



POLICY ON INCENTIVES AND REWARDS FOR FACULTY MEMBERS ON EXTERNAL SALARY AWARDS December 2024

Purpose:

1. To address those who do not fall under the existing Faculty of Medicine policies for salary and incentives awards. These appointments could be but are not limited to tenured faculty members whose salaries are not paid by the School, but have been appointed for teaching/service or other reasons such as appointments through spousal support. The respective units will coordinate in regards to the incentives.
2. To review any rules or guidelines governing the use of such funds.
3. To provide the best possible salary top-up/research incentive for the School and the Faculty Member and to carefully consider salary savings associated with external career awards.

Method:

The School will remain consistent concerning incentives for GPO-funded career awards applicants and other grant-tenured applicants to ensure equity and transparency. The School will provide compelling justification to future applicants with respect to the reasons that the School's policy differs from the maximum amounts in the Faculty of Medicine guidelines.

The School policy with respect to distribution (80% to the School, 20% to the award holder), with the important proviso that up to 20% to be retained by the award holder would be based on the actual salary awarded amount.

Mentors for junior faculty and (eventually) Division heads should be proactive in terms of encouraging eligible faculty to apply for any and all external career awards. The conversations between mentors/heads and eligible faculty should be transparent about the incentives available, and how they will be applied if the candidate is successful, and there should be a paper trail in each candidate's file so that there is no ambiguity about what will happen if an award is secured.

The School Director should be able to negotiate agreements that are inconsistent with the guidelines if the Director senses different incentives are warranted a) to encourage applications; b) to ensure equity across award-holders; or c) to help with internal salary-related equity issues. Exceptions should be just that – exceptions – rather than common practice and should be approved by SMC.

Criteria:

The incentives will be paid out of savings created in the GPO due to the salary awards.

The awardee will be given a choice of the following options:

- Research Honorarium/Salary top-up of 15% or \$15,000 whichever is lower, *OR*
- Research Support – up to 20% of the award or \$30,000 per annum, whichever is lower.