

Terms of Reference for the Equity Working Group

In December 2012, the Provost asked the Dean of Social Sciences to form a working group to develop a demographic and academic profile and inquire into the factors that influence the career trajectory of women faculty at McMaster University. Membership in the group is as follows:

Stephanie Atkinson, Professor and Associate Chair, Dept. of Pediatrics

Brian Baetz, Professor and Chair, Department of Civil Engineering and Director, Programs of Engineering & Society and Engineering & International Studies

Sigal Balshine, Professor, Dept. of Psychology, Neuroscience & Behaviour

Roy Cain, Professor, School of Social Work, Acting Chair, Dept. of Sociology

Amanda Coles, Research Coordinator, Faculty of Social Sciences

Juliet Daniel, Professor, Dept. of Biology

Sarah Dickson, Associate Professor, Dept. of Civil Engineering/ School of Geography & Earth Sciences

Susan Fast, Professor, Director Gender Studies & Feminist Research, Dept. of English & Cultural Studies

Maureen Hupfer, Associate Professor, Health Policy & Management, DeGroot School of Business

Mark Lawford, Professor, Department of Computing and Software

Celia Rothenberg, Associate Professor, Dept. of Religious Studies

Committee Chair: Charlotte Yates, Dean, Faculty of Social Sciences

The terms of reference for this working group are as follows:

- a) To determine the current demographic and academic profile of women faculty at McMaster University and to examine the factors that influence their career trajectory;
- b) To review the 31 recommendations made to McMaster University by the Task Force on the Integration of Female Faculty at McMaster University (1990) and to evaluate the progress that has been made on these recommendations between 1990 and today;
- c) To identify and evaluate key policies and procedures, including the implementation of policies, that are identified as potentially contributing to any identified inequities between men and women faculty;
- d) To develop policies, procedures and guidelines that will work to eliminate existing inequities in the treatment of women and men at McMaster.
- e) To evaluate the current status of women faculty at McMaster.