

Annual Report on Academic Recruitment

July 1, 2014 – June 30, 2015

Faculty hires over the last decade

The total number of hires (see Table 1 below) has remained fairly constant over the last 10 years, ranging from 118 in 2003-04 to 168 in 2008-09.

Table 1: # of Hires

	# of Hires (Form 1Ds approved – excluding failed searches)											
	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
Limited Term	61	81	63	97	101	114	96	127	118	101	67	83
Career Stream	57	70	69	58	48	54	44	26	35	33	52	55
% Career Stream	48%	46%	52%	37%	32%	32%	31%	17%	23%	25%	44%	40%
TOTAL	118	151	132	155	149	168	140	153	153	134	119	138

Recruiting success

As of 2011-2012, this statistic is defined as: the percentage of completed external searches in which we are able to recruit our 1st choice candidate (excludes failed searches, internal searches and waivers). See Table 2 below.

The target set in Dalhousie University's Strategic Focus (2010-2013) was to maintain above 90%.

Table 2: % First Choice Hires

	% First Choice (Percentage of time we are able to recruit our 1 st choice candidate)											
	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
Limited Term	93.4	97.5	87.3	93.8	94.1	93.9	80.2	97.6	90.2	91.9	95.1%	97.4%
Career Stream	95.8	91.4	95.7	87.9	91.7	94.4	86.4	88.5	90.9	78.6	81.6%	90.9%
TOTAL	94.1	94.7	91.7	91.6	93.3	94.0	82.1	96.1	90.5	86.2	87.8%	93.6%