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NEWSLETTER

2008/2009:5

May '09

Room D472
ULFA Website: <http://ulfa.ca>

PRESIDENT'S KICK-ABOUT

ULFA EXECUTIVE

Past President
Steve Ferzacca
Anthropology/2489

President
Ilsa Wong
Kinesiology/2232
Secretary/Treasurer

VP/President Nominate
Vacant

Secretary-Treasurer
Ed Jurkowski
Music/2342

Academic Welfare Chair
John Usher
Management/2759

Economic Benefits Chair
Marc Roussel
Chem/Biochem/2326

Grievance Chair
Kate Chiste
Management/2139

Board Representative
Leah Fowler
Education/2457

ULFA OFFICE/2578
Brenda Rennie
Executive Officer

Norma Gibbon
Administrative Assistant



In this my final report to the Membership, I am pleased to report on the efforts of your Executive over the past 6 months.

On a level that has implications for students and of course, our interactions with students in our classes, we have been working to change the manner in which the Disabilities Resource Centre interacts with Faculty. The content of correspondences that the DRC sends to Faculty continues to be somewhat vague and in

some cases, i.e., taping of lectures, may in fact be worded in a manner that threatens the rights of Faculty Members according to the Handbook. Given the fact that the Human Rights Code is one of only a few that can take precedence over our Handbook, Faculty interactions with the DRC must continue to be closely monitored to ensure that our rights are upheld.

The hiring of numerous and in some cases, repeated term positions has become a greater concern across campus and will be an issue for ULFA to discuss with Administration as we move into the negotiating year. Many Faculties have found themselves hiring Faculty into Term positions instead of Tenure-Track/Continuing Appointments and there are limited provisions in the Handbook for those hirings. In many cases, Faculty are being hired on multiple Term contracts over and over

again, year after year. As an Association, we will be faced with a large group of vulnerable Members if we fail to negotiate a method by which these Members can be protected.

On another hiring note, the University continues to see an increase in the number of Administrative positions. Add to this mix, a new Presidential hire and we are likely to be amidst some interesting changes in the coming months.

Whether a result of the economic times, or a function of Members being more informed; we have seen a large number of incoming Faculty (or those entering into new contracts) contact our Office for advice on their negotiations with Deans. Coupled with the loss of the University's only Faculty Recruitment Officer, it thus falls on each of your shoulders to continue to encourage potential hires to contact the

ULFA Office for advice. These contacts will assist us in becoming more aware of trends related to hiring. In addition, if we are to serve our Members more efficiently, it is these contacts that will enable us to negotiate provisions in the Handbook related to hiring.

Our Annual General Meeting was held on April 29th, 2009 and a number of issues were discussed. In addition, Membership passed the Memorandum of Agreements regarding the Freedom of Information and Protection of Privacy Act and the Employment Insurance Premiums. Additionally, the revised Membership Representation Policy was also passed by Membership. One area that ULFA must push to the forefront is the Salary Equity Report and the recommendations from this report. Given that 2010 is a negotiating year, we are wise to seek a mechanism for continuing the work of Muriel Mellow, Michelle Duke, and Debra Basil. Although the Report found that U of L is well-positioned from an equity perspective, many of the recommendations would serve well to ensure that we advance equity even farther than we have.

Behind all of the interactions with groups on and off-campus, ULFA has continued to work on two important internal issues that it faces as an association. Firstly, our Ad-Hoc group of Marc Roussel, Steve Ferzacca, Brenda Rennie and myself continue to work on revisions to the By-laws. Coupled with work that John Usher and Brenda Rennie have done on a succession plan for staffing, there may be many changes ahead for the Faculty Association.

One imminent change will be the summer retirement of Norma Gibbon, our part-time Office Staff. Norma has spent 10 years with ULFA and is the driving force behind our Annual Picnic for New Faculty. As such, our celebration of Norma's time with ULFA will be held at the 2009 Faculty Picnic and I encourage you all to put a star beside September 15, 2009 so that we have a loud and boisterous thank-you to Norma for her years of service to ULFA.

As I finish my term as President, I can only summarize the year by quoting Bear Bryant, the long-time Head Coach of the University of Alabama Football program who once said:

**“If anything goes bad, I did it.
If anything goes semi-good, then we did it.
If anything goes real good, then you did it.”**

Kate Chiste, Steve Ferzacca, Ed Jurkowski, Marc Roussel, John Usher, Brenda Rennie, and Norma Gibbon, thank you to you and your committees for all that you have done to make this year a 'real good' one!

