Report to SCUP on Faculty Recruitment and Retention

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

February 2023
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, Probationary Teaching Scholars
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, 2022; the most recent U15 (comparator) data are from the 2021 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 UWOFCA Collective Agreement provisions
• Probationary Teaching Scholars received their first appointments in 2022 and are included in this section. Women represent 67% of these new appointments.
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 & 2022;

• In the 2021 data, women comprised 37.8% of all Western faculty and 50.6% of Assistant Professors, illustrating increasing representation with recent cohorts (reflected in slides 11-12);

• Women made up 49.3% of new probationary/tenured faculty hires, which is an increase from the last two years.
• Representation of women varies by discipline (the data include all faculty thus reflect historic, as well as recent, cohorts);

• Gender shows to have some influence on time-to-tenure in STEM disciplines and on time-to-promotion in both STEM and non-STEM disciplines;

• Discipline (STEM vs. non-STEM) shows to have a greater influence on time-to-tenure and time-to-promotion;

• Probationary cohort success rates were similar for men and women.
Key Observations from slides 9 to 23 continued

• Resignation patterns for tenured and probationary faculty illustrate disciplinary differences in retention with annual attrition rates of 1.59% for women and 1.31% for men.

• The difference between the purple and grey lines in slide 23 reflect probationary and tenured faculty with a retirement plan on record;

• The number of probationary and tenured faculty continuing past normal retirement date (NRD) has been steadily increasing since 2019.
Provisionary and Tenured Faculty at Western
1985 – 2022


Probationary Teaching Scholars at Western 2022 by Faculty and by percentage of gender distribution

Western Human Resources Information System 2022 (October).
Women as a Percentage of Tenured/Probationary Faculty: G-13/U15 excluding Western vs. Western

Source: UCASS Data 2000-2009, U15 Data 2009-2021
Women as a Percentage of Tenured/Probationary Assistant Professors, G-13 /U15 excluding Western vs. Western

Source: UCASS Data 2000-2009, U15 Data 2009-2021
Gender distribution, Newly hired Tenured/Probationary Faculty at Western (including those previously in a LT position at Western): 1999 – 2022

Source: UCASS Data for 1999 – 2010, Western Human Resources Information Systems 2011 - 2022 (October)
Data excludes faculty joining from Robarts
Percentage of Women as Applicants, Qualified Applicants, Shortlisted Applicants, and New Hires 2018-19 through 2022-23 Academic Years

*4 search reports (12%) were missing data in qualified and/or shortlisted candidate categories for 2021-22
**1 search report (2%) was missing data in qualified and shortlisted candidate categories for 2022-23
# Percentage of Women, Tenured/Probationary Faculty, 2009 to 2022

