

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

# **Dalhousie University**

Year ended March 31, 2019



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## INDEPENDENT AUDITORS' REPORT

To the Board of Governors of Dalhousie University

### ***Opinion***

We have audited the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Dalhousie University (the "Entity") for the year ended March 31, 2019 and notes. (Hereinafter referred to as "the statement").

In our opinion, the accompanying statement for the year ended March 31, 2019 of the Entity 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 for Opinion***

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "**Auditors' Responsibilities for the Audit of the Schedule**" section of our auditors' report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the statement in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

### ***Emphasis of Matter – Financial Reporting Framework***

We draw attention to Basis of Reporting note in the statement, which describes the applicable financial reporting framework and the purpose of the statement.

The statement is prepared to meet the requirements of the Public Sector Compensation Disclosure Act dated December 10, 2010. As a result, the statement may not be suitable for another purpose.

Our opinion is not modified in respect of this matter.

### ***Responsibilities of Management and Those Charged with Governance for the Schedule***

Management is responsible for the preparation of the statement in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010. This includes determining that the applicable financial reporting framework 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 a statement that is free from material misstatement, whether due to fraud or error.



Those charged with governance are responsible for overseeing the Entity's financial reporting process.

***Auditors' Responsibilities for the Audit of the Schedule***

Our objectives are to obtain reasonable assurance about whether the statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in black ink that reads 'KPMG LLP' with a horizontal line underneath.

Chartered Professional Accountants, Licensed Public Accountants  
Halifax, Canada  
June 24, 2019

# Dalhousie University

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year ended March 31, 2019

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Section 3 of the Public Sector Compensation Disclosure Act of the Province of Nova Scotia, requires public sector bodies to publicly 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, 2019, 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>
Abbey, Lord	Faculty	109,363
Abdullah, Tareq	Administration/Staff	102,016
Abidi, Samina	Faculty	131,414
Abidi, Syed	Faculty	170,746
Abou-Hassan, Taghrid	Faculty	106,022
Ackles, Terry	Faculty	142,883
Acott, Philip	Faculty	140,945
Adamo, Shelley	Faculty	176,251
Adams, Mary Jane	Administration/Staff	131,343
Adams, Michelle	Administration/Staff	136,839
Adams, Quenta	Administration/Staff	109,125
Adamson, Robert	Faculty	113,512
Adolphe-Nazaire, Gregory	Faculty	124,643
Aghakhani, Hamed	Faculty	140,384
Agu, Remigius	Faculty	144,599
Aguinaga, Jerry	Administration/Staff	152,223
Aiken, Alice	Administration/Staff	263,207
Aiken, Steven	Faculty	135,139
Aissaoui, Driss	Faculty	130,876
Akay, Turgay	Faculty	110,967
Akinkugbe, Olabisi	Faculty	115,500
Alda, Martin	Faculty	148,236
Aleman-Milan, Gianna	Faculty	106,790
Algar, Christopher	Faculty	112,574
Ali, Nouman	Faculty	183,696
Allen, Peter	Faculty	184,701
Allen, Peter	Faculty	118,153
Amyotte, Paul	Faculty	239,193
Anderson, David	Administration/Staff	378,545
Andreas, Heather	Faculty	133,036
Andrews, Cynthia	Faculty	162,255
Andrews, Steven	Administration/Staff	103,158
Anini, Younes	Faculty	134,063
Aporta, Claudio	Faculty	149,726
Archibald, Greg	Faculty	209,347
Archibald, John	Faculty	139,032
Armson, Brian	Faculty	142,448
Armson, Joy	Faculty	203,814
Arnold, Dirk	Faculty	154,001
Arthur, Peter	Faculty	125,685
Asada, Yukiko	Faculty	135,261
Asbridge, Mark	Faculty	147,647
Asiedu, Samuel	Faculty	175,625
Astatkie, Tessema	Faculty	160,672
Aston, Megan	Faculty	155,708
Aubert, Benoit	Administration/Staff	243,111
Austin, Christopher	Faculty	112,484
Aziz, Khurram	Faculty	102,929
Baechler, Jennifer	Faculty	112,316
Bagnell Styles, Catherine	Administration/Staff	198,459
Baikie, Gail	Faculty	121,937
Bailey, Megan	Faculty	108,146
Bailly, Gregory	Faculty	127,511
Bain, Jennifer	Faculty	132,262
Bajona, Lenore	Administration/Staff	117,981
Baldrige, William	Faculty	181,150
Balser, Teresa	Administration/Staff	125,000

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Baltazar, Ramon	Faculty	145,247
Bannister, Peter	Faculty	145,172
Barclay, David	Faculty	112,343
Barker, James	Faculty	221,776
Barrett, Ann	Administration/Staff	153,184
Barrett, David	Faculty	101,144
Barrett, Sean	Faculty	128,787
Barzilai, Jonathan	Faculty	198,644
Basu, Prabir	Faculty	197,738
Batt, John	Administration/Staff	103,126
Bauer, Robert	Faculty	158,977
Baur, Steven	Faculty	125,685
Baxter, James	Faculty	111,934
Baylis, Francoise	Faculty	242,662
Beagan, Brenda	Faculty	162,650
Bearne, Stephen	Faculty	200,929
Beaubien, Louis	Administration/Staff	218,527
Beazley, Karen	Faculty	173,759
Beiko, Robert	Administration/Staff	161,019
Bell, Christopher	Faculty	149,686
Bennett, Evelyn	Faculty	125,622
Bennett, Philip	Faculty	111,232
Benstead, Timothy	Faculty	146,088
Bentley, James	Faculty	205,546
Bentzen, Paul	Faculty	217,005
Bertrand, Erin	Faculty	108,345
Bielawski, Joseph	Faculty	153,962
Bingham, John	Faculty	125,105
Bishop, Donald	Faculty	182,040
Bishop, Todd	Faculty	125,335
Black, A Fiona	Administration/Staff	182,214
Black, David	Faculty	157,595
Black, Emily	Faculty	109,213
Black, Iris	Faculty	104,945
Blair-Reid, Sheila	Administration/Staff	156,752
Blais, Jerome	Faculty	119,962
Blake, John	Faculty	161,112
Blake, Kim	Faculty	117,478
Blanchard, Christopher	Faculty	144,803
Bleasdale, Barbara	Faculty	128,809
Blouin, Christian	Administration/Staff	169,534
Blustein, James	Faculty	156,009
Bodorik, Peter	Faculty	188,323
Boe, Shaun	Administration/Staff	175,420
Bombay, Amy	Faculty	121,720
Bonnemaison, Sarah	Faculty	165,161
Boran, Thomas	Faculty	210,406
Borgerson, Kirstin	Faculty	108,959
Boudreau, Bernard	Faculty	127,155
Boudreau, Jeanette	Faculty	109,700
Boulatoff, Catherine	Faculty	119,985
Bourne-Tyson, Donna	Administration/Staff	197,671
Bousquet, Jean-Francois	Faculty	123,622
Boutet, Alain	Administration/Staff	173,666
Boutillier, Darrell	Administration/Staff	122,343
Bow, Brian	Faculty	114,938
Boyd, Daniel	Faculty	159,774

