Contents:

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

*the first slide for each faculty group provides definitions and inclusion criteria for analyses*
Probationary and Tenured Faculty

- October 1 Count
- Includes all Full-Time Probationary (Tenure-track) and Tenured Faculty
- Includes those in senior administrative roles who are exempt from the UWOFKA Collective Agreement provisions
Probationary and Tenured Faculty at Western 1985 - 2017

Source: Western Corporate Information 1985 – 1999
UCASS Data 1999 – 2010
Western Human Resources Information Systems 2011 - 2017
Provisionary and Tenured Faculty at Western, 1999 to 2017

Source: UCASS Data for 1999 – 2010; U15 Data for 2011 – 2015, and Western HR Information System for 2017
The 2007 data and beyond includes Robarts Scientists who became Provisionary and Tenured on July 1, 2007.
Probationary and Tenured Female Faculty at Western, 1999 to 2017

Source: UCASS Data for 1999 – 2010; U15 Data for 2011 – 2015, and Western HR Information System for 2017
Women as a Percentage of Tenured/Probationary Faculty: Western vs other G-13 (2000-2009)/U15 (2009-2016)

Women as a Percentage of Probationary Faculty, Assistant Professor Rank: Western vs other G-13/U15

Women as a Percentage of Tenured/Probationary Faculty, Associate Professor Rank: Western vs other G-13/U15

Women as a Percentage of Tenured Faculty, Full Professor Rank: Western vs other G-13/U15

New Tenured & Probationary Faculty at Western by Gender (including those at Western previously in a Limited Term position): 1999 – 2017 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 – 2017

Source: UCASS Data for 1999 – 2010
Western Human Resources Information Systems 2011 - 2017 (October)
Data excludes faculty joining from Robarts
Probationary and Tenured Faculty, by Faculty and Gender, October, 2017

Number of Tenured and Probationary Faculty, October 2017

Source: Western Human Resources Information Systems for 2017 (October)
Percentage of Tenured/Probationary Women Faculty, by Faculty, 2008 to 2017

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<th>Business</th>
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<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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<th>Social Science</th>
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Western Human Resources Information System 2008 - 2017 (October).
Average Time to Tenure from Highest Degree

Source: Western Human Resources Information System 2006 – 2017
Excludes those hired into a tenured position

Faculty Recruitment and Retention
January 2018
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
Average Time to Full Professor from Tenure 
(STEM and non-STEM Disciplines)

Source: Western Human Resources Information System 2006 – 2017
Excludes those already Full Professor at time of Tenure
Probationary & Tenured Faculty Resignations by Gender: 2004-05 to 2016-17

Source: Western Information Systems as of December 2017
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 2016-2017

Source: Western Information Systems
Total Probationary & Tenured Resignations by Faculty: 2004-05 to 2016-17

Source: Western’s Human Resources Information Systems. Percentages based on Tenured/Probationary faculty as of December 2017.
Total Probationary & Tenured Resignations % by Faculty: 2004-05 to 2016-17

- Social Science: 1.67%
- Arts & Humanities: 1.47%
- Ivey: 4.64%
- Engineering: 1.47%
- FOMD: 1.15%
- Science: 0.93%
- Law: 3.27%
- Health Sciences: 0.77%
- FIMS: 1.63%
- Music: 0.63%
- Education: 0.81%

UWO Total: Resignations 209
1.52% / year (%=annual % turnover)
Probationary and Tenured Faculty Reasons for Leaving: 2004-05 to 2016-17

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 ≥ age 60 (retention over time on the diagonal)

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Source: UCASS 2004 – 2010
UWO Data 2011 – 2017
Probationary and Tenured Faculty at Western: Continuing Beyond Age 65

Source: Western Human Resources Information System
Limited Term Appointments

- October 1 count
- Includes Limited Term faculty of the following three contract-types: fixed-term, no-end-date, Permanent
Number of Limited Term Appointments: 2003 to 2017

Source: Western’s Human Resources Information Systems 2008 – 2017 (October)
Number with Limited Term Appointments by Rank as of October, 2003 - 2017

Source: Western’s Human Resources Information Systems 2003 - 2017 (October)
Workload Percentages for Individual Limited Term Faculty
2016 - 2017

Source: Western’s Human Resources Information Systems 2016-17 (October)
Number of Limited Term Appointments by Years of Service
2003 - 2017

Source: Western’s Human Resources Information Systems 2003 - 2017 (October)
Part-Time Faculty

• Count by fiscal year
• Includes:
  – Limited Duties Appointments
    • Includes Regular, Graduate Students, 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 under clause 3(d), *Appointments Article*
Number of Individuals with Part-Time Faculty Appointments 2002-03 to 2016-17 (by Fiscal Year)

Source: Western Human Resources Information Systems
Number of Full Course equivalents taught by Part-Time Faculty 2002-03 to 2016-17 (by Fiscal Year)

Source: Western Human Resources Information Systems
Degree Credit Courses taught by Part-Time Faculty by Faculty and Gender: 2016-17 (Fiscal Year)

Source: Western Information Systems
Number of Individuals with Part-Time Faculty Appointments by Rank
2002-03 to 2016-17 (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 2016-17 (by Fiscal Year)

Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments
Years of Service
Part-Time Faculty Active in 2016-2017

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
Part-Time Faculty Active in 2016-2017

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

Categories:

• Part-time Members and Non-Members
  • Includes teaching under 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)
  • Includes Full-Time Visiting Appointments, Externally Funded Appointments, Limited Term and Permanent Appointments

• Probationary and Tenured
  • 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
Number of FCE Graduate and Undergraduate Enrolments taught from 2002-03 to 2016-17 (by Fiscal Year) by Part-Time Members and non-Members

Source: Western Human Resources Information Systems
Degree Credit Courses Taught (in FCEs)
2002-03 to 2016-17 (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 2016-17 (by Fiscal Year)

Source: Western Information Systems
(appointment status and course data).
Clinical Full-Time Faculty

• October 1 Count
• Includes Physicians in Schulich:
  – Continuing Clinical Appointment
  – Clinical Limited Term Appointment
Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2017

Source: Western Human Resources Information Systems
Full-Time Female Clinical Faculty at Western, 1999 – 2017

Source: Western Human Resources Information Systems
New Clinical Full Time Faculty by Gender: 1999-2000 to 2016-17

Source: Western Human Resources Information Systems
New Full Time Clinical Faculty by Gender:
1999-00 – 2016-17

Source: Western Human Resources Information Systems
Full Time Clinical Faculty Resignations by Gender, 1999-00 – 2016-2017

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: In comparing data from different sources, consider the date for which data are reported and the specific definitions under which they were analyzed.)