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**Academic Salary Anomalies Review: 2025 Milestones and Communications**

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<b>Date</b>	<b>Description</b>	<b>Article</b>
By January 13, 2025	People and Culture will distribute the Salary Anomalies Advisory Committee Guidelines to the Deans.	15.6
By January 15, 2025	People and Culture will send launch communication to all eligible academic staff members.	15.6
By January 31, 2025	Deans will identify the case(s) to be considered for salary anomalies by providing names to <a href="mailto:hracadem@ucalgary.ca">hracadem@ucalgary.ca</a> .	15.6
By February 14, 2025	People and Culture will provide the Deans with a list of potential cases and the template to be used for comparisons.	15.6
By February 14, 2025	Individuals wishing to apply directly to the Committee for a salary anomaly on their own behalf shall submit their intent to apply to <a href="mailto:hracadem@ucalgary.ca">hracadem@ucalgary.ca</a> who will advise on next steps.	15.4
By March 3, 2025	Deans will submit completed template(s) and recommendation(s) to People and Culture.	
By March 11, 2025	Individuals wishing to apply directly to the Committee for a salary anomaly on their own behalf shall submit their completed application package to <a href="mailto:hracadem@ucalgary.ca">hracadem@ucalgary.ca</a> .	15.4
April 14, 2025 PM	Salary Anomalies Advisory Committee (SAAC) meets and reviews applications.	15.8
By April 30, 2025	The chair will advise the Dean, the academic staff member, and the Committee of their decision.	15.9
By May 14, 2025	The academic staff member or the Dean (with the academic staff member's consent) may appeal the decision.	15.10
May 22, 2025 PM	Salary Anomalies Advisory Committee (SAAC) reconvenes, if necessary, and reviews appeals.	15.10
July 1, 2025	Salary Anomalies decisions are implemented.	15.7; 15.11