

120 2556

UBCHEA ARCHIVES
COLLEGE FILES
RG 11

FUKIEN
Financial records
Salary schedules
1925-1946

1
2
0
2
5
5
6

0334

FUKIEN CHRISTIAN UNIVERSITY.

SCHEDULE OF SALARIES AND ALLOWANCES FOR FOREIGN STAFF. - JULY 23, 1925

TRANSFER

I. Five-year Contracts and Permanent Appointments.

1. <u>Salaries</u> (annual) on the field	Married	Single
1st five years	U.S. \$1,200. or Mex. \$2,400.	U.S. \$700. or Mex. \$1,400.
6th to 11th year	" " 1,300. " " 2,600.	" " 800. " " 1,600.
12th to 17th "	" " 1,400. " " 2,800.	" " 900. " " 1,800.
18th to 23rd "	" " 1,500. " " 3,000.	" " 1000. " " 2,000.
24th year and after	" " 1,600. " " 3,200.	" " 1100. " " 2,200.

Salary begins on date of sailing, first payment made in Foochow.

2. Children's Allowances.

1 -10 years of age	U.S. \$100. or Mex. \$200.
11-18 " " "	" " 150. " " 300.
19-21 " " " if at school or college	" " 150. " " 300.

3. Outfit Allowance.

First Outgoing	U.S. \$500.	" " \$250.
Re-outfit on each return to field	" " 200.	" " 150.

Heavy furniture provided on the field by the University, which determines the amount and quality.

4. Residence.

Accommodations in Foochow provided by the University.

5. Medical Provisions.

Medical attendance provided by the University.

6. Dental Fees.

One-half provided by the University on prior approval.

7. Language Study.

The University will provide cost of personal teacher up to U.S. \$120. (Mex. \$240.) for one year for each adult.

8. Furlough. (For extended contracts or permanent appointments.)

- a. Frequency: After each term of five years or ten semesters of service on the field, a furlough from June (or the end of the spring semester) in one year to September (or the opening of the autumn semester) the following year.
- b. Salaries: Same as under #1. with the addition of U.S. \$200. annually. Children's allowances are the same as under #2.

2
0
2
5
5
6

8. Furlough (continued)

- c. Rent Allowance: Up to U. S. \$50. a month for a married couple; up to U.S. \$20. for a single person; if necessary, will be provided by the University.
- d. Medical and Dental Fees: As under #5 and #6.
- e. Study Allowances: Each case on its merits.
- f. Travel expense: Borne by the University as under item #9. Freight allowance on return to field: one cubic ton for each adult, $\frac{1}{2}$ cubic ton for each child.
- g. Re-outfit: On return to field, U.S.\$200. for married couple, U.S. \$150. for single person.

9. Travel Expenses.

Provided by the University from the home of the worker in the U. S., to Foochow, China, by the most direct route. On five-year or permanent appointments, the University will similarly provide return ticket.

Freight Allowance.

First Outgoing: Three cubic tons for each adult and one-half cubic ton for each child.

Other Outgoings: (and all returns): One cubic ton for each adult and one-half cubic ton for each child.

10. Pension Provisions.

The University will provide up to U.S.\$200. a year for the purchase of annuity insurance. This amount is available annually only to the extent used by the staff member for this purpose; balances will not be carried over. This provision takes the place of any pension by the University. The University recommends the placing of this annuity insurance with the Teachers Annuity and Insurance Association of America, 522 Fifth Avenue, New York City, a subsidy of the Carnegie Corporation.

11. Miscellaneous Items.

Cost of medical examination, preliminary to appointment, is borne by the University, but not the costs of inoculation, vaccination, etc.

12. Other Work.

Other work than that connected with the University may be undertaken by members of the staff or their wives only with the consent of the University.

2
0
2
5
5
6

SCHEDULE OF SALARIES AND ALLOWANCES FOR FOREIGN STAFF.

II. Short-Term Appointments.

Contracts for three-year appointments may be entered into in special cases in which the following provisions apply, subject to action by the Board of Trustees:

Salaries as in #1.

Children's Allowances as in #2.

Outfit Allowance and Furniture while in Foochow - married U.S.\$300; single U.S.\$150.

Residence as in #4.

Medical & Dental Items as in #5 and #6.

Language Study as in #7.

Furlough not provided.

Travel Expense as in item #9, except that for three years the University will provide three-fifths of the return travel; for four years, four-fifths; and freight, three cubic tons only.

Pension as under #10.

Miscellaneous items as in #11.

Other work as in #12.

1
2
0
2
5
5
6

Schedule of Salaries, and Travel Allowances.

