

June 7, 2002

**Guidelines for the Calculation of Years of
Relevant Non - University Experience Prior to Appointment
Faculty of Applied Science, Queen's University**

The following administrative guidelines are designed to facilitate the calculation of relevant years of prior non- university work experience granted to members of the academic staff of the Faculty of Applied Science at the time of appointment to 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 men and women and maintain an equitable application of career development and merit among members in related disciplines.

Preamble

As a Faculty responsible for preparing our graduates for the practice of the profession of engineering we

d) No Relevance – no experience will be credited

Examples might include traveling after graduation or compulsory military service in which professional practice is not involved.

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Years of relevant experience are always counted after the completion of a bachelor's degree. Since all faculty members in the Faculty of Applied Science are expected to have a Ph.D. in engineering or a