



**SFUFA**

THE FACULTY ASSOCIATION OF SIMON FRASER UNIVERSITY

# SFUFA NEWS

January 2009

## WHAT'S IN THIS EDITION?

**The Shrinking Waterhole? . . . . . page 1**

**Other Matters On Our Platter. . . . . page 2**

**SFUFA Needs You! . . . . . page 5**

**Financial Crisis At SFU - Not Caused By Faculty Salaries . . . . . page 6**

**Top 10 Ways To Improved Health . . . . . page 13**

**Announcements . . . . . page 14**

---

## THE SHRINKING WATERHOLE? SFUFA Campaigns against Budget Cuts

Robert Hackett (Communication)  
President, SFUFA

Early in the fall semester, en route to a conference in Cape Town, I had the privilege of doing a short ‘safari’ in South Africa’s famous Kruger wildlife park. The summer rains were late in arriving, and water supplies drying up. From the safety of our tour van, my travel companions and I witnessed an amazing variety of animals gathered around shrinking waterholes, eyeing each other warily. I particularly recall a herd of impala, prancing nervously, uncertain whether to drink or run (a Voluntary Exit?), as a pair of lions lounged in the background.

“Sounds like another Senate meeting,” commented a bemused colleague.

I don’t know about that, but I am sure that when waterholes are shrinking, other issues tend to recede into the jungle. Notwithstanding its achievements in some areas of post-secondary education, the BC government’s 2.6 % cut to the promised funding for operating budgets last March compounded a growing fiscal problem for public universities and colleges. Since the 1990’s, funding has not kept pace with inflation and enrolment growth. The Confederation of University Faculty Associations of BC (CUFA BC) estimates that had per-student funding been maintained at 2001 levels in constant dollars, BC’s universities and colleges would be receiving \$230 million more this year.

Of all BC’s major universities, SFU has been particularly hard hit at a vulnerable point in its fiscal history with recent expansion contributing to a sharp drop in cash reserves. As our members know, the administration responded to the shortfall by instituting a budget review

process last summer, culminating in such measures as the termination of 30 faculty and 50 other staff positions – hence the recent ‘voluntary exit’ incentive program.

At the summer and fall general meetings, SFUFA members made it clear that they wanted action. To be sure, SFUFA rarely gets involved in public policy campaigns – we pay dues to CUFA BC and the Canadian Association of University Teachers to do advocacy work at the provincial and national levels respectively. But given your concern and the urgency of our situation, we felt compelled to act:

\* In September, Doug Dorward (SFUFA’s Executive Director) and I took advantage of Gordon Campbell’s surprise visit to the Burnaby campus to express our concerns about the cuts to him personally. He took my card and promised to get back to us. Rather than hanging by the phone waiting, we plunged ahead with other actions.

\* David Mirhady (SFUFA’s Past President) and I made a well-received presentation to the BC Legislature’s bipartisan Finance Committee at its public hearing in Burnaby in October. We encouraged SFUFA members to send in their own comments to the Committee.

\* With advice and input from Rob Clift, Executive Director of CUFA BC, we undertook action on several fronts to coincide with the time-window (late November, early December) when the BC government would be deciding its budgetary priorities for the next fiscal year. I wrote several letters to local papers on the cuts. We also distributed a ‘letter-writing kit’ to SFUFA members via email, and evidently a number of you followed suit; at least eight letters have been published in the *Vancouver Sun* and in the local weeklies serving the municipalities near our campuses. Thanks to all who participated in that campaign.

\* Working in pairs, five members of the Executive (thanks to Don Taylor, David Mirhady, Glenn Chapman, Hilmar Pabel) met with the three Burnaby-area Liberal MLAs – Harry Bloy, Richard Lee, John Nuraney. Each of these MLAs had narrow victory margins in 2005 and can expect an equally tough race next May. All three of them committed to speaking with the Minister of Advanced Education, Murray Coell, and/or other officials, to seek renewed funding.

\* In tandem with the Simon Fraser Student Society, I went to Victoria to press our case with a senior official in the Ministry. Students simultaneously met with the Minister himself. Afterwards, SFUFA and SFSS issued a joint press release, emphasizing our collaborative effort to restore the funding, which received at least some press attention (though I’m still not sure what to make of the *24 Hours*’ headline, “Unholy Alliance”!)

It’s fair to say that the message has been delivered and heard. A member of the Legislature’s Finance Committee commented that throughout the province, faculty associations, student representatives, university administrators, and indeed local communities are speaking clearly in favour of adequate funding for public post-secondary education.

Whether the government will act, remains to be seen. While SFUFA cannot carry the full weight of external lobbying, we will continue to work with and support other groups through the presentation of the BC budget on Feb. 17, and the provincial election in May. CUFA BC is launching an awareness-raising campaign, using low-cost digital media, on the theme of “BC Needs Universities”. The formerly dormant Coalition for Public Education, backed by associations and unions in the K-12 and post-secondary sectors, is being revitalized and gearing up for the next election.

And in our own backyard, SFUFA is joining with the student societies and with other employee groups to co-sponsor a rally on Wednesday February 4<sup>th</sup>, 12.30 to 1 p.m. in Convocation Mall (aka Freedom Square). The core motif is to have 80 people in place physically to represent the faculty and staff positions being lost. Local media will be notified. We will call not only for restored funding, but point out that at a time of economic downturn, as many BC workers

return to universities to upgrade their qualifications, we should be planning for growth, not retrenchment. Please mark your calendars for this event. If you would like to participate in campaign planning, or can spare part of the lunch hour to represent one of the 30 faculty positions lost because of the cuts, please contact Michael Schmitt at mschmitt@sfu.ca.

---

## **OTHER MATTERS ON OUR PLATTER**

**Robert Hackett (Communication)  
President, SFUFA**

One of the defining moments of the American presidential election campaign occurred when John McCain, scrambling to respond to the financial crisis, suggested cancelling a TV debate on foreign policy with his opponent Barack Obama. Obama demurred, saying that Americans expect their President to do more than one thing at a time. And we all know who won the election.

One of the first things I learned last September as incoming SFUFA President, is that Obama's advice is as valid for your Faculty Association as it is for national governments. Concerns about budget cuts and their consequences understandably dominate the agenda, but SFUFA continues to deal with many other matters of concern to its members as employees of SFU. In no particular order, here are some of the other recent and upcoming issues:

### **Copyright.**

Driven by concern over the increasing cost of courseware packages to students, and by the administration's stated intention to enforce restrictive notions of what constitutes "fair dealing" (copying for purposes of teaching and research), SFUFA has created an advisory committee on copyright, headed by Mike Sjoerdsma and David Mirhady. This parallels a very informative workshop by Communications doctoral candidate Meera Nair on Nov. 26, and the release of an advisory document by the CAUT on copyright and intellectual property. The advisory and other related CAUT publications are available at the following URL:

<http://www.caut.ca/pages.asp?page=217>

### **Workload.**

As noted in our Summer 2008 newsletter, the SFUFA Workload advisory committee conducted a survey on faculty workload and work/life balance and hoped to wrap up its work in the fall semester. The committee's final report is being prepared and will be available to members later this semester.

