

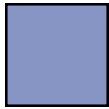
Employment **E**quity



Annual Report

University of Toronto

Oct. 1, 1995 - Sept. 30, 1996



Introduction

For many years the University has produced an annual Employment Equity Report. This report has taken several forms and has served a number of different purposes. In September, 1986 the University signed a commitment to implement employment equity in the context of the Federal Contractors Program (FCP). This program is still in effect and brings with it various reporting as well as compliance requirements. The University has its own Employment Equity Policy first approved in 1986 and revised in 1991. There have also been changing provincial requirements, and in some years, reports required by the City of Toronto.

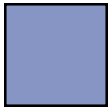
This year's report involves a departure from past practice. While parts of it will help us to fulfill our obligations for government reporting, we have taken the first steps in designing a report that will meet the University's needs and goals. We want to recruit and retain people from under-represented groups not because of legislation or "correctness" but because we want a better institution. To the extent that systemic barriers keep certain people from either getting into the system or staying in it, we limit ourselves unnecessarily. Thus, this report is part of our institutional commitment to excellence.

This report can be seen as a companion piece to the Annual Report published by Human Resources for the first time in November 1996. In future years we plan to coordinate the production of the two reports. This Employment Equity report presents more information than previous reports. It provides a "snapshot" of all employees at a particular point in time, including those whom we have most recently hired. It attempts to characterize and explain departures, promotions, and kinds of training. In addition, it describes the senior management of the University. We have presented no data from previous years. This report will provide baseline data against which subsequent years can be compared.

The tables in this report present information in two different ways — by topic (e.g., survey completion rates, hiring, training) and by employee groups (e.g., research associates, non-unionized administrative staff). We have provided commentary on each table or set of tables that represent a specific topic or group. The comments are predominantly descriptive and try to make sense of the basic information presented in the tables. The comments are self-contained, i.e., we do not compare or discuss the data across tables.

We have provided a brief summary of some highlights of the report. It is our expectation that most readers will read the highlights and then focus their attention on the individual tables and commentaries that reflect their interest in specific topics and/or employee groups.

The report was produced by the Employment Equity Committee with the help of an external consultant, Dr. Helen Breslauer. The members of the committee were: Professor Michael Finlayson, Vice-President Administration and Human Resources (Chair); Professor Rona Abramovitch, Status of Women Officer; Mr. Les Babbage, Director, Employment and Staff Development; Professor Paul Gooch, Vice-Provost; Mr. Brian Marshall, Director, Labour Relations; Ms. Gayle Murray, Employee Relations Coordinator. The committee would like to thank Mr. John Lymburner, Mr. Paul McCann, Ms. Christine Minas and Mr. Paul Roth for their assistance.



Highlights

Senior levels of academic administration

- With respect to women, there are a substantial number of women at the level of associate dean, chair, etc. (20%). Thus, we have a pool of women to call upon for future academic administration. It is noteworthy that women are over-represented in this group compared to the percentage of women who are tenured full professors (12.4%).
- However, at the most senior levels, we are currently doing no better than we were approximately five years ago. In January 1992 there was one female member of the senior academic administration at the level of the President, Vice-Presidents and Vice-Provosts, one female college principal/master at Massey and four females who were either deans or directors of faculties/schools. In 1995/96 we have two women among the President, Vice-Presidents and Deputy/Vice-Provosts, no College Principals and four Deans who are women.
- With respect to the other designated groups the numbers are very small with few people available to “move through the ranks”.

Academic staff

- On behalf of the Provost the Status of Women Officer meets with most faculties/departments engaged in searches for new tenure-stream faculty members. The goal of the meetings is to provide advice on proactive faculty recruitment in order to expand the pool of excellent applicants from the four groups designated by the University's Employment Equity Policy. In addition to proactive recruitment the presentation focuses on an inclusive interview process and the relationship between equity and excellence. The Status of Women Officer has done this for the years 1994/95; 95/96; and 96/97.
- Across the entire faculty (including tenure stream, non-tenure stream and clinical faculty) our representation of both women and visible minorities is somewhat lower (by a few percentage points) than the external availability data.
- With respect to the hiring of tenure-stream faculty, the University culture has changed substantially over the past decade. 41.9% of assistant professors in the tenure stream

are women and 16.6% are visible minorities. Thus the “face” of the tenure stream faculty at the university is changing. It is worth noting, however, that especially with respect to visible minority faculty the change is slow (and the “face” is still very different from the “face” of our students).

- It is also interesting to note that the distribution of women is very hierarchical (and not just in the tenure stream), with the typical pattern being greater representation of women at the lower ranks in most job categories. This is not quite as pronounced for visible minorities.
- Representation of persons with disabilities (PWDs) is about what might be expected from the external data, but varies substantially across job categories and rank and seems to be, at least, in part, associated with age.
- Across the entire faculty there are only 7 Aboriginal persons. This represents 0.4% of the total faculty, compared to 1.2% in the external availability data.
- Librarians are a female dominated group at the University and externally. Our representation of both visible minorities and PWDs, while low, is above what would be expected from the external data. However, there are no Aboriginal persons.
- With respect to research associates, women are under-represented, compared to the external data, in full-time positions. However, the external data are not a perfect match with this job category and the proportion of women at the University probably reflects the concentration of research associates in the sciences. There are no Aboriginal persons and few persons with disabilities.

Senior levels of non-academic administration

- In March 1996, the Vice-President, Administration and Human Resources formed the SMG Career Development Committee to recommend specific initiatives which would give effect to the recently-approved staff planning and career development policies for the Senior Management Group (SMG). These policies also apply to other administrative managers, where application of the policies does not conflict with policies for non-unionized administrative staff, developed under the Framework

Agreement with the University of Toronto Staff Association. The Committee's terms of reference included providing recommendations "...for the development of specific tools, mechanisms, programs, services and required funding to identify and remove obstacles to career development (with particular attention to designated group members and staff with family care needs)..."

- There are substantial numbers of women in the Senior Management Group (SMG) – 54 (44.3%).
- However, SMG is made up of four position classifications. In the two highest categories there are 16 employees, only three of whom are women.
- There are 40 women and 37 men in the two remaining SMG categories. (Note that approximately two-thirds of all administrative staff are women. Thus the 52% representation of women in these two SMG categories is still not representative of the pool.)
- With respect to the other designated groups there is no representation in the two highest categories and only 11 visible minorities and 2 PWDs in the two lower SMG categories
- The group designated as Administrative Managers and Professionals (AMP) provides a potential recruitment pool for SMG. Almost 60% of the AMP group are women. (Still below the two-thirds representation one might expect). However, they are concentrated in the two lower of the three AMP categories.
- Similarly while visible minorities account for almost 18% of AMP, they make up approximately 30% of the lowest category, 21% of the middle category and only 9% of the upper category.
- There are only 4 Aboriginal people and 11 PWDs in AMP.
- Thus with respect to Aboriginal people and persons with disabilities AMP does not provide a large recruitment pool for SMG. And although there are a substantial number of women (232) and visible minorities (66) in AMP, a large majority are in the middle and lower as opposed to the upper category.

Non-unionized Administrative Staff

- In October, 1995, the University's Business Board approved a Training and Career Development policy for the non-unionized administrative staff which identifies career development of staff as "...a primary means for the achievement of the University's employment equity goals and objectives. "In order to actualize the commitment to career development of staff, the Human Resources Department has opened a Staff Development Resource Centre, offering self-paced computer skills training, a library of training materials and videos, and confidential career advisory services.
- With respect to non-unionized administrative staff the issue is "distribution" rather than representation. Among full-time administrative staff 67% are women and 26% are visible minorities. For those with term appointments the numbers are comparable. Overall this representation is above what would be expected from the external availability data. However, as indicated above, women and visible minorities make up a small percentage of those in the highest paid and most senior job categories.
- Overall representation of Aboriginal people is less than half of what might be expected from the external data, while representation of persons with disabilities is, on average, what might be expected, but varies dramatically across job categories.

Unionized Administrative Staff

- Among full-time unionized administrative staff, almost 40% are women. This is somewhat lower than the external data of 47%. However, the University employs a large number of skilled crafts and trades staff, (15% of all unionized staff), who are traditionally almost exclusively male dominated both within and outside the University. When the University data are adjusted for this, women account for 47% of the unionized administrative staff.
- Visible minorities account for just under 20% of the unionized administrative staff, while the external availability data indicate that this number should be closer to 27%.
- This is the only employee group in which Aboriginal people (2.9%) are "over-represented" according to the external

data. As with the non-unionized staff representation of persons with disabilities is on average what might be expected, but varies substantially across job categories.

- In order to assist unionized staff in preparing for career advancement, English as a Second Language workshops are being provided to the predominantly-female Caretaking Division of Facilities and Services. In addition, Staff Development continues to make available, computer skills training and résumé preparation clinics to all unionized staff.

Persons with Disabilities

- The representation of this group is variable across job categories, but overall PWDs are under- rather than over-represented particularly at the more senior levels of employment.

Aboriginal People

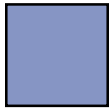
- One of the most consistent statements made throughout the report is that the number of Aboriginal people is too small to make any comments about distribution or representation.

Part-time employees

- Another very consistent statement made throughout the report is that the proportion of employees who are women is greater for those working part-time compared to full-time.

General practices

- It is difficult to summarize the information on hires, exits, promotions and training. Much of these data will be more meaningful over time. While there are instances where particular groups may be over- or under-represented, the data do not, in general, suggest strong systemic biases in employment practices.



How to read the data:

1. Who is counted?

The data for this report are taken from the Personnel System month-end extract tape dated September 30, 1996. All staff holding an appointment of 25% full time equivalent (FTE) or more were included in the survey. This includes staff who are full time (i.e., 100% FTE) and part time (i.e., 25 to 99% FTE) and who are staff appointed to a position, the employment conditions of which are governed by University policy or a collective agreement. Our personnel information system has information required for employment equity planning and reporting purposes for people in these positions. While we also hire individuals on a casual or contractual basis we do not yet maintain employment information for this group of employees other than what is required for legal or payroll purposes. No status-only appointments are included. Faculty and staff who have been on Long-Term Disability for two years or more as of September 30, 1996, have been excluded.

It should also be noted that employee groups from OISE/UT are not included in this year's report, but will be included in subsequent reports.

Clinical Faculty are academic staff in the Faculty of Medicine who are health professionals actively involved in the provision of health care in the course of discharging their academic responsibilities.

2. EEOG's and NOC's

The Federal Government has established a system for classifying jobs, called National Occupation Codes (NOC's). Each job at the University has been coded by comparing it to the NOC descriptions to find the best match. NOC's can be "rolled up" into 14 Employment Equity Occupational Groups (EEOG's) which group jobs into broad categories, such as Senior Managers, Professionals, Clerical Workers and Skilled Crafts and Trades. The EEOG's also subdivide certain of these categories into different skill levels. We use the EEOG's for reporting representation and distribution of the designated groups across the University's workforce.

Statistics Canada uses NOC's and EEOG's to categorize responses to the question on the Canadian Census relating to occupation. Statistics Canada is then able to analyze this data, along with responses to questions on membership in the four designated groups, to generate data on the representation of each designated group within each EEOG and NOC. These data provide an indication of the availability of designated group members within the external labour market which can be used both to assess representation within the University's own workforce and for determining goals which the University can reasonably expect to achieve for improving representation through its hiring and promotion practices. In our own analysis we use a refined version of the Statistics Canada EEOG data which includes only those NOC's in which the University has jobs. We also use data based on our most likely area of search for jobs in particular EEOG's — e.g., Canada-wide data for faculty positions, and the Census Metropolitan Toronto area data for most administrative and union positions.

3. Academic and non-academic administrators and supervisors

Not all of the data presented in this report are categorized in terms of EEOG's and NOC's. We have presented data on people in positions of power and authority at the University. Thus one table (Table 3) displays information about senior academic administrators (the President and Vice-Presidents, Deputy/Vice Provosts, Deans, Principals, Chairs, Directors, etc.). Another table (Table 6) displays information about non-academic senior managers — those in the Senior Management Group (SMG) and those designated as Administrative Managers and Professionals (AMP). Academic managers are also counted as part of faculty and SMG and AMP are counted as part of the non-unionized administrative staff.

