Western
UNIVERSITY · CANADA

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

January 2013

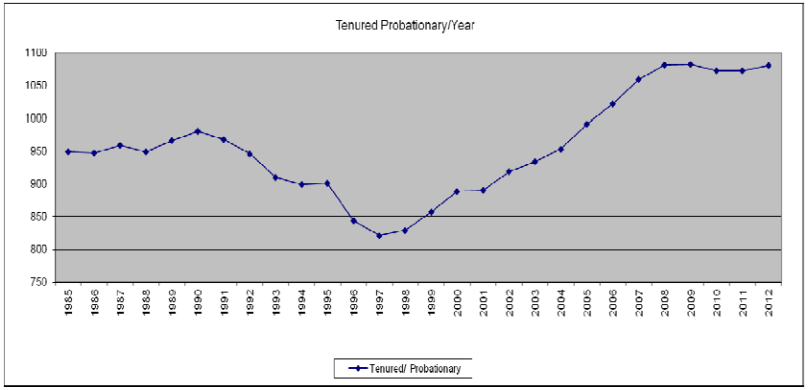
Available at http://www.uwo.ca/pvp/facultyrelations/index-vppf.html

Western

Contents:

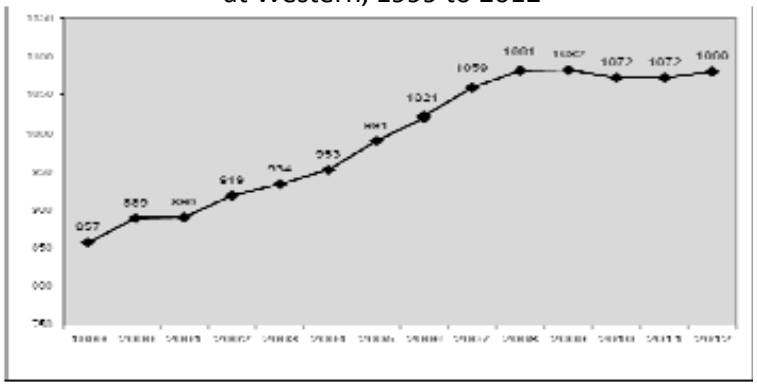
- Probationary and Tenured Faculty
  - Appointments
  - Resignations
  - Retirements
- Part-Time Faculty
- Limited-Term Faculty
- Full-Time Clinical Faculty

Probationary and Tenured Faculty at Western 1985 - 2012



Source: Western Corporate Information 1985 – 1999
UCASS Data 1999 – 2010
Western Human Resources Information Systems 2011 - 2012

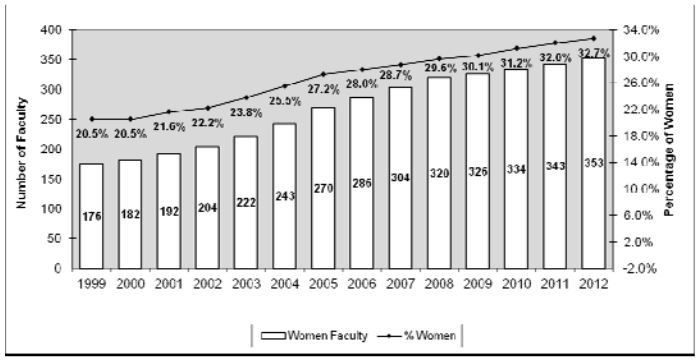
Probationary and Tenured Faculty at Western, 1999 to 2012



Source: UCASS Data for 1999 – 2010;
Western Human Resources Information Systems for 2011 - 2012 (October)
The 2007 data includes Robarts Scientists who became Probationary and Tenured on July 1, 2007.

Western | Faculty Recruitment and Retention | January 2013

Probationary and Tenured Women Faculty at Western, 1999 to 2012



Source: UCASS Data for 1999 – 2010;
Western Human Resources Information Systems 2011 – 2012 (October)

