



UNIVERSITY OF
TORONTO

UTM



ST. GEORGE



UTSC



FACULTY RECRUITMENT REPORT 2011-2012

Jay Pratt
(Acting) Vice Provost,
Faculty & Academic Life

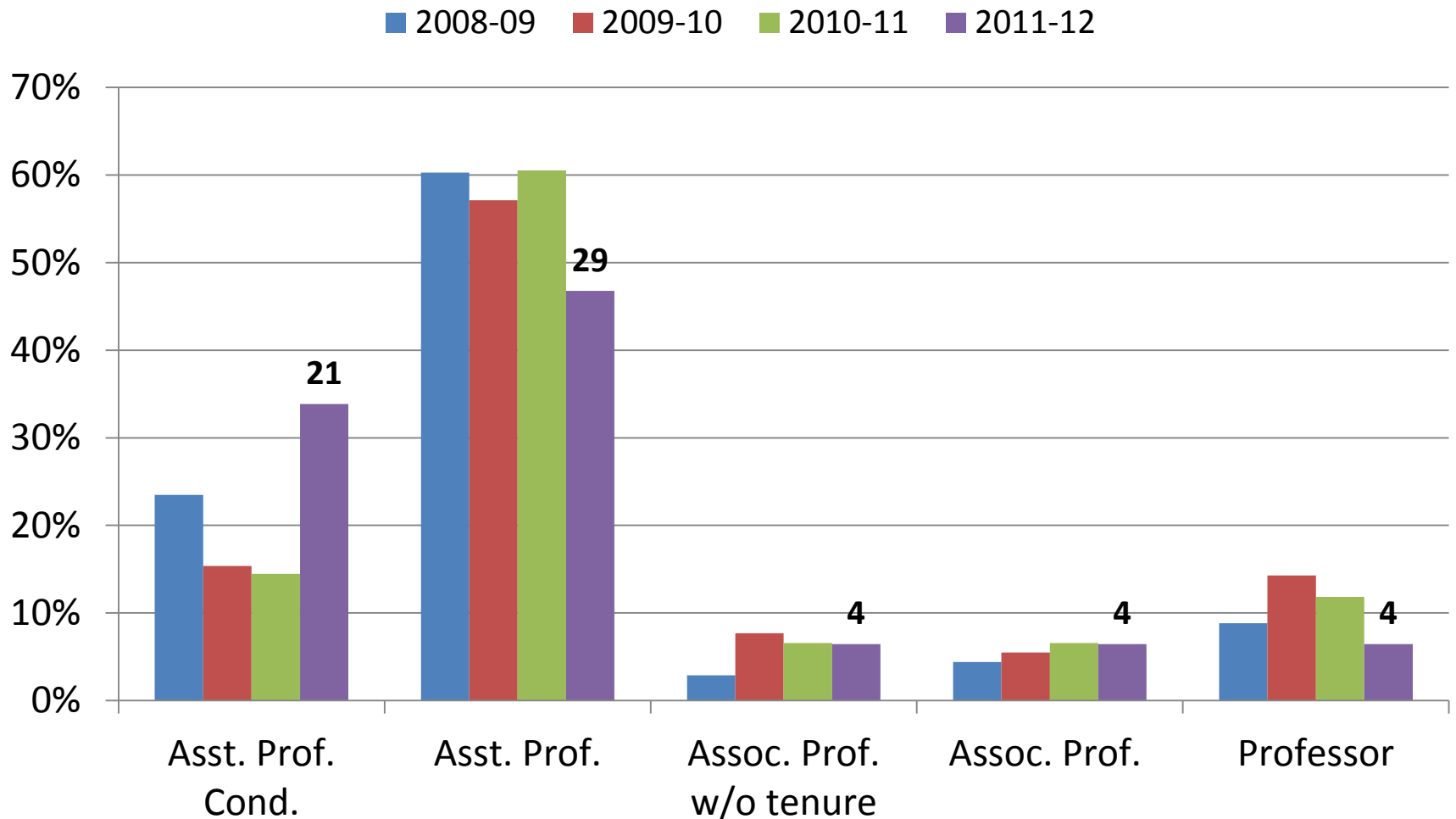
SUMMARY OF TENURE-STREAM APPOINTMENTS

Number of:	2008/09	2009/10	2010/11	2011/12
Searches Advertised	113	146	107	89
Advertised positions with no offers			New 2011/12	22
Offers processed by VPFAL			New 2011/12	75
Hires	68	91	76	62
Offers pending	1	2	1	0
Declines	14	16	19	13
Declines unfilled	11	12	7	6
Total unfilled positions	34	42	26	28
Estimated Searches	09/10	10/11	11/12	12/13
	143	122	99	144

