

LANDMARK STUDY SERIES

Exclusion through "Inclusion"

An index of academic culling in STEM academic hiring in Canada

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Executive summary

Computer science is foundationally about computation, mathematics, and logic. One would expect it to be among the least ideological fields. Yet across Canada's top universities, job advertisements for computer scientists now often ask for an applicant's identity or views on diversity, equity, and inclusion (DEI).

This study captures the evidence, from May 2019 to the end of 2025, and archives 245 academic job openings from 158 computer science job postings across 33 universities in Canada that used at least one of three academic culling practices. In plain terms, some jobs are closed to some applicants, some give other applicants a head start, and some ask for a DEI promise.

- *Restricted hiring:* only people from a named group may apply.
- *Preferential hiring:* anyone may apply, but a named group gets preference.
- *DEI pledges:* applicants must show commitment to DEI, write a DEI statement, or promote DEI.

This research is the largest-scale examination in STEM fields of academic culling practices across Canada to date, is among the first of its kind in general, and provides a framework to identify these practices.

Key findings

- Since 2019, 80 percent—at least 12—of Canada's 15 top research universities (the U15) have posted a computer science job advertisement with a DEI pledge.
- At least 85 percent of the universities in Maclean's computer science rankings had used at least one of the three practices by 2024. That was still true at the end of 2025.
- Advertisements exhibiting academic culling practices grew from one in 2019 to 53 in 2023.
- In Canada Research Chair job postings in STEM fields outside health and social sciences, at least 79 percent engaged in at least one academic culling practice.
- On Canada's main computer science job board, with CS-CAN, the share of advertisements using these practices rose from 54 percent in 2024 to 68 percent in 2025. Fewer advertisements were posted in 2025, but a larger share carried these practices.

Academic culling can sideline or disadvantage qualified applicants and can even exclude them from academic institutions, despite applicants' ability to advance innovation, research, and the core academic mission of those institutions in Canada. These practices can also cut against academic freedom, at its deepest root, because applicants may have to show they support DEI just to be considered. What makes this even worse is that early-career applicants are the most vulnerable, and most of the job postings were for early-career academics.

What the study does not claim: We looked at job postings, not at who was hired. Every number is a minimum. The job postings were collected by hand, and the largest data set is incident based, so the real numbers could be higher. The count of postings peaked in 2023, but the share on the national board kept climbing.

The bottom line: Academic culling practices are no longer rare. They are widespread at leading Canadian universities, even within STEM fields like computer science.

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Introduction

Academic culling, whether intentional or unintentional, is the active removal of plurality from universities. Academic institutions achieve such culling in a number of ways, including by requiring compelled speech, or placing barriers to academic appointments to serve ideological or political purposes.

Naturally, academic culling conflicts with academic freedom,[1] and for at least two core reasons: it attempts to shape an institution's culture through a filter of prescribed beliefs that are not advancing the primary function of the university; and it conflicts with the fiduciary academic role of individual scholars, by excluding them in some way or by violating their general expectation that they have academic freedom and intellectual autonomy.

The contemporary forms of academic culling this paper explores are caused by institutional practices deriving from Diversity, Equity, and Inclusion (DEI) measures and policies. Our paper does not debate DEI.[2] Instead, it presents ideas from a general academic freedom and standards perspective, with real-world examples, about the mechanisms universities employ that exhibit academic culling. As defined, academic culling is explicit, mechanistic, and not a by-product of vague social forces.

This study seeks to determine how often and to what extent public academic institutions have employed academic culling practices in recent years, by looking at hiring in what presumably is the least ideological (or most ideologically-neutral) field: STEM (science, technology, engineering, and mathematics).

To achieve this, we investigate academic job postings and provide six novel contributions to the study of academic culling practices in Canadian STEM and academic institutions: three data sets with archived ads, and then three case studies based on each data set, respectively.

The first is the largest data set. This data set ("DATA A") contains records of computer science ads that deployed academic culling practices from approximately the middle of 2019 until the end of 2025 across 33 universities in Canada, including many of Canada's leading computer science departments.

The paper also looks beyond computer science to other "hard" STEM fields and tries to provide a snapshot of academic hiring. The second data set ("DATA B") examines Canada Research Chair (CRC) positions in the second half of 2023 for academic culling practices.

The third data set ("DATA C") contains records of all ads posted on the main computer science academic jobs dashboard, CS-CAN. The data are in chronological order, over the years from 2024 to 2025.

For all three data sets, we examined three academic culling practices in the STEM ads:

- Preferential hiring
- Restricted hiring
- DEI pledges

The first section of this report establishes core terminology and essential context. The second presents the research approach and data collection. The third explores the research results and data analysis. The fourth discusses the findings, and the final section summarizes the key takeaways and insights.

Essential Context

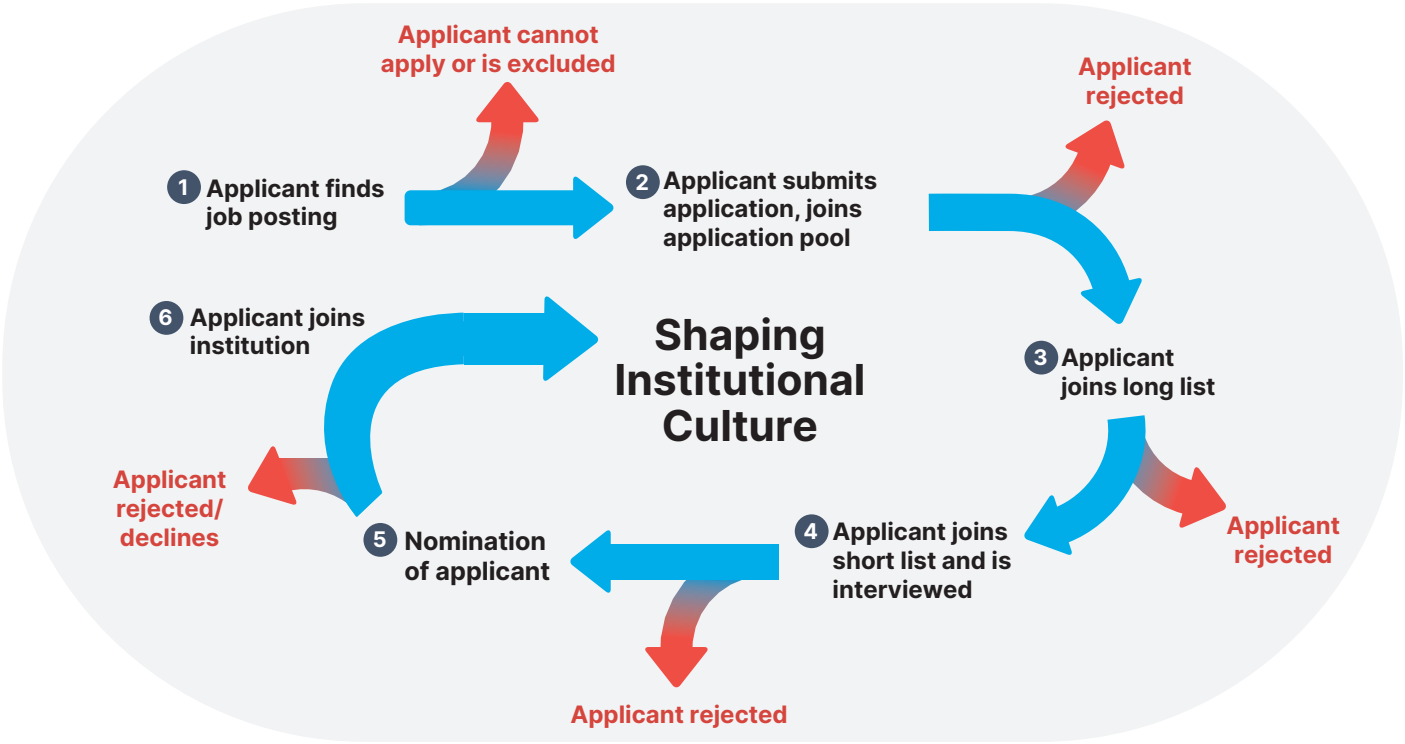
While proponents of some aspects of DEI may intend to promote and improve diverse cultures within post-secondary institutions, it is becoming increasingly clear that those advancing DEI measures have also engaged in academic culling when they are hiring candidates for STEM positions. However, measures of the prevalence of this practice in Canada have been unavailable thus far. This paper addresses this gap.

At its foundation, computer science is a mathematical, formal science, not a field epistemologically built upon social activism or ideological causes. Academics in fields like computer science have made considerable scientific and technological advances for broader technologies like software and other interdisciplinary domains in Canada.[3] Hence, computer science is a viable test-bed to illustrate the ideological forces that are being placed upon academic hiring in STEM fields at Canadian public universities (institutions). We will use academic culling as the tool for measuring the prevalence of these forces.

To be hired in a STEM discipline, applicants begin by responding to an academic job advertisement. Once their application is accepted, the applicant moves through a common series of phases that determine whether or not they are successful at securing the academic job in question. We illustrate such a process in Figure 1.

Figure 1

The standard process for an academic finding and responding to an academic job advertisement



The process begins with the applicant following the instructions of the job advertisement and submitting materials to fulfil the requirements of the application. If the institution accepts the application as completed, the applicant then joins the *applicant pool* as a candidate.

A search committee from typically the same academic unit as the position proceeds to vet a "long list" of candidates, then forms a "short list" of candidates from that list. The search committee might then further interview members of the short list and invite them to visit the institution as part of the interview. Afterward the search committee recommends a candidate to an administrator, often a dean or provost, for final approval.

An institution, usually in the form of a search committee or departmental equivalent, or an individual representing the search, will post an academic job advertisement. Who prepares the advertisement and its approval may vary from institution to institution, but it is not unusual for the department to be very involved in creating the advertisement, the search process through a search committee, and ultimately external postings of the advertisement beyond the institution itself. Canadian computer science departments also commonly post

academic job advertisements on the job dashboard of the organization CS-CAN-INFO-CAN (CS-CAN).[a] Of relevance in our paper, these job postings appear on the "View Jobs" page[4] of the CS-CAN website.

Core Terminology

This paper investigates academic job advertisements (ads) and the steps and instructions an applicant is to follow if they wish to apply for the job. Ads take the form of a job posting, which may be published in full on a website, and which may include steps applicants are to take if they want further instructions or find out where to apply. When this paper uses a specific ad, it is in the form of a job posting that is documented electronically.

Next, we examine the above practices to search for academic culling, and provide documented examples drawn from the postings. The three practices we examined include preferential hiring, restricted hiring, and DEI pledges. Appendix A lists the real-world examples drawn from these examinations.

Preferential Hiring

Preferential hiring is a situation in which all qualified applicants can apply for the position(s) listed in the ad, but the institution will give (explicit) preference to applicants belonging to a preferred group, specified by a non-academic qualification. Table 1 outlines some examples. Preferential hiring is a kind of academic culling practice, because it introduces a selection based on characteristics or preferences unrelated to academic qualification(s).

The preferred group will typically be defined by identity markers or self-identity, often under broader DEI initiatives, that may couch these initiatives within Employment Equity[5] to outline the preference. These markers include but are not limited to race, gender, sex, and disability status. Further, the search may often clearly state that it is seeking those who are systemically marginalized or underrepresented, who may belong to an "equity group"—a member of a group designated as equity-seeking or deserving of special consideration.

a) From the "Mission and Origins" page, "CS-CAN-INFO-CAN [CS-CAN] counts among its members more than 60 organizations active in computing research: academic departments of computer science and computer engineering; laboratories and centers in industry, government, and academia; and affiliated professional societies" (https://cscan-infocan.ca/mission-and-origins/).

Table 1

Examples of excerpts from computer science ads where the institutions are engaging in preferential hiring

Advertisement (Institution – Source)	Relevant Passage (identified preferential hiring is underlined)
"Assistant Teaching Professor (Preferential Hire) Position" (University of Victoria – BC-2021-2)	"In accordance with University of Victoria's Equity Plan, and pursuant with Section 42 of the BC Human Rights code, the Department of Computer Science at the University of Victoria is seeking to hire one faculty member with preference for candidates from any of the following three designated groups: indigenous peoples, persons with disabilities, or women."
"Tenure-Track Faculty Position in Computer Science - Fighting Inequities" (McGill University – QC-2022-2)	"A demonstrated relevance of the candidate's work to addressing anti-Black racism or systemic inequities in relation to computer systems will be regarded as an important asset. Background in critical race theory is desirable but not required... among candidates deemed to equivalently meet the requirements of this position, preference will be given to Black candidates."
"Assistant Professor (Software Engineering) - Tenure Track" (Trent University – ON-2023-8)	"Preference will be given to candidates from underrepresented groups including women, Indigenous People (First Nations, Inuit, and Metis), persons with disabilities, members of visible minorities or racialized groups and LGBTQ2+ people."
"Shannex Research Chair in Artificial Intelligence and Healthy Aging" (Dalhousie University – NS 2024-1)	"Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. The university encourages applications from Indigenous Peoples of Turtle Island (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups, persons with disabilities, women, persons identifying as members of 2SLGBTQIA+ communities, and all candidates who would contribute to the diversity of our community. In accordance with our Employment Equity Policy, preference will be given in hiring processes to candidates who self-identify as members of one or more of the equity-deserving groups listed above. For more information, including details related to our Employment Equity Policy and Plan and definitions of equity-deserving groups please visit www.dal.ca/hiringfordiversity."
"Up to Two Faculty Positions in Computer Science" (University of British Columbia – BC-2025-5)	"UBC hires on the basis of merit and is committed to employment equity. Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. Inclusion is built by individual and institutional responsibility through continuous engagement with diversity to inspire people, ideas, and actions for a better world. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Métis, Inuk, or Indigenous person... All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority, and members of historically marginalized groups will be given special consideration."

As a note, a generalizing feature of the definition is that the preferred group is identified by a non-academic qualification. Also, preferential hiring may differ institutionally beyond the application stage of the hiring.

Others may debate our definition of preferential hiring, particularly where it focuses on substantive preferences and not outreach. However, in all examples we cite, groups must be identifiable and defined, with a clear indication that there is some preference for that group to apply for the post. There are two types of activities that might fall under preferential hiring that we did not consider to be explicit enough:

1. *Where the institution "strongly encourages" specific groups to apply*. It is possible, unless further evidence is provided on a case-by-case basis, that beyond encouraging a group to apply, the hiring process remains largely procedurally neutral at later stages.

2. *Where an institution cites its commitment to employment equity and invites applicants to identify themselves as belonging to certain, named groups*. While saying it is committed to employment equity and welcoming self-identification as part of a specific group in an ad has the possibility of indicating preferential hiring, such calls were deemed too vague to be considered an example of that practice as they often appeared as broad institutional statements. Without further evidence, an invitation to identify oneself in this matter may not indicate a preference and does not indicate what the institution will do with that information.

As the University of Victoria[6] has articulated, the reasons that proponents for preferential hiring may support this academic culling practice include:

1. Addressing underrepresentation of the preferred group in recruitment and hiring outcomes;

2. Supporting the employment and valuing the knowledge of the preferred group in an institution;

3. Achieving institutional equity targets required by some externally funded programs; and

4. Increasing so-called diverse role models or mentors.

Those who express concerns about this academic culling practice, such as the Society for Academic Freedom and Scholarship (SAFS), may argue that these practices favour applicants on non-academic grounds, that they may be wrongfully discriminatory, and that they violate the merit principle—that academic decisions should be made solely on academic grounds. Additionally, a letter from SAFS[7] regarding an ad[8] in November 2022 that expressed preferential hiring argues:

Taking group membership into account when hiring has the effect of harming individual scholars because others may see them in stereotypical ways and wrongly undervalue their work. In addition, because scholars want to be valued for the quality of their research, their teaching, and their contributions to intellectual life, seeking scholars for their race, ethnicity or other identity forces them to suppress their dignity or decline an advantage. Finally, recruitment based on a non-academic criterion undermines respect for the ideal of dispassionate inquiry, as summoning people by identity tends to confuse scholarship with advocacy and to create consensus around dogma…

Because favouring candidates on non-academic grounds is wrongfully discriminatory, doing so cannot serve to create a fair and equitable university. This normalizing of identity characteristics is bound to have long-lasting, unwelcome consequences, not only because it suggests that a candidate's appearance or identity is a significant indicator of his or her promise as a scholar, but because it institutionalizes practices that have led to some of the worst outcomes in human history. Good intentions alone are never enough to exonerate such discreditable practices.

Restricted Hiring

Sometimes also known as "limited hiring"[9] or a "designated search,"[10] with restricted hiring all applicants must belong to a preferred group, specified by a non-academic qualification. In other words, restricted hiring is preferential hiring where the applicant pool itself is restricted to the preferred group. Restricted hiring is an academic culling practice because it excludes otherwise qualified applicants by limiting the applicant pool on non-academic grounds.[b] Table 2 provides examples.

Table 2

Examples of passages indicating restricted hiring, drawn from computer science ads

Advertisement (Institution – Source)	Relevant Passage (identified restricted hiring is underlined)
"Queen's National Scholar in Artificial Intelligence, Medicine, and Data Justice" (Queen's University – ON-2021-1)	"This opportunity is open only to qualified individuals who self-identify as Black persons, including those from Africa or of the African diaspora (e.g. African and Africa descended people from the Caribbean, North America, Europe, or Latin America). Recognizing the intersectionality of identities within Black communities, applications from Black candidates who also, for example, identify as women, persons with disabilities, and 2SLGBTQ+ persons are welcome… A commitment to secure external research funding, as well as strong potential for outstanding teaching contributions at both the undergraduate and graduate levels, dedication to academic and pedagogical excellence in support of the two units' programs, and an ongoing commitment to fostering equity and diversity are requirements for this position… As a Queen's National Scholar, the ideal candidate will clearly demonstrate three main attributes… A demonstrated commitment to the principles of equity, diversity, and inclusion… A complete application consists of… a statement of experience in and commitment to facilitation and promotion of equity, diversity, and inclusion…"

Continued next page

b) For the sake of thoroughness, just as an ad indicating a preference for applicants in a particular academic subfield is not preferential hiring, restricting an academic position to an academic subfield is not a form of restricted hiring; this is controlling the applicant pool by using an academic qualification, so it does not fall under the definition.

Table 2 (continued)

"Assistant Professor (Teaching) in Data Science and Analytics, Faculty of Computer Science" (University of Calgary – AB-2023-1)	"This is an open disciplinary search in the general area of Data Science and Analytics. This position is only open to qualified Black (e.g., Black Pioneer, African, Caribbean) scholars." Requires "Statement on equity, diversity and inclusion identifying the applicant's contributions or potential contributions to advancing a culture of equity and inclusion." "The University is a signatory of the Scarborough Charter, which confirms a commitment to fostering Black flourishing, developing anti-Black racism policy and procedures, and to promoting Black inclusion."
"Woman in CS Search: Tenure-Track Assistant Professor in Human-Computer Interaction or Human-Centred Computing" (University of Regina – SK-2023-5)	"To address gender inequity in the field of computer science and alleviate the under-representation of women in such positions, this position is targeted to candidates who self-declare as women... For this competition, the University welcomes applications from all individuals who self-declare as a woman and meet the requirements of the position, including those who identify as Indigenous, having disabilities, a visible minority, or being sexually diverse. Designating this position supports the University of Regina's efforts to improve equity, diversity, and inclusion within the academic community and honours our commitment to represent the community we serve."
"NSERC Tier 1 Canada Research Chairs in Computer Science - 2 Positions" (University of Waterloo – ON-2023-1)	"Position 1, all areas of artificial intelligence. The call is open only to qualified individuals who self-identify as women, transgender, gender-fluid, non-binary, or Two-spirit... Position 2, all areas of computer science. The call is open only to qualified individuals who self-identify as a member of a racialized minority."
"Tier 2 Canada Research Chair in Artificial Intelligence and Machine Learning" (University of Lethbridge – AB-2024-4)	"In accordance with Section 10.1 of the Alberta Human Rights Act, only applicants who self-identify as a person with a disability and/or as a racialized individual will be considered for this CRC opportunity... Applications for this position must include... a statement no longer than 3 pages emphasizing their research mentorship experience, teaching philosophy, and their experiences in advancing equity, diversity, inclusion and decolonization within their practices"
"(Multiple Positions) Assistant Professor in Computer Science, Computer or Software Engineering – Dedicated Hire: Women" (York University – ON-2024-17)	"Recognizing the underrepresentation of women faculty members in many fields, the positions are open only to qualified individuals who identify as women... The successful candidates will be joining a vibrant scholarly community at York, where we aspire to achieve equity and diversity in all areas, including gender equity."

While many of the ads that engaged in restricted hiring were individually posted, there can also be groups of postings that deploy DEI "cluster hiring,"[11] where instead of coordinating hiring around a shared scientific research topic, they are undertaken for DEI-related initiatives. For instance, the ad posted from the University of Calgary (AB-2023-1) shown in Table 2 was part of what this institution called the Inclusive Excellence Cluster Hiring Initiative.[12]

Restricted hiring is a more exclusionary academic culling practice than preferential hiring, and it is far easier to identify when presented in an ad due to its explicitly exclusionary nature. However, unless the institution outlines how its policy will be implemented during the search, it may be unclear how the preferred group in preferential hiring will be treated compared to the rest of the applicant pool. For ease of classification in this paper, whenever restricted hiring occurs, we will classify it solely as such, rather than as preferential hiring.

Arguments for and against restricted hiring are nearly identical to those around preferential hiring. Under restricted hiring, at best such a search can only yield a selected candidate that an institution may justify as sufficiently qualified. Also, as in some of the ads we have documented, some institutions justify the decision to use restricted hiring (and preferential hiring) by appealing to policies in Human Rights codes[c] that outline ameliorative policies or programs.

DEI Pledge

A DEI Pledge is the requirement or expectation that an applicant will commit to DEI, in at least one of the following three forms:

1. It is a job requirement or expectation that the candidate be committed to DEI.

2. The candidate is required or expected to give a statement about DEI ("DEI-related statement"), often called a diversity statement or DEI statement.

3. The applicant is required to be a DEI activist to some extent, including promoting or advocating support for DEI.

A feature of the DEI pledge is that future researchers can easily generalize it to include other practices that are also academic culling practices. In other words, they can substitute "DEI" with another political, religious, or ideological type of prescribed doctrine, to study them in a similar manner, e.g., they might replace "DEI" with "Christianity," then define a Christianity pledge, or with "Liberal Party" to define a Liberal Party pledge. The definition delineates between broad institutional statements not directed at the applicant as an expectation and those that are particularly required or requested of the applicant.

An ad can contain a DEI pledge and for brevity we may at times write that the ad "is a DEI pledge," just like we may call an ad "preferential hiring" or "restricted hiring." It is possible for ads to contain other academic culling practices along with a DEI pledge.

As there are three ways through which the DEI pledge can be imposed, as noted above, we provide concrete examples of each. To determine whether an ad is a DEI pledge ad, it must be at least one of the three forms.

The first form of a DEI pledge casts DEI-related commitments as a job expectation. An important feature of this is that it is not the institution declaring DEI-related expectations as valuable; rather, it implies that the applicant is expected to have a DEI-related commitment if he or she is accepted for the job. Table 3 provides examples.

c) This may include section 16 (1) of the Canadian Human Rights Act (https://laws-lois.justice.gc.ca/eng/acts/H-6/section-16.html), or corresponding sections in provincial Human Rights codes, e.g. section 42 of the BC Human Rights Code, section 14 of the ON Human Rights Code.

Table 3

Some computer science ads with DEI pledges satisfying the first form

Advertisement (Institution – Source)	Relevant Passage (identified DEI pledge (form 1) is underlined)
"Instructor of Computer Science (Truro Campus)" (Dalhousie University – NS-2022-1)	"The candidate must demonstrate a commitment to equity, diversity, inclusion, and accessibility... Diversity and inclusion statement (maximum 2 pages): Please be sure to address the following four prompts in your statement and upload as your Teaching Statement in Documents Needed to Apply: 1. What does EDIA (Equity, Diversity, Inclusion, and Accessibility) mean to you? 2. Share a personal experience in which you may have supported a student, with an EDIA perspective in mind. Include information about when you had this experience. 3. Have you pursued any training and/or educational opportunities on EDIA? If so, detail them and explain briefly how this has impacted your day-to-day work. 4. Share your vision for the day-to-day responsibilities in this role from an EDIA perspective."
"Computing Science, Limited-Term Lecturer, Technical Writing and Ethics" (Simon Fraser University – BC-2022-1)	"The responsibilities of the successful candidate will include the following... Diversity, equity, and inclusion... An ideal candidate is expected to possess the following qualifications... Commitment to diversity, equity, and inclusion."
"Instructor, Computer Science" (Vancouver Island University – BC-2023-3)	"Required Qualifications... A commitment to, and understanding of, the importance of equity, diversity, and inclusion in the classroom."
"Assistant Professor, Teaching Stream – Computer Science" (University of Toronto – ON-2023-15)	"Candidates are also expected to show evidence of a commitment to equity, diversity, inclusion, and the promotion of a respectful and collegial learning and working environment demonstrated through the application materials... Equity and diversity are essential to academic excellence. We seek candidates who value diversity and whose teaching and service bear out our commitment to equity. Candidates are therefore also asked to submit a 1–2 page statement of contributions to equity and diversity, which might cover topics such as (but not limited to): teaching that incorporates a focus on underrepresented communities, the development of inclusive pedagogies, or the mentoring of students from underrepresented groups."
"Dean, College of Engineering and Physical Sciences" (University of Guelph – ON-2024-1)	"Candidates must demonstrate a commitment to advancing equity, diversity, inclusivity, reconciliation, and accessibility, and effective management of human, financial, and physical infrastructure resources."
"Assistant Professors, Teaching Stream" (University of Waterloo – ON-2024-12)	"The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion."

The second form of a DEI pledge is the expectation, either in the application or in a job application portal, that the applicant will submit a written statement about their experience with and support for DEI (see Table 4 for examples). This may be a standalone statement or the institution may request that it appear in other parts of the application. What an institution requests in the ad may vary, but fundamentally the academic applicant is required to submit a DEI-related statement. In North America this form of DEI pledge has garnered considerably more discussion than the other two forms.[13]

Table 4

Examples of the second form of DEI pledge—computer science ads requiring DEI-related statements

Advertisement (Institution – Source)	Relevant Passage (identified DEI pledge (form 2) is underlined)
"Tenure-Track Position in Theoretical Computing Science" (University of Alberta – AB-2022-1)	"The University of Alberta is committed to Equity, Diversity and Inclusivity (Strategic Plan for EDI) and to reconciliation (Indigenous Strategic Plan). Hence, applicants are encouraged to discuss, in their submitted statements (see below), how they will contribute to expanding the diversity of our campus with their research, supervision, teaching, and public outreach... A 1-2 page equity, diversity, and inclusion statement which includes the candidate's contributions and plans to advance EDI in their research, teaching, mentoring, and service."
"Tenure-Track Faculty Position in Quantum Computing" (University of Waterloo – ON-2023-14)	"The University values the diverse and intersectional identities of its students, faculty, and staff. It regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as Indigenous peoples (e.g., First Nations, Metis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+." Requires DEI-related statement in job application portal, not disclosed in the advertisement.
"Duncanson Chair in Ethics and Technology, Faculty Position in the Departments of Computer Science and Philosophy" (Western University – ON-2023-12)	"Suitable applicants will have a solid grounding in ethical and philosophical perspectives on the social implications of artificial intelligence and the advancement of technology... Application materials must include... The approach they would take to meeting principles of equity, diversity, and inclusion in this position."
"Assistant/Associate/Professor" (University of Manitoba – MB-2023-2)	"The University of Manitoba is committed to the principles of equity, diversity & inclusion and to promoting opportunities in hiring, promotion and tenure... Applications should be sent to... and should include... statement on your approach to addressing issues of equity, diversity, and inclusion..."
"Without Term Lecturer" (University of Saskatchewan – SK-2024-4)	"The Department of Computer Science supports excellence and recognizes that principles of equity, diversity, and inclusion are fundamental to this goal. Recruitment will be guided by the strong commitment of the University of Saskatchewan, the College of Arts and Science, and the Department of Computer Science to diversity, inclusion, and equity... Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply... Interested candidates must submit... an equity, diversity, and inclusion (EDI) statement."
"Two [2] Tenure Stream Positions in Cyber Science (Assistant/Associate)" (Toronto Metropolitan University – ON-2025-16)	"... the successful candidate must present evidence of... commitment to our values of equity, diversity, and inclusion as it pertains to service, teaching, and scholarly research or creative activities, including a demonstrated ability to make learning accessible and inclusive for a diverse student population... Applications, consisting of the following, must be received... evidence of contributions to Equity, Diversity, Inclusion, and Accessibility (EDIA) - which may include a separate EDIA statement (maximum 2 pages) or be integrated into your teaching and research statements..."

Finally, the third form of a DEI pledge outlines DEI-related activities the applicant will be expected to participate in according to the ad (Table 5). The ad must clearly communicate the expected DEI activity(ies) in which the applicant is expected to participate.

Table 5

Examples of computer science ads with DEI pledges satisfying the third form

Advertisement (Institution – Source)	Relevant Passage (identified DEI pledge (form 3) is underlined)
"Faculty of Computer Science: Tenure-Track Assistant Teaching Professor in EDI Initiatives" (University of New Brunswick – NB-2023-1)	"The Faculty of Computer Science at the University of New Brunswick's Fredericton Campus invites applications for a tenure track Assistant Teaching Professor with focus on Equity Diversity and Inclusion (EDI) initiatives. Applicants are expected to have a minimum of a Master's degree in Computer Science. A PhD degree in Computer Science and/or a minimum of two years of industry experience would be an asset... This EDI Assistant Teaching Professor will promote gender balance and equity, increased participation and recognition of indigenous and underrepresented groups, and support for greater accessibility of Computer Science programs. Ideally they will be a role model and a champion of programs, coordinating with other groups and leaders on campus to offer a range of programs such as scholarship, targeted learning opportunities, cultural events, and community-focused outreach to increase equity, diversity, and inclusion in the Faculty of Computer Science and to foster recognition of these goals in academic programming, experiential learning programs, and entrepreneurship in the Faculty of Computer Science and its partners."
"Teaching-Track Faculty Position" (McMaster University – ON-2024-7)	"The applicant must also demonstrate a record of... willingness and ability to contribute to the department's collegial and collaborative intellectual community as well as university-wide inclusive excellence goals and priorities... The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from First Nations, Metis and Inuit peoples, members of racialized communities ("visible minorities"), persons with disabilities, women, and persons who identify as 2SLGBTQ+... Please submit the following materials... statement on contributions to inclusive excellence in teaching, research, or service in academic, professional or community contexts, including a description of how you will advance the University's commitment to building an inclusive community and to fostering a culture which embraces and promotes the rich diversity of the campus community (2 pages)"
"Multiple Positions: Computer Science, Computer or Software Engineering (Sessional Assistant Professor, Teaching Stream)" (York University – ON-2024-16)	"Recognizing the underrepresentation of women faculty members in many fields, the positions are open only to qualified individuals who identify as women... the successful candidates will be joining a vibrant scholarly community at York, where we aspire to achieve equity and diversity in all areas, including gender equity."
"Full-time Faculty Lecturer in Computer Science" (McGill University – QC-2025-2)	"This position is created in the context of the School's new Masters Non-Thesis program. Priority areas align with the program's streams: (i) artificial intelligence and machine learning; (iii) applied data science (big data analytics, databases, data mining, etc.); (iii) cybersecurity...The complete application package required includes... an equity, diversity, and inclusion (EDI) statement... The percentage of women in our programs is one of the highest in Canada.... They will engage and liaise with our student bodies and work to enhance of our program's inclusiveness and student body diversity."

Continued next page

Table 5 (continued)

"Research Stream Faculty Positions at the Intersection of Software Engineering and AI" (University of Victoria – BC-2025-2)	"The faculty has members from across the globe and a commitment to achieving gender parity… To be considered, please submit an application package including… an Equity, Diversity and Inclusion (EDI) statement… The EDI statement should describe your experience with addressing EDI and/or how you plan to contribute to the EDI goals of the Department… UVic is committed to upholding the values of equity, diversity, inclusion and human rights in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility."

This paper considers DEI pledges as the most intrusive of the academic culling practices we study in this paper. While the primary focus of universities should be academic, these pledges can further buttress DEI-related policies including preferential hiring or restricted hiring. Highly qualified academics may abstain from applying because of DEI measures; they might support some of the measures or disagree with some of them. So, when an academic opts to apply for one of these jobs and is being asked to take the DEI pledge, including its expectations, they are being given an impression of how academic freedom, namely their intellectual autonomy, may function if they are hired by that institution. As an academic culling practice, DEI pledges have the effect of requiring applicants to prove that they adhere to or are complicit with DEI measures.

DEI pledges can cause foundational damage to academic freedom. A May 2023 letter[14] from SAFS emphasizes this potential:[15]

> Requiring applicants to swear fealty to a particular conception of university community and university goals amounts to imposing a political or ideological criterion on hiring and, as such, is contrary to the best university traditions of academic freedom and scholarly independence, traditions that enable scholars to fashion their own values and that enjoin hiring committees to consider fairly, on academic grounds alone, applicants who are critical of prescribed commitments and doctrines.
>
> Asking for commitment to equity, diversity and inclusion ideology and practice pressures academics into serving a social movement they might well not support. It will encourage applicants to prevaricate or to misrepresent their actual views, and even to engage in self-deception.
>
> Such demands are inconsistent with academic commitments to intrepid and dispassionate research, for they will cause scholars to shy away from speaking positions they believe might appear at odds with EDI [DEI] means or ends. The academic mission of the Department of Computer Science will suffer either because promising researchers and teachers will be screened out of job competitions or because a chilling orthodoxy will envelop the university. To require that prospective professors show they hold a particular set of views regarding social relations and responsibilities cannot but undermine candour, respect for intellectual autonomy and academic values generally.

More broadly within the mathematical sciences in North America, DEI pledges have been criticized, e.g. see Thompson,[16] and Barvinok.[17] For further discussion on arguments for and against DEI pledges and their relationship to academic freedom and institutions in Canada, we recommend Mercer's 2023 essay.[18]

Literature Review

To the best of the author's knowledge, this work is the first of its kind to study academic freedom within Canadian computer science departments specifically, and Canadian STEM fields more broadly, at the country's institutions. This work is built upon Page's[19] long-running preliminary research. Due to the nature of this work and the broadness of its discussion of DEI and DEI-related policies, including the public's opinions on these subjects, this paper summarizes only recent and relevant results explored within this paper.

In 2025 when they explored several different aspects of academic job posting ads in Canada, including academic culling practices introduced in Page's framework, Hunt et al.[20] developed a university discrimination index (UDI) by reviewing roughly 50 active ads from each provinces' largest institutions—totalling 489 ads. They found that over the 489 ads reviewed, 477 of them included some DEI-related communication, which ranged from the promotion of DEI in institutional statements, to DEI pledges, to DEI surveys and questionnaires, to preferential or restricted hiring.

In the United States, many of the examples of the preferential or restricted hiring we have documented as taking place in Canada are generally prohibited employment policies.[21] In recent years, the US has made considerably more attempts to broadly understand aspects of academic culling in relation to DEI, even at the institution-specific level.[22] For instance, in 2023, John Sailer of the National Association of Scholars extensively reported on the use of DEI cluster hiring as a means that various institutions have used to advance DEI measures.[23]

In 2025, Arnold et al.[24] analyzed 10,170 ads from the US over the fall 2024 academic hiring cycle to measure the prevalence of some academic culling practices related to DEI pledges, specifically DEI-related statements. They found that 23.3 percent of the total group of ads contained DEI pledges, but in STEM fields specifically 25.5 percent required DEI pledges. The authors noted that the frequency of pledge requirements in STEM fields was comparable to both the Humanities at 23.5 percent and the Social Sciences at 24.8 percent. The authors also found that states that explicitly banned the use of standalone DEI statements still employed them. This fact was uncovered when the authors found ads asking for DEI-related information in other application materials: part of the second form of the DEI pledge definition. To date, Arnold et al.'s work is the largest scale analysis of the prevalence of DEI-related statements in the United States, following an earlier 2021 study by Paul and Maranto.[25]

Presently in Canadian STEM research, when someone is awarded a *chaired position* (i.e., a federally-funded or private-endowment professorship meant to attract or retain top-tier scientific talent) or receives government funding, their peers tend to see it as a sign of a successful research program, which then has an impact on their hiring options, promotion, and performance reviews. In the late 2010s changes[26] began to unfold within government

funding programs and research chair positions, including the Canada Research Chairs (CRC) program[27] and the Canada Excellence Research Chairs (CERC) program.[28] These changes began with the introduction of DEI measures into various award granting processes, as well as into the review and assessment of an applicant's work. These standards were sometimes implemented under the label of "best practices."[29] To learn more about this DEI-related shift in government programs, see Horsman's[30] and Snow's[31] analyses of federal granting agencies in Canada.

This DEI-related dynamic with federal granting agencies has manifested in numerous ways. First, as will be discussed in greater depth below, in 2024, through a systematic search of CRC ads over the second half of 2023, Burgess found that approximately 55 percent of those ads contained restricted or preferential hiring practices.[32] Second, the examples that Horsman and Snow have discussed are not the only programs, competitions, or initiatives of this kind. In December 2025, Canada's federal government announced the Canada Impact+ Research Chairs competitions[33]—a $1 billion investment to attract internationally-renowned researchers to Canadian institutions, with the intention of addressing priority research areas on a national scale. As the University of Manitoba, a participating institution, articulated, as part of this competition, "Equity, diversity and inclusion are embedded as foundational principles in Impact+ objectives, expected outcomes and reporting requirements of the competition. The three agencies expect that institutions and chairholders will demonstrate and implement the highest EDI [DEI] standards for the duration of their award."[34] Similar to the other government funding programs noted, this focus has led to new ads announcing requirements that amount to academic culling practices in STEM fields, where the institution sometimes requires candidates to demonstrate their commitment to DEI considerations in addition to their other application materials. In January 2026, the Department of Computer Science at the University of Manitoba posted on CS-CAN[35] an ad for an Impact+ Chair position in Artificial Intelligence, which states that applicants should submit as part of their application:

> ...a personal statement reflecting on the applicant's positionality, demonstrated commitment, and approach to issues pertaining to anti-racism and social justice (including principles of equity, access, and participation) in the following areas: teaching, research, and service.

Methodology, Data Sets, and Research Questions

This paper investigates academic job postings and provides six novel contributions to the study of academic culling practices in Canadian STEM fields and academic institutions: three data sets with archived ads, then three case studies based on each data set, respectively. We summarize the three data sets and collections below, followed by the three case studies.

1. DATA A is the largest data set and archive of its kind: a comprehensive record of academic culling practices in computer science ads at 33 universities in Canada, from approximately the middle of 2019 until the end of 2025. Among this collection of ads are postings by programs in: U15 Canada (an association of 15 leading research institutions across Canada), Maclean's University Rankings in Computer Science Programs, and many other postsecondary institutions.

2. DATA B looks beyond Canadian computer science to STEM fields that some consider to be "hard" STEM fields. We try to provide a snapshot of academic hiring in these fields specifically in the second half of 2023 through further specialization and then extension of Burgess's systematically tracked Canada Research Chair (CRC) data set (noted in the literature review above).

3. DATA C contains records of all ads posted on CS-CAN, in chronological order, from 2024 to the end of 2025. The paper combines a systematically tracked approach, like Burgess's, with the incident-based reporting of the work in DATA A. Like DATA A, this is the first data set of its kind and duration that documents academic culling practices in hiring ads for Canadian STEM positions.

Table 6 summarizes the research questions that each of the three case studies asked and the timeframe during which data were collected. Below, we discuss details and how the data were collected. By design, the results are easily verifiable from the data sets summarized in this section. The results typically consist of basic counting, computing cumulative averages, and overall averages. All the ads in all the data sets were manually found, reviewed, verified, and collected by the author. (Note: It is important to stress that in years prior, had even one single incident of academic culling occurred, it would have likely been considered controversial.)

Table 6

Summary of research questions and data descriptions for the three case studies

No.	Research Question	Case Study	Data Set	Case/Data Description	Duration
Q1	Is it possible to determine lower bounds (i.e., a floor) on the prevalence, as percentages, of academic culling practices at universities' computer science departments in recent years?	A	A	Longitudinal incident-based case study: Academic job ads in computer science	May 17, 2019 – Jan 1, 2026
Q2	More specifically, is it possible to compute lower bounds on prevalence, as a percentage, on occurrences of academic culling job advertising practices among U15 institutions and/or institutions ranked in recent Maclean's University Rankings in Computer Science Programs?	A	A	Longitudinal incident-based case study: Academic job ads in computer science	May 17, 2019 – Jan 1, 2026
Q3	What percentage of CRC ads contain restricted hiring, preferential hiring, and/or require DEI pledges?	B	B	Canada Research Chairs (CRC) in "Hard" STEM fields	Jul 1, 2023 – Dec 31, 2023
Q4	In "hard" STEM fields, what share engage in preferential or restricted hiring?	B	B	Canada Research Chairs (CRC) in "Hard" STEM fields	Jul 1, 2023 – Dec 31, 2023
Q5	How many CRC ads have DEI pledges that specifically ask for a DEI-related statement?	B	B	Canada Research Chairs (CRC) in "Hard" STEM fields	Jul 1, 2023 – Dec 31, 2023
Q6	How does similar analysis reflect on Canadian computer science ads for CRC positions?	B	B	Canada Research Chairs (CRC) in "Hard" STEM fields	Jul 1, 2023 – Dec 31, 2023
Q7	What percentages of all the ads communicated academic culling practices, by type?	C	C	Longitudinal observation: Academic job ads in computer science	Jan 1, 2024 – Jan 1, 2026
Q8	Are all studied academic culling practices occurring at the same rate?	C	C	Longitudinal observation: Academic job ads in computer science	Jan 1, 2024 – Jan 1, 2026
Q9	Have academic culling practices become more common in computer science ads since 2024?	C	C	Longitudinal observation: Academic job ads in computer science	Jan 1, 2024 – Jan 1, 2026

Alongside the analysis, the three data sets provided are significant contributions to this work. They are noted in the subsequent subsections as DATA A, DATA B, and DATA C, each respectively associated with the three case studies, in order of appearance. The study may further draw from examples in the data sets. To help the reader understand how records are provided, see Appendices A, B, and C, or the data files included with this paper, with further details for each example noted.

DATA A: Longitudinal Incident-Based Data Set of Academic Computer Science Job Advertisements

The present study advances Page's[36] long-term preliminary work; this data set consists of ads reported to contain academic culling practices for computer science academic positions. These data were collected by the author from approximately the middle of May 2019 until January 1, 2026, expanding the data set the author had initially collected with evidence-based classifications of computer science ads that engage in academic culling practices. Beyond the author's initial observations, DATA A improves both the classifications of the ads and the reproducibility of these observations by including an archive of all the ads. DATA A consists of 158 records of archived incidents. This constitutes what is likely the largest publicly available collection to date of incidents of academic culling practices in Canadian institutional hiring in STEM fields.

