Salary Increase Processes across Comparator Universities

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Introduction

The 2023–2027 Collective Agreement between the Faculty Association and the University of Saskatchewan established a Joint Working Group for Salary Review tasked with evaluating the salary review process, outcomes and implications, with the intent of making recommendations to the Negotiations Committee for negotiation of the next Collective Agreement between the University of Saskatchewan and the University of Saskatchewan Faculty Association (USFA). As a part of this process, and to provide an update to the 2016 environmental scan conducted by Eric Lorentz and Jim Cheesman for the USFA, the following study was undertaken to determine how other Canadian universities provide compensation in salaries, especially in terms of awarding merit.

Comparator universities included in this document are the members of the U15 and the University of Guelph. Information was gathered from collective agreements and other university documentation (see Sources). Summaries below are quoted directly or condensed from the sources listed at the end of this document.

Salary increase processes are categorized as follows:

1) ATB (across the board),
2) PTR (progression through the ranks),
3) merit increases,
4) market adjustments,
5) promotion increases,
6) academic, overload, or administrative stipends, and
7) salary anomaly increases

See Glossary for definitions.

Summary Table of University Salary Increases

All forms of compensation described in the following summaries are permanent increases to base salary unless stated otherwise.

University	ATB	PTR	Merit	Market Adjustment / Stipend	Promotion	Anomaly or Expedited Procedure
Laval	yes	yes	no	no	no	yes (ntb)
Montréal	yes	yes	yes (ntb)	yes (ntb)	no	yes (ntb)
Manitoba	yes	yes	yes (ntb)	yes (ntb)	yes	yes
Guelph	yes	yes	yes (ntb)	no	yes	yes
Calgary	yes	yes	yes	yes	no	yes
Alberta	yes	no	yes	yes	no	no
Dalhousie	yes	yes	no	yes	yes	yes
McGill	yes	no	yes	no	yes	yes
Ottawa	yes	yes	no	yes	yes	yes
Western	yes	yes	yes	yes	no	yes
Queen’s	yes	yes	yes	yes	no	yes
Saskatchewan	yes	yes	yes	no	no	yes
McMaster	yes	yes	yes	no[1]	no	yes
Waterloo	yes	yes	yes	no	no	yes
Toronto	yes	no	yes	yes	no	yes
UBC	yes	yes	yes	yes	no	yes

Table 1. Salary Increase Processes Across Canadian Universities. The rows are ordered from low to high average salary for full professors (2024–5). Institutions where PTR and merit appear in blue have blended PTR and Merit systems. Compensation that is not added permanently to base salary is designated “ntb.”

University	Full
Laval	$163,525
Montréal	$180,175
Manitoba	$181,475
Guelph	$188,100
Calgary	$188,700
Alberta	$192,475
Dalhousie	$194,550
McGill	$199,150
Ottawa	$207,550
Western	$209,250
Queen’s	$213,875
Saskatchewan	$216,500
McMaster	$224,875
Waterloo	$227,825
Toronto	$244,525
British Columbia	$260,425

University	Associate
Calgary	$134,975
Laval	$137,725
Manitoba	$139,525
Alberta	$142,325
Montréal	$144,625
Guelph	$153,775
McGill	$154,500
Dalhousie	$156,250
Saskatchewan	$166,575
Ottawa	$170,900
Western	$174,575
McMaster	$180,625
Waterloo	$184,075
Queen’s	$184,800
Toronto	$188,175
British Columbia	$197,325

University	Assistant
Laval	$115,150
Manitoba	$115,925
Calgary	$116,400
Montréal	$117,875
Dalhousie	$123,125
Alberta	$123,600
Guelph	$124,850
McGill	$132,500
Saskatchewan	$133,975
Waterloo	$139,225
McMaster	$139,925
Ottawa	$142,475
Western	$143,325
Toronto	$151,675
British Columbia	$158,825
Queen’s	$169,375

Table 2. Average salaries 2024–5 (Stat Can).

[1] McMaster University achieves market adjustments through their Remuneration Process; however, these are negotiated across the board whereas in this report we treated market adjustments as applying to certain disciplines / units within the faculty.

University of Saskatchewan

Overview of Salary Increases

According to the *Collective Agreement between the University of Saskatchewan and the University of Saskatchewan Faculty Association (*2023–2027), there are four ways that faculty may receive salary increases: across the board scale increases, progression through the ranks, the award of merit, and expedited procedure (anomalies) increases.

Across the Board

Negotiated scale increases:

Effective July 1, 2023

- $4,000 adjustment to salary scales; no change to CDI amount.
- $4,000 salary adjustment for all active employees (prorated for FTE where applicable).

Effective July 1, 2024

- 3.25% adjustment to salary scales and CDI amount.
- 3.25% salary adjustment for all active employees.

Effective July 1, 2025

- 2.95% adjustment to salary scales and CDI amount.
- 2.95% salary adjustment for all active employees.

Effective July 1, 2026

- 2.75% adjustment to salary scales and CDI amount.
- 2.75% salary adjustment for all active employees.

Progression Through the Ranks

Eligible faculty receive PTR through an annual Career Development Increase (CDI) ($3,668 for 2026–27) in recognition of added experience, ability, and scope of responsibilities. On promotion, an employee becomes eligible for Career Development Increases of the employee's new rank up to the CDI ceiling of the new rank.

Assistant professors and Associate professors may receive a career total of 6 CDIs each, and full professors may receive a career total of 7 CDIs. Tenure stream faculty may not exceed a career total of 19 CDIs; Instructors and Lecturers may not exceed a career total of 12 CDIs.

Merit Process

A special increase may be awarded yearly when accumulated performance meets the applicable standards established and approved by the employee's College and/or Department. Special increases may be awarded between the values of .5 and 2.0 times the value of a CDI, in increments of .5. Special increases are awarded independently of the salary grid and PTR.

Distribution. The merit pool is 300 CDIs, or $1,100,400 in the 2026–27 period. The majority of CDIs are distributed between departmentalized and non-departmentalized colleges in proportion to their faculty (see Table

2). Within departmentalized colleges, CDIs are further subdivided between the departments and the College Review Committee. The President's Review Committee is reserved 30 CDIs for distribution between all colleges at their discretion.

Structure. Salary committees (see Table 2) may award .5-1 special increases to faculty in departmentalized colleges and make recommendations for additional increases to the college review committee. The college review committee may award up to 2 special increases to faculty and make recommendations for increases to the President's review committee. Salary committees in non-departmentalized colleges may award up to 2 special increases to faculty and make recommendations for increases to the President's Review Committee. The President's Review Committee awards the remaining 30 CDIs based on recommendation from colleges or on the basis of appeals by individual faculty. In no case may the cumulative total for any employee be more than 2.

Salary Committee	Structure	Powers	Distribution
Department Salary Committee	• Department. Head (Chair) • minimum of 3 department members	• Award .5 – 1 Special Increase • Recommend to College Salary Committee	• Shared proportionally (of 150 CDIs distributed to departmentalized and non-departmentalized colleges)
College Salary Committee for Department Heads and Assistant Deans	• Dean (Chair) • minimum of 3 Department Heads/ Assistant Deans	• Award .5 – 1 Special Increase • Recommend to College Salary Committee	• Shared proportionally (of 150 CDIs distributed to departmentalized and non-departmentalized colleges)
College Salary Committee (non-departmentalized colleges)	• Dean (Chair) • minimum of 3 college members	• Award up to 2 Special Increases • Recommend to President's Review Committee	• Shared proportionally (of 150 CDIs distributed to departmentalized and non-departmentalized colleges + 120 CDIs distributed to colleges)
College Review Committee (departmentalized colleges)	• Dean • minimum of 6 tenured college members	• Award up to 2 Special Increases • Recommend to President's Review Committee	• Shared proportionally (of 120 CDIs CDIs distributed to colleges)
President's Review Committee	• 4 employees • Vice President Academic and Provost (Chair) • 2 academic officers • 2 Association observers	• Award up to 2 Special Increases	• 30 CDIs

*Table 2. S*tructure and powers granted to the salary committees formed annually to allocate special increases (measured in CDI units).

Market Adjustments

There is no official policy to adjust or supplement salaries based on market conditions. However, starting salary may be adjusted through a combination of CDIs and special increases (outlined in Article 18).

Promotion

Salary is not increased upon promotion.

Anomaly or Expedited Salary Increases

In the case of an emergency, a salary anomaly arising out of placement on the salary grid, or a demonstrable risk of losing a faculty member because of higher salaries at comparable institutions, salary adjustments can be made by adding a combination of Special Increases and/or Career Development Increases.

The Career Development Increases added will reduce the remaining Career Development Increases available to the member. This adjustment can be awarded permanently or for a specified time period, provided the appropriate Department Salary Committee, the College Review Committee (or College Salary Committee) and the President's Review Committee have recommended such an increase, and the Joint Committee for the Management of the Agreement has approved it.

Effective June 30, 2024, the Employer agreed to implement a gender equity salary correction equal to 1 CDI.

Academic, Overload, or Administrative Stipends

Administrative Remuneration for Department Heads and Assistant Deans. An administrative stipend of $12,000 per annum is paid to Department Heads and Assistant Deans.

Extraordinary assignments. An employee may receive extra compensation for certain extraordinary teaching or non-teaching assignments, including assignments to clinical service. Payments in excess of $8,000 to one employee in any academic year require the approval of the Joint Committee for the Management of the Agreement. The development and teaching of courses on Indigenization, decolonization or reconciliation by employees whose academic training and expertise lies elsewhere may be considered an extraordinary teaching assignment.

Stipends for Chairs. Chair holders are normally appointed at salaries comparable to those of other faculty with similar qualifications and experience. In some cases to be competitive in recruiting and retaining top scholars and to recognize the distinction of holding a Chair, Chair holders may be eligible for a Chair stipend for as long as they hold the Chair. The value of the annual stipend is established at the time of appointment, based on a recommendation from the Search Committee. This stipend is not part of the base salary. Stipends normally have a value within a specified range equal to between 2 to 4 Career Development Increments (CDIs) for a junior Chair or 4 to 6 CDIs for a senior Chair. Upon reappointment to a Chair position, stipends may be increased to between 4 to 6 CDIs for a junior chair or 6 to 8 CDIs for a senior Chair.

Starting Salary

The Search Committee of the department or non-departmentalized college recommends an appropriate rank and salary for a candidate, including a special increase count and CDI count (see Article 18).

Dalhousie University

Overview of Salary Increases

According to the *Collective Agreement between The Board of Governors of Dalhousie University and the Dalhousie Faculty Association* (2022–2025), there are five ways that bargaining unit members may receive salary increases: across the board scale increase, progression through the ranks, market adjustments, promotion, and compensation for salary anomalies (through Special Salary Increase or Salary Anomaly Fund).

Across the Board

A negotiated annual across the board increase occurs through percentage and lump sum. The ATB increases ("Income Maintenance Change") and lump sum increases ("comparability adjustment") were:

2022–2023:

- 3%
- $750 for Assistant Professors
- $1,000 for Associate Professors
- $1,250 for Professors

2023–2024:

- 2.5%
- $500 for Assistant Professors
- $750 for Associate Professors
- $1,250 for Professors

2024–2025:

- 2.5%
- $500 for Assistant Professors
- $500 for Associate Professors
- $1,250 for Professors

Progression Through the Ranks

PTR occurs through Career Development Increments (CDIs) added to the regular salary of faculty members. It is withheld for less than satisfactory performance. Only one CDI may be added to a member's salary in any year.

