

ugFA

Representing Faculty, Librarians & Veterinarians

unionized 2006 | 2014

celebrating

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UGFA Salary Analysis

June 19, 2014

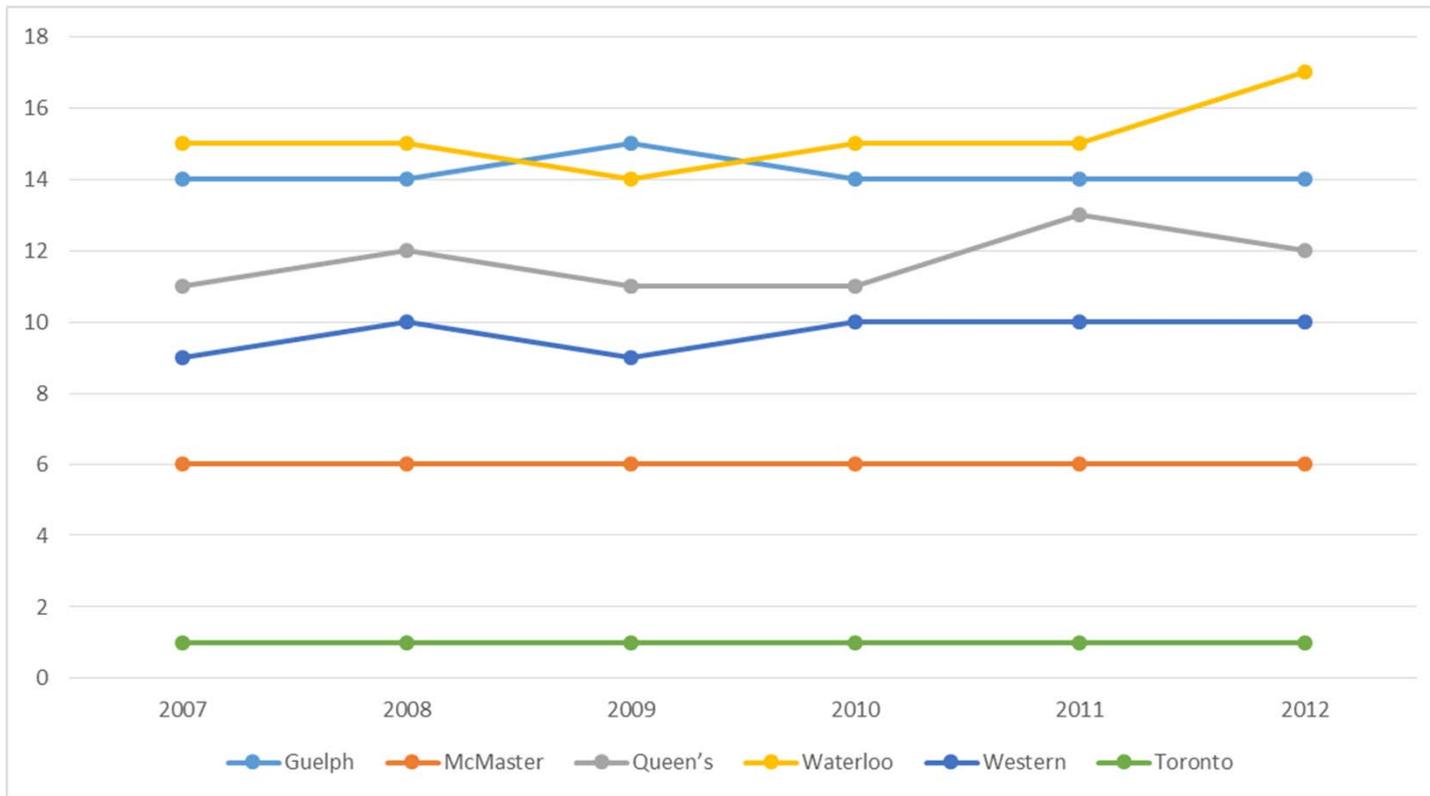


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Reputational Measures

RESEARCH
Infosource Inc.

**“Top 50 (Canadian)
Research Universities”**





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Reputational Measures

RE\$EARCH
Infosource Inc.

