

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

# **Dalhousie University**

Year ended March 31, 2018



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## **INDEPENDENT AUDITORS' REPORT**

To the Board of Governors of Dalhousie University

We have audited the accompanying Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Dalhousie University for the year ended March 31, 2018 and notes, comprising a summary of significant accounting policies and other explanatory information (together "the statement"). The statement has been prepared by management in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010.

### *Management's Responsibility for the Statement*

Management is responsible for the preparation of the statement in accordance with financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act dated December 31, 2010. This includes determining that the basis of accounting 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 the statement that is free from material misstatement, whether due to fraud or error.

### *Auditors' Responsibility*

Our responsibility is to express an opinion on the statement based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the statement. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the statement, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation of the statement 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the statement.

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

### *Opinion*

In our opinion, Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Dalhousie University for the year ended March 31, 2018 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 of Accounting*

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

*KPMG LLP*

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Chartered Professional Accountants, Licensed Public Accountants  
June 25, 2018  
Halifax, Canada

# Dalhousie University

## Statement of Compensation for the Public Sector Compensation Disclosure Act

Year ended March 31, 2018

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Section 3 of the Public Sector Compensation Disclosure Act of the Province of Nova Scotia, requires public sector bodies to publically disclose the amount of compensation it pays or provides, directly or indirectly, to any person in the fiscal year if the amount of compensation to that person is one hundred thousand dollars or more including compensation paid to, or for the benefit of, each of its board members, officers, employees, contractors and consultants.

For the year ended March 31, 2018, 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>
Abidi, Syed	Faculty	182,007
Abramson, Darren	Faculty	106,383
Ackles, Terry	Faculty	131,625
Acott, Philip	Faculty	140,945
Adamo, Shelley	Faculty	151,647
Adams, Mary Jane	Administration/ Staff	120,129
Adams, Michelle	Faculty	125,522
Adamson, Robert	Faculty	111,720
Adisesh, Anil	Faculty	170,000
Adolphe-Nazaire, Gregory	Faculty	110,076
Aghakhani, Hamed	Faculty	129,125
Agu, Remigius	Faculty	130,081
Aguinaga, Jerry	Administration/ Staff	147,848
Aiken, Alice	Administration/ Staff	247,210
Aiken, Linda	Faculty	140,242
Aiken, Steven	Faculty	123,413
Aissaoui, Driss	Faculty	119,764
Akay, Turgay	Faculty	100,725
Akbulut-Yuksel, Mevlude	Faculty	117,454
al Shaibah, Arig	Faculty	209,145
Alda, Martin	Faculty	146,097
Algar, Christopher	Faculty	102,275
Ali, Nouman	Faculty	170,760
Allen, Peter	Faculty	109,839
Allen, Peter	Faculty	178,044
Amyotte, Paul	Faculty	243,592
Anderson, David	Administration/ Staff	378,218
Andreas, Heather	Faculty	121,851
Andrews, Cynthia	Faculty	150,242
Andrews, Steven	Administration/ Staff	102,051
Anini, Younes	Faculty	123,023
Aporta, Claudio	Faculty	144,977
Archibald, Greg	Faculty	123,864
Archibald, John	Faculty	123,178
Armson, Brian	Faculty	229,494
Armson, Joy	Administration/ Staff	185,401
Arnold, Dirk	Faculty	142,091
Arthur, Peter	Faculty	114,752
Asada, Yukiko	Faculty	120,560
Asbridge, Mark	Faculty	136,139
Asiedu, Samuel	Faculty	157,654
Astatkie, Tessema	Faculty	149,908
Aston, Megan	Faculty	130,274
Austin, Christopher	Faculty	102,007
Baechler, Jennifer	Faculty	117,739
Bagnell Styles, Catherine	Administration/ Staff	190,310
Baikie, Gail	Faculty	111,315
Bailey, Megan	Faculty	104,255
Bain, Jennifer	Faculty	125,224
Bajona, Lenore	Administration/ Staff	115,668
Baldrige, William	Faculty	168,295
Baltazar, Ramon	Faculty	154,060
Bannister, Peter	Faculty	124,960
Barclay, David	Faculty	100,208
Barker, James	Faculty	222,329
Barnes, Steven	Faculty	112,334
Barrett, Ann	Administration/ Staff	142,452

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Barrett, Sean	Faculty	123,220
Barzilai, Jonathan	Faculty	331,967
Basu, Prabir	Faculty	200,268
Batt, John	Administration/ Staff	101,853
Bauer, Robert	Faculty	146,110
Baur, Steven	Faculty	114,752
Baxter, James	Faculty	100,208
Baylis, Francoise	Faculty	236,208
Beagan, Brenda	Faculty	134,073
Bearne, Stephen	Faculty	187,393
Beaubien, Louis	Administration/ Staff	210,990
Beazley, Karen	Faculty	150,919
Beiko, Robert	Administration/ Staff	141,004
Bell, Christopher	Faculty	142,947
Bell, David	Faculty	144,450
Bennett, Evelyn	Faculty	114,320
Bennett, Philip	Faculty	101,995
Benstead, Timothy	Faculty	144,800
Bentzen, Paul	Faculty	196,855
Bielawski, Joseph	Faculty	140,014
Bingham, John	Faculty	126,506
Bishop, Donald	Faculty	204,025
Bishop, Todd	Faculty	114,927
Black, A Fiona	Administration/ Staff	173,569
Black, David	Faculty	145,558
Black, Emily	Faculty	107,954
Black, Iris	Faculty	101,320
Blair-Reid, Sheila	Administration/ Staff	121,505
Blais, Jerome	Faculty	105,131
Blake, John	Faculty	148,956
Blake, Kim	Faculty	102,433
Blanchard, Christopher	Faculty	140,508
Bleasdale, Barbara	Faculty	124,360
Bliemel, Michael	Faculty	169,138
Blouin, Christian	Administration/ Staff	146,345
Blustein, James	Faculty	144,029
Bodorik, Peter	Faculty	162,833
Boe, Shaun	Faculty	138,786
Bombay, Amy	Faculty	113,782
Bonnemaison, Sarah	Faculty	143,617
Boran, Thomas	Faculty	204,787
Boudreau, Bernard	Faculty	146,640
Boulay, Robert	Faculty	115,035
Bourne-Tyson, Donna	Administration/ Staff	186,354
Bousquet, Jean-Francois	Faculty	116,536
Boutet, Alain	Administration/ Staff	169,044
Boutilier, Darrell	Administration/ Staff	120,129
Bow, Brian	Faculty	113,783
Boyd, Daniel	Faculty	149,135
Brenan, James	Faculty	180,799
Brittan, Alice	Faculty	108,787
Brodsky, Alexander	Faculty	109,987
Brooks, Kimberley	Faculty	175,270
Brooks, Stephen	Faculty	149,715
Brooks, Su-Ling	Faculty	125,026
Brooks-Craig, Elaine	Faculty	122,244
Brousseau, Susan	Administration/ Staff	124,508

