

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

# **Dalhousie University**

Year ended March 31, 2022



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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, 2022 and notes. (Hereinafter referred to as "the statement").

In our opinion, the accompanying statement for the year ended March 31, 2022 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'. The signature is written in a cursive, slightly slanted style. Below the signature is a long, horizontal, slightly curved line that serves as a flourish or underline.

Chartered Professional Accountants

Halifax, Canada

June 27, 2022

# Dalhousie University

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year ended March 31, 2022

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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, 2022 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	126,887
Abdullah, Tareq	Administration/Staff	119,395
Abebe, Gumataw	Faculty	103,918
Abeysekera, Jayani	Faculty	122,560
Abidi, Samina	Faculty	133,456
Abidi, Syed Sibte Raza	Faculty	201,139
Abou-El-Haj, Marriam	Faculty	134,787
Abou-Hassan, Taghrid	Faculty	121,491
Abramson, Darren	Faculty	123,698
Acharya, Nayha	Faculty	123,141
Ackles, Terry	Faculty	152,677
Acott, Philip	Faculty	176,843
Adam, Danielle	Faculty	116,742
Adamo, Shelley	Faculty	184,909
Adams, Michelle	Administration/Staff	157,799
Adams, Quenta	Administration/Staff	117,153
Adamson, Robert	Faculty	136,926
Adolphe-Nazaire, Gregory	Faculty	122,879
Affoo, Rebecca	Faculty	119,846
Affi, Jehier	Faculty	149,859
Afshari, Hamid	Faculty	114,583
Aghakhani, Hamed	Faculty	167,429
Agu, Remigius	Faculty	158,328
Aguinaga, Jerry	Administration/Staff	172,104
Aiken, Alice	Administration/Staff	281,584
Aiken, Steven	Faculty	147,375
Aissaoui, Driss	Faculty	143,448
Akay, Turgay	Faculty	125,618
Akbulut-Yuksel, Mevlude	Faculty	141,551
Akinkugbe, Esther	Administration/Staff	101,109
Akinkugbe, Olabisi	Faculty	135,985
Alda, Martin	Faculty	165,660
Aleman-Milan, Gianna	Faculty	115,181

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Algar, Christopher	Faculty	126,575
Ali, Nouman	Faculty	197,942
Allen, Peter	Faculty	211,200
Allen, Peter	Faculty	132,841
Allen, Victoria	Faculty	165,842
Al-Mallahi, Ahmad	Faculty	100,389
Aly, Hamed	Faculty	177,478
Amir-Khalkhali, Baharak	Faculty	119,846
Amyotte, Paul	Faculty	225,023
Anderson, David	Administration/Staff	409,841
Andreas, Heather	Faculty	148,453
Andreou, Pantelis	Faculty	110,938
Andrews, Cynthia	Faculty	175,243
Anini, Younes	Faculty	149,168
Aporta, Claudio	Faculty	138,986
Archibald, John	Faculty	168,643
Arnold, Dirk	Faculty	167,307
Arnott, Lexie	Faculty	103,573
Arthur, Peter	Faculty	138,091
Artimy, Maen	Faculty	101,263
Asada, Yukiko	Faculty	145,597
Asbridge, Mark	Faculty	159,433
Asiedu, Samuel	Faculty	183,938
Askari, Sorayya	Faculty	119,846
Astatkie, Tessema	Faculty	174,424
Aston, Megan	Faculty	163,024
Aube, Isabelle	Faculty	135,378
Austin, Christopher	Faculty	124,474
Aziz, Khurram	Faculty	118,860
Baechler, Jenny	Faculty	144,632
Bahrani, Navid	Faculty	118,703
Baikie, Gail	Faculty	130,967
Bailey, Megan	Faculty	124,743
Bailly, Gregory	Faculty	215,694
Bain, Jennifer	Administration/Staff	174,331
Bajona, Lenore	Administration/Staff	121,555
Baker, Christine	Administration/Staff	104,792
Baldrige, William	Faculty	195,322
Balideh, Saleh	Faculty	100,995
Banerjee, Kiran	Faculty	109,273
Bannister, Jerry	Faculty	157,507
Barclay, David	Faculty	127,006
Bardouille, Tim	Faculty	109,291
Barker, Jim	Faculty	215,199

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Barrett, Ann	Faculty	148,738
Barrett, David	Faculty	114,382
Barrett, Lisa	Faculty	130,116
Barrett, Sean	Faculty	147,141
Bates, Joshua	Faculty	108,328
Batista, Eraldo	Faculty	175,168
Batt, John	Administration/Staff	108,839
Bauer, Robert	Faculty	173,006
Baur, Steven	Faculty	138,091
Baxter, James	Faculty	122,170
Beagan, Brenda	Faculty	164,104
Bearne, Stephen	Faculty	215,726
Beaubien, Louis	Administration/Staff	215,058
Beazley, Karen	Faculty	165,435
Bedwell, Linda	Faculty	109,421
Beiko, Robert	Administration/Staff	168,524
Bejan, Raluca	Faculty	105,861
Bell, Chris	Faculty	162,854
Bell, David	Faculty	166,059
Bennett, Lyn	Faculty	144,203
Bennett, Michael	Administration/Staff	108,711
Bennett, Philip	Faculty	122,672
Bent, Adam	Administration/Staff	107,610
Bentley, Jim	Faculty	253,072
Bentzen, Paul	Faculty	213,541
Bielawski, Joseph	Faculty	146,893
Bingham, John	Faculty	124,579
Birmingham, Donna	Administration/Staff	134,921
Bishop, Paul	Faculty	194,440
Bishop, Scott	Faculty	110,888
Bishop, Todd	Faculty	137,213
Bitar, Ferial	Administration/Staff	120,457
Black, David	Faculty	148,872
Black, Emily	Faculty	133,142
Black, Iris	Faculty	130,482
Blair-Reid, Sheila	Administration/Staff	186,672
Blais, Jerome	Faculty	132,113
Blais, Julie	Faculty	108,059
Blake, Kim	Faculty	154,470
Blanchard, Christopher	Faculty	159,048
Bleasdale, Barbara	Faculty	132,894
Blewett, Catherine	Administration/Staff	203,000
Blouin, Christian	Faculty	175,506

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Blustein, Jamie	Faculty	172,145
Bodorik, Peter	Faculty	194,982
Boe, Shaun	Administration/Staff	169,384
Bombay, Amy	Faculty	124,367
Bonnemaison, Sarah	Faculty	145,222
Borgerson, Kirstin	Faculty	130,464
Borycz, Janusz	Faculty	113,900
Boudreau, Jeanette	Faculty	121,534
Boulatoff, Catherine	Faculty	131,971
Boulay, Robert	Faculty	103,750
Bourne-Tyson, Donna	Administration/Staff	211,846
Bousquet, Jean-Francois	Faculty	141,329
Boutilier, Darrell	Administration/Staff	130,664
Bouzayen, Renda	Faculty	159,384
Bow, Brian	Faculty	135,808
Boyd, Daniel	Faculty	181,124
Boyd, Danielle	Administration/Staff	107,440
Brady, James	Faculty	135,312
Brenan, James	Faculty	187,778
Brittan, Alice	Faculty	133,287
Brock, Jo-Ann	Faculty	166,059
Brodsky, Alexander	Faculty	144,540
Brooks, Kimberley	Administration/Staff	263,621
Brooks, Melissa	Faculty	102,480
Brooks, Stephen	Faculty	164,010
Brooks, Su-Ling	Faculty	153,404
Brooks-Craig, Elaine	Faculty	139,675
Brousseau, Susan	Administration/Staff	149,249
Brown, Catrina	Faculty	176,266
Brown, Craig	Faculty	142,439
Brown, Geoffrey	Faculty	120,300
Brown, Jason	Faculty	186,319
Brown, Jeremy	Faculty	146,594
Brown, Marion (she/her)	Administration/Staff	166,125
Brownlee, Shannon	Faculty	118,847
Brunt, Keith	Faculty	127,376
Bryan, Catherine	Faculty	108,438
Bryant, Jo	Faculty	129,411
Bryson, Janet	Administration/Staff	102,144
Budge, Suzanne M	Faculty	173,258
Burm, Sarah	Faculty	107,775
Burnay, Diogo	Faculty	170,101
Burns, Mike	Administration/Staff	124,773



