Public Sector Compensation Disclosure Report Schedule of employees with compensation in excess of \$100,000 NSCAD University

March 31, 2021

Independent Auditor's Report	1-2
Schedule of employees with compensation in excess of \$100,000	3
Note to the schedule of employees with compensation in excess of \$100,000	4

Deloitte.

Deloitte LLP Purdy's Wharf Tower II 1969 Upper Water Street Suite 1500 Halifax NS B3J 3R7 Canada

Tel: 902-422-8541 Fax: 902-423-5820 www.deloitte.ca

Independent Auditor's Report

To the Management of NSCAD university

Opinion

We have audited the accompanying Public Sector Compensation Disclosure Report of NSCAD University for the year ended March 31, 2021 (the "Schedule"). The Schedule has been prepared by management based on the *Public Sector Compensation Disclosure Act*, 2010 c. 43, s. 1.

In our opinion, the Public Sector Compensation Disclosure Report of NSCAD University for the year ended March 31, 2021, is prepared, in all material respects, in accordance with the *Public Sector Compensation Disclosure Act*, 2010 c. 43, s. 1.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards ("Canadian GAAS"). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the Corporation in accordance with the ethical requirements that are relevant to our audit of the schedule 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.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the Schedule which, which describes the basis of accounting. The Schedule is prepared to meet the requirements of the *Public Sector Compensation Disclosure Act*, 2010 c. 43, s. 1, dated December 10, 2010. As a result, the Schedule may not be suitable for another purpose.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with the *Public Sector Compensation Disclosure Act*, 2010 c. 43, s. 1, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

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

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's 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 GAAS 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 this schedule.

As part of an audit in accordance with Canadian GAAS, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the schedule, 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 Corporation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We 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

