

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.

The University has evolved since its inception in 1970 to become a truly comprehensive university offering programming at the certificate, diploma, degree and graduate degree level. In regard to executive recruitment, TRU continues to recruit and retain its senior executive members from a national labour market and its compensation practices must remain competitive.

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 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 a competitive 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.

THOMPSON RIVERS UNIVERSITY – PSEC EXECUTIVE COMPENSATION REPORTING

Reporting period (April 1, 2008 – March 31, 2009)

Name and Principal Position (a)	Salary (\$) (b)	Bonus (\$) (c)	Incentive Plan Compensation Paid (\$) (d)	Pension (\$) (e)	All Other Compensation (\$) (f)	Total (\$) (g)	2007-08
K. Scherf, President & Vice Chancellor	\$150,046	n/a	n/a	\$13,131	\$29,155	\$192,332	n/a
M. Evered, Provost & Vice-President	\$187,318	n/a	n/a	\$16,900	\$39,162	\$243,381	\$230,890
C. Newfeld, VicePresident, Administration & Finance	\$187,318	n/a	n/a	\$16,900	\$14,236	\$218,455	\$213,866
J. Murray, Vice-President, Open Learning	\$166,510	n/a	n/a	\$14,897	\$28,372	\$209,779	\$205,633
R. Barnsley, Past President & Vice- Chancellor	\$234,136	n/a	n/a	\$21,212	\$7,561	\$262,910	\$258,401

Data is for fiscal year ending March 31, 2009

Column c - TRU does not provide bonus plan

Column d - TRU does not provide incentive plans

Column e - Employer paid portion of College Pension plan at 7.95% to YMPE and 8.7% greater than YMPE

Column f - includes all employer paid portions of health and welfare benefits; car allowance where applicable, deferred leave plan where applicable and relocation allowance.

Note – K. Scherf Commenced July 1, 2008 – base salary is \$200,000 – figure above reflects 9 months pay for the fiscal year

Note – R. Barnsley Salary for 5 months as President (to August 31, 2008); 7 months consulting as Past President to the Board of Governors