

ANNUAL REPORT

May 1, 2012 – April 30, 2013

Committee Name: Women's Committee

Chair:

Fall Term (2012) – Derek Neal & Kathy Mantas (Co-Chairs)

Winter Term (2013) – Kathy Mantas (Chair)

Members:

Fall Term (2012) – Kurt Clausen, Lanyan Chen, Derek Neal, Kathy Mantas

Winter Term (2013) – Kurt Clausen, Lanyan Chen, Susan Srigley, Kathy Mantas

NUMBER OF MEETINGS HELD:

We had **six formal meetings** and **four informal meetings** over the year. Our meetings had **three foci**:

- exploring childcare space options for NUFA membership at Nipissing University,
- changing the name of the Women's Committee to reflect a more inclusive mandate on issues of equity and to better respond to shifts in the sector and in NUFA membership, and changing *Article 18.8 b* of the NUFA Constitution to reflect the changes in the name,
- and gathering and summarizing statistics on gender ratios in NUFA (2012-2013).

FORMAL MEETINGS HELD (6):

1. Wednesday, June 6, 2012 (1:00-2:00 p.m., A213)

Issues Discussed/Addressed:

We met David Smits, the VP of Facilities and Clinical Support Services for the North Bay Regional Health Centre (NBRHC), to discuss and explore a possible childcare facility/space partnership between the university and the hospital. Additionally, we discussed the creation of a joint survey that we could use to poll the NUFA membership about their childcare needs.

2. Tuesday, October 2, 2012 (2:00-3:00 p.m., R305)

Issues Discussed/Addressed:

We met to elect a chair, set priorities for the committee, and discuss the YMCA childcare needs survey sent by David Smits, via e-mail, to the committee. We decided that we needed to consult with the NUFA Executive before we proceeded any further with the survey (please see Wednesday, October 3, 2012 for details on follow-up meeting between Rob Breton and Kathy Mantas re: the survey).

3. Tuesday, October 30, 2012 (2:00-2:30 p.m., A202)

Issues Discussed/Addressed:

Rob Breton, Derek Neal & Kathy Mantas met with Bob Keech to discuss childcare options for faculty around campus. Bob Keech indicated that he was aware that there was a need for childcare at Nipissing University. As well, he agreed to actively pursue the childcare space

option with Canadore. Furthermore, he hoped to have news for us before the end of December 2012.

4. Tuesday, January 22, 2013 (12 noon – 1:00 p.m., A245/Kathy's office)

Issues Discussed/Addressed:

The committee met to discuss the update on the childcare space option from Bob Keech and the gender data that Sal Renshaw shared (Faculty of Arts & Science, 2011-2012) with Kathy Mantas. As well, the members revisited their mandate for January 2013 - April 2013. The committee members decided that they would continue to follow-up with the childcare space option for the NUFA membership at Nipissing University. Finally, the members agreed to compile data on gender stats (re: hiring and tenure and promotion) for the NUFA membership. Please see attached ***Executive Summary of Gender Ratio in NUFA, 2012-13.***

5. Tuesday, February 22, 2013 (1:30-2:30 p.m., B212)

Issues Discussed/Addressed:

The Women's Committee met with Bob Keech & Cheryl Sutton to share their visions for a childcare space for NUFA membership. More specifically, the committee looked at lab schools as a model for Nipissing University and provided Bob Keech with some data/examples to look at (links provided below).

<http://www.oise.utoronto.ca/ics>

(Dr. Eric Jackman Institute of Child Study)

<http://doe.concordia.ca/facilities-and-resources/observational-nursery/>

(Concordia University, Department of Education, Observational Nursery)

<http://www.ryerson.ca/ecs/researchlabs/elc/index.html>

(Ryerson Early Learning Centre)

<http://www.senecac.on.ca/community/newnhamlabschool.html>

(Seneca College, Newnham Campus Early Childhood Education Observation Laboratory Teaching School)

<http://www.senecac.on.ca/community/kolts.html>

(Seneca College, King Observation Laboratory Teaching School)

<http://www.elementaryed.ualberta.ca/en/Centres/ChildStudyCentre/AboutUs.aspx>

(University of Alberta, Child Study Centre Junior Kindergarten preschool)

<http://www.sfuchildcare.ca/>

Simon Fraser University

6. Tuesday, April 9, 2013 (11:30-1:00 p.m., R305)

Issues Discussed/Addressed:

The committee met to re-work, as needed, the rationale for changing the name of the committee from the *Women's Committee* to the *Gender Equity and Diversity Committee*. As well, the committee discussed and recommended changes to the NUFA Constitution 18.8 b, to reflect the name change of the committee. Sal Renshaw, the Chair of *Gender Equality and Social Justice*, was also invited to attend this meeting to help the committee with some of the wording changes mentioned above. **Please see attached letter/rationale, addressed to the NUFA Constitution Committee, for more details.**

INFORMAL MEETINGS HELD (3):**7. *Wednesday, October 3 (2012; 2:00-2:30 p.m., A245)*****Issues Discussed/Addressed:**

Kathy Mantas met with Rob Breton to share the childcare needs survey provided by David Smits and discuss how to proceed with the survey. Rob Breton recommended that the committee hold off on preparing and then sharing the survey with the NUFA membership until after he looked into the matter. As well, on behalf of the committee Rob Breton later met with the administration and Bob Keech to get more information regarding the status of their involvement with the NBRHC with respect to a joint childcare space. Additionally, Rob Breton suggested that the committee approach Sal Renshaw for more information on the gender statistics that she had collected for the Faculty of Arts and Science (2011-2013).

