Western
UNIVERSITY · CANADA

Report to SCUP on Faculty Recruitment and Retention Office of the Vice Provost (Academic Planning, Policy and Faculty)

February 2012

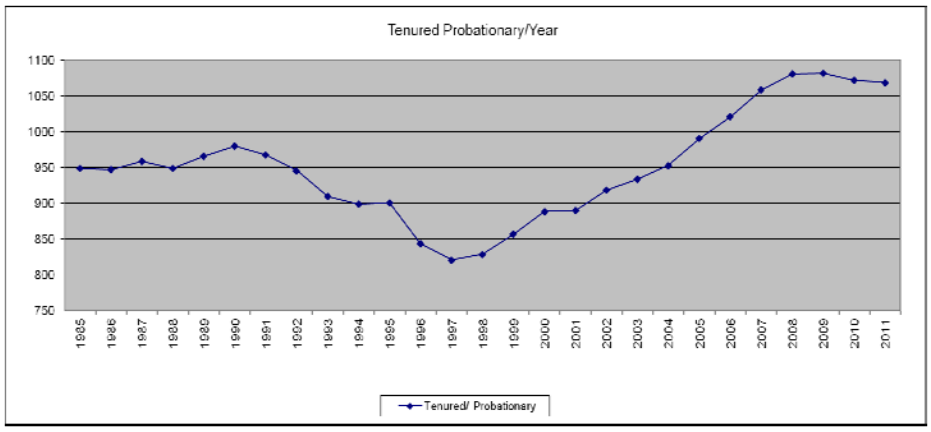
Available at http://www.uwo.ca/pvp/facultyrelations/index-vppf.html

Western

Contents:

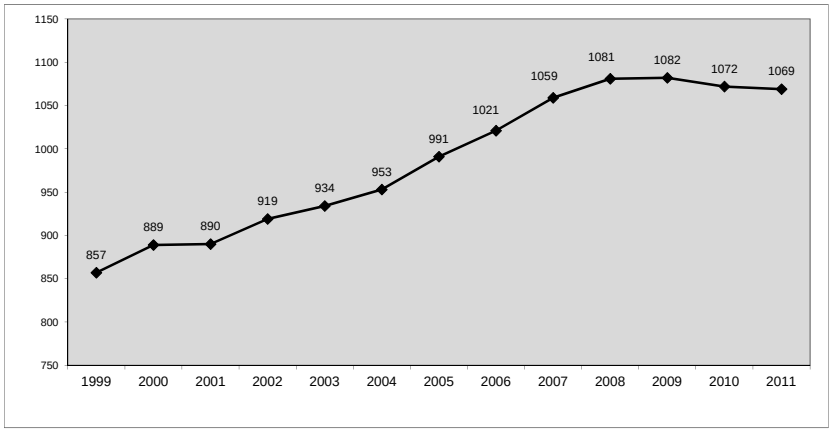
- Probationary and Tenured Faculty
  - Appointments
  - Resignations
  - Retirements
- Part-Time Faculty
- Limited-Term Faculty
- Full-Time Clinical Faculty

Probationary and Tenured Faculty at Western 1985 - 2011



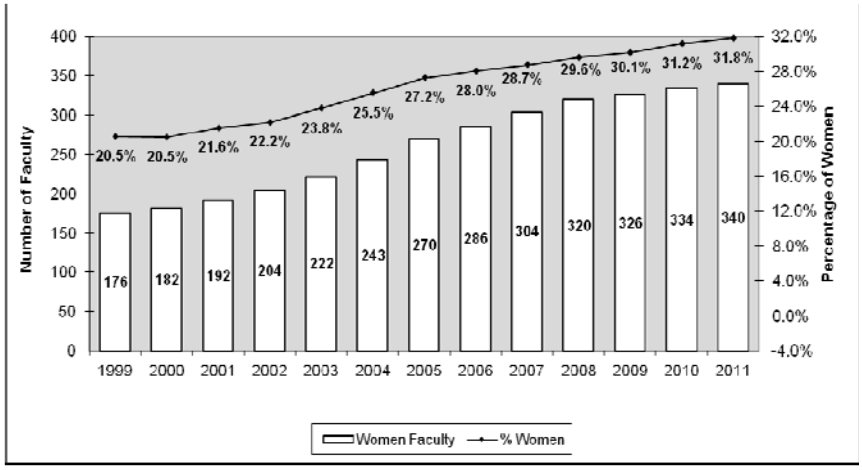
Source: Western Corporate Information 1985 – 1999
UCASS Data 1999 – 2010
Western Human Resources Information Systems 2011

Probationary and Tenured Faculty at Western, 1999 to 2011



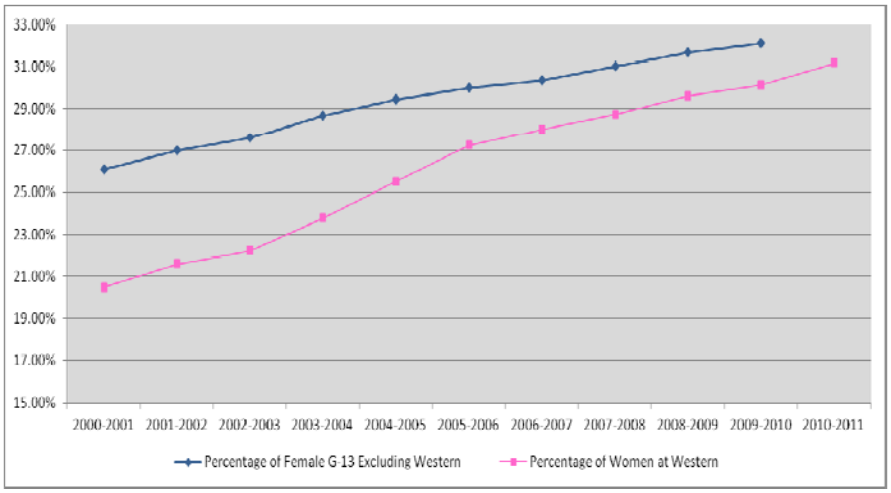
Source: UCASS Data for 1999 – 2010 (October 1);
Western Human Resources Information Systems for 2011 (October)
The 2007 data includes Robarts Scientists who became Probationary and Tenured on July 1, 2007.

