Faculty Report – Diversity and Equity 2015: UBC Education

Introduction
Notes on data presentation and terms used in this report

1 Gender Representation
1.1 Gender Representation: Tenure-stream Faculty
1.1.1 Tenure-stream Faculty by Rank and Gender
1.1.2 Gender by Rank (Research-stream)

1.2 Gender Representation: Academic Leadership Positions

2 New Appointments in Past Ten Years
2.1 Gender Representation in Tenure-stream Faculty Members Newly Hired in 2005-2015

3 Tenure and Promotions in Past Ten Years
3.1 Time to Tenure and First Promotion for Research-stream Faculty
3.2 Time to Second Promotion (to Full Professor)
3.3 Status of Associate Professors
3.4 Special Tenure-stream Cases

4 Salary
4.1 Salary Increase Data
4.2 Starting Salaries of Tenure-track Assistant Professors
4.3 Current Salaries of Research-stream Faculty

5 Responses from Workplace Experience Survey (2014)
Introduction

Notes on data presentation and terms used in this report

Academic years are defined as July 1 to June 30. For example, period of 1992-2015 includes time of July 1, 1992 to June 30, 2015.

‘Active’ faculty are current faculty at UBC as of July 1, 2015.

Bars in the charts are labelled with the actual numbers of faculty.

Grouping of academic leadership ranks are listed in Table 1.

Tenure-stream faculty ranks and abbreviations included in this report are listed in Table 2.

Table 1  Mid-level Academic Managers Reported for Current Leadership Positions.

<table>
<thead>
<tr>
<th>Category</th>
<th>Associate and Vice Dean</th>
<th>Heads and Directors</th>
<th>Other academic managers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job titles included</td>
<td>• Associate Dean</td>
<td>• Head</td>
<td>• Academic Administrator</td>
</tr>
<tr>
<td></td>
<td>• Acting Associate Dean</td>
<td>• Acting Head</td>
<td>• Assistant Dean</td>
</tr>
<tr>
<td></td>
<td>• Vice Dean (if applicable)</td>
<td>• Director</td>
<td>• Acting Assistant Dean</td>
</tr>
<tr>
<td></td>
<td>• Associate Principal (if applicable)</td>
<td>• Acting Director</td>
<td></td>
</tr>
</tbody>
</table>

Table 2  Tenure-stream Faculty Ranks Included and Abbreviations Used in this Report

<table>
<thead>
<tr>
<th>Tenure stream (Ten-str)</th>
<th>Research and Teaching Stream (RES)</th>
<th>Teaching Stream (TEACH)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Assistant Professor (Asst Prof)</td>
<td>Instructor 1 (Instr 1)</td>
</tr>
<tr>
<td></td>
<td>Associate Professor (Assoc Prof)</td>
<td>Senior Instructor + Professor of Teaching (Sr Instr + PoT)</td>
</tr>
<tr>
<td>Summary rank in report</td>
<td>Professor (Full Prof)</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job Titles included</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>• Asst Prof, tenure-track</td>
<td>• Prof, tenure</td>
</tr>
<tr>
<td></td>
<td>• Asst Prof, grant ten-trk</td>
<td>• Prof, grant tenure</td>
</tr>
<tr>
<td></td>
<td>• Asst Prof, tenure</td>
<td>• Prof, University Killam</td>
</tr>
<tr>
<td></td>
<td>• Asst Prof, grant tenure</td>
<td>• Instr 1, tenure-track</td>
</tr>
<tr>
<td></td>
<td>• Instr 2, tenure-track</td>
<td>• Sr Instr, tenure</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Sr Instr, ten-trk</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Prof of Teaching, tenure</td>
</tr>
</tbody>
</table>
1 Gender Representation

1.1 Gender Representation: Tenure-stream Faculty

1.1.1 Tenure-stream Faculty by Rank and Gender

Figure 1  Representation of Tenure-stream Women and Men Faculty in Education as of July 1, 2015.

1.1.2 Gender by Rank (Research-stream)

From a different viewpoint, we provide the distribution across ranks for male and female faculty, respectively. These data will reflect changes in hiring trends, e.g. if the representation in recent hiring is different from the past, and that hiring has been concentrated in lower ranks. It may also suggest past or future trends in promotion and tenure.

