



Western
UNIVERSITY • CANADA

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 UWOPA 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.

Key Observations from slides 9 to 23

continued

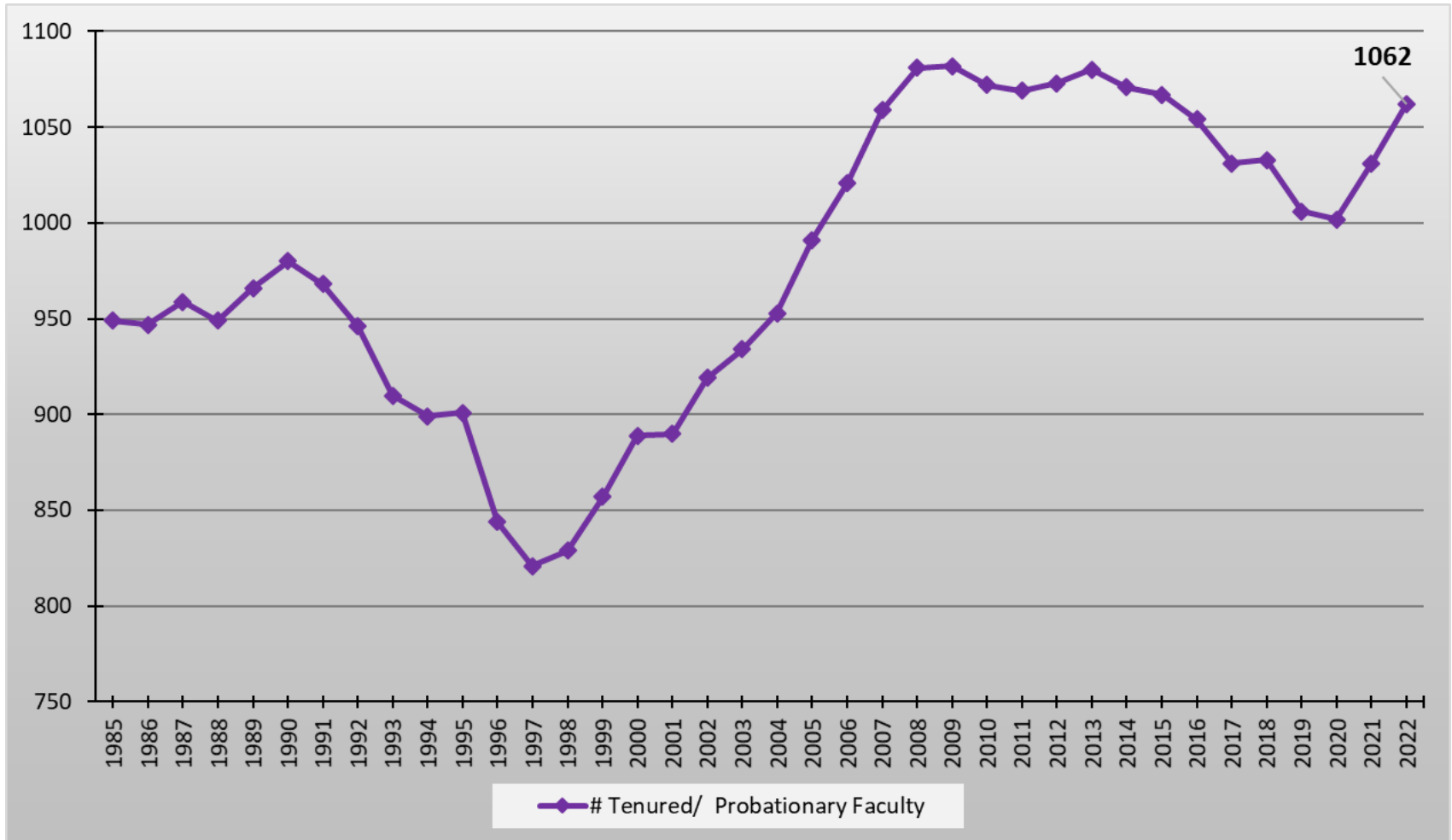
- Representation of women varies by discipline (the data include all faculty thus reflect historic, as well as recent, cohorts);
- Gender shows to have some influence on time-to-tenure in STEM disciplines and on time-to-promotion in both STEM and non-STEM disciplines;
- Discipline (STEM vs. non-STEM) 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

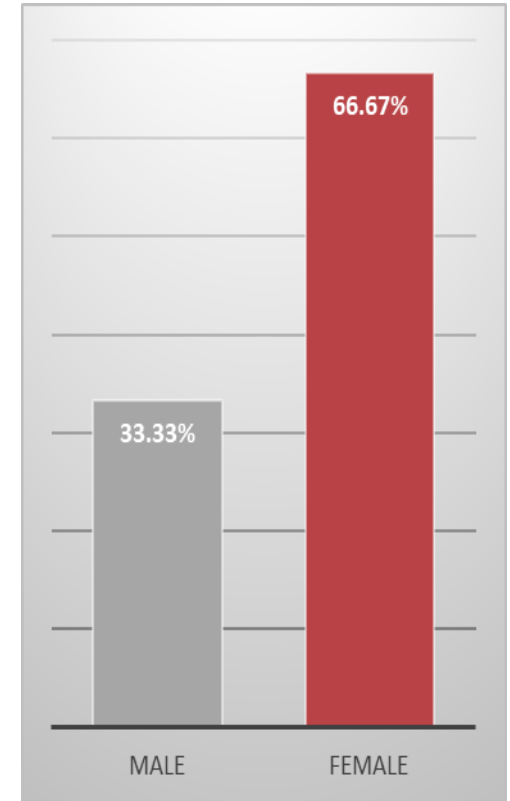
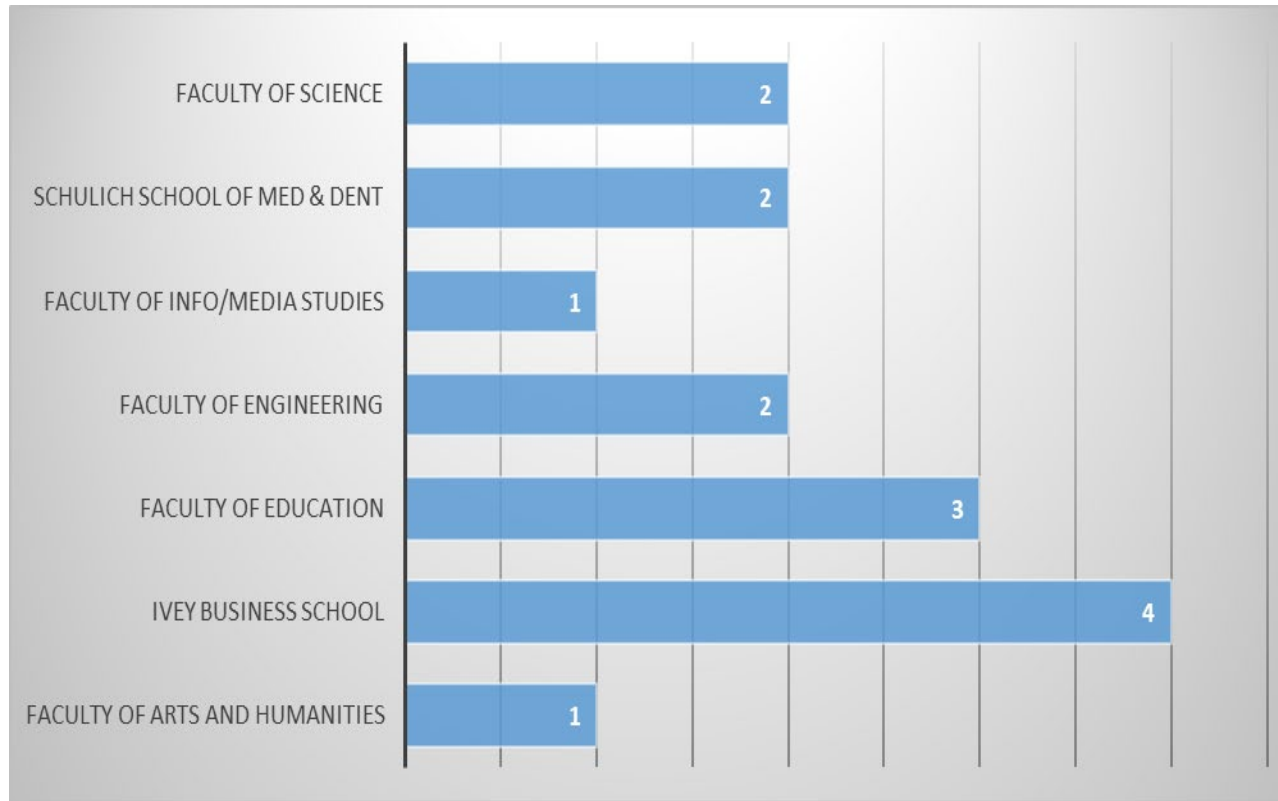
- Resignation patterns for tenured and probationary faculty illustrate disciplinary differences in retention with annual attrition rates of **1.59%** for women and **1.31 %** for men.
- The difference between the purple and grey lines in slide 23 reflect probationary and tenured faculty with a retirement plan on record;
- The number of probationary and tenured faculty continuing past normal retirement date (NRD) has been steadily increasing since 2019.

Probationary and Tenured Faculty at Western 1985 – 2022



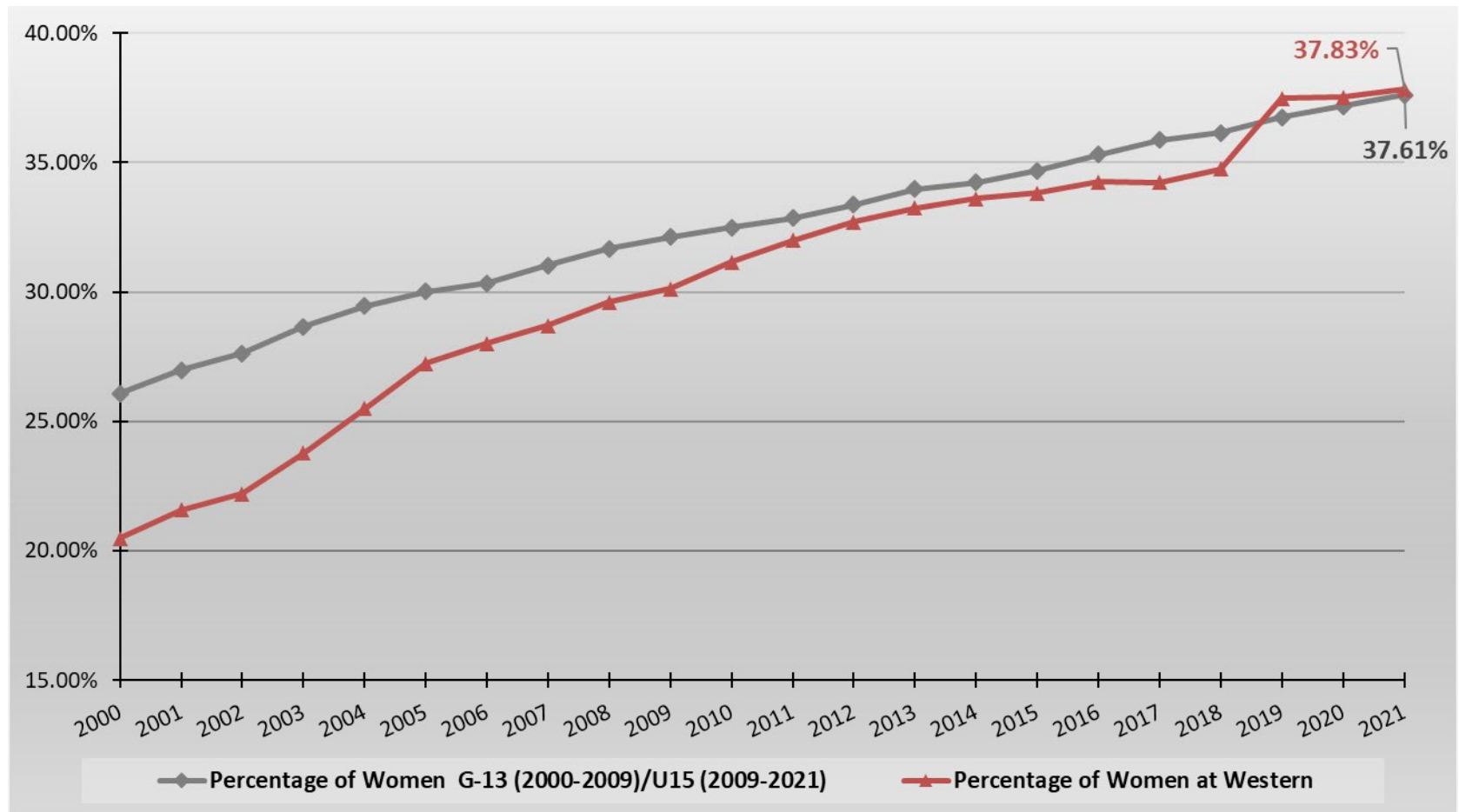
Source: Western Corporate Information 1985 – 1999, UCASS Data 1999 – 2009, U15 Data 2009 – 2021 & Human Resources Information System 2022

