

University and College Academic Staff System (UCASS) Modernization: Moving Forward

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Building a Data Collection Culture with Dimensions:
equity, diversity, and inclusion Canada

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UCASS timeline



Paper publication



Survey terminated (2012-2016) and re-instated

Individual level data

Complete time series available

The target population is full-time academic teaching staff in degree-granting programs from 112 institutions (mainly universities) whose term of appointment is not less than twelve months

Full Time (FT) UCASS

Current collection

27 data elements for academic staff members



Including:

- Gender
- Year of birth
- First and highest degree
- Country of birth and highest degree from that country
- Department
- Principal subject taught
- Salary info
- Rank and year of appt to rank
- Type and year of appointment

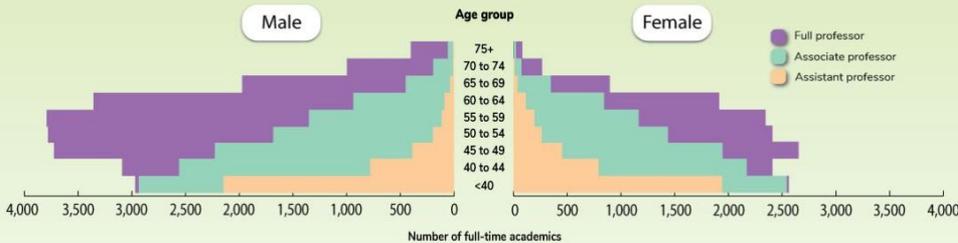
UCASS Products and Outputs



The share of **female** academics has been **increasing** at all ranks.

Rank	1979	2019
Full professor	4.4%	30.0%
Associate professor	12.5%	43.9%
Assistant professor	23.0%	50.2%

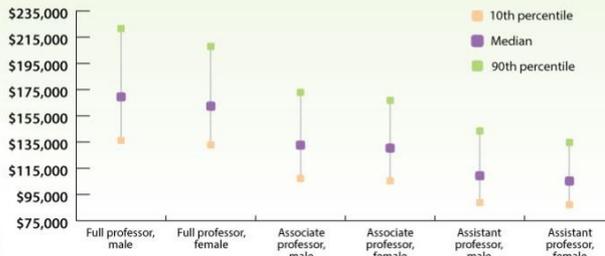
Men are **overrepresented in older age groups**. Among academics 65 and older, **73% are men and 77% are full professors**.



Over the last **40 years**, the ratio of women's to men's median salaries has **narrowed** for full professors and associate professors.

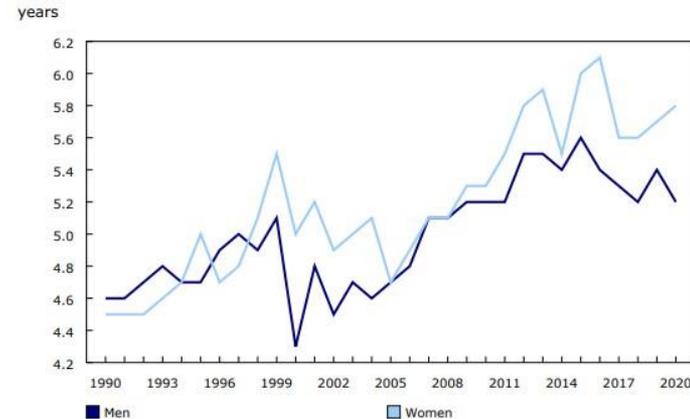
	1979	2019
Full professor	94.8%	95.9%
Associate professor	95.8%	98.4%
Assistant professor	97.2%	96.2%

In 2019, salary ranges for men were wider than for women. Maximum salaries tend to be higher for men.



Source: <https://www150.statcan.gc.ca/n1/pub/11-627-m/11-627-m2021037-eng.htm>

Chart 2
Average time to obtain tenure for full-time university academics in Canadian universities by gender, 1990/1991 to 2020/2021



Source(s): Full-time University and College Academic Staff System (FT-UCASS).