While the titles (e.g., president, principal, dean, etc.) of those in the groups of senior academic administrators make the composition of these groups quite transparent, this is less clear with respect to SMG and AMP. SMG is a staff category, consisting of about 100 members of the administrative staff. Positions are

included on the basis of criteria which include reporting and providing advice to the President, a Vice-President, an Assistant Vice-President, a Principal or a Dean; exercising broad management responsibility over multi-functional units; or having been identified as a SMG position on the basis of the nature and scope of assigned responsibilities. Ultimately, membership is determined by the Vice-President, Administration and Human Resources.

AMP, as referred to in this report, is a group of administrative staff members whose positions are not included in the SMG, but have been identified as being managerial or professional in nature by their divisions. Staff in the AMP group are employed under non-unionized administrative staff policies. The SMG Career Development/Training policy extends to this group where its provisions do not conflict with those of policies developed under the Framework Agreement with the University of Toronto Staff Association.

While membership in SMG overlaps more than 90% with membership in the first three Employment Equity Occupational Groups listed for non-unionized administrative staff, membership in AMP does not correspond to a limited number of EEOG categories.

4. Data on designated groups

University of Toronto data for women and men are drawn from personnel records (as of September 30, 1996). Data for Aboriginal People, Visible Minorities, and Persons with Disabilities (including those on Long Term Disability and Worker' Compensation) are drawn from the Employment Equity Workforce Survey 1995 (updated to September 30, 1996). While these data are not 100% complete we believe they give us a reasonably reliable estimate of the proportion of people from the designated groups in the University of Toronto workforce (the one case in which we were able to compare survey returns with personnel records, i.e., the proportion of men and women, indicated a close match).

Data based on Survey responses from an employee group or category with less than ten people, have been suppressed to respect confidentiality. This is designated by ** in the tables.

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Data

¹ “A” means Full-Time only; “B” means Part-Time only.

**Table 1(A) Employment Equity
Workforce Survey: Return
Rates and Completion Rates
for Full-time Employees**

**Table 1(B) Employment Equity
Workforce Survey: Return
Rates and Completion Rates
for Part-time Employees**

- The Employment Equity Workforce Survey was conducted in 1995 in order to comply with the provincial Employment Equity Act, 1993 and to enable us to report to the Federal government with respect to the Federal Contractor's Program. In 1996 we conducted a follow-up survey of employees who had not returned the 1995 survey. As new employees are hired they are asked, on a voluntary basis, to complete the survey.
- The survey asks for a yes/no answer with respect to membership (self-defined) in each of the four designated groups (women, Aboriginal people, visible minorities, people with disabilities). Some surveys were returned with none of the questions answered. In some cases the survey was only partially completed, i.e., a person responded to at least one but not all four questions. We have chosen to use the data from all surveys in which there was at least one question answered. Therefore the denominator for calculating percentages sometimes varies among groups.
- Return and completion rates were high for almost all full-time employee groups. They were somewhat lower for part-time employees.
- In all subsequent tables in this report data for women and men are drawn from personnel records (as of September 30, 1996) while data for Aboriginal People, Visible Minorities, and Persons with Disabilities are drawn from the Employment Equity Workforce Survey. Therefore the data on women will be accurate for all groups, full-time and part-time. The data on the other groups will presumably be less perfect overall and less reliable for part-time as compared to full-time employees.
- The only full-time group whose survey response rate was quite low is CUPE 1230 and the circumstances around collection of these data were somewhat unique. The original 1995 workforce survey was conducted in

consultation with each employee group. The survey questionnaire which resulted from this process for the CUPE 1230 group contained a statement that the data were being collected for the purpose of complying with the provincial Employment Equity Act, 1993. (This was only group surveyed in this way). The legislation which the current provincial government passed to repeal this Act required that information collected from employees exclusively for the purpose of complying with the Employment Act, 1993 be destroyed. Therefore, we destroyed all responses to the 1995 CUPE 1230 survey. When we conducted the 1996 follow-up survey, we also re-surveyed all members of the CUPE 1230 full time bargaining unit. Since many of those receiving the survey had recently provided similar information, they may have felt that it was not necessary to complete and return the survey yet again. This may account for the low return rate. (We plan to conduct another follow-up survey for staff in the CUPE 1230 bargaining unit).

Table 1(A)
EMPLOYMENT EQUITY WORKFORCE SURVEY: RETURN RATES
AND COMPLETION RATES FOR FULL-TIME EMPLOYEES
 (Excludes casual employees and appointed staff with less than 25% F.T.E.)

EMPLOYEE GROUPS IN THE WORKPLACE	ALL EMPLOYEES		SURVEY RESPONDENTS			
	# IN EMPLOYEE GROUP ¹	% OF WORKFORCE REPRESENTED	# RETURNED	% OF SURVEYS RETURNED	# COMPLETED	% COMPLETED
FACULTY ²	2084	31.92%	1718	82.44%	1538	73.80%
CLINICAL FACULTY ³	568	8.70%	406	71.48%	390	68.66%
LIBRARIANS	121	1.85%	118	97.52%	106	87.60%
RESEARCH ASSOCIATES	133	2.04%	110	82.71%	100	75.19%
SENIOR MANAGEMENT GROUP	97	1.49%	92	94.85%	89	91.75%
NON-UNIONIZED ADMINISTRATIVE STAFF	2633	40.33%	2374	90.16%	2234	84.85%
CUPE 1230: LIBRARY WORKERS	182	2.79%	161	88.46%	88	48.35%
CUPE 3261: SERVICE WORKERS	521	7.98%	429	82.34%	393	75.43%
OPERATING ENGINEERS	65	1.00%	59	90.77%	49	75.38%
OPSEU: ONTARIO PUBLIC SERVICE EMPLOYEES	42	0.64%	36	85.71%	30	71.43%
TRADES & IATSE ⁴	83	1.27%	66	79.52%	59	71.08%
TOTALS:	6529	100.00%	5569	85.30%	5076	77.75%

¹Total Population is based on the number of employees as of September 30, 1996.

²Faculty are defined as all faculty (tenure-stream and non-tenure stream) except for clinical faculty.

³"Clinical Faculty" are defined as non-tenure stream academic staff in the Faculty of Medicine who are health professionals actively involved in the provision of health care in the course of discharging their academic responsibilities; they are not in the tenure stream.

⁴"IATSE" is the International Alliance of Theatrical Stage Employees.

Table 1(B)
EMPLOYMENT EQUITY WORKFORCE SURVEY: RETURN RATES
AND COMPLETION RATES FOR PART-TIME EMPLOYEES

EMPLOYEE GROUPS IN THE WORKPLACE	ALL EMPLOYEES		SURVEY RESPONDENTS			
	# IN EMPLOYEE GROUP ¹	% OF WORKFORCE REPRESENTED	# RETURNED	% OF SURVEYS RETURNED	# COMPLETED	% COMPLETED
FACULTY ²	208	26.20%	131	62.98%	120	57.69%
CLINICAL FACULTY ³	220	27.71%	125	56.82%	117	53.18%
LIBRARIANS	21	2.64%	18	85.71%	16	76.19%
RESEARCH ASSOCIATES	18	2.27%	15	83.33%	15	83.33%
SENIOR MANAGEMENT GROUP	2	0.25%	2	100.00%	2	100.00%
NON-UNIONIZED ADMINISTRATIVE STAFF	290	36.52%	255	87.93%	238	82.07%
CUPE 1230: LIBRARY WORKERS	19	2.39%	15	78.95%	14	73.68%
CUPE 3261: SERVICE WORKERS	15	1.89%	7	46.67%	6	40.00%
OPERATING ENGINEERS	0	0.00%	0	0.00%	0	0.00%
OPSEU: ONTARIO PUBLIC SERVICE EMPLOYEES	0	0.00%	0	0.00%	0	0.00%
TRADES & IATSE ⁴	1	0.13%	0	0.00%	0	0.00%
TOTALS:	794	100.00%	568	71.54%	528	66.50%

¹Total Population is based on the number of employees as of September 30, 1996.

²Faculty are defined as all appointed faculty (tenure-stream and non-tenure stream) except for clinical faculty.

³"Clinical Faculty" are defined as non-tenure stream academic staff in the Faculty of Medicine who are health professionals actively involved in the provision of health care in the course of discharging their academic responsibilities; they are not in the tenure stream.

⁴"IATSE" is the International Alliance of Theatrical Stage Employees.

Table 2(A) Faculty (Full-Time) by Designated Group by Type of Appointment and Rank and External Availability Data

Table 2(B) Faculty (Part-Time) by Designated Group by Type of Appointment and Rank and External Availability Data

- The overwhelming majority of full-time faculty, close to three-quarters, is male.
- Among the full-time tenure stream faculty, slightly more than three-quarters is male.
- If we look only at full professors who are tenured or in the tenure-stream, who make up over half of the tenure stream category, they are close to 90% male.
- For the full-time faculty, with the exception of the instructor level, the percentage of women in each rank increases as the rank decreases. The overall pattern is the same for the part-time faculty, although it is less pronounced.
- However, this means that the “face” of the faculty will be changing over time. It is important to note that 41.9% of assistant professors in the tenure stream are women.
- In both the full-time and part-time faculty the percentage of women in clinical non-tenure stream appointments in medicine is lower than the percentage of women in the tenure stream.
- Women make up more than half of the faculty only among the “Others”, i.e., senior tutors, tutors and instructors.
- In comparison to external availability data on university professors, U of T is more than 4 percentage points below the proportion of women professors available.
- With respect to Aboriginal peoples, the most powerful and important statement to be made is that there are only 7 self-reported Aboriginals among the full-time faculty and only another 2 among the part-time faculty. 7 of the 9 are men, 5 of the 9 (including the two women) are found among the tenure stream full-time faculty and only 1 of those is a Full

Professor. Although the availability data for Aboriginal peoples indicate that there is a very small pool of university professors, the U of T data show proportions even lower than those available.

- With respect to visible minorities: 11% of each of the full-time and part-time faculty who completed surveys identified as visible minorities. This compares with 12% in the external data.
- Of the 211 full-time visible minorities, 21.8% are women. A little more than half, 51.6% are in the tenure stream. However, the percentage of visible minorities is lower in the tenure stream (9.1%) than in any other faculty category.
- For the full-time faculty, with the exception of the instructor level, the percentage of visible minorities tends to be higher in lower ranks. Again, this means that the “face” of the faculty will change over time. Almost 17% of assistant professors in the tenure stream self identify as visible minorities.
- Among the part-time faculty, visible minorities are not found in the tenure stream category at all. Those self-identifying as members of visible minorities are found primarily in the non-tenure stream appointments of CLTAs and the clinical category.
- There are only 79 persons with disabilities amongst the faculty and the vast majority (70.9%) are in the tenure stream. Within the tenure stream more than three-quarters are men. Approximately two-thirds of the men are Full Professors, while just over half of the women are at that rank.
- Across the entire full-time faculty 78.5% of the total number of those with disabilities are at the Associate and Full Professor level.
- Only 2.5% of those in those in the part-time faculty self-identify as PWDs.

