



University of Toronto

Employment Equity Annual Report 1996 — 1997

Data as of September 30, 1997

Employment Equity Executive Summary

This report was designed by University of Toronto staff to reflect the progress the University has made in implementing its Employment Equity policy. Although we have compared our employee groups to those in the larger community, unlike reports in the past that were dictated by outside legislation, this report is shaped to this institution. The Report presents data on faculty and staff in terms of the actual organizational structures at the University of Toronto. Thus there is data not only on faculty members by rank, but also by reference to their discipline and to their administrative responsibilities. Similarly, the Report separates administrative staff into the University of Toronto's key groupings, Senior Management Group, Administrative Managers and professionals and other administrative staff, in addition to the conventional 13 occupational categories.

This is the second report in this format and we are increasingly confident that the news it conveys is encouraging. There is little doubt that the University of Toronto is experiencing significant demographic change.

A significant way in which the future of the University is shaped is by annual increments of newly appointed tenure-stream faculty members, mostly at the Assistant Professor level. Over the past five years the University has hired almost 250 faculty members in this category, of whom 43% are female and almost 17% visible minorities. These colleagues are the future of the University and there is no doubt that

the future looks quite different from the past. Whereas only 14% of Full Professors, mostly appointed two decades or more ago, are females, the figure has tripled for tenure stream faculty hired in the past five years. Similarly, whereas 8% of Full Professors are visible minorities, that figure more than doubles to almost 17% for Assistant Professors. (According to the 1996 Canadian census, visible minorities constituted 11% of the national population and 16% of the population of Ontario.)

At the most Senior Administrative level, both academic and non-academic, the current "snapshot" is less positive than we might wish. There has been little change in the representation of women in these groups over the previous year. The other three designated groups are very small and in almost all cases they are less than the external availability data would predict. However, among the 114 Academic Directors, Chairs and Associate Deans the news is better. Women make up just over 20% of this group, substantially greater than their 13.9% representation among tenured full professors and it is from this group that our future Senior Academic Administrators will be drawn. Similarly, the feeder group for the Senior Administrative Managers (SMG), Administrative Managers and Professionals (AMP), has more women than in the previous year and they constitute a higher proportion of upper AMPs (40.4% vs. 30.5%).

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.

Last year's report involved a departure from past practice. In addition to helping fulfill our obligations for government reporting, it began the process of making the *Employment Equity Annual Report* a document to meet the University's needs and goals. We continue that effort this year. 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 constitutes another step in our institutional commitment to excellence.

As in the previous year, 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.

Wherever possible, comparisons are drawn between the results found in this year's report and the previous year's results. One year is, however, a very short time frame in which to look for major changes. With the addition of data on OISE/UT employees, this year's report presents new baseline data with which data in 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 largely self-contained by table although cross-references to other tables are included, where appropriate, and comparisons to the previous year made where helpful.

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; Professor Paul Gooch, Vice-Provost; Mr. Brian Marshall, Director, Human Resources; Ms. Gayle Murray, Employee Relations Coordinator. The committee would like to thank Mr. John Lymburner, Mr. Paul McCann, Ms. Janice Draper, Ms Jennifer Calder and Mr. Paul Roth for their assistance.

Highlights

Academic staff

- As was the case in the previous year, 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 and further progress has been made in this regard since the previous year: 43.2% of assistant professors in the tenure stream are women and almost 17% 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).
- The distribution of women remains 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.
- As in the previous year, representation of persons from the other designated groups is less than would be expected from the external data and in some cases, e.g., among persons with disabilities (PWD), the number of persons has actually decreased.

- New tables examining the distribution of faculty by SGS Division, however, indicate that at the Assistant Professor level equity groups have made greater gains with respect to their distribution across divisions than has the faculty as a whole.
- As in the previous year, 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.
- Since the previous year, there has been a 14% decrease in the number of full-time research associates, but the proportion of males to females (approximately 3:1) has not changed. 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 academic administration

- There has been little change among this group since the previous year. It continues to be more than 80% male and well below what might be expected from the external availability data. There is a potential feeder group of women among directors, chairs and associate deans to move up through the ranks although very few members of the other designated groups are available to do so.

Non-unionized Administrative Staff

- More staff have made use of the Staff Development Resource Centre since it opened in September 1996. As of March 1998, 1346 staff had received career services. 469 staff had taken a total of 1452 hours of self-paced computing training in the Learning Lab.
- The Careers Guide, a source of information on duties and skill requirements for major career streams and sources of training in these skills, appears on the Web and is used in workshops for staff considering their career options within the University.
- Staff Development Resource Centre services are described on its home page and every administrative staff member received a copy of the Staff Development Course Guide listing services and courses available to staff. In 1997/8, special courses were offered for technical staff and the Fundamentals of Accounting program was introduced to give staff with financial responsibilities the opportunity to acquire a more solid grounding in accounting as applied at the University. A number of courses continue to be offered which deal with cultural differences, human rights and creating positive workplace relationships.
- Among full-time non-unionized administrative staff, just under 67% are women and 26% are visible minorities, virtually no change over the previous year. For those with full-time term appointments, the numbers are not vastly different although they represent very small gains over the previous year. Overall this representation is above what would be expected from the external availability data. How-

ever, as indicated above, women and visible minorities make up a small percentage of those in the highest paid and most senior job categories.

- Similar to last year, 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.

Senior levels of non-academic administration

- As a result of the recommendations in the December 1996 Report of the SMG Career Development Committee, one-time-only funding was approved in 1997 to put in place a number of training and career development initiatives to 'provide equal opportunities for the career advancement of all members of the Senior and Administrative Managers Group, including females and those in designated groups.'
- Two initiatives were implemented in 1997/8:
 - i) The Leadership Advancement Program, introduced in the fall of 1997, provides Senior and Administrative Managers with an approach to strategic thinking and an opportunity to increase managerial proficiency in the areas of human resource, financial and information technology management, legal and ethical issues, influence and organizational renewal. Individual one-day modules are offered during office hours in recognition of staff with family care responsibilities. A specific module dealt with harassment issues in the workplace; and,

- ii) The Mentoring Partnership, introduced in January 1998, provides a mechanism for administrative managers to gain access to and benefit from the knowledge, expertise and perspective of a senior manager in another division and/or functional group. Ten partnerships have been set up for the coming year and include representation from various divisions and functional groups.
- At the lower levels of the Senior Management Group (SMG), more than half are women although there has been an increase at the lowest level and a decrease at the next higher level since last year. There are, since last year, a smaller proportion of women at the most senior levels.
- In the next management level(s) (AMP), although the upper level is male-dominated at close to 60%, there are more women and they constitute a higher proportion of upper AMPs.
- There have been small gains over the previous year for visible minorities and people with disabilities in the SMG and small losses in the AMP group. There are no Aboriginals in the SMG and only 3 (1 fewer than last year) in the middle level of the AMP group.

Unionized Administrative Staff

- Like the previous year, among full-time unionized administrative staff, almost 40% are women. This is somewhat lower than the external data of 45%. 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 18.5% of the full-time unionized administrative staff, marginally less than the previous year, while the external availability data indicate that this number should be closer to 27%.
- This is the only employee group in which the proportion of Aboriginal people (2.9%) exceeds their availability in the external data. Representation of persons with disabilities varies substantially across job categories but exceeds what might be expected from the external data in a number of 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 resume preparation clinics to all unionized staff.

Persons with Disabilities

- The representation of this group is variable across job categories, but overall PWDs are under-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.

Visible Minorities

- Visible minorities are the largest of the three designated groups self-identified through the survey. Among the faculty they have not made many gains in the previous year but are represented in greater proportion among Assistant Professors. Visible minorities are also members of the feeder groups for Senior Management. This suggests the potential for change to the “face” of the university in the future.

General practices

- It is difficult to summarize the information on promotions and training. Much of these data will be more meaningful over time, and some may be more apparent in their outcome than their execution, e.g., training that leads to promotion. While there are instances where particular groups are over- or under-represented, the data do not, in general, suggest strong systemic biases.

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, 1997. All staff holding an appointment of 25% full time equivalent (FTE) or more were included. 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 temporary 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, 1997, have been excluded.

This year we have included employee groups from OISE/UT for the first time which creates new baseline data for future reports. Comparisons made between this year’s data and the previous year’s data take into account the changes to the baseline.

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. EEOGs and NOCs

The Federal Government has established a system for classifying jobs, called National Occupation Codes (NOCs). Each job at the University has been coded by comparing it to the NOC descriptions to find the best match. NOCs can be “rolled up” into 14 Employment Equity Occupa-

tional Groups (EEOGs) which group jobs into broad categories, such as Senior Managers, Professionals, Clerical Workers and Skilled Crafts and Trades. The EEOGs also subdivide certain of these categories into different skill levels. We use the EEOGs for reporting representation and distribution of the designated groups across the University's workforce.

Statistics Canada uses NOCs and EEOGs to categorize responses to the question on the Canadian Census relating to occupation. Statistics Canada is then able to analyze these 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 are often referred to as "availability data," and provide an indication of the presence of designated group members in the external labour market. They can be used both to assess representation within the University's own workforce and for determining goals the University can reasonably expect to achieve to improve representation through its hiring and promotion practices.

In our own analysis, we adapt Statistics Canada EEOG data for use in the university by including only those NOCs in which the University has jobs. We also use data based on our most likely area of search for jobs in particular EEOGs - e.g., Canada-wide data for faculty positions, and the Census Metropolitan Toronto area data for most administrative and union positions.

Availability data come from the census. In this report, like last year, we continue to rely on the 1991 census for external data. We hope that for the next report we will have the most up-to-date external data from the 1996 census.

3. Academic and non-academic administrators and supervisors

Not all of the data presented in this report are categorized in terms of EEOGs and NOCs. 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 an 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. Those positions have, however, been identified by their divisions as being managerial or professional in nature. Staff in the AMP group are employed under non-unionized administrative staff policies.

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, 1997). Data for Aboriginal People, Visible Minorities, and Persons with Disabilities (including those on Long Term Disability and Worker's Compensation) are drawn from the Employment Equity Workforce Survey 1995 (updated to September 30, 1997). 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.

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

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	# IN EMPLOYEE GROUP ¹	ALL EMPLOYEES		SURVEY RESPONDENTS		
		% OF WORKFORCE REPRESENTED	# RETURNED	% OF SURVEYS RETURNED	# COMPLETED	% COMPLETED
FACULTY ²	2170	33.03%	1729	79.68%	1563	72.03%
CLINICAL FACULTY ³	564	8.59%	396	70.21%	378	67.02%
LIBRARIANS	125	1.90%	118	94.40%	107	85.60%
RESEARCH ASSOCIATES	115	1.75%	93	80.87%	84	73.04%
SENIOR MANAGEMENT GROUP	104	1.58%	97	93.27%	94	90.38%
NON-UNIONIZED ADMINISTRATIVE STAFF	2602	39.61%	2310	88.78%	2182	83.86%
CUPE 1230: LIBRARY WORKERS	195	2.97%	172	88.21%	101	51.79%
CUPE 3261: SERVICE WORKERS	511	7.78%	421	82.39%	385	75.34%
OPERATING ENGINEERS	67	1.02%	62	92.54%	52	77.61%
OPSEU: ONTARIO PUBLIC SERVICE EMPLOYEES	39	0.59%	32	82.05%	27	69.23%
TRADES & IATSE ⁴	77	1.17%	63	81.82%	57	74.03%
TOTALS:	6569	100.00%	5493	83.62%	5030	76.57%

¹Total Population is based on the number of employees as of September 30, 1997.

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	166	25.08%	115	69.28%	109	65.66%
CLINICAL FACULTY ³	137	20.69%	92	67.15%	89	64.96%
LIBRARIANS	22	3.32%	18	81.82%	16	72.73%
RESEARCH ASSOCIATES	11	1.66%	10	90.91%	10	90.91%
SENIOR MANAGEMENT GROUP	1	0.15%	1	100.00%	1	100.00%
NON-UNIONIZED ADMINISTRATIVE STAFF	281	42.45%	247	87.90%	233	82.92%
CUPE 1230: LIBRARY WORKERS	30	4.53%	25	83.33%	25	83.33%
CUPE 3261: SERVICE WORKERS	12	1.81%	7	58.33%	6	50.00%
OPERATING ENGINEERS	0	0.00%	0	0.00%	0	0.00%
OPSEU: ONTARIO PUBLIC SERVICE EMPLOYEES	2	0.30%	0	0.00%	0	0.00%
TRADES & IATSE ⁴	0	0.00%	0	0.00%	0	0.00%
TOTALS:	662	100.00%	515	77.79%	489	73.87%

¹Total Population is based on the number of employees as of September 30, 1997.

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.

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 and part-time employee groups. For most full-time employee groups, completion rates were somewhat lower than in the previous year. For most part-time employee groups, on the other hand, completion rates were somewhat higher.
- In all subsequent tables in this report, data for women and men are drawn from personnel records (as of September 30, 1997) 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 completion rate was quite low is CUPE 1230, although it is somewhat higher than the previous year.¹
- The addition of information on full-time OISE employees increases the number of faculty by 102, librarians by one, and non-unionized administrative staff by 39 for a total of 142 more full-time employees to the dataset that were not included in the previous year's report.
- The addition of information on part-time OISE employees increases the number of faculty by 3 and non-unionized administrative staff by 11 for a total of 14 more part-time employees to the dataset that were not included in the previous year's report.
- Survey completion and return rates for both full-time and part-time faculty and non-unionized administrative staff are somewhat lower when OISE employees are added to the dataset.

