

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

Dalhousie University

Year ended March 31, 2016



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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, 2016 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, 2016 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 single horizontal line that extends to the right.

Chartered Accountants

June 27, 2016

Halifax, Canada

Dalhousie University

Statement of Compensation for the Public Sector Compensation Disclosure Act

Year ended March 31, 2016

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, 2016, the following board members, officers and employees received compensation of \$100,000 or more:

Last Name, First Name	Compensation Paid (\$)
Abidi, Syed	169,115
Abramson, Darren	100,889
Adamo, Shelley	136,387
Adams, Jennifer	100,887
Adams, Mary Jane	114,902
Adams, Michelle	114,706
Adamson, Robert	103,870
Adisesh, Anil	170,500
Aghakhani, Hamed	118,425
Agu, Remigius	117,910
Aguinaga, Jerry	141,532
Aiken, Linda	132,848
Aiken, Steven	120,150
Aissaoui, Driss	109,686
Akbulut-Yuksel, Mevlude	113,064
Alda, Martin	142,000
Ali, Nouman	163,968
Ali-Hassan, Hossam	143,250
Allen, Gary	140,693
Allen, Peter	167,434
Amyotte, Paul	228,837
Anderson, David	309,821
Anderson, Derek	125,103
Anderson, Robert	190,445
Andreas, Heather	113,119
Andrews, Cynthia	148,123
Anini, Younes	124,880
Aporta, Claudio	127,510
Archibald, Bruce	108,723
Archibald, Greg	215,833
Archibald, John	117,291
Armson, Brian	229,476
Armson, Joy	183,826
Arnold, Dirk	134,616

Last Name, First Name	Compensation Paid (\$)
Asada, Yukiko	119,148
Asbridge, Mark	134,657
Asiedu, Samuel	155,979
Astatkie, Tessema	140,377
Astephen Wilson, Janie	106,568
Aston, Megan	117,863
Baechler, Jennifer	104,515
Bagnell Styles, Catherine	187,606
Bain, Jennifer	115,057
Baldrige, William	161,550
Baltazar, Ramon	103,520
Bannerman, Ronald	199,254
Bannister, Peter	127,599
Barker, James	211,319
Barnes, Christine	145,007
Barnes, Lesley	105,375
Barrett, Ann	130,910
Barrett, Lisa	100,000
Barrett, Sean	114,857
Barry, Mairead	125,320
Barzilai, Jonathan	187,824
Basu, Prabir	183,540
Bauer, Robert	141,509
Baur, Steven	100,811
Baxter, John	100,310
Baylis, Francoise	225,909
Beagan, Brenda	129,215
Bearne, Stephen	180,284
Beaubien, Louis	172,184
Beauchamp, Christine	126,470
Beaumont, Christopher	121,368
Beazley, Karen	139,599
Bedard, Karen	106,191
Beiko, Robert	141,470
Bell, Christopher	124,447
Bell, David	145,908
Bennett, Evelyn	108,674
Benstead, Timothy	107,777
Bentzen, Paul	195,873
Bernstein, Mark	140,333
Bielawski, Joseph	131,489
Bingham, John	110,418
Bishop, Donald	213,222
Black, A Fiona	170,964
Black, David	134,706
Black, Vaughan	158,105
Blais, Jerome	103,679
Blake, John	142,652
Blanchard, Christopher	138,446
Bleasdale, Barbara	121,995
Bleasdale, Ruth	118,111

Last Name, First Name	Compensation Paid (\$)
Bliemel, Michael	172,272
Blouin, Christian	135,703
Blunden, Robert	117,498
Blustein, James	137,819
Bodorik, Peter	177,845
Boe, Shaun	121,877
Bombay, Amy	101,616
Bonin, Alexander	116,668
Bonnemaison, Sarah	137,996
Boran, Thomas	220,717
Boudreau, Bernard	157,312
Boulay, Robert	126,625
Bourne-Tyson, Donna	179,164
Bousquet, Jean-Francois	102,637
Boutet, Alain	161,657
Boutilier, Darrell	114,902
Bow, Brian	104,453
Boyd, Daniel	160,350
Brodsky, Alexander	107,905
Brooks, Kimberley	198,400
Brooks, Stephen	127,149
Brooks, Su-Ling	117,882
Brooks-Craig, Elaine	109,437
Brousseau, Susan	121,090
Brown, Catrina	132,454
Brown, Jason	160,016
Brown, Jeremy	114,998
Brown, Jocelyn	118,799
Brown, Marion	116,473
Brown, Richard	166,508
Budge, Suzanne M	131,452
Burge, Frederick	124,802
Burnay, Diogo	147,589
Burnell, Jean	166,797
Burton, David	148,227
Burton, Peter	149,258
Bussey, Lynn	141,833
Byers, David	176,502
Byrne, Joseph	181,305
Cada, Michael	177,334
Caissie, Rachel	136,727
Caldwell, Claude	162,612
Cameron, Gregory	124,336
Cameron, John	106,429
Cameron, R Camille	151,667
Cameron, Stewart	142,233
Campbell, Carolyn	108,955
Campbell, Leslie	108,333
Campbell-Yeo, Marsha	108,900
Capps, Benjamin	101,598
Carbert, Louise	132,454