Table 2(A)

FACULTY (FULL-TIME) BY DESIGNATED GROUP WITHIN TYPE OF APPOINTMENT¹ AND RANK AND EXTERNAL AVAILABILITY DATA

		UNIVERSITY OF TORONTO WORKFORCE																					
		All Employees							Survey Respondents														
TYPE OF APPOINTMENT	RANK	Total#		#		%		Total Completed	Aboriginal Peoples		Visible Minorities		Persons With Disabilities										
		Men	Women	Men	Women	Men	Women		Men	Women	Men	Women	Men	Women									
Tenure Stream:	Professors	902	790	87.6	112	12.4	658	1	0.2	1	0	649	58	8.9	52	6	658	36	5.5	29	7		
	Associate Professors	501	350	69.9	151	30.1	368	2	0.5	1	1	365	21	5.8	16	5	364	17	4.7	12	5		
	Assistant Professors	222	129	58.1	93	41.9	183	2	1.1	1	1	181	30	16.6	18	12	183	3	1.6	2	1		
	Total	1625	1269	78.1	356	21.9	1209	5	0.4	3	2	1195	109	9.1	86	23	1205	56	4.6	43	13		
Clinical (Non-TS in Medicine):	Professors	121	107	88.4	14	11.6	80	0	0.0	0	0	81	10	12.3	9	1	81	6	7.4	5	1		
	Associate Professors	170	152	89.4	18	10.6	122	1	0.8	1	0	122	16	13.1	15	1	123	3	2.4	3	0		
	Assistant Professors	253	176	69.6	77	30.4	170	0	0.0	0	0	170	26	15.3	21	5	169	4	2.4	1	3		
	Lecturers	24	15	62.5	9	37.5	17	0	0.0	0	0	17	3	17.6	3	0	17	0	0.0	0	0		
	Total	568	450	79.2	118	20.8	389	1	0.3	1	0	390	55	14.1	48	7	390	13	3.3	9	4		
Non-TS CLTA/Other: ²	Professors	25	21	84.0	4	16.0	11	0	0.0	0	0	12	2	16.7	2	0	12	0	0.0	0	0		
	Associate Professors	41	31	75.6	10	24.4	31	0	0.0	0	0	31	4	12.9	4	0	31	0	0.0	0	0		
	Assistant Professors	141	93	66.0	48	34.0	98	0	0.0	0	0	98	15	15.3	10	5	98	3	3.1	3	0		
	Lecturers	43	23	53.5	20	46.5	28	0	0.0	0	0	28	5	17.9	5	0	28	2	7.1	2	0		
	Total	250	168	67.2	82	32.8	168	0	0.0	0	0	169	26	15.4	21	5	169	5	3.0	5	0		
Other Academic Staff:	Senior Tutors	140	63	45.0	77	55.0	111	1	0.9	1	0	111	15	13.5	7	8	111	4	3.6	3	1		
	Tutors	35	9	25.7	26	74.3	30	0	0.0	0	0	30	5	16.7	3	2	30	1	3.3	0	1		
	Instructors	34	15	44.1	19	55.9	24	0	0.0	0	0	25	1	4.0	0	1	25	0	0.0	0	0		
	Total	209	87	41.6	122	58.4	165	1	0.6	1	0	166	21	12.7	10	11	166	5	3.0	3	2		
EOGNOC EXTERNAL AVAILABILITY STATISTICS:		2652	1974	74.4	678	25.6	1931	7	0.4	5	2	1920	211	11.0	165	46	1930	79	4.1	60	19		
03-4121 University Professors				70.0		30.0				1.2		1.0		1.8				12.0		13.5		8.4	
				70.0		30.0																3.7	

¹ Academic administrators are included in the tenure stream group according to their rank

² This category includes associates in Dentistry

Table 2(B)

FACULTY (PART-TIME) BY DESIGNATED GROUP WITHIN
JOB CATEGORY¹ AND RANK AND EXTERNAL AVAILABILITY DATA

		UNIVERSITY OF TORONTO WORKFORCE																	
		All Employees						Survey Respondents											
JOB CATEGORY	RANK	Total#	#		%		Total Comp-leted	Aboriginal Peoples			Visible Minorities			Persons With Disabilities					
			Men	Women	Men	Women		%	#	Men	Women	#	%	Men	Women	#			
Tenure Stream:	Professors	5	4	1	80.0	20.0	2	**	**	**	**	**	**	**	**	**	**		
	Associate Professors	6	4	2	66.7	33.3	4	**	**	**	**	**	**	**	**	**	**		
	Assistant Professors	0	0	0	0.0	0.0	0	**	**	**	**	**	**	**	**	**	**		
	Total	11	8	3	72.7	27.3	6	**	**	**	**	**	**	**	**	**	**		
Clinical (Non-TS in Medicine):	Professors	36	32	4	88.9	11.1	20	1	5.0	1	20.0	4	20.0	4	20.0	1	5.0		
	Associate Professors	47	44	3	93.6	6.4	30	0	0.0	0	30.0	3	10.0	2	10.0	3.3	10.0		
	Assistant Professors	105	75	30	71.4	28.6	51	1	2.0	1	51.0	3	5.9	3	5.9	2.0	10.0		
	Lecturers	32	18	14	56.3	43.8	16	0	0.0	0	16.0	6.3	6.3	0	0.0	16.3	10.0		
Total	220	169	51	76.8	23.2	117	**	1.7	**	**	9.4	**	9.4	**	11.7	**	3.4		
Non-TS CLTA/Other: ²	Professors	25	17	8	68.0	32.0	12	0	0.0	0	12.0	1	8.3	1	8.3	0.0	0.0		
	Associate Professors	25	17	8	68.0	32.0	20	0	0.0	0	20.0	3	15.0	3	15.0	5.0	10.0		
	Assistant Professors	64	36	28	56.3	43.8	38	0	0.0	0	38.0	6	15.8	3	15.8	0.0	0.0		
	Lecturers	43	20	23	46.5	53.5	23	0	0.0	0	23.0	3	13.6	1	13.6	0.0	0.0		
Total	157	90	67	57.3	42.7	93	0	0.0	0	93.0	13	14.1	8	14.1	5	9.2	1.1		
Other Academic Staff:	Senior Tutors	8	4	4	50.0	50.0	5	**	**	**	**	**	**	**	**	**	**	**	
	Tutors	16	5	11	31.3	68.8	11	0	0.0	0	11.0	1	9.1	0	11.0	1	9.1		
	Instructors	16	5	11	31.3	68.8	6	**	**	**	**	**	**	**	**	**	**		
Total	40	14	26	35.0	65.0	22	**	**	**	**	9.1	**	9.1	**	22	**	4.5		
Totals: All Faculty:		428	281	147	65.7	34.3	238	**	0.8	**	**	11.0	**	11.0	237	**	2.5		
EEOG-NOC EXTERNAL AVAILABILITY STATISTICS:																			
03-4122 Post-Secondary Teaching and Research Assistants		70.0		30.0		1.2		1.0		1.8		12.0		13.5		8.4		3.7	

¹ Academic administrators are included in the tenure stream group according to their rank

² This category includes associates in Dentistry

Table 3 Senior Academic Administrators (Full-Time and Part-Time) by Designated Group and External Availability Data

- Among the President, Vice-Presidents and Deputy/Vice-Provosts two out of nine are women.
- Among the 22 Principals and Deans, there are 3 women.
- Among the 116 Academic Directors & Chairs & Associate Deans there are 23 women - just under 20%. However, this is substantially greater than the percentage of tenured full professors who are women (12.4%).
- The percentage of women in each of these categories is less than their representation in the external availability data.
- The numbers of the other 3 designated groups are very small in every category - too small to discern any particular patterns. And in every single case they are less than the external availability data would predict.
- Given the importance of a strong commitment from the senior administration for the success of employment equity, it is gratifying to note that all of those in the President, Vice President, Deputy/Vice Provost group completed the survey. Almost 90% of Principals and Deans and just under 80% of Academic Directors and Chairs and Associate Deans did so.

Table 3 OFFICERS AND ACADEMIC ADMINISTRATORS (FULL-TIME AND PART-TIME) BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

JOB CATEGORY	UNIVERSITY OF TORONTO WORKFORCE															
	All Employees								Survey Respondents							
	Aboriginal Peoples				Visible Minorities				Persons With Disabilities				Response of "Yes"			
	Total	#	%	#	Total	#	%	#	Total	#	%	#	Total	#	%	#
President, Vice President, Deputy/Vice Provost	9	7	77.8	2	22.2	9	0	0.0	0	9	11.1	1	0	9	0	0.0
Principals & Deans	22	19	86.4	3	13.6	19	0	0.0	0	19	5.3	1	0	19	1	5.3
Academic Directors & Chairs, & Associate Deans	116	93	80.2	23	19.8	92	1	1.1	0	89	3.4	3	0	91	2	2.2
Totals:	147	119	81.0	28	19.0	120	1	0.8	0	117	5	4.3	5	119	3	2.5
EEOG-NOC EXTERNAL AVAILABILITY STATISTICS:																
01-0014 Senior Mgrs-Health, Educ, Social & Community Svcs & Membership Orgs					1.8				1.3				2.7			
02-0312 Administrators in Post-Secondary Education & Vocational Training	55.1				59.1				2.1				1.9			
					55.1				6.0				4.4			
					4.3				6.6				4.3			
					4.4				3.4				3.4			

Table 4(A) Professional Librarians, including Department Heads, (Full-Time) by Designated Group and External Availability Data

Table 4(B) Professional Librarians, including Department Heads, (Part-Time) by Designated Group and External Availability Data

- Professional Librarians, whether full-time or part-time, whether department heads or not, are a female dominated group at the University of Toronto and elsewhere. In comparison with the external availability data, U of T has a slightly smaller proportion of full-time female librarians and a slightly higher proportion of part-time female librarians.
- In contrast, U of T has a greater proportion of librarians, whether full-time or part-time, who are members of visible minority groups, or persons with disabilities than would be expected by reference to the external availability data. Of the 23 people in these groups, only 2 are men.
- There are no Aboriginal people among librarians of any kind at the university

Table 4(A)

**PROFESSIONAL LIBRARIANS, INCLUDING DEPARTMENT HEADS,
(FULL-TIME) BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA**

		UNIVERSITY OF TORONTO WORKFORCE																	
		All Employees														Survey Respondents			
JOB CATEGORY	Total#	Aboriginal Peoples				Visible Minorities				Persons With Disabilities				Total	Comp-leted	#	%		
		#	%	Men	Women	Total	%	Men	Women	Total	%	Men	Women					Total	%
Professional Librarians	20	5	25.0	15	75.0	19	0	0.0	0	19	2	10.5	0	2	19	0	0.0	0	
Department Heads Librarians	101	21	20.8	80	79.2	88	0	0.0	0	87	10	11.5	2	8	86	6	7.0	0	
Totals	121	26	21.5	95	78.5	107	0	0.0	0	106	12	11.3	2	10	105	6	5.7	0	
EEO-NOC EXTERNAL AVAILABILITY STATISTICS:																			
03-5111 Librarians		17.5		82.5		1.7	1.1	1.9		7.0	8.4	6.7					3.7		

Table 4(B)

**PROFESSIONAL LIBRARIANS, INCLUDING DEPARTMENT HEADS,
(PART-TIME) BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA**

		UNIVERSITY OF TORONTO WORKFORCE																	
		All Employees														Survey Respondents			
JOB CATEGORY	Total#	Aboriginal Peoples				Visible Minorities				Persons With Disabilities				Total	Comp-leted	#	%		
		#	%	Men	Women	Total	%	Men	Women	Total	%	Men	Women					Total	%
Professional Librarians	21	2	9.5	19	90.5	16	0	0.0	0	16	2	12.5	0	2	16	1	6.3	0	
Department Heads Librarians																			
Totals																			
EEO-NOC EXTERNAL AVAILABILITY STATISTICS:																			
03-5111 Librarians		17.5		82.5		1.7	1.1	1.9		7.0	8.4	6.7					3.7		

Table 5(A) Research Associates (Full-Time) by Designated Group and External Availability Data

Table 5(B) Research Associates (Part-Time) by Designated Group and External Availability Data

- Although more than 3/4 of the full-time research associates are men, only a little more than 1/2 the part-timers are men.
- There are no Aboriginal people at all in this category, no persons with disabilities among the part-timers and only two among the full-time population. There is a greater proportion of visible minority members amongst the full-time research associates than the external availability data would predict
- There are fewer women than the external data would predict. However, the external data are not a perfect match with this job category and the proportion of women at the University probably reflects the concentration of research associates in the sciences.

