

BOARD OF GOVERNORS

June 19, 2014

Lee Doney
Interim President & CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas St
Victoria, B.C.
V8W 2B7

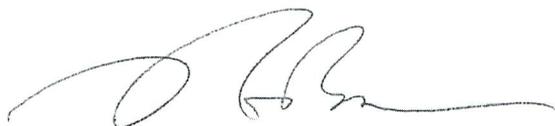
Dear Mr. Doney:

I am writing in regard to the annual disclosure statement for Thompson Rivers University as required by the PSEC Executive Compensation Reporting Guidelines.

The appropriate committee of the Board of Governors (Governance and Human Resources Committee) is aware of the executive compensation paid by Thompson Rivers University (TRU) in the 2013-2014 fiscal year.

I have reviewed the attached executive compensation for the reporting period of April 1, 2013 to March 31, 2014 and can verify it is accurate and that the executive compensation provided was within the PSEC guidelines.

Sincerely,
THOMPSON RIVERS UNIVERSITY



per: Brian Ross
Chair, Board of Governors

Executive Compensation

PUBLIC SECTOR EXECUTIVE COMPENSATION REPORT – FISCAL YEAR 2013/2014

This report outlines the compensation provided to the President and the four highest ranking executive employees whose base salary is \$125,000 or greater in the fiscal year 2013/2014 at Thompson Rivers University. The top five ranking positions include: President and Vice-Chancellor, (A. Shaver), Provost and Vice-President Academic, (U. Scheck), Vice-President Administration and Finance, (M. Milovick), Vice-President Advancement, (C. Seguin), Interim Vice-Provost Open Learning (G. Tarzwell), and Associate Vice-President Academic and Faculty Relations (L. Prins). Changes to positions and individuals reported on this year's report reflect changes in our organizational structure and changes in personnel. New to this report on executives is the Vice-President of Advancement. The Associate Vice-President, International and CEO Global Operations (B. Chadwick) is on the same salary grid as the Interim Vice-Provost Open Learning and Associate Vice-President Academic and Faculty Relations. Ms. Chadwick's compensation has been disclosed as required by the *Financial Information Act*, and also is reported in the Senior Employee Compensation Reporting Data Base:
<http://www.fin.gov.bc.ca/psec/guidelines/#database>.

COMPENSATION PHILOSOPHY

Thompson Rivers University's (TRU) executive compensation philosophy ensures that our compensation plans, human resource practices and policies are designed to attract and retain the excellent leadership required to meet and exceed our strategic goals and academic plans and to reflect our core values.

TRU 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.

SALARY

Responsibility for determining compensation for the President and Vice-Chancellor is determined by the Board of Governors within the guidelines approved by the Government of British Columbia. The maximum base salary and total compensation allowable for the President and Vice-Chancellor is set by the Public Sector Employer's Council. The compensation for the President and Vice-Chancellor remains frozen since 2007.

The compensation for the remaining senior executives is determined by the President and Vice-Chancellor and is within approved limits. TRU compensation plans require approval from the university's Board of Governors, University Public Sector Employer's Association (UPSEA) and Public Sector Employers' Council (PSEC) prior to implementation. The positions reported in our Disclosure Statement have had no changes in compensation this fiscal reporting year or last year because they have been subject to the freeze on compensation for provincial public service managers and executives imposed by the Government of British Columbia.

HEALTH AND WELFARE BENEFITS, PENSION

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 an employee's total compensation. In addition to employer paid benefits for Life Insurance and Extended Health, executives pay half of the insurance coverage for both Short Term and Long Term Disability.

Executives are enrolled in the College Pension Plan, a legislative base defined benefit plan that serves the public sector colleges and institutes in British Columbia. The full cost of the pension contribution is included in the summary compensation table.

LEAVES

Thompson Rivers University has modeled compensation to reflect best practices in the post-secondary sector including renewable, five year term contracts for the President and the Provost and Vice-President Academic and offers academic/administrative leaves to the President, Provost and Vice-President Academic, Vice-President Administration and Finance and Vice-President Advancement.

