

Faculty Report – Diversity and Equity 2015: UBC Arts

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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 **Error! Reference source not found.**

Tenure-stream faculty ranks and abbreviations included in this report are listed in **Error! Reference source not found.**

See Table 3 for units included in the departmental groupings of the Faculty of Arts.

Table 1 Categories of Academic Leadership Positions Reported for Current Faculty and New Appointments.

Category	Associate and Vice Dean	Heads and Directors	Other academic managers
Job titles included	<ul style="list-style-type: none"> • Associate Dean • Acting Associate Dean • Vice Dean (if applicable) • Associate Principal (if applicable) 	<ul style="list-style-type: none"> • Head • Acting Head • Director • Acting Director 	<ul style="list-style-type: none"> • Academic Administrator • Assistant Dean • Acting Assistant Dean

Table 2 Tenure-stream Faculty Ranks Included in this Report.

Tenure stream (Ten-str)	Research and Teaching Stream (RES)			Teaching Stream (TEACH)	
Summary rank in report	Assistant Professor (Asst Prof)	Associate Professor (Assoc Prof)	Professor (Full Prof)	Instructor 1 (Instr 1)	Senior Instructor + Professor of Teaching (Sr Instr + PoT)
Job titles included	<ul style="list-style-type: none"> • Asst Prof, ten-track • Asst Prof, grant ten-trk • Asst Prof, tenure • Asst Prof, grant tenure • Instr 2, ten-track 	<ul style="list-style-type: none"> • Assoc Prof, tenure • Assoc Prof, grant tenure • Assoc Prof, tenure-track • Assoc Prof, grant ten-trk 	<ul style="list-style-type: none"> • Prof, tenure • Prof, grant tenure • Prof, University Killam 	<ul style="list-style-type: none"> • Instr 1, ten-track • Instr 1, grant ten-trk 	<ul style="list-style-type: none"> • Sr Instr, tenure • Sr Instr, ten-trk • Prof of Teaching, tenure

Table 3 Faculty of Arts – Departmental Groupings Used in this Report.

<u>Creative and Performing Arts</u>	<u>Humanities</u>	<u>Institutes and Professional Schools</u>	<u>Social Sciences</u>
<ul style="list-style-type: none"> • ArtHistory, Visual Art & Theory • Music, School of • Theatre and Film 	<ul style="list-style-type: none"> • Asian Studies • Classical, Nr. Estrn & Relign Std • Ctrl, Estrn, Nrthrn Europe Stud. • English • French, Hispanic & Italian Std • History • Philosophy 	<ul style="list-style-type: none"> • Asian Research, Institute of • Inst. Gndr, Race, Sex, Socl Justce • Liu Inst. for Global Issues • Creative Writing Program • Journalism, School of • Libry Arch & Info Studies, Sch • Social Work 	<ul style="list-style-type: none"> • Anthropology • Economics • Geography • Linguistics • Political Science • Psychology • Sociology

1. Faculty Representation and Hiring

1.1 Gender Representation: Tenure-stream Faculty

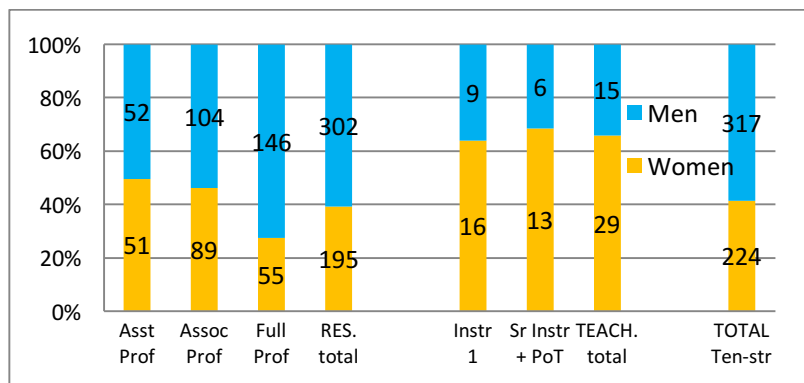


Figure 1 Representation of Tenure-stream Women and Men Faculty as of July 1, 2015 for total Faculty of Arts, Similar trends observed when reported by Departmental Groupings: Creative and Performing Arts, Humanities, Institutes and Professional Schools, Social Sciences.