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Brenan, James	Faculty	194,096
Briggs, Paul	Faculty	107,646
Brittan, Alice	Faculty	119,318
Brodsky, Alexander	Faculty	127,697
Brooks, Kimberley	Faculty	194,736
Brooks, Stephen	Faculty	150,806
Brooks, Su-Ling	Faculty	143,158
Brooks-Craig, Elaine	Faculty	117,962
Brousseau, Susan	Administration/Staff	130,912
Brown, Catrina	Faculty	160,631
Brown, Geoffrey	Faculty	109,084
Brown, Jason	Faculty	178,980
Brown, Jeremy	Faculty	131,914
Brown, Richard	Faculty	184,803
Brunt, Keith	Faculty	113,857
Budge, Suzanne M	Faculty	150,175
Burge, Frederick	Faculty	148,236
Burnay, Diogo	Faculty	166,187
Burns, Michael	Administration/Staff	103,126
Burton, David	Faculty	157,145
Burton, Peter	Faculty	165,574
Bussey, Lynn	Faculty	102,505
Byrne, Joseph	Faculty	173,083
Cada, Michael	Faculty	204,210
Cairns, Julia	Administration/Staff	118,695
Caissie, Rachel	Faculty	158,599
Cameron, Gregory	Faculty	124,892
Cameron, John	Faculty	121,808
Cameron, R Camille	Administration/Staff	280,288
Campbell, Leslie	Faculty	114,460
Campbell-Yeo, Marsha	Faculty	127,854
Cann, Marjorie	Administration/Staff	103,935
Capps, Benjamin	Faculty	122,714
Carbert, Louise	Faculty	144,440
Caron, Isabelle	Faculty	113,033
Carrey, Normand	Faculty	144,341
Carvalho, Sergio	Faculty	218,658
Carver, Daniel	Faculty	146,597
Cavanagh, Edwin	Faculty	193,969
Cawsey, Kathleen	Faculty	117,444
Chaisson, Sherry	Faculty	135,965
Chambers, Christine	Faculty	131,680
Chang, Rachel	Faculty	106,466
Chang, Young Ki	Faculty	103,673
Chapman, Scott	Faculty	146,422
Chappe, Valerie	Faculty	154,629
Charlebois, Sylvain	Faculty	221,868
Chauhan, Balwantray	Faculty	214,601
Chen, Jing	Faculty	160,959
Chen, Zhizhang	Faculty	190,212
Cheng, Zhenyu	Faculty	113,935
Chewter, Cynthia	Faculty	106,607
Chircop, Aldo	Faculty	196,102
Chircop, Andrea	Faculty	125,916
Chorney, Jill	Faculty	118,133
Chowdhury, Shamsud D	Faculty	208,744
Christie, John	Faculty	107,646

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Clark, Linda	Faculty	145,259
Clark, Stephen	Faculty	166,232
Cleave, Patricia	Faculty	169,363
Cleghorn, Blaine	Faculty	216,790
Clow Bohan, Margaret	Faculty	125,335
Cochrane, Andrew	Administration/Staff	197,368
Coley, Alan	Faculty	189,104
Comber, Scott	Faculty	189,963
Comeau, Marc	Administration/Staff	106,126
Connors, Catherine	Administration/Staff	103,126
Cook, Tanya	Faculty	161,652
Cooper, Afua	Faculty	108,820
Cooper, Margaret	Faculty	106,761
Corbin, Stephen	Faculty	216,577
Corkum, Andrew	Faculty	147,183
Corkum, Penny	Faculty	167,040
Cormier, David	Administration/Staff	103,126
Cote, Patrice	Faculty	126,562
Couban, Stephen	Faculty	102,783
Coughlan, Stephen	Faculty	169,289
Coutand, Isabelle	Faculty	137,252
Coutts, Peter	Administration/Staff	193,701
Cowley, Elizabeth	Faculty	176,005
Cox, Ashley	Faculty	197,222
Cox, Jafna	Faculty	111,164
Cox, Richard	Faculty	104,945
Cozens, Frances	Faculty	156,065
Craig, Catherine	Faculty	106,935
Cranston, Anna	Administration/Staff	107,395
Croll, Roger	Faculty	189,885
Crossin, Glenn	Faculty	120,114
Crowder, Nathan	Faculty	133,089
Crowell, Eleanor	Administration/Staff	105,046
Crowell, Tammy	Faculty	143,742
Cruess, Alan	Faculty	160,893
Crumley, Ellen	Faculty	110,216
Cumming, Laura	Faculty	114,738
Cunningham, Margaret	Faculty	219,500
Curran, Janet	Faculty	140,105
Currie, Robert	Faculty	144,184
Curwin, Sandra	Faculty	138,026
Cutler, G Christopher	Faculty	126,196
Cyrus, J	Administration/Staff	201,038
Cyrus, Teresa	Faculty	163,580
Dahn, Jeffrey	Faculty	225,344
Daniels, Sara	Administration/Staff	119,710
Darvesh, Sultan	Faculty	106,370
Dasog, Mita	Faculty	102,858
Datta, Neera	Faculty	120,126
Davis, Benjamin	Administration/Staff	216,933
Dawson, Carrie	Faculty	129,764
De Antueno, Liliana	Faculty	131,121
Deacon, Helene	Faculty	157,004
Deal, Heidi	Faculty	121,352
Dechman, Gail	Faculty	125,434
Dellaire, Graham	Faculty	150,470
DeLong, Lisa	Administration/Staff	103,126



