



Western
UNIVERSITY • CANADA

Report to SCUP on Faculty Recruitment and Retention

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

February 2022

History, Purpose and Format of the Report

- Beginning 2014, the Faculty Collective agreement has required an annual reporting of metrics related to faculty recruitment
- The data in this report fulfill that objective; as well, this report provides additional faculty recruitment & retention data
- Data and analyses are provided with numerical “counts” in order to allow for readers of the report to extract and review these data from a variety of lenses

Organization of the Report

The report is organized by faculty group:

1. Probationary and Tenured Faculty
2. Limited-Term non-Clinical Faculty
3. Part-Time non-Clinical Faculty
4. Full-Time Clinical Faculty

Definitions for each group and descriptions of data sources are provided.

Section 1: Probationary and Tenured Faculty

- Data are cross-sectional counts as of October 1; the most recent data in Western's HRIS system is October 1, 2021; the most recent U15 (comparator) data are from the 2020 data
 - reflected by different timelines where comparator data are used
- This section pertains to all Full-Time Probationary (Tenure-track) and Tenured Faculty
- It includes those in senior academic administrative roles who are exempt from the UWOPA Collective Agreement provisions

Key Observations from slides 9 to 23

Probationary and Tenured Faculty

- The total number of Probationary/Tenured faculty increased from 1998 to 2008, stabilized, then decreased modestly since 2015; in 2019 and 2020 a further decrease was due largely to a retirement incentive window, followed by an increase in hiring in 2021
- In the 2020 data reflected in slides 10-11, women comprised 37.6% of all Western faculty and 46.8% of Assistant Professors, illustrating increasing representation with recent cohorts
- New probationary/tenured faculty hires were approximately 50% women in 2018 and 2019, then dropped slightly in the following years.

Key Observations from slides 9 to 23

continued

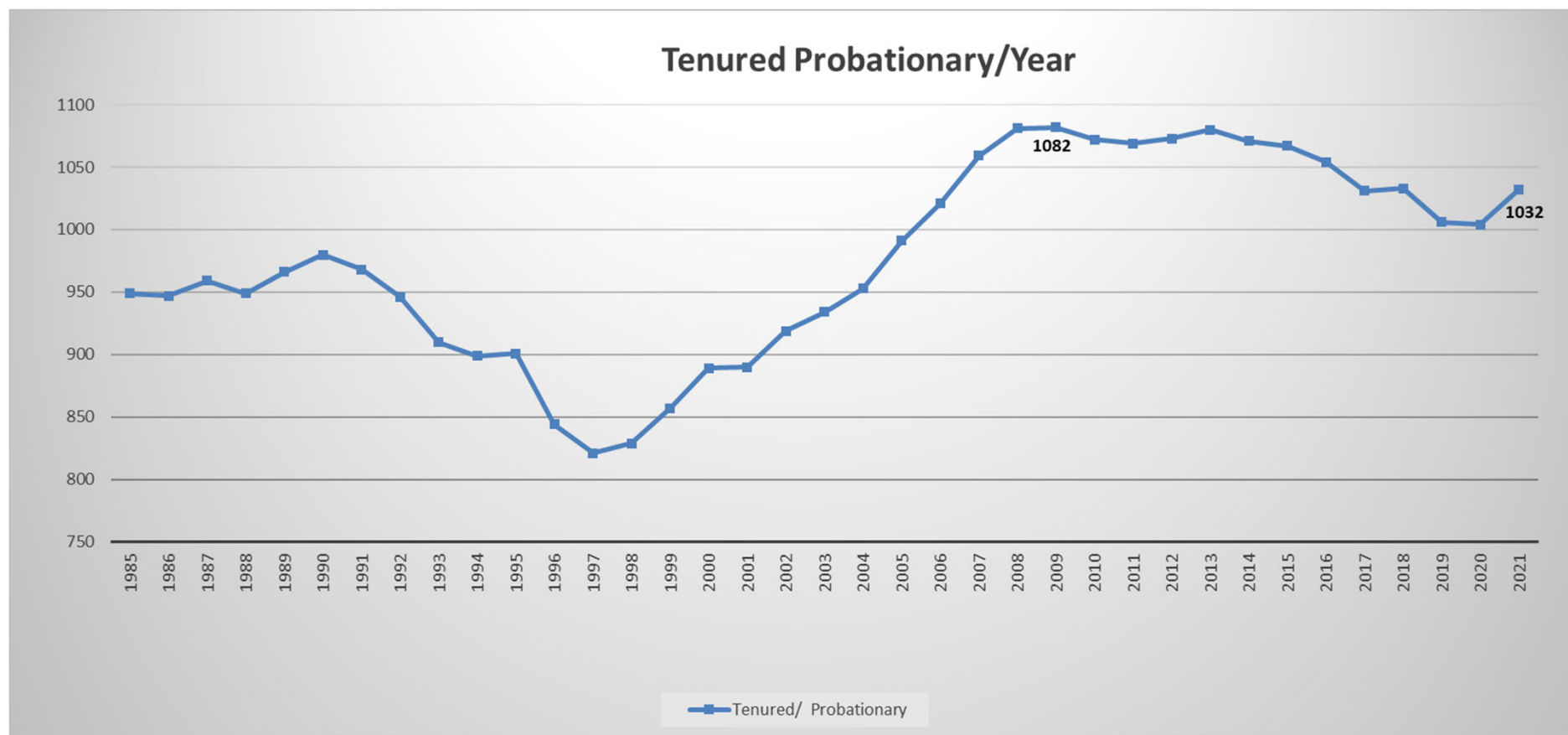
- Representation of women varies by discipline (the data include all faculty thus reflect historic, as well as recent, cohorts)
- Time-to-tenure and time-to-promotion shows little influence of gender but greater influence of discipline (some of this is likely explained by longer post-doctoral training in STEM disciplines)
- Probationary cohort success rates are similar for men and women; data in slide 18-19 reflect the cohorts who would ordinarily have completed their probationary period
- Resignation patterns for tenured and probationary faculty illustrate disciplinary differences in retention with annual attrition rates of 1.65% for women and 1.37 % for men

Key Observations from slides 9 to 23

continued

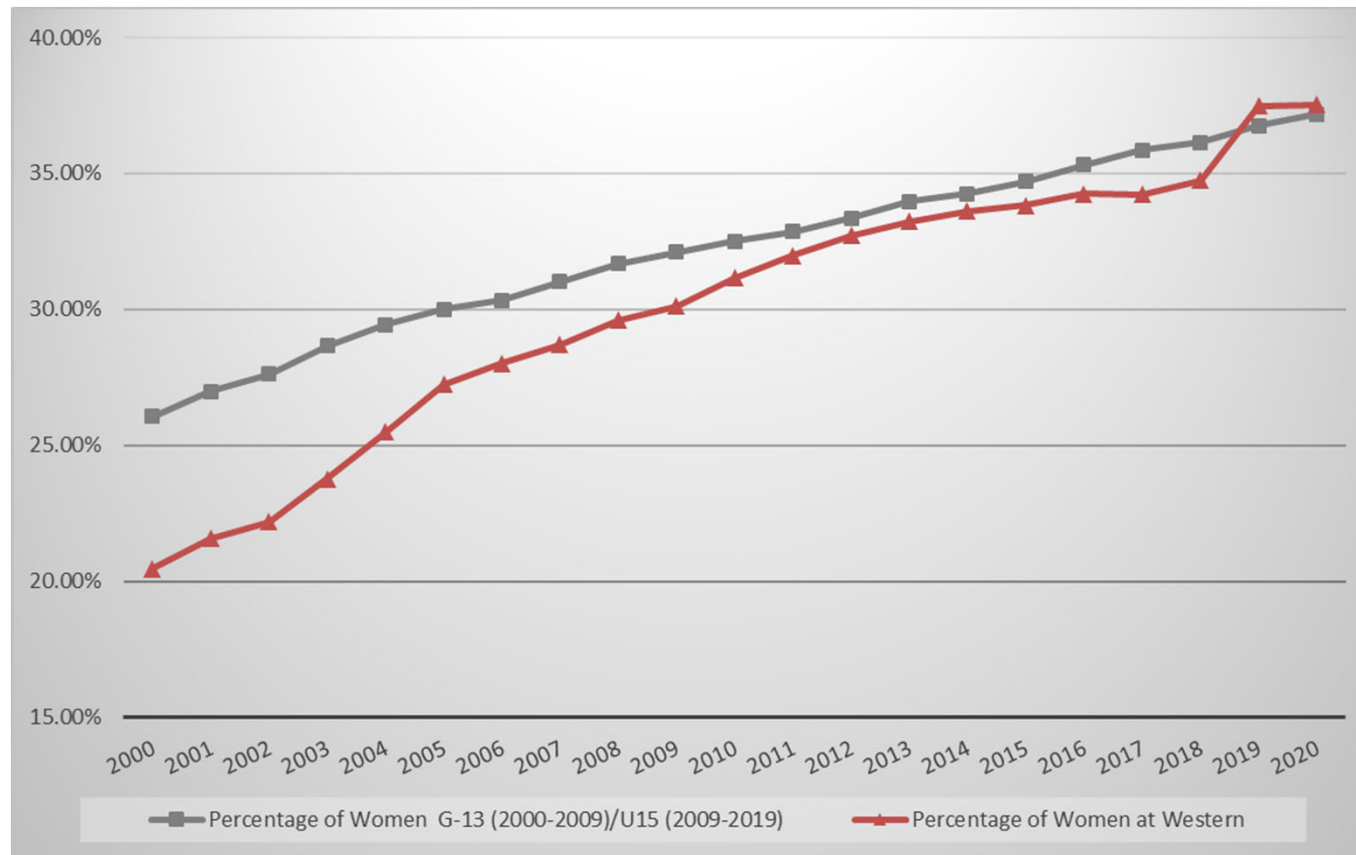
- The count of faculty over the age of 65 increased from 2006, then stabilized in 2016 as the rate of exit due to retirement became similar to the rate of entry of new cohorts into the post-65 age group; it decreased in 2019 and 2020 as a result of an incented retirement window, before continuing it's upward trend again.
- The difference between the black and grey lines in slide 23 reflect individuals with a retirement plan on record

Probationary and Tenured Faculty at Western 1985 - 2021



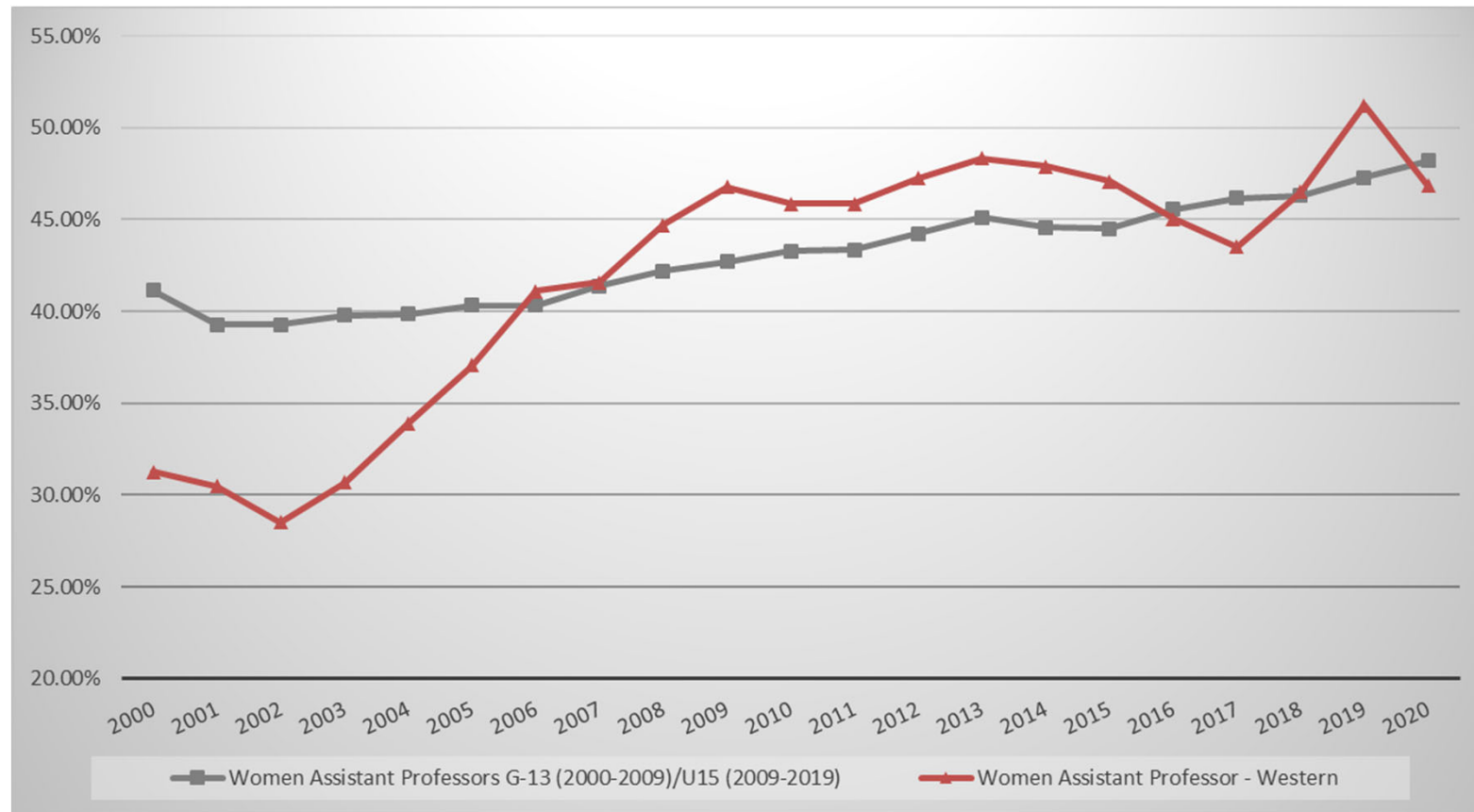
Source: Western Corporate Information 1985 – 1999
 UCASS Data 1999 – 2009
 U15 Data 2009 – 2019
 Human Resources Information System – 2020-2021

