

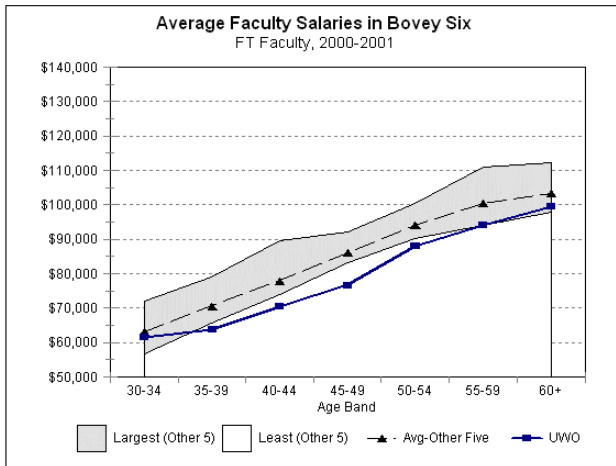
*Academic Freedom: Is it Under Attack at Western?*  
 Thursday 26 January 2006, 12:30 - 2:30 p.m.  
 Spencer Engineering Building, Room 2202

**Have we made progress in closing the salary gaps?**

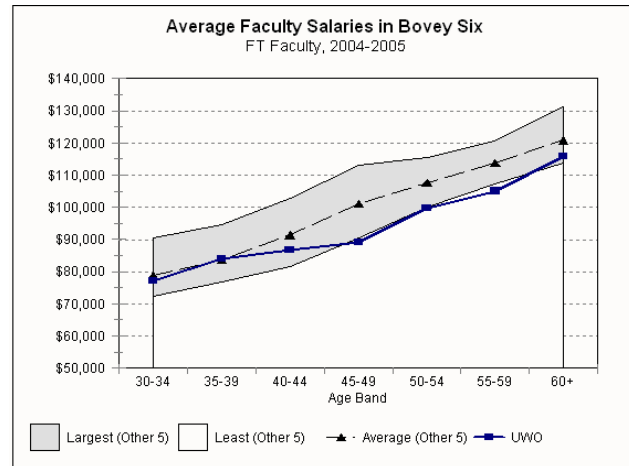
Four years ago, just as is the case now, faculty at UWO were preparing for the next round of contract negotiations. One matter on our minds then was the relative position of faculty salaries. Ours were generally much lower than those at other Ontario universities with which Western competes. As we look ahead to the next round of negotiations, it's worth seeing if we've made progress in closing the gaps between our salaries and those at the other members of the "Bovey Six": Guelph, Queen's, Toronto, McMaster, and Waterloo. We have not gained much ground, if any; many of us have actually lost ground. Our colleagues' salaries elsewhere have not stood still, waiting for ours to catch up.

Average faculty salaries at UWO for those in the first parts of an academic career (up to age 44, say) do appear to be more competitive than they were in 2000-01, but nowhere near "leading" (to use a favourite Western buzz-word). However, average salaries for those age 45 and older are *further* behind those at the other Bovey institutions than they were four years ago. When we look at median salaries, our relative situation in 2004-05 was about the same, or perhaps a bit worse, than it was four years earlier.

Let's look at the data. Figure 1 below is a graph showing the situation back in 2000-01. It plots the average salaries<sup>1</sup> by age band for all full-time non medical/dental faculty. Data are shown for UWO, and also for the largest and smallest averages among the other Bovey universities. The dotted line shows the simple average of the salaries at the other five (not weighted by the number of faculty in each age band at each university). Figure 2 shows similar data for 2004-05, the most recent data available at this time.



**Figure 1**



**Figure 2**

It appears that the gaps between UWO salaries and the averages of the others have widened in the age bands 45-49 and beyond. In fact, they have, as can be seen in Tables 1 and 2 below. Those tables give the dollar values for both UWO and the averages of the other five. The tables also express the salary gaps in two ways: as a dollar amount (average for other five minus figure for UWO) of the gaps, and as the percent by which the UWO figure would need to increase to match the average of the other five.

<sup>1</sup> All data in this report were obtained from Statistics Canada by CAUT.

