

Professors compensation levels are below private sector's, study says

By SANJU VASWANI

An independent study released by the Council of Ontario Universities (COU) has found that compensation levels for both faculty and senior administrative personnel are below that of professionals with equivalent job responsibilities in the private and public sectors.

According to the study, the average academic salary in 1987 was \$55,000. In the private sector positions of comparable job content carried a salary of \$68,000, while in the public sector the average was around \$60,000. The study also pointed out that a university's pension plan offers substantially fewer benefits than those within the private sector, and post secondary institutions also fail to offer employees other ways to make money such as profit sharing schemes, share purchasing, and savings plans. In addition, it was determined that university personnel received less privileges such as car allowances than their counterparts in the private sector.

York President Harry Arthurs pointed out that although the findings do not present a horrendous gap in compensation levels, if the gap persists then many highly qualified individuals will opt out for more lucrative positions outside the academic sphere, ultimately compromising the quality of post secondary education.

Sheldon Levy, Vice President for Institutional Affairs, feels that the study turned out better than anyone expected, because it discredited the common perception that faculty and senior staff are underworked and overpaid. The question of how much the universities can afford to pay is one that remains largely in the hands of the government budget allocations, he added.

While COU has conducted similar studies on its own, it felt that an independent study would provide more credible results. This is the first study of its kind for Ontario universities, and it was undertaken by Hay Management Consultants, an international consulting firm.

According to Brian Hayman, leader of the study group, the main problem the COU wished to address in the study was the public's perception regarding the nature of academic enterprise. The study group was surprised to find the degree to which public perceptions digressed from the reality of academic work.

The study defined the academic job as "the tripartite task of scholarship/research, teaching, and service." In evaluating the levels of compensation, it found that the public sees academics as teachers, and does not take into account the research and scholarship activities faculty members must fulfill in order to secure a tenured stream position.

From this perspective, the study

discusses the often contentious issues of tenure and sabbaticals. The study said that those outside the academic profession often see sabbaticals as job perks and tenure as job security. According to the study, academics devoted just as much or more time to their jobs as anybody else in the workforce. Also, while tenure was regarded as an essential safeguard ensuring the academics autonomy in scholarship and teaching, sabbaticals were important in performing the task of research and scholarship.

Hayman felt that universities are partly responsible for these misconceptions. He said the universities need to do a better job promoting research and the important roles which academics play. He was unable to comment on the findings for individual universities as the COU insisted that the findings represent the university community in Ontario as a whole, and not individual institutions.

Itwaru turned down

By JAMES FLAGAL

The Sociology Department decided not to enter Professor Arnold Itwaru's name in a competition for tenured positions after a two-hour meeting in the Senate Chamber on Wednesday morning.

Departments will be submitting a list of part-time and contractually limited faculty members which they wish enter in the CUEW (Canadian University Educational Workers) competition for at least six tenured-stream positions. A large group of

students expressed outrage over the last competition when Itwaru was also denied tenure.

They were assured that Itwaru was eligible for the CUEW competition, but the Sociology Department felt that since there were so few tenure positions, they would compile a short list out of those candidates who qualified for a position. According to one professor in the department, Itwaru was not included on this short list because the appointments committee felt his publications did not meet their standards.

Smoking police called for

By MARK EKLOVE

"To butt or not to butt, that is the question. Whether 'tis nobler in the mind to suffer the slings and arrows of militant non-smokers or to ram smoke into a pair of healthy lungs."
anonymous

The smoking policy at York has come into being and change is obvious. Now people still smoke; but at least they feel bad about it.

Non-smokers do not have to take it. There are several courses of action that can be taken by the York population. According to Jessie-May Rowntree, the chair of the Implementation Committee for the York University Smoking Policy, the first approach should be an informal one. Simply ask the disgusting smoking cretin to butt out. Should they refuse, gather a group of non-smokers to help you persuade the smoker to butt out.

Should these avenues prove fruitless, there is of course always the puff police. Any victim of nicotine excretions can go to the Complaints Centre at 124 Central Square. A posse is then rounded up and he perpetrator will be verbally reprimanded.

Rowntree is rather content with the policy thus far, "I am pleased to say, that I have not experienced any complaints from individuals."

Why is that? Are York students not offended by the smoke, or do they simply turn the other cheek. Is it possible that apathy has infiltrated York students; no couldn't be!

The answer lies in the possible approaches. Because of the ever-present comradery and chumminess between all segments of the York population, (with the possible exception of the Liberty Coalition), nobody wants to tattle tale. So, the informal approach is the one most often utilized.

The reaction by many smokers to a request to refrain from smoking



usually goes something like, 'Oh go stick a sharp spherical object into a bodily (specifically anal) orifice.' (remember the comradery referred to earlier?) Another frequent response, a personal favourite, is 'but everyone else is.' This mature retort is very reminiscent of the attitudes held by 18th-century slave owners in the American south.

These, however, are not always the responses. At least once, upon request to extinguish his cigarette, a smoker rose and retreated to one of the many smoking sanctuaries strategically scattered throughout the school.

But, smoke continues to rise from those cancer sticks in designated smoke-free havens. Either the policy is not working, or the York smokers simply do not care enough to relocate. Why should smokers be immune from the apathy bug? How

many of them voted in the last CYSF election?

There are some smokers amongst us who do consciously sit in a smoking area on campus before they light up. These people should be commended. And now that the snow has turned to mud, more students will do their inhaling in the great outdoors; sharing their smoke for all Downsview residents to enjoy. (There is that comradery angle again!)

Only one solution is possible. Although Rowntree indicated that the smoking policy will be reviewed, before the implementation of phase 2, students must take action now. A smoking police force must be created to regularly patrol the non-smoking areas to stamp out cigarettes (sidearms optional). Only then will York be an even more pleasurable place to attend daily.

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