

# EMPLOYMENT EQUITY REPORT



*1998-1999*



University of Toronto

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### EXECUTIVE SUMMARY

Because we now have a body of relatively consistent data that extends back to 1995-6, this year's EE report permits the University to assess its record over the past five years. Broadly speaking, the report is positive. The character of the professoriate of the future is set by those hired into the tenure stream in recent years. The proportion of this group that is female has increased steadily over the past five years. The number of women in the tenure stream has increased by 21% (from 356 to 430.) On average the percentage of women hired into the tenure stream over the last four years has been close to one third. In 1998-9, 37% of the 102 new tenure stream hires were women. While, at 15%, the proportion of women amongst the most senior levels of academic administrators has not changed in five years, 23% of the next level of academic leadership is female and it is from this pool the next generation of senior administrators will be drawn. Similarly, women fill almost half (11 of 24) positions at the top of the administrative staff hierarchy which contrasts with only 19% in 1995-6. In 1995-6 women comprised 44% of the entire Senior Management Group. In 1998-9 they comprise 52%. Thus with respect to the hiring and/or promotion of women, the academic and senior administrative faces of the University continue to resemble more closely that of society.

While the gender information for employees is drawn from the Human Resources data base and is thus reliable and comprehensive, that for the other three employment equity categories, aboriginal persons, persons with disabilities and visible minorities, is based on voluntary self-identification which not all employees do. Based on this fragile data, there is an under-representation of visible minorities among faculty overall. Over the four hiring cycles from 1995-6 through

1998-9, the proportion of newly appointed faculty each year who self-identified as members of visible minorities has ranged from 9 to 21 percent of those completing surveys. Overall, visible minorities constitute 9 percent of tenure-stream and 10 percent of total faculty, as compared with 12 percent of faculty nationally.

Concern over the quality of these data led us to undertake a survey of Chairs of academic units, asking them to report, to the best of their ability, on their tenure-stream complement and recent hiring of visible minorities, Aboriginal persons and people with disabilities. The data with respect to visible minority faculty indicate that the declining response rate among newly hired faculty in recent years has led to an under-estimation in the EE data of the proportion of members of visible minorities at the Assistant Professor level (14% in the EE Report; 17% in the Chairs survey) and among new hires (14% over the last two years according to employment equity data; 19% according to the Chairs). Overall, the presence within the various categories of non-academic staff at the University of Toronto of visible minorities and persons with disabilities does not appear to be significantly different from their availability in the external workforce; and while this does vary from one job category to another, it is interesting to note that visible minority representation among the managerial and professional categories of administrative staff has increased over time and exceeds external availability. The numbers of Aboriginal people are small at the University and also in terms of external availability. It is thus fair to conclude that with respect to visible minorities as well as women, the University of Toronto is coming to reflect more closely the larger society.

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## **Preface**

The Employment Equity Report produced by the University has taken many forms over the years. In 1995-6 we produced a document that presented more information than we had previously reported. The report provided a “snapshot” of all employees, including those just hired and those who had just left the University. It attempted to characterize training and promotions and describe the senior management (academic and non-academic) of the University. Each table in the report was accompanied by a narrative that described its purpose and content. We repeated the report in this format for 1996-7 and 1997-8. The only difference was that in each of these reports we compared the current year with the previous one.

We are now presenting data for 1998-9. Our sense has been that the narrative accompanying the tables has been overly detailed and perhaps somewhat tedious. We have therefore decided on a different format. We have produced an identical set of tables for the 1998-9 data. However, we will not comment on the information table by table. Rather we have decided to compare these data with the information from 1995-6 to determine if there are any patterns or trends and to see whether we have made any progress with respect to employment equity. We have tried to be relatively brief and present an overview of the information. At the end of the report we have provided a summary of initiatives over the years that have been designed to promote employment equity and career development.

### **The data and who is counted**

The 1998-9 data are included as Appendix A of this report. Appendix B contains the data from 1995-6. Appendix C describes the method used to generate the Employment Equity Occupational Groups used in Tables 7 and 8.

The data for each report are taken from our information system as of September 30 of the year of the report (September 1996 for the 1995-6 report and September 1999 for the 1998-9 report). We have included staff who are full-time (100% FTE) and part-time (25% to 99% FTE). The data for full-time staff are in the “A” tables; data for part-time staff are in the “B” tables. We have not included those employed on a casual or contractual basis, faculty with status only appointments or those who have been on LTD (long term disability) for two or more years.

The data are displayed for the total workforce and for each “designated group.” The designated groups are groups covered by our employment equity policy: women, Aboriginal people, visible minorities, and persons with disabilities. The numbers for the designated groups come from two sources. The information on gender comes directly from University personnel files. Information about membership in the other groups comes from a general survey conducted in 1995. As people are hired they are asked to fill out the survey in order to keep the information current. However, completing and returning the survey is voluntary.

### **Data Concerns**

Each year, we have expressed concern about the inadequacy of our data regarding the representation of designated groups other than women among our faculty and staff. We believe that the cumulative effect of under-reporting is undermining our capacity to monitor our progress in this regard, and that this problem requires serious attention.

About 72 percent of full-time faculty and about 55 percent of part-time faculty filled out an employment equity survey in 1995. (In contrast, about 85 percent of full-time administrative staff completed the survey.) Since then, we have asked each newly appointed employee to fill out an employment equity form, but the response has ranged from about 50 percent to about 75 percent. This lack of information for new hires is particularly problematic, since it is primarily through

new appointments that change occurs. It also means that we are losing information over time. Currently, we have information on designated group status for 74 percent of our workforce, down from 78 percent in 1995. For non-clinical faculty, the proportion for which we have these data has declined from 74 percent in 1995 to 71 percent in 1999.

In order to compile more comprehensive data on tenure-stream faculty, we recently conducted a survey of Chairs of academic units, asking them to report, to the best of their ability, the following information:

- by rank, the number of tenure/tenure-stream faculty with primary appointments in their respective units as of January 1, 2000, and, by rank, the number of these faculty who are members of visible minorities.
- by rank, the number of tenure/tenure-stream faculty with primary appointments in their respective units as of January 1, 2000 who were hired in the 1997-8 and 1998-9 hiring cycles and, by rank, the number of these faculty who are members of visible minorities.

The data we received from this survey are reported in the Full-time Faculty section of this report.

### **The Total Workforce Over Time**

Before looking at the different employee groups that make up the university, it is useful to look at the workforce of the university as a whole (tables 1A and 1B).

Despite the harm caused by years of government under-funding, the number of full-time employees at the University of Toronto has increased between 1995-6 and 1998-9 by 2.7%. This is due largely to increases in the two largest groups: the Faculty: up by 2.6%; and what was previously called the "Non-unionized Administrative Staff" (see endnote 8): up by 5.7%. There are less unionized administrative staff: down by 4.2%; less Research Associates: down by 18.0%; and more members of the Senior Management Group: up by 14.4%.

Changes over time in the composition of these groups, then, must take into account the overall change in the size of the group itself. So instead of asking: how does the proportion of members of this designated group differ from four years ago, we ask: has the proportion of this designated group increased or decreased more or less than the size of the group itself?

Among the part-time workforce, which is only a fraction of the full-time, the total numbers are down by 25.4% over the four years. The size of every individual group that was present four years ago has declined with the exception of library workers, which has increased by almost a third (31.6%).

### **Senior Levels of Academic Administration**

Table 3 presents data on those who are responsible for the academic administration of the University: the President, Vice-Presidents, Principals, Deans, Academic Directors, Department Chairs and Associate Deans.

Among the 34 people who are in PVP (President and Vice-Presidents) or in P&D (Principals and Deans), there are only 5 women (14.7%), no Aboriginal people, 1 male visible minority member and 2 male persons with disabilities. In 95-96, there were also only 5 women, no Aboriginal people, 2 visible minority males and 1 male with a disability. It was noted in the 1995-6 report that the representation of women at these levels was no better than it had been in January 1992.

The numbers are somewhat better at the level of Academic Directors and Chairs and Associate Deans where there are 32 women (23%), 7 visible minorities (including 1 woman) and 3 men with disabilities. The percentage of women is considerably higher than the percentage of women who are tenured full professors (15.4%), and represents a pool of women to call upon for future academic administration.

In comparison to 1995-6, the total group has grown by 17.7%. The number of women has increased by 32.1% in that time (which is accounted for by the growth in the Directors and Chairs group).

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## Academic Staff

### Full-time Faculty

The table 2 series, plus information on promotions (table 10), exits (table 11) and new hires (tables 12 and 13) provide us with information about faculty. In 1998-9 tenured and tenure-stream faculty comprise almost two-thirds (62.8%) of all faculty, and close to three-quarters (74.9%) of them are male. The representation of women in the category (25.1%), and among the faculty as a whole (28.3%) is below the external availability statistics (34.4%).

The representation of Aboriginal people among the faculty as a whole is the same as external availability (0.5%) but higher for the tenure-stream (0.7%). For visible minorities, both the tenure-stream (8.7%) and the total (10.2%) fall below availability (12.0%). For persons with disabilities the tenure-stream representation (3.8%) is slightly above and the total faculty representation (3.1%), is slightly below external availability (3.7%).

Comparing 1995-6 with 1998-9, the most marked observation that can be made about the total full-time faculty is that it is now somewhat less male-dominated than it was four years ago. While the total number of full-time faculty has increased by 2.6% (from 2652 to 2720), the number of women has increased by 13.7% (from 678 to 771). The number of women in the tenure-stream has risen even more dramatically (from 356 to 430, i.e., 20.8%)

Understanding patterns across time for the other designated groups is somewhat more complex. It is important to note that the overall survey return rate for the faculty is lower in 1998-9 than it was in 1995-6. The most conservative way to look at these data is to look at the percentage increase or decrease in the absolute number of people who self reported as a member of a designated group and compare these numbers over time. (This is a conservative estimate because while it is possible that there are more individuals in any designated group than we know about, there cannot be fewer.) In

1995-6, 109 faculty in the tenure-stream self reported as visible minority members; in 1998-9 there were 107. This represents a decline of 1.8%. Over the four hiring cycles from 1995-6 through 1998-9, the proportion of newly appointed faculty each year who self-identified as members of visible minorities has ranged from 9 to 21 percent of those completing surveys.

The percentage of tenure-stream faculty who self reported as having disabilities has also declined (16.6%). This rather substantial decrease in persons with disabilities may be due to a number of factors: the retirement of some senior faculty who reported disabilities in the original survey, the relative lack of disabilities among newly hired younger faculty, and since we have not re-surveyed the entire faculty, any acquired disabilities are not reflected in the data. For Aboriginal people the absolute number of tenure-stream faculty has increased from 5 to 8 faculty while the external availability data has dropped between the two census periods (1991=1.2%; 1996=0.5%).

The pattern for the total faculty is consistent with the pattern for tenure-stream faculty. However, the magnitude of the increases is smaller and the decreases are more pronounced. We have already noted that the improvement for women is less for the faculty as a whole (13.7%) than for the tenure-stream faculty (20.6%). Similarly the increase in Aboriginal people is less for the faculty as a whole. With respect to visible minorities and persons with disabilities the magnitude of the decline is greater for the total faculty than for the tenure stream faculty. (The decline in the total faculty for visible minorities is 9.5%; for persons with disabilities it is 26.6%).

Among the Clinical Faculty there have been marked improvements in the representation of women, no change for Aboriginal people and a decline in visible minorities and persons with disabilities. Among the Non tenure-stream CLTA/Other category, there has been a decline in the representation of all designated groups although women are down less than the category as a whole. There are no Aboriginal people now,

nor were there in 95-96. Finally, among the Other Academics, there has been a small increase for women, no change among Aboriginal people or visible minorities, and a decline for persons with disabilities.

It is interesting to look at the distribution of faculty across the four SGS divisions: the Humanities, the Social Sciences, the Sciences and the Life Sciences (tables 2.1 and 2.2). We did not do this analysis in 1995-6 and will therefore only comment briefly on the 1998-9 data. It is not surprising that the percentage of women is lowest in the Sciences (14.7% for all faculty and 9.2% for tenure-stream faculty) and highest in Social Sciences (32.6% for all faculty and 31.8% for tenure-stream faculty). It is also not surprising that the highest percentage of visible minority faculty is found in the Sciences (13.5% for all faculty and 12.1% for tenure-stream faculty). The lowest representation for visible minority faculty is in the Humanities (6.3% for all faculty and 5.9% for tenure-stream faculty). Looking at these data for Assistant Professors only (table 2.2) we see that in the tenure-stream the percentage of women and visible minority faculty is considerably higher for this group than for the tenure-stream faculty as a whole. Women comprise between 23.2% - 46.8% of the assistant professors in the tenure stream in each of the divisions; the range for visible minority faculty is 8.9% to 17.5%. The numbers for the other designated groups are too small to be meaningful.

It is also interesting to contrast the Employment Equity data on tenure-stream faculty with the data collected through the survey of Chairs described above. The survey of Chairs provided data on virtually all of our tenure/tenure-stream faculty. The total number of faculty reported by Chairs is 1751. This compares with a figure of 1710, as of September 1999, in the Employment Equity data (table 2(A)). The following table shows the results of the Chairs survey, as compared with the Employment Equity data. (We also asked Chairs to report on

number of Aboriginal persons and people with disabilities, but these numbers are very small and are not reported here.)

	Survey of Chairs (as of January 1, 2000)	Employment Equity Data (as of September 30, 2000)
<b>Total T/TS complement</b>		
<b>-% Visible Minority</b>		
Full	6%	7%
Associate	7%	8%
Assistant	17%	14%
<b>Total</b>	<b>8%</b>	<b>9%</b>
New Hires 1997/8 and 1998/9		
-% Visible Minority	19%	14%

The results of the survey are consistent with our belief that the declining response rate among newly hired faculty in recent years has led to an under-estimation of the proportion of members of visible minorities at the Assistant Professor level and among new hires in the Employment Equity data. The proportions reported by Chairs in these categories exceed those in the Employment Equity report. On the other hand, about the same proportion of visible minorities in the more stable categories of the Associate and Full Professors is reported in both data sets. The survey of Chairs confirms that the overall representation of visible minority tenure-stream faculty is lower than we would like. However, the data on Assistant Professors and hiring in 1997-8 and 1998-9 provide encouragement with respect to the future.

#### **Part time Faculty:**

In contrast to the full-time faculty, the tenured/tenure-stream group is the smallest among the part-time faculty – just 7 of 278, and it includes no members of designated groups (table 2B). The Clinical Stream is the largest group and the highest proportion of women is found among Assistant Professors. There is some representation of members of the other designated groups. The proportion of all designated groups with the exception of persons with disabilities exceeds external

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availability statistics. In spite of the fact that there are 35% less part-time faculty than there were in 95-96, there is little difference in the representation of designated groups since that time.

### **Librarians**

Professional Librarians (table 4) are a female-dominated group at the University and externally. Our representation of both visible minorities and persons with disabilities, while low, is above what would be expected from the external data. These are the same patterns observed in the data for 95-96. Since that time, however one Aboriginal person has been hired.

### **Research Associates**

Women are under-represented among Research Associates (table 5), compared to the external data. 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 people and few persons with disabilities. The proportion of visible minorities exceeds external availability data. There are fewer Research Associates in 1998-9 than there were in 1995-6 and the reduction has been greater among the men than the women.

### **Senior Levels of Non-Academic Administration**

The Senior Management Group (SMG) is a staff category consisting of 112 members of the senior administrative staff. Positions are included on the basis of criteria which include reporting and providing advice to the President, a Vice-President, an Assistant Vice-President, a Principal or a Dean; exercising broad management responsibility over multi-functional units; or having been identified as a SMG position on the basis of the nature and scope of assigned responsibilities.

Table 6 presents data on Senior Managers divided into 4 levels. For purposes of analysis we will combine the two most

senior levels (OMS and 2MS) That combined group is approximately evenly split with respect to gender. This constitutes a big change in Level 3 which was almost 92% male in 1995-6. Level 3 has grown by 2/3 since 1995-6 and all growth is attributable to the increase in the number of women. The combined levels, however, do not include members of any other designated group.

Level 2 is male-dominated and increases in its size are due to increases in the number of men. Level 1 is female-dominated. As a whole, the SMG is about half men and half women and, as such, is the most egalitarian senior group in the university in terms of gender. There are, however, no Aboriginal people at any level, and the 13 visible minorities and 3 persons with disabilities are found in the lower levels.

The proportion of SMG women being promoted (table 10) is greater than their proportion in the workforce and greater now than it was in 1995-6. SMG women also availed themselves of more training (table 9) than their representation in the workforce would predict.

Senior Managers are included in the tables describing Non-Unionized Administrative Staff so comparisons with external availability are discussed below.

### **Administrative Staff**

This is the largest group in the university, consisting of all employees other than Senior Academic Administrators, Faculty, Professional Librarians and Non-unionized Research Associates and accounts for more than half (55.9%) of full-time and a little less than half (48%) of part-time employees. This is also the most diverse group (as can be seen in table 1 which includes all its subgroups) since it encompasses such job categories as the most senior managers to library workers to police to trades. Both the size and diversity of the administrative staff group make it necessary to organize the data that describe the representation of designated groups in some way that allows comparison over time and with the external

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availability data. That reorganization of data can make it difficult for members of the administrative staff of the university to “find themselves” in this report. Appendix D contains a detailed and simplified explanation of how to go about this.

To simplify this section, a list of the Employment Equity Occupational Groups is included below. They are then referred to only by number in the text:

- 01: Senior Managers
- 02: Middle and Other Managers
- 03: Professionals (Skill Level A)
- 04: Semi-Pro and Tech (Skill Level B)
- 05: Super: Cler/Sales/Serv (Skill Level B)
- 06: Super: Man/Pro/Trad-Prim Ind (Skill Level B)
- 07: Admin & Senr Cler (Skill Level B)
- 08: Sales and Service (Skill Level B)
- 09: Skilled Crafts & Trades (Skill Level B)
- 10: Clerical Workers (Skill Level C)
- 11: Sales and Service (Skill Level C)
- 12: Semi-skilled Manual Workers (Skill Level C)
- 13: Sales and Service (Skill Level D)
- 14: Other Manual Workers (Skill Level D)

### **Non-Unionized Administrative Staff and the USWA**

The Non-Unionized Administrative Staff used to be the biggest employee group in the university with more than 2600 full-time and close to 250 part-time members. In 1998, a large portion of this group was certified as a bargaining unit by the United Steelworkers of America (USWA) who now represent more than 2200 full-time and over 200 part-time members. The remaining “Non-Unionized Administrative Staff” is a much smaller group than it was. Data are presented separately for this group and the USWA, and are discussed separately here.