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Brown, Catrina	Faculty	148,603
Brown, Jason	Faculty	157,936
Brown, Jeremy	Faculty	120,766
Brown, Marion	Faculty	122,270
Brown, Richard	Faculty	178,680
Budge, Suzanne M	Faculty	138,254
Burge, Frederick	Faculty	146,097
Burnay, Diogo	Faculty	153,989
Burns, Michael	Administration/ Staff	101,853
Burton, David	Faculty	134,293
Burton, Peter	Faculty	161,494
Bussey, Lynn	Faculty	130,168
Byers, David	Faculty	183,537
Byrne, Joseph	Faculty	210,297
Cada, Michael	Faculty	196,976
Cairns, Julia	Administration/ Staff	116,296
Caissie, Rachel	Faculty	146,530
Caldwell, Claude	Administration/ Staff	134,411
Cameron, Gregory	Faculty	121,882
Cameron, John	Faculty	117,323
Cameron, R Camille	Administration/ Staff	266,047
Campbell, Leslie	Faculty	104,097
Campbell-Yeo, Marsha	Faculty	116,847
Capps, Benjamin	Faculty	107,106
Carbert, Louise	Faculty	122,972
Carrey, Normand	Faculty	146,097
Carvalho, Sergio	Faculty	202,985
Carver, Daniel	Faculty	145,722
Casey, Martha	Administration/ Staff	110,166
Cassin, A Marguerite	Faculty	143,490
Cavanagh, Edwin	Faculty	184,469
Cawsey, Kathleen	Faculty	109,237
Chaisson, Sherry	Faculty	119,515
Chambers, Christine	Faculty	126,879
Chapman, Scott	Faculty	134,774
Chappe, Valerie	Faculty	152,082
Charlebois, Sylvain	Administration/ Staff	234,150
Chauhan, Balwantray	Faculty	201,691
Chen, Jing	Faculty	141,456
Chen, Zhizhang	Faculty	202,233
Cheng, Zhenyu	Faculty	103,590
Chircop, Aldo	Faculty	183,538
Chircop, Andrea	Faculty	120,458
Chorney, Jill	Faculty	114,825
Chowdhury, Dhiman	Faculty	108,986
Chowdhury, Shamsud D	Faculty	191,400
Clark, Stephen	Faculty	153,899
Cleave, Patricia	Faculty	142,219
Cleghorn, Blaine	Faculty	203,067
Clow Bohan, Margaret	Faculty	114,927
Cochrane, Andrew	Administration/ Staff	185,154
Coley, Alan	Faculty	175,982
Comber, Scott	Faculty	165,457
Comeau, Marc	Administration/ Staff	101,853
Connors, Catherine	Administration/ Staff	101,853
Cook, Tanya	Faculty	150,000
Cooper, Afua	Faculty	135,713

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Corbin, Stephen	Faculty	203,197
Corke, Sarah-Jane	Faculty	116,392
Corkum, Andrew	Faculty	135,508
Corkum, Penny	Faculty	147,946
Cormier, David	Administration/ Staff	106,156
Cote, Patrice	Faculty	105,815
Couban, Stephen	Faculty	106,153
Coughlan, Stephen	Faculty	158,722
Coutand, Isabelle	Faculty	125,921
Coutts, Peter	Administration/ Staff	182,380
Cowley, Elizabeth	Faculty	145,768
Cox, Ashley	Faculty	196,403
Cox, Jafna	Faculty	111,064
Cox, Richard	Faculty	101,320
Cozens, Frances	Faculty	144,083
Craig, Catherine	Faculty	100,185
Cranston, Anna	Administration/ Staff	101,853
Croll, Roger	Faculty	176,735
Crombie, Karen	Administration/ Staff	131,984
Crossin, Glenn	Faculty	109,940
Crowder, Nathan	Faculty	118,854
Crowell, Eleanor	Administration/ Staff	103,209
Crowell, Tammy	Faculty	119,648
Cruess, Alan	Faculty	160,893
Cumming, Laura	Faculty	104,705
Cunningham, Margaret	Faculty	211,738
Curran, Janet	Faculty	133,637
Currie, Robert	Faculty	123,965
Curwin, Sandra	Faculty	123,235
Cutler, G Christopher	Faculty	110,614
Cyrus, J Pemberton	Administration/ Staff	183,714
Cyrus, Teresa	Faculty	168,927
Dahn, Jeffrey	Faculty	212,037
Darvesh, Sultan	Faculty	106,870
Datta, Neera	Faculty	109,566
Davis, Benjamin	Administration/ Staff	175,451
Davison Conrod, Joan	Faculty	201,348
Dawkins, Cedric	Faculty	127,049
Dawson, Carrie	Faculty	128,786
De Antueno, Liliana	Faculty	119,832
Deacon, Helene	Faculty	134,052
Deal, Heidi	Faculty	103,747
Dechman, Gail	Faculty	121,101
Dellaire, Graham	Faculty	140,244
Denike, Margaret	Faculty	127,281
Denovan-Wright, Eileen	Administration/ Staff	158,425
Deturbide, Michael	Administration/ Staff	172,467
Deval, Helene	Faculty	142,470
Devlin, Richard	Administration/ Staff	171,079
Diallo, Claver	Faculty	120,897
Diamond, Eli	Faculty	105,936
Dick, Darren	Administration/ Staff	100,901
Dieleman, Crystal	Faculty	117,926
Diepeveen, Leonard	Faculty	153,899
Dilcher, Karl	Faculty	153,864
Dionne, Marguerite	Faculty	108,299
Dithurbide, Lori	Faculty	101,783



