

## Memo – Executive Summary of Gender Ratio in NUFA (2013-14)

**To:** NUFA Executive

**From:** The Gender Equity & Diversity Committee (Roger Bernardes, Rosemary Nagy, Lanyan Chen, Kurt Clausen)

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As a follow-up to last year's request to examine the gender ratios of its membership and their place within the tenure and promotion structure of the institution, a survey was undertaken for a second year. To ascertain this information, statistics were obtained from the various faculties and from the resource base of NUFA.

**Table 1: Overall Male-Female Ratios**

### 2012-2013

	Overall	Male			Female		
	#	#	% (Group)	% (All)	#	% (Group)	% (All)
<b>FASBU</b>	185	109	58.9%	22.7%	76	41.1%	15.8%
<b>CASBU*</b>	296	138	46.6%	28.7%	158	53.4%	32.8%
<b>NUFA total</b>	481	247	51.4%		234	48.6%	

\*4 persons with cross-appointments are counted twice

### 2013-2014

	Overall	Male			Female		
	#	#	% (Group)	% (All)	#	% (Group)	% (All)
<b>FASBU</b>	191	107	56.00%	22.50%	84	44%	17.70%
<b>CASBU*</b>	285	138	48.40%	30.00%	147	51.60%	30.90%
<b>NUFA total</b>	476	245	51.50%		231	48.50%	

\*2 individuals unknown; 6 persons with cross-appointments are counted twice

In examining Table 1, we see near parity in the gender ratio across tenured, tenure-track, LTA and part-time academic staff as a whole. There is slight movement toward a gender balance in FASBU faculty with a shift from a male to female ratio of 59:41 to 56:44. However, as we see in the detailed FASBU breakdown further below, a vastly disproportionate number of males sit at full professor and a slightly disproportionate number of males sit at associate and assistant professor. For contract academic staff, the male-female ratio is at near parity for both years.

## ANALYSIS OF FASBU DATA

In examining Table 2 below, certain features of the membership of FASBU become apparent, along with slight shifts over the past year.

**Table 2: FASBU Male-Female Ratios by Rank**

### **2012-2013**

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Full</b>	17	9.2%	16	94.1%	8.7%	1	5.9%	0.5%
<b>Associate</b>	66	35.7%	40	60.6%	21.6%	26	39.4%	14.1%
<b>Assistant</b>	21	11.3%	12	57.1%	6.5%	9	42.9%	4.9%
<b>Assistant(t-t)</b>	47	25.4%	20	42.6%	10.8%	27	57.4%	14.6%
<b>Assistant(ltd)</b>	34	18.4%	21	61.8%	11.4%	13	38.2%	7.0%
<b>TOTAL</b>	<b>185</b>	<b>100</b>	<b>109</b>		<b>59.0%</b>	<b>76</b>		<b>41.0%</b>

### **2013-2014**

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Full</b>	20	10.5%	17	85.0%	8.9%	3	15.0%	1.6%
<b>Associate</b>	78	40.8%	43	55.1%	22.5%	35	44.9%	18.3%
<b>Assistant</b>	23	12.0%	13	56.5%	6.8%	10	43.5%	5.2%
<b>Assistant(t-t)</b>	37	19.4%	17	46.0%	8.9%	20	54.1%	10.5%
<b>Assistant(ltd)</b>	33	17.3%	17	51.5%	8.9%	16	48.5%	8.4%
<b>TOTAL</b>	<b>191</b>		<b>107</b>		<b>56.0%</b>	<b>84</b>		<b>44.0%</b>

- In terms of security within the university, 68.2% of male members are tenured (as compared to 62.4% in the previous year), while 57.1% of female members are in the same position (a rise from 47.4%).
- Unlike last year, there is a fairly equal balance of limited term contracts held by males and females.
- There is a fairly equal balance of males and females holding tenure track positions (a rise in males, and drop in females by almost 3%).
- Tenured Assistant Professor positions, while rising slightly in numbers, have remained constant in male female ratios (56.4%-43.5%)
- There has been a great rise in Associate Professor positions in the past year (12). In this shift, the sex ratios have shifted from 60.6%-39.4% male-female of last year, to 55.1%-44.9%. This represents a 5% shift towards balancing the sex ratio.
- The position of full professor is still dominated by males (85%). However, this does represent a 10% (2 people) gain in the number of female positions at this level.