**Ilsa Wong [ilsa.wong@uleth.ca]
ULFA President**

An updated version of the
Handbook
is now available in PDF format at the following link:

<http://www.uleth.ca/hum/listDocs?type=12>

Report from EBC

Another academic year is almost over, which means that many of us now have time to think about other things. I find that the summer is when I usually take care of myself (go for my annual physical, visit my dentist, etc.). And, while I would like to think that I look after my loved ones first, even during the school year, the truth is that I put off a lot of stuff until summer rolls around. That makes this a good time to think about things like insurance.

Wait! Don't flip to the next page of the Newsletter! This is something you really need to spend a little time thinking about, at least once every few years. I know that thinking about your own mortality is no fun, and that insurance is complicated and boring. That doesn't make it less important.

Before we go too far, let me be clear about one thing: I'm not an insurance expert. I'm just a person who has read about insurance and thought about it. I think that the advice I'm going to give you is sound, but you should definitely think about your own situation and maybe get additional advice before you do anything.

Let's start with ordinary life insurance. Faculty Members, Academic Assistants and Professional Librarians at the University of Lethbridge automatically get a small amount of life insurance, paid partly by the Board, and partly by the member. How small? For members without dependents, your coverage is equal to your annual salary, or \$100000, whichever is less. For members with dependents, it's four times your annual salary, or \$100000, whichever is less (which is \$100000 for almost every regular ULFA member). Is this enough? The answer is "That depends." It's probably too much for some people. It's definitely not enough for others. How do you know how much insurance you will need? To figure that out, you have to think about what would happen if you were to die. Do you have dependents? By "dependents", I don't mean this in the usual benefits sense of people who are covered by our benefits plan. I mean people who actually depend on your income. You may have dependents of the first kind, and not of the other. For example, if you're married with no children, your student loans are paid off, and your spouse generates enough income to support him/herself in the manner in which he/she has become accustomed (i.e. in your current home, with a comparable amount of per capita disposable income), then you probably don't need life insurance. Surprised? In this situation, your spouse isn't a dependent since he or she doesn't need your money. The default \$100000 coverage is more than enough to wind up your affairs, and will leave your spouse with a little money to get over your untimely demise. Empty nesters with no mortgage and reasonable retirement savings may also not need life insurance. Not everyone does.

On the other hand, if your situation is essentially identical to that described above *except* that your spouse couldn't make the mortgage payments on his/her own, you probably need to get enough insurance to replace *at least* your contribution to the mortgage payments for the life of the mortgage. Now say that you have small children. If you were out of the picture, your spouse might have increased need for childcare. That should be added to the amount of your income that needs to be "replaced", because here time is literally money. You should also think about leaving some money for your children's educations since it may be harder for your spouse to save up for this in your absence. In short, you need to imagine what life would be like without you, figure out what that would cost, then make some reasonable assumption about your spouse's employment—don't count on rapid promotion or other strokes of good luck beyond his/her control. That will tell you how much income your family will need on an ongoing basis. You also need to look at your personal debts (credit cards, student loans) and at any assets that would be sold off if you were to die (e.g. the second family car).

Suppose you have gone through this process. (I'm just talking about a back-of-the-envelope calculation after giving the matter a bit of thought, not an actuarial valuation, so don't tell me you can't do this.) You should have two numbers, one the amount of income that your family will need, and the other the one-time costs of winding up your affairs, including a nice wake if that's what you want. The question now is how much insurance should you have so that your family has the ongoing income it needs after your affairs are settled? For the sake of argument, let's say that your family will need \$50000 in ongoing income, and that you have about \$20000 in one-time costs. How much would you have to invest to generate \$50000 per year in income? That depends on your assumptions about rates of return on investments. If you assume a 5% return, then you need to invest 20 times \$50000, or \$1000000! You would then need \$1000000 + 20000 = \$1020000 in insurance. (Given the sizes of these numbers, the \$20000 is of course not very relevant. If you have a different balance of one-time costs and ongoing obligations, the one-time costs might be the more significant factor though, so you need to think about these things in the context of your own situation.) Of course, as we have seen recently, you may not be able to count on a 5% rate of return. You may want to use a smaller assumed rate of return. At 2.5%, you would need about \$2000000 of insurance to generate \$50000 per year.

