2023
Academic Workforce Demographics Report

Executive Summary

The University strives to cultivate an academic complement that reflects a representative workforce, ensuring that all academic staff members have equal opportunities.

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)

Data on individuals holding academic administrative positions which are currently out-of-scope (deans, assistant and associate deans, vice-presidents) and those on long-term disability are not included in this report.

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

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.

Highlights

45% of the academic complement is **female**

Average age of academic members is currently 51 years

53% of academic staff members are **50 years of age or older**

Current average **length of service** is 12 years

39% of academic staff members have **less than 10 years** of service

Average base **salary** for academic staff members in the faculty ranks is $136,410

Average benefit cost for academic staff members is 15.2%, yielding a total of $157,144 for average salary and benefits for academic staff members in the faculty ranks

Over the next ten years, 179 academic staff members or 41% will meet the traditional normal **retirement** provision of the Academic & Administrative Pension Plan or their deferred retirement date

Current **diversity** statistics:
- 3.0% have self-identified as **Indigenous**
- 3.2% have declared a **disability**
- 20.0% are from **visible minority** groups
- 49.5% self-identified as **women**
- 12.9% have self-identified as **LGBTQ2S+** community members

Academic Complement

Figure 1A and **1B** includes the July 2023 academic staff member complements of the three federated colleges – Campion, Luther and First Nations University – as well as 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.

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 of Regina); they teach and supervise University of Regina students at both undergraduate and graduate levels. Together, these three colleges have 62 base-funded faculty positions, the majority of which are in Arts and Science.
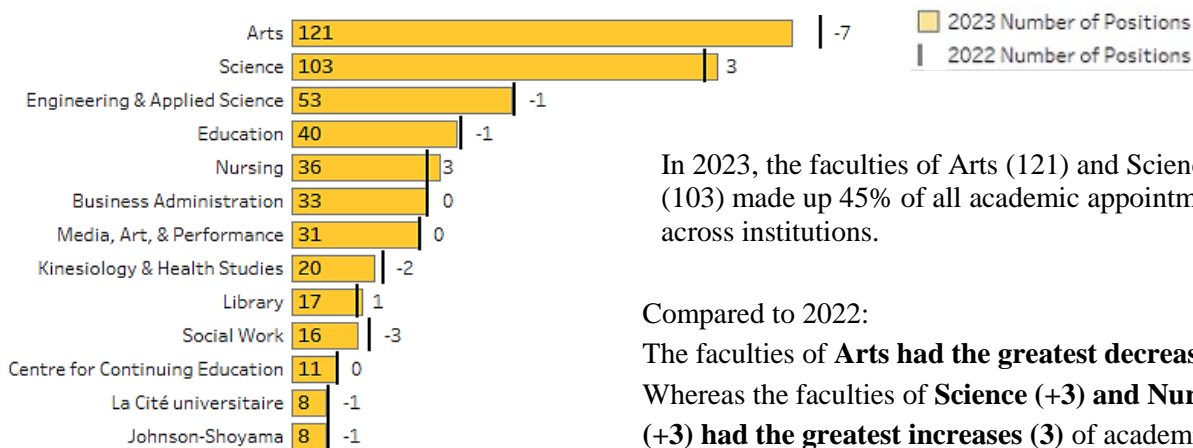
Figure 1A
Academic Appointments
Including Federated Colleges
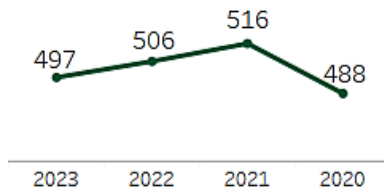
2023 had 9 less appointments than in 2022, representing a **2% decrease** across institutions

Since 2020, there are 9 additional appointments, representing a 2% increase across institutions.