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Dobson, Melanie	Faculty	167,222
Dodds, Linda	Faculty	137,117
Doelle, Meinhard	Faculty	137,801
Doman, Darrel	Faculty	129,538
Donaldson, Adam	Administration/ Staff	110,517
Dong, Xianping	Faculty	115,749
Doucette, Alan	Faculty	117,523
Dowd, Michael	Faculty	139,367
Downie, Jocelyn	Faculty	155,478
Doyle, Michael	Faculty	175,261
Doyle-Bedwell, Patricia	Faculty	139,260
Drane, Mike	Administration/ Staff	117,129
Drummond, James	Faculty	133,078
DuBois, Lindsay	Faculty	138,126
Duck, Thomas	Faculty	135,693
Duffy, Kevin	Faculty	130,393
Duinker, Peter	Administration/ Staff	164,641
Dukeshire, Steven	Faculty	112,008
Duncan, Roy	Faculty	195,451
Dunlop, Diane	Faculty	109,314
Dunn, Kevin	Administration/ Staff	156,856
Dupre, Denis	Faculty	110,100
Durier-Copp, Martine	Administration/ Staff	132,557
Duston, James	Faculty	143,527
Dyack, Sarah	Faculty	145,417
Earl, E Marie	Faculty	121,101
El Nagggar, Hany	Faculty	167,380
El-Hawary, M.	Faculty	210,570
El-Masry, Ezz	Faculty	199,158
ElSankary, Kamal	Faculty	128,918
Enns, Anthony	Faculty	106,682
Erdman, Joanna	Faculty	130,023
Eskes, Gail	Faculty	169,471
Evans, David	Faculty	127,281
Fanning, Lucia	Faculty	128,606
Fardy, Peter	Administration/ Staff	318,790
Farhat, Zoheir	Faculty	162,838
Farid, Abdolhossain	Faculty	115,424
Faridi, Sara	Faculty	133,526
Farmer, James	Administration/ Staff	120,996
Fawcett, James	Faculty	131,581
Fedortchouk, Yana	Faculty	113,783
Fenety, P Anne	Administration/ Staff	154,216
Fennel, Katja	Faculty	150,725
Fenton, Gordon	Faculty	175,152
Fergus, Frederick	Faculty	126,579
Fiander, Donald	Administration/ Staff	106,012
Field, Simon	Faculty	100,890
Fierlbeck, Katherine	Faculty	147,468
Filiaggi, Mark	Administration/ Staff	176,417
Finbow, Robert	Faculty	153,901
Fine, Alan	Faculty	195,452
Firanescu, Daniela	Faculty	117,113
Fitting, Elizabeth	Faculty	109,426
Fleming, Michael	Faculty	104,086
Florizone, Richard	Administration/ Staff	483,115
Folkins, Ian	Faculty	142,153

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Fooladi, Iraj	Faculty	244,966
Foran, Nancy- Beth	Administration/ Staff	113,297
Forrestall, Anne	Administration/ Staff	160,334
Foster, Kenneth	Faculty	134,847
Foster, Michael	Faculty	121,724
Fournier, Michael	Faculty	111,752
France, Robert	Faculty	133,817
Franey, Donna	Administration/ Staff	151,007
Fraser, Andrea	Faculty	136,186
French, Leanne	Administration/ Staff	113,379
Friedman, Alon	Faculty	161,631
Frigerio, Vittorio	Faculty	128,036
Fulford, Allison	Administration/ Staff	120,117
Gadbois, Simon	Faculty	103,088
Gagnon, Graham	Faculty	210,308
Gahagan, Jacqueline	Faculty	152,304
Gallant, Karen	Faculty	102,858
Gambold, Liesl	Faculty	116,796
Gantar, Jure	Administration/ Staff	153,882
Gao, Qigang	Faculty	172,006
Garagash, Dmitry	Faculty	144,173
Gardiner Barber, Pauline	Faculty	168,857
Gardner, David	Faculty	179,107
Garland, H Wayne	Faculty	167,578
Garvey, Brigid	Faculty	117,379
Gass, David	Faculty	113,466
Gassmann, Horand	Faculty	166,947
Gentleman, Wendy	Faculty	134,146
Georgallas, Alexander	Faculty	138,490
Ghanem, Amyl	Faculty	140,491
Ghasemi, Alireza	Faculty	100,042
Gibson, Elaine	Faculty	153,739
Gibson, Mark	Faculty	138,618
Gilbert, Robert	Faculty	119,764
Gimenez-Mico, Maria Jose	Faculty	129,537
Ginn, Diana	Faculty	147,036
Girouard, Marilyn	Faculty	150,189
Giusto, Andrea	Faculty	113,371
Goldberg, Lisa	Faculty	125,455
Gonzalez-Cueto, Jose	Faculty	130,449
Good, Kimberley	Faculty	150,170
Goodday, Reginald H B	Faculty	193,215
Goralski, Kerry	Faculty	123,915
Gordon, Kevin	Faculty	145,417
Gosse, John	Faculty	156,562
Graham, Janice	Faculty	170,401
Grandy, Scott	Faculty	112,799
Grant, Doris	Administration/ Staff	131,999
Grant, Ian	Faculty	105,228
Grant, Jonathan	Faculty	198,493
Grant, Kelvin	Faculty	153,899
Gratzer, Paul	Faculty	137,844
Gray, David	Administration/ Staff	208,415
Gray, Janine	Faculty	105,727
Greenfield, Bruce	Faculty	153,801
Gregoire, Curtis	Faculty	129,061
Groulx, Dominic	Faculty	122,504