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Burton, David	Faculty	177,164
Burton, Peter	Faculty	186,721
Bussey, Lynn	Faculty	151,278
Cada, Michael	Faculty	210,751
Cahill, Leah	Faculty	117,498
Cairns, Graeme	Administration/Staff	120,000
Cairns, Julia	Administration/Staff	124,192
Caissie, Rachel	Faculty	163,951
Cameron, Camille	Administration/Staff	475,226
Cameron, Gregory	Faculty	145,711
Cameron, John	Faculty	132,841
Campbell, Leslie Anne	Faculty	132,616
Campbell-Yeo, Marsha	Faculty	143,402
Cann, Beth	Administration/Staff	109,339
Canning, Carl	Faculty	111,862
Capps, Benjamin	Faculty	136,782
Carbert, Louise	Faculty	163,532
Caron, Isabelle	Faculty	142,140
Carrey, Normand	Faculty	165,660
Carvalho, Sergio	Faculty	238,355
Carver, Daniel	Faculty	160,925
Cassidy, Christine	Faculty	111,630
Cavanagh, Ted	Faculty	201,039
Cawsey, Kathleen	Faculty	128,446
Chambers, Christine	Faculty	268,452
Champoux, Clare	Faculty	129,371
Chane, Mesele	Administration/Staff	108,460
Chang, Rachel	Faculty	124,634
Chappe, Valerie	Faculty	181,698
Charlebois, Sylvain	Faculty	221,562
Charles, Cathy	Administration/Staff	103,538
Chaudhary, Ketul	Faculty	102,388
Chauhan, Balwantray	Faculty	223,853
Chen, Jenny	Faculty	179,023
Chen, Robert	Faculty	150,918
Cheng, Zhenyu	Faculty	134,819
Cherry, Peter	Administration/Staff	100,834
Chircop, Aldo	Faculty	210,098
Chircop, Andrea	Faculty	137,123
Chitnis, Saurabh	Faculty	108,938
Chorney, Jill	Faculty	122,121
Chowdhury, Shamsud D	Faculty	211,587
Christie, John	Faculty	117,969

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Clark, Fraser	Faculty	105,922
Clark, Linda	Faculty	149,865
Clark, Stephen	Faculty	179,923
Clarke, James	Faculty	224,405
Cleave, Patricia	Faculty	184,932
Cleghorn, Blaine	Faculty	102,202
Clory, Nan	Faculty	103,632
Cloutier, Anika	Faculty	130,751
Cockwell, Heather	Faculty	149,794
Coley, Alan	Faculty	200,209
Collins, Stephanie	Faculty	103,167
Colombo, Stefanie	Faculty	100,389
Colwell, A Stacie	Faculty	146,547
Comber, Scott	Faculty	166,751
Comeau, Jeannette	Faculty	124,981
Comeau, Marc R.	Administration/Staff	111,839
Connors, Catherine	Administration/Staff	108,751
Conrad, Colin	Faculty	119,846
Cook, Tanya	Faculty	171,927
Coolen, Jillian	Faculty	136,274
Cooper, Afua	Faculty	195,756
Cooper, Margaret	Faculty	113,902
Corbin, Stephen	Faculty	230,959
Corkum, Andrew	Faculty	160,271
Corkum, Penny	Faculty	183,164
Cote, Patrice	Faculty	129,411
Coughlan, Steve	Faculty	182,435
Coutand, Isabelle	Faculty	158,911
Coutts, Peter	Administration/Staff	201,025
Cowley, Elizabeth	Faculty	184,141
Cox, Ashley	Faculty	169,618
Cox, Jafna	Faculty	120,939
Cox, Richard	Faculty	108,273
Cozens, Fran	Faculty	164,969
Cranston, Anna	Administration/Staff	131,986
Creelman, Laurie	Administration/Staff	104,063
Crooks, Bruce	Faculty	150,912
Cross, Krista	Administration/Staff	108,612
Crossin, Glenn	Faculty	138,532
Crowder, Nathan	Faculty	150,537
Crowell, Tammy	Faculty	155,799
Cruess, Alan	Faculty	172,111
Cumming, Laura	Faculty	132,271

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Cummings, Elizabeth	Faculty	152,683
Cunningham, Peggy	Faculty	214,630
Currie, Robert	Faculty	151,817
Cutler, Chris	Administration/Staff	147,541
Cyrus, Pemberton	Faculty	203,605
Cyrus, Teresa	Faculty	182,423
Dahn, Jeff	Faculty	240,912
Dam-Mazzi, Magali	Faculty	112,366
Darvesh, Sultan	Faculty	165,660
Datta, Neera	Faculty	132,291
Davis, Benjamin	Administration/Staff	236,004
Davis, Richard	Administration/Staff	104,077
De La Rue, Sarah	Administration/Staff	146,197
de Vet, Simon	Faculty	103,761
Deacon, Helene	Faculty	173,922
DeBaie, Daralyn	Faculty	122,638
Dechman, Gail	Faculty	129,411
Delisle, Isabelle	Faculty	149,794
Dellaire, Graham	Faculty	165,829
DeLong, Lisa	Administration/Staff	108,839
Deng, Qi	Faculty	129,003
Denike, Margaret	Faculty	151,481
Denovan-Wright, Eileen	Administration/Staff	208,529
d'Entremont, Carmelle	Administration/Staff	108,586
Derfalvi, Beata	Faculty	165,660
Deturbide, Michael	Faculty	160,894
Deval, Helene	Faculty	174,830
Devlin, Richard	Faculty	210,299
Dhillon, Santokh	Faculty	142,408
Di Cara, Francesca	Faculty	113,990
Diallo, Claver	Faculty	177,907
Diamond, Eli	Faculty	133,610
Dick, Darren	Administration/Staff	115,839
Dickinson, John	Faculty	162,244
Dickson, Ross	Administration/Staff	102,740
Dieleman, Crystal	Faculty	129,084
Dilcher, Karl	Faculty	190,510
Dithurbide, Lori	Faculty	123,974
Doelle, Meinhard	Administration/Staff	124,586
Doherty, Siobhan	Administration/Staff	110,767
Doman, Darrel	Faculty	153,430
Donaldson, Adam	Administration/Staff	138,787
Dong, Xianping	Faculty	139,158

