Draft

Work Group on Women Professors' Academic Careers
Faculty of Science, McGill University
(2004-2005)

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Women are well-represented among the junior faculty. Currently 35% of the assistant professors are women.  This compares well to the proportion of women among the graduate students.  In addition to being hired, women are being given distinctions; 25% of the Dawson fellows are women and 30% of the CRC Tier II chairs are held by women. If there is continued success in recruiting women and women who are recruited remain at McGill and become tenured, then the representation of women among the tenured faculty will increase over time. It should be noted though that there has been substantial variation in the success of recruiting women across departments.

|  | Female | Male | Total | %Female |
|---|---|---|---|---|
| B.Sc. students (Full-Time, Fall 2004) | 2202 | 1502 | 3704 | 59% |
| M.Sc. students (Full-Time, Fall 2004) | 155 | 258 | 413 | 38% |
| Ph.D. students (Full-Time, Fall 2004) | 162 | 261 | 423 | 38% |

pool that is female. As detailed in Appendix A, Tables 2 and 3, the hiring pools vary quite widely depending on the discipline and even the subarea of the particular hire. However, it is clear that

Faculty members have experienced delays in returning to work while searching for appropriate day care spots and long daily commutes to day care facilities once they find a spot. It is exceptionally important that this issue be addressed in a serious manner.

### Recommendation

McGill must recognize the importance of this issue and immediately act to provide new day care facilities which will be available to faculty. The Faculty of Science and its members should exert pressure on the McGill administration to hasten action.

### 3.2   Spousal Hiring

Many new faculty members come with spouses who need academic or non-academic jobs.

### Recommendations

- For academic jobs, McGill should have a policy, and associated budget, for encouraging the hiring of highly-qualified spouses within other units at McGill.

- For non-academic jobs, McGill should provide serious career advisors and support for a job search for a spouse. This support should be for a reasonable length of time, perhaps up to one year.

### 3.3   Maternity/Adoption/Parental Leaves

McGill's policy with respect to leaves needs to be revisited. Currently there appears to be no real policy for adoption leaves that mirrors that of maternity leaves.

Furthermore, the policies for "stopping the clock" for reappointments and tenure are not satisfactory. The current regulation from page 51 of the Handbook of Regulations and Policies for Academic and Librarian Sta , states:

> **1.6** Upon return from maternity leave the sta  member shall notify the Vice-Principal (Academic), in writing, whether she wishes the period of the maternity leave to be counted as credited service for the purpose of tenure consideration. Notwithstanding, the period of maternity leave shall not count as credited service for the purpose of sabbatic leave consideration.

However, one must also consider that miscarriages which occur before this time limit, since this can also profoundly impact the faculty member.

Finally, it was brought to the attention of the work group that some McGill policies make it difficult to continue to run a research group while on maternity leave. For example, it is apparently McGill's policy to cancel a professor's P-card while on maternity leave. This makes it very difficult to purchase supplies for the ongoing activities in the lab.

## Recommendations

to some US institutions, but is also substantially less than some Canadian Universities. For example, Concordia has a new award-winning plan that allows for leave at 93% pay for up to 52 weeks for mothers (maternity leave + parental leave) and up to 35 weeks for adoptive parents (see `http://ctr.concordia.ca/2002-03/March_27/04-parentalleave/index.shtml` ).

With many of our faculty members living far away from the support of extended families, there is a need for support special situations such as daily day care for sick children and support for elder-care. It would be very helpful if McGill could organize programs in this area. The actual use of the programs could be paid by a user fee, and there is no reason that it the program cannot use outside organizations, but the support and framework of the program could be done by McGill.

### Recommendation

McGill should seriously consider new support for family-friendly policies and try to implement at least some of these policies within the next two years.

## 4   Hiring

While the Faculty of Science as a whole has seen progress in the hiring of women, this progress has been slower in some of the disciplines (such as Mathematics and Physics) where women are traditionally less well represented.