Once you have done this calculation, you may have one of two reactions:

1. "That's way too much! I can't possibly afford that much insurance!" If this is your reaction, go back and look at your assumptions, but **resist the temptation to change them just to bring your estimated amount of required insurance down**. You may find that you were initially too generous in some areas. After all, we want our loved ones to be well looked after. More likely though, you will start to suspect that your calculation is about right. Yup, these big numbers are a shock. That doesn't make them any less real. Look into the cost of getting that much insurance. Is it really beyond your budget? If so, then get less, but be aware of what you have done, and increase your insurance coverage at the next opportunity. Whatever you do though, **don't do nothing just because the numbers are intimidating**. Having half the insurance you should have is better than having one tenth of the insurance you should have.
2. "This calculation shows that I don't need more than the default insurance, but I want my loved ones to be comfortable if I die. I can afford it, so I'll get a \$500000 policy." Bad idea. This is an understandable emotional response. Remember though that insurance isn't some kind of grim lottery. You're not buying a raffle ticket for your loved ones where they "win" a big prize to make up for your death. The odds are that you're not going to die soon, so take the money you were planning to put into insurance and save it, maybe in a tax-free savings account or, if you haven't done so already, maximize your RRSP contributions. Then the money will be there for you *or* your loved ones when you need it.

The University has a group plan that you should look into (just ask Human Resources, and they'll send you the forms), but by all means investigate other insurance providers and get the lowest cost coverage you can get. Most importantly though, **don't wait**. You don't want to leave your family in a bind because you put this off.

Life insurance isn't the only kind of insurance worth thinking about. There's also accidental death and dismemberment insurance (AD&D). The University has an optional AD&D plan which you can again find out about by contacting Human Resources. AD&D insurance does exactly what you would think: It provides coverage for you if you are killed or injured in an accident. Since AD&D insurance only covers you if you are involved in an accident, it is *not* a substitute for life insurance. However, it may be worth getting for the second D: It will give you some money if you are permanently disabled in an accident. The amount it pays out depends on what you lose (eyesight in one or both eyes, use of one hand or two, etc.) and on the amount of coverage you choose. Since you would likely have to make a number of adjustments to your lifestyle after a severe accident, this may be a very useful source of funds. That being

said, whether you need AD&D insurance or not depends on your own balance of risk tolerance and lifestyle.

We also have long-term disability (LTD) insurance. Our current LTD plan covers 70% of your gross pre-disability income, to a maximum of \$4000 per month. Because we pay our own LTD premiums, LTD income is non-taxable, so you should compare these figures to your *net* pay. In most cases, this is adequate LTD coverage, although again, you probably want to think of your individual situation. If you need more LTD coverage, you'll have to talk to an insurance agent or broker since the University group plan doesn't have an option to buy extended coverage.

One member recently mentioned critical accident insurance to me. This is a new insurance category you may not have heard of. (I hadn't until this particular member mentioned it to me.) There are various plans. The most basic ones just pay a lump sum when people develop certain serious diseases (cancer, stroke, heart attack, kidney failure, Alzheimer's disease, etc.). The idea is to give you a bit of money to tide you over while you recover or, in the case of chronic conditions like Alzheimer's disease, to help pay for care. LTD insurance handles the first set of needs, of course. At higher (more expensive) levels of these plans, you also gain access to medical specialists and specialized care, including out-of-country specialists. I tend to lean left politically, so I'm not entirely comfortable with this kind of insurance. Personally, I think we should pressure our politicians to provide the best possible health care right here in Alberta. We're rich (even in the current economic climate), so as a society we can afford it. We just have to decide that we're willing to pay the taxes needed to support a first-class medical system. The same thing goes for first-class education systems. In fact, the latter point is why I would be disinclined to pursue critical care insurance on behalf of ULFA: In my opinion, it would send a very bad message if people who work in public institutions indicate their lack of faith in another set of public institutions, the health care system, by buying this kind of insurance as a group. Still, I am the membership's servant, so if many of you want me to look into this, I will. Just send me a note or phone me to let me know what you think.



Marc R. Roussel [<mailto:roussel@uleth.ca>]
Chair, ULFA EBC

Enjoy your summer!