## The Faculty of Arts and Science

In examining Table 3, certain features and shifts of the Arts and Science staff (representing 51.3% of the membership of NUFA, a rise of 1%) become apparent.

- In dealing with the general numbers without taking rank under consideration, 66.3% are male and 33.7% are female (a slight shift from last year of 69%-31%).
- In terms of security within the university, 67.5% of male members are tenured (as compared to 64.1% last year), while 72.7% of female members are in the same position (a significant rise from 51.7% last year of 9 more tenured).
- A majority of staff in limited term contracts are male (66.7%) although this is a drop from last year's number of 73.3%.
- There was a significant drop in tenure-track positions this year from 22 to 12 with 75% held by men. It may be assumed that the loss in this area was due to the granting of tenure.
- Associate Professors continue to grow in numbers from 39 to 45 in the past year (or 41.9% to 45.9%), with a shift in the male-female ratios (from 69.2%-30.8% to 62.2%-37.8%).
- The position of professor is overwhelming held by males (80%) although this is a decline from last year (88.9%).

**Table 3: Faculty of Arts and Science Male-Female Ratios by Rank**

### 2012-13

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Full</b>	9	9.7%	8	88.9%	8.6%	1	11.1%	1.1%
<b>Associate</b>	39	41.9%	27	69.2%	29%	12	30.8%	12.9%
<b>Assistant</b>	8	8.6%	6	75%	6.5%	2	25%	2.2%
<b>Assistant(t-t)</b>	22	23.7%	12	54.5%	12.9%	10	45.5%	10.8%
<b>Assistant(ltd)</b>	15	16.1%	11	73.3%	11.8%	4	26.7%	4.3%
<b>TOTAL</b>	<b>93</b>		<b>64</b>		<b>69%</b>	<b>29</b>		<b>31%</b>

### 2013-14

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Full</b>	10	10.2%	8	80%	8.2%	2	20%	2%
<b>Associate</b>	45	45.9%	28	62.2%	28.6%	17	37.8%	17.3%
<b>Assistant</b>	13	13.3%	8	61.5%	8.2%	5	38.5%	5.1%
<b>Assistant(t-t)</b>	12	12.2%	9	75%	9.2%	3	25%	3.1%
<b>Assistant(ltd)</b>	18	18.4%	12	66.7%	12.3%	6	33.3%	6.1%
<b>TOTAL</b>	<b>98</b>		<b>65</b>		<b>66.3%</b>	<b>33</b>		<b>33.7%</b>

## The Schulich School of Education

Going against the trend of rising numbers, the Faculty of Education lost 4 staff members this past year (over 6% of the staff), and now represents 32.5% of the NUFA membership (down from 35.7%). Some features and trends include:

- In dealing with the general numbers without taking rank under consideration, there appears to be a general gender balance within the faculty – 51.6% are male and 48.4% are female (not a significant change from the previous year).
- In terms of security within the university, 68.8% of male members are tenured (a 7.7% rise from 61.8% from last year), while 60% of female members are in the same position (a 6.9% rise from 53.1%).
- There is an even more equal gender balance of professors who are in limited term appointments, however these numbers have dropped (by 5).
- Tenure track appointments have remained about the same, with a slightly closer male-female ratio (43%-57%) than last year (40%-60%).
- There are 5 fewer Assistant Professors than last year (probably due to promotion or retirement) and the male-female ratios (33.3%-66.7%) are more unbalanced than last year (45.5%-54.5%).
- There are 5 more Associate Professors than last year but the male-female ratios (48%-52%) have become slightly less balanced than last year (45%-55%).
- With the promotion of one female to the position of full professor, there is an 11.1% increase from the previous year.

