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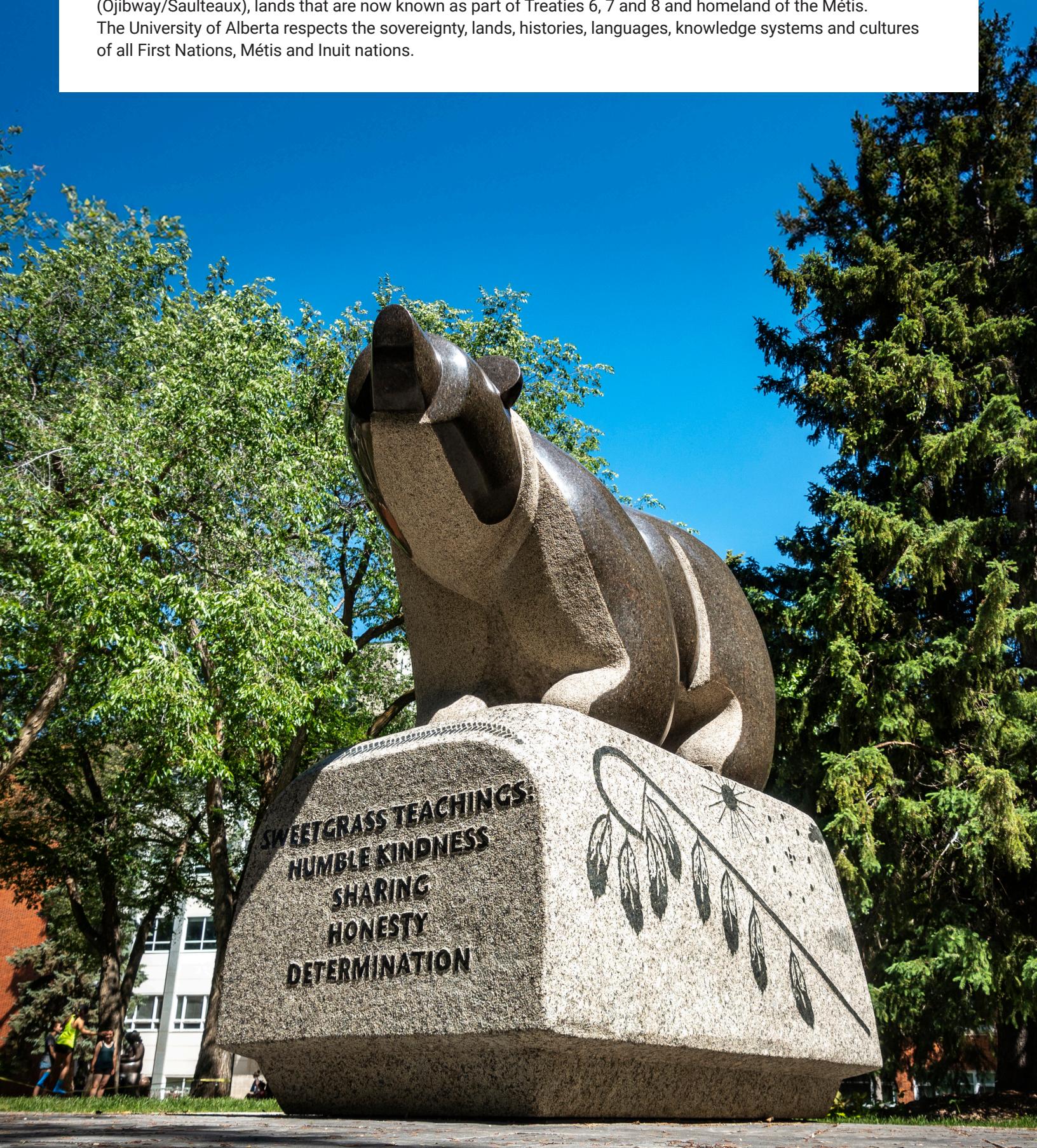
2024 Faculty of Medicine & Dentistry

Workforce Census Report

OCTOBER 2025

Acknowledgement of Traditional Land

The University of Alberta, its buildings, labs and research stations are primarily located on the territory of the Néhiyaw (Cree), Niitsitapi (Blackfoot), Métis, Nakoda (Stoney), Dene, Haudenosaunee (Iroquois) and Anishinaabe (Ojibway/Saulteaux), lands that are now known as part of Treaties 6, 7 and 8 and homeland of the Métis. The University of Alberta respects the sovereignty, lands, histories, languages, knowledge systems and cultures of all First Nations, Métis and Inuit nations.



Overview

This report presents the findings from a workforce census conducted across the Faculty of Medicine and Dentistry in late 2024.

FoMD's values of Equity, Diversity, and Inclusion (EDI) are reflected in our commitment to 'investing in an inclusive environment that recognizes and respects the dignity and humanity of individuals and communities.'

Because our teaching, research and clinical activities take place in diverse communities across Central and Northern Alberta, and because diverse teams contribute varied perspectives, FoMD is committed to ensuring that our leaders, faculty, staff and students reflect the communities we serve.

A workforce census was necessary to inform our strategic plan, provide data to researchers in support of grants and advance our social accountability mandate. We thank everyone who counted themselves in.

The first FoMD workforce census was conducted in 2018. Some results in this 2024 report reference that earlier FoMD census; however, because the wording of survey questions is not fully consistent, only general comparisons are possible.

TECHNICAL NOTES

FoMD respects that the census often deals with private information that many people consider extremely sensitive. This report balances the need for confidentiality with the desire for complete reporting.

