

## **CHAPTER 4**

# **UNIVERSITY AND COLLEGE STAFFING**

## **CHAPTER 4 – UNIVERSITY AND COLLEGE STAFFING**

### **4.0 Background**

This chapter includes two sections of data and analysis on the universities and colleges for the years 2000/01 to 2004/05. Due to system constraints, the UW could not provide data for 2000/01. The first section includes data on staffing at the universities and the second section is on staffing at the colleges. Each section provides data on the number of academic faculty and support staff at each institution, as well as rank, gender and salary levels.

### **4.1 University**

#### **4.1.1 All Staff by type (Total Staffing)**

“All staff” refers to everyone employed at a university. This includes all administrators, academic faculty, administrative staff, librarians, as well as trades people and janitorial staff. It is the sum of all full-time and part-time staff at each university in Manitoba. Full-time staff work for 12 or more months per year, while part time refers to those individuals who work for less than 12 months.

Full-time staff is shown in four categories permanent, term, reduced appointments and geographic. Part time staff is shown in three categories permanent, term and casual. A permanent staff member has a continuing appointment with no fixed end date, while staff members with term appointments work on a contract with a fixed duration. A reduced appointment is a full-time staff member working less than a full staff year with full benefits. This reduced appointment can be voluntary or required at age 69, at some universities. Full-time geographic appointment reported only at the UM, this category includes; Doctors who, in addition to their academic appointment, have a clinical practice, or casual staff who are generally on contract for short time spans. Staffing numbers are reported as of October 1 each year.

#### 4.1.1 – All Staff by Type

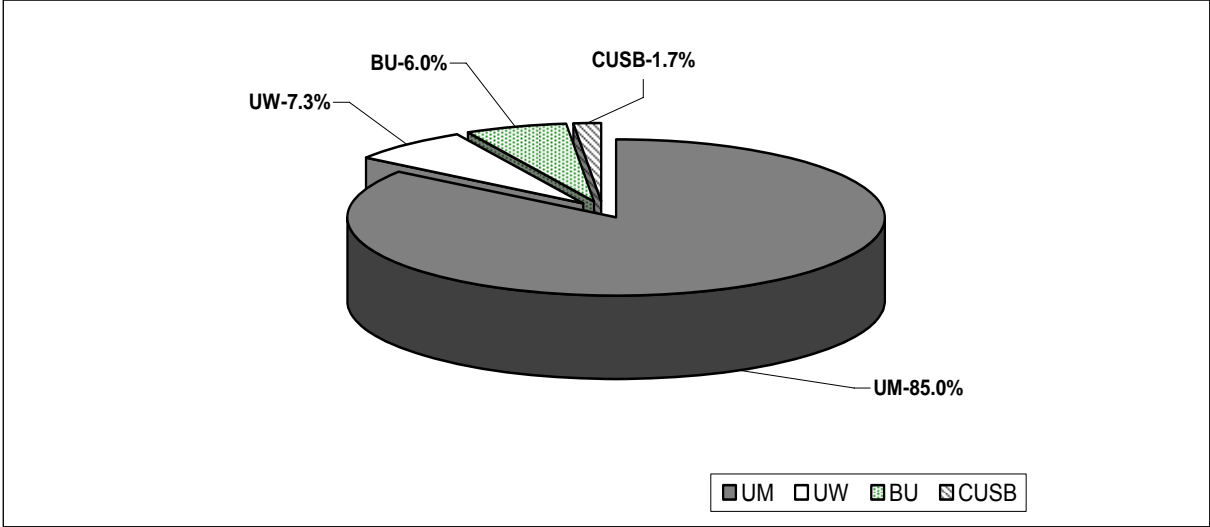
In 2004/05, Academic staff comprised 36.7% (3,049) of total staff and 63.3% (5,258) is in the Administrative component.

Table 4.1.1 - All Staff by Type

	<u>Academic Staff</u>					<u>Administrative Staff</u>					<u>All Staff</u>				
	2000/01	2001/02	2002/03	2003/04	2004/05	2000/01	2001/02	2002/03	2003/04	2004/05	2000/01	2001/02	2002/03	2003/04	2004/05
<b>Full-Time</b>															
Permanent/ Continuing	1,333	1,509	1,556	1,601	1,634	2,124	2,475	2,649	2,612	2,697	3,457	3,984	4,205	4,213	4,331
Term (≥ 12 months)	10	96	103	102	121	0	0	0	0	0	10	96	103	102	121
Reduced/ Amended Appt.	31	46	50	46	38	32	33	34	30	31	63	79	84	76	69
Geographic Full-time	359	339	386	375	388	0	0	0	0	0	359	339	386	375	388
<b>Subtotal (Full-Time)</b>	<b>1,733</b>	<b>1,990</b>	<b>2,095</b>	<b>2,124</b>	<b>2,181</b>	<b>2,156</b>	<b>2,508</b>	<b>2,683</b>	<b>2,642</b>	<b>2,728</b>	<b>3,889</b>	<b>4,498</b>	<b>4,778</b>	<b>4,766</b>	<b>4,909</b>
<b>% distribution to Total Staff</b>	<b>74.1%</b>	<b>76.0%</b>	<b>72.1%</b>	<b>72.1%</b>	<b>71.5%</b>	<b>49.8%</b>	<b>55.5%</b>	<b>53.6%</b>	<b>53.0%</b>	<b>51.9%</b>	<b>58.3%</b>	<b>63.0%</b>	<b>60.4%</b>	<b>60.1%</b>	<b>59.1%</b>
<b>Part-Time</b>															
Part-Time Permanent	80	82	120	96	97	190	242	293	367	355	270	324	413	463	452
Term (≥ 12 months)	360	433	428	479	549	229	253	214	177	138	589	686	642	656	687
Casual /Temporary	167	115	262	248	222	1,750	1,519	1,813	1,800	2,037	1,917	1,634	2,075	2,048	2,259
<b>Subtotal (Part-Time)</b>	<b>607</b>	<b>630</b>	<b>810</b>	<b>823</b>	<b>868</b>	<b>2,169</b>	<b>2,014</b>	<b>2,320</b>	<b>2,344</b>	<b>2,530</b>	<b>2,776</b>	<b>2,644</b>	<b>3,130</b>	<b>3,167</b>	<b>3,398</b>
<b>% distribution to Total Staff</b>	<b>25.9%</b>	<b>24.0%</b>	<b>27.9%</b>	<b>27.9%</b>	<b>28.5%</b>	<b>50.2%</b>	<b>44.5%</b>	<b>46.4%</b>	<b>47.0%</b>	<b>48.1%</b>	<b>41.7%</b>	<b>37.0%</b>	<b>39.6%</b>	<b>39.9%</b>	<b>40.9%</b>
<b>All Staff</b>	<b>2,340</b>	<b>2,620</b>	<b>2,905</b>	<b>2,947</b>	<b>3,049</b>	<b>4,325</b>	<b>4,522</b>	<b>5,003</b>	<b>4,986</b>	<b>5,258</b>	<b>6,665</b>	<b>7,142</b>	<b>7,908</b>	<b>7,933</b>	<b>8,307</b>

