

**DALHOUSIE UNIVERSITY  
RECRUITMENT OF FACULTY MEMBERS AND LIBRARIANS  
(JULY 1, 2004 – JUNE 30, 2005)**

This fourth annual report speaks primarily to hirings that were successfully concluded in the 2004-05 academic year. It prompts the conclusion that it was another very good year for Dalhousie.

First, here are the numbers on tenure-stream (including periodic review) and limited-term appointments in 2004-05:

<b>Faculty</b>	<b>Tenure-Stream</b>	<b>Limited-Term</b>	<b>Total</b>
Architecture & Planning	-	-	-
Arts & Social Sciences	16	37	53
Computer Science	1	-	1
Continuing Education	-	-	-
Dentistry	-	4	4
Engineering	8	1	9
Health Professions	6	10	16
Law	-	3	3
Libraries	1	2	3
Management	3	9	12
Medicine	17	3	20
Science	18	10	28
<b>TOTAL</b>	<b>70</b>	<b>79</b>	<b>149</b>

The comparable totals for 2003-04 were 64 tenure-stream, 81 limited-term, and 141 in total. The four-year total for tenure-stream (including period review) is 273.

Of the 70 tenure-stream and periodic-review appointments made during the year under review, 64 or 91.4% were the first-choice candidates, a modest decline from the previous year's 93.3%. There were five failed searches. In short, notwithstanding the continued concerns about the availability of qualified candidates in Canada and internationally, 2004-05 was another exceptional recruiting year for Dalhousie.

There were 70 tenure-stream successful searches during the past academic year. The successful candidates who chose to self-identify through the hiring process provided us with the following statistics: 41% identified themselves as women, 14% identified themselves as racially visible males; and 7% identified themselves as racially visible females. None identified themselves as being Aboriginal or a person with a disability.

As in earlier years in this decade, much of the hiring explicitly occurred because of the need for faculty renewal, that is to say, the recruitment of new faculty members to replace colleagues who have retired. The report includes the successful recruitment of eleven Canada Research Chairs, two NSERC University Faculty Awards, and a new Killam Professor who will take up his appointment in 2006.

An update on the CRC Program has recently been issued and can be found at [www.dal.ca/provost](http://www.dal.ca/provost) under 'Reports'.

Appendix VIII of the Collective Agreement between the Board of Governors and the Dalhousie Faculty Association states that "the Board agrees to provide a staff of Members at or above 760 Members" annually on November 1, and that, of that number, the total number of Members holding specified appointment types (essentially appointments of a continuing nature) will equal or exceed 687. On September 19, 2005, the number of DFA Members was 875, and the number holding specified appointment types was 770.

Once again this past year we witnessed increases, across all areas, in the salary offers needed to conclude appointments. With the notable exception of the Finance area in the School of Business Administration (a longstanding challenge in North America), we found that the revised salary maxima in the new Collective Agreement of a year ago accommodated these salary pressures. Once again the Salary Anomalies Fund helped to alleviate inequities in many areas created by the granting of starting salaries to new appointees that are equal to, or even higher than, the salaries of faculty members who have been at Dalhousie for some years.

In conclusion, then, this is again a report of very good news for the long-term academic health and vitality of Dalhousie. In addition to our outstanding recruitments, we are succeeding in retaining through creative responses most of the faculty members who are being recruited by other institutions. As long as we can continue to recruit and to retain outstanding individuals, both junior and senior, Dalhousie should be able to maintain and to enhance its academic competitiveness.

October 12, 2005