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Denike, Margaret	Faculty	123,317
Denovan-Wright, Eileen	Faculty	177,180
Deturbide, Michael	Administration/Staff	177,894
Deval, Helene	Faculty	155,779
Devlin, Richard	Faculty	177,224
Diallo, Claver	Faculty	132,049
Diamond, Eli	Faculty	116,554
Dick, Darren	Administration/Staff	104,724
Dieleman, Crystal	Faculty	127,228
Diepeveen, Leonard	Faculty	166,232
Dilcher, Karl	Faculty	176,501
Dithurbide, Lori	Faculty	112,064
Dobson, Melanie	Faculty	195,861
Doelle, Meinhard	Faculty	140,998
Doman, Darrel	Faculty	142,490
Donaldson, Adam	Administration/Staff	137,049
Dong, Xianping	Faculty	126,717
Doucette, Alan	Faculty	134,959
Doucette, Heather	Faculty	110,186
Dowd, Michael	Faculty	151,182
Downie, Jocelyn	Faculty	190,789
Doyle, Heather	Administration/Staff	102,720
Doyle, Michael	Faculty	185,281
Doyle-Bedwell, Patricia	Faculty	150,965
Drane, Mike	Administration/Staff	123,593
DuBois, Lindsay	Faculty	145,285
Duck, Thomas	Faculty	147,374
Duffy, Kevin	Faculty	142,655
Duinker, Peter	Faculty	182,859
Dukeshire, Steven	Faculty	137,501
Duncan, Roy	Faculty	209,269
Dunlop, Diane	Faculty	119,864
Dunn, Kevin	Administration/Staff	161,442
Dupre, Denis	Faculty	129,253
Durier-Copp, Martine	Administration/Staff	140,134
Duston, James	Faculty	158,012
Dutton, Tanya	Administration/Staff	103,126
Dyack, Sarah	Faculty	110,042
Earl, E Marie	Faculty	125,434
El Naggari, Hany	Faculty	165,277
El-Hawary, M.	Faculty	218,290
El-Masry, Ezz	Faculty	206,470
ElSankary, Kamal	Faculty	140,357
Engau, Alexander	Faculty	112,500
Enns, Anthony	Faculty	112,740
Erdman, Joanna	Faculty	124,055
Eskes, Gail	Faculty	186,366
Evans, David	Faculty	138,662
Fanning, Lucia	Faculty	146,696
Fardy, Peter	Administration/Staff	326,115
Farhat, Zoheir	Faculty	161,530
Faridi, Sara	Faculty	153,136
Farmer, James	Administration/Staff	140,923
Farrimond, Melanie	Faculty	100,945
Fawcett, James	Faculty	143,115
Fedortchouk, Yana	Faculty	120,095
Fenety, P Anne	Faculty	169,372

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Fennel, Katja	Faculty	181,098
Fenton, Gordon	Faculty	180,825
Fergus, Frederick	Faculty	136,985
Fernandez, Conrad	Faculty	130,267
Fiander, Donald	Administration/Staff	105,740
Fierbeck, Katherine	Faculty	172,555
Filgueira, Ramon	Faculty	104,667
Filiaggi, Mark	Faculty	174,485
Finbow, Robert	Faculty	168,109
Fine, Alan	Faculty	209,270
Finkel, Zoe	Faculty	112,500
Firanescu, Daniela	Faculty	127,013
Fitting, Elizabeth	Faculty	120,201
Fleming, James	Faculty	105,113
Fleming, Michael	Faculty	104,086
Flemming, Scott	Faculty	102,730
Florizone, Richard	Administration/Staff	489,099
Folkins, Ian	Faculty	132,207
Fooladi, Iraj	Faculty	249,021
Foran, Nancy- Beth	Administration/Staff	116,624
Forbes, Donna	Administration/Staff	110,410
Forrestall, Anne	Administration/Staff	164,972
Forsdyke, Ruth	Faculty	103,206
Foster, Karen	Faculty	112,665
Foster, Kenneth	Faculty	145,923
Fournier, Michael	Faculty	127,776
Frampton, John	Faculty	107,224
France, Robert	Faculty	145,432
Franey, Donna	Administration/Staff	161,982
Franklin, Tamara	Faculty	110,678
Fraser, Andrea	Faculty	147,884
Fredeen, Alan	Faculty	128,251
French, Isabelle	Administration/Staff	104,817
French, Leanne	Administration/Staff	125,000
Freund, Michael	Faculty	142,500
Friedman, Alon	Faculty	174,240
Frigerio, Vittorio	Faculty	110,312
Fulford, Allison	Faculty	128,220
Gadbois, Simon	Faculty	121,766
Gagnon, Graham	Administration/Staff	206,097
Gahagan, Jacqueline	Faculty	169,063
Gallant, Karen	Faculty	113,177
Gambold, Liesl	Faculty	132,001
Gantar, Jure	Faculty	156,321
Gao, Qigang	Faculty	125,721
Garagash, Dmitry	Faculty	148,861
Gardiner Barber, Pauline	Faculty	188,021
Gardner, David	Faculty	195,698
Garland, H Wayne	Faculty	180,211
Garvey, Brigid	Faculty	131,015
Gass, Susan	Faculty	107,253
Gassmann, Horand	Faculty	181,249
Genge, Daryl	Administration/Staff	147,150
Gentleman, Wendy	Faculty	119,010
Georgallas, Alexander	Faculty	177,903
Ghanem, Amyl	Faculty	141,096
Ghasemi, Alireza	Faculty	117,535

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Gibson, Elaine	Faculty	184,038
Gibson, Mark	Faculty	129,000
Gilbert, Robert	Faculty	134,626
Gimenez-Mico, Maria Jose	Faculty	140,999
Ginn, Diana	Faculty	176,866
Girouard, Marilyn	Faculty	178,401
Giusto, Andrea	Faculty	128,042
Goerlandt, Floris	Faculty	104,000
Goldberg, Lisa	Faculty	141,834
Gonzalez-Cueto, Jose	Faculty	136,532
Good, Kimberley	Faculty	167,989
Goodday, Reginald H B	Faculty	207,402
Goralski, Kerry	Faculty	135,175
Gordon, Kevin	Faculty	146,847
Gosse, John	Faculty	168,990
Graham, Janice	Faculty	193,861
Grandy, Scott	Faculty	125,663
Grant, Doris	Administration/Staff	143,563
Grant, Ian	Faculty	105,228
Grant, Jonathan	Faculty	205,043
Grant, Kelvin	Faculty	166,232
Gratzer, Paul	Faculty	149,602
Gray, David	Administration/Staff	225,074
Gray, Janine	Faculty	117,695
Green, Iona	Faculty	106,627
Gregoire, Curtis	Faculty	140,316
Groulx, Dominic	Faculty	140,949
Grujic, Djordje	Faculty	159,323
Gu, Hong	Faculty	153,998
Gu, Jason	Faculty	156,885
Gu, Yang	Faculty	151,255
Gubitz, Gordon	Faculty	107,089
Guibault, Lucie	Administration/Staff	149,285
Gujar, Shashi	Faculty	101,655
Gunawardena, Arunika	Faculty	160,088
Guy, Jean-Sebastien	Faculty	108,719
Habib, Muhammad	Faculty	179,422
Hadskis, Michael	Faculty	142,025
Haelssig, Jan	Faculty	112,889
Hajizadeh, Mohammad	Faculty	118,991
Hall, Jennifer	Administration/Staff	211,900
Hall, Kimberley	Faculty	152,840
Halperin, Scott	Faculty	147,747
Hamdan, Nader	Faculty	162,004
Hamilton-Hinch, Barbara-Ann	Faculty	125,070
Hammermeister, Andrew	Faculty	122,318
Hanlon, Gregory	Faculty	165,092
Hanly, John	Faculty	147,898
Hanrahan, Cassandra	Faculty	122,180
Hansen, David	Faculty	163,057
Harding, Stephen	Administration/Staff	166,534
Harman, Katherine	Faculty	158,644
Harris, Andrew	Faculty	152,703
Hartlen, Stephen	Administration/Staff	205,470
Hartling, Margaret	Faculty	127,865
Hartt, Christopher	Faculty	109,240
Harvey, Frank	Administration/Staff	223,223

