

# REPORT TO SENATE ON APPOINTMENTS AND COMPLEMENT PLANNING

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Note: this version of the presentation has been updated from the one posted on the Secretariat web site in preparation for the October meeting, to reflect changes in tenure stream appointment authorizations for 2007-08 to correct some errors

## PLANNING FOR TENURE STREAM COMPLEMENT

- tenure stream appointments serve multiple objectives:
  - support traditional academic strengths
  - contribute to enhancement of the research profile
  - support complement growth to teach new enrolments, particularly at the graduate level
  - advance development of strategic priority areas
  - provide replacements for retiring/departing faculty

- Focus of Fall report is to provide final results of searches undertaken during 2005-2006 for 2006-2007
- Also a chance to look ahead briefly to major items that will come before Senate in the 2006-2007 academic year
- Need for careful planning for tenure stream appointments to serve multiple objectives of the UAP, all the things that have to be balanced
- Extremely competitive hiring environment continues; unpredictability associated with the end of mandatory retirement adds another level of complexity to planning for appointments



## 2006-2007: TENURE STREAM APPOINTMENTS

FACULTY	APPTS AUTH 2006-07	APPTS MADE	IN PROGRESS/ UNSUCCESSFUL/ CARRIED FORWARD	APPTS AUTH 2007-08**
AS	59	48 (-7*)	11	29.5
AK	40	36 (-5*)	4	19
ED	2	1	1	6
FES	4.33	4.33	0	4
FA	12	8	4	9
GL	5	5	0	5.5
HH	1	1 (+15)	0	11
OSG	9.67	8.67	1	6.5
FSE	21	19 (-3*)	2	8
SSB	11	7	4	9.5
LIB	3	1	2	5
<b>TOTALS</b>	<b>168</b>	<b>139</b>	<b>29</b>	<b>113</b>

\* Number of faculty appointed in units that moved to Faculty of Health on July 1, 2006 \*\*Appointments authorized to date (subject to change)  
 Source: Office of the AVP Academic Resource Planning November 2006

-Note: Two of the 139 appointments made as part of the 2006-2007 appointment authorization cycle have starts delayed to 2007-2008; since they were part of the hiring cycle they are included in reporting statistics

-Note: one appointment in the Faculty of Health is the new Dean; all other appointments to units now in the Faculty of Health are recorded in their original Faculties; the bracketed numbers in the table next to Arts, Atkinson and FSE in the Appointments Made column indicate the numbers of new appointments (included in the number of appointments reported for that Faculty) that are associated with units that moved to the Faculty of Health as of July 1, 2006, meaning a total of 16 new appointments, including the Dean

-In addition to the 16 health-related appointments, new appointments were also made to support other developing areas/areas of strategic priority, e.g., 24 in business-related programs, and 19 in science and engineering programs; 57 support areas of traditional strength in the humanities and social sciences - appointments frequently serve multiple UAP objectives, including supporting new and expanding graduate programs (all new appointees must be appointable to a graduate program or programs)

-The Authorized for 2007-2008 column reflects authorizations thus far; it is likely to grow somewhat, but not to 2006-2007 levels (these numbers include a number of re-authorizations of appointments recorded as "unsuccessful" for 2006-2007)

-Of appointments recorded as in progress/unsuccessful/carried forward, 2 are in progress, 24 unsuccessful appointments have been re-authorized and are included in 2007-08 numbers, and 3 have not been re-authorized

-Replacement appointments for departures (resignations/retirements) will not necessarily be in the same unit as the departure



