

2022-2023 Workforce Demographics

Oct 1, 2022 to Sep 30, 2023

Prepared by
Human Resources

Overview

| | |
|-------------|--|
| Sex | <ul style="list-style-type: none"> • Female: 57% • Male: 43% • Non-Binary: <1% |
| Age | <ul style="list-style-type: none"> • Average Age: 43 years • Over 50: 34% |
| Service | <ul style="list-style-type: none"> • Average Service: 8.3 years • Less than 10 Years: 63% |
| Diversity | <ul style="list-style-type: none"> • Women: 60.9% • Visible minority: 22.1% • Disability: 4.9% • Indigenous people: 4.1% |
| Retirements | <ul style="list-style-type: none"> • Over next 10 years: 152 academic & 245 administrative employees |

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The University of Regina's workforce comprises the following employment groups:

Academic

- Professor, Associate Professor, Assistant Professor
- Lecturer
- Librarian
- Instructor, Lab/Clinical Instructor, Sessional Instructor

APT (Administrative, Professional and Technical)

- Faculty administrators, academic advisors, program coordinators
- Student recruiters, instructional designers, graphic developers
- Business analysts, financial analysts, programmer analysts, project managers
- Communication officers, liaison officers, donor relations officers
- Directors, managers, division heads

CUPE 2419

- Students employed to provide teaching and research assistance within the University

CUPE 5791

- Applied Scientific Services (positions that perform tasks of a scientific and technical nature)
- Facility Services (positions that perform tasks to support the maintenance and/or operation of physical facilities and/or equipment)
- Operational Services (positions that perform clerical, library, customer service or printing services tasks)
- Security Services (positions that perform tasks focused on providing campus safety through policing services for the University community and property)
- Trade Services (positions that perform tasks in compliance with the processes and standards specific to the trade being applied)

CUPE 5791 Research

- Post-Doctoral Fellows
- Research Associates, Research Assistants, and Research Technologists

Out-of-Scope

- Senior administration (president, vice-presidents, associate vice-presidents, chief governance officer, registrar, deans, and directors)
- Out-of-scope faculty (assistant and associate deans and librarians)
- Managerial positions in Student Affairs, Facilities Management, Information Services, and University Advancement & Communications
- All employees in Human Resources, Office of Institutional Research, and Executive Offices
- Executive administrative support
- Coaches

Total Headcount

As at Sept 30, 2023, the University of Regina employed **2,928 employees**, resulting in **3,036 positions** with **1,308 permanent** positions and **1,728 term/casual** positions.

730 are in academic positions and **2,306** in staff positions.

Figure 1: Workforce Headcount

| | % of Workforce | Total | Perm | Term | % of Perm/Term | |
|--------------------|----------------|--------------|--------------|--------------|----------------|-----|
| CUPE 5791 | 24% | 737 | 377 | 360 | 51% | 49% |
| Academic | 24% | 730 | 433 | 297 | 59% | 41% |
| CUPE 2419 | 17% | 528 | 0 | 528 | 100% | |
| APT | 14% | 411 | 322 | 89 | 78% | 22% |
| CUPE 5791 Research | 8% | 233 | 0 | 233 | 100% | |
| Other Non-union | 7% | 203 | 0 | 203 | 100% | |
| Out-of-Scope | 6% | 194 | 176 | 18 | 91% | 9% |
| Total | | 3,036 | 1,308 | 1,728 | | |

***Other Non-Union includes:** Accompanists, Conservatory, Consultants, Contracts, Co-op Students, Centre for Health, Wellness and Performance, Elders, Facilitators, Fellowships, Instructors (Non-Degree), Models, Projects, Resident Attendants, Writers.

Sex

As at Sept 30, 2023, female employees represent 57% of the total complement.

