

Statement of Compensation for the  
Public Sector Compensation Disclosure Act of

**Dalhousie University**  
Year ended March 31, 2013

# INDEPENDENT AUDITORS' REPORT

To the Board of Governors of  
**Dalhousie University**

We have audited the accompanying Statement of Compensation for the Public Sector Compensation Disclosure Act of **Dalhousie University** [the "University"] for the year ended March 31, 2013, and a summary of other explanatory information [together, the "statement"]. The statement has been prepared by management based on Section 4 of the Public Sector Compensation Disclosure Act.

## **Management's responsibility for the statement**

Management is responsible for the preparation of this statement in accordance with Section 4 of the Public Sector Compensation Disclosure Act, and for such internal control as management determines is necessary to enable the preparation of the statement that is free from material misstatement, whether due to fraud or error.

## **Auditors' responsibility**

Our responsibility is to express an opinion on the statement based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the statement. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the statement, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the Authority's preparation of the statement in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Authority's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the statement.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### **Opinion**

In our opinion, the financial information in the Statement of Compensation for the Public Sector Compensation Disclosure Act of **Dalhousie University** for the year ended March 31, 2013 is prepared, in all material respects, in accordance with Section 4 of the Public Sector Compensation Disclosure Act.

### **Basis of accounting**

Without modifying our opinion, we draw attention to note 1 to the statement, which describes the basis of accounting. The statement is prepared to assist the Authority to meet the requirements of Section 4 of the Public Sector Compensation Disclosure Act. As a result, the statement may not be suitable for another purpose.

*Ernst & Young LLP*

Halifax, Canada,  
July 26, 2013.

Chartered Accountants

## Dalhousie University

# STATEMENT OF COMPENSATION FOR THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT

Year ended March 31, 2013

Section 3 of the Public Sector Compensation Disclosure Act of the Province of Nova Scotia, requires public sector bodies to publically disclose the amount of compensation it pays or provides, directly or indirectly, to any person in the fiscal year if the amount of compensation to that person is one hundred thousand dollars or more including compensation paid to, or for the benefit of, each of its board members, officers, employees, contractors and consultants.

For the year ended March 31, 2013, the following board members, officers and employees received compensation of \$100,000 or more:

Employee name		Compensation paid \$
Abidi	Syed	151,647
Ackroyd-Stolarz	Stacy	122,965
Adamo	Shelley	129,017
Adams	Mary Jane	109,390
Agu	Remigius	101,356
Aiken	Linda	125,260
Aiken	Steven	105,036
Aissaoui	Driss	103,673
Akbulut-Yuksel	Mevlude	131,895
Akerboom	JoAnne	116,219
Alda	Martin	135,742
Ali	Nouman	146,866
Ali-Hassan	Hossam	115,864
Allen	Gary	125,456
Allen	Michael	150,480
Allen	Peter	144,413
Amyotte	Paul	179,336
Anderson	David	145,137
Anderson	Peter	109,475
Anderson	Robert	172,166
Andrews	Cynthia	131,607
Anini	Younes	103,116
Archibald	Bruce	147,438
Archibald	Greg	208,092
Armson	B	175,521
Armson	Joy	160,015

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Arnold	Dirk	115,351
Asada	Yukiko	104,550
Asbridge	Mark	111,226
Aston	Megan	109,876
Bagnell Styles	Catherine	152,580
Bain	Jennifer	107,754
Baldrige	William	139,169
Bannerman	Ronald	182,767
Bannister	Peter	101,328
Barker	James	160,755
Barnes	Lesley	111,909
Barnstead	John	141,332
Barrett	Ann	119,349
Barzilai	Jonathan	181,073
Basu	Prabir	180,087
Bauer	Robert	118,953
Baxter	John	139,288
Baylis	Francoise	200,347
Beagan	Brenda	113,861
Bearne	Stephen	156,728
Beauchamp	Christine	119,153
Beaumont	Christopher	176,635
Beazley	Karen	122,385
Becke	Axel	151,611
Beiko	Robert	123,204
Bell	Christopher	113,536
Bell	David	134,978
Ben-Abdallah	Noureddine	175,927
Benstead	Timothy	107,777
Bentzen	Paul	161,659
Bernstein	Mark	133,138
Bielawski	Joseph	116,694
Bishop	Donald	141,831
Black	A Fiona	141,227
Black	David	118,654
Black	Vaughan	147,904