## 2006-2007: TENURE STREAM APPOINTMENTS (to date): EQUITY STATUS

FAC.	APPTS MADE	CANAD.	NON-CANAD.	MALE	FEMALE (*self-ID)	VISIBLE MINOR.*	DIS-ABILITY*	ABORI-GINAL*
AS	48	33	15	23	25 (19)	10	1	0
AK	36	28	7	19	17 (14)	11	0	0
ED	1	1	0	1	0	1	0	0
FES	4.33	4.33	0	1	3.33 (3)	2	0	0
FA	8	7	1	5	3 (3)	3	0	1
GL	5	5	0	3	2 (2)	0	0	0
HH	1	1	0	1	0	0	0	0
OSG	8.67	8.67	0	4	4.67 (2)	2	0	0
FSE	19	19	0	16	3 (3)	5	1	0
SSB	7	1	6	4	3 (3)	2	0	0
LIB	1	1	0	1	0	0	0	0
<b>TOTAL</b>	<b>139</b>	<b>110</b>	<b>29</b>	<b>78</b>	<b>61 (49)</b>	<b>36</b>	<b>2</b>	<b>1</b>

Source: Office of the AVP Academic Resource Planning      \* based on self-identification      October 2006

- The Vice-President is asked to report on statistics in the equity categories
- Important note: candidates are asked to self-identify during the search process as being members of equity categories; some prefer not to do so, so numbers in the table likely underestimate actual numbers in each category, perhaps particularly in the disability category
- Note: The bracketed numbers in the Female column are those who self-identified



## TRENDS 1997-1998 TO 2006-2007: 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	53.2%	36	46.8%	77
2006-07	78	56.1%	61	43.9%	139
<b>TOTAL</b>	<b>413</b>	<b>53.0%</b>	<b>366</b>	<b>47.0%</b>	<b>779</b>

Source: Office of the AVP Academic Resource Planning

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- Note that since 2000, there have been 651 new appointments
- Fluctuations in the percentage of appointments of females is often dependent on the fields in which hiring is being done in any given year (e.g., it is harder to attract women applicants in business and engineering)
- It may be interesting to look at how the proportion of female appointees compares to the proportion of females earning PhDs; looking at York's own graduates, in 1994-95, the proportions were: 58.5% of PhD graduates were male and 41.5% female, while ten years later in 2004-05, 44.1% were male and 55.9% female – these statistics will vary significantly by discipline



## TRENDS 2001-02 TO 2006-07: 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	63	81.8%	14	18.2%	21	27.2%	1	1.3%	0	0%	77
2006-07	110	79.1%	29	20.9%	36	25.9%	2	1.4%	1	.7%	139
<b>TOTALS</b>	<b>471</b>	<b>81.8%</b>	<b>105</b>	<b>18.2%</b>	<b>115</b>	<b>20.0%</b>	<b>8</b>	<b>1.4%</b>	<b>6</b>	<b>1.0%</b>	<b>576</b>

\* Statistics in equity categories refer to those who self-identified in hiring process

Source: Office of the AVP Academic Resource Planning

October 2006



**2006-2007: OTHER FULL-TIME COMPLEMENT:  
CLAs, SRCs, TRUE VISITORS (to date)**

FACULTY	CLAs		CLAs AUTHORIZED*		SRCs TOTAL	TRUE VISITORS TOTAL 06-07
	RENEW/ CONT 06-07	NEW 06-07	RENEW/ CONT 07-08	AUTH NEW 07-08		
AS	18	11	7	1	17.5	9
AK	31	4	9	3	8.5	1
ED	0	1	1	2	0	.5
FES	0	0	0	0	0	0
FA	3	2	0	2	1	1
GL	1	1	0	0	4	0
OSG	1	0	1	0	0	0
FSE	5	1	2	0	1	0
SSB	2	0	0	0	0	.5
LIB	1	2	2	0	0	0
<b>TOTAL</b>	<b>62</b>	<b>22</b>	<b>22</b>	<b>8</b>	<b>32</b>	<b>12</b>

Source: AVP Academic Resource Planning

\* Based on authorizations to date

November 2006

- Other categories of appointments (i.e., beyond tenure stream) are included in this slide
- Note: 34 SRCs were reported last year; program is now completed and has decreased to 32 with one retirement and one move to the tenure stream (via conversion)
- In the report of new CLAs for 2006-07, four additional authorizations are still in progress; appointments may be made for January
- The number of true visitors is limited to 12