Figure 2 Research-stream Faculty in Education by Department and Gender (as of July 1, 2015).
Faculty of Education departments: Curriculum and Pedagogy; Educational Studies; Educational and Counseling Psychology, and Special Education; Language and Literacy Education; School of Kinesiology.
1.2 Gender Representation: Academic Leadership Positions

Figure 3 Female and Male Research-stream Faculty by Rank in UBC Education (as of July 1, 2015). Includes 80 women and 66 men faculty.

Figure 4 Female and Male Academic Leaders by Position Category in UBC Education (as of Oct. 31, 2014). Includes six women and ten men. See Table 2 for positions included.

Figure 5 Representation of Women and Men in Faculty of Education's Leadership by Position Category (as of Oct. 31, 2014). See Table 2 for positions included.
2 New Appointments in Past Ten Years

2.1 Gender Representation in Tenure-stream Faculty Members Newly Hired in 2005-2015

![Bar chart showing gender representation in tenure-stream faculty members appointed in 2005-2015.]

Figure 6 Tenure-stream Faculty Appointed in Period of July 1, 2005 to June 30, 2010 and of July 1, 2010 to June 30, 2015, respectively, by Rank and Gender in UBC Education. Note: Rank of Professor of Teaching was introduced into the teaching stream at UBC as of July 1, 2011.

![Bar chart showing gender representation in tenure-stream faculty members appointed in 2005-2015 by department and gender.]

Figure 7 Tenure-stream Faculty Appointed in Period of July 1, 2005 to June 30, 2015, in Education by (Current) Department and Gender. Faculty of Education departments: Curriculum and Pedagogy; Educational Studies; Educational and Counseling Psychology, and Special Education; Language and Literacy Education; and School of Kinesiology.

(2.2 Gender Representation in Academic Leadership Positions Newly Hired in 2005-2015)

Complete data not available at this point.
3 Tenure and Promotions in Past Ten Years

Note for 3.1-3.3: Histograms include ‘active’ and past research-stream faculty, and are presented as percentage of women tenured/promoted and men tenured/promoted, respectively, within July 1, 2005 to June 30, 2015. Times to tenure and promotions do not account for leaves/tenure clock extensions.

Tenure and promotion data are shown for faculty who started in a tenure-stream position between July 1, 1992 and June 30, 2015.

3.1 Time to Tenure and First Promotion for Research-stream Faculty

In 2005-2015, forty-seven tenure-track Assistant professors got promoted to Associate Professor. For two of these (both women), it took more than eight years to 1st promotion (nine and 12 years); one having received tenure at rank of Assistant Professor seven years after the tenure-stream appointment, and promotion to Associate Professor after five additional years. Note, these times do not account for leaves.

One tenure-track Assistant professor (a woman) got tenure without promotion seven years after appointment. One faculty member (a woman) who had started at rank of tenure-track Associate Professor got promoted to Full Professor after seven years. Both these cases are included in Time-to-Tenure graph in Figure 8.

In past ten years, three tenure-track Assistant professors (one women, two men) left UBC 4-7 years after their tenure-stream start date.

See section 3.4 on special progress cases.

![Figure 8 Time to Tenure and 1st Promotion in Past Ten Years for Research-stream Faculty by Gender.](image)

Includes faculty with effective date of tenure and promotion, respectively, in 2005-2015. Time to Tenure/Promotion = Years to tenure/promotion since hire into tenure-track position.
3.2 Time to Second Promotion (to Full Professor)

For five of the 33 faculty included in first tenure-stream position at UBC was at rank of Associate Professor (three women with 4-15 years, two men with 3-6 years to promotion to Full Professor).

For the other 27 faculty whose starting position was at rank of Assistant Professor (26 tenure-track, one tenured), time to promotion to Full Professor since hire was 8-18 years for 15 female faculty, and 7-13 years for 12 male faculty.

3.3 Status of Associate Professors

Table 3 Active Faculty Eight or More Years at Rank of Tenured Associate Professor by Gender.

<table>
<thead>
<tr>
<th>Active Associate Professors (Tenured)</th>
<th>Total</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Assoc. Prof. (2015)</td>
<td>35</td>
<td>24</td>
<td>11</td>
</tr>
<tr>
<td>Active Assoc. Prof. at this rank for ≥ 8 years with time range at rank of Assoc. Prof.</td>
<td>13 (37%)</td>
<td>10 (42%)</td>
<td>3 (27%)</td>
</tr>
<tr>
<td>8-21 years</td>
<td>8-21 years</td>
<td>8-13 years</td>
<td></td>
</tr>
</tbody>
</table>

Figure 9 Time to 2nd Promotion (to Full Professor) by Gender in UBC Education.

