

Kwantlen Polytechnic University

Summary Compensation Table at 2022

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2021/2022 Total Compensation	Previous Two Years Totals Total Compensation	
							2020/2021	2019/2020
Alan Davis, President & Vice Chancellor	\$ 241,111	-	\$ 9,951	\$ 17,452	\$ 18,082	\$ 286,596	\$ 282,357	\$ 263,937
Steve Cardwell, Vice President, Students	\$ 209,552	-	\$ 17,789	\$ 21,668	\$ 5,061	\$ 254,070	\$ 239,476	\$ 199,203
Tara Clowes, Vice President, Finance and Administration	\$ 102,444	-	\$ 5,981	\$ 10,593	\$ 9,062	\$ 128,080	\$ 153,974	
Barbara Marlyn Graziano, Vice President, External Affairs	\$ 66,983	-	\$ 5,824	\$ 6,926	\$ 13,791	\$ 93,524	\$ 195,809	\$ 175,978
Randall Heidt, Vice President, External Affairs & CEO KPU Fund	\$ 154,328	-	\$ 18,549	\$ 15,958	\$ 3,963	\$ 192,798		
Abdolreza Khakbaznejad, Interim Vice President, Administration & Chief Information Officer	\$ 174,480	-	\$ 17,813	\$ 18,041	\$ 18,520	\$ 228,854		
Diane Purvey, Provost & Vice President, Academic, Pro Tem	\$ 183,462	-	\$ 19,160	\$ 18,970	\$ 15,229	\$ 236,821		
Sandy Vanderburgh, Provost and Vice President Academic	\$ 204,887	-	\$ 15,987	\$ 21,185	\$ 14,712	\$ 256,771	\$ 239,477	\$ 212,002

Summary Other Compensation Table at 2022

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Alan Davis, President & Vice Chancellor	\$ 18,082	-	\$ 13,910	-	\$ 4,172	-	-
Steve Cardwell, Vice President, Students	\$ 5,061	-	-	-	-	\$ 5,061	-
Tara Clowes, Vice President, Finance and Administration	\$ 9,062	-	\$ 9,062	-	-	-	-
Barbara Marlyn Graziano, Vice President, External Affairs	\$ 13,791	-	\$ 13,791	-	-	-	-
Randall Heidt, Vice President, External Affairs & CEO KPU Fund	\$ 3,963	-	-	-	-	\$ 3,963	-
Abdolreza Khakbaznejad, Interim Vice President, Administration & Chief Information Officer	\$ 18,520	-	\$ 14,790	-	-	\$ 3,730	-
Diane Purvey, Provost & Vice President, Academic, Pro Tem	\$ 15,229	-	\$ 12,229	-	-	\$ 3,000	-
Sandy Vanderburgh, Provost and Vice President Academic	\$ 14,712	-	\$ 14,712	-	-	-	-

Notes

Alan Davis, President & Vice Chancellor	General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year.
Steve Cardwell, Vice President, Students	General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. Steve received a \$5,777 stipend for taking on VP Finance role for 3 months. Instead of spending PD funds last year as Covid limited the ability to receiving professional development, Steve received an allowance (\$5,061) to purchase technology, software or technological equipment that supported KPU work. Perquisite/Other Allowance Note: Instead of spending PD funds last year as Covid limited the ability to receiving professional development, Steve received an allowance (\$5,061) to purchase technology, software or technological equipment that supported KPU work.
Tara Clowes, Vice President, Finance and Administration	General Note: Tara's employment with KPU ended June 18, 2021. Tara received \$51,222 as base salary until June 18, 2021 and \$51,222 in salary continuance from June 19, 2021 until September 16, 2021. This role has been reorganized to Chief Financial Officer.
Barbara Marlyn Graziano, Vice President, External Affairs	General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. Barbara retired from her position in July 2021.
Randall Heidt, Vice President, External Affairs & CEO KPU Fund	General Note: Randall was appointed to the current position in July 2021. Instead of spending PD funds last year as Covid limited the ability to receiving professional development, Randall received an allowance (\$3,963) to purchase technology, software or technological equipment that supported KPU work. Perquisite/Other Allowance Note: Instead of spending PD funds last year as Covid limited the ability to receiving professional development, Randall received an allowance (\$3,963) to purchase technology, software or technological equipment that supported KPU work.
Abdolreza Khakbaznejad, Interim Vice President, Administration & Chief Information Officer	General Note: Reza was appointed to the interim Vice President Administration position in October 2021. This role was previously Vice President Finance and Administration and was reorganized to Vice President Administration. Salary includes previous position as Chief Information Officer. Instead of spending PD funds last year as Covid limited the ability to receiving professional development, Reza received an allowance (\$3,730) to purchase technology, software or technological equipment that supported KPU work. Perquisite/Other Allowance Note: Instead of spending PD funds last year as Covid limited the ability to receiving professional development, Reza received an allowance (\$3,730) to purchase technology, software or technological equipment that supported KPU work.

<p>Diane Purvey, Provost & Vice President, Academic, Pro Tem</p>	<p>General Note: Diane was appointed to the Provost & Vice President, Academic, Pro Tem position on October 1, 2021. Salary includes previous position as Dean, Faculty of Arts until Sep 30, 2021 and the Provost & Vice President, Academic, Pro Tem from October 1, 2021 to March 31, 2022. Instead of spending PD funds last year as Covid limited the ability to receiving professional development, Diane received an allowance (\$3,000) to purchase technology, software or technological equipment that supported KPU work.</p> <p>Perquisite/Other Allowance Note: Instead of spending PD funds last year as Covid limited the ability to receiving professional development, Diane received an allowance (\$3,000) to purchase technology, software or technological equipment that supported KPU work.</p>
<p>Sandy Vanderburgh, Provost and Vice President Academic</p>	<p>General Note: This position met criteria for inclusion in the 2020/21 executive compensation freeze, which came into effect on August 31, 2020. As a result, this individual was ineligible to receive a performance-based increase for the 2020/21 performance year. Sandy's employment with KPU ended October 17, 2021. Sandy received \$110,324 as base salary until Oct 17, 2021 and \$94,563 in salary continuance from Oct 18, 2021 until May 3, 2022.</p>