

Academic Jobs in Canada

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There has been a dramatic increase in the numbers of faculty positions being posted across Canada. This encouraging trend is the combined result of two factors: increased enrolment and increased faculty replacement.

Increases in enrolment result from the boom-echo generation, which has now reached university age, along with increases in the percentage of the population pursuing university education and increases in people upgrading their education with a university degree (undergraduate and graduate level) in order to increase their employability. Increased numbers of faculty are retiring or leaving academe for private sector jobs. Furthermore, fewer Ph.D. graduates are turning to academic jobs.

In Ontario, the effect of these trends is exacerbated by the elimination of the OAC year of high school (equivalent to grade 13) in 2003. This will result in a double graduating class of high school students: the last of the OAC's and the first of the terminal grade 12's. This 'double cohort' is expected to increase enrolment in Ontario universities by over 30% for at least 5-6 years. Once the double cohort graduates, enrolment is expected to continue to rise as the full effect of the factors mentioned above takes hold.

Traditionally, Canadian universities have given preference to domestic applicants; however the shortage of faculty is expected to be so severe, the emphasis has shifted to ensuring excellence by opening up competition internationally and making hiring decisions based primarily on the quality of candidate; equality policies still apply. For more information about the 'hiring crisis' in Canada in general and Ontario specifically, visit:

- Ontario Council of Universities – www.cou.on.ca [under publications/briefs & reports/online publications]
- Association of Universities and Colleges of Canada
<http://www.aucc.ca/en/publications/publicationsindex.html>
- For job postings in Canada: University Affairs - <http://www.aucc.ca/en/uaoindex.html>