

Faculty Recruitment Report 2009/2010

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Summary of Tenure Stream Appointments 2009/2010

Number of:	2006/07	2007/08	2008/09	2009/10
Searches	174	144	113	146
Hires ^[1]	107	94	68	91
Declines	30	18	14	16
Declines unfilled	23	8	11	12
Offers pending	0	0	1	2
Remaining Unfilled positions	56	43	34	42
Estimated Searches	2007/08 133	2008/09 115	2009/10 143	2010/11 122

[1] Includes 1 opportunity appointment

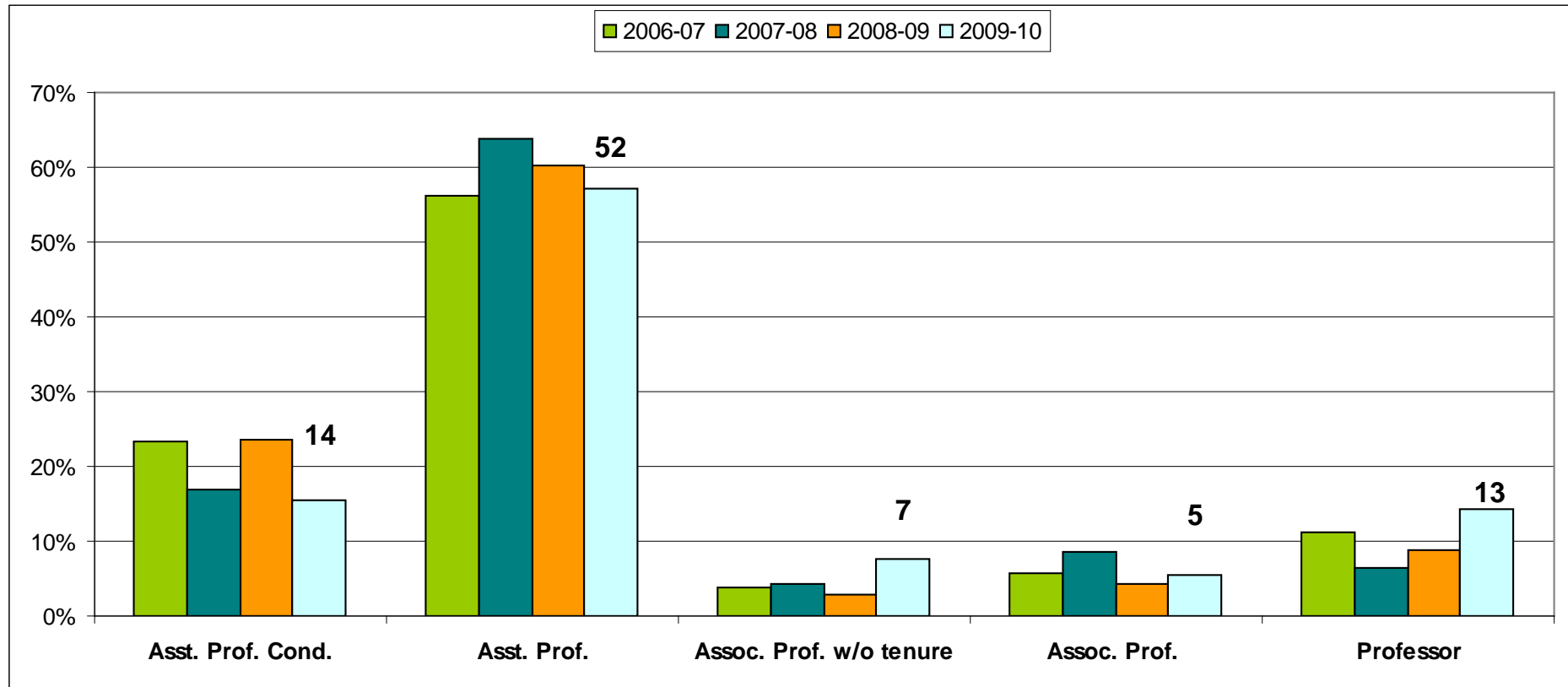


New Hires by Rank & SGS Division

	Assistant Professor Conditional	Assistant Professor	Associate Professor	Professor	Totals
Humanities	2	10	2	2	16
Soc Sci	9	15	7	4	35
Phys Sci	2	11	2	2	17
Life Sci	1	16	1	5	23
Totals	14	52	12	13	91