Excludes:

Other Non-Union employees
56 employees without a sex designation
2 employees listed as Non-Binary

Figure 2: Workplace by Sex

| Employee Group | Female | Male | % F/M | |
|--------------------|--------------|--------------------|-------|-----|
| APT | | APT | 65% | 35% |
| Out-of-Scope | | Out-of-Scope | 65% | 35% |
| CUPE 5791 Research | | CUPE 5791 Research | 64% | 36% |
| CUPE 5791 | | CUPE 5791 | 56% | 44% |
| CUPE 2419 | | CUPE 2419 | 55% | 45% |
| Academic | | Academic | 52% | 48% |
| Total | 1,597 | 1,187 | | |

Age

As at Sept 30, 2023, the average age of the University's workforce is 43 years.

772 (34%) of employees are 50 years of age and over.

*Excludes:
Other Non-Union employees*

Figure 3a: U of R Average Age by Employee Group

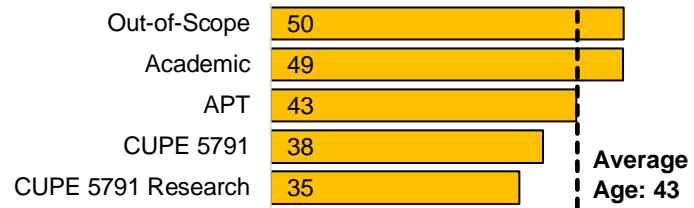


Figure 3b: Academic Age

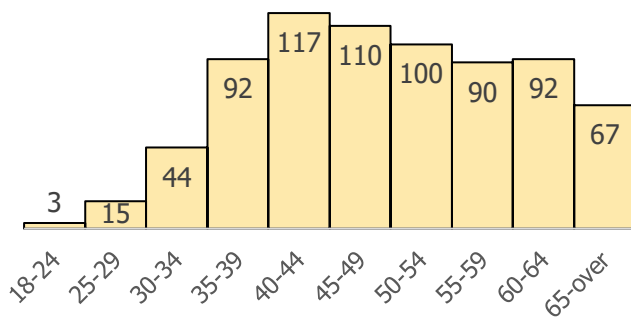


Figure 3c: CUPE 5791 Age

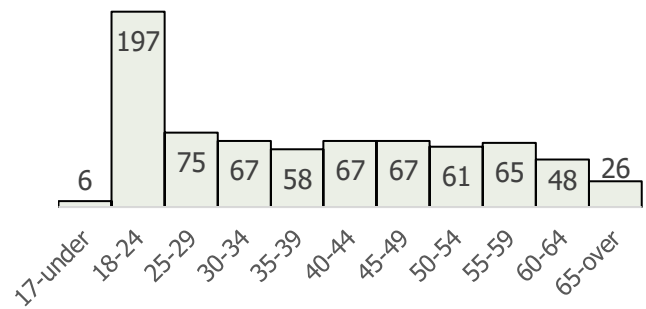


Figure 3d: Out-of-Scope Age

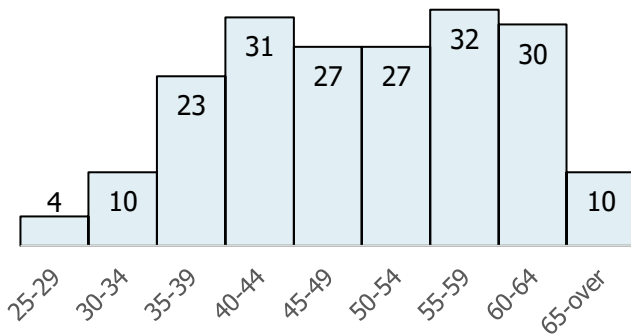


Figure 3e: APT Age

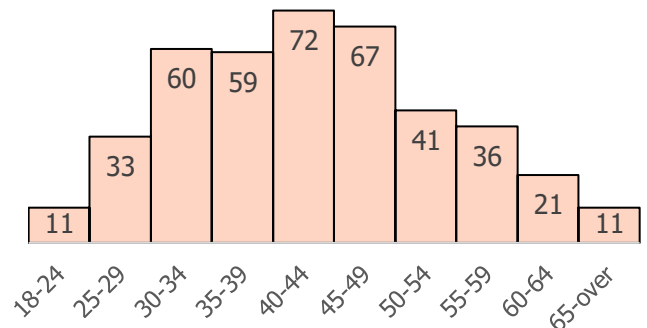
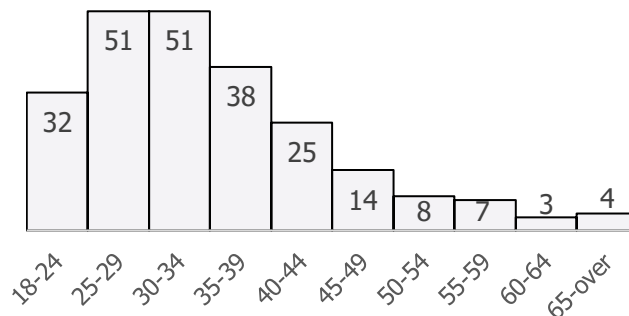