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



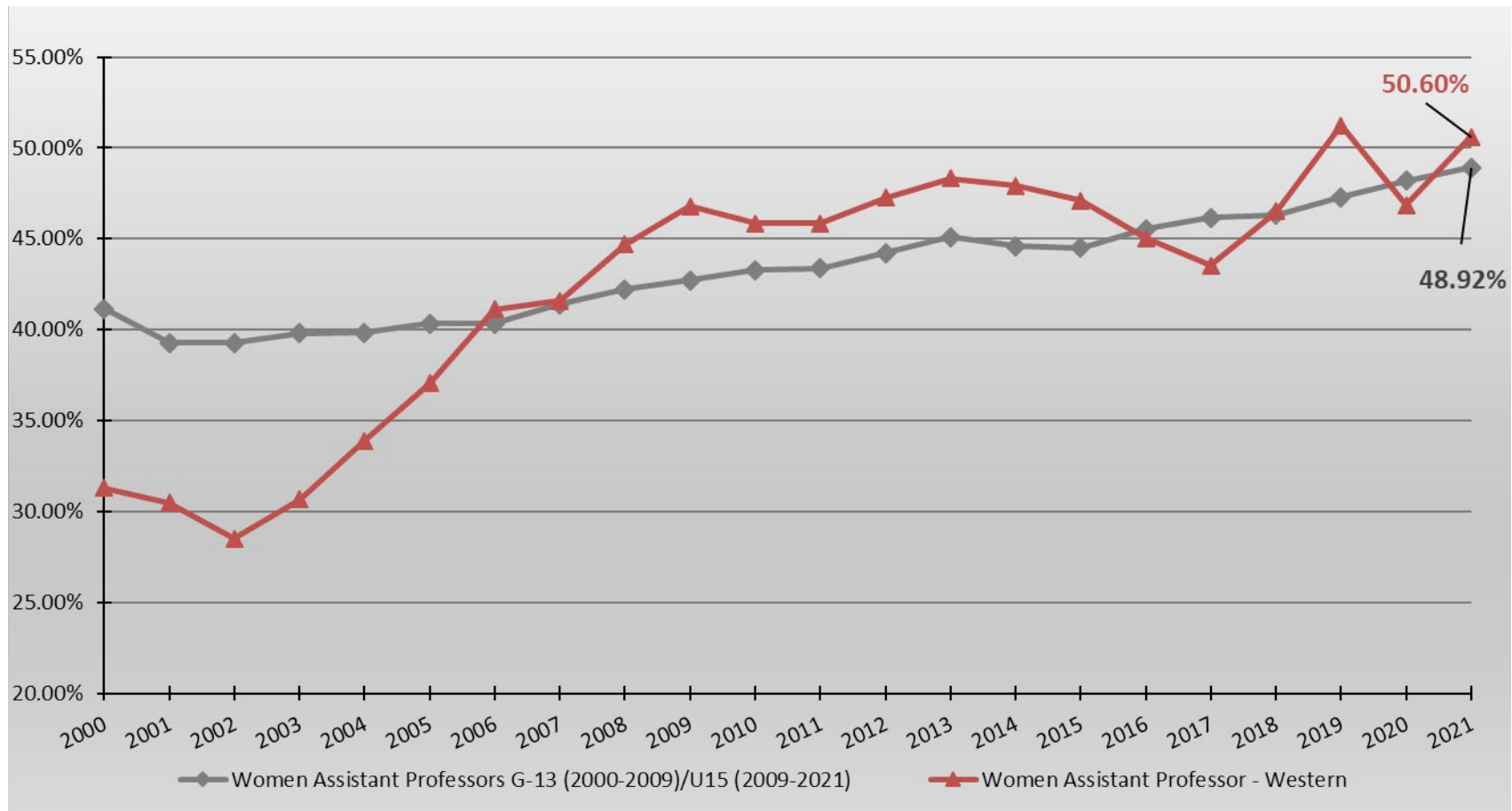
Western Human Resources Information System 2022 (October).

Women as a Percentage of Tenured/Probationary Faculty: G-13/U15 excluding Western vs. Western



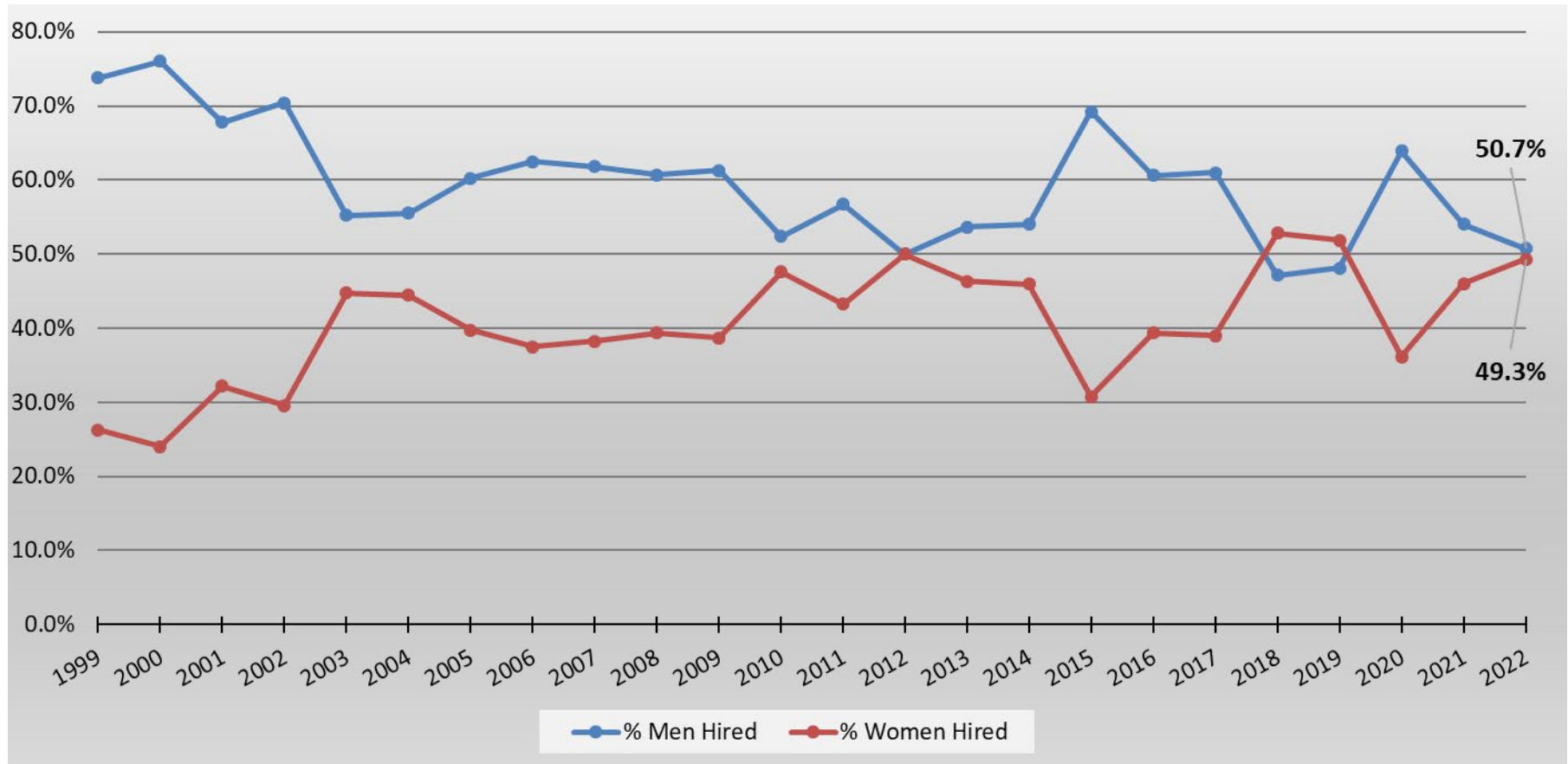
Source: UCASS Data 2000-2009, U15 Data 2009-2021
(Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, Saskatchewan, 2015, and Toronto 2020. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

Women as a Percentage of Tenured/Probationary Assistant Professors, G-13 /U15 excluding Western vs. Western



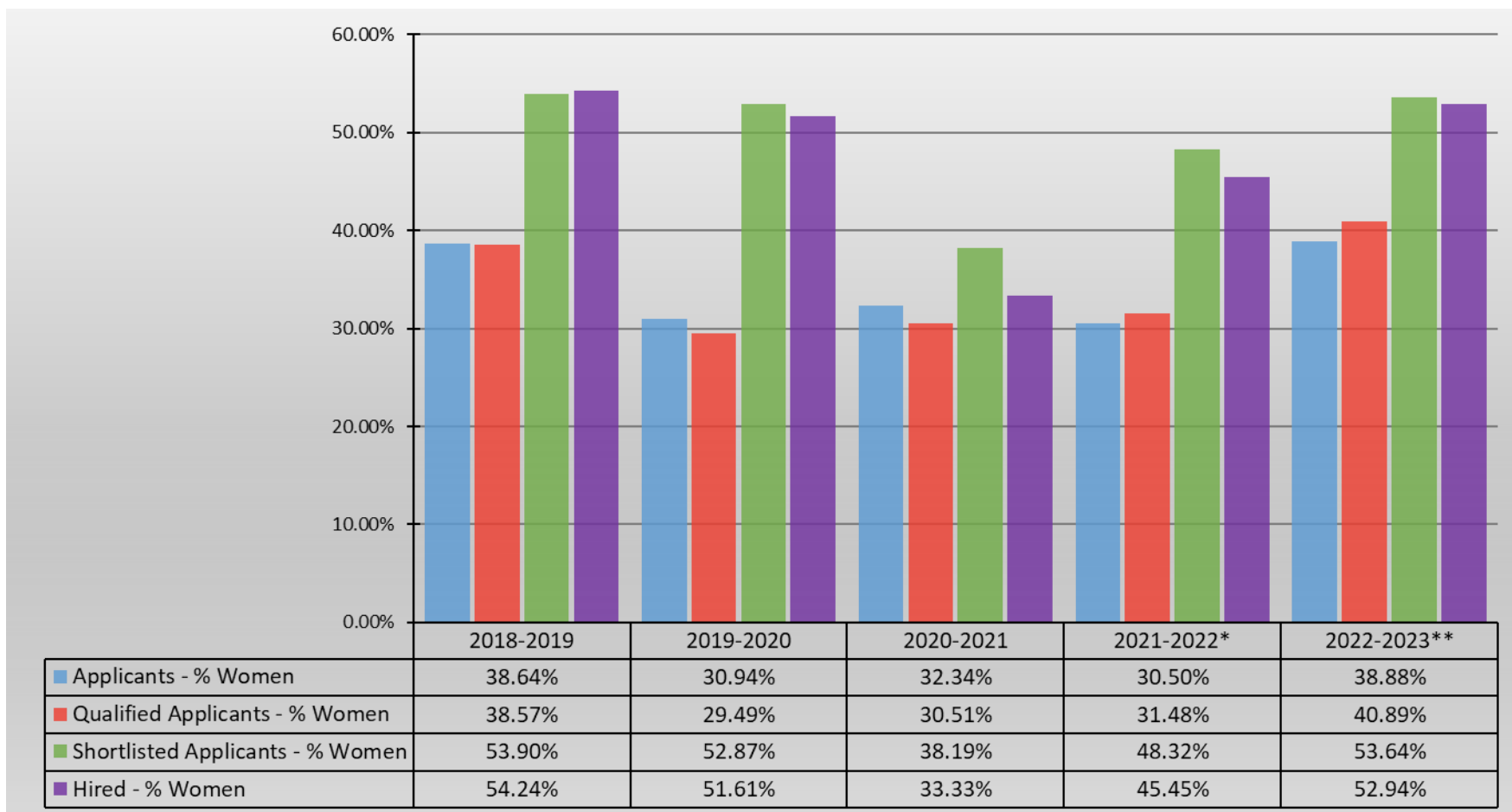
Source: UCASS Data 2000-2009, U15 Data 2009-2021
(Data unavailable for: Laval and Montreal for 2012-2013, Montreal for 2013-2016, Saskatchewan, 2015, and Toronto 2020. Montreal data includes Ecole Polytechnique & Ecole des Hautes Etudes Commerciales)

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 Roberts

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

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Faculty of Arts and Humanities	42.31%	44.19%	45.45%	47.06%	44.60%	45.00%	45.65%	45.52%	45.31%	42.62%	45.22%	45.54%	46.30%	46.36%
Ivey Business School	21.67%	26.09%	24.00%	25.33%	26.92%	25.97%	22.22%	19.74%	18.57%	22.37%	25.00%	25.97%	25.00%	29.79%
Faculty of Education	47.62%	48.72%	50.00%	52.94%	54.55%	54.29%	57.14%	61.90%	65.85%	69.05%	68.29%	65.91%	67.39%	66.67%
Faculty of Engineering	11.63%	11.63%	11.49%	11.36%	12.36%	12.50%	11.63%	12.64%	15.96%	16.67%	17.35%	17.89%	16.67%	18.63%
Faculty of Health Sciences	58.43%	58.70%	59.57%	59.78%	60.22%	60.87%	62.22%	63.33%	60.47%	62.07%	70.00%	70.37%	70.59%	71.74%
Faculty of Info/Media Studies	59.46%	58.33%	57.14%	58.82%	58.82%	57.58%	59.38%	57.14%	57.14%	59.26%	60.71%	60.71%	62.07%	60.71%
Faculty of Law	23.33%	22.58%	24.14%	27.59%	32.26%	31.03%	34.48%	35.71%	37.50%	39.29%	39.29%	34.62%	31.25%	29.41%
Schulich School of Med & Dent	19.65%	20.12%	20.37%	21.34%	22.56%	22.94%	23.84%	24.00%	23.84%	23.39%	27.11%	28.22%	29.09%	29.07%
Don Wright Faculty of Music	32.43%	33.33%	36.11%	35.14%	32.43%	33.33%	34.21%	37.14%	37.14%	36.36%	35.48%	35.48%	34.38%	35.29%
Faculty of Science	19.15%	20.65%	21.98%	22.78%	23.89%	23.73%	24.72%	24.43%	23.70%	23.53%	25.75%	25.31%	26.19%	27.27%
Faculty of Social Science	31.25%	32.16%	33.50%	32.50%	33.33%	36.13%	35.64%	36.61%	37.78%	40.11%	44.32%	43.02%	43.85%	44.09%