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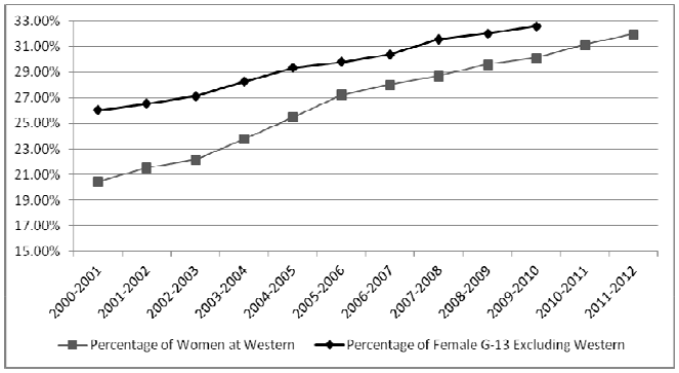
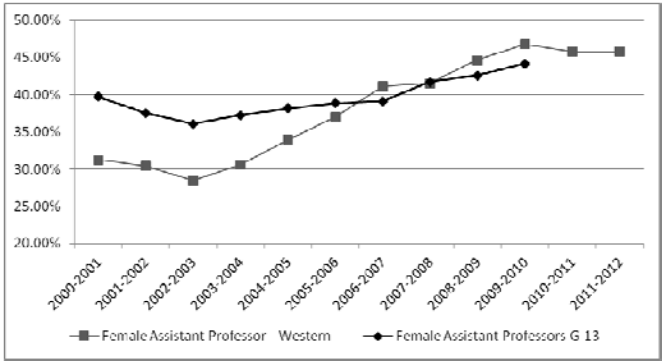
Women as a Percentage of Tenured/Probationary Faculty: G-13 vs. Western



Source: UCASS Data 2000-2010
Western Human Resources Information System 2010-2012

Western Faculty Recruitment and Retention January 2013

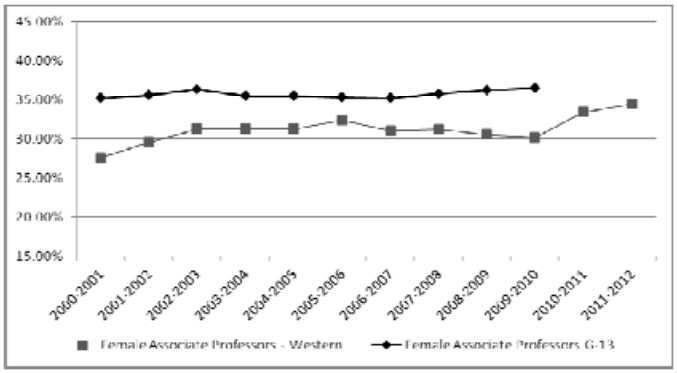
Women as a Percentage of Tenured/Probationary Faculty, Assistant Professor Rank: G-13 vs. Western



Source: UCASS Data 2000-2010
Western Human Resources Information System 2010-2012

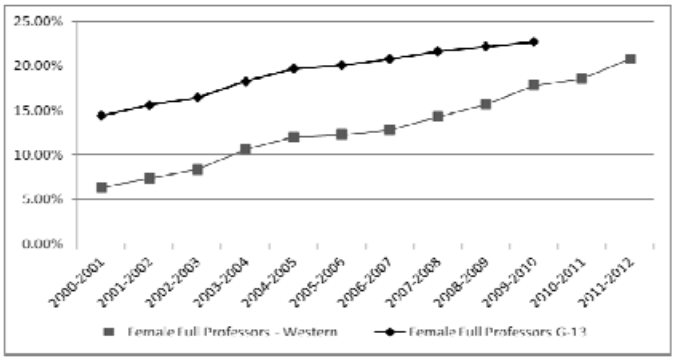
Western Faculty Recruitment and Retention January 2013

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



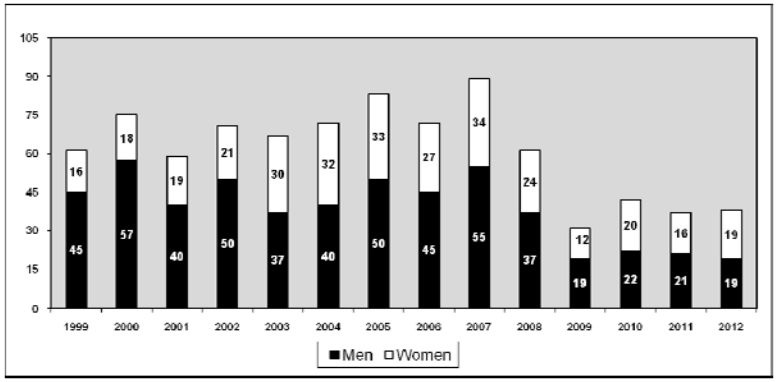
Source: UCASS Data 2000-2010
Western Human Resources Information System 2010-2012