Comparisons over time, however, require that the data for the two groups be combined.

Taken as a whole, the Non-Unionized Administrative Staff (the table 7 series) is female-dominated as women comprise 61.4% of the total. There are, however, differences between the categories. If the top three managerial and professional categories are considered together, the gender breakdown is almost equal (reflecting the findings outlined above with respect to the SMG). Since these cannot be combined and compared with external availability statistics, individual comparisons must be made. In that event, only Group 02 exceeds (52.0% vs. 35.4%) the external availability statistics. Groups 05, 08 and 10 also exceed the percentage of women that would be predicted by external availability data, but not by as large a margin.

There are only three Aboriginal people in this category, too few to make meaningful generalizations. However, the external availability data indicate that there are few in the population as well. There are only 12 persons with disabilities in this category, 7 men and 5 women. Five of the men and two of the women are in the Categories 02 and 03 but constitute less than external availability data would predict in those categories. Visible minorities are better represented in this group and constitute 20.5% of those who completed surveys. 63.7% are women and close to half the visible minorities are in categories 01 to 03 where they exceed external availability data as they do in Category 10.

For the full-time members of this group, and like the SMG, the percentage of women promoted (table 10) is greater than their representation in the workforce and the same is true for visible minorities. Women, visible minorities and persons with disabilities availed themselves of more training (table 9) than their numbers would predict.

Twenty of the 22 part-time Non-Unionized Administrative Staff are women, and there are no members of other designated groups.



Before making comparisons over time, we need to look at the data for USWA members (tables 8.1 and 8.2). USWA is female-dominated as well, with women comprising 69% of the total. The managerial and professional groups contain a somewhat higher percentage of men as compared with the previous group. The professional group contains less than the percentage of women predicted by the external availability data 48.2% vs. 57.6%. That same group, however, contains a higher percentage of visible minorities (22.2% vs. 12.5%) and persons with disabilities (6.0% vs. 3.7%) than would be predicted by the external availability data.

In all of the largest groups (from 04 -14), the percentage of women exceeds their availability in the population. Roughly the same is the case for visible minorities (who make up 27.9% of those who completed surveys), but the reverse is true for persons with disabilities. There are 14 Aboriginal people in this group – the second largest number in the university after the other unionized administrative staff. One is found among the professionals and 11 of the remaining 13 are in the two largest groups: 07 and 10. In those two groups and one other they exceed external availability.

There are 212 part-time members of USWA and over 90% are women who dominate every category and exceed external availability. There are two Aboriginal women and six women with disabilities. The proportion of visible minorities among part-time employees is a little over half of representation in the full-time population and almost 83% are women.

For the full-time members of this group, and like the SMG and the Non-Unionized Administrative Staff, the percentage of women promoted (table 10) is greater than their representation in the workforce. The same is the case for Aboriginal people and persons with disabilities although the differences are considerably smaller. Women and visible minorities availed themselves of more training (table 9) than their numbers would predict.

Exit data (table 11) are only available for this group combined

with the Non-Unionized Administrative Staff although New Hires data (table 12) are available for the groups separately. Among the full-time combined groups, looking at exits over new hires, there has been a net gain of 79 women and 9 visible minorities and a net loss of 2 persons with disabilities.

Comparing the data from 1995-6 and 1998-9 we see that there are more women in senior positions than there were four years ago - in the SMG, in the Non-Unionized Administrative Staff and among those who have become members of the United Steelworkers of America. Some small improvement can be seen for visible minorities who now constitute 20.2% of those who completed surveys among the managerial and professional categories of the Non-Unionized Administrative Staff and USWA as compared to 18.1% in 1995-6. The comparable figures for persons with disabilities are 4.2% vs. 4.0% and there are now two Aboriginal people in these categories whereas in 1995-6 there were none.

### **Unionized Administrative Staff**

In contrast to the previous two groups discussed, the full-time Unionized Administrative Staff (tables 8A and 8B) are male-dominated: 41.8% are women. However, the University employs a large number of skilled crafts and trades staff (over 15% of this group) who are traditionally almost exclusively male-dominated both within and outside the University. When the data are adjusted for this, the percentage of women is closer to 47%. Women are the majority in three of the twelve categories: 03, 04 and 10. Only in 10, however, do they exceed the external availability data. The rather large categories 13 and 14 are closer to containing equal percentages of males and females. The University is far ahead of the external availability data with respect to the representation of women in Group 14. Women are promoted (table 10) less than would be expected by their proportion in the workforce (29.2% vs. 41.8%).

There are 17 Aboriginal men in this category – the largest representation of any group in the University. They tend to be

spread over the spectrum with the largest representation (4) in each of two categories: 09 and 13. In all but three categories, their numbers exceed what would be predicted from external availability data. A slightly higher proportion are promoted than would be expected by their representation in the workforce (4.3% vs. 3%).

There are 100 visible minorities, 56 men and 44 women. 90% of visible minorities are found in four categories: 04, 09, 10 and 14. In all but 04, this exceeds external availability. A lower percentage are promoted than would be expected by their representation in the workforce (14.9% vs. 17.7%).

There are 41 persons with disabilities, close to 3/4 male. They are most likely to be found in groups 04, 09 and 14. In many categories they exceed what might be expected from the external availability data. A lower percentage are promoted than would be expected by their representation in the workforce (4.3% vs. 7.3%).

Of all four designated groups, only visible minorities participated in training (table 9) to a greater degree than would be expected by their representation in the workforce.

Among the 50 part-time Unionized Administrative Staff, almost 2/3 are women. 60% are found in 03 and 10. There are no Aboriginal people and no persons with disabilities. There are 10 visible minorities half of whom are in category 10.

The majority of changes between 1995-6 and 1998-9 have been shifts in the organization of data rather than the data themselves. The group as a whole has 38 fewer people in it (including 14 that were added in the in-between years). There are 3 less women, one less Aboriginal person, 17 fewer visible minorities and 13 fewer persons with disabilities.

Among part-time employees, there are 15 more people than there were in 95-96 including 13 more women and 2 more visible minorities. There are, however, one less Aboriginal person and two less persons with disabilities.

## **Employment Equity and Career Development Initiatives**

Since the 1995-6 report there have been a number of initiatives undertaken by the University to either increase diversity or promote career development. What follows is a brief summary of some of these efforts.

### **Faculty:**

In July 1999 the Provost appointed an Advisor on Proactive Faculty Recruitment. In the memorandum announcing the position the Provost wrote: "...We need to ensure that we fill positions with the very best possible appointments by actively seeking out the best candidates through scholarly networks, advertising widely and making selections on the basis of very high standards. To this end, I have appointed Professor Rona Abramovitch as Provost's Advisor on Proactive Recruitment. Her key role will be to provide advice and help with respect to "best practice" to those involved in faculty recruitment. As Provost's Advisor on Proactive Faculty Recruitment, Rona will focus on ensuring that we take this opportunity to increase the diversity of the professoriate to better reflect the composition of our students by markedly improving our recruitment of visible minorities. She will also continue to assist us with recruitment aimed at identifying outstanding women candidates."

The Advisor meets with faculties/departments to discuss strategies with respect to expanding the pool of applicants for tenure-stream faculty positions. In addition to proactive recruitment the discussion focuses on an inclusive interview process and the relation between diversity and excellence. Aspects of this work were done by the Status of Women Officer from 1994-5 to 1998-9.

The University is committed to increasing faculty diversity as the diversity of the pools from which we draw increases. Over the next several years there will be a substantial renewal of our faculty. We intend to work closely with Principals, Deans,

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Academic Directors and Chairs to ensure that the representation of visible minorities among new appointments continues to increase.

**Staff:**

The University has significantly increased its commitment to providing opportunities for staff training and development. In 1994-95 a central training fund was established and training activity expanded considerably and has remained fairly constant over the last five years. Course offerings increased by 186% from 1991-92 to 1998-99, with 126 courses offered in the 1998-99 Staff Development Course Guide. These include administrative, leadership, career and life planning and computer skills. Training for technical staff has been introduced over the last three years in the areas of molecular biology, design technology and HTML. Consultation with divisional heads and employees groups to identify training needs and develop new programs is on going.

In 1997-98 a renewed emphasis was placed on preparing staff for advancement. The Leadership Advancement Program (LEAP) was introduced and is designed to provide the skills identified by the Senior Management Group as important for success at the University. This trend continued in 1998-99 with the introduction of two new initiatives. The Mentoring Partnership Program, designed to establish mentoring partnerships between managers in the University, prepares administrative managers for more senior roles. The Advancing into Management (AIM) Program provides those staff recently appointed into leadership roles and those aspiring to a leadership role with practical skills and an opportunity to network with colleagues making the transition.

**Endnotes:**

1. This report was produced by the Employment Equity Committee with the help of an external consultant, Dr. Helen Breslauer. The members of the committee were: Michael Finlayson (chair), Rona Abramovitch, David Cook, Brian Marshall and Gayle Murray.
2. Details about the relationship between University of Toronto job titles and NOCs and EEOGs may be found in Endnote 6 and Appendix C. External availability statistics are generated from Statistics Canada data which use NOCs and EEOGs to categorize responses to the question on the Canadian Census relating to occupation. Statistics Canada is then able to analyse 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 provide an indication of the availability of designated group members within the external labour market which can be used both to assess representation within the University's own workforce and for determining goals which the University can reasonably expect to achieve for improving representation through its hiring and promotion practices. In our own analysis we use a refined version of the Statistics Canada EEOG data which includes only those NOCs in which the University has jobs. We also use data based on our most likely area of search for jobs in particular EEOGs. For example, we use Canada-wide data for faculty positions, and the Census Metropolitan Toronto area data for most administrative and union positions. This year for the first time, most of our external availability statistics are based on 1996 rather than 1991 Census data.
3. Comparing the tables from 1995-96 and 98-99, it can be seen that there are some major differences in the groups themselves. The very large group known in 1995-96 as the "Non-unionized Administrative Staff" is now largely unionized and

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represented by the United Steelworkers of America. For comparisons over time, then, we have to add the two groups together, where possible, in the 1998-99 data. The group "Trades and IATSE" has now become "Trades and Services" and contains six unions. A new category "Research Associates and Officers (OPSEU L. 578)" was added to the 1996-97 data when the Ontario Institute for Studies in Education merged with the University of Toronto Faculty of Education. Data on OISE faculty were added to appropriate Faculty categories at that time as well.

4. There have been changes over the years with respect to the amount of information available about faculty. Information about SGS Division (Tables 2.1A and 2.2A) and about years to promotion (Table 10.1) were first added in 1996-97. In 1998-99, changes were made to the rank categories of the professoriate (Tables 2A and 2B) reflecting changes in the terms and conditions of employment for faculty. The category of Assistant Professor (Conditional) for those hired at that rank who have not yet completed their doctorates was added. The Lecturer category no longer exists within the professoriate but resides (at least temporarily) in the "Other Academic" category. Comparisons over the years for these groups are difficult to make for these reasons.
5. This category does not include the Research Associates and Officers in OPSEU Local 578 who are to be found in the tables on Unionized Administrative Staff.
6. 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 Occupational 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 (see Appendix C for a more detailed description of this process).

7. Members of the administrative staff can look at Tables 1 A & B, locate the employee group they belong to, and then learn what proportion of the workforce their group is and how many people in their group returned and completed surveys. These tables do not, however, tell them about the representation of designated groups in their employee group. The tables that do contain that information (all Tables with numbers beginning with 7 and 8) contain employee groups with different names that are now referred to as "Employment Equity Occupational Groups" or EEOGs.
8. As straightforward as it may sound to look at non-unionized and unionized staff separately, it is complicated by the fact that changes in unionized status have occurred over the years. So, for example, the largest group of administrative staff are those now represented by the USWA. Its members were, in previous years, a part of the "Non-Unionized Administrative Staff."
9. This category 03 Professional (Skill Level A) was first added to the Unionized Administrative Staff Table in 97-98, the year after the OISE data were combined with the University data. It is likely, therefore, that positions in OPSEU Local 578, Research Associates and Officers, account for many of the cases in the category.

## Appendix A— Employment Equity Data 1998-99

Table 1(A)

### EMPLOYMENT EQUITY WORKFORCE SURVEY: RETURN RATES AND COMPLETION RATES FOR FULL-TIME EMPLOYEES

September 30, 1999 Data

EMPLOYEE GROUPS IN THE WORKPLACE	ALL EMPLOYEES		SURVEY RESPONDENTS			
	# in EMPLOYEE GROUP <sup>1</sup>	% OF WORKFORCE REPRESENTED	# RETURNED	% OF SURVEYS RETURNED	# COMPLETED	% COMPLETED
FACULTY <sup>2</sup>	2138	31.87%	1647	77.03%	1511	70.67%
CLINICAL FACULTY <sup>3</sup>	582	8.68%	371	63.75%	356	61.17%
LIBRARIANS	129	1.92%	117	90.70%	107	82.95%
RESEARCH ASSOCIATES	109	1.62%	76	69.72%	72	66.06%
SENIOR MANAGMENT GROUP	111	1.65%	100	90.09%	96	86.49%
NON-UNIONIZED ADMINISTRATIVE STAFF	534	7.96%	477	89.33%	455	85.21%
USWA	2250	33.54%	1868	83.02%	1786	79.38%
LIBRARY WORKERS (CUPE 1230)	195	2.91%	167	85.64%	100	51.28%
SERVICE WORKERS (CUPE 3261)	477	7.11%	379	79.45%	346	72.54%
OPERATING ENGINEERS (U. OF T. WORKERS, Local 2001)	68	1.01%	60	88.24%	51	75.00%
POLICE (OPSEU, Local 519)	39	0.58%	27	69.23%	23	58.97%
TRADES & SERVICES <sup>4</sup>	59	0.88%	50	84.75%	44	74.58%
RESEARCH ASSOCIATES & OFFICERS (OPSEU, L. 578)	17	0.25%	0	0.00%	0	0.00%
<b>TOTALS:</b>	<b>6708</b>	<b>100.00%</b>	<b>5339</b>	<b>79.59%</b>	<b>4947</b>	<b>73.75%</b>

<sup>1</sup>Total Population is based on the number of employees as of September 30, 1999.

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

<sup>3</sup>"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.

<sup>4</sup>Includes Electricians (IEBW, Local 353), Plumbers (UA 46), Sheet Metal Workers (SMWIA, Local 30), Carpenters (CAW, Local 27), Machinists/Locksmiths (IAMAW, Local 235), and Painters (District Council 46, Local 557).

Table 1(B)

### EMPLOYMENT EQUITY WORKFORCE SURVEY: RETURN RATES AND COMPLETION RATES FOR PART-TIME EMPLOYEES

(Excludes casual employees and appointed staff with less than 25% F.T.E.)

September 30, 1999 Data

EMPLOYEE GROUPS IN THE WORKPLACE	ALL EMPLOYEES		SURVEY RESPONDENTS			
	# in EMPLOYEE GROUP <sup>1</sup>	% OF WORKFORCE REPRESENTED	# RETURNED	% OF SURVEYS RETURNED	# COMPLETED	% COMPLETED
FACULTY <sup>2</sup>	143	24.16%	100	69.93%	95	66.43%
CLINICAL FACULTY <sup>3</sup>	135	22.80%	83	61.48%	80	59.26%
LIBRARIANS	19	3.21%	15	78.95%	14	73.68%
RESEARCH ASSOCIATES	11	1.86%	8	72.73%	8	72.73%
SENIOR MANAGMENT GROUP	1	0.17%	1	100.00%	1	100.00%
NON-UNIONIZED ADMINISTRATIVE STAFF	21	3.55%	19	90.48%	17	80.95%
USWA	212	35.81%	166	78.30%	159	75.00%
LIBRARY WORKERS (CUPE 1230)	25	4.22%	17	68.00%	17	68.00%
SERVICE WORKERS (CUPE 3261)	13	2.20%	5	38.46%	5	38.46%
RESEARCH ASSOCIATES & OFFICERS (OPSEU, L. 578)	12	2.03%	1	8.33%	1	0.00%
<b>TOTALS:</b>	<b>592</b>	<b>100.00%</b>	<b>415</b>	<b>70.10%</b>	<b>397</b>	<b>67.06%</b>

<sup>1</sup>Total Population is based on the number of employees as of September 30, 1999.

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

<sup>3</sup>"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.