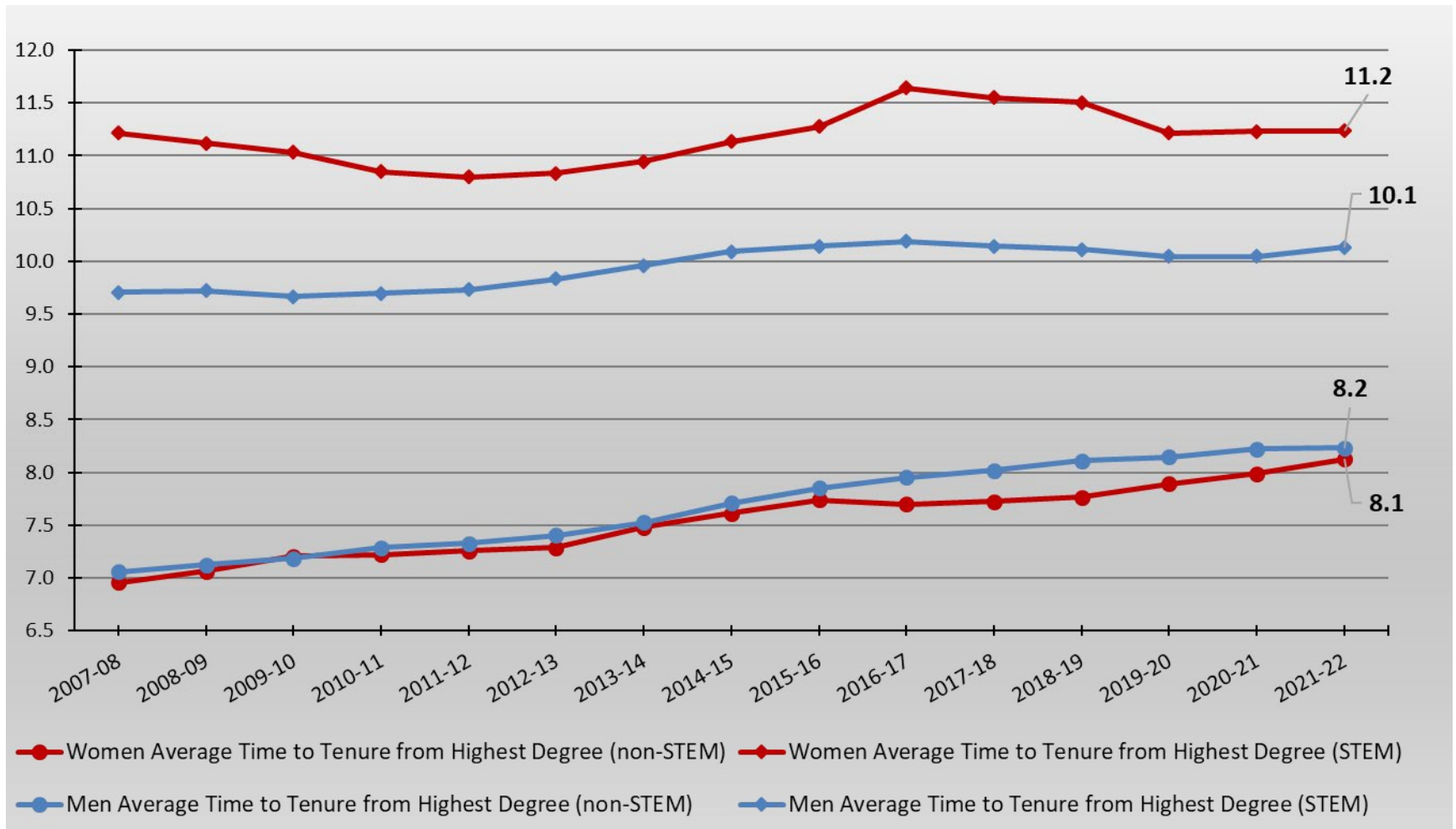
Western Human Resources Information System 2009 – 2022 (October).

Percentage of Women, Probationary Assistant Professor Rank 2009 to 2022

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Faculty of Arts and Humanities	55.56%	52.63%	55.88%	69.70%	58.06%	50.00%	54.17%	47.37%	53.33%	40.00%	50.00%	100.00%	100.00%	66.67%
Ivey Business School	40.00%	39.13%	27.59%	27.59%	32.26%	29.03%	30.30%	26.92%	20.00%	30.43%	33.33%	34.78%	30.77%	41.18%
Faculty of Education	80.00%	75.00%	77.78%	71.43%	60.00%	57.14%	50.00%	66.67%	66.67%	81.82%	81.82%	66.67%	76.92%	62.50%
Faculty of Engineering	22.22%	18.75%	21.43%	18.18%	23.08%	18.18%	14.29%	12.50%	35.71%	29.41%	29.41%	31.25%	29.41%	38.10%
Faculty of Health Sciences	71.43%	61.54%	65.38%	65.22%	68.42%	72.22%	80.00%	90.91%	84.62%	82.35%	90.00%	85.71%	85.71%	79.31%
Faculty of Info/Media Studies	84.62%	80.00%	77.78%	75.00%	100.00%	100.00%	100.00%	--	--	--	100.00%	75.00%	83.33%	75.00%
Faculty of Law	62.50%	71.43%	80.00%	100.00%	100.00%	100.00%	75.00%	57.14%	60.00%	50.00%	50.00%	44.44%	36.36%	33.33%
Schulich School of Med & Dent	29.55%	30.00%	27.27%	32.26%	34.62%	35.71%	36.67%	38.71%	37.50%	37.93%	44.44%	39.13%	47.83%	55.56%
Don Wright Faculty of Music	40.00%	40.00%	30.00%	28.57%	40.00%	50.00%	50.00%	40.00%	33.33%	50.00%	--	--	--	--
Faculty of Science	34.09%	38.89%	38.46%	35.00%	43.75%	50.00%	50.00%	50.00%	41.67%	45.45%	46.67%	47.06%	60.00%	47.62%
Faculty of Social Science	44.00%	48.72%	52.94%	48.28%	57.14%	66.67%	57.89%	47.83%	37.50%	43.75%	47.06%	36.36%	40.63%	42.86%

Western Human Resources Information System 2009 - 2022 (October).

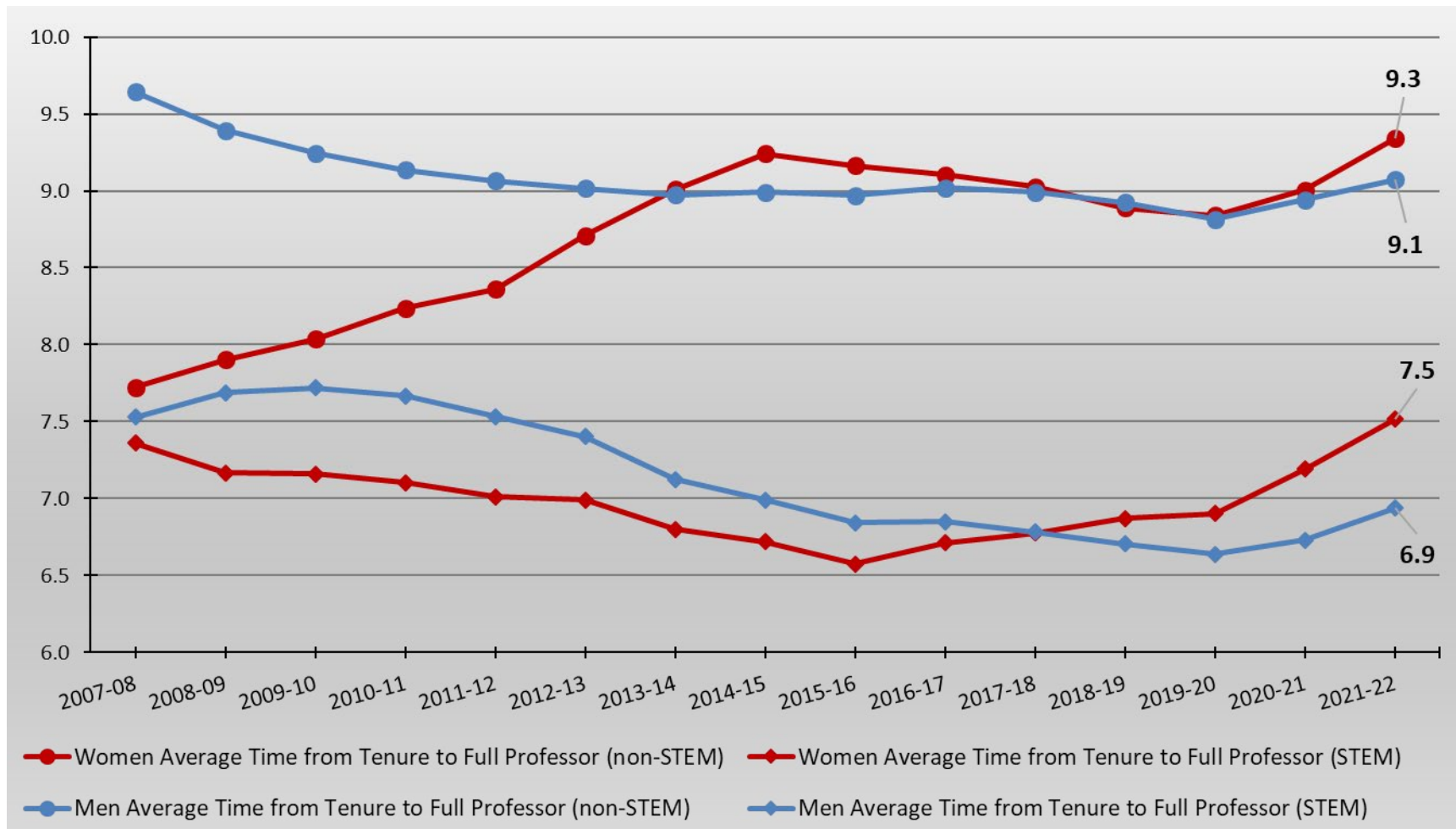
Time to Tenure from Highest Degree (STEM and non-STEM Disciplines)



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

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

Action	Women (n)	Men(n)	Total (n)
Granted Tenure	218 (77.30%)	295 (77.84%)	513 (77.61%)
Denied P&T	4 (1.42%)	13 (3.43%)	17 (2.57%)
Withdrew from P&T*	4 (1.42%)	10 (2.64%)	14 (2.12%)
Moved to Limited Term**	3 (1.06%)	1 (0.26%)	4 (0.61%)
Resigned	43 (15.25%)	52 (13.72%)	95 (14.37%)
Other	3 (1.06%)	2 (0.53%)	5 (0.76%)
Probationary Extension***	4 (1.42%)	6 (1.58%)	10 (1.51%)
Still in Probationary Period	3 (1.06%)	0 (0%)	3 (0.45%)
Grand Total	282 (100%)	379 (100%)	661 (100%)

Outcomes for Probationary faculty who have entered the P&T cycle:

Action	Women (n)	Men (n)
Granted Tenure	218 (96.46%)	295 (92.77%)
Denied P&T	4 (1.77%)	13 (4.09%)
Withdrew from P&T	4 (1.77%)	10 (3.13%)
Grand Total	226 (100%)	318 (100%)

- * 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

Reasons for Resignation During the Probationary Period (Exit Interviews)

Action	Women (n)	% of Women Total	Men (n)	% of Men Total
Career Development and Salary	11	25.58%	17	32.69%
Family and Geography	26	60.47%	23	44.23%
Other	3	6.98%	6	11.54%
P&T Performance Problem	3	6.98%	6	11.54%
Grand Total	43	100.00%	52	100.00%

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

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

UWO Total Resignations: Women: 95, Men: 173

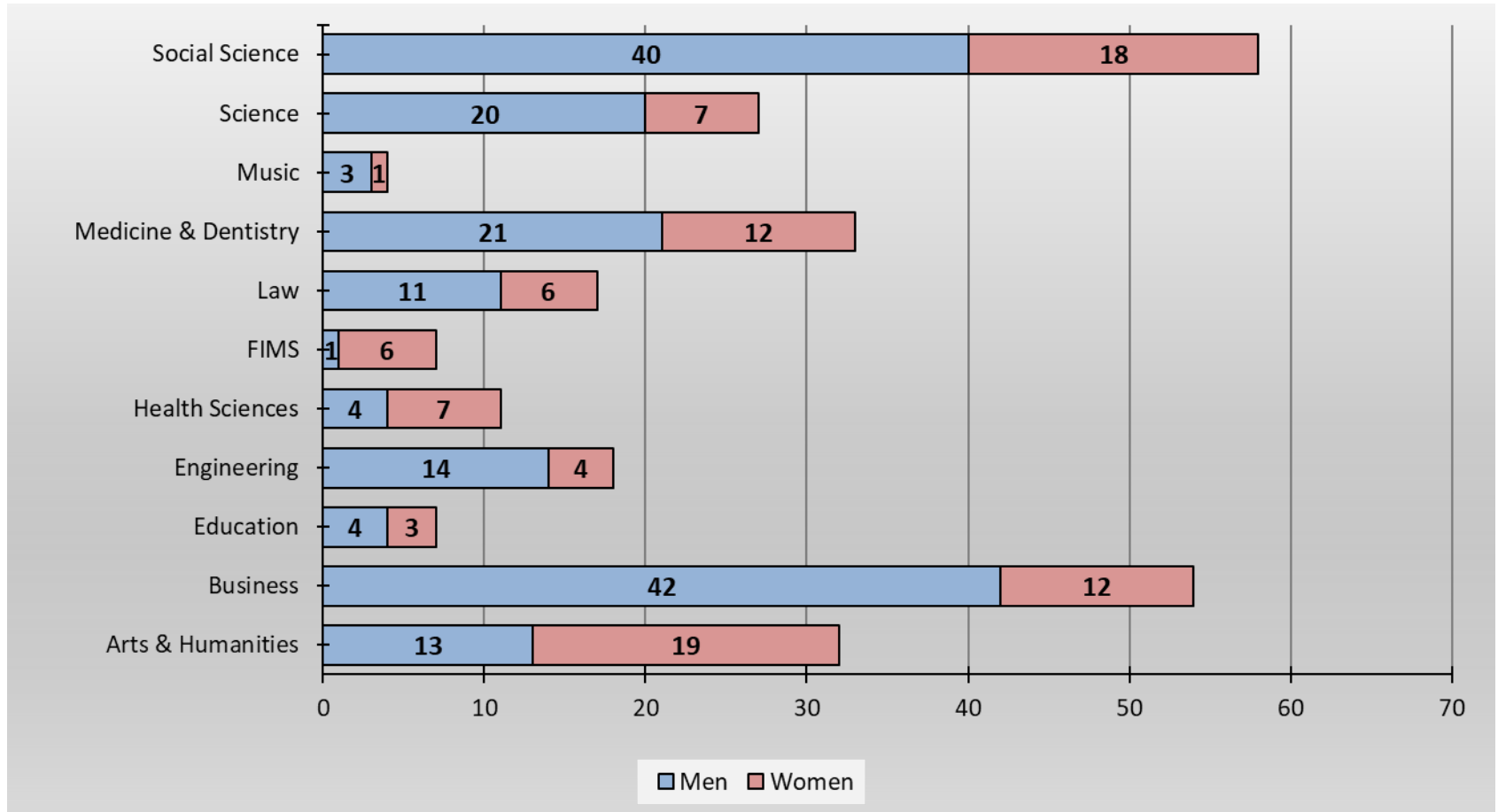
Women: 1.59 % average attrition rate (annual attrition rate = resignations/current year faculty count)

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.

