

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

# **Dalhousie University**

Year ended March 31, 2015



**KPMG LLP**  
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## **INDEPENDENT AUDITORS' REPORT**

To the Board of Governors of Dalhousie University

We have audited the accompanying schedule of employees with compensation in excess of \$100,000 for Dalhousie University for the year ended March 31, 2015 and notes, comprising a summary of significant accounting policies and other explanatory information (together "the schedule"). The schedule 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 Schedule*

Management is responsible for the preparation of the schedule 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 schedule in the circumstances, and for such internal control as management determines is necessary to enable the preparation of the schedule that is free from material misstatement, whether due to fraud or error.

### *Auditors' Responsibility*

Our responsibility is to express an opinion on the schedule 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 schedule is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the schedule. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the schedule, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation of the schedule 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 schedule.

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, the schedule of employees with compensation in excess of \$100,000 for Dalhousie University for the year ended March 31, 2015 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 schedule, which describes the basis of accounting. The schedule is prepared to meet the requirement of the Public Sector Compensation Disclosure Act dated December 10, 2010. As a result, the schedule may not be suitable for another purpose.

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 extends to the right.

Chartered Accountants  
May 27, 2015

Halifax, Canada

# Dalhousie University

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

Year ended March 31, 2015

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, 2015, the following board members, officers and employees received compensation of \$100,000 or more:

<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Abidi, Syed	162,131
Ackroyd-Stolarz, Stacy	126,444
Adamo, Shelley	138,661
Adams, Mary Jane	112,857
Adisesh, Anil	170,000
Agu, Remigius	113,913
Aguinaga, Jerry	135,000
Aiken, Linda	119,835
Aiken, Steven	120,999
Aissaoui, Driss	108,308
Alda, Martin	138,944
Ali, Nouman	157,076
Ali-Hassan, Hossam	132,430
Allen, Gary	134,501
Allen, Peter	160,482
Amyotte, Paul	196,565
Anderson, David	150,083
Anderson, Derek	180,311
Anderson, Robert	180,853
Andreas, Heather	107,427
Andrews, Cynthia	135,228
Anini, Younes	107,829
Aporta, Claudio	104,285
Archibald, Bruce	171,386
Archibald, Greg	213,111
Archibald, John	111,230
Armson, Brian	220,753
Armson, Joy	165,688
Arnold, Dirk	120,119
Arthur, Peter	103,478
Asada, Yukiko	104,714
Asbridge, Mark	119,499
Asiedu, Samuel	192,795
Astatkie, Tessema	170,596

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Aston, Megan	118,435
Baechler, Jennifer	104,900
Bagnell Styles, Catherine	174,177
Bain, Jennifer	115,437
Baldrige, William	154,701
Bannerman, Ronald	186,138
Bannister, Peter	118,005
Barker, James	183,441
Barnes, Christine	138,748
Barnes, Lesley	116,129
Barrett, Ann	126,259
Barrett, David	112,608
Barrett, Lisa	100,000
Barrett, Sean	105,132
Barry, Mairead	116,943
Barzilai, Jonathan	176,513
Basu, Prabir	188,069
Bauer, Robert	136,850
Baur, Steven	103,478
Baxter, John	157,066
Baylis, Francoise	205,827
Beagan, Brenda	116,759
Bearne, Stephen	173,102
Beaubien, Louis	118,781
Beauchamp, Christine	123,659
Beaumont, Christopher	187,351
Beazley, Karen	123,032
Becke, Axel	179,313
Beiko, Robert	138,690
Bell, Christopher	123,602
Bell, David	175,622
Benkel, Bernhard	172,870
Bennett, Evelyn	103,061
Benstead, Timothy	107,777
Bentzen, Paul	185,379
Bernstein, Mark	137,583
Bielawski, Joseph	125,470
Bingham, John	110,718
Bishop, Donald	174,281
Bishop, Todd	105,406
Black, A Fiona	160,400
Black, David	123,527
Black, Vaughan	123,108
Blake, John	137,935
Blanchard, Christopher	122,406
Bleasdale, Barbara	119,263
Bleasdale, Ruth	102,937
Bliemel, Michael	151,615
Blouin, Christian	124,085
Blunden, Robert	151,094

