

Faculty Report – Diversity and Equity 2015: UBC Sauder School of Business

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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 *Table 2*.

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 and Abbreviations Used in this Report

Tenure stream (Ten-str)	Research and Teaching Stream (RES)			Teaching Stream (TEACH)	
	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, tenure-track • Asst Prof, grant ten-trk • Asst Prof, tenure • Asst Prof, grant tenure • Instr 2, tenure-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, tenure-track • Instr 1, grant ten-trk 	<ul style="list-style-type: none"> • Sr Instr, tenure • Sr Instr, ten-trk • Prof of Teaching, tenure

1 Gender Representation in 2015: Academic Leadership and Tenure-stream Faculty

1.1 Gender Representation: Tenure-stream Faculty

1.1.1 Tenure-stream Ranks by Gender

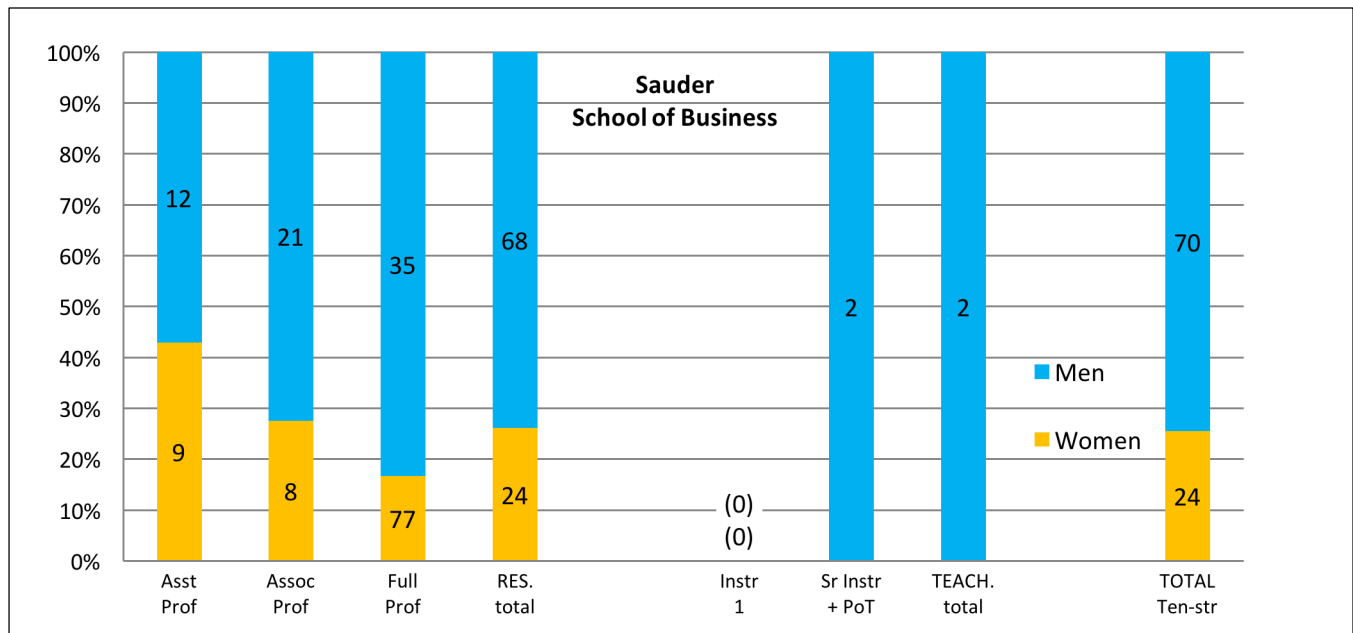


Figure 1 Representation of Tenure-stream Women and Men Faculty in the Sauder School of Business as of July 1, 2015.

1.1.2 Gender by Research-stream Rank

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.