### **Collegial Governance**

An advisory committee on Collegial Governance was formed a year ago to consider collegiality in the dual sense of academic self-governance and of civility in the workplace. The committee's work has been put on the backburner by SFU's budget issues. A survey of members awaits a propitious moment to launch.

In the meantime, as one small step in increasing faculty participation in academic governance, the Association now actively invites members to contribute feedback to our representative on search committees for senior administrators (Associate Vice-Presidents and above). David Mirhady reports that this process has worked well in relation to the current search for the Vice-President Research.

SFUFA continues to explore other possible avenues to increase faculty influence in university decision-making, including liaison with faculty representatives in the Senate and Board of

Governors, and the option of certifying SFUFA under the B.C. labour code. Ultimately, how far we proceed and succeed in these directions will depend on our members' interest and energy.

### **Fraser International College**

SFUFA has been seeking details on the process and timing of the third-year review of SFU's relationship with Fraser International College, which is owned by the Australian multi-national corporation Navitas and recruits and trains foreign students for admission to SFU and other post-secondary institutions. The administration appears to regard the relationship as an unqualified success, but in light of legitimate questions raised by SFUFA and other campus groups at the outset in 2006, the relationship deserves a careful review.

### **Public Transit to SFU**

Ah yes, public transit – an ongoing issue since the advent of the universal student U-Pass several years ago. While an excellent idea for both the environment and students' pocket books, the increased ridership has not been supported by sufficient bus capacity. Pass-bys and infrequent service on some bus routes (such as the #143 from Coquitlam) remain problems. Student, staff, and faculty access to the Burnaby campus is affected. Working with student associations, other employee groups, and the administration, SFUFA has helped turn attention at TransLink to these problems. On November 6<sup>th</sup> 2008, SFUFA was represented by David Mirhady at a meeting with TransLink.

### **Budget Cuts: The Home Front**

In seeking to minimize the damage from provincial budget cuts and to represent faculty interests in maintaining SFU as a vibrant academic workplace, SFUFA's efforts have not been confined to the 'external' lobbying summarized in my "Shrinking Waterhole" article. Since last summer, we have pressed the administration to give priority to academic programs and positions as far as possible, to find all possible savings elsewhere, and to regard faculty terminations as a last resort -- to be undertaken through a voluntary severance program only. The administration introduced such an exit program, and SFUFA was kept in the loop about the terms and outcome of the program. We appreciate the administration's responsiveness on some of the specific terms of the voluntary exit program – not that a potentially permanent reduction in our faculty complement is reason for anybody to celebrate.

At the 2008 summer and fall general meetings, SFUFA members argued that the budget clawback shows that the BC government cannot be trusted. Some members called for SFUFA to consider certification under the provincial labour relations code, as is the case with the large majority of faculty associations across Canada. The SFUFA Executive is exploring the pros and cons of such a move, and we anticipate an informational forum on this issue for our members in the near future.

Given the economic climate, and notwithstanding the short-term results of the voluntary exit program, the fiscal challenges we face may well continue and intensify. We will likely need to negotiate a financial exigency policy in the not too distant future. In the meantime, a short-term priority is to assess members' priorities and build a strong negotiating team for what will surely be challenging bargaining leading up to the expiration of our current framework agreement in 2010.

### **Other Issues**

The list of important issues continues. The administration has agreed to negotiate a student complaints policy that we believe is essential to ensure fairness for faculty as well as students. We are following with keen interest the work of the teaching and learning task force. We are also aware of the need to build our association by attracting more participation from across our

membership in a range of activities from attending meetings, to joining committees, to running for the Executive.

We continue to build a strong team at the helm; I'm especially indebted to the unstinting hard work of Doug, Susan and Jenny in the SFUFA office, and to the advice of our Past-President, David Mirhady, and Vice-President, Hilmar Pabel. Above all, though, we need to keep hearing from you. Are there other priorities or concerns that your Association should address? Your comments, questions, and expressions of concern are essential. SFUFA *is* its membership and our strength lies in your participation.

I wish to end this report with a strong expression of thanks to all the members who have contributed to the work of the Association during my term as President. I look forward to your continued efforts in the New Year.

---

## **SFUFA NEEDS YOU!**

**Hilmar Pabel (History)  
Vice President, SFUFA**

This March elections will take place for positions on the SFUFA Executive – for Vice President (President Elect) and four Directors, including a librarians' representative. Your Faculty Association hopes that you will seriously consider the important university service of speaking up for the interests of all faculty, librarians, and archivists and seek nomination for a seat on the Executive. Our aim is to have as diverse a representation on the Executive as possible – from various faculties, ranks, etc. Given our commitment to faculty equity, we are concerned that no female members sit on the current Executive and consider this is a glaring deficiency in representation. The current Executive also lacks representation from the faculties of Business Administration and Health Sciences.

The Association goes to bat for faculty; we listen to faculty concerns, collect and assess information related to working conditions, address policy issues, and raise concerns with the university administration on a regular basis. The Executive meets twice a month, and one of these meetings includes a consultation with senior university administrators, including SFU's President, and Vice Presidents Academic, Legal, Finance, and Research. SFUFA's President also meets monthly with the University President and Vice-President Academic. (As you may know, the current VPA was SFUFA President in 1991-92.)

The Executive also strikes advisory committees to work on specific issues and policies that often involve developing surveys of members. We greatly appreciate the time and effort of members who join these committees, but you can also participate by completing our surveys to give us direction in determining what needs to be addressed in terms of university policies and procedures and in raising these matters with the administration. Current issues include workload, collegial governance, and preparation for the next round of economic benefit negotiations.

The call for nominations for the 2009-2010 Executive will be out in February. Please consider standing for a position on the Executive. Requests for volunteers for advisory committees are made throughout the year. Please give serious thought to joining. If workload and other commitments prevent these levels of involvement, we urge you to participate by attending the SFUFA general meetings held each semester, participating in other SFUFA-sponsored events, filling in surveys, or otherwise informing us of your concerns and suggestions.

The Association needs you to create strong, diverse representation on the Executive and other SFUFA committees. We urge you to take a leading role in advancing the interests of your colleagues, especially as we face the challenges, financial and otherwise, of the year ahead.

## FINANCIAL CRISIS AT SFU - NOT CAUSED BY FACULTY SALARIES

**Carl Schwarz (Statistics and Actuarial Science)  
Chief Negotiator, SFUFA**

The last decade has seen a decline in SFU faculty salaries relative to the rest of Canada. The decline has been especially steep at the Full Professor level.

Each year Statistics Canada collects information from universities across Canada on salaries paid to faculty members. This report uses the 2006-2007 (and earlier) data.

Table 1 compares the salary paid to the various ranks by age category here at SFU. Salaries are flat across age groups at the Assistant Professor level because of the increasing salaries needed to attract new faculty to SFU. Those who arrived at SFU earlier have not (until recently) received wage increases to compensate for inflation. Some recently arrived faculty have already been promoted to the Associate Professor rank, and we now see salary inversions across the age categories. As of yet, few of the newer faculty have been promoted to Full Professor, but salaries at this level are essentially flat over age categories.

