

2026 MAUT Annual General Meeting: Report on CASC, Salary Policy

Reghan J. Hill, MAUT President Elect

April 29, 2026



Committee on Academic Staff Compensation - CASC

“CASC is recognized in the Terms of Reference of the Human Resources Committee as fulfilling a formal role in the consultation process related to academic staff compensation at McGill University.”

MAUT CASC 2025-2026:

S. Jordan (President)
N. Quitoriano (Past President)
R. J. Hill (President Elect)
P. H. Grutter (Physics)
J. Ristic (Council, Psychology)
J.-N. Reyt (Exec., Management)
W. A. Coish (Resource Person, Physics)
J. Varga (Professional and Legal Officer)

Budgetary context: Declining revenues?

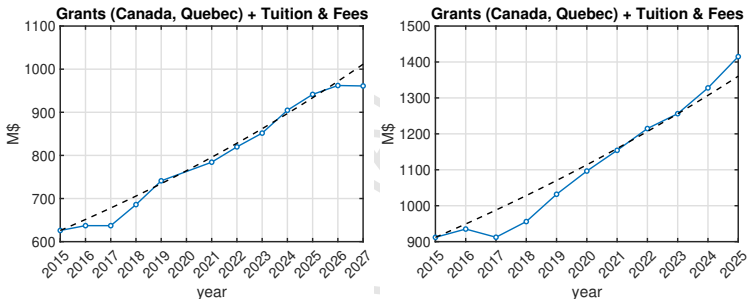


Figure 1: Grants, tuition and fees revenue. (left) Operating budgets (unrestricted fund) (○). (right) Financial statements of McGill University (○). Exponential growth at 4% per annum (---).

Note: FY26 forecast, FY27 budget from FY2027 Budget Planning Report III – April 2026.

Budgetary context: Salary expenses

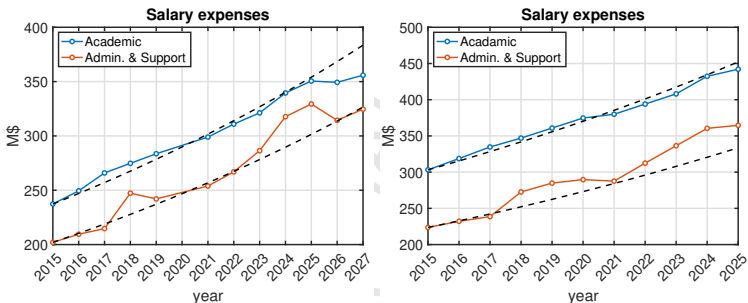


Figure 2: Salary expenses. (left) Operating budgets (unrestricted fund) (○). (right) Financial statements of McGill University (○). Exponential growth at 4% per annum (---).

Note: FY26 forecast, FY27 budget from FY2027 Budget Planning Report III – April 2026.

Budgetary context: Contract Services, Professional Fees expenses

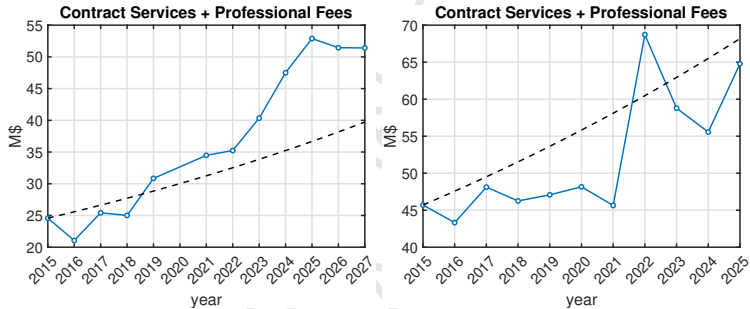


Figure 3: Contract Services, Professional Fees expenses. (left) Operating budgets (unrestricted fund) (○). (right) Financial statements of McGill University (○). Exponential growth at 4% per annum (- - -).

Note: FY26 forecast, FY27 budget from FY2027 Budget Planning Report III – April 2026.

Budgetary context: Headcounts

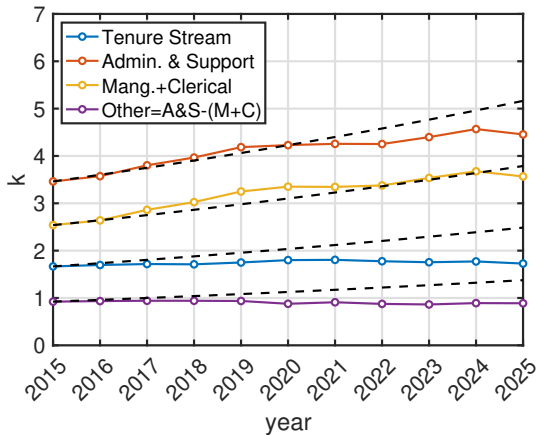


Figure 4: Headcounts. Operating budgets and staffing reports (○). Exponential growth at 4% per annum (- -).

Academic salaries: Merit, ATB

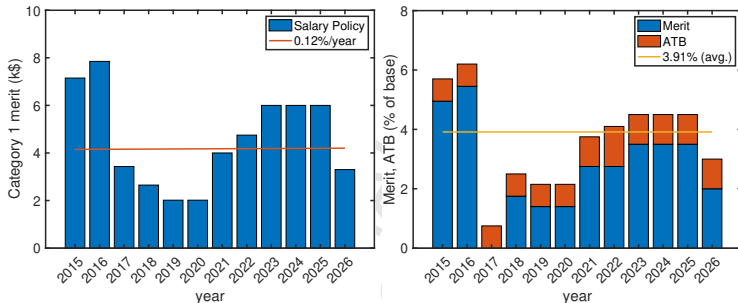


Figure 5: Category I merit (left) and merit, ATB (right). Source: McGill academic salary policies .