Chart 4.1.1 shows the distribution by university total staff employed in 2004/05: UM employs 85.0% of total staff, UW 7.3%, BU 6.0%, and CUSB 1.7%.

Chart 4.1.1 - University Staff Distribution - 2004/05



Distribution includes Academic staff and Administrative staff.

**Table 4.1.2 - All Staff by Type and University**

	<u>Academic Staff</u>					<u>Administrative Staff</u>					<u>All Staff</u>				
	2000/01	2001/02	2002/03	2003/04	2004/05	2000/01	2001/02	2002/03	2003/04	2004/05	2000/01	2001/02	2002/03	2003/04	2004/05
<b>University of Manitoba</b>															
<b>Full-Time</b>															
Permanent/ Continuing	1,069	1,094	1,127	1,172	1,198	1,927	2,007	2,125	2,123	2,220	2,996	3,101	3,252	3,295	3,418
Term (≥ 12 months)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reduced/ Amended Appt.	24	36	37	33	29	32	33	34	30	31	56	69	71	63	60
Geographic Full-time	359	339	386	375	388	0	0	0	0	0	359	339	386	375	388
<b>Subtotal (Full-Time)</b>	<b>1,452</b>	<b>1,469</b>	<b>1,550</b>	<b>1,580</b>	<b>1,615</b>	<b>1,959</b>	<b>2,040</b>	<b>2,159</b>	<b>2,153</b>	<b>2,251</b>	<b>3,411</b>	<b>3,509</b>	<b>3,709</b>	<b>3,733</b>	<b>3,866</b>
<b>Part-Time</b>															
Part-Time Permanent	56	53	86	68	74	163	186	233	297	281	219	239	319	365	355
Term (≥ 12 months)	345	367	376	385	437	229	253	214	177	138	574	620	590	562	575
Casual/ Temporary	167	115	262	248	222	1,750	1,519	1,813	1,800	2,037	1,917	1,634	2,075	2,048	2,259
<b>Subtotal (Part-Time)</b>	<b>568</b>	<b>535</b>	<b>724</b>	<b>701</b>	<b>733</b>	<b>2,142</b>	<b>1,958</b>	<b>2,260</b>	<b>2,274</b>	<b>2,456</b>	<b>2,710</b>	<b>2,493</b>	<b>2,984</b>	<b>2,975</b>	<b>3,189</b>
<b>UM Total</b>	<b>2,020</b>	<b>2,004</b>	<b>2,274</b>	<b>2,281</b>	<b>2,348</b>	<b>4,101</b>	<b>3,998</b>	<b>4,419</b>	<b>4,427</b>	<b>4,707</b>	<b>6,121</b>	<b>6,002</b>	<b>6,693</b>	<b>6,708</b>	<b>7,055</b>
<b>University of Winnipeg <sup>1</sup></b>															
<b>Full-Time</b>															
Permanent/ Continuing	-	229	239	233	239	-	264	314	274	274	-	493	553	507	513
Term (≥ 12 months)	-	21	19	21	29	-	0	0	0	0	-	21	19	21	29
Term (< 12 months)	-	-	-	-	16	-	-	-	-	-	-	-	-	-	16
Reduced/ Amended Appt.	-	2	2	2	4	-	0	0	0	0	-	2	2	2	4
<b>Subtotal (Full-Time)</b>	<b>N/A</b>	<b>252</b>	<b>260</b>	<b>256</b>	<b>288</b>	<b>N/A</b>	<b>264</b>	<b>314</b>	<b>274</b>	<b>274</b>	<b>N/A</b>	<b>516</b>	<b>574</b>	<b>530</b>	<b>562</b>
<b>Part-Time</b>															
Part-Time Permanent	-	12	16	2	3	-	23	23	28	28	-	35	39	30	31
Term (≥ 12 months)	-	0	0	0	0	-	-	-	-	0	-	-	-	-	-
Term (< 12 months)	-	-	-	10	16	-	-	-	-	-	-	-	-	10	16
<b>Subtotal (Part-Time)</b>	<b>N/A</b>	<b>12</b>	<b>16</b>	<b>12</b>	<b>19</b>	<b>N/A</b>	<b>23</b>	<b>23</b>	<b>28</b>	<b>28</b>	<b>N/A</b>	<b>35</b>	<b>39</b>	<b>40</b>	<b>47</b>
<b>UW Total</b>		<b>264</b>	<b>276</b>	<b>268</b>	<b>307</b>		<b>287</b>	<b>337</b>	<b>302</b>	<b>302</b>		<b>551</b>	<b>613</b>	<b>570</b>	<b>609</b>
Notes:															
1. Due to system constraints, UW 2000/01 data is not available.															
2. UW 2001/02 data can not be separated by paid and unpaid staff.															
<b>Brandon University</b>															
<b>Full-Time</b>															
Permanent/ Continuing <sup>3</sup>	226	148	148	154	152	161	165	168	171	160	387	313	316	325	312
Term (≥ 12 months)	0	69	80	74	68	0	0	0	0	0	0	69	80	74	68
Reduced/ Amended Appt.	7	8	11	11	5	0	0	0	0	0	7	8	11	11	5
<b>Subtotal (Full-Time)</b>	<b>233</b>	<b>225</b>	<b>239</b>	<b>239</b>	<b>225</b>	<b>161</b>	<b>165</b>	<b>168</b>	<b>171</b>	<b>160</b>	<b>394</b>	<b>390</b>	<b>407</b>	<b>410</b>	<b>385</b>
<b>Part-Time <sup>4</sup></b>															
Part-Time Permanent	10	2	2	12	5	21	25	27	33	39	31	27	29	45	44
Term (≥ 12 months)	0	42	26	59	71	0	0	0	0	0	0	42	26	59	71
<b>Subtotal (Part-Time)</b>	<b>10</b>	<b>44</b>	<b>28</b>	<b>71</b>	<b>76</b>	<b>21</b>	<b>25</b>	<b>27</b>	<b>33</b>	<b>39</b>	<b>31</b>	<b>69</b>	<b>55</b>	<b>104</b>	<b>115</b>
<b>BU Total</b>	<b>243</b>	<b>269</b>	<b>267</b>	<b>310</b>	<b>301</b>	<b>182</b>	<b>190</b>	<b>195</b>	<b>204</b>	<b>199</b>	<b>425</b>	<b>459</b>	<b>462</b>	<b>514</b>	<b>500</b>
Notes:															
3. BU 2000/01 data includes both full time term staff and permanent staff.															
4. Part time term and casual numbers are not available for 2000/01.															
<b>Collège universitaire de Saint-Boniface</b>															
<b>Full-Time</b>															
Permanent/ Continuing	38	38	42	42	45	36	39	42	44	43	74	77	84	86	88
Term (≥ 12 months)	10	6	4	7	8	0	0	0	0	0	10	6	4	7	8
<b>Subtotal (Full-Time)</b>	<b>48</b>	<b>44</b>	<b>46</b>	<b>49</b>	<b>53</b>	<b>36</b>	<b>39</b>	<b>42</b>	<b>44</b>	<b>43</b>	<b>84</b>	<b>83</b>	<b>88</b>	<b>93</b>	<b>96</b>
<b>Part-Time</b>															
Part-Time Permanent	14	15	16	14	15	6	8	10	9	7	20	23	26	23	22
Term (≥ 12 months)	15	24	26	25	25	0	0	0	0	0	15	24	26	25	25
<b>Subtotal (Part-Time)</b>	<b>29</b>	<b>39</b>	<b>42</b>	<b>39</b>	<b>40</b>	<b>6</b>	<b>8</b>	<b>10</b>	<b>9</b>	<b>7</b>	<b>35</b>	<b>47</b>	<b>52</b>	<b>48</b>	<b>47</b>
<b>CSB Total</b>	<b>77</b>	<b>83</b>	<b>88</b>	<b>88</b>	<b>93</b>	<b>42</b>	<b>47</b>	<b>52</b>	<b>53</b>	<b>50</b>	<b>119</b>	<b>130</b>	<b>140</b>	<b>141</b>	<b>143</b>