Probationary and Tenured Women Faculty at Western, 1999 to 2011



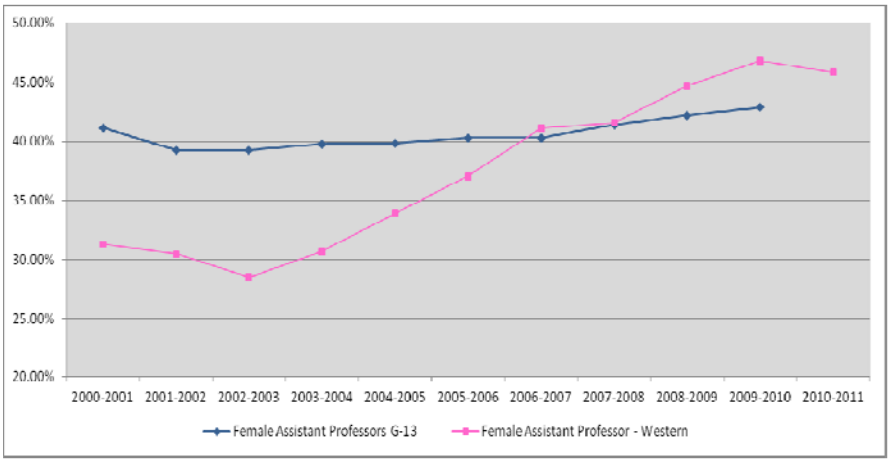
Source: UCASS Data for 1999 – 2010 (October 1);
Western Human Resources Information Systems 2011 (October)

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



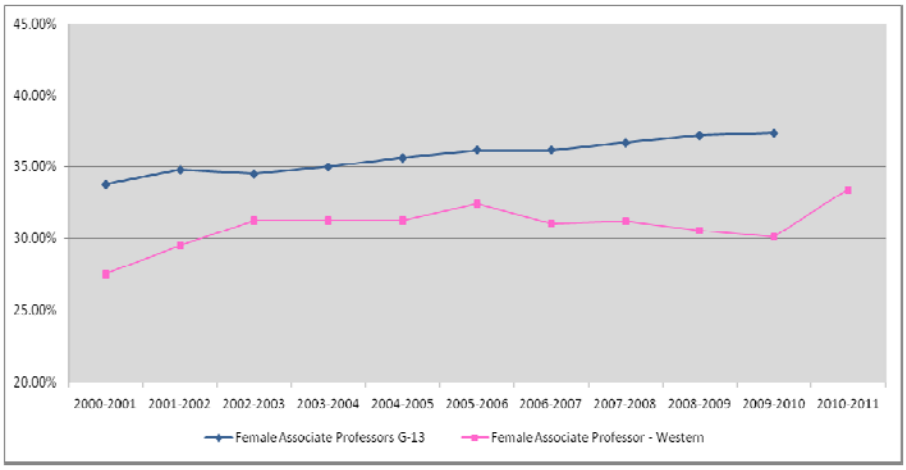
Source: UCASS Data

Women as a Percentage of Tenured/Probationary Faculty, Assistant Professor Rank: G-13 vs. Western



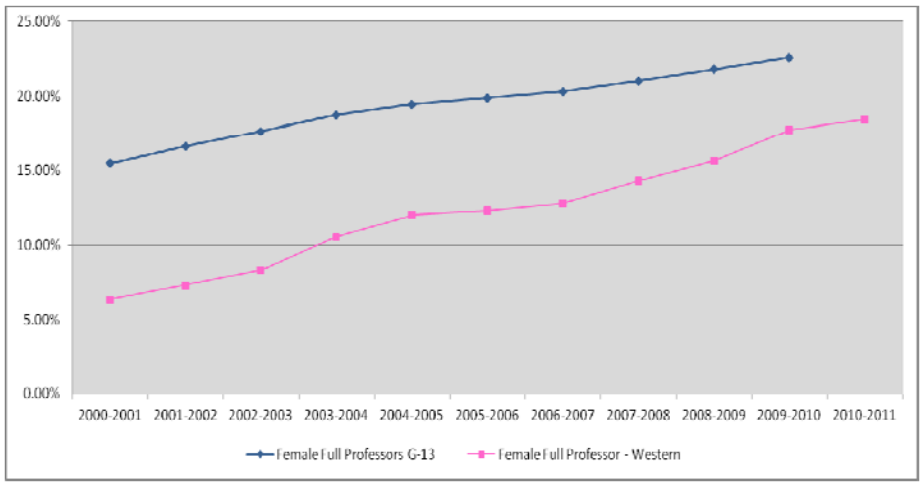
Source: UCASS Data

Women as a Percentage of Tenured/Probationary Faculty, Associate Professor Rank: G-13 vs. Western



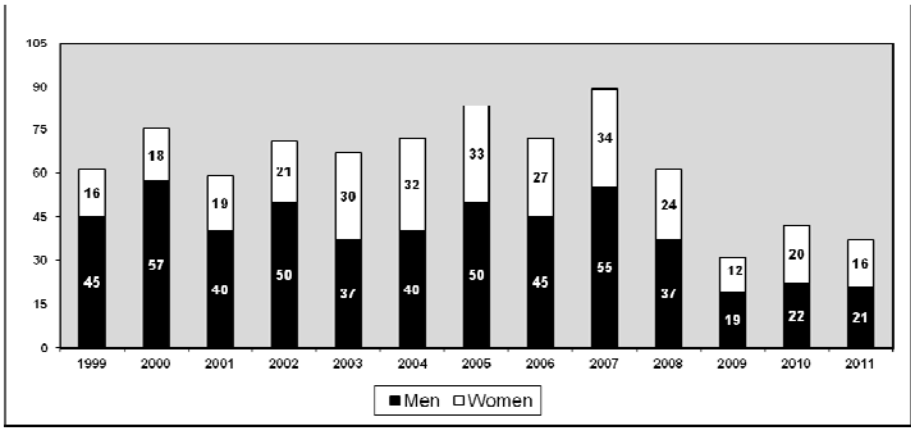
Source: UCASS Data

Women as a Percentage of Tenured/Probationary Faculty, Full Professor Rank: G-13 vs. Western



