

Statement of Compensation Required Pursuant to the Public  
Sector Compensation Disclosure Act

# **Dalhousie University**

Year ended March 31, 2017



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## **INDEPENDENT AUDITORS' REPORT**

To the Board of Governors of Dalhousie University

We have audited the accompanying Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Dalhousie University for the year ended March 31, 2017 and notes, comprising a summary of significant accounting policies and other explanatory information (together "the statement"). The statement has been prepared by management in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010.

### *Management's Responsibility for the Statement*

Management is responsible for the preparation of the statement in accordance with financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act dated December 31, 2010. This includes determining that the basis of accounting is an acceptable basis for the preparation of the statement in the circumstances, 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, we consider internal control relevant to the entity'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 entity'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, Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Dalhousie University for the year ended March 31, 2017 is prepared, in all material respects, in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010.*

*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 meet the requirement of the Public Sector Compensation Disclosure Act dated December 10, 2010. As a result, the statement may not be suitable for another purpose.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, slightly slanted style. Below the signature is a horizontal line that starts under the 'K' and extends to the right, ending under the 'P'.

Chartered Professional Accountants, Licensed Public Accountants  
June 29, 2017  
Halifax, Canada

# Dalhousie University

## Statement of Compensation for the Public Sector Compensation Disclosure Act

Year ended March 31, 2017

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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, 2017, the following board members, officers and employees received compensation of \$100,000 or more:

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Abidi, Syed	Faculty	174,717
Abramson, Darren	Faculty	105,350
Ackles, Terry	Faculty	130,508
Acott, Philip	Faculty	154,653
Adamo, Shelley	Faculty	144,940
Adams, Mary Jane	Administration/Staff	119,696
Adams, Michelle	Faculty	126,919
Adamson, Robert	Faculty	110,028
Adishes, Anil	Faculty	170,000
Aghakhani, Hamed	Faculty	128,008
Agu, Remigius	Faculty	124,585
Aguinaga, Jerry	Administration/Staff	143,473
Aiken, Alice	Administration/Staff	146,667
Aiken, Linda	Faculty	139,724
Aiken, Steven	Faculty	123,322
Aissaoui, Driss	Faculty	114,353
Akbulut-Yuksel, Mevlude	Faculty	119,049
al Shaibah, Arig	Administration/Staff	186,980
Alda, Martin	Faculty	144,806
Algar, Christopher	Faculty	101,257
Ali, Nouman	Faculty	169,987
Ali-Hassan, Hossam	Faculty	154,157
Allen, Gary	Faculty	145,776
Allen, Peter	Faculty	108,794
Allen, Peter	Faculty	173,772
Amyotte, Paul	Faculty	248,814
Anderson, David	Administration/Staff	378,022
Anderson, Robert	Faculty	193,290
Andreas, Heather	Faculty	120,022
Andrews, Cynthia	Faculty	149,047

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Anini, Younes	Faculty	121,930
Aporta, Claudio	Faculty	117,599
Archibald, Greg	Faculty	218,806
Archibald, John	Faculty	122,083
Armson, Brian	Faculty	227,745
Armson, Joy	Administration/Staff	184,076
Arnold, Dirk	Faculty	140,926
Arthur, Peter	Faculty	109,545
Asada, Yukiko	Faculty	119,471
Asbridge, Mark	Faculty	134,996
Asiedu, Samuel	Faculty	167,654
Astatkie, Tessema	Faculty	147,551
Astephen Wilson, Janie	Faculty	111,119
Aston, Megan	Faculty	124,436
Baechler, Jennifer	Faculty	108,497
Bagnell Styles, Catherine	Administration/Staff	186,567
Baikie, Gail	Faculty	110,264
Bain, Jennifer	Faculty	124,121
Bajona, Lenore	Administration/Staff	113,400
Baldrige, William	Faculty	167,033
Baltazar, Ramon	Faculty	131,324
Bannister, Peter	Faculty	125,078
Barker, James	Faculty	193,365
Barnes, Christine	Faculty	150,158
Barrett, Ann	Administration/Staff	139,854
Barrett, Sean	Faculty	121,485
Barzilai, Jonathan	Faculty	227,442
Basu, Prabir	Faculty	197,376
Batt, John	Administration/Staff	101,477
Bauer, Robert	Faculty	146,680
Baur, Steven	Faculty	113,688
Baylis, Francoise	Faculty	226,205
Beagan, Brenda	Faculty	138,583
Bearne, Stephen	Faculty	186,061
Beaubien, Louis	Administration/Staff	209,250
Beazley, Karen	Administration/Staff	148,490
Beiko, Robert	Faculty	145,264
Bell, Christopher	Faculty	131,777
Bell, David	Faculty	149,450
Bennett, Evelyn	Faculty	113,258
Benstead, Timothy	Faculty	126,139
Bentzen, Paul	Faculty	195,465
Bernstein, Mark	Faculty	128,611
Bielawski, Joseph	Faculty	138,866
Bingham, John	Faculty	119,339

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Bishop, Donald	Faculty	217,600
Bishop, Todd	Faculty	109,741
Black, A Fiona	Administration/Staff	172,362
Black, David	Faculty	143,241
Black, Iris	Faculty	100,945
Black, Vaughan	Faculty	170,613
Blair-Reid, Sheila	Administration/Staff	120,653
Blais, Jerome	Faculty	107,103
Blake, John	Faculty	147,766
Blanchard, Christopher	Faculty	137,941
Bleasdale, Barbara	Faculty	123,900
Bleasdale, Ruth	Faculty	121,890
Bliemel, Michael	Faculty	169,754
Blouin, Christian	Administration/Staff	147,226
Blustein, James	Faculty	142,857
Bodorik, Peter	Faculty	189,138
Boe, Shaun	Faculty	127,291
Bombay, Amy	Faculty	103,691
Bonnemaison, Sarah	Faculty	153,042
Boran, Thomas	Administration/Staff	222,164
Borgerson, Kirstin	Faculty	102,696
Boudreau, Bernard	Faculty	163,978
Boulatoff, Catherine	Faculty	108,116
Boulay, Robert	Faculty	121,330
Bourne-Tyson, Donna	Administration/Staff	183,906
Bousquet, Jean-Francois	Faculty	109,433
Boutet, Alain	Administration/Staff	163,707
Boutilier, Darrell	Administration/Staff	116,696
Bow, Brian	Faculty	108,971
Boyd, Daniel	Faculty	164,300
Brenan, James	Faculty	179,803
Brodsky, Alexander	Faculty	106,014
Brooks, Kimberley	Faculty	173,611
Brooks, Stephen	Faculty	132,812
Brooks, Su-Ling	Faculty	117,482
Brooks-Craig, Elaine	Faculty	115,681
Brousseau, Susan	Administration/Staff	123,621
Brown, Catrina	Faculty	137,408
Brown, Jason	Faculty	165,324
Brown, Jeremy	Faculty	119,680
Brown, Jocelyn	Faculty	120,654
Brown, Marion	Faculty	121,179
Brown, Richard	Administration/Staff	188,010
Budge, Suzanne M	Faculty	137,104
Burge, Frederick	Faculty	144,806

