REPORT TO SENATE ON APPOINTMENTS AND COMPLEMENT PLANNING

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October 28, 2004

YORK U

redefine THE POSSIBLE.

UNIVERSITÉ
UNIVERSITY

- build on strengths in liberal arts, sciences, fine arts, environmental studies
- diversification into professional and applied studies
- growth in engineering and applied science
- 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

- VPA's Fall report traditionally focuses on providing an update on the results of the previous year's appointment cycle, with a preliminary look ahead to the upcoming year

- Largely a statistical report, but will comment briefly on trends and issues more generally

- This slide is a reminder of strategic priorities Senate has seen many times before; but it is important since these priorities guide our planning for appointments, curriculum, enrolments, etc., particularly in light of APPC's review of the UAP this year

- Important to note we have made a great deal of progress in relation to all of these objectives, despite financial constraints

- With regard to the penultimate bullet, the need has been identified for an increased focus on enhanced coordination in all aspects of graduate planning: enrolments, consistency of tenure stream appointments with graduate program needs (appointability of candidates to graduate program), resource planning for undergraduate and graduate curricula; this led to the appointment last spring of an AVP Graduate

NEW PROGRAM INITIATIVES AND STRATEGIC PRIORITIES

- building on strengths
  - continuing growth in criminology
  - Masters of Design*
- professional and applied studies
  - human resources management (now both graduate and undergraduate)
- engineering and applied science
  - growth in new engineering program
  - importance of accreditation in 2004-2005
  - BSc in Technology: Applied Biotechnology (with Seneca College)
- interdisciplinary health studies
  - MScN in Nursing*
- international
  - new languages: Korean, Arabic, Yiddish, Hindi
  - international internships

*pending OCGS approval

-Members will recall from previous presentations this reminder of examples of initiatives approved in recent years, illustrating how program development is consistent with planning objectives

-Looking forward, the current year will be crucial for the engineering program since it will undergo its professional accreditation review; a "mock" review last year was very positive and provided invaluable advice about how to prepare for this review

-Highly successful international internships were introduced last year as a way for students to broaden their international experience in ways that complement their studies; we expect to increase the number of these internships this year

-Also expect to move ahead this year towards consideration of a proposal for a Faculty of Health to consolidate our health programming and serve as a foundation for further development – this is an area which has been identified in the APPC UAP discussion paper as a continuing strategic priority – the importance of the development of the health area was also identified in the 1992 planning document, *2020 Vision*

2004-2005: TENURE STREAM APPOINTMENTS

FACULTY	APPTS AUTHORIZED 2004-05	APPTS MADE	ON OFFER/IN PROGRESS	DELAYED/ FAILED/ CARRIED FWD	APPTS AUTHORIZED 2005-06**
AS	54	48*	0	6	15
AK	49	39	0	10	25
ED	2	1	0	1	3
FES	3	3	0	0	1
FA	17	15*	1	1	14
GL	9	8	0	1	5
OSG	1	1	0	0	0
FSE	19	16	0	3	8
SSB	12	7	0	5	9
LIB	4	3	1	0	1
TOTALS	170	141	2	27	81

* 3 delayed starts to July 1/05; one internal appointment made in Arts   ** Appointments authorized to date (subject to change)

Source: Office of the AVP Academic Resource Planning   October 26, 2004

-Note that last year we reported that of 110 appointments authorized, 83 (or 75.5%) had been made; the year before that (2002-03) 65.8% of authorized appointments were made; this year's number of 141 of 170 represents an 82.9% success rate

-This is remarkable in a highly competitive hiring environment, and is due largely to the efforts of colleagues to move the appointments process along as expeditiously as possible

-It also highlights York's attractiveness to faculty members, with its reputation as an innovative and dynamic university with a stimulating research culture, as well as the attractiveness of Toronto/Canada as a place to live

-It is crucial that we continue our efforts so that we can continue to make outstanding appointments

-Some areas (e.g., business-related) are likely to remain particularly competitive

