

# Analysis of academic staff salary mass from audited financial statements, academic salary policy, and academic salary data reporting

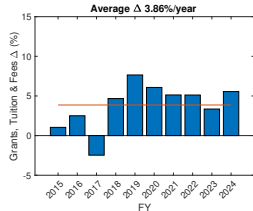
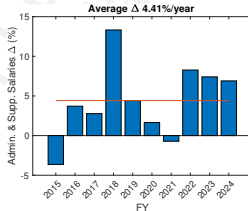
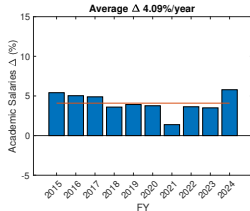
Reghan J. Hill (MAUT President-elect)

September 30, 2025

# 10-year view of salary expenses and revenue (year-by-year)

Audited financial statements for the last decade **2014-2024**:

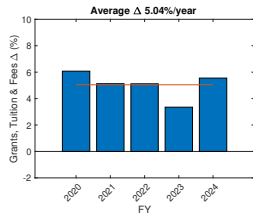
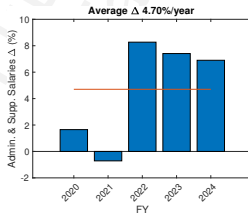
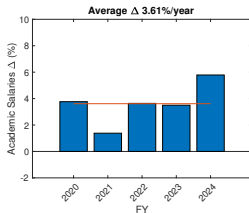
- ▶ 'Investment' in academic salaries: 14.52 M\$/year.
- ▶ Inflation in Montreal averaged 2.68%/year.
- ▶ Academic salary expense increased at 4.09%/year.
- ▶ Admin. and support salary expense increased at 4.41%/year.
- ▶ Revenue from Quebec grants increased at 3.14%/year.
- ▶ Revenue from grants, tuition and fees increased at 3.86%/year.



# 5-year view of salary expenses and revenue (year-by-year)

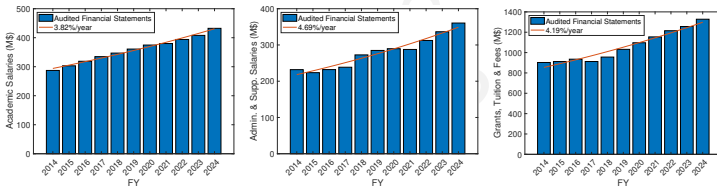
Audited financial statements for the last 5 years **2019-2024**:

- ▶ 'Investment' in academic salaries: 14.29 M\$/year.
- ▶ Inflation in Montreal averaged 3.92%/year.
- ▶ Academic salary expense increased at 3.61%/year.
- ▶ Admin. and support salary expense increased at 4.70%/year.
- ▶ Revenue from Quebec grants increased at 5.70%/year.
- ▶ Revenue from grants, tuition and fees increased at 5.04%/year.



# 5-year view of salary expenses and revenue (by regression)

According to regression of data from audited financial statements, **over the last decade** the academic salary expense increased by 3.82% per year, administration and support salary expense increased by 4.69%, and grants, tuition and fees revenue increased by 4.19%.

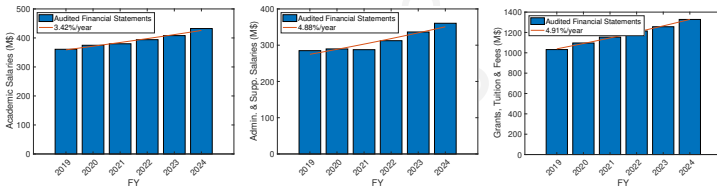


**Figure 1:** Increases in expenses and revenue from audited financial statements (last decade). Lines are regression fits, furnishing annual exponential growth rates.

**Summary: Administration and support salary expenses increased above growth in revenue from grants, tuition and fees, while academic salary expenses increased below growth in revenue from grants, tuition and fees.**

# 10-year view of salary expenses and revenue (by regression)

According to regression of data from audited financial statements, **over the last 5 years** the academic salary expense increased by 3.42% per year, administration and support salary expense increased by 4.88%, and grants, tuition and fees revenue increased by 4.91%.

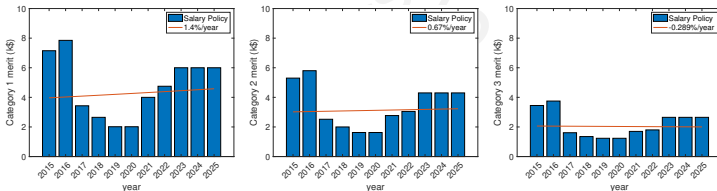


**Figure 2:** Increases in expenses and revenue from audited financial statements (last 5 years). Lines are regression fits, furnishing annual exponential growth rates.

Summary: Administration and support salary expenses increased with operating revenue, but **academic salary expenses increased well below (70%) growth in revenue from grants, tuition and fees.**

# Merit increases

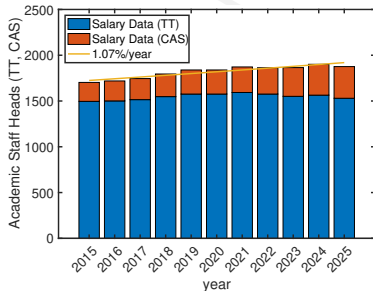
Whereas (i) according to salary policy, the annual increases in salary mass averaged 3.81%/year over the last decade, and (ii) the CPI in Montreal increased on average by 2.68%/year over the last decade, merit at all levels over the last decade, on average, have remained practically constant, effectively decreasing in real value.



**Figure 3:** Merit increases. Lines are regression fits, furnishing annual exponential growth rates (none of which are significantly different from zero).

# Salary mass and academic-staff head counts

Whereas, over the last decade, academic salary expenses increased, on average, at a rate of 3.82%/year, according to academic salary data, the academic staff head count increased, on average, at a rate of 1.07%/year over the last decade, thus **decreasing, on average, the effective increase in salary mass per academic staff member to about 2.7%/year (essentially the 10-year average inflation rate in Montreal).**



**Figure 4:** Academic staff head counts (from Academic Salary Data). Line is a regression fit, furnishing an annual exponential growth rate.