



FACULTY DIVERSITY IN UBC SCIENCE

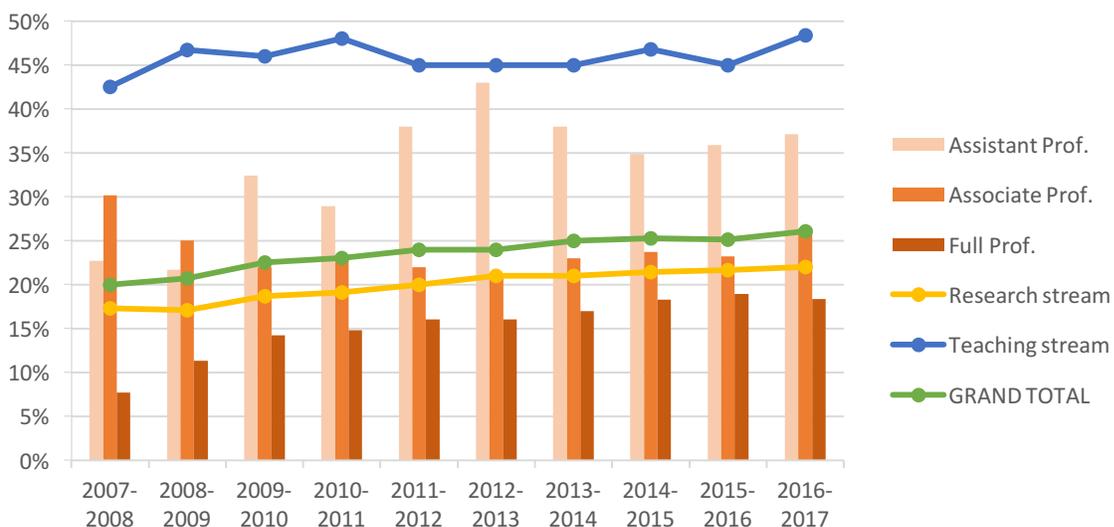
2017 Progress Report

In 2017, the Faculty of Science had 404 tenure-stream faculty members including 26% women, as compared to 15% women in 2000. Science faculty responding to the 2016 UBC Employment Equity Census identified as members of: Visible Minorities/Racialized people – 13.7%, Aboriginal people – <1%, Persons with disabilities – 1.3%, Sexual orientation minorities – 6.3%. (Census response rate: 75%)

Stream		Research-stream faculty						Teaching-stream faculty		Total	
		Full Prof.		Assoc. Prof.		Asst. Prof.					
Rank		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
2016	Number	43	192	19	53	13	22	30	32	105	299
-2017	Percent	18%	82%	26%	74%	37%	63%	48%	52%	26%	74%
2000	Percent	3%	97%	12%	88%	30%	70%	53%	47%	15%	85%

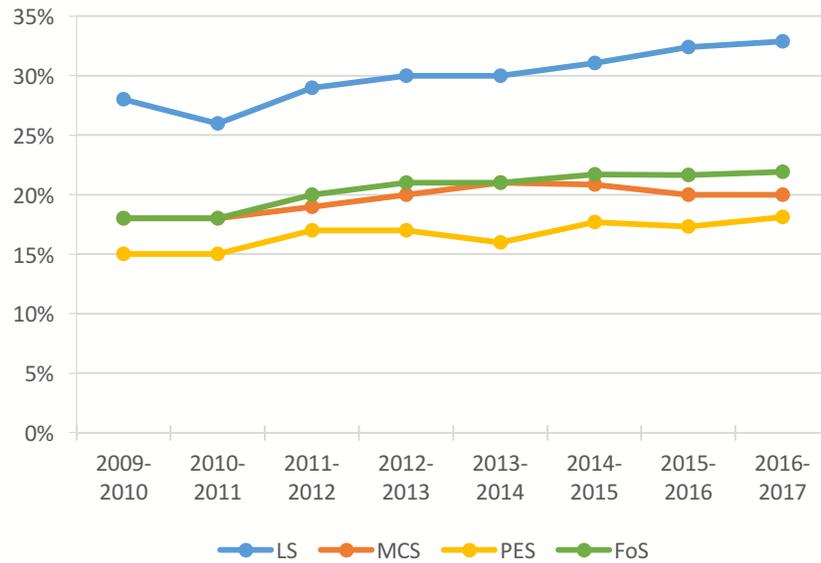
Since 2008, the Faculty of Science has seen a slow but steady increase in the percentage of women faculty in the research stream while the teaching stream has remained constant around a multi-year average of 45%. The representation of women among Full Professors has increased substantially from 3% in 2000 and 8% in 2008 to 18% in 2017. (Source: Annual snapshots as of Nov. 1 of report year, i.e. Nov. 2017 for 2017 report)