NEW HIRES BY RANK AND 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

RANK OF NEW HIRES



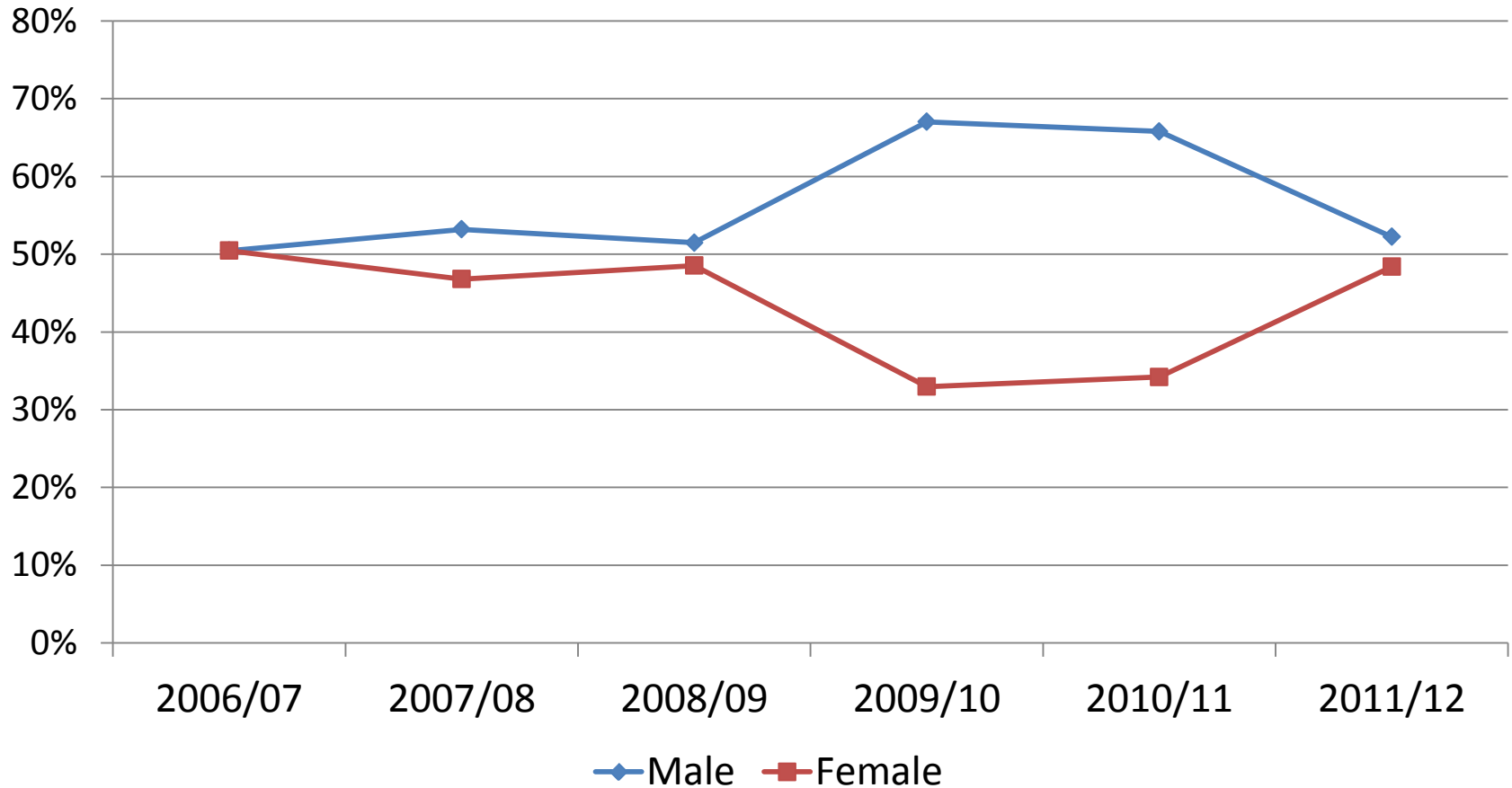
ORIGIN & CITIZENSHIP

	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%