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Harvey-Clark, Chris	Administration/Staff	158,014
Hashmi, Javeria	Faculty	109,039
Haslam, Jason	Faculty	132,392
Hatchette, Todd	Faculty	146,194
Hattie, Christopher	Administration/Staff	112,516
Hattori, Kyoko	Faculty	114,368
Havard, Peter	Faculty	158,732
Hawkey, Kirstie	Faculty	115,424
Hawkins, Ann	Faculty	146,847
Hay, Alex	Faculty	174,123
Hayden, Anders	Faculty	109,468
Hayden, Jill	Faculty	152,947
Hayter, Nancy	Administration/Staff	139,015
Hayward, Kathryn	Faculty	122,028
He, Meng	Faculty	108,359
He, Quan	Faculty	155,273
Heathcote, John	Faculty	108,375
Hebb, Gregory	Faculty	213,376
Hebb, Matthew	Administration/Staff	209,605
Hebert, Kim	Faculty	110,255
Helland, Christopher	Faculty	133,276
Helpard, Heather	Faculty	125,660
Henderson, Anneke	Faculty	106,022
Herbinger, Christophe	Faculty	113,321
Herder, Matthew	Faculty	118,168
Hewitt, Kevin	Faculty	158,330
Heywood, Malcolm	Faculty	171,227
Hickey, Ellen	Faculty	113,123
Hicks, Jason	Administration/Staff	120,000
Hildebrand, Barbara	Administration/Staff	118,593
Hill, Ian	Faculty	183,211
Hill, Paul	Faculty	170,113
Ho, Lam	Faculty	102,116
Holmes, Susan	Faculty	184,825
Hope, John	Administration/Staff	175,910
Horrey, Kathleen	Faculty	148,611
Hoskin, David	Faculty	190,589
Houk, Shauna	Faculty	125,429
Howard, Vivian	Administration/Staff	181,708
Howlett, Susan	Faculty	182,666
Hoyle, Jeff	Faculty	167,481
Hoyte, Shawna	Administration/Staff	106,225
Hubbard, Ted	Faculty	178,022
Hublely, Beverly	Administration/Staff	103,126
Hughes, Jean	Faculty	198,447
Hughes, Larry	Faculty	185,795
Huish, Robert	Faculty	120,847
Huner, Emily	Administration/Staff	102,015
Hung, Orlando	Faculty	152,586
Hunter, Sara	Faculty	140,383
Hutchings, Jeffrey	Faculty	192,647
Hutchinson, Susan	Faculty	141,674
Hymers, Michael	Faculty	136,548
Iakovlev, Serguei	Faculty	146,733
Iftene, Adelina	Faculty	107,986
Ilie, Gabriela	Faculty	117,984
Ilow, Jacek	Faculty	179,388

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Imran, Syed	Faculty	148,077
Ingles, Janet	Faculty	140,374
Iron, David	Faculty	138,019
Irwin, Andrew	Faculty	118,867
Iscan, Talan	Faculty	165,098
Isenor, Jennifer	Faculty	125,656
Issekutz, Thomas	Faculty	148,201
Iulianella, Angelo	Faculty	126,805
Iverson, Sara	Faculty	180,448
Jackson, Daniel	Administration/Staff	111,626
Jackson, Lois	Faculty	174,719
Jacques, Sophie	Faculty	139,972
Jaffar, Akram	Faculty	138,162
Jakeman, David	Faculty	164,838
James, Albert	Faculty	148,000
Jamieson, Rob	Faculty	155,198
Jannasch, Emanuel	Faculty	107,646
Janssen, Jeannette	Faculty	175,581
Jarjoura, George	Faculty	153,538
Jeffers, Chike	Faculty	108,304
Johnson, Erin	Faculty	127,163
Johnson, Keith	Faculty	180,727
Johnson, Lisa	Faculty	156,825
Johnson, Shannon	Faculty	152,151
Johnston, B Lynn	Faculty	146,088
Johnston, Bradley	Faculty	120,603
Johnston, Brent	Faculty	147,482
Johnston, Clifton	Faculty	168,305
Johnston, Gerald	Faculty	101,250
Johnston, Mark	Faculty	167,107
Johnstone, Marjorie	Faculty	103,753
Jones, Donald	Faculty	112,781
Jones, Keltie	Administration/Staff	103,126
Joseph, Anthony Ivan	Administration/Staff	138,667
Joubert, Estelle	Faculty	114,884
Juckles, Tim	Faculty	115,160
Jurgens, Tannis	Faculty	162,493
Kabat-Farr, Dana	Faculty	127,530
Kablar, Boris	Faculty	167,012
Kaiser, H Archibald	Faculty	206,136
Kaiser, Stephanie	Faculty	103,728
Kalamkarov, Alexander	Faculty	204,558
Kalyaniwalla, Nauzer	Faculty	132,098
Karabanow, Jeff	Faculty	148,172
Karten, Barbara	Faculty	142,726
Kay-Raining Bird, Elizabeth	Faculty	177,408
Keats, Melanie	Faculty	128,191
Kelley, Daniel	Faculty	166,232
Kelly, Melanie	Faculty	198,766
Kelvin, David	Faculty	179,053
Kember, Guy	Faculty	168,489
Kenney, Tobias	Faculty	114,358
Kephart, George	Faculty	161,287
Kermanshahi pour, Azadeh	Faculty	114,007
Keselj, Vlado	Faculty	158,716
Kesselring, Krista	Faculty	141,974
Kevany, Kathleen	Faculty	120,077

