



**THORNELOE
UNIVERSITY**

AT LAURENTIAN

Executive Compensation Program

I. Preamble

This “Executive Compensation Program” is being implemented pursuant to the *Broader Public Sector Executive Compensation Act, 2014* (“BPSECA”)¹. The BPSECA mandates that Broader Public Sector institutions maintain accountability for fiscally responsible compensation decisions in respect of Designated Executives while recognizing the need to attract and retain the necessary talent to deliver high quality public services.

II. Compensation Philosophy

Thorneloe University Mission Statement: “Situated on the Laurentian University campus in Sudbury, Ontario, Thorneloe University is an interdisciplinary centre of teaching, learning and research in the humanities, the arts and theology. A founding member of the Laurentian University Federation and affiliated with the Anglican Church, Thorneloe provides an accessible education, fostering critical inquiry in a student-focused environment.”

In order to fulfill this mission, the Thorneloe University Board of Governors (“Board”) needs to attract, retain, develop and recognize the highest caliber senior administrators. It is therefore committed to ensuring that the total compensation offered to all its employees, including senior administrators, is fair and competitive by reference to institutions of comparable complexity, uniqueness and purpose.

III. Salary and Performance-Related Pay Caps

The salary payable to Designated Executives will be evaluated on an annual basis by the Executive Committee. In accordance with the requirements of BPSECA, this analysis shall be conducted by comparing such salary to that provided for similar positions at comparator institutions. Salary may also be adjusted to reflect increases in the annual cost of living. Currently, the President, Provost and Vice-Chancellor is the only employee at Thorneloe University deemed by statute to be a Designated Executive.

¹ For more information, please visit <https://www.ontario.ca/page/executive-compensation-framework-guide>.

At the end of each fiscal year, the Executive Committee will review the performance of the Designated Executive. The Board may, from time to time, at its sole discretion, make performance-related pay available to the Designated Executive. Such pay, if remitted, is an annual lump sum payment based upon attaining performance objectives as approved by the Executive Committee and is not an adjustment to base salary.

At no time will salary and/or performance pay for the Designated Executive exceed the median salary of at least eight comparators. Salary increases for the Designated Executive will also not exceed the average rate of increase in salary applicable to non-executive managers at Thorneloe University in the same year.

IV. Compensation

Compensation for the Designated Executives at Thorneloe University includes eligible elements other than salary and performance pay, such as pension, benefits, paid leave and professional allowances, provided such compensation is available to non-executive managers.

The Designated Executive may receive elements of compensation not available to other employees where necessary and unique to the Designated Executive's responsibilities within the institution. The only additional element of compensation currently provided to the President is an automobile allowance as this role necessarily includes travel for attendance at external functions and other obligations across the community on behalf of Thorneloe University.

V. Comparative Analysis Details

Like Thorneloe University, each of the following institutions is a federated or affiliated college or university with a larger, provincially-funded university in Ontario. In addition, each of these institutions receives its public funding indirectly from their constituent university, and are of generally similar size to Thorneloe University.

As such, these comparator institutions share commonalities in the five factors mandated by the BPSECA, i.e., scope of responsibilities of the organization's executives, type of operations the organization engages in, industries within which the organization competes for executives, size of the organization and location of the organization.

Brescia University College	Principal
Huntington University	President and Vice Chancellor
Huron University College	Principal
King's University College	Principal
University of St. Michael's College	President
University of Sudbury	President and Vice-Chancellor

Renison University College	Principal,
St. Paul's University College	Principal
Conrad Grebel University College	President
St. Jerome's University	President
Thorneloe University	President
Trinity College	Provost

V. Remaining Compliant

The Executive Committee will review this program and associated salary, performance pay and compensation on periodic intervals sufficient to maintain compliance with BPSECA.

Approved: Thorneloe Executive Committee (January 19, 2017)

*Reviewed after public consultation: Thorneloe Executive Committee
(February 23, 2017)*