



## Graduate Education Council

Tuesday, March 18, 2025

1:00 - 3:00 p.m., Simcoe Hall, Council Chambers - Hybrid

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### AGENDA

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1. **Approval of the Agenda of Graduate Education Meeting of March 18, 2025\***
  2. **Dean's Remarks** **Joshua Barker**
  3. **Report of Vice-Dean, Research and Program Innovation** **Vina Goghari**
    - i. FOE Review Update and Emerging Recommendations
    - ii. Guidance for Graduate Units: Promoting Teaching Opportunities for Doctoral Students
    - iii. Graduate Education Innovation Fund (GEIF)
    - iv. Winter Conversations with SGS
  4. **Updates from the Centre for Graduate Professional Development** **Rachael Cayley**
  5. **Motions\***
    - i. Appointment of SGS Hearing Officer for the Code of Student Conduct
    - ii. Appointment of Senior Chair and Alternate Chair for the Graduate Academic Appeals Board (GAAB)
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### CONSENT AGENDA

6. **Report of the Previous Meeting: Graduate Education Council – October 22, 2024\***
7. **Business Arising from the Previous Meeting**
8. **Report for Distribution\***
  - i. Post-Doctoral Fellows Annual Report 2023-2024

### END OF CONSENT AGENDA

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9. **Date of Next Meeting: May 20, 2025**
10. **Other Business**
  - i. SGS Recognition Event – June 25<sup>th</sup> – Save the Date!
11. **Adjournment**

\*Documents distributed in advance of meeting



MOTION  
**Graduate Education Council**  
Tuesday, March 18, 2025

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ITEM 5.i.

Proposal to approve appointment of the SGS Hearing Officer for the Code of Student Conduct:

**MOTION**

THAT Graduate Education Council approve the appointment of Professor Ian Lee (Law), as SGS Hearing Officer for the Code of Student Conduct, for a three-year term commencing July 1, 2025 and ending June 30, 2028.

**Prior Approvals and Discussion**

The Code of Student Conduct requires that the Graduate Education Council (GEC) appoint a Hearing Officer for the Code of Student Conduct cases, nominations are made by the Dean.

**Further Governance**

GEC approval is final.



MOTION  
**Graduate Education Council**  
Tuesday, March 18, 2025

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Item: 5.ii

Proposal to approve appointment of the Graduate Academic Appeals Board (GAAB) Senior Chair and Alternate Chair:

**MOTION**

THAT Graduate Education Council approve the appointment of the Graduate Academic Appeals Board (GAAB) Senior Chair and Alternate Chair for a five-year term commencing July 1, 2025 and ending June 30, 2030.

**Senior Chair:**

Ian Lee, Faculty of Law (*New July 1, 2025 to June 30, 2030*)

**Alternate Chair:**

Anthony Niblett, Faculty of Law (*New July 1, 2025 to June 30, 2030*)

**About Graduate Academic Appeals Board (GAAB):**

The Graduate Academic Appeals Board (GAAB) is a standing committee of Graduate Education Council (GEC). Appointment of the Chair of GAAB is approved by GEC upon the nomination of the Dean of the School of Graduate Studies.

**Further Governance**

GEC approval is final.



## Graduate Education Council

Tuesday, October 22, 2024  
1:00 - 3:00 p.m., Microsoft Teams

### DRAFT MEETING NOTES

The Dean welcomed new and continuing members to the first meeting of the 2024-2025 academic year.

#### 1. Approval of the Agenda of Graduate Education Meeting of October 22, 2024

**MOTION** (*duly moved by Professor Vina Goghari and seconded by Professor John Peever*)

THAT the agenda of the Graduate Education Council meeting of October 22, 2024, as circulated with the agenda, be approved.

The motion is **CARRIED, unanimous.**

#### 2. Dean's Remarks (Joshua Barker)

One of GEC's responsibilities is the approval of policy, regulation, and guidelines affecting graduate studies at U of T. In the case of SGS regulations in the Graduate Calendar, Council will have final approval authority. Proposals for new guidelines and documents reflecting best practices or changes to existing ones are brought to GEC for information, consultation, and discussion. GEC provides valuable advice to administrators and the graduate community. Members are encouraged to view the orientation video on the [Graduate Education Council](#) website.