**Table 1. Average and median salary (thousands of dollars) by rank and age in 2006-2007 at SFU.  
(If number of members is less than 3, no data are reported).**

Rank		Age Category										
		under 30	30-34	35-39	40-44	45-49	50-54	55-59	60-65	65-70	70+	All
Assistant	N	3	72	96	45	27	12	6	3	0	0	264
	Mean	.	81.6	82.3	80.0	82.3	81.5	84.9	.	0.0	0.0	81.8
	Median	.	79.3	77.5	79.4	79.6	77.0	80.4	.	0.0	0.0	79.3
Associate	N	0	0	27	51	51	45	21	18	0	0	213
	Mean	0.0	0.0	105.5	97.4	100.1	97.3	93.5	96.1	0.0	0.0	98.5
	Median	0.0	0.0	105.0	93.3	93.8	92.9	91.5	91.5	0.0	0.0	92.9
Full Prof	N	0	0	0	12	48	54	81	72	3	0	273
	Mean	0.0	0.0	0.0	112.9	121.6	121.9	121.1	122.6	.	0.0	121.5
	Median	0.0	0.0	0.0	102.8	122.4	117.5	119.2	119.2	.	0.0	119.2

Tables 2 through 4 compare the AVERAGE salaries and Tables 5 through 7 compare the MEDIAN salaries of the three ranks across Canadian institutions. These salaries exclude administrative positions and are for non-medical and dental faculty. There are a few missing data points from 2005 or earlier - a simple linear interpolation was used to compute the salaries for the missing year. The data for 2006-2007 is essentially complete except for only institutions from Quebec. For the missing data, I simply increased the salaries in 2005-2006 by 3%, which is in the bottom range of settlements for these institutions. When the final data is available, these charts will be updated. Data for Lecturers is generally unavailable because each institution classes these positions in different ways making comparisons difficult. Librarian salaries are NOT collected by Statistics Canada. However, CAUT does bi-annual salary surveys. The most recent one was scheduled for 2008.

Table 2. Comparison of AVERAGE salaries for FULL professors across Canada.								
	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007
1	108.3 Toronto	113.0 Toronto	117.4 Toronto	123.5 Toronto	127.6 Toronto	134.2 Toronto	141.0 Toronto	148.2 Toronto
2	105.7 St. Jerome's	104.3 St. Jerome's	108.7 St. Jerome's	113.0 UBC	119.5 UBC	123.9 Trent	131.5 Trent	134.1 Trent
3	98.4 Trent	104.3 Nipissing	108.0 UBC	111.1 St. Jerome's	116.7 Trent	122.7 UBC	126.1 UBC	132.3 UBC
4	98.2 SFU	103.8 HEC	105.7 HEC	109.4 HEC	116.1 St. Jerome's	120.9 St. Jerome's	124.6 Waterloo	130.8 Waterloo
5	98.2 WLU	102.0 UBC	104.0 York	109.2 Lethbridge	113.5 Lethbridge	119.0 Alberta	123.2 Alberta	128.7 York
6	97.8 UBC	99.9 Waterloo	103.2 Waterloo	108.5 Trent	112.9 Saskatchewan	118.9 Waterloo	123.1 York	127.8 Alberta
7	97.3 Waterloo	99.8 SFU	103.1 SFU	108.1 Waterloo	112.9 Alberta	118.1 Calgary	122.9 St. Jerome's	127.1 Lethbridge
8	96.2 Victoria(UT)	99.6 WLU	103.0 Lethbridge	108.1 York	112.1 York	117.6 York	122.4 Calgary	126.5 *St. Jerome's
9	95.9 McMaster	99.3 Trent	102.5 Trent	107.8 SFU	112.0 SFU	117.6 Lethbridge	122.3 Lethbridge	126.5 Calgary
10	95.7 Ottawa	99.1 York	102.2 Alberta	106.9 Alberta	111.6 HEC	116.8 Ontario Inst.	122.0 McGill	126.4 Windsor
11	94.9 King's (ON)	98.0 McMaster	101.9 WLU	106.6 Calgary	111.5 Calgary	116.4 McMaster	121.1 McMaster	125.6 *McGill
12	94.7 Brock	97.6 Western Ont	101.8 Calgary	106.5 Western Ont	111.3 Waterloo	116.3 Saskatchewan	120.6 Western Ont	125.6 Western Ont
13	94.5 Queen's	97.5 Alberta	101.7 McGill	105.7 McGill	111.0 Western Ont	116.1 Western Ont	119.6 Saskatchewan	125.0 Laurentian
14	94.4 Windsor	97.5 Lethbridge	101.0 *Queen's	105.1 WLU	110.7 McMaster	115.6 McGill	118.7 Laurentian	124.7 *McMaster
15	93.9 Laurentian	97.4 Ottawa	100.2 McMaster	104.9 McMaster	109.9 McGill	115.4 HEC	118.5 Queen's	123.8 WLU
16	93.7 Canada	97.2 Queen's	100.1 Western Ont	104.8 Queen's	109.2 WLU	114.6 SFU	118.1 WLU	123.8 Queen's
17	93.6 Lethbridge	97.0 King's (ON)	99.9 MontrealPoly	104.3 Guelph	108.9 Ontario Inst.	113.1 MontrealPoly	118.1 HEC	123.6 Brock
18	93.1 Guelph	96.8 MontrealPoly	99.8 Ottawa	103.7 King's (ON)	108.7 Queen's	113.1 WLU	118.0 MontrealPoly	123.0 Ottawa
19	93.1 York	96.1 Brock	99.5 Windsor	103.5 Ottawa	108.6 Brock	112.9 Queen's	117.3 Windsor	122.7 Canada
20	92.9 Saskatchewan	96.0 Calgary	99.1 Brock	103.1 Brock	107.4 Ottawa	112.7 Laurentian	117.2 Ottawa	122.3 Saskatchewan
21	92.4 Nipissing	95.7 Guelph	98.1 Guelph	102.7 Windsor	106.8 Windsor	112.6 Windsor	115.9 SFU	121.6 *HEC
22	92.3 UVic	95.6 Windsor	97.9 King's (ON)	102.4 Laurentian	106.7 Laurentian	111.7 Brock	115.9 Ontario Inst.	121.5 *MontrealPoly
23	92.2 Alberta	94.8 Carleton	97.5 Manitoba	102.2 MontrealPoly	106.1 Carleton	111.2 Guelph	115.8 Manitoba	121.5 SFU
24	91.3 Lakehead	94.1 Manitoba	97.1 Laurentian	101.9 Manitoba	106.0 Guelph	110.6 Manitoba	115.7 RMCC	121.2 Athabasca Univ
25	90.9 Carleton	93.6 Laurentian	96.8 Canada	100.9 Canada	105.7 Manitoba	110.2 Canada	115.7 Brock	120.9 Ontario Inst.
26	87.5 Saint Mary's	93.2 UVic	96.7 Carleton	99.7 UVic	105.6 King's (ON)	109.2 Carleton	114.3 Canada	120.4 Manitoba
27	87.1 Dalhousie	93.1 Canada	96.4 UVic	99.1 Dalhousie	105.4 Canada	107.6 Montreal	113.3 Ryerson	119.0 Ryerson
28	85.2 Acadia	93.0 St.Thomas	96.1 St.Thomas	99.0 Carleton	105.0 MontrealPoly	107.2 Ottawa	112.7 Carleton	118.5 Carleton
29	84.0 UPEI	92.8 McGill	95.6 ETS	98.9 Montreal	103.3 RMCC	106.9 Dalhousie	112.7 Guelph	118.4 RMCC
30	83.9 UNB	92.7 Lakehead	95.6 Lakehead	98.2 Lakehead	103.1 UVic	106.8 King's (ON)	112.2 Montreal	117.8 Guelph

Table 3. Comparison of AVERAGE salaries for ASSOCIATE professors across Canada.

