

Queen's Salaries.

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Queen's

Salaries

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High Standards to Uphold.

*The Message of His Honour the Lieutenant-Governor
of the Province of Ontario*

“THE assured position which Queen’s University has for so many years occupied among the Universities of Canada is so widely known that commendation of her claims to generous public support would almost seem to be superfluous. Nevertheless I gladly join with other friends of Queen’s in expressing the hope that the appeal you are about to make will be liberally responded to. It is in the nature of things that in a great institution of learning, such as yours, new needs will arise with the passing years and that the high standards so faithfully adhered to in the past, can only be upheld by an adequate maintenance fund, such as you are aiming at in your present campaign, to which therefore I wish every success.”—H. Cockshutt.

*The EDITH and LORNE PIERCE
COLLECTION of CANADIANA*



Queen’s University at Kingston



The Need of Money for Salaries

By W. E. McNeill, Ph.D.,
Registrar and Treasurer of Queen's University

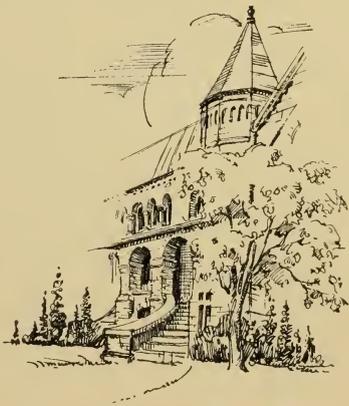
THE reputation of Queen's was made by a succession of great teachers. Open a Calendar of twenty or twenty-five years ago and note a few of the names: Grant, Watson, Cappon, Dupuis, Shortt, Macnaughton, Glover, Goodwin, Knight, Nicol, Gwillim, Miller. No other university in Canada ever had at one time such a group of scholars and personalities. Open the Calendar at random in any previous or subsequent year and you will find names second to none in Canadian education.

But a strong staff is not easy to get nor easy to hold,—particularly in these days. Conditions have vastly changed in recent years. Though the number of first class men varies little from generation to generation, the competition for them grows keener and keener. Modern business and professional life offers alluring rewards in an ever increasing variety of occupations, and the academic world, with students and institutions multiplying fourfold in twenty years, seeks constantly for scholars. Positions are more numerous; good men to fill them are harder to find.

And with these conditions has come an advance in teachers' salaries with which Queen's has not been able to keep pace.

Some Comparisons

The average salary in Arts and Applied Science, omitting tutors and demonstrators, and including only those of Faculty rank, is exactly the average salary of the 550 male teachers in the 53 Collegiate Institutes of the Province of Ontario. Of these Collegiate teachers, few have seen a graduate school and 64 have no degree at all.





The maximum salary for the Head of a Department at Queen's is the salary paid to 9 teachers in Collegiate Institutes, and is from \$200 to \$1000 less than is paid to 15 of the 53 principals. Including Vocational and Normal Schools, 31 teachers in Ontario are paid a higher salary than any professor at Queen's. In one case the excess is \$2600, and in another \$4125.

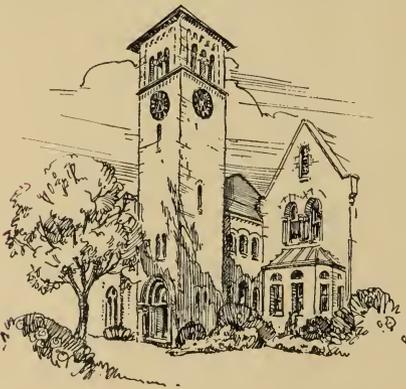
The maximum salary of the Head of a Department is from \$1000 to \$2000 less than at Amherst, Bowdoin, and Williams, famous New England Colleges with half the registration of Queen's, in towns one-fifth as large as Kingston.

The maximum salary of the Head of a Department is \$1000 less than at British Columbia and Dalhousie; \$2000 less than at Toronto and McGill; \$4000 less than at Harvard and Yale.

The Problem of Getting Men

In view of such conditions, how can staff vacancies be filled?

