

October 2023

Notes to accompany 2022-23 Faculty Salary Statistics

Attachment “A” provides the distribution of July 2022 merit scores for all Tenure/Tenure-track faculty in the QUFA bargaining unit. Please note, as per the Queen's-QUFA 2022-2025 Collective Agreement Articles 42.2.2.7 and 42.2.2.8, additional merit points were added to the academic merit pool.

Attachment “B” provides the distribution of July 2022 merit scores, for all Tenure/ Tenure-track faculty in the QUFA bargaining unit, by rank and Faculty/School.

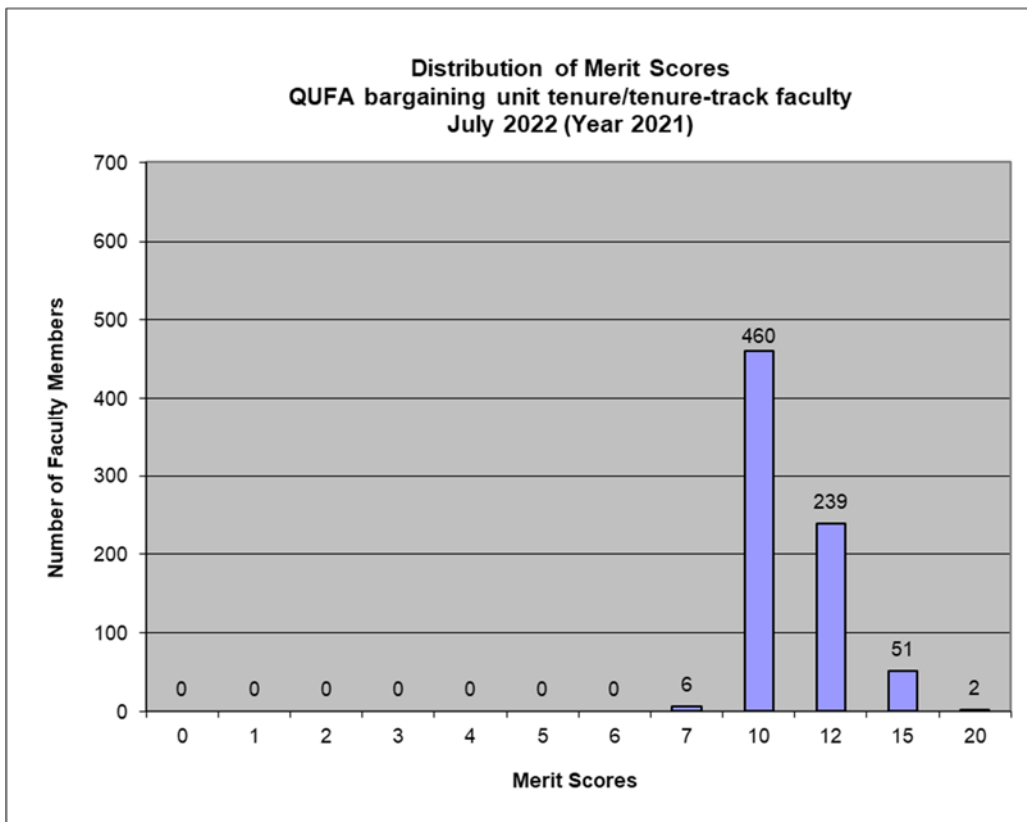
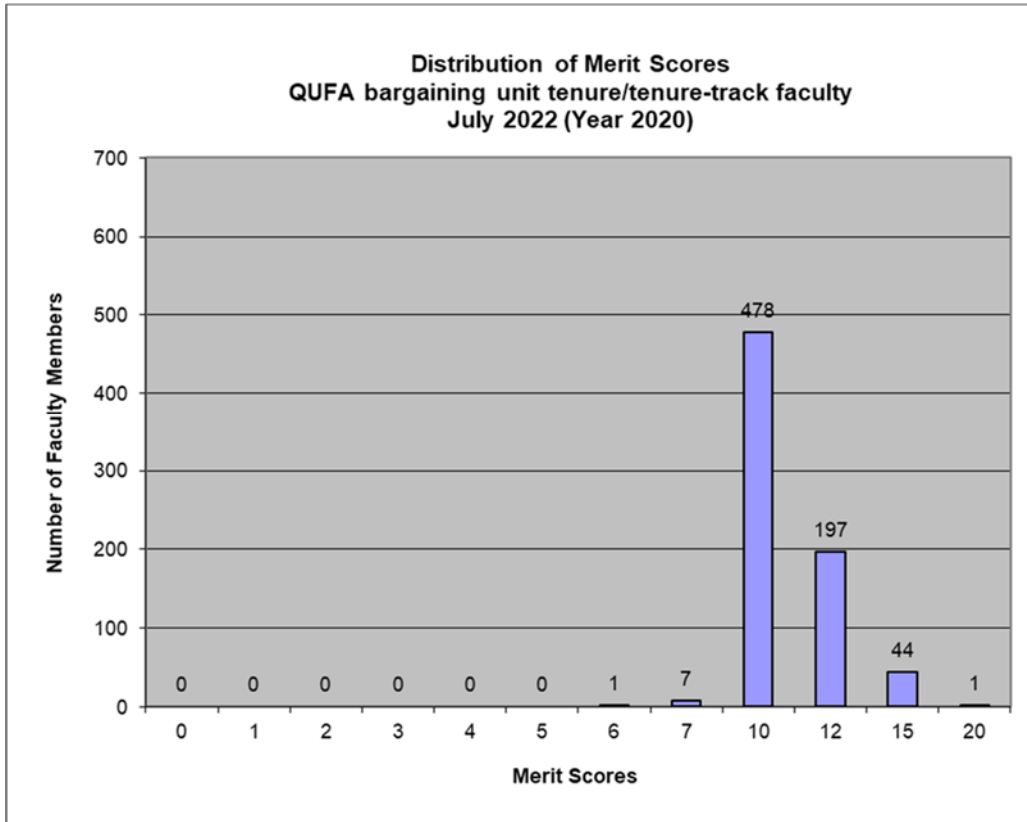
Attachment “C” graphs the July 2022 nominal academic salaries for all Tenure/Tenure-track faculty in the QUFA bargaining unit by 5-year experience groups. Please note the box-plots are intended to reflect the general relationship between academic experience and salary. The wide distribution of salaries in any given experience grouping is the product of many factors, including academic achievement and market factors, and should be considered when reviewing these statistics. In the case of individuals with administrative stipends, only the nominal academic salary is included in this data.