Salaries

	<u>Field</u>	<u>Home</u>
Salary (first five years)	\$ 2,400 Mex.	\$ 1,200 Gold
Salary to begin on date of sailing.		
For personal teacher up to \$120 G. or \$240 Mex.		
Salary - Increase for length of service		
6th year to 11th year	200 "	100 "
12th " to 17th "	200 "	100 "
18th " to 23rd "	200 "	100 "
24th " onward	200 "	100 "
Salary during furlough in addition to regular salary		200 "
Children's allowance		
1-10 years	200 "	100 "
11-18 "	300 "	150 "
19-21 " if at school or college	300 "	150 "

House in Foochow provided by the University.

Furniture: The University provides heavy furniture through a Committee which determines the number of pieces required and the quality of each kind.

Outfit Allowance: \$500 Gold

Refit allowance for each return to field 200 "

Freight allowance: First outgoing: Three cubic tons for each adult, and one-half cubic ton for each child.

Other outgoings and all home comings; one cubic ton for each adult and one-half for each child.

Medical attendance: Provided by the University.

Insurance and annuities provided through the Teachers Insurance and Annuity Association of America.

Term of Service: Five years or ten semesters on the field.

Furlough: From June, or end of spring semester, one year to September, or opening of autumn semester, the next.

Furlough: House rent will be paid by the University up to a maximum of \$50 monthly for married teachers, the exact figure to be determined in consultation with the Finance Committee of the Trustees.

Furlough: Study and provision of fees. Each case on its merits.

Other work than that connected with the University may be undertaken only with the consent of the authorities.

On the field, fees are turned into the University treasury, but at home the individual may retain them.

Travel Allowances

Expenses as listed below:

1. First class steamship and railroad accommodations.
2. Travel expenses as follows: - Economy urged:
 - a. Hotel bills.
 - b. Meals
 - c. Gratuities not to exceed Gold \$10. for each person for the entire trip.
 - d. Passport expenses.
 - e. Baggage up to 350 pounds trans-Pacific allowance.
 - f. Taxicab if necessary.

May 6, 1925.

1
2
0
2
5
5
6

0339

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64
65
66
67
68
69
70
71
72
73
74
75
76
77
78
79
80
81
82
83
84
85
86
87
88
89
90
91
92
93
94
95
96
97
98
99
100

FUKIEN
INDEXED

SCHEDULE OF SALARIES AND ALLOWANCES OF MISSIONARIES
CONNECTED WITH FUKIEN CHRISTIAN UNIVERSITY
 Figure are in U. S. Gold at .50

December, 1929.

A. Field

I Base and service increase		Methodist	Am. Board	Anglican.	F.C. U.
Base salary	first five years	Married Couple \$1500	\$1400	\$1250	\$1300
"	" 6th to 11th "	" " 1600	1400	1320	1400
"	" 12th " 17th "	" " 1800	1400	1380	1500
"	" 18th " 23d "	" " 1800	1400	1440	1600
"	" 24th and up	" " 1900	1400	1500	1700
"	" 26th " "	" " 1000	700	600	1700
"	" first five years Single People	" " 1050	700	720	750
"	" 6th to 11th "	" " 1150	700	780	850
"	" 12th " 17th "	" " 1150	700	780	950
"	" 18th " 23d "	" " 1200	700	780	1050
"	" 24th and up	" " 1200	700	780	1150
"	" 26th " "	" " 1200	700	780	1150
II Children's allowances					
Up to 3 yrs.	. . . . . 150				
5 " 14	. . . . . 200				
14 " 21	. . . . . 250				
	if in college in America 250				
Birth to 7.	. . . . . 300				
7 to 14	. . . . . 140				
14 " 21 or to college in America	. . . . . 210				
Extra travel allnce. if in school in China away from home yes	. . . . . 280				
Birth to 10	. . . . . yes				
11 to 18	. . . . . yes				
19 " 21 if in college	. . . . . 100				
III Health					
Married couple per year	. . . . . 50				
Single person	. . . . . 25				
Medical attention free but a charge for materials	. . . . . yes				
One half optical and dental expenses	. . . . . yes				
Help on optical and dental on special cases.	. . . . . yes				
	when sum is large yes				
One half dental if previously approved	. . . . . yes				
Provide extra surgical or medical attention	. . . . . yes				

DEC
1929

	Methodist	Am. Board	Anglican	F. C. U.
Port allowance per adult per year	75			
IV Personal teacher or secretary writer not more than " " " " per adult " " " " writer as needed yes		60	36	60

