

**Report of the AUNBT and UNB  
Joint Committee on Economic Adjustment  
Article 36B.07**

2008

**Committee Members:**

**AUNBT Representatives**

Rick McGaw (Co-chair)  
Elin Maher  
Vaughan Dickson

**UNB Representatives**

Larry Guitard (Co-chair)  
Chris Callbeck  
Philip Bryden

**Mandate:**

The Parties agree within one year of the signing of this Collective Agreement to form a Joint Committee to review the ongoing status of UNB salaries with the comparison group referred to in 36B.07.

The Joint Committee shall consist of two co-chairs, one (1) appointed by each party, in addition to two (2) other persons appointed by the University of New Brunswick (UNB) and two (2) other persons appointed by the Association of University of New Brunswick Teachers (AUNBT).

The Joint Committee shall report to the Parties annually by February 1st.

Submitted: August 8, 2008

Signed: Richard McGaw

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For the Association

Signed: Larry Guitard

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For the University

## **Introduction**

The current and previous collective agreements have included Articles (Article 36B.07) which set out the economic adjustments (scale increases) to salaries over the life of the agreements.

Article 36B.07 was changed in the 2005-2009 Collective Agreement. In the 2001-2005 Agreement the economic adjustments were a combination of lump-sum amounts and percentages based on a combination of inflation and the average salary at the comparison group of 13 Canadian universities “selected as being similar in size and scope of programs to UNB”. The comparison group was and remains:

*Memorial, Dalhousie (including Dal Tech), Carleton, McMaster, Ottawa, Queen's, Windsor, York, Manitoba, Saskatchewan, Regina, Calgary and Victoria.*

The stated objective in the 2001-2005 Agreement was “to have the UNB average salary falling into a band of 2% about the group average salary.” The Agreement provided for annual adjustments calculated as the three-year average CPI, plus or minus any adjustment needed to bring the average UNB salary within a band from -2% to +2% of the projected group average salary, plus specified lump sum adjustments. In each of the four years covered by that agreement, the calculated competitive adjustment was CPI plus an adjustment to bring the UNB average salary to 98% of the group average, plus the specified lump sum adjustments. Because these were applied in January and July with respect to an average of the year before, salaries never actually reached the band.

In the 2005-2009 Agreement, the economic adjustments were changed to fixed percentages without a specific connection to inflation or the group average. It was recognized within 36B.07 that “these increases are meant to in part account for cost of living effects and the need to be competitive with the comparison group.” The Parties also agreed to a continuation of the comparison group and the desire to maintain a competitive position on the national market. Consequently, this Committee was created in the Collective Agreement “to review the ongoing status of UNB salaries with the comparison group referred to in 36B.07.”

Articles 36B.07 of the 2001-2005 and 2005-2009 collective agreements are attached as Appendices “A” and “B” to this report.

## Findings

The Committee took as its mandate to report information to the Parties without conclusions or recommendations; consequently this report is a brief overview of the data that the Committee reviewed. It is expected that this data will inform the next round of collective bargaining and that one important role of this Committee is to produce an agreed-upon data set for salary negotiations in the next round of collective bargaining. The Parties will draw their own conclusions about the information and how they approach salary negotiations.

One of the problems confronting the Committee was the timeliness of data from Statistics Canada. Salary data for 2005-06 were not available until recently, and Saskatchewan only became available in February 2008. Consequently, while this report is a year late, it now has complete data for 2005-06.

### Salary Information – Average Salaries, All Ranks

Information on Average Salaries, All Ranks is presented in the following tables and graphs:

Table 1 and Graph 1: Average Salaries, All Ranks, 2005-06

Table 2 and Graph 2: Average Salaries, All Ranks, 2004-05

Table 3 and Graph 3: Average Salaries, All Ranks, 2003-04

The salary information in these tables is taken from annual reports prepared by Statistics Canada's Division of Culture, Tourism, and the Centre for Education Statistics, entitled: "Salaries and Salary Scales of Full-Time Teaching Staff at Canadian Universities". This is the report that has traditionally been used by the University to calculate formula based competitive adjustments under the previous collective agreements.

A summary of results follows:

	<b>2005-06</b>	<b>2004-05</b>	<b>2003-04</b>
Comparison Group Average	\$95,831	\$92,077	\$89,002
UNB Average	\$91,162	\$88,177	\$85,213
UNB Percentage Behind Group	5.12%	4.42%	4.45%

Salary Information – Average Salary by Rank

The Committee reviewed salary data by rank for the comparison group for 2003-04, 2004-05, and 2005-06. Information on Average Salaries by Rank is presented in the following tables:

Table 4 and Graph 4: Average Salaries by Rank, 2005-06

Table 5 and Graph 5: Average Salaries by Rank, 2004-05

Table 6 and Graph 6: Average Salaries by Rank, 2003-04

A summary of results follows:

	<b>2005-06</b>	<b>2004-05</b>	<b>2003-04</b>
<b>Professor</b>			
Comparison Group Average	\$117,099	\$112,047	\$107,647
UNB Average	\$107,328	\$105,687	\$101,345
UNB Percentage Behind Group	9.1%	6.0%	6.2%
<b>Associate Professor</b>			
Comparison Group Average	\$95,089	\$91,034	\$87,526
UNB Average	\$82,661	\$82,455	\$79,604
UNB Percentage Behind Group	15.0%	10.4%	10.0%
<b>Assistant Professor</b>			
Comparison Group Average	\$74,818	\$72,013	\$69,074
UNB Average	\$69,757	\$67,606	\$64,780
UNB Percentage Behind Group	7.3%	6.5%	6.6%

For Assistant Professors, 11 of 13 comparison universities had higher salaries than UNB and the average Assistant at UNB was 6.6% behind the average in 2003-04, 6.5% behind in 2004-05, and 7.3% behind in 2005-06. For Associate Professors, 12 of 13 universities had higher salaries and the average salary at UNB was 10.0% behind the average in 2003-04, 10.4% behind in 2004-05, and 15.0% behind in 2005-06. For Professors, 11 of 13 universities had higher salaries and the average salary at UNB was 6.2% behind in 2003-04, 6.0% behind in 2004-05, and 9.1% behind in 2005-06.

The individual rank percentages do not strictly compare to the “all ranks combined” percentage for two reasons. First, all ranks includes ranks below Assistant Professor, and second, all ranks is a weighted average and there are different distributions between the ranks at the various universities.

### Other Salary Information

The Committee reviewed other forms of comparative data, and in particular age-rank comparisons for 2004-05. Some members of the Committee believed that it was not appropriate to include this type of data in our initial report because age-rank comparison data had not been utilized traditionally by the parties in bargaining and it was important as a matter of principle that the parties rather than the Committee identify and agree upon the framework of data comparisons to be made by the Committee. The Committee decided to exclude age-rank data comparisons from this report, but would be willing to include this type of data comparison and other forms of comparative information in future reports if instructed to do so by the parties.