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Dooley, Sarah Jane	Faculty	108,177
Doucet, Jean Charles	Faculty	146,548
Doucette, Alan	Faculty	153,360
Doucette, Heather	Faculty	123,522
Dowd, Michael	Faculty	160,345
Downie, Jocelyn	Faculty	192,046
Doyle, Heather	Administration/Staff	111,557
Doyle-Bedwell, Patti	Faculty	164,174
Dryden, OmiSoore	Faculty	134,133
D'Souza, Violet	Faculty	103,500
DuBois, Lindsay	Faculty	169,162
Duck, Thomas	Faculty	154,526
Duffy, Kevin	Faculty	156,262
Dugas, Maria	Faculty	116,311
Dukeshire, Steven	Faculty	144,422
Duncan, Roy	Faculty	224,326
Dunlop, Diane	Faculty	110,458
Dupre, Denis	Faculty	141,095
Duston, James	Faculty	172,083
Dutton, Daniel	Faculty	108,937
Dyack, Sarah	Faculty	158,072
Earl, Marie	Faculty	129,411
El Hazzouri, Mohammed	Faculty	148,434
El Hiani, Yassine	Faculty	117,828
El Naggar, Hany	Faculty	167,678
Ellis, Stephen	Administration/Staff	100,204
El-Masry, Ezz	Faculty	213,081
El-Naggar, Walid	Faculty	154,470
ElSankary, Kamal	Faculty	154,046
Engau, Alexander	Faculty	169,833
Enns, Anthony	Faculty	129,180
Erdman, Joanna	Faculty	154,412
Erker, Craig	Faculty	107,522
Esau, Travis	Faculty	100,187
Eskes, Gail	Faculty	199,476
Eswarathan, Suresh	Faculty	122,927
Evans, David	Faculty	151,481
Ewart, Vanya	Faculty	104,635
Ewert, Tereigh ('terra', she/her)	Administration/Staff	103,818
Ezzeddine, Nadine	Faculty	103,633
Fairn, Greg	Faculty	156,667
Fardy, Peter	Administration/Staff	344,516

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Farhat, Zoheir	Faculty	173,560
Faridi, Sara	Faculty	162,944
Farmer, Jim	Administration/Staff	159,564
Farrell, Spring	Faculty	102,027
Farrimond, Melanie	Faculty	121,780
Fawcett, James	Faculty	156,075
Fedortchouk, Yana	Faculty	137,064
Feng, Cindy	Faculty	125,218
Fennel, Katja	Faculty	193,885
Fenton, Gordon	Faculty	199,053
Fernandez, Conrad	Faculty	165,660
Ferrier, Jonathan	Faculty	103,239
Fiander, Donald	Administration/Staff	108,839
Field, Simon	Faculty	129,688
Fierlbeck, Katherine	Faculty	182,158
Filgueira, Ramon	Faculty	118,799
Filiaggi, Mark	Faculty	195,442
Finbow, Robert	Faculty	182,527
Fine, Alan	Faculty	196,089
Finkel, Zoe	Faculty	165,627
Firanescu, Daniela	Faculty	129,411
Fitting, Elizabeth	Faculty	127,820
Fleming, James	Faculty	114,739
Fleming, Michael	Faculty	104,086
Folkins, Ian	Faculty	165,467
Fooladi, Iraj	Faculty	260,599
Foran, Nancy- Beth	Administration/Staff	158,495
Forbes, Donna	Administration/Staff	128,701
Forren, James	Faculty	111,641
Forsdyke, Ruth	Faculty	117,248
Foster, Bill	Faculty	165,587
Foster, Karen	Faculty	137,238
Fournier, Michael	Administration/Staff	138,286
Frail-Gauthier, Jen	Faculty	103,939
Frap, Heidi	Faculty	133,185
Frampton, John	Faculty	129,831
France, Robert	Faculty	158,465
Franey, Donna	Administration/Staff	103,546
Franklin, Tamara	Faculty	115,395
Fraser, Andrea	Faculty	160,995
Fraser, Gillian	Faculty	105,709
Fraser, Heather	Administration/Staff	113,371
Fredeen, Alan	Faculty	118,591

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
French, Isabelle	Administration/Staff	116,210
French, Leanne	Administration/Staff	133,644
Freund, Michael	Faculty	206,822
Friedman, Alon	Faculty	188,187
Frigault, Christine	Faculty	101,176
Fulford, Allison	Faculty	139,268
Gadbois, Simon	Faculty	138,526
Gagie, Travis	Faculty	112,161
Gagnon, Graham	Administration/Staff	220,635
Gallant, Doug	Administration/Staff	103,107
Gallant, Karen	Faculty	133,514
Gallant, Pamela	Administration/Staff	102,658
Gambold, Liesl	Faculty	155,369
Gantar, Jure	Administration/Staff	187,018
Garagash, Dmitry	Faculty	169,530
Gardner, David	Faculty	200,182
Garland, H Wayne	Faculty	187,253
Garvey, Brigid	Faculty	144,199
Gass, Gillian	Faculty	100,799
Gass, Susan	Faculty	110,281
Gassmann, Horand	Faculty	189,663
Gebril, Mohamed	Faculty	134,685
Genge, Daryl	Administration/Staff	104,139
Gentleman, Wendy	Faculty	158,816
Ghanem, Amyl	Faculty	175,777
Ghanouni, Parisa	Faculty	118,837
Ghasemi, Alireza	Faculty	136,642
Ghotra, Satvinder	Faculty	104,442
Gibson, Elaine	Faculty	117,807
Gibson, Lara	Faculty	108,239
Giffin, Spencer	Administration/Staff	106,230
Gilbert, Robert	Faculty	148,646
Gimenez-Mico, Maria Jose	Faculty	153,891
Ginn, Diana	Faculty	115,472
Giusto, Andrea	Faculty	135,040
Godin, Janice	Administration/Staff	105,950
Godsoe, Laura	Administration/Staff	103,016
Goerlandt, Floris	Faculty	162,832
Goldberg, Lisa	Faculty	156,904
Gonzalez, Paola	Faculty	146,311
Gonzalez-Cueto, Jose	Faculty	140,250
Goobie, Sharan	Faculty	119,618
Good, Kim	Faculty	178,915

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Good, Kristin	Faculty	124,684
Goralski, Kerry	Faculty	153,017
Gordon, Miriam	Faculty	114,178
Gosse, John	Faculty	182,770
Gradstein, Roetka	Faculty	117,326
Graham, Janice	Faculty	200,379
Graham, Laurie	Faculty	131,035
Grandy, Scott	Faculty	138,781
Grant, Bobbie Lee	Administration/Staff	110,371
Grant, Heather-Anne	Faculty	110,978
Grant, Ian	Faculty	165,660
Grant, Jon	Faculty	199,987
Grant, Kelvin	Faculty	179,923
Grantmyre, John	Faculty	165,032
Gratzer, Paul	Faculty	144,681
Gray, David	Administration/Staff	234,307
Gray, Janine	Faculty	129,339
Green, Iona	Faculty	130,805
Greene, Chris	Faculty	111,194
Gregoire, Curtis	Faculty	153,120
Grek Martin, Jennifer	Faculty	106,817
Groulx, Dominic	Faculty	150,456
Grover, Zubin	Faculty	121,506
Grujic, Djordje	Faculty	181,055
Gu, Hong	Faculty	169,231
Gu, Jason	Faculty	158,649
Gu, Yang	Faculty	157,526
Gubitz, Gordon	Faculty	165,660
Guibault, Lucie	Administration/Staff	181,072
Gujar, Shashi	Faculty	119,263
Gulati, Pratima	Faculty	121,900
Gunawardena, Arunika	Faculty	169,740
Gupta, R Rishi	Faculty	162,244
Habib, Ahsan	Faculty	156,661
Hachey, Shauna	Faculty	103,167
Hadskis, Michael	Faculty	145,300
Haelssig, Jan	Faculty	127,008
Hajizadeh, Mohammad	Faculty	128,662
Hall, Jennifer	Administration/Staff	245,871
Hall, Kimberley	Faculty	162,828
Halperin, Scott	Faculty	165,660
Hamdan, Nader	Faculty	128,641
Hamilton, Victoria	Administration/Staff	114,895