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Blaikie	David	117,828
Blake	John	127,322
Blanchard	Christopher	117,958
Bleasdale	Barbara	114,872
Bleasdale	Ruth	117,676
Bliemel	Michael	127,667
Blouin	Christian	115,351
Blunden	Robert	149,604
Blustein	James	122,450
Bodorik	Peter	161,490
Boe	Shaun	107,728
Bonev	Stanimir	117,151
Bonnemaïson	Sarah	135,674
Boran	Thomas	196,160
Bortolussi	Robert	131,153
Botten	David	133,579
Boudreau	Bernard	166,880
Bourne-Tyson	Donna	164,747
Boutet	Alain	152,580
Boutilier	Darrell	106,748
Boyd	Daniel	101,214
Boyd	Russell	165,679
Bradley	Sarah	103,666
Braithwaite	Marc	125,335
Brodsky	Alexander	105,056
Brooks	Kimberley	189,709
Brooks	Mary	196,316
Brooks	Stephen	103,825
Brooks	Su-Ling	148,394
Brousseau	Susan	114,227
Brown	Catrina	117,585
Brown	Jason	143,146
Brown	Jeremy	101,044
Brown	Jocelyn	122,176
Brown	M Paul	154,144
Brown	Marion	107,569

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Brown	Richard	152,369
Budge	Suzanne M	114,618
Burge	Frederick	102,097
Burnay	Diogo	114,903
Burnell	Jean	155,650
Burt	Ken	242,693
Burton	Peter	137,938
Bussey	Lynn	130,813
Byers	David	163,986
Byrne	Joseph	157,005
Cada	Michael	176,402
Caissie	Rachel	125,056
Cameron	Stewart	135,190
Campbell	Carolyn	111,909
Campbell	Claire	106,762
Carbert	Louise	117,585
Carrey	Normand	132,891
Carver	Daniel	113,550
Cassin	A Marguerite	110,764
Castleden	Heather	116,135
Cathy Connell MD Inc		192,578
Cavanagh	Edwin	159,575
Cawsey	Kathleen	100,471
Chambers	Christine	109,533
Chappe	Valerie	116,604
Chauhan	Balwantray	175,950
Chen	Zhizhang	183,079
Chircop	Aldo	138,987
Chorney	Jill	110,784
Chowdhury	Dhiman	132,579
Chowdhury	Shamsud D	166,293
Chuang	Jiunn-Ming	138,298
Cleave	Patricia	125,253
Cleghorn	Blaine	178,341
Clovis	Joanne	141,217
Clow	Barbara	114,699

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Clow Bohan	Margaret	100,409
Cochrane	Andrew	169,234
Cochrane	Darrell	129,091
Cochrane	Linda	117,242
Coley	Alan	151,821
Colford	Ian	113,766
Comber	Gary	126,067
Conrod	Joan	157,754
Cook	Harold	229,167
Cooper	Afua	130,352
Corbin	Stephen	187,335
Corkum	Penny	112,875
Cote	Patrice	102,641
Couban	Stephen	103,986
Coughlan	Stephen	139,415
Coughlan-Lambly	Judith	213,156
Coutand	Isabelle	100,659
Cowley	Elizabeth	113,361
Cox	Jafna	111,218
Cox	Philip	176,272
Cozens	Frances	122,773
Crago	Martha	265,984
Craig	Sylvia	120,322
Croll	Roger	142,162
Crombie	Karen	154,523
Cross	Melvin	139,232
Crowder	Nathan	102,105
Crowell	Leland	103,086
Crowell	Tammy	110,287
Cruess	Alan	216,365
Cullen	John	112,738
Culshaw	Nicholas	132,828
Cunningham	Margaret	257,264
Cunningham	Paul	118,498
Currie	R William	150,104
Currie	Robert	119,445



