



Information for Candidates

Total Rewards at UCalgary

Note: Benefits listed below apply to all Continuing, Contingent and Limited Term academic appointments.

<p>Why UCalgary</p>	<ul style="list-style-type: none"> • About UCalgary: https://ucalgary.ca/about • What We Offer: https://careers.ucalgary.ca/ • The University of Calgary was ranked as one of the top research universities nationally by ReSearch Info. Source Inc. in 2023, on their Top 50 Research Universities in Canada list. • We provide meaningful work that makes a difference both locally and globally. • We are recognized as one of Alberta’s Top Employers as well as one of Canada’s Best Diversity Employers. • We offer excellent professional and personal growth opportunities (tuition support program, flexible spending accounts, etc.). • We are an energetic and dynamic community with access to multiple resources, state-of-the art facilities, sports and arts programs, lectures, and the conveniences of a small town. • We offer a competitive total compensation package.
<p>Health & Dental Benefits</p> <p>For details refer to: Benefits at a Glance</p>	<ul style="list-style-type: none"> • Comprehensive health and dental plans for employee and benefit eligible dependents provided through Alberta Blue Cross. • Flexible Spending Account (Health and Wellness). • Long Term Disability LTD, Accidental Death& Dismemberment AD&D and Basic Life Insurance. • Optional Life Insurance for employee, spouse and dependent child, Optional employee and spousal AD&D. • Sick Leave. • Employee and Family Assistance Plan (EFAP). • Family illness days.
<p>Pension Plan</p> <p>For details refer to: Benefits at a Glance</p> <p>Universities Academic Pension Plan (UAPP)</p>	<ul style="list-style-type: none"> • Defined benefit plan – your investment is guaranteed and professionally managed. • Employee contributions based on pre-tax dollars, therefore, 100% tax deductible. • 100% employer matching contributions. • Predictable retirement income with inflation protection. • Participation in the plan begins immediately (if term of employment is 1 year or greater). • Immediate vesting (entitlement to 100% of employee contributions plus at least 75% of employer matching contributions from start date). • Pensionable service cap of 35 years.



	<ul style="list-style-type: none"> • Plan provides pre-determined monthly pension payment for lifetime, including Cost of Living adjustments. • Early retirement starting at age 55.
Tuition Support Program	<ul style="list-style-type: none"> • Employees and eligible dependents have access to a comprehensive tuition support program. • Prorated for part-time employees. • Employees and eligible dependents can enroll in academic credit courses at UCalgary at a reduced cost, as well as non- credit courses through Continuing Education. • Academic Courses <ul style="list-style-type: none"> ○ Employees and spouse/partner: benefit value of three undergraduate half course (3.0 units) equivalents combined per academic year. ○ Eligible dependent children: benefit value of four undergraduate half course (3.0 units) equivalent. ○ The maximum benefit is based on the Canadian student tuition course fee listed in the University of Calgary Fee Chart. • Continuing Education Courses • Employee only: up to three courses per benefit year (July 1 – June 30).
Professional Expense Reimbursement For details refer to: perhandbook.pdf (ucalgary.ca)	<ul style="list-style-type: none"> • Up to \$1,750 per academic year (based on a 1.0FTE) • If it is not used in a 12-month period it can be carried forward into the following academic year, for a maximum of up to 3 years.
Career Processes	<ul style="list-style-type: none"> • Research & Scholarship Leaves: https://www.ucalgary.ca/hr/work-compensation/labour-relations/academic-labour-relations/rs/ • Tenure and Promotion: https://www.ucalgary.ca/hr/work-compensation/labour-relations/academic-labour-relations/academic-staff-tucfa/tenure-and-promotion • Academic Performance Assessment: https://www.ucalgary.ca/hr/work-compensation/labour-relations/academic-labour-relations/academic-staff-tucfa/academic-performance-assessment • Salary Anomalies: https://www.ucalgary.ca/hr/work-compensation/labour-relations/academic-labour-relations/salary-anomalies
Academic Performance Assessment	<ul style="list-style-type: none"> • Academic staff are expected to provide a report on their activities for every two-year period. • Academics are assessed every two years on the ‘odd’ year, and for the ‘even’ year they receive a merit increment, the same dollar value as they received on the odd year.



Vacation	<ul style="list-style-type: none"> • Starts at 22 days per year (based on a 1.0 FTE) • 1 additional day for each additional year of service beyond 10 years, to a maximum of 8 additional days
Staff Association: The Faculty Association	<ul style="list-style-type: none"> • Academic staff are represented by the Faculty Association, which advocates for the interests and upholds their rights at UCalgary. • The terms and conditions respecting the employment of academic staff are set out in the Collective Agreement Between the Governors of the University of Calgary and The Faculty Association of the University of Calgary. • Collective Agreement – Faculty Association (tucfa.com)
Life in Calgary	<ul style="list-style-type: none"> • Life in Calgary: https://www.lifeincalgary.ca/ • Calgary is one of the world’s topmost liveable cities, with top marks in culture, environment and education (Economist Intelligence Unit). • Calgary is the third most diverse major city in Canada, home to more than 240 different ethnic origins and over 165 spoken languages (Statistics Canada). • Calgary has the highest labour force participation rate of major cities in Canada – making the city the best place to build a life and a career (Statistics Canada). • Navigating the school system: https://www.lifeincalgary.ca/move-to-calgary/finding-a-school/ • Finding a home: https://www.lifeincalgary.ca/move-to-calgary/finding-a-home/ • Public transportation: https://www.lifeincalgary.ca/move-to-calgary/settling-in/
Common Questions	
Relocation	<ul style="list-style-type: none"> • Candidates have up to one year to relocate. • Relocation can occur from two locations – if candidates are doing so, it is best to indicate to the Dean/Department Head at time of accepting the offer. • UCalgary will identify and manage the relocation process. Once the offer is signed, HR will reach out with further information. • Relocation Procedures: https://www.ucalgary.ca/hr/work-compensation/working-ucalgary/relocation • For questions not covered in the Relocation Procedures, email relocation@ucalgary.ca
Appointment Process	<ul style="list-style-type: none"> • It may take up to 3-4 weeks for the appointment to be completed. • Start date – if the candidate is unable to be in Calgary on the posted start date, discuss with the Dean (or equivalent) for a potential new date.



Tenure Track Appointments	<ul style="list-style-type: none">• Tenure-track positions are for four years, with the option to renew for two additional years. In the penultimate year, the academic applies for an appointment with tenure and promotion to Associate Professor or Associate Professor (Teaching)• If the academic staff members meets the criteria (as outlined in the GFC Handbook) they can apply for tenure at any time and do not need to wait to year four or six years.
Immigration/work permits	<ul style="list-style-type: none">• UCalgary has an Immigration Services Team that will work with the candidate and their family to obtain necessary documentation.• Family members may obtain an open work permit (if eligible).• Resources can be found on the Immigration Services site, or by email himmigration@ucalgary.ca