Last Name, First Name	Compensation Paid (\$)
Carrey, Normand	142,000
Carvalho, Sergio	181,746
Carver, Daniel	131,202
Casey, Martha	108,229
Cassin, A Marguerite	127,589
Cathy Connell MD Inc,	163,088
Cavanagh, Edwin	177,318
Cawsey, Kathleen	100,918
Chaisson, Sherry	128,205
Chambers, Christine	130,696
Chapman, Scott	128,666
Chappe, Valerie	154,928
Chauhan, Balwantray	200,036
Chen, Jing	140,922
Chircop, Aldo	173,928
Chittick, Michael	103,134
Chorney, Jill	128,100
Chowdhury, Dhiman	140,333
Chowdhury, Shamsud D	184,928
Chuang, Jiunn-Ming	154,968
Clark, Stephen	147,429
Cleave, Patricia	140,776
Cleghorn, Blaine	200,697
Clow Bohan, Margaret	109,732
Cochrane, Andrew	182,446
Coley, Alan	160,123
Colford, Ian	125,046
Comber, Scott	153,610
Cooper, Afua	147,911
Corbin, Stephen	191,631
Corke, Sarah-Jane	115,375
Corkum, Andrew	129,460
Corkum, Penny	125,832
Cormier, David	103,658
Corcadden, Kenneth	135,996
Cote, Patrice	113,784
Couban, Stephen	107,773
Coughlan, Stephen	152,967
Coutand, Isabelle	109,095
Coutts, Peter	146,057
Cowley, Elizabeth	138,767
Cox, Jafna	111,064
Cox, Philip	145,370
Cozens, Frances	127,418
Crago, Martha	280,348
Croll, Roger	164,924
Crombie, Karen	176,164
Crossin, Glenn	102,465
Crowder, Nathan	116,111
Crowell, Tammy	124,329
Cruess, Alan	163,710

Last Name, First Name	Compensation Paid (\$)
Culshaw, Nicholas	143,046
Cunningham, Margaret	261,244
Curran, Janet	114,937
Currie, Robert	134,446
Currie, William	168,099
Curwin, Sandra	126,827
Cyrus, J	198,979
Cyrus, Teresa	171,927
Dahn, Jeffrey	224,593
Darvesh, Sultan	108,702
Dasgupta, Swapan	175,743
Datta, Neera	104,306
Davis, Benjamin	148,146
Davison Conrod, Joan	209,986
Dawkins, Cedric	155,747
Dawson, Carrie	126,374
De Antueno, Liliana	114,545
Deacon, Helene	137,998
Deal, Heidi	108,676
Dechman, Gail	118,481
Dellaire, Graham	140,732
Delva, Nicholas	183,983
Denike, Margaret	121,389
Denovan-Wright, Eileen	156,999
Deturbide, Michael	165,055
Deval, Helene	130,493
Devlin, Richard	160,063
Diallo, Claver	116,494
Diamond, Eli	102,537
Dieleman, Crystal	115,842
Diepeveen, Leonard	150,544
Dilcher, Karl	159,193
Dionne, Marguerite	102,311
Djokic, Philippe	135,587
Dobson, Melanie	160,498
Dodds, Linda	122,159
Doelle, Meinhard	141,153
Doman, Darrel	113,639
Donaldson, Adam	114,780
Dong, Xianping	107,824
Dooley, Joseph	138,602
Doolittle, W	100,000
Dossou-Yovo, Angelo	107,804
Doucette, Alan	122,413
Dowd, Michael	128,014
Downie, Jocelyn	167,991
Doyle, Michael	193,473
Doyle-Bedwell, Patricia	128,222
Dr David Botten Inc,	112,595
Dr Glenn Andrea MD Inc,	210,488
Dr Katherine A Robinson Inc,	231,850

