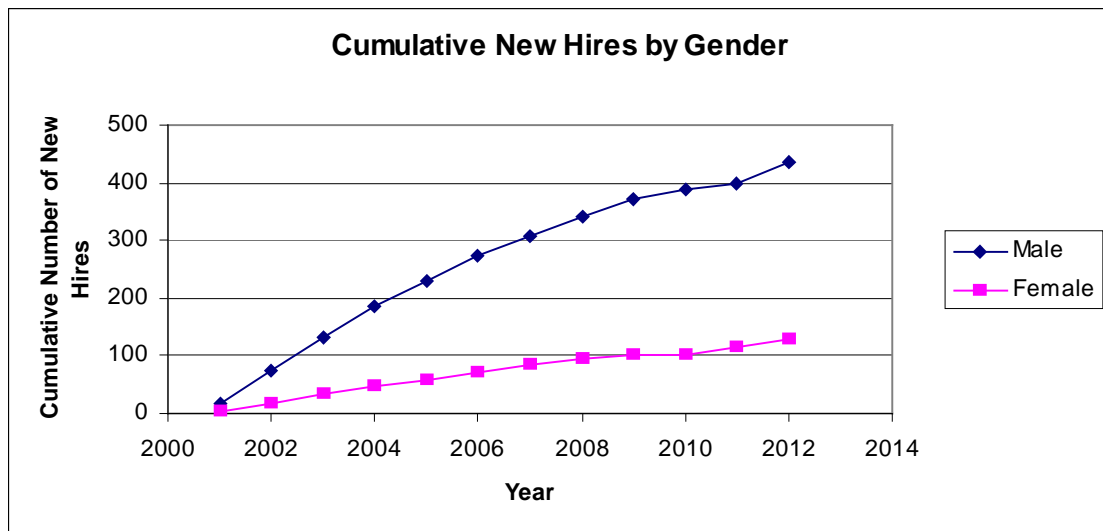
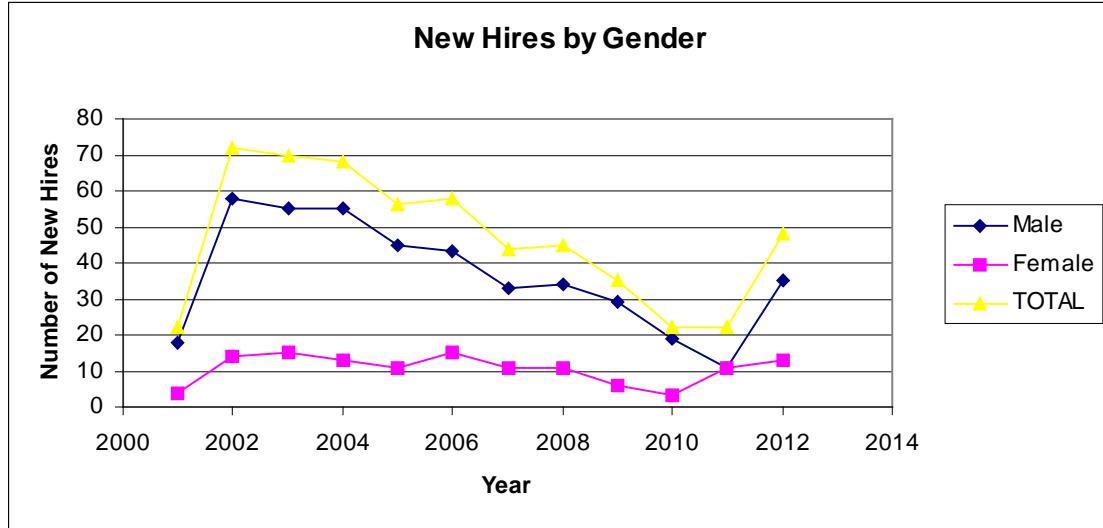


