



DATE: June 22, 2018

SUBJECT: Message from Board Chair

To the OCAD University community,

I wanted to write to outline, in a direct way, OCAD U's obligations to the Province of Ontario around what's called Executive Compensation.

The intent of the Government of Ontario's Broader Public Sector Executive Compensation Act (BPSECA), introduced in 2014, is to require universities such as ours to develop Executive Compensation Programs to ensure a responsible, transparent and consistent approach to managing executive salaries.

For the purposes of the BPSECA, the following positions are considered designated executives under the program:

- President and Vice-Chancellor;
- Vice-President, Academic & Provost;
- Vice-President, Advancement & Board Secretariat;
- Vice-President, Finance & Administration;
- Vice-President, Research & Innovation; and
- Vice-Provost, Students & International.

The BPSECA requires us to post the proposed program for feedback for at least 30 days.

Over the past year, a working group consisting of Board Chairs and Vice Chairs and supported by consultants, Gallagher McDowall, and the Director of Human Resources, and the Board's Executive Committee and the Board of Governors, developed the draft program, which was then posted at <https://www.ocadu.ca/dev/executive-compensation-framework.htm>.

Feedback submissions were requested to be sent by June 7, 2018 to Nicky Davis, Director, Human Resources via ExecutiveCompensation@ocadu.ca. This feedback was shared with the Board's Executive Committee and the Board of Governors at their June 2018 meetings for the purpose of finalizing the program.

At the June 18th Board of Governors meeting, we received further comments from faculty, staff and students, which focused on the importance of OCAD University's fiscal health being taken into account.

The meeting also provided an opportunity to clarify, for some, that the program was not about implementing any specific increases in compensation but rather about creating a framework under which we provide competitive and fair compensation within the University's current financial requirements and longer-term goals.

A summary of all feedback will be included with the final program, which will be re-submitted for final approval to the Ministry of Advanced Education and Skills Development (MAESD).

As evidence of our genuine commitment to ongoing communications with faculty, staff and students, indeed, with the entire OCAD U community, and as promised at the Board meeting this week, we will develop a much more robust communications mechanism than has been used in the past.

A copy of the final program, approved by the Ontario government, will be published on the OCAD University website on the [Board of Governors webpage](#).

Thank you,
Jaime Watt
Chair, Board of Governors
OCAD University