Table 4.1.3 shows full-time academic staff by rank and gender for all universities. And Table 4.1.3(a) illustrates percentage of full-time academic staff by gender distribution.

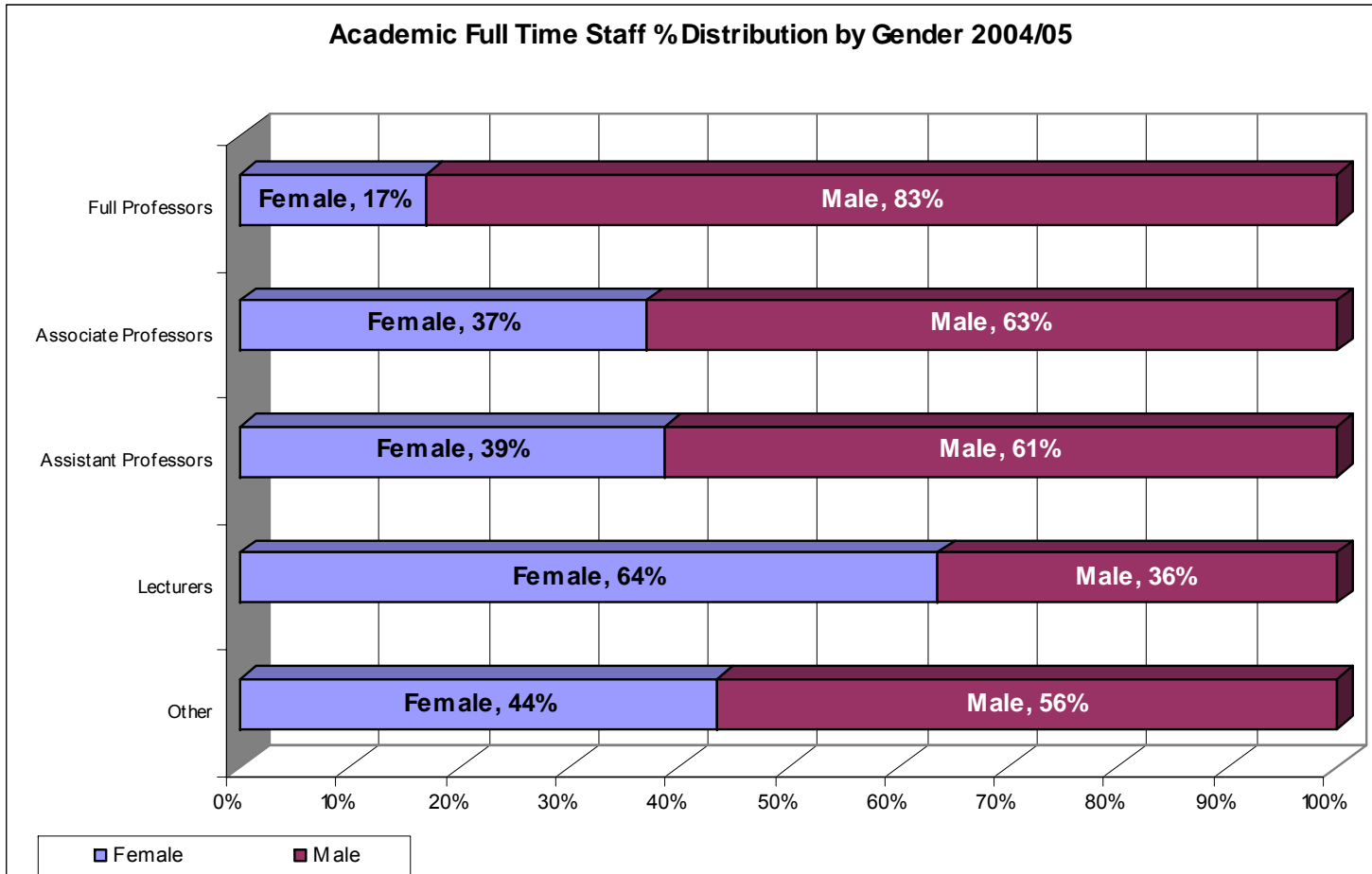
Table 4.1.3 - Academic Staff by Rank and Gender - Full Time Staff <sup>1</sup>

