

SCHEDULE D

COMPENSATION PRACTICES AT MEMORIAL UNIVERSITY OF NEWFOUNDLAND

Compensation at Memorial University is determined by the duties and responsibilities of respective positions.

At the executive level, the Board of Regents, on the recommendation of its Executive Compensation Committee, determines the salary levels for the university's president and vice-presidents.

Compensation for deans, academic directors and academic department heads includes a salary on a faculty member's scale, based on experience, rank and highest degree, in accordance with a collective agreement negotiated with the Memorial University of Newfoundland Faculty Association (MUNFA). In addition, there is an administrative stipend, set by the Board of Regents, the level of which is dependent on the size and complexity of the faculty, school or department.

For faculty and staff, compensation is determined through collective bargaining between the university and the various unions representing each employee group; MUNFA, the Canadian Union of Public Employees (CUPE), and the Newfoundland Association of Public Employees (NAPE). Periodic reviews of staff positions, including compensation levels, have been conducted with the assistance of external consultants since 1994.

Compensation for administrative directors and managers is set by the Board of Regents. A review of compensation in these positions was conducted by an external consultant in 1994-95.

The attached tabular information and explanatory notes provide an overview of salary ranges for academic, administrative and executive positions at Memorial University.

Attachment

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**MEMORIAL UNIVERSITY OF NEWFOUNDLAND
EXECUTIVE SALARY RANGES
MARCH 31, 2005**

| | Salary Range (\$) |
|---------------------------------------|--------------------------|
| President and Vice-Chancellor | 164,415 - 231,633 |
| Vice-Presidents: | |
| ➤ Academic and Pro Vice-Chancellor | 136,647 - 180,238 |
| ➤ Admin. & Finance | 127,831 - 163,074 |
| ➤ Research | 125,094 - 157,925 |
| Executive Director (Marine Institute) | 118,509 - 145,011 |

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**MEMORIAL UNIVERSITY OF NEWFOUNDLAND
ACADEMIC SALARY RANGES (note 1)
MARCH 31, 2005**

| | Salary Range (\$) | Actual Minimum & Maximum Salaries | Number of Employees |
|--|--------------------------|--|----------------------------|
| Academic Executive: | note (2) | | 17 |
| ➤ Deans of Faculties/Schools | | | 8 |
| ➤ Director of Faculty Relations | | | 1 |
| ➤ Directors of Schools | | | 5 |
| ➤ Principal (SWGC) | | | 1 |
| ➤ University Librarian | | | 1 |
| ➤ Associate Vice-President | | | 1 |
| Academic Management: | note (3) | | 69 |
| ➤ Vice Dean (Medicine) | | | 1 |
| ➤ Vice-Principal (SWGC) | | | 1 |
| ➤ Associate Vice Principal Research (SWGC) | | | 1 |
| ➤ Associate Deans | | | 15 |
| ➤ Assistant Deans | | | 5 |
| ➤ Department Heads | | | 35 |
| ➤ Directors | | | 4 |
| ➤ Associate Directors | | | 3 |
| ➤ Associate University Librarians | | | 4 |
| Academic Staff: | 24,609 - 121,296 | 33,972 - 171,952 | 1,055 |
| ➤ Professors | 75,389 - 121,296 | 78,555 - 171,952 | 267 |
| ➤ Associate Professors | 62,725 - 97,551 | 64,308 - 126,045 | 283 |
| ➤ Assistant Professors | 53,227 - 67,474 | 53,227 - 107,049 | 230 |
| ➤ Lecturers (note 4) | 46,895 - 54,810 | 48,478 - 59,559 | 62 |
| ➤ Co-op Education Coordinators | 45,312 - 80,138 | 62,725 - 76,972 | 12 |
| ➤ Librarians | 40,563 - 110,215 | 43,729 - 95,968 | 36 |
| ➤ Instructors - Marine Institute | 24,609 - 85,876 | 33,972 - 85,876 | 165 |

Note 1: Some individuals are in receipt of market differentials which may result in salaries that exceed the maximum levels in their approved salary ranges.

Note 2: Academic Deans and Directors receive a salary depending upon professorial rank plus an administrative stipend in the range of \$6,000 to \$25,000 per year depending on the size and complexity of their academic units, and whether they are serving a first or a second term.

Note 3: Academic Departments Heads receive a salary based upon their professorial rank plus an administrative stipend in the range of \$3,000 to \$10,000 depending on the size of their academic unit.

Note 4: Lecturers include 24 Visiting Professors paid on the lecturer scale.

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**MEMORIAL UNIVERSITY OF NEWFOUNDLAND
ADMINISTRATIVE SALARY RANGES (note 1)
MARCH 31, 2005**

| | Salary Range (\$) | Actual Minimum & Maximum Salaries | Number of Employees |
|--|--------------------------|--|--------------------------------|
| Administrative Directors Level 1 to 4: | 63,916 - 108,654 | 72,980 - 133,654 | 16 |
| Marine Institute Academic and Industrial Response Unit Managers | 60,298 - 102,904 | 61,502 - 102,904 | 12 |
| Management and Professional Staff (note 2) | 22,556 - 87,015 | 31,450 - 110,000 | 253 |
| Administrative Staff (note 3) | 22,331 - 96,533 | 22,331 - 57,346 | 1,817 |

Note 1: Some individuals are in receipt of market differentials which may result in salaries that exceed the maximum levels in their approved salary ranges.

Note 2: Management and professional staff ranges reflect 15 salary levels developed under the university's Job Evaluation System.

Note 3: Administrative and academic support staff salary ranges reflect salary levels defined by union collective agreements or non-bargaining terms and conditions of employment.

