

UPEI At Issue #2

Amended on December 23, 2022*

FACULTY SALARIES AT UPEI

One of the key issues that will be discussed at the bargaining table is that of monetary, or wage, increases for UPEIFA members. This is an important discussion and one that generally occurs when the vast majority of other issues have been resolved.

The University believes that our faculty play a critical role at UPEI. We further believe that our faculty, and all staff, need to be appropriately compensated. The University is considering compensation through a regional, academic lens.

Budget

The UPEI operating budget is developed to support the mission of the University. Overall, the percentage of the University's operating budget allocated to Academics and Research is 76.0% (over \$105,000,000) for this academic year (2022–23).

Salaries and benefits are the largest component of UPEI's expenditure budget and amount to almost 73% of all operating expenses. In 2021–22, the total cost of full-time and part-time teaching and library staff alone was more than \$46 million, an increase of \$2 million from 2020–21.

Other Universities in Atlantic Canada

If we compare UPEI faculty salaries with those from the other eight primarily undergraduate Atlantic Canadian universities in 2020–21 (the most recent data available), we find that UPEI has comparable or higher ceilings and floors for assistant, associate, and full professor scales. Those eight comparator universities are Acadia University, Cape Breton University, Mount Allison University, Mount Saint Vincent University, Saint Mary's University, St. Francis Xavier University, St. Thomas University, and Université de Moncton.

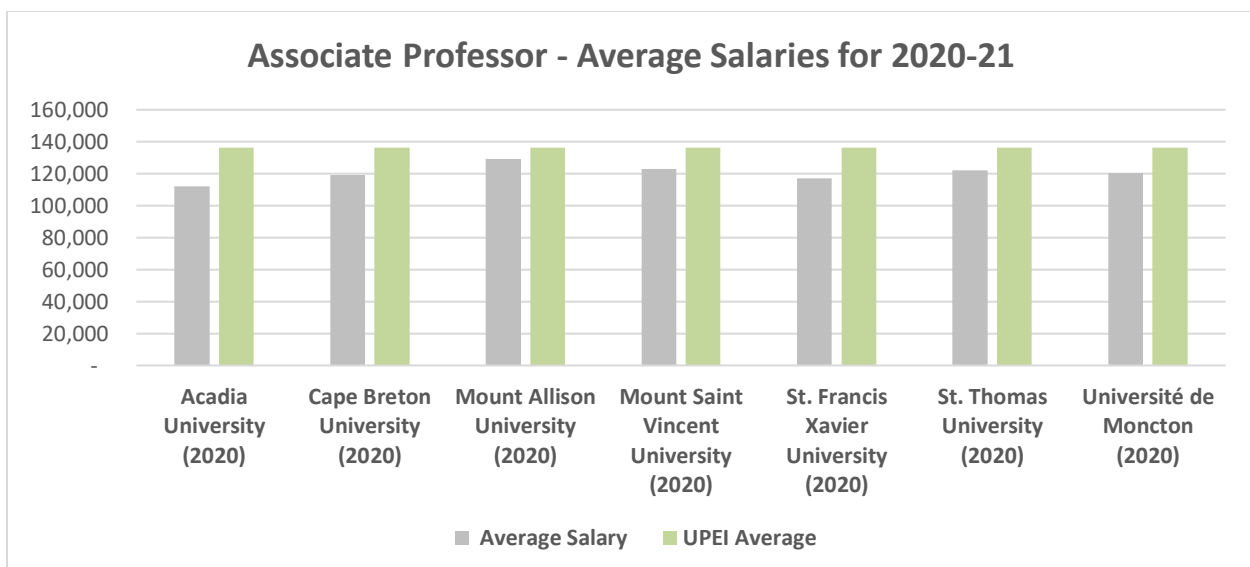
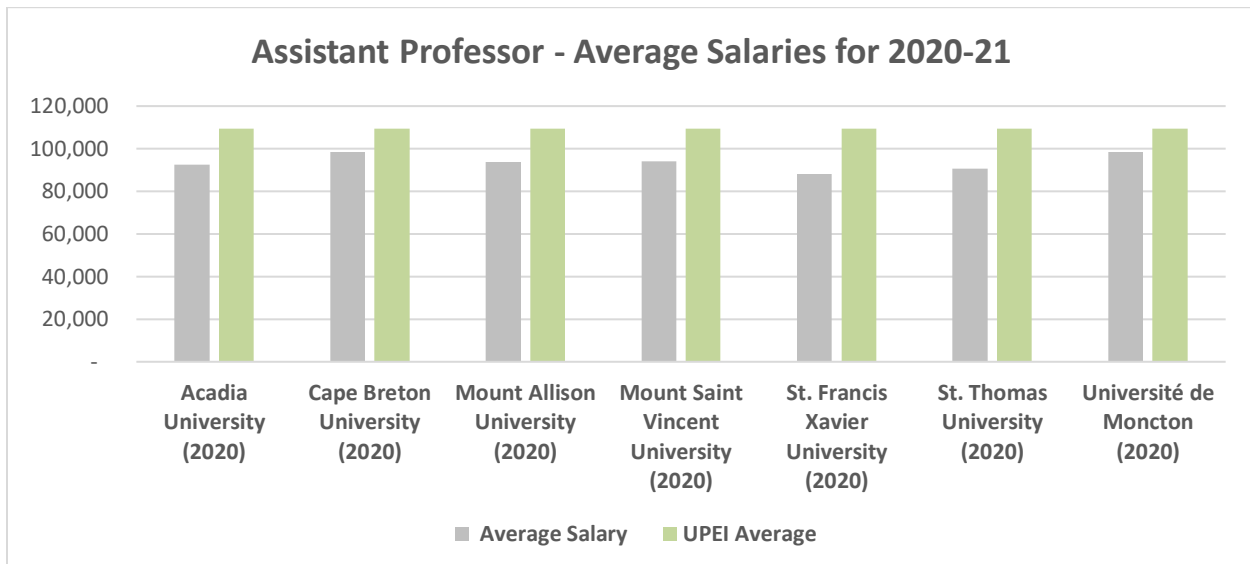
Primarily Undergraduate Universities	Ceiling			Floor		
	Assistant	Associate	Full	Assistant	Associate	Full
Acadia University (2020)	97,585	120,475	152,521	76,984	95,296	115,897
Cape Breton University (2020)	100,307	130,559	159,428	73,839	91,539	119,231
Mount Allison University (2020)	119,294	145,587	162,020	76,569	93,002	119,294
Mount Saint Vincent University (2020)	100,715	124,806	150,247	76,570	97,643	123,084
Saint Mary's University (2020)	97,537	129,245	160,337	76,376	94,035	119,570
St. Francis Xavier University (2020)	98,233	128,522	158,647	74,722	90,637	113,848
St. Thomas University (2020)	103,660	131,843	164,349	74,048	92,560	118,476
Université de Moncton (2020)	107,311	136,691	163,133	77,931	95,559	119,063
University of Prince Edward Island (2020)	105,787	139,015	161,885	77,280	95,364	120,015

