

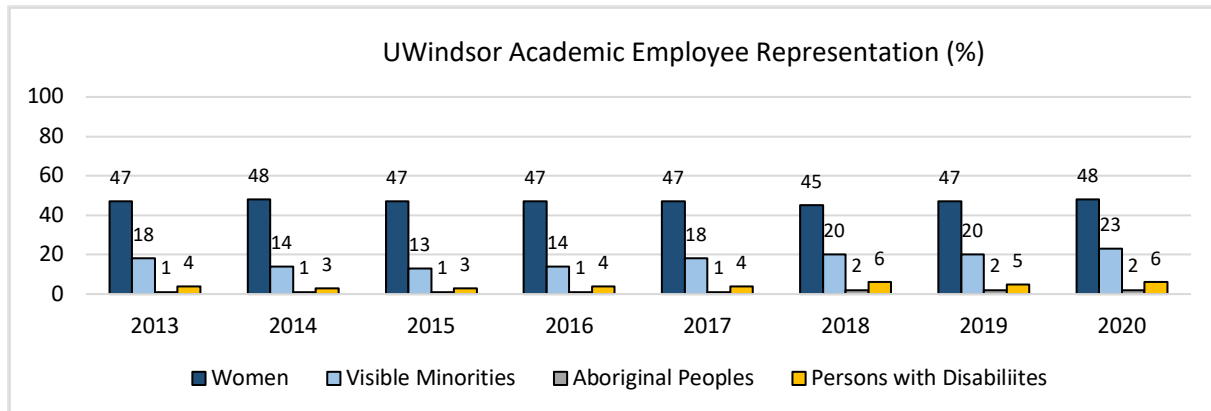
## Institutional Demographics



### Introduction

The University of Windsor serves a diverse student population. There is no other Canadian university within a two-hour drive of Windsor-Essex, making the university important for the region, and in particular, to those needing to study locally<sup>1</sup>. Since 2015, a steady increase in total enrolment has been supported by a growing international student population. Overall, female students make up 50% of the student population. At the undergraduate level, females make up 54% of the student population versus 41% at the graduate level<sup>2</sup>.

The University aspires to be a diverse and inclusive workforce. [Employment equity census data](#)<sup>3</sup> indicates overall gender parity in the UWindsor workforce, though women are traditionally under-represented among academics and over-represented among non-academics. The proportion of UWindsor employees that identify as visible minorities and persons with disabilities has reached the highest point in recent history (Figures 1 and 2); however, both groups are under-represented compared to the external Canadian workforce<sup>4</sup>. This year's census data will provide a more granular representation.



**Figure 1**

Note: Academic employees include lecturers, assistant professors, associate professors, full professors, academic ancillary specialist, learning specialist AAS, sessional instructors and librarians.

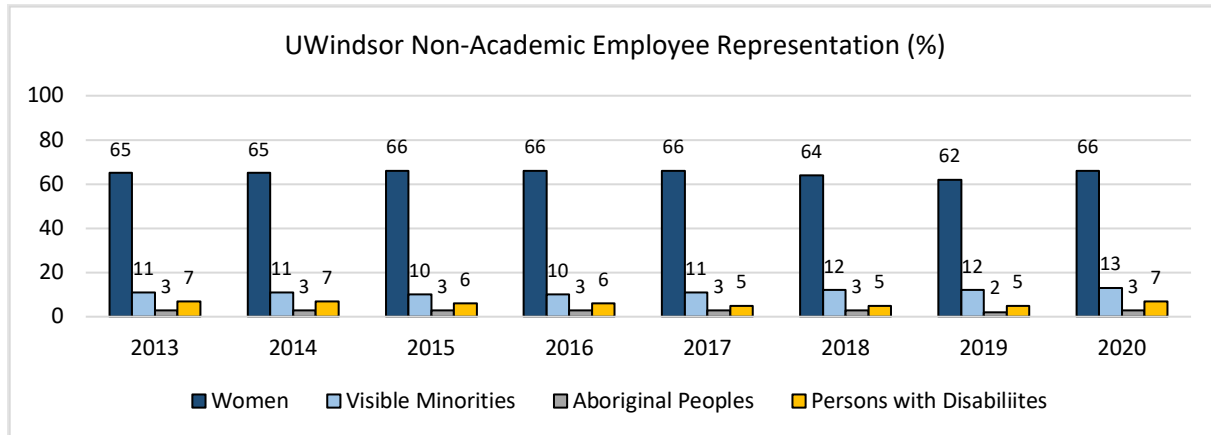
<sup>1</sup> Ministry of Colleges and Universities. 2020-2025 Strategic Mandate Agreement.