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Grujic, Djordje	Faculty	147,229
Gu, Hong	Faculty	138,655
Gu, Jason	Faculty	144,874
Gu, Yang	Faculty	139,622
Gubitz, Gordon	Faculty	108,089
Guibault, Lucie	Faculty	102,074
Gunawardena, Arunika	Faculty	139,399
Guy, Jean-Sebastien	Faculty	102,054
Habib, Muhammad	Faculty	179,885
Hadskis, Michael	Faculty	128,366
Haelssig, Jan	Faculty	104,381
Hajizadeh, Mohammad	Faculty	108,470
Hall, Jennifer	Administration/ Staff	193,150
Hall, Kimberley	Faculty	133,660
Halperin, Scott	Faculty	145,417
Hamdan, Nader	Faculty	154,525
Hamilton-Hinch, Barbara-Ann	Faculty	114,931
Hammermeister, Andrew	Faculty	111,502
Hanlon, Gregory	Faculty	158,921
Hanly, John	Faculty	146,097
Hanrahan, Cassandra	Faculty	110,102
Hansen, David	Faculty	150,834
Harding, Stephen	Administration/ Staff	201,584
Harman, Katherine	Administration/ Staff	132,925
Harris, Andrew	Faculty	152,703
Hartlen, Stephen	Administration/ Staff	198,993
Hartling, Margaret	Faculty	117,379
Hartt, Christopher	Faculty	106,136
Harvey, Frank	Administration/ Staff	203,041
Harvey-Clark, Chris	Administration/ Staff	158,014
Hashmi, Javeria	Faculty	101,033
Haslam, Jason	Faculty	108,089
Hatchette, Todd	Faculty	145,500
Havard, Peter	Faculty	144,290
Hawkey, Kirstie	Faculty	105,366
Hawkins, Ann	Faculty	145,417
Hay, Alex	Faculty	189,059
Hayden, Jill	Faculty	143,798
Hayter, Nancy	Administration/ Staff	132,647
Hayward, Kathryn	Faculty	111,402
He, Meng	Faculty	102,892
He, Quan	Faculty	108,246
Heathcote, John	Faculty	157,529
Hebb, Gregory	Faculty	209,660
Hebb, Matthew	Administration/ Staff	198,827
Hebert, Kim	Faculty	106,447
Helland, Christopher	Faculty	120,217
Helpard, Heather	Faculty	120,799
Herbinger, Christophe	Faculty	138,527
Herder, Matthew	Faculty	110,788
Hewitt, Kevin	Faculty	144,613
Heywood, Malcolm	Faculty	158,878
Hickey, Ellen	Faculty	110,440
Hicks, Jason	Administration/ Staff	110,000
Hildebrand, Barbara	Administration/ Staff	117,129
Hill, Ian	Administration/ Staff	175,098
Hill, Paul	Faculty	156,800

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Holmes, Susan	Faculty	151,908
Hope, John	Administration/ Staff	141,636
Horrey, Kathleen	Faculty	146,222
Hoskin, David	Faculty	177,979
Houk, Shauna	Faculty	116,745
Howard, Vivian	Administration/ Staff	158,488
Howlett, Susan	Faculty	155,370
Hoyle, Jeff	Faculty	158,899
Hubbard, Ted	Faculty	159,843
Hubley, Beverly	Administration/ Staff	101,853
Huett, Suzanne	Administration/ Staff	131,461
Hughes, Jean	Faculty	164,683
Hughes, Larry	Faculty	172,787
Huish, Robert	Faculty	108,015
Hung, Jeanette	Faculty	128,053
Hung, Orlando	Faculty	152,586
Hunter, Sara	Faculty	129,125
Hutchings, Jeffrey	Faculty	172,673
Hutchinson, Susan	Faculty	130,190
Hymers, Michael	Faculty	135,746
Iakovlev, Serguei	Faculty	135,073
Ilie, Gabriela	Faculty	107,500
Ilow, Jacek	Faculty	199,960
Imran, Syed	Faculty	148,077
Ingles, Janet	Faculty	125,711
Iron, David	Faculty	126,662
Iscan, Talan	Faculty	152,804
Isenor, Jennifer	Faculty	116,560
Issekutz, Thomas	Faculty	146,033
Iulianella, Angelo	Faculty	120,093
Iverson, Sara	Faculty	151,926
Jackson, Daniel	Administration/ Staff	118,853
Jackson, Lois	Faculty	145,952
Jacques, Sophie	Faculty	123,726
Jaffar, Akram	Faculty	132,482
Jakeman, David	Faculty	152,553
James, Albert	Faculty	129,125
Jamieson, Rob	Faculty	127,336
Janssen, Jeannette	Faculty	152,718
Jarjoura, George	Faculty	140,058
Johnson, Erin	Faculty	114,247
Johnson, Keith	Faculty	155,647
Johnson, Lisa	Faculty	145,000
Johnson, Shannon	Faculty	105,229
Johnston, B Lynn	Faculty	145,600
Johnston, Brent	Faculty	135,798
Johnston, Clifton	Faculty	154,057
Johnston, Gerald	Faculty	103,750
Johnston, Mark	Faculty	151,124
Jones, Donald	Faculty	112,605
Jones, Keltie	Administration/ Staff	101,489
Joubert, Estelle	Faculty	104,325
Juckes, Tim	Faculty	105,101
Jurgens, Tannis	Faculty	139,204
Kabat-Farr, Dana	Faculty	122,522
Kablar, Boris	Faculty	158,504
Kaiser, H Archibald	Faculty	192,730

