ANNOUNCEMENTS AND COMMUNICATIONS

Announcements

FOR INFORMATION

Announcements

Name	Department/School	Faculty	Admin Post	Effective Date	End Date
JB Orange	CSD	Health Sciences	School Director	July 1-2013	June 30-16

COMMUNICATIONS

Reports on Promotion and/or Tenure – 2012-13

See **Appendix 1.**

Western

Equity and Human Rights Services

TO: Faculty Relations

FROM: Equity & Human Rights Services

DATE: May 13, 2013

SUBJECT: *Reports on Promotion and/or Tenure – 2012-2013*

Please find attached charts summarizing the information requested on the designated group status of those individuals considered for Promotion and/or Tenure under the Collective Agreements for 2012/2013.

As in previous years, the data is provided with the following notes:

- The information related to the designated groups – with the exception of gender – was provided by Equity & Human Rights Services (EHRS).
- The information provided by EHRS is in aggregate form only and was drawn from the Employment Equity database.
- All information in the database is obtained through self-identification surveys sent to employees; therefore, information is only available for those individuals who have completed surveys.
- Where the information is unknown, it is considered to be a "no" response (i.e. not a member of designated group).
- For reasons of confidentiality, information is suppressed in cases where there are fewer than 5 individuals in the group considered for Promotion and/or Tenure and/or where deemed necessary by EHRS.

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2012-13 REPORT ON PROMOTION AND/OR TENURE CASES CONSIDERED UNDER THE FACULTY COLLECTIVE AGREEMENT

(as required under Clause 21 in the Article *Promotion and Tenure*)

Total cases considered for Promotion and/or Tenure								
Male	42							
Female	27							
Aboriginal	0							
Visible Minority	9							
Person with Disability	2							

Probationary Assistant Professors considered for Promotion and Tenure								
	Process initiated by Dean in the last year - Clause 15.1	Process initiated by Dean in any year before the last year - Clause 15.3	Process initiated by Member by March 1 of 3rd year for consideration in the 4th year - Clause 15.4	Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 18	Negative Provost decision - Clause 18.3	
Male	20	2	1	23	0	22	1	
Female	16	4	2	22	0	22	0	
Aboriginal	0	0	s	0	0	0	0	
Visible Minority	5	0	s	5	0	5	0	
Person with Disability	1	0	s	1	0	1	0	

Probationary Associate Professor considered for Promotion or Granting of Tenure								
	Process initiated by the Dean in the last year of the appointment - Clause 15.2	Process initiated by Dean in any year before the last year - Clause 15.3		Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 18	Negative Provost decision - Clause 18.3	
Male	1			s	s	s	s	
Female	0			s	s	s	s	
Aboriginal	s			s	s	s	s	
Visible Minority	s			s	s	s	s	
Person with Disability	s			s	s	s	s	

Tenured Associate Professors considered for Promotion								
	Process initiated by Dean - Clause 15.5	Process initiated by Member no earlier than three years after promotion to Associate Professor - Clause 15.6		Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 18	Negative Provost decision - Clause 18.3	
Male	13	5		15	3	15	3	
Female	3	2		4	1	4	1	
Aboriginal	0	0		0	0	0	0	
Visible Minority	3	1		2	2	2	2	
Person with Disability	1	0		1	0	1	0	

Limited-Term Assistant and Associate Professors Considered for Promotion								
	Process initiated by Dean - Clause 15.5.1	Process initiated by Member - Clause 15.4.2	Process initiated by Member - Clause 15.6.1	Positive Committee recommendation - Clause 17	Negative Committee recommendation - Clause 17	Positive Provost decision - Clause 18	Negative Provost decision - Clause 18.3	
Male								
Female								
Aboriginal								
Visible Minority								
Person with Disability								
Total cases considered for Promotion and/or Tenure								69

The information related to the designated groups - with the exception of gender - was provided by Equity & Human Rights Services. 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 and returned the surveys. 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 data is suppressed (s) in cases where there were less than 5 individuals considered in a group.

2008-2013 REPORT ON PROMOTION AND CONTINUING APPOINTMENT CASES CONSIDERED UNDER THE LIBRARIANS AND ARCHIVISTS COLLECTIVE AGREEMENT

(as required under Clause 21 in the Article *Promotion and Continuing Appointment*)

Total cases considered Promotion or Continuing Appointment								
Male	3							
Female	9							
Aboriginal	0							
Visible Minority	0							
Person with Disability	1							

Probationary Appointees considered for Promotion								
	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 8.1	Process initiated by the University Librarian or Dean - Clause 8.2	Proess initiated by Member - Clause 8.3	Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 19	Positive Provost recommendation - Clause 23.3	Negative Provost recommendation - Clause 23.3	
Male	0			s	s	s	s	
Female	2			s	s	s	s	
Aboriginal	s			s	s	s	s	
Visible Minority	s			s	s	s	s	
Person with Disability	s			s	s	s	s	

Probationary Appointees considered for Continuing Appointment								
	Process initiated by University Librarian or Dean in final six months of probationary period - Clause 7.1 **combined with** Process initiated by Member - Clause 7.3	Process initiated by University Librarian or Dean at any time prior to final six months of probationary period - Clause 7.2		Positive Committee recommendation - Clause 18	Negative Committee recommendation - Clause 19	Positive Provost recommendation - Clause 23.3	Negative Provost recommendation - Clause 23.3	
Male	3			3	0	3	0	
Female	7			7	0	7	0	
Aboriginal	0			0	0	0	0	
Visible Minority	0			0	0	0	0	
Person with Disability	1			1	0	1	0	

Total cases considered for Promotion and Continuing Appointment	12

The information related to the designated groups - with the exception of gender - was provided by Equity & Human Rights Services. 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 and returned the surveys. Those who have not completed a survey and who were considered for tenure and/or continuing appointment are counted as not being members of a designated group. For reasons of confidentiality data is suppressed (s) in cases where there were less than 5 individuals considered in a group and/or where deemed necessary by EHRS .