

# REPORT TO SENATE ON APPOINTMENTS AND COMPLEMENT PLANNING

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October 27, 2005



## STRATEGIC ACADEMIC PRIORITIES (UAP 2005)

- development of a more research intensive university
- particular attention to substantial growth at the graduate level in enrolment planning
- promotion of health initiatives
- enhancement of student experience
- expansion of international activities
- distinctiveness based on innovation and interdisciplinarity
- attention to identity and reputation of York
- review of structures

- 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 reflects priorities articulated in the new (2005) UAP
- Priorities build on traditional strengths and values (e.g., commitments to interdisciplinarity and innovation)

## NEW PROGRAM INITIATIVES AND STRATEGIC PRIORITIES

### Priority Areas for 2005-2006:

- Health:
  - ongoing planning and consultation in relation to proposed Faculty of Health
- International:
  - international experience opportunities, e.g., international degrees, internships
- Graduate Program expansion and development:
  - collaborative planning for graduate growth and program development
  - new programs, e.g., Theatre; Public Policy, Administration, and Law
- Review of structures/locations of selected units in Arts, Atkinson, and Science and Engineering
- Engineering accreditation

-In relation to academic program planning, particular emphasis will be on health and international, as well as the planning associated with graduate growth

-Significant progress has already been made in relation to both health and international

-We are continuing to move forward with planning for a Faculty of Health; members will have seen announcements of open forums and opportunities to provide feedback

-International internships were introduced two years ago and have been very successful; they are a good example of 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 and to explore other ways of encouraging and integrating international experience

- Expansion in graduate education is an important component of our ability to conduct high quality research

- any structural changes resulting from the ongoing review of structures will come to Senate in due course

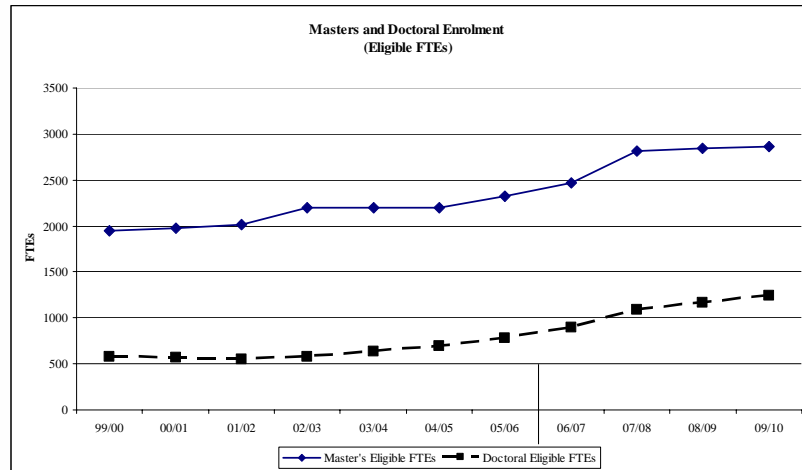
- we will also be taking steps to address organizational issues raised in the accreditation process for the Engineering program

**Provincial context:**

- plans for significant growth in graduate program enrolments in Ontario
- growth of 12,000 full-time students (over 2002-2003) projected by 2007-2008
- 2,000 more by 2009-2010
- funding announcement: 2005-2006 increases of \$19M; to \$220M by 2009-2010
- uncertainties re. institutional allocations for complement, student support, and space associated with graduate growth

- Because of the particular importance attached to planning for graduate enrolments this year, this report will address those plans briefly
- Stress importance of collaborative planning involving Dean of Graduate Studies and Graduate Program Directors with “resource Deans” in relation to all aspects (enrolments, curriculum, complement, student support and TAs, etc.)
- Planning assumes adequate financial support will be forthcoming from government, though details have not yet been announced
- At the provincial level, this will mean about a doubling of graduate enrolments by 2013-2014 (over 2002-2003)