Figure 1B
Appointments Year over Year Differences
Including Federated Colleges

In 2023, the faculties of Arts (121) and Science (103) made up 45% of all academic appointments across institutions.
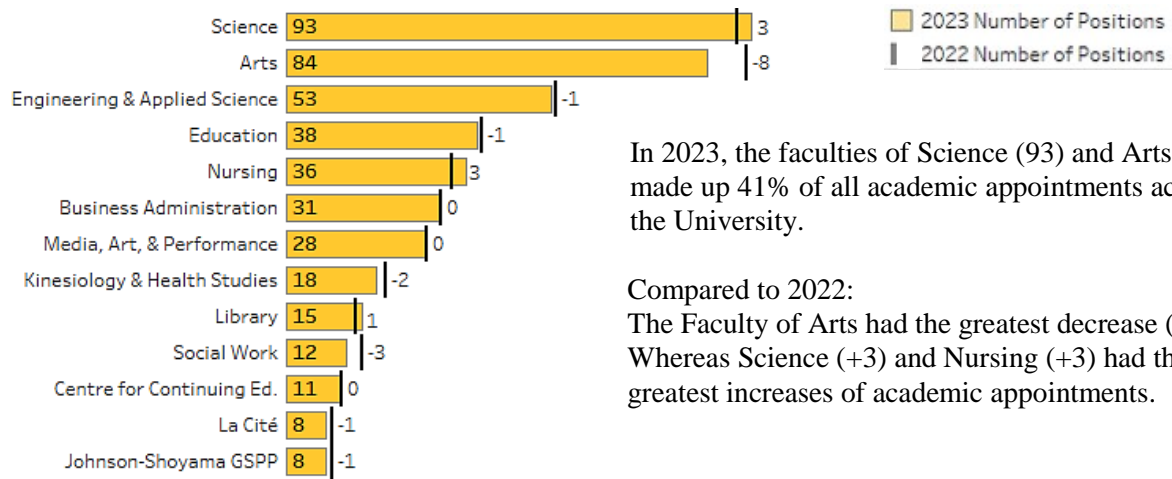
Compared to 2022:
The faculties of **Arts had the greatest decrease (-7).**
Whereas the faculties of **Science (+3) and Nursing (+3) had the greatest increases (3)** of academic appointments across institutions

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

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Figure 1C
Academic Positions

2023 had 10 less academic appointments than in 2022, representing a **2% decrease**

Figure 1D
Appointments Year over Year Differences
## University of Regina Only

In 2023, the faculties of Science (93) and Arts (84) made up 41% of all academic appointments across the University.

Compared to 2022:
The Faculty of Arts had the greatest decrease (-8); Whereas Science (+3) and Nursing (+3) had the greatest increases of academic appointments.

Figure 1E
Academic Categories Year over Year Differences

The Professor rank (132) made up 30% of all academic appointments in 2023
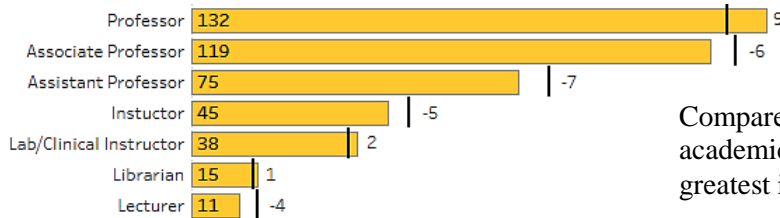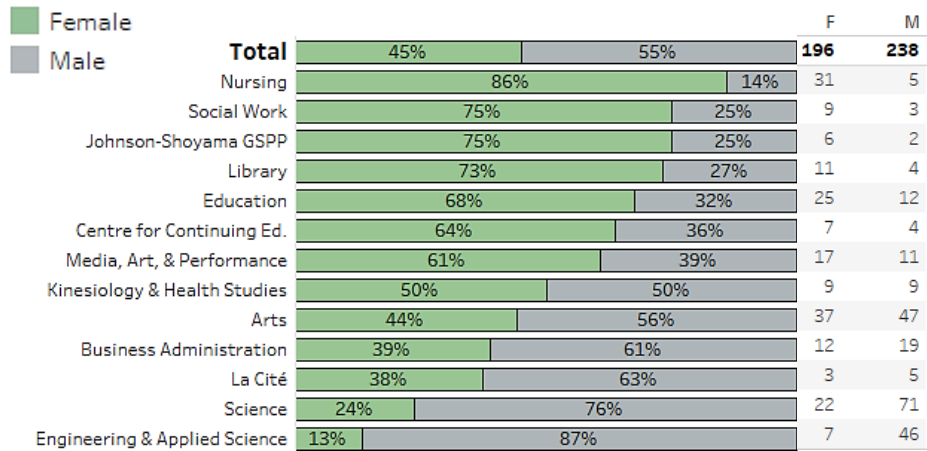

Compared to 2022, the greatest decrease in academic ranks was Assistant Professor (-7); greatest increase was Professor (+9)

In July of 2023, 9 academic staff members were appointed to tenured or tenure-track positions at the University.

