

Senate Update re. Enrolment and Complement

Provost & VPA Rhonda Lenton

November 24th, 2016

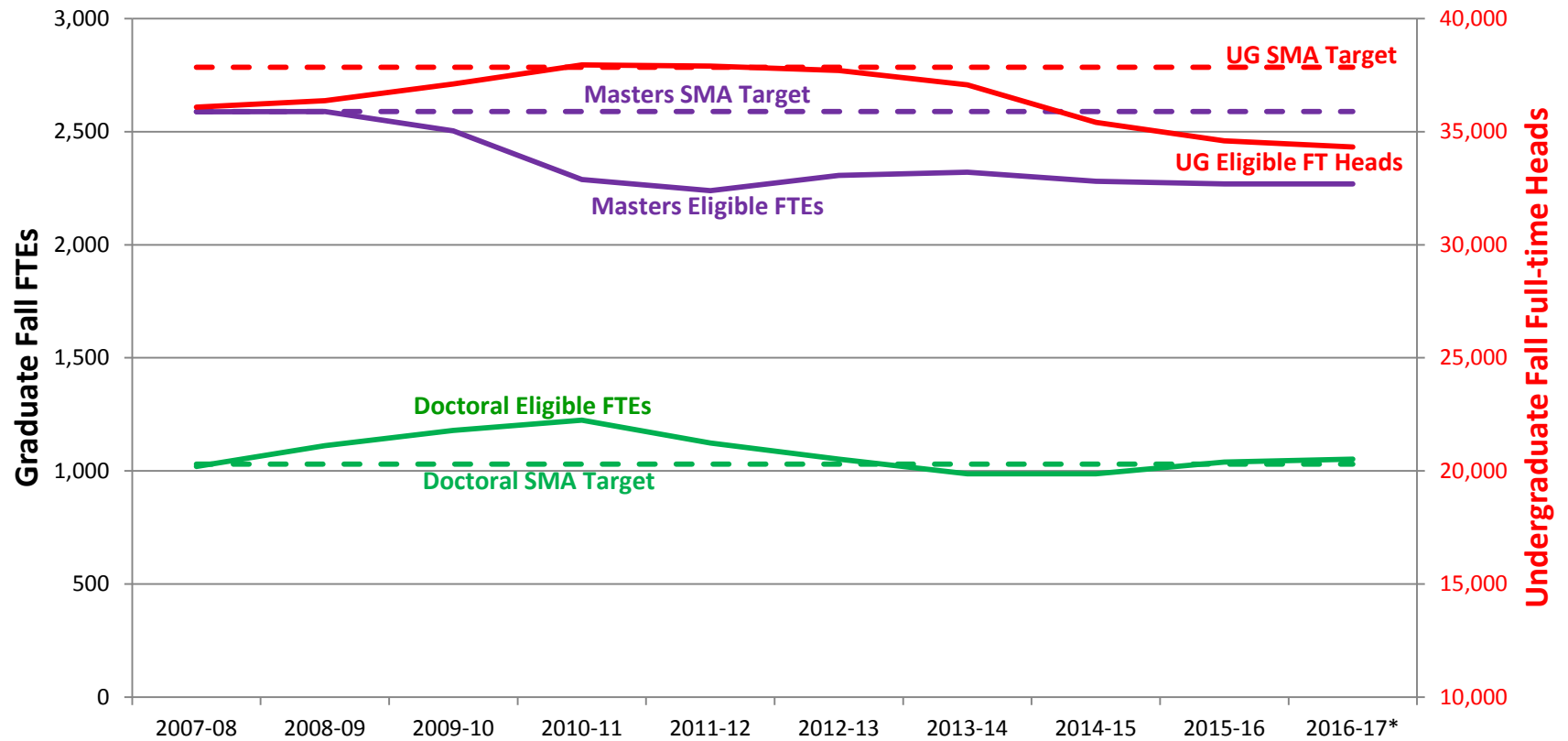
Outline

- Enrolment update
- Complement update
- UAP Priorities
 - Challenges / Successes / Opportunities

Enrolment Update

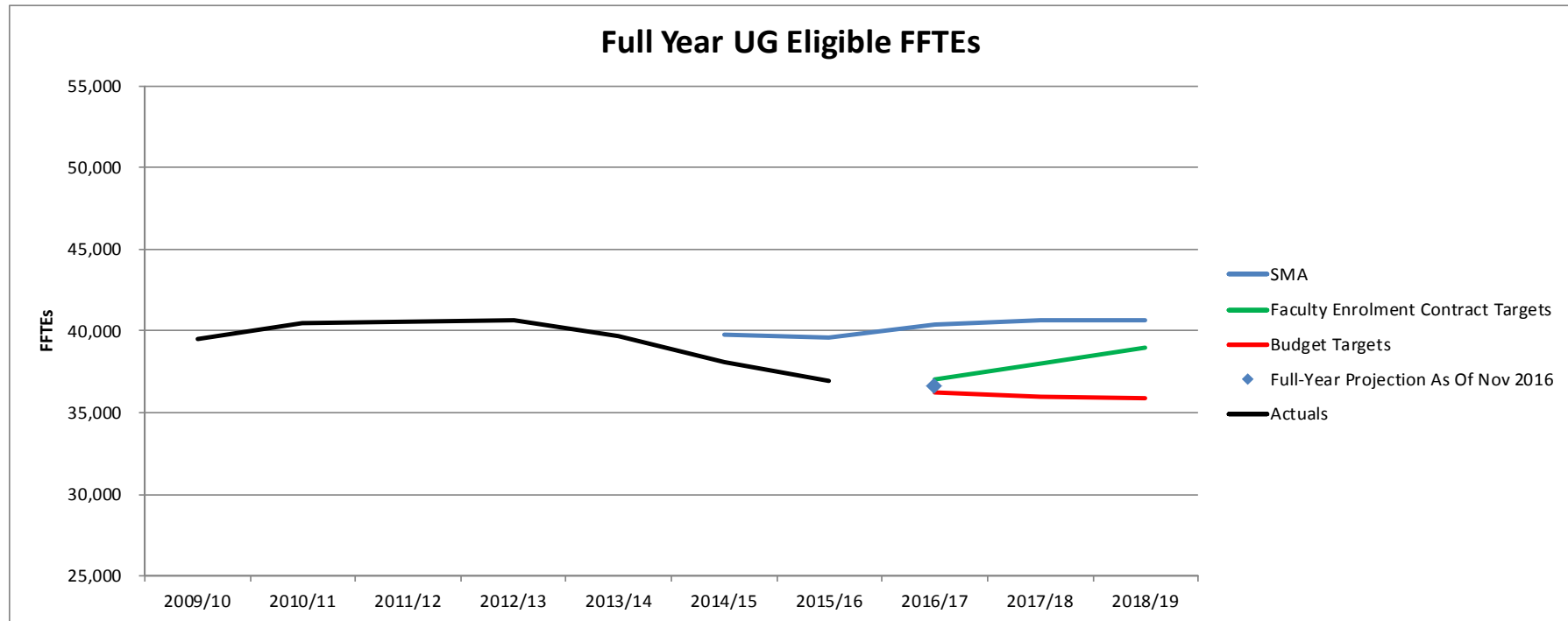
Enrolment Context – Strategic Mandate Agreement (SMA)

Eligible Enrolment Growth Relative to SMA Targets



*2016-17 data is preliminary
Source: OIPA

Undergraduate Eligible Enrolment (FFTEs)