The census was completed anonymously and all data is confidential. However, given the personal nature of the data, data suppression rules have been applied. In order to protect individuals and prevent potential identification or misapplication of the results, the following steps have been taken:

- In general, any value less than 10 will not be reported, instead being represented by 'too few to report'. If reporting a value 10 or larger may still endanger the identity of respondents, it may also be suppressed.
- All percentages are calculated based on the appropriate number of individuals that responded to the particular question. Respondents had the option to 'prefer not to answer', and those responses are included in the reported percentages.
- The number of respondents for each question will not be reported to prevent estimation of values.

Please note that many of the questions allow individuals to select more than one response, which means that in these cases the proportions can add to more than 100%.

SOURCE DISTRIBUTION

The total population size of the current workforce (excluding clinical faculty) is 2,699 employees. Of these, 917 responded to the census, resulting in a response rate of 34.0%, which is approximately 19 percentage points lower than the FoMD rate in the 2020 institutional census.

EMPLOYEE TYPE DESCRIPTIONS

Faculty: Academic Faculty, Administrative and Professional Officers (APO), Faculty Service Officers (FSO), Special Continuing Faculty, Excluded Academic Faculty

NASA: Non-academic staff (trust and operating)

Clinical Faculty: Any individual with a clinical academic colleague appointment in FoMD (excluding Dentistry)

TRAS: Trust Research Academic Staff (TRAS), Temporary Librarian, Administrative and Professional Officer (TLAPO), Academic Teaching Staff (ATS), post-doctoral fellows

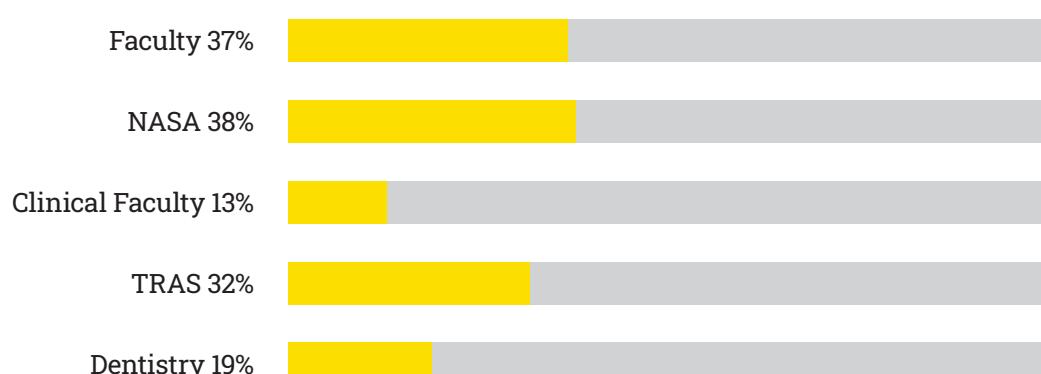
Dentistry: All employee types and clinical academic colleagues in the School of Dentistry

Response Rate

Composition of overall census respondents: The overall census response rate was 23%. Looking at the distribution of respondents by employee type, the largest share came from Non-Academic Staff (NASA), who represented 33.1% of all census participants. Clinical faculty formed the second largest group at 27.6%, followed by faculty at 23.9%. TRAS employees accounted for 8.8% and the School of Dentistry for 6.6% of census participants.

Response rate for each employee type: Figure 1 shows the response rate for each employee type, calculated as the percentage of individuals in that group who completed the census. The highest response rate was among Non-Academic Staff (38%), followed by faculty (37%), TRAS employees (32%), Dentistry (19%), and Clinical Faculty (13%).

Figure 1 | Response Rate for Each Employee Type



Gender

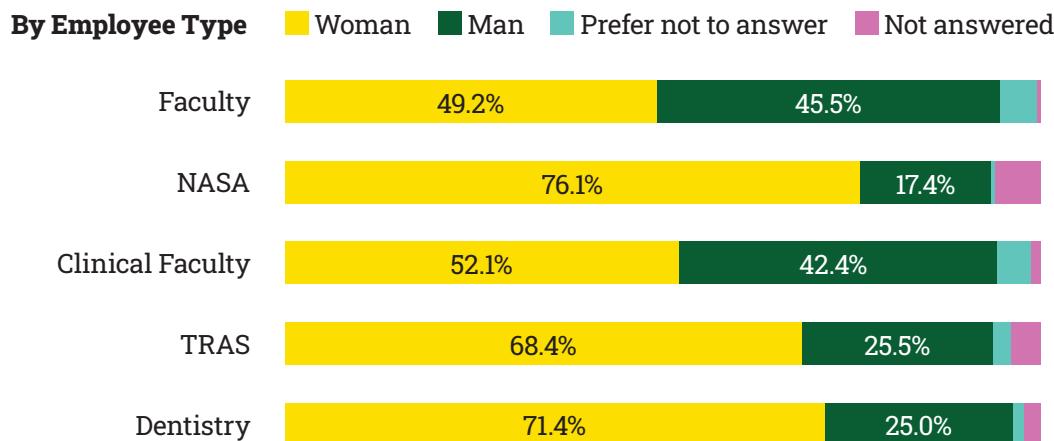
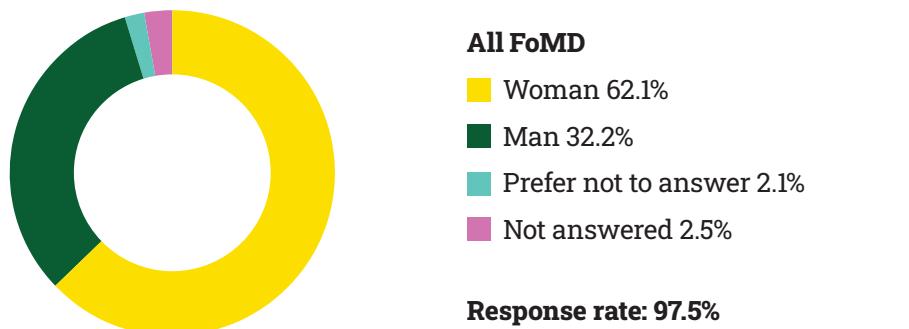
Census participants were asked to choose all that apply to the question: ***"Do you identify as: Non-Binary; Man; Transgender; Two-Spirit; or Woman, gender identity not listed."***

