stream (all ranks combined), by Sex, 2018-19



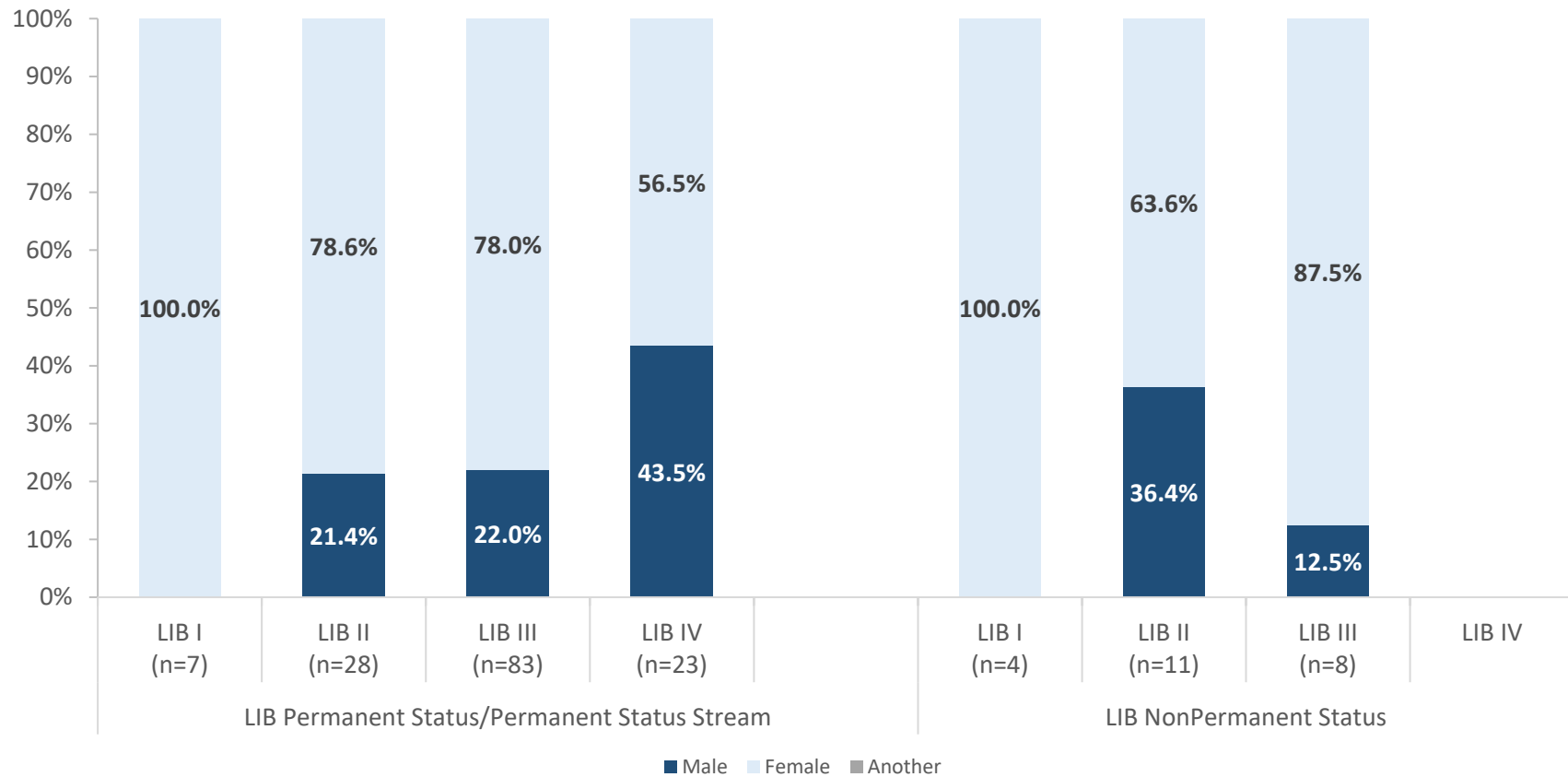
The stacked bar chart shows the sex breakdown of librarians by stream. In the librarian permanent status/permanent status stream (total n=141) 75.9% were female compared to 78.3% of the librarian non-permanent status (total n=23). In 2018-19, no librarians are categorized as “another” sex.

Strm = stream.

4.4 All Librarians by Stream by Rank: 2018

The high percentage of librarians who were female was consistent across both streams and all ranks. The career rank for librarians is Librarian III. At the rank of Librarian IV, the breakdown by sex is fairly even.

Figure 4: Librarians by Stream, by Rank, by Sex, 2018-19



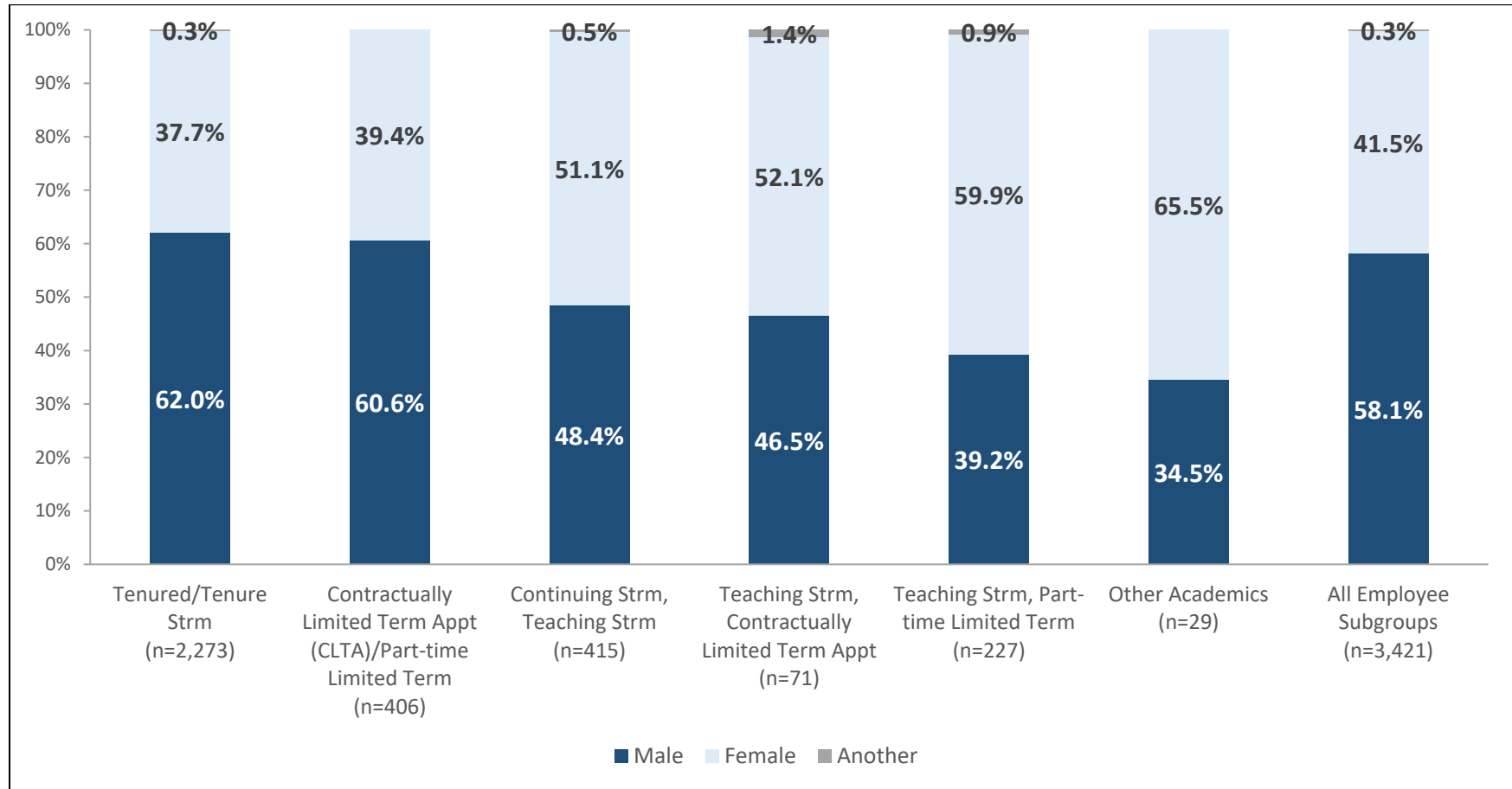
The stacked bar chart shows the sex breakdown of librarians by stream and rank. The majority of librarians were in the permanent status/permanent status stream. In the librarian permanent status/permanent status stream, 100% of those at the rank of Librarian I, 78.6% at Librarian II, 78.0% at Librarian III, and 56.5% at Librarian IV were female. As with librarians in the permanent status streams, the majority of librarians in the non-permanent status stream were also female: 100% of those at the rank of Librarian I, 63.6% at Librarian II, and 87.5% at Librarian III were female.

LIB = librarian.

4.5 All Appointed Faculty by Employee Subgroup: 2019

The patterns observed in 2018-19 continued in 2019-20.

Figure 5: All Appointed Faculty by Employee Subgroup (All Ranks Combined), by Sex, 2019-20

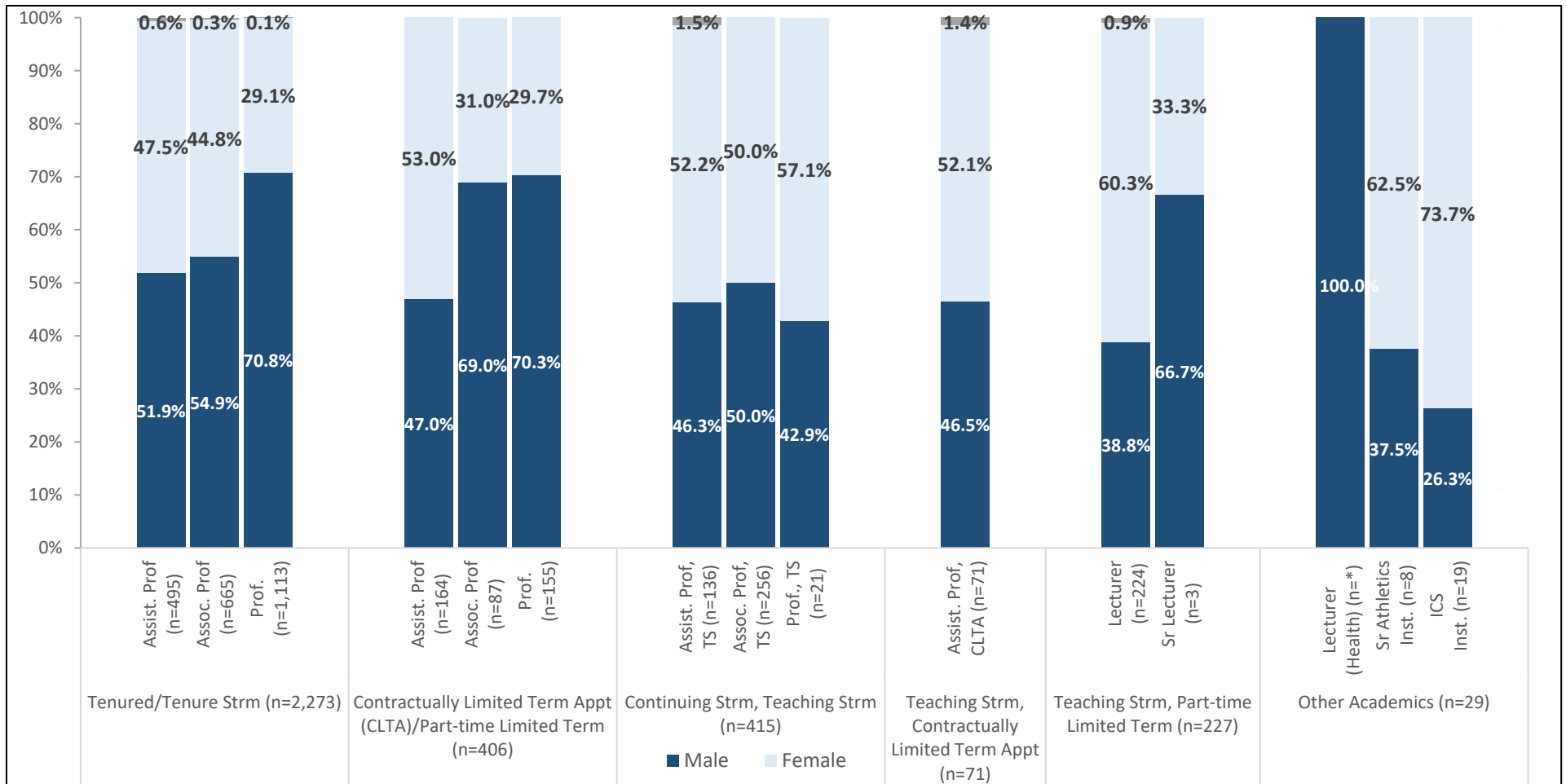


The stacked bar chart shows the sex distribution for the University's total faculty complement in 2019-20 by employee subgroup and for all employee subgroups combined. The tenured/tenure stream and contractually limited term appointment (CLTA)/part-time limited term have similar percentage of faculty who were female, 37.7% and 39.4% respectively. The percentage of faculty who were female in the three teaching stream employee subgroups ranged from 51.1% in the continuing stream, teaching stream; 52.1% in teaching stream, contractually limited term appointments; and 59.9% in teaching stream, part-time limited term. 65.5% of the group "Other Academics" were female. Only a small percentage of faculty were categorized as "another" sex: 0.3% of tenured/tenure stream and 0.5% of continuing stream, teaching stream faculty were categorized as "another" which, when combined with all employee subgroups, amounts to 0.3% of the total complement. The percentage of females across all employee subgroups combined was 41.5%.

4.6 All Appointed Faculty by Employee Subgroup by Rank: 2019

The patterns observed in 2018-19 continued in 2019-20.

Figure 6: All Appointed Faculty by Employee Subgroup, by Rank, by Sex, 2019-20



*Not reported due to cell size less than three.

