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RECENT HIRING PATTERNS AT
CANADIAN UNIVERSITIES

- A STATISTICAL ANALYSIS -

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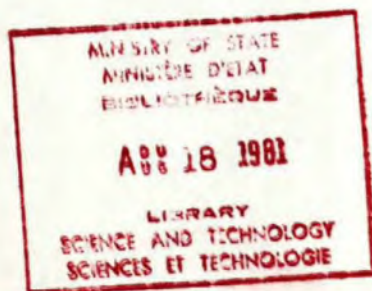
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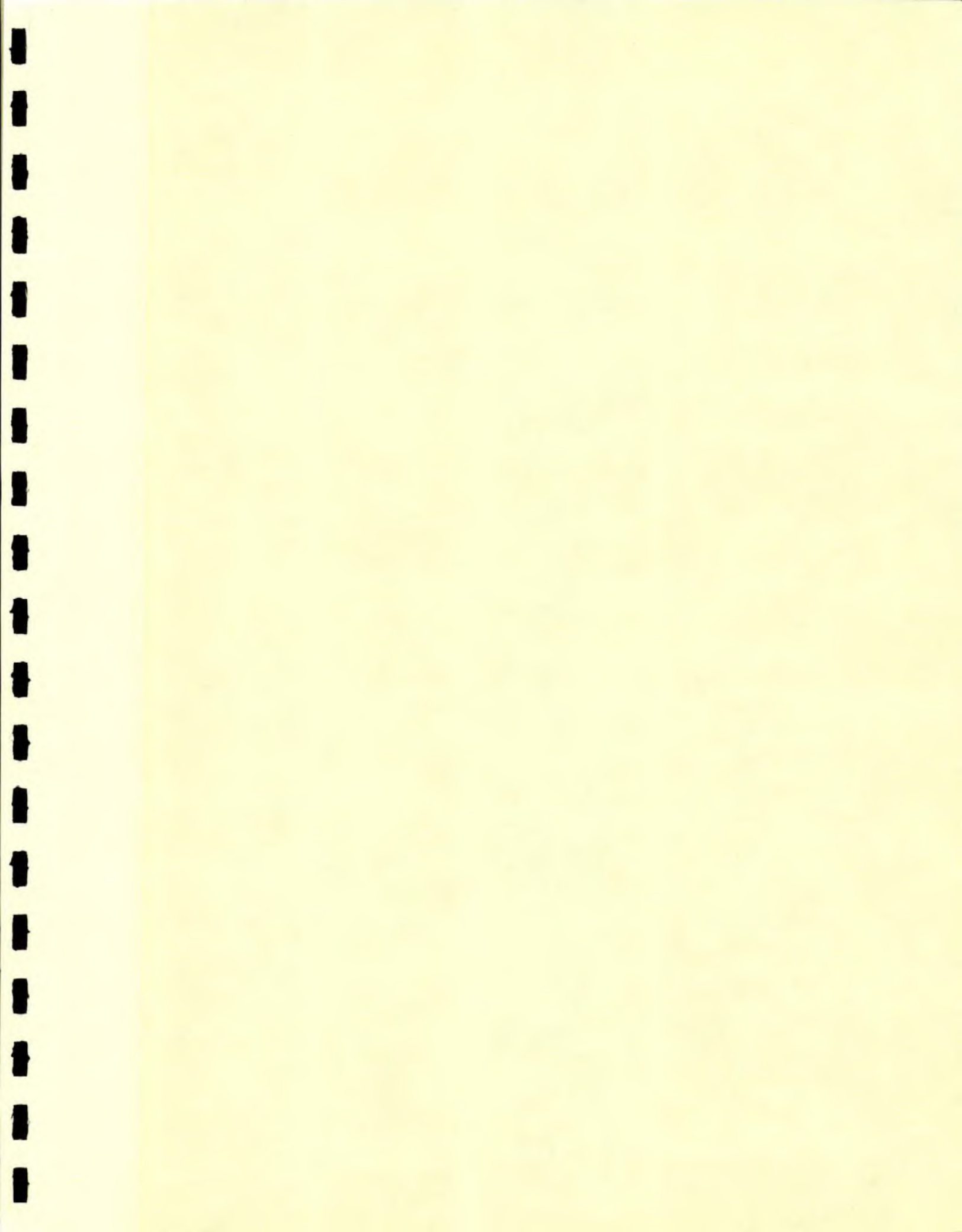
University Branch
Forecasting Division

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Summary and Conclusions

Recent hiring patterns at Canadian universities during the three academic years 1973-74 to 1975-76 were analysed based on data from the University and College Academic Staff System (UCASS) data base at Statistics Canada. The analysis produced the following findings:

1. In total, approximately 2,500 new appointments were made per year. About 27 per cent of these appointments represented inter-university transfers of existing staff within Canada. On balance, net new staffing amounted to 1,600 to 1,900 persons per year.

2. In 1975-76, a typical year, net new staffing was 1,796 of which 1,201 were Canadians or Canadian residents, 340 were foreign nationals and 255 did not report nationality. Of the Canadians recruited, 277 were students in Canada, 405 were in non-teaching jobs in Canada, 222 were recruited from abroad, and 297 did not report previous occupation.

3. Most of the appointments (80 per cent) are made at the junior level (assistant professor level or below) which is the typical entry level to the profession.

4. A review of net staffing by junior level appointments indicated that French and bilingual universities hired a substantially larger proportion of Canadians compared to English language universities (85.0 per cent versus 64.9 per cent). Conversely, Western universities hired a lower

proportion of Canadians than other regions (61.5 per cent compared to 70 to 75 per cent in other regions). By field of study, the health sciences staffed nearly 80 per cent of the new positions with Canadians compared to approximately 70 per cent Canadians in natural and human sciences.

5. This study raises a number of questions related to the employment opportunities for Canadian graduates in the university system. Excluding inter-university mobility in Canada and country not reported, an approximately equal number of staff are hired from abroad as are hired in Canada (about 700 to 800 per year). Many of the foreign hirings are Canadians returning from jobs and studies abroad.