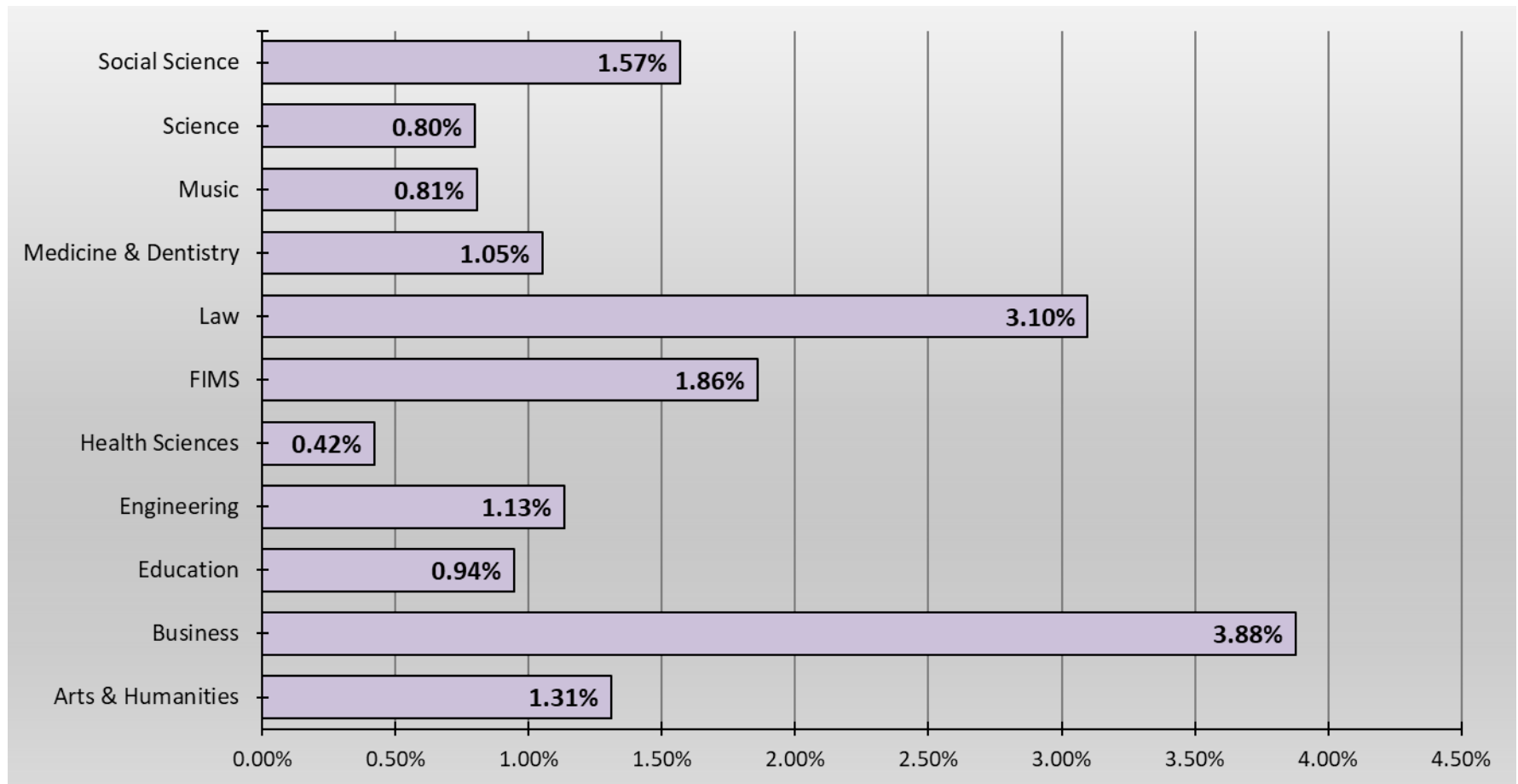
**Includes only faculty under age 55 at the time of resignation

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



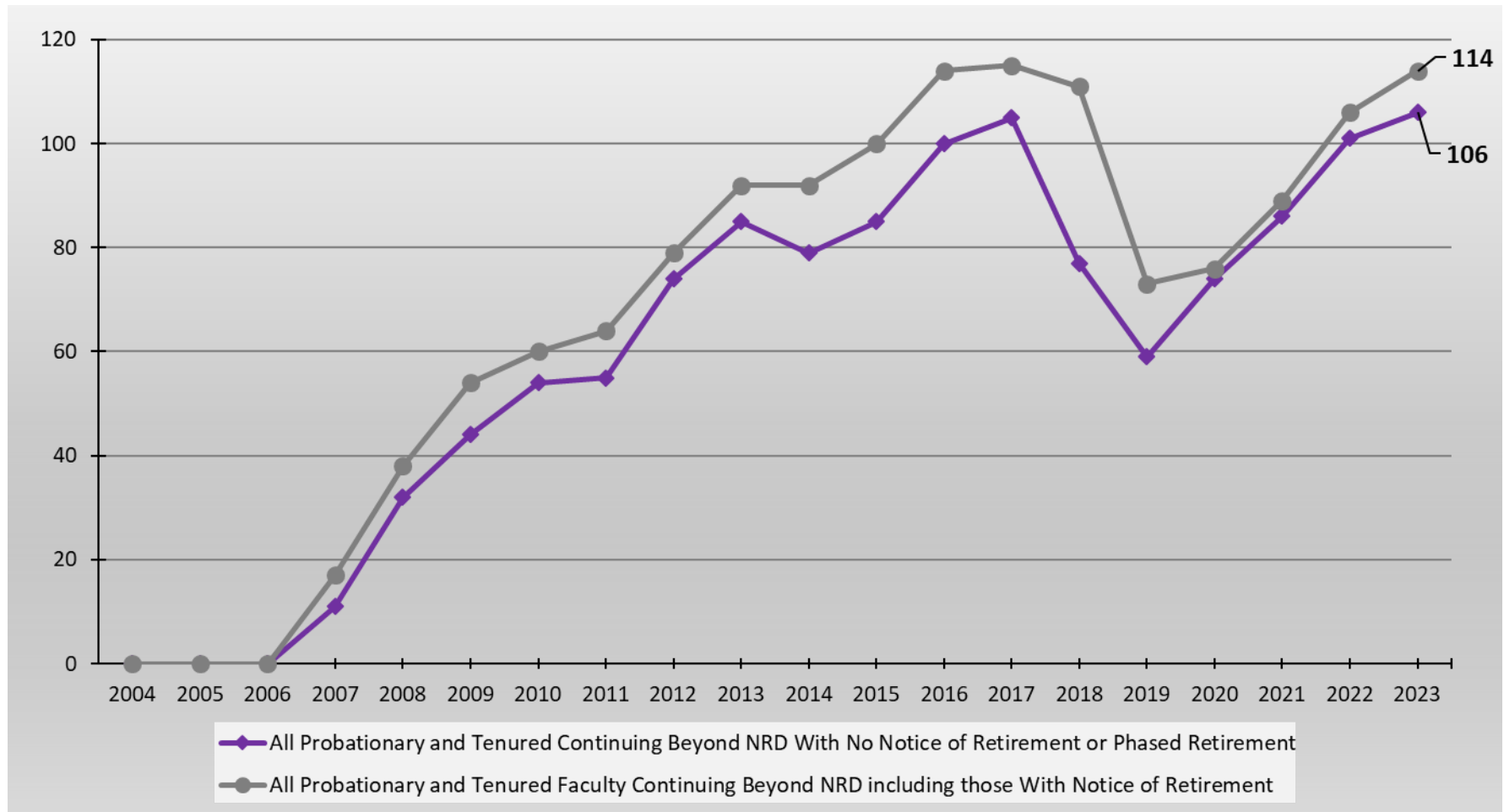
UWO Total Resignations: 268 (2004 - 2022)

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 \leq July 1 NRD in each year

Section 2:

Limited Term Appointments

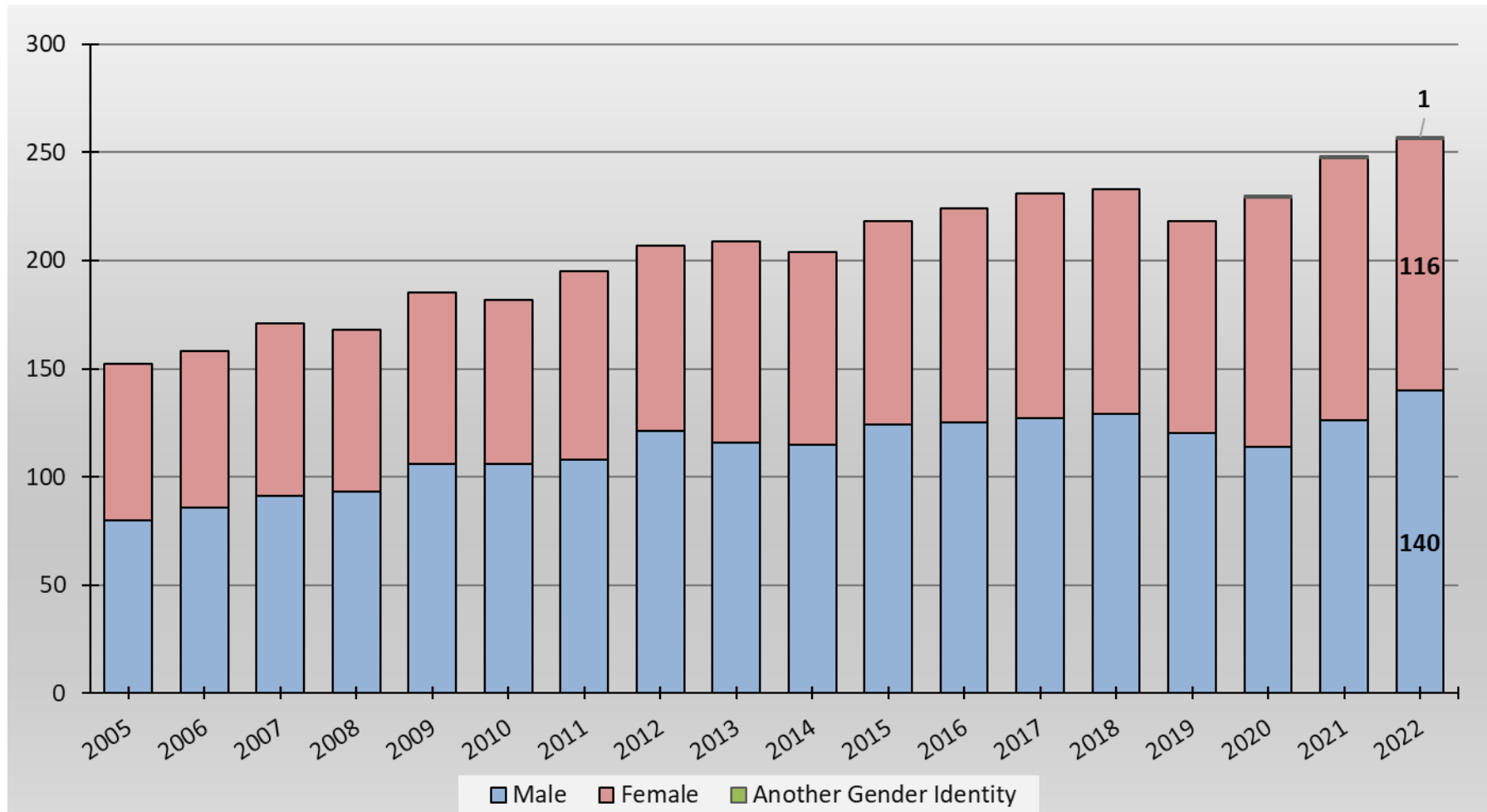
- Data are cross-sectional counts as of October 1, 2022;
- Includes Limited Term UWOFA faculty:
 - Those with fixed-term (with end date);
 - Full-time contract faculty “without end date”;
 - Full-time contract faculty who are “permanent”;
- Does *not* include:
 - Visiting faculty;
 - Externally funded faculty.

