APPENDIX II: CRITERIA AND PROCEDURES FOR ANOMALY ADJUSTMENTS

2.01
An Anomaly Fund shall be established for adjustments to correct individual salaries which are anomalously low with respect to salaries paid to members with comparable qualifications and experience (Internal Anomalies), or to adjust individual salaries which are anomalously low with respect to salaries paid to individuals of comparable qualifications, experience and academic disciplines elsewhere (External Anomalies). The amount allocated for such adjustments shall be $1,000 or a multiple of $1,000 to be added to the member's Regular Salary effective September 1, 2017 for anomalies related to 2016/17 and September 1, 2018 for anomalies related to 2017/18 and September 1, 2019 for anomalies related to 2018/19 and September 1, 2020 for anomalies related to 2019/20. Discrepancies between salaries that are the result of the normal functioning of salary policy, e.g. withheld increments, award or non-award of merit increments, leaves without pay, promotions, and the like, shall not be considered anomalous.

2.01.01
A Faculty Anomalies Committee to make recommendations to the President on the distribution of the Anomalies Fund shall be formed by January 31 of each year. The Committee shall consist of four individuals: two appointed by the Board and two appointed by the Association. Individuals appointed by the Association shall not be eligible for an anomaly adjustment while they are members of the Faculty Anomalies Committee. The Committee shall follow the procedures provided in 2.09.

2.02
A Librarians Anomalies Committee to make recommendations to the President on the distribution of the Anomalies Fund shall be formed by January 31 of each year. The Committee shall consist of four individuals: two appointed by the Board and two appointed by the Association. Individuals appointed by the Association shall not be eligible for an anomaly adjustment while they are members of the Librarians Anomalies Committee.

2.03
All full time probationary and tenured faculty members and all full-time librarians shall be considered for an anomaly award.

2.04
The Board shall provide the Committee with relevant comparative salary data and such documentation as the Committee may require for their deliberations and include individual names and their associated salaries.

2.05
The committee shall report its recommendations to the President by May 30. The President shall advise in writing the members who will be receiving an anomaly adjustment about the value of the adjustment and the Association in writing by June 30 of the names of those receiving an adjustment and the value of the adjustment.

2.06
The full amount pursuant to Article 35 shall be allocated to Anomaly Adjustments.

2.07
In order to provide for consistency and objectivity, the following statistical procedure is to be used to determine the size of salary anomalies.

2.08
On or before February 1st of each year, the Board will supply the Committee with salary data for probationary and tenured faculty members in an excel spreadsheet format that includes the following faculty member information: individual salary and name as of January 1st; gender; whether one holds a Canada Research Chair; years of service; years since terminal degree; rank; tenure status; highest degree obtained; primary or main department of appointments; value of merit awards received.

2.09
The Committee will use the data to run a linear regression with the member salary as of January 1st as the dependent variable and the characteristics of those members as the independent quantitative and qualitative salary determinant variables. The independent variables may include: whether one holds a Canada Research Chair (with not holding a Canada Research Chair as the omitted comparison category), years of service (to a maximum of 20 years), years since degree, rank (with Assistant Professor as the omitted comparison category), tenured (with not-tenured as the omitted comparison category), degree (with a Masters-level degree as the omitted comparison category), primary or main department of appointment (with Nursing as the omitted comparison group), value of merit awards received, gender (with males as omitted comparison group). Using the regression coefficients from the estimated model, the committee will then calculate the fitted or estimated salary. The fitted or estimated salary will then be compared to the actual individual salary as of January 1st. The fitted salary will be SUBTRACTED from the actual salary to determine the value of the anomaly. If the estimated OR FITTED salary is greater than the actual salary, then a negative salary anomaly is present. The value of anomalies will then be ranked in ascending order. Members with a salary less than $2000 below the relevant ceiling will be omitted. The remaining members with the greatest negative salary anomalies emerging from this exercise will be those identified for rectification by the Committee.

2.10
On or before February 1st of each year, the Board will supply the Committee with salary data for Librarian members in an excel spreadsheet format that includes the following faculty member information: individual salary and name as of January1st; years of service; years since terminal degree, highest degree obtained, value of merit awards received and rank.

2.11
The Committee will use the data to run a linear regression with the Librarian member salary as of January 1 as the dependent variable and the characteristics of those members as the independent quantitative and qualitative salary determinant variables. The independent variables may be: years of service (to a maximum of 20 years), years since degree, and degree (with a Masters-level degree as the omitted comparison category) value of merit awards and rank. Using the regression coefficients from the estimated model, the committee will then calculate the fitted or estimated salary. The fitted or estimated salary will then be compared to the actual individual salary as of January 1. The fitted salary will be SUBTRACTED from the actual salary to determine the value of the anomaly. If the estimated OR FITTED salary is greater than the actual salary, then a negative salary anomaly is present. The value of anomalies will then be ranked in ascending order. Members with a salary less than $2000 below the relevant ceiling will be omitted. The remaining members with the greatest negative salary anomalies emerging from this exercise will be those identified for rectification by the Committee.