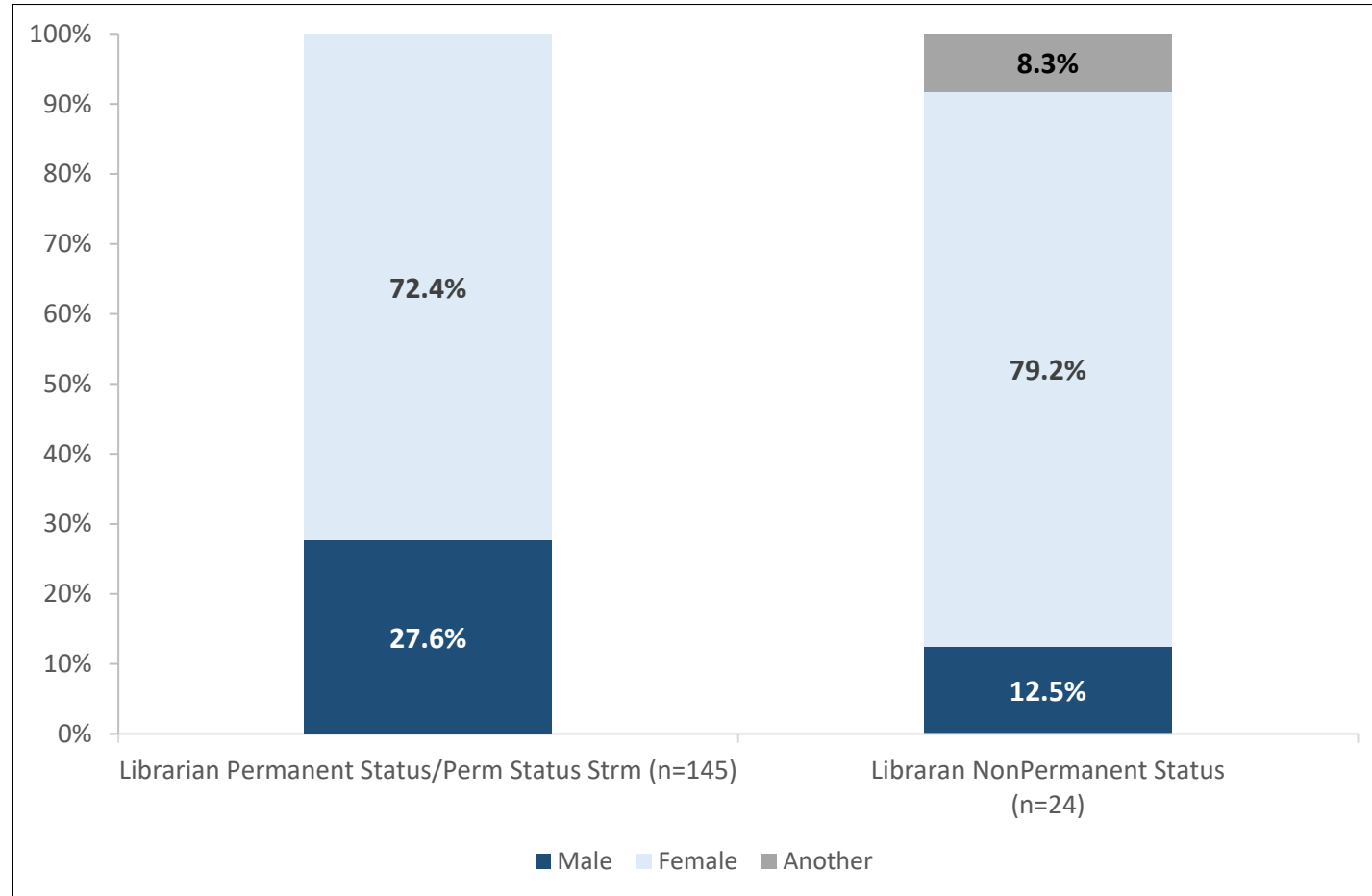
The stacked bar chart shows the sex distribution for the University's total faculty complement in 2019-20 by employee subgroup and rank. Among tenured/tenure stream faculty, 47.5% of Assistant Professors, 44.8% of Associate Professors, and 29.1% of Professors were female; 0.6% of Assistant Professors, 0.3% of Associate Professors, and 0.1% of Professors were categorized as "another". Among faculty in contractually limited term appointments (CLTA)/part-time limited term appointments 53.0% of Assistant Professors, 31.0% of Associate Professors, and 29.7% of Professors were female. In the continuing stream, teaching stream, 52.2% of Assistant Professors, Teaching Stream, 50.0% of Associate Professors, Teaching Stream, and 57.1% of Professors, Teaching Stream were female; 1.5% of Assistant Professors, Teaching Stream were categorized as "another." All faculty with teaching stream, contractually limited term appointments were at the rank of Assistant Professor, Teaching Stream, of whom 52.1% were female and 1.4% were categorized as "another." Among teaching stream, part-time limited term appointments, 60.3% of Lecturers and 33.3% of Senior Lecturers were female; 0.9% of Lecturers were categorized as "another." In the Other Academics subgroup, there were no females among Health Sciences Lecturers; 62.5% of Senior Athletic Instructors and 73.7% of the Institute of Child Studies Instructors were female.

Appt = appointment.
Assist = assistant.
Strm = stream.

4.7 All Librarians by Stream: 2019

The patterns observed in 2018-19 continued in 2019-20. 2019-20 was the first year in which we see “another” represented in the librarian sex data.

Figure 7: Librarians by Stream (All Ranks Combined), by Sex, 2019-20



The stacked bar chart shows the sex breakdown of librarians by stream. In the librarian permanent status/permanent status stream (which were the majority of librarians), 72.4% were female compared to 79.2% of librarians non-permanent status stream. 2019-20 is the first year in which we see “another” sex represented in the librarian data, but this is limited to those in the non-permanent status stream, where they comprised 8.3%.

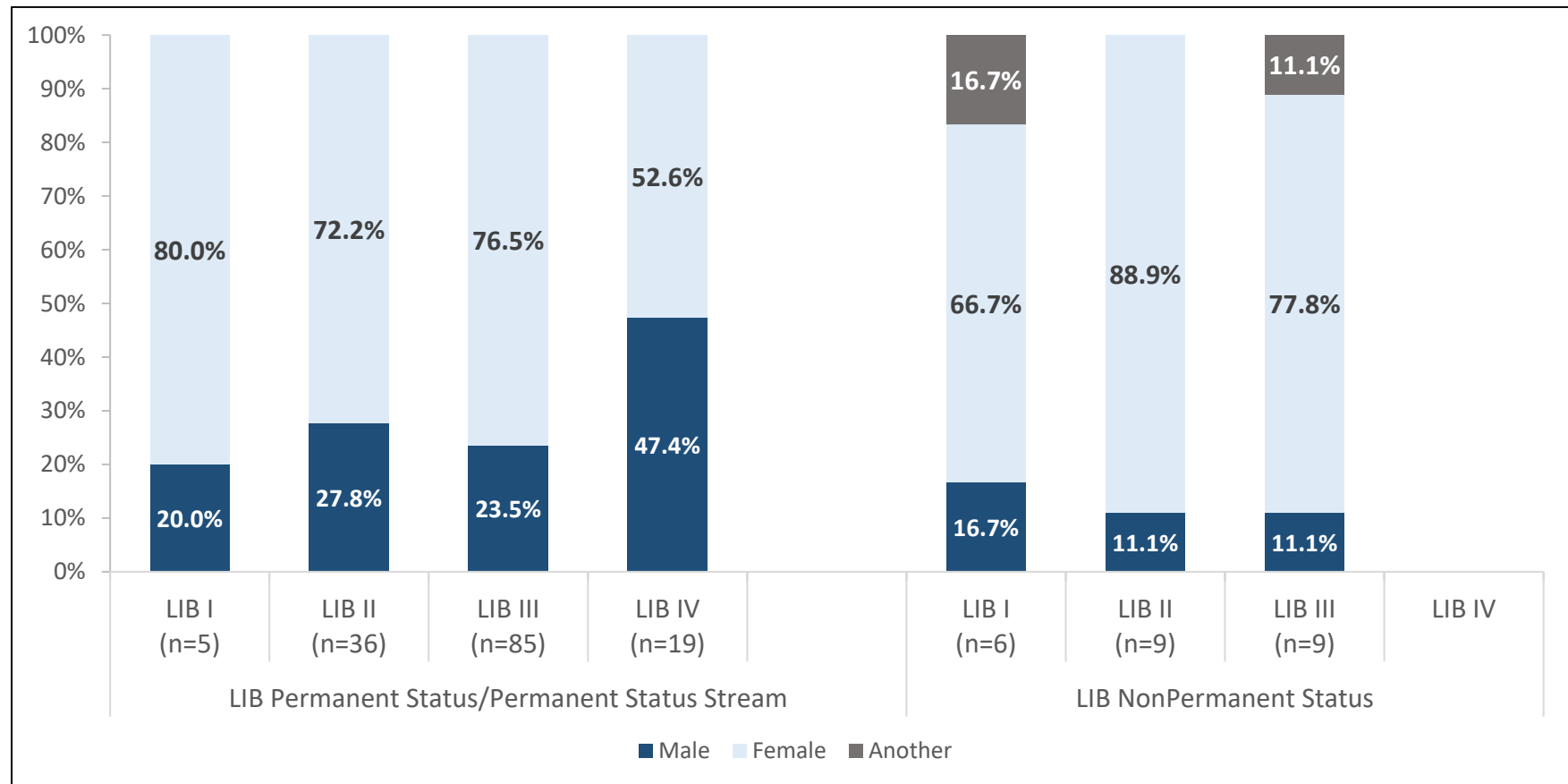
Perm = permanent.

Strm = stream.

4.8 All Librarians by Stream by Rank: 2019

The patterns observed in 2018-19 continued in 2019-20.

Figure 8: Librarians by Stream, by Rank, by Sex, 2019-20



The stacked bar chart shows the sex breakdown of librarians by stream and rank. The majority of librarians were permanent status/permanent status stream. In the librarian permanent status/permanent status stream, 80% of those at the rank of Librarian I, 72.2% at Librarian II, 76.5% at Librarian III, and 52.6 at Librarian IV were female. As with librarians with permanent status and in the permanent status stream, the majority of librarians in the non-permanent status stream were also female: 66.7% of those at the rank of Librarian I, 88.9% of Librarian II, and 77.8% of Librarian III were female. “Another” sex represented 16.7% of librarians at the rank of Librarian I and 11.1% at the rank of Librarian III.

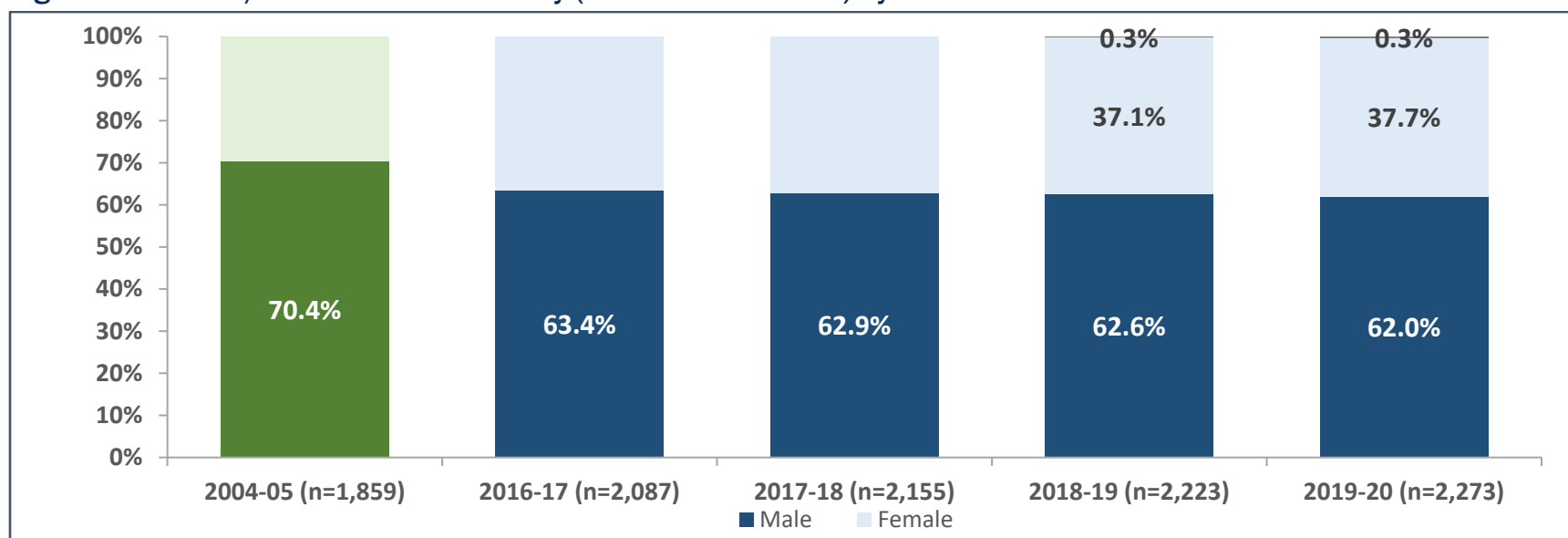
LIB = librarian.

5 Tenured and Tenure Stream Faculty: Breakdown by Sex

5.1 Tenured and Tenure Stream Faculty: Sex, Pattern Over Time to 2019-20

The proportion of the University's tenured and tenure stream faculty complement who were female increased from 29.6% in 2004-05 to 37.7% in 2019-20. The total number of faculty in the tenure stream at the University of Toronto who were female in 2019-20 was 857, which is 307 more than in 2004-05.

