

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

# **Dalhousie University**

Year ended March 31, 2021



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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, 2021 and notes. (Hereinafter referred to as "the statement").

In our opinion, the accompanying statement for the year ended March 31, 2021 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.

*KPMG LLP*

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Chartered Professional Accountants

Halifax, Canada

June 25, 2021

# Dalhousie University

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year ended March 31, 2021

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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, 2021 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	110,585
Abdullah, Tareq	Administration/Staff	118,246
Abidi, Samina	Faculty	123,384
Abidi, Syed	Faculty	191,544
Abou-El-Haj, Marriam	Faculty	124,548
Abou-Hassan, Taghrid	Faculty	111,940
Abramson, Darren	Faculty	108,872
Acharya, Nayha	Faculty	107,000
Ackles, Terry	Faculty	144,699
Acott, Philip	Faculty	159,361
Adamo, Shelley	Faculty	173,353
Adams, Michelle	Administration/Staff	144,784
Adams, Quenta	Administration/Staff	105,409
Adamson, Robert	Faculty	124,610
Affoo, Rebecca	Faculty	110,000
Afifi, Jehier	Faculty	126,750
Aghakhani, Hamed	Faculty	147,113
Agu, Remigius	Faculty	147,471
Aguinaga, Jerry	Administration/Staff	158,256

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Aiken, Alice	Administration/Staff	271,712
Aiken, Steven	Faculty	128,078
Aissaoui, Driss	Faculty	127,994
Akay, Turgay	Faculty	115,619
Akbulut-Yuksel, Mevlude	Faculty	137,811
Akinkugbe, Olabisi	Faculty	120,741
Alda, Martin	Faculty	153,778
Aleman-Milan, Gianna	Faculty	104,570
Algar, Christopher	Faculty	114,530
Ali, Nouman	Faculty	186,044
Allen, Peter	Faculty	210,096
Allen, Peter	Faculty	122,653
Allen, Victoria	Faculty	138,635
Amyotte, Paul	Faculty	226,503
Anderson, David	Administration/Staff	379,809
Anderson, Peter	Faculty	126,294
Andreas, Heather	Faculty	137,855
Andreou, Pantelis	Faculty	101,326
Andrews, Cynthia	Faculty	164,297
Andrews, Steven	Administration/Staff	103,388
Anini, Younes	Faculty	137,993
Aporta, Claudio	Faculty	123,812
Archibald, John	Faculty	154,021
Arnold, Dirk	Faculty	156,213
Arthur, Peter	Faculty	127,765
Asada, Yukiko	Faculty	138,617
Asbridge, Mark	Faculty	149,764
Asiedu, Samuel	Faculty	172,407
Askari, Sorayya	Faculty	110,000

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Astatkie, Tessema	Faculty	162,117
Aston, Megan	Faculty	152,043
Austin, Christopher	Faculty	114,505
Aziz, Khurram	Faculty	109,380
Baechler, Jennifer	Faculty	117,934
Bahrani, Navid	Faculty	105,234
Baikie, Gail	Faculty	123,936
Bailly, Gregory	Faculty	192,233
Bain, Jennifer	Administration/Staff	141,364
Bajona, Lenore	Administration/Staff	122,747
Baldrige, William	Faculty	183,489
Balser, Teresa	Administration/Staff	310,500
Baltazar, Ramon	Faculty	156,047
Bannister, Peter	Faculty	146,669
Barclay, David	Faculty	112,380
Barker, James	Faculty	183,340
Barrett, Ann	Administration/Staff	155,631
Barrett, David	Faculty	107,249
Barrett, Lisa	Faculty	115,000
Barrett, Sean	Faculty	136,577
Batista, Eraldo	Faculty	127,500
Batt, John	Administration/Staff	105,981
Bauer, Robert	Faculty	155,697
Baur, Steven	Faculty	127,765
Baxter, James	Faculty	103,933
Beagan, Brenda	Faculty	161,236
Bearne, Stephen	Faculty	203,359
Beaubien, Louis	Administration/Staff	226,400
Beazley, Karen	Faculty	180,312

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Bedwell, Linda	Faculty	100,328
Beiko, Robert	Administration/Staff	156,728
Bell, Christopher	Faculty	151,878
Bell, David	Faculty	126,500
Bennett, Evelyn	Faculty	124,264
Bennett, Michael	Administration/Staff	104,911
Bennett, Philip	Faculty	113,106
Bentley, James	Faculty	242,222
Bentzen, Paul	Faculty	219,509
Bertrand, Erin	Faculty	110,089
Bielawski, Joseph	Faculty	154,217
Bingham, John	Faculty	128,158
Birmingham, Donna	Administration/Staff	120,264
Bishop, Donald	Faculty	179,265
Bishop, Todd	Faculty	127,265
Bitar, Ferial	Administration/Staff	101,733
Black, David	Faculty	159,823
Black, Emily	Faculty	120,439
Black, Iris	Faculty	117,060
Blair-Reid, Sheila	Administration/Staff	170,033
Blais, Jerome	Faculty	120,440
Blake, John	Faculty	163,356
Blake, Kim	Faculty	137,231
Blanchard, Christopher	Faculty	148,173
Bleasdale, Barbara	Faculty	129,402
Blewett, Catherine	Administration/Staff	112,121
Blouin, Christian	Administration/Staff	162,701
Blustein, James	Faculty	152,296
Bodorik, Peter	Faculty	198,382



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Boe, Shaun	Administration/Staff	156,728
Bombay, Amy	Faculty	119,531
Bonnemaison, Sarah	Faculty	169,553
Borgerson, Kirstin	Faculty	120,338
Borycz, Janusz	Faculty	112,407
Boudreau, Jeanette	Faculty	111,642
Boulatoff, Catherine	Faculty	122,161
Bourne-Tyson, Donna	Administration/Staff	199,922
Bousquet, Jean-Francois	Faculty	130,917
Boutilier, Darrell	Administration/Staff	126,877
Bouzayen, Renda	Faculty	135,382
Bow, Brian	Faculty	125,541
Boyd, Daniel	Faculty	166,935
Boyd, Danielle	Administration/Staff	102,313
Brady, James	Faculty	107,013
Brenan, James	Faculty	190,936
Briggs, Paul	Faculty	109,504
Brittan, Alice	Faculty	113,724
Brock, Jo-Ann	Faculty	135,630
Brodsky, Alexander	Faculty	129,754
Brooks, Kimberley	Administration/Staff	247,600
Brooks, Stephen	Faculty	153,002
Brooks, Su-Ling	Faculty	142,676
Brooks-Craig, Elaine	Faculty	132,539
Brousseau, Susan	Administration/Staff	131,994
Brown, Catrina	Faculty	161,684
Brown, Craig	Faculty	132,000
Brown, Geoffrey	Faculty	110,921
Brown, Jason	Faculty	178,979

