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MEMORANDUM

ATTENTION Senate
FROM Jon Driver, Vice-President, Academic and Provost
RE: Response to question regarding gender differences
DATE October 18, 2011
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Senator June Francis has submitted the following questions to me:

1. What are the key gender difference statistics at SFU? Specifically, what are the application, acceptance and registration rates by gender at SFU? Are there noteworthy trends in these data?
2. Are there any significant differences in these data by faculty or other important criteria?
3. Does SFU have strategies in place for addressing any imbalances identified? If so, what are these? If not, why not?

Institutional Research and Planning has prepared a short report (attached) that I hope provides useful summary data for Senate.

As one can see from the first page of the report, the overall rate of applications from men and women has remained fairly constant for the last five years, with women constituting slightly more than half of applicants, admitted individuals and first-time registrations for undergraduate programs. In graduate programs, there are differences between doctoral, masters and diploma programs. In doctoral programs, there is still a predominance of male applicants, with a slight decrease of female applicants and admissions since 2006/2007. A similar decline in the number of women who apply to masters programs can be seen, but the percentage of female first registrations has been fairly constant. The relatively high percentage of female applicants and registrants in "other" graduate programs probably reflects the fact that the Graduate Diploma in Education attracts a high percentage of women.

The second page provides data on the number and percentage of credentials awarded by gender. These data therefore reflect the number of women and men who start a program and their persistence in the program. There is a slight decline in the percentage of women who receive bachelor's degrees, but overall for the last five years there has been an approximate 3:2 ratio of women to men who have completed undergraduate degree programs. At the graduate level, we see a similar trend for masters programs (likely influenced by a high percentage of women in the

M.Ed. programs). The rather small number of doctorates awarded annually probably influences the less stable gender percentages, but overall women receive fewer doctoral degrees than men.

The third page breaks down headcounts of registered students by Faculty. As one would expect, there are significant differences in the gender balance across Faculties. For undergraduate programs, the lowest participation of women is in Applied Sciences (Computing and Engineering) and the highest in Education; these two Faculties have been outliers for the past five years. For the remaining Faculties, the results are fairly consistent through time, although there appears to be a trend to fewer female students in Environment and more in FCAT, with the percentage of male students ranging from the 30's in Health Sciences to 48% in Science and Business. The only Faculty with less than 50% women undergraduates is Applied Sciences.

Graduate enrollment patterns do not map exactly on to undergraduate patterns. For example, Business graduate programs have more men than women, whereas in Health Sciences there are higher percentages of female graduate students than undergraduates. Applied Sciences remains the most male-dominated Faculty for graduate programs.

One should note that if all data were broken down by school, department or program, more variation could be observed.

Given the overall figures, I am not particularly worried that the University as a whole is unbalanced with regard to gender, and I recognize that there are broad societal factors that result in phenomena such as the high proportion of men in engineering and the high proportion of women intending to become teachers. Given that disciplinary differences exist, I would expect Faculty deans to be involved in determining whether action is warranted, and what action is appropriate.

Undergraduate

Faculty	2010/11		2009/10		2008/09		2007/08		2006/07	
	Headcount	% Female	Headcount	% Female	Headcount	% Female	Headcount	% Female	Headcount	% Female
Applied Sciences	2,806	15%	2,461	15%	2,174	15%	1,840	17%	1,482	18%
Arts & Social Sciences	12,565	59%	12,348	59%	12,313	60%	12,178	61%	11,961	62%
Beedie School of Business	3,711	52%	3,559	52%	3,597	51%	3,194	52%	2,884	52%
Communication, Art & Technology	2,749	61%	2,642	60%	2,526	58%	2,438	55%	2,383	55%
Education	1,645	80%	1,583	80%	1,480	82%	1,460	81%	1,433	79%
Environment	745	54%	667	58%	638	58%	643	62%	678	63%
Health Sciences	1,195	67%	1,022	67%	588	67%	334	63%	78	72%
Science	4,259	52%	4,138	53%	4,117	53%	4,220	53%	4,066	53%
Unspecified	22	50%	56	66%	46	65%	26	50%	44	75%
Total	29,697	54%	28,477	55%	27,479	55%	26,332	56%	25,009	57%

