

The University of Northern British Columbia supports the transparent disclosure of its compensation for Senior Executives. Consistent with the requirements of the *Public Sector Employers Act*, **the University is annually posting compensation payments made to the President and top four members of the Executive Team**. Outlined below are details related to the University's Executive Compensation Philosophy and compensation details for fiscal 2007/2008.

Questions from the media regarding this document should be directed to Robert Van Adrichem, Director of Communications, at UNBC. (250-960-5622 or vanadric@unbc.ca)

1) Material principles and underlying policies and decisions for compensation provided to the President and Senior Executives for the most recently completed fiscal year.

The Board's compensation decisions reflect the challenges associated with attracting and retaining exemplary administrative leaders to the north in a competitive national and international environment. Responsibility for determining compensation for the President and Senior Executives rests with the Executive Committee of the Board of Governors. For positions other than the President's, the Board will consider recommendations made by the President.

The compensation package for the President will be within a range approved by Public Sector Employers Council (PSEC) and compensation levels for other Senior Executives shall be aligned accordingly.

When setting salary levels for senior executives, the Board of Governors considers the following factors; 1) compensation of current and/or recent senior staff, 2) set or recommended ranges provided by PSEC, 3) the designates' current compensation, 4) market survey information from other comparable universities and, 5) other factors that the Board deems to be relevant to the specific position.

Salary increases for the President and Senior Academic Executives shall only be applied to the professorial component of their salaries and in a manner consistent with the negotiated Faculty Association agreement. Salary increases for non-Academic Senior Executives shall only be applied where approved by PSEC and will generally be consistent with any economic increases provide to the Senior Management Group.

Benefit and pension plans are consistent with the employee group to which the Executive is most closely affiliated (ie. Faculty Association or Senior Management Group). A supplemental pension arrangement is offered to Senior Executives where total pension contributions exceed the contribution limit.

Incentives and/or bonuses, where offered, are intended to reward exceptional performance. Levels shall not be substantive in relation to overall compensation but shall be meaningful. Payment shall be approved by the Board, and are not applied to base salary.

2) New Policies, Actions or Decisions

No new policies, actions or decisions were made after the most recently completed fiscal year that could affect a fair understanding of compensation for the Senior Executives for the last fiscal year.

3) Bonus and/or Incentive Plan Performance Targets

The University believes in acknowledging and rewarding employees who perform at exceptional levels. For example, UNBC provides awards that recognize meritorious service, teaching and research productivity. With specific regard to the President and Senior Executive, the following applies.

The President's incentive payment is based upon a review by the Board of the President's performance over the previous year in meeting agreed priorities and objectives and his/her overall contribution to fund raising, community relations, regional mandate, academic reputation, and management of human and financial resources.

Bonus payments for applicable non-academic Senior Executives requires approval of the Board and are based on an annual performance review and recommendation by the President.

4) Leaves

Vacation leaves are set for the term of the contract at five weeks per year. This level partially acknowledges the time commitment beyond a normal work week of the President and Senior Executives, supports a balanced lifestyle, and is competitive in comparison to other academic organizations.

For the President and Senior Academic Executives, academic leaves are provided following five years of service. This leave is an acknowledgement that for the period they are in these roles, these academic leaders have forfeited their accrual toward sabbatical leaves that would have occurred as members of the Faculty Association. The President's leave is at his/her full Presidential salary. Senior Academic Executives leaves are at their professorial salary level only. This is standard in North American universities.

UNBC Executive Reporting (April 1, 2007 to March 31, 2008)

(a) Name	(b) Salary	(c) Bonus	(d) Incentive Paid	(e) Pension ¹	(f) All Other Compensation ²	(g) Total
Don Cozzetto, President & Vice Chancellor	\$253,352	\$0.00	\$20,357.60	\$25,508.19	\$67,920.79 ³	\$367,138.58
Eileen Bray, Chief Financial Officer ⁴	\$13,333.00	\$0.00	\$0.00	\$1,191.58	\$655.83	\$15,180.41
Colleen Smith, Chief Financial Officer (acting) ⁵	\$120,613.33	\$0.00	\$0.00	\$11,163.33	\$7,214.15	\$138,990.81
Howard Brunt, Provost ⁶	\$74,740.00	\$0.00	\$0.00	\$5,957.92	\$3,335.96	\$84,033.88
Jim Randall, Provost (acting) ⁷	\$122,009.00	\$0.00	\$0.00	\$10,128.46	\$5,671.13	\$137,808.59
Ron Thring, Vice-Provost Research (acting)	\$148,358.00	\$0.00	\$0.00	\$14,299.00	\$7,790.62	\$170,447.62
Allan Berezny, Executive Director University Advancement ⁸	\$54,749.99	\$0.00	\$0.00	\$5,138.25	\$2,915.46	\$62,803.70

Notes:

- 1) includes supplemental pension
- 2) includes employer cost of health & welfare benefits, government benefits (ie. CPP, WCB and EI)
- 3) includes taxable benefit related to tuition waiver, housing and car allowance and prorated value of academic leave
- 4) reflects March 1, 2008 start
- 5) reflects April to Feb period
- 6) reflects April to Aug period
- 7) reflects July 16 to March 31 period
- 8) reflects Nov 15 to March 31 period