5 D) EFFICIENCY INDICATORS AND RELATIVE COST IMPACT - TOP 50

RANKINGS BASED ON CURRENT SPENDING LEVEL (RANKINGS FAVOUR INSTRUCTION AND STUDENTS)

5.1) Staff Benefits Costs University-wide - % of Salaries & Wages

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	LEVEL CHG vs 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	Top 50 Average
TOP 50 UNIVERSITIES (1-40)									
1	Winnipeg	MB	16.4%	14.3%	13.8%	$15,136	-16.1%	($2,903)	($7,268)
2	Moncton	NB	13.6%	14.3%	14.3%	$15,927	4.9%	$745	($6,795)
3	Dalhousie	NS	17.6%	14.3%	14.4%	$67,730	-18.4%	($15,301)	($28,277)
4	Saint Mary's	NS	14.2%	15.2%	15.9%	$14,437	11.7%	$1,513	($4,089)
5	Mount Royal	AB	16.9%	17.2%	16.5%	$25,964	-2.4%	($626)	($6,140)
6	Saskatchewan	SK	14.9%	16.6%	16.8%	$97,315	13.0%	$11,230	($20,654)
7	McGill	QB	20.2%	17.7%	17.6%	$174,082	-12.9%	($25,719)	($27,343)
8	Ontario Tech	ON	15.6%	17.7%	17.9%	$23,776	15.3%	$3,151	($3,246)
9	New Brunswick	NB	18.4%	18.6%	18.0%	$37,860	-1.9%	($720)	($4,964)
10	HEC Montréal	QB	18.2%	18.0%	18.1%	$26,122	-0.6%	($167)	($3,324)
11	Ottawa	ON	18.5%	17.2%	18.1%	$157,971	-2.3%	($3,786)	($19,966)
12	Prince Edward Island	PEI	22.9%	18.7%	18.3%	$20,244	-20.3%	($5,144)	($2,330)
13	Regina	SK	16.7%	17.7%	18.4%	$33,953	10.3%	$3,167	($3,694)
14	École de Tech Supér.	QB	20.8%	21.9%	18.7%	$27,216	-10.1%	($3,053)	($2,467)
15	Victoria	BC	18.5%	18.7%	18.8%	$80,494	1.1%	$908	($6,996)
16	British Columbia	BC	14.5%	18.8%	19.0%	$414,994	30.4%	$96,851	($31,454)
17	Manitoba	MB	18.8%	19.6%	19.1%	$99,049	1.5%	$1,502	($6,581)
18	Calgary	AB	18.2%	19.1%	19.1%	$148,535	5.3%	$7,467	($9,856)
19	Toronto	ON	24.1%	18.8%	19.6%	$505,093	-18.4%	($114,263)	($19,202)
20	Lakehead	ON	16.8%	19.4%	19.6%	$24,146	16.7%	$3,461	($916)
21	Carleton	ON	20.1%	17.2%	19.7%	$79,463	-1.8%	($1,439)	($2,676)
22	Sherbrooke	QB	18.0%	20.3%	20.0%	$100,544	11.2%	$10,122	($2,014)
23	Québec à Chicoutimi	QB	19.9%	20.8%	20.1%	$22,918	1.3%	$289	($303)
24	Brock	ON	21.3%	20.6%	20.3%	$43,816	-5.0%	($2,310)	($272)
25	Lethbridge	AB	19.4%	20.1%	20.3%	$25,179	4.9%	$1,182	($76)
26	MacEwan	AB	19.7%	20.0%	20.4%	$31,081	3.2%	$949	($35)
27	Queen's	ON	21.2%	20.9%	20.5%	$106,562	-3.4%	($3,750)	$336
28	Western	ON	18.6%	20.7%	20.9%	$152,058	12.8%	$17,307	$3,988
29	Laurentian	ON	19.1%	20.4%	20.9%	$20,299	9.6%	$1,776	$538
30	Québec à Trois-Riv.	QB	19.9%	22.3%	21.1%	$40,013	6.3%	$2,380	$1,426
31	Windsor	ON	24.8%	20.1%	21.2%	$47,423	-14.6%	($8,116)	$1,798
32	Québec à Montréal	QB	19.2%	21.5%	21.3%	$85,618	10.9%	$8,439	$3,561
33	McMaster	ON	20.6%	21.2%	21.3%	$171,866	3.3%	$5,471	$7,277
34	Memorial	NL	24.2%	20.9%	21.3%	$78,343	-11.9%	($10,574)	$3,484
35	Laval	QB	23.4%	22.2%	21.4%	$155,412	-8.5%	($14,523)	$7,055
36	Thompson Rivers	BC	21.4%	21.0%	21.4%	$33,033	-0.1%	($30)	$1,532
37	Simon Fraser	BC	20.9%	19.9%	21.5%	$113,415	2.7%	$2,940	$5,652
38	Kwantlen	BC	20.9%	22.3%	21.9%	$36,372	5.0%	$1,730	$2,504
39	Fraser Valley	BC	21.7%	22.0%	22.2%	$24,970	2.0%	$478	$2,002
40	Alberta	AB	19.8%	21.5%	22.2%	$216,922	11.9%	$23,028	$17,779

