

REPORT TO SENATE ON APPOINTMENTS AND COMPLEMENT PLANNING

SHEILA EMBLETON, VICE-PRESIDENT ACADEMIC
OCTOBER 23, 2003



STRATEGIC ACADEMIC PRIORITIES

- 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

- Reminder of strategic priorities, seen many times before, articulated in the University Academic Plan.

NEW PROGRAM INITIATIVES AND STRATEGIC PRIORITIES

- building on strengths
 - criminology
- professional and applied studies
 - human resources management
 - School of Public Affairs (approved in principle)
- engineering and applied science
 - biochemistry
 - pharmaceutical and biological chemistry
 - growth in new engineering program
- interdisciplinary health studies
 - critical disability studies
 - diploma in Health Services and Health Policy
- international
 - Hellenic studies

-These are a few examples of new program initiatives introduced in the past few months which have moved us in new directions consistent with strategic objectives

-A number of new initiatives in the international area are under way and are expected to come to fruition this year

-Particularly noteworthy: Criminology, with more than 1900 applications for 200 spaces in first year of offering

-New initiatives are normally mounted with a combination of existing and new faculty

-Importance of considering ways of “repackaging” or drawing together things we already do in ways which present our strengths clearly and are attractive to students; this allows us to offer new initiatives without significant new resources; criminology is a good example of this, as is FPAS’ grouping of existing courses in a “pre-medicine” path

TENURE STREAM APPOINTMENTS 2003-2004

FACULTY	APPTS AUTHORIZED 2003-04	APPTS MADE	DELAYED TO 2004-05	FAILED: DELAYED OR TBA	APPTS AUTHORIZED 2004-05*
AS	32	28	3	1	41
AK	31.5	25	6	.5	47
ED	2	1	0	1	2
ES	2	2	0	0	2
FA	11	8	0	3	11
GL	7	6	0	1	7
OSG	4	3	1	0	0
SC	9	5	1	3	11
SSB	8.5	4	4	.5	10
LIB	3	1	2	0	4
TOTALS	110	83	17	10	135

* Appointments authorized to date (subject to change)

Source: Office of the AVP Academic Resource Planning

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- Note 1: Numbers of tenure stream appointments include those resulting from “regular” searches, as well as appointments of external Canada Research Chairs, endowed Chairs, and conversions.
- Note 2: “Delayed to 2004-2005” 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.
- Note 3: 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. Teaching associated with failed searches is usually covered by a CLA or contract appointment; and the search is frequently re-authorized in a subsequent year.
- It is important to observe that, despite concerns about the competitive hiring situation, York’s searches had a remarkably high success rate this year (last year 75 of 114 authorized appointments were made), likely largely as a result of several factors, including York’s/Toronto’s attractiveness and particular efforts made by hiring units to begin searches early and move them forward expeditiously – we will need to continue these efforts for the foreseeable future in order to continue to compete

TENURE STREAM APPOINTMENTS AND STRATEGIC PRIORITIES, 2003-04

- professional and applied studies:
 - human resources management
 - international human resources
 - inclusive education
 - corporate/commercial law
- engineering and applied science:
 - geographic information systems
 - space engineering and atmospheric science
 - stem cell physiology
- interdisciplinary health studies:
 - health and society
 - health psychology
 - nursing – mental health, critical care
 - family/women's health
- international programs:
 - African history and culture
 - historical geography of ethnicity and immigration
 - international trade and industrial organization

-These are a few examples of areas in which tenure stream appointments were made in 2003-04 which support strategic objectives; in some cases appointments support multiple objectives

- All support over-arching objectives to enhance research and graduate studies

TENURE STREAM APPOINTMENTS 2003-2004: EQUITY STATUS

FAC.	APPTS MADE	MALE	FEMALE (self-ID*)	CANA- DIAN	NON- CANAD.	VISIBLE MINOR.*	DIS- ABILITY*	ABORI- GINAL*
AS	28	16	12 (5)	18	10	4	-	1
AK	25	12	13 (11)	22	3	6	-	-
ED	1	-	1	1	-	-	-	-
ES	2	2	-	2	-	-	-	-
FA	8	5	3 (2)	7	1	-	-	-
GL	6	3	3 (1)	6	-	-	-	-
OSG	3	1	2	3	-	-	-	-
SC	5	4	1 (1)	5	-	-	-	-
SSB	4	3	1	3	1	1	-	-
LIB	1	-	1	1	-	-	-	-
TOTAL	83	46	37 (20)	68	15	11	0	1

*Note: equity statistics are based on self-identification, so may underestimate actual totals

Source: Office of the AVP Academic Resource Planning

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- In reporting on appointments, the Vice-President is asked to address equity.
- Note: These data reflect only those appointees who self-identified during the hiring process as belonging to one or more of the equity groups, so actual numbers may in fact be higher. (Numbers in brackets in the female category are those who self-identified.)
- Self-identification in one of the equity categories during the hiring process invokes the relevant provisions of the Collective Agreement.