Key Observations from Slides 26 to 29

Limited Term (LT) Faculty

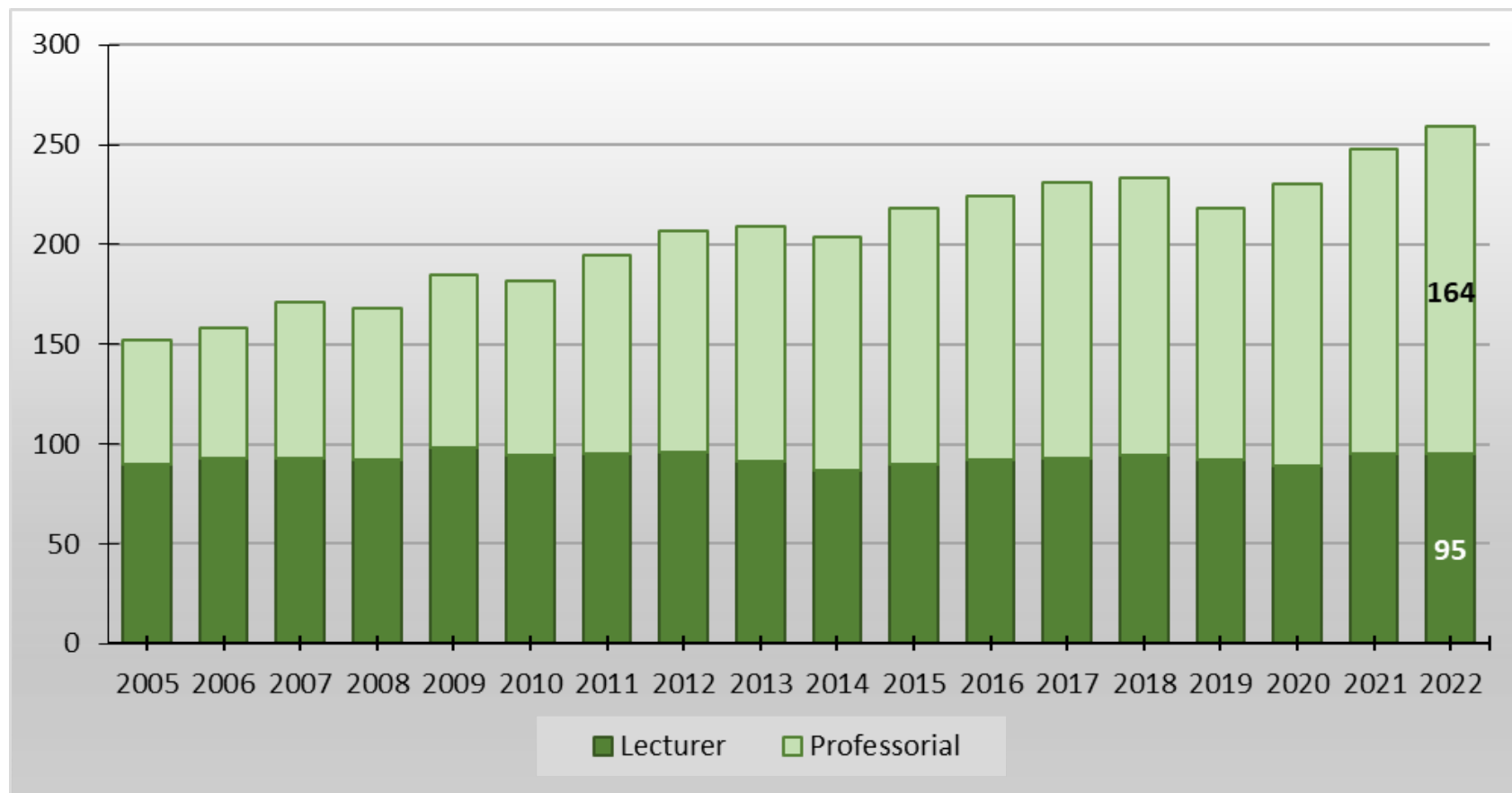
- On October 1, 2022 there were **257** LT faculty:
 - **116 (45.1%)** women, **140 (54.5%)** men and **1(0.4%)** identifying as another gender identity;
 - **163 (63.4%)** were at the Professorial ranks
 - **74 (28.6%)** had been employed ≥ 12 years (therefore are either “without end date” or “permanent” 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



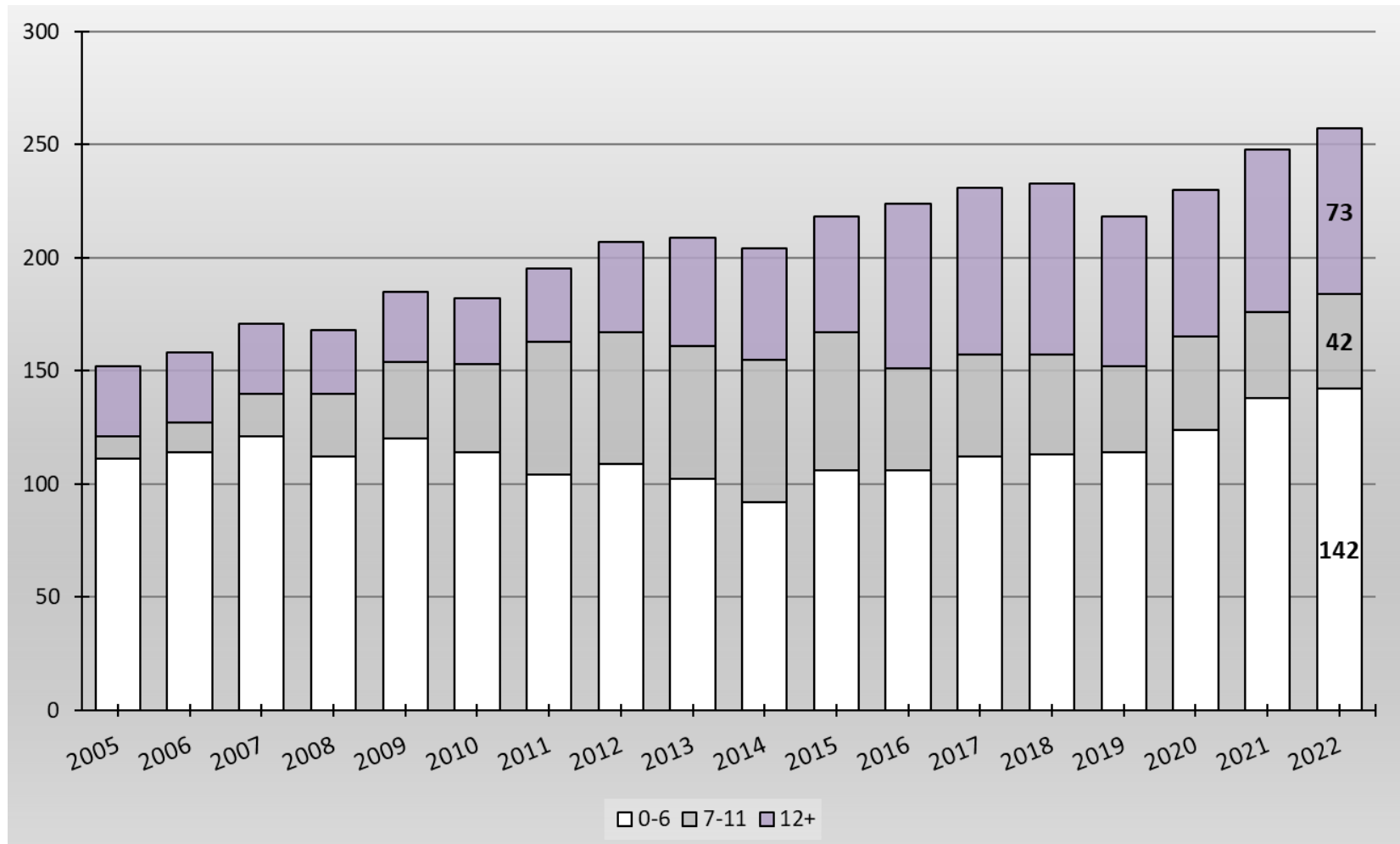
Source: Western's Human Resources Information Systems 2005 – 2022 (October)

Number of Individuals with Limited Term Appointments Stratified by Rank, 2005 - 2022



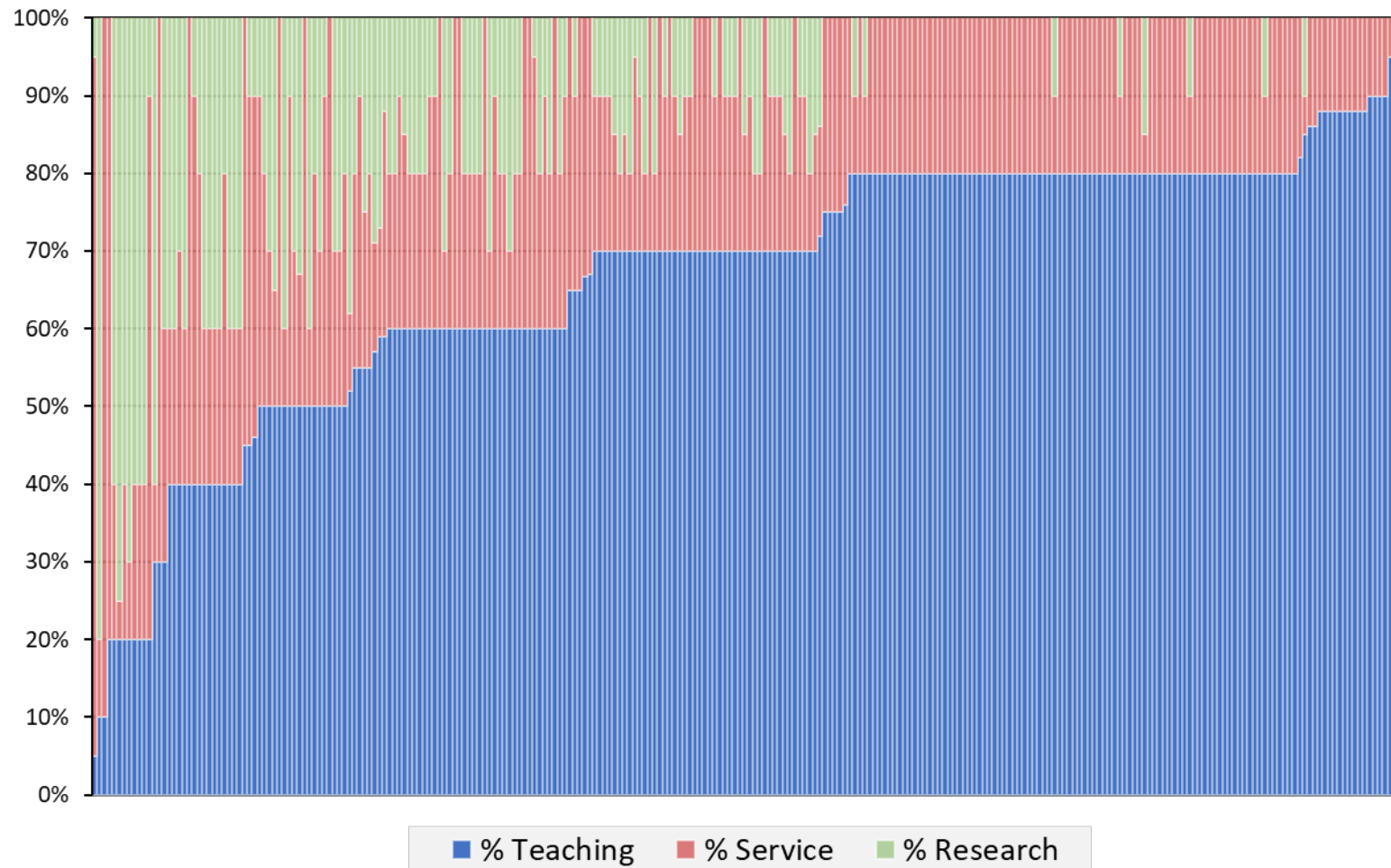
Source: Western's Human Resources Information Systems 2005 - 2022 (October)

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

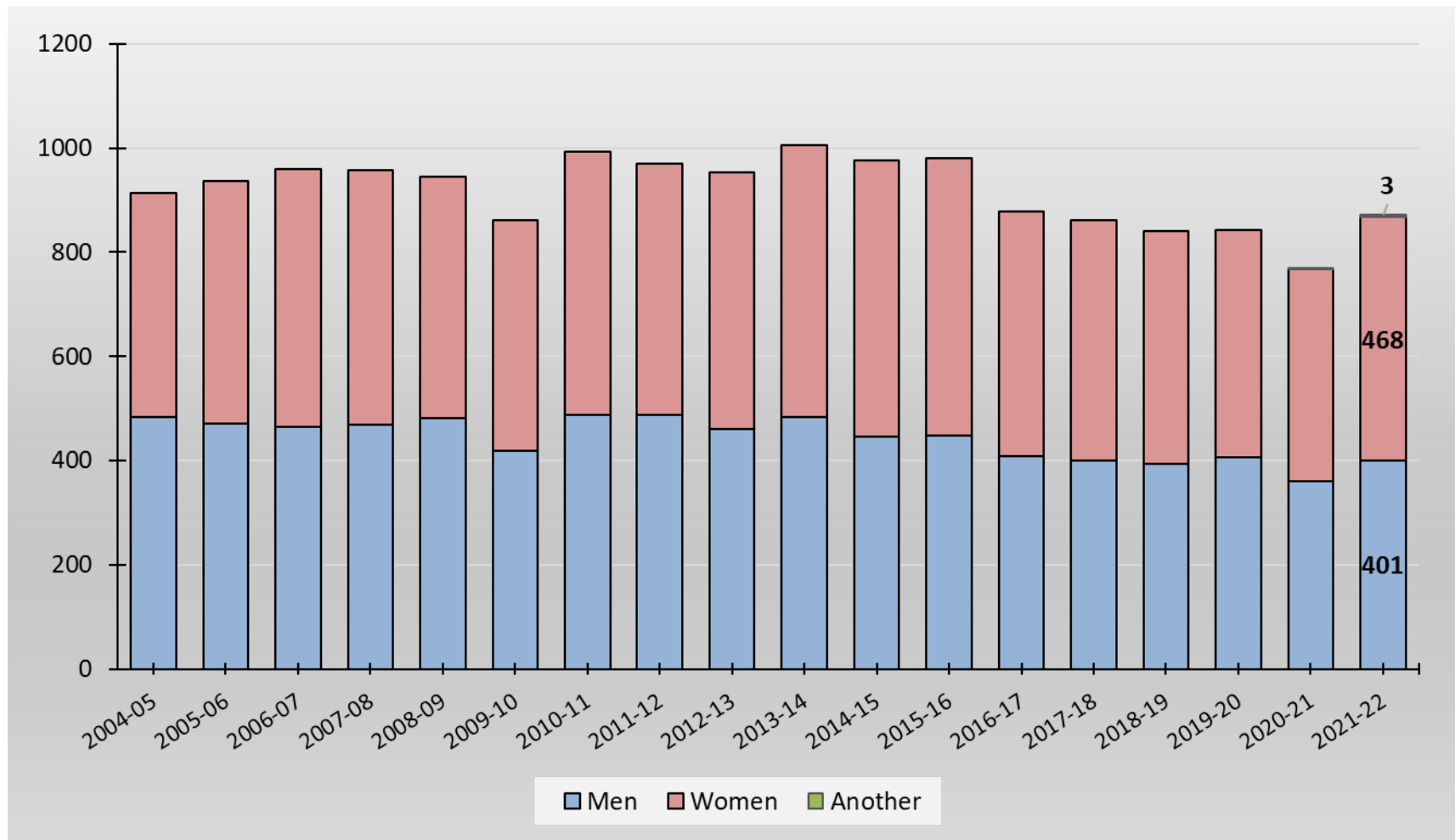
- Count of individuals employed, by fiscal year, as part-time faculty including:
 - Limited Duties (LD) Appointments through competitive advertising (includes individuals with no other employment relationship with Western as well as Post-Retirement individuals, Extra-Load, and Graduate Students or Post 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 \geq 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