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Kaiser, Stephanie	Faculty	103,728
Kalamkarov, Alexander	Faculty	190,927
Kalyaniwalla, Nauzer	Faculty	114,068
Karabanow, Jeff	Faculty	135,884
Karten, Barbara	Faculty	119,855
Kay-Raining Bird, Elizabeth	Faculty	146,126
Keats, Melanie	Faculty	117,172
Kelley, Daniel	Faculty	153,899
Kelly, Melanie	Faculty	168,343
Kelly, Patrick	Faculty	119,182
Kelm, Cheryle	Faculty	161,695
Kember, Guy	Faculty	156,078
Kenney, Tobias	Faculty	114,720
Kephart, George	Faculty	145,688
Kermanshahi pour, Azadeh	Faculty	101,545
Keselj, Vlado	Faculty	145,850
Kesselring, Krista	Faculty	130,800
Kevany, Kathleen	Faculty	109,782
Kiberd, Bryce	Faculty	115,236
Kieft, Michael	Faculty	134,977
Kienast, Markus	Faculty	120,588
Kiepek, Niki	Faculty	106,178
Kilfoil, Mary	Faculty	132,056
Kilyanek, Shannon	Faculty	117,379
Kim, Jong Sung	Faculty	108,593
Kimmerly, Derek	Faculty	106,702
Kirk, John	Faculty	164,345
Kirk, Sara	Faculty	141,385
Kirkland, Susan	Faculty	179,905
Kirkpatrick, David	Faculty	129,784
Knechtel, Mark	Faculty	146,309
Koleilat, Ghada	Faculty	121,500
Kolokolnikov, Theodore	Faculty	124,861
Kotlyarova, Yulia	Faculty	130,760
Kozey, Cheryl	Administration/ Staff	167,044
Kozey, John	Faculty	140,354
Kozlov, Denis	Faculty	103,099
Kozousek, Vladimir	Faculty	145,722
Kraglund, Ferne	Faculty	168,009
Kreplak, Laurent	Administration/ Staff	132,451
Krueger, Stefan	Faculty	120,081
Kutcher, Stanley	Faculty	153,819
Kuzak, Stephen	Faculty	155,967
Kynoch, Gary	Faculty	130,285
Labrie, Daniel	Faculty	147,824
Lada, Rajasekaran	Faculty	161,584
Ladouceur, Michel	Faculty	118,393
Lake, Craig	Faculty	157,562
Lamb, Jeffrey	Administration/ Staff	126,241
Lane, Patricia	Faculty	178,973
Lang, Bianca	Faculty	145,417
Langille, Morgan	Faculty	102,598
Langley, Joanne	Faculty	145,417
Lantz, Andrea	Faculty	127,812
Laroche, Julie	Faculty	204,726
Larsen, Jeff	Administration/ Staff	146,700
Latimer, Margot	Faculty	128,984

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Latta, Robert	Faculty	133,764
Lauckner, Heidi	Faculty	111,908
Lawson, Keith	Faculty	117,596
Leadbetter, Brian	Administration/ Staff	121,732
LeBlanc, Constance	Administration/ Staff	179,752
LeBlanc, John	Faculty	129,038
Leddin, Desmond	Faculty	145,051
Lee Men Chin, Patricia	Faculty	110,019
Lee, Christopher	Faculty	154,720
Lee, J Michael	Faculty	192,091
Lee, Kyung	Faculty	131,000
Lee, Song	Faculty	151,497
LeLacheur, Anne	Faculty	117,379
Leon, L Joshua	Administration/ Staff	250,396
Leonard, Martha	Administration/ Staff	194,245
Lesins, Glen	Faculty	119,716
Leving, Yuri	Faculty	123,693
Levy, Adrian	Faculty	279,421
Lewer, Ian	Administration/ Staff	106,791
Lewis, Marlon	Administration/ Staff	242,917
Li, Yung-Hua	Faculty	129,406
Lilley, Brian	Faculty	136,935
Lin, Shan	Faculty	155,112
Linsdell, Paul	Faculty	152,680
Litke, Susanne	Administration/ Staff	106,113
Little, Timothy	Faculty	164,782
Liu, Lei	Faculty	135,599
Liu, Xiang-Qin	Faculty	165,153
Liu, Yi	Faculty	149,060
Llewellyn, Jennifer	Faculty	146,763
Loney, Robert	Faculty	189,774
Loomer, Geoffrey	Administration/ Staff	128,875
Lotze, Heike	Faculty	122,714
Luckyj, Christina	Faculty	142,230
Luo, Shao-Pin	Faculty	115,914
Lynch, Daniel	Faculty	154,066
Lynch, Derek	Faculty	119,286
Lynk, Andrew	Faculty	145,417
Ma, Yuan	Faculty	129,217
MacDonald, Bertrum	Faculty	172,046
MacDonald, Corinne	Faculty	156,722
MacDonald, Judy	Faculty	156,895
Macdonald, Linda	Faculty	119,025
Macdonald, Marilyn	Faculty	138,266
MacDonald, Nancy	Faculty	115,796
MacDonald, Nora Noni	Faculty	332,329
MacInnis, Elaine	Administration/ Staff	120,618
MacIntosh, Constance	Faculty	128,098
MacIntosh, Duncan	Faculty	160,341
MacIntyre, Hugh	Faculty	130,000
MacIsaac, Betty	Faculty	108,612
MacKay-Lyons, Marilyn	Faculty	152,182
MacKenzie, Diane	Faculty	113,668
MacKenzie, Tracey	Faculty	132,761
MacKnight, Christopher	Faculty	133,161
MacLaren, Leslie	Faculty	150,961
MacLean, Colin	Faculty	153,424

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
MacLeod, Anna	Faculty	112,880
MacLeod, Leona	Faculty	117,209
MacMillan, Kathleen	Faculty	216,024
MacNairn, Gwendolyn	Faculty	116,370
MacPherson, Kathleen	Faculty	166,111
Macy, Christine	Administration/ Staff	173,924
Makani, Joyline	Faculty	129,604
Makrigiannis, Andrew	Faculty	180,223
Maksym, Geoffrey	Faculty	150,853
Maloney, Timothy	Administration/ Staff	121,736
Manderson, Jill	Faculty	115,596
Mannathukkaren, Nissim	Faculty	110,204
Mannell, Steven	Faculty	157,337
Mansour, Susan	Administration/ Staff	147,184
Manuel, Patricia	Faculty	151,674
Marcato, Paola	Faculty	106,377
Marignani, Paola	Faculty	136,685
Marshall, Emily	Faculty	117,777
Marshall, Jean	Faculty	198,920
Martin Misener, Ruth	Faculty	149,430
Martin, Fiona	Faculty	104,417
Martin, Randall	Faculty	170,920
Martynenko, Alex	Faculty	121,882
Mathis, Christopher	Administration/ Staff	116,144
Matthewman, Anne	Administration/ Staff	148,407
Matthews, Debora	Faculty	201,580
Matthias, David	Faculty	115,796
Matwin, Stan	Faculty	237,081
Maxner, Charles	Faculty	151,453
Mazzanti, Gianfranco	Faculty	132,281
McAllister, Michael	Administration/ Staff	164,650
McAllister-Irwin, Nancy	Faculty	121,138
McCallum, Hope	Administration/ Staff	113,313
McCallum, Todd	Faculty	113,808
McClure, Rob	Faculty	109,741
McCormick, Craig	Faculty	135,239
McDevitt, Orla	Administration/ Staff	101,853
McDonald Winsor, Kimberly	Administration/ Staff	110,608
McDougall, Jason	Faculty	161,621
McGrath, Patrick	Faculty	112,678
McKibbon, Shelley	Faculty	106,263
McLarney, Carolan	Faculty	207,286
McLean, Nancy	Faculty	108,246
McLeod, Roger	Administration/ Staff	154,839
McMaster, Christopher	Faculty	194,330
McMullen, Patricia	Faculty	151,818
McNally, Mary	Faculty	167,787
McNeil, Claire Isobel	Administration/ Staff	100,127
McNeil, David	Faculty	142,375
McNeil, Shelly	Faculty	119,821
McNeill, Heather	Administration/ Staff	124,918
McParland, Columba	Faculty	148,862
Mechoulan, Stephane	Faculty	160,469
Meinertzhagen, Ian	Faculty	191,881
Mellish, Deborah	Faculty	117,379
Mello, Isabel	Faculty	171,970
Mensink, David	Faculty	144,141