	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007
1	90.4 St. Jerome's	90.0 Toronto	92.3 Toronto	97.0 Toronto	100.9 Toronto	105.7 Toronto	112.0 Toronto	118.2 Toronto
2	86.3 Toronto	86.6 Guelph	89.1 Guelph	92.5 Guelph	98.7 Ontario Inst.	103.4 Ontario Inst.	106.1 York	110.2 York
3	82.9 Guelph	85.6 MontrealPoly	88.7 MontrealPoly	92.2 York	96.5 York	101.3 York	104.3 Trent	106.8 Waterloo
4	80.6 Victoria(UT)	85.1 HEC	88.1 York	90.8 UBC	95.5 UBC	100.2 Trent	102.7 Waterloo	105.4 Western Ont
5	80.2 Waterloo	84.4 York	87.7 HEC	90.1 MontrealPoly	94.1 King's (ON)	98.3 UBC	101.4 Queen's	105.2 Queen's
6	78.3 Nipissing	83.8 King's (ON)	86.9 King's (ON)	90.1 Waterloo	93.7 Victoria(UT)	98.1 Waterloo	101.0 MontrealPoly	105.1 Trent
7	78.1 UBC	83.6 Nipissing	86.8 UBC	89.9 King's (ON)	93.3 Western Ont	97.3 MontrealPoly	100.2 Western Ont	104.7 Victoria(UT)
8	78.1 Carleton	83.0 Victoria(UT)	85.4 St. Jerome's	89.7 HEC	93.2 Waterloo	96.9 Victoria(UT)	99.7 McMaster	104.2 Brock
9	77.9 Trent	82.7 Waterloo	84.9 Waterloo	88.7 Western Ont	92.9 Trent	96.8 Queen's	99.3 Ontario Inst.	104.1 *MontrealPoly
10	77.9 McMaster	82.3 St. Jerome's	83.4 ETS	87.7 Brock	92.5 Brock	96.6 Western Ont	98.9 Victoria(UT)	103.8 Ontario Inst.
11	77.8 WLU	81.5 UBC	83.4 Nipissing	86.9 St. Jerome's	91.9 HEC	95.8 Guelph	98.6 Brock	102.7 *McMaster
12	77.7 Windsor	80.5 Carleton	83.1 Carleton	86.2 WLU	91.4 MontrealPoly	95.1 Brock	97.9 Guelph	102.5 St. Jerome's
13	77.5 Ottawa	80.3 WLU	83.1 Ottawa	86.1 Queen's	91.2 Carleton	94.6 McMaster	97.8 Conrad Grebel	100.9 Windsor
14	77.4 York	79.9 McMaster	82.8 Brock	86.1 McMaster	90.9 Queen's	94.2 HEC	97.3 HEC	100.9 Laurentian
15	77.0 SFU	79.8 Ottawa	82.2 *Queen's	86.0 Trent	90.7 Guelph	94.1 Windsor	96.9 McGill	100.9 UBC
16	76.9 King's (ON)	79.7 Huron	82.2 WLU	85.8 SFU	90.2 McMaster	94.0 St. Jerome's	96.6 Windsor	100.8 *Conrad Grebel
17	76.2 Brock	79.7 ETS	81.8 McMaster	85.7 Carleton	90.1 Conrad Grebel	93.8 Carleton	96.3 Ryerson	100.6 Carleton
18	76.1 Queen's	79.5 Western Ont	81.7 Western Ont	85.5 ETS	89.6 WLU	92.5 ETS	96.3 Carleton	100.3 *HEC
19	74.8 Canada	79.3 Trent	81.6 Trent	85.4 Ottawa	89.2 Nipissing	92.2 King's (ON)	96.0 UBC	100.2 Guelph
20	74.4 Lakehead	79.2 Brock	81.6 Windsor	85.1 Conrad Grebel	89.1 SFU	91.4 WLU	95.6 Laurentian	100.1 Ottawa
21	73.9 Huron	78.4 Windsor	81.6 SFU	83.9 McGill	88.4 St. Jerome's	91.2 SFU	95.5 Ottawa	99.9 Ryerson
22	73.7 Lethbridge	78.2 Queen's	80.9 Huron	83.9 Windsor	88.0 Windsor	91.0 McGill	95.4 Renison	99.8 *McGill
23	72.6 UPEI	78.1 SFU	80.4 McGill	83.5 Nipissing	88.0 McGill	90.3 Lethbridge	95.1 ETS	98.9 WLU
24	71.2 UVic	76.0 UQ-ENAP	79.2 UQ-ENAP	82.4 Huron	87.4 ETS	90.3 Nipissing	95.0 WLU	98.5 SFU
25	71.0 Laurentian	75.8 Canada	78.8 Canada	82.0 Canada	86.9 Ottawa	89.7 Ryerson	94.5 Lethbridge	98.3 *Renison
26	70.3 St.Thomas	75.7 Lakehead	78.2 Conrad Grebel	81.0 UQ-ENAP	85.5 Lethbridge	89.6 Conrad Grebel	93.9 King's (ON)	97.9 *ETS
27	69.7 Alberta	74.5 St.Thomas	77.2 Lakehead	80.6 Laurentian	85.5 Canada	89.4 Laurentian	93.6 SFU	97.8 Canada
28	69.1 Dalhousie	74.3 INRS	76.9 UQ-Out	80.5 Laval	85.4 Ryerson	88.8 Canada	93.4 St. Jerome's	97.2 Lethbridge
29	68.6 Mount Allison	74.3 Laval	76.8 Calgary	80.5 Lethbridge	85.2 Algoma	88.0 Calgary	92.7 RMCC	97.2 King's (ON)
30	67.5 Saskatchewan	74.2 UQ-Out	76.7 Alberta	80.1 Alberta	85.1 Laurentian	87.6 Huron	92.0 Canada	95.7 Calgary