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Blustein, James	126,925
Bodorik, Peter	169,022
Boe, Shaun	114,336
Bonnemaision, Sarah	130,553
Boran, Thomas	208,088
Boudreau, Bernard	154,234
Bourne-Tyson, Donna	169,189
Bousquet, Jean-Francois	109,626
Boutet, Alain	154,196
Boutilier, Darrell	112,857
Boyd, Daniel	149,314
Bradley, Sarah	107,992
Brewster, Gordon	175,027
Brodsky, Alexander	101,861
Brooks, Kimberley	191,166
Brooks, Stephen	124,052
Brooks, Su-Ling	111,401
Brooks-Craig, Elaine	104,989
Brousseau, Susan	115,501
Brown, Catrina	126,417
Brown, Jason	147,655
Brown, Jeremy	105,659
Brown, Jocelyn	116,684
Brown, Marion	108,063
Brown, Richard	153,333
Budge, Suzanne M	123,329
Burge, Frederick	102,257
Burnay, Diogo	137,607
Burnell, Jean	137,983
Burton, David	178,808
Burton, Peter	147,641
Byers, David	169,388
Byrne, Joseph	163,283
Cada, Michael	187,341
Caissie, Rachel	134,096
Caldwell, Claude	185,523
Cameron, Gregory	123,908
Cameron, John	101,719
Cameron, Stewart	139,311
Campbell, Carolyn	130,686
Campbell-Yeo, Marsha	104,462
Carbert, Louise	126,417
Carrey, Normand	138,944
Carvalho, Sergio	162,976
Carver, Daniel	119,094
Cassin, A Marguerite	127,904
Cathy Connell MD Inc,	177,332
Cavanagh, Edwin	170,189
Chambers, Christine	108,907
Chapman, Scott	104,456

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Chappe, Valerie	136,974
Chauhan, Balwantray	181,149
Chen, Jing	134,735
Chen, Zhizhang	180,485
Chircop, Aldo	149,732
Chircop, Andrea	110,444
Chorney, Jill	110,987
Chowdhury, Dhiman	137,584
Chowdhury, Shamsud D	176,963
Chuang, Jiunn-Ming	148,237
Clark, Stephen	189,737
Clarke, David	116,066
Cleave, Patricia	132,488
Cleghorn, Blaine	183,693
Clow Bohan, Margaret	110,988
Cochrane, Andrew	170,891
Cochrane, Linda	121,044
Coley, Alan	162,108
Colford, Ian	120,500
Comber, Scott	145,581
Conrod, Joan	194,532
Cooper, Afua	141,828
Corbin, Stephen	195,324
Corke, Sarah-Jane	106,873
Corkum, Penny	109,480
Cormier, David	103,047
Corcadden, Kenneth	139,517
Cote, Patrice	109,241
Couban, Stephen	103,992
Coughlan, Stephen	146,871
Coutand, Isabelle	107,215
Coutts, Peter	139,866
Cowley, Elizabeth	121,686
Cox, Jafna	111,064
Cox, Philip	187,208
Cozens, Frances	121,743
Crago, Martha	268,384
Croll, Roger	158,016
Crombie, Karen	163,847
Crowder, Nathan	110,366
Crowell, Tammy	105,817
Cruess, Alan	150,095
Culshaw, Nicholas	125,945
Cunningham, Margaret	257,370
Curran, Janet	107,623
Currie, Robert	128,375
Currie, William	161,134
Curtis MacQuarrie Inc,	112,717
Curwin, Sandra	124,509
Cutler, G Christopher	110,817