Rank of New Hires 2009/2010



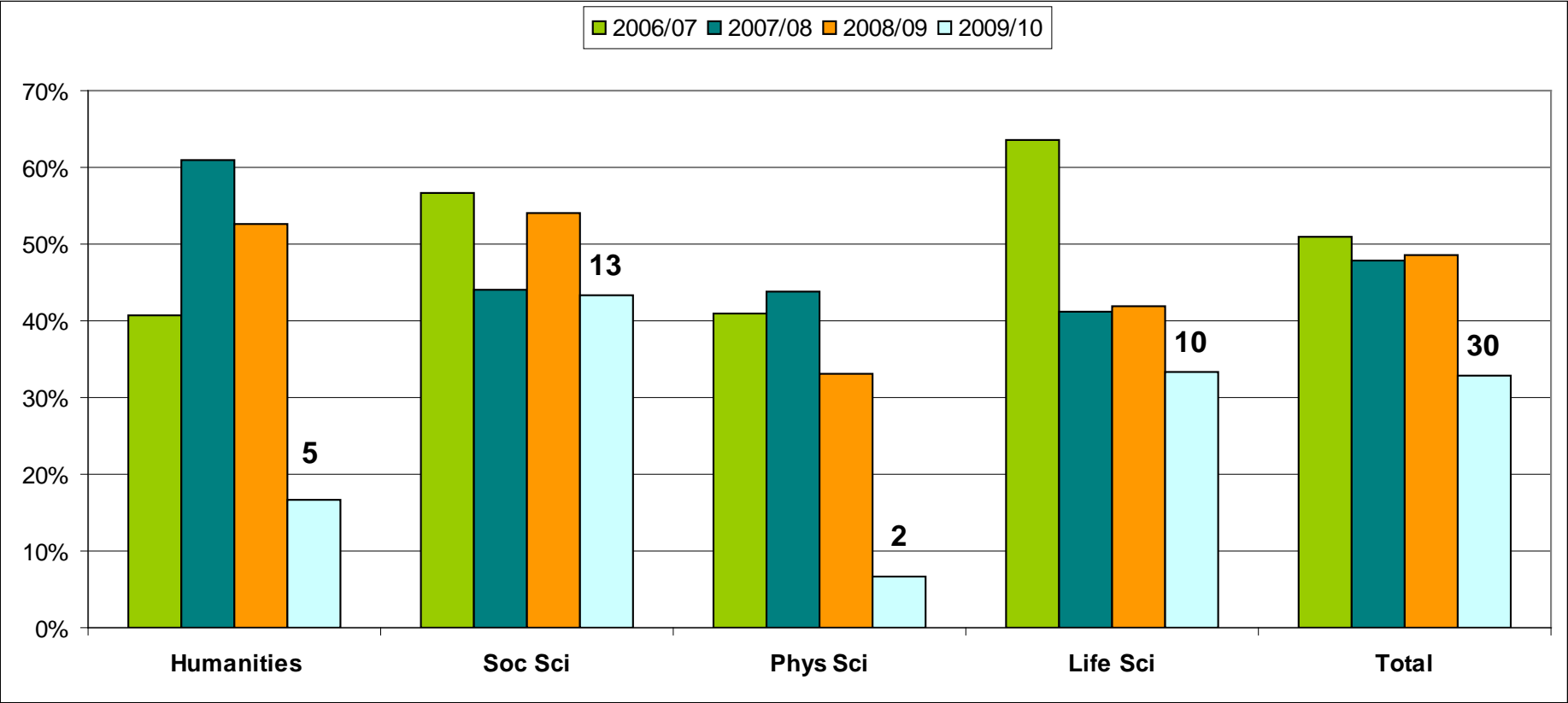
Origin & Citizenship

Origin	08/09	09/10
Originating from US Institutions	59%	57%
Originating from International Institutions	15%	18%
Originating from Canadian Institutions	22%	16%
Originating from UofT	4%	10%