Women as a Percentage of Tenured/Probationary Faculty: G-13/U15 excluding Western vs. Western



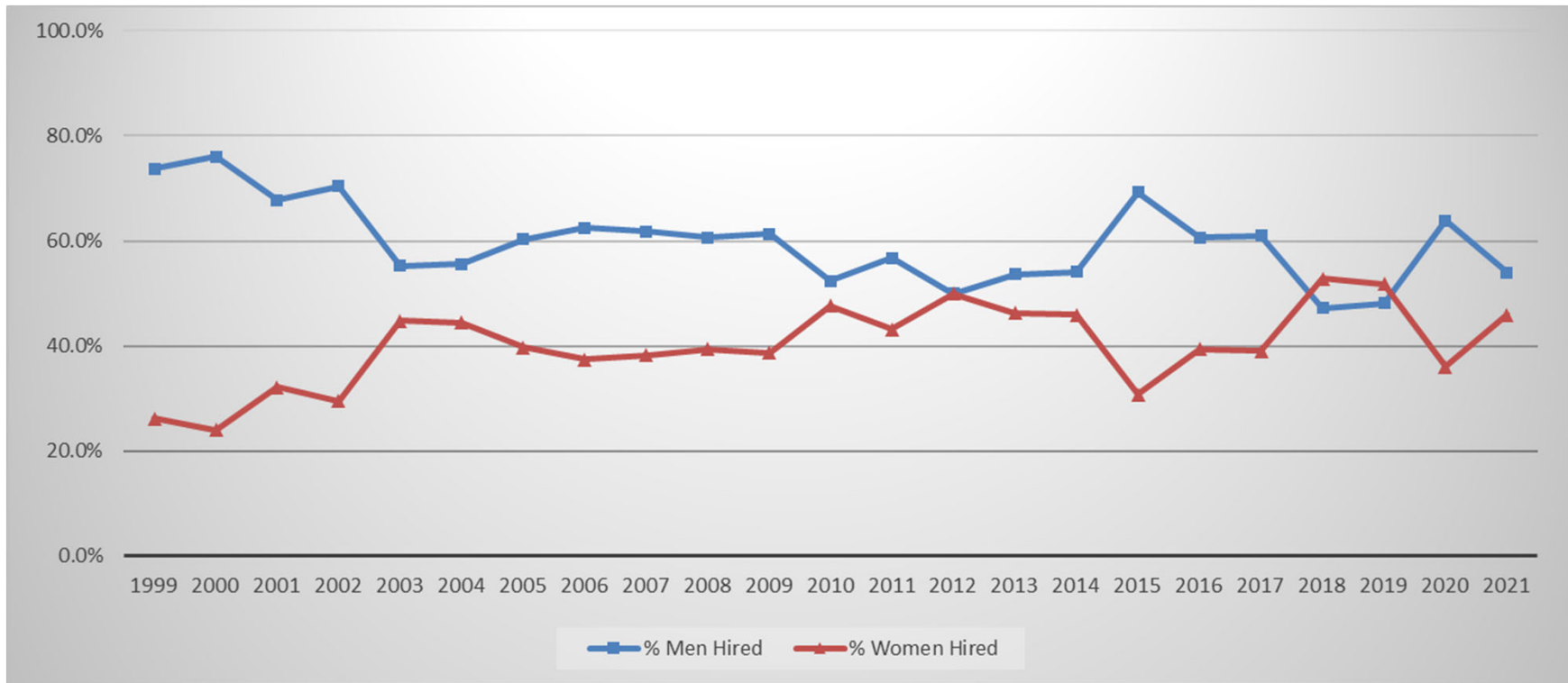
Source: UCASS Data 2000-2009, U15 Data 2009-2020
(Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, Saskatchewan, 2015, and Toronto 2020. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

Women as a Percentage of Probationary Assistant Professors, G-13 /U15 excluding Western vs. Western



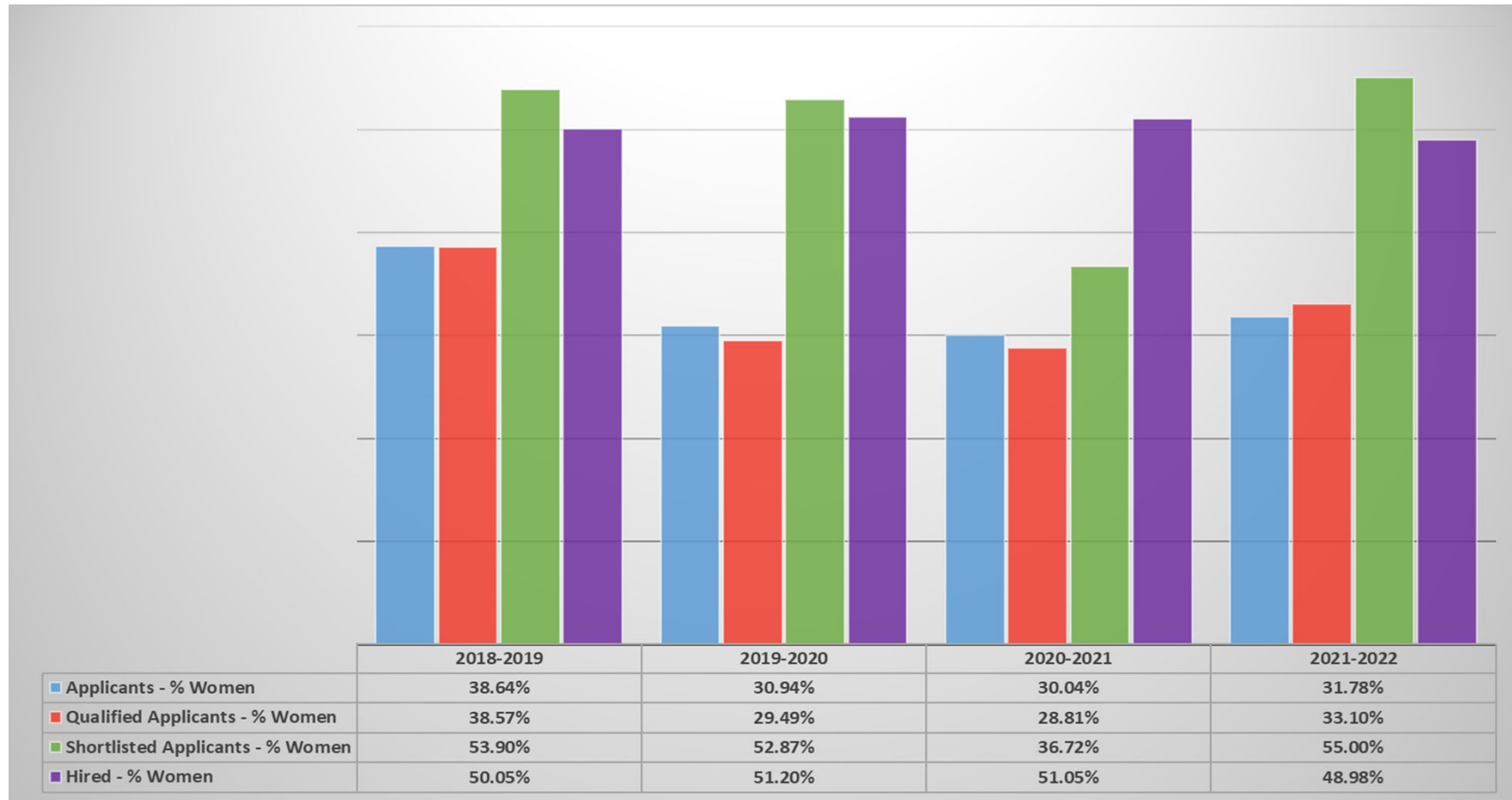
Source: UCASS Data 2000-2009, U15 Data 2009-2020
(Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, Saskatchewan, 2015, and Toronto 2020. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

Gender distribution, Newly hired Tenured/Probationary Faculty at Western (including those at Western previously in a Limited Term position): 1999 – 2021



Source: UCASS Data for 1999 – 2010
Western Human Resources Information Systems 2011 - 2021 (October)
Data excludes faculty joining from Robarts

Percentage of Women as Applicants, Qualified Applicants, Shortlisted Applicants and New Hires 2018-2019 through 2021-2022 Academic Years



Source: Faculty Relations' Search Reports
 Excludes those hired under the CRC and Indigenous Cluster Search
 Excludes those hired under advertisement waivers and decanal searches

Percentage of Women, Tenured/Probationary Faculty, 2009 to 2021

| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|-----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Arts and Humanities | 42.31% | 44.19% | 45.45% | 47.06% | 44.60% | 45.00% | 45.65% | 45.52% | 45.31% | 42.62% | 45.22% | 45.54% | 46.30% |
| Business | 21.67% | 26.09% | 24.00% | 25.33% | 26.92% | 25.97% | 22.22% | 19.74% | 18.57% | 22.37% | 25.00% | 25.97% | 25.00% |
| Education | 47.62% | 48.72% | 50.00% | 52.94% | 54.55% | 54.29% | 57.14% | 61.90% | 65.85% | 69.05% | 68.29% | 65.91% | 67.39% |
| Engineering | 11.63% | 11.63% | 11.49% | 11.36% | 12.36% | 12.50% | 11.63% | 12.64% | 15.96% | 16.67% | 17.35% | 17.89% | 16.67% |
| Health Sciences | 58.43% | 58.70% | 59.57% | 59.78% | 60.22% | 60.87% | 62.22% | 63.33% | 60.47% | 62.07% | 70.00% | 70.37% | 70.59% |
| Information & Media Studies | 59.46% | 58.33% | 57.14% | 58.82% | 58.82% | 57.58% | 59.38% | 57.14% | 57.14% | 59.26% | 60.71% | 60.71% | 62.07% |
| Law | 23.33% | 22.58% | 24.14% | 27.59% | 32.26% | 31.03% | 34.48% | 35.71% | 37.50% | 39.29% | 39.29% | 34.62% | 31.25% |
| Medicine & Dentistry | 19.65% | 20.12% | 20.37% | 21.34% | 22.56% | 22.94% | 23.84% | 24.00% | 23.84% | 23.39% | 27.11% | 28.22% | 29.09% |
| Music | 32.43% | 33.33% | 36.11% | 35.14% | 32.43% | 33.33% | 34.21% | 37.14% | 37.14% | 36.36% | 35.48% | 35.48% | 34.38% |
| Science | 19.15% | 20.65% | 21.98% | 22.78% | 23.89% | 23.73% | 24.72% | 24.43% | 23.70% | 23.53% | 25.75% | 25.31% | 26.19% |
| Social Science | 31.25% | 32.16% | 33.50% | 32.50% | 33.33% | 36.13% | 35.64% | 36.61% | 37.78% | 40.11% | 44.32% | 43.02% | 43.85% |

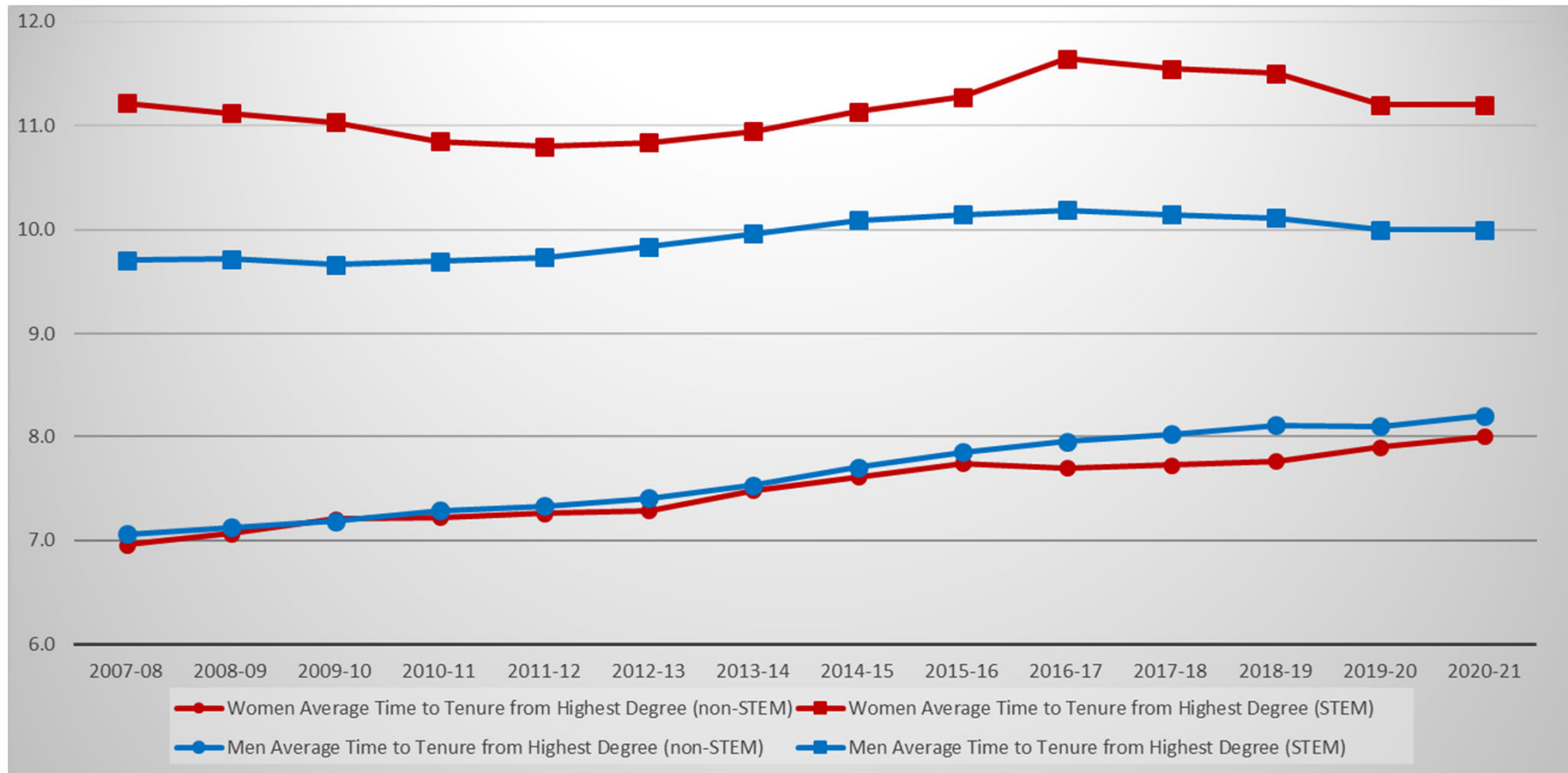
Western Human Resources Information System 2009 – 2021 (October).

