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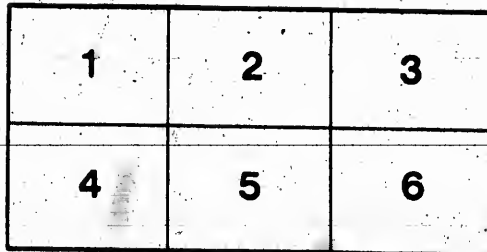
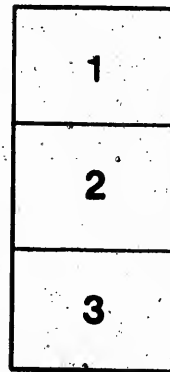
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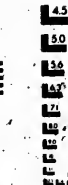
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TRINITY MEDICAL SCHOOL
= Report =

STUDENTS' COMMITTEE
ON THE
Financial Interests of its Professors in the
School Property and Business.

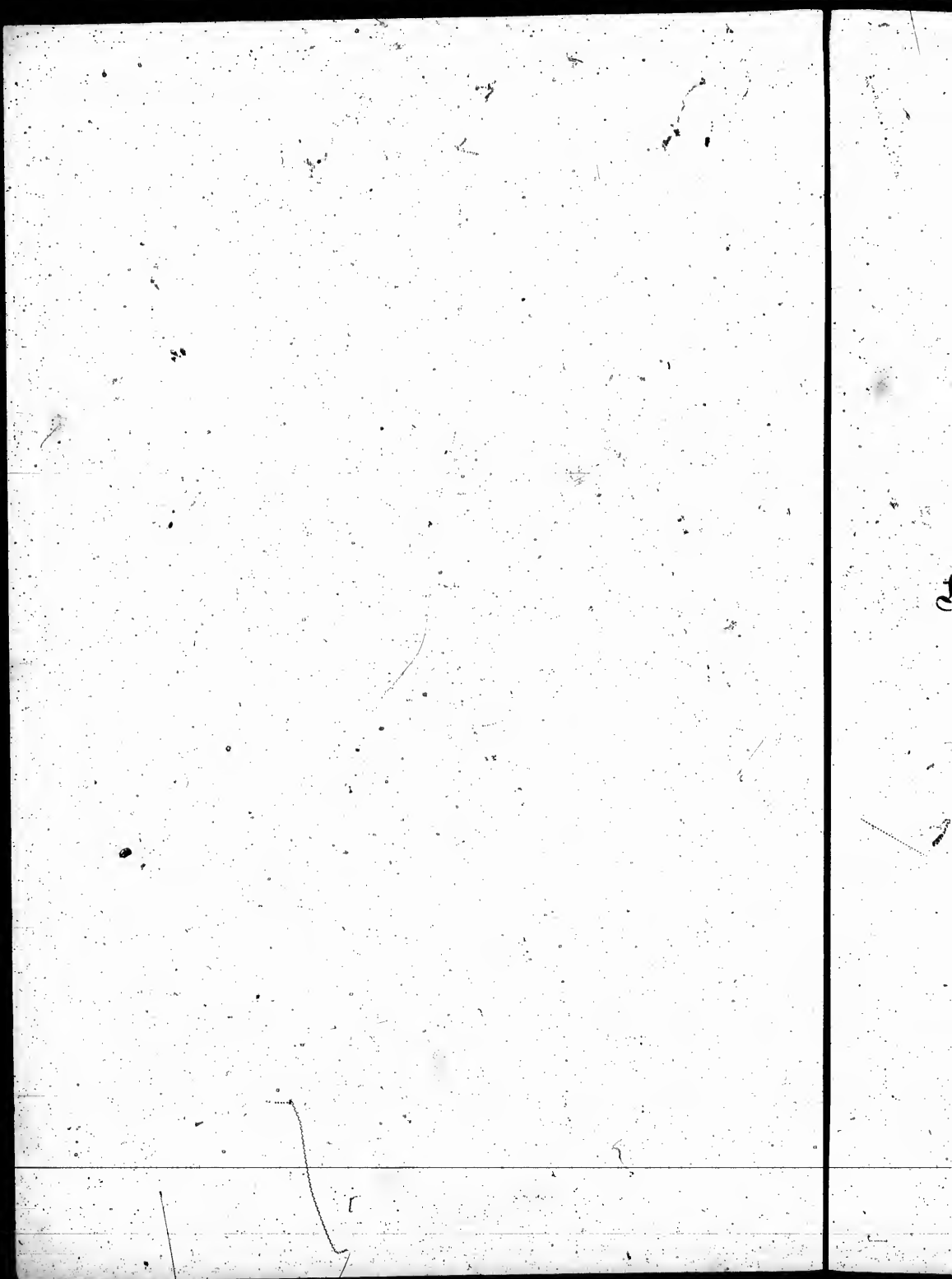
Adopted by the Corporation of the School,
January 29th, 1887.