2022–2023: $2,849

2023–2024: $2,921

2024–2025: $2,995

Merit Process

There is no merit process.

Market Adjustments

There are “market differentials” for members in Law, Medicine, Engineering, Business, and Computer Science, as follows:

- effective 1 July 2022
  - Faculty of Law: $11,117
  - Faculty of Medicine: $19,040
  - Faculty of Engineering: $11,117
  - Rowe School of Business: $11,117
  - Faculty of Computer Science: $11,117
- effective 1 July 2023
  - Faculty of Law: $11,395
  - Faculty of Medicine: $19,516
  - Faculty of Engineering: $11,395
  - Rowe School of Business: $11,395
  - Faculty of Computer Science: $11,395
- effective 1 July 2024
  - Faculty of Law: $11,680
  - Faculty of Medicine: $20,004
  - Faculty of Engineering: $11,680
  - Rowe School of Business: $11,680
  - Faculty of Computer Science: $11,680

Anomaly or Expedited Salary Increases

In each year of the Agreement a separate anomalies fund of $148,697 for 2022–23, $152,415 for 2023–24, and $156,226 for 2024–25 was established to correct anomalies in base salary rates among members.

This fund is administered by a committee of 3 individuals, 1 nominated by the Board, 1 nominated by the Association and a chair agreed upon by the 2 nominated. Decisions are final and binding and cannot be grieved. Adjustments may not exceed $7,500, and no more than 1 adjustment may be made per bargaining unit member during a collective agreement.

In addition, a sum of $140,000 is reserved annually for special salary increases. Special salary increases may be provided to no more than 12 members in a single year, and no more than 4 special increases may be given to one Faculty or equivalent unit in one year. Such an adjustment may not exceed $15,000 to any one bargaining unit member. At least half of these increases must be given to bargaining unit members whose salary fall below the linear least squares regression line.

Promotion

A salary adjustment is made upon promotion to Associate or Full Professor.

2022–2023: $2,849

2023–2024: $2,921

2024–2025: $2,995

Academic, Overload, or Administrative Stipends

Members who are Chairpersons are paid an administrative stipend. In 2024–202, Chairpersons who had from one to five full-time equivalent members in their departments were paid $3,560; those with six to fifteen were paid $5,322; those with sixteen to thirty were paid $7,08; and those with over thirty were paid $8,852 as a stipend.

Starting Salary

The determined starting salary is independent of other salary increase processes.

McGill University

Overview of Salary Increases

According to the *McGill Academic Salary Policy* (2016-2017), there are four ways that McGill faculty may receive salary increases: across the board scale increase, the award of merit, promotion, and expedited compensation for retention or other salary anomalies. Across the board and merit increases set out in the 2026–2027 Academic Salary Policy amount to a 3.00% increase in global base salary for eligible academic staff.

Across the Board Increase

A yearly across the board increase occurs through a percentage increase. The ATB increase was 1.00% for 2026–27.

Progression Through the Ranks

There is no progression through the ranks at McGill.

Annual Merit Process

For 2026–27, a budget of 2.00% calculated on the total eligible base salary mass was provided for this portion of salary increases. Faculty receive an annual performance-based discretionary merit increase according to their category in the Merit Grid. This category is determined by their performance and progress in carrying out their academic duties (teaching, research, and service/collegial governance). There is a correlation between merit rating and rank, with Professors receiving better ratings than Associate Professors. Associate Professors are, in turn, rated better than Assistant Professors.

Procedure. Annual merit assessments are carried out using a variety of different methods in different units. The merit assessment is based on activity reports that are produced by academic staff following each evaluation year. Guidelines are provided on the procedures that should be used in communicating the criteria for evaluation in memos sent out to academic staff each year. All academic staff who undergo normal performance reviews are assigned a merit category from 1 (best) to 5 (worst), for that year. Each year, every merit category is assigned a predefined fixed dollar value by the office of the Provost in consultation with the Committee on Academic Staff Compensation (CASC), a parity committee between the Association and upper administration.

Merit category assignments are zero sum; those assigning merit categories (typically Department Chairs) must ensure that the total dollar value of all merit categories in a Unit should not exceed the pre-defined envelope for the Unit [Low14]. The Unit's merit envelope is set each year by the Dean of the associated faculty and the faculty's allocation is, in turn, determined by the Provost.

Merit Grid

- Category 1: $3,300
- Category 2: $2,650
- Category 3: $2,000
- Category 4: $1,350
- Category 5: $0
- Category 6: 0$ (no performance review)
- Category 8: TBD (on parental leave)

Market Adjustments

McGill University does not currently adjust or supplement salaries based on market conditions.

Promotion Increases

McGill University awards faculty promotion increases (e.g., from Faculty Lecturer to Senior Lecturer, from Assistant Professor to Associate Professor, or from Associate Professor to Professor). The value of the promotion increase is currently fixed at $7,500. It was increased from $5,000 in 2023.

Anomaly or Expedited Salary Increases

A special envelope is reserved every year to resolve inequitable salary anomalies. Academic staff may request an assessment for a salary anomaly increase. A Department Chair or Dean may also directly make the request on behalf of an academic staff member. The Provost approves these requests. Requests for salary increases for the purpose of retention are funded from the same envelope. In 2023, the anomaly and retention budget was increased to $750,000 per year (from $600,000 per year the previous nine years).

Academic, Overload, or Administrative Stipends

Academic staff who hold a research chair appointment (e.g. Canada Research Chair, James McGill Professor, William Dawson Scholar, or an endowed chair) may receive a salary supplement in the form of an academic stipend. These stipend amounts may range from $10,000/year to $25,000/year. Academic staff who take on additional administrative duties (as Department Chair, Associate Dean, etc.) may receive an administrative stipend in addition to their base salary.

Starting Salary

Starting salary is not predefined and is based on negotiation. Starting salaries may differ significantly depending on the faculty, unit, or individual situation.

McMaster University

Overview of Salary Increases

According to the McMaster *Faculty Career Progress/Merit (CP/M) Plan* (2022) and the *Joint Administration/ Faculty Association Committee Remuneration Agreement* (2025–2028), there are three ways that faculty may receive salary increases: across the board scale increase, merit-modulated progression through the ranks, and across-the-board negotiated market adjustment increases.

Across the Board Increases

A yearly across the board increase occurs through a lump sum and percentage increase combination.

Effective July 1, 2025:

- 3.0% + 2.5% (Market Adjustment)
- $950 one-time adjustment to base salary

Effective July 1, 2026:

- 2.0%
- $975 one-time adjustment to base salary

Effective July 1, 2027:

- 2.0%
- $1015 one-time adjustment to base salary

The Joint Committee negotiates Across-The-Board (ATB) salary increases, which are applied to the entire standard salary scale (all salary floors, the values of par increments, and breakpoints, described below).

Progression Through the Ranks

PTR at McMaster is achieved through a blended process with the merit system. Strictly speaking, PTR is given as *par merit* for satisfactory performance as indicated by review of an updated CV and annual report.

Merit Process

It is the responsibility of the Chair/Director to request from each faculty member an annual report (and an updated curriculum vitae) indicating contributions during the past year. The Chair/Director in consultation with faculty members in the unit assesses members' teaching, research, and service contributions from the previous year, and assigns a Career Progress & Merit (CP/M) score to each submission. This score is a weighted average of teaching, research, and service scores (normally 40/40/20, but could have a weighting such as 80/20 for teaching-stream faculty or another ratio as specified in a member's letter of contract).

Satisfactory performance and competent discharge of duties yields 1 par merit for faculty members. If a faculty member's performance is significantly better than satisfactory, they are awarded above par merit. The majority of faculty receive at least par merit in any given year.

The monetary value of a par increment is currently calculated so that a faculty member who receives average par merit awards over their career would at the end of 35 years receive a salary roughly 2.5 times the floor salary of an Assistant Professor.

Annual Increments. A faculty member's CP/M award in a given year lies between zero and 2.5 par increments, in steps of 0.1 par increments. Within this range, there is no limit on the amount of a faculty member's award.

Distribution. There are constraints on the CP/M scores that can be assigned. It has been set at 1.2 par units / faculty member for many years. Typically 1.1 par units / faculty member are allocated at the departmental level (the Chair can distribute only a number of par units equal to 1.1 times the number of faculty members in the unit), 0.05/faculty member are allocated at the Faculty level, and 0.05/faculty member are allocated centrally by the President, Provost, Dean of Graduate Studies & Dean of Health Sciences. CP/M scores can be allocated only in increments of 0.1, within the range of 0 to 2.5.

Par Increments in the CP/M Plan's Salary Scale. Annual steps in the par salary scale are equal over the first fifteen-year range (Range 1), then equal but lower over the next ten-year range (Range 2), and then equal but lower again until retirement (Range 3).

The par increments in Ranges 2 and 3 are decreasing fractions of the Range 1 par increment, as follows:

(i) Range 2: 0.75 of Range 1 par increment;

(ii) Range 3: 0.50 of Range 1 par increment.

Value of a Par Increment. A par increment is equal to the annual amount needed for a faculty member awarded par merit each year to reach 1.81 times the floor salary for an Assistant Professor at the end of 15 years.

The conversion of CP/M scores into dollars depends on the faculty member's current salary: one CP/M point is worth more when the member's salary is lower.

Breakpoints in the CP/M Plan's Salary Scale. Some faculty members proceed more quickly to the breakpoints between the ranges. The breakpoints are set at the following multiples of the floor of the Assistant Professor salary scale:

a) 1.81 (between Ranges 1 and 2);

b) 2.21 (between Ranges 2 and 3

Near the breakpoints between the ranges, awards are "feathered." The feathering calculation is based on the following equation:

$$M = A/L\ (L) + (1 - A/L)\ U$$

where M is the actual increment awarded; L is the value of the faculty member's increment calculated in terms of the par increment below the breakpoint; U is the value of the increment calculated in terms of the par increment above the breakpoint; and A is the absolute difference between the breakpoint and the faculty member's salary prior to the application of any increment.

When a faculty member reaches the final breakpoint, their par increment remains that associated with Range 3 until they retire.

The Number of Par Increments in the CP/M Plan Awarded Each Year per 100 Faculty Members. This number is determined annually by negotiation in the Joint Committee. The number of par increments per 100 faculty members is normally 120. The number of par increments in each range is determined by the distribution of faculty members across the ranges.

Merit 2024 (effective July 1, 2025)

(par value 120 increments / 100 faculty)

Salary ranges:

<$170,442.27	$5,085.02
>$170,442.28 <$208,109.07	$3,813.77
>$208,109.08	$2,542.51

Procedures. The Chair consults with the department and recommends to the Faculty Dean the appropriate merit award for each member, along with a rationale and any requests for any discretionary units that might be available at the Faculty level. There may be some negotiation, after which a “probable” allocation is decided. The Deans recommend the probable merit allocation to the Dean of Graduate Studies, who ensures consistency across the university as well as assists with allocating the centrally-held units.