“The \$100 Million Club”
Guelph: top university
without a medical school

- “Nineteen universities—up from 18 last year—gained membership in RE\$EARCH Infosource’s \$100 Million Club, the elite group of universities that attracted at least \$100 million of research income in Fiscal 2012.”
- All but three universities in this club have medical schools.
- **Guelph is the top-placed university without a medical school.**



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Reputational Measures



Guelph: #2 Comprehensive University of the Year 2013

Research Universities of the Year 2013

Three universities gain RESEARCH Infosource’s designation of *Research University of the Year* in their category for their performance on a balanced set of input, output and impact measures for FY2012. These full-service universities demonstrated superior achievement both in earning research income and in publishing research in leading scientific journals.

Rank	Medical/Doctoral	Score*	Rank	Comprehensive	Score*	Rank	Undergraduate	Score*
1	University of Toronto	100.0	1	University of Waterloo	87.9	1	Université du Québec à Rimouski	89.9
2	McGill University	66.8	2	University of Guelph	87.4	2	Lakehead University	87.4
3	University of British Columbia	66.6	3	University of Victoria	72.4	3	University of Lethbridge	79.5

*The Score in each category is out of a possible 100 points based on the following indicators and weighting: 2 input measures: total sponsored research income (20%), and research intensity (20%); 2 output measures: total number of publications in leading journals (20%) and publication intensity (20%), and 1 impact measure: publication impact (20%). For each measure, the top ranking institution is assigned a score of 100 and the other institutions’ scores are calculated as a percentage of the first ranked institution. To be eligible to be included in the Research Universities of the Year Tier Group rankings, universities must first have ranked in the top 50% in their respective tier group for publication impact and then ranked in the top 50% in their respective tier group for at least 1 out of the 2 input measures, and 1 out of the 2 output measures. See www.researchinfosource.com for details.



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Guelph: Top research intensive university without a medical school

University	Research Intensiveness
Toronto	1, 116% above the average
McMaster	6, 42% above the average
Guelph	9, 23% above the average
Queen's	10, 15% above the average
Waterloo	17, 17% below the average
Western	15, 12% below the average

- Guelph's research \$ per faculty member is **23% above the average** of the Top 50 research universities.



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Reputational Measures

Globe & Mail Report Card

Consistently:

- **Straight As for teaching and learning quality**
- **#1 ranking in Canada for student satisfaction**

At uoguelph.ca in October 2012, the Provost says,
“[The ranking] **demonstrates the dedication and commitment of our faculty both to engaging students in learning and to balancing teaching and research.**”



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Reputational Measures

Macleans & others (from uoguelph.ca New Faculty Survival Guide)

“The University of Guelph is Canada's **highest-ranked comprehensive universities, according to the Maclean’s survey**, and continues to be the educational destination of choice for both Canadian and international students. This ranking reflects Guelph’s distinctiveness as a high-quality, student-focused, residentially intensive university that is committed to innovative programs, dynamic student-faculty interaction and an integration of learning and research.

“The University of Guelph has **ranked first among comprehensive universities in Canada in four independent surveys that evaluate academic quality, research intensity, community atmosphere and public accountability.**

- the Maclean's magazine annual ranking of universities
- a report in the National Post on research funding at Canadian universities
- an online survey of university students reported in the Globe and Mail
- an independent review of university financial documents published in Canadian Accounting Perspectives”



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Reputational Measures

Alex Usher



(Well-known university management consultant)

Regarding “Who’s Not In the U-15 (But Could Be), Alex writes:

“Waterloo apart, **the U-15 is basically a list of the country’s established medical schools.** [...study on preceding page is referenced...]

“But what about schools outside the U-15? Well, Simon Fraser makes the top ten in both fields, a claim most of the U-15 can’t make. York, Concordia and Trent (yeah, we did a double-take, too) have above-average scores in both fields; from a purely bibliometric perspective, they are at least in the same class as Manitoba. Trent and Concordia don’t look so good when funding measures are taken into account, but the other two do OK and seem at least the equal of a few of the U-15. **One could also make a decent case for Guelph, which is well above average in SSHRC disciplines, and only a shade below it in NSERC ones.**

So why aren’t these schools in the U-15’s big research club, even though they clearly outperform some of the weaker U-15 members? Unfortunately, the answer is prestige. If York and Concordia were allowed into the club, Toronto and McGill would probably want to find another sandbox to play in. In academia, exclusivity matters.



