- 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**

Confirmation of individual salary increases will be available to staff directly through Workday. The electronic confirmation will reflect the across-the-board and merit adjustment, as well as any anomaly or retention adjustment if applicable.

g. Activity Reports

All academic staff are required to submit an annual activity report d3rtd3rtfleii3-11.6 (b)-3.3 (e)-2.17(i)-8

Category 5	$0	
Category 6	$0	*Not applicable* For staff members who do not undergo performance review: Assistant Professor (Special Category); new hires on or after 1 September 2023; or otherwise eligible staff on leave of absence without pay or on medical leave during the entire reference period. Do not use Category 6 for stipend or non-applicable sources of funds.

6.0 GENERAL

Implementation restrictions due to absences from work

While a staff member may be eligible for salary adjustments under the Academic Salary Policy, the application of the base annual academic salary increase or adjustment can only occur if the staff member is actively at work on 1 June 2024 or if the staff member is absent from work on 1 June 2024 because of maternity leave, parental leave, extended parental leave, or salary continuation by McGill while on short-term disability.

Confirmation

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