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



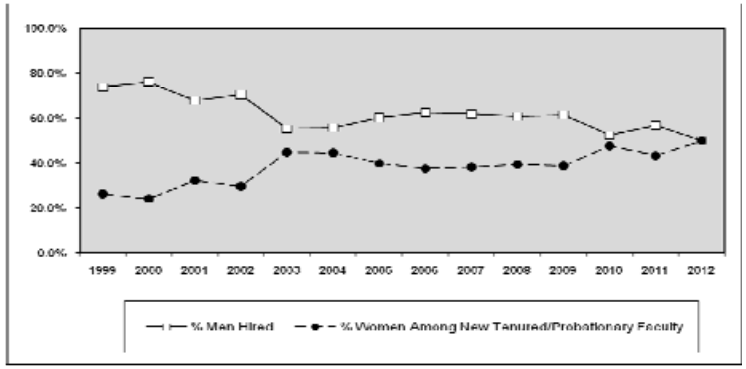
Source: UCASS Data 2000-2010
Western Human Resources Information System 2010-2012

New Tenured & Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2012 Cohorts



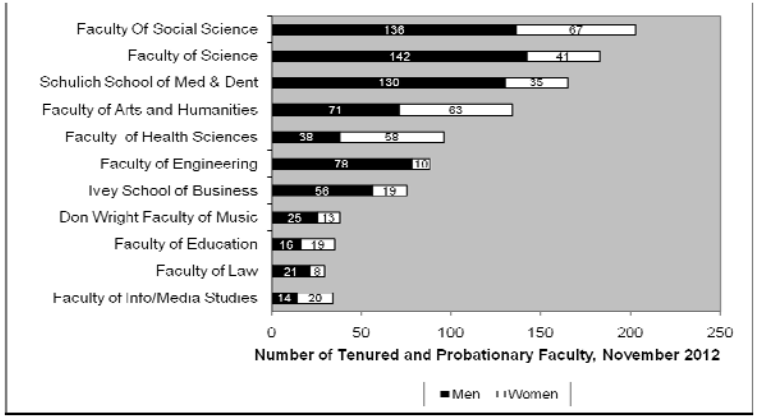
Source: UCASS Data for 1999 – 2010;
Western Human Resources Information Systems 2011 - 2012 (October)
Data excludes faculty joining from Robarts.

Percentage of New Tenured and Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2012



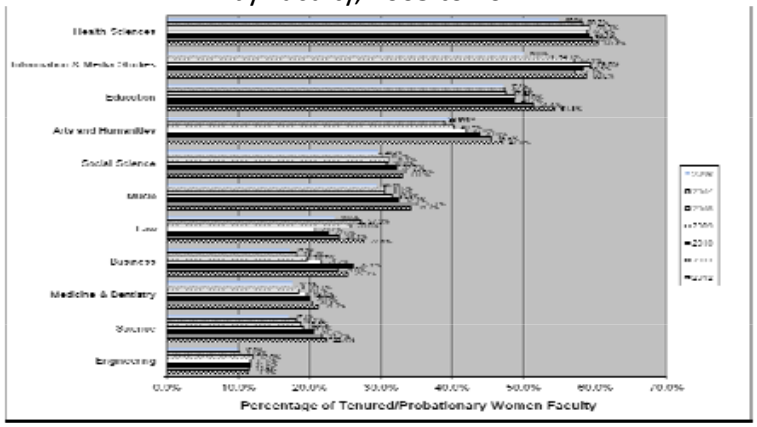
Source: UCASS Data for 1999 – 2010
Western Human Resources Information Systems 2011 - 2012 (October)
Data excludes faculty joining from Robarts

Probationary and Tenured Faculty, by Faculty and Gender, October, 2012



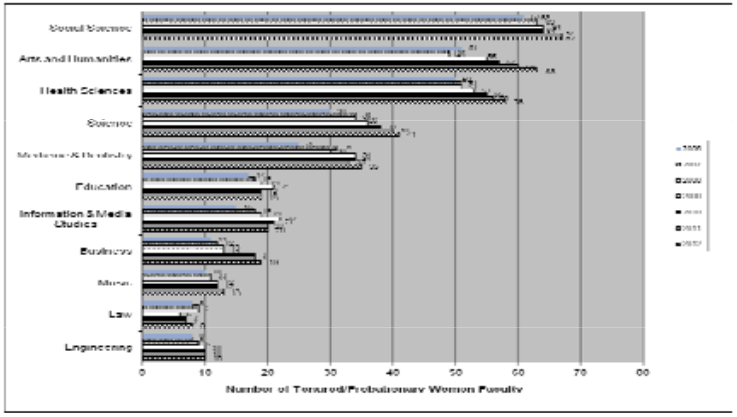
Source: Western Human Resources Information Systems for 2012 (October)

Percentage of Tenured/Probationary Women Faculty, by Faculty, 2005 to 2012



Source: UCASS data for 2005 – 2007;
Western Human Resources Information System 2008 - 2012 (October).