- When the numbers of the total population among the full-time employee groups (excluding OISE employees) are compared to the previous year's data, there are 102 fewer employees. There are fewer faculty, clinical faculty, research associates, non-unionized administrative staff, service workers, OPSEU members and trades and IATSE members. There are more librarians, members of the SMG, library workers and operating engineers.
- There are 146 fewer part-time employees (excluding OISE) than in the previous year's data representing close to a 20% decrease. 128 of these, or about 90%, are accounted for by reductions among faculty (45 fewer) and clinical faculty (83 fewer).

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

- As in the previous year, the overwhelming majority of full-time faculty, close to three-quarters, is male, and, among the full-time tenure stream faculty, slightly more than three-quarters is male.
- As in the previous year, if we look only at full professors who are tenured or in the tenure-stream,

¹ *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 the 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 Equity 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.*

who make up over half of the tenure stream category, they are close to 90% male.

- As in the previous year, for the full-time faculty, by and large the percentage of women in each rank increases as the rank decreases. The exceptions are at the instructor level and at the associate professor level in the clinical non-tenure stream in Medicine, although the difference in direction in the latter group is very small. The overall pattern is roughly the same for the part-time faculty, although it is less pronounced.
- It is worth noting that the number of part-time faculty in the tenure stream has increased since the previous

year from 11 to 15, but the number of women has decreased from 3 to 1.

- Among the full-time tenure-stream faculty, there has been very little change between the proportion of women (22.7%) in this year's data (excluding OISE faculty) and last year's comparable data (21.9%). The proportion of women among Full Professors remains about the same (12.3% this year and 12.4% in the previous year). Among Associate Professors there is a slight increase (from 30.1 to 31.6%) and among Assistant Professors an increase from 41.9% to 43.2%.

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															
							Aboriginal Peoples				Visible Minorities				Persons With Disabilities							
							Total	Response of "Yes"			Total	Response of "Yes"			Total	Response of "Yes"						
							Completed	Total	Men	Women	Completed	Total	Men	Women	Completed	Total	Men	Women				
TYPE OF APPOINTMENT	RANK	Total#	# Men	% Men	# Women	% Women	#	%	#	#	#	%	#	#	#	%	#	#				
Tenure Stream: ³	Professors	953	821	86.1	132	13.9	658	1	0.2	1	0	650	52	8.0	46	6	657	34	5.2	27	7	
	Associate Professors	535	362	67.7	173	32.3	386	2	0.5	1	1	383	24	6.3	18	6	382	16	4.2	11	5	
	Assistant Professors	237	133	56.1	104	43.9	194	2	1.0	1	1	192	32	16.7	19	13	194	2	1.0	1	1	
	Total	1725	1316	76.3	409	23.7	1238	5	0.4	3	2	1225	108	8.8	83	25	1233	52	4.2	39	13	
Clinical (Non-TS in Medicine):	Professors	122	106	86.9	16	13.1	77	0	0.0	0	0	78	10	12.8	9	1	78	3	3.8	2	1	
	Associate Professors	173	153	88.4	20	11.6	119	1	0.8	1	0	119	15	12.6	14	1	120	4	3.3	4	0	
	Assistant Professors	237	164	69.2	73	30.8	158	0	0.0	0	0	158	24	15.2	19	5	157	3	1.9	0	3	
	Lecturers	32	19	59.4	13	40.6	23	0	0.0	0	0	23	5	21.7	5	0	23	0	0.0	0	0	
Total	564	442	78.4	122	21.6	377	1	0.3	1	0	378	54	14.3	47	7	378	10	2.6	6	4		
Non-TS CLTA/Other: ²	Professors	42	35	83.3	7	16.7	24	0	0.0	0	0	25	4	16.0	4	0	25	0	0.0	0	0	
	Associate Professors	43	31	72.1	12	27.9	32	0	0.0	0	0	32	2	6.3	2	0	32	0	0.0	0	0	
	Assistant Professors	113	69	61.1	44	38.9	80	0	0.0	0	0	81	13	16.0	9	4	80	2	2.5	2	0	
	Lecturers	30	17	56.7	13	43.3	24	0	0.0	0	0	24	9	37.5	7	2	24	2	8.3	2	0	
Total	228	152	66.7	76	33.3	160	0	0.0	0	0	162	28	17.3	22	6	161	4	2.5	4	0		
Other Academic Staff:	Senior Tutors	140	63	45.0	77	55.0	112	1	0.9	1	0	112	15	13.4	8	7	112	3	2.7	3	0	
	Tutors	35	9	25.7	26	74.3	30	0	0.0	0	0	31	3	9.7	2	1	31	1	3.2	0	1	
	Instructors	42	19	45.2	23	54.8	27	0	0.0	0	0	27	1	3.7	0	1	27	0	0.0	0	0	
	Total	217	91	41.9	126	58.1	169	1	0.6	1	0	170	19	11.2	10	9	170	4	2.4	3	1	
Totals: All Faculty:		2734	2001	73.2	733	26.8	1944	7	0.4	5	2	1935	209	10.8	162	47	1942	70	3.6	52	18	
EEOG-NOC EXTERNAL AVAILABILITY STATISTICS: 03-4121 University Professors																						
				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

³ Tenure Stream Assistant Professors includes three Lecturers.

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																
							Aboriginal Peoples			Visible Minorities			Persons With Disabilities										
							Response of "Yes"			Response of "Yes"			Response of "Yes"										
JOB CATEGORY	RANK	Total#	# Men	% Men	# Women	% Women	Total Comp-leted	#	%	#	%	Total Comp-leted	#	%	#	%	Total Comp-leted	#	%	#	%		
Tenure Stream:	Professors	7	7	100.0	0	0.0	4	**	**	**	**	**	3	**	**	**	**	**	4	**	**	**	**
	Associate Professors	8	7	87.5	1	12.5	4	**	**	**	**	**	4	**	**	**	**	**	4	**	**	**	**
	Assistant Professors	0	0	0.0	0	0.0	0	**	**	**	**	**	0	**	**	**	**	**	0	**	**	**	**
	Total	15	14	93.3	1	6.7	8	**	**	**	**	**	7	**	**	**	**	**	8	**	**	**	**
Clinical (Non-TS in Medicine):	Professors	24	21	87.5	3	12.5	13	1	7.7	1	0	13	4	30.8	4	0	13	1	7.7	1	0		
	Associate Professors	37	33	89.2	4	10.8	27	0	0.0	0	0	27	3	11.1	2	1	27	1	3.7	1	0		
	Assistant Professors	65	46	70.8	19	29.2	43	1	2.3	1	0	43	3	7.0	2	1	43	1	2.3	1	0		
	Total	111	66	59.5	45	40.5	83	**	**	**	**	**	83	**	**	**	**	83	**	**	**	**	
Non-TS CLTA/Other: ²	Professors	12	9	75.0	3	25.0	8	**	**	**	**	8	**	**	**	**	8	**	**	**	**		
	Associate Professors	18	14	77.8	4	22.2	13	0	0.0	0	0	13	1	7.7	1	0	13	1	7.7	1	0		
	Assistant Professors	59	28	47.5	31	52.5	39	0	0.0	0	0	39	4	10.3	1	3	39	0	0.0	0	0		
	Total	89	51	57.3	38	42.7	60	0	0.0	0	0	60	6	10.0	4	6.7	60	1	1.7	4	6.7		
Other Academic Staff:	Senior Tutors	7	4	57.1	3	42.9	3	**	**	**	**	3	**	**	**	**	3	**	**	**	**		
	Tutors	15	4	26.7	11	73.3	13	0	0.0	0	0	13	2	15.4	1	1	13	1	7.7	1	0		
	Instructors	16	6	37.5	10	62.5	9	**	**	**	**	9	**	**	**	**	9	**	**	**	**		
	Total	38	14	36.8	24	63.2	25	**	**	**	**	25	**	12.0	**	**	25	**	4.0	**	**		
Totals: All Faculty:		303	192	63.4	111	36.6	199	**	1.0	**	**	198	**	10.6	**	**	198	**	2.5	**	**		
EEOG-NOC EXTERNAL AVAILABILITY STATISTICS:																							
03-4121 University Professors		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

- The addition of 99 tenure -stream OISE faculty increases the proportion of women in the tenure stream faculty to 23.7%. There are a higher proportion of OISE faculty at the Full Professor level (62% vs. 55% for the tenure-stream faculty as a whole without OISE). 36% of the OISE Full Professors and 43% of the OISE Associate Professors are women.
- Thus the new baseline figures for women in the full-time tenure stream are 13.9% of Full Professors, 32.3% of Associate Professors and 43.9% of Assistant

Professors. Assuming the retention of women Assistant Professors, the “face” of the faculty will be changing over time.

- Among clinical (non-tenure-stream in Medicine) full-time faculty, there has been a slight increase in the proportion of women since the previous year (21.6% vs. 20.8%) although this remains a lower proportion than among tenure-stream faculty (even prior to the addition of OISE faculty).

- Among the Non-TS CLTA/Other full-time faculty, there is little change in the proportion of women overall although there is some increase in the number of women at the upper ranks.
- There is very little change in the proportion of women in any of the categories among full time Other Academic Staff, i.e., senior tutors, tutors and instructors, (in spite of an increase in the number of women instructors) and little change among part-time Other Academic Staff. As in the previous years, women make up more than half of the full-time faculty only among this group.
- Only 3 OISE faculty have been added to the figures for part-time faculty including one woman.
- Among part-time faculty, there has been an increase in the proportion of women in the Non TS CLTA/ Other category over the previous year (48.7% vs. 42.7%). The distribution of women by rank in this category has changed considerably: women Full and Associate Professors have gone from 32.0% to 25.0% and 32.0% to 22.2% respectively; and women at the lower ranks, Assistant Professors and Lecturers, have gone from 43.8% to 52.5% and 53.5% to 70.8% respectively.
- In comparison to external availability data on university professors, U of T full-time faculty remains more than 3 percentage points below the proportion of women professors available.
- The data on Aboriginal peoples are identical to the data from the previous year. 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.

- There are 2 fewer Visible Minorities among the full-time faculty than there were in the previous year — a net reduction of 1 among the tenure-stream faculty (a loss of 6 Full Professors and a gain of 3 Associate Professors and 2 Assistant Professors). Visible Minorities among both full-time and part-time faculty constitute just under 11% of respondents who completed surveys compared with 12% in the external data.
- Of the 209 full-time visible minorities, 22.5% are women. Similar to the previous year, a little more than half the total, 53%, are in the tenure stream. However, the percentage of visible minorities is lower in the tenure stream (8.8%) than in any other faculty category.
- Among the full-time faculty, almost 17% of Assistant Professors in the tenure stream self identify as visible minorities. Assuming their retention at the university, the “face” of the faculty will change over time.
- Like the previous year, among the part-time faculty, visible minorities are not found in the tenure stream category at all. Those self-identifying as members of

Table 2.1(A)

FACULTY (FULL-TIME) BY DESIGNATED GROUP WITHIN TYPE OF APPOINTMENT AND SGS DIVISION

JOB CATEGORY		SGS DIVISION		UNIVERSITY OF TORONTO WORKFORCE																			
				All Employees					Survey Respondents														
				Total#	Aboriginal Peoples		Visible Minorities				Persons With Disabilities												
					#	%	Response of "Yes"			Total Comp-leted	Response of "Yes"			Total Comp-leted	Response of "Yes"								
							Total	Men	Women		Total	Men	Women		Total	Men	Women						
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%								
Tenure Stream ¹ :	I: HUMANITIES	342	252	73.7	90	26.3	237	1	0.4	0	1	240	17	7.1	12	5	240	13	5.4	10	3		
	II: SOCIAL SCIENCE	451	315	69.8	136	30.2	291	2	0.7	1	1	285	23	8.1	18	5	289	10	3.5	8	2		
	III: SCIENCE	339	312	92.0	27	8.0	237	0	0.0	0	0	232	36	15.5	31	5	235	6	2.6	6	0		
	IV: LIFE SCIENCE	376	272	72.3	104	27.7	306	2	0.7	2	0	306	23	7.5	16	7	305	13	4.3	8	5		
	Total	1508	1151	76.3	357	23.7	1071	5	0.5	3	2	1063	99	9.3	77	22	1069	42	3.9	32	10		
Clinical (Non-TS in Medicine):	IV: LIFE SCIENCE	564	442	78.4	122	21.6	373	1	0.3	1	0	374	54	14.4	47	7	374	10	2.7	6	4		
Non-TS CLTA/Other:	I: HUMANITIES	30	14	46.7	16	53.3	18	0	0.0	0	0	18	1	5.6	0	1	18	0	0.0	0	0		
	II: SOCIAL SCIENCE	24	15	62.5	9	37.5	16	0	0.0	0	0	16	5	31.3	4	1	16	0	0.0	0	0		
	III: SCIENCE	31	25	80.6	6	19.4	25	0	0.0	0	0	26	7	26.9	5	2	26	2	7.7	2	0		
	IV: LIFE SCIENCE	125	89	71.2	36	28.8	68	0	0.0	0	0	69	11	15.9	9	2	68	1	1.5	1	0		
	Total	210	143	68.1	67	31.9	127	0	0.0	0	0	129	24	18.6	18	6	128	3	2.3	3	0		
Other Academic Staff:	I: HUMANITIES	33	12	36.4	21	63.6	25	1	4.0	1	0	25	2	8.0	0	2	25	1	4.0	1	0		
	II: SOCIAL SCIENCE	62	26	41.9	36	58.1	45	0	0.0	0	0	46	0	0.0	0	0	46	1	2.2	1	0		
	III: SCIENCE	42	21	50.0	21	50.0	36	0	0.0	0	0	36	8	22.2	4	4	36	1	2.8	1	0		
	IV: LIFE SCIENCE	46	14	30.4	32	69.6	38	0	0.0	0	0	38	4	10.5	3	1	38	0	0.0	0	0		
	Total	183	73	39.9	110	60.1	144	1	0.7	1	0	145	14	9.7	7	6	145	3	2.1	3	0		
Totals: All Faculty²:	I: HUMANITIES	405	278	68.6	127	31.4	280	2	0.7	1	1	283	20	7.1	12	8	283	14	4.9	11	3		
	II: SOCIAL SCIENCE	537	356	66.3	181	33.7	352	2	0.6	1	1	347	28	8.1	22	6	351	11	3.1	9	2		
	III: SCIENCE	412	358	86.9	54	13.1	298	0	0.0	0	0	294	51	17.3	40	11	297	9	3.0	9	0		
	IV: LIFE SCIENCE	1111	817	73.5	294	26.5	785	3	0.4	3	0	787	92	11.7	75	17	785	24	3.1	15	9		
	Total	2465	1809	73.4	656	26.6	1715	7	0.4	5	2	1711	191	11.2	149	42	1716	58	3.4	44	14		

¹Academic administrators are included in the tenure stream group according to their division.
²Of 2734 Full-Time Faculty represented in Table 2(A), 269 are uncategorized in terms of SGS Divisions.

visible minorities are found primarily in the non-tenure stream appointments of CLTAs and the clinical category.

total number of women with disabilities are at the Associate and Full Professor level.