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</tr>
</thead>
<tbody>
<tr>
<td>Faculty of Arts and Humanities</td>
<td>42.31%</td>
<td>44.19%</td>
<td>45.45%</td>
<td>47.06%</td>
<td>44.60%</td>
<td>45.00%</td>
<td>45.65%</td>
<td>45.52%</td>
<td>45.31%</td>
<td>42.62%</td>
<td>45.22%</td>
<td>45.54%</td>
<td>46.30%</td>
<td>46.36%</td>
</tr>
<tr>
<td>Ivey Business School</td>
<td>21.67%</td>
<td>26.09%</td>
<td>24.00%</td>
<td>25.33%</td>
<td>26.92%</td>
<td>25.97%</td>
<td>22.22%</td>
<td>19.74%</td>
<td>18.57%</td>
<td>22.37%</td>
<td>25.00%</td>
<td>25.97%</td>
<td>25.00%</td>
<td>29.79%</td>
</tr>
<tr>
<td>Faculty of Education</td>
<td>47.62%</td>
<td>48.72%</td>
<td>50.00%</td>
<td>52.94%</td>
<td>54.55%</td>
<td>54.29%</td>
<td>57.14%</td>
<td>61.90%</td>
<td>65.85%</td>
<td>69.05%</td>
<td>68.29%</td>
<td>65.91%</td>
<td>67.39%</td>
<td>66.67%</td>
</tr>
<tr>
<td>Faculty of Engineering</td>
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<td>11.63%</td>
<td>11.49%</td>
<td>11.36%</td>
<td>12.36%</td>
<td>12.50%</td>
<td>11.63%</td>
<td>12.64%</td>
<td>15.96%</td>
<td>16.67%</td>
<td>17.35%</td>
<td>17.89%</td>
<td>16.67%</td>
<td>18.63%</td>
</tr>
<tr>
<td>Faculty of Health Sciences</td>
<td>58.43%</td>
<td>58.70%</td>
<td>59.57%</td>
<td>59.78%</td>
<td>60.22%</td>
<td>60.87%</td>
<td>62.22%</td>
<td>63.33%</td>
<td>60.47%</td>
<td>62.07%</td>
<td>70.00%</td>
<td>70.37%</td>
<td>70.59%</td>
<td>71.74%</td>
</tr>
<tr>
<td>Faculty of Info/Media Studies</td>
<td>59.46%</td>
<td>58.33%</td>
<td>57.14%</td>
<td>58.82%</td>
<td>58.82%</td>
<td>57.58%</td>
<td>59.38%</td>
<td>57.14%</td>
<td>57.14%</td>
<td>59.26%</td>
<td>60.71%</td>
<td>60.71%</td>
<td>62.07%</td>
<td>60.71%</td>
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<tr>
<td>Faculty of Law</td>
<td>23.33%</td>
<td>22.58%</td>
<td>24.14%</td>
<td>27.59%</td>
<td>32.26%</td>
<td>31.03%</td>
<td>34.48%</td>
<td>35.71%</td>
<td>37.50%</td>
<td>39.29%</td>
<td>39.29%</td>
<td>34.62%</td>
<td>31.25%</td>
<td>29.41%</td>
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<tr>
<td>Schulich School of Med &amp; Dent</td>
<td>19.65%</td>
<td>20.12%</td>
<td>20.37%</td>
<td>21.34%</td>
<td>22.56%</td>
<td>22.94%</td>
<td>23.84%</td>
<td>24.00%</td>
<td>23.84%</td>
<td>23.39%</td>
<td>27.11%</td>
<td>28.22%</td>
<td>29.09%</td>
<td>29.07%</td>
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<tr>
<td>Don Wright Faculty of Music</td>
<td>32.43%</td>
<td>33.33%</td>
<td>36.11%</td>
<td>35.14%</td>
<td>32.43%</td>
<td>33.33%</td>
<td>34.21%</td>
<td>37.14%</td>
<td>37.14%</td>
<td>36.36%</td>
<td>35.48%</td>
<td>35.48%</td>
<td>34.38%</td>
<td>35.29%</td>
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<tr>
<td>Faculty of Science</td>
<td>19.15%</td>
<td>20.65%</td>
<td>21.98%</td>
<td>22.78%</td>
<td>23.89%</td>
<td>23.73%</td>
<td>24.72%</td>
<td>24.43%</td>
<td>23.70%</td>
<td>23.53%</td>
<td>25.75%</td>
<td>25.31%</td>
<td>26.19%</td>
<td>27.27%</td>
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<tr>
<td>Faculty of Social Science</td>
<td>31.25%</td>
<td>32.16%</td>
<td>33.50%</td>
<td>32.50%</td>
<td>33.33%</td>
<td>36.13%</td>
<td>35.64%</td>
<td>36.61%</td>
<td>37.78%</td>
<td>40.11%</td>
<td>44.32%</td>
<td>43.02%</td>
<td>43.85%</td>
<td>44.09%</td>
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Western Human Resources Information System 2009 – 2022 (October).
## Percentage of Women, Probationary Assistant Professor Rank 2009 to 2022

