

news from

CUASA

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SALARY RATIONALISATION

The purpose of salary rationalisation is to identify and correct marked inequities in salaries. Because qualifications, experience and starting rates vary, and the disparities widen over years of applied percentage increases, anomalies occur. CUASA first proposed a comprehensive salary rationalisation scheme in 1977. However, it was not until 1980 that we negotiated the current scheme.

Two early events contributed to the scheme. The first was a September 1975 amendment to the CUASA By-Laws to provide for a Market Differential Clause. The second was the provision negotiated in 1975 to raise clearly substandard salaries for female faculty members. By 1977 we were ready to propose correction of all anomalies and provide for market differentials.

The current scheme operates under a Commission with equal representation by the Association and the employer. The Commission considers and recommends to the President adjustments of anomalous salaries, recognition of special merit, market differentials (if Carleton's salary rates in a particular area of specialization are too low to attract or retain faculty, a market differential case can be made), offers of alternative employment, or obvious inequities.

Cases may be brought to the Commission by the University President or the Association. The Commission may also decide to consider individual cases itself.

There have been 166 salary adjustments: 92 anomaly corrections, 65 market differentials and 11 special merit awards.

This plan works because of its design and because of the strength of the Commissioners who have served since 1980.

We salute our colleagues who designed and negotiated the scheme and the Commissioners past and present.

The current Commissioners are:	Association		Employer
	G. Kardos	Co-Convenors	S. Riordon
	L. Copley		W. Pickett
	T. Wand		B. McFadyen

Past CUASA Commissioners are: R.L. Clarke, K. Marwah and B. Rutland.

For details of the scheme, see Appendix E (page 200) of the Collective Agreement.

Bob Rupert, President.

OVER: Scholarly Achievement Award
List of Recipients 1985-86



CUASA - 1985/86 Scholarly Achievement Awards

Faculty of Arts

Art History	- N. Luckyj R. Mesley	Canadian Studies	- J. Vickers
English	- T. Coulson R. Lovejoy J. Noonan	Classics	- R. Blockley
German	- J. Goheen	Comparative Literature	- A. Tolley
History	- G. Couse D. Farr P. King H. Neatby J. Strong	French	- H. Clive D. Smith E. Voldeng
Italian	- M. Ciavolella	Journalism	- R. Eaman
Philosophy	- R. Marlin	Linguistics	- I. Pringle
Spanish	- F. Hernandez	Religion	- J. Dourley A. Gualteri J. Ramisch
		Russian	- A. Lewinson

Faculty of Social Sciences

Poli Sci	- M. Dolan T. Harmstone J. Jensen C. Winn D. Rowat J. Pammet	Psychology	- B. Pappas W. Thorngate H. Anisman R. Dillon P. Fried
Sch Business	- G. Haines D. Cray	Law	- M. MacNeil N. Sargent
Economics	- R. Brecher T. Ross E. Choudhri T. Rymes D. McFetridge	Sociology/Anthropology	- M. Boyd K. Hatt D. Stasiulis T. Nosanchuk J. de Vires
Public Admin	- S. Winer G. Doern	Geography	- D. Knight J. Tunbridge T. Wilkinson
Social Work	- E. Moore	International Affairs	- B. Tomlin

Faculty of Engineering

Civil Engineering	- J. Braaksma A. Khan	Electronics	- C. Chan J. Wight
Mech & Aero Engin	- M. Bibby R. Kind J. Kirkhope	Systems & Comp.	- S. Mahmoud T. Pearce
Architecture	- G. Haider S. Loten R. Brand	Industrial Design	- W. Gilles

Faculty of Science

Chemistry	- J. Konigstein J. Wright	Geology	- J. Donaldson D. Watkinson
Math & Stats	- P. Beesack M. Csorgo W. Cunningham J. Dixon J. Rao	Physics	- J. Armitage R. Carnegie M. Sundaresan
Computer Science	- J. Sack N. Santoro	Biology	- B. Fenton K. Storey

Library

- E. Knight
- T. Clark
- I. Draayer