



Ottawa Police Service



**Research Extract 02:
2005 OPS Doctorate Member Composition**

**as self-disclosed in the
2005 Workforce Census**

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1. Sharp drop in OPS members with a university doctorate degree

In asking OPS members about highest level of education, comparative OPS Census findings from 2005 and 2012 revealed that the number of employees who self-disclosed that they had a university degree dropped from 2.9% (32 members) in 2005 to 0.1% (two members) in 2012.

Q15A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Elementary school (0.3%)	5	0.3	5	0.3
Secondary school (13.4%)	154	9.8	159	10.1
Trades certificate or diploma (2.2%)	30	1.9	189	12.0
College, w/o cert or dip (8.7%)	80	5.1	269	17.1
College, w/ trade cert or dip (3.3%)	48	3.0	317	20.1
College, w/ college cert or dip (3.4%)	416	26.4	733	46.6
University, first degree not completed (22.4%)	182	11.6	915	58.1
University, first degree completed (16.4%)	520	33.0	1435	91.2
University degree, post-bachelor (24.2%)	82	5.2	1517	96.4
University masters degree (3.0%)	55	3.5	1572	99.9
University doctorate degree (2.9%)	2	0.1	1574	100.0

Frequency Missing = 69

2. Characteristics of doctorate OPS members in 2005

Closer inspection of the doctorate OPS members in 2005 revealed demographic characteristics from which the OPS can gain deeper insight in who they were. (Percentages offered in parentheses next to demographic characteristics represent comparisons from the community which the OPS serves as gleaned from Canadian National Census statistics.)

Division [Internal OPS]

Q01	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Executive services (3.08%)	7	22.6	7	22.6
Support services (17.10%)	7	22.6	14	45.2
Criminal investigation services (14.85%)	3	9.7	17	54.8
Corporate services (13.37%)	7	22.6	24	77.4
Patrol services, West division (13.96%)	1	3.2	25	80.6
Patrol services, Central division (16.04%)	3	9.7	28	90.3
Patrol services, East division (13.31%)	3	9.7	31	100.0

Frequency Missing = 1

Location [Internal OPS]

Q02A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
474 Elgin (49.41%)	19	63.3	19	63.3
245 Greenbank Rd. (18.38%)	4	13.3	23	76.7
3343 St-Joseph Blvd (8.34%)	3	10.0	26	86.7
95 Abbeyhill Rd. (3.08%)	1	3.3	27	90.0
4561 Bank St. (6.80%)	1	3.3	28	93.3
other [May include CPC] (7.28%)	2	6.7	30	100.0

Frequency Missing = 2

Rank classification [Internal OPS]

Q03AGR	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Civilian (27.10%)	15	48.4	15	48.4
Sworn (72.90%)	16	51.6	31	100.0

Frequency Missing = 1

Supervisor [Internal OPS]

Q03B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No (82.96%)	10	50.0	10	50.0
Yes (17.04%)	10	50.0	20	100.0

Frequency Missing = 12

FT/PT, permanent/term [Internal OPS]

Q04	Frequency	Percent	Cumulative Frequency	Cumulative Percent
FT permanent [May include FT term] (95.21%)	26	83.9	26	83.9
FT term [May include PT term] (4.79%)	1	3.2	27	87.1
Other (?%)	2	6.5	29	93.5
PT permanent (?%)	1	3.2	30	96.8
PT term (?%)	1	3.2	31	100.0

Frequency Missing = 1

Number of dependents care for [Not Available]

Q08A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	1	4.2	1	4.2
1	18	75.0	19	79.2
2	4	16.7	23	95.8
3	1	4.2	24	100.0

Frequency Missing = 8

Number of dependents living with you

Q09AGR	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	2	9.5	2	9.5
1	4	19.0	6	28.6
2	10	47.6	16	76.2
3	4	19.0	20	95.2
4	1	4.8	21	100.0

Frequency Missing = 11

working age group [Ottawa-Hu] CMA]

Q11	Frequency	Percent	Cumulative Frequency	Cumulative Percent
25-34 years (22.91%)	5	15.6	5	15.6
35-44 years (27.54%)	14	43.8	19	59.4
45-54 years (22.58%)	12	37.5	31	96.9
55-64 years (8.86%)	1	3.1	32	100.0

Marital status [City of Ottawa]

Q12A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Single (30.28%)	5	15.6	5	15.6
Married (53.12%)	19	59.4	24	75.0
Separated (3.18%)	1	3.1	25	78.1
Common law (7.39%)	5	15.6	30	93.8
Divorced (5.09%)	2	6.3	32	100.0

Partner OPS status [Not Available]

Q12B	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not OPS member	15	75.0	15	75.0
OPS member	5	25.0	20	100.0

Frequency Missing = 12

Gender [City of Ottawa]

Q13A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Male (52.49%)	17	53.1	17	53.1
Female (47.51%)	15	46.9	32	100.0