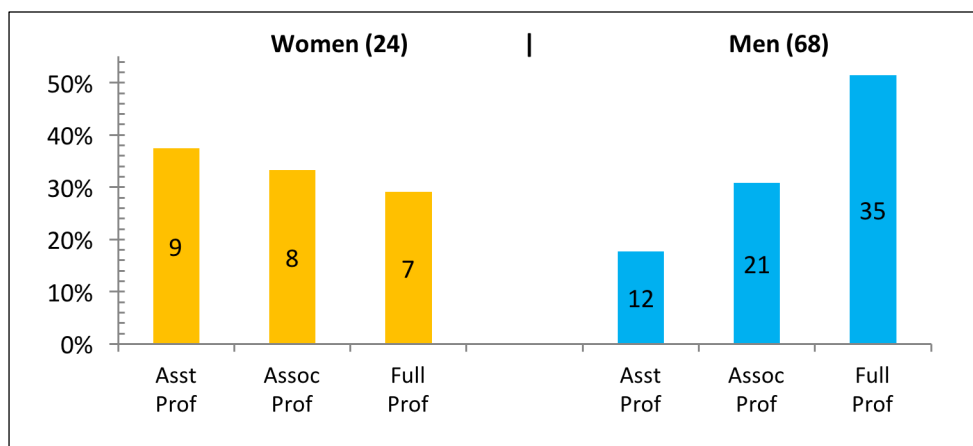


Figure 2 Female and Male Research-stream Faculty by Rank in the Sauder School of Business as of July 1, 2015.

(1.2 Gender Representation: Academic Leadership Positions)

2 New Appointments in Past Ten Years

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

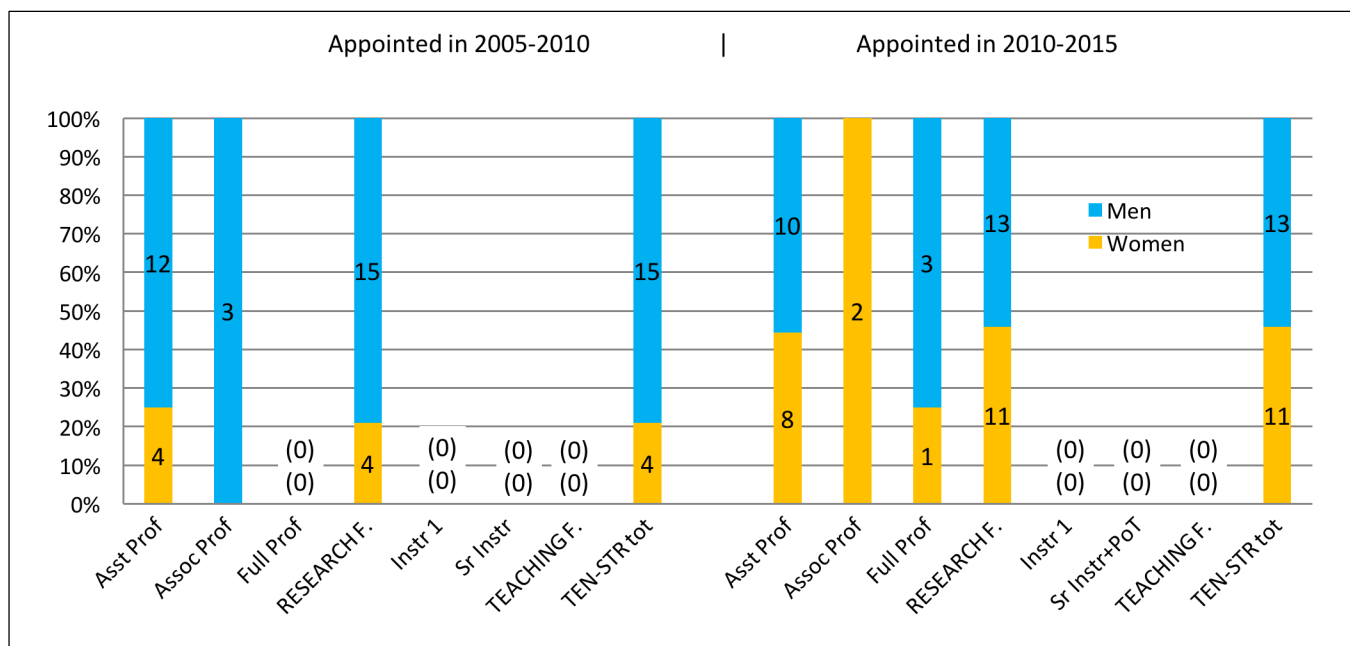


Figure 3 Tenure-stream Faculty Appointed in Period of July 1, 2005 to June 30, 2010 and of July 1, 2010 to June 30, 2015, respectively, by Gender in the Sauder School of Business. Note: Rank of Professor of Teaching was introduced into the teaching stream at UBC as of July 1, 2011.

(2.2 Gender Representation in Newly Hired Academic Leadership Positions in 2005-2010 and 2010-2015)

3 Tenure and Promotions in past Ten Years (2005-2015)

Note for 3.1-3.3: Histograms include 'active' and past 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 promotion do not account for leaves/tenure clock extensions.

