



SFU

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May 24, 2024

Mr. John Davison
President & CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas Street
Victoria, BC V8W 2B7

Dear Mr. Davison

Re: Attestation for 2023-2024 Compensation Report

This letter is to attest that the Board of Governors of Simon Fraser University has been made aware of the executive compensation paid in the prior fiscal year and is verifying the compensation provided, as set out in the SFU Public Sector Executive Compensation Reporting Framework for Fiscal Year 2023-2024 (copy attached). This is within the University's approved compensation plan, as per SFU's compensation philosophy for excluded employees and executive compensation policy (copies attached).

Sincerely,

Angie Lamarsh
Chair
Board of Governors

attachments

Public Sector Executive Compensation Reporting – Fiscal Year 2023/2024

Compensation Philosophy of Simon Fraser University

Part I: Total Compensation Philosophy for SFU's Excluded and Executive Employees

The purpose of this Part is to outline SFU's philosophy as it relates to all excluded and executive employees' compensation. It is intended to guide the development, maintenance and administration of our total compensation programs based on a balance of best practices, fiscal responsibility, and the core principles as established by the Public Sector Employers Council (PSEC).

It is the objective of the University to pay its employees' salaries that are sufficiently competitive in the job market to attract and retain a high caliber of people and recognize the progression of employees as they assume the full scope and responsibility of their positions.

Core Principles:

- **Performance** – support and promote a performance-based (merit) organizational culture, recognizing the importance and value of aligning individual and team-based performance contributions to the overall institution's goals.
- **Differentiation** – of salary where there are differences in the scope, complexity, and responsibility of positions.
- **Accountability** – Compensation decisions are objective and based upon a clear and well documented business rationale that demonstrates the appropriate expenditure of public funds.
- **Transparency** – Compensation practices are designed, managed and communicated in a manner that ensures the program is clearly understood by employees, the Institution, and the public while protecting individual personal information.
- **Total Compensation** - Compensation is planned, developed, communicated and administered as a total rewards package.
- **Alignment** – to the University's goal of attracting, retaining, and engaging the best qualified employees that align with the values and culture of SFU. And to the degree possible recognizes relevant total compensation plans afforded to employees governed by collective agreements.
- **Competitive** - Salaries are sufficiently competitive in the job market to attract and retain a high caliber of people and are at or above the 60th percentile for similar jobs across public sector and where appropriate, private sector.
- **Equity and Fairness**– alignment and consistency with internal structures and process while balancing the need for external market competitiveness. The methodology and process will ensure equal pay opportunity for work of equal value.
- **Affordability** – within the Institution's financial planning framework and mandate.
- **Flexibility** - ability to adapt to changing internal and external conditions.
- **Social Responsibility** – Recognizes the importance of living wages and ensures that ongoing changes are made to reflect them.

Part II: Executive Compensation Policy B 10.08

Policy Authority: President and Vice Chancellor

Associated Procedure(s): Performance Reviews and Salary Advancement for Executive Officers

1.0 PRINCIPLES

1.1 The guiding principles of the compensation program for Executive Officers of Simon Fraser University are as follows:

1.1.1 Compensation levels must achieve a balance between fair value for work and the University's ability to pay.

1.1.2 Compensation levels reflect a measurement of job worth based on a composite of the skill, effort, responsibility and working conditions required to perform the work.

1.1.3 Compensation levels must be competitive within the external market from which it recruits. The external market includes local, provincial and national public and private sector employers, including similar positions at other North American universities.

2.0 PURPOSE

2.1 The purpose of this policy is to establish the guidelines governing compensation for Executive Officers.

3.0 SCOPE

3.1 This policy applies to the Executive Officer positions as defined in this policy.

4.0 DEFINITIONS

4.1 Compensation

means salary and other forms of cash payments (including stipends and allowances), vacation, leaves with pay, employer-paid benefits, loans, vehicle use, car allowances, housing, tuition waivers, professional fees and any other benefit received by an Executive Officer from Simon Fraser University.

4.2 Executive Officer

means the President and Vice-Chancellor, the Vice-Presidents, Associate Vice-Presidents, Deans, University Secretary and General Counsel.

5.0 POLICY

5.1 Relationship to Performance

5.1.1 Other than general salary increases, adjustments to compensation are based on clearly defined individual and organizational goals that are reviewed annually.

5.2 Compliance with Legal Obligations

5.2.1 Compensation policy and practices comply with the statutory obligations of the *Employment Standards Act*, the *Human Rights Act*, the *Public Sector Employers Act* and any other employment related legislation.

5.3 Compensation on Termination

5.3.1 There is no notice or pay in lieu of notice for termination from the University for cause. When an Executive Officer is required to discontinue his/her appointment for any reason other than cause and returns to his/her former position within the University, no notice or pay in lieu of notice is paid. Termination of employment from the University for reasons other than cause will be compensated consistent with the *Public Sector Employers Act*, the *Employment Termination Standards Regulations* and prevailing legal values for executive termination.

5.3.2 The maximum amount of notice upon termination without cause for Executive Officers (non-inclusive of vacation owed) is eighteen months as prescribed by the Employment Termination Standards regulation (B.C. Reg. 379/97). Factors considered as part of the guideline include age, employability and length of service. In addition, up to one year of out-placement counseling service is paid for by Simon Fraser University. The President and Vice-Chancellor may approve arrangements for the orderly transition of benefit coverage on an individual case-by-case basis. Where there is a Board-approved contract addressing termination arrangements with an Executive Officer, the contract provisions will apply.