University	2000/01				2001/02				2002/03				2003/04				2004/05			
	F	M	Total	% Distribution to University	F	M	Total	% Distribution to University	F	M	Total	% Distribution to University	F	M	Total	% Distribution to University	F	M	Total	% Distribution to University
<b>University of Manitoba</b>																				
Full Professors	55	374	429	40.5%	57	369	426	38.9%	61	351	412	37.3%	66	358	424	38.0%	70	363	433	38.2%
Associate Professors	87	204	291	27.5%	90	208	298	27.2%	94	215	309	28.0%	98	214	312	28.0%	115	203	318	28.0%
Assistant Professors	113	163	276	26.0%	120	184	304	27.8%	125	192	317	28.7%	145	189	334	29.9%	134	208	342	30.2%
Lecturers	30	10	40	3.8%	32	12	44	4.0%	32	8	40	3.6%	15	5	20	1.8%	9	8	17	1.5%
Other	4	20	24	2.3%	3	20	23	2.1%	4	22	26	2.4%	4	22	26	2.3%	5	19	24	2.1%
<b>UM Total</b>	<b>289</b>	<b>771</b>	<b>1,060</b>	<b>100.0%</b>	<b>302</b>	<b>793</b>	<b>1,095</b>	<b>100.0%</b>	<b>316</b>	<b>788</b>	<b>1,104</b>	<b>100.0%</b>	<b>328</b>	<b>788</b>	<b>1,116</b>	<b>100.0%</b>	<b>333</b>	<b>801</b>	<b>1,134</b>	<b>100.0%</b>
<b>University of Winnipeg <sup>2</sup></b>																				
Full Professors	-	-	-	-	14	67	81	32.7%	15	68	83	31.8%	16	66	82	29.5%	16	65	81	28.7%
Associate Professors	-	-	-	-	20	38	58	23.4%	22	40	62	23.8%	29	36	65	23.4%	30	44	74	26.2%
Assistant Professors	-	-	-	-	25	32	57	23.0%	28	35	63	24.1%	25	42	67	24.1%	25	46	71	25.2%
Lecturers	-	-	-	-	8	4	12	4.8%	4	4	8	3.1%	4	3	7	2.5%	5	2	7	2.5%
Other	-	-	-	-	14	26	40	16.1%	18	27	45	17.2%	24	33	57	20.5%	18	31	49	17.4%
<b>UW Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>81</b>	<b>167</b>	<b>248</b>	<b>100.0%</b>	<b>87</b>	<b>174</b>	<b>261</b>	<b>100.0%</b>	<b>98</b>	<b>180</b>	<b>278</b>	<b>100.0%</b>	<b>94</b>	<b>188</b>	<b>282</b>	<b>100.0%</b>
<b>Brandon University</b>																				
Full Professors	3	29	32	15.2%	4	32	36	18.8%	3	34	37	18.4%	4	33	37	16.9%	5	29	34	15.4%
Associate Professors	16	46	62	29.5%	15	39	54	28.3%	18	40	58	28.9%	25	38	63	28.8%	24	39	63	28.5%
Assistant Professors	25	25	50	23.8%	28	29	57	29.8%	29	31	60	29.9%	29	35	64	29.2%	27	34	61	27.6%
Lecturers	6	5	11	5.2%	4	1	5	2.6%	4	5	9	4.5%	9	1	10	4.6%	10	1	11	5.0%
Other	25	30	55	26.2%	20	19	39	20.4%	19	18	37	18.4%	24	21	45	20.5%	30	22	52	23.5%
<b>BU Total</b>	<b>75</b>	<b>135</b>	<b>210</b>	<b>100.0%</b>	<b>71</b>	<b>120</b>	<b>191</b>	<b>100.0%</b>	<b>73</b>	<b>128</b>	<b>201</b>	<b>100.0%</b>	<b>91</b>	<b>128</b>	<b>219</b>	<b>100.0%</b>	<b>96</b>	<b>125</b>	<b>221</b>	<b>100.0%</b>
<b>Collège universitaire de Saint-Boniface</b>																				
Full Professors	2	9	11	25.0%	3	7	10	25.0%	3	7	10	23.3%	3	6	9	19.6%	3	7	10	20.4%
Associate Professors	9	11	20	45.5%	8	13	21	52.5%	6	13	19	44.2%	6	16	22	47.8%	4	8	12	24.5%
Assistant Professors	3	2	5	11.4%	0	0	0	0.0%	2	3	5	11.6%	3	1	4	8.7%	2	10	12	24.5%
Lecturers	3	5	8	18.2%	4	5	9	22.5%	5	4	9	20.9%	5	6	11	23.9%	4	5	9	18.4%
Other	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	0	0	0	0.0%	4	2	6	12.2%
<b>CSB Total</b>	<b>17</b>	<b>27</b>	<b>44</b>	<b>100.0%</b>	<b>15</b>	<b>25</b>	<b>40</b>	<b>100.0%</b>	<b>16</b>	<b>27</b>	<b>43</b>	<b>100.0%</b>	<b>17</b>	<b>29</b>	<b>46</b>	<b>100.0%</b>	<b>17</b>	<b>32</b>	<b>49</b>	<b>100.0%</b>
<b>Total Universities</b>																				
Full Professors	60	412	472	35.9%	78	475	553	35.7%	82	460	542	34.2%	89	463	552	33.8%	94	464	558	33.1%
Associate Professors	112	261	373	28.4%	133	298	431	27.8%	140	308	448	28.3%	158	304	462	28.3%	173	294	467	27.7%
Assistant Professors	141	190	331	25.2%	173	245	418	27.0%	184	261	445	28.1%	202	267	469	28.7%	188	298	486	28.8%
Lecturers	39	20	59	4.5%	48	22	70	4.5%	45	21	66	4.2%	33	15	48	2.9%	28	16	44	2.6%
Other	29	50	79	6.0%	34	45	79	5.1%	37	45	82	5.2%	48	54	102	6.2%	57	74	131	7.8%
<b>Grand Total</b>	<b>381</b>	<b>933</b>	<b>1,314</b>	<b>100.0%</b>	<b>466</b>	<b>1,085</b>	<b>1,551</b>	<b>100.0%</b>	<b>488</b>	<b>1,095</b>	<b>1,583</b>	<b>100.0%</b>	<b>530</b>	<b>1,103</b>	<b>1,633</b>	<b>100.0%</b>	<b>540</b>	<b>1,146</b>	<b>1,686</b>	<b>100.0%</b>