Table 4. Comparison of AVERAGE salaries for ASSISTANT professors across Canada								
	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007
1	72.1 St.Michael's	72.8 St.Michael's	77.6 St.Michael's	83.1 Toronto	88.3 Ontario Inst.	89.2 Toronto	92.7 Toronto	94.8 Toronto
2	66.9 UBC	72.0 Toronto	77.5 Toronto	78.2 UBC	85.7 Toronto	87.8 Ontario Inst.	91.9 Renison	94.7 *Renison
3	66.6 Toronto	71.1 UBC	74.9 UBC	75.8 Renison	81.9 Renison	86.9 *Renison	87.3 Queen's	91.1 Queen's
4	62.9 York	70.5 MontrealPoly	71.5 York	74.4 York	81.1 UBC	83.9 UBC	86.4 Ontario Inst.	89.4 UBC
5	62.4 Nipissing	68.7 HEC	71.3 MontrealPoly	74.3 MontrealPoly	78.5 Queen's	82.8 Queen's	85.6 UBC	87.5 York
6	62.3 Windsor	68.6 York	70.6 HEC	73.5 Queen's	77.7 York	80.3 York	84.1 York	85.9 Ontario Inst.
7	61.7 Guelph	67.2 Guelph	69.5 Guelph	73.0 St.Michael's	76.3 Western Ont	79.5 MontrealPoly	82.8 MontrealPoly	85.3 *MontrealPoly
8	61.6 Waterloo	65.5 Queen's	69.5 *Queen's	72.9 Western Ont	75.2 SFU	78.3 SFU	79.9 Western Ont	83.9 Waterloo
9	60.6 Carleton	65.4 Nipissing	69.4 McGill	72.3 HEC	73.9 St.Michael's	77.5 Western Ont	79.5 Waterloo	82.4 Ryerson
10	59.8 Queen's	63.6 Waterloo	69.3 Renison	71.4 McGill	73.6 McGill	75.9 HEC	79.4 SFU	82.4 Guelph
11	59.2 McMaster	63.4 Carleton	68.0 SFU	71.0 SFU	73.6 HEC	75.8 Waterloo	78.9 McMaster	81.8 SFU
12	59.1 WLU	63.3 WLU	66.1 Waterloo	70.9 Waterloo	73.2 MontrealPoly	75.6 Ryerson	78.3 McGill	81.3 *McMaster
13	58.9 SFU	62.4 McGill	65.8 Nipissing	69.6 Guelph	72.4 Ryerson	75.4 Alberta	78.2 HEC	80.9 Alberta
14	58.7 Ryerson	62.3 ETS	65.3 McMaster	68.2 Alberta	71.7 Alberta	75.4 McGill	78.1 Ryerson	80.7 *McGill
15	58.6 Ottawa	62.1 Alberta	65.1 Alberta	67.4 McMaster	71.6 Waterloo	74.2 McMaster	77.9 Guelph	80.5 Western Ont
16	58.5 Canada	61.9 Western Ont	65.0 Windsor	67.1 Windsor	71.5 McMaster	73.9 Guelph	77.6 Calgary	80.5 *HEC
17	58.1 Brock	61.7 Windsor	64.3 ETS	67.0 Carleton	70.1 INRS	73.7 ETS	77.3 Alberta	80.4 Calgary
18	57.9 UVic	61.6 INRS	64.0 Western Ont	66.4 ETS	70.0 Carleton	73.2 Carleton	76.8 Trent	80.1 Carleton
19	57.2 Alberta	61.5 Ryerson	63.9 Carleton	66.3 Brock	69.7 Guelph	72.5 Brock	75.7 Carleton	79.7 Windsor
20	56.9 Lakehead	61.5 McMaster	63.8 WLU	65.9 Canada	69.2 Sherbrooke	71.9 Windsor	75.3 Brock	79.5 Trent
21	56.5 Trent	60.9 Laval	63.7 INRS	65.8 Nipissing	69.0 Calgary	71.8 Calgary	75.1 RMCC	79.5 Brock
22	56.0 UPEI	60.6 SFU	63.1 Sherbrooke	65.7 Calgary	68.9 Nipissing	71.5 Canada	74.4 ETS	79.0 Canada
23	55.4 Laurentian	60.0 Canada	62.8 Canada	65.4 Laval	68.8 RMCC	71.4 Nipissing	74.3 Canada	78.4 Laurentian
24	54.9 Dalhousie	60.0 Ottawa	62.6 Ottawa	65.3 RMCC	68.7 Canada	71.2 Trent	74.2 Nipissing	78.4 Ottawa
25	54.6 Huron	59.7 Montreal	62.0 Laval	64.9 Ottawa	68.4 ETS	71.2 INRS	74.1 Windsor	77.3 RMCC