## GRADUATE PLANNING: Enrolments

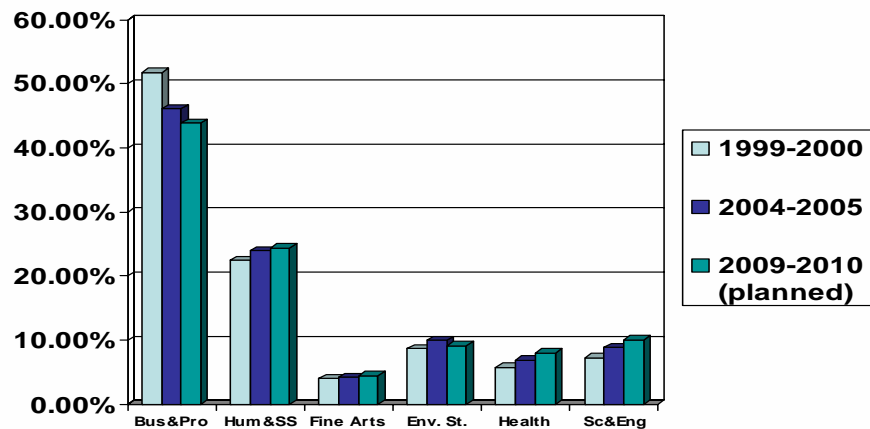


Source: Office of the AVP Academic Resource Planning

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- Plans are for increases in all areas, consistent with plans for diversification and rebalancing
- Planning is dependent on ability to attract outstanding graduate students and to offer them high quality programs
- Plan is for an increase in PhD enrolment as a share of total graduate enrolment from 24% in 2004-2005 to 30% by the end of the decade

## GRADUATE ENROLMENT PLANNING: ELIGIBLE FTEs BY PROGRAM CLUSTER: 1999-2000 TO 2009-2010

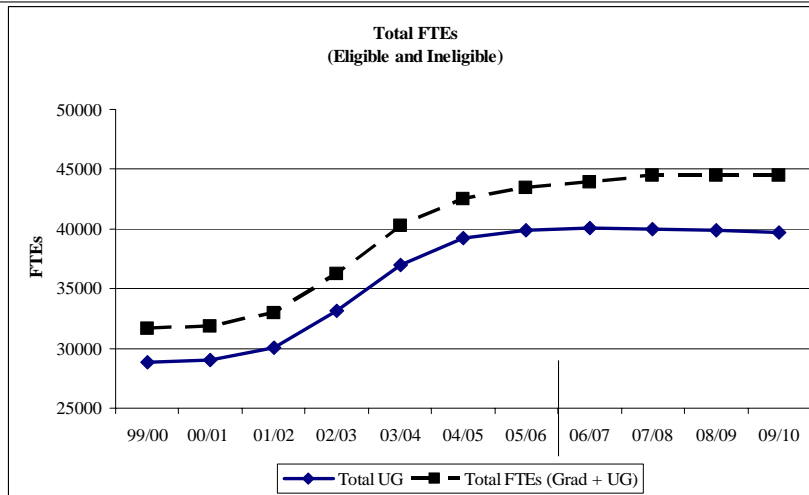


Source: Office of the AVP Academic Resource Planning

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- Historical representation of changes in share of graduate enrolments by program cluster with plans to the end of the decade
- Reflects the current dominance of the MBA in terms of proportion of graduate enrolments; plan is to reduce that proportion
- Note: "Health" cluster includes psychology, kinesiology and health science, critical disability studies, nursing

## GRADUATE PLANNING: Total Enrolments



Source: Office of the AVP Academic Resource Planning

- Graduate enrolments planned to grow as a share of overall enrolments to 8.2% in 2005-06 to 10.6% in 2009-10; plan is to increase to 12-13% by 2013-14

## GRADUATE PLANNING: Complement

- for current appointment cycle, appointments have been allocated specifically to support graduate growth
- total of 21 appointments authorized
- appointments in a range of areas including:
  - sciences and applied science (e.g., biology, engineering)
  - professions (e.g., HRM, international education)
  - health (e.g., critical disability studies)
  - humanities and social sciences (e.g., history, sociology, political science)
  - fine arts (e.g., design, theatre)
  - environmental studies (e.g., sustainability)