Table 2(A)

FACULTY (FULL-TIME) BY DESIGNATED GROUP WITHIN TYPE OF APPOINTMENT<sup>1</sup> AND RANK AND EXTERNAL AVAILABILITY DATA

September 30, 1999 Data

		UNIVERSITY OF TORONTO WORKFORCE																	
		All Employees					Survey Respondents												
		Total#	# Men	% Men	# Women	% Women	Total Comp-leted	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	Men	Women		
TYPE OF APPOINTMENT	RANK					% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#		
Professoriate: Tenure/Tenure Stream:	Professors	892	755	84.6	137	15.4	620	0.3	2	1	1	7.1	44	39	5	4.4	27	20	7
	Associate Professors	534	352	65.9	182	34.1	393	0.8	3	3	0	8.4	33	22	11	3.8	15	11	4
	Assistant Professors	280	169	60.4	111	39.6	210	1.4	3	1	2	14.3	30	20	10	2.4	5	3	2
	Asst Professor(Cond)	4	4	100.0	0	0.0	3	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0
	<b>Total</b>	<b>1710</b>	<b>1280</b>	<b>74.9</b>	<b>430</b>	<b>25.1</b>	<b>1226</b>	<b>0.7</b>	<b>8</b>	<b>5</b>	<b>3</b>	<b>8.7</b>	<b>107</b>	<b>81</b>	<b>26</b>	<b>3.8</b>	<b>47</b>	<b>34</b>	<b>13</b>
Professoriate: Clinical: (Non-TS in Medicine)	Professors	144	125	86.8	19	13.2	87	0.0	0	0	0	9.2	8	7	1	2.3	2	1	1
	Associate Professors	175	145	82.9	30	17.1	118	0.8	1	1	0	12.7	15	14	1	3.4	4	4	0
	Assistant Professors	240	159	66.3	81	33.8	144	0.0	0	0	0	17.4	25	19	6	1.4	2	0	2
	Asst Professor(Cond)	23	14	60.9	9	39.1	7	0.0	0	0	0	57.1	4	4	0	0.0	0	0	0
	<b>Total</b>	<b>582</b>	<b>443</b>	<b>76.1</b>	<b>139</b>	<b>23.9</b>	<b>356</b>	<b>0.3</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>14.6</b>	<b>52</b>	<b>44</b>	<b>8</b>	<b>2.2</b>	<b>8</b>	<b>5</b>	<b>3</b>
Professoriate: Non-TS CLTA/Other: <sup>2</sup>	Professors	41	33	80.5	8	19.5	15	0.0	0	0	0	13.3	2	2	0	0.0	0	0	0
	Associate Professors	45	29	64.4	16	35.6	30	0.0	0	0	0	3.3	1	1	0	0.0	0	0	0
	Assistant Professors	96	57	59.4	39	40.6	59	0.0	0	0	0	10.2	6	4	2	0.0	0	0	0
	Asst Professor(Cond)	19	11	57.9	8	42.1	15	0.0	0	0	0	13.3	2	2	0	0.0	0	0	0
	<b>Total</b>	<b>201</b>	<b>130</b>	<b>64.7</b>	<b>71</b>	<b>35.3</b>	<b>119</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9.2</b>	<b>11</b>	<b>9</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Other Academics <sup>4</sup>	Senior Tutors	139	63	45.3	76	54.7	107	0.9	1	1	0	13.1	14	9	5	1.9	2	2	0
	Tutors	28	9	32.1	19	67.9	21	0.0	0	0	0	9.5	2	0	2	0.0	0	0	0
	Lecturers / Instructors <sup>5</sup>	60	24	40.0	36	60.0	38	0.0	0	0	0	13.2	5	3	2	2.6	1	1	0
	<b>Total</b>	<b>227</b>	<b>96</b>	<b>42.3</b>	<b>131</b>	<b>57.7</b>	<b>166</b>	<b>0.6</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>12.7</b>	<b>21</b>	<b>12</b>	<b>9</b>	<b>1.8</b>	<b>3</b>	<b>3</b>	<b>0</b>
<b>Totals: All Faculty:</b>		<b>2720</b>	<b>1949</b>	<b>71.7</b>	<b>771</b>	<b>28.3</b>	<b>1867</b>	<b>0.5</b>	<b>10</b>	<b>7</b>	<b>3</b>	<b>10.2</b>	<b>191</b>	<b>146</b>	<b>45</b>	<b>3.1</b>	<b>58</b>	<b>42</b>	<b>16</b>
EEOG-NOC	EXTERNAL AVAILABILITY STATISTICS:			65.6		34.4		0.5				12.0				3.7			
03-4121	University Professors																		

<sup>1</sup> Academic administrators are included in the tenure stream group according to their rank.

<sup>2</sup> This category includes 5 Associates in Dentistry.

<sup>3</sup> These data are based on number of surveys completed and should be compared with the Chair survey data on Page 5.

<sup>4</sup> Includes Teaching Stream staff.

<sup>5</sup> Staff are in the process of being renamed over the next year.

Table 2(B)

FACULTY (PART-TIME) BY DESIGNATED GROUP WITHIN  
JOB CATEGORY<sup>1</sup> AND RANK AND EXTERNAL AVAILABILITY DATA

September 30, 1999 Data

JOB CATEGORY		RANK		UNIVERSITY OF TORONTO WORKFORCE																	
				All Employees					Survey Respondents												
				Total#	#	%	#	%	Total Comp- leted	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			
% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#										
Professoriate: Tenure/Tenure Stream:		Professors	3	3	100.0	0	0.0	1	**	**	**	**	**	**	**	**	**	**	**	**	
		Associate Professors	4	4	100.0	0	0.0	2	**	**	**	**	**	**	**	**	**	**	**	**	
		<b>Total</b>	<b>7</b>	<b>7</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>3</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	
Professoriate: Clinical: (Non-TS in Medicine)		Professors	25	22	88.0	3	12.0	15	0.0	0	0	0	0	33.3	5	4	1	6.7	1	1	0
		Associate Professors	41	37	90.2	4	9.8	23	0.0	0	0	0	0	8.7	2	2	0	4.3	1	1	0
		Assistant Professors	64	40	62.5	24	37.5	39	2.6	1	1	0	0	12.8	5	2	3	2.6	1	1	0
		Asst Professor(Cond)	5	3	60.0	2	40.0	3	**	**	**	**	**	**	**	**	**	**	**	**	**
		<b>Total</b>	<b>135</b>	<b>102</b>	<b>75.6</b>	<b>33</b>	<b>24.4</b>	<b>80</b>	<b>1.3</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>15.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>3.8</b>	<b>**</b>	<b>**</b>	<b>**</b>
Professoriate: Non-TS CLTA/Other: <sup>2</sup>		Professors	10	6	60.0	4	40.0	7	**	**	**	**	**	**	**	**	**	**	**	**	
		Associate Professors	21	18	85.7	3	14.3	17	0.0	0	0	0	0	23.5	4	3	1	0.0	0	0	0
		Assistant Professors	54	23	42.6	31	57.4	35	0.0	0	0	0	0	14.3	5	0	5	0.0	0	0	0
		Asst Professor(Cond)	13	4	30.8	9	69.2	9	**	**	**	**	**	**	**	**	**	**	**	**	**
		<b>Total</b>	<b>98</b>	<b>51</b>	<b>52.0</b>	<b>47</b>	<b>48.0</b>	<b>68</b>	<b>1.5</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>14.7</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>1.5</b>	<b>**</b>	<b>**</b>	<b>**</b>
Other Academics <sup>4</sup>		Senior Tutors	6	3	50.0	3	50.0	3	**	**	**	**	**	**	**	**	**	**	**	**	**
		Tutors	16	5	31.3	11	68.8	13	0.0	0	0	0	0	23.1	3	0	3	7.7	1	1	0
		Lecturers / Instructors <sup>5</sup>	16	9	56.3	7	43.8	8	**	**	**	**	**	**	**	**	**	**	**	**	**
		<b>Total</b>	<b>38</b>	<b>17</b>	<b>44.7</b>	<b>21</b>	<b>55.3</b>	<b>24</b>	<b>0.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>12.5</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>4.2</b>	<b>**</b>	<b>**</b>	<b>**</b>
		<b>Totals: All Faculty:</b>	<b>278</b>	<b>177</b>	<b>63.7</b>	<b>101</b>	<b>36.3</b>	<b>175</b>	<b>1.1</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>14.3</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>2.9</b>	<b>**</b>	<b>**</b>	<b>**</b>
EEOG-NOC EXTERNAL AVAILABILITY STATISTICS: 03-4121 University Professors					65.6		34.4		0.5					12.0				3.7			

<sup>1</sup> Academic administrators are included in the tenure stream group according to their rank.

<sup>2</sup> This category includes 1 Associate in Dentistry.

<sup>3</sup> Based on number of surveys completed.

<sup>4</sup> Includes Teaching Stream staff.

Table 2.1(A)

**FACULTY (FULL-TIME) BY DESIGNATED GROUP WITHIN TYPE OF APPOINTMENT<sup>1</sup> AND SGS DIVISION**

September 30, 1999 Data

JOB CATEGORY		SGS DIVISION		UNIVERSITY OF TORONTO WORKFORCE																
				All Employees					Survey Respondents											
				Total#	# Men	% Men	# Women	% Women	Total Completed	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						
								% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#	
Professoriate: Tenure/Tenure Stream:	I:HUMANITIES	357	264	73.9	93	26.1	256	0.4	1	0	1	5.9	15	11	4	5.1	13	10	3	
	II: SOCIAL SCIENCE	481	328	68.2	153	31.8	318	0.9	3	2	1	8.8	28	20	8	3.5	11	8	3	
	III: SCIENCE	401	364	90.8	37	9.2	282	0.4	1	1	0	12.1	34	29	5	3.2	9	9	0	
	IV: LIFE SCIENCE	421	296	70.3	125	29.7	333	0.6	2	2	0	7.8	26	19	7	3.9	13	6	7	
	<b>Total</b>	<b>1660</b>	<b>1252</b>	<b>75.4</b>	<b>408</b>	<b>24.6</b>	<b>1189</b>	<b>0.6</b>	<b>7</b>	<b>5</b>	<b>2</b>	<b>8.7</b>	<b>103</b>	<b>79</b>	<b>24</b>	<b>3.9</b>	<b>46</b>	<b>33</b>	<b>13</b>	
Professoriate: Clinical (Non-TS Med):	IV: LIFE SCIENCE	582	443	76.1	139	23.9	356	0.3	1	1	0	14.6	52	44	8	2.2	8	5	3	
Professoriate: Non-TS CLTA/Other: <sup>2</sup>	I:HUMANITIES	33	15	45.5	18	54.5	21	0.0	0	0	0	9.5	2	1	1	0.0	0	0	0	
	II: SOCIAL SCIENCE	25	20	80.0	5	20.0	14	0.0	0	0	0	14.3	2	2	0	0.0	0	0	0	
	III: SCIENCE	29	26	89.7	3	10.3	22	0.0	0	0	0	9.1	2	2	0	0.0	0	0	0	
	IV: LIFE SCIENCE	103	65	63.1	38	36.9	58	0.0	0	0	0	8.6	5	4	1	0.0	0	0	0	
	<b>Total</b>	<b>190</b>	<b>126</b>	<b>66.3</b>	<b>64</b>	<b>33.7</b>	<b>115</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9.6</b>	<b>11</b>	<b>9</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
Other Academics <sup>4</sup>	I:HUMANITIES	33	12	36.4	21	63.6	26	3.8	1	1	0	7.7	2	0	2	0.0	0	0	0	
	II: SOCIAL SCIENCE	30	13	43.3	17	56.7	19	0.0	0	0	0	15.8	3	2	1	0.0	0	0	0	
	III: SCIENCE	60	28	46.7	32	53.3	52	0.0	0	0	0	23.1	12	6	6	3.8	2	2	0	
	IV: LIFE SCIENCE	42	14	33.3	28	66.7	33	0.0	0	0	0	9.1	3	3	0	0.0	0	0	0	
	<b>Total</b>	<b>165</b>	<b>67</b>	<b>40.6</b>	<b>98</b>	<b>59.4</b>	<b>130</b>	<b>0.8</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>15.4</b>	<b>20</b>	<b>11</b>	<b>9</b>	<b>1.5</b>	<b>2</b>	<b>2</b>	<b>0</b>	
<b>Totals: All Faculty<sup>2</sup></b>	I:HUMANITIES	423	291	68.8	132	31.2	303	0.7	2	1	1	6.3	19	12	7	4.3	13	10	3	
	II: SOCIAL SCIENCE	536	361	67.4	175	32.6	351	0.9	3	2	1	9.4	33	24	9	3.1	11	8	3	
	III: SCIENCE	490	418	85.3	72	14.7	356	0.3	1	1	0	13.5	48	37	11	3.1	11	11	0	
	IV: LIFE SCIENCE	1148	818	71.3	330	28.7	780	0.4	3	3	0	11.0	86	70	16	2.7	21	11	10	
	<b>Total</b>	<b>2597</b>	<b>1888</b>	<b>72.7</b>	<b>709</b>	<b>27.3</b>	<b>1790</b>	<b>0.5</b>	<b>9</b>	<b>7</b>	<b>2</b>	<b>10.4</b>	<b>186</b>	<b>143</b>	<b>43</b>	<b>3.1</b>	<b>56</b>	<b>40</b>	<b>16</b>	

<sup>1</sup> Academic administrators are included in the tenure stream group according to their division.<sup>2</sup> Of 2720 Full-Time Faculty represented in Table 2(A), 123 are uncategorized in terms of SGS Divisions.<sup>3</sup> Based on number of surveys completed<sup>4</sup> Includes Teaching Stream staff.



Table 2.2(A)

ASSISTANT PROFESSORS<sup>4</sup> (FULL-TIME) BY DESIGNATED GROUP WITHIN TYPE OF APPOINTMENT<sup>1</sup> AND SGS DIVISION

September 30, 1999 Data

JOB CATEGORY		SGS DIVISION		UNIVERSITY OF TORONTO WORKFORCE															
				All Employees					Survey Respondents										
				Total#	# Men	% Men	# Women	% Women	Total Completed	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					
		% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#	#	#				
Professoriate: Tenure/Tenure Stream:	I:HUMANITIES	55	37	67.3	18	32.7	45	0.0	0	0	0	8.9	4	2	2	6.7	3	2	1
	II: SOCIAL SCIENCE	79	44	55.7	35	44.3	57	1.8	1	0	1	17.5	10	8	2	1.8	1	1	0
	III: SCIENCE	56	43	76.8	13	23.2	41	0.0	0	0	0	17.1	7	5	2	0.0	0	0	0
	IV: LIFE SCIENCE	79	42	53.2	37	46.8	61	1.6	1	1	0	13.1	8	4	4	1.6	1	0	1
	<b>Total</b>	<b>269</b>	<b>166</b>	<b>61.7</b>	<b>103</b>	<b>38.3</b>	<b>204</b>	<b>1.0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>14.2</b>	<b>29</b>	<b>19</b>	<b>10</b>	<b>2.5</b>	<b>5</b>	<b>3</b>	<b>2</b>
Professoriate: Clinical (Non-TS Med):	IV: LIFE SCIENCE	263	173	65.8	90	34.2	151	0.0	0	0	0	19.2	29	23	6	1.3	2	0	2
Professoriate: Non-TS CLTA/Other: <sup>2</sup>	I:HUMANITIES	26	12	46.2	14	53.8	17	0.0	0	0	0	11.8	2	1	1	0.0	0	0	0
	II: SOCIAL SCIENCE	13	10	76.9	3	23.1	10	0.0	0	0	0	20.0	2	2	0	0.0	0	0	0
	III: SCIENCE	19	16	84.2	3	15.8	16	0.0	0	0	0	6.3	1	1	0	0.0	0	0	0
	IV: LIFE SCIENCE	54	29	53.7	25	46.3	29	0.0	0	0	0	10.3	3	2	1	0.0	0	0	0
	<b>Total</b>	<b>112</b>	<b>67</b>	<b>59.8</b>	<b>45</b>	<b>40.2</b>	<b>72</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11.1</b>	<b>8</b>	<b>6</b>	<b>2</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Totals: All Faculty<sup>2</sup></b>	I:HUMANITIES	81	49	60.5	32	39.5	62	0.0	0	0	0	9.7	6	3	3	4.8	3	2	1
	II: SOCIAL SCIENCE	92	54	58.7	38	41.3	67	1.5	1	0	1	17.9	12	10	2	1.5	1	1	0
	III: SCIENCE	75	59	78.7	16	21.3	57	0.0	0	0	0	14.0	8	6	2	0.0	0	0	0
	IV: LIFE SCIENCE	396	244	61.6	152	38.4	241	0.4	1	1	0	16.6	40	29	11	1.2	3	0	3
	<b>Total</b>	<b>644</b>	<b>406</b>	<b>63.0</b>	<b>238</b>	<b>37.0</b>	<b>427</b>	<b>0.5</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>15.5</b>	<b>66</b>	<b>48</b>	<b>18</b>	<b>1.6</b>	<b>7</b>	<b>3</b>	<b>4</b>

<sup>1</sup> Academic administrators are included in the tenure stream group according to their division.

<sup>2</sup> Of 662 Full-Time Faculty represented in Table 2(A), 18 are uncategorized in terms of SGS Divisions.

<sup>3</sup> Based on number of surveys completed

<sup>4</sup> Both "Assistant Professors" and "Assistant Professors (Conditional)" are included.

Table 3 OFFICERS AND ACADEMIC ADMINISTRATORS (FULL-TIME AND PART-TIME<sup>1</sup>) BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

September 30, 1999 Data.

JOB CATEGORY		UNIVERSITY OF TORONTO WORKFORCE																	
		All Employees					Survey Respondents												
		Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples			Visible Minorities			Persons With Disabilities					
								Response of "Yes"			Response of "Yes"			Response of "Yes"					
		% <sup>2</sup>	#	#	#	% <sup>2</sup>	#	#	#	% <sup>2</sup>	#	#	#	#	#				
President, Vice President, Deputy/Vice Provost	9	7	77.8	2	22.2	9	0.0	0	0	0	11.1	1	1	0	0.0	0	0	0	
Principals & Deans	25	22	88.0	3	12.0	18	0.0	0	0	0	0.0	0	0	0	11.1	2	2	0	
Academic Directors & Chairs, & Associate Deans	139	107	77.0	32	23.0	108	0.0	0	0	0	6.5	7	6	1	2.8	3	3	0	
<b>Totals:</b>	<b>173</b>	<b>136</b>	<b>78.6</b>	<b>37</b>	<b>21.4</b>	<b>135</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5.9</b>	<b>8</b>	<b>7</b>	<b>1</b>	<b>3.7</b>	<b>5</b>	<b>5</b>	<b>0</b>	
EEOG-NOC	EXTERNAL AVAILABILITY STATISTICS:																		
01-0014	Senior Mgrs-Health, Educ, Social & Community Svcs & Membrshp Orgs			52.6	47.4		2.0				5.3				4.3				
02-0312	Administrators in Post-Secondary Education & Vocational Training			49.9	50.1		1.5				6.0				3.4				

<sup>1</sup> All but one are Full-Time.

<sup>2</sup> Based on number of surveys completed.