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Burnay, Diogo	Administration/Staff	157,780
Burns, Michael	Administration/Staff	101,477
Burton, David	Faculty	151,367
Burton, Peter	Faculty	160,257
Bussey, Lynn	Faculty	144,806
Byers, David	Faculty	182,219
Byrne, Joseph	Administration/Staff	181,552
Cada, Michael	Faculty	188,971
Caissie, Rachel	Faculty	141,804
Caldwell, Claude	Administration/Staff	162,780
Cameron, Gregory	Faculty	120,792
Cameron, John	Faculty	106,375
Cameron, R Camille	Administration/Staff	264,535
Campbell, Leslie	Faculty	103,073
Campbell-Yeo, Marsha	Faculty	115,136
Cann, Marjorie	Administration/Staff	101,803
Capps, Benjamin	Faculty	106,070
Carbert, Louise	Faculty	137,408
Carrey, Normand	Faculty	144,806
Carvalho, Sergio	Faculty	191,868
Carver, Daniel	Faculty	131,547
Casey, Martha	Administration/Staff	109,790
Cassin, A Marguerite	Faculty	141,089
Cavanagh, Edwin	Faculty	188,971
Cawsey, Kathleen	Faculty	109,146
Chaisson, Sherry	Faculty	116,339
Chambers, Christine	Faculty	122,742
Chapman, Scott	Faculty	127,879
Chappe, Valerie	Faculty	158,969
Charlebois, Sylvain	Administration/Staff	186,174
Chauhan, Balwantray	Faculty	200,304
Chen, Jing	Faculty	147,956
Chen, Zhizhang	Faculty	151,675
Cheng, Zhenyu	Faculty	104,728
Chircop, Aldo	Faculty	182,933
Chorney, Jill	Faculty	119,657
Chowdhury, Dhiman	Faculty	143,611
Chowdhury, Shamsud D	Faculty	171,223
Chuang, Jiunn-Ming	Faculty	160,349
Clark, Stephen	Faculty	152,692
Cleave, Patricia	Faculty	146,574
Cleghorn, Blaine	Faculty	201,695
Clow Bohan, Margaret	Faculty	113,897
Cochrane, Andrew	Administration/Staff	183,867
Coley, Alan	Faculty	174,692

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Colford, Ian	Faculty	129,399
Comber, Scott	Faculty	163,680
Comeau, Marc	Administration/Staff	101,114
Cook, Tanya	Faculty	132,500
Cooper, Afua	Faculty	153,108
Corbin, Stephen	Faculty	196,562
Corke, Sarah-Jane	Faculty	119,750
Corkum, Andrew	Faculty	134,367
Corkum, Penny	Faculty	135,551
Cormier, David	Administration/Staff	101,477
Corscadden, Kenneth	Administration/Staff	135,975
Cote, Patrice	Faculty	113,677
Couban, Stephen	Faculty	106,153
Coughlan, Stephen	Faculty	158,917
Coutand, Isabelle	Faculty	119,213
Coutts, Peter	Administration/Staff	154,535
Cowley, Elizabeth	Faculty	141,290
Cox, Ashley	Faculty	170,900
Cox, Jafna	Faculty	111,064
Cozens, Frances	Faculty	142,911
Crago, Martha	Administration/Staff	316,905
Cranston, Anna	Administration/Staff	101,477
Croll, Roger	Faculty	174,211
Crombie, Karen	Administration/Staff	172,890
Crossin, Glenn	Faculty	106,652
Crowder, Nathan	Faculty	111,668
Crowell, Eleanor	Administration/Staff	101,477
Crowell, Tammy	Faculty	122,199
Cruess, Alan	Faculty	160,893
Culshaw, Nicholas	Faculty	152,569
Cumming, Laura	Faculty	103,679
Cunningham, Margaret	Faculty	204,589
Curran, Janet	Faculty	120,256
Currie, Robert	Faculty	141,380
Currie, William	Faculty	129,942
Curwin, Sandra	Faculty	131,405
Cutler, G Christopher	Faculty	106,451
Cyrus, J	Administration/Staff	154,064
Cyrus, Teresa	Faculty	157,046
Dahn, Jeffrey	Faculty	208,481
Darvesh, Sultan	Faculty	106,370
Datta, Neera	Faculty	108,521
Davis, Benjamin	Faculty	149,004
Davison Conrod, Joan	Faculty	207,656
Dawkins, Cedric	Faculty	184,077



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Dawson, Carrie	Faculty	128,907
De Antueno, Liliana	Faculty	118,784
Deacon, Helene	Faculty	127,154
Dechman, Gail	Faculty	120,653
Dellaire, Graham	Faculty	138,465
Delva, Nicholas	Faculty	121,847
Denike, Margaret	Faculty	126,171
Denovan-Wright, Eileen	Administration/Staff	157,213
Deturbide, Michael	Administration/Staff	165,268
Deval, Helene	Faculty	140,006
Devlin, Richard	Faculty	170,057
Diallo, Claver	Faculty	119,810
Diamond, Eli	Faculty	102,359
Dieleman, Crystal	Faculty	116,851
Diepeveen, Leonard	Faculty	147,101
Dilcher, Karl	Faculty	162,876
Dionne, Marguerite	Faculty	102,751
Dithurbide, Lori	Faculty	100,767
Dobson, Melanie	Faculty	165,965
Dodds, Linda	Faculty	122,697
Doelle, Meinhard	Administration/Staff	137,832
Doman, Darrel	Faculty	125,667
Donaldson, Adam	Faculty	103,765
Dong, Xianping	Faculty	114,042
Dooley, Joseph	Faculty	143,611
Doucette, Alan	Faculty	127,923
Dowd, Michael	Faculty	137,075
Downie, Jocelyn	Administration/Staff	169,474
Doyle, Michael	Faculty	187,697
Doyle-Bedwell, Patricia	Faculty	138,006
Drane, Mike	Administration/Staff	116,696
Drummond, James	Faculty	176,142
DuBois, Lindsay	Faculty	135,324
Duck, Thomas	Faculty	134,552
Duffy, Kevin	Faculty	130,630
Duinker, Peter	Faculty	163,373
Dukeshire, Steven	Faculty	113,217
Duncan, Roy	Faculty	194,089
Dunlop, Diane	Faculty	109,507
Dunn, Kevin	Administration/Staff	154,451
Dupre, Denis	Faculty	109,054
Durier-Copp, Martine	Administration/Staff	137,707
Duston, James	Faculty	142,357
Dyack, Sarah	Faculty	143,611
Earl, E Marie	Faculty	120,653