-These appointments are included in the numbers of authorized appointments reported in the following slides which deal with complement results for 2005-2006 and authorizations/plans for 2006-2007; these 21 appointments are the first of 90 planned over a three-year period

-Though they have been allocated in areas where graduate growth is anticipated, responsibilities of appointees will not be just for graduate teaching



## 2005-2006: TENURE STREAM APPOINTMENTS

FACULTY	APPTS AUTHORIZED 2005-06	APPTS MADE	DELAYED/ FAILED/ CARRIED FWD/IN PROG	APPTS AUTHORIZED 2006-07**
AS	20	17	3	48
AK	31	25	6	36
ED	5	4	1	2
FES	2	2	0	4
FA	13	11	2	9
GL	5	4	1	2
OSG	1	0	1*	5
FSE	9	5	4	18
SSB	11	8	3	9
LIB	3	2	1*	0
<b>TOTALS</b>	<b>100</b>	<b>78</b>	<b>22</b>	<b>133</b>

\* 1 Osgoode, and 1 Library appt. in progress; may be Jan. 1/06 hires      \*\* Appointments authorized to date (subject to change); includes grad.  
Source: Office of the AVP Academic Resource Planning      growth appointments      October 2005

-Somewhat fewer appointments were made for 2005-2006 than during the period of rapid growth resulting from the double cohort; we are now ramping up again to address graduate growth

-We have had a very high rate of success in completing tenure stream appointments again this year, despite the very competitive hiring environment: the success rate was 78%, lower than last year (83%), but up from earlier years (65.8% in 2002-03 and 76% in 2003-04)

-This is due largely to the efforts of colleagues to move the appointments process along as expeditiously as possible, as well as the continuing attractiveness of York and Toronto/Canada; it is crucial that we continue our efforts so that we can continue to make outstanding appointments

- we have appointed a relocation specialist to assist faculty in making the transition to York/Toronto; hope this will result in enhanced attraction and retention

-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 (2006-07) are appointments authorized to date and may grow slightly

## 2005-2006: 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	17	10	7 (4)	13	4	3	0	0
AK	25	14	11 (9)	24	1	9	0	0
ED	4	1	3 (2)	4	0	0	0	0
FES	2	0	2 (2)	2	0	0	0	0
FA	11	5	6 (5)	10	1	2	1	0
GL	4	2	2 (2)	3	1	1	0	0
OSG	0	0	0	0	0	0	0	0
FSE	5	2	3 (3)	4	1	1	0	0
SSB	8	7	1 (1)	2	6	4	0	0
LIB	2	0	2 (1)	2	0	1	0	0
<b>TOTAL</b>	<b>78</b>	<b>41</b>	<b>37 (29)</b>	<b>64</b>	<b>14</b>	<b>21</b>	<b>1</b>	<b>0</b>

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

Source: Office of the AVP Academic Resource Planning

October 2005

- 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)



## TRENDS 1997-1998 TO 2005-2006: 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
2005-06	41	52.6%	37	47.4%	78
<b>TOTAL</b>	<b>335</b>	<b>52.3%</b>	<b>306</b>	<b>47.7%</b>	<b>641</b>

Source: Office of the AVP Academic Resource Planning

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- This table indicates gender statistics (based on actuals rather than self-identification) in historical perspective
- The 47.4% female candidates appointed in 2005-2006 is down from the high of 53.2% the previous year (difficult to speculate about why this is, but it may reflect simply the continuing difficulty of hiring females in areas such as business and engineering which continue to be male dominated)
- Overall proportion of females in the total full-time faculty complement has been improving over the years; will present updated data in the spring presentation



## TRENDS 2001-02 TO 2005-06: 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	0%	75
2003-04	68	82%	15	18.1%	11	13.3%	0	0%	1	1.2%	83
2004-05	120	85.1%	21	14.9%	25	17.7%	2	1.4%	3	2.1%	141
2005-06	64	82.1%	14	17.9%	21	26.9%	1	1.3%	0	0%	78
TOTALS	362	82.6%	76	17.4%	79	18.0%	6	1.4%	5	1.1%	438

