

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 2009/10.

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 non-registered supplemental pension arrangement is offered to the Senior Executives where total pension contributions exceed the contribution limit. The supplemental contribution amount is that which the employer would be required to contribute to the UNBC Pension Plan if there wasn't a maximum limit imposed by the Income Tax Act.

2. New Policies, Actions or Decisions

The Executive Compensation Policy was updated in June 2009. The purpose was to formalize a policy framework and process for the annual performance review of the Senior Executive Officers and for reporting changes in executive compensation consistent with the requirements of PSEC.

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.

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.

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. The incentive payment is not to exceed \$22,500 annually.

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.

The President is provided a one year research leave following five years of service. The President's salary during the leave would be equal to the highest salary being paid to a full professor with tenure at the University at the time. For 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. Senior Academic Executives leaves are at their professional salary level only. This is standard in North American universities.

UNBC Executive Compensation Disclosure - April 1/09 - March 31/10

(a) Name and Principal Position	(b) Salary	(c) Bonus	(d) Incentive Plan Comp	(e) Pension¹	(f) All Other Comp²	(g) Total	(h) Previous years
Charles Jago, President & Vice Chancellor ³	\$68,001.02				\$3,437.46 ⁴	\$71,438.48	Fiscal 2008/09=\$294,029.62
George Iwama, President & Vice Chancellor ⁵	\$249,692.36 ⁶		⁷	\$17,760.32	\$9,902.84	\$277,355.52	
Eileen Bray, Vice President Administration and Finance	\$170,566.21			\$16,148.89	\$11,887.04 ⁸	\$198,602.14	Fiscal 2007/2008=\$15,180.41 Fiscal 2008/09=\$187,205.28
Mark Dale, Provost	\$185,090.97	\$5,400.00 ⁹		\$17,601.33	\$14,039.55 ¹⁰	\$222,131.85	Fiscal 2008/09=\$162,242.91
Dave Snadden, Vice-Provost Medicine	\$306,780.98 ¹¹			\$28,622.10	\$8,672.29	\$344,075.37	Fiscal 2008/09=\$316,909.02
Malcolm Ogborn, Associate Vice Provost Research (Health)	\$171,624.56			\$16,254.64	\$7,743.63	\$195,622.83	

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 vacation payout

⁵ New President and Vice Chancellor – July 1/09

⁶ Includes Engagement Payment

⁷ Contract allows for annual merit incentive payment up to \$22,500 each July

⁸ Includes tuition waiver

⁹ One-time bonus

¹⁰ Includes car allowance

¹¹ Includes earnings received from UBC for Associate Regional Dean, Northern British Columbia stipend (\$55,211.42) and for Clinical Buyout (\$43,823.24)



Dawn Martin, Chair
Board of Governors
3333 University Way
Prince George, BC
V2N 4Z9

May 29, 2010

TO WHOM IT MAY CONCERN:

This letter will attest that the Board of Governors is aware of all UNBC senior executive compensation paid in the fiscal year 2009/2010 and that the compensation was paid within approved compensation plans.

Sincerely,

A handwritten signature in black ink, appearing to be 'Dawn Martin', is written over the typed name and title. The signature is fluid and cursive, with a large loop at the end.

Dawn Martin, Chair
UNBC Board of Governors