

FACULTY RECRUITMENT REPORT 2011-2012

Each year statistics are gathered from appointment files that are sent to the Office of the Vice-Provost, Faculty and Academic Life (VPFAL). These include all tenured/tenure stream appointments and teaching stream and CLTA appointments of three years or more. Appointments of less than three years are not approved by our office although a copy of all letters of offer are provided by the divisions.

The search report provided by the chair of the search committee with the compilation of recruitment statistics included give information on a number of areas including the hiring of women and visible minorities (which is a requirement of the Federal Contractors Program), the nationality of new hires and their starting salaries.

Part of the mandate of the portfolio of the Vice-Provost, Faculty and Academic Life is to encourage proactive recruitment at the University. Through search committee briefings, training for Provostial and Decanal Assessors and workshops for academic administrators, the office supports the work that occurs at the divisional level to hire excellent and diverse faculty in support of the University's mission to be a leading public teaching and research institute.

TENURE STREAM APPOINTMENTS

In 2011/2012 the University of Toronto undertook 82 tenure-stream searches which resulted in 62 hires. There were 22 searches which were posted to UTORecruit, but where no offer was made. In 7 searches 2 positions were either advertised or offered meaning that, in the end, the Office of the Vice-Provost, Faculty & Academic Life was overseeing 89 tenure-stream searches. A summary of these searches is provided in Table 1.

There was a 17% decrease in the number of tenure stream searches in 2011/2012, but a smaller (18%) reduction in hires. Overall 75% of searches resulted in appointments and 25% of searches yielded no offers. Of the offers made, only 17% of applicants declined.

TABLE 1: SUMMARY OF TENURE STREAM APPOINTMENTS 2011/12¹

Number of:	2008/09	2009/10	2010/11	2011/12
Searches advertised	113	146	107	82
Advertised positions with no offers			New-2011/12	22 ²
Offers processed by VPFAL			New-2011/12	75
Hires³	68	91	76	62 ⁴
Offers pending	1	2	1	0
Declines	14	16	19	13 ⁵
Declines unfilled	11	12	7	6
Total Unfilled positions	34	42	26	28 ⁶
Estimated Searches	2009/10 143	2010/11 122	2011/2012 99	2012/2013 144

NEW HIRES BY RANK

The majority of new hires were made at the ranks of assistant professor and assistant professor (conditional) (n=50). This year, one third of appointments were made at the conditional rank (n=21), which is unusually high, comprising 42% of junior hires (see Figure 1). These appointments were mainly in the social sciences in management, political science and economics. The overall proportion of pre-

¹ Data in this table captures a historical “snapshot” and has not been revised to reflect changes after statistics have been calculated for that year. The figures for 2011/12 were calculated in January 2013.

² In one instance there were two positions in one search, only 1 offer was made

³ 2010/11 and 2011/12 included one opportunity appointment

⁴ In 5 searches, 2 people were hired from the same search.

⁵ In 1 search, 2 candidates were made offers, 1 accepted, 1 declined

⁶ In one instance there were two positions in one search, only 1 offer was made

tenure to more senior appointments remains consistent (80% to 20%). A summary of hires by rank and SGS Division is provided in Table 2

