REPORT TO SENATE ON APPOINTMENTS AND COMPLEMENT PLANNING

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YORK U

redefine THE POSSIBLE.

UNIVERSITÉ
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- build on strengths in liberal arts, sciences, fine arts, environmental studies
- diversification into professional and applied studies
- growth in engineering and applied science (including ITEC)
- leadership in interdisciplinary health studies
- expansion of international programs and activities
- improved capacity for technology enhanced learning

- commitment to high quality graduate education
- enhanced profile as a leading research university

•These priorities are articulated in the University Academic Plan.

TENURE STREAM APPOINTMENTS 2002-2003

FACULTY	APPTS AUTHORIZED 2002-03	APPTS MADE	DELAYED TO 2003-04	FAILED: DELAYED OR TBA	APPTS AUTHORIZED 2003-04**
AS	41	27	5	9	22
AK	16.5	10.5	5	1	29
ED	3	3	0	0	2
ES	2	0	1	1	2
FA	14	8	4	2	5
GL	7.5	5.5	1	1	5
OSG	3	2	1	0	3
SC	12*	6	5	0	7
SSB	13	9	4	0	7
LIB	2	1	1	0	2
TOTALS	114	72	27	14	84

* One appointment still pending (on offer)
** Appointments authorized to date (subject to change)

Source: Office of the AVP Academic Resource Planning
October 24, 2002

•This is an update of information presented to Senate in April, 2002.

•Numbers of tenure stream appointments include those resulting from "regular" searches, as well as appointments of external Canada Research Chairs, endowed Chairs, and conversions.

•Authorized searches for 2002-2003 reported in April: 107; new total of 114 includes 5 conversion appointments to tenure stream, as well as late-authorized appointments.

•"Delayed to 2003-2004" column includes appointments delayed as a result of decisions not to proceed with a search; "Failed: Delayed or TBA" includes appointments for which a search was conducted but no appointment was made; in 36 of the total of 41 cases in these categories (i.e., delayed plus failed), the search has been re-authorized for 2003-04 (this number is included in the 84 searches authorized to date for 2003-04).

•Authorized searches may fail or be delayed at the unit's request for several reasons, e.g., an appropriate candidate is not identified, the candidate declines the offer, changing hiring priorities, search delayed to a future year to have budget in place. A "failed" search often reflects the unit's determination to make an excellent appointment.

•When searches fail, it is rarely the case that the courses associated with the appointment are not taught; a CLA or CUPE position is usually put in place.

•Faculties must request, and are routinely granted, re-authorization from the VPA for positions associated with delayed or failed searches if they wish to proceed in the following year.

•For 2003-2004, numbers are appointments authorized to date; several more are expected, so numbers are subject to change.

•Number of authorized searches for 2003-2004 includes two appointments in Atkinson and one in FES which could still possibly be made for January 2003.

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TENURE STREAM APPOINTMENTS 2002-2003: EQUITY STATUS

FAC.	APPTS MADE	MALE	FEMALE	CANA-DIAN	NON-CANAD.	VISIBLE MINOR.	DIS-ABILITY	ABORI-GINAL
AS	27	14.5	12.5	17	10	7	-	-
AK	10.5	5.5	5	9.5	1	3	-	-
ED	3	-	3	3	-	-	-	-
ES	0	-	-	-	-	-	-	-
FA	8	3	5	7	1	1	1	-
GL	5.5	4	1.5	5.5	-	1	-	-
OSG	2	1	1	-	2	-	1	-
SC	6	4	2	5	1	-	-	-
SSB	9	8	1	4	5	-	-	-
LIB	1	1	-	1	-	-	-	-
TOTAL	72	41	31	52	20	12	2	0

Source: Office of the AVP Academic Resource Planning

October 24, 2002

•In reporting on appointments, the Vice-President is asked to address equity.

•This is an update of information presented to Senate in April, 2002.

•These data reflect only those appointees who self-identified as belonging to one or more of the equity groups, so actual numbers may in fact be higher.

•Appointments recorded as .5 indicate cross-appointments with another Faculty.

•We have just begun to track equity categories other than male/female, and will begin to provide time-series statistics in future years.

TENURE STREAM APPOINTMENTS: MALE/FEMALE BREAKDOWN 1997-1998 TO 2002-2003

APPT. YEAR	MALE	FEMALE	TOTAL # OF APPTS.
1997-98	18	13	31
1998-99	16	12	28
1999-2000	33	36	69
2000-01	39	36	75
2001-02	34	27	61
2002-03	41	31	72
TOTAL	181	155	336

Note: Includes professional librarians and conversions

Source: Office of the AVP Academic Resource Planning

October 24, 2002

• This is an update of information presented to Senate in April, 2002.

• Over the years the percentage of female appointees has ranged from the low 40s to the low 50s.

• We try to adhere to the principles of equity in the appointment of CRCs, and even though the number of faculty appointed to CRCs is relatively small in the context of overall appointment numbers, it is a matter of concern, both at York and nationally, that in most categories the proportion of female appointees has been low. Attempts are being made to attract more female nominees. Success rates (approval by CRC secretariat) of male and female nominees are comparable.

