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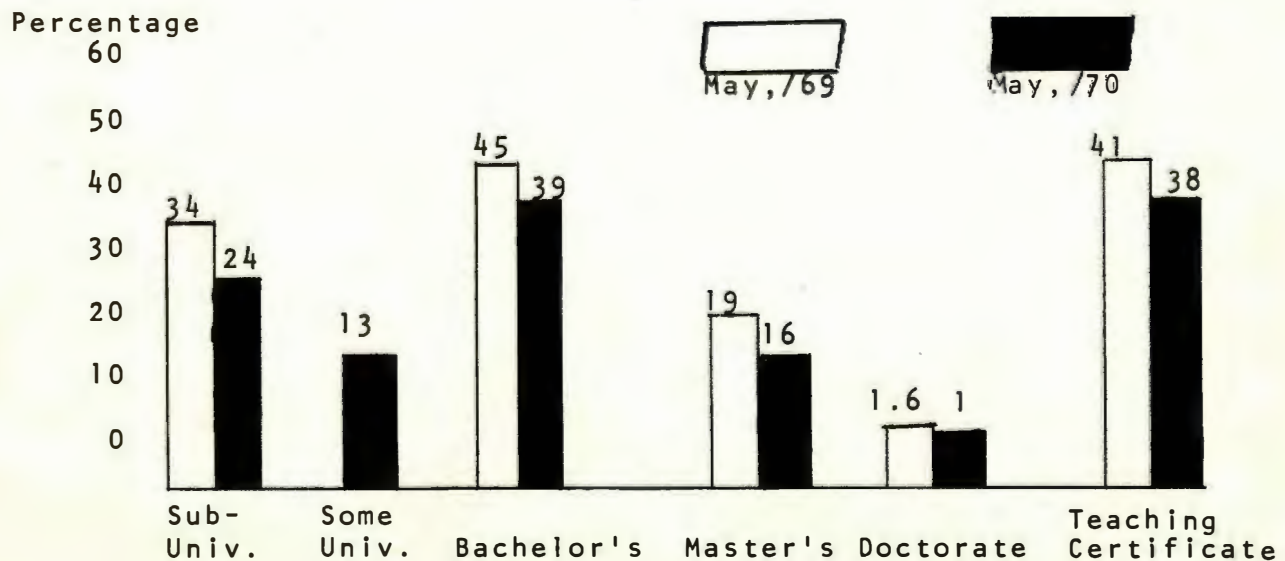
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WHO ARE WE?: A PROFILE OF THE ACADEMIC STAFF AT
HUMBER COLLEGE

It is, of course, impossible to generalize about the Faculty of Humber College, except in a statistical sense. But a survey of the Personal Information Sheets of College staff reveals that the "typical" Faculty member is a 38 year old married Canadian male with a Bachelor's degree, who taught for 3.8 years and had an additional 8 years' work experience before joining the Humber College staff. As likely as not he has attended one refresher course during the past four years, and he is probably a member of one professional association.

EDUCATIONAL ATTAINMENT

The survey also revealed that, while the percentage of staff possessing university degree(s) and/or teaching certificates has fallen slightly in the past year, the proportion of those with sub-university academic qualifications has decreased also. That is, during the past year, more Faculty members have acquired at least some formal qualifications beyond Grade XIII, as the following graph indicates:



The Divisional breakdown of formal educational attainment as at May, 1970 reveals marked differences in average level of formal educational attainment. By the same token, there are wide inter-Divisional differences in the percentage of Faculty members possessing teaching certificates:

<u>LEVEL</u>	<u>Technology %</u>	<u>Creative Arts %</u>	<u>ALA A</u>	<u>Business %</u>	<u>Manpower %</u>	<u>College %</u>
Sub-University	9	24	16	19	41	24
Some University	9	6	13	15	14	13
Bachelor's	28	35	43	47	38	39
Masters	28	18	24	16	4	16
Doctorate	0	0	2	0	1	1
No Response	26	17	2	3	2	7
Teaching Certificate	24	18	41	27	53	38

WORK EXPERIENCE

The following tables, outlining the previous experience in and outside the classroom, would indicate that staff selection committees within the College are placing a heavy emphasis on the real life experiences of prospective Faculty members. Creative Arts and Applied and Liberal Arts tend to place a heavier emphasis on previous teaching experience, Business and Technology on previous work experience, while Manpower staff seem to emphasize both:

PREVIOUS TEACHING EXPERIENCE (%)

	<u>Tech.</u>	<u>C.A.</u>	<u>A.L.A.</u>	<u>Bus.</u>	<u>Manp.</u>	<u>College</u>
Yes	52	76	83	46	80	72
No	18	24	17	49	17	23
No Comment	30	0	0	5	3	5
Average(yrs.)	1.8	5.1	4.5	1.5	5.1	3.8