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Kieft, Michael	Administration/Staff	151,488
Kienast, Markus	Faculty	132,589
Kienesberger, Petra	Faculty	104,428
Kiepek, Niki	Faculty	114,544
Kilfoil, Mary	Faculty	150,794
Kilyanek, Shannon	Faculty	127,865
Kim, Jong Sung	Faculty	120,816
Kimmerly, Derek	Faculty	127,403
Kirk, John	Faculty	118,093
Kirk, Sara	Faculty	160,326
Kirkland, Susan	Faculty	202,874
Kirkpatrick, David	Faculty	129,784
Klein, Raymond	Faculty	101,044
Knechtel, Mark	Faculty	158,181
Koleilat, Ghada	Faculty	132,486
Kolokolnikov, Theodore	Faculty	136,155
Kotlyarova, Yulia	Faculty	137,016
Kozey, Cheryl	Administration/Staff	203,997
Kozey, John	Faculty	148,150
Kozlov, Denis	Faculty	112,577
Kozousek, Vladimir	Faculty	147,111
Kraglund, Ferne	Faculty	181,035
Kreplak, Laurent	Administration/Staff	143,458
Krueger, Stefan	Faculty	131,204
Kurylyk, Barret	Faculty	121,302
Kutcher, Stanley	Faculty	141,001
Kuzak, Stephen	Faculty	162,839
Kynoch, Gary	Faculty	146,704
Labrie, Daniel	Faculty	159,940
Lada, Rajasekaran	Faculty	169,293
Ladouceur, Michel	Faculty	127,352
Lake, Craig	Faculty	163,722
Landry, Karen	Faculty	111,885
Lane, Patricia	Faculty	192,786
Lang, Bianca	Faculty	146,847
Langille, Morgan	Faculty	112,907
Langley, Joanne	Faculty	146,847
Laroche, Julie	Faculty	212,403
Larsen, Jeff	Administration/Staff	151,484
Latimer, Margot	Faculty	152,633
Latta, Robert	Faculty	145,377
Lauckner, Heidi	Faculty	118,038
Laws, Patricia	Faculty	112,830
Lawson, Keith	Faculty	126,370
Lazare, Jodi	Faculty	107,468
Leadbetter, Brian	Administration/Staff	126,593
LeBlanc, Constance	Administration/Staff	150,000
LeBlanc, John	Faculty	141,382
Lee Men Chin, Patricia	Faculty	120,247
Lee, Christopher	Faculty	166,893
Lee, J Michael	Faculty	182,730
Lee, Kyung	Faculty	172,057
Lee, Song	Faculty	167,729
Leon, L	Administration/Staff	260,594
Leonard, Martha	Administration/Staff	215,085
Lesins, Glen	Faculty	126,473
Leung, Brendan	Faculty	104,001

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Leving, Yuri	Faculty	130,017
Levy, Adrian	Faculty	176,011
Lewis, Mark	Faculty	103,180
Li, Yung-Hua	Faculty	143,174
Lilley, Brian	Faculty	150,635
Lin, Shan	Faculty	146,536
Linsdell, Paul	Faculty	164,970
Litke, Susanne	Administration/Staff	121,834
Little, Timothy	Administration/Staff	179,864
Liu, Lei	Faculty	147,276
Liu, Xiang-Qin	Faculty	177,888
Liu, Yi	Faculty	178,024
Llewellyn, Jennifer	Faculty	165,107
Loney, Robert	Faculty	215,824
Lotze, Heike	Faculty	141,501
Lu, Ji	Faculty	104,557
Luckyj, Christina	Faculty	176,923
Luo, Shao-Pin	Faculty	126,695
Lynch, Daniel	Faculty	172,517
Lynch, Derek	Faculty	130,112
Lynk, Andrew	Faculty	146,847
Ma, Yuan	Faculty	140,667
Maassen, Jesse	Faculty	107,942
MacDermid, Kenneth	Administration/Staff	127,232
MacDonald, Bertrum	Faculty	191,971
MacDonald, Corinne	Faculty	136,744
MacDonald, Judy	Administration/Staff	166,253
Macdonald, Linda	Faculty	128,924
Macdonald, Marilyn	Faculty	158,915
MacDonald, Nancy	Faculty	126,578
MacDonald, Nora Noni	Faculty	331,929
MacDonell, Kevin	Administration/Staff	103,134
MacInnis, Elaine	Administration/Staff	133,238
MacIntosh, Constance	Faculty	149,939
MacIntosh, Duncan	Faculty	172,905
MacIntyre, Hugh	Faculty	141,477
Maclsaac, Betty	Faculty	109,897
MacKay-Lyons, Marilyn	Faculty	170,629
MacKenzie, Diane	Faculty	140,037
MacKenzie, Tracey	Faculty	174,071
MacKnight, Christopher	Faculty	146,597
MacLaren, Leslie	Faculty	206,719
MacLean, Colin	Faculty	159,100
MacLeod, Anna	Faculty	123,557
MacLeod, Leona	Faculty	122,459
MacNairn, Gwendolyn	Faculty	126,697
MacNeil, Michael	Faculty	120,907
MacPherson, Kathleen	Faculty	138,426
Macy, Christine	Administration/Staff	200,944
Mah, Catherine	Faculty	123,314
Makani, Joyline	Faculty	150,477
Makrigiannis, Andrew	Faculty	193,503
Maksym, Geoffrey	Faculty	162,953
Maloney, Timothy	Administration/Staff	133,169
Mannathukkaren, Nissim	Faculty	118,701
Mannell, Steven	Faculty	169,793
Manning, Elizabeth	Faculty	112,514

