

September 2025

### **Notes to accompany 2025-26 Faculty Salary Statistics**

**Attachment "A"** provides the distribution of July 2025 merit scores for all Tenure/Tenure-track faculty in the QUFA bargaining unit. Please note, as per the Queen's-QUFA 2025-2026 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 2025 merit scores, for all Tenure/ Tenure-track faculty in the QUFA bargaining unit, by rank and Faculty/School.

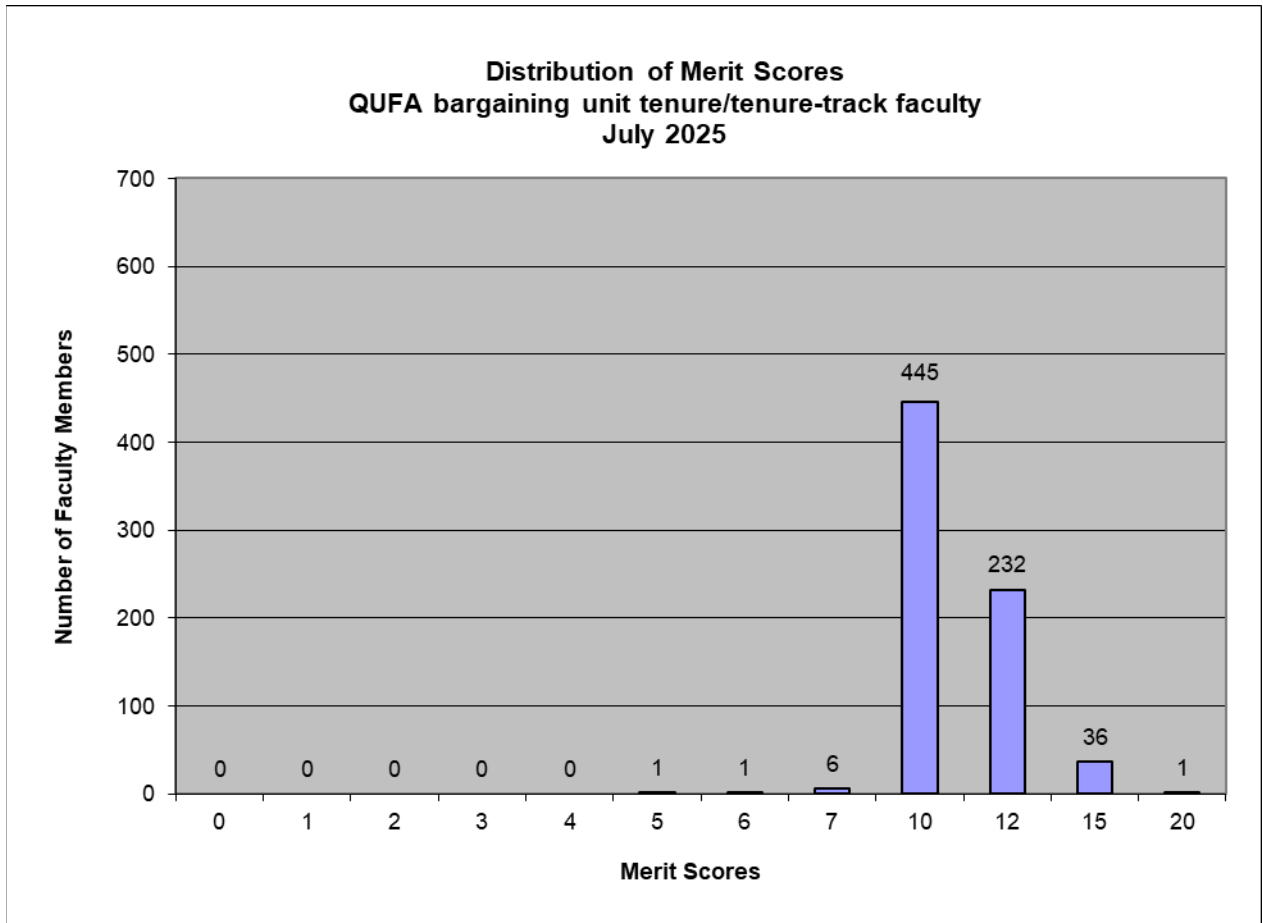
**Attachment "C"** graphs the July 2025 nominal academic salaries for all Tenure/Tenure-track faculty in the QUFA bargaining unit by 5-year experience groups. Please note the box-plots are intended to reflect the general relationship between academic experience and salary. The wide distribution of salaries 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 2025 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 Review Year July 1 2023 to Jun 30 2024														
	0	1	2	3	4	5	6	7	10	12	15	20	Grand Total	
Arts and Science														
Professor							1		116	69	8	1	195	
Assoc. Professor								2	102	55	2		161	
Asst. Professor									32	20	2		54	
Lecturer									1				1	
	-	-	-	-	-	-	1	2	251	144	12	1	411	
Smith Engineering														
Professor									40	9	5		54	
Assoc. Professor									17	4	7		28	
Asst. Professor									21	4	1		26	
	-	-	-	-	-	-	-	-	78	17	13	-	108	
Health Sciences														
Professor								1	30	10	5		46	
Assoc. Professor								1	20	10	2		33	
Asst. Professor									5	9	1		15	
	-	-	-	-	-	-	-	2	55	29	8	-	94	
Smith School of Business														
Professor									13	5	1		19	
Assoc. Professor						1		1	17	9	2		30	
Asst. Professor									13	4			17	
	-	-	-	-	-	1	-	1	43	18	3	-	66	
Law														
Professor									4	6			10	
Assoc. Professor								1	5	8			14	
Asst. Professor									1				1	
	-	-	-	-	-	-	-	1	10	14	-	-	25	
Education														
Professor									1	2			3	
Assoc. Professor									5	7			12	
Asst. Professor									1				1	
	-	-	-	-	-	-	-	-	7	9	-	-	16	
Grand Total														
Professor								1	204	101	19	1	327	
Assoc. Professor								5	166	93	13		278	
Asst. Professor									73	37	4		114	
	-	-	-	-	-	1	1	6	444	231	36	1	720	

## Attachment "C"

July 1 2025 Nominal Academic Salaries

**All Tenure/Tenure-track bargaining unit members**

**NOT discipline group specific**

representing 752 QUFA Academics