Delivitte 1_1.P

Chartered Professional Accountants June 30, 2021

BarmbyJamesAdministration\$118,390BeanRobertFaculty\$114,842BoveyMarkFaculty\$108,359ChungMayFaculty\$119,738ClarkDavidFaculty\$107,804DelvaDavidFaculty\$108,665DoweLeanneAdministration\$125,625Durier-CoppMartineAdministration\$123,208FisherSamFaculty\$124,797GraffAnn-BarbaraAdministration\$123,208HolmKaraFaculty\$103,426HouganGlenFaculty\$103,426HouganGlenFaculty\$103,426HouganGlenFaculty\$106,426KuleszaMonikaTechnican/RPT/Administration\$104,396LichapetAdministration\$106,142KuleszaMonikaTechnican/RPT/Administration\$106,176LivingstonAlexFaculty\$106,176MachonesTimAdministration\$106,376MachonesTimFaculty\$106,176KuleszaMonikaTechnican/RPT/Administration\$106,176KalesFaculty\$106,176106,176KalesAdministration\$107,612107,612LordetAshleyAdministration\$106,176 <tr<< th=""><th>Last Name</th><th>First Name</th><th>Position</th><th>Amount</th><th></th></tr<<>	Last Name	First Name	Position	Amount	
BoveyMarkFaculty\$108,359ChungMayFaculty\$119,738ClarkDavidFaculty\$124,813CapeKarinFaculty\$106,965DoweLeanneAdministration\$125,625Durier-CoppMartineAdministration\$120,581FisherSamFaculty\$120,581ForrestNeilFaculty\$120,581ForrestNeilFaculty\$103,792HannonRebeccaFaculty\$103,426HouganGlenFaculty\$103,426HouganGlenFaculty\$104,116IveyMarleneFaculty\$104,126KatleszaMonikaTechnician/RPT/Administration\$104,396KatleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$105,973LivingstonAlexFaculty\$107,802MacDonaldRoryFaculty\$107,802MarkleGaryFaculty\$107,802MarkleGaryFaculty\$107,802MarkleGaryFaculty\$107,802MacDonaldRoryFaculty\$107,802MarkleGaryFaculty\$107,802MarkleGaryFaculty\$106,783MarkleGaryFaculty\$	Barmby	James	Administration	\$	118,390
ChungMayFaculty\$119,738ClarkDavidFaculty\$124,813CopeKarinFaculty\$107,804DelvaThierryFaculty\$106,965DoweLeanneAdministration\$123,208FisherSamFaculty\$120,581ForrestNeilFaculty\$124,776GraffAnn-BarbaraAdministration\$204,776HannonRebeccaFaculty\$103,792HolmKaraAdministration\$103,426HouganGlenFaculty\$103,600KatlenbachChristopherFaculty\$104,306KatlenbachChristopherFaculty\$104,396LeblancMichaelFaculty\$104,396LeblancMichaelFaculty\$105,973LivingstonAlexFaculty\$107,362MacNamaraAorieAdministration\$107,362MacNamaAorieFaculty\$107,362MacNamaraAorieFaculty\$107,362MacNamaRoryFaculty\$102,176LivingstonKimFaculty\$107,862MacNamaAorieFaculty\$107,862MacNamaAorieFaculty\$107,862MacNamaAorieFaculty\$106,780MacNamaSolononFaculty <t< td=""><td>Bean</td><td>Robert</td><td>Faculty</td><td>\$</td><td>114,842</td></t<>	Bean	Robert	Faculty	\$	114,842
ClarkDavidFaculty\$124,813CopeKarinFaculty\$107,804DelvaThieryFaculty\$106,965DoweLeanneAdministration\$125,625Durier-CoppMartineAdministration\$123,208FisherSamFaculty\$120,581ForrestNeilFaculty\$124,777GraffAnn-BarbaraAdministration\$103,792HolmKaraAdministration\$103,792HolmKaraAdministration\$103,792HolmKaraAdministration\$103,792HolmKaraAdministration\$103,792HolmKaraAdministration\$103,792HouganGlenFaculty\$106,614IveyMarleneFaculty\$106,142KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$105,973LivingstonAlexFaculty\$105,973LivingstonAlexFaculty\$109,105MacDonaldRoryFaculty\$100,780MacDonaldRoryFaculty\$100,780MacDonaldRoryFaculty\$100,780MacIonnesTimAdministration\$292,987MacDonaldRoryFaculty\$100,780MacIonnes<	Bovey	Mark	Faculty	\$	108,359
CopeKarinFaculty\$107,804DelvaThierryFaculty\$106,965DoweLeanneAdministration\$123,208Durier-CoppMartineAdministration\$120,581FisherSamFaculty\$142,797GraffAnn-BarbaraAdministration\$204,776HannonRebeccaFaculty\$103,426HouganGlenFaculty\$103,426HouganGlenFaculty\$101,116IveyMarleneFaculty\$106,142KulteshachChristopherFaculty\$106,142KulteszaMorikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$106,142LeonardCraigFaculty\$106,142LivingstonAlexFaculty\$106,973LivingstonAlexFaculty\$107,362MacDonaldRoryFaculty\$107,362MachanesTimAdministration\$107,362MachanesKimFaculty\$102,164MarkeGaryFaculty\$102,164MarkeGaryFaculty\$102,164MachanesTimAdministration\$102,164MachanesTimAdministration\$102,164MachanesTimAdministration\$102,164Machanes </td <td>Chung</td> <td>May</td> <td>Faculty</td> <td>\$</td> <td>119,738</td>	Chung	May	Faculty	\$	119,738
