Report to SCUP on Faculty Recruitment and Retention

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

February 2019
Contents:

• Probationary and Tenured Faculty
  – Appointments
  – Resignations
  – Retirements
• Limited-Term Faculty
• Part-Time Faculty
• Full-Time Clinical Faculty
Probationary and Tenured Faculty

- October 1 Count
- Includes all Full-Time Probationary (Tenured-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 - 2018

Source: Western Corporate Information 1985 – 1999
    UCASS Data 1999 – 2009
    U15 Data 2009 – 2017
    Human Resources Information System - 2018
Probationary and Tenured Faculty at Western, 1999 to 2018

The 2007 data and beyond includes Robarts Scientists who became Probationary and Tenured on July 1, 2007.
Probationary and Tenured Female Faculty at Western, 1999 to 2018

Women as a Percentage of Tenured/Probationary Faculty: G-13 (2000-2009)/U15 (2009-2017) excluding Western vs. Western

Women as a Percentage of Tenured/Probationary Faculty, Assistant Professor Rank: G-13 (2000-2009)/U15 (2009-2017) excluding Western vs. Western

Women as a Percentage of Tenured/Probationary Faculty, Associate Professor Rank: G-13 (2000-2009)/U15 (2009-2017) excluding Western vs. Western

Women as a Percentage of Tenured/Probationary Faculty, Full Professor Rank: G-13 (2000-2009)/U15 (2009-2017) excluding Western vs. Western

New Tenured & Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2018 Cohorts

Source: UCASS Data for 1999 – 2010; Western Human Resources Information Systems 2011 - 2017 (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 – 2018

Source: UCASS Data for 1999 – 2010
Western Human Resources Information Systems 2011 - 2018 (October)
Data excludes faculty joining from Robarts
Probationary and Tenured Faculty, by Faculty and Gender, October, 2018

Social Science
Science
Music
Medicine & Dentistry
Law
Information & Media Studies
Health Sciences
Engineering
Education
Business
Arts and Humanities

Number of Tenured and Probationary Faculty, October 2018

Source: Western Human Resources Information Systems for 2018 (October)
### Percentage of Tenured/Probationary Women Faculty, by Faculty, 2008 to 2018

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## Percentage of Tenured/Probationary Women Faculty, Assistant Professor Rank by Faculty, 2008 to 2018

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<td>55.56%</td>
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<td>55.88%</td>
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<td>58.06%</td>
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<td>54.17%</td>
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<td>Business</td>
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<td>39.13%</td>
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<td>27.59%</td>
<td>32.26%</td>
<td>29.03%</td>
<td>30.30%</td>
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<td>Education</td>
<td>80.00%</td>
<td>75.00%</td>
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<td>60.00%</td>
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<td>Health Sciences</td>
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<tr>
<td>Information &amp; Media Studies</td>
<td>84.62%</td>
<td>80.00%</td>
<td>77.78%</td>
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<td>100.00%</td>
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<tr>
<td>Law</td>
<td>62.50%</td>
<td>71.43%</td>
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<tr>
<td>Medicine &amp; Dentistry</td>
<td>29.55%</td>
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<td>Music</td>
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<td>Science</td>
<td>34.09%</td>
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<td>Social Science</td>
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<td>57.89%</td>
<td>47.83%</td>
<td>37.50%</td>
<td>43.75%</td>
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Western Human Resources Information System 2008 - 2018 (October).
For the purpose of this analysis:

- "STEM" = Faculty of Engineering, Science, Medicine & Dentistry
- Only those with > 3 years from RF to Tenure are included
- Three year rolling average

Source: Western HR Information System
For the purpose of this analysis:
- “STEM” = Faculty of Engineering, Science, Medicine & Dentistry
- Only those with > 3 years from RF to Tenure are included
  - Three year rolling average

Source: Western HR Information System
Probationary & Tenured Faculty Resignations by Gender: 2004-05 to 2017-18