## 2006-2007: NEW CONTRACTUALLY LIMITED APPOINTMENTS: EQUITY STATUS

FAC.	APPTS (to date)	CANA- DIAN	NON- CANAD.	MALE	FEMALE (*self-ID)	VISIBLE MINOR.*	DISA- BILITY*	ABORI- GINAL*
AS	11	7	4	6	5 (4)	2	1	0
AK	4	4	0	2	2 (2)	1	0	0
ED	1	1	0	0	1	0	0	0
FES	0	0	0	0	0	0	0	0
FA	2	2	0	2	0	0	0	0
GL	1	1	0	1	0	1	0	0
HH	0	0	0	0	0	0	0	0
OSG	0	0	0	0	0	0	0	0
FSE	1	1	0	1	0	0	0	0
SSB	0	0	0	0	0	0	0	0
LIB	2	2	0	0	2 (2)	0	0	0
<b>TOTAL</b>	<b>22</b>	<b>18</b>	<b>4</b>	<b>12</b>	<b>10 (8)</b>	<b>4</b>	<b>1</b>	<b>0</b>

Source: Office of the AVP Academic Resource Planning \* based on self-identification

October 2006

•Note: the bracketed numbers in the Female column are those who self-identified





## TRENDS 2001-02 TO 2006-07: 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
2006-07	12	54.5%	10	45.5%	22
<b>TOTAL</b>	<b>82</b>	<b>44.6%</b>	<b>102</b>	<b>55.4%</b>	<b>184</b>

Source: Office of the AVP Academic Resource Planning

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**FIVE-YEAR TREND 2002-2003 TO 2006-2007: EQUITY STATUS: TENURE STREAM AND CONTRACTUAL APPOINTEES**

APPT. YEAR	FEMALE		VISIBLE MINORITY*		DISABILITY*		ABORIGINAL*		TOTAL APPTS
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage	
2002-03 TS	34	45.3%	12	16%	2	2.7%	0	0%	75
	10	52.65	1	5.3%	0	0%	1	5.3%	
2003-04 TS	37	44.6%	11	13.3%	0	0%	1	1.2%	83
	24	60%	4	10%	1	2.5%	1	2.5%	
2004-05 TS	75	53.2%	25	17.7%	2	1.4%	3	2.1%	141
	20	46.5%	6	14%	2	4.7%	0	0%	
2005-06 TS	36	46.8%	21	27.2%	1	1.3%	0	0%	77
	26	63.4%	9	22%	1	2.4%	0	0%	
2006-07 TS	61	43.9%	36	25.9%	2	1.4%	1	.7%	139
	10	45.5%	4	18.2%	1	4.5%	0	0%	
TOTALS TS	243	47.2%	105	20.4%	7	1.4%	5	1.0%	515
	90	54.5%	24	14.5%	5	3.0%	2	1.2%	

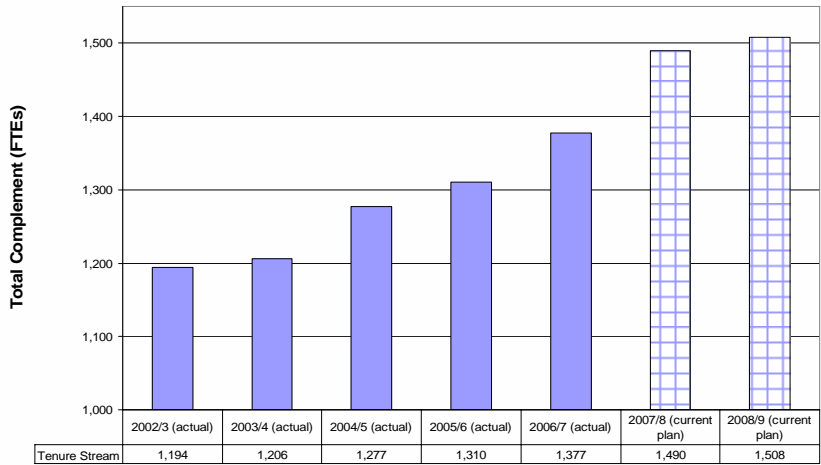
Source: Office of the AVP Academic Resource Planning