The primary way in which the author discovered and gathered the ads was by regularly monitoring the CS-CAN "View Jobs" web page[37] over the documented period. Supplemental to this, in earlier stages of this data gathering and as Page was documenting the increasing incidence of this phenomenon, the author communicated with SAFS about some of these postings.[38] As the first years of records in DATA A show, SAFS archived many of those ads together with their own letters expressing concerns regarding some academic culling practices and the institutional responses to their letters. Page sometimes included these letters and documents in the archive of the records for historical purposes, and to help readers understand how institutions have responded to concerns about academic freedoms brought about by academic culling practices. In 2023, due to a considerable increase in the incidents of computer science ads engaging in academic culling practices over the previous year, the author's collection methods shifted from seeking and archiving the computer science ads with SAFS to a systematic collection of incidents. Then, once all the reported ads were documented at the end of the period, he created DATA A by collating the incidences and expanding and organizing the data fields.

What differentiates records in DATA A from the author's preliminary work is that DATA A is not only an archive of all the ads retrieved, but provides further evidence to support and refine the classifications and fields found in the new data set we provide. Each time an ad was posted containing evidence of an academic culling practice, we recorded it and retrieved a copy of the ad. We note that DATA A does not include any records from the earlier works where it does not share these stronger features. DATA A is incident-based like the author's preliminary work, so it does not encompass every single incident of academic culling practices, and a lack of a record does not imply that other institutions did not participate in academic culling practice, or that other ads did not occur beyond those recorded and documented.

Beyond expanding every field with further details and relevant passages, including provincial information and an expanded type of classification for each ad's positions (e.g., including "CERC" for Canada Excellence Research Chair positions), DATA A also includes information on whether the application may require a DEI-related statement beyond a DEI pledge. Table 7 shows the fields of each record in DATA A.

Table 7

Fields of the records of DATA A

Field	Type of Data	Description
Ad ID	**String**	Unique identifiers for each ad. All identifiers are formatted by province, then year, and the occurrence of an incident in that province numbered chronologically. For example, identifier "ON-2023-3" indicates the reported ad was posted by an institution from Ontario in 2023, and that was the third reported incident in the data set from Ontario.
Prov	**String**	Province of the institution posting the ad, abbreviated.
Month	**String**	Approximate month the ad was posted on CS-CAN.
Year	**Number (Integer)**	Year the ad was posted on CS-CAN.
Institution	**String**	Name of institution posting the ad.
Advertisement title	**String**	A name or title given to the ad.
Type	**String (P, LT, F, TT, CERC, CRC, A)**	A list of types of positions the job is hiring for. We encoded the positions we documented as follows: • Postdoctoral fellow or similar (P); • Limited-term appointment or sessional (LT); • Non-tenure track faculty position (F); • Tenure-track faculty position (TT); • Canada Excellence Research Chairs position (CERC); • Canada Research Chairs position (CRC); and, • Administration (A). Note that whenever a position is classified as CRC or CERC, no other further classification is provided.
Relevant advertisement passages and other information	**String**	Provides relevant passages to document academic culling practices in the full ad and/or application, and other related information from the application instructions.
# Positions	**Number (Integer)**	The number of positions being advertised. Note the following: • Some ads advertise "up to" some number of positions (e.g. NS-2023-4), which may mean a search is deemed successful and that not all the positions may be filled. We record such fields with the number noted for how many positions are available. • In some situations, an ad states multiple positions are being considered, but no number is given, e.g. ON-2025-15. In all cases of this nature, we record the number of positions as 1.

Continued next page

Table 7 (continued)

Restricted	**Boolean (Y/N)**	Is there reported evidence that the search advertised in the ad may undertake restricted hiring?
Preferential	**Boolean (Y/N)**	Do we report evidence the ad provides explicit disclosure of preferential hiring?
DEI pledge	**Boolean (Y/N)**	Did we identify any evidence of the ad and its instructions containing a DEI pledge?
DEI-related statement	**Boolean (Y/N)**	Is there evidence of the ad requiring DEI-related written materials as part of the application?
Date first accessed	**Date**	The date the author accessed the page where the original ad was reported.
Source 1	**URL**	Provides a URL to where the ad has been archived or a permalink to the ad where it was originally found.
Source 2	**URL**	Provides a secondary URL to where the ad has been found or a permalink to the ad where it could also be found.
Comments	**String**	Title of the job position and/or description of the position, with relevant excerpts to support the classification.
Source	**String (URL)**	Ad permalink. It is worth noting that the permalink may lead to a page if it is still available to find.
Found via CS-CAN	**Boolean (Y/N)**	Did we collect an ad originally from CS-CAN as part of our archived collection of jobs or a permalink to a page on CS-CAN where it was originally posted?
Notes	**String**	Any additional comments from the author about the ad.

All ads reported in DATA A were either posted to CS-CAN or to an institutional website where they advertised a position for computer science or qualified applicants from computer science.[d]

Two research questions for analyzing DATA A

Research Question 1 (Q1)

The overall research theme is to measure the extent and severity of academic culling practices in postsecondary institutions. Flowing from this, the first research question asks: Is it possible to determine lower bounds (i.e., a floor) on the prevalence, as percentages, of postsecondary computer science departments participating in academic culling practices in recent years?

d) Refer to Table 7 for each type of position(s) advertised.

Research Question 2 (Q2)

U15 Canada ("U15") is an association of 15 leading public research universities across Canada (Table 8). According to the U15 website,[39] they train 64 percent of full-time graduate students in Canada and perform $866 million of research for business.

Table 8

List of U15 Group universities in Canada

Institution	Province
University of British Columbia	British Columbia
University of Alberta	Alberta
University of Calgary	Alberta
University of Saskatchewan	Saskatchewan
University of Manitoba	Manitoba
McMaster University	Ontario
University of Ottawa	Ontario
University of Toronto	Ontario
Queen's University	Ontario
University of Waterloo	Ontario
Western University	Ontario
Laval University	Quebec
McGill University	Quebec
University of Montreal	Quebec
Dalhousie University	Nova Scotia

As another application of DATA A, we explore institutions where computer science programs are usually well regarded by other sources. In 1991, *Maclean's* magazine began its University Rankings,[40] claiming they "identify the best programs, provide tips on applications and scholarships, and offer up-to-date insight on what it's like to enter a university or college right now." Some computer science departments have recognized being highly placed in these rankings as a "prestigious distinction," including the Cheriton School of Computer Science at the University of Waterloo.[41]

Considering ads from the U15 group and the Maclean's University Rankings in Computer Science Programs (Maclean's-ranked universities), the second research question explores: Is it possible to determine lower bounds (i.e., floors) on prevalence, as percentages, of their participation in academic culling?

In Appendix A, we provide the relevant information from all the records to review the main analyses in this paper and details about how the ads were archived.

DATA B: Systematic Data Set of Canada Research Chairs (CRC) in "Hard" STEM fields

The number of reported incidents in DATA A invites further review through other methods of gathering and analyzing Canada Research Chair (CRC) positions in STEM fields, given the spike in 2023. This is examined in the second data set, DATA B. It advances both the systematic CRC ad data collected by Burgess[42] focusing on Canadian STEM fields, and Page's[43] later preliminary work. DATA B is an examination of the ads and instructions that institutions have posted, beyond the CRC program requirements, from the second half of 2023, over a period of six months.

According to its website, University Affairs "is... the largest source of career ads for people seeking academic positions in Canada."[44] The ads included in DATA B are derived from Burgess's data set of CRC ads, where he systematically tracked all CRC ads on the University Affairs website from July 2023 until the end of December 2023.[45] We refer the reader to

Burgess's[46] original data set, which contains records for all 71 CRC ads, including when and where each ad was originally located. As additional sources beyond this, and whenever possible to further support the existence of the ads, DATA B refers to the same ads posted elsewhere as Page found them. DATA B contains only CRC ads posted on University Affairs and may not include others over the studied period, e.g., ad BC-2023-10 of DATA A.

DATA B contains records of 24 CRC ads that may be in STEM fields outside of health, medical, and social sciences. This is meant to capture a sample of the "hard" STEM fields that some may assume would be void of academic culling practices. We improve upon and further classify the ads, including whether we found any evidence that the institution required the applicant to provide a DEI-related statement, and we provide more passages as evidence of academic culling practices. Table 9 shows the fields for each DATA B record. For data from these files that are relevant to our analysis, as well as other details, see Appendix B.

Table 9

The fields for each DATA B record

Field	Type of Data	Description
Ad ID	**String (unique)**	Identifier for the ad and any supplemental materials.
Institution	**String**	Name of the institution that posted the ad.
Position title	**String**	A name/title of the position, as indicated in ad.
Restrictions	**String**	Relevant information from ad that indicates whether the ad is preferential or restricted hiring, or whether the ad may not be explicit enough, as applicable. For DEI pledges and other items, view the next field.
Relevant passages indicating restrictions and/or DEI pledge	**String**	Relevant passages and components documented to support the claim of academic culling practice(s), and potentially related passages.
Date first accessed	**Date**	Date the ad was first accessed by Page in his subsequent review of the ads in 2024. Refer to the initial data set by Burgess for dates when and where the ads were first found and posted.
Source	**URL**	Source of the ad.
Supplemental Source	**URL**	Additional source for the ad. This may be another place where the ad may have been posted, or a similar ad.
Field	**String**	Identification of possible academic field(s) associated with the ad.
Restricted,Preferential, or Not Explicit Hiring [R/P/B]	**String (R/P/B)**	Classification of the ad as restricted hiring ["R"], preferential hiring ["P"], or is not explicit enough ["B"].

Continued next page

Table 9 (continued)

Computer Science [Y/N]	**Boolean (Y/N)**	Is the ad for a computer science academic position?
DEI Pledge? [Y/N/U]	**String (Y/N/U)**	Do the full ad instructions explicitly require a DEI pledge, beyond the already existing requirements under the CRC program? "Y" means yes, "N" means no, and "U" means unclear/unsure.
Ad Archived? [Y/N]	**Boolean (Y/N)**	As part of DATA B's resources, is there a copy of a posting of the ad included or collected?
Note	**String**	Any additional notes about the ad, or about our documentation of the ad.

Four research questions for analyzing DATA B

The goal in analyzing DATA B is to provide insights into the following four questions.

Research Question 3 (Q3)

What percentage of CRC ads contained restricted or preferential hiring? What percentage required DEI pledges?

Research Question 4 (Q4)

Burgess found that approximately 55 percent of the ads in his original data set in 2024 engaged in preferential or restricted hiring. When considering only "hard" STEM fields, which appear in DATA B, is there a similar outcome?

Research Question 5 (Q5)

How many CRC ads in DATA B participate in DEI pledges that specifically ask for a DEI-related statement?

Research Question 6 (Q6)

How does similar analysis reflect on Canadian computer science ads for CRC positions over the latter half of 2023?

DATA C: Systematic Longitudinal Observation of CS-CAN Computer Science Job Advertisements

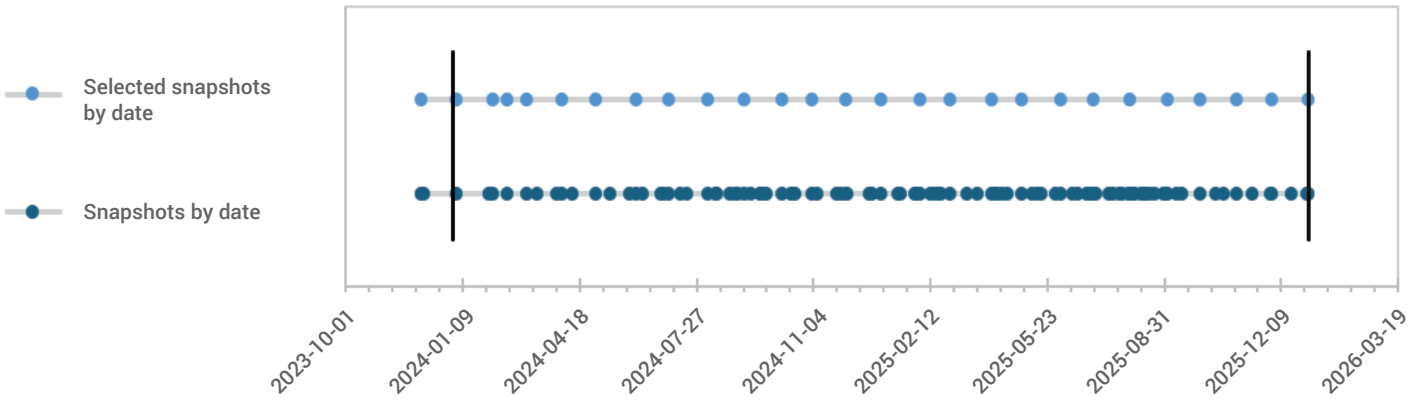
After 2023, we sought to provide a systematic and longitudinal evaluation of STEM ads to help provide insight into how many postings for academic positions are incorporating academic culling practices. DATA C lists 117 records of computer science ads posted on CS-CAN (i.e., the major job dashboard for academics in computer science) over the entire period 2024 to 2025. Of the 117 records, 76 ads are from 2024, and 41 from 2025. DATA C contains the records of these ads and documents we refer to as "snapshots." Both help to systematically document the ads and academic culling practices discovered therein.

To capture the two years of computer science ads that we have documented, we downloaded copies of the information on the CS-CAN "View Jobs" web page,[47] each of which we entitle "snapshots." To ensure we were capturing ads specifically posted in 2024 and 2025, we took snapshots before and after the period being investigated. Our earliest snapshot is from November 14, 2023, and the last snapshot included in DATA C is from January 1, 2026. In total, we collected 103 snapshots. We manually reviewed each of them to build the initial DATA C records. Whenever possible, we attempted to timestamp each document.

To make reviewing DATA C as straightforward as possible, we identified 27 *selected* snapshots that together contain all the ads from the start of 2024 until the end of 2025. To decide upon the selected snapshots, we determined whether they were from near the start of a month, near the end, or near the mid-point. We found that we had a snapshot for every month over this period from near the start of the month. We then examined each of these snapshots against DATA C's records to see if jobs listed were missing between each selected snapshot. We found that we needed only two snapshots for February 2024, but all the remaining selected snapshots occurred near the start of the month. Figure 2 plots the dates of all 103 snapshots and the 27 we chose to be selected snapshots.

Figure 2

Scatterplot showing dates DATA C snapshots were retrieved



Note: The vertical bars indicate the starting and end dates of the studied period.

Finally, DATA C also incorporates the incident-based reporting information of the records in DATA A, which, like the snapshots, was systematically monitored manually over this same period. With this addition, DATA C gives records for all computer science ads posted on CS-CAN and related academic culling practices we have documented with DATA A over the entirety of 2024 and 2025. Table 10 shows the fields in DATA C's records.

Table 10

Fields of the records of DATA C

Field	Type of Data	Description
Ad Id	**Number (Integer)**	A unique identifier for each ad, numbered in chronological order of job posting appearance, based on the snapshots.
Position title	**String**	A documented name for the title of the position or ad.
Institution	**String**	Name of institution that published or posted the ad on CS-CAN.
Province	**String**	Abbreviated name of province in which the institution is located.
Month posted on CS-CAN	**String**	Month the ad is posted on CS-CAN.
Year	**Number (Integer)**	Year the ad was posted on CS-CAN.
Closing date	**Date**	Date when ad is set to close. Note that at times an ad may exist for longer on CS-CAN even if this date passes.
Snapshot first appeared	**Date**	The first snapshot the ad appeared in.
Snapshot last appeared	**Date**	The most recent snapshot in which the ad appeared.
Snapshots	**String**	A list of all selected snapshots where the ad appears.
Notes	**String**	Any additional remarks about the ad.
DEI pledge	**Boolean (Y/N)**	Is there evidence that the ad contains a DEI pledge?
Preferential hiring	**Boolean (Y/N)**	Is there any evidence that the ad discloses preferential hiring?
Restricted hiring	**Boolean (Y/N)**	Does the ad have evidence stating the search is to engage in restricted hiring?

Appendix C includes summaries of the records in DATA C and any additional details on how we archived the snapshots in DATA C.

Three research questions for analyzing DATA C

DATA C is the outcome of our systematic tracking of all ads posted on CS-CAN, where we documented, nationally and by province, all ads that have evidence of academic culling practices. This provides a novel setting for an updated study of computer science ads over 2024 and 2025 to get a detailed, statistical understanding of the prevalence of academic culling practices in computer science. The following questions are addressed in the analysis:

Research Question 7 (Q7)
What percentages of all the ads communicated academic culling practices, by type?

Research Question 8 (Q8)
Are all studied academic culling practices occurring at the same rate?

Research Question 9 (Q9)
Have academic culling practices become more common in computer science ads since 2024?

Results and Analysis

Three corresponding case studies present the results of the three aforementioned data sets. CASE STUDY A reports over time incidents of academic culling practices in computer science job postings at 33 universities in Canada, then narrows the scope to examine prevalence at U15 and Maclean's-ranked institutions (i.e., the most prestigious programs). CASE STUDY B looks at "hard" STEM positions in the Canada Research Chair (CRC) program. And CASE STUDY C presents the results from CS-CAN, the main job postings hub for computer science academics.

CASE STUDY A – Major Universities

DATA A consists of 158 academic job advertisements in computer science, spread across a total of 33 universities in Canada, that each show at least one incident of academic culling. In 2019, we found evidence of academic culling in only one job posting, but that rose to a high of 53 job postings in 2023. Figure 3 visualizes this increase longitudinally, reporting the cumulative total. Figure 4 breaks this down by year and practice, and Figure 5 illustrates the individual culling practices and the cumulative total. DEI pledges are the most common culling practice, but restricted hiring is the only practice present every year.

Figure 3

Cumulative number of computer science academic job ads with at least one academic culling practice | Canadian universities | 2019–2025

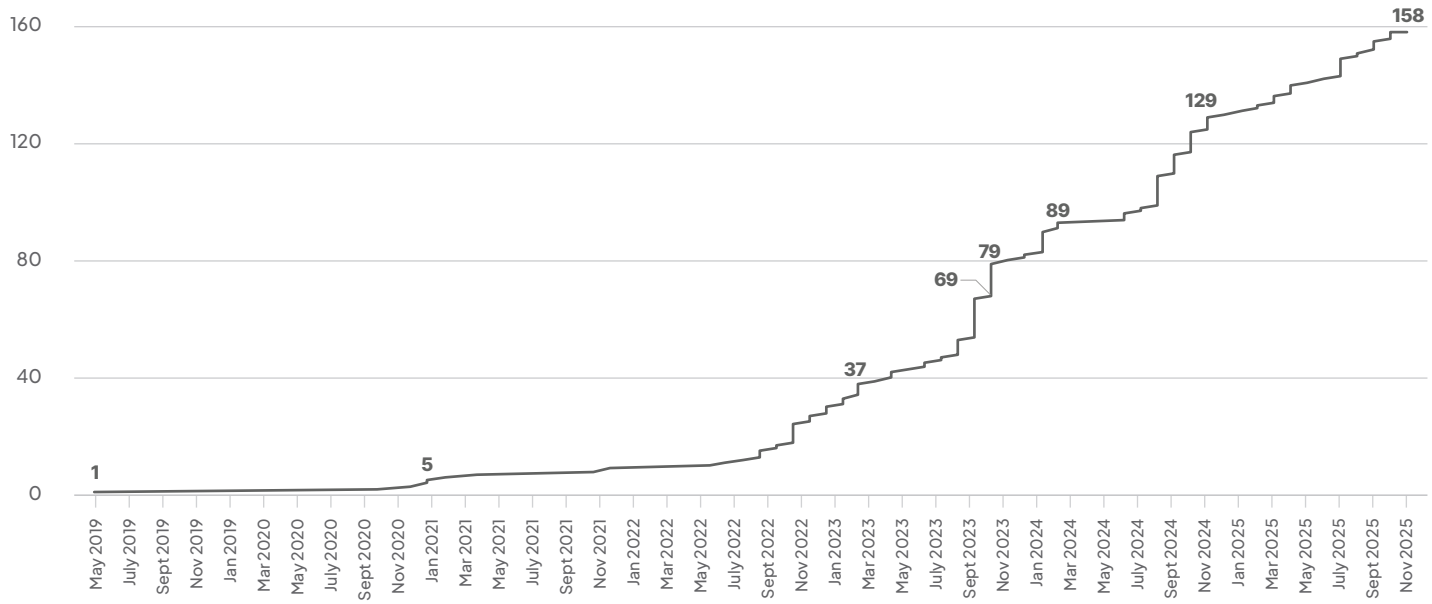


Figure 4

Yearly tally of academic culling practices in computer science academic job ads

Canadian universities | 2019–2025

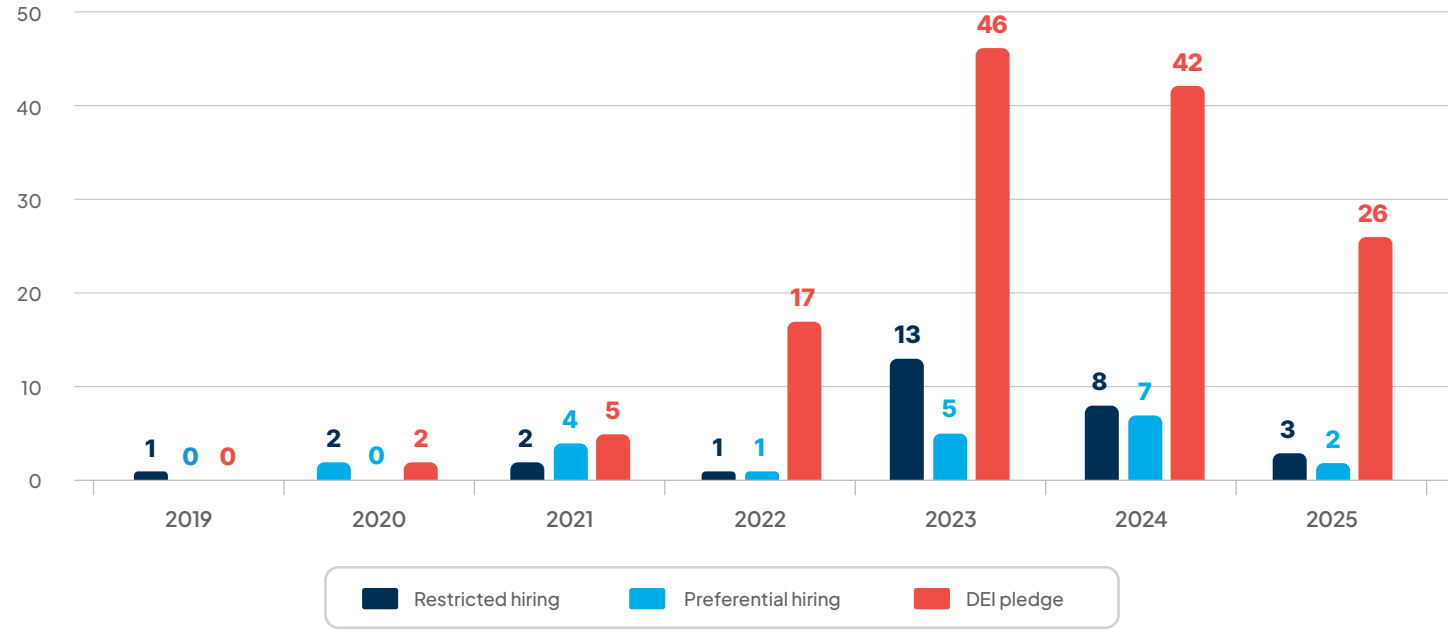
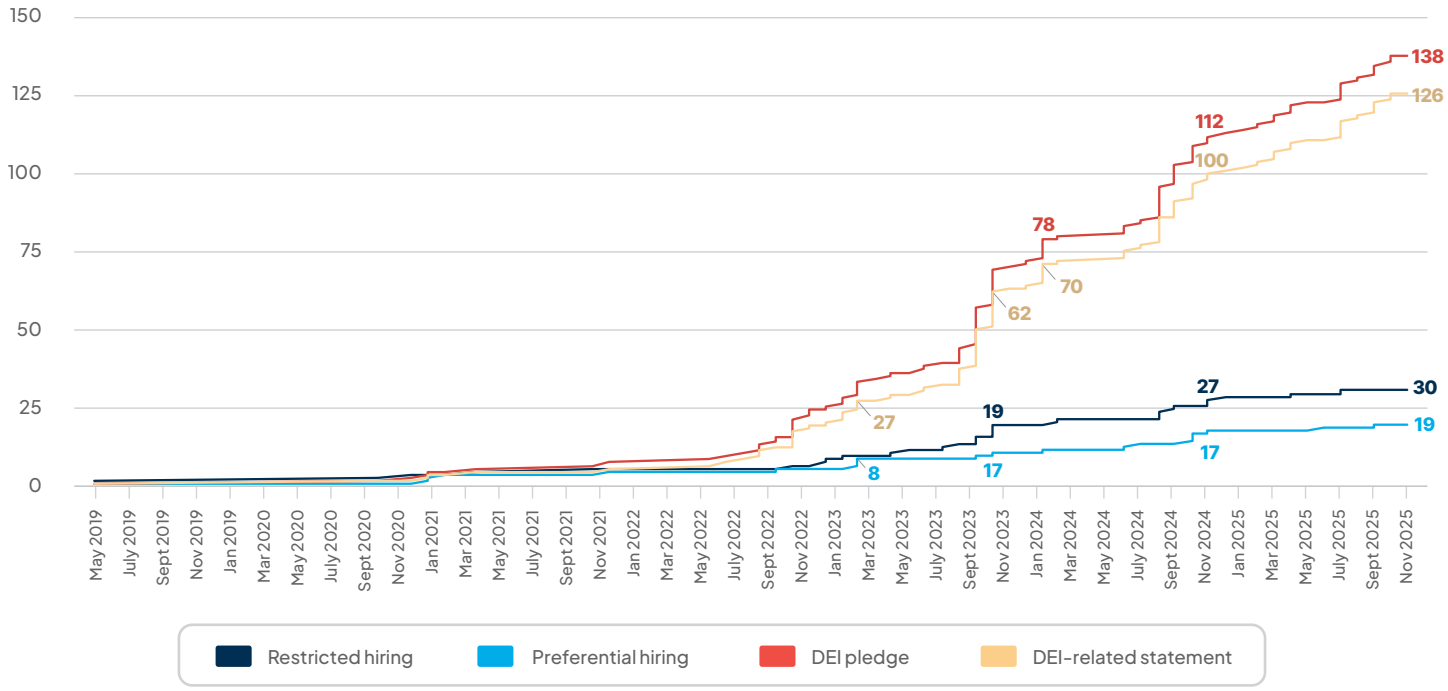


Figure 5

Cumulative total of all academic culling practices in computer science job postings | Canadian universities | 2019–2025



The first ad included in DATA A is titled “Canada Research Chair Positions” from Western University[48] in May 2019 (ad ON-2019-1 in DATA A). Since then, reported ads grew every year until 2023. Within the records of DATA A there are numerous types of academic positions that may be of interest to those studying academic culling practices. For those especially interested in post-graduate, contractual, and sessional positions, non-tenure faculty positions, and tenure-track positions, we documented 16 ads, 23 ads, and 98 ads, respectively, that engaged in academic culling practices. For those interested in Canada Research Chair (CRC) positions and Canada Excellence Research Chair (CERC) positions, DATA A reports 15 ads and 3 ads, respectively, that reveal academic culling. Finally, DATA A contains 3 ads for positions within administration that also show academic culling. Figure 6 breaks this down by position type. Figure 7 further differentiates each position type and academic culling practice.

Figure 6

Computer science academic job ads with at least one academic culling practice

By position type | Canadian universities | 2019–2025

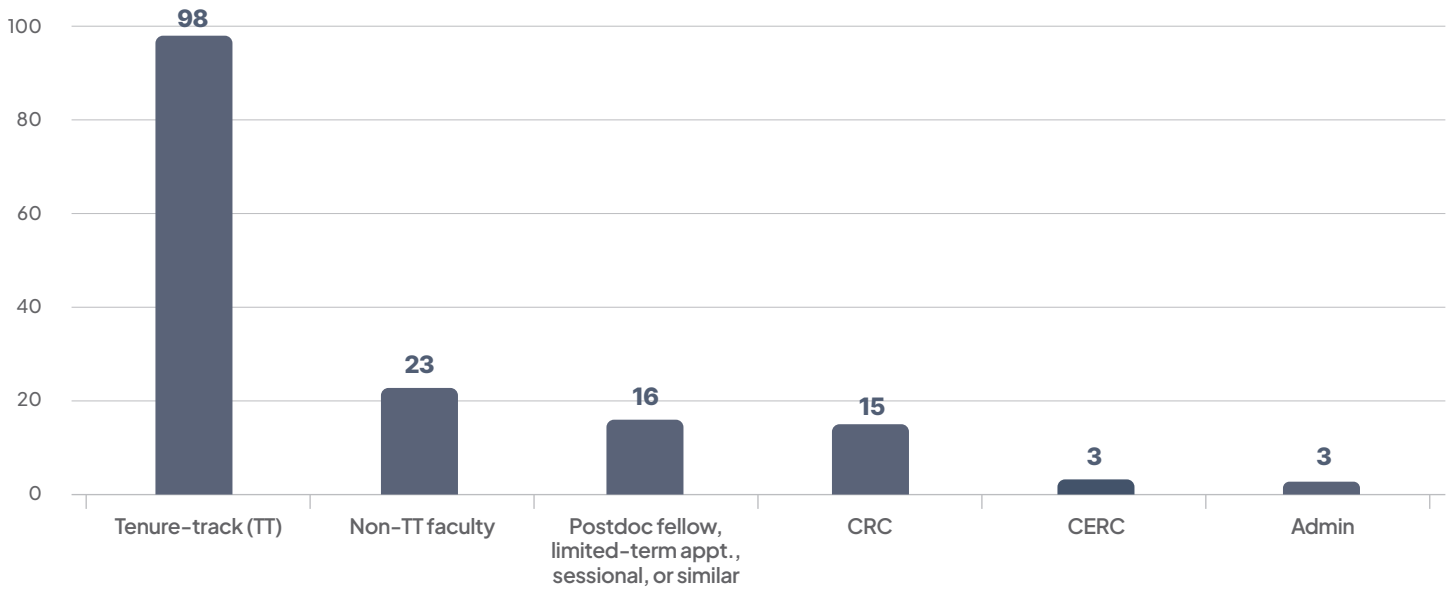
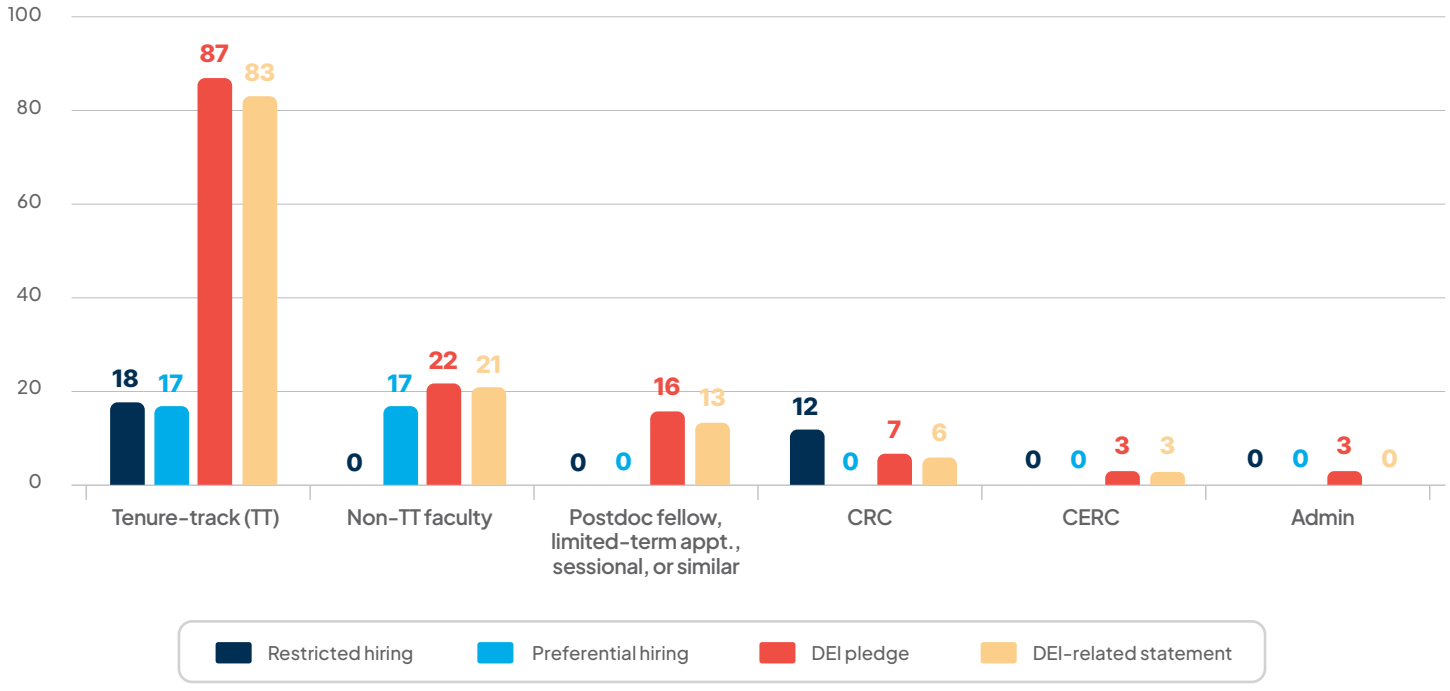


Figure 7

Number of computer science academic job ads, by academic culling practice and position type

Canadian universities | 2019–2025



Some ads are for multiple job openings. Of the 158 total ads in DATA A, we estimate that at least 245 positions were involved (see Table 7 for further details explaining how we determined the number of positions). Table 11 tallies the distribution of these 245 positions by year and position type.

Table 11

Total number of computer science academic job openings with at least one academic culling practice | By position type | Canadian universities | 2019–2025

Position	2019	2020	2021	2022	2023	2024	2025	Total
Tenure-track (TT)	0	3	5	26	58	44	23	159
Non-TT faculty	0	0	2	1	8	15	4	30
Canada Research Chair (CRC)	10	0	2	0	5	5	4	26
Postdoc fellow, limited-term appt., sessional, or similar	0	0	0	5	9	3	6	23
Canada Excellence Research Chair (CERC)	0	0	0	0	0	0	4	4
Administration	0	0	0	1	0	2	0	3
Total	10	3	9	33	80	69	41	245

Prevalence of academic culling at U15 universities

The sheer volume and proportion of academic culling practices is one thing, but it is also important to determine whether this is concentrated in a few institutions or widespread across leading universities.

We explore the prevalence of academic culling in the following two ways:

- *Prevalence by year*. We count the number of institutions that have engaged in an academic culling practice within each specific year. To compute this, we review the rows of DATA A for records of the year in question, and then tally up all institutions that have an ad that lists an academic culling practice.

- *Prevalence among institution*s. This is a running (i.e., cumulative) total computed by counting the number of distinct institutions that participated in at least one academic culling practice in a year as shown by an ad posted by the institution in DATA A, from the start of the studied period (2019) until the end of a given year. In other words, the goal is to discover the share of institutions that have participated in academic culling from 2019 to 2025, among a given set of institutions.

First, we explore the U15. To find lower bounds on the prevalence of academic culling practices among the U15 universities, we count the number of institutions with at least one ad documenting restricted hiring (Table 12), preferential hiring (Table 13), DEI pledges (Table 14), and within DEI pledges those in which an ad asks for a DEI-related statement (Table 15).

Table 12 shows that up to the end of 2025 at least 46.7 percent of the U15 institutions engaged in restricted hiring. The peak of this practice occurred in 2023 when at least a third of the U15 engaged in this practice.

Table 12

Prevalence of restricted hiring in computer science ads at U15 universities | By year

Institution	2019	2020	2021	2022	2023	2024	2025
University of Alberta							
University of British Columbia					✓		
University of Calgary					✓		
Dalhousie University					✓	✓	✓
Laval University							
University of Manitoba		✓			✓		
McGill University							
McMaster University							
University of Montreal							
University of Ottawa							
Queen's University			✓				
University of Saskatchewan							
University of Toronto							
University of Waterloo			✓		✓		
Western University	✓						
Tally by year	1	1	2	0	5	1	1
Share of institutions (year)	6.7%	6.7%	13.3%	0.0%	33.3%	6.7%	6.7%
Cumulative no. of inst.	1	2	4	4	7	7	7
Share of inst. (cumulative)	6.7%	13.3%	26.7%	26.7%	46.7%	46.7%	46.7%

Among the U15 universities preferential hiring was not nearly as prevalent as restricted hiring over the studied period. However, the practice reportedly appeared at more of the U15 institutions over time, going from 0 percent at the start of the studied period in 2019 to almost 27 percent of those institutions by 2025.

By examining the year columns in Table 12 and Table 13, we can count the number of institutions that participated in restricted hiring or preferential hiring, and thereby determine combined prevalence of both practices. It is apparent that by 2023 at least 60 percent of the U15 universities engaged in preferential hiring or restricted hiring. That was also the year when the highest number of U15 universities participated in these practices (at least 40 percent).

Table 13

Prevalence of preferential hiring in computer science ads at U15 universities | By year

Institution	2019	2020	2021	2022	2023	2024	2025
University of Alberta							
University of British Columbia							✓
University of Calgary							
Dalhousie University						✓	✓
Laval University							
University of Manitoba							
McGill University			✓	✓			
McMaster University							
University of Montreal							
University of Ottawa							
Queen's University							
University of Saskatchewan					✓	✓	
University of Toronto							
University of Waterloo							
Western University							
Tally by year	0	0	1	1	1	2	2
Share of institutions (year)	0.0%	0.0%	6.7%	6.7%	6.7%	13.3%	13.3%
Cumulative no. of inst.	0	0	1	1	2	3	4
Share of inst. (cumulative)	0.0%	0.0%	6.7%	6.7%	13.3%	20.0%	26.7%

From zero reported incidents in 2019, by 2023 at least 73 percent of the U15 universities posted computer science ads with DEI pledges. After 2023, our lower bound on the number of U15 institutions annually participating in DEI pledges decreased, but not to pre-2023 levels. By the end of the studied period, at least 80 percent of the U15 institutions had posted at least one computer science ad with a DEI pledge (Table 14). Note that we found similar results when we specifically considered ads that asked for DEI-related statements (Table 15).

Table 14

Prevalence of DEI pledges in computer science ads at U15 universities | By year

Institution	2019	2020	2021	2022	2023	2024	2025
University of Alberta				✓	✓		
University of British Columbia					✓		✓
University of Calgary					✓		
Dalhousie University				✓	✓		
Laval University							
University of Manitoba		✓			✓	✓	
McGill University			✓	✓	✓	✓	✓
McMaster University					✓	✓	
University of Montreal							
University of Ottawa							
Queen's University			✓				✓
University of Saskatchewan					✓	✓	
University of Toronto				✓	✓	✓	✓
University of Waterloo			✓	✓	✓	✓	✓
Western University					✓	✓	
Tally by year	0	1	3	5	11	7	5
Share of institutions (year)	0.0%	6.7%	20.0%	33.3%	73.3%	46.7%	33.3%
Cumulative no. of inst.	0	1	4	7	12	12	12
Share of inst. (cumulative)	0.0%	6.7%	26.7%	46.7%	80.0%	80.0%	80.0%

Table 15

Cumulative share of U15 institutions with computer science academic job postings that engaged in academic culling practices | By year

Institution	2019	2020	2021	2022	2023	2024	2025
University of Alberta				✓	✓		
University of British Columbia					✓		✓
University of Calgary					✓		
Dalhousie University				✓	✓		
Laval University							
University of Manitoba		✓			✓	✓	
McGill University			✓	✓	✓	✓	✓
McMaster University					✓	✓	
University of Montreal							
University of Ottawa							
Queen's University			✓				✓
University of Saskatchewan					✓	✓	
University of Toronto				✓	✓	✓	✓
University of Waterloo				✓	✓	✓	✓
Western University					✓	✓	
Tally by year	0	1	2	5	11	7	5
Share of institutions (year)	0.0%	6.7%	13.3%	33.3%	73.3%	46.7%	33.3%
Cumulative no. of inst.	0	1	3	7	12	12	12
Share of inst. (cumulative)	0.0%	6.7%	20.0%	46.7%	80.0%	80.0%	80.0%

To put together our overall results for the U15 universities, we can merge the entries of the rows and columns for the institutions and years in the first four tables above, to produce Table 16. This table then provides lower bounds for the prevalence of academic culling practices in general across the U15 institutions, based on computer science ads.

Table 16

A summary table of reported academic culling practices in computer science ads, by each U15 institution

May 2019 through December 2025

Institution	2019	2020	2021	2022	2023	2024	2025
University of Alberta				✓	✓		
University of British Columbia					✓		✓
University of Calgary					✓		
Dalhousie University				✓	✓	✓	✓
Laval University							
University of Manitoba		✓			✓	✓	
McGill University			✓	✓	✓	✓	✓
McMaster University					✓	✓	
University of Montreal							
University of Ottawa							
Queen's University			✓				✓
University of Saskatchewan					✓	✓	
University of Toronto				✓	✓	✓	✓
University of Waterloo			✓	✓	✓	✓	✓
Western University	✓				✓	✓	
Tally by year	1	1	3	5	11	8	6
Share of institutions (year)	6.7%	6.7%	20.0%	33.3%	73.3%	53.3%	40.0%
Cumulative no. of inst.	1	2	5	8	12	12	12
Share of inst. (cumulative)	6.7%	13.3%	33.3%	53.3%	80.0%	80.0%	80.0%

In summary, from 2019 to 2025, at least 80 percent of U15 institutions engaged in at least one academic culling practice in their postings for computer science academic jobs (Figure 8)—i.e., every U15 institution except Laval University, the University of Montreal, and the University of Ottawa. The peak was in 2023, when at least 73 percent of U15 universities participated in academic culling practices in one year (Figure 9). By 2023, already at least 80 percent of the U15 institutions had engaged in academic culling at some point over the period studied, and this remained the case by the end of 2025.