Source: Western Information Systems as of December 2018
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 Population: 2004-05 to 2017-2018

Source: Western Information Systems
Total Probationary & Tenured Resignations by Faculty: 2004-05 to 2017-18

Source: Western’s Human Resources Information Systems.
Percentages based on Tenured/Probationary faculty as of December 2018.
Total Probationary & Tenured Resignations % by Faculty: 2004-05 to 2017-18

![Bar chart showing the percentage of resignations by faculty from 2004-05 to 2017-18. The chart includes departments such as Social Science, Arts & Humanities, Ivey, Engineering, FOMD, Science, Law, Health Sciences, FIMS, Music, and Education. The overall UWO Total: Resignations is 323 with an average of 2.05% per year.](chart.png)
Probationary and Tenured Faculty Reasons for Leaving: 2004-05 to 2017-18

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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Source: UCASS 2004 – 2010  
UWO Data 2011 – 2018
Probationary and Tenured Faculty at Western: Continuing Beyond Age 65

Source: Western Human Resources Information System
Limited Term Appointments

• October 1 count
• Includes fixed-term Limited Term Faculty, full-time contract faculty with no-end date and Permanent Limited Term Faculty
Limited Term Appointments:
1999 to 2018

Source: Western’s Human Resources Information Systems 2008 – 2018 (October)
Number of Individuals with Limited Term Appointments by Rank as of October, 2003 - 2018

Source: Western’s Human Resources Information Systems 2003 - 2018 (October)
All Active Limited Term Appointments by Workload Percentages
2016 - 2018

Source: Western’s Human Resources Information Systems 2017-18 (October)
Number of Limited Term Appointments by Years of Service
2003 - 2018

Source: Western’s Human Resources Information Systems 2003 - 2018 (October)
Part-Time Faculty

• Count by fiscal year
• Includes:
  – Limited Duties Appointments
    • Includes Regular, Graduate Student, Post Retirement, Extra-Load Limited Duties and Limited Duties Course Authoring
    • Excludes Limited Duties Appointments at Trois Pistoles
  – Standing Assignments
  – Post Doctoral and Graduate Student Teaching Assignments
Number of Individuals with Part-Time Faculty Appointments 2002-03 to 2017-18 (by Fiscal Year)

Source: Western Human Resources Information Systems

Western
Faculty Recruitment and Retention
February 2019
Number of Full Course equivalents taught by Part-Time Faculty 2002-03 to 2017-18 (by Fiscal Year)

Source: Western Human Resources Information Systems
Degree Credit Courses taught by Part-Time Faculty by Faculty and Gender: 2017-18 (Fiscal Year)

Source: Western Information Systems
Number of Individuals with Part-Time Faculty Appointments by Rank
2002-03 to 2017-18 (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 2017-18 (by Fiscal Year)

Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments
Number of Individuals with Part-Time Faculty Appointments by Years of Service
2017-2018

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
Number of Individuals with Part-Time Faculty Appointments by Average Range of FCEs Taught by Years of Service 2017-2018

Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments
Clinical Full-Time Faculty

• October 1 Count
• Includes Physicians in Schulich under a:
  – Continuing Clinical Appointment OR
  – Clinical Limited Term Appointment
Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2018

Source: Western Human Resources Information Systems
Full-Time Female Clinical Faculty at Western, 1999 – 2018

Source: Western Human Resources Information Systems
New Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 2000 – 2018

Source: Western Human Resources Information Systems
Percentage of New Full Time Clinical Faculty at Western by Gender: 1999-00 – 2017-18

Source: Western Human Resources Information Systems
Full Time Clinical Faculty Resignations by Gender, 1999-00 – 2017-2018

Source: Western Human Resources Information System
Data

• This report can be found at:

• For additional information on full-time faculty, Institutional Planning and Budgeting’s website contains data and facts updated annually and can be found at https://www.ipb.uwo.ca/

(Please note: The dates at which data are collected will influence counts. Therefore, data contained in this report and at the IPB site may differ slightly.)