DelvaThierryFaculty\$106,965DoweLeanneAdministration\$125,625Durier-CoppMartineAdministration\$123,208FisherSamFaculty\$120,581ForrestNeilFaculty\$120,781GraffAnn-BarbaraAdministration\$204,776HannonRebeccaFaculty\$103,792HolmKaraAdministration\$103,426HouganGlenFaculty\$113,601HutchisonLindaAdministration\$104,306KaltenbachChristopherFaculty\$106,142KuleszaMonikaTechnician/RPT//Administration\$104,396LeblancMichaelFaculty\$106,173LivingstonAlexFaculty\$107,362MacDonaldRoryFaculty\$107,362MacDonaldRoryFaculty\$107,362MacDonaldRoryFaculty\$100,780MacManeraAdrinFaculty\$102,164MacManeraAdrinFaculty\$102,164MacManesTimAdministration\$202,977LivingstonAlexFaculty\$107,362MacDonaldRoryFaculty\$102,164MacManesTimFaculty\$102,164MacManesTimFaculty\$102,164 <td< td=""><td>Clark</td><td>David</td><td>Faculty</td><td>\$</td><td>124,813</td></td<>	Clark	David	Faculty	\$	124,813
DoweLeanneAdministration\$125.625Durier-CoppMartineAdministration\$123.208FisherSamFaculty\$120.581ForrestNeilFaculty\$142.797GraffAnn-BarbaraAdministration\$204.776HannonRebeccaFaculty\$103.426HouganGlenFaculty\$103.426HouganGlenFaculty\$101.116IveyMarleneFaculty\$106.500KaltenbachChristopherFaculty\$106.142KuleszaMonikaTechnician/RPT//Administration\$104.396LeblancMichaelFaculty\$105.973LivingstonAlexFaculty\$105.973LivingstonAlexFaculty\$107.362MacDonaldRoryFaculty\$107.362MacInnesTimAdministration\$107.362MarkleGaryFaculty\$105.554MeyerRudiFaculty\$105.554MeyerRudiFaculty\$105.554MeyerRudiFaculty\$105.554MeyerRudiFaculty\$105.554MarkeGaryFaculty\$105.554MactonaldRoryFaculty\$105.554MarkeSolomonFaculty\$105.554MeyerRudiFaculty<	Соре	Karin	Faculty	\$	107,804
Durier-CoppMartineAdministration\$123.208FisherSamFaculty\$120,581ForrestNeilFaculty\$142,797GraffAnn-BarbaraAdministration\$204,776HannonRebeccaFaculty\$103,792HolmKaraAdministration\$103,426HouganGlenFaculty\$113,601HutchisonLindaAdministration\$101,116IveyMarleneFaculty\$106,142KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$120,175LeonardCraigFaculty\$130,170LoretteAshleyAdministration\$107,362MacDonaldRoryFaculty\$107,362MacInnesTimAdministration\$107,362MacInnesTimAdministration\$100,780MarkleGaryFaculty\$102,164MerkayMarylinFaculty\$106,542MorganKimFaculty\$106,542MorganKimFaculty\$107,362MachanesTimAdministration\$107,362MachanesTimAdministration\$107,362MachanesTimAdministration\$102,164MarkleGaryFaculty\$104,759N	Delva	Thierry	Faculty	\$	106,965
FisherSamFaculty\$120,581ForrestNeilFaculty\$142,797GraffAnn-BarbaraAdministration\$204,776HannonRebeccaFaculty\$103,792HolmKaraAdministration\$103,426HouganGlenFaculty\$113,601HutchisonLindaAdministration\$101,116IveyMarleneFaculty\$108,560KattenbachChristopherFaculty\$106,142KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$105,973LivingstonAlexFaculty\$107,362MacDonaldRoryFaculty\$107,362MacInnesTimAdministration\$292,987MacInnesTimAdministration\$109,105MarkleGaryFaculty\$100,780MarkleGaryFaculty\$106,142MorganKimFaculty\$106,142MorganKimFaculty\$107,362MaclonesTimAdministration\$292,987MaclonesTimAdministration\$100,780MarkleGaryFaculty\$106,142MorganKaimFaculty\$106,142MorganKimFaculty\$106,142NeisonCharmaine<	Dowe	Leanne	Administration	\$	125,625
ForrestNeilFaculty\$142,797GraffAnn-BarbaraAdministration\$204,776HannonRebeccaFaculty\$103,792HolmKaraAdministration\$103,426HouganGlenFaculty\$113,601HutchisonLindaAdministration\$101,116IveyMarleneFaculty\$106,142KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$105,973LivingstonAlexFaculty\$105,973LivingstonAlexFaculty\$107,362MacDonaldRoryFaculty\$107,362MacIonesTimAdministration\$292,987MacIonesTimAdministration\$109,105MarkleGaryFaculty\$109,105MacInesTimAdministration\$102,782MarkleGaryFaculty\$106,782MeyerRudiFaculty\$115,325NaglerSolomonFaculty\$116,542MorganKimFaculty\$116,542NelsonCharmaineFaculty\$116,542NelsonGaryFaculty\$116,542NaglerSolomonFaculty\$116,542NaglerSolomonFaculty\$116,542NaglerSolomon <td>Durier-Copp</td> <td>Martine</td> <td>Administration</td> <td>\$</td> <td>123,208</td>	Durier-Copp	Martine	Administration	\$	123,208
