

## **Executive Compensation Philosophy**

Kwantlen University College seeks to maintain a total compensation program designed to support the institution to attract, motivate and retain highly qualified individuals.

Presidential total compensation is determined within the compensation parameters established by the Government subject to change from time to time as approved by the Government.

The executive total compensation program is determined with reference to:

- A job evaluation plan which relates the worth of a job as measured by factors such as skill, effort, responsibility and working conditions.
- Relevant external comparators, including post secondary institutions.
- External market data provided by the provided by the Post-Secondary Employers' Association and other appropriate sources, 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.
- Established benefit provisions subject to change from time to time within the parameters approved by the Government.

The Board of Governors is responsible for oversight of presidential compensation and the President is responsible for executive compensation.

### Definitions

*Total compensation* includes base salary, pension, health and insurance plans and other benefits and perquisites.

*Executive* means Vice President level positions.

Kwantlen University College  
Summary Compensation Table

A	B	C	D	E	F	G	H
Name And Principle Position	Salary	Bonus	Incentive Plan compensation paid	Pension \$	<sup>1</sup> Other Compensation	Total \$	Previous 2 year totals
Triplett, Skip – President	183,101.27			16,148.91	35,965.90	235,216.08	
Ross, David – Vice President, Administration & Student Services	136,244.30			11,939.86	16,193.38	164,377.54	
Harkin, Deborah – Vice President, Human Resource Services	135,417.36			11,839.15	19,728.72	166,985.23	
Lee, Gordon – Vice President, Strategic Services	136,244.30			11,927.36	11,961.95	160,133.61	
McGillivray, Judith – Provost & Vice President, Academic Services	111,659.91 <sup>2</sup>			9,250.07	23,956.03	144,866.01	

<sup>1</sup> Other Compensation includes statutory employer contributions for CPP, EI, WCB and where applicable, employer contributions for non-statutory benefits including EHB, Dental, MSP, Group Life & AD&D. For the President it includes a car allowance.

<sup>2</sup> Represents a partial year.