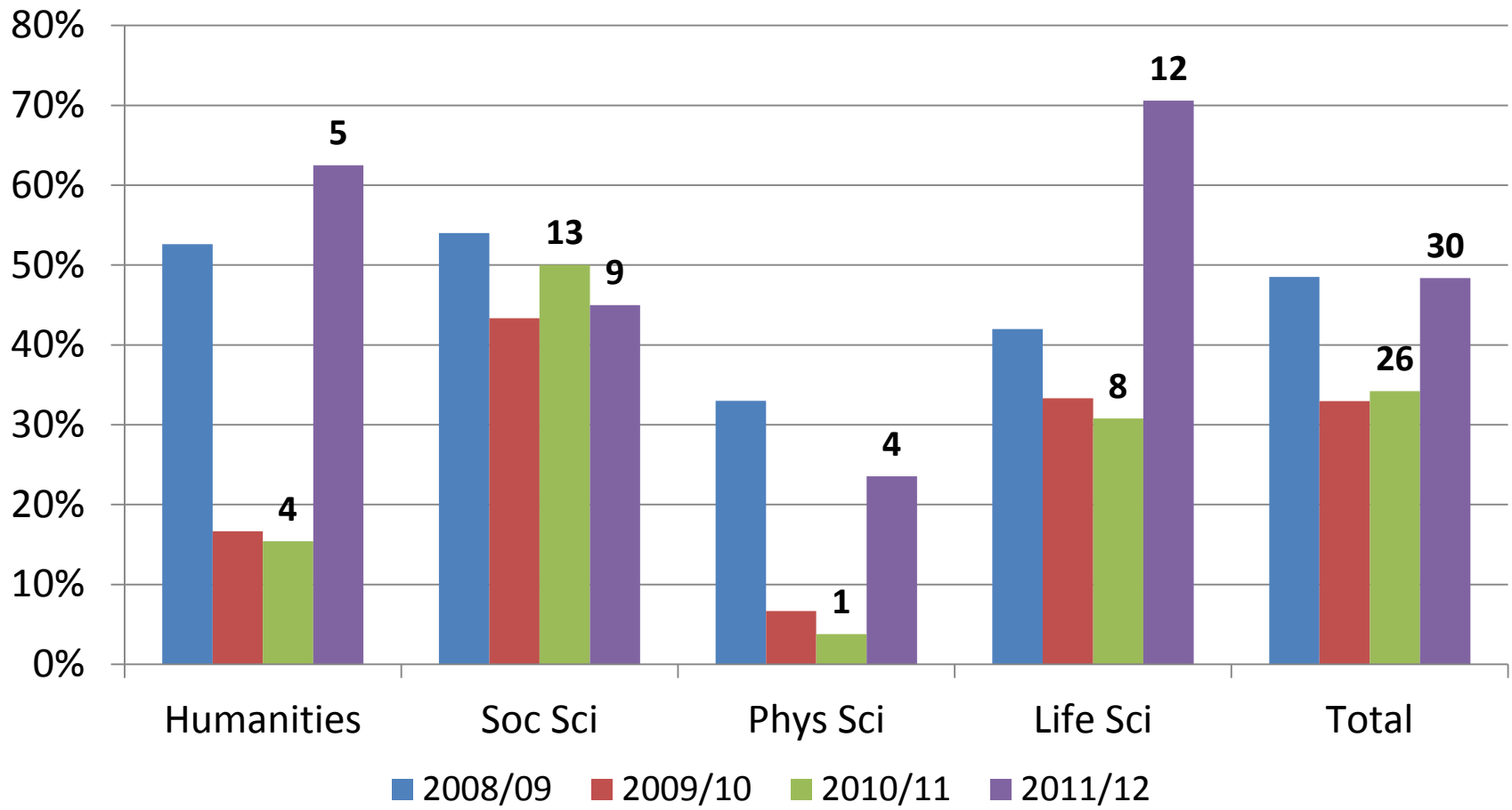
	2010/2011	2011/2012
New faculty holding Canadian citizenship	50%	55%
New faculty holding US citizenship	26%	29%
New faculty holding other citizenship	24%	16%