- i. **Provostial Priorities** – The Dean presented the Provostial Priorities, highlighting the importance of thriving graduate and undergraduate students, empowering research trainees, channeling AI possibilities, and charting the future of higher education. Members are encouraged to engage in the work of the related Task Forces during the community consultation phase.
  - a. **Thriving Graduate and Undergraduate Students:** Transform thinking about mental health and accessibility towards a broader approach towards student success; and Expand student residences and enhance learning spaces for both graduate and undergraduate communities.
  - b. **Empowering Research Trainees:** - Increase funding for research-stream graduate students and campus based postdoctoral researchers; Understand diversity of challenges for research and address barriers; Continue to commitment to Towards 2030 aim of intensifying graduate enterprise; and attract the best international graduate students.
  - c. **Channelling the Possibilities of AI:** Equip faculty with best practices on course and assessments design in the era of generative AI; and Build AI literacy and develop a framework for ensuring academic integrity with increased availability of new AI technologies.
  - d. **Charting the Future of Higher Ed:** Foster dialogue on difficult subjects and affirm the critical value of higher education to society; and develop lifelong learning opportunities that prepare students for evolving success.
- ii. **Graduate Funding Increase: Update** – The Dean referred to the report of the [Graduate Funding Working Group](#), the recommendations, and shared data points from student surveys noting the need to increase UofT differentiation from other Canadian universities and compete for top talent. The proposed increase aims to raise the base funding commitment for PhD and SJD students in the funded cohort to \$40,000 inclusive of tuition, effective Fall 2025. SGS acknowledges potential challenges, including the financial pressure on operating funds and the need for a coordinated and transparent approach from all stakeholders. Members expressed anticipatory fear about the details of the increase rollout at division and departmental levels, the impact on research grants, as well as the commitment for doctoral students beyond their funded years.
- iii. **Parental Support for Postdoctoral Fellows** – The Postdoctoral Working Group recommended that SGS review parental leave policies for non-tri-agency trainees on a case-by-case basis to ensure equity with those provided to tri-

agency postdoctoral scholars. She will extend its Parental Grant program to non-tri-agency funded trainees. Program details are being finalized and will be reported at the next meeting.

- iv. **Graduate Admissions: Update** - Assistant Dean, B. Desrosiers-Tam provided an update on graduate admissions, noting stable numbers for doctoral and research master's applications and enrolments, with a slight drop in yield rates.
- v. **Declined Applicant Survey: Results** – B. Desrosiers-Tam presented findings from the declined applicant survey, highlighting that the top reasons for declining offers included better funding packages and preferred location. This survey will be conducted regularly to support decision-making for future recruitment efforts.

### 3. Report of Vice-Dean, Research and Program Innovation – Vina Goghari

- i. **Final Oral Examination (FOE) - Working Group** – Professor V. Goghari provided an update on the final oral examination review, noting the importance of celebrating the process and ensuring disciplinary and programmatic flexibility. The Working Group is evaluating different models for the chair of the FOE, considering academic rigor, wellness, professional development, and operational efficiency. Council members are encouraged to reach out to Professor Goghari with feedback.
- ii. **Graduate Faculty Membership (GFM) Websites** – In collaboration with the Office of the Vice-Provost, Faculty and Academic Life, GFM guidelines were updated to better define the various roles in graduate education. A new [website](#) provides tools to support their implementation.
- iii. **Portfolio Updates:**
  - a. **Conversations with SGS** is a monthly series for graduate faculty leaders which provides an opportunity for professional development. Monthly sessions provide an opportunity for graduate faculty leaders to learn more about issues. Starting with orientation in the fall, other topics included: Graduate Academic Appeals, GFM, Civil Discourse on Campus, and Graduate Student Inclusion in Grants.
  - b. **Graduate Education Innovation Fund (GEIF)** – The purpose the GEIF is to enrich the learning experience of graduate students by funding initiatives that create positive, innovative changes in the design and delivery of graduate education at the University of Toronto. This three-year pilot project launched in Fall 2021 is now a permanent program. More information [is found here](#).

### 4. Report of Vice-Dean, Students (John Peever)

- i. **Use of Copy Editors for Graduate Theses** – In response to questions from divisions around whether graduate students are permitted to use external copy editors to assist in refining their graduate theses, SGS has developed a communication which was distributed with the agenda. The final version is posted on the Thesis & Dissertation Writing Support website [here](#).
- ii. **Annual Report - Centre for Graduate Mentorship and Supervision (Aziza Kajan)** – Distributed with the agenda was the 2023-2024 Annual Report from the Centre for Graduate Mentorship and Supervision. This Centre supports interpersonal skill development and successful supervisory relationships. The Director, A. Kajan, provided an overview of CGMS, noting that it works with students, faculty, and chairs to address interpersonal conflicts and academic concerns. Since July 2023, CGMS has had ~385 consultations with a focus on providing support during critical milestones and periods of heightened stress. CGMS offers coaching, problem-solving, and risk assessment and works closely with other offices on campus to provide comprehensive support for the graduate community.

### 5. Motions

- i. **Non-Standard Admissions & Programs Committee (NSA&P) Membership**

The Dean called on Professor Vina Goghari to present the motion.

**MOTION** THAT the Graduate Education Council approve the appointment of two divisional members and two graduate student members to the Non-Standard Admissions and Programs Committee for the 2024-2025 academic year.

**MOTION** (*duly moved and seconded by Professor John Peever*)

GEC approval is final. There being no further discussion, the Dean called the vote. The motion was **CARRIED, unanimous.**

ii. **Graduate Academic Appeals Board (GAAB) Membership**

The Dean called on Professor Vina Goghari to present the motion.

**MOTION** THAT Graduate Education Council approve the appointment of one student member to serve on the Graduate Academic Appeals Board for the 2024-2025 academic year.