The predominant gender categories reported were woman and man. Other gender identities could not be disclosed due to privacy considerations, as the number of respondents in those categories was too small to report.

The proportions of respondents identifying as women and men were consistent with the 2020 FoMD census results, where smaller gender categories were also not reported separately.

For context, Statistics Canada's 2021 Census data show a relatively balanced distribution of women and men across both Edmonton and Alberta.

Figure 2 | Gender Identity



Non-Binary, Transgender, Two-Spirit- too few to report in all responses.

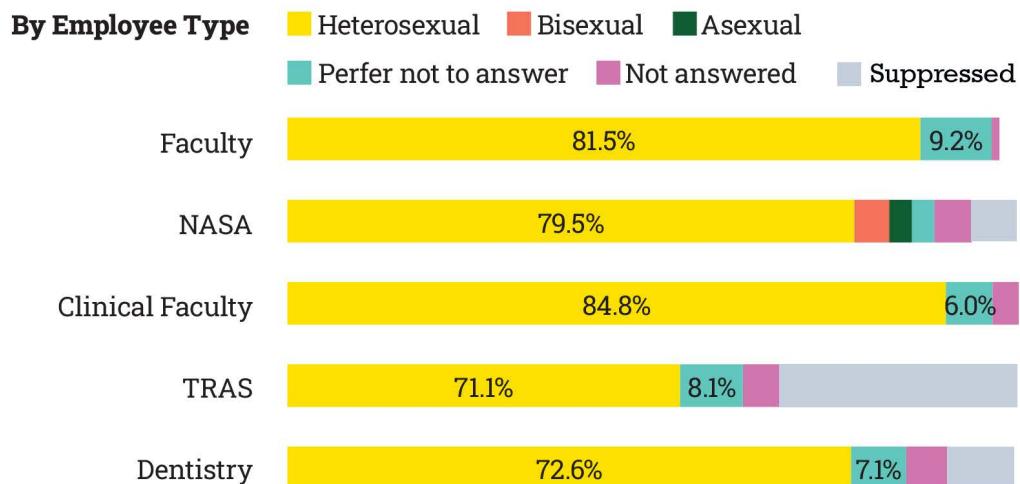
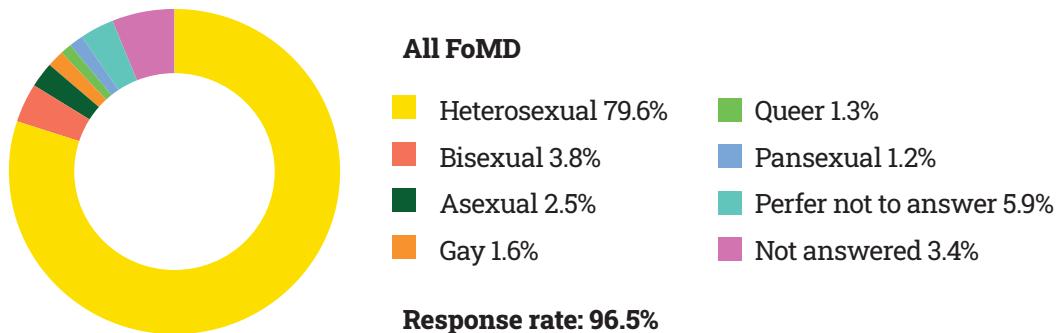
Sexual Orientation

Census participants were asked to choose all that apply to the question: ***"Do you identify as: Asexual; Bisexual; Gay; Heterosexual; Lesbian; Pansexual; Queer; Two-Spirit or an orientation not listed."***

Within FoMD, 81.7% of respondents identified as heterosexual. Smaller proportions identified as bisexual (3.8%), asexual (2.5%), gay (1.6%), queer (1.3%), and pansexual (1.2%). Due to data suppression rules, many of these categories could not be reported separately within individual employee groups. Notably, a sizable proportion of respondents, up to 9.2% among faculty, preferred not to disclose their sexual orientation. The distribution of sexual orientation in the 2020 FoMD census was broadly similar, with comparable proportions identifying as heterosexual, asexual, pansexual, gay, and queer.

Direct comparisons with Statistics Canada's 2021 Census are not possible because the federal survey combined sexual orientation and gender identity into a single question, asking whether respondents identified as 2SLGBTQ+ (Two-Spirit, lesbian, gay, bisexual, transgender, queer, or other terms related to gender or sexual diversity).