Data Sources: CAUBO/Statistics Canada (Finances), Universities Canada (Enrollment).
Analysis: UniversityFinances.ca

5.1) Staff Benefits Costs University-wide - % of Salaries & Wages

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	LEVEL CHG vs 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	Top 50 Average
TOP 50 UNIVERSITIES (41-50)									
41	Toronto Met/Ryerson	ON	19.3%	21.7%	22.3%	$122,922	15.4%	$16,414	$10,650
42	Waterloo	ON	20.5%	22.2%	22.3%	$152,848	8.9%	$12,451	$13,259
43	Concordia	QB	22.5%	23.2%	22.7%	$96,087	0.9%	$897	$9,907
44	École Polytechnique	QB	27.8%	22.9%	23.3%	$40,714	-16.0%	($7,736)	$5,150
45	Wilfrid Laurier	ON	25.5%	23.0%	23.8%	$53,651	-6.9%	($4,006)	$7,612
46	Guelph	ON	27.9%	23.8%	25.0%	$119,650	-10.5%	($13,986)	$21,899
47	Montréal	QB	23.7%	25.3%	25.1%	$228,536	5.9%	$12,811	$42,613
48	York	ON	21.4%	23.0%	25.3%	$189,374	18.3%	$29,332	$36,873
49	Vancouver Island	BC	22.5%	23.7%	25.4%	$27,724	13.0%	$3,189	$5,508
50	Trent	ON	29.3%	27.0%	26.6%	$36,370	-9.1%	($3,639)	$8,535
	AVERAGE		20.2%	20.1%	20.4%	$93,265	1.0%	$921	$0
					% of Schools with Relative Overspend:			58.0%	48.0%
PROVINCES (TOP 50 SCHOOLS)									
1	Nova Scotia	NS	17.0%	14.5%	14.6%	$41,084	-14.1%	($6,759)	($16,183)
2	New Brunswick	NB	16.7%	17.1%	16.7%	$26,894	0.2%	$49	($5,880)
3	Saskatchewan	SK	15.3%	16.9%	17.2%	$65,634	12.6%	$7,319	($12,174)
4	Manitoba	MB	18.4%	18.7%	18.2%	$57,092	-1.4%	($817)	($6,924)
5	PEI	PEI	22.9%	18.7%	18.3%	$20,244	-20.3%	($5,144)	($2,330)
6	British Columbia	BC	17.0%	19.5%	19.8%	$104,429	16.3%	$14,630	($3,036)
7	Alberta	AB	19.1%	20.2%	20.5%	$89,536	7.4%	$6,159	$335
8	Ontario	ON	21.7%	20.3%	21.1%	$118,076	-2.7%	($3,336)	$3,911
9	Québec	QB	21.4%	21.5%	21.1%	$90,660	-1.5%	($1,370)	$3,115
10	Newfoundland	NL	24.2%	20.9%	21.3%	$78,343	-11.9%	($10,574)	$3,484

U15 UNIVERSITIES

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	CHG SINCE 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	U-15 Average
1	Dalhousie	NS	17.6%	14.3%	14.4%	$67,730	-18.4%	($15,301)	($25,942)
2	Saskatchewan	SK	14.9%	16.6%	16.8%	$97,315	13.0%	$11,230	($17,784)
3	McGill	QB	20.2%	17.7%	17.6%	$174,082	-12.9%	($25,719)	($22,443)
4	Ottawa	ON	18.5%	17.2%	18.1%	$157,971	-2.3%	($3,786)	($15,638)
5	British Columbia	BC	14.5%	18.8%	19.0%	$414,994	30.4%	$96,851	($20,594)
6	Manitoba	MB	18.8%	19.6%	19.1%	$99,049	1.5%	$1,502	($4,011)
7	Calgary	AB	18.2%	19.1%	19.1%	$148,535	5.3%	$7,467	($6,003)
8	Toronto	ON	24.1%	18.8%	19.6%	$505,093	-18.4%	($114,263)	($6,449)
9	Queen's	ON	21.2%	20.9%	20.5%	$106,562	-3.4%	($3,750)	$2,920
10	Western	ON	18.6%	20.7%	20.9%	$152,058	12.8%	$17,307	$7,590
11	McMaster	ON	20.6%	21.2%	21.3%	$171,866	3.3%	$5,471	$11,280
12	Laval	QB	23.4%	22.2%	21.4%	$155,412	-8.5%	($14,523)	$10,664
13	Alberta	AB	19.8%	21.5%	22.2%	$216,922	11.9%	$23,028	$22,623
14	Waterloo	ON	20.5%	22.2%	22.3%	$152,848	8.9%	$12,451	$16,654
15	Montréal	QB	23.7%	25.3%	25.1%	$228,536	5.9%	$12,811	$47,135
	AVERAGE		19.8%	19.7%	19.9%	$189,931	0.7%	$1,280	$0
					% of Schools with Relative Overspend:			60.0%	46.7%

Data Sources: CAUBO/Statistics Canada (Finances), Universities Canada (Enrollment).
Analysis: UniversityFinances.ca