1.1.2 Distribution of Female and Male Faculty across Ranks

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.

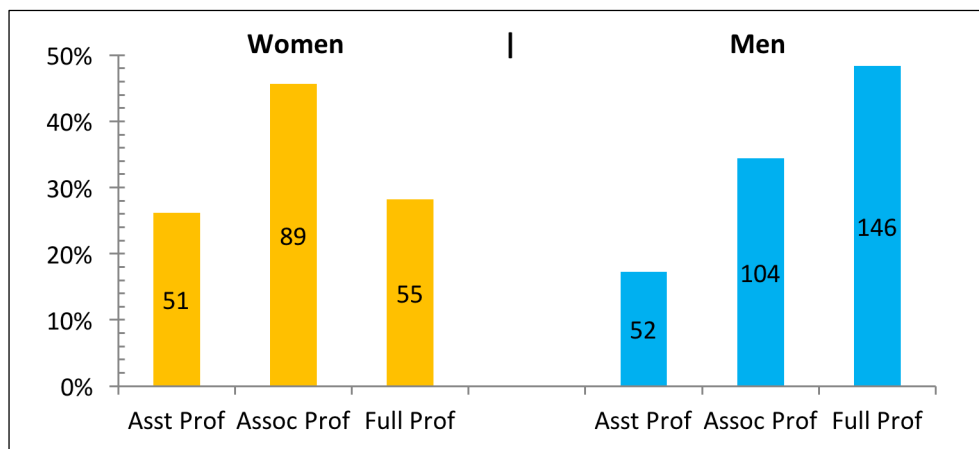


Figure 2 Female and Male Tenure-stream Faculty by Rank (2015).