Table 4  
September 30, 1999 Data

**PROFESSIONAL LIBRARIANS  
BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA**

JOB CATEGORY		UNIVERSITY OF TORONTO WORKFORCE																	
		All Employees					Survey Respondents												
		Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples Response of "Yes"				Visible Minorities Response of "Yes"				Persons With Disabilities Response of "Yes"			
								Total	Men	Women	Total	Men	Women	Total	Men	Women			
% <sup>1</sup>	#							#	#	% <sup>1</sup>	#	#	#	% <sup>1</sup>	#	#	#		
<b>Professional Librarians</b>																			
Full-Time	129	33	25.6	96	74.4	107	0.9	1	1	0	11.2	12	2	10	4.7	5	1	4	
Part-Time	19	2	10.5	17	89.5	14	0.0	0	0	0	0.0	0	0	0	7.1	1	0	1	
<b>TOTAL</b>	<b>148</b>	<b>35</b>	<b>23.6</b>	<b>113</b>	<b>76.4</b>	<b>121</b>	<b>0.8</b>	<b>1</b>	<b>1</b>	<b>0.0</b>	<b>9.9</b>	<b>12</b>	<b>2</b>	<b>10</b>	<b>5.0</b>	<b>6</b>	<b>1</b>	<b>5</b>	
EEOG-NOC	EXTERNAL AVAILABILITY STATISTICS:																		
03-5111	Librarians																		
			17.8		82.2		1.0				7.6				3.7				

<sup>1</sup> Based on a number of surveys completed

Table 5  
September 30, 1999 Data

**RESEARCH ASSOCIATES  
BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA**

JOB CATEGORY		UNIVERSITY OF TORONTO WORKFORCE																	
		All Employees					Survey Respondents												
		Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples Response of "Yes"				Visible Minorities Response of "Yes"				Persons With Disabilities Response of "Yes"			
								Total	Men	Women	Total	Men	Women	Total	Men	Women			
% <sup>1</sup>	#							#	#	% <sup>1</sup>	#	#	#	% <sup>1</sup>	#	#	#		
<b>Research Associates</b>																			
Full-Time	109	80	73.4	29	26.6	72	0.0	0	0	0	36.1	26	21	5	4.2	3	3	0	
Part-Time	11	7	63.6	4	36.4	8	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	
<b>TOTAL</b>	<b>120</b>	<b>87</b>	<b>72.5</b>	<b>33</b>	<b>27.5</b>	<b>80</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>32.5</b>	<b>26</b>	<b>21</b>	<b>5</b>	<b>3.8</b>	<b>3</b>	<b>3</b>	<b>0</b>	
EEOG-NOC	EXTERNAL AVAILABILITY STATISTICS:																		
03-4122	Post-Secondary Teaching and Research Assistants																		
			50.8		49.2		1.2				24.3				3.7				

<sup>1</sup> Based on a number of surveys completed

Table 6  
**SENIOR MANAGERS (FULL-TIME AND PART-TIME) BY DESIGNATED GROUP**

September 30, 1999 Data

Management Group		UNIVERSITY OF TORONTO WORKFORCE																		
		All Employees					Survey Respondents													
		Level	Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples Response of "Yes"				Visible Minorities Response of "Yes"				Persons With Disabilities Response of "Yes"			
									Total	Men	Women	Total	Men	Women	Total	Men	Women			
% <sup>1</sup>	#								#	#	% <sup>1</sup>	#	#	#	% <sup>1</sup>	#	#	#		
Senior Mgmt Gp	OMS	4	2	50.0	2	50.0	3	**	**	**	**	**	**	**	**	**	**	**	**	
	3MS	20	11	55.0	9	45.0	17	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	
	2MS	38	23	60.5	15	39.5	33	0.0	0	0	0	18.2	6	4	2	6.1	2	2	0	
	1MS	50	18	36.0	32	64.0	44	0.0	0	0	0	15.9	7	1	6	2.3	1	1	0	
	<b>Totals:</b>	<b>112</b>	<b>54</b>	<b>48.2</b>	<b>58</b>	<b>51.8</b>	<b>97</b>	<b>0.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	

<sup>1</sup> Based on a number of surveys completed

Table 7.1(A)

September 30, 1999 Data

**ADMINISTRATIVE STAFF (FULL-TIME):<sup>1</sup> 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 1995 or 1996 (1986-1991 for PWD) Canada (EEOG 01-03) / Toronto (04-13)									
		Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples Response of "Yes"			Visible Minorities Response of "Yes"			Persons With Disabilities Response of "Yes"			% Men	% Women	Aborigin % Total	Visible % Total	Persons With % Disabilities				
								% <sup>2</sup>	#	#	#	% <sup>2</sup>	#	#	#	% <sup>2</sup>						#	#	#	
01 Senior Managers	8	6	75.0	2	25.0	7	**	**	**	**	**	**	**	**	**	**	**	**	**	**	52.6	47.4	2.0	5.3	4.3
02 Middle and Other Managers	221	106	48.0	115	52.0	182	0.0	0	0	0	14.3	26	13	13	2.7	5	4	1	1	64.6	35.4	1.0	9.7	3.4	
03 Professionals (Skill Level A)	120	64	53.3	56	46.7	103	1.0	1	1	0	27.2	28	15	13	1.9	2	1	1	1	49.2	50.8	1.2	12.8	3.7	
04 Semi-Pro & Tech (Skill Level B)	29	15	51.7	14	48.3	21	4.8	1	0	1	9.5	2	0	2	0.0	0	0	0	0	43.3	56.7	0.4	32.4	5.8	
05 Super: Cler/Sale/Serv (Skill B)	47	20	42.6	27	57.4	40	2.5	1	0	1	22.5	9	3	6	2.5	1	1	1	0	48.3	51.7	0.3	27.1	n/a	
06 Super: Man/Pro/Trad-Prim Ind (Skill B)	6	6	100.0	0	0.0	5	**	**	**	**	**	**	**	**	**	**	**	**	**	91.9	8.1	0.0	17.3	6.5*	
07 Admin & Senr Cler (Skill Level B)	164	25	15.2	139	84.8	148	0.0	0	0	0	19.6	29	6	23	1.4	2	0	2	10.1	89.9	0.4	20.4	3.4*		
08 Sales and Service (Skill Level B)	6	4	66.7	2	33.3	5	**	**	**	**	**	**	**	**	**	**	**	**	**	85.1	14.9	0.5	25.6	3.1*	
10 Clerical Workers (Skill Level C)	44	3	6.8	41	93.2	40	0.0	0	0	0	42.5	17	2	15	2.5	1	0	1	21.9	78.1	0.4	31.2	4.6		
<b>ALL TOTALS</b>	<b>645</b>	<b>249</b>	<b>38.6</b>	<b>396</b>	<b>61.4</b>	<b>551</b>	<b>0.5</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>20.5</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>2.2</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>						

<sup>1</sup>Includes Senior Management Group.

<sup>2</sup>Based on a number of surveys completed

Table 7.1 (B)

**ADMINISTRATIVE STAFF (PART-TIME):<sup>1</sup> 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 1995 or 1996 (1986-1991 for PWD) Canada (EEOG 01-03) / Toronto (04-13)								
		Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples Response of "Yes"			Visible Minorities Response of "Yes"			Persons With Disabilities Response of "Yes"			% Men	% Women	Aborigin % Total	Visible % Total	Persons With % Disabilities			
								% <sup>2</sup>	#	#	#	% <sup>2</sup>	#	#	#	% <sup>2</sup>						#	#	#
02 Middle and Other Managers	4	0	0.0	4	100.0	4	**	**	**	**	**	**	**	**	**	**	**	**	**	64.6	35.4	1.0	9.7	3.4
03 Professionals (Skill Level A)	5	0	0.0	5	100.0	5	**	**	**	**	**	**	**	**	**	**	**	**	**	49.2	50.8	1.2	12.8	3.7
04 Semi-Pro & Tech (Skill Level B)	7	2	28.6	5	71.4	3	**	**	**	**	**	**	**	**	**	**	**	**	**	43.3	56.7	0.4	32.4	5.8
07 Admin & Senr Cler (Skill Level B)	6	0	0.0	6	100.0	6	**	**	**	**	**	**	**	**	**	**	**	**	**	10.1	89.9	0.4	20.4	3.4*
<b>ALL TOTALS</b>	<b>22</b>	<b>2</b>	<b>9.1</b>	<b>20</b>	<b>90.9</b>	<b>18</b>	<b>0.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>0.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>0.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>					

<sup>1</sup>Includes Senior Management Group.

<sup>2</sup>Based on a number of surveys completed

Table 7.2(A)

**ADMINISTRATIVE STAFF<sup>1</sup> (FULL-TIME) ON TERM<sup>2</sup> APPOINTMENTS: NON-UNIONIZED  
BY SOURCE OF FUNDING BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA**

September 30, 1999 data

SOURCE OF FUNDING EEOG OCCUPATIONAL GROUP		UNIVERSITY OF TORONTO WORKFORCE														EXTERNAL AVAILABILITY STATISTICS									
		All Employees					Survey Respondents									Population Aged 15-64 Who Worked In 1995 or 1996 (1986-1991 for PWD) Canada (EEOG 01-03) / Toronto (04-13)									
		Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples Response of "Yes"			Visible Minorities Response of "Yes"			Persons With Disabilities Response of "Yes"			% Men	% Women	Aborigin % Total	Visible % Total	Persons With % Total				
								% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#	% <sup>3</sup>						#	#	#	
Operating	01 Senior Managers	5	4	80.0	1	20.0	4	**	**	**	**	**	**	**	**	**	**	**	**	52.6	47.4	2.0	5.3	4.3	
	02 Middle and Other Managers	21	9	42.9	12	57.1	13	0.0	0	0	0	7.7	1	1	0	0	7.7	1	1	0	64.6	35.4	1.0	9.7	3.4
	03 Professionals (Skill Level A)	19	3	15.8	16	84.2	15	0.0	0	0	0	26.7	4	1	3	6.7	1	0	1	49.2	50.8	1.2	12.8	3.7	
	04 Semi-Pro & Tech (Skill Level B)	3	1	33.3	2	66.7	3	**	**	**	**	**	**	**	**	**	**	**	**	**	43.3	56.7	0.4	32.4	5.8
	05 Super: Cler/Sale/Serv (Skill B)	1	0	0.0	1	100.0	1	**	**	**	**	**	**	**	**	**	**	**	**	**	48.3	51.7	0.3	27.1	n/a
	07 Admin & Senr Cler (Skill Level B)	19	3	15.8	16	84.2	16	0.0	0	0	0	12.5	2	0	2	0.0	0	0	0	10.1	89.9	0.4	20.4	3.4*	
	10 Clerical Workers (Skill Level C)	8	1	12.5	7	87.5	6	**	**	**	**	**	**	**	**	**	**	**	**	**	21.9	78.1	0.4	31.2	4.6
	<b>Subtotal</b>	<b>76</b>	<b>21</b>	<b>27.6</b>	<b>55</b>	<b>72.4</b>	<b>58</b>	<b>0.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>19.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>3.4</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>					
	Ancillary	08 Sales and Service (Skill Level B)	1	0	0.0	1	100.0	0	0.0	0	0	0	0.0	0	0	0	0.0	0	0	0	85.1	14.9	0.5	25.6	3.1*
		<b>Subtotal</b>	<b>1</b>	<b>0</b>	<b>0.0</b>	<b>1</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>0</b>					
Grant	02 Middle and Other Managers	2	1	50.0	1	50.0	1	**	**	**	**	**	**	**	**	**	**	**	**	64.6	35.4	1.0	9.7	3.4	
	03 Professionals (Skill Level A)	5	4	80.0	1	20.0	4	**	**	**	**	**	**	**	**	**	**	**	**	49.2	50.8	1.2	12.8	3.7	
	<b>Subtotal</b>	<b>7</b>	<b>5</b>	<b>71.4</b>	<b>2</b>	<b>28.6</b>	<b>5</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>					
<b>Total Full-Time</b>	<b>84</b>	<b>26</b>	<b>31.0</b>	<b>58</b>	<b>69.0</b>	<b>63</b>	<b>0.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>20.6</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>3.2</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>						

<sup>1</sup>Includes Senior Management Group.

<sup>2</sup>Term\* is defined as a staff appointment having an established date on which the appointment will terminate.

<sup>3</sup>Based on a number of surveys completed

Table 8(A)

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

September 30, 1999 Data

EMPLOYMENT EQUITY EEOG OCCUPATIONAL GROUP	UNIVERSITY OF TORONTO WORKFORCE															EXTERNAL AVAILABILITY STATISTICS							
	All Employees					Survey Respondents										Population Aged 15-64 Who Worked In 1995 or 1996 (1986-1991 for PWD)							
	Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples				Visible Minorities				Persons With Disabilities				Toronto				
							Response of "Yes"				Response of "Yes"				Response of "Yes"				% Men	% Women	% Total	% Total	% Persons With Disabilities
% <sup>1</sup>							#	Men	Women	% <sup>1</sup>	#	Men	Women	% <sup>1</sup>	#	Men	Women						
03 Professionals (Skill Level A)	14	4	28.6	10	71.4	0	**	**	**	**	**	**	**	**	**	**	**	n/a	n/a	n/a	n/a	3.7	
04 Semi-Pro & Tech (Skill Level B)	131	34	26.0	97	74.0	69	2.9	2	2	0	29.0	20	4	16	10.1	7	4	3	24.4	75.6	0.3	38.6	5.8
05 Super: Cler/Sale/Serv (Skill B)	16	16	100.0	0	0.0	13	7.7	1	1	0	7.7	1	1	0	7.7	1	1	0	70.2	29.8	0.5	22.5	n/a
06 Super: Man/Pro/Trad-Prim Ind (Skill B)	9	9	100.0	0	0.0	7	**	**	**	**	**	**	**	**	**	**	**	**	93.0	7.0	0.0	15.5	6.5*
07 Admin & Senr Cler (Skill Level B)	1	1	100.0	0	0.0	1	**	**	**	**	**	**	**	**	**	**	**	**	2.1	97.9	0.3	23.0	3.4*
08 Sales and Service (Skill Level B)	44	31	70.5	13	29.5	27	0.0	0	0	0	3.7	1	1	0	3.7	1	1	0	72.6	27.5	0.4	42.1	3.1*
09 Skilled Crafts & Trades (Skill Level B)	131	131	100.0	0	0.0	98	4.1	4	4	0	22.4	22	22	0	11.2	11	11	0	97.5	2.5	0.3	20.9	5.1
10 Clerical Workers (Skill Level C)	116	56	48.3	60	51.7	65	0.0	0	0	0	35.4	23	9	14	4.6	3	0	3	70.8	29.2	0.4	33.2	4.6
11 Sales and Service (Skill Level C)	19	14	73.7	5	26.3	10	10.0	1	1	0	20.0	2	1	1	20.0	2	2	0	74.1	25.9	1.0	23.8	3.8
12 Semi-skilled Manual Workers (Skill C)	11	10	90.9	1	9.1	7	**	**	**	**	**	**	**	**	**	**	**	**	89.2	10.8	0.7	30.6	8.7
13 Sales and Service (Skill Level D)	156	80	51.3	76	48.7	114	3.5	4	4	0	4.4	5	2	3	5.3	6	5	1	47.5	52.5	0.4	35.8	4.9
14 Other Manual Workers (Skill Level D)	207	112	54.1	95	45.9	153	2.0	3	3	0	16.3	25	15	10	5.9	9	5	4	89.6	10.4	1.0	12.9	6.3
<b>ALL TOTALS</b>	<b>855</b>	<b>498</b>	<b>58.2</b>	<b>357</b>	<b>41.8</b>	<b>564</b>	<b>3.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>17.7</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>7.3</b>	<b>**</b>	<b>**</b>	<b>**</b>					

<sup>1</sup> Based on a number of surveys completed

Table 8(B)

**UNIONIZED STAFF OTHER THAN USWA: (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 1995 or 1996 (1986-1991 for PWD)							
	Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples				Visible Minorities				Persons With Disabilities				Toronto				
							Response of "Yes"				Response of "Yes"				Response of "Yes"				% Men	% Women	% Total	% Total	% Persons With Disabilities
% <sup>1</sup>							#	Men	Women	% <sup>1</sup>	#	Men	Women	% <sup>1</sup>	#	Men	Women						
03 Professionals (Skill Level A)	11	2	18.2	9	81.8	1	**	**	**	**	**	**	**	**	**	**	**	**	n/a	n/a	n/a	n/a	3.7
04 Semi-Pro & Tech (Skill Level B)	6	2	33.3	4	66.7	3	**	**	**	**	**	**	**	**	**	**	**	**	24.4	75.6	0.3	38.6	5.8
05 Super: Cler/Sale/Serv (Skill B)	3	2	66.7	1	33.3	0	**	**	**	**	**	**	**	**	**	**	**	**	70.2	29.8	0.5	22.5	n/a
07 Admin & Senr Cler (Skill Level B)	1	0	0.0	1	100.0	1	**	**	**	**	**	**	**	**	**	**	**	**	2.1	97.9	0.3	23.0	3.4*
10 Clerical Workers (Skill Level C)	19	5	26.3	14	73.7	13	0.0	0	0	0	38.5	5	1	4	0.0	0	0	0	70.8	29.2	0.4	33.2	4.6
13 Sales and Service (Skill Level D)	9	6	66.7	3	33.3	5	**	**	**	**	**	**	**	**	**	**	**	**	47.5	52.5	0.4	35.8	4.9
14 Other Manual Workers (Skill Level D)	1	1	100.0	0	0.0	0	**	**	**	**	**	**	**	**	**	**	**	**	89.6	10.4	1.0	12.9	6.3
<b>ALL TOTALS</b>	<b>50</b>	<b>18</b>	<b>36.0</b>	<b>32</b>	<b>64.0</b>	<b>23</b>	<b>0.0</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>43.5</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>0.0</b>	<b>**</b>	<b>**</b>	<b>**</b>					

<sup>1</sup> Based on a number of surveys completed

Table 8.1(A)