5 B) STAFF BENEFITS COSTS: 2025 EFFICIENCY RANKINGS (TOP 50 and U-15)

RANKINGS BASED ON CURRENT SPENDING LEVEL (RANKINGS FAVOUR INSTRUCTION AND STUDENTS)

5.2) Staff Benefits Costs in Instruction - % of Salaries & Wages

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	LEVEL CHG vs 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	Top 50 Average
TOP 50 UNIVERSITIES (1-40)									
1	Winnipeg	MB	16.1%	13.5%	12.3%	$7,424	-23.6%	($2,288)	($4,800)
2	Dalhousie	NS	17.1%	13.8%	13.8%	$37,789	-19.4%	($9,086)	($17,734)
3	Moncton	NB	13.3%	13.9%	13.9%	$8,093	4.3%	$336	($3,722)
4	Saint Mary's	NS	14.2%	14.5%	14.4%	$7,588	1.3%	$94	($3,095)
5	McGill	QB	14.9%	16.1%	16.2%	$72,517	8.8%	$5,873	($18,474)
6	Mount Royal	AB	16.9%	17.8%	16.6%	$11,523	-1.4%	($169)	($2,551)
7	British Columbia	BC	15.1%	17.0%	16.8%	$179,420	11.4%	$18,337	($37,183)
8	Saskatchewan	SK	15.6%	17.9%	17.1%	$47,935	9.4%	$4,104	($8,952)
9	Regina	SK	15.7%	16.2%	17.2%	$16,817	9.6%	$1,470	($3,004)
10	Prince Edward Island	PEI	22.7%	18.8%	17.4%	$12,258	-23.4%	($3,740)	($2,026)
11	Ottawa	ON	18.4%	18.1%	18.0%	$69,222	-2.3%	($1,644)	($8,795)
12	HEC Montréal	QB	17.1%	18.0%	18.0%	$15,605	5.1%	$762	($1,978)
13	Windsor	ON	25.8%	18.6%	18.1%	$23,961	-29.8%	($10,160)	($2,885)
14	Manitoba	MB	17.9%	18.8%	18.2%	$57,518	1.8%	$1,040	($6,501)
15	New Brunswick	NB	18.5%	21.3%	18.3%	$21,091	-0.8%	($173)	($2,270)
16	Brock	ON	19.9%	18.8%	18.7%	$26,055	-6.1%	($1,704)	($2,258)
17	Québec à Chicoutimi	QB	19.0%	19.8%	19.1%	$13,314	0.3%	$39	($859)
18	Lakehead	ON	17.7%	18.7%	19.1%	$14,384	7.9%	$1,056	($870)
19	Ontario Tech	ON	16.3%	17.5%	19.3%	$14,615	18.7%	$2,302	($739)
20	Sherbrooke	QB	17.7%	19.6%	19.3%	$51,654	9.0%	$4,255	($2,549)
21	Victoria	BC	18.8%	19.4%	19.4%	$38,776	3.1%	$1,159	($1,864)
22	École de Tech Supér.	QB	18.3%	19.8%	19.5%	$17,831	6.6%	$1,105	($708)
23	Laval	QB	22.8%	20.2%	19.6%	$78,581	-14.1%	($12,906)	($2,916)
24	Lethbridge	AB	19.6%	19.4%	19.6%	$12,952	0.2%	$30	($445)
25	Laurentian	ON	19.2%	18.6%	19.6%	$10,478	2.1%	$213	($349)
26	Queen's	ON	22.1%	20.2%	19.7%	$58,147	-10.9%	($7,105)	($1,832)
27	Carleton	ON	20.0%	17.1%	19.8%	$45,969	-0.8%	($381)	($1,072)
28	Memorial	NL	17.2%	19.6%	19.9%	$47,213	15.7%	$6,403	($1,017)
29	Québec à Montréal	QB	18.3%	19.3%	20.1%	$54,423	9.8%	$4,869	($396)
30	MacEwan	AB	19.2%	19.5%	20.2%	$16,487	5.3%	$828	($82)
31	Calgary	AB	21.0%	20.5%	20.3%	$71,990	-3.4%	($2,520)	($82)
32	Québec à Trois-Riv.	QB	19.5%	21.9%	20.5%	$24,858	5.1%	$1,202	$234
33	Wilfrid Laurier	ON	24.0%	20.0%	20.6%	$26,373	-14.3%	($4,398)	$386
34	McMaster	ON	20.6%	20.9%	20.8%	$84,488	0.9%	$770	$1,961
35	Alberta	AB	19.4%	20.3%	21.3%	$101,746	9.6%	$8,912	$4,820
36	Thompson Rivers	BC	21.3%	21.0%	21.3%	$20,501	0.1%	$28	$989
37	Waterloo	ON	20.8%	21.9%	21.8%	$83,681	4.7%	$3,751	$5,698
38	Toronto Met/Ryerson	ON	17.9%	21.8%	22.0%	$72,032	22.9%	$13,408	$5,660
39	Montréal	QB	22.1%	22.4%	22.6%	$101,786	2.2%	$2,155	$10,445
40	Simon Fraser	BC	23.7%	21.7%	22.7%	$62,774	-4.1%	($2,689)	$6,647