### Recommendations

We recommend that the faculty take a more active approach in promoting the hiring of new female faculty, particularly in those departments where they are currently underrepresented. Specifically, the faculty should:

(a) Ensure that the following policy, which apparently has been the o cial McGill policy since 2001, be seriously enforced, and widely publicized.[3]

> "... when an academic vacancy is approved, the respective department must produce a plan outlining what measures will be taken to attract applications from suitably q-1(ly)404(30w5(to)(ap)11(d)-404(Ph)28(ysics)-3(w)-1(i)1(ll)-1(n)-4d)1(.)(ou)17tTd[suit331-1 ambl1(e)-296(ap)11(d)-404(Ph)2692(ad)1(liati1(.)2692nd)-3260()-1(n)1(c)-1(eu)1(tragn)1(g)-296(th)96

responsibilities. Specifically, departments should provide information about the yearly mean and range of (1) membership on student supervisory committees, (2) membership on departmental committees, and (3) membership on university committees and other university level assignments (e.g., pro-dean).

## 6   Respect in the University Community

### Recommendation

We recommend that the mandate of our work group be extended for one more year, to the 2005-2006 academic year. The membership may have to change slightly as Professors Moore and Moskowitz will be on sabbatical leave for 2005-2006. For 2005-2006, the mandate of the work group should be to:

- Act as a point of contact between the Faculty of Science work group and other groups interested in similar issues, including the Faculty of Science senators, MAUT, and the Senate Committee on Equity.

- Serve as a resource for the Dean of Science and help him act on the recommendations made in this report.

- Review new data for 2005-2006 and report on progress (or lack of progress) made by the end of 2005-2006.

- Possibly make new recommendations, based on new data or feedback from members of the Faculty.

- At the end of 2005-2006 recommend if the work group should be replaced by a more permanent Faculty of Science committee or not.

# A  More Detailed Data

## A.1  Student and Faculty Data by Department

Figure 1 summarizes the number and female/male ratios for students, faculty and hiring; for each department and for the Faculty of Science overall.

For each department, eight bars are given. The first three bars give the number and ratio of students at the B.Sc., M.Sc. and Ph.D. level (data from 2004). Note that there is a significant drop in the proportion of females at the graduate level, and that both Physics and Computer Science have a low proportion of females even at the undergraduate level.
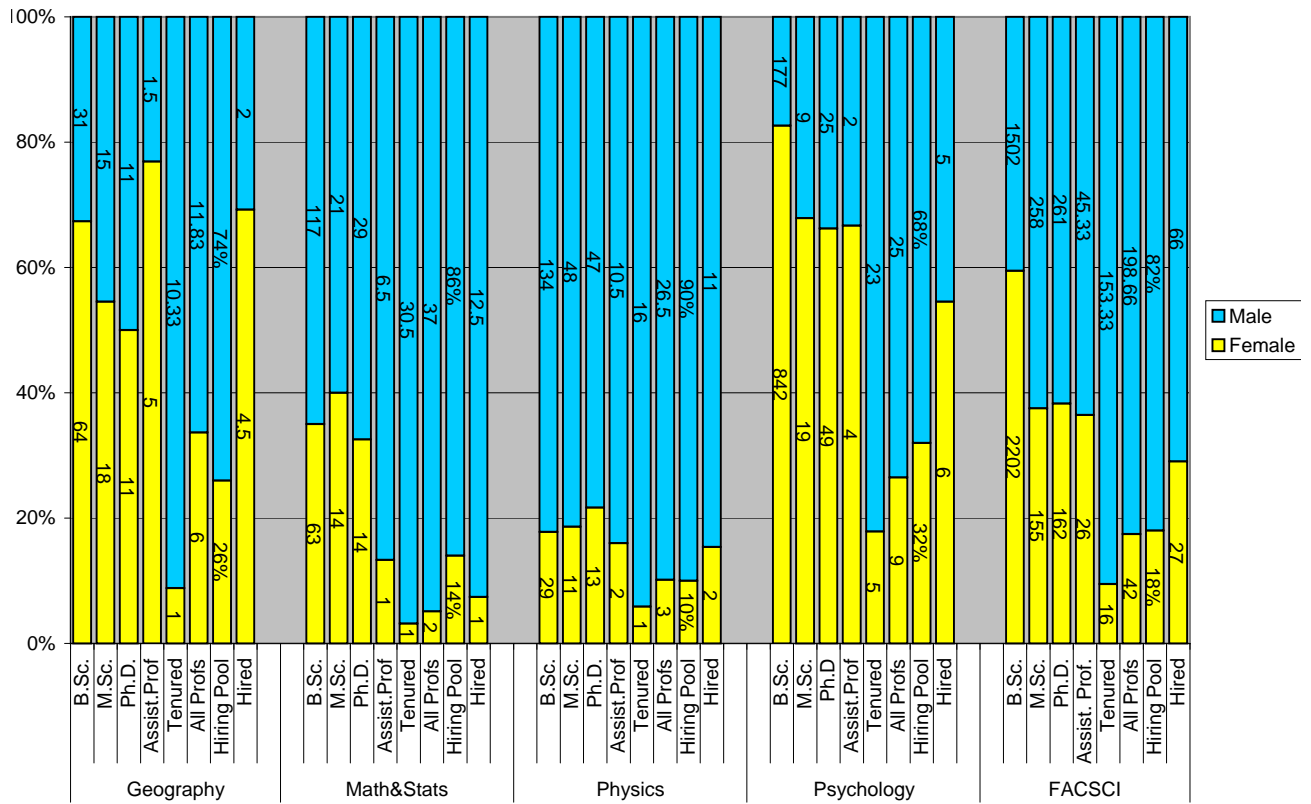
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Figure 1: Summary of Student Enrollment, Faculty and Hiring by Department (for description see Section A.1)