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Brown, Jeremy	Faculty	134,024
Brown, Marion	Administration/Staff	152,256
Brownlee, Shannon	Faculty	114,299
Brunt, Keith	Faculty	114,180
Buchwald, Carolyn	Faculty	106,960
Budge, Suzanne	Faculty	161,722
Burge, Frederick	Faculty	151,278
Burnay, Diogo	Faculty	165,632
Burns, Michael	Administration/Staff	117,974
Burton, David	Faculty	165,811
Burton, Peter	Faculty	176,402
Bussey, Lynn	Faculty	151,278
Cada, Michael	Faculty	206,438
Cahill, Leah	Faculty	112,073
Cairns, Julia	Administration/Staff	121,706
Caissie, Rachel	Faculty	153,657
Cameron, Gregory	Faculty	135,185
Cameron, John	Faculty	122,653
Cameron, R Camille	Faculty	263,976
Campbell, Leslie	Faculty	120,981
Campbell-Yeo, Marsha	Faculty	135,725
Cann, Marjorie	Administration/Staff	105,981
Canning, Carl	Faculty	108,832
Capps, Benjamin	Faculty	126,491
Carbert, Louise	Faculty	152,538
Caron, Isabelle	Faculty	133,687
Carrey, Normand	Faculty	152,764
Carvalho, Sergio	Faculty	222,179
Carver, Daniel	Faculty	149,306

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Cassidy, Christine	Faculty	102,000
Cavanagh, Edwin	Faculty	198,478
Cawsey, Kathleen	Faculty	124,315
Chaisson, Sherry	Faculty	108,418
Chambers, Christine	Faculty	251,353
Champoux, Clare	Faculty	124,060
Chang, Rachel	Faculty	114,852
Chang, Young Ki	Faculty	103,667
Chapman, Scott	Faculty	130,024
Chappe, Valerie	Faculty	177,042
Charlebois, Sylvain	Faculty	211,064
Chauhan, Balwantray	Faculty	217,974
Chen, Jing	Faculty	167,621
Chen, Robert	Faculty	126,072
Chen, Zhizhang	Faculty	150,665
Cheng, Zhenyu	Faculty	115,898
Chircop, Aldo	Faculty	198,413
Chircop, Andrea	Faculty	126,011
Chorney, Jill	Faculty	112,215
Chowdhury, Shamsud	Faculty	204,514
Christie, John	Faculty	101,149
Clark, Linda	Faculty	145,928
Clark, Stephen	Faculty	168,499
Clarke, James	Faculty	210,320
Cleave, Patricia	Faculty	169,056
Cleghorn, Blaine	Faculty	209,920
Clory, Nan	Faculty	107,158
Cockwell, Heather	Faculty	121,565
Coley, Alan	Faculty	191,477

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Colwell, Stacie	Faculty	120,750
Comber, Scott	Faculty	142,634
Comeau, Jeannette	Faculty	103,750
Comeau, Marc	Administration/Staff	105,981
Conrad, Colin	Faculty	110,000
Cook, Tanya	Faculty	163,758
Coolen, Jillian	Faculty	112,384
Cooper, Afua	Faculty	125,660
Cooper, Margaret	Faculty	104,567
Corbin, Stephen	Faculty	211,523
Corkum, Andrew	Faculty	153,263
Corkum, Penny	Faculty	171,654
Cote, Patrice	Faculty	126,011
Coughlan, Stephen	Faculty	174,428
Coutand, Isabelle	Faculty	144,387
Coutts, Peter	Administration/Staff	193,456
Cowley, Elizabeth	Faculty	172,602
Cox, Ashley	Faculty	172,139
Cox, Jafna	Faculty	111,564
Cox, Jennifer	Administration/Staff	114,819
Cox, Richard	Faculty	105,428
Cozens, Frances	Faculty	158,286
Craig, Catherine	Faculty	140,817
Cranston, Anna	Administration/Staff	111,128
Creelman, Laurie	Administration/Staff	100,753
Croll, Roger	Faculty	112,953
Crooks, Bruce	Faculty	123,942
Cross, Krista	Administration/Staff	104,530
Crossin, Glenn	Faculty	128,195

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Crowder, Nathan	Faculty	135,204
Crowell, Tammy	Faculty	158,650
Cruess, Alan	Faculty	160,893
Cumming, Laura	Faculty	122,629
Cummings, Elizabeth	Faculty	132,258
Cunningham, Margaret	Faculty	206,418
Curran, Janet	Faculty	161,222
Currie, Robert	Faculty	154,231
Curwin, Sandra	Faculty	151,662
Cutler, G Christopher	Administration/Staff	126,276
Cyrus, Pemberton	Faculty	198,255
Cyrus, Teresa	Faculty	179,275
Dahn, Jeffrey	Faculty	227,884
Dam-Mazzi, Magali	Faculty	102,256
Darvesh, Sultan	Faculty	142,551
Dasog, Mita	Faculty	105,806
Datta, Neera	Faculty	122,117
Davis, Benjamin	Administration/Staff	224,147
Davis, Richard	Administration/Staff	101,125
Deacon, Helene	Faculty	162,655
Dechman, Gail	Faculty	126,011
Delisle, Isabelle	Faculty	127,737
Dellaire, Graham	Faculty	152,637
DeLong, Lisa	Administration/Staff	105,981
Deng, Qi	Faculty	125,000
Denike, Margaret	Faculty	140,802
Denovan-Wright, Eileen	Faculty	169,966
Derfalvi, Beata	Faculty	134,708
Deturbide, Michael	Faculty	181,032

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Deval, Helene	Faculty	166,079
Devlin, Richard	Administration/Staff	216,893
Dhillon, Santokh	Faculty	117,727
Di Cara, Francesca	Faculty	103,016
Diallo, Claver	Faculty	142,672
Diamond, Eli	Faculty	123,400
Dick, Darren	Administration/Staff	112,105
Dickinson, John	Faculty	120,303
Dickson, Ross	Administration/Staff	101,222
Dieleman, Crystal	Faculty	126,011
Dilcher, Karl	Faculty	165,702
Dithurbide, Lori	Faculty	120,278
Doman, Darrel	Faculty	142,355
Donaldson, Adam	Administration/Staff	126,606
Dong, Xianping	Faculty	128,803
Dorling, Jon	Faculty	122,669
Doucet, Jean Charles	Faculty	135,582
Doucette, Alan	Faculty	142,633
Doucette, Heather	Faculty	113,579
Dowd, Michael	Faculty	133,060
Downie, Jocelyn	Faculty	200,906
Doyle, Heather	Administration/Staff	105,981
Doyle-Bedwell, Patricia	Faculty	155,776
Dryden, OmiSoore	Faculty	116,609
DuBois, Lindsay	Faculty	151,943
Duck, Thomas	Faculty	149,555
Duffy, Kevin	Faculty	145,459
Dugas, Maria	Faculty	106,600
Dukeshire, Steven	Faculty	134,326

