

Call for Applications to the Anomalies Fund for Base Salary Adjustments 2019/20

IMPORTANT NOTES: The relevant salary for this 2019/2020 call is your salary as of **July 1, 2019** Also, quoting from Article 31A.03 of the current Collective Agreement: *No Member may receive more than one (1) such adjustment during the life of this Collective Agreement.*

In accordance with Article 31A (The Anomalies Fund) of the Collective Agreement between the Board of Governors of Dalhousie and the Dalhousie Faculty Association, applications will be received from DFA Members for base salary adjustments in order to correct anomalies in base salary rates.

The deadline for applications is **March 15, 2020**. Applications are *to be received on or before the deadline*, sent to the attention of the chair of the Anomalies Fund Committee (AFC): Dr. Mark Stradiotto, Department of Chemistry (Faculty of Science). Applications can be submitted either in hard copy or preferably by email (mark.stradiotto@dal.ca). Electronic submissions of applications for consideration by the AFC originating from Member's dal.ca addresses are deemed signed by the applicant. In addition to sending an application to Dr. Stradiotto, you are asked to send a copy to the head of your unit (Dean, University Librarian, or Vice-President). Questions regarding the application process may be directed to Dr. Stradiotto (mark.stradiotto@dal.ca). In all cases the Member should confirm receipt of the application by Dr. Stradiotto.

Reports of the previous rounds of applications to the Anomalies Fund can be found at (see "2018-19 Report"): <https://www.dal.ca/dept/senior-administration/provost-vp-academic/reports/anomalies-committee.html>

The list of 2019/2020 Faculty Salaries by Rank & Y-Value is posted at (see "2019-2020 Report"): <https://www.dal.ca/dept/senior-administration/provost-vp-academic/reports/faculty-recruitment-salaries.html>

A sample application, which can be used as a template, is given below. In preparing an application, please note the following:

1) Article 31A.06 states: *Salary adjustments shall be assigned to Members whose salaries are judged to be anomalously low, when compared with the salaries of other Members accounting for experience and rank within their Faculty.* Merit is not a criterion used by the AFC in deciding whether a salary is anomalous. In most cases such comparisons of salaries by the AFC will begin with an analysis of the applicants' salaries against those of other Members with similar Y-values and rank in the same Faculty, but such an analysis will not automatically lead to the awarding of a salary adjustment. In evaluating an application for a salary adjustment by a Member, the AFC will avoid creating further anomalies. For example, if a small number of Members within a given comparator group (e.g., on the basis of normalized Y-value) have anomalously *high* salaries relative to the majority of that comparator group, the AFC will exclude the small number of high salaries in the comparison process.

2) An award from the AFC **will not exceed that requested by a Member**, to a maximum of \$5,000. An award cannot take a Member's salary above the salary maximum for the Member's rank. As per the Collective Agreement, the decision of the AFC is final. **Applicants will be notified of the Committee's decision by 30 April 2020. Awards for 2019-20 will take effect 1 July 2020.**

3) There may be many reasons why a Member's salary is anomalous, but it will be very helpful to members of the Committee adjudicating the Anomalies Fund if the first page of each application follows the template noted below. A Member may then give further reasons deemed pertinent to his/her case, noting that merit is not a determining factor in this analysis. As the example in the template shows, it will be helpful to include the salaries of Members with comparable Y-values at a lower rank, particularly if: a) there are not many members at the same rank with comparable Y-values as the applicant; or b) there are members at a lower rank with comparable or higher salaries.

The application example includes a table, but any other form of data representation is acceptable. Please note that the Career Development Increment (CDI) value used in the example (\$2,703) is the actual 2019/2020 value for Lecturer/Assistant/Associate/Full Professor Members and Counsellors; otherwise the current CDI/step is \$2,560 for Instructors, \$2,167 for Librarians 1 and \$2,509 for Librarians 2-4. As shown in the example, pro-rating of salaries from other Y-values to your Y-value is done by adding or subtracting multiples of the CDI or step as appropriate.

Example Application to the Joint Board of Governors - Dalhousie Faculty Association Committee

To: Anomalies Fund Committee, c/o Dr. Mark Stradiotto
 From: Dr. Jane/John Smith, Associate Professor, Department of ABC, Faculty of XYZ

I request an adjustment to my salary under the terms of Article 31A. I have a Y-value of 12 and a salary of \$99,200 (indicated by *). The salaries of the Associate Professors in this Faculty with Y-values close to 12 are (Members denoted A, B, etc.):

Associate Professors				
Member (x)	Y-Value	Salary	Salary Pro-Rated to Y = 12	Difference (x-E)
A	9	\$108,000	\$116,109	\$16,909
B	10	\$98,000	\$103,406	\$4,206
C	11	\$103,000	\$105,703	\$6,503
D	12	\$99,000	\$99,000	-\$200
E (applicant)	12*	\$99,200*	\$99,200*	0
F	12	\$107,000	\$107,000	\$7,800
G	14	\$110,000	\$104,594	\$5,394

This year's Career Development Increment (CDI) is \$2,703; all but one of the salaries listed above, when pro-rated to Y = 12, are greater than mine. As shown below, at the Assistant Professor level there are salaries which, when pro-rated to Y = 12, are greater than mine.

(...example continued on the following page)

Assistant Professors

Member (x)	Y-Value	Salary	Salary Pro-Rated to Y = 12	Difference (x-E)
H	9	\$99,000	\$107,109	\$7,909
I	10	\$99,000	\$104,406	\$5,206
J	11	\$98,000	\$100,703	\$1,503
K	12	\$103,000	\$103,000	\$3,800
L	12	\$104,000	\$104,000	\$4,800
M	13	\$103,000	\$100,297	\$1,097

I believe that my salary is anomalous and request an increase of \$5,000 (the maximum adjustment permitted, as noted in Article 31A.03).

It is important to recognize that the AFC conducts each of their analyses in the manner outlined above, considering all of the comparator Member salary data from within the Member applicant's Faculty. In this regard, Member applicants are encouraged to make their own salary comparison arguments in this manner, rather than selecting (or excluding) particular salary comparisons.

As outlined above, the AFC seeks not to create additional anomalies. In this vein, the AFC would exclude an anomalously high salary such as that of Member A in the example above. This becomes important, for example, in the situation whereby the salary of the Member applicant is found not to be anomalous in the majority of individual comparisons to Members of their analysis cohort, despite the existence of a small number of anomalously high comparator Member's salaries.