<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Cyrus, J	162,531
Cyrus, Teresa	154,730
Dahn, Jeffrey	194,910
Darvesh, Sultan	103,260
Dasgupta, Swapan	169,904
Davidson, June	126,668
Davis, Benjamin	132,281
Dawkins, Cedric	161,131
Dawson, Carrie	120,013
De Antueno, Liliana	110,139
Deacon, Helene	131,568
Dechman, Gail	107,735
Dellaire, Graham	115,488
DeLong, Lisa	100,445
Delva, Nicholas	183,983
Denike, Margaret	106,772
Denovan-Wright, Eileen	143,546
Deturbide, Michael	139,720
Deval, Helene	122,901
Devlin, Richard	156,533
Diallo, Claver	108,625
Dieleman, Crystal	108,004
Diepeveen, Leonard	140,831
Dilcher, Karl	152,418
Djokic, Philippe	147,114
Dobson, Melanie	149,013
Dodds, Linda	114,922
Doelle, Meinhard	125,139
Doman, Darrel	106,608
Dong, Xianping	103,404
Dooley, Joseph	135,852
Doolittle, W	100,000
Dossou-Yovo, Angelo	103,385
Doucette, Alan	115,000
Dowd, Michael	119,951
Downie, Jocelyn	150,584
Doyle, Michael	182,002
Doyle-Bedwell, Patricia	113,268
Dr David Botten Inc,	102,842
Dr Glenn Andrea MD Inc,	208,552
Dr Katherine A Robinson Inc,	262,778
Drane, Mike	112,813
Drummond, James	165,649
DuBois, Lindsay	125,005
Duck, Thomas	119,114
Duffy, Kevin	118,880
Duinker, Peter	156,298
Dukeshire, Steven	136,574
Duncan, Roy	179,741
Dunlap, Richard	168,194



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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Dunlop, Diane	134,686
Dunn, Kevin	146,080
Durier-Copp, Martine	108,137
Dyack, Sarah	138,500
Dykeman, Floyd	178,171
Earl, E Marie	116,120
Edgecombe, Nancy	116,281
El-Hawary, M.	197,427
Ellis, Patrick	138,244
El-Masry, Ezz	188,727
ElSankary, Kamal	108,263
Erdman, Joanna	116,642
Eskes, Gail	157,448
Evans, David	120,316
Evans, Joan	132,139
Fanning, Lucia	107,702
Fardy, Peter	251,290
Farhat, Zoheir	146,822
Farid, Abdolhossain	182,711
Faridi, Sara	118,773
Farrag, Abdel Aziz	161,396
Fawcett, James	117,192
Fenety, P Anne	139,000
Fennel, Katja	136,928
Fenton, Gordon	168,155
Fergus, Frederick	103,768
Field, Simon	102,000
Fierlbeck, Katherine	134,778
Filiaggi, Mark	152,194
Finbow, Robert	141,927
Fine, Alan	179,742
Firanesco, Daniela	111,987
Fischer, Dwight	187,890
Florizone, Richard	390,052
Flowerdew, Gordon	126,291
Folkins, Ian	128,671
Fooladi, Iraj	240,963
Forrestall, Anne	155,333
Foster, Michael	126,271
France, Robert	168,883
Franey, Donna	136,335
Frank, Katherine	182,812
Fraser, Andrea	124,130
Fredeen, Alan	181,114
Freedman, Bill	170,617
Friedman, Alon	112,500
Frigerio, Vittorio	111,740
Fulford, Allison	106,615
Gadbois, Simon	106,598
Gagnon, Graham	228,644

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Gahagan, Jacqueline	123,811
Gajewski, Jerzy	113,480
Gall, Neil	120,000
Gambold, Liesl	106,268
Gantar, Jure	132,139
Gao, Qigang	158,828
Garagash, Dmitry	129,324
Gardiner Barber, Pauline	157,962
Gardner, David	153,961
Garland, H Wayne	151,685
Garvey, Brigid	107,774
Gassmann, Horand	131,447
Gentleman, Wendy	122,164
Georgallas, Alexander	174,080
Ghanem, Amyl	127,034
Ghazal, Amal	107,668
Gibling, Martin	156,333
Gibson, Elaine	142,143
Gibson, Mark	108,776
Gilbert, Robert	108,308
Gill, Thomas	188,905
Gimenez-Mico, Maria Jose	117,724
Ginn, Diana	143,488
Girouard, Marilyn	125,764
Giusto, Andrea	103,463
Goldberg, Lisa	118,501
Gonzalez-Cueto, Jose	120,070
Good, Kimberley	137,237
Goodday, Reginald H B	180,952
Goodwin, Carol	175,027
Goodyear, S Norman	175,062
Goralski, Kerry	105,893
Gorsky, Diane	141,495
Gosse, John	141,261
Graham, Janice	152,222
Grandy, Scott	103,064
Grant, Doris	121,501
Grant, Ian	105,428
Grant, Jill	172,996
Grant, Jonathan	183,919
Grant, Kelvin	181,114
Grantmyre, John	144,311
Gratzer, Paul	123,320
Graves, Gillian	100,364
Graves, Milton	103,038
Gray, David	185,000
Greenfield, Bruce	140,912
Gregoire, Curtis	106,877
Groulx, Dominic	109,427
Grujic, Djordje	131,995