CAUT EQUITY FORUM: RECASTING EQUITY

Toronto, February 6-8, 2009

Debates and strategies concerning equity in the academy have often seen women's issues eclipse the concerns of visible minorities, Aboriginal peoples, and people who are differently-abled. The aim of CAUT's Equity Forum was to stimulate discussion and action that might address the needs of equity seeking groups in a more balanced way. I was surprised to learn that this is the first broadly focussed conference on equity that CAUT has sponsored, although there are annual events for its Women's Caucus. Approximately 70 people from across Canada attended this event.

The forum opened with a short two-person theatrical sketch entitled, "Equity in your Face." The sketch used cutting satire to underscore the ways that our attitudes and institutional practices sabotage equity for various groups. It ended with a poignant reading that pointed to the "ungrievable loss" of human skills and dignity that we suffer when diversity is not realized. This theatrical piece was developed and performed by individuals from the University of Alberta, and they are willing to receive invitations to present it elsewhere in Canada.

The balance of the conference alternated between panel presentations and break-out groups. Each break-out group strategized how to apply the issues raised by the panels in one of four areas: equity in faculty associations; collective bargaining, contract language and grievance procedures; recruitment, promotion, and retention (in which I participated); and the transformation of research and teaching.

Panel participants included: Audrey Kobayashi (Queens), Richard Atleo (Manitoba), Piet Defraeye (Alberta), Yasmin Jiwani (Concordia), Enaskshi Dua (York), Mark Neufeld (Trent), Rinaldo Walcott (OISE), Malinda Smith (Alberta), Doreen Fumia (Ryerson), and David Newhouse (Trent). Below I highlight some of the especially notable presentations.

First Nations' scholar, Richard Atleo, presented a Nuu Chah Nulth origin story that explained how humans came to understand that natural resources had to be shared with other creatures. This story illustrates how equity must be worked at through active engagement with groups that appear to be different; it does not happen naturally or easily. Atleo emphasized that equity encapsulates the idea that "I'm equal to everyone else who is different than me." The world view of the Nuu Chah Nulth teaches that different points of view can be "mutually acceptable" without being "mutually agreeable." In short, equity is not about creating sameness.

Rinaldo Walcott cited demographic research that suggests it will take us 119 years to achieve equity in Canadian universities, given the slow pace of change created by current policies and the increasing degree of diversity of the Canadian population. To speed up change, Walcott challenged us to re-consider the controversial notion of quotas (a strategy associated with U.S. affirmative action policies) to ensure a certain number of individuals from equity-seeking groups are hired and promoted. He argued that otherwise, it was too easy for us to overlook qualifications that people of colour or those with disabilities may have. He pointed to the fact that his own visible minority students were more likely to be hired in the U.S., than in Canadian institutions.

Yasmin Jiwani reminded us how the word "equity" denotes financial resources (as in "investing in equities") as well as equality of opportunity. Her presentation focused on how the politics of recognition for equity seeking groups is linked to the politics of the distribution of resources within our institutions. Without resources being tied to equity provisions, little will change in our institutions. As she put it, "when you have resources, you are more able to be different." From her experience at Concordia, she observed that students often had more access to resources to support diversity than did faculty.

Through out the conference, the issue of "knowledge equity" surfaced several times. David Newhouse named it as a crucial stepping stone for the achievement of equitable representation for First Nations peoples, and gave examples of how Trent University has tried to move towards this.

The event produced a list of recommendations for CAUT including: the issue of equity should be made a standing item on agenda of CAUT Council; CAUT's definition of equity should include sexual orientation and age; and that CAUT undertake a review of the effectiveness of equity-related collective agreement language. Recommendations for local associations were also stated, including: the development of awareness and training programs for STP committees regarding how to understand and assess different forms of knowledge or approaches to research; an examination of how the casualization of appointments may disproportionately affect equity groups; an examination of the degree of inclusivity in various venues including on faculty association committees and in graduate and undergraduate student instruction and mentorship.



Respectfully submitted,
Muriel Mellow [<mailto:muriel.mellow@uleth.ca>]

University of Lethbridge Faculty Association

Member Representation Policy

The University of Lethbridge Faculty Association (ULFA) recognizes its responsibility under the Post Secondary Learning Act and The University of Lethbridge Faculty Handbook to represent Members fairly, in good faith, without discrimination, and in accordance with its duty of accommodation.