Table 5(A)

RESEARCH ASSOCIATES (FULL-TIME) BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

		UNIVERSITY OF TORONTO WORKFORCE															
		Survey Respondents															
All Employees		Aboriginal Peoples				Visible Minorities				Persons With Disabilities							
		Response of "Yes"		Response of "Yes"		Response of "Yes"		Response of "Yes"		Response of "Yes"		Response of "Yes"					
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women				
JOB CATEGORY		Comp-leted	#	%	Comp-leted	#	%	Comp-leted	#	%	Comp-leted	#	%				
Research Associates		98	0	0.0	0	0	0	101	37	36.6	28	9	100	2	2.0	2	0
EEO-NOC EXTERNAL AVAILABILITY STATISTICS:																	
03-4122 Post-Secondary Teaching and Research Assistants		54.2	45.8	1.6	1.1	2.2	22.9	27.5	17.4	3.7							

Table 5(B)

RESEARCH ASSOCIATES (PART-TIME) BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

		UNIVERSITY OF TORONTO WORKFORCE															
		Survey Respondents															
All Employees		Aboriginal Peoples				Visible Minorities				Persons With Disabilities							
		Response of "Yes"		Response of "Yes"		Response of "Yes"		Response of "Yes"		Response of "Yes"		Response of "Yes"					
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women				
JOB CATEGORY		Comp-leted	#	%	Comp-leted	#	%	Comp-leted	#	%	Comp-leted	#	%				
Research Associates		15	0	0.0	0	0	0	15	1	6.7	0	1	15	0	0.0	0	0
EEO-NOC EXTERNAL AVAILABILITY STATISTICS:																	
03-4122 Post-Secondary Teaching and Research Assistants		54.2	45.8	1.6	1.1	2.2	22.9	27.5	17.4	3.7							

Table 6(A) Senior Managers, Administrative Managers and Professionals (Full-Time) by Designated Group

Table 6(B) Senior Managers, Administrative Managers and Professionals (Part-Time) by Designated Group

- With respect to the full-time data, if we add the 4 unclassified senior positions referred to as level OMS to the 12 cases in 3MS for SMG, we find that 81.2% of the most senior members of the SMG are men. At the two lower levels of the SMG, the representation of men and women is roughly 50%.
- In the next management level(s), i.e. Administrative Managers & Professionals (AMP), the lowest proportion of women is found at the upper level and the highest proportion at the bottom.
- Visible minorities and persons with disabilities are represented, albeit in small numbers and in the lower levels of the SMG. Of the 11 visible minorities in the SMG, 4 are women. The two male PWDs are found in the lowest level of the SMG.
- The feeder group (AMP) contains more members of the two latter groups. Over 18% of those who completed the surveys are visible minorities in the AMP group and more than 50% of those are women. If the SMG and AMP are added together, 17% of those who completed surveys are visible minorities. Only 11 PWDs are represented in the AMP group, 6 of whom are women.
- There are no Aboriginal people anywhere in the hierarchy of the SMG and only four (2 women, 2 men in the middle level of the AMP group).
- There are only 2 part-time members of SMG (one man and one woman) and very few in the AMP group. The only remarkable observation to be made here is that all (100%) of the part-time members of AMP are women, whereas 57% of the full-time members of AMP are women. The two part-time members of SMG are not members of the other three designated groups. The one visible minority member and three PWDs in the part-time AMP group are, of course, women.

Table 6(A) SENIOR MANAGERS, ADMINISTRATIVE MANAGERS AND PROFESSIONALS (FULL-TIME) BY DESIGNATED GROUP

		UNIVERSITY OF TORONTO WORKFORCE																
		All Employees												Survey Respondents				
Management Group	Level	Total#	% Men		% Women		Total Comp-leted	Aboriginal Peoples			Visible Minorities			Persons With Disabilities				
			#	%	#	%		Total	Response of "Yes"	Men	Women	Total	Response of "Yes"	Men	Women			
Senior Mgmt Gp	OMS	4	2	50.0	2	50.0	4	0	0.0	0	0	0.0	0	0	0.0	0	0	
	3MS	12	11	91.7	1	8.3	11	0	0.0	0	0	0.0	0	11	0	0.0	0	
	2MS	29	14	48.3	15	51.7	27	0	0.0	0	28	3	10.7	2	1	28	0	0.0
	1MS	52	27	51.9	25	48.1	47	0	0.0	0	46	8	17.4	5	3	47	2	4.3
	Totals:	97	54	55.7	43	44.3	89	0	0.0	0	89	11	12.4	7	4	90	2	2.2
Admin Mgrs	Upper	131	91	69.5	40	30.5	112	0	0.0	0	112	10	8.9	8	2	112	4	3.6
& Professionals ¹	Middle	236	72	30.5	164	69.5	217	4	1.8	2	216	45	20.8	18	27	214	4	1.9
	Lower	39	11	28.2	28	71.8	37	0	0.0	0	37	11	29.7	2	9	35	3	8.6
	Totals:	406	174	42.9	232	57.1	366	4	1.1	2	365	66	18.1	28	38	361	11	3.0

¹ Within Administrative Managers and Professionals, "Upper" refers to salary grades 12N and up; "Middle" is 09N through 07B; and "Lower" is below 09N.

Table 6(B)

SENIOR MANAGERS, ADMINISTRATIVE MANAGERS AND PROFESSIONALS (PART-TIME) BY DESIGNATED GROUP

		UNIVERSITY OF TORONTO WORKFORCE Survey Respondents													
		All Employees													
Management Group	Level	#		%		Women	Aboriginal Peoples			Visible Minorities			Persons With Disabilities		
		Total	#	Men	Women		Total	Response of "Yes"	Men	Women	Total	Response of "Yes"	Men	Women	
		Total	Men	Women	%	%	Total	Response of "Yes"	Men	Women	Total	Response of "Yes"	Men	Women	
Senior Mgmt Gp	OMS	1	1	0	100.0	0	0	0	0	0	1	0	0	0	
	3MS	0	0	0	n/a	0	0	0	0	0	0	0	0	0	
	2MS	0	0	0	n/a	0	0	0	0	0	0	0	0	0	
	1MS	1	0	1	100.0	1	1	0	0	0	1	0	0	0	
	Totals:	2	1	1	50.0	1	50.0	2	0	0	2	0	0	0	
Admin Mgrs	Upper	2	0	0	0.0	2	100.0	2	0	0	2	0	0	0	
& Professionals ¹	Middle	22	0	0	0.0	22	100.0	21	0	0	21	1	4.8	0	
	Lower	0	0	0	n/a	0	n/a	0	0	0	0	0	0	0	
	Totals:	24	0	0	0.0	24	100.0	23	0	0	23	1	4.2	0	

¹ Within Administrative Managers and Professionals, "Upper" refers to salary grades 12N and up; "Middle" is 09N through 07B; and "Lower" is below 09N.

Table 7.1(A) Administrative Staff (full-time): non-unionized by Designated Group and External Availability Data

Table 7.1(B) Administrative Staff (part-time): non-unionized by Designated Group and External Availability Data

Table 7.2(A) Administrative Staff (full-time) on term appointments: non-unionized by Source of Funding by Designated Group and External Availability Data

Table 7.2(B) Administrative Staff (part-time) on term appointments: non-unionized by Source of Funding by Designated Group and External Availability Data

- The first three occupational groups (01-03) overlap almost entirely with the Senior Management Group discussed in the context of Table 6. Therefore the only discussion of these groups will be with respect to the external availability data.
- With respect to female full-time employees, the University falls behind what would be predicted from external availability data for senior managers (01) and professionals (03) and is slightly above what would be predicted for the middle and other managers (02).
- The University is equal to or above the expected percentage of visible minorities for middle and other managers (02) and for professionals (03), but below what would be expected for the most senior category (01).
- The University is below expectations for PWDs for the top two categories and above for the third.
- There are no Aboriginal people in the first three occupational groups.

-
- With respect to part-time employees there are no part-time members in the senior managers category. For part-time members of categories 02 and 03, the female/male split is not identical to but reflects the findings in Tables 6 (A) and (B) — i.e., a higher proportion of part-time as compared to full-time women. The numbers for the other designated groups are too small to be meaningful.
 - Among the full-time non-unionized staff in occupational groups 04-13, there are many single gender dominated occupations similar to the pattern in the general population (external availability data). Only one of these groups, the Semi-Pro and Tech (Skill Level B) is roughly 1/2 male and 1/2 female. The others range from 60 - 100% one or the other dominated. 3 of the 10 categories in question are 100% one gender or the other.
 - Among the part-time non-unionized staff, there is less diversity. There are only 7 categories below the managerial level and 4 of these are 100% female (they have very small N's, however). The total proportion of women in this group is a striking 89% compared to 67% among their full-time analogs.
 - Among the full-timers on term appointments, there are 11 middle and other managers and they are found only among those in the Operating Fund category. Professionals, on the other hand, are found both in Operating and Grant categories. Both of these can be compared with their colleagues from Table 7.1(A) who have more job security than they do. There are 73 professionals among the term appointees of whom 32 or about 44% are women. This compares with 41% for those on continuing appointments. The external availability data for this category indicate that 51.5% are women.
 - Among the term-appointed full-timers below the management level, only one category is half male and half female (05, operating fund) and has only 6 cases. Otherwise, every category, regardless of source of funding is female-dominated ranging from 65 - 100%. Those categories that are male-dominated among the continuing appointments are hardly represented among the term appointees (i.e., 06, 08 and 09). Note that although the average for the table shows this group to be female-dominated, the top two managerial categories are male-dominated.
 - Among the term-appointed part-timers (arguably those with the least secure jobs) we find 87.7% are female. The numbers are very small so it is difficult to make many other observations.

Table 7.1(A) ADMINISTRATIVE STAFF: (FULL-TIME)¹ NON-UNIONIZED BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

EMPLOYMENT EQUITY EEOC OCCUPATIONAL GROUP	UNIVERSITY OF TORONTO WORKFORCE												EXTERNAL AVAILABILITY STATISTICS																					
	All Employees						Survey Respondents						Population Aged 15-64 Who Worked In 1990 or 1991 (1986-1991 for PWD) Canada (EEOG 01-03) / Toronto (04-13)						Population Aged 15-64 Who Worked In 1990 or 1991 (1986-1991 for PWD) Canada (EEOG 01-03) / Toronto (04-13)															
	Aboriginal Peoples			Visible Minorities			Response of "Yes"			Persons With Disabilities			Aboriginal Peoples			Visible Minorities			Persons With Disabilities															
	Total	Men	Women	Comp- leted	Total	Men	Women	Comp- leted	Total	Men	Women	Comp- leted	Total	Men	Women	Comp- leted	Total	Men	Women	Comp- leted	Total	Men	Women	Comp- leted										
01 Senior Managers	6	5	83.3	1	16.7	5	**	5	**	**	**	5	**	**	**	59.1	40.9	1.8	1.3	2.7	5.3	4.3	6.6	4.3										
02 Middle and Other Managers	162	99	61.1	63	38.9	151	0	0.0	0	0	0	151	14	9.3	9	5	152	3	2.0	2	1	65.9	34.1	1.9	1.5	2.6	9.3	9.8	8.2	3.4				
03 Professionals (Skill Level A)	404	237	58.7	167	41.3	325	0	0.0	0	0	0	324	73	22.5	42	31	324	16	4.9	10	6	48.5	51.5	2.0	1.7	2.4	12.0	14.0	10.1	3.7				
04 Semi-Pro & Tech (Skill Level B)	517	266	51.5	251	48.5	411	4	1.0	2	2	411	122	29.7	62	60	410	13	3.2	11	2	53.6	46.4	1.1	1.1	1.2	25.2	27.3	22.8	5.8					
05 Super: Cler/Sale/Serv (Skill B)	161	61	37.9	100	62.1	137	1	0.7	0	1	135	35	25.9	15	20	137	4	2.9	2	2	44.4	55.6	1.1	1.0	1.1	21.8	23.0	20.9	n/a					
06 Super: Man/Pro/Trad-Prim Ind (Skill B)	25	25	100.0	0	0.0	21	0	0.0	0	0	21	6	28.6	6	0	21	3	14.3	3	0	90.0	10.0	1.1	0.9	3.1	13.8	13.2	19.9	6.5*					
07 Admin & Senr Cler (Skill Level B)	709	67	9.4	642	90.6	621	5	0.8	0	5	619	168	27.1	17	151	619	21	3.4	3	18	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*					
08 Sales and Service (Skill Level B)	10	6	60.0	4	40.0	9	**	**	**	**	9	**	**	**	**	79.6	20.4	1.1	0.9	1.6	16.3	17.4	12.2	3.1*										
09 Skilled Crafts & Trades (Skill Level B)	36	35	97.2	1	2.8	29	0	0.0	0	0	28	6	21.4	5	1	29	4	13.8	4	0	93.0	7.0	0.6	0.7	0.1	31.3	30.5	41.3	5.1					
10 Clerical Workers (Skill Level C)	631	85	13.5	546	86.5	563	3	0.5	0	3	559	171	30.6	28	143	560	21	3.8	7	14	23.0	77.0	1.2	1.2	1.2	28.9	33.5	27.5	4.6					
11 Sales and Service (Skill Level C)	36	0	0.0	36	100.0	29	1	3.4	0	1	29	7	24.1	0	7	28	0	0.0	0	0	14.9	85.1	0.9	2.8	0.5	44.6	52.6	43.2	3.8					
12 Semi-skilled Manual Workers (Skill C)	2	2	100.0	0	0.0	2	**	**	**	**	2	**	**	**	**	2	**	**	**	**	**	**	**	**	**	70.6	29.4	1.1	1.3	0.8	21.4	24.0	15.2	8.7
13 Sales and Service (Skill Level D)	31	12	38.7	19	61.3	26	0	0.0	0	0	26	5	19.2	3	2	26	2	7.7	1	1	61.6	38.4	1.1	1.1	1.3	26.8	27.0	26.4	4.9					
ALL TOTALS	2730	900	33.0	1830	67.0	2329	**	0.6	**	**	2319	**	26.3	**	**	2322	**	3.7	**	**	49.5	50.5	1.8	1.5	2.0	14.5	14.8	14.3	14.3					

¹Includes Senior Management Group.

