

# 2022 Academic Workforce Demographics



# Executive Summary

This report provides a general overview of the composition of academic staff members holding tenured and tenure-track appointments (base-budgeted positions) at the University of Regina. Though federated college faculty members are not employees of the University of Regina, the first table includes positions at the three federated colleges so as to provide information on disciplinary complements (e.g. the number of faculty members teaching Arts subjects) across the campus system. All other tables contain information exclusively on academic staff employed by the University of Regina. Data on those holding academic administrative positions currently out-of-scope (deans, assistant and associate deans, vice-presidents) and those on long-term disability are not included. The report provides academic demographic information, as well as salary and appointment data.

The University strives to cultivate an academic complement that reflects gender balance, ensuring that all academic staff members have equal opportunities.

The academic salary budget is the largest single expenditure item in the University's budget and normally sees one of the highest annual percentage increases. It is essential that this resource be understood and managed carefully.

The collective agreement between the University of Regina and the University of Regina Faculty Association outlines four categories of appointment:

- Faculty ranks (Professor, Associate Professor, Assistant Professor, and Lecturer)
- Laboratory/Clinical instructor ranks (Laboratory/Clinical Instructor I to III)
- Librarian ranks (Librarian I to IV)
- Instructor ranks (Instructor I to III)

Positions are advertised by category (and in the case of searches in the faculty category, also by rank), and upon appointment, individuals are hired into the rank that best fits their experience and qualifications. Normally, the only mechanism for an individual to move from one category of appointment to another is by successful application for a vacant position in another category. However, Instructors who meet the criteria may now apply for promotion to the rank of Assistant Professor. External appointees to Tier 1 Canada Research Chairs are usually appointed with tenure as Professors or Associate Professors.

*Note: Unless otherwise indicated, charts feature all academic staff members, including Instructors, Lab/Clinical Instructors, and Librarians.*

## Highlights

44.9% of the academic complement is **female**

**Average age** of academic members is currently 51 years

54% of academic staff members are **50 years of age or older**

Current average **length of service** is 13 years

38% of academic staff members have **less than 10 years** of service

Average base **salary** for academic staff members in the faculty ranks is \$134,754

Average **benefit** cost for academic staff members is 15%, yielding a total of \$154,967 for average salary and benefits for academic staff members in the faculty ranks

Over the next ten years, 164 academic staff members or 36.9% will meet the traditional normal **retirement** provision of the Academic & Administrative Pension Plan or their deferred retirement date

Current **diversity** statistics:

- 3.4% have self-identified as **Indigenous**
- 3.2% have declared a **disability**
- 19.9% are from **visible minority** groups
- 50.0% are **women**
- 13.5% have self-identified as **LGBTQ2S+** community members

## Academic Complement

**Table 1A** includes the July 2022 academic staff member complements of the three federated colleges – Champion, Luther and First Nations University – as well as of the University of Regina. Academic staff members teaching in the federated colleges are employees of their respective college, not employees of the University of Regina, and are governed by their own respective collective agreements with their employers.

These academic staff members are full voting members of their respective University of Regina Faculty (for example, a professor of mathematics at Luther College is a full member of the Faculty of Science at the University); they teach and supervise University of Regina students at both undergraduate and graduate levels. Together, these three colleges have 61 base-funded faculty positions, the majority of which are in Arts and Science. They are therefore key in ascertaining total campus-wide teaching capacity in the various disciplines.

**Table 1A**  
**Academic Positions (including Federated Colleges)**

Faculty	Filled Positions 2022	Filled Positions 2021	Filled Positions 2020	Filled Positions 2019
Arts	128	130	120	121
Business Administration	33	36	32	32
Centre for Continuing Education	11	12	12	11
Education	41	43	41	43
Engineering and Applied Science	54	53	50	48
Johnson-Shoyama	9	9	9	8
Kinesiology and Health Studies	22	23	21	19
La Cité universitaire	9	9	9	8
Library	16	16	16	16
Media, Art, and Performance	31	29	31	31
Nursing	33	29	26	27
Science	100	104	103	100
Social Work	19	23	18	22
<b>Total</b>	<b>506</b>	<b>516</b>	<b>488</b>	<b>486</b>

**The remainder of this report is based solely on academic staff employed by the University of Regina.**

As at 1 July 2022, the academic complement at the University of Regina consisted of **445 tenured and tenure-track appointments**. This represents 94% of the University’s total academic workforce. The remaining 6% are limited-term positions. The Faculty of Arts is the largest faculty with 92 members, followed by the Faculty of Science with 90 members, followed by the Faculty of Engineering and Applied Science with 54 members. In July of 2022, 17 academic staff members were appointed to tenured or tenure-track positions at the University.

**Table 1B  
Academic Positions (University of Regina only)**

Faculty	Filled Positions 2022	Filled Positions 2021	Filled Positions 2020	Filled Positions 2019
Arts	92	92	91	90
Business Administration	31	31	29	29
Centre for Continuing Education	11	12	12	11
Education	39	38	39	41
Engineering and Applied Science	54	53	50	48
Johnson-Shoyama	9	9	9	8
Kinesiology and Health Studies	20	20	19	17
La Cité universitaire	9	9	9	8
Library	14	14	14	15
Media, Art, and Performance	28	26	27	27
Nursing	33	29	26	27
Science	90	92	93	92
Social Work	15	17	14	18
<b>Total</b>	<b>445</b>	<b>442</b>	<b>432</b>	<b>431</b>