SALARY AND ALLOWANCE SCHEDULES

V	RESIDENCE	Methodist	Am. Board	Anglican	F. C. U.
	Free residence provided.	yes	yes	yes	yes
	Annual allnce. for repairs - not for personal use	20	50		
	Heavy furniture provided, but amount and quality determined by the board	yes		yes	yes
VI	OUTFIT ALLOWANCE				
	Upon appointment to the field single man	100	300	200	125
	" Woman	100	350	200	125
	Married couple	200	500	200	250
	Returning from furlough		225		200
	" " " \$ 40 for each year of field service			yes	
	" " " after 7 yr. term single man		125		150
	" " " single woman		200		150
	" " " 5 yr. term single man		100		150
	" " " Woman		200		150
	Married couple		175		
	At end of first yr. of first term if requested				
	" " " " " Married couple		150		
	" " " " " term if keeping house single person		75	50	

(27)

0341

1
2
0
2
5
5
6

DEC
1929

	3	Methodist	Am. Board	Anglican	F.C.U.
<u>Freight & duty paid on outfits</u>					
Freight & duty paid on outfits 120 cu. ft. per adult & paid on refits 90 cu. ft. per " " " outfits 20 ft. per " " " refits 40 " per " " " " 20 " per child	Method- ist schedule being revised		yes yes	50	yes yes yes
Freight paid by the society from the home of the individual to the University by most direct route		yes	yes		yes
Return freight provided at end of term or by special permission		yes	yes		yes
No salary during travel but an allow- ance of \$20 per mo. per adult \$10 per child				yes	

B. FURLOUGH Subsequent field service periods
single ladies

I	<u>First after five years of service</u>	yes	yes	4 yrs yes	yes
	Subsequent furloughs after 5 yrs. of service			yes	yes
	" " " 6 yrs. of service	yes			
	" " " after 7 yrs of service married		yes		
	" " " after 6 yrs of service single		yes		
II	<u>Furlough allowance</u>				
	Same as on field except that service increase usually begins with furlough	yes			

[37]

0342

1
2
0
2
5
5
6

DEC
1929

4

SALARY AND ALLOWANCE SCHEDULE

Furlough allowance continued	Methodist	Am. Board	Anglican	F. C. U.
Same as on field with \$ 100 extra per adult				
Married couple		1800	1250	yes
Single persons		1800	1250	
Children same as on field		1000	750	
Child under 7 years	yes			yes
" " 7 and under 14		180	100	
" " 14 " " 21		270	225	
		360	225	

III Furlough Rent Allowance

Per married couple per month not exceeding		30	20	
In no case to exceed $\frac{3}{4}$ of rent actually paid		yes		
Per married couple per month not to exceed		35		50
" single person " " " " "				20
" child " " " " "		5		

IV Study allowance on furlough

Each case on its own merits	yes			
If needed a maximum of	450			yes
Assists missionaries to secure scholarships	yes	yes		

C. Other Provisions

I PENSIONS

Annual allowance to be used for insurance only				
Pension per year for each year of active service				2000
per person 10	10			
Depending on other sources of income a maximum				
per couple		1500		
" man		800		
" woman		900		
Each single person and married couple required to				
subscribe to annuity fund \$12.50 per person per yr.				

0343

547

205556

DEC 1929

5

Pensions continued

Methodist Am. Board Anglican F. C. U.

The board pays the balance of the premium amounting to from \$40 to \$60 per year per person depending on the age of the candidate when joining

yes

II

Retirement

May retire at 68, must at 70

" " " 65 " " 72

" " " 65

" " after 35 yrs. of service

Must retire at 72

Retire at 60 unless invited to give further service

Pension after life service -30 yrs. and over age 60

married

single

yes

yes

yes

yes

yes

1250

900

57

0344

1
2
0
2
5
5
9

PUKIEN**TRANSFER****Fukien Christian University****Schedule of salaries and allowances for the foreign staff**

Revised February 22, 1930.

1. Field Salaries	Single		Married	
	Gold	Mes.	Gold	Me.
First five years	\$750.00	\$1500.00	\$1300.00	\$2600.00
Extra for furlough	100.00		200.00	
7th year to end of 12th	850.00	1700.00	1400.00	2800.00
Extra for furlough	100.00		200.00	
14th year to end of 19th	950.00	1900.00	1500.00	3000.00
Extra for furlough	100.00		200.00	
21st year to end of 26th	1050.00	2100.00	1600.00	3200.00
Extra for furlough	100.00		200.00	
28th year and up	1150.00	2300.00	1700.00	3400.00
Extra for furlough	100.00		200.00	

Salary begins on first day of journey to the field.