The Committee also resolved the source of differences in data provided by Statistics Canada to the University and to the Canadian Association of University Teachers (CAUT). The data provided to CAUT are more detailed because they include age/rank information. However, there were differences that couldn't be explained. For example, the UNB data for Calgary had 388 Professors with an average salary of \$118,983, while CAUT data had 402 Professors with an average salary of \$120,587. CAUT queried Statistics Canada and were told that both are correct and the differences arise from who is included/excluded (the 14 faculty member difference) and from random rounding of the data. Correspondence related to this is in appendix C.

Table 1

Average Salaries, All Ranks, 2005-2006			
University	Numbers*	Excluded**	Average Salary
Queen's	651	8	\$105,197
York	1,350	45	103,231
McMaster	744	8	100,369
Calgary	1,099	18	99,268
Saskatchewan	668	21	98,269
Ottawa	868	19	95,430
Windsor	524	3	93,694
Dalhousie	655	11	93,212
Manitoba	870	17	92,879
Carleton	768	8	91,854
Victoria	731	8	91,304
Memorial	674	18	87,669
Regina	398	28	77,619
<b>Group Average</b>			95,831
<b>UNB</b>	604	4	91,162
<b>UNB percentage behind group</b>			5.12%

**Notes:**

\* Number of teachers included in the salary calculation

\*\* Number of teachers excluded from the salary calculation. Consists of deans, directors equivalent to deans, staff not paid according to regular salary scales, staff on leave of absence, and visiting professors

**Source:** "Salaries and Salary Scales of Full-Time Teaching Staff at Canadian Universities, 2005/2006: Final Report"

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Statistics Division, Statistics Canada  
Catalogue No. 81-595-MIE - No. 046  
ISSN: 1711-831X

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Graph 1

Average salary All Ranks 2005-2006

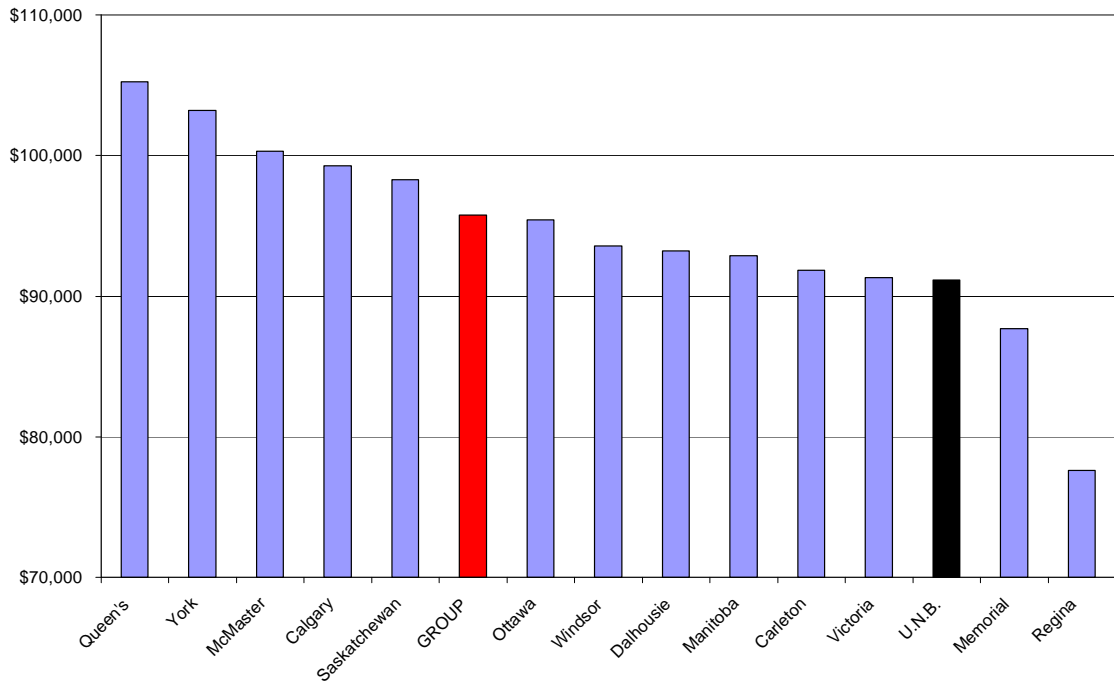


Table 2

Average Salaries, All Ranks, 2004-2005			
University	Numbers*	Excluded**	Average Salary
Queen's	649	9	\$100,407
York	1,300	54	98,836
McMaster	655	12	96,297
Calgary	1,091	15	95,636
Saskatchewan	672	22	94,725
Windsor	513	2	90,664
Manitoba	833	17	90,291
Carleton	758	18	89,107
Victoria	719	5	88,508
Dalhousie	690	8	88,301
Ottawa	920	24	88,149
Memorial	662	16	86,327
Regina	391	33	77,839
<b>Group Average</b>			92,077
<b>UNB</b>	604	12	88,177
<b>UNB percentage behind group</b>			4.42%

**Notes:**

\* Number of teachers included in the salary calculation

\*\* Number of teachers excluded from the salary calculation. Consists of deans, directors equivalent to deans, staff not paid according to regular salary scales, staff on leave of absence, and visiting professors