Approximately 280 Canadian graduates were hired from Canada per year. This raises these questions:

i) What are the reasons for the substantial international flows of foreign trained personnel to Canada?

ii) Is it possible to increase the number of Canadian graduates hired by the Canadian universities?

iii) Can the level and quality of research training and academic experience of Canadian students be improved so that they might be on a better competitive footing with foreign training and experience?

6. The HQM model projections to 1985-86 indicate declining net new staffing opportunities at Canadian universities ranging from about 2,100 to 2,500 in 1977-78 to about 300 to 700 in 1985-86.

W or WS
foreign training?

1. Introduction

This report examines recent hiring patterns at Canadian universities during the three academic years 1973-74 to 1975-76. Preliminary data for the academic year 1976-77 have also been examined, but because of their incomplete status have not been included here. They conform, however, very closely to the pattern of the earlier data.

The analysis focusses on the citizenship and country of previous employment of new appointees to full-time university teaching. In addition, such factors as the level of appointment, geographic area, age of university, size of university, principal language of instruction and field of teaching speciality are considered.

The data originate from the "University and College Academic Staff System" (UCASS) data base which is maintained by the Education Division of Statistics Canada.

2. Background

This study originated from consideration at MOSST of a number of issues raised by the academic and scientific community and others involving the following topics:

1. The relationship between actual university staffing levels and the estimates of attrition and staff growth indicated by the HQM Model of MOSST

2. Concerns expressed by the Science Council and the Association of Universities and Colleges of Canada, and other observers, regarding the prospect of declining enrolment trends, future reduced requirements for young teachers and research scientists at universities, and the consequent lack of employment opportunities in university teaching and research for new doctoral graduates

3. Nationalistic concerns that have been expressed regarding the level of non-Canadian appointments to university faculties

This is a quantitative analysis of recent patterns of hiring designed to put these policy issues into clearer focus.

3. Overview of Recent Trends

Level of Appointment

Table 1 shows the number of new appointments by academic rank. In total, approximately 2,500 appointments were made each year of which about 80 per cent are at the junior level, that is, at the assistant professor level and below. Full details on recent appointments are tabulated in the Appendix Tables A-1 through A-17.

TABLE 1
NEW APPOINTMENTS TO CANADIAN UNIVERSITIES
BY LEVEL

	1973-74	1974-75	1975-76
SENIOR LEVEL	382	393	457
JUNIOR LEVEL	1,842	2,120	1,959
SUBTOTAL	2,224	2,513	2,416
RELIGIOUS INSTITUTIONS	20	36	37
TOTAL	2,244	2,549	2,453

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

NOTES: excludes visitors

Senior: Associate Professor and higher

Junior: Assistant Professor and lower

Occupational Mobility

A substantial proportion of the new appointments represent intra-occupational mobility, that is, the movement of university staff between universities in Canada. In 1975-76, inter-university transfers accounted for 27 per cent of the total staffing activity. Excluding this mobility, staffing activity ranged between 1,600 and 1,900 appointments per year, as shown in Table 2.

TABLE 2
INTER-UNIVERSITY MOBILITY IN CANADA

	1973-74	1974-75	1975-76
APPOINTMENTS FROM CANADIAN UNIVERSITIES	606	645	657
OTHER APPOINTMENTS ¹	1,638	1,904	1,796
TOTAL	2,244	2,549	2,453

SOURCE: TABLE A-1

NOTES: ¹ includes a certain number of appointments for which occupational provenance was not reported

New Appointments by Previous Occupation

Table 3 shows the previous occupation of new appointees, excluding the inter-university mobility noted previously. In 1975-76, about 1,800 appointments were made, of which 1,200 were Canadians or residents of Canada and 340 were foreign nationals. In that year, 277 Canadian students in Canada were hired. This represents 15.4 per cent of the total appointments made in 1975-76. In comparison, 291 Canadian students and faculty were recruited from abroad and 436 Canadians in non-teaching jobs were hired in Canada. As Table 3 indicates, there has been little change in the staffing pattern over the three-year period.

TABLE 3

NEW APPOINTMENTS TO CANADIAN UNIVERSITIES
BY PREVIOUS OCCUPATION

		1973-74	1974-75	1975-76
CANADIANS	STUDENTS IN CANADA	277	282	277
	STUDENTS ABROAD	98	97	83
	FACULTY ABROAD	106	114	108
	OTHER OCCUPATIONS IN CANADA	392	471	405
	OTHER OCCUPATIONS ABROAD	37	36	31
	OCCUPATION OR COUNTRY NOT REPORTED	186	255	297
	TOTAL CANADIANS	1,096	1,255	1,201
NON-CANADIANS	STUDENTS ABROAD	57	77	71
	FACULTY ABROAD	147	218	207
	OTHER OCCUPATIONS ABROAD	41	58	56
	OCCUPATION NOT REPORTED ABROAD	4	2	6
TOTAL NON-CANADIANS	249	355	340	
NOT REPORTED	293	294	255	
TOTAL ¹	1,638	1,904	1,796	

SOURCE: TABLE A-1

Note: ¹
Excludes inter-university mobility in Canada

4. Junior Level Appointments

A more detailed analysis of appointments was carried out at the junior level, because it can be argued that there is more scope for engaging newly-trained Canadian scholars at this level rather than at the senior levels. A number of possible sources of variation in hiring patterns, such as size of university, language of instruction, geographic region, age of university and teaching field are examined. Data for the three academic years 1973-74 to 1975-76 are combined in the summary Tables below, but the annual tabulations are shown in detail in Appendix Tables A-3 to A-17.

It was found that staffing patterns by university size and by age of institution did not reveal noteworthy differences. As a result, these tabulations are not discussed below, but the original data are shown in the Appendix for completeness.

Language of Instruction

Table 4 shows the three-year total staffing activity, excluding inter-university transfers, for English language universities and French and bilingual universities. Of particular interest in this Table is the substantially larger proportion of Canadians hired in French and bilingual universities (85.0 per cent of the total) compared to English universities (64.9 per cent of the total).