[https://www.uwindsor.ca/president/sites/uwindsor.ca/president/files/university\\_of\\_windsor\\_sma3\\_agreement\\_-\\_august\\_31\\_2020.pdf](https://www.uwindsor.ca/president/sites/uwindsor.ca/president/files/university_of_windsor_sma3_agreement_-_august_31_2020.pdf)

<sup>2</sup> University of Windsor. (2021). Student Enrolment Overview. [https://www.uwindsor.ca/institutional-analysis/sites/uwindsor.ca/institutional-analysis/files/enrolment\\_overview\\_2017-2021.pdf](https://www.uwindsor.ca/institutional-analysis/sites/uwindsor.ca/institutional-analysis/files/enrolment_overview_2017-2021.pdf)

<sup>3</sup> University of Windsor Employment equity survey conducted in Fall 2020 as required under the Federal Contractors program and following the practices of the Employment Equity Act and its regulations. The data is self-identification of members of the four federally designated groups. The four groups include Indigenous peoples under the Federal Term "Aboriginal Peoples" and as such, that is the term used in this document.

<sup>4</sup> University of Windsor. (2020). Employment Equity Census Report. [www.uwindsor.ca/ohrea](http://www.uwindsor.ca/ohrea)



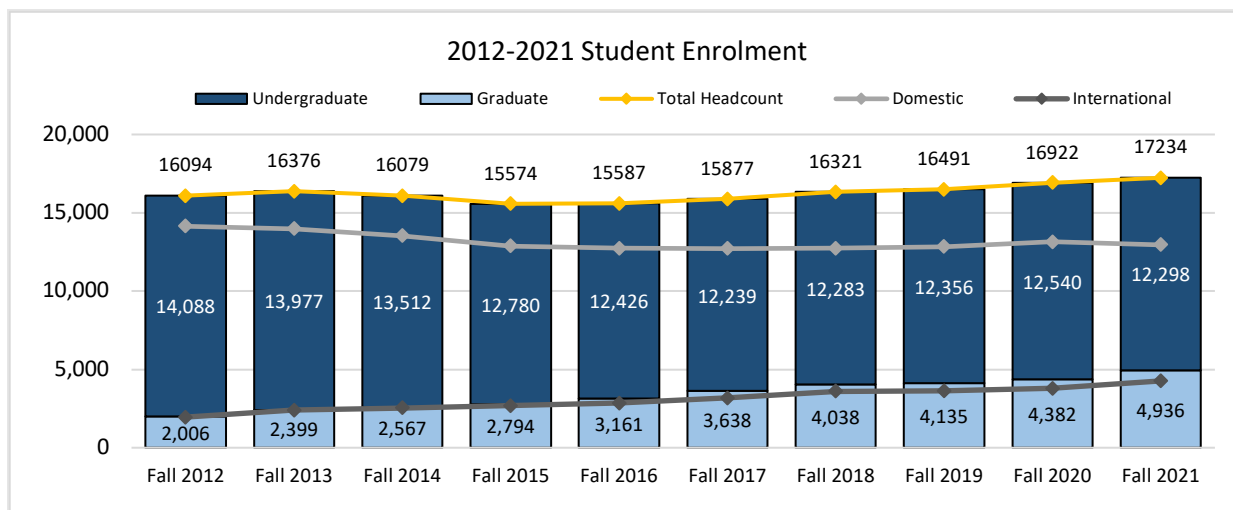
**Figure 2**

Note: Non-academic employees include full-time and part-time managerial and professional employees, unionized staff employees and temporary staff employees (those who have worked more than 12 weeks).

## Facts and Figures

### Students

- More than 17,000 students were enrolled at UWindsor (Figure 3) in Fall 2021<sup>2</sup>. Seventy-two per cent study at the undergraduate level, and 28% study at the graduate level. The vast majority of students (90%) are enrolled full-time. Fifty per cent of the student body are female, 47% are male, 0.3% identify as a gender other than male or female (2% did not report their gender). Most full-time undergraduate students (81%) are between 18 and 23 years of age and two-thirds (63%) of full-time graduate students are between 23 and 28 years of age.



**Figure 3**

- Students study in over 280 programs across 8 academic faculties, with 57% enrolled in professional programs that require professional accreditation<sup>1</sup>. The University has direct-entry programs and second-entry programs at the undergraduate level (e.g., Education and Law). The highest proportions of total enrolment are in the Faculties of Arts, Humanities and Social Sciences (30%); Science (20%) and Engineering (18%). Enrolment broken down into Undergraduate and Graduate enrolment by Faculty<sup>5</sup> are shown in Figures 4 and 5.