Figure 9: Tenured/Tenure Stream Faculty (all ranks combined) by Sex – Over Time to 2019-20⁵



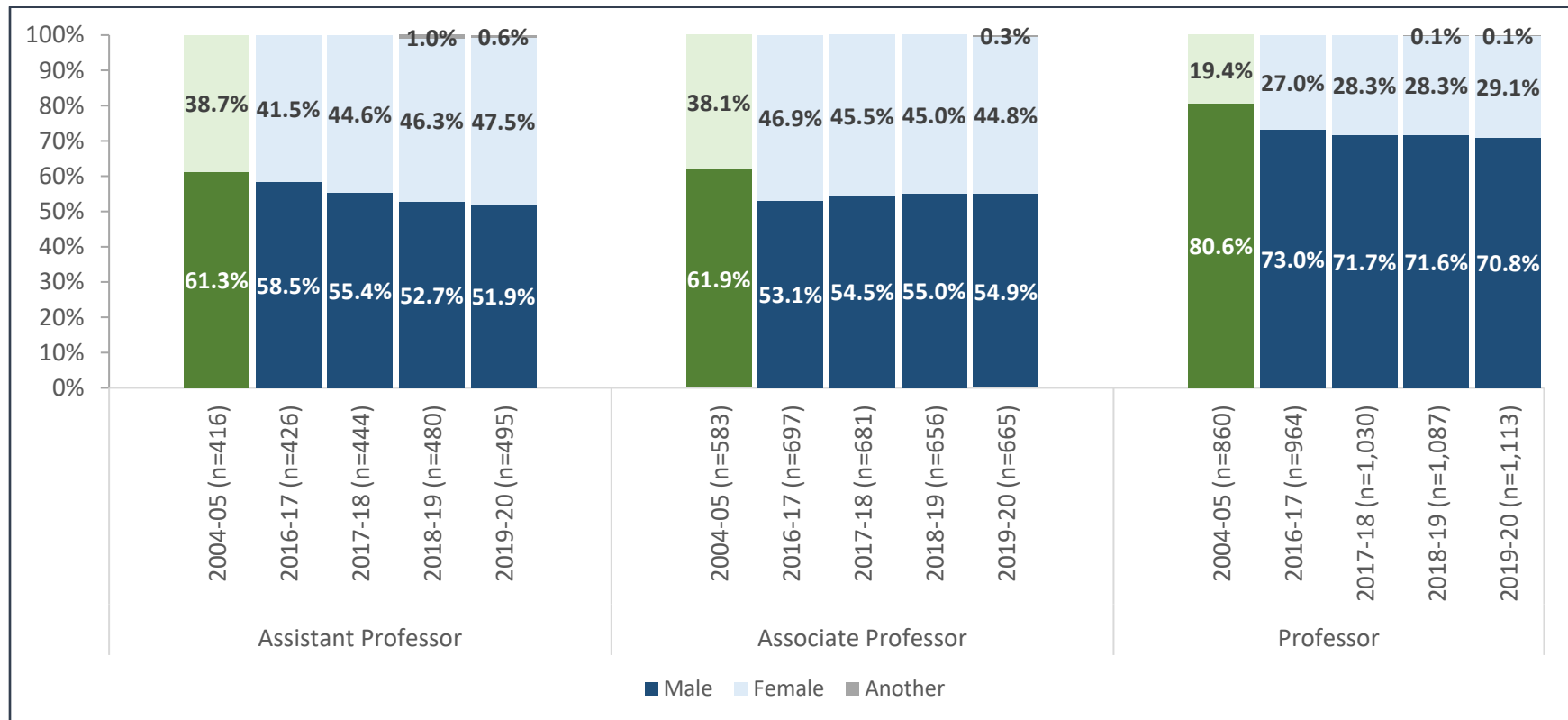
⁵ Starting in 2018-19 the data on tenured and tenure stream faculty includes all tenured and tenure stream faculty, including those who have, for a variety of reasons, reduced their FTE to a part-time FTE. For all prior years, the data is limited to only full-time tenured and tenure stream faculty (FTE equal to or greater than 75%), and those on phased retirement.

The stacked bar chart shows the sex distribution of tenured and tenure stream faculty (all ranks). It uses 2004-05 data as a baseline. Compared to baseline data, the proportion of faculty who were female increased from 29.6% to 36.6% in 2016-17, 37.1% in both 2017-18 and 2018-19, and to 37.7% in 2019-20. The other option “Another,” available in our HR system starting in December 2017, constituted less than 1% of faculty.

5.2 Tenured and Tenure Stream Faculty by Rank: Sex, Pattern Over Time to 2019-20

The proportion of tenured/tenure stream faculty who were female has increased across all three ranks since 2004-05. The proportion of faculty at the rank of Assistant and Associate Professor who were female was 47.5% and 44.8%, respectively, in 2019-20. The greatest gains in representation of females since 2004-05 were at the rank of Professor, where the proportion of females increased by 9.7%. However, the proportion of faculty at the rank of Professor who were female remained much lower than at the other two ranks in 2019-20 at 29.1% (a small increase from the previous few years and substantial increase over 2004-05 when the percentage was 19.4%).

Figure 10: Tenured/Tenure Stream Faculty by Rank, by Sex — Over Time to 2019-20



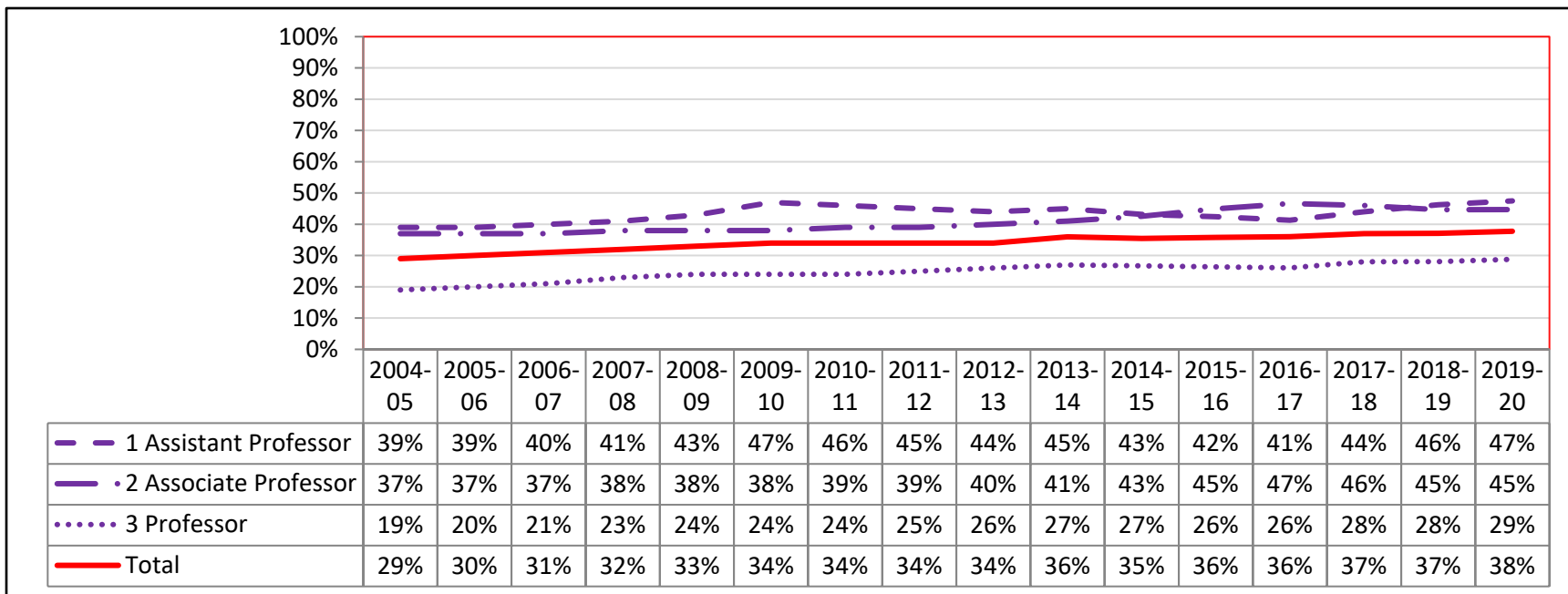
The stacked bar charts show the breakdown of tenured/tenure stream faculty by rank by sex. It uses the 2004-05 data as a baseline. Compared to baseline data, the proportion of faculty who were female has increased at all ranks: from 41.5% in 2016-17 to 47.5% in 2019-20 for Assistant Professors; 46.9% in 2016-17 to 44.8% in 2019-20 for Associate Professors; and 27.0% in 2016-17 to 29.1% in 2019-20 for Professors.

5.3 Tenured and Tenure Stream Faculty who were Female by Rank: 2004-05 to 2019-20

The data used in the chart and table below are slightly different from that used above and were taken from the University's *Facts & Figures* reports, which allows for the analysis of a longer time series. Although the trends reported on in previous sections are consistent with the *Facts & Figures* data (both share the same source — HRIS), the specific percentages reported in other sections may differ slightly due to a different set of exclusions applied to the data. The increase in the number of tenured/tenure stream faculty who were female since 2004-05 is also evident when we look at the percentage of faculty who were female by rank over time. Figure 11 shows:

- the increase in the proportion of faculty who were female across all three ranks over time;
- the rising but still comparatively lower percentage of faculty who were female at the highest rank of Professor.

Figure 11: Tenured/Tenure Stream Faculty Who Were Female Faculty by Rank, 2004-05 to 2019-20

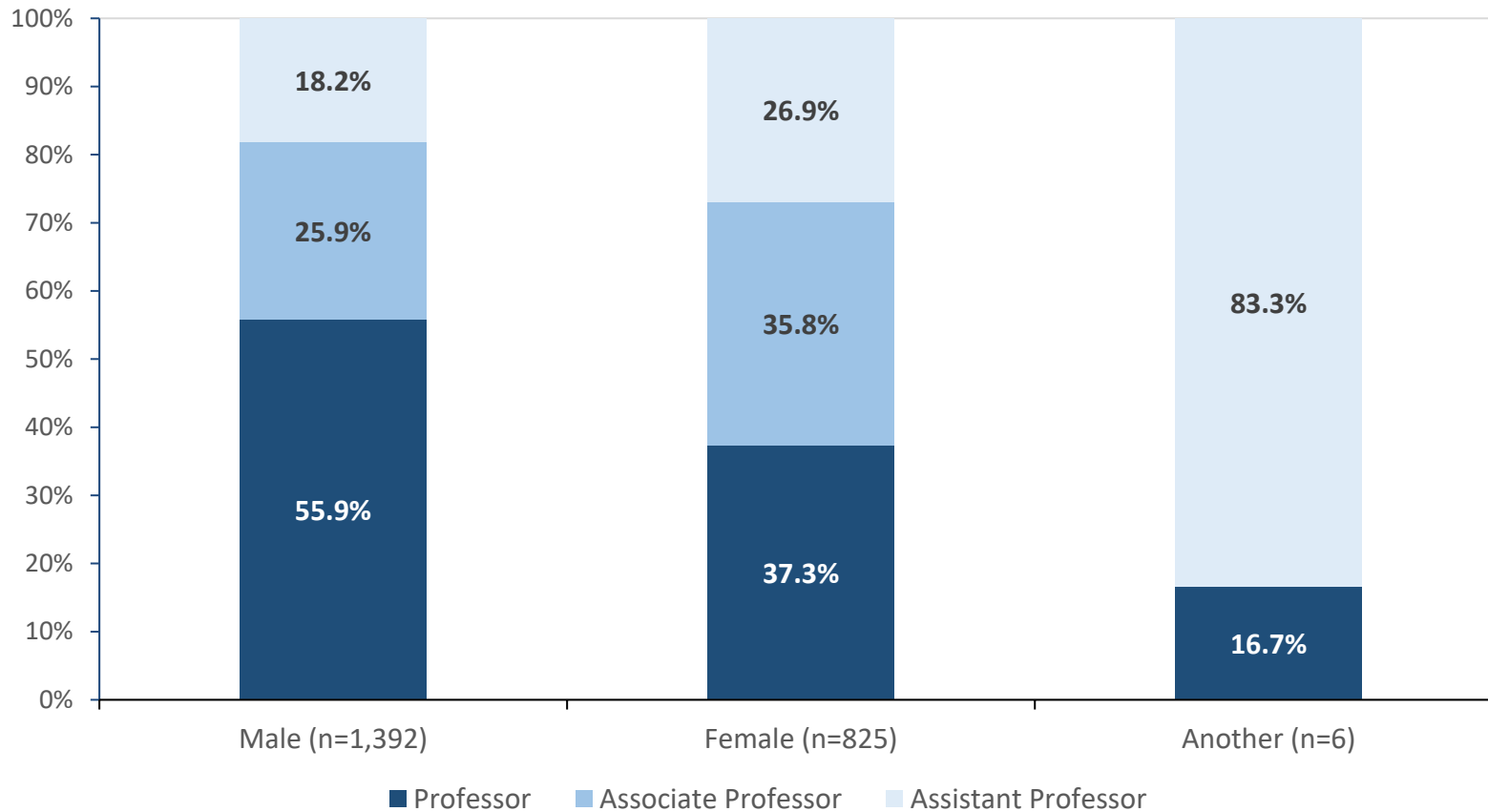


The line graph shows the percentage of tenured and tenure stream at each rank over time and for all three ranks combined. Between 2004-05 and 2019-20, the proportion of faculty at the rank of Assistant Professor who were female increased from 39% to 47%, the proportion of faculty at the rank of Associate Professor who were female increased from 37% to 45%, and the proportion of faculty at the rank of Professor who were female increased from 19% to 29%. The proportion of faculty at all three ranks combined who were female increased from 29% to 38%.

5.4 Tenured and Tenure Stream Faculty by Sex by Rank

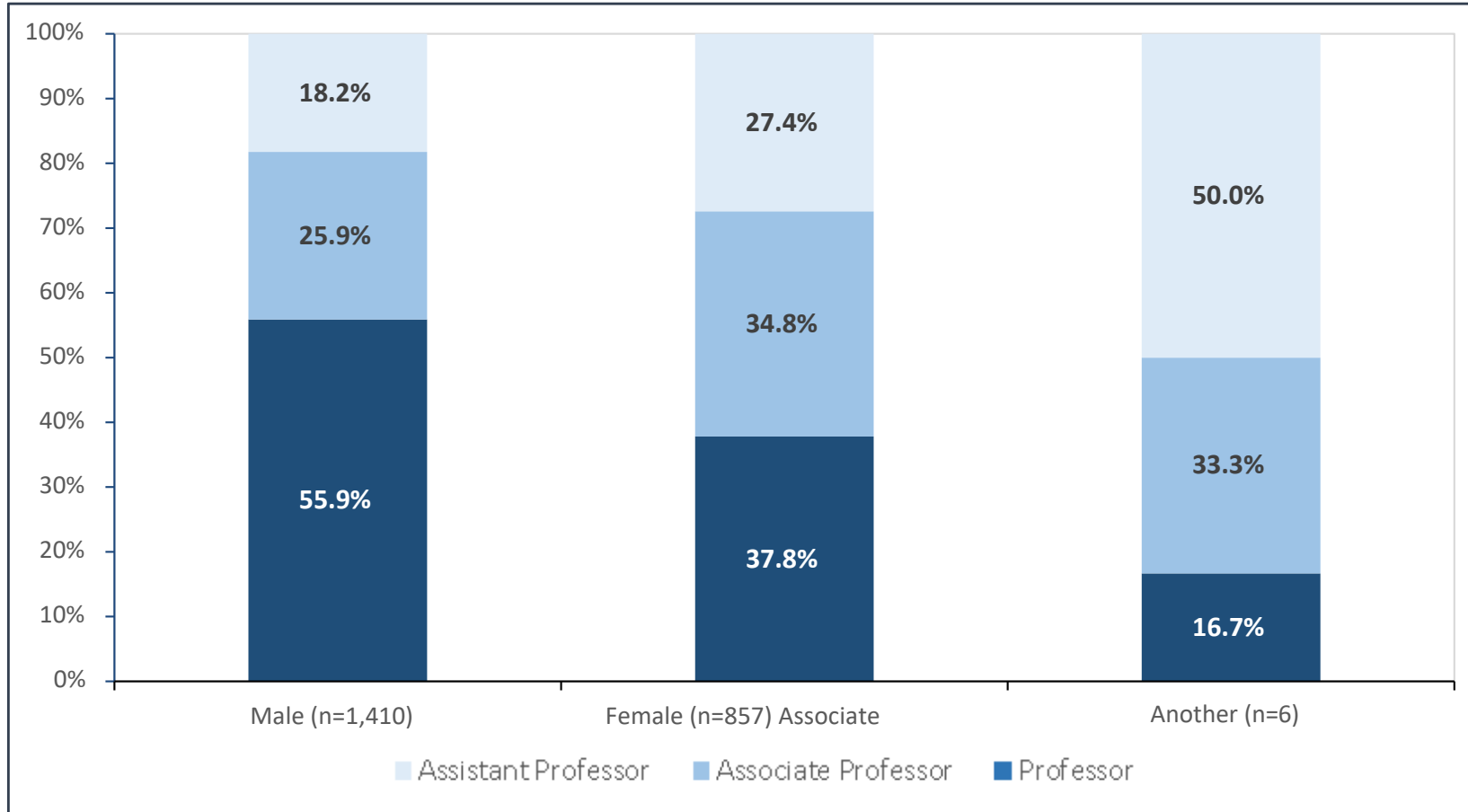
Another way to look at the faculty complement is to compare the distribution of ranks by sex separately. This follows in Figures 12 and 13 below and shows that in 2019-20 only 37.8% of faculty at the rank of Professor were female versus 55.9% who were male. The proportion of faculty categorized as “another” was higher in the more junior ranks, but these figures are small and should be interpreted with caution.

