

March 2017

## Panel: International Perspectives on Collective Bargaining in Higher Education

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### Recommended Citation

Butler, James (2017) "Panel: International Perspectives on Collective Bargaining in Higher Education," *Journal of Collective Bargaining in the Academy*: Vol. 0, Article 72.

DOI: <https://doi.org/10.58188/1941-8043.1724>

Available at: <https://thekeep.eiu.edu/jcba/vol0/iss12/72>

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# The Unsustainable Business Model of the Canadian University?

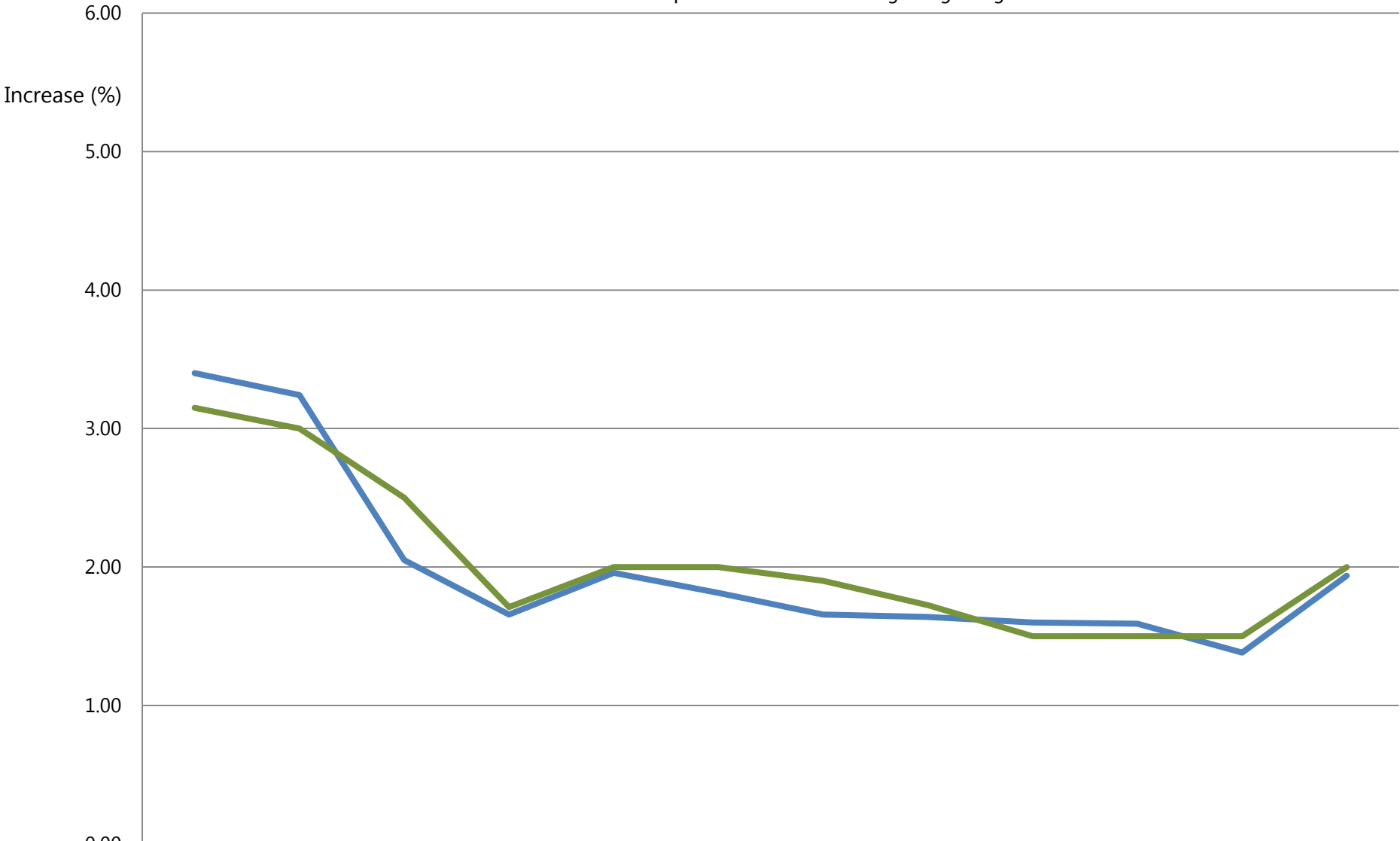
# Ingredients...