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Hamilton-Hinch, Barbara-Ann	Administration/Staff	139,984
Hammermeister, Andrew	Faculty	134,618
Hanlon, Gregory	Faculty	179,923
Hanly, John	Faculty	166,956
Hanrahan, Cassandra	Faculty	142,261
Hansen, David	Faculty	176,250
Haque, Israat	Faculty	108,724
Harrie, Robert	Administration/Staff	104,481
Harris, Andrew	Faculty	163,701
Harris-Buffett, Laura	Administration/Staff	102,830
Hartlen, Stephen	Administration/Staff	213,367
Hartling, Margaret	Faculty	132,894
Hartt, Christopher	Faculty	123,927
Harvey, Frank	Administration/Staff	341,785
Harvey-Clark, Chris	Administration/Staff	171,305
Hashmi, Javeria	Faculty	127,890
Haslam, Jason	Faculty	143,661
Haslam, Kim	Faculty	103,667
Hatchette, Todd	Faculty	171,194
Hattie, Chris	Administration/Staff	133,283
Havard, Peter	Faculty	170,914
Hawkey, Robert	Faculty	100,451
Hay, Alex	Faculty	101,473
Hayden, Anders	Faculty	121,072
Hayden, Jill	Faculty	152,850
Hayward, Kathryn	Faculty	132,743
He, Meng	Faculty	127,934
He, Sophia	Faculty	151,960
Hebb, Gregory	Faculty	220,059
Hebb, Matt	Administration/Staff	270,504
Hebert, Kim	Faculty	119,121
Helland, Christopher	Faculty	142,349
Helwig, Melissa	Administration/Staff	107,322
Henderson, Anneke	Faculty	121,491
Herder, Matthew	Faculty	133,762
Hernandez Castillo, Carlos	Faculty	101,461
Hessler, Ines	Administration/Staff	115,851
Hewitt, Kevin	Faculty	179,950
Heywood, Malcolm	Faculty	184,746
Hickey, Ellen	Faculty	135,695
Hicks, Jason	Administration/Staff	127,000
Hildebrand, Tyler	Faculty	108,522



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Hill, Ian	Faculty	195,187
Hill, Paul	Faculty	177,413
Ho, Lam	Faculty	118,659
Ho, Shuna	Faculty	128,659
Holland, Joanna	Faculty	112,929
Hope, John	Administration/Staff	194,818
Horne, Gabrielle	Faculty	160,925
Horrey, Kathleen	Faculty	163,330
Houk, Shauna	Faculty	135,622
Howard, Vivian	Faculty	187,228
Howlett, Susan	Faculty	191,711
Hoyte, Shawna	Administration/Staff	142,331
Hubbard, Ted	Faculty	186,275
Hubley, Bev	Administration/Staff	108,839
Hughes, Jean	Faculty	199,830
Hughes, Larry	Faculty	199,762
Huner, Emily	Administration/Staff	137,945
Hung, Orlando	Faculty	168,315
Hunter, Sara	Faculty	152,677
Hutchings, Jeffrey	Faculty	171,400
Huybers, Sherry	Faculty	109,533
Hymers, Michael	Faculty	165,465
Iakovlev, Serguei	Faculty	159,808
Iduye, Damilola	Faculty	107,477
Iftene, Adelina	Faculty	129,084
Ilie, Gabriela	Faculty	138,922
Ilow, Jacek	Faculty	202,402
Imran, Ali	Faculty	158,950
Ingles, Janet	Faculty	153,248
Iron, David	Faculty	150,817
Irwin, Andrew	Faculty	157,851
Irwin, Keri	Administration/Staff	112,920
Iskan, Talan	Faculty	178,891
Isenor, Jennifer (she/her)	Faculty	141,842
Issekutz, Thomas	Faculty	142,215
Iulianella, Angelo	Faculty	144,052
Iverson, Sara	Faculty	192,526
Jackson, Colin	Faculty	118,837
Jackson, Dan	Administration/Staff	108,839
Jackson, Lois	Faculty	184,194
Jacquard, Stillman	Faculty	134,787
Jacques, Sophie	Faculty	152,522
Jaffar, Akram	Faculty	153,904

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Jakeman, David	Faculty	178,485
James, Albert	Faculty	162,370
Jamieson, Rob	Faculty	161,539
Jannasch, Emanuel	Faculty	118,973
Janssen, Jeannette	Faculty	185,538
Jarjoura, George	Faculty	156,757
Jeffers, Chike	Faculty	135,566
Jeffrey, Scott	Faculty	105,709
Jessup, Heather	Faculty	103,918
Johnson, Erin	Faculty	140,327
Johnson, Les Tyler	Administration/Staff	101,998
Johnson, Lisa	Faculty	163,273
Johnson, Shannon	Faculty	165,307
Johnson-Freyd, Theodore	Faculty	111,087
Johnston, Brent	Faculty	173,183
Johnston, Clifton	Faculty	174,790
Johnston, Mark	Faculty	185,907
Johnstone, Marjorie	Faculty	118,562
Jones, Kelsey	Faculty	106,106
Jordan, Julie	Faculty	110,988
Joubert, Estelle	Faculty	125,663
Joudrey, Susan	Administration/Staff	114,895
Journey, Shane	Faculty	190,000
Juckes, Tim	Faculty	124,757
Jurgens, Tannis	Faculty	171,091
Kabat-Farr, Dana	Faculty	148,307
Kablar, Boris	Faculty	191,736
Kaiser, H Archibald	Faculty	222,460
Kaiser, Stephanie	Faculty	165,660
Kalamkarov, Alex	Faculty	192,392
Kalyaniwalla, Nauzer	Faculty	146,177
Kamal, Noreen	Faculty	133,893
Kapusta, Stephanie	Faculty	114,206
Karabanow, Jeff	Faculty	160,673
Karakach, Tobias	Faculty	105,000
Karten, Barbara	Faculty	155,411
Keats, Melanie	Faculty	143,454
Kehler, Scott	Faculty	109,576
Kelley, Daniel	Faculty	179,923
Kelly, Melanie	Faculty	208,620
Kelvin, David	Faculty	196,933
Kember, Guy	Faculty	182,253
Kenney, Tobias	Faculty	135,578

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Kennie-Kaulbach, Natalie	Faculty	131,855
Kephart, George	Faculty	175,638
Kermanshahi pour, Azadeh	Faculty	112,718
Keselj, Vlado	Faculty	172,137
Kesselring, Krista	Faculty	164,557
Kevany, Kathleen	Faculty	133,462
Khaperskyy, Denys	Faculty	108,438
Kieft, Michael	Administration/Staff	165,092
Kienast, Markus	Faculty	150,817
Kienast, Stephanie	Faculty	127,759
Kienesberger, Petra	Faculty	125,065
Kiepek, Niki	Faculty	125,975
Kieser, Katharina	Faculty	140,385
Kim, Jong Sung	Faculty	162,512
Kimmerly, Derek	Faculty	136,671
King, Frederick	Faculty	104,279
Kirk, Sara	Faculty	172,127
Kirkland, Susan	Faculty	252,465
Kirsebom, Oliver	Administration/Staff	132,347
Klein, Georgia	Faculty	105,700
Koleilat, Ghada	Faculty	151,710
Kolokolnikov, Theodore	Faculty	148,893
Kotlyarova, Yulia	Faculty	155,198
Kozey, Cheryl	Faculty	196,395
Kozlov, Denis	Faculty	124,567
Kraglund, Ferne	Faculty	182,784
Kramer, James	Faculty	122,839
Kreplak, Laurent	Faculty	152,910
Krueger, Stefan	Faculty	143,788
Kuhle, Stefan	Faculty	143,209
Kulczycki, Gitta	Administration/Staff	311,868
Kulkarni, Ketan	Faculty	119,618
Kurylyk, Barret	Faculty	145,346
Kuzak, Stephen	Faculty	179,400
Kynoch, Gary	Faculty	159,951
Labrie, Daniel	Faculty	163,951
Lackie, Kelly	Faculty	121,901
Ladouceur, Michel	Faculty	129,411
Lake, Craig	Faculty	177,334
Landry, Karen	Faculty	125,154
Lane, Patricia	Faculty	198,964
Lang, Bianca	Faculty	165,660
Langelaan, David	Faculty	110,426