Figure 3 | Sexual Orientation



Indigenous Identification

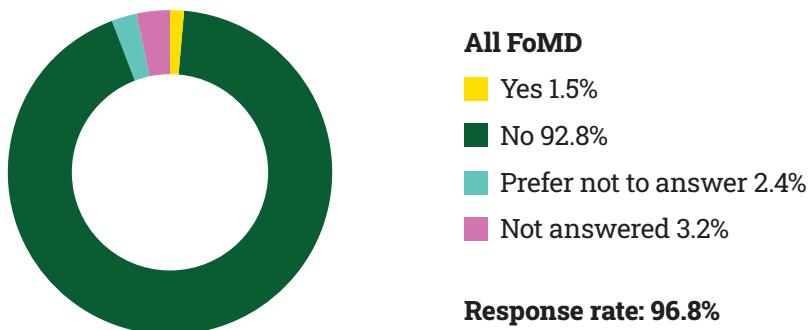
Census participants were asked: ***“Do you identify as an Indigenous?”***

Within FoMD, 1.5% of respondents identified as Indigenous. In addition, 2.4% preferred not to answer, 3.2% did not respond, and 92.8% reported that they do not identify as Indigenous.

By gender, 1.8% of women identified as Indigenous compared with 1.2% of men. The overall proportion of respondents identifying as Indigenous was slightly lower than that reported in the 2020 census.

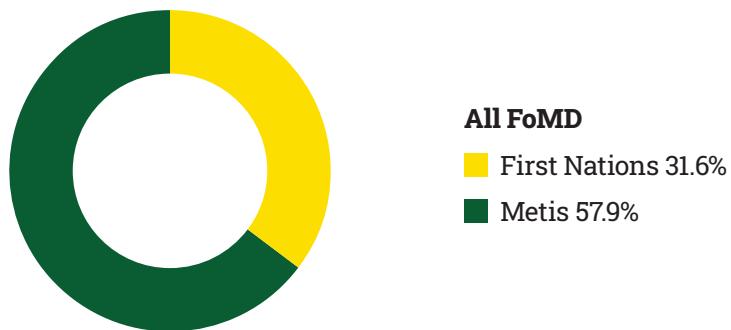
For context, Statistics Canada's 2021 Census data indicate that 5.8% of Edmonton's population and 6.8% of Alberta's population identified as Indigenous.

Figure 4a | Indigenous Identification



All Indigenous employees in the current workforce indicated that they are from Canada. Of these, 31.6% identified as First Nations (either status or non-status), while 57.9% identified as Métis.

Figure 4b | First Nation, Metis, Inuit*



*Too few responses to Inuk (Inuit) to report.

Due to data suppression rules, there were too few individuals identifying as Indigenous to report results by employee type.

Visible Minority Status

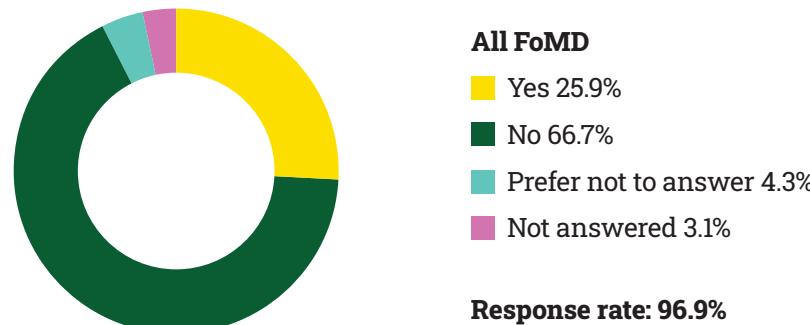
Census participants were asked: ***“Do you identify as someone who is racialized, a visible minority, person of colour, or an analogous term?”***

Overall, 25.9% of FoMD respondents identified as a visible minority, racialized person, or person of colour. This is consistent with the FoMD results reported in the 2020 institutional census.

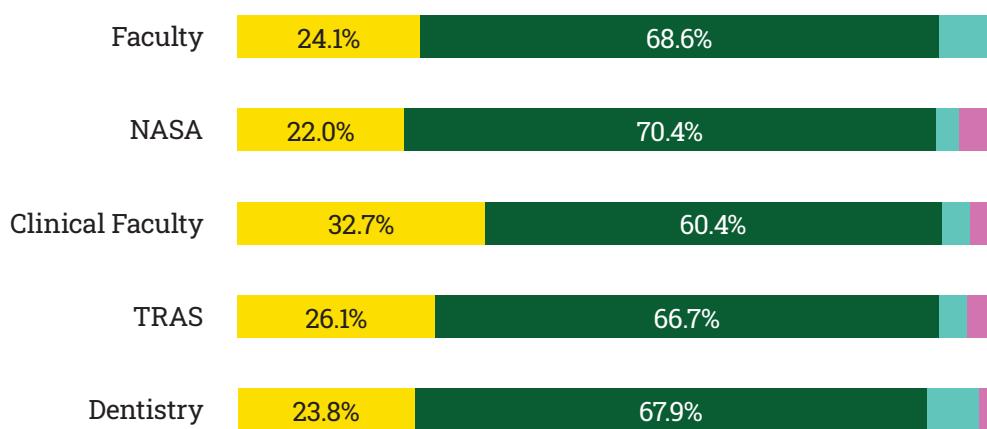
By gender, men in the current FoMD workforce were slightly more likely to identify as a visible minority (32.8%) compared with women (23.7%).

For context, according to Statistics Canada's 2021 Census, 42.2% of Edmonton residents and 27.8% of Alberta's population identified as belonging to a visible minority group.

