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

Presented at the NextGen EDI Data Symposium
Building a Data Collection Culture with Dimensions: equity, diversity, and inclusion Canada

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UCASS timeline

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

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

27 data elements for academic staff members
UCASS Products and Outputs

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

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.

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

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

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

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

UCASS data (1970-2010) is available in Research Data Center (RDC)
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**

**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

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
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**

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Total</th>
<th>University faculty</th>
<th>College faculty</th>
<th>Postdoctoral fellow</th>
<th>PhD student</th>
<th>Indigenous identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female gender</td>
<td>49.0</td>
<td>48.0</td>
<td>50.0</td>
<td>52.0</td>
<td>41.0</td>
<td>0.3</td>
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<tr>
<td>Gender-diverse</td>
<td>22.0</td>
<td>19.4</td>
<td>13.6</td>
<td>27.0</td>
<td>15.2</td>
<td>0.2</td>
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<tr>
<td>Visible minority</td>
<td>50.0</td>
<td>23.0</td>
<td>22.0</td>
<td>23.0</td>
<td>23.0</td>
<td>1.2</td>
</tr>
<tr>
<td>French first official language spoken</td>
<td>22.0</td>
<td>8.3</td>
<td>5.3</td>
<td>6.3</td>
<td>12.9</td>
<td>8.2</td>
</tr>
<tr>
<td>Sexual minority</td>
<td>12.9</td>
<td>7.4</td>
<td>6.7</td>
<td>7.1</td>
<td>4.8</td>
<td>7.4</td>
</tr>
<tr>
<td>Self-reported disability</td>
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<td>2.0</td>
<td>2.2</td>
<td>x</td>
<td>1.7</td>
<td>2.0</td>
</tr>
<tr>
<td>Indigenous identity</td>
<td>1.9</td>
<td>2.0</td>
<td>2.2</td>
<td>x</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Source DOI:** [https://doi.org/10.25318/3710016501-eng](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](https://doi.org/10.25318/3710016501-eng))
UCASS Modernization: Roadmap

Initial discussions with key funding partners

Jan-Dec 2021

Consultations with potential participating institutions

Jan 2022 to April 2022

Develop data elements for FT-UCASS+ and PT-UCASS

April 2022

Pilot collection and analysis

April to August 2022

Project evaluation and recommendations regarding collection

Sept 2022 to March 2023

We Are Here

Initial consultation with universities

Pilot project for data collection with universities wishing to participate
QUESTIONS?

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