If for any reason a person stays on the field for service after his normal term of service has expired his salary for the period of extended service will be reckoned as the extra time were in the succeeding term of service. Such extra time will not be deducted from the succeeding term, and the extra for furlough allowance will be added only to the regular field salary of the normal term.

Salaries and allowances are paid in Mexican dollars as schedule, except during furlough period.

Each adult will be allowed to draw from his salary a maximum of \$50 in gold at the current budget rate per year for home purchases.

2. Children's Allowances	Gold	Mex.
First Five Years	\$150.	\$300.
6th year to end of 13th	200.	400.
14th year to end of 20th	250.	500.
For children in college in the home-land	350.	

3. Outfit Allowance

Upon appointment to service	Single \$250 gold
	Married 500 "
Upon return to the field from each furlough	Single 100 "
	Married 200. "

Heavy furniture will be provided on the field by the University, which determines both the amount and the quality. In the event of a person leaving for any cause before the end of the term of service, the disposition of the furniture shall be decided by the University.

0345

FEB 22 1930

2

4. Residence

Suitable living accommodations will be provided by the University.

5. Medical Care

Free medical attention is provided by the University for all ordinary cases. Full provision for special cases, such as major operations, is not assured, but the University would expect to give substantial help. Whenever possible the University should be first consulted before any major medical or surgical work is undertaken.

One half of dental bills will be paid by the University if approval is obtained before the bills are contracted.

Special and dental cases under this section apply to furlough period also.

6. Language Study

The University will provide a maximum of M\$120 per year for each adult to engage a language teacher while he is actively studying the Chinese language.

7. Furloughs and Furlough Allowances

After five full years (or ten semesters) of service, a furlough covering 12 months, including the time spent in travel, will be given with salary and allowances as specified below. A person leaving before the close of a semester or returning late for the opening of a new semester without special permission will forfeit his salary for period of his extended absence.

Subsequent furloughs will be at the end of six years (twelve semesters), dating from the time of return from last furlough.

Children's allowances will be the same as when on the field.

A maximum monthly rent allowance of \$20 gold per single person and \$50 gold per married couple will be allowed for a period not exceeding 10 months. It is understood that this money will not be drawn unless actually used to pay house or room rent.

An allowance of \$35 gold for a single person and \$75 gold for a family will be allowed for medical attention during furlough. In case special medical attention is needed the Board of Managers will join with the candidate in requesting the Trustees to make special provision. Special and dental cases under Section 5 apply to furlough period.

The University accepts no responsibility for providing funds for study during furlough for persons who for any

0346

1
2
0
2
5
5
6

reason are not returning to the field. But for those who fully expect to return, the University will consider each case on its merits. Any furlough scholarship grant must be approved by the Board of Managers.

8. Travel and Freight Allowances

During travel to and from the field salary will be paid the same as when on the field.

The University will provide travel allowance from the home of the individual to the University and vice versa as per the maximum scale based on residence on the Atlantic seaboard. Shorter distances will be reckoned in proportion. The maximum travel allowance is as follows:

Per adult	\$500 gold
Per child travelling half fare	250 "
Per " , under half fare, according to the percentage charged by the carrying company.	

A freight allowance of one ship ton will be allowed for each adult and one half ton for each child, when traveling to or from the field. It has been found that the allowance described above is sufficient to cover the freight charge in ordinary cases, and without special permission the maximum allowance described above will be expected to cover freight. An exception may be made when the candidate first comes to the field, when an allowance of three tons may be made for each adult, one half ton for each child.

9. Pensions

The University assumes no responsibility for pensions, but it does grant a maximum allowance of \$100 gold a year for each adult, with the understanding that this sum will be used only for the purchase of some form of insurance or annuity.

10. Medical Examinations

The cost of medical examinations preliminary to appointment to the field will be paid by the University. The usual inoculations, vaccinations, etc. are required and will be paid for by the University.

11. Extra-University Activities

No member of the University staff (including wives of staff members) will be allowed to engage in extra-University activities, except those of a purely social

1
2
0
2
5
5
6

FEB 22 1930

— 4 —

Nature, without special permission from the President.

12. Termination of Service

If a staff member does not return from furlough, he may receive furlough salary until he enters into regular employment. But in no case will more than six months' salary be paid.