Figure 5a | Visible Minority



By Employee Type █ Yes █ No █ Prefer not to answer █ Not answered

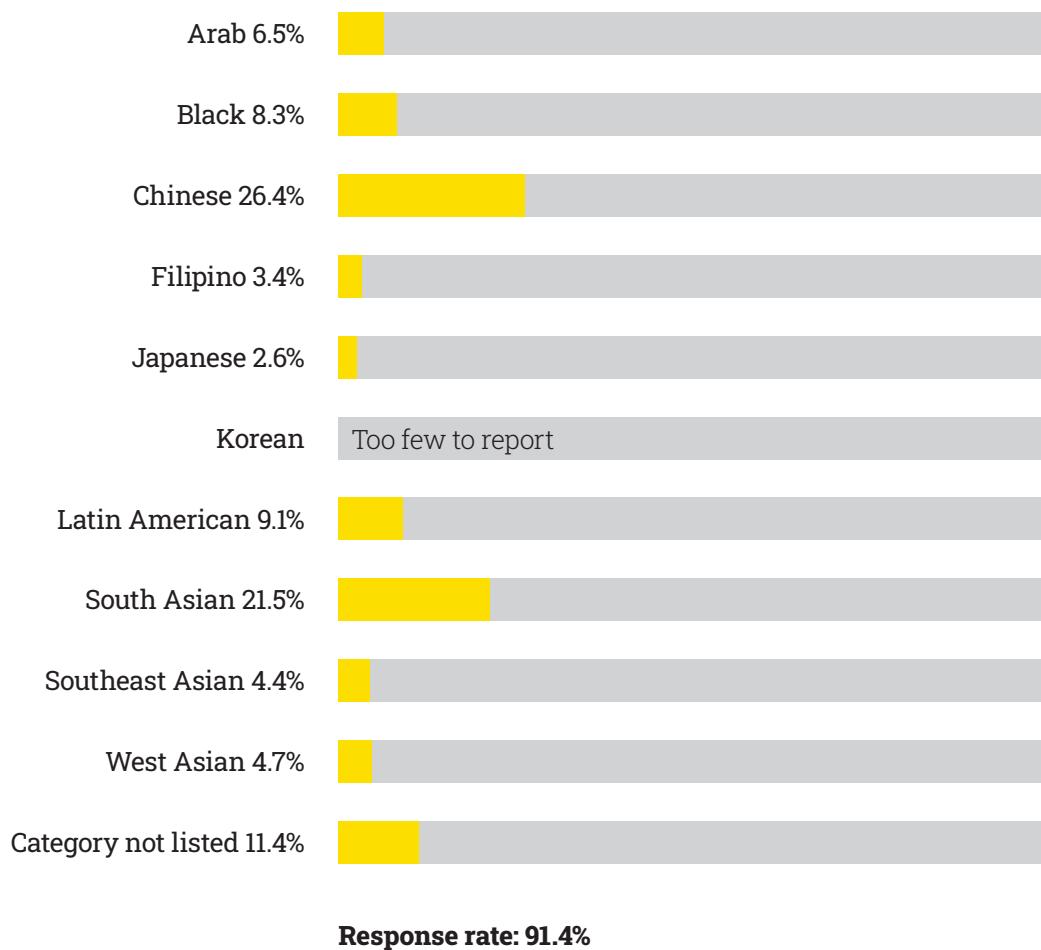


Participants were asked to select all that apply to the question: ***"Which of the following broad Canadian census categories best describes you? Arab, Black, Chinese, Filipino, Japanese, Korean, Latin American, South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.), Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.), West Asian (e.g., Iranian, Afghan, etc.), White/Caucasian/European, prefer not to answer.***

Please note that, while imperfect, use of terminology consistent with the Canadian census may allow for comparison between FoMD and the communities we serve."

The largest group identified as Chinese (26.4%), followed by South Asian (21.5%). 11.4% of all FOMD respondents chose a category not listed as an option.

Figure 5b | Specific Visible Minority



Persons with Disabilities

Census participants were asked to choose all responses that applied to the question:
"Relating to mobility, sensory, learning, or other aspects of physical or mental health do you identify as having:

- ***Significant and recurring concerns,***
- ***Challenges with your ability to perform the range of life's activities***
- ***Experiences of environmental barriers that hamper your full and self directed participation in University activities?"***

Those who indicated a concern, challenge or barrier were asked: ***"Please indicate the type(s) of challenges you experience (choose all that apply):***

- ***On-going health condition(s)***
- ***Invisible Challenges (emotional, psychological, or mental health; learning, remembering, or concentrating; neurodiversity; non-visible physical concern)***
- ***Physical Challenges (coordination/dexterity; hearing/Deaf; mobility; seeing/blind)***
- ***prefer not to answer"***

The majority of respondents (82.8%) reported not experiencing any of the listed challenges, concerns, or barriers. Among the remainder, 4.0% identified challenges related to performing daily activities, 2.1% reported environmental barriers, and 1.4% noted significant or recurring concerns. An additional 4.8% of respondents preferred not to answer.

Among those who did report a challenge, the most frequently cited were multiple conditions, followed by invisible challenges, physical challenges, and ongoing health conditions.

Direct comparison to 2020 cannot be made as the structure of the question has changed.

