New hires at SFU require an average of $21,000 in salary supplements over and above our nominal salary grid.

This bulletin is the first in a series that will review our salary system as SFUFA prepares for the upcoming round of bargaining. In this bulletin, a summary of salary supplements in our salary system will be reviewed. All data in this bulletin is based on data provided by the Administration.

Effective 2013-09-01, there were 1114 SFUFA members of all ranks, including 114 limited term positions. The total salary mass was $129 million dollars. Note that this figure is the sum of the nominal salaries and does not include reductions for study leave, part time positions, etc. so that actual expenditures for salaries by the University is somewhat less. A total of 503 members (or 44% of all members) received salary supplements of some sort (e.g. market differentials, retention awards, CRC stipends, but not including administrative stipends such as Chair stipends). Don’t forget that market differentials are rolled into base salary upon promotion to Senior Lecturer or Professor so many members of these ranks formally don’t have market differentials, but they still enjoy the benefit of the increased salary. Consequently, the 44% number is an underestimate of the actual number of people paid off the nominal salary grid.

A breakdown of average salaries, along with the percentage of members receiving salary supplements and the average salary supplement is shown in Tables 1a and 1b. The use of salary supplements now occurs in ALL faculties with high percentages of members receiving salary supplements in the Library, Applied Science, Business, Health Science and Science faculties.

Every year the Vice President Academic prepares the Faculty Renewal Report (a copy of the reports from the last two years report is available at http://tinyurl.com/lvtlhv6). In this report, the VPA projects hiring for the next year with associated costs. For the 2013/14 year, the VPA forecasted hiring of 49 faculty members. For the 2014/15, the VPA forecasts hiring of 54 faculty members (but some of these are holdovers from the previous year). A copy of Table 4 from the Faculty Renewal Reports is shown in Table 2. Salary supplements are forecasted for all faculties except Education and Environment, and proposed salary supplements form almost 20% of the total proposed salaries indicating that our base salaries, are on average, too low to attract candidates.

It is clear that our nominal salary scales are scales in name only. It is time to fix this mess.
Table 1a. Snapshot of our current salary system as of 2013-09-01. Mean salary supplement (Mean SS) is only for those members holding salary supplements. Mean salary and mean salary supplement in thousands of $

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Table 1b. Snapshot of our current salary system for Librarians/Archivists. Salaries in thousands of $

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Supplements exclude administrative supplements (e.g. Chair stipends). Limited Term appointments included in all ranks and faculties.
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