- There are only 70 persons with disabilities amongst the faculty, 8 men and 1 woman fewer than in the previous year. The vast majority (74.3%) are in the tenure stream. Like the previous year, within the tenure stream three-quarters are men, and more than 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 84.6% of the total number of men with disabilities and 72.2% of the

- Only 2.5% of those in the part-time faculty self-identify as PWDs.

Table 2.1 (A) Faculty (Full-time) by Designated Group within Type of Appointment and SGS Division

Table 2.2 (A) Assistant Professors (Full-time) by Designated Group within Type of Appointment and SGS Division

Table 2.2(A)

ASSISTANT PROFESSORS (FULL-TIME) BY DESIGNATED GROUP WITHIN TYPE OF APPOINTMENT AND SGS DIVISION

JOB CATEGORY		SGS DIVISION		UNIVERSITY OF TORONTO WORKFORCE																	
				All Employees					Survey Respondents												
									Aboriginal Peoples				Visible Minorities				Persons With Disabilities				
									Response of "Yes"		Response of "Yes"		Response of "Yes"		Response of "Yes"						
Total#	# Men	% Men	# Women	% Women	Total Comp-leted	#	%	# Men	# Women	Total Comp-leted	#	%	# Men	# Women	Total Comp-leted	#	%	# Men	# Women		
Tenure Stream ¹ :	I: HUMANITIES	44	26	59.1	18	40.9	36	0	0.0	0	0	36	4	11.1	2	2	36	2	5.6	1	1
	II: SOCIAL SCIENCE	66	33	50.0	33	50.0	54	1	1.9	0	1	53	9	17.0	6	3	54	0	0.0	0	0
	III: SCIENCE	47	32	68.1	15	31.9	37	0	0.0	0	0	37	9	24.3	6	3	37	0	0.0	0	0
	IV: LIFE SCIENCE	60	28	46.7	32	53.3	53	1	1.9	1	0	53	6	11.3	2	4	53	0	0.0	0	0
	Total	217	119	54.8	98	45.2	180	2	1.1	1	1	179	28	15.6	16	12	180	2	1.1	1	1
Clinical (Non-TS in Medicine):	IV: LIFE SCIENCE	237	164	69.2	73	30.8	158	0	0.0	0	0	158	24	15.2	19	5	157	3	1.9	0	3
Non-TS CLTA/Other:	I: HUMANITIES	20	9	45.0	11	55.0	14	0	0.0	0	0	14	1	7.1	0	1	14	0	0.0	0	0
	II: SOCIAL SCIENCE	9	8	88.9	1	11.1	7	0	0.0	0	0	7	2	28.6	2	0	7	0	0.0	0	0
	III: SCIENCE	20	15	75.0	5	25.0	16	0	0.0	0	0	16	4	25.0	2	2	16	1	6.3	1	0
	IV: LIFE SCIENCE	52	33	63.5	19	36.5	33	0	0.0	0	0	34	5	14.7	4	1	33	1	3.0	1	0
	Total	101	65	64.4	36	35.6	70	0	0.0	0	0	71	12	16.9	8	4	70	2	2.9	2	0
Totals²: All Assistant Professors:	I: HUMANITIES	64	35	54.7	29	45.3	50	0	0.0	0	0	50	5	10.0	2	3	50	2	4.0	1	1
	II: SOCIAL SCIENCE	75	41	54.7	34	45.3	61	1	1.6	0	1	60	11	18.3	8	3	61	0	0.0	0	0
	III: SCIENCE	67	47	70.1	20	29.9	53	0	0.0	0	0	53	13	24.5	8	5	53	1	1.9	1	0
	IV: LIFE SCIENCE	349	225	64.5	124	35.5	244	1	0.4	1	0	245	35	14.3	25	10	243	4	1.6	1	3
	Total	555	348	62.7	207	37.3	408	2	0.5	1	1	408	64	15.7	43	21	407	7	1.7	3	4

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

²Of 587 Full-Time Faculty represented in Table 2(A), 32 are uncategorized in terms of SGS Divisions.

- Tables 2.1 (A) and 2.2 (A) are new in this year's report and are available only for full-time faculty. Table 2.1 (A) portrays the distribution of designated groups across SGS divisions by type of appointment. Table 2.2 (A) does the same for those faculty at the Assistant Professor rank.
- The proportion of women among the tenure-stream faculty in each SGS division is lower than their proportion in that division in any other type of appointment with the exception of the Clinical (Non-TS in Medicine) which is all considered a part of Division IV: Life Science. Women make up 27.7% of the tenure-stream appointments in Life Science and 21.6% of the clinical appointments.
- The representation of women in Division III: Science is particularly low among the tenure-stream (7.8%), low as well among the Non-TS CLTA/Other category (18.2%) and, though 50% of the Other Academic Staff category, the lowest proportion of women within that type of appointment.
- The highest proportion of women is found in Social Science among the tenure-stream faculty (30.6%), Humanities among the Non-TS CLTA/Other category (53.3%) and Life Science among Other Academic Staff.
- The five Aboriginals among the tenure-stream faculty are represented in all but Division III: Science. Among the remaining faculty, there is one Aboriginal

male in the Clinical Stream (Life Science) and one in the Humanities. In Humanities and Social Science, men and women are evenly divided. In Life Science all three are men.

- Among visible minorities, the largest proportion in the tenure stream (15.2%), Other (22.2%) and Total (17.0%) faculty groups are in Division III: Science.
- Among the clinical faculty, there are 14.4% of those who self-identified as visible minorities.
- Among the tenure-stream faculty, visible minority women make up a higher percentage of the number of visible minorities than do all women among the tenure-stream faculty in all divisions except Division II: Social Science. They are 29.4% of the Humanities, 13.9% of Science and 30.4% of Life Science. Among the total visible minority faculty, the same observation may be made only for the Humanities (40%) and Science (21.6%).
- Persons with disabilities are found among the tenure-stream faculty in all Divisions with the lowest proportions in Science (2.5%) where all are men. In both the tenure-stream faculty and the total faculty, PWDs are found in the highest proportion in the Humanities.
- Table 2.2 (A) shows that among the tenure-stream faculty, the proportion of women in each division among Assistant Professors is considerably higher (in some cases two and threefold) than for all ranks. In Division III: Science, where women represent only 7.8%, women Assistant Professors represent 31.9%. The proportion in Division I: Humanities increases

from 26.3% to 40.9%, in Division II: Social Science from 30.6% to 50.0% and in Division IV: Life Science from 27.7% to 53.3%.

- Among the clinical faculty (Life Science) the proportion of women increases from 21.6% for all ranks to 30.8% for Assistant Professors.
- With one exception, the same pattern as may be found among the tenure-stream faculty holds for the Non-TS CLTA/Other category although the differences are much smaller. The exception is in Social Science where the proportion of women among Assistant Professors (11.1%) is considerably less than that among all ranks (40.9%). The number of people in this category (N=9) is very small, however.
- Two of the seven Aboriginal People among the full-time faculty are at the Assistant Professor rank - one man in Life Science and one woman in Social Science.
- 64 of the 191 visible minorities are at the Assistant Professor level, and 32.8% of them are women. More than half the visible minorities are in Life Science, and of these almost 70% are in the clinical stream and 20.8% of these are women.
- Although the numbers are very small, the pattern found among the tenure-stream faculty of all ranks described above is evident for visible minority female Assistant Professors. Women make up a higher proportion than do all women in all divisions except Division II. This is also the case for the visible minority women in the total assistant professor group in Humanities (60.0%) and Science (38.5%).

Table 3

OFFICERS AND ACADEMIC ADMINISTRATORS (FULL-TIME AND PART-TIME¹) BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

JOB CATEGORY	UNIVERSITY OF TORONTO WORKFORCE																			
	All Employees					Survey Respondents														
	Total#	# Men	% Men	# Women	% Women	Aboriginal Peoples			Visible Minorities			Persons With Disabilities								
						Total Comp-leted	Response of "Yes"		Total Comp-leted	Response of "Yes"		Total Comp-leted	Response of "Yes"							
							Total	Men		Women	Total		Men	Women	Total	Men	Women			
#	%	#	%	#	%	#	%	#	%	#	%	#	%							
President, Vice President, Deputy/Vice Provost	8	6	75.0	2	25.0	8	0	0.0	0	0	8	1	12.5	1	0	8	0	0.0	0	0
Principals & Deans	23	20	87.0	3	13.0	16	0	0.0	0	0	16	0	0.0	0	0	16	2	12.5	2	0
Academic Directors & Chairs, & Associate Deans	114	91	79.8	23	20.2	91	0	0.0	0	0	89	2	2.2	2	0	91	2	2.2	1	1
Totals:	145	117	80.7	28	19.3	115	0	0.0	0	0	113	3	2.7	3	0	115	4	3.5	3	1
EEOG-NOC EXTERNAL AVAILABILITY STATISTICS:																				
01-0014 Senior Mgrs-Health, Educ, Social & Community Svcs & Membrshp Orgs			59.1		40.9		1.8		1.3		2.7		5.3		4.3		6.6		4.3	
02-0312 Administrators in Post-Secondary Education & Vocational Training			55.1		44.9		2.1		1.9		2.2		5.3		6.0		4.4		3.4	

¹All are Full-Time.

- There are only 7 PWDs among Assistant Professors, three men and four women. Four out of seven are found in Life Science - 3 women in the clinical stream.
- Overall, Table 2.2 (A) suggests that with movement through the ranks, the “face” of the faculty will change considerably in the future.
- Among the President, Vice-Presidents and Deputy/Vice-Provosts two out of eight are women.
- Among the 23 Principals and Deans, there are 3 women.
- Among the 114 Academic Directors & Chairs & Associate Deans there are 23 women - just over 20%, and substantially greater than the 13.9% of tenured full professors who are women (see Table 2(A)).
- As in the previous year, the percentage of women in each of these categories is considerably less than their representation in the external availability data would lead us to expect.
- The numbers of the other 3 designated groups are very small in every category - too small to discern any particular patterns. It should be noted, however, that

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

- There has been little change in the representation of women in this group since the previous year. The change in percentages that has occurred is due to a decrease in the number of men in the category.

Table 4(A)

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

JOB CATEGORY	UNIVERSITY OF TORONTO WORKFORCE																						
	All Employees					Survey Respondents																	
	Total#	# Men	% Men	# Women	% Women	Aboriginal Peoples				Visible Minorities				Persons With Disabilities									
						Total Comp- leted	Response of "Yes"			Total Comp- leted	Response of "Yes"			Total Comp- leted	Response of "Yes"								
							#	%	#		#	#	%		#	#	#	%	#	#			
Professional Librarians																							
Department Heads	24	5	20.8	19	79.2	23	0	0.0	0	0	23	2	8.7	0	2	23	2	8.7	0	2			
Librarians	101	21	20.8	80	79.2	85	0	0.0	0	0	84	10	11.9	2	8	83	3	3.6	0	3			
Totals	125	26	20.8	99	79.2	108	0	0.0	0	0	107	12	11.2	2	10	106	5	4.7	0	5			
EEOG-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	

the number of visible minorities has decreased since the previous year (3 vs. 5), and the number of persons with disabilities has increased by 1 (4 vs. 3). In almost all cases they are less than the external availability data would predict.

pals and Deans and just under 80% of Academic Directors and Chairs and Associate Deans did so.

- 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 70% of Princi-

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

Table 4(B)

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

JOB CATEGORY	UNIVERSITY OF TORONTO WORKFORCE																						
	All Employees					Survey Respondents																	
	Total#	# Men	% Men	# Women	% Women	Aboriginal Peoples				Visible Minorities				Persons With Disabilities									
						Total Comp- leted	Response of "Yes"			Total Comp- leted	Response of "Yes"			Total Comp- leted	Response of "Yes"								
							#	%	#		#	#	%		#	#	#	%	#	#			
Professional Librarians																							
	22	4	18.2	18	81.8	16	0	0.0	0	0	16	1	6.3	0	1	16	1	6.3	0	1			
EEOG-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**

JOB CATEGORY	UNIVERSITY OF TORONTO WORKFORCE																											
	All Employees					Survey Respondents																						
						Aboriginal Peoples			Visible Minorities			Persons With Disabilities																
						Total Comp- leted	Response of "Yes"			Total Comp- leted	Response of "Yes"			Total Comp- leted	Response of "Yes"													
	Total#	# Men	% Men	# Women	% Women		Total	Men	Women		Total	Men	Women		Total	Men	Women											
Research Associates	115	88	76.5	27	23.5	83	0	0.0	0	0	85	31	36.5	24	7	84	3	3.6	3	0								
EEOG-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		

- One female full-time librarian has been added to the dataset from OISE. This addition should not have any impact on the overall 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 and part-time female librarians.
- In contrast, U of T has a greater proportion of full-time librarians who are members of visible minority groups, and a greater proportion of librarians, both full-time and part-time, who are persons with disabilities than would be expected by reference to the external availability data. Of the 19 people in these groups, only 2 are men.
- There are no Aboriginal people among librarians of any kind at the university.

