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UNITED ACADEMICS ANALYSIS OF FISCAL YEARS 2018 AND 2019 PERFORMANCE INCREASES
BY ACADEMIC UNIT

As in the past, United Academics (UA) has analyzed the performance increases awarded this fiscal year. This is the eighth such analysis. The recently ratified Collective Bargaining Agreement (CBA) provides an overall pool of 1.0% for performance increases for both fiscal years 2018 and 2019.

**Fiscal Year 2018:** Of the 660 continuing full-time faculty eligible for these increases, 94% received an increase, while 6% received no performance increase. The latter number is significantly higher than in all past performance increases and is worth noting, especially in the College of Nursing and Health Sciences where more than a quarter of the eligible faculty did not receive a performance increase. Other units with significantly higher percentages receiving no increase are the College of Agriculture and Life Sciences and the College of Engineering and Mathematical Sciences. Whereas in the past performance increases have been, in effect, a supplemental across-the-board raise, this is no longer the case in these units. On the other hand, the number of faculty receiving no performance increase is notably lower in other units and is zero in in four units.

Overall, 2018 performance increases ranged from $52 to $2276, with percentages ranging from 0.16% to 3.3%. The unit with the lowest average percentage increase is CESS with 0.95% and the highest is CEMS with 1.14%. The unit with the lowest dollar increase is EXT with $577 and the highest is Business with $1555.

These ranges in both percentages and dollar amounts are narrower than in the past.

**Fiscal Year 2019:** Of the 839 continuing full-time faculty eligible for these increases, 95% received an increase, while 5% received no performance increase. The pattern is very similar to that of Fiscal Year 2018, with 17% of CNHS and 8% of CEMS faculty receiving no increase. The one difference of note is that two faculty in the library received no performance increase, which given the small size of that unit, comes to 8 per cent, compared to no one receiving a zero increase the previous year.

Overall, 2019 performance increases ranged from $18 to $3802, with percentages ranging from 0.02% to 2.7%. The units with the lowest and highest percentage increases are the same as FY2018 with very similar percentages. Because Extension was merged with CALS in 2019, the units with the lowest and highest dollar increases respectively are CESS ($737) and Business ($1578).

The attached table summarizes the information discussed above for eligible faculty by college and includes the average dollar value and per cent value for those receiving performance increases.

The reader may want to review Articles 18.1b and 18.2b of the Collective Bargaining Agreement regarding performance increases. If you have comments or questions, please email contract@unitedacademics.org.