A few years ago a graduate in the class of 1913 was offered the third position in a large department at Queen's. As, however, his salary as third man at one of the Normal Schools was \$1000 greater than the University could offer, he naturally refused the position. He has had no graduate work, yet he is being paid more than most of his former professors.



Over and over in recent years, England and Canada and the United States have been combed for men to fill vacancies. This experience clearly shows that the present scale of salaries will not interest men of established reputation. All that can ordinarily be done is to take a chance on young men of promise.





The Problem of Keeping Men

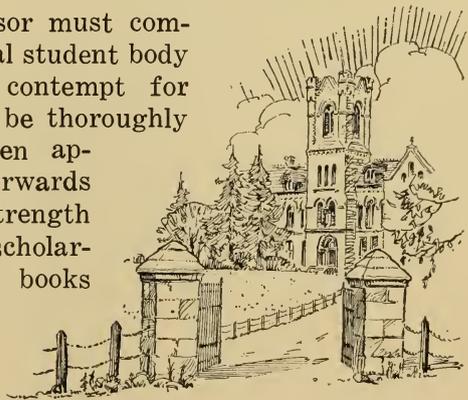
Men of long years of service who have grown up with the University and are deeply rooted in Kingston are not likely to leave, however great the temptation. But younger men with limited resources must consider their future prospects.

The University has frequently brought younger men from other institutions only to lose them after two or three years. A recently appointed professor has in the last nine months had three offers of positions with an initial salary from \$1000 to \$1500 more than he is getting at Queen's.

In the past five years 47 men have dropped out. A few died or retired; a few had temporary appointments; a few were encouraged to go; some were juniors who left to engage in graduate work. But no fewer than 17 were experienced teachers above the grade of lecturer, who left to better their financial position. This is a condition demanding action. Queen's is proud that its men are so highly regarded elsewhere, but it is not in the interests of Canadian education that one of the oldest, largest, and best equipped universities should be to such an extent the recruiting ground of wealthier institutions.

What is Expected of a University Professor

The University professor must command the respect of a critical student body possessed of youth's cruel contempt for the second rate. He must be thoroughly equipped for his work when appointed, and he must afterwards freely spend money and strength to sustain and advance his scholarship. He must buy many books and subscribe for costly magazines; join learned societies and attend their





meetings; know the past through great libraries and the present through direct contact with the foremost men in his field. Above all he should have what Sir William Osler used to call a "quinquennial brain dusting," when, with an allowance from his University, he spends a year in travel and study. Those who have the enormous responsibility of shaping the minds of youth must have the learning and wisdom that come from large opportunities to know and to observe.

The Plea

The plea for money to increase salaries is not for the personal gain of members of staff. It is to enable the University to secure and retain men whose scholarship and personality will uphold its reputation for quality and distinction. It is to ensure to the children of graduates the kind of teaching and leadership that they themselves have had. The plea is for the needs of a great institution of learning that its teachers may be worthy of their high profession.





A Suggestion to Contributors

WHILE the University prefers that subscriptions should not be earmarked for any particular purpose, it will welcome the Endowment of a few Teaching Fellowships or of Chairs bearing the names of the founders.

Teaching Fellowships

The establishment of a number of Teaching Fellowships at Queen's would solve the problem of providing enough assistance in the large junior classes. A teaching fellow would ordinarily be a graduate giving about half his time to advanced work and the rest to conferences, to the reading of essays, or to laboratory assistance. He would profit by the experience, and the University, besides improving its tutorial staff, would hold for a year or two its own best students and bring to its halls able young graduates from other institutions.

Chairs

Several honoured names are now associated with Chairs at Queen's University. There are, among other foundations:

- The Sir John A. Macdonald Professorship in Political and Economic Science.
- The James Douglas Professorship in Colonial History.
- The John and Ella G. Charlton Professorship in Philosophy.
- The Chown Science Research Professorship.

Subscriptions are being received for the founding of a new Chair in Geology in memory of the late W. G. Miller.

The Endowment of Chairs at present maintained from the general revenue would be a most acceptable way for friends of Queen's to assist in the present campaign.



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