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</tr>
</thead>
<tbody>
<tr>
<td>Ivey Business School</td>
<td>40.00%</td>
<td>39.13%</td>
<td>27.59%</td>
<td>27.59%</td>
<td>32.26%</td>
<td>29.03%</td>
<td>30.30%</td>
<td>26.92%</td>
<td>20.00%</td>
<td>30.43%</td>
<td>33.33%</td>
<td>34.78%</td>
<td>30.77%</td>
<td>41.18%</td>
</tr>
<tr>
<td>Faculty of Education</td>
<td>80.00%</td>
<td>75.00%</td>
<td>77.78%</td>
<td>71.43%</td>
<td>60.00%</td>
<td>57.14%</td>
<td>50.00%</td>
<td>66.67%</td>
<td>66.67%</td>
<td>81.82%</td>
<td>81.82%</td>
<td>66.67%</td>
<td>76.92%</td>
<td>62.50%</td>
</tr>
<tr>
<td>Faculty of Engineering</td>
<td>22.22%</td>
<td>18.75%</td>
<td>21.43%</td>
<td>18.18%</td>
<td>23.08%</td>
<td>18.18%</td>
<td>14.29%</td>
<td>12.50%</td>
<td>35.71%</td>
<td>29.41%</td>
<td>29.41%</td>
<td>31.25%</td>
<td>29.41%</td>
<td>38.10%</td>
</tr>
<tr>
<td>Faculty of Health Sciences</td>
<td>71.43%</td>
<td>61.54%</td>
<td>65.38%</td>
<td>65.22%</td>
<td>68.42%</td>
<td>72.22%</td>
<td>80.00%</td>
<td>90.91%</td>
<td>84.62%</td>
<td>82.35%</td>
<td>90.00%</td>
<td>85.71%</td>
<td>85.71%</td>
<td>79.31%</td>
</tr>
<tr>
<td>Faculty of Info/Media Studies</td>
<td>84.62%</td>
<td>80.00%</td>
<td>77.78%</td>
<td>75.00%</td>
<td>100.00%</td>
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<td>--</td>
<td>100.00%</td>
<td>75.00%</td>
<td>83.33%</td>
<td>75.00%</td>
</tr>
<tr>
<td>Faculty of Law</td>
<td>62.50%</td>
<td>71.43%</td>
<td>80.00%</td>
<td>100.00%</td>
<td>100.00%</td>
<td>100.00%</td>
<td>75.00%</td>
<td>57.14%</td>
<td>60.00%</td>
<td>50.00%</td>
<td>50.00%</td>
<td>44.44%</td>
<td>36.36%</td>
<td>33.33%</td>
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<tr>
<td>Schulich School of Med &amp; Dent</td>
<td>29.55%</td>
<td>30.00%</td>
<td>27.27%</td>
<td>32.26%</td>
<td>34.62%</td>
<td>35.71%</td>
<td>36.67%</td>
<td>38.71%</td>
<td>37.50%</td>
<td>37.93%</td>
<td>44.44%</td>
<td>39.13%</td>
<td>47.83%</td>
<td>55.56%</td>
</tr>
<tr>
<td>Don Wright Faculty of Music</td>
<td>40.00%</td>
<td>40.00%</td>
<td>30.00%</td>
<td>28.57%</td>
<td>40.00%</td>
<td>50.00%</td>
<td>50.00%</td>
<td>40.00%</td>
<td>33.33%</td>
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</tr>
<tr>
<td>Faculty of Science</td>
<td>34.09%</td>
<td>38.89%</td>
<td>38.46%</td>
<td>35.00%</td>
<td>43.75%</td>
<td>50.00%</td>
<td>50.00%</td>
<td>50.00%</td>
<td>41.67%</td>
<td>45.45%</td>
<td>46.67%</td>
<td>47.06%</td>
<td>60.00%</td>
<td>47.62%</td>
</tr>
<tr>
<td>Faculty of Social Science</td>
<td>44.00%</td>
<td>48.72%</td>
<td>52.94%</td>
<td>48.28%</td>
<td>57.14%</td>
<td>66.67%</td>
<td>57.89%</td>
<td>47.83%</td>
<td>37.50%</td>
<td>43.75%</td>
<td>47.06%</td>
<td>36.36%</td>
<td>40.63%</td>
<td>42.86%</td>
</tr>
</tbody>
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Western Human Resources Information System 2009 - 2022 (October).
Time to Tenure from Highest Degree (STEM and non-STEM Disciplines)