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Langille, Morgan	Faculty	152,619
Langley, Joanne	Faculty	165,032
Lantz, Andrea	Faculty	102,280
LaPlante, Jennifer	Administration/Staff	131,500
Laroche, Julie	Faculty	218,601
Larsen, Jeff	Administration/Staff	163,970
Latimer, Margot	Faculty	161,405
Latta, Robert	Faculty	158,409
Lauckner, Heidi	Faculty	130,504
Laws, Patricia	Faculty	124,320
Lawson, Keith	Faculty	133,379
Lazare, Jodi	Faculty	120,870
LeBlanc, Christopher	Administration/Staff	143,215
LeBlanc, Constance	Faculty	144,375
LeBlanc, John	Faculty	165,660
leBrasseur, Richard	Faculty	114,254
Lee Men Chin, Patricia	Faculty	132,376
Lee, Chris	Faculty	173,661
Lee, J Michael	Faculty	216,446
Lee, Kyung	Faculty	193,118
Lee, Song	Faculty	177,096
Leon, Josh	Faculty	271,589
Leonard, Marty	Administration/Staff	227,152
Lesins, Glen	Faculty	129,411
Leung, Brendan	Faculty	115,656
Leving, Yuri	Faculty	151,396
Levy, Adrian	Faculty	199,143
Lewis, Mark	Faculty	122,187
Lewis, Terrence	Faculty	137,206
Li, Dajiang	Faculty	110,587
Lilley, Brian	Faculty	164,210
Lin, Shannon	Faculty	188,739
Linsdell, Paul	Faculty	178,623
Little, Timothy	Administration/Staff	208,931
Liu, Lei	Faculty	162,994
Liu, Paul	Faculty	202,112
Liu, Yi	Faculty	184,812
Llewellyn, Jennifer	Faculty	156,476
Lotze, Heike	Faculty	151,130
Lu, Ji	Faculty	120,742
Luckyj, Christina	Faculty	143,772
Lynch, Derek	Faculty	145,711
Lynk, Andrew	Faculty	160,925

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Ma, Yuan	Faculty	153,550
Maassen, Jesse	Faculty	121,854
MacDermid, Ken	Administration/Staff	139,666
Macdonald, Charles	Administration/Staff	142,917
MacDonald, Jennifer	Faculty	101,228
MacDonald, Judy	Administration/Staff	188,233
Macdonald, Linda	Faculty	130,015
Macdonald, Marilyn	Faculty	176,756
MacDonald, Mason	Faculty	105,526
MacDonald, Noni	Faculty	331,929
MacDonell, Kevin	Administration/Staff	118,905
MacInnis, Elaine	Administration/Staff	145,920
MacIntosh, Constance	Faculty	176,639
MacIntosh, Duncan	Faculty	186,724
MacIntyre, Hugh	Faculty	154,385
MacIsaac, Betty	Faculty	117,932
MacKay, Bonnie	Faculty	115,301
MacKenzie, Diane	Faculty	155,086
MacKenzie, Tracey	Faculty	142,964
MacKinnon-Cameron, Donna	Administration/Staff	116,300
MacLeod, Anna	Faculty	163,605
MacLeod, Leona	Faculty	123,341
MacNairn, Gwendolyn	Faculty	138,471
MacNeil, (Biology) Aaron	Faculty	185,623
Macy, Christine	Faculty	186,301
Madic, Dawn	Administration/Staff	108,839
Magee, Kirk	Faculty	162,238
Mah, Catherine	Faculty	139,028
Majid, M	Faculty	100,590
Makani, Joyline	Faculty	161,198
Makrigiannis, Andrew	Faculty	200,258
Maksym, Geoffrey	Faculty	169,848
Malloch, Joseph	Faculty	105,611
Maloney, Tim	Administration/Staff	151,046
Mannathukkaren, Nissim	Faculty	127,589
Mannell, Steven	Faculty	173,419
Manning, Eli (she/her)	Faculty	128,215
Mansour, Susan	Administration/Staff	182,747
Marcato, Paola	Faculty	139,572
Marchand, Yannick	Faculty	106,453
Marignani, Paola	Faculty	168,323
Marshall, Emily	Faculty	154,729

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Marshall, Jean	Faculty	228,033
Marsman, Melisa	Administration/Staff	127,618
Martell, Garry	Administration/Staff	100,836
Martin, Andrew	Faculty	122,927
Martin, Debbie	Faculty	135,309
Martin, Fiona	Faculty	117,305
Martinez, Andrea	Faculty	113,519
Martin-Misener, Ruth	Administration/Staff	204,100
Martynenko, Alex	Faculty	147,785
Maselli, Vittorio	Faculty	121,331
Masse, Vincent	Faculty	112,396
Mateos Corral, Dimas	Faculty	112,929
Matheson, Sherry	Faculty	118,860
Mattheisen, Manuel	Faculty	140,000
Matthewman, Anne	Administration/Staff	174,587
Matthews, Debora	Faculty	219,642
Matthias, David	Faculty	129,411
Matwin, Stan	Faculty	268,814
Mayer, William	Faculty	102,727
Mazzanti, Gianfranco	Faculty	162,022
Mbakogu, Ifeyinwa	Faculty	122,720
McAllister, Michael	Faculty	172,025
McArthur, Caitlin	Faculty	103,012
McCallum, Todd	Faculty	130,919
McCarthy, Leanne	Faculty	109,576
McCarville, Mindy	Faculty	128,203
McConkey, Audrie-Jo	Faculty	116,000
McCormack, Stuart	Administration/Staff	100,836
McCormick, Craig	Faculty	159,984
McDevitt, Orla	Administration/Staff	113,839
McDonald Winsor, Kimberly	Administration/Staff	124,475
McDougall, Jason	Faculty	178,677
McHugh-Russell, Liam	Faculty	107,324
Mclsaac, Ben	Administration/Staff	233,185
McKibbon, Shelley	Faculty	127,069
McLarney, Carolan	Faculty	251,262
McLaughlin, Robyn	Faculty	111,082
McLean, Nancy	Faculty	130,772
McLeod, Lynne	Faculty	160,925
McLeod, Roger	Faculty	152,825
McMaster, Christopher	Faculty	325,970
McMullen, Nichole	Administration/Staff	114,892
McNabb-Kyritsis, Leslie	Administration/Staff	107,490

