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COMMITTEE OF HEADS

REPORT TO FACULTY

April, 1966

During its April meetings, the Committee discussed various aspects of the University's salary policy. Three major points were considered at length: the concept of an annual salary, the problem of salary differentials between Departments, and the payment of a supplementary "summer" stipend in some disciplines. Subject to approval of the Board of Governors, the Committee agreed that we should consider our salaries to be annual salaries, but that during the research semester a faculty member could engage in certain remunerative activities (e. g. consultation) when it was clear that these did not interfere with the professional development which the University has a right to expect from the person concerned. Judgment concerning the legitimacy of a given activity will rest primarily with the Head of the faculty member's Department. The Committee also agreed - again subject to Board approval - that if a person secures a research grant from an agency which allows him to pay himself a salary, the University would not object if he retained as salary whatever portion of the total sum the grant-giving agency allowed. Provision for self-payment is included in some grants made by agencies in the United States

Many members of the Committee were disturbed by the existence of differentials in salaries being offered to incoming faculty. It was noted that some Departments were offering higher salaries than others to men of equal qualifications. Although some members opposed the recognition of any need for differentials, the majority of the Committee agreed with the following statement made by the President:

"Until actual experience or increased collective knowledge provides another solution, we see no alternative but to recognize small salary differentials among the salaries at which new appointees will be brought on campus, but we are resolved to work progressively to a greater measure of uniformity. Differentials will be kept to a minimum consistent with recruiting the faculty necessary to do the job."

The President added that this was not a happy solution, but one forced on us by circumstances.

The question of a "summer" supplement (i. e. the payment of a supplementary salary during the research semester) was discussed. Although information was difficult to collect, the Committee received the impression that supplementary stipends are paid at some Canadian universities to faculty in science areas. The practice appears to be most common in mathematics. Many members of the Committee voiced opposition to "summer" supplements and the question was tabled pending further discussion.

Several other matters of interest to faculty were discussed by the Committee. Consideration was given to the establishment of a new rank-- tentatively called University Tutors--for those who are drawn from the community and participate in the teaching program but are neither Faculty nor Teaching Assistants in the true sense. This matter is still under consideration.

The Committee also received a report from the Space Usage Committee on space needs for the summer. In addition, it discussed the problems relating to campus tidiness, concluding that a determined effort must be made to solve the main problems which lead to the litter in many areas of our buildings this past semester.

The Committee unanimously commended the Registrar and his staff for the production of the new University calendar.