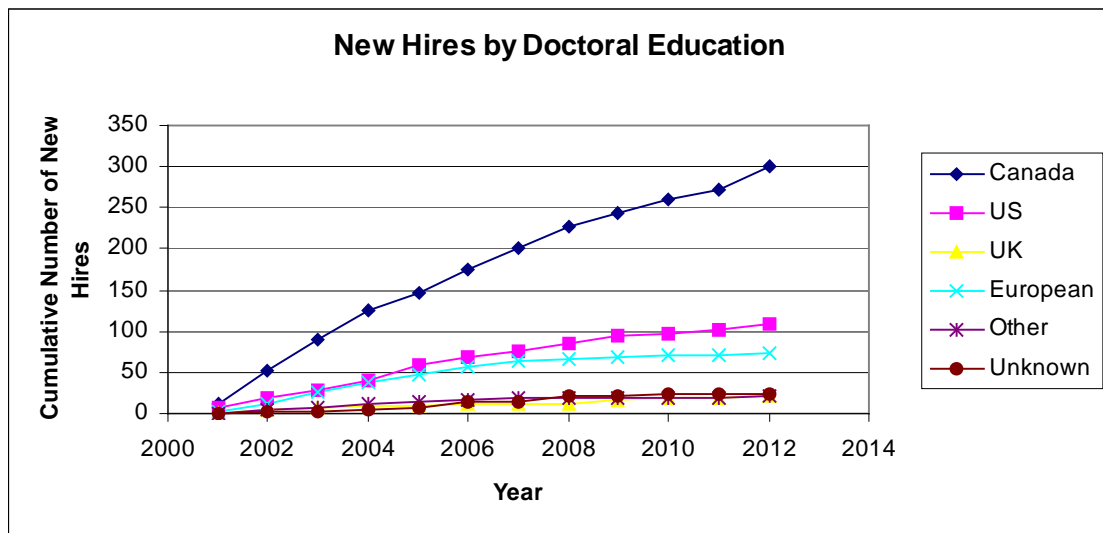
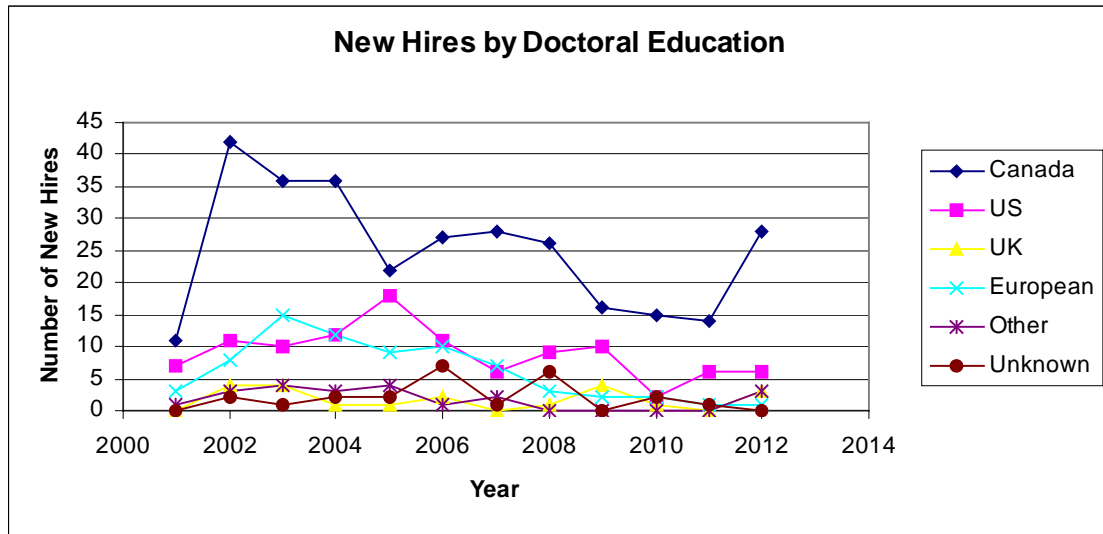
## Hiring Trends Summary 2001 – 2012

