

## Bargaining Bulletin #3

### Dissecting our Salary System - I

Welcome back to a New Year. We are currently preparing for bargaining, but the actual event won't happen until several weeks after the provincial budget expected at the end of February.

In this bulletin, we examine our nominal salaries of SFUFA members based on information as of 2011-09-01 provided by the Administration. Your salary may consist of several parts. First, is your BASE salary, which depends on your step placement on our salary grid (<http://www.sfu.ca/policies/gazette/academic/a20-02.html>). Then you may have a market differential, or a retention award, or a salary supplement (e.g. CRC). Finally, there are administrative stipends (e.g. for the Chair of a Department). In the analysis below, we've excluded all administrative stipends and concentrate on non-administrative compensation. The salary values are nominal salaries, i.e. unaffected by study leaves or part time status. A preliminary analysis showed that Limited Term positions were not being paid differentially than continuing faculty, so these have been pooled with continuing positions.

Tables 1 and 2 provide summaries of the mean base salary by Faculty and rank. A comparison of the mean base salaries (i.e. based solely on the step placement) in Table 2 shows that the mean base salary for each rank is approximately equal across the Faculties indicating approximately the same distribution of step placements across the Faculties for each rank.

Rank	N	Mean
Lib 1	10	51
Lib 2	10	60
Lib 3	24	81
Lib DH	10	92
Lib Assoc	5	102
All	59	76

Faculty	Lec		S.Lec		Assnt Prof		Assoc Prof		Full Prof	
	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean
App Sci	4	71	16	91	15	77	25	96	42	129
Arts So	23	68	25	88	60	80	120	98	98	127
Bus	16	74	5	91	14	81	29	97	26	129
Cmns	11	71	16	88	16	82	25	101	24	128
Edu	15	73	6	89	20	83	24	98	16	126
Env	3	59	4	87	9	82	20	97	20	126
Hlth Sc	4	68	2	77	19	82	10	99	8	128
Sci	16	71	36	89	28	82	66	97	98	126

Table 3 presents the mean TOTAL salary (base + non-administrative stipends). No Librarian receives a salary supplement so the values in Table 1 do not change.

Table 3. Mean TOTAL salary ('000s) for Teaching and Research faculty. Lab Instructors have been pooled with Lecturers.										
Faculty	Lec		S.Lec		Assnt Prof		Assoc Prof		Full Prof	
	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean
App Sci	4	75	16	96	15	109	25	130	42	147
Arts So	23	68	25	88	60	86	120	103	98	137
Bus	16	85	5	93	14	127	29	135	26	158
Cmns	11	71	16	88	16	88	25	108	24	134
Edu	15	73	6	89	20	85	24	100	16	128
Env	3	59	4	87	9	84	20	101	20	129
Hlth Sc	4	68	2	77	19	100	10	129	8	157
Sci	16	71	36	89	28	98	66	111	98	134
ALL	92	72	110	90	181	94	319	111	332	138

Once salary supplements are added, there is now a wider separation in the mean total salary among the Faculties. Table 4 presents the proportion of teaching and research faculty with salary supplements and the mean (non-zero) supplement. Notice that part or all of a market differential is rolled in the base salary when a member is promoted to Full Professor, so the Full Profs with a market supplement consist of members with retention awards and market differentials that were not completely rolled into base salary. We also see a large difference in the proportion of members receiving market supplements (from 0% in Librarians to 100% in App Sci and Bus Asst and Assoc Profs). There are also substantial differences in the average size of the market supplement between teaching and research faculty.

Table 4. Percent of Teaching and Research faculty receiving a market supplement (MS) and the average (non-zero) supplement ('000s). Lab Instructors have been pooled with Lecturers.										
Faculty	Lec		S.Lec		Assnt Prof		Assoc Prof		Full Prof	
	% with MS	Mean Sal Suppl	% with MS	Mean Sal Suppl	% with MS	Mean Sal Suppl	% with MS	Mean Sal Suppl	% with MS	Mean Sal Suppl
App Sci	50	7	69	7	100	32	100	34	79	22
Arts So	0	.	0	.	18	31	30	17	31	32
Bus	88	17	20	10	100	46	100	38	88	33
Cmns	0	.	0	.	38	17	32	22	21	29
Edu	0	.	0	.	20	9	25	10	13	21
Env	0	.	0	.	22	10	40	9	10	31
Hlth Sc	0	.	0	.	95	20	90	33	75	39
Sci	0	.	0	.	89	17	80	18	35	22
All	17	16	11	8	52	25	55	24	41	27

In total, about 40% of ALL our members (Limited Term and Continuing, ALL ranks) have a salary supplement (market differential, retention award, etc.), and salary supplements account for about 22% of our total salary mass.