Highest field of study/training

Q15B	Frequency	Percent
Business	1	3.1
Criminology	2	6.3
History	1	3.1
Hon Social work	1	3.1
Law Degree	1	3.1
Psychology	1	3.1
Sociology	1	3.1
Theology	1	3.1
business administration	1	3.1
computer engineering	1	3.1
computer systems; organization analysis	1	3.1
counselling	1	3.1
criminology	2	6.3
education	1	3.1
education; counseling; psychology	1	3.1
educational counselling	1	3.1
geology	1	3.1
history	1	3.1
industrial relations	1	3.1
law; law enforcement (policing)	1	3.1
law; policy development	1	3.1
management	1	3.1
psychology	2	6.3
psychology; theology	1	3.1
public Administration	1	3.1
public administration	1	3.1
social work	1	3.1
sociology	1	3.1
software engineering	1	3.1

School attendance

Q17	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No (80.79%)	21	65.6	21	65.6
Yes, PT (12.13%)	10	31.3	31	96.9
Yes, FT (7.08%)	1	3.1	32	100.0

Diversity of own ethnic origin

Q18Y	Frequency	Percent	Cumulative Frequency	Cumulative Percent
One group	17	53.1	17	53.1
Two groups	13	40.6	30	93.8
Three groups	1	3.1	31	96.9
Four groups	1	3.1	32	100.0

Visible minority status [City of Ottawa]

Q21	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not visible minority (82.03%)	27	87.1	27	87.1
Visible minority (17.97%)	4	12.9	31	100.0

Frequency Missing = 1

Aboriginal status

Q23AR	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not Aboriginal (98.87%)	26	92.9	26	92.9
Aboriginal (1.13%)	2	7.1	28	100.0

Frequency Missing = 4

Disability within working age [ON Pop]

Q24	Frequency	Percent	Cumulative Frequency	Cumulative Percent
Not disabled (89.00%)	27	90.0	27	90.0
Disabled (11.00%)	3	10.0	30	100.0

Frequency Missing = 2

Religion [City of Ottawa]

Q25A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
No religion (15.69%)	9	28.1	9	28.1
Christian Orthodox (2.06%)	1	3.1	10	31.3
Christian, n/i elsewhere (1.83%)	4	12.5	14	43.8
Jewish (1.46%)	1	3.1	15	46.9
Protestant (27.57%)	3	9.4	18	56.3
Roman Catholic (43.28%)	11	34.4	29	90.6
Sikh (0.32%)	1	3.1	30	93.8
other (0.38%)	2	6.3	32	100.0

Languages use regularly in job [O-H CMA]

Q27	Frequency	Percent	Cumulative Frequency	Cumulative Percent
English only (90.68%)	21	65.6	21	65.6
English & French (3.07%)	11	34.4	32	100.0

Number of other languages use in job [N/A]

Q28A	Frequency	Percent	Cumulative Frequency	Cumulative Percent
0	28	87.5	28	87.5
1	2	6.3	30	93.8
3	1	3.1	31	96.9
4	1	3.1	32	100.0

3. Characteristic trends of doctorate OPS members from 2005

OPS doctorates were full-time employees working in different divisions (notably in Executive, Support and Corporate Services) and largely out of the 474 Elgin location. They are equally distributed among civilian and sworn members, though this information may not be widely known. Only 50% of doctorates held a supervisory position in the OPS which may be one of the reasons why they may have sought other work opportunities outside the OPS. Doctorate members were fairly equally balanced between male (53.1%) and female (46.9%), similar to the gender distribution of doctorates in the community.

The majority (75.0%) of these 32 members were married or single, and the same percentages had only one dependent to care for, though typically the number of dependents living with him/her was two people. Their partner was mostly not an OPS member. Most of the younger doctorates (59.4%) may have moved on to other organizations, whereas many of the smaller group of older doctorates (40.6%) may have retired since 2005. Fields of doctoral study were wide-ranging, notably in law, social and human sciences, and education. About one-third of these doctorates still attended school on a part-time basis, which implies that they were lost to the OPS after they completed their studies.

At least half of the OPS doctorates from 2005 belonged to one ethnic group only. The majority did not have visible minority status, nor were Indigenous (Aboriginal) and/or disabled. Two-thirds used English only on the job, whereas one-third used both English and French in their work and few had the ability to speak another language beyond English and French.

4. Rebuilding doctorates as part of OPS membership

- Although previous OPS members with a university doctorate degree did not contribute much to the diversity statistics of the OPS, they appear to bring a distinctly Canadian ethnicity to the job with strong cognitive capacity.
- One gets the impression that many find the OPS a good employer to start a career and complete post-graduate studies. The OPS could do more to retain these individuals after study completion by offering targeted career opportunities within or close to their field of expertise.
- The OPS should look into offering highly educated OPS members more supervisory positions, provided their job experience also matches the requirements of the job.
- Ways should be sought to utilize OPS members with post-graduate educational levels on both the civilian and sworn sides of the organization.
- At the same time, the OPS should encourage their members with multiple ethnicities and language skills to also pursue post-graduate studies.