

PRELIMINARY WAGE SURVEY

Carpenters, electricians and laborers in Vancouver earn, on the average, more an hour than in any other major industrial center. The averages for the three occupations are \$3.74, \$4.02 and \$3.11.

Carpenters and laborers earn the lowest average rate in St. John's, Newfoundland (\$2.56 and \$1.75) and Halifax pays the lowest average (\$3.10) for electricians.

These preliminary data are from an annual wages and salaries survey conducted by the Canada Department of Labor.

Senior male draftsmen earn \$172 a week in Montreal and Toronto; the lowest rate is \$141 in Regina.

Senior male clerks earn \$135 in Edmonton and Toronto, but only \$118 in Regina.

Senior secretaries do best in Montreal - \$124 weekly. In Ottawa they average \$119 and in Toronto, \$111. Halifax employers pay \$95 a week to senior secretaries.

Lows and highs for junior clerks are \$62 in St. John's and \$75 in Toronto. Intermediate clerks earn \$82 in Regina and \$98 in Ottawa.

Final data compiled from the Department's annual survey will cover 90 industries and 58 communities; it will include an index of industry average rates for the past five years and an analysis of hours of work by industry and by province for October 1, 1969.

GUIDELINES ON UNIVERSITY ORGANIZATION

(Continued from P. 2)

the public, in some cases nominated by government, in some cases by alumni, some possibly co-opted.

FACULTY PARTICIPATION

Members of faculty will be predominant on senate, and normally predominant on department, faculty and senate committees.

Faculty members will be eligible for election from senate to board.

STUDENT PARTICIPATION

Students should be eligible for election to senate. They should also be eligible to serve:

(1) On departmental, faculty and senate curriculum committees.

(2) On senate policy committee responsible for drawing up and keeping under review criteria for appointment, promotion and tenure of teaching staff.

(3) On senate policy committee responsible for drawing up and keeping under review regulations considered necessary to the pursuit of the university's objectives.

(4) On senate committee or panel concerned with enforcing university regulations.

Students may also be included among members of senate eligible for election from senate to board.

THE ROLE OF THE ADMINISTRATOR

Full-time academic administrators become necessary when the volume of work can no longer be handled willingly or effectively on a part-time basis. When it becomes necessary to delegate an area of responsibility, it follows that the administrator will work within the approved policies of the governing bodies, but it also follows that no one of quality will take the job unless he feels that there is room for administrative discretion, to make some contribution to the quality of the programme.

In particular, the role of the university president, or chief executive officer, needs redefining in the light of contemporary circumstances.

All senior academic and non-academic administrators should be appointed on the recommendation of a "search" committee. Where persons are appointed as assistants to, or are associated with, senior administrators, the senior administrator should be chairman of the "search" committee and the wishes of the senior administrator should have a major influence on the committee.

Search committees should be appointed by the dean of the faculty, the academic vice-president, the president, or the chairman of the board (depending on whether they are looking for the head of a department, the dean of a faculty, an academic vice-president, or a president of a university) after consultation with members of a department or a faculty, with students, or others, as circumstances warrant.

Search committees should always include persons other than those most immediately concerned, i.e. persons from other related departments or faculties, or even other universities, if circumstances make it desirable.

Presidential search committees should include representatives of board and senate, assuming that senate representation will include faculty and students....

TEACHING COMPETENCE

We are not convinced that teaching competence is being generally adequately assessed at the present time in the granting of salary increases, promotion and tenure. For example, it is important that it be established whether or not a teacher is adequately prepared in the presentation of his subject, can speak audibly and coherently, and whether he (she) is reasonably willing to meet students. It seems to us that university senates should attempt to ensure that there are university-wide criteria for both teaching and research effectiveness and that these criteria should form part of any document relating to appointments, promotions, tenure and dismissal....