Last Name, First Name	Compensation Paid (\$)
Dr S Jain Inc,	141,060
Drane, Mike	114,902
Drs Archibald & Mallory Inc,	114,838
Drummond, James	171,056
DuBois, Lindsay	128,636
Duck, Thomas	115,113
Duffy, Kevin	112,790
Duinker, Peter	163,175
Dukeshire, Steven	109,005
Duncan, Roy	189,314
Dunlop, Diane	107,768
Dunn, Kevin	153,149
Dupre, Denis	104,535
Durier-Copp, Martine	118,486
Duston, James	137,253
Dyack, Sarah	119,283
Earl, E Marie	118,798
Edgecombe, Nancy	118,636
El Naggar, Hany	122,874
El-Hawary, M.	206,543
Ellis, Patrick	150,682
El-Masry, Ezz	196,127
ElSankary, Kamal	118,091
Enns, Anthony	100,918
Erdman, Joanna	121,605
Eskes, Gail	174,365
Evans, David	126,346
Evans, Joan	152,307
Fanning, Lucia	127,530
Fardy, Peter	302,081
Farhat, Zoheir	166,668
Farid, Abdolhossain	147,428
Faridi, Sara	125,821
Farmer, James	102,325
Farrag, Abdel Aziz	160,338
Fawcett, James	123,060
Fedortchouk, Yana	108,156
Fenety, P Anne	152,078
Fennel, Katja	145,340
Fenton, Gordon	168,957
Fergus, Frederick	138,625
Field, Simon	102,000
Fierlbeck, Katherine	135,638
Filiaggi, Mark	178,563
Finbow, Robert	138,527
Fine, Alan	189,315
Firanescu, Daniela	112,996
Fischer, Dwight	196,372
Fitting, Elizabeth	104,159
Fleming, Michael	105,746
Florizone, Richard	409,929

Last Name, First Name	Compensation Paid (\$)
Flowerdew, Gordon	141,766
Folkins, Ian	126,738
Fooladi, Iraj	229,063
Forrestall, Anne	197,957
Foster, Michael	124,091
Fournier, Michael	104,252
France, Robert	126,603
Franey, Donna	148,921
Frank, Katherine	127,843
Fraser, Andrea	123,006
Fredeen, Alan	147,429
French, Leanne	105,411
Friedman, Alon	155,012
Frigerio, Vittorio	122,057
Fulford, Allison	117,262
Gadbois, Simon	110,939
Gagnon, Graham	217,635
Gahagan, Jacqueline	134,818
Gall, Neil	106,022
Gambold, Liesl	110,200
Gantar, Jure	153,758
Gao, Qigang	165,190
Garagash, Dmitry	135,413
Gardiner Barber, Pauline	159,795
Gardner, David	171,350
Garland, H Wayne	165,376
Garvey, Brigid	112,139
Gassmann, Horand	149,433
Gentleman, Wendy	128,123
Georgallas, Alexander	132,385
Ghanem, Amyl	134,348
Ghazal, Amal	110,826
Gibson, Elaine	150,322
Gibson, Mark	120,483
Gilbert, Robert	114,015
Gill, Thomas	188,769
Gillis, Maureen	107,920
Gimenez-Mico, Maria Jose	123,603
Ginn, Diana	146,315
Girouard, Marilyn	134,393
Giusto, Andrea	110,702
Goldberg, Lisa	124,394
Gonzalez, Paola	123,494
Gonzalez-Cueto, Jose	124,792
Good, Kimberley	153,519
Good, Kristin	101,169
Goodday, Reginald H B	189,708
Goralski, Kerry	114,557
Gorsky, Diane	148,342
Gosse, John	147,566
Graham, Janice	172,445

