

## **You and Your Paycheck: Salary Comparisons**

In a previous paper in this series, "Compensation Policy at Dalhousie: 20 Years Later", we examined our progress towards a stated goal of "parity over time between mean salaries by rank and age for Dalhousie and those for comparable groups at selected Canadian Universities." That analysis showed that over the last 20 years, full professors neither improved nor declined relative to the comparator group whereas all other ranks showed a significant decline. What follows is a more detailed examination of Dalhousie salaries with those in the comparator group over the last several years. The data for all of the comparisons below were compiled by Statistics Canada. We have mean and median salary data sets for most of the comparator universities dating back to the 2000/01 year but only complete sets for 2003/04 to 2008/09 were used. In keeping with the analysis used in the previous paper, we have focussed on mean salaries but have not compiled the data over all universities in the comparator group. This will allow us in a future paper to examine the impact of taxation and cost of living expenses on our gross income.

### **Mean Salary Comparisons**

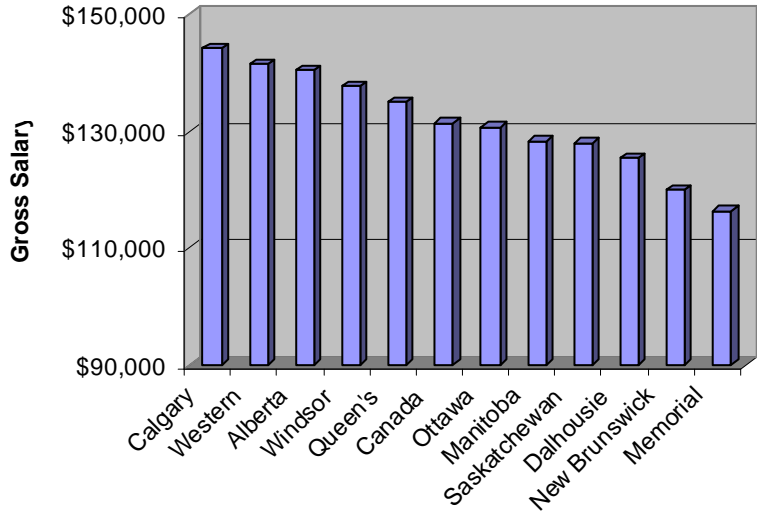
To conserve space, only data from the most recent year (2008/09) is included here. Comparisons of both mean and median salaries for 2006-2008 and also for the G-13 universities can be found on the DFA website. The G-13 group comprises Alberta, British Columbia, Calgary, Dalhousie, Laval, McGill, McMaster, Montreal, Ottawa, Queen's, Toronto, Waterloo and Western. When data for the 2009/2010 year become available, these graphs will be updated.

The previous 20 year comparison revealed that the competitiveness of Dalhousie salaries declined as you progressed through the ranks. Charts 1-4 below clearly show that this trend still exists today. There are a number of possible reasons for this observation. Since salaries late in your career are very sensitive to small differences in IMC's, perhaps Dalhousie IMC increases are on average less than those in the comparator group. Another possibility is that there are systemic factors in the Dalhousie salary structure that inhibit growth. The most likely seems to be the CDI, given that it is this component that dictates your progression through the ranks. Another possibility is the recognition of promotion through special increases, as seen in some universities. One factor that is unlikely to be responsible for this trend is the absence at Dalhousie of a merit scheme. Although merit schemes are in place in some of our comparator universities, the number of recipients and the amount of money injected into salaries by these schemes are simply too small to account for such large discrepancies.