TENURE STREAM APPOINTMENTS 2002-2003

FACULTY OF ARTS

- 41 appointments authorized
- 27 appointments made
- 22 appointments authorized to date for 2003-2004

- all appointments support the commitment to the liberal arts
- 6 appointments advance international objectives
- 2 appointments in mathematics and statistics support development of ITEC
- 2 appointments relate to the health area

General notes applicable to all Faculties:

•APPC requested that, in reporting on appointments, the Vice-President Academic indicate how appointments support academic priorities.

•It is difficult to categorize appointments by area of strategic priority, and, in many cases, appointments will address more than one objective.

•No doubt most faculty appointed in areas not immediately obvious as falling into a strategic priority will also have interests relevant to those areas.

•New faculty will be appointed (or appointable) to relevant graduate programs.

•New faculty are strong researchers, who will contribute to the University's research profile.

Arts:

•The 6 international appointments made relate to Latin American and Caribbean studies, international political economy, Korean history, East Asian studies/Chinese, comparative politics, and Jewish/Slavic relations.

•Health-related made appointments are in epidemiology and information technology/health care.

TENURE STREAM APPOINTMENTS 2002-2003

ATKINSON FACULTY OF LIBERAL AND PROFESSIONAL STUDIES

- 16.5 appointments authorized
- 10.5 appointments made
- 29 appointments authorized to date for 2003-2004

- 4 appointments support the new Health Policy and Management program and the expanding Nursing program
- 2 appointments relate to applied science (ITEC)
- 2 appointments support business-related programming in Administrative Studies
- other appointments support liberal arts and sciences

•Of the 6 appointments recorded as not made, 2 may yet be made for January 2003, but have been included among the 29 authorized for 2003-04.

•The relatively large number (29) of authorized appointments for 2003-2004 reflects plans for growth and new program development in Atkinson.

•Health appointments made are in healthcare management/organizational behaviour, biomedical engineering, and nursing (2).

TENURE STREAM APPOINTMENTS 2002-2003

FACULTY OF EDUCATION

- 3 appointments authorized
- 3 appointments made
- 2 appointments authorized to date for 2003-2004

- all 3 appointments support the professional program in education
- appointments include 1 in special education/deaf education

TENURE STREAM APPOINTMENTS 2002-2003

- 2 appointments authorized
- 0 appointments made
- 2 appointments authorized to date for 2003-2004

FACULTY OF
ENVIRONMENTAL
STUDIES

•There is a possibility that one of the appointments recorded as not made for 2002-2003 (and recorded as one of the two appointments authorized for 2003-2004) could still be made effective January 2003.

TENURE STREAM APPOINTMENTS 2002-2003

FACULTY OF FINE
ARTS

- 14 appointments authorized
- 8 appointments made
- 5 appointments authorized to date for 2003-2004

- all 8 appointments build on areas of strength in the fine arts, particularly in areas of growth and development: design and communications
- 2 of the appointments contribute to internationalization

•International-related appointments made are in African-American musicology and Chinese graphic design.

TENURE STREAM APPOINTMENTS 2002-2003

GLENDON COLLEGE

- 7.5 appointments authorized
- 5.5 appointments made
- 5 appointments authorized to date for 2003-2004

- all appointments support the objective of building on strengths in liberal arts and sciences
- 1 appointment in translation contributes to internationalization and professional programming
- appointments of a computer engineer and a biologist/ecologist enhance applied science

TENURE STREAM APPOINTMENTS 2002-2003

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OSGOODE HALL
LAW SCHOOL

- 3 appointments authorized
- 2 appointments made
- 3 appointments authorized to date for 2003-2004

- both appointments (in intellectual property and property law) contribute to the professional programs in law

•Osgoode is distinguished by its interdisciplinary approach to law, and appointments such as that in intellectual property offer opportunities for links to the liberal arts.

TENURE STREAM APPOINTMENTS 2002-2003

FACULTY OF PURE AND APPLIED SCIENCE

- 12 appointments authorized
- 6 appointments made
- 7 appointments authorized to date for 2003-2004

- all appointments build on the Faculty's existing strengths in the pure and applied sciences
- 4 appointments in Computer Science will contribute to the expansion of computer science and computer engineering

- Of 6 appointments not made in 2002-2003, 1 is still pending (on offer) and may yet be made for the current year (January 2003).

- Computer science and engineering-related appointments made are in areas such as image and video processing, multimodal communications, human-computer interaction, network protocols

- The appointment of 2 female candidates in computer science is noteworthy in relation to equity objectives.

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TENURE STREAM APPOINTMENTS 2002-2003

SCHULICH
SCHOOL OF
BUSINESS

- 13 appointments authorized
- 9 appointments made
- 7 appointments authorized to date for 2003-2004

- all of the appointments support the School's professional programs, particularly in areas of organizational behaviour, marketing, finance, and strategic management
- 1 appointment in international business contributes to internationalization
- 2 appointments relate to technology and business

• Technology and business appointments made relate to technological innovation and e-commerce.

