



Memorandum

Provost Office

James Administration Bldg., Room 504

Tel.: 514-398-4177 / Fax: 514-398-4768

TO: Senate

FROM: Lydia White, Associate Provost (Policies, Procedures & Equity)

SUBJECT: Report on Employment Equity

DATE: May 12, 2015

DOCUMENT #: D14-58

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

ISSUE: Presentation of Employment Equity statistics in the various employee sectors of the McGill workforce.

BACKGROUND & RATIONALE: McGill's Employment Equity Policy requires the periodic submission of a report to Senate on the status of employment equity. The last report was submitted to Senate in 2013. The present report provides an update, including 2014 and 2015. It also includes an update on data relating to gender differentials (salaries, awards, etc.) as far as tenure track and tenured academic staff are concerned. These differentials were previously presented separately, following on from a 2009 report of the Committee on Academic Staff Compensation (CASC).

MOTION OR RESOLUTION FOR APPROVAL: N/A

PRIOR CONSULTATION: N/A

NEXT STEPS: Board of Governors (for information)

APPENDICES: Appendix A: Report on Employment Equity 2015

McGill University
Report on Employment Equity
May 2015

McGill's Employment Equity Policy was implemented in June 2007. It requires the periodic submission of a report to Senate on the status of employment equity in the various employee sectors at McGill, including academic staff and administrative and support staff. The last report to Senate was presented in 2013; the statistics presented here include an update, covering 2014-2015.

Table 1 gives the proportion of female staff across the various sectors of employees at the University. The proportion of females to males has remained relatively stable since 2008, with gradual increases in certain categories: tenure track Assistant Professors (increase of 4.5%), tenured Associate Professors (5%), tenured full professors (3%), Contract Academic Staff Associate Professors (4.5%).

Table 2 presents data in terms of designated groups (women, Aboriginal peoples, persons with disabilities, ethnic minorities, visible minorities), based on self-reporting, not broken down by sector due to the small numbers in certain categories. Again, there has been little change in the proportion of any of the designated groups who have self-reported over the period under examination.

The data used to compile Table 2 come from the "Employment Equity Survey" of McGill employees. We track the employment of staff in the designated groups in accordance with the requirements of the Provincial Government, as well as our internal needs, via this survey. The response rate for most categories of McGill staff is now around 80%. The highest proportion of non responses is in the Contract Academic Staff category and the Trades and Services category. After considerable consultation, we developed a new version of the survey, which, after many delays in implementation, should be available online some time this year. All McGill employees will be strongly encouraged to complete the new survey once it becomes available.

Since 2009 we have been monitoring recruitment of tenure stream academic staff. Applicants for tenure track positions are invited to complete an optional survey which asks about membership in designated groups; departments report on how many members of designated groups applied for a position, were included in their short-lists, etc. We intend to develop an online version of this survey in 2015, to save departments time from gathering and compiling the data. Tables 3 and 4 present recruitment statistics. Note that, with the exception of women, the numbers reported in Table 4 represent the number of people who self-identified and not the actual number of people in each category applying for or being offered a position.

In this report, I also provide an update on gender differentials data for tenure track and tenured academic staff; these differentials were previously presented separately, following on from a 2009 report of the Committee on Academic Staff Compensation (CASC). Table 5 relates to the attainment of prestigious awards including CRCs and James McGill/William Dawson awards, where it can be seen that, with the exception of CRC1s, women receive fewer of these awards than would be expected given the size of the available candidate pool. Table 6 shows that there is still a significant discrepancy in salary at the level of Associate

Professor. Table 7 shows that women receive slightly higher, sometimes significantly higher, merit ratings than men.

Table 8 shows that the time to promotion to Full Professor is now significantly longer for women (by rather more than one year). We have been holding a number of information sessions encouraging female Associate Professors to put their names forward for consideration for promotion and advising chairs/directors to encourage them to do so. These efforts are beginning to take effect and we hope to see this difference in time to promotion reduced.

