



University  
of Victoria

**Chair, Board of Governors**

PO Box 1700 STN CSC  
Victoria British Columbia V8W 2Y2 Canada  
Tel 250 721-8101, Fax 250 721-6223  
Email usec@uvic.ca Web www.uvic.ca/usec

September 30, 2014

The Honourable Amrik Virk  
Minister of Advanced Education  
PO Box 9059 Stn Prov Govt  
Victoria BC V8W 9E2

Dear Minister Virk,

As requested, this transition letter provides an addendum to the 2014/15 Government Letter of Expectations with respect to the Taxpayer Accountability Principles.

As members of the University of Victoria Board of Governors we individually and collectively acknowledge our statutory obligation under the *University Act* to 'act in the best interests of the university' and as governors, affirm our commitment to take into account the Taxpayer Accountability Principles in exercising this duty:

*Original signed by members of the University of Victoria Board of Governors:*

Michael Kennedy  
Beverly Van Ruyven, Vice-Chair  
Peter Gustavson  
Isobel Mackenzie  
Ana Maria Peredo  
Murray Farmer, Chancellor  
Tracy Redies  
Jamie Cassels, President and Vice- Chancellor

Lindsay LeBlanc  
Bradley Cranwell  
Erich Mohr, Chair  
Kayleigh Erickson  
Navdeep Bassi  
Ida Chong  
Hélène Cazes

## B.C. Taxpayer Accountability Principles

Further information available at: <http://gov.bc.ca/crownaccountabilities>

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|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>1 Cost Consciousness (Efficiency)</b> | Strengthen cost management capabilities and foster a culture of cost-consciousness at all levels of public sector organizations. Provide public services and programs as efficiently and effectively as possible to “bend the cost curve” and support sustainable public policies and programs as a lasting legacy for generations to come.                 |
| <b>2 Accountability</b>                  | Transparently manage responsibilities according to a set of common public sector principles in the best interest of the citizens of the province. By enhancing organizational efficiency and effectiveness in the planning, reporting and decision making, public sector organizations will ensure actions are aligned with government’s strategic mandate. |
| <b>3 Appropriate Compensation</b>        | Comply with a rigorous, standardized approach to performance management and employee compensation, which reflects appropriate compensation for work across the public sector that is consistent with government’s taxpayer accountability principles and respectful of the taxpayer.                                                                        |
| <b>4 Service</b>                         | Maintain a clear focus on positive outcomes for citizens of British Columbia by delivering cost-efficient, effective, value-for-money public services and programs.                                                                                                                                                                                         |
| <b>5 Respect</b>                         | Engage in equitable, compassionate, respectful and effective communications that ensure all parties are properly informed or consulted on actions, decisions and public communications in a timely manner. Proactively collaborate in a spirit of partnership that respects the use of taxpayers’ monies.                                                   |
| <b>6 Integrity</b>                       | Make decisions and take actions that are transparent, ethical and free from conflict of interest. Require the establishment of a strong ethical code of conduct for all employees and executives. Serve the citizens of British Columbia by respecting the shared public trust and acting in accordance with the taxpayer accountability principles.        |

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