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

Source: Office of the AVP Academic Resource Planning

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- 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 remains a concern, particularly in the current very competitive situation; the proportion of non-Canadians has fluctuated over this five-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
- We have been more successful in attracting and hiring of visible minority candidates in 2005-06 with 26.9%, well above the average of 18%



## 2005-2006: OTHER FULL-TIME COMPLEMENT: CLAs, SRCs, TRUE VISITORS (to date)

FACULTY	CLAs TOTAL 05-06	NEW 05-06	CLAs AUTHORIZED* REN/ CONT 06-07	AUTH NEW 06-07	SRCs TOTAL 05-06	AUTH 06-07	TRUE VISITORS TOTAL 05-06
AS	30	9	8	0	21.5	0	6**
AK	45	25	19	1	10.5	0	1
ED	0	0	0	0	0	0	1
FES	0	0	0	0	0	0	0
FA	4	2	1	0	1	0	0.5**
GL	2	0	0	0	6	0	0
OSG	1	0	0	0	0	0	0
FSE	4	2	2	1	1	0	0
SSB	1	0	0	1	0	0	0
LIB	6	3	4	0	0	0	0.5
<b>TOTAL</b>	<b>93</b>	<b>41</b>	<b>34</b>	<b>3</b>	<b>40</b>	<b>0</b>	<b>9</b>

Source: AVP Academic Resource Planning

\* Based on authorizations to date

\*\* 2 true visitors are currently on offer/on hold

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- 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

## 2005-2006: NEW CONTRACTUALLY LIMITED APPOINTMENTS: EQUITY STATUS

FAC.	APPTS (to date)	MALE	FEMALE (self-ID*)	CANA- DIAN	NON- CANAD.	VISIBLE MINOR.*	DISA- BILITY*	ABORI- GINAL*
AS	9	3	6 (4)	7	2	2	1	0
AK	25	10	15 (9)	24	1	4	0	0
ED	0	0	0	0	0	0	0	0
FES	0	0	0	0	0	0	0	0
FA	2	1	1 (1)	2	0	0	0	0
GL	0	0	0	0	0	0	0	0
OSG	0	0	0	0	0	0	0	0
FSE	2	0	2 (2)	2	0	1	0	0
SSB	0	0	0	0	0	0	0	0
LIB	3	1	2 (1)	3	0	2	0	0
<b>TOTAL</b>	<b>41</b>	<b>15</b>	<b>26 (17)</b>	<b>38</b>	<b>3</b>	<b>9</b>	<b>1</b>	<b>0</b>

\*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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- Current year equity data for CLA new appointments

## TRENDS 2001-02 TO 2005-06: NEW CONTRACTUALLY LIMITED APPOINTMENTS: GENDER BREAKDOWN

APPT. YEAR	MALE		FEMALE		TOTAL # OF NEW 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
2005-06	15	36.6%	26	63.4%	41
<b>TOTAL</b>	<b>70</b>	<b>43.2%</b>	<b>92</b>	<b>56.8%</b>	<b>162</b>

Source: Office of the AVP Academic Resource Planning

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-Slide presents a historical perspective on gender data in relation to the hiring of CLAs – it reflects significant year-to-year fluctuations

**TRENDS 2001-2002 TO 2005-2006: EQUITY STATUS:  
TENURE STREAM AND CONTRACTUAL APPOINTEES**

APPT. YEAR	FEMALE		VISIBLE MINORITY*		DISABILITY*		ABORIGINAL*		TOTAL APPTS
2001-02 TS CLA	26	42.6%	10	16.4%	1	1.6%	1	1.6%	61
	12	63.2%	2	10.5%	1	5.3%	0	0%	19
2002-03 TS CLA	34	45.3%	12	16%	2	2.7%	0	0%	75
	10	52.65	1	5.3%	-	0%	1	5.3%	19
2003-04 TS CLA	37	44.6%	11	13.3%	-	0%	1	1.2%	83
	24	60%	4	10%	1	2.5%	1	2.5%	40
2004-05 TS CLA	75	53.2%	25	17.7%	2	1.4%	3	2.1%	141
	20	46.5%	6	14%	2	4.7%	0	0%	43
2005-06 TS CLA	37	47.4%	21	26.9%	1	1.3%	0	0%	78
	26	63.4%	9	22%	1	2.4%	0	0%	41
TOTALS TS CLA	209	47.7%	79	18%	6	1.4%	5	1.1%	438
	92	56.8%	22	13.6%	5	3.1%	2	1.2%	162