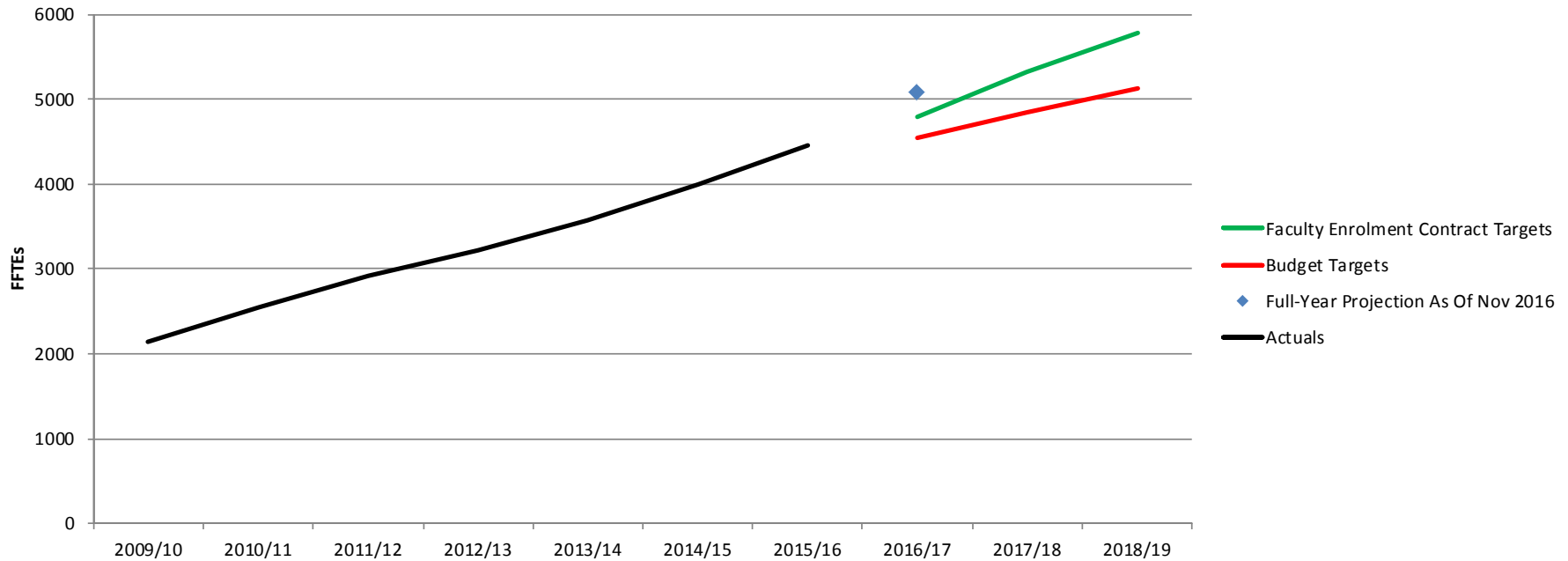
FULL YEAR UG ELIGIBLE FFTEs

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	Actuals 2015/16	Targets 2016/17	2017/18	2018/19
Actuals	39,527	40,469	40,551	40,628	39,711	38,094	36,981			
SMA						39,760	39,625	40,415	40,635	40,635
Faculty Enrolment Contract Targets								37,031	37,984	38,997
Budget Targets								36,250	35,945	35,915
Full-Year Projection As Of Nov 2016								36,549		
Projection Minus Faculty Target								(482)		
Projection Minus Budget Target								299		

Source: OIPA

Undergraduate International Enrolment (FFTEs)

Full Year UG International FFTEs



FULL YEAR UG INTERNATIONAL FFTEs

	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	Actuals 2015/16	Targets 2016/17	2017/18	2018/19
Actuals	2,138	2,538	2,920	3,215	3,775	3,998	4,455			
Faculty Enrolment Contract Targets								4,788	5,313	5,774
Budget Targets								4,549	4,848	5,135
Full-Year Projection As Of Nov 2016								5,074		
Projection Minus Faculty Target								286		
Projection Minus Budget Target								525		

2016 – 2017 Undergraduate and Graduate Enrolment Results (detailed tables follow)

- Projections for the year (as of November 7, 2016):
 - eligible undergraduate trending above budget target by 299.1 and -482.1 below Faculty enrolment contract target (significant accomplishment to be only 1% short of stretch targets)
 - international undergraduate 525.2 FFTEs above budget target and 285.6 FFTEs above Faculty enrolment contract target (reflecting strong international reputation)
 - Masters – 321.0 FTEs below the Ministry target
 - Doctoral 22.3 FTEs above the Ministry target

2016-17 Undergraduate PRELIMINARY FFTE Projections

	2012-13 Actual	2013-14 Actual	2014-15 Actual	2015-16 Actual	2016-17 Enrolment Contract Target	2015-16 University Budget Target ¹	2016-17 Projected ²
Eligible	40,631.8	39,713.7	38,095.8	36,789.1	37,031.3	36,250.1	36,549.2
Visa	3,211.7	3,569.9	3,994.2	4,449.6	4788.4	4,548.8	5,074.0
Other Ineligible³	263.2	259.0	261.6	248.9	261.6	259.0	259.9
Total	44,106.7	43,542.6	42,351.6	41,487.6	42,081.3	41,057.9	41,883.1

1. University Budget Target includes projected Engineering growth over 2011-2012

2. Summer actuals and fall and winter estimates as of November 7, 2016

3. BDesign FFTEs only, excludes on-site exchange students.



2016-17 Masters Preliminary Fall FTEs

	Nov 2007 Actual	Nov 2013 Actual	Nov 2014 Actual	Nov 2015 Actual	Nov 2016 Enrolment Contract Target	2014/15 to 2016/17 Ministry Target ¹	Nov 2016 Preliminary
Eligible	2,587.7	2,320.5	2,280.4	2,269.3	2,391.7	2,589.4	2,268.4
Visa	160.3	414.6	559.3	561.2	561.2	N/A	586.5
Other Ineligible	119.6	148.0	148.4	141.3	141.3	N/A	79.4
Total	2,867.6	2,883.1	2,988.1	2,971.8	3,094.2	N/A	2,934.3

1. Targets as provided in SMA, April 16, 2014. Government reduced the target from the previous target by 159.58 FTEs from 2,748.98 FTEs

Source: OIPA

2016-17 Doctoral Preliminary FTEs

	Nov 2007 Actual	Nov 2013 Actual	Nov 2014 Actual	Nov 2015 Actual	Nov 2016 Enrolment Contract Target	2014/15 to 2016/17 Ministry Target ¹	Nov 2016 Preliminary
Eligible	1,019.4	987.0	987.3	1,039.1	1,080.6	1,030.56	1,052.9
Visa	127.3	196.1	204.3	212.3	212.3	N/A	208.6
Other Ineligible	274.1	463.8	429.6	417.6	417.6	N/A	373.8
Total	1,420.8	1,646.9	1,621.2	1,669.0	1,710.5	N/A	1,635.3

1. Targets as provided in SMA, April 16, 2014. Reduced from previous target by 181.6 from 1,212.16

Source: OIPA

Enrolment Data by Faculty for *Faculty Contract Targets* (Preliminary until December 1, 2016)

Full-Year Contract Targets and Performance

Faculty	Eligible Performance		Ineligible Visa Performance		Ineligible Other Performance		Total Performance	
	Target	vs Target	Target	vs Target	Target	vs Target	Target	vs Target
	AMPD	2,597.4	46.7	236.6	54.0	197.7	7.1	3,031.6
Education	1,093.3	18.6	3.8	11.1	0.0	0.0	1,097.1	29.7
Env Studies	404.9	(29.5)	45.1	(7.1)	0.8	(0.2)	450.8	(36.8)
Glendon	1,923.5	(113.0)	161.6	(2.9)	0.0	0.0	2,085.1	(115.9)
Health	5,424.4	(24.6)	183.9	16.8	4.0	2.4	5,612.4	(5.5)
Nursing	1,149.1	34.5	12.2	(0.1)	0.0	0.0	1,161.3	34.4
Lassonde	1,036.0	34.0	180.8	17.9	0.0	0.0	1,216.8	51.8
LAPS	16,048.3	(194.8)	3,170.6	104.0	29.7	(2.5)	19,248.6	(93.2)
Osgoode	929.5	1.4	13.7	(2.9)	0.0	0.0	943.2	(1.5)
Schulich	1,128.6	(3.3)	69.2	9.0	0.0	0.0	1,197.8	5.8
Science	5,117.2	(228.9)	696.4	86.4	24.9	(4.1)	5,838.5	(146.7)
other	179.1	(23.1)	14.4	(0.5)	4.5	(4.5)	198.1	(28.1)
Total Undergrad	37,031.3	(482.1)	4,788.4	285.6	261.6	(1.7)	42,081.3	(198.2)

Enrolment Data by Faculty for *Budget Targets* (Preliminary until December 1, 2016)