-The appointment of large numbers of new faculty carries with it the obligation to draw these new colleagues into the culture of the University, including York's commitment to collegial governance and service; it also brings responsibilities in relation to tenure reviews for large numbers of new faculty

-Reminder the numbers in the final column (2005-06) are appointments authorized to date; numbers are likely to grow, though not to 2004-05 numbers, which were associated with enrolment growth

- Professional and applied studies:
  - Governance/Law/Ethics/Management
  - Professional Writing - English Composition and Rhetoric
  - International Branding/Message Delivery (Design)
- Engineering and applied science:
  - Mathematical Thermodynamics/Microarray Gene Expression
  - Applied Math/Numerical Computations/Biomedical
- Interdisciplinary health studies:
  - Organizational Justice in Healthcare
  - Canadian Medical History
  - Neuroscience
- International programs:
  - International Political Economy
  - Trans-national Religion/Religious Networks
  - International Refugee Law

-Examples of appointments made in areas of strategic objectives; in some cases they advance multiple objectives

-This list cannot capture all areas of strength, but is intended to illustrate how appointments, like program development, follow strategic priorities

-Many appointments of course support and build on traditional areas of strength across the University

2004-2005: TENURE STREAM APPOINTMENTS: EQUITY STATUS

FAC.	APPTS MADE (to date)	MALE	FEMALE (self-ID*)	CANA-DIAN	NON-CANAD.	VISIBLE MINOR.*	DIS-ABILITY*	ABORI-GINAL*
AS	48	20	28 (22)	37	11	8	1	-
AK	39	16	23 (20)	35	4	9	-	2
ED	1	-	1	1	-	-	-	-
FES	3	1	2 (1)	3	-	-	-	-
FA	15	7	8 (6)	13	2	2	-	1
GL	8	6	2	8	-	1	1	-
OSG	1	1	-	-	1	-	-	-
FSE	16	9	7 (6)	16	-	4	-	-
SSB	7	5	2 (1)	4	3	-	-	-
LIB	3	1	2 (1)	3	-	1	-	-
TOTAL	141	66	75 (57)	120	21	25	2	3

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

Source: Office of the AVP Academic Resource Planning   October 26, 2004

•The VPA is requested to report to Senate on equity statistics; numbers in brackets in the Female column are those who self-identified

•Numbers reported in other equity categories are based entirely on self-identification, so it is likely these numbers underestimate actual numbers (some candidates may be reluctant to self-identify for a variety of reasons)

•Note that appointment numbers include Canada Research Chairs; four new York CRCs are to be announced in early November; we set as objectives for CRCs increases in number of appointments of external candidates and women; all of these four are external appointees and three are female

TRENDS 1997-1998 TO 2004-2005: TENURE STREAM APPOINTMENTS: GENDER BREAKDOWN

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
2004-05	66	46.8%	75	53.2%	141
TOTAL	294	52.2%	269	47.8%	563

Source: Office of the AVP Academic Resource Planning   October 26, 2004

-This table indicates gender statistics (based on actuals rather than self-identification) in historical perspective

-The 53.2% female candidates appointed in 2004-2005 is the highest in this eight-year reporting period (it is also of course the highest in the history of the institution), and the first over 50% in recent years

TRENDS 2001-02 TO 2004-05: TENURE STREAM APPOINTMENTS: EQUITY STATUS

APPT. YEAR	CANADIAN		NON-CAN.		VISIBLE MINOR.		DISABILITY		ABORI-GINAL		TOTAL APPTS
2001-02	54	88.5%	7	11.5%	10	16.4%	1	1.6%	1	1.6%	61
2002-03	56	74.7%	19	25.3%	12	16%	2	2.7%	-	0%	75
2003-04	68	82%	15	18.1%	11	13.3%	-	0%	1	1.2%	83
2004-05	120	85.1%	21	14.9%	25	17.7%	2	1.4%	3	2.1%	141
TOTALS	298	82.8%	62	17.2%	58	16.1%	5	1.4%	5	1.4%	360

Note: Statistics in equity categories refer those who self-identified in hiring process

