

PUBLIC SECTOR EXECUTIVE COMPENSATION DISCLOSURES – POST SECONDARY SECTOR (2011-2012)

Name & Principal Position	Salary (\$)	Bonus and or Incentive Plan Compensation Paid (\$)	Benefits* (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)		
Kris Bulcroft <i>President</i>	\$ 187,500.00	\$ -	\$ 21,760.15	\$ 19,179.82	Severance:	\$ -	\$ 228,439.97	2009-10	\$ -
					Unused Vacation:	\$ -			
					Payouts:			2010-11	\$ 157,349.26
					Unused Leave:	\$ -			
					Payouts:				
					Perquisites:	\$ -			
Other:	\$ -								
Jacalyn Snodgrass <i>VP Academic and Provost</i>	\$ 135,987.06	\$ -	\$ 17,214.65	\$ 13,809.53	Severance:	\$ -	\$ 167,011.24	2009-10	\$ 158,319.16
					Unused Vacation:	\$ -			
					Payouts:			2010-11	\$ 158,358.96
					Unused Leave:	\$ -			
					Payouts:				
					Perquisites:	\$ -			
Other:	\$ -								
Cindy Turner <i>VP Finance and Administration</i>	\$ 135,987.06	\$ -	\$ 17,208.00	\$ 13,825.63	Severance:	\$ -	\$ 188,112.54	2009-10	\$ 158,316.55
					Unused Vacation:	\$ 21,091.85			
					Payouts:			2010-11	\$ 158,355.57
					Unused Leave:	\$ -			
					Payouts:				
					Perquisites:	\$ -			
Other:	\$ -								
Catherine Vertesi <i>VP International Programs, External Relations, & New Initiatives</i>	\$ 130,987.08	\$ -	\$ 15,607.42	\$ 13,200.25	Severance:	\$ -	\$ 177,164.51	2009-10	\$ 158,305.47
					Unused Vacation:	\$ 17,369.76			
					Payouts:			2010-11	\$ 136,747.83
					Unused Leave:	\$ -			
					Payouts:				
					Perquisites:	\$ -			
Other:	\$ -								

* Benefits refer to the sum of employer premiums for: Employment Insurance, Canada Pension Plan, Workers Compensation, Extended Health and Dental, Group Life and Accidental Death and Dismemberment benefits available to all employees, Long-term disability and Short-term disability, and Medical Service Plan premiums



Capilano University
Executive Compensation Disclosure Statement for 2011/2012
May 8, 2012

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 2011/2012.

Compensation Philosophy

The total compensation packages should be designed to allow the organization to attract, retain and motivate qualified individuals.

In dealing with compensation, the Board reviews external market data provided by the Post-Secondary Employers Association and other appropriate sources, and advice it may receive from independent compensation experts. However, the Board receives direction from the government, and as a result the Board has no independent compensation policy that it can apply at this time.

The Board recognizes that government policy ensures that total compensation is compared to institutions within the post-secondary sector and the broader public sector in British Columbia. Further, the Board recognizes the need to relate any incentive pay and bonuses, of which Capilano has none, to the institution's service and performance plans.

Executive compensation is determined with reference to a job evaluation plan and annual salary ranges for specific positions, and the benefit provisions established in our Human Resource Policies as previously approved by the Government.

For purposes of this report, total compensation includes: base salary, pension and other benefits, and perquisites.

A handwritten signature in black ink, appearing to read 'R. Brayne', with a horizontal line extending to the right.

Robin Brayne
Chair of the Board, Capilano University

Attached: Appendix A – Public Sector Executive Compensation Disclosures