

# Faculty Audits

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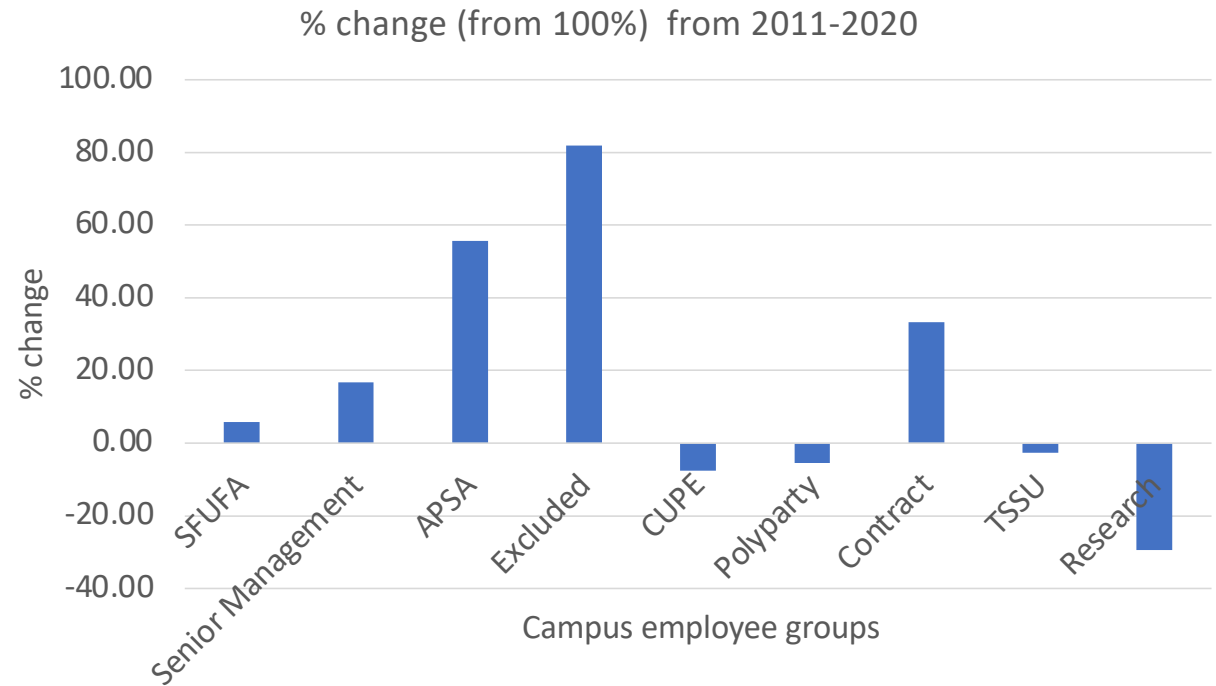
SFUFA Fall General Meeting, November 23, 2021

# Note

- The audits of faculties is a work in progress, and SFUFA will continue to analyze the composition of employment at the faculty level as well as at the university.
- The data presented is either from IRP or from data archived by *The Wayback Machine* ([web.archive.org](http://web.archive.org)).
- The presentation is intended to start a conversation around the employer's priorities in terms of hiring.
- We encourage people to contact us with any information, feedback, thoughts, or questions that can help refine this analysis.