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Gu, Hong	128,455
Gu, Jason	127,364
Gubitz, Gordon	103,000
Gunawardena, Arunika	129,664
Habib, Muhammad	158,837
Hadskis, Michael	114,077
Hall, Kimberley	118,909
Hall, Richard	139,111
Halperin, Scott	137,583
Hamilton, David	154,005
Hammermeister, Andrew	133,943
Hanada, Edwin	106,444
Hanley, Joan	112,194
Hanlon, Gregory	140,404
Hanly, John	134,832
Hansen, David	138,244
Harding, Stephen	147,892
Harman, Katherine	139,874
Harris, Andrew	140,451
Hartlen, Stephen	183,955
Hartt, Christopher	119,260
Harvey, Frank	152,669
Harvey-Clark, Chris	150,000
Haslam, Jason	101,115
Hatchette, Todd	139,211
Havard, Peter	129,892
Hawkins, Ann	110,066
Hay, Alex	174,709
Hayden, Jill	131,876
Hayter, Nancy	122,400
Hayward, Kathryn	101,719
He, Quan	134,521
Heathcote, John	191,228
Hebb, Gregory	217,740
Hebb, Matthew	168,300
Hebert, Kim	102,564
Helland, Christopher	108,743
Helpard, Heather	110,773
Herbinger, Christophe	122,303
Hewitt, Kevin	124,541
Heywood, Malcolm	142,269
Hickey, Ellen	118,102
Hildebrand, Barbara	111,392
Hill, Ian	133,826
Hill, John	135,546
Hill, Paul	130,187
Holmes, Susan	144,614
Hope, John	129,096
Horrey, Kathleen	139,111
Hoskin, David	159,256

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Houk, Shauna	106,136
Howard, Vivian	140,952
Howlett, Susan	144,514
Hoyle, Jeff	186,950
Hoyte, Shawna	119,285
Hubbard, Ted	146,558
Huett, Suzanne	121,676
Hughes, Daniel	137,583
Hughes, Elizabeth	118,065
Hughes, Jean	151,221
Hughes, Larry	159,029
Hung, Jeanette	146,985
Hung, Orlando	142,098
Hutchings, Jeffrey	165,403
Hutchinson, Susan	118,353
Hymers, Michael	118,805
Iakovlev, Serguei	126,792
Ilow, Jacek	175,171
Imran, Syed	137,951
Ingles, Janet	117,142
Iron, David	113,971
Irvine, Dean	120,633
Iskan, Talan	131,978
Isenor, Jennifer	113,072
Issekutz, Thomas	134,695
Iulianella, Angelo	102,313
Iverson, Sara	145,294
Jackson, Daniel	101,137
Jackson, Lois	149,555
Jacques, Sophie	117,787
Jakeman, David	148,332
Jamieson, Rebecca	164,433
Jamieson, Rob	118,200
Janssen, Jeannette	132,773
Jarjoura, George	115,353
Jennings, Mary Jane	150,150
Jiang, Guo-Liang	122,901
Johnson, Keith	149,784
Johnson, Shannon	130,563
Johnston, Brent	121,254
Johnston, Clifton	159,008
Johnston, Gerald	191,547
Johnston, Grace	141,732
Johnston, Mark	133,336
Johnston, Michael	103,785
Jones, Bronwen	100,000
Jones, Donald	126,447
Jones, Keltie	104,264
Jurgens, Tannis	124,244
Kablar, Boris	138,767

