

**Settlement Between
Queen's University Faculty Association
and
Queen's University**

**Signed March 29, 2001
(Compensation settlement through April 30, 2002)**



Assistant Professor Floor (also see Application of the New Career Development Adjustment (**Junior Increments and Senior Abatements**))

The Assistant Professor salary floor will be increased from \$40,000 to \$43,500 for faculty. This floor will be used in the next application of merit-based compensation that takes effect in May 2001.

For Continuing Adjuncts and Initial/Term/Renewable Adjuncts, the FTE salary floor will also be increased to \$43,500.

Librarian/Archivist Floor

The General Librarian/Archivist salary floor will be increased from \$34,465 to \$38,000. All other aspects of the Librarian/Archivist salary progression model which are functions of the General Librarian/Archivist floor are adjusted as described in Article 41.3 of the current Collective Agreement. The value of a merit point will be increased to \$335.

Scale

The scale adjustment is 2%.

Benefits

The benefits package will be increased by 1.0% of the current bargaining unit Members' salary mass. This is a base increase in benefits (i.e., not a one-time payment). The specific benefits negotiated by the parties are the Tuition Support Plan, the Child Care Benefit Plan and the Orthodontic Benefit Plan. The details of these plans are spelled out in **Appendices A, B and C**, respectively.

Special Adjustments

A sum equal to 0.2% of the salary mass of faculty (including Specials) is provided for a Special Adjustment. This Special Adjustment will apply to tenured/tenure-track faculty whose current salary is less than \$71,775. Any feathering costs at the \$71,775 boundary will be taken from the 0.2%. Details of the Special Adjustment are described in **Appendix D**.

Anomalies/Retention

The Anomalies Fund for faculty as described in the current Collective Agreement (**Article 41.2**) is amended as described in **Appendix E**, Salary Anomaly Fund.

The Librarian/Archivist Anomalies Pool will remain at \$5,000.



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Application of the New Career Development Adjustment (Junior Increments and Senior Abatements)

The value of the career development adjustment for those members receiving a merit score of "10" is 5% of the new assistant professor's floor of \$43,500 or \$2,175.

The Junior Increment for those members with less than 10 years of experience and salaries less than 1.65 times the floor (i.e. \$71,775) is 1% of the floor or an additional \$435.

There are three Senior Abatements at 2.2, 2.4, and 2.6 times the floor (i.e. at \$95,700, \$104,400, and \$113,100.) These abatements are 1.9%, 2.4%, and 2.9% of the floor respectively. The dollar value of these abatements are \$826.50, \$1,044.00, and \$1,261.50 respectively.

Hence, those members receiving a merit score of "10" will receive the following career adjustments after the application of the senior abatements:

-  Salaries above \$95,700 and below \$104,400 will get an additional \$1,348.50 (\$2,175 - 826.50)
-  Salaries above \$104,400 and below \$113,100 will get an additional \$1,131.00 (\$2,175 - 1,044)
-  Salaries above \$113,100 will get an additional \$913.50 (\$2,175 - 1,261.50)

Settlement Between Queen's University Faculty Association and Queen's University signed March 29, 2001 (Compensation settlement through April 30, 2002)

APPENDIX "A"

Tuition Support Plan

Details and Registration forms are available electronically from the [QUFA homepage](#), or hard copies may be obtained from Human Resources, the Registrar's office or the QUFA office.