Starting salaries + Merit + ATB + promotion:
academic salaries (“model 1”)
& **salary progression** (“model 2”)

MAUT CASC: Summer and fall of 2025

Over to Jelena Ristic ...
... then back to salaries and salary progression.

Academic salaries: Median

2015-25 avg. academic salary expenses (budget reporting): 4.0%/year

2015-26 avg. merit + ATB (salary policy): 3.9%/year

2015-26 avg. median academic salary, across ranks (salary data): 2.0–2.2%/year

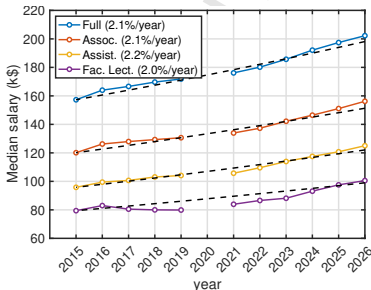


Figure 6: Median salaries for Full, Assoc., Assist. and Fac. Lect. Source: McGill academic salary data. Exponential growth (- - -, 2–2.1%/year, see legend).

Note: **10-year avg. inflation rate, 2025: 2.61% (Canada), 2.68% (Montreal).** (i) The salary from full-time professorial or faculty lecturer appointments is used in the salary calculations; (ii) James McGill Professor, William Dawson Scholar, CRC and Endowed/Named Chair stipend appointments are included in the salary calculations; (iii) Administrative appointments are excluded from the salary calculations; (iv) Staff on leave are included; (v) Staff on Reduced Load are included with their full-time equivalent salary; (vi) To ensure confidentiality, some data are not presented where the population is too small (5 or less).

Academic salaries: Salary progression (“model 2”)

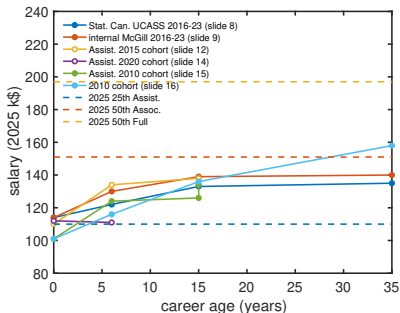


Figure 7: Salary progression for cohorts under the Provost’s “Model 2” (circles, furnished from data in slides presented by the administration to the CASC Data Subcommittee, December 1, 2025). **Open circles** denote progressions that **did not include a promotional increase** at the end point. **Dashed lines** indicate the **25th, 50th and 50th percentiles** for **assistant, associate and full professors** in 2025.

MAUT CASC

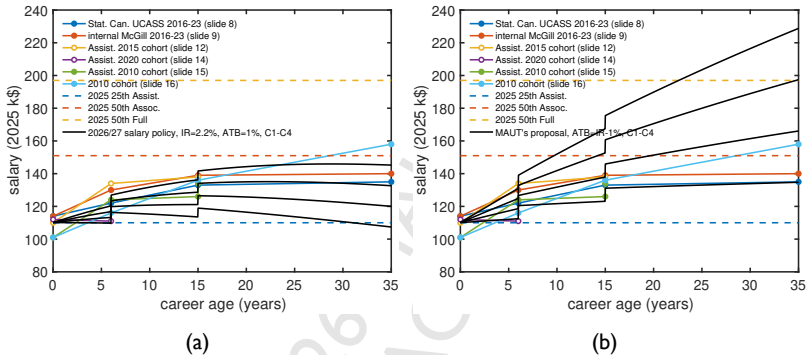


Figure 8: Salary progression for cohorts under the Provost's "Model 2" (see caption of Figure 7). **(a)** Comparison with **forward projections of the 2026 academic salary policy** (black lines, performance at merit Categories 1-4). **(b)** Comparison with **forward projections of MAUT's proposed salary policy** (black lines, performance at merit Categories 1-4). In the MAUT proposal (**ATB=IR=1%**), Category 4 sets a hypothetical floor (without promotions) to maintain a **constant real salary**, while Category 2 performance allows salaries over a **35-year career** to reach the **median for full professors**.

CASC Data sub-committee

- ▶ Formed out of October 2025 CASC meeting.
- ▶ 1st meeting, December 2025: MAUT received salary progression data, proposed a 'Dashboard'.
- ▶ 2nd, 3rd meetings, Winter 2026: MAUT requested the academic salary mass, declined.
- ▶ February 2026 CASC: there are two salary masses, subject to an NDA.
- ▶ NDA offered would silence the MAUT President, on the April 2026 CASC agenda.
- ▶ CASC was not informed of the 2027 academic salary budget prior to Senate (April 15, 2026) and BoG approval (April 23, 2026), on the April 2026 CASC agenda.

Note: CASC Terms of Reference: "The University Administration will provide CASC with relevant background information and appropriate analyses in advance of any decision deadlines, including details relating to any proposed changes in salaries and compensation for academic staff."

Looking beyond 2026

FY2027 Budget:

- ▶ Grants, Tuition & Fees: \$962M → \$961M (-1.1%)
- ▶ Academic salaries: \$349M → \$356M (\$6.6M, +1.9%)
- ▶ Admin. & Support salaries: \$314M → \$325M (\$10.3M, +3.2%)
- ▶ MAUT focus: Sustainability = measured and predictable salary policy that is merit, career focussed.
- ▶ “McGill’s sustainability as an institution is being threatened in the most ironic way possible, by strangling us with bond payments to support a “sustainability park”” (W. A. Coish, 2026).

Strength in Our Diversity