**MOTION** (*duly moved and seconded by Professor John Peever*)

GEC approval is final. There being no further discussion, the Dean called the vote. The motion was **CARRIED, unanimous.**

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**CONSENT AGENDA**

6. **Report of the Previous Meeting: Graduate Education Council – May 21, 2024** – The report of the previous meeting was distributed with the agenda package. No members requested to discuss items. The report is accepted/approved.
7. **Business Arising from the Previous Meeting** – There was no business arising from the report of the previous meeting.
8. **Reports for Distribution** – The following reports were distributed in advance of the meeting: Graduate Education Council Membership 2024-2025; Graduate Academic Appeals Annual Report 2023-2024; Code of Behavior on Academic Matters Annual Report 2023-2024; Graduate Centre for Academic Communications Annual Report 2023-2024; and Centre for Graduate Mentorship and Supervision 2023-2024. Feedback is welcome to [sgs.dean@utoronto.ca](mailto:sgs.dean@utoronto.ca).

**END OF CONSENT AGENDA**

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9. **Date of Next Meeting: March 18, 2025**

10. **Other Business**

11. **Adjournment**

The Dean called on Professor Vina Goghari to present the motion.

**MOTION** that the Graduate Education Council meeting of October 22, 2024, be adjourned.

**MOTION** (*duly moved and seconded by Professor John Peever*)

There being no further discussion or questions, the Dean thanked Council members for their participation and adjourned the meeting. (2:49 p.m.)



Appendix to the Minutes  
UNIVERSITY OF TORONTO - GRADUATE EDUCATION COUNCIL  
Record of Attendance – October 22, 2024  
Microsoft Teams

**Present**

(Voting Members)

Abdolhosseini, Mohaddeseh  
Ali, Ameer  
Barker, Joshua (Chair, *ex-officio*)  
Busmann, Markus  
Dockery, Myles  
Ensminger, Beate  
Gniadek, Melissa  
Goghari, Vina (*ex-officio*)  
Jacks II, David  
Jerrard, Robert  
Kim, Junchul  
Klassen, Pamela  
Kohn, Peggy  
Kundur, Deepa  
Kushner, Paul  
Lee, Nana (Hyung Ran)  
Milkie, Melissa  
Nickel, Julian  
Ossher, Lynn  
Peever, John (*ex-officio*)  
Psarianos, Thomas  
Reke Avikpe, Ferdinand  
Sibia, Naaz  
Tokmarkjian, Levon  
Wakefield, Sarah  
Wells, Brandon

**Present**

(Non-Voting Members)

Attridge, Michael  
Baluyut, Ed  
Brudno, Michael  
Cayley, Rachael  
Corson, Tim  
DeClou, Lindsay  
Desrosiers-Tam, Brian  
Elliot, Robin  
Flessa, Joseph  
Freeman, Jane  
Hampton, Brenda  
Harrison, Rene  
Heximer, Dianne (*Secretary to Council*)  
Kajan, Aziza  
Katz, Larissa  
Kishen, Aneil  
Lee, Eunjung  
MacPherson, Ellen  
Pais, Lauren  
Peake, Sarah  
Plata, Angelique  
Rao, Ajay  
Smith, Natasha  
Stathopoulos, Laura  
St-Cyr, Olivier  
Widger, Kim

**Absent**

(Voting Members)

Alford, Larry (*ex-officio*)  
Arhonditsis, George  
Atkinson, Michael  
Dionne, Anne-Katherine  
Gertler, Meric (*ex-officio*)  
Kugamoorthy, Brenaven  
Miller, Jeannie  
Miller, Michael  
Muscat, Meagan  
Ross, Jill  
Ruocco, Anthony  
Schuurmans, Carol  
Ssali, Henry  
Wane, Njoki  
Young, Trevor (*ex-officio*)

# Report on Postdoctoral Fellows: 2023-24

Presented to: Graduate Education Council

March 2025



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# I. Introduction

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Postdoctoral fellowships at the University of Toronto (U of T) open unparalleled professional and personal opportunities for scholars to enhance their futures. As members of the largest research-based university in Canada, U of T postdocs are at the forefront of innovation and are an integral member of a community that is changing the world.

The School of Graduate Studies (SGS) offers the breadth and depth of academic excellence, collaborative culture and global vantage point to address the complex issues of our time. At U of T, our postdoctoral fellows (PDFs) collaborate side by side with the best to significantly contribute to new knowledge that makes a real impact on our society.

## About the Postdoctoral Fellows Office

The Postdoctoral Fellows Office at SGS supports PDFs, staff and faculty members at U of T. In addition to the direct supports provided to the U of T community described below, the Office contributes to the development and ongoing management of new and existing awards and funding opportunities for the postdoc community. For example, the Office supports the Provost's Postdoctoral Fellowship, a program that facilitates increased opportunities for hiring PDFs from underrepresented groups, specifically Indigenous and Black researchers.

## Supports and Services for Postdocs

The Office plays an important role in welcoming postdocs to U of T and is often one of their first points of contact when they arrive at the University. Upon arrival, postdocs register with the Office to obtain important information and access to university systems and services. Some of the administrative items that the Office assists with include:

- Obtaining a UTORid and TCard
- Information about health insurance, including UHIP purchases and OHIP letters
- Proof of engagement letters

In addition to these administrative items, the Office facilitates the delivery of professional development and community building opportunities. A key mechanism for alerting postdocs to these opportunities is through the Postdoc Listserv which is maintained by the Office.