Figure 6a | Significant Concerns, Challenges, or Barriers

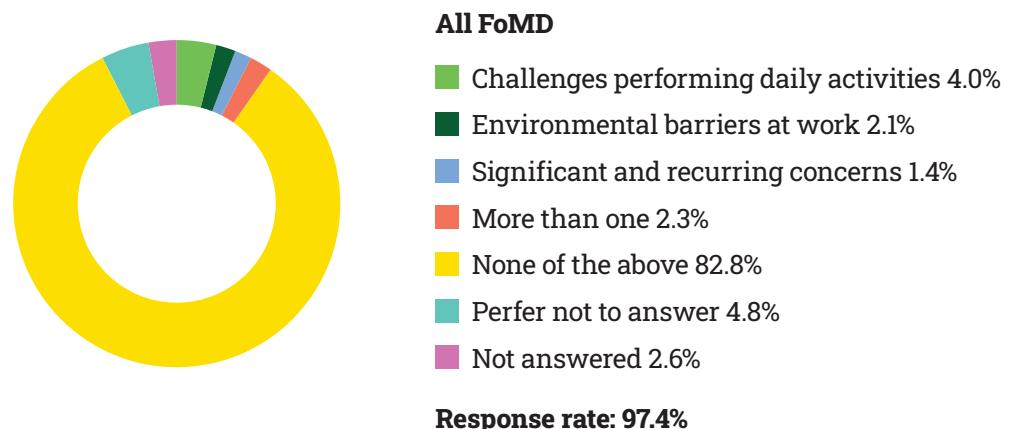
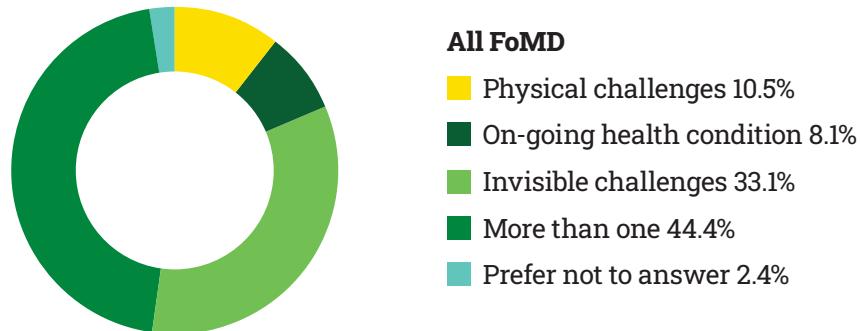


Figure 6b | Specific Challenges

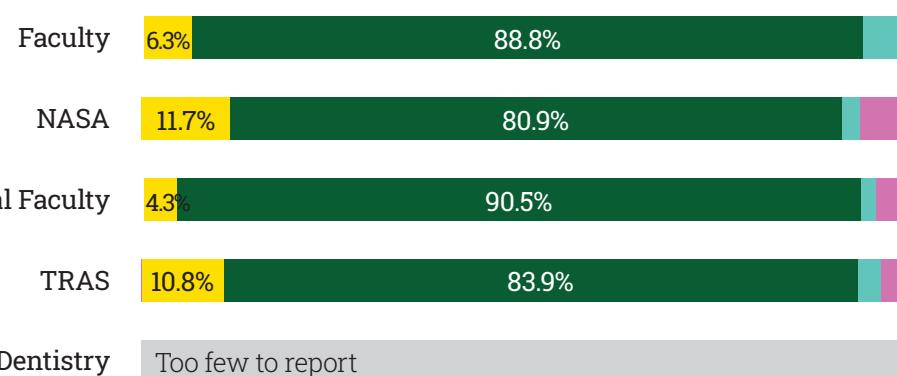
Census participants were asked: ***"Do you require any type of workplace support/job accommodation to do your job? For example, changes to physical space, technical aids, adjustments to job duties etc.). Please answer "yes" even if your needs have already been accommodated. Please note that your response to this question does not constitute a disclosure to the University that you require workplace support/job accommodation."***

Across FoMD, the majority of respondents (85.6%) reported not requiring any workplace support or accommodation to perform their job. In contrast, 8.1% indicated that they did need some form of support. A breakdown of workplace support needs by employee group is presented below.

This data cannot be compared to the institutional data from 2020, as questions about workplace support were not included.

Figure 6c | Workplace Support

By Employee Type █ Yes █ No █ Prefer not to answer █ Not answered



Response rate: 96.9%

Description of Respondents

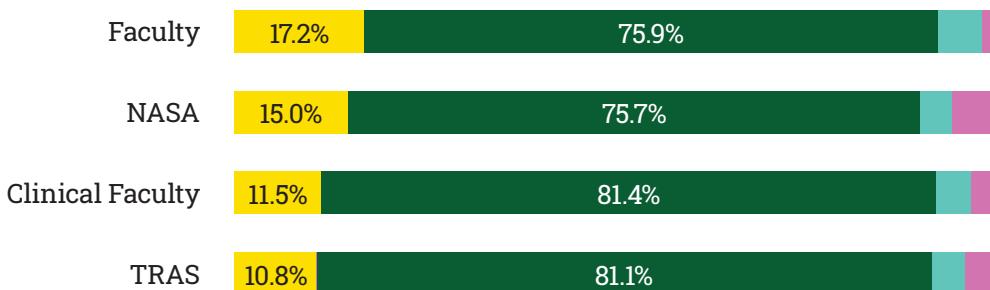
COMFORT AND SAFETY TO DISCLOSE

Census participants were asked if they felt there were any *"aspects of their identity that they did not feel comfortable sharing or disclosing to coworkers or supervisors."*

Among all FoMD respondents, 78.4% reported having no concerns about disclosing their personal identity at work, while 13.5% expressed concerns. This question was not included in the institutional censuses, so direct comparisons are not possible. Further details on safety and comfort in disclosing identity, broken down by employee group, are provided below.