Source: Office of the AVP Academic Resource Planning   October 26, 2004

•This table presents the range of equity data in relation to tenure stream appointments for the period during which we have been collecting statistics in all equity categories; again, note that the statistics are based on self-identification

•Hiring of non-Canadians has been a concern, particularly in the current very competitive situation; the proportion of non-Canadians has fluctuated over this four-year reporting period, ranging from a low of 11.5% in 2001-02 to a high of 25.3% in 2002-03; there is no obvious explanation for this fluctuation; in the current year just under 15% of new TS hires were non-Canadians (down slightly from the previous year, which was just over 18%); the percentage for the full four-year period is 17.2%

•Hiring of visible minorities in 2004-05 is at 17.7%, a little above the four-year average of 16.1%

2004-2005: OTHER FULL-TIME COMPLEMENT: CLAs, SRCs, TRUE VISITORS

FACULTY	CLAs		SRCs		TRUE VISITORS	
	TOTAL	NEW 04-05	TOTAL	NEW 04-05	TOTAL	NEW 04-05
AS	29	14	18.5	2	2	-
AK	29	17	7.5	2	2	2
ED	-	-	-	-	-	-
FES	-	-	-	-	-	-
FA	10	6	-	-	-	-
GL	3	1	4	2	2	2
OSG	1	-	-	-	-	-
FSE	3	1	-	-	-	-
SSB	2	2	-	-	-	-
LIB	4	2	-	-	-	-
TOTAL	81	43	30	6	6	4

Source: Office of the AVP Academic Resource Planning   October 26, 2004

•Summary of appointments in other (non-tenure stream) full-time categories

•CLAs are full-time limited term appointments

•SRCs are faculty on special renewable contracts (CUPE long-service employees)

•True visitors are faculty from other institutions and will return to those institutions

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2004-2005: CONTRACTUALLY LIMITED APPOINTMENTS: EQUITY STATUS

FAC.	APPTS MADE	MALE	FEMALE (self-ID*)	CANA-DIAN	NON-CANAD.	VISIBLE MINOR.*	DISA-BILITY*	ABORI-GINAL*
AS	14	8	6 (4)	13	1	1	1	-
AK	17	8	9 (8)	17	-	4	1	-
ED	-	-	-	-	-	-	-	-
FES	-	-	-	-	-	-	-	-
FA	6	3	3	5	1	-	-	-
GL	1	1	-	1	-	-	-	-
OSG	-	-	-	-	-	-	-	-
FSE	1	-	1 (1)	1	-	-	-	-
SSB	2	2	-	2	-	-	-	-
LIB	2	1	1	2	-	1	-	-
TOTAL	43	23	20 (13)	41	2	6	2	0

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

Source: Office of the AVP Academic Resource Planning   October 26, 2004

•Current year equity data for CLA new appointments

TRENDS 2001-02 TO 2004-05: NEW CONTRACTUALLY LIMITED APPOINTMENTS: GENDER BREAKDOWN

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
2004-05	23	53.5%	20	46.5%	43
TOTAL	55	45.5%	66	54.5%	121

Source: Office of the AVP Academic Resource Planning   October 26, 2004

-Slide presents a historical perspective on gender data in relation to the hiring of CLAs

-There has been a significant decline in the proportion of female candidates hired to these limited term appointments (last year there was concern that women were being hired to CLA rather than TS positions – this may be the beginning of a reversal of that trend, but it may simply be a fluctuation)

TRENDS 2001-2002 TO 2004-2005: EQUITY STATUS:
TENURE STREAM AND CONTRACTUAL APPOINTEES
WHO HAVE SELF-IDENTIFIED

APPT. YEAR		VISIBLE MINORITY		DISABILITY		ABORIGINAL		TOTAL APPTS.
2001-02	TS	10	16.4%	1	1.6%	1	1.6%	61
	CLA	2	10.5%	1	5.3%	-	0%	19
2002-03	TS	12	16%	2	2.7%	-	0%	75
	CLA	1	5.3%	-	0%	1	5.3%	19
2003-04	TS	11	13.3%	-	0%	1	1.2%	83
	CLA	4	10%	1	2.5%	1	2.5%	40
2004-05	TS	25	17.7%	2	1.4%	3	2.1%	141
	CLA	6	14%	2	4.7%	-	0%	43
TOTALS	TS	58	16.1%	5	1.4%	5	1.4%	360
	CLA	13	10.7%	4	3.3%	2	1.7%	121