	Total 2008	2008: % female	Total 2009	2009: % female	Total 2010	2010: % female	Total 2011	2011: % female	Total 2012	2012: % female	Total 2013	2013: % female	Total 2014	2014: % female	Total 2015	2015: % female
TT Professor	600	17.3%	593	17.2%	602	18.1%	577	18%	586	17.9%	590	18.0%	610	19%	616	20.5%
TT Assoc Prof	574	30.3%	605	30.9%	649	32.4%	656	32.5%	669	34.4%	710	34.2%	712	34.3%	705	35%
TT Asst Prof	398	37.7%	385	39.2%	385	38.4%	335	40.3%	342	38.9%	310	42.6%	321	40.5%	292	42.8%
TT Librarian	5	60%	5	60%	5	60%	2	100%	1	100.0%	1	100.0%	1	100%	1	100%
TT Assoc Libr	27	74.1%	27	70.4%	27	70.4%	27	66.7%	26	73.1%	25	72.0%	25	72%	30	70%
TT Asst Libr	29	72.4%	32	78.1%	33	81.8%	35	82.9%	33	84.8%	33	81.8%	33	81.8%	27	81.5%
CAS Asst Librarian	8	100%	10	100%	9	88.9%	9	88.9%	4	100.0%	6	100.0%	7	71.4%	5	100%
CAS Prof	9	33.3%	7	42.9%	1	0%	6	33.3%	5	40.0%	6	16.7%	3	33.3%	3	0%
CAS Assoc Prof	45	28.9%	43	32.6%	25	32%	54	40.7%	52	42.3%	52	44.2%	47	42.6%	46	43.5%
CAS Asst Prof	95	41.1%	108	43.5%	110	47.3%	125	44%	104	41.3%	113	44.2%	99	41.4%	108	44.4%
CAS Fac Lecturer	222	52.7%	228	52.6%	254	52.8%	254	53.5%	232	56.9%	247	56.7%	227	55.9%	256	57.8%
CAS unranked	968	53.5%	964	52.7%	921	50.8%	1019	51.5%	929	53.1%	815	50.1%	785	55.5%	823	51.3%
Clerical	919	91.9%	936	91.2%	928	90.5%	941	90.1%	898	90.4%	913	90.3%	807	88.6%	803	88.9%
Executive	34	55.9%	32	50%	30	46.7%	16	37.5%	17	41.2%	17	35.3%	17	47.1%	17	52.9%
Library Assistant	128	71.1%	128	71.1%	112	71.4%	120	71.7%	110	70.9%	99	68.7%	80	67.5%	79	67.1%
Management	1362	63.7%	1444	64.6%	1584	64%	1620	63.8%	1698	64.0%	1776	63.8%	1646	64.2%	1762	65.6%
MUNACA other	22	59.1%	22	54.5%	18	61.1%	20	60.0%	20	60.0%	20	55.0%	20	55%	20	55%
Senior Academic Administration	24	25%	22	27.3%	21	28.6%	25	40%	24	41.7%	23	39.1%	22	36.4%	22	31.8%
Technician	513	48.5%	504	48%	493	48.3%	482	49.2%	463	49.2%	448	48.0%	395	47.6%	395	48.6%
Trades	429	15.2%	437	14.4%	432	13.9%	438	14.2%	444	14.6%	434	15.7%	411	16.3%	417	17%
Total	6411	51.9%	6532	52.1%	6639	52%	6761	52.4%	6657	52.7%	6638	52.6%	6268	52.2%	6427	52.9%

Table 1. McGill University 2008-2015. Proportion of female staff.

Note: TT=tenure stream; CAS=contract academic staff. Does not include nil salary appointments.
Data drawn from Banner, in April of each year.

	Total 2008	% of 2008	Total 2009	% of 2009	Total 2010	% of 2010	Total 2011	% of 2011	Total 2012	% of 2012	Total 2013	% of 2013	Total 2014	% of 2014	Total 2015	% of 2015
ABORIGINAL	17	0.4%	17	0.5%	17	0.3%	17	0.3%	15	0.3%	14	0.3%	15	0.3%	16	0.3%
DISABILITY	65	1.7%	59	1.6%	87	1.7%	77	1.5%	74	1.5%	72	1.5%	62	1.3%	70	1.4%
ETHNIC MINORITY	917	23.5%	879	23.6%	1187	23.3%	1222	23.7%	1182	23.4%	1159	23.5%	1116	24.1%	1148	24.4%
VISIBLE MINORITY	539	13.8%	513	13.8%	737	14.5%	731	14.2%	721	14.3%	710	14.4%	684	14.7%	706	14.6%
NO MINORITY	2359	60.5%	2259	60.6%	3071	60.2%	3102	60.2%	3050	60.5%	2977	60.4%	2761	59.5%	2779	59.1%
Total responses	3897		3727		5099		5149		5042		4932		4638		4699	

Table 2. McGill University 2008-2015. Employment breakdown by designated groups

Note: Data drawn from Employment Equity Survey, in April of each year.

