



Vancouver Island University
Executive Compensation Philosophy

Included in the responsibilities of the Board of Governors is the annual compensation of the institution's President & Vice-Chancellor. The President & Vice-Chancellor is responsible for the compensation of the other members of the senior executive team.

The objective of executive compensation plans is to attract, retain and motivate qualified leaders.

The Board considers the goals, services plans and other commitments made by the Provincial Government in the development and implementation of compensation plans for the institution.

External market information provided by the Post-Secondary Employers Association and other appropriate sources, as well as advice received from independent experts is also reviewed by the Board.

On an annual basis the President & Vice-Chancellor presents an annual performance plan to the Board. The plan specifies goals, responsibilities, and action plans. Once approved, the Board receives periodic progress reports, and performs a full review of outcomes relative to plans at the end of the planning year. Results of this annual review are considered in determining total compensation for the next year, subject to direction from the Provincial Government.

Approved by the Board of Governors August 22, 2008

Vancouver Island University
Summary Compensation Table 2008/09 Fiscal Year

Name and Position Title	Annual Base Salary	Pension	Other Compensation	Total Compensation	Prior 2 Years
President & Vice-Chancellor Ralph Nilson	180,128.89	17,575.48	37,933.38 ¹	235,637.75	2007/08 = 231,617.71
Vice-President Academic Leslie King	152,196.48	13,615.08	22,609.96	188,421.52	2007/08 = 144,615.92
Vice-President Administration & Finance Pat Eagar	21,601.90 ²	1,575.72	5,492.35	28,669.97	
Vice-President Administration & Finance Maria Frost	133,854.38 ³	12,078.68	230,185.61 ⁴	376,118.67	2007/08 = 150,786.43
Vice-President Administration & Finance Edwin Deas			174,955.58 ⁵	174,955.58	2007/08 = 241,461.06
Vice-President Student Services Patrick Ross	118,305.47 ⁶	10,802.74	7,913.39	137,021.16	2007/08 = 166,187.87
Executive Director, Facilities Services & Campus Development – Ric Kelm	134,988.31 ⁷	11,981.72	25,640.41	172,610.44	

¹ Benefits ceiling paid at 25% of gross salary less employer paid benefits = \$15,161.12.

² Employment commenced February 9, 2009.

³ Retired on February 12, 2009.

⁴ Severance \$217,073.87

⁵ Severance \$174,955.58.

⁶ Retired on December 31, 2008.

⁷ Acting Vice-President, Administration and Finance, November 1, 2008 – February 8, 2009 \$37,965.27.