Full-Year Budget Targets and Performance

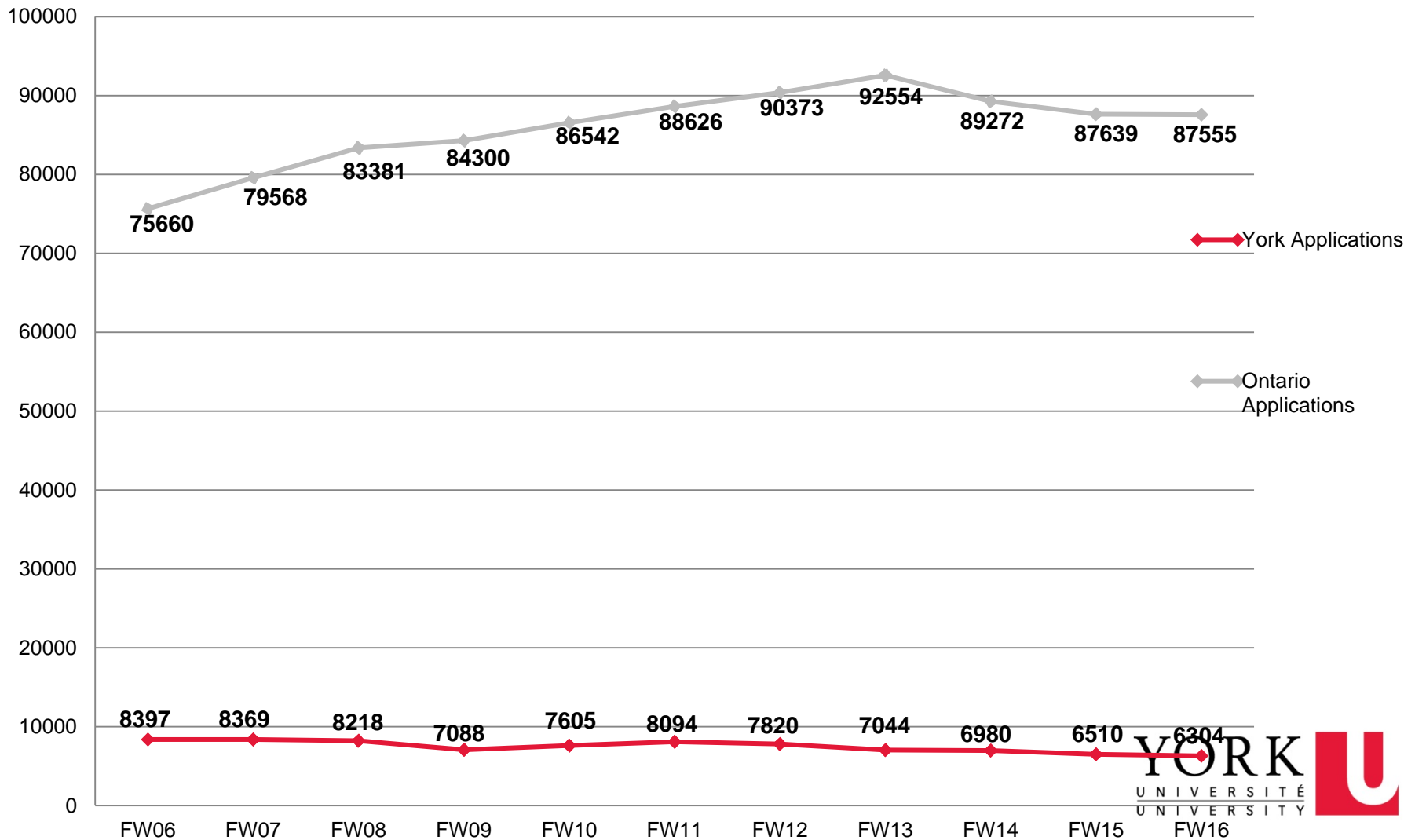
Faculty	Eligible		Ineligible Visa		Ineligible Other		Total	
	Performance		Performance		Performance		Performance	
	Target	vs Target	Target	vs Target	Target	vs Target	Target	vs Target
AMPD	2,635.2	8.9	235.8	54.7	200.2	4.6	3,031.6	68.2
Education	1,060.0	51.9	2.5	12.5	0.0	0.0	1,097.1	64.3
Env Studies	450.0	(74.6)	48.6	(10.7)	0.9	(0.3)	450.8	(85.5)
Glendon	1,936.2	(125.7)	166.0	(7.3)	0.8	(0.8)	2,085.1	(133.8)
Health	5,177.7	222.1	170.9	29.8	5.0	1.4	5,612.4	253.3
Nursing	1,151.7	32.0	14.6	(2.5)	0.0	0.0	1,161.3	29.4
Lassonde	949.0	121.0	159.4	39.2	0.2	(0.2)	1,216.8	160.0
LAPS	15,827.8	25.7	3,014.7	259.9	26.3	0.9	19,248.6	286.5
Osgoode	928.7	2.2	11.8	(1.0)	0.0	0.0	943.2	1.2
Schulich	1,138.1	(12.7)	65.3	12.9	0.0	0.0	1,197.8	0.2
Science	4,819.6	68.7	642.4	140.3	23.1	(2.3)	5,838.5	206.7
other	176.1	(20.2)	16.7	(2.7)	2.5	(2.5)	198.1	(25.4)
Total Undergrad	36,250.1	299.1	4,548.8	525.2	259.0	0.9	42,081.3	825.1

Enrolment Challenges Reflected in 2016 - 2017

- Recruitment of students continues to be very competitive across the province as applications are essentially flat for 101s
- 101s Domestic:
 - System: up 0.2% increase in first choice and 1.9% up in “all choices”
 - York: 3.5% decline in first choice and 2.0% decline “all choices”
- 105s Domestic first year:
 - System: up 5.1% increase in first choice and 8.5% up in “all choices”
 - York: 7.5% decline in first choice and 5.5% decline “all choices”
- Applications are heavily skewed for both undergraduate and graduate programs

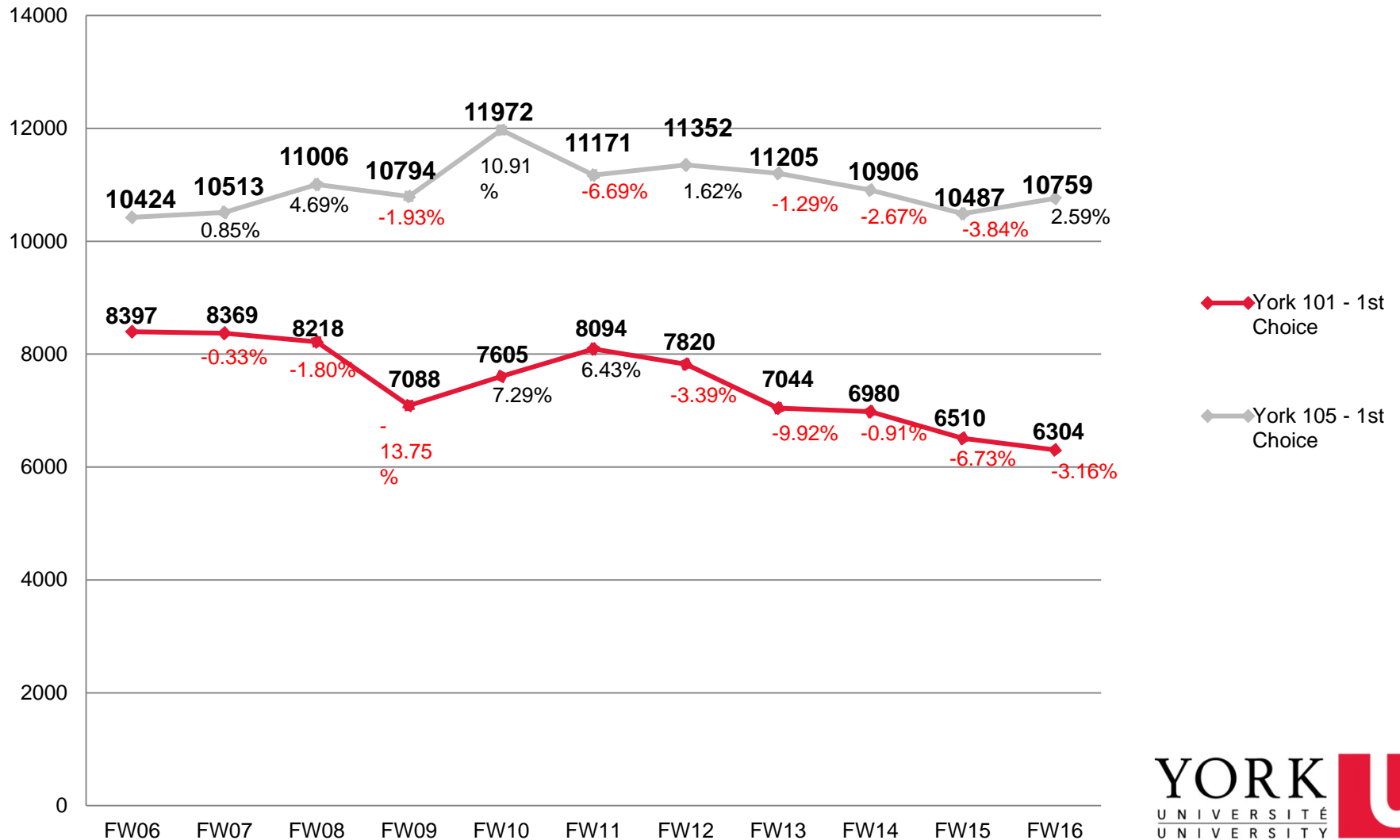
Graph comparing total 1st choice applications for 101 Ontario vs York between 2006-2016