*Female academic staff members represent 44.9% of the total complement.*

*This percentage is 0.81% higher than the 44.1% reported in 2021.*

**Table 1C  
Academic Ranks**

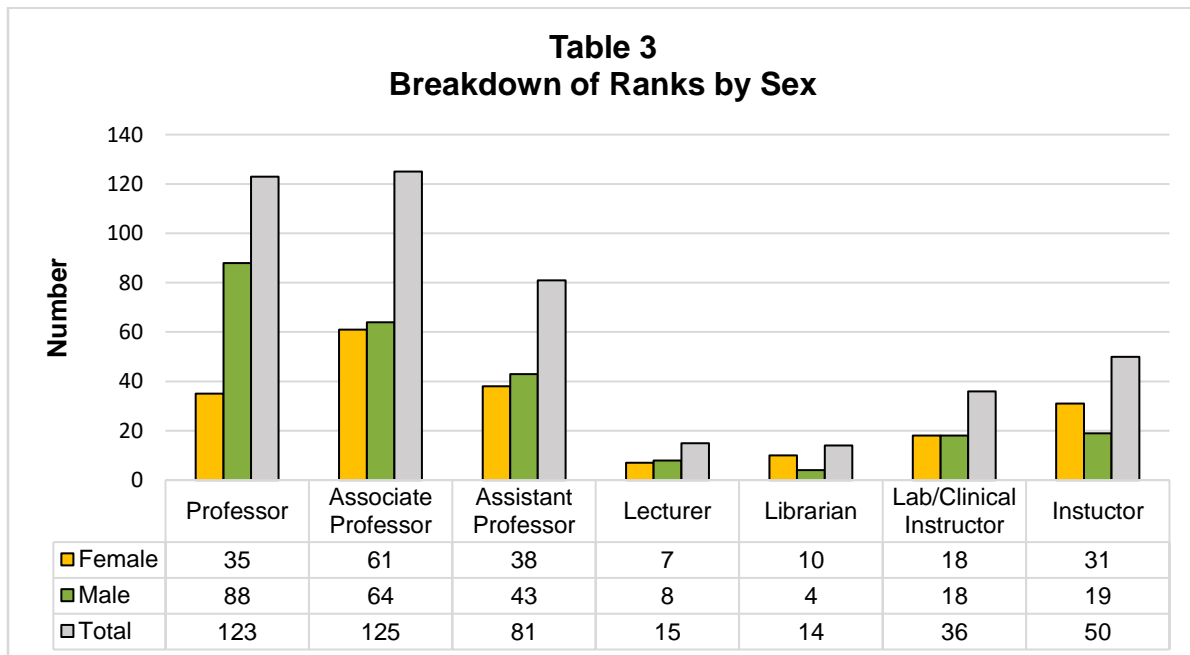
Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Librarian	Lab/Clinical Instructor	Instructor	Total
Arts	26	36	20	4	-	-	6	92
Business Administration	6	13	6	-	-	-	6	31
Centre for Continuing Education	-	-	-	-	-	-	11	11
Education	9	20	4	3	-	-	3	39
Engineering & Applied Science	22	11	7	2	-	11	1	54
Johnson-Shoyama	3	3	3	-	-	-	-	9
Kinesiology & Health Studies	6	2	8	-	-	-	4	20
La Cité universitaire	-	4	-	-	-	-	5	9
Library	-	-	-	-	14	-	-	14
Media, Art, and Performance	8	8	10	-	-	1	1	28
Nursing	-	7	4	4	-	7	11	33
Science	40	17	14	1	-	16	2	90
Social Work	3	4	6	1	-	1	-	15
<b>Rank total</b>	<b>123</b>	<b>125</b>	<b>82</b>	<b>15</b>	<b>14</b>	<b>36</b>	<b>50</b>	<b>445</b>

**Table 2  
Academic Staff Members by Sex**

Faculty	Female 2022	Male 2022	% Female 2022	% Female 2021	% Female 2020	% Female 2019	% Female 2018	% Female 2017
Arts	41	51	44.6%	45.7%	46.2%	42.2%	45.7%	43.6%
Business Administration	11	20	35.5%	35.5%	31.0%	27.6%	34.4%	35.3%
Centre for Continuing Education	7	4	63.6%	66.7%	66.7%	63.6%	70.0%	72.7%
Education	26	12	66.7%	68.4%	66.7%	63.4%	64.3%	60.0%
Engineering and Applied Science	8	46	14.8%	13.2%	12.0%	12.5%	12.8%	13.3%
Johnson-Shoyama	6	3	66.7%	55.6%	55.6%	50.0%	37.5%	42.9%
Kinesiology and Health Studies	10	10	50.0%	50.0%	52.6%	52.9%	60.0%	62.5%
La Cité universitaire	4	5	44.4%	33.3%	33.3%	37.5%	42.9%	42.9%
Library	10	4	71.4%	71.4%	64.3%	60.0%	62.5%	62.5%
Media, Art, and Performance	16	12	57.1%	46.2%	55.6%	55.6%	46.4%	51.7%
Nursing	29	4	87.9%	86.2%	92.3%	92.6%	93.3%	93.3%
Science	22	68	24.4%	26.1%	29.0%	29.4%	27.2%	26.7%
Social Work	10	5	66.7%	70.6%	64.3%	66.7%	75.0%	75.0%
<b>Totals</b>	<b>200</b>	<b>244</b>	<b>44.9%</b>	<b>44.1%</b>	<b>44.7%</b>	<b>43.9%</b>	<b>45.1%</b>	<b>45.1%</b>

\*table does not include one staff member who chose non-binary as their sex

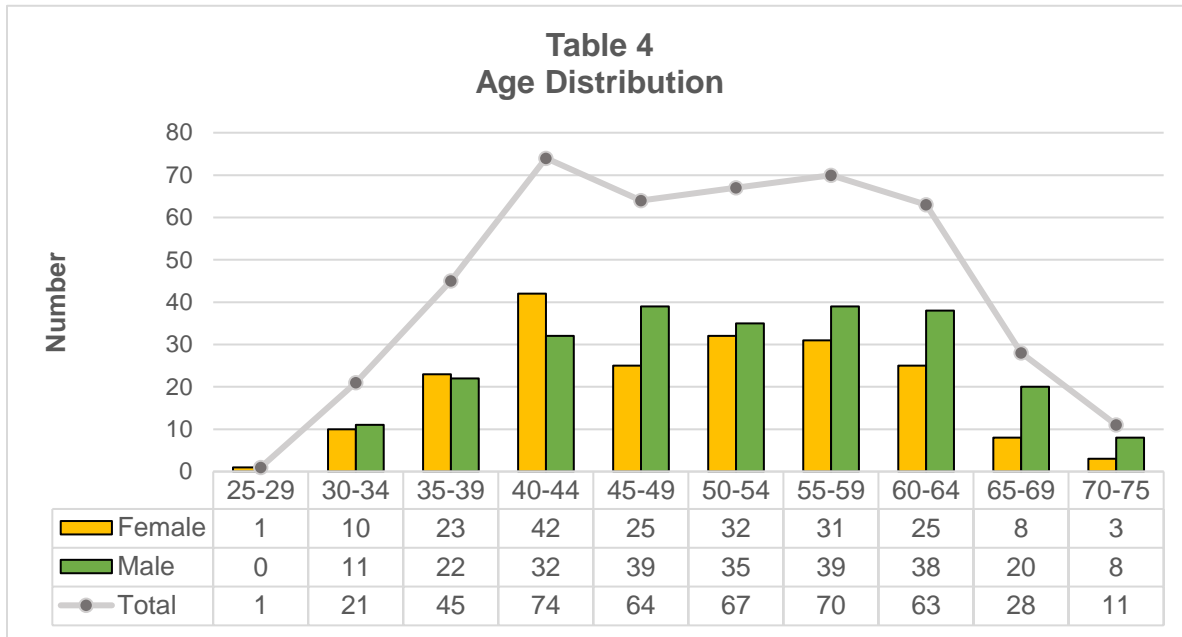
Table 3 illustrates the current sex composition in each of the faculty ranks and in the other categories.