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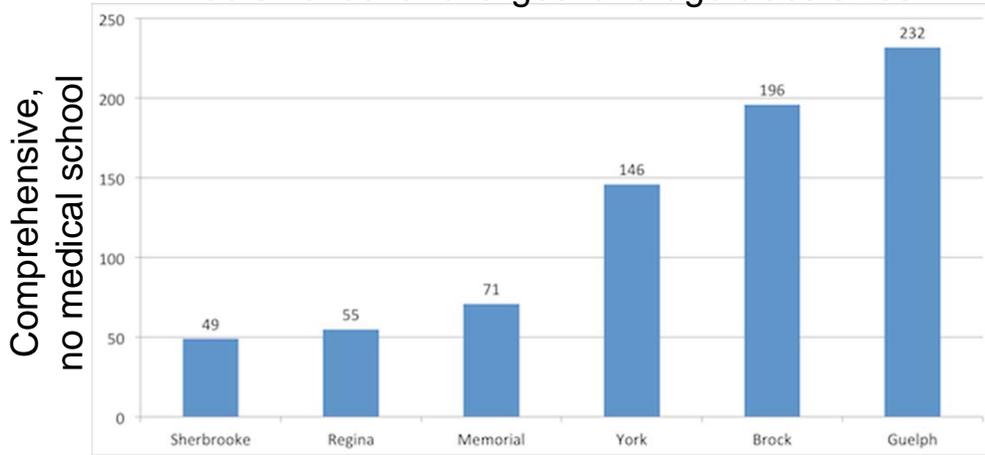
Alex Usher



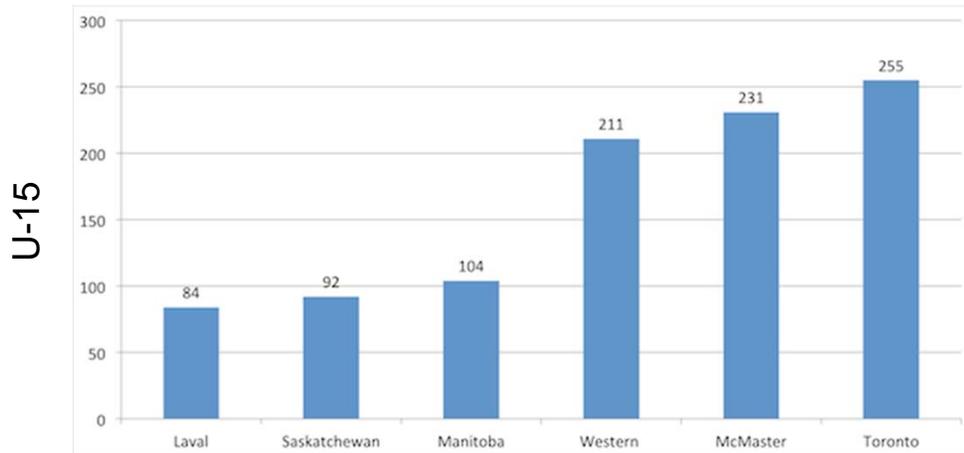
Workload

(Well-known university management consultant)

Three smallest and largest average class sizes



Guelph: largest average class sizes of Canadian comprehensive institutions without medical schools.



When it comes to average class size, Guelph is second compared with all of the U-15 universities. Guelph has the same average class size as McMaster.



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Workload

Alastair Summerlee

(Well-known university president)

Comparative statistics – 5 years (total University)

Overall change in College budgets		\$175.6M - \$191.9M +9.3%			
	2008/2009	2011/2012	2012/2013	1 Year % Change	5 year % Change
Total Faculty Budgeted FTE's	850 (Incl. 34 CL's)	795 (Incl. 24 CL's)	786 (Incl. 23 CL's)	-1.1%	-7.5%
Staff Complement (regular full-time FTE's)	361 (Ex. 208 OMAF/Trust)	352 (Ex. 208 OMAF/Trust)	360 (Ex. 209 OMAF/Trust)	+2.2%	-0.3%
Graduate Numbers (eligible)	1,899	2,107	2,137	+1.4%	+12.5%
Graduate Numbers (ineligible)	355	353	353	+0.0%	-0.6%
Total Undergraduate Course Enrolments (CE's)	163,789	187,193	186,665	-0.0%	+14.0%
Total Grads / Total Faculty	2.7	3.1	3.2	+3.2%	+19.4%
Average Section Size (CE's / Sections)	65	76	75	-1.3%	+15.9%
Avg CE's by Faculty Who Taught	144	170	170	+0.0%	+18.4%
Total Research \$ / Total Faculty	\$136,644	\$159,209	\$158,899	-0.0%	+16.3%