5.4 Conflict of Interest

5.4.1 Consistent with Policy GP 37 *Conflict of Interest*, compensation decisions are made free of conflict of interest.

5.5 Full Disclosure

5.5.1 Simon Fraser University makes regular and full public disclosure of the compensation of each Executive Officer.

5.6 Business Expenses

5.6.1 Business expenses are governed by the Administrative policy for travel and business expenses (AD 3.02 Travel and Business Expenses).

6.0 ROLES AND RESPONSIBILITIES

6.1 Approval of Compensation for Executive Officers

6.1.1 Compensation for Executive Officers is based on the preceding guidelines and is recommended for approval by the President and Vice Chancellor to the Executive and Compensation Committee of the Board of Governors. Final approval rests with the Board of Governors.

7.0 RELATED LEGAL, POLICY AUTHORITIES AND AGREEMENTS

7.1 The legal and other University policy authorities and agreements that may bear on the administration of this policy and may be consulted as needed include but are not limited to:

- 7.1.1 *University Act;*
- 7.1.2 *Employment Standards Act;*
- 7.1.3 *Human Rights Act;*
- 7.1.4 *Public Sector Employers Act;*
- 7.1.5 *Employment Termination Standards Regulations;*
- 7.1.6 *Conflict of Interest (GP 37);*
- 7.1.7 *Travel and Business Expenses (AD 3.02); and*
- 7.1.8 *Executive Officer employment contracts.*

8.0 POLICY REVIEW

8.1 This policy will be reviewed at least every three years.

9.0 AUTHORITY

9.1 This policy is administered under the authority of the President and Vice Chancellor.

10.0 INTERPRETATION

10.1 Questions of interpretation or application of this policy or its procedures shall be referred to the President and the Chair of the Board of Governors, who will jointly make a decision, which shall be final.

11.0 ASSOCIATED PROCEDURES

11.1 The procedure for this policy is:

11.1.1 [Performance Reviews and Salary Advancement for Executive Officers.](#)

Part III: Contact for media and other inquires:

Kristin Linklater	Associate Vice-President, Communications & Marketing	kristin_linklater@sfu.ca
Chris Hatty	Executive Director, Human Resources & Labour Relations	hatty@sfu.ca

Summary Compensation Table at 2024

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2023/2024 Total Compensation	Previous Two Years Totals Total Compensation	
							2022/2023	2021/2022
Joy Johnson, President and Vice-Chancellor	\$ 412,103	-	\$ 16,851	\$ 51,478	\$ 44,941	\$ 525,373	\$ 486,315	\$ 484,690
Yabome Gilpin-Jackson, Vice-President, People, Equity and Inclusion	\$ 285,697	-	\$ 15,348	\$ 48,675	\$ 17,336	\$ 367,056	\$ 340,045	
Dugan O'Neil, Vice-President, Research and Innovation	\$ 306,265	-	\$ 16,110	\$ 31,668	\$ 6,936	\$ 360,979	\$ 341,397	\$ 327,498
Wade Parkhouse, Vice-President, Academic and Provost	\$ 157,302	-	\$ 8,888	\$ 27,234	\$ 136,651	\$ 330,075	\$ 372,817	
Martin Pochurko, Vice-President, Finance and Administration	\$ 292,714	-	\$ 14,811	\$ 53,875	\$ 11,642	\$ 373,042	\$ 347,642	\$ 354,682
Dilson Rassier, Vice-President, Academic and Provost	\$ 226,527	-	\$ 17,075	\$ 22,243	\$ 4,242	\$ 270,087		

Summary Other Compensation Table at 2024

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Joy Johnson, President and Vice-Chancellor	\$ 44,941	-	-	-	\$ 6,936	\$ 38,005	-
Yabome Gilpin-Jackson, Vice-President, People, Equity and Inclusion	\$ 17,336	-	-	-	\$ 6,936	\$ 10,400	-
Dugan O'Neil, Vice-President, Research and Innovation	\$ 6,936	-	-	-	\$ 6,936	-	-
Wade Parkhouse, Vice-President, Academic and Provost	\$ 136,651	-	-	\$ 133,608	\$ 3,043	-	-
Martin Pochurko, Vice-President, Finance and Administration	\$ 11,642	-	\$ 4,629	-	\$ 7,013	-	-
Dilson Rassier, Vice-President, Academic and Provost	\$ 4,242	-	-	-	\$ 4,242	-	-

Notes

Joy Johnson, President and Vice-Chancellor	General Note: Term as President started on September 1, 2020. Annual base salary is \$425,310. Perquisite/Other Allowance Note: Housing taxable benefit
Yabome Gilpin-Jackson, Vice-President, People, Equity and Inclusion	General Note: Term as Vice-President, People, Equity and Inclusion started on April 15, 2022. Annual base salary is \$293,562. Perquisite/Other Allowance Note: Mortgage subsidy
Dugan O'Neil, Vice-President, Research and Innovation	General Note: Term as Vice-President, Research and Innovation started on July 1, 2021. Annual base salary is \$315,841.
Wade Parkhouse, Vice-President, Academic and Provost	General Note: Term as Vice-President, Academic and Provost from July 1, 2022 to August 31, 2023. Annual base salary was \$357,000. Salary earned for paid administrative leave was from September 1, 2023 to March 31, 2024. Benefits (minus car allowance) continued during leave period.
Martin Pochurko, Vice-President, Finance and Administration	General Note: Term as Vice-President, Finance and Administration started on October 15, 2015. Annual base salary is \$301,950.
Dilson Rassier, Vice-President, Academic and Provost	General Note: Employment at SFU and term as Vice-President, Academic and Provost started on August 15, 2023. Annual base salary is \$373,625.