

## **SALARY REVIEW DECISIONS - EXAMPLES OF RATIONALE IN SUPPORT OF AWARD AND/OR RECOMMENDATION FOR AWARD.**

- **Professor A** – awarded 2 full special increases for achievements in research and scholarly work as well as teaching. Over the review period, Professor A substantially revised 3 book chapters (one co-authored and one solely authored). In addition, Professor A wrote three substantial articles that were published in peer-reviewed journals and co-authored (with X,Y, and Z) a shorter paper published in a well-respected related journal that reported the results of an externally funded research project. Professor A also gave eight conference presentations and co-authored a technical report. Professor A served as a supervisor to a graduate student and as a committee member to two other graduate students in the College/Department. Professor A also won the following two awards: Award #1 and Award #2.
- **Professor B** – awarded 1 full special increase for achievements in research and scholarly work. Over the review period, Professor B substantially revised two chapters in the second edition of Book A, and served as co-editor of Book B. In addition, Professor B authored an article in the peer-reviewed Journal A.
- **Professor C** – awarded 2 full special increases for achievements in research and scholarly work as well as teaching. Over the review period Professor C authored a substantial article in the peer-reviewed Journal A, and another article in the peer-reviewed Journal B. Professor C was a recipient of the Fellowship A, which supports his/her research on XYZ, and is the principal investigator pertaining to a Fund A supporting project A. Professor C developed a proposal, curriculum, and orientation week program for the Program A, recently approved by Council. In addition, Professor C was awarded Award A, developed a seminar in X, which includes XYZ. During this period, Professor C was working on a reduced appointment.
- **Professor D** – awarded 2 full special increases for achievements in research and scholarly work and administrative work. Over the review period, Professor D authored a book pertaining to Theme A, which will be published by Publisher A. Contributed to a chapter in book A. With respect to the administrative duties, chaired Conference A and was active member of the university committee X and Y.
- **Professor E** - awarded 1 full special increase. The Salary Review Committee was impressed with Professor E substantial contributions in teaching, and in research and scholarly work. He was ranked x of the total XX faculty ranked. The Salary Review Committee recommended Professor E to PRC for an additional award based on teaching (major commitment to graduate student supervision and coordination of the department's seminar course), and his research and scholarly work (x refereed publications, x book chapters, x new grants, renewal of Tier 1 Canada Research Chair, fellowship from the International Association of XYZ).

- **Professor F** - awarded 1 full special increase. The Salary Review Committee felt that Professor F excellence in teaching (High SEEQ scores for COURSE123, Dean's Award for Excellence in Teaching, updating of COURSE345) warranted an award. Professor F was ranked x of the total x faculty ranked.
- **Professor G** was awarded 1 full special increase. The Salary Review Committee was impressed with Professor G contributions in teaching (good SEEQ scores and peer evaluations, NBC teaching award, nomination for XYZ Outstanding Teacher), and research and scholarly work (2 book chapters, 5 refereed publications, 3 new research grants). Professor G was ranked x of the total x faculty ranked.
- **Professor H** was awarded a half special increase. The Salary Review Committee was impressed with Professor H contributions in teaching (undergraduate student advising, substantial course revision, graduate student supervision) and research and scholarly work (8 refereed publications, several new grants). Professor H was ranked x of the total x faculty ranked.
- **Professor I** was awarded 1 full special increase and was ranked x of the total x faculty ranked. The Committee recommended Professor I to PRC for an additional award based on research and scholarly work (10 refereed publications, 1 book chapter, 1 invited presentation, graduate student supervision, 2 new grants) and administration (service as graduate chair in the department and in the graduate program review, director of the XYZ program, engagement in the XYZ program and School X).