Figure 8

Cumulative share of U15 institutions with computer science academic job postings that engaged in academic culling practices | Tallied at year-end | 2019–2025

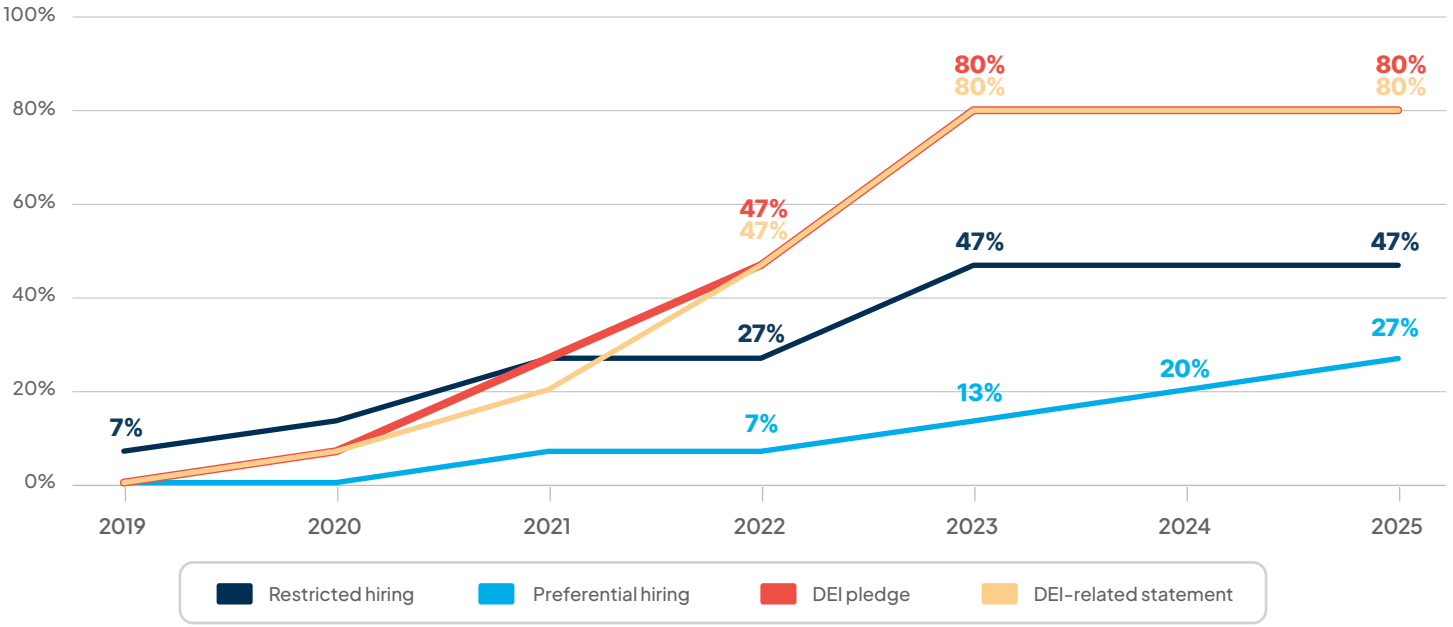
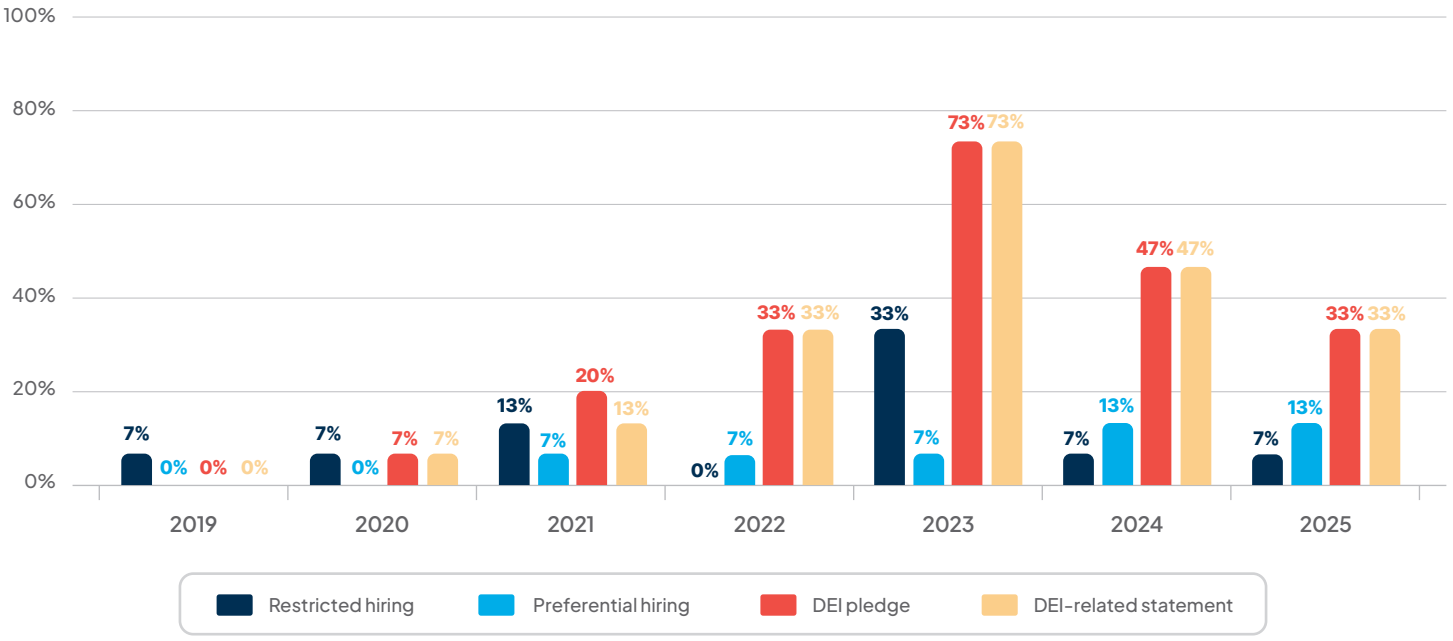


Figure 9

Share of U15 institutions by academic culling practices in computer science academic job postings

Per year | 2019–2025



Prevalence of academic culling at Maclean's-ranked universities

The institutions included in the Maclean's University Rankings in Computer Science Programs varies from year to year. We examined the years from 2019 until 2025. Table 17 lists the institutions included for 2019,[49] 2020,[50] 2021,[51] 2022,[52] 2023,[53] 2024,[54] and 2025.[55] Institutions in the ranking are listed in descending order, starting at the top-ranked. We provide the rankings of the institutions, top-to-bottom, as listed numbers, and have assigned each of the tied institutions to one of two adjacent rows. We use the Table 17 grid in the tables that follow.

Table 17

Institutions ranked in the Maclean's University Rankings in Computer Science Programs | 2019–2025

#	2019	2020	2021	2022	2023	2024	2025
1	University of Toronto	University of Toronto	University of British Columbia	University of British Columbia	University of British Columbia	University of British Columbia	University of Toronto
2	University of British Columbia	University of British Columbia	University of Toronto	University of Toronto	University of Toronto	University of Toronto	University of Waterloo
3	University of Waterloo	University of Waterloo	University of Waterloo	University of Waterloo	University of Waterloo	University of Waterloo	University of British Columbia
4	University of Montreal	University of Montreal	McGill University	McGill University	McGill University	McGill University	University of Alberta
5	McGill University	McGill University	University of Alberta	University of Alberta	University of Alberta	University of Alberta	McGill University
6	University of Alberta	University of Alberta	University of Montreal	Simon Fraser University	University of Montreal	Simon Fraser University	Simon Fraser University
7	Simon Fraser University	McMaster University	Simon Fraser University	University of Montreal	Simon Fraser University	University of Montreal	University of Montreal
8	McMaster University	Simon Fraser University	University of Victoria	Queen's University	University of Ottawa	University of Calgary	University of Calgary
9	University of Ottawa	Concordia University	University of Calgary	University of Calgary	Queen's University	Western University	Queen's University
10	Carleton University	Carleton University	McMaster University	McMaster University	University of Calgary	Queen's University	University of Victoria
11	Concordia University	Queen's University	Queen's University	University of Victoria	McMaster University	University of Ottawa	Concordia University
12	Queen's University	University of Ottawa	University of Ottawa	Carleton University	Western University	Carleton University	Dalhousie University
13	University of Calgary	University of Victoria	Western University	Western University	Concordia University	Concordia University	McMaster University

Continued next page

Table 17 (continued)

14	University of Victoria	University of Calgary	University of Manitoba	York University	Carleton University	McMaster University	University of Ottawa
15	Western University	Western University	Dalhousie University	Dalhousie University	University of Victoria	Dalhousie University	Carleton University
16	University of Manitoba	University of Manitoba	Carleton University	University of Ottawa	University of Manitoba	University of Guelph	York University
17	St. Francis Xavier University	University of New Brunswick	Laval University	Concordia University	Dalhousie University	University of Victoria	University of Saskatchewan
18	University of Sherbrooke	St. Francis Xavier University	Ryerson University	University of Sherbrooke	University of Guelph	York University	Laval University
19	University of Moncton	University of Sherbrooke	Concordia University	University of Saskatchewan	University of Saskatchewan	Laval University	Toronto Metropolitan University
20	University of Windsor	York University	Lakehead University	University of Windsor	York University	University of Manitoba	Western University
21	-	-	University of Quebec in Montreal	-	-	-	-

Like our previous analysis, we now identify, by year, in association with Table 17, whenever a Maclean's-ranked institution engaged in academic culling practices in their computer science job postings. The institutions do differ from year to year so showing the data in a format similar to Tables 12 to 16 would become more complex than needed. So, Tables 18 and 19 are organized differently.

Table 18 reports on ads for computer science academic jobs at the 20 or 21 universities ranked by Maclean's from the middle of 2019 until the end of 2025. For each institution, there are four subcells per year, where "✓" appears if there is at least one ad for the institution listed at that number (row) (from the grid created in Table 17) posted approximately that year. For each year, the academic culling practices are divided into the following subcells: restricted hiring ("R"), preferential hiring ("P"), DEI pledge ("D"), and then among those DEI pledge ads that ask for a DEI-related statement ("S"). All percentages are rounded, and the final row is an annual summary of the share of institutions that have demonstrated any of the academic culling practices in their computer science program hiring. The most common academic culling practice, DEI pledges, peaked in 2023 when they were required by at least 65 percent of the institutions.

Table 18

Tally of academic culling practices in computer science academic job ads

By practice | Maclean's-ranked universities | 2019–2025

#	2019				2020				2021				2022				2023				2024				2025			
	R	P	D	S	R	P	D	S	R	P	D	S	R	P	D	S	R	P	D	S	R	P	D	S	R	P	D	S
1																	✓		✓	✓							✓	✓
2															✓	✓			✓	✓			✓	✓			✓	✓
3									✓		✓				✓	✓	✓		✓	✓			✓	✓		✓	✓	✓
4										✓	✓	✓		✓	✓	✓			✓	✓			✓	✓				
5															✓	✓			✓	✓							✓	✓
6															✓							✓					✓	✓
7																												
8										✓	✓	✓																
9																							✓	✓			✓	✓
10																	✓		✓	✓					✓		✓	✓
11									✓		✓	✓							✓	✓							✓	✓
12															✓	✓			✓	✓			✓	✓	✓	✓		
13																							✓	✓				
14																			✓	✓			✓	✓				
15	✓														✓	✓	✓		✓	✓	✓	✓					✓	✓
16					✓		✓	✓									✓		✓	✓			✓					
17																	✓		✓	✓	✓		✓	✓				
18																					✓		✓					
19																		✓	✓	✓							✓	✓
20					✓		✓								✓	✓							✓	✓				
21	-	-	-	-	-	-	-	-					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total, each year	1	0	0	0	2	0	2	1	2	2	4	3	0	1	8	7	6	1	13	13	3	2	11	9	2	2	10	10
Share of Macleans-ranked universities	5%				10%				19%				40%				65%				65%				55%			

R Restricted hiring | P Preferential hiring | D DEI pledge | S DEI-related statement

Table 18 counts each job posting only once, but to gauge the prevalence and find a lower bound for institutions within the ranking that engaged in academic culling, we kept a cumulative count. Table 19 tallies an active cumulative total of Maclean's-ranked universities, by practice, from May 2019 through the end of 2025, where they had computer science academic job postings showing academic culling practices. Similar to Table 18, Table 19 provides basic statistics for the institutions ranked each year in the Maclean's University Rankings in Computer Science Programs, that have posted at least one reported academic culling practice ad from May 2019 until the end of the ranked year (as archived in DATA A). The final row indicates the share of ranked institutions, with rounded percentages, engaging in at least one academic

culling practice ad since May 2019. Note that any lower bound computed on prevalence for some year depends on the institutions ranked and can technically decrease due to the changing, active nature of the institutional rankings (i.e., institutions with no documented ads with academic culling practices replace those that have done so in the past in the ranking).

Table 19 shows that the share of institutions in the Maclean's University Rankings in Computer Science Programs engaged in academic culling practices in their job ads increased from at least 5 percent in 2019 to at least 85 percent since 2024. It continues to be the case in 2025 that at least 85 percent of the ranked institutions engaged in at least one academic culling practice.

Table 19

Institutions in the Maclean's University Rankings in Computer Science Programs, with at least one reported academic culling practice ad from DATA A | 2019–2025

#	2019				2020				2021				2022				2023				2024				2025			
	R	P	D	S	R	P	D	S	R	P	D	S	R	P	D	S	R	P	D	S	R	P	D	S	R	P	D	S
1																	✓		✓	✓	✓		✓	✓			✓	✓
2															✓	✓			✓	✓			✓	✓	✓		✓	✓
3									✓		✓		✓		✓	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓
4										✓	✓	✓		✓	✓	✓		✓	✓	✓		✓	✓	✓			✓	✓
5															✓	✓			✓	✓			✓	✓		✓	✓	✓
6															✓							✓	✓			✓	✓	✓
7																			✓									
8										✓	✓	✓	✓		✓	✓					✓		✓	✓	✓		✓	✓
9																	✓		✓	✓	✓		✓	✓	✓		✓	✓
10																	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓
11									✓		✓	✓		✓	✓	✓			✓	✓							✓	✓
12															✓	✓	✓		✓	✓			✓	✓	✓	✓	✓	✓
13									✓				✓										✓	✓			✓	✓
14									✓		✓	✓	✓		✓				✓	✓			✓	✓				
15	✓				✓										✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓
16					✓		✓	✓									✓		✓	✓			✓		✓		✓	
17																	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓
18																					✓		✓					
19																		✓	✓	✓							✓	✓
20					✓		✓								✓	✓	✓		✓		✓		✓	✓	✓		✓	✓
21	-	-	-	-	-	-	-	-					-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Year-end cumulative tally since May 2019	1	0	0	0	3	0	2	1	4	2	5	4	4	2	11	9	9	3	16	14	9	4	17	14	8	6	17	16
Share of Macleans-ranked universities	5%				15%				29%				60%				80%				85%				85%			

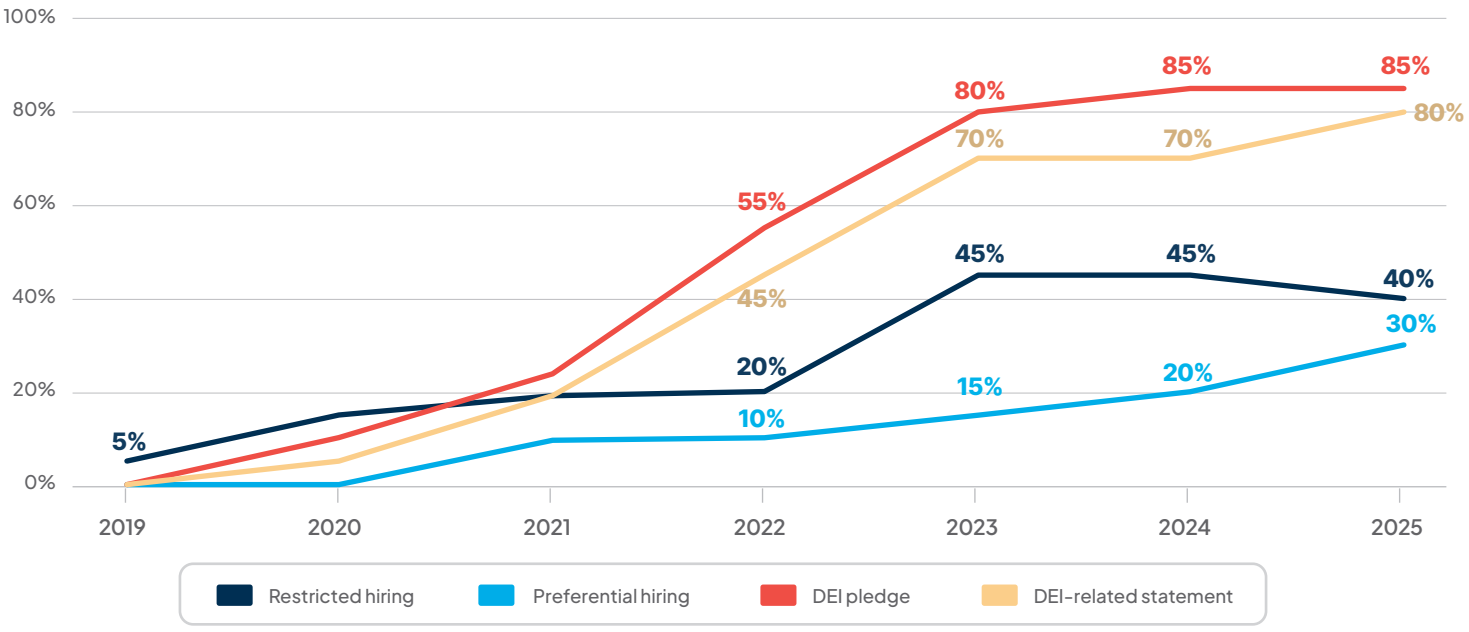
R Restricted hiring | P Preferential hiring | D DEI pledge | S DEI-related statement

DEI pledges were the dominant academic culling practice found in the ads, where many of these incidents closely followed the practice of asking for DEI-related statements. Note that restricted hiring remained more common than preferential hiring. Further, in 2025 we found that at least 55 percent of the ranked institutions that engaged in restricted hiring or preferential hiring also used DEI pledges at the same time; we found that this combination of forms had increased each year from 2019 until it reached 55 percent in 2023—a proportion that continued to hold until 2025.

In summary, from 2019 to 2025, at least 85 percent of Maclean's-ranked universities engaged in at least one academic culling practice in their computer science academic job postings (Figure 10). The peak was in 2023 when in that year alone, at least 65 percent of Maclean's-ranked universities participated in academic culling practices in their job advertisements (Figure 11). By 2024, at least 85 percent engaged in academic culling, and this remained the case by the end of 2025. And the most common academic culling practice is DEI pledges—peaking in 2023, when at least 65 percent of the institutions used them.

Figure 10

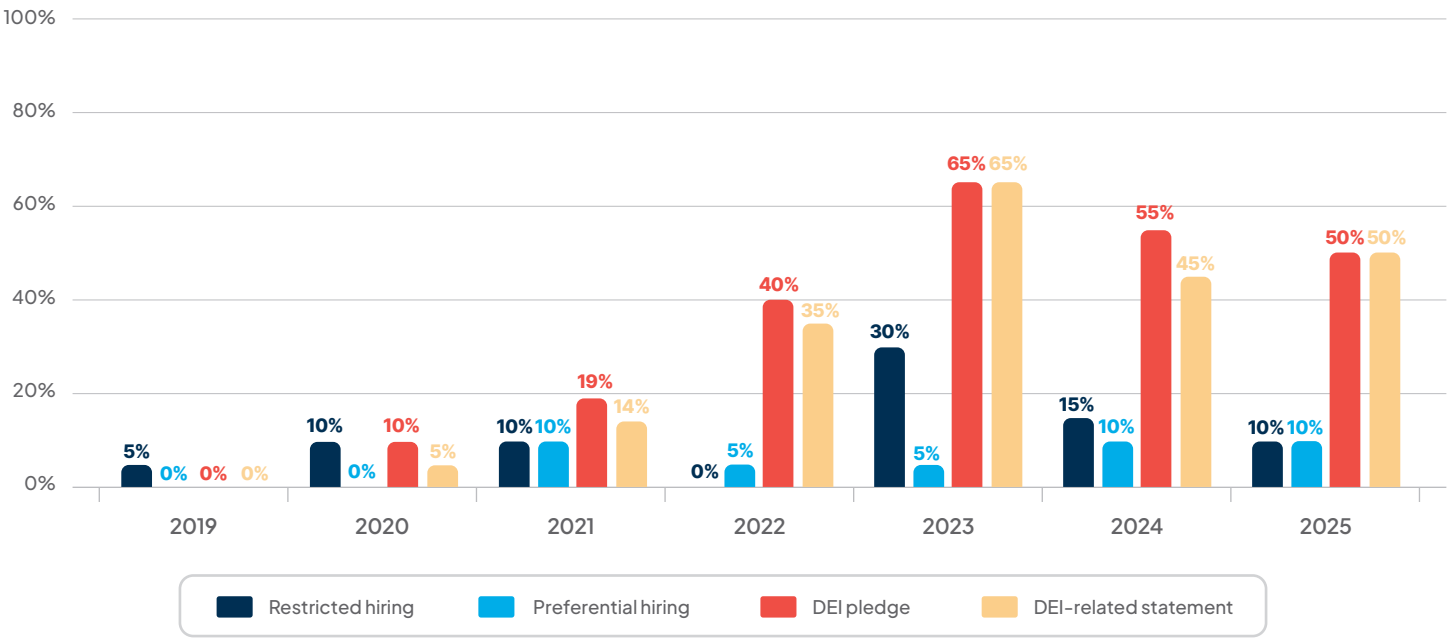
Cumulative share of Maclean's-ranked universities with computer science academic job postings that used academic culling practices | Tallied at year-end | 2019–2025



Note: The data set is dynamic (see Table 17). The institutions in the Maclean's ranking change from year to year, so different universities are entering and exiting the data set annually. In other words, institutions where academic culling is identified may drop out of the rankings and be replaced by universities where we could not identify such practices (e.g., see the change in restricted hiring from 2024 to 2025).

Figure 11

Share of Maclean's-ranked universities by academic culling practices in computer science academic job postings | Per year | 2019–2025



CASE STUDY B – Canada Research Chairs (CRC) in "Hard" STEM Fields

Others have published reports detailing the DEI pledges, preferential hiring, and restricted hiring that occur in ads under the Canada Research Chair (CRC) program. This paper is the first contribution to explore these requirements by institutions on a more granular level. To verify our results, refer to Appendix B.

Academic culling in CRC positions

In the latter half of 2023, institutions posted 24 CRC ads on University Affairs for jobs in STEM fields (excluding social and medical). At least 19 of the 24 ads engaged in one of the three academic culling practices (79 percent). Eleven of the ads could not be clearly classified as either preferential hiring or restricted hiring, while the remaining 13 ads could be. In addition, in 16 of the 24 ads we found evidence of a DEI pledge requirement (Figure 12).

Figure 12

Prevalence of academic culling practices in STEM* Canada Research Chair (CRC) ads

July 1–December 31, 2023



*Excluding social and medical.

Preferential and restricted hiring in CRC recruitment

Figure 12 shows that at least 54 percent of the CRC ads posted for CRC STEM positions from July 1 to December 31, 2023 engaged in either preferential hiring or restricted hiring. That proportion nearly matched the approximately 55 percent that Burgess found across all the CRC ads in his systematic tracking of those positions in the second half of 2023. Supplemental to this analysis, Appendix D shows similar results among only the original ads we could collect to archive for DATA B.

DEI pledges in CRC recruitment

We next address the question of how many CRC ads asked for a DEI-related statement. We remind the reader that this calculation is to determine whether the institution is asking for DEI-related materials directly in the application and not just implicitly through CRC program requirements. Two-thirds of all the CRC ads in DATA B required a DEI pledge, so we reviewed those records. Table 20 gives the results.

Table 20

Listing of all archived Canada Research Chair (CRC) ads in DATA B that require a DEI-related statement

Ad ID	Evidence of DEI-related statement requirement	DEI-related Statement?
CRC-1		
CRC-2	"Letter of interest (maximum six single-spaced pages in 12 pt font) where the following topics are addressed... Current approach to creating an inclusive research environment, and plans for addressing equity, diversity, inclusiveness and justice (EDIJ) in the proposed Chair program."	✓
CRC-3	"Applications must be submitted by email to search@oceans.ubc.ca with a single PDF file that includes... Diversity statement (one page) describing your lived experience (if comfortable), and/or your past experiences and future plans regarding working with a diverse student body, and contributing to a culture of equity, inclusion, wellbeing and justice."	✓
CRC-4	"Please apply online via the 'Apply Now' link. A complete application should be submitted in a single pdf, and include the following... Statement describing the candidate's contributions, or potential contributions to, equity, diversity, and inclusion (EDI) along with their ability to work with a culturally diverse and international student, staff, and faculty body (up to 1 page)"	✓
CRC-5	"Your four application attachments should be organized to contain the following (which may require you to merge documents) ... Statement of EDIA experience, contribution, and leadership plan (up to 2 pages). This should include approaches that will be taken to incorporate EDIA in research and scholarship activities, as well as in teaching and learning activities inside and outside the classroom. It could also include approaches to working with students with diverse background. Past contributions to EDIA may also be described."	✓
CRC-6		
CRC-7		
CRC-8	"Applications for this position should include... a statement on how the candidate's teaching, research, and/or mentorship demonstrates a commitment to diversity and inclusion (1-page max)."	✓
CRC-9	Requires "Diversity, Equity, and Inclusion Statement" on the application submission website; the job advertisement directs applicants to register at the website to apply and receive further instructions for the full application.	✓
CRC-10	The advertisement requires a "Diversity, Equity, and Inclusion Statement" on the application submission website. This job advertisement directs applicants to register at the website to apply and to receive further instructions for the full application.	✓
CRC-11		
CRC-12	"Your application attachments should be organized to contain the following (which may require you to merge documents)... Equity, diversity, and inclusion statement (not to exceed 2 pages)."	✓

Continued next page

Table 20 (continued)

CRC-13		
CRC-14	"Applications... must include the following... Statement on Equity, Diversity, and Inclusion in research (1 page max)" "Concordia University is strongly committed to building a diverse, equitable, and inclusive community, and recognizes the importance of inclusion in achieving excellence in teaching and research. As part of this commitment to providing our students with the dynamic, innovative, and inclusive educational environment of a Next-Generation University, we require all applicants to articulate in their cover letter how their background, as well as lived and professional experiences and expertise have prepared them to teach in ways that are relevant for a diverse, multicultural contemporary Canadian society."	✓
CRC-15	"Concordia University is strongly committed to building a diverse, equitable, and inclusive community, and recognizes the importance of inclusion in achieving excellence in teaching and research. As part of this commitment to providing our students with the dynamic, innovative, and inclusive educational environment of a Next-Generation University, we require all applicants to articulate in their cover letter how their background, as well as lived and professional experiences and expertise have prepared them to teach in ways that are relevant for a diverse, multicultural contemporary Canadian society."	
CRC-16	"Concordia University is strongly committed to building a diverse, equitable, and inclusive community, and recognizes the importance of inclusion in achieving excellence in teaching and research. As part of this commitment to providing our students with the dynamic, innovative, and inclusive educational environment of a Next-Generation University, we require all applicants to articulate in their cover letter how their background, as well as lived and professional experiences and expertise have prepared them to teach in ways that are relevant for a diverse, multicultural contemporary Canadian society."	
CRC-17	"Concordia University is strongly committed to building a diverse, equitable, and inclusive community, and recognizes the importance of inclusion in achieving excellence in teaching and research. As part of this commitment to providing our students with the dynamic, innovative, and inclusive educational environment of a Next-Generation University, we require all applicants to articulate in their cover letter how their background, as well as lived and professional experiences and expertise have prepared them to teach in ways that are relevant for a diverse, multicultural contemporary Canadian society."	
CRC-18	Requires: "Diversity statement (1 page) describing your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contributing to a culture of equity and inclusion."	✓
CRC-19	"Applicants are required to complete the Application for Full-Time Faculty Position Form available at http://www.uwo.ca/facultyrelations/faculty/Application-FullTime-Faculty-Position-Form.pdf, along with (1) a detailed and current curriculum vitae, (2) a cover letter of interest that includes a statement on Equity, Diversity and Inclusion in relation to your teaching and research..."	✓
CRC-20	"A complete application submitted here (https://ubc.ca1.qualtrics.com/jfe/form/SV_6WJHol7SfPxRMu9) package includes... Diversity statement (one page) describing your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contributing to a culture of equity and inclusion."	✓
CRC-21		
CRC-22		
CRC-23		
CRC-24		
	Total number of advertisements reported requiring a DEI-related statement:	**12**

Note: Blank rows indicate that those ads did not contain a requirement for a DEI-related statement.

As would be expected, some ads did not explicitly ask for a DEI-related statement as part of the materials an applicant was to submit; in one instance, the ad instead asked for materials in line with the CRC program itself.[e] When we were unsure, we included the relevant passages in the above table so that readers can decide whether they wish to include those records or not.

As tallied in Table 20, at least 12 of the ads in DATA B (at least 50 percent) contained a requirement for a DEI-related statement.

Academic culling in Computer Science CRC positions

To address the final research question, we inspected and reviewed all the CRC ads that fell under or include computer science. We identified five ads: CRC-4, CRC-7, CRC-9, CRC-10, and CRC-17.

We found that at least two of the five ads engaged in restricted hiring, and at least one of the five ads engaged in preferential hiring. At least four out of the five computer science CRC ads included DEI pledges. Finally, there was evidence of academic culling practices for at least 80 percent of the computer science ads.

CASE STUDY C – CS-CAN

We systematically tracked all ads on CS-CAN (the primary job-openings dashboard for computer science academics) using snapshots from the start of 2024 until the near end of 2025. We classified all the computer science ads on that dashboard over 2024–2025 by academic culling practice based on the evidence we found, resulting in DATA C. The monitoring in our first case study found that ads from Quebec often showed less evidence of academic culling practices than those from the rest of Canada. Given the culturally distinct aspects of Quebec institutions and this observation, we have broken the CS-CAN job ads down into two categories: (1) all of Canada and (2) Canada less Quebec.

Academic culling by type of academic position and by province

To address this study's first research question, we summarize the outcomes of the monitoring process. DATA C recorded 117 CS-CAN ads; at least 69 of them showed at least one academic culling practice (59 percent), from the start of 2024 to the end of 2025. In the Canada less Quebec group, there were 93 ads with at least 61 containing an academic culling practice (65.6 percent), as shown in Figure 13. Figure 14 breaks this down into each academic culling practice; DEI pledges are the most prevalent, at 56 percent of job postings across Canada less Quebec. (For more details on the numbers and discussion in this section, please see Appendix E.)

e) For further details, review the original advertisement of CRC-7 in the data files.

Figure 13

Share of computer science job ads on CS-CAN engaging in academic culling practices | 2024–2025

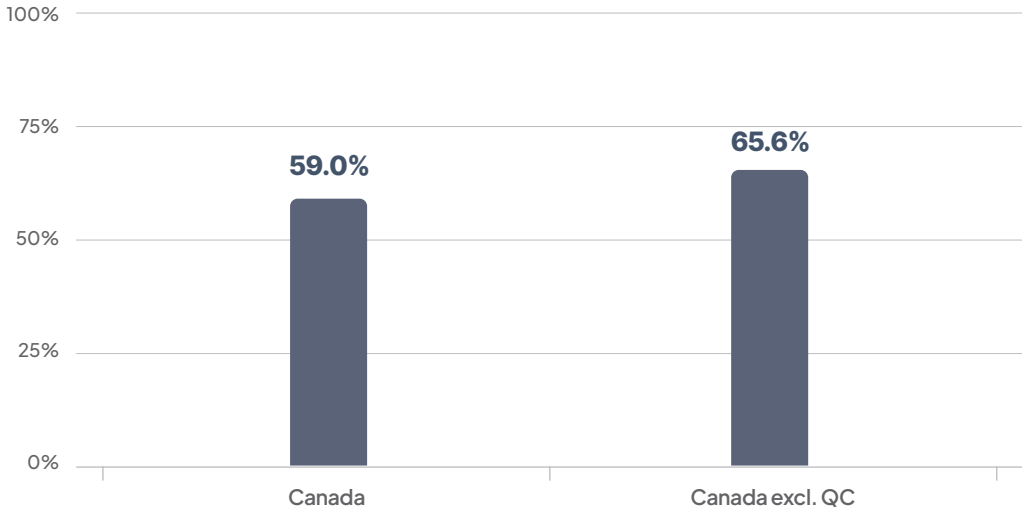


Figure 14

Share of computer science job ads on CS-CAN, by academic culling practice | 2024–2025

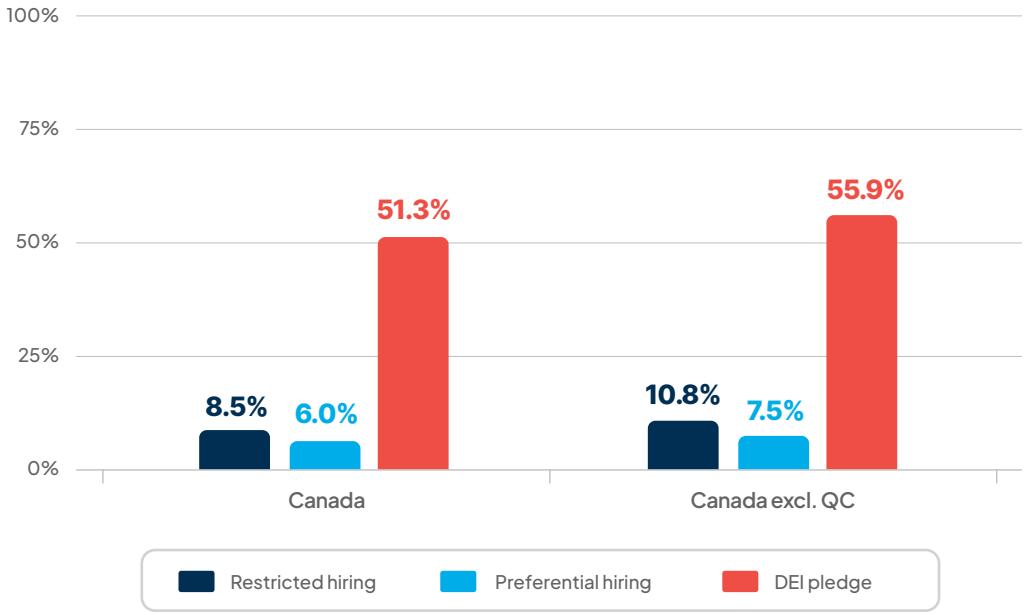


Figure 15 provides the provincial statistics. From the start of 2024 to the end of 2025, every province except New Brunswick and Prince Edward Island had at least one institution that posted at least one computer science ad on CS-CAN that engaged in academic culling practices. During that period, every single computer science job posted on CS-CAN in Manitoba and Newfoundland & Labrador displayed academic culling. That said, in neither of those two provinces did any institution have documented incidents of restricted or preferential hiring (Figure 16). Restricted hiring was most prevalent in Nova Scotia (63 percent of all postings), and preferential hiring was most common in Saskatchewan (38 percent of all postings).

Figure 15

Share of computer science job ads on CS-CAN engaging in academic culling practices, by province | 2024–2025

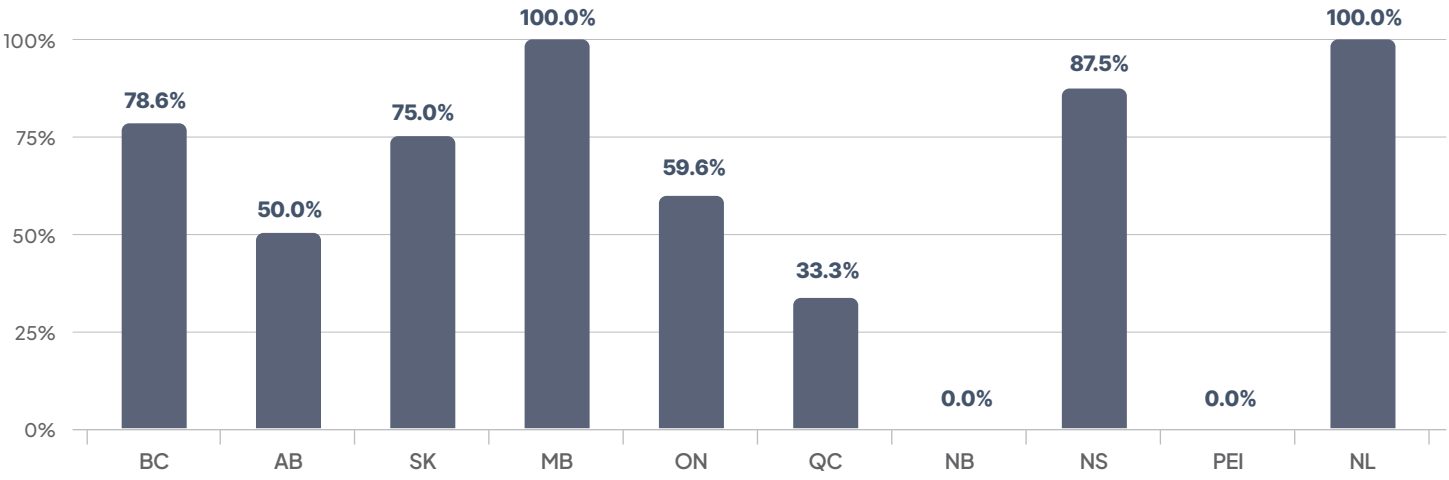
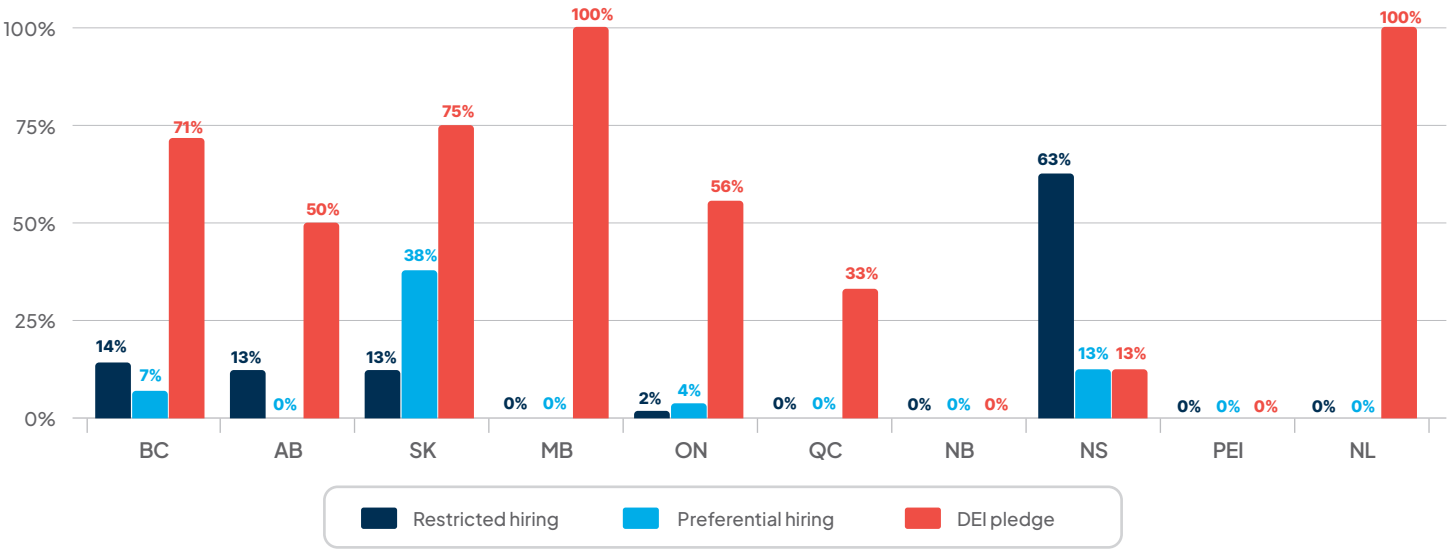


Figure 16

Share of computer science job ads on CS-CAN, by academic culling practice | 2024–2025

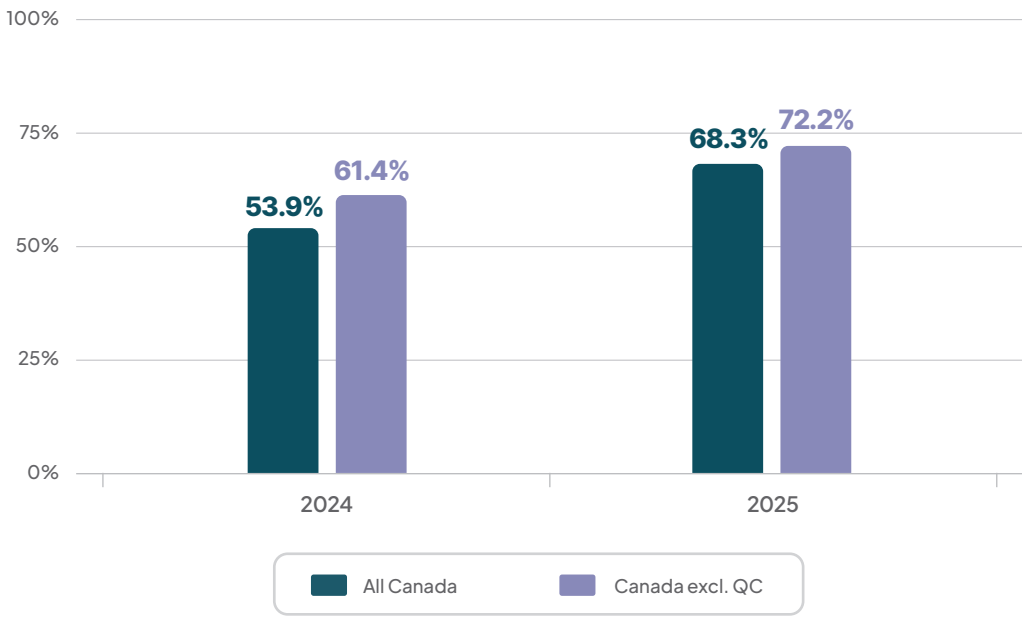


Trend: Are academic culling practices increasing or decreasing in prevalence?

To explore our final question (Q9), whether academic culling practices are increasing or decreasing, Figure 17 presents the share of computer science job ads that show academic culling on CS-CAN for both 2024 and 2025. It appears that academic culling is on the rise.