### Gender



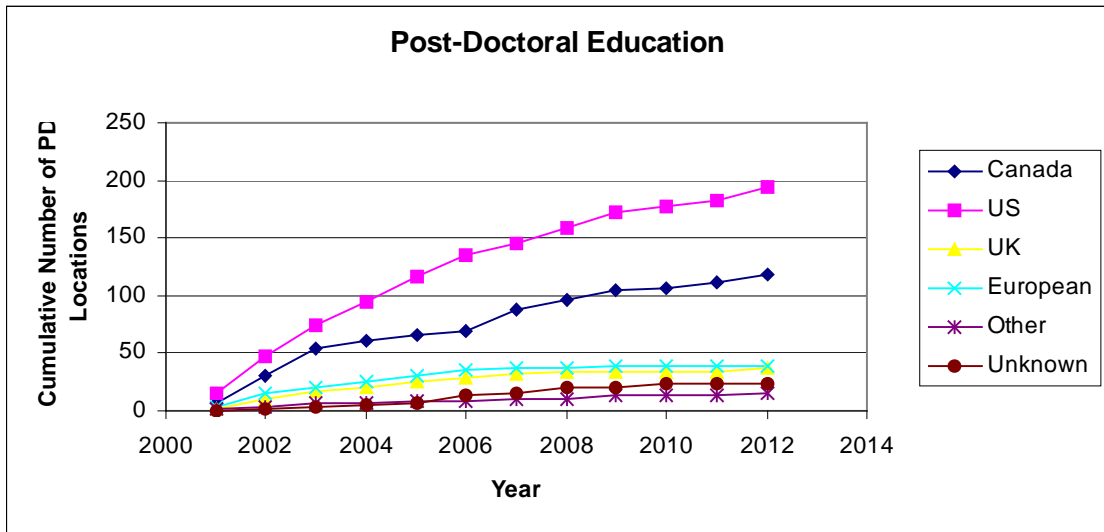
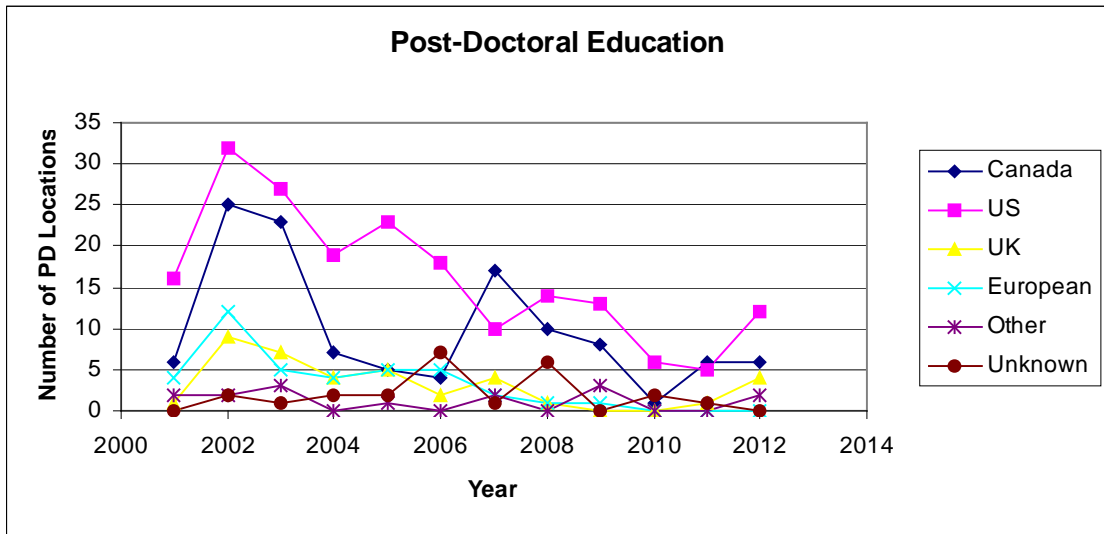
- hiring boom between 2001 and 2002; a second boom occurred this year
- overall number of new hires has steadily declined from 2002 onwards
- hiring of new female faculty has been steady and reaching par in 2011

### Doctoral Education



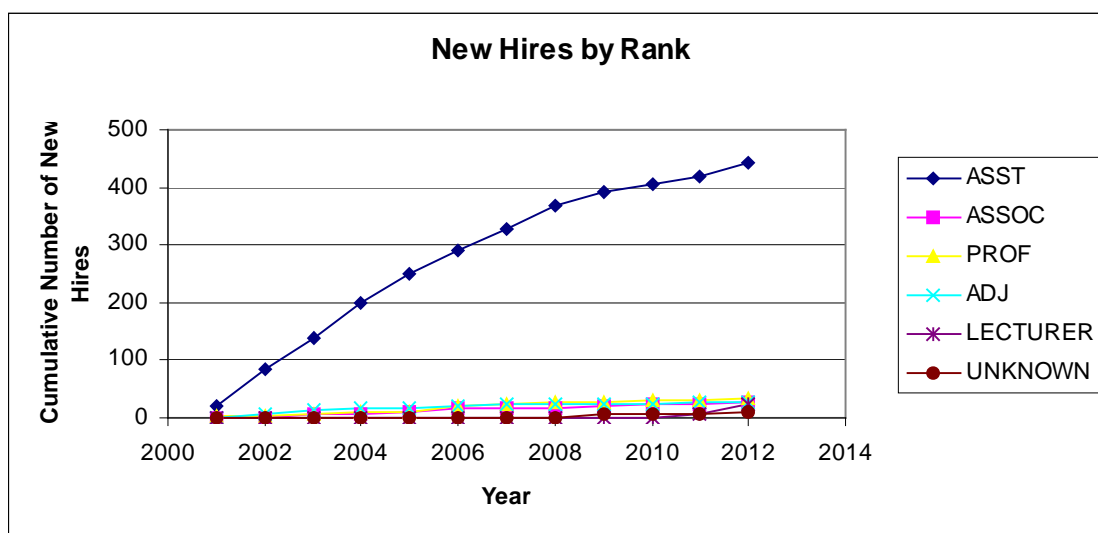
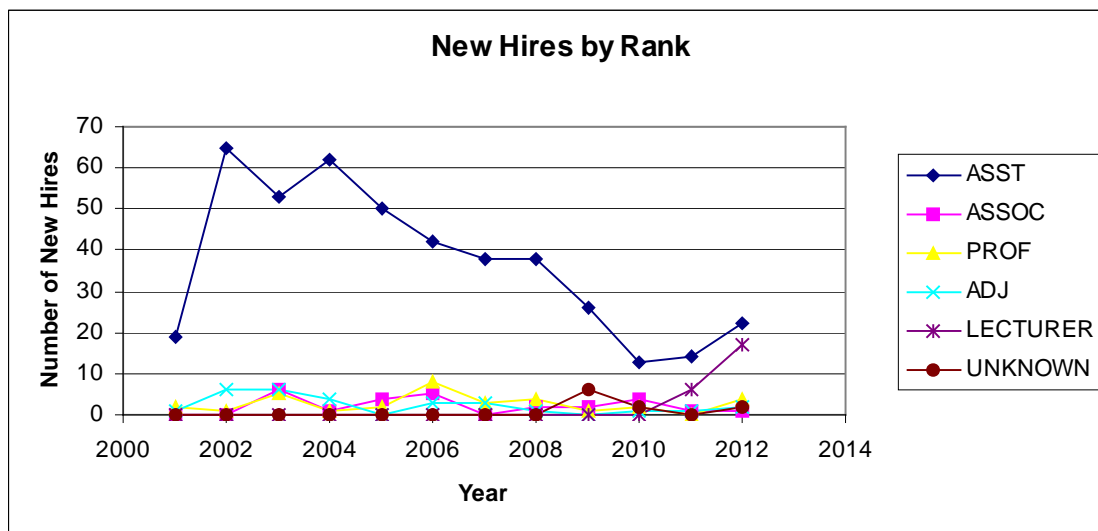
- most new hires have PhDs from Canadian universities
- between 2001 and 2006 there was a surge of new hires from Europe
- new hires from American universities is steadily on the rise