- In comparison to the previous year, there is one less person with a disability among the full-time librarians, but there are 2 more Department Heads among them. There is one less part-time librarian who is a visible minority.

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 3 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

Table 5(B)

RESEARCH ASSOCIATES (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							
						Total Comp- leted	Response of "Yes"			Total Comp- leted	Response of "Yes"			Total Comp- leted	Response of "Yes"						
							Total	Men	Women		Total	Men	Women		Total	Men	Women				
					#	%	#	%	#	%	#	%	#	%	#	%					
					Total#	Men	Men	Women	Women	#	%	#	%	#	%	#	%				
Research Associates	1	1	6	54.5	5	45.5	10	0	0.0	0	0	10	2	20.0	2	0	10	0	0.0	0	0
EEOG-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								

- 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.
- In spite of a 14% decrease in the number of full-time research associates from the previous year, the proportions of males and females (76.5% to 23.5%) are virtually identical. A similar pattern may be observed for part-timers.

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

- There are no OISE employees in this dataset.
- With respect to the full-time data, if we add the 3

unclassified senior positions referred to as level 0MS to the 13 cases in 3MS for SMG, we find that 75% of the most senior members of the SMG are men, somewhat less than the previous year. As in the previous year, at the two lower levels of the SMG, men and women are somewhat more evenly divided (52.3% women). However, compared to the previous year, the percentage of women has increased by 9.3% at the 1MS level, and decreased by 7.6% at the higher 2MS level.

- In the next management level(s), i.e. Administrative Managers & Professionals (AMP), the upper level is male-dominated at close to 60%. Since the previous year, however, there are more women and they constitute a higher proportion of upper AMPs (40.4% vs. 30.5%). Both the middle and lower levels are female-dominated at a ratio of about 2:1 as was roughly the case in the previous year.
- Visible minorities and persons with disabilities are represented in small numbers and in the lower levels of the SMG. Of the 13 visible minorities in the SMG,

Table 6(A)

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

Management Group		UNIVERSITY OF TORONTO WORKFORCE																			
		All Employees					Survey Respondents														
		# % # %					Aboriginal Peoples					Visible Minorities					Persons With Disabilities				
							Total Comp- leted	Response of "Yes"				Total Comp- leted	Response of "Yes"				Total Comp- leted	Response of "Yes"			
Total	Men	Women	%	Total	Men	Women		%	Total	Men	Women		%								
Level	Total#	Men	Men	Women	Women	#	%	#	#	#	%	#	%	#	%	#	%	#	%		
Senior Mgmt Gp	OMS	3	1	33.3	2	66.7	3	**	**	**	**	3	**	**	**	**	3	**	**	**	**
	3MS	13	11	84.6	2	15.4	12	0	0.0	0	0	12	0	0.0	0	0	12	0	0.0	0	0
	2MS	34	19	55.9	15	44.1	29	0	0.0	0	0	30	4	13.3	3	1	30	2	6.7	2	0
	1MS	54	23	42.6	31	57.4	49	0	0.0	0	0	49	9	18.4	3	6	49	1	2.0	1	0
	Totals:	104	54	51.9	50	48.1	93	**	0.0	**	**	94	**	13.8	**	**	94	**	3.2	**	**
Admin Mgrs & Professionals ¹	Upper	141	84	59.6	57	40.4	121	0	0.0	0	0	120	7	5.8	4	3	121	4	3.3	1	3
	Middle	224	67	29.9	157	70.1	206	3	1.5	1	2	205	42	20.5	17	25	203	4	2.0	1	3
	Lower	36	12	33.3	24	66.7	34	0	0.0	0	0	34	8	23.5	3	5	33	1	3.0	1	0
	Totals:	401	163	40.6	238	59.4	361	3	0.8	1	2	359	57	15.9	24	33	357	9	2.5	3	6

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**

Management Group		UNIVERSITY OF TORONTO WORKFORCE																			
		All Employees					Survey Respondents														
		# % # %					Aboriginal Peoples					Visible Minorities					Persons With Disabilities				
							Total Comp- leted	Response of "Yes"				Total Comp- leted	Response of "Yes"				Total Comp- leted	Response of "Yes"			
Total	Men	Women	%	Total	Men	Women		%	Total	Men	Women		%								
Level	Total#	Men	Men	Women	Women	#	%	#	#	#	%	#	%	#	%	#	%	#	%		
Senior Mgmt Gp	OMS	0	0	n/a	0	n/a	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**
	3MS	0	0	n/a	0	n/a	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**
	2MS	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**
	1MS	0	0	n/a	0	n/a	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**
	Totals:	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**
Admin Mgrs & Professionals ¹	Upper	7	1	14.3	6	85.7	7	**	**	**	**	7	**	**	**	**	7	**	**	**	**
	Middle	19	0	0.0	19	100.0	18	0	0.0	0	0	18	1	5.6	0	1	18	3	16.7	0	3
	Lower	0	0	n/a	0	n/a	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**
	Totals:	26	1	3.8	25	96.2	25	**	**	**	**	25	**	**	**	**	25	**	**	**	**

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

7 are women. Of the 3 male PWD, 1 is at the lowest level of the SMG, and the other 2 are in the 2MS category. For both groups, these represent very small gains over the previous year.

- The feeder group (AMP) contains more members of the two latter groups. 15.9% (somewhat less than the previous year) of those who completed the surveys are visible minorities in the AMP group and close to 58% of those are women. Only 9 PWDs are represented in the AMP group (2 fewer than the previous year), 6 of whom are women.
- There are no Aboriginal people anywhere in the hierarchy of the SMG and only three, 2 women and 1 man, (one fewer than last year) in the middle level of the AMP group.
- There is only 1 part-time member of SMG (female and not a member of any designated group) and very few in the AMP group. All but one (96.2%) of the

part-time members of AMP are women, whereas 59% of the full-time members of AMP are women. The one visible minority member and three PWDs in the part-time AMP group are, not surprisingly, women.

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

Table 7.1(A)

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

EMPLOYMENT EQUITY EEOG 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)												
	Total#	# Men	% Men	# Women	% Women	Aboriginal Peoples				Visible Minorities				Persons With Disabilities						% Men	% Women	Aboriginal Peoples			Visible Minorities			% Persons With Disabilities				
						Total	Response of "Yes"			Total	Response of "Yes"			Total	Response of "Yes"			Total	Men			Women		Total	Men		Women					
					#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
01 Senior Managers	5	4	80.0	1	20.0	4	**	**	**	**	4	**	**	**	**	4	**	**	**	**	59.1	40.9	1.8	1.3	2.7	5.3	4.3	6.6	4.3			
02 Middle and Other Managers	171	97	56.7	74	43.3	153	0	0.0	0	0	153	16	10.5	9	7	154	4	2.6	3	1	66.1	33.9	1.9	1.5	2.7	9.2	9.8	8.2	3.4			
03 Professionals (Skill Level A)	433	241	55.7	192	44.3	356	2	0.6	1	1	354	85	24.0	48	37	354	15	4.2	8	7	48.3	51.7	2.0	1.7	2.4	12.0	14.1	10.1	3.7			
04 Semi-Pro & Tech (Skill Level B)	484	253	52.3	231	47.7	371	3	0.8	1	2	371	109	29.4	57	52	370	14	3.8	11	3	53.7	46.3	1.1	1.1	1.1	25.2	27.2	22.8	5.8			
05 Super: Cler/Sale/Serv (Skill B)	147	56	38.1	91	61.9	127	1	0.8	0	1	125	33	26.4	13	20	127	3	2.4	2	1	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)	21	20	95.2	1	4.8	19	0	0.0	0	0	19	6	31.6	6	0	19	2	10.5	2	0	90.2	9.8	1.1	0.9	2.6	14.9	14.3	20.4	6.5*			
07 Admin & Senr Cler (Skill Level B)	703	76	10.8	627	89.2	605	5	0.8	0	5	604	164	27.2	18	146	603	19	3.2	3	16	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)	9	5	55.6	4	44.4	8	**	**	**	**	8	**	**	**	**	8	**	**	**	**	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)	32	31	96.9	1	3.1	26	0	0.0	0	0	25	5	20.0	4	1	26	4	15.4	4	0	95.3	4.7	0.5	0.5	0.0	23.9	22.8	45.7	5.1			
10 Clerical Workers (Skill Level C)	630	98	15.6	532	84.4	554	3	0.5	0	3	552	159	28.8	28	131	551	20	3.6	7	13	28.7	71.3	1.2	1.3	1.2	28.8	31.9	27.5	4.6			
11 Sales and Service (Skill Level C)	40	0	0.0	40	100.0	32	1	3.1	0	1	32	7	21.9	0	7	31	0	0.0	0	0	11.4	88.6	0.8	2.6	0.6	27.1	51.9	23.9	3.8			
12 Semi-skilled Manual Workers (Skill C)	3	3	100.0	0	0.0	3	**	**	**	**	2	**	**	**	**	3	**	**	**	**	92.7	7.3	1.5	1.5	1.0	14.0	13.9	14.6	8.7			
13 Sales and Service (Skill Level D)	28	11	39.3	17	60.7	23	0	0.0	0	0	23	5	21.7	3	2	23	1	4.3	1	0	78.7	21.3	0.8	1.0	0.0	29.7	29.0	32.2	4.9			
ALL TOTALS	2706	895	33.1	1811	66.9	2281	**	0.7	**	**	2272	**	26.0	**	**	2273	**	3.6	**	**	50.4	49.6	1.8	1.5	2.0	14.4	14.8	14.0				

¹Includes Senior Management Group.

Table 7.1 (B)

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

EMPLOYMENT EQUITY EEOG 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)																																
						Aboriginal Peoples					Visible Minorities					Persons With Disabilities																																
						Response of "Yes"					Response of "Yes"					Response of "Yes"																																
	Total#	Men	% Men	Women	% Women	Total Comp- leted	Total	%	Men	% Men	Women	% Women	Total Comp- leted	Total	%	Men	% Men	Women	% Women	Total Comp- leted	Total	%	Men	% Men	Women	% Women	Persons With Disabilities																					
02 Middle and Other Managers	3	0	0.0	3	100.0	3	**	**	**	**	**	3	**	**	**	**	**	**	3	**	**	**	**	**	66.1	33.9	1.9	1.5	2.7	9.2	9.8	8.2	3.4															
03 Professionals (Skill Level A)	61	11	18.0	50	82.0	48	0	0.0	0	0	0	47	2	4.3	0	2	48.3	51.7	2.0	1.7	2.4	12.0	14.1	10.1	3.7	48.3	51.7	2.0	1.7	2.4	12.0	14.1	10.1	3.7														
04 Semi-Pro & Tech (Skill Level B)	49	8	16.3	41	83.7	41	0	0.0	0	0	0	40	5	12.5	2	3	41	1	2.4	0	1	53.7	46.3	1.1	1.1	1.1	25.2	27.2	22.8	5.8	41	1	2.4	0	1	53.7	46.3	1.1	1.1	1.1	25.2	27.2	22.8	5.8				
05 Super: Cler/Sale/Serv (Skill B)	6	0	0.0	6	100.0	5	**	**	**	**	**	4	**	**	**	**	5	**	**	**	**	**	**	44.4	55.6	1.1	1.0	1.1	21.8	23.0	20.9	n/a	4	**	**	**	**	44.4	55.6	1.1	1.0	1.1	21.8	23.0	20.9	n/a		
07 Admin & Senr Cler (Skill Level B)	78	0	0.0	78	100.0	64	1	1.6	0	1	63	6	9.5	0	6	64	3	4.7	0	3	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*	6	6	9.5	0	6	64	3	4.7	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)	76	7	9.2	69	90.8	66	0	0.0	0	0	65	12	18.5	1	11	66	4	6.1	0	4	28.7	71.3	1.2	1.3	1.2	28.8	31.9	27.5	4.6	6	6	9.5	0	6	64	3	4.7	0	3	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*
11 Sales and Service (Skill Level C)	7	0	0.0	7	100.0	7	**	**	**	**	7	**	**	**	**	7	**	**	**	**	11.4	88.6	0.8	2.6	0.6	27.1	51.9	23.9	3.8	7	**	**	**	**	11.4	88.6	0.8	2.6	0.6	27.1	51.9	23.9	3.8					
13 Sales and Service (Skill Level D)	2	0	0.0	2	100.0	2	**	**	**	**	2	**	**	**	**	2	**	**	**	**	78.7	21.3	0.8	1.0	0.0	29.7	29.0	32.2	4.9	2	**	**	**	**	78.7	21.3	0.8	1.0	0.0	29.7	29.0	32.2	4.9					
ALL TOTALS	282	26	9.2	256	90.8	236	**	0.4	**	**	231	**	12.1	**	**	236	**	4.2	**	**	50.4	49.6	1.8	1.5	2.0	14.4	14.8	14.0		236	**	4.2	**	**	50.4	49.6	1.8	1.5	2.0	14.4	14.8	14.0						

¹Includes Senior Management Group.