1st Choice Applications: Ontario vs York

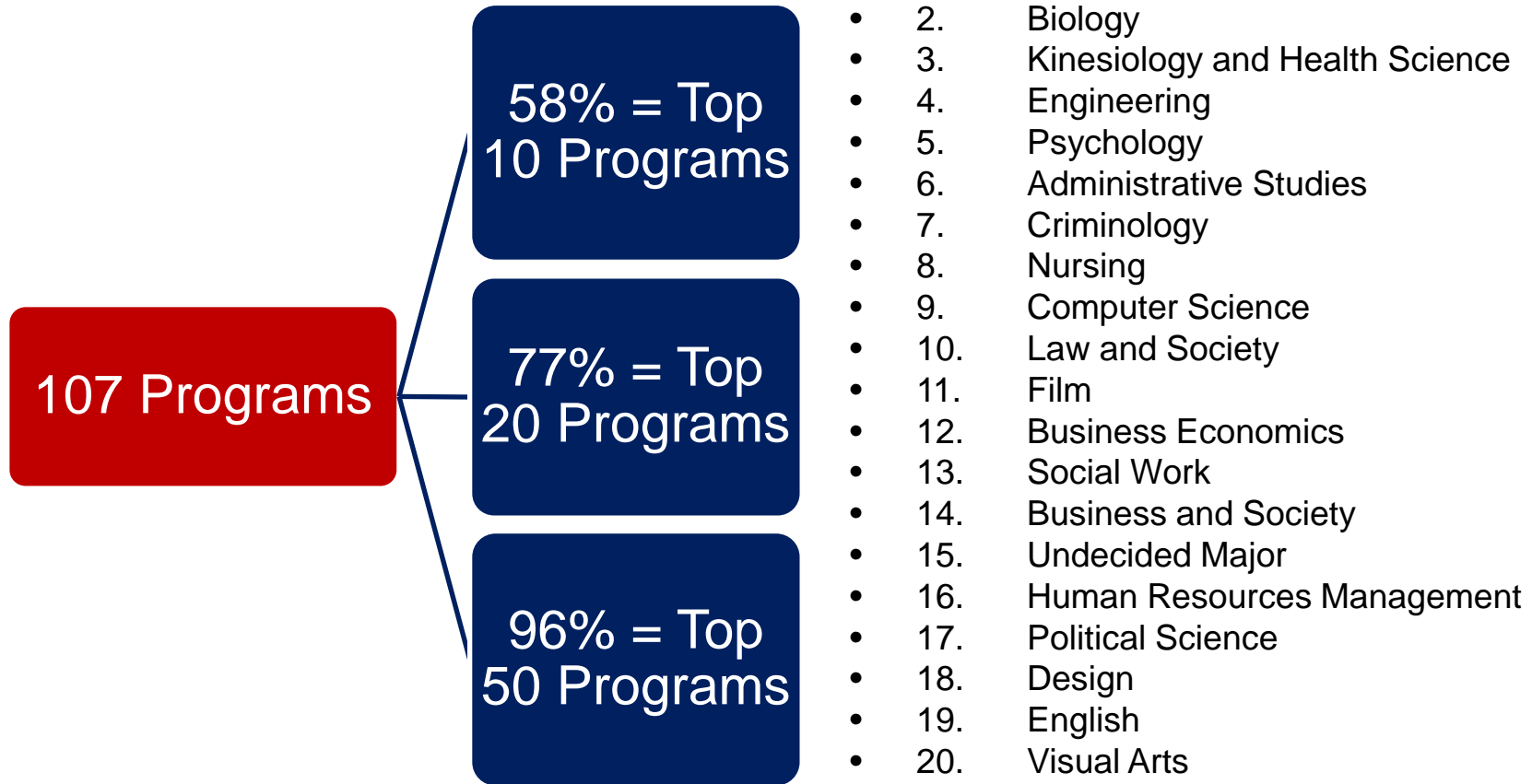


Graph showing total 1st choice 101 and 105 applications (domestic and international) for York between 2006-2016

1st Choice 101 & 105 Applications at York



Top 20 Program Undergraduate : 101 Applications Fall 2016/17*



* Highest choice only

Top Programs– Undergraduate 101 Applications

Fall 2014

1. Schulich Administration
2. Biology
3. Kinesiology (Top 3 = 26%)
4. Psychology
5. Criminology (Top 5 = 36%)
6. Administrative Studies
7. Nursing
8. Undecided Major
9. Law and Society
10. Social Work (Top 10 = 52%)

Top 50 = 96%

Fall 2015

1. Schulich Administration
2. Biology
3. Kinesiology (Top 3 = 26%)
4. Psychology
5. Administrative Studies (Top 5 = 36%)
6. Criminology
7. Nursing
8. Computer Science
9. Undecided Major
10. Social Work (Top 10 = 52%)

Top 50 = 95%

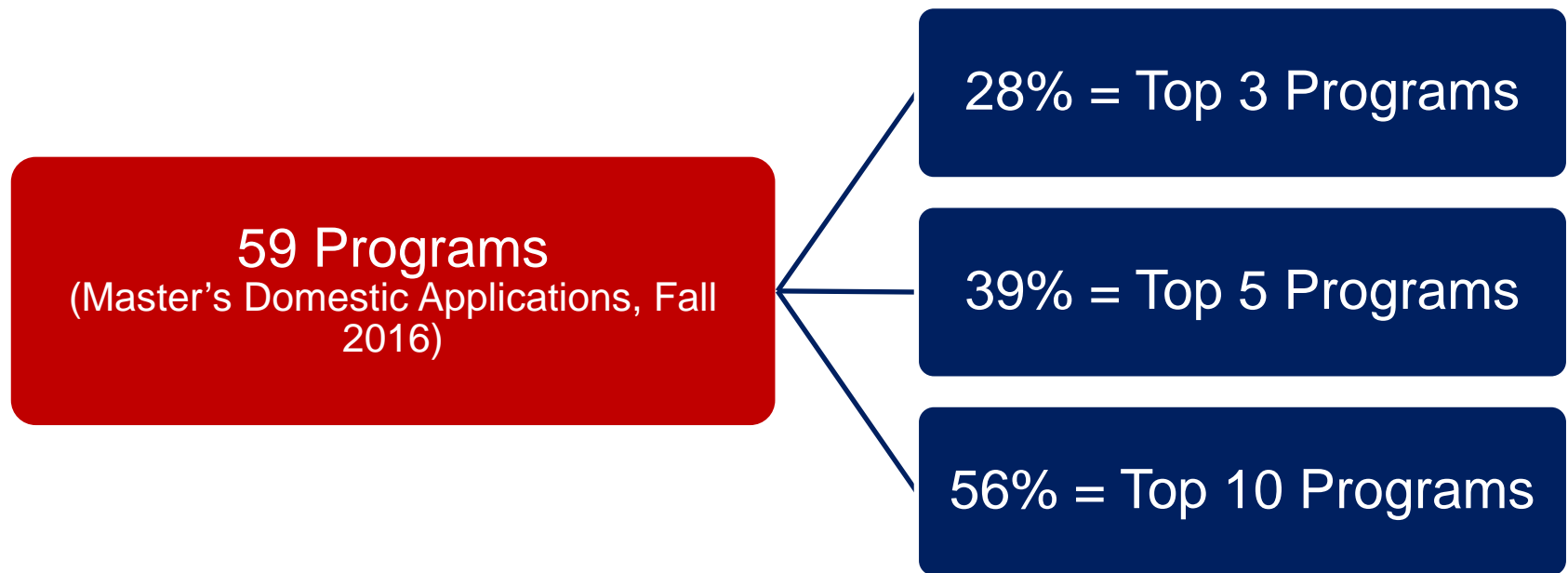
Fall 2016

1. Schulich Administration
2. Biology
3. Kinesiology (Top 3 = 27%)
4. Engineering
5. Psychology (Top 5 = 39%)
6. Administrative studies
7. Criminology
8. Nursing
9. Computer Science
10. Law & Society (Top 10 = 58%)