## Professional Development and Building Community

The Postdoctoral Fellows Office supports the PDF community to stay connected and to build their professional skills. The Office organizes and collaborates on various workshops and events, including:

- Immigration and permanent residency
- Canada Revenue Agency tax sessions
- Once a term group career advising co-hosted with a Career Educator
- Orientation sessions for new PDFs

- Monthly Postdoc coffee hours
- National Postdoctoral Appreciation week

The Office, in partnership with Student Services and the Family Care Office, has service agreements in place that allow PDFs to take advantage of the many offerings from Career Exploration & Education, Student Life and Family Care Offices.

## **Supports for U of T Staff and Faculty**

The Office supports the tracking of PDFs through the Postdoctoral Registration System, used by Business Officers and Postdoctoral Administrators to populate a profile and create an engagement for U of T PDFs.<sup>1</sup> The PDF Office is also responsible for:

- Ensuring consistent hiring and employment/supervisory practices
- Interpreting collective agreement articles
- Advising on policies and procedures

Each term, Business Officers and Postdoctoral Administrators are invited to join the Postdoc Community of Practice meeting. These sessions offer administrators and the Office an opportunity to ask questions, share experiences and provide updates on new or upcoming initiatives and changes. Sessions are well attended with participation from more than 100 administrators. Through these sessions, attendees have received timely updates from the Tri-Agency, Labour Relations, HR Immigration and campus-based services providers.

### **CUPE Local 3902, Unit 5**

CUPE Local 3902, Unit 5 represents PDFs who are employed by U of T. Most postdocs are union members, a trend that has persisted since the Unit became part of CUPE 3902 in 2013. An SGS representative is part of the bargaining team for the University in its negotiations with the union. In March 2024, the union and U of T agreed on a renewed Collective Agreement, in effect until December 31, 2025.

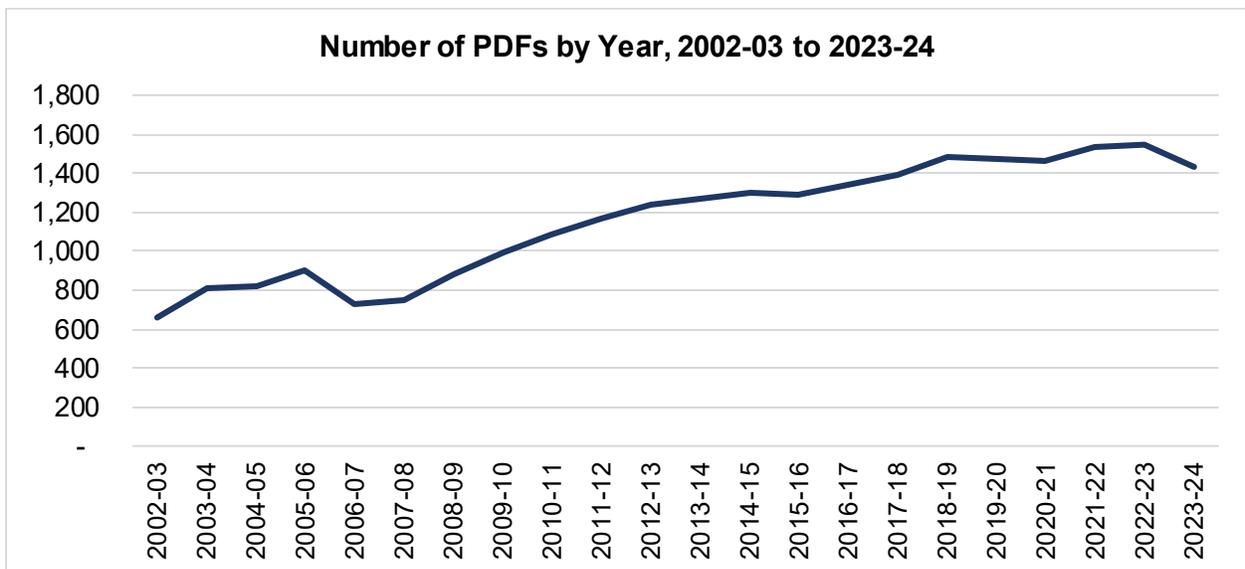
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<sup>1</sup> Those who are paid through the U of T payroll system (whether the research is undertaken on or off campus) and those who are paid directly by a third party and are undertaking research on one of the three U of T campuses.

## II. Statistics

This report reflects PDF engagements at U of T during the 2023-24 academic year (September 1, 2023, to August 31, 2024). As PDF engagements are not tied to the academic year (i.e., contracts begin and end at any point), this report is cumulative. The data presented was collected through the PRS and captures the profiles of U of T PDFs. It covers three broad categories, institutional affiliation, demographic characteristics and financial information. Data tables for each measure are presented in [Appendix A](#).