Faculties and departments all have their method of assessing various contributions.

Faculty members have the right to question their probable CP/M award and to discuss the determination of the award with their Chair. If the faculty member remains dissatisfied, they and/or the Chair may ask to meet with the Faculty Dean for an informal review of the award.

Market Adjustments

Market adjustments may be negotiated through the Remuneration Process (See Across the Board Increases above).

Anomaly or Expedited Salary Increases

There is the possibility for anomaly adjustment by the Dean or Provost. MUFA negotiated an across the board adjustment for all female faculty members as of July 1, 2015 in the amount of $3,515 to remedy a statistically significant gender pay gap in salary as determined by linear regression methods, with commonly accepted assumptions.

Academic, Overload, or Administrative Stipends

	2025–2026 Overload Stipends		2026–2027 Overload Stipends		2027–2028 Overload Stipends	
	6 units	3 units	6 units	3 units	6 units	3 units
Lecturer/Assistant	$17,174.31	$8,587.16	$17,603.67	$8,801.83	$18,043.77	$9,021.88
Associate	$18,455.79	$9,227.90	$18,917.20	$9,458.60	$19,390.12	$9,695.06

Professor	$20,087.47	$10,043.74	$20,589.66	$10,294.83	$21,104.40	$10,552.20

Note: The above are minimum amounts

Promotion

There is no financial reward for promotion to a new rank. If the member's salary is below the floor salary of the new rank, then their salary will be adjusted to meet the appropriate floor.

Starting Salary

Starting salary is determined separately from the process of awarding merit, and may be influenced by market factors and budgetary constraints.

Queen's University

Overview of Salary Increases

According to the *Collective Agreement between Queen's University Faculty Association and Queen's University at Kingston* (2022–2025), there are five ways that Queen's University faculty members may be financially rewarded on a yearly basis: across the board scale increase, progression through the ranks, the award of merit, market adjustments, and salary anomaly adjustments.

Across the Board

A negotiated annual across the board increase occurs through percentage as follows:

2022–2023

- 3.5%

2023–2024

- 3.0%

2024–2025

- 3.0%

Progression Through the Ranks

Queen's applies a career development model to the merit process.

Merit Process

As of 2017, a biennial merit process was applied for members who are tenured or continuing. In each 2-year period, members' academic merit score was calculated and applied annually. In the 2022–2025 Agreement, the parties agreed to return to annual performance review and merit beginning with the academic year 2023–2024.

Faculty with satisfactory performance are awarded 10 merit points, or $3,710 (2024–2025). The possible merit scores that can be given are: 0–7 inclusive, 10, 12, 15, and 20. A score of 10 results in a standard career development adjustment. Any score over 10 is meritorious.

Values of Merit Points and Increments. Values of junior increments, merit points, junior increment cut-off, and first, second and third senior abatement points are all tied to the value of a negotiated floor.

Modal career development and merit values:

2022–2023	$3,490 (i.e., 10 points at $349)
2023–2024	$3,600 (i.e., 10 points at $360)
2024–2025	$3,710 (i.e., 10 points at $371)

Distribution. The minimum and maximum number of merit points available in the annual merit assessment cycle for members is maintained according to the following formula:

(a) The minimum is (10 x the number of eligible faculty members being reviewed) x 1.06;
(b) The maximum is (10 x the number of eligible faculty members being reviewed) x 1.09.

Junior Increment and Senior Abatements to Merit in 2024–2025

- A junior increment of $741 is awarded if salary is less than $122,313.
- A senior abatement of $1,408 is applied if salary is at or above $163,084.
- A senior abatement of $1,779 is applied if salary is at or above $177,910.
- A senior abatement of $2,150 is applied if salary is at or above $192,735.

Process. Merit scores are awarded by the Provost and VP Academic following recommendations by the Dean. For faculty in Departments, recommendations follow consultation with the Head (who makes a preliminary assessment and recommends a score). The Provost and Vice-Principal (Academic) will add additional academic merit points to the pool, as needed, to ensure that meritorious Members can be appropriately recognized, without producing inappropriate pressures to give low scores to others.

Any member receiving a merit score of seven points or lower receives written reasons from the Dean that set out the basis upon which the performance has been judged to be deficient for the year(s) in question. The member can grieve this decision.

Very good or excellent performance in any or all of teaching, research and service may result in a merit score above 10. To receive a merit score of greater than 10, a member's performance in all three areas (research, assigned teaching and service) must be at least satisfactory. The parties intend that performance in teaching or research would carry more weight than service, so a 15 or 20 would normally reflect excellence in either teaching or research, or both, even if service was also a factor. A score of 12 means a significantly better than average performance in at least two of the three areas, though an exceptional performance in one area may suffice.

Market Adjustments

The Principal's Retention Fund ($20,000 in each year of the Agreement) is intended to address retention and market related cases. The fund may be distributed in by the Provost and Vice-Principal (Academic) on the recommendation of the Deans or University Librarian. The following factors may apply: the member must receive at least a modal merit score of ten (10); must be difficult to replace in terms of their contribution to research and/or program delivery, must be of strategic importance to the unit or Faculty; must have competing demands for retention adjustments; and there must be funds available.

Promotion

There is no financial reward for promotion. There are no salary floors outside of Assistant Professor, and thus no salary increases apply for promotion to a new rank.

Anomaly or Expedited Salary Increases

The amount of $20,000 in each year of this Agreement is provided to the Anomalies Side-Table of the JCAA in order to recommend to the JCAA the adjustment of salaries of individual members that are found to be anomalous.

Anomalies are considered when maintaining equity between men and women; equitable application of the career development and merit policy amongst members in the same discipline for specific discipline groups (physical sciences; social sciences; humanities; basic health sciences; nursing and rehabilitiation therapy; and education). Certain discipline groups are not eligible for funds from the Anomalies Side-Table for the duration of the Agreement (business/economics; applied science; computing and information science, electrical and computer engineering; and law).

Academic, Overload, or Administrative Stipends

Unit Heads receive a minimum annual stipend of $11,000 in recognition of service.

Starting Salary

Starting salary is established independently from the merit process.

University of Alberta

Overview of Salary Increases

According to the *University of Alberta Faculty Agreement* (2020–2024), there are three ways that employees may be financially rewarded on a yearly basis: across the board scale increase, the award of merit, and market adjustments.

Across the Board

A negotiated annual across the board increase occurs through percentage.

> 2020–2021: 0%
>
> 2021–2022: 0%
>
> 2022–2023: 0%
>
> April 1, 2023: 1.25% (effective 1st day of 10th month of year three of the renewal collective agreement)
>
> December 1, 2023: 1.5% (effective 1st day of 6th month of year four of the renewal collective agreement)

An additional 0.5% ATB increase retroactive to December 1, 2023 (effective 1st day of 6th month of year four of the renewal collective agreement), payable in the February 2024 or March 2024 "pay cheque," subject to the following "Gain Sharing Formula."

> Gain Sharing Formula: "Alberta's 20-year average (2000–2019) of Real Gross Domestic Product (GDP) is 2.7%. Provided that the "Average of all Private Forecasts for Alberta's Real GDP" for the 2023 Calendar year is at or above 2.7% as of February of 2024, then an additional 0.5% will be applied 2218-MED1 Mediator's Recommendations 3 | Page retroactively effective on the first day of the sixth (6th) month of Y4 (i.e. December 1, 2023)"

Progression Through the Ranks Increases

There is no progression through the ranks.

Merit Process

A faculty evaluation committee is tasked with recommending faculty increments.

- 1 increment
- a fraction of increment up to 3.0 raising a member's salary to its rank maximum
- a fraction of increment awarded in multiples of .25, ranging from 0.50 to 3.00 inclusive in total
- zero increment

An increment award of less than 1 increment is appealable.

There are 13 steps on the salary scale for faculty members. The value of increments vary by rank and, for full professors, by steps in the scale. For December 1 2023–June 30 2024 the values of a single increment were as follows:

Assistant Professor: $2,636

Associate Professor: $3,378

Full Professor

Steps 1 through 5: $3,973

Steps 5.5 through 9: $3,378

Steps 9.5 through 12.5: $2,636

Procedures. The Department Chair reviews the performance of each faculty member in the Department in the year under review. Each review includes a meeting between the faculty member and Department Chair unless the faculty member chooses not to meet. The Department Chair submits a recommendation on the increment for each faculty member to the faculty evaluation committee.

The faculty evaluation committee reviews the performance of each member except the Department Chair. The Dean reviews the performance of Department Chairs.

Distribution. The faculty evaluation committee merit increment pool is set at 1.2 increments per eligible academic faculty member. The number of increments distributed to each committee includes Department Chairs, though they do not assess the Chairs.

The faculty evaluation committee will fully distribute the maximum number of increments available for distribution each year, plus or minus the greater of:

i) 2% of the number of increments available for distribution, and

ii) one increment.

In special circumstances, the Provost, following consultation with AASUA, may permit an FEC to distribute increments in an amount greater or less than that number.

Market Adjustments

The Employer can adjust a member's salary, upon hire or following hire, for various reasons which include, but are not limited to, recruitment and/or retention. The aggregate annual amount of new salary adjustments for the purposes of recruitment and/or retention may not exceed $800k. However, if the Employer wishes to exceed this amount, it can obtain AASUA's agreement, which cannot be unreasonably withheld.

Promotion

The salary of a faculty member who is promoted is increased by the greater of:

i.) the fraction of increment concurrently awarded to the member, which cannot be less than 1 increment; or

ii.) the amount necessary to increase the salary to at least the salary minimum of the applicable rank.

Anomaly or Expedited Salary Increases

There is no official policy in the collective agreement to correct salary anomalies.

Academic, Overload, or Administrative Stipends

Administrative stipends and CRC stipends are possible but not defined in the Agreement.

Starting Salary

Faculty may start with a higher salary than minimum. Starting salary does not affect the process or criteria for merit evaluation.

University of British Columbia

Overview of Salary Increases

According to the *University of British Columbia/ UBC Faculty Association Collective Agreement* (2022–2025), there are four ways that faculty may receive salary increases: across the board scale increase, progression through the ranks, the award of merit, and expedited compensation for salary anomalies.

Across the Board

A negotiated annual across the board increase occurs through percentage and lump sum.

2021–2022

- $520 per FTE added to base annual salary
- 3.24%

2022–2023

- 6.75% (based on recognition of a COLA amount of 1.25% in addition to a 5.5% wage increase)

2023–2024

- minimum of 2.0% and maximum of 3.0%, subject to the COLAs Letter of Understanding

Progression Through the Ranks

PTR occurs through career progress increments (CPI). The sum is equal to 1.25% of the salaries of continuing members of the bargaining unit. Faculty may be awarded 0, .5, 1, 1.5, or 2 CPI units depending on rank (see Career Progress Increment Entitlements below). The value of 1 unit is not to be less than $1,000. These increments should in general be larger for those in the early rather than in the late stages of their careers. CPIs are weighted more heavily for those early in their career. The over-riding criterion for the award of CPI is satisfactory career progress; CPIs may be withheld for unsatisfactory performance.