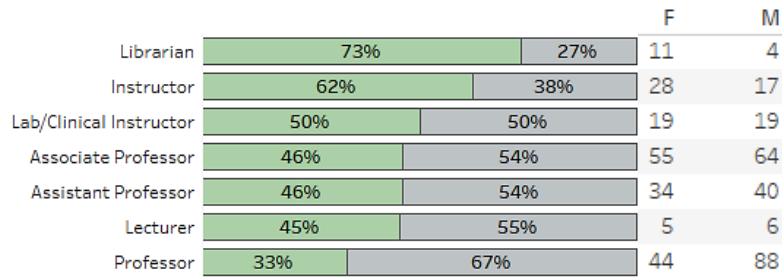See **Appendix A** for all 2023 position rank appointments by Faculty

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Figure 2A
Academic Staff Members by Sex

In 2023, Female compliment made up 45% of all Academic staff, similar to 2022

	Female %	Male %	F	M
Total	45%	55%	**196**	**238**
Nursing	86%	14%	31	5
Social Work	75%	25%	9	3
Johnson-Shoyama GSPP	75%	25%	6	2
Library	73%	27%	11	4
Education	68%	32%	25	12
Centre for Continuing Ed.	64%	36%	7	4
Media, Art, & Performance	61%	39%	17	11
Kinesiology & Health Studies	50%	50%	9	9
Arts	44%	56%	37	47
Business Administration	39%	61%	12	19
La Cité	38%	63%	3	5
Science	24%	76%	22	71
Engineering & Applied Science	13%	87%	7	46

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

Figure 2B
Faculty and other Categories by Sex

	Female %	Male %	F	M
Librarian	73%	27%	11	4
Instructor	62%	38%	28	17
Lab/Clinical Instructor	50%	50%	19	19
Associate Professor	46%	54%	55	64
Assistant Professor	46%	54%	34	40
Lecturer	45%	55%	5	6
Professor	33%	67%	44	88

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

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Age & Service

Figure 3 shows the current distribution of academic staff members by age and **Figure 4** shows the current distribution of academic staff by years of service. Figures do not include one staff member who chose non-binary as their sex.
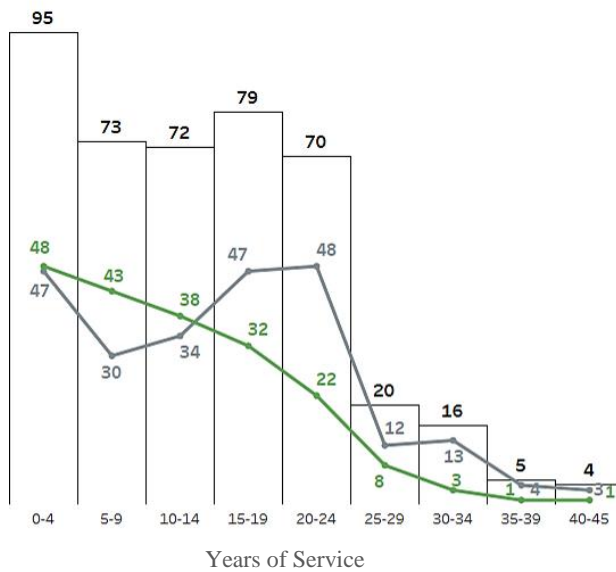

Figure 3
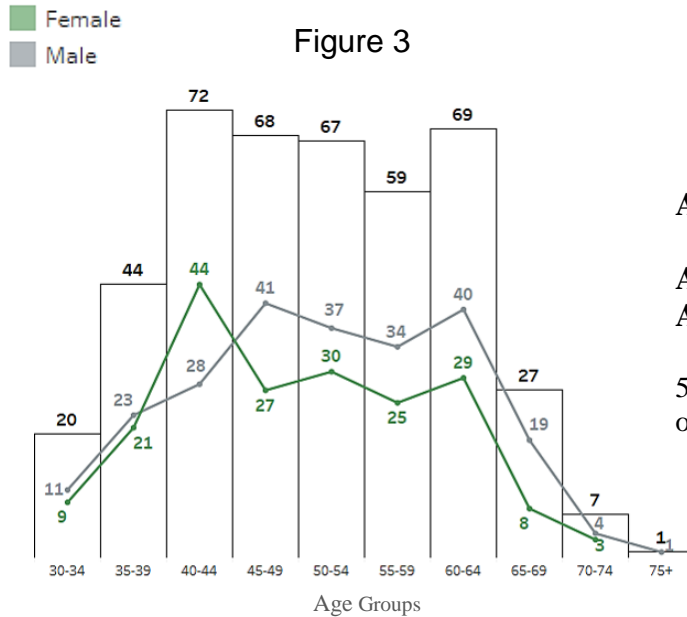
Average age: 51

Ave Female age: 50
Ave Male age: 52

53% of academic staff members are 50 years of age or older, down 1% from 2022.