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
McNeil, Paul	Faculty	103,082
McNeil, Shelly	Faculty	160,925
McNiff, Lindsay	Faculty	100,052
McParland, Columba	Faculty	165,660
Meagher, Rebecca	Faculty	103,150
Mechoulan, Stephane	Faculty	170,904
Medeiros, Andrew	Faculty	129,993
Meier, Sandra	Faculty	134,432
Mello, Isabel	Faculty	182,984
Meredith, Tami	Faculty	103,082
Merritt, Brenda	Administration/Staff	211,464
Metallic, Naiomi	Faculty	130,077
Metaxas, Anna	Faculty	170,934
Metzger, Michael	Faculty	118,153
Miar, Younes	Faculty	100,389
Michaud, Pierre-Luc	Faculty	161,266
Michels, David	Faculty	128,322
Milicevic, Jasmina	Faculty	137,533
Milios, Evangelos	Faculty	201,045
Miller, Stephen	Administration/Staff	205,625
Mills Flemming, Joanna	Faculty	146,530
Mills, Joanne	Faculty	138,098
Milson, Robert	Faculty	149,389
Minhas, Shehzad	Faculty	111,367
Mir, Arfan	Faculty	110,587
Mitchell, Colin	Faculty	135,454
Mitchell, Jack	Faculty	112,396
Mitra, Souvik	Faculty	119,846
Mokashi, Arati	Faculty	119,846
Monchesky, Theodore	Faculty	148,114
Mongeon, Philippe	Faculty	115,124
Moody, Elaine	Faculty	116,766
Moore, Chris	Faculty	282,699
Moore, Sarah	Faculty	120,403
Moosberger, Michael	Faculty	170,800
Mopoho, Raymond	Faculty	164,141
Morawiecki, Jennifer	Administration/Staff	104,579
Morrison, Nancy	Faculty	165,660
Morton, Jeffrey	Faculty	132,894
Moya Barrios, Reinaldo	Faculty	108,834
Moyer, Rebecca	Faculty	120,425
Mui, Amy	Faculty	100,458
Mullin, Roger	Faculty	130,155

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Munroe, Laurel	Administration/Staff	130,629
Murphy, Andrea	Faculty	164,214
Murphy, Cynthia	Administration/Staff	108,022
Murray, Jennifer	Administration/Staff	103,874
Murray, Lois	Faculty	132,797
Murray, Ruth	Administration/Staff	131,669
Musgrave, Ruth	Faculty	107,010
Mushkat, Peter	Faculty	112,686
Mutch, Jill	Administration/Staff	110,064
Myles, Sean	Faculty	120,742
Nabi Iqbal, Javeed Ahmed	Administration/Staff	102,514
Nash, Christopher	Faculty	109,576
Nasiri, Ali	Faculty	137,742
Nason, Rick	Faculty	297,136
Nedimovic, Mladen	Faculty	189,367
Nelson, Christopher	Faculty	103,079
Nelson, Patricia	Faculty	129,708
Newhook, John	Administration/Staff	270,872
Newman, Aaron	Faculty	166,997
Neyedli, Heather	Faculty	112,796
Nguyen-Quang, Tri	Faculty	137,393
Nicol, David	Faculty	131,325
Nicolela, Marcelo	Faculty	162,244
Niu, Haibo	Faculty	120,742
Noble, Brian	Faculty	143,312
Noble, Rob	Faculty	100,447
Novack, Jack	Faculty	111,776
Ntantamis, Christos	Faculty	114,021
Numer, Matthew	Faculty	141,182
Oakley, Robin	Faculty	151,340
Obrovac, Mark	Faculty	166,695
O'Keefe, Carmel	Faculty	114,742
Okoye, Dozie	Faculty	124,403
O'Leary, Tony	Faculty	212,238
Oliver, Eric	Faculty	119,818
Oore, Irene	Faculty	114,772
Oore, Sageev	Faculty	154,821
Opie, Sarah	Faculty	102,727
Orji, Rita	Faculty	168,462
Ornstein, Amy	Faculty	156,816
Osberg, Lars	Faculty	100,870
Oster, Patrick	Administration/Staff	101,699
Oudah, Fadi	Faculty	133,393



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Owen, Jade	Administration/Staff	135,367
Owen, Rochelle	Administration/Staff	117,321
Packer, Tanya	Administration/Staff	198,659
Pacurar, Maria	Faculty	184,138
Palma, Alejandro	Faculty	101,637
Pan, Ya-Jun	Faculty	158,043
Paon, Michelle	Administration/Staff	133,790
Parasram, Ajay	Faculty	103,890
Parcell, Steve	Faculty	191,661
Parkash, Ratika	Faculty	165,032
Parkash, Sandhya	Faculty	102,280
Parker, Linda	Administration/Staff	109,589
Parsons Leigh, Jeanna	Faculty	114,711
Parsons, Lori	Faculty	119,797
Pashupathinathan, Sundari	Administration/Staff	107,822
Pasumarthi, Kishore	Faculty	153,852
Patrick, Ward	Faculty	150,627
Patterson, Dian	Administration/Staff	200,417
Patterson, Heather	Faculty	112,591
Paulovich, Fernando	Faculty	143,613
Payne, Stephen	Faculty	134,262
Pegg, Michael	Faculty	214,203
Pekacz, Jolanta	Faculty	161,663
Pelkey-Field, Dara	Faculty	112,349
Pelot, Ron	Faculty	224,824
Peltekian, Kevork	Faculty	165,660
Pencer, Alissa	Faculty	118,356
Penney, Lynette	Faculty	140,385
Penny, Linda	Administration/Staff	171,408
Percival, David	Faculty	152,201
Pereira, Daphne	Faculty	109,481
Perrot, Tara	Faculty	170,507
Persaud, D David	Faculty	160,346
Petersen, Anette	Administration/Staff	104,109
Phelan, Shanon	Faculty	128,247
Phillips, Stephen	Faculty	124,750
Phillmore, Leslie	Faculty	154,804
Phipps, Shelley	Faculty	202,531
Pictou, Sherry	Faculty	144,487
Pierce, Marianne	Faculty	140,385
Piercey, Sean	Administration/Staff	147,943
Pifano, Diana	Faculty	137,347
Pilon, David	Administration/Staff	147,633

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Pinto, Teresa	Faculty	134,424
Plucknett, Kevin	Faculty	186,041
Plug, Lawrence	Faculty	129,411
Ponomarenko, Sergey	Faculty	157,427
Porter, Amanda	Faculty	105,568
Power, Gregory	Faculty	129,534
Price, Gordon	Faculty	138,437
Price, Richard	Faculty	217,964
Price, Sheri	Faculty	142,405
Price, Victoria	Faculty	144,069
Prithviraj, Balakrishnan	Administration/Staff	174,989
Prithviraj, Kalyani	Faculty	110,970
Proctor, Matt	Administration/Staff	191,954
Pronk, Dorette	Faculty	162,531
Pulakunta, Thejodhar	Faculty	145,835
Pulinilkunnil, Thomas	Faculty	132,397
Quigley, Kevin	Faculty	184,213
Quinn, T Alexander	Faculty	127,629
Radford, Mary Sue	Administration/Staff	108,839
Radice, Martha	Faculty	125,712
Rafales, Cristina	Faculty	134,262
Raftus, Richard	Faculty	128,695
Rafuse, Victor	Faculty	192,540
Rahmani, Mahboubeh	Faculty	151,278
Rainey, Jan	Faculty	147,497
Rainham, Daniel	Faculty	143,668
Rajack-Talley, Theresa	Administration/Staff	186,751
Ralph, Paul	Faculty	138,895
Randle, Elizabeth	Faculty	120,788
Rangel Jimenez, Claudia	Administration/Staff	143,600
Rapaport, Eric	Faculty	152,719
Rashid, Mohsin	Faculty	165,557
Rathgeber, Bruce	Faculty	138,435
Rau-Chaplin, Andrew	Administration/Staff	241,107
Raza, Muhammad	Faculty	111,725
Read, Scott	Faculty	113,259
Reardon, Rhonda	Administration/Staff	123,846
Rehman, Laurene	Administration/Staff	181,704
Reid, Lynette	Faculty	139,298
Reilly, Derek	Faculty	132,984
Rhynold, Brent	Administration/Staff	123,504
Richardson, Christopher	Faculty	246,223
Richer, Etienne	Administration/Staff	159,914