Representation of Women Faculty by Stream: 2008-2017

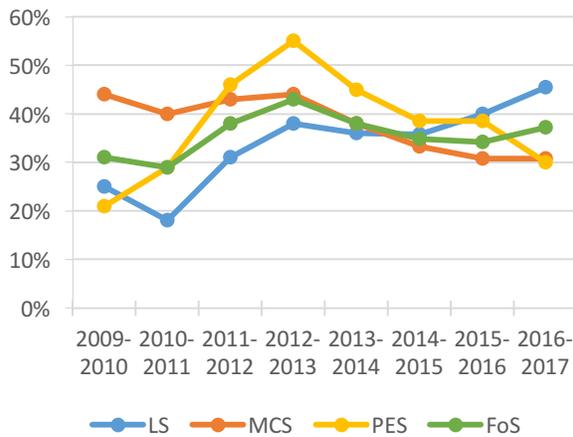




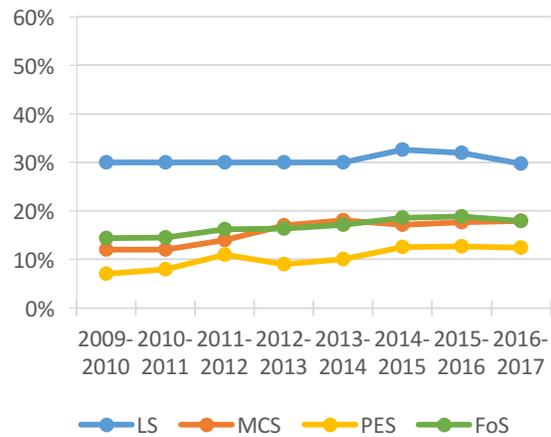
Representation of Women Research Faculty by Field: 2010-2017



Assistant Professors



Full Professors



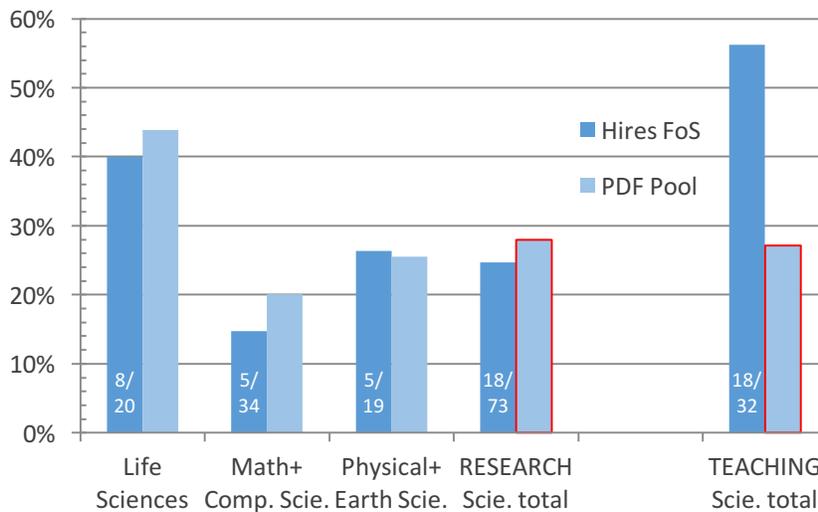
- LS:** Life Sciences (Botany, Microbiology, Zoology)
- MCS:** Mathematical and Computational Sciences (incl. Statistics)
- PES:** Physical and Earth Sciences (Physics, Chemistry, Earth/Ocean/Atmospheric Sciences)
- FoS:** Faculty of Science (total, including LS, MCS, PES and Interdisciplinary Institutes)