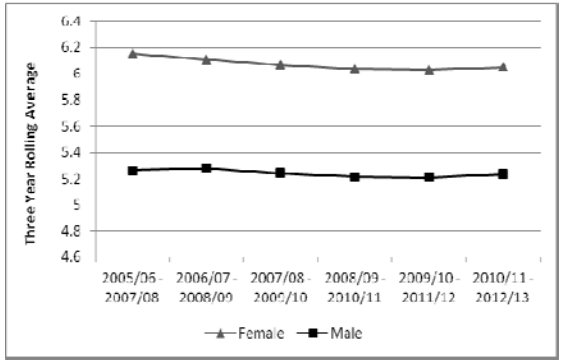
Number of Tenured/Probationary Women Faculty, by Faculty, 2005-2012



Source: UCASS data for 2005 - 2007;
Western Human Resources Information System 2008 - 2012 (October).

Western Faculty Recruitment and Retention January 2013

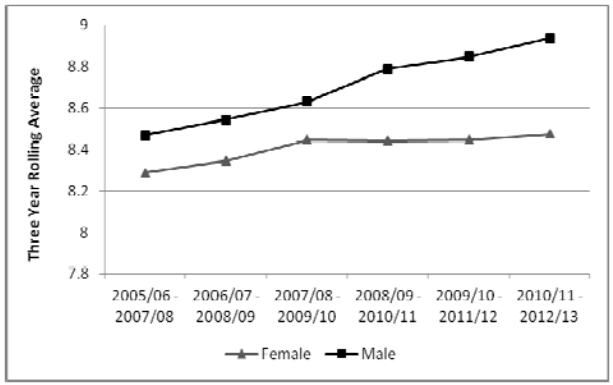
Average Time to Tenure from Full Time Start at Western



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

Western Faculty Recruitment and Retention February 2012

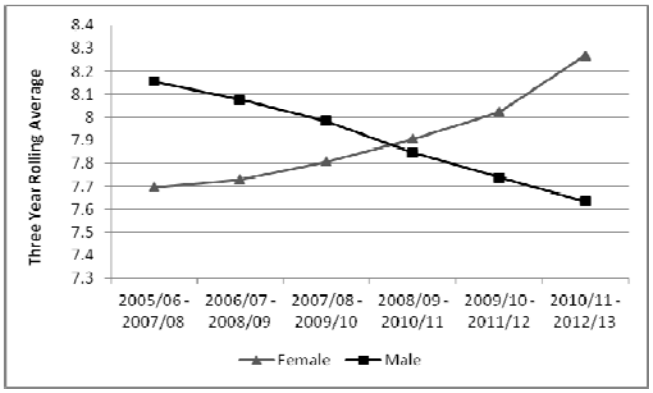
Average Time to Tenure from Highest Degree



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

Western Faculty Recruitment and Retention February 2012

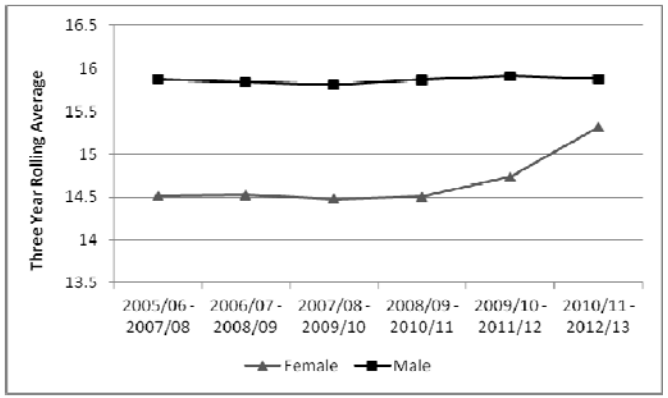
Average Time to Full Professor from Tenure



