

Equity Report
September 2004

The Equity data for EOS is listed below in tables. The data was obtained in September 2004. Included are data for gender and visible minorities*. Data for First Nations People and persons of disability** are only included in tables where such persons exist.

FACULTY AND STAFF

Table 1. EOS Faculty (as of September 1, 2004)

<i>Staff</i>	<i>Female</i>	<i>%</i>	<i>Male</i>	<i>%</i>	<i>Minority</i>	<i>%</i>	<i>Total</i>
Professor	1	5%	20	95%	1	5%	21
Associate Professor	3	33%	6	67%	0	0%	9
Assistant Professor	3	25%	9	75%	0	0%	12
Total	7	17%	35	83%	0	0%	42

Excluding Mati Raudsepp, Honorary Associate professor and Colin Farquharson, Temporary Assistant Professor

Faculty of Science, year 2000

<i>Staff</i>	<i>Female</i>	<i>%</i>	<i>Male</i>	<i>%</i>	<i>Minority</i>	<i>%</i>	<i>Total</i>
Professor	7	4.5	149	95.5	No data	-	156
Associate Professor	5	7.1	65	92.9	No data	-	70
Assistant Professor	14	30.4	32	69.6	No data	-	46
Total	26	9.6	246			90.4	272

Number of Doctorate Recipients in the U.S (1998), by Gender in Earth, Atmospheric and marine sciences: 605 (72.6%) male, 228 (27.4%) female

* Disproportionate is referred to as under representation compared with availability in qualified pools. For example, if women comprise at least half the population, 50/50 representation is desirable for students, but for jobs where a PhD is required, one needs to know the proportion of women with PhD's - often much less than 50% (UBC Equity Office)

** Employees with disabilities are defined as those who respond "yes" to the following question and "yes" to either (a) or (b) (UBC Equity Office):

Do you have a persistent physical, sensory, learning, or emotional disability? Some examples of disabilities are heart condition; haemophilia; hearing; mobility or vision impairment; psychiatric illness.

(a) Do you think your disability limits the work you can do?

(b) Do you think an employer might consider that your disability limits your employment opportunities?

Table 2. Staff

<i>Staff</i>	<i>Female</i>	<i>%</i>	<i>Male</i>	<i>%</i>	<i>Minority</i>	<i>%</i>	<i>Total</i>
Full time	8	38	13	62	3	14	21
Res. Tech (soft money)	5	50	5	50	2	20	10
Res. Assoc. (soft money)	4	23.5	13	76.5	4	23. 5	17
TOTAL	17	35.4	31	64.6	9	19	48
Emeritus	0	0	12	100	0	0	12

GRADUATE STUDENTS

Table 3.

	Female	%	Male	%	Total	Minority	%
Atmospheric Science	5	25%	15	75%	20	9	45%
Geological Sciences	24	36.4%	42	63.6%	66	9	13.6%
Geological Engineering	7	63.4%	4	36.6%	11	1	9.1%
Geophysics	2	8.7%	21	91.3%	23	4	17.4%
Oceanography	14	53.8%	12	46.2%	26	6	23.1%
TOTAL	52	33%	94	67%	146	29	19.9%

No part-time students

UBC Comparison: UBC Equity Data (November 1 2000 – winter session)

<i>Graduate</i>	<i>Female</i>	<i>%</i>	<i>Male</i>	<i>%</i>	<i>Minority</i>	<i>%</i>	<i>Total</i>
Full time	2879	53.1	2544	46.9	No data		5423
Part time	457	69.3	202	30.7	No data		649
Science	327	38.6	521	61.4	No data		848

UNDERGRADUATE STUDENTS**Part 1: Science Students*****Table 4. Undergraduate Honours***

Honors	Female	%	Male	%	Minority	%	Total
2nd Year	7	35%	13	75%	3	15%	20
3rd Year	15	63%	9	38%	1	4%	24
4th Year	13	59%	9	41%	2	9%	22
Total	35	53%	31	47%	6	9%	66

Table 5. Undergraduate Majors

Majors	Female	%	Male	%	Minority	%	Total
2nd Year	5	22%	18	78%	2	9%	23
3rd Year	19	46%	22	54%	7	17%	41
4th Year	17	46%	20	54%	6	16%	37
Total	41	41%	60	59%	15	15%	101

Table 6. Undergraduate EOS Majors.

EOS Majors	Female	%	Male	%	Minority	%	Total
2nd Year	3	20%	12	80%	1	7%	15
3rd Year	14	48%	15	52%	3	10%	29
4th Year	13	52%	12	48%	5	20%	25
Total	30	43%	39	57%	9	13%	69

Table 7. All Science Students

All Science	Female	%	Male	%	Minority	%	Total
2nd Year	12	28%	31	72%	5	12%	43
3rd Year	34	52%	31	48%	8	12%	65
4th Year	30	51%	29	49%	8	14%	59
Total	76	46%	91	54%	21	13%	167

Part 2: Engineering Students***Table 8. Undergraduate GeoEngineers***

Geo Eng.	Female	%	Male	%	Minority	%	Total
2nd Year	7	24%	22	76%	4	14%	29
3rd Year	7	24%	22	76%	1	3%	29
4th Year	3	11%	24	89%	2	7%	27
Total	17	20%	68	80%	7	8%	85

Table 9. All Engineer and Science students

All Sci & Eng	Female	%	Male	%	Minority	%	Total
2nd Year	19	26%	53	74%	9	13%	72
3rd Year	41	44%	53	56%	9	10%	94
4th Year	33	38%	53	62%	10	12%	86
Total	93	37%	159	63%	28	11%	252

Summary and Highlights.

1. Since February 2003, the Department significantly increased the proportion of visible minority graduate students (from 13 to 20%). A significant increase of female students among undergraduate majors is also noted, from 14% to 22% for 2nd year students and from 35 to 46% for 3rd year students.
2. The proportion of female tenure-track faculty at EOS (17%) is comparable with the overall proportion of female tenure-track faculty in the Faculty of Science at UBC (17.7% in 2003).
3. The proportion of visible minority professors increased from 0 to 5% in years 2003-2004.
4. Special measures to achieve and maintain an EOS Dept. workforce representative of qualified applicant pools, include the following:
 - Several women were promoted and appointed to faculty positions. As a result, proportions of female faculty in higher ranks increased since February 2003. The number of female professors increased from 0 to 5%, and associate professors - from 8 to 33%. These numbers are higher than corresponding proportions of female faculty in the UBC Faculty of Science (3% and 19%, 2003 data).
 - Dr. Dominique Weis, a CRC (Canada Research Chair Tier I) was promoted to Full Professor.
 - Dr. Maria Maldonado was awarded a Canada Research Chair.
 - The Department set up two displays on equity. The displays include lists of UBC Resources for those who may be experiencing discrimination and harassment and brochures of the UBC Equity Office.
 - Women Faculty act as role models to encourage female students to stay in Earth Sciences.
 - Women Adjunct Faculty give examples of professional careers in geosciences for women.

- Dr. Mary Lou Bevier runs a successful, long term outreach program to teach First Nations high school students in earth sciences and to encourage their enrolment in the Dept.
- The Dept. appointed a person with disabilities for an Honorary Research Associate position.