Top 50 = 96%

Fall 2016 Master's Applications

(Domestic applications only – highest choice)



Top Programs – Master’s Applications (Domestic applications only)

Fall 2014

-
1. Social Work
 2. MBA/MPA
 3. LLM PDP (Top 3 = 29%)
 4. Psychology
 5. Nursing (Top 5 = 41%)
 6. Environmental Studies
 7. Education
 8. Economics
 9. Public Policy, Administration & Law
 10. Political Science (Top 10 = 59%)
-

Application range: 1 - 586
(n = 4,387 applications)

Programs with less than 20 applications: 9 Programs

Fall 2015

-
1. Social Work
 2. MBA/MPA
 3. LLM PDP (Top 3 = 29%)
 4. Psychology
 5. Education (Top 5 = 41%)
 6. Environmental Studies
 7. Nursing
 8. Public Policy, Administration & Law
 9. Political Science
 10. Economics (Top 10 = 57%)
-

Application range: 1 - 577
(n = 4,231 applications)

Programs with less than 20 applications: 13 Programs

Fall 2016

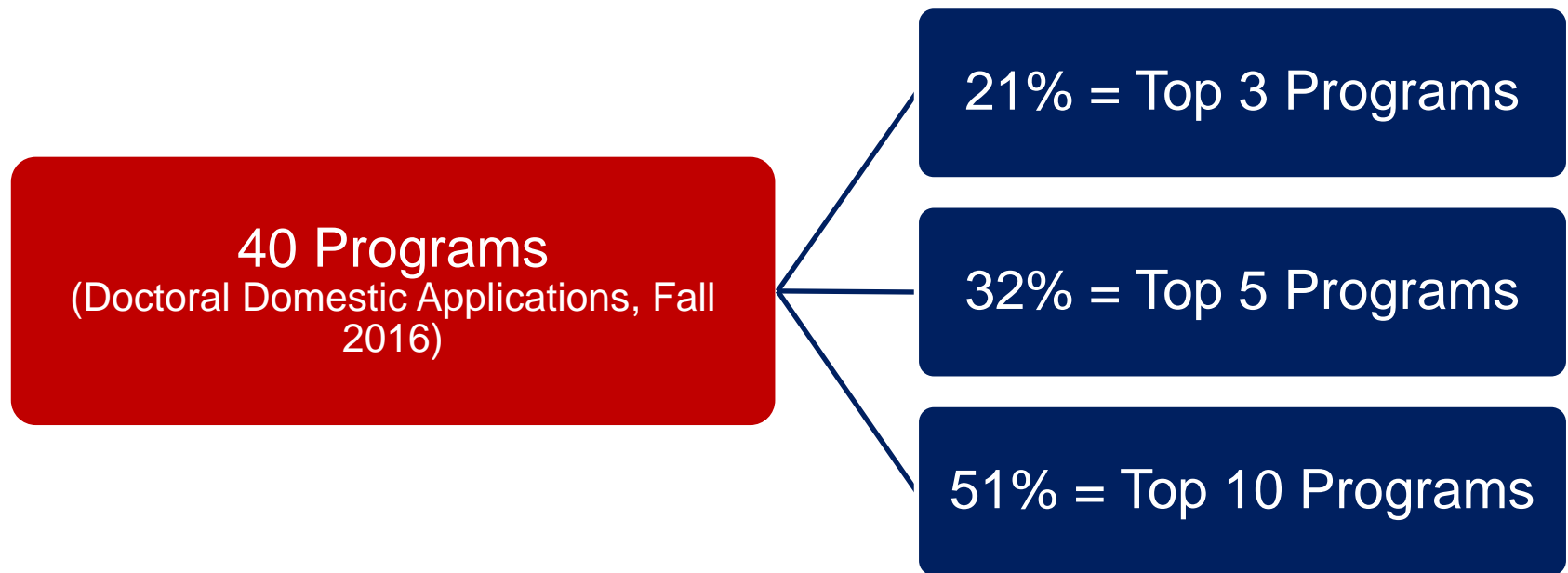
-
1. Social Work
 2. MBA/MPA
 3. LLM PDP (Top 3 = 28%)
 4. Psychology
 5. Environmental Studies (Top 5 = 39%)
 6. Nursing
 7. Education
 8. Political Science
 9. Economics
 10. Public Policy, Administration & Law (Top 10 = 56%)
-

Application range: 1 - 533
(n = 4,207 applications)

Programs with less than 20 applications: 10 Programs

Fall 2016 Doctoral Applications

(Domestic applications only – highest choice)



Top Programs – Doctoral Applications

(Domestic applications only)

Fall 2014

1. Psychology
 2. Political Science
 3. Education (Top 3 = 24%)
 4. Schulich
 5. Environmental Studies (Top 5 = 34%)
 6. Communication & Culture
 7. Law
 8. Sociology
 9. Social & Political Thought
 10. History (Top 10 = 55%)
-

Application range: 3 -97
(n = 926 applications)

Programs with less than 10 applications: 6 Programs

Fall 2015

1. Psychology
 2. Political Science
 3. Education (Top 3 = 23%)
 4. Environmental Studies
 5. Communication & Culture (Top 5 = 34%)
 6. Sociology
 7. Schulich
 8. Economics
 9. Gender, Feminist & Women's Studies
 10. Social & Political Thought (Top 10 = 53%)
-

Application range: 2 - 99
(n = 977 applications)

Programs with less than 10 applications: 9 Programs

Fall 2016

1. Psychology
 2. Education
 3. Political Science (Top 3 = 21%)
 4. Communication & Culture
 5. Environmental Studies (Top 5 = 32%)
 6. Sociology
 7. English
 8. Economics
 9. Health
 10. Gender, Feminist & Women's Studies (Top 10 = 51%)
-

Application range: 1 - 59
(n = 797 applications)

Programs with less than 10 applications: 9 Programs

Enrolment Strategies

- New programs / curricular innovation / Strategic Enrolment Management initiatives across the university resulted in significant mitigation of declining applications:
 - improved conversion
 - modest retention improvement
 - strong applications in some areas e.g., engineering, health, graduate business specializations
- Examples of SEM initiatives:
 - strategic enrolment intelligence to support harmonized and targeted action for recruitment, conversion and retention (personae data, survey data, geo-targeted heat maps)
 - enhanced scholarships and Student Life Award
- Evolution of the institutional brand campaign for program marketing through digital media
- Process and communications improvements

