

FAUW Equity in Hiring Sub-committee
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Report to FAUW Board
18th Mar 08

We undertook two main lines of enquiry. Firstly, we sought out statistics that would indicate how well UW is doing in hiring equity (particularly with regard to gender equity) compared to other, similar Universities. Secondly, we interviewed past and present members of UARC and have composed a list of recommendations based on the results of these interviews.

How is UW doing?

The latest full statistics from Statistics Canada (2006) indicate that UW has the overall lowest percentage of female faculty (23%) compared to all major Canadian Universities (average 35%) and compared to all Canadian Universities with the exception of the Royal Military College, the École Polytechnique, École de Technologie Supérieure and the Institut national de recherche scientifique. This is shown in Figure 1.

This low rank may be because UW has a greater percentage of Science and Engineering programmes. Therefore, we undertook a Web based survey to compare the percentage of female faculty in the professorial ranks in UW Science, Mathematics and Engineering departments with comparable departments in other similar Universities. Departments from other Universities which did not clearly indicate the gender of their faculty members were not included. UW was compared to Queens, Toronto, Western, McMaster, UBC, Calgary, Ottawa and Ryerson. The results are shown in Table 1. UW has the lowest percentage of female faculty in Biology (13.3%), Chemical Engineering (10.3%), Computer Science (12.8%) and Earth Sciences/Geology (9.5%) and was second lowest in Physics (10.8%) and Chemistry (15.6%). As far as Mechanical, Electrical and Civil Engineering are concerned, we seem to be in the middle of the pack – the percentages are low in all Universities, ranging from 5-25%.

It is possible that UW is making recent headway in recruiting female faculty. We are aware that it may take decades for an increase in percentages of female faculty to make its way through the promotional system. If we are being successful in recruiting women faculty, we would expect to see a trend of more female faculty in the lower ranks. We would hope also to see that the level of recruitment would be similar to the percentage of female faculty in PhD programmes, from which we are recruiting. To examine this trend, we have broken down the current percentages of women at UW by Faculty and rank, plus the latest recruitment figures, and the figures for female PhD students (2000-2007) which is the pool from which new faculty would be drawn. These are shown in Figure 2. We do see the expected trend in Arts, AHS and Environmental Studies. In Engineering, despite low overall percentages of women, the percentages being recruited or at the Assistant Professor

level reflect those at the PhD level. However, in both Mathematics and Science there is a lower percentage at Assistant Professor or amongst those recruited than at the PhD level.

To conclude, UW has low percentages of female faculty compared to other Universities, and it would seem that we have a problem recruiting in Science and Mathematics.

There are various reasons why women may not be recruited and retained. There may be inequities in the hiring process, women may not be attracted to Waterloo, women may be offered less attractive starting salaries and conditions and thus not accept offers, or women may drop out of the system for some reason. Mentoring for women is important as is creating an atmosphere that is supportive towards women. Having women in senior academic/ administrative positions can help with this mentoring. While this issue was not the main mandate of our committee, we did gather information of percentages of women in senior academic positions (Table 2). Some universities appear to be moving towards more gender equity in terms of a better balance at the senior academic administrative level (Western, Calgary). The University of Waterloo is not among this group.

A review of Collective Agreements from other Universities showed that some are more proactive with respect to hiring women, members of visible/racial minorities, aboriginal persons and persons with a disability. Some agreements include the following positive elements: affirmative action statements, permanent committees to review equity issues, definitions of “under-representation”, established goals for the hiring of women and guidelines indicating that the person of the under-represented gender be appointed where the candidates are substantially equally qualified. Some even have specific statements that parties “agree to cooperate in the identification and removal of artificial and/or systemic barriers in recruitment, selection, hiring, training and promotion of women”. It is noteworthy that the institutions that have these statements tend to have percentages of female faculty in the top 50%.

At Waterloo, we still have a way to go in attaining similar gender balances in comparison with equivalent Universities. There are academic areas where women are still very much a minority and it is traditionally difficult to recruit females, but UW is lagging in some of these areas compared to our competitors. Thus we cannot afford to be complacent in this regard.

To attain equality, it is not just a question of treating people equally in policy, but putting processes in place to redress the differences caused by systemic barriers.

Overall recommendations

- That a more pro-active approach to hiring female faculty be considered e.g. tracking the careers of promising young women.
- That the policies of other Universities should be reviewed and UW should consider including practices and policies for hiring and promotion to administrative positions that are more proactive and affirmative. Examples are a standing committee on equity and definitions of when the person of the under-represented gender should be hired.