Career Progress Increment Entitlements

Years in Rank	Assistant Professor	Associate Professor	Professor
Year of Promotion		1.5	1
1	2	1.5	1
2	1.5	1.5	1
3	1.5	1.5	1
4	1.5	1.5	1
5	1.5	1.5	1
6	1	1	1
7	1	1	1
8	.5	.5	1
9+	0	0	1
16	0	0	discretionary
17	0	0	0

Career Progress Increments for Length of Service. Each faculty member eligible for Career Progress will receive 1/3 of a Career Progress Increment (CPI) unit at year 20 and at year 25 of their initial appointment in an eligible rank. Career Progress Increments for length of service are funded from within the CPI pool.

Merit Processes

Merit Awards. A merit award is given in increments of .75% of the salaries of continuing members of the bargaining unit.

There are two separate merit pools, one for eligible Lecturers the other for all other eligible members. The merit pool for Lecturers is that percentage of the overall merit pool (the sum equal to 0.75% of the salaries of continuing members of the bargaining unit) equal to the percentage of eligible members holding Lecturer appointments. The pool for all other eligible members is the overall merit pool minus the Lecturers' merit pool.

Merit awards are comprised of 0.5, 1, 1.5, 2, 2.5, or 3 units. The value of 1 unit is the same as that of a CPI unit.

Procedures and Distribution. Each member must submit a summary of relevant scholarly, teaching, and service activities to their Head. The Head consults with a reasonable number of colleagues reflecting diverse perspectives and ranks before recommending merit awards to the Dean, who ultimately decides on merit awards and performance salary adjustments. All members must be informed of the unit's weighting of activities. If the Dean's award of merit is not in accord with the recommendations of the Head, the Dean must inform the Head in writing of this fact and the reasons for it.

Performance Salary Adjustments A sum of .5 % of the salaries of continuing members of the bargaining unit is allocated for Performance Salary Adjustments (PSAs). Recommendations for PSA awards are made with regard to overall performance. Factors taken into account include performance over a period of time worthy of recognition; relationship between a member's salary and that of other members (with consideration of years of service at UBC); and market considerations**.** Performance adjustments may not be given in the first 3 years of hire. Heads take advice from a reasonable number of colleagues reflecting diverse perspectives and ranks in the unit before deciding whether or not to recommend PSA.

Promotion

There is no additional salary increase for promotion.

Market Adjustments

Members holding a tenure/tenure track appointment at the rank of Acting Assistant Professor, Assistant Professor, Associate Professor, Professor, or holding an appointment as Librarian (confirmation-track, confirmed, or term) received a Labour Market Salary Adjustment of:

a. 0.4% of their September 30, 2022 salary, effective October 1, 2022; and

b. 0.2% of their September 30, 2023 salary, effective October 1, 2023.

Members holding a tenure/tenure-track appointment at the rank of Acting Assistant Professor of Teaching, Assistant Professor of Teaching, Associate Professor of Teaching and Professor of Teaching received a salary adjustment of:

a. 1% of their September 30, 2022 salary effective on October 1, 2022;

b. 1% of their September 30, 2023 salary effective on October 1, 2023; and

c. 1% of the September 30, 2024 salary effective October 1, 2024.

Anomaly or Expedited Salary Increases

The university may allocate additional discretionary funds for dealing with retention, inequities and anomalies in salaries of members of the bargaining unit.

The University may allocate funds for dealing with retention to an amount not exceeding 0.20% of the salaries of those who were members of the bargaining unit on June 30 of the preceding academic year and who continued to be such members on July 1 immediately following.

Academic, Overload, or Administrative Stipends

Department Heads are entitled to receive an administrative stipend which is not added to base salary. The minimum annual stipend is $5,000 per year.

Starting Salary

It is UBC's practice to count years in an equivalent rank at another institution or equivalent experience in determining where a new appointee should begin on the career progress increment (CPI) scale for the purpose of salary increases.

University of Calgary

Overview of Salary Increases

According to the *Collective Agreement Between the Faculty Association of the University of Calgary and The Governors of the University of Calgary* (2024–2028), there are four ways that faculty may receive salary increases: across the board scale increase, the award of merit, market adjustment, and salary anomaly adjustment.

Across the Board

A negotiated annual across the board increase occurs through percentage.

2024–2025: 3%

2025–2026: 3%

2026–2027: 3%

2027–2028: 3%

Progression Through the Ranks

Members who meet the expected standards of performance receive an annual PTR increase.

Salary Scales and Increments 2024–2028

Rank	**Salary Range July 1, 2024**		**Salary Range July 1, 2025**		**Salary Range July 1, 2026**		**Salary Range July 1, 2027**		**PTR Value**
	min	**max**	**min**	**max**	**min**	**max**	**min**	**max**	
Assistant Professor	84,083	117,690	86,606 1	21,221	89,204	124,857	91,880	128,603	2.5% with $2,380 minimum
Associate Professor	98,501	130,382	101,456	134,293	104,500	138,322	107,635	142,472	2.5%
	130,383	153,459	134,294	158,062	138,323	162,804	142,473	167,688	1.3%
Professor	115,136	159,229	118,591	164,006	122,148	168,926 1	25,813	173,994	2.5%
	159,230	206,000	164,007	212,180	168,927	218,545	173,995	225,102	1.3%
	206,001	257,500	212,181	265,225	218,546	273,182	225,103	281,377	1.0%
	257,501	N/A	265,226	N/A	273,183	N/A	281,378	N/A	0.7%
Assistant Professor (Teaching)	75,212	117,690	77,468	121,221	79,792	124,857	82,186	128,603	2.5% with $2,380 minimum
Associate Professor (Teaching)	89,629	130,382	92,317	134,293	95,087	138,322	97,940	142,472	2.5%
	130,383	153,459	134,294	158,062	138,323	162,804	142,473	167,688	1.3%
Professor (Teaching)	115,136	159,229	118,591	164,006	122,148	168,926	125,813	173,994	2.5%

	159,230	206,000	164,007	212,180	168,927	218,545	173,995	225,102	1.3%
	206,001	257,500	212,181	265,225	218,546	273,182	225,103	281,377	1.0%
	257,501	288,345	265,226	296,996	273,183	305,906	281,378	315,083	0.7%

Members at their discretion submit a biennial academic performance report, providing a summary of their academic work over the assessment period, outlining how they have met the criteria set out in faculty guidelines and identifying achievements they would like to be recognized in teaching; research; service, and/or other academic work. The report, limited to 2–5 pages, is used for both the Progression Through the Ranks (PTR) and Outstanding Achievement Award (OAA) review processes. A member who does not submit an academic progress report will not receive a PTR.

Following receipt of the APR, the Head determines whether the member meets the standard for a PTR increase and informs the Dean. The Head's recommendation in favour of a PTR increase is considered final.

The Faculty Assessment Committee considers appeals of the PTR decision. It is composed of the Dean, who is the Chair, and three members elected by members of the Faculty (except in large Faculties of more than 200, which elect four members). The FAC also considers recommendations or applications for the OAA. The FAC makes recommendations to the Dean. All recommendations accepted by the Dean are considered final. However, the Dean's decision may be appealed to the PTR Tribunal through the Provost's Office.

Merit Process

A member can request or the Head can recommend consideration for an OAA, which is an increase to base salary that recognizes excellence and exceptional and outstanding performance. The value of OAA's is established in Schedule A. Members are ineligible for an OAA if they have received one in the immediately preceding review cycle. To apply for an OAA, the member is required to provide additional information supporting their application.

Distribution. Each Faculty is allocated a number of OAAs equal to 16.5% of the members to be considered for PTR/OAA review, rounded up to the next whole number. No Faculty receives fewer than 2 OAAs.

Market Adjustments

Market Supplements are payments made to both attract and retain staff when competitive pressures arise in the market. Supplements are paid for a fixed period of no more than 4 years. Exceptions include Canada Research Chair remuneration and market supplement packages in recruiting a Tenure-track position (up to 6 years). The value of all market supplements paid to staff is no more than 4% of the total of rank salaries paid to academic staff. These supplements are recommended by the Dean or equivalent to the Provost.

Promotion

There is no provision for salary increase through promotion. However, salary may be increased to the new rank minimum when salary is below the minimum.

Anomaly or Expedited Salary Increases

Anomaly. Base salary of a member may be adjusted when salary at the time of hire can be demonstrated as an anomaly. This is separate from a market adjustment. The review period of salary at time of hire is limited to 10 years. Anomalies are considered based on relevant experience in teaching, research, and service at the time of hire, highest relevant degree, and starting salary. The Dean recommends an adjustment amount to the Provost. With departmentalized faculty, the department head advises the Dean prior to recommendation. The member may appeal directly to the Provost. The Provost then forms a salary anomalies committee to establish standards of comparison and make a decision. Adjustments are not applied retroactively. The committee may also recommend a one-time payment in recognition of length of service up to 5 years.

Retention. The Provost's Fund is available to provide rank salary increases to retain individual members when competitive pressures in the market cannot be fully compensated by market supplements. It is equal to .35% of the total of rank salaries of academic staff per year and is carried forward when unspent. The Provost establishes procedures in consultation with the Faculty Association for the award of Provost's Fund salary increases.

Academic, Overload, or Administrative Stipends

Extra Remuneration Payments. The remuneration paid for overload duties, Spring and Summer Session teaching or certain other duties voluntarily assigned is determined on the basis of a minimum of:

	July 1, 2024	September 1, 2025	July 1, 202	July 1, 2027
Per half course equivalent	$6,513	$6,708	$6,910	$7,117
Per full course	$13,026	$13,416	$13,820	$14,234

The salary rate for such duties may be reduced in cases where a member is appointed to teach a very small class.

Other Compensation. Other compensation is at the Provost's discretion and normally includes but is not limited to research stipends. The amounts paid in a given year should not exceed $100,000 to any member and 5% of the salary budget.

Starting Salary

Starting Salary is not influenced by the process of merit increases.

University of Guelph

Overview of Salary Increases

According to the *Collective Agreement between The University of Guelph and the University of Guelph Faculty Association* (2024–2027), Article 53, there are four ways that faculty may receive salary increases: across the board ("cost of living increase"), progression through the ranks, the award of merit, and promotion.

Across the Board

A negotiated annual across the board increase occurs through percentage.

July 1, 2024: 3.75%

July 1, 2025: 3.50%

July 1, 2026: 3.00%

Progression Through the Ranks

PTR occurs through annual career increments for faculty whose performance is not "unsatisfactory." Assessment is conducted biennially by the Tenure and Promotion Committees. When a member is given a performance rating of "Unsatisfactory," the Provost may withhold, in whole or in part, the annual career increment. The decision of the Provost is subject to the grievance procedure.

Annual career increments are as follows:

July 1, 2024: $2,950

July 1, 2025: $3,000

July 1, 2026: $3,050

Merit Process

A performance-based recognition fund is established and awarded as a one-time lump sum every July 1st on the basis of performance evaluations. The performance increment pool is valued yearly as $1,100 x n (number of faculty). With approximately 790 faculty, the performance fund is approximately valued at $869,000.

Each Faculty Member must submit their Member Template PDF file by August 15. The Department Committee assesses each Faculty Member's performance and completes a Performance Assessment Report for each Faculty Member. The Performance Assessment Report includes the individual performance raters for each area of effort and also the overall performance rater. The Department Committee does not rank order Faculty Members within the performance rater categories. The Performance Report is signed by all Members of the Committee who were present for the relevant deliberations. The completed and signed Performance Assessment Report is sent to the chair of the College Tenure and Promotion Committee.

