**SNAPSHOTS: WOMEN FACULTY INITIATIVES, FACULTY PROCESSES, and DATA**

**FACULTY HIRING:**

Since the fall of 2011, with nearly full coverage of all UBC-V Faculties since early 2012, faculty hiring committees have received an [orientation](http://vpacademic.ubc.ca/faculty-equity-and-diversity-initiatives/resources-for-hiring-committees/) on equity and diversity and good hiring processes.

For 2012-2014: Average annual % of women hired into tenure-stream appointments: 46%

Previous 10 years (2002-2011): Average annual % of women hired into tenure-stream appointments: 35.4%

The recently estimated talent pool is 40% women. The increase in representation in the hiring has been supported through a combination of multi-level efforts at Central, Faculty, and department levels.

The chart below gives this data based on previous data collected as part of the annual equity data (lines), together with the hiring data for 2014 added as \* (equity data for 2014 not yet released).

Other supports for Faculty hiring: [Dual Career](http://vpacademic.ubc.ca/dual-careers-at-ubc), [Childcare priority spaces](http://vpacademic.ubc.ca/files/2012/11/childcare_external_Sep2014.pdf), and [Faculty Homeownership](http://planning.ubc.ca/vancouver/planning/policies-plans/faculty-home-ownership-program-ubcs-vancouver-campus-welcome) programs have all received significant upgrades to support the recruitment of a diverse faculty.

**LEADERSHIP:**

Leadership data from 2013 shows a strong representation of women faculty at the AVP (75%) and Associate Dean (37%) levels, as well as for faculty in a collection of other academic administrative positions (approximately 43%). We have seen an increase in the representation of women in Associate Dean for Research positions, which have been below faculty representation prior to 2014.

Representation of women at mid-level academic executive positions – Deans (9%) and heads (23%) – continues to be low. Part of the issue for department heads may be that the % of full professors that are women is still below 25% (see section on Tenure and Promotion above). Representation at the President and VP level is 30%, somewhat below peer institutions.

In 2012-2014, we ran several [Leadership Fora](http://vpacademic.ubc.ca/faculty-equity-and-diversity-initiatives/gender-and-diversity-in-leadership/) to support gender diversity and women faculty in leadership, with Faculty level follow-up plans. Nine faculties and over 160 women faculty have participated. Furthermore, a Leadership Advisory Group has recommended [three initiatives](http://vpacademic.ubc.ca/faculty-equity-and-diversity-initiatives/gender-and-diversity-in-leadership/) to be integrated into UBC’s Leadership programs. We are presently working on elements of the Career Advancement Series.

Note: This data does not include hiring of academic administrators at the level of Deans or above

**FACULTY SALARY INCREASES:**

We have seen a decrease in the number of UBC-V Faculties in which the % of merit awards to female faculty is below the representation of women faculty (among those eligible for a merit increase).

From 2007-2012: 8 out of the 11 UBC-V Faculties awarded merit to women faculty at an average % below their representation.

In 2012, 6 out of 11 UBC-V Faculties awarded merit to women faculty at a % below their representation.

In 2013, 2 out of 11 Faculties UBC-V Faculties awarded merit to women faculty at a % below their representation.

We anticipate that a number of factors have contributed to this change: The Gender Pay Equity Initiative has emphasized the importance of salary increases, and we have been working with Faculties to improve their merit processes, as summarized in the [merit review guidelines](http://vpacademic.ubc.ca/faculty-equity-and-diversity-initiatives/salary_increases/?login):

We have seen similar trends for PSA awards, although there has been more variability. In contrast, Retention awards in 2012-2013 were awarded to women faculty at a level well below their representation in 6 out of the 8 Faculties giving these awards. In 2007-2013, this result was observed in 6 out of 10 Faculties.

**TENURE AND PROMOTION:**

From 2012 data, we found that the time from Asst to Assoc professor was longer for women faculty, and the difference between men and women increased for promotion from Assoc to Full Professor. Part of the difference is accounted for in maternity/parental/adoptive leaves taken, mainly for junior faculty. We are working with HR to produce a reliable data set to track this progress regularly.

In 2014, together with the chair of SAC we met with the Committee of Deans, to address problems in SAC coverage and in file preparation at the department level. Recent efforts have improved the recruitment for SAC, but we continue to find that not enough departments are sufficiently engaged in workshops and other support for improving their tenure and promotion processes. We are working with Dean’s offices to increase participation and awareness, and to improve processes.

**AWARDS:**

In 2014, the VPRI collected data on nominations and success rates of internal UBC research awards. The % of women faculty nominees/applications and winners has dropped steadily over the last 4-5 years, to levels well below that of the representation of women faculty at UBC.

This data was presented to the Associate Deans and VPRI committee, together with data on nominations/applications by department. A consistent follow-up plan has yet to be defined. Data on external awards also needs to be tracked.

**EXTERNAL REVIEWS:**

In 2013-2014, the UBC guidelines for academic external reviews were updated, and the large Faculties updated their Terms of Reference documents and self-study guidelines for departmental reviews. There is now more consistency across UBC, with the Faculty Review Terms of Reference also being updated. This appears to have improved the quality of the review teams’ reports.

There remains a considerable gap in terms of follow-up. Results of the reviews are reported to Senate, but there is no overall plan for follow-up to ensure that the recommendations and response are incorporated into future activities.

**MENTORING:**

In 2014, the UBC-V-wide mentoring program was expanded to arrange mentors for 50 junior women faculty and 20 mid-career and senior faculty. We are also working with Faculties to improve their mentoring programs at Faculty and department levels.

**FACULTY DATA:**

Obtaining reliable faculty data continues to be a challenge, particularly in collecting data that tracks faculty career progress. This is partly due to the fact that this data has to be extracted from HR/payroll data, which is not designed for this type of tracking. Starting at the end of November, we are using part of the Women in Leadership funding to focus .5 FTE in HR to improve this data collection.