Figure 3f: CUPE 5791 Research Age



Service

As at Sept 30, 2023, the **average length of service is 8.3 years.**

1,341 (63%) of the workforce has less than 10 years of service

Excludes:

- Other Non-Union employees
- CUPE 2419
- CUPE 5791 Research

Figure 4a: Average Years of Service by Employee Group



Figure 4b: Years and Percentage of Service by Employee Group

| Years of Service | % of Total | Academic | APT | CUPE 5791 | Out-of-Scope |
|------------------|------------|----------|-----|-----------|--------------|
| 0-9 | 66% | 357 | 281 | 535 | 131 |
| 10-19 | 22% | 221 | 89 | 139 | 45 |
| 20-29 | 10% | 124 | 38 | 52 | 14 |
| 30-39 | 2% | 24 | 3 | 10 | 4 |
| 40-over | <1% | 4 | 0 | 1 | 0 |

Figure 4c: Academic YofS

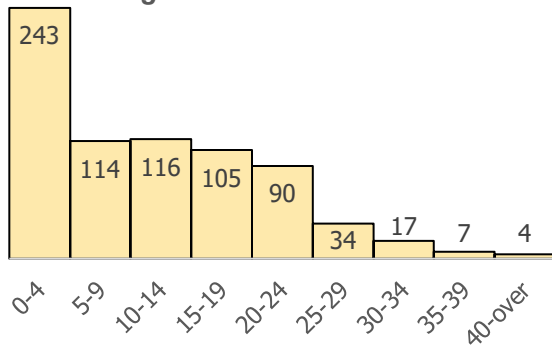


Figure 4d: APT YofS

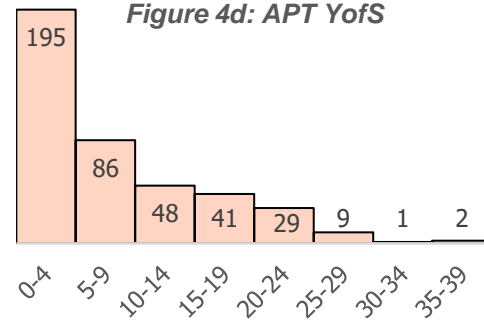


Figure 4e: CUPE 5791 YofS

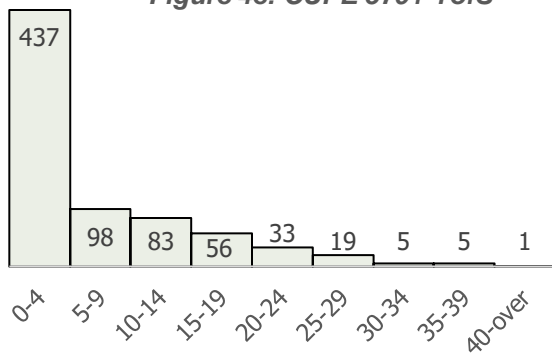
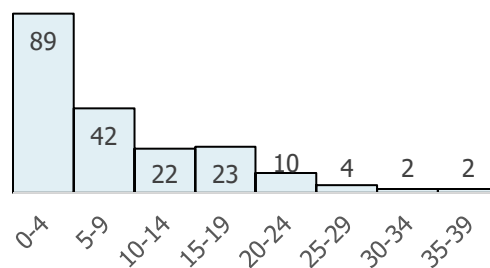


Figure 4f: Out-of-Scope YofS



Diversity

A representative workforce is one where the four diversity groups, as designated by the Saskatchewan Human Rights Commission, are represented at all occupational levels (entry level, middle and senior management) in proportion to the province's working age population.