- Academic Compensation (42% GOE)



# Across-the-Board Salary Increases for Full-time Faculty in Canada: 2008 to 2020

Butler, Panel: International Perspectives on Collective Bargaining in Fig



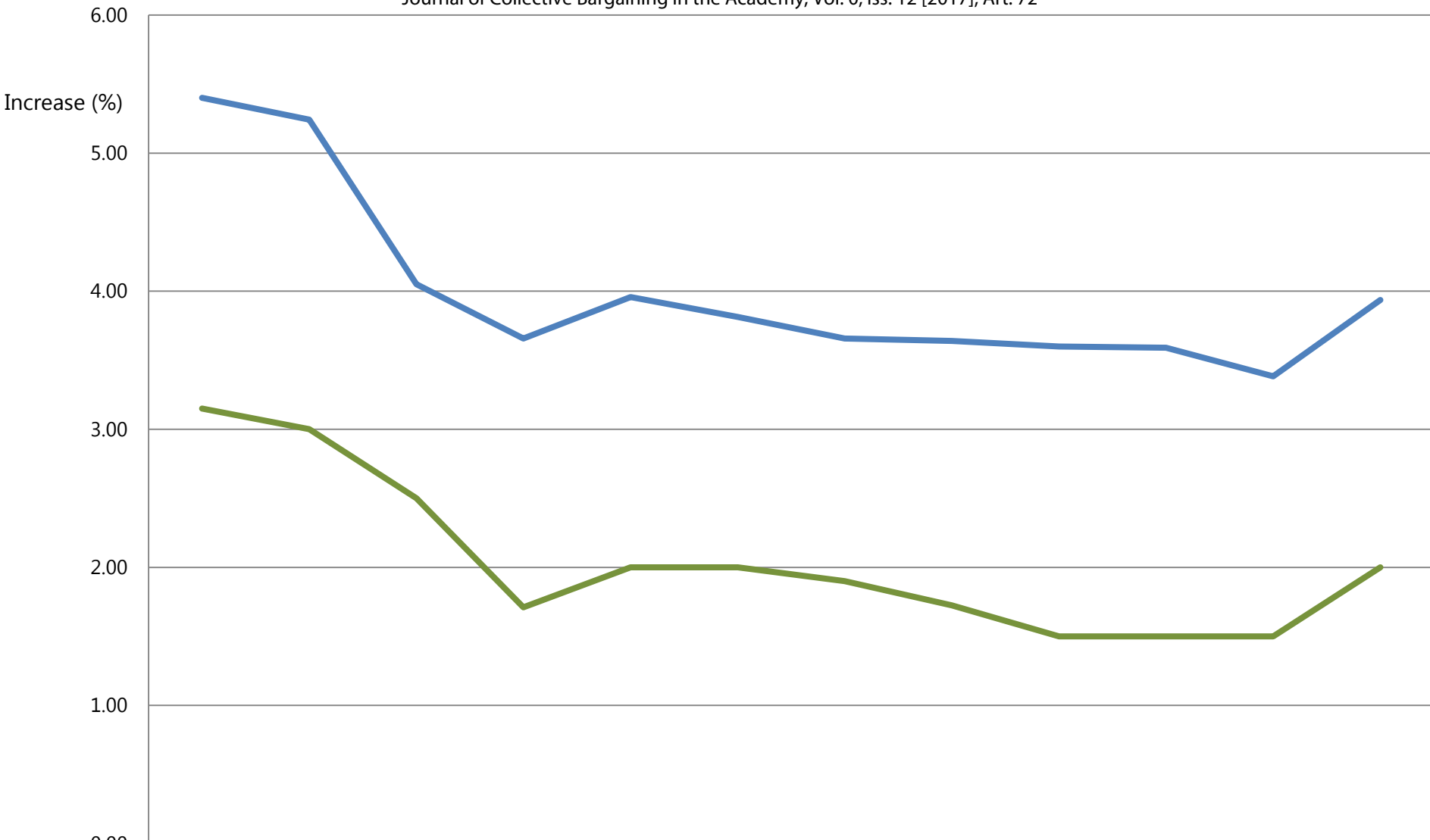
	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
Average	3.40	3.24	2.05	1.66	1.96	1.81	1.66	1.64	1.60	1.59	1.38	1.94
Median	3.15	3.00	2.50	1.71	2.00	2.00	1.90	1.73	1.50	1.50	1.50	2.00
N	53	57	64	67	63	67	65	58	46	26	17	3