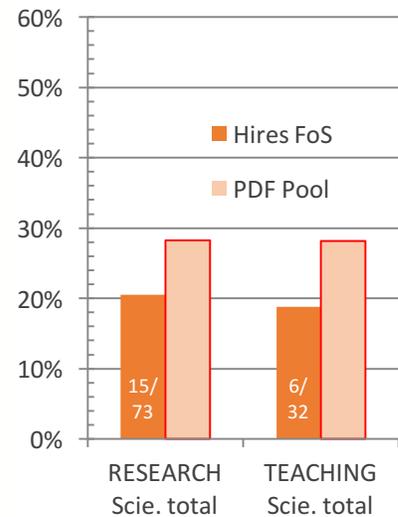
Representation of Women and Visible/Racialized Minorities in New Hires

Compared to Postdoctoral Fellow Pool 2010-2017

Women in Research (by Field) and Teaching Streams



Visible/Racialized Minorities in Research and Teaching Streams



The representation of an employment equity group (women, Vis./Rac. Min.) for Scie. total is the average of respective PDF pools in the three fields (LS, MCS, PES) weighted by the numbers of FoS hires in each field. Source for pool data: National Science Foundation – PDF by sex and race/ethnicity (USA).

Across Science, the average representation of women (25%) among research-stream hires (accepted offers) in past eight years (2010-2017) was slightly below the available pool of women postdoctoral fellows (PDF, 28%).

Fifty-six percent faculty hires in the teaching stream were women, more than twice their representation in the PDF pool. The representation of members in the designated equity group of Visible/Racialized Minorities hired into the research stream (21%) and teaching stream (19%) falls short of their respective PDF pools (28%).

All recruiting committees participated in an orientation session on implications of unconscious bias, conflict of interest, confidentiality, and the implementation of objective hiring criteria.

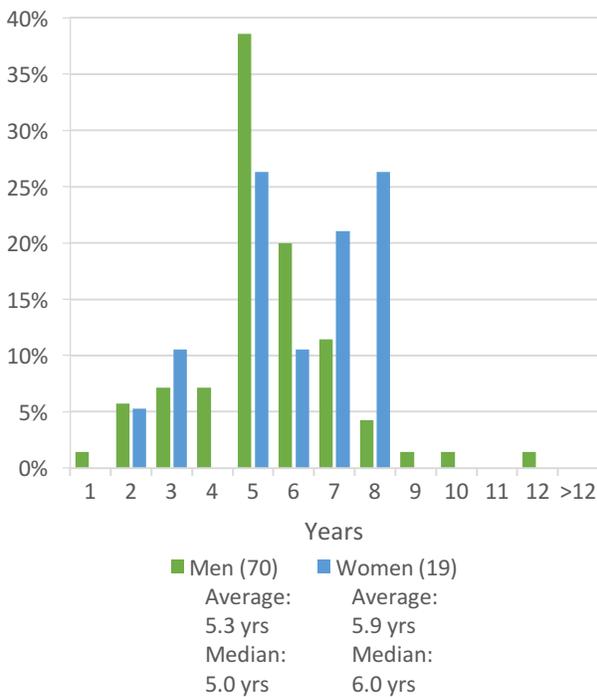
Faculty of Science Recruiting Guidelines: science.ubc.ca/faculty/recruiting



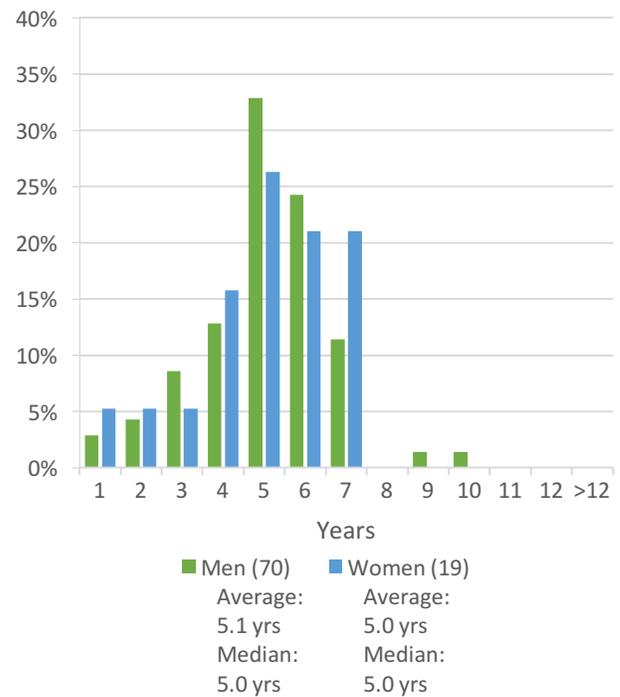
Progression of UBC Science Faculty Members

