

The slide features a decorative left margin with vertical bars of varying shades of blue and several overlapping circles of different sizes, also in shades of blue. The main title is centered in a large, bold, black font.

# **Professor Salaries at the University of Ottawa as Compared to Other Universities**

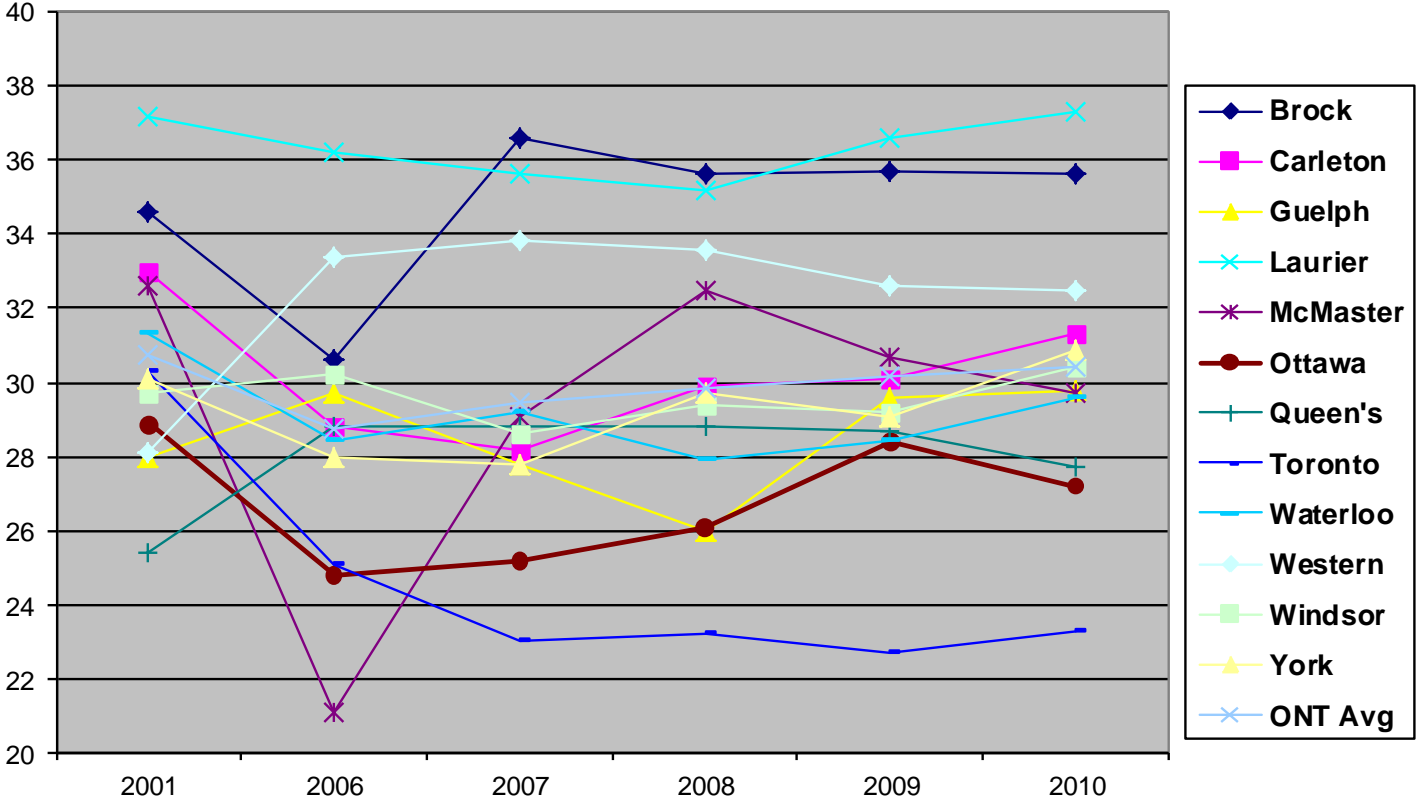
**APUO Executive Committee  
APUO Financial Analysis Committee  
5 April 2012**

# Overview

- As previously demonstrated in [Update #7](#):
  - The employer is in an excellent financial state with a healthy balance sheet – over the past 10 years, surpluses have represented more than \$500 million.
  - An annual surplus is projected for each of the next three years.
  - The employer has been financially capable of hiring full-time professors at the same rate as student growth but has chosen not to, significantly increasing professors' workload and student-prof ratios.
- The purpose of this update is to provide additional information relevant to negotiations on salary:
  - Traditionally, salary negotiations are based on a comparison with a group of Ontario universities that are judged comparable.
  - The Employer spends a smaller percentage of total operating budget on professor salaries than the average of comparable universities.
  - Professor salaries at the University of Ottawa are also lower than the average of comparable universities.