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Ridgway, Neale	Faculty	158,975
Rines, Gordon	Administration/Staff	108,839
Ripley, Mike	Faculty	149,794
Rise, Marlies	Administration/Staff	176,591
Ritchie, Carol	Faculty	118,889
Rittenberg, David	Faculty	149,794
Ro, Hyo-sung	Faculty	194,502
Roach, David	Faculty	144,399
Roberts, Justin	Faculty	132,368
Robertson, Adam	Administration/Staff	166,501
Robertson, Bill	Faculty	223,036
Robertson, Chad	Faculty	162,168
Robertson, George	Faculty	232,441
Robertson, Susan	Administration/Staff	196,334
Robinson, Katherine	Faculty	165,660
Robinson, Lynne	Faculty	144,509
Robinson, Margaret	Faculty	114,151
Robitaille, Johane	Faculty	156,816
Rock, Leigha	Administration/Staff	150,885
Rockwood, Kenneth	Faculty	165,660
Roger, Andrew	Faculty	174,338
Rogers, Nathan	Administration/Staff	108,839
Rohde, John	Faculty	142,318
Rosen, Kirill	Faculty	133,058
Rosen, Natalie	Faculty	147,015
Rosenblum, Daniel	Faculty	145,524
Ross, Julien	Faculty	110,125
Ross, Nancy	Faculty	119,216
Ross, Sara	Faculty	113,500
Ross, Trevor	Faculty	169,630
Rot, Irena	Faculty	125,987
Rowlston, Mary-Ann	Administration/Staff	147,664
Roy, Jeffrey	Faculty	189,155
Rupasinghe, Vasantha	Faculty	154,974
Rusak, Benjamin	Faculty	237,662
Russell, Kathy	Faculty	216,793
Rutenberg, Andrew	Faculty	168,885
Rutherford, Derek (he/him)	Faculty	142,035
Ruzzante, Daniel	Faculty	183,307
Ryan, Anne-Marie	Faculty	119,938
Saciragic, Lana	Faculty	109,576
Sadeghian, Pedram	Faculty	174,038
Sadek, Irene	Faculty	176,329

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Saif, Ahmed	Faculty	115,186
Saini, Deep	Administration/Staff	558,154
Sampalli, Srinivas	Faculty	229,502
Sampangi, Raghav	Faculty	121,337
Saney, Isaac	Faculty	162,162
Santos-Montero, Emilia	Faculty	109,148
Sapp, John	Faculty	165,660
Sarhan, Ammar	Faculty	133,100
Satish, Mysore	Faculty	220,060
Saunders, Phillip	Faculty	144,417
Savage, Niall	Faculty	160,061
Sawicki, Julia	Faculty	127,683
Schepp, Norman	Faculty	172,323
Scherkoske, Greg	Faculty	132,509
Schmidt, Allison	Faculty	111,331
Schnurr, Matthew	Faculty	127,993
Schwarz, Hans-Gunther	Faculty	179,057
Scott, Alison	Faculty	102,599
Scott, Heather	Faculty	166,059
Scott, Stephanie	Faculty	130,116
Seck, Sara	Administration/Staff	154,491
Selinger, Peter	Faculty	169,909
Semba, Kazue	Faculty	211,034
Seth, Sachin	Faculty	191,062
Seto, Mae	Faculty	158,764
Shannon, Tina	Administration/Staff	108,839
Shapiro, Jonathan	Faculty	120,668
Sharaput, Markus	Faculty	143,009
Shaw, Dan	Faculty	146,411
Shaw, Lynn	Administration/Staff	207,262
Sheehan, Lorn	Faculty	208,642
Sheffer, Catherine	Faculty	133,301
Sheffield, Suzanne	Administration/Staff	134,059
Sheng, Jinyu	Faculty	173,015
Sheriko, Jordan	Faculty	116,765
Sherren, Kate	Faculty	161,315
Sherry, Simon	Faculty	139,436
Sherwood, Owen	Faculty	116,659
Shinyei, Marlo	Administration/Staff	101,375
Shkurska, Oksana	Administration/Staff	141,996
Short, Christine	Faculty	156,531
Shuba, Lesya	Faculty	162,244
Sieben, Vincent	Faculty	164,111

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Siegel, Angela	Administration/Staff	131,938
Silvio, Dominic	Faculty	108,823
Simedoh, Vincent	Faculty	114,789
Simms, Christopher	Faculty	129,411
Simpson, Alastair	Faculty	160,459
Simpson, Charles	Faculty	142,408
Simpson, Christy	Faculty	190,661
Sinal, Christopher	Faculty	176,812
Singh, Balpreet	Faculty	126,008
Sisley, Carolyn	Administration/Staff	101,791
Skerrett, Paulette	Faculty	132,004
Skidmore, David	Faculty	139,146
Slamovits, Claudio	Faculty	130,576
Smardz Frost, Karolyn	Administration/Staff	109,440
Smirnov, Roman	Faculty	162,329
Smit, Mike	Administration/Staff	152,654
Smith, Anita	Faculty	109,576
Smith, Bruce	Faculty	207,980
Smith, Frank	Faculty	163,951
Smith, Isabel	Faculty	154,511
Smith, Karen	Faculty	149,865
Smith, Karen	Faculty	108,339
Smith-Gillis, Cathie	Administration/Staff	104,244
Sokolenko, Stanislav	Faculty	108,765
Somers, Kate	Administration/Staff	100,341
Speed, Alex	Faculty	126,038
Spence, Susan	Administration/Staff	236,454
Spiteri, Louise	Faculty	180,292
Sponagle, Kimberly	Faculty	135,544
Stackhouse, Susan	Faculty	159,661
Stadnyk, Andrew	Faculty	154,376
Stamp, Jennifer	Faculty	151,238
Stanojevic, Sanja	Faculty	115,629
Stec, Deryk	Faculty	118,004
Steenbeek, Audrey	Faculty	162,984
Steeves, Thomas	Faculty	151,830
Sterling, Shannon	Faculty	141,372
Stevens, Daniel	Faculty	109,533
Stevenson, Sarah	Administration/Staff	126,503
Stewart, Samuel	Faculty	111,118
Stewart, Sherry	Faculty	244,758
Stewart-Clark, Sarah	Faculty	117,967
Stock, David	Administration/Staff	101,875