GraffAnn-BarbaraAdministration\$204,776HannonRebeccaFaculty\$103,792HolmKaraAdministration\$103,426HouganGlenFaculty\$113,601HutchisonLindaAdministration\$101,116IveyMarleneFaculty\$108,560KattenbachChristopherFaculty\$106,142LeblancMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$105,973LivingstonAlexFaculty\$107,362MacDonaldRoryFaculty\$107,362MacDonaldRoryFaculty\$109,105MacInesTimAdministration\$100,780MarkleGaryFaculty\$100,780MarkleGaryFaculty\$100,780MarkleGaryFaculty\$102,164McKayMarylinFaculty\$115,325NaglerSolomonFaculty\$115,325NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$104,759NetsonSolomonFaculty\$104,759NetsonCharmaineFaculty\$104,759NetsonGaryFaculty\$104,759NaglerSolomonFaculty\$116,542NordinDavid	Fisher	Sam	Faculty	\$	120,581
HannonRebeccaFaculty\$103,792HolmKaraAdministration\$103,426HouganGlenFaculty\$113,601HutchisonLindaAdministration\$101,116IveyMarleneFaculty\$108,560KaltenbachChristopherFaculty\$106,142KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$105,973LeonardCraigFaculty\$105,973LivingstonAlexFaculty\$107,362MacDonaldRoryFaculty\$107,362MacDonaldRoryFaculty\$100,780MarkleGaryFaculty\$100,780MarkleGaryFaculty\$102,164MeyerRudiFaculty\$106,162MaglerSolomonFaculty\$106,162NaglerSolomonFaculty\$116,542NelsonCharmaineFaculty\$116,542MathewFaculty\$110,736110,7362MaglerRudiFaculty\$116,542MayerSolomonFaculty\$116,542MaglerSolomonFaculty\$116,542MathewFaculty\$110,473110,473NelsonCharmaineFaculty\$138,156VargaDarielFacult	Forrest	Neil	Faculty	\$	142,797
HolmKaraAdministration\$103,426HouganGlenFaculty\$113,601HutchisonLindaAdministration\$101,116IveyMarleneFaculty\$108,560KaltenbachChristopherFaculty\$106,142KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$105,973LeonardCraigFaculty\$105,973LivingstonAlexFaculty\$107,362Mac NamaraAofeAdministration\$292,987MacDonaldRoryFaculty\$100,780MarkleGaryFaculty\$100,780MarkleGaryFaculty\$106,573MorganKimFaculty\$100,780MarkleGaryFaculty\$100,780MarkleGaryFaculty\$100,780MarkleGaryFaculty\$106,573NelsonKimFaculty\$104,759NelsonSolomonFaculty\$104,759NelsonSolomonFaculty\$104,759NelsonKimFaculty\$104,759NelsonKey-YeonFaculty\$104,759NelsonKimeFaculty\$104,759NelsonKimeFaculty\$104,759NelsonKey-YeonFaculty\$<	Graff	Ann-Barbara	Administration	\$	204,776
HouganGlenFaculty\$113,601HutchisonLindaAdministration\$101,116IveyMarleneFaculty\$108,560KaltenbachChristopherFaculty\$106,142KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$120,175LeonardCraigFaculty\$105,973LivingstonAlexFaculty\$130,170LoretteAshleyAdministration\$292,987MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$292,987MacInnesTimAdministration\$100,780MarkleGaryFaculty\$100,780MeyerRudiFaculty\$136,554MorganKimFaculty\$136,554NaglerSolomonFaculty\$146,479NelsonCharmaineFaculty\$140,479NelsonCharmaineFaculty\$140,479NelsonKye-YeonFaculty\$138,815VargaDavidFaculty\$138,815VargaDarrellFaculty\$138,815WarkJayneFaculty\$134,304	Hannon	Rebecca	Faculty	\$	103,792
HutchisonLindaAdministration\$101,116IveyMarleneFaculty\$108,560KaltenbachChristopherFaculty\$106,142KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$120,175LeonardCraigFaculty\$105,973LivingstonAlexFaculty\$130,170LoretteAshleyAdministration\$107,362Mac NamaraAoifeAdministration\$292,987MacDonaldRoryFaculty\$100,780MarkleGaryFaculty\$100,780MarkleGaryFaculty\$102,164MeyerRudiFaculty\$102,164MorganKimFaculty\$104,759NaglerSolomonFaculty\$116,542NaglerSolomonFaculty\$104,759NathewFaculty\$104,759104,759NaglerSolomonFaculty\$104,759NaglerDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$124,044SonKipe-YeonFaculty\$120,238WalkerLatopac	Holm	Kara	•	\$	103,426