Figure 7a | Disclosure Comfort & Safety

By Employee Type █ Yes █ No █ Prefer not to answer █ Not answered



Response rate: 96.8%

YEARS WORKED IN FOMD

Census participants were asked ***“how long they have worked in FoMD.”***

Responses were reported in ranges of years of service, beginning with less than one year and continuing in five-year increments. Participants were represented across nearly all categories.

This information cannot be compared to the previous institutional censuses, as no questions on length of work experience in FoMD were included.

Table 1 | Heat Map of Years Worked: Percentage of Respondents by Employee Type and Years of Service Range

Years	Faculty	NASA	Clinical Faculty	TRAS	Dentistry
<1	1%	8%	2%	4%	8%
1-5	15%	34%	30%	32%	39%
5-10	17%	17%	26%	23%	12%
10-15	13%	15%	18%	17%	15%
15-20	23%	12%	8%	13%	18%
20-25	18%	8%	6%	7%	9%
25-30	8%	3%	6%	0%	5%
>30	5%	3%	4%	4%	5%

% of respondents:

0%

40%

Response rate: 90.4%

TEACHING ROLES

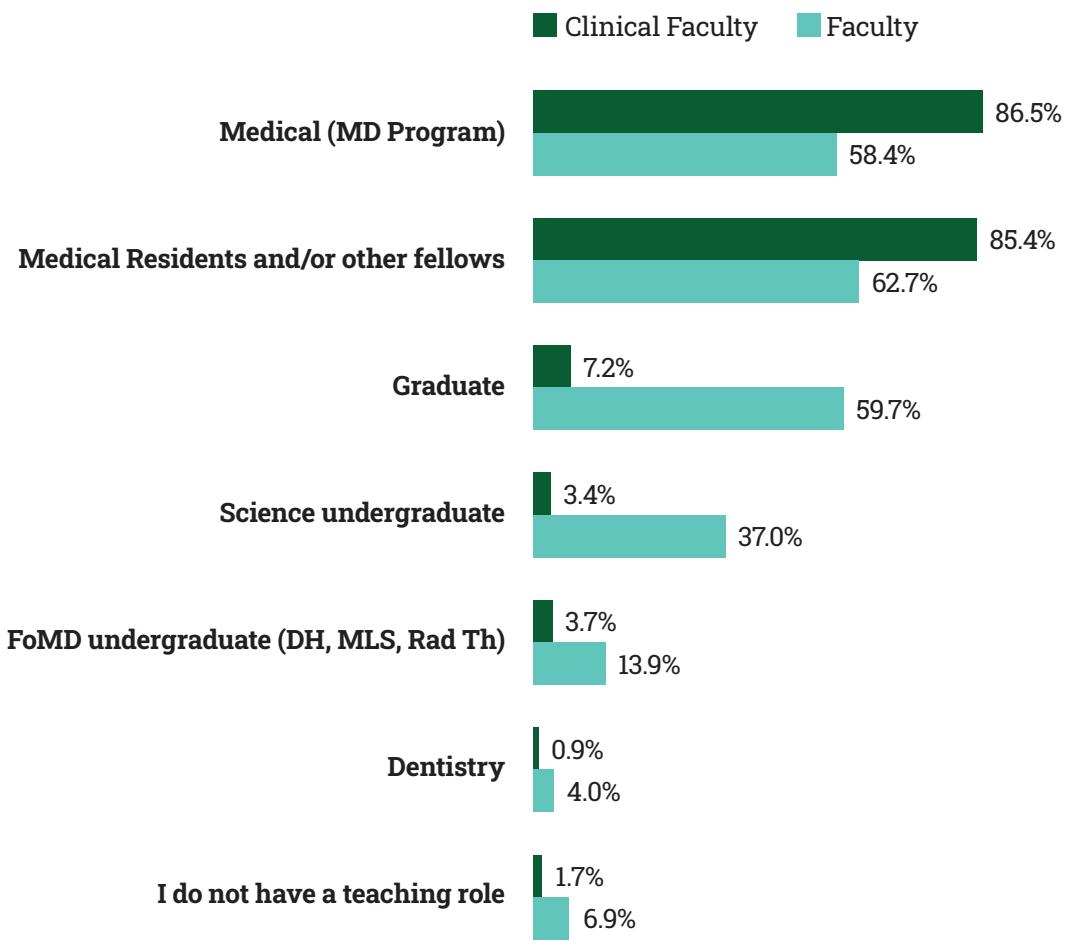
Clinical Faculty and Faculty employee types census participants were asked ***“who they taught within FoMD, choosing all that apply.”***

The majority of faculty and medical clinical faculty reported teaching across multiple programs, most commonly instructing medical residents/fellows and MD program students. Among faculty respondents, 59.7% reported teaching graduate students and 37.0% taught undergraduate science students. Smaller proportions taught undergraduates in Faculty of Medicine & Dentistry programs such as Dental Hygiene, Medical Laboratory Science, or Radiation Therapy (13.9%), and 4.0% taught Dentistry students.

A small number of faculty members indicated that they did not have a teaching role. It should be noted that Dentistry employees and clinical faculty were not asked the question, “Who do you teach?”

This information cannot be compared with the 2020 institutional census, as teaching-role data was not collected at that time.

