

College	Link
Algonquin	http://www.algonquincollege.com/bog/feedback/
Boréal	http://www.collegeboreal.ca/about-boreal/policies-information-and-documentation/public-consultations/
Cambrian	http://cambriancollege.ca/executive-compensation-program-public-consultation/
Canadore	http://canadorecollege.ca/about-us/canadore-colleges-proposed-executive-compensation-program%20
Centennial	http://www.centennialcollege.ca/about-centennial/corporate-information/executive-compensation-program/
Conestoga	http://blogs1.conestogac.on.ca/news/2016/12/public_consultation_-_executiv.php
Confederation	http://www.confederationcollege.ca/news-events/confederation-colleges-draft-executive-compensation-program
Durham	http://www.durhamcollege.ca/new-notable/college-news/feedback-opportunity-new-executive-compensation-program
Fanshawe	https://www.fanshawec.ca/about-fanshawe/corporate-information/executive-compensation-program-public-consultation
Fleming	https://flemingcollege.ca/proposed-executive-compensation-program
George Brown	https://www.georgebrown.ca/about/administration/executive-compensation-program.pdf
Georgian	http://www.georgiancollege.ca/about-georgian/president/board-of-governors-tab/#executive-compensation
Humber	http://www.humber.ca/about-humber/corporate-info/compframework/
La Cité	https://www.collegelacite.ca/consultation
Lambton	https://www.lambtoncollege.ca/About_Us/Our_College/Draft_Executive_Compensation_Program/Program_Details/
Loyalist	http://www.loyalistcollege.com/wp-content/uploads/2016/12/Public-Consultation-on-Exec-Comp-Revised-Dec142016_FINAL.pdf
Mohawk	http://www.mohawkcollege.ca/sites/default/files/Board_of_Governors/Executive_Compensation_Program/Executive-Compensation-Consultation-Draft.pdf
Niagara	http://www.niagaracollege.ca/board-of-governors/executive-compensation-program/
Northern	http://www.northernc.on.ca/ecp-consultation/
Sault	http://www.saultcollege.ca/Pages/ExeCompLetter.asp
Seneca	http://www.senecacollege.ca/about/consultation-program/index.html
Sheridan	https://www.sheridancollege.ca/about/administration-and-governance/board/executive-compensation-program
St. Clair	http://stclairconnect.ca/executive-compensation-program/
St. Lawrence	https://www.stlawrencecollege.ca/about/college-administration/accountability/

College	Proposed Level	FTE students (2013)	FT Employees (Oct 2015)	Comparators - Colleges	Comparators-Universities
Algonquin	5	19,175	1,257	(none)	uGuelph, uWaterloo, York, SAIT
Boréal	2	1,753	364	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Cambrian	2	3,522	431	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Canadore	2	2,656	267	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Centennial	5	11,032	986	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Conestoga	5	10,336	1,040	George Brown, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Confederation	2	3,126	390	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Durham	4	9,679	795	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Fanshawe	4	13,726	1,245	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Fleming	3	6,621	498	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
George Brown	5	19,912	1,354	(none)	uGuelph, uWaterloo, York, SAIT
Georgian	4	10,249	770	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Humber	5	21,735	1,390	(none)	uGuelph, uWaterloo, York, SAIT
La Cité	3	4,809	423	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Lambton	3	2,901	295	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Loyalist	2	3,255	299	(did not list)	(did not list)
Mohawk	4	11,699	932	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Niagara	4	8,468	675	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Northern	2	1,188	236	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
Sault	2	2,306	330	(did not list)	(did not list)
Seneca	5	21,338	1,474	Humber, uGuelph, York, SAIT	
Sheridan	5	16,871	1,344	(none)	uGuelph, uWaterloo, York, SAIT
St. Clair	3	8,739	550	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York
St. Lawrence	3	5,627	436	Conestoga, Humber, Seneca, Sheridan	uGuelph, uOttawa, uWaterloo, York

Number of colleges at Level 5 7
Number of colleges at Level 4 5
Number of colleges at Level 3 5
Number of colleges at Level 2 7
Number of colleges at Level 1 0