Last Name, First Name	Compensation Paid (\$)
Grandy, Scott	107,477
Grant, Doris	123,702
Grant, Ian	105,328
Grant, Jill	175,083
Grant, Jonathan	191,173
Grant, Kelvin	147,428
Gratzer, Paul	129,299
Graves, Gillian	107,170
Gray, David	203,286
Greenfield, Bruce	152,758
Gregoire, Curtis	128,228
Groulx, Dominic	129,628
Grujic, Djordje	130,367
Gu, Hong	134,528
Gu, Jason	138,574
Gu, Yang	135,000
Gubitz, Gordon	106,042
Gunawardena, Arunika	130,729
Habib, Muhammad	147,811
Hadskis, Michael	119,197
Hajizadeh, Mohammad	103,231
Hall, Jennifer	193,150
Hall, Kimberley	126,889
Hall, Richard	140,945
Halperin, Beth	105,358
Halperin, Scott	140,333
Hamilton, David	166,738
Hamilton-Hinch, Barbara-Ann	102,506
Hammermeister, Andrew	103,011
Hanada, Edwin	108,309
Hanley, Joan	116,776
Hanlon, Gregory	142,084
Hanly, John	141,156
Hansen, David	144,494
Harding, Stephen	171,539
Harman, Katherine	146,276
Harris, Andrew	142,525
Hartlen, Stephen	192,856
Hartling, Margaret	128,205
Harvey, Frank	164,358
Harvey-Clark, Chris	150,000
Haslam, Jason	106,693
Hatchette, Todd	141,833
Havard, Peter	146,085
Hawkins, Ann	112,266
Hay, Alex	181,919
Hayden, Jill	150,396
Hayter, Nancy	128,323
Hayward, Kathryn	106,257
He, Quan	103,011
Heathcote, John	193,950

Last Name, First Name	Compensation Paid (\$)
Hebb, Gregory	202,297
Hebb, Matthew	176,443
Hebert, Kim	104,422
Helland, Christopher	127,571
Helpard, Heather	115,326
Herbinger, Christophe	127,624
Hewitt, Kevin	136,544
Heywood, Malcolm	158,383
Hickey, Ellen	114,187
Hildebrand, Barbara	114,666
Hill, Ian	164,693
Hill, John	128,597
Hill, Paul	147,514
Holmes, Susan	151,279
Hope, John	136,435
Horrey, Kathleen	141,833
Hoskin, David	176,514
Houk, Shauna	108,131
Howard, Vivian	156,974
Howlett, Susan	151,178
Hoyte, Shawna	123,622
Hubbard, Ted	153,259
Huett, Suzanne	124,600
Hughes, Daniel	140,333
Hughes, Elizabeth	123,624
Hughes, Jean	158,006
Hughes, Larry	157,224
Huish, Robert	105,442
Hung, Jeanette	123,400
Hung, Orlando	155,319
Hunter, Sara	101,265
Hutchings, Jeffrey	172,445
Hutchinson, Susan	123,374
Hymers, Michael	124,927
Iakovlev, Serguei	128,960
Ilow, Jacek	185,373
Imran, Syed	150,764
Ingles, Janet	123,010
Iron, David	120,708
Irvine, Dean	122,503
Iscan, Talan	138,415
Isenor, Jennifer	117,667
Issekutz, Thomas	144,381
Iulianella, Angelo	109,531
Iverson, Sara	151,971
Jackson, Lois	156,264
Jacques, Sophie	122,630
Jakeman, David	134,631
James, Albert	123,494
Jamieson, Rebecca	166,153
Jamieson, Rob	118,895

Last Name, First Name	Compensation Paid (\$)
Janssen, Jeannette	139,224
Jarjoura, George	121,861
Jennings, Mary Jane	132,114
Jiang, Guo-Liang	134,385
Johnson, Keith	160,294
Johnston, Brent	127,196
Johnston, Clifton	161,575
Johnston, Gerald	204,586
Johnston, Mark	139,800
Johnston, Michael	105,342
Jones, Bronwen	100,000
Jones, Donald	132,484
Juckles, Tim	102,378
Jurgens, Tannis	132,384
Kablar, Boris	151,847
Kaiser, H Archibald	175,791
Kaiser, Stephanie	103,728
Kalamkarov, Alexander	180,637
Kalyaniwalla, Nauzer	117,964
Karabanow, Jeff	127,410
Karten, Barbara	111,557
Kay-Raining Bird, Elizabeth	144,911
Keats, Melanie	102,111
Kelley, Daniel	147,428
Kelly, Melanie	166,597
Kelly, Patrick	117,103
Kelm, Cheryle	155,075
Kember, Guy	149,565
Kephart, George	144,306
Keselj, Vlado	133,094
Kesselring, Krista	140,324
Kevany, Kathleen	107,890
Kiberd, Bryce	115,236
Kiefte, Michael	120,651
Kienast, Markus	120,708
Kilfoil, Mary	134,538
Kilyanek, Shannon	126,420
Kim, Jong Sung	101,529
Kirby, Jeffrey	112,396
Kirk, John	165,074
Kirk, Sara	132,164
Kirkland, Susan	163,844
Kirkpatrick, David	129,784
Klapstein, Raymond	177,378
Klein, Raymond	193,087
Knechtel, Mark	144,576
Kolokolnikov, Theodore	114,873
Kotlyarova, Yulia	115,331
Kozey, Cheryl	166,089
Kozey, John	139,578
Kozlov, Denis	104,100