Decisions to represent a Faculty Member are made through the process established by the bylaws of the Association and in accordance with the Handbook, in particular, through a discussion and vote of the Grievance Committee to recommend to the Executive Committee that a Grievance be filed and a discussion and vote of the Executive Committee to then file that Grievance.

However, sometimes circumstances may warrant the Executive, acting on behalf of the Association, deciding against representing a Member or cause the Executive, acting on behalf of the Association, to cease to represent a member. The purpose of this policy is to suggest possible grounds for the making of such a decision and to outline the process by which such a decision can be appealed.

The circumstances under which the Executive, acting on behalf of the Association, may make a decision not to represent a Member in a particular matter or to cease to represent a member in a particular matter include but are not limited to the following:

- The matter which the member is bringing forward is not within the ambit of University policy or the Faculty Handbook;
- The matter is not one which would be grievable or arbitrable (it is outside of ULFA's jurisdiction);
- The matter has ceased to be within the ambit of University policy or the Faculty Handbook, or has ceased to be grievable or arbitrable.

The Appeal Process Timeline

- When the decision is taken by the Executive, acting on behalf of the Association, to not represent a member or to cease to represent a Member, the Member must be so informed in writing within 5 working days of the decision. This notification must also provide the reason(s) for the decision.
- Should a member wish to appeal the decision, he/she must notify the President of ULFA and the Chair of the Member Representation Appeal Committee¹ (MRAC) in writing within 5 working days of the date of the letter informing him/her of the Association's decision.
- In order for the appeal to proceed, the Member's written notification must also identify the grounds for appeal and provide whatever additional supporting documentation the Member deems to be relevant.
- The MRAC shall investigate the matter and within 15 working days, submit a written report to both the Member and the Executive acting on behalf of the Association.
- In their notice of appeal, Members have the right to request to meet with the MRAC, but if this right is invoked the Executive, acting on behalf of the Association, may also request to appear before the MRAC.
- Should the right to appear before the MRAC be invoked, the format of the meeting will be as follows:
 - ULFA presentation (maximum 30 minutes)
 - Member's presentation (maximum 30 minutes)
 - ULFA rebuttal (maximum 10 minutes)
 - Member's rebuttal (maximum 10 minutes)
 - Questions from the MRAC (time as required)

¹The MRAC is a three-person committee, comprising a Chair elected by the general membership normally from a pool consisting of former Association Grievance Chairs or Presidents, and two additional members; one nominated by the Association Executive and one nominated by the Member.

Other Matters

- In the event of scheduling difficulties, timelines may need to be adjusted by the MRAC. Should this be required, every effort shall be taken to deal with concerns brought forward by a Member in a timely manner.
- The Chair of the MRAC shall report at the Association's Annual Meeting on appeals heard.
- The decision of the MRAC is final and binding, and exhausts all internal remedies.

Approved by the Executive Committee, Meeting No. 21, April 16, 2009

Approved by the Annual General Meeting, April 29, 2009

Saying Goodbye ... an open letter

It has been 10 years since I was first introduced as the Administrative Assistant for the Faculty Association. It took some time but eventually I came to know many of the Members first via e-mail but more personally through the annual Faculty Picnic, your attendance in our office as a result of committee work and/or Faculty business, and even some of you as my kids' Professors. The annual picnic has always been a pleasure to organize and attend and it was through the picnic that I, my son Chase and daughter Paige - who acted as my helpers/bartenders from time to time - also came to enjoy off-campus banter that accompanied our picnic roles. I endeavored always to maintain a high degree of friendliness and professionalism in the office - hope I succeeded - and surely enjoyed my varied experiences here.

On departure, I want to thank first and foremost Brenda Rennie who is not only my co-worker and mentor, but also a wonderful friend. She was able to guide me - and all those who came through the doors - to a speedy resolution for situations encountered and I sincerely value this friendship. I can also say that I really enjoyed the opportunity of working with and for the various ULFA Presidents, Executive Committee(s), and other Members who regularly file through our doors to fulfill the needs of the Association.