\*table does not include one staff member who chose non-binary as their sex

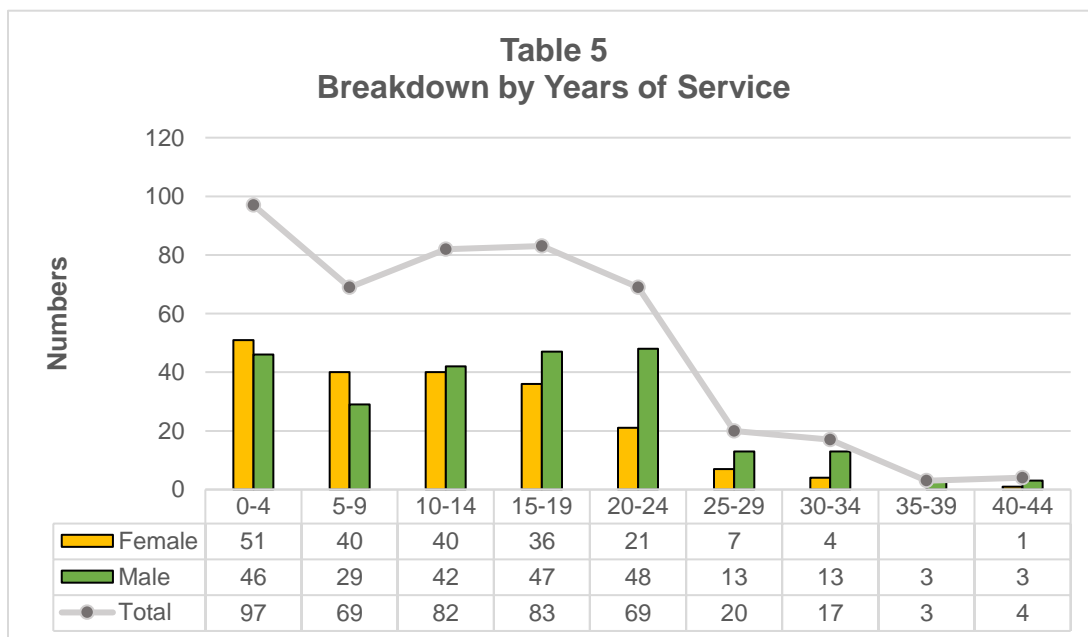
# Age & Service

**Fifty-four percent of academic staff members are 50 years of age or older, and the average age is 51 years.** Currently, 8% of academic staff members have chosen to continue working beyond their normal retirement date. With retirements, terminations and new appointments, the average age has remained fairly consistent over the past several years. **Table 4** shows the current distribution of academic staff members by age.



\*table does not include one staff member who chose non-binary as their sex

The **current average length of service is 13 years**, with 42% of academic staff members having fewer than 10 years of service. **Table 5** shows the current distribution by years of service.



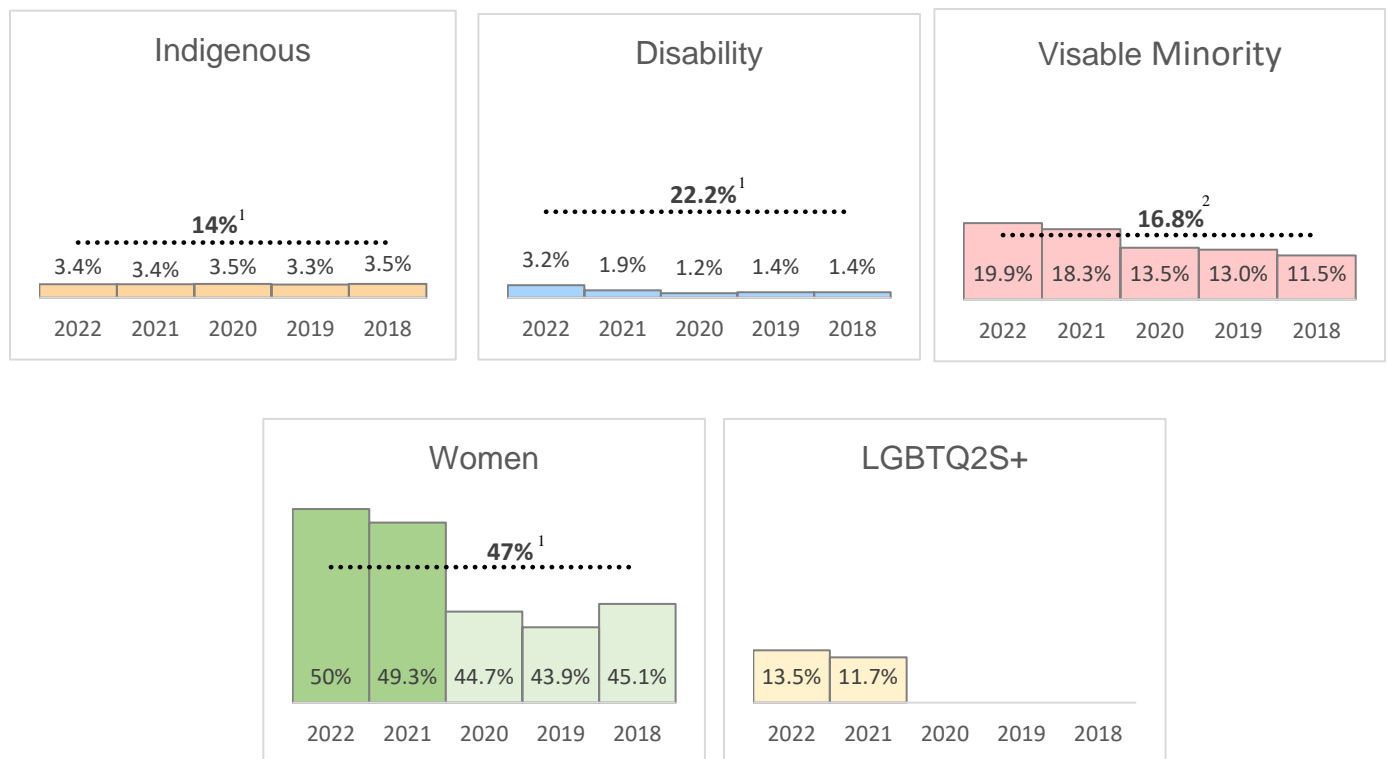
\*table does not include one staff member who chose non-binary as their sex