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Edgecombe, Nancy	Faculty	120,653
El Naggar, Hany	Faculty	157,950
El-Hawary, M.	Faculty	252,112
El-Masry, Ezz	Faculty	226,884
ElSankary, Kamal	Faculty	126,571
Enns, Anthony	Faculty	105,380
Erdman, Joanna	Faculty	126,079
Eskes, Gail	Faculty	159,903
Evans, David	Faculty	125,464
Evans, Joan	Faculty	155,022
Fanning, Lucia	Faculty	139,275
Fardy, Peter	Administration/Staff	310,869
Farhat, Zoheir	Faculty	162,755
Farid, Abdolhossain	Faculty	152,691
Faridi, Sara	Faculty	127,556
Farmer, James	Administration/Staff	107,965
Farrag, Abdel Aziz	Faculty	291,369
Fawcett, James	Faculty	129,815
Fedortchouk, Yana	Faculty	112,731
Fenety, P Anne	Administration/Staff	153,007
Fennel, Katja	Faculty	147,906
Fenton, Gordon	Faculty	177,074
Fergus, Frederick	Faculty	125,714
Fiander, Donald	Administration/Staff	101,369
Field, Simon	Faculty	102,000
Fierlbeck, Katherine	Faculty	133,644
Filiaggi, Mark	Administration/Staff	179,580
Finbow, Robert	Faculty	147,102
Fine, Alan	Faculty	194,090
Firanescu, Daniela	Faculty	116,041
Fischer, Dwight	Administration/Staff	198,959
Fitting, Elizabeth	Faculty	106,386
Fleming, Michael	Faculty	104,086
Florizone, Richard	Administration/Staff	436,058
Flowerdew, Gordon	Faculty	142,111
Folkins, Ian	Faculty	124,252
Fooladi, Iraj	Faculty	250,218
Foran, Nancy- Beth	Administration/Staff	110,723
Forrestall, Anne	Administration/Staff	158,572
Foster, Kenneth	Faculty	130,229
Foster, Michael	Faculty	124,432
Fournier, Michael	Faculty	110,155
France, Robert	Faculty	117,799
Franey, Donna	Administration/Staff	149,837
Fraser, Andrea	Faculty	130,107

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Fredeen, Alan	Faculty	152,692
French, Leanne	Administration/Staff	120,816
Friedman, Alon	Faculty	160,394
Frigerio, Vittorio	Faculty	117,321
Fulford, Allison	Administration/Staff	118,844
Gadbois, Simon	Faculty	115,121
Gagnon, Graham	Faculty	208,396
Gahagan, Jacqueline	Administration/Staff	149,359
Gallant, Karen	Faculty	100,607
Gambold, Liesl	Faculty	122,754
Gantar, Jure	Administration/Staff	144,573
Gao, Qigang	Faculty	170,731
Garagash, Dmitry	Faculty	142,361
Gardiner Barber, Pauline	Faculty	168,857
Gardner, David	Faculty	177,853
Garland, H Wayne	Faculty	166,319
Garvey, Brigid	Faculty	116,339
Gassmann, Horand	Faculty	164,393
Gentleman, Wendy	Faculty	133,010
Georgallas, Alexander	Faculty	137,338
Ghanem, Amyl	Faculty	139,332
Ghasemi, Alireza	Faculty	102,104
Ghazal, Amal	Faculty	120,132
Gibson, Elaine	Faculty	149,409
Gibson, Mark	Faculty	133,093
Gilbert, Robert	Faculty	118,682
Gill, Thomas	Faculty	178,175
Gimenez-Mico, Maria Jose	Faculty	118,703
Ginn, Diana	Faculty	140,421
Girouard, Marilyn	Faculty	137,163
Giusto, Andrea	Faculty	112,299
Goldberg, Lisa	Faculty	122,428
Gonzalez-Cueto, Jose	Faculty	129,327
Good, Kimberley	Faculty	146,234
Good, Kristin	Faculty	105,634
Goodday, Reginald H B	Faculty	191,861
Goralski, Kerry	Faculty	122,178
Gordon, Kevin	Faculty	130,182
Gorsky, Diane	Administration/Staff	150,999
Gosse, John	Faculty	154,704
Graham, Janice	Faculty	169,132
Grandy, Scott	Faculty	111,743
Grant, Doris	Administration/Staff	125,634
Grant, Ian	Faculty	105,628
Grant, Jill	Faculty	187,485