Percentage of Women, Probationary Assistant Professor Rank 2009 to 2021

| | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 |
|-----------------------------|--------|--------|--------|---------|---------|---------|---------|--------|--------|--------|---------|---------|---------|
| Arts and Humanities | 55.56% | 52.63% | 55.88% | 69.70% | 58.06% | 50.00% | 54.17% | 47.37% | 53.33% | 40.00% | 50.00% | 100.00% | 100.00% |
| Business | 40.00% | 39.13% | 27.59% | 27.59% | 32.26% | 29.03% | 30.30% | 26.92% | 20.00% | 30.43% | 33.33% | 34.78% | 30.77% |
| Education | 80.00% | 75.00% | 77.78% | 71.43% | 60.00% | 57.14% | 50.00% | 66.67% | 66.67% | 81.82% | 81.82% | 66.67% | 76.92% |
| Engineering | 22.22% | 18.75% | 21.43% | 18.18% | 23.08% | 18.18% | 14.29% | 12.50% | 35.71% | 29.41% | 29.41% | 31.25% | 29.41% |
| Health Sciences | 71.43% | 61.54% | 65.38% | 65.22% | 68.42% | 72.22% | 80.00% | 90.91% | 84.62% | 82.35% | 90.00% | 85.00% | 85.71% |
| Information & Media Studies | 84.62% | 80.00% | 77.78% | 75.00% | 100.00% | 100.00% | 100.00% | -- | -- | -- | 100.00% | 75.00% | 83.33% |
| Law | 62.50% | 71.43% | 80.00% | 100.00% | 100.00% | 100.00% | 75.00% | 57.14% | 60.00% | 50.00% | 50.00% | 37.50% | 36.36% |
| Medicine & Dentistry | 29.55% | 30.00% | 27.27% | 32.26% | 34.62% | 35.71% | 36.67% | 38.71% | 37.50% | 37.93% | 44.44% | 39.13% | 47.83% |
| Music | 40.00% | 40.00% | 30.00% | 28.57% | 40.00% | 50.00% | 50.00% | 40.00% | 33.33% | 50.00% | -- | -- | -- |
| Science | 34.09% | 38.89% | 38.46% | 35.00% | 43.75% | 50.00% | 50.00% | 50.00% | 41.67% | 45.45% | 46.67% | 47.06% | 60.00% |
| Social Science | 44.00% | 48.72% | 52.94% | 48.28% | 57.14% | 66.67% | 57.89% | 47.83% | 37.50% | 43.75% | 47.06% | 36.36% | 40.63% |

Western Human Resources Information System 2009 - 2021 (October).

Time to Tenure from Highest Degree (STEM and non-STEM Disciplines)

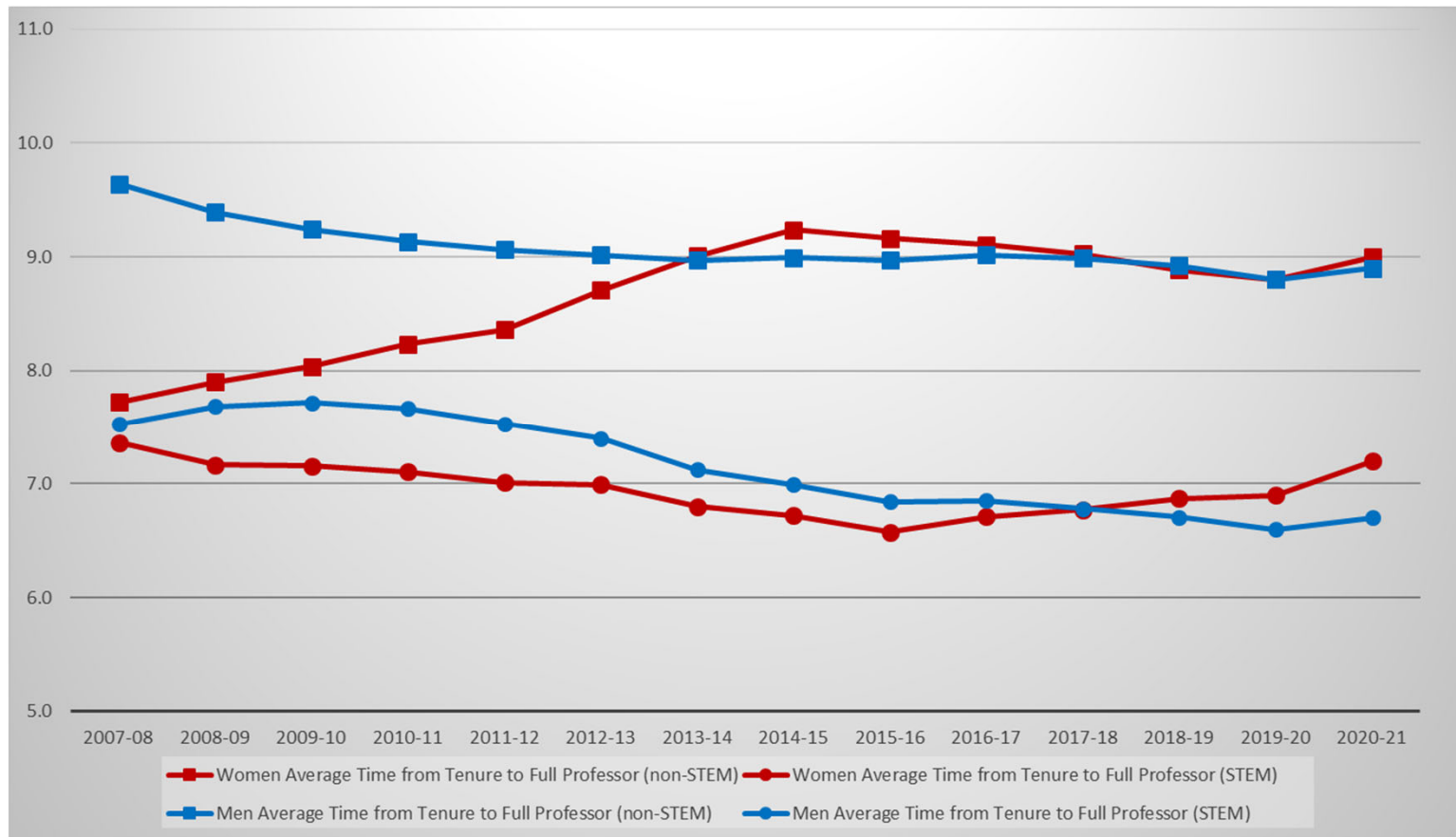


For the purpose of this analysis:

- “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

Time to Full Professor from Tenure (STEM and non-STEM Disciplines)



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 Cohort Outcomes for Faculty with Probationary Start dates from 2002-03 through 2015-16

| Action | Women (n) | Men (n) | Total (n) |
|------------------------------|-------------------|-------------------|-------------------|
| Granted Tenure | 212 (78.23%) | 287 (77.99%) | 499 (78.09%) |
| Denied P&T | 4 (1.48%) | 13 (3.53%) | 17 (2.66%) |
| Withdrew from P&T | 4 (1.48%) | 10 (2.72%) | 14 (2.19%) |
| Moved to Limited Term | 3 (1.11%) | 1 (0.27%) | 4 (0.63%) |
| Resigned | 43 (15.87%) | 49 (13.32%) | 92 (14.40%) |
| Other | 2 (.74%) | 2 (0.54%) | 4 (0.63%) |
| Probationary Extension | 3 (1.11%) | 3 (0.82%) | 6 (0.94%) |
| Still in Probationary Period | 0 | 3 (.82%) | 3 (0.47%) |
| Grand Total | 271 (100%) | 368 (100%) | 639 (100%) |

Outcomes for Probationary faculty who have entered the P&T cycle

| Action | Women (n) | Men (n) |
|--------------------|-------------------|-------------------|
| Granted Tenure | 212 (96.36%) | 287 (92.58%) |
| Denied P&T | 4 (1.82%) | 13 (4.19%) |
| Withdrew from P&T | 4 (1.82%) | 10 (3.23%) |
| Grand Total | 220 (100%) | 310 (100%) |

- * Withdrew after entering the P&T queue
- ** Hired into a new Limited Term role before entering P&T queue
- *** Those continuing beyond their initial P&T consideration date (due to leaves etc.) or those hired in fall/winter of the 2014-15 academic year considered in 2021

Reasons for Resignation: Probationary Cohort with Start dates from 2002-03 through 2015-16

Reasons for Resignation During Probationary Period (Exit Interviews)

| Action | Women (n) | % of Women Total | Men (n) | % of Men Total |
|-------------------------------|-----------|------------------|-----------|----------------|
| Career Development and Salary | 11 | 25.58% | 15 | 30.61% |
| Family and Geography | 26 | 60.46% | 23 | 46.94% |
| Other | 3 | 6.98% | 5 | 10.20% |
| P&T Performance Problem | 3 | 6.98% | 6 | 12.25% |
| Grand Total | 43 | 100.00% | 49 | 100.00% |

Reasons for Resignation: All Probationary and Tenured faculty resigning from 2004-05 through 2020-21

| Reasons for Resignation | Women N (%) | Men N (%) | Total N (%) |
|-----------------------------------|------------------|-------------------|-------------------|
| Performance - Not Tracking to P&T | 6.0 (6.5%) | 25.5 (15.4%) | 31.5 (12.2%) |
| Family and Geography | 37 (40.2%) | 45.83 (27.6%) | 82.83 (32.1%) |
| Career Development and Salary | 40.0 (43.5%) | 74.49 (44.8%) | 114.49 (44.4%) |
| Other | 9.0 (9.8%) | 20.18 (12.2%) | 29.18 (11.3%) |
| Grand Total | 92 (100%) | 166 (100%) | 258 (100%) |

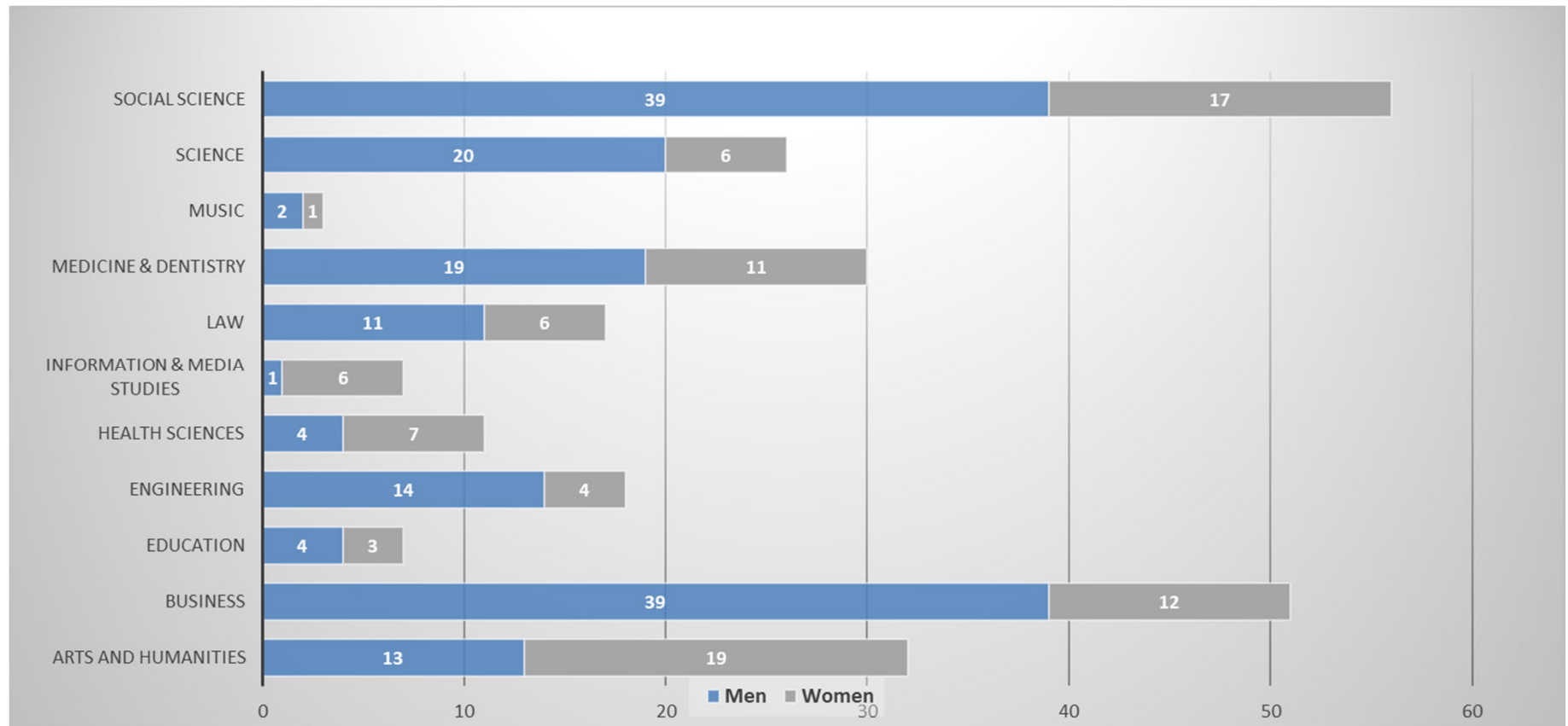
UWO Total Resignations: Women: 92 Men: 166

Women: 1.65% average attrition rate (annual attrition rate = resignations/current year faculty count)

Men: 1.37% average attrition rate (annual attrition rate = resignations/current year faculty count)

Data Source: Exit interviews conducted with the Faculty Member or Chair/Dean of the Department/Faculty and letters received from Faculty Member. Fractional numbers result when multiple reasons are given for resignation; one individual is fractionally attributed across reasons they gave.