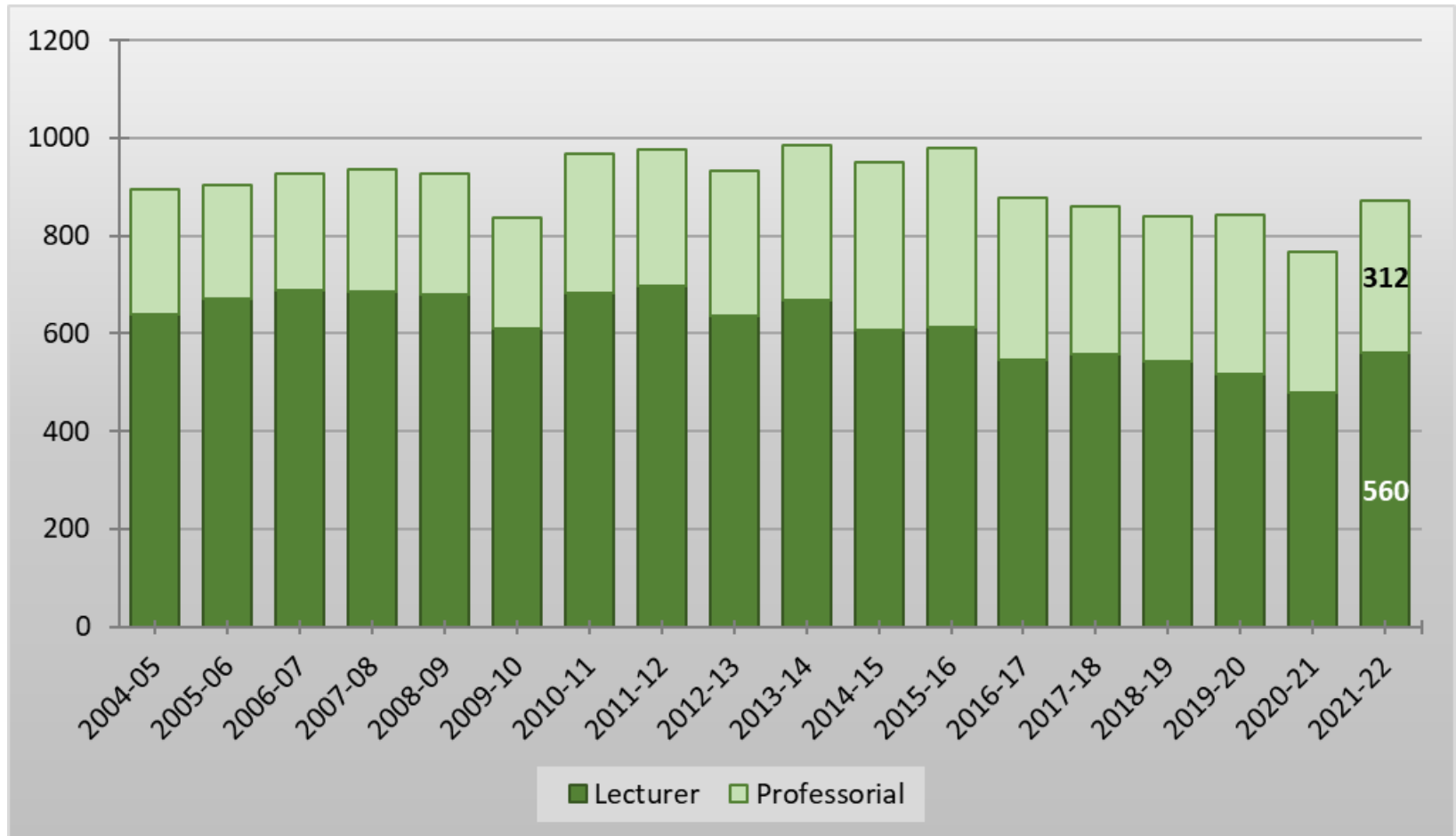
- Of the **872** faculty with a part-time appointment in fiscal 2021-22:
 - **468** (53.7%) were women
 - **312** (35.8%) were at a Professorial rank
- The number of part-time faculty varied by discipline (in Professional programs, this can reflect the part-time employment at Western of professionals 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



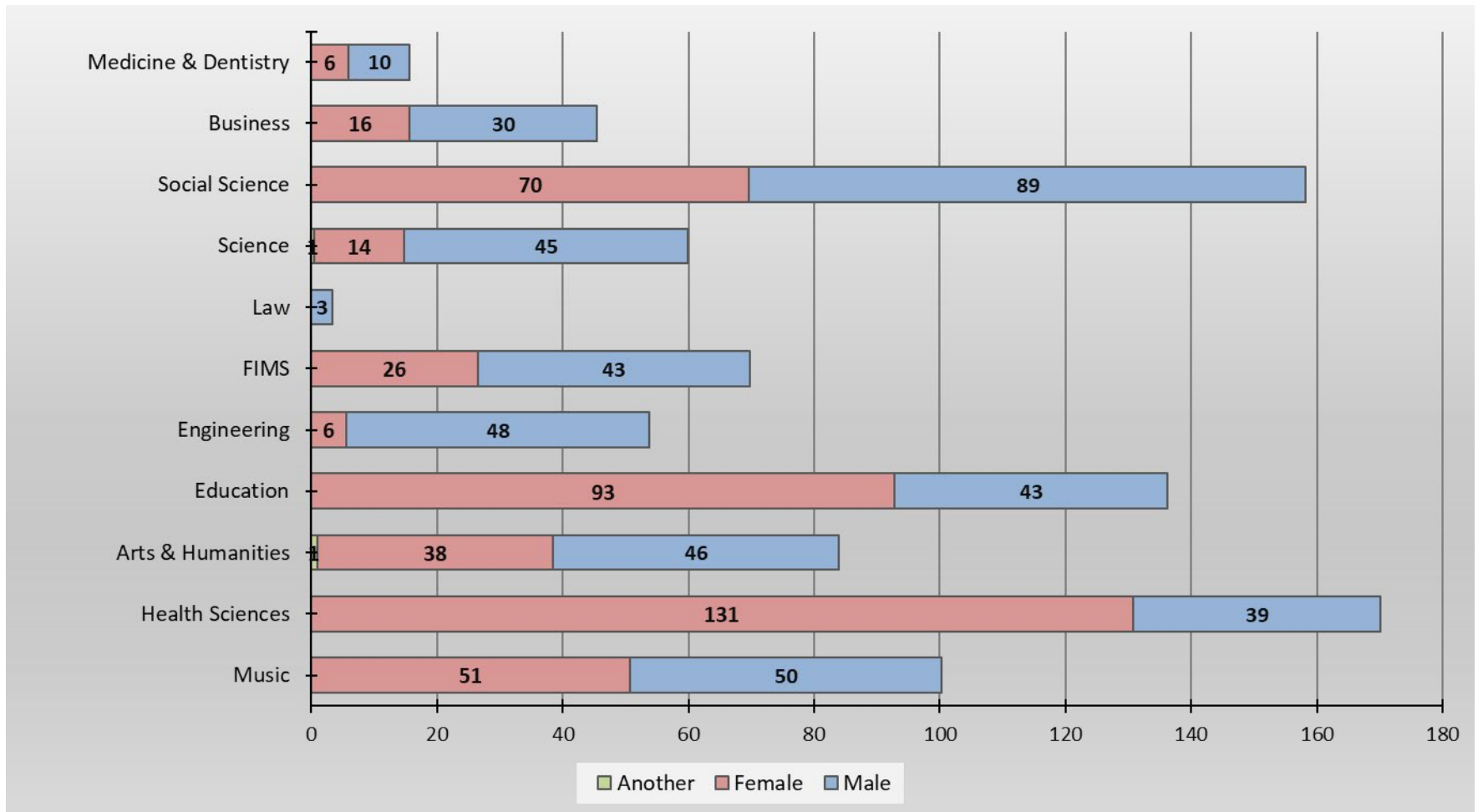
Source: Western Human Resources Information Systems

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



Source: Western Human Resources Information Systems

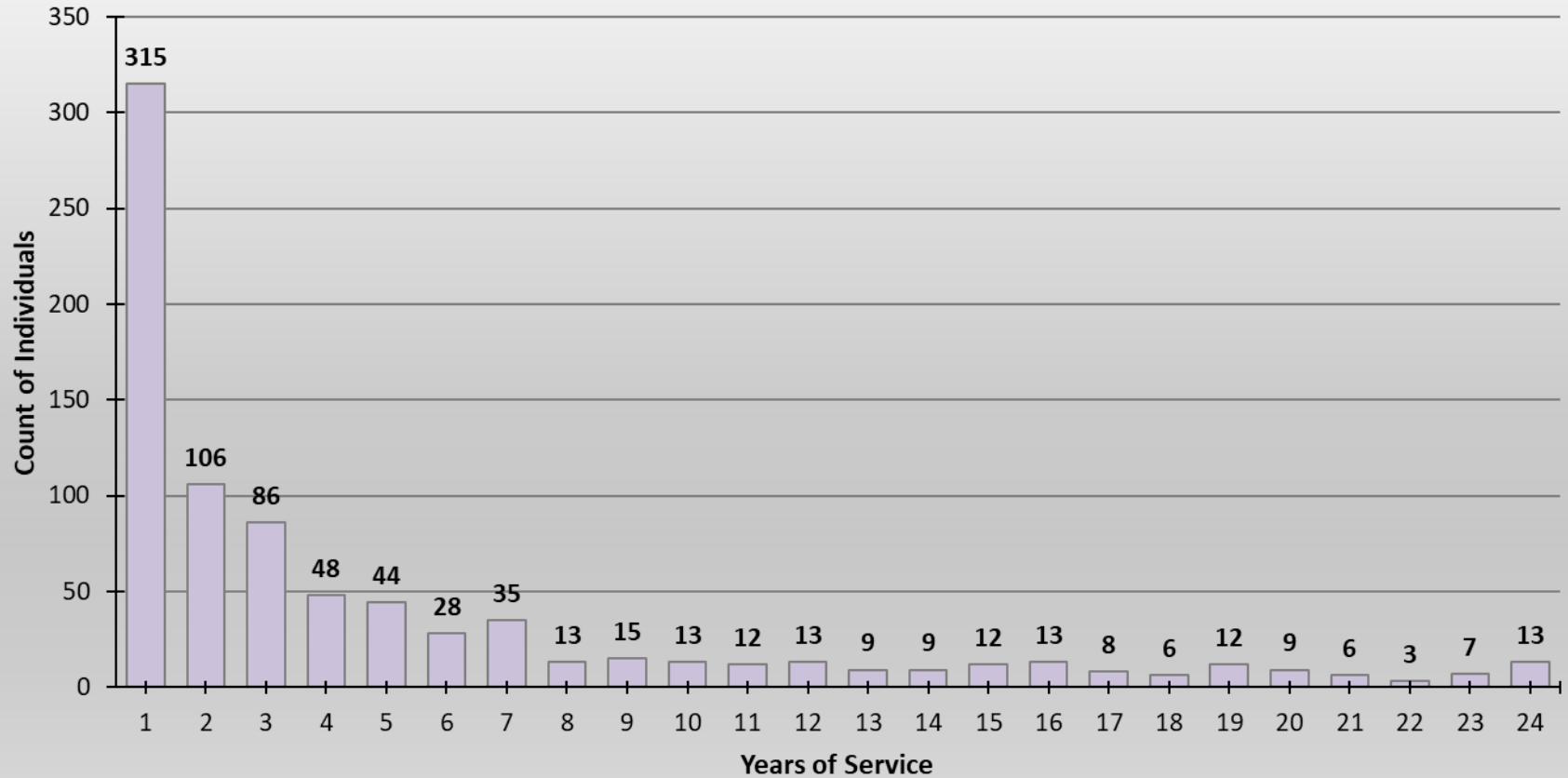
Degree Credit Courses taught by Part-Time Faculty by Faculty and Gender: 2021-22 (Fiscal Year)