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Mansour, Susan	Administration/Staff	158,872
Manuel, Patricia	Faculty	173,136
Marcato, Paola	Faculty	118,823
Marignani, Paola	Faculty	159,079
Marshall, Emily	Faculty	130,740
Marshall, Jean	Faculty	212,862
Marsman, Melisa	Administration/Staff	112,501
Martin, Debbie	Faculty	120,654
Martin, Fiona	Faculty	110,392
Martin, Randall	Faculty	187,804
Martin-Misener, Ruth	Administration/Staff	185,846
Martynenko, Alex	Faculty	133,070
Masse, Vincent	Faculty	109,468
Matheson, Sherry	Faculty	107,517
Matthewman, Anne	Administration/Staff	161,945
Matthews, Debora	Faculty	215,250
Matthias, David	Faculty	126,578
Matwin, Stan	Faculty	252,389
Maxner, Charles	Faculty	112,863
Mazzanti, Gianfranco	Faculty	136,601
Mbakogu, Ifeyinwa	Faculty	106,753
McAllister, Michael	Faculty	170,282
McAllister-Irwin, Nancy	Faculty	133,672
McCallum, Hope	Administration/Staff	116,911
McCallum, Todd	Faculty	119,318
McCarville, Mindy	Faculty	113,106
McConkey, Audrie-Jo	Faculty	102,422
McCormick, Craig	Faculty	146,904
McDevitt, Orla	Administration/Staff	105,126
McDonald Winsor, Kimberly	Administration/Staff	115,006
McDougall, Jason	Faculty	165,023
McGrath, Patrick	Faculty	213,920
McKibbon, Shelley	Faculty	116,228
McLarney, Carolan	Faculty	224,707
McLean, Nancy	Faculty	118,758
McLeod, Roger	Administration/Staff	183,411
McMaster, Christopher	Faculty	276,851
McNally, Mary	Faculty	196,832
McNeil, Claire Isobel	Administration/Staff	103,398
McNeil, Shelly	Faculty	119,621
McParland, Columba	Faculty	148,862
Mechoulan, Stephane	Faculty	166,119
Meinertzhagen, Ian	Faculty	198,933
Mellish, Deborah	Faculty	106,444
Mello, Isabel	Faculty	187,805
Merritt, Brenda	Faculty	148,750
Metallic, Naiomi	Faculty	116,678
Metaxas, Anna	Faculty	155,804
Michaud, Pierre-Luc	Faculty	187,507
Michels, David	Faculty	117,539
Milicevic, Jasmina	Faculty	128,439
Milios, Evangelos	Faculty	191,415
Militzer, Julio	Faculty	203,003
Miller, Stephen	Faculty	145,833
Milliken, Heather	Faculty	115,993
Mills Flemming, Joanna	Faculty	110,547
Mills, Joanne	Faculty	134,516



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Milson, Robert	Faculty	147,866
Minhas, Shehzad	Faculty	100,276
Mitchell, Colin	Faculty	118,270
Mitchell, Jack	Faculty	110,723
Monchesky, Theodore	Faculty	144,422
Moore, Christopher	Administration/Staff	254,266
Moosberger, Michael	Administration/Staff	158,227
Mopoho, Raymond	Faculty	147,370
Moreside, Janice	Faculty	114,389
Morrison, Nancy	Faculty	146,597
Morton, Alexander	Faculty	105,045
Morton, Jeffrey	Faculty	135,965
Moyer, Rebecca	Faculty	116,950
Mullin, Roger	Faculty	118,484
Murphy, Andrea	Faculty	150,430
Murray, Lois	Faculty	128,809
Murray, Ruth	Administration/Staff	103,126
Myles, Sean	Faculty	104,557
Nams, Vilis	Faculty	163,556
Nason, Ian	Administration/Staff	284,870
Nason, Richard	Faculty	203,099
Neals, Laura	Administration/Staff	117,631
Nedimovic, Mladen	Faculty	175,385
Nelson, Patricia	Faculty	113,809
Neumann, Paul	Faculty	187,407
Newhook, John	Administration/Staff	232,880
Newman, Aaron	Faculty	140,171
Neyedli, Heather	Faculty	109,422
Ng, Eddy	Faculty	177,865
Nguyen-Quang, Tri	Faculty	125,008
Nicol, David	Faculty	117,814
Nicolela, Marcelo	Faculty	245,722
Niu, Haibo	Faculty	111,298
Noble, Brian	Faculty	136,067
Novack, Jack	Faculty	191,590
Ntantamis, Christos	Faculty	102,212
Numer, Matthew	Faculty	116,814
Oakley, Robin	Faculty	133,301
Obrovac, Mark	Faculty	153,408
O'Keefe, Carmel	Faculty	105,985
Okoye, Chidozie	Faculty	115,097
O'Leary, Tony	Faculty	187,222
Oliver, Eric	Faculty	104,958
Olson, A. Randall	Faculty	166,232
Oore, Irene	Faculty	160,690
Oore, Sageev	Faculty	138,455
Orji, Rita	Faculty	113,033
Osberg, Lars	Faculty	163,405
Owen, Jade	Administration/Staff	125,476
Owen, Rochelle	Administration/Staff	103,126
Packer, Tanya	Administration/Staff	193,075
Pacurar, Maria	Faculty	155,156
Pan, Ya-jun	Faculty	146,868
Paon, Michelle	Administration/Staff	120,228
Parcell, Stephen	Faculty	177,609
Parkash, Ratika	Faculty	137,429
Parker, Deborah	Administration/Staff	103,126

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Parker, Linda	Administration/Staff	103,126
Parsons, Lori	Faculty	108,016
Pasumarthi, Kishore	Faculty	140,960
Patrick, Ward	Faculty	147,222
Patterson, Dian	Faculty	189,733
Paulovich, Fernando	Faculty	123,168
Paulson, Allan	Faculty	205,772
Payne, Stephen	Faculty	122,791
Pegg, Michael	Faculty	217,051
Pekacz, Jolanta	Faculty	148,051
Pelot, Ronald	Faculty	210,245
Peltekian, Kevork	Faculty	130,403
Pencer, Alissa	Faculty	103,152
Penney, Cindy	Faculty	120,247
Penney, Jonathon	Faculty	132,662
Penny, Linda	Administration/Staff	162,940
Percival, David	Faculty	140,260
Perrot, Tara	Faculty	167,879
Persaud, D David	Faculty	147,254
Phillips, Stephen	Faculty	145,277
Phillips, William	Faculty	206,384
Phillmore, Leslie	Faculty	137,396
Phipps, Shelley	Faculty	191,997
Pifano, Diana	Faculty	101,975
Pignol, Jean-Philippe	Faculty	187,222
Pinder, Alan	Faculty	159,510
Pitts, Nancy	Faculty	110,939
Plucknett, Kevin	Faculty	195,014
Plug, Lawrence	Faculty	125,434
Ply, Elaine	Faculty	122,914
Ponomarenko, Sergey	Faculty	141,735
Price, Gordon	Faculty	111,558
Price, Richard	Faculty	208,234
Price, Sheri	Faculty	130,405
Prithiviraj, Balakrishnan	Faculty	138,628
Prithiviraj, Kalyani	Faculty	107,101
Pronk, Dorothea	Faculty	159,834
Pulakunta, Thejodhar	Faculty	132,095
Pulinilkunnil, Thomas	Faculty	115,841
Quigley, Kevin	Faculty	169,439
Quinn, T Alexander	Faculty	114,081
Radford, Mary Sue	Administration/Staff	103,126
Radice, Martha	Faculty	113,684
Rafales, Cristina	Faculty	121,478
Rafuse, Victor	Faculty	179,073
Rainey, Jan	Faculty	131,845
Rainham, Daniel	Faculty	135,252
Ramos, Howard	Administration/Staff	152,029
Rands, Tracy	Administration/Staff	113,066
Rapaport, Eric	Faculty	139,879
Rathgeber, Bruce	Faculty	122,318
Rau-Chaplin, Andrew	Administration/Staff	207,674
Read Guernsey, Judith	Faculty	164,353
Reardon, Rhonda	Administration/Staff	124,783
Rehman, Laurene	Administration/Staff	167,675
Reid, Lynette	Faculty	116,279
Reilly, Derek	Faculty	109,884