Academic leaves are the norm in the university sector and are integral to our ability to recruit. Academic leaves are provided so that senior academic leaders are given the opportunity to reinitiate their academic research prior to resuming a role as a faculty member. During these term positions, they do not accrue service toward study or sabbatical leaves that they would normally receive as a faculty member under the collective agreement. These leaves offer an opportunity to reintegrate into the performance of regular academic duties after their term is over. Most importantly, such leaves support the University's commitment to renewal, learning, discovery and engagement. Plans for academic leave for the President will be approved by the Board of Governors. The President will approve the leave plans for the Vice-Presidents.

PERQUISITES

A determination as to whether a perquisite is required is based on: whether it is consistent with the overall compensation package, whether it is required to assist in the effective carrying out of the position's role, and whether the perquisite is offered by comparable and/or competing universities. Perquisites must be cost effective for recruiting and retention purposes.

Summary Compensation Table for Thompson Rivers University at FISCAL, 2014

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2013/14 Total	Previous Two Years Totals	
							2012 / 13 (s)	2011 / 12 (t)
A Shaver, President & Vice-Chancellor	\$ 200,000		\$ 8,593	\$ 19,919		\$ 228,512	\$ 226,414	\$ 227,955
U Scheck, Provost and Vice-President Academic	\$ 193,000		\$ 9,931	\$ 19,215	\$ 4,592	\$ 226,738	\$ 226,093	\$ 225,717
M Milovick, Vice-President, Administration & Finance	\$ 129,579*		\$ 11,095	\$ 12,689	\$ 13,692	\$ 167,055	N/A	N/A
C Seguin, Vice-President, Advancement	\$ 137,700		\$ 7,108	\$ 13,603	\$ 6,000	\$ 164,411	\$ 162,968	\$ 163,098
G Tarzwell, Interim Vice-Provost, Open Learning	\$ 156,848		\$ 9,392	\$ 15,548		\$ 181,788	\$ 177,744	\$ 141,925
L Prins, Associate Vice-President, Academic and Faculty Relations **	\$ 112,500		\$ 5,767	\$ 10,719		\$ 128,986	\$ 171,317	\$ 142,600

Summary Other Compensation Table for Thompson Rivers University at FISCAL, 2014

Name and Position ^(a)	All Other Compensation	Severance (f)	Vacation payout (g)	Paid Leave (h)	Vehicle / Transportation Allowance (i)	Perquisites / other Allowances (j)	Other (k)
A Shaver, President & Vice-Chancellor							
U Scheck, Provost and Vice-President Academic	\$ 4,592				\$ 4,592		
M Milovick, Vice-President, Administration & Finance	\$ 13,692				\$ 3,692		\$10,000***
C Seguin, Vice-President, Advancement	\$ 6,000				\$ 6,000		
G Tarzwell, Interim Vice-Provost, Open Learning							
L Prins, Associate Vice-President, Academic and Faculty Relations **							

Notes:

Positions Reported: TRU has disclosed the compensation paid to the individuals in the five highest ranking positions at the university. The Associate Vice-President, International and CEO Global Operations reported in the 2012-2013 disclosure is not included in this year's disclosure. However, the new incumbent continues to be reported and disclosed under the Financial Information Act, and reported into the Senior Employee Compensation Reporting Database.

Administrative and Academic Leave Accrual: TRU Executives are eligible to accrue Administrative or Academic Leave. Administrative/Academic Leave is to be taken following the completion of contractual requirements as per the employment contract with the university. Leaves require the completion of set terms before individuals are eligible for the leaves. Approval for the purpose of the leave is required following completion of the eligibility requirements for taking leave. The leaves will be disclosed in the fiscal year in which it is taken by the individual and paid by the university.

* Salary reflects the actual amount paid out since commencement of official appointment on July 21, 2013. Regular annual base salary is \$190,000.

** Acting Vice-President, Administration and Finance from March 4, 2013-July 19, 2013. Left TRU on December 31, 2013. Compensation reflects the actual amounts earned between the beginning of the reporting period and end of appointment (April 1, 2012-December 31, 2013).

*** Consulting fee for service rendered prior to appointment at Thompson Rivers University.