Following consideration by the College Committee, the Dean provides in writing (and signed by all members of the College Committee who were present for the relevant deliberations) the assessment of the Faculty Member's performance. The letter to the Member includes explicit mention of the Member's right to appeal the assessment.

Distribution. Members may receive a performance rating of “unsatisfactory,” “improvement required/developmental,” “good,” “very good,” or “outstanding.” The performance fund pool is divided among faculty, librarians and veterinary members whose performance is “very good” (1 point) or “outstanding” (2 points). These members receive an adjustment equal to their respective point values (i.e., 1 or 2) in that year. Performance increments are awarded by the Dean, University Librarian, or, in the case of veterinarians, Director.

Market Adjustments

There is no official procedure for market adjustments in the Collective Agreement.

Anomaly or Expedited Salary Increases

Where a faculty or veterinarian member provides the University with a written offer of employment from another educational institution that provides for a salary in excess of their current salary, the Provost has the discretion to increase the salary of the member up to the salary being offered by the other educational institution.

Promotion

Members promoted to the rank of Associate Professor/Librarian/Veterinarian receive a promotion increment equal to the greater of $2,400 and the difference between the member’s current salary and the new salary floor for the rank into which they are being promoted. Members promoted to the rank of Professor/Librarian/Veterinarian receive a promotion increment equal to the greater of $4,000 and the difference between the Member’s current salary and the new salary floor for the rank into which they are being promoted.

Academic, Overload, or Administrative Stipends

Research Chairs. Chairholders may be eligible for a Research Chair Supplement for as long as they hold the Chair.

Overload. Faculty members who are assigned to teach overload courses shall receive a stipend of $8,000 for each full course taught.

Chairs/Directors and Librarian Administrative Appointments. A faculty member who is a Department Chair or Director of a School receives an annual stipend. The amount of the stipend is a minimum of $12,000 for their first term as Chair, and a minimum of $14,000 for their second term as Chair. The actual stipend amount is determined by negotiation between the member and the Dean at the time of appointment to the position of Chair.

A Librarian holding an administrative appointment receives an annual stipend. The amount of the stipend is a minimum of:

> Level I: $5,500 with a minimum of $7,500 for their second term
>
> Level II: $7,500 with a minimum of $9,500 for their second term
>
> Level III: $10,500 with a minimum of $12,500 for their second term

The actual stipend amount is determined by negotiation between the librarian and the University Librarian at the time of appointment to the administrative position.

On Call and Emergency. A member who is required by the University to be on call for the provision of emergency services is remunerated at the rate of $50 per day.

Members who are required by the University to provide emergency services outside of their regular hours are remunerated at a rate per hour based on the type of service provided, as listed below. The minimum rate per hour for each type of service (In-house services, Large Animal Clinic; In-house services, Large Animal Clinic, production animals; In-house services, Small Animal Clinic; and Field Service) is no less than the following rates, increased at the rate of 90% of the annual client fee increase for each service area:

a) In-house services (Large Animal Clinic): $250/hour

b) In-house services (Large Animal Clinic, production animals): $150/hour

c) In-house services (Small Animal Clinic): $300/hour

d) Field Service: $150/hour.

Veterinarian Members who are required by the University to provide emergency services outside of their regular hours shall be remunerated at $150/hour spent directly involved in providing the service.

Starting Salary

Starting salaries are established on an individual basis through negotiation between the University and the candidate. No member is paid a salary below the floor for their rank unless it is prorated in accordance with an approved reduction in workload.

Université Laval

Overview of Salary Increases

According to the *Convention Collective Entre l'Université Laval et le Syndicat des professeurs et professeures de l'Université Laval* (2023–2027), there are two ways that faculty may receive permanent salary increases: across the board scale increase and progression through the ranks. Recruitment and retention bonuses are of limited duration.

Across the Board

After conclusion of a strike in 2023, the parties agreed to pay increases in the grid, and an increase to ensure parity with Université de Montreal in January 2027.

Increases from December 2022 salary scale to May–December 2026 salary scales were:

Assistant (Class I):

- Floor: \$67,191 → \$76,391 = 13.7%
- Ceiling: \$89,637 → \$101,909 = 13.7%

Adjoint (Class II):

- Floor: \$91,313 → \$102,030 = 11.7%
- Ceiling: \$118,668 → \$140,547 = 18.4%

Agrégé (Class III):

- Floor: \$107,134 → \$118,542 = 10.6%
- Ceiling: \$136,976 → \$159,658 = 16.6%

Titulaire (Class IV):

- Floor: \$120,103 → \$132,892 = 10.6%
- Ceiling: \$155,679 → \$183,063 = 17.6%

Progression Through the Ranks

There are 34 steps in the salary grid, each step number corresponding to an automatic annual progression. The same step number is worth more in higher ranks.

May–December 2026 grid

Échelon	1 — Assistant	2 — Adjoint	3 — Agrégé	4 — Titulaire
0	76 391 $			
1	77 151 $			
2	77 925 $			

Échelon	1 — Assistant	2 — Adjoint	3 — Agrégé	4 — Titulaire
3	78 703 $	102 030 $		
4	79 487 $	102 030 $		
5	80 283 $	102 030 $		
6	81 086 $	102 030 $		
7	81 895 $	103 765 $	118542 $	
8	82 717 $	105 529 $	118 542 $	
9	85 403 $	107 323 $	118 542 $	
10	89 245 $	109 147 $	118 542 $	
11	93 263 $	111 002 $	120 320 $	132 892 $
12	97 461 $	112 889 $	122 125 $	132 892 $
13	98 922 $	114 808 $	123 957 $	132 892 $
14	100 407 $	116 760 $	125 816 $	135 151 $
15	101 909 $	118 745 $	127 703 $	137 449 $
16		120 764 $	129 619 $	139 786 $
17		122 817 $	131 563 $	142 162 $
18		124 905 $	133 536 $	144 579 $
19		127 028 $	135 539 $	147 037 $
20		129 187 $	137 572 $	149 537 $
21		131 383 $	139 636 $	152 079 $
22		133 617 $	141 731 $	154 664 $
23		135 888 $	143 857 $	157 293 $
24		138 198 $	146 015 $	159 967 $
25		140 547 $	148 205 $	162 686 $
26		140 547 $	150 428 $	165 452 $
27		140 547 $	152 684 $	168 265 $
28		140 547 $	154 974 $	171 126 $
29		140 547 $	157 299 $	174 035 $
30			159 658 $	176 994 $

Échelon	1 — Assistant	2 — Adjoint	3 — Agrégé	4 — Titulaire
31			159 658 $	180 003 $
32			159 658 $	183 063 $
33			159 658 $	183 063 $
34			159 658 $	183 063 $

Merit Process

There is no merit process at Laval.

Market Adjustments

Other than recruitment and retention bonuses, there are no market adjustments.

Promotion

When a member is promoted from one class to the next, they move to the salary scale of the new class.

Anomaly or Expedited Salary Increases

A retention bonus (*prime de rétention*) can be paid to a member for a specified period in addition to salary. The individual bonus may not exceed 30% of the member's salary. The total value of recruitment and retention bonuses is $3,500,000 per year for the duration of the collective agreement.

Academic, Overload, or Administrative Stipends

The program director and recognized researcher group leader stipend is paid to a professor who performs one or the other of these functions. The program director and recognized researcher group leader bonus may not in any case exceed 30% of the member's salary.

Stipends can be paid to research chairs and equivalent when at least 75% of the total of the member's salary, benefits and the stipend comes from funds provided by granting agencies, companies or external institutions. The research chair or equivalent chair bonus may not exceed 30% of the member's salary.

Starting Salary

A recruitment or hiring bonus (*prime d'attraction*) can be determined at the time of hire and paid for a specified period in addition to salary. The individual bonus may not exceed 30% of the member's salary. The total value of recruitment and retention bonuses is $3,500,000 per year for the duration of the collective agreement.

University of Manitoba

Overview of Salary Increases

According to the *University of Manitoba – University of Manitoba Faculty Association Collective Agreement* (2024–2028), there are five ways that faculty may receive salary increases: across the board scale increase, progression through the ranks, one-time merit awards, market stipends, and expedited compensation for salary anomalies.

Across the Board

A negotiated annual across the board increase occurs through percentage and special adjustments.

Effective April 1, 2024

- 2.50%
- $3,500 special adjustment or a portion thereof for members not above the maximum

Effective April 1, 2025

- 2.75%

Effective April 1, 2026

- 3.00%

Effective April 1, 2026

- 3.00%

Progression Through the Ranks

PTR is achieved when performance in the previous year was satisfactory. One increment (see Salary schedule below) is added to faculty's base salary according to the Salary Schedule (below), unless faculty reach the maximum. For less than satisfactory performance, either one half or one full increment may be withheld.

Salary Schedule 2024–2025

	Floor	**Increment**	**Maximum**
Professor	$137,901	$5,516	$193,062
Assoc. Professor	$108,362	$4,334	$151,707
Asst. Professor	$91,697	$3,668	$128,376

Salary Schedule 2025–2026

	Floor	**Increment**	**Maximum**
Professor	$141,694	$5,668	$198,371
Assoc. Professor	$111,342	$4,454	$155,879
Asst. Professor	$94,219	$3,769	$131,906

Merit Process

Each year the university establishes a merit fund from which awards may be granted to members. The amount of each merit award is $3,000. Sufficient funds are made available so that up to a total of 33 awards may be made annually, but not all must be awarded. Merit awards do not constitute part of the member's base salary, and are one-off lump sums.

Merit awards are given for outstanding achievement during the previous calendar year for teaching (up to 8 awards), service (up to 6 awards), research, scholarly work, and other creative activities (up to 8 awards), any combination (up to 8 awards), and promoting Indigenous achievement (up to 3 awards).

Members cannot receive more than 1 merit award in any year, or more than one 1 merit award per category in a 3-year period.

If the total available for merit awards is not allocated, the remainder is given to the Libraries for acquisitions.

Procedures. Faculty are nominated or apply for awards. Accompanying documentation is information, material or documentation necessary to support the nomination or application. Two joint committees administer merit awards: a Joint Committee on Merit Awards: Social Sciences, Humanities and Fine Arts; and A Joint Committee on Merit Awards: Life Sciences, Natural Sciences and Engineering. Each Joint Committee is composed of 2 persons appointed by the University, 2 persons appointed by the Association and a chairperson selected by these appointees from outside their number but from within the University.

Distribution. The joint committees award up to 4 awards in the category of teaching; up to 4 awards in the category of research, scholarly work and other creative activities; up to 3 awards in the category of service; and up to 4 awards for outstanding achievement in any combination of the foregoing three categories. The joint committees together may award up to 3 awards in the category of Promoting Indigenous Achievement.

Promotion

A promoted member receives an additional full increment in an amount equal to their new rank in the salary schedule (in the year of promotion the change in rank takes place before regular increments are awarded, so the annual increment is also at the rate for the new rank). Salary maxima do not apply to promotion increments.

