



TO: SCUP

FROM: The Office of Faculty Relations

DATE: May 14, 2025

SUBJECT: *Reports on Promotion, Tenure and Continuing Appointment*

---

Attached are reports summarizing the information requested on the designated group status of those individuals considered for Promotion, Tenure and/or Continuing Appointment under the UWOFA and UWOFA-LA Collective Agreements for 2024-2025.

As in previous years, these reports are provided with the following notes:

- The information related to the designated groups was provided by the Office of Faculty Relations.
- The information provided is in aggregate form only and was drawn from the Western's Equity Census database and the WIDE Survey with the exception of gender which was drawn from the Human Resources Information System.
- All information in the database, with the exception of gender, is obtained through the self-identification Western Equity Census / WIDE Survey sent to employees; therefore, information is only available for those individuals who have completed the Census / Survey.
- Where the information is unknown, it is considered to be a "no response" (i.e. not a member of a designated group).
- For reasons of confidentiality, the information provided in these reports is suppressed in cases where there are fewer than 5 individuals in the group considered for Promotion, Tenure and/or Continuing Appointment. Data may also be suppressed where deemed necessary by the Office of Faculty Relations.

**2024-2025 REPORT ON PROMOTION AND/OR TENURE OR CONTINUING STATUS CASES CONSIDERED UNDER THE FACULTY COLLECTIVE AGREEMENT**

(as required under Clause 24 in the Article Promotion, Tenure and Continuing Status)

<b>Clause 24 (a) - Total cases considered for Promotion and/or Tenure or Continuing status (Clause 16)</b>	
Men	34
Women	27
Indigenous peoples	0
Members of racialized groups	10
Persons with Disabilities	2

<b>Clause 24 (b) &amp; (d) - Probationary Assistant Professors or Probationary Assistant Professors, TS considered for Promotion and/or Tenure or Continuing Status</b>									
	Process initiated by Dean in the last year - Clause 18.1	Process initiated by Dean in any year before the last year - Clause 18.3	Process initiated by Member by March 1 of 3rd year for consideration in the 4th year - Clause 18.4	Process initiated by Member by March 1 in the last year notwithstanding leave extensions - Clauses 18.7.1	Positive Committee recommendation - Clause 20	Negative Committee recommendation - Clause 20	Positive Provost decision - Clause 21	Negative Provost decision - Clause 21	
Men	11	4	4	0	19	0	19	0	
Women	11	3	0	2	16	0	16	0	
Indigenous peoples	0	0	s	s	0	0	0	0	
Members of racialized groups	4	0	s	s	4	0	4	0	
Persons with Disabilities	0	0	s	s	1	0	1	0	

<b>Clause 24 (c) - Probationary Associate Professors or Probationary Associate Professors, TS considered for Promotion and/or Granting of Tenure or Continuing Status</b>								
	Process initiated by the Dean in the last year of the appointment - Clause 18.2	Process initiated by Dean in any year before the last year - Clause 18.3			Positive Committee recommendation - Clause 20	Negative Committee recommendation - Clause 20	Positive Provost decision - Clause 21	Negative Provost decision - Clause 21
Men	0	1			1	0	1	0
Women	3	0			3	0	3	0
Indigenous peoples	s	s			s	s	s	s
Members of racialized groups	s	s			s	s	s	s
Persons with Disabilities	s	s			s	s	s	s

<b>Clause 24 (e) &amp; (f) - Tenured Associate Professors or Tenured Associate Professors, TS with Continuing Status considered for Promotion</b>								
	Process initiated by Dean - Clause 18.5	Process initiated by Member no earlier than three years after promotion to Associate Professor - Clause 18.6			Positive Committee recommendation - Clause 20	Negative Committee recommendation - Clause 20	Positive Provost decision - Clause 21	Negative Provost decision - Clause 21
Men	11	3			14	0	14	0
Women	6	2			8	0	8	0
Indigenous peoples	0	0			0	0	0	0
Members of racialized groups	3	3			6	0	6	0
Persons with Disabilities	1	0			1	0	1	0