2.1 Gender Representation in Newly Hired Tenure-stream Faculty Members by Rank in 2005-2010 and 2010-2015

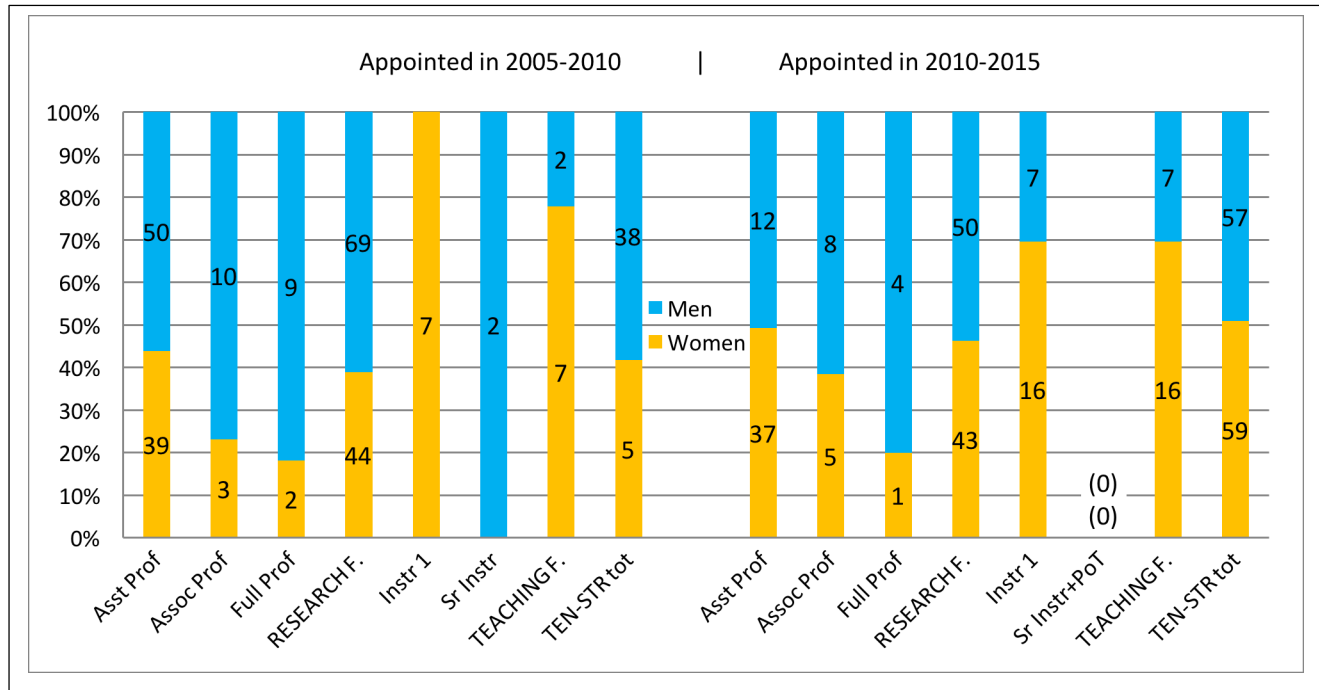


Figure 3 Tenure-stream Faculty Appointed in period of July 1, 2005 to June 30, 2010 and of July 1, 2010 to June 30, 2015, respectively, by Gender in the Faculty of Arts.

Rank of Professor of Teaching was introduced into the teaching stream at UBC as of July 1, 2011.

3 Time to Promotions in Past Ten Years (2005-2015)

Histograms include 'active' and past faculty, and show percentage of women tenured/ promoted and men tenured/ promoted, respectively, in the time window 2005-2015. Times to tenure and promotion do not account for leaves or tenure clock extensions.

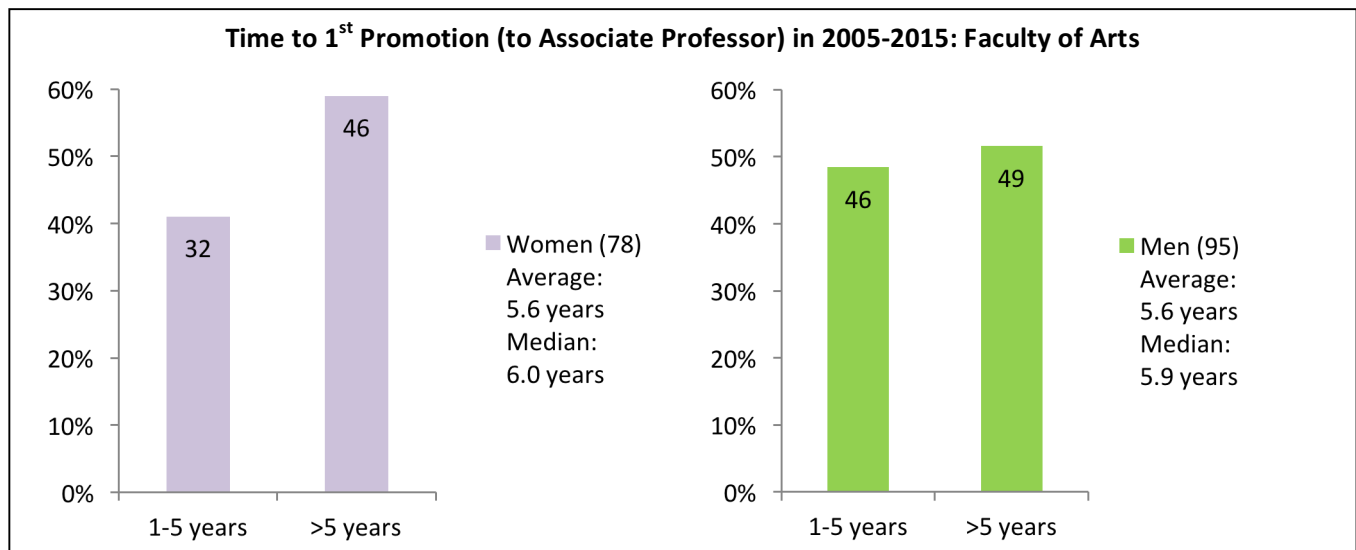


Figure 4 Time to 1st Promotion (to Associate Professor) by Gender for Faculty of Arts Time to 1st Promotion = Years to promotion since hire into tenure-track position with tenure-stream effective date in or after 1992; includes faculty with effective date of 1st promotion in 2005-2015.