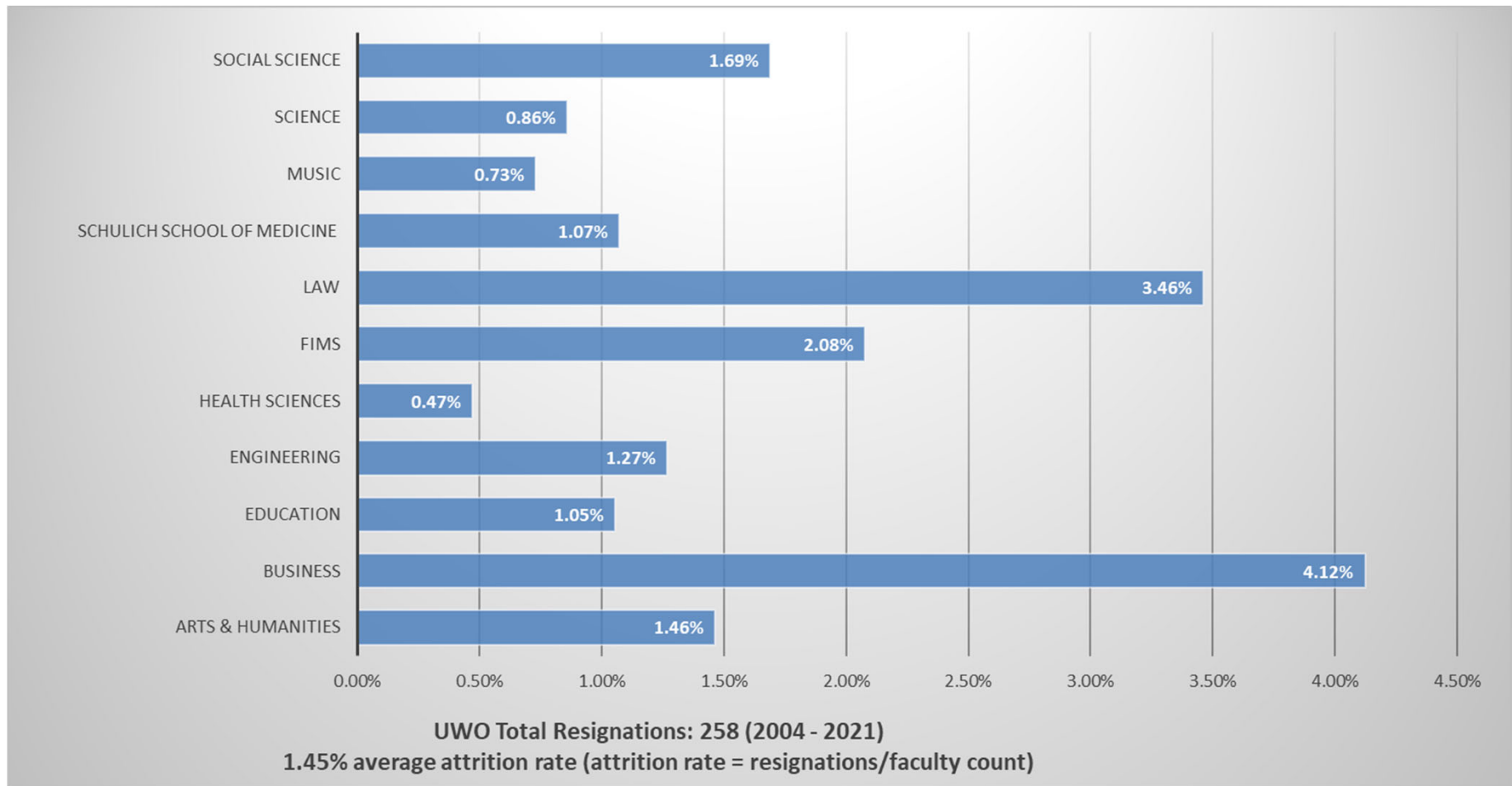
Total Probationary & Tenured Resignations by Faculty: resigning from 2004-05 to 2020-21



Source: Western Information Systems as of January 2022

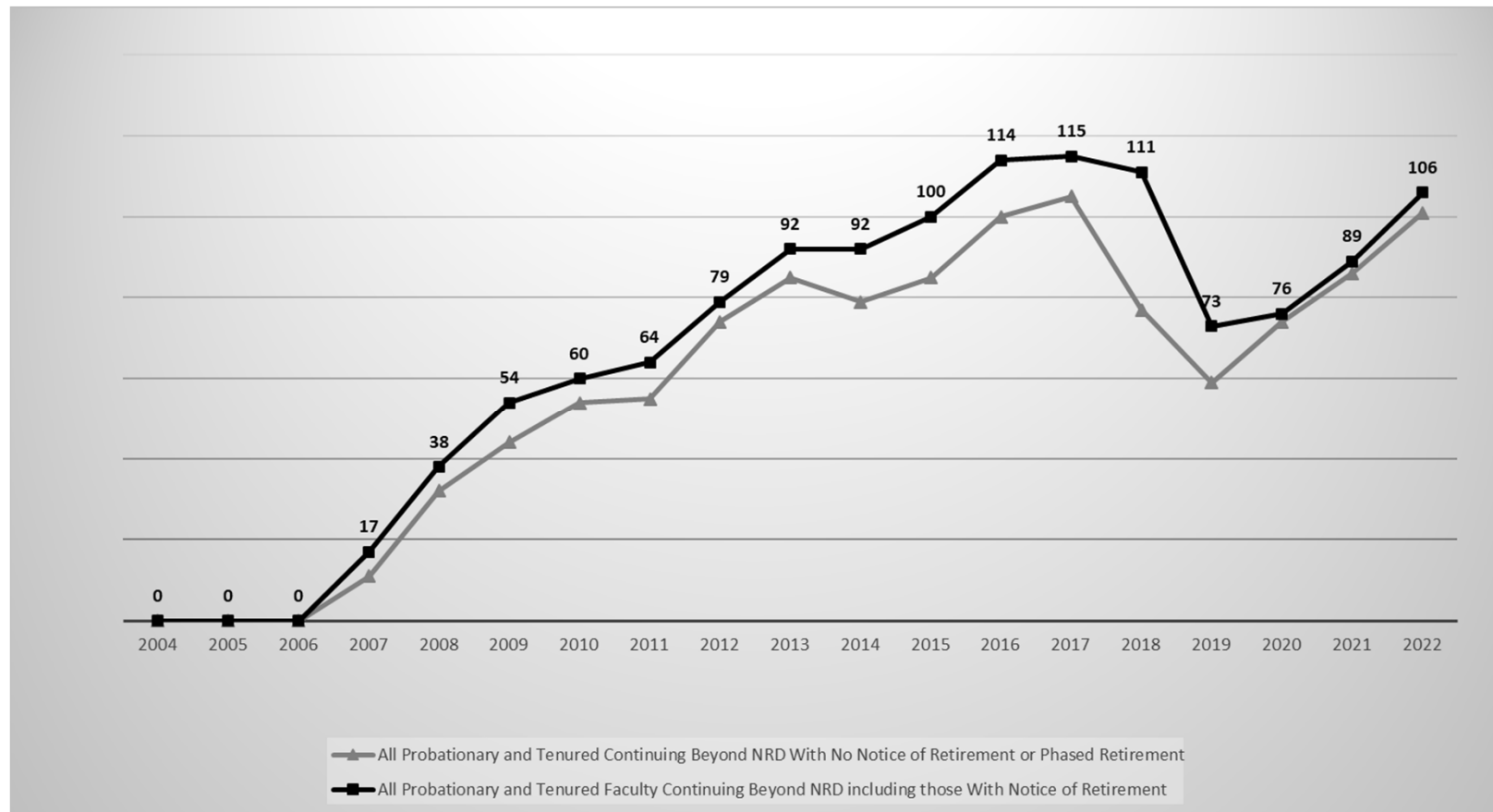
Includes only faculty under age 55 at the time of resignation.

Total Probationary & Tenured Resignations % within each Faculty: exit dates 2004-05 to 2020-21



Includes only faculty under age 55 at the time of resignation.

Probationary and Tenured Faculty at Western: Continuing Beyond Normal Retirement Date (NRD)



Source: Western Human Resources Information System
Cohort continuing with \leq July 1 NRD in each year

Section 2: Limited Term Appointments

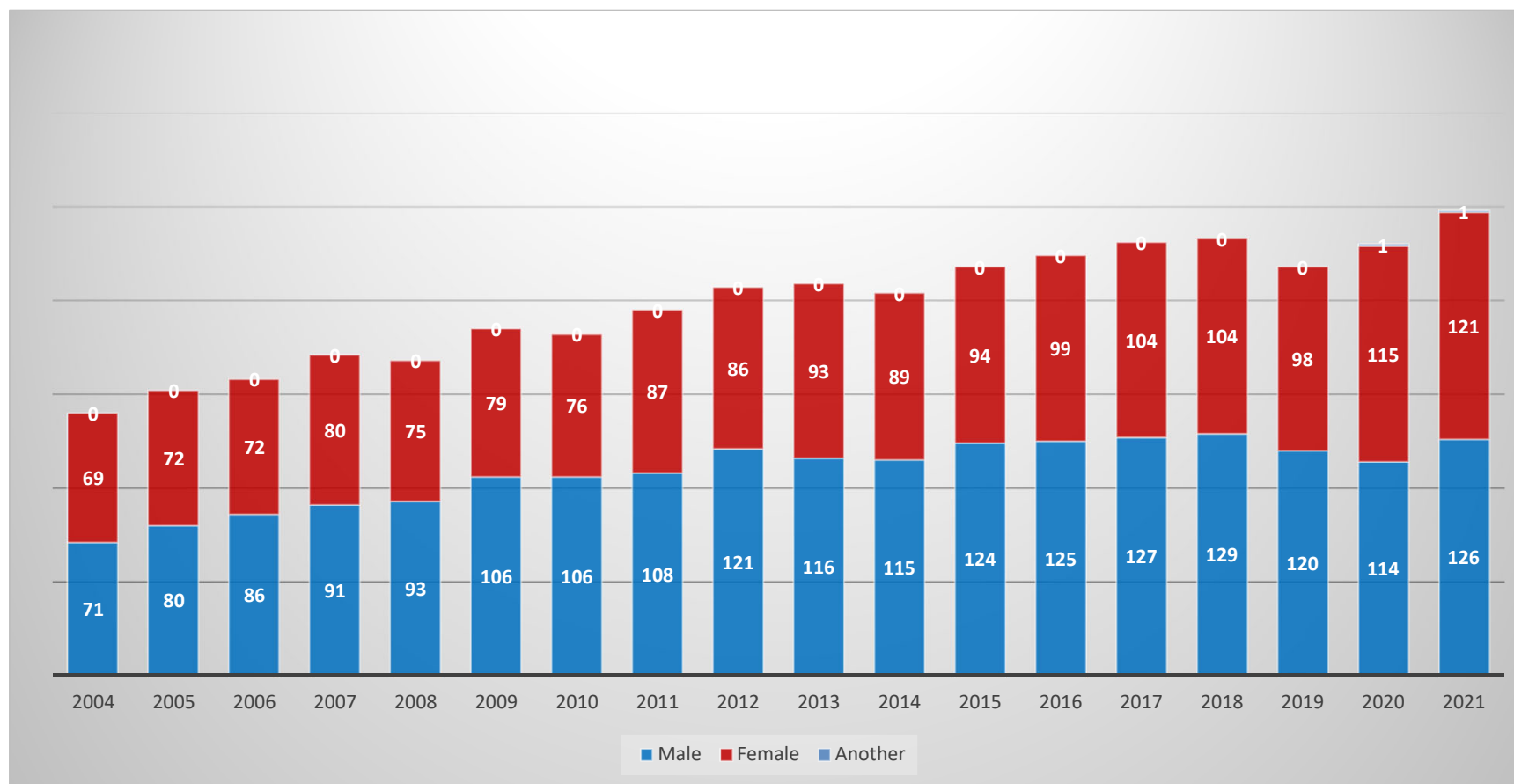
- Data are cross-sectional counts as of October 1, 2021
- Includes Limited Term UWOFA faculty:
 - Those with fixed-term (with end date)
 - Full-time contract faculty “without end date”
 - Full-time contract faculty who are “permanent”
- Does not include:
 - Visiting faculty
 - Externally funded faculty