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Kachan, Asa	114,329
Kaiser, H Archibald	183,067
Kaiser, Stephanie	103,728
Kalamkarov, Alexander	176,508
Kalyaniwalla, Nauzer	114,953
Karabanow, Jeff	123,123
Karten, Barbara	105,893
Kay-Raining Bird, Elizabeth	138,359
Keats, Melanie	100,991
Kelley, Daniel	140,831
Kelly, Melanie	163,277
Kelly, Patrick	114,196
Kelm, Cheryle	148,342
Kember, Guy	142,930
Kephart, George	127,994
Keselj, Vlado	134,356
Kesselring, Krista	122,271
Kevany, Kathleen	130,499
Kiberd, Bryce	115,236
Kieffe, Michael	113,154
Kienast, Markus	113,971
Kilfoil, Mary	120,152
Kimmerly, Derek	101,195
King, Carolyn	105,952
Kirby, Jeffrey	101,699
Kirby, Sarah	106,630
Kirk, John	160,418
Kirk, Sara	125,921
Kirkland, Susan	146,626
Kirkpatrick, David	129,784
Klapstein, Raymond	180,667
Klein, Raymond	182,524
Knechtel, Mark	131,005
Kolokolnikov, Theodore	110,424
Kotlyarova, Yulia	118,901
Kozey, Cheryl	145,802
Kozey, John	133,415
Kozousek, Vladimir	138,500
Kraglund, Ferne	148,617
Kreplak, Laurent	113,213
Kroeker, Richard	111,719
Krueger, Stefan	108,612
Kujath, Marek	160,198
Kutcher, Stanley	143,280
Kuzak, Stephen	142,753
Kynoch, Gary	126,238
Kyriakidis, Jordan	123,656
Labrie, Daniel	135,344
Lada, Rajasekaran	199,948
Ladouceur, Michel	108,454

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Lahey, William	125,257
Laing, Scott	100,203
Lake, Craig	143,584
Lamb, Jeffrey	183,212
Lane, Patricia	172,901
Laroche, Julie	185,786
Larson, Alfhild	100,577
Latimer, Margot	117,192
Latta, Robert	117,400
Lauckner, Heidi	100,392
Lawen, Joseph	139,111
Lawson, Keith	107,155
Leach, C Edward	134,451
Leadbetter, Brian	106,409
LeBlanc, Constance	164,326
LeBlanc, John	140,688
Leddin, Desmond	134,932
Lee, Christopher	139,854
Lee, J Michael	171,793
Lee, Patrick	235,517
Lee, Song	133,165
Lee, Timothy	162,761
Leon, L	233,332
Leonard, Martha	168,425
Lesins, Glen	109,728
Leving, Yuri	107,709
Levy, Adrian	178,949
Lewer, Ian	100,533
Lewis, Marlon	176,749
Li, Yung-Hua	112,332
Lilley, Brian	137,398
Lin, Shan	141,332
Lin, Tong-jun	145,037
Lincoln, Kathrine	120,524
Linsdell, Paul	139,656
Little, Timothy	149,498
Liu, Lei	119,031
Liu, Xiang-Qin	148,253
Liu, Yi	121,425
Llewellyn, Jennifer	127,471
Loney, Robert	189,626
Loomer, Geoffrey	105,104
Lotze, Heike	114,638
Love, Michael	103,740
Luckyj, Christina	137,893
Luo, Shao-Pin	106,394
Luu, Shyuemeng	106,777
Lynch, Daniel	167,833
Lynch, Derek	149,418
Ma, Yuan	115,970

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
MacDonald, Bertrum	154,994
MacDonald, David	125,150
MacDonald, E Grant	146,328
MacDonald, Judy	139,737
Macdonald, Linda	103,385
Macdonald, Marilyn	123,340
MacDonald, Nancy	105,952
MacDonald, Nora Noni	310,841
MacInnis, Elaine	155,505
MacIntosh, Constance	128,966
MacIntosh, Duncan	147,037
MacIsaac, Betty	101,738
MacKay, Alexander	109,838
MacKay-Lyons, Marilyn	138,560
MacKenzie, Diane	108,676
MacKenzie, Tracey	139,985
MacKnight, Christopher	117,324
MacLachlan, Richard	139,111
MacLean, Colin	140,762
MacLellan, Dawn	144,311
MacLennan, Oriel	135,585
MacLeod, Leona	100,855
MacMillan, Kathleen	205,237
MacNairn, Gwendolyn	106,909
MacPherson, Kathleen	155,121
MacRae, Thomas	174,333
Macy, Christine	150,738
Maillet, J	107,221
Makani, Joyline	128,053
Maksym, Geoffrey	135,758
Manderson, Jill	106,760
Mannell, Steven	140,574
Mansour, Susan	133,176
Manuel, Patricia	136,632
Marignani, Paola	122,684
Marrie, Thomas	397,024
Marshall, Jean	183,845
Martin Misener, Ruth	134,096
Martin, Randall	148,985
Martynenko, Alex	156,217
Matte, Marie	155,827
Matthewman, Anne	136,530
Matthews, Debora	181,906
Matthias, David	105,952
Matwin, Stan	220,968
Maxner, Charles	140,999
Mazzanti, Gianfranco	115,550
McAllister, Michael	152,082
McAllister-Irwin, Nancy	107,774
McCarthy, G Francis	111,027