Table 7.1 (B) ADMINISTRATIVE STAFF (PART-TIME):¹ NON-UNIONIZED BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

EMPLOYMENT EQUITY EEOC OCCUPATIONAL GROUP	UNIVERSITY OF TORONTO WORKFORCE												EXTERNAL AVAILABILITY STATISTICS																
	All Employees						Survey Respondents						Population Aged 15-64 Who Worked In 1990 or 1991 (1986-1991 for PWD) Canada (EEOG 01-03) / Toronto (04-13)						Population Aged 15-64 Who Worked In 1990 or 1991 (1986-1991 for PWD) Canada (EEOG 01-03) / Toronto (04-13)										
	Aboriginal Peoples			Visible Minorities			Response of "Yes"			Persons With Disabilities			Aboriginal Peoples			Visible Minorities			Persons With Disabilities										
	Total	Men	Women	Comp- leted	Total	Men	Women	Comp- leted	Total	Men	Women	Comp- leted	Total	Men	Women	Comp- leted	Total	Men	Women	Comp- leted	Total	Men	Women	Comp- leted					
02 Middle and Other Managers	2	1	50.0	1	50.0	2	**	**	**	**	2	**	**	**	**	65.9	34.1	1.9	1.5	2.6	9.3	9.8	8.2	3.4					
03 Professionals (Skill Level A)	58	13	22.4	45	77.6	42	1	2.4	0	1	41	3	7.3	0	3	42	2	4.8	0	2	48.5	51.5	2.0	1.7	2.4	12.0	14.0	10.1	3.7
04 Semi-Pro & Tech (Skill Level B)	58	8	13.8	50	86.2	44	0	0.0	0	0	43	7	16.3	2	5	44	1	2.3	0	1	53.6	46.4	1.1	1.1	1.2	25.2	27.3	22.8	5.8
05 Super: Cler/Sale/Serv (Skill B)	5	0	0.0	5	100.0	5	**	**	**	**	5	**	**	**	**	44.4	55.6	1.1	1.0	1.1	21.8	23.0	20.9	n/a					
06 Super: Man/Pro/Trad-Prim Ind (Skill B)	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	90.0	10.0	1.1	0.9	3.1	13.8	13.2	19.9	6.5*					
07 Admin & Senr Cler (Skill Level B)	72	1	1.4	71	98.6	65	1	1.5	0	1	64	4	6.3	0	4	65	3	4.6	0	3	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*
10 Clerical Workers (Skill Level C)	83	9	10.8	74	89.2	73	0	0.0	0	0	72	10	13.9	0	10	73	3	4.1	0	7	33.0	67.0	1.2	1.2	1.2	28.9	33.5	27.5	4.6
11 Sales and Service (Skill Level C)	9	0	0.0	9	100.0	7	**	**	**	**	7	**	**	**	**	14.9	85.1	0.9	2.8	0.5	44.6	52.6	43.2	3.8					
13 Sales and Service (Skill Level D)	4	0	0.0	4	100.0	3	**	**	**	**	3	**	**	**	**	61.6	38.4	1.1	1.1	1.3	26.8	27.0	26.4	4.9					
ALL TOTALS	292	32	11.0	260	89.0	242	**	0.8	**	**	237	**	11.4	**	**	242	**	3.7	**	**	49.5	50.5	1.8	1.5	2.0	14.5	14.8	14.3	14.3

¹Includes Senior Management Group.

**Table 8(A) Administrative Staff:
unionized (Full-Time) by
Designated Group and
External Availability Data**

**Table 8(B) Administrative Staff:
unionized (Part-Time) by
Designated Group and
External Availability Data**

- Only 2 of the 11 categories represented here (04-14) are roughly divided evenly between males and females and these are 10, the Clerical Workers at Skill Level C, and 13, Sales and Service Workers at Skill Level D. In both cases 51.6% are women. Only one group is female dominated, 04, the Semi-Pro and Tech at Skill Level B that is 68.6% women. All the other unionized groups are male-dominated at proportions ranging from 72.2% to 100%. However, as noted below, this is consistent with the external data.
- Overall, among full-time unionized staff, almost 40% are women. This is somewhat lower than the external data of 47%. However, the University employs a large number of skilled crafts and trades staff, (15% of all unionized staff), who are traditionally almost exclusively male dominated both within and outside the University. When the University data are adjusted for this, they are consistent with the external data.
- For the part-timers, all the groups are dominated by one or the other gender thus making the total average a distortion of the data rather than a summary. But the numbers are too small to make many further generalizations.
- There are more Aboriginal people in this group than in any other (18) and they are all men. The majority are in Sales and Service Skill Level D where there are 10. There is only one Aboriginal person in the part-time data. The figures for this category are higher than would be predicted by the external availability data.
- Almost 20% of those surveyed among the full-timers are visible minorities (about 40% women), who are primarily in 4 categories: Semi-Pro and Tech (Skill Level B); Skilled Crafts and Trades (Skill Level B); Clerical Workers (Skill Level C) and Sales and Service (Skill Level D). The external availability data indicate that the percentage of visible minorities should be closer to 27%. There are only 8 visible minorities among the part-timers but they account for 40% of this small category.
- Among the full-timers, there are 54 PWDs (less than 25% women) and the majority of them are found in Skilled Crafts and Trades (Skill Level B) and Sales and Service (Skill Level D). For most categories, the representation of PWDs exceeds that found in the external data. There are only 2 PWDs among the part-timers.

Table 8(A)
ADMINISTRATIVE STAFF: UNIONIZED (FULL-TIME)
BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

EMPLOYMENT EQUITY EEO3 OCCUPATIONAL GROUP	UNIVERSITY OF TORONTO WORKFORCE												EXTERNAL AVAILABILITY STATISTICS																
	All Employees						Survey Respondents						Population Aged 15-64 Who Worked In 1990 or 1991 (1986-1991 for PWD)						Toronto										
	#		%		#		%		#		%		%		%		%		%		%								
	Total #	Men	Women	Men	Women	Total #	Men	Women	Total #	Men	Women	Total #	Men	Women	Total #	Men	Women	Total #	Men	Women	Total #	Men	Women						
04 Semi-Pro & Tech (Skill Level B)	105	33	31.4	72	68.6	55	1	1.8	1	0	55	22	40.0	6	16	55	8	14.5	5	3	43.7	56.3	1.3	1.6	1.0	19.5	20.1	19.0	5.8
05 Super. Cler/Sale/Serv (Skill B)	17	16	94.1	1	5.9	14	1	7.1	1	0	14	1	7.1	1	0	14	1	7.1	1	0	77.3	22.7	1.6	1.8	0.9	18.2	17.4	20.6	n/a
06 Super. Man/Pro/Trad-Prim Ind (Skill B)	9	9	100.0	0	0.0	7	**	**	**	**	7	**	**	**	**	7	**	**	**	**	94.3	5.7	1.1	1.0	2.9	12.9	12.1	25.7	6.5*
07 Admin & Serr Cler (Skill Level B)	1	1	100.0	0	0.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	1.5	98.5	1.0	0.0	1.0	20.5	29.1	20.4	3.4*
08 Sales and Service (Skill Level B)	45	34	75.6	11	24.4	34	0	0.0	0	0	32	4	12.5	3	1	34	1	2.9	1	0	72.7	27.3	1.3	1.1	1.9	34.0	35.4	30.1	3.1*
09 Skilled Crafts & Trades (Skill Level B)	141	141	100.0	0	0.0	103	3	2.9	3	0	101	24	23.8	24	0	103	12	11.7	12	0	96.2	3.8	0.8	0.8	1.7	18.8	18.5	27.2	5.1
10 Clerical Workers (Skill Level C)	124	60	48.4	64	51.6	68	0	0.0	0	0	67	24	35.8	11	13	68	4	5.9	1	3	48.6	51.4	1.3	1.3	32.0	30.4	33.6	4.6	
11 Sales and Service (Skill Level C)	18	13	72.2	5	27.8	8	**	**	**	**	8	**	**	**	**	8	**	**	**	**	36.1	63.9	1.6	0.9	2.0	23.1	34.2	16.8	3.8
12 Semi-skilled Manual Workers (Skill C)	9	7	77.8	2	22.2	7	**	**	**	**	7	**	**	**	**	7	**	**	**	**	89.0	11.0	1.8	1.7	2.3	29.3	29.2	30.1	8.7
13 Sales and Service (Skill Level D)	384	186	48.4	198	51.6	299	10	3.3	10	0	297	34	11.4	20	14	300	22	7.3	16	6	47.7	52.3	1.1	1.2	1.0	31.0	31.5	30.6	4.9
14 Other Manual Workers (Skill Level D)	40	39	97.5	1	2.5	24	2	8.3	2	0	24	3	12.5	3	0	24	3	12.5	3	0	85.9	14.1	1.4	1.3	2.0	15.5	13.7	26.8	6.3
ALL TOTALS	893	539	60.4	354	39.6	620	**	2.9	**	**	613	**	19.1	**	**	621	**	8.7	**	**	53.1	46.9	1.2	1.2	1.2	26.9	27.1	26.7	

Table 8(B)
ADMINISTRATIVE STAFF: UNIONIZED (PART-TIME)
BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

EMPLOYMENT EQUITY EEO3 OCCUPATIONAL GROUP	UNIVERSITY OF TORONTO WORKFORCE												EXTERNAL AVAILABILITY STATISTICS																	
	All Employees						Survey Respondents						Population Aged 15-64 Who Worked In 1990 or 1991 (1986-1991 for PWD)						Toronto											
	#		%		#		%		#		%		%		%		%		%		%		%		%		%		%	
	Total #	Men	Women	Men	Women	Total #	Men	Women	Total #	Men	Women	Total #	Men	Women	Total #	Men	Women	Total #	Men	Women	Total #	Men	Women	Total #	Men	Women	Total #	Men	Women	
04 Semi-Pro & Tech (Skill Level B)	4	1	25.0	3	75.0	3	**	**	**	**	3	**	**	**	**	3	**	**	**	**	43.7	56.3	1.3	1.6	1.0	19.5	20.1	19.0	5.8	
07 Admin & Serr Cler (Skill Level B)	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	1.5	98.5	1.0	0.0	1.0	20.5	29.1	20.4	3.4*	
09 Skilled Crafts & Trades (Skill Level B)	1	1	100.0	0	0.0	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**	96.2	3.8	0.8	0.8	1.7	18.8	18.5	27.2	5.1	
10 Clerical Workers (Skill Level C)	15	4	26.7	11	73.3	10	0	0.0	0	0	10	5	50.0	0	5	10	1	10.0	0	1	48.6	51.4	1.3	1.3	32.0	30.4	33.6	4.6		
12 Semi-skilled Manual Workers (Skill C)	1	1	100.0	0	0.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	89.0	11.0	1.8	1.7	2.3	29.3	29.2	30.1	8.7	
13 Sales and Service (Skill Level D)	13	9	69.2	4	30.8	5	**	**	**	**	5	**	**	**	**	5	**	**	**	**	47.7	52.3	1.1	1.2	1.0	31.0	31.5	30.6	4.9	
ALL TOTALS	35	16	45.7	19	54.3	20	**	5.0	**	**	20	**	40.0	**	**	20	**	10.0	**	**	53.1	46.9	1.2	1.2	1.2	26.9	27.1	26.7		

Table 9(A) Training (Major Training Topic) for Administrative Staff: non-union and union (full-time) by staff category and designated group

Table 9(B) Training (Major Training Topic) for Administrative Staff: non-union and union (part-time) by staff category and designated group

- Overall, in each staff category, women participated in a greater percentage of the training offered than their representation in the category.
- Visible minority representation was about equal to overall representation in SMG and for “other administrative staff”. Participation rates were higher than representation in the workforce for AMP and for unionized administrative staff.
- For persons with disabilities participation in training was less than representation in the staff category for all categories, except for the unionized group. The low participation rates for persons with disabilities could indicate problems with access to training seminars — either physical access or availability of training in alternative delivery formats.
- Participation for Aboriginal people varied between staff categories, but is probably based on too small a population to draw meaningful conclusions.
- In terms of types of training, women’s participation rate was greater or equal to their representation in the workforce for most seminars.
- Visible minorities were more likely to participate in computer skills and administrative management systems training and less likely to participate in management development and career and life planning.
- Persons with disabilities were most likely to participate in staff development courses (e.g. administrative and business skills) and least likely to participate in management development.
- Again numbers for Aboriginal people are too small to interpret.
- Because of the small numbers involved, it is not possible to draw meaningful conclusions from the data on part-time staff.