**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Curwin	Sandra	100,538
Cyrus	J	155,312
Cyrus	Teresa	147,828
Dahn	Jeffrey	185,989
Darvesh	Sultan	103,261
Dasgupta	Swapan	163,103
Davidson	June	106,621
Davis	Benjamin	140,613
Day	Lynn	110,792
Day	Victor	123,834
De Antueno	Liliana	103,316
De Meo	Patricia	132,264
Deacon	Helene	118,857
Dechman	Gail	101,366
Dellaire	Graham	112,091
Delva	Nicholas	183,399
Denike	Margaret	107,003
Denovan-Wright	Eileen	126,033
Deturbide	Michael	139,680
Deval	Helene	115,864
Devlin	Richard	147,220
Dickinson	John	128,604
Dieleman	Crystal	101,426
Diepeveen	Leonard	123,828
Dilcher	Karl	147,426
Djokic	Philippe	139,232
Dobson	Melanie	143,600
Dodds	Linda	112,763
Doelle	Meinhard	111,934
Dooley	Joseph	131,153
Doucette	Alan	107,018
Douglas	Judith	111,388
Dowd	Michael	111,345
Downe-Wamboldt	Barbara Lea	190,348
Downie	Jocelyn	141,646
Doyle	Michael	192,241

## Dalhousie University

# STATEMENT OF COMPENSATION FOR THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT

Year ended March 31, 2013

Doyle-Bedwell	Patricia	124,581
Dr George Lee Inc		178,283
Dr Glenn Andrea MD Inc		167,564
Dr Katherine A Robinson inc		298,662
Dr Kim Plaxton Family Physician Inc		140,796
Drane	Mike	106,621
Drummond	James	153,718
DuBois	Lindsay	111,408
Duck	Thomas	114,937
Duffy	Kevin	108,260
Duinker	Peter	147,655
Duncan	Roy	171,084
Dunlap	Richard	148,387
Dunn	Kevin	144,512
Durier-Copp	Martine	112,580
Dykeman	Floyd	314,984
Earl	E Marie	111,562
Edgecombe	Nancy	119,242
El-Hawary	Mohamed	196,162
Ellis	Patrick	133,239
El-Masry	Ezz	168,772
ElSankary	Kamal	103,939
Eskes	Gail	146,847
Evans	David	106,139
Evans	Joan	130,969
Fanning	Lucia	112,176
Fardy	Peter	222,731
Farhat	Zoheir	130,848
Faridi	Sara	102,595
Farrag	Abdel Aziz	145,283
Fawcett	James	108,093
Fenety	P Anne	114,061
Fennel	Katja	128,296
Fenton	Gordon	142,645
Fierlbeck	Katherine	127,592
Filiaggi	Mark	145,186

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Finbow	Robert	134,858
Fine	Alan	171,084
Firanesco	Daniela	105,378
Fischer	Dwight	182,349
Flowerdew	Gordon	122,026
Folkins	Ian	110,615
Fook	Janis	155,439
Fooladi	Iraj	224,775
Forward	Kevin	145,562
Foster	Michael	113,062
Foster	Suzanne	109,768
Fragar	Gerri	158,736
Franey	Donna	132,768
Fraser	Andrea	115,397
Fraser	Erica	107,333
Fraser	Lloyd	159,369
Freedman	Bill	168,308
Frigerio	Vittorio	111,298
Furrow	Melissa	138,092
Gadbois	Simon	100,148
Gagnon	Graham	206,310
Gahagan	Jacqueline	119,115
Gajewski	Jerzy	134,675
Gambold	Liesl	105,900
Gantar	Jure	105,602
Gao	Qigang	147,276
Garagash	Dmitry	122,440
Gardiner Barber	Pauline	149,913
Gardner	David	162,126
Garduno	Rafael	133,167
Garland	H Wayne	147,857
Garvey	Brigid	105,838
Gassmann	Horand	138,398
Gentleman	Wendy	106,230
Gerrow	Jack	142,101
Ghaly	Abdelkader	180,412

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
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Year ended March 31, 2013