Data Sources: CAUBO/Statistics Canada (Finances), Universities Canada (Enrollment).
Analysis: UniversityFinances.ca

5.2) Staff Benefits Costs in Instruction - % of Salaries & Wages

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	LEVEL CHG vs 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	Top 50 Average
TOP 50 UNIVERSITIES (41-50)									
41	Fraser Valley	BC	22.9%	21.5%	22.9%	$14,816	0.1%	$21	$1,699
42	Toronto	ON	28.6%	21.9%	22.9%	$277,768	-19.9%	($69,081)	$32,040
43	Kwantlen	BC	20.3%	22.9%	23.1%	$22,760	14.0%	$2,789	$2,800
44	Western	ON	20.2%	23.2%	23.3%	$84,994	15.3%	$11,259	$10,834
45	École Polytechnique	QB	28.0%	23.1%	23.6%	$23,427	-15.8%	($4,386)	$3,280
46	Concordia	QB	22.4%	22.6%	23.9%	$62,361	6.5%	$3,792	$9,359
47	Vancouver Island	BC	22.3%	24.4%	24.1%	$10,913	8.0%	$805	$1,735
48	Guelph	ON	28.9%	23.7%	24.3%	$55,941	-16.0%	($10,625)	$9,280
49	York	ON	22.2%	24.0%	26.9%	$119,140	20.9%	$20,607	$29,143
50	Trent	ON	32.1%	27.0%	27.5%	$19,071	-14.2%	($3,166)	$4,998
	AVERAGE		20.4%	20.1%	20.3%	$48,621	-0.4%	($212)	$0
					% of Schools with Relative Overspend:			64.0%	38.0%
PROVINCES (TOP 50 SCHOOLS)									
1	Nova Scotia	NS	16.6%	13.9%	13.9%	$22,689	-16.4%	($4,449)	($10,414)
2	New Brunswick	NB	16.7%	18.8%	16.8%	$14,592	0.9%	$125	($2,996)
3	Saskatchewan	SK	15.7%	17.5%	17.1%	$32,376	9.4%	$2,788	($5,978)
4	Manitoba	MB	17.6%	18.0%	17.3%	$32,471	-1.9%	($631)	($5,651)
5	PEI	PEI	22.7%	18.8%	17.4%	$12,258	-23.4%	($3,740)	($2,026)
6	British Columbia	BC	18.0%	19.0%	18.9%	$49,994	4.9%	$2,349	($3,596)
7	Newfoundland	NL	17.2%	19.6%	19.9%	$47,213	15.7%	$6,403	($1,017)
8	Québec	QB	19.9%	20.0%	20.1%	$46,942	1.2%	$563	($415)
9	Alberta	AB	19.8%	20.1%	20.4%	$42,939	3.5%	$1,459	$332
10	Ontario	ON	22.7%	21.3%	21.9%	$63,901	-3.5%	($2,325)	$4,776

U15 UNIVERSITIES

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	CHG SINCE 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	U-15 Average
1	Dalhousie	NS	17.1%	13.8%	13.8%	$37,789	-19.4%	($9,086)	($16,324)
2	McGill	QB	14.9%	16.1%	16.2%	$72,517	8.8%	$5,873	($16,164)
3	British Columbia	BC	15.1%	17.0%	16.8%	$179,420	11.4%	$18,337	($31,683)
4	Saskatchewan	SK	15.6%	17.9%	17.1%	$47,935	9.4%	$4,104	($7,507)
5	Ottawa	ON	18.4%	18.1%	18.0%	$69,222	-2.3%	($1,644)	($6,814)
6	Manitoba	MB	17.9%	18.8%	18.2%	$57,518	1.8%	$1,040	($4,876)
7	Laval	QB	22.8%	20.2%	19.6%	$78,581	-14.1%	($12,906)	($847)
8	Queen's	ON	22.1%	20.2%	19.7%	$58,147	-10.9%	($7,105)	($309)
9	Calgary	AB	21.0%	20.5%	20.3%	$71,990	-3.4%	($2,520)	$1,748
10	McMaster	ON	20.6%	20.9%	20.8%	$84,488	0.9%	$770	$4,056
11	Alberta	AB	19.4%	20.3%	21.3%	$101,746	9.6%	$8,912	$7,281
12	Waterloo	ON	20.8%	21.9%	21.8%	$83,681	4.7%	$3,751	$7,678
13	Montréal	QB	22.1%	22.4%	22.6%	$101,786	2.2%	$2,155	$12,765
14	Toronto	ON	28.6%	21.9%	22.9%	$277,768	-19.9%	($69,081)	$38,279
15	Western	ON	20.2%	23.2%	23.3%	$84,994	15.3%	$11,259	$12,717
	AVERAGE		20.4%	19.7%	19.8%	$93,839	-2.9%	($2,761)	$0
					% of Schools with Relative Overspend:			60.0%	46.7%

Data Sources: CAUBO/Statistics Canada (Finances), Universities Canada (Enrollment).
Analysis: UniversityFinances.ca