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Merritt, Brenda	Administration/ Staff	146,762
Metallic, Naiomi	Faculty	104,800
Metaxas, Anna	Faculty	137,879
Michaud, Pierre-Luc	Faculty	165,760
Michels, David	Faculty	110,718
Milicevic, Jasmina	Faculty	112,861
Milios, Evangelos	Faculty	166,955
Militzer, Julio	Faculty	176,964
Miller, Stephen	Faculty	153,600
Milliken, Heather	Faculty	121,535
Mills Flemming, Joanna	Faculty	101,942
Mills, Joanne	Faculty	126,895
Milson, Robert	Faculty	126,269
Monchesky, Theodore	Faculty	134,866
Moore, Christopher	Administration/ Staff	233,724
Moosberger, Michael	Administration/ Staff	147,287
Mopoho, Raymond	Faculty	137,971
Moreside, Janice	Faculty	104,001
Morgunov, Nikolas	Faculty	120,760
Morrison, Nancy	Faculty	146,022
Morton, Jeffrey	Faculty	130,838
Moyer, Rebecca	Faculty	106,500
Mullin, Roger	Faculty	112,355
Murphy, Andrea	Faculty	139,197
Murphy, Norma	Faculty	121,101
Murphy, Paul	Faculty	145,550
Murray, Lois	Faculty	124,360
Murray, Ruth	Administration/ Staff	101,853
Nams, Vilis	Faculty	151,316
Nason, Ian	Administration/ Staff	275,345
Nason, Richard	Faculty	177,883
Neals, Laura	Administration/ Staff	112,500
Nedimovic, Mladen	Faculty	162,736
Neish, Nancy	Faculty	118,984
Nelson, Patricia	Faculty	125,716
Neumann, Paul	Faculty	174,343
Neville, Cynthia	Faculty	163,336
Newhook, John	Faculty	203,438
Newman, Aaron	Faculty	132,549
Ng, Eddy	Faculty	169,369
Nguyen-Quang, Tri	Faculty	114,099
Nicol, David	Faculty	107,153
Nicolela, Marcelo	Faculty	245,722
Nielsen, Sylvia	Administration/ Staff	101,853
Noble, Brian	Faculty	124,047
Novack, Jack	Faculty	184,669
Numer, Matthew	Faculty	102,858
Oakley, Robin	Faculty	122,280
Obrovac, Mark	Faculty	141,519
O'Keefe, Carmel	Faculty	101,320
Okoye, Chidozie	Faculty	102,598
Olson, A. Randall	Faculty	153,899
Osberg, Lars	Faculty	175,920
Owen, Rochelle	Administration/ Staff	101,853
Packer, Tanya	Administration/ Staff	161,760
Pacurar, Maria	Faculty	179,539
Palermo, Frank	Faculty	197,709



<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Pan, Yajun	Faculty	128,733
Paon, Michelle	Faculty	106,263
Parcell, Stephen	Faculty	164,883
Parkash, Ratika	Faculty	137,429
Parker, Deborah	Administration/ Staff	101,853
Parker, Linda	Administration/ Staff	105,353
Parker, Louise	Faculty	143,215
Pasumarthi, Kishore	Faculty	129,501
Patrick, Ward	Faculty	145,181
Patterson, Dian	Faculty	160,046
Paulovich, Fernando	Faculty	116,308
Paulson, Allan	Faculty	184,656
Payne, Stephen	Faculty	112,478
Pegg, Michael	Faculty	208,206
Pekacz, Jolanta	Faculty	136,810
Pelis, Ryan	Faculty	111,239
Pelot, Ronald	Faculty	199,951
Peltekian, Kevork	Faculty	130,403
Pelzer, Dieter	Faculty	163,892
Penney, Cindy	Faculty	110,019
Penney, Jonathon	Faculty	114,713
Penny, Linda	Administration/ Staff	127,381
Percival, David	Faculty	127,955
Perrot, Tara	Faculty	146,919
Persaud, D David	Faculty	135,577
Phillips, Stephen	Faculty	106,856
Phillips, William	Faculty	204,662
Phillmore, Leslie	Faculty	123,274
Phipps, Shelley	Faculty	176,058
Pinder, Alan	Faculty	147,409
Pitts, Nancy	Faculty	138,490
Plucknett, Kevin	Faculty	175,124
Plug, Lawrence	Faculty	116,560
Ply, Elaine	Faculty	112,599
Ponomarenko, Sergey	Faculty	130,249
Power, Jim	Faculty	143,505
Price, Gordon	Faculty	101,114
Price, Richard	Faculty	198,687
Price, Sheri	Faculty	114,250
Prithviraj, Balakrishnan	Faculty	122,619
Pronk, Dorothea	Faculty	138,314
Pulakunta, Thejodhar	Faculty	121,127
Pulinilkunnil, Thomas	Faculty	103,835
Quigley, Kevin	Faculty	200,215
Radford, Mary Sue	Administration/ Staff	101,853
Radice, Martha	Faculty	103,166
Rafales, Cristina	Faculty	112,478
Rafuse, Victor	Faculty	166,988
Rainey, Jan	Faculty	118,529
Rainham, Daniel	Faculty	119,984
Ramos, Howard	Administration/ Staff	140,569
Rands, Tracy	Administration/ Staff	108,430
Rapaport, Eric	Faculty	129,142
Rathgeber, Bruce	Faculty	111,502
Rau-Chaplin, Andrew	Administration/ Staff	195,016
Reach, Douglas	Faculty	106,921
Read Guernsey, Judith	Faculty	148,647

