

Highlights

- Between 1998 and 2006, the number of Canadian faculty grew by 21 percent from 33,700 to 40,800. During this period, full-time enrolment grew by 37 percent and student-faculty ratios continued to grow.
- Over the next decade, the factors driving faculty renewal will vary widely in each province. Nationally, full-time faculty numbers are expected to grow between 3,600 (9 percent) in the low growth scenario to 13,600 (33 percent) in the high growth scenario.
- During the next 10 years, Canadian universities will need to replace an additional 21,000 faculty who will retire or leave for other reasons.
- Looking back to 1976, almost half of Canadian faculty were under the age of 40, and in the beginning stages of their careers; only 10 percent were age 55 or older in 1976.
- Growth and attrition between 1998 and 2006 combined to increase the number of faculty younger than 40 and stabilize the proportion aged 55 or older. As a result, the age distribution of faculty has flattened out and there is no longer a significant bulge in faculty age distribution.
- In 1976, only one in seven faculty members were female. By 2006, the number of fulltime female faculty more than tripled to 13,400 (33 percent of the entire faculty complement).
- While women have made significant gains in all faculty ranks in recent years, they are more highly represented in the lower ranks than in the higher ranks. At the assistant rank, women have made up more than 40 percent of faculty since 1996. In 2006, women represented
- 36 percent of faculty at the associate level and 20 percent of all full professors.
- Between 1999 and 2004, two-thirds of newly appointed faculty earned their highest degree in Canada; the fact that faculty were recruited from over 75 different countries illustrates the global nature of the academic labour market.
- Over the last decade, investments in sponsored research conducted by Canadian universities have grown by 150 percent. Due to this rapid growth, faculty now face additional pressures and expectations.
- Over the next decade, retirements will continue to fuel the demand to hire new faculty. Faculty numbers will need to grow to enhance the quality of the teaching, learning and research environment. Expected growth in graduate enrolment will create direct pressure on full-time faculty hiring requirements. Faculty numbers will also need to grow to facilitate undergraduate enrolment increases, including enhancing university outreach to underrepresented students.