### Post-Doctoral Education



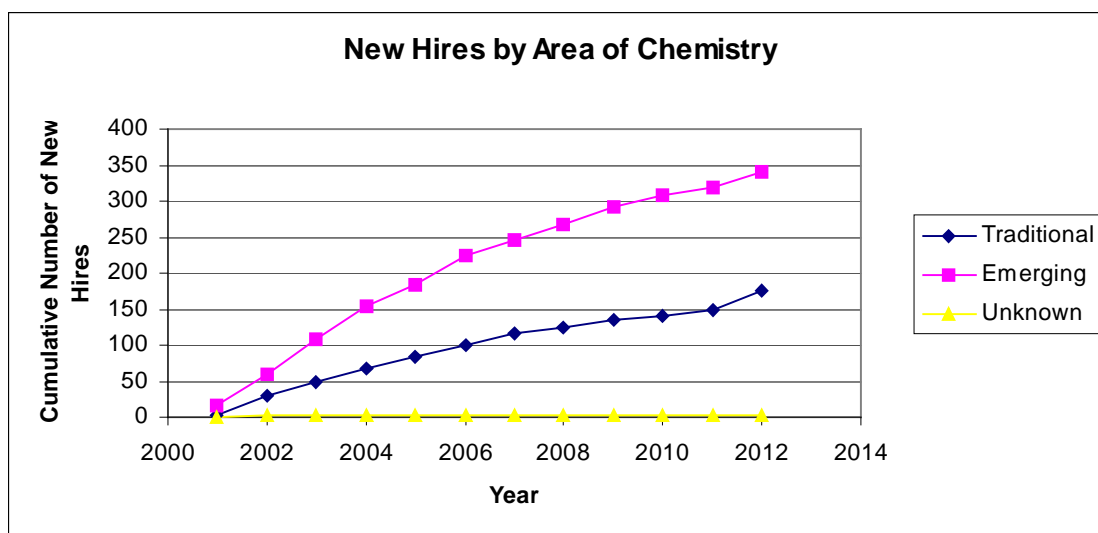
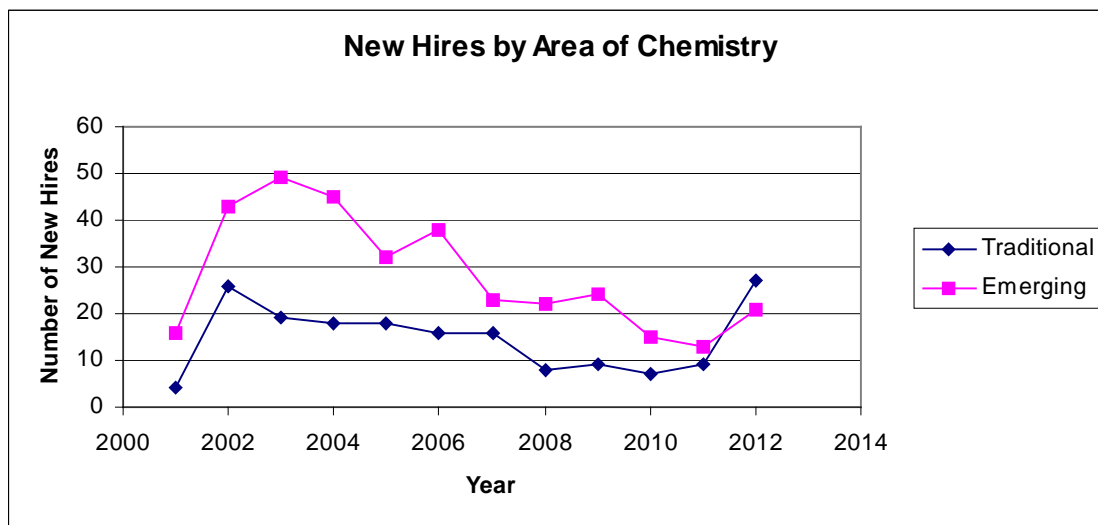
- Most new hires have U.S. post-doctoral experience
- There were two surges in Canadian post-doctoral experience: 2002-2003 and 2007

