

TO: Business Board

SPONSOR: Angela Hildyard, Vice-President, Human Resources and Equity
CONTACT INFO: 416-978-4865
Angela.hildyard@utoronto.ca

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AGENDA ITEM: **Human Resources & Equity Annual Report – Business Board Follow Up**
Re: Employee Data

At the February Business Board meeting Angela Hildyard presented the 2006 Human Resources and Equity annual report. Members of the board requested additional clarification regarding the data on staffing presented at page 34 of the report and the ratio of faculty to administrative staff.

Appointed Administrative Staff levels

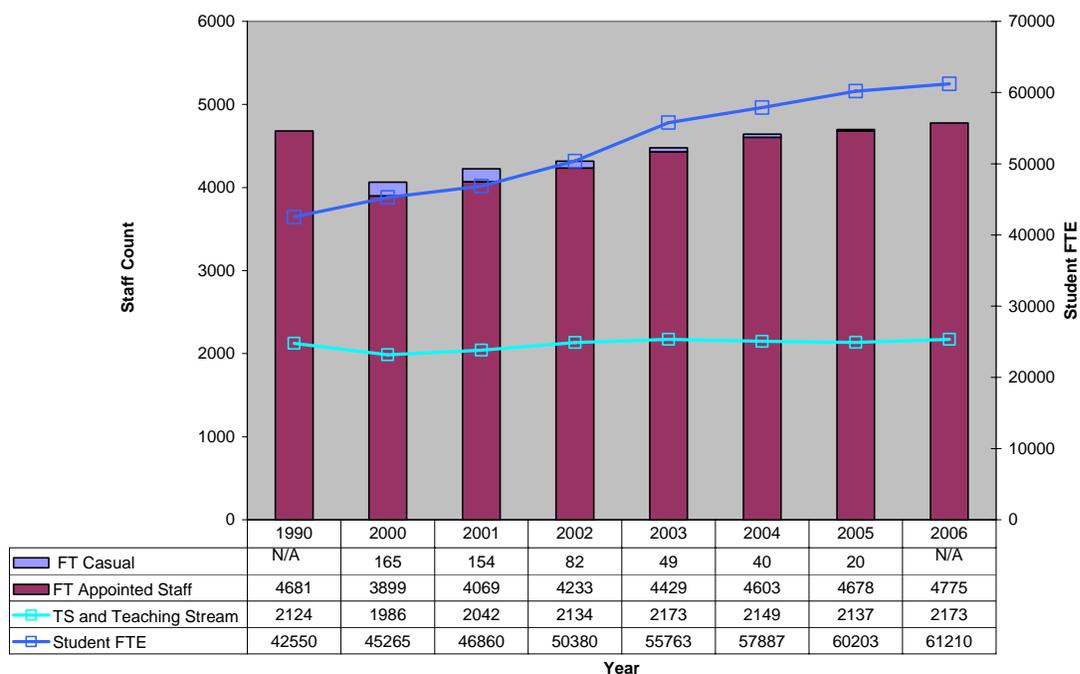
The data provided in the annual report shows the numbers of full-time administrative staff annually since 2000. During this time the number of full-time non-unionized administrative staff increased by 30%, the USW staff by 25% and the other unionized staff by 24% for a total increase of administrative staff during these years of 25%. Several factors contributed to this increase:

- The first USW collective agreement was negotiated in 2000. As a result of this agreement a large number of casual employees who were already working full-time were converted to full-time appointed status. The chart below illustrates that in 2000 and 2001 there were large numbers of casual staff working full time hours who were not captured in our full-time staffing data. This was corrected in subsequent years resulting in a larger increase in full-time staffing complement than was actually the case. When this group of employees is taken into account the net change in full-time USW staff is reduced from 25% to 17%. This lower number is a more accurate reflection of the actual increase in USW staff working full-time at the University. The chart below illustrates this and provides actual numbers.
- During this time period the University purchased 89 Chestnut and acquired a group of employees represented by HERE. The University also acquired a day care centre and a new group of unionized employees (CUPE 2484). These two groups increased the account by 110 full-time staff. When these new groups of employees are removed from the count, the net increase in the “other Unionized Staff” category is reduced from 24% to 11%.