FIGURE 1: RANK OF NEW HIRES 2011-12

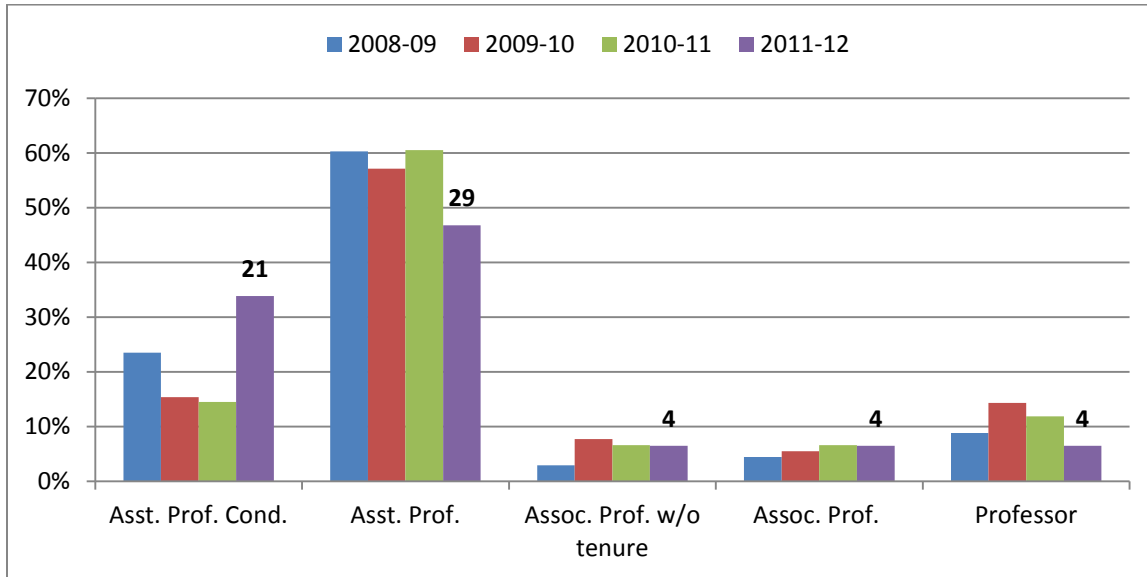


TABLE 2: RANK OF NEW HIRES BY SGS DIVISION

	Assistant Professor (Conditional)	Assistant Professor	Associate Professor	Professor	Totals
Humanities	4	3	1	0	8
Social Sciences	12	7	1	0	20
Physical Sciences	3	11	2	1	17
Life Sciences	2	8	4	3	17
Totals	21	29	8	4	62

ORIGIN AND CITIZENSHIP OF NEW HIRES

The origin of new hires is determined in two ways. For assistant and associate professors it is the location of the institution that granted their PhD. For full professors it is determined by the institution where they were previously employed. This may not necessarily represent the nationality or citizenship of the individual hired. A summary of citizenship information is included in Table 4.

TABLE 3: ORIGIN OF NEW HIRES 2011/2012 (N=62)

	2010/2011	2011/2012
New faculty originating from US Institutions	58%	50%
New faculty originating from international institutions	16%	10%
New faculty originating from Canadian institutions (other than U of T)	11%	24%
New faculty originating from U of T	16%	15%

Table 3 shows that half of our new hires came from US institutions, an decrease of 8 percentage points or a decline in the proportion by 14% from the year previous. In 2011/2012 there was a larger proportion of new hires from Canadian institutions, up from 11% to 24%, while the proportion from U of T remains the roughly the same. The number of Canadian and US citizens increased while the proportion of appointments from other countries declined by 33%.

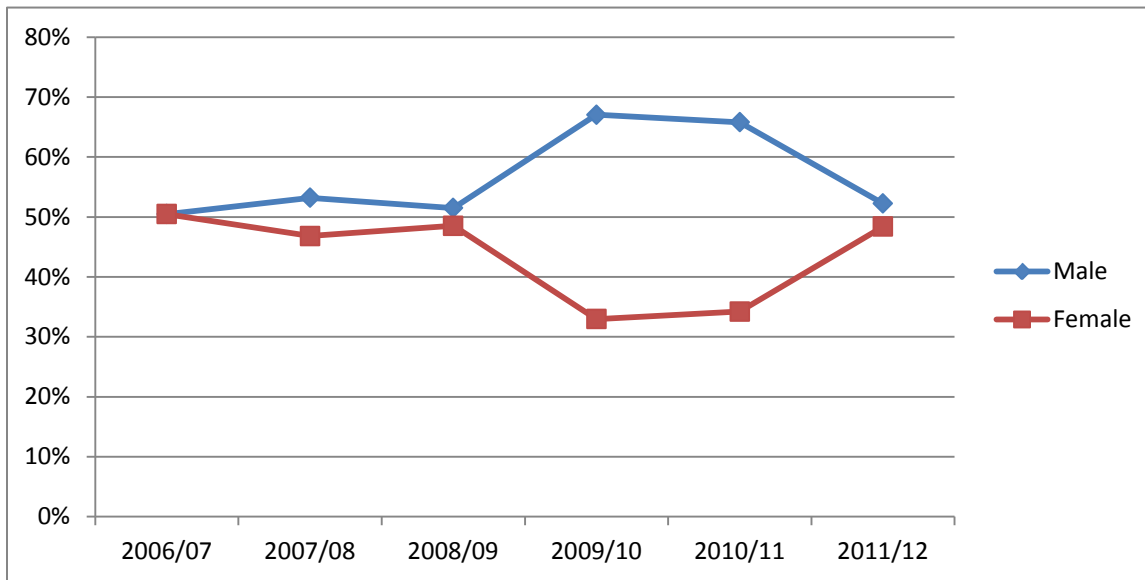
TABLE 4: CITIZENSHIP OF NEW HIRES 2011/2012 (N=62)