Average years of service: 12 years.

**Females:** 11 years
Males: 13 years

8% have chosen to continue working beyond their normal retirement date; similar to 2022.

39% have less than 10 years of service, up 1% from 2022.

Diversity

Diversity statistics represent tenured and tenure-track academic staff members 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.

Figure 5
Summary of Diversity Statistics by Diversity Group
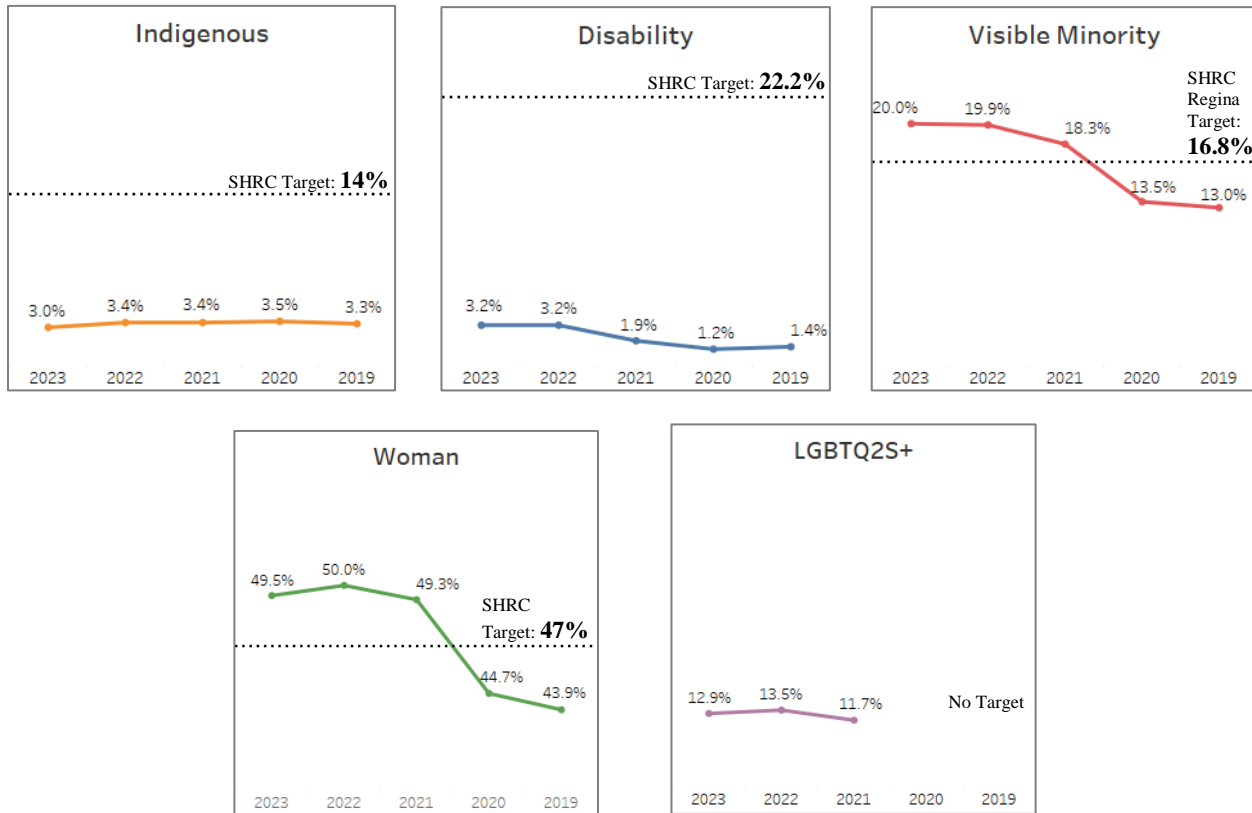
Note 1: Saskatchewan Human Rights Commission (SHRC) targets are based on overall workforce percentages but are used here as a reference how the academic group compares.

Note 2: 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. Forty percent of tenured and tenured-track academic staff have completed the new survey in which Women and LGBTQ2S+ community stats are based on.