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Rhynold, Richard	Administration/Staff	114,529
Rice Gallagher, Jody	Administration/Staff	103,126
Richardson, Christopher	Faculty	239,853
Richardson, Holly	Faculty	123,180
Ridgway, Neale	Faculty	149,595
Rines, Gordon	Administration/Staff	103,126
Ritchie, Carol	Faculty	106,262
Ro, Hyo-sung	Faculty	180,328
Roach, David	Faculty	148,274
Roberts, Justin	Faculty	123,820
Robertson, Adam	Administration/Staff	122,652
Robertson, Chad	Faculty	149,177
Robertson, George	Faculty	217,710
Robertson, Susan	Administration/Staff	191,503
Robertson, William	Faculty	216,117
Robinson, Katherine	Faculty	146,598
Robinson, Lynne	Faculty	142,499
Rockwood, Kenneth	Faculty	146,088
Roger, Andrew	Faculty	161,155
Rogers, Nathan	Administration/Staff	103,126
Rohde, John	Faculty	129,781
Roland-Mieszkowski, Danuta	Administration/Staff	116,834
Rosen, Kirill	Faculty	101,641
Rosen, Natalie	Faculty	128,942
Rosenblum, Daniel	Faculty	132,887
Ross, Nancy	Faculty	107,453
Ross, Neil	Faculty	101,426
Ross, Trevor	Faculty	143,103
Rot, Irena	Faculty	111,531
Rotermund, Harm	Faculty	214,057
Rotman, Leonard	Faculty	191,326
Rowlston, Mary-Ann	Administration/Staff	135,921
Roy, Jeffrey	Faculty	169,371
Rupasinghe, Vasantha	Faculty	143,680
Rusak, Benjamin	Faculty	250,301
Russell, Kathleen	Faculty	195,311
Rutenberg, Andrew	Faculty	155,531
Rutherford, Derek	Administration/Staff	136,169
Ruzzante, Daniel	Faculty	174,512
Ryan, Anne-Marie	Faculty	124,944
Sabo, Brenda	Faculty	135,178
Sadeghian, Pedram	Faculty	119,591
Sadek, Irene	Faculty	199,228
Sadler, Robert	Faculty	131,561
Saif, Ahmed	Faculty	100,517
Sampalli, Srinivas	Faculty	207,447
Saney, Isaac	Faculty	130,862
Santos-Montero, Emilia	Faculty	101,719
Sapp, John	Faculty	102,000
Sarhan, Ammar	Faculty	105,501
Satish, Mysore	Faculty	218,652
Saunders, Phillip	Faculty	197,454
Savage, Niall	Faculty	119,857
Sawicki, Julia	Faculty	169,844
Scheibling, Robert	Faculty	183,306
Schepp, Norman	Faculty	158,861
Scherkoske, Greg	Faculty	125,370

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Schlegel, Christian	Faculty	101,954
Schmidt, Allison	Faculty	108,145
Schnurr, Matthew	Faculty	112,642
Seck, Sara	Administration/Staff	133,362
Selinger, Peter	Faculty	154,813
Semba, Kazue	Faculty	203,582
Seth, Sachin	Faculty	185,439
Seto, Mae	Faculty	140,474
Shapiro, Jonathan	Faculty	115,498
Sharaput, Markus	Faculty	160,894
Shaw, Dan	Faculty	139,224
Shaw, Lynn	Administration/Staff	194,456
Shea, Sarah	Faculty	146,847
Sheehan, Lorn	Faculty	175,978
Sheffer, Catherine	Faculty	116,537
Sheffield, Suzanne	Administration/Staff	122,762
Sheng, Jinyu	Faculty	159,535
Sherren, Katherine	Faculty	138,613
Sherry, Simon	Faculty	131,784
Sherwood, Owen	Faculty	101,930
Shkurska, Oksana	Faculty	108,592
Short, Christine	Faculty	145,722
Sieben, Vincent	Faculty	150,000
Simedoh, Vincent	Faculty	101,151
Simms, Christopher	Faculty	126,890
Simpson, Alastair	Faculty	147,365
Simpson, Christy	Faculty	165,510
Sinal, Christopher	Faculty	156,499
Singer, Richard	Faculty	115,672
Singleton, Jerome	Faculty	127,082
Sketris, Ingrid	Faculty	182,375
Slamovits, Claudio	Faculty	118,399
Smirnov, Roman	Faculty	148,686
Smit, Michael	Administration/Staff	146,675
Smith, Bruce	Faculty	194,380
Smith, Frank	Faculty	151,674
Smith, Isabel	Faculty	115,000
Smith, Judith	Administration/Staff	110,512
Smith, Karen	Faculty	145,259
Smith, Karen	Faculty	103,390
Snelgrove-Clarke, Erna	Administration/Staff	154,865
Soliman, Moataz	Faculty	110,216
Speed, Alexander	Faculty	106,472
Speers, Alex	Faculty	188,115
Spence, Susan	Administration/Staff	228,585
Spinney, Colin	Administration/Staff	179,588
Spiteri, Louise	Faculty	161,040
Sponagle, Kimberly	Faculty	118,732
Stackhouse, Susan	Faculty	149,770
Stadnyk, Andrew	Faculty	140,339
Staicer, Cynthia	Faculty	125,434
Stamp, Jennifer	Faculty	128,674
Stec, Deryk	Faculty	112,988
Steele, Graham	Faculty	118,331
Steenbeek, Audrey	Faculty	157,904
Sterling, Shannon	Faculty	102,467
Sterns, Margaret	Administration/Staff	143,214

