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DO IT YOURSELF SALARY RATIONALISATION

During the past year we have been endeavouring to persuade the administration to come to grips with the problem of salary rationalisation and its tangible offspring the Anomaly. Their contribution was to propose ceilings for each rank and the inevitable red circling. Why wait for them to evaluate your salary, here is a simple guide to salary rationalisation which anyone can work with. The calculation involves finding your position on a salary grid today and comparing it with your position when you joined Carleton. Notice that salary increases really have two parts, the scale increase which raises the floors and everyone's salary by the same percentage (approximately) and the career progress increment which raises each person relative to the floors and in effect ensures that you will progress from one floor to the next in a reasonable time.

Try the following calculation on your own salary to see how you have fared.

YOUR POSITION ON THE SALARY GRID TODAY:

To determine your current position (N) subtract the floor of the assistant professor (15,200) from your 1976-7 salary (as it was in June 1977) and divide by the current career development increment (810). Don't bother with more than one decimal place. This will give your salary in terms of a grid, let us call this number N.

YOUR POSITION ON THE SALARY GRID ON APPOINTMENT:

To determine your initial position (N_0) subtract the floor of the assistant professor for the year of your initial appointment from your salary on appointment and divide by the equivalent career development increment of that year: both figures are given in the table that follows. (The equivalent career development increment for any year is found by taking one twelfth of the difference between the assistant and full professor floors for that year. The figures in the table have been rounded off, so are not absolutely precise.)

This second calculation will give your initial salary in terms of a grid, let us call this number N_0 . (If you began as a lecturer, N_0 will be negative.)

HOW HAVE YOU FARED WHILE AT CARLETON?

Let us suppose you have gone up from level N_0 in 1969-70 to level N in 1976-7; you have completed 7 years and hence the difference between N and N_0 should be 7 for normal progress. If it is below 7 you have effectively lost some career progress, you might ask your friendly Dean why this is so. If it is above 7, you have received additional merit.

EXAMPLE: A professor who was aged 43 on January 1st, 1977 and is being paid \$24,070.

Subtract the assistant professor floor of 15,200 ($24,070 - 15,200$), leaves 8,870. Divide by 810 (the CDI for the current year), gives $N = 11$. So he is eleven steps above the floor of the assistant professor. He was appointed in 1967 at a salary of 10,500 which was 1,000 above the assistant professor floor for that year. The equivalent career development increment for 1967-8 would have been 500, so his initial position was, $N_0 = 2.0$. He has thus gained 9 steps in 10 years, or has dropped one career development increment in those years.

SALARY LEVELS AND SALARY ANOMALIES

The position you occupy in the salary scales at present is made up of two components: the initial salary (or position, N_0) and your career progress since then. If your salary is relatively low, it may be because you have not been judged by the Dean to be worth an annual normal increment (everybody should get the scale increase or the percentage increase of the floors) or it is because you were brought in at too low a salary. Unfortunately, since salaries are a closely guarded secret you cannot tell your relative position except by asking your colleagues or persuading the administration to publish salaries versus age for the entire faculty.

The principal regressor is age. The plan set forth by CUASA was based on a normal appointment to the floor of the assistant professor at age 27, from which point you progress by one career development step per year up to the maximum of 27 steps.

PROBLEM: TO FIND WHERE YOU OUGHT TO BE

Take your age (in years) on January 1st, 1977 and subtract 27: this should, in a strictly age dominated salary structure, give the normal position on the grid. Ideally this number should equal the number N calculated above but in all probability it will be much lower. If it is higher you are doing well in the system, if not, start finding out from the Dean why that is so.

EXAMPLE: Consider the same case treated above, our victim is 43 but at step 11; the normal position for him would be at a step given by age 43 minus 27, which equals step 16. He is 5 steps below this point, one he has lost in the ten years at Carleton, but the other 4 were lost on appointment. Why was he started off at that salary?

OTHER FACTORS IN DETERMINING YOUR POSITION

Age is not the only criterion, one might take years at Carleton, years in rank, years since first degree, etc. into account to get a true picture. Salary on appointment could also be influenced by previous experience; a tricky problem to weight comparative experience. It is expected that people will differ from the normal pattern; some above through merit, some below through a slowing down of career progress. We proposed that these divergences should not be greater than three career progress steps in twelve years (or about 1/4 of a step each year). Do you differ from the norm by more than that? Why not ask your Dean?

TABLE

YEAR	ASSISTANT PROFESSOR FLOOR	PROFESSOR FLOOR	APPROXIMATE CDI STEP
63-4	7,200	11,500	360
64-5	7,500	12,000	390
65-6	7,700	12,600	410
66-7	8,300	13,800	460
67-8	9,000	15,000	500
68-9	9,500	16,000	540
69-70	10,000	16,700	560
70-71	10,800	17,800	580
71-72	11,300	18,500	600
72-73	11,500	19,000	710
73-4	12,375	20,225	650
(74-5)*	(13,400)*	(21,800)*	(700)*
75-6	14,500	23,780	770
76-7	15,200	24,930	810

*N.B. Floors were not raised in this year, hence we have interpolated for reasonable levels which can be used as a guide.

N.B. Figures for the pre 1963 years are not available from the administration.