

SUPPLEMENTAL REPORT TO SENATE ON APPOINTMENTS AND COMPLEMENT PLANNING

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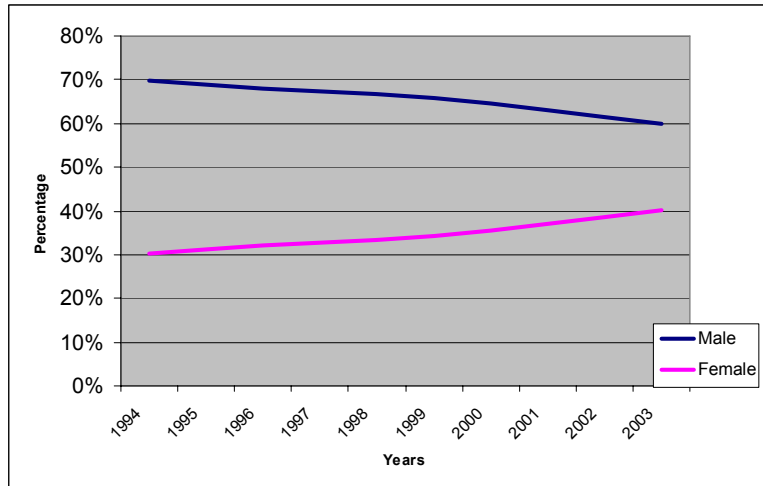
TENURE STREAM APPOINTMENTS: GENDER BREAKDOWN 1997-1998 TO 2003-2004

| APPT. YEAR | MALE | | FEMALE | | TOTAL # OF APPTS. |
|--------------|------------|--------------|------------|--------------|-------------------|
| 1997-98 | 18 | 58.1% | 13 | 41.9% | 31 |
| 1998-99 | 16 | 57.1% | 12 | 42.9% | 28 |
| 1999-2000 | 33 | 47.8% | 36 | 52.2% | 69 |
| 2000-01 | 39 | 52.0% | 36 | 48.0% | 75 |
| 2001-02 | 35 | 57.4% | 26 | 42.6% | 61 |
| 2002-03 | 41 | 54.7% | 34 | 45.3% | 75 |
| 2003-04 | 46 | 55.4% | 37 | 44.6% | 83 |
| TOTAL | 228 | 54.0% | 194 | 46.0% | 422 |

Source: Office of the AVP Academic Resource Planning

- These are the data that were presented at the October Senate meeting, with percentages of male and female tenure stream appointees now included
- Percentages range from a low of 41.9% in 1997-98 to a high of 52.2% in 1999-2000 – 2003-04 percentage is just below the average for the 7-year period reported

FULL-TIME FACULTY COMPLEMENT: GENDER BREAKDOWN, 1994 TO 2003



Source: Office of the AVP Academic Resource Planning

Note: includes CLAs

CONTRACTUALLY LIMITED APPOINTMENTS: GENDER BREAKDOWN 2001-02 – 2003-04

| APPT. YEAR | MALE | | FEMALE | | TOTAL # OF APPTS. |
|--------------|-----------|------------|-----------|------------|-------------------|
| 2001-02 | 7 | 36.8% | 12 | 63.2% | 19 |
| 2002-03 | 9 | 47.4% | 10 | 52.6% | 19 |
| 2003-04 | 16 | 40% | 24 | 60% | 40 |
| TOTAL | 32 | 41% | 46 | 59% | 78 |

Source: Office of the AVP Academic Resource Planning

- Slide presents a historical perspective on the hiring of CLAs, as a context for the 2003-04 data presented at the last Senate meeting



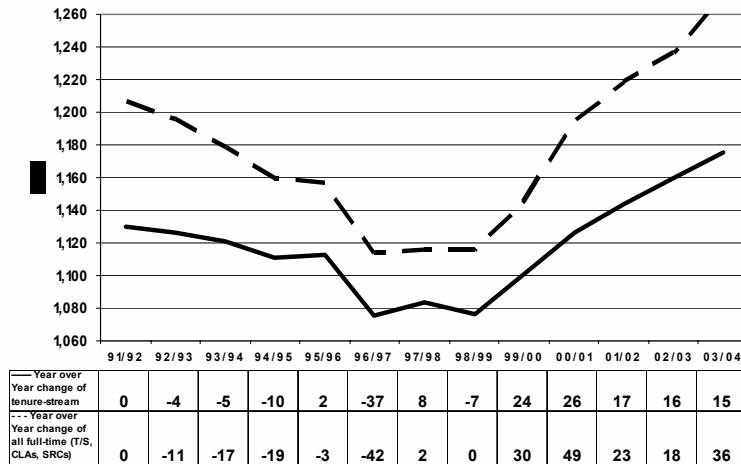
EQUITY CATEGORIES: TENURE STREAM AND CONTRACTUAL APPOINTEES WHO HAVE SELF-IDENTIFIED