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
McCormick, Craig	111,565
McDevitt, Orla	101,180
McDougall, Jason	137,205
McDowall, Robert	126,109
McGean, Heather	101,513
McGinn, Fred	148,853
McLarney, Carolan	186,232
McLean, Nancy	132,561
McLeod, Roger	134,510
McMaster, Christopher	178,476
McMullen, Patricia	138,825
McNally, Mary	145,580
McNeil, David	142,009
McNeil, Shelly	110,789
McNeill, Heather	114,378
McParland, Columba	138,503
Mealiea, Barbara	112,857
Mechoulan, Stephane	158,364
Meinertzhagen, Ian	177,427
Mello, Isabel	129,167
Mensink, David	123,963
Merritt, Brenda	107,087
Metaxas, Anna	117,042
Michaud, Pierre-Luc	134,617
Milicevic, Jasmina	105,893
Milios, Evangelos	174,365
Militzer, Julio	175,420
Milliken, Heather	123,819
Milson, Robert	125,747
Mishra, Aditya	138,341
Mitchell, Colin	101,101
Mitnitski, Arnold	111,371
Monchesky, Theodore	114,512
Moore, Christopher	213,169
Moosberger, Michael	131,608
Mopoho, Raymond	122,513
Morgunov, Nikolas	151,915
Morrison, Archibald	133,039
Morrison, Nancy	113,316
Mullin, Roger	102,636
Murphy, Andrea	122,447
Murphy, Norma	116,129
Murphy, Paul	178,514
Murray, Lois	115,207
Myles, Sean	116,342
Nams, Vilis	173,074
Nason, Ian	248,975
Nason, Richard	184,479
Natarajan, M	139,111
Neale, Jim	111,078



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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Nedimovic, Mladen	143,339
Neish, Nancy	121,810
Neumann, Paul	160,529
Neville, Cynthia	142,589
Newhook, John	157,651
Newman, Aaron	122,889
Ng, Eddy	152,544
Nguyen-Quang, Tri	148,544
Nicolela, Marcelo	238,500
Niu, Haibo	118,513
Noble, Brian	113,137
Novack, Jack	170,479
Nowakowski, Richard	153,850
Oakley, Robin	110,659
Obrovac, Mark	127,426
O'Dor, Ronald	170,803
Olson, A. Randall	181,027
Oore, Irene	135,732
Osberg, Lars	162,533
Packer, Tanya	143,133
Pacurar, Maria	172,343
Palermo, Frank	181,891
Pan, Yajun	114,154
Parcell, Stephen	151,413
Parkash, Ratika	127,482
Parker, Deborah	101,180
Parker, Louise	171,980
Pasumarthi, Kishore	117,322
Patrick, Ward	164,111
Patterson, Dian	181,171
Paulson, Allan	177,218
Payne, Stephen	101,674
Pegg, Michael	175,131
Pekacz, Jolanta	120,150
Pelot, Ronald	192,429
Peltekian, Kevork	121,103
Pelzer, Dieter	161,953
Penney, Cindy	100,670
Penny, Linda	113,457
Percival, David	140,417
Perrot, Tara	126,345
Perry, Michael	118,791
Persaud, D David	113,164
Peterson, Theresa	128,740
Phillips, Dennis	156,582
Phillips, Stephen	104,652
Phillips, William	184,177
Phillmore, Leslie	106,204
Phipps, Shelley	161,151
Pinder, Alan	142,860