There are 117 faculty who started in tenure-stream positions (Teaching or Research-and-Teaching stream) between July 1, 1992 and June 30, 2015. Sixty-six of the 117 are 'active' faculty.

3.1 Time to Tenure for Research-stream Faculty by Gender

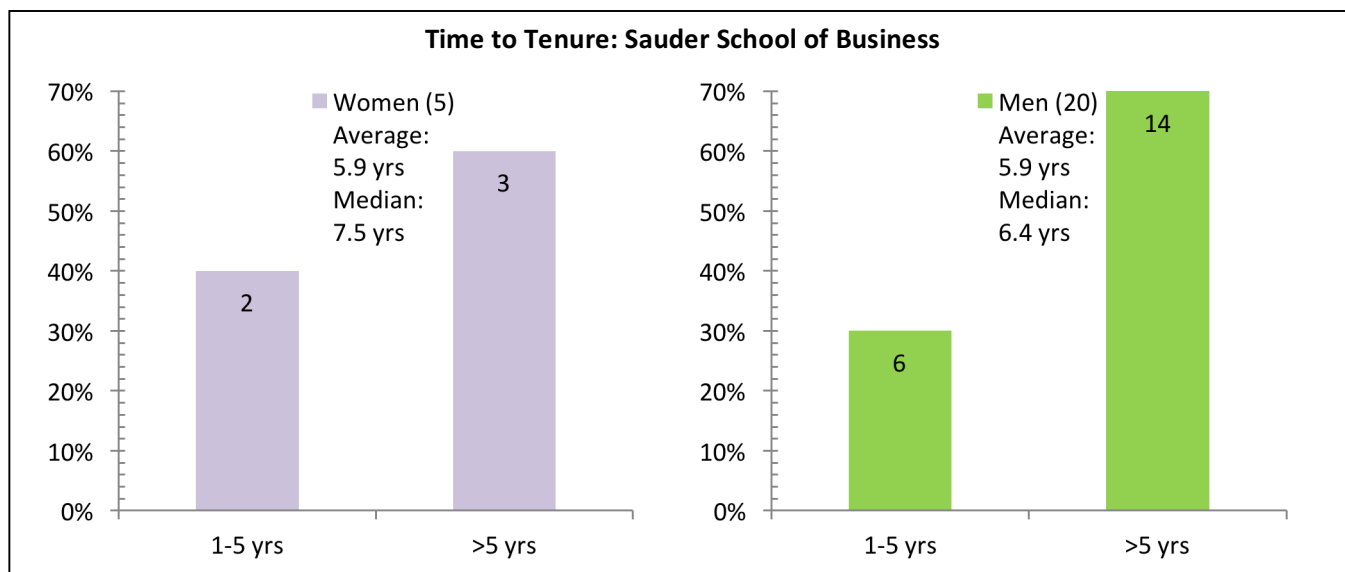


Figure 4 Time to Tenure in past Ten Years for Research-stream Faculty by Gender the Sauder School of Business
 Time to Tenure = Years to tenure since hire into tenure-track position, with tenure-stream effective date in 1992-2015; includes faculty with effective date of tenure in 2005-2015.

3.2 Time to 1st Promotion (to Associate Professor) by Gender

In 2005-2015, a total of 23 tenure-track faculty got 1st promotion to Associate Professor in the School of Business; see Figure 5.

For 17 faculty members (8 women, 9 men), it took between 8 and 15 years to 1st promotion. Note, these times do not account for leaves.

See section 3.5 on special cases.