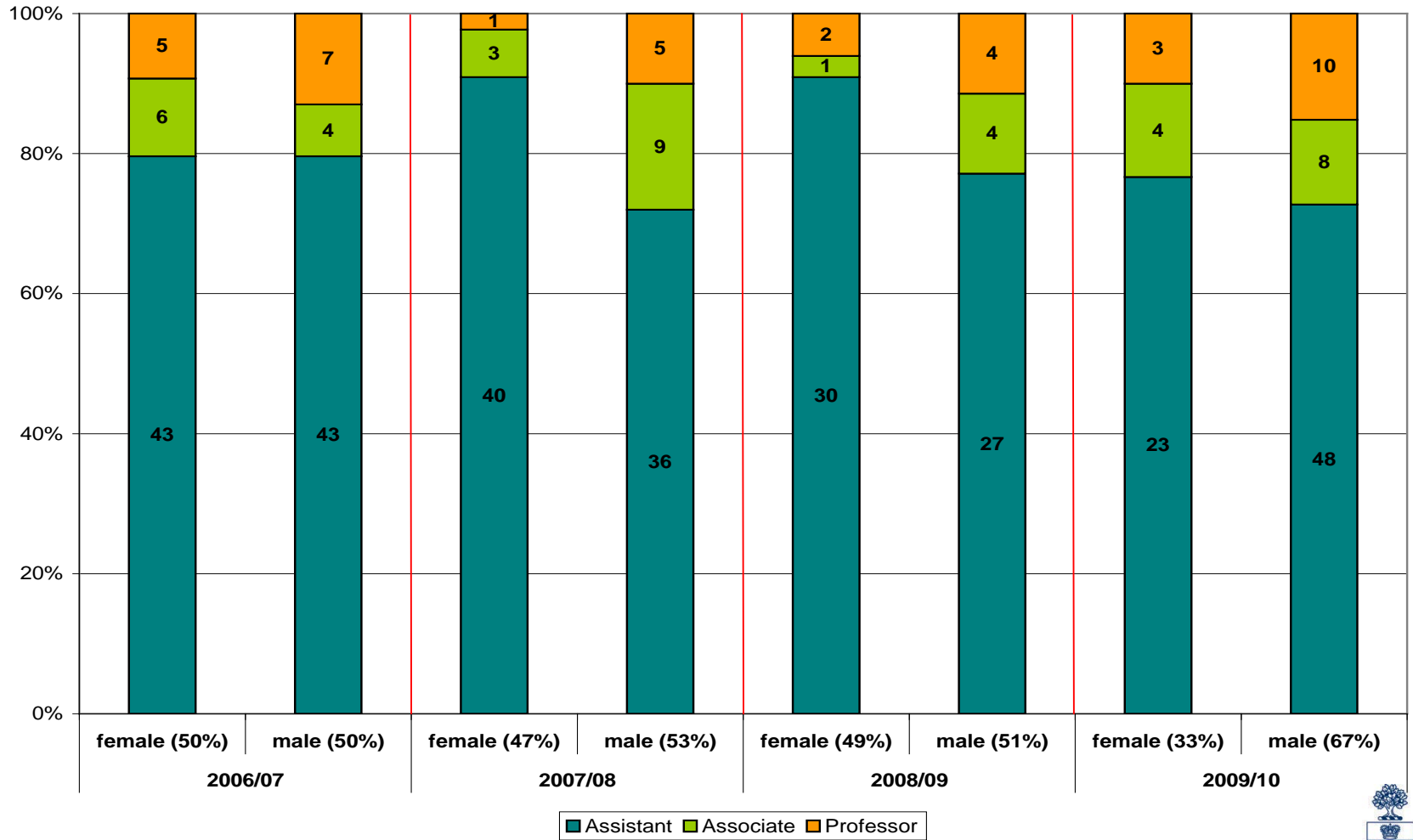
Citizenship	08/09	09/10
Canadian citizens	34%	38%
US citizens	28%	30%
Other	38%	32%



