

Emily Carr University Compensation Philosophy

Emily Carr University of Art & Design is “a learning community devoted to excellence and innovation in visual arts, media arts and design”. In order to inspire excellence, the Emily Carr Board of Governors seeks to attract, retain, develop and recognize the highest caliber administrators, faculty and staff. To this end, it is committed to ensuring that the total compensation offered to its employees is fair and competitive with institutions of comparable complexity, uniqueness and purpose. Emily Carr University is one of only four special purpose art institutions in Canada. These three other institutions, along with other art & design institutions in North America, serve as significant comparators for total compensation considerations.

Emily Carr’s compensation philosophy is applied within the parameters of applicable labour relationships and contracts, relevant statutes and public policies. Compensation decisions are coordinated centrally by Human Resources and will involve consultation with the stakeholder group relevant to the occupation.

Base Salary

Internal pay relationships must be rationale and equitable, as derived through the job evaluation plan, where applicable, yet recognize and be responsive to the market pressures exerted on specific occupations from time to time.

Comparator market data will be obtained from appropriate sources on a regular basis to ensure currency and competitiveness of base salaries. National, provincial and local comparators will be relied upon, as applicable to the particular recruitment market of the given occupational group.

Variable Pay

Incentive pay, when applicable, will be based on the achievement of specific performance measures within a specified period of time and is not considered a component of base salary.

Benefits

The benefit component of the total compensation package is designed to support employee health and welfare and the health and welfare of employees’ families. To this end, all eligible Executive, Admin, Faculty and Staff receive Medical Services Plan, dental, extended health, group life insurance, accidental death and dismemberment, long term disability and employee and family assistance. We also seek to support the financial stability of employees retiring from the workplace through access to the pension plan. All employees are subject to the terms of such plan.

Leaves

Leave provisions, including vacation, professional development leave and sabbaticals, focus on supporting work life balance and life long learning and professional development of our staff, faculty and administrators. All eligible employees are entitled to paid vacation periods based on active employment and years of service with Emily Carr.

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Summary Compensation Table

Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	Other Compensation (\$) ¹	Total Compensation	Prior 2 Years
Dr. Ron Burnett President	160,000	0	0	20,190.35	38,196.93	218,387.28	n/a
					28,882*		
Michael Clifford VP Finance & Admin	138,867	0	0	13,080.81	16,500.36	168,448.17	n/a
Monique Fouquet VP Academic	128,861	0	0	11,326.98	11,422.04	151,610.02	n/a
NEO B	n/a						
NEO C	n/a						

1. Other compensation includes, where applicable: MSP, EHB, Dental, Life Insurance, AD & D, CPP, EI, Car Allowance, Benefit Allowance, PD Allowance, Sabbatical (accrued liability)

*PSEC approved sabbatical pay-out

Non-CEO Compensation

Dr. Burnett was compensated \$18,918 to develop and teach an inaugural Graduate Studies course.