Source: <https://www150.statcan.gc.ca/n1/daily-quotidien/211213/dq211213a-eng.htm>

Publicly-available tables :

- Number and proportion of full-time teaching staff at Canadian universities by academic rank and gender (Table: [37-10-0144-01](#))
- Number and median age of full-time teaching staff at Canadian universities, by highest earned degree, staff functions, rank, sex (Table: [37-10-0077-01](#))
- Number and salaries of full-time teaching staff at Canadian universities (Table: [37-10-0108-01](#))
- Metadata: [IMDB](#)

UCASS data (1970-2010) is available in Research Data Center ([RDC](#))

UCASS Modernization: Pilot Project

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The pilot project would explore:

- 1) **Adding EDI data** (visible minority status, Indigenous identity, disability status, gender identity, sexual orientation, etc.)
- 2) Assessing the feasibility of **collecting personal identifiers** (first name, last name and date of birth) to create **anonymized keys** for data integration to estimate EDI characteristics
- 3) Developing a **survey on part-time/contract staff**

The path forward:

- **Engaging:** with Dimension's cohort members and other interested universities
- **Evaluating:** data availability, potential barriers to collecting/sharing this information
- **In scope:** a mix of large, medium, and small institutions, as there may be different challenges from each

Partners:

- **Dimensions Equity, Diversity and Inclusion Canada**
- **Industry Science Economic Development**
- Three granting agencies (**Natural Sciences and Engineering Research Council, Social Sciences and Humanities Research Council, and Canadian Institutes of Health Research**) and the **Canada Foundation for Innovation**

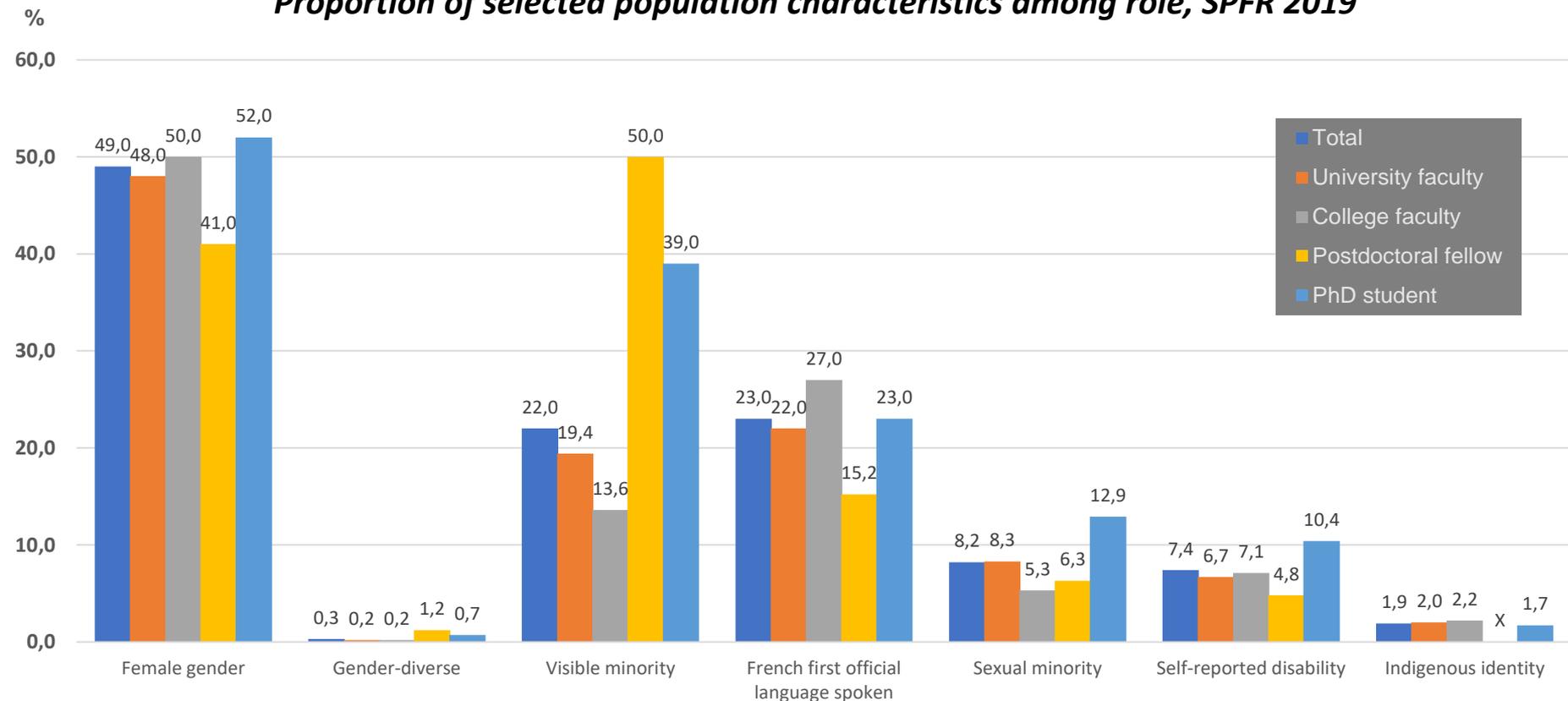
Protecting personal information

- Data in the pilot collected under the [Statistics Act](#),
 - All information provided is kept confidential, used only for statistical purposes
 - Data could be shared with participating universities and partners with consent from the institutions
- Statistics Canada's Necessity and Proportionality Framework
 - Balance the need to collect information, with the need to reduce the response burden on Canadians, all while protecting the privacy of their information
- Statistics Canada is conducting a [privacy impact assessment](#) to address any potential issues relating to confidentiality or security on data integration
- Microdata linkage activity is conducted in accordance with Statistics Canada's [Directive on Microdata Linkage](#)