TENURE STREAM APPOINTMENTS: MALE/FEMALE BREAKDOWN 1997-1998 TO 2003-2004

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	35	26	61
2002-03	41	34	75
2003-04	46	37	83
TOTAL	228	194	422

Note: Includes professional librarians and conversions

Source: Office of the AVP Academic Resource Planning

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- Over the years the percentage of female appointees has ranged from the low 40s to the low 50s; depends very much on the fields in which hiring is taking place in any particular year.

- The issue of the attraction of female candidates as nominees for Canada Research Chairs remains a particular concern at York and nationally. York appears to be doing well at the Tier 2 (Junior) level with 40% female appointees among Chairs approved thus far, but we are doing much less well at the Tier 1 (senior) level with only 8.3% female appointees

- New York CRCs announced October 23: Gordon Flett (Psychology, Arts), Eric Hessels (Physics & Astronomy, FPAS), Sergey Krylov (Chemistry, FPAS), Catriona Sandilands (FES), John Tsotsos (Computer Science, FPAS)

TENURE STREAM APPOINTMENTS, EQUITY STATUS, 2001-02 TO 2003-04

APPT. YEAR	MALE	FEMALE	CANA- DIAN	NON- CAN.	VISIBLE MINOR.	DISA- BILITY	ABORI- GINAL	TOTAL APPTS.
2001-02	35	26	54	7	10	1	1	61
2002-03	41	34	56	19	12	2	-	75
2003-04	46	37	68	15	11	-	1	83
TOTALS	122	97	178	41	33	3	2	219

Note: Statistics include those who self-identified in hiring process

Source: Office of the AVP Academic Resource Planning

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- We have just recently begun to track equity statistics in all categories (gender has been tracked for many years) and at the request of APPC we include these statistics in VPA reports to Senate

CONTRACTUALLY LIMITED APPOINTMENTS 2003-04: EQUITY STATUS

FAC.	APPTS MADE	MALE	FEMALE (self-ID*)	CANA- DIAN	NON- CANAD.	VISIBLE MINOR.*	DISA- BILITY*	ABORI- GINAL*
AS	19	6	13 (7)	19	-	1	1	-
AK	10	4	6 (6)	10	-	1	-	-
ED	0	-	-	-	-	-	-	-
ES	1	1	-	1	-	1	-	1
FA	4	3	1	3	1	-	-	-
GL	2	1	1	2	-	1	-	-
OSG	0	-	-	-	-	-	-	-
SC	2	-	2 (2)	2	-	-	-	-
SSB	1	1	-	1	-	-	-	-
LIB	1	-	1	1	-	-	-	-
TOTAL	40	16	24 (15)	39	1	4	1	1

*Note: equity statistics include those who self-identified, so may underestimate actual totals

Source: Office of the AVP Academic Resource Planning

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- This year for the first time we are reporting detailed statistics (including equity statistics) on CLAs (contractually limited appointments)
- These statistics include only new CLAs appointed in 2003-04

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

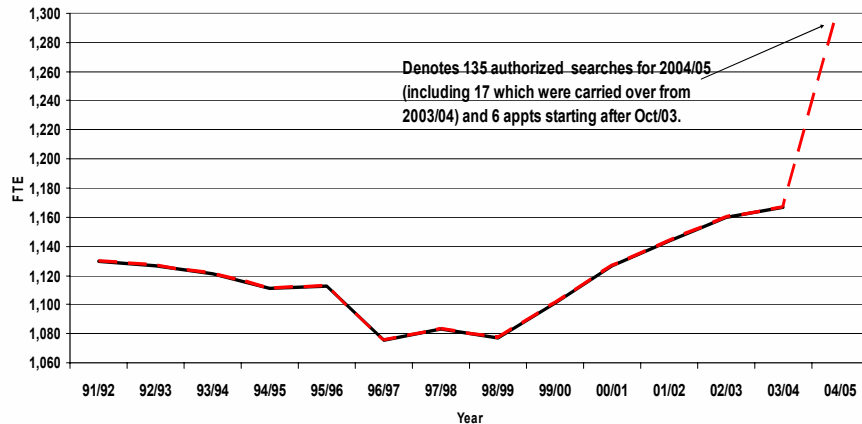
FACULTY	CLAs		SRCs		TRUE VISITORS	
	TOTAL	NEW 03-04	TOTAL	NEW 03-04	TOTAL	NEW 03-04
AS	29	19	16.5	3	5	5
AK	15	10	5.5	1	-	-
ED	0	0	-	-	-	-
ES	3	1	-	-	-	-
FA	8	4	-	-	-	-
GL	4	2	2	1	1	1
OSG	1	-	-	-	-	-
FPAS	2	2	-	-	-	-
SSB	2	1	-	-	-	-
LIB	3	1	-	-	-	-
TOTAL	67	40	24	5	6	6

Source: Office of the AVP Academic Resource Planning

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- Slide provides a summary of non-tenure stream full-time appointments, both new for 2003-04 and totals
 - 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, OCTOBER 1, 2003