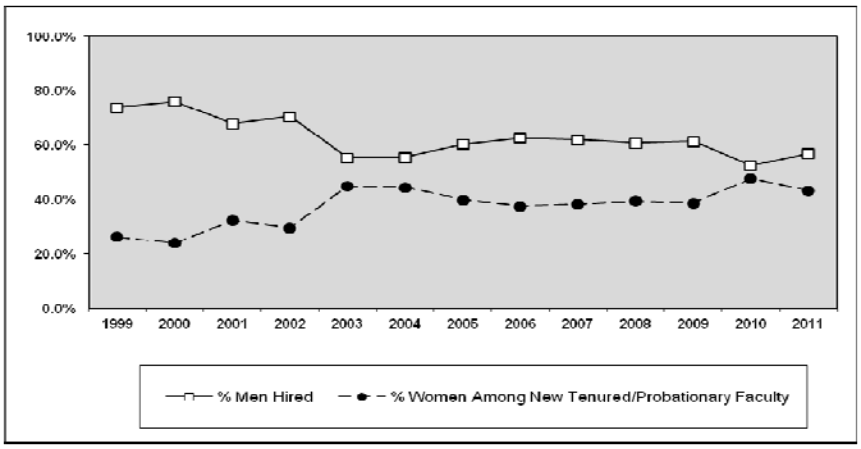
Source: UCASS Data

New Tenured & Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2011 Cohorts



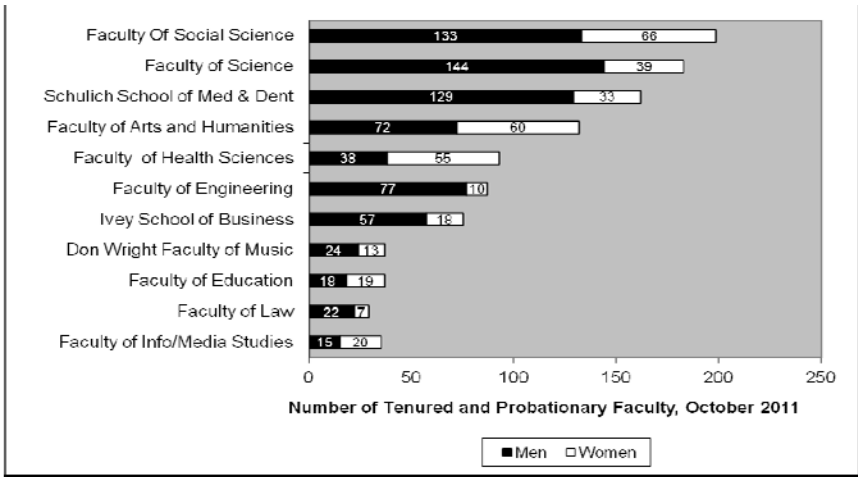
Source: UCASS Data for 1999 – 2010 (October 1);
Western Human Resources Information Systems 2011 (October)
Data excludes faculty joining from Robarts.

Percentage of New Tenured and Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2011



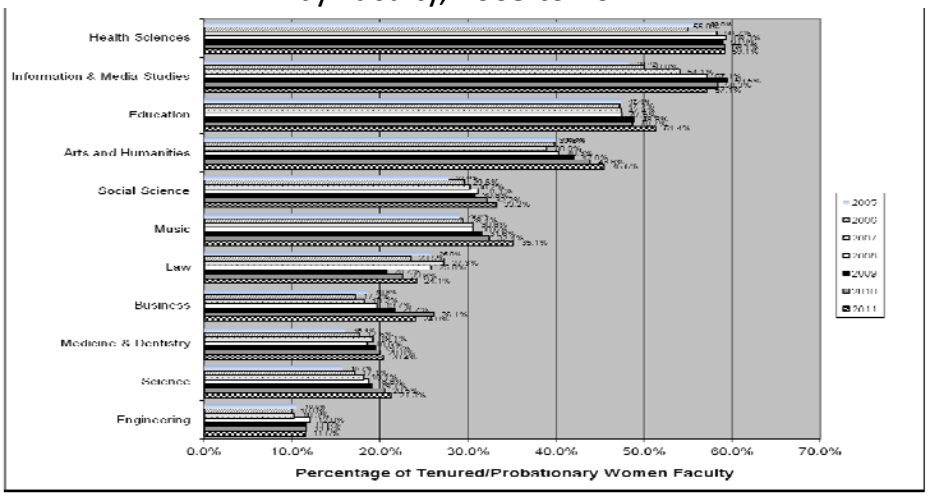
Source: UCASS Data for 1999 – 2010 (October 1)
Western Human Resources Information Systems 2011 (October)
Data excludes faculty joining from Robarts

Probationary and Tenured Faculty, by Faculty and Gender, October 2011



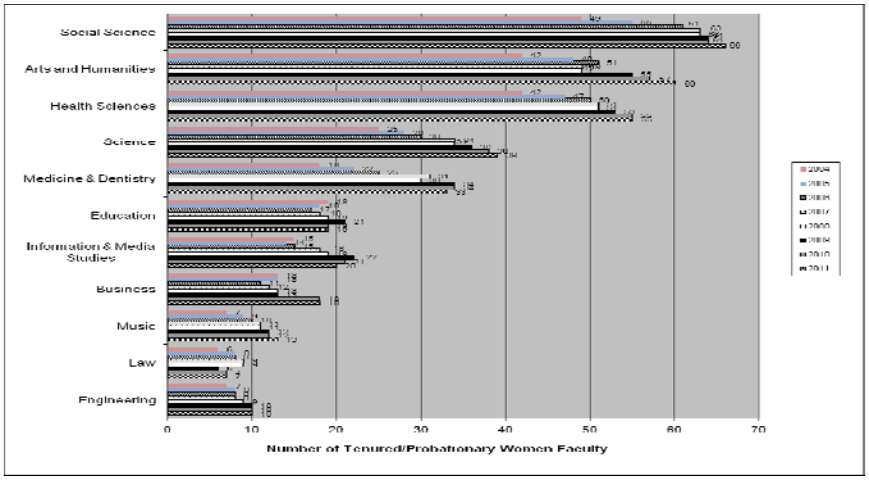
Source: Western Human Resources Information Systems for 2011 (October)

