

REPORT OF THE EQUITY COMMITTEE OF THE CPA, JULY 2001

Two activities marked this year: the organization of a round-table during the CPA Congress and a major survey on equity issues in philosophy departments.

The aim of the round table was to discuss the question of whether the committee, which is supposed to promote equity with respect to all minorities, should start to establish statistics about minorities other than women; up to now, the annual statistics and the major part of the major surveys concerned the representation of women. The participants were: Samantha Brennan (UWO), Cressida Heyes (Alberta), Christine Overall (Queen's), Dale Turner (Dartmouth) and Daniel Weinstock (Université de Montréal). Note that the question of whether to investigate equity issues for all minorities gives rise to one of our recommendations at the end of this report.

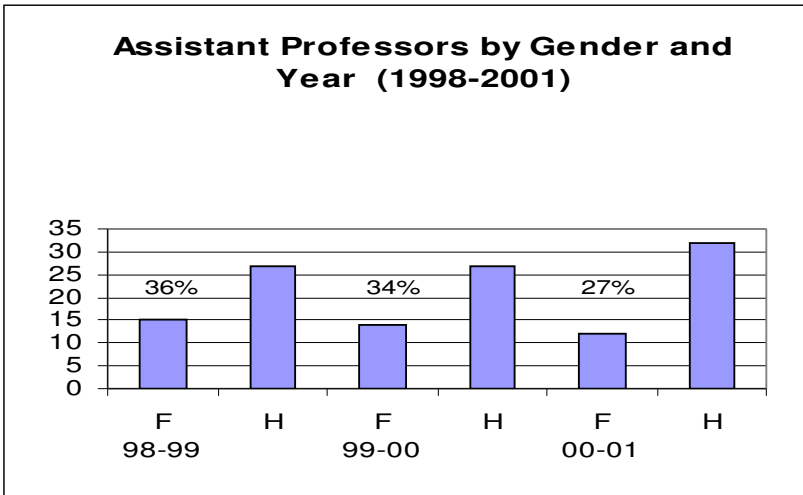
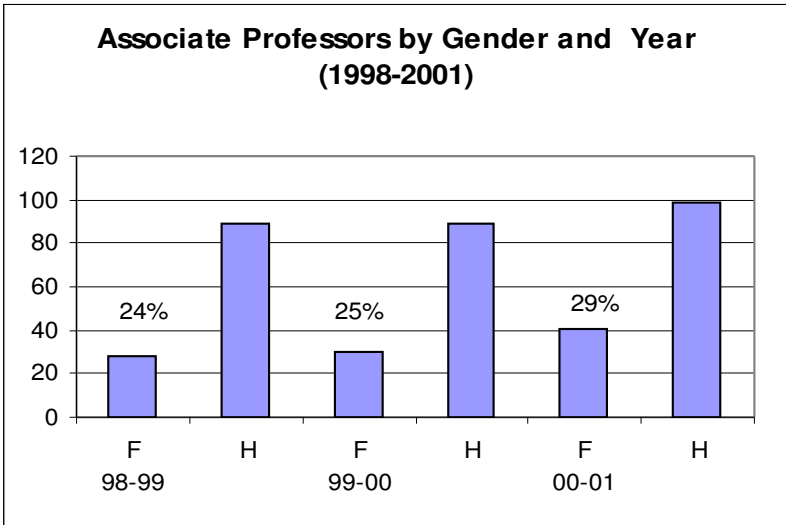
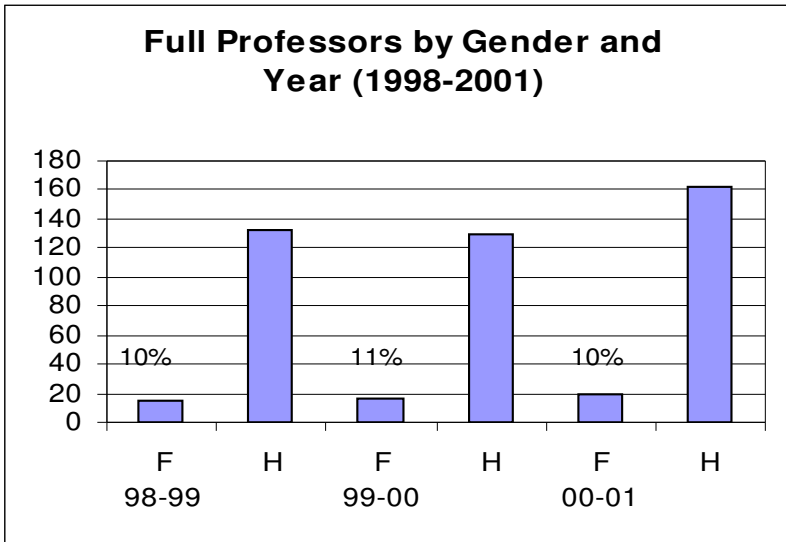
The committee had as a special mandate this year to make a major survey of the kind that has been conducted every three or four years. The last one dates back to June 1997. By contrast to what has been done previously and following the recommendations of the members of the committee responsible for the last major survey, the committee has decided to make a more modest survey, compared to the 1997 one. In 1997, only 30% of the contacted institutions replied (and some responses provided were incoherent). One of our aims was to obtain a better response rate, and this aim has been reached, since 66% of the contacted departments have replied. Moreover, we didn't use a private company but conducted the survey ourselves with the invaluable help of a very efficient philosophy student, Catherine Boucher. Thus, instead of costing \$1950 as in 1997, our survey cost us only \$600.

