

## AUNBT Full-Time Collective Bargaining Bulletin #6 2010 January 11

As we enter conciliation, outstanding issues include the administration's proposals:

- to make extensive changes to the tenure requirements,
- to erode intellectual property rights,
- to make it substantially easier for them to declare a financial emergency which can trigger lay-offs, and
- to institute annual performance reviews for all members.

However, the purpose of this bulletin is to expand our explanation of the administration's December 23<sup>rd</sup> salary proposal.

Since 1980 AUNBT and the administration have agreed upon a **group of 13** comparable universities across Canada – Memorial, Dalhousie, Carleton, McMaster, Ottawa, Queen's, Windsor, York, Manitoba, Saskatchewan, Regina, Calgary, and Victoria. Currently our average salary is 5% below the group average and we rank 11<sup>th</sup> in this group of 13. However, the administration's recent proposal would push us to 19%<sup>1</sup> below this group average. While AUNBT does not propose to abandon this comparison group, the administration's salary proposal is so radical that we need to have a larger group to put it in perspective.

In 2008-09 Statistics Canada reported the salaries of 83 post-secondary institutions. We need to look at the **group of 83** to see how truly drastic their proposal is -- UNB is currently 27<sup>th</sup> in terms of **average salary for all ranks**; if UNB's salary were 19% below the group of 13 average now, UNB would drop from to 52<sup>nd</sup>. A sampling of comparable universities would be Nova Scotia Agricultural College (39 faculty), Brandon University (162 faculty) and Concordia College (Alberta, 57 faculty).

One of the key areas for the future is being able to hire high quality faculty at the **Assistant Professor** level. Currently, UNB ranks 43<sup>rd</sup> of 83 for Assistant Professor salaries, a discouraging 16.5% behind the group of 13 average; with the administration's proposal, the average salary of an Assistant Professor at UNB would fall to 57<sup>th</sup> of 83. In offering such salaries we would be outbid by Cape Breton University, Nova Scotia Agricultural College, and Huron University College. We would generally only remain competitive with small liberal arts colleges such as Redeemer University College and St. Paul University.

In the current negotiations, the administration has proposed deleting all reference to our historical comparison group of 13. In previous negotiations, the administration has sometimes suggested Atlantic comparisons, which we have always rejected since the 20 Atlantic universities are largely small liberal arts institutions, not comprehensive universities like UNB. We compete in a larger market for faculty and, until the December 23 salary proposal, UNB's administration aspired to be a player in this larger market. The administration can take comfort from their salary proposal because we will be able to offer higher salaries to Assistant Professors than the Université Sainte-Anne and perhaps the Atlantic School of Theology (but they have fewer than five Assistant Professors so their average is not reported). However, the average Assistant Professor would earn 18% more at Saint Thomas, 15% more at Mount Allison, and 12% more at Mount Saint Vincent.

We would like to remind members at this point of two objectives in UNB's mission statement:

- *to achieve national and, in selected areas, international recognition for its research programs ...*
- *to be a responsible and responsive employer.*

The administration is also currently engaged in a strategic planning exercise. The framers of the strategic planning exercise characterize **vision, focus, passion and community** as the hallmarks of a good strategic plan. The stated goal is "to build a university that stands among the best in Canada." As the administration's salary proposal puts us in a race to the bottom, it is difficult to imagine the **vision**, the **focus** and the **passion** that are behind a proposal that would turn us into a **community** that no one today would recognize.

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<sup>1</sup> The 19% was determined by applying all known increases to the group of 13 for 2009-10 and 2010-11. The average increase of the decade was used to project these for 2011 to 2013.