Geographic Region

The three-year total staffing at the junior level, excluding university transfers of staff in Canada, by geographic region is shown in Table 5.

Of particular note is the relatively lower proportion of Canadians hired by the Western universities (61.5 per cent of the total) compared to the other regions which range from 71.2 to 76.2 per cent. Also of interest is the observation that Ontario and the Atlantic regions have hired proportionately more from the category "Students in Canada" (22.0 and 23.0 per cent of the total) than the other regions (about 14 per cent of the total).

Teaching Field

Junior level appointments, by teaching field, are shown in Table 6. The health sciences have hired Canadians at a substantially higher level (78.4 per cent) than the other disciplines. This difference is due largely to the large proportion of appointees drawn from other occupations in Canada. (The proportion of students hired in the health sciences is lower than in the other disciplines).

TABLE 4

JUNIOR LEVEL APPOINTMENTS BY LANGUAGE OF INSTRUCTION
THREE-YEAR TOTAL

		ENGLISH LANGUAGE UNIVERSITIES	FRENCH AND BILINGUAL UNIVERSITIES
CANADIANS	STUDENTS IN CANADA	618	187
	STUDENTS ABROAD	192	71
	FACULTY ABROAD	212	27
	OTHER OCCUPATIONS IN CANADA	760	277
	OTHER OCCUPATIONS ABROAD	71	12
	OCCUPATION OR COUNTRY NOT REPORTED	288	380
	TOTAL CANADIANS	2,141	954
NON-CANADIANS	STUDENTS ABROAD	165	32
	FACULTY ABROAD	324	36
	OTHER OCCUPATIONS ABROAD	101	11
	OCCUPATION NOT REPORTED ABROAD	7	0
TOTAL NON-CANADIANS	597	79	
NOT REPORTED	559	90	
TOTAL ¹	3,297	1,123	

SOURCE: TABLES A-6 AND A-7

Note: ¹ Excludes inter-university mobility in Canada

TABLE 5

JUNIOR LEVEL APPOINTMENTS BY GEOGRAPHIC REGION
THREE-YEAR TOTAL

	ATLANTIC PROVINCES	QUEBEC	ONTARIO	WESTERN PROVINCES
CANADIANS				
STUDENTS IN CANADA	163	153	345	144
STUDENTS ABROAD	31	74	99	59
FACULTY ABROAD	36	42	102	59
OTHER OCCUPATIONS IN CANADA	133	273	383	248
OTHER OCCUPATIONS ABROAD	11	13	31	28
OCCUPATION OR COUNTRY NOT REPORTED	153	266	111	138
TOTAL CANADIANS	527	821	1,071	676
NON-CANADIANS				
STUDENTS ABROAD	25	30	101	41
FACULTY ABROAD	55	97	138	70
OTHER OCCUPATIONS ABROAD	17	25	46	24
OCCUPATION NOT REPORTED ABROAD	2	2	1	2
TOTAL NON-CANADIANS	99	154	286	137
NOT REPORTED	114	103	145	287
TOTAL ¹	740	1,078	1,502	1,100

SOURCE: TABLES A-8, A-9, A-10 AND A-11

Note: ¹ Excludes inter-university mobility in Canada

TABLE 6

JUNIOR LEVEL APPOINTMENTS BY TEACHING FIELD
THREE-YEAR TOTAL

		HEALTH SCIENCES	NATURAL SCIENCES	HUMAN SCIENCES
CANADIANS	STUDENTS IN CANADA	128	200	472
	STUDENTS ABROAD	28	57	176
	FACULTY ABROAD	40	62	136
	OTHER OCCUPATIONS IN CANADA	326	154	549
	OTHER OCCUPATIONS ABROAD	33	19	30
	OCCUPATION OR COUNTRY NOT REPORTED	142	96	417
	TOTAL CANADIANS	697	588	1,780
NON-CANADIANS	STUDENTS ABROAD	29	45	123
	FACULTY ABROAD	39	97	222
	OTHER OCCUPATIONS ABROAD	25	29	56
	OCCUPATION NOT REPORTED ABROAD	2	0	5
TOTAL NON-CANADIANS	95	171	406	
NOT REPORTED	97	125	398	
TOTAL 1	889	884	2,584	

SOURCE: TABLES A-15, A-16 AND A-17

Note: ¹Excludes inter-university mobility in Canada

5. Reconciliation of New Appointments with HQM Model Estimates

A reconciliation is provided in Table 7 which shows the relationship between the new appointments data from the UCASS file, as used in this report, and the estimates of new entrants to university teaching provided by the MOSST HQM simulation model¹. The HQM model calculates the number of new entrants based on replacement requirements due to attrition (death, retirement and emigration) and on the net change in the total number of university teachers required each year. In effect, the total number of new appointments from the UCASS file less staffing due to occupational mobility within Canada should equal the number of new entrants as estimated by the HQM model. When this adjustment is made to the UCASS file, the HQM model estimates of net university teachers demand are close to the actual hirings, but a definitive test cannot be made because some appointees do not report whether their previous occupation was with a Canadian university or elsewhere.

¹based on the June 24, 1977 simulation updated for recent trends in enrolments

TABLE 7

RECONCILIATION
NEW APPOINTMENTS vs. HQM MODEL ESTIMATES

	1973-74	1974-75	1975-76
1. TOTAL NEW APPOINTMENTS	2,244.0	2,549.0	2,453.0
2. LESS: OCCUPATIONAL MOBILITY WITHIN CANADA	998.0	1,116.0	1,062.0
3. LESS: ADJUSTMENT FOR NON-RESPONSE	135.0	195.0	210.0
4. TOTAL NEW JOBS IN CANADA	1,111.0	1,238.0	1,181.0
5. NEW ENTRANTS FROM HQM MODEL	1,170.0	1,457.0	1,375.0

SOURCE: NEW APPOINTMENTS: TABLE A-1

HQM ESTIMATES : FORECASTING DIVISION, MOSST

NOTE: 1. includes Inter-university mobility, and persons from non-university HQM occupations in Canada

6. Employment of Canadian Graduates

This analysis shows that out of a net annual staffing activity of 1,600 to 1,900 per year (excluding inter-university mobility in Canada), graduates of Canadian universities have secured about 280 positions per year. In comparison, Canadian universities have hired approximately this same number of foreign nationals (faculty and students) directly from other countries. Moreover, there is a substantial flow of Canadian faculty and students returning from abroad each year to teach in Canada (about 200 per year). In total, excluding inter-university mobility in Canada, and setting aside the issue of nationality, hirings from abroad are almost identical to hirings in Canada in each year (see Table 8).

