

YUFA Salary Trends



Median salaries of faculty at Ontario universities by age group, 2002-2003

Rank	30-34	35-39	40-44	45-49	50-54	55-59	60+
1	UofT 80 200	UofT 83 350	UofT 88 400	UofT 94 300	UofT 104 100	UofT 111 300	UofT 115 950
2	Queen's 72 325	Queen's 78 250	Waterloo 84 250	Waterloo 94 275	Waterloo 100 200	Waterloo 108 450	Laurier 114350
3	York 68 900	Waterloo 75 000	Queen's 81 300	Ottawa 88 550	Ottawa 96 550	Trent 107 450	Trent 113 000
4	McMaster 66 600	McMaster 74 550	McMaster 77 750	Guelph 87 800	McMaster 96 275	McMaster 103 200	Waterloo 111 600
5	Waterloo 65 700	York 71 700	York 76 450	Queen's 86 525	Queen's 95 250	Ottawa 103 150	McMaster 108 000
6	Western 65 000	Carleton 70 350	Guelph 75 700	McMaster 86 350	Guelph 94 350	Laurier 102 175	Brock 106 860
7	Guelph 63 650	Ottawa 68 225	Western 73 425	Trent 85 350	Trent 92 700	Queen's 101 150	Ottawa 106 600
8	Ottawa 61 800	Guelph 68 050	Ottawa 73 200	Carleton 83 200	Laurier 90 750	Guelph 99 850	Lakehead 106 250
9	Carleton 61 550	Brock 64 450	Carleton 72 900	York 82 250	Carleton 90 650	Brock 99 200	Guelph 106 200
10	Brock 61 250	Western 64 350	Brock 70 475	Brock 82 175	York 88 500	Western 99 000	Queen's 106 075
11	Lakehead 59 125	Trent 63 100	Laurier 68 150	Laurier 79 425	Western 88 425	Carleton 98 000	Carleton 105 250
12	Nipissing 58 325	Laurier 62 450	Laurentian 67 475	Western 78 650	Brock 88 050	Lakehead 97 250	Western 104 250
13	Laurier 58 000	Nipissing 62 300	Trent 67 350	Laurentian 77 100	Lakehead 84 600	York 93 375	York 102 550
14	Trent 56 100	Laurentian 61 750	Nipissing 67 250	Lakehead 72 600	Laurentian 78 450	Laurentian 96 550	Laurentian 101 450
15	Laurentian 55 850	Lakehead 59 500	Lakehead 66 075	Nipissing 67 250	Nipissing 72 200	Nipissing 75 150	
York distrib.	3% n=33	11% n=111	10% n=102	13% n=132	16% n=156	21% n=207	25% n=252

Notes for preceeding table:

1. Stats Canada excludes university managers, medical & dental faculty and those on leave. Only universities with at least 75 faculty members are shown here. Ryerson and Windsor data are missing, and Nipissing has no faculty age 60+.

