

<b>Number:</b>	RHR-204
<b>Title:</b>	Salary – Teaching and Research Activities
<b>Person responsible for enforcement:</b>	Vice-Rector, Academic and Research
<b>Entered into force:</b>	November 6, 2019
<b>Approved:</b>	November 6, 2019 by the Board of Governors
<b>Revision approved:</b>	March 22, 2023 by the Board of Governors <i>This document replaces all previous regulations on this subject.</i>
<b>Exception:</b>	No exception to this regulation without prior written authorization from the Board of Governors

*In this document, the masculine form is used without prejudice and for conciseness purposes only.*

## 1. POLICY STATEMENT

This regulation establishes the remuneration to be paid to non-full-time faculty members for activities related to teaching and research.

## 2. REGULATION

### 2.1 Clinical supervision

- a) Clinical supervision in counselling
- \$95.69/hour (includes 6% vacation pay) effective May 1, 2022, indexed annually on that date according to the Consumer Price Index for Canada as calculated on December 31 of the previous year.

### 2.2 Directing and marking thesis

- a) Doctorate
- directing/co-directing thesis: \$1,000 per year, to a maximum of three years (i.e., up to \$3,000) + \$500 upon acceptance of the thesis for defence;
  - member of the jury of the thesis defence (not counting reasonable travel and living expenses): \$250.
- b) Master's
- directing/co-directing thesis: \$500 + \$250 upon acceptance of the thesis for defence;
  - member of the jury of the thesis defence (not counting reasonable travel and living expenses): \$50.
- c) Major research paper
- directing or supervising a major research paper at the graduate level: \$250;
  - second marker of a major research paper at the graduate level: \$50.

2.3 External assessment in view of the promotion of a faculty member: \$250.

2.4 Teaching and research assistantship (position available only to full-time students enrolled at Saint Paul University at a maximum of 10 hours per week on average, i.e., to a maximum of 520 hours per year, including hours worked under the Work-Study Program; priority will be given to graduate students):

- undergraduate student: Ontario minimum wage increased by 25% + 4% vacation pay;
- master's student: Ontario minimum wage increased by 50% + 4% vacation pay;
- doctoral student: Ontario minimum wage increased by 100% + 4% vacation pay.

On an exceptional basis, the Vice-Rector, Academic and Research may allow the hiring of a student enrolled at another university when no student from Saint Paul University is available or has the skills required to be a research assistant.

Note that graduate students are also eligible for soft-funded research bursaries from external funding sources (research grants or contracts).

2.5 Administrative assistant and participant in the Work-Study Program (position available only to full-time students enrolled at Saint Paul University at a maximum of 10 hours per week on average, i.e., to a maximum of 520 hours per year, including hours worked as a teaching and research assistant):

- undergraduate student: Ontario minimum wage + 4% vacation pay;
- master's student: Ontario minimum wage increased by 15% + 4% vacation pay;
- doctoral student: Ontario minimum wage increased by 30% + 4% vacation pay.