Notes:

1. Total includes Deans and Directors equivalent to Deans for full time staff only.
2. Due to system constraints, U of W could not provide 2000/01 data.

**Academic Full Time Staff % Distribution by Gender 2004/05**



**Table 4.1.3 (a) - Academic Staff Gender Percentage Distribution by Rank- Full Time Staff**

	2000/01		2001/02		2002/03		2003/04		2004/05	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>University of Manitoba</b>										
Full Professors	12.8%	87.2%	13.4%	86.6%	14.8%	85.2%	15.6%	84.4%	16.2%	83.8%
Associate Professors	29.9%	70.1%	30.2%	69.8%	30.4%	69.6%	31.4%	68.6%	36.2%	63.8%
Assistant Professors	40.9%	59.1%	39.5%	60.5%	39.4%	60.6%	43.4%	56.6%	39.2%	60.8%
Lecturers	75.0%	25.0%	72.7%	27.3%	80.0%	20.0%	75.0%	25.0%	52.9%	47.1%
Other	16.7%	83.3%	13.0%	87.0%	15.4%	84.6%	15.4%	84.6%	20.8%	79.2%
<b>UM Total</b>	<b>27.3%</b>	<b>72.7%</b>	<b>27.6%</b>	<b>72.4%</b>	<b>28.6%</b>	<b>71.4%</b>	<b>29.4%</b>	<b>70.6%</b>	<b>29.4%</b>	<b>70.6%</b>
<b>University of Winnipeg</b>										
Full Professors	-	-	17.3%	82.7%	18.1%	81.9%	19.5%	80.5%	19.8%	80.2%
Associate Professors	-	-	34.5%	65.5%	35.5%	64.5%	44.6%	55.4%	40.5%	59.5%
Assistant Professors	-	-	43.9%	56.1%	44.4%	55.6%	37.3%	62.7%	35.2%	64.8%
Lecturers	-	-	66.7%	33.3%	50.0%	50.0%	57.1%	42.9%	71.4%	28.6%
Other	-	-	35.0%	65.0%	40.0%	60.0%	42.1%	57.9%	36.7%	63.3%
<b>UW Total</b>	<b>-</b>	<b>-</b>	<b>32.7%</b>	<b>67.3%</b>	<b>33.3%</b>	<b>66.7%</b>	<b>35.3%</b>	<b>64.7%</b>	<b>33.3%</b>	<b>66.7%</b>
<b>Brandon University</b>										
Full Professors	9.4%	90.6%	11.1%	88.9%	8.1%	91.9%	10.8%	89.2%	14.7%	85.3%
Associate Professors	25.8%	74.2%	27.8%	72.2%	31.0%	69.0%	39.7%	60.3%	38.1%	61.9%
Assistant Professors	50.0%	50.0%	49.1%	50.9%	48.3%	51.7%	45.3%	54.7%	44.3%	55.7%
Lecturers	54.5%	45.5%	80.0%	20.0%	44.4%	55.6%	90.0%	10.0%	90.9%	9.1%
Other	45.5%	54.5%	51.3%	48.7%	51.4%	48.6%	53.3%	46.7%	57.7%	42.3%
<b>BU Total</b>	<b>35.7%</b>	<b>64.3%</b>	<b>37.2%</b>	<b>62.8%</b>	<b>36.3%</b>	<b>63.7%</b>	<b>41.6%</b>	<b>58.4%</b>	<b>43.4%</b>	<b>56.6%</b>
<b>Collège universitaire de Saint -Boniface</b>										
Full Professors	18.2%	81.8%	30.0%	70.0%	30.0%	70.0%	33.3%	66.7%	30.0%	70.0%
Associate Professors	45.0%	55.0%	38.1%	61.9%	31.6%	68.4%	27.3%	72.7%	33.3%	66.7%
Assistant Professors	60.0%	40.0%	0.0%	0.0%	40.0%	60.0%	75.0%	25.0%	16.7%	83.3%
Lecturers	37.5%	62.5%	44.4%	55.6%	55.6%	44.4%	45.5%	54.5%	44.4%	55.6%
Other	-	-	-	-	-	-	-	-	0.6666667	33.3%
<b>CSB Total</b>	<b>38.6%</b>	<b>61.4%</b>	<b>37.5%</b>	<b>62.5%</b>	<b>37.2%</b>	<b>62.8%</b>	<b>37.0%</b>	<b>63.0%</b>		
<b>Total Universities</b>										
Full Professors	12.7%	87.3%	14.1%	85.9%	15.1%	84.9%	16.1%	83.9%	16.8%	83.2%
Associate Professors	30.0%	70.0%	30.9%	69.1%	31.3%	68.8%	34.2%	65.8%	37.0%	63.0%
Assistant Professors	42.6%	57.4%	0.0%	0.0%	41.3%	58.7%	43.1%	56.9%	38.7%	61.3%
Lecturers	66.1%	33.9%	68.6%	31.4%	68.2%	31.8%	68.8%	31.3%	63.6%	36.4%
Other	36.7%	63.3%	43.0%	57.0%	45.1%	54.9%	47.1%	52.9%	43.5%	56.5%
<b>Grand Total</b>	<b>29.0%</b>	<b>71.0%</b>	<b>30.0%</b>	<b>70.0%</b>	<b>30.8%</b>	<b>69.2%</b>	<b>32.5%</b>	<b>67.5%</b>	<b>32.0%</b>	<b>68.0%</b>