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| | Appointment | | | Hiring Pool and Short List | | | | | Dept. Summary | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Department | Year | Rank | F/M | FSL | F | M | Tot | %F | F | Tot | %F | HP |
| AOS | 2002 | Full | M | N | 0 | 6 | 6 | 0% | 0 | 1 | 0% | 0% |
| Biology | 2005 | Full | M | N | 5 | 21 | 26 | 19% | 4 | 16 | 25% | 24% |
| Biology | 2004 | Full | F | Y | 34 | 59 | 93 | 37% | | | | |
| Biology | 2003 | Assoc | M | Y | 47 | 95 | 142 | 33% | | | | |
| Biology | 2003 | Assoc | M | Y | 47 | 95 | 142 | 33% | | | | |
| Biology | 2002 | Asssoc | M | Y | 19 | 52 | 71 | 27% | | | | |
| Biology | 2005 | Assist | M | Y | 4 | 32 | 36 | 11% | | | | |
| Biology | 2004 | Assist | F | Y | 47 | 95 | 142 | 33% | | | | |
| Biology | 2004 | Assist | M | Y | 8 | 42 | 50 | 16% | | | | |
| Biology/MSE | 2004 | Assist | M | Y | 8 | 29 | 37 | 22% | | | | |
| Biology | 2003 | Assist | F | Y | 15 | 38 | 53 | 28% | | | | |
| Biology | 2003 | Assist | M | Y | 15 | 38 | 53 | 28% | | | | |
| Biology | 2003 | Assist | M | N | 6 | 36 | 42 | 14% | | | | |
| Biology | 2003 | Assist | M | Y | 9 | 55 | 64 | 14% | | | | |
| Biology | 2002 | Assist | F | Y | 19 | 52 | 71 | 27% | | | | |
| Biology/Redpath | 2002 | Assist | M | ? | 14 | 52 | 66 | 21% | | | | |
| Biology | 2002 | Assist | M | Y | 3 | 21 | 24 | 13% | | | | |
| Chemistry | 2004 | Full(IRC) | M | N | 0 | 1 | 1 | 0% | 1 | 11 | 9% | 17% |
| Chemistry | 2004 | Full(IRC) | M | N | 0 | 1 | 1 | 0% | | | | |
| Chemistry | 2003 | Full(CRC) | M | N | 0 | 2 | 2 | 0% | | | | |
| Chemistry | 2002 | Full(CRC) | M | N | 0 | 2 | 2 | 0% | | | | |
| Chemistry/AOS | 2005 | Assist | M | Y | 8 | 30 | 38 | 21% | | | | |
| Chemistry | 2005 | Assist | M | Y | 12 | 41 | 53 | 23% | | | | |
| Chemistry | 2005 | Assist | M | Y | 12 | 41 | 53 | 23% | | | | |