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Grant, Jonathan	Faculty	197,120
Grant, Kelvin	Faculty	152,691
Gratzer, Paul	Faculty	136,079
Gray, David	Administration/Staff	207,190
Greenfield, Bruce	Faculty	154,895
Gregoire, Curtis	Faculty	127,577
Groulx, Dominic	Faculty	119,880
Grujic, Djordje	Faculty	140,178
Gu, Hong	Faculty	138,000
Gu, Jason	Faculty	143,699
Gu, Yang	Faculty	138,467
Gubitz, Gordon	Faculty	107,089
Gunawardena, Arunika	Faculty	137,604
Guy, Jean-Sebastien	Faculty	101,037
Habib, Muhammad	Faculty	152,444
Hadskis, Michael	Faculty	124,661
Haelssig, Jan	Faculty	102,716
Hajizadeh, Mohammad	Faculty	107,430
Hall, Jennifer	Administration/Staff	193,150
Hall, Kimberley	Faculty	132,527
Hall, Richard	Faculty	145,389
Halperin, Beth	Faculty	109,589
Halperin, Scott	Faculty	143,611
Hamdan, Nader	Faculty	112,500
Hamilton-Hinch, Barbara-Ann	Faculty	110,443
Hammermeister, Andrew	Faculty	109,648
Hanley, Joan	Faculty	106,920
Hanlon, Gregory	Faculty	152,691
Hanly, John	Faculty	144,704
Hanrahan, Cassandra	Faculty	108,231
Hansen, David	Faculty	149,637
Harding, Stephen	Administration/Staff	202,427
Harman, Katherine	Faculty	151,174
Harris, Andrew	Faculty	145,722
Hartlen, Stephen	Administration/Staff	194,498
Hartling, Margaret	Faculty	116,339
Harvey, Frank	Administration/Staff	199,048
Harvey-Clark, Chris	Administration/Staff	164,688
Haslam, Jason	Faculty	111,314
Hatchette, Todd	Faculty	144,500
Havard, Peter	Faculty	139,365
Hawkins, Ann	Faculty	136,564
Hay, Alex	Faculty	187,721
Hayden, Jill	Faculty	145,141
Hayter, Nancy	Administration/Staff	129,414

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Hayward, Kathryn	Faculty	110,351
He, Meng	Faculty	101,872
He, Quan	Faculty	107,206
Heathcote, John	Faculty	196,617
Hebb, Gregory	Faculty	190,861
Hebb, Matthew	Administration/Staff	188,100
Hebert, Kim	Faculty	106,353
Helland, Christopher	Faculty	126,830
Helpard, Heather	Faculty	119,713
Herbinger, Christophe	Faculty	137,375
Hewitt, Kevin	Faculty	143,469
Heywood, Malcolm	Faculty	163,818
Hickey, Ellen	Faculty	122,225
Hicks, Jason	Administration/Staff	150,000
Hildebrand, Barbara	Administration/Staff	116,696
Hill, Ian	Administration/Staff	175,095
Hill, John	Faculty	113,024
Hill, Paul	Faculty	152,779
Hines, Paul	Administration/Staff	115,668
Holmes, Susan	Faculty	147,550
Hope, John	Administration/Staff	135,987
Horrey, Kathleen	Faculty	144,806
Hoskin, David	Faculty	176,721
Houk, Shauna	Faculty	113,783
Howard, Vivian	Administration/Staff	138,541
Howlett, Susan	Faculty	156,500
Hoyle, Jeff	Faculty	156,441
Hoyte, Shawna	Administration/Staff	120,753
Hubbard, Ted	Faculty	158,613
Huble, Beverly	Administration/Staff	100,956
Huett, Suzanne	Administration/Staff	126,394
Hughes, Daniel	Faculty	143,611
Hughes, Elizabeth	Faculty	121,017
Hughes, Jean	Faculty	165,935
Hughes, Larry	Faculty	171,509
Huish, Robert	Faculty	100,753
Hung, Jeanette	Faculty	127,913
Hung, Orlando	Faculty	152,586
Hunter, Sara	Faculty	128,008
Hutchings, Jeffrey	Faculty	157,916
Hutchinson, Susan	Faculty	124,356
Hymers, Michael	Faculty	134,603
Iakovlev, Serguei	Faculty	137,966
Ilie, Gabriela	Faculty	106,220
Ilow, Jacek	Faculty	184,816

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Imran, Syed	Faculty	148,077
Ingles, Janet	Faculty	126,850
Iron, David	Faculty	125,554
Irvine, Dean	Faculty	116,608
Iskan, Talan	Faculty	139,058
Isenor, Jennifer	Faculty	120,337
Issekutz, Thomas	Faculty	143,989
Iulianella, Angelo	Faculty	114,766
Iverson, Sara	Faculty	157,306
Jackson, Daniel	Administration/Staff	112,227
Jackson, Lois	Faculty	158,124
Jacques, Sophie	Faculty	119,845
Jaffar, Akram	Faculty	122,652
Jakeman, David	Faculty	151,349
James, Albert	Faculty	128,008
James, Lisa	Administration/Staff	103,046
Jamieson, Rob	Faculty	128,025
Janssen, Jeannette	Faculty	149,745
Jarjoura, George	Faculty	147,630
Johnson, Erin	Faculty	113,185
Johnson, Keith	Faculty	167,006
Johnston, B Lynn	Faculty	145,600
Johnston, Brent	Faculty	134,017
Johnston, Clifton	Faculty	137,146
Johnston, Gerald	Administration/Staff	125,456
Johnston, Mark	Faculty	148,694
Johnston, Michael	Administration/Staff	106,919
Jones, Donald	Faculty	137,438
Juckes, Tim	Faculty	104,105
Jurgens, Tannis	Faculty	138,050
Kablar, Boris	Faculty	157,179
Kaiser, H Archibald	Faculty	191,911
Kaiser, Stephanie	Faculty	103,728
Kalamkarov, Alexander	Faculty	182,624
Kalyaniwalla, Nauzer	Faculty	122,256
Karabanow, Jeff	Faculty	139,764
Karten, Barbara	Faculty	118,133
Kay-Raining Bird, Elizabeth	Faculty	150,135
Keats, Melanie	Faculty	110,819
Kelley, Daniel	Faculty	152,691
Kelly, Melanie	Faculty	167,081
Kelly, Patrick	Faculty	118,760
Kelm, Cheryle	Faculty	160,458
Kember, Guy	Faculty	154,862
Kennedy, Chauncey	Administration/Staff	116,919