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1887



TRINITY MEDICAL SCHOOL.

= Report =

OF

A SPECIAL COMMITTEE

OF THE

SCHOOL CORPORATION

ON THE

Financial Interests of its Professors in the
School Property and Business.

Adopted by the Corporation of the School.
January 28th, 1887.



Toronto:

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Trinity Medical School.

REPORT of the Committee consisting of Drs. Fulton, Robertson, Temple, Sheard, and Mr. Kirkland, appointed to consider what financial interest, if any, Professors in Trinity Medical School have in it, in case of resignation or death; and, 2nd. To amend the report dealing with their interest in the School property, for which they have paid, so as to consolidate it with this one.

As these are complicated questions involving several conditions or circumstances, it is necessary, to show the reasons for the following recommendations, to, first, state some general considerations, and some points in the progress of the School, and also, to make some explanations, which have a direct bearing upon what follows.

Some of the present Senior Professors have labored in the School from its organization, others, from its first years, when it was small and the receipts paid only a small dividend, each of whom received the same amount per lecture, that is, all were paid *pro rata* per lecture.

The number of students in attendance steadily increased, and it had become the largest Medical School in the Province, before the present Junior Professors, or those not now paid *pro rata*, became connected with its Faculty. The increased yearly receipts of the School at that time, as compared with the receipts of the first years, was the direct result of the labors of the Senior Members of the Faculty, in establishing its reputation as a teaching body, during the ten years which had elapsed since its opening. Accordingly the new members admitted to the Faculty were not

entitled to share equally with the Senior Professors in the receipts of the School, and received a stipulated amount per lecture, and later on provision was made for increasing that amount by a graded scale of payment per lecture, according to length of service in the School. After paying running expenses, and salaries of Junior Professors out of the yearly receipts, what remains is the portion of the Senior Professors, distributed *pro rata*, according to the number of lectures in each chair. During late years a part of this, which, previously for several years, was all distributed to Senior Professors, has been expended in making additions to, and improvements in the School buildings, and increasing the equipments, in which, accordingly, the Senior Professors have a financial interest, which interest is also *pro rata* according to the number of lectures in each chair. Therefore, it follows, when a Senior Professor resigns, he is entitled to compensation for his interest in the improvements, and a Junior Professor, taking such Professor's place, should purchase the share of improvements belonging to that chair. It also follows, that, when a Senior Professor retires, he has still in equity a financial interest in the School, to the growth and extension of which he has contributed by his labors, and for which interest he is justly entitled to some compensation.

To secure brevity and clearness: all new school buildings, or additions to them, and other permanent improvements, also all school furniture, and apparatus, will be styled "*assets*," both singly and collectively, and are the property of *pro rata* professors who have been assessed to pay for them. The assets added each year will be called single or yearly assets, as for example, assets of 1880, of 1881, and so on; and the entire assets, at any date, will be the sum of the yearly assets in existence at that time.

The title Professor includes that of Lecturer or Teacher where neither of the latter is expressly mentioned. Lecturers in optional branches are not affected by this report.

Your committee having fully considered these points, beg to make the following recommendations:

I. That junior members of the Faculty holding any of the chairs enumerated in section iii. of this report, and new members, who may hereafter be added, shall be gradually advanced to *pro rata* payment per lecture, by the scheme set forth in the report adopted Nov. 4th, 1882, viz.: three dollars per lecture their first session, and one dollar increase per lecture each subsequent year until *pro rata* is reached, subject, however, to the conditions specified in section vi. of that report.