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Stone, Michelle	Faculty	110,498
Stone, Sophia	Faculty	162,632
Stradiotto, Mark	Faculty	202,102
Stringer, Elizabeth	Faculty	119,618
Stringer, Katherine	Faculty	263,160
Sundararajan, Binod	Administration/Staff	202,507
Susko, Edward	Faculty	173,882
Sutherland, Heather	Administration/Staff	197,486
Sutherland, Kristen	Administration/Staff	104,971
Sutherland, Lisa	Faculty	129,688
Swallow, Shawn	Administration/Staff	104,171
Swan, Lukas	Faculty	240,750
Swartz, Wilf	Administration/Staff	145,167
Sy, Oumar	Faculty	183,593
Taheri, Farid	Faculty	209,543
Tarrant, Florence	Faculty	172,809
Taylor, Ian	Administration/Staff	108,437
Taylor, Samantha	Faculty	117,055
Taylor-Helmick, Tracy	Faculty	176,571
Terashima, Mikiko	Faculty	109,836
Theou, Olga	Faculty	129,199
Third-Genus, Shirley	Administration/Staff	123,175
Thomas, Megan	Faculty	153,775
Thomas, Nik	Faculty	146,346
Thomas, Ren	Faculty	116,800
Thompson, Alison	Faculty	199,436
Thomson, Kim	Administration/Staff	154,006
Tibbo, Philip	Faculty	165,660
Tittensor, Derek	Faculty	124,982
Tompkins, Frances	Faculty	129,371
Tompkins, Gabrielle	Faculty	103,082
Too, Catherine	Faculty	201,374
Torgo, Luis	Faculty	232,202
Torkkeli, Paivi	Faculty	189,017
Tousignant, Kyle	Faculty	124,035
Toze, Sandra	Faculty	140,496
Trappenberg, Thomas	Faculty	165,885
Treiger, Alexander	Faculty	133,025
Trifts, Valerie	Faculty	199,771
Trukhachev, Dmitry	Faculty	151,319
Truong, Son	Faculty	135,303
Tumennasan, Norovsambuu	Faculty	145,499
Turculet, Laura	Faculty	152,379

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Turnbull, Lori	Administration/Staff	185,801
Turpin, Verity	Administration/Staff	183,696
Tye, Cindy	Administration/Staff	110,958
Tyedmers, Peter	Faculty	178,931
Tyers, Dianne	Administration/Staff	227,678
Ugursal, V Ismet	Faculty	209,543
Uher, Rudolf	Faculty	162,979
Ulicki, Theresa	Faculty	132,082
Ulku, M. Ali	Faculty	187,726
Ungar, Michael	Faculty	211,538
Urquhart, Robin	Faculty	123,200
Vallee, Mark	Faculty	106,028
Van Den Hof, Mike	Faculty	171,194
Van Der Spoel, Aarnoud	Faculty	114,252
Van Dommelen, Jennifer	Faculty	116,437
Van Eyk, Nancy	Faculty	140,385
VanBerkel, Peter	Administration/Staff	153,112
VanderZwaag, David	Faculty	232,285
Varto, Emily	Faculty	120,127
Vautour, Bart	Faculty	100,389
Venart, Catherine	Faculty	150,639
Venkatadri, Uday	Faculty	166,753
Wach, Grant	Faculty	201,740
Waisman, David	Faculty	245,960
Waite, Anya	Faculty	256,613
Walde, Sandy	Administration/Staff	196,483
Walker, Alex	Administration/Staff	125,164
Walker, Tony	Faculty	140,075
Wallace, Douglas	Faculty	264,293
Walsh, Arthur	Administration/Staff	124,286
Walsh, Jacqueline S.	Faculty	145,156
Walsh, Jasmine (she/her)	Administration/Staff	204,133
Walsh, Margaret	Faculty	168,273
Walsh, Noreen	Faculty	165,660
Walsh-Sampson, Heidi	Faculty	109,522
Wang, Jian	Faculty	157,497
Wang, JianLi	Faculty	112,292
Wang, Jun	Faculty	146,665
Wang-Pruski, Gefu	Faculty	172,307
Ward, Lori	Administration/Staff	124,554
Warkentin, Andrew	Faculty	167,769
Warman, Casey	Faculty	152,276
Warner, Grace	Faculty	143,216

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Warner, Robert	Faculty	128,311
Warre, Ruth	Administration/Staff	107,433
Warren, Andrew	Faculty	145,119
Warren, Marika	Faculty	101,105
Warwick, Jacqueline	Faculty	131,124
Watson, Wade	Faculty	158,072
Watson-Creed, Gaynor	Faculty	210,506
Weaver, Ian	Faculty	155,976
Weeden, Anne	Administration/Staff	155,033
Weeks, Lori	Faculty	162,028
Weerasinghe, Swarna	Faculty	169,274
Weigand, Heidi	Faculty	199,967
Weinberg, Merlinda	Faculty	101,070
Weissent, Trevor	Administration/Staff	113,839
Wells, Sarah	Faculty	171,664
Wentzell, Peter	Faculty	182,180
West, Kenneth	Faculty	172,222
West, Michael	Faculty	125,050
Westwood, Alana	Faculty	115,124
Westwood, David	Faculty	162,854
Whalen, Marc	Faculty	113,902
Whelan, Anne Marie	Faculty	185,834
Whelan, Emma	Faculty	137,213
White, Jenny	Administration/Staff	108,839
White, Scott	Faculty	103,167
Whitehead, Hal	Faculty	149,471
Whitman, Shelly	Administration/Staff	146,815
Whoriskey, Frederick	Administration/Staff	153,151
Wilby, Kyle	Faculty	117,801
Wildeman, Sheila	Faculty	152,700
Williams, Kent	Faculty	142,347
Williams, Michelle	Faculty	151,448
Willows, Karla	Faculty	108,955
Wong, Kenny	Faculty	119,618
Wooden, Kathleen	Faculty	126,131
Wooden, Robert	Administration/Staff	100,650
Woolcott, Christy	Faculty	119,866
Worden-Driscoll, Iona	Administration/Staff	119,075
Worm, Boris	Faculty	176,107
Wranik, Wiesława Dominika	Administration/Staff	186,994
Wright, Julia M	Administration/Staff	178,392
Wright, Tammy	Faculty	185,352
Wright, Tarah	Faculty	160,791



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Wu, Haorui	Faculty	134,214
Wunker, Erin	Faculty	117,475
Xu, Kuan	Faculty	187,757
Yakovenko, Igor	Faculty	109,999
Yang, Chongyin	Faculty	105,031
Yao, Edward	Faculty	139,834
Ye, Lingyun	Administration/Staff	109,991
Ye, Qiang	Faculty	133,245
Yemenidjian, Noubar	Faculty	210,106
Yeung, Pollen	Faculty	183,666
Yiridoe, Emmanuel	Faculty	160,540
Young, Mike	Faculty	116,413
Young, Susan	Administration/Staff	128,734
Yu, Bo	Faculty	139,067
Yue, Jin	Faculty	134,488
Yuill, Cathrine	Administration/Staff	147,302
Yuksel, Mutlu	Faculty	139,724
Yurgel, Svetlana	Faculty	111,544
Zachernuk, Philip	Faculty	159,320
Zahavich, Jeff	Faculty	102,368
Zaiotti, Ruben	Faculty	122,692
Zeh, Norbert	Faculty	167,391
Zhang, Miao	Faculty	111,558
Zhang, Peng	Faculty	148,281
Zhang, Wenjun	Faculty	168,528
Zhang, Ying	Faculty	138,782
Zhao, Yonggan	Faculty	213,100
Zhou, Juan	Administration/Staff	107,396
Zhou, Jun	Faculty	169,306
Zhou, Weina	Faculty	125,282
Zincir-Heywood, Nur	Faculty	175,164
Zou, Steve	Faculty	212,625
Zurba, Melanie	Faculty	129,497
Zwanziger, Josef	Faculty	214,841
Zwicker, Denise	Faculty	111,106

# Dalhousie University

Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act  
Year ended March 31, 2022

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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.