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Duncan, Roy	Faculty	211,735
Dunlop, Diane	Faculty	132,305
Dunn, Kevin	Administration/Staff	162,819
Dupre, Denis	Faculty	130,690
Duston, James	Faculty	157,718
Dyack, Sarah	Faculty	147,222
Earl, E Marie	Faculty	126,011
El Hiani, Yassine	Faculty	101,850
El Nagggar, Hany	Faculty	144,570
El-Masry, Ezz	Faculty	207,485
El-Nagggar, Walid	Faculty	126,536
ElSankary, Kamal	Faculty	142,507
Engau, Alexander	Faculty	154,578
Enns, Anthony	Faculty	119,089
Erdman, Joanna	Faculty	144,715
Esau, Travis	Faculty	102,335
Eskes, Gail	Faculty	190,543
Eswarathasan, Suresh	Faculty	113,000
Evans, David	Faculty	135,522
Fardy, Peter	Administration/Staff	303,342
Farhat, Zoheir	Faculty	162,301
Faridi, Sara	Faculty	151,965
Farmer, James	Administration/Staff	143,877
Fawcett, James	Faculty	145,277
Fedortchouk, Yana	Faculty	126,765
Fennel, Katja	Faculty	158,533
Fenton, Gordon	Faculty	187,125
Fergus, Frederick	Faculty	112,556
Fernandez, Conrad	Faculty	152,764

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Fiander, Donald	Administration/Staff	105,981
Field, Simon	Faculty	125,000
Fierlbeck, Katherine	Faculty	165,876
Filgueira, Ramon	Faculty	106,960
Filiaggi, Mark	Faculty	175,864
Finbow, Robert	Faculty	171,033
Fine, Alan	Faculty	211,736
Finkel, Zoe	Faculty	167,459
Firanescu, Daniela	Faculty	126,011
Fitting, Elizabeth	Faculty	117,931
Fleming, James	Faculty	107,782
Fleming, Michael	Faculty	104,086
Folkins, Ian	Faculty	149,160
Fooladi, Iraj	Faculty	246,313
Foran, Nancy- Beth	Administration/Staff	127,481
Forbes, Donna	Administration/Staff	123,279
Forsdyke, Ruth	Faculty	100,908
Foster, Karen	Faculty	115,147
Foster, Kenneth	Faculty	152,298
Fournier, Michael	Administration/Staff	128,196
Framp, Heidi	Faculty	123,343
Frampton, John	Faculty	117,859
France, Robert	Faculty	142,068
Franey, Donna	Administration/Staff	164,932
Franklin, Tamara	Faculty	112,653
Fraser, Andrea	Faculty	150,068
Fraser, Heather	Administration/Staff	106,362
Fredeen, Alan	Faculty	168,501
French, Isabelle	Administration/Staff	105,981



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
French, Leanne	Administration/Staff	128,813
Freund, Michael	Faculty	194,953
Friedman, Alon	Faculty	176,545
Fulford, Allison	Faculty	129,392
Gadbois, Simon	Faculty	128,544
Gagie, Travis	Faculty	102,515
Gagnon, Graham	Administration/Staff	210,271
Gahagan, Jacqueline	Faculty	170,956
Gallant, Karen	Faculty	115,136
Gallant, Pamela	Administration/Staff	100,157
Gambold, Liesl	Faculty	140,360
Gantar, Jure	Faculty	147,742
Garagash, Dmitry	Faculty	158,379
Gardner, David	Faculty	195,301
Garland, Wayne	Faculty	182,335
Garvey, Brigid	Faculty	129,041
Gass, Susan	Faculty	107,035
Gassmann, Horand	Faculty	182,078
Gebriel, Mohamed	Faculty	161,000
Genge, Daryl	Administration/Staff	166,024
Gentleman, Wendy	Faculty	147,946
Geske, Frederick	Administration/Staff	121,800
Ghanem, Amyl	Faculty	159,348
Ghanouni, Parisa	Faculty	109,016
Ghasemi, Alireza	Faculty	123,432
Gibson, Elaine	Faculty	177,219
Gibson, Lara	Faculty	102,991
Giffin, Spencer	Administration/Staff	105,000
Gilbert, Robert	Faculty	138,043

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Gillis, Jane	Faculty	109,008
Gimenez-Mico, Maria Jose	Faculty	137,782
Ginn, Diana	Faculty	142,859
Giusto, Andrea	Faculty	121,494
Goerlandt, Floris	Faculty	147,328
Goldberg, Lisa	Faculty	151,906
Gonzalez, Paola	Faculty	144,058
Gonzalez-Cueto, Jose	Faculty	136,564
Goobie, Sharan	Faculty	101,084
Good, Kimberley	Faculty	168,037
Good, Kristin	Faculty	110,403
Goralski, Kerry	Faculty	142,300
Gosse, John	Faculty	164,848
Graham, Janice	Faculty	192,758
Graham, Laurie	Faculty	120,341
Grandy, Scott	Faculty	128,436
Grant, Bobbie	Administration/Staff	101,733
Grant, Heather-Anne	Faculty	101,689
Grant, Ian	Faculty	143,470
Grant, Jonathan	Faculty	188,035
Grant, Kelvin	Faculty	168,499
Grantmyre, John	Faculty	131,635
Gratzer, Paul	Faculty	151,793
Gray, David	Administration/Staff	223,198
Gray, Janine	Faculty	119,599
Green, Iona	Faculty	123,315
Greene, Christopher	Faculty	101,554
Gregoire, Curtis	Faculty	142,400
Groulx, Dominic	Faculty	145,968

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Grover, Zubin	Faculty	102,667
Grujic, Djordje	Faculty	165,928
Gu, Hong	Faculty	161,668
Gu, Jason	Faculty	145,187
Gu, Yang	Faculty	154,389
Gubitz, Gordon	Faculty	142,731
Guibault, Lucie	Administration/Staff	162,136
Gujar, Shashi	Faculty	107,413
Gulati, Pratima	Faculty	101,500
Gunawardena, Arunika	Faculty	158,583
Gupta, Rishi	Faculty	116,463
Guy, Jean-Sebastien	Faculty	114,299
Habib, Muhammad	Faculty	143,982
Hadskis, Michael	Faculty	125,183
Haelssig, Jan	Faculty	116,974
Hajizadeh, Mohammad	Faculty	122,792
Hall, Jennifer	Administration/Staff	264,810
Hall, Kimberley	Faculty	151,852
Halperin, Scott	Faculty	152,764
Hamdan, Nader	Faculty	165,188
Hamilton, Victoria	Administration/Staff	105,442
Hamilton-Hinch, Barbara-Ann	Faculty	127,799
Hammermeister, Andrew	Faculty	119,720
Han, Jessica	Administration/Staff	101,500
Hanlon, Gregory	Faculty	168,499
Hanly, John	Faculty	155,872
Hanrahan, Cassandra	Faculty	129,931
Hansen, David	Faculty	165,310
Haque, Israat	Faculty	106,260