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Kenney, Tobias	Faculty	105,325
Kephart, George	Faculty	144,512
Kermanshahi pour, Azadeh	Faculty	100,530
Keselj, Vlado	Faculty	155,067
Kesselring, Krista	Administration/Staff	134,263
Kevany, Kathleen	Faculty	113,036
Kiberd, Bryce	Faculty	115,236
Kieft, Michael	Faculty	130,087
Kienast, Markus	Faculty	125,554
Kiepek, Niki	Faculty	118,600
Kilfoil, Mary	Faculty	129,421
Kilyanek, Shannon	Faculty	116,339
Kim, Jong Sung	Faculty	107,107
Kimmerly, Derek	Faculty	106,040
Kirby, Jeffrey	Faculty	109,898
Kirk, John	Faculty	163,074
Kirk, Sara	Faculty	140,139
Kirkland, Susan	Faculty	164,071
Kirkpatrick, David	Faculty	129,784
Klein, Raymond	Faculty	121,110
Knechtel, Mark	Faculty	145,129
Kolokolnikov, Theodore	Faculty	123,760
Kotlyarova, Yulia	Faculty	129,637
Kozey, Cheryl	Administration/Staff	165,811
Kozey, John	Faculty	144,643
Kozlov, Denis	Faculty	106,296
Kraglund, Ferne	Faculty	167,156
Kreplak, Laurent	Administration/Staff	126,951
Krueger, Stefan	Faculty	118,997
Kujath, Marek	Faculty	164,846
Kutcher, Stanley	Faculty	153,819
Kuzak, Stephen	Faculty	154,751
Kynoch, Gary	Faculty	131,155
Labrie, Daniel	Faculty	146,638
Lada, Rajasekaran	Faculty	159,481
Ladouceur, Michel	Faculty	117,316
Lake, Craig	Faculty	158,178
Lamb, Jeffrey	Administration/Staff	193,995
Lane, Patricia	Faculty	172,809
Lang, Bianca	Faculty	143,000
Langille, Morgan	Faculty	101,579
Langley, Joanne	Faculty	129,932
Lantz, Andrea	Faculty	149,500
Laroche, Julie	Faculty	200,352
Latimer, Margot	Faculty	128,618

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Latta, Robert	Faculty	132,630
Lauckner, Heidi	Faculty	110,855
Lawson, Keith	Faculty	117,779
Leach, C Edward	Faculty	141,591
Leadbetter, Brian	Administration/Staff	116,696
LeBlanc, Constance	Administration/Staff	165,426
LeBlanc, John	Faculty	134,802
Leddin, Desmond	Faculty	145,051
Lee Men Chin, Patricia	Faculty	109,004
Lee, Christopher	Faculty	153,509
Lee, J Michael	Faculty	190,745
Lee, Song	Faculty	150,297
LeLacheur, Anne	Faculty	116,339
Leon, L	Administration/Staff	248,905
Leonard, Martha	Administration/Staff	190,517
Lesins, Glen	Faculty	118,634
Leving, Yuri	Faculty	122,596
Levy, Adrian	Faculty	195,387
Lewer, Ian	Administration/Staff	105,281
Lewis, Marlon	Administration/Staff	169,438
Li, Yung-Hua	Faculty	129,722
Lilley, Brian	Faculty	148,762
Lin, Shan	Faculty	151,712
Lin, Tong-jun	Faculty	157,040
Lincoln, Kathrine	Faculty	128,530
Linsdell, Paul	Faculty	151,476
Little, Timothy	Faculty	164,173
Liu, Lei	Faculty	134,458
Liu, Xiang-Qin	Faculty	163,164
Liu, Yi	Faculty	147,869
Llewellyn, Jennifer	Faculty	145,581
Loney, Robert	Faculty	207,417
Loomer, Geoffrey	Administration/Staff	115,699
Lotze, Heike	Faculty	121,491
Love, Michael	Faculty	103,740
Lowe, David	Administration/Staff	102,628
Luckyj, Christina	Faculty	127,630
Luo, Shao-Pin	Faculty	114,846
Lynch, Daniel	Faculty	165,942
Lynch, Derek	Faculty	118,205
Ma, Yuan	Faculty	127,730
MacDonald, Bertrum	Administration/Staff	170,462
MacDonald, Corinne	Faculty	155,503
MacDonald, David	Faculty	135,001
MacDonald, Douglas	Administration/Staff	100,403



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
MacDonald, Judy	Administration/Staff	149,933
Macdonald, Linda	Faculty	117,900
Macdonald, Marilyn	Faculty	137,116
MacDonald, Nancy	Faculty	114,729
MacDonald, Nora Noni	Faculty	331,929
MacInnis, Elaine	Administration/Staff	118,112
MacIntosh, Constance	Faculty	136,686
MacIntosh, Duncan	Faculty	159,109
MacIsaac, Betty	Faculty	105,709
MacKay-Lyons, Marilyn	Faculty	150,980
MacKenzie, Diane	Faculty	117,546
MacKenzie, Tracey	Faculty	110,972
MacKnight, Christopher	Faculty	126,881
MacLaren, Leslie	Faculty	149,763
MacLean, Colin	Faculty	152,223
MacLennan, Oriel	Faculty	139,724
MacLeod, Leona	Faculty	114,729
MacMillan, Kathleen	Administration/Staff	222,006
MacNairn, Gwendolyn	Faculty	115,346
MacNeil, Christina	Administration/Staff	101,087
MacPherson, Kathleen	Faculty	166,111
MacRae, Thomas	Faculty	187,677
Macy, Christine	Administration/Staff	167,716
Maillet, J	Faculty	116,041
Makani, Joyline	Faculty	126,598
Makrigiannis, Andrew	Faculty	178,917
Maksym, Geoffrey	Faculty	157,137
Maloney, Timothy	Administration/Staff	110,876
Manderson, Jill	Faculty	114,529
Mannathukkaren, Nissim	Faculty	104,864
Mannell, Steven	Faculty	168,074
Mansour, Susan	Administration/Staff	146,000
Manuel, Patricia	Faculty	147,971
Marcato, Paola	Faculty	105,344
Marignani, Paola	Faculty	131,278
Marrie, Thomas	Faculty	141,269
Marshall, Emily	Faculty	113,603
Marshall, Jean	Faculty	198,963
Martin Misener, Ruth	Faculty	148,238
Martin, Fiona	Faculty	102,396
Martin, Randall	Faculty	157,793
Martynenko, Alex	Faculty	120,792
Masse, Vincent	Faculty	100,590
Mathis, Christopher	Administration/Staff	130,800
Matthewman, Anne	Administration/Staff	150,532