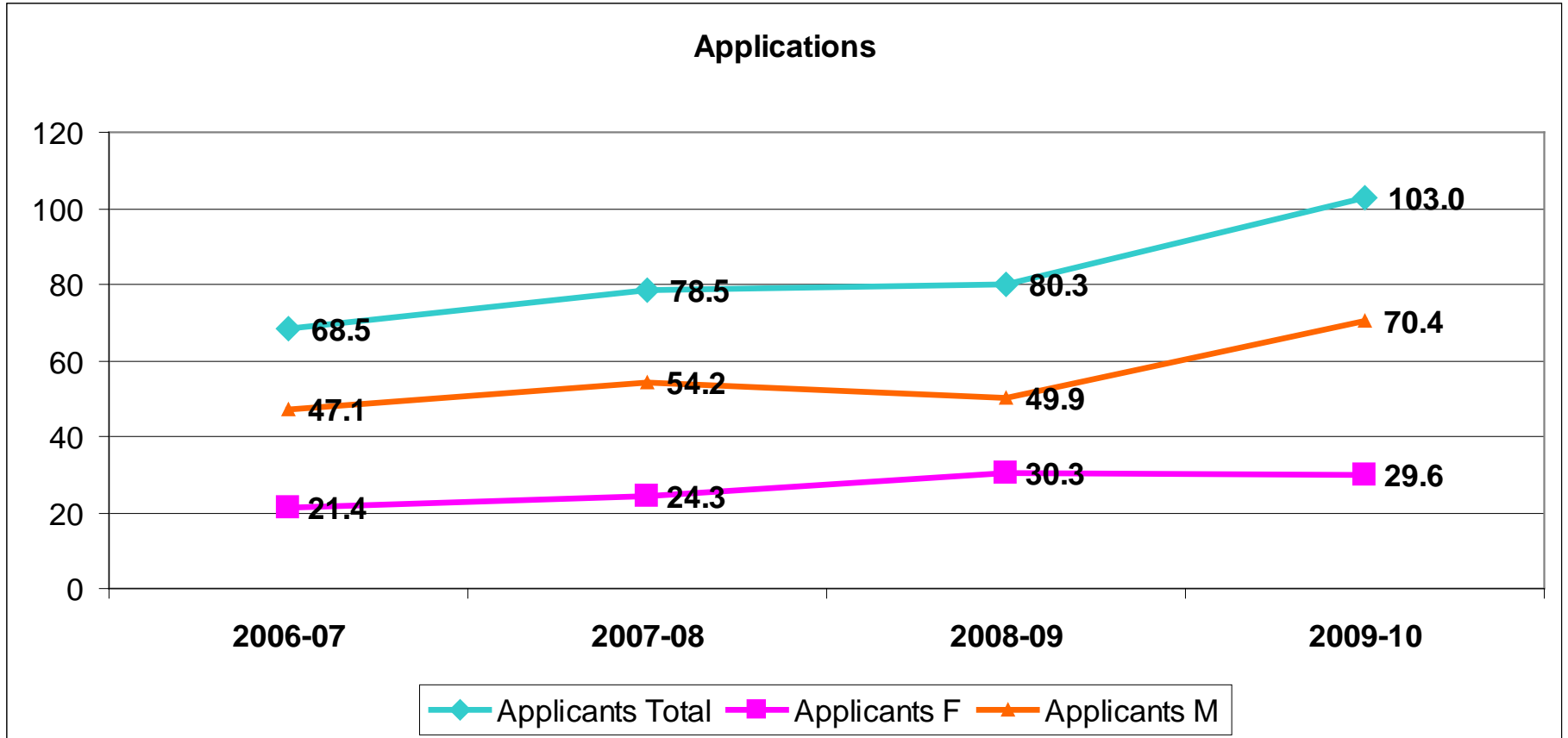
Women New Hires



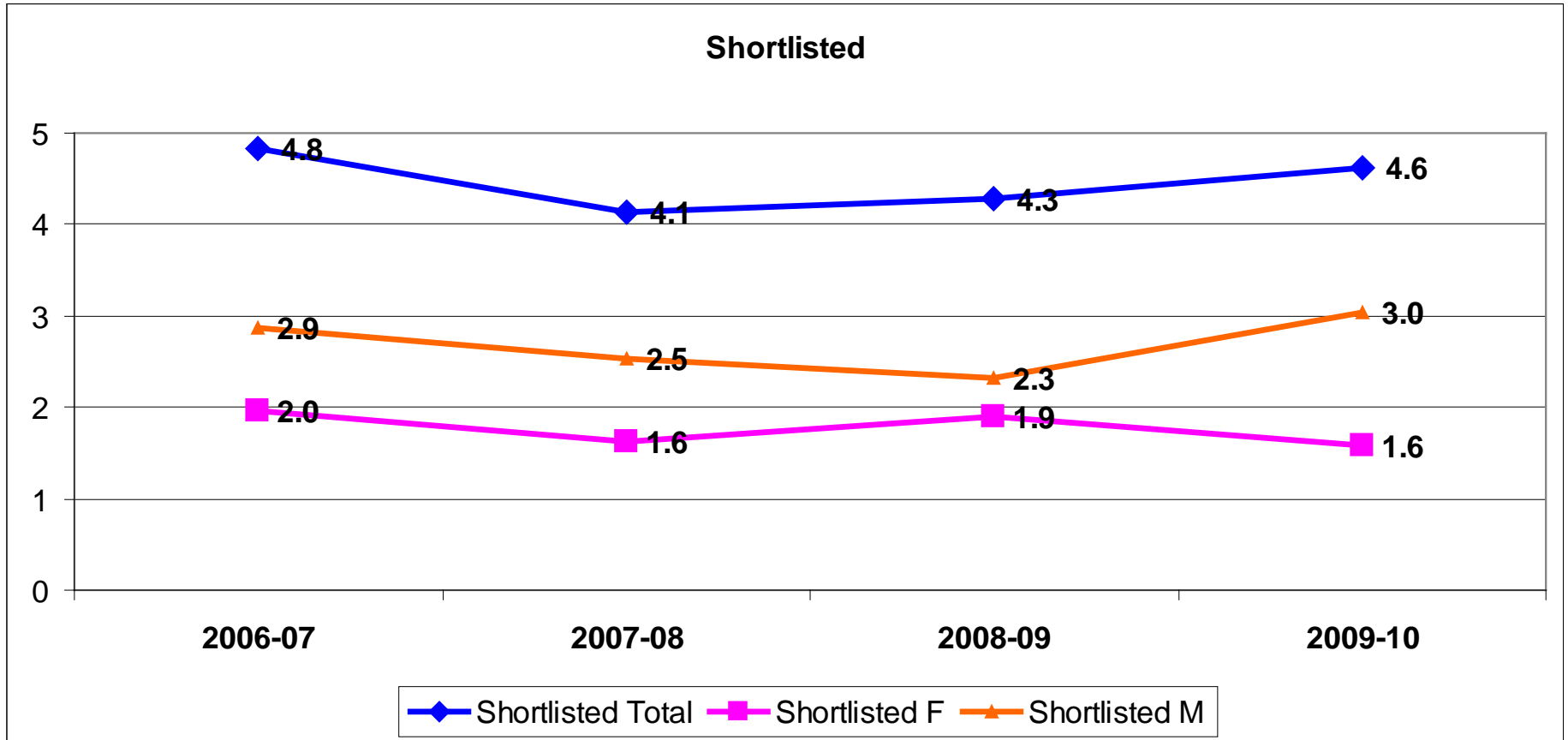