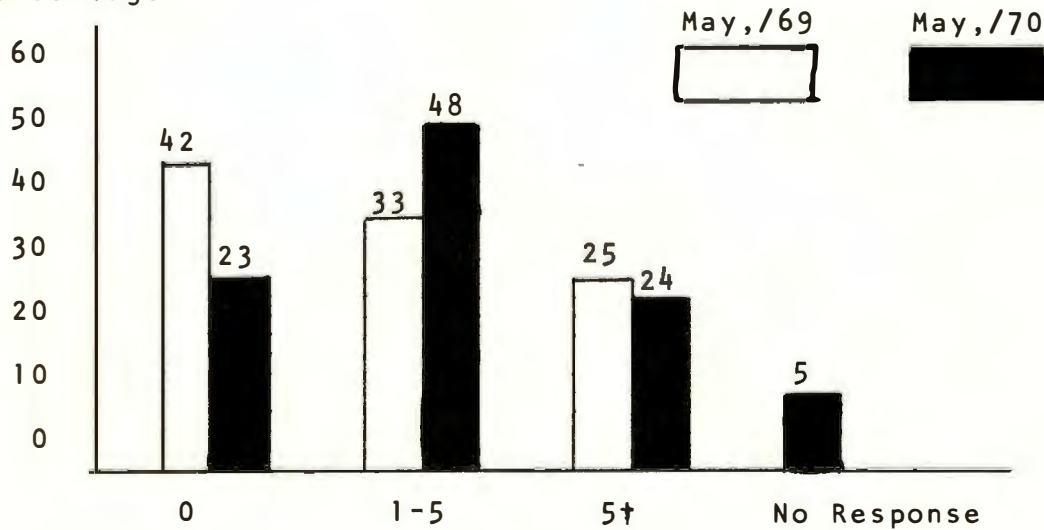
NON-TEACHING WORK EXPERIENCE (%)

	<u>Tech.</u>	<u>C.A.</u>	<u>A.L.A.</u>	<u>Bus.</u>	<u>Manp.</u>	<u>College</u>
Yes	78	59	63	93	84	77
No	0	29	32	5	16	17
No Comment	24	12	5	2	0	6
Average(yrs.)	7.0	5.7	4.5	10.9	10.3	8.0

The following tables indicate that the previous teaching experience of the Faculty as a whole has increased rather dramatically during the past year, while the previous non-teaching experience of Faculty has decreased slightly:

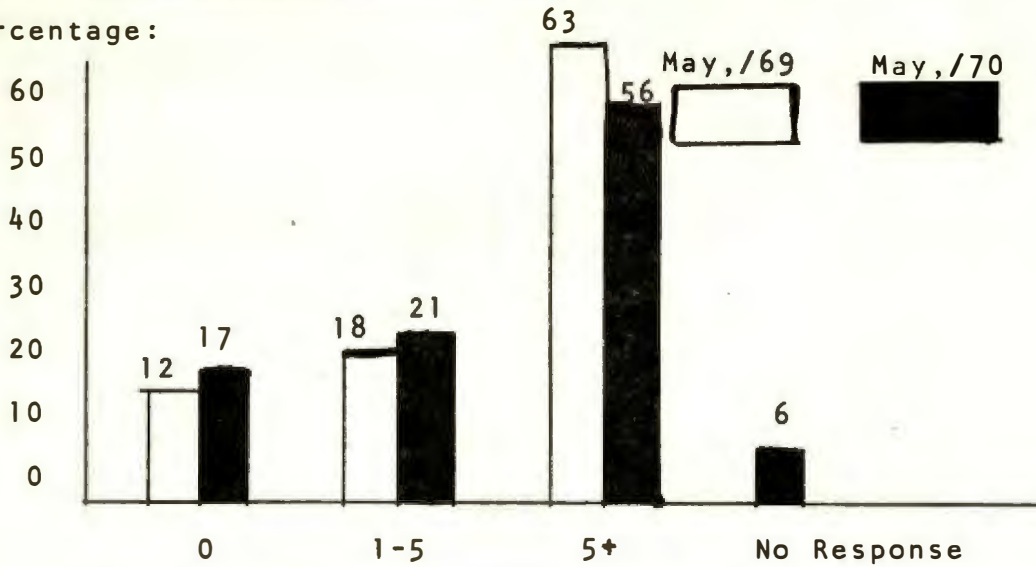
PREVIOUS TEACHING EXPERIENCE

Percentage:



PREVIOUS NON-TEACHING EXPERIENCE

Percentage:



REFRESHER COURSES

Information on professional development which is contained in Faculty Personal Information Sheets tends to be fragmentary, but, in the age of the "Knowledge Explosion", the following details raise questions: (i) less than half of Faculty report having taken at least one sustained refresher course since graduation and (ii) of those reporting at least one refresher course, more than half undertook this more than four years ago. The full story is given in the tables below:

% REPORTING REFRESHER COURSE SINCE GRADUATION

<u>Technology</u>	<u>Creative Arts</u>	<u>A.L.A.</u>	<u>Business Manpower</u>	<u>College</u>
36	24	44	63	49