**Source:** "Salaries and Salary Scales of Full-Time Teaching Staff at Canadian Universities, 2004/2005: Final Report"

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Graph 2

Average Salary All Ranks 2004-2005

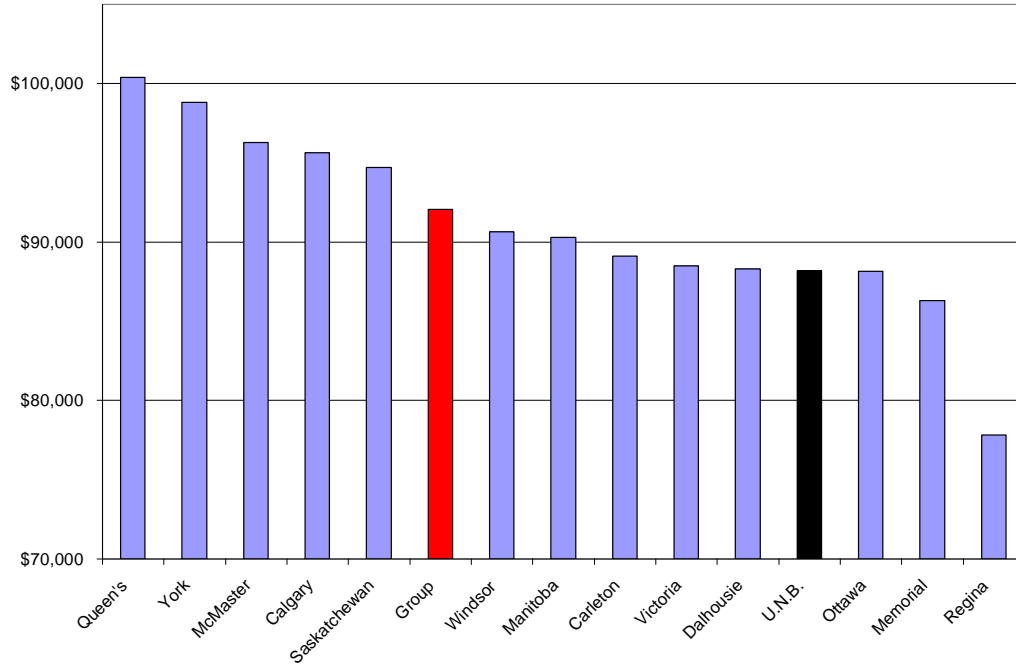


Table 3

Average Salaries, All Ranks, 2003-2004			
University	Numbers*	Excluded**	Average Salary
Queen's	613	5	\$96,684
York	1,202	23	96,237
McMaster	621	13	92,628
Saskatchewan	658	18	92,921
Calgary	1,070	20	90,603
Ottawa	826	20	88,500
Carleton	734	19	87,339
Victoria	694	5	86,580
Manitoba	827	26	86,283
Windsor	496	4	86,043
Dalhousie	672	6	84,698
Memorial	664	16	82,694
Regina	398	25	74,332
<b>Group Average</b>			89,002
<b>UNB</b>	593	10	85,213
<b>UNB percentage behind group</b>			4.45%

**Notes:**

\* Number of teachers included in the salary calculation

\*\* Number of teachers excluded from the salary calculation. Consists of deans, directors equivalent to deans, staff not paid according to regular salary scales, staff on leave of absence, and visiting professors

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Graph 3

Average Salary All Ranks 2003-2004

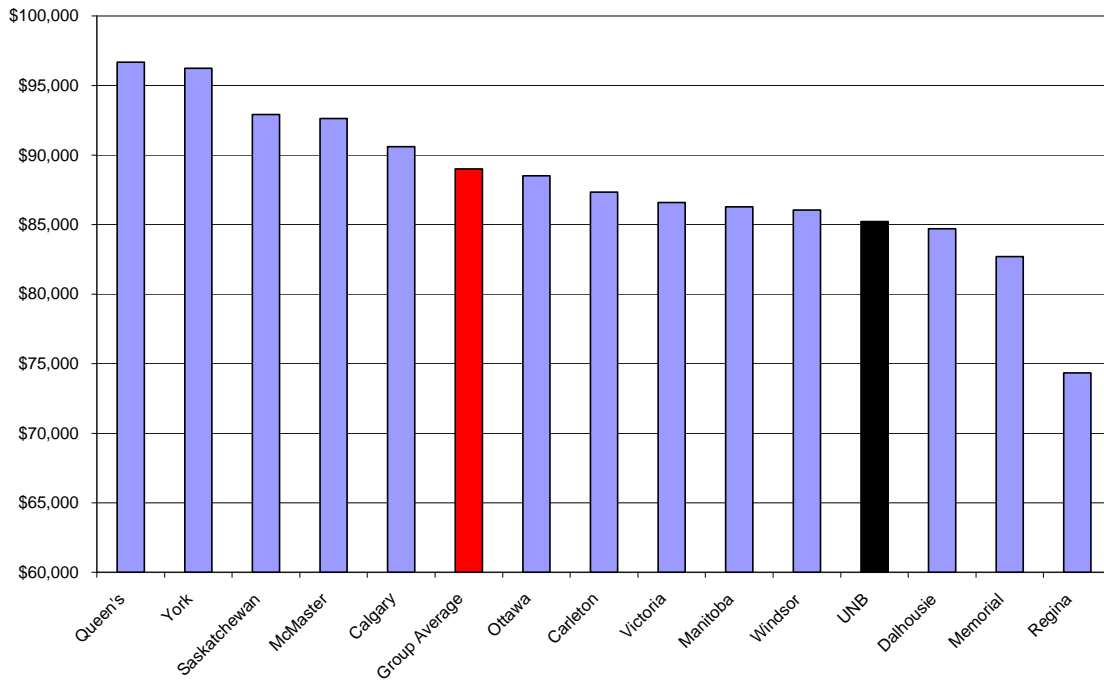


Table 4

Average Salary By Rank, 2005-2006						
University	Professor		Associate		Assistant	
	#	Average	#	Average	#	Average
Queen's	232	\$120,763	221	\$102,284	n/a	n/a
York	291	124,888	551	107,376	404	84,426
McMaster	263	122,503	207	100,866	240	78,944
Calgary	386	123,445	328	92,302	234	77,543
Windsor	133	118,125	160	98,068	189	74,268
Dalhousie	240	113,366	181	91,496	198	71,549
Manitoba	312	116,444	267	85,504	257	70,335
Victoria	255	111,484	205	89,885	194	71,234
Memorial	242	103,374	246	86,618	169	66,911
Regina	95	102,503	130	77,698	96	62,485
Carleton	210	113,471	234	96,772	194	75,707
Ottawa	291	117,168	265	95,788	277	73,698
Saskatchewan	261	120,387	227	90,347	163	73,273
<b>Group Average</b>		117,099		95,089		74,818
<b>UNB</b>	267	107,328	175	82,661	93	69,757
<b>UNB percentage behind group</b>		9.10%		15.03%		7.26%