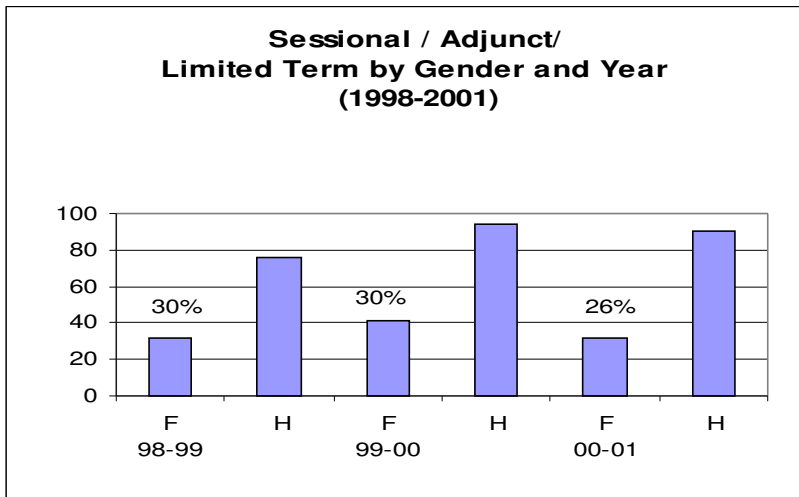
The survey began in mid-April, the preparation of the questionnaire having started in January. 31 out of 47 departments sent back answers. Catherine Boucher did a good job calling people and sending electronic messages to get as much feedback as possible. We decided to consider the last three years: 98-99, 99-00, 00-01. Moreover, we concentrated on the representation of women in the departments, on the representation of women in graduate studies (particularly with respect to graduation rate), and finally the percentage of women at the hiring level. Only the last question was about other sorts of minorities.

Below are the results of the survey and some specific remarks about their meaning.

Question 1: Please indicate the number of men and women employed by your department at each of the following levels.

Results: (Note that the numbers on the left (0 to 180 in this case) represent the number of people in the given category. The percentages above the columns represent the number of women with respect to the total number of men and women in the given the category (e.g. 10% of the full professors were women in 98-99). "F" stands for women and "H" for men.)