Figure 12: Tenured/Tenure Stream Faculty by Sex, by Rank, 2018-19



The three stacked bars show the distribution of faculty by sex and rank in 2018-19. Among faculty who were female, 26.9% were at the rank of Assistant Professor, 35.8% were at the rank of Associate Professor, and 37.3% were at the rank of Professor. Among faculty who were male, 18.2% were at the rank of Assistant Professor, 25.9% were at the rank of Associate Professor, and 55.9% were at the rank of Professor. Among faculty who were another sex, 83.3% were at the rank of Assistant Professor and 16.7% were at the rank of Professor.

Figure 13: Tenured/Tenure Stream Faculty by Sex, by Rank, 2019-20



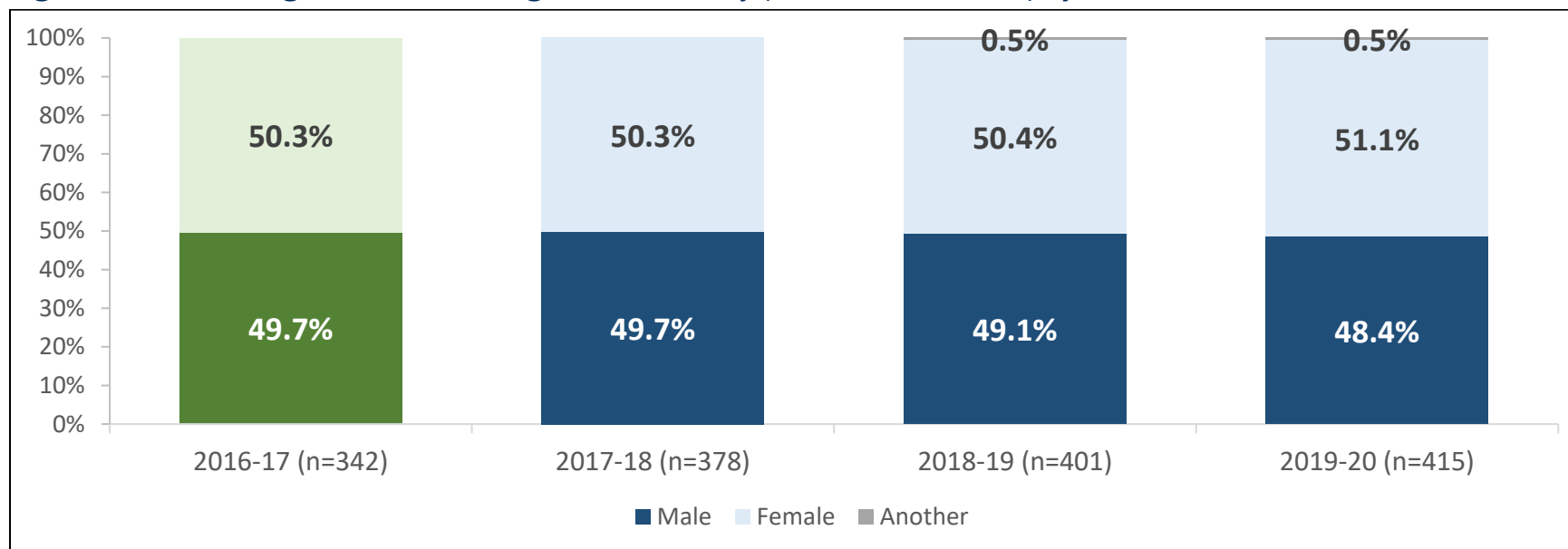
The three stacked bars show the distribution of faculty by sex and rank in 2019-20. Among faculty who were female, 27.4% were at the rank of Assistant Professor, 34.8% were at the rank of Associate Professor, and 37.8% were at the rank of Professor. Among faculty who were male, 18.2% were at the rank of Assistant Professor, 25.9% were at the rank of Associate Professor, and 55.9% were at the rank of Professor. Among faculty who were another sex, 50.0% were at the rank of Assistant Professor, 33.3% were at the rank of Associate Professor, and 16.7% were at the rank of Professor.

6 Teaching Stream Faculty: Breakdown by Sex

6.1 Continuing Stream, Teaching Stream Faculty: Sex, Pattern Over Time to 2019-20

Consistently, half of all continuing stream, teaching stream faculty at the University of Toronto have been female (as shown in the Figure below).

Figure 14: Continuing Stream, Teaching Stream Faculty (all ranks combined) by Sex – Over Time to 2019-20

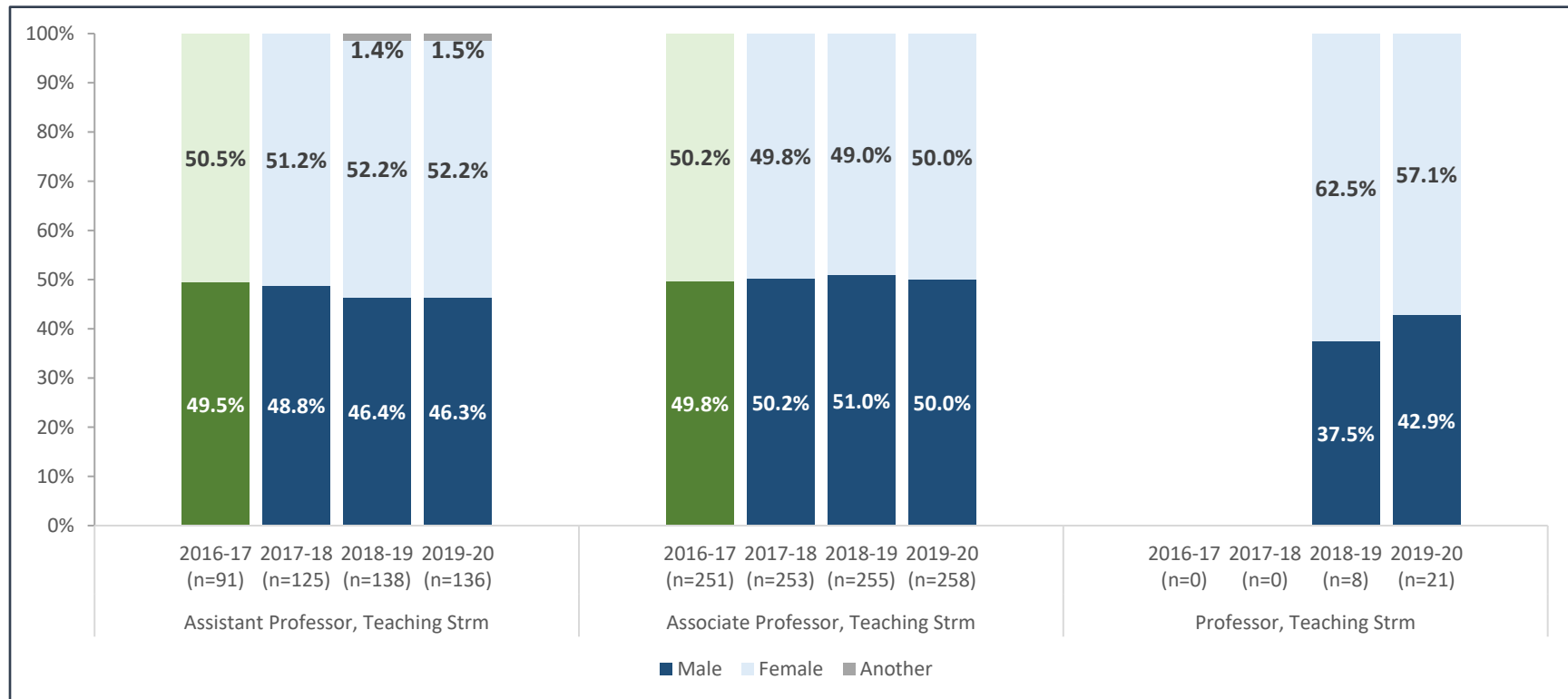


The stacked bar charts show the sex distribution of continuing stream, teaching stream faculty (all ranks). It uses 2016-17 data as a baseline. Compared to baseline data, the proportion of faculty who were female increased slightly from 50.3% in 2016-17 to 51.1% in 2019-20. The data for “another” are quite small and represented 1% or less of faculty.

6.2 Continuing Stream, Teaching Stream Faculty by Rank: Sex, Pattern Over Time to 2019-20

The percentage of continuing stream, teaching stream faculty at the rank of Assistant Professor, Teaching Stream who were female was virtually the same as the percentage of continuing stream, teaching stream faculty at the rank of Associate Professor, Teaching Stream who were female. The rank of Professor, Teaching Stream was first established effective January 2016. The first faculty were promoted to the new rank in 2018-19 following approval of the *Policy and Procedures Governing Promotion in the Teaching Stream*. The percentage of continuing stream, teaching stream faculty at the rank of Professor, Teaching Stream who were female was 57.1% in 2019-20.

Figure 15: Continuing Stream, Teaching Stream Faculty by Rank, by Sex — Over Time to 2019-20



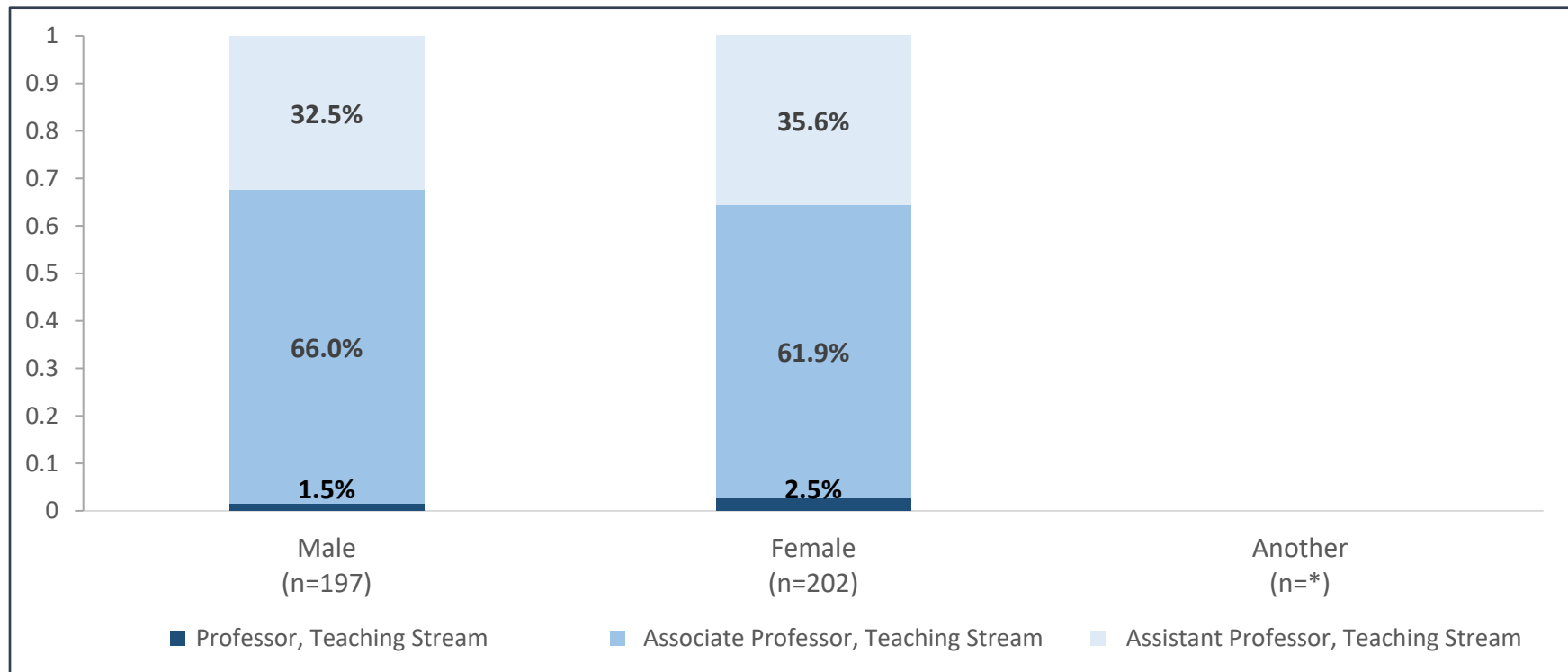
The stacked bar charts show the breakdown of continuing stream, teaching stream faculty positions by rank, by sex. It uses 2016-17 data as a baseline. At the rank of Assistant Professor, Teaching Stream the proportion of faculty who were female increased from 50.5% in 2016-17 to 52.2% in 2019-20. The proportion of faculty categorized as “another” at the rank of Assistant Professor, Teaching Stream increased from 1.4% in 2018-19 to 1.5% in 2019.20; there is no baseline data for this category. At the rank of Associate Professor, Teaching Stream the proportion of faculty who were female remained fairly constant around 50%, ranging from 49.0% in 2018-19 to 50.2% in 2016-17. There were very few faculty at the new rank of Professor, Teaching Stream. 62.5% of these faculty in 2018-19 (n= 8) were female and 57.1% in 2019-20 (n= 21).

Strm = stream.