- 1) Members' spouses and dependent children shall be eligible for tuition support through a scholarship plan with a total cost to the University, at steady state, of no more than \$290,000 per annum.
- 2) The scholarships can be applied to full-time or part-time undergraduate, graduate, and professional programmes offered for credit at Queen's University or any other recognized university or college and shall be no more than \$3,000 per annum. In the case of students in part-time programmes, the payment shall be prorated to the number of courses required for the full time programme in that institution.
- 3) To be eligible, the prospective student must meet the admission requirements of the programme and maintain academic standing at the institution at which it is offered.
- 4) Awards will be made to the student in two installments. An initial sum of \$2,000 will be awarded by the beginning of the fall term or shortly thereafter upon confirmation of registration. A second installment will be made in the winter term after the remaining balances of the fund have been calculated and prorated among the number of claimants. This sum shall not exceed \$1,000 per claimant. Students will be required to provide proof of continuing standing in a recognized university or college.
- 5) Claimants shall provide all documentation required to administer the Plan.
- 6) In the event that the value of eligible claims under this plan is less than the total amount available, the surplus shall be carried forward and added to the amount available in the following academic year. Similarly, should there be a shortfall in any given year, the deficit to the plan shall be carried forward to the following academic year. Where monies are returned to the fund after the monies have been distributed, these also will be carried forward to the following academic year. The state of the resulting assistance fund shall be monitored by the JCAA. A report shall be provided by the JCAA after the first year of implementation of the Plan for the purpose of reviewing the success of the distribution process.
- 7) The spouses and dependent children of Members on leave, of those receiving Long Term Disability benefits, or who have retired, and of those who have died in service, are eligible for tuition assistance under this plan.
- 8) **Definitions:**
 - a) "Dependent children" are natural, step, common-law or adopted children or wards under 25 years of age.

- b) "Spouse" is a legal spouse or common-law spouse or partner.
- c) "Retiree" is a person who was a member of Queen's faculty, who served continuously for a period of 10 years or more, and who has taken a negotiated retirement package with Queen's University.
- d) "Recognized university or College" is an institution that: In Canada is a member of the AUCC and in the United States conforms to the various general guidelines of accreditation used by American universities and colleges. Where students undertake study outside Canada and the United States where no recognized accrediting bodies exist, or where students undertake study in discernibly high quality non-university or college based programmes, students will apply on a case by case basis to the Office of the University Registrar.
- e) "Tuition" is tuition fees as defined by Revenue Canada for the purpose of income tax deduction.

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Settlement Between Queen's University Faculty Association and Queen's University signed March 29, 2001 (Compensation settlement through April 30, 2002)

APPENDIX "B"

Child Care Benefit Plan

Members with dependent children under the age of six will be eligible for reimbursement of child care costs as follows:

- i. The maximum half-day reimbursement will be \$5.00 per day. A half-day is defined as a minimum of four hours to a maximum of six hours, or where the parent is being charged a half-day rate by the child care facility.
- ii. The maximum full-day reimbursement will be \$10.00 per day. A full-day rate is defined as a minimum of six hours or where the parent is being charged a full-day rate.
- iii. Reimbursement is limited to 50% of the usual and customary billings. Members must provide receipts by February 1st for expenses incurred during the previous calendar year.
- iv. Reimbursement will be made only for care at licensed centres or licensed home daycares.
- v. Reimbursement will be made if the child care costs are incurred at the usual facility attended by the child. Reimbursement will not be provided for casual care. A member on Academic Leave will be reimbursed for child care expenses incurred at facilities away from the child's normal place of residence if (a) the facility is equivalent to those specified in (iv.) and (b) half or full-day care was provided for a minimum of four weeks.
- vi. If both parents are eligible, only one may claim the Child Care benefit.
- vii. The plan maximum of \$2,000. per child will be provided annually, based on a calendar year. The amount will be prorated for less than full-time equivalent employment. There are no carry-over provisions if the full \$2,000. is not used in any given year.
- viii. Eligible dependent children are natural, step, common-law or adopted children or wards under the age of six.
- ix. The nominal value of the fund for this plan is \$320,000. In the event that the value of eligible claims is less than the total amount available, the surplus shall be carried forward and added to the fund for the following calendar year. Similarly, should there be a shortfall in any given year, the deficit to the plan shall be carried forward to the following calendar year. The participation rate, reimbursement levels, funding and administration of this plan will be evaluated after one year of operation.

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APPENDIX "C"

Orthodontic Benefit Plan

To make a claim to our insurance carrier for Orthodontic expenses after July 1, 2001, QUFA members have been advised to use the standard Great-West Life dental claim forms available through the Human Resources Office.