**Table 4: Schulich School of Education Male-Female Ratios by Rank**

### 2012-2013

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Full</b>	7	10.6%	7	100%	10.6%	0	0	0
<b>Associate</b>	20	30.3%	9	45%	13.6%	11	55%	16.7%
<b>Assistant</b>	11	16.7%	5	45.5%	7.6%	6	54.5%	9.1%
<b>Assistant(t-t)</b>	15	22.7%	6	40%	9.1%	9	60%	13.6%
<b>Assistant(ltd)</b>	13	19.7%	7	53.8%	10.6%	6	46.2%	9.1%
<b>TOTAL</b>	<b>66</b>		<b>34</b>		<b>51.5%</b>	<b>32</b>		<b>48.5%</b>

### 2013-2014

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
<b>Full</b>	9	14.5%	8	88.9%	12.9%	1	11.1%	1.6%
<b>Associate</b>	25	40.3%	12	48%	19.4%	13	52%	21%
<b>Assistant</b>	6	9.7%	2	33.3%	3.2%	4	66.7%	6.5%
<b>Assistant(t-t)</b>	14	22.6%	6	42.9%	9.7%	8	57.1%	12.9%
<b>Assistant(ltd)</b>	8	12.9%	4	50%	6.5%	4	50%	6.5%
<b>TOTAL</b>	<b>62</b>		<b>32</b>		<b>51.6%</b>	<b>30</b>		<b>48.4%</b>

## The Faculty of Applied and Professional Studies

In examining Table 5, certain features of the APS staff representing (16.2% of the membership of NUFA or a 2.1% rise) become apparent.

- In dealing with the general numbers without taking rank under consideration, there appears to be a trend in gender imbalance incongruous with the rest of NUFA membership – 32.3% are male (42.3% in previous year) and 67.7% are female (57.7%).
- In terms of security within the university, 6 male members (or 60%) are tenured, a rise from 54.5% the previous year, while only 28.6% of female members are in the same position (a slight rise from 26.7%).
- Most Limited Term contracts are held by female professors (85.7%), a 35% rise from the previous year.
- 75% of tenure track positions are held by females (a 5% drop from last year)
- Over 66% of Assistant Professor positions are held by men.
- Over 62% of Associate Professors are female
- 100% of Full Professors are male

**Table 5: Applied and Professional Studies Male-Female Ratios by Rank**

### 2012-13

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
Full	1	3.35%	1	100%	3.9%	0	0	0
Associate	7	26.92%	4	57.14%	15.4%	3	42.86%	11.5%
Assistant	2	7.69%	1	50%	3.9%	1	50%	3.9%
Assistant(t-t)	10	38.46%	2	20%	7.7%	8	80%	30.8%
Assistant(ltd)	6	23.1%	3	50%	11.5%	3	50%	11.5%
<b>TOTAL</b>	<b>26</b>		<b>11</b>		<b>42.3%</b>	<b>15</b>		<b>57.7%</b>

### 2013-14

RANK	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
Full	1	3.2%	1	100%	3.2%	0	0	0
Associate	8	25.8%	3	37.5%	9.7%	5	62.5%	16.1%
Assistant	3	9.7%	2	66.7%	6.5%	1	33.3%	3.2%
Assistant(t-t)	12	38.7%	3	25%	9.7%	10	75%	32.3%
Assistant(ltd)	7	22.6%	1	14.3%	3.2%	6	85.7%	19.4%
<b>TOTAL</b>	<b>31</b>		<b>10</b>		<b>32.3%</b>	<b>21</b>		<b>67.7%</b>