# Outline

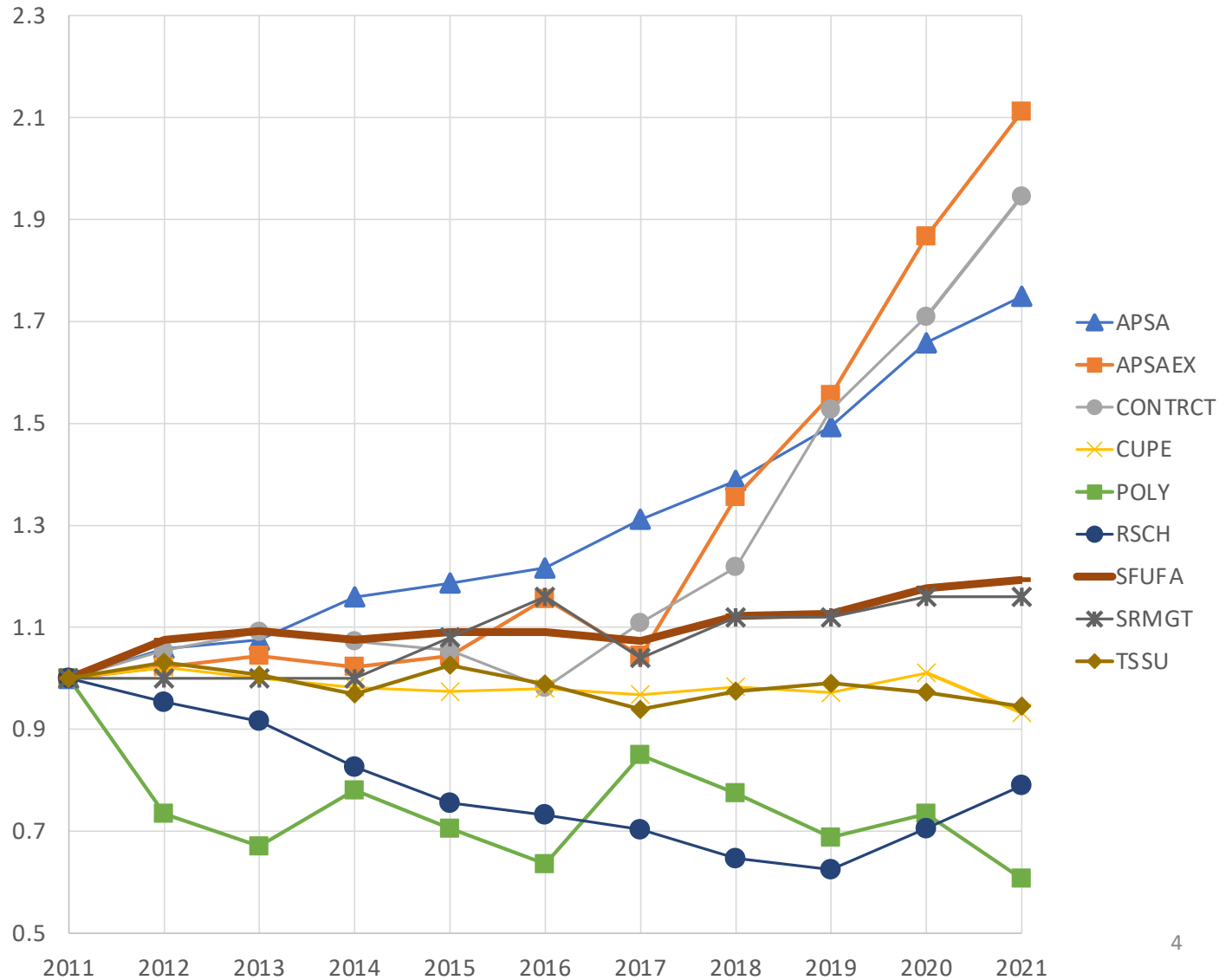
- Build on recent member communication
- Look into growth at the faculty level