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

September 30, 1999 Data

EMPLOYMENT EQUITY EEOG OCCUPATIONAL GROUP		UNIVERSITY OF TORONTO WORKFORCE														EXTERNAL AVAILABILITY STATISTICS								
		All Employees					Survey Respondents									Population Aged 15-64 Who Worked In 1995 or 1996 (1986-1991 for PWD) Canada (EEOG 01-03) / Toronto (04-13)								
		Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples			Visible Minorities			Persons With Disabilities			% Men	% Women	Aborigi %	% Total	% Persons With Disabilities			
								Response of "Yes"			Response of "Yes"			Response of "Yes"										
								Total	Men	Women	Total	Men	Women	Total	Men	Women								
02	Middle and Other Managers	39	25	64.1	14	35.9	35	0.0	0	0	0	17.1	6	4	2	5.7	2	2	0	72.0	28.0	0.8	7.7	3.4
03	Professionals (Skill Level A)	363	188	51.8	175	48.2	266	0.4	1	1	0	22.2	59	35	24	6.0	16	7	9	42.4	57.6	1.4	12.5	3.7
04	Semi-Pro & Tech (Skill Level B)	428	218	50.9	210	49.1	326	0.3	1	0	1	30.7	100	54	46	4.3	14	10	4	59.1	40.9	0.4	27.3	5.8
05	Super: Cler/Sale/Serv (Skill B)	85	30	35.3	55	64.7	69	0.0	0	0	0	27.5	19	4	15	1.4	1	0	1	48.4	51.6	0.3	26.4	n/a
06	Super: Man/Pro/Trad-Prim Ind (Skill B)	9	8	88.9	1	11.1	8	*	*	*	*	*	*	*	*	*	*	*	*	80.8	19.2	0.7	26.5	6.5*
07	Admin & Senr Cler (Skill Level B)	600	73	12.2	527	87.8	496	0.8	4	2	2	27.2	135	16	119	2.0	10	2	8	15.4	84.6	0.3	20.8	3.4*
08	Sales and Service (Skill Level B)	3	0	0.0	3	100.0	3	*	*	*	*	*	*	*	*	*	*	*	*	73.0	27.0	0.4	33.6	3.1*
09	Skilled Crafts & Trades (Skill Level B)	30	30	100.0	0	0.0	22	0.0	0	0	0	18.2	4	4	0	13.6	3	3	0	93.3	6.7	0.2	30.8	5.1
10	Clerical Workers (Skill Level C)	631	112	17.7	519	82.3	521	1.3	7	0	7	31.1	162	31	131	4.0	21	7	14	24.4	75.6	0.4	31.0	4.6
11	Sales and Service (Skill Level C)	47	1	2.1	46	97.9	28	3.6	1	0	1	17.9	5	0	5	0.0	0	0	0	11.9	88.1	0.0	32.9	3.8
12	Semi-skilled Manual Workers (Skill C)	3	3	100.0	0	0.0	2	*	*	*	*	*	*	*	*	*	*	*	*	89.2	10.8	0.3	46.2	8.7
13	Sales and Service (Skill Level D)	11	9	81.8	2	18.2	9	*	*	*	*	*	*	*	*	*	*	*	*	81.4	18.6	0.9	36.0	4.9
14	Other Manual Workers (Skill Level D)	1	1	100.0	0	0.0	1	*	*	*	*	*	*	*	*	*	*	*	*	90.2	9.8	0.0	36.1	6.3
ALL	TOTALS	2250	698	31.0	1552	69.0	1786	0.8	*	*	*	27.9	*	*	*	3.8	*	*	*					

<sup>1</sup> Based on a number of surveys completed

Table 8.1(B)

USWA (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 1995 or 1996 (1986-1991 for PWD) Canada (EEOG 01-03) / Toronto (04-13)								
		Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples			Visible Minorities			Persons With Disabilities			% Men	% Women	Aborigi %	% Total	% Persons With Disabilities			
								Response of "Yes"			Response of "Yes"			Response of "Yes"										
								Total	Men	Women	Total	Men	Women	Total	Men	Women								
02	Middle and Other Managers	2	0	0.0	2	100.0	2	**	**	**	**	**	**	**	**	**	**	**	**	72.0	28.0	0.8	7.7	3.4
03	Professionals (Skill Level A)	36	7	19.4	29	80.6	26	0.0	0	0	0	11.5	3	1	2	3.8	1	0	1	42.4	57.6	1.4	12.5	3.7
04	Semi-Pro & Tech (Skill Level B)	34	7	20.6	27	79.4	27	0.0	0	0	0	18.5	5	2	3	0.0	0	0	0	59.1	40.9	0.4	27.3	5.8
05	Super: Cler/Sale/Serv (Skill B)	2	0	0.0	2	100.0	2	**	**	**	**	**	**	**	**	**	**	**	**	48.4	51.6	0.3	26.4	n/a
07	Admin & Senr Cler (Skill Level B)	68	2	2.9	66	97.1	49	2.0	1	0	1	16.3	8	1	7	8.2	4	0	4	15.4	84.6	0.3	20.8	3.4*
10	Clerical Workers (Skill Level C)	65	4	6.2	61	93.8	48	2.1	1	0	1	14.6	7	0	7	2.1	1	0	1	24.4	75.6	0.4	31.0	4.6
11	Sales and Service (Skill Level C)	5	0	0.0	5	100.0	5	**	**	**	**	**	**	**	**	**	**	**	**	11.9	88.1	0.0	32.9	3.8
ALL	TOTALS	212	20	9.4	192	90.6	159	1.3	**	**	**	14.5	**	**	**	3.8	**	**	**					

<sup>1</sup> Based on a number of surveys completed

Table 8.2(A)

USWA (FULL-TIME) ON TERM<sup>1</sup> APPOINTMENTS:  
BY SOURCE OF FUNDING BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

September 30, 1999 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 1995 or 1996 (1986-1991 for PWD) Canada (EEOG 01-03) / Toronto (04-13)											
		Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples				Visible Minorities				Persons With Disabilities				% Men	% Women	Aboriginal Peoples % Total	Visible Minorities % Total	Persons With Disabilities % Total			
								Response of "Yes"				Response of "Yes"				Response of "Yes"											
				Total	Men	Women	Women	Total	Men	Women	Women	Total	Men	Women	Women	Total	Men	Women	Women								
		% <sup>2</sup>	#	#	#	% <sup>2</sup>	#	#	#	% <sup>2</sup>	#	#	#	% <sup>2</sup>	#	#	#										
Operating	02 Middle and Other Managers	5	3	60.0	2	40.0	4	**	**	**	**	**	**	**	**	**	**	72.0	28.0	0.8	7.7	3.4					
	03 Professionals (Skill Level A)	67	26	38.8	41	61.2	56	0.0	0	0	0	0	0	8.9	5	2	3	5.4	3	0	3	42.4	57.6	1.4	12.5	3.7	
	04 Semi-Pro & Tech (Skill Level B)	13	9	69.2	4	30.8	7	**	**	**	**	**	**	**	**	**	**	59.1	40.9	0.4	27.3	5.8					
	05 Super: Cler/Sales/Serv (Skill B)	1	1	100.0	0	0.0	1	**	**	**	**	**	**	**	**	**	**	48.4	51.6	0.3	26.4	n/a					
	07 Admin & Senr Cler (Skill Level B)	50	9	18.0	41	82.0	44	6.8	3	2	1	1	1	18.2	8	1	7	0.0	0	0	0	15.4	84.6	0.3	20.8	3.4*	
	09 Skilled Crafts & Trades (Skill Level B)	1	1	100.0	0	0.0	1	**	**	**	**	**	**	**	**	**	**	93.3	6.7	0.2	30.8	5.1					
	10 Clerical Workers (Skill Level C)	76	12	15.8	64	84.2	56	0.0	0	0	0	0	0	35.7	20	2	18	1.8	1	0	1	24.4	75.6	0.4	31.0	4.6	
	<b>Subtotal</b>	213	61	28.6	152	71.4	169	1.8	**	**	**	**	**	21.3	**	**	**	2.4	**	**	**	**	**	**	**	**	
Ancillary	10 Clerical Workers (Skill Level C)	2	0	0.0	2	100.0	2	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	24.4	75.6	0.4	31.0	4.6
	<b>Subtotal</b>	2	0	0.0	2	100.0	2	0.0	**	**	**	**	**	100.0	**	**	**	0.0	**	**	**	**	**	**	**	**	
Grant	02 Middle and Other Managers	1	0	0.0	1	100.0	1	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	72.0	28.0	0.8	7.7	3.4
	03 Professionals (Skill Level A)	16	12	75.0	4	25.0	12	8.3	1	1	0	0	0	8.3	1	1	0	8.3	1	1	0	42.4	57.6	1.4	12.5	3.7	
	04 Semi-Pro & Tech (Skill Level B)	45	15	33.3	30	66.7	25	0.0	0	0	0	0	0	48.0	12	3	9	0.0	0	0	0	59.1	40.9	0.4	27.3	5.8	
	05 Super: Cler/Sales/Serv (Skill B)	1	0	0.0	1	100.0	0	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	48.4	51.6	0.3	26.4	n/a
	07 Admin & Senr Cler (Skill Level B)	9	1	11.1	8	88.9	9	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	15.4	84.6	0.3	20.8	3.4*
	10 Clerical Workers (Skill Level C)	8	1	12.5	7	87.5	4	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	24.4	75.6	0.4	31.0	4.6
	<b>Subtotal</b>	80	29	36.3	51	63.8	51	3.9	**	**	**	**	**	31.4	**	**	**	2.0	**	**	**	**	**	**	**	**	
<b>Total Full-Time</b>		295	90	30.5	205	69.5	222	2.3	**	**	**	**	**	24.3	**	**	**	2.3	**	**	**	**	**	**	**	**	

<sup>1</sup>Term is defined as a staff appointment having an established date on which the appointment will terminate.

<sup>2</sup> Based on a number of surveys completed

Table 8.2(B)

USWA (PART-TIME) ON TERM<sup>1</sup> APPOINTMENTS:  
BY SOURCE OF FUNDING BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA

September 30, 1999 data

SOURCE OF FUNDING	EMPLOYMENT EQUITY EEOG OCCUPATIONAL GROUP	UNIVERSITY OF TORONTO WORKFORCE														EXTERNAL AVAILABILITY STATISTICS											
		All Employees					Survey Respondents									Canada (EEOG 01-03) / Toronto (04-13)											
		Total#	# Men	% Men	# Women	% Women	Total Completed	Aboriginal Peoples				Response of "Yes"				Response of "Yes"				% Men	% Women	Aboriginal Peoples % Total	Visible Minorities % Total	Persons With Disabilities % Total			
								Response of "Yes"				Response of "Yes"				Response of "Yes"											
				Total	Men	Women	Women	Total	Men	Women	Women	Total	Men	Women	Women	Total	Men	Women	Women								
		% <sup>2</sup>	#	#	#	% <sup>2</sup>	#	#	#	% <sup>2</sup>	#	#	#	% <sup>2</sup>	#	#	#										
Operating	02 Middle and Other Managers	1	0	0.0	1	100.0	1	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	72.0	28.0	0.8	7.7	3.4
	03 Professionals (Skill Level A)	7	2	28.6	5	71.4	4	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	42.4	57.6	1.4	12.5	3.7
	04 Semi-Pro & Tech (Skill Level B)	1	0	0.0	1	100.0	1	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	59.1	40.9	0.4	27.3	5.8
	07 Admin & Senr Cler (Skill Level B)	11	0	0.0	11	100.0	9	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	15.4	84.6	0.3	20.8	3.4*
	10 Clerical Workers (Skill Level C)	6	1	16.7	5	83.3	3	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	24.4	75.6	0.4	31.0	4.6
	<b>Subtotal</b>	26	3	11.5	23	88.5	18	5.6	**	**	**	**	**	16.7	**	**	**	0.0	**	**	**	**	**	**	**	**	
Ancillary	07 Admin & Senr Cler (Skill Level B)	1	1	100.0	0	0.0	1	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	15.4	84.6	0.3	20.8	3.4*
	<b>Subtotal</b>	1	1	100.0	0	0.0	1	0.0	**	**	**	**	**	0.0	**	**	**	0.0	**	**	**	**	**	**	**	**	
Grant	03 Professionals (Skill Level A)	3	2	66.7	1	33.3	2	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	42.4	57.6	1.4	12.5	3.7
	04 Semi-Pro & Tech (Skill Level B)	2	0	0.0	2	100.0	2	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	59.1	40.9	0.4	27.3	5.8
	07 Admin & Senr Cler (Skill Level B)	2	0	0.0	2	100.0	0	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	15.4	84.6	0.3	20.8	3.4*
	10 Clerical Workers (Skill Level C)	1	0	0.0	1	100.0	1	**	**	**	**	**	**	**	**	**	**	**	**	**	**	**	24.4	75.6	0.4	31.0	4.6
	<b>Subtotal</b>	8	2	25.0	6	75.0	5	0.0	**	**	**	**	**	40.0	**	**	**	0.0	**	**	**	**	**	**	**	**	
<b>Total Part-Time</b>		35	6	17.1	29	82.9	24	4.2	**	**	**	**	**	20.8	**	**	**	0.0	**	**	**	**	**	**	**	**	

<sup>1</sup>Term is defined as a staff appointment having an established date on which the appointment will terminate.

<sup>2</sup> Based on a number of surveys completed

Table 9(A)

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

Sept 30, 1999 Data

Staff Category	Type of Seminar	All Employees										
		Total # of Participant Days for Workforce3	Women		# of Participant Days for Staff Who Completed Surveys	Aboriginal Peoples		Visible Minorities		Persons with Disabilities		
			%Wkforce	%Days1		%Wkforce	%Days	%Wkforce	%Days	%Wkforce	%Days	
Senior Management Group	Staff Development	11		100.0		10		0.0		25.0		0.0
	Computer Skills	15		73.3		15		0.0		13.3		0.0
	Admin Mgmt Systems	19		75.7		17		0.0		14.7		0.0
	Mgmt Development	33		66.7		32		0.0		17.2		0.0
	Career & Life Planning	4		28.6		1		0.0		0.0		0.0
	Student Records System	30		46.7		30		0.0		5.0		0.0
	TOTAL	111	51.8	65.6		105	0.0	0.0	13.4	13.3	3.1	0.0
AVG DAYS2	0.99	1.25				0.00		1.08		0.00		
Admin, Non-union:	Staff Development	108		63.3		79		0.0		24.2		9.6
	Computer Skills	202		71.8		173		0.0		26.9		2.3
	Admin Mgmt Systems	359		88.1		314		0.6		28.1		2.4
	Mgmt Development	152		70.7		128		0.0		4.3		2.3
	Career & Life Planning	23		58.7		20		0.0		28.2		0.0
	Env Health & Safety	3		80.0		1		0.0		0.0		0.0
	Student Records System	141		79.7		96		1.0		19.3		0.5
TOTAL	986	63.4	77.5		810	0.7	0.4	22.0	22.6	2.0	2.8	
AVG DAYS	1.85	2.26				1.00		1.83		2.50		
USWA	Staff Development	285		83.0		222		0.0		30.5		0.0
	Computer Skills	811		76.6		659		0.3		37.8		2.6
	Admin Mgmt Systems	584		91.1		449		0.2		27.8		3.9
	Mgmt Development	61		70.2		53		0.0		17.0		14.2
	Career & Life Planning	33		75.4		29		0.0		35.1		0.0
	Env Health & Safety	16		87.1		13		0.0		48.0		8.0
	Student Records System	1447		90.1		1194		0.1		32.4		2.0
TOTAL	3234	69.0	85.7		2618	0.8	0.2	27.9	32.6	3.8	2.5	
AVG DAYS	1.44	1.79				0.29		1.71		0.99		
Administrative, Unionized	Staff Development	18		11.4		16		6.5		16.1		19.4
	Computer Skills	67		46.3		50		0.0		40.0		0.0
	Admin Mgmt Systems	1		100.0		0		0.0		0.0		0.0
	Mgmt Development	9		29.4		7		0.0		15.4		0.0
	Career & Life Planning	3		100.0		0		0.0		0.0		0.0
	Env Health & Safety	6		27.3		5		11.1		11.1		0.0
TOTAL	102	41.8	39.4		77	3.0	2.0	17.7	31.4	7.3	3.9	
AVG DAYS	0.12	0.11				0.09		0.24		0.07		
ALL ADMIN STAFF	Staff Development	420		75.4		326		0.3		28.1		3.2
	Computer Skills	1095		73.8		897		0.2		35.4		2.3
	Admin Mgmt Systems	961		89.7		780		0.4		27.6		3.2
	Mgmt Development	254		68.7		220		0.0		9.6		4.8
	Career & Life Planning	62		67.5		49		0.0		31.6		0.0
	Env Health & Safety	24		72.3		18		2.8		36.1		5.6
	Student Records System	1618		88.4		1320		0.2		30.8		1.8
TOTAL	4432	61.5	82.3		3609	1.2	0.2	24.5	29.8	4.1	2.5	

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

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.

Data on Participant Days has been collected from AMS Education and Training module in HRIS; data for Computer Skills, Admin Mgmt Systems, and Mgmt Development is incomplete.

Table 9(B)

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

Sept 30, 1999 Data

Staff Category	Type of Seminar	All Employees									
		Total # of Participant Days for Workforce <sup>3</sup>	Women		# of Participant Days for Staff Who Completed Surveys	Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
			%Wkforce	%Days <sup>1</sup>		%Wkforce	%Days	%Wkforce	%Days	%Wkforce	%Days
Admin, Non-union:	Staff Development	1		100.0	1		0.0		0.0		0.0
	Computer Skills	5		100.0	4		0.0		25.0		0.0
	Admin Mgmt Systems	5		100.0	5		0.0		0.0		0.0
	Mgmt Development	4		100.0	4		0.0		0.0		0.0
	Student Records System	7		85.7	6		0.0		83.3		0.0
	TOTAL	22	90.9	95.5	20		0.0	0.0	0.0	30.0	0.0
	AVG DAYS <sup>2</sup>	1.00	1.05				n/a		n/a		n/a
USWA	Staff Development	20		100.0	19		0.0		0.0		26.3
	Computer Skills	25		100.0	22		0.0		27.3		13.6
	Admin Mgmt Systems	52		100.0	43		0.0		11.6		10.5
	Mgmt Development	2		100.0	2		0.0		0.0		0.0
	Career & Life Planning	2		100.0	2		0.0		0.0		0.0
	Env Health & Safety	1		100.0	1		0.0		0.0		0.0
	Student Records System	108		96.7	90		0.0		18.4		1.1
	TOTAL	208	90.6	98.3	178		1.3	0.0	14.5	15.5	3.8
	AVG DAYS	0.98	1.07				0.00		1.20		2.25
Admin, Unionized:	Computer Skills	8		100.0	5		0.0		40.0		0.0
	TOTAL	8	64.0	100.0	5		0.0	0.0	43.5	40.0	0.0
	AVG DAYS	0.16	0.25				0.00		0.20		0.00
ALL ADMIN STAFF	Staff Development	21		100.0	20		0.0		0.0		25.0
	Computer Skills	38		100.0	31		0.0		29.0		9.7
	Admin Mgmt Systems	57		100.0	48		0.0		10.4		9.4
	Mgmt Development	6		100.0	6		0.0		0.0		0.0
	Career & Life Planning	2		100.0	2		0.0		0.0		0.0
	Env Health & Safety	1		100.0	1		0.0		0.0		0.0
	Student Records System	115		96.1	96		0.0		22.5		1.0
	TOTAL	238	85.9	98.1	203		1.0	0.0	16.5	17.5	3.0
	AVG DAYS	0.16	0.25				0.00		0.20		0.00

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

<sup>2</sup> 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.

