

Survey of Postsecondary Faculty and Researchers

Getting started

Conf Code: W043-2093-1543

Why are we conducting this survey?

The objective of this survey is to fill data gaps on equity, diversity, and inclusion among those who teach or conduct research in Canada's postsecondary sector. It will also provide an overview of career experiences and barriers to career advancement.

Data from the survey will inform the development of federal policies and programs to support faculty and researchers working at Canada's postsecondary institutions.

Your information may also be used by Statistics Canada for other statistical and research purposes.

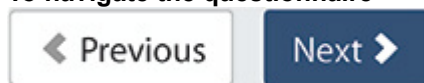
Although voluntary, your participation is important so that the information collected is as accurate and complete as possible.

Other important information

- ▶ **Authorization and confidentiality**
- ▶ **Record linkages**

Important features

To navigate the questionnaire



Use the **Previous** and **Next** buttons located at the bottom right of each page.

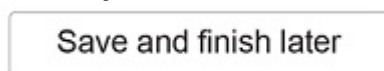
Do not use the navigation buttons at the top of your browser or the corresponding shortcut keys.

Based on your answers to certain questions, the questionnaire will automatically skip any questions or sub-questions that do not apply to your situation.

Session timeout

After **2 hours of inactivity**, your session will time out. You will not be able to access any unsaved information.

To save your information



If you cannot complete the questionnaire in one session, you can save the information you have entered by pressing the **Save and finish later** button at the bottom left of any page on which you are asked to enter information. You can then resume your session at another time.

Please be advised that information from partially completed or unsaved questionnaires may be retained and used for statistical and research purposes.

Definitions and explanations



A help button is available for certain questions. Press this button for additional information or clarification.

DROR BAR NATAN

This section is to confirm we have made contact with the correct individual.

1. What is your date of birth?

Year	Month	Day
<input type="text" value="1966"/> ▼	<input type="text" value="January"/> ▼	<input type="text" value="30"/> ▼

2. Are you 53 years old?

- Yes
 No

4. What is the **highest certificate, diploma or degree** that you have completed?

- Earned doctorate
 ▶ e.g., (For example) Ph.D. (Doctor of Philosophy), Ed.D. (Doctor of Education)
- Master's degree
 ▶ e.g., (For example) M.A. (Master of Arts), M.Sc. (Master of Science), M.Ed. (Master of Education), M.B.A. (Master of Business Administration)
- Degree in medicine, dentistry, veterinary medicine or optometry
 ▶ e.g., (For example) M.D. (Doctor of Medicine), D.D.S. (Doctor of Dental Surgery), D.M.D. (Doctor of Dental Medicine), D.V.M. (Doctor of Veterinary Medicine), O.D. (Doctor of Optometry).
- University certificate, diploma or degree above the bachelor's level
- Bachelor's degree
 ▶ e.g., (For example) B.A. (Bachelor of Arts), B.A. (Hons) (Bachelor of Arts, Honours), B.Sc. (Bachelor of Science), B.Ed. (Bachelor of Education), LL.B. (Bachelor of Laws)
- University certificate or diploma below the bachelor's level
- College, CEGEP (Collège d'enseignement général et professionnel) or other non-university certificate or diploma (other than trades certificates or diplomas)
- Trades certificate or diploma
- High school diploma or a high school equivalency certificate
- Less than high school diploma or its equivalent

5. Within the last month, were you considered a part of any of the following groups?

Select all that apply.

- Ph.D. (Doctor of Philosophy) student
- Postdoctoral fellow at a postsecondary institution
- Researcher at a college ▶ **Exclude** research assistant positions as part of an academic program (e.g., (for example) postdoctoral fellow, Ph.D. (Doctor of Philosophy) student, Master's student, Bachelor's student).
- Researcher at a university ▶ **Exclude** research assistant positions as part of an academic program (e.g., (for example) postdoctoral fellow, Ph.D. (Doctor of Philosophy) student, Master's student, Bachelor's student).
- Professor, instructor or teacher at a college ▶ **Include** sessionals and part-time lecturers.
Exclude teaching assistant positions.
- Professor, instructor or teacher at a university ▶ **Include** sessionals and part-time lecturers.
Exclude teaching assistant positions.