Initially it is possible that orthodontic claims will take longer to process because of their need to investigate.

If you have any questions or concerns, or any problems, please contact Heather Douglas in the Human Resources Office via e-mail: douglash@post.queensu.ca

The orthodontic benefit has the same premium split as the existing University dental plan - 25% by the employee, 75% by the employer. The benefit has a 50% reimbursement for eligible diagnostic services and treatments.

There is a maximum \$2,000 per person lifetime payment by the insurer.

Covered dependents of an insured member are those defined under the current dental plan.

Coverage does not apply to dependents under six years of age.

The estimated [annual] cost of this benefit is \$50,000.

**Fact Sheet for Orthodontic Benefit
Effective July 2, 2001**

Orthodontic Coverage:

The above coverage will include diagnostic services and treatment, such as orthodontic examinations, diagnostic casts and diagnostic photographs, and fixed and removable appliances for orthodontic treatment. It also includes related charges for observations, adjustments, repairs, alterations, removal and retention.

The benefit has a 50% reimbursement level for eligible expenses.

Benefit Maximum: The maximum amount payable for orthodontics is \$2,000 in a person's lifetime. The maximum for orthodontic coverage is separate from the annual plan maximum of \$3,000 per calendar year per insured, for basic and major dental services.

The above is meant to be a brief description of the plan. The contact for orthodontic services between Queen's University and Great-West Life is in the hands of the Great-West Life underwriters. It will be forwarded to Queen's University prior to July 1, 2001.

Pre-existing conditions:

Orthodontic treatment that commenced prior to the effective date is eligible for consideration but only that portion of expenses that was incurred and attributable to a period on and after the effective date of orthodontic coverage being added (July 1, 2001). As an example, if treatment commenced in January and the claimant was in arrears with the payments to the dentist in July, no part of the expense associated with the claim that is attributable to June 30th or earlier would be considered.

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Settlement Between Queen's University Faculty Association and Queen's University signed March 29, 2001 (Compensation settlement through April 30, 2002)

APPENDIX "D"






Model For Special Adjustment

The **graph** illustrates two applications of the 0.20% special adjustment. The first is a straight line declining balance and the second shows an exponential decline which has been adopted. The straight line declining balance is shown for illustrative purposes. These curves are shown for the actual salary distribution. Also shown on these graphs are the cumulative sums of the monies allocated.

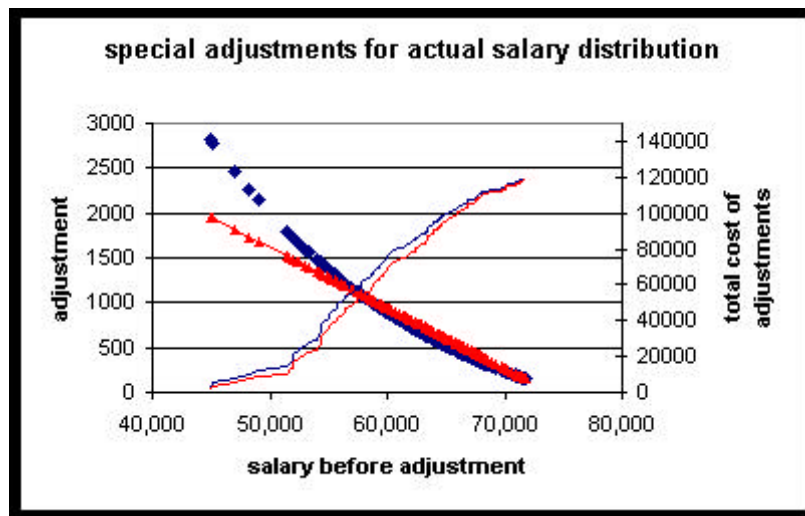
In applying the special adjustments, the following methodology was used:

i) For the straight line declining balance, one needs to specify the adjustments that apply at the new floor and junior abatement. For the exponential decline, one specifies these values, plus what we term the half-life salary. This is the salary where the adjustment has fallen to 50% of the difference between the adjustment at the floor and the adjustment at the junior increment. To get the expenditures to match, one must implement a trial and error adjustment. On a spreadsheet this is not difficult.

