



Emily Carr University of Art + Design
Executive Compensation Disclosure Statement for 2011/2012
5 June 2012

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 2011/2012.

Compensation Philosophy

Emily Carr University of Art + Design is “a learning community devoted to excellence and innovation in visual arts, media arts and design”. In order to inspire excellence, the Emily Carr Board of Governors seeks to attract, retain, develop and recognize the highest caliber administrators, faculty and staff. To this end, it is committed to ensuring that the total compensation offered to its employees is fair and competitive with institutions of comparable complexity, uniqueness and purpose. Emily Carr is one of only four special purpose art institutions in Canada. These three other institutions, along with other art and design institutions in North America, serve as significant comparators for total compensation considerations.

Emily Carr’s compensation philosophy is applied within the parameters of applicable labour relationships and contracts, relevant statutes and public policies. Compensation decisions are coordinated centrally by Human Resources and will involve consultation with and decision-making by the stakeholder group relevant to the occupation.

Base Salary

Internal pay relationships must be rationale and equitable, as derived through the job evaluation plan, where applicable, yet recognize and be responsive to the market pressures exerted on specific occupations from time to time.

Comparator market data will be obtained from appropriate sources on a regular basis to ensure currency and competitiveness of base salaries. National, provincial and local comparators will be relied upon, as applicable to the particular recruitment market of the given occupational group.

Variable Pay

Incentive pay, when applicable, will be based on the achievement of specific performance measures within a specified period of time and is not considered a component of base salary.

Benefits

The benefit component of the total compensation package is designed to support employee health and welfare and the health and welfare of employees’ families. To this end, all eligible Executive, Admin, Faculty and Staff

receive Medical Services Plan, dental, extended health, group life insurance, accidental death and dismemberment, long term disability and employee and family assistance. We also seek to support the financial stability of employees retiring from the workplace through access to the pension plan. All employees are subject to the terms of such plan.

Leaves

Leave provisions, including vacation, professional development leave and sabbaticals, focus on supporting work life balance and lifelong learning and professional development of our staff, faculty and administrators. All eligible employees are entitled to paid vacation periods based on active employment and years of service with Emily Carr.



Emily Carr University of Art + Design
Evaleen Jaager Roy, Chair, Board of Governors

Attached: Appendix A – Compensation Summary Table

Appendix A: Compensation Summary

PUBLIC SECTOR EXECUTIVE COMPENSATION DISCLOSURES – POST SECONDARY SECTOR (2011-2012)									
Name & Principal Position	Salary (\$)	Bonus and or Incentive Plan Compensation Paid (\$)	Benefits* (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)		
							2009-10	2010-11	
Ron Burnett CEO	\$ 178,433	\$ n/a	\$ 14,311	\$ 21,591	Severance:	\$ -	\$ 240,462	2009-10	\$ 249,932.73
					Unused Vacation Payouts:	\$ -		2010-11	\$ 247,617.44
					Unused Leave Payouts:	\$ 9,627			
					Perquisites:	\$ 9,000			
					Other:	\$ 7,500			
Michael Clifford Vice President Finance + Administration	\$ 144,762	\$ n/a	\$ 10,270	\$ 14,855	Severance:	\$ -	\$ 177,087	2009-10	\$ 176,833.33
					Unused Vacation Payouts:	\$ -		2010-11	\$ 172,292.92
					Unused Leave Payouts:	\$ -			
					Perquisites:	\$ 7,200			
					Other:	\$ -			
Monique Fouquet Vice President Academic + Provost	\$ 60,546	\$ n/a	\$ 4,436	\$ 5,952	Severance:	\$ -	\$ 70,935	2009-10	\$ 171,541.19
					Unused Vacation Payouts:	\$ -		2010-11	\$ 160,608.68
					Unused Leave Payouts:	\$ -			
					Perquisites:	\$ -			
					Other:	\$ -			
David Bogen Vice President Academic + Provost	\$ 100,634	\$ n/a	\$ 8,172	\$ 9,486	Severance:	\$ -	\$ 121,417	2009-10	
					Unused Vacation Payouts:	\$ -		2010-11	
					Unused Leave Payouts:	\$ -			
					Perquisites:	\$ 3,125			
					Other:	\$ -			
Name Position Title	\$ -	\$ -	\$ -	\$ -	Severance:	\$ -		2009-10	
					Unused Vacation Payouts:	\$ -		2010-11	
					Unused Leave Payouts:	\$ -			
					Perquisites:	\$ -			
					Other:	\$ -			

* Benefits refer to the sum of employer premiums for: Employment Insurance, Canada Pension Plan, Workers Compensation, Extended Health and Dental, Group Life and Accidental Death and Dismemberment benefits available to all employees, Long term disability and Short-term disability, and Medical Service Plan premiums.

NOTE: Please provide comments and details as footnotes where appropriate.