

Terms of Reference for the Academic Market Supplements Review Committee

Preamble

As part of negotiations for the 2005-2008 Academic Collective Agreement between the University of Regina and the University of Regina Faculty Association, the parties agreed to establish a joint committee to review market supplement proposals. Appendix B - **Memorandum of Agreement on Market Supplements** of the current CBA is attached to these terms of reference.

Terms of Reference

1. To review and provide recommendations to the Provost and Vice-President (Academic) on market supplement proposals when it can be demonstrated that competitive pressures in the academic market require such payments.
2. To be guided by the general principle that market supplements should go to those academic staff members for whom the disparity is the greatest between their average salaries and those payable on average at other comparable universities.

Membership

Three members appointed by the Provost and Vice-President (Academic)
Three members appointed by the Faculty Association
Provost and Vice-President (Academic) as Chair

December 2006
Revised April 2012