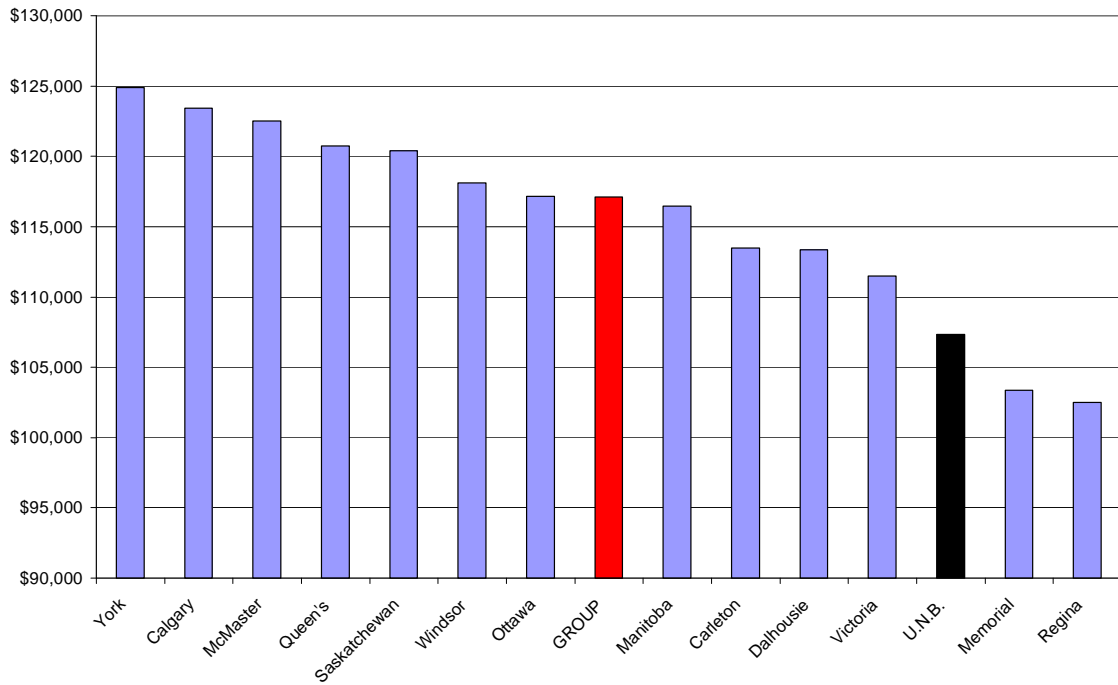
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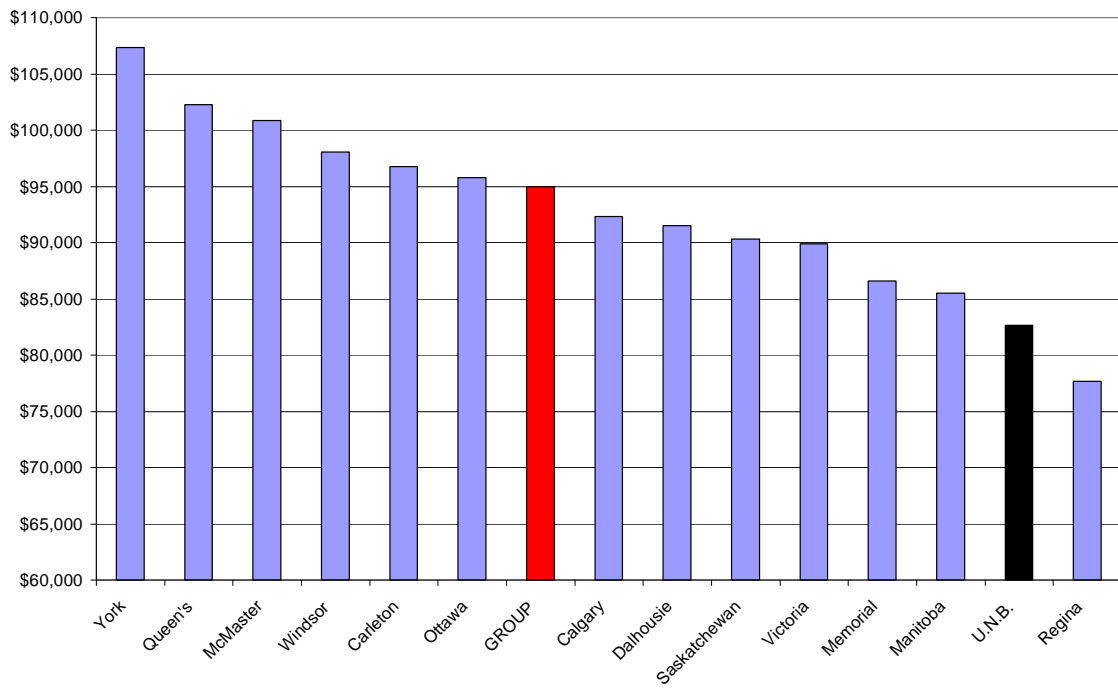