<b>Clause 24 (g) - Limited-Term Assistant and Associate Professors Considered for Promotion</b>								
	Process initiated by Dean - Clause 18.5.1	Process initiated by Member - Clause 18.4.2	Process initiated by Member - Clause 18.6.1		Positive Committee recommendation - Clause 20	Negative Committee recommendation - Clause 20	Positive Provost decision - Clause 21	Negative Provost decision - Clause 21
Men	0	0	0		0	0	0	0
Women	0	0	0		0	0	0	0
Indigenous peoples	0	0	0		0	0	0	0
Members of racialized groups	0	0	0		0	0	0	0
Persons with Disabilities	0	0	0		0	0	0	0

<b>Promotion and/or Tenure</b>	<b>61</b>
--------------------------------	-----------

*The information related to the designated groups was provided by the Office of Faculty relations. This information was provided, in aggregate form only, from the Employment Equity database. All information in this database is obtained through the self-identification surveys sent to employees. Therefore, information about membership in a designated group is only available for individuals who completed the equity survey. Those who have not completed a survey and who were considered for tenure and/or promotion are counted as not being members of a designated group. For reasons of confidentiality, with the exception of gender, equity data is suppressed (s) in cases where there were fewer than 5 individuals considered in a group (i.e. under a given Clause). The equity data for the total cases considered has not been suppressed.*

**2008-2025 REPORT ON PROMOTION AND/OR TENURE CASES CONSIDERED UNDER THE LIBRARIAN AND ARCHIVIST COLLECTIVE AGREEMENT**

(as required under Clause 27 in the Article *Promotion and Continuing Appointment*)

<b>Total cases considered for Promotion and/or Continuing Appointment</b>								
Men	12							
Women	27							
Indigenous peoples	0							
Members of racialized groups	3							
Persons with Disabilities	2							
<b>Probationary General Rank considered for Promotion to Assistant, Assistant for Promotion to Associate, and Member at Associate Rank considered for Promotion to Senior Rank</b>								
	Process initiated by the Chief Librarian, Dean or Designate within the first month of the last year of probationary period	Process initiated by the Chief Librarian or Dean or Designate	Process initiated by the Member (including under Appendix B)	Positive Committee recommendation - Clause 20	Negative Committee recommendation - Clause 20	Positive Provost decision - Clause 23.4	Negative Provost decision - Clause 23.4	
Men	1	2	1	4	0	4	0	
Women	5	1	4	10	0	10	0	
Indigenous peoples	0	s	0	s	0	s	0	
Members of racialized groups	0	s	0	s	0	s	0	
Persons with Disabilities	0	s	0	s	0	s	0	
<b>Probationary Appointees considered for Continuing Appointment</b>								
	Process initiated by the Chief Librarian, Dean or Designate within the first month of the last year of the Member's probationary period at the General Rank	Process initiated by Chief Librarian or Dean within the first month of the last year of the probationary period combined with process initiated by Member	Process initiated by the Chief Librarian or Dean at any time prior to final six months of probationary period	Positive Committee recommendation - Clause 20	Negative Committee recommendation - Clause 20	Positive Provost decision - Clause 23.4	Negative Provost decision - Clause 23.4	
Men	0	8	0	8	0	8	0	
Women	1	14	2	17	0	17	0	
Indigenous peoples	s	0	s	0	0	0	0	
Members of racialized groups	s	2	s	2	0	2	0	
Persons with Disabilities	s	1	s	1	0	1	0	
<b>Total cases considered for Promotion and/or Continuing Appointment</b>								39

The information related to the designated groups was provided by the Office of Faculty relations. This information was provided, in aggregate form only, from the Employment Equity database. All information in this database is obtained through the self-identification surveys sent to employees. Therefore, information about membership in a designated group is only available for individuals who completed the equity survey. Those who have not completed a survey and who were considered for tenure and/or promotion are counted as not being members of a designated group. For reasons of confidentiality, with the exception of gender, equity data is suppressed (s) in cases where there were fewer than 5 individuals considered in a group (i.e. under a given Clause). The equity data for the total cases considered has not been suppressed.