<sup>3</sup> Data on Participant Days has been collected from AMS Education and Training module in HRIS; data for Computer Skills, Admin Mgmt Systems, and Mgmt Development is incomplete.



Table 10

PROMOTIONS BY STAFF CATEGORY BY DESIGNATED GROUP

STAFF CATEGORY	UNIVERSITY OF TORONTO WORKFORCE															
	All Employees						Survey Respondents									
	Total#	# Men	% Men	# Women	% Women	% <sup>3</sup> Wkforce Women	Total Completed	Aboriginal Peoples			Visible Minorities			Persons With Disabilities		
								# Yes	% <sup>4</sup> Yes	% <sup>3</sup> Wkfrc	# Yes	% <sup>4</sup> Yes	% <sup>3</sup> Wkfrc	# Yes	% <sup>4</sup> Yes	% <sup>3</sup> Wkfrc
Academic: Promotions <sup>1</sup> to Full Professor	27	17	63.0	10	37.0	34.1	23	0	0.0	0.8	1	4.3	8.4	1	4.3	3.8
Clinical: Promotions <sup>2</sup> to Full Professor	14	12	85.7	2	14.3	17.1	8	* *	* *	0.8	* *	* *	12.7	* *	* *	3.4
Senior Management Group	14	5	35.7	9	64.3	51.8	12	0	0.0	0.0	0	0.0	13.4	0	0.0	3.1
Administrative, Non-Unionized	94	28	29.8	66	70.2	63.4	77	0	0.0	0.7	21	27.3	22.0	1	1.3	2.0
USWA	228	58	25.4	170	74.6	69.0	177	3	1.7	0.8	46	26.0	27.9	7	4.0	3.8
Administrative, Unionized	72	51	70.8	21	29.2	41.8	47	2	4.3	3.0	7	14.9	17.7	2	4.3	7.3

<sup>1</sup>Promotions are defined by: (a) Academics: only promotions to Full Professor in Tenure Stream are shown (all are from Associate Professor); (b) Clinical: promotion to Full Professor only; (c) Admin Non-Union staff & SMG: by upward movement in salary grade; (d) Unionized staff: a salary increase.

<sup>2</sup>Promotions are determined by comparing September 1998 to September 1999 data only. Of the 449 promotions shown, 420 are full-time.

<sup>3</sup>% 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.

<sup>4</sup>Based on a number of surveys completed

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	27	7.54	17	8.56	10	5.80
Clinical: Promotions to Full Professor	14	8.12	12	8.31	2	7.00

**Table 11(A)**

**EXIT DATA (REASON FOR LEAVING)<sup>1</sup> BY STAFF  
CATEGORY (FULL-TIME) BY DESIGNATED GROUP**

September 30, 1999 Data

STAFF CATEGORY		All Employees			Survey Respondents						
		Total # of Exits	Women		# of Exits with Completed Surveys	Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
			% of Workforce	% of Exits		% of Workforce	% of Exits	% of Workforce	% of Exits	% of Workforce	% of Exits
<b>Faculty: Tenure/ Tenure Stream</b>	<b>All Reasons:</b>	<b>64</b>	<b>25.1</b>	<b>23.4</b>	<b>49</b>	<b>0.7</b>	<b>0.0</b>	<b>8.7</b>	<b>10.2</b>	<b>3.8</b>	<b>6.1</b>
	Normal Retirements	14		21.4	10		0.0		0.0		0.0
	Early Retirements	25		16.0	20		0.0		5.0		10.0
	Resignations	23		30.4	17		0.0		23.5		5.9
	Deceased	2		50.0	2		**		**		**
<b>Faculty: Non-T/TS</b>	<b>All Reasons:</b>	<b>61</b>	<b>33.8</b>	<b>39.3</b>	<b>36</b>	<b>0.3</b>	<b>0.0</b>	<b>13.1</b>	<b>8.3</b>	<b>1.7</b>	<b>5.6</b>
	Normal Retirements	1		0.0	0		**		**		**
	Early Retirements	20		35.0	14		0.0		14.3		7.1
	Expiry of Appt	21		38.1	10		0.0		0.0		10.0
	Resignations	18		50.0	11		0.0		9.1		0.0
	Deceased	1		0.0	1		**		**		**
<b>Professional Librarians</b>	<b>All Reasons:</b>	<b>2</b>	<b>74.4</b>	<b>50.0</b>	<b>1</b>	<b>0.9</b>	<b>**</b>	<b>11.2</b>	<b>**</b>	<b>4.7</b>	<b>**</b>
	Early Retirements	1		100.0	1		**		**		**
	Expiry of Appt	1		0.0	0		**		**		**
<b>Research Associates</b>	<b>All Reasons:</b>	<b>17</b>	<b>26.6</b>	<b>11.8</b>	<b>11</b>	<b>0.0</b>	<b>0.0</b>	<b>36.1</b>	<b>54.5</b>	<b>4.2</b>	<b>0.0</b>
	Normal Retirements	2		50.0	2		**		**		**
	Early Retirements	1		0.0	1		**		**		**
	Expiry of Appt	1		0.0	0		**		**		**
	Resignations	13		7.7	8		**		**		**
<b>Senior Mgmt Grp</b>	<b>All Reasons:</b>	<b>8</b>	<b>51.8</b>	<b>50.0</b>	<b>6</b>	<b>0.0</b>	<b>**</b>	<b>13.4</b>	<b>**</b>	<b>3.1</b>	<b>**</b>
	Early Retirements	2		0.0	2		**		**		**
	Layoff	2		100.0	1		**		**		**
	Resignations	4		50.0	3		**		**		**
<b>Admin, Non-union<sup>2</sup></b>	<b>All Reasons:</b>	<b>177</b>	<b>67.9</b>	<b>66.7</b>	<b>132</b>	<b>0.8</b>	<b>0.0</b>	<b>26.7</b>	<b>23.5</b>	<b>3.4</b>	<b>5.3</b>
	Normal Retirements	9		22.2	7		**		**		**
	Early Retirements	24		75.0	23		0.0		21.7		13.0
	Expiry of Appt	7		28.6	6		**		**		**
	Terminations for Cause	2		50.0	2		**		**		**
	Layoff	39		66.7	30		0.0		20.0		6.7
	Resignations	93		73.1	61		0.0		23.0		1.6
	Deceased	3		33.3	3		**		**		**
<b>Admin Unionized</b>	<b>All Reasons:</b>	<b>59</b>	<b>41.8</b>	<b>30.5</b>	<b>43</b>	<b>3.0</b>	<b>4.7</b>	<b>17.7</b>	<b>9.3</b>	<b>7.3</b>	<b>4.7</b>
	Normal Retirements	11		27.3	10		0.0		10.0		10.0
	Early Retirements	21		33.3	17		5.9		17.6		5.9
	Terminations for Cause	6		50.0	4		**		**		**
	Layoff	2		0.0	0		**		**		**
	Resignations	17		29.4	10		10.0		0.0		0.0
	Deceased	2		0.0	2		**		**		**

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

<sup>2</sup> "Admin, Non-union" for this table includes both Administrative non-unionized staff and USWA.

Table 11(B)

**EXIT DATA (REASON FOR LEAVING)<sup>1</sup> BY STAFF  
CATEGORY (PART-TIME) BY DESIGNATED GROUP**

September 30, 1999 Data

STAFF CATEGORY		All Employees			Survey Respondents						
		Total # of Exits	Women		# of Exits with Completed Surveys	Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
			% of Workforce <sup>2</sup>	% of Exits		% of Workforce	% of Exits	% of Workforce	% of Exits	% of Workforce	% of Exits
<b>Faculty: Tenure Stream</b>	<b>All Reasons:</b>	<b>2</b>	<b>0.0</b>	<b>0.0</b>	<b>1</b>	<b>0.0</b>	<b>* *</b>	<b>0.0</b>	<b>* *</b>	<b>0.0</b>	<b>* *</b>
	Early Retirements	1		0.0	1		* *		* *		* *
	Resignations	1		0.0	0		* *		* *		* *
<b>Faculty: Non-T/TS</b>	<b>All Reasons:</b>	<b>24</b>	<b>37.3</b>	<b>37.5</b>	<b>16</b>	<b>1.2</b>	<b>0.0</b>	<b>14.5</b>	<b>0.0</b>	<b>2.9</b>	<b>6.3</b>
	Expiry of Appt	13		46.2	7		* *		* *		* *
	Resignations	10		30.0	8		* *		* *		* *
	Deceased	1		0.0	1		* *		* *		* *
<b>Professional Librarians</b>	<b>All Reasons:</b>	<b>3</b>	<b>89.5</b>	<b>66.7</b>	<b>0</b>	<b>0.0</b>	<b>* *</b>	<b>0.0</b>	<b>* *</b>	<b>7.1</b>	<b>* *</b>
	Early Retirements	1		100.0	0		* *		* *		* *
	Resignations	2		50.0	0		* *		* *		* *
<b>Research Associates</b>	<b>All Reasons:</b>	<b>1</b>	<b>36.4</b>	<b>0.0</b>	<b>0</b>	<b>0.0</b>	<b>* *</b>	<b>0.0</b>	<b>* *</b>	<b>0.0</b>	<b>* *</b>
	Resignations	1		0.0	0		* *		* *		* *
<b>Senior Mgmt Grp</b>	<b>All Reasons:</b>	<b>1</b>		<b>0.0</b>	<b>1</b>		<b>* *</b>		<b>* *</b>		<b>* *</b>
	Early Retirements	1		0.0	1		* *		* *		* *
<b>Admin, Non-union<sup>3</sup></b>	<b>All Reasons:</b>	<b>30</b>	<b>90.6</b>	<b>93.3</b>	<b>17</b>	<b>1.1</b>	<b>0.0</b>	<b>13.0</b>	<b>23.5</b>	<b>3.4</b>	<b>5.9</b>
	Normal Retirements	1		100.0	0		* *		* *		* *
	Early Retirements	3		100.0	3		* *		* *		* *
	Expiry of Appt	5		100.0	1		* *		* *		* *
	Layoff	6		100.0	4		* *		* *		* *
	Resignations	15		86.7	9		* *		* *		* *
<b>Admin Unionized</b>	<b>All Reasons:</b>	<b>5</b>	<b>64.0</b>	<b>40.0</b>	<b>2</b>	<b>0.0</b>	<b>* *</b>	<b>43.5</b>	<b>* *</b>	<b>0.0</b>	<b>* *</b>
	Normal Retirements	1		100.0	1		* *		* *		* *
	Terminations for Cause	1		0.0	0		* *		* *		* *
	Resignations	3		33.3	1		* *		* *		* *

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

<sup>2</sup> "% of Workforce" represents percentage of relevant part-time workforce only.

<sup>3</sup> "Admin, Non-union" for this table includes both Administrative non-unionized staff and USWA.

**Table 12(A)**

**NEW HIRES BY STAFF CATEGORY (FULL-TIME) BY DESIGNATED GROUP**

September 30, 1999 Data

STAFF CATEGORY	All Employees				Survey Respondents											
	# of New Hires <sup>1</sup>	Women		# of New Hires with Completed Surveys	Aboriginal Peoples				Visible Minorities				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	179	28.3	40.2	111	0.5	0.9	0	1	10.2	9.9	6	5	3.1	0.9	0	1
Tenure Stream	102	25.1	37.3	79	0.7	1.3	0	1	8.7	8.9	4	3	3.8	1.3	0	1
Clinical Non-TS in Medicine	22	23.9	31.8	3	0.3	**	**	**	14.6	**	**	**	2.2	**	**	**
Non-TS CLTA/Other <sup>2</sup>	31	35.3	45.2	17	0.0	0.0	0	0	9.2	5.9	0	1	0.0	0.0	0	0
Other Academics <sup>6</sup>	24	57.7	54.2	12	0.6	0.0	0	0	12.7	16.7	1	1	1.8	0.0	0	0
Professional Librarians	4	74.4	50.0	3	0.9	**	**	**	11.2	**	**	**	4.7	**	**	**
Research Associates	17	26.6	23.5	12	0.0	0.0	0	0	36.1	33.3	3	1	4.2	8.3	1	0
Senior Management Group	4	51.8	75.0	2	0.0	**	**	**	13.4	**	**	**	3.1	**	**	**
Continuing	2		50.0	1		**	**	**		**	**	**		**	**	**
Term <sup>3</sup>	2		100.0	1		**	**	**		**	**	**		**	**	**
Administrative, Non-unionized <sup>4</sup>	35	63.4	65.7	25	0.7	0.0	0	0	22.0	28.0	4	3	2.0	0.0	0	0
Continuing	21		71.4	14		0.0	0	0		35.7	3	2		0.0	0	0
Term <sup>3</sup>	14		57.1	11		0.0	0	0		18.2	1	1		0.0	0	0
USWA	244	69.0	71.3	176	0.8	0.6	0	1	27.9	19.9	11	24	3.8	2.8	1	4
Administrative, Unionized <sup>5</sup>	57	41.8	28.1	28	3.0	3.6	1	0	17.7	7.1	2	0	7.3	3.6	1	0
ALL STAFF	540		54.4	357		0.8	**	**		16.5	**	**		2.2	**	**

<sup>1</sup> New Hires for Tenure Stream Faculty are new appointments from July 1, 1999 to September 30, 1999, including those from other staff categories. All other new hires are defined as employees hired externally, i.e. from outside University of Toronto, for Oct. 1, 1998 to Sept. 30, 1999 inclusive.

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

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

<sup>4</sup> "Administrative, Non-Unionized" totals exclude SMG.

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

<sup>6</sup> Includes Teaching Stream staff.

**Table 12(B)**

**NEW HIRES BY STAFF CATEGORY (PART-TIME) BY DESIGNATED GROUP**

STAFF CATEGORY	All Employees				Survey Respondents											
	# of New Hires <sup>1</sup>	Women		# of New Hires with Completed Surveys	Aboriginal Peoples				Visible Minorities				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	10	36.3	30.0	4	1.1	**	**	**	14.3	**	**	**	2.9	**	**	**
Non-TS CLTA/Other <sup>2</sup>	8	48.0	37.5	3	1.5	**	**	**	14.7	**	**	**	1.5	**	**	**
Other Academics <sup>6</sup>	2	55.3	0.0	1	0.0	**	**	**	12.5	**	**	**	4.2	**	**	**
Professional Librarians	2	89.5	100.0	0	0.0	**	**	**	0.0	**	**	**	7.1	**	**	**
Research Associates	4	36.4	50.0	2	0.0	**	**	**	0.0	**	**	**	0.0	**	**	**
Administrative, Non-unionized <sup>4</sup>	2	90.9	100.0	1	0.0	**	**	**	0.0	**	**	**	0.0	**	**	**
Continuing	1		100.0	0		**	**	**		**	**	**		**	**	**
Term <sup>3</sup>	1		100.0	1		**	**	**		**	**	**		**	**	**
USWA	23	90.6	91.3	11	1.3	0.0	0	0	14.5	0.0	0	0	3.8	0.0	0	0
Administrative, Unionized <sup>5</sup>	6	64.0	66.7	1	0.0	**	**	**	43.5	**	**	**	0.0	**	**	**
ALL STAFF	47		72.3	19		0.0	**	**		0.0	**	**		0.0	**	**

<sup>1</sup> New hires are defined as employees hired externally, i.e. from outside University of Toronto, for Oct. 1, 1998 to Sept. 30, 1999 inclusive.

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

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

<sup>4</sup> "Administrative, Non-Unionized" totals exclude SMG.

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

<sup>6</sup> Includes Teaching Stream staff.

Table 13

**FEMALE/MALE TENURE-STREAM APPLICANTS, INTERVIEWEES AND  
NEW HIRES FROM OCTOBER 1, 1998 TO SEPTEMBER 30, 1999  
BY DEPARTMENTAL GROUPS\***

Group	Positions	# Applicants			# Interviewed			# Hired F/M		% Female Hired	Goals for Hiring %
		Female	Male	Total	Female	Male	Total	Female	Male		
1	10	92	75	167	14	13	27	8	2	80.0	60+
2	24	310	199	509	45	22	67	16	8	66.7	45-59
3	28	278	633	911	32	87	119	5	23	17.9	30-44
4	26	202	550	752	37	79	116	7	19	26.9	15-29
5	14	21	242	263	4	27	31	2	12	14.3	less than 15
Totals:	102	903	1699	2602	132	228	360	38	64		
% Total:		34.7%			36.7%			37.3%			

\* Departmental groups were established by placing together fields with a similar percentage of doctorates awarded to women in Canadian Graduate Schools from 1994 - 1996.

**Key to Departmental Groups:**

**Group One:** Anthropology, Fine Art, Nursing, Occupational Therapy, Physical Therapy, Psychology

**Group Two:** Botany, Community Health, Education, English, French, Information Studies, Linguistics, Other Languages, Sociology

**Group Three:** Architecture, Biochemistry, Biology, Criminology, Dentistry, East Asian Studies, History, Jewish Studies, Management, Medieval Studies, Music, Near and Mid East Civilization, Pharmacy, Social Work, Study of Religion

**Group Four:** Basic Medical Sciences (Anatomy, Physiology, Immunology, Genetics, Nutritional Sciences, Pharmacology, Pathology), Chemistry, Classics, Economics, Forestry, Geography, Law, Mathematics, Philosophy, Political Science, Zoology

**Group Five:** Astro Physics, Computer Science, Engineering: Aeronautical, Electrical and Computer, Mechanical and Industrial, Metallurgy and Materials Science, Chemical, Civil, Geology, Physics

## Appendix B — Employment Equity Data 1995-96

Table 1(A)

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

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

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

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

<sup>3</sup>"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.

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

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

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

<sup>3</sup>"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.

<sup>4</sup>"IATSE" is the International Alliance of Theatrical Stage Employees.