# The employer spends less on academic salaries than most other comparable universities

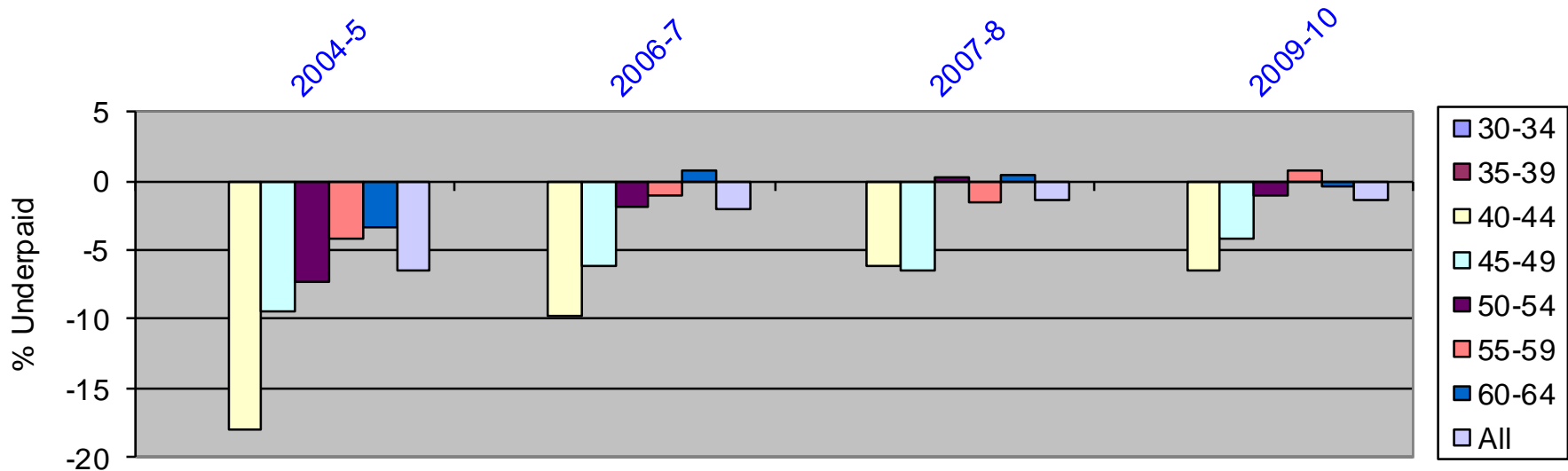
**Academic Salaries as a % of Operating Expenditures**



Source: Canadian Association of University Business Officers (CAUBO)

# UofO **full** professor salaries are lower than comparable average at most levels (1/3)

**Percentage difference between UofO full prof. salaries and average full prof. salaries at comparator universities (by age and year)**

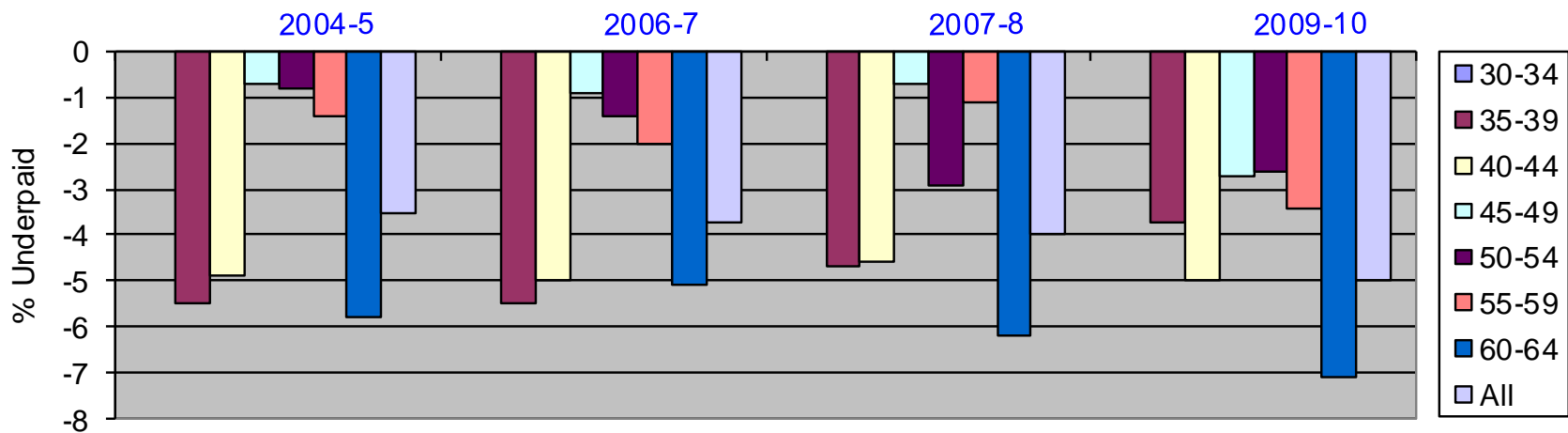


Source: CAUT – Statistics Canada

NOTE: Comparator universities include: Carleton, Guelph, McMaster, Queen's, Waterloo, Western, and Windsor.

