

Market Premium Adjusted Ceilings: Examples



Example 1: Suppose Prof. Joan Smith:



- Rank: Associate professor
- SSU: 13
- 2014-15 (Year 0) Salary = \$143,371 (at the ceiling)
- Under current rule: no PTR until promoted to Full professor

Example 1: Salary under Current Rules

	Year 0	Year 1	Year 2	Year 3
PTR		0	0	0
Salary	\$143,371	\$143,371	\$143,371	\$143,371

*For simplicity, the analysis ignores the impact of ATB adjustments on ceilings and PTRs.

Under current proposal:

Salary associated
with an SSU of 13

- 50% of Market premium added to Associate's ceiling
- Joan's market premium:
 $\$143,371 - \$125,173 = \$18,198$
- Joan's salary ceiling (until promoted to Full professor*):
 $\$143,371 + (0.5 \times \$18,198) = \$152,470$

Example 1: Salary under Proposal

	Year 0	Year 1	Year 2	Year 3
PTR		\$2,409	\$2,409	2,409
Salary	\$143,371	\$145,780	\$148,189	\$150,598

*For simplicity, the analysis ignores the impact of ATB adjustments on ceilings and PTRs.

Example 2: Suppose Prof. Jos Bleau:



- Rank: Assistant professor
- SSU: 6
- 2014-15 (Year 0) Salary = \$145,000
- Promoted in Year 2 to Associate professor
- Under current rules, Jos's salary is frozen until he gets promoted to full professor.

Example 2: Salary under Current Rules

	Year 0	Year 1	Year 2	Year 3
PTR		\$2,409	0	0
Salary	\$145,000	\$147,409	\$147,409	\$147,409

*For simplicity, the analysis ignores the impact of ATB adjustments on ceilings and PTRs.

Under current proposal:

Salary associated
with an SSU of 6



- Jos' salary ceiling while he is assistant:
 $\$143,371 + 0.5 \times (\$145,000 - \$100,024) = \$165,859$
- Jos' salary ceiling while he is associate:
 $\$143,371 + 0.5 \times (\$147,409 - \$104,038) = \$165,057$

Salary associated
with an SSU of 7

Example 2: Salary under Proposal

	Year 0	Year 1	Year 2	Year 3
PTR		\$2,409	\$4,818	\$2,409
Salary	\$145,000	\$147,409	\$152,227	\$154,636

*For simplicity, the analysis ignores the impact of ATB adjustments on ceilings and PTRs.

Annex

Progress Through the Ranks		
2014-15		
Salary Range		PTR
\$ -	\$80,256	\$4,547
\$80,257	\$81,594	\$4,415
\$81,595	\$82,932	\$4,282
\$82,933	\$84,269	\$4,148
\$84,270	\$107,009	\$4,014
\$107,010	\$108,347	\$3,879
\$108,348	\$109,684	\$3,745
\$109,685	\$111,023	\$3,610
\$111,024	\$112,359	\$3,479
\$112,360	\$120,385	\$3,344
\$120,386	\$121,722	\$3,210
\$121,723	\$123,061	\$3,075
\$123,062	\$124,399	\$2,944
\$124,400	\$125,736	\$2,810
\$125,737	\$133,762	\$2,676
\$133,763	\$135,102	\$2,542
\$135,103		\$2,409

2014-15	Salary Scales	
	Min	Max
Assistant	\$74,740	\$143,371
Associate	\$82,562	\$143,371
Full	\$99,126	\$173,056

Base Salary	
SSU	Salary
0	\$74,740
1	\$79,287
2	\$83,834
3	\$87,982
4	\$91,996
5	\$96,010
6	\$100,024
7	\$104,038
8	\$108,052
9	\$111,931
10	\$115,410
11	\$118,754
12	\$122,098
13	\$125,173
14	\$127,983
15	\$130,659
16	\$133,335
17	\$136,011
18	\$138,420
19	\$140,829
20	\$143,238
21	\$145,647
22	\$148,056
23	\$150,465