Data from IRP

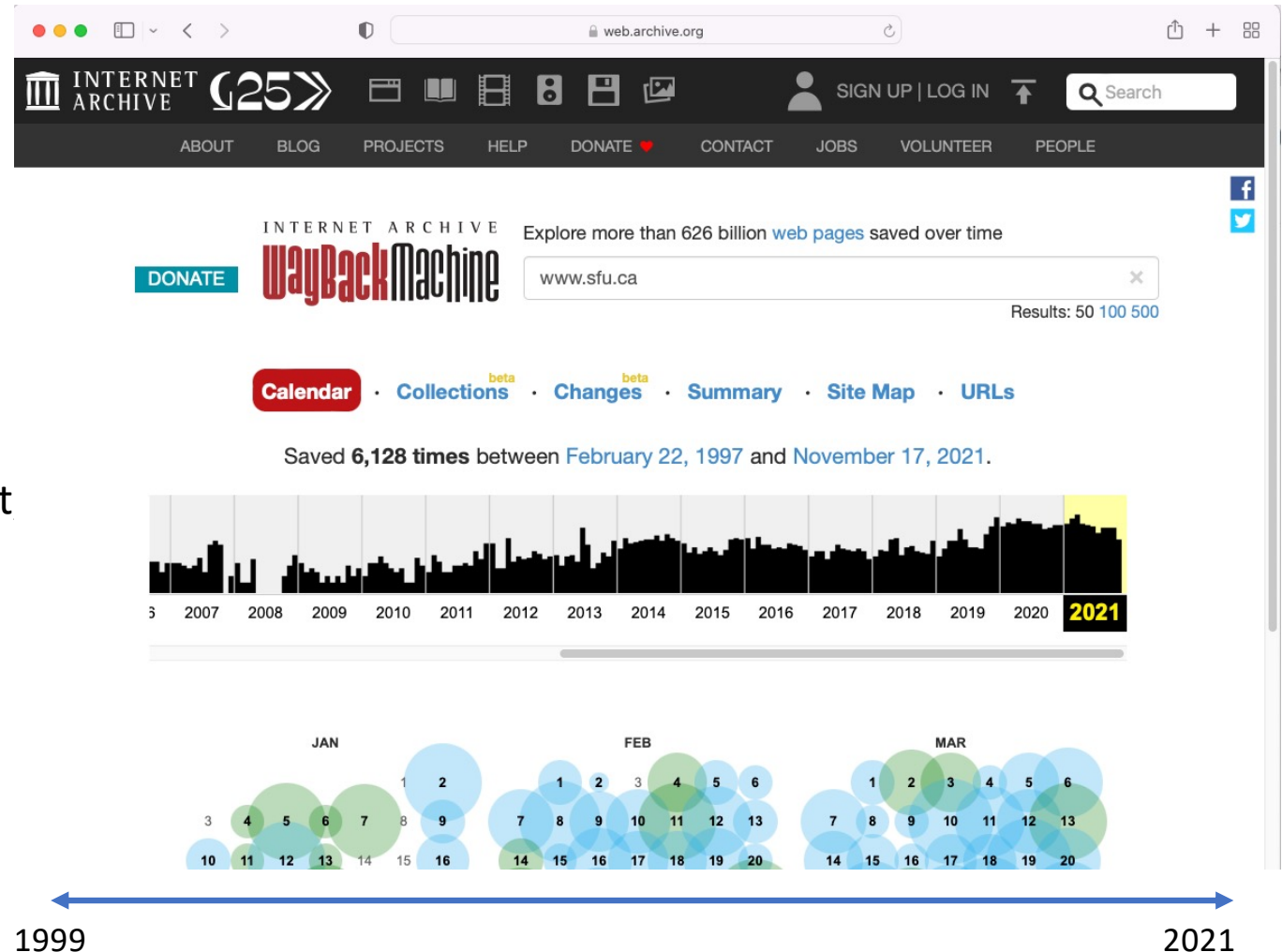
# Change in Employee Groups

	2011	2021
APSA	840	1469
APSAEX	45	95
CONTRCT	55	107
CUPE	845	788
OTHR	96	488
POLY	173	105
RSCH	1549	1223
SFUFA	1119	1335
SRMGT	25	29
TSSU	1352	1278