TABLE 8

HIRINGS BY COUNTRY OF PREVIOUS OCCUPATION¹

	<u>1973-74</u>	<u>1974-75</u>	<u>1975-76</u>
Total hirings in Canada ²	676	766	697
Total hirings from abroad	696	775	706

SOURCE: Table A-1

¹excludes country not reported

²excludes inter-university mobility

This raises a number of issues of interest to the academic and scientific community and to MOSST in connection with research manpower capability and the national science effort.

1. What are the reasons for the substantial international flow of foreign trained university staff to Canada?

2. Is it possible to increase the number of Canadian graduates hired by the Canadian universities?

3. Can the level and quality of research training and academic experience of Canadian students be improved, so that they might be on a better competitive footing with foreign training and experience?

7. Projection of Staffing Trends

There is reasonably close correspondence between the UCASS staffing files and the MOSST simulations of net employment opportunities in university teaching for the years analyzed here. The model projections to 1985 provide a view of the staffing opportunities emerging in the Canadian university system over the next 8 years. Table 9 shows two projections of the number of new entrants required each year to 1985-86, needed to replace existing staff and to meet the net change in total stock requirements. Projection A is a relatively optimistic projection, assuming constant

enrolment participation rates and student-teacher ratios, while projection B takes a somewhat less optimistic view assuming declining participation rates (and also constant student-teacher ratios). These estimates indicate that net staffing activity, excluding occupational mobility in Canada, will decline over the period from about 1,200 to 1,400 per year to about 200 to 400 per year in 1985-86. Occupational mobility (as shown in Table 7 above) has been at a level of approximately 75 to 85 per cent of the HQM new entrants estimates. This would suggest that total new staffing might be in the range of 1.75 to 1.85 times the HQM new entrants estimates, or declining from the range of 2,100 to 2,500 per year in 1977-78 to 300 to 700 per year in 1985-86.

TABLE 9

PROJECTIONS OF REQUIREMENTS FOR TEACHERS
CANADIAN UNIVERSITIES

(1977-78 to 1985-86)

	<u>Projection A</u>	<u>Projection B</u>
1977-78	1,386	1,194
1978-79	1,311	1,113
1979-80	1,239	1,034
1980-81	1,151	940
1981-82	1,041	828
1982-83	916	701
1983-84	792	577
1984-85	641	434
1985-86	367	171

SOURCE: Based on the HQM Model methodology (see MOSST Working Paper "The Aging of the Canadian Professoriate, August 1977"), updated for recent trends in enrolment

NOTES: Projection A assumes constant (1975) participation rates (for males and females by single year of age, 15 to 50) and constant student-teacher ratios

Projection B assumes that full-time participation rates will decline by 10 per cent and part-time rates by 25 per cent by the year 2000 and that student-teacher ratios will remain constant at the 1975 level

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Appendix Tables

TABLE A-1

NEW APPOINTMENTS TO CANADIAN UNIVERSITIES(a)
ALL LEVELS

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP				CITIZENSHIP				CITIZENSHIP			
		CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	412	117	77	606	443	134	68	645	476	116	65	657
	STUDENTS	197	53	27	277	207	55	20	282	222	46	9	277
	OTHERS	315	35	42	392	386	43	42	471	337	41	27	405
	NOT REPORTED	4	1	2	7	10	0	3	13	13	2	0	15
	TOTAL	928	206	148	1,282	1,046	232	133	1,411	1,048	205	101	1,354
FOREIGN COUNTRIES	UNIVERSITY STAFF	106	147	113	366	114	218	106	438	108	207	93	413
	STUDENTS	98	57	47	202	97	77	27	201	83	71	21	175
	OTHERS	37	41	39	117	36	58	30	124	31	56	24	111
	NOT REPORTED	4	4	3	11	5	2	5	12	0	6	1	7
	TOTAL	245	249	202	696	252	355	168	775	222	340	144	706
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	1	1	2	5	4	1	10
	STUDENTS	7	1	1	9	1	0	1	2	6	2	0	8
	OTHERS	6	2	7	15	5	2	4	11	2	5	1	8
	NOT REPORTED	162	15	65	242	231	21	96	348	269	25	73	367
	TOTAL	175	18	73	266	237	24	102	363	282	36	75	393
TOTAL	1,348	473	423	2,244	1,535	611	403	2,549	1,552	581	320	2,453	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
 - in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-2

NEW APPOINTMENTS TO CANADIAN UNIVERSITIES(a)
SENIOR LEVELCOUNTRY AND PREVIOUS
OCCUPATION

		1973-74 CITIZENSHIP				1974-75 CITIZENSHIP				1975-76 CITIZENSHIP			
		CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	82	21	19	122	83	18	9	110	108	22	18	148
	STUDENTS	5	0	1	6	0	0	0	0	16	0	0	16
	OTHERS	60	3	3	66	54	7	13	74	64	3	4	71
	NOT REPORTED	0	0	0	0	1	0	1	2	0	0	0	0
	TOTAL	147	24	23	194	138	25	23	186	188	25	22	235
FOREIGN COUNTRIES	UNIVERSITY STAFF	28	52	47	127	25	73	44	142	28	78	37	143
	STUDENTS	1	1	3	5	2	2	2	6	1	2	0	3
	OTHERS	8	10	8	26	7	10	11	28	6	19	3	28
	NOT REPORTED	1	0	1	2	0	2	0	2	0	3	1	4
	TOTAL	38	63	59	160	34	87	57	178	35	102	41	178
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	0	0	0	1	1	1	3
	STUDENTS	0	0	0	0	0	0	0	0	0	0	0	0
	OTHERS	0	0	0	0	2	1	0	3	0	0	0	0
	NOT REPORTED	16	1	11	28	20	2	4	26	27	5	9	41
	TOTAL	16	1	11	28	22	3	4	29	28	6	10	44
TOTAL		201	88	93	382	194	115	84	393	251	133	73	457