Percentage of Tenured/Probationary Women Faculty, by Faculty, 2005 to 2011



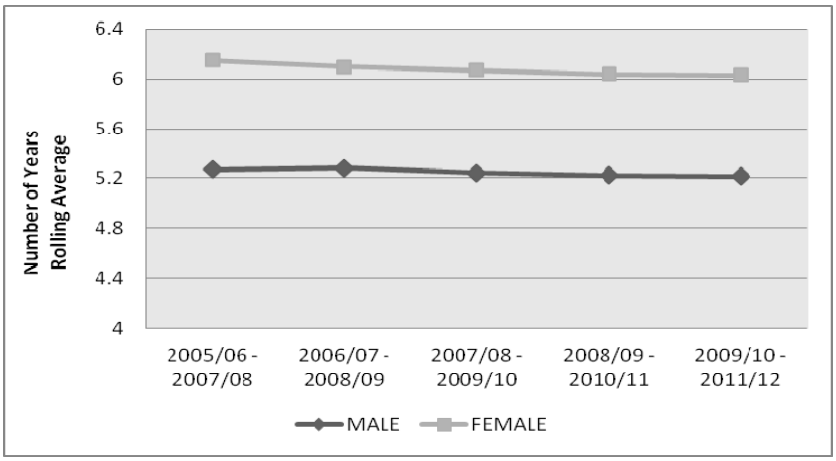
Source: UCASS data for 2005 – 2007 (October 1);
Western Human Resources Information System 2008 - 2011 (October).

Number of Tenured/Probationary Women Faculty, by Faculty, 2005-2011



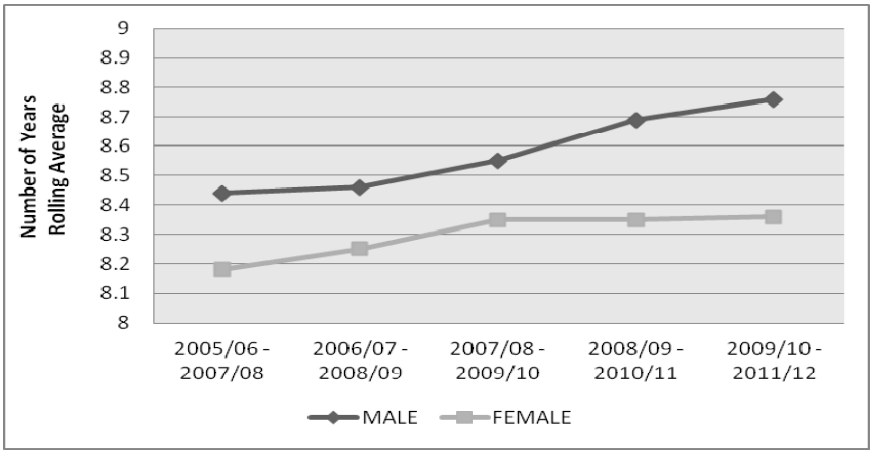
Source: UCASS data for 2005 - 2007;
Western Human Resources Information System 2008 - 2011 (October).

Average Time to Tenure from Full Time Start at Western



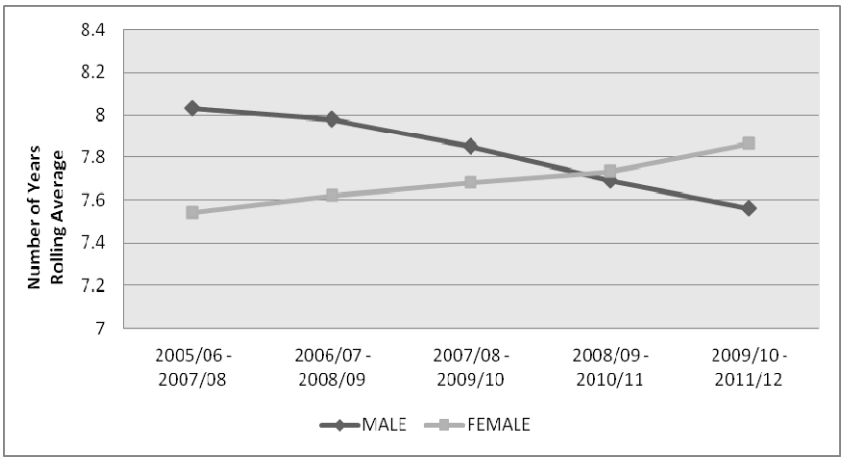
Source: Western Human Resources Information System 2005 – 2012
Excludes those hired into a tenured position

Average Time to Tenure from Highest Degree



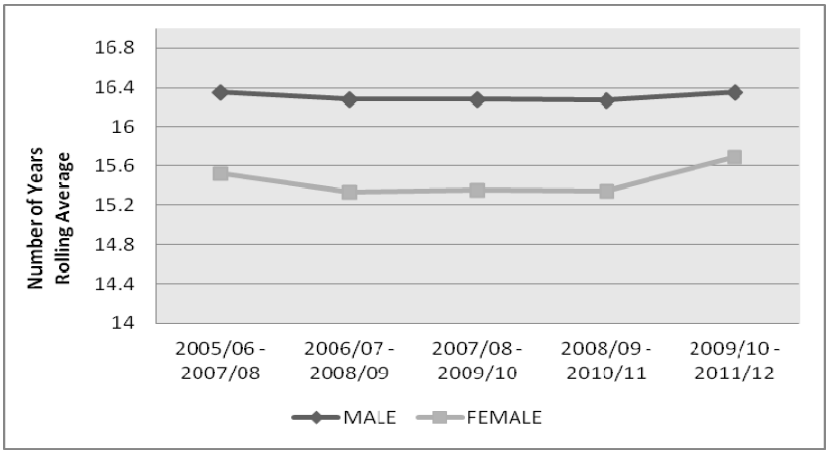
Source: Western Human Resources Information System 2005 – 2012
Excludes those hired into a tenured position