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Harris, Andrew	Faculty	152,703
Harris-Buffett, Laura	Administration/Staff	104,359
Hartlen, Stephen	Administration/Staff	207,152
Hartling, Margaret	Faculty	129,402
Hartt, Christopher	Faculty	113,574
Harvey, Frank	Administration/Staff	297,130
Harvey-Clark, Chris	Administration/Staff	171,305
Hashmi, Javeria	Faculty	108,402
Haslam, Jason	Faculty	134,313
Hatchette, Todd	Faculty	157,819
Hattie, Christopher	Administration/Staff	121,859
Havard, Peter	Faculty	161,117
Hawkey, Kirstie	Faculty	106,736
Hay, Alex	Faculty	164,147
Hayden, Anders	Faculty	103,113
Hayden, Jill	Faculty	154,333
Hayter, Nancy	Administration/Staff	147,128
Hayward, Kathryn	Faculty	124,027
He, Meng	Faculty	113,455
He, Quan	Faculty	140,585
Hebb, Gregory	Faculty	213,091
Hebb, Matthew	Administration/Staff	240,348
Hebert, Kim	Faculty	110,763
Henderson, Anneke	Faculty	111,940
Herder, Matthew	Faculty	123,549
Hessler, Ines	Administration/Staff	120,000
Hewitt, Kevin	Faculty	161,216
Heywood, Malcolm	Faculty	180,122
Hickey, Ellen	Faculty	139,396

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Hicks, Jason	Administration/Staff	120,000
Hildebrand, Barbara	Administration/Staff	121,877
Hill, Ian	Faculty	182,946
Hill, Paul	Faculty	172,442
Ho, Lam	Faculty	106,897
Holmes, Susan	Faculty	181,049
Hope, John	Administration/Staff	187,005
Horne, Susan	Faculty	137,223
Horrey, Kathleen	Faculty	151,328
Hostovsky, Charles	Faculty	105,428
Houk, Shauna	Faculty	126,511
Howard, Vivian	Administration/Staff	185,957
Howlett, Susan	Faculty	187,191
Hoyle, Jeff	Faculty	210,624
Hoyte, Shawna	Administration/Staff	129,678
Hubbard, Ted	Faculty	174,684
Huble, Beverly	Administration/Staff	105,981
Hughes, Jean	Faculty	191,983
Hughes, Larry	Faculty	174,042
Huish, Robert	Faculty	128,326
Hung, Orlando	Faculty	157,196
Hunter, Sara	Faculty	142,324
Hutchings, Jeffrey	Faculty	195,036
Hutchinson, Susan	Faculty	124,053
Huybers, Sherry	Faculty	100,312
Hymers, Michael	Faculty	153,216
Iakovlev, Serguei	Faculty	148,911
Iftene, Adelina	Faculty	115,591
Ilie, Gabriela	Faculty	119,965

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Ilow, Jacek	Faculty	198,806
Imran, Syed	Faculty	148,077
Ingles, Janet	Faculty	142,523
Iron, David	Faculty	140,157
Irwin, Andrew	Faculty	164,648
Iskan, Talan	Faculty	167,492
Isenor, Jennifer	Faculty	131,597
Issekutz, Thomas	Faculty	151,278
Iulianella, Angelo	Faculty	128,891
Iverson, Sara	Faculty	180,770
Jackson, Colin	Faculty	109,016
Jackson, Daniel	Administration/Staff	105,981
Jackson, Lois	Faculty	179,564
Jacquard, Stillman	Faculty	124,548
Jacques, Sophie	Faculty	136,731
Jaffar, Akram	Faculty	143,517
Jakeman, David	Faculty	167,099
James, Albert	Faculty	171,557
Jamieson, Rob	Faculty	150,860
Jannasch, Emanuel	Faculty	109,504
Janssen, Jeannette	Faculty	173,965
Jarjoura, George	Faculty	147,866
Jeffers, Chike	Faculty	125,305
Johnson, Erin	Faculty	129,942
Johnson, Lisa	Faculty	158,985
Johnson, Shannon	Faculty	144,708
Johnston, Brent	Faculty	154,306
Johnston, Clifton	Faculty	170,197
Johnston, Mark	Faculty	170,674

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Johnstone, Marjorie	Faculty	108,748
Jordan, Julie	Faculty	101,475
Joseph, Anthony Ivan	Administration/Staff	106,652
Juckes, Tim	Faculty	117,060
Jurgens, Tannis	Faculty	159,899
Kabat-Farr, Dana	Faculty	139,299
Kablar, Boris	Faculty	178,750
Kaiser, H Archibald	Faculty	197,569
Kaiser, Stephanie	Faculty	142,890
Kalamkarov, Alexander	Faculty	196,630
Kalyaniwalla, Nauzer	Faculty	135,995
Kamal, Noreen	Faculty	123,191
Kapusta, Stephanie	Faculty	104,553
Karabanow, Jeff	Faculty	144,138
Karten, Barbara	Faculty	142,803
Kay-Raining Bird, Elizabeth	Faculty	173,788
Keats, Melanie	Faculty	132,987
Kelley, Daniel	Faculty	168,499
Kelly, Melanie	Faculty	189,074
Kelvin, David	Faculty	185,062
Kember, Guy	Faculty	170,767
Kenney, Tobias	Faculty	123,299
Kennie-Kaulbach, Natalie	Faculty	104,665
Kephart, George	Faculty	164,763
Kermanshahi pour, Azadeh	Faculty	125,375
Keselj, Vlado	Faculty	160,916
Kesselring, Krista	Faculty	153,535
Kevany, Kathleen	Faculty	127,086
Kieft, Michael	Administration/Staff	154,954

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Kienast, Markus	Faculty	140,157
Kienast, Stephanie	Faculty	104,728
Kiepek, Niki	Faculty	113,197
Kieser, Katharina	Faculty	115,063
Kim, Jong Sung	Faculty	128,297
Kimmerly, Derek	Faculty	133,061
Kirk, Sara	Faculty	160,905
Kirkland, Susan	Faculty	240,318
Kirkpatrick, David	Faculty	129,784
Koleilat, Ghada	Faculty	142,867
Kolokolnikov, Theodore	Faculty	138,284
Kotlyarova, Yulia	Faculty	144,422
Kozey, Cheryl	Faculty	175,078
Kozlov, Denis	Faculty	119,251
Kraglund, Ferne	Faculty	178,194
Kramer, James	Faculty	111,750
Kreplak, Laurent	Faculty	142,966
Krueger, Stefan	Faculty	133,311
Kuhle, Stefan	Faculty	129,633
Kulczycki, Margitta	Administration/Staff	125,292
Kurylyk, Barret	Faculty	135,223
Kuzak, Stephen	Faculty	167,987
Kynoch, Gary	Faculty	144,373
Labrie, Daniel	Faculty	159,644
Lackie, Kelly	Faculty	112,000
Lada, Rajasekaran	Faculty	198,852
Ladouceur, Michel	Faculty	126,011
Lake, Craig	Faculty	165,978
Landry, Karen	Faculty	115,523