5 B) STAFF BENEFITS COSTS: 2025 EFFICIENCY RANKINGS (TOP 50 and U-15)

RANKINGS BASED ON CURRENT SPENDING LEVEL (RANKINGS FAVOUR INSTRUCTION AND STUDENTS)

5.3) Staff Benefits Costs in Central Administration - % of Salaries & Wages

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	LEVEL CHG vs 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	Top 50 Average
TOP 50 UNIVERSITIES (1-40)									
1	École de Tech Supér.	QB	36.8%	34.0%	11.7%	$2,448	-68.1%	($5,221)	($2,737)
2	Calgary	AB	2.9%	13.4%	14.4%	$10,885	390.6%	$8,666	($7,859)
3	Moncton	NB	15.6%	16.7%	16.8%	$2,182	7.1%	$145	($1,056)
4	Dalhousie	NS	21.4%	17.0%	16.9%	$7,805	-21.1%	($2,091)	($3,694)
5	Concordia	QB	24.1%	25.1%	17.1%	$11,621	-28.9%	($4,718)	($5,257)
6	Mount Royal	AB	18.7%	20.8%	17.7%	$5,186	-5.0%	($271)	($2,081)
7	Winnipeg	MB	18.2%	16.3%	17.8%	$2,195	-2.1%	($48)	($875)
8	Kwantlen	BC	18.7%	20.0%	18.8%	$6,852	0.3%	$20	($2,220)
9	Saskatchewan	SK	19.3%	11.7%	19.0%	$10,195	-2.0%	($205)	($3,172)
10	Ontario Tech	ON	16.6%	26.2%	19.3%	$4,038	16.2%	$562	($1,161)
11	Victoria	BC	18.8%	19.4%	19.4%	$10,850	3.1%	$324	($3,084)
12	Saint Mary's	NS	18.3%	20.1%	19.9%	$2,222	9.0%	$183	($549)
13	École Polytechnique	QB	32.7%	18.4%	19.9%	$4,588	-38.9%	($2,925)	($1,132)
14	New Brunswick	NB	23.2%	14.2%	20.6%	$5,104	-11.1%	($636)	($1,057)
15	HEC Montréal	QB	20.3%	20.6%	21.2%	$2,940	4.7%	$131	($505)
16	Fraser Valley	BC	19.8%	25.3%	21.3%	$3,827	7.6%	$269	($630)
17	McGill	QB	69.4%	22.7%	21.8%	$19,883	-68.6%	($43,487)	($2,803)
18	Thompson Rivers	BC	19.3%	21.0%	22.1%	$5,238	14.3%	$654	($652)
19	Sherbrooke	QB	20.5%	22.7%	22.3%	$8,708	8.8%	$704	($979)
20	Lakehead	ON	20.8%	23.3%	23.0%	$3,402	10.4%	$322	($276)
21	Laval	QB	29.6%	23.7%	23.3%	$13,679	-21.3%	($3,700)	($905)
22	Toronto	ON	28.6%	22.3%	23.4%	$59,246	-18.2%	($13,155)	($3,704)
23	Québec à Trois-Riv.	QB	22.7%	24.4%	23.8%	$5,864	4.7%	$265	($266)
24	Regina	SK	19.2%	21.9%	24.1%	$6,525	25.3%	$1,315	($216)
25	MacEwan	AB	20.8%	25.0%	24.2%	$4,857	16.4%	$684	($125)
26	Western	ON	22.0%	22.7%	24.2%	$16,335	10.1%	$1,503	($414)
27	Québec à Chicoutimi	QB	24.9%	24.5%	24.4%	$3,479	-2.2%	($78)	($68)
28	Brock	ON	24.9%	26.0%	24.4%	$7,655	-2.0%	($156)	($146)
29	Queen's	ON	29.0%	23.8%	24.9%	$13,858	-14.2%	($2,289)	($6)
30	Prince Edward Island	PEI	30.0%	19.5%	25.3%	$3,366	-15.8%	($632)	$58
31	Manitoba	MB	28.5%	24.7%	25.4%	$14,372	-11.1%	($1,788)	$284
32	Waterloo	ON	21.3%	24.4%	25.5%	$27,169	19.9%	$4,515	$677
33	Toronto Met/Ryerson	ON	22.1%	24.7%	25.5%	$21,120	15.3%	$2,806	$544
34	Simon Fraser	BC	24.1%	15.7%	25.6%	$10,425	6.0%	$593	$283
35	Laurentian	ON	20.1%	24.4%	25.7%	$3,817	27.8%	$830	$131
36	McMaster	ON	23.8%	26.7%	26.1%	$17,613	9.7%	$1,563	$850
37	York	ON	22.2%	24.0%	26.9%	$22,126	20.9%	$3,826	$1,645
38	Québec à Montréal	QB	24.0%	27.5%	27.3%	$11,975	13.8%	$1,455	$1,067
39	Montréal	QB	26.9%	28.4%	27.4%	$24,549	2.0%	$487	$2,286
40	Lethbridge	AB	23.5%	26.0%	27.7%	$5,056	17.5%	$752	$511

Data Sources: CAUBO/Statistics Canada (Finances), Universities Canada (Enrollment).
Analysis: UniversityFinances.ca