The Saskatchewan Human Rights Commission (SHRC) updates the employment targets every 5 years. The last update year was 2019. The targets for the diversity groups are as follows:

- Persons reporting an Indigenous identity: 13.7%
- Members of a visible minority group: 16.8% in Regina and Saskatoon
- Individuals reporting a disability: 22.2%
- Women: 45.8%

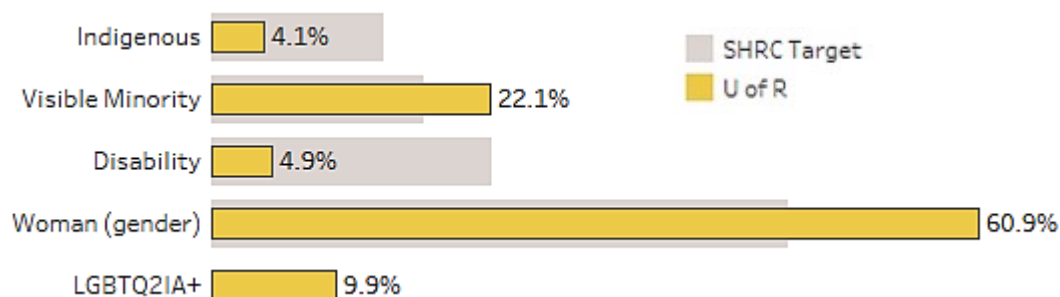
As of Sept 30, 2023, the University increased representation of employees in two diversity groups compared to 2021-2022:

- Persons reporting an Indigenous identity – decreased from 4.3 % to 4.1% ▼
- Members of a visible minority group – **increased** from 20.2% to 22.1% ▲
- Individuals reporting a disability – **increased** from 4.7% to 4.9% ▲
- Women (gender) – decreased from 63.7% to 60.9% ▼

Although not a SHRC designated group, the University tracks LGBTQ2IA+ group designations but without a targeted measure.

- LGBTQ2IA+ - **increased** from 9.6% to 9.9% ▲

Figure 5: Diversity Statistics by Diversity Group



Note: diversity statistics represent employees who have completed the survey and chosen to self-identify as belonging to a designated group.

Compensation

In 2022/23, total expenditure on **salaries was \$168.8 million** and **benefits was \$27.5 million**.

Figure 6a illustrates the combined salary and benefits costs by group.

Figure 6b shows the breakdown of salaries and benefits by employee group.