II. That the *pro rata* payment per lecture shall not in any year hereafter exceed twelve dollars, and any surplus shall be distributed to such Senior Professors of chairs earning the surplus as have paid in full for their share of assets, in proportion* to the number of years' service of each in the School, on other than optional branches, counting from 1872, and the number of lectures each has; provided, however, that the addition to Junior Professors, made only to those of them who have been assessed and paid in full for the share of assets allotted to the chair occupied, shall not exceed, in any year, one dollar additional per lecture over the amount received the previous year.

III. That the assets be divided into eight equal parts, allotted as follows, one part to each of the principal chairs, viz.: (1) Medicine, (2) Surgery, (3) Midwifery, (4) Anatomy, (5) General Chemistry, (6) Physiology, (7) Materia Medica, (8) one-half of one part to Medical Jurisprudence, and one-fourth of one part to Sanitary Science, and the same to Botany.

IV. That one-twentieth of each year's assets shall be held to have become cancelled each year thereafter, so that in twenty years from the time each arose they will be fully cancelled.

*NOTE—The portion of surplus for each chair is found by taking, in each case, the whole number of lectures given in it, by the present occupant, during this period or his whole term of professorship and dividing the surplus in the same ratio as the aggregate of lectures of all the chairs is to that of each chair. If a professor has transferred from one chair to another, the number given in a chair previously occupied, is to be credited to the chair now occupied.

V. That each Junior Professor shall be assessed, for all assets, in existence at the time of his appointment, and all added afterwards, which are allotted to his chair, when he has reached *pro rata*, and his assessment may be spread over a period of ten years.

VI. That a Professor transferring from a minor chair or one having less than (100) one hundred lectures, shall be assessed, in addition, for the portion of assets for the increased number of lectures up to 100, but for no more; but a Professor transferring from one principal chair to another, shall not have any additional assessment on account of assets.

VII. That a sinking fund be established, so that the assets allotted to chairs assumed by Junior Professors, with interest may be paid in ten equal annual payments.

VIII. That the sinking fund shall be taken from each year's receipts as an expense, and shall be distributed to Professors who have paid for their share of assets, to each, in proportion to the share of assets allotted to his chair. After the share of assets allotted to the chair held by a Junior Professor has been paid, he shall share in its division.

Part Second—Compensation to retiring Professors :

IX. That a Professor retiring from the School shall be entitled to receive payment in full for his share of the assets then in existence, as per sections iii. iv. v, vi, vii, and x, of this report, for which he has been assessed and paid.

X. That when a Professor retires from the School, and is paid for his portion of the assets, such share shall be apportioned among the *pro rata* members who were taxed to pay the retiring member, in proportion to the share belonging to each chair, and it shall continue to be their property until it has been repaid by the successor in the same chair, and in case of any member retiring from the School before such repurchase, his

share of it shall be added to the portion belonging to his chair, and he shall receive increased compensation accordingly.

XI. That should the School Corporation ever purchase the property now leased from Trinity College, or the building only, or any other property, then such property, or building, together with the additions and buildings, which the School has erected, or may hereafter erect, shall be permanent assets, and not terminating, as provided by section ix. above, and interest, at current rates on its value, shall be paid annually to those who have been assessed to pay for them, and compensation, at its then value, shall be made for his share to any such Professor on retiring from the School.

XII. That a Professor who has served eight years, or a longer period, but not otherwise, shall be entitled to receive a retiring allowance for three years afterwards on account of his interest in the School, and, after twenty-one years service in the School, shall receive the maximum retiring allowance, and for any number of years service less than twenty-one and over seven years, shall receive one-fourteenth (1-14) of the maximum amount for each year's service after the first seven years, for example, for fourteen years service the retiring allowance shall be seven-fourteenths (7-14) or one-half of the maximum amount.