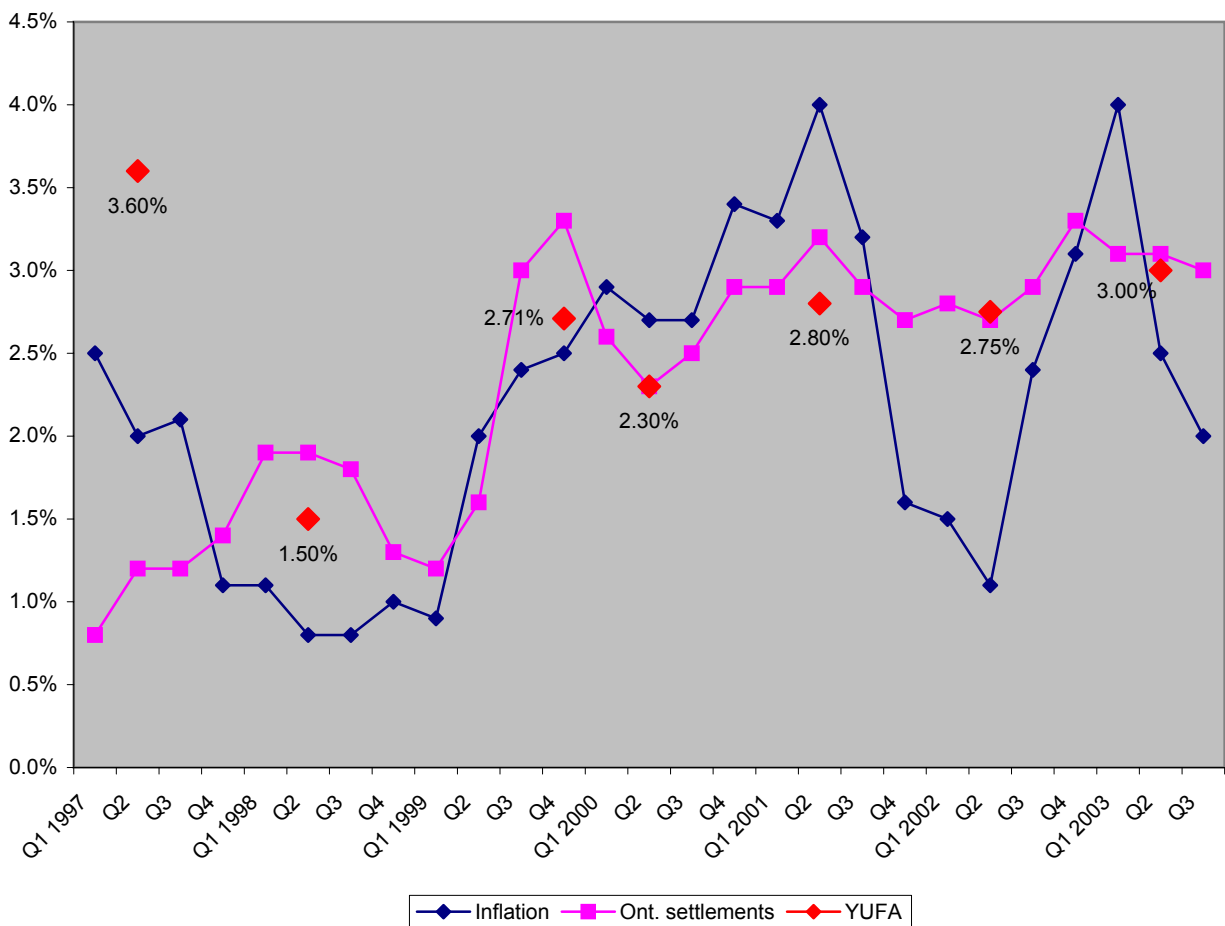
2. Faculty at York tend to be older than at other universities, so comparisons must take different age distributions into account. In the table above, for faculty who are age 50 and up (i.e., the majority of YUFA's membership), York salaries are worse than those at other Ontario universities. When median salaries are standardized to York's age distribution, the best-paid faculty by far are at U of T, followed at some distance by Waterloo, and then Queen's and McMaster. The worst-paid faculty are at Lakehead, Laurentian, and lastly, Nipissing. York is toward the bottom of a tightly-grouped middle pack of institutions.

St. Charles Salaries, Park Place Prices

Royal LePage realtors report housing cost data quarterly in their *Survey of Canadian House Prices*. The data below are for "standard two-storey homes" in the 3rd quarter of 2003, except for Peterborough where 2nd quarter data are the most recent available. Data for Guelph, Hamilton, Kingston, and Thunder Bay are missing. For cities with more than one neighbourhood, the price for the median-priced neighbourhood is given. For example, High Park / Bloor West Village is the median-priced neighbourhood of the 19 neighbourhoods in Toronto.

City	Median housing cost	Universities
Toronto	\$ 435 000	York, Ryerson, U of T
Ottawa	\$ 233 000	Carleton, Ottawa
Peterborough	\$ 190 000	Trent
Kitchener-Waterloo	\$ 185 250	Laurier, Waterloo
London	\$ 166 000	Western
Sudbury	\$ 165 000	Laurentian
North Bay	\$ 147 000	Nipissing
St. Catharines	\$ 139 000	Brock
Windsor	\$ 122 000	Windsor

Ontario Settlement and Inflation Trends



YUFA's 1997 settlement followed the lengthy salary freeze of the Ontario government's Social Contract and was therefore well above inflation and other Ontario settlements. The 2nd year of the contract also exceeded inflation, though not by much.

The next contract was negotiated for 1999-2001. The 1999 settlement, paid in the 4th quarter, continued this favourable trend. However, inflation was already beginning to rise and Ontario raises were recovering from their mid-90s doldrums. The 2nd year of that settlement proved to be less competitive.

In the 2001-2003 contract, the 1st year's settlement of 2.80% didn't keep up with inflation and settlements elsewhere in Ontario. The 2nd year of that settlement was on track with inflation and compared favourably to other settlements.

For an assessment of how salaries have changed in real dollars during 1992-2001, see <http://www.yufa.org/pubs/fs4.html>.

This analysis was last updated in January 2004.