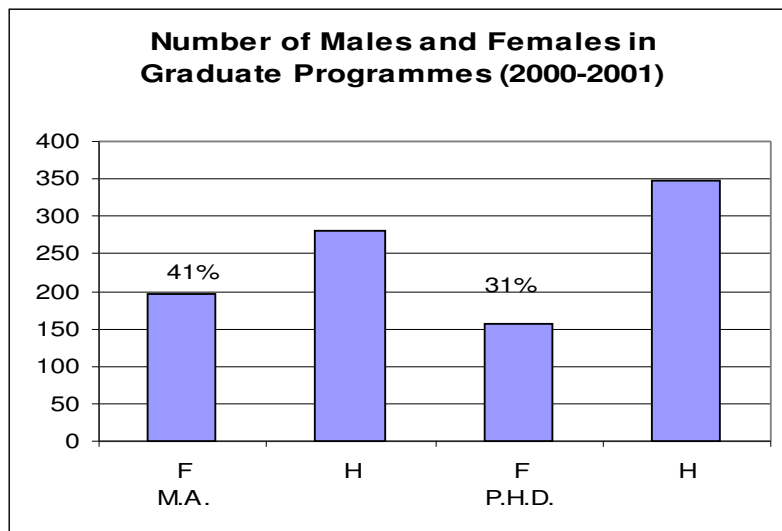


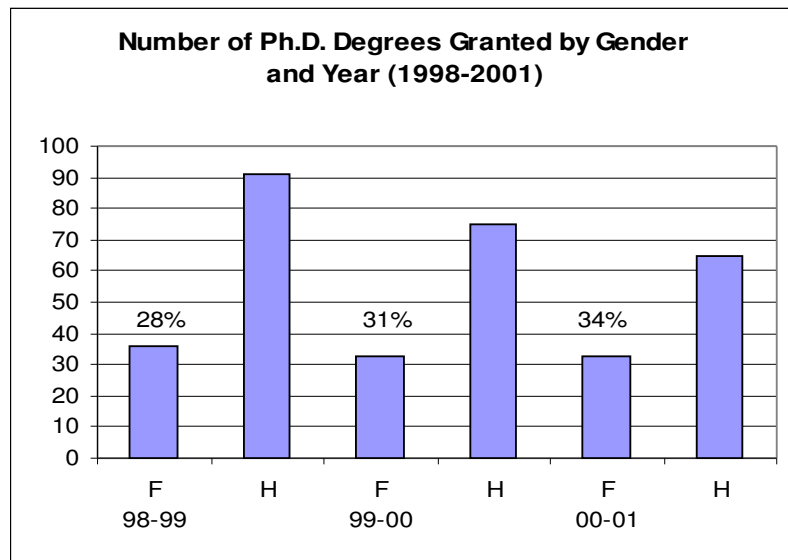
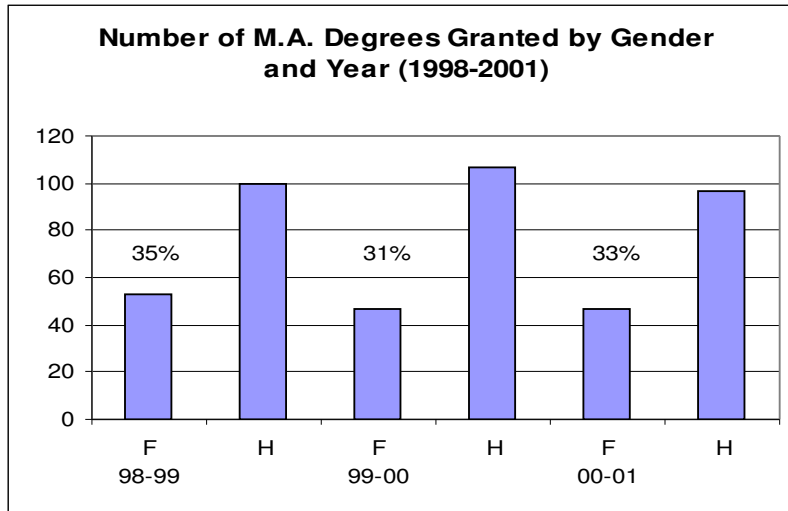


Comments: The percentage of female full professors is still about 10%, which is extremely low. We are far from the 25% the CPA put forth as an ideal in 1992 for the year 2000, and even further from the 50% aimed at for 2010. For the female associate and assistant professors, we are close to 30% (with a mean of 32% for the associate professors). These results seem relatively encouraging. There is however a noticeable fall with respect to the percentage of female assistant professors (36%, 34%, 27%). The percentage of female sessionals, adjuncts and limited term appointments is also close to 30%.

Question 2: Please indicate the number of men and women in your graduate programme.