In 2023-24, there were 1,431, a year-over-year decrease of approximately 7%. However, since 2003, the year the Office began tracking PDFs, the population has more than doubled.



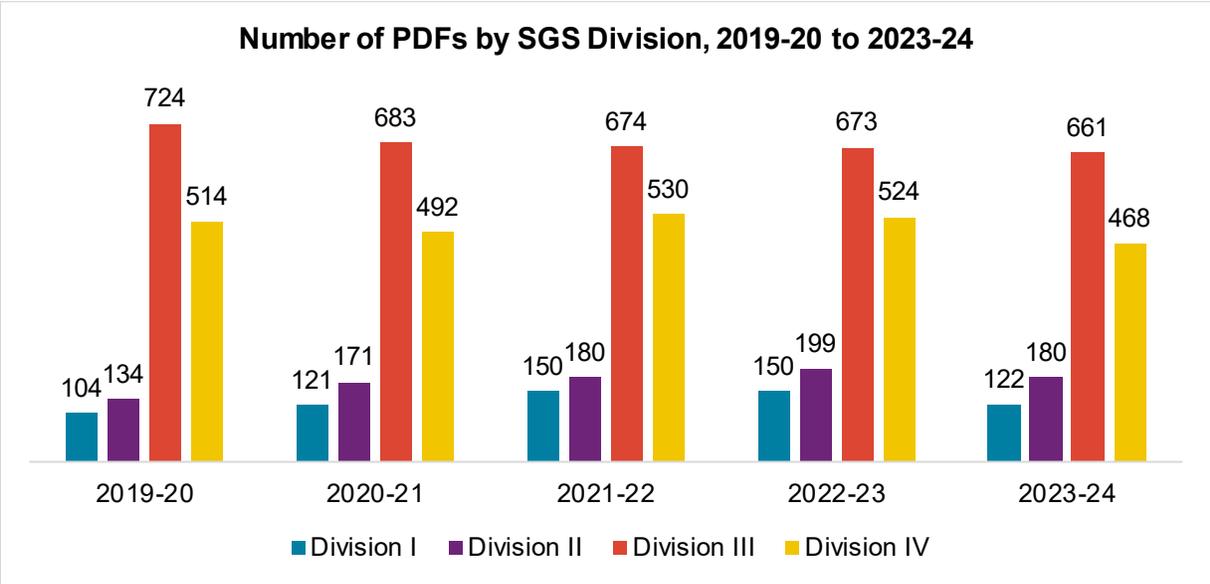
### Institutional Affiliation

#### Campus / Hospital / Other Affiliation

Postdocs have a presence on all three U of T campuses, in teaching hospitals and in affiliated institutions. Consistent with previous years, the largest share (82%) of PDFs were affiliated with the St. George Campus (N=1,169) and approximately 99% were affiliated with a U of T campus.

#### Divisions and Units

The rank ordered distribution of postdocs across SGS divisions remains unchanged from previous years with the largest number in Divisions III (Physical Sciences), followed by Division IV (Life Sciences). Combined, these two divisions accounted for 79% of all PDFs.



In 2023-24, the departments with the largest number of PDFs within each division were:

- Division I (Humanities): Department of History (N=16, STG)
- Division II (Social Sciences): Department of Social Sciences (N=29, UTSC)
- Division III (Physical Sciences): Department of Mechanical and Industrial Engineering (N=97, STG)
- Division IV (Life Sciences): Department of Public Health Sciences (N=34, STG)

**Faculty**

Over the past five years, the three faculties with the largest numbers of PDFs have remained unchanged. The Faculty of Arts & Science, the largest faculty at U of T, engaged 472 or one-third of all PDFs in 2023-24, followed by Faculty of Applied Science & Engineering with 311 and the Temerty Faculty of Medicine with 210. Combined, these faculties engaged 70% of the total PDF population, the same share as 2022-23. Annually, U of T's Mississauga and Scarborough campuses consistently engage more than 100 PDFs, with 110 and 130 in 2023-24, respectively.

**Engagement Type**

U of T PDFs fall under two categories, employee and trainee. Employee PDFs are paid a salary solely from their PI/supervisor, from unit funds or a unit/faculty/university award. They are unionized employees, part of CUPE 3902 Unit 5 and receive a T4 income statement.