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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. **Figures 6A, 6B and 7A, 7B** show promotion counts over years and details the average time served in the previous rank before promotion over years.

Figure 6A
Promotions from
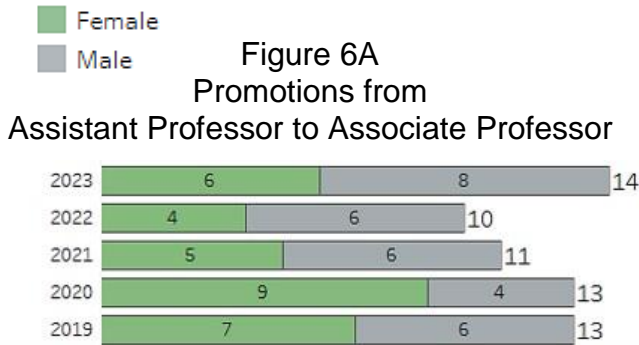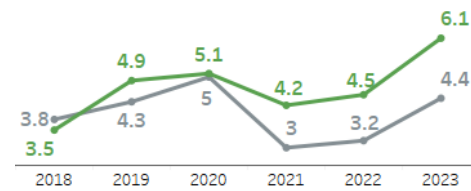Assistant Professor to Associate Professor

Figure 6B
Average Years in Rank Prior to Promotion:
Assistant Professor to Associate Professor

Four additional promotions compared to 2022 represents a 40% increase in Assistant to Associate Professor promotions. On average, **Males are promoted sooner than Females by 0.7 years**. Average years to promotion for Males is 4.0 years; Females 4.7 years; **Overall is 4.3 years**.

Figure 7A
Promotions from
Associate Professor to Professor
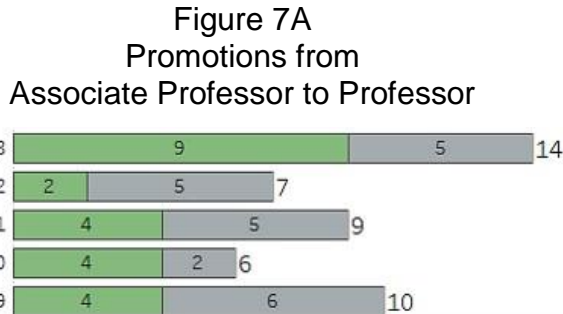
Figure 7B
Average Years in Rank Prior to Promotion:
Associate Professor to Professor
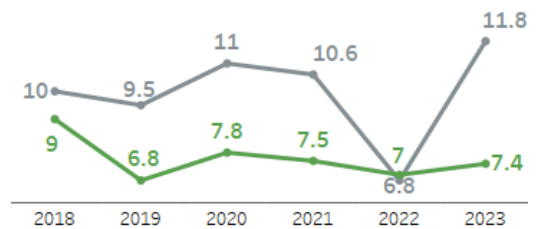
Seven additional promotions compared to 2022 represents a 100% increase in Associate Professor to Professor promotions. On average, **Females are promoted sooner than Males by 2.4 years**. Average years to promotion for Females is 7.6 years; Males 10.0 years; **overall is 8.7 years**.

Additional promotions include:
- Two Lab Instructor IIs were promoted to Lab Instructor III
- Four Lecturers were promoted to Assistant Professor
- One Librarian III was promoted to Librarian IV
- One Instructor III was promoted to Assistant Professor

For more details on promotions, such as application count, denial count, percent of application and success rate, see **Appendix B**

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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 15.2%. The benefits percentage does not include paid time off for vacation, University closures, etc.

Figure 8A illustrates the current average base salaries for male and female academic staff members in the faculty ranks. **Note that female salaries are 93.6% of male salaries.** For illustrative purposes only, **Figure 8B** combines current average base salaries for male and female academic staff members in the faculty ranks and the average cost of benefits (15.2%). See **Appendix C** for further analysis by years of service within each Faculty.

