



**FOR INFORMATION**

**PUBLIC**

**OPEN SESSION**

**TO:** Senior Appointments and Compensation Committee

**SPONSOR:** Janet Ecker, Chair of the Governing Council

**CONTACT INFO:** [chair.gc@utoronto.ca](mailto:chair.gc@utoronto.ca)

**PRESENTER:** As above.

**CONTACT INFO:**

**DATE:** June 13, 2023 for June 20, 2023

**AGENDA ITEM:** 2

**ITEM IDENTIFICATION:**

*Annual Report of the Senior Appointments and Compensation Committee for 2022-23*

**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.

**GOVERNANCE PATH:**

1. Senior Appointments and Compensation Committee [For review and approval] (E-ballot, June 2023)
2. **Business Board [For information] (June 20, 2023)**

**PREVIOUS ACTION TAKEN:**

The *2021-22 Annual Report* of the Committee was received for information by the Business Board at its meeting of June 21, 2022.

**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 May 18, 2022 to May 29, 2023.

**FINANCIAL IMPLICATIONS:**

N/A.

**RECOMMENDATION:**

For information.

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**DOCUMENTATION PROVIDED:**

- *Annual Report of the Senior Appointments and Compensation Committee for 2022 -2023*



**To:** Members of the Business Board

**From:** Janet Ecker, Chair of the Governing Council

**Date:** June 12, 2023

**Re:** **Report of the Senior Appointments and Compensation Committee (SACC) for 2022-23**

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**A. Background**

**Policy Context**

The following report covers activities of the Senior Appointments and Compensation Committee (SACC) during the academic year 2022-23 as required by the *Policy on Appointments and Remuneration*.

Under section 13. (c.) of the *Policy* ‘...the Senior Appointments and Compensation Committee is responsible for attesting to the Governing Council, through the Business Board, that compensation policies and programs for employees appointed under clauses 1 through 6 (...) are appropriate, and that decisions about the compensation of individuals have been made in accordance with established policy and practice.’

**Committee Membership**

Section 13 (a.) of the *Policy* prescribes the membership of the Senior Appointments and Compensation Committee.

In 2022-2023, the Committee comprised the following:

Chair, Governing Council	Janet Ecker
Vice-Chair, Governing Council	Anna Kennedy
Chair, Business Board	Sandra Hanington
Alumni Member, Governing Council	Geeta Yadav
President	Meric Gertler

The Secretary of the Governing Council serves as secretary of the Committee and maintains its files. The Vice-President and Provost and the Vice-President, People Strategy, Equity and Culture serve as non-voting assessors and are excluded from the Committee’s deliberations as appropriate.

When the Committee discusses the performance assessment and compensation of the President it meets without the President.

## **B. Compensation Frameworks**

In August 2018, the Ontario government issued a new Compensation Framework Regulation (O. Reg. 406/18) (the "New Regulation") under the *Broader Public Sector Executive Compensation Act*. The New Regulation froze executive compensation for universities (among other designated employers). Compensation decisions in 2022-23 related to the affected senior executives were in compliance of legislative requirements.

The Committee had a number of discussions on executive compensation.

## **C. Executive Appointments and Compensation**

(1) The Committee considered the Chair's<sup>1</sup> assessment of President Gertler for 2021-22 and approved the evaluation rating and his annual bonus.

### **(2) Creation of Positions and Terms and Conditions**

Under the *Policy*, the Committee is responsible for the creation of the position of Assistant Vice-Presidents and Associate Vice-Provosts and for the appointments to those positions and for compensation decisions concerning such appointments.

The Committee approved the creation of the positions of:

- Assistant Vice-President, Advancement Relations with Healthcare Institutions
- Assistant Vice-President, Advancement College Relations

The Committee approved a title change and the terms and conditions of the Assistant Vice-President, Brand Strategy & Chief Marketing Officer.

### **(3) Terms and Conditions of Appointment / Reappointment**

Under the *Policy*, the President is required to bring to the Committee for consideration his recommendations on the terms and conditions of appointment for Vice-Presidents, Deputy and Vice-Provosts, and other administrative positions above the level of Principal or Dean. The Committee also has responsibility for the terms and conditions for any individual directly accountable to the Governing Council.

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<sup>1</sup> This was a matter considered in June 2022 and therefore was under the leadership of the Chair at that time, Brian Lawson.

For 2022-23 the relevant positions were:

- Vice-President, University of Toronto and Principal, University of Toronto Scarborough
- Associate Vice-President, Research Oversight and Compliance
- Vice-President, Operations and Real Estate Partnerships and Vice-Provost, Academic Operations
- Interim Vice-President, Communications
- Vice-President, Communications
- Acting Vice-President, University Operations

### **(3) Performance Assessments and Compensation Adjustments**

The Committee considered the President's annual performance assessments of the Vice-Presidents. In addition, the Committee reviewed the President's Strategic Priorities for 2022-23.

#### **D. Faculty**

The Committee reviewed the *2020-21 Academic Salary Report*. The Report noted that the most recent academic salary data demonstrated that U of T academic salaries are competitive both in Canada and with peer public universities in the US, and that the University remains committed to a compensation scheme that recognizes meritorious performance.

#### **E. Administrative Staff**

##### **(1) Appointments**

Under Section 4 of the *Policy*, the Committee has the authority to appoint, on the recommendation of the President, Assistant Vice-Presidents and Assistant Secretaries of the Governing Council.

For 2022-23 the Committee approved the following appointments:

- Assistant Vice-President, Planning & Budget
- Assistant Secretary of the Governing Council
- Assistant Vice-President, Advancement Relations with Healthcare Institutions

- Assistant Vice-President, Advancement College Relations
- Interim Assistant Vice-President, Divisional Relations
- Assistant Vice-President, Divisional Relations
- Acting Chief Operating Officer, Property Services & Sustainability, Operations & Real Estate Partnerships

## **(2) Compensation Decisions**

The Committee received the *Administrative Salary Report for July 1, 2021 and July 1, 2022*. The *Report* included information about the July 1, 2021 merit increases for PM6-11 staff and for Senior Advancement Professionals. The *Report* provided an overview of the merit pay model for this group including the distribution of performance ratings for 2022 in comparison to 2021, as well as 2022 market analysis.