Source: Western HR Information System

STEM = Faculty of Engineering, Science, Medicine & Dentistry
Only those with > 3 years from RF to Tenure are included
3 Year rolling average

Source: Western HR Information System
Time to Full Professor from Tenure (STEM and non-STEM Disciplines)

STEM = Faculty of Engineering, Science, Medicine & Dentistry
Only those with > 3 years from RF to Tenure are included
3 Year rolling average

Source: Western HR Information System
Probationary Cohort Outcomes for Faculty with Probationary Start dates from 2002-03 through 2016-17

<table>
<thead>
<tr>
<th>Action</th>
<th>Women (n)</th>
<th>Men (n)</th>
<th>Total (n)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Granted Tenure</td>
<td>218 (77.30%)</td>
<td>295 (77.84%)</td>
<td>513 (77.61%)</td>
</tr>
<tr>
<td>Denied P&amp;T</td>
<td>4 (1.42%)</td>
<td>13 (3.43%)</td>
<td>17 (2.57%)</td>
</tr>
<tr>
<td>Withdrew from P&amp;T*</td>
<td>4 (1.42%)</td>
<td>10 (2.64%)</td>
<td>14 (2.12%)</td>
</tr>
<tr>
<td>Moved to Limited Term**</td>
<td>3 (1.06%)</td>
<td>1 (0.26%)</td>
<td>4 (0.61%)</td>
</tr>
<tr>
<td>Resigned</td>
<td>43 (15.25%)</td>
<td>52 (13.72%)</td>
<td>95 (14.37%)</td>
</tr>
<tr>
<td>Other</td>
<td>3 (1.06%)</td>
<td>2 (0.53%)</td>
<td>5 (0.76%)</td>
</tr>
<tr>
<td>Probationary Extension***</td>
<td>4 (1.42%)</td>
<td>6 (1.58%)</td>
<td>10 (1.51%)</td>
</tr>
<tr>
<td>Still in Probationary Period</td>
<td>3 (1.06%)</td>
<td>0 (0%)</td>
<td>3 (0.45%)</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>282 (100%)</td>
<td>379 (100%)</td>
<td>661 (100%)</td>
</tr>
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Outcomes for Probationary faculty who have entered the P&T cycle:

<table>
<thead>
<tr>
<th>Action</th>
<th>Women (n)</th>
<th>Men (n)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Granted Tenure</td>
<td>218 (96.46%)</td>
<td>295 (92.77%)</td>
</tr>
<tr>
<td>Denied P&amp;T</td>
<td>4 (1.77%)</td>
<td>13 (4.09%)</td>
</tr>
<tr>
<td>Withdrew from P&amp;T</td>
<td>4 (1.77%)</td>
<td>10 (3.13%)</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>226 (100%)</td>
<td>318 (100%)</td>
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</table>

* 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 2016-17 academic year considered in 2022
Reasons for Resignation: Probationary Cohort with Start dates from 2002-03 through 2016-17

<table>
<thead>
<tr>
<th>Action</th>
<th>Women (n)</th>
<th>% of Women Total</th>
<th>Men (n)</th>
<th>% of Men Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Development and Salary</td>
<td>11</td>
<td>25.58%</td>
<td>17</td>
<td>32.69%</td>
</tr>
<tr>
<td>Family and Geography</td>
<td>26</td>
<td>60.47%</td>
<td>23</td>
<td>44.23%</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
<td>6.98%</td>
<td>6</td>
<td>11.54%</td>
</tr>
<tr>
<td>P&amp;T Performance Problem</td>
<td>3</td>
<td>6.98%</td>
<td>6</td>
<td>11.54%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>43</strong></td>
<td><strong>100.00%</strong></td>
<td><strong>52</strong></td>
<td><strong>100.00%</strong></td>
</tr>
</tbody>
</table>

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.