Graph 4

Professor 2005-2006



Associate 2005-2006



Assistant 2005-2006

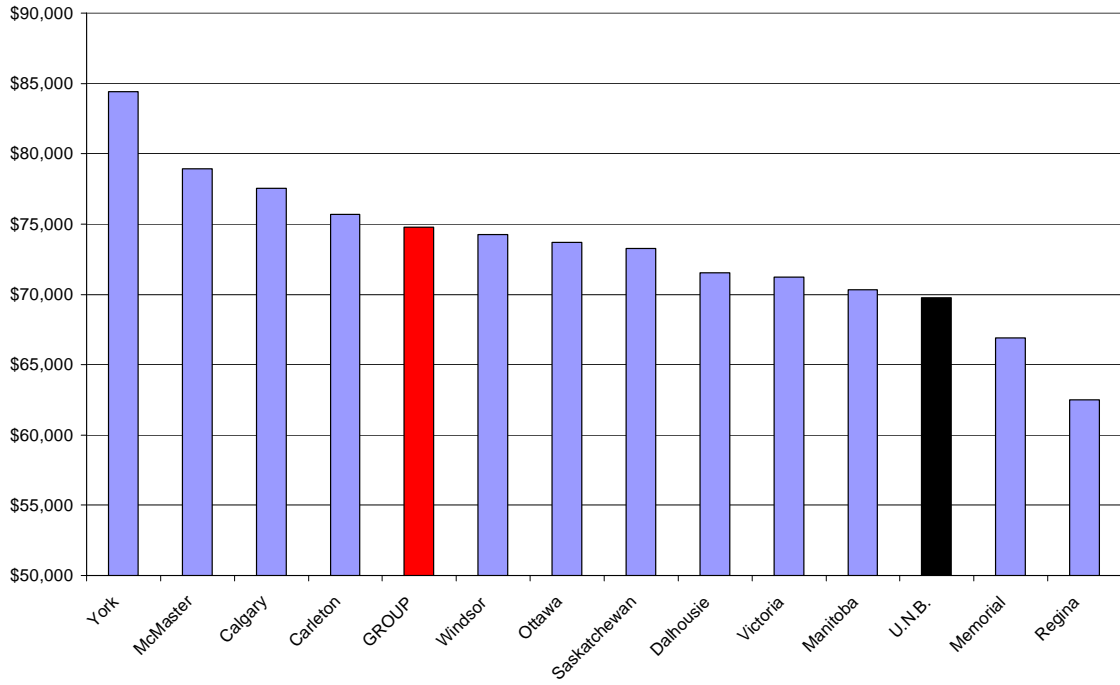


Table 5

Average Salary By Rank, 2004-2005						
University	Professor		Associate		Assistant	
	#	Average	#	Average	#	Average \$
Memorial	247	\$100,276	252	\$84,498	150	\$66,202
Dalhousie	248	107,822	186	86,927	178	68,866
Carleton	229	109,916	227	94,394	190	73,221
McMaster	244	117,652	173	95,295	202	74,186
Ottawa	318	107,367	287	87,549	280	67,820
Queen's	235	115,017	211	97,853	193	82,909
York	293	119,097	548	102,136	358	80,635
Windsor	136	113,720	149	95,124	194	72,057
Manitoba	316	111,650	241	83,002	242	67,735
Saskatchewan	274	116,866	210	87,178	172	68,623
Regina	104	101,035	119	76,871	100	62,914
Calgary	388	118,983	366	88,844	320	71,890
Victoria	260	107,551	211	86,347	171	67,965
<b>Group Average</b>		112,047		91,034		72,013
<b>UNB</b>	250	105,687	143	82,455	124	67,606
<b>UNB percentage behind group</b>		6.02%		10.40%		6.52%

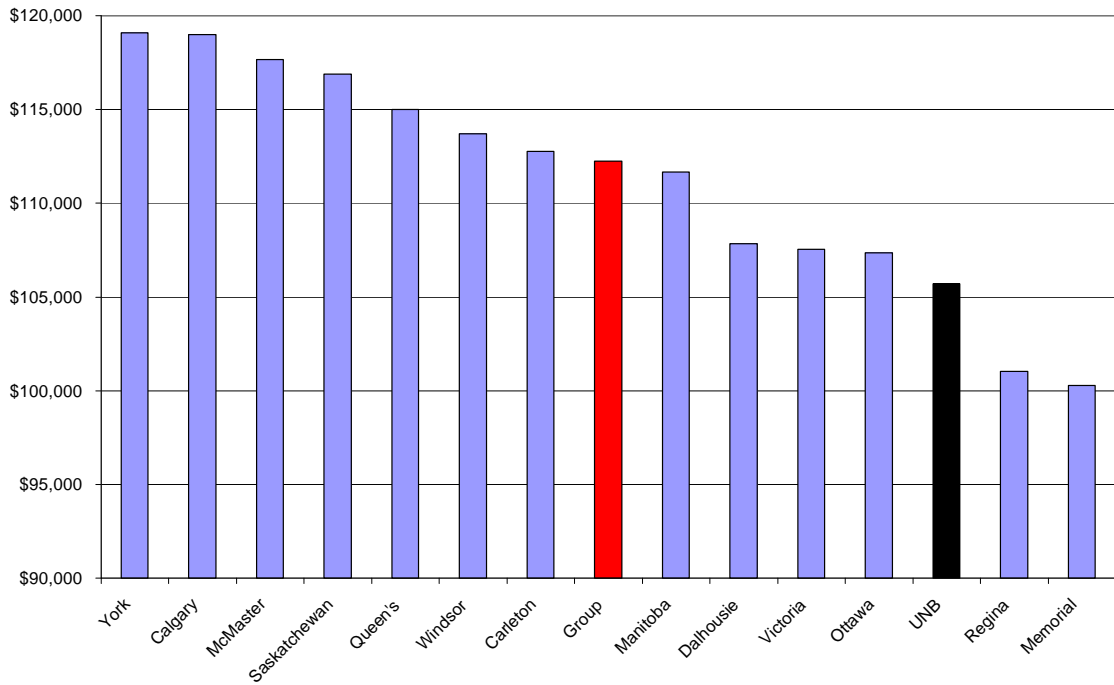
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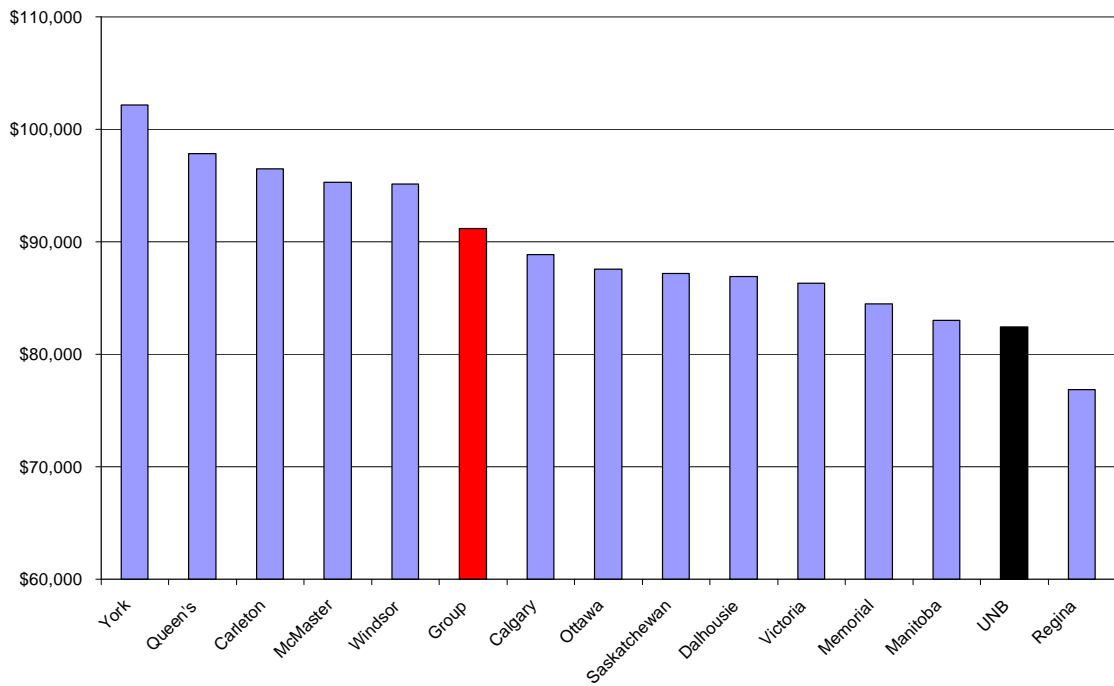


