

Diversity of UBC Science Faculty Members

In 2015/2016, the Faculty of Science had 406 tenure-stream faculty members including 25% women, as compared to 15% women in 2000. Science faculty responding* to the 2016 UBC Equity Employment Census identified as members of Visible minorities – 13.7%, Aboriginal people – <1%, Persons with disabilities – 1.3%, Sexual orientation minorities – 6.3%.

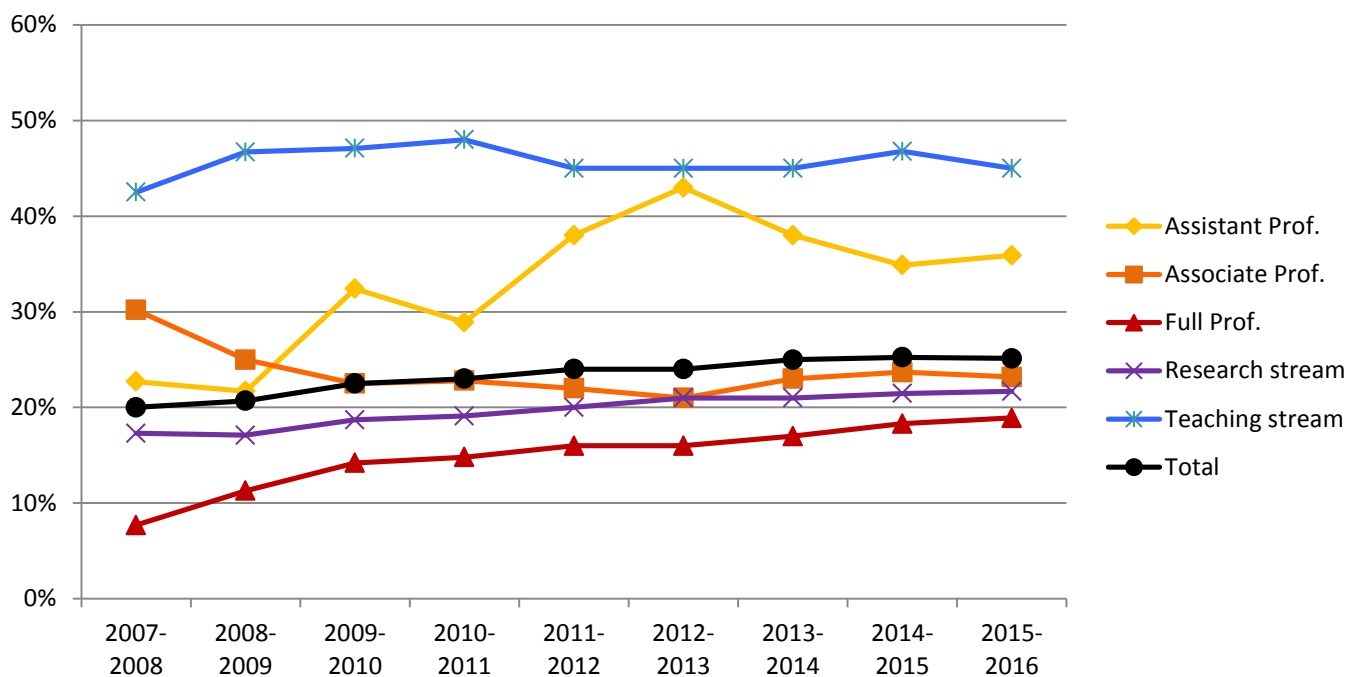
*Response rate: 75%

Stream		Research-stream faculty						Teaching-stream faculty		Total	
Rank		Full Prof.		Assoc. Prof.		Asst. Prof.					
		Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
2015	Number	45	193	16	53	14	25	27	33	102	304
-2016	Percent	19%	81%	23%	77%	36%	64%	45%	55%	25%	75%
2000	Percent	3%	97%	12%	88%	30%	70%	53%	47%	15%	85%