Market Stipends

In exceptional circumstances, a market stipend may be offered to members in "market sensitive disciplines." These increases are time-limited (they must be reviewed 3 years), and can be renewed indefinitely. The total that may be applied in any year cannot exceed $1,000,000 and have never, to UMFA's knowledge, broached 50% of this amount. UMFA views this practice as highly problematic, and a potential threat to the integrity of the salary grid. Market stipends are not widely used and disappear if the "market" no longer demands the stipend.

Anomaly or Expedited Salary Increases

As per Article 24.9.1, "in exceptional circumstances, the University may provide an increase to a Member's base salary." The exceptional circumstances are not specified in the Collective Agreement, but according to UMFA they are used primarily, or only, to retain individuals who may take work elsewhere. The University can not spend more than $250,000 in any year on this type of salary change. For instance, no more than 10 faculty could receive a $25,000 salary increase. This process is distinct from a market stipend (temporary increase) and may be applied above the ceiling in the salary grid.

In addition, an anomalies fund of $150,000 is reserved to correct for anomalies in base salary. Funds are administered by a joint committee composed of 2 persons appointed by the University, 2 persons appointed by the Association and a chairperson selected by these appointees from outside their own number but from within the University. A Member, department head, dean/director may apply to the committee for an adjustment to the base salary of a Member. The application is forwarded to the President, or their designate, who can make a recommendation to the committee. The committee informs the member, the President, the Association and the dean of its decision. The total amount in the fund need not be allocated in any year and in the event that it is not, the remainder is given to the Libraries for acquisitions.

Academic, Overload, or Administrative Stipends

Faculty members appointed to an academic administrative position as head of a department or as associate or assistant head of a department are paid an annual stipend based on number of staff supervised.

Heads of Departments	**2024–25**	**2025–26**	**2026–27**	**2027–28**
(50 or more FTE staff)	$8,479	$9,136	$9,410	$9,692
(25 to 49.9 FTE staff)	$7,525	$8,108	$8,351	$8,602
(10 to 24.9 FTE staff)	$6,635	$7,149	$7,364	$7,584
(fewer than 10 FTE staff)	$4,302	$4,636	$4,775	$4,918
Associate or Assistant Heads	$2,033	$2,190	$2,256	$2,324

When a person is appointed to a chair or professorship or who receives an award that provides for a salary supplement, they can receive a stipend no greater than the lesser of 50% of the member's base salary rate; and the total external funding for the position. Upon relinquishing the chair or professorship, or upon the expiration of the award, the member ceases to be paid the stipend.

Starting Salary

The starting salary of faculty is decided independently of other salary increase processes. One can be hired above the grid, and therefore never receive a salary increment. Instances of this are very few and for the most part they appear only in the Business School and Dentistry.

Université de Montréal

Overview of Salary Increases

According to the *Convention Collective Intervenue Entre l'Université de Montréal et le Syndicat Général des Professeures et Professeurs de l'Université de Montréal* (2023–2028), there are two ways that faculty may receive a permanent salary increase: across the board scale increase and annual progression through the ranks. Annual compensation consists of a base salary and, when applicable, an individual bonus.

According to UdeM spokesperson Geneviève O'Meara in 2023, about thirty individual bonuses of all categories combined (recruitment/performance/retention) with a maximum value of $20,000 are awarded each year on the basis of a 2020 directive (*Le Devoir*, 27 January 2023). These bonuses are for 5 years.

Across the Board

A negotiated annual across the board increase occurs through percentage.

2022–2023: 2%

2023–2024: floor of 6%

2024–2025: floor of 3%; the pay scale adjustment took place in 2024–2025, resulting in a total increase (indexation + adjustment) of 5.28% on average (depending on the pay grade)

2025–2026: floor of 3%

2026–2027: floor of 3%

2027–2028: floor of 3.5%

Progression Through the Ranks

There are 32 steps in the salary grid, each step number after the first on the grid corresponding to an automatic annual progression (see Échelles salariales 2026). The steps are similar in terms of $ amount: the increments between pay grades range from 2.2% (early in one's career) to 1.25% (late in one's career).

An individual bonus may be added to base salary when on promotion a member's total compensation entitlement is lower than what the base salary scale provides at the new rank. The bonus persists as long as the member's total compensation entitlement exceeds their base salary at the new rank.

3% increase of the salary scale as of May 31, 2023

Paliers	**Chargé d'enseignement**	**Adjoint**	**Agrégé**	**Titulaire**
1	71 118 $			
2	72 607 $			
3	74 082 $	92 500 $		
4	75 572 $	94 765 $		
5	77 051 $	97 021 $		

Paliers	**Chargé d’enseignement**	**Adjoint**	**Agrégé**	**Titulaire**
6	78 524 $	99 275 $		
7	79 335 $	101 538 $		
8	80 128 $	103 795 $	106 558 $	
9	80 934 $	106 078 $	109 222 $	
10	81 735 $	108 338 $	111 953 $	
11	82 537 $	110 597 $	114 752 $	
12		112 857 $	117 621 $	
13		115 114 $	120 267 $	
14		117 375 $	122 973 $	131 456 $
15		119 628 $	125 432 $	134 414 $
16		121 580 $	127 941 $	137 102 $
17		123 523 $	130 500 $	139 844 $
18		125 470 $	133 110 $	142 641 $
19		127 423 $	135 107 $	145 494 $
20		129 371 $	137 134 $	148 404 $
21		131 315 $	139 191 $	151 372 $
22			141 279 $	154 399 $
23			143 398 $	157 487 $
24			145 549 $	160 243 $
25			147 732 $	163 047 $
26			149 579 $	165 493 $
27			151 449 $	167 975 $
28			153 342 $	170 495 $
29			155 259 $	173 052 $
30			157 200 $	175 648 $
31			159 165 $	177 844 $
32				180 067 $

Merit Process

There is no merit process specified in the Collective Agreement, but individual bonuses may be possible.

Market Adjustments

Market-related adjustments are possible as individual bonuses, but these are not further governed by the negotiated Collective Agreement. While such adjustments are provided for in the collective agreement, the process for awarding the bonuses is not, and the employer has therefore established a policy. Decisions are made behind closed doors and the identities of the recipients of excellence bonuses remain undisclosed. Notably, all faculty in the College of Law had received a 25% bonus for purposes of recruitment and retention for nearly two decades until in 2020 the university attempted to abolish the practice. The university wanted to replace it with a new directive governing bonuses for "exceptional contribution" and recruitment. The bonuses would be no longer automatic, thereby entitling only some of the faculty to them. The union successfully challenged this as illegally changing a well-established working condition, first through arbitration in 2023, and then through the superior court decision in 2025. Although the union won its case in 2023 (arbitration award) and 2025 (Superior Court), the employer succeeded in having it recognized that this practice ended with the collective bargaining agreement in effect at that time, and therefore this system would no longer apply under the new agreement. The union is still challenging this.

Bonuses have not been paid since 2020, and a smoothing mechanism has been implemented for a maximum of five years. No premiums based on the old system or any smoothing bonuses are currently being paid.

Promotion

When a member is promoted from one class to the next, they move to the salary scale of the new class.

Anomaly or Expedited Salary Increases

There is no process for anomalies or expedited salary increases specified in the Collective Agreement, but may be possible as individual bonuses.

Starting Salary

There is no discretionary negotiation of starting salary above the scale. One step on the grid is granted per recognized year of experience. Calculation of years of experience begins from the date of obtaining the first undergraduate degree. Years spent in study toward obtaining a graduate degree are considered as years of experience.

> Master's degree alone: up to 2 years credited for the actual duration of graduate study.
>
> PhD coursework completed but no degree: up to 2 years credited for the doctoral coursework, in addition to whatever was credited for the master's, potentially up to 4 years total at this stage.
>
> Full PhD in hand: a flat maximum of 5 years credited for all graduate and doctoral study combined. The 5-year cap is inclusive of everything credited under the first two tiers.

Years of postdoctoral training (postdoctoral fellowship) and years spent in a relevant professional practice for which a university degree is a usual qualification also count towards years of experience.

The dean may add what is called an attraction bonus if the salary to which the appointee is entitled is not enough to attract them to accept the position.

University of Ottawa

Overview of Salary Increases

According to the *Collective Agreement Between the University of Ottawa and The Association of Professors of The University of Ottawa* (2024–2026), there are five ways that faculty may receive salary increases: across the board scale increase, progression through the ranks, promotion, market adjustment, and salary anomaly adjustment.

Across the Board

A negotiated annual across the board increase occurs through percentage.

2024–2025: 2.5% and corresponding change to salary scales

2025–2026: 2.5% and corresponding change to salary scales

Progression Through the Ranks

PTR increases recognize faculty satisfactory performance. This increment may be a fraction if it increases the member's salary to the ceiling for their rank. The increment is withheld if the member is at the ceiling. Only "basic progress," or one half a normal PTR increment, is given if performance is found deficient.

The salary ranges and PTR values in the salary grid are indexed in accordance with the increases applied annually to salary scales.

2024–2025

Salary range	PTR value
Less than $104108	5898
104108 to 105843	5729
105844 to 107582	5556
107583 to 109311	5381
109312 to 138811	5206
138812 to 140547	5034
140548 to 142281	4857
142282 to 144020	4684
144021 to 145751	4513
145752 to 156163	4339
156164 to 157896	4164
157897 to 159632	3988
159633 to 161370	3818
161371 to 163105	3644
163106 to 173515	3473
173516 to 175253	3297
Greater than 175254	3124

2025–2026

Salary range	PTR value
Less than $106711	6045
106711 to 108489	5872
108490 to 110272	5695
110273 to 112044	5516
112045 to 142281	5336
142282 to 144061	5160
144062 to 145838	4978
145839 to 147621	4801
147622 to 149395	4626
149396 to 160067	4447
160068 to 161843	4268
161844 to 163623	4088
163624 to 165404	3913
165405 to 167183	3735
167184 to 177853	3560
177854 to 179634	3379
Greater than 179635	3202

Merit Process

There is no merit award process.

Market Adjustments

The employer may award an occasional salary adjustment not covered by the collective agreement. Its minimum is $2,000 and maximum is $45,000 in a year (the pot of money in any given year). The employer must provide a summary of reasons, obtain approval from the Administration Committee, and funds are drawn from this faculty fund. In the case that faculty are given a job offer from another university, the Dean may request an individual increase for their faculty from the administration from this same pot of money.

Anomaly or Expedited Salary Increases

Anomalies are considered comparing individuals of comparable qualifications, experience and accomplishments, both within and between Canadian universities. The Anomalies Committee takes into account market differentials and may establish designated groups for market differentials. Decisions made by the Anomalies Committee are not grievable.

The Employer may award occasional salary adjustments not provided for in the Collective Agreement, subject to the following.

- the adjustment is used to increase the member’s nominal salary
- the adjustment must be at least $2,000
- the total of the adjustments cannot be more than $45,000 per year

- for every adjustment, the Employer must provide a summary of its reasons, to be published (without names) by the Association
- the adjustments must be approved by the Administration Committee (a committee of Senior Administrators:
    - President and Vice-Chancellor
    - Provost and Vice-President, Academic Affairs
    - Vice-President, Research and Innovation
    - Vice-President, International and Francophonie
    - Vice-President, Advancement
    - Vice-President, Finance and Administration
    - Secretary-General

Promotion

With promotion to associate professor, an additional 1 progression through the ranks increment is added to the member's base salary. With promotion to full professor, an additional 1.5 progression through the ranks increment is added to the member's base salary. Upon promotion, if the salary is below minimum after other adjustments, then salary is raised to the new rank minimum.