Table 9(A)

**TRAINING (MAJOR TRAINING TOPIC) FOR ADMINISTRATIVE STAFF: NON-UNION
AND UNION (FULL-TIME) BY STAFF CATEGORY AND DESIGNATED GROUP**

Staff Category	Type of Seminar	All Employees			Survey Respondents							
		Total # of Participant Days for Workforce ³	Women		# of Participant Days for Staff Who Completed Surveys	Aboriginal Peoples		# of Participant Days for Staff Who Completed Surveys	Visible Minorities		# of Participant Days for Staff Who Completed Surveys	Persons with Disabilities
			%Wkforce	%Days ¹		%Wkforce	%Days		%Wkforce	%Days		
Senior Management Group	Staff Development	5	70.0	3	0.0	3	0.0	3	0.0	3	0.0	
	Computer Skills	9	100.0	7	0.0	7	0.0	7	0.0	7	0.0	
	Admin Mgmt Systems	212	54.5	192	0.0	192	0.0	192	10.4	192	0.5	
	Rethinking Admin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Mgmt Development	61	75.4	60	0.0	60	21.8	60	21.8	60	0.8	
	Career & Life Planning	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Env Health & Safety	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	TOTAL	287	44.3	60.6	261	0.0	261	12.4	12.7	261	2.2	0.6
AVG DAYS²	2.95	4.03		0.00		3.00			0.75			
Admin, Non-union: Admin Managers & Professionals	Staff Development	72	77.6	71	2.8	71	20.4	71	20.4	71	1.4	
	Computer Skills	74	79.7	65	0.0	65	34.9	65	34.9	60	0.8	
	Admin Mgmt Systems	1143	79.2	1057	0.7	1043	28.2	1017	28.2	1017	2.5	
	Rethinking Admin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Mgmt Development	149	73.1	145	4.2	145	17.0	145	17.0	145	1.7	
	Career & Life Planning	5	100.0	4	0.0	4	0.0	4	0.0	4	12.5	
	Env Health & Safety	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	TOTAL	1442	57.1	78.6	1341	1.1	1327	18.1	26.8	1296	3.0	2.3
AVG DAYS	3.55	4.88		3.88		5.39			2.73			
Admin, Non-union: Others	Staff Development	291	84.7	250	0.0	256	25.2	250	25.2	250	6.8	
	Computer Skills	724	86.2	647	1.4	649	34.4	645	34.4	645	4.5	
	Admin Mgmt Systems	3045	90.6	2752	0.7	2738	26.9	2732	26.9	2732	2.4	
	Rethinking Admin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Mgmt Development	92	82.1	89	0.0	89	6.2	89	6.2	89	0.0	
	Career & Life Planning	24	89.4	22	0.0	22	13.6	22	13.6	22	2.3	
	Env Health & Safety	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	TOTAL	4175	79.8	89.2	3759	0.5	3753	28.5	27.5	3736	4.0	3.0
AVG DAYS	1.87	2.10		2.85		1.94			1.53			
Administrative, Unionized	Staff Development	51	24.8	37	1.4	34	3.0	37	3.0	37	8.2	
	Computer Skills	44	75.0	28	0.0	28	49.1	28	49.1	28	0.0	
	Admin Mgmt Systems	24	27.1	16	0.0	16	51.6	16	51.6	16	35.5	
	Rethinking Admin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Mgmt Development	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Career & Life Planning	6	25.0	3	0.0	3	40.0	3	40.0	3	0.0	
	Env Health & Safety	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	TOTAL	125	39.6	43.0	82	2.9	79	19.1	29.7	82	8.7	10.4
AVG DAYS	0.14	0.15		0.03		0.20			0.16			
ALL ADMIN STAFF	Staff Development	418	76.1	360	0.7	363	22.0	361	22.0	361	5.8	
	Computer Skills	851	85.2	746	1.2	747	34.7	738	34.7	738	4.0	
	Admin Mgmt Systems	4424	85.6	4016	0.7	3988	26.5	3956	26.5	3956	2.5	
	Rethinking Admin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	Mgmt Development	302	76.3	293	2.1	293	14.7	293	14.7	293	1.0	
	Career & Life Planning	34	79.4	29	0.0	29	14.0	28	14.0	28	3.6	
	Env Health & Safety	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
	TOTAL	6028	84.3	5442	0.8	5419	26.6	5375	26.6	5375	2.8	

¹Percentages shown in "% Days" are weighted by the number of participant days within each cell.

²"AVG DAYS" shows, within a given staff category, the average number of training days taken by the entire relevant workforce, which may be compared to the average number of training days taken by designated group members.

³Data on Participant Days has been collected from AMS Education and Training module in HRIS.

Table 9(B)

**TRAINING (MAJOR TRAINING TOPIC) FOR ADMINISTRATIVE STAFF: NON-UNION
AND UNION (PART-TIME) BY STAFF CATEGORY AND DESIGNATED GROUP**

Staff Category	Type of Seminar	All Employees			Survey Respondents								
		Total # of Participant Days for Workforce ³	Women		# of Participant Days for Staff Who Completed Surveys	Aboriginal Peoples		# of Participant Days for Staff Who Completed Surveys	Visible Minorities		# of Participant Days for Staff Who Completed Surveys	Persons with Disabilities	
			%Wkforce	%Days ¹		%Wkforce	%Days		%Wkforce	%Days		%Wkforce	%Days
Admin. Non-union:	Staff Development	2	100.0		2	0.0	0.0	2	0.0	0.0	2	0.0	0.0
Admin Managers & Professionals	Computer Skills	3	100.0		3	0.0	0.0	3	0.0	0.0	3	0.0	0.0
	Admin Mgmt Systems	43	100.0		43	0.0	0.0	43	0.0	0.0	43	53.5	0.0
	Rethinking Admin	0	0.0		0	0.0	0.0	0	0.0	0.0	0	0.0	0.0
	Mgmt Development	1	50.0		1	0.0	0.0	1	0.0	0.0	1	0.0	0.0
	Career & Life Planning	0	0.0		0	0.0	0.0	0	0.0	0.0	0	0.0	0.0
	Env Health & Safety	0	0.0		0	0.0	0.0	0	0.0	0.0	0	0.0	0.0
	TOTAL	48	100.0	100.0	48	**	0.0	48	**	0.0	48	**	48.4
	AVG DAYS²	1.98	1.98		0.00			0.00			7.67		
Admin. Non-union:	Staff Development	29	86.0		28	0.0	0.0	28	0.0	0.0	28	7.1	7.1
Others	Computer Skills	37	98.6		32	0.0	0.0	31	0.0	0.0	32	17.5	17.5
	Admin Mgmt Systems	278	94.6		251	0.0	0.0	241	8.3	8.3	251	7.0	7.0
	Rethinking Admin	0	0.0		0	0.0	0.0	0	0.0	0.0	0	0.0	0.0
	Mgmt Development	6	100.0		6	0.0	0.0	6	0.0	0.0	6	0.0	0.0
	Career & Life Planning	1	50.0		1	0.0	0.0	1	0.0	0.0	1	0.0	0.0
	Env Health & Safety	0	0.0		0	0.0	0.0	0	0.0	0.0	0	0.0	0.0
	TOTAL	350	88.3	94.4	317	0.9	0.0	306	12.3	6.5	317	2.8	7.9
	AVG DAYS	1.31	1.24		0.00			0.77			4.17		
ALL ADMIN STAFF	Staff Development	30	86.7		30	0.0	0.0	30	0.0	0.0	30	6.8	6.8
	Computer Skills	39	98.7		34	0.0	0.0	33	0.0	0.0	34	16.2	16.2
	Admin Mgmt Systems	321	95.3		294	0.0	0.0	284	7.1	7.1	294	13.8	13.8
	Rethinking Admin	0	0.0		0	0.0	0.0	0	0.0	0.0	0	0.0	0.0
	Mgmt Development	7	100.0		7	0.0	0.0	7	0.0	0.0	7	0.0	0.0
	Career & Life Planning	1	50.0		1	0.0	0.0	1	0.0	0.0	1	0.0	0.0
	Env Health & Safety	0	0.0		0	0.0	0.0	0	0.0	0.0	0	0.0	0.0
	TOTAL	397	95.1		364	0.0		353	5.7		364	13.2	

¹Percentages shown in "% Days" are weighted by the number of participant days within each cell.

²"AVG DAYS" shows, within a given staff category, the average number of training days taken by the entire relevant workforce, which may be compared to the average number of training days taken by designated group members.

³Data on Participant Days has been collected from AMS Education & Training module in HRIS.

Table 10 Promotions by Staff Category by Designated Group

- With respect to women, those in the academic and clinical streams were promoted from associate to full professor at about the rate that would be expected, e.g., 30.1% of associate professors in the tenure stream were women and 29.7% of those promoted were women. The same was true for SMG . However, women were somewhat “under-promoted” in the Administrative, Non-Unionized group and “over-promoted” in the Administrative Managers and Professionals and the Administrative, Unionized group.
- The numbers are too small to indicate much with respect to other designated groups. However, Aboriginal people were “over-promoted” in 2 categories; “under-promoted” in 2 categories and not represented at all in one category (2 Aboriginals received promotions). Visible minorities were “over-promoted” in 3 out of 5 categories (49 visible minorities were promoted). There were 7 promotions among PWDs. In 2 out of 5 categories PWDs were promoted more than their proportion in the population.

PROMOTIONS BY STAFF CATEGORY BY DESIGNATED GROUP

Table 10

STAFF CATEGORY	UNIVERSITY OF TORONTO WORKFORCE																	
	All Employees					Survey Respondents												
	Total#	# Men	% Men	# Women	% Women	% Wkfrce	Total	#	%	Visible Minorities	Total	#	%	Persons With Disabilities				
Academic: Promotions ¹ to Full Professor	37	26	70.3	11	29.7	30.1	31	0	0.0	0.5	31	4	12.9	5.8	31	3	9.7	4.7
Clinical: Promotions ² to Full Professor	9	8	88.9	1	11.1	10.6	8	*	*	0.8	8	*	*	13.1	8	*	*	2.4
Senior Management Group ³	13	7	53.8	6	46.2	44.3	11	0	0.0	0.0	11	4	36.4	12.4	11	0	0.0	2.2
Admin Managers & Professionals ³	13	5	38.5	8	61.5	57.1	13	0	0.0	1.1	13	4	30.8	18.1	13	1	7.7	3.0
Administrative, Non-Unionized	127	45	35.4	82	64.6	69.8	110	1	0.9	0.5	111	32	28.8	28.5	112	3	2.7	4.0
Administrative, Unionized	41	23	56.1	18	43.9	39.6	29	1	3.4	2.9	28	5	17.9	19.1	29	0	0.0	8.7

¹Promotions are defined by: (a) Academics: only promotions to Full Professor in Tenure Stream are shown (note of the 38 cases, two were promotions from Assistant Prof. instead of from Associate Professor); (b) Clinical: promotion to Full Professor only; (c) Admin Non-Union staff (includes SMG): by upward movement in salary grade; (d) Unionized staff: a salary increase.

²Promotions are determined by comparing March 1996 to September 1996 data only. Of the 240 promotions shown, 232 are full-time.

³Senior Management Group" and "Admin Managers & Professionals" are subsets of Administrative Non-Unionized.

⁴% Wkfrce" shows % of relevant full-time workforce, to be used as a comparator. For Academic, the comparator is Associate Professors in Tenure Stream. For Clinical, the comparator is Associate Professors holding clinical appointments in the Faculty of Medicine.

