

Arts, Glendon, Education low

Faculty salaries show striking disparity

By PAUL STUART

Last year, if you were a professor in administrative studies, you would have earned about \$28,700.

As a professor in environmental studies you might have pulled in about \$27,600; as a law prof you could have grossed \$26,300.

In the faculty of education, you and your professor friends would have averaged \$21,200; not quite so good. In the Faculty of Arts your cheques could have totalled \$25,500.

This range in salaries has irked a few people; mainly those at the bottom of the pile. There is obviously nothing for an outsider to get terribly indignant about as everybody on the faculty remains

middle-class, though not as securely as before, due to inflation.

But why are people in arts, Glendon College, and education paid less?

The reason lies in the university's relationship with the larger business world (referred to by some as the 'real world').

MONEY RIVER

Economists, lawyers and business types can get at what Vonnegut once called the 'money river' in business and government. This forces the university to at least attempt to compete. Thus, arts' teaching staff get lower salaries.

Dean of arts Sydney Eisen, for

one, is displeased with the situation.

"We find the situation deplorable," he said last week. "We sent a series of memos to the university president on this matter last year. We asked that factors like work load be considered. We were asking for equity, not parity."

"You have to take a lot of things into account in deciding an equitable salary: year of Ph.D, absolute age of a teacher and years of experience all have to be looked at."

Nobody is hopeful that equity will be reached soon. In fact it looks as if the disparity in faculty salaries will increase in the future.

Last Monday Excalibur contacted Harry Arthurs, dean of Osgoode Hall

Salary rates by position for 1973/74 and 1974/75

Position	1973/74 no.	1974/75 no.	1973/74 average	1974/75 average
Dean	11	11	32,347	35,398
Professor	261	254	25,114	27,406
Associate	366	328	17,765	19,190
Assistant	351	321	14,476	15,602
Lecturer	206	116	11,917	13,136
Other	40	41	9,803	12,584
Total	1,235	1,071	17,280	19,321

The above chart indicates that while the amount of individual salaries in the various faculties has increased, the number of faculty positions has decreased (i.e. only 116 lecturers this year, as opposed to 206 last Christmas) despite an increase in student enrolment of between .5 and one per cent. Further, the total monies paid out are less than those paid out last year (\$20,692,791 compared with \$21,340,800.)

Average salary rates by faculty for 1973/74 period

	Professor	R	Associate	R	Assistant	R	Lecturer	R	Mean	R
Atkinson	24,235	7	17,520	6	14,452	4	12,042	5	16,299	8
Arts	25,549	4	17,558	5	14,324	5	11,761	7	16,761	7
Science	24,832	5	17,227	7	14,190	6	11,956	6	18,316	6
Osgoode	26,359	3	21,524	1	15,134	2	10,650	9	21,875	2
Glendon	23,968	8	16,742	8	14,143	7	12,293	3	14,916	10
Graduate Studies	—	—	—	—	—	—	—	—	23,375	1
Environmental Studies	27,638	2	19,278	4	14,732	3	11,454	8	20,566	5
Fine Arts	24,331	6	19,857	3	13,824	8	12,164	4	15,763	9
Administrative Studies	28,714	1	20,255	2	16,821	1	12,875	2	21,242	3
Education	21,268	9	—	—	—	—	14,730	1	21,160	4
Deans	—	—	—	—	—	—	—	—	32,347	—
University averages	25,114	—	17,765	—	14,476	—	11,917	—	17,280	—
Minimums	19,760	—	14,910	—	12,120	—	9,640	—	14,107	—

The above chart presents a breakdown of salary rates according to the faculty of each instructor and his/her position within the faculty. 'R' refers to

the rank of the salary average of a faculty position compared to the same position in other faculties, with number one representing the highest average.

Law School, who firmly held that professional schools have to pay bigger salaries to survive.

"Last year for example," he said, "I lost one staff member who was being paid \$13,500. He went to a government job and got \$27,000. In private practice the earning potential is far higher."

If professional schools want to attract quality teaching staff, they will have to pay even more in the future.

'LIMPING ALONG'

"In 1968, and for the next several years, our staff was getting increases of three and a half and seven per cent. While we were limping along at those rates, business and government were getting increases of 15 and 20 per cent," said Arthurs.

"In the past year our rate has been increased. When this happened some people in other faculties were upset, but I don't apologise for it."

Arthurs wants to see the law school's of Ontario receive an increase in their basic income unit.

The BIU is the rating the government applies to students in various faculties; it is the BIU that decides the amount of money each faculty is granted.

While Arthur's realizes the universities can never hope to pay the kind of salaries common in big business, he believes faculties like his must pay top wages in the university.

In another area not limited to inequality in wages, both Eisen and Arthurs agreed that women have not been treated fairly at York.

Right now, professor Johanna Stuckey of the humanities department has written a 'Report on the Status of Women', which will be published in the near future.

She promises a 'sizzler' of a story when the report comes out.

YORK STUDENT FEDERATION

NOTICE OF BY-ELECTIONS

Thursday, November 14, 1974

To fill vacancies on the Council of the York Student Federation

Constituency	Vacancies	Polling stations
Calumet College	2 Reps	Outside Ainger Coffee Shop
Vanier College	2 Reps	In The Main Foyer
Founders College	2 Reps	See Above And Below
McLaughlin College	1 Rep	At The Top Of The Ramp
Winters College	1 Rep	To The Winters-Mac Servery
Stong College	1 Rep	Outside The Porter's Office
		Also Across From Bear-Pit
		In The Central Square

As well, the following referendum will be conducted regarding a proposed fee increase to the Ontario Federation of Students.

I Agree To An Increase Of One Dollar And Fifty Cents In Fees, Commencing In The Academic Year, 1975-76. This Fee Represents The Proposed Increase, Per Student, For Membership In The Ontario Federation Of Students.

ALSO

A representative to sit on the Board of Directors of Radio York

YES --- NO ---

(NOTE: This representative CANNOT be an ELECTED member of any other York community organization during his term of office.)

Nominations close at midnight November 7, 1974

For further information contact CYSF - 667-2515