

Table 1. YUFA's 1997 settlement followed the lengthy salary freeze of the Social Contract and was therefore well above inflation and other public sector settlements. The second year of this settlement also exceeded inflation and other public sector settlements, though not by much. The 1999 settlement, paid in the fourth quarter, continued the trend. However, inflation had already begun to rise and public sector settlements were beginning to recover from their mid-90s doldrums. So the second year of that settlement proved to be slightly below par for the sector and inflation.

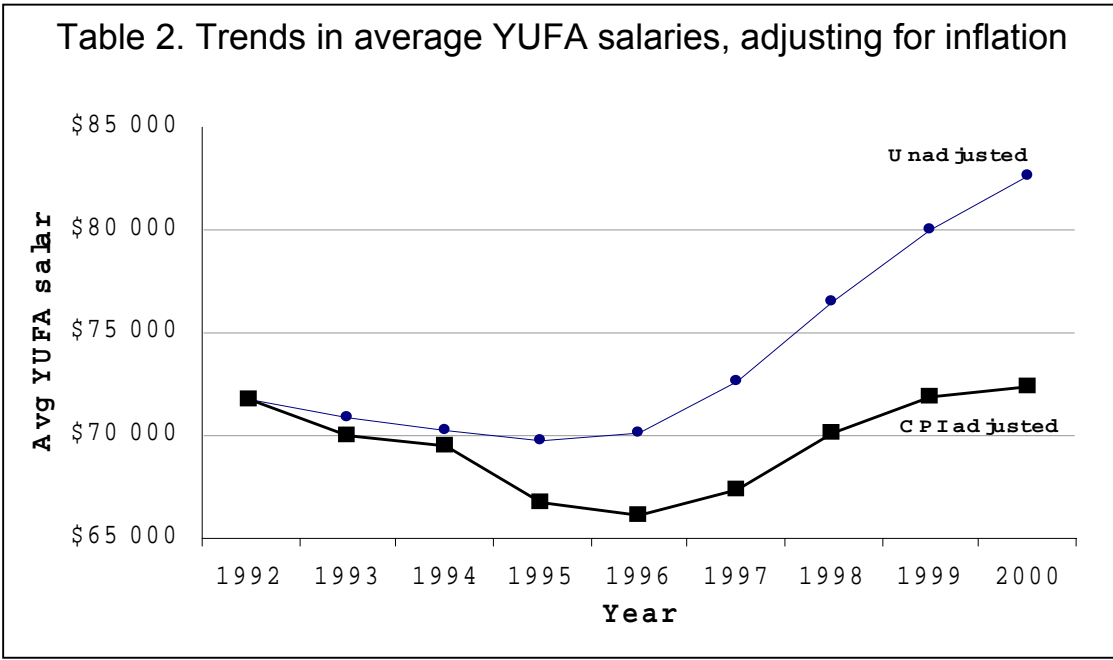


Table 2. Overall YUFA's settlements from 1997 onward have exceeded inflation. However, members are still recovering from the Social Contract period, particularly older members (see reverse). Adjusting for inflation, in real dollars our salaries have increased by only \$625 on average 1992-2000. Meanwhile, university revenues at York and elsewhere are increasing.  
[See \(click here\) www.statcan.ca/Daily/English/010730/d010730a.htm.](http://www.statcan.ca/Daily/English/010730/d010730a.htm)

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## Median salaries of faculty at Ontario universities, by age group, 2000-2001

Rank	30-34	35-39	40-44	45-49	50-54	55-59	60+
1	Queen's 69 400	UofT 72 800	UofT 80 675	UofT 88 825	UofT 99 950	UofT 107 050	UofT 109 750
2	UofT 68 025	Queen's 70 950	Waterloo 76 725	Waterloo 86 750	Waterloo 93 925	Trent 103 350	Laurier 109 250
3	Waterloo 60 125	Waterloo 70 575	Guelph 75 700	McMaster 86 200	McMaster 91 800	Waterloo 100 600	Ottawa 107 550
4	<b>York 59 000</b>	<b>York 66 425</b>	McMaster 73 450	Guelph 85 200	Guelph 91 300	McMaster 99 750	Waterloo 104 525
5	Guelph 58 900	McMaster 66 200	Queen's 71 800	Ottawa 81 150	Ottawa 90 800	Laurier 98 950	Lakehead 101 775
6	Ryerson 58 750	Nipissing 64 300	<b>York 71 300</b>	Queen's 78 525	Trent 90 700	Ottawa 98 250	McMaster 100 900
7	Nipissing 58 450	Carleton 63 400	Trent 71 300	Carleton 76 925	Carleton 88 750	Queen's 94 750	Brock 100 500
8	Carleton 58 000	Guelph 63 100	Ryerson 70 325	Laurier 76 650	Queen's 88 550	Carleton 93 675	Carleton 100 400
9	Windsor 57 500	Ryerson 62 850	Ottawa 69 300	<b>York 75 550</b>	Laurier 88 350	Brock 93 450	Queen's 98 450
10	Ottawa 57 400	Western 62350	Carleton 68 475	Trent 75 500	Western 87 575	Guelph 93 400	Western 97 300
11	Western 57 000	Windsor 62 000	Western 67 300	Western 73 850	Ryerson 86 050	Western 93 800	Guelph 97 150
12	McMaster 56 650	Brock 59 950	Brock 65 900	Windsor 73 400	<b>York 81 950</b>	Lakehead 92 150	Windsor 97 150
13	Laurier 55 500	Ottawa 59 825	Windsor 65 450	Brock 72 400	Windsor 80 700	Windsor 91 900	Laurentian 96 875
14	Brock 53 925	Laurier 58 000	Laurier 64 575	Ryerson 71 000	Brock 80 400	Laurentian 91 475	Trent 96 600
15	Lakehead 53 500	Trent 55 750	Nipissing 64 300	Lakehead 70 500	Lakehead 78 075	<b>York 91 300</b>	<b>York 95 950</b>
16	Trent 51 300	Lakehead 55 700	Laurentian 64 150	Nipissing 70 150	Laurentian 77 175	Ryerson 88 950	Ryerson 89 650
17	Laurentian 50 050	Laurentian 52 275	Lakehead 64 050	Laurentian 70 000	Nipissing 70 150	Nipissing 82 250	Nipissing 70 150
<b>York distrib.</b>	<b>5% n=45</b>	<b>11% n=102</b>	<b>10% n=99</b>	<b>14% n=132</b>	<b>16% n=150</b>	<b>24% n=231</b>	<b>20% n=189</b>

### Notes

1. Stats Canada excludes university managers, medical & dental faculty and those on leave.
2. Faculty at York tend to be older than at other universities. Standardizing to York's age distribution, on average, the best-paid faculty are at UofT, Waterloo, McMaster, Ottawa, Laurier, and Queen's. The worst-paid are at Western, Brock, Windsor, Lakehead, Ryerson, Laurentian, and lastly, Nipissing. York is in the middle of the pack, with 60% of members below the median for their age groups. In 1997-98, 88% were below the medians.