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

Western Faculty Recruitment and Retention February 2012

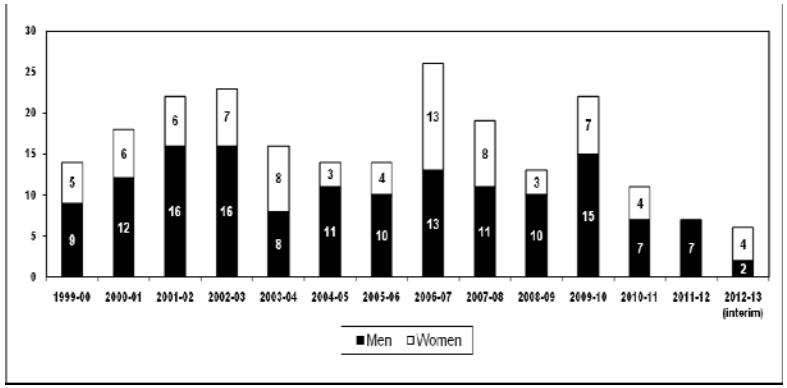
Average of Time to Full Professor from Highest Degree



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

Western Faculty Recruitment and Retention February 2012

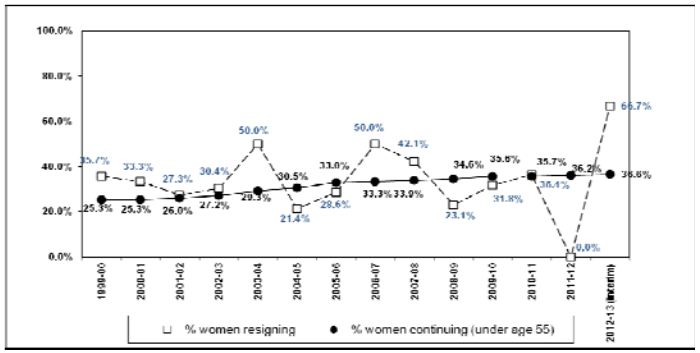
Probationary & Tenured Faculty Resignations by Gender: 1999-2000 to 2012-13 (interim)



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

Western Faculty Recruitment and Retention January 2013

Women as a Percentage of Probationary & Tenured Faculty Resignations and Women as a Percentage of Continuing Population: 1999-2000 to 2012-2013 (interim)



Source: Western Information Systems (December 2012) for resignation data and UCASS Data for 1999-2007, and Western's Human Resources Information Systems for 2007-12 for continuing population data.

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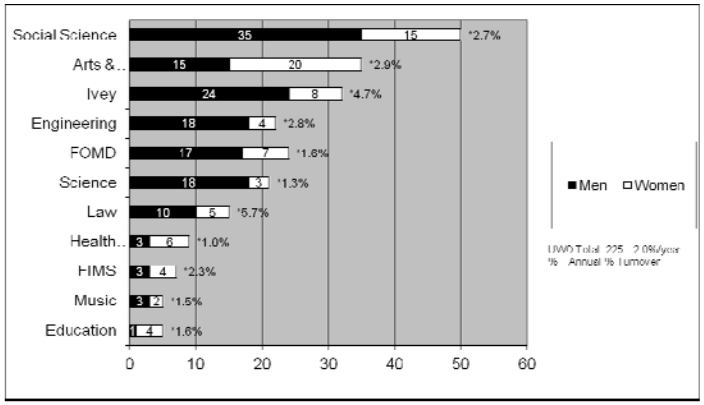
Total Probationary & Tenured Resignations by Faculty: 1999-00 to 2011-12



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

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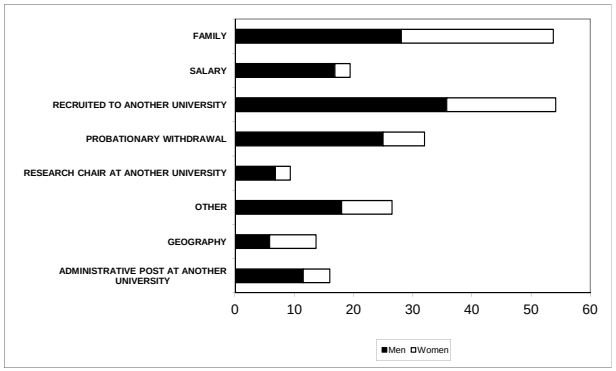
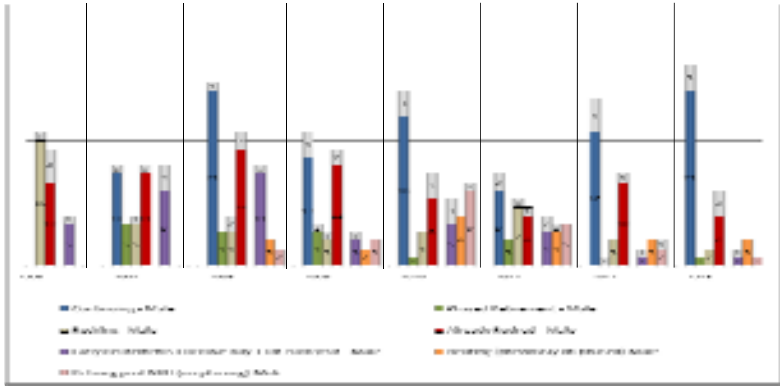
Probationary and Tenured Faculty Reasons for Leaving: 1999-00 to 2011-12