Source: Office of the AVP Academic Resource Planning   October 26, 2004

•Other equity data comparing TS and CLA appointments over a four-year period

•These numbers are quite small, so there is not much that can be said about them by way of general conclusions

TRENDS: FULL-TIME FACULTY COMPLEMENT: GENDER BREAKDOWN, 1995 TO 2004
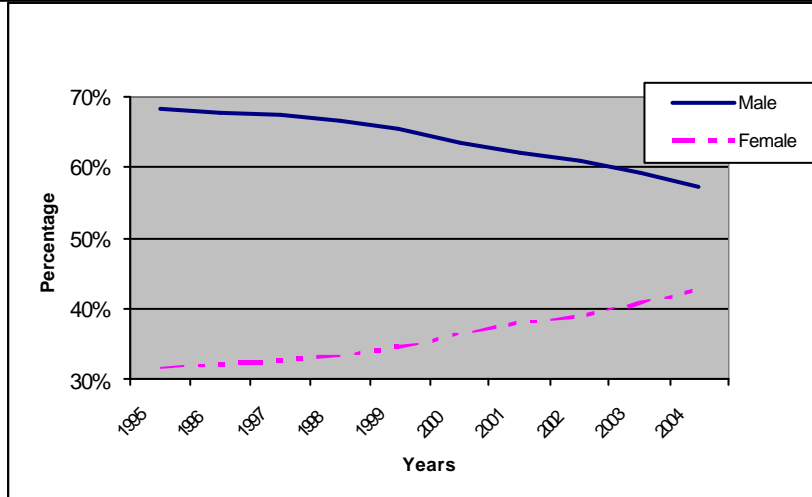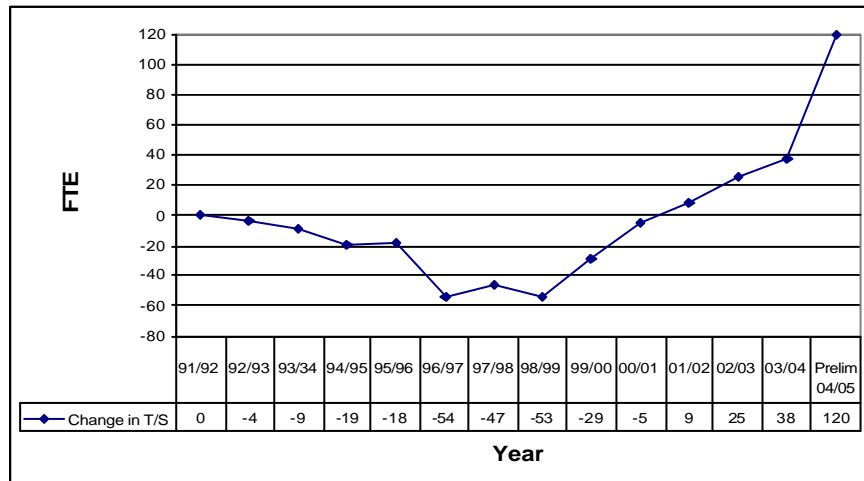

Source: Office of Institutional Research and Analysis   October 2004

Note: this is the total full-time faculty complement, including CLAs and tenure stream

- Steady improvement in the numbers over the past 10 years; from 68% male/32% female in 1995 to 57% male/43% female in 2004

