Report to SCUP on Faculty Recruitment and Retention

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

February 2020
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
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, 2019; the most recent UCASS (comparator) data are from the 2017-18 data
  - reflected by different timelines where comparator data are used
- This section pertains to all Full-Time Probationary (Tenure-track) and Tenured Faculty
- includes those in senior academic administrative roles who are exempt from the UWOFA Collective Agreement provisions
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, some of this decrease was due to a retirement incentive window

• In the 2018 data reflected in slides 10-11, women comprise 34.8% of all Western faculty and 46.5% of Assistant Professors, illustrating increasing representation with recent cohorts

• New probationary/tenured faculty hires were approximately 50% women in the past two hiring 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)

• time-to-tenure and time-to-promotion shows little influence of gender but greater influence of discipline (some of this is likely explained by longer post-doctoral training in STEM disciplines)

• Probationary cohort success rates are similar for men and women; data in slide 17-18 reflect the cohorts who would ordinarily have completed their probationary period (more data will be presented in the June P&T report to Senate)

• Resignation patterns for tenured and probationary faculty illustrate disciplinary differences in retention with annual attrition rates of 1.66% for women and 1.38 % for men
Key Observations from slides 9 to 23 continued

• as shown in slide 22, the annual retiring rate was fairly constant among post-60 faculty cohorts since 2006

• The count of faculty over the age of 65 increased from 2006, then stabilized in 2016 as the rate of exit due to retirement became similar to the rate of entry of new cohorts into the post-65 age group; it decreased in 2019 as a result of an incented retirement window

• The difference between the red and black lines in slide 23 reflect individuals with a retirement plan on record
Probationary and Tenured Faculty at Western
1985 - 2019

Source: Western Corporate Information 1985 – 1999
UCASS Data 1999 – 2009
U15 Data 2009 – 2018
Human Resources Information System - 2019
Women as a Percentage of Tenured/Probationary Faculty: G-13/U15 excluding Western vs. Western

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

Source: UCASS Data 2000-2009, U15 Data 2009-2018
Gender distribution, Newly hired Tenured/Probationary Faculty at Western (including those at Western previously in a Limited Term position): 1999 – 2019

Source: UCASS Data for 1999 – 2010
Western Human Resources Information Systems 2011 - 2019 (October)
Data excludes faculty joining from Robarts
### Percentage of Women, Tenured/Probationary Faculty, 2009 to 2019

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<td>52.94%</td>
<td>54.55%</td>
<td>54.29%</td>
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<td>11.63%</td>
<td>11.49%</td>
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<td>12.64%</td>
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<td>36.61%</td>
<td>37.78%</td>
<td>40.11%</td>
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Western Human Resources Information System 2009 - 2019 (October).
Percentage of Women, Probationary Assistant Professor Rank 2009 to 2019

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<td>54.17%</td>
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<tr>
<td>Business</td>
<td>40.00%</td>
<td>39.13%</td>
<td>27.59%</td>
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<td>32.28%</td>
<td>29.09%</td>
<td>30.30%</td>
<td>26.92%</td>
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<tr>
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<td>77.78%</td>
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<td>60.00%</td>
<td>57.14%</td>
<td>50.00%</td>
<td>68.67%</td>
<td>68.67%</td>
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<td>22.22%</td>
<td>18.75%</td>
<td>21.43%</td>
<td>18.18%</td>
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<td>18.19%</td>
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<td>12.50%</td>
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<td>Information &amp; Media Studies</td>
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<tr>
<td>Law</td>
<td>82.50%</td>
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<td>Medicine &amp; Dentistry</td>
<td>29.55%</td>
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<td>28.57%</td>
<td>40.00%</td>
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<tr>
<td>Science</td>
<td>34.00%</td>
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<td>38.46%</td>
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<td>50.00%</td>
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<td>41.67%</td>
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<td>47.63%</td>
<td>37.50%</td>
<td>43.75%</td>
<td>47.08%</td>
</tr>
</tbody>
</table>

Western Human Resources Information System 2009 - 2019 (October).