Table 1: Average faculty salaries by age band in 2000-01							
	30-34	35-39	40-44	45-49	50-54	55-59	60+
UWO	61508	63734	70359	76625	87896	94028	99571
Avg of Other Five	62978	70575	77955	86151	93962	100486	103449
Gap (dollars)	1470	6841	7596	9526	6066	6458	3878
Gap (percent)	2.4%	10.7%	10.8%	12.4%	6.9%	6.9%	3.9%

Table 2: Average faculty salaries by age band in 2004-05							
	30-34	35-39	40-44	45-49	50-54	55-59	60+
UWO	77135	84066	86844	89206	99733	105015	115871
Avg of Other Five	78851	83675	91424	101056	107592	113961	120837
Gap (dollars)	1716	-391	4580	11850	7859	8946	4966
Gap (percent)	2.2%	-0.5%	5.3%	13.3%	7.9%	8.5%	4.3%

Many faculty members who were in their early 40's when we were last preparing to bargain are in their late 40's now. Their relative salary position has deteriorated during the intervening years.

Turning to median salaries (that is, those that divide the lower half of each group from the upper half), UWO's position remains below or very near the bottom of this comparison group in all age bands. Figures 3 and 4 show the median salaries, by age, at UWO in 2000-01 and in 2004-05 (solid lines). They also show the largest and least of the median salaries among the other five. The dotted lines show the "median of medians"; that being the third highest (and third lowest) of the medians at the other five.

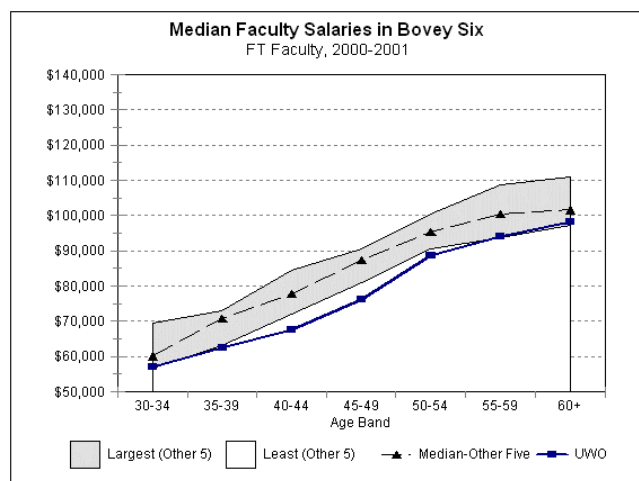


Figure 3

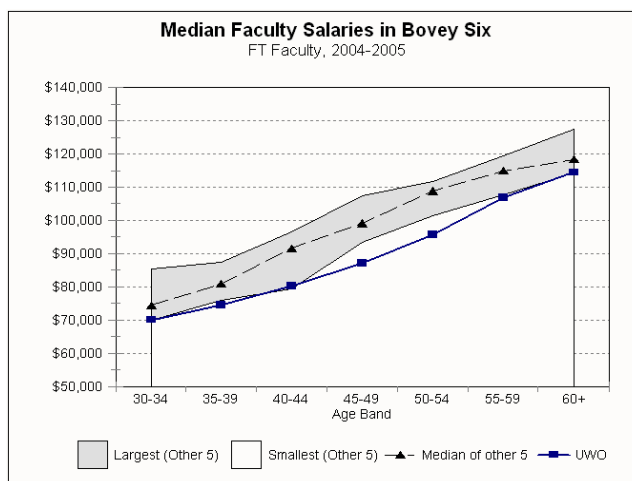


Figure 4

In comparing the percentage gaps for the medians in 2004-05 to those of four years before, the gap for the 35-39 year band has shrunk a lot, but the one for the 50-54 year band has widened even more. As for the remaining age bands, there are small gains in some, balanced by small losses in others.

Table 3. Median faculty salaries by age band in 2000-01							
	30-34	35-39	40-44	45-49	50-54	55-59	60+
UWO	57000	62400	67700	76125	88550	94050	98100
Median of Other Five	60125	70800	77800	87500	95250	100350	101550
Gap (dollars)	3125	8400	10100	11375	6700	6300	3450
Gap (percent)	5.5%	13.5%	14.9%	14.9%	7.6%	6.7%	3.5%

Table 4. Median faculty salaries by age band in 2004-05							
	30-34	35-39	40-44	45-49	50-54	55-59	60+
UWO	70000	74525	80200	87100	95750	106800	114500
Median of Other Five	74350	80900	91600	99075	108850	114975	118450
Gap (dollars)	4350	6375	11400	11975	13100	8175	3950
Gap (percent)	6.2%	8.6%	14.2%	13.7%	13.7%	7.7%	3.4%

Clearly, Western does not provide the best faculty experience among Ontario's leading research-intensive universities. Not, at least, as far as our salaries are concerned.