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Matthews, Debora	Faculty	199,992
Matthias, David	Faculty	114,729
Matwin, Stan	Faculty	235,565
Maxner, Charles	Faculty	151,453
Mazzanti, Gianfranco	Faculty	130,521
McAllister, Michael	Administration/Staff	169,700
McAllister-Irwin, Nancy	Faculty	112,100
McCallum, Hope	Administration/Staff	107,847
McCallum, Todd	Faculty	107,745
McCarville, Mindy	Faculty	101,688
McClure, Rob	Faculty	104,737
McCormick, Craig	Faculty	133,001
McDevitt, Orla	Administration/Staff	100,935
McDougall, Jason	Faculty	151,529
McKibbon, Shelley	Faculty	105,277
McLarney, Carolan	Faculty	210,903
McLean, Nancy	Faculty	107,206
McLeod, Roger	Administration/Staff	151,780
McMaster, Christopher	Faculty	192,972
McMullen, Patricia	Faculty	136,535
McNally, Mary	Faculty	144,669
McNeil, Claire Isobel	Administration/Staff	123,638
McNeil, David	Faculty	148,812
McNeil, Shelly	Faculty	119,621
McNeill, Heather	Faculty	124,664
McParland, Columba	Faculty	148,862
Mechoulan, Stephane	Faculty	149,151
Meinertzhagen, Ian	Faculty	190,532
Mellish, Deborah	Faculty	121,286
Mello, Isabel	Faculty	162,202
Mensink, David	Faculty	128,515
Merritt, Brenda	Administration/Staff	123,665
Metaxas, Anna	Faculty	137,673
Michaud, Pierre-Luc	Faculty	160,941
Milicevic, Jasmina	Faculty	116,185
Milios, Evangelos	Administration/Staff	193,282
Militzer, Julio	Faculty	182,174
Miller, Stephen	Faculty	144,792
Milliken, Heather	Faculty	144,906
Mills, Joanne	Faculty	125,786
Milson, Robert	Faculty	135,363
Mishra, Aditya	Faculty	144,806
Mitchell, Colin	Faculty	111,230
Monchesky, Theodore	Faculty	131,682
Moore, Christopher	Administration/Staff	218,448

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Moosberger, Michael	Administration/Staff	146,160
Mopoho, Raymond	Faculty	128,497
Moreside, Janice	Faculty	103,326
Morgunov, Nikolas	Faculty	161,826
Morrison, Nancy	Faculty	141,740
Morton, Jeffrey	Faculty	116,339
Mullin, Roger	Faculty	111,300
Murphy, Andrea	Faculty	138,043
Murphy, Norma	Faculty	120,653
Murphy, Paul	Faculty	192,709
Murray, Lois	Faculty	123,475
Murray, Ruth	Administration/Staff	100,388
Mushkat, Peter	Faculty	101,340
Nams, Vilis	Faculty	150,117
Nason, Ian	Administration/Staff	268,665
Nason, Richard	Faculty	172,324
Nedimovic, Mladen	Faculty	161,495
Neish, Nancy	Administration/Staff	134,834
Nelson, Patricia	Faculty	104,694
Neumann, Paul	Faculty	173,059
Neville, Cynthia	Faculty	154,194
Newhook, John	Administration/Staff	151,767
Newman, Aaron	Faculty	135,801
Ng, Eddy	Faculty	175,111
Nguyen-Quang, Tri	Faculty	111,596
Nicol, David	Faculty	102,254
Nicolela, Marcelo	Faculty	244,805
Nielsen, Sylvia	Administration/Staff	100,388
Noble, Brian	Faculty	118,996
Novack, Jack	Faculty	183,347
Nowakowski, Richard	Faculty	172,137
Numer, Matthew	Faculty	101,838
Oakley, Robin	Faculty	111,949
Obrovac, Mark	Faculty	140,856
O'Keefe, Carmel	Faculty	100,945
Okoye, Chidozie	Faculty	101,579
Olson, A. Randall	Faculty	152,691
Osberg, Lars	Faculty	181,459
Owen, Rochelle	Administration/Staff	103,977
Packer, Tanya	Administration/Staff	168,026
Pacurar, Maria	Faculty	175,673
Palermo, Frank	Faculty	196,339
Pan, Yajun	Faculty	122,957
Paon, Michelle	Faculty	105,997
Parcell, Stephen	Faculty	153,516

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Parkash, Ratika	Faculty	137,429
Parker, Deborah	Administration/Staff	100,935
Parker, Linda	Administration/Staff	101,517
Parker, Louise	Faculty	264,687
Pasumarthi, Kishore	Faculty	128,383
Patrick, Ward	Faculty	145,389
Patterson, Dian	Faculty	157,301
Paulson, Allan	Faculty	195,986
Payne, Stephen	Faculty	111,454
Pegg, Michael	Faculty	223,754
Pekacz, Jolanta	Faculty	135,665
Pelis, Ryan	Faculty	107,681
Pelot, Ronald	Faculty	203,788
Peltekian, Kevork	Faculty	130,403
Pelzer, Dieter	Administration/Staff	179,347
Penney, Cindy	Faculty	109,004
Penney, Jonathon	Faculty	108,767
Penny, Linda	Administration/Staff	116,184
Percival, David	Faculty	126,841
Perrot, Tara	Faculty	145,149
Persaud, D David	Faculty	134,436
Phillips, Stephen	Faculty	106,856
Phillips, William	Faculty	211,816
Phillmore, Leslie	Faculty	122,179
Phipps, Shelley	Faculty	174,768
Pifano, Diana	Faculty	105,007
Pinder, Alan	Faculty	146,224
Pitts, Nancy	Faculty	137,338
Plucknett, Kevin	Faculty	189,950
Plug, Lawrence	Faculty	107,030
Ply, Elaine	Faculty	111,577
Ponomarenko, Sergey	Faculty	134,005
Power, Gail	Administration/Staff	101,477
Power, Jim	Faculty	143,340
Price, Richard	Faculty	193,274
Price, Sheri	Faculty	113,188
Prithiviraj, Balakrishnan	Faculty	118,655
Pronk, Dorothea	Faculty	136,524
Pruski, Kris	Faculty	128,027
Pulakunta, Thejodhar	Faculty	121,856
Pulinilkunnil, Thomas	Faculty	102,554
Quigley, Kevin	Faculty	184,946
Radford, Mary Sue	Administration/Staff	101,477
Rafales, Cristina	Faculty	107,390
Rafuse, Victor	Faculty	164,574