IveyMarleneFaculty\$108,560KaltenbachChristopherFaculty\$106,142KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$120,175LeonardCraigFaculty\$105,973LivingstonAlexFaculty\$130,170LoretteAshleyAdministration\$292,987MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$100,780MarkleGaryFaculty\$100,780MeyerRudiFaculty\$102,164MorganKimFaculty\$102,164MorganKimFaculty\$104,759NelsonCharmaineFaculty\$116,542NorganKimFaculty\$104,759NelsonCharmaineFaculty\$104,759NelsonKye-YeonFaculty\$104,759VargaDavidFaculty\$104,759WalkerDavidFaculty\$138,815VargaDavidFaculty\$138,815WarkJayneFaculty\$120,218WarkLatentFaculty\$120,218WarkLatentFaculty\$120,218MatherLatentFaculty\$120,218MatherLatentFaculty\$ <t< td=""><td>Hougan</td><td>Glen</td><td>Faculty</td><td>\$</td><td>113,601</td></t<>	Hougan	Glen	Faculty	\$	113,601
KaltenbachChristopherFaculty\$106,142KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$120,175LeonardCraigFaculty\$105,973LivingstonAlexFaculty\$130,170LoretteAshleyAdministration\$292,987MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$292,987MacKayGaryFaculty\$100,780MarkleGaryFaculty\$100,780MeyerRudiFaculty\$102,164MorganKimFaculty\$102,164MorganKimFaculty\$104,595NelsonCharmaineFaculty\$116,542NorganKimFaculty\$104,759NelsonCharmaineFaculty\$104,759NelsonKye-YeonFaculty\$104,759VargaDavidFaculty\$138,815VargaDarrellFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$120,238	Hutchison	Linda	Administration	\$	101,116
KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$120,175LeonardCraigFaculty\$105,973LivingstonAlexFaculty\$130,170LoretteAshleyAdministration\$107,362Mac NamaraAoifeAdministration\$292,987MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$100,780MarkleGaryFaculty\$102,164McKayMarylinFaculty\$136,554MeyerRudiFaculty\$116,542MorganKimFaculty\$116,542NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$104,759NethertzMathewFaculty\$104,759SmithDavidFaculty\$104,759VargaDarrellFaculty\$138,815VargaDarrellFaculty\$138,815WarkerErickaFaculty\$120,238WarkerJayneFaculty\$122,238	lvey	Marlene	Faculty	\$	108,560
KuleszaMonikaTechnician/RPT/Administration\$104,396LeblancMichaelFaculty\$120,175LeonardCraigFaculty\$105,973LivingstonAlexFaculty\$130,170LoretteAshleyAdministration\$107,362Mac NamaraAoifeAdministration\$292,987MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$100,780MarkleGaryFaculty\$100,780MeyerMarylinFaculty\$102,164MorganKimFaculty\$136,554NaglerRoudFaculty\$116,542NesonCharmaineFaculty\$104,759NelsonCharmaineFaculty\$104,759NeisonCharmaineFaculty\$104,759NeisonCharmaineFaculty\$104,759NeisonCharmaineFaculty\$104,759NeisonCharmaineFaculty\$104,759NeisonCharmaineFaculty\$104,759NeisonSolomonFaculty\$104,759NeisonCharmaineFaculty\$104,759NeisonSolomonFaculty\$104,759NeisonSolomonFaculty\$124,044SonKimFaculty\$138,815VargaDariel<	Kaltenbach	Christopher	•	\$	106,142
LeblancMichaelFaculty\$120,175LeonardCraigFaculty\$105,973LivingstonAlexFaculty\$130,170LoretteAshleyAdministration\$107,362Mac NamaraAoifeAdministration\$292,987MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$100,780MarkleGaryFaculty\$102,164MeyerMarylinFaculty\$102,164MorganKimFaculty\$136,554NaglerSolomonFaculty\$115,325NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$104,759SmithDavidFaculty\$104,759VargaDavidFaculty\$138,815VargaDarrellFaculty\$138,815WalkerErickaFaculty\$120,238WarkJayneFaculty\$120,238	Kulesza	Monika	•	\$	104,396
LeonardCraigFaculty\$105,973LivingstonAlexFaculty\$130,170LoretteAshleyAdministration\$107,362Mac NamaraAoifeAdministration\$292,987MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$100,780MarkleGaryFaculty\$102,164McKayMarylinFaculty\$136,554MeyerRudiFaculty\$116,542MorganKimFaculty\$116,542NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$104,753SmithDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$138,815WalkerErickaFaculty\$120,238WarkJayneFaculty\$120,219	Leblanc	Michael	Faculty		120,175
LoretteAshleyAdministration\$107,362Mac NamaraAoifeAdministration\$292,987MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$100,780MarkleGaryFaculty\$102,164McKayMarylinFaculty\$136,554MeyerRudiFaculty\$116,542MorganKimFaculty\$115,325NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$104,759NelsonKineFaculty\$100,473SmithDavidFaculty\$110,473SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$120,238WarkJayneFaculty\$120,219	Leonard	Craig	Faculty	\$	105,973
