



TO: SCUP

FROM: The Office of Faculty Relations

DATE: May 21, 2024

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 2023-2024.

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 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 sent to employees; therefore, information is only available for those individuals who have completed the Census.
- 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.

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 Assistant Professors, TS considered for Promotion and/or Tenure or Continuing 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
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The information related to the designated groups was provided by the Office of Faculty Relations. This information was provided, in aggregate form only, from Western's Equity Census database with the exception of gender. 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 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.

2008-2024 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*)

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 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 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
Members of racialized groups	s	2	0	2	0	2	0
Persons with Disabilities	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.