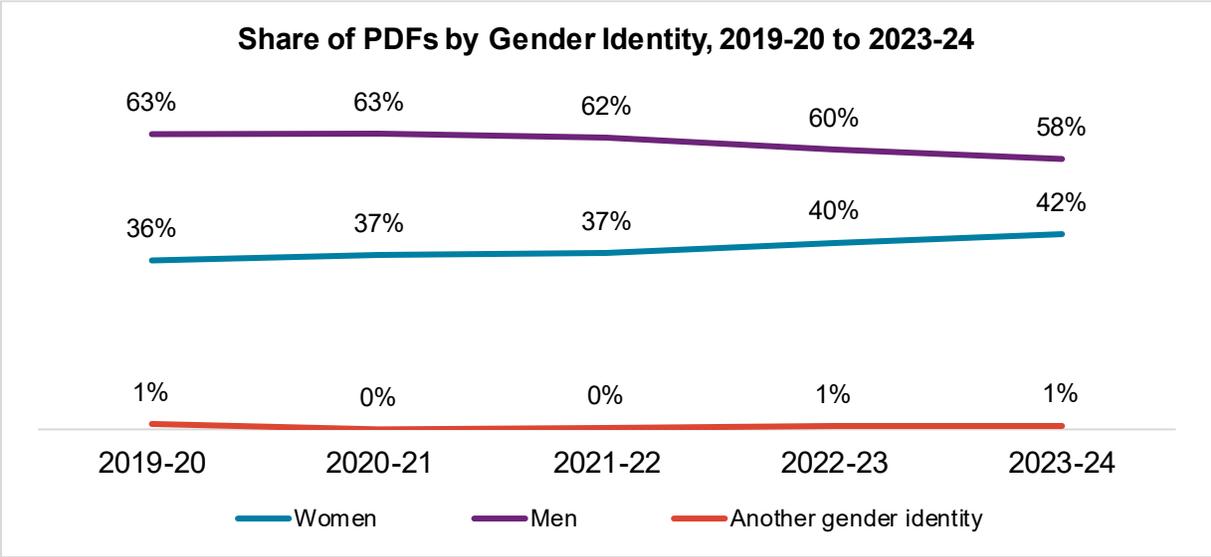
Trainee PDFs have applied for and won their own awards (may be processed through U of T), receive a T4A income statement (if their award is from a Canadian agency) and are not part of the CUPE 3902 Unit 5 union. A further trainee category exists, consisting of PDFs whose funding is split between their own awards and payments by their PI/supervisor/unit. These postdocs also receive T4A income statements, including for the funding from the PI/supervisor.

In 2023-24, there were 1,200 employee PDFs, accounting 84% of the postdoc population. Since the creation of this category of PDFs in September 2013, no less than 75% of PDFs were employees each year. Entirely externally funded postdocs accounted for approximately 9% and "split funded" PDFs for about 8%. In 2022-2023, 14% of PDFs were entirely externally funded and 3% were split-funded.

# Demographic Characteristics

## Gender<sup>2</sup>

Consistent with previous years, men accounted for more than half of all postdocs (824); however, the share of women was greater than in previous years. As seen in the chart below, over the past five years, the gap between the share of women and men has narrowed considerably.

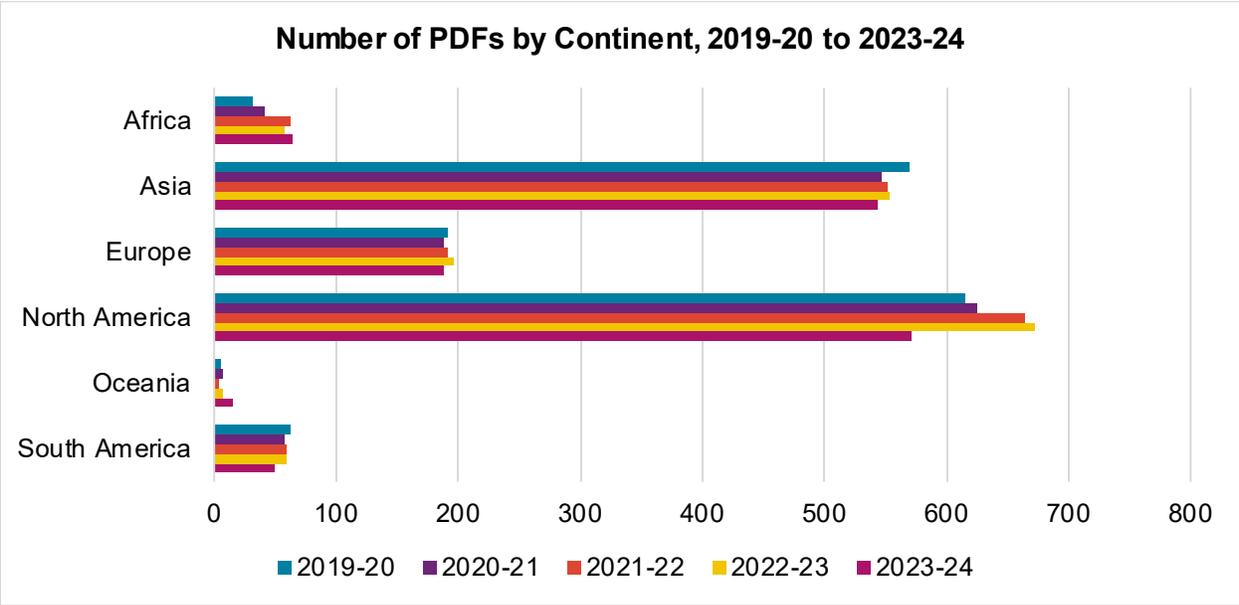


The largest number of men and women postdocs were in Divisions III and IV, with men having the largest representation in Division III (478) and women in Division IV (248). In all divisions, except for Division III, women make up the largest share when compared to other gender identities. Postdocs who identify with another gender identity were least represented in Division II and had nearly equal representation in the other divisions.