Source: Office of the AVP Academic Resource Planning

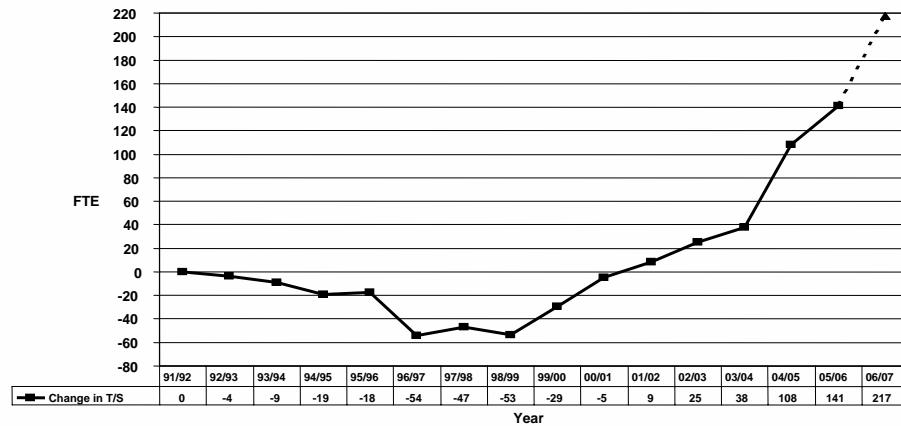
\* based on self-identification

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- equity data comparing TS and CLA appointments over a five-year period
- Many of these numbers are quite small, so there is not much that can be said about them by way of general conclusions



## CUMULATIVE CHANGE IN TENURE STREAM FACULTY COMPLEMENT, 1991-92 TO 2005-06



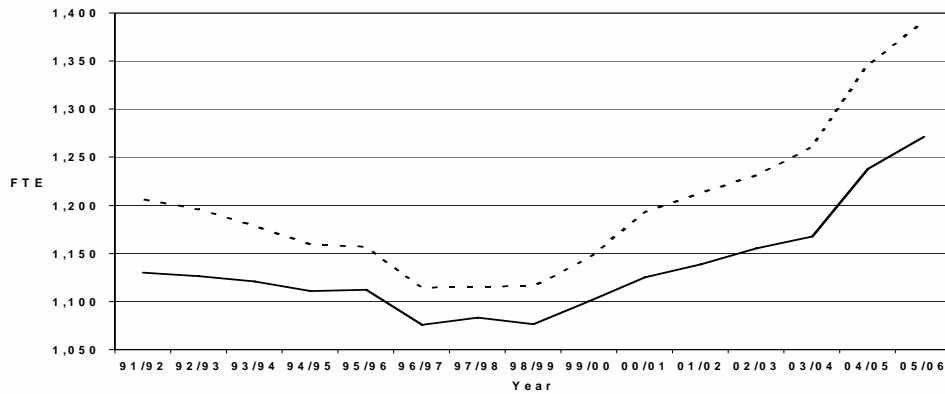
Source: Office of the AVP Academic Resource Planning

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- 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)
- Dotted line represents growth if all currently authorized appointments were made



## CHANGE IN TENURE STREAM AND FULL-TIME COMPLEMENT YEAR-OVER-YEAR, 1991-92 TO 2005-06



Year over Year change of tenure-stream	0	-4	-5	-10	2	-37	8	-7	24	24	13	17	12	70	33
Year over Year change of all full-time (TS, CLAs, SRCs)	0	-11	-17	-19	-3	-42	2	0	30	47	19	19	29	85	45

Source: Office of the AVP Academic Resource Planning

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- 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
- 133 TS appointments are authorized to date for 2006-07; this number will continue to change