**Rank**

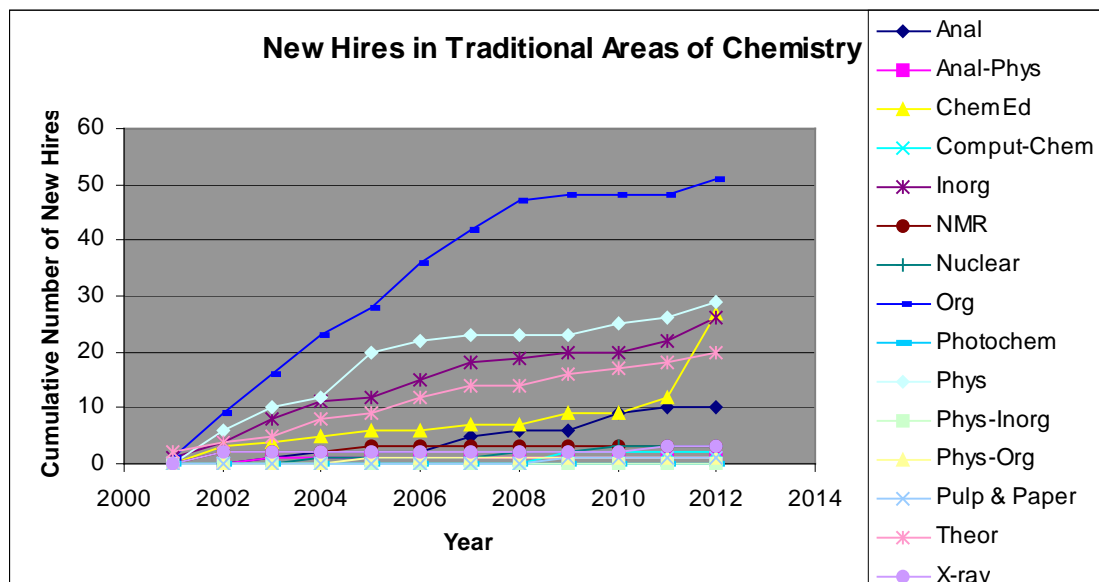
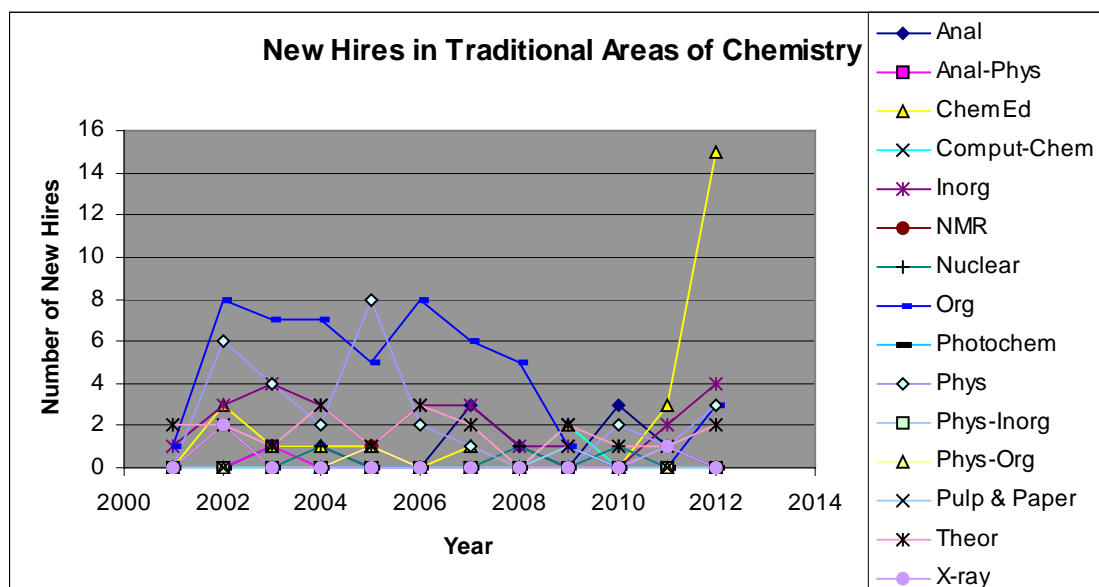