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas

- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-3

NEW APPOINTMENTS TO CANADIAN UNIVERSITIES(a)
JUNIOR LEVEL

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP*				CITIZENSHIP*				CITIZENSHIP*			
		CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	326	96	58	480	352	114	59	525	357	92	47	496
	STUDENTS	190	52	26	268	202	55	20	277	205	46	9	260
	OTHERS	249	31	39	319	327	36	28	391	267	37	23	327
	NOT REPORTED	4	1	2	7	9	0	2	11	13	2	0	15
	TOTAL	769	180	125	1,074	890	205	109	1,204	842	177	79	1,098
FOREIGN COUNTRIES	UNIVERSITY STAFF	77	92	66	235	87	141	62	290	75	127	61	263
	STUDENTS	96	56	44	196	91	74	25	190	76	67	21	164
	OTHERS	29	30	31	90	29	46	19	94	25	36	21	82
	NOT REPORTED	3	4	2	9	5	0	5	10	0	3	0	3
	TOTAL	205	182	143	530	212	261	111	584	176	233	103	512
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	1	1	2	4	3	0	7
	STUDENTS	7	1	1	9	1	0	1	2	6	2	0	8
	OTHERS	6	2	7	15	2	1	4	7	2	5	1	8
	NOT REPORTED	146	14	54	214	211	19	91	321	242	20	64	326
	TOTAL	159	17	62	238	214	21	97	332	254	30	65	349
TOTAL	1,133	379	330	1,842	1,316	487	317	2,120	1,272	440	247	1,959	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: *

- in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-4

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY SIZE OF UNIVERSITY(a)
UNIVERSITIES WITH MORE THAN TEN THOUSAND STUDENTS

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP				CITIZENSHIP				CITIZENSHIP			
		CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	93	42	28	163	134	51	20	205	121	23	32	176
	STUDENTS	59	29	17	105	86	19	6	111	73	15	4	92
	OTHERS	93	14	17	124	153	15	6	174	88	9	12	109
	NOT REPORTED	3	0	1	4	6	0	1	7	6	0	0	6
	TOTAL	248	85	63	396	379	85	33	497	288	47	48	383
FOREIGN COUNTRIES	UNIVERSITY STAFF	33	32	35	100	46	77	22	145	27	52	41	120
	STUDENTS	44	35	14	93	47	34	13	94	32	31	7	70
	OTHERS	12	13	12	37	16	23	9	48	16	16	10	42
	NOT REPORTED	3	0	2	5	4	0	2	6	0	2	0	2
	TOTAL	92	80	63	235	113	134	46	293	75	101	58	234
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	1	0	1	1	3	0	4
	STUDENTS	3	1	1	5	0	0	0	0	5	2	0	7
	OTHERS	4	2	4	10	0	1	1	2	1	4	1	6
	NOT REPORTED	82	7	30	119	103	12	22	137	129	7	39	175
	TOTAL	89	10	35	134	103	14	23	140	136	16	40	192
TOTAL		429	175	161	765	595	233	102	930	499	164	146	809

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas

- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-5

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY SIZE OF UNIVERSITY(a)
UNIVERSITIES WITH LESS THAN TEN THOUSAND STUDENTS

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP				CITIZENSHIP				CITIZENSHIP			
		CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	233	54	30	317	218	63	39	320	236	69	15	320
	STUDENTS	131	23	9	163	116	36	14	166	132	31	5	168
	OTHERS	156	17	22	195	174	21	22	217	179	28	11	218
	NOT REPORTED	1	1	1	3	3	0	1	4	7	2	0	9
	TOTAL	521	95	62	678	511	120	76	707	554	130	31	715
FOREIGN COUNTRIES	UNIVERSITY STAFF	44	60	31	135	41	64	40	145	48	75	20	143
	STUDENTS	52	21	30	103	44	40	12	96	44	36	14	94
	OTHERS	17	17	19	53	13	23	10	46	9	20	11	40
	NOT REPORTED	0	4	0	4	1	0	3	4	0	1	0	1
	TOTAL	113	102	80	295	99	127	65	291	101	132	45	278
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	0	1	1	3	0	0	3
	STUDENTS	4	0	0	4	1	0	1	2	1	0	0	1
	OTHERS	2	0	3	5	2	0	3	5	1	1	0	2
	NOT REPORTED	64	7	24	95	108	7	69	184	113	13	25	151
	TOTAL	70	7	27	104	111	7	74	192	118	14	25	157
TOTAL	704	204	169	1,077	721	254	215	1,190	773	276	101	1,150	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: *

- in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-6

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY LANGUAGE OF INSTRUCTION(a)
ENGLISH LANGUAGE UNIVERSITIES

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP*				CITIZENSHIP				CITIZENSHIP*			
		CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	267	77	57	401	271	101	59	431	259	75	45	379
	STUDENTS	129	44	26	199	154	49	18	221	146	43	9	198
	OTHERS	172	24	39	235	238	25	28	291	185	27	22	234
	NOT REPORTED	3	1	2	6	6	0	2	8	13	2	0	15
	TOTAL	571	146	124	841	669	175	107	951	603	147	76	826
FOREIGN COUNTRIES	UNIVERSITY STAFF	65	83	66	214	80	126	62	268	67	115	59	241
	STUDENTS	69	42	43	154	68	65	25	158	55	58	19	132
	OTHERS	25	29	29	83	24	41	16	81	22	31	20	73
	NOT REPORTED	3	4	2	9	4	0	5	9	0	3	0	3
	TOTAL	162	158	140	460	176	232	108	516	144	207	98	449
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	1	0	1	4	3	0	7
	STUDENTS	6	1	1	8	1	0	1	2	5	2	0	7
	OTHERS	6	2	7	15	2	1	4	7	2	5	1	8
	NOT REPORTED	32	13	33	78	100	5	73	178	94	15	45	154
	TOTAL	44	16	41	101	103	7	78	188	105	25	46	176
TOTAL	777	320	305	1,402	948	414	293	1,655	852	379	220	1,451	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

