



Outline

- Strategic considerations
 - Cost of progress through the ranks
 - Control of market differentials/ retention awards
- Initial salary when hired

30 min
- Progress through the ranks

50 min
- Ceilings

70 min
- Mid-career adjustments
- Across the board increases

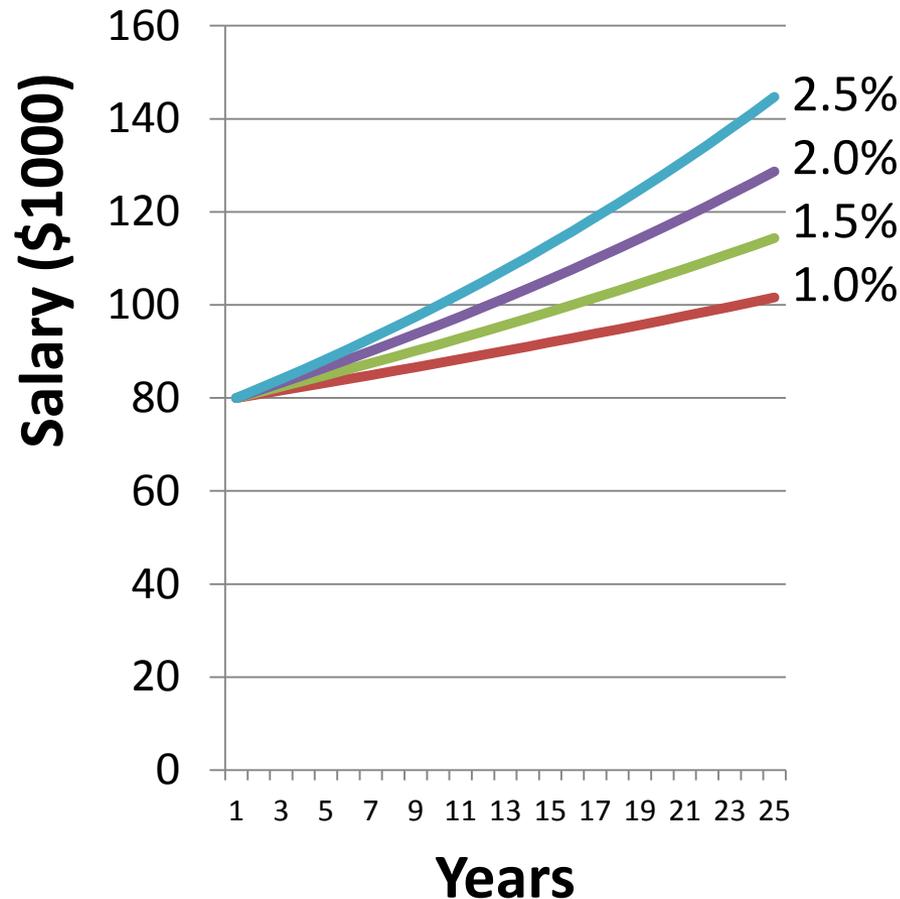
90 min
- General

120 min

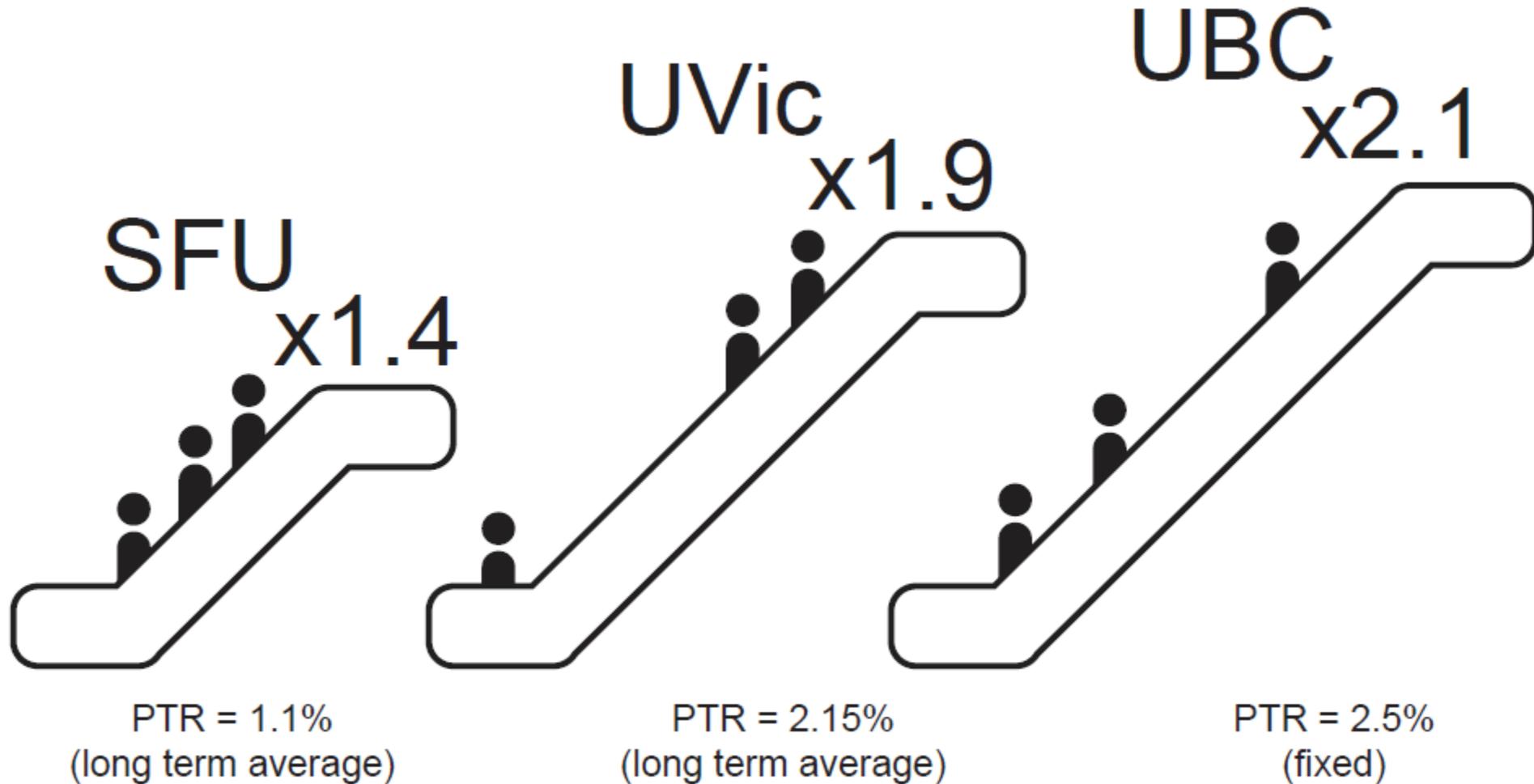
Strategic considerations

Cost of progress through the ranks

- Variable
- Fixed



Strategic considerations



Final salary/starting salary for a 30 year career, in real terms.



Strategic considerations

Control of market differentials and retention awards

- No control
- Control
 - No awards
 - Equal awards
 - Total amount of awards
 - Absolute amount
 - Percentage of total salary mass

Survey respondents

- 374 responses
- ~ 33% response rate

	N
Faculty	
	14
Ap Sci	26
Art	105
Bus	31
Com	22
Edu	15
Env	18
HS	13
Lib	24
Sci	79
All	347



Initial salary when hired

- Wide open with rank minimums
- Fixed scale
- Fixed scale with market differentials

Initial salary when hired

Equal starting salaries WITHIN disciplines for similar qualific	313	2.3	<
Equal starting salaries ACROSS disciplines for members with si	318	3.3	
Market conditions used in starting salaries.	316	2.7	<
Market conditions used to increasing starting salaries in certai	311	2.8	<
When members are hired, strict adherence to the salary scale.	309	3.1	<
When members are hired, free to negotiate their starting salar	314	3.3	
When members are hired, no market differentials should be allo	313	3.5	
Market differentials should be equal for all members in a de	302	3.1	<
Other than a minimum salary, there should be no limits on s	314	3.3	
Maximum size for a market differential.	299	2.5	<



Initial salary when hired

Areas of agreement

- Equal starting salaries within disciplines
- Maximum size for market differential
- Market conditions used in starting salaries
- Market conditions used to increase starting salaries in certain departments
- When members are hired, strict adherence to the salary scale
- Market differentials should be equal for all members in a department



Progress through the ranks

- Fixed career progress increments, no merit
- Fixed career progress increments, optional merit
- Career progress and merit combined