Table 2(A)

**FACULTY (FULL-TIME) BY DESIGNATED GROUP WITHIN TYPE OF APPOINTMENT<sup>1</sup> AND RANK AND EXTERNAL AVAILABILITY DATA**

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

<sup>1</sup> Academic administrators are included in the tenure stream group according to their rank

<sup>2</sup> This category includes associates in Dentistry

Table 2(B)

FACULTY (PART-TIME) BY DESIGNATED GROUP WITHIN  
JOB CATEGORY<sup>1</sup> AND RANK AND EXTERNAL AVAILABILITY DATA

JOB CATEGORY		UNIVERSITY OF TORONTO WORKFORCE																																								
		All Employees					Survey Respondents																																			
		RANK	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"																									
						#	%	#	#	#	%	#	#	#	%	#	#	#																								
Tenure Stream:	Professors	5	4	80.0	1	20.0	2	**	**	**	**	2	**	**	**	**	2	**	**	**																						
	Associate Professors	6	4	66.7	2	33.3	4	**	**	**	**	4	**	**	**	**	4	**	**	**																						
	Assistant Professors	0	0	0.0	0	0.0	0	**	**	**	**	0	**	**	**	**	0	**	**	**																						
	<b>Total</b>	<b>11</b>	<b>8</b>	<b>72.7</b>	<b>3</b>	<b>27.3</b>	<b>6</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>6</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>6</b>	<b>**</b>	<b>**</b>	<b>**</b>																						
Clinical (Non-TS in Medicine):	Professors	36	32	88.9	4	11.1	20	1	5.0	1	0	20	4	20.0	4	0	20	1	5.0	1	0																					
	Associate Professors	47	44	93.6	3	6.4	30	0	0.0	0	0	30	3	10.0	2	1	30	1	3.3	1	0																					
	Assistant Professors	105	75	71.4	30	28.6	51	1	2.0	1	0	51	3	5.9	3	0	51	1	2.0	1	0																					
	Lecturers	32	18	56.3	14	43.8	16	0	0.0	0	0	16	1	6.3	0	1	16	1	6.3	1	0																					
	<b>Total</b>	<b>220</b>	<b>169</b>	<b>76.8</b>	<b>51</b>	<b>23.2</b>	<b>117</b>	<b>**</b>	<b>1.7</b>	<b>**</b>	<b>**</b>	<b>117</b>	<b>**</b>	<b>9.4</b>	<b>**</b>	<b>**</b>	<b>117</b>	<b>**</b>	<b>3.4</b>	<b>**</b>	<b>**</b>																					
Non-TS CLTA/Other: <sup>2</sup>	Professors	25	17	68.0	8	32.0	12	0	0.0	0	0	12	1	8.3	1	0	12	0	0.0	0	0																					
	Associate Professors	25	17	68.0	8	32.0	20	0	0.0	0	0	20	3	15.0	3	0	20	1	5.0	1	0																					
	Assistant Professors	64	36	56.3	28	43.8	38	0	0.0	0	0	38	6	15.8	3	3	38	0	0.0	0	0																					
	Lecturers	43	20	46.5	23	53.5	23	0	0.0	0	0	22	3	13.6	1	2	22	0	0.0	0	0																					
	<b>Total</b>	<b>157</b>	<b>90</b>	<b>57.3</b>	<b>67</b>	<b>42.7</b>	<b>93</b>	<b>0</b>	<b>0.0</b>	<b>0</b>	<b>0</b>	<b>92</b>	<b>13</b>	<b>14.1</b>	<b>8</b>	<b>5</b>	<b>92</b>	<b>1</b>	<b>1.1</b>	<b>1</b>	<b>0</b>																					
Other Academic Staff:	Senior Tutors	8	4	50.0	4	50.0	5	**	**	**	**	5	**	**	**	**	5	**	**	**	**																					
	Tutors	16	5	31.3	11	68.8	11	0	0.0	0	0	11	1	9.1	0	1	11	1	9.1	1	0																					
	Instructors	16	5	31.3	11	68.8	6	**	**	**	**	6	**	**	**	**	6	**	**	**	**																					
	<b>Total</b>	<b>40</b>	<b>14</b>	<b>35.0</b>	<b>26</b>	<b>65.0</b>	<b>22</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>22</b>	<b>**</b>	<b>9.1</b>	<b>**</b>	<b>**</b>	<b>22</b>	<b>**</b>	<b>4.5</b>	<b>**</b>	<b>**</b>																					
<b>Totals: All Faculty:</b>		<b>428</b>	<b>281</b>	<b>65.7</b>	<b>147</b>	<b>34.3</b>	<b>238</b>	<b>**</b>	<b>0.8</b>	<b>**</b>	<b>**</b>	<b>237</b>	<b>**</b>	<b>11.0</b>	<b>**</b>	<b>**</b>	<b>237</b>	<b>**</b>	<b>2.5</b>	<b>**</b>	<b>**</b>																					
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			

<sup>1</sup> Academic administrators are included in the tenure stream group according to their rank

<sup>2</sup> This category includes associates in Dentistry



Table 3

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

JOB CATEGORY	UNIVERSITY OF TORONTO WORKFORCE																			
	All Employees					Survey Respondents														
	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	9	7	77.8	2	22.2	9	0	0.0	0	0	9	1	11.1	1	0	9	0	0.0	0	0
Principals & Deans	22	19	86.4	3	13.6	19	0	0.0	0	0	19	1	5.3	1	0	19	1	5.3	1	0
Academic Directors & Chairs, & Associate Deans	116	93	80.2	23	19.8	92	1	1.1	0	1	89	3	3.4	3	0	91	2	2.2	1	1
<b>Totals:</b>	147	119	81.0	28	19.0	120	1	0.8	0	1	117	5	4.3	5	0	119	3	2.5	2	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							

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"					
							Total	Men	Women		Total	Men	Women		Total	Men	Women			
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
<b>Professional Librarians</b>																				
Department Heads	20	5	25.0	15	75.0	19	0	0.0	0	0	19	2	10.5	0	2	19	0	0.0	0	0
Librarians	101	21	20.8	80	79.2	88	0	0.0	0	0	87	10	11.5	2	8	86	6	7.0	0	6
<b>Totals</b>	121	26	21.5	95	78.5	107	0	0.0	0	0	106	12	11.3	2	10	105	6	5.7	0	6
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 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"					
							Total	Men	Women		Total	Men	Women		Total	Men	Women			
#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
<b>Professional Librarians</b>	21	2	9.5	19	90.5	16	0	0.0	0	0	16	2	12.5	0	2	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															
	Total#	#	%	#	%	Aboriginal Peoples					Visible Minorities					Persons With Disabilities					
						Total Comp- leted	Response of "Yes"			Total Comp- leted	Response of "Yes"			Total leted	Response of "Yes"						
							Total #	Men %	Women #		Total #	Men %	Women #		Total #	Men %	Women #				
<b>Research Associates</b>	133	102	76.7	31	23.3	98	0	0.0	0	0	101	37	36.6	28	9	100	2	2.0	2	0	
EEOG-NOC EXTERNAL AVAILABILITY STATISTICS:																					
03-4122 Post-Secondary Teaching and Research Assistants					54.2	45.8															3.7

Table 5(B)

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

JOB CATEGORY	UNIVERSITY OF TORONTO WORKFORCE																					
	All Employees					Survey Respondents																
	Total#	#	%	#	%	Aboriginal Peoples					Visible Minorities					Persons With Disabilities						
						Total Comp- leted	Response of "Yes"			Total Comp- leted	Response of "Yes"			Total leted	Response of "Yes"							
							Total #	Men %	Women #		Total #	Men %	Women #		Total #	Men %	Women #					
<b>Research Associates</b>	18	10	55.6	8	44.4	15	0	0.0	0	0	15	1	6.7	0	1	15	0	0.0	0	0		
EEOG-NOC EXTERNAL AVAILABILITY STATISTICS:																						
03-4122 Post-Secondary Teaching and Research Assistants					54.2	45.8																3.7

**Table 6(A)**

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

Management Group Level		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 #	Women %	Total #	Men %	Women #		Women %	Total #	Men %		Women #	Women %								
Senior Mgmt Gp	0MS	4	2	50.0	2	50.0	4	0	0.0	0	0	4	0	0.0	0	0	4	0	0.0	0	0
	3MS	12	11	91.7	1	8.3	11	0	0.0	0	0	11	0	0.0	0	0	11	0	0.0	0	0
	2MS	29	14	48.3	15	51.7	27	0	0.0	0	0	28	3	10.7	2	1	28	0	0.0	0	0
	1MS	52	27	51.9	25	48.1	47	0	0.0	0	0	46	8	17.4	5	3	47	2	4.3	2	0
	Totals:	97	54	55.7	43	44.3	89	0	0.0	0	0	89	11	12.4	7	4	90	2	2.2	2	0
Admin Mgrs & Professionals <sup>1</sup>	Upper	131	91	69.5	40	30.5	112	0	0.0	0	0	112	10	8.9	8	2	112	4	3.6	2	2
	Middle	236	72	30.5	164	69.5	217	4	1.8	2	2	216	45	20.8	18	27	214	4	1.9	2	2
	Lower	39	11	28.2	28	71.8	37	0	0.0	0	0	37	11	29.7	2	9	35	3	8.6	1	2
	Totals:	406	174	42.9	232	57.1	366	4	1.1	2	2	365	66	18.1	28	38	361	11	3.0	5	6

<sup>1</sup> 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 Level		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 #	Women %	Total #	Men %	Women #		Women %	Total #	Men %		Women #	Women %									
Senior Mgmt Gp	0MS	1	1	100.0	0	0.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	**
	3MS	0	0	n/a	0	n/a	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**	**
	2MS	0	0	n/a	0	n/a	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**	**
	1MS	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	**
	Totals:	2	1	50.0	1	50.0	2	**	**	**	**	2	**	**	**	**	2	**	**	**	**	**
Admin Mgrs & Professionals <sup>1</sup>	Upper	2	0	0.0	2	100.0	2	**	**	**	**	2	**	**	**	**	2	**	**	**	**	**
	Middle	22	0	0.0	22	100.0	21	0	0.0	0	0	21	1	4.8	0	1	21	3	14.3	0	3	
	Lower	0	0	n/a	0	n/a	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**	**
	Totals:	24	0	0.0	24	100.0	23	**	**	**	**	23	**	**	**	**	23	**	**	**	**	**

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

Table 7.1(A)

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

<sup>1</sup>Includes Senior Management Group.

Table 7.1 (B)

**ADMINISTRATIVE STAFF (PART-TIME):<sup>1</sup> 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 Comp- leted	Aboriginal Peoples				Visible Minorities				Persons With Disabilities				%	%	%	Aboriginal Peoples			Visible Minorities			%			
						Total	Response of "Yes"			Total	Response of "Yes"			Total	Response of "Yes"						Total	Men	Women	Total	Men	Women		Total	Men	Women
Total#	Men	Men	Women	Women	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
02 Middle and Other Managers	2	1	50.0	1	50.0	2	**	**	**	**	2	**	**	**	**	2	**	**	**	**	65.9	34.1	1.9	1.5	2.6	9.3	9.8	8.2	3.4	
03 Professionals (Skill Level A)	58	13	22.4	45	77.6	42	1	2.4	0	1	41	3	7.3	0	3	42	2	4.8	0	2	48.5	51.5	2.0	1.7	2.4	12.0	14.0	10.1	3.7	
04 Semi-Pro & Tech (Skill Level B)	58	8	13.8	50	86.2	44	0	0.0	0	0	43	7	16.3	2	5	44	1	2.3	0	1	53.6	46.4	1.1	1.1	1.2	25.2	27.3	22.8	5.8	
05 Super: Cler/Sale/Serv (Skill B)	5	0	0.0	5	100.0	5	**	**	**	**	4	**	**	**	**	5	**	**	**	**	44.4	55.6	1.1	1.0	1.1	21.8	23.0	20.9	n/a	
06 Super: Man/Pro/Trad-Prim Ind (Skill B)	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	90.0	10.0	1.1	0.9	3.1	13.8	13.2	19.9	6.5*	
07 Admin & Senr Cler (Skill Level B)	72	1	1.4	71	98.6	65	1	1.5	0	1	64	4	6.3	0	4	65	3	4.6	0	3	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*	
10 Clerical Workers (Skill Level C)	83	9	10.8	74	89.2	73	0	0.0	0	0	72	10	13.9	0	10	73	3	4.1	0	3	23.0	77.0	1.2	1.2	1.2	28.9	33.5	27.5	4.6	
11 Sales and Service (Skill Level C)	9	0	0.0	9	100.0	7	**	**	**	**	7	**	**	**	**	7	**	**	**	**	14.9	85.1	0.9	2.8	0.5	44.6	52.6	43.2	3.8	
13 Sales and Service (Skill Level D)	4	0	0.0	4	100.0	3	**	**	**	**	3	**	**	**	**	3	**	**	**	**	61.6	38.4	1.1	1.1	1.3	26.8	27.0	26.4	4.9	
ALL TOTALS	292	32	11.0	260	89.0	242	**	0.8	**	**	237	**	11.4	**	**	242	**	3.7	**	**	49.5	50.5	1.8	1.5	2.0	14.5	14.8	14.3		

<sup>1</sup>Includes Senior Management Group.

Table 7.2(A)

**ADMINISTRATIVE STAFF (FULL-TIME)<sup>1</sup> ON TERM<sup>2</sup> 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							
		Total#	# Men	% Men	# Women	% Women	Total Comp-leted	Response of "Yes"			Total Comp-leted	Response of "Yes"			Total Comp-leted	Response of "Yes"			% Men	% Women	Total	% Men	% Women	Total	% Men	% Women	% Persons With Disabilities				
Operating	02 Middle and Other Managers	11	6	54.5	5	45.5	10	0	0.0	0	0	10	0	0.0	0	0	10	0	0.0	0	0	65.9	34.1	1.9	1.5	2.6	9.3	9.8	8.2	3.4	
	03 Professionals (Skill Level A)	52	28	53.8	24	46.2	38	0	0.0	0	0	39	3	7.7	1	2	39	2	5.1	1	1	48.5	51.5	2.0	1.7	2.4	12.0	14.0	10.1	3.7	
	04 Semi-Pro & Tech (Skill Level B)	18	6	33.3	12	66.7	15	0	0.0	0	0	15	5	33.3	1	4	15	0	0.0	0	0	53.6	46.4	1.1	1.1	1.2	25.2	27.3	22.8	5.8	
	05 Super: Cler/Sale/Serv (Skill B)	6	3	50.0	3	50.0	5	**	**	**	**	5	**	**	**	**	5	**	**	**	**	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)	44	2	4.5	42	95.5	38	2	5.3	0	2	37	9	24.3	0	9	38	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)	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	93.0	7.0	0.6	0.7	0.0	31.3	30.5	41.3	5.1	
	10 Clerical Workers (Skill Level C)	33	4	12.1	29	87.9	28	1	3.6	0	1	28	8	28.6	0	8	28	1	3.6	0	1	23.0	77.0	1.2	1.2	1.2	28.9	33.5	27.5	4.6	
	Subtotal	165	49	29.7	116	70.3	135	**	2.2	**	**	135	**	20.7	**	**	136	**	2.2	**	**										
Ancillary	04 Semi-Pro & Tech (Skill Level B)	2	0	0.0	2	100.0	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**	53.6	46.4	1.1	1.1	1.2	25.2	27.3	22.8	5.8	
	07 Admin & Senr Cler (Skill Level B)	1	0	0.0	1	100.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*	
	Subtotal	3	0	0.0	3	100.0	1	**	0.0	**	**	1	**	0.0	**	**	1	**	0.0	**	**										
Grant	03 Professionals (Skill Level A)	21	13	61.9	8	38.1	16	0	0.0	0	0	16	3	18.8	2	1	16	0	0.0	0	0	48.5	51.5	2.0	1.7	2.4	12.0	14.0	10.1	3.7	
	04 Semi-Pro & Tech (Skill Level B)	29	10	34.5	19	65.5	21	0	0.0	0	0	21	6	28.6	1	5	21	0	0.0	0	0	53.6	46.4	1.1	1.1	1.2	25.2	27.3	22.8	5.8	
	07 Admin & Senr Cler (Skill Level B)	5	0	0.0	5	100.0	4	**	**	**	**	4	**	**	**	**	4	**	**	**	**	11.6	88.4	1.1	1.0	1.1	18.7	21.8	18.3	3.4*	
	10 Clerical Workers (Skill Level C)	9	1	11.1	8	88.9	7	**	**	**	**	7	**	**	**	**	7	**	**	**	**	23.0	77.0	1.2	1.2	1.2	28.9	33.5	27.5	4.6	
	Subtotal	64	24	37.5	40	62.5	48	**	0.0	**	**	48	**	27.1	**	**	48	**	0.0	**	**										
	<b>Total Full-Time</b>	<b>232</b>	<b>73</b>	<b>31.5</b>	<b>159</b>	<b>68.5</b>	<b>184</b>	<b>**</b>	<b>1.6</b>	<b>**</b>	<b>**</b>	<b>184</b>	<b>**</b>	<b>22.3</b>	<b>**</b>	<b>**</b>	<b>185</b>	<b>**</b>	<b>1.6</b>	<b>**</b>	<b>**</b>										

<sup>1</sup>Includes Senior Management Group

<sup>2</sup>"Term" is defined as a staff appointment having an established date on which the appointment will terminate.

