Overview of Compensation and Salaries at Memorial

Memorial University is a multi-campus, multi-disciplinary teaching and research university committed to excellence. In determining compensation amounts, Memorial balances the need to attract and retain top talent, its commitment to advancing the social, cultural, scientific and economic development of Newfoundland and Labrador, and the need for equity and due diligence in the payment of salaries.

Staff Compensation: How it works at Memorial

Unionized Staff:
Within Memorial, compensation amounts for unionized staff are determined based upon negotiated collective agreements and a formalized job evaluation program. All staff positions at Memorial are subject to a formal job evaluation rating using the AIKEN system which determines the appropriate classification and level of the position based upon a number of criteria. Levels are then assigned to a salary scale which is negotiated during the collective bargaining process. The details of these salary scales can be viewed under the associated collective agreements at:

http://www.mun.ca/hr/services/my_employment/Collective_agreements.php

Academic Staff:
Compensation amounts for academic staff are determined based upon negotiated collective agreements and the salary scales included therein. The details of these salary scales can be viewed under the associated collective agreements at:

https://www.mun.ca/hr/services/my_employment/Collective_agreements.php

Non-unionized Staff:
Compensation practices for non-unionized staff are detailed within Memorial’s Compensation policy, which can be viewed at:

http://www.mun.ca/policy/site/policy.php?id=271

Like unionized positions, these positions are subject to a formalized job evaluation review to determine the appropriate classification and level.

As noted in Memorial’s Compensation policy, there are three types of non-unionized staff groups within Memorial:

1. Non-bargaining: these positions are excluded from the unionized groups based upon the nature of the work assigned and the level and type of confidentiality required.

2. Management and Professional: these positions are defined by professional standards or levels of expertise, where work is assigned in the form of an objective and may include hiring and supervising the performance of others. Responsibility may also involve advising on existing policy and their application within their organizational unit.
3. Senior Administrative Management: these positions are responsible for planning, directing and coordinating major programs, policies and/or functions within the university. The work of these positions is often subject to Vice-President’s Council or Board of Regents approval. Positions within this group are also subject to performance standards and must meet or exceed their performance targets before being awarded any service increment. In addition to the groups noted above, the salary ranges of Memorial’s senior executive team across all campuses of Memorial are published in Memorial’s financial statements. The 2016 financial information can be viewed at:


The President’s contract and compensation details are available on Memorial’s website and can be found at:

http://www.mun.ca/president/home/

How does Memorial determine salary scales?

Memorial’s compensation policy for non-unionized groups is designed to pay salaries that will attract and retain qualified personnel who can perform the work necessary for the successful operation of the university, maintain equitable relationships amongst internal positions with similar requirements; and, maintain uniform administration of salaries across broad occupational groups.

Salary scales for non-unionized positions are created based upon detailed market analysis of the applicable market. For positions within the Management and Professional group, the applicable market is the broader public sector in the Atlantic Provinces. To develop the salary scales for this group, Memorial conducted a review of position descriptions from similar organizations within this sector and matched to the 50th percentile of the comparator group. Compensation levels for senior administrative management are set at the 50th percentile (median pay level) of the national university market; as that is the market Memorial actively recruits employees from, or may lose employees to if unable to retain them. Specific pay amounts for these positions were developed based upon a detailed comparison of 21 other universities and their corresponding position descriptions, with Memorial adopting the average pay of this comparative group.

Compensation policy and approvals related to salary scales are the responsibility of the Department of Human Resources with accountability and oversight by Memorial’s Board of Regents.

Information on employees making more than $100,000 annually

In total, there were 1064 employees with reported employment income, as per the Public Sector Compensation Transparency Act, above $100,000 for the 2016 calendar year. Of these employees, 86 per cent were faculty, including physicians with teaching and research responsibilities and academic administrators. The remaining 14 per cent were staff in senior trade unionized positions responsible for aspects of 24/7 operations within the university as well as individuals in senior administrative management and executive groups responsible for major functions within the university or for planning and directing major programs and policies within the university.