Progress through the ranks

Pure seniority system for increases in salary within a rank,	317	4.0	
Salary system be more merit driven and have fewer automatic	317	2.9	◀
Salary movement entirely by merit.	315	3.2	
Salary movement mixture of seniority and merit for moving up	313	2.7	◀
Increase the 1.3 average step size.	308	2.1	◀
Step increases larger early in career.	316	2.8	◀
Optional a merit consideration.	280	3.2	
Standard 1 step career with separate merit scale.	296	3.0	◀
Finer increments, such as 1.25 step award.	300	2.5	◀

Progress through the ranks

Areas of agreement

- Increase the 1.3 average step size
- Finer increments, such as 1.25 step award
- Mixture of seniority and merit
- Step increases larger early in career
- More merit driven and fewer automatic increases
- Standard 1 step career with separate merit scale

Pure seniority system for moving up a rank.	301	4.1
Pure merit system for moving up a rank	307	3.1
Mixture of seniority and merit for moving up a rank.	308	2.5



Ceilings

Additional steps at top of each rank.	319	2.1
Additional merit only at the top each rank.	314	2.2
Shift the entire scale upward with re-mapping.	296	2.2
Remove ceilings for the end ranks of P/ SL/ Lib III/ Lib D	261	2.9
Remove ceilings for all ranks.	317	2.7
Need salary ceiling to keep dead wood from having large sala	304	3.2
Need to remove the career-progress ceilings.	295	2.6
Need to remove ceilings for all ranks except aP, Lec, and Lib	303	3.2

- Raise ceilings, don't need to get rid of them entirely



Mid-career adjustments

- None
- Individual, permanent award
- Individual, temporary award
- Discipline awards

Mid-career adjustments

No retention awards should be allowed.	300	3.7	
Retention awards should be the same for all individuals in a	292	3.4	
Retention awards should be allowed to differ by individuals i	292	2.6	
Retention awards should be rolled into base salary when award	272	2.7	
Retention awards should gradually decline over time.	283	3.2	
SFU match competing offer.	299	2.8	
No need for retention awards. just let them leave.	301	3.7	
Retention awards should be permanent rather than a fixed term	286	3.0	
Maximum size of a retention award.	291	2.5	



Mid-career adjustments

Areas of agreement

- Maximum size of retention award
- Retention awards should be allowed to differ by individuals
- Retention awards should be rolled into base salary when awarded
- SFU should match competing offers
- Retention awards should be permanent

Mid-career adjustments

Fund to address salary inversions	303	2.3
Fund to address equity issues	302	2.3
Better mechanism for salary anomaly reviews to permit faculty	287	2.0
Better mechanism for for iniquities	299	2.3

- Need funds/ mechanisms to address inequities/ anomalies

Equal salaries within disciplines for similar qualifications/ e	305	2.6
Equal salaries across disciplines for members with similar qua	305	3.3



Across the board increases

- Percentage increase
- Fixed dollar increase
- Hybrid

ATB increases - fixed dollar increases.	309	2.9
ATB increases - fixed percentage for everyone.	304	3.2

General

Salary inequity is a serious problem at SFU	300	2.4
The current salary system can be fixed by shifting it upward	293	2.9
SFUs salary scale is an impediment to my department's ability	286	2.8
Current salary system provides equal opportunity for mobility	281	3.5
Current salary system is a barrier to mobility.	273	2.9
SFUs salary failure due to provincial government restraints.	260	3.1
SFUs salary failure due to our scale system.	259	2.8
SFUs salary failure due to MD/RQ to reward hot areas rather	273	3.0
Current salary system functional and should be retained.	305	3.6
Current salary system needs minor tinkering such as a shift u	304	3.1
Current salary system with more merit driven and have fewer a	306	2.8

General

SFUFA's primary concern should be equal salaries across facult	303	3.7
SFUFA's primary concern should be faster movement up the sala	303	3.2
SFUFA's primary concern should be equal salaries across equity	300	2.9
SFUFA's primary concern flexibility salary supplements.	299	3.2
SFUFA's primary concern remake of the salary system.	307	2.6
SFUFA's primary concern getting good language in other parts	303	3.5



General

Maintain a grid system- no MD/RA	306	3.7
Maintain a grid system with Md/RA	296	2.8
Abolish the grid system - no min salaries.	295	3.9
Abolish the grid system with minimum salaries.	289	3.6

