

BOARD OF GOVERNORS

May 6, 2015

Christina Zacharuk
Interim President & CEO
Public Sector Employers' Council Secretariat
Suite 210, 880 Douglas Street
Victoria, BC
V8W 2B7

Dear Ms. Zacharuk,

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 in the 2014-2015 fiscal year.

I have reviewed the attached executive compensation reporting for the reporting period of April 1, 2014 to March 31, 2015 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 2014/2015

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 2014/2015 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) and Interim Vice-Provost Open Learning (G. Tarzwell and K. Sutherland). 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 Interim Vice-Provost Open Learning, K. Sutherland, who has taken over the position for G. Tarzwell, who vacated the position in September 2014.

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 offering academic/administrative leaves to each of the Executives. 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 at FISCAL, 2015

Name and Position (a)	Salary (b)	Bonus and / or Incentive Plan Compensation (c)	Benefits (d)	Pension (e)	All Other Compensation (expanded below)	2014/15 Total	Previous Two Years Totals	
							2013/14	2012/13
A Shaver, President & Vice-Chancellor	\$ 200,000	\$ -	\$ 8,928	\$ 20,418	\$ -	\$ 229,346	\$ 228,512	\$ 226,414
U Scheck, Provost and Vice-President Academic	\$ 193,000	\$ -	\$ 10,401	\$ 19,697	\$ -	\$ 223,099	\$ 226,738	\$ 226,093
M Milovick, Vice-President, Administration & Finance	\$ 190,000	\$ -	\$ 11,210	\$ 19,385	\$ 6,000	\$ 226,596	\$ 167,055	\$ -
C Seguin, Vice-President, Advancement	\$ 137,700	\$ -	\$ 9,526	\$ 13,941	\$ 6,000	\$ 167,167	\$ 164,411	\$ 162,968
G Tarzwell, Interim Vice-Provost, Open Learning	\$ 78,424	\$ -	\$ 3,619	\$ 8,086	\$ -	\$ 90,129	\$ 181,788	\$ 177,744
K Sutherland, Interim Vice-Provost, Open Learning	\$ 80,924	\$ -	\$ 6,579	\$ 8,078	\$ -	\$ 95,581	\$ -	\$ -

Summary Other Compensation Table at FISCAL, 2015

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)
A Shaver, President & Vice-Chancellor	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
U Scheck, Provost and Vice-President Academic	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
M Milovick, Vice-President, Administration & Finance	\$ 6,000	\$ -	\$ -	\$ -	\$ 6,000	\$ -	\$ -
C Seguin, Vice-President, Advancement	\$ 6,000	\$ -	\$ -	\$ -	\$ 6,000	\$ -	\$ -
G Tarzwell, Interim Vice-Provost, Open Learning	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
K Sutherland, Interim Vice-Provost, Open Learning	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Positions Reported: TRU has disclosed the compensation paid to the individuals in the five highest ranking positions at the university.

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. Leaves will be disclosed in the fiscal year in which they are taken by an individual and paid by the university.

Notes:

G Tarzwell, Interim Vice-Provost, Open Learning	Vacated position as Interim Vice-Provost, Open Learning on Sept.30, 2014. Compensation reflects the actual amounts earned as Interim VP, Open Learning between the beginning of the reporting period and end of appointment (April 1, 2014-Sept. 30, 2014).
K Sutherland, Interim Vice-Provost, Open Learning	Commenced position as Interim Vice-Provost, Open Learning on Sept. 30, 2014. Compensation reflects the actual amounts earned as Interim VP, Open Learning between the start of the appointment and the end of the fiscal year (Sept.30, 2014- Mar. 31, 2015).