## Citizenship

Postdocs on work permits made up 57% of the PDF population, a year-over-year increase of five percentage points. Consistent with previous years, U of T welcomed postdocs from more than 90 countries. North Americans continued to comprise the greatest number of PDFs at 571 (40%), with Canadian citizens (does not include permanent residents) making up most of that group (468). Asian and European postdocs accounted for 38% and 13% of the population, respectively. The remaining 9% of the population was from Africa, South America and Oceania.

<sup>2</sup> Gender is not self-reported and is entered into the PRS by unit administrators.



Outside of Canada, the top ten countries of PDF citizenship were: China (213), Iran (96), U.S.A. (82), India (67), South Korea (37), France (30), United Kingdom (29), Brazil (26), Germany (25) and Italy (23).

## Financial Information

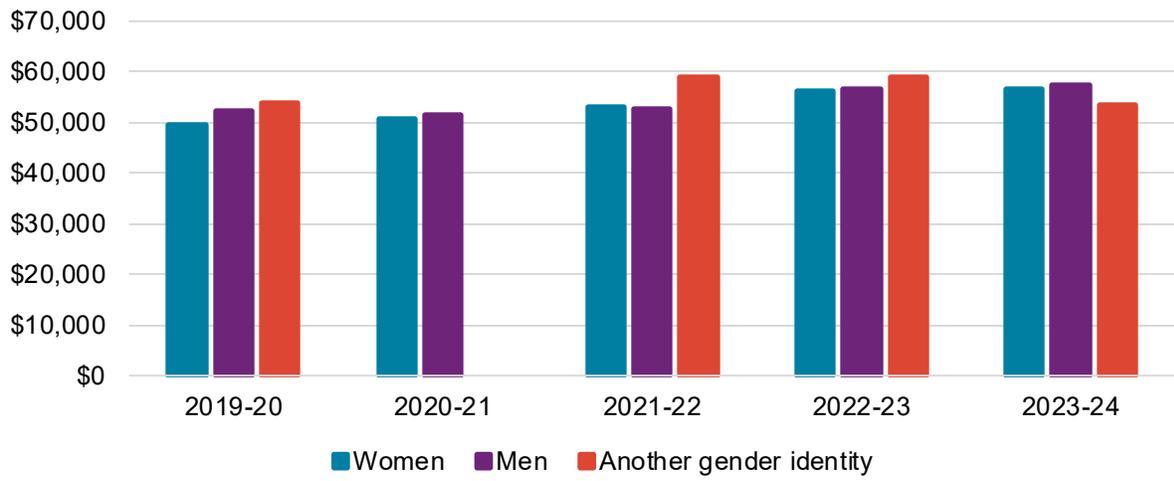
### Stipend

The average annual postdoc stipend<sup>3</sup> increased by 1% since 2022-23 and was \$57,054 – the median remained unchanged at \$55,000. Consistent with 2022-23, Division I had the lowest average annual stipend (\$52,831); however, this division recorded the largest year-over-year increase at 8%. Unlike last year, postdocs in Division II had the highest average annual stipend at \$58,935, whereas in 2022-23, Division III had the highest average annual stipend. The range in average annual stipends between divisions was \$6,104, a decrease in spread of just over \$1,200 when compared to the previous reporting year.

Men and women PDFs had relatively equal average annual stipends, with a range of \$550 (men had a higher average than women at \$57,314). Postdocs who identify with another gender identity had the lowest average annual stipend in 2023-24 at \$53,644, unlike in 2022-23, when they had the highest average (\$59,146). Because the number of PDFs who identify with another gender identity is relatively small (about 1% of the PDF population in 2023-24), each postdoc in this group has a large impact on annual averages. As a result, there is a higher likelihood of observing larger fluctuations compared to other gender identity groups.

<sup>3</sup> Stipend amounts reflect the employment status of postdocs and. For example, if a postdoc is employed at 50% of a full-time equivalent, their stipend is based on that percentage and has not been adjusted to reflect 100% of a full-time equivalent.

**Average PDF Stipend by Gender, 2019-20 to 2023-24**



# III. Conclusion

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The Postdoctoral Fellows Office is working to increase benefits and outreach to PDFs, as well as strengthening relationships with campus service partners. These efforts are anticipated to be bolstered by a forthcoming report that includes recommendations from a 2024 working group that was created to examine the role of the Office and the place of postdocs at U of T.

PDFs continue to make impactful contributions to U of T and to their larger research communities. SGS recognizes the enormous potential of recent doctoral graduates and is pleased to provide resources and services to support PDFs in their roles.