College	Comparators-Healthcare	Comparators-Broader Public Sector (BPS)
Algonquin	Baycrest, Ottawa, Hamilton, Osler	BEHP Mergeco, LCBO, MaRS, Toronto Pearson
Boréal	Hamilton, London, Trillium, University Health Network	(none)
Cambrian	Hamilton, London, Trillium, University Health Network	(none)
Canadore	Hamilton, London, Trillium, University Health Network	(none)
Centennial	Baycrest, Hamilton, London, Trillium	(none)
Conestoga	Hamilton, London, Trillium, University Health Network	(none)
Confederation	Hamilton, London, Trillium, University Health Network	(none)
Durham	Hamilton, London, Trillium, University Health Network	(none)
Fanshawe	Hamilton, London, Trillium, University Health Network	(none)
Fleming	Hamilton, London, Trillium, University Health Network	(none)
George Brown	Baycrest, Ottawa, Hamilton, Osler	BEHP Mergeco, LCBO, MaRS, Toronto Pearson
Georgian	Hamilton, London, Trillium, University Health Network	(none)
Humber	Baycrest, Ottawa, Hamilton, Osler	BEHP Mergeco, LCBO, MaRS, Toronto Pearson
La Cité	Hamilton, London, Trillium, University Health Network	(none)
Lambton	Hamilton, London, Trillium, University Health Network	(none)
Loyalist	(did not list)	(none)
Mohawk	Hamilton, London, Trillium, University Health Network	(none)
Niagara	Hamilton, London, Trillium, University Health Network	(none)
Northern	Hamilton, London, Trillium, University Health Network	(none)
Sault	(did not list)	(none)
Seneca	Baycrest, Humber, Hamilton, Osler	BEHP Mergeco, LCBO, MaRS, Toronto Pearson
Sheridan	Baycrest, Ottawa, Hamilton, Osler	BEHP Mergeco, LCBO, MaRS, Toronto Pearson
St. Clair	Hamilton, London, Trillium, University Health Network	(none)
St. Lawrence	Hamilton, London, Trillium, University Health Network	(none)

College	2015 College President salary	2015 College President Taxable Benefits	Proposed Increase from 2015 salary	Proposed College President Salary	President, Pay at Risk	Proposed, Vice President Salary	VP, Pay at Risk
Algonquin	\$321,165.74	\$1,942.12	53.8%	\$ 494,000.00	25%	\$ 328,000.00	15%
Boréal	\$241,147.86	\$404.70	34.8%	\$ 325,000.00	20%	\$ 221,000.00	15%
Cambrian	\$240,067.24	\$7,401.63	35.4%	\$ 325,000.00	20%	\$ 221,000.00	15%
Canadore	\$239,626.88	\$440.14	35.6%	\$ 325,000.00	20%	\$ 221,000.00	15%
Centennial	\$311,058.06	\$256.96	43.1%	\$ 445,000.00	20%	\$ 303,000.00	15%
Conestoga	\$409,900.00	\$1,496.85	8.6%	\$ 445,000.00	20%	\$ 303,000.00	15%
Confederation	\$226,923.36	\$548.28	43.2%	\$ 325,000.00	20%	\$ 221,000.00	15%
Durham	\$302,745.24	\$611.44	32.5%	\$ 401,000.00	20%	\$ 273,000.00	15%
Fanshawe	\$282,403.08	\$242.85	42.0%	\$ 401,000.00	20%	\$ 273,000.00	15%
Fleming	\$281,359.00	\$258.66	28.3%	\$ 361,000.00	20%	\$ 246,000.00	15%
George Brown	\$358,700.18	\$2,251.22	37.7%	\$ 494,000.00	20%	\$ 328,000.00	15%
Georgian	\$279,067.62	\$5,663.87	43.7%	\$ 401,000.00	20%	\$ 273,000.00	15%
Humber	\$432,765.44	\$22,491.32	14.1%	\$ 494,000.00	20%	\$ 328,000.00	15%
La Cité	\$298,042.63	\$9,773.30	21.1%	\$ 361,000.00	20%	\$ 246,000.00	15%
Lambton	\$252,727.06	\$619.62	42.8%	\$ 361,000.00	34%	\$ 246,000.00	34%
Loyalist	\$255,607.92	\$627.21	27.1%	\$ 325,000.00	20%	\$ 221,000.00	15%
Mohawk	\$260,208.67	\$12,036.23	54.1%	\$ 401,000.00	20%	\$ 273,000.00	15%
Niagara	\$317,489.68	\$5,815.15	26.3%	\$ 401,000.00	20%	\$ 273,000.00	15%
Northern	\$258,663.40	\$602.27	25.6%	\$ 325,000.00	20%	\$ 221,000.00	15%
Sault	\$295,210.22	\$225.45	10.1%	\$ 325,000.00	20%	\$ 221,000.00	15%
Seneca	\$396,173.20	\$16,564.49	24.7%	\$ 494,000.00	20%	\$ 328,000.00	15%
Sheridan	\$353,700.10	\$11,834.84	39.7%	\$ 494,000.00	20%	\$ 328,000.00	15%
St. Clair	\$339,419.15	\$455.86	6.4%	\$ 361,000.00	20%	\$ 246,000.00	15%
St. Lawrence	\$265,262.47	\$25,566.86	36.1%	\$ 361,000.00	20%	\$ 246,000.00	15%

Note: Boreal, St. Clair appointed new presidents in 2015

College	Other VP	VP Risk	Executive Director	Exec Risk
Algonquin				
Boréal				
Cambrian				
Canadore				
Centennial				
Conestoga				
Confederation				
Durham				
Fanshawe				
Fleming				
George Brown				
Georgian				
Humber				
La Cité				
Lambton				
Loyalist	\$ 195,922.00	15%	\$ 173,632.00	15%
Mohawk				
Niagara				
Northern				
Sault				
Seneca				
Sheridan				
St. Clair				
St. Lawrence				

Note: Loyalist considered 4 senior executive positions in their proposal