

October 2024

Notes to accompany 2024-25 Faculty Salary Statistics

Attachment "A" provides the distribution of July 2024 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 2024 merit scores, for all Tenure/ Tenure-track faculty in the QUFA bargaining unit, by rank and Faculty/School.

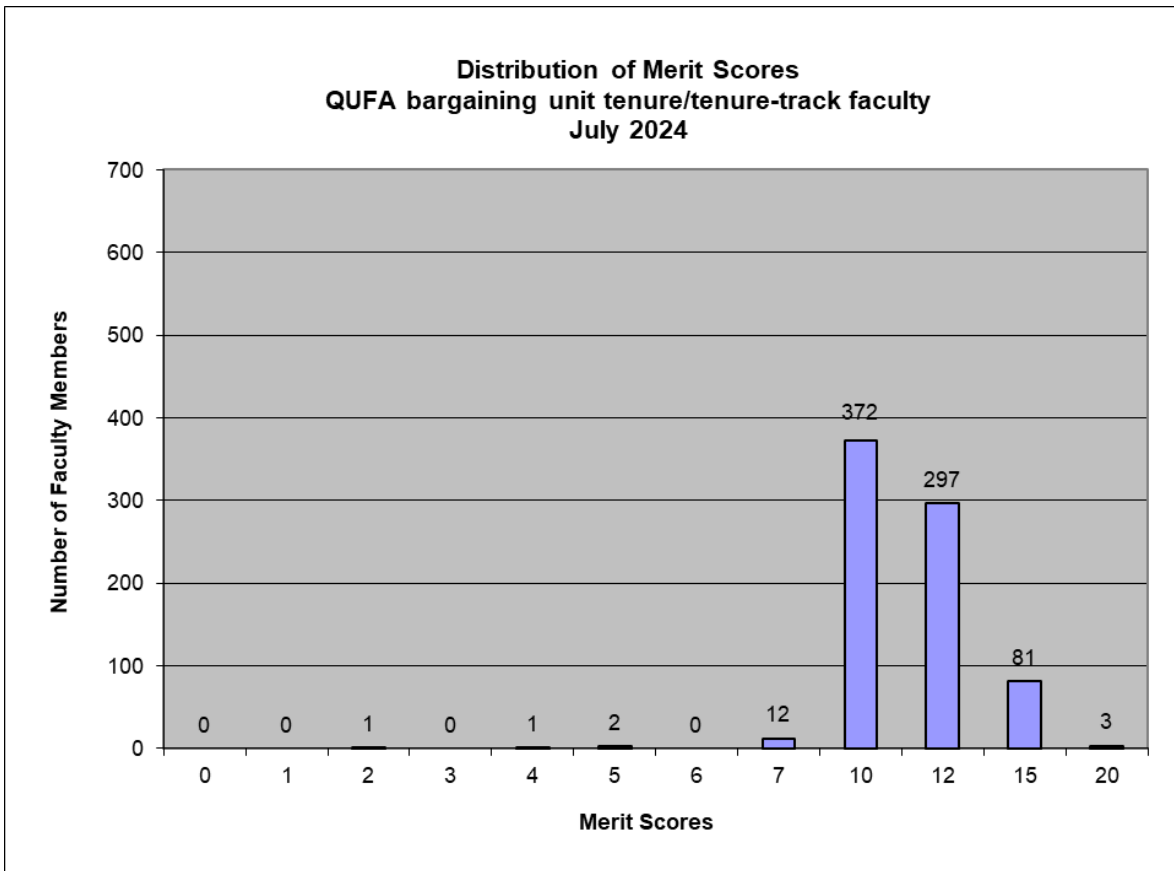
Attachment "C" graphs the July 2024 nominal academic salaries for all Tenure/Tenure-track faculty in the QUFA bargaining unit by 5-year experience groups. Please note the box-plots are intended to reflect the general relationship between academic experience and salary. The wide distribution of salaries 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 2024 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 Transition Year Jan 1 2022 to Jun 30 2023														
	0	1	2	3	4	5	6	7	10	12	15	20	Grand Total	
Arts & Science														
Professor			1					3	103	82	34	2	225	
Assoc. Professor								3	84	48	12		147	
Asst. Professor								1	38	32	7		78	
	-	-	1	-	-	-	-	7	225	162	53	2	450	
Engineering & Applied Science														
Professor									30	22	7		59	
Assoc. Professor									11	4	5		20	
Asst. Professor									19	7	1		27	
	-	-	-	-	-	-	-	-	60	33	13	-	106	
Health Sciences														
Professor									24	22	2		48	
Assoc. Professor								1	14	21	1		37	
Asst. Professor									7	9	1		17	
	-	-	-	-	-	-	-	1	45	52	4	-	102	
Smith School of Business														
Professor						1		1	6	6	4	1	19	
Assoc. Professor						1		1	14	12	4		32	
Asst. Professor								1	7	5			13	
	-	-	-	-	-	2	-	3	27	23	8	1	64	
Law														
Professor									4	5			9	
Assoc. Professor									4	10			14	
Asst. Professor									1	3			4	
	-	-	-	-	-	-	-	-	9	18	-	-	27	
Education														
Professor									2	1	1		4	
Assoc. Professor					1			1	3	5	2		12	
Asst. Professor									1	1			2	
	-	-	-	-	1	-	-	1	6	7	3	-	18	
Grand Total														
Professor								4	169	138	48	3	364	
Assoc. Professor								6	130	100	24		262	
Asst. Professor									73	57	9		141	
	-	-	1	-	1	2	-	12	372	295	81	3	767	

Attachment "C"

July 1 2024 Nominal Academic Salaries
All Tenure/Tenure-track bargaining unit members
NOT discipline group specific
representing 807 QUFA Academics