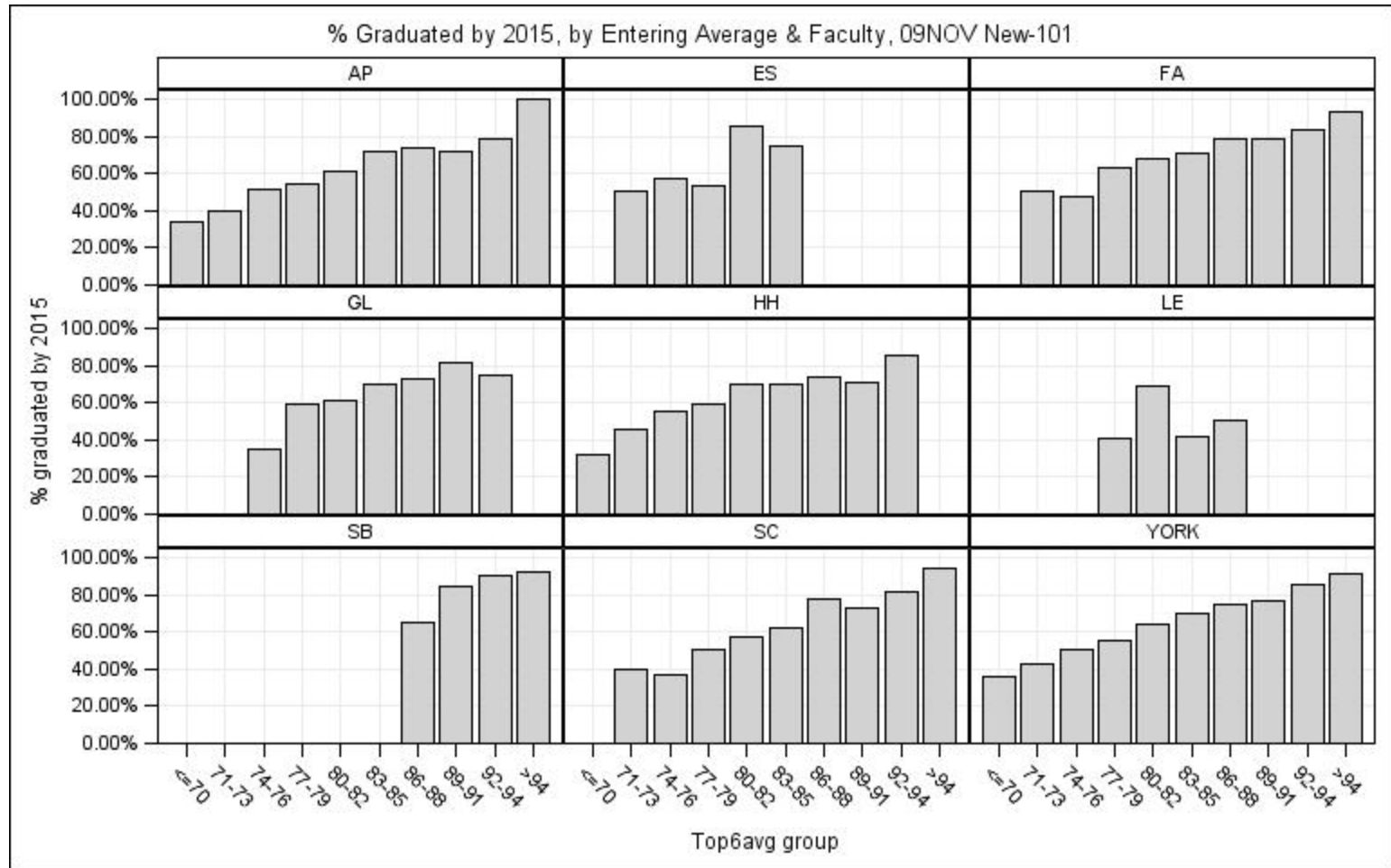
Enrolment Successes

- York 101 domestic **confirmations** are at 3.8% increase over last year, whereas the system was only up 0.3% over last year
- International 101 **applications** are up 25% and **confirmations** are up 55% over last year, whereas system applications are up 16.7% and confirmations up only 18.9%
- Total statistics 101 and 105 (domestic + international, 1st year and upper year):
 - +1.4% 1st choice applications, +2.3% 2nd choice applications
 - Year over Year: Offers +3.28%, Accepts +2.6%, Enrolled +2.93%
- Digital media campaign is increasing first choice applications to York University.
 - For example 56% of applicants who applied through the DM portal chose York as their 1st or only choice

Enrolment Opportunities

- Comprehensive 10 year (2015-2025) enrolment plan for university developed to inform internal budgeting and integrated planning processes
- Focussed attention on 105 population
- Potential to recruit / increase out of province students
- Faculty Program Quality Plans and IIRP Working Group recommendations important for enhancing applications
- Continuing to meet GPA cut-offs contributes to retention and graduation rates
- Building on Digital Media success with a focus on career maps and experiential learning opportunities.
- Program adjustments: simplified admission requirements, pre-requisite bridging and gateway programming for high demand degrees

Graduation Rates by Entering Average



Complement Update

Complement: Summary of Tenure Track Appointments Authorized and Made in 2016-17 and 2017-18

- 77 authorized appointments in 2016-17
 - 61 tenure track hires made to date in 2016-17
 - Includes 9 failed and rolled over from 2015-16
 - Includes 8 CUPE Conversions and 13 alternate stream
 - 6 searches are in progress
 - 10 declared failed searches
- 78 authorized appointments in 2017-18
 - Includes 8 of the failed searches rolled over from 2016-17
 - Includes 8 CUPE Conversions and 16 alternate stream
 - Includes 2 Indigenous appointments

Complement: Details on 2016-17 Tenure Track Appointments (to date) and 2017-18 Tenure Track Appointments Authorizations (Heads)

FACULTY	Tenure Track (professorial) Authorized for 2016-17	Tenure Track (alternate) Authorized for 2016-17	Tenure Track (endowment) Authorized for 2016-17	Canada Research Chairs Authorized 2016-17	Total Authorized 2016-17 (includes 9 rolled over from 2015-16)	Total 2016-17 Appointments Made to Date	Total 2016-17 Appointments in Progress	Total 2016-17 Appointments Failed	2017-18 Authorized Appointments to date (including 8 rolled over)*
LAPS	12	6	-	1	19	18	-	1	17
ED	-	-	-	1	1	1	-	-	2
FES	-	2	-	-	2	2	-	-	-
AMPD	2	-	-	1	3	2	-	1	3
GL	9	-	-	-	9	8	-	1	3
HH	10	2	1	1	14	11	2	1	9
LSE	9	1	1	1	12	9	1	2	15
OSG	2	-	-	-	2	-	2	-	4
SCI	3	3	-	4	10	8	1	1	7
SSB	3	-	1	1	5	2	-	3	6
LIB	-	-	-	-	-	-	-	-	4
TOTALS	50	14	3	10	77	61	6	10	70

Source: Office of VPA&P

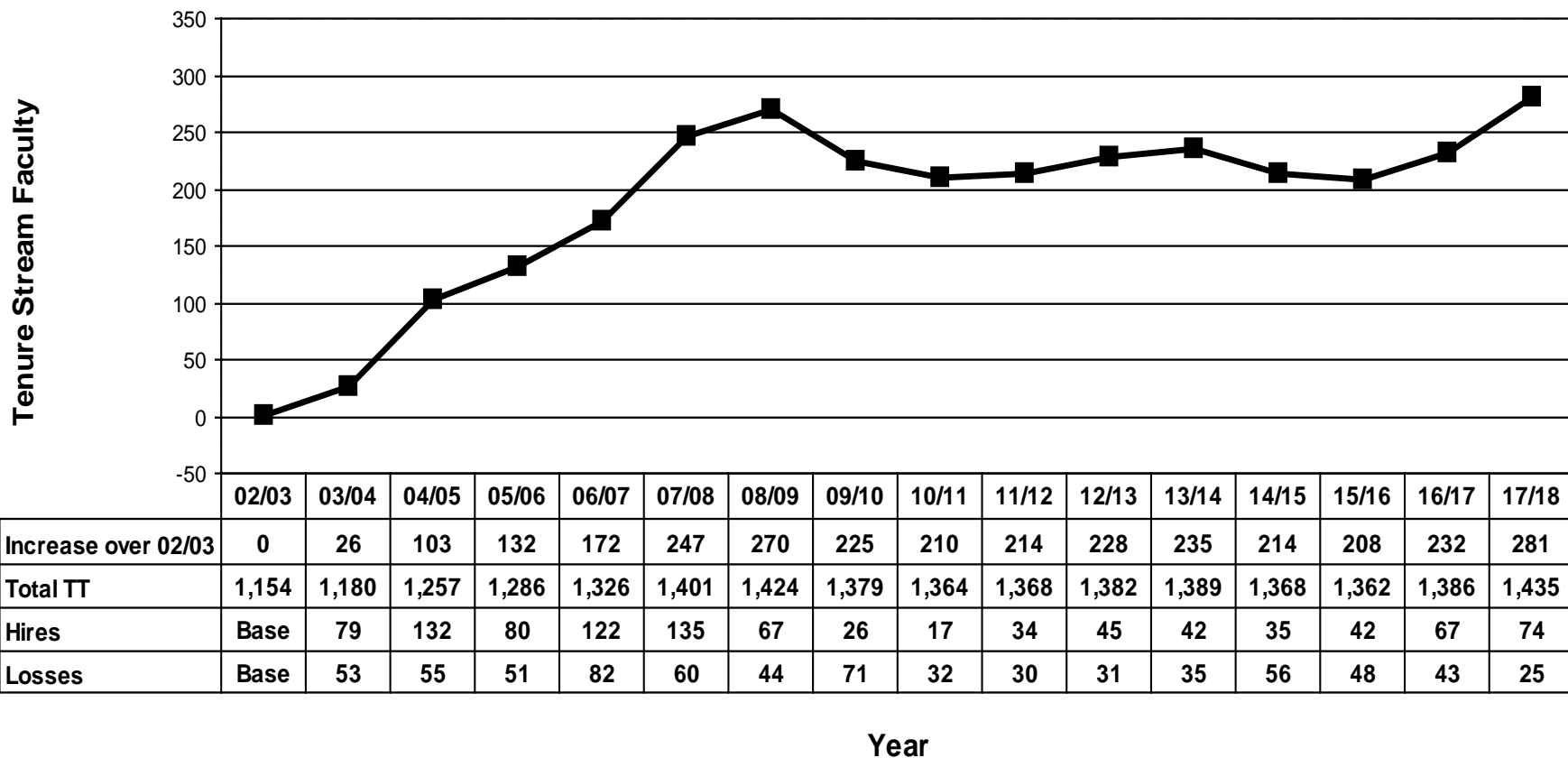
November 2016

* Excludes 2017 – 2018 conversion appointments

Complement: Update on 2016-17 Tenure Track Appointments (to date) and Breakdown of 2017-18 Tenure Track Appointment Authorizations (Heads)