\* based on self-identification

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# TENURE STREAM COMPLEMENT PLANNING: FACULTY AND LIBRARIANS



Notes: 2006/7 includes July /06 hires starting on or before Jan. /07; 2007/8 includes July /06 hires starting July /07; 2007/8 and 2008/9 columns include new appointments authorized after October 2006

Source: Office of the AVP Academic Resource Planning

November 2006

-Plans for complement growth going forward

-Note: Plans for 2007-08 and 2008-09 are somewhat different than earlier projections included in MYAA information as a result of inclusion of subsequent appointment authorizations

## STUDENT/FACULTY RATIOS

Student/Faculty Ratios	2002-03	2003-04	2004-05	2005-06
<b>Undergraduate Student/Faculty Ratios</b>				
UG Student FTEs/Faculty FTE (incl. TAs)	16.7	17.1	17.0	16.9
UG Student FTEs/Faculty FTE (excl. TAs)	19.4	20.0	19.9	19.7
UG Student FTEs/Full-Time Faculty FTE	28.2	30.6	30.5	30.6
UG Student FTEs/Tenure Stream Faculty FTE	30.0	32.9	32.8	33.7
<b>Graduate Student/Faculty Ratios</b>				
Graduate Student FTEs/Full-Time Faculty FTE	2.9	2.9	2.7	2.6
Graduate Student FTEs/Tenure Stream Faculty FTE	3.1	3.1	2.9	2.9
<b>Total Student/Faculty Ratios</b>				
Total Student FTEs/Faculty FTE (incl. TAs)	18.4	18.7	18.5	18.3
Total Student FTEs/Faculty FTE (excl. TAs)	20.4	21.9	21.7	21.4
Total Student FTEs/Full-Time Faculty FTE	31.1	33.4	33.3	33.2
Total Student FTEs/Tenure Stream Faculty FTE	33.1	36.0	35.7	36.6

Source: Office of Institutional Research and Analysis

May 2006

- Note: These are data from 2005-2006 taken from the June 2006 report to Senate (and are part of York's MYAA submission); 2006-2007 data are not yet available but an update will be provided as part of the spring report
- Student/faculty ratios are a way of "measuring" the quality of the student experience though there are of course many other less quantifiable factors
- Note: there are variations by Faculty (Faculty-by-Faculty breakdowns are not provided here, but they are in the PBA which is posted on the President's website)

## CLASS SIZE

Average Class Size Based on Primary Meet	2002-2003	2003-2004	2004-2005	2005-2006
1 <sup>st</sup> Year Level	92.3	89.0	84.3	83.2
2 <sup>nd</sup> Year Level	59.9	60.8	63.7	62.0
3 <sup>rd</sup> Year Level	35.7	35.0	36.3	37.3
4 <sup>th</sup> Year Level	18.7	18.9	18.8	20.4

Source: Office of Institutional Research and Analysis

-Another measure of the quality of the student experience is class size; these are data presented in the MYAA report

-The objective recorded in the MYAA submission is to maintain or reduce primary meet class sizes through to 2008-2009



## ACCESS TO SMALL CLASS EXPERIENCES

Percent of Time Spent in Classes with Less Than 30 Students, by Year Level				
	2002-2003	2003-2004	2004-2005	2005-2006
1 <sup>st</sup> Year Level	27.9%	28.6%	29.4%	28.8%
2 <sup>nd</sup> Year Level	28.3%	31.6%	28.1%	27.5%
3 <sup>rd</sup> Year Level	30.7%	30.9%	29.8%	29.9%
4 <sup>th</sup> Year Level	47.8%	47.0%	47.4%	45.7%