Source: CAUBO - Faculty Bargaining Services, Database of settlement summaries, 2017

Published by The Keep, 2017

# Total Salary Increases (ATB + PTR) for Full-time Faculty in Canada: 2008 to 2020

Journal of Collective Bargaining in the Academy, Vol. 0, Iss. 12 [2017], Art. 72



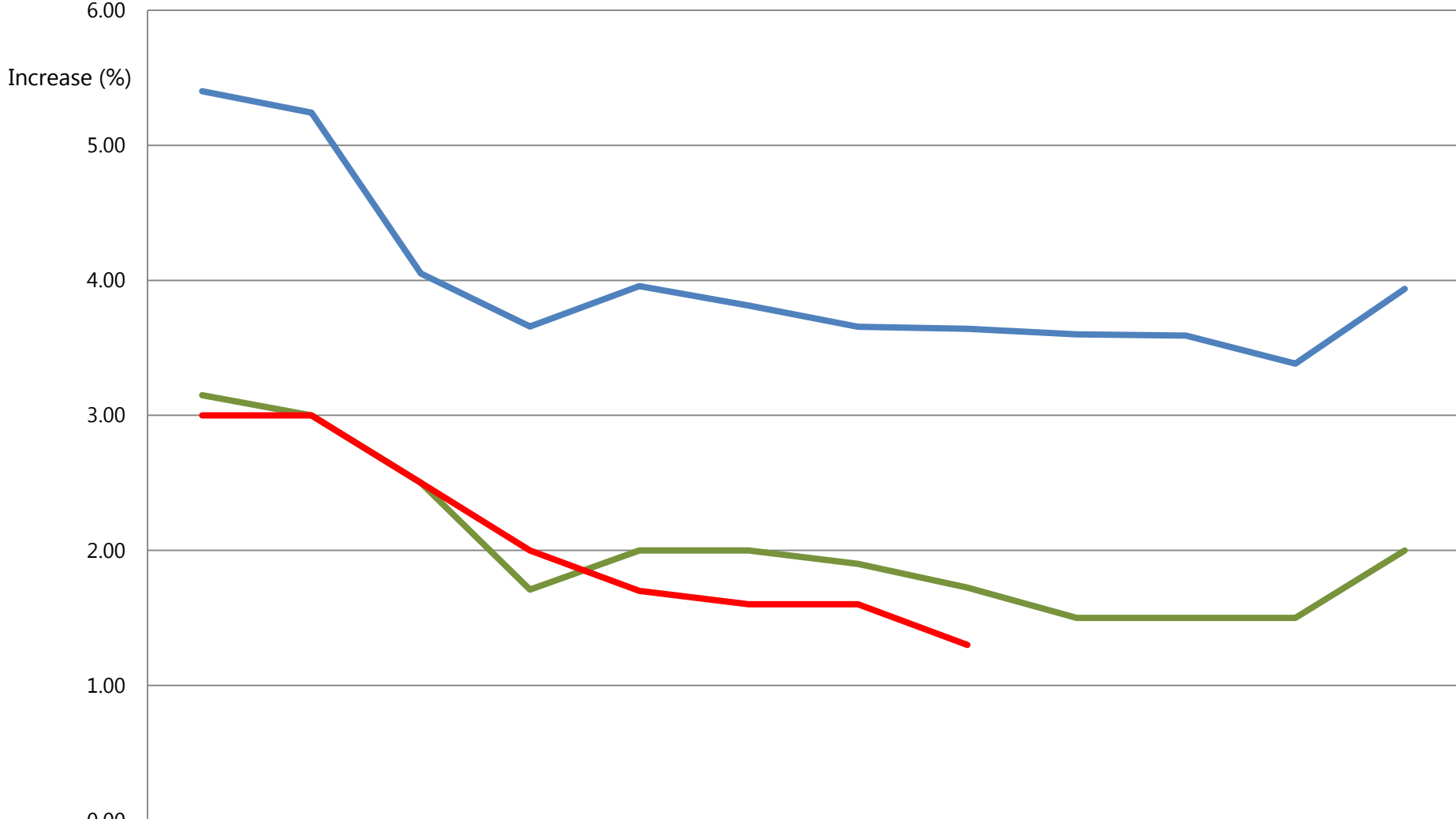
53	50	64	67	63	67	65	58	46	26	17	3
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DOI: 10.58188/1941-8043.1724