WOMEN AND MEN HIRES

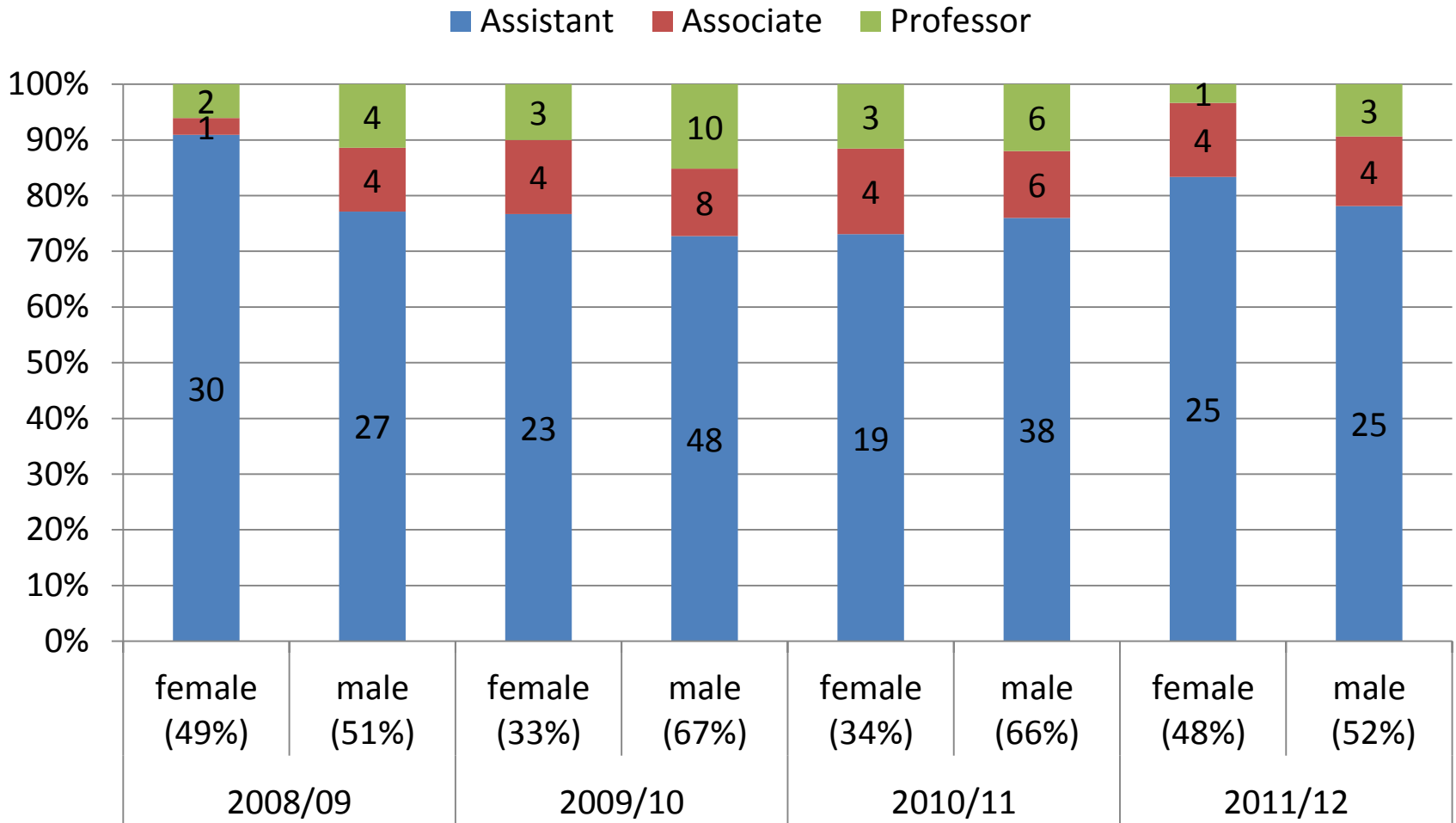
2006/07-2011/12



WOMEN NEW HIRES



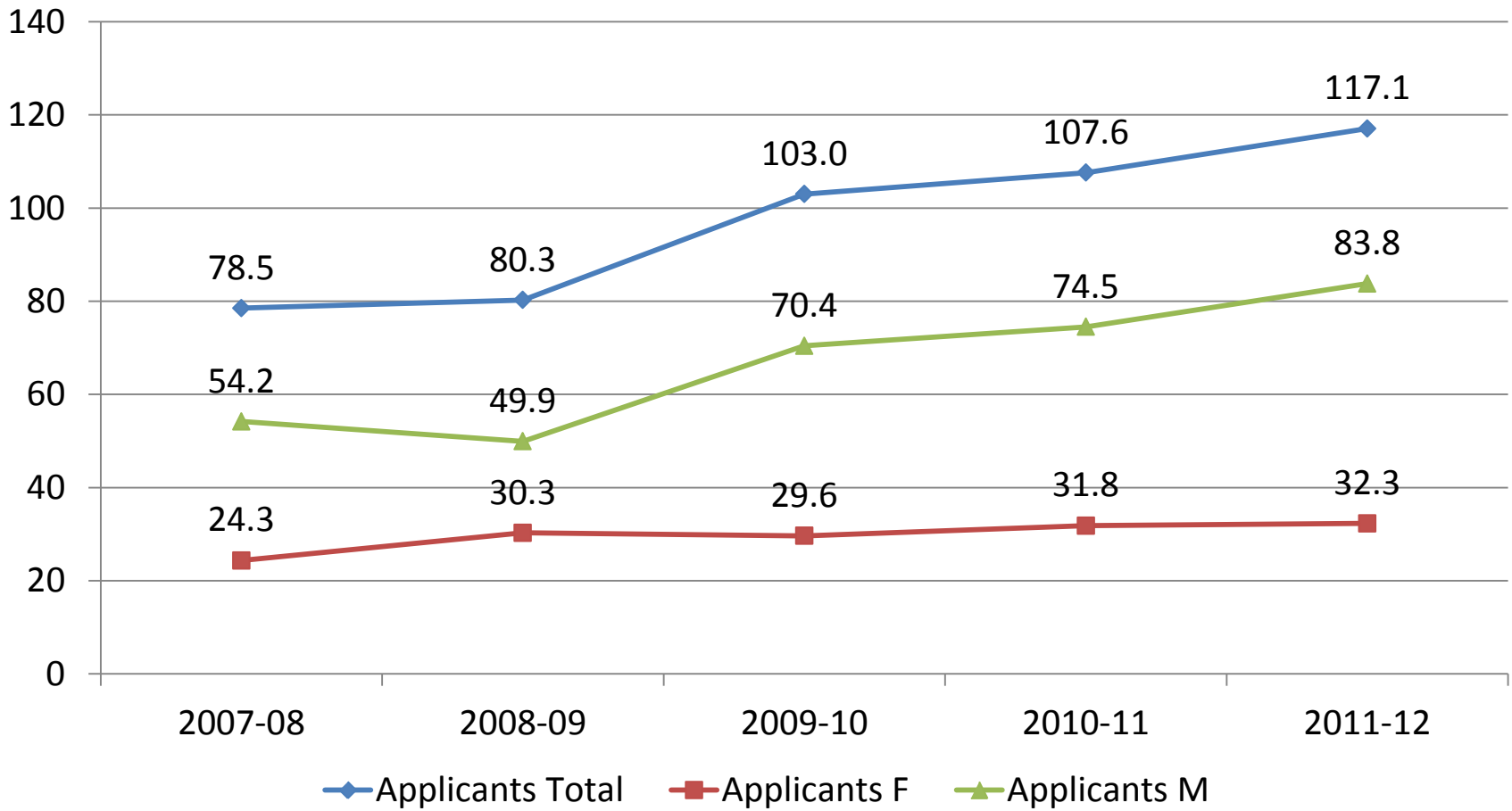
WOMEN & MEN BY RANK