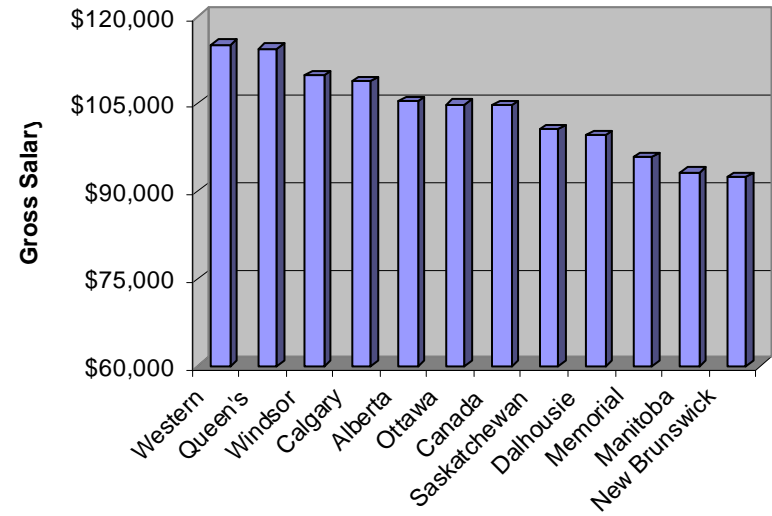
Another trend becomes apparent on examining average (and median) salaries among the comparator group over time. Charts 5-7 on the last page show the differences between the average comparator salaries by rank and year versus those at Dalhousie. These illustrate that the gaps between Dalhousie salaries and most of the comparator group are growing at an increasing pace with time, even faster than can be explained by inflation. This pattern is more obvious for professors, but still evident for the junior ranks.

Also of note is the fact that, for all ranks, the Dalhousie average salaries are less than the averages of all 91 graduate and undergraduate universities and colleges across Canada. This is despite Dalhousie's national prominence as a member of the G-13 group of universities.