Figure Notes: *does not include one staff member who chose non-binary as their sex and average base salaries do not include market supplements or stipends.*

Figure 8A
Faculty Rank Average Based Salary

Figure 8B
Faculty Rank Average Based Salary + Benefits
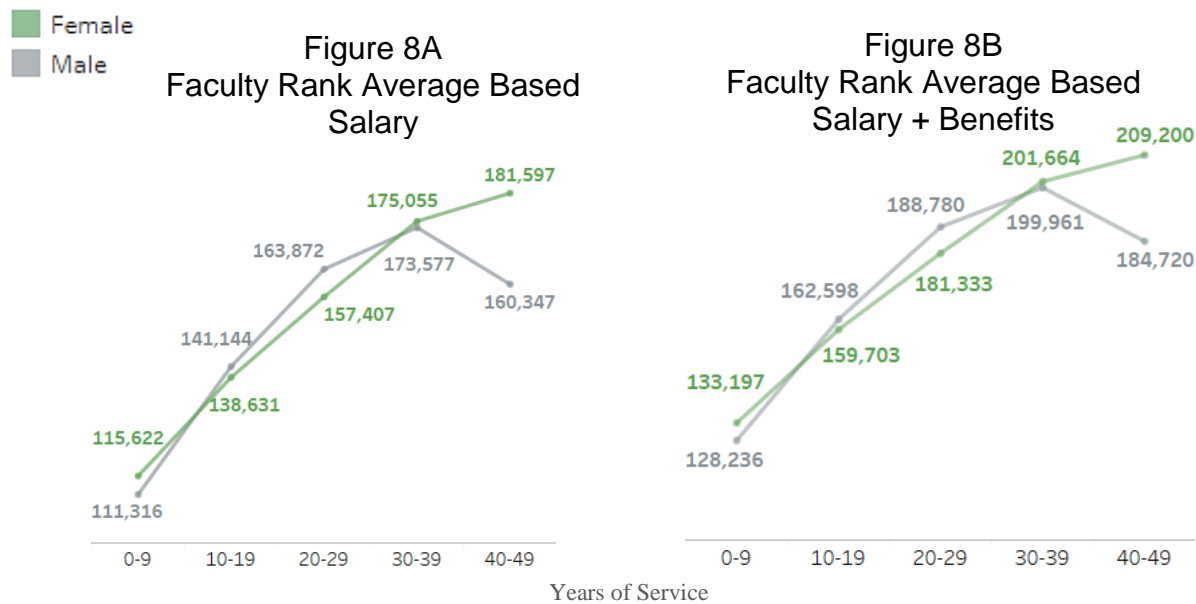
Figure 9 - 11 provide a picture of the average salaries for Instructors, Lab/Clinical Instructors and Librarians.

Figure 9
Instructor Average Salary

Figure 10
Lab/Clinical Instructor Average Salary

Figure 11
Librarian Average Salary

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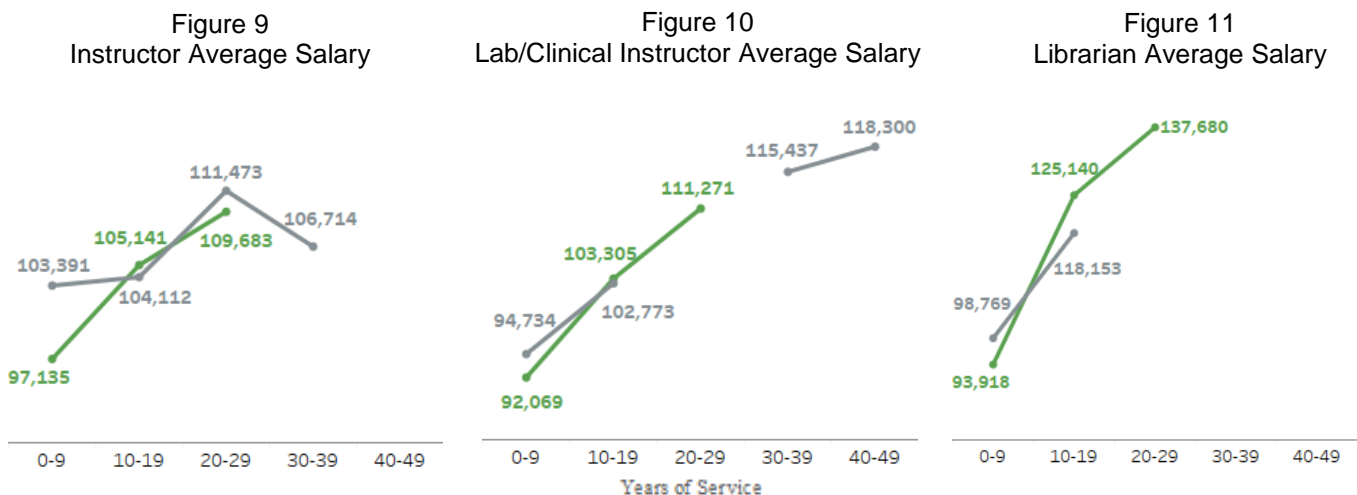
The collective agreement also provides for market supplements to be paid when it can be demonstrated that competitive pressures in the academic market require such payments for the recruitment and retention of academic staff member. In addition to the base salaries identified in the following tables,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

Table 1
Market Supplements

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

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).