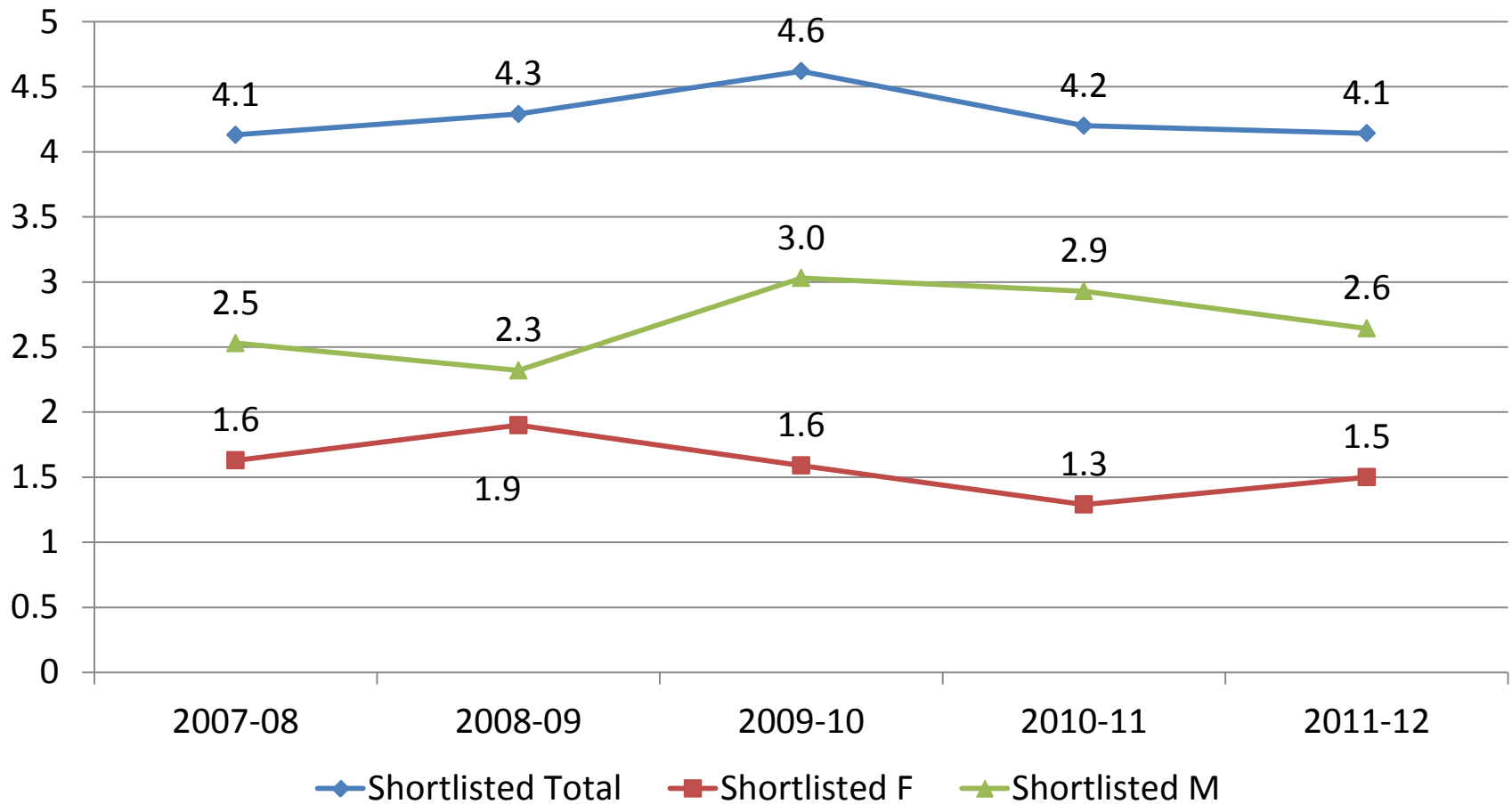
SEARCH POOL STATISTICS

	Total	Female	Male
Applications	6555	1808	4692
Interview/Shortlist	232	84	148
Offer	69	33	36
Accept	56	27	29
Decline	13	6	7