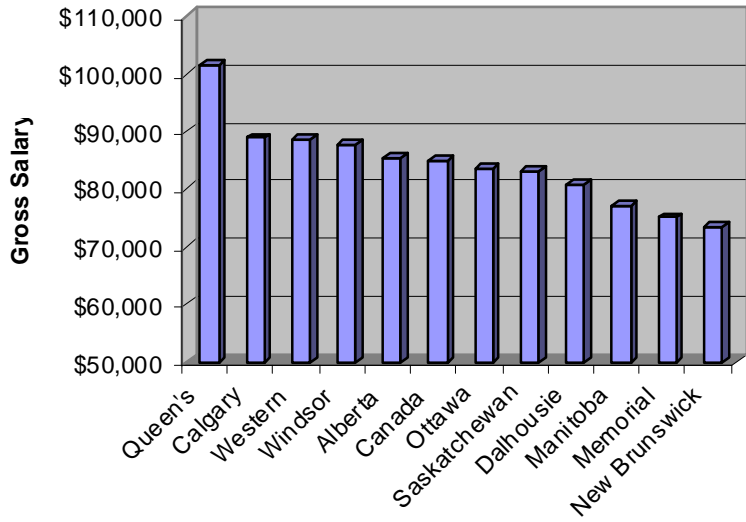
**Full Professors**



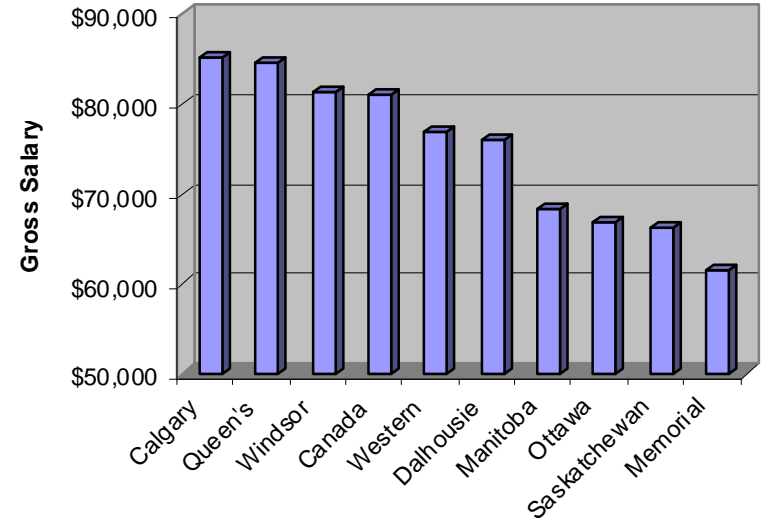
**Associate Professors**



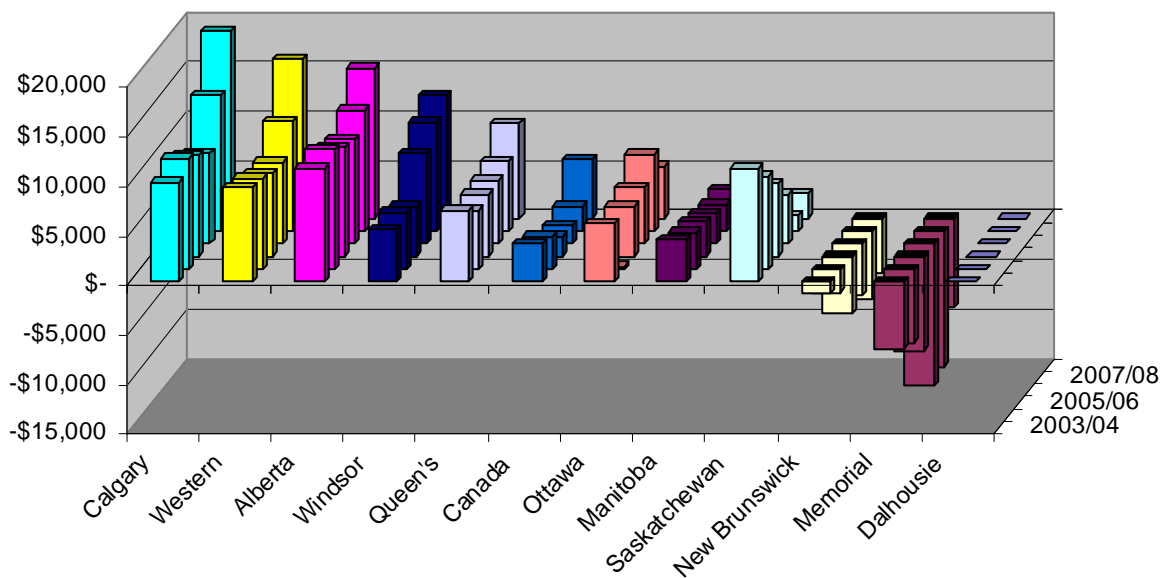
**Assistant Professors**



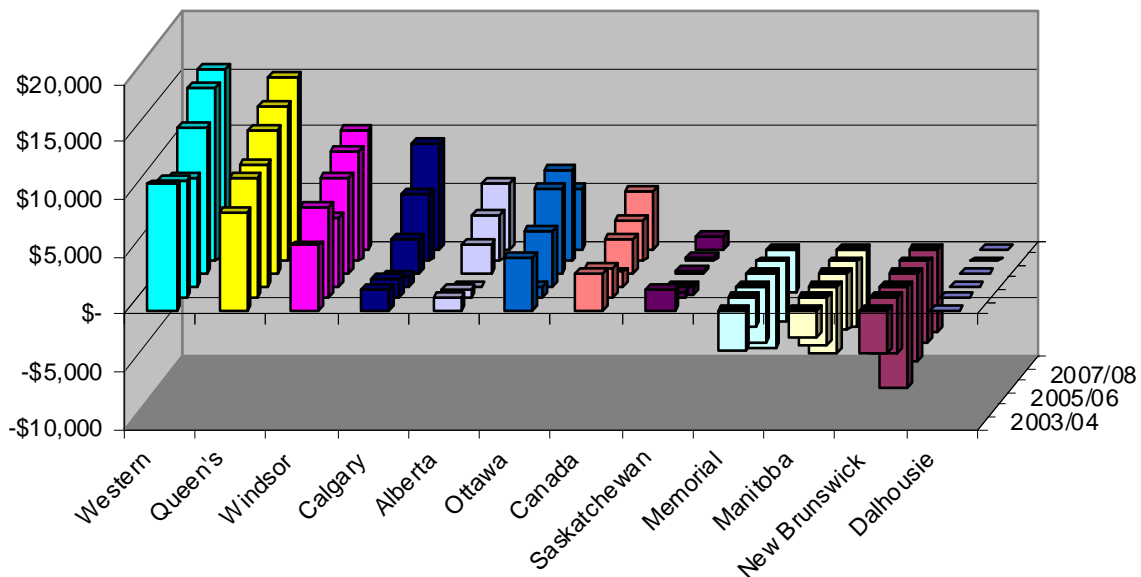
**Lecturers**



**Chart 5  
Professors**



**Chart 6  
Associate Professors**



**Chart 7  
Assistant Professors**