6.3 Continuing Stream, Teaching Stream Faculty by Sex, by Rank

Another way to look at the faculty complement is to compare the distribution of ranks by sex separately. There is little difference in terms of sex distribution by ranks. In 2018-19, 66.0% of faculty who were male in the teaching stream were at the rank of Associate Professor, Teaching Stream, compared to 61.9% of faculty who were female. In 2019-20, these figures were broadly the same (64.2% and 60.8%, respectively — see Figure 17). Once again, the number of faculty at the rank of Professor, Teaching Stream is very small reflecting the fact that the first faculty were promoted to this rank in 2018-19.

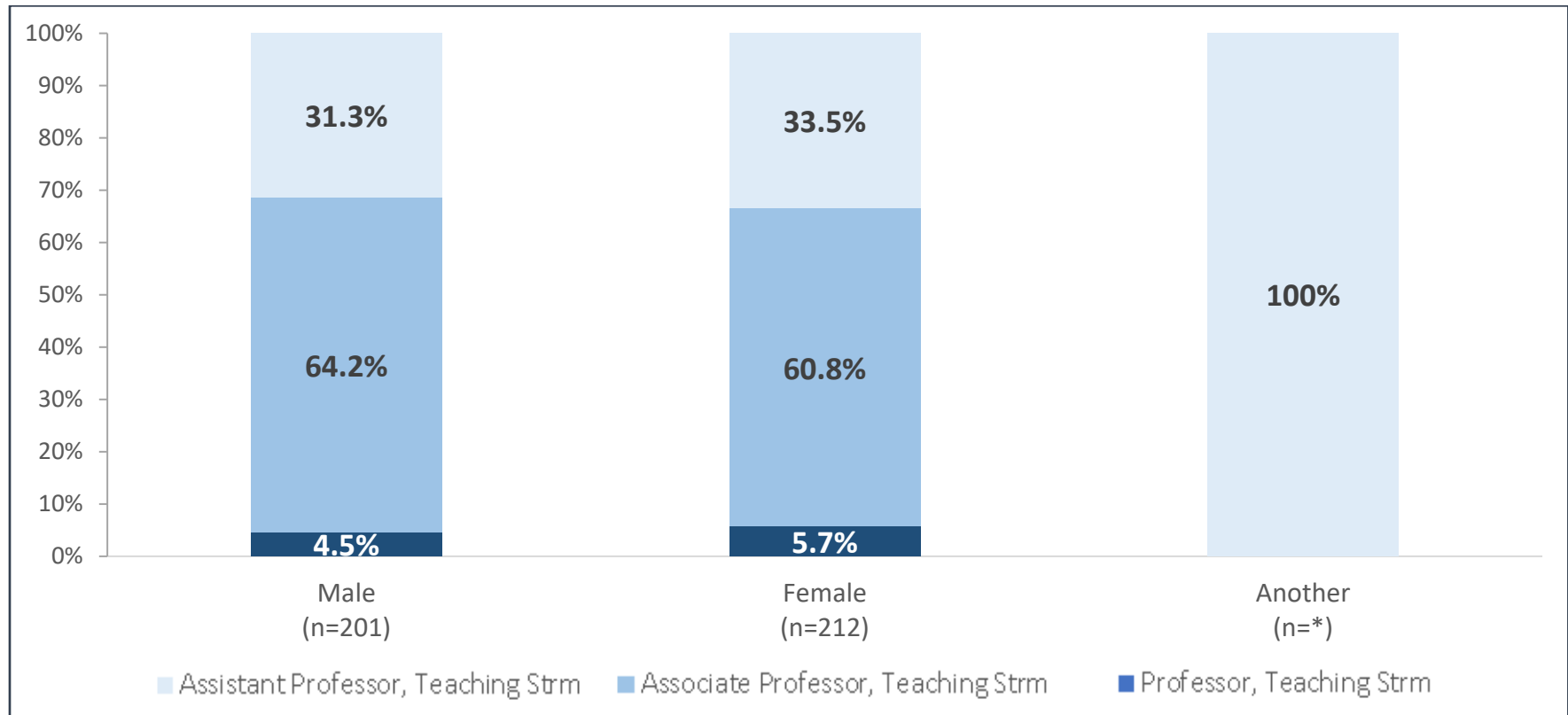
Figure 16: Continuing Stream, Teaching Stream Faculty by Sex, by Rank, 2018-19



*Not reported due to cell size less than three.

The two stacked bars show the distribution of continuing stream, teaching stream faculty by sex, by rank in 2018-19. The proportion of males and females at each rank are comparable. Assistant Professors, Teaching Stream constituted 35.6% of all faculty who were female; they constituted 32.5% of all faculty who were male; and 100% of all faculty who indicated “another” sex. Associate Professors, Teaching Stream constituted 61.9% of all faculty who were female in that category; they constituted 66.0% of all faculty who were male. The proportion of female and male faculty who were at the rank of Professor, Teaching Stream is 2.5% and 1.5% respectively.

Figure 17: Continuing Stream, Teaching Stream Faculty by Sex, by Rank, 2019-20



* Not reported due to cell size less than three.

The two stacked bars show the distribution of continuing stream, teaching stream faculty by sex by rank in 2019-20. The proportion of males and females at each rank are comparable. Assistant Professors, Teaching Stream constituted 33.5% of all faculty who were female; they constituted 31.3% of all faculty who were male; and 100% of all faculty who indicated “another” sex. Associate Professors, Teaching Stream constituted 60.8% of all faculty who were female in that category; they constituted 64.2% of all faculty who were male. The proportion of female and male faculty who were at the rank of Professor, Teaching Stream was 5.7% for faculty who were female and 4.5% for faculty who were male.

A time series showing additional years of data for the continuing stream, teaching stream, similar to that reported for the tenured/tenure stream in Figure 11 is not available. Continuing stream, teaching stream appointments were only identifiable in our HR information system starting in 2016, hence the data reported here is all that we have.

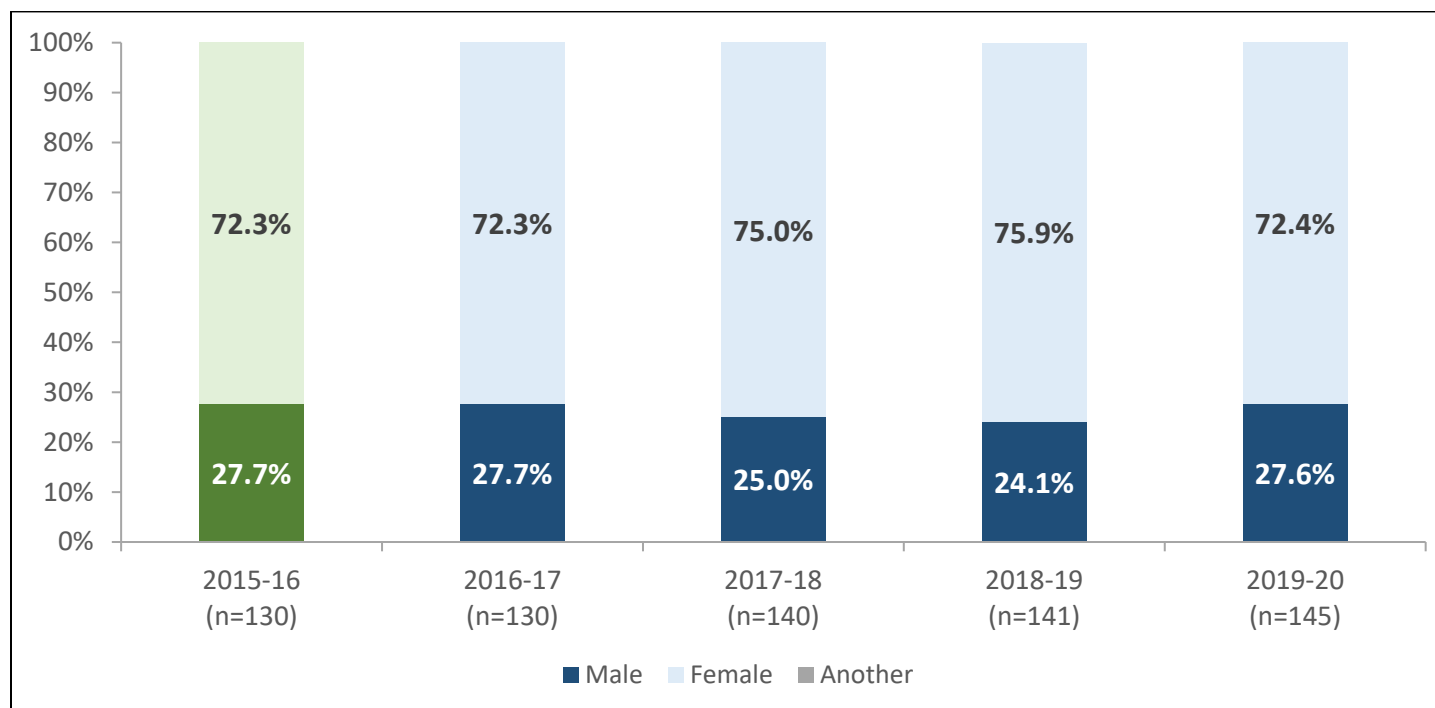
Strm = stream.

7 Librarians: Breakdown by Sex

7.1 Permanent Status and Permanent Status Stream Librarians: Sex, Pattern Over Time to 2019-20

The majority of permanent status/permanent status stream Librarians at the University of Toronto have been female. Since the availability of the option to select a third sex option in December 2017, there have not been any permanent status/permanent status stream Librarians who identify as “another” sex.

Figure 18: Permanent Status/Permanent Status Stream Librarians (all ranks combined) by Sex — Over Time to 2019-20

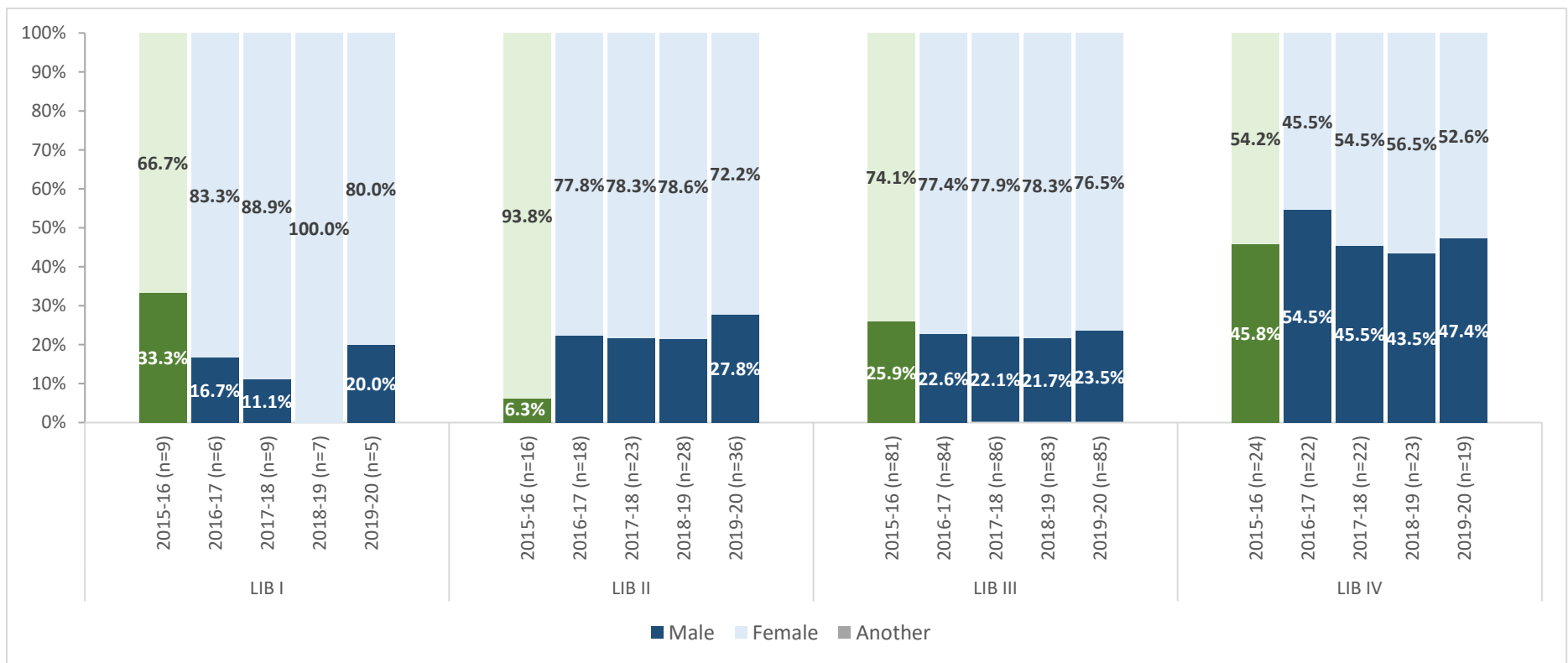


The stacked bar charts show the sex distribution of permanent status and permanent status stream librarians (all ranks). It uses 2015-16 data as a baseline. Compared to baseline data, the proportion of librarians who were female increased slightly from 72.3% in 2015-16 to 72.4% in 2019-20.

7.2 Permanent Status and Permanent Status Stream Librarians by Rank: Sex, Pattern Over Time to 2019-20

Compared to baseline data, the proportion of librarians at rank II and III (which were the majority of librarians) who were female has changed very little over time. There is more volatility at the librarian I and IV ranks, as the numbers in these ranks were relatively small. The career rank for librarians is the rank of Librarian III. A fairly consistent 74.1% to 78.3% of librarians at this rank were female. The number of Librarians at the rank of Librarian IV was also quite small. At that rank, the breakdown between the sexes was close to equal.

