

TO: S h W
FROM: The Office of Faculty Relations
DATE: D Q í U202 ð
SUBJECT: Reportson Promotion,Tenureand ContinuingAppointment

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 rLA Collective Agreements for 202 ĩ r202 ð.

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

- x The information related to the designated groups was provided by the Office of Faculty Relations.
- x The information provided is aggregate form only and was drawn from the t • š OE v – • quity ensus database Á] š Z š Z Æ P v OE Á Z] Z Á • OE Á v (OE } u š Z , µ u v Z • } µ OE • / v (} OE u š] } v ^ Ç • š u.
- x All information in the database, with the exception of general information obtained through the self identification Western Equity Census sent to employees; therefore information is only available for those individuals.

2023-2024 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)

| Clause 23 (a) - Total cases considered for Promotion and/or Tenure or Continuing status (Clause 16) | |
|---|----|
| Men | 30 |
| Women | 21 |
| Indigenous peoples | 3 |
| Members of racialized groups | 8 |
| Persons with Disabilities | 4 |

| Clause 23 (b) & (d) - Probationary Assistant Professors or Probationary Associate Professors, TS considered for Promotion and/or Tenure or Continuing Status | | | | | Status | | | | | |
|--|--|--|--|---|---|---|---------------------------------------|---|-----------------------------------|--|
| | Process initiated by Dean in the last year - Clause 17.1 | Process initiated by Dean in any year before the last year - Clause 17.3 | Process initiated by Member by March 1 of 3rd year for consideration in the 4th year - Clause 17.4 | Process initiated by Member by March 1 in the last year notwithstanding leave extensions - Clauses 17.7.1 | Positive Committee recommendation - Clause 19 | Negative Committee recommendation - Clause 19 (N = 1) | Positive Provost decision - Clause 20 | Negative Provost decision - Clause 20 (N = 1) | Still Under Consideration (N = 1) | |
| Men | 6 | 2 | s | 5 | 12 | s | 12 | s | s | |
| Women | 2 | 4 | s | 4 | 10 | s | 14 | s | s | |
| Indigenous peoples | 0 | 0 | s | 1 | 1 | s | 2 | s | s | |
| Members of racialized groups | 0 | 1 | s | 3 | 4 | s | 7 | s | s | |
| Persons with Disabilities | 0 | 0 | s | 1 | 1 | s | 2 | s | s | |

| Clause 23 (c) - Probationary Associate Professors or Probationary Associate Professors, TS considered for Promotion and/or Granting of Tenure or Continuing Status | | | | | | | |
|--|---|--|---|---|---------------------------------------|---------------------------------------|--|
| | Process initiated by the Dean in the last year of the appointment - Clause 17.2 | Process initiated by Dean in any year before the last year - Clause 17.3 | Positive Committee recommendation - Clause 19 | Negative Committee recommendation - Clause 19 | Positive Provost decision - Clause 20 | Negative Provost decision - Clause 20 | |
| Men | s | s | s | 0 | s | 0 | |
| Women | s | s | s | 0 | s | 0 | |
| Indigenous peoples | s | s | s | 0 | s | 0 | |
| Members of racialized groups | s | s | s | 0 | s | 0 | |
| Persons with Disabilities | s | s | s | 0 | s | 0 | |

| Clause 23 (e) & (f) - Tenured Associate Professors or Tenured Associate Professors, TS with Continuing Status considered for Promotion | | | | | | | |
|--|---|--|---|---|---------------------------------------|---------------------------------------|--|
| | Process initiated by Dean - Clause 17.5 | Process initiated by Member no earlier than three years after promotion to Associate Professor - Clause 17.6 | Positive Committee recommendation - Clause 19 | Negative Committee recommendation - Clause 19 | Positive Provost decision - Clause 20 | Negative Provost decision - Clause 20 | |
| Men | 9 | 5 | 14 | 0 | 14 | 0 | |
| Women | 7 | 2 | 9 | 0 | 9 | 0 | |
| Indigenous peoples | 1 | 0 | 1 | 0 | 1 | 0 | |
| Members of racialized groups | 2 | 2 | 4 | 0 | 4 | 0 | |
| Persons with Disabilities | 2 | 0 | 2 | 0 | 2 | 0 | |