Average Time to Full Professor from Tenure



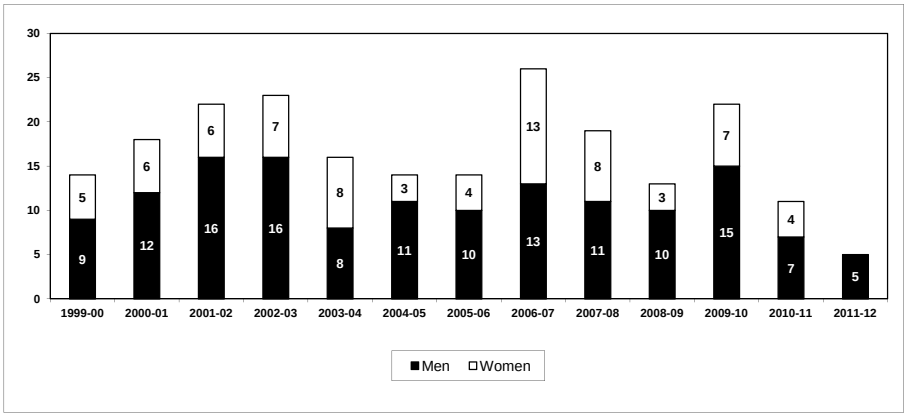
Source: Western Human Resources Information System 2005 – 2012
Excludes those already Full Professor at time of Tenure

Average of Time to Full Professor from Highest Degree



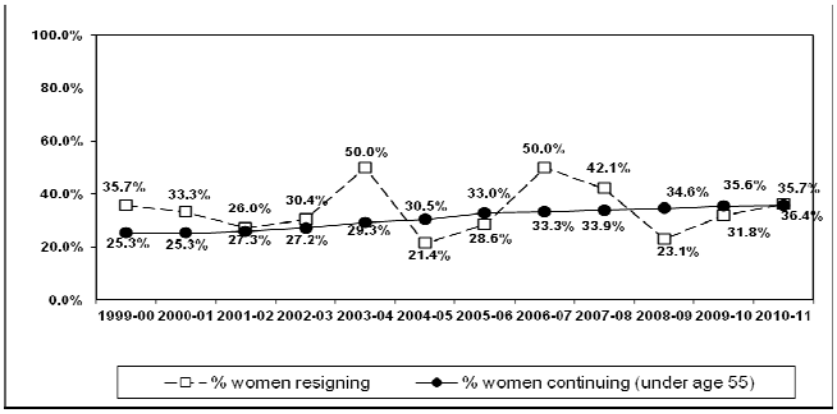
Source: Western Human Resources Information System 2005 – 2012
Excludes those already Full Professor at time of Tenure

Probationary & Tenured Faculty Resignations by Gender: 1999-2000 to 2011-12 (interim)



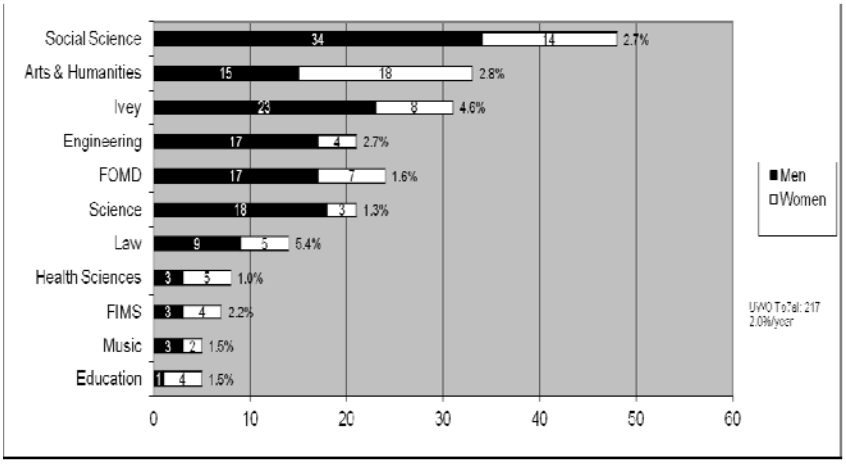
Source: Western Information Systems as of January 2012
Includes only faculty under age 55 at the time of resignation.

Women as a Percentage of Probationary & Tenured Faculty Resignations and Women as a Percentage of Continuing Population: 1999-2000 to 2010-2011



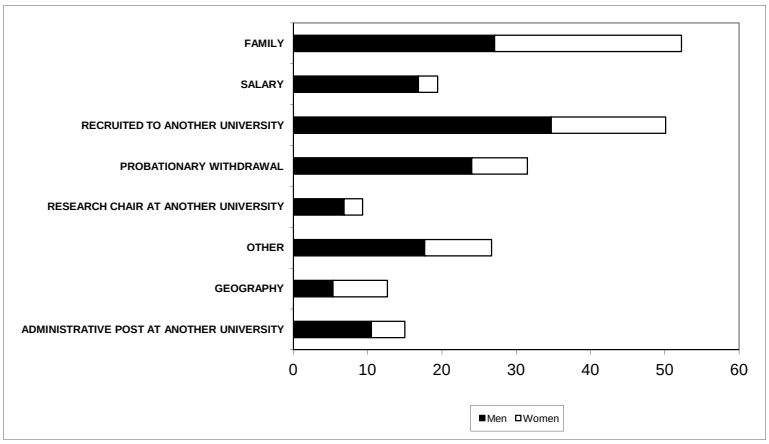
Source: Western Information Systems (October 2011) for resignation data and UCASS Data for 1999-2007, and Western's Human Resources Information Systems for 2007-11 for continuing population data.