Attachments “D” (see web hyperlinks provided) graph the July 2022 nominal academic salaries for QUFA Tenure/Tenure-track faculty within discipline groups and 5-year experience groups.

I trust that this data will assist you in understanding the general faculty compensation structure at Queen's, and to assess your own position therein. If you have comments or concerns about the data, please arrange a discussion with your Department Head or Dean.

Dan McKeown
Associate Vice-Principal (Faculty Relations)

Attachment "A"



Attachment "B"

Distribution of Merit Scores, Tenure/Tenure-track faculty in the QUFA bargaining unit by faculty and rank (excluding Lecturers)													
Merit Scores Year 2020													
	0	1	2	3	4	5	6	7	10	12	15	20	Grand Total
Arts & Science													
Professor									126	76	18	1	221
Assoc. Professor							1	2	90	24	3		120
Asst. Professor								1	74	15	2		92
	-	-	-	-	-	-	1	3	290	115	23	1	433
Engineering & Applied Science													
Professor									34	12	6		52
Assoc. Professor									11	4	2		17
Asst. Professor									23	5	2		30
	-	-	-	-	-	-	-	-	68	21	10	-	99
Health Sciences													
Professor									30	10	3		43
Assoc. Professor								1	18	8	2		29
Asst. Professor									13	4	1		18
	-	-	-	-	-	-	-	1	61	22	6	-	90
Smith School of Business													
Professor								1	6	6	3		16
Assoc. Professor								1	23	11			35
Asst. Professor									7	1			8
	-	-	-	-	-	-	-	2	36	18	3	-	59
Law													
Professor									4	3			7
Assoc. Professor									7	6			13
Asst. Professor									3	4			7
	-	-	-	-	-	-	-	-	14	13	-	-	27
Education													
Professor									1	1	2		4
Assoc. Professor								1	5	3			9
Asst. Professor									3	4			7
	-	-	-	-	-	-	-	1	9	8	2	-	20
Grand Total													
Professor								1	201	108	32	1	343
Assoc. Professor							1	5	154	56	7		223
Asst. Professor								1	123	33	5		162
	-	-	-	-	-	-	1	7	478	197	44	1	728

**Distribution of Merit Scores, Tenure/Tenure-track faculty in the QUFA bargaining unit
by faculty and rank (excluding Lecturers)**

Merit Scores Year 2021														
	0	1	2	3	4	5	6	7	10	12	15	20	Grand Total	
Arts & Science														
Professor									129	75	18	2	224	
Assoc. Professor								3	82	31	4		120	
Asst. Professor									57	39	5		101	
	-	-	-	-	-	-	-	-	3	268	145	27	2	445
Engineering & Applied Science														
Professor									37	13	4		54	
Assoc. Professor									11	3	3		17	
Asst. Professor									22	7	3		32	
	-	-	-	-	-	-	-	-	70	23	10	-	103	
Health Sciences														
Professor									30	9	5		44	
Assoc. Professor									20	10	2		32	
Asst. Professor									15	5	1		21	
	-	-	-	-	-	-	-	-	65	24	8	-	97	
Smith School of Business														
Professor								1	5	7	3		16	
Assoc. Professor								2	22	11	1		36	
Asst. Professor									10	3	1		14	
	-	-	-	-	-	-	-	-	3	37	21	5	-	66
Law														
Professor									5	2			7	
Assoc. Professor									6	7			13	
Asst. Professor									2	5			7	
	-	-	-	-	-	-	-	-	13	14	-	-	27	
Education														
Professor									2	2			4	
Assoc. Professor									4	5			9	
Asst. Professor									1	5	1		7	
	-	-	-	-	-	-	-	-	7	12	1	-	20	
Grand Total														
Professor								1	208	108	30	2	349	
Assoc. Professor								5	145	67	10		227	
Asst. Professor									107	64	11		182	
	-	-	-	-	-	-	-	-	6	460	239	51	2	758

Attachment "C"

July 1 2022 Nominal Academic Salaries
All Tenure/Tenure-track bargaining unit members
NOT discipline group specific
representing 792 QUFA Academics