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Lane, Patricia	Faculty	193,738
Lang, Bianca	Faculty	152,764
Langelaan, David	Faculty	100,825
Langille, Morgan	Faculty	142,568
Langley, Joanne	Faculty	152,305
LaPlante, Jennifer	Administration/Staff	131,500
Laroche, Julie	Faculty	212,859
Larsen, Jeff	Administration/Staff	155,238
Latimer, Margot	Faculty	149,688
Latta, Robert	Faculty	147,549
Lauckner, Heidi	Faculty	124,553
Laws, Patricia	Faculty	114,711
Lawson, Keith	Faculty	126,893
Lazare, Jodi	Faculty	110,997
LeBlanc, Christopher	Administration/Staff	129,811
LeBlanc, Constance	Administration/Staff	133,125
LeBlanc, John	Faculty	152,764
leBrasseur, Richard	Faculty	104,553
Lee Men Chin, Patricia	Faculty	125,163
Lee, Christopher	Faculty	169,099
Lee, J Michael	Faculty	207,887
Lee, Kyung	Faculty	191,859
Lee, Song	Faculty	165,745
Leon, Joshua	Administration/Staff	261,772
Leonard, Martha	Administration/Staff	215,144
Lesins, Glen	Faculty	126,011
Leung, Brendan	Faculty	105,918
Leving, Yuri	Faculty	137,069
Levy, Adrian	Faculty	188,002

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Lewis, Mark	Faculty	112,794
Lewis, Terrence	Faculty	123,000
Li, Dajiang	Faculty	101,339
Lilley, Brian	Faculty	159,898
Lin, Shan	Faculty	163,395
Linsdell, Paul	Faculty	167,232
Little, Timothy	Administration/Staff	197,060
Liu, Lei	Faculty	149,457
Liu, Xiang-Qin	Faculty	185,210
Liu, Yi	Faculty	173,258
Llewellyn, Jennifer	Faculty	164,726
Lotze, Heike	Faculty	135,194
Lu, Ji	Faculty	110,872
Luckyj, Christina	Faculty	163,876
Luo, Shao-Pin	Faculty	126,011
Lynch, Derek	Faculty	135,186
Lynk, Andrew	Faculty	150,555
Ma, Yuan	Faculty	137,462
Maassen, Jesse	Faculty	109,933
MacDermid, Kenneth	Administration/Staff	146,392
MacDonald, Judy	Administration/Staff	176,985
Macdonald, Linda	Faculty	125,687
Macdonald, Marilyn	Faculty	157,404
MacDonald, Mason	Faculty	103,143
MacDonald, Nora Noni	Faculty	331,929
MacDonell, Kevin	Administration/Staff	111,686
Macedo, Joseli	Faculty	154,729
MacInnis, Elaine	Administration/Staff	135,949
MacIntosh, Constance	Faculty	149,668

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
MacIntosh, Duncan	Faculty	175,204
MacIntyre, Hugh	Faculty	143,631
MacIsaac, Betty	Faculty	110,403
MacKay-Lyons, Marilyn	Faculty	109,802
MacKenzie, Diane	Faculty	144,312
MacKenzie, Stephanie	Administration/Staff	107,158
MacKenzie, Tracey	Faculty	142,989
MacKinnon-Cameron, Donna	Administration/Staff	119,355
MacKnight, Christopher	Faculty	153,899
MacLeod, Anna	Faculty	147,016
MacLeod, Leona	Faculty	126,011
MacNairn, Gwendolyn	Faculty	128,615
MacNeil, Michael	Faculty	175,352
MacRury-Sweet, Karen	Faculty	101,580
Macy, Christine	Faculty	168,156
Madic, Dawn	Administration/Staff	105,558
Magee, Kirk	Faculty	151,278
Mah, Catherine	Faculty	128,678
Makani, Joyline	Faculty	149,510
Makrigiannis, Andrew	Faculty	191,257
Maksym, Geoffrey	Faculty	165,331
Maloney, Timothy	Administration/Staff	145,587
Mannathukkaren, Nissim	Faculty	113,130
Mannell, Steven	Faculty	164,292
Manning, Elizabeth	Faculty	118,148
Mansour, Susan	Administration/Staff	171,511
Manuel, Patricia	Faculty	148,479
Marcato, Paola	Faculty	125,874
Marignani, Paola	Faculty	160,946

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Marshall, Emily	Faculty	140,000
Marshall, Jean	Faculty	215,345
Martin, Andrew	Faculty	113,000
Martin, Debbie	Faculty	129,548
Martin, Fiona	Faculty	116,640
Martinez, Andrea	Faculty	111,750
Martin-Misener, Ruth	Administration/Staff	192,566
Martynenko, Alex	Faculty	135,385
Maselli, Vittorio	Faculty	111,444
Masse, Vincent	Faculty	111,474
Matheson, Sherry	Faculty	109,380
Matthewman, Anne	Administration/Staff	164,257
Matthews, Debora	Faculty	217,656
Matthias, David	Faculty	126,011
Matwin, Stan	Faculty	255,053
Mazzanti, Gianfranco	Faculty	151,068
Mbakogu, Ifeyinwa	Faculty	112,798
McAllister, Michael	Faculty	167,463
McAllister-Irwin, Nancy	Faculty	125,767
McCallum, Todd	Faculty	121,788
McCarville, Mindy	Faculty	109,363
McConkey, Audrie-Jo	Faculty	104,260
McCormick, Craig	Faculty	149,083
McDevitt, Orla	Administration/Staff	105,981
McDonald Winsor, Kimberly	Administration/Staff	121,205
McDougall, Jason	Faculty	167,285
McIsaac, Benjamin	Administration/Staff	216,958
McKibbon, Shelley	Faculty	118,098
McKinnon, Angela	Administration/Staff	101,752