	2010/2011	2011/2012
New faculty holding Canadian citizenship	50%	55%
New faculty holding US citizenship	26%	29%
New faculty holding other citizenship	24%	16%

NEW HIRES – WOMEN

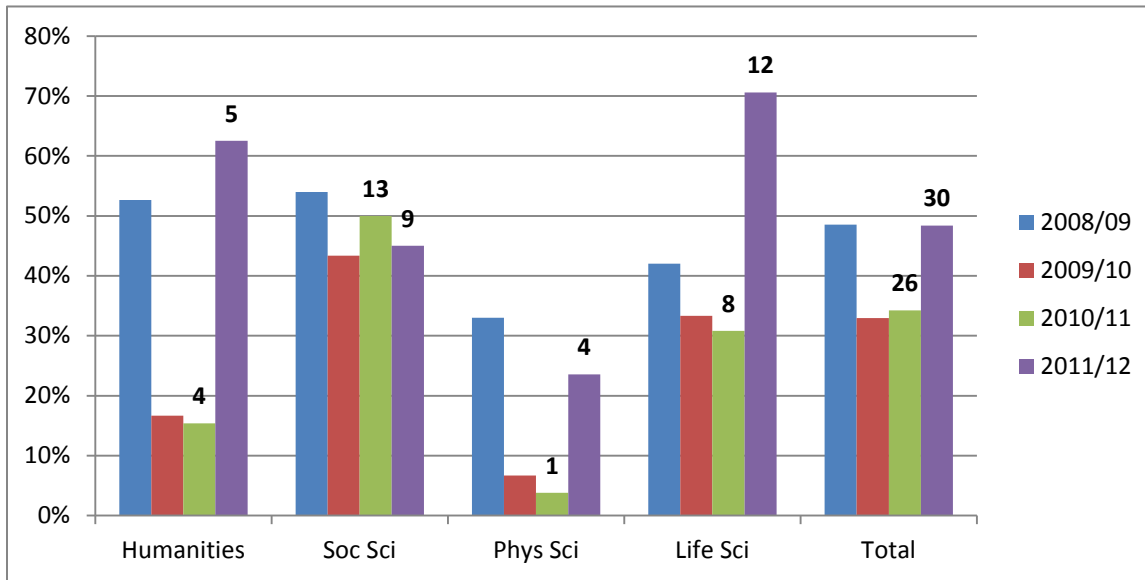
In 2011/2012, faculty appointments approached gender parity with women hires accounting for 48% of the total. As shown in Figure 2, this mirrors the proportion of appointments by gender from 2006/2007 to 2008/2009.