	Male	Female	Unknown	Total
Applications	20752 (69%)	7464 (25%)	1732	29948
Offers	326 (61%)	207 (39%)		533

Table 3. Recruitment statistics 2009-2014 (calendar years)

	Aboriginal	Disability	Ethnic minority	Gender minority	Visible minority	Women	Total: All applicants
Total self-identified (% of total applications)	15 (0.17%)	37 (0.41%)	1918 (21.35%)	91 (1.01%)	1151 (12.81%)	2629 (29.26%)	8984
Offers (% of total offers)	1 (0.66%)	1 (0.66%)	14 (9.21%)	2 (1.32%)	11 (7.24%)	66 (43.42%)	152

Table 4. Recruitment statistics 2013-2014 (calendar years)

	2008		2011		2013		2015	
	Actual	Expected	Actual	Expected	Actual	Expected	Actual	Expected
William Dawson Scholars	14	16	15	13	10	15	9	12
James McGill Professors	15	17	16	18	16	20	16	23
CRC Tier I	11	11	12	13	13	12	17	14
CRC Tier II	18	26	17	23	18	26	22	24
Endowed Chairs	12	13	13	16	14	16	16	21

Table 5. Awards to female faculty members

Table 6. Mean salary

		Assistant	Associate	Full
2008	Female	\$82,158	\$105,281	\$132,021
	Male	\$86,681	\$106,787	\$135,674
Difference M-F		\$4,523 sig.	\$1,506 Not sig.	\$3,653 Not sig.
2011	Female	\$85,778	\$105,776	\$139,325
	Male	\$92,446	\$109,115	\$144,892
Difference M-F		\$6,668 sig.	\$3,339 Sig.	\$5,567 Not sig.
2013	Female	\$90,890	\$112,034	\$150,744
	Male	\$98,601	\$115,288	\$154,059
Difference M-F		\$7,711 sig.	\$3,254 Sig.	\$3,315 Not sig.
2015	Female	\$96,700	\$114,547	\$156,743
	Male	\$101,197	\$118,839	\$160,016
Difference M-F		\$4,497 Not sig.	\$4,292 Sig.	\$3,273 Not sig.

Population: tenure-track professors, excluding GFT(U)

Significance (Pr > |t|) tested at .05 level

Data from January 31st of each year

Table 7. Mean merit rating (1-5, 1 the highest)

		Assistant	Associate	Full
2008	Female	2.13	1.87	1.48
	Male	2.16	2.12	1.81
Difference M-F		0.03 Not Sig.	0.25 Sig.	0.33 Sig.
2011	Female	2.39	1.96	1.50
	Male	2.45	2.15	1.78
Difference M-F		0.06 Not Sig.	0.19 Sig.	0.28 Sig.
2013	Female	2.46	1.96	1.50
	Male	2.44	2.10	1.72
Difference M-F		-0.02 Not Sig.	0.14 Sig.	0.22 Sig.
2015	Female	2.73	1.83	1.51
	Male	2.75	2.05	1.63
Difference M-F		0.02 Not Sig.	0.22 Sig.	0.12 Not Sig.

Significance (Pr > |t|) tested at .05 level

Population: tenure-track professors, excluding GFT(U)

Table 8. Mean years between start of Associate and start of Full

2008	Female	8.99
	Male	8.60
Difference M-F		-0.39 Not sig.
2011	Female	9.15
	Male	8.28
Difference M-F		-0.87 Not Sig.
2013	Female	9.45
	Male	8.14
Difference M-F		-1.31 Sig.
2015	Female	9.59
	Male	8.13
Difference M-F		-1.46 Sig.

Population: tenure-track professors, excluding GFT(U)

Significance (Pr > |t|) tested at .05 level