Total Probationary & Tenured Resignations by Faculty: 1999-00 to 2010-11



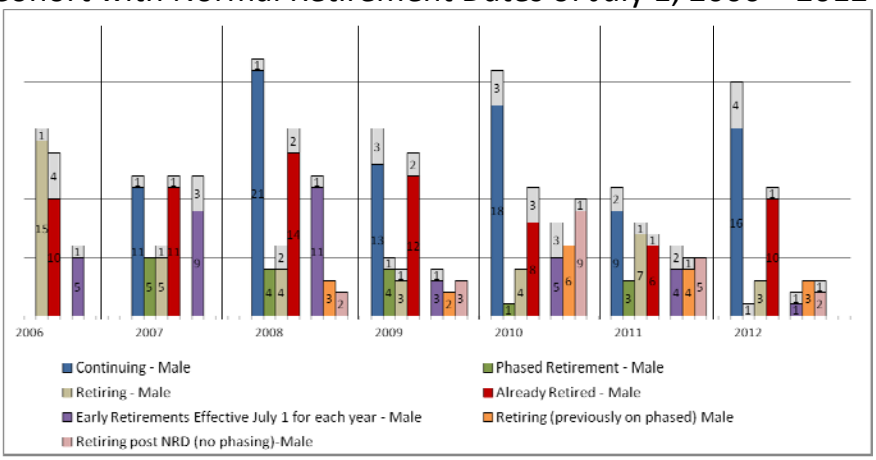
Source: Western's Human Resources Information Systems.
Percentages based on Tenured/Probationary faculty as of January 2012.

Probationary and Tenured Faculty Reasons for Leaving: 1999-00 to 2011-12 (Interim)



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: Cohort with Normal Retirement Dates of July 1, 2006 – 2012



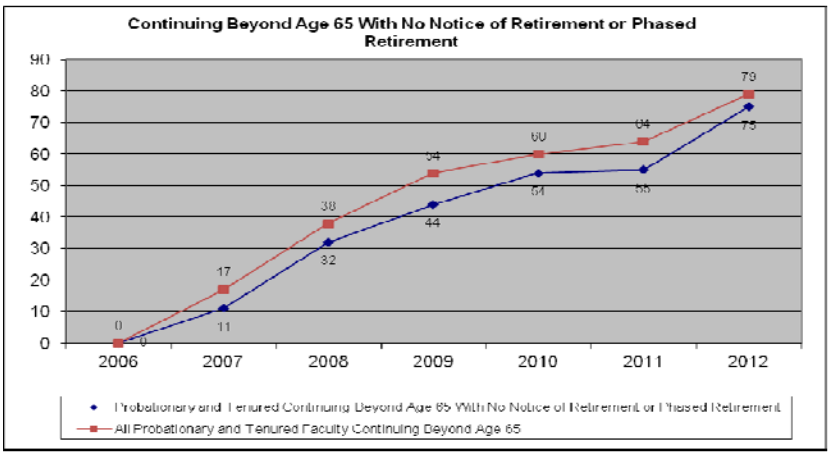
Source: Western Human Resources Information Systems

Probationary and Tenured Faculty at Western: Cohort Aged 60 or Greater

Age	2004	2005	2006	2007	2008	2009	2010
60	30	35	22	39	22	26	26
61	34	28	33	21	34	22	25
62	34	31	28	34	20	34	21
63	21	32	30	23	31	18	33
64	22	20	31	30	22	30	18
65	6	8	10	28	25	22	23
66	0	0	0	7	24	20	19
67	0	0	0	0	4	21	16
68	0	0	0	0	0	3	11
69	0	0	0	0	0	0	3
70	0	0	0	0	0	0	0
78	0	0	0	0	0	0	0
Total	**147**	**154**	**154**	**182**	**182**	**196**	**195**

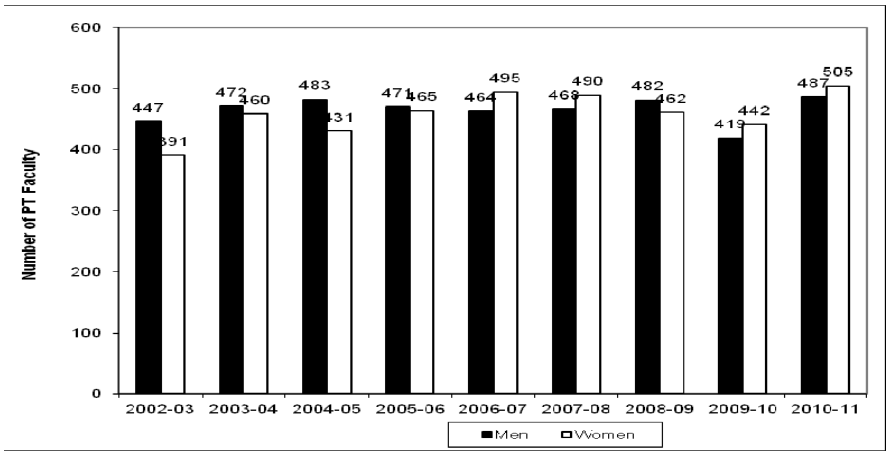
Source: UCASS

Probationary and Tenured Faculty at Western: Continuing Beyond Age 65



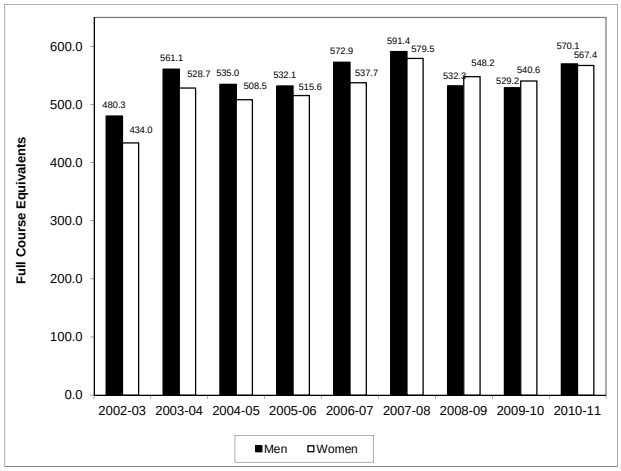
Source: Western Human Resources Information System

Number of Individuals with Part-Time Faculty Appointments: 2002-03 to 2010-11 (by Fiscal Year)



