

risen less rapidly and as a result the increase in women staff members has not been as noticeable.

Teaching staff. During the 1960s the demand for growth necessitated rapid and massive staff recruitment. From about 7,000 in 1960-61, the full-time teaching force has increased to more than 30,000. Most new appointees were Canadians but the number from other countries was significant. Canadian universities have never produced enough graduates to supply their own needs and about 30% of teachers are nationals of other countries. Recent changes in immigration and employment requirements are aimed at ensuring that foreign faculty are hired only after all efforts to recruit qualified Canadians have been exhausted.

Most Canadian universities have four teaching ranks: lecturer, assistant professor, associate professor and full professor. Although appointees are customarily expected to have a doctorate, in practice this applies only in the pure sciences. The percentage of full-time professors with doctorates is now more than 60%.

Students. The 367,000 full-time students in Canadian universities in 1977-78 were equivalent to 12% of the population age 18 to 24 and about double the proportion in 1960. In addition, 208,000 part-time students were registered in degree programs.

Tuition fees are charged, usually differing from one faculty to another. In Alberta, Ontario, Quebec and some universities in New Brunswick and Nova Scotia, higher fees are required of foreign students. In the early 1960s one-quarter of university income was derived from student fees but with the increase in public funding this proportion has been reduced to approximately one-eighth. An estimated 40% of all students take advantage of the federal student loans plan.

Finance. The 1960s marked a turning point in higher education finance as governments began to assume a major share of support. From the beginning of that decade, expenditures rose from about \$273 million to more than \$1 billion in 1967-68, and to an estimated \$3.3 billion in 1977-78. Together, federal and provincial governments contributed more than 80% of the total.

Between 1958 and 1966 federal grants were distributed, except to Quebec, through the Canadian Universities Foundation, the executive agency of the National Conference of Canadian Universities, predecessor of the Association of Universities and Colleges of Canada. From 1967, federal aid was broadened to include all post-secondary institutions and funds were transferred to provincial governments. The provinces could choose between a per capita grant based on total provincial population or 50% of approved post-secondary operating expenditures. Newfoundland, Prince Edward Island and New Brunswick chose the former; the others, the latter. The original agreement, a section of the Federal-Provincial Fiscal Arrangements Act, extended over the five-year period 1967-72. It was renewed for two years in 1972 and for another three in 1974. A new condition stipulated that the total increase in the federal share for any given year would be limited to 15% of the preceding year.

This agreement expired on March 31, 1977. It has been replaced by the Established Programs Financing (EPF) plan covering education, hospital insurance and medicare. Half the federal payment consists of a transfer of tax points to the provinces (13.5 points of personal income tax and one point of corporation tax). The other half is a per capita cash grant. The tax portion, based on 1975-76, will grow with the tax base, while per capita grants will increase in relation to the gross national product. EPF will be in effect for at least five years with a three-year notice of termination.

6.3.2 Community colleges

Traditionally, higher education was the almost exclusive preserve of universities. Now, although universities still account for about 60% of full-time students, post-secondary education is conducted in a variety of other institutions without degree-granting status. While the term "community college" is used to refer to these establishments in a general sense, there is a variety of designations: colleges of applied arts and technology in Ontario; colleges of general and vocational education in Quebec, referred to in English as CEGEP, an acronym from the French designation *collèges d'enseignement*