Ghanem	Amyl	124,999
Ghiabi	Edmond	142,563
Gibling	Martin	145,237
Gibson	Elaine	135,350
Gibson	Mark	116,962
Gilbert	Lilla	115,492
Gill	Thomas	183,014
Gimenez-Mico	Maria Jose	108,211
Ginn	Diana	130,061
Girouard	Marilyn	118,818
Goldberg	Lisa	109,990
Gonzalez-Cueto	Jose	113,120
Good	Kimberley	129,924
Goodday	Reginald H B	179,873
Gorsky	Diane	137,859
Gosse	John	123,495
Gowan	Susan	134,635
Graham	Janice	153,209
Grant	Doris	117,768
Grant	Ian	105,226
Grant	Jill	158,946
Grant	Jonathan	148,203
Grantmyre	John	141,326
Gratzer	Paul	114,684
Greenfield	Bruce	138,377
Grujic	Djordje	122,554
Grundy	Kevin	141,217
Gruzd	Anatoliy	116,423
Gu	Hong	110,586
Gu	Jason	122,690
Gubitz	Gordon	102,904
Gunawardena	Arunika	115,787
Haardt	David	106,899
Haase	David	132,333
Hadskis	Michael	105,456
Hall	Kimberley	110,328

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Hall	Richard	124,056
Halperin	Scott	132,917
Hamilton	David	149,524
Hanada	Edwin	102,329
Hanley	Joan	105,095
Hanlon	Gregory	134,990
Hanly	John	132,750
Hansen	David	129,075
Harman	Katherine	122,197
Harris	Andrew	138,401
Hartlen	Stephen	182,161
Harvey	Frank	142,820
Hatchette	Todd	134,735
Hawkins	Ann	104,922
Hay	Alex	151,883
Hayden	Jill	104,444
Heathcote	John	186,660
Hebb	Gregory	208,687
Helpard	Heather	105,514
Herbinger	Christophe	117,582
Hewitt	Kevin	111,333
Heywood	Malcolm	141,577
Hickey	Ellen	109,553
Hill	Ian	122,441
Hill	John	144,313
Hill	Paul	123,531
Holmes	Susan	136,866
Hope	John	108,320
Horrey	Kathleen	184,202
Hoskin	David	154,432
Houk	Shauna	103,675
Howard	Vivian	152,034
Howell	Robin	149,999
Howlett	Susan	134,689
Hoyte	Shawna	108,193
Huang	Lei	127,345

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Hubbard	Ted	129,614
Huett	Suzanne	105,923
Hughes	Daniel	130,430
Hughes	Jean	139,232
Hughes	Larry	140,859
Hung	Orlando	141,456
Hutchings	Jeffrey	166,310
Hutchinson	Susan	109,796
Hymers	Michael	113,716
Iakovlev	Serguei	113,537
Ilow	Jacek	164,260
Ilson	Raymond	109,427
Imran	Syed	134,166
Ingles	Janet	108,622
Iron	David	103,503
Irvine	Dean	103,322
Iscan	Talan	121,095
Isenor	Jennifer	106,906
Issekutz	Andrew	131,153
Issekutz	Thomas	133,927
Iverson	Sara	135,445
Jackson	Lois	136,894
Jacques	Sophie	111,260
Jakeman	David	111,107
Jamieson	Rebecca	155,130
Jamieson	Robbie	104,705
Janssen	Jeannette	117,243
Jiang	Guo-Liang	115,864
Johnson	Keith	136,036
Johnson	Shannon	118,934
Johnston	B Lynn	106,349
Johnston	Brent	115,284
Johnston	Clifton	149,208
Johnston	Gerald	186,909
Johnston	Grace	137,157
Johnston	Mark	123,747

