



Negotiator

February 20, 2006

The 2005-2007 Memorandum of Agreement included statements that the Association would participate in working groups to review the LTSB and Benefits. As part of this continuing process we present the following information for your consideration. Send any questions or comments to the Faculty Association Office, ext 52126 or via e-mail at facassoc@uoguelph.ca.

Average Salary Comparison and 5th Place

A Joint Ad Hoc Committee, with equal representation from UGFA, is currently reviewing the Long Term Salary and Benefits (LTSB) scheme for Faculty and Librarians. In order to provide appropriate context to the current negotiations, the LTSB Review committee has prepared the following report on how Guelph salaries rank compared to our provincial counterparts.

*The following data has been provided by the Ontario Confederation of University Faculty Associations (OCUFA) and is based upon Statistics Canada data sets.

Based on age-adjusted data for all Ranks combined for the 2004-05 year, Guelph again ranks 9th overall in Ontario in terms of salary. Below is a table outlining specific figures.

A	B	C	D	E	F	G	H	I	J	K	L	M
Table 1.1 Average salary of faculty by age group and university for each rank and all ranks combined 2004-05												
ALL RANKS												
	<30	30-34	35-39	40-44	45-49	50-54	55-59	60+	n/r	TOTAL	RANK	5th Place Differential
TORONTO	90259	90456	94552	102950	113017	115445	120696	131175	-	111513	1	
QUEEN'S	107292	82894	84244	94790	101202	107389	113552	118437	-	100408	2	
WATERLOO	72531	76253	82540	91072	101277	107995	115043	128017	-	100038	3	
YORK	84594	79656	85536	89282	94540	101582	105125	114087	-	99248	4	
TRENT	-	65843	72315	80998	95461	110570	122258	124436	-	98069	5	
MCMMASTER	(1)	72249	80252	86728	99288	106961	113288	114762	-	96298	6	
WESTERN	55296	77135	84066	86844	89207	99734	105016	115871	-	94219	7	
CARLETON	72164	65832	74627	83271	91980	101547	106655	113344	-	93473	8	
GUELPH	(1)	72406	76789	81585	90499	100176	107204	113796	-	93340	9	\$ 4,729
RYERSON	(1)	72566	78367	84905	88030	92475	105735	108813	(1)	92576	10	
WINDSOR	(1)	66026	72049	78574	86968	94090	108278	116039	-	90665	11	
LAURENTIAN	(1)	60549	66514	72543	85068	93346	101444	116122	-	90102	12	
BROCK	65064	69189	73043	81483	86011	94978	104725	116097	-	89873	13	
OTTAWA	61124	64787	70335	76725	89544	95580	105963	108151	-	88341	14	
W.L.U.	(1)	63111	69769	75672	79339	95007	108495	118807	-	86182	15	
NIPISSING	-	63957	68006	73427	82707	82117	90619	85187	-	78646	16	
O.C.A.D.	-	(1)	(1)	(1)	78481	79497	83995	79264	-	77848	17	
TOTAL	73399	75248	80585	87297	95443	102292	109728	118288	(1)	97071		

As the table indicates, the differential in dollar terms between the institution currently in 5th place in Ontario (*Trent*) and Guelph is \$4,729. Guelph's overall rank (**9th place**) remains unchanged from 2003-2004, however the differential between 9th place and 5th place has increased by \$1207 (dollar figure for 2003-04 was \$3,522). When the data is adjusted for Rank, Guelph salaries compare as follows: Full professor: 11th; Associate professor: 7th; and Assistant professor: 8th.

Faculty Base Salary Survey

The LTSB Review committee has recently prepared and received approval on a set of principles to guide the work of its members on the Joint Review committee. One of the issues deemed crucial by the committee members is starting salary. In order to further understand Guelph's position relative to the rest of the Province, a survey of other Ontario Universities' base starting salaries was completed. For the purposes of this investigation, the base starting salary was defined as the lowest possible salary paid to a tenure track assistant professor (usually referred to as the 'salary floor').

Institution	2005 Salary Base (Assistant Floor)†
Waterloo	\$59,914
Trent	\$59,672
Brock	\$57,897
Western	\$57,680
Ryerson	\$57,000
Nipissing	\$56,958
Wilfrid Laurier	\$55,000
Laurentian	\$54,117
Queen's	\$53,594
Ottawa	\$52,388
Windsor	\$52,311
McMaster	\$51,357
Carleton	\$50,480
Lakehead	\$49,755
York	\$48,535
Guelph	\$47,829
Toronto**	N/A
<i>AVERAGE Floor:</i>	<i>\$54,030</i>
† Floor as at July 1, 2005	
**Currently in arbitration for 2005/06 salary.	

As is evident from the data, Guelph's position relative to our Ontario peer institutions is seriously disadvantaged as it is the lowest in the province. If it is assumed that most Guelph faculty are hired well above the base, and certainly anecdotal evidence strongly suggests this to be the case, then why not simply raise the salary base to match hiring practice? Moreover, this phenomenon of hiring well above the salary floor for new faculty clearly indicates that the salary scales at the University of Guelph are falling well behind the market for recently graduated faculty and librarians.

Prepared by: UGFA Executive Committee