Time to Promotion to Assoc. Prof. 2008-2017

Percentage of Women and Men, respectively, by Time to 1st Promotion



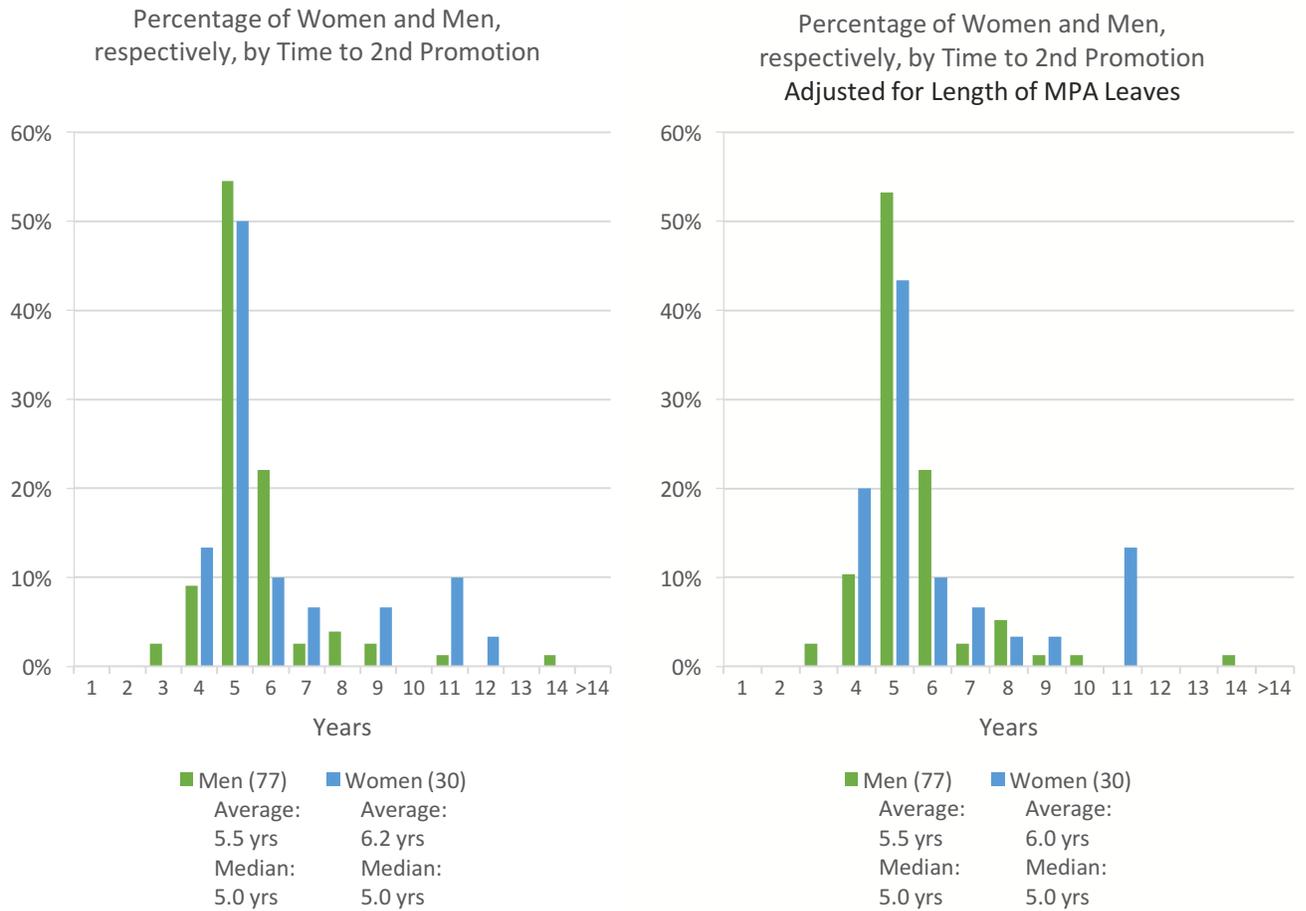
Percentage of Women and Men, respectively, by Time to 1st Promotion Adjusted for Tenure-clock Extensions