Results:

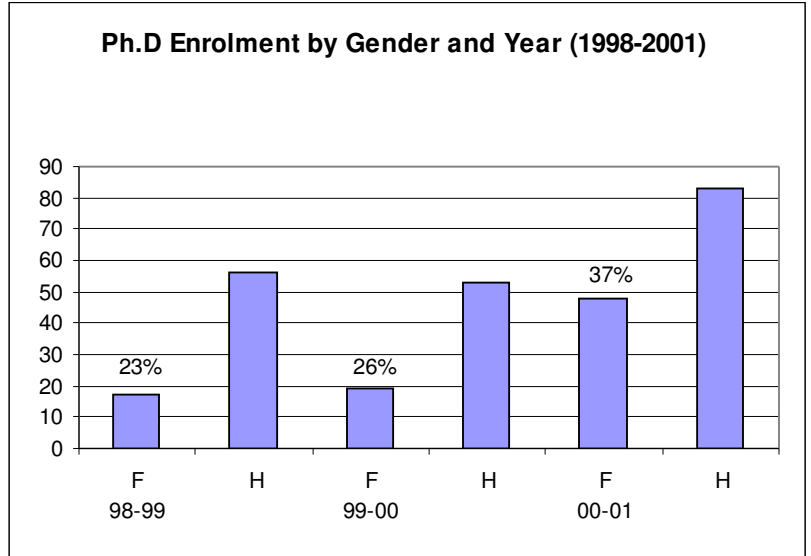
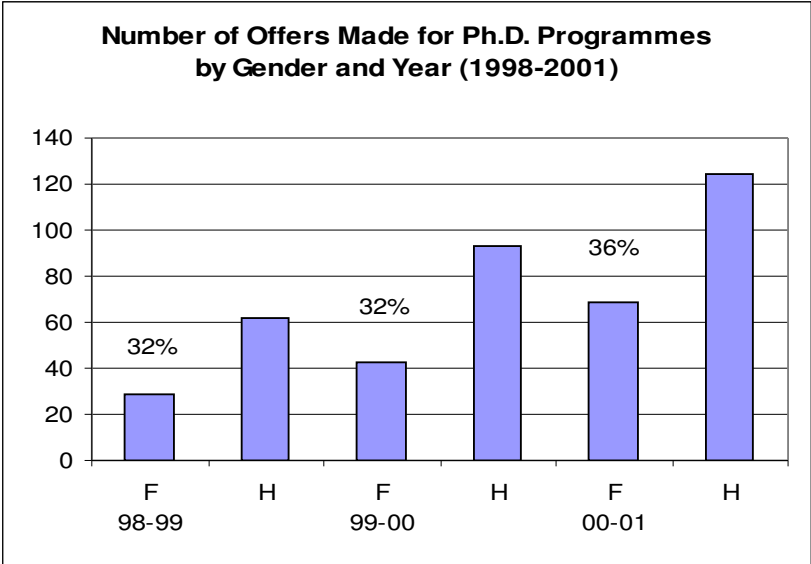
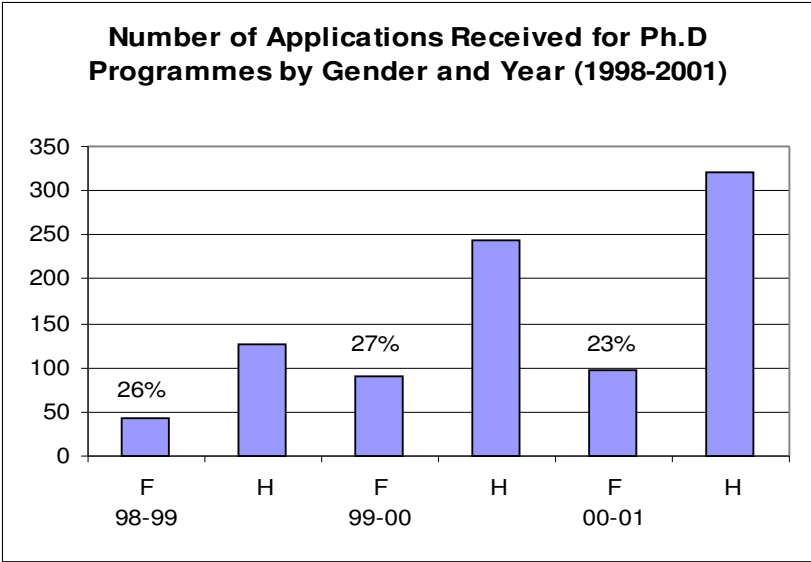




Comments: With respect to the graduation rate, what is striking is that the numbers correspond to the rate of women professors: about 30% of PhDs are awarded to women. Note the light increase – we go from 28% to 34%.