FIGURE 2: WOMEN AND MEN HIRED 2006/2007 TO 2011/2012



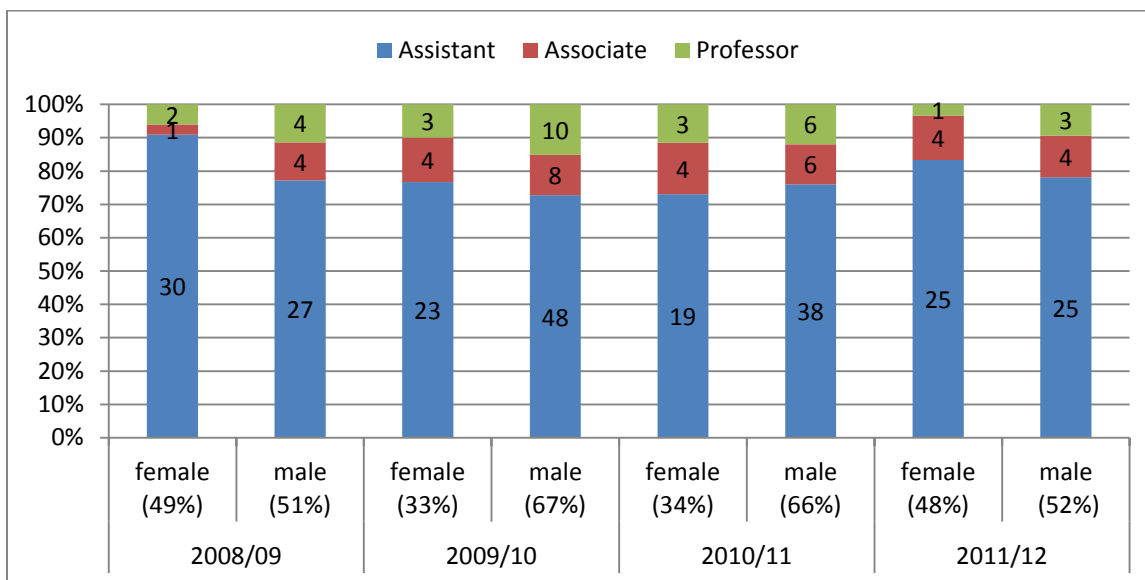
Examining the proportion of women hires by SGS division (Figure 3) shows an increase in all areas except Social Sciences where the proportion of women hires declined by 10%. In both Humanities and Life Sciences women represent over 60% of appointments, the highest proportion in the last five academic years.

FIGURE 3: WOMEN HIRES (%) BY SGS DIVISION



Appointments of all faculty are predominantly at the rank of assistant professor (n=50). Figure 4 shows the distribution of women and men hires by rank. In 2011/2012 the overall proportion of senior hires has declined from 19 appointments in 2010/2011 to 12 appointments. While only one woman was hired at the rank of professor, overall, men and women are equally distributed at the rank of assistant.

FIGURE 4: COMPARISON OF WOMEN AND MEN NEW HIRES BY RANK

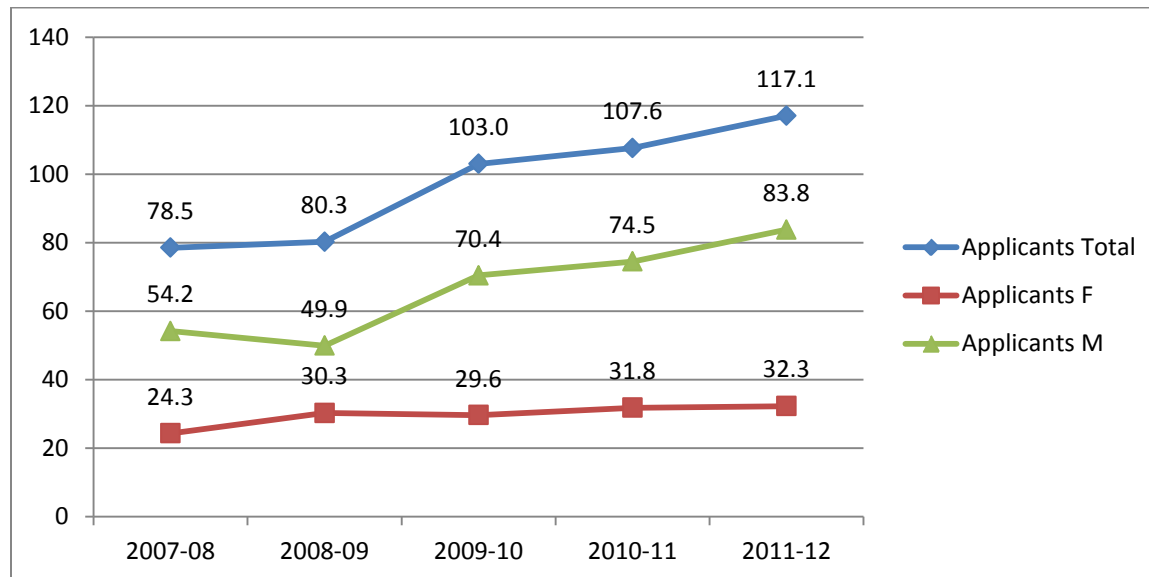


APPLICANT POOLS – WOMEN AND MEN

An examination of the applicant pool provides some further information about the gender distribution of appointments at the university. Search data provided by hiring departments with offers submitted to the Office of the VPFAL were examined. Included in the charts below are statistics for 56 positions, including those for which multiple offers were made. In 2011/2012 only 5 searches had pools with fewer than 10 applicants; these were excluded.

