

## ARTICLE 25. MERIT AWARDS

- 25.1 In each year of the contract the University shall establish a separate fund from which merit awards may be granted to Members as of March 31 of the previous contract year. The amount of each merit award shall be \$3,000 and there shall be sufficient funds made available so that up to a total of thirty-three (33) awards may be made in a given year. In any given year, all monies in the merit pool need not be awarded.
- 25.2 Merit awards shall be administered by University-based joint committees and shall be granted for outstanding achievement during the previous calendar year in:
- 25.2.1 Teaching - up to eight (8) awards;
- 25.2.2 Research, Scholarly Work and Other Creative Activities - up to eight (8) awards;
- 25.2.3 Service - up to six (6) awards;
- 25.2.4 Any combination of Teaching; Research, Scholarly Work and Other Creative Activities and Service - up to eight (8) awards;
- 25.2.5 Promoting Indigenous Achievement – up to three (3) awards.
- 25.3 The factors that may be considered in assessing nominations or applications for such awards may include but are not limited to those set out in Article 20.A.1.2.1 through 20.A.1.2.3, or 20.B.1.2.1 through 20.B.1.2.4, as appropriate.
- 25.4 Each nomination or application shall indicate by which Joint Committee (as named in s. 25.5) it is to be considered, and shall include information, material or documentation necessary to support the nomination or application. The award for Promoting Indigenous Achievement shall be considered by two (2) representatives from each of the Joint Committees together. The Association and the University shall each select one member from each of the joint committees established under s. 25.5.1 to serve.
- 25.5 Merit awards shall be administered by two Joint Committees:
- Joint Committee on Merit Awards: Social Sciences, Humanities and Fine Arts
  - Joint Committee on Merit Awards: Life Sciences, Natural Sciences and Engineering
- 25.5.1 Each Joint Committee shall be composed of two (2) persons appointed by the University, two (2) persons appointed by the Association and a chairperson selected by these appointees from outside their number but from within the University.
- 25.5.2 All decisions of each Joint Committee shall be final and binding and the recipients shall be announced to the University community together with a citation of the outstanding achievement in each case.

- 25.5.3 The discrete field of academic endeavour for which each Joint Committee is normally responsible is set out in s. 25.5.4 hereof. Each Joint Committee may grant merit awards in each of the four (4) categories identified in s. 25.2.1 through 25.2.4 such awards to be distributed such that up to four (4) awards may be made in the category of Teaching; up to four (4) awards in the category of Research, Scholarly Work and Other Creative Activities; up to three (3) awards in the category of Service; and up to four (4) awards for outstanding achievement in any combination of the foregoing three categories. The Joint Committee together may award up to three (3) awards in the category of Promoting Indigenous Achievement (s. 25.2.5).
- 25.5.4 The Joint Committee on Merit Awards: Social Sciences, Humanities and Fine Arts shall normally consider nominations or applications from the following Faculties, Schools or Units: Art, Arts, Extended Education, Education, Human Ecology, Law, Libraries, Management, Music, Social Work, Student Affairs.
- The Joint Committee on Merit Awards: Life Sciences, Natural Sciences and Engineering shall normally consider nominations or applications from the following Faculties, Schools or Units: Agriculture, Architecture, Dentistry, Engineering, Environment, Kinesiology and Recreation Management, Medicine, Nursing, Pharmacy, Science.
- 25.6 No individual shall receive more than one (1) merit award in any one year, or more than one (1) merit award per category in a three (3) year period.
- 25.7 Merit awards shall not form part of the base salary rate of the individual.
- 25.8 In the event that the total amount of the fund is not allocated, the remainder shall be given to the Libraries for acquisitions.