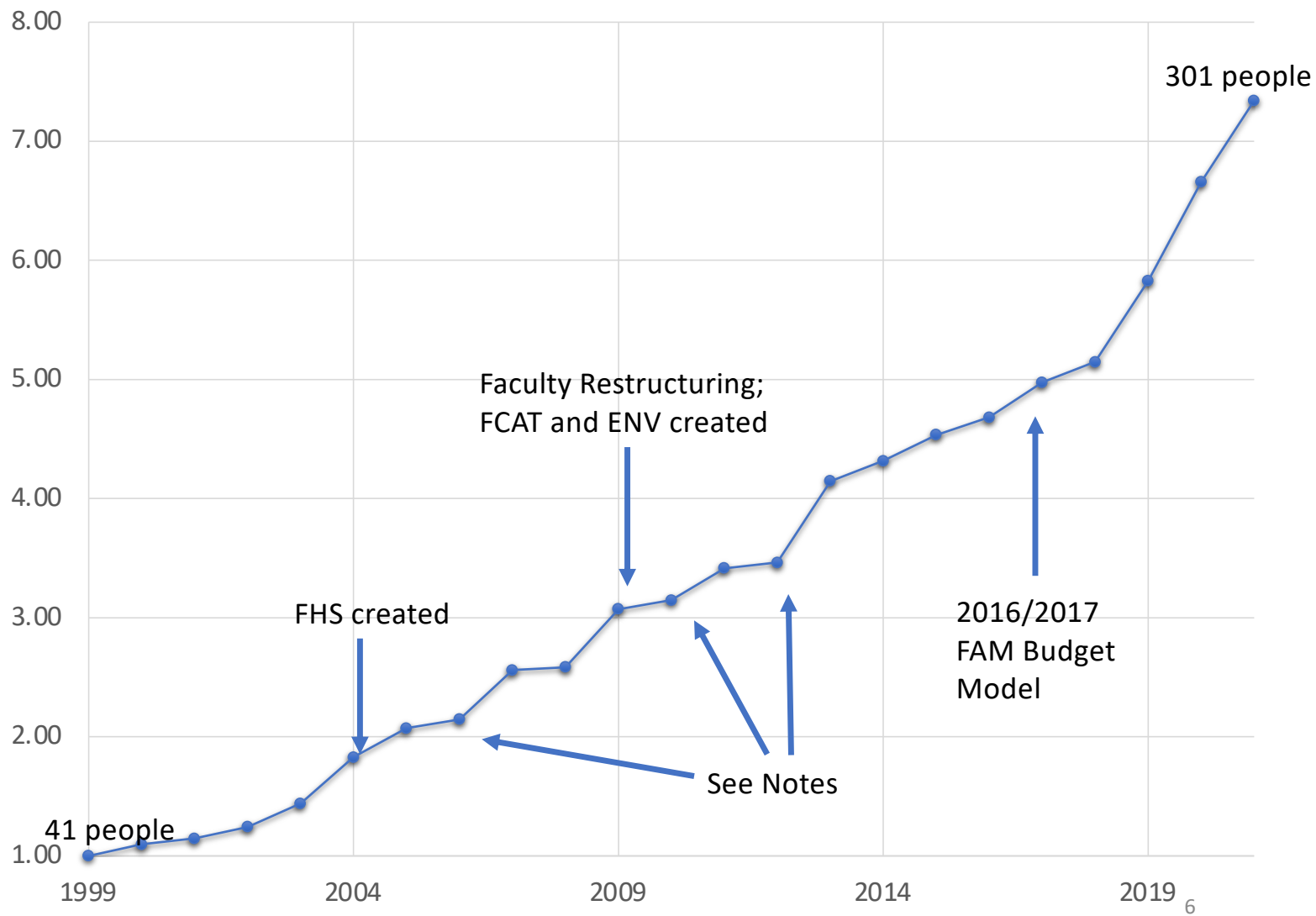


# Method

- Academic Programs:
  - **APSCI** – Applied Sciences
  - **ENV** – Environment
  - **FASS** – Arts and Social Sciences
  - **FCAT** – Communication, Art and Technology
  - **SCI** – Science
  
- **BUS** – Beedie School of Business
- **EDUC** – Education
- **FHS** – Health Sciences