MEDIAN YEARS SINCE LAST REFRESHER COURSE

<u>Technology</u>	<u>Creative Arts</u>	<u>A.L.A.</u>	<u>Business Manpower</u>	<u>College</u>
4	5	5	3	4+

The following information on Faculty obtained from Personal Information Sheets may also be of some interest:

CITIZENSHIP (%)

	<u>Tech.</u>	<u>Cr. Arts</u>	<u>A.L.A.</u>	<u>Bus.</u>	<u>Manp.</u>	<u>College</u>
Can./British	67	53	86	92	86	82
Other	33	41	11	3	7	14
No Comment	0	6	3	5	7	4

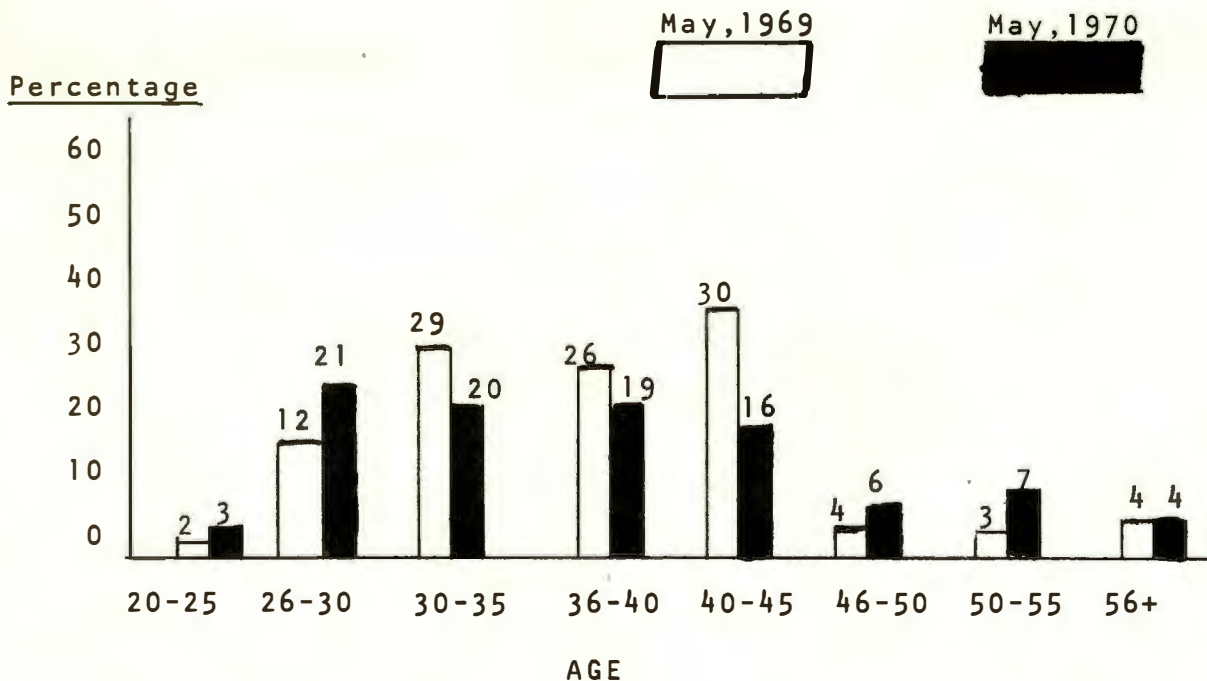
SEX (%)

	<u>Tech.</u>	<u>Cr.Arts</u>	<u>A.L.A.</u>	<u>Bus.</u>	<u>Manp.</u>	<u>College</u>
Male	96	88	60	84	74	75
Female	4	12	40	16	26	25

AGE (%)

	<u>Tech.</u>	<u>Cr.Arts</u>	<u>A.L.A.</u>	<u>Bus.</u>	<u>Manp.</u>	<u>College</u>
20-25	0	12	6	0	0	3
26-30	3	35	25	27	18	21
31-35	33	6	19	27	14	20
36-40	13	18	23	27	13	19
41-45	10	18	10	2	21	13
46-50	13	0	10	8	13	10
51-55	0	6	5	2	14	7
56+	3	6	0	5	6	4
No response	25	0	2	2	1	3

As is obvious from the following table, the average age of the Faculty is declining:



QUESTIONS FOR DISCUSSION

The information contained in this brief report is fragmentary. Nevertheless, it raises a number of important questions:

- (1) Has a proper balance been achieved in the Faculty between Canadians and aliens on the one hand, and men and women on the other?
- (2) What are the implications of the fact that the Faculty is getting younger?
- (3) Is it necessary for Faculty to possess formal teaching qualifications?
- (4) Is it necessary for new Faculty to have both teaching and non-teaching work experience?

(5) What are the implications of the facts (a) that less than half of the Faculty report having taken a refresher course since graduation and (b) more than half of those haven't taken a course for four years?