Source: Office of Institutional Research and Analysis

-Yet another measure of the quality of the learning environment (reported in MYAA) is access to small class experience

-Clearly our objective, as articulated in our MYAA submission, is to maintain or, if at all possible, to improve our performance on this measure as well, and hiring tenure stream faculty is an important component of our ability to do so

## 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

- Reminder of objectives articulated in the UAP
- UAP mandates a review of academic programs and structures “to achieve a structural array that is appropriate to York’s overall mission and to the objectives set out in this plan”

## VPA STRATEGIC PRIORITIES 2006-2007

- Review of structures:
  - broad consultation re. discussion paper on programs in Arts and Atkinson (Faculty Councils, open fora); for more information: <http://vpacademic.yorku.ca/restructuring/index.php>
  - business-related programs
- Graduate studies expansion and development:
  - collaborative planning for graduate growth and program development
  - new graduate programs in development, e.g., Emergency Management, MA/PhD in Health, PhD in Linguistics, PhD in Visual Arts
- Engineering accreditation

-A major issue that will occupy the attention of colleagues this year is the review of program and unit structures on the Keele campus; primarily affects Arts and Atkinson

-Consultation process is under way to determine the way forward; three options presented: single Faculty; two Faculties (humanities/social sciences and professionally-oriented); and two Faculties (humanities with associated professional programs and social sciences with associated professional programs) – the aim is to achieve consensus by early next term about the model that should be more fully developed; encourage colleagues to participate in opportunities for comment

-Related but separate initiatives are being undertaken with regard to business-related programs offered through Schulich and Atkinson in order to ensure that the programs offered are clearly differentiated; overall plan is for Schulich undergraduate programs to grow somewhat, while Atkinson BAS will shrink somewhat and move towards programs in specialized areas building on developments already under way with the introduction of programs in, e.g., Human Resources Management (a paper on these plans is also on the VPA restructuring web site)

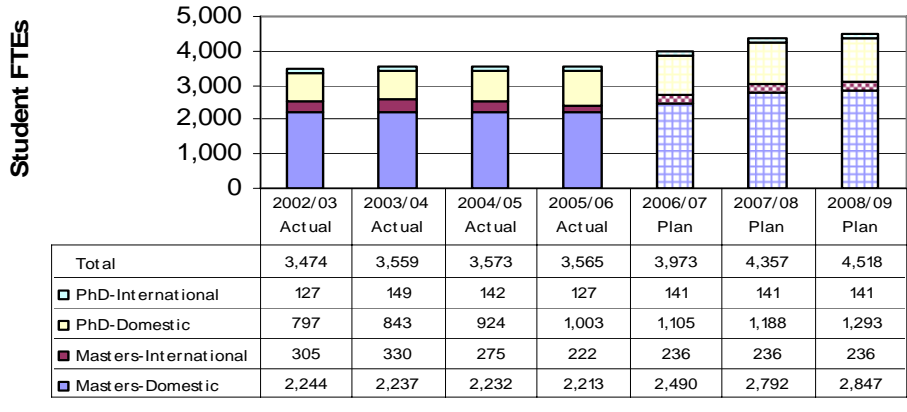
-Great deal of attention will also be devoted to setting and achieving targets for graduate growth and planning for complement, space, programming, and supports necessary to educate graduate students; growth will be achieved through a combination of expansion of existing programs and introduction of new programs; many new graduate programs are in development to attract and accommodate graduate growth

-Importance of consultation and collaboration in graduate planning among Dean of Graduate Studies, Deans of resource Faculties, Chairs and graduate program directors, VP Academic and VP Students

-Major issues: can we achieve numbers while maintaining quality; need to hire sufficient complement to teach and supervise; insufficiency of space to accommodate growth

- Engineering program introduced five years ago – recommendations from the initial accreditation review (relating to autonomy and visibility of the program and its complement) have been addressed, and reviewers will be visiting York in January of 2007; importance of accreditation for the reputation of the program