Source: CAUBO - Faculty Bargaining Services, Database of settlement summaries, 2017

# Average Wage Increase in Canada (2008-2015) and Total Salary Increases (ATB + PTR) for Full-time Faculty in Canada (2008-2020)

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	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
<span style="color: blue;">—</span> Average	5.40	5.24	4.05	3.66	3.96	3.81	3.66	3.64	3.60	3.59	3.38	3.94
<span style="color: green;">—</span> Median	3.15	3.00	2.50	1.71	2.00	2.00	1.90	1.73	1.50	1.50	1.50	2.00
N	53	57	64	67	63	67	65	58	46	26	17	3
<span style="color: red;">—</span> Canada	3	3	2.5	2	1.7	1.6	1.6	1.3				5

Source: CAUBO - Faculty Bargaining Services, Database of settlement summaries 2017 and Government of Canada, ESDC, Labour Program, Workplace Information and Research Division

# Ingredients...

- Academic Compensation (42% GOE)



- Economic Downturn



2008

RECESSION







# Ingredients...

- Academic Compensation (42% GOE)



- Economic Downturn



- CAUT Agenda



# Guide to Analyzing University & College Financial Statements

September 2016



Canadian Association of University Teachers  
Association canadienne des professeures et professeurs d'université

[www.caut.ca](http://www.caut.ca)

*“During bargaining, Windsor University Faculty Association will be arguing for a stronger voice for faculty in all forms of governance.”*

WUFA Fact Sheet No 3, January 2017

*“Striking University of Manitoba professors would consider accepting a one-year wage freeze if the university gives significant ground on governance and workload issues.”*

U of M Faculty Association president Prof. Mark Hudson less than an hour after picket lines went up



JANUARY 2017 / JANVIER 2017

Across-the-board Salary Increase  
2008 to 2020

Augmentations des salaires de  
au Canada: de 2008 à 2020

JULY 2015

Sustainability and Collective  
Bargaining — Analyzing the Costs  
of Different Salary Structures for  
Full-time Faculty

## CANADA'S UNIVERSITIES: COST PRESSURES, BUSINESS MODELS AND FINANCIAL SUSTAINABILITY

A report commissioned by CAUBO  
Ken Snowdon, Snowdon & Associates Inc.  
March 2015