# Diversity

A representative workforce is one where the four diversity groups are represented at all occupational levels (entry level, middle and senior management) in proportion to the numbers in the province’s working age population.

Diversity statistics represent tenured and tenure-track academic staff members at the University of Regina who have completed the self-declaration survey and have self-identified as belonging to one of the diversity groups. Additional individuals may have chosen not to self-identify.

**Table 6**  
**Summary of Diversity Statistics by Diversity Group**



<sup>1</sup>Provincial targets are based on the recommendations of the Saskatchewan Human Rights Commission

<sup>2</sup>The target goal for members of a visible minority group is for the City of Regina and is higher than the provincial target of 10.6%

Note: The University launched a new self-declaration survey in the fall 2020 which included the option for employees to self-declare women as their gender and as a member of the LGBTQ2S+ community. These updates are reflected from 2021 data onwards. Women and LGBTQ2S+ community 2022 stats are based on the forty percent of tenured and tenured-track academic staff that have completed the new survey.

## Promotions

A significant indicator of academic achievement is the success rate when applying for promotion. There are four Faculty ranks, with progression through the ranks from Lecturer to Assistant Professor to Associate Professor to Professor. Few appointments are made at the Lecturer level and generally, promotion to Assistant Professor is awarded immediately upon completion of the PhD. **Tables 7, 8 and 9** indicate the success rate of applicants and the average time served in the lower rank before promotion was received for the period 1 July 2018 to 1 July 2022. The tables represent statistics of advancement from Assistant Professor to Associate Professor and from Associate Professor to Professor.

**Table 7**  
**Promotions from Assistant Professor to Associate Professor**

	Year	Number In Rank	Number Applied	Number Promoted	Number Denied	Percentage Who Applied	Success Rate of Applicants
Female	2022	38	4	4	0	10.5%	100.00%
	2021	35	5	5	0	14.28%	100.00%
	2020	34	9	9	0	26.47%	100.00%
	2019	32	8	7	1	25.00%	87.50%
	2018	32	6	6	0	18.75%	100.00%
Male	2022	43	7	6	1	16.3%	85.71%
	2021	41	6	6	0	14.63%	100.00%
	2020	33	4	4	0	12.12%	100.00%
	2019	29	6	6	0	20.69%	100.00%
	2018	27	6	5	1	22.22%	83.33%

**Table 8**  
**Promotions from Associate Professor to Professor**

	Year	Number In Rank	Number Applied	Number Promoted	Number Denied	Percentage Who Applied	Success Rate of Applicants
Female	2022	61	3	2	1	4.92%	66.67%
	2021	64	4	4	0	6.25%	100.00%
	2020	69	4	4	0	5.80%	100.00%
	2019	67	4	4	0	5.97%	100.00%
	2018	71	1	1	0	1.41%	100.00%
Male	2022	64	6	5	1	9.38%	83.33%
	2021	67	5	5	0	7.46%	100.00%
	2020	69	2	2	0	2.90%	100.00%
	2019	73	6	6	0	8.22%	100.00%
	2018	74	7	6	1	9.46%	85.71%



**Table 9**  
**Average Years in Rank Prior to Promotion**

Rank	Promotion Year	Female	Male	Combined
Assistant to Associate	2022	4.50	3.17	3.7
	2021	4.20	3.00	3.55
	2020	5.11	5.00	5.08
	2019	4.86	4.33	4.62
	2018	3.50	3.80	3.64
Associate to Professor	2022	7.00	6.80	6.86
	2021	7.50	10.60	9.22
	2020	7.75	11.00	8.83
	2019	6.75	9.50	8.40
	2018	9.00	10.00	9.86

Additional promotions include:

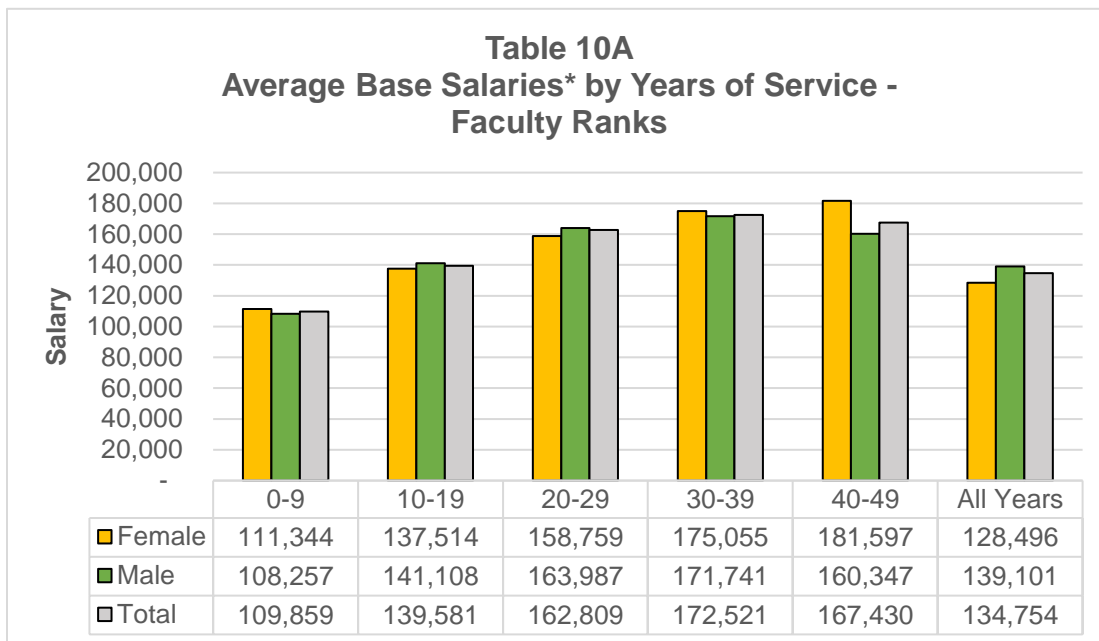
- Two (2) Lab Instructor IIs were promoted to Lab Instructor III
- One (1) Instructor I was promoted to Instructor II

# Salaries

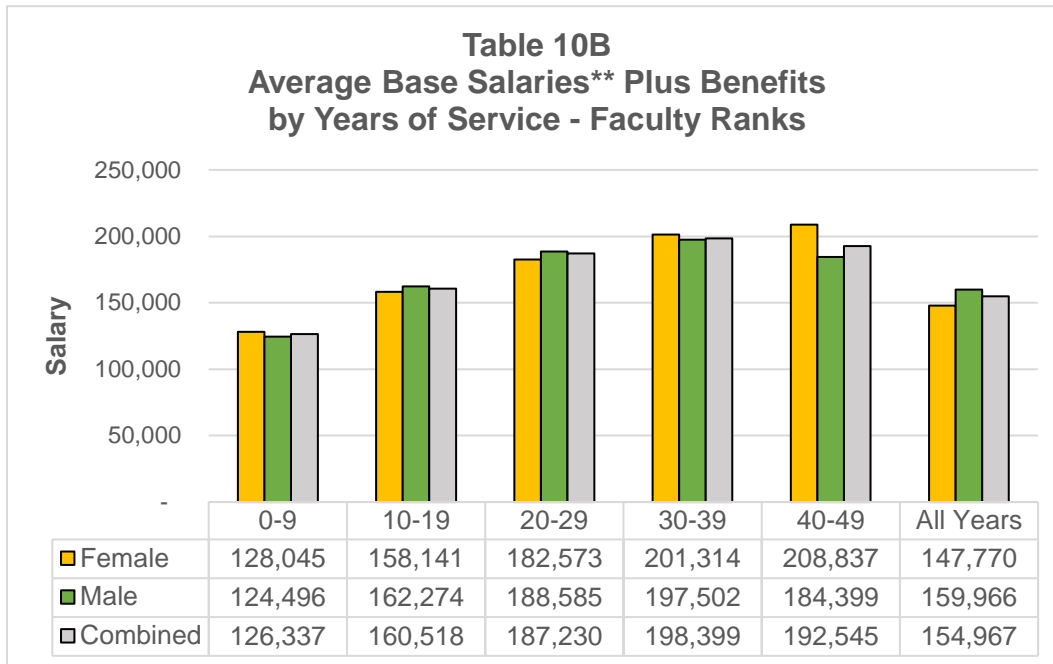
Salaries and the cost of benefits are the major component of each Faculty’s budget, and of the University’s overall operating budget. Individual salaries vary considerably depending upon rank, years of service, past experience and academic discipline. The individual benefits cost for academic staff members varies depending on family status (single versus spouse and/or dependents) and age (members working beyond their Normal Retirement Date cease to be eligible for the Long Term Disability plan). However, the average benefits cost for academic staff members is 15%. The benefits percentage does not include paid time off for vacation, University closures, etc.

**Table 10A** illustrates the current average base salaries for male and female academic staff members in the faculty ranks. **Note that female salaries are 92.4% of male salaries.** For illustrative purposes only, **Table 10B** combines current average base salaries for male and female academic staff members in the faculty ranks and the average cost of benefits (15%).

**Tables 11, 12 and 13** give further analysis by years of service within each Faculty. **Tables 14 through 16** provide a picture of the average salaries for Instructors, Lab/Clinical Instructors and Librarians.



*\*table does not include one staff member who chose non-binary as their sex*  
*\*\*Average base salaries do not include market supplements or stipends.*



*\*table does not include one staff member who chose non-binary as their sex*  
*\*\*Average base salaries do not include market supplements or stipends.*

The collective agreement also provides for market supplements to be paid when it can be demonstrated that competitive pressures in the academic market require such payments for the recruitment and retention of academic staff member. In addition to the base salaries identified in the following tables, market supplements are paid as follows:

Faculty/Department	Professor	Associate Professor	Assistant Professor	Lecturer	Lab/ Clinical Instructor III	Lab/ Clinical Instructor II	Lab/ Clinical Instructor I	Instructor III	Instructor II
Business Administration	13,648	15,900	23,648	12,480	-	-	-	14,505	12,905
Computer Science	-	12,720	14,780	12,480	-	-	-	-	-
Economics	-	4,770	5,912	-	-	-	-	-	-
Engineering & Applied Science	1,706	6,360	14,780	12,480	8,703	7,743	-	8,703	7,743
Nursing	-	9,540	11,824	19,968	8,703	12,905	15,799	11,604	18,067