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
McLarney, Carolan	Faculty	238,006
McLean, Nancy	Faculty	120,743
McLeod, Lynne	Faculty	132,505
McLeod, Roger	Administration/Staff	178,867
McMaster, Christopher	Faculty	307,295
McNabb-Kyritsis, Leslie	Administration/Staff	100,605
McNally, Mary	Faculty	194,934
McNeil, Shelly	Faculty	142,405
McParland, Columba	Faculty	154,315
Mechoulan, Stephane	Faculty	165,946
Medeiros, Andrew	Faculty	118,016
Meier, Sandra	Faculty	124,203
Mello, Isabel	Faculty	178,178
Merritt, Brenda	Administration/Staff	200,000
Metallic, Naiomi	Faculty	120,045
Metaxas, Anna	Faculty	159,746
Michaud, Pierre-Luc	Faculty	181,309
Michels, David	Faculty	123,542
Migas, Theodore	Administration/Staff	100,222
Milicevic, Jasmina	Faculty	130,373
Milios, Evangelos	Faculty	202,073
Militzer, Julio	Faculty	153,838
Miller, Stephen	Administration/Staff	200,000
Mills Flemming, Joanna	Faculty	136,259
Mills, Joanne	Faculty	134,471
Milson, Robert	Faculty	150,402
Minhas, Shehzad	Faculty	102,099
Mir, Arfan	Faculty	101,339
Mitchell, Colin	Faculty	125,198

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Mitchell, Jack	Faculty	111,474
Mitra, Souvik	Faculty	100,000
Mokashi, Arati	Faculty	101,250
Monchesky, Theodore	Faculty	146,558
Moody, Elaine	Faculty	107,000
Moore, Christopher	Administration/Staff	250,545
Moosberger, Michael	Administration/Staff	160,662
Mopoho, Raymond	Faculty	146,364
Moreside, Janice	Faculty	115,613
Morrison, Nancy	Faculty	153,899
Morton, Jeffrey	Faculty	129,402
Moyer, Rebecca	Faculty	118,926
Mullin, Roger	Faculty	125,019
Murphy, Andrea	Faculty	153,201
Murphy, Cynthia	Administration/Staff	105,790
Murray, Lois	Faculty	114,844
Murray, Ruth	Administration/Staff	105,981
Mushkat, Peter	Faculty	100,832
Myles, Sean	Faculty	110,872
Nams, Vilis	Faculty	207,264
Nason, Ian	Administration/Staff	325,807
Nason, Richard	Faculty	222,830
Neals, Laura	Administration/Staff	122,076
Nedimovic, Mladen	Faculty	177,695
Nelson, Patricia	Faculty	120,652
Newhook, John	Administration/Staff	278,133
Newman, Aaron	Faculty	158,457
Neyedli, Heather	Faculty	121,871
Nguyen-Quang, Tri	Faculty	122,320

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Nicol, David	Faculty	120,974
Nicolela, Marcelo	Faculty	183,227
Niu, Haibo	Faculty	110,872
Noble, Brian	Faculty	133,014
Novack, Jack	Faculty	118,688
Ntantamis, Christos	Faculty	104,308
Numer, Matthew	Faculty	126,363
Oakley, Robin	Faculty	135,599
Obrovac, Mark	Faculty	155,617
O'Keefe, Carmel	Faculty	105,428
Okoye, Chidozie	Faculty	113,403
O'Leary, Tony	Faculty	201,278
Oliver, Eric	Faculty	109,972
Oore, Irene	Faculty	143,277
Oore, Sageev	Faculty	144,056
Orji, Rita	Faculty	118,173
Ornstein, Amy	Faculty	128,250
Oudah, Fadi	Faculty	123,191
Owen, Jade	Administration/Staff	136,014
Owen, Rochelle	Administration/Staff	105,981
Packer, Tanya	Administration/Staff	187,004
Pacurar, Maria	Faculty	189,406
Pan, Ya-Jun	Faculty	148,074
Paon, Michelle	Administration/Staff	124,135
Parcell, Stephen	Faculty	179,928
Parkash, Ratika	Faculty	150,857
Parker, Linda	Administration/Staff	106,481
Parsons Leigh, Jeanna	Faculty	105,000
Parsons, Lori	Faculty	109,951

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Pasumarthi, Kishore	Faculty	143,112
Patrick, Ward	Faculty	151,278
Patterson, Dian	Faculty	184,880
Patterson, Heather	Faculty	102,934
Paulovich, Fernando	Faculty	124,641
Payne, Stephen	Faculty	124,719
Pegg, Michael	Faculty	208,577
Pekacz, Jolanta	Faculty	150,718
Pelot, Ronald	Faculty	212,005
Peltekian, Kevork	Faculty	148,559
Pencer, Alissa	Faculty	106,795
Penney, Cindy	Faculty	122,161
Penney, Lynette	Faculty	118,125
Penny, Linda	Administration/Staff	164,025
Percival, David	Faculty	141,504
Perrot, Tara	Faculty	146,610
Persaud, D David	Faculty	149,435
Petersen, Anette	Administration/Staff	101,374
Phillips, Stephen	Faculty	153,899
Phillmore, Leslie	Administration/Staff	148,420
Phipps, Shelley	Faculty	199,144
Pictou, Sherry	Faculty	105,000
Pierce, Marianne	Faculty	113,564
Piercey, Sean	Administration/Staff	109,878
Pifano, Diana	Faculty	124,887
Pignol, Jean-Philippe	Faculty	197,222
Pilon, David	Administration/Staff	137,057
Pinto, Teresa	Faculty	111,750
Plucknett, Kevin	Administration/Staff	190,456



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Plug, Lawrence	Faculty	126,011
Ponomarenko, Sergey	Faculty	146,594
Prendergast, Susan	Faculty	110,403
Price, Gordon	Faculty	122,933
Price, Richard	Faculty	210,630
Price, Sheri	Faculty	129,945
Price, Victoria	Faculty	118,940
Prithiviraj, Balakrishnan	Administration/Staff	148,034
Prithiviraj, Kalyani	Faculty	101,700
Proctor, Matthew	Administration/Staff	185,000
Pronk, Dorothea	Faculty	150,105
Pulakunta, Daphne	Faculty	100,262
Pulakunta, Thejodhar	Faculty	133,420
Pulinilkunnil, Thomas	Faculty	118,569
Quigley, Kevin	Faculty	193,007
Quinn, Alexander	Faculty	117,578
Radford, Mary Sue	Administration/Staff	105,981
Radice, Martha	Faculty	111,671
Rafales, Cristina	Faculty	124,718
Rafuse, Victor	Faculty	181,308
Rahmani, Mahboubeh	Faculty	151,278
Rainey, Jan	Faculty	134,732
Rainham, Daniel	Faculty	128,201
Rajack-Talley, Theresa	Administration/Staff	180,000
Ralph, Paul	Faculty	123,869
Rangel Jimenez, Claudia	Administration/Staff	138,409
Rapaport, Eric	Faculty	136,683
Rashid, Mohsin	Faculty	118,910
Rathgeber, Bruce	Faculty	124,384