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Pitts, Nancy	175,027
Plucknett, Kevin	163,573
Plug, Lawrence	118,371
Ply, Elaine	103,171
Pohajdak, Bill	150,624
Ponomarenko, Sergey	137,468
Power, Jim	140,170
Power, Robert	112,857
Price, Gordon	109,326
Price, Richard	175,433
Price, Sheri	104,462
Prithiviraj, Balakrishnan	141,901
ProGrant Medical Inc,	135,840
Pronk, Dorothea	119,211
Pruski, Kris	152,243
Quigley, Kevin	188,052
Rafales, Cristina	103,038
Rafuse, Victor	149,354
Rainey, Jan	104,322
Rainham, Daniel	107,890
Ramos, Howard	136,808
Rapaport, Eric	116,668
Rau-Chaplin, Andrew	157,348
Read Guernsey, Judith	130,802
Rehman, Laurene	128,405
Richard, Brenda	153,518
Richardson, Christopher	208,192
Richardson, Holly	108,629
Ridgway, Neale	123,631
Riordan, Denis	175,931
Ro, Hyo-sung	150,883
Roach, David	123,727
Robertson, Chad	120,492
Robertson, George	183,987
Robertson, John	151,668
Robertson, Susan	154,004
Robertson, William	194,789
Robinson, Katherine	135,472
Robinson, Lynne	120,346
Robison, Zane	107,385
Rockwood, Kenneth	135,537
Rodee, Patricia	128,359
Roger, Andrew	136,473
Rohde, John	105,082
Rose, Robert	100,046
Ross, Phyllis	121,562
Ross, Tetjana	113,639
Ross, Trevor	132,144
Rotermund, Harm	184,237
Rotman, Leonard	135,377

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Rouvinen-Watt, Kirsti	169,249
Roy, Jeffrey	126,747
Rupasinghe, Vasantha	155,146
Rusak, Benjamin	216,758
Russell, Kathleen	165,246
Russell, Steven	186,960
Rutenberg, Andrew	125,629
Rutherford, Derek	103,408
Ruzzante, Daniel	143,882
Ryan, Anne-Marie	109,685
Sabo, Brenda	108,263
Sadler, Robert	105,856
Sampalli, Srinivas	177,645
Sanderson, Lauranne	179,905
Sapp, John	102,000
Sargeant, Joan	160,283
Satish, Mysore	190,229
Saunders, Phillip	176,430
Sawicki, Julia	118,284
Sawynok, Jana	170,407
Scheibling, Robert	157,344
Schepp, Norman	127,068
Scherkoske, Greg	102,619
Schlegel, Christian	200,793
Schotch, Peter	104,639
Schwarz, Hans-Gunther	168,575
Selinger, Peter	128,907
Semba, Kazue	159,639
Semple, Errol W	101,552
Servant, Gregory	140,831
Seth, Sachin	131,986
Shaw, Dan	113,494
Shea, Sarah	137,583
Sheehan, Lorn	178,079
Sheng, Jinyu	150,601
Shepherd, Michael	197,385
Sherren, Katherine	108,037
Sherry Jain,	135,344
Shuba, Lesya	125,417
Sidler, Judith	106,985
Simms, Christopher	106,777
Simpson, Alastair	123,279
Simpson, Christy	138,379
Sinal, Christopher	123,198
Singer, Richard	174,465
Singleton, Jerome	146,595
Sinha, Gita	149,942
Sketris, Ingrid	170,122
Smirnov, Roman	122,738
Smit, Michael	102,311

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Smith, Bruce	172,134
Smith, Frank	133,415
Smith, Isabel	115,000
Smith, Karen	130,586
Smith, Louise	109,252
Snelgrove-Clarke, Erna	118,677
Song, Keke	154,170
Sorge-English, Lynn	135,972
Spence Wach, Susan	208,772
Spinney, Colin	164,653
Spiteri, Louise	138,788
Sponagle, Kimberly	101,460
Stackhouse, Susan	115,615
Stadnyk, Andrew	120,490
Stadnyk, Robin	116,129
Staicer, Cynthia	114,052
Stamp, Jennifer	113,941
Steenbeek, Audrey	119,569
Steeves, John	161,677
Sterling, Shannon	104,229
Sterns, Margaret	121,772
Stevens, Pierre	119,263
Stewart, Sherry	192,771
Stewart, Wendy	134,028
Stiles, Deborah	152,004
Stodola, Lynn	130,401
Stone, Marjorie	145,386
Stone, Sophia	113,212
Stradiotto, Mark	139,832
Stubbert, Ronald	112,183
Stuewe, David	112,750
Sullivan, Patricia	205,583
Summerby-Murray, Robert	183,265
Sundararajan, Binod	127,044
Susan E. Gowan,	146,288
Susko, Edward	133,499
Sutherland, Heather	161,468
Swan, Lukas	147,338
Swanston, Marcia	126,016
Sy, Oumar	156,884
Taggart, Christopher	150,513
Taheri, Farid	174,680
Tamlyn, Deborah	139,893
Tarrant, Florence	151,228
Tax, Cara	116,337
Taylor, Keith	189,816
Taylor-Helmick, Tracy	133,018
Teehan, Michael	138,944
Tennessee, Tarjei	172,029
Tetreault, Ronald	136,849