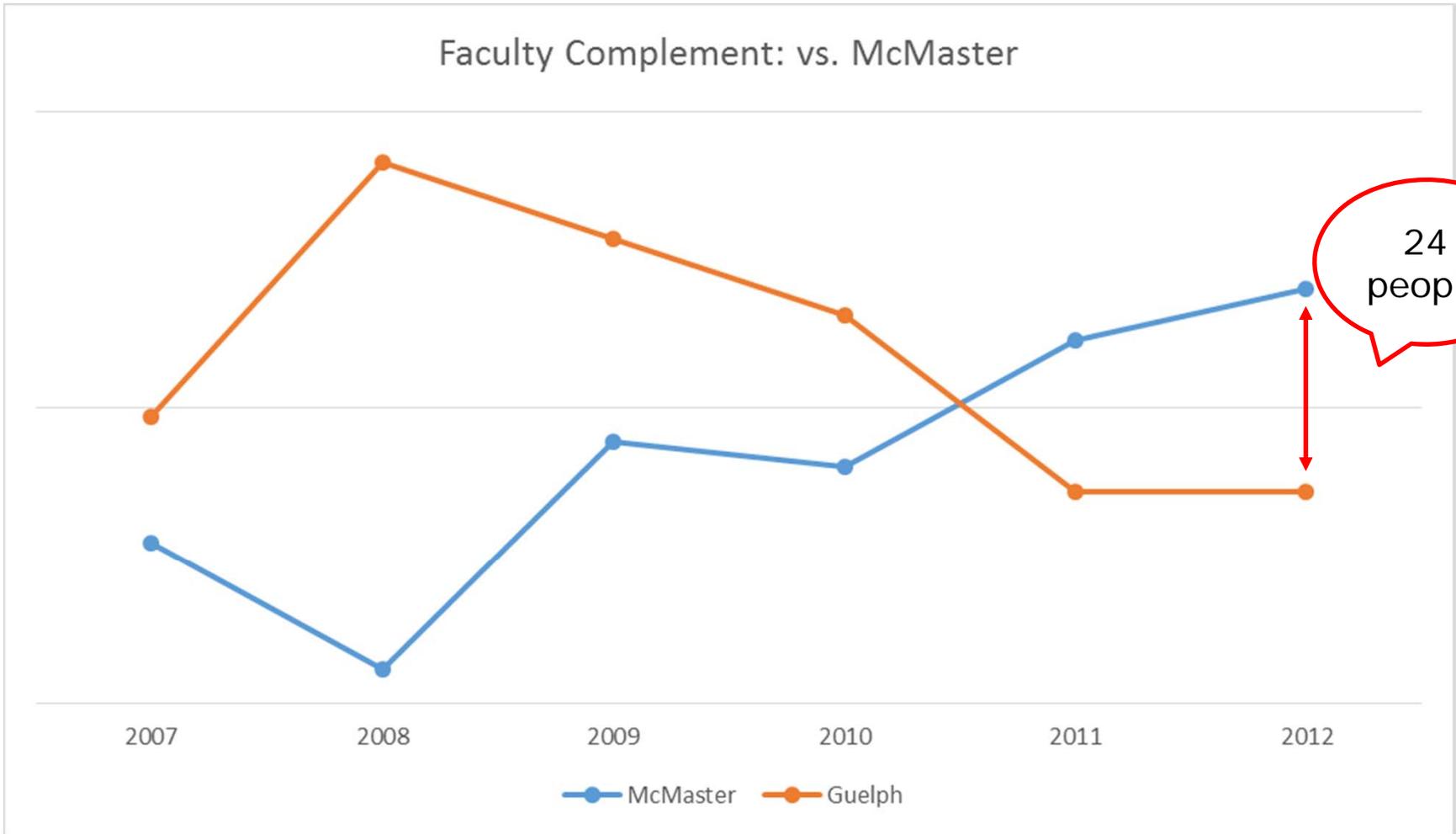
What Alastair called “increased productivity” and “increased efficiency” looks remarkably like “increased workload.”

Reducing the number of regular faculty members by 53 generates \$7.2M in savings in 2013/14, and yearly savings of at least that much thereafter.