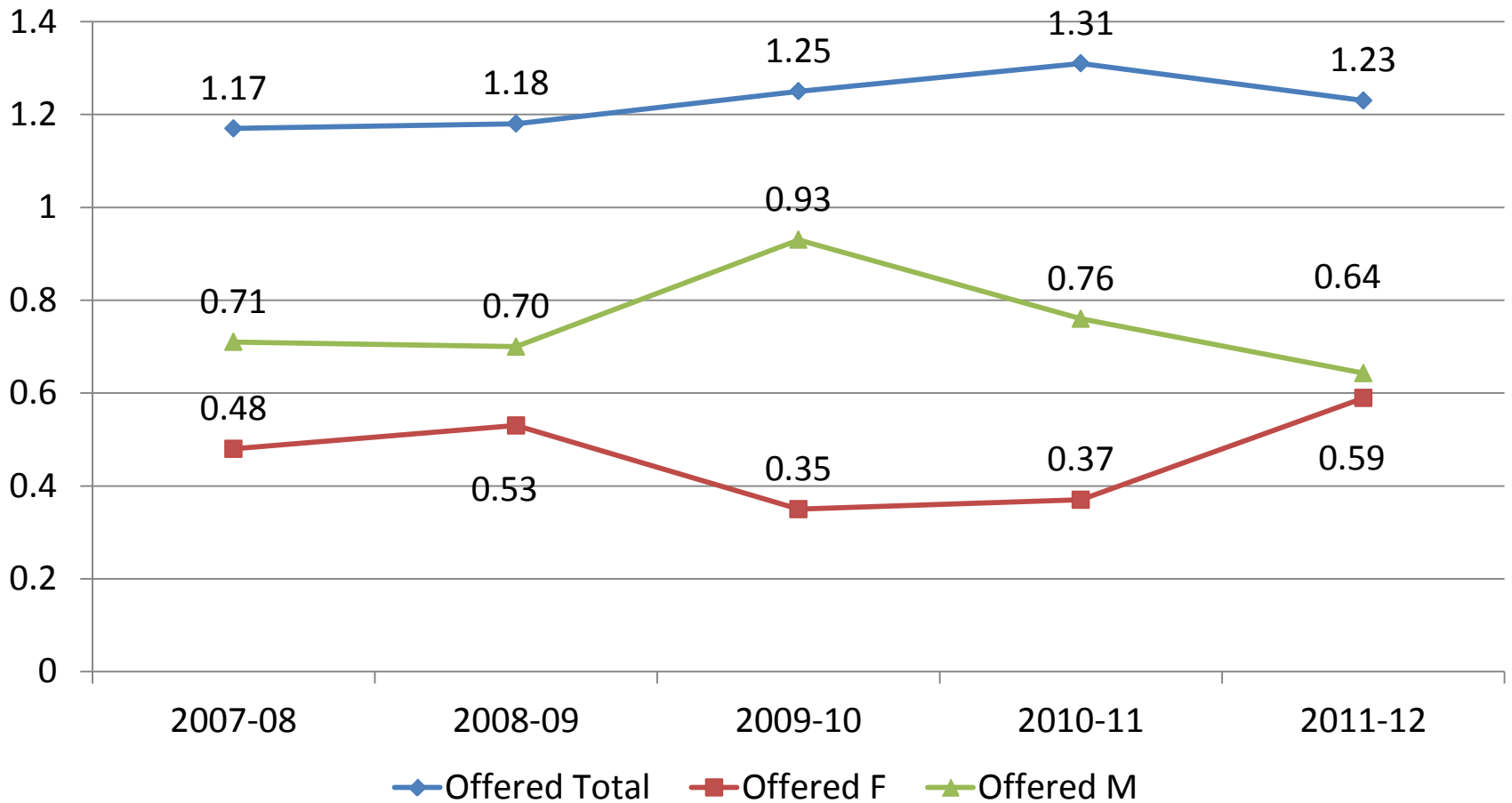
APPLICANT POOL (MEAN PER SEARCH)