- most new hires have been at the rank of Assistant Professor
- there was a hiring boom in 2002 but new hires have steadily declined over the last decade; in 2012 there appears to have been a second hiring boom

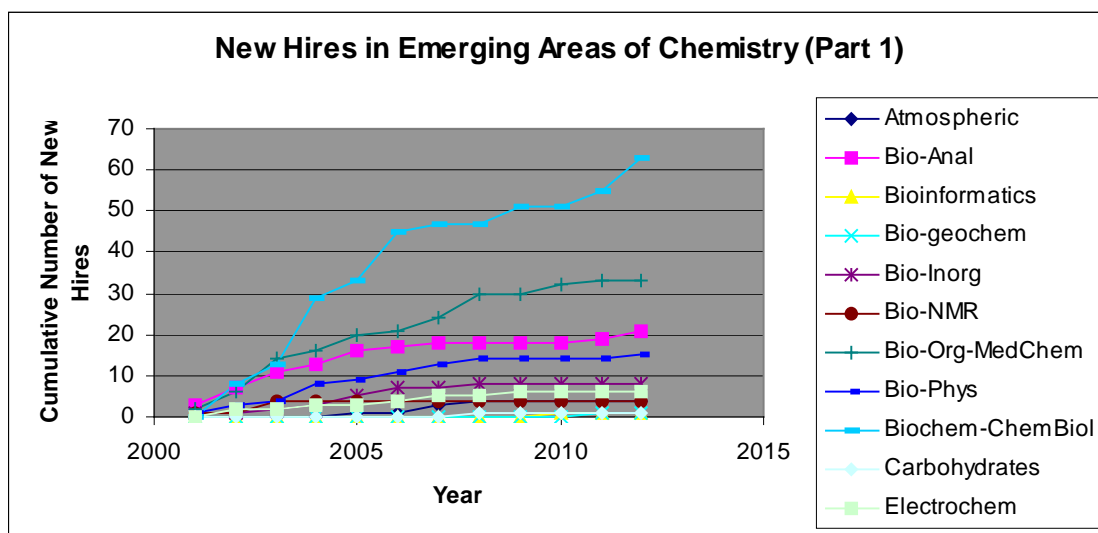
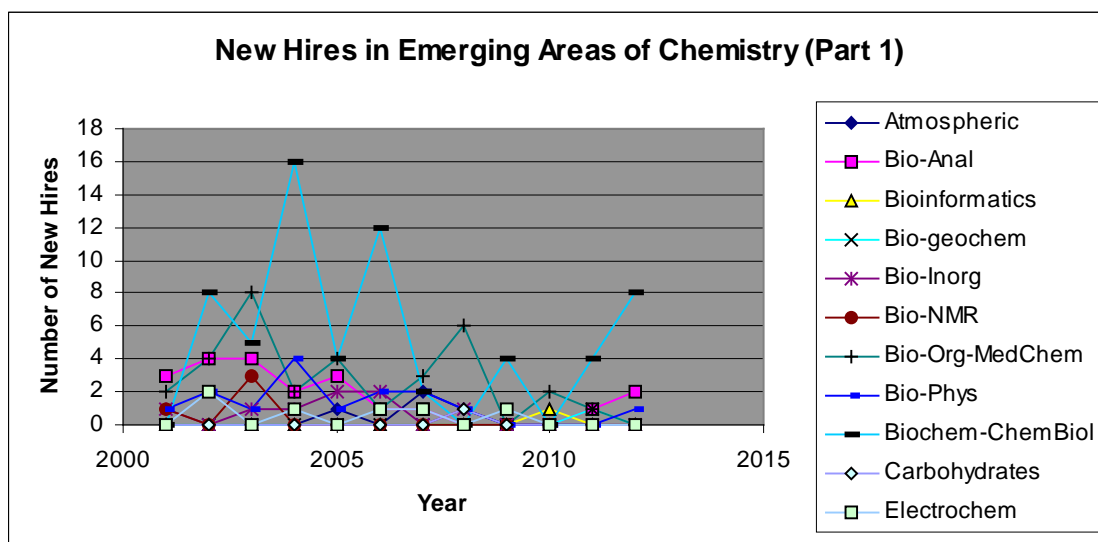
**Areas of Chemistry**