Table 11(A) Exit Data (Reason for Leaving) by Staff Category (Full-Time) by Designated Group

Table 11(B) Exit Data (Reason for Leaving) by Staff Category (Part-Time) by Designated Group

- Given the number of cases, the most sensible place to look for patterns is in the “All Reasons” category for each subgroup. In the case of Aboriginals, the proportion of exits is less than or equal to the proportion of those in the workforce in all cases in which there are sufficient numbers to compare.
- For visible minorities there are 4 instances in which the percentage of exits is less than percentage representation in the workforce and one instance (unionized administrative staff) where the proportion of exits is greater.
- For PWDs the proportion leaving is greater than workforce representation in all cases where the numbers are sufficient for reporting.
- For women, the proportion of exits is less than representation in the workforce for faculty, (tenure stream and non-tenure stream), research associates and non-unionized administrative staff. The proportion is about equal for Senior Management Group. For librarians and unionized administrative staff the proportion of those leaving is greater than workforce representation.
- The patterns are somewhat different in the part-time table. However, the numbers are too small to be meaningful.
- It is interesting to look at the specific category of “releases”, i.e., those whose exits were most probably involuntary. For full-time non-unionized administrative staff who were released from the operating budget (the largest group of released staff — 57 people) the percentage of women and Aboriginal persons released is lower than representation in the workforce, while the percentage of PWDs and visible minorities is slightly higher.

Table 11(A)

EXIT DATA (REASON FOR LEAVING)¹ BY STAFF CATEGORY (FULL-TIME) BY DESIGNATED GROUP

STAFF CATEGORY		All Employees			Survey Respondents ³								
		Total # of Exits	Women		# of Exits with Completed Surveys	Aboriginal Peoples		# of Exits with Completed Surveys	Visible Minorities		# of Exits with Completed Surveys	Persons with Disabilities	
			% of Workforce	% of Exits		% of Workforce	% of Exits		% of Workforce	% of Exits		% of Workforce	% of Exits
Faculty:	Normal Retirements	15		13.3	9		**	8		**	9		**
Tenure Stream	Early Retirements	46		13.0	27		0.0	27		7.4	27		14.8
	Resignations & Other	10		20.0	5		**	5		**	5		**
	All Reasons:	71	21.9	14.1	41	0.4	0.0	40	9.1	5.0	41	4.6	17.1
Faculty:	Normal Retirements	3		66.7	2		**	2		**	2		**
Non-Tenure	Early Retirements	17		29.4	10		0.0	10		0.0	10		10.0
	Expiry of Appt-Grant	8		25.0	3		**	5		**	5		**
	Expiry of Appt-Opertg	39		25.6	15		0.0	15		0.0	15		13.3
	Expiry of Appt-Other	1		0.0	0		**	0		**	0		**
	Resignations	24		8.3	13		0.0	13		7.7	13		0.0
	Release	1		100.0	1		**	1		**	1		**
	Deceased	5		0.0	3		**	3		**	2		**
	All Reasons:	98	31.4	22.4	47	0.3	0.0	49	14.1	8.2	48	3.2	6.3
Professional Librarians	Normal Retirements	1		100.0	1		**	1		**	1		**
	Early Retirements	4		100.0	2		**	2		**	2		**
	Release	1		100.0	0		**	0		**	0		**
	All Reasons:	6	78.5	100.0	3	0.0	**	3	11.3	**	3	5.7	**
Research Associates	Normal Retirements	1		0.0	0		**	0		**	0		**
	Expiry of Appt-Grant	15		0.0	6		**	6		**	6		**
	Resignations	18		11.1	10		0.0	10		50.0	10		0.0
	Release	5		20.0	4		**	4		**	4		**
	Deceased	1		0.0	0		**	0		**	0		**
	All Reasons:	40	23.3	7.5	20	0.0	0.0	20	36.6	35.0	20	2.0	5.0
Senior Mgmt Grp	Early Retirements	7		42.9	6		**	6		**	6		**
	Expiry of Appt-Opertg	1		0.0	0		**	0		**	0		**
	Resignations	3		66.7	3		**	3		**	3		**
	All Reasons:	11	44.3	45.5	9	0.0	**	9	12.4	**	9	2.2	**
Admin, Non-union	Normal Retirements	17		70.6	13		0.0	13		7.7	13		0.0
	Early Retirements	45		64.4	29		0.0	29		17.2	29		10.3
	Expiry of Appt-Grant	3		33.3	2		**	2		**	2		**
	Expiry of Appt-Opertg	26		53.8	15		6.7	15		13.3	15		6.7
	Expiry of Appt-Other	2		50.0	0		**	0		**	0		**
	Terminations for Cause	8		50.0	3		**	3		**	3		**
	Resignations	115		60.0	73		0.0	73		17.8	73		6.8
	Release-Grant	12		83.3	10		0.0	10		30.0	10		0.0
	Release-Operating	57		50.9	33		0.0	33		18.2	33		9.1
	Release-Other	2		100.0	0		**	0		**	0		**
	Deceased	2		100.0	1		**	1		**	1		**
	All Reasons:	289	67.9	59.9	179	0.6	0.6	179	26.8	17.3	179	3.8	7.8
Admin Unionized	Normal Retirements	13		46.2	10		0.0	10		10.0	10		20.0
	Early Retirements	19		42.1	5		**	5		**	5		**
	Expiry of Appt-Opertg	1		100.0	0		**	0		**	0		**
	Terminations for Cause	8		25.0	3		**	3		**	3		**
	Resignations	11		27.3	1		**	1		**	1		**
	Release ²	17		58.8	6		**	6		**	6		**
	All Reasons:	69	39.6	43.5	25	2.9	0.0	25	19.1	28.0	25	8.7	20.0

¹ "Reason for Leaving" is based on coding on Action Forms by departments, which may not be consistently applied in all cases.

² Admin Unionized Release includes voluntary exits.

³ Values which are based on Survey responses, for a population less than 10, have been suppressed to respect confidentiality.

Table 11(B)

EXIT DATA (REASON FOR LEAVING)¹ BY STAFF CATEGORY (PART-TIME) BY DESIGNATED GROUP

STAFF CATEGORY	REASON FOR LEAVING	All Employees			Survey Respondents ⁴								
		Total # of Exits	Women		# of Exits with Completed Surveys	Aboriginal Peoples		# of Exits with Completed Surveys	Visible Minorities		# of Exits with Completed Surveys	Persons with Disabilities	
			% of Workforce ²	% of Exits		% of Workforce	% of Exits		% of Workforce	% of Exits		% of Workforce	% of Exits
Faculty:	Early Retirements	1		0.0	1		**	1		**	1		**
Tenure Stream	All Reasons:	1	27.3	0.0	1	*	*	1	*	*	1	*	*
Faculty:	Normal Retirements	1		0.0	1		**	1		**	1		**
Non-Tenure Stream	Early Retirements	1		100.0	1		**	1		**	1		**
	Expiry of Appt-Opertg	18		83.3	8		**	8		**	8		**
	Resignations	5		20.0	1		**	1		**	1		**
	Release	1		100.0	0		**	0		**	0		**
	All Reasons:	26	34.5	69.2	11	0.9	0.0	11	11.3	9.1	11	2.6	0.0
Professional Librarians	Early Retirements	1		100.0	1		**	1		**	1		**
	Expiry of Appt-Opertg	2		50.0	1		**	1		**	1		**
	All Reasons:	3	90.5	66.7	2	0.0	**	2	12.5	**	2	6.3	**
Admin, Non-union	Normal Retirements	2		0.0	1		**	1		**	1		**
	Early Retirements	4		50.0	2		**	2		**	2		**
	Expiry of Appt-Opertg	3		100.0	1		**	1		**	1		**
	Resignations	18		83.3	11		0.0	11		36.4	11		0.0
	Release-Grant	1		100.0	0		**	0		**	0		**
	Release-Operating	7		85.7	4		**	4		**	4		**
	Release-Other	1		100.0	0		**	0		**	0		**
	Deceased	1		100.0	1		**	1		**	1		**
	All Reasons:	37	89.3	78.4	20	0.8	0.0	20	11.5	25.0	20	3.8	5.0
Admin Unionized	Resignations	2		50.0	1		**	1		**	1		**
	Release ³	5		80.0	4		**	4		**	4		**
	All Reasons:	7	54.3	71.4	5	5.0	**	5	40.0	**	5	10.0	**

¹ "Reason for Leaving" is based on coding on Action Forms by departments, which may not be consistently applied in all cases.

² "% of Workforce" represents percentage of relevant part-time workforce only.

³ Admin Unionized Release includes voluntary exits.

⁴ Values which are based on Survey responses, for a population less than 10, have been suppressed to respect confidentiality.

Table 12(A) New Hires by Staff Category (Full-Time) by Designated Group

Table 12(B) New Hires by Staff Category (Part-Time) by Designated Group

- For the full-time faculty as a whole, women represent a higher proportion of new hires than their representation in the faculty. This reflects the fact that women were hired in greater proportions in all categories of faculty.
- Among professional librarians (admittedly a female dominated category), research associates and the higher ranks of non-unionized administrative staff women were hired in lesser proportions than their representation in the population.
- With respect to SMG and AMP women represent a much lower proportion of new hires compared to their representation in the workforce and all of these are term rather than continuing appointments.
- Among the non-unionized administrative staff women were hired in roughly the same proportion as their representation in the category and among the unionized administrative staff, women were hired below their representation.
- For the part-time staff, in all categories except term appointments for non-unionized administrative staff, women were hired in a proportion higher than their representation in the workforce.
- The numbers for Aboriginal people are too small to comment on.
- With respect to visible minorities the percentage of new hires was greater than representation in the workforce for the faculty as a whole and for unionized administrative staff. The percentage hired was lower than representation in the workforce for research associates and non-unionized administrative staff. The numbers were too small to report for other groups.
- With respect to PWDs the percentage of new hires was greater than workforce representation for

research associates and non-unionized administrative staff. It was lower than representation for unionized administrative staff and for the faculty as a whole. However, it is worth noting that for tenure-stream faculty 7.5% of new hires self-identified as PWDs compared to 4.6% in the workforce.

- Among the part-time hires the numbers of Aboriginal persons, visible minorities and PWDs are too small to comment on.

Another way to view the impact of hiring on representation of the designated groups in the University's workforce is to compare hiring rates with exit rates to determine the degree to which the University is maintaining or increasing representation through its hiring practices.

- For full-time tenure stream faculty, representation among those hired exceeded representation among exits for women (31.5 % versus 14.1%) and visible minorities (12.5% versus 5.0%), but exits of persons with disabilities exceeded hiring (17.1% versus 7.5%), probably reflecting age related disabilities.
- For full-time non-tenure stream faculty, representation among new hires exceeded representation among exits for women (44.2% versus 22.4%) and visible minorities (16.7% versus 8.2%), but no persons with disabilities were hired, while 6.3% of exits were from this group. For part-time non-tenure stream faculty, representation among new hires exceeded representation among exits for visible minorities (14.3% versus 9.1%), but exits of women exceeded hiring (69.2% versus 57.6%).
- For full-time research associates, representation among new hires exceeded representation among exits for women (16.7% versus 7.5%), but exits exceeded hires for visible minorities (35.0% versus 29.2%) and persons with disabilities (5.0% versus 4.2%).
- For full-time non-unionized administrative staff, representation among new hires exceeded representation among exits for women (69.2% versus 59.9%) and visible minorities (19.2% versus 17.3%), but exits exceeded hires for persons with disabilities (7.8% versus 5.5%). For part-time non-unionized administrative staff, representation among new hires exceeded representation among exits for women

(89.3% versus 78.4%), but exits exceeded hires for visible minorities (25.0% versus 11.1%) and for persons with disabilities (5.0% versus 0

- For full-time unionized administrative staff, representation among exits exceeded representation among new hires for women (43.5% versus 21.1%), visible minorities (28.0% versus 22.0%) and persons with disabilities (8.7% versus 4.9%).
- For professional librarians and Aboriginal people, the numbers are too small to comment on.

