

# DALHOUSIE UNIVERSITY

## RECRUITMENT OF FACULTY MEMBERS AND LIBRARIANS (JULY 2005 - JUNE 2006)

This fifth Annual Report speaks primarily to hirings that were successfully concluded in the 2005-06 academic year. It once again prompts the conclusion that it was another good year for Dalhousie.

First, here are the numbers on tenure-stream (including periodic review in Medicine) and limited-term appointments in 2005-06:

UNIT	TENURE- STREAM	LIMITED TERM	TOTAL
Architecture and Planning	3	0	3
Arts and Social Sciences	11	23	34
Computer Science	1	0	1
Continuing Education	0	0	0
Dentistry	2	3	5
Engineering	0	2	2
Health Professions	13	11	24
Law	0	0	0
Libraries	5	2	7
Management	5	10	15
Medicine	15	7	22
Science	14	3	17
Student Services	0	2	2
	69	63	132

The comparable totals for 2004-05 were 70 tenure-stream, 79 limited-term, and 149 in total. The five-year total for tenure-stream (including periodic review) is 342.

Of the 69 tenure-stream and periodic-review appointments made this past year, 66 or 95.7% were the first-choice candidates, the highest percentage this decade. There were 7 failed searches, including 5 in Medicine where recruiting in many specialities continues to be challenging. Overall, however, 2005-06 was another exceptional recruiting year for Dalhousie.

Among the 69 tenure-stream appointees, 48% identified themselves as women, 11% as racially visible males, and 10% as racially visible females. Once again no appointees identified themselves as being Aboriginal or a person with a disability.

This past year saw further success in the recruitment and approval of Canada Research Chair nominees, including four successful recruitments and eight approvals. An update on the CRC Program is being issued this week, and can be found at [www.dal.ca/provost](http://www.dal.ca/provost), under 'Reports'.

Appendix VIII of the 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” annually on November 1, 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. This past November 1 and next November 1, the actual number in both cases will substantially exceed the required number.

A recent analysis of the distribution of full-time faculty by gender reveals that, in 1995-96, 72.6% were male and 27.4% were female, and that, in 2004-05, 65.6% were male and 34.4% were female. The percentage of females increased in 2005-06 and will increase again in 2006-07.

The past decade has been one characterized, above all, by faculty renewal, as many senior faculty have retired and been replaced by younger colleagues, and by enhancement of faculty strength, most notably through the Canada Research Chair program. We entered the decade with forecasts of imminent shortages of qualified candidates, but Dalhousie continues to be able to compete successfully for candidates, most of whom are outstanding additions to our educational and research activities. This is very good news for the long-term academic and intellectual vitality and health of Dalhousie.

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