- The integration of OISE brings 39 new employees into the full-time non-unionized administrative staff. One woman is in the 03 Professional at Skill Level A category and 2 men are in the 04 Semi Pro & Tech at Skill Level B group. The majority are in 2 other categories: 07 Admin & Senr Cler at Skill Level B (1 man and 19 women) and 10 Clerical Workers at Skill Level C (5 men including 1 visible minority and 11 women including 2 visible minorities and 1 person with a disability.)
- There is considerable overlap between the first three occupational groups (01-03) and the Senior Management Group discussed in the context of Table 6. The primary focus of discussion of these groups, then, will be with respect to the external availability data.
- Similar to the previous year, with respect to female full-time employees, they are only half the proportion that would be predicted from external availability data for senior managers (01), and the proportion of women is somewhat behind for professionals (03).

The proportion of women is above what would be predicted for the middle and other managers (02).

- Among those on continuing full-time appointments, the University remains above the expected percentage of visible minorities for middle and other managers (02) (9 men and 7 women representing 10.5% of those who completed surveys as compared to 9.2% in the external availability data) and well above for professionals (03) (48 men and 37 women representing 24% of those who completed surveys as compared to 12.0% in the external data), but there are no identified cases of visible minorities among Senior Managers (01). There are 2 visible minority women among the part-time Professionals; 14 visible minority Professionals (7 women and 7 men) among the full-time term appointments, and one visible minority woman among the part-time term appointments.
- As in the previous year, the University is below expectations for PWDs for the top two categories and above for the third.

Table 7.2(A)

**ADMINISTRATIVE STAFF (FULL-TIME)¹ ON TERM² APPOINTMENTS: NON-UNIONIZED
BY SOURCE OF FUNDING BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA**

SOURCE OF FUNDING		EMPLOYMENT EQUITY EEOG 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)												
						Aboriginal Peoples				Visible Minorities				Persons With Disabilities				Aboriginal Peoples			Visible Minorities			Persons With Disabilities						
						Response of "Yes"				Response of "Yes"				Response of "Yes"				%	%	%	%	%	%							
Total	%	Men	Women	Total	%	Men	Women	Total	%	Men	Women	%	%	%	Total	%	%	Total	%	%										
Completed	#	%	#	#	Completed	#	%	#	#	Completed	#	%	#	#	Men	Women	Total	Men	Women	Total	Men	Women								
Operating	02 Middle and Other Managers	13	6	46.2	7	53.8	11	0	0.0	0	0	11	0	0.0	0	0	11	1	9.1	1	0	66.1	33.9	1.9	1.5	2.7	9.2	9.8	8.2	3.4
	03 Professionals (Skill Level A)	73	30	41.1	43	58.9	60	0	0.0	0	0	60	10	16.7	4	6	60	4	6.7	1	3	48.3	51.7	2.0	1.7	2.4	12.0	14.1	10.1	3.7
	04 Semi-Pro & Tech (Skill Level B)	17	8	47.1	9	52.9	14	0	0.0	0	0	14	3	21.4	1	2	14	0	0.0	0	0	53.7	46.3	1.1	1.1	1.1	25.2	27.2	22.8	5.8
	05 Super: Cler/Sale/Serv (Skill B)	4	2	50.0	2	50.0	4	**	**	**	**	4	**	**	**	**	4	**	**	**	**	44.4	55.6	1.1	1.0	1.1	21.8	23.0	20.9	n/a
	07 Admin & Senr Cler (Skill Level B)	52	4	7.7	48	92.3	45	2	4.4	0	2	45	13	28.9	0	13	45	0	0.0	0	0	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*
	09 Skilled Crafts & Trades (Skill Level B)	3	2	66.7	1	33.3	2	**	**	**	**	2	**	**	**	**	2	**	**	**	**	95.3	4.7	0.5	0.5	0.0	23.9	22.8	45.7	5.1
	10 Clerical Workers (Skill Level C)	49	7	14.3	42	85.7	44	0	0.0	0	0	45	12	26.7	1	11	45	0	0.0	0	0	28.7	71.3	1.2	1.3	1.2	28.8	31.9	27.5	4.6
	13 Sales and Service (Skill Level D)	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	78.7	21.3	0.8	1.0	0.0	29.7	29.0	32.2	4.9
		Subtotal	212	59	27.8	153	72.2	181	**	1.1	**	**	182	**	22.0	**	**	182	**	2.7	**	**								
Ancillary	02 Middle and Other Managers	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	66.1	33.9	1.9	1.5	2.7	9.2	9.8	8.2	3.4
	04 Semi-Pro & Tech (Skill Level B)	4	1	25.0	3	75.0	3	**	**	**	**	3	**	**	**	**	3	**	**	**	**	53.7	46.3	1.1	1.1	1.1	25.2	27.2	22.8	5.8
	07 Admin & Senr Cler (Skill Level B)	2	0	0.0	2	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*
	Subtotal	7	1	14.3	6	85.7	5	**	0.0	**	**	5	**	60.0	**	**	5	**	0.0	**	**									
Grant	03 Professionals (Skill Level A)	21	13	61.9	8	38.1	19	1	5.3	0	1	19	4	21.1	3	1	19	0	0.0	0	0	48.3	51.7	2.0	1.7	2.4	12.0	14.1	10.1	3.7
	04 Semi-Pro & Tech (Skill Level B)	37	13	35.1	24	64.9	25	0	0.0	0	0	25	8	32.0	3	5	25	0	0.0	0	0	53.7	46.3	1.1	1.1	1.1	25.2	27.2	22.8	5.8
	07 Admin & Senr Cler (Skill Level B)	6	0	0.0	6	100.0	5	**	**	**	**	5	**	**	**	**	5	**	**	**	**	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*
	10 Clerical Workers (Skill Level C)	13	1	7.7	12	92.3	10	0	0.0	0	0	10	5	50.0	1	4	10	0	0.0	0	0	28.7	71.3	1.2	1.3	1.2	28.8	31.9	27.5	4.6
	Subtotal	77	27	35.1	50	64.9	59	**	1.7	**	**	59	**	30.5	**	**	59	**	0.0	**	**									
	Total Full-Time	296	87	29.4	209	70.6	245	**	1.2	**	**	246	**	24.8	**	**	246	**	2.0	**	**									

¹Includes Senior Management Group

²Term* is defined as a staff appointment having an established date on which the appointment will terminate.

Table 7.2(B)

**ADMINISTRATIVE STAFF (PART-TIME)¹ ON TERM² APPOINTMENTS: NON-UNIONIZED
BY SOURCE OF FUNDING BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA**

SOURCE OF FUNDING		EMPLOYMENT EQUITY EEOG OCCUPATIONAL GROUP		UNIVERSITY OF TORONTO WORKFORCE																EXTERNAL AVAILABILITY STATISTICS										
				Survey Respondents												Canada (EEOG 01-03) / Toronto (04-13)														
				Aboriginal Peoples				Visible Minorities				Persons With Disabilities				Aboriginal Peoples			Visible Minorities			Persons With Disabilities								
				Response of "Yes"				Response of "Yes"				Response of "Yes"				%	%	%	%	%	%									
Total	%	Men	Women	Total	%	Men	Women	Total	%	Men	Women	%	%	%	Total	%	%	Total	%	%										
Completed	#	%	#	#	Completed	#	%	#	#	Completed	#	%	#	#	Men	Women	Total	Men	Women	Total	Men	Women								
Operating	02 Middle and Other Managers	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	66.1	33.9	1.9	1.5	2.7	9.2	9.8	8.2	3.4
	03 Professionals (Skill Level A)	16	3	18.8	13	81.3	12	0	0.0	0	0	12	1	8.3	0	1	12	0	0.0	0	0	48.3	51.7	2.0	1.7	2.4	12.0	14.1	10.1	3.7
	04 Semi-Pro & Tech (Skill Level B)	5	1	20.0	4	80.0	5	**	**	**	**	4	**	**	**	**	5	**	**	**	**	53.7	46.3	1.1	1.1	1.1	25.2	27.2	22.8	5.8
	07 Admin & Senr Cler (Skill Level B)	12	0	0.0	12	100.0	11	1	9.1	0	1	11	2	18.2	0	2	11	0	0.0	0	0	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*
	10 Clerical Workers (Skill Level C)	7	0	0.0	7	100.0	7	**	**	**	**	7	**	**	**	**	7	**	**	**	**	28.7	71.3	1.2	1.3	1.2	28.8	31.9	27.5	4.6
		Subtotal	41	4	9.8	37	90.2	36	**	2.8	**	**	35	**	11.4	**	**	36	**	0.0	**	**								
Grant	03 Professionals (Skill Level A)	3	1	33.3	2	66.7	3	**	**	**	**	3	**	**	**	**	3	**	**	**	**	48.3	51.7	2.0	1.7	2.4	12.0	14.1	10.1	3.7
	04 Semi-Pro & Tech (Skill Level B)	3	0	0.0	3	100.0	3	**	**	**	**	3	**	**	**	**	3	**	**	**	**	53.7	46.3	1.1	1.1	1.1	25.2	27.2	22.8	5.8
	05 Super: Cler/Sale/Serv (Skill B)	1	0	0.0	1	100.0	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**	44.4	55.6	1.1	1.0	1.1	21.8	23.0	20.9	n/a
	07 Admin & Senr Cler (Skill Level B)	3	0	0.0	3	100.0	3	**	**	**	**	3	**	**	**	**	3	**	**	**	**	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*
	Subtotal	10	1	10.0	9	90.0	9	**	0.0	**	**	9	**	11.1	**	**	9	**	0.0	**	**									
	Total Part-Time	51	5	9.8	46	90.2	45	**	2.2	**	**	44	**	11.4	**	**	45	**	0.0	**	**									

¹Includes Senior Management Group

²Term* is defined as a staff appointment having an established date on which the appointment will terminate.

- Among the full-time continuing appointments, there are 15 Aboriginals, 13 of them women. Since the previous year, 2 Aboriginal people (1 man and 1 woman) are in the 03 Professionals at Skill Level A although this group continues to be below the level predicted by external availability data. Both the total proportion of Aboriginals and their proportion in every single category but one falls below predictions from the external availability data. In the previous year there were 2 Aboriginal women among the part-time continuing non-unionized staff — this year 1, at the Professional level, is no longer there. Aboriginal people account for 3 of the full-time term-appointed non-unionized staff and 1 of the part-time term-appointed non-unionized staff thus making it difficult to generalize further.
- With respect to visible minorities, the numbers are larger. Looking at occupational categories 04-13 for full-time continuing staff, there are 488 visible minorities (32 fewer than the previous year) of whom 359 or 73.6% are women. They represent 21.5% of those who completed surveys in this category which is greater than predicted by the external data. Looking category by category there is variability as to whether the representation of the total visible minority population is over or under the external data. Among the part-time continuing appointments below the 03 level, there are only 23 visible minorities, 20 of whom are women.
- Among the full-time term-appointed visible minorities, there are only 41 visible minorities below the 03 level, 35 of them women. The majority of these (26) are among those paid out of operating funds. Among the part-timers there are only 2 visible minority (women) below the 03 level. These numbers are too small for further meaningful analysis and not very different from those of the previous year.
- With respect to PWDs, there are only 63 below the 03 level for full-time continuing appointments. A little more than half (52.4%) are women. Almost 90% of the women are located in the two biggest categories 07 (Admin. and Senior Clerical) and 10 (Clerical). Of the 8 PWDs (all women) among the part-timers below the 03 level, 7 are in these same two categories. Among those with full-time continuing appointments, the largest group of men (more than a third) is found in 04 (Semi-Pro & Tech). The proportion of PWDs of both sexes found in these three modal categories is below what would be predicted by the external data. Among the term appointees, both full-time and part-time, there are no PWDs below the 03 level.
- With respect to part-time continuing appointments, 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.
- As was the case in the previous year, among the full-time non-unionized staff in occupational groups 04-13, there are many single gender dominated occupations. There are 6 groups dominated by men or by women ranging from 84.4% women among clerical workers to 100% male manual workers (a very small group) or 100% female sales and service

workers. In most of these cases this is similar to the pattern in the external availability data. The remaining 4 groups have a somewhat more balanced sex distribution ranging from a 38% male - 62% female distribution in group 05 Super:Cler/Sale/Serv at Skill Level B to 55.6% male - 44.4% female in 08 Sales and Service at Skill Level B. In all of these groups, women are represented above the level predicted by the external data.

- There are 11 new OISE employees in the part-time stream in 3 categories: 1 man is in 04 Semi-Pro & Tech at Skill Level B; 7 women are in 07 Admin & Senr Cler at Skill Level B; and 1 man and 2 women are in 10 Clerical Workers at Skill Level C. None are members of other designated groups.
- Like the previous year, among the part-time non-unionized staff, there is less diversity. There are only 6 categories below the managerial level and 4 of these are 100% female. The total proportion of women in this group is a

striking 90.8% compared to 66.9% among their full-time counterparts.

