



University of Prince Edward Island FACULTY ASSOCIATION

UPEI's Salary Reality

Wayne Peters, President, UPEI Faculty Association

Recently, there have been some comments and reporting in the media regarding the salaries of UPEI faculty members. Unfortunately, this has led to an unfair representation of the truth. I would like to clarify the reality.

At UPEI, as with other universities, faculty are appointed to one of four ranks - Lecturer, Assistant Professor, Associate Professor and Full Professor. Faculty members appointed to these ranks account for approximately 65% of those on strike. An additional 30% of those on strike is accounted for by those members with Sessional Instructor contracts. These are the people who are contracted to teach on a per-course basis. The remaining 5% of those on strike are Librarians and Clinical Nursing Instructors.

Currently at UPEI, the salary and stipend scale that is being used until a new contract is reached is the one for the 2004-2005 academic year. We have been without a new contract now for nine months. The following information is based on this scale.

- The annual salary range for a Lecturer (approximately 5% of members) is \$40,085-\$51,520. It takes six years to progress to the top of this scale. Without promotion, a faculty member cannot go above this salary range.
- The annual salary range for an Assistant Professor (approximately 22% of members) is \$47,159-\$67,742. It takes ten years to progress to the top of this scale. Without promotion, a faculty member cannot go above this salary range.
- The annual salary range for an Associate Professor (approximately 23% of members) is \$61,307-\$89,897. It takes sixteen years to progress to the top of this scale. Without promotion, a faculty member cannot go above this salary range.
- The annual salary range for a Full Professor (approximately 15% of members) is \$75,454-\$100,611. It takes twelve years to progress to the top of this scale.
- Less than 10% of those on strike at UPEI are above the \$90,000 per year point on this salary scale.
- For a new faculty appointment at UPEI, it generally takes more than twenty years of continuous teaching service to reach salaries at the top of the Full Professor scale. This assumes, though, that promotions to higher ranks are successful after the minimum required time in each rank. For many faculty, the time is much longer.
- The salary stipend for a Sessional Instructor (approximately 30% of members) is \$3,800 per course taught in an academic term. A Sessional Instructor cannot hold more than two of these in any one term.

So, this is our present situation. How does this compare to the region? In other words, what does salary parity mean? We have been comparing UPEI salaries to those of eleven other universities in the Atlantic region. Basically, to increase UPEI's 2004-2005 salaries to the average of the 2005-2006 salaries at these other universities, we would require increases of between 3%-9% for rank floor salaries and between 4%-12% for rank ceiling salaries. We refer to these increases as "catch-up" increases as they are meant to deal with the existing disparity in place at the time of present negotiations.

Additionally, we must be concerned with maintaining parity once it is achieved. Parity is a moving target that requires annual adjustment to maintain. This "keep up" factor is the annual salary increase adjustment that would be necessary to ensure that UPEI salaries stay in line with those at other regional universities. This "keep-up" factor is often also referred to as a cost-of-living increase. On average, salary settlements in the region have been about 3.5%-4% per year.

Taken together (that is, the one-time "catch-up" plus the "keep-up" for each year of a new contract), these increases represent the total salary adjustments required to attain and maintain regional parity. The University Administration's most recent offer, which includes some moves to address "catch-up" and annual cost-of-living "keep-up" numbers of 2.50%, 2.75%, 2.75%, 2.75% and 3.00% over the next five years starting July 1, 2005, will still leave us behind the regional average in five years time by as much as 7% for some of our striking members.