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Rainey, Jan	Faculty	117,451
Rainham, Daniel	Faculty	118,069
Ramos, Howard	Administration/Staff	134,313
Rands, Tracy	Administration/Staff	102,791
Rapaport, Eric	Faculty	127,326
Rathgeber, Bruce	Faculty	110,449
Rau-Chaplin, Andrew	Administration/Staff	197,147
Reach, Douglas	Faculty	105,940
Read Guernsey, Judith	Faculty	147,459
Rehman, Laurene	Faculty	131,984
Reid, Lynette	Faculty	110,211
Reilly, Derek	Faculty	109,628
Rhynold, Richard	Administration/Staff	116,424
Rice Gallagher, Jody	Administration/Staff	101,477
Richard, Brenda	Faculty	149,994
Richardson, Christopher	Faculty	223,507
Richardson, Holly	Faculty	117,497
Ridgway, Neale	Faculty	130,896
Rines, Gordon	Administration/Staff	101,477
Ro, Hyo-sung	Faculty	163,338
Roach, David	Faculty	131,567
Roberts, Justin	Faculty	104,596
Robertson, Chad	Faculty	133,581
Robertson, George	Faculty	202,773
Robertson, Susan	Administration/Staff	175,955
Robertson, William	Faculty	232,453
Robinson, Katherine	Faculty	145,724
Robinson, Lynne	Faculty	135,574
Rockwood, Kenneth	Faculty	142,716
Rodee, Patricia	Administration/Staff	135,715
Roger, Andrew	Faculty	148,186
Rohde, John	Faculty	109,744
Roland-Mieszkowski, Danuta	Administration/Staff	101,477
Rosen, Natalie	Faculty	109,726
Rosenblum, Daniel	Faculty	134,762
Ross, Trevor	Faculty	141,674
Rot, Irena	Faculty	100,254
Rotermund, Harm	Faculty	205,184
Rotman, Leonard	Faculty	189,394
Roy, Jeffrey	Faculty	158,441
Rupasinghe, Vasantha	Faculty	128,589
Rusak, Benjamin	Faculty	213,557
Russell, Kathleen	Faculty	187,309
Russell, Steven	Faculty	141,105
Rutenberg, Andrew	Faculty	142,398

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Rutherford, Derek	Faculty	112,098
Ruzzante, Daniel	Faculty	155,846
Ryan, Anne-Marie	Faculty	125,745
Sabo, Brenda	Faculty	122,821
Sadeghian, Pedram	Faculty	105,095
Sadler, Robert	Faculty	109,636
Sampalli, Srinivas	Faculty	187,111
Saney, Isaac	Faculty	122,928
Santos-Montero, Emilia	Faculty	105,709
Sapp, John	Faculty	102,000
Sargeant, Joan	Faculty	173,915
Satish, Mysore	Administration/Staff	236,982
Saunders, Phillip	Faculty	181,689
Savage, Niall	Faculty	134,171
Sawicki, Julia	Faculty	169,512
Scheibling, Robert	Faculty	175,889
Schepp, Norman	Faculty	145,597
Scherkoske, Greg	Faculty	112,250
Schlegel, Christian	Faculty	214,568
Schnurr, Matthew	Faculty	104,272
Schwarz, Hans-Gunther	Faculty	181,378
Selinger, Peter	Faculty	141,706
Semba, Kazue	Faculty	172,138
Servant, Gregory	Faculty	152,691
Seth, Sachin	Faculty	150,865
Shapiro, Jonathan	Faculty	109,676
Sharaput, Markus	Faculty	136,092
Shaw, Dan	Faculty	130,122
Shaw, Lynn	Administration/Staff	110,326
Shea, Sarah	Faculty	143,611
Sheehan, Lorn	Administration/Staff	189,705
Sheffer, Catherine	Faculty	105,709
Sheffield, Suzanne	Administration/Staff	101,477
Sheng, Jinyu	Faculty	155,583
Sherren, Katherine	Faculty	117,312
Sherry, Simon	Faculty	117,630
Simms, Christopher	Faculty	115,581
Simpson, Alastair	Faculty	134,542
Simpson, Christy	Faculty	151,655
Sinal, Christopher	Faculty	134,458
Singer, Richard	Faculty	185,259
Singleton, Jerome	Faculty	165,564
Sinha, Gita	Faculty	162,188
Sketris, Ingrid	Faculty	182,979
Slamovits, Claudio	Faculty	106,681

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Smirnov, Roman	Faculty	141,137
Smit, Michael	Faculty	115,111
Smith, Bruce	Faculty	180,862
Smith, Frank	Faculty	144,643
Smith, Isabel	Faculty	115,000
Smith, Karen	Faculty	139,303
Snelgrove-Clarke, Erna	Faculty	124,594
Somogyi, Simon	Faculty	100,054
Speers, Alex	Faculty	131,270
Spence Wach, Susan	Administration/Staff	220,194
Spinney, Colin	Administration/Staff	173,038
Spiteri, Louise	Faculty	138,432
Sponagle, Kimberly	Faculty	107,553
Stackhouse, Susan	Faculty	133,604
Stadnyk, Andrew	Faculty	127,234
Stadnyk, Robin	Faculty	120,653
Staicer, Cynthia	Faculty	115,922
Stamp, Jennifer	Faculty	113,982
Steele, Graham	Faculty	106,073
Steenbeek, Audrey	Faculty	132,274
Sterling, Shannon	Faculty	110,892
Sterns, Margaret	Administration/Staff	129,414
Stevens, Pierre	Faculty	123,900
Stevenson, Sarah	Administration/Staff	102,904
Stewart, Sherry	Faculty	221,535
Stewart, Wendy	Faculty	158,331
Stiles, Deborah	Faculty	125,699
Stone, Sophia	Faculty	125,700
Stradiotto, Mark	Faculty	140,193
Stubbert, Ronald	Administration/Staff	115,522
Sullivan, Patricia	Faculty	215,637
Sundararajan, Binod	Faculty	154,106
Susko, Edward	Faculty	145,111
Sutherland, Heather	Administration/Staff	171,139
Swan, Lukas	Faculty	177,584
Swanston, Marcia	Faculty	137,371
Sy, Oumar	Faculty	164,997
Taggart, Christopher	Faculty	162,702
Taheri, Farid	Faculty	191,370
Tamlyn, Deborah	Faculty	151,342
Tarrant, Florence	Faculty	132,118
Tate, Margie	Faculty	116,339
Tax, Cara	Faculty	125,354
Taylor, Keith	Faculty	222,435
Taylor-Helmick, Tracy	Faculty	144,613