Graph 5

Professor 2004-2005



Associate 2004-2005



Assistant 2004-2005

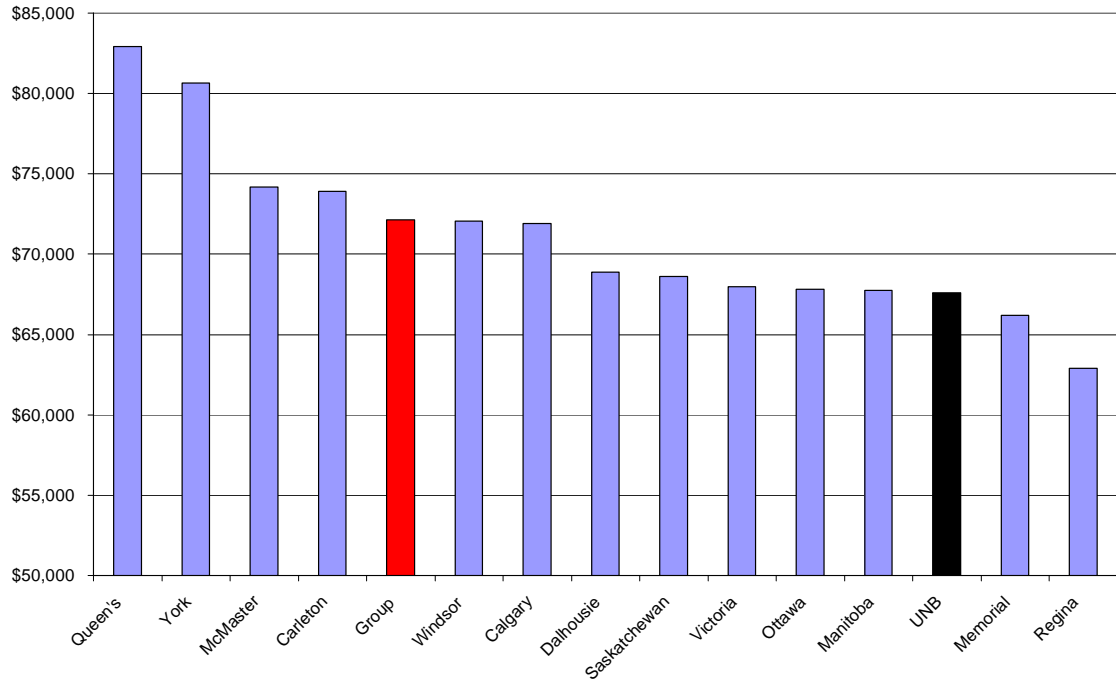


Table 6

**Average Salary By Rank,  
2003-2004**

University	Professor		Associate		Assistant	
	#	Average	#	Average	#	Average
Memorial	259	\$95,597	265	\$79,514	124	\$62,687
Dalhousie	244	102,409	184	83,009	176	65,944
Carleton	220	106,658	232	91,846	181	70,045
McMaster	239	111,815	168	90,824	180	71,471
Ottawa	297	107,407	262	87,009	227	66,706
Queen's	237	111,131	205	92,030	161	78,646
York	284	113,754	571	97,613	294	78,256
Windsor	132	107,708	146	88,928	182	68,804
Manitoba	308	106,839	232	80,847	246	64,417
Saskatchewan	278	113,511	213	84,928	152	66,215
Regina	107	97,429	108	74,588	107	60,594
Calgary	384	112,256	342	84,943	317	69,205
Victoria	266	104,136	210	82,908	145	65,812
<b>Group Average</b>		107,647		87,526		69,074
<b>UNB</b>	259	101,345	134	79,604	111	64,780
<b>UNB percentage behind group</b>		6.22%		9.95%		6.63%

**Source:** "Salaries and Salary Scales of Full-Time Teaching Staff at Canadian Universities, 2003/2004: Final Report"

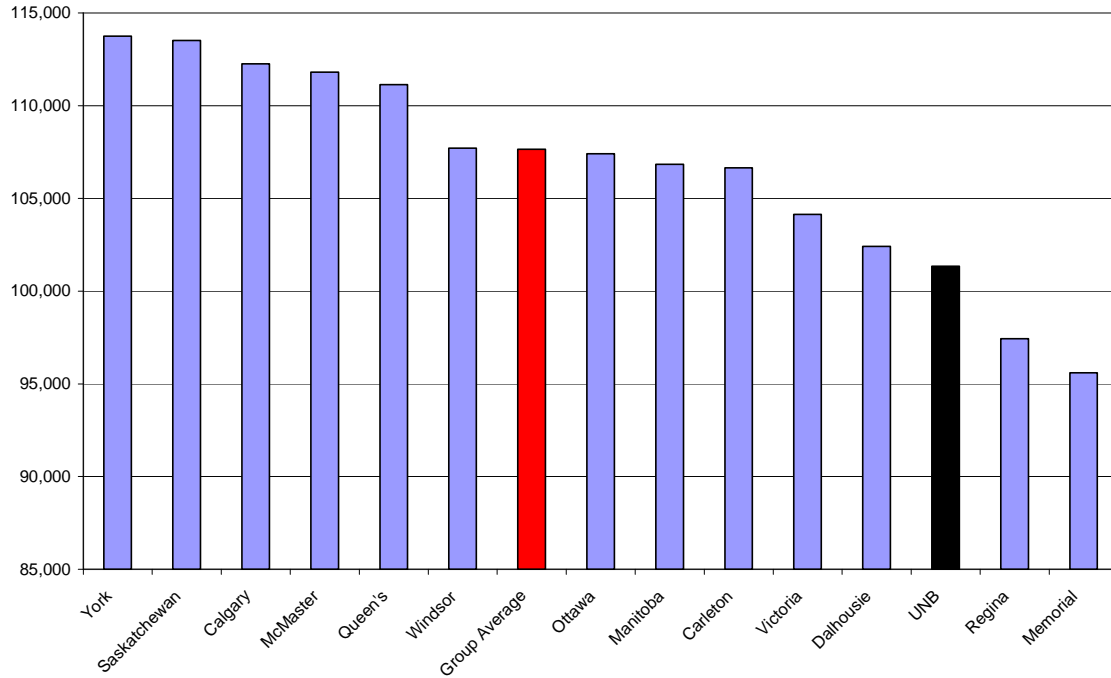
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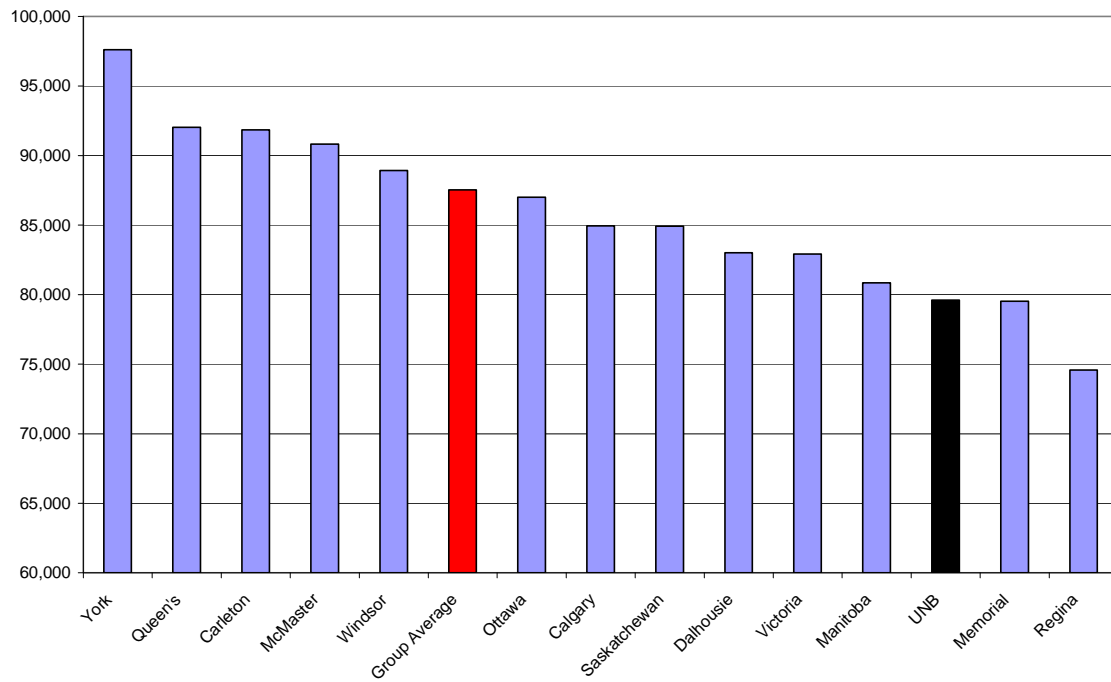


