

Recommendations

- Recommendation: Apply the standardized method to determine lecturer comparative salaries.
- Recommendation: Annual contracts for 2017 – ‘18 will include specifically: 1) amount of merit pay (if applicable); 2) amount of equity pay (if applicable); 3) amount increased for new parking fee (\$45); 4) amount for promotion (if applicable); 5) CUPA salary CIP code (with web link to CUPA for information); 6) and any salary adjustment amounts if applicable (e.g. retention).
- Recommend the following steps for the process:
 - Deans will apply merit pool first (*note – timeline on this TBA*)
 - After merit funds are applied, funds will be added to get individual to 90% of the median (provided meritorious performance as assessed by Dean)