

27 June 2008

Dr. L. McDonough  
President,  
CMCFA

Dear Dr. McDonough:

The pay plan for UT's provides that up to 40% of the entire population can receive performance ratings of "superior", or in the case of UT-04's at ceiling, of "distinguished professor". Both TB and the administration of the military colleges is aware that the denominator for this ratio includes a certain number of UT's who routinely have gaps in service, so that another vehicle exists for recognizing strong performances in those cases, in that their personal growth can be recognized if and when they are rehired by reflecting their achievements in their new hiring pay.

This leaves some latitude in the quota of such awards available when considering the subset of UT's who do not experience periodic gaps in service.

After discussion with and concurrence from the Commander CDA, the Commandant RMC and my successor, I agree to the following set of practices:

1. Such performance determinations will be made annually at or shortly after the end of the fiscal year, for effect on 1 July. This is similar to current practice.

2. Subject to the continuing availability of quota:

(a) Not less than 40% of ongoing full-time UT's (other than UT-01's) who have not been at a rank ceiling for 12 months or longer will be rated "superior".

(b) Not less than 60% of ongoing full-time UT's (other than UT-01's) who have been at a rank ceiling for 12 months or longer will be rated "superior", or, as noted in (c) "distinguished professor".

(c) Of those ongoing full-time faculty at the ceiling of UT-04 for 12 months or longer, not less than 24% shall be rated as "distinguished professor", with those being so rated counting as part of the 60% in (b) above.

3. I or my successor shall provide the CMCFA annually with a report which does not identify individuals, but which sets out the proportions of such awards by rank and by ceiling status, in the following form:

Example:

Number of UT-2 at ceiling for 12 mo+, and number rated superior.

Number of UT-2 not at ceiling for 12 mo+, and number rated superior.

Number of UT-3 at ceiling for 12 mo+, and number rated superior.

Number of UT-3 not at ceiling for 12 mo+, and number rated superior.

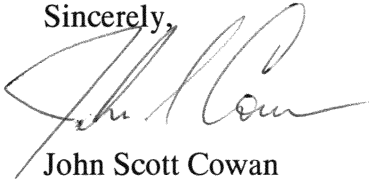
Number of UT-4 at ceiling for 12 mo+, and number rated superior or distinguished, resp.

Number of UT-4 not at ceiling for 12 mo+, and number rated superior.

4. Persons who are promoted to UT-04 must normally achieve considerable distinction to receive the promotion. The accomplishments which would have led to such a promotion would also normally be expected to result in a rating of "superior" either the year of promotion or the year after.

I trust that this accurately reflects our shared understanding of the practices for allocating such awards.

Sincerely,



John Scott Cowan

Principal

The RMC of Canada

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Senior Academic Advisor to Commander CDA