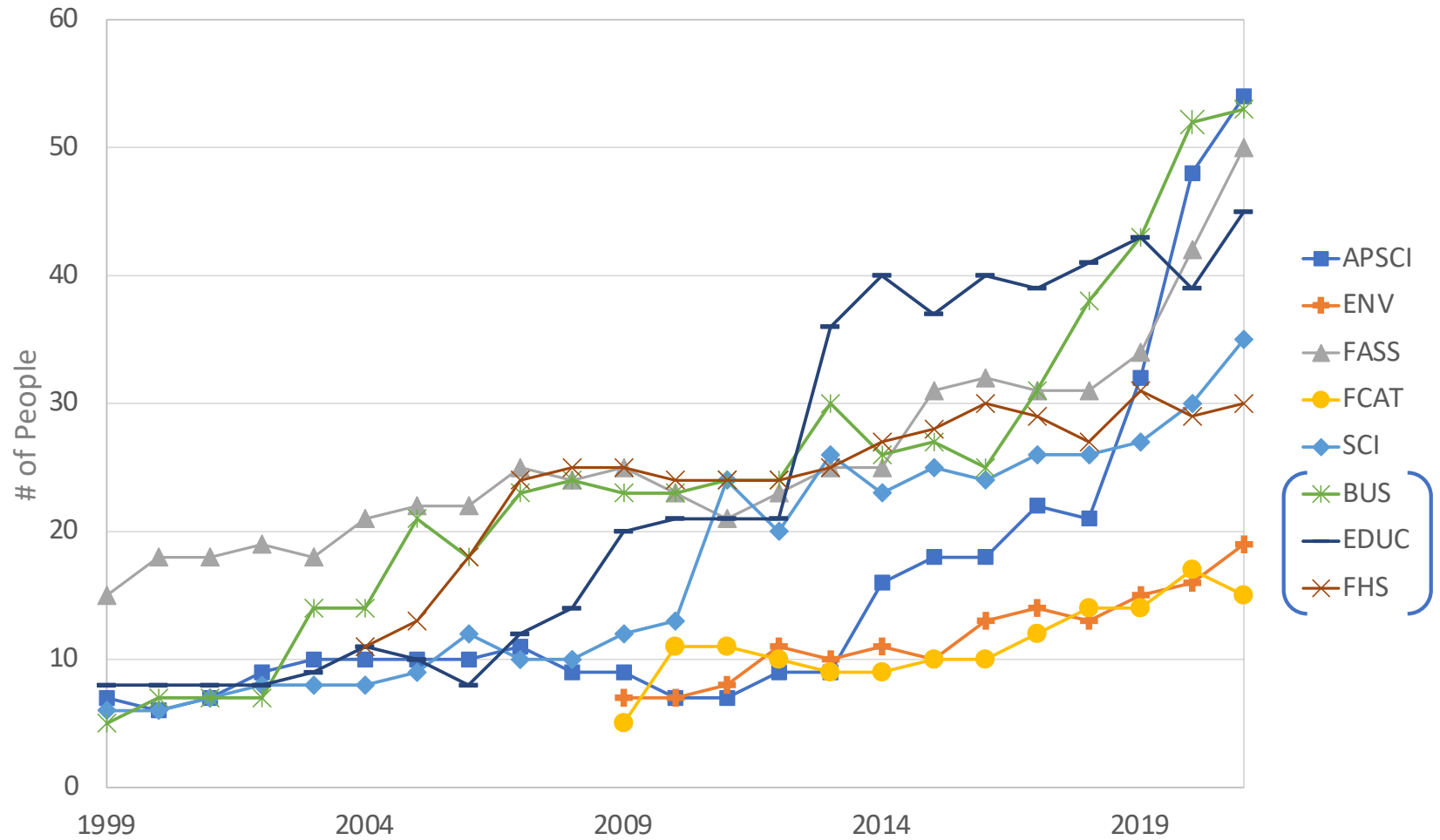


# Overall Growth



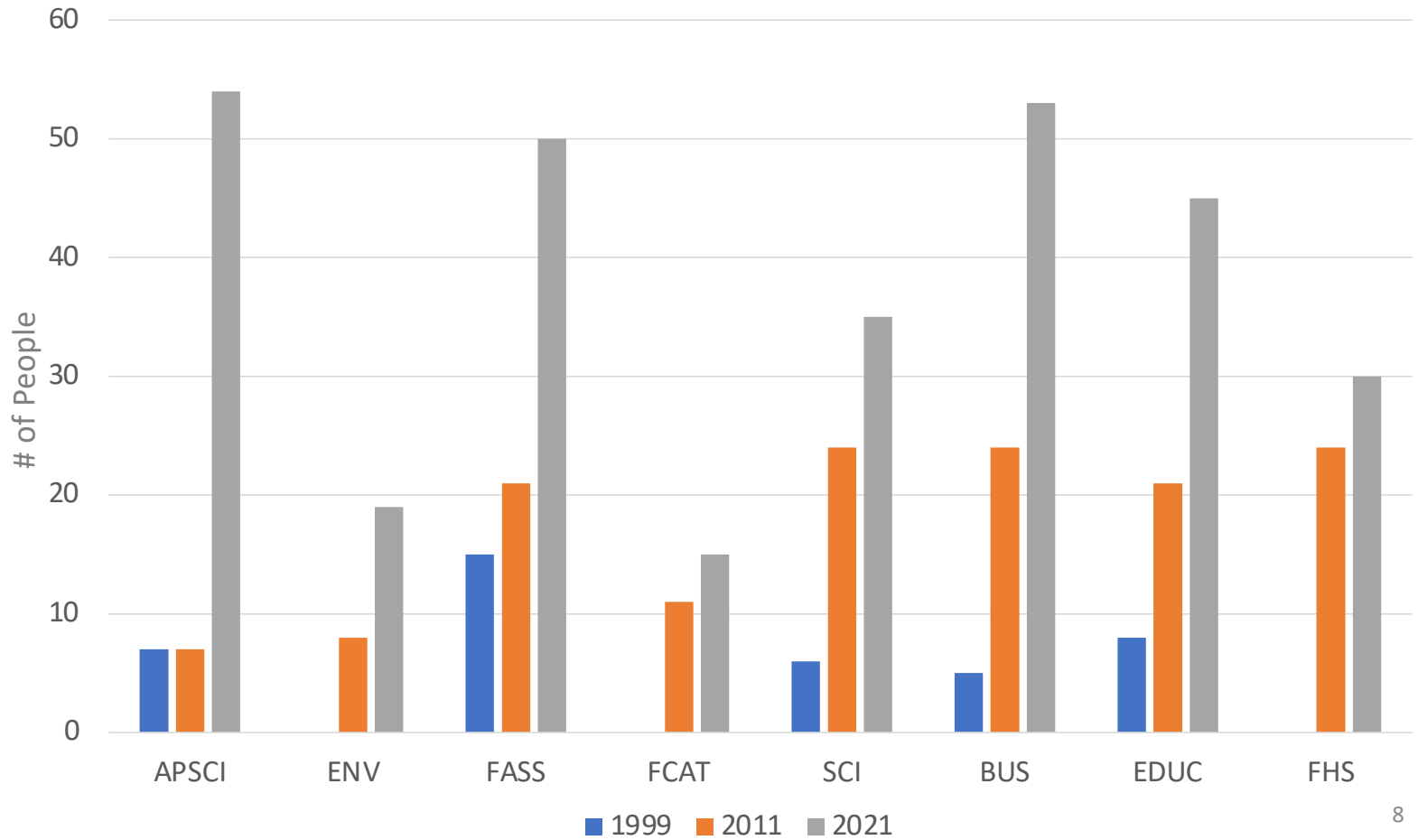
Notes: No data for  
APSCI - 2009  
BUS - 2010  
EDUC - 2001, 2011, 2012  
ENV - 2010  
FASS - 2006  
FHS - 2011, 2012  
In these cases, previous  
year's data used

# Growth by Faculty



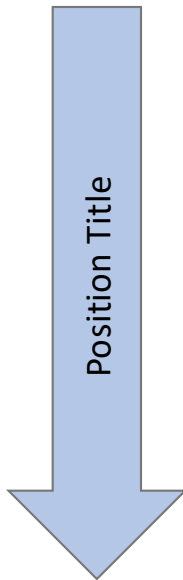
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# Growth by Faculty

