

The background of the slide is a composite image. On the left, a man with glasses and a beard is shown in profile, looking towards the right. On the right, a woman is shown looking down at a laptop. The entire image has a blue and green color overlay.

**University  
of Dundee**

**Salary Review Process for Senior  
Staff**

**(Professors and Equivalently Graded  
Staff)**



# The Principles of the Reward Policy

- Appropriate
- Transparent
- Provides fair reward and recognition
- Provides value for the University



# University Values in Practice

- Valuing People
- Working Together
- Integrity
- Making a Difference
- Excellence



# The Purpose of the Reward Policy

- Deliver the University's, School's or Directorate's strategic objectives
- Reinforce the University's values
- Recognise and reward excellent performance
- Ensure affordability, financial sustainability and value for money
- Provide transparency, equity and fairness in the way reward operates



# Process for Review of Senior Staff Salaries – Decision Making Process



## Deans' Group – considers all Professorial cases

- Professor Shane O'Neill- Chair & Senior Vice-Principal
- Professor Inke Nathke (Interim Dean)
- Professor Jose Fiadeiro
- Professor Graeme Hutton (Interim Dean and Director NCS)
- Professor Philip Preshaw
- Professor Tim Kelly
- Dr Linda Martindale (Interim Dean)
- Dr Murray Frame (Interim Dean)
- Professor Rory McCrimmon
- Professor Morris Altman
- Professor Anita Taylor



# University Secretary's Group – considers all Professional staff Grade 10 cases

- Dr Jim McGeorge – Chair
- Pamela Milne
- Carol Prokopyszyn



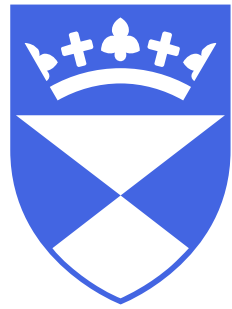
## University Executive Group – reviews and approves outcomes from Dean’s Group and University Secretary’s Group and considers Dean’s cases

- Professor Iain Gillespie – Chair
- Wendy Alexander
- Professor Shane O’Neill
- Professor Blair Grubb
- Dr Jim McGeorge
- Pamela Milne
- Carol Prokopyszyn
- Professor John Rowan

# University Remuneration Committee – ensure Policy and Procedures has been followed and reviews cases for UEG members



- Karen Thomson- Convenor & Lay Member of Court
- Richard Bint
- Ronnie Bowie
- Jane Marshall



**University  
of Dundee**