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 – 2013



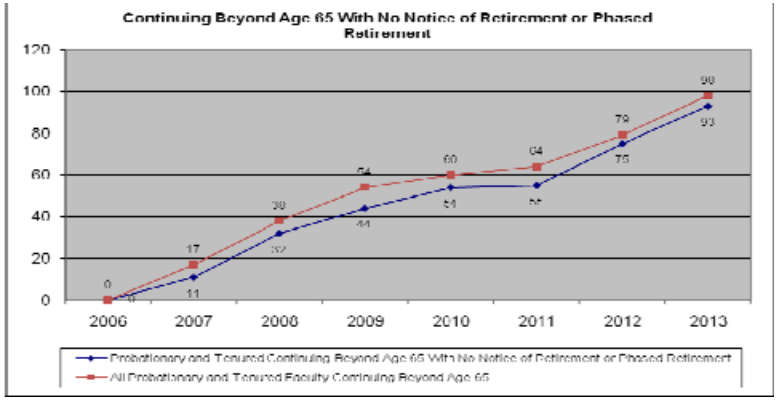
Source: Western Human Resources Information Systems

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

Age	2004	2005	2006	2007	2008	2009	2010	2011	2012 (interim)
60	30	35	22	39	22	26	26	39	30
61	34	28	33	21	34	22	25	27	39
62	34	31	28	34	20	34	21	24	20
63	21	32	30	23	31	18	33	20	22
64	22	20	31	30	22	30	18	33	28
65	6	8	10	28	25	22	23	14	24
66	0	0	0	7	24	20	19	18	13
67	0	0	0	0	4	21	16	14	18
68	0	0	0	0	0	3	11	13	13
69	0	0	0	0	0	0	3	9	13
70	0	0	0	0	0	0	0	3	6
78	0	0	0	0	0	0	0	0	0
Total	147	154	154	182	182	196	195	214	226

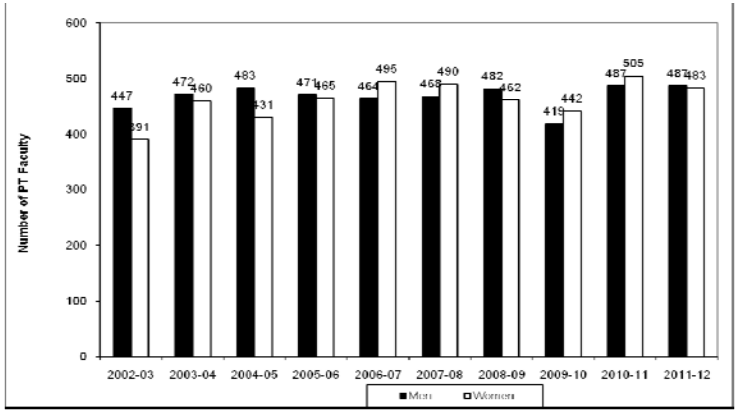
Source: UCASS 2004 – 2010
UWO Data 2011 – 2012 (interim)

Probationary and Tenured Faculty at Western: Continuing Beyond Age 65



Source: Western Human Resources Information System

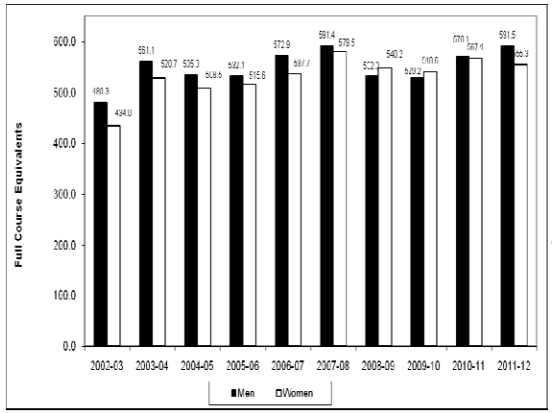
Number of Individuals with Part-Time Faculty Appointments: 2002-03 to 2011-12 (by Fiscal Year)



Source: Western Human Resources Information Systems

Western Faculty Recruitment and Retention January 2013

Degree Credit Course Teaching in FCEs by Part-Time Faculty: 2002-03 to 2011-12 (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 2011-12.