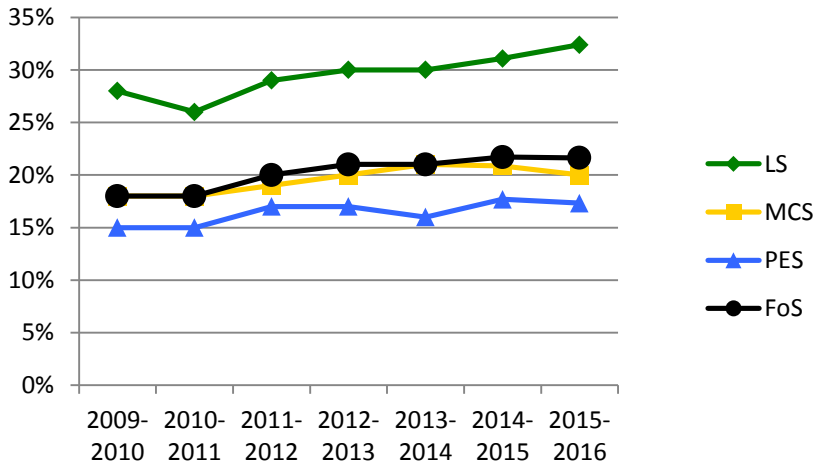
Since 2008, the Faculty of Science has seen a slow but steady increase in the percentage of women faculty in the research stream while the teaching stream has remained constant around a multi-year average of 45%. The representation of women among Full Professors has increased substantially from 3% in 2000 and 8% in 2008 to 19% in 2016.

#Annual snapshots as of Nov 1 of report year (i.e. Nov 2016 for 2015/2016 report).

