

Executive Compensation

Thompson Rivers University's (TRU) executive compensation philosophy is to ensure that our human resource practices and policies attract and retain the best candidates for our institution. At a senior executive level, the University must attract candidates from a competitive national labour market.

The University has evolved since its inception in 1970 to become a truly comprehensive university offering programming at the certificate, diploma, degree and masters' degree level. TRU continues to recruit and retain its senior executive members from an increasingly competitive national market.

Recently, the BC Public Sector has adopted the *Public Sector Executive Compensation Reporting Guidelines*. In response to the compensation discussion and analysis section of the *Guidelines*, TRU's compensation practices are summarized below:

- The TRU Board of Governors is responsible for the executive compensation of its President and Vice-Chancellor. The maximum base salary and total compensation allowable for the University's President and Vice-Chancellor is set and determined by PSEC.
- The President's salary is the highest salary paid to a senior executive at TRU and all other executive compensation is set below this maximum. Through delegated authority by the Board, the President and Vice-Chancellor is responsible for determining the compensation of the other executive members.
- Thompson Rivers University is committed to the responsible stewardship of its resources, including its human resources and financial resources. Given the parameters of the excluded compensation guidelines, TRU recruits at the market rate for each position in order to be competitive.
- Historically Thompson Rivers University has not adopted any incentive or bonus system within its executive compensation framework. However, in this increasingly competitive and rapidly changing labour market TRU may need to review all compensation elements to the future.
- In order to be competitive and attract executive, TRU provides its executive with academic/research leave. Such academic/research leaves are the norm in the university sector and form an important component of the overall compensation. Most importantly such leaves allow for renewal, and as applicable, the opportunity for executive to prepare for their return to academic responsibilities at the conclusion of their term(s).
- The University provides a comprehensive set of health and welfare benefits to its executive. Consistent with the benefit package provided for other administrative staff at TRU, health and welfare benefits are another important component of total compensation to an employee.

- Vacation time for executive is aligned with the vacation provided for other administrative staff at TRU. Executive members are provided with six weeks vacation each year. Vacation is an integral part of any human resource practice as it provides an employee with an opportunity for renewal and contributes to employee wellness.
- TRU has maintained its participation in its existing pension plan for all administrative staff. This is the same plan provided to all the administrative and faculty members at TRU.

Changes in the last fiscal year end

- The President and Vice-Chancellor's salary was reviewed and adjusted in this past year to reflect the approved base salary and total compensation allowable in accordance with the PSEC guidelines. Other executive salaries were also adjusted. Prior to this adjustment, executive salaries had not been adjusted for several years.

THOMPSON RIVERS UNIVERSITY - PSEC EXECUTIVE COMPENSATION REPORTING
Reporting period (April 1, 2007 - March 31, 2008)

Name and Position (a)	Salary (b)	Bonus (c)	Incentive Plan (d)	Pension (e)	All other compensation (f)*	Total (g)
Roger Barnsley, President & Vice-Chancellor	\$ 229,543	n/a	n/a	\$ 20,313	\$ 8,545	\$ 258,401
Mark Evered, Provost & Vice-President, Academic	\$ 183,643	n/a	n/a	\$ 15,871	\$ 31,376	\$ 230,890
Cliff Neufeld, Vice-President, Administration & Finance	\$ 183,643	n/a	n/a	\$ 15,871	\$ 14,352	\$ 213,866
Judith Murray, Vice-President, Open Learning	\$ 163,243	n/a	n/a	\$ 14,350	\$ 28,040	\$ 205,633
Cyndi Mcleod, Associate Vice-President, TRU World	\$ 145,043	n/a	n/a	\$ 12,466	\$ 18,060	\$ 175,569

Notes:

- Column (b) base salary
- Column (c) TRU does not provide a bonus plan
- Column (d) TRU does not provide an incentive plan
- Column (e) College Pension Plan contributions
- Column (f) includes all employer paid statutory benefits including employer paid CPP, EI, WCB; health and welfare benefits including life insurance, accidental death and dismemberment insurance, dental, extended health, Medical Services Plan of BC and vision care. Car allowance is included in column (f) for the Vice-Presidents. Deferred leave is included in column (f) as applicable.
- Column (g) total of all columns

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