Question 3: If your department has a doctoral programme, please provide whichever of these numbers is available for the most recent complete year of admissions (if you're estimating a number, please indicate this with the letter "e").

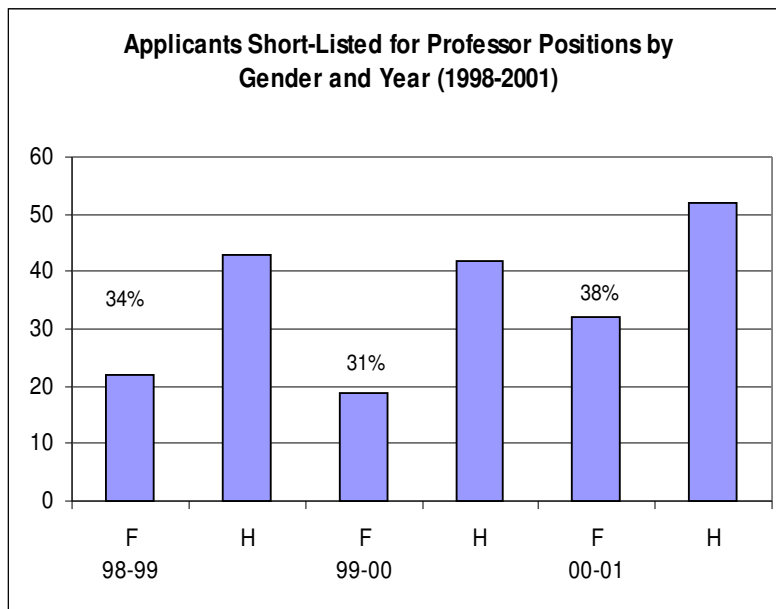
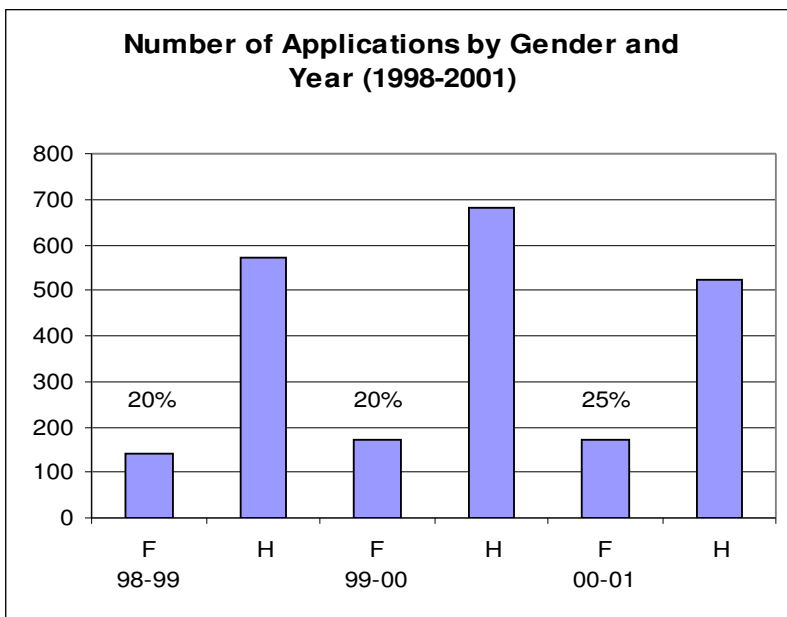
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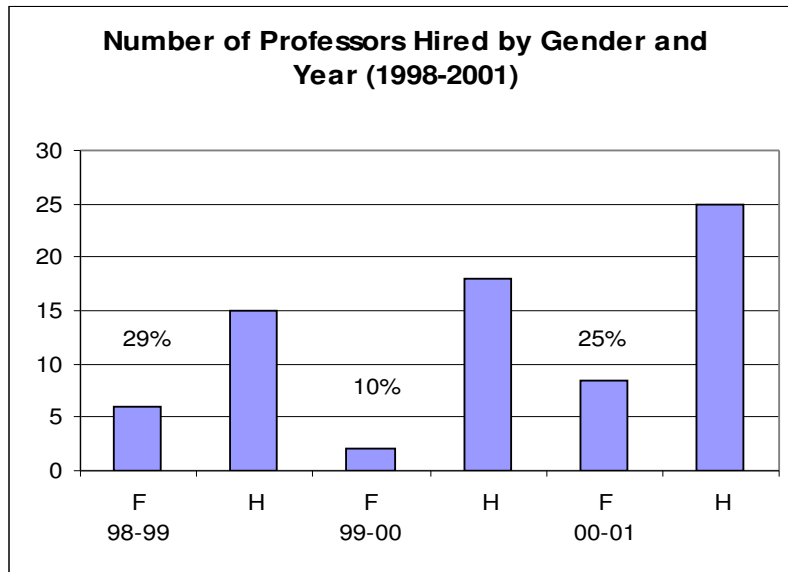