**Table 11**  
**Average Base Salaries\* By Years of Service - Faculty Ranks (Female, Male, Non-Binary)**

Faculty – Female and Male	0-9	10-19	20-29	30-39	40-49	Average by Faculty
Arts	111,464	135,326	165,669	160,375	178,185	135,369
Business Administration	112,820	138,330	149,619	-	-	132,090
Education	111,335	142,192	157,933	-	-	127,655
Engineering and Applied Science	108,512	151,654	161,210	185,212	-	140,574
Johnson-Shoyama	110,718	147,817	-	-	-	131,329
Kinesiology and Health Studies	113,690	144,637	171,362	167,950	-	134,225
La Cité universitaire	112,666	-	134,926	-	-	118,231
Media, Art, and Performance	108,538	139,308	154,948	189,547	-	131,831
Nursing	109,444	127,417	-	-	-	111,841
Science	107,375	137,401	166,857	172,407	142,509	144,438
Social Work	102,304	142,531	144,466	171,368	181,597	121,659
<b>Average by Years of Service</b>	<b>109,776</b>	<b>139,581</b>	<b>162,809</b>	<b>172,521</b>	<b>167,430</b>	<b>134,650</b>

*\*Average base salaries do not include market supplements or stipends.*

**Table 12**  
**Average Base Salaries\* By Years of Service - Faculty Ranks (Female)**

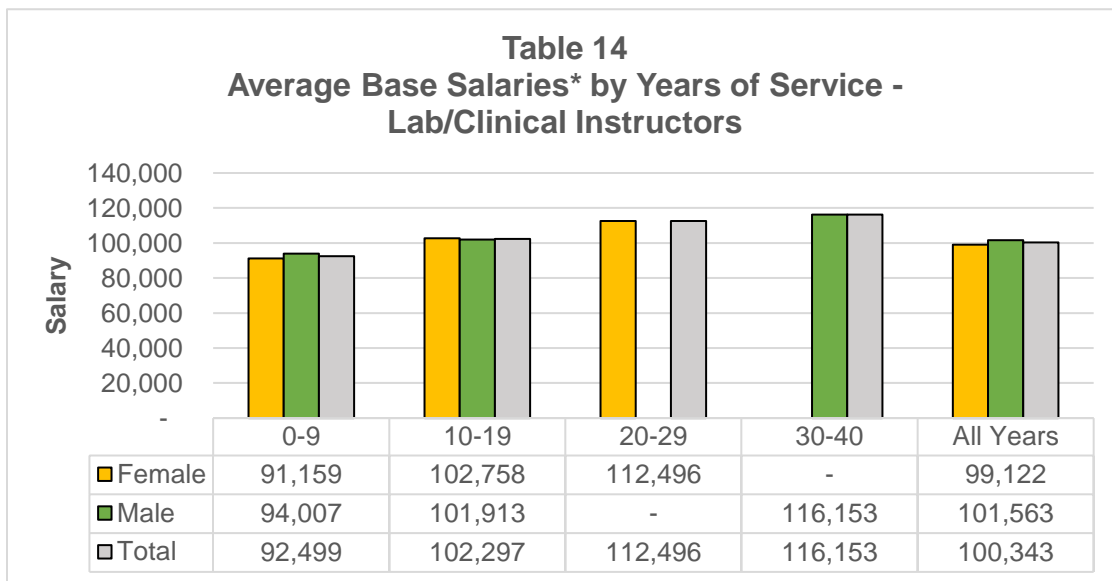
Faculty - Female	0-9	10-19	20-29	30-39	40-49	Average by Faculty
Arts	114,551	134,565	160,713	164,539	-	132,417
Business Administration	112,156	138,690	-	-	-	123,949
Education	113,604	140,589	164,544	-	-	124,722
Engineering and Applied Science	113,861	144,466	165,113	178,185	-	142,065
Johnson-Shoyama	105,679	142,066	-	-	-	123,873
Kinesiology and Health Studies	119,772	125,361	171,362	167,950	-	134,339
La Cité universitaire	-	-	-	-	-	-
Media, Art, and Performance	108,735	146,508	153,482	189,547	-	128,822
Nursing	107,539	127,417	-	-	-	110,597
Science	118,220	140,868	152,697	-	-	142,022
Social Work	104,558	142,531	-	-	181,597	121,556
<b>Average by Years of Service</b>	<b>111,344</b>	<b>137,514</b>	<b>158,759</b>	<b>175,055</b>	<b>181,597</b>	<b>128,496</b>

*\*Average base salaries do not include market supplements or stipends.*

**Table 13**  
**Average Base Salaries\* By Years of Service - Faculty Ranks (Male)**

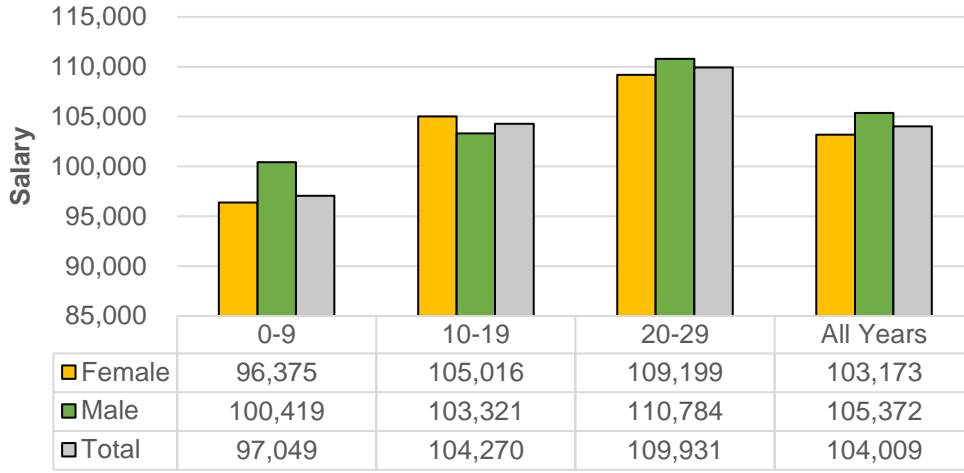
Faculty - Male	0-9	10-19	20-29	30-39	40-49	Average by Faculty
Arts	109,406	136,439	167,439	158,987	178,185	137,598
Business Administration	114,480	138,210	149,619	-	-	136,670
Education	104,175	144,756	155,730	-	-	136,681
Engineering and Applied Science	107,278	152,452	160,501	188,726	-	140,276
Johnson-Shoyama	125,834	156,443	-	-	-	146,240
Kinesiology and Health Studies	109,128	159,094	-	-	-	134,111
La Cité universitaire	112,666	-	134,926	-	-	118,231
Media, Art, and Performance	107,650	132,107	155,682	-	-	136,645
Nursing	119,922	-	-	-	-	119,922
Science	105,707	136,534	170,583	172,407	142,509	144,922
Social Work	97,797	-	144,466	171,368	-	121,845
<b>Average by Years of Service</b>	<b>108,257</b>	<b>141,108</b>	<b>163,987</b>	<b>171,741</b>	<b>160,347</b>	<b>139,101</b>