Source: Western Human Resources Information Systems

Degree Credit Course Teaching in FCEs by Part-Time Faculty: 2002-03 to 2010-11 (by Fiscal Year and Gender)

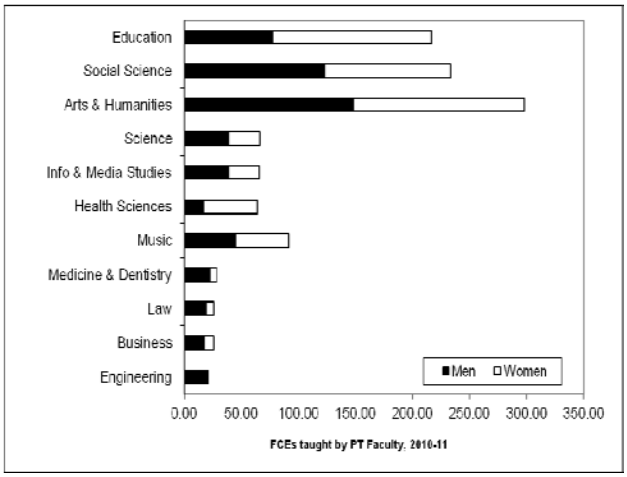


Source: Western Information Systems (appointment status and course data).

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 2010-11.

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.

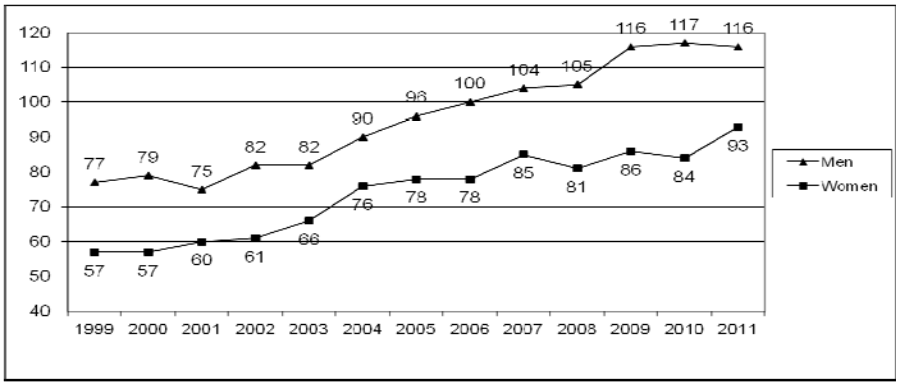
Degree Credit Courses taught by Part-Time Faculty in FCEs, by Faculty and Gender: 2010-11 (Fiscal Year)



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

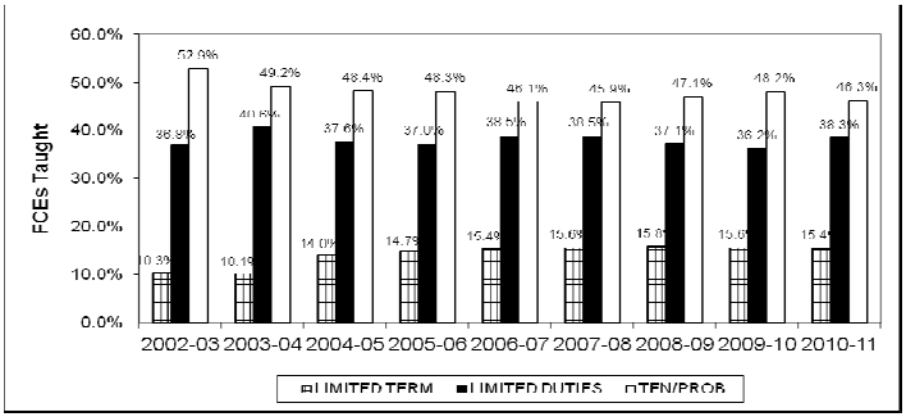
Course data for undergraduate, graduate and professional degree credit course teaching are included, with the exception of independent studies, directed research, exams, theses, clinical courses, etc. Course data for the Faculty of Education includes the Additional Qualification Courses.

Limited Term Appointments: 1999 to 2011



Source: UCASS Data 1999- 2007 (October).
Please note: a) Statistics Canada data includes faculty and appointment types that are outside of the UWOFA Collective Agreement; and b) the definition of limited term for Statistics Canada purposes has changed over time. Data may therefore not accurately reflect trends.
Source: Western's Human Resources Information Systems 2008 - 2011 (October)

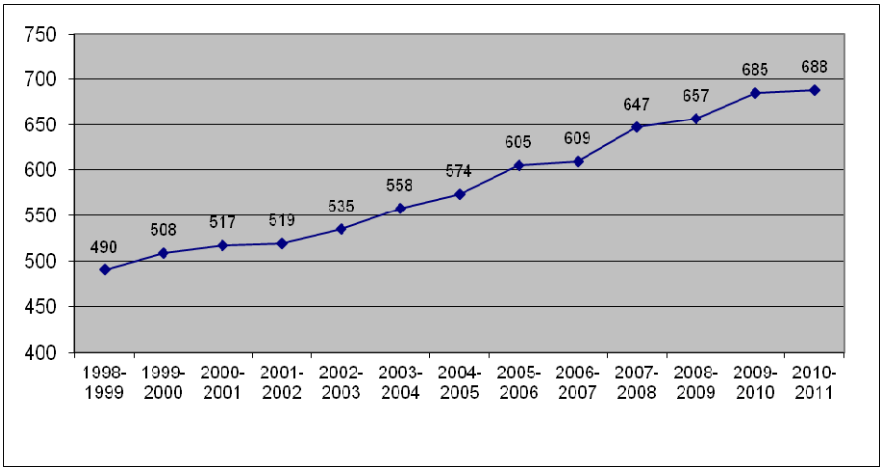
Degree Credit Courses Taught in FCEs, by Instructor Contract Type (by Fiscal Year)



Course data for undergraduate, graduate and professional credit course teaching are included, with the exception of independent studies, directed research, exams, theses, clinical courses, etc. The data does not include graduate student supervisions.