Key Observations from Slides 26 to 29

Limited Term Faculty

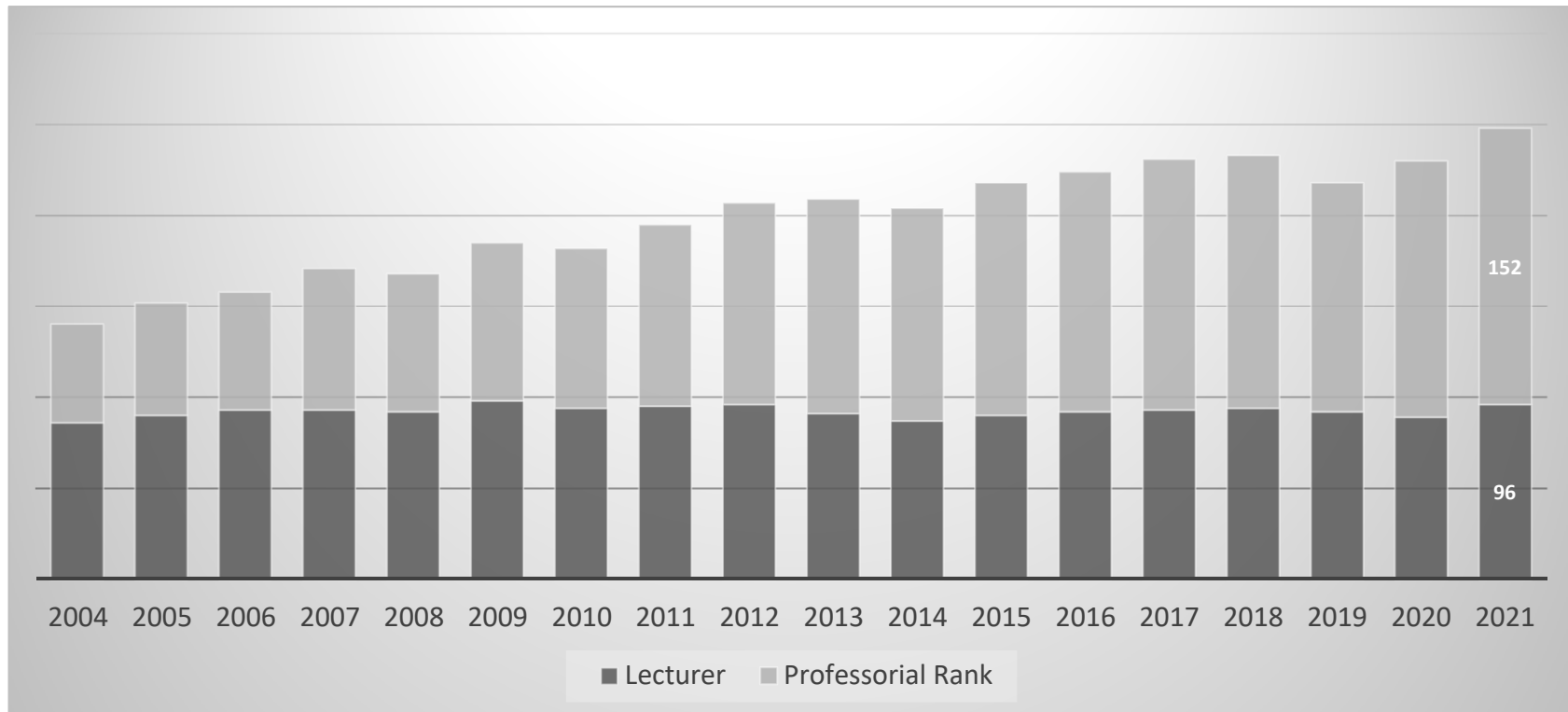
- On October 1, 2021 there were 248 LT faculty with the following characteristics:
 - 121 (48.8%) are women and 126 (50.8%) are men and 1(0.4%) identify as other.
 - 152 (61.3%) were at the Professorial ranks
 - Length of employment at Western
 - 73 (29.4%) had been employed ≥ 12 years (therefore are either “without end date” or “permanent” or eligible for “without end date” status at next renewal)
 - 137 (55.2%) have been in LT contract status for <7 years
- Each vertical bar in slide 29 represents the workload of one LT individual; most LT faculty are teaching-intensive; other WLs are seen (e.g. Basic Scientists in a Clinical Department are often research-focused)

Number of Individuals with Limited Term Appointments: Stratified by Gender 2004 to 2021



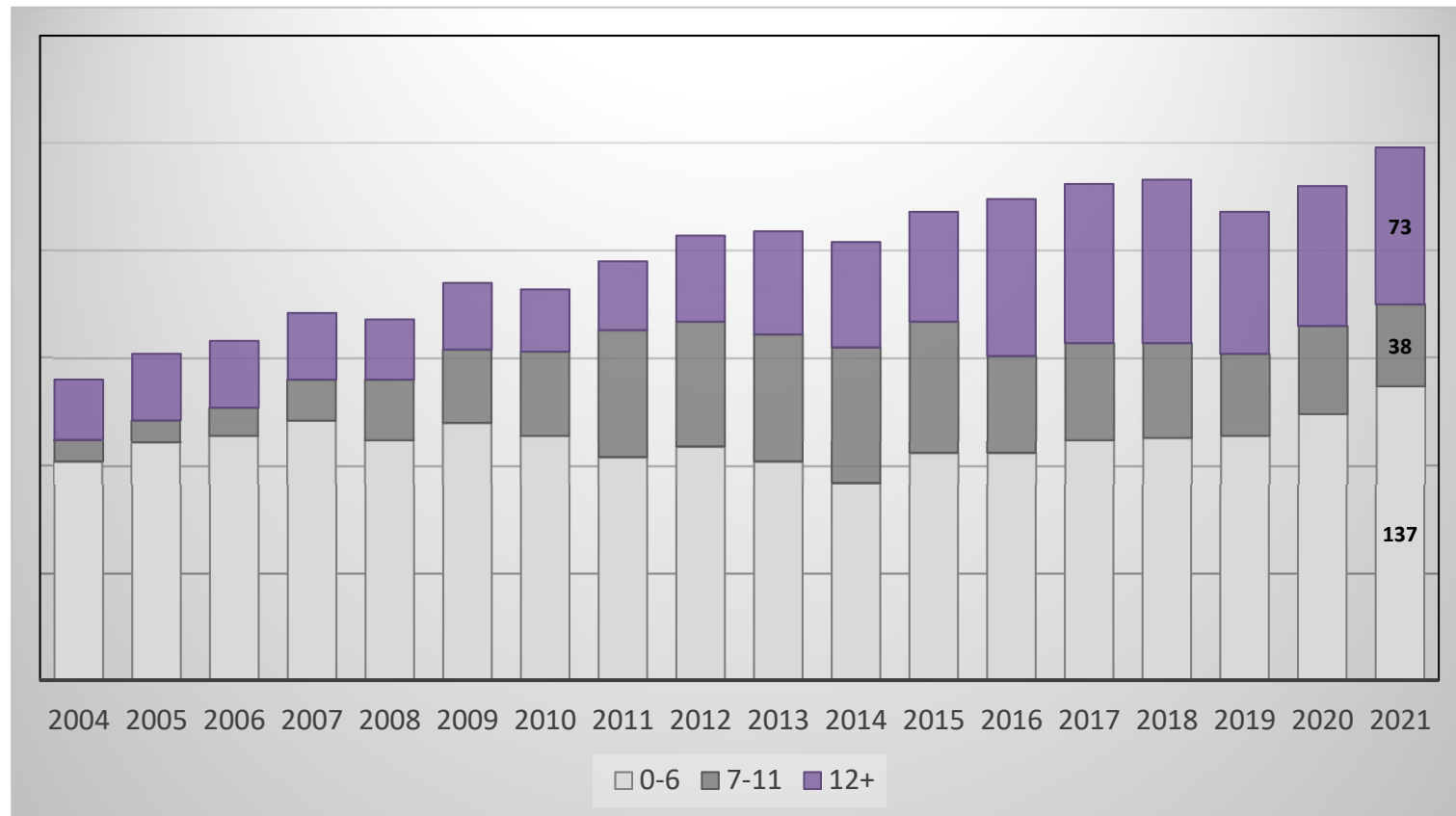
Source: Western's Human Resources Information Systems 2004 – 2021 (October)

Number of Individuals with Limited Term Appointments Stratified by Rank, 2004 - 2021



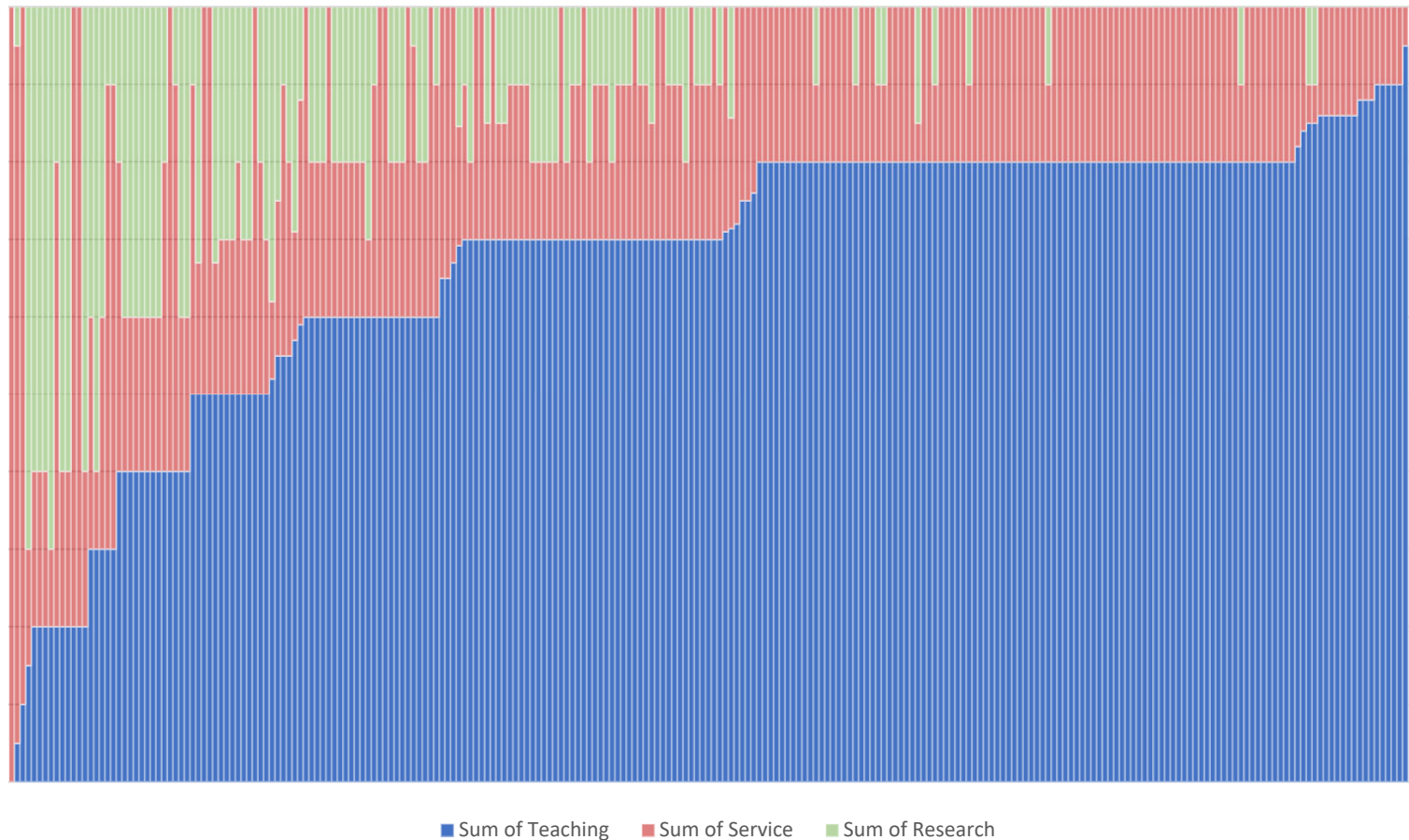
Source: Western's Human Resources Information Systems 2004 - 2021 (October)

Number of Limited Term Appointments by Years of Service 2004 - 2021



Source: Western's Human Resources Information Systems 2003 - 2021 (October)

All Active Limited Term Appointments by Workload Percentages 2021



Source: Western's Human Resources Information Systems 2021 (October)

Section 3: Part-Time Faculty

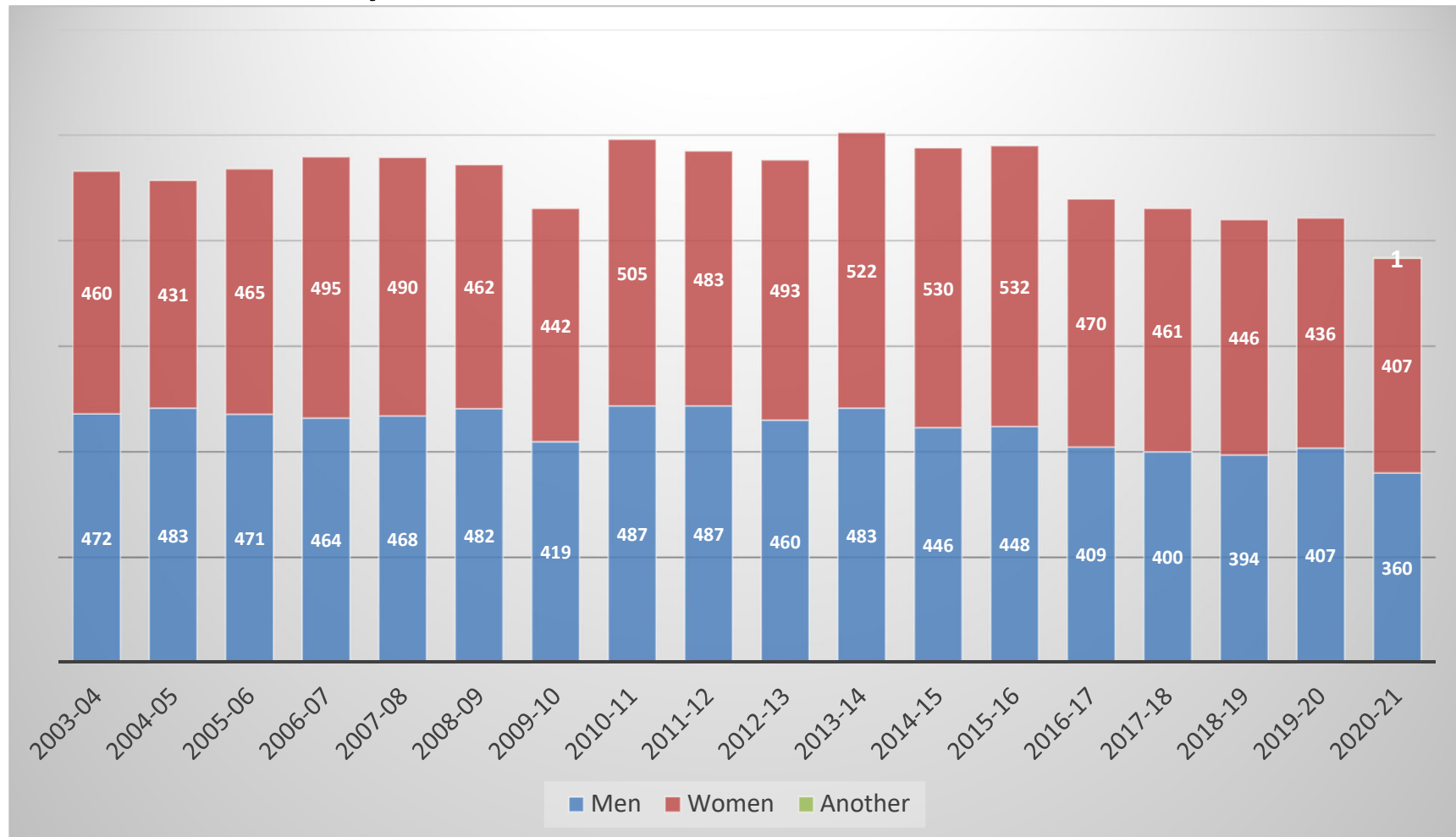
- Count of individuals employed, by fiscal year, as part-time faculty including:
 - Limited Duties Appointments through competitive advertising (includes individuals with no other employment relationship with Western as well as Post-Retirement individuals, Extra-Load, and Graduate Students or Post doctoral trainees who applied to an open Limited Duties competition)
 - Standing Assignments and Course Authoring agreements
 - Post Doctoral and Graduate Student Teaching Assignments hired under Appointments Article, Clause 3. d) of the UWOFA Collective Agreement
 - Excludes Limited Duties Appointments at Trois Pistoles
- In fiscal 2020-21, there were 768 Part-time faculty; of these, 371 were UWOFA members (taught \geq a half-course in each of 2 of the last 3 fiscal years)