NOTE: Obvious differences when observed by Departmental Groups:

Creative and Performing Arts and Institutes and Professional Schools : roughly 80% of female faculty had time to promotion as > 5 years, while for male faculty in these groups there were less than 50% with time to promotion >5 years

Humanities: Around 60% of both female and male faculty has first promotion in 5 years or less:

3.3 Time to 2nd Promotion by Departmental Grouping and Gender

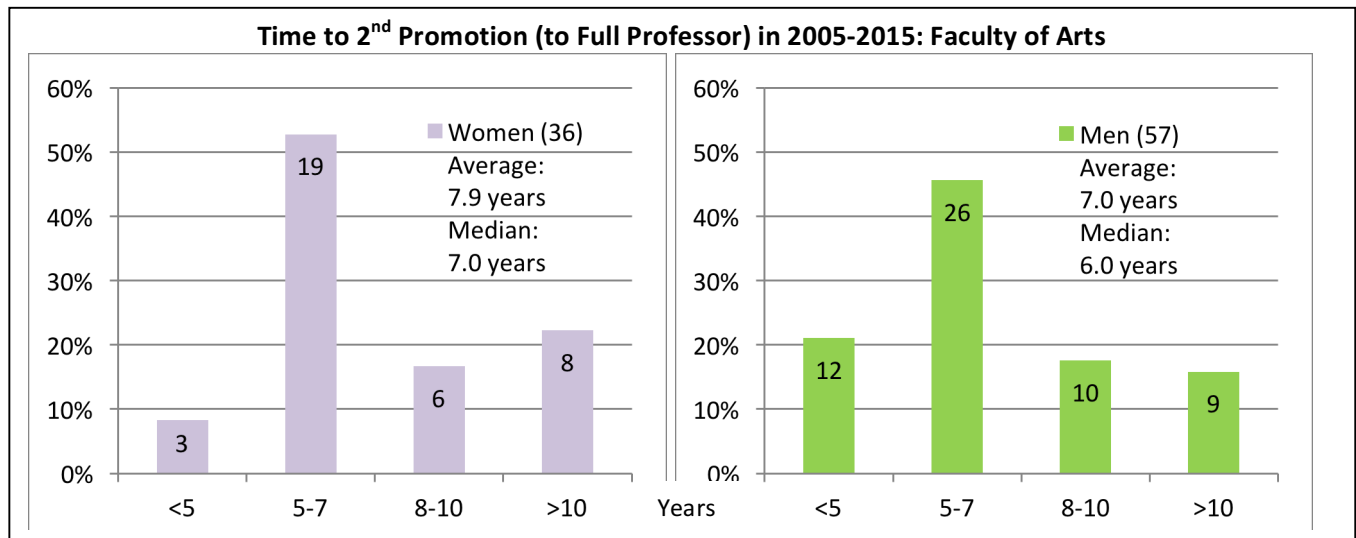


Figure 5 Time to 2nd Promotion (to Full Professor) by Gender for Faculty of Arts and.

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 or after 1992; for faculty with effective date of 2nd promotion in 2005-2015.

Similar trends by Departmental Groupings, except for Humanities, where time to second promotion was more evenly spread across different time ranges

3.4 Status of Associate Professors: Years at Rank in 2015

Table 4 Years at Rank of Associate Professor by Departmental Grouping and Gender

¹⁾ as of July 1, 2015. ²⁾ Actual number and percentage (in parentheses) of all active Associate Professors.

Faculty of Arts: Active Associate Professors	Total	Women	Men
Active Assoc. Prof. ¹⁾	189	88	101
Active Assoc. Prof. at this rank for ≥ 8 years ²⁾ with time range at rank of Assoc. Prof. ¹⁾	58 (31%)	29 (33%)	29 (29%)
	8-23 years	8-21 years	8-23 years

4.1: Arts: Salary Increase Data:2007-2014

In Tables 1-3, the salary increase awards – retention and Merit/PSA – are compared with eligibility and representation of women, respectively. Note that the retention data are for 2007-2013.

Merit/PSA

Table 1 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 Arts faculty.

