



Memorandum to: Business Board

For: Meeting of January 28, 2012

Agenda Item: 4

Item Identification: Report of the Senior Appointments and Compensation Committee
for 2011-2012

Sponsor:

Mr. Richard B. Nunn, Chair of the Governing Council, on behalf of the Senior Appointments and Compensation Committee (SACC) which, for the reporting period, comprised the Chair and Vice-Chair of the Governing Council (Mr. Richard Nunn and Ms. Goldring, respectively), the Chair of the Business Board (Mr. John Switzer), one additional alumni member of the Governing Council (Ms Elizabeth Vosburgh), one additional member of the Business Board (Ms Melinda Rogers) and the President.

Jurisdictional Information:

Under the *Policy on Appointments and Remuneration*, the Senior Appointments and Compensation Committee is responsible for attesting to the Governing Council, through the Business Board, that compensation policies and programs for particular categories of employees are appropriate, and that decisions about the compensation of individuals have been made in accordance with established policy and practice. The categories include members of the University's senior administration, academic division heads and administrative officers with special reporting arrangements with respect to the Governing Council, the President or the Provost.

In the *Policy on Appointments and Remuneration*, the Governing Council has also provided for delegation of its powers to appoint employees. Appointments under the authority delegated to the SACC are reported to the Governing Council through the Executive Committee.

Previous Action Taken:

The last report was presented to the Business Board on April 2, 2012.

Action Sought:

No action required. Report is for information.

Highlights:

The Report provides background on the Senior Appointments and Compensation Committee's mandate and method of operation. It also presents summary information on decisions made by the Committee in the period July 1, 2011 to June 30, 2012.

Financial Implications:

None.