



***UPEI At Issue #5***  
**January 10, 2023**

## **UPEI'S MONETARY PROPOSAL RE: FACULTY AND LIBRARIAN SALARIES**

Faculty and librarians play a critical role at UPEI and the University believes that all employees need to be appropriately compensated. Our previous [UPEI At Issue #2](#) outlined the comparative compensation of UPEI professors (including tenured, tenure-track and term faculty, but not including administrators) versus other [primarily undergraduate universities](#) in Atlantic Canada as identified by *Maclean's* in their [education rankings](#).

Academic and research spending is 76.0% of the University budget with salaries and benefits being the largest component of UPEI's expenditure budget. Currently, 90% of UPEI assistant, associate, and full professors earn more than \$100,000.

Academic compensation is complex. Like other universities, UPEI's salary scales have a rank (Assistant Professor, Associate Professor, Professor) and step system. There are between nine (9) and fifteen (15) steps with increasing salary within each rank.

In the UPEI salary scale system, salary-step increases of 2.2-5.4% occur automatically each year on July 1 until the top of the rank is reached. Faculty also have the opportunity to apply for a promotion in rank (e.g., moving from Assistant to Associate Professor) when they have met the criteria for promotion as defined in the Collective Agreement. The success rate for promotion applications has been 93% over the last six years. Librarians have a similar step and rank progression and have received similar increases over the same period. Over the past six years, faculty members and librarians at UPEI have received a 2% general wage increase applied to the salary scales in each year.

The University has offered to continue the growth in faculty and librarian salary scales consistent with the last six years; namely a **2% increase each year in the annual step increases** when the new collective agreement is signed.

In contrast, the UPEI Faculty Association has proposed increases of **9.6%, 4.5%, 4.0%, 3.5%, 3.0%, and 2.5% in each six-month period over the next three years** which equates (with compounding) to **14.5% in year 1, 8% in year 2, and 6.9% in year 3**. Even without accounting for routine movement upwards in rank and step scales, this is more than a 30% increase over the next three years.

The UPEI FA proposal is far in excess of negotiated and mandated wage settlements at other primarily undergraduate universities in Atlantic Canada; namely at Mount Allison (extended agreement for two years in late 2021 to June 30, 2024, with 1.9% increase for 2022 and 2% for 2023), Acadia (four-year term July 1, 2021–June 30, 2025, with 1% increases every six months for first three years, with a reopener clause on wages available if both parties agree on July 1, 2024), and St. Thomas University (three-year term, July 1, 2022–June 30, 2025, with 2% increase in year 1, 1.95% in year 2, and 1.95% in year 3 for full-time unit).

In addition, as outlined in the [UPEI At Issue #4](#) brief, the University has offered larger increases (3.5% per year) and a new additional step to Sessional Instructors, which would make them among the best paid among their peers in Atlantic Canada.