

FACULTY SALARIES AND CARLETON'S BUDGET

A LETTER FROM CUASA PRESIDENT MARK LANGER

Without prior notice, CUASA has received a formal letter from President Robin Farquhar in which he refers to the 1% increase in grant funding in 1992/93 and the projected 1.5% increase in the base and other funds in 1993/94. President Farquhar estimates (before the relevant CPI figures are available from Statistics Canada) that our base salaries will increase by 2.5% next year. He projects that CDIs will cost 1.5%, a figure which does not appear to reflect the large percentage of our members who do not receive the full CDI increment.

President Farquhar states, "Our expenditures...are overwhelmingly associated with salary and related costs". Consequently, he has asked CUASA to put the following question to our members for consideration and a decision by secret ballot:

amendment to the Collective Agreement that will revise the scale increase, effective May 1, 1993, to be zero per cent (0%).

I have acknowledged President Farquhar's letter. CUASA shares his concerns about the university's financial plight and wants to help seek relief. I have also called for a reconvening of the Planning Committee (Article 19) to afford us the opportunity to discuss the current state of the university with management. CUASA takes the financial problems of Carleton University seriously, but we reserve judgement as to whether reopening our contract is the only or best solution. The three-year term of this contract was management's proposal. Through it, they obtained stable conditions which allowed them to plan for the future. Now, management wishes to change its plans. CUASA feels that it would be premature to endorse President Farquhar's proposal without further study. We are eager to explore all aspects of the budgetary problem in a responsible manner.

When the question of academic staff salaries came up last year, there was some correspondence in This Week at Carleton that indicated confusion about the effect of faculty salaries on the university's budget, and about how Carleton faculty wages compare with those at other institutions. A cursory reading of President Farquhar's comment about salaries might reinforce a number of popular myths about faculty compensation. Let us review a few of these myths:

MYTH 1: FACULTY SALARIES TAKE UP MOST OF THE BUDGET

In fact, faculty salaries as a proportion of Carleton's budget have declined. From 1984/85 to 1989/90 (the most recent year for which we have figures), faculty salaries dropped from 39.07% to 37.93% of Carleton's budget. This drop of over 1% is remarkable when you consider that it was achieved with an aging group and little turnover of academic staff. Even more remarkable is the fact that Carleton includes academic managers and other predominantly non-teaching positions in its computation of academic staff. Despite this, Carleton is still below average compared to other provincial universities. The average amount of budget devoted to academic salaries province-wide is 39%.

MYTH 2: SALARIES ARE TOO HIGH

Financial compensation for professors at Carleton does not compare favourably to the provincial averages. Our full Professors are the worst paid in Ontario. Our Associate Professors earn below average salaries. Assistant Professors receive significantly substandard salaries. Only Lecturers, who are not only the smallest faculty rank (15), but also the lowest paid, rank above the average.

Full Professors rank 16th out of 16 universities.	Carleton average - \$72,252	Provincial average - \$79,198
Associate Professors rank 8th out of 16 universities.	Carleton average - \$62,193	Provincial average - \$63,258
Assistant Professors rank 10th out of 16 universities.	Carleton average - \$45,661	Provincial average - \$46,556
Lecturers rank 3rd out of 16 universities.	Carleton average - \$42,248	Provincial average - \$41,794

MYTH 3: TOO MANY PEOPLE EARN SIX-FIGURE SALARIES. THEY SHOULD RETURN PART OF THEIR PAY TO CARLETON.

Should anyone suggest that Carleton faculty adopt the University of Ottawa Faculty Association recommendation whereby faculty earning over \$100,000 annually would donate all their salary in excess of this figure to the University, consider the following. If this became policy at Carleton, it would only raise \$12,138.00 in revenue.

MYTH 4: AN UNNECESSARILY HIGH PROPORTION OF THE BUDGET GOES TO INSTRUCTION COSTS.

Carleton currently ranks 12th out of 16 in instructional spending per basic income unit (BIU) and also on the basis of full-time equivalent students (FTE). This represents a significant drop in the percentage of money devoted to instruction, compared to other institutions. For example, in 1983 Carleton ranked 2nd against BIU and 7th against FTE.