Graduate

Faculty	2010/11		2009/10		2008/09		2007/08		2006/07	
	Headcount	% Female	Headcount	% Female	Headcount	% Female	Headcount	% Female	Headcount	% Female
Applied Sciences	529	21%	518	23%	443	22%	407	23%	394	23%
Arts & Social Sciences	1,048	60%	1,073	61%	1,046	62%	990	62%	948	63%
Beedie School of Business	688	38%	642	37%	607	37%	485	37%	534	33%
Communication, Art & Technology	298	54%	312	52%	272	50%	264	53%	258	52%
Education	1,754	76%	1,968	75%	1,989	74%	2,040	74%	1,913	74%
Environment	243	60%	255	57%	254	56%	243	58%	245	58%
Health Sciences	203	86%	188	89%	155	85%	105	83%	64	75%
Science	745	45%	731	46%	697	45%	687	44%	688	44%
Unspecified							21	29%		
Total	5,507	57%	5,685	58%	5,461	58%	5,241	59%	5,044	58%

Notes:

- a) Data based on fiscal year.
- b) A student is counted if registered in at least one term in the fiscal year.
- c) A student in more than one Faculty is split between the Faculties.
- d) A student's most current Faculty and program is reported each year.
- e) Data have been reorganized into the new faculty structure for comparison purposes only.

Source: IRP (oasis2).

Undergraduate

	2010/11		2009/10		2008/09		2007/08		2006/07	
	Headcount	% Female	Headcount	% Female	Headcount	% Female	Headcount	% Female	Headcount	% Female
Applicants	24,299	53%	22,703	53%	21,486	53%	21,114	54%	20,785	54%
Admissions	13,156	55%	13,311	56%	13,211	55%	13,049	56%	11,436	57%
Registered	7,447	54%	7,377	55%	7,397	55%	7,504	55%	6,382	57%

Graduate

	2010/11		2009/10		2008/09		2007/08		2006/07	
	Headcount	% Female	Headcount	% Female	Headcount	% Female	Headcount	% Female	Headcount	% Female
Doctorate										
Applicants	1,137	40%	1,080	41%	870	40%	795	43%	938	49%
Admissions	325	47%	359	46%	307	41%	256	43%	280	55%
Registered	249	47%	264	48%	247	45%	209	41%	255	51%
Masters										
Applicants	3,960	52%	3,659	54%	3,206	56%	3,095	58%	2,992	55%
Admissions	1,374	57%	1,535	56%	1,351	55%	1,133	57%	1,017	55%
Registered	1,009	57%	1,047	57%	997	54%	876	57%	860	56%
Other										
Applicants	609	64%	830	65%	717	62%	804	69%	752	66%
Admissions	499	66%	681	66%	567	61%	693	70%	683	66%
Registered	443	67%	596	70%	474	65%	598	71%	648	66%

Notes:

- Data based on fiscal year.
- Applicants refers to the number of students who applied to SFU. If a student applied for more than one program in a term, the student is counted only once in the term. If a student applied for more than one term in a fiscal year, the student is counted once under each term.
- Admissions refers to the number of students offered admission to SFU.
- Registered refers to the number of new students enrolled as of the end of week 3 of classes.
- Other graduate programs includes graduate diplomas, exchange students, qualifying students and special students.

Source: Admissions data from Office of the Registrar. Registration data from IRP (oasis2 and graduate database).

Undergraduate

	2010/11		2009/10		2008/09		2007/08		2006/07	
	Number Awarded	% Female	Number Awarded	% Female	Number Awarded	% Female	Number Awarded	% Female	Number Awarded	% Female
Bachelors	4,472	59%	4,289	60%	4,441	60%	4,161	60%	4,310	62%
Certificates	373	68%	365	73%	419	75%	432	71%	485	73%
Post Baccalaureate Diplomas	77	82%	65	83%	50	78%	50	84%	72	88%
Total	4,922	60%	4,719	61%	4,910	61%	4,643	61%	4,867	64%

Graduate

	2010/11		2009/10		2008/09		2007/08		2006/07	
	Number Awarded	% Female	Number Awarded	% Female	Number Awarded	% Female	Number Awarded	% Female	Number Awarded	% Female
Masters	1,010	57%	932	58%	879	57%	662	59%	768	56%
Doctorates	130	42%	133	50%	131	42%	128	48%	104	54%
Graduate Certificates	3	67%			2	0%	2	100%	2	100%
Graduate Diplomas	147	66%	121	67%	133	66%	148	61%	147	68%
Total	1,290	56%	1,186	58%	1,145	56%	940	58%	1,021	57%

Notes:

a) Data based on the fiscal year in which the student completed the requirements for the credential.

Source: IRP (credawrd2).