Figure 19: Permanent Status/Permanent Status Stream Librarians by Rank, by Sex – Over Time to 2019-20

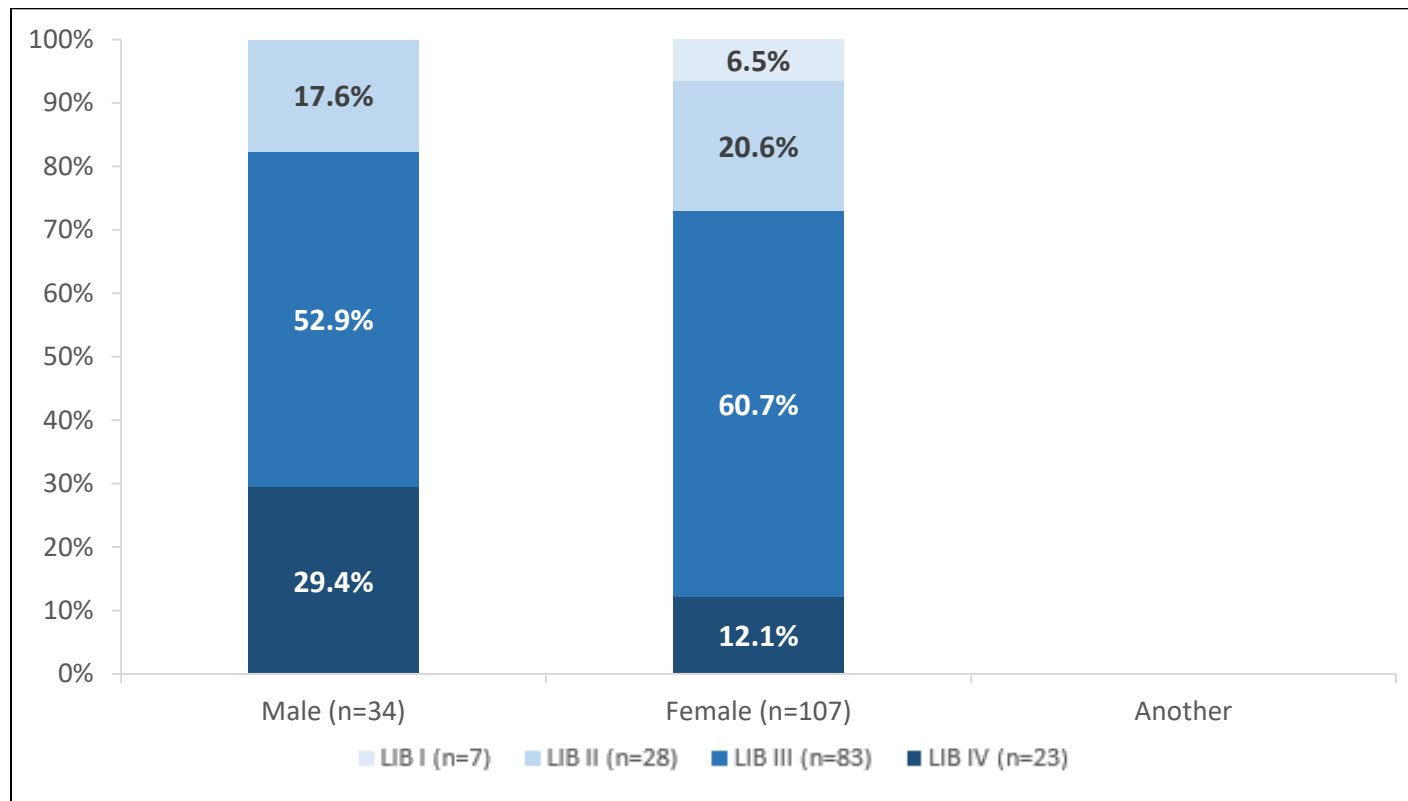


The stacked bar charts show the breakdown of permanent status and permanent status stream librarian positions by rank and by sex. It uses the 2015-16 data as a baseline. At the rank of Librarian I, the proportion of librarians who were female increased from 66.7% in 2015-16 to 80.0% in 2019-20. At the rank of Librarian II, the proportion of librarians who were female declined from 93.8% in 2015-16 to 72.2% in 2019-20. At the rank of Librarian III, the proportion of librarians who were female increased from 74.1% in 2015-16 to 76.5% in 2019-20. At the rank of Librarian IV, the proportion of librarians who were female varied over time, decreasing slightly from 54.2% in 2015-16 to 52.6% in 2019-20.

7.3 Permanent Status and Permanent Status Stream Librarians by Sex by Rank

The proportion of librarians who were male and female at the rank of Librarian II and III are comparable. The distribution of the sexes was very different at the rank of Librarian I and IV, but the number of librarians in each of those ranks was relatively small (n=7 and n=23 respectively). Librarians who were female held the rank of Librarian IV at a proportionately lower percentage when compared to librarians who were male, 12.1% versus 29.4%, even though there were more females at that rank when compared to males (the number of librarians who were male is considerably lower when compared to librarians who were female). In 2018-19, no librarians had identified as “another.”

Figure 20: Permanent Status/Permanent Status Stream Librarians by Sex, by Rank, 2018-19

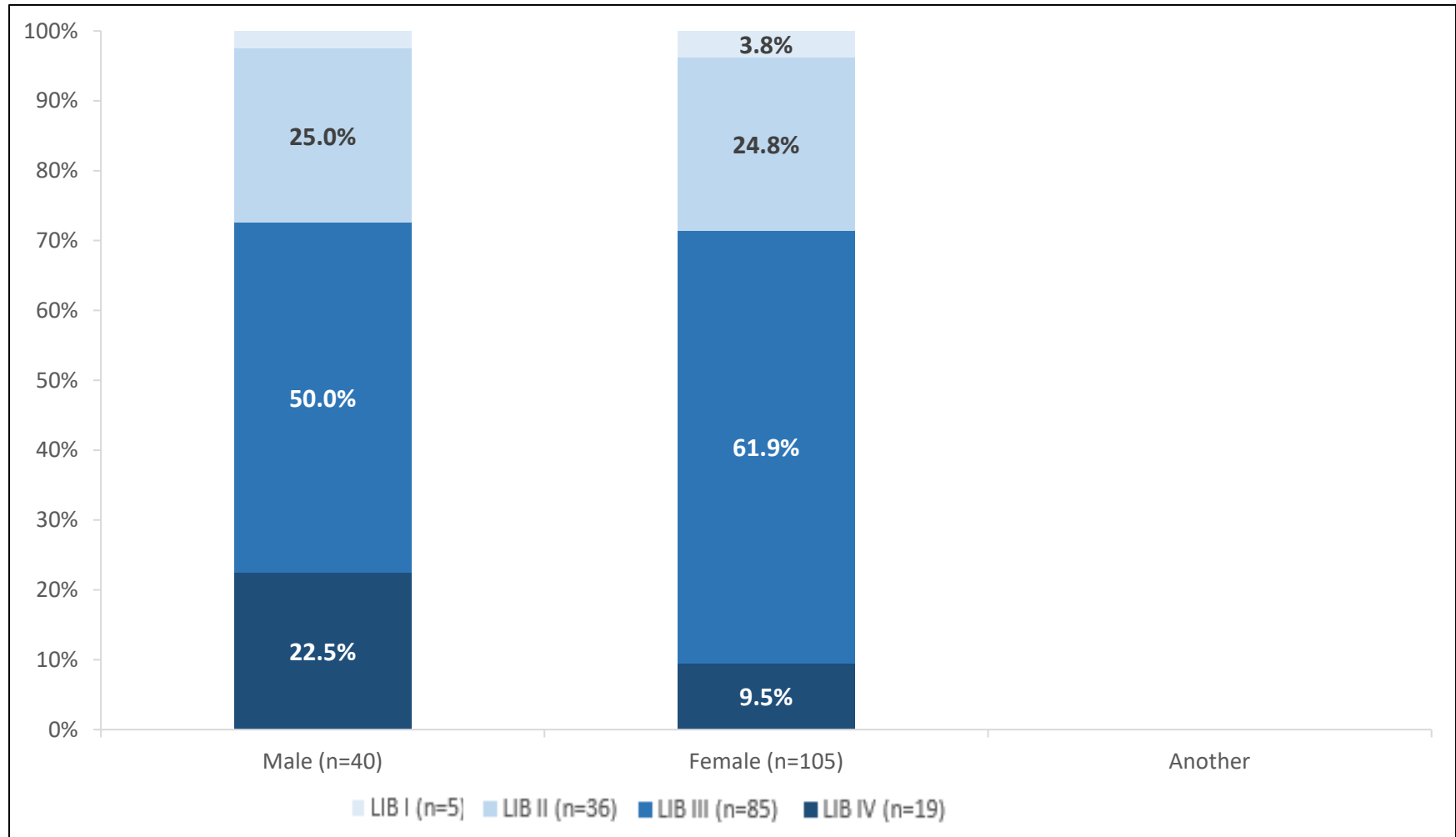


The two stacked bars show the distribution of librarians by sex and rank in 2018-19. Among librarians who were female 6.5% were at the rank of Librarian I, 20.6% were at the rank of Librarian II, 60.7% were at the rank of Librarian III, and 12.1% were at the rank of Librarian IV. Among librarians who were male, 17.6% were at the rank of Librarian II, 52.9% were at the rank of Librarian III, and 29.4% were at the rank of Librarian IV. There were more librarians who were female than male at each rank since the number of librarians who were female was much higher overall.

LIB = librarian.

The same pattern persisted in the 2019-20 data.

Figure 21: Permanent Status/Permanent Status Stream Librarians by Sex, by Rank, 2019-20



The two stacked bars show the distribution of librarians by sex and rank in 2019-20. Among librarians who were female 3.8% were at the rank of Librarian I, 24.8% were at the rank of Librarian II, 61.9% were at the rank of Librarian III, and 9.5% were at the rank of Librarian IV. Among librarians who were male, 2.5% were at the rank of Librarian I, 25.0% were at the rank of Librarian II, 50.0% were at the rank of Librarian III, and 22.5% were at the rank of Librarian IV. There were more librarians who were female than male at each rank since the number of librarians who were female was much higher overall.

LIB = librarian.

8 Faculties: Complement Breakdown by Sex⁶

8.1 Tenured/Tenure Stream Faculty: Percentage Female Over Time to 2019-20

The following table shows the percentage of faculty who were female by Faculty, by year. Appendix A includes a breakdown by Faculty by academic unit. In Appendix B and C there are breakdowns by rank by Faculty for 2018-19 and 2019-20.

Table 1: Percentage of Tenured/Tenure Stream Faculty Who Were Female by Faculty (all ranks combined) – Over Time to 2019-20⁷

Faculty	2004-05	2014-15	2015-16	2016-17	2017-18	2018-19		2019-20	
	%	%	%	%	%	%	Total N	%	Total N
Applied Science and Engineering, Faculty of	8%	17%	18%	20%	20%	20%	239	20%	245
Architecture, Landscape and Design, John H. Daniels, Faculty of	8%	44%	44%	48%	43%	46%	24	36%	28
Arts and Science, Faculty of	27%	34%	34%	35%	36%	36%	744	37%	758
Dentistry, Faculty of	17%	35%	30%	32%	34%	33%	40	34%	38
Information, Faculty of	64%	50%	52%	52%	50%	52%	23	50%	24
Kinesiology and Physical Education, Faculty of	36%	33%	32%	32%	32%	41%	22	44%	25
Law, Faculty of	36%	42%	40%	40%	42%	41%	56	41%	56

⁶ Faculty refers to the academic unit in which the faculty member held their majority budgetary appointment. For faculty members who held 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.

⁷ Starting in 2018-19, data includes tenured faculty with a reduced (part-time) FTE; prior to then, data excluded part-time tenured faculty unless they were on phased retirement. Academic units with at least ten faculty members are reported in the table above; the only Faculty excluded above is Forestry. The Faculty was closed July 1, 2019 and faculty members were reassigned to other Faculties, most notably by Architecture. The 'Total' includes data from all Faculties, regardless of the reporting threshold.

Faculty	2004-05	2014-15	2015-16	2016-17	2017-18	2018-19		2019-20	
	%	%	%	%	%	%	Total N	%	Total N
Management, Rotman School of	15%	19%	18%	19%	18%	21%	113	22%	114
Medicine, Faculty of	31%	38%	39%	39%	39%	37%	157	37%	159
Music, Faculty of	32%	38%	40%	39%	41%	39%	36	44%	34
Nursing, Lawrence S. Bloomberg Faculty of	95%	94%	91%	91%	90%	85%	20	88%	24
Ontario Institute for Studies in Education	59%	63%	63%	64%	64%	67%	99	66%	100
Pharmacy, Leslie Dan Faculty of	36%	45%	48%	47%	50%	50%	30	48%	29
Public Health, Dalla School of ⁸	54%	53%	50%	50%	51%	51%	39	54%	39
Social Work, Factor-Inwentash Faculty of	64%	63%	63%	65%	69%	70%	27	69%	29
University of Toronto Mississauga	28%	35%	37%	36%	36%	37%	293	37%	310
University of Toronto Scarborough	29%	37%	39%	39%	40%	40%	256	40%	261
Total	30%	35%	36%	37%	37%	37%	2,223	38%	2,273

⁸ Public Health and the Institute of Health Policy, Management and Evaluation 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.

8.2 Continuing Stream, Teaching Stream Faculty: Percentage Female Over Time to 2019-20

The University of Toronto employs a relatively small number of teaching stream faculty (n=415 in 2019-20). Their distribution by Faculty has been uneven. The table below reports information only for those Faculties that had at least 10 teaching stream faculty. In Appendix D and E there are breakdowns by rank by Faculty for 2018-19 and 2019-20. There are no breakdowns by Faculty by academic unit for teaching stream faculty because of the comparatively small numbers.

Table 2: Percentage of Continuing Stream, Teaching Stream Faculty Who Were Female by Faculty (All Ranks Combined) – Over Time to 2019-20⁹

Faculty	2016-17	2017-18	2018-19		2019-20	
	%	%	%	Total N	%	Total N
Applied Science and Engineering, Faculty of	23%	35%	32%	25	32%	25
Arts and Science, Faculty of	44%	43%	44%	116	45%	115
Management, Rotman School of	46%	50%	50%	14	50%	14
Medicine, Faculty of	88%	94%	95%	19	91%	22
Music, Faculty of	15%	15%	21%	14	23%	13
Nursing, Lawrence S. Bloomberg Faculty of	100%	91%	-	-	-	-
Ontario Institute for Studies in Education (OISE)	58%	57%	62%	13	67%	15
University of Toronto Mississauga (UTM)	42%	39%	37%	71	37%	73
University of Toronto Scarborough (UTSC)	59%	57%	60%	88	59%	92
Total	50%	50%	50%	401	51%	415

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

⁹ Academic units with at least 10 faculty members are reported in the table above; the symbol “-” used in the chart above indicates that data could not be reported as it did not reach this threshold. Starting in 2018-19, data includes continuing stream, teaching stream faculty with a reduced full-time equivalent (FTE); prior to then data only included full-time, continuing status, and continuing stream, teaching stream, unless they were on phased retirement. The “Total” includes data from all Faculties, regardless of the reporting threshold.