5.3) Staff Benefits Costs in Central Administration - % of Salaries & Wages

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	LEVEL CHG vs 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	Top 50 Average
TOP 50 UNIVERSITIES (41-50)									
41	Ottawa	ON	24.8%	19.7%	28.9%	$23,448	16.3%	$3,281	$3,250
42	Carleton	ON	29.3%	24.4%	29.2%	$14,710	-0.2%	($23)	$2,188
43	Alberta	AB	31.6%	30.3%	30.4%	$37,562	-3.7%	($1,435)	$6,850
44	British Columbia	BC	19.2%	30.4%	31.1%	$58,798	62.4%	$22,582	$11,860
45	Vancouver Island	BC	23.6%	21.6%	31.1%	$5,973	31.7%	$1,439	$1,206
46	Guelph	ON	38.4%	30.3%	31.3%	$14,781	-18.3%	($3,308)	$3,054
47	Memorial	NL	80.6%	27.9%	31.5%	$13,066	-61.0%	($20,431)	$2,739
48	Trent	ON	30.8%	32.9%	31.5%	$7,654	2.4%	$181	$1,614
49	Windsor	ON	32.1%	31.1%	34.0%	$11,186	5.9%	$627	$3,005
50	Wilfrid Laurier	ON	29.2%	31.0%	34.1%	$13,062	16.6%	$1,862	$3,525
	AVERAGE		26.9%	23.9%	24.9%	$12,470	-7.6%	($1,020)	$0
					% of Schools with Relative Overspend:			60.0%	42.0%
PROVINCES (TOP 50 SCHOOLS)									
1	Nova Scotia	NS	20.7%	17.7%	17.5%	$5,014	-15.7%	($937)	($2,121)
2	New Brunswick	NB	20.4%	15.1%	19.3%	$3,643	-5.3%	($203)	($1,056)
3	Saskatchewan	SK	19.3%	15.1%	20.7%	$8,360	7.1%	$555	($1,694)
4	Québec	QB	34.9%	25.0%	22.5%	$9,976	-35.4%	($5,470)	($1,027)
5	Alberta	AB	19.8%	24.0%	23.8%	$12,709	20.5%	$2,159	($541)
6	Manitoba	MB	26.4%	23.3%	24.0%	$8,284	-9.0%	($819)	($296)
7	PEI	PEI	30.0%	19.5%	25.3%	$3,366	-15.8%	($632)	$58
8	Ontario	ON	25.7%	24.3%	26.2%	$16,542	2.0%	$318	$869
9	British Columbia	BC	20.1%	24.9%	26.6%	$14,566	32.6%	$3,580	$966
10	Newfoundland	NL	80.6%	27.9%	31.5%	$13,066	-61.0%	($20,431)	$2,739

U15 UNIVERSITIES

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	CHG SINCE 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	U-15 Average
1	Calgary	AB	2.9%	13.4%	14.4%	$10,885	390.6%	$8,666	($8,045)
2	Dalhousie	NS	21.4%	17.0%	16.9%	$7,805	-21.1%	($2,091)	($3,808)
3	Saskatchewan	SK	19.3%	11.7%	19.0%	$10,195	-2.0%	($205)	($3,305)
4	McGill	QB	69.4%	22.7%	21.8%	$19,883	-68.6%	($43,487)	($3,029)
5	Laval	QB	29.6%	23.7%	23.3%	$13,679	-21.3%	($3,700)	($1,050)
6	Toronto	ON	28.6%	22.3%	23.4%	$59,246	-18.2%	($13,155)	($4,330)
7	Western	ON	22.0%	22.7%	24.2%	$16,335	10.1%	$1,503	($581)
8	Queen's	ON	29.0%	23.8%	24.9%	$13,858	-14.2%	($2,289)	($144)
9	Manitoba	MB	28.5%	24.7%	25.4%	$14,372	-11.1%	($1,788)	$143
10	Waterloo	ON	21.3%	24.4%	25.5%	$27,169	19.9%	$4,515	$414
11	McMaster	ON	23.8%	26.7%	26.1%	$17,613	9.7%	$1,563	$683
12	Montréal	QB	26.9%	28.4%	27.4%	$24,549	2.0%	$487	$2,064
13	Ottawa	ON	24.8%	19.7%	28.9%	$23,448	16.3%	$3,281	$3,049
14	Alberta	AB	31.6%	30.3%	30.4%	$37,562	-3.7%	($1,435)	$6,545
15	British Columbia	BC	19.2%	30.4%	31.1%	$58,798	62.4%	$22,582	$11,393
	AVERAGE		26.7%	23.8%	25.1%	$23,693	-6.1%	($1,540)	($0)
					% of Schools with Relative Overspend:			46.7%	46.7%

Data Sources: CAUBO/Statistics Canada (Finances), Universities Canada (Enrollment).
Analysis: UniversityFinances.ca

5 B) STAFF BENEFITS COSTS: 2025 EFFICIENCY RANKINGS (TOP 50 and U-15)

RANKINGS BASED ON CURRENT SPENDING LEVEL (RANKINGS FAVOUR INSTRUCTION AND STUDENTS)