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Rehman, Laurene	Administration/ Staff	151,264
Reid, Lynette	Faculty	111,261
Reilly, Derek	Faculty	118,547
Rhynold, Richard	Administration/ Staff	119,462
Rice Gallagher, Jody	Administration/ Staff	101,853
Richard, Brenda	Administration/ Staff	154,942
Richardson, Christopher	Faculty	224,978
Richardson, Holly	Faculty	118,575
Ridgway, Neale	Faculty	138,353
Rines, Gordon	Administration/ Staff	101,853
Ro, Hyo-sung	Faculty	166,836
Roach, David	Faculty	128,930
Roberts, Justin	Faculty	121,441
Robertson, Chad	Faculty	136,969
Robertson, George	Faculty	204,133
Robertson, Susan	Administration/ Staff	178,260
Robertson, William	Faculty	208,471
Robinson, Katherine	Faculty	145,724
Robinson, Lynne	Faculty	133,119
Rockwood, Kenneth	Faculty	144,500
Rodee, Patricia	Administration/ Staff	149,469
Roger, Andrew	Faculty	149,378
Rohde, John	Faculty	114,255
Roland-Mieszkowski, Danuta	Administration/ Staff	101,853
Rosen, Natalie	Faculty	110,775
Rosenblum, Daniel	Faculty	117,142
Ross, Trevor	Faculty	142,841
Rot, Irena	Faculty	101,268
Rotermund, Harm	Faculty	197,094
Rotman, Leonard	Faculty	181,281
Rowlston, Mary-Ann	Administration/ Staff	106,583
Roy, Jeffrey	Faculty	151,210
Rupasinghe, Vasantha	Faculty	133,967
Rusak, Benjamin	Faculty	228,157
Russell, Kathleen	Faculty	188,645
Russell, Steven	Faculty	138,368
Rutenberg, Andrew	Faculty	143,568
Rutherford, Derek	Faculty	113,156
Ruzzante, Daniel	Faculty	157,066
Ryan, Anne-Marie	Faculty	136,130
Sabo, Brenda	Faculty	123,918
Sadeghian, Pedram	Faculty	109,367
Sadek, Irene	Faculty	115,406
Sadler, Robert	Faculty	109,636
Sampalli, Srinivas	Faculty	195,701
Saney, Isaac	Faculty	137,957
Santos-Montero, Emilia	Faculty	106,101
Sapp, John	Faculty	102,000
Sarhan, Ammar	Faculty	100,578
Satish, Mysore	Faculty	204,510
Saunders, Phillip	Faculty	190,452
Savage, Niall	Faculty	126,854
Sawicki, Julia	Faculty	163,761
Scheibling, Robert	Faculty	174,798
Schepp, Norman	Faculty	146,779
Scherkoske, Greg	Faculty	111,083
Schlegel, Christian	Faculty	203,096

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Schnurr, Matthew	Faculty	105,301
Schwarz, Hans-Gunther	Faculty	182,693
Selinger, Peter	Faculty	142,874
Semba, Kazue	Faculty	173,419
Seth, Sachin	Faculty	169,762
Seto, Mae	Faculty	137,000
Shapiro, Jonathan	Faculty	109,865
Sharaput, Markus	Faculty	153,720
Shaw, Dan	Faculty	129,981
Shaw, Lynn	Administration/ Staff	175,000
Shea, Sarah	Faculty	145,417
Sheehan, Lorn	Faculty	185,857
Sheffer, Catherine	Faculty	106,101
Sheffield, Suzanne	Administration/ Staff	111,462
Sheng, Jinyu	Faculty	147,434
Sherren, Katherine	Faculty	118,977
Sherry, Simon	Faculty	118,708
Simms, Christopher	Faculty	116,652
Simpson, Alastair	Faculty	135,683
Simpson, Christy	Faculty	154,421
Sinal, Christopher	Faculty	135,599
Singer, Richard	Faculty	130,162
Singleton, Jerome	Faculty	166,820
Sketris, Ingrid	Faculty	184,300
Slamovits, Claudio	Faculty	111,519
Smirnov, Roman	Faculty	142,303
Smit, Michael	Administration/ Staff	121,666
Smith, Bruce	Faculty	180,862
Smith, Frank	Faculty	129,417
Smith, Isabel	Faculty	115,000
Smith, Karen	Faculty	140,242
Snelgrove-Clarke, Erna	Administration/ Staff	126,044
Somogyi, Simon	Faculty	101,067
Speers, Alex	Faculty	175,027
Spence, Susan	Administration/ Staff	224,236
Spinney, Colin	Administration/ Staff	173,139
Spiteri, Louise	Faculty	147,780
Sponagle, Kimberly	Faculty	108,560
Stackhouse, Susan	Faculty	134,741
Stadnyk, Andrew	Faculty	133,552
Staicer, Cynthia	Faculty	121,101
Stamp, Jennifer	Faculty	120,597
Steele, Graham	Faculty	104,097
Steenbeek, Audrey	Faculty	134,049
Sterns, Margaret	Administration/ Staff	138,356
Stevenson, Sarah	Administration/ Staff	105,365
Stewart, Sherry	Faculty	221,453
Stewart, Wendy	Faculty	163,117
Stiles, Deborah	Faculty	131,829
Stone, Michelle	Faculty	101,600
Stone, Sophia	Faculty	127,450
Stradiotto, Mark	Faculty	152,862
Sullivan, Patricia	Faculty	216,437
Sundararajan, Binod	Faculty	150,507
Susko, Edward	Faculty	146,291
Sutherland, Heather	Administration/ Staff	177,506
Swan, Lukas	Faculty	125,436