| Clause 23 (g) - Limited-Term Assistant and Associate Professors Considered for Promotion | | | | | | | |
|--|---|---|---|---|---|---------------------------------------|---------------------------------------|
| | Process initiated by Dean - Clause 17.5.1 | Process initiated by Member - Clause 17.4.2 | Process initiated by Member - Clause 17.6.1 | Positive Committee recommendation - Clause 19 | Negative Committee recommendation - Clause 19 | Positive Provost decision - Clause 20 | Negative Provost decision - Clause 20 |
| Men | s | s | s | s | 0 | s | 0 |
| Women | s | s | s | s | 0 | s | 0 |
| Indigenous peoples | s | s | s | s | 0 | s | 0 |
| Members of racialized groups | s | s | s | s | 0 | s | 0 |
| Persons with Disabilities | s | s | s | s | 0 | s | 0 |

Total cases considered for Promotion and/or Tenure 51

The information related to the designated groups was provided by the Office of Faculty Relations. This information was provided, in aggregate form-19.8(oa-11.1(u).1(i)-8.1(t)-47)-8.5 O(r)-9.6(m8W(Fac)-11.1(u)-8.1(a).1(t)-8.6(i)-8.1(-0 75-11.1(i)-8(der)(r)-9.61(t)-8.n(-0-8.f)-19.8(o)8.62(E3.7(dat)-8.6(a f)-19.8(bCe)-8.1(s)-uf)-19.8(

2008-2024 REPORT ON PROMOTION AND/OR TENURE CASES CONSIDERED UNDER THE LIBRARIAN AND ARCHIVIST COLLECTIVE AGREEMENT 1

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

| Total cases considered for Promotion and/or Continuing Appointment | | | | | | | |
|---|--|---|---------------------------------|---|---|---|---|
| Men | 10 | | | | | | |
| Women | 25 | | | | | | |
| Indigenous peoples | 0 | | | | | | |
| Members of racialized groups | 3 | | | | | | |
| Persons with Disabilities | 1 | | | | | | |
| Probationary General Rank considered for Promotion to Assistant and Member at Associate Rank considered for Promotion to Senior | | | | Rank | | | |
| | 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 | Positive Committee recommendation - Clause 19 | Negative Committee recommendation - Clause 19 | Positive Provost decision - Clause 22.4 | Negative Provost decision - Clause 22.4 |
| Men | s | s | s | 3 | 0 | 3 | 0 |
| Women | s | s | s | 9 | 0 | 9 | 0 |
| Indigenous peoples | s | s | s | 0 | 0 | 0 | 0 |
| Members of racialized groups | s | s | s | 0 | 0 | 0 | 0 |
| Persons with Disabilities | s | s | s | 0 | 0 | 0 | 0 |
| Probationary Appointees considered for Continuing Appointment | | | | | | | |
| | 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, Dean or Designate | Process initiated by the Member | Positive Committee recommendation - Clause 19 | Negative Committee recommendation - Clause 19 | Positive Provost decision - Clause 22.4 | Negative Provost decision - Clause 22.4 |
| Men | s | 5 | 0 | 7 | 0 | 7 | 0 |
| Women | s | 12 | 2 | 16 | 0 | 16 | 0 |
| Indigenous peoples | s | 0 | 0 | 0 | 0 | 0 | 0 |
| | s | 1 | 0 | 1 | 0 | 1 | 0 |
| Total cases considered for Promotion and/or Continuing Appointment | | | | | | | 35 |

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 a 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.

Please note: clause information for five librarians/archivists is being collected. The recommendations are calculated and final.