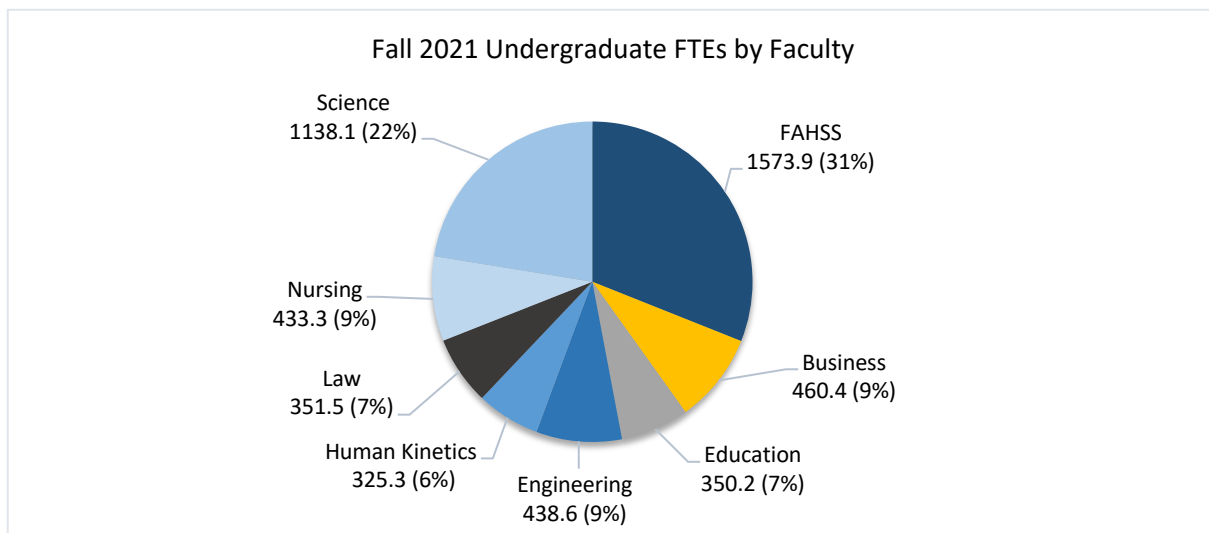


Figure 4

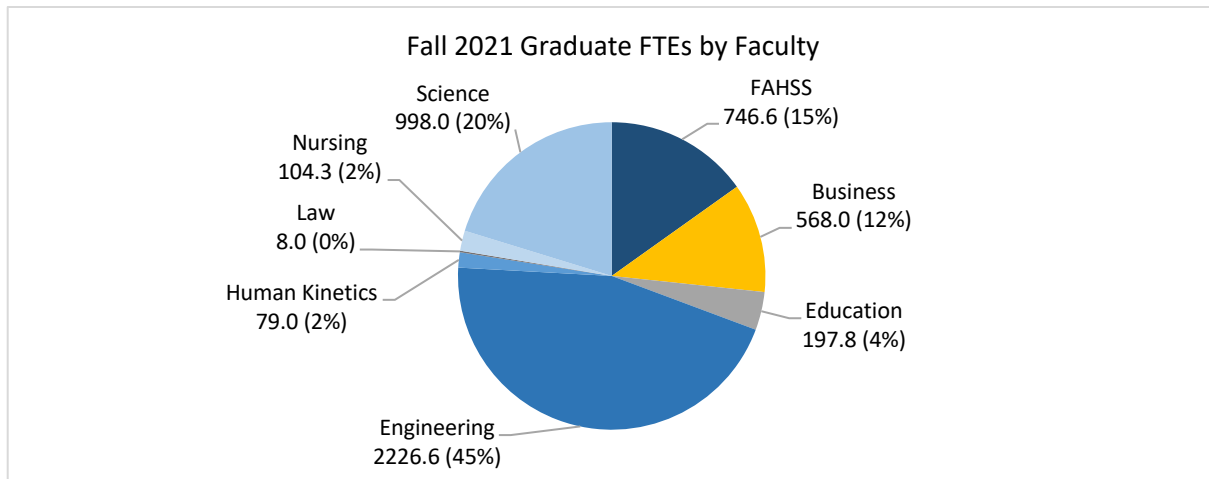


Figure 5

<sup>5</sup> Fiscal full time equivalent used the student headcount and course load compared to the full load required by the program and year level for undergraduates. At the graduate level, one full time graduate student is one FTE each term, so Fall FTE data is used to show an appropriate count.

- Nearly 7 out of 10 UWindsor undergraduate students are from the Tri-County region (i.e., Windsor-Essex, Chatham-Kent, and Sarnia-Lambton)<sup>2</sup>. Two-thirds of graduate students are international<sup>2</sup> and most commonly from India and China<sup>6</sup>. As a result of our high local intakes, only 1 in 4 first-year students live in residence<sup>7</sup>. A higher proportion of UWindsor undergraduate students live with their parents, guardians, or relatives than undergraduates from peer institutions (68% and 52%, respectively)<sup>8</sup>.
- Three-quarters of full-time students receive OSAP, ranking the University of Windsor third highest in the percentage of OSAP recipients (2017/18 data)<sup>1</sup>. Eighty percent of our students report financial barriers as obstacles to academic progress, and a significantly higher proportion of our students work than their Ontario peers<sup>8</sup>.