9 Academic Leadership (Tenure Stream Faculty only)

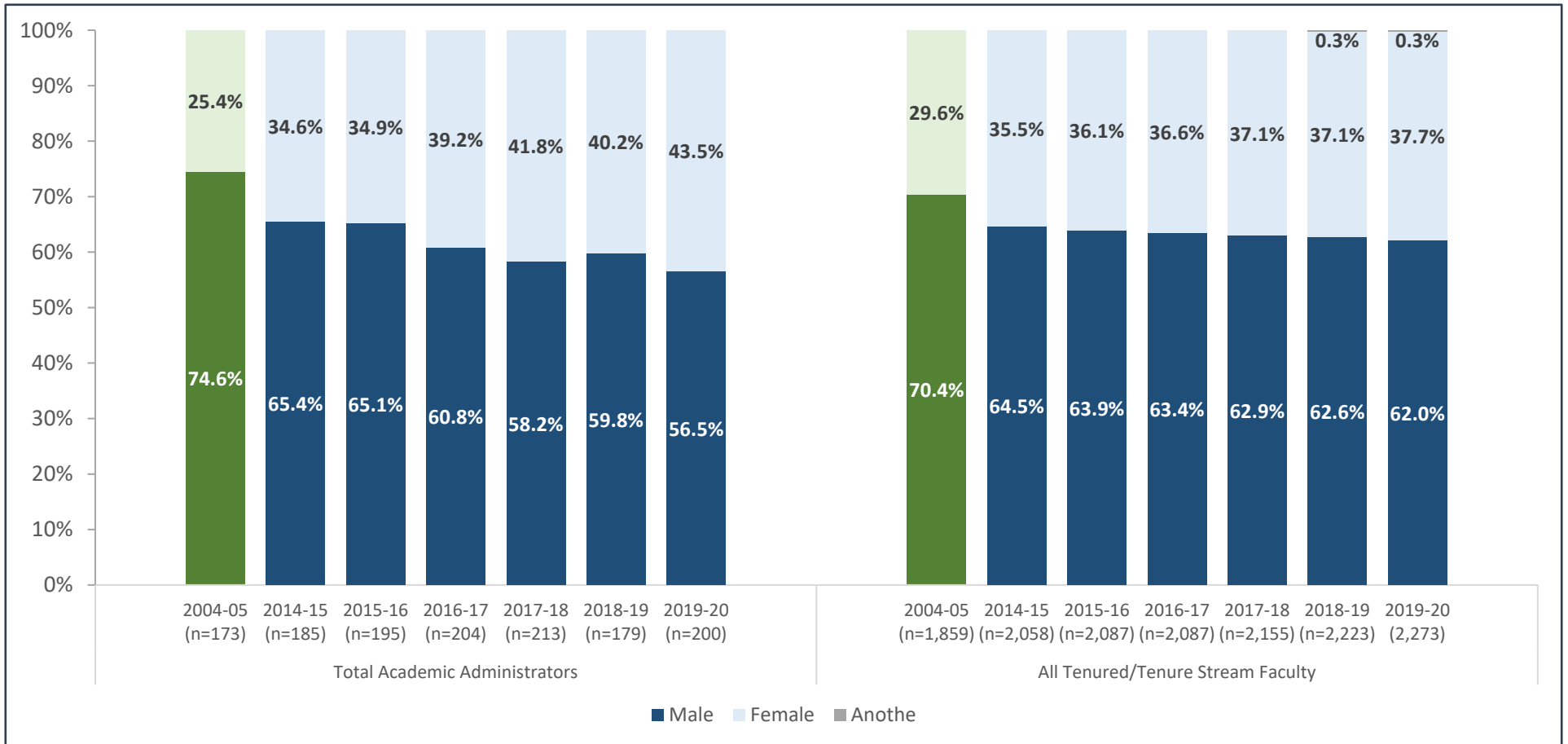
This section reports only on tenured faculty who were in Academic Leadership roles. Because of the nature of many of these roles, only a minority of roles can be performed by teaching stream faculty.

The proportion of tenured faculty in academic leadership positions at the University who were female steadily increased since 2004-05. In 2019-20, 43.5% of all academic administrators at the level of chair/director and above at U of T were female; up from 25.4% in 2004-05. The proportion of academic administrations who were female exceeds their representation of the tenured/tenure stream population, from which most Academic Administrators are drawn: 43.5% as opposed to 37.7% in 2019-20.

The proportion of faculty who held academic administrative positions at U of T who were female rose over the last 15 years. This is the case across all levels, but particularly at the level of “Chair/Director” where 47% of all those holding such positions were female in 2019-20.

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 each sex serving in these roles can have a relatively large impact on percentage counts.

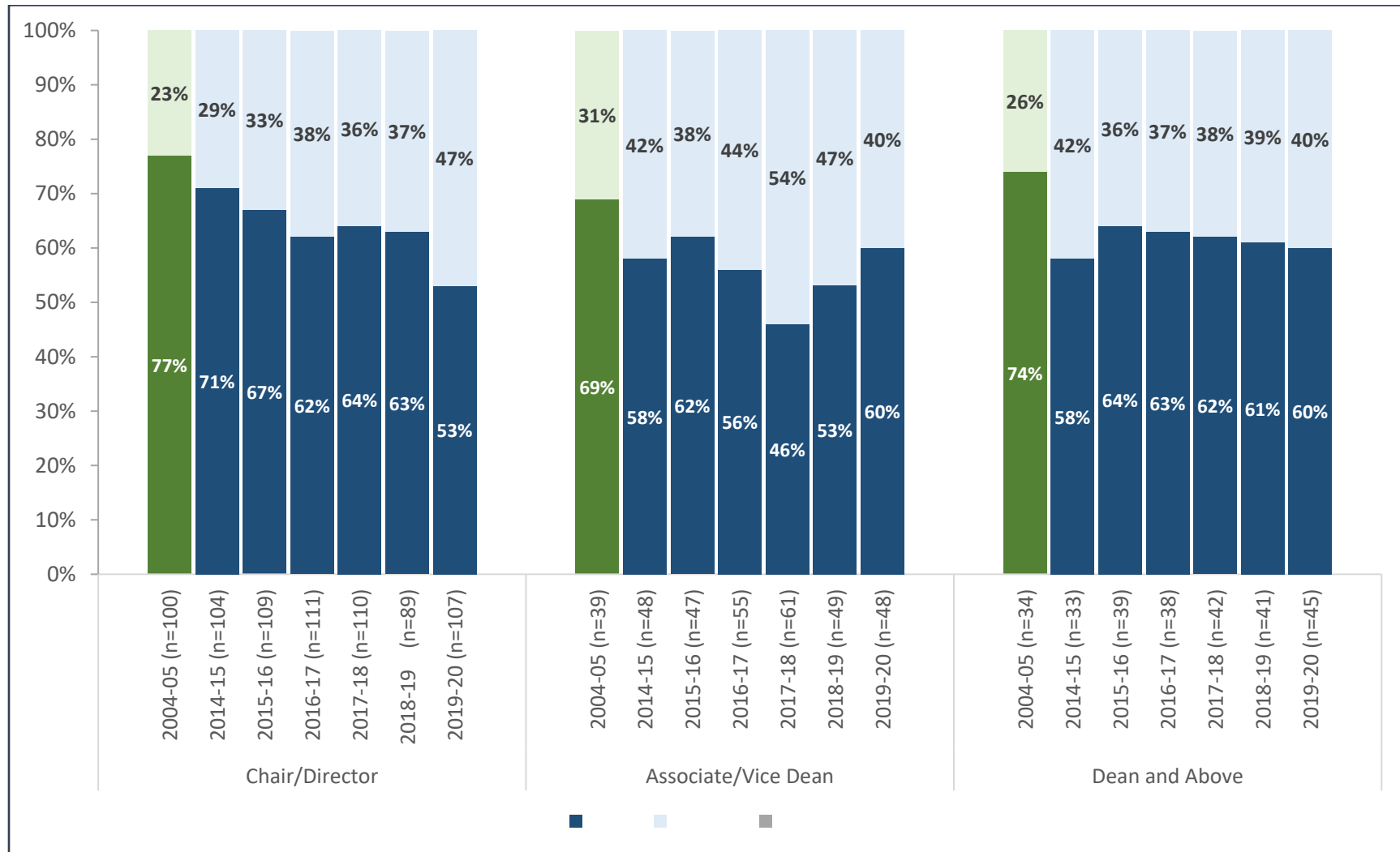
Figure 22: Leadership Positions: Breakdown by Sex Compared to Total Tenured/Tenure Stream Faculty Counts — Over Time to 2019-20¹⁰



¹⁰ The analysis includes: (1) Academic administrators appointed under the *Policy on Appointment of Academic Administrators (PAAA)*; and (2) Leaders who were 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.

The first stacked bar series shows the breakdown of faculty serving in Academic Administrator positions by sex; the second shows the total population of tenured/tenure stream faculty for comparison. In the baseline year, 2004-05, 29.6% of the tenured/tenure stream complement were female. At the same time, 25.4% of academic administrators were female. Faculty who were male comprised 70.4% of the population and held 74.6% of the administrative positions. Since 2004-05, the proportion of academic administrators who were female grew from 25.4% to 43.5% in 2019-20. In 2019-20 37.7% of tenured/tenure stream faculty were female. There were no academic administrators categorized as “another” sex during these years.

Figure 23: Leadership Positions by Position Type: Breakdown by Sex — Over Time to 2019-20¹¹



¹¹ “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.

The stacked bar graph shows the breakdown of Academic Administrator positions by position type, by sex. There are three position types for 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 2019-20. In all three categories, the proportion of leaders who were female increased over time. At the level of Chair/Director, the proportion of leaders who were female increased from 23% in 2004-05 to 47% 2019-20; at the level of Associate/Vice Dean, the proportion of leaders who were female varied year-over-year and increased from 31% in 2004-05 to 40% in 2019-20; at the level of Dean and Above, the proportion of leaders who were female was 26% in 2004-05 and increased to 40% in 2019-20. There were no Academic Administrators categorized as “another” sex during these years.

Appendix A: Percentage of Tenured/Tenure Stream Faculty Who Were Female by Academic Unit – Over Time to 2019-20¹²

Academic Home Org Unit	2004-05	2016-17	2017-18	2018-19		2019-20	
	%	%	%	%	Total N	%	Total N
Applied Science and Engineering, Faculty of							
Aerospace Studies, Institute for (EDU:A)	0%	13%	13%	13%	16	13%	16
Biomaterials and Biomedical Engineering, Institute of (EDU:A)	-	33%	36%	36%	11	31%	13
Chemical Engineering and Applied Chemistry, Department of	15%	28%	27%	28%	29	28%	29
Civil and Mineral Engineering, Department of	10%	28%	27%	27%	41	26%	42
Electrical and Computer Engineering, Edward S. Rogers Department of	7%	10%	10%	10%	72	10%	73
Materials Science and Engineering, Department of	0%	14%	20%	19%	16	24%	17
Mechanical and Industrial Engineering, Department of	8%	24%	25%	22%	54	24%	55
Architecture, Landscape, and Design, John H. Daniels Faculty of¹³	8%	48%	43%	46%	24	36%	28
Arts and Science, Faculty of							
Anthropology, Department of	33%	43%	43%	46%	24	52%	27
Astronomy and Astrophysics, Department of	-	17%	17%	23%	13	29%	14

¹² Only academic units with at least 10 faculty members are included in the table above. 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. The data exclude part-time (unless they are on Phased Retirement), those on long-term disability, those on unpaid leave over one year, clinicians, and Transitional Year Programme (TYP). Faculty whose main appointment is in a college program (Innis, New, St Mike's, University, and Woodsworth) have been grouped together but do not appear in the table above as they have fewer than 10 faculty members. Faculty whose main appointment is in a writing centre have been grouped together but are not seen in the data above as faculty in writing centres are all in the teaching stream.

¹³ Since 2014-15 the John H. Daniels Faculty of Architecture, Landscape, and Design includes the Visual Studies Program.

Academic Home Org Unit	2004-05	2016-17	2017-18	2018-19		2019-20	
	%	%	%	%	Total N	%	Total N
Biology ¹⁴	33%	29%	31%	30%	47	33%	51
Cell and Systems Biology, Department of	N/A	22%	25%	23%	26	25%	28
Ecology and Evolutionary Biology, Department of	N/A	36%	38%	38%	21	43%	23
Chemistry, Department of	11%	23%	22%	20%	35	20%	35
Classics, Department of	13%	17%	21%	29%	14	25%	16
Computer Science, Department of	21%	29%	27%	30%	44	29%	42
Earth Sciences, Department of	17%	43%	46%	41%	17	47%	15
East Asian Studies, Department of	27%	46%	46%	46%	13	54%	13
Economics, Department of	15%	11%	11%	11%	38	13%	38
English, Department of	45%	44%	45%	47%	43	48%	42
French, Department of	33%	36%	46%	46%	13	45%	11
Geography and Planning, Department of	36%	41%	38%	37%	27	43%	28
Global Affairs and Public Policy, Munk School of (EDU:A) ¹⁵	N/A	-	-	-	-	20%	10
History, Department of	30%	49%	51%	48%	40	48%	42
History of Art, Department of	33%	38%	43%	43%	14	43%	14
Linguistics, Department of	-	70%	-	60%	10	64%	11
Mathematics, Department of	11%	14%	14%	16%	38	18%	40
Near and Middle Eastern Civilizations, Department of	36%	38%	38%	36%	14	36%	14
Philosophy, Department of	31%	32%	33%	33%	24	29%	24
Physics, Department of	8%	22%	19%	16%	37	18%	39

¹⁴ Biology included the Botany and Zoology departments in 2004-0. Starting with 2014-15, the Department of Cell and Systems Biology and the Department of Ecology and Evolutionary Biology are also reported separately.

¹⁵ The Munk School of Global Affairs and Public Policy had not yet been established in 2004-05.

Academic Home Org Unit	2004-05	2016-17	2017-18	2018-19		2019-20	
	%	%	%	%	Total N	%	Total N
Political Science, Department of	26%	43%	44%	40%	45	38%	47
Psychology, Department of	30%	46%	52%	52%	27	56%	27
Religion, Department for the Study of	21%	50%	50%	53%	19	50%	20
Slavic Languages and Literatures, Department of	-	-	64%	-	-	-	-
Sociology, Department of	36%	46%	46%	48%	27	50%	26
Spanish and Portuguese, Department of	33%	75%	75%	75%	12	69%	13
Statistical Sciences, Department of	10%	14%	14%	25%	16	31%	16
Dentistry, Faculty of	17%	32%	34%	33%	40	34%	38
Information, Faculty of	64%	52%	50%	52%	23	50%	24
Kinesiology and Physical Education, Faculty of	36%	32%	32%	41%	22	44%	25
Law, Faculty of	36%	40%	42%	41%	56	41%	56
Management, Joseph L. Rotman School of	15%	19%	18%	21%	113	22%	114
Medicine, Faculty of¹⁶							
Biochemistry, Department of	20%	7%	11%	12%	17	12%	17
Cellular and Biomolecular Research, Terrence Donnelly Centre for (EDU:A)	-	6%	6%	6%	17	6%	17
Laboratory Medicine and Pathobiology, Department of	14%	21%	15%	14%	14	13%	15
Molecular Genetics, Department of	26%	32%	30%	30%	23	30%	23
Nutritional Sciences, Department of	-	-	40%	36%	11	45%	11
Occupational Science and Occupational Therapy, Department of	-	-	90%	90%	10	85%	13
Pharmacology and Toxicology, Department of	-	-	40%	40%	10	40%	10

¹⁶ Clinical faculty are excluded from the analysis. The School of Public Health and Institute of Health Policy, Management and Evaluation are excluded from Medicine but are reported under Public Health.