Total FCEs: 897

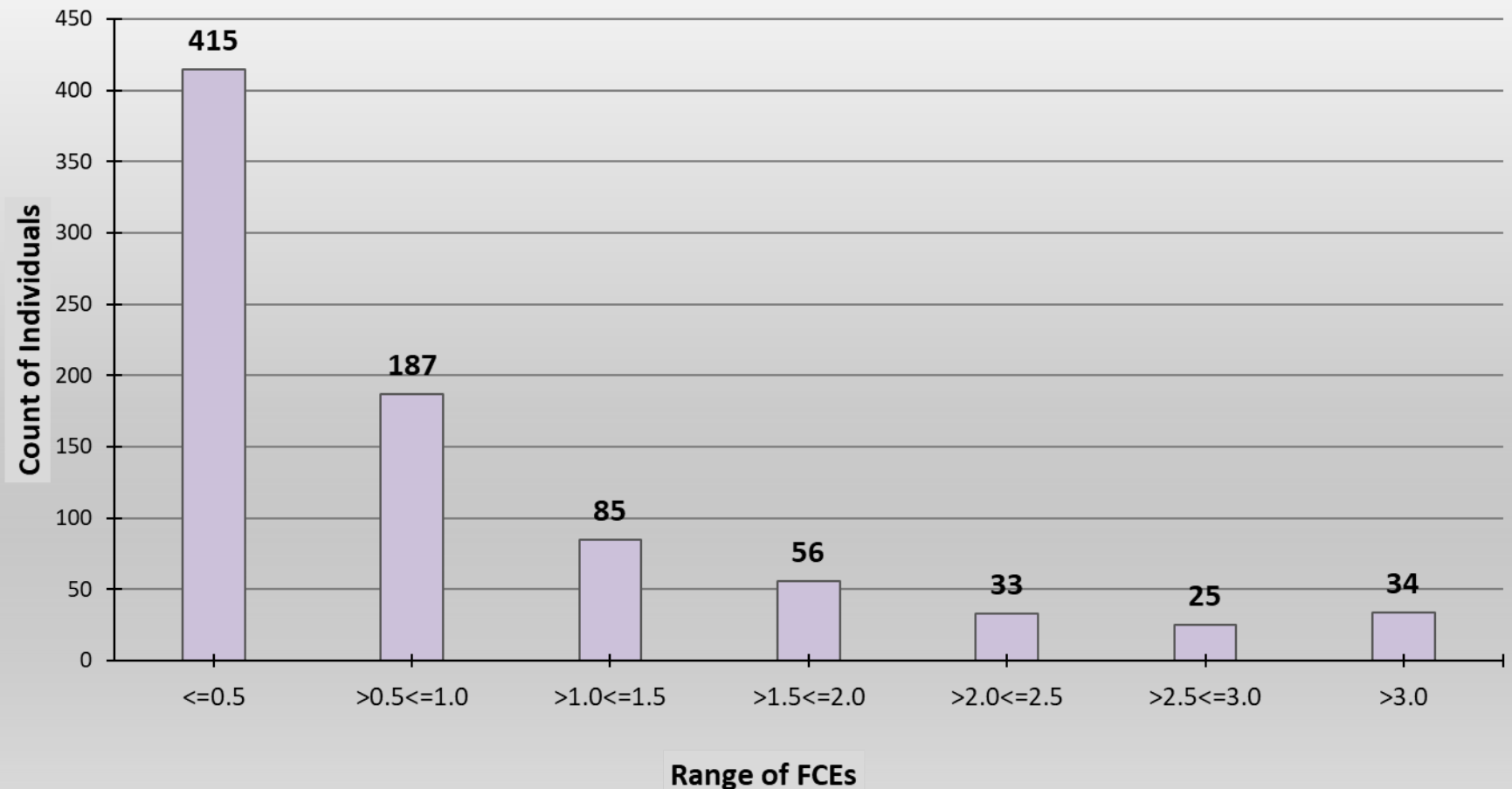
Source: Western Information Systems

Number of Individuals with Part-Time Faculty Appointments by Years of Service (2021-2022)



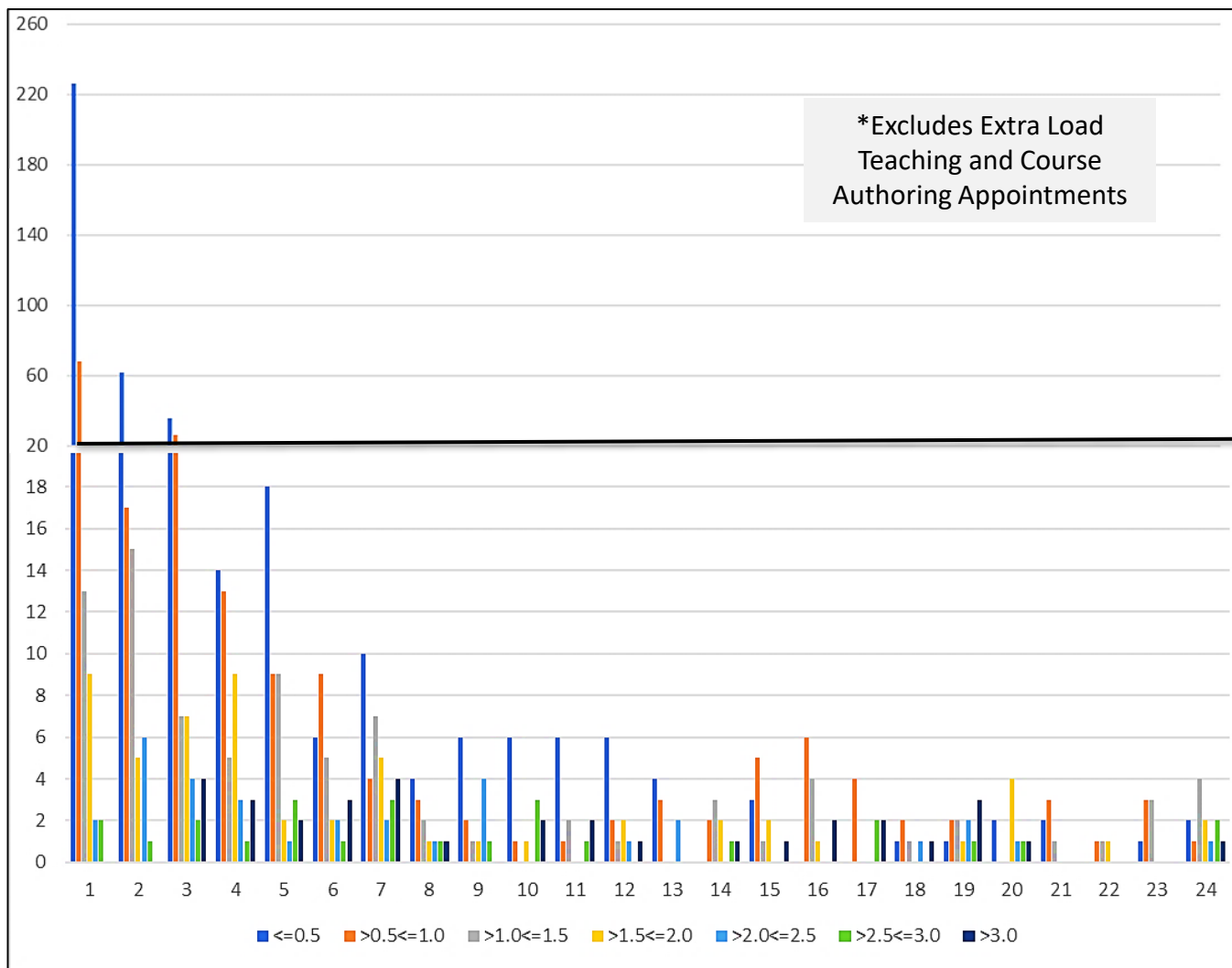
Source: Western Human Resources Information Systems
Includes Consecutive Years of Service, allowing for one single year gap
Excludes Extra Load Teaching and Course Authoring Appointments

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

Number of Individuals with Part-Time Faculty Appointments by Average Range of FCEs Taught by Years of Service 2021-2022



Source: Western
Human
Resources
Information
Systems

Section 4:

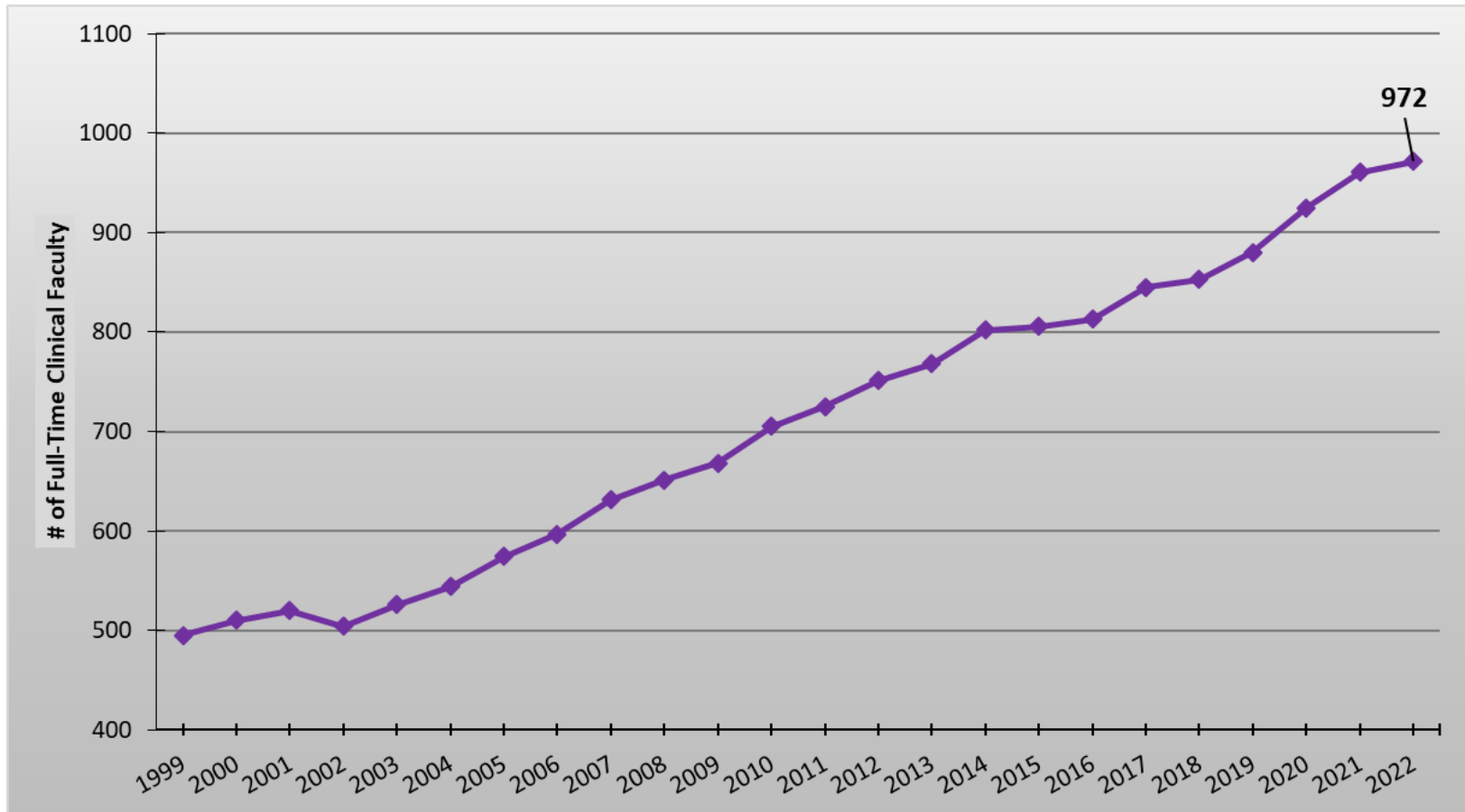
Full-Time Clinical Faculty

- 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

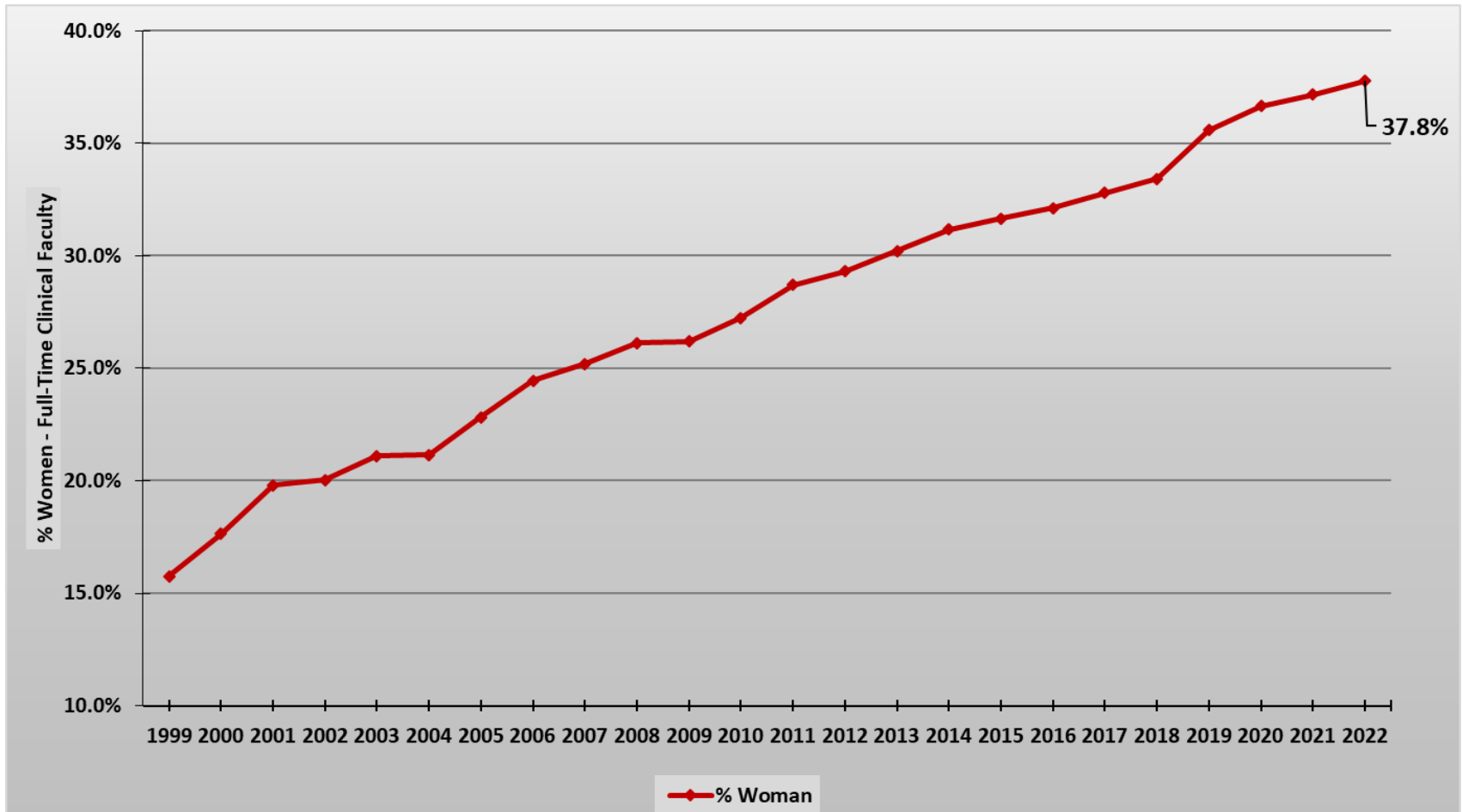
- The number of Clinical full-time faculty has been steadily increasing and is currently **972**;
- The percentage of women overall, inclusive of all career stages, has increased slightly and is currently **37.8%**;
- The representation of women among those hired in 2021-2022 has decreased and is currently **39.5%**;
- Annual resignation rates fluctuate due to small numbers.

Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2022



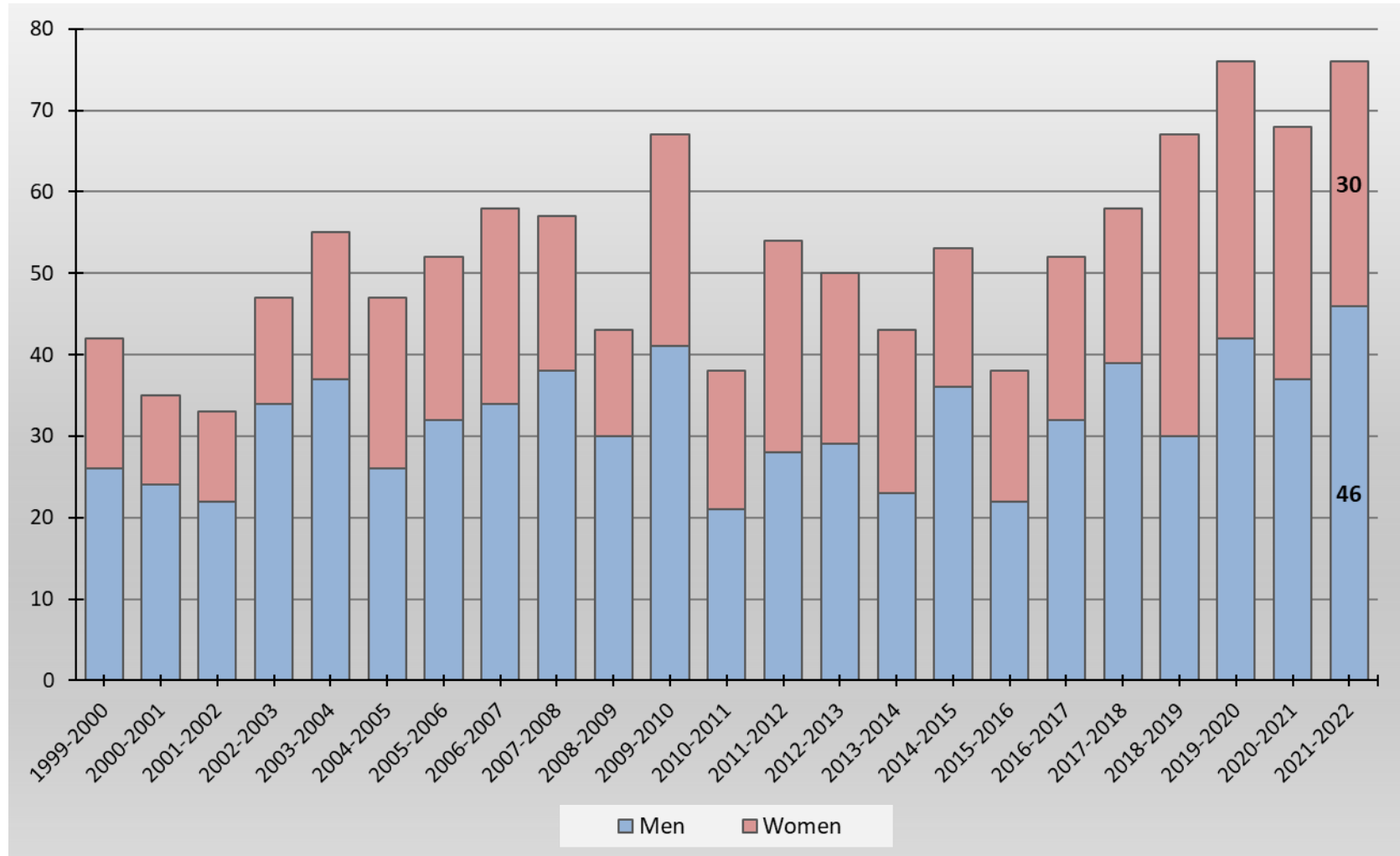
Source: Western Human Resources Information Systems

Women as a Percentage of Full-Time Clinical Faculty at Western, 1999 – 2022



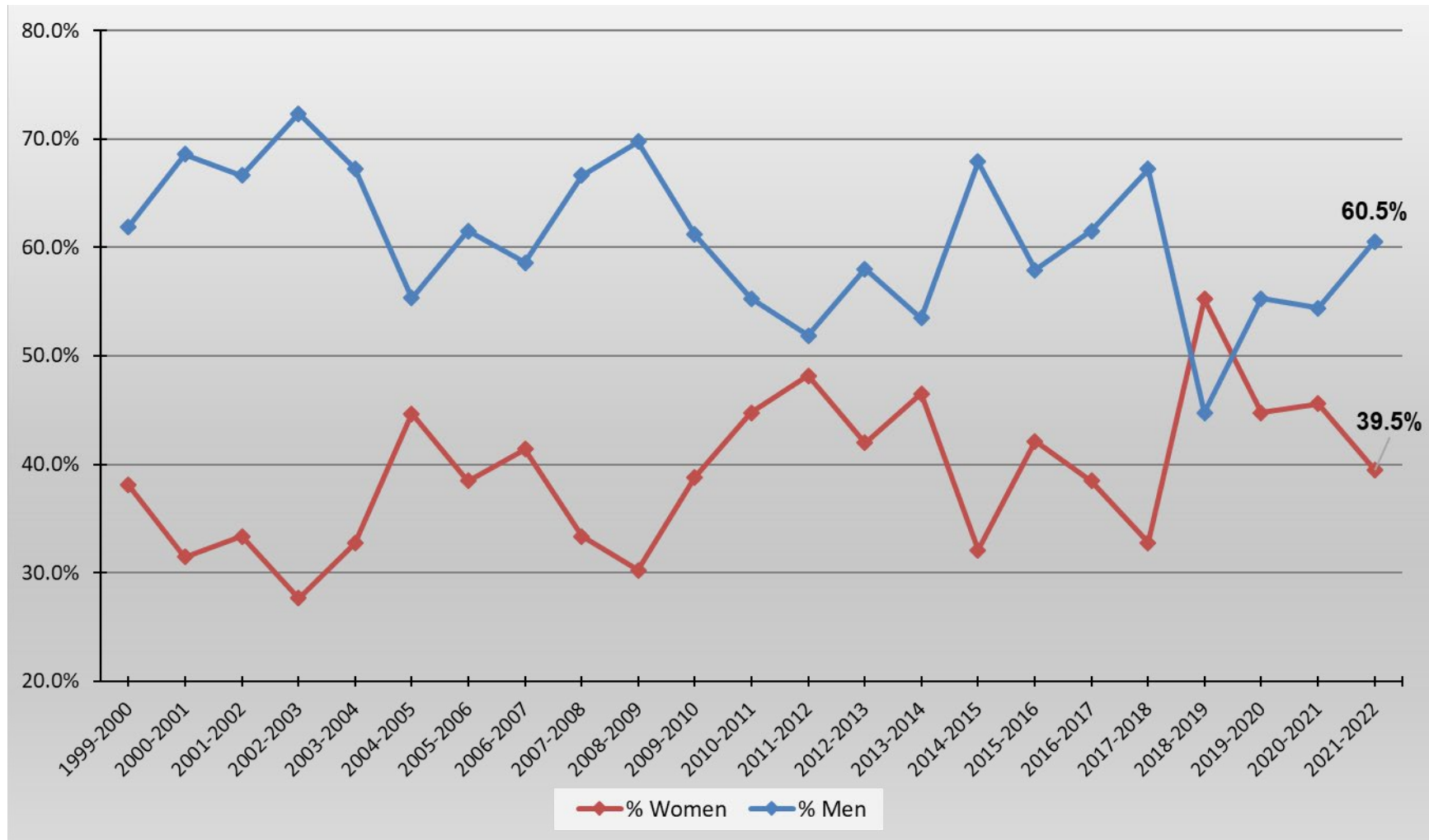
Source: Western Human Resources Information Systems

Newly Hired Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 1999 – 2022



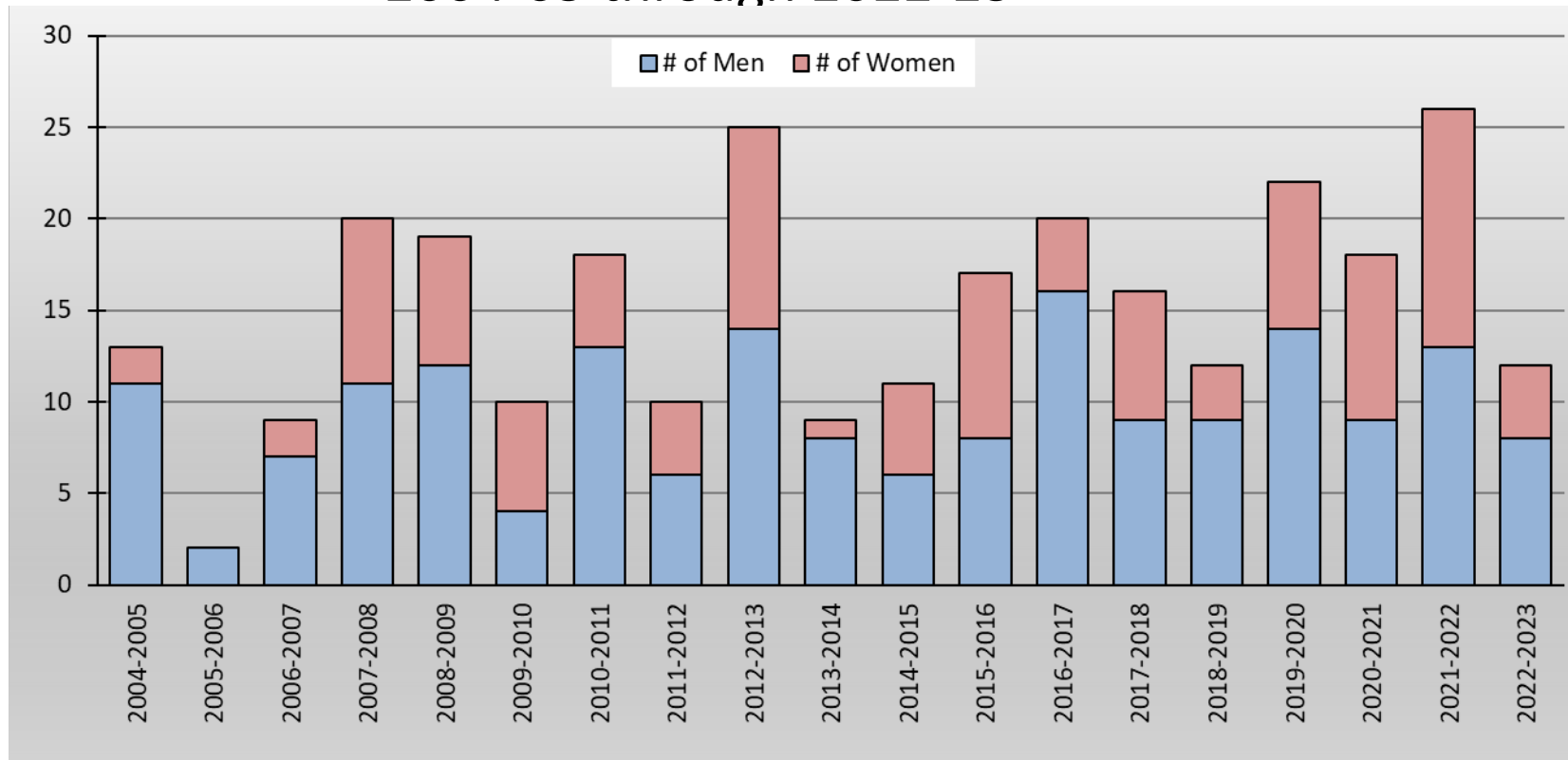
Source: Western Human Resources Information Systems

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



	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Women (n)	2		2	9	7	6	5	4	11	1	5	9	4	7	3	8	9	6	4
Men (n)	11	2	7	11	12	4	13	6	14	8	6	8	16	9	9	14	9	7	8
Annual Attrition Rate - Women (%)	1.74%	0.00%	1.37%	5.66%	4.12%	3.43%	2.60%	1.92%	5.00%	0.43%	2.00%	3.53%	1.53%	2.53%	1.05%	2.56%	2.65%	1.68%	1.10%
Annual Attrition Rate - Men (%)	2.56%	0.45%	1.55%	2.33%	2.49%	0.81%	2.53%	1.16%	2.64%	1.49%	1.09%	1.45%	2.90%	1.58%	1.58%	2.47%	1.54%	1.16%	1.32%

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 UWOFa faculty, librarians and archivists, which is presented at the end of each promotion cycle, can be found at:
https://www.uwo.ca/facultyrelations/pdf/vice_provost/promotion-tenure-report-2022.pdf
- 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.)