Table 5. Comparison of MEDIAN salaries for FULL professors across Canada

	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007
1	106.4 Toronto	110.0 Toronto	113.3 Toronto	119.5 Toronto	123.4 Toronto	131.1 Trent	138.1 Trent	142.4 Toronto
2	103.8 St. Jerome's	106.3 Nipissing	107.3 HEC	113.0 Trent	121.8 Trent	129.9 Toronto	136.2 Toronto	140.7 Trent
3	102.9 Trent	103.9 HEC	106.9 St. Jerome's	110.8 HEC	113.7 UBC	119.2 Ontario Inst.	125.1 Waterloo	130.3 Waterloo
4	100.0 SFU	103.4 Trent	106.5 Trent	109.7 St. Jerome's	113.2 St. Jerome's	118.5 Waterloo	122.4 McMaster	128.2 Windsor
5	99.2 WLU	102.1 St. Jerome's	104.7 Waterloo	109.2 Waterloo	113.0 HEC	117.7 McMaster	120.5 HEC	126.1 *McMaster
6	98.6 Waterloo	101.7 Waterloo	103.9 UBC	108.4 UBC	112.8 Lethbridge	117.5 HEC	120.4 UBC	126.0 UBC
7	98.2 McMaster	101.2 MontrealPoly	103.7 MontrealPoly	107.2 McMaster	112.5 McMaster	117.1 UBC	120.1 Lethbridge	125.0 Calgary
8	97.0 Lakehead	100.9 WLU	102.8 SFU	106.5 Lethbridge	111.4 Saskatchewan	115.7 Saskatchewan	119.6 Calgary	124.6 Laurentian
9	96.5 Brock	100.5 SFU	102.5 Brock	106.4 SFU	111.3 Waterloo	115.2 Alberta	118.9 RMCC	124.2 WLU
10	96.4 UBC	99.9 UBC	102.2 WLU	106.3 MontrealPoly	110.4 SFU	114.8 Calgary	118.8 MontrealPoly	124.1 *HEC
11	96.0 Victoria(UT)	99.4 St.Thomas	102.0 McMaster	105.7 WLU	110.1 WLU	114.2 MontrealPoly	118.7 WLU	123.1 Alberta
12	95.9 Ottawa	99.0 McMaster	101.9 St.Thomas	105.1 Manitoba	109.5 Alberta	113.7 Manitoba	118.6 St. Jerome's	123.0 Manitoba
13	95.3 Nipissing	99.0 Brock	101.2 King's (ON)	104.9 Guelph	109.1 Manitoba	113.5 Lethbridge	118.5 Manitoba	122.8 York
14	94.6 Queen's	98.4 Lakehead	100.9 *Queen's	104.8 Brock	108.9 Calgary	113.2 WLU	118.5 Saskatchewan	122.3 *MontrealPoly
15	94.0 Windsor	97.5 Ottawa	100.8 Manitoba	104.7 Queen's	108.6 Queen's	113.2 Windsor	118.4 Alberta	122.2 Ottawa
16	93.4 Canada	97.2 Queen's	100.6 Lethbridge	104.1 Alberta	108.5 Brock	112.5 York	118.3 York	122.2 *St. Jerome's
17	93.1 Saskatchewan	97.0 King's (ON)	100.6 Lakehead	104.0 Calgary	108.4 MontrealPoly	112.0 SFU	118.1 McGill	122.2 Lethbridge
18	92.8 Guelph	96.9 Manitoba	100.0 Alberta	103.7 Ottawa	108.4 Carleton	111.9 Carleton	117.4 Windsor	121.8 RMCC
19	92.8 King's (ON)	95.7 York	100.0 Windsor	103.4 King's (ON)	108.0 Ottawa	111.9 McGill	117.4 Ottawa	121.6 *McGill
20	92.6 Laurentian	95.5 Calgary	99.9 Ottawa	103.3 York	107.7 McGill	111.8 Laurentian	116.6 Queen's	121.6 Queen's
21	92.3 Lethbridge	95.3 Carleton	99.8 York	103.1 Windsor	107.5 Ontario Inst.	111.7 Queen's	116.5 Laurentian	121.6 King's (ON)
22	91.9 UVic	95.2 Windsor	99.8 Calgary	102.7 McGill	107.1 York	111.1 Brock	115.6 King's (ON)	121.2 Saskatchewan
23	91.8 Carleton	95.0 Alberta	99.7 McGill	102.3 Western Ont	107.1 Windsor	110.7 St. Jerome's	115.0 Carleton	121.1 Carleton
24	90.2 Alberta	95.0 Western Ont	98.5 Saint Mary's	102.0 Laurentian	107.0 Saint Mary's	110.6 Guelph	114.4 SFU	120.5 Athabasca Univ
25	90.0 Saint Mary's	94.7 Guelph	98.5 Laurentian	101.7 Carleton	106.4 Laurentian	110.4 Western Ont	114.1 Ryerson	120.3 Canada
26	89.6 York	94.2 Lethbridge	98.4 Carleton	101.7 Saint Mary's	106.3 Guelph	110.3 Saint Mary's	114.0 Western Ont	120.1 Ryerson
27	88.9 St.Thomas	93.9 Laurentian	97.7 Western Ont	101.0 RMCC	106.2 Western Ont	109.5 King's (ON)	113.6 Brock	120.0 Ontario Inst.
28	88.1 Huron	93.0 UVic	97.0 ETS	100.4 Lakehead	104.8 King's (ON)	109.3 Mount Allison	113.6 Saint Mary's	119.7 Brock
29	86.7 Acadia	92.3 Concordia (QC)	97.0 Guelph	99.6 UVic	104.2 Mount Allison	108.3 Ryerson	113.4 Guelph	119.7 Western Ont
30	86.2 Dalhousie	91.4 Winnipeg	96.0 UVic	99.6 Dalhousie	104.1 Lakehead	107.8 Dalhousie	113.1 Ontario Inst.	119.2 SFU

Table 6. Comparison of MEDIAN salaries for ASSOCIATE professors across Canada

	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007
1	89.4 St. Jerome's	89.9 Toronto	90.5 Toronto	95.4 Toronto	98.9 Toronto	103.5 Toronto	109.3 Toronto	114.5 Toronto
2	86.2 Toronto	88.0 HEC	90.3 HEC	92.4 HEC	97.0 King's (ON)	103.3 Trent	108.8 Trent	107.1 York
3	82.7 Guelph	87.3 Guelph	90.1 Guelph	92.2 Guelph	96.5 Ontario Inst.	99.3 York	104.1 York	106.5 Waterloo
4	80.1 Victoria(UT)	86.2 St. Jerome's	88.2 MontrealPoly	91.1 King's (ON)	95.2 York	97.5 Waterloo	102.0 HEC	106.2 Trent
5	78.6 York	85.3 King's (ON)	87.8 York	91.0 York	95.0 HEC	97.1 MontrealPoly	102.0 MontrealPoly	105.1 *HEC
6	78.6 Waterloo	84.7 MontrealPoly	87.7 King's (ON)	89.9 MontrealPoly	94.0 Trent	96.6 HEC	101.8 Waterloo	105.1 *MontrealPoly
7	78.4 SFU	84.4 York	87.7 St. Jerome's	89.6 Waterloo	92.1 Waterloo	96.5 Victoria(UT)	99.2 McMaster	102.6 Queen's
8	78.4 Windsor	82.3 Nipissing	84.6 Carleton	87.8 UBC	92.1 UBC	95.7 Guelph	99.1 Queen's	102.2 *McMaster
9	77.9 Nipissing	82.1 Huron	84.0 ETS	87.7 St. Jerome's	91.6 Guelph	94.9 Queen's	98.5 Conrad Grebel	102.1 Victoria(UT)
10	77.7 Trent	82.1 Waterloo	83.9 UBC	87.0 Brock	91.4 Brock	94.6 McMaster	98.1 Guelph	102.0 Ontario Inst.
11	77.4 Carleton	81.2 Victoria(UT)	83.6 Waterloo	87.0 WLU	91.2 MontrealPoly	94.5 Brock	97.6 Brock	101.6 Laurentian
12	77.3 McMaster	81.1 Carleton	82.7 Ottawa	85.9 Carleton	91.2 Carleton	94.2 Ontario Inst.	96.2 Victoria(UT)	101.6 Brock
13	77.0 WLU	80.1 Ottawa	82.5 Huron	85.6 Conrad Grebel	90.8 WLU	94.0 UBC	96.0 Carleton	101.5 *Conrad Grebel
14	76.7 Huron	80.1 McMaster	82.3 WLU	85.6 ETS	90.6 Conrad Grebel	93.2 Carleton	95.6 Ontario Inst.	100.8 Carleton
15	76.6 Ottawa	79.5 WLU	81.9 SFU	85.4 McMaster	90.0 McMaster	93.2 ETS	95.4 Ryerson	100.3 Guelph
16	76.5 UBC	79.4 Western Ont	81.7 McMaster	85.3 Trent	89.2 Queen's	92.8 Windsor	95.1 Laurentian	99.7 Ryerson
17	76.3 Queen's	79.4 UBC	81.6 Western Ont	84.9 Ottawa	88.8 St. Jerome's	91.7 King's (ON)	95.1 ETS	99.3 Western Ont
18	75.8 Brock	79.4 ETS	81.5 Brock	84.7 Huron	88.6 Victoria(UT)	91.6 St. Thomas Mor	95.0 McGill	98.9 Ottawa
19	75.4 St.Thomas	79.1 SFU	81.4 UQ-ENAP	84.5 Queen's	88.3 Algoma	91.0 Western Ont	95.0 Windsor	98.8 St. Jerome's
20	73.9 Canada	78.6 Brock	81.3 *Queen's	84.0 SFU	87.8 UQ-ENAP	90.4 WLU	94.6 Western Ont	98.7 Windsor
21	73.8 UPEI	78.1 Queen's	80.7 Windsor	83.4 UQ-ENAP	87.7 ETS	89.8 St. Jerome's	94.4 Ottawa	97.9 *ETS
22	73.6 King's (ON)	78.0 Trent	80.7 Nipissing	83.4 Western Ont	87.3 Nipissing	89.8 McGill	93.9 Algoma	97.9 *McGill
23	73.2 Lakehead	77.5 UQ-ENAP	80.4 Trent	82.7 Algoma	87.1 Huron	89.7 Conrad Grebel	93.5 RMCC	96.8 UBC
24	71.6 Lethbridge	77.0 Windsor	80.0 St. Thomas Mor	82.6 McGill	86.7 Western Ont	89.5 Huron	93.2 Lethbridge	96.7 RMCC
25	69.7 Mount Allison	76.4 UQAM	79.4 UQ-Out	82.4 UQ-Out	86.4 McGill	89.4 Saskatchewan	93.1 Renison	96.6 WLU
26	69.4 Laurentian	76.4 UQ-Out	79.3 McGill	82.1 St.Thomas	86.2 Ottawa	89.3 Ryerson	92.8 St. Jerome's	96.3 Huron
27	68.7 Alberta	75.3 Canada	78.7 Conrad Grebel	81.9 Nipissing	86.0 Windsor	89.1 Algoma	92.0 Huron	96.2 Athabasca Univ
28	68.3 UVic	74.9 Manitoba	78.3 Canada	81.7 Laval	85.8 Ryerson	88.6 UQ-ENAP	91.9 Saskatchewan	95.9 *Renison
29	68.3 Dalhousie	74.8 Laval	77.3 Manitoba	81.6 St. Thomas Mor	85.6 UQAM	88.0 Lethbridge	91.6 St. Thomas Mor	95.6 Canada
30	68.1 Mount Saint Vi	74.7 TIL	77.1 TIL	81.5 Windsor	85.6 UQ-Out	87.6 Canada	91.5 UBC	95.4 Lethbridge