- There are 68 new OISE employees among the term appointments in addition to the 156 full and part-time employees identified in the discussion of Table 1. One is a part-timer in the 07 Admin & Senr Cler at Skill Level B funded by Operating. The remaining 67 are in the full-time Grant funded category: 18 (12 men and 6 women) Professionals; 34 (13 men and 21 women) in 04 Semi-Pro & Tech at Skill Level B; 5 women in 07 Admin & Snr Cler at Skill Level B and 10 (1 man and 9 women) in 10 Clerical Workers at Skill Level C. There is no question that they entirely change the make-up of the Full-time Term Appointment Grant funded group which had only 10 people in it before. With the exception of Professionals, however, the breakdown by sex does not differ a great deal from term appointments funded by other sources although the Semi-Pro & Tech group is more heavily female dominated than among the comparable group in either term, operating

Table 8(A)

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

EMPLOYMENT EQUITY EEOG 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)															
						Aboriginal Peoples			Visible Minorities			Persons With Disabilities			Toronto															
						Response of "Yes"			Response of "Yes"			Response of "Yes"			Men		Women		Aboriginal Peoples		Visible Minorities		Persons With Disabilities							
Total#	Men	%	Men	%	Total	#	%	Men	%	Women	%	Total	#	%	Men	%	Women	%	Total	%	Men	%	Women	%	Total	%	Men	%	Women	%
04 Semi-Pro & Tech (Skill Level B)	109	33	30.3	76	69.7	59	1	1.7	1	0	59	21	35.6	6	15	59	7	11.9	4	3	23.4	76.6	1.2	2.2	0.9	35.5	39.0	34.5	5.8	
05 Super: Cler/Sale/Serv (Skill B)	20	17	85.0	3	15.0	15	1	6.7	1	0	15	2	13.3	2	0	15	1	6.7	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 & Senr Cler (Skill Level B)	2	1	50.0	1	50.0	2	**	**	**	**	2	**	**	**	**	2	**	**	**	**	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)	44	32	72.7	12	27.3	33	0	0.0	0	0	31	4	12.9	2	2	33	1	3.0	1	0	70.3	29.7	1.1	1.0	1.5	34.0	36.0	29.3	3.1*	
09 Skilled Crafts & Trades (Skill Level B)	140	140	100.0	0	0.0	106	4	3.8	4	0	104	23	22.1	23	0	106	12	11.3	12	0	96.7	3.3	0.8	0.8	1.4	19.4	19.0	32.1	5.1	
10 Clerical Workers (Skill Level C)	117	54	46.2	63	53.8	64	0	0.0	0	0	63	19	30.2	8	11	64	2	3.1	0	2	68.6	31.4	1.4	1.3	1.6	28.3	29.3	26.3	4.6	
11 Sales and Service (Skill Level C)	17	12	70.6	5	29.4	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)	8	6	75.0	2	25.0	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)	381	191	50.1	190	49.9	296	9	3.0	9	0	295	37	12.5	20	17	297	20	6.7	15	5	47.6	52.4	1.1	1.2	1.0	31.2	31.8	30.6	4.9	
14 Other Manual Workers (Skill Level D)	42	39	92.9	3	7.1	26	2	7.7	2	0	26	3	11.5	3	0	26	2	7.7	2	0	85.9	14.1	1.4	1.3	2.0	15.5	13.7	26.8	6.3	
ALL TOTALS	889	534	60.1	355	39.9	623	**	2.9	**	**	617	**	18.5	**	**	624	**	7.5	**	**	55	45.01	1.2	1.2	1.2	26.8	27.6	25.9		

Table 8(B)

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

EMPLOYMENT EQUITY EEOG 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													
						Aboriginal Peoples					Visible Minorities					Persons With Disabilities													
						Response of "Yes"					Response of "Yes"					Response of "Yes"													
	Total					Total					Total					Total					%					%			
Comp- leted	#	%	#	%	Comp- leted	#	%	#	%	Comp- leted	#	%	#	%	Comp- leted	#	%	#	%	Men	Women	Total	Men	Women	Total	Men	Women	Persons With Disabilities	
04 Semi-Pro & Tech (Skill Level B)	5	1	20.0	4	80.0	3	**	**	**	**	3	**	**	**	**	3	**	**	**	**	23.4	76.6	1.2	2.2	0.9	35.5	39.0	34.5	5.8
05 Super: Cler/Sale/Serv (Skill B)	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	77.3	22.7	1.6	1.8	0.9	18.2	17.4	20.6	n/a
07 Admin & Senr 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*
08 Sales and Service (Skill Level B)	4	1	25.0	3	75.0	2	**	**	**	**	2	**	**	**	**	2	**	**	**	**	70.3	29.7	1.1	1.0	1.5	34.0	36.0	29.3	3.1*
10 Clerical Workers (Skill Level C)	21	9	42.9	12	57.1	17	0	0.0	0	0	17	11	64.7	4	7	17	1	5.9	0	1	68.6	31.4	1.4	1.3	1.6	28.3	29.3	26.3	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)	11	7	63.6	4	36.4	6	**	**	**	**	6	**	**	**	**	6	**	**	**	**	47.6	52.4	1.1	1.2	1.0	31.2	31.8	30.6	4.9
ALL TOTALS	44	19	43.2	25	56.8	31	**	3.2	**	**	31	**	45.2	**	**	31	**	6.5	**	**	55.0	45.0	1.2	1.2	1.2	26.8	27.6	25.9	

fund or continuing appointment. The Professionals in the Grant category are more male-dominated than Professionals in the other term and continuing appointment groups.

- Among the other full-timers on term appointments, there are 13 Middle and Other Managers in the Operating Fund category and 1 in the Ancillary. There are 73 Professionals in the Operating category and 43 (58.9%) are women who can be compared with their colleagues from Table 7.1(A) who have more job security than they do. Among Professionals on continuing appointments, 44.3% are women. The external availability data for this category indicate that 51.7% are women.
- Among the term-appointed full-timers below the managerial/professional level in the Operating and Grant groups, 2 categories are half male and half female (04 and 05, operating fund). Otherwise, every category, regardless of source of funding, is female-dominated ranging from 64.9% - 100% with the exception of the one male-dominated category (09) below the managerial/professional level which only has an N of 3. Other categories that are

male-dominated among the continuing appointments (i.e., 06 and 08) are hardly represented among the term appointees. The average for the table shows the full-time term appointees to be female-dominated. In contrast to last year, even the managerial categories are more than 50% female.

- Like the previous year, among the term-appointed part-timers (arguably those with the least secure jobs) we find 90.2% are female. The numbers are very small so it is difficult to make many other observations.

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

- 3 of the 11 categories represented here (04-14) are divided roughly evenly between males and females: 10 Clerical Workers at Skill Level C (53.8%); and 13 Sales and

Service Workers at Skill Level D (49.9%), as in the previous year; and the 2 person 07 Admin and Senior Clerical at Skill Level B (50.0%). Like the previous year, only one group is female dominated, 04, the Semi-Pro and Tech at Skill Level B that is 69.7% women. Also like the previous year, all the other unionized groups are male-dominated at proportions ranging from 70.6% to 100%.

- Overall, among full-time unionized staff, almost 40% are women. Like the previous year, this is somewhat lower than the external data of 45%. It might be tempting to attribute this primarily to the presence of large numbers of skilled crafts and trades staff, (15.7% of all unionized staff), who are traditionally almost exclusively male both within and outside the University. Further inspection reveals, however, that in only 2 of the 11 categories (10 Clerical Workers at Skill Level C and 12 Semi-skilled Manual Workers at Skill Level C) does the percentage of women exceed their availability as shown in the external availability statistics.
- For the part-timers, most of the groups are dominated by one or the other gender thus making the total average a distortion of the data rather than a summary. In the two groups with the most cases (10 Clerical Workers at Skill Level C (57.1% women) and 13 Sales and Service Workers at Skill Level D (36.4% women)) there is more representation by both sexes. In the former group the number of women exceeds external availability statistics and in the latter it falls well below.
- Like the previous year, among full-time unionized staff, there are more Aboriginal people in this group than in any other (18) and they are all men. Half are in 13 Sales and Service at Skill Level D. 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.

- 18.5% of those surveyed among the full-timers are visible minorities, about 40% of whom are women. The external availability data indicate that the percentage of visible minorities should be closer to 27%. The men are primarily in two categories: 09 Skilled Crafts and Trades at Skill Level B; and 13 Sales and Service at Skill Level D, and the women in three: 04 Semi-Pro and Tech at Skill Level B; 10 Clerical Workers at Skill Level C and 13 Sales and Service at Skill Level D, results similar to last year's findings. There are 14 visible minorities among the part-timers (an increase of 6 over last year) and they account for just under a third of all part-time unionized staff.
- Among the full-timers, there are 46 PWDs (8 less than in the previous year and less than 25% women) and the majority of them are found in two categories: 09 Skilled Crafts and Trades at Skill Level B and 13 Sales and Service at Skill Level D. For most categories for which information is available, the representation of PWDs exceeds that found in the external data. There are only 2 PWDs among the part-timers.

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

- With respect to full-time staff, overall, in each staff category, women participated in a greater percentage of

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		%Wkforce	%Days
Senior Management Group	Staff Development	15		36.7	15		0.0	15		10.0	15		0.0
	Computer Skills	10		5.0	10		0.0	10		15.0	10		0.0
	Admin Mgmt Systems	57		57.0	51		0.0	51		34.7	51		0.0
	Mgmt Development	15		75.9	15		0.0	15		24.1	15		0.0
	Career & Life Planning	2		66.7	2		0.0	2		66.7	2		33.3
	Env Health & Safety	2		0.0	2		0.0	2		0.0	2		0.0
	Profession&Technical	0		0.0	0		0.0	0		0.0	0		0.0
TOTAL	100	48.1	50.5	94	0.0	0.0	94	13.8	26.7	94	3.2	0.5	
AVG DAYS ²	0.96	1.01			0.00			1.92			0.17		
Admin. Non-union: Admin Managers & Professionals	Staff Development	161		78.8	153		4.6	153		17.0	153		0.0
	Computer Skills	113		78.2	104		0.0	104		12.5	104		0.5
	Admin Mgmt Systems	279		80.8	249		3.2	248		17.7	244		0.4
	Mgmt Development	35		73.9	35		0.0	35		1.4	35		10.1
	Career & Life Planning	37		73.0	37		0.0	37		13.7	37		0.0
	Env Health & Safety	11		23.8	11		0.0	11		19.0	11		4.8
	Profession&Technical	0		0.0	0		0.0	0		0.0	0		0.0
TOTAL	634	59.4	78.1	587	0.8	2.6	587	15.9	15.4	582	2.5	0.9	
AVG DAYS	1.58	2.08			5.00			1.59			0.61		
Admin. Non-union: Others	Staff Development	516		95.2	480		0.0	472		32.4	474		2.5
	Computer Skills	886		83.0	779		0.6	784		43.0	775		2.7
	Admin Mgmt Systems	976		86.5	882		0.7	882		31.1	877		2.3
	Mgmt Development	44		84.1	40		0.0	40		32.9	40		3.8
	Career & Life Planning	163		88.3	150		0.0	154		37.1	151		8.6
	Env Health & Safety	34		44.8	31		0.0	30		21.7	31		11.3
	Profession&Technical	142		76.3	118		0.0	118		53.6	118		4.3
TOTAL	2760	69.2	86.0	2479	0.7	0.5	2479	28.6	36.5	2465	3.8	3.1	
AVG DAYS	1.25	1.56			0.96			1.74			1.09		
Administrative, Unionized	Staff Development	25		36.7	17		0.0	17		18.2	17		3.0
	Computer Skills	59		61.9	40		0.0	40		43.0	40		3.8
	Admin Mgmt Systems	36		66.7	22		0.0	22		31.8	22		0.0
	Mgmt Development	0		0.0	0		0.0	0		0.0	0		0.0
	Career & Life Planning	20		57.5	8		0.0	8		40.0	8		0.0
	Env Health & Safety	54		11.2	44		4.6	44		25.0	45		18.0
	Profession&Technical	0		0.0	0		0.0	0		0.0	0		0.0
TOTAL	193	39.9	45.1	129	2.9	1.6	130	18.5	31.7	130	7.5	7.7	
AVG DAYS	0.22	0.25			0.11			0.36			0.21		
ALL ADMIN STAFF	Staff Development	716		88.3	665		1.1	657		28.0	659		1.9
	Computer Skills	1068		80.6	933		0.5	938		39.4	928		2.5
	Admin Mgmt Systems ⁴	1348		83.5	1203		1.2	1203		28.5	1194		1.8
	Mgmt Development	93		79.0	89		0.0	89		19.2	89		5.6
	Career & Life Planning	222		82.8	196		0.0	199		33.2	197		6.9
	Env Health & Safety	100		23.6	87		2.3	87		22.5	88		13.6
	Profession&Technical	142		76.3	118		0.0	118		53.6	118		4.3
TOTAL	3687	60.3	81.5	3289	1.1	0.9	3288	24.4	32.3	3270	4.5	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.

⁴FIS Rollout training was completed in the summer of 1996, resulting in fewer training days in 1997.