XIII. That the maximum retiring allowance which shall be paid to a Professor after twenty-one years, or longer service, shall be, each year, the difference between the *pro rata* payment for the year on the number of lectures in the chair, and what a Junior Professor then admitted to the School would receive, each year, on the same number of lectures, by the ascending scale, given in section one of this report, beginning with three dollars (\$3) per lecture the first session; but no one shall be paid a greater sum than the amount of this difference on one hundred lectures. In the case of a Professor who is not paid *pro rata*, or holds a practical chair, the maximum retiring allowance shall be, each year, the difference between the payment, he had reached, and what

the appropriate* graded scale, beginning the first session with three dollars per lecture, gives each year, to a new Professor on the same number of lectures or demonstrations, not exceeding one hundred.

XIV. That a Professor voluntarily relinquishing, at an earlier age than seventy, any part of the work of his chair, so as to retain less than one hundred lectures, if so entitled, by length of service in the branch, shall then receive the retiring allowance on the number of lectures he has dropped below one hundred, or if he did not have that many, below the number which he previously held, according to his chair. This section does not apply to transferring from one chair to another.

XV. That when any Professor or Lecturer reaches the age of seventy, the number of lectures previously allowed him shall be reduced to fifty; but he shall then get the retiring allowance on the number of lectures dropped, and, shall retire from his professorship or lectureship when he reaches the age of seventy-five years. If the chair is a principal one, he will then receive the retiring allowance on the balance of the one hundred lectures, that being the full number on which he is entitled to it by section xiii of this report.

XVI. That in case of resignation or death of any Professor who has paid for the share of assets allotted to his chair, or partly paid for it, or whose length of service entitles him to receive a retiring allowance, the share of assets for which he has paid, with interest, and the retiring allowance, shall be paid to him, or his legal representative, or heirs, in lawful money of Canada.

XVII. That should any Professor or Lecturer in Trinity Medical School, join or become connected with any other Medical College or School in this country, he shall not be entitled to any

*NOTE—The appropriate graded scale refers to the graded scales for the following—1, Practical Anatomy; 2, Practical Chemistry, etc.; 3, Didactic Lectures, and means the particular one the Professor is on.

compensation whatever, either for assets or other interest in the School, or withdrawing from it, or, after joining such other College or School.

XVIII. That should any Professor or Lecturer in Trinity Medical School, hereafter, give consent to or agitate any scheme that would tend to destroy its integrity or independence, or should become incompetent, from frequent or habitual indulgence in alcoholic liquors or narcotic drugs, such Professor or Lecturer shall not be entitled to any retiring allowance.

XIX. That the recommendations of this report be embodied in an agreement to faithfully carry out its provisions, which shall be signed by all members of the School Corporation, and all new members, added hereafter, shall be required to sign it, on being elected, before taking their seat.

XX. That this report shall be binding on us and our successors, notwithstanding any change of the name of the School, or enlargement of its powers, should such occur in the future.

XXI. That no Professor or Lecturer shall be liable to make good, out of his private means, any obligation incurred by the Corporation of the School by the provisions of this report.

XXII. That any resolution, or any thing, in any previous report, that is, or, may appear inconsistent with the recommendations in this one, be and is hereby amended, and shall be construed in harmony with this report and not otherwise.

The Committee laid the above report before the School Corporation, at a meeting held on January 22nd, 1887. It was received and read, and each member was supplied with a printed copy of it. In order to give time to examine it carefully, the meeting was adjourned one week to January 29th. At the adjourned meeting, after full discussion, the preamble and all the recommendations were approved, and Dr Robertson was instructed

to draw up another section (XIV.) giving Professors who voluntarily retired from a part of their work, at an earlier age than seventy, the same rights as those who partly retired at that age; also to add the explanation given, of the way the retiring allowance is found in practical chairs, and some other slight changes. The report as thus amended was then adopted by the Corporation.

The previous reports referred to in this one, are, 1st, that relating to the chairs of Practical Chemistry, Normal Histology, Pathological Histology, etc., which was adopted, Nov. 4th, 1882; 2nd, that relating to Practical Anatomy, adopted Nov. 25th, 1882; and, 3rd, that relating to School property, adopted April 21st, 1886. They are in the School Minutes of these dates.

TORONTO, February, 1887.

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Trinity Medical College