I now return to my oftentimes-complex pre-faculty double life as a transcriptionist for Alberta Justice (31 years and counting) and as a Marriage Commissioner (13 years and counting). Through the latter I have enjoyed the opportunity of serving the sons/daughters and even a few Faculty Members while wearing this "other hat". In semi-retirement, I plan to torment my now adult children with my visits ... Chase is attending the University of Calgary studying Electrical Engineering and Paige is teaching Math for the Calgary Board of Education ... both plan eventually to return to Lethbridge (hurrah!!). I hope to continue my world travels to see my "international" kids from Germany (2), Brazil (7), Italy (1), Ecuador (1), Russia (1), Mexico (4), France (2), New Zealand (1) -exchange students with whom I shared my home, heart, and family these past ten years - and to pursue my "vacation vocations" of reading, quilting, baking, china painting, or just "sitting" in my yard enjoying my flower and vegetable gardens ... and of course love visitors to share that baking with!

Norma

**2009-2010 UNIVERSITY OF LETHBRIDGE FACULTY ASSOCIATION
EXECUTIVE & STANDING COMMITTEES**

Position/Committee	Constituency	Nominee
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EXECUTIVE

Past President	<i>A&S</i>	<i>Ilsa Wong</i>
President	<i>A&S</i>	<i>Bryson Brown</i>
Vice President/Pres. Nominate	<i>A&S</i>	<i>Rob Sutherland</i>
Secretary/Treasurer	Prof.Fac/School	Ed Jurkowski
Chair, Academic Welfare	<i>A&S</i>	<i>Trevor Harrison</i>
Chair, Economic Benefits	<i>A&S</i>	Marc Roussel
Chair, Grievance	Prof.Fac/School	Kate Chiste
Board Representative (non voting)	Prof.Fac/School	Leah Fowler
Executive Officer (non voting)		Brenda Rennie

ACADEMIC WELFARE

Past Chair		
Chair	<i>A&S</i>	<i>Trevor Harrison</i>
	Prof.Fac/School	Lorne Williams
	Prof.Fac/School	Mary Kavanagh
	<i>Prof.Fac/School</i>	<i>Josephine Mills</i>
	<i>A&S</i>	<i>Hendrika Beaulieu</i>
	<i>A&S</i>	<i>Deborah Saucier</i>
	Library	<i>Leona Jacobs</i>
	Academic Assist.	Arie Bomhof

ECONOMIC BENEFITS

Past Chair		
Chair	<i>A&S</i>	Marc Roussel
	<i>A&S</i>	<i>Abdie Kazemipur</i>
	<i>A&S</i>	<i>Jon Doan</i>
	Prof.Fac/School	<i>Leslie Robison-Greene</i>
	Prof.Fac/School	Marlo Steed
	Prof.Fac/School	Kelly Williams
	Library	<i>Rhys Stevens</i>
	Academic Assist.	Wayne Lippa

GRIEVANCE

Past Chair	<i>A&S</i>	Tom Johnston
Chair	Prof.Fac/School	Kate Chiste
	Prof.Fac/School	<i>Gary Nixon</i>
	<i>Prof.Fac/School</i>	<i>Robin Bright</i>
	<i>A&S</i>	Inge Genee
	<i>A&S</i>	Catherine Kingfisher
	Library	Shelley Ross
	Academic Assist.	<i>Jasminn Berteotti</i>



**Proportion of Full-time Female Academic Staff in
Select Science and Social Science and Humanities Subjects
(all ranks combined)**

	2000-01	2006-07
Nursing	93.6%	93.6%
Education	44.1%	50.5%
English Language and Literature	42.8%	49.6%
Sociology	42.7%	47.6%
Public Health	34.6%	45.1%
Psychology	37.1%	41.4%
History	27.9%	34.3%
Medicine	22.3%	29.6%
Business	24.1%	28.7%
Biology	23.8%	28.5%
Political Science	23.7%	28.5%
Philosophy	20.4%	27.4%
Agriculture	21.5%	24.0%
Basic Sciences-Medicine	20.6%	22.3%
Surgery	16.9%	21.4%
Economics	12.6%	18.1%
Geology and Related	14.2%	17.4%
Chemistry	14.1%	17.2%
Computer Science	15.7%	16.6%
Mathematics	13.1%	16.2%
Chemical Engineering	10.4%	13.8%
Civil Engineering	9.6%	13.1%
Physics	8.1%	12.0%
Mechanical Engineering	8.4%	9.0%
Electrical Engineering	4.9%	7.6%

SOURCE: Statistics Canada, Centre for Education Statistics, UCASS.