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Stevenson, Sarah	Administration/Staff	114,816
Stewart, Samuel	Faculty	102,940
Stewart, Sherry	Faculty	234,701
Stewart, Wendy	Faculty	173,317
Stiles, Deborah	Faculty	138,171
Stone, Michelle	Faculty	113,816
Stone, Sophia	Faculty	145,538
Stradiotto, Mark	Faculty	165,157
Sullivan, Patricia	Faculty	224,367
Sundararajan, Binod	Faculty	182,137
Susko, Edward	Faculty	158,352
Sutherland, Heather	Administration/Staff	183,089
Sutherland, Lisa	Faculty	109,342
Swan, Lukas	Faculty	163,252
Swanston, Marcia	Faculty	160,050
Sy, Oumar	Faculty	162,548
Taggart, Christopher	Faculty	176,641
Taghavi, Majid	Faculty	113,323
Taheri, Farid	Faculty	202,619
Tamlyn, Deborah	Faculty	159,760
Tarrant, Florence	Faculty	174,878
Tate, Margie	Faculty	127,865
Tax, Cara	Administration/Staff	145,397
Taylor, Beth	Faculty	121,235
Taylor, Keith	Faculty	222,810
Taylor, Samantha	Faculty	102,834
Taylor-Helmick, Tracy	Faculty	166,709
Teehan, Michael	Faculty	211,167
Third-Genus, Shirley	Administration/Staff	115,733
Thomas, Nikhil	Faculty	133,684
Thompson, Alison	Faculty	174,305
Thompson, Keith	Faculty	184,526
Thomson, Kim	Administration/Staff	121,355
Thorburn, Jane	Faculty	102,219
Tibbo, Philip	Faculty	148,236
Tomblin Murphy, Gail	Administration/Staff	116,790
Tompkins, Frances	Faculty	117,400
Too, Catherine	Faculty	192,371
Torgo, Luis	Faculty	216,270
Torkkeli, Paivi	Faculty	178,395
Toze, Sandra	Administration/Staff	164,205
Trappenberg, Thomas	Faculty	171,099
Treiger, Alexander	Faculty	116,116
Trifts, Valerie	Faculty	175,368
Trukhachev, Dmitry	Faculty	116,950
Tulloch, Ross	Administration/Staff	102,624
Tumennasan, Norovsambuu	Faculty	136,108
Turculet, Laura	Faculty	134,877
Turnbull, Geoffrey	Faculty	146,088
Turnbull, Lori	Administration/Staff	156,139
Turpin, Verity	Administration/Staff	141,184
Tyedmers, Peter	Faculty	155,505
Ugursal, V Ismet	Faculty	203,732
Ulicki, Theresa	Faculty	116,405
Ulku, Muhammed Ali	Faculty	163,783
Ungar, Michael	Faculty	170,569
Utas, Bryan	Administration/Staff	125,468

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Van Den Hof, Mike	Faculty	153,659
VanBerkel, Peter	Faculty	121,228
VanderZwaag, David	Faculty	216,225
Varto, Emily	Faculty	107,964
Venart, Catherine	Faculty	132,955
Venkatadri, Uday	Faculty	150,911
Versnel, Joan	Faculty	142,183
Vukic, Adele	Faculty	125,434
Wach, Grant	Faculty	188,836
Wagschal, Ian	Administration/Staff	103,126
Waisman, David	Faculty	238,160
Waite, Anya	Administration/Staff	140,000
Walde, Sandra	Administration/Staff	188,104
Waldron, Ingrid	Faculty	126,781
Walker, Nancy	Faculty	111,152
Walker, R	Administration/Staff	118,593
Walker, Tony	Faculty	124,973
Wallace, Douglas	Faculty	248,523
Walsh, Arthur	Administration/Staff	113,252
Walsh, Jasmine	Administration/Staff	206,659
Walsh, Margaret	Faculty	155,695
Walsh, Noreen	Faculty	148,236
Wang, Jian	Faculty	154,093
Wang, Jun	Faculty	131,303
Wang-Pruski, Gefu	Faculty	155,345
Ward, Lori	Administration/Staff	119,770
Warkentin, Andrew	Faculty	154,449
Warman, Casey	Faculty	119,865
Warner, Grace	Faculty	125,994
Warner, Robert	Faculty	116,698
Warren, Marika	Faculty	112,274
Warwick, Jacqueline	Faculty	142,438
Watson, Wade	Faculty	146,847
Watson-Wright, Wendy	Administration/Staff	259,891
Watt, Julia	Administration/Staff	114,800
Watters, Carolyn	Faculty	313,796
Weaver, Ian	Faculty	130,019
Weeden, Anne	Administration/Staff	114,423
Weeks, Lori	Faculty	139,695
Weerasinghe, Swarna	Faculty	149,393
Welch, Jo	Faculty	125,129
Wells, Sarah	Faculty	153,484
Welsh, Elizabeth	Faculty	139,535
Wentzell, Peter	Faculty	175,538
West, Kenneth	Faculty	106,164
West, Michael	Faculty	112,440
Westwood, David	Faculty	149,333
Whalen, Joseph M	Faculty	102,731
Wheadon, Katherine	Administration/Staff	103,126
Whelan, Anne Marie	Faculty	178,612
Whelan, Emma	Faculty	129,533
White, Catherine	Faculty	114,545
White, Gerald	Faculty	144,500
White, Jenny	Administration/Staff	102,574
Whitehead, Henry	Faculty	185,007
Whoriskey, Frederick	Administration/Staff	141,170
Williams, Kent	Faculty	110,070

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Williams, Michelle	Faculty	141,002
Williams, Norma	Administration/Staff	112,624
Wood, Ellen	Faculty	146,847
Wooden, Kathleen	Faculty	107,990
Woolcott, Christy	Faculty	107,449
Worm, Boris	Faculty	147,505
Wranik, Dominika	Administration/Staff	155,411
Wright, Julia	Faculty	169,204
Wright, Tamara	Faculty	166,270
Wright, Tarah	Faculty	150,867
Wuetherick, Brad	Administration/Staff	161,998
Xu, Kuan	Faculty	169,859
Yao, Yue	Faculty	135,865
Yemenidjian, Noubar	Faculty	200,859
Yeung, Pollen	Faculty	169,859
Yiridoe, Emmanuel	Administration/Staff	155,701
Yoshida, Yoko	Faculty	112,484
Young, Susan	Administration/Staff	116,786
Yu, Bo	Faculty	123,127
Yue, Jin	Faculty	137,456
Yuill, Cathrine	Administration/Staff	108,702
Yuksel, Mutlu	Faculty	130,365
Yurgel, Svetlana	Faculty	133,070
Zachernuk, Philip	Faculty	152,679
Zaiotti, Ruben	Faculty	110,045
Zaman, Qamar	Faculty	150,855
Zeh, Norbert	Faculty	154,084
Zhang, Peng	Faculty	135,561
Zhang, Wenjun	Faculty	177,371
Zhang, Ying	Faculty	124,342
Zhao, Yonggan	Faculty	194,131
Zhou, Jun	Faculty	177,371
Zhou, Weina	Faculty	112,907
Zincir-Heywood, Nur	Faculty	165,481
Zou, Steve	Faculty	184,620
Zwanziger, Josef	Faculty	209,259
Zwicker, Denise	Faculty	102,897

# Dalhousie University

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year ended March 31, 2019

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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.