- That we review our practices and policies re. mentoring, encouraging and training women and men for senior administrative and service positions within the University.
- That the recommendations of the 2002 “Welcoming Women Faculty” document be reviewed and those recommendations that have not been implemented should be reconsidered
<http://www.adm.uwaterloo.ca/infosec/OfficialDocuments/ffr.finalreport.10june02.pdf>
- That UARC should remain and, in fact, be strengthened. We have therefore reviewed the activity of UARC and attach our separate report and recommendations pertaining to its function.

Figure 1.

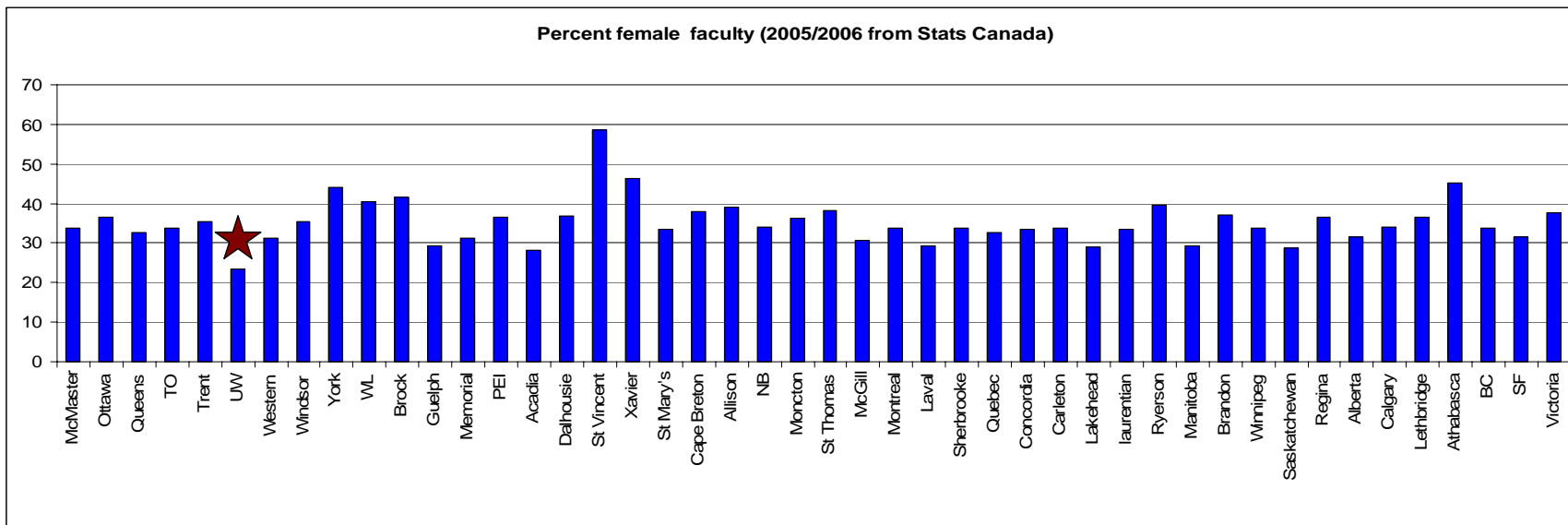


Figure 2

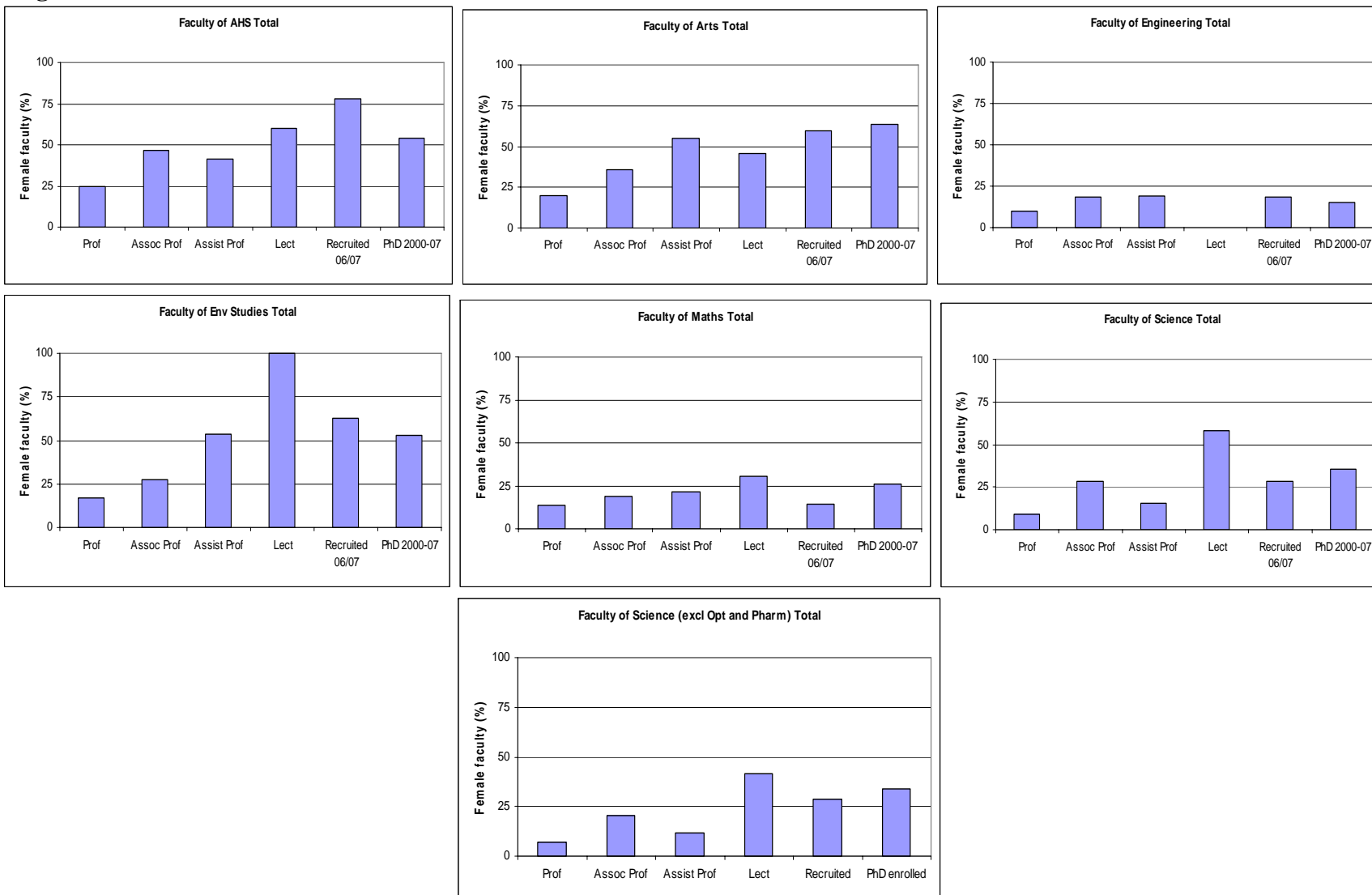


Table 1. Comparison of percent female faculty in comparable departments, with averages for Sciences and Engineering. The figures from CAUT for 04/05 are also given (average across all Universities for discipline), which are the latest available. Those in bold indicates were UW is either lowest or second lowest.

	Physics	Chemistry	Biology	Geology	Average	Chem Eng	Civil	Elect and Comp	Mech Eng	Average	Maths	Geography	Comp Sci