Figure 5 shows that the average number of applicants has risen again in the 2011/2012 academic year to 117 applicants per search. The range of applicant pools spans from 11 to 532 with a median of 87 applications. In total 6555 applications were received for 56 searches. Women are under-represented in the applicant pools representing only 27.5% of the total (n=1808). Women were 50% or more of the applicant pool in only 8 of the 56 searches (range 3% to 81%)

FIGURE 5: APPLICANT POOL (MEAN PER SEARCH)



While the mean number of shortlisted/interviewed candidates per search remains consistent at 4.2, there was an increase in the mean number of women shortlisted compared to men (Figure 6). Interestingly, women’s success rate at being offered an interview as a proportion of their applicant pool is much greater than men. Overall, 3.5% of applicants are shortlisted, of these 3.2% of male applicants are shortlisted compared to 4.6% of female applicants (see Table 5 for search statistics segregated by sex).

TABLE 5: SEARCH STATISTICS BY SEX

	Total	Female	Male
Applications	6555 ⁷	1808	4692
Interview/Shortlist	232	84	148
Offer	69	33	36
Accept	55	26	29
Decline	13	6	7

FIGURE 6: SHORLISTED CANDIDATES (MEAN PER SEARCH)

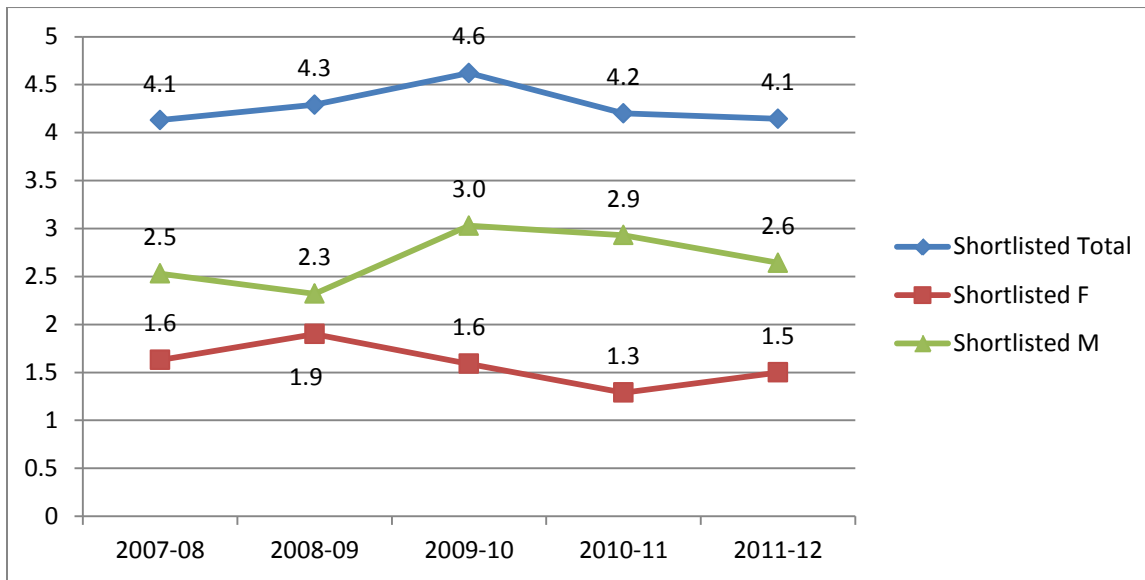
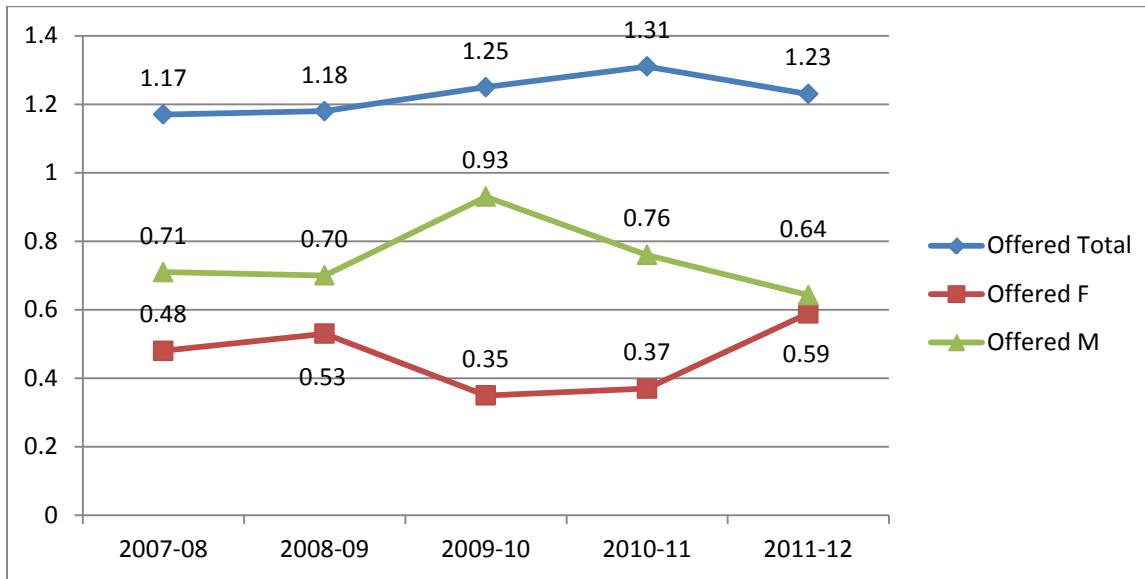