As shown in Table 4.1.3(b), mean salary levels for academic staff increased at all universities over the five year period.

**Table 4.1.3(b)- Academic Staff Mean Salary by Rank - Full Time Staff**

University <sup>1</sup>	<u>Mean Salary</u> <sup>2</sup>					Cumulative % change
	2000/01	2001/02	2002/03	2003/04	2004/05	
<b>University of Manitoba</b>						
Full Professors	\$97,285	\$101,973	\$105,663	\$109,927	\$115,496	18.7%
Associate Professors	\$76,975	\$79,903	\$83,243	\$85,830	\$88,397	14.8%
Assistant Professors	\$61,874	\$65,667	\$67,033	\$68,103	\$72,364	17.0%
Lecturers	\$47,791	\$50,351	\$52,091	\$59,940	\$61,242	28.1%
Other	-	-	-	-	-	-
<b>UM - Overall Mean</b>	<b>\$81,028</b>	<b>\$84,209</b>	<b>\$86,809</b>	<b>\$90,249</b>	<b>\$94,492</b>	<b>16.6%</b>
<b>University of Winnipeg</b>						
Full Professors	-	\$87,744	\$89,933	\$84,957	\$97,450	11.1%
Associate Professors	-	\$65,223	\$66,540	\$70,632	\$73,945	13.4%
Assistant Professors	-	\$48,881	\$50,418	\$55,821	\$57,808	18.3%
Lecturers	-	\$43,523	\$43,881	\$46,733	\$48,480	11.4%
Other	-	\$52,773	\$53,327	\$55,389	\$60,498	14.6%
<b>UW - Overall Mean</b>	<b>-</b>	<b>\$65,816</b>	<b>\$66,774</b>	<b>\$70,379</b>	<b>\$73,455</b>	<b>11.6%</b>
<b>Brandon University</b>						
Full Professors	\$84,622	\$87,191	\$94,802	\$97,984	\$97,718	15.5%
Associate Professors	\$66,324	\$69,138	\$75,714	\$78,031	\$77,035	16.1%
Assistant Professors	\$50,783	\$51,440	\$57,813	\$61,116	\$60,816	19.8%
Lecturers	\$41,676	\$40,770	\$45,734	\$48,261	\$48,322	15.9%
Other	\$49,028	\$50,181	\$54,535	\$59,693	\$57,927	18.2%
<b>BU - Overall Mean</b>	<b>\$58,487</b>	<b>\$59,744</b>	<b>\$65,750</b>	<b>\$69,017</b>	<b>\$68,364</b>	<b>16.9%</b>
<b>Collège universitaire de Saint -Boniface</b>						
Full Professors	\$86,063	\$90,725	\$93,447	\$96,251	\$98,447	14.4%
Associate Professors	\$72,156	\$78,189	\$78,475	\$80,829	\$80,830	12.0%
Assistant Professors	\$46,800	\$48,672	\$50,132	\$51,636	\$53,555	14.4%
Lecturers	\$43,460	\$45,199	\$46,555	\$47,951	\$69,678	60.3%
Other	-	-	-	-	-	-
<b>CUSB - Overall Mean</b>	<b>\$67,534</b>	<b>\$73,900</b>	<b>\$71,980</b>	<b>\$73,446</b>	<b>N/A</b>	

Notes:

1. Full time staff includes Deans and Directors equivalent to Deans.
2. Mean salary is calculated by the universities.
3. Due to system constraints, UW 2000/01 data is not available.

Analysis by gender in Table 4.1.4 shows that women continue to dominate over 60% of the administrative and support positions at all four universities.