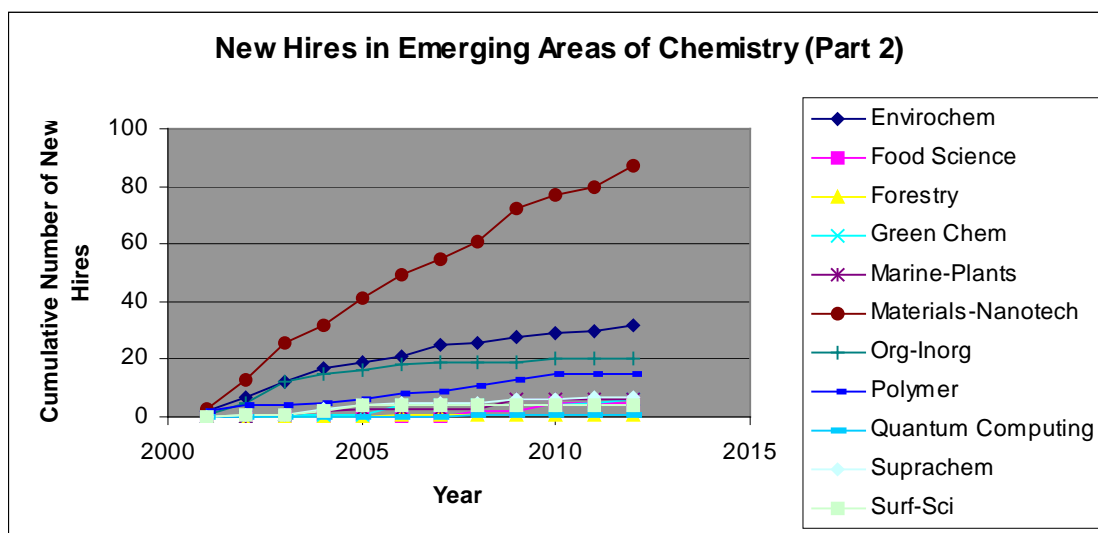
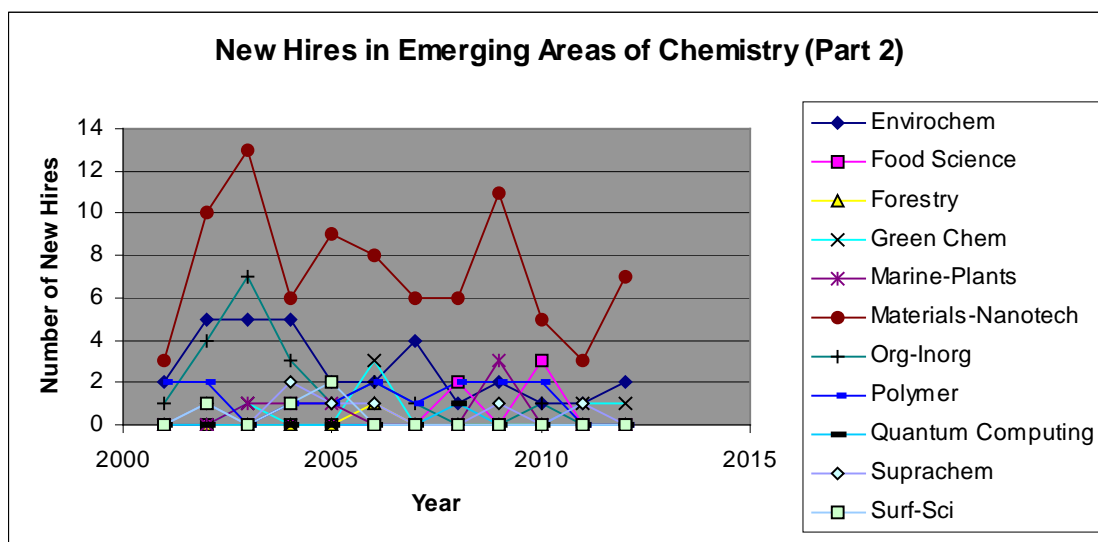


- Most new hires are in emerging areas of chemistry with the greatest surge in 2002 – 2003; in 2012 the number of new hires in traditional areas exceeded that in emerging areas for the first time mainly because of the greater number of recruitments in chemical education