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Teehan, Michael	Faculty	193,667
Tennessee, Tarjei	Faculty	152,691
Thomas Bernard, Wanda	Administration/Staff	180,716
Thomas, Helmuth	Faculty	134,104
Thomas, Nikhil	Faculty	121,383
Thompson, Alison	Faculty	151,084
Thompson, D A	Faculty	140,610
Thompson, David	Administration/Staff	207,904
Thompson, Keith	Faculty	170,288
Thomson, Kim	Administration/Staff	104,790
Thorburn, Jane	Faculty	130,756
Tibbo, Philip	Faculty	144,806
Tomblin Murphy, Gail	Faculty	146,771
Too, Catherine	Faculty	163,617
Torkkeli, Paivi	Faculty	150,157
Toze, Sandra	Administration/Staff	131,059
Trappenberg, Thomas	Faculty	156,570
Traves, Thomas	Administration/Staff	201,704
Treiger, Alexander	Faculty	104,084
Trifts, Valerie	Faculty	154,699
Trukhachev, Dmitry	Faculty	105,164
Tumennasan, Norovsambuu	Faculty	119,253
Turculet, Laura	Faculty	122,531
Turnbull, Geoffrey	Faculty	144,500
Turnbull, Lori	Faculty	104,525
Turpin, Verity	Administration/Staff	133,964
Tyedmers, Peter	Administration/Staff	137,223
Ugursal, V Ismet	Faculty	192,735
Ulicki, Theresa	Faculty	109,964
Ulku, Muhammed Ali	Faculty	154,680
Ungar, Michael	Faculty	153,163
Usta, Murat	Faculty	133,064
Utas, Bryan	Administration/Staff	116,696
Van Den Hof, Mike	Faculty	103,514
VanBerkel, Peter	Faculty	112,270
VanderZwaag, David	Faculty	200,900
Venart, Catherine	Faculty	106,983
Venkatadri, Uday	Faculty	137,954
Versnel, Joan	Faculty	129,558
Vincer, Michael	Faculty	143,611
Vukic, Adele	Faculty	120,653
Wach, Grant	Faculty	183,381
Wagschal, Ian	Administration/Staff	101,473
Waisman, David	Faculty	223,506
Walde, Sandra	Administration/Staff	158,591



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Waldron, Ingrid	Faculty	120,272
Walker, Alexander	Administration/Staff	116,696
Walker, Tony	Faculty	113,185
Wallace, Douglas	Faculty	242,941
Walls, Charles	Faculty	106,555
Walsh, Jasmine	Administration/Staff	168,063
Walsh, Margaret	Faculty	130,812
Walsh, Noreen	Faculty	144,500
Wang, Jian	Faculty	141,015
Wang, Jun	Faculty	119,093
Wang-Pruski, Gefu	Faculty	132,010
Ward, Courtney	Faculty	111,489
Warkentin, Andrew	Faculty	145,203
Warman, Casey	Faculty	122,434
Warner, Grace	Faculty	113,987
Warner, Robert	Faculty	101,751
Warwick, Jacqueline	Faculty	118,626
Watson, Wade	Faculty	143,611
Watson-Wright, Wendy	Administration/Staff	134,470
Watt, Julia	Administration/Staff	108,848
Watters, Carolyn	Administration/Staff	303,360
Weaver, Ian	Faculty	119,964
Webster, William	Administration/Staff	247,854
Weeden, Anne	Administration/Staff	122,364
Weeks, Lori	Faculty	127,164
Weerasinghe, Swarna	Faculty	140,299
Weinberg, Merlinda	Faculty	106,680
Welch, Jo	Faculty	113,334
Wells, Sarah	Faculty	135,984
Welsh, Elizabeth	Faculty	118,882
Wentzell, Peter	Faculty	161,643
West, Kenneth	Faculty	106,164
West, Michael	Faculty	112,640
Westwood, David	Faculty	136,777
Wheadon, Katherine	Administration/Staff	101,477
Whelan, Anne Marie	Faculty	144,623
Whelan, Emma	Faculty	116,185
White, Catherine	Faculty	103,154
White, Gerald	Faculty	131,788
White, Mary Anne	Faculty	143,519
White, Robert	Faculty	142,472
Whitehead, Henry	Faculty	164,491
Whoriskey, Frederick	Administration/Staff	141,042
Wight Moffatt, C Faith	Faculty	115,732
Wildeman, Sheila	Faculty	130,927

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Williams, Michelle	Faculty	122,471
Williamson, Heather	Administration/Staff	142,102
Wood, Ellen	Faculty	143,611
Worm, Boris	Faculty	129,909
Wranik, Dominika	Administration/Staff	156,396
Wright, Jonathan	Faculty	164,443
Wright, Julia	Faculty	132,684
Wright, Tamara	Faculty	152,909
Wuetherick, Brad	Administration/Staff	150,190
Xu, Kuan	Faculty	165,698
Yao, Yue Edward	Faculty	116,339
Yemenidjian, Noubar	Faculty	186,000
Yeung, Pollen	Faculty	156,180
Yildiz, Ilhami	Faculty	129,423
Yiridoe, Emmanuel	Faculty	136,903
Yoshida, Yoko	Faculty	101,840
Young, Susan	Administration/Staff	111,191
Yuksel, Mutlu	Faculty	113,474
Yurgel, Svetlana	Faculty	120,792
Zachernuk, Philip	Faculty	134,373
Zaman, Qamar	Faculty	122,430
Zeh, Norbert	Faculty	153,018
Zhang, Peng	Faculty	118,219
Zhang, Wenjun	Faculty	140,128
Zhang, Ying	Faculty	111,758
Zhao, Yonggan	Faculty	174,392
Zhou, Jun	Faculty	158,047
Zincir-Heywood, Nur	Faculty	148,355
Zou, Steve	Faculty	170,379
Zwanziger, Josef	Faculty	206,752

# Dalhousie University

Notes to Statement of Compensation for the Public Sector Compensation Disclosure Act

Year ended March 31, 2017

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## 1. Basis of accounting:

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:

- a. all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts;
- b. the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans;
- c. long-term incentive plan earnings and payouts;
- d. the value of the benefit derived from vehicles or allowances with respect to vehicles;
- e. the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation;
- f. payments made for exceptional benefits not provided to the majority of employees;
- g. payments for memberships in recreational clubs or organizations, and
- h. the value of any other payment or benefit prescribed in the regulations.