Graph 6

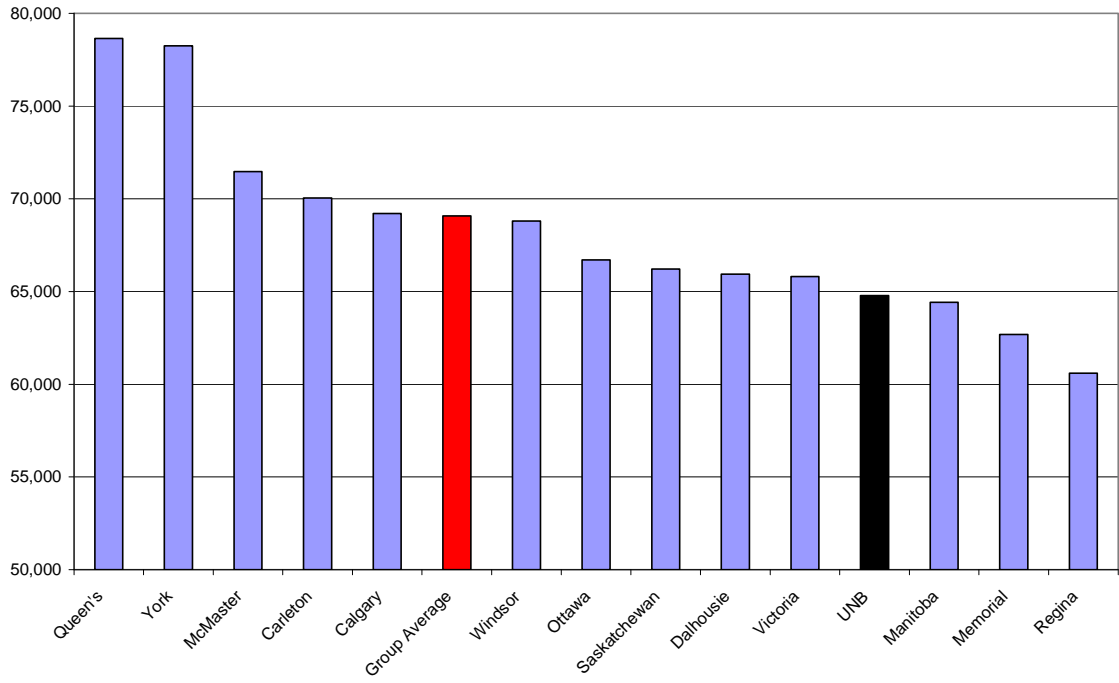
Professor 2003-2004



Associate 2003-2004



Assistant 2003-2004



## Appendix A: Article 36B.07 (2001-2005)

36B.07 Economic Adjustment (EA):

The following economic adjustments shall apply:

- a) on July 1, 2001 an adjustment equal to half the Competitive Adjustment plus an adjustment of \$875.00,
- b) on January 1, 2002 an adjustment equal to half the Competitive Adjustment plus an adjustment of \$875.00,
- c) on July 1, 2002 an adjustment equal to half the Competitive Adjustment plus an adjustment of \$225.00,
- d) on January 1, 2003 an adjustment equal to half the Competitive Adjustment plus an adjustment of \$225.00,
- e) on July 1, 2003 an adjustment equal to half the Competitive Adjustment plus an adjustment of \$175.00,
- f) on January 1, 2004 an adjustment equal to half the Competitive Adjustment,
- g) on July 1, 2004 an adjustment equal to half the Competitive Adjustment plus an adjustment of \$150.00,
- h) on January 1, 2005 an adjustment equal to half the Competitive Adjustment.

Note: The Competitive Adjustment is a formula based calculation as set out in a Memorandum of Agreement entitled Competitive Adjustment and attached as an appendix to this Collective Agreement.

## Appendix B: Article 36B.07 (2005-2009)

36B.07 Economic Adjustment (EA):

The two Parties have negotiated collective agreements since 1982 that have contained salary and salary scale adjustments related to the Consumer Price Index (CPI). The Parties have also been tracking the results of these adjustments by comparing the average salaries at UNB (as reported to Statistics Canada) to a comparable group of 13 Canadian Universities.

The Parties agree that it is desirable to maintain a competitive position on the national market in order to attract and retain quality faculty in the academic staffing of the University programs. The comparison group of Canadian universities for purposes of defining a competitive salary was selected as being similar in size and scope of programs to UNB and include: Memorial, Dalhousie, Carleton, McMaster, Ottawa, Queen's, Windsor, York, Manitoba, Saskatchewan, Regina, Calgary and Victoria.

In order to enhance planning in terms of academic programs, the Parties agree that it is desirable to maintain a salary model which provides a predictable salary bill over the lifetime of the collective agreement. To achieve this the Parties have agreed to fixed percentage increases for economic adjustment recognizing that

these increases are meant to in part account for cost of living effects and the need to be competitive with the comparison group.