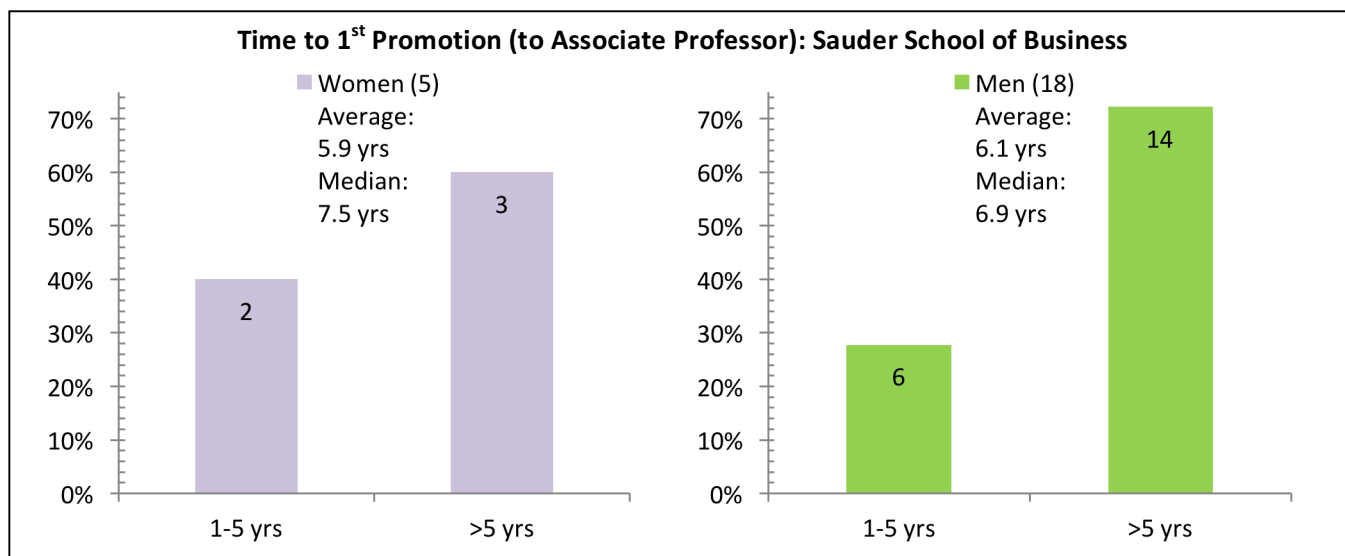


Figure 5 Time to 1st Promotion (to Associate Professor) in past Ten Years for Research-stream Faculty by Gender the Sauder School of Business. Time to 1st Promotion = Years to promotion since hire into tenure-track position with tenure-stream effective date in or after 1992; includes faculty with effective date of 1st promotion in 2005-2015. Times do not account for any leaves.

3.3 Time to 2nd Promotion (to Full Professor) by Gender

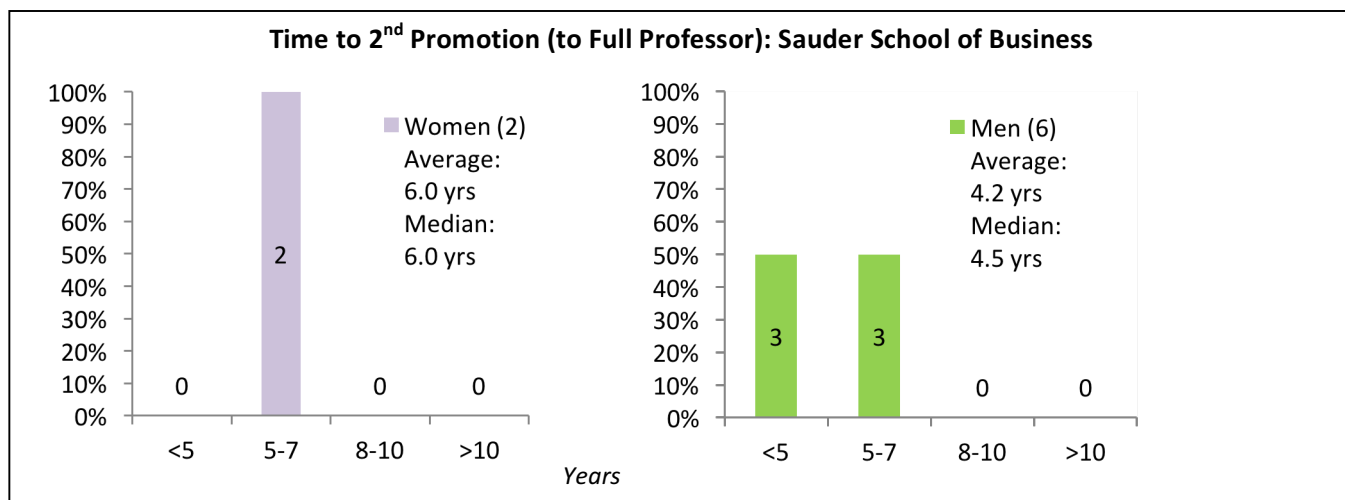


Figure 6 Time to 2nd Promotion (to Full Professor) by Gender, in the School of Business. Time to 2nd Promotion = Years to promotion since date of 1st promotion (to Assoc. Prof.) or since date of hire into tenured Assoc. Prof. position (with effective date in 1992-2015); for faculty with effective date of 2nd promotion in 2005-2015.

