Report to SCUP on Faculty Recruitment and Retention

Office of the Vice Provost (Academic Planning, Policy and Faculty)

January 2017
Contents:

• Probationary and Tenured Faculty
  – Appointments
  – Resignations
  – Retirements

• Limited-Term Faculty

• Part-Time Faculty

• Full-Time Clinical Faculty
Probationary and Tenured Faculty

- October 1 counts (for consistency with UCASS data source)
- Includes all Full-Time Probationary (Tenure-track) and Tenured Faculty
- Includes those in senior administrative roles who are exempt from the UWOFA Collective Agreement provisions
Probationary and Tenured Faculty at Western 1985 - 2016

Source: Western Corporate Information 1985 – 1999
UCASS Data 1999 – 2010
Western Human Resources Information Systems 2011 - 2016
Probationary and Tenured Faculty at Western, 1999 to 2016

Probationary and Tenured Female Faculty at Western, 1999 to 2016

Women as a Percentage of Tenured/Probationary Faculty: G-13 (2000-2009)/U15 (2009-2015) excluding Western vs. Western

Women as a Percentage of Tenured/Probationary Faculty, Assistant Professor Rank: G-13 (2000-2009)/U15 (2009-2015) excluding Western vs. Western

Women as a Percentage of Tenured/Probationary Faculty, Associate Professor Rank: G-13 (2000-2009)/U15 (2009-2015) excluding Western vs. Western

Women as a Percentage of Tenured/Probationary Faculty, Full Professor Rank: G-13 (2000-2009)/U15 (2009-2015) excluding Western vs. Western

New Tenured & Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2016 Cohorts

Source: UCASS Data for 1999 – 2010; Western Human Resources Information Systems 2011 - 2016 (October)
Data excludes faculty joining from Robarts.
Percentage of New Tenured and Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2016

Source: UCASS Data for 1999 – 2010
Western Human Resources Information Systems 2011 - 2016 (October)
Data excludes faculty joining from Robarts
Probationary and Tenured Faculty, by Faculty and Gender, October, 2016

Source: Western Human Resources Information Systems for 2016 (October)
Percentage of Tenured/Probationary Women Faculty, by Faculty, 2008 to 2016

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<th>Year</th>
<th>Arts and Humanities</th>
<th>Business</th>
<th>Education</th>
<th>Engineering</th>
<th>Health Sciences</th>
<th>Information &amp; Media Studies</th>
<th>Law</th>
<th>Medicine &amp; Dentistry</th>
<th>Music</th>
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Western Human Resources Information System 2008 - 2016 (October).
Average Elapsed Time to Tenure from Full Time Start at Western

Excludes those hired into a tenured position
Average Time to Tenure from Highest Degree

Excludes those hired into a tenured position

Faculty Recruitment and Retention
January 2017
Average Time to Full Professor from Tenure

Excludes those already Full Professor at time of Tenure
Average of Time to Full Professor from Highest Degree

Excludes those already Full Professor at time of Tenure
Probationary & Tenured Faculty Resignations by Gender: 2004-05 to 2015-16

Source: Western Information Systems as of December 2016
Includes only faculty under age 55 at the time of resignation.
Women as a Percentage of Probationary & Tenured Faculty
Resignations and Women as a Percentage of Continuing

Source: Western Information Systems
Total Probationary & Tenured Resignations by Faculty: 2004-05 to 2015-16

Source: Western’s Human Resources Information Systems. Percentages based on Tenured/Probationary faculty as of December 2016.
Total Probationary & Tenured Resignations % by Faculty: 2004-05 to 2015-16

- Social Science: 1.63%
- Arts & Humanities: 1.47%
- Ivey: 3.78%
- Engineering: 1.38%
- FOMD: 1.01%
- Science: 0.80%
- Law: 2.52%
- Health Sciences: 0.60%
- FIMS: 1.40%
- Music: 0.63%
- Education: 0.81%

UWO Total: Resignations 187
1.36% / year (%=annual % turnover)
Probationary and Tenured Faculty Reasons for Leaving: 2004-05 to 2015-16

Source: Exit interviews conducted with the Faculty Member or Chair/Dean of the Department/Faculty and letters received from Faculty Member
Probationary and Tenured Faculty at Western: Cohorts Aged 60 or Greater

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</table>

Total | 149 | 157 | 157 | 182 | 184 | 195 | 194 | 211 | 226 | 237 | 228 | 237 | 238

Source: UCASS 2004 – 2010
UWO Data 2011 – 2016
Probationary and Tenured Faculty at Western: Continuing Beyond Age 65

Continuing Beyond Age 65 With No Notice of Retirement or Phased Retirement

Source: Western Human Resources Information System

All Probationary and Tenured Continuing Beyond Age 65 With No Notice of Retirement or Phased Retirement

All Probationary and Tenured Faculty Continuing Beyond Age 65

Source: Western Human Resources Information System
Limited Term Appointments

• October 1 counts
• Includes faculty coded as:
  – fixed-term
  – no-end date
  – Permanent
Limited Term Appointments: 1999 to 2016