Figure 12 shows the anticipated retirements by sex and **Figure 13** shows the number of anticipated retirements by Faculty. A further breakdown in **Appendix D** 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.

Figure 12
Anticipated Retirements

Legend: Female (green), Male (grey)

Bar totals by year: 2024: 28, 2025: 20, 2026: 13, 2027: 18, 2028: 20, 2029: 15, 2030: 12, 2031: 11, 2032: 10, 2033: 11, 2034: 21

Male line values: 18, 8, 10, 15, 9, 9, 6, 7, 6, 14
Female line values: 10, 12, 3, 3, 11, 6, 6, 5, 3, 5, 7

13 academic members 65+ that have not submitted their retirement notice in 2023 have been added to 2024 numbers
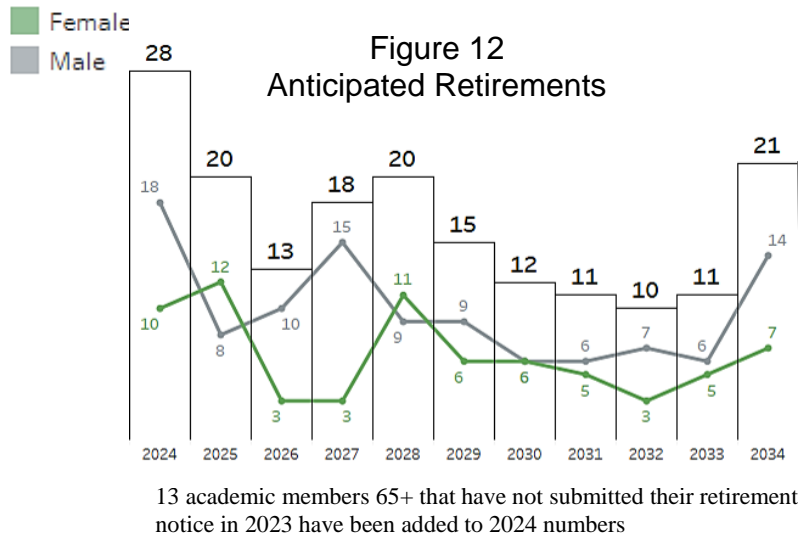
Over the next ten years, 179 academic staff members (41% of current members) will reach what had traditionally been viewed as their normal retirement date or the latest date permitted under the *Income Tax Act*

Of the 179 members, 58% are Male and 42% are Female

Figure 13
Anticipated Retirements by Faculty

Number of Retirements in the next 10 Years — % of Current Members

Faculty	Number of Retirements in next 10 Years	% of Current Members
Media, Art, & Performance	15	54%
Education	19	50%
Business Administration	15	48%
Science	44	47%
Arts	37	44%
Social Work	5	42%
Engineering & Applied Science	21	40%
La Cité	3	38%
Johnson-Shoyama GSPP	3	38%
Centre for Continuing Ed.	4	36%
Kinesiology & Health Studies	6	33%
Library	3	20%
Nursing	4	11%

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Departures

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

Figure 14
Departures over Years
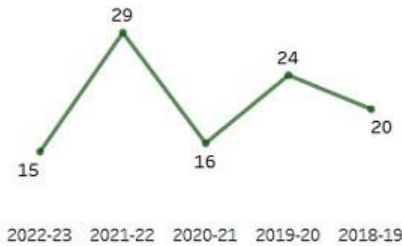
Compared to 2022, there has been 14 less departures, representing a 48% decrease.

Five of the fifteen departures (33%) in 2023-2022 were early retirements.

