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## **Memo – Executive Summary of Gender Ratio in NUFA (2012-13)**

**To:** NUFA Executive

**From:** The Women's Committee (Kathy Mantas, Lanyan Chen, Susan Srigley, Kurt Clausen)

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A request was made to the Women's Committee of NUFA to examine the gender ratios of its membership and their place within the hiring and tenure and promotion structure of the institution. To ascertain this information, statistics were obtained from the various faculties and from the resource base of NUFA.

### **Overall Male-Female Ratios**

In examining Table 1, certain features of the full-time membership of NUFA become apparent.

- In dealing with the general numbers without taking rank under consideration, 59% are male and 41% are female (or a 3-2 ratio).
- In terms of security within the university, 62.4% of male members are tenured, while 47.4% of female members are in the same position.
- There is a fairly equal balance of 10-month contracts, but a greater number of males (68%) who are presently holding limited term appointments (LTA).
- The position of Professor is dominated by males (94.1%), while the Associate and Assistant Professor positions have a 3-2 ratio of males to females (paralleling the overall ratio).
- A greater number of females have been recently hired into tenure-track positions (2-3 male-female ratio).

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Professor</b>	17	9.2	16	94.1%	8.7%	1	5.9%	0.5%
<b>Associate Professor</b>	66	35.7	40	60.6%	21.6%	26	39.4%	14.1%
<b>Assistant Professor</b>	21	11.3	12	57.1%	6.5%	9	42.9%	4.9%
<b>Assist. Prof. (Tenure-track)</b>	47	25.4	20	42.6%	10.8%	27	57.4%	14.6%
<b>Assist. Prof. (LTA)</b>	25	13.5	17	68.0%	9.2%	8	32.0%	4.3%
<b>Assist. Prof. (10 mo.)</b>	9	4.9	4	44.4%	2.2%	5	55.6%	2.7%
<b>TOTAL</b>	<b>185</b>	<b>100</b>	<b>109</b>		<b>59.0%</b>	<b>76</b>		<b>41.0%</b>

**Table 1**

## The Faculty of Arts and Science

In examining Table 2, certain features of the Arts and Science staff (representing 50.3% of the membership of NUFA) become apparent.

- In dealing with the general numbers without taking rank under consideration, 69% are male and 31% are female.
- In terms of security within the university, 64.1% of male members are tenured, while 51.7% of female members are in the same position.
- A majority of faculty in 10-month contracts are female (66.7%), but a majority of limited term appointments are male (83.3%).
- Again, the position of Professor is overwhelming held by males (88.9%), while the other two tenure positions have a majority of male representation. Males make up 69.2% of Associate Professors and 75% of Assistant Professors.
- A greater number of males (54.5%) have been recently hired into tenure-track positions than females (45.5%).

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Professor</b>	9	9.7%	8	88.9%	8.6%	1	11.1%	1.1%
<b>Associate Professor</b>	39	41.9%	27	69.2%	29%	12	30.8%	12.9%
<b>Assistant Professor</b>	8	8.6%	6	75%	6.5%	2	25%	2.2%
<b>Assist. Prof. (Tenure-track)</b>	22	23.7%	12	54.5%	12.9%	10	45.5%	10.8%
<b>Assist. Prof. (LTA)</b>	12	12.9%	10	83.3%	10.8%	2	16.7%	2.2%
<b>Assist. Prof. (10 mo.)</b>	3	3.2%	1	33.3%	1.1%	2	66.7%	2.2%
<b>TOTAL</b>	<b>93</b>		<b>64</b>		<b>69%</b>	<b>29</b>		<b>31%</b>

**Table 2**

## The Faculty of Education

In examining Table 3, certain features of the Education staff (representing 35.7% of the membership of NUFA) become apparent.

- In dealing with the general numbers without taking rank under consideration there appears to be a general gender balance within the faculty – 51.5% are male and 48.5% are female.
- In terms of security within the university, 61.8% of male members are tenured, while 53.1% of female members are in the same position.

- There is a fairly equal gender balance of professors who are in 10-month contracts or in limited term appointments.
- The position of Professor is currently held solely by males (100%), but there is more balance at the Associate and Assistant Professor levels (where females occupy 55% for both).
- A greater number of females (60%) have been recently hired into tenure-track positions.

