



**Vancouver Island University**  
**Executive Compensation Disclosure Statement for 2010/2011**  
**May 17, 2011**

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 2010/2011.

**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 "Mike Brown".

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Mike Brown  
Chair, Board of Governors

Attached: Appendix A – Compensation Summary Table

**PUBLIC SECTOR EXECUTIVE COMPENSATION REPORT (2010-11)**

Name & Position Title		Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
<b>Name</b> <i>Position Title - CEO</i>	<b>Ralph Nilson</b> <i>President and Vice-Chancellor</i>	\$ 180,128.00	\$ -	\$ -	\$ 18,578.00	\$ 40,783.00 footnote 1	\$ 239,489.00	<b>2008-09</b>	\$ 235,637.00
								<b>2009-10</b>	\$ 232,746.00
<b>Name</b> <i>Position Title - NEO 1</i>	<b>David Witty</b> <i>Vice-President Academic &amp; Provost</i>	\$ 116,743.00 footnote 2	\$ -	\$ -	\$ 10,892.00	\$ 15,099.00 footnote 3	\$ 142,734.00	<b>2008-09</b>	\$ -
								<b>2009-10</b>	\$ -
<b>Name</b> <i>Position Title - NEO 1</i>	<b>Leslie King</b> <i>Vice-President Academic &amp; Provost</i>	\$ -	\$ -	\$ -	\$ -	\$ 177,683.00 footnote 4	\$ 177,683.00	<b>2008-09</b>	\$ 188,421.00
								<b>2009-10</b>	\$ 210,769.00
<b>Name</b> <i>Position Title - NEO 2</i>	<b>Pat Eagar</b> <i>Vice-President Administration and Finance</i>	\$ 155,396.00	\$ -	\$ -	\$ 15,561.00	\$ 24,954.00 footnote 5	\$ 195,911.00	<b>2008-09</b>	\$ 28,669.00
								<b>2009-10</b>	\$ 195,166.00
<b>Name</b> <i>Position Title - NEO 3</i>	<b>David Drakeford</b> <i>Associate Vice-President Academic</i>	\$ 137,535.00 footnote 6	\$ -	\$ -	\$ 12,914.00	\$ 6,055.00	\$ 156,504.00	<b>2008-09</b>	\$ -
								<b>2009-10</b>	\$ 164,116.00
<b>Name</b> <i>Position Title - NEO 4</i>	<b>Ric Kelm</b> <i>Executive Director, Facilities Services and Campus Development</i>	\$ 133,954.00	\$ -	\$ -	\$ 12,533.00	\$ 14,534.00 footnote 7	\$ 161,021.00	<b>2008-09</b>	\$ 172,610.00
								<b>2009-10</b>	\$ 171,512.00

Other Compensation includes statutory employer contributions and health & welfare benefits.

Vacation Entitlement for CEO and NEO 1-4 is 30 days.

footnote 1 - Benefits ceiling paid at 25% of gross salary less employer paid benefits = \$16,459.00. Auto allowance amount \$2,278.28.

footnote 2 - Employment commenced July 1, 2010.

footnote 3 - Labour Market Adjustment \$7,545.00. Auto allowance amount \$3,181.86.

footnote 4 - Severance = \$177,683.00.

footnote 5 - Labour Market Adjustment \$10,048.00. Auto allowance amount \$903.66.

footnote 6 - Acting Vice-President Academic & Provost, April 1, 2010 - July 31, 2010.

footnote 7 - Auto allowance amount \$1,388.00.