Figure 15
Departures by Faculty

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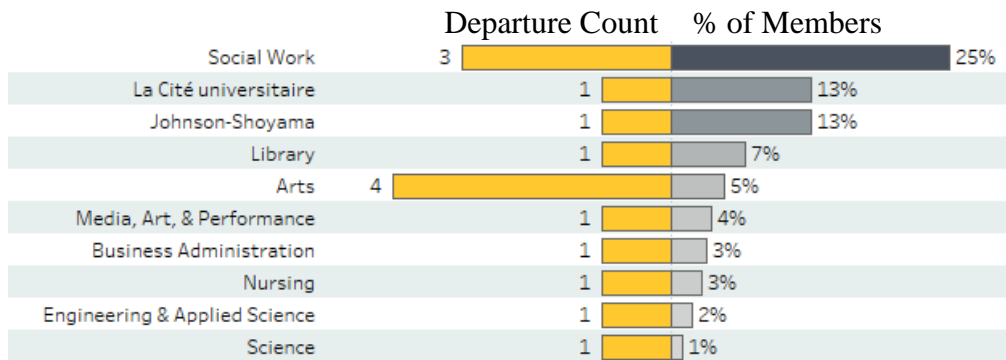
Limited-Term and Sessional Appointments

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 31 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. **Figure 16** shows the total number of individuals in sessional categories for the winter, spring/summer and fall semesters for the years 2019-2023. 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

Figure 16
Individuals in Sessional Categories

	Winter	Spring/Summer	Fall
2023	398	192	
2022	399	207	333
2021	402	200	354
2020	404	207	355
2019	407	187	364

Appendix A

Academic Ranks

Faculty	Professor	Associate Professor	Assistant Professor	Lecturer	Librarian	Lab Instructor	Instructor	Total
Arts	28	33	15	3			5	84
Business Administration	8	10	7				6	31
Centre for Continuing Ed.							11	11
Education	12	16	5	2			3	38
Engineering & Applied Sci..	21	12	7	1		11	1	53
Johnson-Shoyama GSPP	2	4	2					8
Kinesiology & Health Stud..	6	4	5				3	18
La Cité		4					4	8
Library					15			15
Media, Art, & Performance	12	7	8			1		28
Nursing		8	5	4		9	10	36
Science	42	15	18			16	2	93
Social Work	1	6	3	1		1		12
Total	132	119	75	11	15	38	45	435

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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	2023	34	6	6	0	17.6%	100%
	2022	38	4	4	0	10.5%	100%
	2021	35	5	5	0	14.3%	100%
	2020	34	9	9	0	26.5%	100%
	2019	32	8	7	1	25.0%	87.5%
Male	2023	40	9	8	1	22.5%	88.9%
	2022	43	7	6	1	16.3%	85.7%
	2021	41	6	6	0	14.6%	100%
	2020	33	4	4	0	12.1%	100%
	2019	29	6	6	0	20.7%	100%

Promotions from Associate Professor to Professor

	Year	Number In Rank	Number Applied	Number Promoted	Number Denied	Percentage Who Applied	Success Rate of Applicants
Female	2023	58	9	9	0	15.5%	100%
	2022	61	3	2	1	4.9%	66.7%
	2021	64	4	4	0	6.3%	100%
	2020	69	4	4	0	5.8%	100%
	2019	67	4	4	0	6.0%	100%
Male	2023	61	5	5	0	8.2%	100%
	2022	64	6	5	1	9.4%	83.3%
	2021	67	5	5	0	7.5%	100%
	2020	69	2	2	0	2.9%	100%
	2019	73	6	6	0	8.2%	100%
	2018	74	7	6	1	9.5%	85.7%

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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
Average by Years of Service	**109,776**	**139,581**	**162,809**	**172,521**	**167,430**	**134,650**

Average base salaries do not include market supplements, stipends and overloads

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
Average by Years of Service	**111,344**	**137,514**	**158,759**	**175,055**	**181,597**	**128,496**

Average base salaries do not include market supplements, stipends and overloads

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
Average by Years of Service	**108,257**	**141,108**	**163,987**	**171,741**	**160,347**	**139,101**

Average base salaries do not include market supplements, stipends and overloads

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Appendix D

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

Faculty	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	Total
Science	7	1	4	5	3	3	6	4	3	3	5	44
Arts	9	5	1	3	5	4	2	1	2	2	3	37
Engineering & Applied Science	3	2	2	5	3			1	1		1	3	21
Education	3	3	1		3	3		2		1	3	19
Business Administration	2	4	2		1				2	1	3	15
Media, Art, & Performance	3	2	1	4	1	1		1	1		1	15
Kinesiology & Health Studies		1	1		1		1	1		1		6
Social Work	1				1	1	1				1	5
Centre for Continuing Ed.					2	1					1	4
Nursing		1	1				1		1			4
Johnson-Shoyama GSPP						1			1	1		3
La Cité						1		1		1		3
Library		1		1							1	3
Total	28	20	13	18	20	15	12	11	10	11	21	179

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