# Appendix A

## Institutional Affiliation: Data Tables

**Table 1**

*Number and Share of PDFs by Location, 2023-24*

<b>Location</b>	<b>#</b>	<b>%</b>
University of Toronto – St. George Campus	1,169	82%
University of Toronto – Scarborough	132	9%
University of Toronto – Mississauga	112	8%
Other (e.g., Institute of Health Policy, Management, and Evaluation)	9	1%
University Health Network	5	0%
The Hospital for Sick Children	2	0%
St. Michael's Hospital	1	0%
Sunnybrook & Women's College Health Sciences	1	0%
<b>Grand Total</b>	<b>1,431</b>	<b>100%</b>

**Table 2**

*Number and Share of PDFs by SGS Division, 2023-24*

<b>SGS Division</b>	<b>#</b>	<b>%</b>
Division I – Humanities	122	9%
Division II – Social Sciences	180	13%
Division III – Physical Sciences	661	46%
Division IV – Life Sciences	468	33%
<b>Grand Total</b>	<b>1,431</b>	<b>100%</b>

**Table 3**

*Number and Share of PDFs by Unit, 2023-24<sup>4</sup>*



Table 3 Number  
and Share of PDFs b

<sup>4</sup> Due to the length and to support readability, table is provided in a separate PDF document.

**Table 4***Number and Share of PDFs by Faculty, 2023-24*

<b>Affiliated Faculty</b>	<b>#</b>	<b>%</b>
Dalla Lana School of Public Health	59	4%
Factor-Inwentash Faculty of Social Work	6	0%
Faculty of Applied Science and Engineering	311	22%
Faculty of Arts and Science	478	33%
Faculty of Dentistry	13	1%
Faculty of Information	4	0%
Faculty of Kinesiology and Physical Education	16	1%
Faculty of Law	8	1%
Faculty of Medicine	210	15%
Faculty of Music	6	0%
John H. Daniels Faculty of Architecture, Landscape, and Design	8	1%
Joseph L. Rotman School of Management	23	2%
Lawrence Bloomberg Faculty of Nursing	4	0%
Leslie Dan Faculty of Pharmacy	27	2%
Ontario Institute for Studies in Education	18	1%
University of Toronto at Mississauga	110	8%
University of Toronto at Scarborough	130	9%
<b>Grand Total</b>	<b>1,431</b>	<b>100%</b>

**Table 5***Number and Share of PDFs by Engagement Type, 2023-24*

<b>Engagement Type</b>	<b>#</b>	<b>%</b>
Employee	1,200	84%
Trainee (includes split status)	231	16%
<b>Grand Total</b>	<b>1,431</b>	<b>100%</b>

## Demographic Characteristics: Data Tables

**Table 6**

*Number and Share of PDFs by Gender Identity, 2023-24*

<b>Gender</b>	<b>#</b>	<b>%</b>
Women	595	42%
Men	824	58%
Another gender identity	12	1%
<b>Grand Total</b>	<b>1,431</b>	<b>100%</b>

**Table 7**

*Number and Share of PDFs by Gender Identity and SGS Division, 2023-24*

<b>Gender</b>	<b>SGS Division</b>	<b>#</b>	<b>%</b>
Women	Humanities	66	5%
	Life Sciences	248	17%
	Physical Sciences	179	12%
	Social Sciences	102	7%
Men	Humanities	53	4%
	Life Sciences	216	15%
	Physical Sciences	478	33%
	Social Sciences	77	5%
Another gender identity	Humanities	3	0%
	Life Sciences	4	0%
	Physical Sciences	4	0%
	Social Sciences	1	0%
<b>Grand Total</b>		<b>1,431</b>	<b>100%</b>

**Table 8***Number and Share of PDFs by Legal Status in Canada, 2023-24*

<b>Legal Status in Canada</b>	<b>#</b>	<b>%</b>
Canadian Citizen	460	32%
Other Visa	811	57%
Permanent Resident	160	11%
<b>Grand Total</b>	<b>1,431</b>	<b>100%</b>

**Table 9***Number and Share of PDFs by Continent, 2023-24*

<b>Continent</b>	<b>#</b>	<b>%</b>
Africa	64	4%
Asia	543	38%
Europe	188	13%
North America	571	40%
Oceania	16	1%
South America	49	3%
<b>Grand Total</b>	<b>1,431</b>	<b>100%</b>

**Table 10***Number and Share of PDFs by Country, 2023-24<sup>5</sup>*

Table 10 Number  
and Share of PDFs b

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<sup>5</sup> Due to the length and to support readability, table is provided in a separate PDF document.

## Financial Information: Data table

**Table 11**

*Average and Median Annual PDF Stipend, 2023-24*

<b>Average Annual Stipend</b>	<b>Median Annual Stipend</b>
\$57,054	\$55,000

**Table 12**

*Average Annual PDF Stipend by Division, 2023-24*

<b>SGS Division</b>	<b>Average Annual Stipend</b>	<b>%</b>
Humanities	\$52,831	9%
Life Sciences	\$56,901	33%
Physical Sciences	\$57,430	46%
Social Sciences	\$58,935	13%
<b>Grand Total</b>	<b>\$57,054</b>	<b>100%</b>

**Table 13**

*Average Annual PDF Stipend by Gender, 2023-24*

<b>Gender</b>	<b>Average of Estimated Annual Stipend</b>	<b>%</b>
Women	\$56,764	42%
Men	\$57,314	58%
Another gender identity	\$53,644	1%
<b>Grand Total</b>	<b>\$57,054</b>	<b>100%</b>