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Swanston, Marcia	Faculty	138,523
Sy, Oumar	Faculty	165,609
Taggart, Christopher	Faculty	163,948
Taghavi, Majid	Faculty	103,000
Taheri, Farid	Faculty	189,030
Tamlyn, Deborah	Faculty	152,545
Tarrant, Florence	Faculty	154,858
Tate, Margie	Faculty	117,379
Tax, Cara	Administration/ Staff	133,214
Taylor, Beth	Faculty	110,638
Taylor, Keith	Faculty	214,888
Taylor-Helmick, Tracy	Faculty	145,791
Teehan, Michael	Faculty	211,167
Tennessee, Tarjei	Faculty	115,424
Third-Genus, Shirley	Administration/ Staff	112,269
Thomas, Helmuth	Faculty	135,243
Thomas, Nikhil	Faculty	122,475
Thompson, Alison	Faculty	152,286
Thompson, Keith	Faculty	171,562
Thomson, Kim	Administration/ Staff	110,166
Thorburn, Jane	Faculty	131,241
Tibbo, Philip	Faculty	146,097
Tomblin Murphy, Gail	Administration/ Staff	186,900
Too, Catherine	Faculty	164,866
Torkkeli, Paivi	Faculty	151,356
Toze, Sandra	Administration/ Staff	135,412
Trappenberg, Thomas	Faculty	157,793
Treiger, Alexander	Faculty	105,515
Trifts, Valerie	Faculty	161,819
Trukhachev, Dmitry	Faculty	106,500
Tumennasan, Norovsambuu	Faculty	120,337
Turculet, Laura	Faculty	123,627
Turnbull, Geoffrey	Faculty	144,500
Turnbull, Lori	Administration/ Staff	139,222
Turpin, Verity	Administration/ Staff	137,135
Tyedmers, Peter	Faculty	122,807
Ugursal, V Ismet	Faculty	190,105
Ulku, Muhammed Ali	Faculty	168,744
Ungar, Michael	Faculty	158,398
Usta, Murat	Faculty	134,200
Utas, Bryan	Administration/ Staff	127,546
Van Den Hof, Mike	Faculty	154,409
VanBerkel, Peter	Faculty	107,579
VanderZwaag, David	Faculty	203,103
Venart, Catherine	Faculty	117,206
Venkatadri, Uday	Faculty	139,108
Versnel, Joan	Faculty	130,681
Vincer, Michael	Faculty	145,417
Vukic, Adele	Faculty	121,101
Wach, Grant	Faculty	216,703
Wagschal, Ian	Administration/ Staff	101,853
Waisman, David	Faculty	224,977
Walde, Sandra	Administration/ Staff	159,821
Waldron, Ingrid	Faculty	118,698
Walker, Alexander	Administration/ Staff	117,129
Walker, Tony	Faculty	114,247
Wallace, Douglas	Faculty	244,484

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Walsh, Arthur	Administration/ Staff	106,666
Walsh, Jasmine	Administration/ Staff	189,163
Walsh, Margaret	Faculty	131,939
Walsh, Noreen	Faculty	145,180
Wang, Jian	Faculty	142,180
Wang, Jun	Faculty	120,177
Wang-Pruski, Gefu	Faculty	133,142
Ward, Courtney	Faculty	103,896
Ward, Lori	Administration/ Staff	115,242
Warkentin, Andrew	Faculty	142,524
Warman, Casey	Faculty	123,530
Warner, Grace	Faculty	115,052
Warner, Robert	Faculty	106,598
Warwick, Jacqueline	Faculty	119,558
Watson, Wade	Faculty	145,917
Watson-Wright, Wendy	Administration/ Staff	253,750
Watt, Julia	Administration/ Staff	111,158
Watters, Carolyn	Administration/ Staff	309,421
Weaver, Ian	Faculty	121,051
Weeden, Anne	Administration/ Staff	142,343
Weeks, Lori	Faculty	128,278
Weerasinghe, Swarna	Faculty	141,461
Weinberg, Merlinda	Faculty	103,225
Welch, Jo	Faculty	114,397
Wells, Sarah	Faculty	137,130
Welsh, Elizabeth	Faculty	120,336
Wentzell, Peter	Faculty	162,884
West, Kenneth	Faculty	106,164
West, Michael	Faculty	112,440
Westwood, David	Faculty	127,581
Wheadon, Katherine	Administration/ Staff	101,853
Whelan, Anne Marie	Faculty	151,316
Whelan, Emma	Faculty	114,260
White, Catherine	Faculty	104,179
White, Gerald	Faculty	132,919
White, Robert	Faculty	154,642
Whitehead, Henry	Faculty	172,026
Whoriskey, Frederick	Administration/ Staff	151,791
Wight Moffatt, C Faith	Faculty	119,166
Williams, Michelle	Faculty	129,073
Wood, Ellen	Faculty	145,417
Worm, Boris	Faculty	120,840
Wranik, Dominika	Administration/ Staff	146,659
Wright, Jonathan	Faculty	124,271
Wright, Julia	Faculty	141,028
Wright, Tamara	Faculty	154,118
Wuetherick, Brad	Administration/ Staff	157,630
Xu, Kuan	Faculty	161,765
Yao, Yue	Faculty	117,379
Yemenidjian, Noubar	Faculty	187,332
Yeung, Pollen	Faculty	157,401
Yiridoe, Emmanuel	Administration/ Staff	142,731
Young, Susan	Administration/ Staff	111,603
Yue, Jin	Faculty	133,327
Yuksel, Mutlu	Faculty	114,797
Yurgel, Svetlana	Faculty	121,882
Zachernuk, Philip	Faculty	135,533

<b>Last Name, First Name</b>	<b>Employee Category</b>	<b>Compensation Paid (\$)</b>
Zaman, Qamar	Faculty	139,054
Zeh, Norbert	Faculty	145,185
Zhang, Peng	Faculty	124,288
Zhang, Wenjun	Faculty	153,302
Zhang, Ying	Faculty	113,456
Zhao, Yonggan	Faculty	176,998
Zhou, Jun	Faculty	159,275
Zhou, Weina	Faculty	101,903
Zincir-Heywood, Nur	Faculty	145,130
Zou, Steve	Faculty	171,653
Zwanziger, Josef	Faculty	200,380

# Dalhousie University

## Notes to Statement of Compensation for the Public Sector Compensation Disclosure Act

Year ended March 31, 2018

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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.