### Faculty and Staff

- In 2020-21, the University employed 528 full-time teaching staff (including professors, lecturers, and deans)<sup>9</sup>. Shown in Figure 6, in 2020, the highest proportion of faculty members was in the Faculties of Arts, Humanities, and Social Sciences (33%) and Science (22%).
- Approximately 1 in 4 (26%) faculty members are identified as international in origin<sup>2</sup>. In 2020, 48% of academics identify as women, 23% identify as a visible minority, 2% identify as Aboriginal and 6% identify as living with a disability<sup>3</sup>.

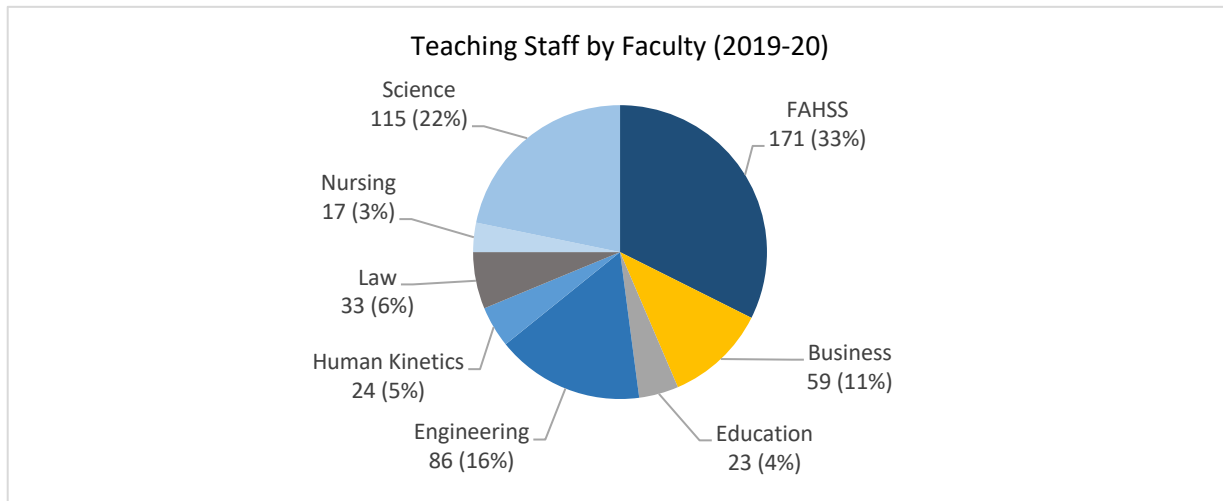


Figure 6

<sup>6</sup> University of Windsor. (2019). 2015-2019 Enrolment by Country for Full-time Students. [https://www.uwindsor.ca/institutional-analysis/sites/uwindsor.ca.institutional-analysis/files/fall\\_15-19\\_hc\\_country.pdf](https://www.uwindsor.ca/institutional-analysis/sites/uwindsor.ca.institutional-analysis/files/fall_15-19_hc_country.pdf)

<sup>7</sup> Common University Data Ontario (CUDO). (2019). Student Life. <https://www.uwindsor.ca/common-university-data-ontario/375/e-student-life-2019>

<sup>8</sup> University of Windsor. (2020). NSSE Summary Report. [https://www.uwindsor.ca/institutional-analysis/sites/uwindsor.ca.institutional-analysis/files/nsse\\_2020\\_report.pdf](https://www.uwindsor.ca/institutional-analysis/sites/uwindsor.ca.institutional-analysis/files/nsse_2020_report.pdf)

<sup>9</sup> Statistics Canada. Table 37-10-0108-01 Number and salaries of full-time teaching staff at Canadian universities. <https://doi.org/10.25318/3710010801-eng>

- The University employed 1,084 non-academic staff (including managers, professional employees, unionized staff and temporary staff) in 2019-20. More than half (54%) of non-academic staff report to the Provost and Vice-President, Academic.
- In 2020, 66% of non-academic staff identify as women, while 13% identify as a visible minority, 3% identify as Aboriginal, and 7% identify as living with a disability<sup>3</sup>.
- Academic staff are represented in two union groups: Windsor University Faculty Association (Faculty members) and CUPE 4580 (GAs and TAs) while non-academic staff fall into six union groups: CUPE 1393 (Skilled Trades and Technical Staff); CUPE 1001 (FT and PT Food services, Housekeeping and Grounds); Unifor 444 (Campus Community Police and Parking Services); Unifor 2458 (FT Office and Clerical Staff); Unifor 2458 (PT Office and Clerical Staff); Unifor 2458 (Stationary Engineers and Refrigeration Mechanics).

**Thinking Question:** How can the University more visibly highlight the people that make up our campus community?