1
2
0
2
5
5
6

0348

Salaries

May 29, 1931

FUKIEN
INDEXED
ESTIMATE OF COST OF SINGLE MISSIONARY
FUKIEN CHRISTIAN UNIVERSITY
FIVE YEAR TERM

TRANSFER

(All figures in U.S.Dollars)

1. <u>Outgoing</u>			
Medical examination, etc.	\$	25.00	
Travel		500.00	
Outfit		250.00	
Freight (estimated)		<u>50.00</u>	\$ 825.00
2. <u>Service on Field</u>			
Salary, 5 years @ \$750.00		3,750.00	
Pension, 5 years @ \$100.00		500.00	
Medical attention, language study, etc., (estimated)		<u>750.00</u>	5,000.00
3. <u>Homecoming Journey</u>			
Travel		500.00	
Freight (estimated)		<u>50.00</u>	550.00
4. <u>Extension of Salary, or 1/2 of Furlough Expenses</u>			
Salary, 6 months		425.00	
Rent, 6 "		120.00	
Medical (estimated)		<u>20.00</u>	565.00
Total Cost			\$6,940.00
Average per year.			<u>1,388.00</u>

Notes:- In order to provide a margin for emergencies, it would
 be wise to count on an expenditure of G\$1,500.00 per year,
 or G\$7,500.00 for the entire period.

0349

1
2
0
2
5
5
6

FUKIEN CHRISTIAN UNIVERSITY

Salary and Status of University-Supported
Western Staff

In accordance with Action CS-965 and T-971, conferences have been held with Bishop Gowdy and Mr. Cartwright to determine what supplement should be made to the salaries and allowances of University-supported Western staff members of the University for the fiscal year 1931-32 to bring the total received up to the scale of the Methodist Board.

The salaries and allowances of these staff members as shown on the approved budget for 1931-32 were taken as a basis, and local currency values were converted into gold at the rate of 4.00 to 1.

The results are as follows:-

	<u>University Scale</u>	<u>Methodist Scale</u>	Increase or *Decrease
<i>F.C.</i> <u>Mr. and Mrs. Martin</u> (Began Service about January, 1922) Salary (G.\$300 plus M.\$2,223.33) Insurance	G.\$ 855.83 <u>200.00</u> \$1,055.83	G.\$1,567.50 <u>100.00</u> \$1,667.50	G.\$711.67 * <u>100.00</u> 611.67
<i>M.F.</i> <u>Mr. and Mrs. Farley</u> (Began Service in fall of 1922) Salary (G.\$300 plus M.\$2,223.33) Children Allowances (M.\$705.83) Insurance	G.\$ 855.83 176.46 <u>200.00</u> \$1,232.29	\$1,470.00 350.00 <u>100.00</u> \$1,920.00	614.17 173.54 * <u>100.00</u> 687.71
<i>W.J.</i> <u>Dr. and Mrs. Sutton</u> (Began Service in Autumn, 1923) Salary (G.\$300 plus M.\$2,223.33) Childrens' Allowances (M.\$1,008.33) Insurance	\$ 855.83 252.08 <u>200.00</u> \$1,307.91	\$1,470.00 500.00 <u>100.00</u> \$2,070.00	614.17 247.92 * <u>100.00</u> 762.09
 Grand Totals	 <u>\$3,596.03</u>	 <u>\$5,657.50</u>	 <u>\$2,061.47</u>

From the above it is obvious that the University would have to find something more than two thousand dollars, gold, per year to place the present members of staff under the support of the Methodist Board or some similar missionary organization.

FUKIEN CHRISTIAN UNIVERSITY

copyd. am

Faculty-Staff Salary Increases
(July 1946 -)

July 1946	Basic Salary plus 200	times of Basic Salary plus \$ 45,000.00
Aug.	" " " " "	" " " " "
Sept.	Basic Salary plus 360	times of Basic Salary plus \$ 60,000.00
Oct.	" " " " "	" " " " "
Nov.	Basic Salary plus 500	times of Basic Salary plus \$ 60,000.00
Dec.	" " " " "	" " " " "
Jan. 1947	" " " " "	" " " " "
"	" " " " "	" " " " "
Feb.	Basic Salary plus 750	times of Basic Salary plus \$110,000.00
Mar.	Basic Salary plus 1,000	times of Basic Salary plus \$140,000.00
Apr.	" " " " "	" " " " "
May	Basic Salary plus 1,600	times of Basic Salary plus \$300,000.00
June	" " " " "	" " " " "
July	" " " " "	" " " " "
Aug.	Basic Salary plus 1,800	times of Basic Salary plus \$450,000.00

(Special Bonus)

Highest Basic salary for Full Professor	\$600.00
" " " " Asso. "	\$360.00
" " " " Lecturer	\$320.00

1
2
0
2
5
5
6