Representation of Women Faculty by Stream and Rank 2008-2016#

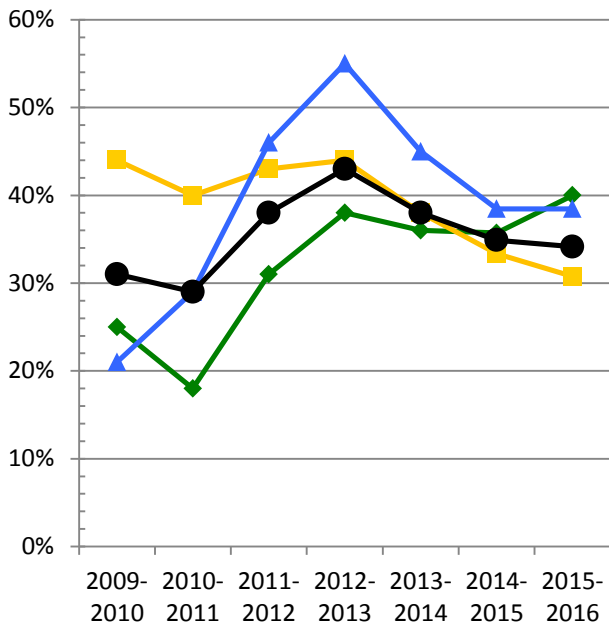


Representation of Women Research Faculty by Field

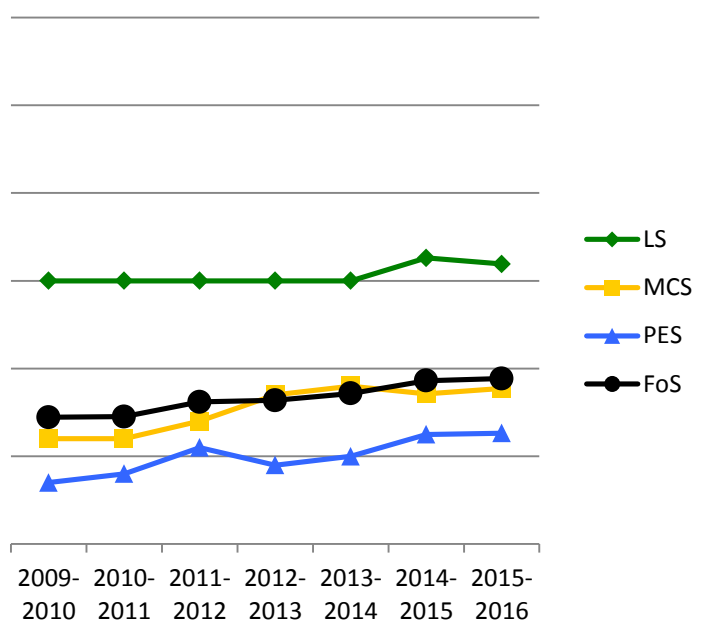


Representation of Women Research Faculty by Field and Rank

Assistant Professors

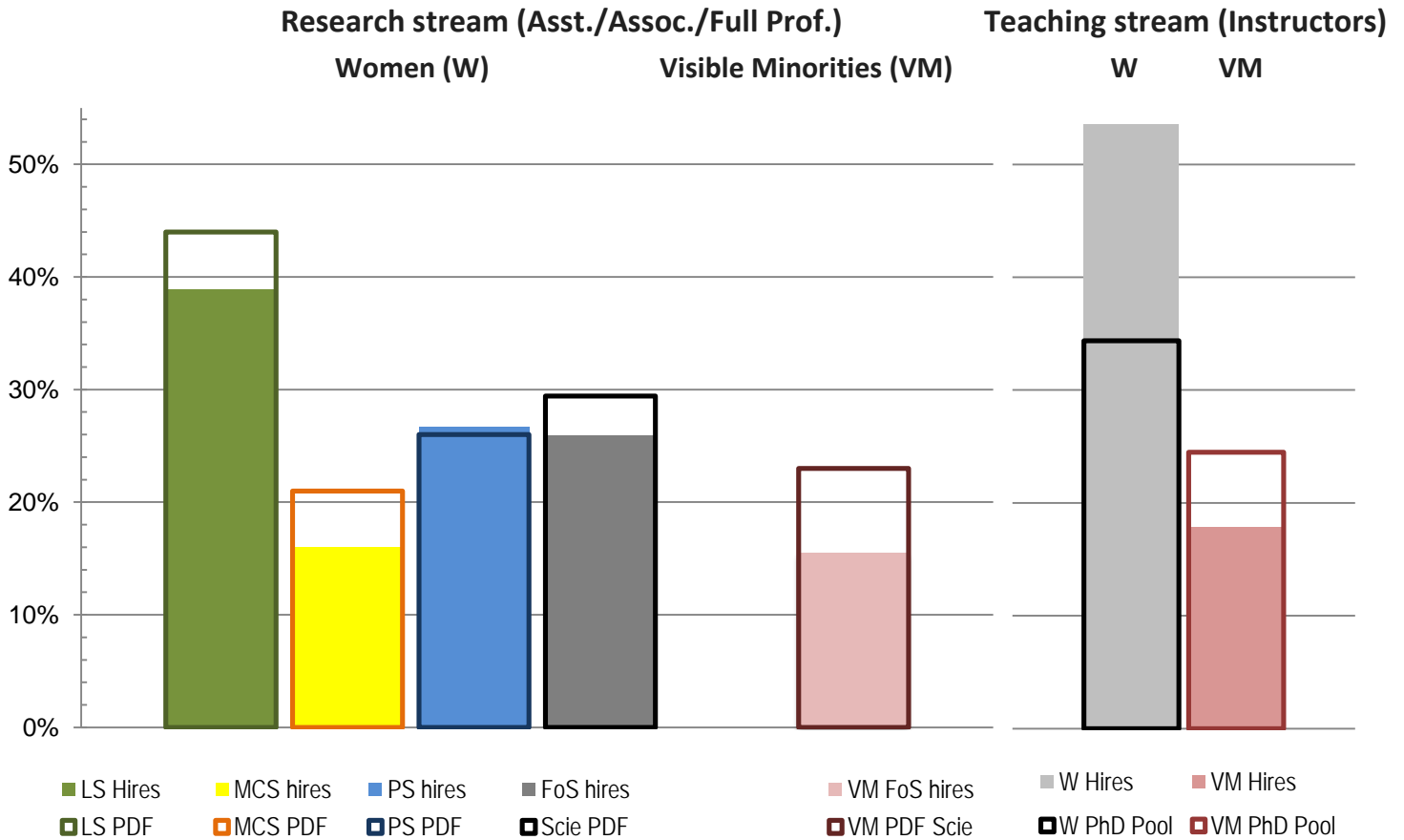


Full Professors



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

Representation of Women and Visible Minority in New Hires (2010-2016)



Overall, the representation of women (26%) among Faculty of Science hires in past seven years was close to the available pool[#] of women post-doctoral fellows (29%), with hires in PES above, and LS and MCS below their respective PDF pools.

The rate of members in designated equity group of “visible minorities” (VM) hired into the research stream (16%) and teaching stream (18%) falls short of the PDF (23%) and PhD pool (25%), respectively.

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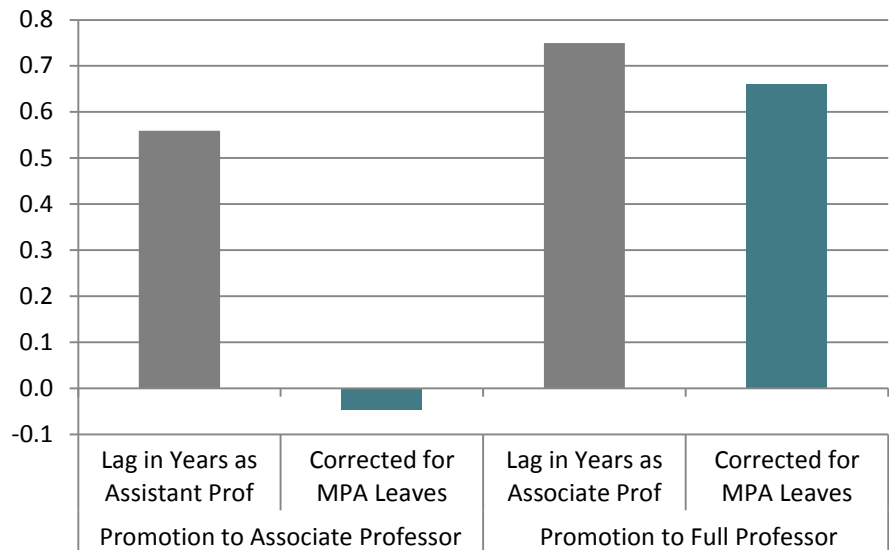
Faculty of Science recruiting guidelines are online at <http://science.ubc.ca/faculty/recruiting>

All recruiting committees participate in an orientation session to discuss implications of unconscious bias, conflict of interest and the implementation of objective hiring criteria.

Progression of UBC Science Faculty Members

There was no lag between women and men for promotion from Assistant to Associate Professor in Science when maternity, parental and adoptive leaves were taken into consideration.* There remained an average lag of about eight months for women compared to their peer men for the time to promotion to Full Professor.**

Time to Promotion: Lag for Women Faculty (2008-2016)



*For time to 1st promotion (Asst. to Assoc. Prof.), a full year of tenure clock extension was subtracted for each unique maternity/parental/adoption (MPA) leave. For time to 2nd promotion (Assoc. to Full Prof.), the actual length of time on maternity/parental/adoption (MPA) leave was subtracted.

**Only successful promotions are included in this calculation. In part, women's lag may reflect efforts to promote deserving women faculty who may have hesitated for other reasons to step up.

Representation of Women in Leadership

Among Faculty of Science leaders in 2015/2016, 30% were women: three of twelve department heads, two of seven research institute leaders, and two of four Associate Deans.

In 2016, three active Science faculty members including two women were part of the university's senior academic leadership.