Table A-7

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY LANGUAGE OF INSTRUCTION(a)
FRENCH LANGUAGE AND BILINGUAL UNIVERSITIES

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP				CITIZENSHIP				CITIZENSHIP			
		CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	59	19	1	79	81	13	0	94	98	17	2	117
	STUDENTS	61	8	0	69	48	6	2	56	59	3	0	62
	OTHERS	77	7	0	84	89	11	0	100	82	10	1	93
	NOT REPORTED	1	0	0	1	3	0	0	3	0	0	0	0
	TOTAL	198	34	1	233	221	30	2	253	239	30	3	272
FOREIGN COUNTRIES	UNIVERSITY STAFF	12	9	0	21	7	15	0	22	8	12	2	22
	STUDENTS	27	14	1	42	23	9	0	32	21	9	2	32
	OTHERS	4	1	2	7	5	5	3	13	3	5	1	9
	NOT REPORTED	0	0	0	0	1	0	0	1	0	0	0	0
	TOTAL	43	24	3	70	36	29	3	68	32	26	5	63
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	0	1	1	0	0	0	0
	STUDENTS	1	0	0	1	0	0	0	0	1	0	0	1
	OTHERS	0	0	0	0	0	0	0	0	0	0	0	0
	NOT REPORTED	114	1	21	136	111	14	18	143	148	5	19	172
	TOTAL	115	1	21	137	111	14	19	144	149	5	19	173
TOTAL	356	59	25	440	368	73	24	465	420	61	27	508	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY GEOGRAPHIC REGION(a)
UNIVERSITIES IN THE ATLANTIC PROVINCES

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP				CITIZENSHIP				CITIZENSHIP			
		CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	86	14	5	105	43	14	8	65	44	14	4	62
	STUDENTS	55	8	4	67	26	18	4	48	35	10	3	48
	OTHERS	32	2	2	36	51	3	2	56	32	7	2	41
	NOT REPORTED	1	1	0	2	1	0	0	1	2	0	0	2
	TOTAL	174	25	11	210	121	35	14	170	113	31	9	153
FOREIGN COUNTRIES	UNIVERSITY STAFF	8	19	10	37	14	21	16	51	14	15	7	36
	STUDENTS	9	4	8	21	14	10	5	29	8	11	9	28
	OTHERS	5	9	6	20	4	5	4	13	2	3	4	9
	NOT REPORTED	0	1	0	1	0	0	1	1	0	1	0	1
	TOTAL	22	33	24	79	32	36	26	94	24	30	20	74
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	0	0	0	2	0	0	2
	STUDENTS	3	0	0	3	1	0	0	1	0	0	0	0
	OTHERS	0	0	0	0	0	0	0	0	0	0	0	0
	NOT REPORTED	56	1	9	66	42	3	12	57	44	2	17	63
	TOTAL	59	1	9	69	43	3	12	58	46	2	17	65
TOTAL		255	59	44	358	198	74	52	322	183	63	46	292

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-9

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY GEOGRAPHIC REGION(a)
UNIVERSITIES IN THE PROVINCE OF QUEBEC

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP				CITIZENSHIP				CITIZENSHIP			
		CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	73	20	6	99	78	29	3	110	98	23	3	124
	STUDENTS	44	8	0	52	48	5	2	55	42	4	0	46
	OTHERS	64	11	4	79	93	15	1	109	77	7	1	85
	NOT REPORTED	2	0	1	3	5	0	0	5	2	0	0	2
	TOTAL	183	39	11	233	224	49	6	279	219	34	4	257
FOREIGN COUNTRIES	UNIVERSITY STAFF	17	28	6	51	10	30	4	44	15	39	3	57
	STUDENTS	26	8	2	36	26	12	1	39	22	10	2	34
	OTHERS	3	4	4	11	7	11	3	21	3	10	1	14
	NOT REPORTED	2	0	0	2	3	0	0	3	0	2	0	2
	TOTAL	48	40	12	100	46	53	8	107	40	61	6	107
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	0	0	0	0	2	0	2
	STUDENTS	1	0	0	1	0	0	0	0	1	0	0	1
	OTHERS	4	2	3	9	1	1	0	2	0	3	0	3
	NOT REPORTED	64	3	17	84	73	14	9	96	107	7	16	130
	TOTAL	69	5	20	94	74	15	9	98	108	12	16	136
TOTAL													
TOTAL		300	84	43	427	344	117	23	484	367	107	26	500

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas

- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY GEOGRAPHIC REGION(a)
UNIVERSITIES IN ONTARIOCOUNTRY AND PREVIOUS
OCCUPATION

		1973-74				1974-75				1975-76			
		CITIZENSHIP*				CITIZENSHIP*				CITIZENSHIP*			
		CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	101	39	25	165	160	50	23	233	128	36	0	164
	STUDENTS	63	29	19	111	95	19	7	121	88	25	0	113
	OTHERS	94	13	23	130	113	6	18	137	98	17	1	116
	NOT REPORTED	0	0	0	0	2	0	1	3	3	1	0	4
	TOTAL	258	81	67	406	370	75	49	494	317	79	1	397
FOREIGN COUNTRIES	UNIVERSITY STAFF	35	32	20	87	36	57	17	110	31	49	4	84
	STUDENTS	35	34	22	91	36	38	5	79	28	29	0	57
	OTHERS	11	12	10	33	11	21	4	36	9	13	2	24
	NOT REPORTED	0	1	0	1	1	0	1	2	0	0	0	0
	TOTAL	81	79	52	212	84	116	27	227	68	91	6	165
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	1	1	2	2	1	0	3
	STUDENTS	2	0	1	3	0	0	1	1	5	2	0	7
	OTHERS	0	0	1	1	0	0	2	2	1	2	0	3
	NOT REPORTED	8	8	10	26	50	0	21	71	35	9	0	44
	TOTAL	10	8	12	30	50	1	25	76	43	14	0	57
TOTAL	349	168	131	648	504	192	101	797	428	184	7	619	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
 - in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-11

