



OFFICE OF THE PROVOST  
AND VICE PRINCIPAL (ACADEMIC)

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October 2023

### Notes to accompany 2022-23 Faculty Salary Statistics

**Attachment “A”** provides the distribution of July 2022 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 2022 merit scores, for all Tenure/ Tenure-track faculty in the QUFA bargaining unit, by rank and Faculty/School.

**Attachment “C”** graphs the July 2022 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 salary and experience, a 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 2022 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 "B"

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Attachment "C"