Time to Promotion to Full Professor since hire into tenure-track Asst. Prof. position was 12-15 years for the two female faculty promoted to Full Professor in 2005-2015, and 6-11 years for three male faculty. Three of the six men faculty had been hired as Assoc. Prof. (with tenure) and were 2-5 years at this rank.

Of the eight faculty included in Figure 6, seven are active (i.e. did not retire or leave UBC), two women and five men (as of July 1, 2015).

3.4 Status of Associate Professors: Years at Rank in 2015

Table 3 Years at Rank of Active, Tenured Associate Professors by Gender, in the School of Business

Actual number and percentage (in parentheses) of active Associate Professors.

Active Associate Professors (Tenured)	Total	Women	Men
Active Assoc. Prof. (2015)	25	6	19
Active Assoc. Prof. at this rank for ≥ 8 years with time range at rank of Assoc. Prof.	8 (32%)	2 (33%)	? (18%)
	8-20 years	8-16 years	8-20 years

3.5 Special Tenure-track Cases – Summary for Sauder School of Business

Out of 117 faculty who started in a teaching- or research-stream position at UBC and became member of the School of Business between July 1, 1992 and June 30, 2015,

- Two faculty members started tenure stream in a different Faculty: one in Arts, and one Medicine; (both are active in the School of Business as of July 1, 2015).
- One faculty member (a man), who had started as tenure-track Assistant Professor, transitioned from research to teaching stream: he got tenure as Senior Instructor after 7 years; and has been at this rank for 2 years now (as of July 1, 2015).

One faculty member (a man) had been hired as tenure-track Associate Professor; got tenure after two years; and (as of July 1, 2015) has been at this rank for 12 years (this case is included in

- Table 3).

- One faculty member (a man) had started as Instructor 2 and transferred to position of a tenure-track Assistant Professor. (Note: We don't have date of this change. This faculty is not at Sauder anymore (don't have termination date).)
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4 Salary

4.1 Faculty Salary Increase Data

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

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 Sauder 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
Sauder	18.8-23.4%	19.1	18.7	19.9	18	28.3	20.0

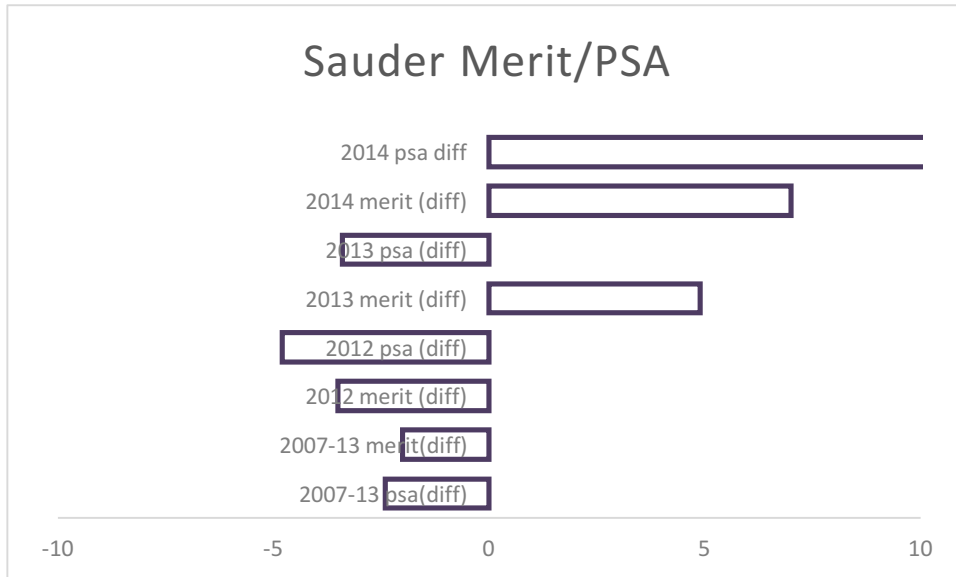
Notes: There may be some effect due to different gender representation in different ranks, in particular, full-time lecturers.

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

Awards shown as percentage of total merit/psa received by Sauder tenure -stream faculty.

Faculty	Eligibility	2014 merit \$ (W)	2014 merit: # of awards	2014 PSA \$	2014 PSA : # of awards
Sauder not including lecturers	26%	30%	24%	35%	18%

Sauder Merit/PSA



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 3 Retention Money Awarded to Female Faculty. Awards shown as percentage of total retention received by APSC female faculty.

Faculty	Average %Retention Awarded to Women 2007-2013	% Retention Awarded to Women 2012 and 2013 (combined)
Sauder	21.3%	40%