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY GEOGRAPHIC REGION(a)
UNIVERSITIES IN THE WESTERN PROVINCES

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP*				CITIZENSHIP*				CITIZENSHIP*			
		CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	66	23	22	111	71	21	25	117	87	19	40	146
	STUDENTS	28	7	3	38	33	13	7	53	40	7	6	53
	OTHERS	59	5	10	74	70	12	7	89	60	6	19	85
	NOT REPORTED	1	0	1	2	1	0	1	2	6	1	0	7
	TOTAL	154	35	36	225	175	46	40	261	193	33	65	291
FOREIGN COUNTRIES	UNIVERSITY STAFF	17	13	30	60	27	33	25	85	15	24	47	86
	STUDENTS	26	10	12	48	15	14	14	43	18	17	10	45
	OTHERS	10	5	11	26	7	9	8	24	11	10	14	35
	NOT REPORTED	1	2	2	5	1	0	3	4	0	0	0	0
	TOTAL	54	30	55	139	50	56	50	156	44	51	71	166
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	0	0	0	0	0	0	0
	STUDENTS	1	1	0	2	0	0	0	0	0	0	0	0
	OTHERS	2	0	3	5	1	0	2	3	1	0	1	2
	NOT REPORTED	18	2	18	38	46	2	49	97	56	2	31	89
	TOTAL	21	3	21	45	47	2	51	100	57	2	32	91
TOTAL	229	68	112	409	272	104	141	517	294	86	168	548	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas

- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-12

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY AGE OF UNIVERSITY(a)
UNIVERSITIES FOUNDED BEFORE 1940

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP*				CITIZENSHIP*				CITIZENSHIP*			
		CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL	CANADIAN	OTHERS	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	206	65	32	303	186	53	27	266	177	44	33	254
	STUDENTS	110	36	21	167	124	37	9	170	134	28	4	166
	OTHERS	151	24	25	200	207	17	7	231	149	19	16	184
	NOT REPORTED	4	0	2	6	9	0	2	11	5	0	0	5
	TOTAL	471	125	80	676	526	107	45	678	465	91	53	609
FOREIGN COUNTRIES	UNIVERSITY STAFF	54	64	49	167	54	96	42	192	46	72	40	158
	STUDENTS	61	41	26	128	63	44	16	123	48	40	12	100
	OTHERS	19	17	23	59	21	25	12	58	13	26	15	54
	NOT REPORTED	3	3	2	8	4	0	3	7	0	2	0	2
	TOTAL	137	125	100	362	142	165	73	380	107	140	67	314
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	1	0	1	2	3	0	5
	STUDENTS	3	1	1	5	0	0	1	1	5	2	0	7
	OTHERS	4	2	4	10	0	1	0	1	1	5	0	6
	NOT REPORTED	144	7	40	191	158	13	46	217	159	11	43	213
	TOTAL	151	10	45	206	158	15	47	220	167	21	43	231
TOTAL	759	260	225	1,244	826	287	165	1,278	739	252	163	1,154	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas

- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-13

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY AGE OF UNIVERSITY(a)
UNIVERSITIES FOUNDED BETWEEN 1940 AND 1960

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP				CITIZENSHIP				CITIZENSHIP			
		CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	53	15	8	76	76	31	21	128	53	21	8	82
	STUDENTS	36	5	1	42	32	9	7	48	27	11	3	41
	OTHERS	45	4	4	53	61	7	16	84	45	10	4	59
	NOT REPORTED	0	1	0	1	0	0	0	0	0	1	0	1
	TOTAL	134	25	13	172	169	47	44	260	125	43	15	183
FOREIGN COUNTRIES	UNIVERSITY STAFF	12	19	6	37	15	21	9	45	16	32	11	59
	STUDENTS	17	5	9	31	13	13	5	31	11	10	3	24
	OTHERS	2	8	4	14	7	7	5	19	4	5	4	13
	NOT REPORTED	0	0	0	0	0	0	1	1	0	1	0	1
	TOTAL	31	32	19	82	35	41	20	96	31	48	18	97
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	0	0	0	0	0	0	0
	STUDENTS	2	0	0	2	0	0	0	0	0	0	0	0
	OTHERS	0	0	1	1	1	0	1	2	0	0	0	0
	NOT REPORTED	2	1	1	4	11	5	18	34	51	6	6	63
	TOTAL	4	1	2	7	12	5	19	36	51	6	6	63
TOTAL	169	58	34	261	216	93	83	392	207	97	39	343	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY AGE OF UNIVERSITY(a)
UNIVERSITIES FOUNDED AFTER 1960