## STUDENT/FACULTY RATIOS

Year	UG FTEs/ Faculty FTE *	Total Student FTEs/ Faculty FTE *	UG FTEs/ Faculty FTE **	Total Student FTEs/ Faculty FTE **	Graduate Student FTEs/ Tenure St. Fac. Memb.
2000-01	15.44	17.07	18.46	20.42	2.69
2001-02	15.67	17.31	18.18	20.08	2.72
2002-03	16.65	18.36	19.40	20.38	2.90
2003-04	17.06	18.66	20.04	21.92	2.95
2004-05	17.00	18.52	19.93	21.71	2.77

\* Includes all FT and Contract Faculty and TAs (excludes marker/graders)  
Source: Office of Institutional Research and Analysis

\*\* Includes all FT and Contract Faculty (excludes TAs and marker/graders)  
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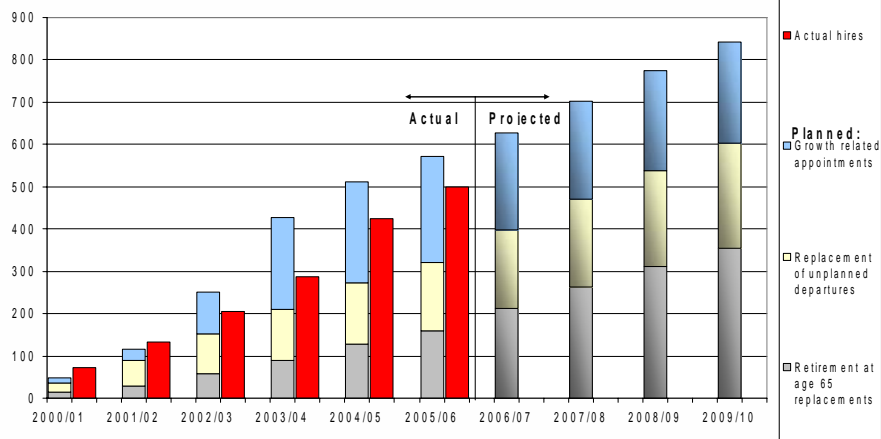
- These are the data presented last spring for 2004-05; 2005-2006 data are not yet available – the exception is the addition of the final column re. graduate student FTEs per tenure stream faculty member, added at the request of Senators
- First two data columns include full-time faculty and contract (part-time) faculty, as well as Teaching Assistants, in the calculation of faculty FTEs (full-time equivalents), while the second two columns do not include TAs
- First and third columns refer to undergraduate teaching only; second and fourth include graduate teaching as well
- The slight increases in student/faculty ratio over the reporting period until last year reflect the complement gap resulting from budget cuts
- Objective is to keep the ratios as low as possible; the improvements in 2004-2005 reflect the impact of recent appointments
- Note difficulty of calculating student/faculty ratios to take account of the range of teaching activities
- Lack of comparability with statistics from other institutions because of variations in how calculations are carried out; for example, other institutions may calculate on the basis of “heads” rather than FTEs
- Note: librarians excluded

## PLANNING FOR TENURE STREAM COMPLEMENT

- tenure stream appointments:
  - support traditional academic strengths
  - advance strategic priorities
  - support complement growth to teach increased enrolments, particularly at the graduate level
  - provide replacements for retiring/departing faculty
- importance of continuing collaborative planning for graduate: FGS and resource Deans
- “deficit” in tenure stream appointments, resulting from previous budget cuts, has been partially addressed through complement recovery plan: 38 appointments allocated

- Complement recovery plan was introduced two years ago providing XTO funding (from the Quality Assurance fund) intended to support new appointments bridging to retirements; over a two-year period, 36 appointments have been made, with the final two appointments under the CRP to be made this year
- Enhancements to recoveries policy (funds returned to Faculties from departures to support new appointments) have been an important factor in supporting the rebuilding of the complement

## FULL-TIME FACULTY TENURE STREAM COMPLEMENT HIRING PLAN



Source: Office of the AVP Academic Resource Planning

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- 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 there remains a “gap” of 72 between the number of appointments needed (to replace departures and respond to growth) and actual hires
- 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”
- Projections assume age 65 retirements