

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 2008/09.

Questions from the media regarding this document should be directed to Robert Van Adrichem 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 the 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 professional 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 increase provided to the Senior Management Group.

Benefit and pension plans are consistent with the employee group to which the Executive is most closely affiliated (i.e. Faculty Association or Senior Management Group). A supplemental pension arrangement is offered to the 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 professional salary level only. This is standard in North American universities.

UNBC Executive Compensation Disclosure - April 1/08 - March 31/09

Name and Principal Position	(b) Salary	(c) Bonus	Incentive Plan Comp (d)	Pension¹(e)	(f) All Other Comp²	(g) Total	(h) Previous year Fiscal 2007/2008 =
1. Charles Jago, President & Vice Chancellor ³	\$218,673.91 ⁴			\$38,483.93	\$36,871.78 ⁵	\$294,029.62	
2. Eileen Bray, Vice President Administration and Finance	\$160,000.00			\$15,161.65	\$14,043.63 ⁶	\$189,205.28	\$15,180.41
3. Mark Dale, Provost ⁷	\$135,692.37			\$12,851.07	\$13,699.47 ⁸	\$162,242.91	
4. Gail Fondahl, Vice-President Research ⁹	\$111,400.94	\$6,222.26 ¹⁰		\$10,127.15	\$8,017.79	\$135,768.14	
5. Dave Snadden, Vice-Provost Medicine	\$286,046.9			\$22,822.33	\$8,039.79	\$316,909.02	

¹ Includes supplemental pension

² Includes employer costs of health & welfare benefits, government benefits (i.e. CPP, WCB and EI)

³ Acting President from July 1/08 to July 3/09

⁴ Includes stipend from professorial position

⁵ Includes research leave

⁶ Includes tuition waiver

⁷ New Provost – July 1/08

⁸ Includes car allowance

⁹ New VP Research – September 1/08

¹⁰ Reflects merit award

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Name and Principal Position	(b) Salary	(c) Bonus	(d) Incentive Plan Comp	(e) Pension¹¹	(f) All Other Comp¹²	(g) Total	(h) Previous year Fiscal 2007/2008 =
Jim Randall, Provost (acting) ¹³	\$54,088.40			\$13,390.77	\$137,827.84 ¹⁴	\$205,307.01	\$137,808.59
Ron Thring, Vice-President Research (acting) ¹⁵	\$66,285.02			\$12,157.38	\$76,949.33 ¹⁶	\$155,391.73	\$170,447.62
Don Cozzetto, Former President & Vice Chancellor ¹⁷	\$47,957.82		\$25,447.00	\$19,162.21	\$554,458.49 ¹⁸	\$647,025.52	\$367,138.58

¹¹ Includes supplemental pension

¹² Includes employer costs of health & welfare benefits, government benefits (i.e. CPP, WCB and EI)

¹³ Acting Provost July 16/07 to June 30/08

¹⁴ Includes tuition waiver, research leave and vacation payout

¹⁵ Acting VP Research February 19/07 to June 30/08

¹⁶ Includes vacation payout and research leave

¹⁷ Previous President – employment ceased June 6/08

¹⁸ Includes severance, relocation, tuition waiver, housing allowance, car allowance and vacation payout