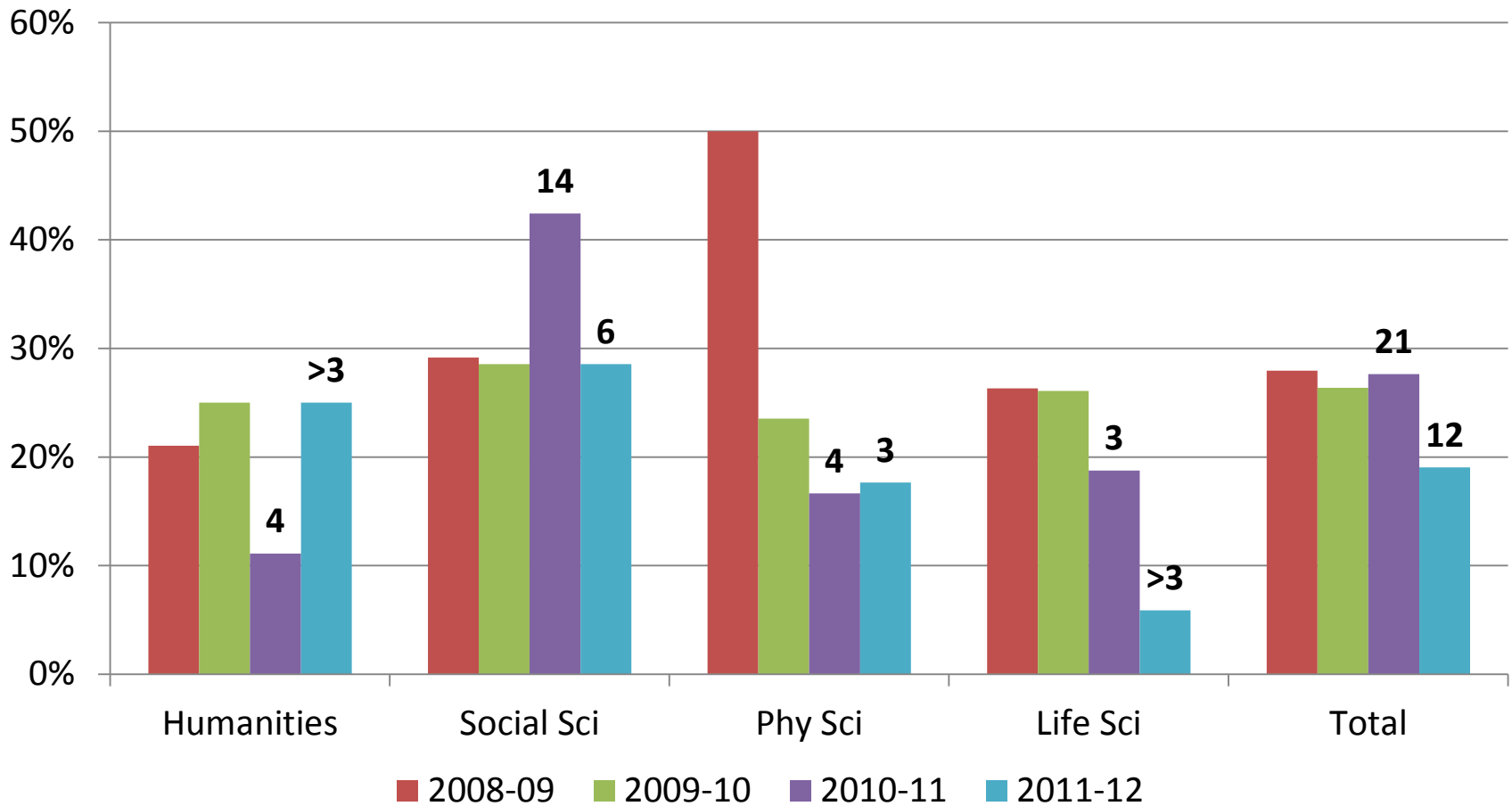
SHORTLISTED CANDIDATES



OFFERS MADE



VISIBLE MINORITY HIRES

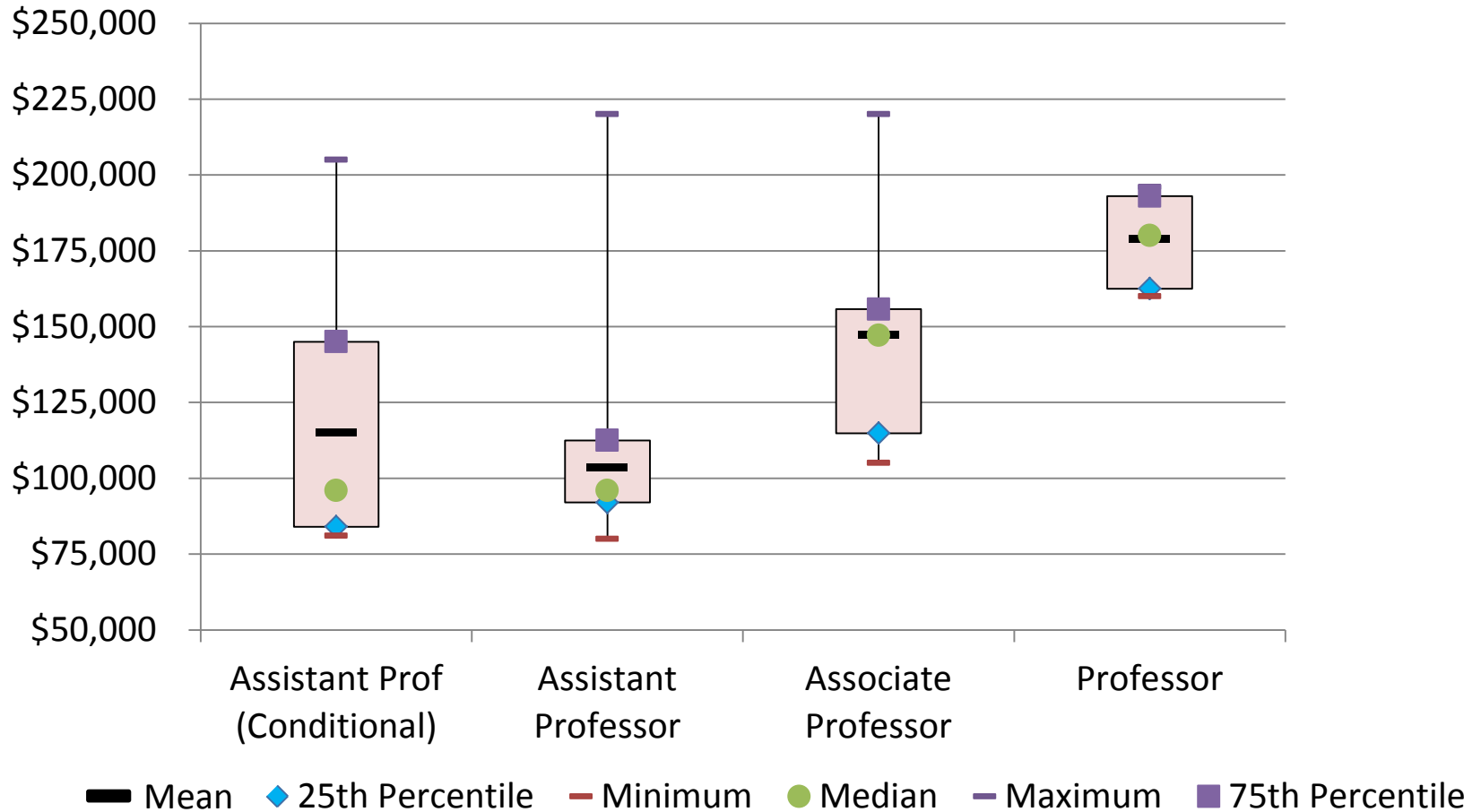


EMPLOYMENT EQUITY QUESTIONS

NON-RESPONSE RATES

Employment Equity Question	Non-Response Rate
<p>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.</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>Aboriginal peoples are those persons who identify as First nations (Status, non-Status, Treaty), Métis, Inuit, or North American Indian.</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>Persons with disabilities are persons who have a long-term or recurring physical, mental, sensory, psychiatric or learning impairment(s).</p> <p>Based on the definition above, do you consider yourself a person with a disability?</p>	13%