# UofO **associate** professor salaries are lower than comparable average at all levels (2/3)

**Percentage difference between UofO associate prof. salaries and average associate prof. salaries at comparator universities (by age and year)**

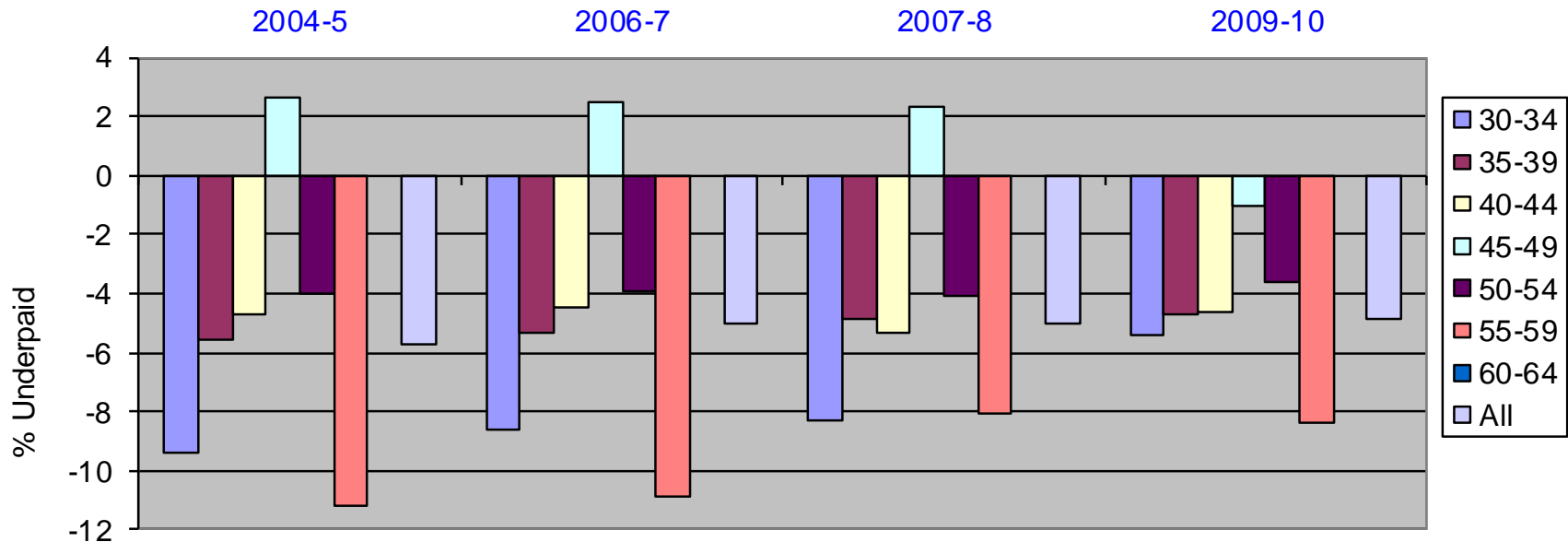


Source: CAUT – Statistics Canada

NOTE: Comparator universities include: Carleton, Guelph, McMaster, Queen's, Waterloo, Western, and Windsor.

# UofO **assistant** professor salaries are lower than comparable average at most levels (3/3)

**Percentage difference between UofO assistant prof. salaries and average assistant prof. salaries at comparator universities (by age and year)**



Source: CAUT – Statistics Canada

NOTE: Comparator universities include: Carleton, Guelph, McMaster, Queen's, Waterloo, Western, and Windsor.

# Salary proposal

- Given these numbers, we will be advocating for professors' salaries to be increased to a level on par with those of other comparable universities.
- On 27 March, APUO presented the following salary proposal

	Economic	Catch-up	Total
1 May 2011	1.6%	3.0%	4.6%
1 May 2012	2.5%	0	2.5%
1 May 2013	2.5%	0	2.5%

# Benefits proposal (1/2)

- On 29 February, APUO presented the following benefits proposal:
  - Create a new benefit that would induce members to retire by paying up to a full year's salary to retirees
  - Increase severance pay amount for early retirement annually, using the same percentage as salaries
  - Increase the Professional Expenses Reimbursement (PER) fund to \$2,000 per year
  - Increase the Health Care Spending Account (HCSA) \$50 per year for retired members. Allow HCSA carry-overs for three years rather than one
  - Create a new child care benefit that would reimburse every member's child care fees at any licensed Ontario or Quebec child care facility to a maximum of \$2,250 per child, per calendar year
  - Create a University of Ottawa Child Care Committee with a mandate to explore mechanisms to improve the quality and quantity of child care services available to University of Ottawa employees



# Benefits proposal (2/2)

- In addition, the APUO is proposing the following modifications/additions to the existing insurance plans:
  - Increase the yearly maximum for licensed psychologist services to \$2,000 from \$1,000
  - Increase the yearly maximum for speech therapy services to \$500 from \$300
  - Increase the yearly maximum for physiotherapy services and therapeutic massages to \$500 from \$300
  - Add prescription eyeglass coverage at \$500 annually for dependants under 18 years of age, and every other year for others
  - Remove the requirement for physician referral for physiotherapy, therapeutic massage and chiropractic services