Key Observations from Slides 32 to 37

Part-Time Non-Clinical Faculty

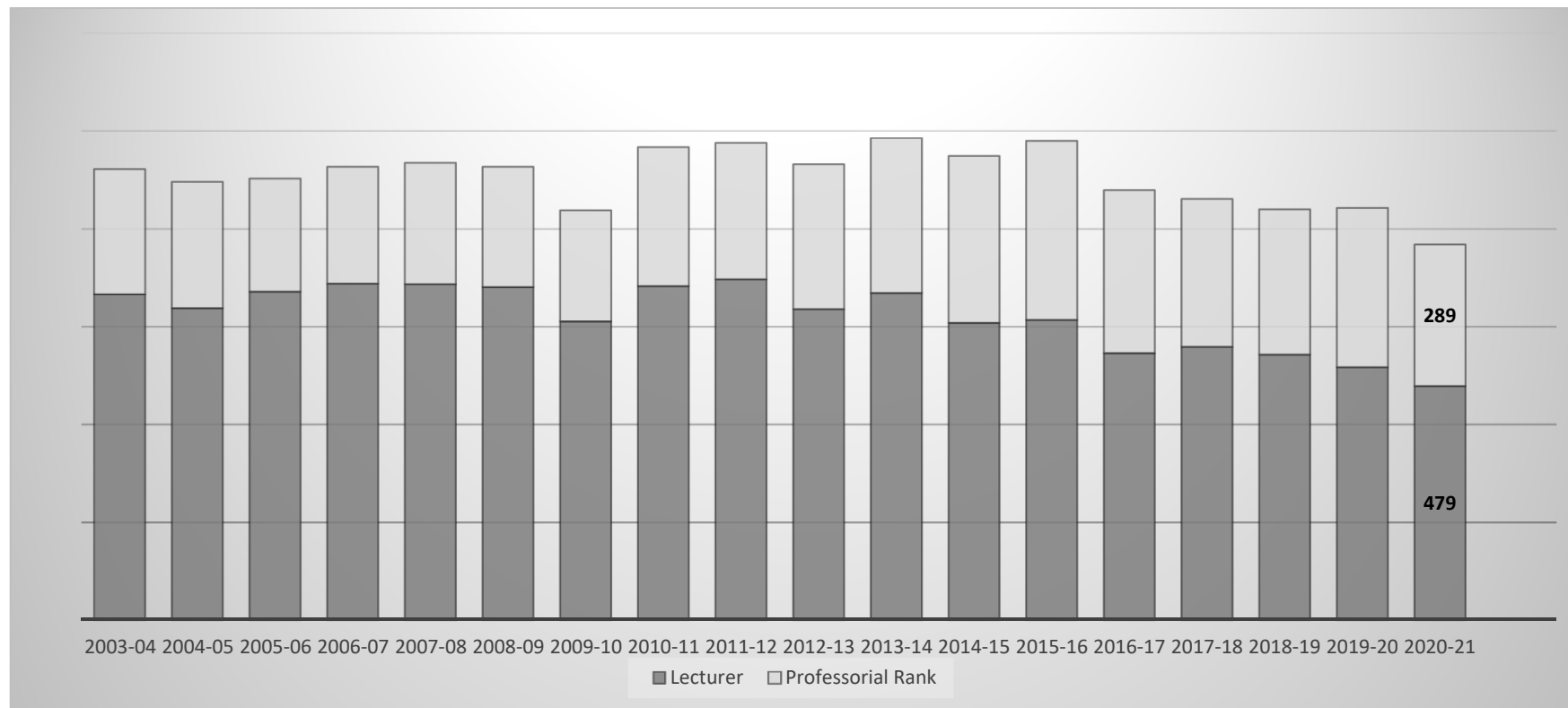
- In fiscal 2020-21, of the 768 part-time non-clinical faculty
 - 407 (53.0%) were women
 - 289 (37.6%) were at a Professorial rank
- The number of part-time faculty varied by discipline (in Professional programs, this can reflect the part-time employment at Western of professionals employed elsewhere in the community)
- Most part-time faculty are employed for low teaching loads and short duration

Number of Individuals with Part-Time Faculty Appointments, Stratified by Gender, Fiscal Years 2002-03 to 2019-20



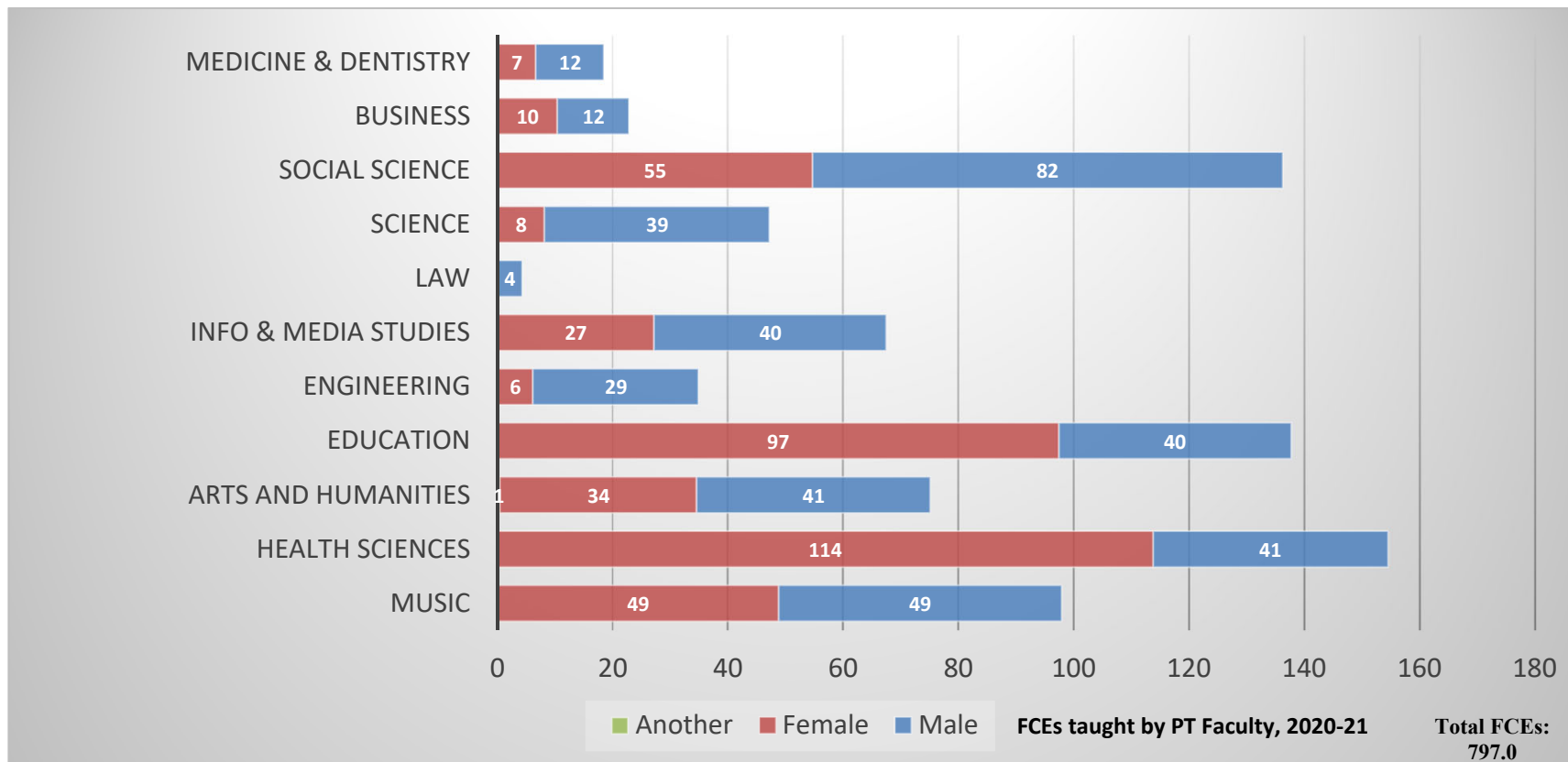
Source: Western Human Resources Information Systems

Number of Individuals with Part-Time Faculty Appointments Stratified by Rank, Fiscal Years 2003-04 to 2020-2021



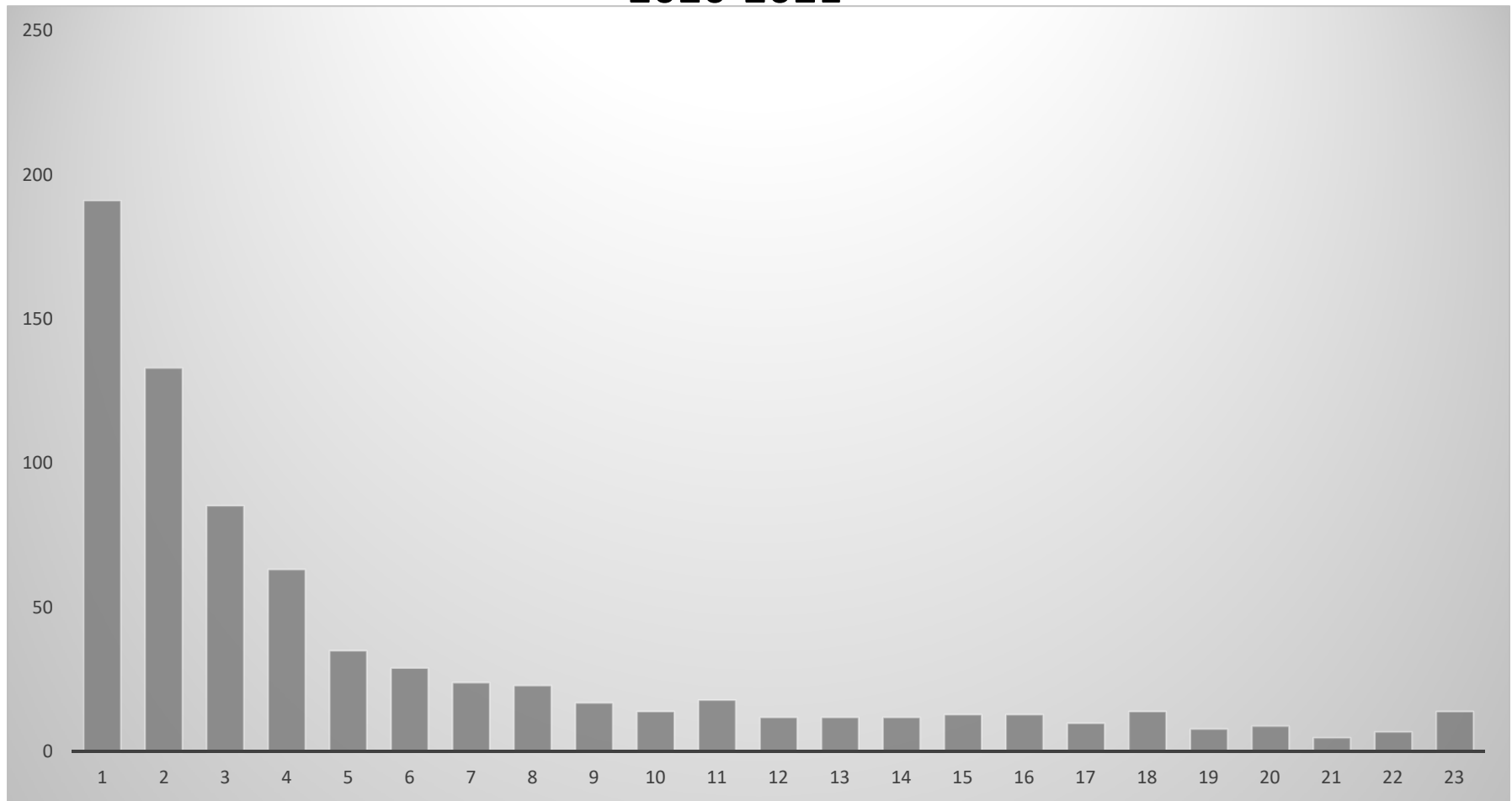
Source: Western Human Resources Information Systems

Degree Credit Courses taught by Part-Time Faculty by Faculty and Gender: 2020-21 (Fiscal Year)