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Jones	Donald	117,641
Jurgens	Tannis	115,491
Kablar	Boris	135,004
Kachan	Asa	166,622
Kaiser	H Archibald	171,037
Kaiser	Stephanie	103,720
Kalamkarov	Alexander	159,446
Kalyaniwalla	Nauzer	107,326
Karabanow	Jeff	114,295
Kay-Raining Bird	Elizabeth	120,587
Kelley	Daniel	129,999
Kelley	Elizabeth	120,503
Kelly	Melanie	123,340
Kelly	Patrick	108,609
Kelm	Cheryle	138,411
Kember	Guy	134,330
Kephart	George	108,735
Keselj	Vlado	127,324
Kiberd	Bryce	115,236
Kieft	Michael	110,886
Kienast	Markus	103,503
Kipouros	George	167,904
Kirby	Sarah	102,019
Kirk	John	146,910
Kirkland	Susan	141,811
Kirkpatrick	David	129,784
Klapstein	Raymond	187,641
Klein	Raymond	178,022
Knechtel	Mark	126,964
Kotlyarova	Yulia	106,072
Kozey	Cheryl	137,804
Kozey	John	124,395
Kraglund	Ferne	208,159
Krigolson	Olave	118,369
Kroeker	Richard	134,395
Krueger	Stefan	100,354

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Kujath	Marek	157,557
Kutcher	Stanley	139,624
Kuzak	Stephen	132,874
Kynoch	Gary	111,571
Kyriakidis	Jordan	114,833
Labrie	Daniel	127,465
Ladouceur	Michel	101,861
Lahey	William	103,073
Lake	Craig	118,946
Lamb	Jeffrey	180,921
Lane	Patricia	160,350
Langille	Donald	193,584
Laroche	Julie	174,985
Larson	Alfhild	133,137
Latimer	Margot	103,672
Latta	Robert	113,134
Laursen	Finn	178,592
Leach	C Edward	130,836
LeBlanc	Constance	159,905
LeBlanc	John	107,907
Leddin	Desmond	117,275
Lee	Christopher	129,711
Lee	J Michael	163,037
Lee	Patrick	229,706
Lee	Song	129,326
Lee	Timothy	148,732
Lee	Virginia	139,674
Leon	L	231,363
Leonard	Martha	138,264
Levy	Adrian	165,588
Lewis	Marlon	167,590
Li	Yung-Hua	108,422
Lin	Tong-jun	134,153
Lincoln	Kathrine	113,561
Linsdell	Paul	118,175
Little	Timothy	142,940



**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Liu	Lei	114,029
Liu	Xiang-Qin (Paul)	138,074
Liu	Yi	111,619
Llewellyn	Jennifer	124,454
Loney	Robert	180,705
Longard	Sharon	165,167
Lotze	Heike	106,219
Louden	Keith	148,553
Lovas	John	159,164
Love	Michael	103,735
Luckyj	Christina	121,592
Luu	Shyuemeng	100,236
Lynch	Daniel	162,582
Ma	Yuan	101,736
MacDonald	Bertrum	144,892
MacDonald	Corinne	101,961
MacDonald	David	122,268
MacDonald	E Grant	136,431
MacDonald	Judy	128,349
Macdonald	Marilyn	104,037
MacDonald	Nora Noni	317,279
MacGregor	Lois	112,973
MacIntosh	Constance	117,657
MacIntosh	Duncan	137,108
MacKay	Alexander	152,909
MacKay-Lyons	Marilyn	122,542
MacKnight	Christopher	114,075
MacLean	Colin	131,517
MacLellan	Dawn	139,320
MacLennan	Oriel	124,174
MacMillan	Kathleen	115,877
MacNairn	Gwendolyn	102,792
MacPherson	Kathleen	151,332
MacRae	Thomas	167,204
Macy	Christine	153,884
Maes	William	120,624

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
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Year ended March 31, 2013

Mahdi	Gamal	133,137
Maillet	Janice	100,665
Makani	Joyline	110,598
Maksym	Geoffrey	126,792
Mannell	Steven	134,450
Mansour	Susan	110,312
Manuel	Patricia	123,665
Marignani	Paola	109,600
Marquez-Correa	Ignacio	100,678
Marrie	Thomas	393,961
Marsh	Daniel	120,146
Marshall	Jean	169,739
Martin	Debbie	106,134
Martin	Fiona	103,165
Martin	Randall	118,796
Martin Misener	Ruth	125,782
Matte	Marie	149,685
Matthewman	Anne	126,937
Matthews	Debora	169,466
Maxner	Charles	137,372
Mazzanti	Gianfranco	107,033
McAllister	Michael	139,307
McAllister-Irwin	Nancy	101,728
McCarthy	G Francis	103,076
McCormick	Craig	102,797
McDougall	Jason	125,084
McDowall	Robert	109,390
McGean	Heather	100,394
McGinn	Fred	148,178
McLarney	Carolan	178,970
McLeod	Roger	117,275
McMaster	Christopher	156,553
McMillan	Douglas	132,415
McMullen	Patricia	129,175
McNally	Mary	144,555
McNeil	David	128,303