Figure 6a: Combined Salaries & Benefits by Employee Group

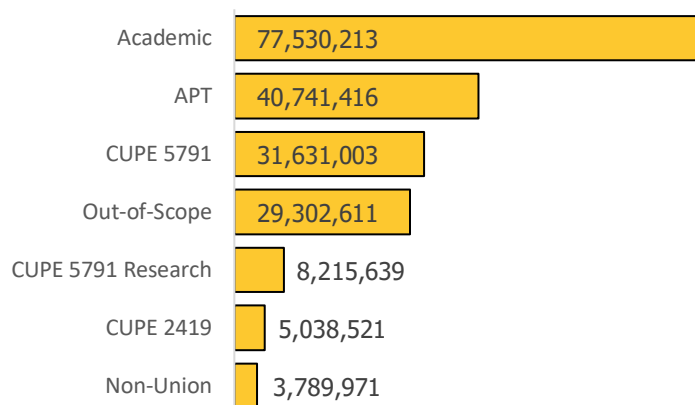


Figure 6b: Salaries & Benefits by Employee Group

| Employee Group | Salary | Benefits |
|---------------------------|--------------------|-------------------|
| Academic - Perm | 54,309,761 | 8,797,595 |
| Academic - Term | 12,760,870 | 1,661,987 |
| Total Academic | 67,070,631 | 10,459,582 |
| APT - Perm | 26,111,372 | 4,847,787 |
| APT - Term | 8,167,248 | 1,615,009 |
| Total APT | 34,278,620 | 6,462,796 |
| CUPE 5791 - Perm | 21,183,964 | 4,637,939 |
| CUPE 5791 - Term | 5,159,447 | 649,653 |
| Total CUPE 5791 | 26,343,411 | 5,287,592 |
| Out-of-Scope - Perm | 23,574,654 | 3,728,295 |
| Out-of-Scope - Term | 1,699,418 | 300,244 |
| Total Out-of-Scope | 25,274,072 | 4,028,540 |
| CUPE 5791 Research | 7,565,520 | 650,119 |
| CUPE 2419 | 4,709,703 | 328,818 |
| Non-Union | 3,518,776 | 271,195 |
| TOTAL | 168,760,734 | 27,488,642 |

Staffing

In 2023/22, there were 905 staffing appointments:

- 6% increase over 2022/21
- 79% increase from 2020/19

(Excludes student appointments, Sessionals, University Teaching Fellows, Graduate Teaching Fellows, Course Developers and Casual appointments).

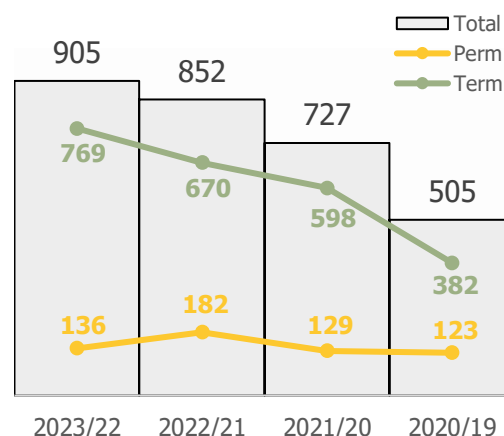
85% of the appointments were term positions (769):

- 15% increase from 2022/21
- 101% increase from 2020/19

Term appointments consist of leaves of absences (parental, educational, disability and leaves to take other employment opportunities in the University) or positions that are term funded.

Sharp increase in term positions YoY mainly due to increase in CUPE 5791 Research appointments, increasing 360% since 2020/19.

Figure 7a: Staffing Appointments YoY Summary



Of the term appointments in 2023/22, 14% (109) were reappointments and 86% (660) were new appointments. Reappointments are term positions that are extended and those who have left their home position for a term position.

Permanent appointments decreased 25% from 2022/21 and increased 11% from 2020/19.

Figure 7b: Staffing Appointments YoY Details

| Employee Groups | 2023/22 | | | 2022/21 | | | 2021/20 | | | 2020/19 | | |
|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | Perm | Term | Total | Perm | Term | Total | Perm | Term | Total | Perm | Term | Total |
| CUPE 5791 | 31 | 108 | 139 | 54 | 121 | 175 | 41 | 94 | 135 | 40 | 92 | 132 |
| CUPE 5791 Research | 0 | 474 | 474 | 0 | 371 | 371 | 0 | 310 | 310 | 0 | 103 | 103 |
| Out-of-Scope | 38 | 22 | 60 | 47 | 29 | 76 | 28 | 26 | 54 | 25 | 19 | 44 |
| APT | 56 | 150 | 206 | 51 | 136 | 187 | 34 | 145 | 179 | 36 | 148 | 184 |
| Academic | 11 | 15 | 26 | 30 | 13 | 43 | 26 | 23 | 49 | 22 | 20 | 42 |
| Total | 136 | 769 | 905 | 182 | 670 | 852 | 129 | 598 | 727 | 123 | 382 | 505 |

Additionally, in 2023/22, there were 256 engagements of elders and indigenous persons, a 90% increase from 2022/21 and 149% increase from 2020/19.