FACULTY	Total Authorized 2016-17 (includes 9 rolled over from 2015-16)	Total 2016-17 Appointments Made to Date	Total 2016-17 Appointments in Progress	Total 2016-17 Appointments Failed	Tenure Track Professorial Stream Authorized for 2017-18	Tenure Track Alternate Stream Authorized for 2017-18	Tenure Track Endowments Authorized for 2017-18	Canada Research Chairs 2017-18	Indigenous/ Aboriginal Incentive Appointments 2017-18	Total Authorized for Search 2017-18 (includes 8 rolled over from 2016-17 but excludes conversion)
LAPS	19	18	-	1	13	2	-	1	1	17
ED	1	1	-	-	-	1	-	1	-	2
FES	2	2	-	-	-	-	-	-	-	-
AMPD	3	2	-	1	3	-	-	-	-	3
GL	9	8	-	1	1	1	-	-	1	3
HH	14	11	2	1	8	1	-	-	-	9
LSE	12	9	1	2	10	4	-	1	-	15
OSG	2	-	2	-	3	-	-	1	-	4
SCI	10	8	1	1	3	1	-	3	-	7
SSB	5	2	-	3	3	-	2	1	-	6
LIB	-	-	-	-	4	-	-	-	-	4
TOTAL	77	61	6	10	48	10	2	8	2	70

Complement Recovery – Cumulative Change in Tenure Track Faculty Complement (Heads), 2002-03 to 2017-18 (October 1 to October 1) (excluding Librarians)



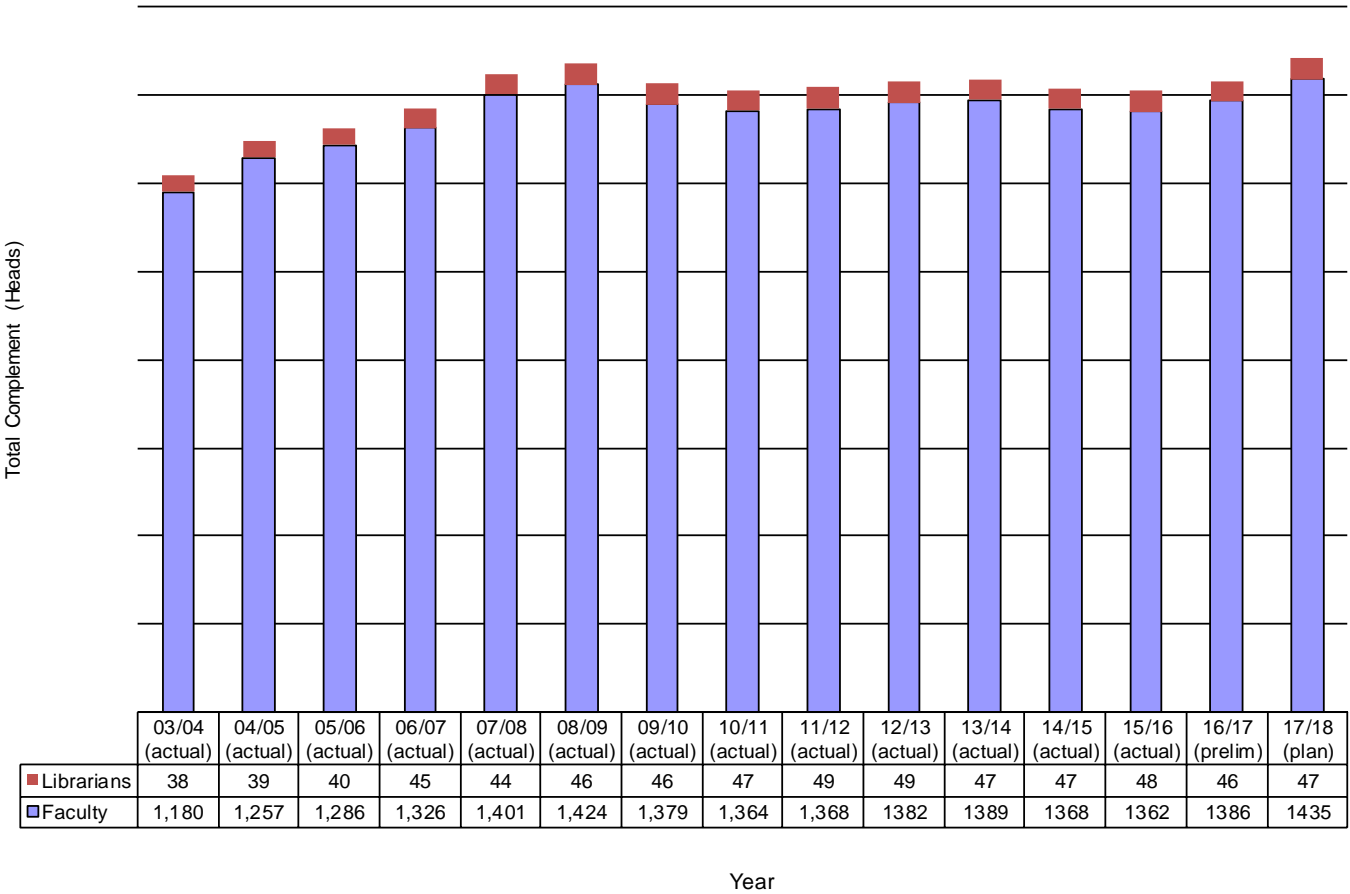
Source: Office of the VPA&P & the York University Fact Book

November 2016

NOTE: 10 failed searches in 2016 – 2017, 8 rolled over to 2017 - 2018



Tenure Track Complement Planning: Faculty and Librarians (Heads) (October 1 to October 1)



Other Full-Time Complement: 2016-17 Contractually Limited Appointments (Renewed/Continuing and New), Special Renewable Contracts (SRCs) and True Visitors

FACULTY	CLAs 2016-17 (to date)		Continuing SRCs TOTAL	TRUE VISITORS SLOTS CONFIRMED 2016-17 (16 available in total)
	RENEWED/ CONTINUING	NEW		
AMPD	3	1	1	1
Education	1	2	-	-
FES	-	-	-	-
Glendon	4	2	2	1
Health	13	3	-	1
LA&PS	15	3	3	5
Libraries	2	4	-	-
Lassonde	3	2	1	1
Osgoode	3	-	-	-
Schulich	4	-	-	-
Science	2	-	-	1
TOTAL	50	17	7	10

Source: Office of VPA&P

November 2016

Equity Status Report 2016 – 2017*

Based on self-identification (Tenure Stream / new CLA):

- 26% visible minority of 61 tenure stream appointments made thus far and 41% of 17 new CLAs
- 31% of tenure stream and 65% of CLAs are female
- 3% of tenure stream and 6% of new CLAs with a disability
- 3% of tenure stream and 6% of new CLAs are Aboriginal

* See Appendix for historical data and breakdown by Faculty

Looking Forward

- Full-time complement continues to be a top priority
- Significant improvement from complement decline between 2008 – 2009 and 2010 – 2011
- Need to focus on increasing proportion of courses taught by full-time complement and improving student:faculty ratios (see Appendix for Faculty ratios)
- Development of 10-year complement plan aligned with:
 - enrolment plans for Keele, Glendon and Markham
 - Faculty Program Quality Plans
- Faculty complement plans should reflect full range of complement needs (i.e., professorial, alternate, industry expertise, etc)

Appendix

2016-17 Tenure Stream Appointments (July 1, 2016 to June 30, 2017) Made to Date (by Faculty): Equity Status

FACULTY	APPTS MADE (to date)	MALE	FEMALE (self-Id*)	CANA- DIAN	NON- CANAD.	VISIBLE MINOR.*	DIS- ABILITY*	ABORI- GINAL*
AMPD	2	2	-	1	1	1	-	-
Education	1	-	1 (1)	1	-	-	-	-
FES	2	-	2 (2)	2	-	1	-	1
Glendon	8	6	2 (2)	8	-	3	-	1
Health	11	5	6 (6)	11	-	3	1	-
LA&PS	18	11	7 (7)	16	2	2	1	-
Libraries	-	-	-	-	-	-	-	-
Lassonde	9	9	-	6	3	2	-	-
Osgoode	-	-	-	-	-	-	-	-
Schulich	2	2	-	1	1	1	-	-
Science	8	7	1 (1)	8	-	3	-	-
TOTAL	61	42	19 (19)	54	7	16	2	2

*Note: Equity statistics are based on self-identification in the hiring process, so may underestimate actual totals. Bracketed numbers in the Female column are those who self-identified.