UW	10.8	15.6	13.33	9.5	12.3075	10.3	15	8.57	18	12.9675	17.31	35	12.86
To	13	18	29	12	18	18.5	11	5	19	13.375			
Western	28	7.6	19.6	28.6	20.95	13.6	8	6.6	18	11.55	15.7		22
McM	17.6	22	30	19	22.15	11	17.6		8.7	12.43333		19	
UBC	13.6	12.8	34	18.6	19.75	15	17	8.9	5.8	11.675	12.35		
Calgary	13.6	17.4	13.8		14.93333	9.1		18	15.8	14.3	13.6	40	
Ottawa						23	13.3	20	10.5	16.7			
Queens	8.1	19.3	20		15.8	27	13.3	11	7.7	14.75		46	20
Ryerson	27	33			30	25	11.7	14.3	12.5	15.875	20		20
CAUT 04/05	10.6	17.7	26.2	18.1	18.15	14.7	12.7	8.3	8.7	11.1	15	25.5	16.6

Table 2. Women in Senior Academic Positions, defined as the presidential, provost, vice-provost and decanal levels. Only those positions with direct relevance to academic administration were included. Thus positions related only to finance, student affairs, external relations, and human relations were excluded.

University	Men	Women	Total	Percentage
McMaster University	8	3	11	27
McGill University	11	2	13	15
Queen's University	8	3	11	27
University of Calgary	11	6	17	35
University of Guelph	12	4	16	25
University of Waterloo	10	1	11	9
University of Western Ontario	11	6	17	35