Comments: The rate of applications and the registration for PhD programmes are quite low: 25% and 28% over the three years. Still, the offers are to a higher percentage of women relative to the number of applications in each gender category. This is also true of the number of Ph.D. enrolments in 2000-01 (37% of women).

Question 4: If your department made one or more hires in the past three years, please provide the following numbers.

Results :





Comments: The real problem appears at the hiring level: there are only 21.3% of women hired, and this, even if 34% of the candidates interviewed are women. This difference (along with data about overall numbers for women in faculty positions) suggests that the proportion of women in faculty positions might lower again. Note that the 21.3% of women hired is not far from the percentage of received applications (21.7%). These numbers suggest that affirmative action policies that many departments claim to have are having little effect.

Question 5: If your department has been granted a federal chair in the last year (July 2000 to June 2001), please provide the following numbers.

	Women	Men
Junior Chair	0	2
Senior Chair	0	1

Comment: The three chairs went to white males.

Question 6: Does your department or university have its own official policy on hiring women into faculty positions? Yes or No. Please briefly describe the policy:

Result: 30 departments (out of 31 who have responded) have indicated whether or not they possess an equity policy for hiring women. 25 of the 30 replied they had one, whereas 5 replied they had none (one department didn't have the information).

Questions 7: Does your department or university have its own official policy on hiring visible minorities, persons with disabilities, or Aboriginal people into faculty positions? Yes or No. Please briefly describe the policy.

Result: 30 departments (out of 31 who have responded) have indicated whether or not they have an equity policy for hiring visible minorities, persons with disabilities, or Aboriginal people. 20 of the 30 claimed to have such a policy, whereas 10 said they had none (one department didn't have the information).

Moral of the survey: The biggest question is why there are only about 30% of women in PhD programmes. But this is a question that might become outdated; if the trend continues (and it is important to reflect on what has led to the trend, and whether it is likely to continue), there will be more and more women registered in our PhD programmes (23%, 26%, 37%!). Another serious issue is why there is such a disparity between percentages of women short-listed and women hired.

Note : We deplore that the departments of the following Universities have not responded to our survey: Bishop's University, University of British Columbia, Brock University, University of Calgary, Carleton University, Lakehead University, McGill University, Memorial University, Moncton University, Nipissing University, University of P.E.I., Regina University, Ryerson University, St-Francis Xavier University, St-Thomas More University.

Final recommendations :

The committee wishes to make three recommendations:

1. In the light of the discussion we had at the round table, we recommend that in the future, the statistics bear on the following four types of minorities: women, members of visible minorities, persons with disabilities and aboriginal people. We recommend that in case of conflict, the identity of the person be defined by him- or herself rather than by his or her administrative superiors.
2. Partly in order to mark its 10 years of existence, but also to make a provisional self-evaluation, the committee wishes to organize a plenary session at the next congress.
3. The committee wishes to create a document that would serve as a guide for hiring practices.

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