Actual position of SFU Median salary for Associate when not in top 30

31st 85.6 SFU    32nd 87.5 SFU    38th 85.2 SFU    35th 92.9 SFU

Table 7. Comparison of MEDIAN salaries for ASSISTANT professors across Canada								
	1999-2000	2000-2001	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007
1	76.9 St.Michael's	75.0 St.Michael's	84.6 St.Michael's	77.1 MontrealPoly	84.7 Renison	90.2 *Renison	95.7 Renison	98.5 *Renison
2	65.8 Toronto	72.8 MontrealPoly	74.6 MontrealPoly	77.1 Toronto	81.5 Ontario Inst.	82.4 Toronto	85.5 Toronto	88.5 Queen's
3	64.9 UBC	69.4 Toronto	73.0 Toronto	75.7 Renison	79.5 Toronto	82.2 Ontario Inst.	85.2 Ontario Inst.	88.3 Toronto
4	64.3 Nipissing	68.7 HEC	71.3 UBC	74.1 UBC	77.4 UBC	80.8 Queen's	85.2 Queen's	86.4 Ontario Inst.
5	62.4 Waterloo	68.0 UBC	70.8 Renison	72.8 Queen's	77.1 Queen's	80.6 MontrealPoly	83.0 MontrealPoly	86.0 UBC
6	60.4 Guelph	66.3 Nipissing	69.3 HEC	71.6 HEC	74.0 MontrealPoly	79.9 UBC	81.7 UBC	85.5 *MontrealPoly
7	60.2 Windsor	65.2 Guelph	68.7 Guelph	70.3 Waterloo	73.8 York	76.6 HEC	80.0 McMaster	83.8 Waterloo
8	60.2 Carleton	65.0 York	68.6 *Queen's	70.2 York	73.6 HEC	75.7 SFU	79.7 York	82.7 York
9	60.1 York	64.5 Queen's	68.0 York	70.0 SFU	72.9 Ryerson	75.6 Ryerson	79.3 Waterloo	82.4 *McMaster
10	60.0 Queen's	64.2 Waterloo	66.7 SFU	69.3 St.Michael's	72.6 SFU	75.6 Waterloo	78.5 HEC	82.1 Ryerson
11	58.0 Ryerson	64.0 ETS	66.6 Nipissing	68.0 Guelph	71.2 McMaster	75.4 York	77.7 Ryerson	81.7 Guelph
12	57.6 McMaster	63.2 Carleton	66.1 Waterloo	68.0 RMCC	71.2 Waterloo	75.3 McMaster	77.5 RMCC	80.8 *HEC
13	57.6 SFU	61.7 Ryerson	65.6 ETS	67.3 Nipissing	70.5 INRS	74.5 ETS	76.5 Guelph	79.8 Trent
14	57.6 Canada	61.3 INRS	64.4 INRS	67.2 ETS	70.3 ETS	72.5 Windsor	76.5 SFU	79.4 RMCC
15	57.2 UVic	61.0 McMaster	64.3 McMaster	67.1 McGill	70.1 Guelph	72.3 Guelph	75.9 ETS	79.3 SFU
16	57.0 Ottawa	60.4 McGill	64.2 McGill	66.8 Windsor	70.0 McGill	72.1 INRS	75.3 Calgary	79.0 Calgary
17	55.9 Lakehead	60.1 Windsor	64.0 Windsor	66.6 McMaster	70.0 St.Michael's	71.7 Carleton	75.1 McGill	78.9 Windsor
18	55.8 Mount Saint Vi	60.0 Western Ont	63.8 Carleton	66.4 Carleton	69.8 Carleton	71.5 Alberta	74.7 Western Ont	78.9 Ottawa
19	55.5 Trent	59.9 SFU	63.0 NSCAD	65.0 Ottawa	69.4 Sherbrooke	70.8 McGill	74.5 Ottawa	78.2 *ETS
20	55.2 Dalhousie	59.7 Ottawa	62.7 Ottawa	65.0 Dalhousie	69.3 RMCC	70.7 Trent	74.5 Trent	78.0 Carleton
21	55.0 Brock	59.6 Montreal	62.6 Sherbrooke	64.9 Western Ont	68.5 Windsor	70.6 Calgary	74.2 Carleton	77.4 *McGill
22	54.4 WLU	59.3 King's (ON)	62.0 Western Ont	64.9 Montreal	68.0 Western Ont	70.5 Dalhousie	74.0 Windsor	77.3 Laurentian
23	54.2 UPEI	59.2 Laval	61.5 Ryerson	64.4 INRS	68.0 Nipissing	70.4 Athabasca Univ	73.7 INRS	77.0 Saskatchewan
24	54.0 Huron	58.3 Sherbrooke	61.2 Dalhousie	64.4 Alberta	67.9 Dalhousie	70.3 Sherbrooke	73.2 Saskatchewan	76.9 Canada
25	53.6 Alberta	58.2 Canada	60.8 Montreal	64.1 Brock	67.7 Ottawa	70.3 Nipissing	73.1 Ontario Agric.	76.8 Nipissing