- Most new hires in traditional areas of chemistry are in organic, physical, inorganic, and theoretical chemistries; there was a spike in 2012 in chemical education
- There has been a recent surge of new hires in chemical education and analytical chemistry

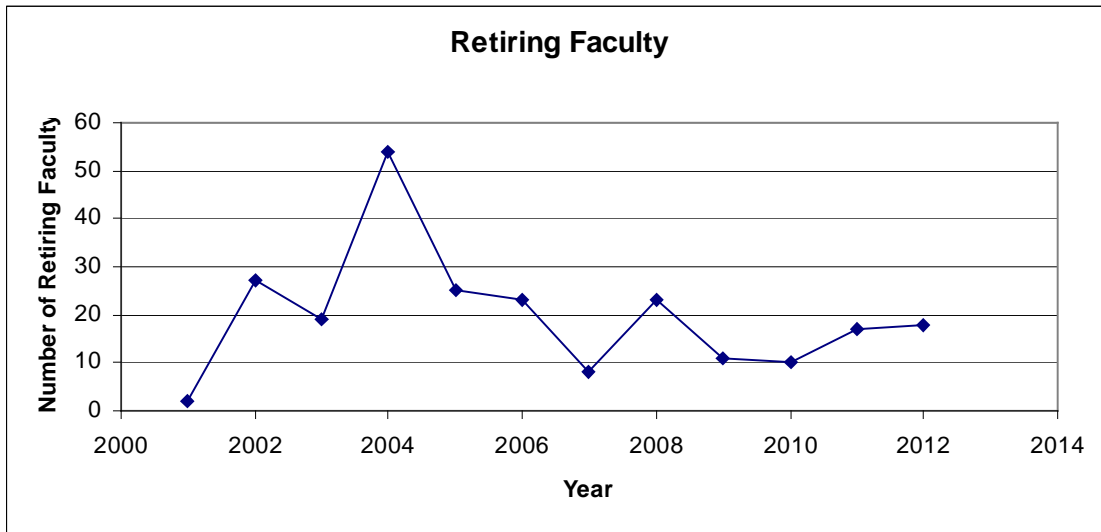




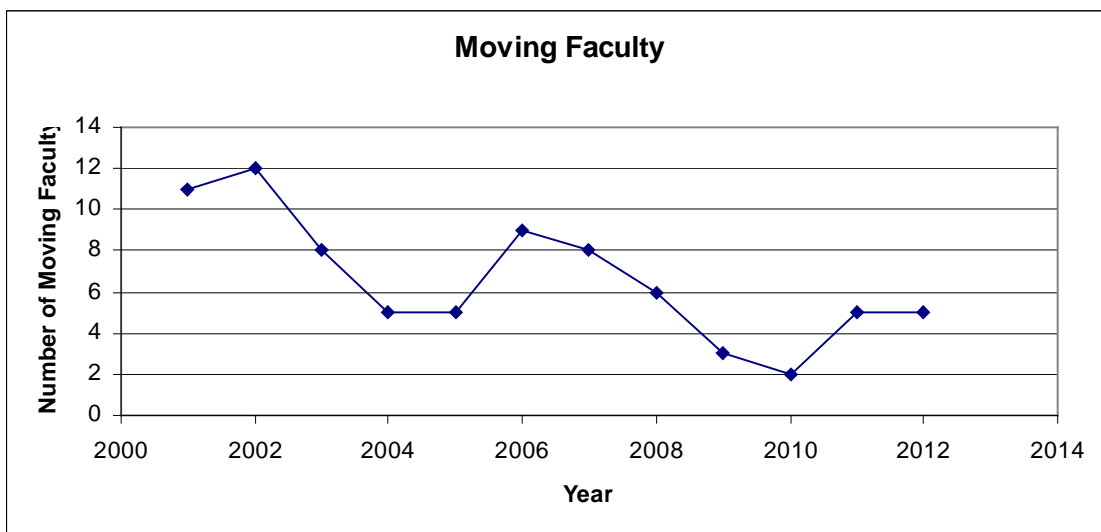
- Most new hires in emerging areas of chemistry are in biochemistry/chemical biology, bio-organic/medicinal chemistry, materials science/nanotechnology, and environmental chemistry

### Volatility





➤ there were more emeritus faculty in 2004, two years after the hiring boom of 2002



- The number of tenured faculty moving from university to another is significant
- Prospective candidates for Assistant Professor positions need to take this into account in their job searches even though positions are advertised as entry level only



- the number of new hires that drop out of academia is also significant which poses challenges to departments investing in acquiring new faculty members that can demonstrate their worthiness for such prestigious positions; not all new hires have the “right stuff” to do both high quality research and teach undergraduates (the next generation of scientists), or are able to successfully navigate or are satisfied with the research funding system in Canada