

June 7, 2002

Faculty of Health Sciences

Non-University Work Experience

These guidelines provide a framework for the equitable evaluation and calculation of relevant years of non-university work experience granted to members of the academic staff of the Faculty of Health Sciences at the time of appointment to Queen's University and during their years of service at Queen's University. They are used to:

1. Assist the Dean in establishing equitable starting salaries.
2. Facilitate a comparison of remuneration for faculty members that will maintain pay equity between

Level of Education

degree of relevance of the work to an individual's academic responsibilities. The level of education held at the time of work experience, in and of itself, cannot determine the degree of relevance. Normally, the