Women and Men by Rank



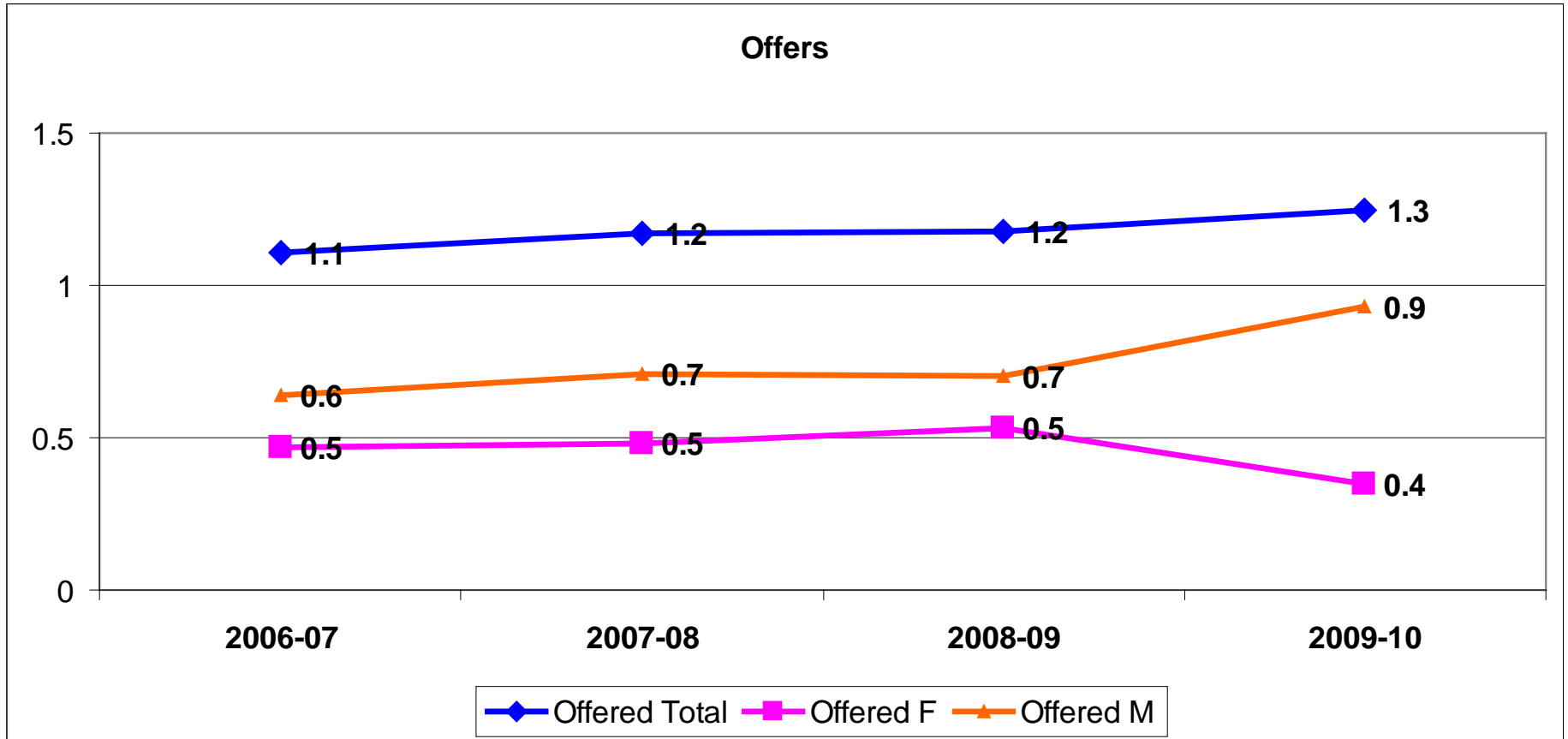
Applicant Pool (mean per search)