5.4) Staff Benefits Costs in General Operating - Average Per FTE Student

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	LEVEL CHG vs 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	Top 50 Average
TOP 50 UNIVERSITIES (1-40)									
1	Winnipeg	MB	$1,580	$1,777	$1,791	$14,069	13.3%	$1,657	($11,949)
2	Ontario Tech	ON	$1,491	$1,938	$1,930	$22,734	29.4%	$5,163	($16,294)
3	MacEwan	AB	$2,198	$1,864	$2,056	$28,796	-6.5%	($1,995)	($17,608)
4	Mount Royal	AB	$2,945	$2,145	$2,131	$23,784	-27.6%	($9,078)	($13,182)
5	Saint Mary's	NS	$1,684	$2,202	$2,208	$12,703	31.1%	$3,013	($6,358)
6	Moncton	NB	$2,647	$2,381	$2,264	$13,009	-14.5%	($2,204)	($6,027)
7	HEC Montréal	QB	$1,805	$2,373	$2,355	$23,463	30.4%	$5,476	($9,547)
8	Brock	ON	$2,350	$2,446	$2,387	$41,872	1.6%	$660	($16,232)
9	Wilfrid Laurier	ON	$2,893	$2,393	$2,428	$49,698	-16.1%	($9,522)	($18,122)
10	Ottawa	ON	$2,817	$2,412	$2,440	$108,777	-13.4%	($16,828)	($38,930)
11	Laurentian	ON	$2,599	$2,302	$2,497	$17,610	-3.9%	($722)	($5,752)
12	Regina	SK	$2,048	$2,551	$2,595	$31,854	26.7%	$6,716	($8,803)
13	Western	ON	$3,723	$2,643	$2,698	$117,896	-27.5%	($44,820)	($26,867)
14	Trent	ON	$3,720	$2,564	$2,720	$34,038	-26.9%	($12,515)	($7,416)
15	Fraser Valley	BC	$2,140	$2,668	$2,775	$24,101	29.7%	$5,517	($4,665)
16	Dalhousie	NS	$3,832	$2,817	$2,795	$55,801	-27.1%	($20,707)	($10,333)
17	Queen's	ON	$3,537	$2,916	$2,795	$89,155	-21.0%	($23,652)	($16,497)
18	Windsor	ON	$3,573	$2,682	$2,807	$44,727	-21.5%	($12,219)	($8,066)
19	Concordia	QB	$2,334	$3,550	$2,822	$90,460	20.9%	$15,643	($15,729)
20	Guelph	ON	$3,325	$2,859	$2,848	$90,826	-14.4%	($15,228)	($14,821)
21	Carleton	ON	$2,361	$2,638	$2,859	$74,559	21.1%	$12,997	($11,834)
22	Toronto Met/Ryerson	ON	$1,987	$2,782	$2,883	$113,228	45.1%	$35,174	($16,876)
23	Calgary	AB	$4,170	$2,889	$2,900	$104,227	-30.5%	($45,642)	($14,839)
24	Kwantlen	BC	$1,896	$2,850	$2,912	$35,573	53.6%	$12,411	($4,892)
25	Lethbridge	AB	$3,286	$2,936	$2,991	$23,289	-9.0%	($2,291)	($2,502)
26	Laval	QB	$2,938	$2,968	$3,013	$111,998	2.6%	$2,804	($11,137)
27	Québec à Montréal	QB	$2,483	$3,016	$3,020	$78,417	21.6%	$13,938	($7,612)
28	Québec à Trois-Riv.	QB	$2,234	$3,072	$3,125	$37,017	39.8%	$10,547	($2,228)
29	Manitoba	MB	$2,920	$3,124	$3,180	$87,842	8.9%	$7,166	($3,670)
30	New Brunswick	NB	$3,857	$3,326	$3,309	$33,236	-14.2%	($5,508)	($39)
31	École de Tech Supér.	QB	$2,858	$3,746	$3,323	$25,366	16.3%	$3,550	$77
32	Saskatchewan	SK	$3,820	$3,292	$3,378	$72,920	-11.6%	($9,549)	$1,412
33	McGill	QB	$3,861	$3,398	$3,381	$114,484	-12.4%	($16,245)	$2,310
34	Lakehead	ON	$2,211	$2,644	$3,387	$21,707	53.2%	$7,537	$474
35	Thompson Rivers	BC	$3,086	$3,171	$3,407	$32,124	10.4%	$3,029	$888
36	Waterloo	ON	$3,010	$3,346	$3,414	$135,054	13.4%	$15,982	$4,028
37	McMaster	ON	$3,616	$3,420	$3,415	$125,527	-5.6%	($7,394)	$3,753
38	Prince Edward Island	PEI	$4,335	$3,334	$3,484	$19,334	-19.6%	($4,724)	$952
39	Victoria	BC	$2,684	$3,377	$3,485	$66,019	29.9%	$15,180	$3,262
40	Sherbrooke	QB	$3,101	$3,545	$3,622	$72,829	16.8%	$10,481	$6,225

Data Sources: CAUBO/Statistics Canada (Finances), Universities Canada (Enrollment).
Analysis: UniversityFinances.ca