Faculty Recruitment and Retention
February 2020
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
Time to Full Professor from Tenure
(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
Probationary Cohort Outcomes for Faculty with Probationary Start dates from 2002-03 through 2013-14

<table>
<thead>
<tr>
<th>Cohort Outcomes</th>
<th>Women (n)</th>
<th>Men (n)</th>
<th>Grand Total (n)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Granted Tenure</td>
<td>190 (75.4%)</td>
<td>262 (78.0%)</td>
<td>452 (76.9%)</td>
</tr>
<tr>
<td>Denied P&amp;T</td>
<td>5 (2.0%)</td>
<td>13 (3.9%)</td>
<td>18 (3.1%)</td>
</tr>
<tr>
<td>Withdrew from P&amp;T *</td>
<td>3 (1.2%)</td>
<td>10 (3.0%)</td>
<td>13 (2.2%)</td>
</tr>
<tr>
<td>Moved to Limited Term **</td>
<td>3 (1.2%)</td>
<td>1 (0.3%)</td>
<td>4 (0.7%)</td>
</tr>
<tr>
<td>Resigned</td>
<td>40 (15.9%)</td>
<td>43 (12.8%)</td>
<td>83 (14.1%)</td>
</tr>
<tr>
<td>Still In Probationary Period ***</td>
<td>8 (3.2%)</td>
<td>5 (1.5%)</td>
<td>13 (2.2%)</td>
</tr>
<tr>
<td>Other</td>
<td>3 (1.2%)</td>
<td>2 (0.6%)</td>
<td>5 (0.9%)</td>
</tr>
<tr>
<td>Grand Total</td>
<td>252 (100%)</td>
<td>336 (100%)</td>
<td>588 (100%)</td>
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<thead>
<tr>
<th>Outcomes for those who entered the P&amp;T Consideration Queue</th>
<th>Women (n)</th>
<th>Men (n)</th>
</tr>
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<tbody>
<tr>
<td>Granted Tenure</td>
<td>190 (96.0%)</td>
<td>262 (91.9%)</td>
</tr>
<tr>
<td>Denied P&amp;T</td>
<td>5 (2.5%)</td>
<td>13 (4.6%)</td>
</tr>
<tr>
<td>Withdrew from P&amp;T</td>
<td>3 (1.5%)</td>
<td>10 (3.5%)</td>
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<tr>
<td>Grand Total</td>
<td>198</td>
<td>285</td>
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* 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 2013-14 academic year to be considered in 2020
Reasons for Resignation: Probationary Cohort with Start dates from 2002-03 through 2013-14

<table>
<thead>
<tr>
<th>Reason</th>
<th>Women (N)</th>
<th>% of Women Total</th>
<th>Men (N)</th>
<th>% of Men Total</th>
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<tbody>
<tr>
<td>Career Development and Salary</td>
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<td>22.5%</td>
<td>11</td>
<td>25.6%</td>
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<tr>
<td>Family and Geography</td>
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<td>62.5%</td>
<td>23</td>
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<td>Other</td>
<td>3</td>
<td>7.5%</td>
<td>4</td>
<td>9.3%</td>
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<tr>
<td>Performance - Not Tracking to P&amp;T</td>
<td>3</td>
<td>7.5%</td>
<td>5</td>
<td>11.6%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>40</td>
<td>100.0%</td>
<td>43</td>
<td>100.0%</td>
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</table>
Reasons for Resignation: All Probationary and Tenured faculty resigning from 2004-05 through 2018-19

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.
Total Probationary & Tenured Resignations by Faculty: resigning from 2004-05 to 2018-19

Source: Western Information Systems as of December 2019
Includes only faculty under age 55 at the time of resignation.
Total Probationary & Tenured Resignations % by Faculty: exit dates 2004-05 to 2018-19

SOCIAL SCIENCE 3.25
ARTS & HUMANITIES 2.58
BUSINESS 3.92
ENGINEERING 1.55
SSMD 1.87
SCIENCE 1.63
LAW 1.56
HEALTH SCIENCES 1.38
FIMS 1.40
MUSIC 1.50
EDUCATION 2.00

1.44% average attrition rate (annual attrition rate = resignations/current year faculty count)
### Probationary and Tenured Faculty at Western: Cohorts Aged 60 or Greater

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Source: UCASS 2004 – 2010
UWO Data  2011 – 2019
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
Section 2: Limited Term Appointments