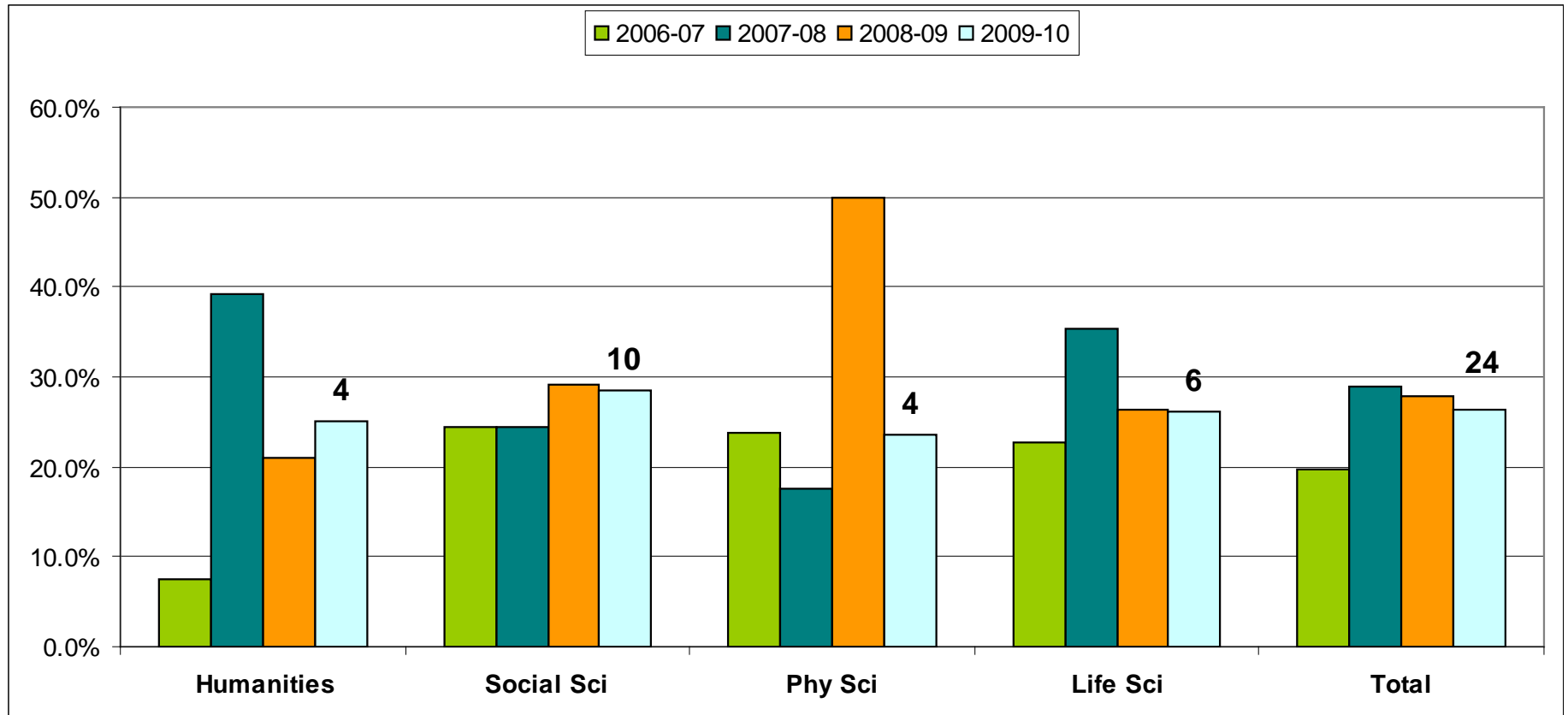
Shortlisted Candidates



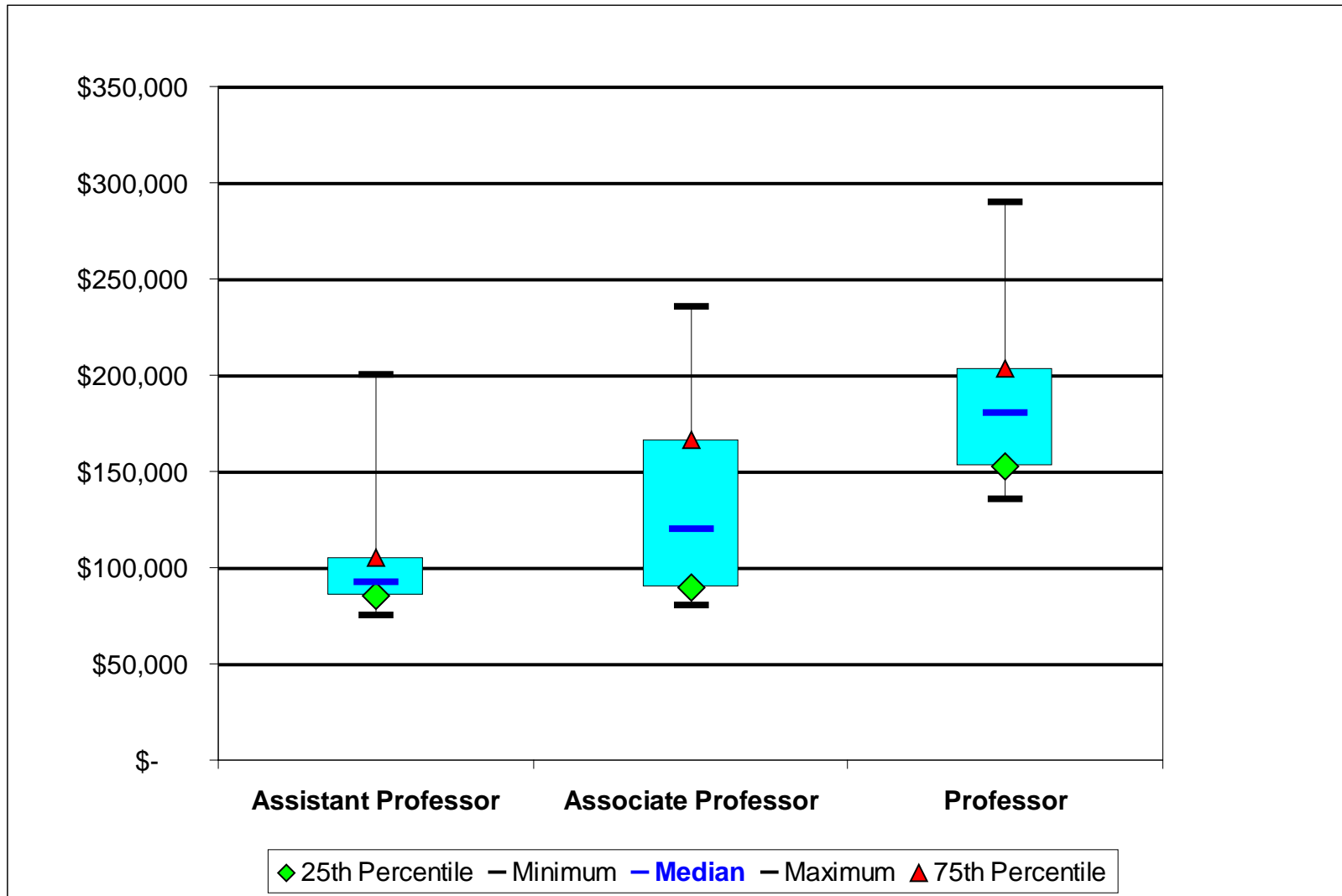
Mean Number of Offers (per search)



Visible Minority New Hires



Salaries of New Hires



Summary of Teaching Stream Appointments 2009/2010

Number of:	2008/09	2009/10
Searches	23	27
Hires	17	18 ³
Declines	0	1
Declines unfilled	0	1
Offers pending	0	0
Remaining unfilled positions	9	8
Estimated searches	2009/2010 19	2010/2011 16