The chart below illustrates that when these factors are taken into account, the overall change in administrative staff levels from 2000 to 2006 is more accurately expressed as 17%.

It is also of interest to note that during the period from 1990 to 2000 there were substantial staffing cuts at the University. As the chart below illustrates, the 2006 full-time administrative staff complement (adjusted to take into account the factors described above) is just now reaching the levels that were in place in 1990. During this same time period the student FTE has increased by 33%.

Full Time Administrative Staff Counts vs Faculty Counts and Student FTE



Academic Staff Levels

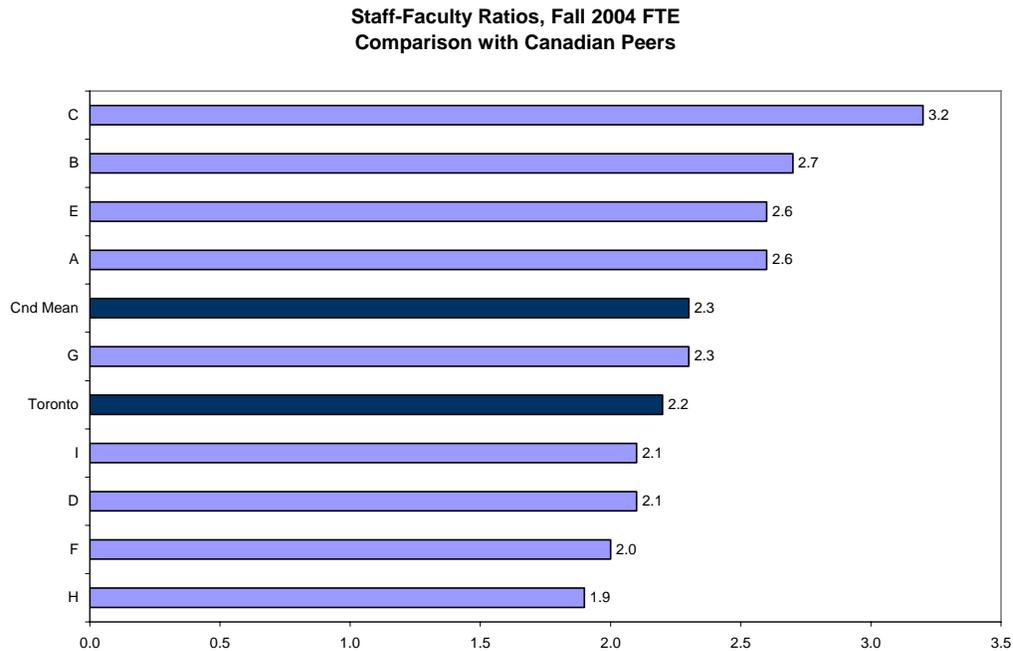
The most relevant data from the table on page 34 of the HR and Equity report are the number of tenured/tenure stream faculty and the number of teaching stream faculty (referred to as “other academics” in the table). The numbers of faculty in these categories have increased by 8% and 18% respectively between 2000 and 2006. During this timeframe the University of Toronto Schools became a separate legal entity. This reduced the teaching stream count by 51. If these numbers were kept in the data the teaching stream would have increased by 39% from 2000 to 2006.

The HR and Equity report would appear to indicate that there has been a reduction in number of clinical faculty. The majority of clinical faculty, however, does not receive their remuneration through the University and is therefore not represented in these numbers. With respect to CLTA’s, this number has fluctuated with the unionization of the stipendiary instructors (classified as casual).

The chart above illustrates the change in tenure, tenure stream and teaching stream faculty over the period from 1990 in comparison to the Administrative staff count and the Student FTE’s.

Ratio of Staff to Faculty

The chart below illustrates the staff faculty ratio at the University of Toronto in comparison to our peer institutions (members of the G-13) across Canada. The University of Toronto has one of the lower ratios in comparison to these other organizations.



Source: G10DE
Notes: Mean excludes UofT