Representation of equity-seeking group in postsecondary teachers and researchers

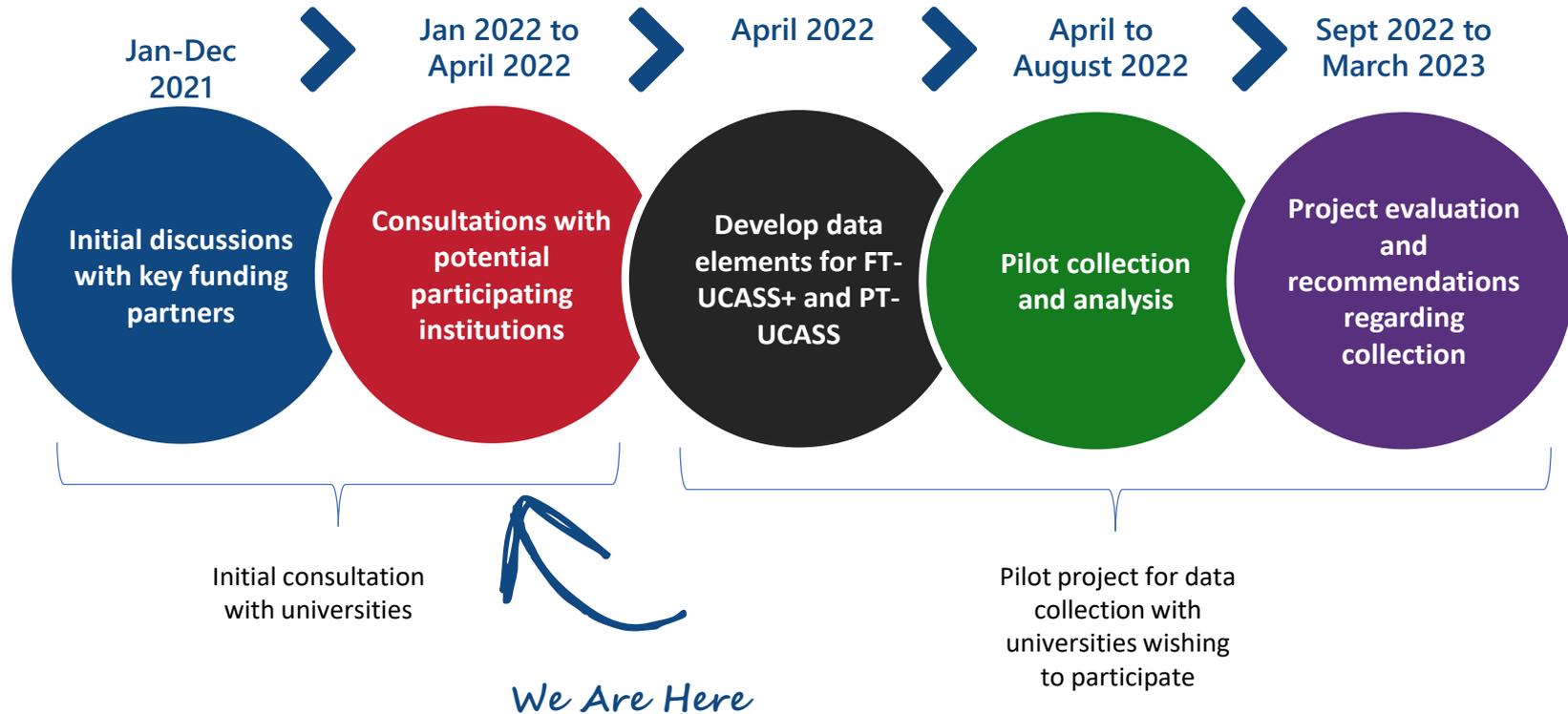
Proportion of selected population characteristics among role, SPFR 2019



Source DOI: <https://doi.org/10.25318/3710016501-eng>

Table 1 – Selected population characteristics of postsecondary faculty and researchers by region, role, and employment status (Table: [37-10-0165-01](#))

UCASS Modernization: Roadmap





QUESTIONS?

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