Other Atlantic Provinces Universities	Ceiling			Floor		
	Assistant	Associate	Full	Assistant	Associate	Full
Dalhousie University (2020)	127,272	161,241	195,420	75,569	92,621	107,182
Memorial University of Newfoundland (2019)	104,196	142,752	174,882	82,776	95,628	112,764
University of New Brunswick (2020)	126,283	149,228	178,811	88,255	106,358	128,094
University of Prince Edward Island (2020)	105,787	139,015	161,885	77,280	95,364	120,015

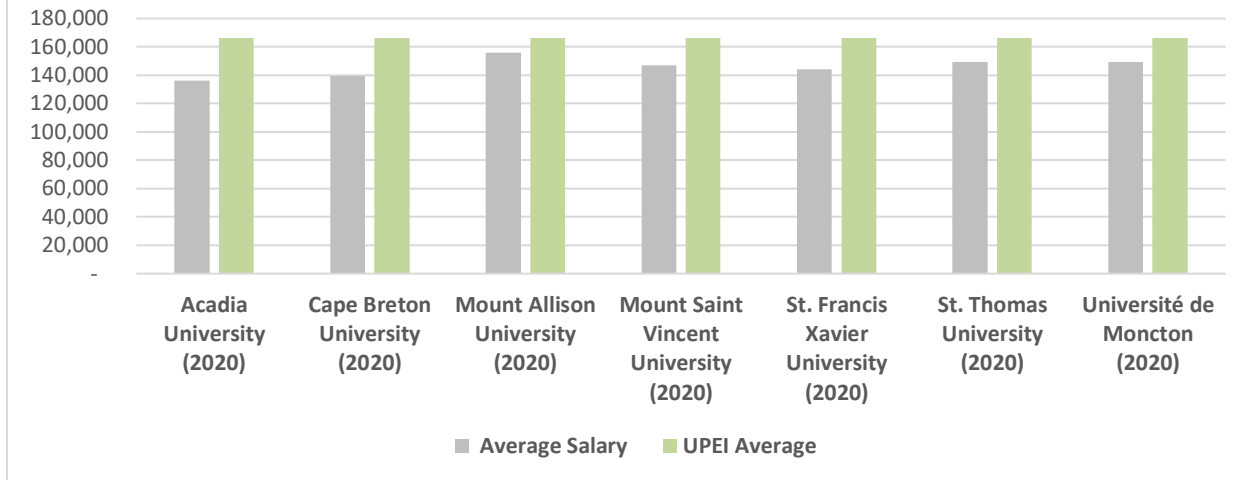
Average salaries of UPEI faculty are also consistently higher than at those comparator universities. Average salaries among comparators in the region are presented below (Saint Mary’s University did not submit average salary data but has lower ceiling and floor scales than UPEI). Average salaries include those of tenure-track, tenure, and term faculty, but do not include sessional instructors, clinical nursing instructors, librarians, or administrators. During 2020–21:

- **the average salary for an Assistant Professor at UPEI was \$109,500** while the range among comparators was \$88,175 to \$98,600;
- **for an Associate Professor, the UPEI average salary was \$136,450** while the range among comparators was \$111,975 to \$129,325; and
- **for a Full Professor, the UPEI average salary was \$166,050** while the range among comparators was \$136,175 to \$155,700.

UPEI faculty salaries are also comparable to or higher than those at Dalhousie University, Memorial University, and University of New Brunswick, universities in Atlantic Canada that are considered either medical/doctoral or comprehensive, and much larger than UPEI.



Full Professor - Average Salaries for 2020-21



Data from Faculty Bargaining Services (FBS) and the Canadian Association of University Business Officers (CAUBO)

*At Issue #2 was amended on December 23, 2022, as data regarding floor and ceiling levels of salaries for assistant, associate, and full professors was added in table format.