

# ACADEMIC SALARY POLICY IMPLEMENTATION GUIDELINES

FOR JUNE 2023 4 A

eligible academic staff. The elements of

a. **Across-the-board salary increase**  
Effective 1 June 2023, there will be an across-the-board salary increase for all eligible academic staff (excluding stipends and honoraria). The implementation guidelines are set out below.

b. **Performance-based merit increase**  
Effective 1 June 2023, there will be a performance-based merit increase for eligible academic staff (excluding stipends and honoraria) in accordance with the Implementation Guidelines.

Further details are set out below.

c. **Anomaly or retention adjustment**  
A retention or anomaly adjustment may be requested for eligible academic staff for whom a special request for retention or anomaly adjustment (Academic) is approved.

All requests for a retention or anomaly adjustment will be assessed with regard to internal equity.

d. **Department**  
Throughout this document a

- academic departments within Faculties;
- Institutes and Schools that are distinct academic units within Faculties;
- A Faculty, where the Faculty does not have academic departments; or
- in Faculties that do not have academic departments, areas of specialization clearly defined by the Faculty for the purpose of hiring and compensation (e.g., <https://www.mcgill.ca/desautels/research/specializations>).

e. **Eligibility**

To be eligible for the across-the-board increase, performance-based merit increase, and retention or anomaly base salary adjustment, the staff member must be employed in an **eligible academic classification**, and must satisfy all of the **eligibility criteria**

1.2 Promotional Increase Envelope

- iii. be supported by funds which have not expired on 1 June 2023;
- iv. must not have terminated or retired as of 1 June 2023; and
- v. must not otherwise be excluded or deemed ineligible as set out below.

### 3.0 ACROSS

**Workday Application**

Each Faculty will access their eligibility list and enter merit categories directly through Workday. The Workday application provides Faculties with a



