

## **The 2008-09 Performance-Based Anomaly Fund (PBAF) Process**

The total value of the PBAF in 2008-09 was \$200,000. Eighty applications from Members and 55 additional nominations from Deans were received. The applications and nominations were reviewed by the Salary Anomaly Committee (SAC), which, in accordance with the Collective Agreement, consisted of two individuals appointed by UWOFA (Professors Ann Bigelow and Jim Davies), two individuals appointed by the Employer (Professor David Wardlaw, Dean, Faculty of Science, and Professor Alan Weedon, Vice-Provost Academic Planning, Policy and Faculty) and a chair jointly appointed by UWOFA and the Employer (Professor Terry Sicular). Of the 135 applications and nominations, the SAC found 2 to be ineligible, recommended 67 for a salary anomaly adjustment, and did not recommend an adjustment for 66. The amounts of the recommended adjustments ranged from \$800 to \$7,500 (the latter being the maximum amount allowed under the provisions of the Collective Agreement).

In order to arrive at its recommendations the SAC Committee met seven times and used the following process: For each applicant, each SAC member reviewed the application along with all accompanying material and the Dean's commentary. For each nominee, each SAC member reviewed the Dean's commentary and recommendation. The following information for each applicant/nominee was also available to each SAC member: Performance Assessment Indicator (PAI) values for the past four years, relative PAI (i.e., the applicant's/nominee's most recent PAI divided by the average PAI in the home academic unit), and information pertinent to experience and stage in career (e.g., years since first degree, years since highest degree, rank, years in rank, and years at UWO). Also available to the SAC members for each applicant/nominee were the value of actual 2007-08 base salary, the amounts of any stipends, and the salary projected by a stepwise regression analysis correlating the salaries of all Probationary and Tenured Bargaining Unit members with the following significant variables: years in a full-time position at Western, years since first degree, rank, years at this rank at Western, home academic unit, relative PAI, relative PAI times years since highest degree, and the square of relative PAI times years since highest degree. Including the last two variables allowed the analysis to capture the cumulative and compounded effects on salary over time of career progress salary increments. To avoid conflict of interest and to remove apprehension of bias, SAC members did not receive the data for, and were not involved in discussions or decisions regarding, applicants and nominees in their home academic units.

The regression analysis used by the SAC to project salaries was a fresh analysis that used base salary data for 2008-09. The projections from this analysis differed somewhat from those used by Deans, who received salary projections calculated by the Office of Institutional Planning and Budgeting (IPB), and they differed somewhat more with respect to the UWOFA Calculator, used by some applicants to obtain a salary projection.

Differences between the salary projections from the SAC's regression analysis and those given by the IPB calculation or UWOFA calculator reflect differences in methodology and data. The IPB calculation used 2008-09 data for base salaries and a regression equation developed by last year's Career Trajectory Committee using 2007-08 data. The UWOFA calculator used a regression equation estimated using 2007-08 data for base salaries and permanent stipends, to which 2008-09 scale increases, PLCP and Career Trajectory (CT) awards were added so as to

generate projections for 2008-09 salaries. The UWOFA calculator relied on individual faculty to enter Scale, PLCP, Career Trajectory awards, and other data accurately. These factors, as well as the fact that the sum total amount of all salary anomaly adjustments was limited to a maximum of \$200,000, may help to explain why the SAC's recommendations may in some cases have differed from the requested rewards by more than expected.

Through discussion and consensus of all members of the committee, the SAC arrived at a recommendation for each applicant/nominee. The SAC then reviewed and finalized all of the recommended amounts to ensure that the aggregate total was consistent with the available \$200,000 PBAF. The SAC submitted its recommendations to the Provost, who accepted them in full.

Terry Sicular  
Chair, 2008-09 Salary Anomaly Committee