



**Vancouver Island University**  
**Executive Compensation Disclosure Statement for 2011/2012**

**March 27, 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**

Included in the responsibilities of the Board of Governors is the annual compensation of the institution's President and Vice-Chancellor. The President and Vice-Chancellor is responsible for the compensation of the other members of the senior executive team.

The objective of executive compensation plans is to attract, retain and motivate qualified leaders.

The Board considers the goals, services plans and other commitments made by the Provincial Government in the development and implementation of compensation plans for the institution.

External market information provided by the Post-Secondary Employers Association and other appropriate sources, as well as advice received from independent experts is also reviewed by the Board.

On an annual basis the President and Vice-Chancellor presents an annual performance plan to the Board. The plan specifies goals, responsibilities, and action plans. Once approved, the Board receives periodic progress reports, and performs a full review of outcomes relative to plans at the end of the planning year. Results of this annual review are considered in determining total compensation for the next year, subject to direction from the Provincial Government.

A handwritten signature in black ink, appearing to read "M. Brown".

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Michael W. Brown  
Chair, Board of Governors

Attached: Appendix A – Compensation Summary Table

**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 (\$) |
|--------------------------------------------------------------------------------------------|---------------|----------------------------------------------------|----------------|--------------|------------------------------|-------------------------|---------------------------------------|
| Ralph Nilson<br><i>President and Vice-Chancellor</i>                                       | \$ 180,128.89 | \$ -                                               | \$ 13,206.52   | \$ 18,703.81 | Severance: \$ -              | \$ 238,763.83           | 2009-10 \$ 241,681.08                 |
|                                                                                            |               |                                                    |                |              | Unused Vacation: \$ -        |                         | 2010-11 \$ 248,116.27                 |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
|                                                                                            |               |                                                    |                |              | Unused Leave: \$ -           |                         |                                       |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
| Perquisites: \$ 2,300.59                                                                   |               |                                                    |                |              |                              |                         |                                       |
| Other: \$ 24,424.02                                                                        |               |                                                    |                |              |                              |                         |                                       |
| David Witty<br><i>Provost and Vice-President Academic</i>                                  | \$ 155,396.00 | \$ -                                               | \$ 5,487.20    | \$ 15,778.82 | Severance: \$ -              | \$ 188,241.87           | 2009-10 \$ -                          |
|                                                                                            |               |                                                    |                |              | Unused Vacation: \$ -        |                         | 2010-11 \$ 142,735.97                 |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
|                                                                                            |               |                                                    |                |              | Unused Leave: \$ -           |                         |                                       |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
| Perquisites: \$ 1,531.61                                                                   |               |                                                    |                |              |                              |                         |                                       |
| Other: \$ 10,048.24                                                                        |               |                                                    |                |              |                              |                         |                                       |
| Patricia Eagar<br><i>Vice-President, Administration and Finance</i>                        | \$ 155,396.00 | \$ -                                               | \$ 13,126.27   | \$ 15,779.22 | Severance: \$ -              | \$ 195,273.02           | 2009-10 \$ 195,166.13                 |
|                                                                                            |               |                                                    |                |              | Unused Vacation: \$ 369.29   |                         | 2010-11 \$ 194,976.73                 |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
|                                                                                            |               |                                                    |                |              | Unused Leave: \$ -           |                         |                                       |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
| Perquisites: \$ 554.00                                                                     |               |                                                    |                |              |                              |                         |                                       |
| Other: \$ 10,048.24                                                                        |               |                                                    |                |              |                              |                         |                                       |
| Steve Lane<br><i>Associate Vice-President Academic Planning and Aboriginal Initiatives</i> | \$ 122,454.15 | \$ -                                               | \$ 12,012.90   | \$ 11,573.41 | Severance: \$ -              | \$ 146,040.46           | 2009-10 \$ -                          |
|                                                                                            |               |                                                    |                |              | Unused Vacation: \$ -        |                         | 2010-11 \$ -                          |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
|                                                                                            |               |                                                    |                |              | Unused Leave: \$ -           |                         |                                       |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
| Perquisites: \$ -                                                                          |               |                                                    |                |              |                              |                         |                                       |
| Other: \$ -                                                                                |               |                                                    |                |              |                              |                         |                                       |
| David Drakeford<br><i>Associate Vice-President Academic</i>                                | \$ 55,965.38  | \$ -                                               | \$ 2,792.28    | \$ 5,336.34  | Severance: \$ 59,251.44      | \$ 125,707.28           | 2009-10 \$ 164,116.10                 |
|                                                                                            |               |                                                    |                |              | Unused Vacation: \$ 2,361.84 |                         | 2010-11 \$ 156,003.71                 |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
|                                                                                            |               |                                                    |                |              | Unused Leave: \$ -           |                         |                                       |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
| Perquisites: \$ -                                                                          |               |                                                    |                |              |                              |                         |                                       |
| Other: \$ -                                                                                |               |                                                    |                |              |                              |                         |                                       |
| Ric Kelm<br><i>Executive Director, Infrastructure and Ancillary Services</i>               | \$ 133,954.00 | \$ -                                               | \$ 13,137.27   | \$ 12,707.24 | Severance: \$ -              | \$ 168,979.32           | 2009-10 \$ 171,512.49                 |
|                                                                                            |               |                                                    |                |              | Unused Vacation: \$ 7,701.65 |                         | 2010-11 \$ 161,021.94                 |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
|                                                                                            |               |                                                    |                |              | Unused Leave: \$ -           |                         |                                       |
|                                                                                            |               |                                                    |                |              | Payouts: \$ -                |                         |                                       |
| Perquisites: \$ 1,479.16                                                                   |               |                                                    |                |              |                              |                         |                                       |
| 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.**

R. Nilson - Other: Benefits ceiling paid at 25% of gross salary less employer paid benefits = \$15,376.49. Mortgage interest amount = \$9,047.5

D. Witty - Other: Labour Market Adjustment \$10,048.24

P. Eagar - Other: Labour Market Adjustment \$10,048.24

S. Lane - Salary: Dean, Faculty of Arts and Humanities until October 31, 2011 (\$69,939.87) and Associate VP, Academic Planning and Aboriginal Initiatives commencing November 2, 2011 (\$52,514.28)

D. Drakeford - Retired August 31, 2011.