

**Kwantlen Polytechnic University
Executive Compensation Disclosure Statement for 2010/2011**

May 9, 2011

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 2010/2011.

Compensation Philosophy

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 other executive members.

The executive total compensation program is determined with reference to:

- A job evaluation plan which reflects based on a composite of 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 the administrative policies and subject to change from time to time within the parameters approved by Government.



Scott Nicoll
Chair, Board of Governors

Attached: Appendix A – Compensation Summary Table

Summary Compensation Table

Kwantlen Polytechnic University

April 1, 2010 to March 31, 2011

A Name and Principal Position	B Annual Base Salary	C Bonus	D Incentive Plan compensation paid	E Pension	F All Other Compensation	G Total Compensation	H Prior 2 Year Total Compensation
Atkinson, David - President <i>Effective July 1, 2008</i>	189,754.24			17,957.98	43,271.79	250,984.01	2008/09 = 148,497.09 2009/10 = 256,719.16
Harkin, Deborah - Vice President, Human Resource Services - <i>Retired June 30, 2010</i>	41,132.73			3,790.74	28,141.83	73,065.30	2008/09 = 173,574.99 2009/10 = 176,455.75
Lee, Gordon - Vice President, Finance & Administration	146,500.12			13,783.88	31,220.02	191,504.02	2008/09 = 175,930.39 2009/10 = 188,990.69
McGillivray, Judith - Provost & Vice President, Academic Services - <i>Retired August 31, 2010</i>	65,925.05			6,149.13	20,158.21	92,232.39	2008/09 = 174,174.76 2009/10 = 168,832.23
McKendry, Norman John - Acting Provost & Vice President, Academic Services <i>Effective July 19, 2010</i>	101,317.37			0.00	55,764.46	157,081.83	

Other Compensation includes statutory employer contributions for CPP, EI, WCB and where applicable, employer contributions for non-statutory benefits including EHC, Dental, Group Life, AD&D, MSP and LTD as well as unused vacation pay and retro.

Other Compensation for McKendry, Norman John also includes earnings while on Contract from April 1/10 to July 18/10 plus 4% vacation pay (total \$40,868.34)