Last Name, First Name	Compensation Paid (\$)
Kraglund, Ferne	164,183
Kreplak, Laurent	119,009
Kristoff, Dianne	100,086
Krueger, Stefan	114,326
Kujath, Marek	175,084
Kutcher, Stanley	156,564
Kuzak, Stephen	149,529
Kynoch, Gary	132,281
Kyriakidis, Jordan	129,642
Labrie, Daniel	141,541
Lada, Rajasekaran	153,458
Ladouceur, Michel	112,965
Lahey, William	147,764
Lake, Craig	150,036
Lamb, Jeffrey	191,477
Lane, Patricia	180,078
Lang, Bianca	138,500
Lantz, Andrea	149,028
Laroche, Julie	195,923
Latimer, Margot	124,365
Latta, Robert	127,749
Lauckner, Heidi	102,728
Lawen, Joseph	147,570
Lawson, Keith	115,222
Leach, C Edward	140,406
Leadbetter, Brian	119,857
LeBlanc, Constance	164,326
LeBlanc, John	105,250
Leddin, Desmond	147,907
Lee, Christopher	152,557
Lee, J Michael	190,673
Lee, Patrick	206,519
Lee, Song	150,341
Lee, Timothy	156,631
Lee Men Chin, Patricia	102,365
LeLacheur, Anne	126,420
Leon, L	247,424
Leonard, Martha	178,301
Lesins, Glen	114,262
Leving, Yuri	117,796
Levy, Adrian	195,183
Lewer, Ian	104,275
Lewis, Marlon	169,901
Li, Yung-Hua	128,545
Lilley, Brian	143,633
Lin, Shan	128,430
Lin, Tong-jun	151,709
Lincoln, Kathrine	125,254
Linsdell, Paul	146,232
Litke, Susanne	113,125
Little, Timothy	160,210

Last Name, First Name	Compensation Paid (\$)
Liu, Lei	124,796
Liu, Xiang-Qin	149,881
Liu, Yi	138,976
Llewellyn, Jennifer	136,635
Loney, Robert	206,543
Loomer, Geoffrey	112,373
Lotze, Heike	120,416
Love, Michael	103,740
Lowe, David	164,239
Luckyj, Christina	144,894
Luo, Shao-Pin	110,533
Lynch, Daniel	168,037
Lynch, Derek	117,049
Ma, Yuan	121,817
MacDonald, Bertrum	176,848
MacDonald, Corinne	148,016
MacDonald, David	137,555
MacDonald, Judy	146,099
Macdonald, Linda	107,804
Macdonald, Marilyn	131,464
MacDonald, Nancy	110,418
MacDonald, Nora Noni	338,659
MacInnis, Elaine	112,784
MacIntosh, Constance	141,239
MacIntosh, Duncan	153,746
MacIsaac, Betty	104,083
MacKay-Lyons, Marilyn	145,743
MacKenzie, Diane	113,192
MacKenzie, Tracey	112,819
MacKnight, Christopher	129,352
MacLaren, Leslie	109,628
MacLean, Colin	147,058
MacLennan, Oriel	129,752
MacLeod, Anna	107,056
MacLeod, Leona	106,402
MacMillan, Kathleen	222,403
MacNairn, Gwendolyn	111,209
MacPherson, Kathleen	168,981
MacRae, Thomas	179,330
Macy, Christine	163,818
Maillet, J	111,709
Makani, Joyline	119,100
Maksym, Geoffrey	133,843
Maloney, Timothy	107,746
Manderson, Jill	110,222
Mannathukkaren, Nissim	100,216
Mannell, Steven	144,719
Mansour, Susan	141,837
Manuel, Patricia	147,854
Marcato, Paola	104,717
Marignani, Paola	130,796

