



Executive Compensation

SIMON FRASER UNIVERSITY
Policies and Procedures

Date
May 17, 1996

Revision Date
June 28, 2018

Number
B 10.08

Revision No.
C

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 .2.1 and

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.](#)