| Appointment | | | | Hiring Pool and Short List | | | | | Dept. Summary | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Department | Year | Rank | F/M | FSL | F | M | Tot | %F | F | Tot | %F | HP |
| Geography | 2005 | Assoc | M | Y | 16 | 52 | 68 | 24% | 3 | 7 | 43% | 26% |
| Geography | 2004 | Assist | F | Y | 9 | 12 | 21 | 43% | | | | |
| Geography | 2003 | Assist | M | Y | 4 | 39 | 43 | 9% | | | | |
| Geography | 2003 | Assist(CRC) | M | N | 0 | 1 | 1 | 0% | | | | |
| Geography | 2003 | Assist | F | Y | 6 | 15 | 21 | 29% | | | | |
| Geography | 2002 | Assist | F | Y | 17 | 34 | 51 | 33% | | | | |
| Geography | 2002 | Assist | M | Y | 6 | 32 | 38 | 16% | | | | |
| Math | 2004 | Full(CRC) | M | N | 0 | 1 | 1 | 0% | 0 | 8 | 0% | 14% |
| Math | 2002 | Full(CRC) | M | N | 1 | 17 | 18 | 6% | | | | |
| Math | 2002 | Assoc | M | Y | 9 | 63 | 72 | 13% | | | | |
| Math | 2002 | Assoc | M | Y | 12 | 52 | 64 | 19% | | | | |
| Math | 2005 | Assist | M | N | 27 | 175 | 202 | 13% | | | | |
| Math | 2004 | Assist | M | Y | 12 | 52 | 64 | 19% | | | | |
| Math | 2003 | Assist | M | Y | 15 | 120 | 135 | 11% | | | | |
| Math | 2002 | Assist | M | Y | 5 | 19 | 24 | 21% | | | | |
| Physics | 2004 | Full(CRC) | M | N | 5 | 92 | 97 | 5% | 2 | 11 | 18% | 10% |
| Physics | 2003 | Full(CRC) | M | N | 1 | 28 | 29 | 3% | | | | |
| Physics | 2005 | Assist | M | N | 16 | 114 | 130 | 12% | | | | |
| Physics | 2005 | Assist | M | Y | 28 | 126 | 154 | 18% | | | | |
| Physics | 2004 | Assist | M | Y | 17 | 101 | 118 | 14% | | | | |
| Physics | 2004 | | M | Y | 7 | 84 | 91 | 8% | | | | |
| Physics | 2004 | Assist | M | Y | 28 | 126 | 154 | 18% | | | | |
| Physics | 2004 | Assist | M | N | 3 | 69 | 72 | 4% | | | | |
| Physics | 2004 | Assist | F | Y | 4 | 32 | 36 | 11% | | | | |
| Physics | 2003 | Assist | F | Y | 9 | 61 | 70 | 13% | | | | |
| Physics | 2002 | Assist | M | Y | 7 | 100 | 107 | 7% | | | | |
| Psychology | 2002 | Full(internal) | F | Y | 1 | 0 | 1 | 100% | 5 | 7 | 71% | 32% |
| Psychology | 2003 | Full(CRC) | F | Y | 28 | 51 | 79 | 35% | | | | |
| Psychology | 2003 | Assoc | M | Y | 12 | 33 | 45 | 27% | | | | |
| Psychology | 2004 | Assist | F | Y | 25 | 69 | 94 | 27% | | | | |
| Psychology | 2004 | Assist | F | Y | 25 | 69 | 94 | 27% | | | | |
| Psychology | 2003 | Assist | M | Y | 4 | 22 | 26 | 15% | | | | |
| Psychology | 2002 | Assist | F | Y | 14 | 9 | 23 | 61% | | | | |

Table 3: Hiring Pool Data (Part B) (FSL:Female on Short-List, HP: Average of %females in Hiring Pool, for further description see Section A.2. Data continued from Table 2.)

## B   What is a good hiring goal?

In order to set some reasonable targets for hiring, we can approximate the number of hires in the next 10 years by the number of professors expected to retire.  As shown in Table 1, we have 27 males already over 65 years of age (and no females), and 25 males and 3 females between the ages of 60 and 65.

For the sake of a simple model, let us assume that all professors over the age of 65 will retire in the next five years, and all professors between 60 and 65 retire in the subsequent five years, and further, that new hires replace these retirees.  Then, as shown in Figure 2, if 20% of the new hires are women (i.e. about the level of the current hiring pool), about 21% of the professors will be women in the year 2015.  Even if we replace **all** of the retiring professors with women, only about 38% of the faculty will be women in 2015.  It seems that a reasonable target would be to try and hire between 30% and 40% women, for a target of 23-25% of the faculty being women in 2015.  In order to achieve this goal we must continue our proactive search for high-quality women, work on retention of women we have, and further improve on the hiring pool.



Figure 2: Forecast of %Female Faculty, assuming different proportions of female hiring.

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