- Data are cross-sectional counts as of October 1, 2019
- 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 Faculty

• On October 1, 2019 there were 218 LT faculty with the following characteristics:
  – 98 (45%) are women and 120 (55%) are men
  – 127 (58.3%) were at the Professorial ranks
  – Length of employment at Western
    • 66 (30.3%) had been employed >12 years (therefore are either “without end date” or “permanent” or eligible for “without end date” status at next renewal)
    • 114 (41.0%) have been in LT contract status for <7 years

• Each vertical bar in slide 29 represents the workload 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 2003 to 2019

Source: Western’s Human Resources Information Systems 2003 – 2019 (October)
Number of Individuals with Limited Term Appointments Stratified by Rank, 2003 - 2019

Source: Western’s Human Resources Information Systems 2003 - 2019 (October)
Number of Limited Term Appointments by Years of Service 2003 - 2019

Source: Western’s Human Resources Information Systems 2003 - 2019 (October)
All Active Limited Term Appointments by Workload Percentages 2019

Source: Western’s Human Resources Information Systems 2019 (October)
Section 3: Part-Time Faculty

- Count of individuals employed, by fiscal year, as part-time faculty including:
  - Limited Duties 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 Limited Duties competition)
  - 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 Limited Duties Appointments at Trois Pistoles
- In fiscal 2018-19, there were 840 Part-time faculty; of these, 394 were UWOFA members (taught ≥ 2 half-courses in each of 2 of the last 3 fiscal years)
Key Observations from Slides 32 to 37

Part-Time Non-Clinical Faculty

• In fiscal 2018-19, of 840 part-time non-clinical faculty
  – 448 (53.3%) were women
  – 297 (35.4%) were at a Professorial ranks

• 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 2002-03 to 2018-19

Source: Western Human Resources Information Systems
Number of Individuals with Part-Time Faculty Appointments Stratified by Rank, Fiscal Years 2002-03 to 2018-19

Source: Western Human Resources Information Systems
Degree Credit Courses taught by Part-Time Faculty by Faculty and Gender: 2018-19 (Fiscal Year)

- Education: 25 Men, 95 Women
- Social Science: 87 Men, 64 Women
- Arts & Humanities: 58 Men, 41 Women
- Science: 47 Men, 16 Women
- Info & Media Studies: 35 Men, 29 Women
- Health Sciences: 33 Men, 122 Women
- Music: 44 Men, 47 Women
- Medicine & Dentistry: 13 Men, 11 Women
- Law: 5 Men
- Business: 32 Men, 13 Women
- Engineering: 36 Men, 6 Women

Source: Western Information Systems
Number of Individuals with Part-Time Faculty Appointments by Years of Service
2018-2019

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), 2018-19

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 2018-2019

Source: Western Human Resources Information Systems
Excludes Extra Load Teaching and Course Authoring Appointments
Section 4: Clinical Full-Time Faculty

• Cross-sectional counts on October 1
• 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
Clinical Full-Time Faculty

• The number of Clinical full-time faculty has been steadily increasing and is currently 880.
• The percentage of women overall, inclusive of all career stages, is increasing and is currently 35.6%.
• The representation of women achieved 55.2% among those hired in 2018-19.
• Annual resignation rates fluctuate due to small numbers.
Full Time Clinical Faculty (Physicians in Schulich) at Western, 1999 – 2019

Source: Western Human Resources Information Systems
Women as a Percentage of Full-Time Clinical Faculty at Western, 1999 – 2019

Source: Western Human Resources Information Systems
Newly Hired Clinical Full Time Faculty (Physicians in Schulich) at Western by Gender: 2000 – 2019

Source: Western Human Resources Information Systems

Source: Western Human Resources Information Systems
Percentage of New Full Time Clinical Faculty at Western by Gender: 1999-00 – 2018-19

Source: Western Human Resources Information Systems
Full Time Clinical Faculty Resignations by Gender
2004-05 – 2018-2019

2.04% average attrition rate
(annual attrition rate = resignations/current year faculty count)

Source: Western Human Resources Information System
For further information

• After presentation at SCUP, this report can be found at:  

• 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:  

• 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.)