*Includes only faculty under age 55 at the time of resignation
Reasons for Resignation: All Probationary and Tenured faculty resigning from 2004-05 through 2021-22

<table>
<thead>
<tr>
<th>Reasons for Resignation</th>
<th>Women N(%)</th>
<th>Men N(%)</th>
<th>Total N(%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Development &amp; Salary</td>
<td>42.0 (44.2%)</td>
<td>80.5 (46.5%)</td>
<td>122.5 (45.7%)</td>
</tr>
<tr>
<td>Family &amp; Geography</td>
<td>37.0 (39.5%)</td>
<td>45.8 (26.5%)</td>
<td>83.3 (31.1%)</td>
</tr>
<tr>
<td>Other</td>
<td>9.5 (10.0%)</td>
<td>21.2 (12.2%)</td>
<td>30.7 (11.4%)</td>
</tr>
<tr>
<td>Performance - Not Tracking to P&amp;T</td>
<td>6.0 (6.3%)</td>
<td>25.5 (14.7%)</td>
<td>31.5 (11.8%)</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td>95 (100%)</td>
<td>173 (100%)</td>
<td>268 (100%)</td>
</tr>
</tbody>
</table>

**UWO Total Resignations:** Women: 95, Men: 173  
**Women:** 1.59 % average attrition rate (annual attrition rate = resignations/current year faculty count)  
**Men:** 1.31 % 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.  
**Includes only faculty under age 55 at the time of resignation**
Total Probationary & Tenured Resignations by Faculty: resigning from 2004-05 to 2021-22

Source: Western Information Systems as of January 2023

**Includes only faculty under age 55 at the time of resignation.
Total Probationary & Tenured Resignations % within each Faculty: exit dates 2004-05 to 2021-22

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

UWO Total Resignations: 268 (2004 - 2022)
1.35% average attrition rate (attrition rate = resignations/faculty count)

Source: Western Information Systems as of January 2023

**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 <= July 1 NRD in each year

All Probationary and Tenured Continuing Beyond NRD With No Notice of Retirement or Phased Retirement

All Probationary and Tenured Faculty Continuing Beyond NRD including those With Notice of Retirement

Source: Western Human Resources Information System
Cohort continuing with <= July 1 NRD in each year
Section 2: Limited Term Appointments

• Data are cross-sectional counts as of October 1, 2022;
• 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 (LT) Faculty

• On October 1, 2022 there were 257 LT faculty:
  – 116 (45.1%) women, 140 (54.5%) men and 1 (0.4%) identifying as another gender identity;
  – 163 (63.4%) were at the Professorial ranks
  – 74 (28.6%) had been employed ≥ 12 years (therefore are either “without end date” or “permanent” or eligible for “without end date” status at next renewal)
  – 142 (55.3%) have been in LT contract status for <7 years

• Each vertical bar in slide 29 represents the workload (WL) 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 2005 to 2022

Source: Western’s Human Resources Information Systems 2005 – 2022 (October)
Number of Individuals with Limited Term Appointments Stratified by Rank, 2005 - 2022

Source: Western’s Human Resources Information Systems 2005 - 2022 (October)
Number of Limited Term Appointments by Years of Service
2005 - 2022

Source: Western’s Human Resources Information Systems 2005 - 2022 (October)
All Active Limited Term Appointments by Workload Percentages 2022

Source: Western’s Human Resources Information Systems 2022 (October)
Section 3: Part-Time Faculty

- Count of individuals employed, by fiscal year, as part-time faculty including:
  - Limited Duties (LD) 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 LD competition) (please note: years of service slides exclude extra-load faculty members);
  - 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 LD Appointments at Trois-Pistoles.