Finally, a plot of total salary by year of hire is presented in Figure 1

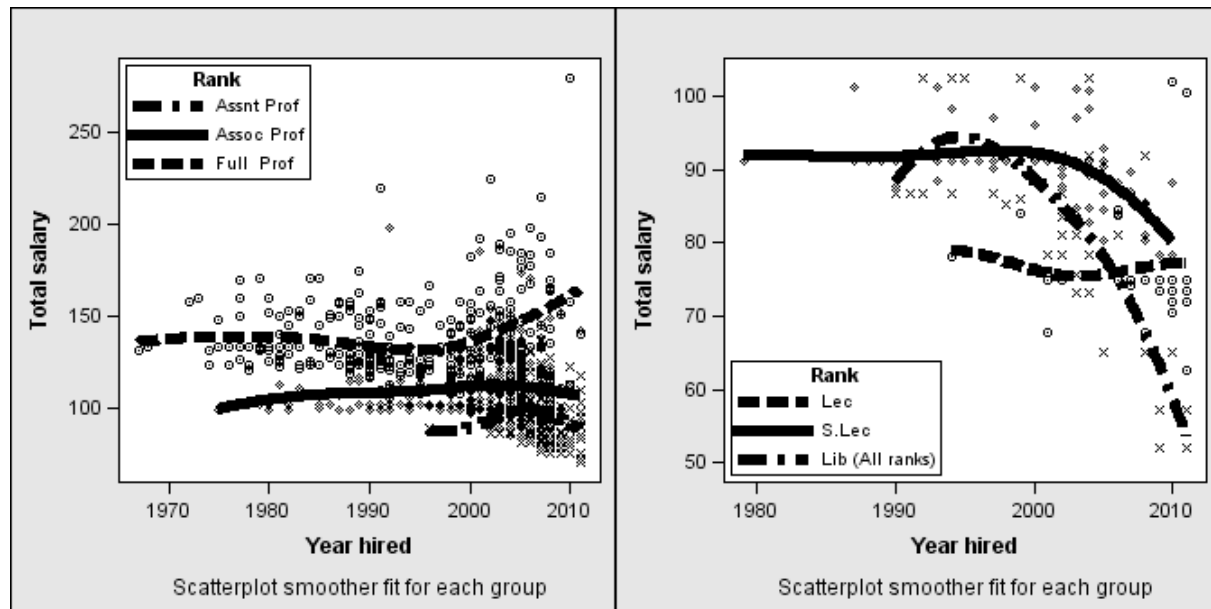


Figure 1. Plot of the total salary by year of hire. All librarian ranks are pooled together. A scatterplot smoother is fit through the data for each rank.

The Librarian and Lecturer plot (right panel of Figure 1) show a pattern where people hired earlier tend to have higher salaries but may have hit a salary ceiling. However, the pattern for research faculty (left panel) shows evidence of salary inversions where people hired in more recent years have higher salaries than people hired many years ago.

While interesting, the dissection of our salary system is akin to rearranging the deck chairs on the Titanic. Keep in mind the cross-country comparisons presented in Bargaining Bulletin 1. Information on Faculty average salary comparisons across Canada are difficult to do because the data are not readily available, but consider the comparison with McMaster's breakdown (albeit one year earlier) available at the next page extracted from [www.mcmaster.ca/mufa/SalaryStatistics2010-11.pdf](http://www.mcmaster.ca/mufa/SalaryStatistics2010-11.pdf). No further comment is needed!

Unfortunately, comparable breakdowns for Librarians are not available because the Librarian ranks are not standardized, but a cross Canada comparison of average salary of ALL Librarians is available at <http://people.stat.sfu.ca/~cschwarz/SFUFA> and shows SFU's average salary for Librarians was 5K **below** the Canadian average in 2009 (the latest year available)!

Please send comments/suggestions to SFUFA ([sfufa@sfufa.ca](mailto:sfufa@sfufa.ca)) or myself ([cschwarz@stat.sfu.ca](mailto:cschwarz@stat.sfu.ca)). The bargaining team is also available for departmental visits to discuss bargaining in more detail.

