

## **MAUT Tenure and Mentoring Committee: Report for 2022-2023**

### **Committee membership:**

Marie-Hélène Boudrias  
Peter Grutter  
Andrew Kirk (Chair)  
Kristine Onishi  
Gloria Tannenbaum

### **Purpose (from [MAUT Bylaws](#)):**

The Tenure and Mentoring Committee provides MAUT members support and guidance regarding the reappointment, tenure and promotion processes and engages in, documents, and presents professional activities that will assist faculty in their career advancement.

Activities include but are not limited to:

- Disseminating information about successful mentoring models at McGill.
- Organizing annual workshops for new faculty and chairs on tenure mentoring.
- Encouraging departmental help in establishing formal and informal mentoring.
- Alerting MAUT members about responsibilities regarding the preparation of the tenure dossier.
- Identifying/introducing advisors to MAUT members who can assist in the preparation of the tenure and promotion dossiers.

### **Activities in 2022-2023**

**Meetings:** The committee met once in 2022/23 to review the 2022 Tenure and Mentoring Workshop and to plan the 2023 Tenure and Mentoring Workshop. The committee also held email exchanges before and after the meeting.

**Annual Tenure and Mentoring Workshop 2022:** The workshop was held in person on April 28<sup>th</sup> 2022 (see attached agenda). Participation was significantly reduced from the 2021 workshop with 23 attendees (compared with 65 in 2021 when it was held on-line). One possible explanation for the reduction is the covid-related delay to the tenure clock, which may have meant that tenure candidates felt less pressure to attend. The format was similar to that of the previous year. Associate Provost Angela Campbell was invited to speak about mentoring, and once again break-out groups were organised by faculty. Kris Onishi took the initiative of improving the on-line feedback form, which resulted in a significant increase in the number of responses obtained from attendees (15 in 2022 compared to just 3 in 2021). Respondents were generally positive, and almost all indicated that they preferred it to be in person rather than online. One challenge that we faced last year was that we were unable to convince any candidates who had faced difficulties during the tenure process to come and present. Attendees have said that they would find this valuable, but given the stigma which is (unnecessarily) attached to receiving a 'Tending To the Negative' (TNN) letter, and the stress that reliving the experience can cause, it is also understandable that colleagues do not want to come forth.

**Annual Tenure and Mentoring Workshop 2023 Planning:** The committee reviewed agendas for previous years, together with feedback received from attendees. This year we are modifying the final section (where recently tenured or reappointed colleagues speak) to make it a panel session, and we are removing the session on mentoring to give more time. The workshop will be held on April 27<sup>th</sup> in-person in the

Faculty Club. So far 44 people have indicated that they will attend (i.e., double last year's number, with time further registrations after a reminder is sent out). Once again, we have not been able to convince a colleague who faced difficulties to participate.

The committee would like to thank Jo-Anne Watier for all her efforts in setting up and running the workshops. We are also very grateful to all the presenters and faculty moderators.

### **Other activities**

The committee discussed the question of bias in the tenure process. Anecdotal evidence from MAUT advisors suggested that more female tenure candidates than male tenure candidates obtain 'TTN' letters at the time of tenure. The committee requested data from the Secretariat (attached). This indicates that over the past six years 11 out of 249 male candidates have received TTN letters (a rate of 4.4%) whereas 9 out of 159 female candidates have received TTN letters (a rate of 5.7%). The committee also observed that while the mean tenure denial rate at McGill over the past 5 years is just 1.9%, there appears to be a small bias in favour of male candidates (1.6% rate) compared to female candidates (2.2%). The committee have raised this difference with the Provost and Associate-Provost and will continue to track the numbers. Another related question that has been raised is that of racial bias in the tenure process, and the committee is considering how data on this may be obtained.

### **Proposed activities for next year**

The committee will review the workshop format to ensure that it remains relevant and will also pay careful attention to input from the participants.

### **Changes to Committee membership for next year**

No changes are proposed to the committee membership for next year

Submitted by: Andrew Kirk (Chair)

Year	Gender	DTC Tending to Negative	DTC Recommends Against Tenure	UTC Tending to Negative	UTC Recommends Against Tenure	Granted Tenure
2017-18	Male	X	X	X	X	No
	Male			X	X	No
	Male	X		X	X	No
2018-19	Male			X		Yes
	Female			X		Yes
	Female			X	Vote tied	Yes
2019-20	Female	X	X			No
	Female			x	x	No
	Male	X				Yes
	Female	X	X			Yes
	Male	X		X		Yes
2020-21	Female			X	X	Yes
	Female	X	X			Yes
2021-22	Female	X	X	X	X	No
	Female	X		X		Yes
	Male	X		X		Yes
	Male			X		Yes
2022-23	Male			Potentially		
	Male	X				
	Male	X				

Year	*Cohort	Male	Female	Denied Tenure	Granted Tenure
2017-18	49	30	19	3	41
2018-19	62	36	26	0	53
2019-20	61	34	27	2	57
2020-21	64	35	29	0	49
2021-22	55	33	22	1	50
2022-23	59	34	25	ND	ND

\*Includes withdrawals and deferrals