ii) In applying the adjustments, the following order was implemented:

-  The adjustment was applied to the November 1, 2000 salary.
-  The floor was then raised.
-  Any PTR and scale adjustments are then from the adjusted salary.
-  The special adjustment applies to tenure and tenure track faculty (including Specials).
-  In the example shown, the special adjustments are \$3,100 at the new floor, and \$150 at the new junior abatement point. The half-life salary is ~\$53,000.

iii) There are a few Members near the new junior abatement, for whom the special adjustment is disadvantageous. If the special adjustment pushes a Member, who qualifies for a junior increment over the junior abatement point, that Member is disadvantaged by the difference between the junior abatement and the special adjustment at the junior abatement salary. The University will ensure that these Members are not disadvantaged.



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Section 41: Compensation and Benefits

(Also see **Benefits Eligibility**)

41.1 Compensation: Salary Adjustment

41.1.1 1999-2000

The following adjustments shall be made effective May 1, 1999:

- (a) career development and merit adjustments of two thousand dollars (\$2000) (or 5 percent of the Assistant Professor floor) pursuant to the 1986 salary policy with an extra two hundred and fifty (250) points added; no merit scores of eight (8) or nine (9) will be awarded;
- (b) scale adjustment of 1.45 percent (to be followed by another adjustment of .7 percent effective November 1, 1999);
- (c) anomaly adjustments totalling two hundred thousand dollars (\$200,000) pursuant to the Anomalies Fund section of the Compensation Article;
- (d) the Assistant Professor Floor shall be forty thousand dollars (\$40,000).

41.1.2 2000-2001

The following adjustments shall be made effective May 1, 2000:

- (a) scale adjustments as negotiated (commencing December 1, 1999) or determined by arbitration pursuant to Article 43;
- (b) career development and merit adjustment of two thousand dollars (\$2,000) (or 5 percent of the Assistant Professor Floor) pursuant to the Merit Scheme set out in Appendix R;
- (c) anomaly adjustments totalling two hundred thousand dollars (\$200,000).

41.1.3 2001-2002

The following adjustments shall be made effective May 1, 2001:

- (a) scale adjustments as negotiated (commencing December 1, 2000) or determined by arbitration pursuant to Article 43;
- (b) anomaly adjustments totalling two hundred thousand dollars (\$200,000);
- (c) career development and merit adjustments of two thousand dollars (\$2,000) (or 5 percent of the new Floor for Assistant Professors) pursuant to the Merit Scheme set out in Appendix R.

The policy will be adjusted in the following way: the points at which the senior abatements apply will

be adjusted to 2.2, 2.4 and 2.6 times the Assistant Professor Floor.

41.1.4 a) For the year 2000-2001 and 2001-2002, the senior abatements shall, subject to negotiation, apply at 2.2, 2.4 and 2.6 times the Assistant Professor Floor.

(b) Negotiations for salary and benefits for each of those years shall commence on December 1 of the preceding year. If no agreement is reached, either Party may serve notice by March 31 seeking arbitration of a scale increase pursuant to Article 43.

41.2 **Compensation: Anomalies Fund**

41.2.1 An Anomalies Fund of two hundred thousand dollars (\$200,000) shall be created in order to adjust the salaries of individual Members that are found to be anomalous.

41.2.2 One hundred and ten thousand dollars (\$110,000) shall be distributed by the Anomalies Side Table of the JCAA which may authorize the distribution of all or part of the one hundred and ten thousand dollars (\$110,000).

41.2.3 Ninety thousand dollars (\$90,000) of the Anomalies Fund will be distributed to individual Members by the Principal on the recommendation of the Deans, University Librarian or University Archivist.

41.2.4 In distributing the Anomalies Fund, the Deans, University Librarian or University Archivist and the JCAA Side Table shall base their recommendations on the following grounds in the following order of priority:

- (a) the need to establish and maintain pay equity between women and men;
- (b) the need to maintain an equitable application of the career development and merit policy amongst Members in the same discipline;
- (c) the need to address external market demand from other universities.