## McMASTER FACULTY SALARY STATISTICS 2010/11

	BUSINESS	ENGINEERING	HUMANITIES	SCIENCE	SOCIAL SCIENCES	OTHER	ARTS, SCIENCE ENGINEERING TOTAL	HEALTH SCIENCES NON-CLINICAL	UNIVERSITY TOTAL
<b>Full Professor</b>									
No. in Rank	24	65	34	109	45		277	79	356
Avg Age	58.2	54.2	59.5	54.4	57.6		55.8	57.8	56.3
Avg Yrs in Univ.	22.2	15.8	23.4	19.0	21.3		19.4	21.6	19.9
Avg Salary	167,576	157,326	153,993	152,395	155,022		155,491	161,158	156,748
10 <sup>th</sup> Percentile	155,496	139,268	132,623	130,000	139,623		133,340	137,892	133,921
Median	165,381	154,820	150,211	147,842	150,730		153,185	152,600	153,066
90 <sup>th</sup> Percentile	190,398	189,305	174,180	182,511	178,835		180,865	209,444	183,371
<b>Associate Professor</b>									
No. in Rank	22	56	54	67	39	1	239	56	295
Avg Age	45.3	43.4	50.1	44.8	47.8	-	46.2	52.4	47.4
Avg Yrs in Univ.	10.2	8.8	14.4	10.8	10.8	-	11.1	12.6	11.4
Avg Salary	146,415	130,667	116,589	122,603	121,073	-	125,081	134,896	126,944
10 <sup>th</sup> Percentile	134,854	116,063	94,774	108,410	98,354	-	103,956	95,743	103,575
Median	147,356	131,106	113,337	121,067	120,060	-	124,102	130,947	126,423
90 <sup>th</sup> Percentile	159,890	146,511	143,280	133,179	147,411	-	147,804	168,835	148,824
<b>Assistant Professor</b>									
No. in Rank	15	21	43	35	33		147	73	220
Avg Age	44.9	40.5	38.8	40.3	43.4		41.1	45.3	42.5
Avg Yrs in Univ.	7.4	3.2	3.0	4.2	4.5		4.1	5.9	4.7
Avg Salary	138,069	101,106	73,309	95,206	87,921		92,382	99,851	94,860
10 <sup>th</sup> Percentile	122,561	76,319	64,070	79,984	73,221		65,994	71,063	68,771
Median	137,323	107,496	70,738	96,349	87,381		87,500	100,746	90,390
90 <sup>th</sup> Percentile	-	119,595	83,014	110,148	106,767		120,898	127,814	126,734
<b>Lecturer</b>									
No. in Rank	5	1	3	4	4	1	18	2	20
Avg Age	51.8	-	-	-	-	-	46.6	-	46.2
Avg Yrs in Univ.	9.0	-	-	-	-	-	4.9	-	4.9
Avg Salary	124,058	-	-	-	-	-	88,472	-	87,432
10 <sup>th</sup> Percentile	115,103	-	-	-	-	-	55,669	-	56,327
Median	120,062	-	-	-	-	-	80,571	-	80,571
90 <sup>th</sup> Percentile	-	-	-	-	-	-	-	-	123,015
<b>TOTAL FACULTY</b>									
No. in Rank	66	143	134	215	121	2	681	210	891
Avg Age	50.4	48.0	48.9	48.8	50.3	-	49.0	51.9	49.7
Avg Yrs in Univ.	13.8	11.1	12.7	13.7	12.8	-	12.8	13.6	13.0
Avg Salary	150,519	138,373	110,939	132,261	123,385	-	129,424	132,052	130,043
10 <sup>th</sup> Percentile	127,120	109,934	64,893	96,349	81,004	-	82,468	80,312	82,209
Median	151,604	139,268	109,326	131,398	123,450	-	132,970	131,823	132,915
90 <sup>th</sup> Percentile	174,071	169,994	153,598	169,190	160,078	-	165,505	172,363	166,821

**NOTE 1:** No statistics are reported for groups of less than 5 persons; the 90<sup>th</sup> percentile is not reported for any groups with less than 20 persons. **NOTE 2:** Excludes CAWAR and Special appointments; **NOTE 3:** Other includes Indigenous Studies; **NOTE 4:** As reported to Statistics Canada, October 2010.