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Rau-Chaplin, Andrew	Administration/Staff	215,100
Raza, Muhammad	Faculty	102,447
Read, Scott	Faculty	100,140
Reardon, Rhonda	Administration/Staff	120,556
Rehman, Laurene	Administration/Staff	170,626
Reid, Lynette	Faculty	128,941
Reilly, Derek	Faculty	122,792
Rhynold, Richard	Administration/Staff	111,039
Richardson, Christopher	Faculty	239,756
Richer, Etienne	Administration/Staff	154,840
Ridgway, Neale	Faculty	152,281
Rines, Gordon	Administration/Staff	105,981
Ripley, Michael	Faculty	121,315
Ritchie, Carol	Faculty	107,988
Rittenberg, David	Faculty	126,290
Ro, Hyo-sung	Faculty	182,695
Roach, David	Faculty	131,443
Roberts, Justin	Faculty	122,193
Robertson, Adam	Administration/Staff	160,000
Robertson, Chad	Faculty	151,287
Robertson, George	Faculty	220,101
Robertson, Susan	Administration/Staff	207,509
Robertson, William	Faculty	217,177
Robinson, Katherine	Faculty	153,899
Robinson, Lynne	Faculty	122,723
Robinson, Margaret	Faculty	104,167
Robitaille, Johane	Faculty	121,451
Rock, Leigha	Administration/Staff	140,000
Rockwood, Kenneth	Faculty	170,079

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Roger, Andrew	Faculty	163,349
Rogers, Nathan	Administration/Staff	105,981
Rohde, John	Faculty	131,881
Rosen, Kirill	Faculty	126,829
Rosen, Natalie	Faculty	136,455
Rosenblum, Daniel	Faculty	135,002
Ross, Nancy	Faculty	109,386
Ross, Neil	Faculty	106,385
Ross, Trevor	Faculty	156,993
Rot, Irena	Faculty	113,482
Rowlston, Mary-Ann	Administration/Staff	139,377
Roy, Jeffrey	Faculty	180,819
Rupasinghe, Vasantha	Faculty	145,228
Rusak, Benjamin	Faculty	229,630
Russell, Kathleen	Faculty	204,399
Rutenberg, Andrew	Faculty	157,750
Rutherford, Derek	Faculty	128,807
Ruzzante, Daniel	Faculty	171,794
Ryan, Anne-Marie	Faculty	139,640
Sadeghian, Pedram	Faculty	129,113
Sadek, Irene	Faculty	161,570
Saif, Ahmed	Faculty	105,461
Saini, Hargurdeep	Administration/Staff	492,001
Sampalli, Srinivas	Faculty	231,972
Saney, Isaac	Faculty	134,601
Santos-Montero, Emilia	Faculty	110,403
Sapp, John	Faculty	142,458
Sarhan, Ammar	Faculty	119,292
Satish, Mysore	Faculty	221,162

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Saunders, Phillip	Faculty	196,775
Savage, Niall	Faculty	149,158
Sawicki, Julia	Faculty	177,292
Schepp, Norman	Faculty	161,096
Scherkoske, Greg	Faculty	122,329
Schmidt, Allison	Faculty	102,874
Schnurr, Matthew	Faculty	117,931
Schwarz, Hans-Gunther	Faculty	159,834
Scott, Heather	Faculty	137,286
Seck, Sara	Administration/Staff	143,866
Selinger, Peter	Faculty	158,903
Semba, Kazue	Faculty	198,793
Seth, Sachin	Faculty	189,274
Seto, Mae	Faculty	146,106
Shannon, Tina	Administration/Staff	105,409
Shapiro, Jonathan	Faculty	102,640
Sharaput, Markus	Faculty	163,250
Shaw, Dan	Faculty	136,887
Shaw, Lynn	Administration/Staff	195,119
Sheehan, Lorn	Faculty	195,856
Sheffer, Catherine	Faculty	118,368
Sheffield, Suzanne	Administration/Staff	121,877
Sheng, Jinyu	Faculty	161,772
Sherren, Katherine	Faculty	142,049
Sherry, Simon	Faculty	120,444
Sherwood, Owen	Faculty	106,897
Shkurska, Oksana	Faculty	124,358
Short, Christine	Faculty	145,722
Shuba, Lesya	Faculty	128,463

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Sieben, Vincent	Faculty	153,416
Siegel, Angela	Faculty	104,234
Simedoh, Vincent	Faculty	103,054
Simms, Christopher	Faculty	126,011
Simpson, Alastair	Faculty	149,545
Simpson, Charles	Faculty	103,977
Simpson, Christy	Faculty	180,072
Sinal, Christopher	Faculty	165,467
Singh, Balpreet	Faculty	105,750
Skerrett, Paulette	Faculty	106,143
Sketris, Ingrid	Faculty	112,018
Skidmore, David	Faculty	115,345
Slamovits, Claudio	Faculty	120,447
Smirnov, Roman	Faculty	138,640
Smit, Michael	Administration/Staff	154,719
Smith, Bruce	Faculty	199,859
Smith, Frank	Faculty	159,644
Smith, Isabel	Faculty	138,946
Smith, Karen	Faculty	145,928
Smith, Karen	Faculty	107,071
Speed, Alexander	Faculty	108,428
Speers, Alex	Faculty	190,970
Spence, Susan	Administration/Staff	233,089
Spinney, Colin	Administration/Staff	188,504
Spiteri, Louise	Faculty	166,072
Sponagle, Kimberly	Faculty	125,640
Stackhouse, Susan	Faculty	154,749
Stadnyk, Andrew	Faculty	146,806
Stamp, Jennifer	Faculty	130,951

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Stec, Deryk	Faculty	104,553
Steenbeek, Audrey	Faculty	146,303
Steeves, Thomas	Faculty	148,000
Sterling, Shannon	Faculty	124,412
Stevens, Daniel	Faculty	100,312
Stevenson, Sarah	Administration/Staff	117,041
Stewart, Sherry	Faculty	237,444
Stewart, Wendy	Faculty	144,845
Stewart-Clark, Sarah	Faculty	110,341
Stone, Michelle	Faculty	122,616
Stone, Sophia	Faculty	144,883
Stradiotto, Mark	Faculty	191,932
Stringer, Elizabeth	Faculty	101,084
Stringer, Katherine	Faculty	222,560
Sundararajan, Binod	Administration/Staff	193,580
Susko, Edward	Faculty	160,584
Sutherland, Heather	Administration/Staff	190,400
Sutherland, Lisa	Faculty	125,000
Swan, Lukas	Faculty	184,388
Swartz, Wilf	Administration/Staff	145,333
Sy, Oumar	Faculty	172,577
Taheri, Farid	Faculty	204,038
Tamlyn, Deborah	Faculty	159,898
Tarrant, Florence	Faculty	150,814
Taylor, Beth	Faculty	123,231
Taylor, Samantha	Faculty	107,636
Taylor-Helmick, Tracy	Faculty	159,038
Theou, Olga	Faculty	110,000
Third-Genus, Shirley	Administration/Staff	120,024