Academic, Overload, or Administrative Stipends

A unit chair receives an administrative stipend not less than $5,000 for each year that the member serves in this capacity. The member can elect to receive a research grant of equivalent value in lieu of part or their entire stipend. Additionally, the chair can opt to forgo the stipend in the last year of an appointment as chair and elect to be granted one year's credited service for academic leave purposes in addition to the normally credited service. This choice must be made prior to the beginning of the last year of a term of appointment as chair.

A Member can receive supplementary remuneration for certain duties included in their workload duties. Each year, the Employer must forward to the Association a statement of supplementary remuneration paid to members, showing the name of each member receiving supplementary remuneration, the amount thereof, and the basis therefor. The Employer also must provide to the Association detailed information regarding reductions in certain workload duties granted to members assuming administrative functions such as chairperson, vice-dean, associate dean, assistant dean, or faculty secretary. Any supplementary remuneration must be for, and correspond reasonably to, the excess workload or responsibilities assumed by the member.

Starting Salary

The starting salary of faculty has no relation to other salary increases.

University of Toronto

Overview of Salary Increases

At the University of Toronto, there are three ways that faculty members and librarians may receive a salary increase: across-the-board salary increases, progression through the ranks (including the special merit pool), and salary anomaly adjustments. See also *Academic Administrative Procedures Manual*. Additionally, UTFA negotiates minimum salary floors, which set a lower limit on the salaries of faculty and librarians at the University of Toronto.

Across the Board

Negotiated or awarded annual across-the-board increases occur through percentage increases, flat amount increases, or a combination of the two.

Across-the-board increases were as follows for the listed effective dates:

July 1, 2020: 1.0% across-the-board salary increase

July 1, 2021: 1.0% across-the-board salary increase

July 1, 2022: 8.0% across-the-board increase (Note: 1.0 % across-the-board salary increase and subsequently awarded 7.0% across-the-board increase)

July 1, 2023: 3.5% across-the-board salary increase

July 1, 2024: 2.5 % across-the-board salary increase

July 1, 2025: 2.5% across-the-board salary increase

July 1, 2026: 3.0% across-the-board salary increase

Across-the-board increases apply to base salary, minimum salary floors, per course/overload stipends, and PTR increments and breakpoints.

Progression Through the Ranks

Although the term "PTR" is used, there is no progression through the ranks process as defined in the Glossary (i.e. automatic increase for satisfactory performance). PTR at U of T is merit pay and is awarded and distributed in recognition of each member's individual contributions. It is the only type of promotional increase for faculty members and librarians who do not receive any salary increase upon promotion to a higher rank. The scheme was designed to produce swifter progress for members in their earlier years. The PTR scheme is based on two reference points: a breakpoint, and an endpoint.

- *Endpoint* represents the member's salary at retirement
- *Breakpoint* is a point along this path between the base and endpoint, which a member's salary will fall below or above.

Average PTR increases are higher below the breakpoint. This means the rate of salary increase is higher where a current salary falls between the startpoint and breakpoint as compared to when it falls between the breakpoint and endpoint, allowing for greater salary progression and recognition of accomplishments due to merit and promotion in the earlier stages of a member's career.

Money available for PTR distribution and the breakpoint salary are subject to negotiation. Both the total PTR pool and the breakpoints are adjusted upwards by each negotiated ATB.

July 1, 2020: PTR pool increased by 1.0%; Breakpoint increased by 1.0%

July 1, 2021: PTR pool increased by 1.0%; Breakpoint increased by 1.0%

July 1, 2022: PTR pool increased by 8.0%; Breakpoint increased by 8.0% (Note: PTR pool and Breakpoint initially increased by 1.0%, followed by a PTR pool and Breakpoint increase of 7.0%)

July 1, 2023: PTR pool increased by 3.5%; Breakpoint increased by 3.5%

July 1, 2024: PTR pool increased by 2.5%; Breakpoint increased by 2.5%

July 1, 2025: PTR pool increased by 2.5%; Breakpoint increased by 2.5%

July 1, 2026: PTR pool increased by 3.0%; Breakpoint increased by 3.0%

Merit Process

The money available for PTR distribution is sub-divided into three separate funds: one for tenure stream faculty, one for teaching stream faculty and one for librarians. These funds are then subdivided into two pools: salaries above the breakpoint and salaries below the breakpoint, for a total of six pools. The amount of the money in each PTR pool per FTE below the breakpoint is about 1.7x the amount per FTE above the breakpoint. There is also a highly discretionary merit pool that is 5% of the total merit pool.

PTR increases are relative to the performance of colleagues in the same pool — below the breakpoint and above the breakpoint. The make-up of the pools changes from year to year with the addition of new colleagues and the movement of colleagues upwards from one pool to another. Faculty members and librarians may grieve PTR decisions.

Funds allocated under the 5% Merit Pool are discretionary and may be awarded to any faculty member or librarian. There are two purposes for the 5% Merit Pool: to reward those colleagues who have made an outstanding contribution; and as a means for heads of small units (fewer than six individuals in a pool of academic staff members) to reward exceptional merit.

As of July 1, 2026, the fund is called “5% Special Merit Pool”, and the criteria was amended to be broader and more representative reflecting the responsibilities that members carry out. Specifically, language was added to the Manual to clarify that the purpose of the fund is to reward colleagues who have made outstanding contribution(s) in any of the three principal components of their work. Moreover, additional criteria that members must demonstrate that they are leaders in their field was removed.

Salary Ranges and Breakpoints

	July 1, 2023	July 1, 2024	July 1, 2025	July 1, 2026
	Minimum	Minimum	Minimum	Minimum
Professorial				
Professor	$121,102	$124,130	$127,233	
Associate Professor	$90,205	$92,460	$94,772	
Assistant Professor	$73,513	$75,351	$77,235	$113,300
Assistant Professor Conditional	$61,794	$63,339	$64,922	
Breakpoint	$193,474	$198,311	$203,269	$209,367
Teaching Stream				$113,300
Assistant/Associate Professor, Teaching Stream	$99,675	$102,167	$104,721	
Breakpoint	$172,542	$176,856	$181,278	$186,716
Librarians				
Librarian I	$79,077	$81,054	$83,080	$88,786
Librarian II	$82,520	$84,573	$84,573	$92,906
Librarian III	$105,594	$108,234	$110,940	$114,268
Librarian IV	$124,416	$127,526	$130,714	$134,635
Breakpoint	$146,637	$150,303	$154,061	$158,682

Note: To mitigate salary compression that will result from increasing the Librarian I and II salary floors, UTFA and the University Administration agreed to increase the current salaries of all Librarians employed on July 1, 2026 at rank of I & II by $2,500. That increase will be concurrent with the increases to the salary floor on July 1, 2026 and take effect prior to the ATB and PTR increase.

Anomaly or Expedited Salary Increases

Salary Anomaly increases can be awarded for one of the following reasons:

1. Merit-based retention adjustments will be allowed when there is an offer from a competitive peer institution to a faculty member whom the University Administration strongly wishes to retain. When preemptive adjustments (that is before a faculty member has an offer) are proposed, there is an expectation of a clear rationale that provides a basis for the convictions that the faculty member will be approached by peer institutions, which institutions these might be, and a justification for the anticipated amount of an outside offer. This can include salary inversion, where the market rate for positions in the member's unit outpace salary increases, leading to new hires having salaries equal to or above those members with more experience at U of T.
2. To provide a mechanism for rewarding outstanding individuals whose performance it has not been possible to recognize sufficiently by the application of the PTR/merit scheme. Adjustments in these cases are merit-based and they recognize an individual's highly unusual accomplishments.
3. To rectify mistakes in remuneration where a decision taken by an officer of the University in the past has inappropriately affected the salary of an individual; for example, where an administrative error resulted in an inappropriate salary.

A failure to properly implement this policy can be grieved.

Promotion

There is no salary increase for promotion under the Memorandum of Agreement or University Policy.

Academic, Overload, or Administrative Stipends

The minimum overload teaching stipend rate is set in salary negotiations with UTFA. Minimum per full course stipend and overload rate increased to $18,255 in the 2020–2021 agreement. Subsequent increases have been as follows:

July 1, 2023: $20,420 (3.5% increase)

July 1, 2024: $20,931 (2.5% increase)

July 1, 2025: $21,454 (2.5% increase)

July 1, 2026: $22,098 (3.0% increase)

Starting Salary

The appointment and starting salaries of all full-time tenured/tenure stream and teaching stream appointments must be approved by the Vice-Provost, Faculty and Academic Life (on behalf of the Vice-President and Provost).

Each appointment file must include a rationale for a starting salary based on the academic unit's current salary structure, the candidate's relevant experience (e.g., postdoctoral training), discipline norms, and prevailing market conditions for the discipline in question. In rare cases, a sub-discipline within a discipline will command higher starting salaries owing to market conditions. While starting salaries are negotiated individually with the Administration, they cannot fall below the minimum salary floor, which is negotiated with UTFA.

Salaries for part-time non-tenure stream faculty and part-time teaching faculty who are appointed on annual contracts of less than .76 full-time equivalent (FTE) are set at the unit level. These salaries are also subject to negotiated salary minimums.

University of Waterloo

Overview of Salary Increases

According to the *Faculty Salary Settlement between the Faculty Association of the University of Waterloo and the University of Waterloo* (2024–2027) and *The Memorandum of Agreement between the Faculty Association of the University of Waterloo and the University of Waterloo* (current as of 2025), there are four ways that employees may be financially rewarded on a yearly basis: across the board scale increase, progression through the ranks, the award of merit, and salary anomaly adjustment.

Across the Board

A negotiated annual across the board increase occurs through percentage. Effective May 1 of each year, the annual scale change as specified in a [Memorandum of Settlement] is applied to the salary floors, thresholds T1 and T2, and Selective Increase Unit.

> 2024: 4.7% (comprising 3.9% + 0.8% catch-up)
> 2025: 3.6% (comprising 2.8% + 0.8% catch-up)
> 2026: 2.2% (subject to a reopener) → effective 1 May 2026: 2.6%

In addition there was a 3% additional increase to all salary structure components to addresses an oversight in 2023, when the reopener scale adjustments should have been thus applied.

Progression Through the Ranks Increases

PTR is achieved through a blended process with Merit. Based strictly on PTR, Full Time Equivalent (FTE) faculty receive selective salary increase units (SIUs), valued at $4,701.

Selective salary increases are intended to move a member through the salary structure at a rate determined by her/his achievements in the profession and contributions to the university, measured by annual performance ratings.

The Selective Increase Pool is determined in the following way:

> 0.25 SIU for each FTE Member, plus
> 0.25 SIU for each FTE Member with salary below T2, plus
> 0.5 SIU for each FTE Member with salary below T1.

However, SIUs are modified by the faculty's Merit performance rating R, and the faculty's salary threshold (below). Each faculty receives only one selective increase per year, and it is added to base salary.