Figure 7 provides details on the mean number of offers made for each search—because it is not uncommon for there to be more than one offer made in a search, the mean number is slightly larger than 1. The mean number of offers made to men declined by 15.8% while there was a large, 59.4% increase in the mean number of offers made to women. Within their gender pools, women were more likely to receive offers than men at 39% compared to 24%. Overall, 29.7% of candidates interviewed received offers.

⁷ Some applicants choose not to indicate their sex in the voluntary employment equity questionnaire. This means the number of females and males does not add up to the total number of applications.

FIGURE 7: OFFERS MADE (MEAN PER SEARCH)



Once offers were made, women and men were almost equal in their acceptance rates (79% for women, 81% for men). In this pool of searches only 19% of offers were declined (18% women, 19% men) and overall 90% of the positions were filled.

NEW HIRES – VISIBLE MINORITIES

Where possible, data is collected during the search process on the representation of visible minorities. The UTORecruit application system asks all applicants to complete the voluntary employment equity survey and aggregate data on the composition of the applicant pool is sent to the hiring department after the closing date of the search⁸. In the majority of searches very few applicants choose to answer the question about visible minority status; though most will answer the other questions. Table 6 shows the non-response percentages for the employment equity questions asked in UTORecruit for the same 56 searches used in the applicant pool analysis above. For all but the visible minority question, the non-response rate hovers around 12% compared to 66% for the visible minority question. It is possible that the Canadian employment equity language mandated by the Federal Contractors Program (<http://www.hrsdc.gc.ca/eng/labour/equality/fcp/index.shtml>) isn't meaningful to international applicants.

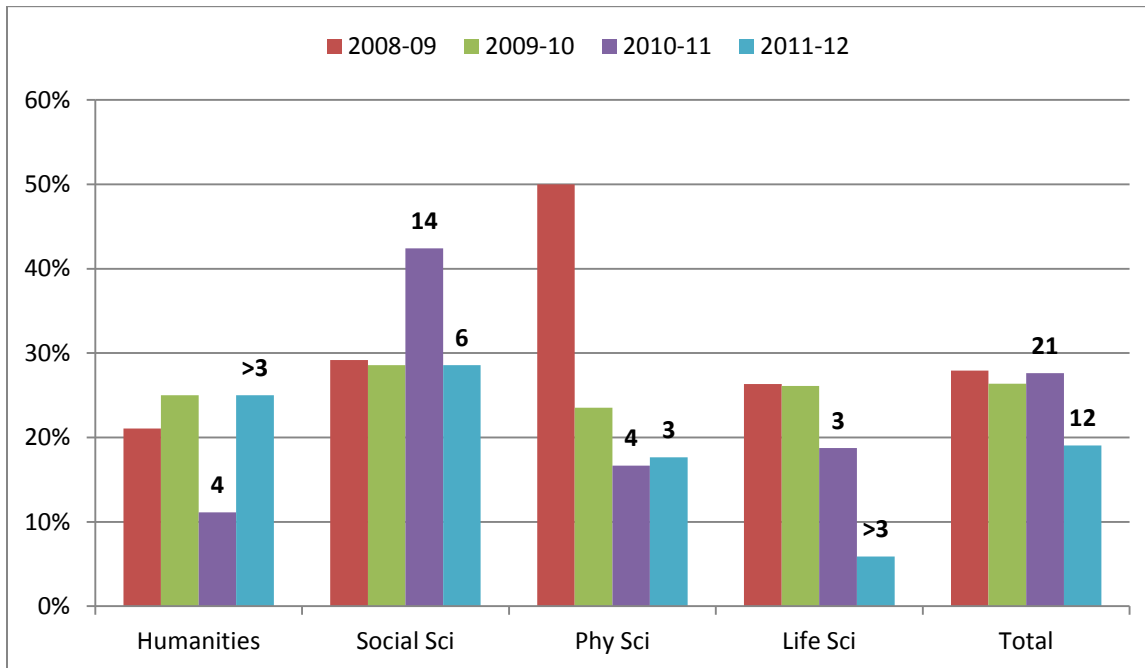
⁸ The VPFAI only provides aggregate data for applicant pools of 4 or greater to protect privacy.