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.

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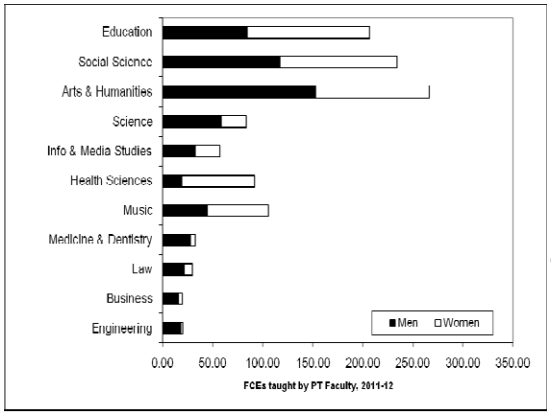
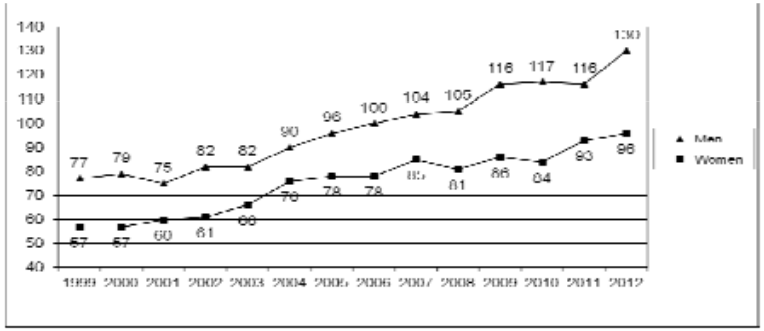
Degree Credit Courses taught by Part-Time Faculty in FCEs, by Faculty and Gender: 2011-12 (Fiscal Year)



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

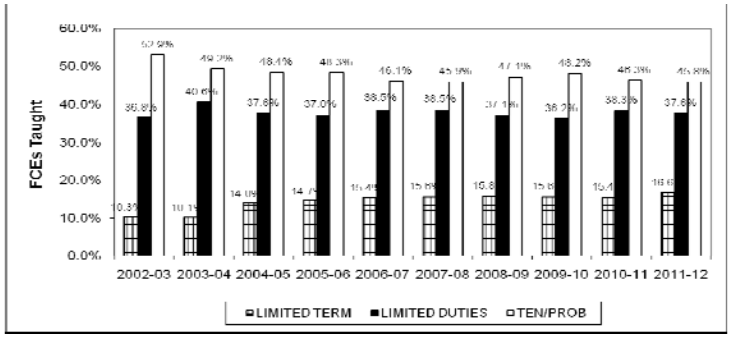
Course data for undergraduate, graduate and professional degree credit course teaching are included, with the exception of independent studies, directed research, exams, theses, clinical courses, etc. Course data for the Faculty of Education includes the Additional Qualification Courses.

Limited Term Appointments: 1999 to 2012



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 - 2012 (October)

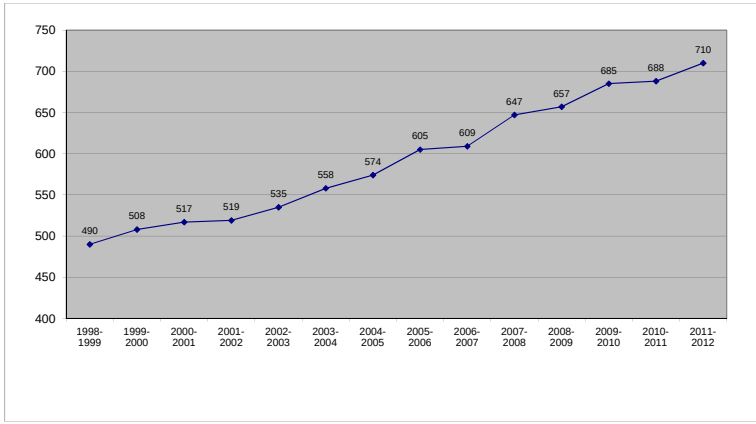
Degree Credit Courses Taught in FCEs, by Instructor Contract Type (by Fiscal Year)



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.