**Table 4.1.4 - Administrative and Support Staff by Gender - Full and Part time**<sup>1 (revised)</sup>

	2000/01			2001/02			2002/03			2003/04			2004/05		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total	F	M	Total
<b>University of Manitoba</b>															
Full-Time	1,180	779	1,959	1,215	825	2,040	1,302	857	2,159	1,304	849	2,153	1,363	883	2,246
Part-Time	300	92	392	343	96	439	345	102	447	367	107	474	313	106	419
UM Total	1,480	871	2,351	1,558	921	2,479	1,647	959	2,606	1,671	956	2,627	1,676	989	2,665
Gender Distribution by University	63.0%	37.0%		62.8%	37.2%		63.2%	36.8%		63.6%	36.4%		62.9%	37.1%	
<b>University of Winnipeg<sup>2</sup></b>															
Full-Time	-	-	N/A	163	101	264	202	112	314	171	103	274	171	103	274
Part-Time	-	-	N/A	22	1	23	22	1	23	21	7	28	20	8	28
UW Total	-	-	N/A	185	102	287	224	113	337	192	110	302	191	111	302
Gender Distribution by University				64.5%	35.5%		66.5%	33.5%		63.6%	36.4%		63.2%	36.8%	
<b>Brandon University</b>															
Full-Time	117	44	161	118	47	165	122	46	168	123	48	171	114	46	160
Part-Time	18	3	21	19	6	25	21	6	27	27	6	33	35	4	39
BU Total	135	47	182	137	53	190	143	52	195	150	54	204	149	50	199
Gender Distribution by University	74.2%	25.8%		72.1%	27.9%		73.3%	26.7%		73.5%	26.5%		74.9%	25.1%	
<b>Collège universitaire de Saint-Boniface</b>															
Full-Time	25	11	36	27	12	39	28	14	42	30	14	44	28	15	43
Part-Time	3	3	6	5	3	8	4	6	10	4	5	9	6	1	7
CSB Total	28	14	42	32	15	47	32	20	52	34	19	53	34	16	50
Gender Distribution by University	66.7%	33.3%		68.1%	31.9%		61.5%	38.5%		64.2%	35.8%		68.0%	32.0%	
<b>Total Universities</b>															
Full-Time	1,322	834	2,156	1,523	985	2,508	1,654	1,029	2,683	1,628	1,014	2,642	1,676	1,047	2,723
Part-Time	321	98	419	389	106	495	392	115	507	419	125	544	374	119	493
Grand Total	1,643	932	2,575	1,912	1,091	3,003	2,046	1,144	3,190	2,047	1,139	3,186	2,050	1,166	3,216
Gender Distribution to Total staff	63.8%	36.2%		63.7%	36.3%		64.1%	35.9%		64.2%	35.8%		63.7%	36.3%	

**Notes:**

1. Table includes academic and non-teaching administrators, counselors, librarians, program support, and computer support personnel. Deans, Directors and Causal staff are excluded.
2. Due to system constraints, UW 2000/01 data is not available.

## 4.2 College

“All Staff” refers to everyone employed at a college; this includes all administrators, instructors, educational assistants, administrative assistants, librarians, as well as trades people and janitorial staff. Full-time staff works the full number of hours per week (usually 35) as defined for a particular position, over a 12 month period. Part time staff works less than 35 hours per week, as defined for a particular position, or who work for less than a 12 month period.

**Table 4.2.1 - College All Staff by Type**

College	Instructional Staff					Administrative Staff					Support Staff					Total All Staff				
	00/01	01/02	02/03	03/04	04/05	00/01	01/02	02/03	03/04	04/05	00/01	01/02	02/03	03/04	04/05	00/01	01/02	02/03	03/04	04/05
<b>Red River College <sup>1</sup></b>																				
Full Time	411	456	467	490	511	51	68	54	63	132	301	371	349	402	349	763	895	870	955	992
Part Time	801	1,056	999	1,149	1,135	0	1	0	0	5	170	183	145	195	232	971	1,240	1,144	1,344	1,372
<b>RRC Total</b>	<b>1,212</b>	<b>1,512</b>	<b>1,466</b>	<b>1,639</b>	<b>1,646</b>	<b>51</b>	<b>69</b>	<b>54</b>	<b>63</b>	<b>137</b>	<b>471</b>	<b>554</b>	<b>494</b>	<b>597</b>	<b>581</b>	<b>1,734</b>	<b>2,135</b>	<b>2,014</b>	<b>2,299</b>	<b>2,364</b>
<b>Assiniboine Community College <sup>2</sup></b>																				
Full Time	151	141	132	133	123	28	26	30	32	32	114	103	99	99	104	293	270	261	264	259
Part Time	19	31	118	107	168	2	1	2	1	4	10	22	20	18	27	31	54	140	126	199
<b>ACC Total</b>	<b>170</b>	<b>172</b>	<b>250</b>	<b>240</b>	<b>291</b>	<b>30</b>	<b>27</b>	<b>32</b>	<b>33</b>	<b>36</b>	<b>124</b>	<b>125</b>	<b>119</b>	<b>117</b>	<b>131</b>	<b>324</b>	<b>324</b>	<b>401</b>	<b>390</b>	<b>458</b>
<b>University College of the North</b>																				
Full Time	93	118	125	103	103	12	12	12	10	10	100	111	130	128	116	205	241	267	241	229
Part Time	20	9	16	41	45	0	0	0	0	0	24	12	13	15	21	44	21	29	56	66
<b>UCN Total</b>	<b>113</b>	<b>127</b>	<b>141</b>	<b>144</b>	<b>148</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>10</b>	<b>10</b>	<b>124</b>	<b>123</b>	<b>143</b>	<b>143</b>	<b>137</b>	<b>249</b>	<b>262</b>	<b>296</b>	<b>297</b>	<b>295</b>
<b>École Technique et professionnelle</b>																				
Full Time	16	17	17	21	24	1	1	1	1	1	1	2	2	2	2	18	20	20	24	27
Part Time	11	13	12	22	15	0	0	0	0	0	4	2	2	2	0	15	15	14	24	15
<b>ETP Total</b>	<b>27</b>	<b>30</b>	<b>29</b>	<b>43</b>	<b>39</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>33</b>	<b>35</b>	<b>34</b>	<b>48</b>	<b>42</b>
<b>Total College</b>																				
Full Time	671	732	741	747	761	92	107	97	106	175	516	587	580	631	571	1,279	1,426	1,418	1,484	1,507
Part Time	851	1,109	1,145	1,319	1,363	2	2	2	1	9	208	219	180	230	280	1,061	1,330	1,327	1,550	1,652
<b>Grand Total</b>	<b>1,522</b>	<b>1,841</b>	<b>1,886</b>	<b>2,066</b>	<b>2,124</b>	<b>94</b>	<b>109</b>	<b>99</b>	<b>107</b>	<b>184</b>	<b>724</b>	<b>806</b>	<b>760</b>	<b>861</b>	<b>851</b>	<b>2,340</b>	<b>2,756</b>	<b>2,745</b>	<b>3,034</b>	<b>3,159</b>