TABLE 6: EMPLOYMENT EQUITY QUESTIONS – NON-RESPONSE RATES

Employment Equity Question	Non-Response Rate
<p><i>According to the definition used by the Federal Contractors Program, members of visible minorities are persons in Canada (other than Aboriginal peoples, defined above) who are non-white, regardless of place of birth or citizenship.</i></p> <p>Based on the definition above, are you a member of a visible minority?</p>	65%
<p>Are you: Male/Female?</p>	10%
<p><i>Aboriginal peoples are those persons who identify as First nations (Status, non-Status, Treaty), Métis, Inuit, or North American Indian.</i></p> <p>Based on the definition above, are you an aboriginal person?</p>	12%
<p>Do you identify as a sexual minority (e.g. lesbian, gay, bisexual, two-spirited, queer or transgender)?</p>	15%
<p><i>Persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s).</i></p> <p>Based on the definition above, do you consider yourself a person with a disability?</p>	13%

The chair of the search committee also provides statistics about the candidates interviewed and would be asked to try to determine the employment equity related status of these applicants for the search report. The chair’s search report data is used for the chart in Figure 8 which shows the number of visible minority hires by SGS division. In 2011/2012, 12 visible minority faculty were hired. This represents 19.4% of all hires, a decline of 8.2% points or 31% proportional drop from 2010/2011.

FIGURE 8: VISIBLE MINORITY HIRES BY SGS DIVISION (N=12)



NEW HIRES – SALARIES

The Office of the VPFAL must approve all salary offers before they are presented to the candidate. Proposed salaries are compared with market data and university peers to ensure equitable starting salaries for similar hires.

