



May 20, 2022

Mr. John Davison
President & CEO PSEC Secretariat
PO BOX 9400 STN PROV GOVT
Victoria, BC
V8W 9V1
CANADA

Sent via email: John.Davison@gov.bc.ca

Dear Mr. John Davison:

I confirm that the information included in the attached report accurately states the executive compensation paid out in fiscal 2020/2021 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 'Keith Kerrigan'. The signature is fluid and stylized, with a long, sweeping underline that extends to the right.

Keith Kerrigan
Chair, Board of Governors

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 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Gillian Siddall, President + Vice-Chancellor	\$ 262,750	-	\$ 11,306	\$ 27,168	-	\$ 301,224	\$ 301,121	\$ 306,320
Michael Clifford, VP Finance and Administration	\$ 177,240	-	\$ 3,227	-	\$ 69,350	\$ 249,817	\$ 210,694	\$ 199,572
Patricia Kelly, Vice-President Academic + Provost	\$ 199,500	-	\$ 11,667	\$ 20,628	\$ 20,718	\$ 252,513	\$ 243,808	\$ 205,941
Sandeep Kaur-Grewal Sidhu, Chief Information Officer	\$ 153,996	-	\$ 8,644	\$ 15,923	-	\$ 178,563		
Adrian Tees, Associate Vice-President	\$ 156,023	-	\$ 10,418	\$ 16,133	-	\$ 182,574	\$ 187,405	\$ 190,633

Summary Other Compensation Table at 2022

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	\$ 69,350	-	\$ 50,150	-	\$ 7,200	-	\$ 12,000
Patricia Kelly, Vice-President Academic + Provost	\$ 20,718	-	\$ 20,718	-	-	-	-
Sandeep Kaur-Grewal Sidhu, Chief Information Officer	-	-	-	-	-	-	-
Adrian Tees, Associate Vice-President	-	-	-	-	-	-	-

Notes

Gillian Siddall, President + Vice-Chancellor	General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.
Michael Clifford, VP Finance and Administration	General Note: Salary continuance provided effective June 7, 2021 to December 6, 2022. During the 2021/22 fiscal year, \$162,068 paid out, with the remainder of \$103,792 to be paid out in the 2022/23 fiscal year. Per settlement agreement, \$1,605 Statutory and Health Benefits, \$2,046 LTD allowance, \$4,911 car allowance, and \$7,503 in lieu of sabbatical accrual will be paid out in the 2022/23 fiscal year, ending on December 6, 2022. This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. Vacation payout for vacation time accrued, but not taken prior to being severed. Other Note: \$3,000 LTD allowance, \$9,000 in lieu of sabbatical accrual.
Patricia Kelly, Vice-President Academic + Provost	General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. As per the unused vacation policy of the Admin Terms and Conditions of Employment, vacation payout of\$20,718.
Sandeep Kaur-Grewal Sidhu, Chief Information Officer	General Note: Joined ECU on an interim secondment effective 2020-11-28. Following a comprehensive search process was the successful permanent CIO effective 2021-06-14.
Adrian Tees, Associate Vice-President	General Note: This position did not meet criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was eligible to receive a 2% performance-based increase for the 2020/21 performance year.