- In fiscal 2021-22, there were 872 faculty teaching in part-time appointments; of these, 383 were UWOFA Part-Time Members (taught ≥ 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

• Of the 872 faculty with a part-time appointment in fiscal 2021-22:
  – 468 (53.7%) were women
  – 312 (35.8%) 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 2004-05 to 2021-22

Source: Western Human Resources Information Systems

Source: Western Human Resources Information Systems

Faculty Recruitment and Retention
February 2023
Number of Individuals with Part-Time Faculty Appointments Stratified by Rank, Fiscal Years 2004-05 to 2021-2022

Source: Western Human Resources Information Systems
Degree Credit Courses taught by Part-Time Faculty by Faculty and Gender: 2021-22 (Fiscal Year)

Total FCEs: 897

Source: Western Information Systems
Number of Individuals with Part-Time Faculty Appointments by Years of Service (2021-2022)

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

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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), 2021-22

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

Range of FCEs

- <=0.5: 415
- >0.5<=1.0: 187
- >1.0<=1.5: 85
- >1.5<=2.0: 56
- >2.0<=2.5: 33
- >2.5<=3.0: 25
- >3.0: 34

Faculty Recruitment and Retention
February 2023
Number of Individuals with Part-Time Faculty Appointments by Average Range of FCEs Taught by Years of Service 2021-2022

*Excludes Extra Load Teaching and Course Authoring Appointments

Source: Western Human Resources Information Systems
Data are cross-sectional counts as of October 1, 2022;

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: Full-Time Clinical Faculty

- The number of Clinical full-time faculty has been steadily increasing and is currently 972;
- The percentage of women overall, inclusive of all career stages, has increased slightly and is currently 37.8%;
- The representation of women among those hired in 2021-2022 has decreased and is currently 39.5%;
- Annual resignation rates fluctuate due to small numbers.
Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2022

Source: Western Human Resources Information Systems
Women as a Percentage of Full-Time Clinical Faculty at Western, 1999 – 2022

Source: Western Human Resources Information Systems
Newly Hired Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 1999 – 2022

Source: Western Human Resources Information Systems
Percentage of New Full Time Clinical Faculty at Western by Gender: 1999-2022

Source: Western Human Resources Information Systems
Full-Time Clinical Faculty Resignations by Gender
2004-05 through 2022-23

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<td>4</td>
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<tr>
<td>Men (n)</td>
<td>11</td>
<td>2</td>
<td>7</td>
<td>11</td>
<td>12</td>
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<td>13</td>
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<td>16</td>
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<td>14</td>
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<tr>
<td>Annual Attraction Rate - Women (%)</td>
<td>1.74%</td>
<td>0.00%</td>
<td>1.37%</td>
<td>5.66%</td>
<td>4.12%</td>
<td>3.43%</td>
<td>2.60%</td>
<td>1.92%</td>
<td>5.00%</td>
<td>0.43%</td>
<td>2.00%</td>
<td>3.53%</td>
<td>1.53%</td>
<td>2.53%</td>
<td>1.05%</td>
<td>2.56%</td>
<td>2.65%</td>
<td>1.68%</td>
<td>1.10%</td>
</tr>
<tr>
<td>Annual Attraction Rate - Men (%)</td>
<td>2.56%</td>
<td>0.45%</td>
<td>1.55%</td>
<td>2.33%</td>
<td>2.49%</td>
<td>0.81%</td>
<td>2.53%</td>
<td>1.16%</td>
<td>2.64%</td>
<td>1.49%</td>
<td>1.09%</td>
<td>1.45%</td>
<td>2.90%</td>
<td>1.58%</td>
<td>1.58%</td>
<td>2.47%</td>
<td>1.54%</td>
<td>1.16%</td>
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For further information

• After presentation at SCUP, this report can be found at:
  
  http://uwo.ca/facultyrelations/academic_planning

  Reports: Recruitment and Retention Report 2023

• The report on Promotion and Tenure of UWOFAG faculty, librarians and archivists, which is presented at the end of each promotion cycle, can be found at:
  

• 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.)