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

McNeil	Shelly	106,401
McNeill	Heather	107,483
McParland	Columba	104,699
Mealiea	Barbara	105,583
Mechoulan	Stephane	150,252
Meinertzhagen	Ian	164,760
Mendez	Ivar	110,462
Mensink	David	119,502
Merritt	Brenda	100,044
Metaxas	Anna	112,302
Milios	Evangelos	156,225
Militzer	Julio	166,517
Milliken	Heather	135,742
Milson	Robert	121,613
Mishra	Aditya	134,345
Mitnitski	Arnold	107,085
Molesky	Susan	107,801
Monchesky	Theodore	111,332
Moore	Christopher	204,963
Moore	Robert	139,091
Moosberger	Michael	123,716
Mopoho	Raymond	109,704
Morgunov	Nikolas	140,403
Morrison	Archibald	126,235
Morrison	Nancy	113,312
Murphy	Andrea	116,133
Murphy	Norma	111,909
Murphy	Paul	169,810
Murray	Lois	109,212
Nason	Ian	189,992
Nason	Richard	182,625
Natarajan	M	119,866
Nedimovic	Mladen	129,623
Neish	Nancy	119,881
Neuman	Bonnie	230,474
Neumann	Paul	150,283

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Neville	Cynthia	130,947
Newhook	John	150,824
Newman	Aaron	111,655
Ng	Eddy	131,914
Noble	Brian	103,900
Novack	Jack	159,281
Nowakowski	Richard	148,133
Oakley	Robin	102,268
Obrovac	Mark	108,406
O'Dor	Ronald	160,291
Oliver	Meri Kim	140,023
Oore	Irene	136,444
Osberg	Lars	164,133
Pace	Gwyneth	123,543
Packer	Tanya	138,418
Pacurar	Maria	147,352
Palermo	Frank	173,332
Pan	Yajun	102,673
Parcell	Stephen	146,029
Parkash	Ratika	124,067
Parker	Louise	156,957
Pasumarthi	Kishore	108,333
Patrick	Ward	124,056
Paulson	Allan	159,311
Pegg	Michael	194,293
Pekacz	Jolanta	115,979
Pelot	Ronald	171,015
Peltekian	Kevork	116,500
Pelzer	Dieter	159,141
Perrot	Tara	118,415
Perry	Michael	115,382
Persaud	D David	114,828
Peterson	Theresa	109,961
Phillips	Dennis	146,438
Phillips	Stephen	104,658
Phillips	William	179,344

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Phillmore	Leslie	103,387
Phipps	Shelley	151,594
Pinder	Alan	130,825
Plucknett	Kevin	150,667
Plug	Lawrence	111,909
Pohajdak	Bill	127,776
Ponomarenko	Sergey	134,331
Pothier	Dianne	239,048
Powell	Helen	139,534
Power	Jim	144,817
Power	Pat	109,390
Power	Robert	108,638
Precious	David	137,852
Price	Richard	170,427
Pronk	Dorothea	114,956
Purdy	Ronald	128,311
Quigley	Kevin	135,778
Rafuse	Victor	132,438
Rainham	Daniel	104,112
Rapaport	Eric	108,163
Rau-Chaplin	Andrew	147,184
Read Guernsey	Judith	126,216
Rehman	Laurene	118,794
Rennie	Sandy	110,072
Richard	Brenda	129,412
Richardson	Christopher	199,426
Ridgway	Neale	121,827
Riordan	Denis	168,404
Ro	Hyo-sung	140,156
Roach	David	111,703
Robertson	Chad	118,121
Robertson	George	178,264
Robertson	Susan	119,621
Robertson	William	192,271
Robinson	Katherine	122,904
Robinson	Lynne	115,650