In urgent circumstances, anomaly decisions by the Principal may be required at times other than the annual review, in which case the order of priority above may not be followed. Such awards shall be deducted from the fund described in Article 41.2.2.

41.2.5 No adjustment based on the need to address external market demand shall be made to any Member who does not receive at least an average merit assessment. An anomalies adjustment based on the factors mentioned in Articles 41.2.4(a) and 41.2.4(b) may be made to any Member.

41.2.6 The Parties shall each nominate two (2) individuals to comprise the Anomalies Side Table of the JCAA to review salaries on the ground that they are anomalous.

41.2.7 Applications for a salary review shall be made in writing by a Member to the Dean no later than September 15 indicating the basis for the claim to an anomaly adjustment. Unit Heads may apply on behalf of a Member to the Dean no later than September 15 for a salary review indicating in writing the basis for the claim to an anomaly adjustment. All applications shall be forwarded by the Dean to the Vice-Principal (Academic) and the JCAA Anomalies Side Table. The JCAA Anomalies Side Table shall obtain from Unit Heads any information needed to deal with a Member's application. The distribution by the JCAA Anomalies Side Table shall be made

by November 15. The distribution under Article 41.2.3 shall be completed by December 15 and a report shall be made to the JCAA Anomalies Side Table listing recipients of awards, the amount of the award, and the basis for the award no later than January 15.

41.3 **Compensation: Librarians/Archivists**

41.3.1 **Scale**

All scale increases provided in Article 41.1 shall be applicable to Librarians and Archivists.

41.3.1.1 **Salary Floors**

The salary floor for Librarians/Archivists will be adjusted effective May 1, 1999 to reflect the scale increases awarded in 1997/98 and 1998/99. The salary floor for Librarian/Archivists will be:

General Librarian/Archivist	\$33,175
Assistant Librarian/Archivist	1.125 times the Floor for General Librarian/Archivist
Associate Librarian/Archivist	1.3125 times the Floor for General Librarian/Archivist
Librarian/Archivist	1.5625 times the Floor for General Librarian/Archivist

41.3.1.2 The floors shall be adjusted to incorporate scale increases as they occur.

41.3.2.1 **Career Development and Merit**

Career Development for Librarians and Archivists shall be 2.6 percent of the General Librarian/Archivist Floor and shall be adjusted each year to incorporate the scale increases.

1999-2000 \$862 (career development component)

For 2000-2001 and 2001-2002, the basic career development shall be adjusted in accordance with Article 41.3.2.1.

41.3.2.2 The Merit Fund for Librarians and Archivists shall have a value calculated as follows when applied to the nominal full-time salary of the Member.

- (a) two (2) points shall be the nominal mean academic merit score and equal in value to six hundred dollars (\$600);
- (b) one (1) point is equal to 50 percent of the nominal mean academic merit score three hundred dollars (\$300).

41.3.2.3 Academic merit scores which can be given shall be: 0, 1, 2, 3, or 4 points.

41.3.2.4 The Vice-Principal (Academic) will add additional merit points to the Fund, as needed, to ensure that meritorious Members can be appropriately recognized, without producing inappropriate pressures to give low

scores to others. For 1999-2000 three (3) extra points will be made available. For 2000-2001 and 2001-2002, the number of academic merit points added to the Fund for this purpose will not be less than four (4) and not more than eight (8).

41.3.2.5 The academic merit points are awarded by the University Librarian and University Archivist for their respective units. The decision of the University Librarian will be taken after consultation with the Library Department head who will have made a preliminary assessment and recommended a score. The number of academic merit points awarded to any individual must conform to Article 41.3.2.3.

41.3.2.6 Any Member receiving a merit score of zero (0) or one (1) shall receive written reasons from the University Librarian or University Archivist, setting out the basis upon which the performance has been judged to be deficient for the year in question. In the event that a merit score of zero (0) or one (1) is grieved, and the grievance is arbitrated, the onus shall be upon the University to show that its assessment is justified.