What do the tables show? While SFU AVERAGE salaries at the Assistant Professor level have maintained their position relative to the rest of Canada, median salaries have declined relative to the rest of Canada – a symptom of a few Assistant Professors being hired at high salaries. Salaries for Associate Professors have never been near the top across Canada, but this could be “explained” by the transitory nature of these positions. Salaries at the Full Professor level have done poorly relative to the rest of Canada over the last decade. **The average salary of a Full Professor at SFU is now below the Canadian average!**

There are two obvious reasons for this decline. First, salary increases for faculty at B.C. institutions have been restricted for the last 10 years by the Public Sector Employee Council (PSEC) to well below the rate of inflation. Consequently, faculty who have been at SFU for at least 10 years who are currently in the system (e.g. Associate and Full Professors) have seen a real loss in purchasing power. Second, our salary scale limits salary increments at the top of scale by the career progress ceiling and by our hard ceiling. The career progress ceiling cannot be penetrated unless you receive a 1.5 or 2.0 step increment from a salary review. This ceiling was originally introduced many years ago in response to a PSEC ruling that anyone whose salary exceeded \$100,000 could not receive any salary increase unless it was “merit based”. This

career progress ceiling has long ceased to be necessary and needs to be removed. I also find it personally offensive that while senior faculty are limited by both this career ceiling and the 1.3 step limit, senior administrators have been allowed increments closer to 1.5 steps. (Refer to January 2008 SFUFA newsletter available at: <http://www.sfufa.ca/>). The offense continued when the Board of Governors accepted without question a motion to change the senior administrator performance review to INCREASE their average step size from 1.3 to 1.5 steps.

The hard ceiling above the career progress ceiling also limits salary increases. Although SFU uses a retention fund that allows them to “cherry-pick” faculty to receive salaries above the hard ceiling, these awards are not permanent.

My last observation deals with what has happened to all of the money? For example, compare the average salaries of SFU vs. UBC at the Full Professor level. In the 2006-2007 fiscal year, there was over a \$10,000 difference in the average salary. There are over 250 faculty at the Full Professor level, which corresponds to a  $\$10,000 \times 250 = 2.5$  million dollars salary subsidy from the Full Professor rank alone. Where has this money been spent?

The SFU Administration will likely come calling asking faculty to shoulder an increased workload because of budget concerns. I'd like to apologize in advance for the static on my phone line that makes it hard for me to hear such pleas.

## **TOP 10 WAYS TO IMPROVED HEALTH (FOR FREE OR NEXT TO FREE) AT SFU**

**Tracy Keeling, Marketing and Communications Coordinator  
Health and Counselling Services**

Staff at both SFU Recreation and Health and Counselling Services are working hard to provide the community with opportunities to create balance and improve health. What follows is a top 10 list of the best ways YOU as faculty members at SFU can improve your health and work-life balance right here on campus!

10. Put on a pair of comfortable (weather appropriate) shoes and go for a walk or run on one of the many scenic trails within Burnaby Mountain Park.
9. If you want ‘flatter’ terrain for your walk or run, try the track around the soccer field.
8. Get yourself a new bathing suit and swim lengths during your lunch break or after work in the pool at Chancellor’s Gym Complex.
7. Close your office door, log onto the Health and Counselling website at [www.students.sfu.ca/health](http://www.students.sfu.ca/health) and do a 10 minute mindfulness session to de-stress and re-charge.
6. Get active and learn to dance at SFU! Sign up for a salsa, flamenco or bellydancing class after work one night a week.
5. Join an intramural basketball team. You’ll get a great workout and meet some of your colleagues in a fun atmosphere.
4. Hire a personal trainer through SFU Recreation and get one-on-one weight training for a fraction of the off-campus costs.
3. Join a group fitness class like Body Sculpt, Step or Cardio Blast - many run over your lunch hour.

2. Try something new! Did you know SFU Recreation offers classes like Learn to Dive and Fencing?? Go for it, and surprise yourself and your friends with a new skill.

1. Go to the SFU Recreation office in the Chancellor's Gym Complex and get a membership – it's free, and it gives you access to the fitness centre, pool, drop-in sports, courts, and intramural sports.

This Top 10 is just a sample of some of the things you can do right here at SFU to improve your health, and create more balance in your life. For more information about SFU Recreation please visit <http://students.sfu.ca/recreation/>, and for Health and Counselling Services visit <http://students.sfu.ca/health/> (while you are there you can take the Wellness Wheel Quiz to see just how balanced you are). Remember, a chat with a loved one, eating a healthy meal, and getting a good night's sleep also does wonders for your health!

---

## ANNOUNCEMENTS

### **Rally Against Government Cutbacks to Post-Secondary Education Funding: SFUFA, SFSS, GSS, CUPE, APSA**

Please plan to attend this important rally organized by and for faculty, staff, and students!

When: February 4, 2009

Time: 12:30 pm

Where: Convocation Mall

Please consider not just attending the rally, but committing to help the Faculty Association demonstrate how many positions we are losing because of the cuts.

If you are willing to assist with the rally, please contact Michael Schmitt at [mschmitt@sfu.ca](mailto:mschmitt@sfu.ca)

---

### **PDR: Academic Relations Reminds you!**

PDR claims for eligible expenses **purchased in 2008** must be submitted to the Academic Relations Office by January 15. Information on the PDR process, the claim form and eligible expenses are on the AR website - [www.academicrelations.sfu.ca](http://www.academicrelations.sfu.ca). **Questions can be sent to [arassist@sfu.ca](mailto:arassist@sfu.ca) or call Shannon at 24686.**

---

### **Members Sought for CAUT Standing Committees**

The Canadian Association of University Teachers (CAUT) is seeking assistance in identifying potential members for four standing committees:

*Academic Freedom and Tenure Committee:* Members should have considerable involvement in at least one of the following: academic freedom, human rights, and civil liberties. They must be sympathetic to and have experience in the defense of academic freedom and tenure.

*Collective Bargaining and Economic Benefits Committee:* Members should have demonstrated experience in collective bargaining.

*Librarians' Committee:* Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian post-secondary

institutions. They ought to be aware of policy matters pertaining to academic rights and working conditions of academic librarians.

*Women's Committee:* Members should have considerable experience representing the interests of women. They should also have knowledge of policy matters pertaining to women in post-secondary education.

Members of all committees should be willing and available to dedicate considerable time between meetings to the work of the committee. The term of office is normally three years, with the possibility of one renewal.

If you seek further information or would like a copy of the information form used by persons interested in serving on a CAUT committee or a list of current members of these committees, please contact Susan in the SFUFA office at local 24584 or [stevens@sfu.ca](mailto:stevens@sfu.ca).

---

## INVITE SFUFA TO A FACULTY MEETING?

Do faculty in your academic unit know what services the Faculty Association provides members? Are there questions of general interest relating to the Association you would like answered? Members of the SFUFA Executive and Association staff would be pleased to attend a faculty meeting to outline services, answer questions, and hear concerns. For more information or to arrange a visit, please contact [sfufa@sfu.ca](mailto:sfufa@sfu.ca).

---

## NOTE FROM THE EDITOR

Have a topic you'd like discussed, a question you'd like answered, or a contribution you'd like to make to the next newsletter? Please send me a message at [stevens@sfu.ca](mailto:stevens@sfu.ca).