

University and College Academic Staff System Target Population

Full-time include:

1. Staff appointed on a full-time basis whose term of appointment is not less than twelve months. (Include any staff member on leave).
2. New appointees hired on a full-time basis whose term of contract is twelve months but for the first year he/she can only be at the institution for less than twelve months.
3. Staff who were appointed to teach full-time (12 months or more) and at a later date have entered into a formal agreement with the institution to work on a reduced load basis. This situation usually arises with staff member who are approaching retirement.

Teaching staff for the purpose of this survey, should include, all academic staff within faculties (colleges, schools, etc.) who are teachers, researchers (meeting with above criteria), and/or senior academic staff, i.e., Deans, Chairperson, Directors etc.

Teaching staff include:

1. All teachers within faculties, whether or not they hold an academic rank. Those teachers not having an academic rank are referred to as "upgraded" in this survey.
2. Academic staff in teaching hospitals (see element 13 for more detail).
3. Visiting academic staff in faculties (colleges, schools, etc.).
4. Research staff who have an academic rank and a salary scale similar to teaching staff.

Staff not included in this survey is:

1. Administrators solely responsible for university administration, i.e., president, vice-president, registrar, comptroller, etc.
2. Administrative assistants within faculties (colleges, schools, etc.).
3. Librarians.
4. Non-academic support staff both in faculties (college, school, etc.) and other university departments.
5. Markers, demonstrators, lab assistants, etc.
6. Graduate teaching assistants.
7. Postdoctoral fellows.
8. Academic staff within faculties (colleges, schools, etc.) who have been hired as researchers without academic rank and/or whose salary scales are different from teaching staff.