41.3.2.7 The names of Members who receive a merit score of three (3) or four (4) shall be publicly announced, with a summary of their accomplishments.

41.3.2.8 Merit distribution data, for the Library and Archives units combined, shall be provided to the Association on a timely basis.

41.3.3 **Junior Increments and Senior Abatements**

41.3.3.1 A junior increment, having the value of 0.5 percent of the General Librarian/Archivist Floor, shall be added to the Member's salary each year for the first six (6) years of employment or up to a salary of 1.3 times the General Librarian/Archivist Floor.

41.3.3.2 Senior abatements shall be applied as follows:

- (a) at 2 times the General Librarian/Archivist Floor, abatement of 1.6 percent of the General Librarian/Archivist Floor;
- (b) at 2.2 times the General Librarian/Archivist Floor, abatement of 2.6 percent of the General Librarian/Archivist Floor.

41.3.4 **Anomalies Fund**

41.3.4.1 An Anomalies Fund of five thousand dollars (\$5,000) shall be established each year in order to adjust the salaries of individual Librarian and Archivist Members whose salaries are found to be anomalous.

41.3.4.2 The full amount of the Fund shall be distributed by a Side Table of the JCAA.

41.3.4.3 Applications for a salary review shall adhere to the timelines in Article 41.2.7, mutatis mutandis.

41.3.4.4 The Side Table shall consider all requests and also shall review existing salaries of all Librarian and Archivist Members to identify any anomalies.

41.3.5 **Administrative Stipends**

41.3.5.1 Library Department head term positions as defined in Article 35.8.1 shall carry stipends as follows:

Group A: minimum of four thousand five hundred dollars (\$4,500) per annum

Group B: minimum value of two thousand five hundred dollars (\$2,500) per annum

These minimum values are also the normal values.

41.3.5.2 Stipends may exceed the normal values in unusual circumstances, in which case the Association shall be provided with written reasons. Appropriate grounds for providing greater than normal stipends may include, but are not limited to:

- (a) unusually high level of responsibility;
- (b) market forces; and/or
- (c) the rapid career advancement of a person.

41.3.5.3 No stipend shall be increased by more than two thousand five hundred dollars (\$2,500).

41.3.5.4 If an incumbent in a Term position leaves that position to take another in the Library system, the stipend for the position will be lost, but the stipend associated with the new position, if any, shall be accorded. Base salary will not be affected.

41.4 **Compensation: Adjuncts**

41.4.1 Each Term, Initial and Renewable Adjunct shall receive annually a 1.5 percent increase in career development.

41.4.2 Upon appointment as a Renewable Adjunct, a Member shall receive a 1.0 percent increase.

41.4.3 The Anomalies Side-table shall review Initial Adjunct salaries to identify and correct anomalies, and to set **Salary Guidelines for Initial and future Term Adjuncts** reflecting:

- (a) a suitable minimum salary per course based on the Assistant Professor Salary Floor and a portion of a FTE represented by the course;
- (b) the range of actual and assigned duties indicated in the letter of appointment;
- (c) workload for Adjuncts as a portion of a FTE;
- (d) the work of the Side Table established under Article 41.4.4 reviewing continuing Adjunct salaries.

41.4.4 A Side Table made up of two (2) nominees from each of the Parties shall be established to review **Continuing Adjunct salaries**.

41.4.4.1 The Side Table will negotiate on an individual basis for each continuing Adjunct listed in **Appendix**

M:

- i. the percentage FTE represented by their guaranteed minimum annual workload established in accordance with the transitional arrangement in 34.2.10.5; and
- ii. a minimum FTE salary for the position based on that percentage.

41.4.4.2 In doing so the Side Table will take into consideration all relevant factors including academic rank, years of relevant experience since highest degree, discipline, area of specialization, and currently existing mechanisms for establishing professional equivalency. For the purposes of this process it will consider the FTE of a full faculty teaching load as the percentage allocated to teaching in the Departmental/Unit workload agreement plus not less than 5 percent and not more than 15 percent in recognition of the service and research necessarily involved in the teaching. Other services and duties specified in a Member's letter of appointment shall be considered as additional to this percentage in calculating the Member's complete FTE.