*\*Average base salaries do not include market supplements or stipends.*



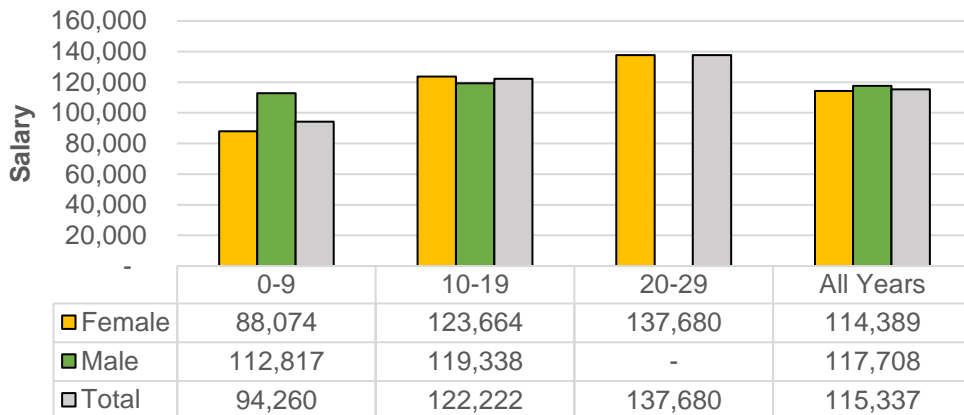
*\*Average base salaries do not include market supplements or stipends.*

**Table 15**  
**Average Base Salaries\* by Years of Service -**  
**Instructors**



*\*Average base salaries do not include market supplements or stipends.*

**Table 16**  
**Average Base Salaries\* by Years of Service -**  
**Librarians**



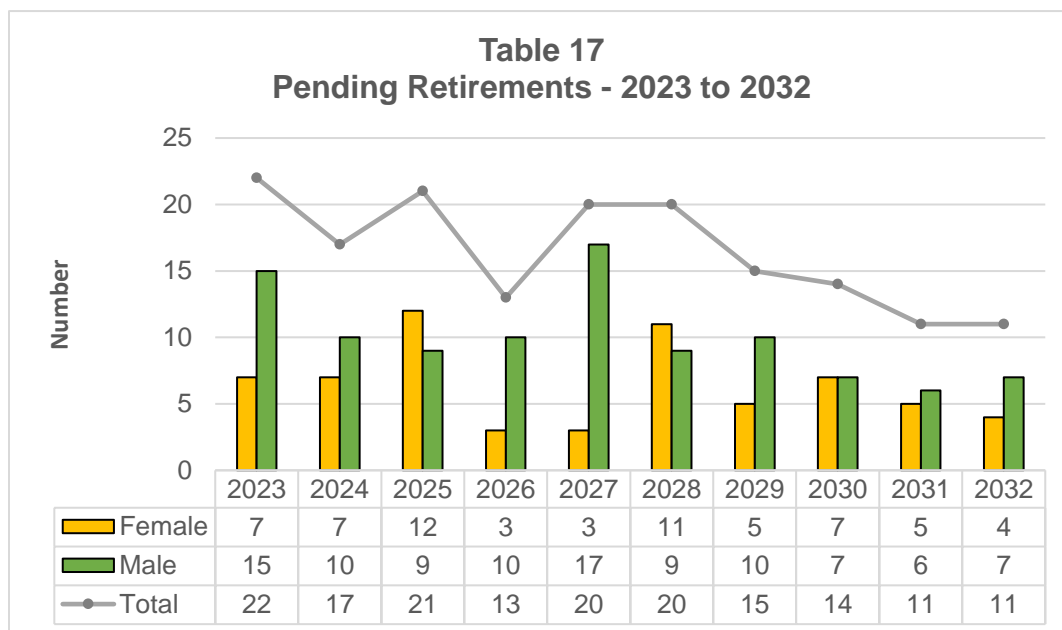
*\*Average base salaries do not include market supplements or stipends.*

# Retirements

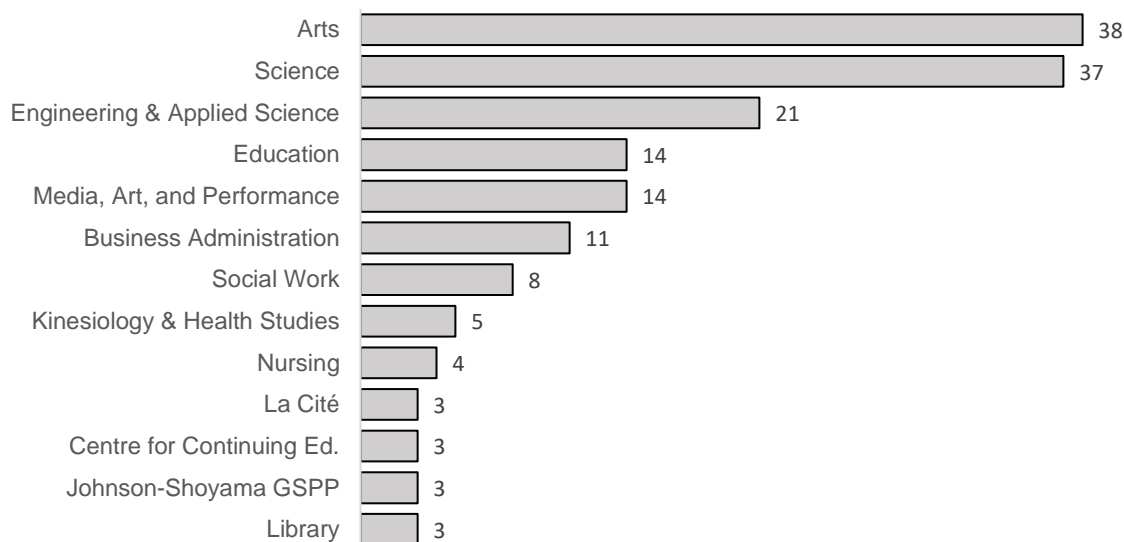
Pending retirements within the University are important indicators for future staffing needs, succession planning, and budget. With the elimination of mandatory retirement in November 2007, retirements are much less predictable. For illustration purposes, we have assumed the traditional normal retirement data defined in the Academic and Administrative Pension Plan, or for those already beyond, the latest date permitted under the *Income Tax Act* (currently age 71).