5.4) Staff Benefits Costs in General Operating - Average Per FTE Student

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	LEVEL CHG vs 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	Top 50 Average
TOP 50 UNIVERSITIES (41-50)									
41	Québec à Chicoutimi	QB	$2,632	$3,694	$3,723	$20,569	41.4%	$6,026	$2,265
42	York	ON	$2,820	$3,497	$3,752	$180,288	33.0%	$44,756	$21,096
43	Vancouver Island	BC	$3,202	$3,711	$3,872	$25,564	20.9%	$4,425	$3,692
44	Alberta	AB	$5,523	$3,740	$3,970	$167,184	-28.1%	($65,412)	$27,685
45	École Polytechnique	QB	$4,506	$3,597	$3,999	$34,913	-11.3%	($4,426)	$5,994
46	Toronto	ON	$5,059	$4,096	$4,169	$404,474	-17.6%	($86,442)	$83,049
47	Memorial	NL	$6,071	$4,145	$4,378	$70,601	-27.9%	($27,297)	$17,179
48	Montréal	QB	$3,219	$3,836	$4,422	$154,120	37.4%	$41,932	$38,674
49	Simon Fraser	BC	$3,002	$4,442	$4,616	$100,196	53.8%	$35,030	$28,286
50	British Columbia	BC	$3,458	$4,647	$4,972	$292,189	43.8%	$88,973	$97,525
	AVERAGE		$3,244	$3,234	$3,313	$75,404	2.1%	$1,572	$0
						% of Schools with Relative Overspend:		54.0%	40.0%
PROVINCES (TOP 50 SCHOOLS)									
1	Nova Scotia	NS	$3,188	$2,673	$2,664	$5,014	-15.7%	($937)	($2,121)
2	Manitoba	MB	$2,575	$2,826	$2,872	$8,284	-9.0%	($819)	($296)
3	New Brunswick	NB	$3,430	$2,985	$2,928	$3,643	-5.3%	($203)	($1,056)
4	Saskatchewan	SK	$3,081	$3,023	$3,094	$8,360	7.1%	$555	($1,694)
5	Alberta	AB	$4,142	$3,011	$3,128	$12,709	20.5%	$2,159	($541)
6	Ontario	ON	$3,262	$3,075	$3,152	$16,542	2.0%	$318	$869
7	Québec	QB	$2,925	$3,354	$3,353	$9,976	-35.4%	($5,470)	($1,027)
8	PEI	PEI	$4,335	$3,334	$3,484	$3,366	-15.8%	($632)	$58
9	British Columbia	BC	$2,977	$4,003	$4,223	$14,566	32.6%	$3,580	$966
10	Newfoundland	NL	$6,071	$4,145	$4,378	$13,066	-61.0%	($20,431)	$2,739

U15 UNIVERSITIES

Rk			EXPENDITURE LEVEL			2025 EXPEND. ($'000)	CHG SINCE 2015	RELATIVE COST IMPACT ($'000) OVER/(UNDER) SPEND vs	
			2015	2024	2025			2015 Level	U-15 Average
1	Ottawa	ON	$2,817	$2,412	$2,440	$108,777	-13.4%	($16,828)	($48,959)
2	Western	ON	$3,723	$2,643	$2,698	$117,896	-27.5%	($44,820)	($36,696)
3	Dalhousie	NS	$3,832	$2,817	$2,795	$55,801	-27.1%	($20,707)	($14,824)
4	Queen's	ON	$3,537	$2,916	$2,795	$89,155	-21.0%	($23,652)	($23,671)
5	Calgary	AB	$4,170	$2,889	$2,900	$104,227	-30.5%	($45,642)	($22,923)
6	Laval	QB	$2,938	$2,968	$3,013	$111,998	2.6%	$2,804	($19,497)
7	Manitoba	MB	$2,920	$3,124	$3,180	$87,842	8.9%	$7,166	($9,883)
8	Saskatchewan	SK	$3,820	$3,292	$3,378	$72,920	-11.6%	($9,549)	($3,443)
9	McGill	QB	$3,861	$3,398	$3,381	$114,484	-12.4%	($16,245)	($5,306)
10	Waterloo	ON	$3,010	$3,346	$3,414	$135,054	13.4%	$15,982	($4,868)
11	McMaster	ON	$3,616	$3,420	$3,415	$125,527	-5.6%	($7,394)	($4,515)
12	Alberta	AB	$5,523	$3,740	$3,970	$167,184	-28.1%	($65,412)	$18,214
13	Toronto	ON	$5,059	$4,096	$4,169	$404,474	-17.6%	($86,442)	$61,226
14	Montréal	QB	$3,219	$3,836	$4,422	$154,120	37.4%	$41,932	$30,835
15	British Columbia	BC	$3,458	$4,647	$4,972	$292,189	43.8%	$88,973	$84,308
	AVERAGE		$3,775	$3,435	$3,538	$142,777	-6.3%	($9,600)	$0
						% of Schools with Relative Overspend:		33.3%	26.7%

Data Sources: CAUBO/Statistics Canada (Finances), Universities Canada (Enrollment).
Analysis: UniversityFinances.ca