The following economic adjustments shall apply:

- a) on July 1, 2005 an increase of 3.25%
- b) on November 1, 2005 an increase of 1.00%
- c) on July 1, 2006 an increase of 2.25%
- d) on January 1, 2007 an increase of 1.25%
- e) on July 1, 2007 an increase of 2.25%
- f) on January 1, 2008 an increase of 1.25%
- g) on July 1, 2008 an increase of 2.50%
- h) on January 1, 2009 an increase of 1.25%

## Appendix C: Correspondence

-----Original Message-----

From: Rick McGaw

Sent: March 16, 2007 3:11 PM

To: educationstats@statcan.ca

Subject: university salary data

I am looking to resolve a data inconsistency problem in university salary data.

I have "Salary and Salary Scales of Full-time Teaching Staff at Canadian Universities, 2004/2005 Final Report" and what should be the same data from the Canadian Association of University Teachers (provided to them by Stats Can). The CAUT-provided data includes breakdowns by age group, which is not in the document referred to above.

Differences include:

Stats Can number of faculty 604/CAUT number of faculty 552

Stats Can all ranks average salary \$88,177/ CAUT all ranks average salary \$90293

My guess is that the different number of faculty may explain the salary average difference but I would like to know the bases of these different data sets for the same year. I am also wondering about the "excluded" in the Stats can document, which doesn't appear in the CAUT data but is

Rick McGaw

Good morning Rick,

Please refer to page 7 in the publication for notes (I copied them below) on what is included and excluded in the tables. This should provide you with your answer.

### **Target population**

The target population of this survey is full-time teaching staff in degree-granting institutions who are under contract for twelve months or more. This includes all teachers within faculties, academic staff in teaching hospitals, visiting academic staff in faculties

and research staff who have an academic rank and salary similar to teaching staff. Administrative and support staff and librarians are excluded, as are staff solely engaged in research. Teaching and research assistants are also excluded. The salary represents the reported annual rate of pay plus administrative stipends, if any, for all reported faculty members, including those on sabbatical leave.

### Notes on terms used in the tables

In the following tables, the title *Canadian Universities and Colleges* refers to degree granting institutions. The column labeled *Numbers* refers to the number of teachers included in the salary calculations, that is, the average, the median and the 10th and 90th percentiles.

The column labeled *Excluded* shows the number of teachers at the institution who are excluded from the salary calculations. This group consists of:

deans

directors equivalent to deans i.e. directors who have significant administrative responsibilities

staff not paid according to regular salary scales

staff on leave of absence

visiting professors

Note that while deans and directors equivalent to deans are not counted in the salary calculations for specific ranks, they are included in the category *All ranks combined*, and in the breakdown of this comprehensive category by gender. The sum of the two columns *Numbers* and *Excluded* yields the total number of full-time teachers by rank at the institution.

*Full professors* and *associate professors* are subdivided into those *with* and *without senior administrative duties*. Assistant deans, associate deans, vice-deans, directors not equivalent to deans, department heads, coordinators and chairpersons are classified as *with senior administrative duties*. Persons in these posts are included in the salary calculations.

The category *rank below assistants* refers to the next rank directly below that of an Assistant professor. Institutions use a variety of terms to label this position however, in many institutions lecturers are included here. The category *rank below preceding* covers the remaining full-time teachers (in many cases instructors) with the exception of *Other teaching staff* which refers to ungraded staff.

Sincerely,

Marie Burton

613-951-7233 | facsimile / télécopieur 613-951-4441

Marie.Burton@statcan.ca

Statistics Canada | 150 Tunney's Pasture Driveway Ottawa ON K1A 0T6

Statistique Canada | 150, promenade du Pré Tunney Ottawa ON K1A 0T6

Government of Canada | Gouvernement du Canada

-----Original Message-----

**From:** Rick McGaw

**Sent:** March 21, 2007 10:30 AM  
**To:** fe-education@statcan.ca  
**Subject:** RE: university salary data  
Marie,

Thanks for the information; we are doing some salary analysis here and it has been a source of some mystery.

Can you answer one other problem?

In the official publication, for UNB, it has Full Professors 250, excluded 18, etc. and smaller numbers of “excluded” for Associate and Assistant, for a total excluded of 29.

Then, for “all ranks” it has 604, but only 12 excluded. This does not appear to make sense. Also, who counts as “excluded”?

Thanks again,

Rick McGaw

---

**From:** Marie.Burton@statcan.ca [mailto:Marie.Burton@statcan.ca] **On Behalf Of** fe-education@statcan.ca

**Sent:** March 21, 2007 10:37 AM  
**To:** mcgaw@unb.ca  
**Subject:** RE: university salary data

Hi Rick,

The data that is provided to CAUT does not contain the same information as in the publication we provide. All ranks are not included in the Salary Analysis System we use to extract data from for requests such as those requested by CAUT, only extract data for ranks 1 to 4.

Staff member's current rank:

1. Full professor
2. Associate professor
3. Assistant professor
4. Next rank below assistant professor (Lecturers)
- ~~5. Next rank below the one in code 4~~
- ~~6. Other (ungraded, etc.)~~

This is why the data is not the same.

Sincerely,

Marie Burton

613-951-7233 | facsimile / télécopieur 613-951-4441

Marie.Burton@statcan.ca

**From:** Rick McGaw

**Sent:** April 19, 2007 10:01 AM

**To:** 'Larry Dufay'

I am back again on salary data. Yesterday it became apparent that there are differences between the StatsCan data that CAUT has and what StatsCan publishes.

For example, in the StatsCan website, at <http://www.statcan.ca/english/research/81-595-MIE/81-595-MIE2006048.pdf>, they have the final salary report for 2004-05.

In that, using Calgary as an example,

### **University of Calgary**

Percentile

Excluding medical and dental Numbers Excluded Average

<b>Full professors</b>	<b>388</b>	<b>16</b>	<b>118,983</b>
With senior admin duties	80	13	127,165
Without senior admin duties	308	3	116,858
<b>Associate professors</b>	<b>366</b>	<b>9</b>	<b>88,844</b>
With senior admin duties	61	3	95,318
Without senior admin duties	305	6	87,549

From the CAUT file, I have

Professors incl. senior admin 402 120,587

Professors without senior admin 306 116,858

Associate incl. senior admin 366 89,085

Associate without senior admin 306 87,550

I believe the bold ones from the StatsCan document should be the same as the “incl. senior admin” from CAUT, but they aren’t. (The “without” are more or less the same).

Since we use the “including” data, can you find out why these differences exist? Is it possible that StatsCan has revised the info since it was sent to CAUT?

Thanks,  
Rick McGaw

Hi Rick,

Yes, this problem has been identified for us, in fact by the FA in Calgary itself. From what we have found out from Statistics Canada, the numbers reported in both instances are correct but differ due to who is included/excluded from the calculations. Another thing to note is that the data that we report is provided to us by Statscan with all counts random rounded to 3. This accounts for some of the differences in reported counts.

**Larry Dufay**  
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