Source: Office of the VPA&P

November 2016

Trends 2002-03 to 2016-17: Tenure Track Appointments Made: Gender Breakdown

APPT. YEAR	MALE		FEMALE		TOTAL # OF APPTS.
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	79	56%	62	44%	141
2007-08	53	52.5%	48	47.5%	101
2008-09	39	56.5%	30	43.5%	69
2009-10	9	50%	9	50%	18
2010-11	5	35.7%	9	64.3%	14
2011-12	26	65%	14	35%	40
2012-13	26	47%	29	53%	55
2013-14	23	64%	13	36%	36
2014-15	22	51%	21	49%	43
2015-16	15	35.7%	27	64.3%	42
2016-17	42	68.8%	19	31.2%	61
TOTAL	533	53.5%	463	46.5%	996

Trends 2002-03 TO 2016-17: Tenure Stream Appointments Made: Equity Status

APPT. YEAR	CANADIAN		NON-CANADIAN		VISIBLE MINORITY.*		DISABILITY*		ABORIGINAL*		TOTAL APPTS
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	112	79.4%	29	20.6%	37	26.2%	2	1.4%	1	.7%	141
2007-08	85	84.2%	16	15.8%	23	22.8%	1	1.0%	2	2.0%	101
2008-09	63	91.3%	6	8.7%	9	13.0%	1	1.4%	1	1.4%	69
2009-10	16	88.9%	2	11.1%	2	11.1%	1	5.5%	0	0%	18
2010-11	13	92.9%	1	7.1%	4	28.6%	0	0%	0	0%	14
2011-12	34	85%	6	15%	12	30%	2	5%	1	2.5%	40
2012-13	44	80%	11	20%	14	25.4%	0	0%	1	1.8%	55
2013-14	33	92%	3	8%	12	33%	3	8%	0	0%	36
2014-15	36	84%	7	16%	4	9.3%	0	0%	2	4.6%	43
2015-16	37	88%	5	12%	9	21.4%	1	2.4%	0	0%	42
2016-17	54	88.5%	7	11.5%	16	26%	2	3.3%	2	3.3%	61
TOTAL	834	84%	162	16%	211	21%	18	1.8%	14	1.4%	996

- Statistics in equity categories refer to those who self-identified in hiring process, so may underestimate actual totals
- Source: Office of the VPA&P

November 2016

2016-17 New Contractually Limited Appointments (July 1, 2016 to June 30, 2017) Made (by Faculty): Equity Status

FACULTY	NEW APPTS MADE	CANA-DIAN	NON-CANAD.	MALE	FEMALE (self-ld*)	VISIBLE MINOR.*	DISA-BILITY*	ABORI-GINAL*
AMPD	1	1	-	1	-	-	-	-
Education	2	2	-	1	1 (1)	-	-	1
FES	-	-	-	-	-	-	-	-
Glendon	2	2	-	2	-	-	-	-
Health	3	2	1	1	2 (2)	2	1	-
LA&PS	3	3	-	-	3 (2)	2	-	-
Libraries	4	4	-	-	4 (3)	2	-	-
Lassonde	2	2	-	1	1 (1)	1	-	-
Osgoode	-	-	-	-	-	-	-	-
Schulich	-	-	-	-	-	-	-	-
Science	-	-	-	-	-	-	-	-
TOTAL	17	16	1	6	11 (9)	7	1	1

*Note: Equity statistics are based on self-identification in the hiring process, so may underestimate actual totals. Bracketed numbers in the Female column are those who self-identified.

Trends 2002-03 TO 2016-17: New Contractually Limited Appointments Made: Gender Breakdown

APPT. YEAR	MALE		FEMALE		TOTAL APPTS.
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	44.4%	15	55.6%	27
2007-08	14	51.9%	13	48.1%	27
2008-09	6	40%	9	60%	15
2009-10	9	42.9%	12	57.1%	21
2010-11	18	51.4%	17	48.6%	35
2011-12	8	38.1%	13	61.9%	21
2012-13	16	35%	30	65%	46
2013-14	9	36%	16	64%	25
2014-15	13	36%	23	64%	36
2015-16	6	50%	6	50%	12
2016-17	6	35.3%	11	64.7%	17
TOTAL	180	42.4%	245	57.6%	425

Five-Year Trend 2008-09 to 2016-17: Equity Status: Tenure Stream and Contractual Appointments Made to Date

APPT. YEAR	FEMALE		VISIBLE MINORITY*		DISABILITY*		ABORIGINAL*		TOTAL APPTS
2009-10 TS CLA	9	50.0%	2	11.1%	1	5.5%	0	0%	18
	12	57.1%	3	14.3%	0	0%	1	4.8%	21
2010-11 TS CLA	9	64.3%	4	28.6%	0	0%	0	0%	14
	17	48.6%	7	20%	1	2.9%	1	2.9%	35
2011-12 TS CLA	14	35%	12	30%	2	5%	1	2.5%	40
	13	61.9%	4	19%	1	4.8%	0	0%	21
2012-13 TS CLA	29	53%	14	25.4%	0	0%	1	1.8%	55
	30	65%	16	35%	1	2.2%	0	0%	46
2013-14 TS CLA	13	36%	12	33%	3	8%	0	0%	36
	16	64%	6	25%	0	0%	0	0%	25
2014-15 TS CLA	21	49%	4	9.3%	0	0%	2	4.5%	43
	23	64%	9	25%	3	8.3%	1	2.7%	36
2015-16 TS CLA	27	64.3%	9	21.4%	1	2.4%	0	0%	42
	6	50%	5	4.2%	0	0%	0	0%	12
2016-17 TS CLA	19	31.2%	16	26%	2	3.3%	2	3.3%	61
	11	64.7%	7	4.1%	1	0.6%	1	0.6%	17
TOTALS TS CLA	141	46%	73	23%	9	3%	6	2%	309
	128	60%	57	26.7%	7	3.3%	4	1.9%	213

Undergraduate Student : Tenure Stream Faculty Ratios by Faculty

UG Student FTEs : Tenure Stream Faculty FTEs

	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
LA&PS	34.7	36.7	38.8	39.8	39.4	38.2	36.6	36.3
Education	28.4	27.4	26.8	23.7	22.8	22.7	25.5	15.9
Env Studies	15.8	17.4	18.3	18.3	17.4	13.3	13.7	11.5
AMPD	29.3	29.6	31.2	31.5	31.9	30.4	27.8	27.1
Glendon	22.6	24.0	23.2	23.2	24.2	25.2	26.1	26.1
Health	37.1	39.7	41.5	42.4	43.8	43.2	42.7	44.1
Lassonde	27.3	9.7	9.4	10.4	10.7	10.8	10.4	12.5
Osgoode	18.8	18.4	18.4	18.5	18.7	18.1	18.7	18.2
Schulich	12.8	13.5	13.9	13.4	14.2	14.2	14.9	14.8
Science	27.3	37.2	38.6	37.4	38.0	37.8	39.4	41.3
Total	30.0	31.5	32.8	33.2	33.4	32.4	31.7	31.4

Total Undergraduate + Graduate Student : Tenure Stream Faculty Ratios

UG + GR Student FTEs : Tenure Stream Faculty FTEs

	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
LA&PS	37.2	39.4	41.3	42.4	42.0	40.7	39.1	38.9
Education	32.8	32.1	31.2	28.1	27.2	26.7	29.8	20.1
Env Studies	25.4	26.7	26.9	27.1	25.6	21.1	22.1	19.4
AMPD	31.9	32.3	34.1	34.3	35.1	33.7	30.6	30.0
Glendon	23.2	24.9	24.3	24.5	25.7	27.0	28.0	27.7
Health	40.3	43.1	45.0	45.7	47.1	46.5	46.0	47.5
Lassonde	29.9	12.2	11.8	12.6	12.9	12.9	12.5	14.6
Osgoode	23.3	22.8	22.7	22.5	22.7	21.9	24.1	23.6
Schulich	22.4	23.3	24.5	23.7	25.1	24.4	25.8	25.3
Science	29.9	39.9	41.3	40.1	40.7	40.5	42.0	44.1
Total	33.3	34.9	36.2	36.5	36.8	35.8	35.2	34.9