Faculty	Range of % Women Eligible in 2007-2013	Avg % Merit & PSA to Women 2007-2013		% Merit & PSA to Women 2012		% Merit & PSA to Women 2013	
		Merit	PSA	Merit	PSA	Merit	PSA
Arts	38.1-42.8%	36%	34.1%	39.7%	37.7%	37.5%	29.5%

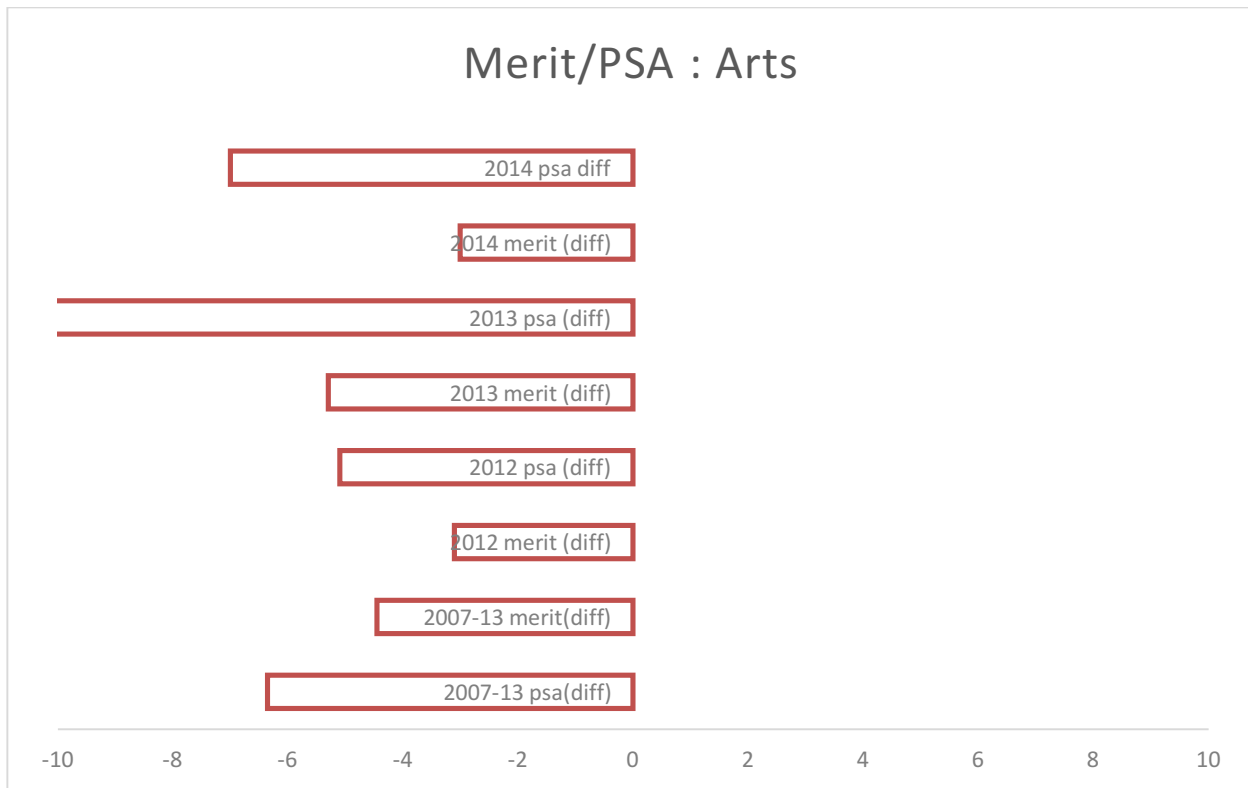
Notes: There may be some effect due to different gender representation in different ranks, in particular, full-time lecturers.

Table 2 Merit/PSA Awards to Female Faculty in Comparison to Representation of Women in Arts Faculty (2014).

Awards shown as percentage of total merit or psa \$ or awards received by Arts faculty.

Faculty	Representation: Women	2014 merit \$ (M/F)	2014 merit: # of awards	2014 PSA \$	2014 PSA : # of awards
Arts (including lecturers)	45% (?)	39%	40%	34%	37%
Arts– not including lecturers	41%	38%	39%	34%	36%

SUMMARY: MERIT/PSA data:



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.

Retention data:

Table 3 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 Arts faculty.

Faculty	Average %Retention Awarded to Women 2007-2013	% Retention Awarded to Women 2012 and 2013 (combined)
Arts	31%	40%