Last Name, First Name	Compensation Paid (\$)
Marrie, Thomas	420,004
Marshall, Emily	111,740
Marshall, Jean	190,537
Martin, Debbie	102,700
Martin, Randall	151,461
Martin Misener, Ruth	142,415
Martynenko, Alex	119,309
Matthewman, Anne	151,283
Matthews, Debora	198,449
Matthias, David	110,418
Matwin, Stan	229,106
Maxner, Charles	154,174
Mazzanti, Gianfranco	121,389
McAllister, Michael	157,348
McCallum, Todd	108,403
McClure, Rob	100,224
McCormick, Craig	116,838
McDonald Winsor, Kimberly	105,538
McDougall, Jason	148,169
McDowall, Robert	131,111
McGean, Heather	106,424
McGinn, Fred	161,112
McKibbon, Shelley	101,295
McLarney, Carolan	204,925
McLean, Nancy	103,011
McLeod, Roger	141,044
McMaster, Christopher	185,761
McMullen, Patricia	144,329
McNally, Mary	163,483
McNeil, David	145,170
McNeil, Shelly	121,951
McNeill, Heather	118,628
McParland, Columba	151,557
Mechoulan, Stephane	154,275
Meinertzhagen, Ian	184,687
Mellish, Deborah	128,205
Mello, Isabel	165,178
Mensink, David	126,887
Merritt, Brenda	123,761
Metaxas, Anna	131,412
Meynell, Letitia	104,183
Michaud, Pierre-Luc	152,216
Milicevic, Jasmina	111,557
Milios, Evangelos	192,520
Militzer, Julio	186,890
Milliken, Heather	142,200
Mills, Joanne	119,622
Milson, Robert	130,367
Mishra, Aditya	142,445
Mitchell, Colin	106,678
Mitnitski, Arnold	126,882

Last Name, First Name	Compensation Paid (\$)
Monchesky, Theodore	121,628
Moore, Christopher	218,672
Moosberger, Michael	145,297
Mopoho, Raymond	123,604
Morgunov, Nikolas	158,413
Morrison, Nancy	131,625
Morton, Jeffrey	128,205
Mullin, Roger	107,192
Murphy, Andrea	128,257
Murphy, Norma	118,798
Murphy, Paul	187,850
Murray, Lois	119,705
Nams, Vilis	137,749
Nason, Ian	257,746
Nason, Richard	192,437
Natarajan, M	100,091
Nedimovic, Mladen	158,761
Neish, Nancy	133,927
Nelson, Patricia	106,356
Neumann, Paul	167,482
Neville, Cynthia	154,842
Newhook, John	181,240
Newman, Aaron	128,966
Ng, Eddy	158,273
Nguyen-Quang, Tri	103,011
Nicolela, Marcelo	242,444
Noble, Brian	118,932
Novack, Jack	177,613
Nowakowski, Richard	166,574
Oakley, Robin	103,710
Obrovac, Mark	134,654
Olson, A. Randall	147,428
Oore, Irene	153,018
Osberg, Lars	175,753
Packer, Tanya	159,359
Pacurar, Maria	166,855
Palermo, Frank	191,529
Pan, Yajun	121,295
Paon, Michelle	101,295
Parcell, Stephen	144,212
Parkash, Ratika	140,008
Parker, Louise	230,853
Pasumarthi, Kishore	123,493
Patrick, Ward	140,945
Patterson, Dian	147,428
Paulson, Allan	195,672
Payne, Stephen	115,991
Pegg, Michael	185,831
Pekacz, Jolanta	126,002
Pelis, Ryan	101,560
Pelot, Ronald	188,956

Last Name, First Name	Compensation Paid (\$)
Peltekian, Kevork	132,859
Pelzer, Dieter	179,111
Penney, Cindy	104,909
Penney, Jonathon	100,856
Penny, Linda	112,780
Percival, David	121,971
Perrot, Tara	136,559
Persaud, D David	129,527
Peterson, Theresa	101,250
Phillips, Dennis	163,464
Phillips, Stephen	106,305
Phillips, William	197,452
Phillmore, Leslie	117,458
Phipps, Shelley	163,016
Pinder, Alan	143,134
Pitts, Nancy	132,385
Plucknett, Kevin	175,401
Plug, Lawrence	119,545
Ply, Elaine	107,450
Ponomarenko, Sergey	151,393
Power, Gail	104,276
Power, Jim	144,399
Power, Robert	115,082
Precious, Elizabeth	122,147
Price, Richard	192,280
Price, Sheri	108,900
Prithviraj, Balakrishnan	113,546
Pronk, Dorothea	129,664
Pruski, Kris	123,217
Quigley, Kevin	180,628
Rafales, Cristina	109,601
Rafuse, Victor	155,743
Rainey, Jan	112,101
Rainham, Daniel	122,186
Ramos, Howard	132,469
Rapaport, Eric	122,527
Rashid, Shirya	104,753
Rathgeber, Bruce	105,905
Rau-Chaplin, Andrew	186,028
Reach, Douglas	102,159
Read Guernsey, Judith	147,250
Rehman, Laurene	131,652
Reid, Lynette	105,458
Reilly, Derek	106,997
Rhynold, Richard	113,334
Richard, Brenda	141,874
Richardson, Christopher	218,280
Richardson, Holly	113,144
Ridgway, Neale	131,011
Riordan, Denis	166,292
Ro, Hyo-sung	157,911

