

Senior Administrator average step increment in 2012: \$3950 **SFUFA member average step increment in 2012: \$1894**

Bargaining Bulletin 09 – 2012-10-18

Each January, about ½ of members of SFUFA undergo a biennial ritual – performance reviews. This is covered by Faculty Salary Policy A20.01 (<http://www.sfu.ca/policies/gazette/academic/a20-01.html>). There are separate review systems for Librarians and non-Librarians.

Teaching and research faculty are evaluated every two years. At this time the TPC (or TARC for Lectures and Senior Lecturers) reviews and provides advice to the Chair on a step-increment for each of the next two years – either 0, .5, 1.0, 1.5, or 2.0 steps with the proviso that the average step increase for the unit must be 1.3 or less. Then on September 1, the member moves up the salary scale by the recommended increment if the member is currently below the merit ceiling. If the member is above the merit ceiling but below the hard ceiling, the members moves up one step if the member receives a 1.5 step award; and 2 steps if the member receives a 2 step award. If the member is at the hard ceiling, no movement takes place regardless of the awarded step increment. Refer to the salary scales for the ceilings and various breakpoints at <http://www.sfu.ca/policies/gazette/academic/a20-02.html>

The size of the step increment also varies. For members below the breakpoints, the step value is \$2640/step. For members between the breakpoint and the hard ceiling the step value is \$1509/step. For members at hard ceilings, the step value is \$0/step.

The step-increment system for Librarians differs. Every year, every Librarian receives a 1 step award unless there is demonstrated reason to reduce the award. No movement occurs if the Librarian is at the hard ceiling. The value of the step increment is \$2640/step.

SFUFA received the distribution of step awards for 2012 (similar to that published in Bargaining Bulletin 04 for 2011) and computed that the average value of the step increment for SFUFA members is about \$1894¹

Senior Administrators (Deans and higher) also have a performance review plan in the Executive Compensation Policy (B10.08, Appendix A, <http://www.sfu.ca/policies/gazette/board/B10-08.html#T5>). Each year the Deans+ group is reviewed and receives a monetary award as a portion of the total merit pool. Their policy states that a merit pool be established as 1.5 x number of Administrators being reviewed x value of the full step on the faculty scale (currently \$2640). Then individual monetary amounts are assigned to each Administrator. SFUFA asked for and received a

¹ This is only approximate because we are only provided aggregate information on step awards so had to make reasonable guesses on which members received various step increments. The error in estimation is expected to be small.

summary of the results of the Executive performance review for September 2012. There were 18 Senior Administrators who were reviewed with a total pool of \$71,100 and awards ranging from \$3550 to \$4150. The average award was \$3950.

About 1/3 of our members are at hard ceilings and received no monetary increase regardless of performance. About 1/4 of our members are in the “mini-step” area of our salary scale (\$1509/step) and some were denied increment because they did not receive a step award of 1.5 or higher. Less than 1/2 of our members receive step awards based on the full sized step award of \$2640/step. Our average step award (including those at the ceilings) must be 1.3 steps/member or less (and these steps vary in monetary value).

Senior Administrators have no ceilings in their salary scale. Senior Administrators have no breakpoint in their salary scale. The average award for Senior Administrators is 1.5 full-sized steps or \$3950. On average, a Senior Administrator receives about 2x the amount in performance increment as a SFUFA member. In 2012 the lowest increment received by a Senior Administrator was \$3550 or about 1.34 full sizes steps while many SFUFA members received \$0 despite an above recommendation from the TPC/TARC.

SFUFA is not suggesting that Senior Administrators are not performing or do not deserve to receive step increments. However, the rationale for the current reward system for Senior Administrators has never been fully explained or rationalized in light of the performance system for SFUFA members with its many constraints on properly rewarding performance.