Table 7.2(B)

**ADMINISTRATIVE STAFF (PART-TIME)<sup>1</sup> ON TERM<sup>2</sup> APPOINTMENTS: NON-UNIONIZED BY SOURCE OF FUNDING BY DESIGNATED GROUP AND EXTERNAL AVAILABILITY DATA**

September 30, 1998 data

SOURCE OF FUNDING	EMPLOYMENT EQUITY EEOG OCCUPATIONAL GROUP	UNIVERSITY OF TORONTO WORKFORCE																EXTERNAL AVAILABILITY STATISTICS Canada (EEOG 01-03) / Toronto (04-13)													
							Aboriginal Peoples			Visible Minorities			Persons with Disabilities					Aboriginal Peoples			Visible Minorities			Persons With Disabilities							
		Total#	# Men	% Men	# Women	% Women	Total Comp-leted	Response of "Yes"			Total Comp-leted	Response of "Yes"			Total Comp-leted	Response of "Yes"			% Men	% Women	Total	% Men	% Women	Total	% Men	% Women	% Persons With Disabilities				
								% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#	% <sup>3</sup>	#	#	#												
Operating	02 Middle and Other Managers	2	0	0.0%	2	100.0%	2	**	**	**	**	**	**	**	**	**	**	**	**	**	**	66.0	34.0	1.9	1.5	2.6	9.2	9.7	8.2	3.4	
	03 Professionals (Skill Level A)	12	2	16.7%	10	83.3%	9	**	**	**	**	**	**	**	**	**	**	**	**	**	**	49.3	50.7	2.0	1.6	2.4	12.3	14.4	10.1	3.7	
	04 Semi-Pro & Tech (Skill Level B)	1	0	0.0%	1	100.0%	0	**	**	**	**	**	**	**	**	**	**	**	**	**	**	53.0	47.0	1.1	1.1	1.1	25.6	27.4	23.5	5.8	
	07 Admin & Senr Cler (Skill Level B)	13	0	0.0%	13	100.0%	11	9.1%	1	0	1	18.2%	2	0	2	0.0%	0	0	0	0	0	10.2	89.8	1.1	1.0	1.1	19.0	22.0	18.6	3.4*	
	10 Clerical Workers (Skill Level C)	8	1	12.5%	7	87.5%	5	**	**	**	**	**	**	**	**	**	**	**	**	**	**	29.7	70.3	1.2	1.3	1.2	28.8	31.9	27.5	4.6	
	Subtotal	36	3	8.3%	33	91.7%	27	3.7%	**	**	**	14.8%	**	**	**	0.0%	**	**	**	**	**										
Grant	03 Professionals (Skill Level A)	5	1	20.0%	4	80.0%	5	**	**	**	**	**	**	**	**	**	**	**	**	**	**	49.3	50.7	2.0	1.6	2.4	12.3	14.4	10.1	3.7	
	04 Semi-Pro & Tech (Skill Level B)	2	0	0.0%	2	100.0%	2	**	**	**	**	**	**	**	**	**	**	**	**	**	**	53.0	47.0	1.1	1.1	1.1	25.6	27.4	23.5	5.8	
	05 Super: Cler/Sale/Serv (Skill B)	2	1	50.0%	1	50.0%	2	**	**	**	**	**	**	**	**	**	**	**	**	**	**	10.2	89.8	1.1	1.0	1.1	19.0	22.0	18.6	3.4*	
	05 Super: Cler/Sale/Serv (Skill B)	1	1	100.0%	0	0.0%	0	**	**	**	**	**	**	**	**	**	**	**	**	**	**	29.7	70.3	1.2	1.3	1.2	28.8	31.9	27.5	4.6	
	07 Admin & Senr Cler (Skill Level B)	1	0	0.0%	1	100.0%	1	**	**	**	**	**	**	**	**	**	**	**	**	**	**	86.7	13.3	1.5	1.5	1.4	30.5	29.6	36.5	8.7	
	Subtotal	11	3	27.3%	8	72.7%	10	0.0%	**	**	**	20.0%	**	**	**	0.0%	**	**	**	**	**										
	<b>Total Part-Time</b>	<b>47</b>	<b>6</b>	<b>12.8%</b>	<b>41</b>	<b>87.2%</b>	<b>37</b>	<b>2.7%</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>16.2%</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>0.0%</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>	<b>**</b>										

<sup>1</sup>Includes Senior Management Group

<sup>2</sup>"Term" is defined as a staff appointment having an established date on which the appointment will terminate.

<sup>3</sup>Based on number of surveys completed

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

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									
	Total#	Men	Men	#	Women	%	Aboriginal Peoples				Visible Minorities				Persons With Disabilities						% Men	% 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"			% Men	% Women			% Total	% Men	% Women				
								#	%	#		#	#	%		#	#	#								%	#	#	
04 Semi-Pro & Tech (Skill Level B)	4	1	25.0	3	75.0	3	**	**	**	**	3	**	**	**	**	3	**	**	**	**	43.7	56.3	1.3	1.6	1.0	19.5	20.1	19.0	5.8
07 Admin & 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*
09 Skilled Crafts & Trades (Skill Level B)	1	1	100.0	0	0.0	0	**	**	**	**	0	**	**	**	**	0	**	**	**	**	96.2	3.8	0.8	0.8	1.7	18.8	18.5	27.2	5.1
10 Clerical Workers (Skill Level C)	15	4	26.7	11	73.3	10	0	0.0	0	0	10	5	50.0	0	5	10	1	10.0	0	1	48.6	51.4	1.3	1.3	1.3	32.0	30.4	33.6	4.6
12 Semi-skilled Manual Workers (Skill C)	1	1	100.0	0	0.0	1	**	**	**	**	1	**	**	**	**	1	**	**	**	**	89.0	11.0	1.8	1.7	2.3	29.3	29.2	30.1	8.7
13 Sales and Service (Skill Level D)	13	9	69.2	4	30.8	5	**	**	**	**	5	**	**	**	**	5	**	**	**	**	47.7	52.3	1.1	1.2	1.0	31.0	31.5	30.6	4.9
<b>ALL TOTALS</b>	<b>35</b>	<b>16</b>	<b>45.7</b>	<b>19</b>	<b>54.3</b>	<b>20</b>	<b>**</b>	<b>5.0</b>	<b>**</b>	<b>**</b>	<b>20</b>	<b>**</b>	<b>40.0</b>	<b>**</b>	<b>**</b>	<b>20</b>	<b>**</b>	<b>10.0</b>	<b>**</b>	<b>**</b>	<b>53.1</b>	<b>46.9</b>	<b>1.2</b>	<b>1.2</b>	<b>1.2</b>	<b>26.9</b>	<b>27.1</b>	<b>26.7</b>	

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 <sup>3</sup>	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 <sup>1</sup>		%Wkforce	%Days		%Wkforce	%Days		%Wkforce	%Days
Senior Management Group	Staff Development	5	70.0	3	0.0	3	0.0	3	0.0	3	0.0	0.0	
	Computer Skills	9	100.0	7	0.0	7	0.0	7	0.0	7	0.0	0.0	
	Admin Mgmt Systems	212	54.5	192	0.0	192	10.4	192	0.0	192	0.5	0.0	
	Rethinking Admin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	Mgmt Development	61	75.4	60	0.0	60	21.8	60	0.0	60	0.8	0.0	
	Career & Life Planning	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	Env Health & Safety	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	<b>TOTAL</b>	<b>287</b>	<b>44.3</b>	<b>60.6</b>	<b>261</b>	<b>0.0</b>	<b>0.0</b>	<b>261</b>	<b>12.4</b>	<b>12.7</b>	<b>261</b>	<b>2.2</b>	<b>0.6</b>
<b>AVG DAYS<sup>2</sup></b>	<b>2.95</b>	<b>4.03</b>			<b>0.00</b>			<b>3.00</b>			<b>0.75</b>		
Admin. Non-union: Admin Managers & Professionals	Staff Development	72	77.6	71	2.8	71	20.4	71	0.0	71	1.4	0.0	
	Computer Skills	74	79.7	65	0.0	65	34.9	60	0.0	60	0.8	0.0	
	Admin Mgmt Systems	1143	79.2	1057	0.7	1043	28.2	1017	0.0	1017	2.5	0.0	
	Rethinking Admin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	Mgmt Development	149	73.1	145	4.2	145	17.0	145	0.0	145	1.7	0.0	
	Career & Life Planning	5	100.0	4	0.0	4	0.0	4	0.0	4	12.5	0.0	
	Env Health & Safety	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	<b>TOTAL</b>	<b>1442</b>	<b>57.1</b>	<b>78.6</b>	<b>1341</b>	<b>1.1</b>	<b>1.2</b>	<b>1327</b>	<b>18.1</b>	<b>26.8</b>	<b>1296</b>	<b>3.0</b>	<b>2.3</b>
<b>AVG DAYS</b>	<b>3.55</b>	<b>4.88</b>			<b>3.88</b>			<b>5.39</b>			<b>2.73</b>		
Admin. Non-union: Others	Staff Development	291	84.7	250	0.0	256	25.2	250	0.0	250	6.8	0.0	
	Computer Skills	724	86.2	647	1.4	649	34.4	645	0.0	645	4.5	0.0	
	Admin Mgmt Systems	3045	90.6	2752	0.7	2738	26.9	2732	0.0	2732	2.4	0.0	
	Rethinking Admin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	Mgmt Development	92	82.1	89	0.0	89	6.2	89	0.0	89	0.0	0.0	
	Career & Life Planning	24	89.4	22	0.0	22	13.6	22	0.0	22	2.3	0.0	
	Env Health & Safety	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	<b>TOTAL</b>	<b>4175</b>	<b>79.8</b>	<b>89.2</b>	<b>3759</b>	<b>0.5</b>	<b>0.8</b>	<b>3753</b>	<b>28.5</b>	<b>27.5</b>	<b>3736</b>	<b>4.0</b>	<b>3.0</b>
<b>AVG DAYS</b>	<b>1.87</b>	<b>2.10</b>			<b>2.85</b>			<b>1.94</b>			<b>1.53</b>		
Administrative, Unionized	Staff Development	51	24.8	37	1.4	34	3.0	37	0.0	37	8.2	0.0	
	Computer Skills	44	75.0	28	0.0	28	49.1	28	0.0	28	0.0	0.0	
	Admin Mgmt Systems	24	27.1	16	0.0	16	51.6	16	0.0	16	35.5	0.0	
	Rethinking Admin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	Mgmt Development	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	Career & Life Planning	6	25.0	3	0.0	3	40.0	3	0.0	3	0.0	0.0	
	Env Health & Safety	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	<b>TOTAL</b>	<b>125</b>	<b>39.6</b>	<b>43.0</b>	<b>82</b>	<b>2.9</b>	<b>0.6</b>	<b>79</b>	<b>19.1</b>	<b>29.7</b>	<b>82</b>	<b>8.7</b>	<b>10.4</b>
<b>AVG DAYS</b>	<b>0.14</b>	<b>0.15</b>			<b>0.03</b>			<b>0.20</b>			<b>0.16</b>		
ALL ADMIN STAFF	Staff Development	418	76.1	360	0.7	363	22.0	361	0.0	361	5.8	0.0	
	Computer Skills	851	85.2	746	1.2	747	34.7	738	0.0	738	4.0	0.0	
	Admin Mgmt Systems	4424	85.6	4016	0.7	3988	26.5	3956	0.0	3956	2.5	0.0	
	Rethinking Admin	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	Mgmt Development	302	76.3	293	2.1	293	14.7	293	0.0	293	1.0	0.0	
	Career & Life Planning	34	79.4	29	0.0	29	14.0	28	0.0	28	3.6	0.0	
	Env Health & Safety	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0.0	
	<b>TOTAL</b>	<b>6028</b>	<b>84.3</b>		<b>5442</b>	<b>0.8</b>		<b>5419</b>	<b>26.6</b>		<b>5375</b>	<b>2.8</b>	

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

<sup>2</sup>"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.

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

Table 9(B)

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

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

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

<sup>2</sup>"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.

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



**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		Cmpltd	Yes	Yes	Wkfr <sup>4</sup>	Cmpltd	Yes	Yes	Wkfr <sup>4</sup>	Cmpltd	Yes	Yes	Wkfr <sup>4</sup>	
Academic: Promotions <sup>1</sup> to Full Professor	37	26	70.3	11	29.7	30.1	31	0	0.0	0.5	31	4	12.9	5.8	31	3	9.7	4.7	
Clinical: Promotions <sup>2</sup> to Full Professor	9	8	88.9	1	11.1	10.6	8	**	**	0.8	8	**	**	13.1	8	**	**	2.4	
Senior Management Group <sup>3</sup>	13	7	53.8	6	46.2	44.3	11	0	0.0	0.0	11	4	36.4	12.4	11	0	0.0	2.2	
Admin Managers & Professionals <sup>3</sup>	13	5	38.5	8	61.5	57.1	13	0	0.0	1.1	13	4	30.8	18.1	13	1	7.7	3.0	
Administrative, Non-Unionized	127	45	35.4	82	64.6	69.8	110	1	0.9	0.5	111	32	28.8	28.5	112	3	2.7	4.0	
Administrative, Unionized	41	23	56.1	18	43.9	39.6	29	1	3.4	2.9	28	5	17.9	19.1	29	0	0.0	8.7	

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

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

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

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

Table 11(A)

**EXIT DATA (REASON FOR LEAVING)<sup>1</sup> BY STAFF  
CATEGORY (FULL-TIME) BY DESIGNATED GROUP**

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

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

<sup>2</sup> Admin Unionized Release includes voluntary exits.

<sup>3</sup> 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)<sup>1</sup> BY STAFF  
CATEGORY (PART-TIME) BY DESIGNATED GROUP**

STAFF CATEGORY		All Employees			Survey Respondents <sup>4</sup>									
		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 <sup>2</sup>	% of Exits		% of Workforce	% of Exits		% of Workforce	% of Exits		% of Workforce	% of Exits	
<b>Faculty: Tenure Stream</b>	Early Retirements	1		0.0	1			*	*	1			*	*
	<b>All Reasons:</b>	<b>1</b>	<b>27.3</b>	<b>0.0</b>	<b>1</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>1</b>	<b>*</b>	<b>*</b>	<b>*</b>	<b>*</b>
<b>Faculty: Non-Tenure Stream</b>	Normal Retirements	1		0.0	1			*	*	1			*	*
	Early Retirements	1		100.0	1			*	*	1			*	*
	Expiry of Appt-Opertg	18		83.3	8			*	*	8			*	*
	Resignations	5		20.0	1			*	*	1			*	*
	Release	1		100.0	0			*	*	0			*	*
	<b>All Reasons:</b>	<b>26</b>	<b>34.5</b>	<b>69.2</b>	<b>11</b>	<b>0.9</b>	<b>0.0</b>	<b>11</b>	<b>11.3</b>	<b>9.1</b>	<b>11</b>	<b>2.6</b>	<b>0.0</b>	
<b>Professional Librarians</b>	Early Retirements	1		100.0	1			*	*	1			*	*
	Expiry of Appt-Opertg	2		50.0	1			*	*	1			*	*
	<b>All Reasons:</b>	<b>3</b>	<b>90.5</b>	<b>66.7</b>	<b>2</b>	<b>0.0</b>	<b>*</b>	<b>*</b>	<b>2</b>	<b>12.5</b>	<b>*</b>	<b>*</b>	<b>2</b>	<b>6.3</b>
<b>Admin, Non-union</b>	Normal Retirements	2		0.0	1			*	*	1			*	*
	Early Retirements	4		50.0	2			*	*	2			*	*
	Expiry of Appt-Opertg	3		100.0	1			*	*	1			*	*
	Resignations	18		83.3	11		0.0	11		36.4	11		0.0	
	Release-Grant	1		100.0	0		*	*	0		*	*	*	*
	Release-Operating	7		85.7	4		*	*	4		*	*	*	*
	Release-Other	1		100.0	0		*	*	0		*	*	*	*
	Deceased	1		100.0	1		*	*	1		*	*	*	*
	<b>All Reasons:</b>	<b>37</b>	<b>89.3</b>	<b>78.4</b>	<b>20</b>	<b>0.8</b>	<b>0.0</b>	<b>20</b>	<b>11.5</b>	<b>25.0</b>	<b>20</b>	<b>3.8</b>	<b>5.0</b>	
<b>Admin Unionized</b>	Resignations	2		50.0	1		*	*	1		*	*	*	*
	Release <sup>3</sup>	5		80.0	4		*	*	4		*	*	*	*
	<b>All Reasons:</b>	<b>7</b>	<b>54.3</b>	<b>71.4</b>	<b>5</b>	<b>5.0</b>	<b>*</b>	<b>*</b>	<b>5</b>	<b>40.0</b>	<b>*</b>	<b>*</b>	<b>5</b>	<b>10.0</b>

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

<sup>2</sup> "% of Workforce" represents percentage of relevant part-time workforce only.

<sup>3</sup> Admin Unionized Release includes voluntary exits.

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

Table 12(A)

## NEW HIRES BY STAFF CATEGORY (FULL-TIME) BY DESIGNATED GROUP

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

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

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

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

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

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

<sup>5</sup> 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 <sup>1</sup>	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	33	34.3	57.6	15	0.8	0.0	0	0	14	11.0	14.3	2	0	15	2.5	0.0	0	0
Clinical Non-TS in Medicine	1	23.2	100.0	1	1.7	**			1	9.4	**			1	3.4	**		
CLTA/Other <sup>2</sup>	23	42.7	39.1	10	0.0	0.0	0	0	9	14.1	**	**	**	10	1.1	0.0	0	0
Senior Tutors, Tutors, Instructors	9	65.0	100.0	4	0.0	**	**	**	4	9.1	**	**	**	4	4.5	**	**	**
Professional Librarians	2	90.5	100.0	0	0.0	**	**	**	0	12.5	**	**	**	0	6.3	**	**	**
Research Associates	4	44.4	50.0	3	0.0	**	**	**	3	6.7	**	**	**	3	0.0	**	**	**
Administrative, Non-unionized <sup>4</sup>	28	88.3	89.3	18	0.9	0.0	0	0	18	12.3	11.1	0	2	18	2.8	0.0	0	0
Continuing	17	88.9	100.0	11	0.0	0.0	0	0	11	12.4	9.1	0	1	11	3.5	0.0	0	0
Term <sup>3</sup>	11	85.7	72.7	7	4.5	**	**	**	7	11.6	**	**	**	7	0.0	**	**	**
Administrative, Unionized <sup>5</sup>	5	54.3	60.0	2	5.0	**	**	**	2	40.0	**	**	**	2	10.0	**	**	**
ALL STAFF	72	57.1	70.8	38	0.9	0.0			37	12.2	10.8			38	3.4	0.0		

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

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

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

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

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

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

**Table 13.1**

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

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

**Key to Departmental Groups:**

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

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

Table 13.2

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

Group	Positions	# Applicants			# Interviewed			# Hired F/M		% Female Hired	Goals for Hiring %
		Female	Male	Total	Female	Male	Total	Female	Male		
1	13	176	200	376	21	24	45	6	7	46.1	50+
2	16	137	320	457	18	39	57	3	13	18.8	333-50
3	14	74	261	335	12	39	51	4	10	28.6	25-33.3
4	2	10	70	80	2	9	11	1	1	50	15-25
5	9	83	372	455	13	39	52	3	6	33.3	less than 15
Totals:	54	480	1223	1703	66	150	216	17	37		
% Total:		28.70%			30.60%			31.50%			

**Key to Departmental Groups:**

Group 1: English, Fine Art, Linguistics, Psychology, Anthropology, Nursing, Occupational Therapy, Physical Therapy, Education and Library Science

Group 2: Philosophy, Religion, Sociology, Languages and Literatures (Other than English or French), Medicine, Pharmacy and Music

Group 3: Architecture, Botany, Dentistry, French, History, Political Science, Law, Management, Zoology

Group 4: Chemistry, Classics, Computer Science, Geography and Geology

Group 5: Economics, Physics, Mathematics, Engineering and Forestry

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