OR

- None of the above

7. What is the **name of the university** where you are a professor, instructor, teacher, or researcher?

If you work at more than one institution, please refer to the institution where you spend the most time.

Select the institution name from the dropdown menu below. Type the first few letters to narrow down the choices.

Note: If the institution is not listed, select 'Other'.

 ▼

Background

8. What is the **field of study you teach or research** at the University of Toronto?

Specify the subject in which you spend the largest portion of your time.

If you are on leave, report the subject that you would have been teaching or researching.

Field of study

e.g., (For example) computational mathematics, molecular biochemistry, computer science, chemical engineering, political science, art history

mathematics

Research, teaching, and industry

15. In the last five years, have you applied for any **research funding** as a principal or co-principal investigator?

e.g., (For example) NSERC (Natural Sciences and Engineering Research Council) Discovery Grant, SSHRC (Social Sciences and Humanities Research Council) Connection Grant, CIHR (Canadian Institutes of Health Research) Project Grant, Canada Research Chair, provincial or territorial governments, foreign governments, businesses, not-for-profit organizations, third-party individuals

- Yes
 No

16. In the last five years, did you receive any **research funding** as a principal or co-principal investigator?

e.g., (For example) NSERC (Natural Sciences and Engineering Research Council) Discovery Grant, SSHRC (Social Sciences and Humanities Research Council) Connection Grant, CIHR (Canadian Institutes of Health Research) Project Grant, Canada Research Chair, provincial or territorial governments, foreign governments, businesses, not-for-profit organizations, third-party individuals

- Yes

What was the **source** of the research funding received?

- Federal research funding
 ▶ e.g., (For example) NSERC (Natural Sciences and Engineering Research Council) Discovery Grant, SSHRC (Social Sciences and Humanities Research Council) Connection Grant, CIHR (Canadian Institutes of Health Research) Project Grant, Canada Research Chair
- Non-federal research funding
 ▶ e.g., (For example) provincial or territorial governments, foreign governments, businesses, not-for-profit organizations, third-party individuals
- Both
 No

17. In the last five years, **how much** did you receive in **federal** research funding as a principal or co-principal investigator?

e.g., (For example) NSERC (Natural Sciences and Engineering Research Council) Discovery Grant, SSHRC (Social Sciences and Humanities Research Council) Connection Grant, CIHR (Canadian Institutes of Health Research) Project Grant, Canada Research Chair.

Round to the nearest CAN\$ (Canadian dollars).

When precise figures are not available, please provide your best estimate.

Federal research funding received

\$	143,000	.00
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18. From **which federal agencies** did you receive this funding?

Select all that apply.

- Social Sciences and Humanities Research Council (SSHRC)
 Natural Sciences and Engineering Research Council (NSERC)
 Canadian Institutes of Health Research (CIHR)
 Other

Specify the other federal agency

19. In the last five years, how much did you receive in research funding from **non-federal sources**?

e.g., (For example) Funding from provincial or territorial governments, foreign governments, businesses, not-for-profit organizations, third-party individuals.

Round to the nearest CAN\$ (Canadian dollars).

When precise figures are not available, please provide your best estimate.

Non-federal research funding received

\$	80,000	.00
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The next few questions are about your work activities.

20. In addition to your current position as a professor, instructor, teacher, or researcher at the University of Toronto, did you have **other jobs or businesses** within the last month?

Include other positions at the University of Toronto, or other institutions, as well as any other jobs or businesses.

- Yes
 No

23. In a typical work week, how many **hours** do you spend on the following activities?

Include all hours worked, both paid and unpaid.

a. **In-class teaching duties** as a professor, instructor, teacher, or researcher at the University of Toronto

e.g., (For example) in-class hours.