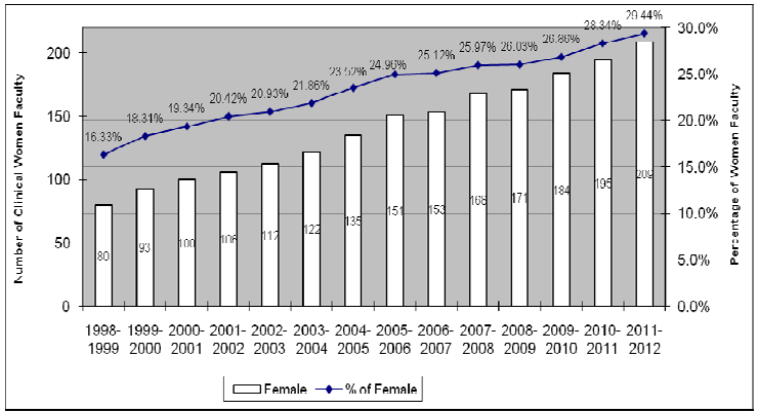
Note: Instructor data is unavailable for 3.7% of courses in 2002-03; 1.1% in 2003-04; 1.2% in 2004-05; 0.8% in 2005-06, 0% in 2006-07 through 2011-12.

Clinical Full Time Faculty (Physicians in Schulich) at Western, 1999 – 2012



Source: Western Human Resources Information Systems

Clinical Full Time Women Faculty (Physicians in Schulich) at Western, 1999 – 2012



Source: Western Human Resources Information Systems

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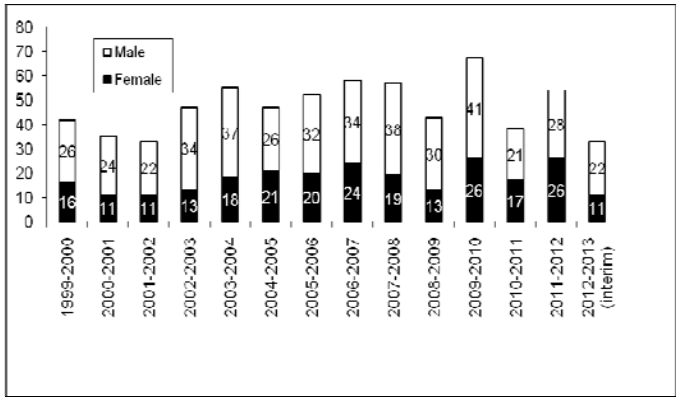
New Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 2000 – 2012



Source: Western Human Resources Information Systems

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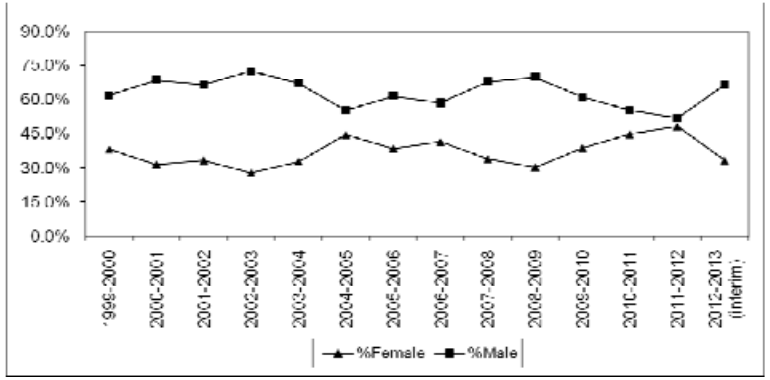
Percentage of New Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 1999/00 – 2011/12



Source: Western Human Resources Information Systems

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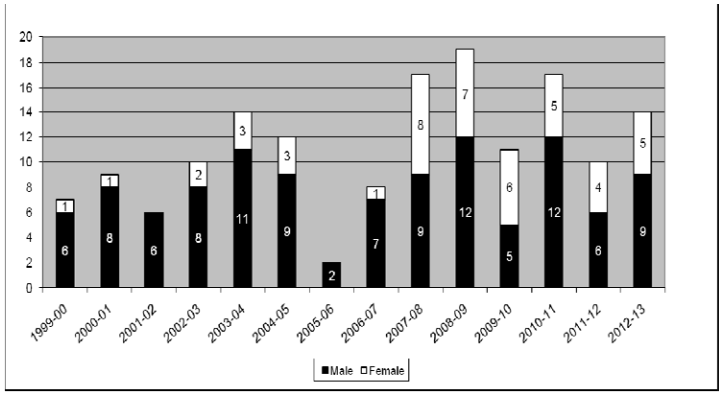
Clinical Full Time (Physicians in Schulich) Resignations by Gender, 1999/2000 – 2012/2013 (interim)



Source: Western Human Resources Information System

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