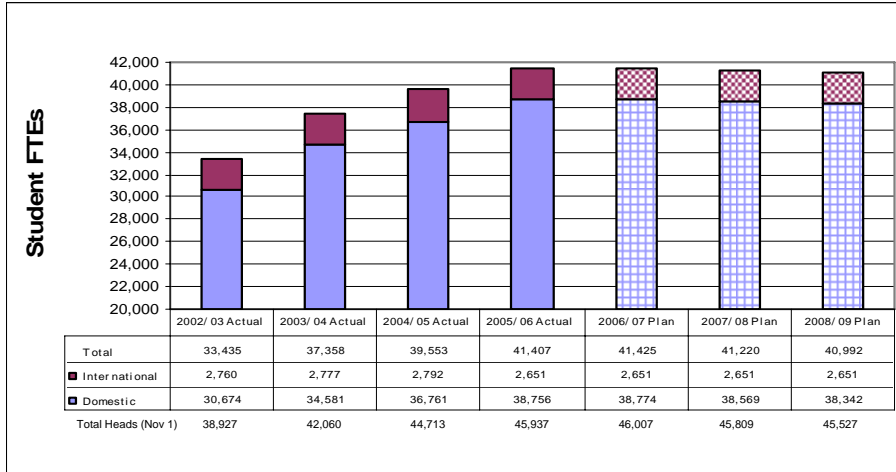
Source: Office of Institutional Research and Analysis

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-Plans for graduate growth in the current year and going forward (we will update on achievement of 2006-07 plans in a future report; however it appears at this preliminary stage that York, like other universities in the province, has not reached domestic targets set with the government)

-Graduate growth will be accompanied by stabilization and slight decline in undergraduate enrolments, leading to an increase in the proportion of graduate to undergraduate enrolments (the plan remains for graduate enrolments to grow as a share of overall enrolments from 8.2% in 2005-06 to 10.6% in 2009-10; plan is to increase to 12-13% by 2013-14)

## ENROLMENT PLANNING: Undergraduate (Domestic and International)

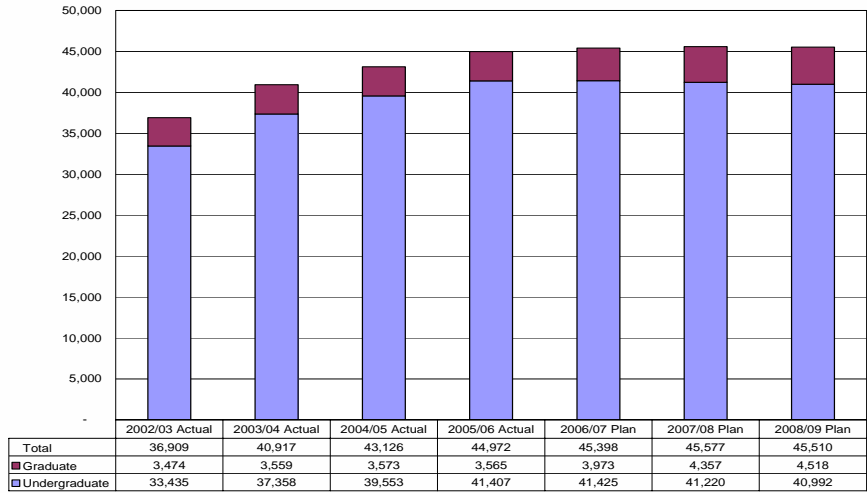


Source: Office of Institutional Research and Analysis

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Note: FTE counts are full year totals (numbers reported for MYAA); heads (total of domestic and visa) are November 1 numbers

**ENROLMENT PLANNING: Total (FTE)**  
**Enrolments: Graduate and Undergraduate**



Source: Office of the AVP Academic Resource Planning

October 2006

- Illustrates plans for levelling off/decline in undergraduate enrolments combined with growth in graduate enrolments