Part-time Faculty at Western 2016-2017

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

April 2018
This report describes the volume of teaching done by various faculty groups at Western. Teaching volume is described in Full-Time Course Equivalents (FCE’s). Definitions and data sources are described on the last slide.

Key findings:

• 66 % of course teaching at Western is done by full-time faculty: approximately 44 % by faculty who are tenured or tenure track; and approximately 22% by full-time faculty with varying contract lengths, some of whom have long-standing contracts with Western. Contract faculty with more than 14 years of service at the time of contract renewal, have no end date to their contract.
• Approximately 15% of teaching is done by part-time teachers who are active professionals (e.g. dentists, nurses, musicians) many of whom are not looking for full-time employment at the university but, rather, contribute to the development of professional practice skills of students.
• Approximately 6% of teaching is done by graduate students and post-doctoral fellows who are gaining teaching experience as part of their training; they are not eligible for a full-time role but may teach on part-time course-by-course contracts.
• Approximately 13% of course teaching at Western is done by individuals whose main current activity, to the best of our knowledge, is part-time university teaching.

Teaching vacancies at Western are advertised and we welcome all academically qualified individuals to apply.

Tenured and tenure-track faculty have other workload in addition to course teaching. Such work includes:
• the supervision of graduate students, who are pursuing advanced academic degrees
• conducting research that advances knowledge in their scholarly and/or creative field
• service to the university and the community, normally through committee participation

The typical workload of tenured or tenure-track faculty is 40% teaching, 40% research and 20% service.
Full-Course Equivalents Taught at Western, May 2016 to April 2017, sorted by Occupational Category

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>FACULTY WITH DOCTORAL DEGREE</th>
<th>FACULTY WITHOUT DOCTORAL DEGREE</th>
<th>TOTAL</th>
<th>% of Total Full-Course Equivalents</th>
<th>% of Total Full-Course Equivalents</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FULL-TIME FACULTY</strong></td>
<td></td>
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</tr>
<tr>
<td>Probationary and Tenured Faculty</td>
<td>1204.43</td>
<td>40.85</td>
<td>1245.28</td>
<td>44.5%</td>
<td>44.5%</td>
</tr>
<tr>
<td>Limited Term and Other Full-Time Faculty</td>
<td>303.32</td>
<td>307.56</td>
<td>610.88</td>
<td>21.8%</td>
<td>21.8%</td>
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<tr>
<td><strong>PART-TIME FACULTY</strong></td>
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<tr>
<td>Professional Job in the Community</td>
<td>69.85</td>
<td>148.79</td>
<td>218.64</td>
<td>7.8%</td>
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<tr>
<td>Freelance/Independent Contractor/Consultant</td>
<td>40.25</td>
<td>86.38</td>
<td>125.63</td>
<td>4.5%</td>
<td>14.7%</td>
</tr>
<tr>
<td>Current and Retired Full-Time Western Employees</td>
<td>44.34</td>
<td>21.34</td>
<td>65.68</td>
<td>2.4%</td>
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</tr>
<tr>
<td>Graduate Student/Post Doctoral Fellow</td>
<td>52.99</td>
<td>124.85</td>
<td>177.84</td>
<td>6.4%</td>
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<tr>
<td>Teaching in Multiple Institutions</td>
<td>72.10</td>
<td>30.58</td>
<td>102.68</td>
<td>3.7%</td>
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<td>Multiple PT Position (Faculty and Staff)</td>
<td>26.80</td>
<td>15.50</td>
<td>42.30</td>
<td>1.5%</td>
<td>12.7%</td>
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<tr>
<td>Other Part-Time with Full Teaching Load</td>
<td>28.00</td>
<td>48.00</td>
<td>76.00</td>
<td>2.7%</td>
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<tr>
<td>Other Part-Time with Part-Time Teaching Load</td>
<td>83.14</td>
<td>50.98</td>
<td>134.12</td>
<td>4.8%</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>1925.22</strong></td>
<td><strong>874.83</strong></td>
<td><strong>2800.05</strong></td>
<td><strong>100.00%</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>

Footnotes:

**Professional in Job in the Community** includes: Health/Medical Field (100.41 FCEs), Management/Executive (31.83 FCEs), Political/Legal Field (22.13 FCEs), Teacher/Principal/Education Administrator (14.5 FCEs), Post-secondary sector employee other than Western (12.93 FCEs), Finance/Accounting (9.75 FCEs), Scientist/Researcher (6.34 FCEs), Librarian/Archivist (6.00 FCEs), Engineering/Technology (4.00 FCEs), Psychologist (3.0 FCEs), Media (3.5 FCEs) and Other (4.25 FCEs)

**Freelance** Professional Includes: Musician (63.75 FCEs), Author (19.0 FCEs), Private Practice/Business (16.21 FCEs), Consultant (15.42 FCEs), and Artist (12.25 FCEs).

**Doctoral degree** includes: PhD, MD, DDS, JD, EdD
Full-Course Equivalents (FCEs) Taught by Full-Time and Part-Time Faculty

- Probationary and Tenured Faculty: 44%
- Limited Term and Other Full-Time Faculty: 22%
- Professional Job in the Community: 8%
- Freelance/Independent Contractor/Consultant: 5%
- Current and Retired Full-Time Western Employees: 2%
- Graduate Students/ Post Doctoral Fellows: 6%
- Teaching in Multiple Institutions: 4%
- Multiple PT Positions (Faculty and Staff): 1%
- Other Part-Time with Full Teaching Load: 3%
- Other Part Time with Part-Time Teaching Load: 5%
Data Sources:

Employee data: Western Human Resources Information and Recruitment Systems (by fiscal year May 1, 2016 through April 30, 2017)

Course Data: Western Higher Education Information Systems (by fiscal year May 1, 2016 through April 30, 2017)

Definitions:

**Part-time faculty** - anyone teaching on main campus under regular Limited Duties Appointments, Standing Assignments, Adjunct Appointments, Visiting Part-time Appointments, and those teaching courses as Medical Clinical Faculty, Guest Lecturers, Graduate Students or Post-Doctoral Fellows

**Limited Term and Other Full-Time faculty** – full-time Western faculty under Limited Term, Limited Term (no End Date), Permanent, Full-time Visiting and Externally Funded appointments

**Probationary and Tenured faculty** – full-time Western faculty in a Tenured/Tenured-track position including those in senior administrative roles who are exempt from the UWOFA Collective Agreement provisions