

Vancouver Island University Summary Compensation Table 2007/08 Fiscal Year

Name and Position Title	Annual Base Salary	Pension	Other Compensation	Total Compensation	Prior 2 Years
President and CEO –					
Ralph Nilson	180,128.89	17,669.72	33,819.10 ¹	231,617.71	
Vice-President Academic –					
Leslie King	99,379.41 ²	8,200.05	37,036.46 ³	144,615.92	
David Thomas	49,689.70 ⁴	4,485.23	38,174.21 ⁵	92,349.14	
Vice-President Administration And Finance –					
Maria Frost	127,761.52 ⁶	11,032.68	11,992.23	150,786.43	
Edwin Deas	71,393.25 ⁷	13,018.18	157,049.63 ⁸	241,461.06	
Vice-President Student Services –					
Patrick Ross	141,240.87	12,279.43	12,667.57	166,187.87	
Associate Vice-President Academic –					
David Drakeford	119,969.08 ⁹	10,374.90	11,002.04	141,346.02	

¹ Benefits ceiling paid at 25% of gross salary \$45,032.20 less employer paid benefits = \$20,461.15.

² Employment as Vice-President Academic commenced August 1, 2007.

³ Relocation Expenses \$24,675.08, annual research fund \$1070.00.

⁴ Retired as Vice-President Academic July 31, 2007.

⁵ Unused vacation paid at retirement \$31,541.84.

⁶ Base salary as Director, Financial Services April 1, 2007 to September 21, 2007 \$55,517.50 and base salary as Vice-President Administration and Finance September 24, 2007 to March 31, 2008 \$72,244.02

⁷ Resigned as Vice-President Administration and Finance September 21, 2007

⁸ Unused vacation paid at resignation \$66,172.98. Severance amount of \$77,675.86 based on salary at date of resignation paid bi-weekly for 18 months.

⁹ Base salary as Dean Faculty of Science & Technology April 1, 2007 to December 4, 2007 \$78,612.76 and base salary as Associate Vice-President Academic December 4, 2007 to March 31, 2008 \$41,356.32.