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Sonny Day  
President, York University Staff Association  
190 Albany Rd. 2nd Floor  
4700 Keele Street  
Toronto, ON M3J 1P3  
[VIA EMAIL sonny@yusapuy.ca](mailto:sonny@yusapuy.ca)

**RE: York University Response to YUSA News Release**

Dear Sonny,

Your news release from this morning, *York University Staff Association (YUSA) calls for reforms in wake of Auditor General's report*, has been brought to my attention. I wanted to provide some background information.

The Auditor General of Ontario's (AGO) report, on page 31, has the finding 4.5 "Increase in Size of Senior Administration Outpaced York's Enrolment and Tuition Revenue".

In 2019, to help fulfill our goals related to the University Academic Plan (UAP) priority on Living Well Together, the University made the strategic decision to invest in the creation of the Division of Equity, People and Culture, headed up by a Vice President Equity, People and Culture with direct accountability to the President. The offices of Human Resources and Labour Relations as well as the Centre for Human Rights, Equity and Inclusion were shifted into this division given the importance of initiatives aimed at Equity, Diversity and Inclusion along with Decolonizing, Reconciliation and Indigenization and the need to align policy directions with related procedures and practices. Having this Division proved to be invaluable throughout the pandemic and in being able to respond to other world events impacting the University.

This one additional VP role is in large part responsible for the increase of VP salaries during this time. If we compare the salaries of the four VPs who were in those roles in 2018-19 to their salaries in 2022-23, we find the total increase over this 5-year period to be 6.5% (less than the increments available for other colleagues during this period given the government's restrictions on compensation for senior administrators). If you add in the salary of the new VP position that was created in 2019, then it goes up to 29%.

Additionally, we have made changes to a number of AVP positions during the 5-year period. Importantly there have been only four net new AVP positions two of which were related to expanding responsibilities in this new Division of EPC. In 2022-23, there was also one temporary AVP role for 3.5 months.

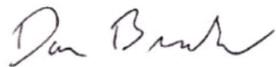
Five other roles that existed far before 2018 under different names, such as Executive Director, were reclassified with an AVP title due to organizational shifts, changes in sector norms, and additional responsibilities. An accurate calculation of the net increase for these positions is the difference between the total compensation in 2022-2023 *minus* the compensation given for the 5 positions as they existed in 2018-19.



In all, while there has been some modest growth in administrative roles to address expanding responsibilities and ensure that we realize the vision and priorities of the UAP, the percentage increase in total compensation is actually far less than that in the AGO Report.

The senior administration continues to work closely with all divisions and faculties to align our resources with York's core mission while also maintaining the financial sustainability of the University.

Sincerely,

A handwritten signature in black ink that reads "Dan Bradshaw". The signature is written in a cursive, flowing style.

Dan Bradshaw  
Assistant Vice-President, Labour Relations

Cc: YUFA  
CUPE 3903