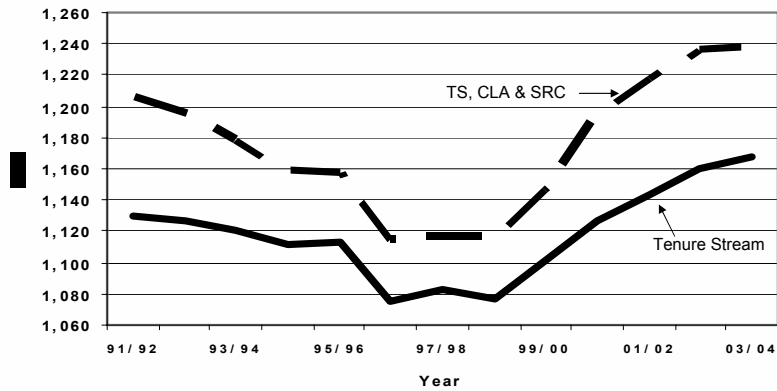
Note: Dotted line indicates 2004-05 searches authorized to date

Source: Office of the AVP Academic Resource Planning

October 23, 2003

- The graph shows the decline in complement in years of budget cuts, followed by a climb back up, largely as a result of Fair Funding, ATOP funding, double cohort growth funding, etc.
- The dotted line indicates the projected complement if all authorized appointments to date (135) for 2004-2005 were made; this number of authorized appointments is expected to grow, but will be offset by retirements and departures.

FULL-TIME FACULTY COMPLEMENT, OCTOBER 2003



Source: Office of the AVP Academic Resource Planning

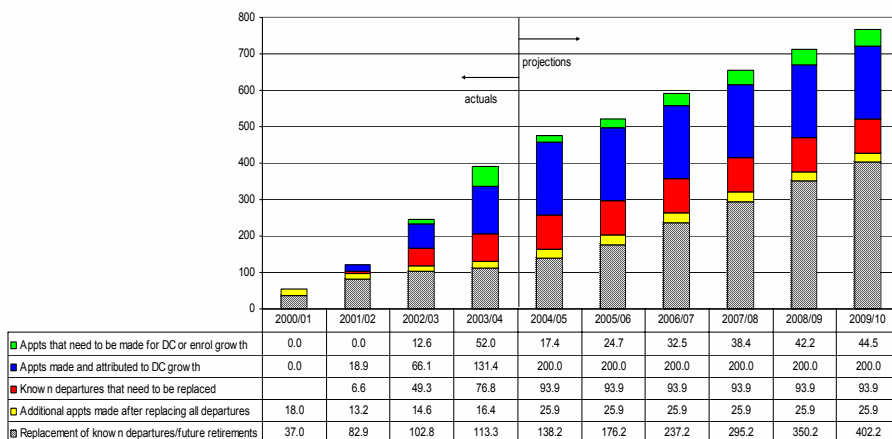
October, 2003

- Bottom line is the tenure stream complement as in the previous slide. Top line represents the full-time faculty complement (i.e, contractually limited appointees and SRC, as well as tenure stream faculty); it closely mirrors the tenure stream faculty complement

PLANNING FOR TENURE STREAM COMPLEMENT

- tenure stream appointments:
 - support traditional academic strengths
 - advance strategic priorities
 - support complement growth to teach increased enrolments
 - provide replacements for retiring/departing faculty
- complement growth associated with double cohort has been funded but underfunding and budget cuts have meant an inability fully to replace departing faculty
- resulting “deficit” of tenure stream appointments

TENURE STREAM COMPLEMENT CUMULATIVE GROWTH PLANNING: New Hires Plus Replacements



Source: Office of the AVP Academic Resource Planning

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- Numbers are cumulative
- Beginning from the bottom of the graph:
 - Area with diagonal lines represents appointments to replace departures (including retirements, resignations, and deaths - actuals) and projected retirements at current normal retirement age (projections)
 - Yellow area represents appointments some Faculties were able to make beyond those required to replace departures (net new complement)
 - Red area represents retirements for which there were/are insufficient funds to make replacements (the deficit referred to earlier)
 - Blue area is complement growth associated with double cohort growth; appointments made with funding from double cohort funds
 - Green area represents appointments associated with double cohort but not yet made and appointments associated with other enrolment growth
- The premise for the numbers is based on financial support for double cohort complement growth. Since Nursing and Design are funded separately their complement is not represented here. (2003-04 actual complement: Nursing=16 and Design=5)
- Departures are based on actuals up to and including 2003-04. Departures after this are based on normal age-65 retirements
- No estimation of unplanned departures is incorporated in this growth planning
- 2004-05 "hires" are all appointments that have been approved
- The hiring deficit is broken into two parts. By 2004-05, the deficit in appointments associated with double cohort growth will be 17.4 (green area) and the deficit from not being able to replace departures in previous years will be 93.9 (red area). Total deficit by 2004-05 will therefore be 111.3. This is shared by 3 Faculties: Arts, Fine Arts, and FPAS. As we continue to grow after that year (at a slower rate) we will need another 27.1 net new appointments to fulfill the rest of the growth plan (green area: 44.5 in 2009-10)
- It is assumed that the hires in each year are first applied to satisfy the double cohort complement growth. Any hires in excess of this requirement are then used to replace known departures from York