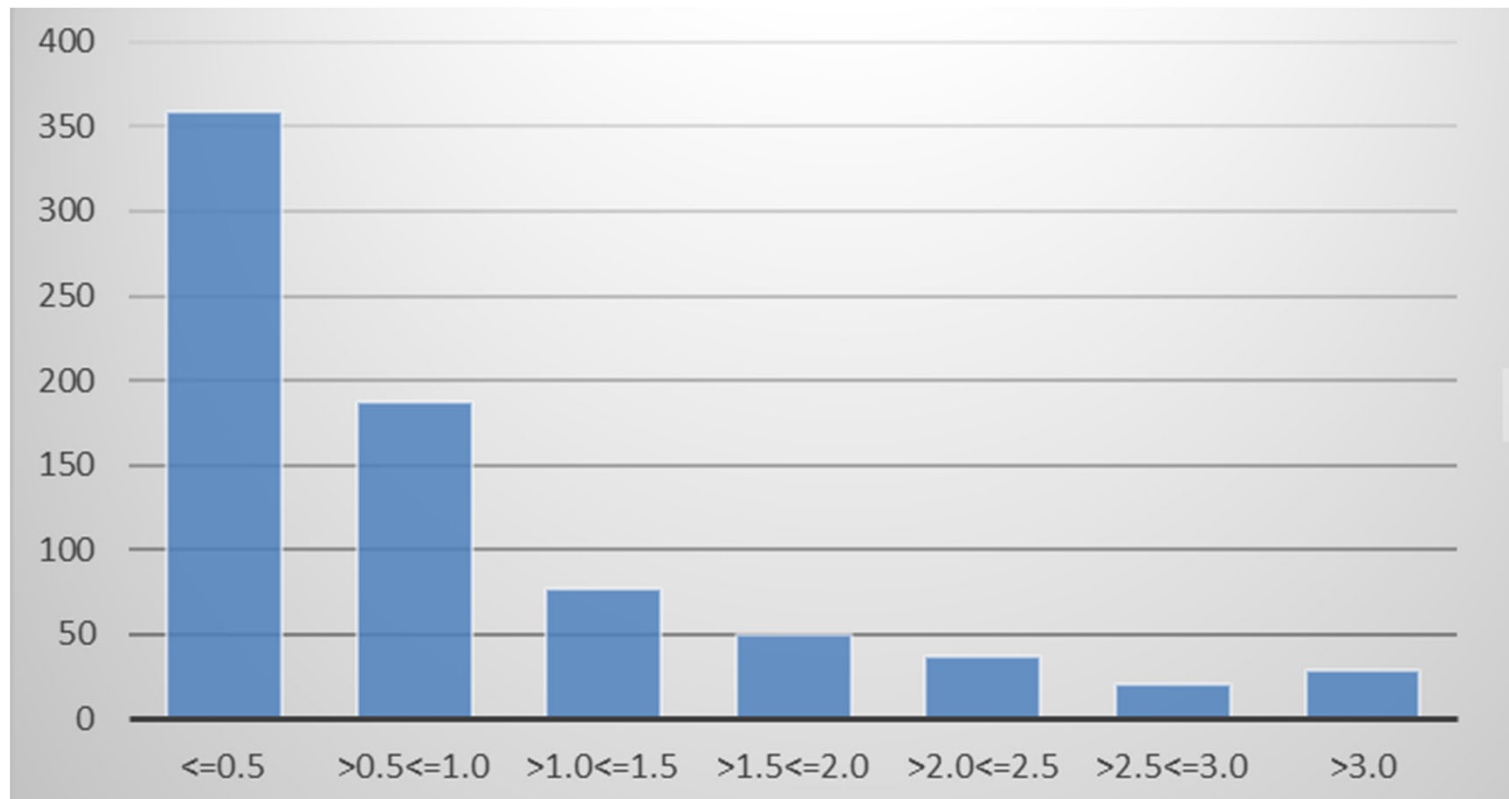
Source: Western Information Systems

Number of Individuals with Part-Time Faculty Appointments by Years of Service 2020-2021



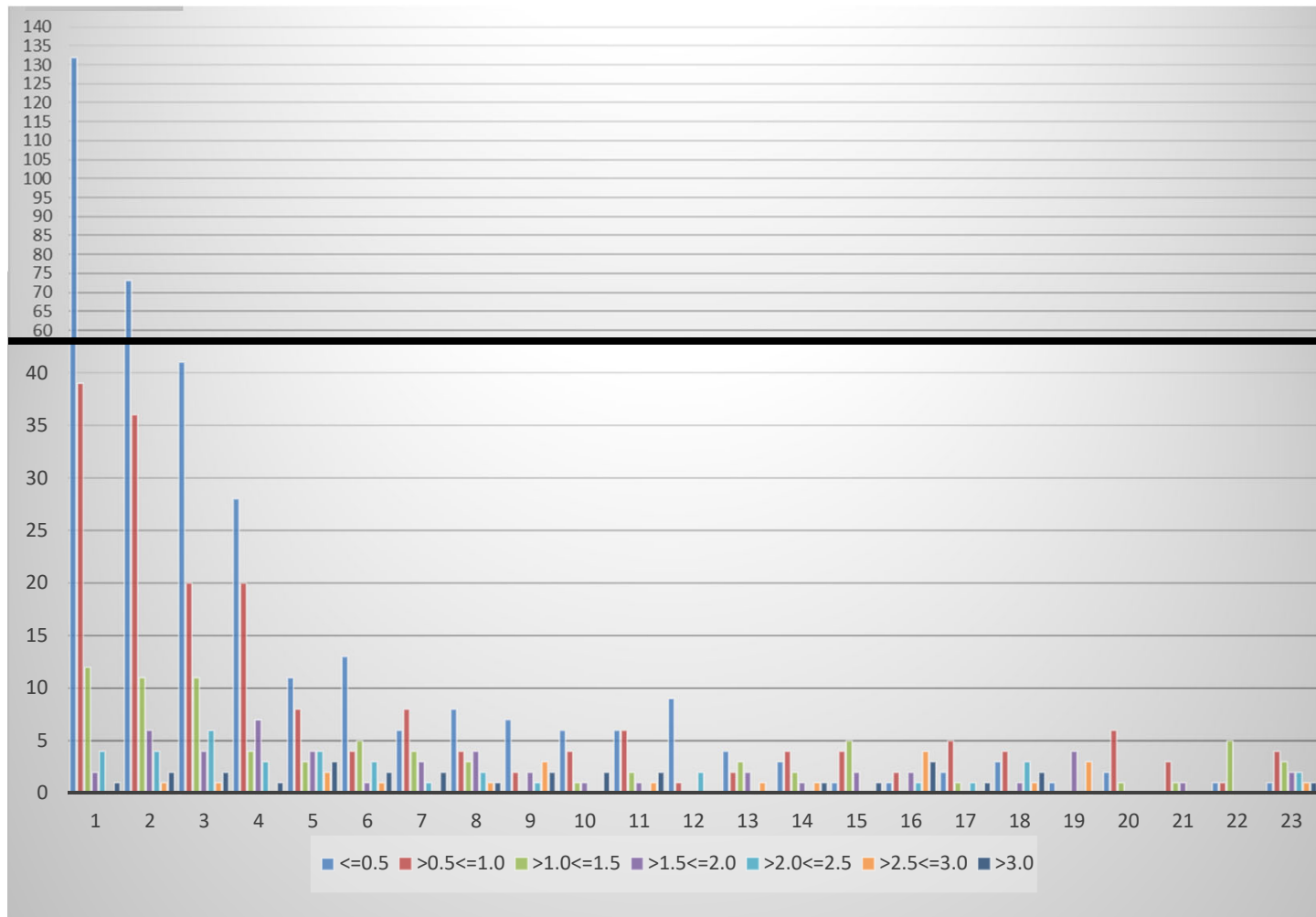
Source: Western Human Resources Information Systems
Includes Consecutive Years of Service, allowing for one single year gap
Excludes Extra Load Teaching and Course Authoring Appointments

Number of Individuals with Part-Time Faculty Appointments by Range of Full Course Equivalents (FCE), 2020-21



Source: Western Human Resources Information Systems
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 2020-2021



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

Section 4: Clinical Full-Time Faculty

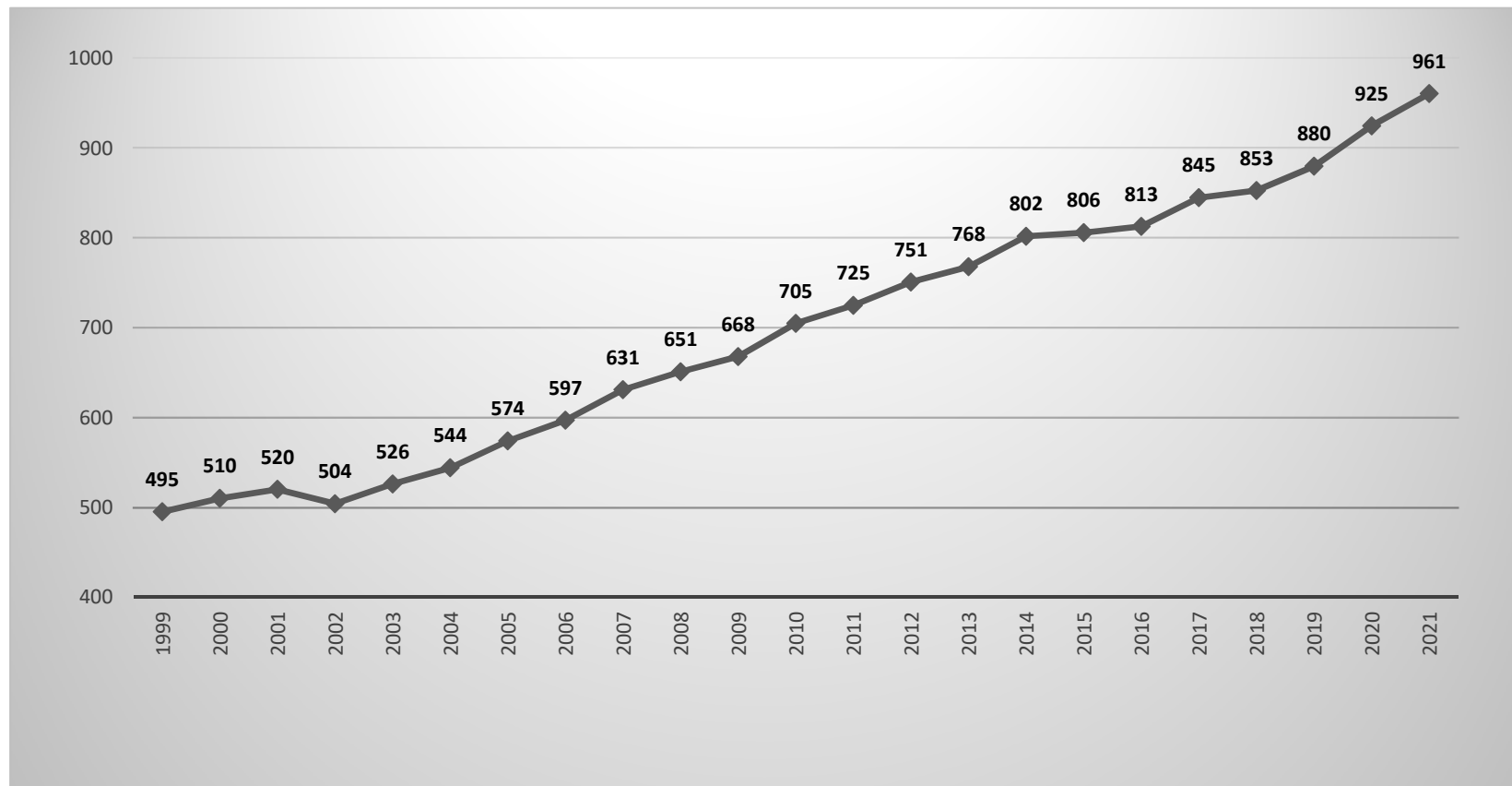
- Cross-sectional counts on October 1
- Includes Physicians in Schulich hired under the “Conditions of Appointment for Physicians” under the following appointment types:
 - Continuing Clinical Appointment
 - Clinical Limited Term Appointment (some of these will go on to become Continuing Clinical Appointments since “Continuing Track” hires are initially Clinical LT)

Key Observations from Slides 40 to 44

Clinical Full-Time Faculty

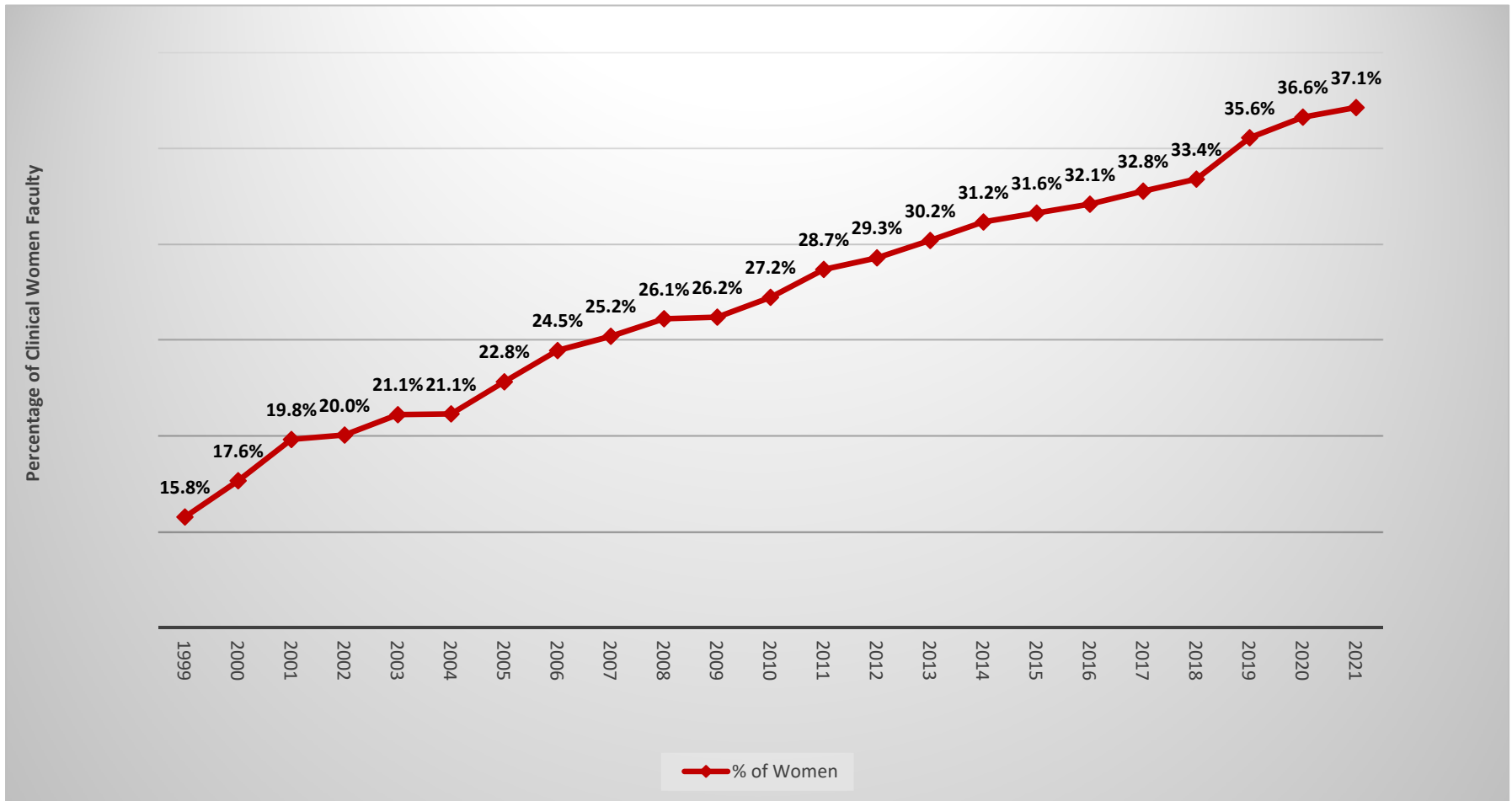
- The number of Clinical full-time faculty has been steadily increasing and is currently 961
- The percentage of women overall, inclusive of all career stages, is increasing and is currently 37.1%
- The representation of women was 45.6% among those hired in 2020-2021
- Annual resignation rates fluctuate due to small numbers

Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2021



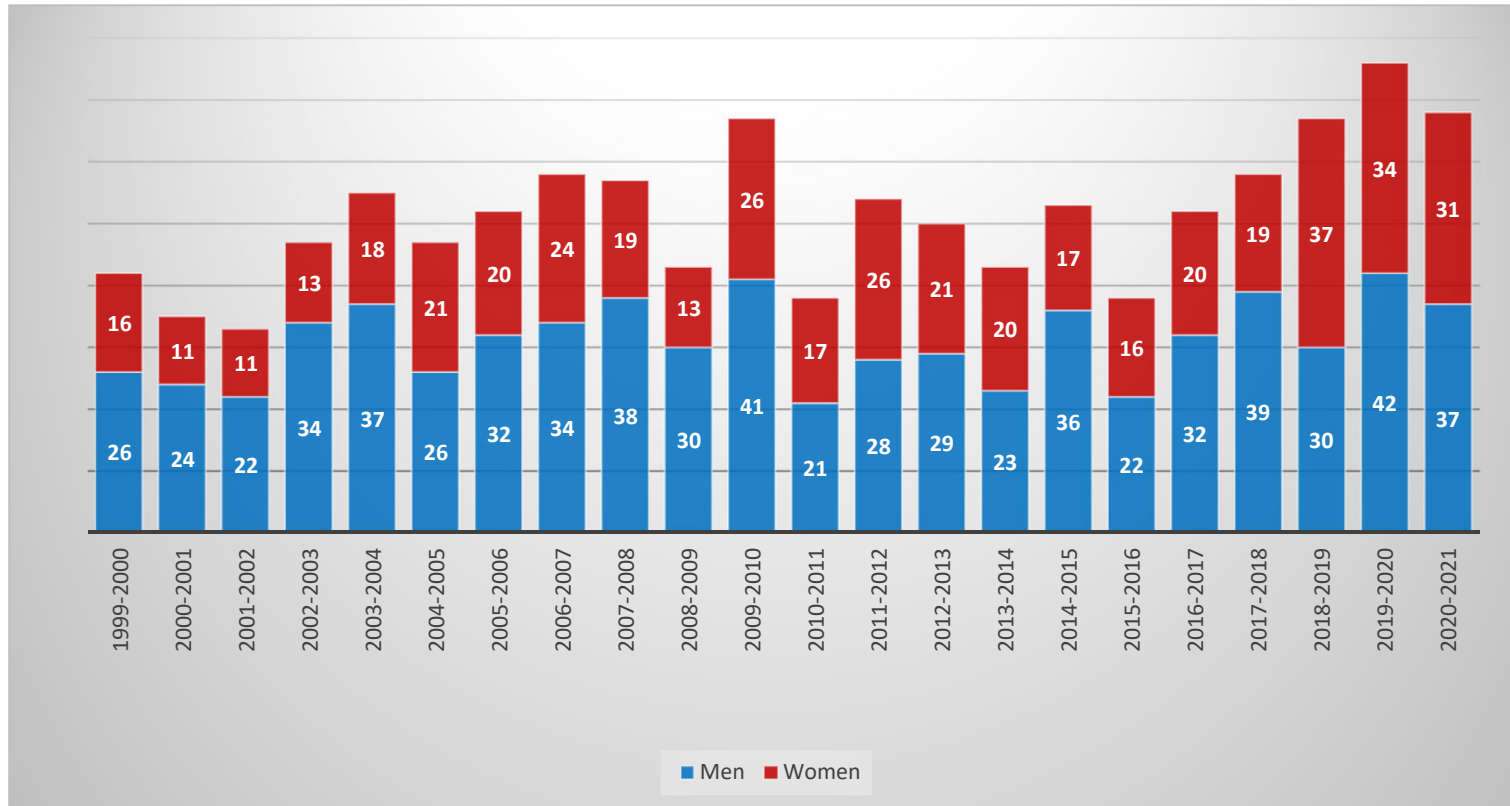
Source: Western Human Resources Information Systems

Women as a Percentage of Full-Time Clinical Faculty at Western, 1999 – 2021



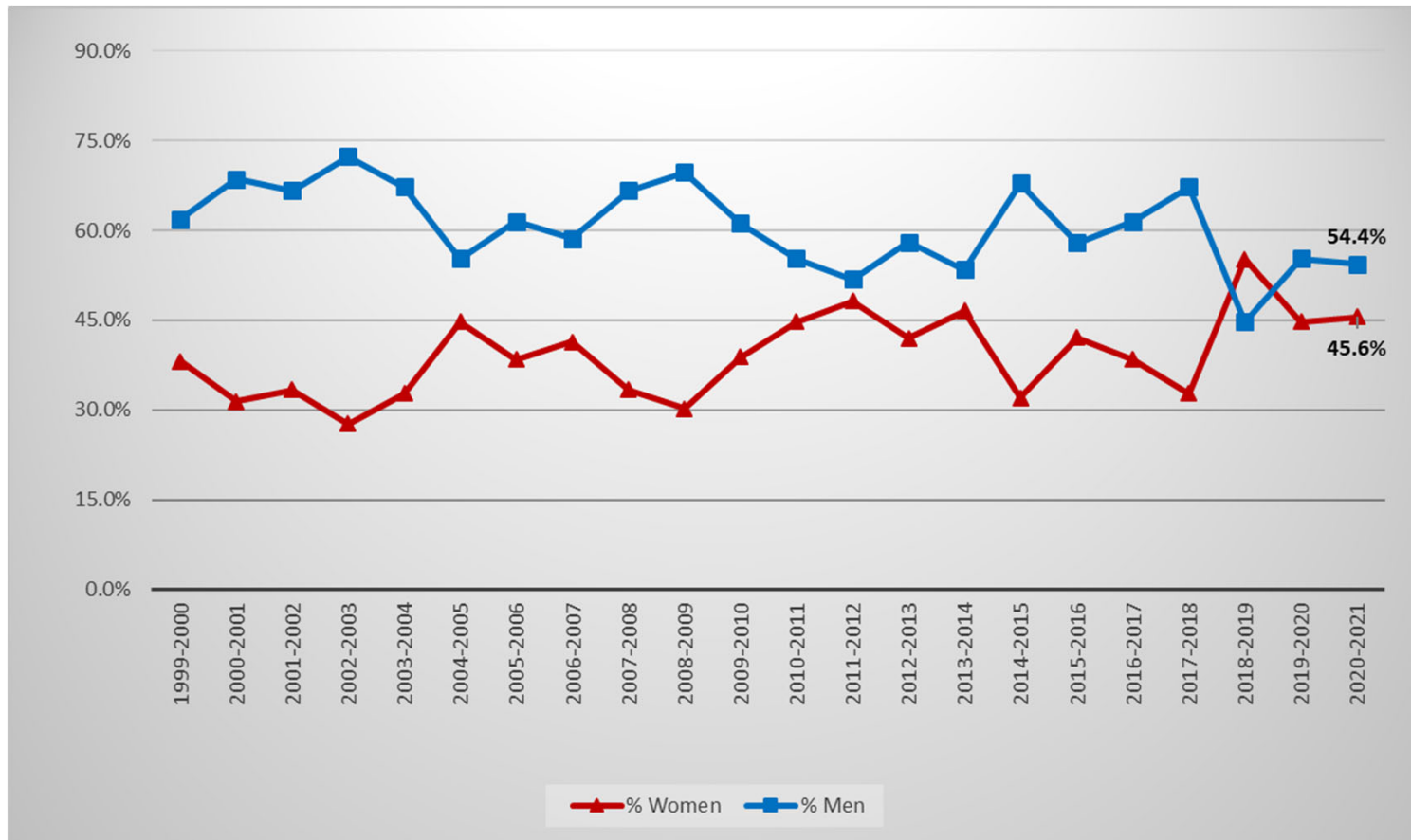
Source: Western Human Resources Information Systems

Newly Hired Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 2000 – 2021



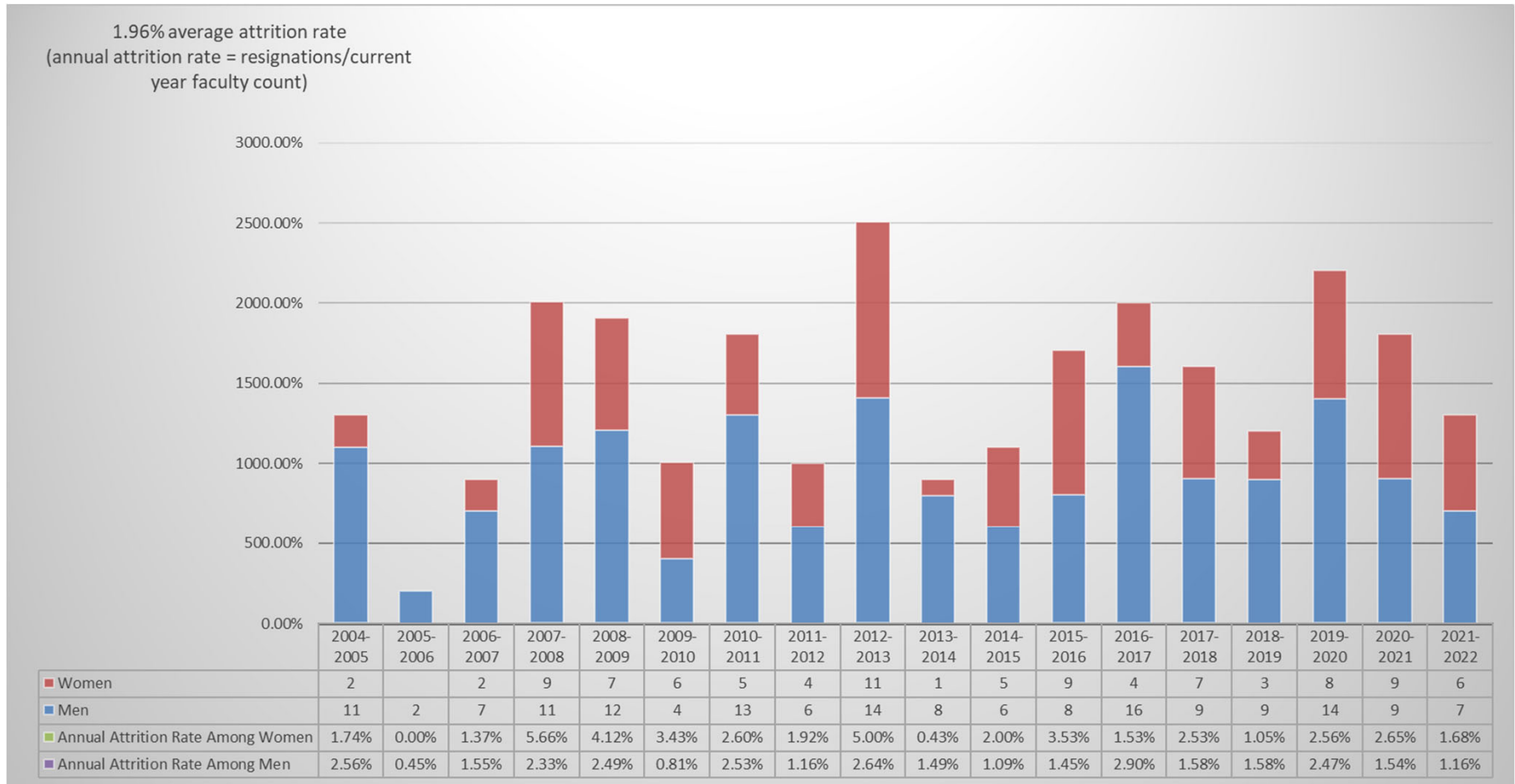
Source: Western Human Resources Information Systems

Percentage of New Full Time Clinical Faculty at Western by Gender: 1999-00 – 2020-21



Source: Western Human Resources Information Systems

Full Time Clinical Faculty Resignations by Gender 2004-05 – 2020-2021



Source: Western Human Resources Information System

For further information

- After presentation at SCUP, this report can be found at:
http://uwo.ca/facultyrelations/academic_planning
Reports: Recruitment and Retention Report 2022
- The report on Promotion and Tenure of UWOFA faculty, librarians and archivists, which is presented at the end of each promotion cycle, can be found at:
<https://www.uwo.ca/facultyrelations/pdf/Promotion-and-Tenured-Report-2021.pdf>
- For additional information on academic staff, Institutional Planning and Budgeting's website contains additional data:
<https://www.ipb.uwo.ca/>

(Note: definitions, inclusion criteria and the dates at which data are collected will influence counts. Therefore, counts may differ slightly among reports prepared from different data sources and for different purposes.)