



Anomaly and Retention Allocations for Academic Staff Process and Criteria for Decision Making

The following applies to all academic staff eligible for McGill's Academic Salary Policy (ASP).

Overview

Each year McGill earmarks funds within the budget assigned to the university's ASP to permit increasing staff membersbase salaries to correct an anomaly or retain a professor

Throughout, all decisionmakers are to be guided by the criteria set out below. Where an individual academic staff member has made a request that is declined or accepted, reasons should be provided for the decision. Both the request and the decision should be recorded in writing. These conversations must take care to protect the confidential personal information of other staff members (related, for example, to salaries or past academic performance).

The University will review these guidelines annually and will make adjustments where appropriate based on feedback from Deans, Chairs, Directors, and members of academic staff.

Criteria for Decision Making

Anomaly:

- x Merit history and recent/current academic performance (in all areas)
- x Time since PhD
- x Time in rank