

MSVU Salary Data

7 February 2024

The Mount's student body and Faculty staffing has basically remained the same since our Faculty unionized in 1987. At that time, there was one university president and one dean. Currently, the senior leadership team is composed of 11 members and has just created a 12th one, the Associate VP of People and Culture. In addition to this bloat at the top, there have been several manager/director positions created. Tasks associated with these new positions create a significant increase in our workload.

Admin reported salaries over \$100 000

The following data was provided at the end of 31 March 2023, as per public sector Compensation Act.

	2018	2019	2020	2021	2022	2023
Admin >100K	2 966 709	2 255 275	3 017 978	2 858 910	4 177 357	3 265 608
No.	19	16	20	22	25	21

March 2018 – March 2023 average salary INCREASES:

- President 73% (5 x 285 000/year = 1 425 000, but paid 5 x 491854/year = 2 459 272)
- VPs - 19%
- AVPs - 26%
- Deans - 15% (A&S 17%, Ed 22%, Prof St 5%) + 153 235 admin leave for Dean of Professional Studies
- University Librarian - 19%
- Faculty Association member - 8%

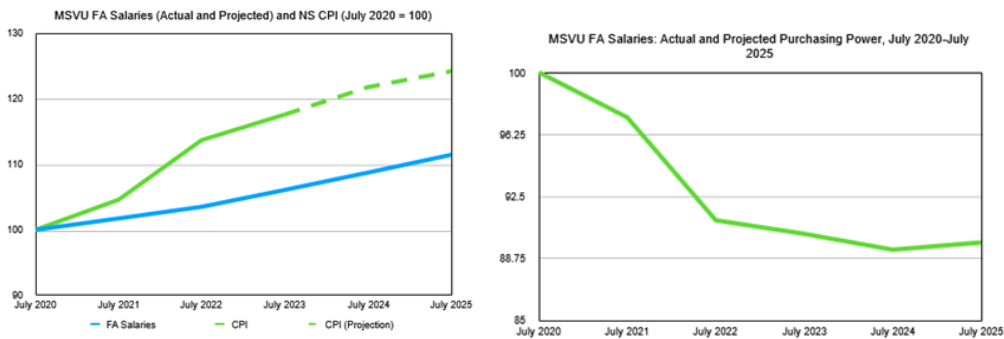
March 2024

- New Governance Secretary and General Counsel - \$?
- New Association Vice-President People and Culture - \$?

MSVU Salaries in Relation to Inflation

For years, MSVUFA salaries have barely kept up with inflation, while real wages (the value after adjusting for inflation) among other educated professionals have increased substantially. Now, with the recent spike in consumer prices, the purchasing power of our salaries has fallen dramatically.

The two graphs below illustrate the situation. The first contrasts indices of MSVUFA salaries with the Consumer Price Index (CPI) for Nova Scotia. The MSVUFA salary index is calculated using the actual 1.75% increases we received in 2021 and 2022, along with the 2.5% increases offered by the BOG. The CPI index is based on historic data up to July 2023 and projections of 3.6% and 2.0% inflation for the years ending in July 2024 and 2025 (3.6% is the current annual rate of inflation, and 2.0% is the Bank of Canada’s target inflation rate - the actual rate is likely to be higher). The second graph, based on the same data and assumptions, shows the real value of MSVUFA salaries.



Any way you look at the data, the real purchasing power of our salaries is much lower than it was just a few years ago. From July 2020 to July 2022, while consumer prices increased by 13.7%, our nominal salaries increased by a meager 3.5%. This translates into a 9% decline in purchasing power. The proposed BOG salaries do nothing to close this gap which, under these projections will exceed 10%.

Our salaries are supposed to be a reflection of our productivity. Do you honestly feel you are doing 10% less work than in 2020? If anything, as we diligently and quickly responded to our university’s and student’s needs during the pandemic and continue to be asked to do more with fewer resources, our workloads have only expanded.

MSVAFA Members’ situations are in stark contrast with significant salary increases to each and every member of the Mount’s Leadership team, the additional positions in the Leadership team, and the exorbitant amount the Employer is spending for a lawyer to negotiate our Collective Agreement.