Source: Budget Rumour Mill, April 2, 2014

Workload: vs. McMaster

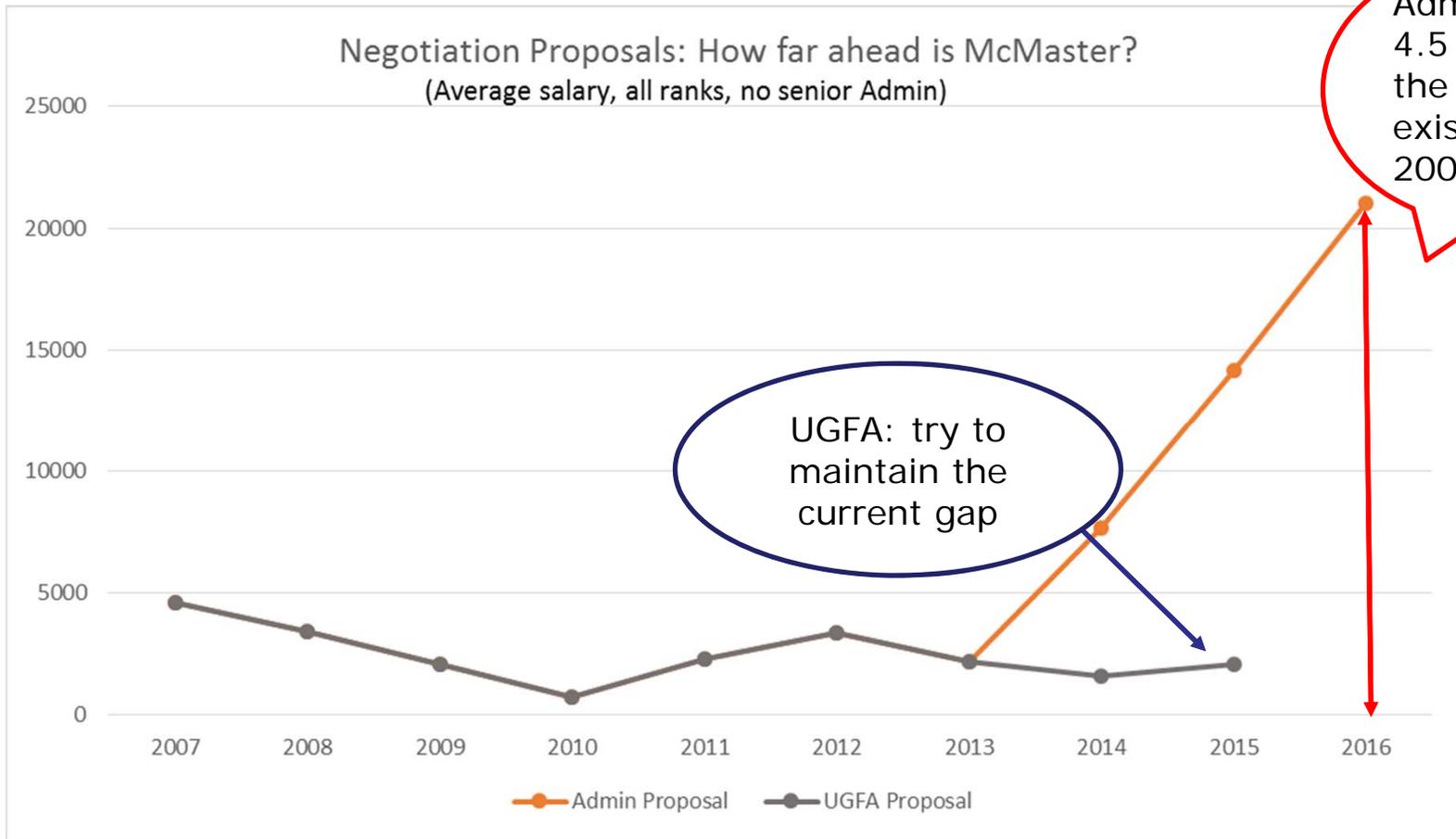
Faculty Complement: vs. McMaster





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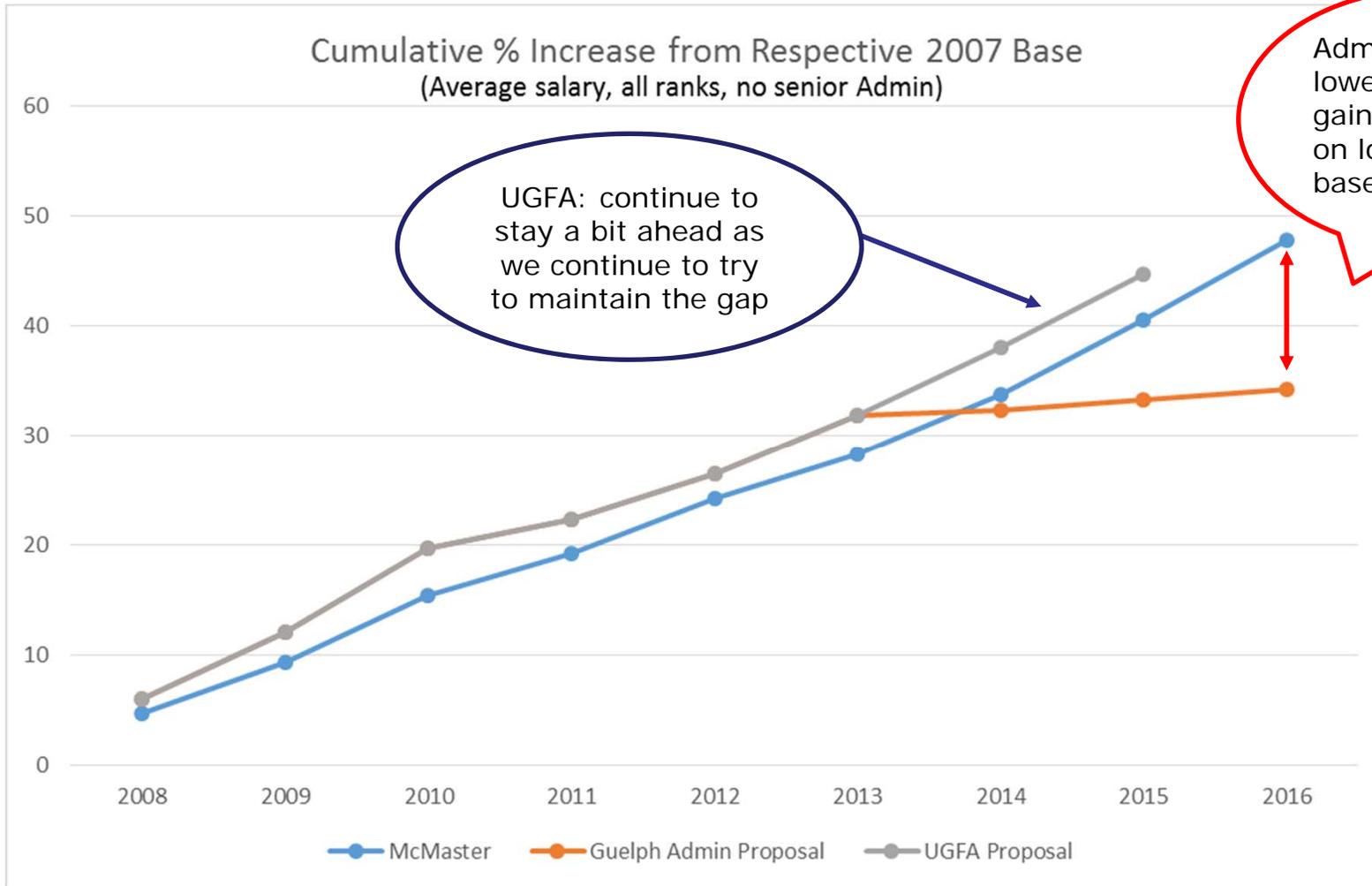
Salary: vs. McMaster





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Salary: vs. McMaster





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“Good” at Comparators

University	Condition	“Good” earns...			
		2013	2014	2015	2016
McMaster	< average	\$3613	\$3717	\$3872	\$4034
	> average	\$2710	\$2787	\$2904	\$3026
Queen’s		\$2964	\$3039		
Toronto	< average	\$3655	\$3320		
	> average	\$2245	\$1880		
Waterloo	< \$154K	\$3752	\$3865		
Western	< \$108K	\$2875			
	< average	\$2174			
	> average	\$1759			
Guelph: UGFA		\$3050	\$3050	\$3050	
Guelph: Admin		\$3050	\$450	\$0	\$0



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ATB at Comparators

University	ATB as % of average salary is...			
	2013	2014	2015	2016
McMaster	1.00	1.91	2.82	2.84
Queen's	1.50	2.50		
Toronto	2.03	2.01		
Waterloo	3.00	3.00		
Western	2.44			
Guelph: UGFA	2.00	2.50	2.75	
Guelph: Admin	2.00	0	0.75	0.75



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Realized Increases at Comparators

University	Realized average % increases for "Good" are...			
	2013	2014	2015	2016
McMaster	3.32	4.22	5.13	5.12
Queen's	3.60	4.58		
Toronto	4.04	3.71		
Waterloo	5.89	5.81		
Western	4.23			
Guelph: UGFA	4.29	4.70	4.85	
Guelph: Admin	4.29	0.32	0.75	0.75