Figure 7c | Teaching Roles



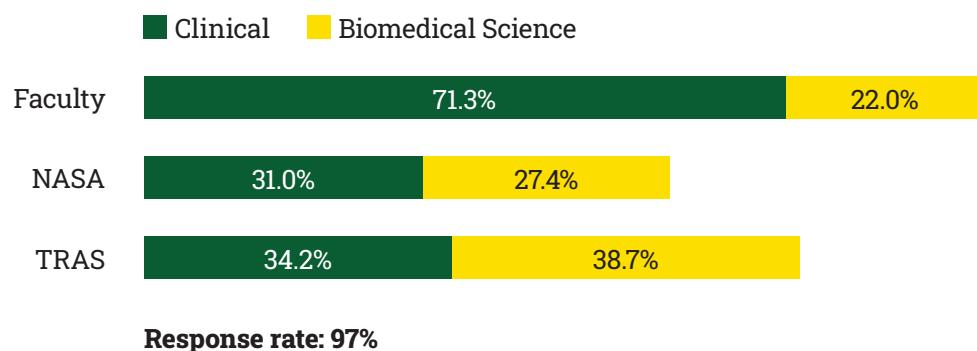
Response rate: 96.4%

DEPARTMENT TYPE

Census participants were asked whether they belonged to a *“clinical or a basic science department.”*

Among faculty respondents, most (71.3%) were affiliated with clinical departments. By contrast, TRAS and NASA respondents were more evenly split between clinical and biomedical science departments. Within FOMD, 14 of 19 departments are clinical, indicating that the census responses generally reflect the overall departmental structure. It should be noted that medical clinical faculty and the School of Dentistry were not asked this question.

Figure 7d | Department Type



ACADEMIC FACULTY RANK

Tenure-track faculty census participants were asked to identify their *“academic rank.”*

Nearly half of respondents reported holding the rank of Professor (48.5%), while 27.8% were Associate Professors and 13.9% were Assistant Professors. Figure 7E below summarizes the distribution of respondents by academic rank, along with the proportions of women and visible minority faculty at each level. The distribution of faculty ranks was similar across departments: 71.3% of respondents were affiliated with clinical departments, and 22.0% with biomedical sciences. This information cannot be compared to the 2020 institutional census, as rank data was not collected at that time.

Figure 7e | Academic Faculty Rank

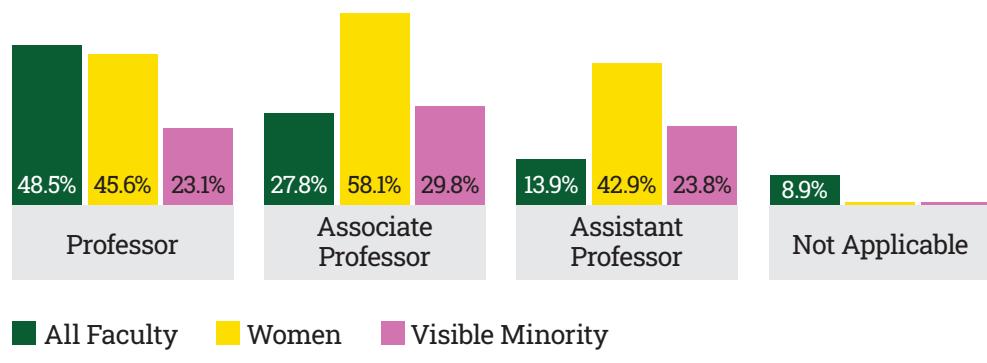


Table 2 | Academic Faculty Rank by Department Type

Department Type/Rank	Professors	Associate Professors	Assistant Professors
Clinical	70.1%	81.0%	76.2%
Biomedical Sciences	27.2%	17.9%	16.7%

FACULTY FULL TIME EQUIVALENT (FTE) STATUS

Faculty census participants were asked to *“consider the full scope of all of their appointments in FoMD and then to determine their Full Time Equivalent status.”*

Of those with <1.0 FTE, 44.4% identified as a woman and 55.6% as a man.

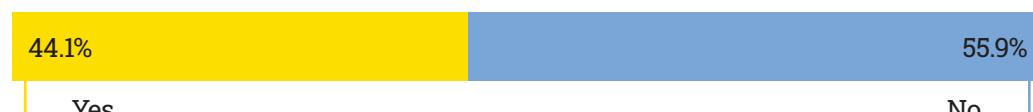
Figure 7f | Academic Faculty FTE

Response rate: 99.7%

FACULTY LEADERSHIP ROLES

Faculty census participants were asked: *“Do you have an administrative leadership role in FoMD with a contract or dedicated FTE?”*

44.1% of faculty respondents have an administrative leadership role.

Figure 7g | Academic Leadership Role

Response rate: 98.7%

NASA FULL TIME VS PART TIME

NASA staff were asked to *“consider the full scope of ALL your appointments in FoMD. Are you: Full time or part time.”*

81.6% of respondents were full time vs 13.8% part time.

The majority (81.6%) reported working full time, while 13.8% reported part time appointments. Among part time respondents, 24% identified as visible minorities, which is consistent with the overall proportion of visible minorities among NASA respondents (22%). In terms of gender, 81% of part time respondents identified as women, compared to 76% of NASA respondents overall.

Figure 7h | NASA Full vs Part Time



Response rate: 98.7%

LOCATION OF CLINICAL FACULTY

Clinical Faculty census participants were asked to *“identify where they were located.”*

The majority (85.3%) reported being based in Edmonton, while 8.6% were located in rural areas and 6.2% in regional-urban centers.

Figure 7i | Clinical Faculty Location



Response rate: 97.1%