

geography department faculties in the universities. Over the past half dozen years the number of university departments of geography has more than doubled and there are now 25 full departments across Canada; they themselves are doubling and trebling their staff in a very short period of time. So there is tremendous pressure for the recruitment of trained geographers with a doctorate. The result is competition between university departments themselves and between the universities and the geographical branch in other areas in the government.

I think, as the situation settles down, the much larger graduate schools that are being built up today will offset this problem. As we stand at the moment, my recollection is that I have about six vacancies in the geographical branch for which we would ideally like to recruit new people with a Ph.D. What we will probably have to do is to take them at the M.A. level. There is not such a pressing problem at the M.A. level, but certainly at the higher levels this is acute right now.

Mr. AIKEN: Compared to recruitment into private fields and universities is the government pay standard comparable?

Mr. IVES: With the latest cyclical review of salaries, Class A, I think on a straight comparison we are more or less equal with universities and private industries; but so far as the university situation is concerned, for instance a man with a new Ph.D. can expect a salary as an assistant professor of about \$8,500 to \$9,000. This is, of course, only for nine months of the year and he can add to this very significantly. If we look at the whole picture we are not competitors, and there is no doubt about that; but if we just look at it superficially and you ask what is the man's minimum university salary, what is his salary in the geographical branch or in another area of the government it looks all right on paper but in fact it is not when you consider the whole picture.

Mr. AIKEN: May I ask just one more question that relates to the six vacancies that you have. Are these vacancies in any one particular branch or department and what are your hopes of filling them?

Mr. IVES: The weight of the vacancies are primarily in the area of economic and regional geography. Because of this growing awareness across the country in provincial governments and in the universities of emphasis on resources and research in the relationship of regional geography and resource economic geography, there has been particularly great expansion in the universities in this field, so the universities can buy good staff from me very easily. We are in the process of filling some of these positions now but at the level of a person within a new M.A. What we really need is a senior person at the full professor level and above who is adept at the new computer techniques as well as well trained in economic geography and unless we can pay him a salary in the order of \$16,000 to \$18,000 we cannot possibly hope to get one.

Mr. FULTON: I see you have a new heading of expenditure, grants in aid of geographical research in Canadian universities, \$25,000 this year and nothing shown for last year. What universities are going to receive these grants?

Mr. IVES: The newly created National Advisory Committee on Geographical Research has just gone through the process of awarding these grants and we