

Ivory Towers: Feminist & Equity Audits 2008-09

Selected Indicators for Canadian Universities

1 DEGREES GRANTED, BY LEVEL (2005, % to women) **59.3%**

Bachelor & First Professional Degree **61.4%** Master **51.7%** PhD **44.0%**

2 PhD ENROLMENTS, BY DISCIPLINE (2005-06, % women) **All Subjects 50.2%**

70.0%	Education	55.4%	Arts & Communications	42.0%	Physical & Life Sciences
66.1%	Interdisciplinary & Other	51.4%	Humanities	27.1%	Math & Computer Science
60.7%	Health & Fitness	44.4%	Bus., Mgt & Admin	22.1%	Protective & Transportation
59.9%	Social Sciences	44.3%	Agr. & Natural Resources	19.5%	Architecture & Engineering

3 WAGE GAP FOR UNIVERSITY GRADUATES, AGED 25-29 (2001 gap *6.2% wider* than 1991)

	Women		Men		Wage Gap	
	1991	2001	1991	2001	1991	2001
Mean earnings	\$37,066	\$36,782	\$42,219	\$45,054	87.8%	81.6%

4 GRADUATING STUDENTS AND FULL-TIME TEACHERS, BY EQUITY GROUP (2006)

	Graduating Students	University Teachers
Women	59.3%	32.7%
Aboriginal	3.0%	1.0%
Persons with Disabilities	6.0%	9.3%*
"Visible Minorities"	17.0%	14.9%

5 FULL-TIME UNIVERSITY TEACHERS BY RANK (2005-06, % women)

	Full Professor	Associate	Assistant	Other	Total
Women	19.1%	35.2%	42.2%	54.4%	32.7%

6 FULL PROFESSORS BY TYPE OF INSTITUTION (2005, % women)

Primarily undergraduate 21.5% Comprehensive 20.1% Medical-doctoral institutions 17.2%

7 FULL-TIME UNIVERSITY TEACHERS BY TYPE OF APPOINTMENT (2005-06, % women)

	Tenured	Tenure Track	Other	Total
Women	28.7%	40.8%	44.6%	32.7%

8 FULL-TIME UNIVERSITY TEACHERS, BY TYPE OF INSTITUTION (% women)

	"G13"		Non "G13"	
	1990	2004	1990	2004
Women	19.9%	31.0%	20.6%	34.3%

9 FULL-TIME FACULTY APPOINTED IN 2005-06

Women **41.0%** Men **59.0%** Total number **2,622**

10 FACULTY WAGE GAP (2006) **All Subjects 88.5%**

11 LABOUR FORCE PARTICIPATION OF UNIVERSITY TEACHERS WITH CHILDREN BY SEX (2006)

	Women	Men
All university teachers with children under 6		
In labour force	2,020	3,380
Unemployment rate	7.4%	4.3%

12 CANADA RESEARCH CHAIRS (Cumulative Totals, February 2009, % women) **25%**

	Tier 1	Tier 2	All Chairs
Women	130	326	456
Men	657	718	1375
% Women	17%	31%	25%



NOTES

- 1 *CAUT Almanac of Post-Secondary Education in Canada 2008–09*. Tables 3.16, 3.17, 3.18, pp. 33-35. Grand total is calculated from tables for each level.
- 2 *CAUT Almanac of Post-Secondary Education in Canada 2008–09*. Table 3.12, pp. 25-31.
Total student enrolments, by level (2005–06, % women) are as follows:
Bachelor & First Professional Degree **56.2%** Master **54.0%** PhD **50.2%** Total **55.7%**
Grand total is calculated from tables for each level.
- 3 Statistics Canada, “Has Higher Education among Young Women Substantially Reduced the Gender Gap in Employment and Earnings?” Marc Frenette and Simon Coulombe. Cat. No. 11F0019MIE—No. 301. Table 3, p. 15. “The earnings gap in the 1990s actually *rose* moderately at the university level” (p. 5). Online at: <http://www.statcan.gc.ca/pub/11f0019m/11f0019m2007301-eng.pdf>
- 4 *CAUT Almanac of Post-Secondary Education in Canada 2008–09*, Table 3.8. Citing CUSC, Statistics Canada. And for university teachers, Table 2.18 (Aboriginal) p. 19; Figure 2.10 (“Visible minority”), p. 19. The disability figure for university teachers is from *Feminist & Equity Audits 2006*, item 3, using 2001 Census data.*
- 5 *CAUT Almanac 2008–09*, Table 2.11, pp. 12-14.
- 6 CAUT, “Narrowing the Gender Gap: Women Academics in Canadian Universities.” p. 5. *CAUT Equity Review 2* (Mar. 2008). <<http://www.caut.ca/uploads/EquityReview2-en.pdf>>.
- 7 *CAUT Almanac 2008–09*. Table. 2.13, p. 15.
- 8 Private tabulation from Statistics Canada, University and College Academic Staff System. Cat. No. 81C0015. Ottawa: Statistics Canada, 1 March 2007. The so-called “G13” are: University of Alberta, University of British Columbia, University of Calgary, Dalhousie University, Université Laval, McGill University, McMaster University, Université de Montréal, University of Ottawa, Queen’s University, University of Toronto, University of Waterloo, and University of Western Ontario.
- 9 *CAUT Almanac 2008–09*. Table 2.13, p. 16. Wage gaps by major discipline are as follows:

Education	94.6%	Agriculture & Biological Sciences	89.9 %
Fine & Applied Arts	94.1%	Engineering & Applied Sciences	89.8 %
Humanities	91.2%	Social Sciences	87.4 %
Math & Physical Sciences	91.0%	Health Professions & Occupations	87.1 %
- 10 *CAUT Almanac 2008–09*. Table 2.5, p. 6.
- 11 *CAUT Almanac 2008–09*. Table 2.14, p. 17. The comparable figures for all university teachers (aged 25+ years) are:

	Women	Men
In labour force	21,620	34,260
Unemployment rate	5.2%	3.4%
- 12 *CAUT Almanac 2008–09*. Figure 5.1, p. 46. Breakdown by tier from Nadine May, CRC Secretariat, 13 March 2009. Other data from Canada Research Chairs program web site at http://www.chairs.gc.ca/web/media/stats/gender_e.asp. No data are given for other equity groups.