

Kwantlen Polytechnic University

Summary Compensation Table at 2021

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2020/2021 Total Compensation	Previous Two Years Totals Total Compensation	
							2019/2020	2018/2019
Alan Davis, President & Vice Chancellor	\$ 234,487	-	\$ 6,842	\$ 24,401	\$ 16,627	\$ 282,357	\$ 263,937	\$ 259,811
Steve Cardwell, Vice President, Students	\$ 203,775	-	\$ 14,631	\$ 21,070	-	\$ 239,476	\$ 199,203	
Tara Clowes, Vice President, Finance and Administration	\$ 126,085	-	\$ 14,852	\$ 13,037	-	\$ 153,974		
Barbara Marlyn Graziano, Vice President, External Affairs	\$ 156,233	-	\$ 13,059	\$ 16,372	\$ 10,145	\$ 195,809	\$ 175,978	\$ 175,213
James Joseph William Sass, Interim Vice President, Finance and Administration	\$ 29,423	-	\$ 1,750	\$ 3,042	\$ 17,981	\$ 52,196	\$ 167,746	
Sandy Vanderburgh, Provost and Vice President Academic	\$ 203,775	-	\$ 14,632	\$ 21,070	-	\$ 239,477	\$ 212,002	

Notes

Alan Davis, President & Vice Chancellor	General Note: KPU provided a 5% performance based increase effective September 1, 2020 for the January – December 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at KPU will forgo standard performance based increases for the 2020/21 performance year.
Steve Cardwell, Vice President, Students	General Note: This was Steve's first full year in the role. KPU provided a 2% performance based increase July 1, 2020 for the January – December 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at KPU will forgo standard performance based increases for the 2020/21 performance year.
Tara Clowes, Vice President, Finance and Administration	General Note: Tara's hire date was August 10, 2020.
Barbara Marlyn Graziano, Vice President, External Affairs	General Note: KPU provided a 2% performance based increase July 1, 2020 for the January – December 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at KPU will forgo standard performance based increases for the 2020/21 performance year. The position of Vice President, External Affairs was reclassified in February 2021 to account for the additional responsibilities of being the CEO of the KPU Foundation, the official liaison with the KPU Retirees Association and KPU Alumni Association and the department of community engagement and major events.
James Joseph William Sass, Interim Vice President, Finance and Administration	General Note: William Sass served in the interim role as VP Finance & Administration which ended on May 22, 2020.
Sandy Vanderburgh, Provost and Vice President Academic	General Note: This was Sandy's first full year in the role. KPU provided a 2% performance based increase July 1, 2020 for the January – December 2019 performance year. As the executive freeze was implemented on August 31, 2020, the executives at KPU will forgo standard performance based increases for the 2020/21 performance year.