Over the next ten years, 164 academic staff members (36.9% of current members) will reach what had traditionally been viewed as their normal retirement date or their new deferred retirement date.

**Table 17** shows the anticipated retirements by sex and **Table 18** shows the number of anticipated retirements by Faculty. A further breakdown in **Table 19** shows the number of anticipated retirements for each Faculty in each of the next ten years. As the proportion of academic staff members choosing to retire at the normal retirement date has decreased in recent years, projections of pending retirements should be seen as provisional.



**Table 18**  
**Retirements per Faculty Over the Next 10 Years**  
**(Based on Normal Retirement Date)**



**Table 19**  
**Anticipated Retirements by Faculty by Year**  
**(based on normal retirement date)**

Faculty	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	Total
Arts	7	4	5	2	4	5	4	4	1	2	38
Business Administration	1	1	3	2	-	2	-	-	-	2	11
Centre for Continuing Education	-	-	-	-	-	2	1	-	-	-	3
Education	1	3	2	1	-	2	3	-	2	-	14
Engineering & Applied Science	2	3	3	2	5	3	1	1	1	-	21
Johnson-Shoyama	1	-	1	-	-	-	-	-	-	1	3
Kinesiology & Health Studies	-	-	1	1	-	1	-	1	1	-	5
La Cité universitaire	1	-	-	-	-	-	1	-	1	-	3
Library	1	-	1	-	1	-	-	-	-	-	3
Media, Art, and Performance	3	1	2	1	3	1	1	-	1	1	14
Nursing	-	1	1	-	-	-	-	1	-	1	4
Science	4	3	2	4	5	3	3	6	4	3	37
Social Work	1	1	-	-	2	1	1	1	-	1	8
<b>Total</b>	<b>22</b>	<b>17</b>	<b>21</b>	<b>13</b>	<b>20</b>	<b>20</b>	<b>15</b>	<b>14</b>	<b>11</b>	<b>11</b>	<b>164</b>



## Departures

It is difficult to plan for the number of departures that will occur during the academic year. Departures can include retirements, voluntary resignations, deaths, non-renewal of probation, denial of tenure, or dismissal for cause.

**Table 20** shows the number of departures that occurred for each Faculty in 2021-2022, 2020-2021, 2019-2020, 2018-2019 and 2017-2018. **Fourteen of the twenty-nine departures (48.3%) in 2021-2022 were early retirements.**

**Table 20**  
**Departures**

Faculty	2021-2022		2020-2021		2019-2020		2018-2019		2017-2018	
	Number	% of Total Faculty	Number	% of Total Faculty	Number	% of Total Faculty	Number	% of Total Faculty	Number	% of Total Faculty
Arts	6	6.5%	1	1.1%	10	11.0%	6	6.7%	4	4.3%
Business Administration	2	6.5%	1	3.2%	3	10.3%	2	6.9%	1	3.1%
Centre for Continuing Education	-	-	-	-	-	-	-	-	1	10.0%
Education	2	5.1%	2	5.3%	2	5.1%	2	4.9%	2	4.8%
Engineering and Applied Science	2	3.7%	-	-	1	2.0%	2	4.2%	2	4.3%
Johnson-Shoyama	1	11.1%	1	11.1%	-	-	-	-	-	-
Kinesiology and Health Studies	-	-	-	-	-	-	-	-	1	6.7%
La Cité universitaire	1	11.1%	-	-	-	-	-	-	-	-
Library	1	7.1%	1	7.1%	2	14.3%	1	6.7%	-	-
Media, Art, and Performance	1	3.6%	3	11.5%	2	7.4%	2	7.4%	2	7.1%
Nursing	5	15.2%	-	-	-	-	1	3.7%	-	-
Science	6	6.7%	3	3.3%	1	1.1%	2	2.2%	3	3.3%
Social Work	2	13.3%	4	23.5%	3	21.4%	2	11.1%	1	6.3%
<b>Total</b>	<b>29</b>	<b>6.5%</b>	<b>16</b>	<b>3.6%</b>	<b>24</b>	<b>5.6%</b>	<b>20</b>	<b>4.6%</b>	<b>17</b>	<b>3.9%</b>

## Limited-Term and Sessional Appointments

In addition to those academic staff members holding tenured and tenure-track appointments, the University also appoints academic staff members to limited-term appointments. These appointments may be to fill vacancies where there is an ongoing search for a permanent position, to replace academic staff members on sabbatical or leave, or to facilitate the teaching and supervisory needs of an academic unit as part of the academic planning cycle. **For the current academic year, there are 26 academic staff members in limited-term appointments.**

The University also hires individuals each semester in a variety of sessional categories as described below. The number of individuals filling these positions may vary by semester. **Table 21** shows the total number of individuals in sessional categories for the winter, spring/summer and fall semesters in the years 2018, 2019, 2020, 2021 and 2022 winter and spring/summer semesters. Individuals in these categories may teach one or more courses in a Faculty, Department or Unit, or may provide services as a coach or supervisor. People on sessional contracts may also have several concurrent sessional contracts with the University and one or more of its federated colleges.

Sessional categories:

- Sessional Lecturers – to teach courses
- Sessional Laboratory Instructors – to teach lab sections of courses
- Sessional Supervisors – to supervise interns and pre-interns in the Faculty of Education
- Sessional Practica Coaches/Clinical Nursing Practica Coaches – to prepare Education students to enter the school systems/to prepare Nursing students to enter the health care system

**Table 21**  
**Individuals in Sessional Categories**

Year	Winter	Spring/Summer	Fall
2018	392	193	387
2019	407	187	364
2020	404	207	355
2021	402	200	354
2022	399	207	-