Figure 7c: Indigenous Engagement YoY Summary

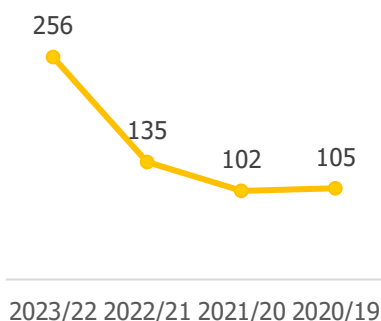


Figure 7d: Indigenous Engagement YoY Details

| Engagement | 2023/22 | 2022/21 | 2021/20 | 2020/19 |
|--------------|------------|------------|------------|------------|
| Elder | 111 | 77 | 67 | 65 |
| Indigenous | 145 | 58 | 35 | 40 |
| Total | 256 | 135 | 102 | 105 |

Engagements include both appointments and stipends. These engagements are not included in the self-declaration diversity statistics (Figure 5).

Departures

In 2023/22, there were 112 departures:

- 7% decrease from 2022/21
- 47% increase from 2020/19

Departures include early retirements, resignations, deaths, non-renewal of probation, denial of tenure or dismissal for cause.

Figure 8a: Departures YoY Summary

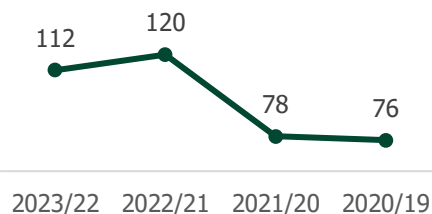


Figure 8b: Departures YoY Details

| Employee Group | 2022/23 | 2021/22 | 2020/21 | 2019/20 | Total |
|----------------|------------|------------|-----------|-----------|------------|
| CUPE 5791 | 40 | 44 | 33 | 31 | 148 |
| APT | 37 | 36 | 22 | 18 | 113 |
| Academic | 17 | 24 | 10 | 18 | 69 |
| Out-of-Scope | 18 | 16 | 13 | 9 | 56 |
| Total | 112 | 120 | 78 | 76 | 386 |

Retirements

In 2023, 10 academic members and 23 administrative employees have retired to date with a projected 5 academic members and 17 administrative employees to retire in the remainder of 2023. Over the next ten years, 397 employees – **245 administrative employees and 152 academic members** – will reach what had traditionally been viewed as their normal retirement date or their deferred retirement date, or have already elected early retirement.

Figure 9 shows the number of potential retirements for each employee group in each of the next ten years.

Figure 9: 2024-2033 Retirements by Employee Group by Year

| Employee Group | 2024 | | 2025 | | 2026 | | 2027 | | 2028 | | 2029 | | 2030 | | 2031 | | 2032 | | 2033 | | Total |
|-----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|-----------|------------|-----------|-----------|-----------|------------|---|------|---|-------|
| | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | F | M | | | |
| Academic | 6 | 9 | 12 | 8 | 3 | 10 | 3 | 15 | 12 | 11 | 6 | 12 | 7 | 6 | 5 | 6 | 3 | 7 | 5 | 6 | 152 |
| APT | 1 | 1 | 2 | 3 | 0 | 3 | 1 | 0 | 8 | 2 | 2 | 2 | 7 | 4 | 3 | 2 | 4 | 3 | 6 | 5 | 59 |
| CUPE 5791 | 5 | 3 | 4 | 6 | 5 | 4 | 7 | 7 | 8 | 5 | 6 | 10 | 5 | 4 | 11 | 4 | 9 | 5 | 6 | 4 | 118 |
| Out-of-Scope | 2 | 2 | 3 | 1 | 4 | 2 | 5 | 6 | 2 | 5 | 5 | 4 | 4 | 5 | 6 | 1 | 3 | 3 | 4 | 1 | 68 |
| Total Academic | 15 | 20 | 13 | 18 | 23 | 18 | 18 | 23 | 18 | 13 | 11 | 10 | 11 | 10 | 11 | 11 | 152 | | | | |
| Total Administrative | 14 | 19 | 18 | 26 | 30 | 29 | 29 | 29 | 29 | 27 | 27 | 26 | 245 | | | | | | | | |
| Grand Total | 29 | 39 | 31 | 44 | 53 | 47 | 42 | 38 | 37 | 37 | 397 | | | | | | | | | | |

Notes:

- Academic membership does not include sessional lecturers
- Out-of-Scope does not include Research or EX - Special Contracts
- Federated, Communities of Tomorrow, MAGI, PTRC not included
- Members on LTD not included