CHANGE IN TENURE STREAM FACULTY COMPLEMENT, 1991-92 TO 2004-05

FTE

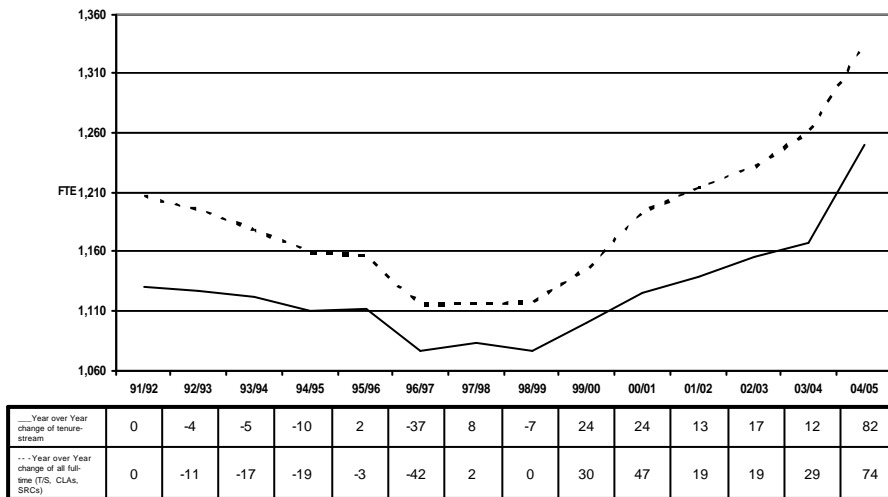|	91/92	92/93	93/34	94/95	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03	03/04	Prelim 04/05
Change in T/S	0	-4	-9	-19	-18	-54	-47	-53	-29	-5	9	25	38	120

Year

Source: Office of the AVP Academic Resource Planning   October 2004

- Changes in tenure stream complement against 1991-92 base year (that year was the previous high in complement numbers, followed by budget cuts and then rebuilding resulting from Fair Funding and enrolment growth)

CHANGE IN TENURE STREAM AND FULL-TIME COMPLEMENT YEAR-OVER-YEAR, 1991-92 TO 2004-05

	91/92	92/93	93/94	94/95	95/96	96/97	97/98	98/99	99/00	00/01	01/02	02/03	03/04	04/05
Year over Year change of tenure-stream	0	-4	-5	-10	2	-37	8	-7	24	24	13	17	12	82
- - Year over Year change of all full-time (T/S, CLAs, SRCs)	0	-11	-17	-19	-3	-42	2	0	30	47	19	19	29	74

Source: Office of the AVP Academic Resource Planning   October 2004

-year-over-year changes in faculty complement: solid bottom line is tenure stream only; dotted line above is all full-time faculty

-This indicates that in budget cut years reductions were made in all hires not just tenure stream

-81 appointments are authorized for 2005-06; this number will continue to change

FULL-TIME/PART-TIME FACULTY TEACHING RESOURCES (excluding Osgoode)
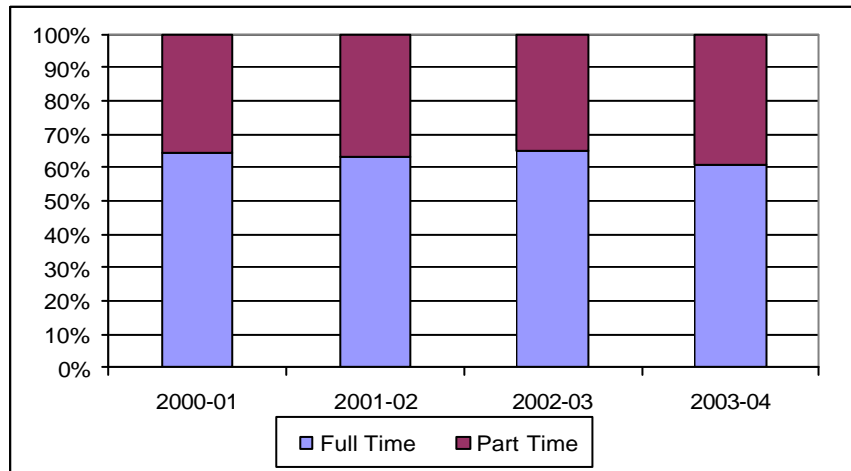
Source: Office of Institutional Research and Analysis   October 2004

