



**Emily Carr University of Art + Design**  
**Executive Compensation Disclosure Statement for 2012/13**  
**5 June 2013**

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 2012/13.

**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, administrators, 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 life long 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.



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

Summary Compensation Table at FISCAL, 2013

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2012/13 Total	Previous Two Years Totals	
							2011 / 12	2010 / 11
Ron Burnett, CEO	\$ 189,000	\$ -	\$ 14,678	\$ 21,587	\$ 16,500	\$ 241,765	\$ 240,462	\$ 249,933
Michael Clifford, VP, Finance & Admin	\$ 144,762	\$ -	\$ 10,972	\$ 15,852	\$ 18,200	\$ 189,786	\$ 177,087	\$ 176,833
David Bogen, VP, Academic & Provost	\$ 160,000	\$ -	\$ 8,349	\$ 17,322	\$ 5,000	\$ 190,671	\$ 121,417	na
Jennifer Dedeominicis , VP, Enrolment and Student Services	\$ 54,950	\$ -	\$ 6,260	\$ 4,626	\$ -	\$ 65,836	na	na
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**ATTENTION** - Crown Agency Policy changes are being implemented. They may not be reflected in the 2012/13 executive compensation disclosure.

Summary Other Compensation Table at FISCAL, 2013

Name and Position(a)	All Other Compensation	Severance (f)	Vacation payout (g)	Leave payout (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
Ron Burnett, CEO	\$ 16,500	\$ -	\$ -	\$ -	\$ 9,000	\$ -	\$ 7,500
Michael Clifford, VP, Finance & Admin	\$ 18,200	\$ -	\$ -	\$ -	\$ 7,200	\$ -	\$ 11,000
David Bogen, VP, Academic & Provost	\$ 5,000	\$ -	\$ -	\$ -	\$ 5,000	\$ -	\$ -
Jennifer Dedeominicis , VP, Enrolment and Student Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
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**Notes:**

Other Compensation of \$7,500 for Ron Burnett was a PD Allowance

Other Compensation of \$11,000 for Michalel Clifford was payment in lieu of Sabbatical

Jennifer Dedeominicis began her employment on October 22, 2012