



June 1, 2020

Ms. Christina Zacharuk, President & CEO
PSEC Secretariat
2nd Floor, 880 Douglas Street
Victoria, BC V8W 2B7
via email: Christina.zacharuk@gov.bc.ca

Dear Ms. Zacharuk:

I confirm that the information included in the attached report accurately states the executive compensation paid out in fiscal 2019/2020 to the President + Vice-Chancellor and all qualifying Vice Presidents, which includes those in receipt of salaries over \$125,000, and is in compliance with the compensation plans approved by PSEC.

Yours truly,

A handwritten signature in black ink, appearing to read 'Kim Peacock', with a long, sweeping flourish extending to the right.

Kim Peacock
Chair, Board of Governors

/Attach



At Emily Carr University of Art + Design, we strive to foster an environment of creativity built upon a culture of critique. We achieve this by challenging current socio-political boundaries through contemporary art and design, and through the exploration of research opportunities in the areas of art, design and digital media. In doing so, we aim to deliver high-quality programs and educational opportunities to students on an international scale.

As such, we believe in providing our administrators with support and rewards in recognition of their tireless dedication to the advancement of the university. In return, the university expects staff to embrace the values of the organization and deliver excellence in their area of expertise.

Our total compensation program is thus an instrument to attract and retain the best talent, and provides a mechanism to reward excellence in administrative staff performance. Furthermore, the philosophy has been designed in a manner that promotes the responsible use of public and private funds, in accordance with the Taxpayer Accountability Principles, for the provision of academia, research and community engagement.

GUIDING PRINCIPLES

The university has adopted the following principles, which in turn shall form the foundation for the refreshed philosophy:

- **Performance**

To support and promote a performance-based (merit) organizational culture.

- **Differentiation**

Allow for differentiation of salary where there are differences in the scope of the position within an organization, and/or due to superior individual team contributions.

- **Accountability**

To ensure that compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.

- **Transparency**

To enable a program that is designed, managed and communicated in a manner that ensures the program is clearly understood by employees and the public while protecting individual personal information.

Based upon the core principles outlined above, the following refreshed compensation philosophy endeavors to outline a framework that meets the needs of government, while upholding the values and culture of the university.

OUR TOTAL COMPENSATION

The university compensates the excluded administration through the following key elements:

- 1 **Direct Compensation**

The university offers direct compensation in the form of a base salary. The base salary is internally equitable in relation to the value of each role; and externally competitive compared to the advanced education sector and as it relates to art and design, on a national and international scale, and other relevant comparators.

- 2 **Monetary Benefits**

The university provides benefits for the security and protection of the employee and their families.

- 3 **Career Development**

The university provides a variety of avenues for career and professional development, and believes in the value of investing in the advancement of staff within the university, art and culture communities.

4 Work Life Balance

The university recognizes the need to promote wellness among staff and invests in a number of programs to help staff achieve a healthy balance between work and personal demands.

5 Target Pay Positioning

The universities' total compensation program is targeted at the 50th percentile of our comparator groups.

6 Sustainability

Our total compensation programs are designed and administered in a fiscally responsible manner that ensures costs are affordable and sustainable over time.

7 Governance and Administration

The Board of Governors is responsible for approving our overall compensation philosophy and programs. The executive team is responsible for the day to day oversight and administration of the programs.

Emily Carr University of Art and Design

Summary Compensation Table at 2020

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2019/2020 Total Compensation	Previous Two Years Totals Total Compensation	
							2018/2019	2017/2018
Gillian Siddall, President + Vice-Chancellor	\$ 262,750	-	\$ 16,402	\$ 27,168	-	\$ 306,320	\$ 175,784	
Michael Clifford, VP Finance and Administration	\$ 166,998	-	\$ 7,479	-	\$ 25,095	\$ 199,572	\$ 203,563	\$ 199,373
Patricia Kelly, Vice-President Academic + Provost	\$ 157,211	\$ 16,667	\$ 15,808	\$ 16,255	-	\$ 205,941		
Adrian Tees, Associate Vice-President	\$ 160,248	-	\$ 13,816	\$ 16,569	-	\$ 190,633	\$ 179,982	\$ 154,030
Bonne Zabolotney, VP Academic + Provost	\$ 165,899	-	\$ 14,444	\$ 17,153	\$ 833	\$ 198,329	\$ 203,627	\$ 187,896

Summary Other Compensation Table at 2020

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Gillian Siddall, President + Vice-Chancellor	-	-	-	-	-	-	-
Michael Clifford, VP Finance and Administration	\$ 25,095	-	\$ 3,895	-	\$ 7,200	-	\$ 14,000
Patricia Kelly, Vice-President Academic + Provost	-	-	-	-	-	-	-
Adrian Tees, Associate Vice-President	-	-	-	-	-	-	-
Bonne Zabolotney, VP Academic + Provost	\$ 833	-	-	-	\$ 833	-	-

Notes

Gillian Siddall, President + Vice-Chancellor	General Note: The prior year reporting was for a partial year only (2018-09-01 to 2019-03-31)
Michael Clifford, VP Finance and Administration	General Note: Has aged out of the pension plan, LTD and Group life benefits Other Note: Payment in lieu of sabbatical accrual - \$11,000; LTD Allowance - \$3,000;
Patricia Kelly, Vice-President Academic + Provost	
Adrian Tees, Associate Vice-President	General Note: Base salary: \$145,680 Acting Pay for assuming executive duties in Student Services (10%): \$14,586)Acting Pay for temporarily assuming responsibility for the Counselling, Wellness and Accessibility Services unit of the university while our Student Services unit under goes a comprehensive structural review)
Bonne Zabolotney, VP Academic + Provost	