Mac NamaraAoifeAdministration\$292,987MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$100,780MarkleGaryFaculty\$102,164McKayMarylinFaculty\$136,554MeyerRudiFaculty\$116,542MorganKimFaculty\$115,325NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$104,759ReichertzMathewFaculty\$110,473SmithDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$120,238WarkJayneFaculty\$121,143	Livingston	Alex	Faculty	\$	130,170
MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$100,780MarkleGaryFaculty\$102,164McKayMarylinFaculty\$136,554MeyerRudiFaculty\$116,542MorganKimFaculty\$115,325NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$104,759ReichertzMathewFaculty\$110,473SmithDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	Lorette	Ashley	Administration	\$	107,362
MacDonaldRoryFaculty\$109,105MacInnesTimAdministration\$100,780MarkleGaryFaculty\$102,164McKayMarylinFaculty\$136,554MeyerRudiFaculty\$116,542MorganKimFaculty\$115,325NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$190,000ReichertzMathewFaculty\$110,473SmithDavidFaculty\$112,4044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	Mac Namara	Aoife	Administration	\$	292,987
MacInnesTimAdministration\$100,780MarkleGaryFaculty\$102,164McKayMarylinFaculty\$136,554MeyerRudiFaculty\$116,542MorganKimFaculty\$115,325NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$190,000ReichertzMathewFaculty\$110,473SmithDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	MacDonald	Rory	Faculty	\$	109,105
McKayMarylinFaculty\$136,554MeyerRudiFaculty\$116,542MorganKimFaculty\$115,325NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$190,000ReichertzMathewFaculty\$110,473SmithDavidFaculty\$110,473SonKye-YeonFaculty\$124,044VargaDarrellFaculty\$138,815WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	MacInnes	Tim	-	\$	100,780
MeyerRudiFaculty\$116,542MorganKimFaculty\$115,325NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$190,000ReichertzMathewFaculty\$110,473SmithDavidFaculty\$110,473SonKye-YeonFaculty\$124,044VargaDarrellFaculty\$138,815WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	Markle	Gary	Faculty	\$	102,164
MeyerRudiFaculty\$116,542MorganKimFaculty\$115,325NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$190,000ReichertzMathewFaculty\$110,473SmithDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	МсКау	Marylin	Faculty	\$	136,554
NaglerSolomonFaculty\$104,759NelsonCharmaineFaculty\$190,000ReichertzMathewFaculty\$110,473SmithDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	Meyer	Rudi	•	\$	116,542
NelsonCharmaineFaculty\$190,000ReichertzMathewFaculty\$110,473SmithDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	Morgan	Kim	Faculty	\$	115,325
ReichertzMathewFaculty\$110,473SmithDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	Nagler	Solomon	Faculty	\$	104,759
ReichertzMathewFaculty\$110,473SmithDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	Nelson	Charmaine	Faculty	\$	190,000
SmithDavidFaculty\$124,044SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	Reichertz	Mathew	Faculty		110,473
SonKye-YeonFaculty\$138,815VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	Smith	David	-		124,044
VargaDarrellFaculty\$120,238WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439	Son		-		
WalkerErickaFaculty\$102,199WarkJayneFaculty\$131,439					
Wark Jayne Faculty \$ 131,439	Walker	Ericka	-		
			-		
	Young				

Board members, officers and employees, contractors and consultants

1. Basis of accounting

This statement has been prepared by NSCAD 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 NSCAD 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 NSCAD University or in a statement prepared for the purposes of the Act and certified by its auditors.

2. Compensation

Section 2(b) 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.

Compensation is determined in accordance with Section 2(b) of the Act and is recognized on a cash basis for only those employees, contractors and consultants with compensation in excess of \$100,000.