Figure 17

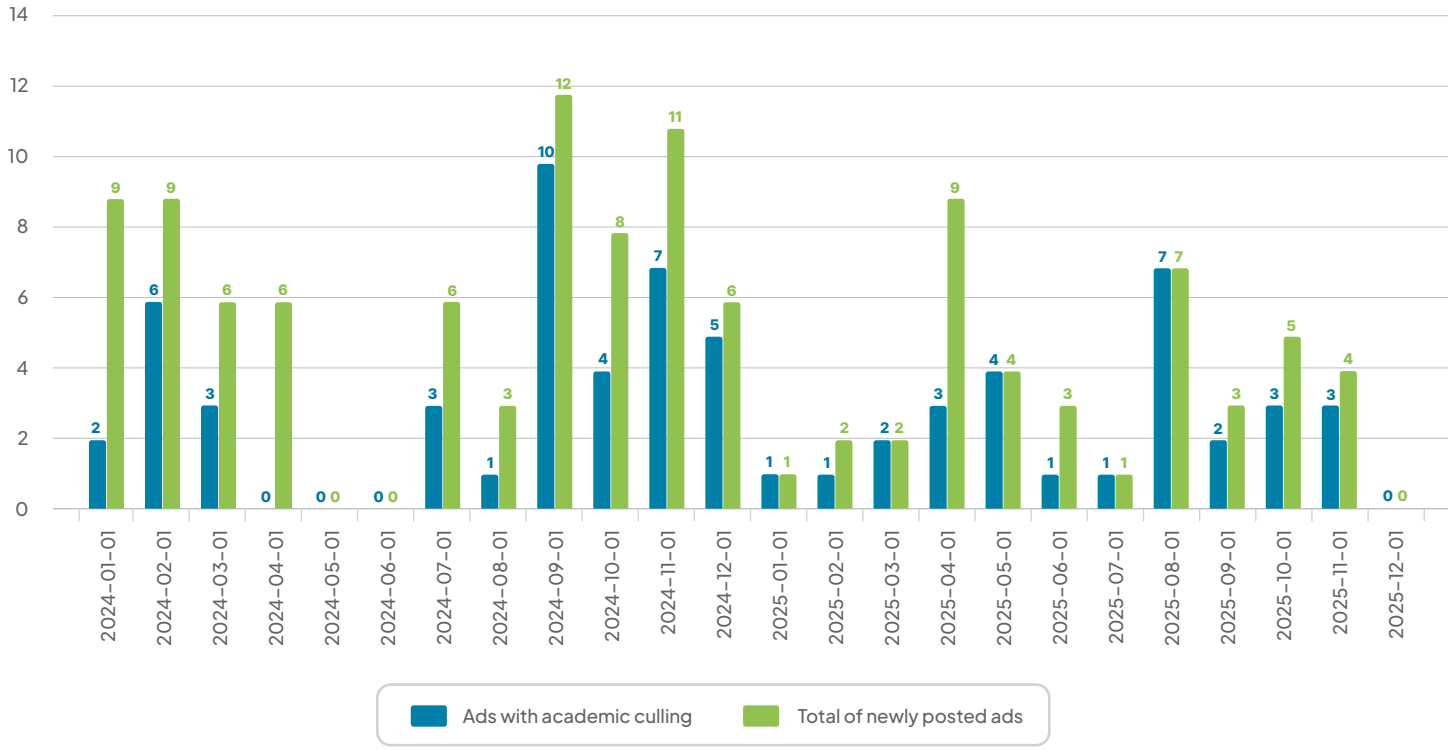
Share of computer science job ads on CS-CAN engaging in academic culling practices | 2024–2025



To further examine this question, Figure 18 presents the raw count of all computer science job ads on CS-CAN, for each month from the start of 2024 through the end of 2025, alongside the raw count of those ads that show academic culling practices. At this level of detail, it may be less clear whether the practices are becoming more common since 2024.

Figure 18

Number of computer science job postings | CS-CAN | 2024–2025



Using the data in Figure 18, we can calculate the cumulative average (i.e., the running average) of the number of computer science ads, as follows:

$$\frac{\textit{(total number of job advertisements with academic culling up to end of month M)}}{\textit{(total number of job advertisements posted up to the end of month M)}}$$

As a concrete example, suppose we were monitoring CS-CAN ads from the start of 2024 until March 2024 from ads posted from all institutions in Canada. From Figure 18, in January 2024 there were 2 posted ads demonstrating academic culling out of 9 ads, in February 2024 there were 6 posted ads demonstrating academic culling practices out of 9 ads, and in March 2024 there were 3 posted ads demonstrating academic culling practices out of 6 ads posted. Then, for March 2024, the cumulative average of March 2024 for any academic culling practice posted on CS-CAN by institutions is,

$$\frac{2 + 6 + 3}{9 + 9 + 6} = \frac{11}{24}$$

which is approximately 45.8 percent. We can do such a calculation over a studied period, for a given province or even nationally, and by academic culling practice type.

In our answer to the first research question of CASE STUDY C, we summarized that a higher percentage of computer science ads in 2025 engaged in academic culling practices than in 2024. To look at how common it is that CS-CAN ads with academic culling practices appear over time, we can plot each month's cumulative average using a line chart. When looking at such a line chart, a long, "flatter" shape at a stabilized high average in the plotted trend demonstrates these practices are consistently prevalent. Note that when there is an upward slope in the plot, it means academic culling practices are becoming more frequent relative to the overall history of past months, and less frequent relatively when the plot slopes downward.

Figure 19 plots the results for Canada less Quebec. The practice of academic culling has increased on CS-CAN from a 22 percent prevalence starting in January 2024 to a cumulative average of 65.6 percent prevalence at the end of December 2025. The trend is still upwards; however, the trendline has remained higher and relatively flat since September 2024.

Figure 19

Share of all CS-CAN computer science job ads in Canada less Quebec that show at least one academic culling practice | Cumulative average | 2024–2025

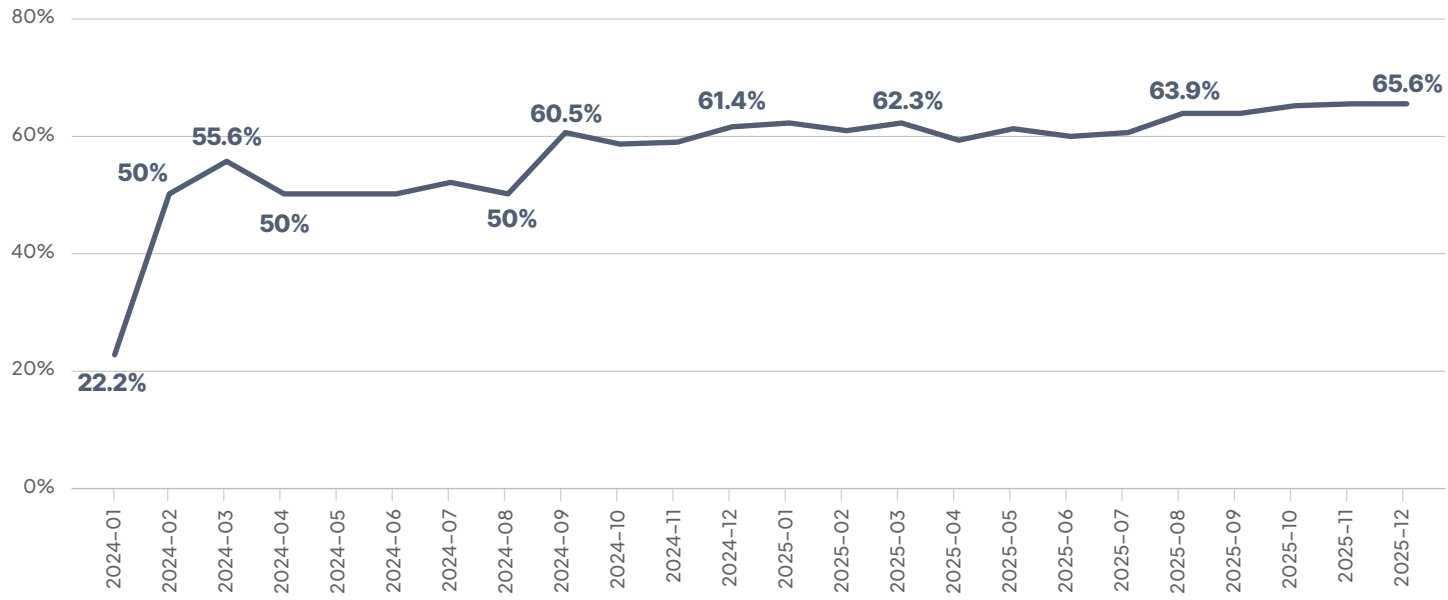
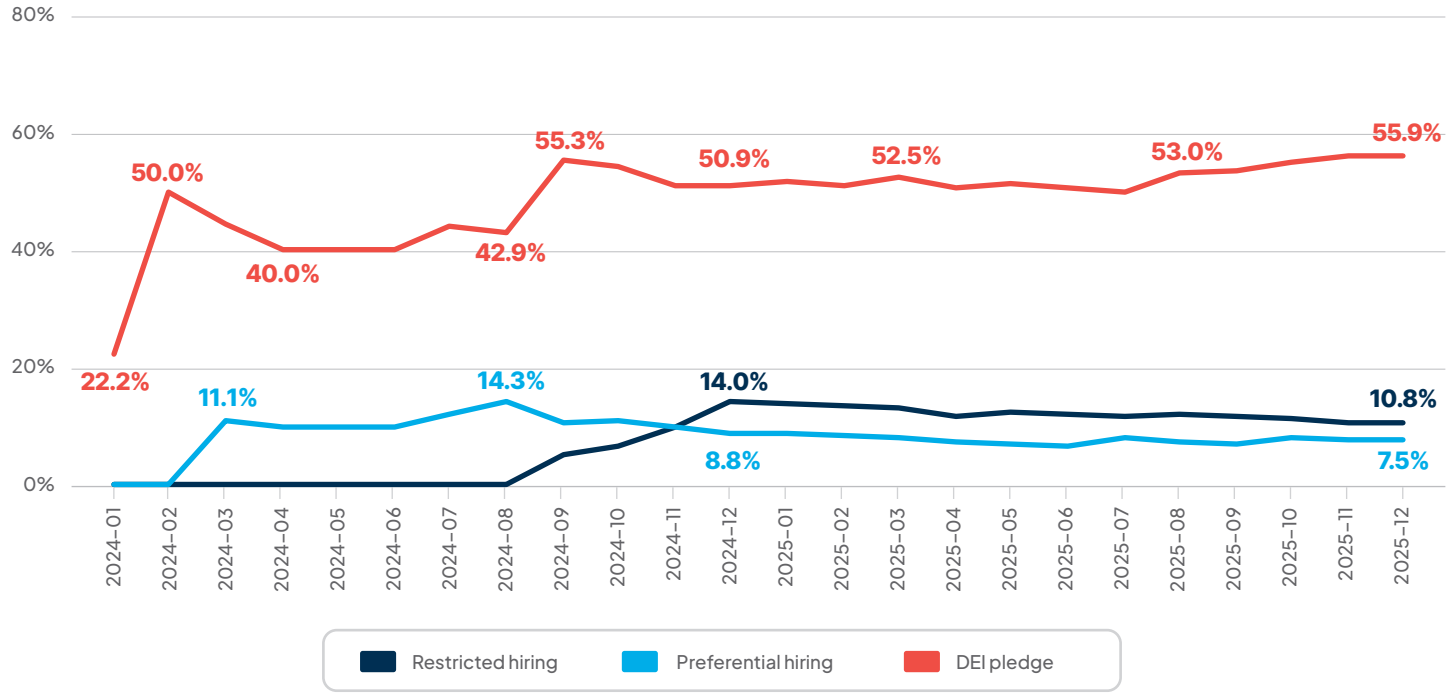


Figure 20 breaks the findings in Figure 19 down by practice. Restricted hiring and preferential hiring are both trending downward, with a running average of 10.8 percent and 7.5 percent of job postings, respectively. This is down from respective running-average highs of 14.0 percent and 14.3 percent a year prior. DEI pledges are the most prevalent and are trending slightly upward, at a running average of 55.9 percent of job ads.

Figure 20

Share of all CS-CAN computer science job ads in Canada less Quebec, by academic culling practice

Cumulative average | 2024–2025



So, indeed, computer science ads that display academic culling practices have become more common overall since 2024.

Discussion

To quote Barvinok,[56] an American mathematician and professor who grew up in the Soviet Union, "Currently, the compelled speech of the compulsory [DEI] statements affects mostly people at the beginning of their careers, that is when they are most vulnerable." His comment in 2023 about DEI-related statements in American universities matches our observations of computer science ads in Canadian universities. Of the 158 ads for academic posts showing culling practices that we documented in DATA A, 137 of them were postdoctoral, limited-term, non-tenured, and tenure-track positions; this large majority can also be found by looking at the estimated number of positions in Table 11. It was rare that tenure-track (TT) positions in DATA A targeted the rank of associate professor (or above) exclusively.

The year 2023 is of particular interest. Our results reveal a substantial reported rise in academic culling practices that year (see CASE STUDY A). This rise may coincide with the hiring of a large number of academic positions due to several factors we do not explore

in this paper, but which may include a higher number of retirements, possible institutional growth or changes, changes in institutional policies, cultural events, or policies implemented in response to the COVID-19 pandemic at institutions. However, that these incidents are occurring at such a high frequency in 2023 is indisputable, and even one reported academic culling practice may be concerning.

CASE STUDY C systematically demonstrates that after 2023, no matter how many computer science ads were posted on CS-CAN, academic culling practices were more common by the end of 2025 than by the end of 2024. This was true even though fewer ads were posted in 2025 than in 2024. Likewise, as we show, there has been no recent decline in academic culling practices in the form of DEI measures in Canadian STEM ads. In fact, we provide concrete evidence to the contrary in the academic field of computer science.

Limitations and Challenges

Our work only addresses the initial steps an applicant must take when applying for an academic job. It does not address whether the academic culling practices yielded the expected outcome (e.g., whether a preferential hiring search identified a member of the preferred group who was eventually selected). We must stress that in cases where we were not able to identify the presence of an academic culling practice it does not imply that no such culling practices are occurring elsewhere in the hiring process, nor can we guarantee that the institution is engaged in merit-based academic hiring practices. In short, if we could not document an academic culling practice it does not imply that it was not happening elsewhere in the job application process.

A major challenge in studying ads is the temporal nature of the data source for reproducibility purposes. As is common for many job portals, ads or postings often become unavailable, especially if the website lacks a publicly available archive for older postings or if a job is filled. Even with a permalink to an ad, the posting itself may no longer be available. That sometimes occurred when we were reviewing CS-CAN ads later, after documenting them. Our work includes collecting the ads wherever we could. We did so not just to document academic culling practices, but to improve reproducibility and provide the documentation to support our findings.

A novel aspect to our collection of ads for the case studies is the fact that it is not based on just a small handful of examples. In DATA A, we archived all the ads. However, in some instances where we documented an ad being posted on CS-CAN where that ad also had a permalink, we could not capture such CS-CAN ads in earlier years of our data collection. In addition, at the time of publication, we are not able to determine the total numbers of ads posted on CS-CAN for the years prior to 2024—unlike in CASE STUDY C. Note that for any CS-CAN job posting under CASE STUDY C where we did not find an academic culling practice, we did not keep a copy of the ad.

Our data sets can include ad re-postings. Despite that possibility, we still counted an ad whenever it was newly posted because we could not distinguish between those ads that were renewing a search by re-posting the same ad, ads that were a new search for the same position, or ads that were seeking a candidate for a new position. To try to maintain a

systematic approach, we simply documented any new job postings to avoid not documenting any new incident. A natural question that was beyond the scope of our work is trying to determine if a search was successful or not.

There may be some debate about how strong our definition of preferential hiring is. Some may claim that any preference communicated in an ad about the applicant pool that is based on a non-academic qualification may indicate preferential hiring. Based on the ads we documented, we suspect it is likely that preferential hiring will be reported far more commonly if it is to include elements such as strongly encouraging specific groups to apply, or where an institution invites applicants to identify themselves as belonging to certain, named groups. Our definition of preferential hiring may be more restrictive than other, broader definitions, but we welcome further study of this academic culling practice. Our definitions are not meant to narrowly focus on DEI ideology, but instead capture a general practice; this too may be a consideration for further specialization as has been seen in the recent work of Hunt et al.[57]

Our definitions of academic culling practices are general so they can be used to look at other potential contemporary academic freedom and institutional issues in academic hiring that might lead to the exclusion of otherwise qualified academics. We suspect that measuring academic culling practices may become more challenging to capture through ads alone, if an institution further advances toward becoming a *post-academic* institution (i.e., one shaped by a culture entrenched by these practices, in a more implicit way). For instance, a DEI pledge goes beyond asking for a DEI-related statement, but it may not include wider sweeping institutional statements, projects, or internal policies that may imply direct expectations of future faculty through policy beyond the ad, including daily academic life, research, and promotion. As an example, one potential vehicle for this possibility includes deeply ideological assertions that DEI is an integral part or essential to academic excellence[f] through concepts such as so-called inclusive excellence.[58]

Future Work and Open Problems

Our research contributions welcome further study in various areas. For instance, this research may be expanded to include similar studies in other STEM fields, such as, but not limited to biology, chemistry, physics, mathematics, and statistics. Likewise, our work encourages further study of the same topics but with other job portals or posting sites, including AcademicJobsOnline or University Affairs.

We hope our work invites further documentation of ads and their archiving, both for historical purposes and for further research. The construction of more data sets to better diagnose where academic culling practices are occurring and to what degree is necessary for further study in Canada. Also, our work may motivate other researchers to explore other stages of academic job searches and study how individual institutions participate in specific academic culling practices.

f) See DATA A for many examples, for instance: "The University regards equity and diversity as an integral part of academic excellence" (ON-2021-2 – University of Waterloo, "NSERC Canada Research Chairs (Tier 1) in Computer Science (2 positions)"), "Equity and diversity are essential to academic excellence." (ON-2022-4 – University of Toronto, "Assistant Professor, Contractually Limited Term Appointment").

By summing the number of positions over all the records of DATA A alone, we estimate at least 245 academic positions (see Table 11) have been affected by academic culling practices. So, it follows that if each posting had a small number of interested academics see the ad, then these observed academic culling practices had the capacity to affect hundreds to thousands of qualified academics, including early-stage researchers and potential applicants who might have otherwise applied but ended up choosing not to do so. Hence, we suspect that the scale of academic culling and its potential effects, including potentially on the long-term career paths of scientists and other academics within public post-secondary academic institutions, is a broad, generational issue for Canadian computer science and more broadly for Canadian STEM fields, and merits both academic study and further transparency.

Summary

Through longitudinal incident-based reporting and systematic, data-driven documentation, we have concretely demonstrated that over the last 5 years Canadian computer science departments have embraced DEI measures in academic hiring, to the extent that they have begun a widespread adoption of academic culling practices. Through three case studies we determined several lower bounds and other measurements for academic culling practices that are prevalent in institutions. Included with these contributions, we have documented the largest-known general data sets (together, DATA A, DATA B, and DATA C) and created an archive of documented computer science ads and other STEM ads in Canada to date that illustrate these unprecedented practices.

In our first case study, we provided statistics for longitudinal, incident-based monitoring of academic culling practices in computer science ads from May 2019 until the end of 2025. We documented 158 such incidents, recorded and archived as DATA A, where most of them included DEI pledges, and as we later discussed, a majority of the computer science ads were for early-career academics, e.g., tenure-track assistant professor positions and limited-term appointments.

Then as an application of DATA A for the first case study, we reviewed from 2019 until 2025 different prominent institutions for jobs they posted in computer science research and/or educational programs, specifically, the U15 institutions and the Maclean's University Rankings in Computer Science Programs. We were aiming to determine a base line of the prevalence of academic culling practices during that time.

Beyond other observations, we established that in 2023 alone, at least 73 percent of the U15 institutions participated in academic culling practices. As of the end of 2025, the prevalence of U15 institutions engaging in academic culling practices has not returned to below 2022 levels.

We further demonstrated that over the past five years at least 80 percent of the U15 institutions have participated in academic culling practices, even when we look very narrowly

at only ads for computer science job postings. While other academic culling practices such as restricted hiring and preferential hiring were present and their reported prevalence appeared to increase over time, by 2023 DEI pledges were present in ads from at least 80 percent of the U15 universities over the studied period.

Next, measuring prevalence by the same metrics, we reviewed institutions belonging to the Maclean's University Rankings in Computer Science Programs from 2019 to 2025. We documented a largely similar increase in academic culling practices in computer science ads among the ranked institutions each year.

From 2024 to the end of 2025, at least 85 percent of ranked institutions participated in at least one academic culling practice. Here too, we found examples of all academic culling practices, but the most prominent of them was the DEI pledge.

In our second case study, we advanced the understanding of academic culling practices as they are occurring in the CRC program by systematically reviewing Burgess's CRC program positions over the second half of 2023. The study classified his data set further than he had done and restricted it to presumed so-called "hard" STEM fields, leading to DATA B. Our goal was to understand whether fields that were normally considered void of these sorts of practices showed a lower prevalence for them than did all CRC positions as a group during the same time period.

We determined that almost 80 percent of all the STEM CRC positions revealed at least one academic culling practice and at least 54 percent of the CRC ads described restricted or preferential hiring. The latter result is especially interesting as it almost matches the approximate 55 percent of culling practices that Burgess determined was the case for his data set, which included all CRC positions listed on the University Affairs website. As we observed in our prior case study, DEI pledges were the most common academic culling practice throughout DATA B (at least two-thirds of the ads). Of the DEI pledges in CRC ads, at least 50 percent of the ads included in DATA B had institutions asking job applicants for DEI-related statements. Finally, we found evidence that at least 80 percent of the computer science CRC ads included academic culling practices.

In our final case study, we systematically monitored CS-CAN ads from 2024 to 2025. We found that almost 60 percent contained at least one academic culling practice. We documented these findings through our third data set, DATA C. We provided a detailed analysis of academic culling practice types by the categories "Canada" and "Canada less Quebec," as well as provincial categories.

We established that in 2025 alone, at least 68 percent of all CS-CAN ads across Canada, and at least 72 percent of all CS-CAN ads across Canada less Quebec, deployed at least one academic culling practice. In Canada less Quebec, there was a stronger presence of academic culling practices in provinces outside of Quebec than when Quebec was included, which is reflected in our provincial statistics for Quebec from 2024 to 2025. During those years, the prevalence of academic culling practices in computer science ads across Canada less Quebec was at least 65 percent.

From 2024 to 2025 DEI pledges remained the most prominent academic culling practice across Canada. Further, over that entire period, basic analysis of the cumulative average showed that the number of academic culling practices overall, and DEI pledges specifically, continued to appear consistently or to increase slowly.

Conclusion

Through systematic documentation, this study finds that academic culling practices, most especially DEI pledges, are widely prevalent in computer science departments, prestigious "hard" STEM fields, and in academic computer science job boards in the majority of leading Canadian universities. Our longitudinal observations and analyses are an original contribution to the research and provide a critical resource of real-world examples for further study. Those observations highlight that policymakers, decisionmakers, and taxpayers should be aware that far from being rarities as may have been true in the recent past, academic culling practices are rather ubiquitous.

Academic culling practices have the capacity to sideline, stigmatize, or disadvantage otherwise qualified applicants and can require features that violate a core aspect of the academic freedom of potential faculty: intellectual autonomy. Procedurally, academics can, over time, shape the long-term institutional culture of STEM institutions. Therefore, a high prevalence of academic culling practices prompts a review of whether members of faculty, administrators, or the institutions themselves are taking into consideration the fiduciary function of public academic institutions—the dispassionate search for truth and the advancement of knowledge.

Appendix A: DATA A Records

DATA A consists of 158 records of computer science ads, containing:

- Data file(s) of the 158 records of computer science ads reported to engage in academic culling practices, including CSV and TSV files.
- Folders for each year (then by month), starting in 2019 until 2025, where each subfolder is labelled with each unique identifier for each reported ad. Within each identifiable folder at least a copy of the ad can be found, and when available, additional files such as re-postings and possibly supporting documents, including where applicable, some letters sent on the matter by SAFS and any responses.
- Any future notes are provided in the "READ ME.txt" file included within DATA A.

For the sake of completeness and review, we provide summary tables, Table A.1 and Table A.2, that include relevant record information from DATA A and reported position numbers for the ads with documented academic culling practices, respectively. We refer readers to the data file(s) noted above for further inspection or analysis, that have been made publicly available with this paper.

Table A.1

DATA A records

Relevant provincial and institutional information, the ad title, type of position, whether we collected a record of the ad from CS-CAN and the date the original ad was accessed

Ad ID	Prov	Month	Year	Institution	Advertisement title	Type	CS-CAN file collected?	Date first accessed
ON-2019-1	ON	May	2019	Western University	Canada Research Chair Positions	CRC		17/05/2019
MB-2020-1	MB	October	2020	University of Manitoba	Indigenous Scholars Science	TT		16/10/2020
ON-2020-1	ON	December	2020	York University	EECS – Computer Science – Professorial Stream, Open Rank (African Heritage)	TT		18/12/2020
QC-2021-1	QC	January	2021	McGill University	Computer Science Approaches Against Racism	TT		01/02/2021
BC-2021-1	BC	January	2021	University of Victoria	Faculty Positions (Research) in Computer Science (Preferential Hire)	F		01/02/2021
BC-2021-2	BC	February	2021	University of Victoria	Assistant Teaching Professor (Preferential Hire) Position	TT		16/02/2021
ON-2021-1	ON	April	2021	Queen's University	Queen's National Scholar in Artificial Intelligence, Medicine, and Data Justice	TT		01/04/2021
ON-2021-2	ON	November	2021	University of Waterloo	NSERC Canada Research Chairs (Tier 1) in Computer Science (2 positions).	CRC		12/11/2021
BC-2021-3	BC	December	2021	University of Victoria	Faculty Positions (Research) in Computer Science	TT		13/01/2022
QC-2022-1	QC	June	2022	McGill University	Accepting Applications for a Faculty Lecturer	LT	✓	13/06/2022

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Table A.1 (continued)

NS-2022-1	NS	July	2022	Dalhousie University	Instructor of Computer Science (Truro Campus)	LT		25/07/2022
NS-2022-2	NS	August	2022	Saint Mary's University	Tenure-Track Appointment – Computing Science	TT	✓	01/08/2022
ON-2022-1	ON	September	2022	University of Waterloo	Tenure-Track Faculty Positions	TT		01/09/2022
ON-2022-2	ON	September	2022	University of Windsor	Tenure-Track Assistant Professor Position in Software Engineering	TT		23/09/2022
ON-2022-3	ON	September	2022	University of Windsor	Five (5) Tenure-Track Teaching Intensive Assistant Professor Positions	TT		23/09/2022
ON-2022-4	ON	October	2022	University of Toronto	Assistant Professor, Contractually Limited Term Appointment	LT		01/10/2022
QC-2022-2	QC	October	2022	McGill University	Tenure-Track Faculty Position in Computer Science – Fighting Inequities	TT	✓	27/10/2022
NS-2022-3	NS	November	2022	Acadia University	Assistant Professor – Tenure Track – Jodrey School of Computer Science	TT	✓	01/11/2022
AB-2022-1	AB	November	2022	University of Alberta	Tenure-Track Position in Theoretical Computing Science	TT	✓	01/11/2022
BC-2022-1	BC	November	2022	Simon Fraser University	Computing Science, Limited-Term Lecturer, Technical Writing and Ethics	LT	✓	02/11/2022
NL-2022-1	NL	November	2022	Memorial University	Assistant Professor (3 Positions)	TT	✓	20/11/2022
ON-2022-5	ON	November	2022	Carleton University	Instructor – Information Technology	F	✓	25/11/2022
ON-2022-6	ON	November	2022	University of Toronto	Assistant Professor – User Experience Design/ Human Computer Interaction	TT		09/11/2023
AB-2022-2	AB	November	2022	University of Alberta	Tenure-Track Positions in Artificial Intelligence & Machine Learning	TT	✓	12/12/2023
QC-2022-3	QC	December	2022	McGill University	Faculty Lecturer	LT		01/12/2022
ON-2022-7	ON	December	2022	Toronto Metropolitan University	Multiple Positions in Computer Science at Assistant/Associate Professor Level	TT	✓	01/12/2022
BC-2022-2	BC	December	2022	Simon Fraser University	Director – School of Computing Science (Associate or Full Professor)	A, TT		01/12/2022
NS-2023-1	NS	January	2023	Acadia University	Mi'kmaw / Indigenous Scholars Tenure Stream Positions #: 60001, 60002, 60003	TT		03/04/2023
NS-2023-2	NS	January	2023	Acadia University	African Nova Scotian/Canadian Scholars Tenure Stream Positions #: 60004, 60005, 60006	TT		03/04/2023
NB-2023-1	NB	January	2023	University of New Brunswick	Faculty of Computer Science: Tenure-Track Assistant Teaching Professor in EDI Initiatives	TT	✓	18/01/2023
ON-2023-1	ON	February	2023	Carleton University	Instructor – Computer Science	F	✓	03/02/2023
AB-2023-1	AB	February	2023	University of Calgary	Assistant Professor (Teaching) in Data Science and Analytics, Faculty of Science	TT		23/02/2023
NL-2023-1	NL	February	2023	Memorial University	Teaching Term Lecturer	LT	✓	28/02/2023
SK-2023-1	SK	March	2023	University of Saskatchewan	Assistant Professor, Software Engineering	TT	✓	22/03/2023
SK-2023-2	SK	March	2023	University of Saskatchewan	Assistant Professor, Human Computer Interaction	TT	✓	22/03/2023
SK-2023-3	SK	March	2023	University of Saskatchewan	Assistant Professor	TT	✓	22/03/2023
BC-2023-1	BC	March	2023	Vancouver Island University	Limited Term Contract Instructor, Computer Science	LT	✓	16/05/2023
BC-2023-2	BC	March	2023	University of British Columbia	Assistant Professor of Teaching in Systems – Tenure Track	TT		09/12/2023
BC-2023-3	BC	April	2023	Vancouver Island University	Instructor, Computer Science	LT	✓	16/05/2023

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Table A.1 (continued)

SK-2023-4	SK	May	2023	University of Saskatchewan	Without Term Lecturer	F	✓	05/05/2023
QC-2023-1	QC	May	2023	McGill University	Faculty Lecturer	F	✓	05/05/2023
ON-2023-2	ON	May	2023	Brock University	Assistant Professor, Probationary Tenure Track, Computer Science (Black Cluster Hire)	TT	✓	16/05/2023
NS-2023-3	NS	June	2023	Dalhousie University	Assistant/Associate Professor & Tier 2 Canada Research Chair in Digital & Precision Agriculture	CRC	✓	30/10/2023
ON-2023-3	ON	July	2023	Western University	Teaching Faculty Appointment in Computer Science	LT		12/07/2023
ON-2023-4	ON	July	2023	Carleton University	Assistant/Associate Professor and Canada Research Chair, Tier 2 – Computer Science (Artificial Intelligence and/or Cybersecurity)	CRC		11/08/2023
NL-2023-2	NL	August	2023	Memorial University	Assistant Professors (2 Positions)	TT	✓	11/08/2023
SK-2023-5	SK	August	2023	University of Regina	Woman in Computer Science Search: Tenure-Track Assistant Professor in Human-Computer Interaction or Human-Centred Computing	TT	✓	25/08/2023
NS-2023-4	NS	September	2023	Dalhousie University	Designated Search – Assistant Professor, Computer Science (Up to 3)	TT	✓	19/09/2023
QC-2023-2	QC	September	2023	McGill University	Faculty Lecturer	F		21/09/2023
NS-2023-5	NS	September	2023	Dalhousie University	Instructor of Computer Science (Up to 3)	LT	✓	27/09/2023
AB-2023-2	AB	September	2023	University of Lethbridge	Assistant Professor (Data Science)	TT	✓	10/10/2023
ON-2023-5	ON	September	2023	McMaster University	Assistant/Associate Professor in Smart Systems & Artificial Intelligence	F		08/12/2023
BC-2023-4	BC	September	2023	University of British Columbia	Assistant Professor of Teaching in MDS – Tenure Track	TT		09/12/2023
BC-2023-5	BC	October	2023	University of Victoria	Research Stream Faculty Position in Distributed Systems	TT		13/10/2023
BC-2023-6	BC	October	2023	University of Victoria	Teaching Stream Faculty Position	TT		17/10/2023
ON-2023-6	ON	October	2023	University of Toronto	Assistant Professor – Information Systems Design/Human Centered Data Science (ISD-HCDS)	TT		17/10/2023
ON-2023-7	ON	October	2023	University of Toronto	Associate Professor – Information Systems Design/Human Centered Data Science (ISD-HCDS)	TT		17/10/2023
ON-2023-8	ON	October	2023	Trent University	Assistant Professor (Software Engineering) – Tenure Track	TT	✓	21/10/2023
ON-2023-9	ON	October	2023	University of Waterloo	Tenure-track Faculty Positions	TT		25/10/2023
ON-2023-10	ON	October	2023	University of Toronto	Assistant Professor	TT	✓	30/10/2023
ON-2023-11	ON	October	2023	University of Toronto	Associate Professor /Full Professor	TT	✓	30/10/2023
BC-2023-7	BC	October	2023	University of Victoria	Research Stream Faculty Position in Theoretical Computer Science	TT	✓	31/10/2023
BC-2023-8	BC	October	2023	University of Victoria	Research Stream Faculty Position in Artificial Intelligence and Machine Learning	TT	✓	31/10/2023
BC-2023-9	BC	October	2023	University of British Columbia	Assistant Professor in AI and Machine Learning – Tenure Track	TT		09/12/2023
BC-2023-10	BC	October	2023	University of British Columbia	Canada Research Chair Tier 2 in Computational Cell Biology	CRC		09/12/2023
BC-2023-11	BC	October	2023	University of British Columbia	Assistant Professor in Theoretical Computer Science – Tenure Track	TT		09/12/2023
BC-2023-12	BC	October	2023	University of British Columbia	Assistant Professor (Open Search) – Tenure Track	TT		09/12/2023

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Table A.1 (continued)

ON-2023-12	ON	November	2023	Western University	Duncanson Chair in Ethics and Technology, Faculty Position in the Departments of Computer Science and Philosophy	TT	✓	07/11/2023
ON-2023-13	ON	November	2023	University of Waterloo	NSERC Tier 1 Canada Research Chairs in Computer Science – 2 Positions	CRC	✓	15/11/2023
ON-2023-14	ON	November	2023	University of Waterloo	Tenure-Track Faculty Position in Quantum Computing	TT	✓	15/11/2023
SK-2023-6	SK	November	2023	University of Saskatchewan	Assistant Professor – Human Computer Interaction (Computer Science)	TT	✓	19/11/2023
ON-2023-15	ON	November	2023	University of Toronto	Assistant Professor, Teaching Stream – Computer Science	F	✓	20/11/2023
AB-2023-3	AB	November	2023	University of Alberta	Tenure-Track Positions in Robotics	TT	✓	22/11/2023
AB-2023-4	AB	November	2023	University of Alberta	Tenure-Track Positions in Artificial Intelligence & Machine Learning	TT	✓	22/11/2023
BC-2023-13	BC	November	2023	University of Victoria	Research Stream Faculty Position	TT	✓	22/11/2023
BC-2023-14	BC	November	2023	University of Victoria	Research Stream Faculty Position in Computer Graphics	TT	✓	22/11/2023
MB-2023-1	MB	November	2023	University of Manitoba	Assistant/Associate/Professor	TT	✓	25/11/2023
MB-2023-2	MB	November	2023	University of Manitoba	Assistant/Associate/Professor	TT	✓	25/11/2023
BC-2023-15	BC	November	2023	Northeastern University	Assistant/Associate/Full Teaching Professor	TT	✓	25/11/2023
ON-2023-16	ON	December	2023	McMaster University	Tenure-Track Faculty Position: Computing and Software	TT		14/01/2024
ON-2024-1	ON	January	2024	University of Guelph	Dean, College of Engineering and Physical Sciences	A,TT	✓	19/01/2024
ON-2024-2	ON	January	2024	Carleton University	Instructor I/II: Computer Science	F	✓	03/02/2024
AB-2024-1	AB	February	2024	Mount Royal University	Assistant Professor, Computing – (997019)	TT	✓	03/02/2024
AB-2024-2	AB	February	2024	Mount Royal University	Assistant Professor, Data Science – (997021)	TT	✓	03/02/2024
MB-2024-1	MB	February	2024	University of Winnipeg	Probationary Instructor in Information Systems or Computer Programming, Department of Applied Computer Science	F		15/02/2024
ON-2024-3	ON	February	2024	Wilfred Laurier University	Assistant/Associate Professor – Computer Science (Professional Teaching Position – Milton Campus)	TT	✓	15/02/2024
ON-2024-4	ON	February	2024	Wilfred Laurier University	Assistant/Associate Professor – Computer Science (Professional Teaching Position)	TT	✓	15/02/2024
ON-2024-5	ON	February	2024	Wilfred Laurier University	Assistant Professor – Computer Science (Professional Teaching Position)	TT	✓	15/02/2024
ON-2024-6	ON	February	2024	Western University	Limited Term – Teaching Faculty Appointment in Computer Science – Western University	LT	✓	15/02/2024
ON-2024-7	ON	February	2024	McMaster University	Teaching-Track Faculty Position	F		04/03/2024
ON-2024-8	ON	March	2024	York University	Canada Research Chair (Tier 2) in Computer Science: Generative Artificial Intelligence (Assistant/Associate Professor)	CRC	✓	12/03/2024
ON-2024-9	ON	March	2024	York University	Canada Research Chair (Tier 2) in Computer Science: Artificial Intelligence for Robotics (Assistant/Associate Professor)	CRC	✓	12/03/2024
QC-2024-1	QC	March	2024	McGill University	Full-time Faculty Lecturer Position in Computer Science at McGill U.	F	✓	12/03/2024
SK-2024-1	SK	July	2024	University of Saskatchewan	Without Term Lecturer	F	✓	03/07/2024

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Table A.1 (continued)

SK-2024-2	SK	July	2024	University of Saskatchewan	Assistant Professor – Human Computer Interaction (Computer Science)	TT	✓	03/07/2024
AB-2024-3	AB	July	2024	University of Lethbridge	Assistant Professor in Computer Science	TT	✓	13/07/2024
SK-2024-3	SK	August	2024	University of Saskatchewan	Assistant Professor – Human Computer Interaction (Computer Science)	TT	✓	13/08/2024
ON-2024-10	ON	August	2024	University of Windsor	Tenure-track Teaching Intensive, Assistant Professor	TT	✓	13/08/2024
SK-2024-4	SK	September	2024	University of Saskatchewan	Without Term Lecturer, Computer Science	F	✓	06/09/2024
BC-2024-1	BC	September	2024	University of Victoria	Research Stream Faculty Position in Artificial Intelligence and Machine Learning	TT	✓	06/09/2024
BC-2024-2	BC	September	2024	University of Victoria	Research Stream Faculty Position in Computer Graphics	TT	✓	06/09/2024
QC-2024-2	QC	September	2024	McGill University	Full-time Faculty Lecturer Position in Computer Science at McGill University	F	✓	11/09/2024
ON-2024-11	ON	September	2024	University of Toronto	Assistant Professor, Teaching Stream	F	✓	19/09/2024
ON-2024-12	ON	September	2024	University of Waterloo	Assistant Professors, Teaching Stream	F	✓	21/09/2024
ON-2024-13	ON	September	2024	Western University	Assistant Professor, Teaching Scholar Track in Computer Science, Western University	F	✓	25/09/2024
ON-2024-14	ON	September	2024	Western University	Two Open Rank Faculty Positions in Computer Science, Western University	TT	✓	25/09/2024
AB-2024-4	AB	September	2024	University of Lethbridge	Tier 2 Canada Research Chair in Artificial Intelligence and Machine Learning	CRC	✓	25/09/2024
BC-2024-3	BC	September	2024	University of Victoria	Computer Science Teacher-Scholar Postdoctoral Fellowship Pilot Program	P	✓	25/09/2024
ON-2024-15	ON	September	2024	University of Waterloo	Dean, Faculty of Mathematics	A	✓	16/10/2024
ON-2024-16	ON	October	2024	York University	Multiple Positions: Computer Science, Computer or Software Engineering (Sessional Assistant Professor, Teaching Stream)	TT	✓	16/10/2024
ON-2024-17	ON	October	2024	York University	(Multiple Positions) Assistant Professor in Computer Science, Computer or Software Engineering – Dedicated Hire: Women	TT	✓	16/10/2024
ON-2024-18	ON	October	2024	University of Toronto	Multiple tenure and teaching stream positions – Department of Computer Science, University of Toronto	F	✓	16/10/2024
ON-2024-19	ON	October	2024	University of Toronto	Multiple tenure and teaching stream positions – Department of Computer Science, University of Toronto	LT	✓	16/10/2024
ON-2024-20	ON	October	2024	University of Toronto	Multiple tenure and teaching stream positions – Department of Computer Science, University of Toronto	TT	✓	16/10/2024
ON-2024-21	ON	October	2024	University of Toronto	Multiple tenure and teaching stream positions – Department of Computer Science, University of Toronto	TT	✓	16/10/2024
ON-2024-22	ON	October	2024	University of Waterloo	Tenure-track Faculty Positions	TT	✓	16/10/2024
SK-2024-5	SK	November	2024	University of Saskatchewan	Assistant Professor – Human Computer Interaction (Computer Science)	TT	✓	02/11/2024
BC-2024-4	BC	November	2024	Simon Fraser University	Tenure-track Faculty Positions, School of Computing Science	TT	✓	02/11/2024
NS-2024-1	NS	November	2024	Dalhousie University	Shannex Research Chair in Artificial Intelligence and Healthy Aging	TT	✓	25/11/2024
QC-2024-3	QC	November	2024	Concordia University	Assistant Professors, Artificial Intelligence	TT	✓	25/11/2024
QC-2024-4	QC	November	2024	Concordia University	Assistant Professor, Quantum Computing	TT	✓	25/11/2024

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Table A.1 (continued)

QC-2024-5	QC	November	2024	Concordia University	Assistant Professors, Software Engineering	TT	✓	25/11/2024
QC-2024-6	QC	November	2024	Concordia University	Gina Cody Research Chair in Computer Science & Software Engineering	TT	✓	25/11/2024
BC-2024-5	BC	November	2024	University of Victoria	Research Stream Faculty Position in Theoretical Computer Science	TT	✓	27/11/2024
MB-2024-2	MB	December	2024	University of Manitoba	Assistant Professor or Associate Professor in Computer Science	TT	✓	02/12/2024
NS-2024-2	NS	December	2024	Dalhousie University	Tier 1 Canada Research Chair in Ocean Data Analytics	CRC	✓	24/12/2024
NS-2024-3	NS	December	2024	Dalhousie University	Tier 2 Canada Research Chair in Artificial Intelligence and Healthy Aging	CRC	✓	24/12/2024
SK-2024-6	SK	December	2024	University of Saskatchewan	Assistant Professor – Human Computer Interaction (Computer Science)	TT	✓	24/12/2024
SK-2024-7	SK	December	2024	University of Saskatchewan	Without Term Lecturer, Computer Science	F	✓	24/12/2024
BC-2025-1	BC	January	2025	University of Victoria	Research Stream Faculty Position in Human Computer Interaction	TT	✓	03/01/2025
QC-2025-1	QC	February	2025	Concordia University	Limited Term Appointments in Computer Science and Software Engineering	LT	✓	21/02/2025
ON-2025-1	ON	March	2025	University of Toronto	Assistant Professor, Teaching Stream – CLTA – User Experience Design (UXD)	LT	✓	24/03/2025
ON-2025-2	ON	March	2025	Carleton University	Associate/Full Professor and Canada Excellence Research Chair	CERC	✓	24/03/2025
ON-2025-3	ON	April	2025	Carleton University	Associate or Full Professor and Canada Research Chair, Tier 1, Computer Science/ Nursing (Healthcare Simulation)	CRC	✓	10/04/2025
ON-2025-4	ON	April	2025	Carleton University	Associate or Full Professor and Canada Research Chair, Tier 1, Computer Science (Cybersecurity)	CRC	✓	10/04/2025
NL-2025-1	NL	April	2025	Memorial University	Teaching Term Lecturer	LT	✓	11/04/2025
ON-2025-5	ON	May	2025	University of Toronto	Associate Professor/Professor – Quantum Computing	TT	✓	06/05/2025
ON-2025-6	ON	May	2025	Queen's University	Faculty Position in Computing: Computational Intelligence	TT	✓	09/05/2025
QC-2025-2	QC	May	2025	McGill University	Full-time Faculty Lecturer in Computer Science	F	✓	17/05/2025
NS-2025-1	NS	May	2025	Dalhousie University	Tier 1 Canada Research Chair in Ocean Data Analytics	CRC	✓	30/05/2025
BC-2025-2	BC	June	2025	University of Victoria	Research Stream Faculty Positions at the Intersection of Software Engineering and AI	TT	✓	13/06/2025
NS-2025-2	NS	July	2025	Dalhousie University	Shannex Research Chair in Artificial Intelligence and Healthy Aging	TT	✓	25/07/2025
ON-2025-7	ON	August	2025	University of Waterloo	Canada Excellence Research Chair (CERC), Associate or Full Professor in Computer Science	CERC	✓	04/08/2025
NS-2025-3	NS	August	2025	Dalhousie University	Canada Research Chair (CRC) Tier 2 in Biomedical Data Science and Precision Medicine	CRC	✓	06/08/2025
BC-2025-3	BC	August	2025	University of Victoria	Research Stream Faculty Position in Computer Graphics	TT	✓	12/08/2025
BC-2025-4	BC	August	2025	University of Victoria	Research Stream Faculty Position in Theoretical Computer Science	TT	✓	12/08/2025
ON-2025-8	ON	August	2025	University of Toronto	Associate Professor/Professor – Quantum Computing	TT	✓	18/08/2025
ON-2025-9	ON	August	2025	Queen's University	Faculty Position in Computing: Educational Scholar	TT	✓	23/08/2025
ON-2025-10	ON	August	2025	Queen's University	Faculty Position in Computing: Computational Intelligence	TT	✓	23/08/2025
NS-2025-4	NS	September	2025	Saint Mary's University	Assistant Professor – Computing Science	TT	✓	10/09/2025

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Table A.1 (continued)

ON-2025-11	ON	September	2025	University of Toronto	Assistant Professor, Teaching Stream – Computer Science	F	✓	24/09/2025
ON-2025-1 Table2	ON	October	2025	University of Toronto	Assistant Professor	TT	✓	20/10/2025
ON-2025-13	ON	October	2025	University of Toronto	Assistant Professor – Computer Science	TT	✓	20/10/2025
ON-2025-14	ON	October	2025	University of Guelph	Canada Excellence Research Chair (CERC) in Green Artificial Intelligence	CERC	✓	21/10/2025
BC-2025-5	BC	October	2025	University of British Columbia	Up to Two Faculty Positions in Computer Science	TT	✓	28/10/2025
ON-2025-15	ON	November	2025	University of Waterloo	Tenure-track Faculty Positions	TT	✓	04/11/2025
BC-2025-6	BC	November	2025	Simon Fraser University	Computing Science Lecturer	F	✓	14/11/2025
ON-2025-16	ON	November	2025	Toronto Metropolitan University	Two [2] Tenure Stream Positions in Cyber Science (Assistant/Associate)	TT	✓	01/12/2025

Note about Table A.1. Job types include postdoctoral fellow or similar position (P), limited-term appointment or sessional position (LT), non-tenure track faculty position (F), tenure-track faculty position (TT), Canada Excellence Research Chairs position (CERC), Canada Research Chairs position (CRC), and administration position (A). Also, when the CRC or CERC job type is specified, no further classification is given.