SALARIES OF NEW HIRES



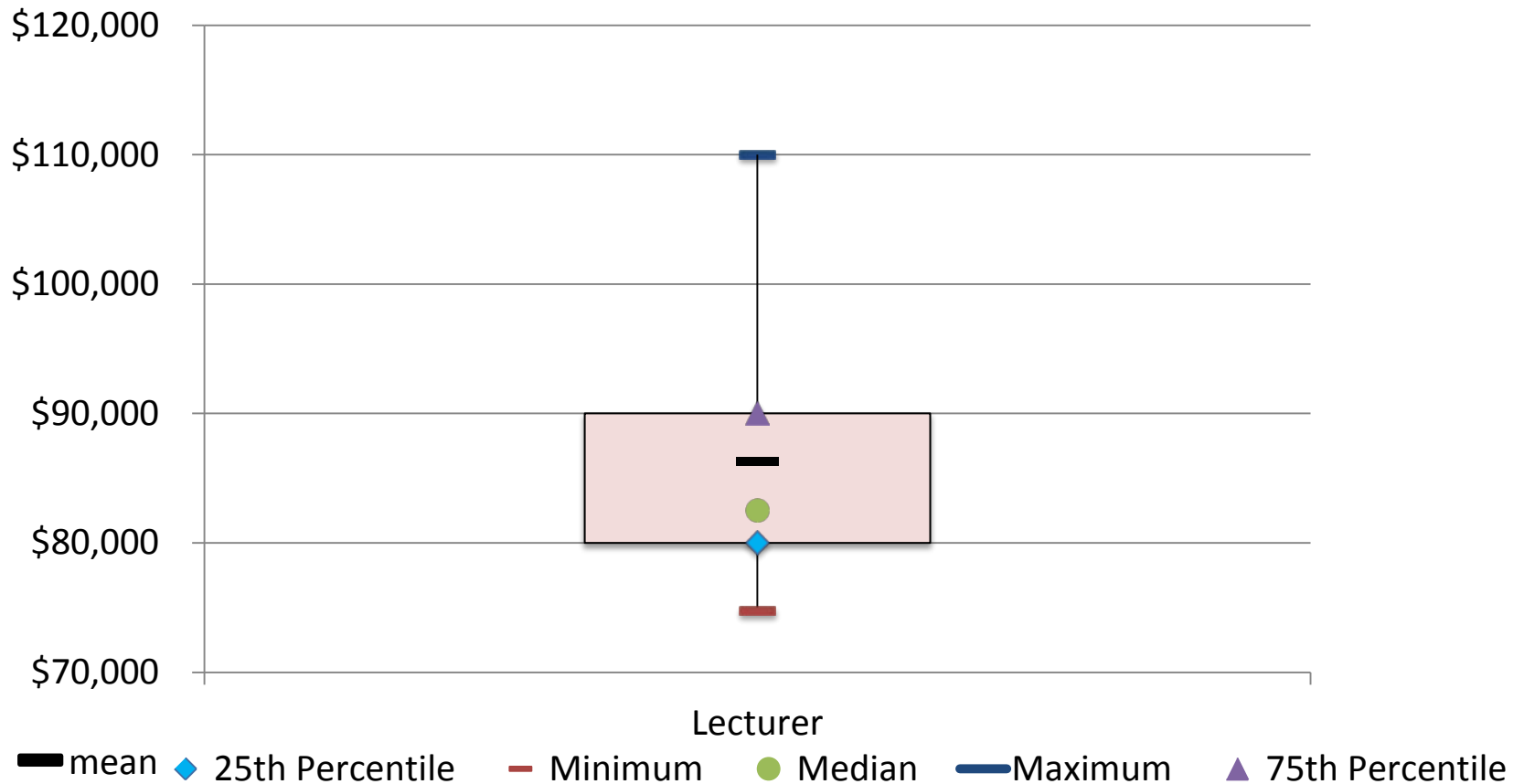
SUMMARY OF TEACHING STREAM APPOINTMENTS

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

WOMEN & VISIBLE MINORITY HIRES

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

TEACHING STREAM SALARY 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.
- Training for Provostial and Decanal Assessors
- Sessions for administrative staff are offered through the Organisational Development and Learning Centre on Human Resources Management for Academic Appointments.
- '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