

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
Gordon Lee, VP, Finance and Administration	\$111,480.80		\$12,841.16	\$16,328.30	\$65,211.61	\$205,861.87	\$209,159.00	\$202,718.86
Alan Davis, President	\$191,759.88		\$12,662.50	\$19,645.20	\$8,850.46	\$232,918.04	\$243,264.00	\$140,547.99
Harry Gray, AVP, Administration	\$146,500.12		\$13,875.58	\$14,917.28		\$175,292.98	\$182,780.00	\$172,693.93
Salvador Ferreras, Provost & VP Academic	\$169,999.96		\$14,564.01	\$17,371.26		\$201,935.23	\$113,983.00	
Jeffery Norris, CAO & CEO KPU Foundation	\$68,742.00		\$5,043.00	\$7,086.00	\$11,553.00	\$92,424.00	\$176,776.14	\$150,982.00
Elizabeth Jane Fee, Vice Provost, Students	\$146,500.12		\$10,571.77	\$15,316.66	\$3,846.20	\$176,234.75		

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)
Alan Davis, President	\$8,850.46		\$8,850.46				
Harry Gray, AVP, Administration							
Salvador Ferreras, Provost & VP Academic							
Jeffery Norris, CAO & CEO KPU Foundation	\$11,553.00		\$11,553.00				
Elizabeth Jane Fee, Vice Provost, Students	\$3,846.20						\$3,846.20

Notes:	
Gordon Lee, VP, Finance and Administration	Annual Stipend (\$5000) as Deputy Vice Chancellor.
Alan Davis, President	Has access to a leased fleet vehicle.
Harry Gray, AVP, Administration	
Salvador Ferreras, Provost & VP Academic	Increase in total compensation due to Dr. Ferreras joining KPU mid-fiscal in previous year (September 2013). At end of appointment, Dr. Ferreras will be entitled to a paid 12 month administrative leave to undertake scholarly activity in order to return to a faculty position.
Jeffery Norris, CAO & CEO KPU Foundation	Resigned from position Sept. 16, 2014.
Elizabeth Jane Fee, Vice Provost, Students	Annual Stipend (\$5000) as Langley Campus Principal (Received \$3,846 in Fiscal 2014/15). Salary as Deputy Provost & Associate VP Academic & Pro Tem Vice Provost, Students \$133,498 (Apr 1 to Dec 31/14). Salary as Vice Provost, Students \$42,737 (Jan 1 to Mar 31, 2015).