Table A.2

Number of reported positions and academic culling practice information for DATA records, including relevant passages indicating restricted hiring, preferential hiring, or containing a DEI pledge

Ad ID	Relevant advertisement passages and other information	# of Positions	Restricted	Preferential	DEI pledge	DEI-related statement
ON-2019-1	"Western recognizes that our commitment to equity, diversity and inclusion is central to the University's mandate as a research-intensive institution of higher learning and a community leader and understands that our pursuit of research excellence and our commitment to equity, diversity and inclusion are mutually supporting." "To address Western's commitment to equity, diversity and inclusion, and in recognition of the underrepresentation of members of the Designated Groups in our chairholders and pursuant to Section 14 of the Ontario Human Rights Code, only applicants who self-identify as a woman, Indigenous person or person with a disability will be considered for these CRC opportunities."	10	✓			
MB-2020-1	"The Faculty of Science at the University of Manitoba invites applications from Indigenous (e.g., First Nations (status or non-status), Métis or Inuit) Scholars in any field of science for two full- time tenured or tenure-track positions at the rank of Assistant or Associate or Full Professor… Candidates who are either of Canadian Indigenous background or are Indigenous in their respective countries/territories and whose work complements and supports the education, research, and Indigenous initiatives within the Faculty of Science and at the University of Manitoba are invited to apply." "We seek an emerging or established scholar with a commitment to excellence in teaching, research and community outreach." "The successful candidate will have a Ph.D. in any field of science and have demonstrated experience in, and commitment to, leadership and mentorship related to Indigenous student achievement and engagement." "All qualified candidates are encouraged to apply; however, Indigenous Canadian citizens and permanent residents will be given priority. Applicants must, at application, declare that he/she/they self-identifies as Indigenous (First Nations, Metis or Inuit) Canadian, or as Indigenous in their respective countries/territories." "Applications, including a curriculum vitae, a two page description of teaching philosophy, a two page summary of research interests accessible to an interdisciplinary audience, a three-page research plan, a one-page plan for leadership and mentorship in the context of Indigenous student achievement in the department and Faculty of Science, the name and contact information (phone and e-mail) of three referees, and Indigenous self-declaration verification should be sent by email in a single pdf file to Indigenous_Scholars.Science@umanitoba.ca [mailto:Indigenous_Scholars.Science@umanitoba.ca]"	2	✓		✓	✓

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Table A.2 (continued)

ON-2020-1	"This opportunity is open to qualified individuals who self-identify as Black peoples of African Descent (for example Africans and African heritage people from the Caribbean, Americas, Europe)." "The successful candidate will be joining a vibrant scholarly community at York, where we aspire to achieve equity and diversity in all areas, including race equity."	1	✓		✓	
QC-2021-1	"Background in critical race theory is desirable." "The School of Computer Science of McGill... invites applications for a tenure-track appointment (all ranks) with a focus on computer science approaches to address anti-Black racism and other types of social inequities." Requires "An equity, diversity, and inclusion (EDI) statement..." "Preference will be given to candidates who self-identify as Black."	1		✓	✓	✓
BC-2021-1	"In accordance with the University of Victoria's Equity Plan, and pursuant with Section 42 of the BC Human Rights code, the Department of Computer Science at University of Victoria is seeking to hire two faculty members with preference for people from any of the following three designated groups: aboriginal peoples, persons with disabilities, or women." "Applicants should submit... Equity, Diversity, and Inclusion (EDI) statement."	2		✓	✓	✓
BC-2021-2	"The Department of Computer Science at the University of Victoria, Canada is seeking applicants for one position at the rank of Assistant Teaching Professor with eligibility for continuing appointment and with an anticipated start date of July 1, 2021." "In accordance with University of Victoria's Equity Plan, and pursuant with Section 42 of the BC Human Rights code, the Department of Computer Science at the University of Victoria is seeking to hire one faculty member with preference for candidates from any of the following three designated groups: indigenous peoples, persons with disabilities, or women."	1		✓		
ON-2021-1	"Applicants must self-identify as Black persons, including those from Africa or of the African diaspora (e.g. African and Africa descended people from the Caribbean, North America, Europe, or Latin America)." "Assistant Professor (tenure-track) or Associate Professor (tenured) with specialization in Artificial Intelligence, Medicine, and Data Justice." In full advertisement (https://dbms.queensu.ca/sites/dbms/files/inline-files/AI%20Medicine%20Data%20Justice%20advertisement%20FINAL%20April%2026.pdf), "A commitment to secure external research funding, as well as strong potential for outstanding teaching contributions at both the undergraduate and graduate levels, dedication to academic and pedagogical excellence in support of the two units' programs, and an ongoing commitment to fostering equity and diversity are requirements for this position." Further, the ideal candidate clearly demonstrates... "A demonstrated commitment to the principles of equity, diversity, and inclusion." Requires "a statement of experience in and commitment to facilitation and promotion of equity, diversity, and inclusion."	1	✓		✓	✓
ON-2021-2	"The David R. Cheriton School of Computer Science in the Faculty of Mathematics at the University of Waterloo invites applications for two tenured faculty positions. Position 1 (all areas of AI), Position 2 any area of CS." "All applicants must self-identify as women, transgender, non-binary, or two-spirit using the self-identification application survey." "The University values the diverse and intersectional identities of its students, faculty, and staff. The University regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion."	2	✓		✓	
BC-2021-3	"In accordance with the University of Victoria's Equity Plan, and pursuant to Section 42 of the BC Human Rights code, the Department of Computer Science at the University of Victoria is seeking to 2 faculty members with preference for applicants from any of the following equity-deserving groups: Indigenous peoples, persons with disabilities, women, or those who identify as Black. Applicants are asked to self-identify in their cover letter. These positions are at the rank of Assistant Professor with eligibility for tenure." "The cover letter should clearly identify the equity-deserving group or groups applicants belong to (one or more of Indigenous peoples, persons with disabilities, women, or those who identify as Black)." "The EDI statement should briefly describe their experience with addressing EDI and/or how the candidate plans to contribute to the EDI goals of the Department (see https://www.uvic.ca/engineering/about/equity/index.php)." "UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power."	2		✓	✓	✓
QC-2022-1	Faculty Lecturer. "The initial appointment is for 3 years with the possibility of re-appointment. Reappointment is conditional on performance. Reappointment after 6 years of continuous employment in the same Faculty is for an indefinite term." Requires "an equity, diversity, and inclusion (EDI) statement."	1			✓	✓
NS-2022-1	Truro Campus. 3-year limited term instructor "responsible for acting as the ambassador of our Computer Science programs on campus" "The candidate must demonstrate a commitment to equity, diversity, inclusion, and accessibility." Requires a "diversity and inclusion statement," which consists of "Diversity and inclusion statement (maximum 2 pages): Please be sure to address the following four prompts in your statement and upload as your Teaching Statement in Documents Needed to Apply: 1. What does EDIA (Equity, Diversity, Inclusion, and Accessibility) mean to you? 2. Share a personal experience in which you may have supported a student, with an EDIA perspective in mind. Include information about when you had this experience. 3. Have you pursued any training and/or educational opportunities on EDIA? If so, detail them and explain briefly how this has impacted your day-to-day work. 4. Share your vision for the day-to-day responsibilities in this role from an EDIA perspective."	1			✓	✓

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Table A.2 (continued)

NS-2022-2	"At Saint Mary's University equity and diversity are integral to excellence and enrich our community. As an institution committed to fostering an environment of inclusion and respect, we welcome applications from women, Indigenous peoples, racialized persons/visible minorities, persons with disabilities, persons of minority sexual orientation or gender identity and others who might contribute to the growth and enrichment of our community." Requires "a description of how the applicant has advanced equity, diversity, and inclusion at their previous institution."	1			✓	✓
ON-2022-1	Tenure-Track Computer Science Professor Positions. "The University values the diverse and intersectional identities of its students, faculty, and staff. It regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion." Requirement of EDI statement behind login system.	5			✓	✓
ON-2022-2	"Candidates will be committed to principles and practices of equity, diversity, accessibility, and inclusion, to anti-racism, anti-oppressive or social justice education." Requires "a one page statement of commitment to Equity, Diversity, Inclusion, and Decolonization (up to 1 page)."	1			✓	✓
ON-2022-3	Requires "a one page statement of commitment to Equity, Diversity, Inclusion, and Decolonization (up to 1 page)."	5			✓	✓
ON-2022-4	Assistant Professor, Contractually Limited Term Appointment (3-year). Requires "EDI statement" as follows: "Candidates are also expected to show evidence of a commitment to equity, diversity, inclusion, and the promotion of a respectful and collegial learning and working environment demonstrated through the application materials. Equity and diversity are essential to academic excellence. We seek candidates who value diversity and whose teaching and service bear out our commitment to equity. Candidates are therefore also asked to submit a 1-2 page statement of contributions to equity and diversity, which might cover topics such as (but not limited to): teaching that incorporates a focus on underrepresented communities, the development of inclusive pedagogies, or the mentoring of students from underrepresented groups."	1			✓	✓
QC-2022-2	"A demonstrated relevance of the candidate's work to addressing anti-Black racism or systemic inequities in relation to computer systems will be regarded as an important asset. Background in critical race theory is desirable but not required." "Among candidates deemed to equivalently meet the requirements of this position, preference will be given to Black candidates." "McGill University is committed to equity and diversity within its community and values academic rigour and excellence."	1		✓	✓	
NS-2022-3	"This is a designated hire in partnership with the Nova Scotia provincial government, therefore we invite applications for the following faculty positions from women, people with disabilities, and Black, Mi'kmaq and Indigenous Canadians."	3	✓			
AB-2022-1	Tenure-Track Assistant Professor in Theoretical Computer Science. "The University of Alberta is committed to Equity, Diversity and Inclusivity (Strategic Plan for EDI) and to reconciliation (Indigenous Strategic Plan). Hence, applicants are encouraged to discuss, in their submitted statements (see below), how they will contribute to expanding the diversity of our campus with their research, supervision, teaching, and public outreach." Requires "A 1-2 page equity, diversity, and inclusion statement which includes the candidate's contributions and plans to advance EDI in their research, teaching, mentoring, and service."	1			✓	✓
BC-2022-1	2-year limited term Lecturer (Technical Writing and Ethics). "The responsibilities of the successful candidate will include the following:... Diversity, equity, and inclusion" "An ideal candidate is expected to possess the following qualifications:... Commitment to diversity, equity, and inclusion."	1			✓	
NL-2022-1	Assistant Professor (3 positions). Requires "Brief description of commitment to equity, diversity, and inclusion." "Memorial University is strongly committed to employment equity and diversity. We welcome and encourage applications from all qualified candidates, including women; people of any sexual orientation, gender identity or gender expression; Indigenous peoples; visible minorities / racialized persons; ethnic minorities, and people with disabilities. As part of Memorial University's commitment to employment equity, all applicants are invited to identify themselves as a member of a target group(s) as appropriate. Applicants cannot be considered as a member of a target group(s) unless they complete an employment equity survey. If you do not receive a survey or have any questions, please contact equity@mun.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority."	3			✓	✓
ON-2022-5	Instructor – Information Technology (https://safs.ca/carleton-university-requires-edi-statement-for-instructor-position-in-information-technology/). "Please provide a statement that identifies your strengths in advancing equity, diversity, and inclusion in your discipline and on campus as well as your future plans." "We welcome those who would contribute to the further diversification of our university including, but not limited to: women; visible minorities; First Nations, Inuit and Métis peoples; persons with disabilities; and persons of any sexual orientation, gender identity."	1			✓	✓

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Table A.2 (continued)

ON-2022-6	Faculty of Information – Tenure stream faculty in User Experience Design and HCI (Assistant Professor). Requires "a statement of contributions to equity, diversity, inclusion, and accessibility [as outlined in the ad]." "We seek candidates who have demonstrated a commitment to equity, diversity, inclusion, and the promotion of a respectful and collegial learning and working environment through their application materials. Candidates therefore must submit a statement of contributions to equity and diversity, which might cover topics such as (but not limited to): teaching or research that incorporates a focus on underrepresented communities, the development of inclusive pedagogies, or the mentoring of students from underrepresented groups."	1			✓	✓
AB-2022-2	Two Tenure-Track Assistant Professor Positions in AI & ML. Requires "A 1-2 page equity, diversity, and inclusion statement which includes the candidate's contributions and plans to advance EDI in their research, teaching, mentoring, and service."	2			✓	✓
QC-2022-3	Faculty Lecturer (3-Year Position). "They will engage and liaise with our student bodies and work to enhance of our program's inclusiveness and student body diversity." "The School teaches to a very diverse student body and embraces inclusiveness. The percentage of women in our programs is one of the highest in Canada." Requires "an equity, diversity, and inclusion (EDI) statement."	1			✓	✓
ON-2022-7	Tenure-Stream Assistant/Associate Professor Positions. "The successful candidates must present evidence of:... a commitment to our values of Equity, Diversity, and Inclusion as it pertains to service, teaching, lived experience, and scholarly research or creative activities, including making learning accessible and inclusive for a diverse student population and an ability to improve the diversity of our department and programs," and "a statement of equity, diversity and inclusion philosophy around your practice, research and teaching methods, including an explanation of how you would contribute to the diversity of our department." Further, "Our department recognizes the historical and persistent barriers that members of equity groups have faced, especially with entering the computer science profession and we further recognize the tremendous value that members with diverse identities, perspectives, thoughts and scholarship bring. We therefore, strongly encourage applications from members of one or more of the following equity-deserving groups: those who identify as women, Indigenous peoples of North America, Black-identified persons, other racialized persons, persons with disabilities, and those who identify as 2SLGBTQ+."	3			✓	✓
BC-2022-2	DEI commitment for Director, School of Computing Science, Simon Fraser University (Converts over to Associate or Full Professor after term). Position requires providing a vision statement. Not directly attached to the vision statement the following are listed: "The ideal candidate will:... Support the University's Strategic Visions, which pledges SFU to 'foster a culture of inclusion and mutual respect, celebrating the diversity reflected among its students, faculty, staff, and our community.'" "The ideal candidate is expected to possess and demonstrate the following qualifications:... Commitment and contributions to diversity, equity, and inclusion." "SFU has three vibrant campuses located on the unceded territory of the Coast Salish peoples, on whose traditional territories its campuses stand, in British Columbia's largest municipalities – Burnaby, Surrey and Vancouver – and deep roots in partner communities throughout the province and around the world. By recognizing these unceded territories, SFU aspires to create space for reconciliation through dialogue and decolonizing practices."	1			✓	

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Table A.2 (continued)

NS-2023-1	"Acadia University is looking to fill a focused hire for three Mi'kmaq or Indigenous scholars at emerging or established career stages. Acadia University invites applications from candidates for tenure-stream positions at all academic ranks to commence on July 1, 2023 or an agreeable start date thereafter. Applications are invited in any area listed below within Acadia's three Faculties... Faculty of Pure and Applied Science... Computer Science..." "Academic Qualifications: The hiring committee respects diverse Indigenous worldviews, recognizes the value of the ancestral legacy of ever-evolving Indigenous knowledge forms and ways of being, acknowledges the importance of community relationships and lived experience, and supports Indigenous research methodologies and pedagogies. The hiring committee encourages Indigenous individuals with varied academic qualifications and professional experience to apply. For example, we welcome applications from: Elders and Knowledge Keepers with experience in research, teaching/mentoring, and community engagement, with or without formal post-secondary credentials; individuals with substantial community and/or professional experience in combination with a graduate degree (i.e., Masters-level); and, applicants who hold standard academic criteria within a particular discipline." "The University invites applications from all qualified individuals; however, Canadians and permanent residents shall be given priority. The University encourages applications from Indigenous people; African Canadians; African Nova Scotians; persons with disabilities; visible minorities; women; persons of any minority sexuality, gender identity or gender expression; and all intersections of these identities. Acadia embraces the principles of equity, diversity, and inclusion as fundamental in creating an expansive academic environment and champions diverse knowledge systems as pillars of academic excellence. As part of our strategic priority to advance EDI, this is a focused search for Mi'kmaw and Indigenous scholars. Preference will be given to Mi'kmaw scholars from across Mi'kma'ki. Acadia encourages applications from all qualified candidates in these groups including persons of any sexual orientation, gender identities and/or expressions, persons with disabilities, and all intersections of these identities and other equity-recognized groups. The hiring committee recognizes that scholars have varying career paths and that career interruptions can be part of an academic record. Candidates are encouraged to provide any relevant information about their career experience and/or career interruptions. All applicants are required to submit an online Employment Equity Self-Identification Form as part of their application package. Indigenous identity will be confirmed by the Mi'kmaw Nation in consultation with the Indigenous, Association, and Board Council. Failure to complete the form by the closing date will result in the disqualification of your application."	3	✓			
NS-2023-2	"This is a focused hire for Three African Nova Scotian and/or African Canadian Scholars at emerging or established career stages. Applications are invited in any area listed below within Acadia's three Faculties, and applicants are asked to state in their cover letter which Faculty and/ or academic unit they are applying to join [includes Faculty of Pure and Applied Science, which includes Computer Science]." "The University encourages applications from Indigenous people; African Canadians; African Nova Scotians; persons with disabilities; visible minorities; women; persons of any minority sexuality, gender identity or gender expression; and all intersections of these identities. Acadia embraces the principles of equity, diversity, and inclusion as fundamental in creating an expansive academic environment and champions diverse knowledge systems as pillars of academic excellence. Acadia embraces the principles of equity, diversity, and inclusion (EDI) as fundamental in creating an expansive academic environment and champions diverse knowledge systems as pillars of academic excellence. As part of our strategic priority to advance EDI, this is a focused search for African Nova Scotian and/or African Canadian Scholars. Acadia encourages applications from all qualified candidates in these groups including persons of any sexual orientation, gender identities and/or expressions, persons with disabilities, and all intersections of these identities and other equity-recognized groups. The hiring committee recognizes that scholars have varying career paths and that career interruptions can be part of an academic record. Candidates are encouraged to provide any relevant information about their career experience and/or career interruptions. All applicants are required to submit an online Employment Equity Self-Identification Form as part of their application package. Failure to complete the form will result in the disqualification of your application."	3	✓			
NB-2023-1	This is explicitly a job ad for an "EDI Assistant Teaching Professor." "The Faculty of Computer Science at the University of New Brunswick's Fredericton Campus invites applications for a tenure track Assistant Teaching Professor with focus on Equity Diversity and Inclusion (EDI) initiatives. Applicants are expected to have a minimum of a Master's degree in Computer Science. A PhD degree in Computer Science and/or a minimum of two years of industry experience would be an asset." "This EDI Assistant Teaching Professor will promote gender balance and equity, increased participation and recognition of indigenous and underrepresented groups, and support for greater accessibility of Computer Science programs. Ideally they will be a role model and a champion of programs, coordinating with other groups and leaders on campus to offer a range of programs such as scholarship, targeted learning opportunities, cultural events, and community-focused outreach to increase equity, diversity, and inclusion in the Faculty of Computer Science and to foster recognition of these goals in academic programming, experiential learning programs, and entrepreneurship in the Faculty of Computer Science and its partners." The job itself and applying requires a statement, as the whole advertisement is for this very position.	1			✓	✓
ON-2023-1	Requires "a statement that identifies your strengths in advancing equity, diversity, and inclusion in your discipline and on campus as well as your future plans (maximum 2 pages)."	1			✓	✓

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Table A.2 (continued)

AB-2023-1	"This is an open disciplinary search in the general area of Data Science and Analytics. This position is only open to qualified Black (e.g., Black Pioneer, African, Caribbean) scholars." Requires a "Statement on equity, diversity and inclusion identifying the applicant's contributions or potential contributions to advancing a culture of equity and inclusion." "The University is a signatory of the Scarborough Charter, which confirms a commitment to fostering Black flourishing, developing anti-Black racism policy and procedures, and to promoting Black inclusion."	1	✓		✓	✓
NL-2023-1	3-Year Teaching Term Lecturers (three positions). Requires "Brief description of commitment to equity, diversity, and inclusion." "Memorial University is committed to employment equity and diversity and encourages applications from all qualified candidates including women; people of any sexual orientation, gender identity, or gender expression; Indigenous peoples; visible minorities, and racialized people; and people with disabilities. As part of Memorial University's commitment to employment equity, all applicants are invited to identify themselves as a member of a target(s) as appropriate. Applicants cannot be considered as a member of a target group(s) unless they complete an employment equity survey. If you do not receive a survey or have any questions, please contact equity@mun.ca."	3			✓	✓
SK-2023-1	Assistant Professor, Software Engineering. "Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply." "Applications from Indigenous persons and women are especially encouraged and will be given preference." Requires: "an equity, diversity, and inclusion (EDI) statement."	1		✓	✓	✓
SK-2023-2	Assistant Professor, HCI [Human-Computer Interaction]. "Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply." "Applications from Indigenous persons and women are especially encouraged and will be given preference." Requires "an equity, diversity, and inclusion (EDI) statement."	1		✓	✓	✓
SK-2023-3	Assistant Professor. "Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply." "Applications from Indigenous persons and women are especially encouraged and will be given preference." Requires "an equity, diversity, and inclusion (EDI) statement."	1		✓	✓	✓
BC-2023-1	Limited-Term Instructor of Computer Science (1 year). "A commitment to, and understanding of, the importance of equity, diversity, and inclusion in the classroom."	1			✓	
BC-2023-2	Assistant Professor of Teaching (Systems). Requires a "diversity statement."	2			✓	✓
BC-2023-3	Sessional Instructor, Computer Science. Web and Mobile Programming, Computer Science I, Human Computer Interaction, Digital Logic and Computer Organization, and Applications Programming (using Microsoft Excel). "Required Qualifications… A commitment to, and understanding of, the importance of equity, diversity, and inclusion in the classroom."	1			✓	
SK-2023-4	Without Term Lecturer. "Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply." Requires: "an equity, diversity, and inclusion (EDI) statement." "The Department of Computer Science supports excellence and recognizes that principles of equity, diversity, and inclusion are fundamental to this goal. Recruitment will be guided by the strong commitment of the University of Saskatchewan, the College of Arts and Science, and the Department of Computer Science to diversity, inclusion, and equity."	2			✓	✓
QC-2023-1	Requires "an equity, diversity, and inclusion (EDI) statement." "McGill implements an employment equity program and encourages members of designated equity groups to self-identify."	2			✓	✓
ON-2023-2	"This position is part of a Brock Black cluster hire initiative and belongs to the BUFA employee group… Brock University is signatory to the Scarborough Charter on anti-Black racism and Black inclusion, which is flourishing in post secondary institutions across Canada. The University is signatory to the Dimensions Charter, which ensures equity, diversity and inclusion across the research ecosystem. Cluster hires of underrepresented groups—namely Indigenous and Black Faculty—provide an opportunity to foster excellence through increased diversity and representation as part of Brock's strategic goals… All applicants to this cluster hiring opportunity must self-identify as Black in their cover letter. Because this opportunity is restricted to self-identified Black candidates, this self-identification information will be used for the purposes of screening candidates. Please note that this information will be securely accessed only by members of the search committee and, for selected candidates, for the fulfillment of this cluster hiring initiative."	1	✓			

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Table A.2 (continued)

NS-2023-3	Assistant/Associate Professor & Tier 2 Canada Research Chair in Digital & Precision Agriculture. "In keeping with the principles of employment equity and the CRC program's equity targets, this position is designated to candidates who self identify in one or more of the following groups: women, gender minorities, persons with disabilities, and Indigenous persons."	1	✓			
ON-2023-3	3-Year Faculty position Instructor or Assistant Professor. Requires "a statement on equity, diversity, and inclusion." "The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives."	1			✓	✓
ON-2023-4	(NSERC) Tier 2 Canada Research Chair (CRC) position in the School of Computer Science, focused on Artificial Intelligence (AI) and/or Cybersecurity. "Emphasis is placed on welcoming diverse perspectives to address complex problems in computer science, particularly encouraging candidates from underrepresented groups in the field and with experience in mentoring such students." "In addition, please submit an equity, diversity, and inclusion (EDI) statement that identifies any past activities, training, and experiences in advancing EDI in your previous institutional environment (e.g., curriculum development, classroom or research practices, supporting diverse students) and future plans (maximum two pages)." "We are strongly committed to equity, diversity, and inclusion in the nomination and appointment process. Carleton University is committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our university including, but not limited to: women and gender minorities; racialized individuals; Indigenous Peoples; persons with disabilities; and persons of any sexual orientation and/or expression."	1			✓	✓
NL-2023-2	Requires "Brief description of commitment to equity, diversity, and inclusion." "Memorial University is committed to employment equity, diversity, inclusion and anti-racism, and encourages applications from all qualified candidates, including: women; people of any sexual orientation, gender identity, or gender expression; Indigenous Peoples; visible minorities, and racialized people; and people with disabilities. All applicants are invited to identify themselves as a member of an equity-deserving group(s) as appropriate. Applicants cannot be considered as a member of an equity-deserving group(s) unless they complete an employment equity survey."	2			✓	✓
SK-2023-5	"For this competition, the University welcomes applications from all individuals who self-declare as a woman and meet the requirements of the position, including those who identify as Indigenous, having disabilities, a visible minority, or being sexually diverse. Designating this position supports the University of Regina's efforts to improve equity, diversity, and inclusion within the academic community and honours our commitment to represent the community we serve." "To address gender inequity in the field of computer science and alleviate the under-representation of women in such positions, this position is targeted to candidates who self-declare as women."	1	✓			
NS-2023-4	Three tenure-stream Assistant Professor positions in any area of Computer Science. "These positions are designated for candidates who identify as women, Indigenous persons of Turtle Island, and/or persons of Black/African descent." "In keeping with the principles of the Employment Equity Plan, the position is designated to candidates who self-identify as belonging to one of the following groups: women, Indigenous persons of Turtle Island (especially Mi'kmaq), and persons of Black/African descent (especially African Nova Scotians). All such qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie recognizes that candidates may self-identify in more than one equity-deserving group, and in this spirit, encourages applications from candidates who, in addition to belonging to one of the groups mentioned above, also identity as members of other racialized groups, persons with disabilities, persons identifying as members of 2SLGBTQIA+ communities, and all candidates who would contribute to the diversity of our community. For more information, please visit www.dal.ca/hiringfordiversity."	3	✓			
QC-2023-2	"They will engage and liaise with our student bodies and work to enhance our program's inclusiveness and student body diversity." "The complete application package required includes… an equity, diversity, and inclusion (EDI) statement." "McGill implements an employment equity program and encourages members of designated equity groups to self-identify."	1			✓	✓
NS-2023-5	Requires "an EDIA statement, focusing on inclusivity in the classroom."	3			✓	✓
AB-2023-2	Assistant Professor (Data Science), Dept. of Mathematics and Computer Science. Data Science, Machine Learning, and Artificial Intelligence. Requires "statement that demonstrates commitment to EDI (equity, diversity and inclusion)."	1			✓	✓
ON-2023-5	Assistant/Associate Professor in Smart Systems and AI in the W Booth School of Engineering Practice and Technology. "A willingness and ability to contribute to the School's collegial and collaborative intellectual community as well as the university-wide inclusive excellence goals and priorities." Requires "statement on contributions to inclusive excellence in teaching, and service… (2 pages)." "The successful applicant will hold a PhD in Electrical Engineering, Computer Science, Data Analytics or a related field, possess experience using AI, machine learning, and IoT [Internet of Things] technologies to develop real world smart solutions in various fields such as industrial automation, healthcare, smart cities, and autonomous driving; and should have experience in designing and delivering courses…"	1			✓	✓

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Table A.2 (continued)

BC-2023-4	MDS – Master of Data Science [MDS], Teaching in MDS. "They will have a strong commitment to equity, diversity and inclusion, to create a welcoming community for all, particularly those who are historically, persistently or systemically marginalized." Requires "diversity statement": "A one-page diversity statement describing your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contribution to a culture of equity and inclusion."	2			✓	✓
BC-2023-5	Assistant Professor. Distributed systems, broadly defined, including modern or distributed operating systems, cloud computing and networking. "UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity." "Submit the following items online at this website to complete your application... Equity, Diversity and Inclusion (EDI) Statement."	1			✓	✓
BC-2023-6	Tenure-Track, Assistant Teaching Professor. This is a limited search for female, gender diverse, or indigenous candidates: "In accordance with the University's Equity Plan and pursuant to section 42 of the BC Human Rights Code, the selection will be limited to members of the following designated group(s): Indigenous peoples, women, and gender diverse peoples." Requires in applicant's teaching dossier "Equity, Diversity and Inclusion (EDI) statement." "UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity."	1	✓		✓	✓
ON-2023-6	Full-time, tenure stream position, Faculty of Information. Requires "a statement of contributions to equity, diversity, inclusion, and accessibility." "This search aligns with the University's commitment to strategically and proactively promote diversity among our community members (Statement on Equity, Diversity & Excellence). Recognizing that Black, Indigenous, and other Racialized communities have experienced inequities that have developed historically and are ongoing, we strongly welcome and encourage candidates from those communities to apply."	1			✓	✓
ON-2023-7	Full-time, tenure stream position, rank of Associate Professor. "This search aligns with the University's commitment to strategically and proactively promote diversity among our community members (Statement on Equity, Diversity & Excellence). Recognizing that Black, Indigenous, and other Racialized communities have experienced inequities that have developed historically and are ongoing, we strongly welcome and encourage candidates from those communities to apply." Applicants must submit "a statement of contributions to equity, diversity, inclusion, and accessibility."	1			✓	✓
ON-2023-8	Assistant Professor, Tenure Track. "Preference will be given to candidates from underrepresented groups including women, Indigenous People (First Nations, Inuit, and Metis), persons with disabilities, members of visible minorities or racialized groups and LGBTQ2+ people."	1		✓		
ON-2023-9	MDS – Master of Data Science [MDS], Teaching in MDS. "They will have a strong commitment to equity, diversity and inclusion, to create a welcoming community for all, particularly those who are historically, persistently or systemically marginalized." Requires "diversity statement": "A one-page diversity statement describing your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contribution to a culture of equity and inclusion."	1			✓	✓
ON-2023-10	"Candidates are also expected to show evidence of a commitment to equity, diversity, inclusion, and the promotion of a respectful and collegial learning and working environment demonstrated through the application materials." "The required materials are the candidate's... statement of contributions to equity and diversity, which might cover topics such as (but not limited to): research or teaching that incorporates a focus on underrepresented communities, the development of inclusive pedagogies, or the mentoring of students from underrepresented groups."	5			✓	✓
ON-2023-11	"Candidates are also expected to show evidence of a commitment to equity, diversity, inclusion, and the promotion of a respectful and collegial learning and working environment demonstrated through the application materials." "Equity and diversity are essential to academic excellence. We seek candidates who value diversity and whose research, teaching and service bear out our commitment to equity. Candidates are therefore also asked to submit a 1-2 page statement of contributions to equity and diversity, which might cover topics such as (but not limited to): research or teaching that incorporates a focus on underrepresented communities, the development of inclusive pedagogies, or the mentoring of students from underrepresented groups."	1			✓	✓
BC-2023-7	Tenure-Track Assistant Professor – Research Stream (Theoretical Computer Science – algorithms, complexity, cryptography, etc). "UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity." "To be considered, please submit a completed application package including... an Equity, Diversity and Inclusion (EDI) statement."	1			✓	✓

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Table A.2 (continued)

BC-2023-8	Tenure-Track Assistant Professor – Research Stream (Artificial Intelligence and Machine Learning). "UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity." "To be considered, please submit a completed application package including... an Equity, Diversity and Inclusion (EDI) statement."	1			✓	✓
BC-2023-9	Assistant Professor (tenure-track) in AI [Artificial Intelligence] and ML [Machine Learning]. Requires "diversity statement." "The diversity statement (1 page) should describe your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contributing to a culture of equity and inclusion." "They will have a strong commitment to equity, diversity and inclusion, to create a welcoming community for all, particularly those who are historically, persistently or systemically marginalized."	2			✓	✓
BC-2023-10	"Diversity statement that describes any current or planned engagements and contributions made to advancing equity, diversity, and inclusion in academic (research/scholarship, teaching/learning), professional (non-academic or clinical work), or community (local, national, international community-based) contexts (max 1 page)." "The selection will be restricted to members of the following designated groups: people with disabilities, Indigenous people, racialized people, women, and people from minoritized gender identity groups with a preference to people with disabilities. Currently, UBC has a gap in representation for people with disabilities. Until such time as this is remedied, the names of those self-identifying as having a disability will be provided separately to the search committee in order for them to follow preferential hiring strategies." "The successful candidate will have a strong commitment to equity, diversity and inclusion, to create a welcoming community for all, particularly those who are historically, persistently or systemically marginalized."	1	✓		✓	✓
BC-2023-11	Assistant Professor (two full time tenure-track positions) in the area of Theoretical Computer Science (including Theory of Algorithms). "They will have a strong commitment to equity, diversity and inclusion, to create a welcoming community for all, particularly those who are historically, persistently or systemically marginalized." "The diversity statement (1 page) should describe your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contributing to a culture of equity and inclusion."	2			✓	✓
BC-2023-12	Assistant Professor – two full-time tenure-track positions at the rank of Assistant Professor in all areas of Computer Science. "They will have a strong commitment to equity, diversity and inclusion, to create a welcoming community for all, particularly those who are historically, persistently or systemically marginalized." "Diversity statement (1 page) describing your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contributing to a culture of equity and inclusion." "Equity and diversity are essential to academic excellence."	2			✓	✓
ON-2023-12	"Suitable applicants will have a solid grounding in ethical and philosophical perspectives on the social implications of artificial intelligence and the advancement of technology." "Application materials must include... The approach they would take to meeting principles of equity, diversity, and inclusion in this position."	1			✓	✓
ON-2023-13	"Position 1, all areas of artificial intelligence. The call is open only to qualified individuals who self-identify as women, transgender, gender-fluid, non-binary, or Two-spirit." "Position 2, all areas of computer science. The call is open only to qualified individuals who self-identify as a member of a racialized minority." Requires DEI statement behind login system (not disclosed in public ad). "The University values the diverse and intersectional identities of its students, faculty, and staff. It regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as Indigenous peoples (e.g., First Nations, Metis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+."	2	✓		✓	✓
ON-2023-14	(Probationary) Assistant Professor Tenure-Track Professor in Quantum Computing. Requires DEI statement behind login system (not disclosed in public ad). "The University values the diverse and intersectional identities of its students, faculty, and staff. It regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as Indigenous peoples (e.g., First Nations, Metis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+."	1			✓	✓
SK-2023-6	Tenure-Track Assistant/Associate Professor, HCI [Human-Computer Interaction]. "Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply." Applications from Indigenous persons and women are especially encouraged and will be given preference. Requires: "an equity, diversity, and inclusion (EDI) statement." "Recruitment will be guided by the strong commitment of the University of Saskatchewan, the College of Arts and Science, and the Department of Computer Science to diversity, inclusion, and equity."	1		✓	✓	✓

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Table A.2 (continued)

ON-2023-15	Assistant Professor, Teaching Stream. "Candidates are also expected to show evidence of a commitment to equity, diversity, inclusion, and the promotion of a respectful and collegial learning and working environment demonstrated through the application materials." "Equity and diversity are essential to academic excellence. We seek candidates who value diversity and whose teaching and service bear out our commitment to equity. Candidates are therefore also asked to submit a 1–2 page statement of contributions to equity and diversity, which might cover topics such as (but not limited to): teaching that incorporates a focus on underrepresented communities, the development of inclusive pedagogies, or the mentoring of students from underrepresented groups."	1			✓	✓
AB-2023-3	Up to 2 positions. Assistant Professor – Robotics. In exceptional cases, Associate Professor rank will be considered. "A 1–2 page equity, diversity, and inclusion statement which includes the candidate's contributions and plans to advance EDI in their research, teaching, mentoring, and service." "The University of Alberta is committed to Equity, Diversity, and Inclusivity (Strategic Plan for EDI) and to reconciliation (Indigenous Strategic Plan)."	2			✓	✓
AB-2023-4	Assistant Professor – AI/ML [Artificial Intelligence/Machine Learning]. "A 1–2 page equity, diversity, and inclusion statement which includes the candidate's contributions and plans to advance EDI in their research, teaching, mentoring, and service." "The University of Alberta is committed to Equity, Diversity, and Inclusivity (Strategic Plan for EDI) and to reconciliation (Indigenous Strategic Plan)."	2			✓	✓
BC-2023-13	Assistant Professor – Research Stream (no area of Computer Science specified). "We invite applications from talented scholars for a tenure-track position for a scholar who identifies as Black." "In accordance with the University's Equity Plan and pursuant to section 42 of the BC Human Rights Code, the selection will be limited to members of the following designated group: Black people. Our search committee will review the pool of applications from those who self-identify with this designated group. Candidates from this group must self-identify in their cover letter to be considered for this position." Requires "Equity, Diversity and Inclusion (EDI) statement."	1	✓		✓	✓
BC-2023-14	Assistant Professor – Computer Graphics. Must self-identify as Indigenous peoples, Black people, people with disabilities/disabled persons, racialized people or people of colour, women, and gender diverse peoples. "Our search committee will review the pool of applications from those who self-identify with this designated group. Candidates from this group must self-identify in their cover letter to be considered for this position." "UVic is committed to upholding the values of equity, diversity, inclusion and human rights in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility." Requires "an Equity, Diversity and Inclusion (EDI) statement."	1	✓		✓	✓
MB-2023-1	Assistant/Associate/Professor. "The Department of Computer Science at the University of Manitoba is seeking two professors who identify as women, for Probationary (Tenure-track) or Tenured positions at the rank of Assistant Professor or Associate Professor, commencing July 1, 2024, or on a date mutually agreed upon. Exceptional candidates at the full Professor level will also be considered." "Statement on your approach to addressing issues of equity, diversity, and inclusion." "The University of Manitoba is committed to the principles of equity, diversity & inclusion." "To address gender inequity in the field of computer science and help alleviate the underrepresentation of women in such positions, these positions are targeted to candidates who identify as women."	2	✓		✓	✓
MB-2023-2	Assistant/Associate/Professor. "The University of Manitoba is committed to the principles of equity, diversity & inclusion and to promoting opportunities in hiring, promotion and tenure." "Statement on your approach to addressing issues of equity, diversity, and inclusion." Originally this ad on CS-CAN (as seen on November 25, 2023) had one position, but it was later updated as noticed on November 30, 2023, to reflect two positions being available for this ad.	2			✓	✓
BC-2023-15	Northeastern University, Vancouver Campus. "Diversity, Inclusion, and Equity statement: Please provide a statement of your contributions to diversity that describes your past experience, activities, and future plans to advance diversity, equity, inclusion, justice and belonging in your teaching, service, and impactful work outside the classroom. Some faculty candidates may not have substantial past activities. If that is the case, we recommend focusing on future plans in your statement." "We are seeking highly motivated individuals committed to high-quality, inclusive teaching, and equity in computer science.... Many teaching faculty are active in research and scholarship, diversity initiatives, and service to their local communities."	1			✓	✓
ON-2023-16	Applicants in all areas of Computer Science and Software Engineering are encouraged to apply. The Department has identified specific needs in theoretical computer science, machine learning, human-computer interaction (HCI), security, software engineering, and systems. "Statement on contributions to inclusive excellence in teaching, research, and service, including a description of how you will advance the University's commitment to building an inclusive community and to fostering a culture which embraces and promotes the rich diversity of the campus community (2 pages)." "The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from First Nations, Métis and Inuit peoples, members of racialized communities ("visible minorities"), persons with disabilities, women, and persons who identify as 2SLGBTQ+."	1			✓	✓