| APPT. YEAR | VISIBLE MINORITY | | DISABILITY | | ABORIGINAL | | TOTAL APPTS. | |
|---------------|---------------------|------------|------------|-----------|------------|-----------|-----------------|-----|
| | TS | CLA | TS | CLA | TS | CLA | TS | CLA |
| 2001-02 | 10 16.4% | 2 10.5% | 1 1.6% | 1 5.3% | 1 1.6% | - 0% | 61 | 19 |
| 2002-03 | 12 16% | 1 5.3% | 2 2.7% | - 0% | - 0% | 1 5.3% | 75 | 19 |
| 2003-04 | 11 13.3% | 4 10% | - 0% | 1 2.5% | 1 1.2% | 1 2.5% | 83 | 40 |
| TOTALS | 33 15.1% | 7 9% | 3 1.4% | 2 2.6% | 2 .9% | 2 2.6% | 219 | 78 |

Source: Office of the AVP Academic Resource Planning

Note: numbers include only those appointees who self-identified as part of the hiring process

CHANGE IN TENURE STREAM AND FULL-TIME COMPLEMENT YEAR-OVER-YEAR, 1991-92 TO 2003-04

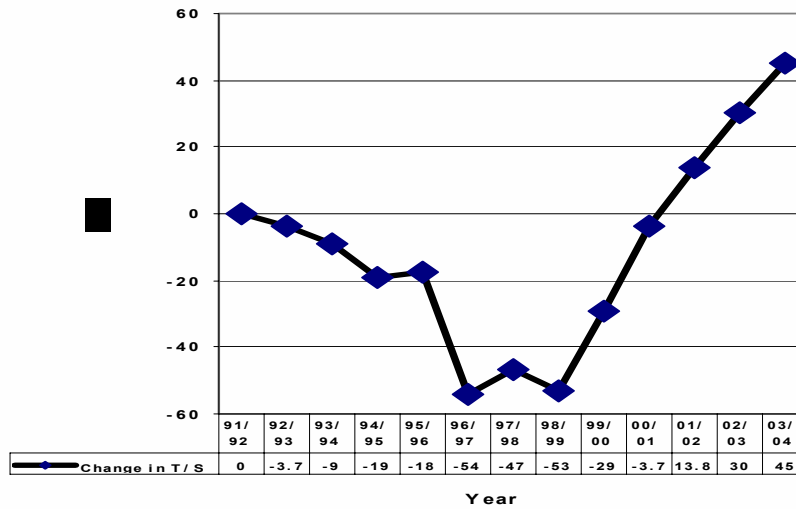


Source: Office of the AVP Academic Resource Planning

October, 2003

- year-over-year changes in faculty complement

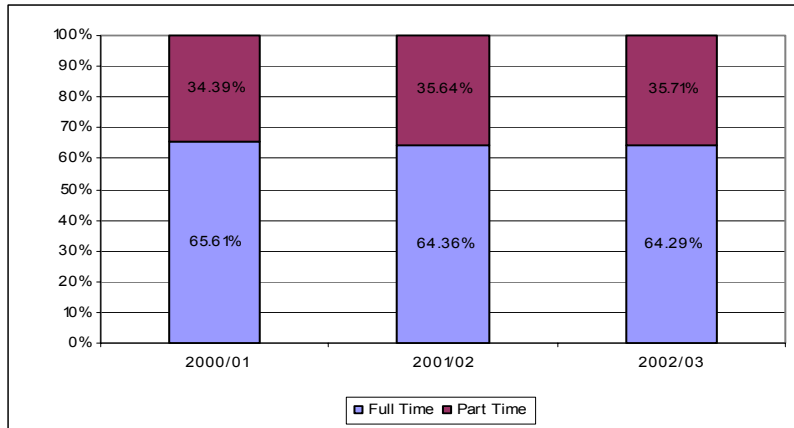
CHANGE IN TENURE STREAM FACULTY COMPLEMENT, 1991-92 TO 2003-04



Source: Office of the AVP Academic Resource Planning

- Changes in tenure stream complement against 1991-92 base year

FULL-TIME/PART-TIME FACULTY TEACHING RESOURCES (excluding Osgoode)



Source: Office of Institutional Research and Analysis

Note: data for 2003-04 to be available in the spring

STUDENT/FACULTY RATIOS

| Year | Student/Faculty Ratio | Year-to-Year Change |
|-----------|-----------------------|---------------------|
| Fall 2001 | 20.3:1 | |
| Fall 2002 | 21.5:1 | + 5.8% |
| Fall 2003 | 21.8:1 | + 1.5% |

Source: Office of Institutional Research and Analysis

Note: these are preliminary data are based on Fall term only; analysis includes full-time and contract faculty