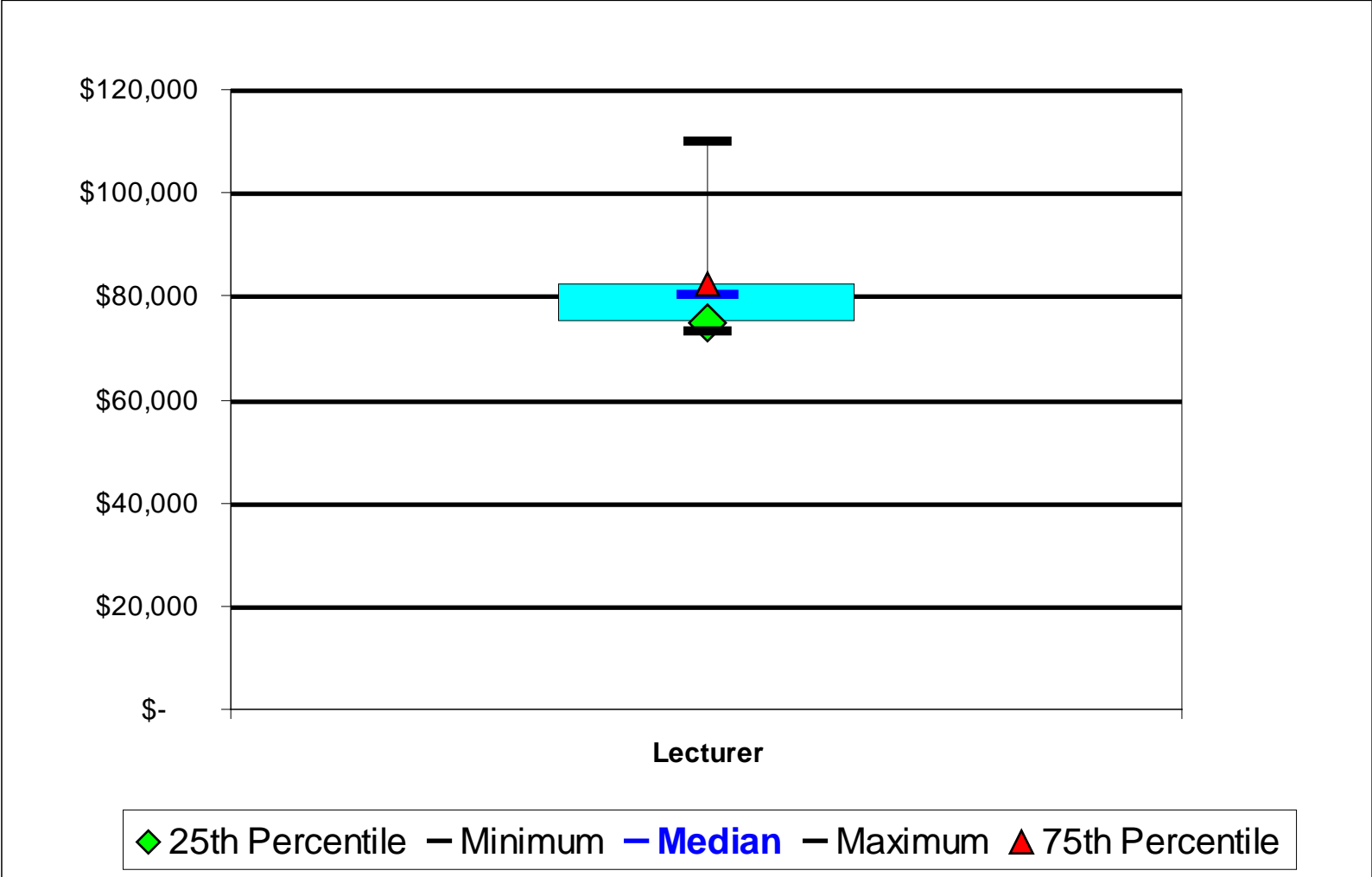


Women and Visible Minority Hires

Teaching Stream Hires	2008/09	2009/10
Women	10	6
Men	7	12
Visible Minorities (men and women)	3	2



Teaching Stream Salaries Ranges



Resources and Initiatives

- Briefing of search committees
- UTORecruit online application process
- Training for administrative assistants and chair's assistants actively involved in the recruitment process.
- Sessions for administrative staff are offered through the Organisational Development and Learning Centre on Human Resources Management for Academic Appointments.
- The Professional Development Leadership Seminar Series for New Academic Administrators.
- 'Just-in-time' lunchtime sessions which coincide with major administrative events in the academic calendar.



Resources and Initiatives

- The Family Care Office
- The Faculty Relocation Services
- Dual Career Connection
- Faculty Housing
- www.faculty.utoronto.ca