Time to 2nd Promotion = Years to promotion since date of 1st promotion (to Assoc. Prof.) or since date of hire into tenured Assoc. Prof. position (with effective date in 1992-2015); chart includes faculty with effective date of 2nd promotion in 2005-2015.
3.4 Special Tenure-stream Cases – Summary for Faculty of Education

Out of 164 faculty who started in a teaching- or research-stream position at UBC and became member of Education between July 1, 1992 and June 30, 2015,

- two faculty members (active in Education as of July 1, 2015) started tenure stream in a different Faculty (Applied Science, Arts);
- one faculty member (active in Education as of July 1, 2015) had started as Instructor 1 and transferred to tenure-track Assistant Prof. nine months later;
- three faculty members (two women, one man) had been hired into rank of (grant) tenure-track Associate Professor. The two women got promoted to Full Professor after 7-8 years. The third left 2.5 years after his hire;
- one faculty (a woman) was hired into a tenured Assistant Professor position (out of 114 Assistant professors hired in total since 1992);
- one faculty (a man) who started as tenure-track Assistant Professor became Full Professor twelve years later (probably a re-hire).

4 Salary

4.1 Salary Increase Data

In Tables 4-6, the salary increase awards Merit/PSA are compared with eligibility of women faculty. Note that the retention data are for 2007-2013.

Table 4 Merit and PSA Money Awarded to Female Faculty (Including Lecturers) in Comparison to Representation of Women among Total Faculty Eligible for these Awards (2007-2013).

Awards shown as percentage of total Merit/PSA received by Education faculty.

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Range of % Women Eligible in 2007-2013</th>
<th>Avg % Merit &amp; PSA to Women 2007-2013</th>
<th>% Merit &amp; PSA 2012</th>
<th>% Merit &amp; PSA 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Merit</td>
<td>PSA</td>
<td>Merit</td>
</tr>
<tr>
<td>Education</td>
<td>54-56%</td>
<td>54%</td>
<td>57%</td>
<td>53%</td>
</tr>
</tbody>
</table>

Notes: There may be some effect due to different gender representation in different ranks, in particular, full-time lecturers.

Table 5 Merit/PSA Awards to Female Faculty in Comparison to Representation of Women in Education Faculty (2014).

Awards shown as percentage of total retention received by Education faculty.

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Eligibility</th>
<th>2014 merit $(W)$</th>
<th>2014 merit: # of awards</th>
<th>2014 PSA $</th>
<th>2014 PSA : # of awards</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education (including lecturers)</td>
<td>56%</td>
<td>56%</td>
<td>56%</td>
<td>57%</td>
<td>60%</td>
</tr>
<tr>
<td>Education – not including lecturers</td>
<td>56%</td>
<td>56%</td>
<td>56%</td>
<td>57%</td>
<td>60%</td>
</tr>
</tbody>
</table>
Bars show the difference between the % faculty eligible for Merit/PSA increase that are women and % awarded (in $). Bars to the left (< 0) indicate the % awarded is below the % women faculty eligible. Data for 2012-13 includes both tenure stream faculty and term faculty eligible for increases (e.g. some 12 month full time lecturers and 12 month term faculty positions without review). Data for 2014 is for tenure stream faculty only.

**Table 4** Retention Money Awarded to Female Faculty in Comparison to Representation of Women among Faculty (2007-2013). Awards shown as percentage of total retention received by Education faculty.

<table>
<thead>
<tr>
<th>Faculty</th>
<th>Average %Retention Awarded to Women 2007-2013</th>
<th>% Retention Awarded to Women 2012 and 2013 (combined)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education</td>
<td>37.9%</td>
<td>12%</td>
</tr>
</tbody>
</table>
4.2 Starting Salaries of Tenure-track Assistant Professors

Figure 10 Starting Salary of Faculty who started as Tenure-track Assistant Professor in Past 15 Years, by 5-year Period of Starting Dates and Gender. Within the 5-year periods, salaries are shown as a percentage of the salary median; and faculty per salary category are shown as a percentage of total women and total men, respectively.
4.3 Current Salaries of Research-stream Faculty

The Assistant Professor cohort includes 28 tenure-track and two tenured faculty. The Associate Professor cohort includes 38 tenured faculty. The Full Professor cohort includes 78 tenured faculty.

Figure 11 Current Salary of Active Faculty (2015) in Education by Rank and Gender.
Within each rank, salaries are shown as a percentage of the median, and numbers of faculty per salary category are shown as a percentage of total women and total men, respectively.