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	27		100.0	27		0.0	27		0.0	27		51.9
Admin Managers & Professionals	Computer Skills	13		100.0	13		0.0	13		11.5	13		19.2
	Admin Mgmt Systems	20		100.0	20		0.0	20		35.9	20		33.3
	Mgmt Development	1		50.0	1		0.0	1		0.0	1		0.0
	Career & Life Planning	7		100.0	7		0.0	7		7.1	7		57.1
	Env Health & Safety	0		0.0	0		0.0	0		0.0	0		0.0
	Profession&Technical	0		0.0	0		0.0	0		0.0	0		0.0
	TOTAL	67	96.2	100.0	67	* *	0.0	67	* *	13.4	67	* *	40.3
	AVG DAYS ²	2.58	2.58		0.00			9.00			9.00		
Admin, Non-union:	Staff Development	33		97.0	26		0.0	26		27.5	26		3.9
Others	Computer Skills	62		97.6	59		0.0	59		29.9	59		5.9
	Admin Mgmt Systems	72		100.0	67		6.8	67		13.5	67		7.5
	Mgmt Development	4		100.0	4		0.0	4		0.0	4		42.9
	Career & Life Planning	27		94.3	22		0.0	22		0.0	22		4.5
	Env Health & Safety	2		100.0	2		0.0	2		0.0	2		0.0
	Profession&Technical	6		100.0	6		0.0	6		0.0	6		0.0
	TOTAL	204	90.2	98.0	184	0.5	2.5	183	13.2	18.3	184	3.3	6.5
	AVG DAYS	0.80	0.78		4.50			1.24			1.71		
Admin, Unionized:	Staff Development	0		0.0	0		0.0	0		0.0	0		0.0
	Computer Skills	0		0.0	0		0.0	0		0.0	0		0.0
	Admin Mgmt Systems	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
	Career & Life Planning	0		0.0	0		0.0	0		0.0	0		0.0
	Env Health & Safety	1		0.0	0		0.0	0		0.0	0		0.0
	Profession&Technical	0		0.0	0		0.0	0		0.0	0		0.0
	TOTAL	1	56.8	0.0	0	3.2	0.0	0	45.2	0.0	0	6.5	0.0
	AVG DAYS	0.01	0.00		0.00			0.00			0.00		
ALL ADMIN STAFF	Staff Development	60		98.3	53		0.0	53		13.3	53		28.6
	Computer Skills	75		98.0	72		0.0	72		26.6	72		8.3
	Admin Mgmt Systems	92		100.0	86		5.2	86		18.6	86		13.4
	Mgmt Development	4		100.0	4		0.0	4		0.0	4		37.5
	Career & Life Planning	34		95.5	29		0.0	29		1.7	29		17.2
	Env Health & Safety	3		80.0	2		0.0	2		0.0	2		0.0
	Profession&Technical	6		100.0	6		0.0	6		0.0	6		0.0
	TOTAL	272	86.2	98.3	251	0.7	1.8	250	16.0	17.0	251	4.5	15.6

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.

the training offered than their representation in the category, as was the case in the previous year. Although the numbers are small, among the part-time non-unionized staff as well, women participated in a greater percentage of the training offered than their representation in the category.

- Visible minority members participated in a greater percentage of the training offered than their representation in every full-time staff category except AMP where participation was marginally lower (and much lower than the previous year). This is a higher level of participation than in the previous year. In all categories of the non-unionized part-time staff, visible minorities participated more than their representation would lead us to expect, especially in computer skills seminars.
- Like the previous year, for persons with disabilities, participation in training was less than representation in the full-time staff for all staff 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. Among the part-time non-unionized persons with disabilities, however, participation was greater than representation for all groups, especially in management development seminars.
- 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 overall participation rate was greater or equal to their representation in the workforce for most seminars with the exception of environmental health and safety.

- Visible minorities were most likely to participate in professional and technical and computer skills seminars and least likely to participate in management development and environmental health and safety.
- Persons with disabilities were most likely to participate in environmental health and safety and career and life planning and least likely to participate in staff development and admin mgmt systems.
- Again numbers for Aboriginal people are too small to interpret.

Table 10 Promotions by Staff Category by Designated Group

Table 10.1 Representation of Average Years for Promotion to Full Professor

- With respect to women, those in the academic stream were promoted from Associate to Full Professor at a rate far below that which would be expected, i.e., 32.3% of Associate Professors in the tenure stream were women and 10.5% of those promoted were women. The results are in the same direction for women in the clinical stream although the magnitude of the difference is less, i.e., 11.6% versus 8.3%. These results are the reverse of those found in the promotion data for the previous year.
- Table 10.1 (new this year) shows the average years for promotion to full professor in both the academic and clinical streams for men and women. Although the number of cases is small since the number of promotions of academic and clinical women are lower than expected, the data show that, on average, women are promoted after

Table 10

PROMOTIONS BY STAFF CATEGORY BY DESIGNATED GROUP

STAFF CATEGORY	UNIVERSITY OF TORONTO WORKFORCE																	
	All Employees						Survey Respondents											
	Total#	#		%		Wkforce	Aboriginal Peoples				Visible Minorities				Persons With Disabilities			
		Men	Men	Women	Women		Total	#	%	%	Total	#	%	%	Total	#	%	%
Academic: Promotions ¹ to Full Professor	38	34	89.5	4	10.5	32.3	23	0	0.0	0.5	23	0	0.0	6.3	23	2	8.7	4.2
Clinical: Promotions ² to Full Professor	12	11	91.7	1	8.3	11.6	8	**	**	0.8	8	**	**	12.6	8	**	**	3.3
Senior Management Group ³	17	7	41.2	10	58.8	48.1	14	0	0.0	0.0	14	5	35.7	13.8	14	1	7.1	3.2
Admin Managers & Professionals ³	50	16	32.0	34	68.0	59.4	48	0	0.0	0.8	48	5	10.4	15.9	48	1	2.1	2.5
Administrative, Non-Unionized	229	60	26.2	169	73.8	69.2	198	0	0.0	0.7	198	60	30.3	28.6	198	7	3.5	3.8
Administrative, Unionized	88	64	72.7	24	27.3	39.9	70	1	1.4	2.9	70	9	12.9	18.5	70	6	8.6	7.5

¹Promotions are defined by: (a) Academics: only promotions to Full Professor in Tenure Stream are shown (note of the 38 cases, one was a promotion 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 September 1996 to September 1997 data only. Of the 434 promotions shown, 417 are full-time.

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

⁴"% Wkfrc" 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.

more years of service than are men, and that the difference in the average number of years between women and men (13 years vs. 9.55 years) is especially high in the Clinical Stream.

- Among all non-unionized Administrative staff, including the 2 subgroups portrayed separately, the Senior Management Group and the Administrative Managers and Professionals, women were promoted in greater numbers than would be expected by their representation in the

relevant category. The results for the two senior groups are consistent with those of the previous year, but the result for the total group is reversed, i.e., shows a greater number of promotions of women among the full-time non-unionized staff than would be expected by their representation in the workforce.

- Among the unionized Administrative staff, women were promoted well below their representation which is the opposite trend observed in the previous year's data.

Table 10.1 REPRESENTATION OF AVERAGE YEARS FOR PROMOTION TO FULL PROFESSOR

STAFF CATEGORY	Total		Men		Women	
	#	Avg Years	#	Avg Years	#	Avg Years
Academic: Promotions to Full Professor	38	8.63	34	8.52	4	9.50
Clinical: Promotions to Full Professor	12	9.83	11	9.55	1	13.00

- The numbers are very small for other designated groups, but a few observations are possible. Only one Aboriginal was promoted (as against 2 in the previous year), and it was in the only group in the workforce (unionized administrative staff) where Aboriginals constitute more than 1% of the workforce.
- There were 79 promotions among visible minorities — 30 more than in the previous year. In two cases visible minorities were promoted in greater numbers than their representation (SMG and Administrative, non-unionized) and in two cases in lesser numbers (AMP and unionized administrative staff). There were no promotions of visible minorities among faculty (in contrast to the previous year).
- There were 17 promotions of persons with disabilities — 10 more than in the previous year. In 3 out of 5 categories persons with disabilities were promoted in greater numbers than their representation (non-clinical faculty, SMG and unionized administrative staff). In the remaining 2 (AMPs and non-unionized administrative staff) they were promoted in lesser numbers than their representation.

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

- The only difference in the data from the addition of OISE faculty is one additional early retirement of non T/TS Faculty. This does not change the overall picture in the data.

- Looking initially at “All Reasons” for each designated group, some patterns may be observed. Similar to the results in last year’s report, the proportion of exits by aboriginal people is less than their representation in the workforce in each group except for Administrative Unionized where it is the same.
- A different pattern can be observed for members of visible minorities. In almost every group for which data are available, the proportion of exits is greater than the representation of visible minorities in the workforce. The exception is among research associates where the proportion of exits is marginally lower than representation. This pattern is in marked contrast to that observed in last year’s data in which the proportion of exits was less than representation for most groups.
- Data on exits of PWDs display similar characteristics to those of visible minorities (and to the same data for the previous year). The exception here is non-unionized administrative staff where the proportion of exits and representation in the group are almost identical.
- There is considerably more variability in the data for women. As in the previous year, among the tenured/tenure stream faculty, the proportion of exits by women is less than their representation in the workforce. The same pattern is the case for research associates (as it was in the previous year) and for unionized administrative staff. The opposite pattern is the case for non T/TS Faculty, Professional Librarians, and the Senior Management Group. In this latter case, it is interesting to note that all exits are because of resignation and 3 out of 5 of those who resigned were women.

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: Tenure/ Tenure Stream	All Reasons:	8 3	23.7	16.9	5 6	0.4	0.0	5 6	8.8	10.7	5 7	4.2	8.8
	Normal Retirements	12		16.7	9		* *	9		* *	9		* *
	Early Retirements	59		15.3	37		0.0	37		13.5	38		10.5
	Resignations & Other	12		25.0	10		0.0	10		0.0	10		0.0
Faculty: Non-T/TS	All Reasons:	7 2	32.1	36.1	4 7	0.3	0.0	4 6	14.2	15.2	4 7	2.5	4.3
	Normal Retirements	1		100.0	1		* *	1		* *	1		* *
	Early Retirements	17		35.3	11		0.0	11		18.2	11		9.1
	Expiry of Appt-Grant	2		50.0	0		* *	0		* *	0		* *
	Expiry of Appt-Opertg	23		39.1	15		0.0	15		13.3	15		0.0
	Resignations	26		26.9	17		0.0	16		18.8	17		0.0
	Release	1		100.0	1		* *	1		* *	1		* *
	Deceased	2		50.0	2		* *	2		* *	2		* *
Professional Librarians	All Reasons:	9	79.2	88.9	6	0.0	* *	6	11.2	* *	6	4.7	* *
	Normal Retirements	2		100.0	2		* *	2		* *	2		* *
	Early Retirements	5		80.0	4		* *	4		* *	4		* *
	Expiry of Appt-Opertg	1		100.0	0		* *	0		* *	0		* *
	Resignations	1		100.0	0		* *	0		* *	0		* *
Research Associates	All Reasons:	3 8	23.5	21.1	2 6	0.0	0.0	2 7	36.5	33.3	2 7	3.6	0.0
	Early Retirements	3		100.0	3		* *	3		* *	3		* *
	Expiry of Appt-Grant	10		0.0	7		* *	7		* *	7		* *
	Resignations	18		16.7	9		* *	10		50.0	10		0.0
	Release	7		28.6	7		* *	7		* *	7		* *
Senior Mgmt Grp	All Reasons:	5	48.1	60.0	5	0.0	* *	5	13.8	* *	5	3.2	* *
	Resignations	5		60.0	5		* *	5		* *	5		* *
Admin, Non-union	All Reasons:	2 6 3	67.7	67.7	2 0 5	0.7	0.5	2 0 5	26.5	28.3	2 0 6	3.6	3.4
	Normal Retirements	11		63.6	10		0.0	9		* *	10		10.0
	Early Retirements	52		55.8	47		2.1	47		25.5	47		0.0
	Expiry of Appt-Grant	1		0.0	0		* *	0		* *	0		* *
	Expiry of Appt-Opertg	14		78.6	6		* *	6		* *	6		* *
	Terminations for Cause	3		100.0	2		* *	2		* *	2		* *
	Resignations	97		67.0	69		0.0	70		28.6	70		1.4
	Release-Grant	17		82.4	13		0.0	13		38.5	13		7.7
	Release-Operating	58		74.1	50		0.0	50		30.0	50		4.0
	Release-Other	5		60.0	3		* *	3		* *	3		* *
	Deceased	5		60.0	5		* *	5		* *	5		* *
Admin Unionized	All Reasons:	5 2	39.9	34.6	3 5	2.9	2.9	3 5	18.5	22.9	3 5	7.5	11.4
	Normal Retirements	15		60.0	9		* *	9		* *	9		* *
	Early Retirements	15		40.0	14		7.1	14		7.1	14		7.1
	Terminations for Cause	2		0.0	1		* *	1		* *	1		* *
	Resignations	13		7.7	8		* *	8		* *	8		* *
	Release	5		40.0	2		* *	2		* *	2		* *
	Deceased	2		0.0	1		* *	1		* *	1		* *

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: Tenure Stream	All Reasons:	3	6.7	66.7	2	*	*	2	*	*	2	*	*		
	Normal Retirements	1		100.0	1		*	1		*	1		*		
	Early Retirements	2		50.0	1		*	1		*	1		*		
Faculty: Non-T/TS	All Reasons:	27	38.2	44.4	7	1.0	*	7	11.0	*	7	2.6	*		
	Early Retirements	4		50.0	2		*	2		*	2		*		
	Expiry of Appt-Grant	1		0.0	0		*	0		*	0		*		
	Expiry of Appt-Opertg	17		47.1	5		*	5		*	5		*		
	Resignations	5		40.0	0		*	0		*	0		*		
Professional Librarians	All Reasons:	2	81.8	100.0	0	0.0	*	0	6.3	*	0	6.3	*		
	Expiry of Appt-Opertg	2		100.0	0		*	0		*	0		*		
Research Associates	All Reasons:	4	45.5	25.0	2	0.0	*	2	20.0	*	2	0.0	*		
	Expiry of Appt-Grant	1		100.0	1		*	1		*	1		*		
	Resignations	1		0.0	1		*	1		*	1		*		
	Release	2		0.0	0		*	0		*	0		*		
Senior Mgmt Grp	All Reasons:	1	100.0	0.0	1	0.0	*	1	0.0	*	1	0.0	*		
	Release	1		0.0	1		*	1		*	1		*		
Admin, Non-union	All Reasons:	42	90.7	83.3	26	0.4	0.0	26	12.2	19.2	26	4.3	0.0		
	Normal Retirements	1		100.0	1		*	1		*	1		*		
	Early Retirements	6		100.0	2		*	2		*	2		*		
	Expiry of Appt-Grant	5		80.0	2		*	2		*	2		*		
	Expiry of Appt-Opertg	2		50.0	2		*	2		*	2		*		
	Resignations	16		87.5	10		0.0	10		20.0	10		0.0		
	Release-Grant	6		83.3	3		*	3		*	3		*		
	Release-Operating	5		60.0	5		*	5		*	5		*		
	Release-Other	1		100.0	1		*	1		*	1		*		
Admin Unionized	All Reasons:	3	56.8	66.7	1	3.2	*	1	45.2	*	1	6.5	*		
	Resignations	1		0.0	0		*	0		*	0		*		
	Release	2		100.0	1		*	1		*	1		*		

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.