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Thomas, Nikhil	Faculty	135,802
Thompson, Alison	Faculty	187,499
Thompson, Keith	Faculty	140,159
Thomson, Kim	Administration/Staff	150,000
Tibbo, Philip	Faculty	153,778
Tittensor, Derek	Faculty	115,000
Tompkins, Frances	Faculty	124,560
Too, Catherine	Faculty	189,386
Torgo, Luis	Faculty	221,504
Torkkeli, Paivi	Faculty	177,353
Tousignant, Kyle	Faculty	114,078
Toze, Sandra	Faculty	148,227
Trappenberg, Thomas	Faculty	172,550
Treiger, Alexander	Faculty	117,609
Trifts, Valerie	Faculty	188,806
Trukhachev, Dmitry	Faculty	145,392
Truong, Son	Faculty	125,749
Tulloch, Ross	Administration/Staff	105,981
Tumennasan, Norovsambuu	Faculty	138,983
Turculet, Laura	Faculty	137,000
Turnbull, Lori	Administration/Staff	174,159
Turpin, Verity	Administration/Staff	175,852
Tyedmers, Peter	Faculty	167,532
Tyers, Dianne	Administration/Staff	215,000
Ugursal, V Ismet	Faculty	196,387
Uher, Rudolf	Faculty	136,324
Ulicki, Theresa	Faculty	121,913
Ulku, Muhammed Ali	Faculty	180,906
Ungar, Michael	Faculty	207,178

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Urquhart, Robin	Faculty	116,136
Vallee, Mark	Faculty	103,243
Van Den Hof, Mike	Faculty	158,415
Van Der Spoel, Aarnoud	Faculty	103,175
Van Dommelen, Jennifer	Faculty	107,035
Van Eyk, Nancy	Faculty	117,114
VanBerkel, Peter	Faculty	118,877
VanderZwaag, David	Faculty	219,826
Varto, Emily	Faculty	110,273
Venart, Catherine	Faculty	138,820
Venkatadri, Uday	Faculty	155,811
Wach, Grant	Faculty	196,441
Waisman, David	Faculty	239,501
Waite, Anya	Administration/Staff	244,750
Walde, Sandra	Administration/Staff	118,503
Waldron, Ingrid	Faculty	136,047
Walker, Alexander	Administration/Staff	121,877
Walker, Tony	Faculty	118,201
Walker, Trista	Administration/Staff	116,969
Wallace, Douglas	Faculty	257,351
Walsh, Arthur	Administration/Staff	117,922
Walsh, Jacqueline	Faculty	135,000
Walsh, Jasmine	Administration/Staff	207,402
Walsh, Margaret	Faculty	152,763
Walsh, Noreen	Faculty	154,611
Walsh-Sampson, Heidi	Administration/Staff	104,249
Wang, Jian	Faculty	156,305
Wang, Jun	Faculty	136,113
Wang-Pruski, Gefu	Faculty	159,083



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Ward, Lori	Administration/Staff	120,964
Warkentin, Andrew	Faculty	156,663
Warman, Casey	Faculty	136,899
Warner, Grace	Faculty	123,274
Warner, Robert	Faculty	118,598
Warren, Andrew	Faculty	120,560
Warwick, Jacqueline	Faculty	139,630
Watson, Wade	Faculty	147,222
Watters, Carolyn	Faculty	240,571
Weaver, Ian	Faculty	134,067
Weeden, Anne	Administration/Staff	114,642
Weeks, Lori	Faculty	152,292
Weerasinghe, Swarna	Faculty	160,365
Weigand, Heidi	Faculty	124,823
Weissent, Trevor	Administration/Staff	110,121
Welch, Jo	Faculty	126,011
Wells, Sarah	Faculty	157,289
Welsh, Elizabeth	Faculty	142,834
Wentzell, Peter	Faculty	157,841
West, Kenneth	Faculty	147,291
West, Michael	Faculty	144,360
Westwood, David	Faculty	151,878
Whalen, Joseph	Faculty	104,567
Wheadon, Katherine	Administration/Staff	105,981
Whelan, Anne Marie	Faculty	175,768
Whelan, Emma	Faculty	131,997
White, Jenny	Administration/Staff	105,981
Whitehead, Henry	Faculty	145,205
Whitman, Shelly	Administration/Staff	146,127

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Whoriskey, Frederick	Administration/Staff	149,234
Wildeman, Sheila	Faculty	142,153
Williams, Kent	Faculty	144,671
Williams, Michelle	Faculty	139,071
Wong, Kenny	Faculty	101,084
Wooden, Kathleen	Faculty	116,286
Woolcott, Christy	Faculty	113,282
Worm, Boris	Faculty	161,289
Wranik, Dominika	Administration/Staff	173,758
Wright, Julia	Faculty	167,007
Wright, Tamara	Faculty	168,330
Wright, Tarah	Faculty	144,249
Wu, Haorui	Faculty	110,000
Wuetherick, Brad	Administration/Staff	168,080
Wunker, Erin	Faculty	101,850
Xu, Kuan	Faculty	167,185
Yakovenko, Igor	Faculty	100,410
Yao, Yue	Faculty	129,817
Ye, Lingyun	Administration/Staff	102,344
Ye, Qiang	Faculty	121,025
Yemenidjian, Noubar	Faculty	203,287
Yeung, Pollen	Faculty	172,143
Yiridoe, Emmanuel	Administration/Staff	157,873
Young, Michael	Faculty	102,020
Young, Susan	Administration/Staff	123,059
Yu, Bo	Faculty	128,425
Yue, Jin	Faculty	127,276
Yuill, Cathrine	Administration/Staff	119,615
Yuksel, Mutlu	Faculty	134,013

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Yurgel, Svetlana	Faculty	135,185
Zachernuk, Philip	Faculty	154,884
Zaiotti, Ruben	Faculty	107,853
Zeh, Norbert	Faculty	156,296
Zhang, Miao	Faculty	101,928
Zhang, Peng	Faculty	132,525
Zhang, Wenjun	Faculty	164,058
Zhang, Ying	Faculty	126,417
Zhao, Yonggan	Faculty	195,035
Zhou, Juan	Administration/Staff	102,116
Zhou, Jun	Faculty	172,835
Zincir-Heywood, Nur	Faculty	170,430
Zou, Steve	Faculty	186,972
Zurba, Melanie	Faculty	115,361
Zwanziger, Josef	Faculty	209,199
Zwicker, Denise	Faculty	100,557

# Dalhousie University

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year ended March 31, 2021

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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.