Table 12(A) NEW HIRES BY STAFF CATEGORY (FULL-TIME) BY DESIGNATED GROUP

STAFF CATEGORY	All Employees				Survey Respondents												
	# of New Hires ¹	Women		# of New Hires with Completed Surveys	Aboriginal Peoples		# of New Hires with Completed Surveys	Visible Minorities		# of New Hires with Completed Surveys	Persons with Disabilities						
		% of Workforce	% of New Hires		% of Workforce	% of New Hires		% of Workforce	% of New Hires		% of Workforce	% of New Hires					
Faculty	131	25.6	38.9	81	0.4	0.0	0	82	11.0	14.6	9	3	82	4.1	3.7	2	1
Tenure Stream	54	21.9	31.5	40	0.4	0.0	0	40	9.1	12.5	3	2	40	4.6	7.5	2	1
Clinical Non-TS in Medicine	18	20.8	44.4	9	0.3	**	**	9	14.1	**	**	**	9	3.3	**	**	**
CLTA/Other ²	53	32.8	41.5	30	0.0	0.0	0	31	15.4	12.9	4	0	31	3.0	0.0	0	0
Senior Tutors, Tutors, Instructors	6	58.4	66.7	2	0.6	**	**	2	12.7	**	**	**	2	3.0	**	**	**
Professional Librarians	3	78.5	66.7	2	0.0	**	**	2	11.3	**	**	**	2	5.7	**	**	**
Research Associates	30	23.3	16.7	22	0.0	0.0	0	24	36.6	29.2	6	1	24	2.0	4.2	1	0
SMG, Admin Managers, Professionals	9	54.7	11.1	7	0.9	**	**	7	17.0	**	**	**	7	2.9	**	**	**
Continuing Term ³	5	55.2	0.0	4	0.9	**	**	4	16.8	**	**	**	4	3.0	**	**	**
Administrative, Non-unionized ⁴	4	37.5	25.0	3	0.0	**	**	3	21.4	**	**	**	3	0.0	**	**	**
Administrative, Non-unionized ⁴	120	69.8	69.2	72	0.5	0.0	0	73	28.5	19.2	2	12	73	4.0	5.5	1	3
Continuing Term	64	69.7	68.8	39	0.4	0.0	0	39	29.1	23.1	2	7	39	4.2	5.1	0	2
Administrative, Unionized ⁵	56	70.8	69.6	33	1.8	0.0	0	34	22.4	14.7	0	5	34	1.8	5.9	1	1
Administrative, Unionized ⁵	66	39.6	21.2	41	2.9	2.4	1	41	19.1	22.0	6	3	41	8.7	4.9	2	0
ALL STAFF	359	45.8	43.5	225	0.8	0.4	0	229	19.5	18.8	18	3	229	4.5	4.4	2	0

¹ New Hires for Tenure Stream Faculty are new appointments from July 1, 1996 to September 30, 1996, including those from other staff categories. Included is one Part-Time faculty member.

All other new hires are defined as employees hired externally, i.e. from outside University of Toronto, for Oct. 1, 1995 to Sept. 30, 1996 inclusive.

² "CLTA/Other" faculty positions include Contractually Limited Term Appointments, Sessionals, Lecturers, and Associates in Dentistry.

³ "Term" is defined as a staff appointment having an established date on which the appointment will terminate.

⁴ "Administrative, Non-Unionized" totals exclude Admin Managers and Professionals, who are then included in "SMG, Admin Managers, Professionals".

⁵ For unionized staff, new hires include temporary staff hired for periods of up to one-hundred-and-twenty (120) working days.

Table 12(B) NEW HIRES BY STAFF CATEGORY (PART-TIME) BY DESIGNATED GROUP

STAFF CATEGORY	All Employees						Survey Respondents									
	# of New Hires ¹	Women		# of New Hires with Completed Surveys	Aboriginal Peoples		# of New Hires with Completed Surveys	Visible Minorities		# of New Hires with Completed Surveys	Persons with Disabilities					
		% of Workforce	New Hires		% of Workforce	New Hires		% of Workforce	New Hires		% of Workforce	New Hires	% of Workforce	New Hires		
															Men	Women
Faculty	33	34.3	57.6	15	0.8	0.0	0	14	11.0	14.3	2	0	15	2.5	0.0	0
Clinical Non-TS in Medicine	1	23.2	100.0	1	1.7	**	0	1	9.4	**	1	0	1	3.4	**	0
CLTA/Other ²	23	42.7	39.1	10	0.0	0.0	0	9	14.1	**	**	**	10	1.1	0.0	0
Senior Tutors, Tutors, Instructors	9	65.0	100.0	4	0.0	**	**	4	9.1	**	**	**	4	4.5	**	**
Professional Librarians	2	90.5	100.0	0	0.0	**	**	0	12.5	**	**	**	0	6.3	**	**
Research Associates	4	44.4	50.0	3	0.0	**	**	3	6.7	**	**	**	3	0.0	**	**
Administrative, Non-unionized ⁴	28	88.3	89.3	18	0.9	0.0	0	18	12.3	11.1	0	2	18	2.8	0.0	0
Continuing Term ³	17	88.9	100.0	11	0.0	0.0	0	11	12.4	9.1	0	1	11	3.5	0.0	0
Administrative, Unionized ⁵	11	85.7	72.7	7	4.5	**	**	7	11.6	**	**	**	7	0.0	**	**
Administrative, Unionized ⁵	5	54.3	60.0	2	5.0	**	**	2	40.0	**	**	**	2	10.0	**	**
ALL STAFF	72	57.1	70.8	38	0.9	0.0	0	37	12.2	10.8	0	0	38	3.4	0.0	0

¹ New Hires for Tenure Stream Faculty are new appointments from July 1, 1996 to September 30, 1996, including those from other staff categories. Included is one Part-Time faculty member.

All other new hires are defined as employees hired externally, i.e. from outside University of Toronto, for Oct. 1, 1995 to Sept. 30, 1996 inclusive.

² "CLTA/Other" faculty positions include Contractually Limited Term Appointments, Sessionals, Lecturers, and Associates in Dentistry.

³ "Term" is defined as a staff appointment having an established date on which the appointment will terminate.

⁴ "Administrative, Non-Unionized" totals exclude Admin Managers and Professionals, who are then included in "SMG, Admin Managers, Professionals".

⁵ For unionized staff, new hires include temporary staff hired for periods of up to one-hundred-and-twenty (120) working days.

Table 13.1 Female/Male Tenure-Stream New Hires (including applicants and those interviewed) by Foley Group

Table 13.2 Female/Male Tenure-Stream New Hires (including applicants and those interviewed) by Statistics Canada Data

- Table 13.1 summarizes appointments made in each of the departmental groups created by the Foley report. (In 1993 the Working Group on Employment Equity for Academic Staff and Librarians issued its report. Former Provost, Professor Joan Foley, was chair of the group and the report is known as the Foley Report.). The Table displays information on female and male applicants, or applicants interviewed, as well as those actually hired. The goals for hiring women set in the Foley report were based on doctoral degrees awarded in Canada in 1987, 1988 and 1989 and also on doctoral enrollment in Canadian universities in 1987/88, 1988/89 and 1989/90. Departmental groups were established by placing together broadly cognate fields such that the percentage of doctorates awarded to women over the three years specified above did not vary by more than 15% within the group. The basic assumption with respect to hiring goals was that hiring should reflect the applicant pool. Note that the “N” or neutral category reflects faculties and departments that tend to be female dominated (e.g., nursing). No goals for hiring were set for this group.
- It is clear that we either met or exceeded our goals with respect to hiring women in five of the eight groups and that we did not meet our goals in three. However, it is difficult to interpret these data since it is likely that the number of women in the applicant pool has changed over the years. More current data are now available. Table 13.2 presents the data in a different form. We have re-grouped departments based on Statistics Canada data on Ph.D. degrees granted by gender and field of study from 1992 to 1994. While not a perfect measure, we feel that this gives us a much better estimate of potential applicant pools.
- Rather than thinking in terms of cognate fields of study we have simply placed departments into groups based on the percentage of Ph.D. degrees granted to women and men. We arbitrarily created five groups: those with more than 50% female Ph.D.’s; and those with 33.3-50%; 25 -33.3%; 15-25%; and less than 15%. It is interesting to note that we hired more women than might have been expected in the two discipline groups with the lowest percentage of women earning Ph.D.’s. The percentages for the two groups with the highest percentages were lower than might have been expected; the middle group was as expected. Overall the total percentage of Ph.D. degrees granted to women in the time period under consideration was 30.9%. This compares to our overall hiring of 31.5%.
- The tables indicate that our interviewing and hiring both reflect the proportion of female applicants, which as noted above, reflects the applicant pool.
- We have stopped reporting on the number of visible minority candidates interviewed for positions since these data are not reliable.
- We did not establish goals for hiring in other “equity categories” mainly due to lack of reliable data on applicant pools. It may be worth looking at data from the 1991 census in this regard. The 1991 census indicated that 17.6% of persons in Canada who hold an earned doctorate are members of visible minorities and 0.9% are of Aboriginal origin. Current external availability statistics (reported in tables 2A and 2B) indicate that 12.0% of university professors are visible minorities and 1.2 % are Aboriginal people. While it may still be difficult, and not necessarily desirable, to establish specific goals, our hiring in these categories — 1 Aboriginal and 6 visible minority appointments — seems to be below the potentially available applicant pool. (See Table 12A).

Table 13.1

**FEMALE/MALE TENURE-STREAM NEW HIRES
FROM JULY 1, 1996 TO OCTOBER 30, 1996
(INCLUDING APPLICANTS AND THOSE INTERVIEWED) BY FOLEY GROUP**

Group	Positions	# Applicants		# Interviewed		# Hired		F/M	Goals for Hiring %		
		Female	Male	Total	Female	Male	Total			Female	Male
1	15	158	337	495	21	41	62	5	10	33.3	32
2	5	79	88	167	6	9	15	1	4	20.0	55
3	9	79	178	257	12	47	59	2	7	22.2	24
4	9	88	155	243	11	17	28	2	7	22.2	56
5	4	18	141	159	4	16	20	2	2	50.0	16
6	3	18	71	89	2	10	12	0	3	0.0	34
7	4	25	233	258	3	7	10	1	3	25.0	8
8	3	7	14	21	4	1	5	3	0	100.0	25
Totals:	52	472	1217	1689	63	148	211	16	36		
N	2	8	6	14	3	2	5	1	1		
Grand Total:	54	480	2434	1703	66	296	216	17	37		
% Total:		28.20%			30.60%			31.50%			

Key to Departmental Groups:

- Group 1: CLA, EAS, HIS, IHPST, FAH, MST, MUS, PHL, REL
- Group 2: COL, DRA, ENG, FRE, GER, ITA, LIN, MEI, NES, SLA, SPA
- Group 3: ARC, ECO, FOR, GGR, LAW, MGT, POL
- Group 4: ANT, CHL, CRI, EDU, PHE, PSY, SOC
- Group 5: AST, CHM, CSC, GLG, PHY, STA
- Group 6: ANA, BCH, BOT, IMM, MBP, MMG, MPL, NFS, PCL, PSL, ZOO
- Group 7: AER, CHE, CIV, ELE, IND, MEC, MMS
- Group 8: Clinical Medicine, DEN, MSC, PHM
- Group N: LIS, NUR, Occupational Therapy, Physical Therapy, SWK, SPP

NB: Departmental groups were established by placing together broadly cognate fields such that the percentage of doctorates awarded to women from 1987-89 did not vary by more than 15% within the group.

Table 13.2

**FEMALE/MALE TENURE-STREAM NEW HIRES
FROM JULY 1, 1996 TO OCTOBER 30, 1996
(INCLUDING APPLICANTS AND THOSE INTERVIEWED)
BY STATISTIC CANADA DATA**

Group	Positions	# Applicants		# Interviewed		# Hired		F/M	% Female Hired	Goals for Hiring %
		Female	Male	Total	Female	Male	Total			
1	13	176	200	376	21	24	45	6	7	50+
2	16	137	320	457	18	39	57	3	13	333-50
3	14	74	261	335	12	39	51	4	10	25-33.3
4	2	10	70	80	2	9	11	1	1	15-25
5	9	83	372	455	13	39	52	3	6	less than 15
Totals:	54	480	1223	1703	66	150	216	17	37	
% Total:		28.70%			30.60%			31.50%		

Key to Departmental Groups:

- Group 1: English, Fine Art, Linguistics, Psychology, Anthropology, Nursing, Occupational Therapy, Physical Therapy, Education and Library Science
- Group 2: Philosophy, Religion, Sociology, Languages and Literatures (Other than English or French), Medicine, Pharmacy and Music
- Group 3: Architecture, Botany, Dentistry, French, History, Political Science, Law, Management, Zoology
- Group 4: Chemistry, Classics, Computer Science, Geography and Geology
- Group 5: Economics, Physics, Mathematics, Engineering and Forestry

NB: Departmental groups were established by placing together fields with a similar percentage of doctorates awarded to women from 1992-94.