



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

## **MOUNT SAINT VINCENT UNIVERSITY**

Year ended March 31, 2019



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## INDEPENDENT AUDITORS' REPORT

To the Board of Governors of Mount Saint Vincent University

### ***Opinion***

We have audited the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Mount Saint Vincent 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.

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 ends under the 'P'.

Chartered Professional Accountants, Licensed Public Accountants  
Halifax, Canada  
June 19, 2019

# MOUNT SAINT VINCENT UNIVERSITY

## Statement of Compensation Required Pursuant to the Public Sector

### Compensation Disclosure Act

Year Ended March 31, 2019

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.

#### Board Members, Officers and Employees, Contractors and Consultants

For the year ended March 31, 2019, the following board members, officers, employees, contractors and consultants received compensation of \$100,000 or more:

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Compensation Paid (\$)
Mary Bluechardt	Administration	275,000
Andrew Manning	Faculty	212,505
Brian Jessop	Administration	207,881
Elizabeth Church	Administration	202,552
Peter Mombourquette	Faculty	183,770
C. Kelly Gallant	Administration	182,067
Jeffrey Young	Faculty	170,573
Sandra Findlay-Thompson	Faculty	167,589
Brook Taylor	Administration	161,787
Kim Kienapple	Administration	161,787
Gayle MacDonald	Administration	161,270
Jamie Metsala	Faculty	160,946
Karen Blotnick	Faculty	160,566
Zachary Zimmer	Faculty	159,894
Donovan Plumb	Administration	154,833
Daniel Seguin	Faculty	152,274
Janice Keefe	Faculty	151,351
Randi Warne	Faculty	150,005
Mary Jane Harkins	Faculty	149,141
Deborah Norris	Faculty	148,610
Michelle Eskritt-Keck	Faculty	148,548
Stephen Perrott	Faculty	147,763
Ardra Cole	Faculty	146,512
Sharon Davis	Administration	146,229
Paula Barry Mercer	Administration	144,173
Meredith Ralston	Faculty	144,005
Suzanne Seager	Faculty	144,005
Francois-Xavier Eygun	Faculty	143,289
Sal Badali	Faculty	142,996
Linda Mann	Faculty	142,688

<b>Board Members, Officers, Employees, Contractors and Consultants</b>		
<b>Name</b>	<b>Position</b>	<b>Grand Total</b>
Candace Blayney	Faculty	142,234
Anna Smol	Faculty	140,637
Robert Kenny	Faculty	140,387
Robert Berard	Faculty	140,275
Daphne Lordly	Faculty	139,431
Katherine Darvesh	Faculty	138,832
Patricia Gouthro	Faculty	138,685
Mallika Das	Faculty	138,398
John Schellenberg	Faculty	137,326
Bruce MacNeil	Administration	137,163
Alan Dawe	Faculty	137,000
Hui Li	Faculty	136,898
Donna Varga	Faculty	136,325
Patricia Williams	Faculty	136,257
Elizabeth Bowering	Faculty	135,538
Marnina Gonick	Faculty	134,582
Karen Smyth	Administration	134,474
Robert Farmer	Faculty	134,141
Leslie Brown	Faculty	131,896
Arthur McCalla	Faculty	131,679
DeNel Rehberg Sedo	Faculty	131,389
Michael Whalen	Faculty	131,109
Michael MacMillan	Faculty	130,931
Genevieve Boulet	Faculty	130,653
Jean Mills	Faculty	128,968
Tanja Harrison	Administration	128,788
Aine Humble	Faculty	128,776
Ian Pottie	Faculty	128,776
Jeffrey MacLeod	Faculty	127,038
Cherif Matta	Faculty	125,874
Michelle Forrest	Faculty	125,288
Donald Shiner	Faculty	125,038
Tina Harriott	Faculty	123,483
Tamara Franz-Odendaal	Faculty	122,897
Reina Green	Faculty	122,813
Melissa McGonnell	Faculty	122,350
Aibing Xia	Faculty	122,263
Mary Delaney	Faculty	122,033
Gavin Kernaghan	Faculty	121,947
Elizabeth Hicks	Faculty	121,938
Leighton Steele	Faculty	120,938
Frederick French	Faculty	120,565
James Sharpe	Faculty	120,538

<b>Board Members, Officers, Employees, Contractors and Consultants</b>		
<b>Name</b>	<b>Position</b>	<b>Grand Total</b>
James Sawler	Faculty	119,926
Joan Turner	Faculty	119,788
Susan Brigham	Faculty	119,770
Hazel MacRae	Faculty	119,538
Rhoda Zuk	Faculty	119,538
Hong Wang	Faculty	118,822
Gary Sneddon	Faculty	117,808
Amy Thurlow	Faculty	117,675
Fernando Nunes	Faculty	116,901
Nathaniel Shead	Faculty	116,513
Nargess Kayhani	Faculty	115,688
Adriana Benzaquen	Faculty	115,377
Karen Macfarlane	Faculty	114,038
Michael Wood	Faculty	113,728
Alla Kushniryk	Faculty	113,559
June Lumsden	Administration	113,374
Derek Fisher	Faculty	112,695
Anthony Yue	Faculty	112,483
Mirwais Qaderi	Faculty	111,933
Tammy Findlay	Faculty	111,301
Kim Healy	Administration	110,515
Maya Eichler	Faculty	110,323
Sara King	Faculty	110,311
Juliette Valcke	Faculty	108,503
Roni Gechtman	Faculty	108,432
Norman Okihiro	Faculty	108,405
Mohammad Siddiquee	Faculty	108,107
Paul Cantelo	Administration	107,978
Alex Khasnabish	Faculty	107,503
Valda Leighteizer	Faculty	107,323
Gabrielle Durepos	Faculty	107,308
Scott MacMillan	Faculty	104,875
Bohdan Luhovyy	Faculty	104,437
Martha Walls	Faculty	103,792
Jonathan Roberts	Faculty	102,609
Corey Slumkoski	Faculty	101,259
Jessie-Lee Mclsaac	Faculty	100,899
Stanislav Orlov	Faculty	100,849
Shane Theunissen	Faculty	100,399

## **Notes to the Statement of Compensation**

### **Basis of Reporting**

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

The management of Mount Saint Vincent 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 Mount Saint Vincent University or in a statement prepared for the purposes of the Act and certified by its auditors.

### **Compensation**

Section 2(b) of the Act defines compensation as the total amount or value of all cash and 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 plan 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 exceptional benefits not 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.