## Conclusions

### *From General Data*

While in the past, there seems to have been a general gender imbalance in terms of hiring and promotion practices, these seem to be slowly rectifying themselves as more people are promoted and hired. This can be seen in comparing just the 2012-13 and 2013-14 school years:

- Male-Female ratios for Limited Term Contracts have shifted from 61.8%-38.2% (2012-13) to 51.5%-48.5% (2013-14).
- Male-Female ratios for Tenure-Track Positions have shifted from 42.6-57.4% (2012-13) to 46.0%-54.1% (2013-14)
- Male-Female ratios for tenured Assistant Positions have shifted from 57.1%-42.9% (2012-13) to 56.5%-43.5% (2013-14)
- Male-Female ratios for Associate Positions have shifted from 60.6%-39.4% (2012-13) to 55.1%-44.9% (2013-14)

The one area where a great imbalance still remains is that in the position of Full Professors are dominated by men (85%). That being said, this does represent a shift of 10% from the previous year.

On a side note, it would appear that 6 more positions have been created, the rise in overall numbers came from the tenured positions. At the untenured level, there is a loss of 11 positions.

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

While shifts have taken place in the past year, this Faculty still shows a perceptible imbalance in male-female ratios:

- 3 more positions were added at the Limited Term Contract level, shifting the Male-Female ratios from 73.3%-26.7% (2012-13) to 66.7%-33.3% (2013-14).
- The number of tenure track positions has plummeted from 22 to 12 positions, unbalancing the Male-Female ratios from 54.5%-45.5% (2012-13) to 75%-25% (2013-14)
- Due to the increase of 5 more positions at the tenured Assistant Professor level, Male-Female ratios for have shifted from 75%-25% (2012-13) to 61.5-38.5% (2013-14)
- Due to promotions, 6 more Associate Positions were created, shifting the Male-Female ratios from 69.2%-30.8% (2012-13) to 62.2%-37.8% (2013-14)
- However, Men hold 80% of Full Professorships

While there is still a male-female imbalance in this faculty, it would appear that females are progressing to tenured and Associate positions with higher security.

### ***From the Schulich School of Education***

In sheer numbers, this faculty still appears to be the most equitably distributed. The only rank that is still imbalanced would be that of Full Professor, but this too is slowly changing (and will continue as Associate professors become promoted).

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

In terms of sheer numbers there seems to be a definite trend of male-female imbalance occurring in this faculty, on the side of female. As with the other faculties, however, a wall of male dominance occurs at the Full Professor level.

## **ANALYSIS OF CASBU DATA**

**Table 6: CASBU Gender Ratios by Faculty**

### **2012-13**

CASBU	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
APS	101	34.1%	53	52.5%	17.9%	48	47.5%	16.2%
A&S	94	31.8%	35	37.2%	11.8%	59	62.8%	19.9%
Ed	101	34.1%	50	49.5%	16.9%	51	50.5%	17.2%
Total	296		138		46.6%	158		53.4%

### **2013-14**

CASBU	#	% (All)	MALE			FEMALE		
			#	% (group)	% (All)	#	% (group)	% (All)
APS	101	35.40%	58	57.40%	20.40%	43	42.60%	15.10%
A&S	90	31.60%	34	37.80%	16.10%	56	62.20%	19.60%
Ed	94	33.00%	46	48.90%	16.10%	48	51.10%	16.80%
Total	285		138		48.40%	147		51.60%

Looking at Table 6, we see that Applied and Professional Studies has more male than female part-time instructors. Arts and Science saw a slight decline in the use of CASBU faculty and this decline did not significantly affect the gender ratio of roughly 40% men and 60% women. Whether the overrepresentation of CASBU women in Arts and Science represents a positive gender hiring trend or the seeds of the ghettoization of women in the lowest paid ranks is unclear without knowing how many CASBU employees desire tenure-track or LTA appointments. The Schulich School of Education maintains near perfect parity, while also experiencing an overall decline in the number of contract position (from 101 to 94).