Salary Ranges. The salary structure for regular faculty members consists of a salary floor and two thresholds for each of the ranks, together with the Selective Increase Unit (SIU).

Effective May 1, 2025, the selective increase unit (SIU) is $4,701 and the salary floors and thresholds are as stated below:

Rank	Floor	Threshold T1	Threshold T2
Lecturer	$74,588	$177,679	$221,807

Clinical Lecturer	$96,135	$197,684	$241,613
Assistant Professor, Teaching Stream	$74,588	$177,679	$221,807
Associate Professor, Teaching Stream	$93,876	$177,679	$221,807
Professor, Teaching Stream	$119,599	$177,679	$221,807
Assistant Professor	$96,135	$210,854	$254,781
Associate Professor	$120,997	$210,854	$254,781
Professor	$154,147	$210,854	$254,781

Merit Process

The faculty's selective salary increase (above) is multiplied by the member's annual performance rating (R).

Ratings (R) are computed from a weighted average (normally 40, 40, 20) of individual ratings for teaching, scholarship and service:

2.0 Outstanding
1.75 Excellent
1.5 Very Good
1.25 Good
1.0 Satisfactory
0.75 Needs Some Improvement
0.5 Needs Significant Improvement
0.25 Needs Major Improvement
0.0 Unsatisfactory

Weightings and duties may be adjusted in a formal agreement between the member and the Chair with approval by the Dean. The weights must be at least 20 percent in every category, except in the case of lecturers.

A member's selective salary increase depends both on their performance rating (actual R) and on the position of the member's salary relative to the thresholds T1 and T2 for their rank, where higher salaries are down-weighted:

- If salary is less than T1 then adjusted R is actual R
- If salary is equal to or greater than T1 but less than T2 then adjusted R is actual R less 0.75
- If salary is equal to or greater than T2 then adjusted R is actual R less 1.25
- The value of adjusted R shall never be less than 0

The dollar value for a rating of R = 1 is the average of the Increase pool divided amongst the total adjusted Rs for all faculty in the pool. Each faculty receives a dollar-value increase adjusted for the weighting of their rating.

Outstanding Performance Fund. This fund, equal to 10% of the Selective Increase Pool of each Faculty (department or school), also provides permanent increases to faculty salary. Members in each unit whose ratings are in the top 20% may be considered for this special permanent increase. Some members are on a biennial review cycle, so their eligibility for these awards during non-review years are based on the previous year's performance ratings. Members who have received an award in the last 2 years are ineligible and are not included in the calculation of the top 20%. The identified top 20% form a single pool. The Dean of the Faculty, consulting with the VP, Academic and Provost, reviews the performance of all members in the pool, and provides 1 Selective Increase Unit to a subset of them.

Distribution. For at least 80% of the awards, the sole criterion is outstanding performance in teaching and scholarship. The remaining awards can be given for service to the University. Consideration is given to dispersal across units, ranks, and men and women.

Evaluation process. The Chair is responsible for annual performance evaluations of all members in the Department. Departments with 15 or fewer FTE members decide by majority vote whether to elect an advisory committee; departments with more than 15 FTE members must elect an advisory committee. The committee consists of no more than five members and assists the Chair with the evaluation.

The Dean reviews the ratings proposed by the Chair and may establish an advisory committee to assist with this review. The Dean may modify the ratings, if necessary, to maintain consistency of standards across the Faculty. The Dean informs the Chair in writing of the final individual and overall ratings, together with reasons for any changes. A member can appeal to the Chair and then to the Dean. Performance evaluations and selective salary increases are not normally grievable.

Market Adjustments

There is no official policy for making market adjustments.

Anomaly or Expedited Salary Increases

The University provides an annual Anomalies Fund equal to 5% of the Selective Increase Pool. Special increases for anomalies are permanent and require approval be the VP Academic and Provost in consultation of the Association. Unspent funds carry over to the next year.

Promotion

There is no increase for promotion unless faculty are below the floor of the new rank.

Academic, Overload, or Administrative Stipends

Department Chair or Director $4,000 (minimum*)

Associate Dean $10,000 (minimum*)

Associate Chair or Associate Director $2,000 (minimum*)

*Stipend amounts depend on unit size

Starting Salary

There is no relationship between starting salary and merit processes.

University of Western Ontario

Overview of Salary Increases

According to the *Western Faculty Collective Agreement between The University of Western Ontario And The University of Western Ontario Faculty Association (2022–2026)* there are five ways that faculty may receive salary increases: across the board scale increase, progression through the ranks, the award of merit, salary anomaly adjustment, and market adjustment.

Across the Board

A yearly across the board increase occurs through a combination of percent increase and lump sum.

2022–2023

- 1% ATB

2023–2024

- 3% ATB
- $1,750 lump-sum increase

2024–2025

- 2% ATB

2025–2026

- 2% ATB

Floor salary increases are negotiated separately, and increased as follows:

2022–2023: 5%
2023–2024: 3%
2024–2025: 2%
2025–2026: 2%

Members who fail to meet floor salaries after prior increases and after Performance-Linked Career Progress Increases are brought to new floor salaries. There is no salary ceiling for any faculty ranking.

Progression Through the Ranks

PTR is achieved through a blended process with merit via the Performance-Linked Career Progress Fund.

Strictly speaking, PTR is awarded with a base salary point when a member's Performance Assessment Indicator (PAI) is 1 ("acceptable") or greater. The value of a base salary point will vary according to the bracket of a faculty member's current salary. Members with a (PAI) of less than 1 receive no PTR increase.

Merit Process

Performance levels are assigned for each area of responsibility (teaching; research or scholarship; and/or service) having a non-zero weighting for each member.

The Performance Assessment Indicator (PAI) is the weighted average of Performance Level Points assigned in each area. The PAI for each Member may range from 0 to 4.00 rounded to two places of decimals.

The following point system is employed for PAIs between 0 and 4 points.

- below the acceptable level: 0 points
- acceptable: 1 point
- good: 2 points
- very good: 3 points
- exceptional: 4 points

Each member of the Performance Evaluation Committee provides a judgment of the individual member's performance. A member's Performance Level points for each area of responsibility will be based on a simple averaging of scores provided by individual members of the committee.

Value. In 2025–2026, a Salary Point is worth:

$1,657 for salary less than $142,143;
$1.313 for salary $142,143–$138,929, and
$778 for salary $138,930 and higher.

Distribution. The yearly total number of salary points is equal to the number or members (converted to full time equivalents) x 2.4. Salary points are 2.2 points of the 2.4 points per member and the remainder .2 salary points per member are discretionary**.**

Procedure. For the majority of members, performance evaluation is conducted once every three years. At the end of the three-year cycle, the unit votes on whether the assessment and recommendations are performed by a Performance Evaluation Committee or delegated to the Chair, Director or Dean, or designated Associate Dean. The Performance Evaluation Committee is comprised of a Chair (Chair of the Department or Director of the School, or by the Dean or designate in non-departmentalized Faculties), and a minimum of 3 full-time members, elected from and by the unit, for three-year terms.

It is the member's responsibility to provide a Performance Report with sufficient detail of activities and their outcomes to enable the Performance Evaluation Committee to assess the member's performance.

The Performance Evaluation Committee sends a copy of its assessment of each participating member's performance, signed by all members of the committee, to the Dean and to the member. If the Dean or designate accepts the assessment, it is placed in the member's Official File. If the Dean or designate does not accept the assessment, the Dean or designate informs the member and the committee, and provides a rationale. The Performance Evaluation Committee must reassess the member's performance, taking into account the Dean or designate's reasons for not accepting the original assessment.

The Performance Evaluation Committee makes recommendations of discretionary salary points to the Dean. The Dean assigns all available discretionary salary points to members of the faculty. For any member, the total Salary Points may not exceed 6.00.

Market Adjustments

The agreement at Western does not prevent the employer from using other funds to increase salary in response to offers received or to accommodate other market forces.

Anomaly or Expedited Salary Increases

The 2025–2026 career trajectory fund for anomalous salaries was established with a value of $1,023 per full-time faculty member. This fund compensates for gender-based anomalies, and is given priority before considering faculty whose salaries are determined to be below a trajectory appropriate to their career stage compared to similar faculty at comparator universities. This fund is administered by a CTF committee of 2 members chosen by the association, 2 members chosen by the employer, and a chair chosen jointly. This committee recommends to the Provost and shall not exceed $10,000 minus 50% of the excess (if any) of the member's 2024–2025 salary over $180,000.

Promotion

There is no official policy for salary increase upon promotion to a new rank.

Academic, Overload, or Administrative Stipends

Department Chairs receive a minimum stipend of $10,000, which ceases at the end of appointment as Chair.

Members may receive limited term stipends or base salary increases associated with Senate-approved chairs, Professorships, Fellowships, or other arrangements recognizing exceptional performance in teaching or research.

Starting Salary

Candidates have the right to negotiate for a salary higher than the floor if they feel it is justified by virtue of discipline, expertise, career stage, etc.). There is no overlap in processes of awarding merit and the determination of starting salary.

Glossary

Across the Board Increase (ATB) – an annual and permanent percentage or lump sum dollar-increase to salary schedules that typically encompasses salary floor, salary ceiling, salary increments, and current faculty salary. This increase is usually meant to offset (at least partially) the effect of market inflation. All identified institutions have some form of ATB increase

Synonyms: *Scale increase; flat increase; lump-sum increase, percentage increase.*

Anomaly – a difference in salary between comparable individuals where the lower salary may have occurred due to gender inequality, differences between professional and non-professional colleges, administrative error, or other unexpected sources. Anomalies are usually contrasted with market conditions, in which case another university has made a higher salary offer to an individual.

Expedited Increase – an increase in salary that occurs outside of across the board, progression, the award of merit, and promotional processes that helps retain faculty in emergencies. Examples of such emergencies may include a competing offer from another university, gender inequity, or unusually low salary considering the experience of the individual.

Synonyms: *Emergency Increase*

Merit Increase – an optional salary increases at the discretion of the University that typically recognizes faculty achievements and performance distinguished from the faculty's peers and cohort. This increase usually reflects one or more areas of achievement including service to the university, research or scholarly contributions, and/or teaching excellence. For our purposes, **an absence of merit increases** means that satisfactory performance and markedly greater than satisfactory performance (e.g., outstanding, excellent performance) are not distinguished for salary increases, and there is a single pool of funds for these increases.

Synonyms: *Discretionary increase/ increment; selective increment; special increase*

Market Adjustment – an (oftentimes temporary) salary increase recognizing the competitive salaries of similar faculty at other institutions.

Synonyms: *Market Supplement; market stipend*

Progression through the ranks (PTR) – an annual and permanent increase to current faculty salary in the form of percentage or lump-sum dollars that is typically given for at least perfunctory job performance. This increase may be contrasted to merit, in that merit increases are awarded for notably better than satisfactory performance. This increase usually recognizes accumulated career progress, but may also offset inflation. For our purposes, **an absence of PTR** means that the increment pool for salary increases is entirely comprised of the pool allocated for merit increases. Increases are thus entirely determined by performance ratings of individual faculty. Alternatively, there may be neither PTR nor merit increases at the institution. However, all identified institutions have either PTR or merit increases, or both.

Synonyms: *Career development increase; par increment; salary increment; step increase; career progress increment*

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