

Office of the Provost and Vice-Principal (Academic)

Bureau du vice-principal (Académique)

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cc:

Principal

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Associate Provost (Policies, Procedures and Equity)

From:


Professor Christopher Moffat

Date:

19 February 2016

Subject:

Academic Salary Policy FY2016-2017



I am pleased to announce the FY2016-2017 academic salary policy and compensation for eligible academic staff.

The components of the academic salary policy and related compensation apply to eligible academic

- tenure-track and tenured academic staff

This salary policy does not apply to academic staff governed by collective agreements.

2.0 SALARY POLICY

2.1 Performance-based Academic Salary Policy (FY2016-2017)

a) Across-the-board salary adjustment (ATB)

Academic salary (excluding stipends and awards) for all eligible academic staff will be

b) Performance-based discretionary merit adjustment (PMD)

Effective 1 June 2016, there will be a performance-based discretionary merit increase (flat sum) for eligible academic staff as set out below.

Effective 1 June 2016, a merit-based discretionary increase will be added to the base

To be eligible for the salary adjustments, a staff member must be employed in an eligible academic classification and must satisfy the following criteria:

16%

or a

e) Confirmation

The salary increases will be effective 1 June 2016, and will be reflected on the pay of 10 June 2016.

Confirmation of individual salary increases will be available to staff directly through Minerva. The electronic confirmation system will be available from 1 June 2016.

2.2 PROMOTIONAL INCREASE

A promotional increase is available to staff members in the academic classification and professional categories of Lecturer, Senior Lecturer, and Professor.

2.3 Progression

A Professional Development Award is available to staff members in the following categories:

Eligible staff members may apply for a Professional Development Award in addition to their current salary. The award is available to staff members in the following categories: Lecturer, Senior Lecturer, and Professor. The award is available to staff members in addition to their current salary.

From 2017, criteria for progression will be based on the program, including application forms and contact information, must be obtained at <http://www.mcgill.ca/academic-services/419>.

Questions regarding the Academic Awards program can be directed to:

Dr. J. Howard Peterson

• academic@mcgill.ca

Academic Awards (Diversity, Equity, and Inclusion)

Concerning general issues

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