Last Name, First Name	Compensation Paid (\$)
Roach, David	170,190
Robertson, Chad	132,674
Robertson, George	202,514
Robertson, Susan	161,570
Robertson, William	202,715
Robinson, Katherine	148,387
Robinson, Lynne	130,526
Rockwood, Kenneth	142,833
Rodee, Patricia	134,570
Roger, Andrew	142,992
Rohde, John	112,350
Rose, Robert	105,604
Rosen, Natalie	105,078
Rosenblum, Daniel	108,474
Ross, Trevor	131,700
Rotermund, Harm	200,237
Rotman, Leonard	186,790
Roy, Jeffrey	154,433
Rupasinghe, Vasantha	132,438
Rusak, Benjamin	236,596
Russell, Kathleen	186,343
Russell, Steven	132,385
Rutenberg, Andrew	137,293
Rutherford, Derek	107,828
Ruzzante, Daniel	150,535
Ryan, Anne-Marie	134,188
Sabo, Brenda	118,091
Sadler, Robert	108,591
Sampalli, Srinivas	196,122
Sanderson, Lauranne	108,449
Saney, Isaac	114,692
Santos-Montero, Emilia	100,231
Sapp, John	102,000
Sargeant, Joan	177,439
Satish, Mysore	200,322
Saunders, Phillip	162,074
Savage, Niall	129,266
Sawynok, Jana	177,540
Scheibling, Robert	170,268
Schepp, Norman	140,265
Scherkoske, Greg	105,561
Schlegel, Christian	208,352
Schwarz, Hans-Gunther	175,674
Selinger, Peter	131,691
Semba, Kazue	166,576
Servant, Gregory	138,448
Seth, Sachin	144,687
Sharaput, Markus	123,487
Shaw, Dan	119,428
Shea, Sarah	140,333
Sheehan, Lorn	190,995

Last Name, First Name	Compensation Paid (\$)
Sheffer, Catherine	104,083
Sheng, Jinyu	147,752
Shepherd, Michael	188,128
Sherren, Katherine	117,162
Sherry, Simon	110,261
Simms, Christopher	111,257
Simpson, Alastair	129,558
Simpson, Christy	152,995
Sinal, Christopher	129,476
Singer, Richard	181,477
Singleton, Jerome	160,103
Sinha, Gita	156,853
Sketris, Ingrid	177,250
Slamovits, Claudio	101,571
Smirnov, Roman	134,313
Smit, Michael	109,638
Smith, Bruce	179,100
Smith, Frank	139,578
Smith, Isabel	115,000
Smith, Karen	135,315
Smith, Louise	113,409
Snelgrove-Clarke, Erna	122,206
Song, Keke	157,728
Sorge-English, Lynn	152,758
Spence Wach, Susan	218,099
Spinney, Colin	169,869
Spiteri, Louise	129,321
Sponagle, Kimberly	104,138
Stackhouse, Susan	128,006
Stadnyk, Andrew	127,149
Stadnyk, Robin	124,370
Staicer, Cynthia	118,291
Stamp, Jennifer	114,856
Steenbeek, Audrey	125,481
Sterling, Shannon	111,482
Sterns, Margaret	127,664
Stevens, Pierre	121,995
Stewart, Sherry	218,883
Stewart, Wendy	164,995
Stiles, Deborah	120,924
Stone, Marjorie	148,837
Stone, Sophia	119,008
Stradiotto, Mark	146,410
Stubbert, Ronald	113,962
Stuewe, David	121,777
Sullivan, Patricia	213,077
Sundararajan, Binod	152,063
Susan E. Gowan,	170,520
Susko, Edward	139,964
Sutherland, Heather	168,671
Swan, Lukas	161,356

