

Simon Farmteam University?

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Farm Team: Term used for a company that trains employees only to have them leave within a short period of time for another company with more advantages, such as prestige or advancement opportunities. The company typically offers less-than-ideal working conditions or suitable compensation.

<http://www.businessdictionary.com/definition/farmteam.html#ixzz2AXWXubLw>

SFUFA members at SFU have made major contributions in SFU's relatively short life to build up its reputation and expertise. For example, one national news magazine regularly ranks SFU near the top within its category of comprehensive universities. More recently, the Higher Education Strategy Associates (<http://higheredstrategy.com>) prepared a report that ranked Canadian universities on research excellence (<http://tinyurl.com/8badq45>). SFU placed in the top 10 in both of the broad natural science and social science categories (See Table 1 overleaf) and the report concludes (page 20):

“Big, research-intensive institutions still do well: UBC, McGill, Montreal and Toronto still make up four of the top five spots in both broad science/engineering and social sciences/humanities. But there are some surprises nonetheless: Guelph cracks the top ten in social sciences, and Rimouski cracks the top ten in science, Simon Fraser makes the top ten in both and the U-15 do not by any means form a monopoly of the top spots in either field.”

Congratulations to SFUFA members and other staff on campus on our achievement.

So it appears that SFU is playing in the “major leagues.” How do our salaries compare to the other players in the game? In Table 1, I've compared average salaries by rank, salary ceilings by rank, recent across the board increases, and the President's salary for the top 10 universities in each broad category.

Here are the key points

- SFU's salary at the Full Professor level is at least \$10,000 below salaries for other institutions outside of Quebec. **Indeed, our average salaries for Full Professors, Lecturers, and Librarians are BELOW THE CANADIAN AVERAGE** of all institutions (both large and small) across Canada! These figures are already two years out of date and our across the board increases have been smaller than our competitors.
- **Most of our competitors do not have salary ceilings.** Our salary ceilings are not competitive with other institutions – this is a major reason for the large increase in use of market supplements.
- These salary values are for the 2010-11 fiscal year. Since then SFU received 0% wage increases compared to increases typically more than 2% for other institutions. **If we settle for more years of low wage increases, we will fall further behind our competition.**
- SFU seems to have no problem in finding money to increase the number of administrators (see previous bargaining bulletins) and **SFU's total compensation for the President is 4th across Canada** and comparable to the other institutions.

Many of these competitors also have a vastly superior defined benefit pension plan compared to our defined contribution plan reviewed in an earlier bargaining bulletin.

Yes, there are some non-compensatory benefits to working at SFU, but these do not help pay for the mortgage in one of the highest cost of living places across Canada. Many departments have been unable to hire and have lost experienced SFUFA members to other institutions because of our non-competitive salary scales.

The consequences of failing to compensate employees relative to your competitors are clear to many businesses:

“Like sport farm teams, these companies fully train the employees only to have them leave to work for another company. Being a farm team for your competitors will often, over time, lead to the destruction of the business.”

<http://www.investopedia.com/terms/f/farm-team.asp#axzz2AXX89pEj>

SFUFA members cannot be expected to play in the “major leagues” with “minor league” salaries.

Notes for the accompanying table

Lib=Librarians; Lec = Lecturers and Senior Lecturers; aP=Assistant Professor; AP=Associate Professor; P=Professor.

Not all institutions reported average salaries for lecturers.

HESA ranking and methodology available at <http://tinyurl.com/8badq45>

Salary data taken from CAUT Almanac of Post Secondary Education 2012-13 available at <http://www.caut.ca/pages.asp?page=442>

Recent salary awards taken from

<http://people.stat.sfu.ca/~cschwarz/SFUFA/EBinfo/Salaries/RecentSalarySettlements.pdf>

Flat dollar awards converted to a % increase based on average salary of AP

Table 1. HESA 2012 Ranking by research quality and salary comparators

Salaries in both parts of the table are University-wide across all disciplines. Information on salaries by field of study for each university are not readily available.

Science and Engineering

Rank	School	2009					2010-2011 Average			2010-2011 Ceiling on			2010-2011	Recent Across the Board Increases				
		Salaries (\$1000)					Salaries (\$1000)			Presidents Salary	% increase							
		Lib	Lect	aP	AP	P	ap	AP	P		\$1,000	2010	2011	2012	2013	2014		
1	UBC	91	87	99	116	153	none	none	none	579	0.0	0.0	?	?	?			
2	Montreal	na	-	86	105	133	90	110	125	?	2.0	2.0	2.0	?	?			
3	Toronto	92	100	106	133	171	90	none	none	431	2.3	2.0	2.1	2.3	?			
4	Ottawa	89	80	92	116	147	94	131	158	396	3.5	1.7	?	?	?			
5	McGill	76	-	91	112	145	none	none	none	388	?	?	?	?	?			
6	SFU	80	84	94	110	137	89	103	133	480	0.0	0.0	?	?	?			
7	UQ Rimouski	na	-	69	82	105	87	114	126	?	2.5	2.5	2.5	2.5	?			
8	Waterloo	83	96	97	122	150	none	none	none	311	0.0	0.0	3.0	3.0	3.0			
9	Alberta	97	-	97	117	159	96	120	none	502	4.8	1.8	2.0	1.7	1.7			
10	McMaster	81	87	95	125	153	none	none	none	316	3.5	2.6	2.6	?	?			

Social Science and Humanities

Rank	School	2009					2010-2011 Average			2010-2011 Ceiling on			2010-2011	Recent Across the Board Increases				
		Salaries (\$1000)					Salaries (\$1000)			Presidents Salary	% increase							
		Lib	aP	AP	P	ap	AP	P	\$1,000		2010	2011	2012	2013	2014			
1	UBC	91	87	99	116	153	none	none	none	579	0.0	0.0	?	?	?			
2	McGill	76	-	91	112	145	none	none	none	388	?	?	?	?	?			
3	Toronto	92	100	106	133	171	90	none	none	431	2.3	2.0	2.1	2.3	?			
4	Alberta	97	-	97	117	159	96	120	none	502	4.8	1.8	2.0	1.7	1.7			
5	Guelph	85	-	102	121	146	none	none	none	464	4.8	2.1	2.3	2.4	?			
6	Montreal	na	-	86	105	133	90	110	125	?	2.0	2.0	2.0	?	?			
7	McMaster	81	87	95	125	153	none	none	none	316	3.5	2.6	2.6	?	?			
8	York	106	107	102	127	158	none	none	none	498	3.0	2.0	2.0	2.0	2.0			
9	Concordia	76		79	102	131	105	117	140	?	3.0	3.0	?	?	?			
10	SFU	80	84	94	110	137	89	103	133	480	0.0	0.0	?	?	?			

Canadian Averages

	Salaries (\$1000)				
Medical-Doctoral	89	94	114	145	
Comprehensive	83	109	114	140	
Undergraduate	94	88	108	134	
All types	84	86	89	110	139