Hours

b. **Other teaching duties** as a professor, instructor, teacher, or researcher at the University of Toronto

e.g., (For example) preparation, office hours, grading, graduate student supervision.

Hours

c. **Research activities** as a professor, instructor, teacher, or researcher at the University of Toronto

e.g., (For example) contributions to knowledge, publications, oral presentations, community based scholarship, writing of grant applications, time in the lab, conducting research, presenting findings, report writing.

Hours

d. **Service and administrative activities** as a professor, instructor, teacher, or researcher at the University of Toronto

e.g., (For example) committee involvement, supervising student clubs, peer review and editorial duties, involvement in professional organisations.

Hours

Professional development

25. Within the past two years, as a professor, instructor, teacher, or researcher at the University of Toronto, did you participate in any of the following **professional development opportunities**?

Select all that apply.

- Conferences, workshops, or tradeshow
 Training
 Further education
 Mentoring programs
 Other

Specify other professional development opportunities

OR

- None

26. What was the source of the funding for the professional development opportunities you participated in as a professor, instructor, teacher, or researcher at the University of Toronto?

Select all that apply.

- University of Toronto
- Research funding
- Bursary
- Self-funded
- Not applicable (there were no costs)
- Other

Specify who funded these activities

27. Within the past two years, did you feel you **missed out on any professional development opportunities?**

Professional development opportunities include conferences, workshops, tradeshow, training, further education, mentoring programs, etc. (et cetera)

Include opportunities you were interested in but did not request, or opportunities you requested and were not approved.

Yes

Why did you feel you missed out on these professional development opportunities?

Select all that apply.

- My management or supervisor would not approve my participation
- Someone else was selected
- I did not have time because of my workload as a professor, instructor, teacher, or researcher at the University of Toronto
- Family responsibilities
 - ▶ e.g., (For example) child care
- I could not afford it
- Opportunities were not available in my preferred language
- Accommodations I needed due to a disability were not provided
 - ▶ e.g., (For example) modified duties, human support, specialized equipment, adapted workspaces
- Other

Specify the reason why you did not participate

No

28. As a professor, instructor, teacher, or researcher at the University of Toronto, do you currently **have a mentor?**

A mentor is an experienced and trusted advisor outside of formal supervisory relationships.

Include structured mentoring programs and informal relationships.

Yes

No

29. As a professor, instructor, teacher, or researcher at the University of Toronto, **are you a mentor to a junior employee, postdoctoral fellow, or student?**

A mentor is an experienced and trusted advisor outside of formal supervisory relationships.

Include structured mentoring programs and informal relationships.

Yes

No

Employment, salary, and benefits

30. In the last 12 months, how many weeks were you **employed as a professor, instructor, teacher, or researcher at the University of Toronto?**

Include those weeks in which you:

- were on vacation or sick leave with pay;
- worked full time or part time;

- worked for wages or salary.

If you are on leave, report the weeks that you would have been working.

Select number of weeks

OR

- None

31. During **most** of those weeks, did you work full time or part time as a professor, instructor, teacher, or researcher at the University of Toronto?

If you worked full time and part time for an equal number of weeks, indicate your most recent employment status.

If you are on leave, report the full-time or part-time status that you would have been working.

- Full-time (30 hours or more per week)
 Part-time (less than 30 hours per week)

33. What is your **tenure status**?

- Tenured

How many years after your first tenure-track appointment did you obtain tenure?

When precise figures are not available, please provide your best estimate.

Number of years

- Leading to tenure, probationary
 Non-tenured staff or non-tenure track

▶ This includes annual, sessional or other definite term contracts, visiting staff, and continuing staff.

35. How much did you earn in the last 12 months as a professor, instructor, teacher, or researcher at the University of Toronto, before taxes and other deductions?

Exclude overtime pay, commissions, or bonuses.

'Before taxes and other deductions' refers to your gross wage or salary.

When precise figures are not available, please provide your best estimate.

If you are on leave, report the amount you would have earned.