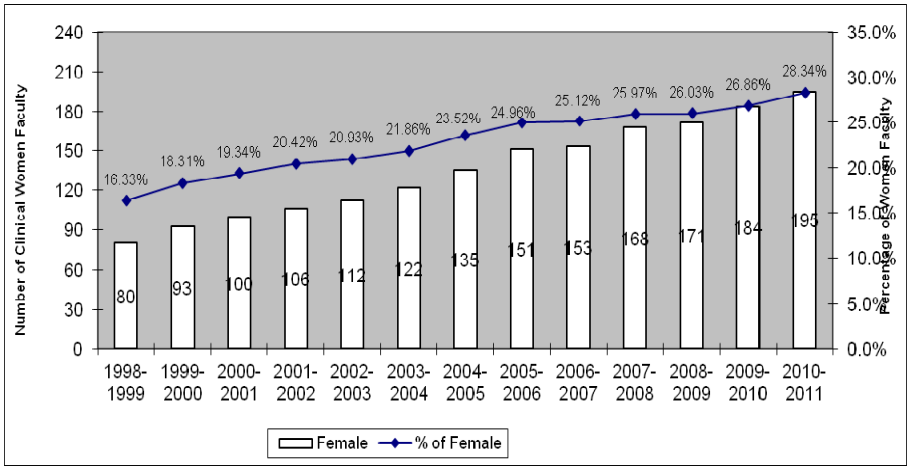
Note: Instructor data is unavailable for 3.7% of courses in 2002-03; 1.1% in 2003-04; 1.2% in 2004-05; 0.8% in 2005-06, 0% in 2006-07 through 2010-11.

Clinical Full Time Faculty (Physicians in Schulich) at Western, 1999 – 2011



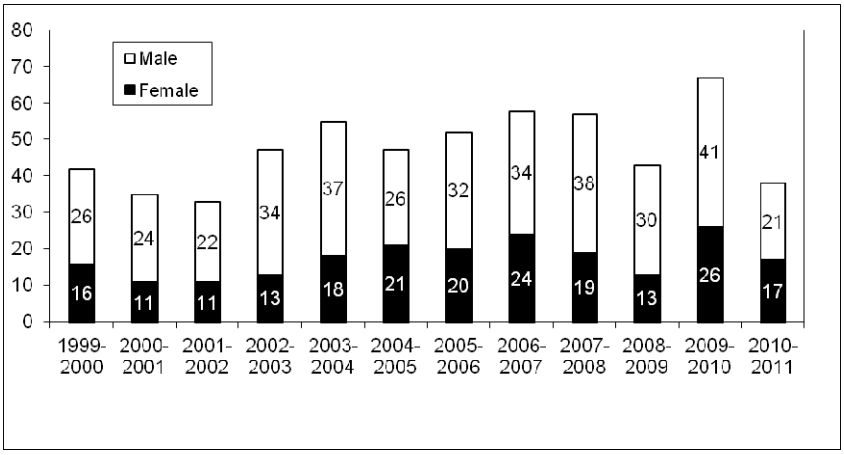
Source: Western Human Resources Information Systems

Clinical Full Time Women Faculty (Physicians in Schulich) at Western, 1999 – 2011



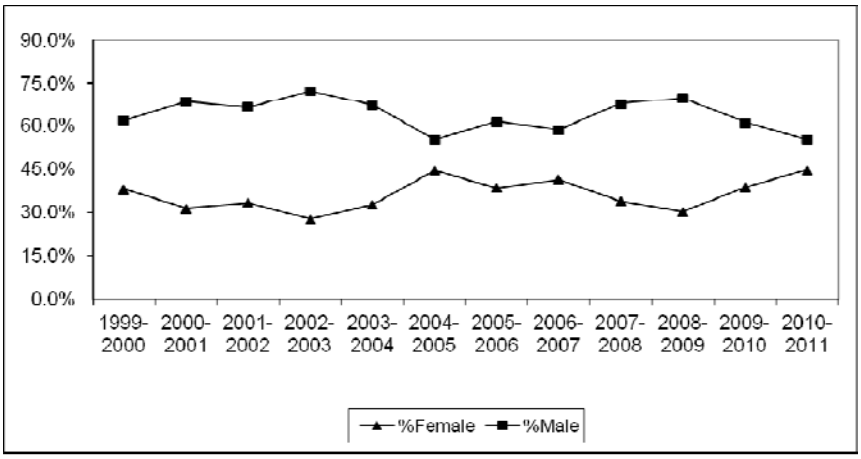
Source: Western Human Resources Information Systems

New Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 2000 – 2011



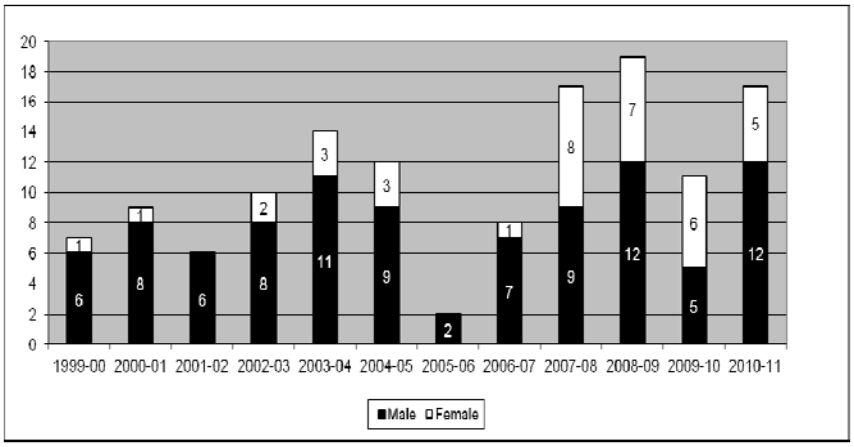
Source: Western Human Resources Information Systems

Percentage of New Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 1999/00 – 2010/11



Source: Western Human Resources Information Systems

Clinical Full Time (Physicians in Schulich) Resignations by Gender, 1999/2000 – 2010/2011



Source: Western Human Resources Information System