Academic Home Org Unit	2004-05	2016-17	2017-18	2018-19		2019-20	
	%	%	%	%	Total N	%	Total N
Physical Therapy, Department of	-	-	92%	91%	11	90%	10
Physiology, Department of	29%	40%	44%	40%	15	40%	15
Music, Faculty of	32%	39%	41%	39%	36	44%	34
Nursing, Lawrence S. Bloomberg Faculty of	96%	91%	90%	85%	20	88%	24
Ontario Institute for Studies in Education (OISE)							
Applied Psychology and Human Development, Department of	60%	68%	71%	68%	25	64%	25
Curriculum, Teaching and Learning, Department of	59%	65%	62%	64%	36	62%	37
Leadership, Higher and Adult Education, Department of	52%	58%	61%	67%	24	70%	23
Social Justice Education, Department of	69%	69%	64%	71%	14	73%	15
Pharmacy, Leslie L. Dan Faculty of	36%	47%	50%	50%	30	48%	29
Public Health, Dalla Lana School of¹⁷	54%	50%	51%	51%	39	54%	39
Social Work, Factor-Inwentash Faculty of	64%	65%	69%	70%	27	69%	29
University of Toronto Mississauga (UTM)							
Anthropology, Department of	-	46%	47%	47%	17	47%	17
Biology, Department of	14%	29%	30%	29%	28	29%	28
Chemical and Physical Sciences, Department of ¹⁸	13%	18%	21%	26%	19	28%	18
Communication, Culture, Information and Technology, Institute of	-	45%	45%	40%	10	57%	14
Economics, Department of	6%	23%	20%	21%	19	20%	20
English and Drama, Department of	46%	47%	50%	50%	16	59%	17
Geography, Department of	20%	50%	38%	38%	13	38%	16

¹⁷ The School of Public Health and Institute of Health Policy, Management and Evaluation 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.

¹⁸ The Department of Chemical and Physical Sciences includes Chemistry, Physics, Astronomy, and Earth Sciences.

Academic Home Org Unit	2004-05	2016-17	2017-18	2018-19		2019-20	
	%	%	%	%	Total N	%	Total N
Historical Studies, Department of ^{f19}	40%	42%	40%	38%	26	38%	26
Language Studies, Department of	-	40%	36%	33%	12	29%	14
Management, Department of	18%	26%	23%	23%	26	27%	30
Mathematical and Computational Sciences, Department of ^{f20}	8%	13%	13%	17%	18	14%	21
Philosophy, Department of	-	29%	27%	27%	15	27%	15
Political Science, Department of	-	33%	40%	38%	16	33%	15
Psychology, Department of	41%	52%	52%	52%	21	48%	21
Sociology, Department of	62%	52%	54%	55%	29	50%	28
Visual Studies, Department of ^{f21}	N/A	-	-	-	-	70%	10
University of Toronto Scarborough (UTSC)							
Anthropology, Department of	-	61%	57%	53%	15	50%	14
Arts, Culture and Media, Department of ^{f22}	N/A	43%	50%	47%	17	53%	19
Biological Sciences, Department of ^{f23}	31%	25%	27%	30%	27	32%	25
Computer and Mathematical Sciences, Department of ^{f24}	6%	12%	14%	14%	22	14%	22

¹⁹ The Department of Historical Studies includes Classical Civilization, Diaspora and Transnational Studies, History, History of Religion, and Women and Gender Studies.

²⁰ The Department of Mathematical and Computational Sciences includes Mathematics, Statistics, and Computer Sciences.

²¹ In 2004-05 faculty currently in the Department of Visual Studies were located in the Institute of Communication, Culture, Information and Technology.

²² The Department of Arts, Culture and Media includes Art History, Arts Management, Journalism, Media Studies, and Music and Culture.

²³ The Department of Biological Sciences includes Biochemistry, Botany, Microbiology, and Zoology in 2004-05.

²⁴ The Department of Computer and Mathematical Sciences includes Mathematics, Statistics, and Computer Sciences.

Academic Home Org Unit	2004-05	2016-17	2017-18	2018-19		2019-20	
	%	%	%	%	Total N	%	Total N
English, Department of	40%	67%	69%	67%	12	69%	13
Historical and Cultural Studies, Department of ^{f25}	20%	53%	56%	56%	18	53%	17
Human Geography, Department of	-	47%	47%	43%	14	40%	15
Management, Department of	25%	32%	31%	32%	31	32%	31
Physical and Environmental Sciences, Department of ^{f26}	14%	23%	28%	27%	26	26%	27
Political Science, Department of	-	53%	53%	56%	18	55%	20
Psychology, Department of	21%	32%	32%	35%	26	33%	27
Sociology, Department of	40%	50%	58%	53%	15	50%	14

EDU = extra departmental unit.

N/A = not applicable.

²⁵ The Department of Historical and Cultural Studies includes Classics, History, and Women and Gender Studies.

²⁶ The Department of Physical and Environmental Sciences includes Astronomy and Astrophysics, Chemistry, Environmental Sciences, and Physics.

Appendix B: 2018-19 Percentage of Tenured/Tenure Stream Faculty Who Were Female, by Faculty and Rank²⁷

Faculty	Assistant Professor	Associate Professor	Professor	Total N (Male, Female, and Another)
Applied Science and Engineering, Faculty of	42%	25%	14%	239
Architecture, Landscape, and Design, John H. Daniels Faculty of	20%	64%	20%	24
Arts and Science, Faculty of	40%	50%	27%	744
Dentistry, Faculty of	57%	57%	5%	40
Information, Faculty of	33%	58%	50%	23
Kinesiology and Physical Education, Faculty of	57%	60%	20%	22
Law, Faculty of	75%	38%	38%	56
Management, Joseph L. Rotman School of	43%	22%	14%	113
Medicine, Faculty of	46%	40%	34%	157
Music, Faculty of	63%	36%	29%	36
Nursing, Lawrence S. Bloomberg Faculty of	67%	100%	90%	20
Ontario Institute for Studies in Education (OISE)	86%	63%	64%	99
Pharmacy, Leslie Dan Faculty of	50%	60%	48%	30
Public Health, Dalla Lana School of	60%	64%	43%	39
Social Work, Factor-Inwentash Faculty of	67%	80%	64%	27
University of Toronto Mississauga (UTM)	41%	39%	27%	293
University of Toronto Scarborough (UTSC)	53%	41%	25%	256
Total	46%	45%	28%	2,223

²⁷ Only Faculties with at least 10 faculty members are included in the table above; however, figures for “Total” include all Faculties, regardless of the reporting threshold.

Appendix C: 2019-20 Percentage of Tenured/Tenure Stream Faculty Who Were Female, by Faculty and Rank²⁸

Faculty	Assistant Professor	Associate Professor	Professor	Total N (Male, Female, and Another)
Applied Science and Engineering, Faculty of	35%	26%	16%	245
Architecture, Landscape, and Design, John H. Daniels Faculty of	17%	50%	25%	28
Arts and Science, Faculty of	46%	48%	28%	758
Dentistry, Faculty of	57%	57%	6%	38
Information, Faculty of	50%	50%	50%	24
Kinesiology and Physical Education, Faculty of	57%	63%	20%	25
Law, Faculty of	100%	38%	40%	56
Management, Joseph L. Rotman School of	39%	26%	15%	114
Medicine, Faculty of	56%	37%	34%	159
Music, Faculty of	80%	44%	31%	34
Nursing, Lawrence S. Bloomberg Faculty of	78%	100%	90%	24
Ontario Institute for Studies in Education (OISE)	78%	62%	64%	100
Pharmacy, Leslie Dan Faculty of	33%	60%	48%	29
Public Health, Dalla Lana School of	83%	58%	43%	39
Social Work, Factor-Inwentash Faculty of	100%	73%	57%	29
University of Toronto Mississauga (UTM)	38%	43%	28%	310
University of Toronto Scarborough (UTSC)	52%	43%	24%	261
Total	47%	45%	29%	2,273

²⁸ Only Faculties with at least 10 faculty members are included in the table above; however, figures for “Total” include all Faculties, regardless of the reporting threshold.

Appendix D: 2018-19 Percentage of Continuing Stream, Teaching Stream Faculty Who Were Female by Faculty and Rank²⁹

Faculty	Assistant Professor, Teaching Stream	Associate Professor, Teaching Stream	Professor, Teaching Stream	Total N (Male, Female, and Another)
Applied Science and Engineering, Faculty of	57%	22%	0%	25
Arts and Science, Faculty of	52%	40%	25%	116
Management, Joseph L. Rotman School of	50%	50%	0%	14
Medicine, Faculty of	100%	93%	0%	19
Music, Faculty of	50%	17%	0%	14
Ontario Institute for Studies in Education (OISE)	50%	60%	100%	13
University of Toronto Mississauga (UTM)	37%	30%	100%	71
University of Toronto Scarborough (UTSC)	59%	61%	0%	88
Total	52%	49%	63%	401

²⁹ Only Faculties with at least 10 faculty members are included in the table above; however, figures for “Total” include all Faculties, regardless of the reporting threshold.

Appendix E: 2019-20 Percentage of Continuing Stream, Teaching Stream Faculty Who Were Female by Faculty and Rank³⁰

Faculty	Assistant Professor, Teaching Stream	Associate Professor, Teaching Stream	Professor, Teaching Stream	Total N (Male, Female and Another)
Applied Science and Engineering, Faculty of	57%	27%	0%	25
Arts and Science, Faculty of	53%	39%	60%	115
Management, Joseph L. Rotman School of	50%	43%	100%	14
Medicine, Faculty of	86%	93%	0%	22
Music, Faculty of	50%	18%	0%	13
Ontario Institute for Studies in Education (OISE)	75%	60%	100%	15
University of Toronto Mississauga (UTM)	31%	38%	75%	73
University of Toronto Scarborough (UTSC)	56%	60%	50%	92
Total	52%	50%	57%	415

³⁰ Only academic units with at least 10 faculty members are included in the table above; however, figures for “Total” include all Faculties, regardless of the reporting threshold.

Appendix F: Methodology

Data

Faculty complement and academic leadership workforce data is collected annually in September and reflects the active faculty complement as of September 30th of each year. For example:

- Data for the 2019-20 academic year were collected in September 2019 and reflect academic appointments as of September 30, 2019.

Faculty Included in the Report

This report includes all appointed faculty with the following exclusions applied:

- Full-time equivalents (FTEs) below 20%.
- Those on Long Term Disability.
- Those on unpaid leave longer than one year.
- Members of the PVP group (for current purposes: President / Vice Presidents and Vice Provosts) who are not faculty members.
- Employee Subgroup F7 = Clinical Supplement (clinicians who do not hold faculty appointments).

This data was used to supply the comparative data on the entire academic complement and includes the following employee subgroups:

- F1 = Tenured/Tenure Stream.
- F2 = Contractually Limited Term Appointments (CLTA)/Part-time Limited Term; the majority of clinicians who are considered appointed faculty are included in this employee subgroup.
- FA = Continuing Stream, Teaching Stream.
- FB = Teaching Stream, Contractually Limited Term Appointments.
- F4 = Teaching Stream, Part-time Limited Term.
- F3 = Other Academics.

The majority of the report then focuses on those who held continuing appointments, namely tenured and tenure stream faculty and continuing stream, teaching stream.

Tenured and tenure stream faculty

Tenured/tenure stream faculty comprised roughly 80% of the total continuing, non-clinical, faculty at the University of Toronto. Starting in the Fall 2018 data, tenured faculty who had reduced their FTE to a part-time FTE are included in the counts. These counts do not include part-time, term-limited appointed faculty.

Continuing stream, teaching stream faculty (from 2016-17 onward)

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 is included where numbers are sufficient for 2016-17 onward. Starting in the Fall 2018 data, this includes any continuing stream, teaching stream faculty who had reduced their full-time FTE to a part-time FTE, following being granted Continuing Status.

Due to the small number of pre-probationary faculty among both the tenured/tenure stream and continuing stream, teaching stream, the following ranks have been combined for reporting purposes, and labeled Assistant Professor or Assistant Professor, Teaching Stream:

- Assistant Professor and Assistant Professor (Conditional).
- Assistant Professor, Teaching Stream and Assistant Professor, Teaching Stream (Conditional).

Librarians Included in the Report

Librarians have been included for the first time in this analysis with this report. All appointed librarians are included, with the following exclusions applied:

- FTEs below 20%.
- Those on Long Term Disability.

- Those on unpaid leave longer than one year.

This data was used to supply the comparative data on the entire librarian complement and includes the following employee subgroups:

- L1 = Librarian Permanent Status.
- L3 = Librarian Permanent Status Stream.
- L2 = Librarian Non-permanent Status.

As with faculty, the majority of the report then focuses on those who held continuing appointments, namely permanent status and permanent status stream librarians.

- Permanent status and permanent status stream librarians (from 2015-16 onward).

Academic Administrators Included in the Report

This analysis includes tenured/tenure stream faculty who held academic administrative positions as follows:

- 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).
- 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.
- Since the report uses data as of September 30, only those academic administrators who were “active” on that date are included in the analysis.

Analysis by Unit

Analysis by unit includes Faculties, departments, and extra-departmental units (EDUs) with 10 or more faculty members in each of the 2004-05, 2018-19 and 2019-20 years. In cases where units were restructured between 2004 and 2019, 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 2019-20. 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 Report²⁰

The Office of the Vice-President, Human Resources & Equity (HR&E) at the University of Toronto publishes an annual *Employment Equity Report* that includes information on how faculty self-identify in respect to a number of categories including gender. The *Employment Equity Report* differs from this report in several important ways.

The majority of the HR&E *Employment Equity Report* presents data on employment equity based on the Employment Equity survey that is provided to all faculty and staff via Employee Self-Service (ESS). The survey is 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 appointed faculty employed at the University of Toronto in each year.

²⁰ These reports can be found at reports.hrandequity.utoronto.ca.