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Table A.2 (continued)

ON-2024-1	"Candidates must demonstrate a commitment to advancing equity, diversity, inclusivity, reconciliation, and accessibility, and effective management of human, financial, and physical infrastructure resources."	1			✓	
ON-2024-2	Confirmation-track (i.e., tenure-track) appointment in Computer Science at the rank of Instructor I or II. "Please provide a statement that identifies your strengths and/or experience in advancing equity, diversity and inclusion in your teaching, service, and/or scholarly activities. (maximum two pages)." "The School seeks to maintain its commitment to excellence and recognizes that increasing the diversity of its faculty supports this objective. As such, we especially encourage applications from candidates from groups underrepresented in Computer Science and/or with experience in mentoring students from such groups."	1			✓	✓
AB-2024-1	Up to Two Tenure-Track Positions (Department of Mathematics and Computing). "Embedded systems, real-time systems, etc., cybersecurity, databases – particularly, distributed databases, computing theory, software engineering, Interest/expertise associated with the first bullet point above is particularly desirable." Complete dossier to submit includes: "an inclusion, diversity, equity, and accessibility (IDEA) statement that highlights ways you strive to advance these ideals in your classroom, or in your work more broadly (1 page)." "We strongly encourage members of the designated groups (women, Indigenous Peoples, persons with disabilities, members of visible minorities, and diverse sexual orientation and gender identities) to apply and self-identify."	2			✓	✓
AB-2024-2	The Department of Mathematics and Computing invites applications for up to two tenure track positions, at the rank of Assistant Professor, to support the recently launched BSc Data Science degree. Preferences for one position is "math-focused" the other "computing-focused." "We strongly encourage members of the designated groups (women, Indigenous Peoples, persons with disabilities, members of visible minorities, and diverse sexual orientation and gender identities) to apply and self-identify." Also required: "an inclusion, diversity, equity, and accessibility (IDEA) statement that highlights ways you strive to advance these ideals in your classroom, or in your work more broadly."	2			✓	✓
MB-2024-1	"In accordance with the University of Winnipeg Employment Equity and Diversity Policy Section 11 of The Human Rights Code, preference will be given to qualified candidates who self-identify as women or Indigenous persons."	1		✓		
ON-2024-3	"Applicants are encouraged to include statements in their cover letter that speak to their experience with and commitment to issues of diversity, equity, and inclusion (e.g., scholarship, teaching, mentoring, lived experience)." "Aligned with Laurier's Action Plan for Equity, Diversity, and Inclusion and Indigeneity (https://www.wlu.ca/about/discover-laurier/equity-diversity-and-inclusion/index.html), the Department of Physics and Computer Science is strongly committed to the principles of Equity, Diversity and Inclusion in our hiring process and consideration of candidates with lived experience. As such, we strongly encourage applications from candidates from diverse and equity-deserving groups including, but not limited to, individuals who are Black, Indigenous, or People of Colour (BIPOC) as well as those who identify as 2SLGBTQ+, and differently abled."	1			✓	✓
ON-2024-4	"Applicants are encouraged to include statements in their cover letter that speak to their experience with and commitment to issues of diversity, equity, and inclusion (e.g., scholarship, teaching, mentoring, lived experience)." "Aligned with Laurier's Action Plan for Equity, Diversity, and Inclusion and Indigeneity (https://www.wlu.ca/about/discover-laurier/equity-diversity-and-inclusion/index.html), the Department of Physics and Computer Science is strongly committed to the principles of Equity, Diversity and Inclusion in our hiring process and consideration of candidates with lived experience. As such, we strongly encourage applications from candidates from diverse and equity-deserving groups including, but not limited to, individuals who are Black, Indigenous, or People of Colour (BIPOC) as well as those who identify as 2SLGBTQ+, and differently abled."	1			✓	✓
ON-2024-5	"Applicants are encouraged to include statements in their cover letter that speak to their experience with and commitment to issues of diversity, equity, and inclusion (e.g., scholarship, teaching, mentoring, lived experience)." "Aligned with Laurier's Action Plan for Equity, Diversity, and Inclusion and Indigeneity (https://www.wlu.ca/about/discover-laurier/equity-diversity-and-inclusion/index.html), the Department of Physics and Computer Science is strongly committed to the principles of Equity, Diversity and Inclusion in our hiring process and consideration of candidates with lived experience. As such, we strongly encourage applications from candidates from diverse and equity-deserving groups including, but not limited to, individuals who are Black, Indigenous, or People of Colour (BIPOC) as well as those who identify as 2SLGBTQ+, and differently abled."	1			✓	✓
ON-2024-6	Three-year Limited-Term faculty appointment at the rank of Lecturer or Assistant Professor. "The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives." Requires "a statement on equity, diversity, and inclusion in teaching."	1			✓	✓

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Table A.2 (continued)

ON-2024-7	"McMaster University's Faculty of Engineering invites applications for two teaching-track faculty positions at the rank of Assistant Professor in the Department of Computing and Software; however, exceptional candidates may be considered at the rank of Associate Professor." "The successful applicants will hold a PhD in Computer Science, Software Engineering, or a related discipline. Alternatively, applicants will hold a doctorate in education, with a focus on computing." "... willingness and ability to contribute to the department's collegial and collaborative intellectual community as well as university-wide inclusive excellence goals and priorities." "The University seeks qualified candidates who share our commitment to equity and inclusion, who will contribute to the diversification of ideas and perspectives, and especially welcomes applications from First Nations, Metis and Inuit peoples, members of racialized communities ("visible minorities"), persons with disabilities, women, and persons who identify as 2SLGBTQ+." Candidates are to provide a "statement on contributions to inclusive excellence in teaching, research, or service in academic, professional or community contexts, including a description of how you will advance the University's commitment to building an inclusive community and to fostering a culture which embraces and promotes the rich diversity of the campus community (2 pages)."	2			✓	✓
ON-2024-8	"Recognizing the underrepresentation of women and gender minorities among CRCs, this position is open only to qualified researchers who indicate on the Affirmative Action self-identification form (see below) that they identify as women or gender non-conforming (e.g., genderfluid, nonbinary, Two-Spirit, trans man, trans woman). The appointment is part of the University's Affirmative Action program, which is based on the special program provisions of the Ontario Human Rights Code."	1	✓			
ON-2024-9	"Recognizing the underrepresentation of women and gender minorities among CRCs [Canada Research Chairs], this position is open only to qualified researchers who indicate on the Affirmative Action self-identification form (see below) that they identify as women or gender non-conforming (e.g., genderfluid, nonbinary, Two-Spirit, trans man, trans woman). The appointment is part of the University's Affirmative Action program, which is based on the special program provisions of the Ontario Human Rights Code."	1	✓			
QC-2024-1	"This position is created in the context of the launch of the School's new Masters Non-Thesis program. Priority areas align with the program's streams: (i) computer systems; (ii) cybersecurity; (iii) software engineering; (iv) cloud computing; (v) applied data science (big data analytics, databases, data mining, etc.)." Requires "an equity, diversity, and inclusion (EDI) statement." "McGill implements an employment equity program and encourages members of designated equity groups to self-identify. It further seeks to ensure the equitable treatment and full inclusion of persons with disabilities by striving for the implementation of universal design principles transversally, across all facets of the University community, and through accommodation policies and procedures."	1			✓	✓
SK-2024-1	Must submit "an equity, diversity, and inclusion (EDI) statement." Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply. "We encourage applications from members of equity groups (e.g., women, members of a racialized minority, Indigenous persons, and persons with disabilities). The Department of Computer Science supports excellence and recognizes that principles of equity, diversity, and inclusion are fundamental to this goal. Recruitment will be guided by the strong commitment of the University of Saskatchewan, the College of Arts and Science, and the Department of Computer Science to diversity, inclusion, and equity." "The anticipated start date is July 1, 2024."	1			✓	✓
SK-2024-2	Assistant Professor, HCI [Human-Computer Interaction]. Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply. Applications from Indigenous persons and women are especially encouraged and will be given preference. "The Department of Computer Science supports excellence and recognizes that principles of equity, diversity, and inclusion are fundamental to this goal. Recruitment will be guided by the strong commitment of the University of Saskatchewan, the College of Arts and Science, and the Department of Computer Science to diversity, inclusion, and equity." Requires "an equity, diversity, and inclusion (EDI) statement."	1		✓	✓	✓
AB-2024-3	Tenure-Track Assistant Professor. Requires "statement that demonstrates commitment to EDI (equity, diversity and inclusion)." "The university recognizes that diversity enriches our campus and our community and is fundamental to excellence in teaching, learning, and research. The university as a whole embraces equity, diversity and inclusion as core values to be truly inclusive of the communities of which we are a part, and this requires ongoing intentional and systemic action."	1			✓	✓
SK-2024-3	Assistant Professor, HCI [Human-Computer Interaction]. Must submit an equity, diversity, and inclusion (EDI) statement. Seems to be a re-posting of earlier ad, but still a posting. "We encourage applications from members of equity groups (e.g., women, members of a racialized minority, Indigenous persons, and persons with disabilities). Applications from Indigenous persons and women are especially encouraged and will be given preference. The Department of Computer Science supports excellence and recognizes that principles of equity, diversity, and inclusion are fundamental to this goal. Recruitment will be guided by the strong commitment of the University of Saskatchewan, the College of Arts and Science, and the Department of Computer Science to diversity, inclusion, and equity."	1		✓	✓	✓

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Table A.2 (continued)

ON-2024-10	Tenure-Track Teaching Intensive, Assistant Professor Position – School of Computer Science. "This hire aligns with the bold imperatives of the University of Windsor strategic plan, Aspire: Together for Tomorrow, ratified Spring 2023. The University embraces a people-first philosophy grounded in a culture of academic excellence and deep belonging. Among key strategic priorities are advancing the journey towards truth and reconciliation; building a just, equitable, diverse, and inclusive university; ensuring a high-quality teaching, learning, and student experience; engaging in impactful research, scholarship, and creative activity; fostering a safe, welcoming, and sustainable campus; and engaging in local and global partnerships. The University has already made significant strides on many of these key files, and we are seeking applicants interested in working alongside us to advance them even further. Driven by the University's commitment to anti-racism, the Black Scholars Institute was established in 2023 supported by a historic cohort hiring initiative that has brought thirteen Black scholars to UWindsor across several of our faculties. The recent cohort of new faculty joining the University (over 50) is among the most diverse in our history." Requires "a one-page statement of commitment to Equity, Diversity, Inclusion, Decolonization and Indigenization."	1			✓	✓
SK-2024-4	"The Department of Computer Science supports excellence and recognizes that principles of equity, diversity, and inclusion are fundamental to this goal. Recruitment will be guided by the strong commitment of the University of Saskatchewan, the College of Arts and Science, and the Department of Computer Science to diversity, inclusion, and equity." "Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply." Requires "a brief statement of teaching experience, an equity, diversity, and inclusion (EDI) statement."	1			✓	✓
BC-2024-1	Tenure-Track Assistant Professor in Artificial Intelligence and Machine Learning.. "Two tenure-track positions at the assistant professor level in artificial intelligence and machine learning, with a focus on reinforcement learning and online learning, natural language processing including large language models or computer vision." "We actively encourage applications from members of groups experiencing barriers to equity. Read our full equity statement." Requires "Equity, Diversity and Inclusion (EDI) statement" where "the EDI statement should briefly describe your experience with addressing EDI and/or how you plan to contribute to the EDI goals of the Department (see https://www.uvic.ca/ecs/about/equity-action-planning/index.php)."	2			✓	✓
BC-2024-2	Tenure-Track Assistant Professor (Computer Graphics) – Research Stream Faculty Position in Computer Graphics. "In accordance with the University's Equity Plan and pursuant to section 42 of the BC Human Rights Code, the selection will be limited to members of the following designated group(s): Indigenous peoples, Black people, people with disabilities/disabled persons, racialized people or people of colour, women, and gender diverse peoples. Our search committee will review the pool of applications from those who self-identify with one of these designated groups. Candidates from these groups must self-identify in their cover letter to be considered for this position." "Requires Equity, Diversity and Inclusion (EDI) statement." "The EDI statement should briefly describe their experience with addressing EDI and/or how the candidate plans to contribute to the EDI goals of the Department (see https://www.uvic.ca/ecs/about/equity-action-planning/index.php)."	1	✓		✓	✓
QC-2024-2	Faculty Lecturer. "They will engage and liaise with our student bodies and work to enhance of our program's inclusiveness and student body diversity." Requires "an equity, diversity, and inclusion (EDI) statement." Note that the CS-Can ad's description is incomplete (it does not specify what is to be submitted). You can find the full job ad description at https://mcgill.wd3.myworkdayjobs.com/McGill_Careers/job/McConnell-Eng-Bldg/Faculty-Lecturer_JR0000057837.	1			✓	✓
ON-2024-11	Two full-time teaching stream positions in the area of Computer Science (non-tenure faculty). "Equity, diversity and inclusion are essential to academic excellence as articulated in the University of Toronto's Statement on Equity, Diversity and Excellence. We seek candidates who share these values and who demonstrate throughout the application materials their commitment and efforts to advance equity, diversity, inclusion and the promotion of a respectful and collegial learning and working environment." "Applicants must have a record of active professional development and teaching innovation, which may include (but is not limited to) participation in pedagogical training, courses and conferences, writing books or Computer Science Education publications; developing novel curricula, pedagogical, or co-curricular techniques; leading outreach or equity, diversity and inclusion (EDI) initiatives."	2			✓	✓
ON-2024-12	"The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion." (As of September 21, 2024, there is no evidence of a EDI statement required in login system.)	1			✓	
ON-2024-13	"Consistent with these goals of Equity, Diversity, Inclusion and Decolonization (EDI-D), the successful candidate must articulate within their plans for teaching and scholarship how these activities further the principles of EDI-D." (required document)	1			✓	✓
ON-2024-14	"Consistent with Western's goals of Equity, Diversity, Inclusion and Decolonization (EDI-D), the successful candidate should articulate how their plans for teaching and research further the principles of EDI-D." Requires "a statement on equity, diversity, inclusion, and decolonization in teaching and research (1 page)."	2			✓	✓

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Table A.2 (continued)

AB-2024-4	"In accordance with Section 10.1 of the Alberta Human Rights Act, only applicants who self-identify as a person with a disability and/or as a racialized individual will be considered for this CRC opportunity." Requires "a statement no longer than 3 pages emphasizing their research mentorship experience, teaching philosophy, and their experiences in advancing equity, diversity, inclusion and decolonization within their practices."	1	✓		✓	✓
BC-2024-3	Postdoctoral Fellowship. Requires "A one-page EDI statement describing your approach to EDI in the classroom and workplace, reflecting on your lived experience if applicable."	1			✓	✓
ON-2024-15	"The University values the diverse and intersectional identities of its students, faculty, and staff. The University regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as First Nations, Métis and/or Inuk (Inuit), Black, racialized, a person with a disability, women and/or 2SLGBTQ+."	1			✓	
ON-2024-16	Multiple Positions: Computer Science, Computer or Software Engineering (Computer Science – Assistant Professor, Professorial Stream (4 Positions)). "Dedicated Hire." "Recognizing the underrepresentation of women faculty members in many fields, the positions are open only to qualified individuals who identify as women." "The successful candidates will be joining a vibrant scholarly community at York, where we aspire to achieve equity and diversity in all areas, including gender equity."	4	✓		✓	
ON-2024-17	Multiple Positions: Computer Science, Computer or Software Engineering (Software or Computer Engineering – Assistant Professor, Professorial Stream). "Dedicated Hire." "Recognizing the underrepresentation of women faculty members in many fields, the positions are open only to qualified individuals who identify as women." "The successful candidates will be joining a vibrant scholarly community at York, where we aspire to achieve equity and diversity in all areas, including gender equity."	1	✓		✓	
ON-2024-18	Two Full-Time Teaching Stream positions at rank of Assistant Professor. "Applicants must have a record of active professional development and teaching innovation, which may include (but is not limited to) participation in pedagogical training, courses and conferences, writing books or Computer Science Education publications; developing novel curricula, pedagogical, or co-curricular techniques; leading outreach or equity, diversity and inclusion (EDI) initiatives." "Equity, diversity and inclusion are essential to academic excellence as articulated in the University of Toronto's Statement on Equity, Diversity and Excellence. We seek candidates who share these values and who demonstrate throughout the application materials their commitment and efforts to advance equity, diversity, inclusion and the promotion of a respectful and collegial learning and working environment."	2			✓	✓
ON-2024-19	Contractually Limited Term Appointment at rank of Assistant Professor. "Applicants must have a record of active professional development and teaching innovation, which may include (but is not limited to) participation in pedagogical training, courses and conferences, writing books or Computer Science Education publications; developing novel curricula, pedagogical, or co-curricular techniques; leading outreach or equity, diversity and inclusion (EDI) initiatives." "Equity, diversity and inclusion are essential to academic excellence as articulated in the University of Toronto's Statement on Equity, Diversity and Excellence. We seek candidates who share these values and who demonstrate throughout the application materials their commitment and efforts to advance equity, diversity, inclusion and the promotion of a respectful and collegial learning and working environment."	1			✓	✓
ON-2024-20	Up to Five Full-Time Tenure Stream Positions in any area of Computer Science. "Equity, diversity and inclusion are essential to academic excellence as articulated in the University of Toronto's Statement on Equity, Diversity and Excellence. We seek applicants who share these values and who demonstrate throughout the application materials their commitment and efforts to advance equity, diversity, inclusion and the promotion of a respectful and collegial learning and working environment."	5			✓	✓
ON-2024-21	Full-Time Tenure Stream Position in any area of Computer Science, at rank of Associate Professor or Professor. Requires "statement of contributions to equity and diversity." "Equity, diversity and inclusion are essential to academic excellence as articulated in the University of Toronto's Statement on Equity, Diversity and Excellence. We seek applicants who share these values and who demonstrate throughout the application materials their commitment and efforts to advance equity, diversity, inclusion and the promotion of a respectful and collegial learning and working environment."	1			✓	✓
ON-2024-22	Multiple tenure-track positions in Computer Science. Requires EDI statement (in login system). "The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion."	2			✓	✓

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Table A.2 (continued)

SK-2024-5	"We encourage applications from members of equity groups (e.g., women, members of a racialized minority, Indigenous persons, and persons with disabilities). Applications from Indigenous persons and women are especially encouraged and will be given preference." "The Department of Computer Science supports excellence and recognizes that principles of equity, diversity, and inclusion are fundamental to this goal. Recruitment will be guided by the strong commitment of the University of Saskatchewan, the College of Arts and Science, and the Department of Computer Science to diversity, inclusion, and equity." "Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply." Requires "an equity, diversity, and inclusion (EDI) statement."	1		✓	✓	✓
BC-2024-4	Two tenure-track faculty positions at the rank of Assistant or Associate Professor, in the areas of Cybersecurity, Natural language processing, Software engineering. "The School invites, and encourages, applications from women and underrepresented groups in all areas of computing science. Awards that are specifically targeted to support women candidates, including salary and research support packages of up to $250,000 over five years, are also available."	2		✓		
NS-2024-1	The Shannex Research Chair will be a tenured position at the rank of Associate or Full Professor (commensurate with experience) jointly appointed to the Faculties of Health and Computer Science. "Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. The university encourages applications from Indigenous Peoples of Turtle Island (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups, persons with disabilities, women, persons identifying as members of 2SLGBTQIA+ communities, and all candidates who would contribute to the diversity of our community. In accordance with our Employment Equity Policy, preference will be given in hiring processes to candidates who self-identify as members of one or more of the equity-deserving groups listed above. For more information, including details related to our Employment Equity Policy and Plan and definitions of equity-deserving groups please visit www.dal.ca/hiringfordiversity."	1		✓		
QC-2024-3	Two tenure-track positions in the area of Artificial Intelligence (AI). The CS-Can ad does not provide process, but https://www.concordia.ca/ginacody/about/jobs/csse/2024/cssa-assistant-professors-artificial-intelligence.html does [archived in DATA A]. "The Department values diversity among its faculty and strongly encourages applications from those who will contribute to that profile." Requires "EDI statement." "All applicants will receive an email invitation to complete a short equity survey. Participation in the survey is voluntary and no identifying information about candidates will be shared with hiring committees. Candidates who wish to self-identify as a member of an underrepresented group to the hiring committee may do so in their cover letter or by writing directly to the contact person indicated in this posting."	2			✓	✓
QC-2024-4	Tenure-track position in the area of quantum computing and applications, on topics including but not limited to: quantum information, quantum algorithms, quantum complexity theory, quantum communication, quantum cryptography, quantum machine learning, and quantum networks. This is a tenure track position at the rank of Assistant Professor, but exceptional candidates at the Associate Professor level may also be considered. "The Department values diversity among its faculty and strongly encourages applications from those who will contribute to that profile." The ad (https://www.concordia.ca/ginacody/about/jobs/csse/2024/cssa-assistant-professor-quantum-computing.html) does not give instructions explicitly, but requires an "EDI statement."	1			✓	✓
QC-2024-5	Three tenure-track positions in all areas of software engineering. "These are tenure-track positions at the rank of Assistant Professor, but exceptional candidates at the Associate Professor level may also be considered." The Department values diversity among its faculty and strongly encourages applications from those who will contribute to that profile. The ad (https://www.concordia.ca/ginacody/about/jobs/csse/2024/cssa-assistant-professors-software-engineering.html) doesn't provide application instructions, but requires a "EDI statement."	3			✓	✓
QC-2024-6	Tenure-track position at the rank of Assistant Professor, but exceptional candidates at Associate Professor level may be considered." The Department values diversity among its faculty and strongly encourages applications from those who will contribute to that profile." The ad (https://www.concordia.ca/ginacody/about/jobs/csse/2024/canada-research-chair-computer-science-software-engineering.html) does not provide application instructions, but requires a "EDI statement."	1			✓	✓
BC-2024-5	Tenure-Track, Assistant Professor. "UVic is committed to upholding the values of equity, diversity, and inclusion in our living, learning and work environments. In pursuit of our values, we seek members who will work respectfully and constructively with differences and across levels of power. We actively encourage applications from members of groups experiencing barriers to equity. Read our full equity statement (https://www.uvic.ca/equity/employment-equity/statement/)." "UVic's Department of Computer Science is a diverse department with faculty members from across the globe and a commitment to achieving gender parity." Requires EDI statement: "The EDI statement should briefly describe your experience with addressing EDI and/or how you plan to contribute to the EDI goals of the Department (see https://www.uvic.ca/ecs/about/equity-action-planning/index.php)."	1			✓	✓

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Table A.2 (continued)

MB-2024-2	Probationary (Tenure-Track) Assistant Professor or Associate Professor in Computer Science (2 positions). "Discover outstanding employee benefits, experience world-class facilities and join a dynamic community that values reconciliation, sustainability, diversity, and inclusion. We are one of Manitoba's Top Employers and one of Canada's Best Diversity Employers." "The University of Manitoba is committed to the principles of equity, diversity & inclusion and to promoting opportunities in hiring, promotion and tenure (where applicable) for systematically marginalized groups who have been excluded from full participation at the University and the larger community including Indigenous Peoples, women, racialized persons, persons with disabilities and those who identify as 2SLGBTQIA+ (Two Spirit, lesbian, gay, bisexual, trans, questioning, intersex, asexual and other diverse sexual identities)." "Should include: -statement on your approach to addressing issues of equity, diversity, and inclusion."	2			✓	✓
NS-2024-2	"Dalhousie is committed to fostering a collegial culture grounded in diversity and inclusiveness. In keeping with the principles of employment equity and the CRC program's equity targets, this position is designated to candidates who self-identify as a woman or member of another gender equity seeking group. All such qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie recognizes that candidates may self-identify in more than one equity-seeking group, and in this spirit, encourages applications from candidates who, in addition to belonging to the groups mentioned above, also identity as Indigenous Peoples of Turtle Island (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups, persons identifying as members of 2SLGBTQIA+ communities, and all candidates who would contribute to the diversity of our community. (See www.dal.ca/becounted/selfid for definitions of the equity-deserving groups, or https://web.archive.org/web/20240123232154/https://www.dal.ca/dept/hr/employment_equity/self_identification_questionnaire.html)	1	✓			
NS-2024-3	"Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. In keeping with the principles of employment equity and the CRC program's equity targets, this position is designated to candidates who self-identify as women or gender equity-seeking persons with a disability. Dalhousie recognizes that candidates may self-identify in more than one equity-deserving group, and in this spirit, the university also encourages applications from Indigenous Peoples of Turtle Island (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups, persons identifying as members of 2SLGBTQIA+ communities, and all candidates who would contribute to the diversity of our community. In accordance with our Employment Equity Policy, preference will be given in hiring processes to candidates who self-identify as members of one or more of the equity-deserving groups listed above. For more information, including details related to our Employment Equity Policy and Plan and definitions of equity-deserving groups please visit www.dal.ca/hiringfordiversity."	1	✓			
SK-2024-6	Tenure-track position at level of Assistant Professor – Human Computer Interaction. "We encourage applications from members of equity groups (e.g., women, members of a racialized minority, Indigenous persons, and persons with disabilities). Applications from Indigenous persons and women are especially encouraged and will be given preference. The Department of Computer Science supports excellence and recognizes that principles of equity, diversity, and inclusion are fundamental to this goal. Recruitment will be guided by the strong commitment of the University of Saskatchewan, the College of Arts and Science, and the Department of Computer Science to diversity, inclusion, and equity." "Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply." Requires "an equity, diversity, and inclusion (EDI) statement."	1		✓	✓	✓
SK-2024-7	"The Department of Computer Science supports excellence and recognizes that principles of equity, diversity, and inclusion are fundamental to this goal. Recruitment will be guided by the strong commitment of the University of Saskatchewan, the College of Arts and Science, and the Department of Computer Science to diversity, inclusion, and equity." "Candidates with a commitment to the advancement of women and other underrepresented groups and a demonstrated ability to work with a diverse student body are especially encouraged to apply." Requires "an equity, diversity, and inclusion (EDI) statement."	1			✓	✓
BC-2025-1	Tenure-Track Assistant Professor, Human Computer Interaction. Requires that "The EDI statement … describe your experience with addressing EDI and/or how you plan to contribute to the EDI goals of the Department (see https://www.uvic.ca/ecs/about/equity-action-planning/index.php)." "This search is limited to members of equity-seeking groups." "In accordance with the University's Equity Plan and pursuant to section 42 of the BC Human Rights Code, the selection will be limited to members of the following designated group(s): Indigenous peoples, Black people, people with disabilities/disabled persons, racialized people or people of colour, women, and gender diverse peoples. Our search committee will review the pool of applications from those who self-identify with one of these designated groups. Candidates from these groups must self-identify in their cover letter to be considered for this position." "Prior teaching experience is preferred."	1	✓		✓	✓
QC-2025-1	Three 12-month Limited Term Appointments in Computer Science and Software Engineering (25-LTA-CSSE-M). Requires "EDI statement." "The Department values diversity among its faculty and strongly encourages applications from those who will contribute to that profile."	3			✓	✓

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Table A.2 (continued)

ON-2025-1	Faculty of Information, Assistant Professor, Teaching Stream – CLTA – User Experience Design (UXD). Two-Year Contractually Limited Term Appointment. "Faculty members are expected to combine their expertise in the discipline with best practices in teaching to create rich learning environments that embrace diversity, promote equity, and integrate cutting-edge teaching approaches in a manner that challenges students to develop skills and ethics to be leading citizens." "We seek candidates who have demonstrated a commitment to equity, diversity, inclusion, and the promotion of a respectful and collegial learning and working environment through their application materials. Candidates therefore must submit a statement of contributions to equity and diversity, which might cover topics such as (but not limited to): teaching or research that incorporates a focus on underrepresented communities, the development of inclusive pedagogies, or the mentoring of students from underrepresented groups." Requires "a statement of contributions to equity, diversity, inclusion, and accessibility."	2			✓	✓
ON-2025-2	Associate/Full Professor and Canada Excellence Research Chair, Accessibility, Arctic Security/Diplomacy, Cybersecurity/Quantum Computing, OR Experimental Particle Physics. "They should propose an innovative, high-quality program of research that includes supervision of graduate students and postdoctoral fellows, and demonstrate evidence of engagement and leadership in Equity, Diversity, and Inclusion (EDI) initiatives." "We encourage applications from candidates from underrepresented, equity-seeking, right-seeking populations." Requires "maximum three-page statement of contributions to research and leadership in the area that also identifies strengths in and/or experience in advancing equity, diversity, and inclusion (EDI) in your teaching, service, and/or scholarly activities;" "maximum three-page summary of the proposed research program, including description of potential contribution to knowledge in the field, the potential contributions to the government's science, technology and innovation priority areas (https://www.cerc.gc.ca/program-programme/priority_areas-domaines_prioritaires-eng.aspx), and integration of EDI considerations in the research design or justification for why EDI consideration are not relevant to the research design."	2			✓	✓
ON-2025-3	Associate or Full Professor and Canada Research Chair, Tier 1, Computer Science/Nursing (Healthcare Simulation). "We especially encourage candidates from underrepresented groups in the field and with demonstrated experience in mentoring such students." "A five-page statement describing (1) the proposed research program including research objectives, potential contribution to knowledge, and methods; (2) the training and mentoring plan; and (3) your strengths and/or experience in advancing equity, diversity and inclusion in your teaching, service, and/or scholarly activities." "To help us develop our equity programs, a confidential equity and diversity self-identification survey will be sent to all applicants." "We are strongly committed to equity, diversity, and inclusion in the nomination and appointment process. Carleton University is committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our university including, but not limited to: women and gender equity-seeking groups; racialized individuals; Indigenous Peoples; persons with disabilities; and persons of any sexual orientation and/or gender expression."	1			✓	✓
ON-2025-4	"We especially encourage candidates from underrepresented groups in computer science and with demonstrated experience in mentoring such students." Requires "A five-page statement describing (1) the proposed research program including research objectives, potential contribution to knowledge, and methods; (2) the training and mentoring plan; and (3) your strengths and/or experience in advancing equity, diversity and inclusion in your teaching, service, and/or scholarly activities." "To help us develop our equity programs, a confidential equity and diversity self-identification survey will be sent to all applicants." "We are strongly committed to equity, diversity, and inclusion in the nomination and appointment process." "We welcome those who would contribute to the further diversification of our university including, but not limited to: women and gender equity-seeking groups; racialized individuals; Indigenous Peoples; persons with disabilities; and persons of any sexual orientation and/or gender expression."	1			✓	✓
NL-2025-1	Teaching Term Lecturer position (three-year contract) in the Department of Computer Science. Requires "Brief description of commitment to equity, diversity, and inclusion." "Memorial University is committed to employment equity, diversity, inclusion and anti-racism, and encourages applications from all qualified candidates, including women; people of any sexual orientation, gender identity, or gender expression; Indigenous Peoples; visible minorities, and racialized people; and people with disabilities. All applicants are invited to identify themselves as a member of an equity-deserving group(s) as appropriate. Applicants cannot be considered as a member of an equity-deserving group(s) unless they complete an employment equity survey."	1			✓	✓

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Table A.2 (continued)

ON-2025-5	"May be nominated for a Canada Excellence Research Chair in Quantum Computing. The Canada Excellence Research Chairs Program is intended to support world class researchers and their teams in establishing ambitious research programs at Canadian universities. Nominees to the Canada Excellence Research Chairs opportunity will be internationally leading researchers whose proposed research program aligns with one or more of the Government of Canada's Science, Technology and Innovation priority areas. Canada Excellence Research Chairs are appointed for eight years, with award values of either $1 million or $500,000 per year; these two award values recognize the varying costs of research within different disciplines." "Candidates must also possess a strong demonstrated record of service to the research community (e.g., service on peer review committees, faculty recruitment committees, advisory committees) and a demonstrated record of attracting and mentoring a diverse group of students, trainees, and research personnel, and establishing an equitable and inclusive research environment." "Nominees to the Canada Excellence Research Chairs Program will be expected to develop and implement a plan for establishing and maintaining a diverse team and an inclusive research and training environment." "Equity, diversity and inclusion are essential to academic excellence as articulated in University of Toronto's Statement on Equity, Diversity and Excellence. We seek candidates who share these values and who demonstrate throughout the application materials their commitment and efforts to advance equity, diversity, inclusion, and the promotion of a respectful and collegial learning and working environment." (Note that the word "inclusion" does not appear in the statement being cited: https://governingcouncil.utoronto.ca/secretariat/policies/equity-diversity-and-excellence-statement-december-14-2006.) "We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission."	1			✓	✓
ON-2025-6	Faculty Position in Computing: Computational Intelligence (tenure track Assistant Professor or tenured Associate Professor). "Prior to May 1, 2022, the University required all students, faculty, staff, and visitors (including contractors) to declare their COVID-19 vaccination status and provide proof that they were fully vaccinated or had an approved accommodation to engage in in-person University activities. These requirements were suspended effective May 1, 2022, but the University may reinstate them at any point." "The University invites applications from all qualified individuals. Queen's is strongly committed to employment equity, diversity and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous people, women, persons with disabilities, and 2SLGBTQ+ persons... Applications from all qualified candidates will be considered in the applicant pool." Requires for an application package: "a statement of experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility."	1			✓	✓
QC-2025-2	"This position is created in the context of the School's new Masters Non-Thesis program. Priority areas align with the program's streams: (i) artificial intelligence and machine learning; (iii) applied data science (big data analytics, databases, data mining, etc.); (iii) cybersecurity." Initial appointment is 3 years. "The complete application package required includes: ... an equity, diversity, and inclusion (EDI) statement." "We welcome and encourage applications from racialized persons/visible minorities, women, Indigenous persons, persons with disabilities, ethnic minorities, and persons of minority sexual orientations and gender identities, as well as from all qualified candidates with the skills and knowledge to engage productively with diverse communities." "McGill implements an employment equity program and encourages members of designated equity groups to self-identify. It further seeks to ensure the equitable treatment and full inclusion of persons with disabilities by striving for the implementation of universal design principles transversally, across all facets of the University community, and through accommodation policies and procedures." "The percentage of women in our programs is one of the highest in Canada." "They will engage and liaise with our student bodies and work to enhance of our program's inclusiveness and student body diversity."	1			✓	✓
NS-2025-1	"This position is designated to candidates who self-identify as a woman or member of another gender equity seeking group. The Tier 1 CRC in Ocean Data Analytics will be a tenure-track or tenured position at the rank of Associate or Full Professor (commensurate with experience) ..." "Dalhousie is committed to fostering a collegial culture grounded in diversity and inclusiveness. In keeping with the principles of employment equity and the CRC program's equity targets, this position is designated to candidates who self-identify as a woman or member of another gender equity seeking group. All such qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie recognizes that candidates may self-identify in more than one equity-seeking group, and in this spirit, encourages applications from candidates who, in addition to belonging to the groups mentioned above, also identity as Indigenous Peoples of Turtle Island (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups, persons identifying as members of 2SLGBTQIA+ communities, and all candidates who would contribute to the diversity of our community. (See www.dal.ca/becounted/selfid for definitions of the equity-deserving groups.)" "A complete application will include a completed Self-Identification Questionnaire, please download and complete our CRC self ID form via the link: https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/hr/Employment-Equity/SelfID-External-Questionnaire-CRC-Only.pdf. A complete application package includes this self-id form."	1	✓			

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Table A.2 (continued)

BC-2025-2	Research Stream Faculty Positions at the Intersection of Software Engineering and AI [Artificial Intelligence] (4 positions). "We invite applications from talented scholars for one of four tenure-track positions at the assistant professor level working at the intersection of Software Engineering and AI to commence January 1, 2026, or soon thereafter." "The faculty has members from across the globe and a commitment to achieving gender parity." "To support accreditation of our engineering programs by the Canadian Engineering Accreditation Board, the successful candidate will have or will obtain either a P.Eng, P.L.Eng, or Eng.L. license, issued by Engineers and Geoscientists BC within two years of the candidate's appointment. Obtaining a limited license is straightforward for candidates with a computer science or software engineering background." "To be considered, please submit an application package including a cover letter that addresses the full scope of the job requirements, along with your curriculum vitae, research statement and up to three selected relevant publications, teaching statement, syllabi, evaluation data, an Equity, Diversity and Inclusion (EDI) statement, and contact information for three references at https://academicjobsonline.org/ajo/jobs/30135 addressed to the Recruiting Committee Chair. Application packages must be received by August 15, 2025. The cover letter should clearly identify how your experience and research plan address the research area above. The research statement should summarize research achievements and impact and propose a credible plan for future research. The EDI statement should describe your experience with addressing EDI and/or how you plan to contribute to the EDI goals of the Department (see https://www.uvic.ca/ecs/about/equity-action-planning/index.php)." "UVic is committed to upholding the values of equity, diversity, inclusion and human rights in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility. We actively encourage applications from members of historically and systemically marginalized groups. Read our full equity statement."	4			✓	✓
NS-2025-2	Shannex Research Chair in Artificial Intelligence and Healthy Aging. "The Shannex Research Chair will be a probationary tenure-track appointment at the rank of Assistant or Associate Professor (commensurate with experience) jointly appointed to the Faculties of Health and Computer Science, with an anticipated start date of July 1, 2026." "The successful applicant's cross-disciplinary research program will align with the priority areas of 'Body function and mobility across the health continuum' in the Faculty of Health and 'AI and Machine Learning' in the Faculty of Computer Science. The Shannex Research Chair responds to two of Dalhousie's six Strategic Research Clusters, 'Healthy People, Communities, & Populations' and 'AI & Digital Innovation.'" "Dalhousie University operates in the unceded territories of the Mi'kmaw, Wolastoqey, and Peskotomuhkati Peoples. These sovereign nations hold inherent rights as the original peoples of these lands, and we each carry collective obligations under the Peace and Friendship Treaties. Section 35 of the Constitution Act, 1982 recognizes and affirms Aboriginal and Treaty rights in Canada. Dalhousie University is located in Kjipuktuk (Halifax)... Further information about the Faculty of Health and Dalhousie University and the can be obtained from the Dalhousie University website." "Dalhousie's commitment to this research area is demonstrated by the establishment of the Shannex Research Chair as well as a Canada Research Chair in Artificial Intelligence and Healthy Aging in the Faculty of Computer Science." "Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. The university encourages applications from Indigenous Peoples of Turtle Island (especially Mi'kmaq), persons of Black/African descent (especially African Nova Scotians), and members of other racialized groups, persons with disabilities, women, persons identifying as members of 2SLGBTQIA+ communities, and all candidates who would contribute to the diversity of our community. In accordance with our Employment Equity Policy, preference will be given in hiring processes to candidates who self-identify as members of one or more of the equity-deserving groups listed above. For more information, including details related to our Employment Equity Policy and Plan and definitions of equity-deserving groups please visit www.dal.ca/hiringfordiversity." "To guarantee review of your application, please apply by October 31, 2025. Applications should be made by submission of: 1) a cover letter, 2) a detailed curriculum vitae, 3) a three-page summary of the candidate's research program including a 5-year research plan that aligns with the vision of the Shannex Research Chair position, 4) a one-page statement of teaching interests and philosophy, and 5) the names and contact information of three referees. All applications are to be made through the following link: https://dal.peopleadmin.ca/postings/19263." [archived in DATA A]	1		✓		

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Table A.2 (continued)

ON-2025-7	Canada Excellence Research Chair (CERC), Associate or Full Professor in Computer Science. "The Faculty of Mathematics, David R. Cheriton School of Computer Science, is seeking exceptional scholars and researchers to take up a position as a Canada Excellence Research Chair (CERC) (https://www.cerc.gc.ca/program-programme/competitions-concours/2026/index-eng.aspx) in the strategic priority area of Computer Science. The CERC program was established to offer Chairs valued at $500,000 or $1,000,000 per year, for a total of $4,000,000 or $8,000,000 over eight years. The University of Waterloo is proceeding with nominations at the $500,000 level, with funds allocated towards the Chair's salary and research expenses." "The University regards equity and diversity as an integral part of academic excellence..." "Apply in confidence with a curriculum vitae, cover letter, research statement, teaching dossier, and up to five sample research outputs. Three letters of reference will be requested for applicants invited for an interview. If applicable, applicants are also invited to submit an optional letter or oral statement of support from the individual's community that describes the individual's involvement/role within the community, or a statement of lived experience. Send application packages to: https://cs.uwaterloo.ca/faculty-recruiting/." Following the instructions will lead you to a page in the University of Waterloo's login system that requires a "Diversity, Equity, and Inclusion Statement" that is mandatory. "The University of Waterloo seeks applicants who embrace our values of equity, anti-racism and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as Indigenous peoples (e.g., First Nations, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+."	1			✓	✓
NS-2025-3	"The successful candidate will join Faculties of Medicine (Department of Pathology; 60%) and Computer Science (40%), and be part of a growing community of interdisciplinary researchers interested in multi-OMICs research. Interdisciplinary multi-omics is a recognized area of research strength within the Faculty of Medicine, and is supported by a centralized Cores facilities enabling genomics, proteomics, metabolomics, DNA sequencing, and imaging, with strong collaborative ties with the affiliated hospitals of Nova Scotia Health and the IWK Health Centre in Halifax. The successful candidate will have an opportunity to be part of the Big Data Analytics, AI & Machine Learning research cluster in Computer Science, and the Institute for Big Data Analytics at Dalhousie University, which include researchers with excellence in AI theory and applications including medical imaging, health data analytics, and multi-omics." "Applicants with a PhD or equivalent with an exceptional emerging research program in biomedical data science with application in precision medicine will be considered for this CRC position." "Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. In keeping with the principles of employment equity and the CRC program's equity targets, the position is designated to candidates who self-identify as persons with disabilities."	1	✓			
BC-2025-3	Research Stream Faculty Position in Computer Graphics, Tenure-Track Assistant Professor. "Applicants must display the required professionalism to operate in a collegial academic environment, with evidence of collaboration considered an asset." "UVic is committed to upholding the values of equity, diversity, inclusion and human rights in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility. We actively encourage applications from members of historically and systemically marginalized groups." "We acknowledge and respect the Lək̓ʷəŋən (Songhees and Xʷsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Lək̓ʷəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day." "UVic's Department of Computer Science is a diverse department with faculty members from across the globe and a commitment to achieving gender parity." Complete package requires "Equity, Diversity and Inclusion (EDI) statement" where "The EDI statement should briefly describe your experience with addressing EDI and/or how you plan to contribute to the EDI goals of the Department (see https://www.uvic.ca/ecs/about/equity-action-planning/index.php)."	1			✓	✓
BC-2025-4	Research Stream Faculty Position in Theoretical Computer Science, Tenure-Track Assistant Professor. "Applicants must display the required professionalism to operate in a collegial academic environment, with evidence of collaboration considered an asset." "UVic is committed to upholding the values of equity, diversity, inclusion and human rights in our living, learning and work environments. In pursuit of our values, we seek members who are eager to actively participate in that shared responsibility. We actively encourage applications from members of historically and systemically marginalized groups." "We acknowledge and respect the Lək̓ʷəŋən (Songhees and Xʷsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Lək̓ʷəŋən and W̱SÁNEĆ Peoples whose historical relationships with the land continue to this day." "UVic's Department of Computer Science is a diverse department with faculty members from across the globe and a commitment to achieving gender parity." Complete package requires "Equity, Diversity and Inclusion (EDI) statement" where "The EDI statement should briefly describe your experience with addressing EDI and/or how you plan to contribute to the EDI goals of the Department (see https://www.uvic.ca/ecs/about/equity-action-planning/index.php)."	1			✓	✓

