

# DALHOUSIE UNIVERSITY

## RECRUITMENT OF FACULTY MEMBERS AND LIBRARIANS (July 1, 2003 - June 30, 2004)

This third annual report speaks primarily to hirings that were successfully concluded in the 2003-04 academic year. By all reasonable measures, it was another very good year for Dalhousie.

First, here are the numbers on tenure-stream (including periodic review) and limited-term appointments in 2003-04:

Faculty	Tenure-Stream	Limited-Term	TOTAL
Architecture & Planning	-	1	1
Arts & Social Sciences	12	52	64
Computer Science	1	1	2
Dentistry	1	1	2
Engineering	2	-	2
Health Professions	9	4	13
Continuing Education	-	-	-
Law	6	2	8
Libraries	1	1	2
Management	2	2	4
Medicine	16	6	22
Science	10	11	21
	60	81	141

The comparable totals for 2002-03 were 84 tenure-stream, 43 limited-term, and 127 in total. The three-year total for tenure-stream appointments is 203.

Of the 60 tenure-stream and periodic-review appointments made during the year under review, 56 were the first-choice candidates, or 93.3% (the percentages in 2001-02 and 2002-03 were 84.7% and 75% respectively). There were only three failed searches that were concluded this past year. In short, notwithstanding the continued concerns about the availability of qualified candidates in Canada and beyond, 2003-04 was an exceptional year of recruitment for Dalhousie.

There were 60 tenure stream hires approved during the period July 1, 2003 to June 30, 2004. The successful candidates who chose to self-identify through the hiring process provided us with the following statistics: 51% identified themselves as women; 10% identified themselves as racially visible males; and 4% identified themselves as racially visible females. None identified themselves as being Aboriginal or a person with a disability.

Much of the hiring reported here, as in the two previous years, clearly occurred because of the need for faculty renewal, that is to say, the recruitment of new faculty members to replace colleagues who have retired. In many places the new appointment occurs in the same department and area as

that filled by the retiree, but in many cases there is a change of unit and area. In addition, new positions have been established and filled to respond to growing enrolments, notably in FASS and Science. Finally, the hiring reported here includes the continuing implementation of the Canada Research Chairs Program which enables the recruitment of new faculty members to Dalhousie and, where a current faculty member is appointed to a CRC, often the recruitment of an additional new faculty member. An update on the CRC Program was issued in September and is found at [www.dal.ca/provost](http://www.dal.ca/provost) under Reports.

Appendix VIII of the previous and the next Collective Agreement between the Board of Governors and the Dalhousie Faculty Association states that “the Board agrees to provide a staff of Members ... at or above 760 Members” on November 1 annually, and that, of that number, the total number of Members holding specified appointment types (essentially appointments of a continuing nature) will equal or exceed 687. On October 1, 2004, the number of Members was 865, and the number holding specified appointment types was 749.

Once again this past year we witnessed marked increases, across all areas, in the salary offers needed to conclude appointments, and Arts and Social Sciences for a second successive year joined the Faculties having to address this contemporary salary ‘inflation.’ Every reasonable effort has been made to reflect the current salary pressures in the current bargaining of the new DFA Collective Agreement, in particular, through revision of the salary maxima (and minima) and through appropriate maintenance of the Salary Anomalies Fund. This latter Fund has been very helpful in alleviating inequities created by the granting of starting salaries to new appointees that are equal to, or even higher than, the salaries of faculty members who have been at Dalhousie for some years.

Ultimately, however, this is again a report of very good news. Dalhousie continues to attract outstanding individuals, both junior and senior, who will enable us to sustain and enhance our record and status on the national and international stage. To ensure that we can continue to strengthen our capacity for excellence in research and learning, a major planning exercise in academic staffing will be commenced this fall.

October 7, 2004