COUNTRY AND PREVIOUS OCCUPATION	1973-74				1974-75				1975-76				
	CITIZENSHIP				CITIZENSHIP				CITIZENSHIP				
	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	
CANADA	UNIVERSITY STAFF	67	16	13	101	90	30	11	131	127	27	6	160
	STUDENTS	44	11	4	59	46	9	4	59	44	7	2	53
	OTHERS	53	3	10	66	59	12	5	76	73	8	3	84
	NOT REPORTED	0	0	0	0	0	0	0	0	8	1	0	9
	TOTAL	164	30	32	226	195	51	20	266	252	43	11	306
FOREIGN COUNTRIES	UNIVERSITY STAFF	11	9	11	31	18	24	11	53	13	23	10	46
	STUDENTS	18	10	9	37	15	17	4	36	17	17	6	40
	OTHERS	8	5	4	17	1	14	2	17	8	5	2	15
	NOT REPORTED	0	1	0	1	1	0	1	2	0	0	0	0
	TOTAL	37	25	24	86	35	55	18	108	38	45	18	101
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	0	1	1	2	0	0	2
	STUDENTS	2	0	0	2	1	0	0	1	1	0	0	1
	OTHERS	2	0	2	4	1	0	3	4	1	0	1	2
	NOT REPORTED	0	6	13	19	42	1	27	70	32	3	15	50
	TOTAL	4	6	15	25	44	1	31	76	36	3	16	55
TOTAL	205	61	71	337	274	107	69	450	326	91	45	462	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: *
 - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
 - in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-15

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY FIELD OF STUDY(a)
HEALTH SCIENCES

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP				CITIZENSHIP				CITIZENSHIP			
		CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	32	15	9	56	39	13	7	59	25	7	3	35
	STUDENTS	22	8	5	35	22	12	7	41	45	7	0	52
	OTHERS	89	18	17	124	91	8	6	105	78	11	8	97
	NOT REPORTED	1	0	1	2	2	0	1	3	2	0	0	2
	TOTAL	144	41	32	217	154	33	21	208	150	25	11	186
FOREIGN COUNTRIES	UNIVERSITY STAFF	16	10	8	34	10	15	6	31	14	14	3	31
	STUDENTS	7	12	3	22	11	10	2	23	10	7	2	19
	OTHERS	11	8	11	30	12	8	7	27	10	9	5	24
	NOT REPORTED	1	1	0	2	2	0	1	3	0	1	0	1
	TOTAL	35	31	22	88	35	33	16	84	34	31	10	75
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	0	0	0	0	1	0	1
	STUDENTS	0	1	1	2	0	0	1	1	0	0	0	0
	OTHERS	3	1	2	6	0	1	0	1	0	3	1	4
	NOT REPORTED	27	3	11	41	38	7	10	55	64	2	4	70
	TOTAL	30	5	14	49	38	8	11	57	64	6	5	75
TOTAL	209	77	68	354	227	74	48	349	248	62	26	336	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-16

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY FIELD OF STUDY(a)
NATURAL SCIENCES AND ENGINEERING

COUNTRY AND PREVIOUS OCCUPATION		1973-74				1974-75				1975-76			
		CITIZENSHIP				CITIZENSHIP				CITIZENSHIP			
		CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	53	32	11	96	62	34	10	106	66	19	6	91
	STUDENTS	51	21	6	78	48	8	2	58	50	11	3	64
	OTHERS	26	5	3	34	54	5	5	64	43	10	3	56
	NOT REPORTED	0	0	0	0	0	0	0	0	4	0	0	4
	TOTAL	130	58	20	208	164	47	17	228	163	40	12	215
FOREIGN COUNTRIES	UNIVERSITY STAFF	19	28	18	65	23	32	12	67	20	37	9	66
	STUDENTS	24	11	10	45	18	16	8	42	15	18	3	36
	OTHERS	6	9	9	24	8	13	2	23	5	7	6	18
	NOT REPORTED	1	0	0	1	0	0	0	0	0	0	0	0
	TOTAL	50	48	37	135	49	61	22	132	40	62	18	120
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	0	0	0	0	1	0	1
	STUDENTS	1	0	0	1	0	0	0	0	0	0	0	0
	OTHERS	0	0	0	0	0	0	1	1	1	0	0	1
	NOT REPORTED	21	2	9	32	38	3	10	51	30	7	15	52
	TOTAL	22	2	9	33	38	3	11	52	31	8	15	54
TOTAL	202	108	66	376	251	111	50	412	234	110	45	389	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: *

- in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

TABLE A-17

NEW APPOINTMENTS AT THE JUNIOR LEVEL BY FIELD OF STUDY(a)
HUMAN SCIENCESCOUNTRY AND PREVIOUS
OCCUPATION

		1973-74				1974-75				1975-76			
		CITIZENSHIP				CITIZENSHIP				CITIZENSHIP			
		CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL	CANADIAN	OTHERS*	NOT REPORTED	TOTAL
CANADA	UNIVERSITY STAFF	239	48	37	324	245	65	41	351	263	64	37	364
	STUDENTS	115	23	15	153	132	34	11	177	108	28	6	142
	OTHERS	131	8	19	158	182	22	17	221	143	15	12	170
	NOT REPORTED	3	1	1	5	6	0	1	7	7	2	0	9
	TOTAL	488	80	72	640	565	121	70	756	521	109	55	685
FOREIGN COUNTRIES	UNIVERSITY STAFF	41	53	40	134	54	94	44	192	41	75	49	165
	STUDENTS	65	33	29	127	62	48	15	125	49	42	16	107
	OTHERS	12	12	11	35	9	25	10	44	9	19	10	38
	NOT REPORTED	1	3	2	6	3	0	4	7	0	2	0	2
	TOTAL	119	101	82	302	128	167	73	368	99	138	75	312
NOT REPORTED	UNIVERSITY STAFF	0	0	0	0	0	1	1	2	4	1	0	5
	STUDENTS	6	0	0	6	1	0	0	1	0	2	0	2
	OTHERS	3	1	5	9	2	0	3	5	1	2	0	3
	NOT REPORTED	96	9	31	136	131	9	55	195	148	9	39	196
	TOTAL	105	10	36	151	134	10	59	203	153	14	39	206
TOTAL	712	191	190	1,093	827	298	202	1,327	773	261	169	1,203	

SOURCE: EDUCATION DIVISION, STATISTICS CANADA (UCASS FILE)

(a) EXCLUDING VISITORS AND RELIGIOUS INSTITUTIONS

NOTE: * - in the CANADA rows, the OTHERS column refers to landed immigrants (not yet citizens) and foreigners on work visas
- in the FOREIGN COUNTRIES rows, the OTHERS column refers to foreigners