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Professor</b>	7	10.6%	7	100%	10.6%	0	0	0
<b>Associate Professor</b>	20	30.3%	9	45%	13.6%	11	55%	16.7%
<b>Assistant Professor</b>	11	16.7%	5	45.5%	7.6%	6	54.5%	9.1%
<b>Assist. Prof. (Tenure-track)</b>	15	22.7%	6	40%	9.1%	9	60%	13.6%
<b>Assist. Prof. (LTA)</b>	11	16.7%	6	54.5%	9.1%	5	45.5%	7.6%
<b>Assist. Prof. (10 mo.)</b>	2	3%	1	50%	1.5%	1	50%	1.5%
<b>TOTAL</b>	66		34		51.5%	32		48.5%

**Table 3**

### **The Faculty of Applied and Professional Studies**

In examining Table 4, certain features of the APS staff (representing 14.1% of the membership of NUFA) become apparent.

- In dealing with the general numbers without taking rank under consideration there appears to be a gender imbalance incongruous with the general theme of the university – 42.3% are male and 57.7% are female.
- In terms of security within the university, 54.5% of male members are tenured, while only 26.7% of female members are in the same position.
- There is a fairly equal gender balance of professors who are in 10-month contracts or in limited term appointments.
- The position of Professor is held by one male (100%), but there is more balance at the Associate (6-5 ratio) and Assistant Professor levels (50-50).
- There is a complete gender balance at the limited term and 10-month level.
- A much greater number of females (80%) have been recently hired into tenure-track positions.

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Professor</b>	1	3.35%	1	100%	3.85%	0	0	0
<b>Associate Professor</b>	7	26.92%	4	57.14%	15.38%	3	42.86%	11.54%
<b>Assistant Professor</b>	2	7.69%	1	50%	3.85%	1	50%	3.85%
<b>Assist. Prof. (Tenure-track)</b>	10	38.46%	2	20%	7.69%	8	80%	30.77%
<b>Assist. Prof. (LTA)</b>	2	7.69%	1	50%	3.85%	1	50%	3.85%
<b>Assist. Prof. (10 mo.)</b>	4	15.38%	2	50%	7.69%	2	50%	7.69%
<b>TOTAL</b>	26		11		42.31%	15		57.69%

**Table 4**

## **Conclusions**

### ***From General Data***

In the past, there seems to have been a general gender imbalance in terms of hiring and tenure and promotion practices, as seen through the ratios in ranking. This may have been due to a great deal of factors: discrimination; female disinterest in working at Nipissing; lack of qualified female candidates, etc. However, this cannot be determined by the data. What can be seen is that Professors (who have presumably been here the longest) are made up almost exclusively of men. This speaks to hiring practices of a decade or two previously. Associate and Assistant Professors, who have presumably been here for less time, are comprised of more equitable (but still imbalanced) ratios. Most recently, there seems to be greater numbers of women who have been hired to tenure track positions (almost 60% of new hires are female). This would indicate that there has been a general effort by the university to counter-act this imbalance. If the present trend continues, it is conceivable that this imbalance could be righted in the near future.

### ***From the Faculty of Arts and Science***

In this Faculty, a general imbalance is most perceptible. Like all the other faculties, an imbalance remains in place from past events, with Professor positions being dominated by men (almost 90%). However, in this Faculty, males dominate even the ranks of recently promoted or tenured: males account for almost 70% of Associate Professors, and 75% of Assistant Professors. This imbalance has been somewhat rectified with the recent allocation of about 46% of tenure-track positions to women. However, if this trend continues, it may take some time to reach a gender balance in the Arts and Science faculty.

### ***From the Faculty of Education***

In sheer numbers, this faculty appears to be the most equitably distributed. This may, of course, be due to its history of female engagement in education. In fact, in examining the hiring and tenure and promotion numbers, it would appear that women play an equitable role throughout the ranks, excepting one area. The rank of Professor is dominated by males. Again, this may be due to its history. Until fairly recently, no Professors existed in the faculty (perhaps due to a discrimination of a different sort). Seeing the present figures, however, it is not inconceivable that this situation will be rectified in a few years (present data for 2013-14 indicate the faculty's first female Professor was announced).

### ***From the Faculty of Applied and Professional Studies***

As a newly-created faculty, it would not be expected to contain a solid base of tenured staff; the ones who are tenured appear to have been those who had migrated from the parent faculty (Arts & Science). Most recently, 80% of new hires (tenure track) have been female, and could lead to a new gender imbalance in the future.