



Vancouver Island 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

Included in the responsibilities of the Board of Governors is the annual compensation of the institution's President and Vice-Chancellor. The President and 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 and 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.

A handwritten signature in black ink, appearing to read "John Phillips".

John Phillips
Chair, Board of Governors

Attached: Appendix A – Compensation Summary Table

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 (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
Name	Ralph Nilson	\$180,128.89	-	-	\$17,835.86	\$34,781.53*	\$232,746.28	2007-08	\$231,617.71
<i>Position Title - CEO</i>	<i>President and Vice-Chancellor</i>							2008-09	\$235,637.75
Name	Leslie King	\$85,140.19	-	-	\$8,192.08	\$117,437.56**	\$210,769.83	2007-08	\$144,615.92
<i>Position Title - NEO 1</i>	<i>Vice-President Academic</i>							2008-09	\$188,421.52
Name	Pat Eagar	\$155,412.41	-	-	\$14,916.84	\$24,836.88***	\$195,166.13	2007-08	-
<i>Position Title - NEO 2</i>	<i>Vice-President Administration and Finance</i>							2008-09	\$28,669.97
Name	David Drakeford	\$137,434.15****	-	-	\$10,977.12	\$15,704.83	\$164,116.10	2007-08	-
<i>Position Title - NEO 3</i>	<i>Associate Vice-President Academic</i>							2008-09	-
Name	Ric Kelm	\$133,969.29	-	-	\$12,133.71	\$25,409.49	\$171,512.49	2007-08	-
<i>Position Title - NEO 4</i>	<i>Executive Director, Facilities Services and Campus Development</i>							2008-09	\$172,610.44

*Benefits ceiling paid at 25% of gross salary less employer paid benefits = \$14,832.13.

**Severance = \$81,818.26.

***Labour Market Adjustment \$10,048.24.

****Interim Vice-President Academic, October 26, 2009 - March 31, 2010 \$62,589.30.