41.4.4.3 Continuing Adjunct Members shall receive either:

- (a) their salary as of July 1998 adjusted by the appropriate career development and scale increases; or
- (b) the minimum salary resulting from the Side Table review, whichever is greater.

41.4.4.4 If the process of establishing these minima is not complete prior to May 1, 1999, any increases in salary resulting shall be corrected retroactive to that date.

41.4.4.5 The Side Table shall also negotiate and implement a merit/career development structure for Continuing-track and Continuing Adjuncts parallel to that of regular faculty Members which, if the process is not complete by May 1, 1999, shall also be retroactive to that date and applicable to years 1999-2000, 2000-2001 and 2001-2002.

41.5 **Benefits**

41.5.1 The existing plans set out below shall be continued during the term of this Agreement. The plans will not be amended or changed without the agreement of the Association:

- (a) revised Pension Plan;
- (b) long Term Disability Income Plan; **See Addendum Years of Experience - Long Term Disability (LTD)**
- (c) group Life Insurance with a maximum of \$200,000 coverage;
- (d) Queen's Supplementary Medical Plan;
- (e) Queen's Dental Plan to be enhanced to "major dental" commencing July 1, 2000.

For the years 2000-2001 and 2001-2002, all salary and benefit issues are subject to negotiation in accordance with the Minutes of Settlement agreed to by the Parties on March 31, 1999.

41.5.2 Members are entitled to statutory holidays and annual vacations according to existing practice.



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APPENDIX "E"

Salary Anomaly Fund

Introduction

Article 41.2.4 of the Collective Agreement lists three criteria for anomaly awards:

- a) the need to establish and maintain pay equity between women and men;
- b) the need to maintain an equitable application of the career development and merit policy amongst Members in the same discipline;
- c) the need to address external market demand from other universities.

Article 41.2.1 provides for an Anomalies Fund of \$200,000 to adjust the salaries of individual Members that are found to be anomalous. This fund is distributed in two parts, \$110,000 by an Anomalies Side-Table of the JCAA and \$90,000 by the Principal.

We believe that the three criteria for identification of anomalous salaries are still valid, but the funds available to address the current level of anomalies are inadequate.

The existing funds are appropriate to deal with the majority of "equity" and "career development" anomalies, but an increasingly competitive academic market for faculty recruitment is driving up hiring salaries and thereby creating significant anomalies among current faculty members. In addition, it is making it difficult to retain faculty who are receiving offers from other universities. This is affecting not just a few areas, but all disciplines. Competition is expected to increase even further in the near term.

Adjustments

The Salary Anomaly Funds will be increased from \$200,000 to \$400,000. The funds will be distributed in two components, as follows:

Side-Table Anomaly Pool: Up to \$110,000 will be available to address general "equity" and "career-progression" anomalies (criteria a and b). These funds will comprise the existing Side-Table Anomaly Pool, and will be allocated in accord with the current practice.

Principal's Anomaly Pool: The Principal's Anomaly Pool will be increased to a maximum of \$290,000. These funds will be available to address equity and career-progression salary anomalies identified by self-application or by recommendation by Head/Dean, and retention- and market-related cases (e.g., to counter external academic offers and to address salary-inversion and other discipline-specific anomalies) (criteria a, b and c). Awards will be made by the Vice-Principal (Academic) subject to approval by the Principal.

Retention-related awards will be reviewed in light of the following factors:

- a) Academic record of the individual. In accord with Article **41.2.5**, no retention-related award will be made to any Member who does not receive at least an average merit assessment.
- b) Difficulty of replacing the Member's contributions to research and academic program delivery.
- c) Strategic importance of the Member and the Member's area of expertise to the Department or Faculty.
- d) Competing demands for retention adjustments.
- e) Availability of funds.

Of the \$290,000 in the Principal's Pool, \$200,000 may be distributed at any time after May 1, 2001.

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