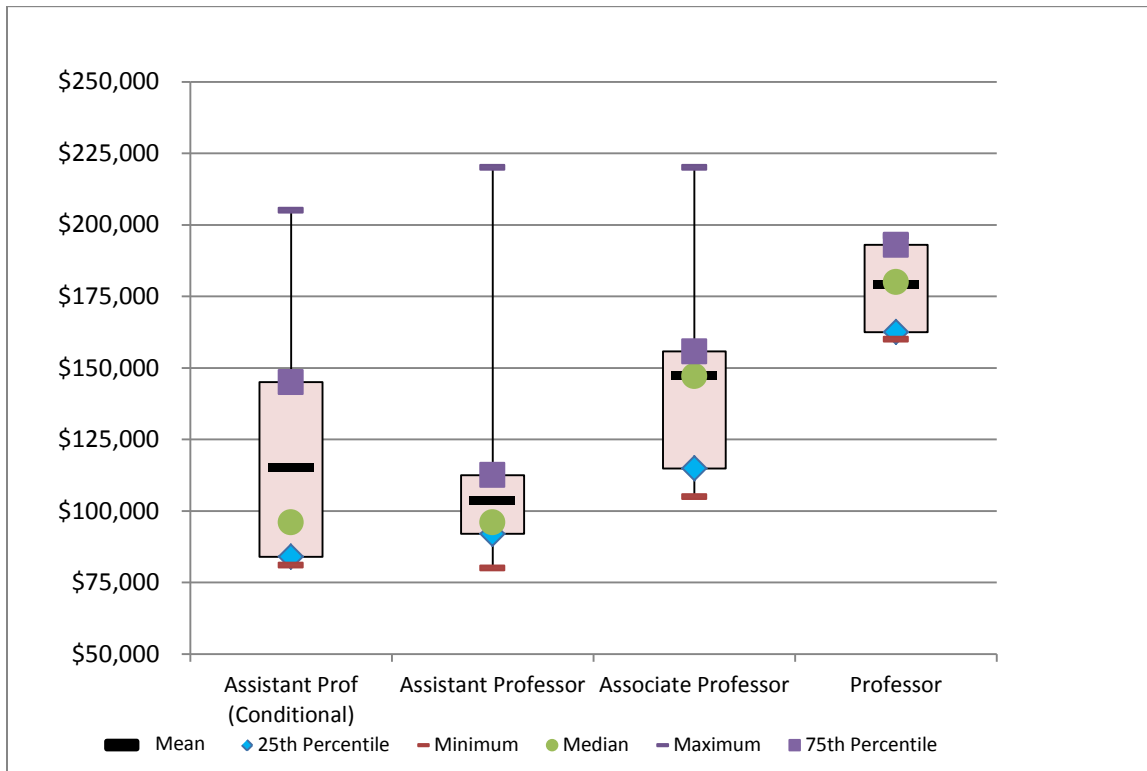
Table 7 presents median salary figures for the last four academic years by rank. The distribution of starting salaries by rank is presented in Figure 9.

TABLE 7: NEW HIRE SALARY RANGES

	Assistant		Associate		Full Professor	
	N	Median	N	Median	N	Median
2008-09	57	\$87,500	5	\$125,000	6	\$157,500
2009-10	66	\$92,500	12	\$119,500	13	\$180,000
2010-11	57	\$97,500	10	\$140,250	9	\$187,000
2011-12	50	\$96,000 ⁹	8	\$147,113	4	\$180,000

⁹ The median starting salary was the same for Assistant Professor (Conditional).

FIGURE 9: NEW TENURE STREAM HIRE SALARY RANGES



TEACHING STREAM APPOINTMENTS

Table 8 provides a summary of teaching-stream appointments in 2011/2012. A total of 17 full-time teaching stream hires of 3 years or more were made.

TABLE 8: SUMMARY OF TEACHING-STREAM APPOINTMENTS 2011-12

Number of:	2009/10	2010/11	2011/12
Searches	27	20	16
Hires	18	15 ¹⁰	17 ¹¹
Declines	1	0	0
Declines unfilled	1	0	0
Offers pending	0	0	0
Remaining unfilled positions	8	7	1 ¹²
Estimated searches	2010/2011 16	2011/2012 18	2012/2013 38

TEACHING STREAM – WOMEN AND VISIBLE MINORITIES

Table 9 shows a large increase in the number of women appointed in the teaching stream. In 2011/12 women were 71% of new hires. The number of visible minorities appointed remains small.

TABLE 9: BREAKDOWN OF TEACHING-STREAM APPOINTMENTS

Teaching Stream Hires	2009/10	2010/11	2011/12
Women	6	7	12
Men	12	8	5
Visible Minorities (men and women)	>3	>3	>3

¹⁰ There were 2 search waived teaching stream hires in 2010/11; one was at the rank of Senior Lecturer.

¹¹ There was 1 search waived teaching stream hire in 2011/12

¹² Two Lecturers were hired from 1 search.

TEACHING STREAM – ORIGIN & CITIZENSHIP

As with tenured/tenure-stream appointments, the origin of teaching stream faculty is determined by the institution granting their highest degree. In 2011/12 65% of new teaching stream hires held degrees from Canadian institutions, while 18% came from US institutions and 18% were from international institutions (UK, Israel and South Africa). In total, 65% of the new hires held PhDs, a significant increase over the 40% hired with PhDs in 2010/11.

All but three of the new hires hold Canadian citizenship, two are from the USA and one is a citizen of India.

TEACHING STREAM - SALARIES

The median salary for teaching stream hires at the rank of lecturer was \$82,500. Figure 10 shows the range of salaries with the median and interquartile ranges.

FIGURE 10: NEW TEACHING-STREAM HIRE SALARY RANGES 2011/12