Total earnings

\$	185,000		.00
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36. Which of the following benefits do you **currently have access to** as a professor, instructor, teacher, or researcher at the University of Toronto?

Select all that apply.

- Supplemental medical or dental insurance ▶ **Include** access to plans where you have the option to contribute.
 Maternity, paternity, parental, or adoption leave top-ups
 Vacation leave
 Sick leave
 Medical leave
 Disability insurance
 Paid personal or family-related leave
 Educational or professional-development leave ▶ **Include** paid or unpaid leave.

OR

- None of the above

37. Since your first appointment as a postdoctoral fellow, professor, instructor, or researcher at any Canadian post-secondary institution, have you taken any of the following types of leave?

Exclude time as a student.

Select all that apply.

- Maternity, paternity, parental, or adoption leave
- Family leave of 5 or more consecutive days ➤ **Include** compassionate care for family members.
- Sick leave of 5 or more consecutive days ➤ **Include** sick, medical, or disability leave.

OR

- None of the above

What is the **main reason** you have not taken leave?

- I have not had a reason to take it
- I was not interested in taking leave
- I was worried about the impact on my career progression
- I did not receive permission from my management or supervisor
- It was not available to me when I needed it
- I wanted to finish the term or the project I was working on
- I could not afford it
- Other

Specify the reason

Bias and discrimination

The following section asks about your experiences with bias and discrimination as a **professor, instructor, teacher, or researcher** at the **University of Toronto**.

Remember that all information provided is strictly confidential. Your responses are important whether or not you have had any of these experiences.

38. Indicate if you strongly agree, agree, neither agree nor disagree, disagree, or strongly disagree with each of the following statements.

Remember that these are personal opinions and there are no right or wrong answers.

a. The decisions for **hiring** at my institution are fair and equitable.

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree
- Don't know or not applicable

b. The decisions for **promotion** at my institution are fair and equitable.

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree
- Don't know or not applicable

c. My institution is **supportive of equity, diversity and inclusion** among its students, staff, and faculty.

e.g., (For example) your institution recognizes different values and identities on campus.

- Strongly agree
- Agree
- Neither agree or disagree
- Disagree
- Strongly disagree
- Don't know or not applicable

d. The decisions surrounding **federal research funding** are fair and equitable.

- Strongly agree
- Agree
- Neither agree or disagree

- Disagree
- Strongly disagree
- Don't know or not applicable

39. In the past 12 months, have you experienced unfair treatment or discrimination **as a professor, instructor, teacher, or researcher at the University of Toronto** because of your gender, race, age, physical appearance, religion, sexual orientation, disability or for any other reason?

Discrimination means treating people differently, negatively or adversely because of their race, age, religion, gender, disability or anything else.

- Yes
- No

Harassment

The following section asks about harassment experiences as **a professor, instructor, teacher, or researcher at the University of Toronto**.

Remember that all information provided is strictly confidential. Your responses are important whether or not you have had any of these experiences.

43. Thinking about the past 12 months, how many times have you been subjected to any of the following?

a. **Verbal abuse** as a professor, instructor, teacher, or researcher at the University of Toronto

- Never
- Once
- 2–5 times
- 6–10 times
- More than 10 times

b. **Unwanted sexual attention or sexual harassment** as a professor, instructor, teacher, or researcher at the University of Toronto

- Never
- Once
- 2–5 times
- 6–10 times
- More than 10 times

c. **Threats to your person** as a professor, instructor, teacher, or researcher at the University of Toronto

e.g., (For example) blackmailing, threats to your career or reputation, physical threats.

- Never
- Once
- 2–5 times
- 6–10 times
- More than 10 times

d. **Humiliating behaviour** as a professor, instructor, teacher, or researcher at the University of Toronto

- Never
- Once
- 2–5 times
- 6–10 times
- More than 10 times

e. **Physical violence** as a professor, instructor, teacher, or researcher at the University of Toronto

- Never
- Once
- 2–5 times
- 6–10 times
- More than 10 times

Gender

The following questions are about sex at birth and gender.

