



UNIVERSITY OF THE FRASER VALLEY

Executive Compensation Disclosure Statement for 2009/2010

Executive Compensation Philosophy

The University of the Fraser Valley's senior executives lead the university in providing the best undergraduate education in Canada; in being a leader of social, cultural, economic, and environmentally-responsible development in the Fraser Valley; and in ensuring innovative, entrepreneurial, and accountable achievement of the university's goals.

The University of the Fraser Valley's executive compensation philosophy is to develop competitive compensation packages that allow the University to achieve its goals through recruiting, developing and retaining the best candidates from a national market.

Salary

The University of the Fraser Valley recognizes that the BC Public Sector has adopted the *Public Sector Executive Compensation Reporting Guidelines*. The following UFV compensation practices respond to these BC public policy guidelines:

The UFV Board of Governors is responsible for the executive compensation of its President and Vice-Chancellor. The maximum base salary and total compensation allowable for the President and Vice-Chancellor is set and determined by PSEC.

The President's salary is the highest salary paid to a senior executive at UFV and all other executive compensation is set below this maximum. Through delegated authority by the Board, the President and Vice-Chancellor is responsible for determining the compensation of the other executive members.

Merit Pay

The University of the Fraser Valley's senior executives progress through the salary range based on merit. The amount of merit pay is determined through the annual performance review process, and includes the setting of annual objectives.

Annual objectives are determined for all members of the senior executive. In the case of the University President, the setting of objectives and how they will be measured is determined by the University Board in consultation with the President. Objectives for Vice-Presidents and how they will be measured are established by the President in discussion with each Vice President. Measures may be qualitative or quantitative.

Health and Welfare Benefits, Pensions

The University provides a comprehensive set of health and welfare benefits to its executives. The benefit package is consistent with that provided for other employees of UFV. The University offers its executives subscription to the College Pension Plan as per the prevailing regulations of the College Pension Act.

Leaves

The vacation entitlement for executives is aligned with the vacation provided for other administrative employees at UFV. UFV provides its executives with academic/research leave. Such leaves recognize the importance of renewal and educational advancement, and as applicable, allow executives to prepare for a return to academic responsibilities at the end of their term(s).

Full Disclosure

The University of the Fraser Valley makes regular and full public disclosure of the compensation of each executive officer in accordance with relevant public policy and statutes.

Name & Position Title	Annual Base Salary (\$)	Bonus (\$)	Incentive Plan Compensation Paid (\$)	Pension (\$)	All Other Compensation (\$)	Total Compensation (\$)	Prior 2 Years Total Compensation (\$)	
							2007- 2008	2008- 2009
Mark Evered * President <i>(July, 2009 to March 31, 2010)</i>	\$138,600.00	-	-	\$12,688.06	\$49,323.12	\$200,611.18	2007- 2008	n/a
							2008- 2009	n/a
HA Bassford ** President <i>(April 1, 2009 to August 31, 2009)</i>	\$78,796.80	-	-	\$7,436.22	\$7,711.95	\$93,944.96	2007- 2008	\$242,869.00
							2008- 2009	\$245,882.00
Tim Segger VP Administration	\$168,918.72	-	-	\$16,123.61	\$30,588.66	\$215,630.99	2007- 2008	\$202,202.00
							2008- 2009	\$215,038.00
Robert Buchan VP External	\$168,612.25	-	-	\$16,094.91	\$27,061.68	\$211,768.84	2007- 2008	\$203,662.00
							2008- 2009	\$207,362.00
Eric Davis VP Academic	\$151,158.95	-	-	\$14,425.29	\$27,344.31	\$192,928.55	2007- 2008	n/a
							2008- 2009	n/a
Dan Ryan Dean of Science	\$127,625.00	-	-	\$11,588.23	\$15,635.18	\$158,848.41	2007- 2008	n/a
							2008- 2009	n/a

Annual Base Salary amounts are actuals based on the fiscal year April 1, 2009 to March 31, 2010

* Note: Dr. Evered commenced employment with UFV on July 1, 2009

** Note: Dr. Bassford used accrued vacation for the period of July 1, 2009 to August 31, 2009