Notes:

1. RRC data in 2000/01, 2001/02 and 2002/03 includes staff on contracts.

2. ACC 2000/01 figures include some casual staff.

**Table 4.2.2 - Instructional Staff by Average Salary - Full Time**

<b>College</b>	<b>Average Salary</b>				
	2000/01	2001/02	2002/03	2003/04	2004/05
<b>Red River College</b>					
Instructor	\$50,300	\$52,502	\$54,734	\$54,373	\$56,662
Educational Assistant	\$33,700	\$34,150	\$35,787	\$36,617	N/A
<b>Assiniboine Community College <sup>1</sup></b>					
Instructor	\$50,399	\$49,139	\$53,496	\$53,496	\$59,162
Educational Assistant	-	-	-	-	-
<b>University College of the North</b>					
Instructor	\$52,153	\$53,303	\$57,054	\$55,766	\$56,779
Educational Assistant	\$37,679	\$40,799	\$41,890	\$42,960	\$43,090
<b>École Technique et professionnelle</b>					
Instructor	\$50,900	\$53,500	\$52,500	\$53,500	\$54,000
Educational Assistant	\$11,500	\$12,000	\$12,500	\$12,000	\$12,000

Note:

1. ACC 2000/01 figures include some casual employees.

Table 4.2.3 - Instructional Staff by Gender - Full Time Only

Colleges	Instructional Staff -Full Time					Administrative Staff -Full Time					Support Staff <sup>1</sup> Full Time					All Full Time Staff				
	00/01	01/02	02/03	03/04	04/05	00/01	01/02	02/03	03/04	04/05	00/01	01/02	02/03	03/04	04/05	00/01	01/02	02/03	03/04	04/05
<b>Red River College</b>																				
Female	142	169	174	187	205	18	30	21	28	73	182	226	218	245	206	342	425	413	460	484
Male	269	286	293	303	306	33	38	33	35	59	119	145	131	157	143	421	469	457	495	508
<b>RRC Total</b>	<b>411</b>	<b>455</b>	<b>467</b>	<b>490</b>	<b>511</b>	<b>51</b>	<b>68</b>	<b>54</b>	<b>63</b>	<b>132</b>	<b>301</b>	<b>371</b>	<b>349</b>	<b>402</b>	<b>349</b>	<b>763</b>	<b>894</b>	<b>870</b>	<b>955</b>	<b>992</b>
Female Distribution	35%	37%	37%	38%	40%	35%	44%	39%	44%	55%	60%	61%	62%	61%	59%	45%	48%	47%	48%	49%
<b>Assiniboine Community College</b>																				
Female	78	53	54	53	49	13	12	15	15	15	81	72	73	74	77	172	137	142	142	141
Male	73	88	78	80	74	15	14	15	17	17	33	31	26	25	27	121	133	119	122	118
<b>ACC Total</b>	<b>151</b>	<b>141</b>	<b>132</b>	<b>133</b>	<b>123</b>	<b>28</b>	<b>26</b>	<b>30</b>	<b>32</b>	<b>32</b>	<b>114</b>	<b>103</b>	<b>99</b>	<b>99</b>	<b>104</b>	<b>293</b>	<b>270</b>	<b>261</b>	<b>264</b>	<b>259</b>
Female Distribution	52%	38%	41%	40%	40%	46%	46%	50%	47%	47%	71%	70%	74%	75%	74%	59%	51%	54%	54%	54%
<b>University College of the North</b>																				
Female	43	63	60	53	47	5	5	5	5	4	69	75	87	90	83	117	143	152	148	134
Male	50	55	65	50	56	7	7	7	5	6	31	36	43	38	33	88	98	115	93	95
<b>UCN Total</b>	<b>93</b>	<b>118</b>	<b>125</b>	<b>103</b>	<b>103</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>10</b>	<b>10</b>	<b>100</b>	<b>111</b>	<b>130</b>	<b>128</b>	<b>116</b>	<b>205</b>	<b>241</b>	<b>267</b>	<b>241</b>	<b>229</b>
Female Distribution	46%	53%	48%	51%	46%	42%	42%	42%	50%	40%	69%	68%	67%	70%	72%	57%	59%	57%	61%	59%
<b>École Technique et professionnelle</b>																				
Female	15	10	9	11	15	1	1	1	1	1	4	2	2	2	2	20	13	12	14	18
Male	12	7	8	10	9	0	0	0	0	0	1	0	0	0	0	13	7	8	10	9
<b>ETP Total</b>	<b>27</b>	<b>17</b>	<b>17</b>	<b>21</b>	<b>24</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>33</b>	<b>20</b>	<b>20</b>	<b>24</b>	<b>27</b>
Female Distribution	56%	59%	53%	52%	63%	100%	100%	100%	100%	100%	80%	100%	100%	100%	100%	61%	65%	60%	58%	67%
<b>Total College</b>																				
Female	278	295	297	304	316	37	48	42	49	93	336	375	380	411	368	651	718	719	764	777
Male	404	436	444	443	445	55	59	55	57	82	184	212	200	220	203	643	707	699	720	730
<b>Grand Total</b>	<b>682</b>	<b>731</b>	<b>741</b>	<b>747</b>	<b>761</b>	<b>92</b>	<b>107</b>	<b>97</b>	<b>106</b>	<b>175</b>	<b>520</b>	<b>587</b>	<b>580</b>	<b>631</b>	<b>571</b>	<b>1,294</b>	<b>1,425</b>	<b>1,418</b>	<b>1,484</b>	<b>1,507</b>
Female Distribution	41%	40%	40%	41%	42%	40%	45%	43%	46%	53%	65%	64%	66%	65%	64%	50%	50%	51%	51%	52%

Note:

1. Support staff includes all staff: secretaries, librarians, counselors and program support.