Continued next page

Table A.2 (continued)

ON-2025-8	Associate Professor/Professor – Quantum Computing. "Full-time tenure stream position in the area of Quantum Computing. This will be a joint appointment between the Department of Computer Science and the Department of Physics." "The successful candidate, upon formally accepting the offer of a full-time faculty position, may be nominated for a Canada Excellence Research Chair in Quantum Computing." "Candidates must also possess a strong demonstrated record of service to the research community (e.g., service on peer review committees, faculty recruitment committees, advisory committees) and a demonstrated record of attracting and mentoring a diverse group of students, trainees, and research personnel, and establishing an equitable and inclusive research environment. Nominees to the Canada Excellence Research Chairs Program will be expected to develop and implement a plan for establishing and maintaining a diverse team and an inclusive research and training environment." "Equity, diversity and inclusion are essential to academic excellence as articulated in University of Toronto's Statement on Equity, Diversity and Excellence. We seek candidates who share these values and who demonstrate throughout the application materials their commitment and efforts to advance equity, diversity, inclusion, and the promotion of a respectful and collegial learning and working environment." "The University of Toronto embraces Diversity and is building a culture of belonging that increases our capacity to effectively address and serve the interests of our global community. We strongly encourage applications from Indigenous Peoples, Black and racialized persons, women, persons with disabilities, and people of diverse sexual and gender identities. We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission." "As part of your application, you will be asked to complete a brief Diversity Survey. This survey is voluntary. Any information directly related to you is confidential and cannot be accessed by search committees or human resources staff. Results will be aggregated for institutional planning purposes. For more information, please see http://uoft.me/UP. The University strives to be an equitable and inclusive community and proactively seeks to increase diversity among its community members. Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission."	1			✓	✓
ON-2025-9	Educational Scholar Faculty Position. "The School of Computing at Queen's University invites applications for a teaching- and education-focused, tenure-track faculty position at the rank of Assistant Professor, with specialization in Computational Intelligence and applications in Software Engineering and/or Cybersecurity." (Note that the instructions for the job application are not in CS-Can, but they can be found here: https://employment.cs.queensu.ca/2025/08/21/educational-scholar-faculty-position/.) "Vaccination Requirements. Prior to May 1, 2022, the University required all students, faculty, staff, and visitors (including contractors) to declare their COVID-19 vaccination status and provide proof that they were fully vaccinated or had an approved accommodation to engage in in-person University activities. These requirements were suspended effective May 1, 2022, but the University may reinstate them at any point." "Queen's is strongly committed to employment equity, diversity and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous people, women, persons with disabilities, and 2SLGBTQ+ persons." Requires as part of complete application package "a statement of experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility."	1			✓	✓
ON-2025-10	"The School of Computing at Queen's University invites applications for a faculty position at the rank of Assistant or Associate Professor that centres on Computational Intelligence." (Note this advertisement was listed under tenure-track positions on Queen's University's website (https://www.queensu.ca/faculty-positions/)). Details of how to apply are found here (not in the CS-Can ad itself): https://employment.cs.queensu.ca/2025/08/21/faculty-position-in-computational-intelligence/. "Vaccination Requirements Prior to May 1, 2022, the University required all students, faculty, staff, and visitors (including contractors) to declare their COVID-19 vaccination status and provide proof that they were fully vaccinated or had an approved accommodation to engage in in-person University activities. These requirements were suspended effective May 1, 2022, but the University may reinstate them at any point." "Queen's is strongly committed to employment equity, diversity and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous people, women, persons with disabilities, and 2SLGBTQ+ persons." Requires as part of a complete application package: "a statement of experience with, and commitment to, facilitation and promotion of Indigenization, equity, diversity, inclusion, anti-racism, and accessibility."	1			✓	✓
NS-2025-4	Tenure-Track Assistant Professor in Computing Science – Department of Mathematics and Computing Science. Requires: "Teaching dossier, which must include: statement on teaching philosophy, listing of courses taught to date, evidence of teaching effectiveness, details on experiences training highly qualified personnel (HQP), and approach to equity, diversity, inclusion, and accessibility (EDIA) in teaching environments" and "Concise research proposal (5 pages max. for proposal + 2 pages for references, including a section on HQP training and EDIA considerations)." "At Saint Mary's University, equity and diversity are integral to excellence and enrich our community. As an institution committed to fostering an environment of inclusion and respect, we welcome applications from women, Indigenous peoples, racialized persons/visible minorities, persons with disabilities, persons of minority sexual orientation or gender identity and others who might contribute to the growth and enrichment of our community. Applicants are encouraged to self-identify. If you require accommodations during the recruitment process, please contact hr@smu.ca."	1			✓	✓

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Table A.2 (continued)

ON-2025-11	Two Assistant Professor, Full-Time Teaching Stream positions. "Applicants must have earned a Ph.D. degree in Computer Science or a related field by the time of appointment or shortly thereafter. Alternatively, candidates are required to have (i) a Masters in Computer Science or related field with (ii) at least 18 months of excellent teaching experience in a degree-granting program/post-secondary institution, and (iii) demonstrated excellent scholarly or creative professional activity in areas such as, but not limited to, exemplary Computer Science teaching practices, development of pedagogical software tools, course or curriculum development, or engagement with Computer Science Education research." "Applicants must have a record of active professional development and teaching innovation, which may include (but is not limited to) participation in pedagogical training, courses and conferences, writing books or Computer Science Education publications; developing novel curricula, pedagogical, or co-curricular techniques; leading outreach or equity, diversity and inclusion (EDI) initiatives; developing and sharing teaching-related tools. Additional administrative, organizational, and mentoring experience will be weighted favourably, with an emphasis on skills required to coordinate large courses with multiple lecture sections, instructors, and teaching assistants, and the background and communication skills necessary to work collaboratively with members of the department." "Equity, diversity and inclusion are essential to academic excellence as articulated in the University of Toronto's Statement on Equity, Diversity and Excellence [https://governingcouncil.utoronto.ca/secretariat/policies/equity-diversity-and-excellence-statement-december-14-2006]. We seek candidates who share these values and who demonstrate throughout the application materials their commitment and efforts to advance equity, diversity, inclusion and the promotion of a respectful and collegial learning and working environment."	2			✓	✓
ON-2025-1 Table2	Three Assistant Professors, Full-Time Tenure Stream. "Three (3) full-time tenure stream positions in the area of Computer Science. The appointments will be at the rank of Assistant Professor with an anticipated start date of July 1, 2026." "Equity, diversity and inclusion are essential to academic excellence as articulated in the University of Toronto's Statement on Equity, Diversity and Excellence. We seek applicants who share these values and who demonstrate throughout the application materials their commitment and efforts to advance equity, diversity, inclusion and the promotion of a respectful and collegial learning and working environment." "We value applicants who have demonstrated a commitment to equity, diversity and inclusion and recognize that diverse perspectives, experiences, and expertise are essential to strengthening our academic mission."	3			✓	✓
ON-2025-13	Assistant Professor – Computer Science, Tenure-Stream. "Candidates must also show evidence of a commitment to equity, diversity, inclusion, and to the promotion of a respectful and collegial learning and working environment, as demonstrated through the application materials." "The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from racialized persons / persons of colour, women, Indigenous / Aboriginal People of North America, persons with disabilities, LGBTQ2S+ persons, and others who may contribute to the further diversification of ideas." "Our values regarding equity and diversity are linked with our unwavering commitment to excellence in the pursuit of our academic mission."	1			✓	✓

Continued next page

Table A.2 (continued)

ON-2025-14	Instructions were found with the ad on the university website. "This opportunity will enable a world-class researcher to establish and lead an ambitious, multidisciplinary research program at the intersection of AI, sustainability, and computational science, positioning Canada at the forefront of ethical and environmentally responsible AI innovation." Under Candidate Profile: "Exhibit a strong commitment to equity, diversity, inclusion, and accessibility (EDIA) in research, mentorship, and recruitment." "For candidates pursuing research with or about Indigenous communities, demonstrate alignment with principles of Indigenous self-determination, co-creation, and Indigenous ways of knowing." Equity, Diversity, and Inclusion section: "The University of Guelph resides on the traditional lands and territory of the Anishinaabeg, Haudenosaunee and Huron Wendat. These lands are now home to a rich diversity of First Nations, Inuit and Métis people. We offer our respect and gratitude to our Indigenous neighbours and affirm our responsibility to realize our commitments to reconciliation through ongoing action. We are guided in this work by Bi-Naagward | It Comes into View, the Indigenous Initiatives Strategy. The University of Guelph recognizes that an inclusive campus and a culture of inclusion is an institutional and social imperative. Acknowledging the University's diverse population and ensuring that every member of an inclusive campus is a valued contributor is a foundational pillar of a successful post-secondary institution. The University supports the CERC program's commitment to excellence in research and research training. The goals of research excellence can only be met when equity and diversity are integrated into the research initiative. The CERC program reflects the federal government's commitment to equity and diversity in employment. It aims to ensure the appropriate representation of women and gender minorities, persons with disabilities, Indigenous people, and racialized people." Requires under application documents: "Brief description of the proposed research program, including a description of how equity, diversity and inclusion has been incorporated into research design and research team (maximum three pages)." UGFA statement included: "This position is represented by the University of Guelph Faculty Association (UGFA). The University of Guelph commits to fostering inclusive excellence through promoting Indigenization, equity, diversity, inclusion, and accessibility. Inclusion is a core pillar of Our Time, our strategic plan, which pledges to 'transform our human resources, governance and student services and practices across the University to enable us to recruit a diverse student, faculty and staff body and support them in achieving their personal, professional and scholarly goals.'" The University commits to creating and maintaining "equitable work environments that empower us in our pursuit of student, faculty and staff success, research excellence, innovation and impact." "The University of Guelph invites applications from all qualified individuals; however, Canadians and permanent residents will be given priority. We strongly welcome and encourage applications from members of designated groups in employment, including Indigenous persons, persons with disabilities, racialized persons, women, and 2SLGBTQIA+ persons."	1			✓	✓
BC-2025-5	Assistant Professor rank. Candidates "will have a strong commitment to equity, diversity and inclusion, to create a welcoming community for all, particularly those who are historically, persistently or systemically marginalized." Requires "Diversity statement (1 page) describing your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contributing to a culture of equity and inclusion." "UBC hires on the basis of merit and is committed to employment equity. Equity and diversity are essential to academic excellence. An open and diverse community fosters the inclusion of voices that have been underrepresented or discouraged. Inclusion is built by individual and institutional responsibility through continuous engagement with diversity to inspire people, ideas, and actions for a better world. We encourage applications from members of groups that have been marginalized on any grounds enumerated under the B.C. Human Rights Code, including sex, sexual orientation, gender identity or expression, racialization, disability, political belief, religion, marital or family status, age, and/or status as a First Nation, Métis, Inuk, or Indigenous person. UBC acknowledges that certain circumstances may cause career interruptions that legitimately affect an applicant's record of research or educational leadership achievement. We encourage applicants to note in their applications whether they would like consideration given to the impact of any circumstances, such as those due to health or family reasons, in order to allow for a fair assessment of their research productivity." "All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority, and members of historically marginalized groups will be given special consideration." "Applicants will be asked to complete an equity survey when submitting their application through Academic Jobs Online. The survey information will not be used to determine eligibility for employment, but will be collated to provide data that can assist us in understanding the diversity of our applicant pool and identify potential barriers to the employment of designated equity group members. Applicants' participation in the survey is voluntary and confidential and takes only a minute to complete. Applicants may self-identify in one or more of the designated equity groups, or may also decline to identify in any or all of the questions by choosing 'not disclosed.'" "UBC's campuses are located on the traditional, ancestral, and unceded territories of the Syilx (Okanagan) Peoples and of the Coast Salish Peoples, including the territories of the xwməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Stó:lō and Səl̓ílwətaʔ/Selilwitulh (Tsleil Waututh) Nations."	2		✓	✓	✓

Continued next page

Table A.2 (continued)

ON-2025-15	"The David R. Cheriton School of Computer Science in the Faculty of Mathematics at the University of Waterloo invites applications for multiple positions at all levels in data management and data systems, with focus on data science and data intelligence. The School also invites applications for multiple positions in other areas of computer science, including, but not limited to, machine learning robotics and computer vision, bioinformatics, and computer systems and architecture." "Excellent faculty members are sought who will enhance the School's strengths. Positions will normally be at the probationary (tenure track) assistant professor level. Appointments with tenure, at the associate and full professor level, are possible as circumstances warrant." "To apply, please register at the submission site: https://cs.uwaterloo.ca/faculty-recruiting. Once registered, instructions will be provided regarding how to submit your full application." The faculty submission page requires "Diversity, Equity, and Inclusion Statement." "The University of Waterloo acknowledges that much of our work takes place on the traditional territory of the Neutral, Anishinaabeg, and Haudenosaunee peoples. Our main campus is situated on the Haldimand Tract, the land granted to the Six Nations, which includes six miles on each side of the Grand River. Our active work toward reconciliation takes place across our campuses through research, learning, teaching, and community building, and is centralized within our Office of Indigenous Relations: https://uwaterloo.ca/indigenous/." "The University values the diverse and intersectional identities of its students, faculty, and staff. It regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion. As such, we encourage applications from candidates who have been historically disadvantaged and marginalized, including applicants who identify as Indigenous peoples (e.g., First Nations, Métis, Inuit/Inuk), Black, racialized, people with disabilities, women and/or 2SLGBTQ+."	1			✓	✓
BC-2025-6	"Contribute actively to building a vibrant culture in the School, with service contributions to areas such as: … Promoting an inclusive and diverse academic environment" "An ideal candidate is expected to possess the following qualifications: … Commitment to diversity, equity, and inclusion." Requires "A statement describing how you would promote an inclusive learning environment to meet the needs of diverse groups of students."	1			✓	✓
ON-2025-16	"The Cyber Science program is an innovative and interdisciplinary undergraduate program that bridges technology, business, law, ethics, and human behaviour to prepare graduates for leadership in addressing the multifaceted challenges of cybersecurity." "Candidates must hold a Ph.D. in Computer Science or a closely related field by the appointment date." Must present evidence of "a commitment to our values of equity, diversity, and inclusion as it pertains to service, teaching, and scholarly research or creative activities, including a demonstrated ability to make learning accessible and inclusive for a diverse student population" and application materials must contain "evidence of contributions to Equity, Diversity, Inclusion, and Accessibility (EDIA) – which may include a separate EDIA statement (maximum 2 pages) or be integrated into your teaching and research statements." "To ensure representation of the excellent talent in Canada, we are particularly interested in applications from members of historically disadvantaged and marginalized groups including: First Nations, Métis and Inuit peoples, Indigenous peoples of North America, Black-identified persons, other racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+."	2			✓	✓

Note about Table A.2. The number of positions reported may be "up to" or may report one position when multiple, unspecified positions are advertised.

Appendix B: DATA B Records

The data set DATA B contains records for 24 CRC ads. These ads can be fully within DATA B, where DATA B consists of:

- Data files, with 24 records for the ads, including CSV, TSV files;
- Source folders, with the first sources and secondary sources for the ads; and,
- A folder of possible re-postings of ads, e.g. for CRC-1.
- Further details about the files and possible updates can be located in DATA B's "READ ME.txt" file.

We summarize in the below two tables relevant information to supplement and verify the claims made in CASE STUDY B. A reader can refer to our data set file for further details, with records consisting of the fields found in Table 9. Note that only CRC-1 and CRC-6 were not archived, and the basis of their observations are given in Page's preliminary 2024 work. For further information on these records, such as the sources for the University Affairs ads (permalinks), refer to Burgess's original data set.[59]

Table B.1

Institutions, position titles, possible field, and academic culling practice(s) noted for Canada Research Chair (CRC) ad records of DATA B

Ad ID	Institution	Position title	Field	Restricted, Preferential, or Not Explicit Hiring? [R/P/B]	DEI Pledge? [Y/N/U]
CRC-1	Dalhousie University	NSERC Tier 2 Canada Research Chair (CRC) in "Ocean Sensor Networks"	Electrical & Computer Engineering	R	N
CRC-2	University of Waterloo	SSHRC or NSERC Tier 1 Canada Research Chairs in Environment (2 positions – internal/external)	Environment	R	Y
CRC-3	University of British Columbia	Canada Research Chair Tier II, Fisheries and Indigenous Food Sovereignty	Oceans and Fisheries	R	Y
CRC-4	University of Calgary	Canada Research Chair (Tier I) in Quantum Machine Learning	Physics and Astronomy/Computer Science	B	Y
CRC-5	University of Calgary	Canada Research Chair (Tier II) in Renewable and Sustainable Energy Systems in Cold Climates (Assistant Professor)	Engineering	B	Y
CRC-6	Saint Mary's University	Tier 2 Canada Research Chair in Global Change Biology	Biology	R	N
CRC-7	University of Sherbrooke	Tier 2 Canada Research Chair in Innovative Materials/Processes and Digital Age (Professor)	Engineering/Science	P	Y
CRC-8	University of Saskatchewan	Canada Research Chair (Tier 2) in Exposure Science and Environmental Risk	Environment/Biology/ Chemistry	R	Y
CRC-9	University of Waterloo	NSERC Tier 1 Canada Research Chairs in Computer Science Position 1	Computer Science	R	Y
CRC-10	University of Waterloo	NSERC Tier 1 Canada Research Chairs in Computer Science Position 2	Computer Science	R	Y

Continued next page

Table B.1 (continued)

CRC-11	University of Waterloo	Tier 2 Canada Research Chair in Pure Mathematics (Assistant Professor)	Mathematics	R	Y
CRC-12	University of Calgary	CRC Tier II in Neural Stem Cells and Glial (Assistant Professor)	Biology/Biochemistry/ Molecular Biology	B	Y
CRC-13	University of Regina	Tier 2 Canada Research Chair in Sexually-Transmitted and Blood-Borne Infections	Biology	P	N
CRC-14	Concordia University	Canada Research Chair (CRC) Tier II in Quantitative Imaging Biomarker Development	Engineering	B	Y
CRC-15	Concordia University	Canada Research Chair (CRC) Tier I in Smart and Sustainable Energy Systems	Engineering	B	U
CRC-16	Concordia University	Canada Research Chair (CRC) Tier II in Biochemical Approaches to Combat Antimicrobial Resistance	Engineering	B	U
CRC-17	Concordia University	Canada Research Chair (CRC) Tier II in Computational Genomics	Biology/Genetics/Life Sciences/Computer Science	B	U
CRC-18	University of British Columbia	The Mathematics of Complex Quantum Systems – Tier 2 Canada Research Chair (CRC)	Mathematics	R	Y
CRC-19	Western University	Global Animal Migration Ecology – Canada Research Chair (CRC) Tier 1	Biology	B	Y
CRC-20	University of British Columbia	Earth, Ocean and Atmospheric Sciences – Canada Research Chair Tier 1 in Isotope Geochemistry and Geochronology	Earth, Ocean and Atmospheric Sciences	R	Y
CRC-21	University of Quebec in Montreal	Biological Sciences – Tier 2 Canada Research Chair in Microbiota-Host Interactions	Biology/Microbiology	P	Y
CRC-22	Carleton University	Mechanical and Aerospace Engineering – Tier II Canada Research Canada in Next Generation Net-Zero Modelling (Assistant/Associate Professor)	Engineering	B	Y
CRC-23	École de technologie supérieure (ÉTS)	Strategic Orientation – NSERC Tier 1 Canada Research Chair (Climate Action)	Engineering/Climate	B	N
CRC-24	École de technologie supérieure (ÉTS)	Strategic Orientation – NSERC Tier 2 Canada Research Chair (Climate Action)	Engineering/Climate	B	N

Note for Table B.1. Under the fifth column, "B" means the ad is not explicit enough to determine whether it engages in restricted or preferential hiring by our criteria. Also, under the sixth (last) column, "U" means it is undetermined or unclear if the ad has a DEI pledge.

Table B.2

Restrictions and relevant passages associated with possible restricted or preferential hiring, or a DEI pledge, for Canada Research Chair (CRC) ads found in DATA B

Ad ID	Restrictions	Relevant passages indicating restrictions and/or DEI pledge
CRC-1	Restricted hiring (this position is designated for candidates who self-identify in one or more of the following groups: women, gender minorities, and Indigenous persons)	"Dalhousie University commits to achieving inclusive excellence through continually championing equity, diversity, inclusion, and accessibility. In keeping with the principles of employment equity and the CRC program's equity targets, this position is designated to candidates who self-identify in one or more of the following groups: women, gender minorities, and Indigenous persons."
CRC-2	Restricted hiring (self-identify as women or gender minorities)	"To address legal requirements for supporting underrepresented groups in the CRC program, eligible candidates for this search are required to self-identify as women or gender minorities, as defined by the CRC Secretariat to include individuals who self- identify as women, transgender, gender-fluid, non-binary and Two-spirit people." "The University values the diverse and intersectional identities of its students, faculty, and staff. The University regards equity and diversity as an integral part of academic excellence and is committed to accessibility for all employees. The University of Waterloo seeks applicants who embrace our values of equity, anti-racism and inclusion." "Letter of interest (maximum six single-spaced pages in 12 pt font) where the following topics are addressed... Current approach to creating an inclusive research environment, and plans for addressing equity, diversity, inclusiveness and justice (EDIJ) in the proposed Chair program."

Continued next page

Table B.2 (continued)

CRC-3	Restricted hiring (Must be Indigenous, may identify as other groups: women and gender minorities, persons with disabilities and racialized minorities)	"(1) All applicants are required to self-identify through the following equity survey... In accordance with UBC's CRC Equity, Diversity, & Inclusion Action Plan, [https://research.ubc.ca/federal-research-chair-programs/canada-research-chairs/ubcs-commitment-equity-diversity-and], and pursuant to Section 42 of the BC Human Rights code, the selection will be restricted to Indigenous candidates, who may also identify as members of the following groups: women and gender minorities (transgender, gender-fluid, non-binary and Two-Spirit people), persons with disabilities and racialized minorities. Currently, UBC has a gap in representation for people with disabilities. Until such time as this is remedied, the names of those self-identifying as having a disability will be provided separately to the search committee, in order for them to follow preferential hiring strategies. Self-identification is necessary for the University to achieve equity targets set by the CRC Program, and determines eligibility for this search process. This information will be stored in a secure database and made available only to members of the search committee."
CRC-4	No explicit restriction	"As an equitable and inclusive employer, the University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here. In particular, we encourage members of the designated groups (women, Indigenous peoples, persons with disabilities, members of visible/racialized minorities, and diverse sexual orientation and gender identities) to apply. To ensure a fair and equitable assessment, we offer accommodation at any stage during the recruitment process to applicants with disabilities. Questions regarding [diversity] EDI at Ucalgary can be sent to the Office of Equity, Diversity and Inclusion (equity@ucalgary.ca) and requests for accommodations can be sent to Human Resources (hrhire@ucalgary.ca)." "A complete application should be submitted in a single pdf, and include the following... Statement describing the candidate's contributions, or potential contributions to, equity, diversity, and inclusion (EDI) along with their ability to work with a culturally diverse and international student, staff, and faculty body (up to 1 page)."
CRC-5	No explicit restriction	"As an equitable and inclusive employer, the University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here. In particular, we encourage members of the designated groups (women, Indigenous peoples, persons with disabilities, members of visible/racialized minorities, and diverse sexual orientation and gender identities) to apply. To ensure a fair and equitable assessment, we offer accommodation at any stage during the recruitment process to applicants with disabilities. Questions regarding [diversity] EDI at Ucalgary can be sent to the Office of Equity, Diversity and Inclusion (equity@ucalgary.ca) and requests for accommodations can be sent to Human Resources (hrhire@ucalgary.ca)." "The Chair will also provide service within and outside of the Department, contribute to achieving equitable, diverse, inclusive, and accessible (EDIA) workplace and learning environments; and add to the diversity of the collegial and vibrant academic community." "Your four application attachments should be organized to contain the following (which may require you to merge documents) ... Statement of EDIA experience, contribution, and leadership plan (up to 2 pages). This should include approaches that will be taken to incorporate EDIA in research and scholarship activities, as well as in teaching and learning activities inside and outside the classroom. It could also include approaches to working with students with diverse background. Past contributions to EDIA may also be described."
CRC-6	Restricted hiring (racialized individuals, Indigenous Peoples, persons with disabilities, and women and gender equity-seeking groups)	"This Global Change Biologist will improve the representation of scientists from historically excluded groups. Therefore, in alignment with SMU's CRC Equity, Diversity & Inclusion Action Plan (https://www.smu.ca/fgsr/fgsr-canada-research-chairs-program.html), this position is designated for members of the following equity-deserving groups as defined by CRC: racialized individuals, Indigenous Peoples, persons with disabilities, and women and gender equity-seeking groups. Only candidates that self-identify as belonging to one of these groups will be considered. Candidates will be provided opportunity to self-identify following submission of their application."
CRC-7	Preferential hiring (preference will be given to visible minorities)	"The nominations for Canada Research Chairs (CRC) must enable the UdeS to make progress in achieving its representation targets for women, visible minorities, Aboriginals and people with disabilities, in accordance with the 2022–2029 CRC target-setting plan. As part of the plan's 2024–2025 objectives, the University's calls for CRC nominations may give priority to the visible minority group." "The candidate will be chosen by a selection committee based on the following criteria... Given the pool of potential candidates, the person's contribution to achieving institutional targets regarding equity and diversity, in particular for designated groups under the Employment Equity Act." "A research program proposal (5 pages) including, specifically, the main axes related to your previous work; the objectives pursued; the summary program of activities; the integration with the theme; the training of the highly qualified personnel who will be called upon to collaborate; funding opportunities; and networking"
CRC-8	Restricted hiring (restricted to individuals who self-identify as a member of any of the four designated groups)	"The University of Saskatchewan is committed to employment equity, diversity, and inclusion in its faculty complement and is proud to support career opportunities that address the under-representation of members of the Four Designated Groups (women and gender minorities, persons with disabilities, Indigenous Peoples and racialized minorities) defined under the Employment Equity Act among chair allocations. In consideration of the University's strategic directions and to achieve the EDI targets and goals of Usask's action plan and as established by the CRC Secretariat, this position is restricted to individuals who self-identify as a member of any of the four designated groups. The University of Saskatchewan relies on section 56 of The Saskatchewan Human Rights Code to give this preference in employment. All qualified candidates, Canadian and other nationalities, are encouraged to apply. Recruitment will be guided by the Canada Research Chairs Equity, Diversity and Inclusion Practices and by the strong commitment of Usask to diversity, inclusion, and equity." "All candidates must demonstrate a commitment to equity, diversity and inclusion in their teaching, mentorship and service." "Applications for this position should include... a statement on how the candidate's teaching, research, and/or mentorship demonstrates a commitment to diversity and inclusion (1-page max)."
CRC-9	Restricted hiring (open only to qualified individuals who self identify as women, transgender, gender-fluid, non-binary, or Two-spirit)	"The call is open only to qualified individuals who self-identify as women, transgender, gender-fluid, non-binary, or Two-spirit." "The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion." Requires DEI statement as part of full application (login system).

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Table B.2 (continued)

CRC-10	Restricted hiring (open only to qualified individuals who self-identify as a member of a racialized minority)	"The call is open only to qualified individuals who self-identify as a member of a racialized minority." "The University of Waterloo seeks applicants who embrace our values of equity, anti-racism, and inclusion." Requires DEI statement as part of full application (login system).
CRC-11	Restricted hiring (required to identify as a woman or gender minority, which is defined to include individuals who self-identify as women, transgender, gender-fluid, nonbinary and Two-Spirit people)	"However, this particular selection process will follow the provisions for a special program as described by the Ontario Human Rights Commission at https://www.ohrc.on.ca/en/your-guide-special-programs-and-human-rights-code in order to address the underrepresentation of individuals from equity-deserving groups among our Canada Research Chairs, which has been identified through research (https://www.caut.ca/sites/default/files/caut_equity_report_2018-04final.pdf; https://cca-reports.ca/reports/strengthening-canadas-research-capacity-the-gender-dimension/; https://www.ubcpress.ca/the-equity-myth; and https://www.thelancet.com/journals/lancet/article/PIIS0140-6736(18)32611-4/fulltext) to be systemic in nature. As such, this opportunity is open only to individuals who self-identify as women or gender minority, which is defined to include individuals who self-identify as women, transgender, gender-fluid, nonbinary and Two-Spirit people. Improving the representation, participation and engagement of equity–deserving groups within our community is a key objective of Waterloo's Strategic Plan 2020-2025 at https://uwaterloo.ca/strategic-plan/." "The University of Waterloo seeks applicants who embrace our values of equity, anti-racism and inclusion."
CRC-12	No explicit restriction	"As an equitable and inclusive employer, the University of Calgary recognizes that a diverse staff/faculty benefits and enriches the work, learning and research experiences of the entire campus and greater community. We are committed to removing barriers that have been historically encountered by some people in our society. We strive to recruit individuals who will further enhance our diversity and will support their academic and professional success while they are here. In particular, we encourage members of the designated groups (women, Indigenous peoples, persons with disabilities, members of visible/racialized minorities, and diverse sexual orientation and gender identities) to apply. To ensure a fair and equitable assessment, we offer accommodation at any stage during the recruitment process to applicants with disabilities." "Your application attachments should be organized to contain the following (which may require you to merge documents)... Equity, diversity, and inclusion statement (not to exceed 2 pages)."
CRC-13	Preferential hiring (The University of Regina is committed to employment equity, diversity, and inclusivity, and strongly encourages applications from women, Indigenous persons, racialized individuals, persons with disabilities, and gender minorities. Preference will be given to those who self-identify as members of one or more of these groups.)	"All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to employment equity, diversity, and inclusivity, and strongly encourages applications from women, Indigenous persons, racialized individuals, persons with disabilities, and gender minorities. Preference will be given to those who self-identify as members of one or more of these groups. "
CRC-14	No explicit restriction	"As part of this commitment to providing our students with the dynamic, innovative, and inclusive educational environment of a Next-Generation University, we require all applicants to articulate in their cover letter how their background, as well as lived and professional experiences and expertise have prepared them to teach in ways that are relevant for a diverse, multicultural contemporary Canadian society. ... Concordia University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Indigenous persons, members of sexual minorities, persons with disabilities, and others who may contribute to diversification; candidates are invited to self-identify in their applications." "Applications... must include the following... Statement on Equity, Diversity, and Inclusion in research (1 page max)."
CRC-15	No explicit restriction	"As part of this commitment to providing our students with the dynamic, innovative, and inclusive educational environment of a Next-Generation University, we require all applicants to articulate in their cover letter how their background, as well as lived and professional experiences and expertise have prepared them to teach in ways that are relevant for a diverse, multicultural contemporary Canadian society. ... Concordia University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Indigenous persons, members of sexual minorities, persons with disabilities, and others who may contribute to diversification; candidates are invited to self-identify in their applications."
CRC-16	No explicit restriction	"As part of this commitment to providing our students with the dynamic, innovative, and inclusive educational environment of a Next-Generation University, we require all applicants to articulate in their cover letter how their background, as well as lived and professional experiences and expertise have prepared them to teach in ways that are relevant for a diverse, multicultural contemporary Canadian society. ... Concordia University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Indigenous persons, members of sexual minorities, persons with disabilities, and others who may contribute to diversification; candidates are invited to self-identify in their applications."
CRC-17	No explicit restriction	"As part of this commitment to providing our students with the dynamic, innovative, and inclusive educational environment of a Next-Generation University, we require all applicants to articulate in their cover letter how their background, as well as lived and professional experiences and expertise have prepared them to teach in ways that are relevant for a diverse, multicultural contemporary Canadian society. ... Concordia University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Indigenous persons, members of sexual minorities, persons with disabilities, and others who may contribute to diversification; candidates are invited to self-identify in their applications."

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Table B.2 (continued)

CRC-18	Restricted hiring (the selection will be restricted to members of the following federally designated groups: people with disabilities, Indigenous people, racialized people, women, and people from minoritized gender identity groups.)	"In accordance with UBC's CRC Equity, Diversity, & Inclusion Action Plan [https://research.ubc.ca/federal-research-chair-programs/canada-research-chairs/ubcs-commitment-equity-diversity-and], and pursuant to Section 42 of the BC Human Rights code, the selection will be restricted to members of the following federally designated groups: people with disabilities, Indigenous people, racialized people, women, and people from minoritized gender identity groups. Currently, UBC has a gap in representation for people with disabilities. Until such time as this is remedied, the names of those self-identifying as having a disability will be provided separately to the search committee, in order for them to follow preferential hiring strategies. Applicants to CRC positions are asked to complete this equity survey [https://ubc.ca1.qualtrics.com/jfe/form/SV_6WJHol7SfPxRMu9] as part of the application, and candidates from these groups must self-identify as belonging to one or more of the designated equity groups to be considered for the position. Candidates must also provide their name in the survey to be considered." "You will have a strong commitment to equity, diversity and inclusion, to create a welcoming community for all, particularly those who are historically, persistently or systemically marginalized." Requires "Diversity statement (1 page) describing your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contributing to a culture of equity and inclusion."
CRC-19	No explicit restriction	"Western University recognizes that our commitment to equity, diversity and inclusion is central to the University's mandate as a research-intensive institution of higher learning and a community leader. Western understands that our pursuit of research excellence and our commitment to equity, diversity and inclusion are mutually supporting. As such, Western is committed to achieving and maintaining an equitable representation amongst our Canada Research Chair holders, as well as within Western's broader research enterprise. The successful applicant should show evidence of contributing to equity, diversity and inclusion in academia... Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. The University invites applications from all qualified individuals. Western is committed to employment equity and diversity in the workplace and welcomes applications from women, members of racialized groups, Indigenous persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression." Requires "a cover letter of interest that includes a statement on Equity, Diversity and Inclusion in relation to your teaching and research."
CRC-20	Restricted hiring (Indigenous Peoples, women and gender minorities (transgender, gender-fluid, non-binary and Two-Spirit people), persons with disabilities and racialized minorities.)	"In accordance with UBC's CRC Equity, Diversity, & Inclusion Action Plan, and pursuant to Section 42 of the BC Human Rights code, the selection will be restricted to members of the following designated groups: Indigenous Peoples, women and gender minorities (transgender, gender-fluid, non-binary and Two-Spirit people), persons with disabilities and racialized minorities." "They will have a strong commitment to equity, diversity and inclusion, to create a welcoming community for all, particularly those who are historically, persistently or systematically marginalized." "A complete application submitted here (https://ubc.ca1.qualtrics.com/jfe/form/SV_6WJHol7SfPxRMu9) package includes... Diversity statement (one page) describing your lived background experience (if comfortable), and your past experience and future plans regarding working with a diverse student body, and contributing to a culture of equity and inclusion"
CRC-21	Preferential hiring (women and gender minorities, racialized minorities, persons with disabilities, Indigenous peoples)	"In accordance with the targets that UQAM must reach within the framework of the Canada Research Chairs Program, the Department of Biological Sciences invites particularly people from the groups targeted by this Program (women and gender minorities, racialized minorities, persons with disabilities, indigenous peoples) to apply. At equal competency, an application from one of these groups will be prioritized for the professor position advertised here, which may then lead to a Tier 2 Canada Research Chair in the sector of Health Sciences (CIHR) or Natural Sciences and Engineering (NSERC)." As part of selection criteria: "Experience with good practices in Equity, Diversity and Inclusion (e.g., best practices from the New Frontiers in Research Fund)."
CRC-22	No explicit restriction	"We are strongly committed to equity, diversity, and inclusion in the nomination and appointment process. Carleton University is committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the further diversification of our university including, but not limited to: women and gender minorities; racialized individuals; Indigenous Peoples; persons with disabilities; and persons of any sexual orientation and/or expression. We invite you to review our revitalized Indigenous strategy, Kinàmàgawin at https://carleton.ca/indigenousinitiatives/cu-files/kinamagawin and visit our Department of Equity and Inclusive Communities at http://carleton.ca/equity for information about our commitment to leadership in the areas of equity, diversity, and inclusion."
CRC-23	No explicit restriction	"The institution's commitment to equity, diversity and inclusion In accordance with its own recruitment policies, as well as the 'Equal Access Employment Program,' ÉTS Montréal promotes excellence in research and research training, guarantees equal opportunities for all candidates and supports the principle that excellence and equity are both compatible and complementary. ÉTS Montréal is actively implementing its Equity, Diversity and Inclusion Action Plan, which aims to increase the representation of women and gender minorities, Indigenous Peoples, persons with disabilities, and racialized individuals among Canada Research Chairholders."
CRC-24	No explicit restriction	"The institution's commitment to equity, diversity and inclusion In accordance with its own recruitment policies, as well as the 'Equal Access Employment Program,' ÉTS Montréal promotes excellence in research and research training, guarantees equal opportunities for all candidates and supports the principle that excellence and equity are both compatible and complementary. ÉTS Montréal is actively implementing its Equity, Diversity and Inclusion Action Plan, which aims to increase the representation of women and gender minorities, Indigenous Peoples, persons with disabilities, and racialized individuals among Canada Research Chairholders."

Appendix C: DATA C Records

The third data set, DATA C, consists of 117 records of ads posted on CS-CAN over the period from January 1, 2024 until January 1, 2026. DATA C contains:

- Data files, with the 117 records for the CS-CAN ads, including CSV and TSV files organized as given in Table 10.
- A folder containing information about the collected copies of the CS-CAN "View Jobs" page ("snapshots"): Information about each snapshot, and also information about the selected snapshots. Refer to section *DATA C: Systematic Longitudinal Observation of CS-CAN Computer Science Job Advertisements* for further details about how these snapshots were selected. Each snapshot also includes basic data integrity/ authentication, each with a "fingerprint" recorded.
- A folder with all the snapshots, named as listed in the previously discussed folder. Any snapshot file can be authenticated using SHA-256 to check the resulting "fingerprint" against the one listed in the snapshot information files. See "READ ME.txt" in DATA C to see the steps to perform this, along with any other updates, if needed.

As a note, DATA C does not include archived copies of every single ad. DATA C only provides records of every ad posted on CS-CAN over the period of January 1, 2024, until January 1, 2026 (i.e., years 2024 and 2025). The reader should refer to DATA A for any listed ads in DATA C to further examine those reported to contain the academic culling practices we have studied.

Below we provide two tables, Table C.1 and Table C.2, that provide all relevant record information for evaluating our results. Refer to the data file(s) noted above for further information.