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Rockwood	Kenneth	132,333
Rodee	Patricia	126,944
Roger	Andrew	126,945
Rogers	Donna	141,883
Romanuk	Tamara	102,014
Rosenblum	Daniel	100,236
Ross	Phyllis	114,795
Ross	Trevor	127,380
Rotermund	Harm	181,660
Rotman	Leonard	123,485
Roy	Jeffrey	124,314
Ruddick	Barry	150,936
Rumsey	John	158,444
Rusak	Benjamin	209,408
Russell	Kathleen	167,563
Rutenberg	Andrew	119,292
Ruzzante	Daniel	134,078
Sabo	Brenda	103,939
Sadler	Robert	105,457
Sampalli	Srinivas	168,158
Sapp	John	102,004
Sargeant	Joan	145,626
Satish	Mysore	181,073
Saunders	Phillip	173,496
Sawicki	Julia	150,342
Sawynok	Jana	156,634
Scheibling	Robert	152,949
Schellinck	Douglas	163,848
Schepp	Norman	117,617
Schlegel	Christian	162,047
Schotch	Peter	156,076
Schwarz	Hans-Gunther	147,619
Scott	David	142,449
Scrimger	J Norman	285,160
Selinger	Peter	120,822
Semba	Kazue	149,416

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Servant	Gregory	125,417
Seth	Sachin	128,097
Shea	Sarah	120,910
Sheehan	Katherine	180,524
Sheehan	Lorn	142,016
Sheffer	Catherine	100,273
Sheng	Jinyu	141,081
Shepherd	Michael	196,025
Sherren	Katherine	117,534
Sherry	Simon	100,373
Siddiq	Fazley	152,083
Simms	Christopher	105,236
Simpson	Alastair	114,107
Simpson	Christy	134,860
Sinal	Christopher	114,029
Singer	Richard	161,873
Singleton	Jerome	143,224
Sinha	Gita	140,867
Sketris	Ingrid	159,323
Smirnov	Roman	113,582
Smith	Bruce	158,073
Smith	Frank	124,395
Smith	Karen	123,543
Smith	Louise	100,470
Smith	Preston	215,308
Snelgrove-Clarke	Erna	114,557
Song	Keke	136,560
Sorge-English	Lynn	141,217
Speers	Alex	144,679
Spence Wach	Susan	211,925
Spinney	Colin	129,091
Spiteri	Louise	132,499
Stackhouse	Susan	111,338
Stadnyk	Andrew	119,327
Stadnyk	Robin	107,753
Staicer	Cynthia	102,435

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Staples	Edna	110,446
Steenbeek	Audrey	117,199
Steeves	John	158,194
Sterns	Margaret	109,347
Stevens	Pierre	101,751
Stewart	Anthony	110,828
Stewart	Sherry	195,150
Stodola	Lynn	139,232
Stone	Marjorie	137,804
Stone	Sophia	102,768
Stradiotto	Mark	112,799
Stubbert	Ronald	109,470
Sullivan	Patricia	207,675
Summerby-Murray	Robert	182,103
Sundararajan	Binod	103,198
Sur	Sujit	127,344
Susko	Edward	124,014
Sutherland	Heather	159,307
Swanston	Marcia	110,975
Sy	Oumar	211,350
Taggart	Christopher	140,527
Taheri	Farid	164,068
Tamlyn	Deborah	130,675
Taylor	Keith	220,136
Taylor-Helmick	Tracy	114,682
Teehan	Michael	133,399
Tetreault	Ronald	141,728
Thomas	Helmuth	113,695
Thomas	Nikhil	102,641
Thomas Bernard	Wanda	134,351
Thompson	Alison	137,579
Thompson	D A	150,562
Thompson	Karen	114,872
Thompson	Keith	188,297
Thorburn	Jane	124,790
Thornhill	Esmeralda	133,717