Last Name, First Name	Compensation Paid (\$)
Swanston, Marcia	132,344
Sy, Oumar	162,765
Taggart, Christopher	157,285
Taheri, Farid	181,890
Tamlyn, Deborah	146,173
Tarrant, Florence	149,453
Tate, Margie	128,205
Tax, Cara	111,007
Taylor, Keith	219,658
Taylor-Helmick, Tracy	139,473
Teehan, Michael	141,167
Tennessee, Tarjei	147,428
Thomas, Helmuth	129,126
Thomas, Nikhil	120,525
Thomas Bernard, Wanda	190,798
Thompson, Alison	142,159
Thompson, D A	169,524
Thompson, Karen	117,480
Thompson, Keith	199,716
Thomson, Kim	107,110
Thornburn, Jane	128,584
Thornhill, Esmeralda	172,768
Tibbo, Philip	142,000
Tirone, Susan	101,792
Tomblin Murphy, Gail	153,414
Too, Catherine	156,957
Torkkeli, Paivi	143,704
Toze, Sandra	112,608
Trappenberg, Thomas	145,762
Traves, Thomas	473,256
Trifts, Valerie	145,311
Turculet, Laura	106,024
Turnbull, Geoffrey	121,607
Turpin, Verity	133,819
Tyedmers, Peter	139,524
Ugursal, V Ismet	179,861
Ulicki, Theresa	101,082
Ulku, Muhammed Ali	151,472
Ungar, Michael	141,534
Usta, Murat	129,472
Utas, Bryan	114,902
Van Den Hof, Mike	104,090
VanderZwaag, David	192,460
Venart, Catherine	121,548
Venkatadri, Uday	139,664
Versnel, Joan	124,111
Vincer, Michael	140,333
Volsky Rushton, Jennifer	104,766
Vukic, Adele	118,798
Wach, Grant	177,646
Waisman, David	218,280

Last Name, First Name	Compensation Paid (\$)
Walde, Sandra	158,318
Waldron, Ingrid	112,370
Walker, Alexander	114,902
Walker, Tony	103,137
Wallace, Douglas	237,415
Walls, Charles	102,497
Walsh, Jasmine	139,397
Walsh, Margaret	125,959
Walsh, Noreen	138,770
Wang, Jian	135,932
Wang, Jun	116,306
Wang-Pruski, Gefu	127,065
Warkentin, Andrew	134,943
Warman, Casey	117,081
Warner, Grace	109,393
Warwick, Jacqueline	108,868
Watson, Wade	127,506
Watt, Julia	103,261
Watters, Carolyn	295,072
Weaver, Ian	115,573
Webster, William	253,952
Weeden, Anne	120,210
Weeks, Lori	122,367
Weerasinghe, Swarna	139,954
Weinberg, Merlinda	108,878
Wells, Sarah	125,883
Welsh, Elizabeth	119,639
Wenning, Joan	102,400
Wentzell, Peter	155,185
West, Kenneth	106,164
West, Michael	112,440
Westwood, David	131,759
Whelan, Anne Marie	133,034
Whelan, Emma	111,557
White, Florence	113,144
White, Gerald	126,920
White, Mary Anne	186,308
White, Robert	151,258
Whitehead, Henry	146,431
Whoriskey, Frederick	138,362
Wight Moffatt, C Faith	118,798
Wildeman, Sheila	134,556
Williams, Michelle	124,550
Williamson, Heather	136,598
Wood, Ellen	140,533
Worm, Boris	130,024
Wranik, Dominika	146,585
Wright, Jonathan	153,224
Wright, Julia	145,133
Wright, Linda	105,939
Wright, Tamara	152,348

Last Name, First Name	Compensation Paid (\$)
Wright, Tarah	126,019
Wuetherick, Brad	138,548
Xu, Kuan	160,434
Yao, Yue Edward	112,139
Yemenidjian, Noubar	180,224
Yeung, Pollen	150,863
Yildiz, Ilhami	124,518
Yiridoe, Emmanuel	128,920
Young, Susan	107,303
Yue, Jin	103,022
Yuksel, Mutlu	111,892
Yurgel, Svetlana	116,093
Zachernuk, Philip	134,665
Zaman, Qamar	134,883
Zeh, Norbert	147,749
Zhang, Peng	117,751
Zhang, Wenjun	152,146
Zhang, Ying	105,575
Zhao, Yonggan	169,493
Zhou, Jun	124,033
Zincir-Heywood, Nur	139,466
Zou, Steve	164,844
Zwanziger, Josef	197,052

Dalhousie University

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

Year ended March 31, 2016

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.