

May 25, 2010

Mr. Tom Vincent
PSEC Secretariat

c/o John Waters, CEO
Post-Secondary Employers' Association
Suite 422, 1333 West Broadway
Vancouver, BC V6H 4C1

Dear Mr. Vincent:

Re: Executive Compensation Disclosure Statement

Please find attached the executive compensation disclosure statement as provided for under the Public Sector Executive Compensation Reporting Guidelines.

The information has been reviewed by the undersigned and reflects the executive compensation paid in the prior fiscal year and that the compensation provided is within approved compensation plans.

Yours truly,



Scott Nicoll
Chair, Board of Governors

Kwantlen Polytechnic University
Executive Compensation Disclosure Statement for 2009/2010

May 25, 2010

The following report provides an accurate representation of all compensation provided to all employees whose base salary was \$125,000 or greater in the fiscal year 2009/2010.


Compensation Philosophy

Kwantlen Polytechnic University strives to maintain an executive total compensation program designed to support the institution to attract, develop and retain highly qualified individuals.

Presidential compensation is subject to total compensation parameters established by the Government, subject to change from time to time as approved by Government. The Board of Governors is responsible for oversight of presidential compensation. Through delegated authority by the Board, the President & Vice Chancellor is responsible for determining the compensation of other executive members.

The executive total compensation program is determined with reference to:

- A job evaluation plan which reflects based on a composite of skill, effort, responsibility and working conditions required to perform the work.
- Relevant external comparators, including posit secondary institutions
- External market data provided by appropriate resources, advice received from independent compensation experts and direction from the Government with respect to relevant statutes and public policy.
- Salary ranges and salary range progression based on the attainment of satisfactory performance.
- The benefit provisions established in the administrative policies and subject to change from time to time within the parameters approved by Government.


Scott Nicoll
Chair, Board of Governors

Attached: Appendix A – Compensation Summary Table

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORTING TEMPLATE (2009-10)

NOTE: Comments and notes should be reported as footnotes

Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (1) (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
							2007-08	2008-09
David Atkinson (2) President	\$ 182,709.84			\$ 17,490.54	\$ 56,518.78	\$ 256,719.16	2007-08	
							2008-09	\$ 148,497.09
Judith McGillivray Provost, Vice President, Academic	\$ 146,416.66	\$ -	\$ -	\$ 13,394.19	\$ 9,021.38	\$ 168,832.23	2007-08	\$ 144,866.01
							2008-09	\$ 174,174.76
Gordon Lee Vice President, Finance & Administration	\$ 146,416.66	\$ -	\$ -	\$ 13,394.19	\$ 29,179.84	\$ 188,990.69	2007-08	\$ 160,133.61
							2008-09	\$ 175,930.39
Deborah Harkin Vice President, Human Resource Services	\$ 146,416.66	\$ -	\$ -	\$ 13,394.19	\$ 16,644.90	\$ 176,455.75	2007-08	\$ 166,985.23
							2008-09	\$ 173,574.99

1- Other compensation includes statutory employer contributions for CPP, EI, WCB and where applicable employer contributions for non-statutory benefits including EHB, Dental, MSP, Group Live & AD&D as well as unused vacation pay.

2- Employment commenced July 1, 2008