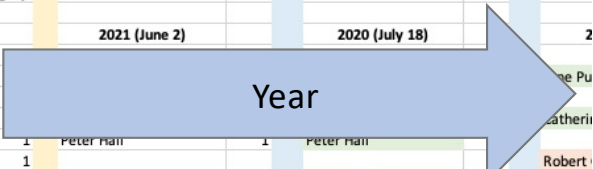




# Analysis



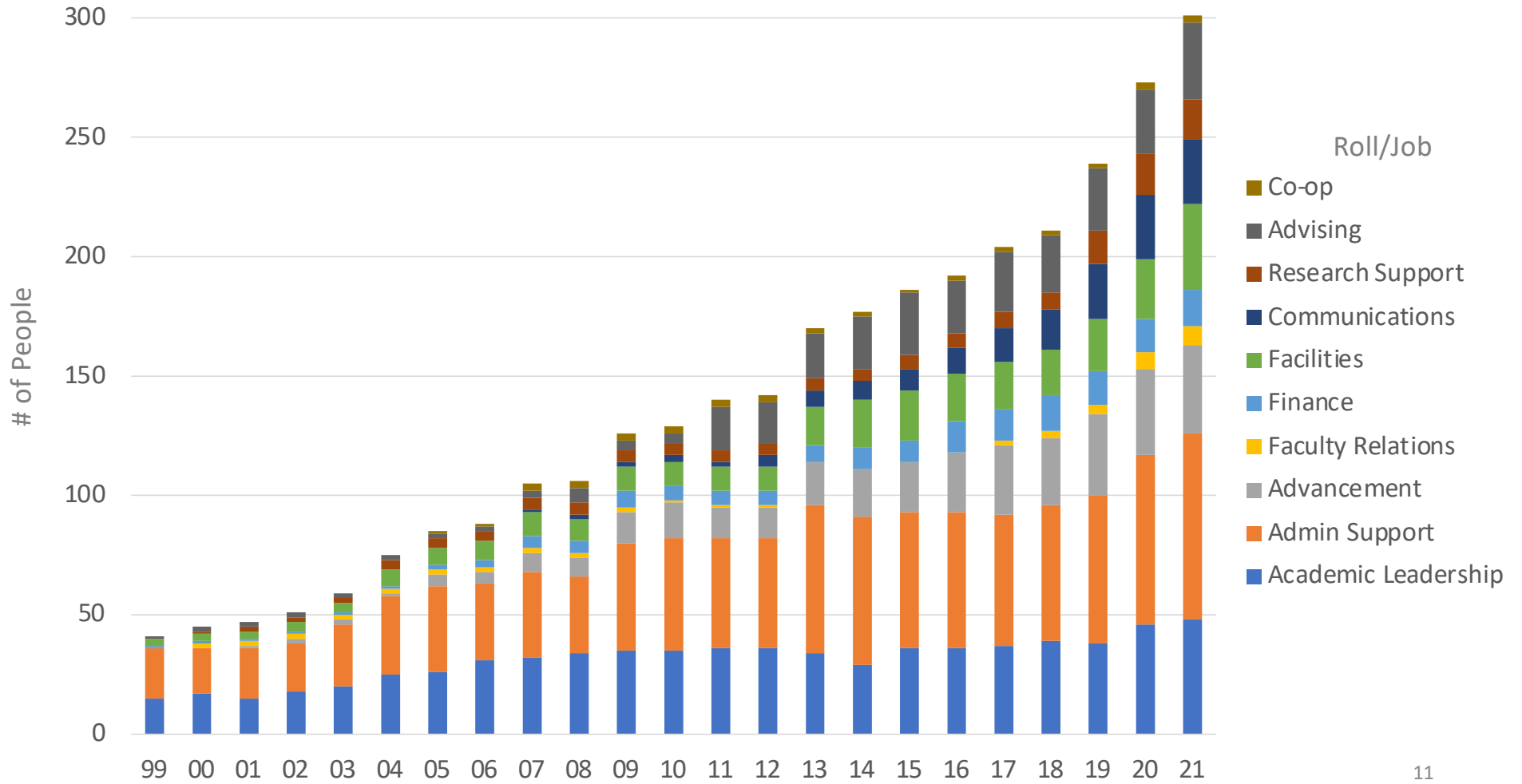
	A	B	C	D	E	F	G	H	I	J
		CODED	Count			Count			Count	
	Year		Category		2021 (June 2)			2020 (July 18)		2
	Dean	Academic Leadership								
	Associate Dean, Undergraduate Programming, Learning and Teaching, Student Experience	Academic Leadership								
	Associate Dean, Undergraduate Academic Programs & Enrolment Management	Academic Leadership								
	Associate Dean, Strategic Academic Planning, Enrolment Planning & Management and	Academic Leadership	1	Peter Hain	1	Peter Hain				
	Associate Dean, Strategic Planning, Integrity, Space and Resources	Academic Leadership	1							Robert
	Associate Dean, Research & International	Academic Leadership	1	Mary-Ellen Kelm	1	Maite Taboada			1	
	Associate Dean, Research	Academic Leadership	1							Lisa Shi
	Associate Dean, Graduate Programs and Research	Academic Leadership	1							
	Associate Dean	Academic Leadership	1							
	Associate Dean	Academic Leadership	1							
	Associate Dean	Academic Leadership	1							
	Associate Dean at Surrey Campus	Academic Leadership	1							
	Coordinator	Admin Support	1	Sean Zwagerman	1	Sean Zwagerman			1	Sean Zv
	Administrative Coordinator	Admin Support	1							
	Senior Director, Faculty Operations & Planning	Facilities	1	Laurie Summers	1					
	Operations Analyst	Facilities	1							
	Director, Faculty Finance and Systems	Finance	1	Bonnie Yeung	1					
	Director, FASS Programs at Surrey	Admin Support	1							
	Special Advisor to the Dean of Arts for Surrey Campus Programs	Academic Leadership	1							
	<b>Administrative Support</b>									<b>Admini</b>
	Assistant Dean	Admin Support	1							
	Executive Assistant to the Dean	Admin Support	1	Stacey Fujimoto	1	Sachi Perera			1	Livleen
	Secretary to the Dean	Admin Support	1							
	Secretary	Admin Support	1							
	Secretary	Admin Support	1							
	Assistant to the Dean & Associate Deans	Admin Support	1	Michelle Son	1	Michelle Son			1	Michell
	Assitant to the Associate Deans	Admin Support	1	Heather Montgomery	1	Heather Montgomery			1	
	Secretary to the Associate Deans	Admin Support	1							
