

2008-09 Executive Compensation Statement

Kwantlen Polytechnic University strives to maintain an executive total compensation program designed to support the institution to attract, develop and retain highly qualified individuals.

Presidential compensation is subject to total compensation parameters established by the Government, subject to change from time to time as approved by Government. The Board of Governors is responsible for oversight of presidential compensation. Through delegated authority by the Board, the President & Vice-Chancellor is responsible for determining the compensation of the other executive members.

The executive total compensation program is determined with reference to:

- A job evaluation plan which reflects the job worth as measured by factors such as skill, effort, responsibility and working conditions required to perform the work.
- Relevant external comparators, including post secondary institutions.
- External market data provided by appropriate resources, 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.
- The benefit provisions established in our excluded policies and subject to change from time to time within the parameters approved by Government.

Definitions

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

Executive means Vice President level positions.

Summary Compensation Table

Kwantlen Polytechnic University

2008/2009 Fiscal Year

A	B	C	D	E	F	G	H
Name and Principal Position	Salary	Bonus	Incentive Plan compensation paid	Pension \$	Other Compensation ¹	Total \$	2007/2008 Totals
Atkinson, David - President	124,622.82 ²			10,797.89	13,076.38	148,497.09	
Triplett, Skip - President	66,409.87 ³			6,116.39	90,760.30	163,286.56	235,216.08
McGillivray, Judith - Provost & Vice President, Academic Services	141,475.38			12,731.85	19,967.53	174,174.76	144,866.01
Ross, David - CFO & Vice President, Administration & Student Service	85,594.69 ⁴			7,821.74	43,683.50	137,099.93	164,377.54
Harkin, Deborah - Vice President, Human Resource Services	141,475.38			12,669.73	19,429.88	173,574.99	166,985.23
Lee, Gordon - Vice President, Finance & Administration	141,475.38			12,669.73	21,785.28	175,930.39	160,133.61

¹ 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 as well as unused vacation paid. For Skip Triplet it includes a car allowance.

² Employment commenced July 1, 2008

³ Retired July 31, 2008

⁴ Resigned October 31, 2008