Note: data for 2004-05 will be available in the spring

•Proportion of full-time and part-time teaching has remained relatively stable over these years

STUDENT/FACULTY RATIOS

Year	UG Student/Faculty Ratio	Year-to-Year Change
2000-01	15.4:1	
2001-02	16.0:1	4.4%
2002-03	17.4:1	8.7%
2003-04	17.7:1	1.3%

Source: Office of Institutional Research and Analysis   October 2004

Note: analysis includes all teaching resources = full-time and contract faculty and teaching assistants

•University's objective has been to at least maintain the student/faculty ratio and the academic appointments process is directed towards achieving this objective

•Detailed note re calculation: The University's undergraduate student/faculty ratio is an average of Faculty-specific student/faculty ratios. The numerator is undergraduate FTEs, and is based on the enrolment in all courses taught by a Faculty. The denominator is a Faculty's teaching resources, and is based on all on-site full-time faculty equivalents in a fiscal year (adjusting for sabbaticals, leaves, long-term disability, or reduced loads) as well as all part-time teaching resources (including CUPE 3903: Unit 1, Unit 2, exempt, YUFA retirees, YUFA overload, and secondee positions) which are weighted into course director equivalents and converted to FTEs

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
- complement recovery plan introduced last year
  - 21 appointments made thus far
  - a second round with 19 appointments authorized is under way

•Complement recovery plan was introduced last year providing XTO funding (from the Quality Assurance fund) intended to support new appointments bridging to retirements; 21 appointments made thus far are included in reported totals

•A further 19 appointments have been authorized for the current appointment cycle

•Enhancements to recoveries policy (funds returned to Faculties from departures to support new appointments) are also a positive step in supporting the rebuilding of the complement

TENURE STREAM COMPLEMENT CUMULATIVE GROWTH PLANNING:
New Hires

Source: Office of the AVP Academic Resource Planning   October 2004
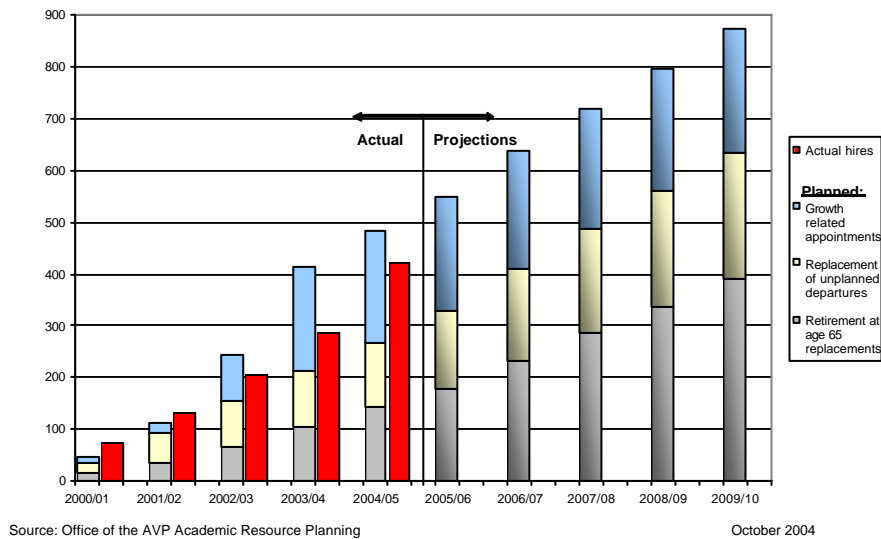
•Illustrates extent to which we have been able to make appointments to replace departing faculty and respond to growth, and projects needs forward to the end of the decade

•Note that the difference between the number of appointments needed (to replace departures and respond to growth) and actual hires for 2004-05 is 60

•Appointments have lagged behind needs in part because of the budget and because some unplanned departures could not be addressed until a subsequent year; however, we have achieved a lot of "catch-up"