49. What was your sex at birth?

Sex refers to sex assigned at birth.

- Male
 Female

50. What is your gender?

Gender refers to current gender which may be different from sex assigned at birth and may be different from what is indicated on legal documents.

Is it:

- Male
 Female
 Or please specify

Specify your gender

Irrelevant.

51. Please verify that all of the information is correct.

If all the information is correct, press the **Next** button.

To make changes, press the **Previous** button.

Your information

Sex assigned at birth: Male

Gender: Irrelevant.

Sexual orientation

52. What is your sexual orientation?

- Heterosexual
 Homosexual
 e.g., (For example) lesbian or gay
 Bisexual
 Please specify

Specify your sexual orientation

Pansexual

Aboriginal identity

53. Are you an Aboriginal person, that is, First Nations (North American Indian), Métis or Inuk (Inuit)?

Note: First Nations (North American Indian) includes Status and Non-Status Indians.

Would you say:

- No, not an Aboriginal person

OR

- Yes, First Nations (North American Indian)
 Yes, Métis
 Yes, Inuk (Inuit)

Sociodemographic characteristics

54. The following question collects information in accordance with the *Employment Equity Act* and its Regulations and Guidelines to support programs that promote equal opportunity for everyone to share in the social, cultural, and economic life of Canada.

Select all that apply.

Are you:

- White
 South Asian **e.g.,** (For example) East Indian, Pakistani, Sri Lankan
 Chinese
 Black

- Filipino
 - Arab
 - Latin American
 - Southeast Asian ▶e.g., (For example) Vietnamese, Cambodian, Laotian, Thai
 - West Asian ▶e.g., (For example) Iranian, Afghan
 - Korean
 - Japanese
 - Other
- Specify other

Language

55. Can you speak English or French well enough to conduct a conversation?

- English only
- French only
- Both English and French
- Neither English nor French

56. What language do you speak **most often** at home?

- English
- French
- Other

Specify other language

57. What is the language that you **first learned** at home in **childhood** and **still understand**?

If you no longer understand the first language learned, indicate the second language learned.

- English
- French
- Other

Specify other language

Equity, diversity, and inclusion

58. Are you a person with a **disability**?

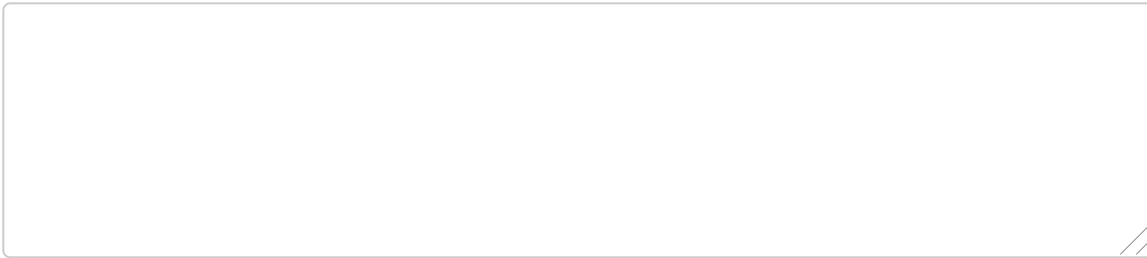
A person with a disability is a person who has a long-term or recurring impairment that could be categorized into one of 10 types (**vision, hearing, mobility, flexibility, dexterity, pain, learning, developmental, memory and mental health-related**) and considers himself or herself to be disadvantaged in employment by reason of that impairment, or believes that an employer or potential employer is likely to consider him or her to be disadvantaged in employment by reason of that impairment. Persons with disabilities are also those whose functional limitations owing to their impairment have been accommodated in their current job or workplace.

- Yes
- No

Feedback

63. Do you have any comments about this questionnaire?

Enter your comments



Submit

If you are ready to submit the questionnaire, press the **Submit** button in the bottom right corner.