Source: Western’s Human Resources Information Systems 2008 – 2016 (October)
Number of Individuals with Limited Term Appointments by Rank as of October, 2003 - 2016

Source: Western’s Human Resources Information Systems 2003 - 2016 (October)
All Active Limited Term and Permanent Faculty by Workload Percentages
2015 - 2016

Source: Western’s Human Resources Information Systems 2003 - 2016 (October)
Number of Individuals with Limited Term Appointments by Years of Service as of October, 2003 - 2016

Source: Western’s Human Resources Information Systems 2003 - 2016 (October)
Part-Time Faculty

• Counts are by fiscal year
• Includes:
  – Limited Duties Appointments including:
    • Regular, Post Retirement, Extra-Load Limited Duties, Limited Duties Course Authoring and Graduate students hired via open competition
  – Standing Assignments
  – Post Doctoral and Graduate Student Teaching Assignments without open competition
• Excludes:
  – Excludes Limited Duties Appointments at Trois Pistoles
Number of Individuals with Part-Time Faculty Appointments
2002-03 to 2015-16 (by Fiscal Year)

Source: Western Human Resources Information Systems
Number of Full Course equivalents taught by Part-Time Faculty 2002-03 to 2015-16 (by Fiscal Year)

Source: Western Human Resources Information Systems
Degree Credit Courses taught by Part-Time Faculty by Faculty and Gender: 2015-16 (Fiscal Year)

Source: Western Information Systems

Faculty Recruitment and Retention
January 2017
Number of Individuals with Part-Time Faculty Appointments by Rank
2002-03 to 2015-16 (by Fiscal Year)

Source: Western Human Resources Information Systems
Number of Individuals with Part-Time Faculty Appointments by Range of Full Course Equivalents (FCE) Taught 2002-03 to 2015-16 (by Fiscal Year)

Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments

Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments

Faculty Recruitment and Retention
January 2017
Years of Service
Active Part-Time Faculty 2015-2016

Source: Western Human Resources Information Systems
Includes Consecutive Years of Service, allowing for one single year gap
Excludes Extra Load Teaching and Course Authoring Appointments
Average Range of FCEs Taught by Years of Service
Active Part-Time Faculty 2015-2016

Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments
Teaching Data

Categorized by:

- **Part-time Members and Non-Members**
  - Limited Duties Appointments, Standing Assignments, Graduate Student Teaching Assignments
  - GTAs, Adjunct Appointments, Visiting part-time, Medical Clinical Faculty, Guest Lecturers

- **UWOFA RF (excluding Probationary and Tenured)**
  - Full-Time Visiting Appointments, Externally Funded Appointments, Limited Term and Permanent Appointments

- **Probationary and Tenured**
  - Full-Time Probationary (Tenured-track) and Tenured Faculty
  - includes those in senior administrative roles who are exempt from the UWOFA Collective Agreement provisions
Number of FCE Graduate and Undergraduate Enrolments taught from 2002-03 to 2015-16 (by Fiscal Year) by Part-Time Members and Non-members

Source: Western Human Resources Information Systems
Degree Credit Course Teaching in FCEs
2002-03 to 2015-16 (by Fiscal Year)

Note: Instructor data is unavailable for 3.7% of courses in 2002-03; 1.1% in 2003-04; 1.2% in 2004-05; 0.8% in 2005-06, 0% in 2006-07, through 2015-16.

Course data for undergraduate, graduate and professional degree credit course teaching are included, with the exception of independent studies, directed research, exams, theses, clinical courses, etc.

These data do not include Undergraduate or Graduate research or theses supervision

Source: Western Information Systems
FCE Enrolments Taught
2002-03 to 2015-16 (by Fiscal Year)

Source: Western Information Systems
(appointment status and course data).

Faculty Recruitment and Retention
January 2017
Clinical Full-Time Faculty

• October 1 Count
• Includes Physicians in Schulich under one of:
  – Continuing Clinical Appointment
  – Clinical Limited Term Appointment
Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2016

Source: Western Human Resources Information Systems
Full-Time Female Clinical Faculty at Western, 1999 – 2016

Source: Western Human Resources Information Systems
New Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 2000 – 2016

Source: Western Human Resources Information Systems
Percentage of New Full Time Clinical Faculty at Western by Gender: 1999-00 – 2015-16

Source: Western Human Resources Information Systems
Full Time Clinical Faculty Resignations by Gender, 1999-00 – 2015-2016

Source: Western Human Resources Information System
For future reference:

• This report can be found at:

• Additional information on full-time faculty, and other Western data, can be found on the Institutional Planning and Budgeting (IPB) website at https://www.ipb.uwo.ca/

Note: definitions of faculty categories and the dates to which counts pertain will influence the actual counts in any category, so this should be considered when extracting and interpreting data from these sources and others.