TENURE STREAM APPOINTMENTS 2002-2003

- 2 appointments authorized
- 1 appointment made
- 2 appointments authorized to date for 2003-2004

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LIBRARIES

•Appointments to the libraries support academic programs throughout the University, and address the University's strategic objective to advance library and information technology resources and services.

OTHER FULL-TIME COMPLEMENT: CLAs, SRCs, TRUE VISITORS

| FACULTY	CLAs		SRCs		TRUE VISITORS	
	TOTAL	NEW 02-03	TOTAL	NEW 02-03	TOTAL	NEW 02-03
AS	21	7	14	3	6	6
AK	12	4	5	2	1	-
ED	-	-	-	-	-	-
ES	4	2	-	-	-	-
FA	10	3	-	-	-	-
GL	4	1	1	1	2	2
OSG	1	1	-	-	-	-
FPAS	1	-	-	-	-	-
SSB	1	-	-	-	1	1
LIB	2	2	-	-	-	-
TOTAL	56	20	20	6	10	9

Source: Office of the AVP Academic Resource Planning   October 24, 2002

•CLAs: Contractually Limited Appointments

•SRCs: Special Renewable Contracts

•True Visitors: includes positions supported by foreign governments, replacement of sabbaticants with senior people

FULL-TIME FACULTY TENURE STREAM COMPLEMENT

Denotes 84 authorized searches, 36 of which were carried over from 2002/03.
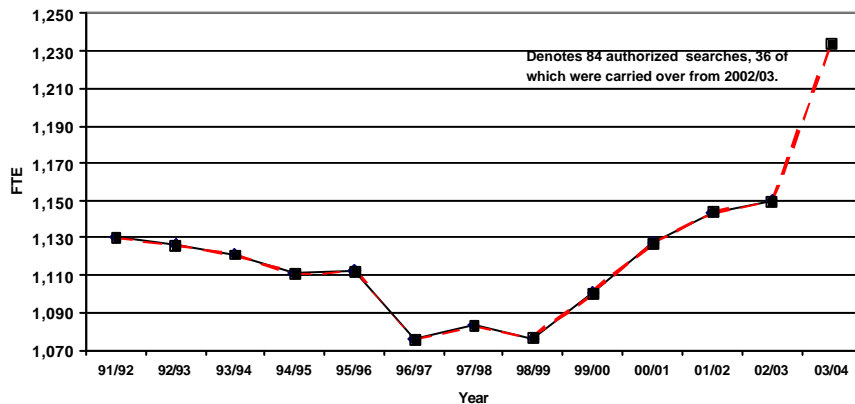
Note: Dotted line indicates 2003-04 searches authorized to date
Source: Office of the AVP Academic Resource Planning

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•The graph shows the decline in complement in years of budget cuts, followed by a climb back up, largely a result of Fair Funding, A TOP funding, etc.

•The dotted line indicates the projected complement if all authorized appointments to date (84) for 2003-2004 were made; this number of authorized appointments is expected to grow, but will be offset by retirements and departures.

•It will be important for Faculties and hiring units to ensure that effective and efficient search processes are in place in order to allow York to continue to make outstanding appointments in an increasingly competitive hiring situation.

COMPLEMENT PLANNING

- Complement planning to address:
  - retirements
  - increases in enrolments for "double cohort" years and beyond
  - diversification of enrolments
  - introduction of new programs

- Need for corresponding planning for staff
- Planning for space to accommodate growth

• Complement planning takes place in the context of academic plans.

PROJECTED CUMULATIVE TENURE STREAM FACULTY

FTEs
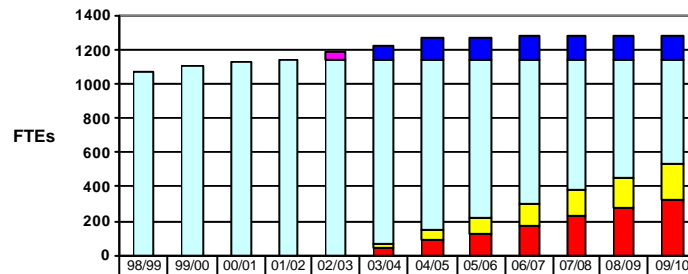
	98/99	99/00	00/01	01/02	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10
■ Total # of new T/S appts required to meet the increase in all undergrad enrolments						72	114	125	132	133	134	134
■ Appointments approved for 2002/03 but not yet made					41							
□ Total # of continuing T/S faculty	1077	1099	1123	1140	1146	1076	999	936	849	765	688	613
■ Estimated # of unplanned departures to be replaced (including early retirements)						31	62	93	124	154	183	212
■ Total # of normal retirements to be replaced	0	0	0	0	0	39	85	116	173	227	274	321

Academic Year

Source: Office of the AVP Academic Resource Planning   October 24, 2002

•The graph illustrates longer-term complement projections (based on historical norms) to keep pace with growth and retirements.