- The proportion of exits by women among the non-unionized administrative staff are exactly as would be predicted by their representation — 67.7%. Interesting here are the reasons for exit where women represent higher proportions: 78.8% of those who leave because their operating budget financed appointment expired; 100% of terminations for cause; 82.4% of those released from grant-funded positions and 74.1% of those released from operating budget-funded positions.
- The patterns are somewhat different for part-time employees. However, the number of exits is too small to make meaningful generalizations.

- The one striking observation that can be made about this table is that among the non-unionized administrative staff, visible minorities are represented among those who have exited in greater numbers than their representation in that population would predict.

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

- The completion rate of surveys for new hires among full-time faculty is substantially higher than the previous year (84% from 63%).

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	# Men	# Women		% of Workforce	% of New Hires	# Men	# Women		% of Workforce	% of New Hires	# Men	# Women
Faculty	119	26.8	31.1	100	0.4	0.0	0	0	100	10.8	16.0	11	5	100	3.6	0.0	0	0
Tenure Stream	57	23.7	29.8	50	0.4	0.0	0	0	50	8.8	10.0	3	2	50	4.2	0.0	0	0
Clinical Non-TS in Medicine	8	21.6	37.5	6	0.3	**	**	**	6	14.3	**	**	**	6	2.6	**	**	**
CLTA/Other ²	42	33.3	28.6	37	0.0	0.0	0	0	37	17.3	24.3	7	2	37	2.5	0.0	0	0
Senior Tutors, Tutors, Instructors	12	58.1	41.7	7	0.6	**	**	**	7	11.2	**	**	**	7	2.4	**	**	**
Professional Librarians	9	79.2	100.0	6	0.0	**	**	**	6	11.2	**	**	**	6	4.7	**	**	**
Research Associates	27	23.5	25.9	22	0.0	0.0	0	0	22	36.5	36.4	7	1	22	3.6	4.5	1	0
SMG, Admin Managers, Professionals	5	57.0	60.0	4	0.7	**	**	**	4	15.5	**	**	**	4	2.7	**	**	**
Continuing	2	57.1	100.0	1	0.7	**	**	**	1	15.9	**	**	**	1	2.4	**	**	**
Term ³	3	56.7	33.3	3	0.0	**	**	**	3	7.7	**	**	**	3	7.7	**	**	**
Administrative, Non-unionized ⁴	203	69.2	63.5	172	0.7	0.6	1	0	172	28.6	23.8	17	24	172	3.8	1.2	0	2
Continuing	95	68.8	60.0	80	0.6	1.3	1	0	79	28.8	20.3	7	9	80	4.2	1.3	0	1
Term	108	72.2	66.7	92	1.4	0.0	0	0	93	26.8	26.9	10	15	92	1.4	1.1	0	1
Administrative, Unionized ⁵	51	39.9	19.6	35	2.9	2.9	1	0	35	18.5	17.1	5	1	35	7.5	2.9	1	0
ALL STAFF	414	46.0	47.1	339	0.8	0.6			339	19.1	20.9			339	4.1	1.5		

¹ New Hires for Tenure Stream Faculty are new appointments from July 1, 1997 to September 30, 1997, 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, 1996 to Sept. 30, 1997 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	% of New Hires		% of Workforce	% of New Hires	# Men	# Women		% of Workforce	% of New Hires	# Men	# Women		% of Workforce	% of New Hires	# Men	# Women
Faculty	34	36.6	64.7	23	1.0	0.0	0	0	23	10.6	4.3	1	0	23	2.5	0.0	0	0
Clinical Non-TS in Medicine	1	22.6	100.0	1	2.2	**			1	12.4	**			1	3.4	**		
CLTA/Other ²	24	48.7	58.3	15	0.0	0.0	0	0	15	7.8	0.0	0	0	15	1.3	0.0	0	0
Senior Tutors, Tutors, Instructors	9	63.2	77.8	7	0.0	**	**	**	7	12.0	**	**	**	7	4.0	**	**	**
Professional Librarians	3	81.8	33.3	1	0.0	**	**	**	1	6.3	**	**	**	1	6.3	**	**	**
Administrative, Non-unionized ⁴	22	90.2	81.8	19	0.5	0.0	0	0	19	13.2	21.1	1	3	19	3.3	5.3	0	1
Continuing Term ³	14	90.5	78.6	11	0.0	0.0	0	0	11	13.8	27.3	1	2	11	4.1	9.1	0	1
Term ³	8	88.6	87.5	8	2.6	**	**	**	8	10.5	**	**	**	8	0.0	**	**	**
Administrative, Unionized ⁵	17	56.8	52.9	13	3.2	0.0	0	0	13	45.2	46.2	4	2	13	6.5	0.0	0	0
ALL STAFF	76	62.7	65.8	56	0.8	0.0			56	13.6	19.6			56	3.7	1.8		

¹ New hires are defined as employees hired externally, i.e. from outside University of Toronto, for Oct. 1, 1996 to Sept. 30, 1997 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.

- 16 of the 119 new hires self-identified as visible minorities. The proportion of visible minority new hires is almost twice the proportion of those who self-identified among the full-time faculty (See Table 2(A)).
- Among the full-time faculty new hires, women represent a higher proportion among tenure/tenure stream and Clinical Non T/TS in Medicine than their representation in the faculty as a whole. This is not the case in the CLTA/Other and Senior Tutors, Tutors and Instructors categories. These women were hired in lower proportions than their representation in the full-time faculty as a whole would lead us to predict.
- In comparison with the previous year, women account for a lower proportion of new hires in every category of faculty.
- The addition of newly-hired OISE faculty to the data adds one case — a woman hired in the tenure stream. This addition does not change the pattern described above.
- All 9 new full-time librarians hired are women.
- More than a quarter (25.9%) of the research associates hired are women. This is marginally more than their representation in the workforce, and represents an increase over the proportion in the previous year (16.7%). The completion rate for surveys of the newly-hired research associates (81.5%) is slightly less than that of the faculty. Among those who returned the survey are 7 visible minority men and 1 man with a disability.
- 3 of the 5 new hires in the SMG, AMP group are women, two as continuing appointments and one on term appoint-

ment. That represents an increase over the previous year when only 1 of 9 new hires were women.

- As might be expected for the largest employee groups in the university, non-unionized administrative staff had the largest number of new hires. 53% of them, however, were for term rather than continuing appointments. Two-thirds of those hired in term positions are women as opposed to about 60% of those hired in continuing positions. As in the previous year, in both cases, the new hires are less than the representation of women in the employee group as a whole. The addition of data from OISE adds 1 woman to the new hires of continuing non-unionized administrative staff and does not change the overall picture.
- 84.7% of the new hires among non-unionized administrative staff completed surveys. Among these, 1 aboriginal male and 2 females with a disability self-identified. 17 males and 24 females self-identified as visible minorities for a total of 23.8% of new hires with completed surveys (an increase over the previous year) but still less than the 28.6% of the total employee group that has self-identified as visible minorities.
- Among the unionized administrative staff, less than 20% of the new hires are women, about one half of their representation in the group as a whole and marginally less than were hired in the group in the previous year. Over two-thirds of those hired completed surveys which included 1 aboriginal, 5 visible minority and 1 PWD men.
- The return rates of surveys for the part-time new hires among faculty are lower than those for full-time faculty new hires (67.6% as opposed to 84%) but considerably higher than the previous year (67.6% from 45%). Among

these, 1 man identified as a visible minority.

- Almost two-thirds of the new hires are women, all of whom were hired in non tenure-stream positions.
- Of the 22 new hires among the part-time non-unionized administrative staff, more than 80% are women (compared to almost 90% in the previous year) and close to 90% of those hired into term positions are women (as compared to 73% in the previous year). For both categories, this is less than their proportion in the employee group. 86.4% of this group completed surveys, and of those 1 man and 3 women identified as visible minorities and 1 woman identified as a person with disability. As low as those figures are, they both represent larger proportions than currently existed in this group who have completed surveys.
- Among the unionized administrative staff, just over half the new hires were women, slightly less than the previous year, and more than three-quarters of the new hires completed surveys. None of these identified as aboriginal people or persons with disabilities. Six (4 men and 2 women) identified as visible minorities which made the representation of visible minorities in the new hires slightly higher than the current proportion in the surveyed workforce group.

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 (29.8% versus 16.9%), but exits of visible minorities exceeded hiring (10.7% versus 10%), as did exits of persons with disabilities (8.8% versus 0.0%).

- For full-time non-tenure stream faculty, representation among new hires exceeded representation among exits for visible minorities (22% versus 15.2%) but exits exceeded new hires for women (36.1% versus 32.2%) and no persons with disabilities were hired, while 4.3% of exits were from this group. For part-time non-tenure stream faculty, representation among new hires exceeded representation among exits for women (64.7% versus 44.4%).
- For full-time research associates, representation among new hires exceeded representation among exits for women (25.9% versus 21.1%), for persons with disabilities (4.5% versus 0.0%) and for visible minorities (36.4% versus 33.3%).
- For full-time non-unionized administrative staff, exits exceeded hires for women (67.7% versus 63.5%), visible minorities (28.3% versus 23.8%) and for persons with disabilities (3.4% versus 1.2%). For part-time non-unionized administrative staff, representation among new hires exceeded representation among exits for persons with disabilities (5.3% versus 0.0%), and for visible minorities (21.1% versus 19.2%) but exits exceeded hires for women (83.3% versus 81.8%).
- For full-time unionized administrative staff, representation among exits exceeded representation among new hires for women (34.6% versus 19.6%), visible minorities (22.9% versus 17.1%) and persons with disabilities (11.4% versus 2.9%).

- For professional librarians and Aboriginal people, the numbers are too small to comment on.

Table 13 Female/Male Tenure-Stream Applicants, Interviewees and New Hires from July 1, 1997 to October 30, 1997 by Departmental Groups*

- Table 13 presents data on the hiring of new tenure stream faculty (both females and males) in a form different from that presented in the previous table. Departments are grouped based on Statistics Canada data on the proportion of doctoral degrees granted to women in each field of study from 1992 to 1994. This provides a rough measure of potential applicant pools that serve as “goals for hiring”.
- Five groups of departments were somewhat arbitrarily created. Departments were assigned to groups on the basis of the percentage of doctorates awarded to females in that discipline between 1992-1994. Thus, for example, the departments in Group 1 represent those disciplines in which more than 50% of the doctorates were awarded to females; Group 2 those with 33.3-50%; Group 3 those with 25 -33.3%; Group 4 those with 15-25%; and Group 5 those with less than 15%.
- Looking first at the applicants, Groups 1, 3 and 4 contain proportions of female applicants consistent with the doctoral pool in question. Group 2 is somewhat lower and Group 5 somewhat higher than expected.
- With respect to interviewees, females were interviewed in less than expected numbers in Groups 1 and 4 and in greater than expected numbers in Group 5.

Table 13

FEMALE/MALE TENURE-STREAM APPLICANTS, INTERVIEWEES AND NEW HIRES
FROM JULY 1, 1997 TO OCTOBER 30, 1997 BY DEPARTMENTAL GROUPS*

Group	Positions	# Applicants			# Interviewed			# Hired F/M		% Female Hired	Goals for Hiring %
		Female	Male	Total	Female	Male	Total	Female	Male		
1	15	189	165	354	21	28	49	7	8	46.7	50+
2	21	185	414	599	25	47	72	5	16	23.8	33.3-50
3	6	29	60	89	8	16	24	2	4	33.3	25-33.3
4	11	124	376	500	4	26	30	2	9	18.2	15-25
5	4	37	130	167	5	17	22	1	3	25.0	less than 15
Totals:	57	564	1145	1709	63	134	197	17	40		
% Total:		33.00%			31.98%			29.82%			

* Departmental groups were established by placing together fields with a similar percentage of doctorates awarded to women in **Canadian graduate schools** from 1992-1994.

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

- The data on new hires are of course the most important with respect to meeting hiring goals. In Group 1, where more than 50% of the applicant pool is female, 46.7% of the new hires are female. The results for Group 2 are in the same direction. Where one-third to a half of the applicant pool is female, less than a quarter, 23.8% of the new hires are female. In Groups 3 and 4 the proportion of females hired is consistent with the proportion in the hiring goal, while in Group 5, the one female hired represents 25% of new hires a greater than expected (less than 15%) proportion of females for this group. These results are not vastly

different from those found in the previous year.

- Although the same number of females were hired in 1997 as in 1996 (17), females constituted a lesser proportion of new hires in 1997 (29.82%) than they did in 1996 (31.5%).
- Overall the total percentage of doctoral degrees granted to women from 1992-94 was 30.9%. This compares to our overall hiring of 29.82%.