There was no average lag for women compared to men when Time to Promotion to Assoc. Prof. was adjusted for maternity, parental and adoption (MPA) leaves (one year of tenure-clock extension was subtracted for each unique leave). Faculty with Time to 1st Promotion > 7 years had achieved tenure by end of their 7th year.



Time to Promotion to Full Prof. 2008-2017



There remained an average lag of 0.5 years in Time to Promotion to Full Prof. for women when adjusted for MPA leaves (total length of time on MPA leave(s) was subtracted). In part, women’s lag may reflect efforts to promote deserving faculty who may have hesitated before for other reasons.



Representation of Women in Leadership

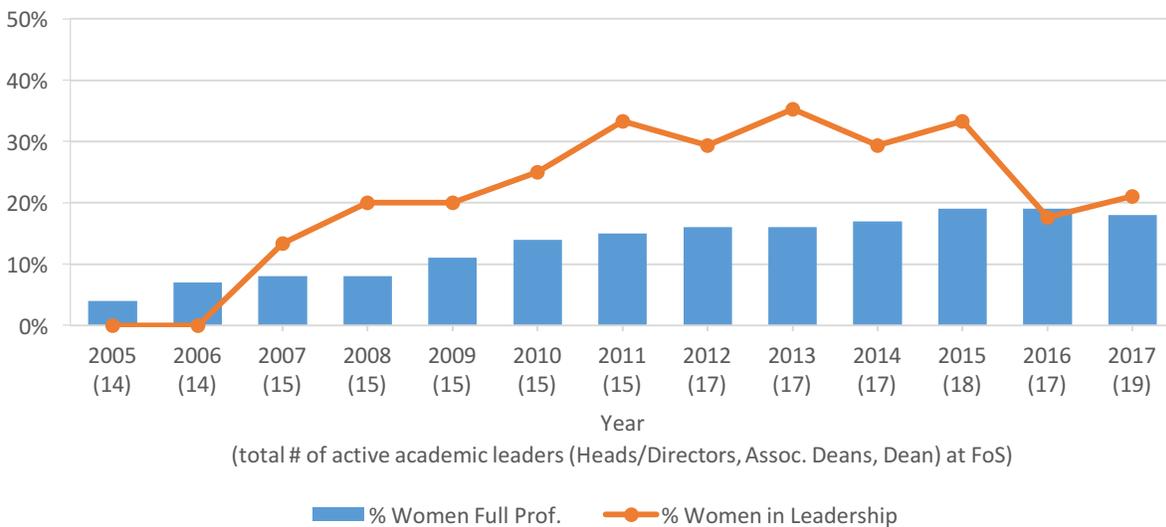
Women in FoS Academic Leadership Positions: 2017

In 2017, four (21%) out of 19 academic leaders in UBC Science were women, including three female Associate Deans and one female department head.

In addition, three Science faculty members were part of the university’s senior academic leadership: two women (VP Research & Innovation, Sr. Advisor to the Provost) and a man (Assoc. Provost).

2017 (as of Nov 1)	Women	Men	% Women	Heads/Directors include chairs of nine departments and three interdisciplinary research institutes.
Heads/Directors	1	11	8%	
Associate Deans/Dean	3	4	43%	
Total	4	15	21%	

Women in FoS Academic Leadership Positions and Full Professor Pool: 2005-2017



The representation of women in leadership positions peaked at 30-35% in 2011-2015 – exceeding the pool, i.e. representation of women among UBC Science’s full professors, by far.

Estimated representation of members of Visible Minorities/Racialized people was zero in ten years and six percent in three years out of 13 years (2005-2017). Current estimate (UBC Employment Equity Census 2016) of representation of this designated employment equity group among UBC Science full professors is at 13%.