Table C.1

DATA C records with basic information, including the position title for the ad, institution, province of the institution, when the ad was posted on CS-CAN, and relevant snapshot information

Ad ID	Position title	Institution	Prov.	Month posted on CS-CAN	Year	Closing date	Snapshot first appeared	Snapshot last appeared
1	Dean, College of Engineering and Physical Sciences	University of Guelph	ON	January	2024	31-May-24	31-Jan-24	30-May-2024
2	Assistant Professor in Artificial Intelligence	York University	ON	January	2024	20-Feb-24	31-Jan-24	16-Feb-2024
3	Assistant Professor in Computer Security	York University	ON	January	2024	20-Feb-24	31-Jan-24	16-Feb-2024
4	Assistant Professor in Computer Science	York University	ON	January	2024	20-Feb-24	31-Jan-24	16-Feb-2024
5	Assistant Professor in Theoretical Computer Science	York University	ON	January	2024	20-Feb-24	31-Jan-24	16-Feb-2024

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Table C.1 (continued)

6	Sessional Assistant Professor, Teaching Stream in Computer Science: Data Science (Contractually Limited Appointment)	York University	ON	January	2024	20-Mar-24	31-Jan-24	12-Mar-2024
7	Sessional Assistant Professor, Teaching Stream in Computer Science: Human Computer Interaction (Contractually Limited Appointment)	York University	ON	January	2024	20-Mar-24	31-Jan-24	12-Mar-2024
8	Sessional Assistant Professor, Teaching Stream in Computer Science: Software Development (Contractually Limited Appointment)	York University	ON	January	2024	20-Mar-24	31-Jan-24	12-Mar-2024
9	Instructor I/II: Computer Science	Carleton University	ON	January	2024	01-Apr-24	31-Jan-24	29-Mar-2024
10	Assistant Professor, Computing – (997019)	Mount Royal University	AB	February	2024	15-Feb-24	03-Feb-24	3-Feb-2024
11	Assistant Professor, Data Science – (997021)	Mount Royal University	AB	February	2024	15-Feb-24	03-Feb-24	3-Feb-2024
12	Professeure ou professeur en securite informatique	University of Sherbrooke	QC	February	2024	28-Feb-24	16-Feb-24	16-Feb-2024
13	Tenure-Track position at the Assistant, Associate or Full Professor level on Trustworthy AI at Polytechnique Montreal, Canada	Polytechnique Montreal	QC	February	2024	08-Apr-24	16-Feb-24	3-Apr-2024
14	Limited Term – Teaching Faculty Appointment in Computer Science – Western University	Western University	ON	February	2024	19-Mar-24	16-Feb-24	12-Mar-2024
15	Assistant Professor – Computer Science (Professional Teaching Position)	Wilfred Laurier University	ON	February	2024	15-Mar-24	16-Feb-24	12-Mar-2024
16	Assistant/Associate Professor – Computer Science (Professional Teaching Position)	Wilfred Laurier University	ON	February	2024	15-Mar-24	16-Feb-24	12-Mar-2024
17	Assistant/Associate Professor (Professional Teaching Position – Milton Campus)	Wilfred Laurier University	ON	February	2024	15-Mar-24	16-Feb-24	12-Mar-2024
18	Assistant Professor in Cybersecurity	University of Guelph	ON	February	2024	18-Mar-24	04-Mar-24	12-Mar-2024
19	Canada Research Chair (Tier 2) in Computer Science: Artificial Intelligence for Robotics (Assistant/associate Professor)	York University	ON	March	2024	08-Apr-24	12-Mar-24	3-Apr-2024
20	Canada Research Chair (Tier 2) in Computer Science: Generative Artificial Intelligence (Assistant/Associate Professor)	York University	ON	March	2024	08-Apr-24	12-Mar-24	3-Apr-2024
21	Full-time Faculty Lecturer Position in Computer Science at McGill U.	McGill University	QC	March	2024	31-May-24	12-Mar-24	30-May-2024
22	Poste regulier de professeure ou professeur regulier en genie logiciel (specialisation en architecture logicielle)	TÉLUQ University	QC	March	2024	12-May-24	29-Mar-24	1-May-2024
23	Extended Term Appointment in Computer Science and/or Software Engineering	Concordia University	QC	March	2024	02-Apr-24	29-Mar-24	29-Mar-2024
24	Limited Term Appointments in Computer Science and Software Engineering	Concordia University	QC	March	2024	02-Apr-24	29-Mar-24	29-Mar-2024
25	Postdoc Position in Satellite-based Kelp Mapping (SKeMa): development of a software framework for First Nations in British Columbia	University of Victoria	BC	April	2024	31-May-24	12-Apr-24	30-May-2024
26	Professeure, professeur regulier en genie informatique	TÉLUQ University	QC	April	2024	02-Jun-24	12-Apr-24	30-May-2024
27	Computing: Cyber Security (Faculty Position)	Queen's University	ON	April	2024	12-May-24	01-May-24	1-May-2024
28	Professor Industry 4.0	Laval University	QC	April	2024	15-Aug-24	01-May-24	13-Aug-2024
29	Professor Artificial Intelligence	Laval University	QC	April	2024	15-Aug-24	01-May-24	13-Aug-2024

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Table C.1 (continued)

30	Professor in computer science and software engineering	Laval University	QC	April	2024	18-Oct-24	01-May-24	16-Oct-2024
31	Assistant Professor – Human Computer Interaction (Computer Science)	University of Saskatchewan	SK	July	2024	10-Aug-24	03-Jul-24	5-Aug-2024
32	Without Term Lecturer, Computer Science	University of Saskatchewan	SK	July	2024	31-Aug-24	03-Jul-24	31-Aug-2024
33	Assistant Professor in Computer Science	University of Lethbridge	AB	July	2024	26-Aug-24	13-Jul-24	24-Aug-2024
34	Professeure ou professeur en informatique	University of Sherbrooke	QC	July	2024	15-Sep-24	19-Jul-24	11-Sep-2024
35	Assistant Professor, Teaching-focused	University of Guelph	ON	July	2024	15-Aug-24	19-Jul-24	13-Aug-2024
36	Assistant Professor, 2 regular positions	University of Guelph	ON	July	2024	15-Sep-24	19-Jul-24	11-Sep-2024
37	Assistant Professor – Human Computer Interaction (Computer Science)	University of Saskatchewan	SK	August	2024	31-Oct-24	13-Aug-24	19-Oct-2024
38	Tenure-track Teaching Intensive, Assistant Professor	University of Windsor	ON	August	2024	09-Sep-24	13-Aug-24	6-Sep-2024
39	Limited-Term Assistant Teaching Professor Position	University of Victoria	BC	August	2024	13-Oct-24	31-Aug-24	8-Oct-2024
40	Without Term Lecturer, Computer Science	University of Saskatchewan	SK	September	2024	30-Nov-24	06-Sep-24	27-Nov-2024
41	Research Stream Faculty Position in Artificial Intelligence and Machine Learning	University of Victoria	BC	September	2024	13-Oct-24	06-Sep-24	8-Oct-2024
42	Research Stream Faculty Position in Computer Graphics	University of Victoria	BC	September	2024	13-Oct-24	06-Sep-24	8-Oct-2024
43	Full-time Faculty Lecturer Position in Computer Science at McGill U.	McGill University	QC	September	2024	15-Nov-24	11-Sep-24	7-Nov-2024
44	Poste regulier de professeure ou professeur de pratique en genie logiciel (specialisation en architecture logicielle)	TÉLUQ University	QC	September	2024	10-Nov-24	19-Sep-24	7-Nov-2024
45	Assistant Professor, Teaching Stream	University of Toronto	ON	September	2024	28-Oct-24	19-Sep-24	19-Oct-2024
46	Assistant Professors, Teaching Stream	University of Waterloo	ON	September	2024	25-Oct-24	21-Sep-24	19-Oct-2024
47	Assistant Professor, Teaching Scholar Track in Computer Science, Western University	Western University	ON	September	2024	31-Oct-24	25-Sep-24	19-Oct-2024
48	Two Open Rank Faculty Positions in Computer Science, Western University	Western University	ON	September	2024	31-Oct-24	25-Sep-24	19-Oct-2024
49	Tier 2 Canada Research Chair in Artificial Intelligence and Machine Learning	University of Lethbridge	AB	September	2024	15-Nov-24	25-Sep-24	7-Nov-2024
50	Computer Science Teacher-Scholar Postdoctoral Fellowship Pilot Program	University of Victoria	BC	September	2024	24-Oct-24	25-Sep-24	19-Oct-2024
51	Dean, Faculty of Mathematics	University of Waterloo	ON	September	2024	01-Nov-24	08-Oct-24	19-Oct-2024
52	Assistant Professor in Cybersecurity	York University	ON	October	2024	15-Nov-24	08-Oct-24	7-Nov-2024
53	Multiple Positions: Computer Science, Computer or Software Engineering (Sessional Assistant Professor, Teaching Stream)	York University	ON	October	2024	15-Nov-24	08-Oct-24	7-Nov-2024
54	(Multiple Positions) Assistant Professor in Computer Science, Computer or Software Engineering – Dedicated Hire: Women	York University	ON	October	2024	15-Nov-24	08-Oct-24	7-Nov-2024
55	Multiple tenure and teaching stream positions – Department of Computer Science, University of Toronto	University of Toronto	ON	October	2024	02-Jan-25	16-Oct-24	1-Jan-2025
56	Tenure-track Faculty Positions	University of Waterloo	ON	October	2024	30-Nov-24	16-Oct-24	27-Nov-2024

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Table C.1 (continued)

57	Tenure-track Assistant Professor, Computing and Information Systems, with emphasis on Data Science	Athabasca University	AB	October	2024	18-Nov-24	02-Nov-24	7-Nov-2024
58	Tenure-track Assistant Professor, Computing and Information Systems, with emphasis on Cybersecurity	Athabasca University	AB	October	2024	18-Nov-24	02-Nov-24	7-Nov-2024
59	Assistant Professor – Human Computer Interaction (Computer Science)	University of Saskatchewan	SK	October	2024	30-Nov-24	02-Nov-24	27-Nov-2024
60	Tenure-track Faculty Positions, School of Computing Science	Simon Fraser University	BC	November	2024	20-Dec-24	02-Nov-24	2-Dec-2024
61	Assistant Professor in Computer Graphics / Professeure ou professeur au rang d'adjoint en infographie	University of Montreal	QC	November	2024	10-Jan-25	07-Nov-24	1-Jan-2025
62	Assistant Professor in Theoretical Computer Science/Professeure ou professeur au rang d'adjoint en informatique theorique	University of Montreal	QC	November	2024	10-Jan-25	07-Nov-24	1-Jan-2025
63	Shannex Research Chair in Artificial Intelligence and Healthy Aging	Dalhousie University	NS	November	2024	13-Dec-24	24-Nov-24	2-Dec-2024
64	Assistant Professors, Artificial Intelligence	Concordia University	QC	November	2024	06-Jan-25	24-Nov-24	1-Jan-2025
65	Assistant Professor, Quantum Computing	Concordia University	QC	November	2024	06-Jan-25	24-Nov-24	1-Jan-2025
66	Assistant Professors, Software Engineering	Concordia University	QC	November	2024	06-Jan-25	24-Nov-24	1-Jan-2025
67	Gina Cody Research Chair in Computer Science & Software Engineering	Concordia University	QC	November	2024	06-Jan-25	24-Nov-24	1-Jan-2025
68	Tenure-track Assistant Professor, Computing and Information Systems, with emphasis on Cybersecurity	Athabasca University	AB	November	2024	03-Jan-25	24-Nov-24	1-Jan-2025
69	Tenure-track Assistant Professor, Computing and Information Systems, with emphasis on Data Science	Athabasca University	AB	November	2024	03-Jan-25	24-Nov-24	1-Jan-2025
70	Research Stream Faculty Position in Theoretical Computer Science	University of Victoria	BC	November	2024	10-Jan-25	24-Nov-24	1-Jan-2025
71	Assistant Professor or Associate Professor in Computer Science	University of Manitoba	MB	December	2024	25-Jan-25	02-Dec-24	17-Jan-2025
72	Assistant Professor – Human Computer Interaction (Computer Science)	University of Saskatchewan	SK	December	2024	31-Jan-25	21-Dec-24	1-Jan-2025
73	Without Term Lecturer, Computer Science	University of Saskatchewan	SK	December	2024	31-Jan-25	21-Dec-24	1-Jan-2025
74	Tier 2 Canada Research Chair in Artificial Intelligence and Healthy Aging	Dalhousie University	NS	December	2024	13-Jan-25	21-Dec-24	1-Jan-2025
75	Tier 1 Canada Research Chair in Ocean Data Analytics	Dalhousie University	NS	December	2024	31-Jan-25	21-Dec-24	31-Jan-2025
76	Cybersecurity – Sessional Assistant Professor, Teaching Stream (Markham Campus)	York University	ON	December	2024	14-Feb-24	21-Dec-24	12-Feb-2025
77	Research Stream Faculty Position in Human Computer Interaction	University of Victoria	BC	January	2025	17-Feb-25	15-Jan-25	15-Feb-2025
78	Limited Term Appointments in Computer Science and Software Engineering	Concordia University	QC	February	2025	09-Mar-25	21-Feb-25	1-Mar-2025
79	Research Associate in Communication Networks or Cybersecurity	Dalhousie University	NS	February	2025	05-Apr-25	01-Mar-25	5-Apr-2025
80	Assistant Professor, Teaching Stream – CLTA – User Experience Design (UXD)	University of Toronto	ON	March	2025	24-Apr-25	24-Mar-25	19-Apr-2025
81	Associate/Full Professor and Canada Excellence Research Chair	Carleton University	ON	March	2025	01-Jul-27	24-Mar-25	1-Jan-2026
82	Assistant Professor in Computer Science	University of Guelph	ON	April	2025	02-May-25	05-Apr-25	1-May-2025

Continued next page

Table C.1 (continued)

83	Associate of Full Professor and Canada Research Chair, Tier 1, Computer Science/ Nursing (Healthcare Simulation)	Carleton University	ON	April	2025	01-Jul-25	09-Apr-25	1-Jul-2025
84	Associate or Full Professor and Canada Research Chair, Tier 1, Computer Science (Cybersecurity)	Carleton University	ON	April	2025	01-Jul-25	09-Apr-25	1-Jul-2025
85	Teaching Term Lecturer	Memorial University	NL	April	2025	12-May-25	14-Apr-25	10-May-2025
86	Assistant Professor – Computer Science (Tenure Track Position, Milton Campus)	Wilfred Laurier University	ON	April	2025	18-May-25	19-Apr-25	17-May-2025
87	Assistant Professor – Computer Science (2-year Limited Term Position, Waterloo Campus)	Wilfred Laurier University	ON	April	2025	18-May-25	19-Apr-25	17-May-2025
88	Assistant Professor – Computer Science (2-year Limited Term, Waterloo Campus)	Wilfred Laurier University	ON	April	2025	18-May-25	19-Apr-25	17-May-2025
89	Assistant Professor – Computer Science (3-year Limited Term Appointment, Brantford Campus)	Wilfred Laurier University	ON	April	2025	18-May-25	19-Apr-25	17-May-2025
90	Tenure track faculty position in Robotics	Laval University	QC	April	2025	01-Aug-25	19-Apr-25	1-Aug-2025
91	Associate Professor/Professor – Quantum Computing	University of Toronto	ON	May	2025	12-Jun-25	10-May-25	3-Jun-2025
92	Faculty Position in Computing: Computational Intelligence	Queen's University	ON	May	2025	07-Jul-25	10-May-25	3-Jul-2025
93	Full-time Faculty Lecturer Position in Computer Science at McGill U.	McGill University	QC	May	2025	24-Jun-25	17-May-25	18-Jun-2025
94	Tier 1 Canada Research Chair in Ocean Data Analytics	Dalhousie University	NS	May	2025	30-Jun-25	30-May-25	28-Jun-2025
95	Research Stream Faculty Positions at the Intersection of Software Engineering and AI	University of Victoria	BC	June	2025	15-Aug-25	13-Jun-25	12-Aug-2025
96	Assistant Professor (Tenure-Track), Department of Computer Science	University of Regina	SK	June	2025	01-Aug-25	25-Jun-25	1-Aug-2025
97	Assistant Professor, Tenure-Track, AI focus	University of New Brunswick	NB	June	2025	21-Jul-25	28-Jun-25	18-Jul-2025
98	Shannex Research Chair in Artificial Intelligence and Healthy Aging	Dalhousie University	NS	July	2025	31-Oct-25	26-Jul-25	1-Nov-2025
99	Canada Excellence Research Chair (CERC), Associate or Full Professor in Computer Science	University of Waterloo	ON	August	2025	05-Sep-25	04-Aug-25	3-Sep-2025
100	Canada Research Chair (CRC) Tier 2 in Biomedical Data Science and Precision Medicine	Dalhousie University	NS	August	2025	15-Sep-25	06-Aug-25	15-Sep-2025
101	Research Stream Faculty Position in Computer Graphics	University of Victoria	BC	August	2025	22-Sep-25	12-Aug-25	15-Sep-2025
102	Research Stream Faculty Position in Theoretical Computer Science	University of Victoria	BC	August	2025	22-Sep-25	12-Aug-25	15-Sep-2025
103	Associate Professor/Professor – Quantum Computing	University of Toronto	ON	August	2025	18-Sep-25	18-Aug-25	1-Jan-2026
104	Faculty Position in Computing: Educational Scholar	Queen's University	ON	August	2025	26-Sep-25	23-Aug-25	15-Sep-2025
105	Faculty Position in Computing: Computational Intelligence	Queen's University	ON	August	2025	26-Sep-25	23-Aug-25	15-Sep-2025
106	Assistant Professor – Computer Science	Saint Mary's University	NS	September	2025	17-Jan-26	10-Sep-25	1-Jan-2026
107	Assistant Professor, Teaching Stream	University of Toronto	ON	September	2025	27-Oct-25	01-Oct-25	21-Oct-2025
108	Assistant Professor in Cybersecurity	York University	ON	September	2025	15-Nov-25	01-Oct-25	14-Nov-2025
109	Tenure-Track Faculty Positions in Computer Science: Secure Software and Computer Systems	McGill University	QC	October	2025	01-Jan-26	21-Oct-25	1-Jan-2026

Continued next page

Table C.1 (continued)

110	Multiple tenure and teaching stream positions, Department of Computer Science, University of Toronto	University of Toronto	ON	October	2025	15-Dec-25	21-Oct-25	1-Dec-2025
111	Canada Excellence Research Chair (CERC) in Green Artificial Intelligence	University of Guelph	ON	October	2025	10-Nov-25	21-Oct-25	1-Nov-2025
112	Assistant or Associate Professor in Programming Languages and Systems / Professeure ou professeur au rang d'adjoint ou d'agrege en langages et systemes de programmation	University of Montreal	QC	October	2025	09-Jan-26	21-Oct-25	1-Jan-2026
113	Up to Two Faculty Positions in Computer Science	University of British Columbia	BC	October	2025	10-Dec-25	01-Nov-25	1-Dec-2025
114	Tenure-track Faculty Positions	University of Waterloo	ON	November	2025	19-Dec-25	14-Nov-25	19-Dec-2025
115	Computing Science Lecturer	Simon Fraser University	BC	November	2025	15-Dec-25	14-Nov-25	1-Dec-2025
116	Tenure-track Faculty Positions	Simon Fraser University	BC	November	2025	15-Dec-25	14-Nov-25	1-Dec-2025
117	Two [2] Tenure Stream Positions in Cyber Science (Assistant/Associate)	Toronto Metropolitan University	ON	November	2025	15-Dec-25	01-Dec-25	1-Dec-2025

Table C.2

Records of DATA C as they pertain to reported academic culling practices, institutional information, and total number of ads reported for each academic culling practice

Ad ID	Institution	Province	Month posted on CS-CAN	Year	DEI pledge	Preferential hiring	Restricted hiring
1	University of Guelph	ON	January	2024	✓		
2	York University	ON	January	2024			
3	York University	ON	January	2024			
4	York University	ON	January	2024			
5	York University	ON	January	2024			
6	York University	ON	January	2024			
7	York University	ON	January	2024			
8	York University	ON	January	2024			
9	Carleton University	ON	January	2024	✓		
10	Mount Royal University	AB	February	2024	✓		
11	Mount Royal University	AB	February	2024	✓		
12	University of Sherbrooke	QC	February	2024			
13	Polytechnique Montreal	QC	February	2024			
14	Western University	ON	February	2024	✓		
15	Wilfred Laurier University	ON	February	2024	✓		

Continued next page

Table C.2 (continued)

16	Wilfred Laurier University	ON	February	2024	✓		
17	Wilfred Laurier University	ON	February	2024	✓		
18	University of Guelph	ON	February	2024			
19	York University	ON	March	2024		✓	
20	York University	ON	March	2024		✓	
21	McGill University	QC	March	2024	✓		
22	TÉLUQ University	QC	March	2024			
23	Concordia University	QC	March	2024			
24	Concordia University	QC	March	2024			
25	University of Victoria	BC	April	2024			
26	TÉLUQ University	QC	April	2024			
27	Queen's University	ON	April	2024			
28	Laval University	QC	April	2024			
29	Laval University	QC	April	2024			
30	Laval University	QC	April	2024			
31	University of Saskatchewan	SK	July	2024	✓	✓	
32	University of Saskatchewan	SK	July	2024	✓		
33	University of Lethbridge	AB	July	2024	✓		
34	University of Sherbrooke	QC	July	2024			
35	University of Guelph	ON	July	2024			
36	University of Guelph	ON	July	2024			
37	University of Saskatchewan	SK	August	2024	✓	✓	
38	University of Windsor	ON	August	2024			
39	University of Victoria	BC	August	2024			
40	University of Saskatchewan	SK	September	2024			
41	University of Victoria	BC	September	2024	✓		
42	University of Victoria	BC	September	2024	✓		✓
43	McGill University	QC	September	2024	✓		
44	TÉLUQ University	QC	September	2024			
45	University of Toronto	ON	September	2024	✓		
46	University of Waterloo	ON	September	2024	✓		
47	Western University	ON	September	2024	✓		
48	Western University	ON	September	2024	✓		
49	University of Lethbridge	AB	September	2024	✓		✓

Continued next page

Table C.2 (continued)

50	University of Victoria	BC	September	2024	✓		
51	University of Waterloo	ON	September	2024	✓		
52	York University	ON	October	2024			
53	York University	ON	October	2024			
54	York University	ON	October	2024	✓		✓
55	University of Toronto	ON	October	2024	✓		
56	University of Waterloo	ON	October	2024	✓		
57	Athabasca University	AB	October	2024			
58	Athabasca University	AB	October	2024			
59	University of Saskatchewan	SK	October	2024	✓	✓	
60	Simon Fraser University	BC	November	2024			✓
61	University of Montreal	QC	November	2024			
62	University of Montreal	QC	November	2024			
63	Dalhousie University	NS	November	2024			✓
64	Concordia University	QC	November	2024	✓		
65	Concordia University	QC	November	2024	✓		
66	Concordia University	QC	November	2024	✓		
67	Concordia University	QC	November	2024	✓		
68	Athabasca University	AB	November	2024			
69	Athabasca University	AB	November	2024			
70	University of Victoria	BC	November	2024	✓		
71	University of Manitoba	MB	December	2024	✓		
72	University of Saskatchewan	SK	December	2024	✓		✓
73	University of Saskatchewan	SK	December	2024	✓		
74	Dalhousie University	NS	December	2024			✓
75	Dalhousie University	NS	December	2024			✓
76	York University	ON	December	2024			
77	University of Victoria	BC	January	2025	✓		
78	Concordia University	QC	February	2025	✓		
79	Dalhousie University	NS	February	2025			
80	University of Toronto	ON	March	2025	✓		
81	Carleton University	ON	March	2025	✓		
82	University of Guelph	ON	April	2025			
83	Carleton University	ON	April	2025	✓		

Continued next page

Table C.2 (continued)

84	Carleton University	ON	April	2025	✓		
85	Memorial University	NL	April	2025	✓		
86	Wilfred Laurier University	ON	April	2025			
87	Wilfred Laurier University	ON	April	2025			
88	Wilfred Laurier University	ON	April	2025			
89	Wilfred Laurier University	ON	April	2025			
90	Laval University	QC	April	2025			
91	University of Toronto	ON	May	2025	✓		
92	Queen's University	ON	May	2025	✓		
93	McGill University	QC	May	2025	✓		
94	Dalhousie University	NS	May	2025			✓
95	University of Victoria	BC	June	2025	✓		
96	University of Regina	SK	June	2025			
97	University of New Brunswick	NB	June	2025			
98	Dalhousie University	NS	July	2025		✓	
99	University of Waterloo	ON	August	2025	✓		
100	Dalhousie University	NS	August	2025			✓
101	University of Victoria	BC	August	2025	✓		
102	University of Victoria	BC	August	2025	✓		
103	University of Toronto	ON	August	2025	✓		
104	Queen's University	ON	August	2025	✓		
105	Queen's University	ON	August	2025	✓		
106	Saint Mary's University	NS	September	2025	✓		
107	University of Toronto	ON	September	2025	✓		
108	York University	ON	September	2025			
109	McGill University	QC	October	2025			
110	University of Toronto	ON	October	2025	✓		
111	University of Guelph	ON	October	2025	✓		
112	University of Montreal	QC	October	2025			
113	University of British Columbia	BC	October	2025	✓	✓	
114	University of Waterloo	ON	November	2025	✓		
115	Simon Fraser University	BC	November	2025	✓		
116	Simon Fraser University	BC	November	2025			
117	Toronto Metropolitan University	ON	November	2025	✓		
				Total number	**60**	**7**	**10**

Appendix D: Further Reproducibility for CASE STUDY B

As noted in other sections, a challenge in this research is not only observing ads but archiving them for reproducibility purposes. As part of DATA B, we fully collected 22 out of the 24 CRC ads of DATA B, but two of the ads are only partially captured: CRC-1 and CRC-6. We demonstrate, in an easily reproducible matter, that the outcomes in CASE STUDY B remain similar were we to consider only the archived ads. The two ads that we could not fully archive are both documented as engaging in restricted hiring and no other academic culling practices.

We can simply refer to Appendix B and count the number of ads by academic culling practice type, less the records for ads CRC-1 and CRC-6. Similar to how we calculated our results in CASE STUDY B, below in Table D.1 we determined that at least 50 percent of the ads contain restricted or preferential hiring, around 70 percent of the ads had evidence of a DEI pledge, and ultimately almost 80 percent of the ads engaged in one of the three main academic culling practices explored.

Table D.1

A further breakdown by academic culling practice in Canada Research Chair (CRC) ads, by type, out of all 22 archived ads

Type	#Advertisements (Total /22)	%
Restricted Hiring	8	36.4%
Preferential Hiring	3	13.6%
Not Explicit	11	50.0%
Total Restricted and/or Preferential Hiring	**11**	**50.0%**
DEI Pledge	16	72.7%
Total Academic Culling Practice Hiring	**17**	**77.3%**

Appendix E: Further Statistical Tables from CASE STUDY C

In CASE STUDY C, we presented results based on the national data we collected and assembled into DATA C, but some readers may wish to do a more in-depth review, so we provide, by each province, then Canada, that information in tabular form. The tables are in alphabetical order by province (Table E.1 to Table E.9). Then in Table E.10 we give the Canada-wide statistics for 2024 and 2025 (with and without Quebec).

For all the summary tables, the columns are listed by DEI pledge ("Pled"), preferential hiring ("Pref"), restricted hiring ("Res"), any academic culling practice documented ("Any"), and we give a total for a given month and year ("Total") as well as the cumulative average since the start of the associated year ("%C"). There are 0 reported ads on CS-CAN for Prince Edward Island over the studied period from January 1, 2024, until January 1, 2026. As a result, we've provided no associated table for PEI. All percentages are rounded to the nearest percent.

Table E.1

Summary of Alberta statistics from CASE STUDY C

		Alberta					
Year	Month	Pled	Pref	Res	Any	Total	%C
2024	January	0	0	0	0	0	0%
2024	February	2	0	0	2	2	100%
2024	March	0	0	0	0	0	100%
2024	April	0	0	0	0	0	100%
2024	May	0	0	0	0	0	100%
2024	June	0	0	0	0	0	100%
2024	July	1	0	0	1	1	100%
2024	August	0	0	0	0	0	100%
2024	September	1	0	1	1	1	100%
2024	October	0	0	0	0	2	67%
2024	November	0	0	0	0	2	50%
2024	December	0	0	0	0	0	50%
2024:		**4**	**0**	**1**	**4**	**8**	**50%**
2024 (%):		**50%**	**0%**	**13%**	**50%**	**100%**	
2025	January	0	0	0	0	0	0%
2025	February	0	0	0	0	0	0%
2025	March	0	0	0	0	0	0%
2025	April	0	0	0	0	0	0%
2025	May	0	0	0	0	0	0%
2025	June	0	0	0	0	0	0%
2025	July	0	0	0	0	0	0%
2025	August	0	0	0	0	0	0%
2025	September	0	0	0	0	0	0%
2025	October	0	0	0	0	0	0%
2025	November	0	0	0	0	0	0%
2025	December	0	0	0	0	0	0%
2025:		**0**	**0**	**0**	**0**	**0**	**0%**
2025 (%):		**0%**	**0%**	**0%**	**0%**	**0%**	
Total:		**4**	**0**	**1**	**4**	**8**	
Total (%):		**50%**	**0%**	**13%**	**50%**		

Table E.2

Summary of British Columbia statistics from CASE STUDY C

		British Columbia					
Year	Month	Pled	Pref	Res	Any	Total	%C
2024	January	0	0	0	0	0	0%
2024	February	0	0	0	0	0	0%
2024	March	0	0	0	0	0	0%
2024	April	0	0	0	0	1	0%
2024	May	0	0	0	0	0	0%
2024	June	0	0	0	0	0	0%
2024	July	0	0	0	0	0	0%
2024	August	0	0	0	0	1	0%
2024	September	3	0	1	3	3	60%
2024	October	0	0	0	0	0	60%
2024	November	1	0	1	2	2	71%
2024	December	0	0	0	0	0	71%
2024:		**4**	**0**	**2**	**5**	**7**	**71%**
2024 (%):		**57%**	**0%**	**29%**	**71%**	**100%**	
2025	January	1	0	0	1	1	100%
2025	February	0	0	0	0	0	100%
2025	March	0	0	0	0	0	100%
2025	April	0	0	0	0	0	100%
2025	May	0	0	0	0	0	100%
2025	June	1	0	0	1	1	100%
2025	July	0	0	0	0	0	100%
2025	August	2	0	0	2	2	100%
2025	September	0	0	0	0	0	100%
2025	October	1	1	0	1	1	100%
2025	November	1	0	0	1	2	86%
2025	December	0	0	0	0	0	86%
2025:		**6**	**1**	**0**	**6**	**7**	**86%**
2025 (%):		**86%**	**14%**	**0%**	**86%**	**100%**	
Total:		**10**	**1**	**2**	**11**	**14**	
Total (%):		**71%**	**7%**	**14%**	**79%**		

Table E.3

Summary of Manitoba statistics from CASE STUDY C

		Manitoba					
Year	Month	Pled	Pref	Res	Any	Total	%C
2024	January	0	0	0	0	0	0%
2024	February	0	0	0	0	0	0%
2024	March	0	0	0	0	0	0%
2024	April	0	0	0	0	0	0%
2024	May	0	0	0	0	0	0%
2024	June	0	0	0	0	0	0%
2024	July	0	0	0	0	0	0%
2024	August	0	0	0	0	0	0%
2024	September	0	0	0	0	0	0%
2024	October	0	0	0	0	0	0%
2024	November	0	0	0	0	0	0%
2024	December	1	0	0	1	1	100%
2024:		**1**	**0**	**0**	**1**	**1**	**100%**
2024 (%):		**100%**	**0%**	**0%**	**100%**	**100%**	
2025	January	0	0	0	0	0	0%
2025	February	0	0	0	0	0	0%
2025	March	0	0	0	0	0	0%
2025	April	0	0	0	0	0	0%
2025	May	0	0	0	0	0	0%
2025	June	0	0	0	0	0	0%
2025	July	0	0	0	0	0	0%
2025	August	0	0	0	0	0	0%
2025	September	0	0	0	0	0	0%
2025	October	0	0	0	0	0	0%
2025	November	0	0	0	0	0	0%
2025	December	0	0	0	0	0	0%
2025:		**0**	**0**	**0**	**0**	**0**	**0%**
2025 (%):		**0%**	**0%**	**0%**	**0%**	**0%**	
Total:		**1**	**0**	**0**	**1**	**1**	
Total (%):		**100%**	**0%**	**0%**	**100%**		

Table E.4

Summary of New Brunswick statistics from CASE STUDY C

		New Brunswick					
Year	Month	Pled	Pref	Res	Any	Total	%C
2024	January	0	0	0	0	0	0%
2024	February	0	0	0	0	0	0%
2024	March	0	0	0	0	0	0%
2024	April	0	0	0	0	0	0%
2024	May	0	0	0	0	0	0%
2024	June	0	0	0	0	0	0%
2024	July	0	0	0	0	0	0%
2024	August	0	0	0	0	0	0%
2024	September	0	0	0	0	0	0%
2024	October	0	0	0	0	0	0%
2024	November	0	0	0	0	0	0%
2024	December	0	0	0	0	0	0%
2024:		**0**	**0**	**0**	**0**	**0**	**0%**
2024 (%):		**0%**	**0%**	**0%**	**0%**	**0%**	
2025	January	0	0	0	0	0	0%
2025	February	0	0	0	0	0	0%
2025	March	0	0	0	0	0	0%
2025	April	0	0	0	0	0	0%
2025	May	0	0	0	0	0	0%
2025	June	0	0	0	0	1	0%
2025	July	0	0	0	0	0	0%
2025	August	0	0	0	0	0	0%
2025	September	0	0	0	0	0	0%
2025	October	0	0	0	0	0	0%
2025	November	0	0	0	0	0	0%
2025	December	0	0	0	0	0	0%
2025:		**0**	**0**	**0**	**0**	**1**	**0%**
2025 (%):		**0%**	**0%**	**0%**	**0%**	**100%**	
Total:		**0**	**0**	**0**	**0**	**1**	
Total (%):		**0%**	**0%**	**0%**	**0%**		

Table E.5

Summary of Newfoundland & Labrador statistics from CASE STUDY C

		Newfoundland and Labrador					
Year	Month	Pled	Pref	Res	Any	Total	%C
2024	January	0	0	0	0	0	0%
2024	February	0	0	0	0	0	0%
2024	March	0	0	0	0	0	0%
2024	April	0	0	0	0	0	0%
2024	May	0	0	0	0	0	0%
2024	June	0	0	0	0	0	0%
2024	July	0	0	0	0	0	0%
2024	August	0	0	0	0	0	0%
2024	September	0	0	0	0	0	0%
2024	October	0	0	0	0	0	0%
2024	November	0	0	0	0	0	0%
2024	December	0	0	0	0	0	0%
2024:		**0**	**0**	**0**	**0**	**0**	**0%**
2024 (%):		**0%**	**0%**	**0%**	**0%**	**0%**	
2025	January	0	0	0	0	0	0%
2025	February	0	0	0	0	0	0%
2025	March	0	0	0	0	0	0%
2025	April	1	0	0	1	1	100%
2025	May	0	0	0	0	0	100%
2025	June	0	0	0	0	0	100%
2025	July	0	0	0	0	0	100%
2025	August	0	0	0	0	0	100%
2025	September	0	0	0	0	0	100%
2025	October	0	0	0	0	0	100%
2025	November	0	0	0	0	0	100%
2025	December	0	0	0	0	0	100%
2025:		**1**	**0**	**0**	**1**	**1**	**100%**
2025 (%):		**100%**	**0%**	**0%**	**100%**	**100%**	**100%**
Total:		**1**	**0**	**0**	**1**	**1**	
Total (%):		**100%**	**0%**	**0%**	**100%**		

Table E.6

Summary of Nova Scotia statistics from CASE STUDY C

		Nova Scotia					
Year	Month	Pled	Pref	Res	Any	Total	%C
2024	January	0	0	0	0	0	0%
2024	February	0	0	0	0	0	0%
2024	March	0	0	0	0	0	0%
2024	April	0	0	0	0	0	0%
2024	May	0	0	0	0	0	0%
2024	June	0	0	0	0	0	0%
2024	July	0	0	0	0	0	0%
2024	August	0	0	0	0	0	0%
2024	September	0	0	0	0	0	0%
2024	October	0	0	0	0	0	0%
2024	November	0	0	1	1	1	100%
2024	December	0	0	2	2	2	100%
2024:		**0**	**0**	**3**	**3**	**3**	**100%**
2024 (%):		**0%**	**0%**	**100%**	**100%**	**100%**	
2025	January	0	0	0	0	0	0%
2025	February	0	0	0	0	1	0%
2025	March	0	0	0	0	0	0%
2025	April	0	0	0	0	0	0%
2025	May	0	0	1	1	1	50%
2025	June	0	0	0	0	0	50%
2025	July	0	1	0	1	1	67%
2025	August	0	0	1	1	1	75%
2025	September	1	0	0	1	1	80%
2025	October	0	0	0	0	0	80%
2025	November	0	0	0	0	0	80%
2025	December	0	0	0	0	0	80%
2025:		**1**	**1**	**2**	**4**	**5**	**80%**
2025 (%):		**20%**	**20%**	**40%**	**80%**	**100%**	**80%**
Total:		**1**	**1**	**5**	**7**	**8**	
Total (%):		**13%**	**13%**	**63%**	**88%**		

Table E.7

Summary of Ontario statistics from CASE STUDY C

		Ontario					
Year	Month	Pled	Pref	Res	Any	Total	%C
2024	January	2	0	0	2	9	22%
2024	February	4	0	0	4	5	43%
2024	March	0	2	0	2	2	50%
2024	April	0	0	0	0	1	47%
2024	May	0	0	0	0	0	47%
2024	June	0	0	0	0	0	47%
2024	July	0	0	0	0	2	42%
2024	August	0	0	0	0	1	40%
2024	September	5	0	0	5	5	52%
2024	October	3	0	1	3	5	53%
2024	November	0	0	0	0	0	53%
2024	December	0	0	0	0	1	52%
2024:		**14**	**2**	**1**	**16**	**31**	**52%**
2024 (%):		**45%**	**6%**	**3%**	**52%**	**100%**	
2025	January	0	0	0	0	0	0%
2025	February	0	0	0	0	0	0%
2025	March	2	0	0	2	2	100%
2025	April	2	0	0	2	7	44%
2025	May	2	0	0	2	2	55%
2025	June	0	0	0	0	0	55%
2025	July	0	0	0	0	0	55%
2025	August	4	0	0	4	4	67%
2025	September	1	0	0	1	2	65%
2025	October	2	0	0	2	2	68%
2025	November	2	0	0	2	2	71%
2025	December	0	0	0	0	0	71%
2025:		**15**	**0**	**0**	**15**	**21**	**71%**
2025 (%):		**71%**	**0%**	**0%**	**71%**	**100%**	
Total:		**29**	**2**	**1**	**31**	**52**	
Total (%):		**56%**	**4%**	**2%**	**60%**		

Table E.8

Summary of Quebec statistics from CASE STUDY C

		Quebec					
Year	Month	Pled	Pref	Res	Any	Total	%C
2024	January	0	0	0	0	0	0%
2024	February	0	0	0	0	2	0%
2024	March	1	0	0	1	4	17%
2024	April	0	0	0	0	4	10%
2024	May	0	0	0	0	0	10%
2024	June	0	0	0	0	0	10%
2024	July	0	0	0	0	1	9%
2024	August	0	0	0	0	0	9%
2024	September	1	0	0	1	2	15%
2024	October	0	0	0	0	0	15%
2024	November	4	0	0	4	6	32%
2024	December	0	0	0	0	0	32%
2024:		**6**	**0**	**0**	**6**	**19**	**32%**
2024 (%):		**32%**	**0%**	**0%**	**32%**	**100%**	
2025	January	0	0	0	0	0	0%
2025	February	1	0	0	1	1	100%
2025	March	0	0	0	0	0	100%
2025	April	0	0	0	0	1	50%
2025	May	1	0	0	1	1	67%
2025	June	0	0	0	0	0	67%
2025	July	0	0	0	0	0	67%
2025	August	0	0	0	0	0	67%
2025	September	0	0	0	0	0	67%
2025	October	0	0	0	0	2	40%
2025	November	0	0	0	0	0	40%
2025	December	0	0	0	0	0	40%
2025:		**2**	**0**	**0**	**2**	**5**	**40%**
2025 (%):		**40%**	**0%**	**0%**	**40%**	**100%**	
Total:		**8**	**0**	**0**	**8**	**24**	
Total (%):		**33%**	**0%**	**0%**	**33%**		

Table E.9

Summary of Saskatchewan statistics from CASE STUDY C

		Saskatchewan					
Year	Month	Pled	Pref	Res	Any	Total	%C
2024	January	0	0	0	0	0	0%
2024	February	0	0	0	0	0	0%
2024	March	0	0	0	0	0	0%
2024	April	0	0	0	0	0	0%
2024	May	0	0	0	0	0	0%
2024	June	0	0	0	0	0	0%
2024	July	2	1	0	2	2	100%
2024	August	1	1	0	1	1	100%
2024	September	0	0	0	0	1	75%
2024	October	1	1	0	1	1	80%
2024	November	0	0	0	0	0	80%
2024	December	2	0	1	2	2	86%
2024:		**6**	**3**	**1**	**6**	**7**	**86%**
2024 (%):		**86%**	**43%**	**14%**	**86%**	**100%**	
2025	January	0	0	0	0	0	0%
2025	February	0	0	0	0	0	0%
2025	March	0	0	0	0	0	0%
2025	April	0	0	0	0	0	0%
2025	May	0	0	0	0	0	0%
2025	June	0	0	0	0	1	0%
2025	July	0	0	0	0	0	0%
2025	August	0	0	0	0	0	0%
2025	September	0	0	0	0	0	0%
2025	October	0	0	0	0	0	0%
2025	November	0	0	0	0	0	0%
2025	December	0	0	0	0	0	0%
2025:		**0**	**0**	**0**	**0**	**1**	**0%**
2025 (%):		**0%**	**0%**	**0%**	**0%**	**100%**	
Total:		**6**	**3**	**1**	**6**	**8**	
Total (%):		**75%**	**38%**	**13%**	**75%**		

Table E.10

Summary statistical table for CASE STUDY C, showing lower bounds on the prevalence of academic culling in Canada across all CS-CAN ads, 2024–2025, by all provinces combined, then all provinces less Quebec

		Canada						Canada (less QC)					
Year	Month	Pled	Pref	Res	Any	Total	%C	Pled	Pref	Res	Any	Total	%C
2024	January	2	0	0	2	9	22%	2	0	0	2	9	22%
2024	February	6	0	0	6	9	44%	6	0	0	6	7	50%
2024	March	1	2	0	3	6	46%	0	2	0	2	2	56%
2024	April	0	0	0	0	6	37%	0	0	0	0	2	50%
2024	May	0	0	0	0	0	37%	0	0	0	0	0	50%
2024	June	0	0	0	0	0	37%	0	0	0	0	0	50%
2024	July	3	1	0	3	6	39%	3	1	0	3	5	52%
2024	August	1	1	0	1	3	38%	1	1	0	1	3	50%
2024	September	10	0	2	10	12	49%	9	0	2	9	10	61%
2024	October	4	1	1	4	8	49%	4	1	1	4	8	59%
2024	November	5	0	2	7	11	51%	1	0	2	3	5	59%
2024	December	3	0	3	5	6	54%	3	0	3	5	6	61%
2024:		**35**	**5**	**8**	**41**	**76**	**54%**	**29**	**5**	**8**	**35**	**57**	**61%**
2024 (%):		**46%**	**7%**	**11%**	**54%**	**100%**		**51%**	**9%**	**14%**	**61%**	**100%**	
2025	January	1	0	0	1	1	100%	1	0	0	1	1	100%
2025	February	1	0	0	1	2	67%	0	0	0	0	1	50%
2025	March	2	0	0	2	2	80%	2	0	0	2	2	75%
2025	April	3	0	0	3	9	50%	3	0	0	3	8	50%
2025	May	3	0	1	4	4	61%	2	0	1	3	3	60%
2025	June	1	0	0	1	3	57%	1	0	0	1	3	56%
2025	July	0	1	0	1	1	59%	0	1	0	1	1	58%
2025	August	6	0	1	7	7	69%	6	0	1	7	7	69%
2025	September	2	0	0	2	3	69%	2	0	0	2	3	69%
2025	October	3	1	0	3	5	68%	3	1	0	3	3	72%
2025	November	3	0	0	3	4	68%	3	0	0	3	4	72%
2025	December	0	0	0	0	0	68%	0	0	0	0	0	72%
2025:		**25**	**2**	**2**	**28**	**41**	**68%**	**23**	**2**	**2**	**26**	**36**	**72%**
2025 (%):		**61%**	**5%**	**5%**	**68%**	**100%**		**64%**	**6%**	**6%**	**72%**	**100%**	
Total:		**60**	**7**	**10**	**69**	**117**		**52**	**7**	**10**	**61**	**93**	
Total (%):		**51%**	**6%**	**9%**	**59%**			**56%**	**8%**	**11%**	**66%**		

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No aspect of this paper was authored with what is commonly referred to as generative artificial intelligence technologies.

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