	Research Data Analyst (temp)	Research Support	1	Noorthe de Weers	1	Noorthe de Weers			1	
	FASS Forward Pilot Coordinator	Advising	1	Jennifer Chutter	1	Jennifer Chutter			1	
	Manager, Academic & Administrative Services	Admin Support	1							Tracey,
	Adminisrator	Admin Support	1							
	WTL Liason	Admin Support	1							
	Administrative Coordinator, Curriculum	Admin Support	1							
	Administrative Assistant	Admin Support	1							
	<b>Advancement</b>									
	Director, Advancement	Advancement	1	Ruby Campbell	1	Ruby Campbell			1	Ruby Ca
	Director of Advancement	Advancement	1							
	Senior Associate Director, Advancement	Advancement	1	Nicoleta Radoi	1	Nicoleta Radoi			1	
	Associate Director of Advancement	Advancement	1							Shahir f
	Associate Director, Advancement	Advancement	1							
	Associate Director, Advancement	Advancement	1							
	Advancement Officer	Advancement	1	Shelley Johnson	1					
	Program Assistant, Advancement	Advancement	1							
	Program Assistant	Advancement	1							9



# Coding

Collapsed Category	Category	Description
Academic Leadership	Academic Leadership	Deans, associate deans, and equivalent of director/chairs in non departmentalized faculties
Staff Positions	Admin Support	Assistants, secretaries, other positions supporting academic leadership
	Advancement	Alumni engagement, student recruitment and retention, fundraising and outreach
	Finances	Budget clerks, finance managers, directors of finance
	Faculty Relations	Faculty relations/Academic affairs
	Communications	Communications and marketing
Faculty Support	Facilities	Facilities, space, labs, technology (IT support)
	Research Support	Research and industrial support, grant facilitator
Student Support	Advising	Student advising and other support
	Co-op	Positions related to Co-op

# Categories



# Questions and a Comment

- Questions:
  - Has the growth in the deans' offices helped faculty members?
  - Have departmental positions been centralized into deans' offices?
  - Have Dean's offices recreated/mirrored university level positions?
  - Is there accountability for hires at the faculty level?
- Comment:
  - **Faculty renewal and support does not seem to be a university priority**