8. *Tuesday, October 23, 2012 (A245, 2:00-2:30 p.m.)***Issues Discussed/Addressed:**

Sal Renshaw met with Kathy Mantas to share the gender statistics that she gathered for Arts & Science (2011-2012). As well, the two of them discussed possible next steps with respect to looking more closely at issues of gender within the NUFA membership. This information was later shared with all the committee members and the committee discussed how to proceed with this issue.

9. *Tuesday, April 2, 2013 (A245, 1:30-2:00 p.m.)***Issues Discussed/Addressed:**

Kathy Mantas met with Rob Breton to discuss the process involved with respect to changing the name of the Women's Committee and making the necessary adjustments to the NUFA Constitution. This information was later shared with all the committee members.

Events Planned: None

Costs Incurred: None

ADDITIONAL COMMENTS:

Follow-up: Bob Keech is working through the issue of space management regarding a childcare space for NUFA membership. He will be meeting with the committee members on Tuesday, May 14, 2013 at 1:00 p.m. (B212) to provide an update regarding childcare space options.

Upcoming: The committee will be attending the upcoming NUFA Annual General Membership Meeting on Wednesday, May 8, 2013 at 2:30 (F210), to address any questions/concerns that arise regarding the changes to the name of the committee and NUFA Constitution (18.8 b, page 15).

Possible Event for 2013 – 2014:

The committee discussed the possibility of the Women's Committee planning an event (e.g., inviting a guest to speak to the NUFA membership and the broader Nipissing Community about *Gender Equity in Academia*) early in the calendar year. As well, this event would create a space for discussion and for the Women's Committee members to share the *Executive Summary of Gender Ratio in NUFA, 2012-13*.

Membership for 2013 – 2014:

Kathy Mantas will be on sabbatical next year. Roger Bernardes has offered to replace Kathy Mantas for the coming year. Kurt Clausen and Lanyan Chen have agreed to serve on the committee next year.

Attachments included with the NUFA Annual Report (May 2012 - April 2013):

1. Rationale/letter, addressed to the NUFA Constitution Committee, re: changing the name of the Women's Committee & the NUFA Constitution (page 15, 18.8 b)
2. Executive Summary of Gender Ratio in NUFA, 2012-13.

Report Prepared by: Kathy Mantas (Chair)

Date: Friday, April 26, 2013

Date: Friday, April 26, 2013

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)

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

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

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)
Professor	7	10.6%	7	100%	10.6%	0	0	0
Associate Professor	20	30.3%	9	45%	13.6%	11	55%	16.7%
Assistant Professor	11	16.7%	5	45.5%	7.6%	6	54.5%	9.1%
Assist. Prof. (Tenure-track)	15	22.7%	6	40%	9.1%	9	60%	13.6%
Assist. Prof. (LTA)	11	16.7%	6	54.5%	9.1%	5	45.5%	7.6%
Assist. Prof. (10 mo.)	2	3%	1	50%	1.5%	1	50%	1.5%
TOTAL	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)
Professor	1	3.35%	1	100%	3.85%	0	0	0
Associate Professor	7	26.92%	4	57.14%	15.38%	3	42.86%	11.54%
Assistant Professor	2	7.69%	1	50%	3.85%	1	50%	3.85%
Assist. Prof. (Tenure-track)	10	38.46%	2	20%	7.69%	8	80%	30.77%
Assist. Prof. (LTA)	2	7.69%	1	50%	3.85%	1	50%	3.85%
Assist. Prof. (10 mo.)	4	15.38%	2	50%	7.69%	2	50%	7.69%
TOTAL	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.

Date: Friday, April 12, 2013

From: Women's Committee Members

(Kathy Mantas, Kurt Clausen, Lanyan Chen, and Susan Srigley)

**Re: Rationale for request to change the name of the *Women's Committee*
& recommended changes to the *NUFA Constitution*, page 15, 18.8 (a) and (b)**

Dear NUFA Constitution Committee Members:

We, the *Women's Committee* members (2012 – 2013), would like you to consider changing the name of this committee from the *Women's Committee* to the ***Gender Equity & Diversity Committee***. We feel that this name change reflects a more inclusive mandate on issues of equity and better responds to shifts in the sector and in NUFA membership. As well, please make appropriate changes, as recommended below, to the NUFA Constitution (page 15, 18.8 b) to reflect this name change:

page 15, 18.8 (a) remains the same

- (a) This Committee shall be composed of 4 members.

page 15, 18.8 (b) changes to the following

- (b) This committee shall be responsible for addressing issues of gender equity and diversity in relation to NUFA members including systemic, cultural, and economic issues, particularly, although not exclusively, as they may pertain to discrimination.

page 15, 18.8 (b) currently states the following

- (b) This committee shall be responsible for addressing issues of the status of female academic staff, including systemic, cultural, and economic issues which particularly impact female academic staff members of NUFA.

We thank you in advance for taking the time to consider our request and recommendation. We look forward to hearing from you.

Regards,
Women's Committee