**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Tibbo	Philip	135,742
Tirone	Susan	120,480
Tomblin Murphy	Gail	146,605
Too	Catherine	135,600
Torkkeli	Paivi	123,236
Trappenberg	Thomas	129,520
Traves	Thomas	437,977
Trifts	Valerie	139,351
Truelstrup Hansen	Lisbeth	120,863
Turculet	Laura	140,032
Turnbull	Geoffrey	108,630
Tyedmers	Peter	122,456
Ugursal	V Ismet	158,622
Ungar	Michael	116,077
Unruh	Anita	152,739
Utas	Bryan	109,390
VanderZwaag	David	174,181
Venkatadri	Uday	125,975
Versnel	Joan	107,935
Vincer	Michael	122,125
Vinci	Thomas	119,238
Vukic	Adele	110,312
Wach	Grant	179,702
Waisman	David	198,926
Walde	Sandra	137,988
Waldron	Ingrid	100,414
Walker	Alexander	109,390
Wallace	Carmichael	159,990
Wallace	Douglas	213,654
Walsh	Jasmine	119,670
Walsh	Margaret	114,541
Walsh	Noreen	133,676
Wang	Jian	119,904
Ward	Courtney	100,236
Warkentin	Andrew	127,951
Warren	Marika	106,708

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Watters	Carolyn	279,405
Weaver	Donald	176,102
Webster	William	236,629
Weeden	Anne	118,861
Weerasinghe	Swarna	120,315
Weinberg	Merlinda	104,759
Wells	Sarah	111,408
Welsh	Elizabeth	121,348
Wentzell	Peter	135,434
West	Kenneth	106,165
West	Michael	112,488
Westwood	David	116,202
Whelan	Anne Marie	129,256
White	Florence	102,031
White	Gerald	109,716
White	Mary Anne	165,721
White	Robert	125,578
Whitehead	Henry	148,109
Whoriskey	Frederick	130,991
Whyte	Robin	131,153
Wight Moffatt	C Faith	110,312
Wildeman	Sheila	102,268
Williams	M Pamela	126,394
Williams-Lorde	Michelle	112,930
Williamson	Heather	128,855
Wood	Ellen	120,257
Wood	Richard	150,210
Woodman	Faye	127,905
Worm	Boris	114,550
Wranik	Dominika	108,652
Wright	Jonathan	142,166
Wright	Julia	120,822
Wright	Tarah	103,678
Xu	Kuan	132,833
Yao	Yue Edward	102,027
Yemenidjian	Noubar	162,475

**Dalhousie University**

**STATEMENT OF COMPENSATION FOR THE  
PUBLIC SECTOR COMPENSATION DISCLOSURE ACT**

Year ended March 31, 2013

Yeung	Pollen	134,549
Youden	Susan	110,131
Young	David	137,456
Yuksel	Mutlu	106,375
Zachernuk	Philip	106,347
Zeh	Norbert	131,482
Zhang	Wenjun	188,707
Zhao	Yonggan	151,539
Zhou	Jun	136,560
Zincir-Heywood	Nur	123,540
Zou	Steve	147,759
Zwanziger	Josef	183,839

## Dalhousie University

# NOTES TO THE STATEMENT OF COMPENSATION FOR THE PUBLIC SECTOR COMPENSATION DISCLOSURE ACT

Year ended March 31, 2013

## 1. BASIS OF REPORTING

This Statement has been prepared by Dalhousie University, a public sector body, required to report compensation information pursuant to the Public Sector Compensation Act (the "Act") of the Province of Nova Scotia.

The management of Dalhousie University is responsible for the preparation of this statement in accordance with the Act.

Section 4 of the Act requires that the information reported in this statement be disclosed in the body of the audited financial statements of Dalhousie University or in a statement prepared for the purposes of the Act and certified by its auditors.

## 2. COMPENSATION

Section 2(b) of the Act defines compensation as the total amount or the value of all cash, non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing:

- i. all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts,
- ii. the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans,
- iii. long-term incentive pay earnings and payouts,
- iv. the value of the benefit derived from vehicles or allowances with respect to vehicles,
- v. the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
- vi. payments made for exception benefits nor provided to the majority of employees,
- vii. payments for memberships in recreational clubs or organizations, and
- viii. the value of any other payment or benefit prescribed in the regulations.