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Thomas Bernard, Wanda	159,691
Thomas, Helmuth	122,855
Thomas, Nikhil	110,920
Thompson, Alison	124,607
Thompson, D A	156,735
Thompson, Karen	113,775
Thompson, Keith	199,717
Thorburn, Jane	128,136
Thornhill, Esmeralda	179,623
Tibbo, Philip	138,944
Tirone, Susan	134,620
Tomblin Murphy, Gail	146,711
Too, Catherine	146,507
Torkkeli, Paivi	133,490
Toze, Sandra	102,112
Trappenberg, Thomas	144,208
Traves, Thomas	457,521
Trifts, Valerie	148,828
Truelstrup Hansen, Lisbeth	136,112
Turnbull, Geoffrey	108,624
Turpin, Verity	120,390
Tyedmers, Peter	131,046
Udenigwe, Chibuike	112,583
Ugursal, V Ismet	175,715
Ulku, Muhammed Ali	101,686
Ungar, Michael	125,311
Usta, Murat	123,686
Utas, Bryan	112,857
van Soeren, Mary	124,586
VanderZwaag, David	185,061
Venart, Catherine	116,757
Venkatadri, Uday	126,974
Versnel, Joan	107,542
Vincer, Michael	137,583
Volsky Rushton, Jennifer	100,842
Vukic, Adele	116,120
Wach, Grant	170,511
Waisman, David	208,192
Walde, Sandra	141,587
Waldron, Ingrid	107,380
Walker, Alexander	112,857
Wallace, Carmichael	170,118
Wallace, Douglas	226,988
Walsh, Jasmine	122,767
Walsh, Margaret	120,038
Walsh, Noreen	135,353
Wang, Jian	135,671
Wang, Jun	106,204
Wang-Pruski, Gefu	139,178
Ward, Courtney	109,562

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Warkentin, Andrew	129,871
Warman, Casey	103,111
Warner, Grace	103,768
Watters, Carolyn	278,181
Weaver, Ian	111,015
Webster, William	240,112
Weeden, Anne	114,662
Weerasinghe, Swarna	124,557
Weinberg, Merlinda	116,120
Welch, Jo	106,044
Wells, Sarah	119,965
Welsh, Elizabeth	115,142
Wentzell, Peter	140,026
West, Kenneth	106,164
West, Michael	112,840
Westwood, David	120,917
Whelan, Anne Marie	138,339
Whelan, Emma	102,083
White, Florence	108,629
White, Gerald	120,982
White, Mary Anne	178,299
White, Robert	146,328
Whitehead, Henry	158,297
Whoriskey, Frederick	132,451
Wight Moffatt, C Faith	116,120
Wildeman, Sheila	125,607
Williams, M Pamela	128,696
Williams, Michelle	120,085
Williamson, Heather	130,293
Wood, Ellen	137,583
Worm, Boris	123,737
Wozniak, Linda	101,787
Wranik, Dominika	140,297
Wright, Jonathan	146,597
Wright, Julia	128,780
Wright, Tamara	140,918
Wright, Tarah	118,879
Wuetherick, Brad	125,000
Xu, Kuan	154,400
Yao, Yue Edward	108,550
Yemenidjian, Noubar	176,851
Yeung, Pollen	144,205
Yildiz, Ilhami	157,920
Yiridoe, Emmanuel	156,472
Young, David	106,628
Young, Susan	103,254
Zachernuk, Philip	128,590
Zaman, Qamar	184,135
Zeh, Norbert	141,146
Zhang, Peng	109,871

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<b>Last Name, First Name</b>	<b>Compensation Paid (\$)</b>
Zhang, Wenjun	144,170
Zhang, Ying	101,195
Zhao, Yonggan	173,269
Zhou, Jun	125,692
Zincir-Heywood, Nur	124,842
Zou, Steve	157,937
Zwanziger, Josef	190,265

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# Dalhousie University

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

Year ended March 31, 2015

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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.