



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

## **MOUNT SAINT VINCENT UNIVERSITY**

Year ended March 31, 2020



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## INDEPENDENT AUDITORS' REPORT

To the Board of Governors of Mount Saint Vincent University

### ***Opinion***

We have audited the Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Mount Saint Vincent University (the "Entity") for the year ended March 31, 2020 and notes. (Hereinafter referred to as the "statement").

In our opinion, the accompanying statement for the year ended March 31, 2020 of the Entity is prepared, in all material respects, in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010.

### ***Basis for Opinion***

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "**Auditors' Responsibilities for the Audit of the Schedule**" section of our auditors' report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the statement in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

### ***Emphasis of Matter – Financial Reporting Framework***

We draw attention to Basis of Reporting note in the statement, which describes the applicable financial reporting framework and the purpose of the statement.

The statement is prepared to meet the requirements of the Public Sector Compensation Disclosure Act dated December 31, 2010. As a result, the statement may not be suitable for another purpose.

Our opinion is not modified in respect of this matter.

### ***Responsibilities of Management and Those Charged with Governance for the Schedule***

Management is responsible for the preparation of the statement in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010. This includes determining that the applicable financial reporting



framework is an acceptable basis for the preparation of the statement in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a statement that is free from material misstatement, whether due to fraud or error.

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

***Auditors' Responsibilities for the Audit of the Schedule***

Our objectives are to obtain reasonable assurance about whether the statement as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the schedule.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the statement, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, slightly slanted style. Below the signature is a horizontal line that starts under the 'K' and ends under the 'P'.

Chartered Professional Accountants  
Halifax, Canada  
June 29, 2020

# MOUNT SAINT VINCENT UNIVERSITY

## Statement of Compensation Required Pursuant to the Public Sector

### Compensation Disclosure Act

Year Ended March 31, 2020

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.

#### Board Members, Officers and Employees, Contractors and Consultants

For the year ended March 31, 2020, the following board members, officers, employees, contractors and consultants received compensation of \$100,000 or more:

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Compensation Paid (\$)
Mary Bluechardt	Administration	285,001
Andrew Manning	Faculty	235,883
Elizabeth Church	Administration	203,290
Peter Mombourquette	Faculty	194,346
C. Kelly Gallant	Administration	177,735
Jeffrey Young	Faculty	168,550
Zachary Zimmer	Faculty	165,383
Kim Kienapple	Administration	164,798
Antony Card	Administration	164,531
Gayle MacDonald	Administration	164,273
Donovan Plumb	Administration	164,232
Brook Taylor	Administration	162,475
Jamie Metsala	Faculty	161,143
Daniel Seguin	Faculty	154,621
Donna Varga	Faculty	154,492
Suzanne Seager	Faculty	153,694
Paula Barry Mercer	Administration	152,288
Deborah Norris	Faculty	151,975
DeNel Rehberg Sedo	Faculty	150,081
Mallika Das	Faculty	149,662
Randi Warne	Faculty	146,967
John Schellenberg	Faculty	146,717
Stephen Perrott	Faculty	146,717
Hui Li	Faculty	146,716
Robert Kenny	Faculty	145,988
Anna Smol	Faculty	145,988
Sharon Davis	Administration	144,248
Janice Keefe	Faculty	143,652
Daphne Lordly	Faculty	143,138
Sandra Findlay-Thompson	Faculty	142,972

<b>Board Members, Officers, Employees, Contractors and Consultants</b>		
<b>Name</b>	<b>Position</b>	<b>Grand Total</b>
Meredith Ralston	Faculty	141,073
Ardra Cole	Faculty	141,073
Patricia Williams	Faculty	140,906
Marnina Gonick	Faculty	140,081
Patricia Gouthro	Faculty	139,485
Bruce MacNeil	Administration	139,476
Arthur McCalla	Faculty	137,127
Karen Smyth	Administration	136,741
Julie McMullin	Administration	136,364
Karen Blotnick	Faculty	136,054
Tanja Harrison	Administration	135,943
Aine Humble	Faculty	135,771
Michelle Eskritt-Keck	Faculty	135,684
Ian Pottie	Faculty	134,174
Robert Berard	Faculty	133,404
Francois-Xavier Evgun	Faculty	133,248
Michael Whalen	Faculty	131,620
Robert Farmer	Faculty	131,320
Susan Brigham	Faculty	131,221
Genevieve Boulet	Faculty	130,465
Elizabeth Hicks	Faculty	129,707
Linda Mann	Faculty	128,737
Elizabeth Bowering	Faculty	128,454
Derek Fisher	Faculty	128,396
Katherine Darvesh	Faculty	127,215
Amy Thurlow	Faculty	126,896
Melissa McGonnell	Faculty	126,587
Cherif Matta	Faculty	126,296
Aibing Xia	Faculty	125,835
Mary Jane Harkins	Faculty	125,648
Tina Harriott	Faculty	125,110
Michelle Forrest	Faculty	124,874
Nargess Kayhani	Faculty	124,145
Jeffrey MacLeod	Faculty	123,320
Leighton Steele	Faculty	123,270
Sara King	Faculty	122,918
Cornelia Schneider	Faculty	122,888
Bohdan Luhovyy	Faculty	122,770
Fernando Nunes	Faculty	122,073
Roni Gechtman	Faculty	121,820
Rhoda Zuk	Faculty	121,820
Karen Macfarlane	Faculty	121,820
Donald Shiner	Faculty	121,820

<b>Board Members, Officers, Employees, Contractors and Consultants</b>		
<b>Name</b>	<b>Position</b>	<b>Grand Total</b>
Nathaniel Shead	Faculty	119,778
Heidi Weigand	Faculty	119,483
Reina Green	Faculty	118,988
Hong Wang	Faculty	117,388
Hazel MacRae	Faculty	117,388
James Sharpe	Faculty	117,388
Alex Khasnabish	Faculty	116,982
Kim Healy	Administration	116,709
Candace Blayney	Faculty	116,659
Michael Wood	Faculty	115,818
James Sawler	Faculty	115,818
Adriana Benzaquen	Administration	115,818
Mustansar Nadeem	Administration	115,418
June Lumsden	Administration	115,289
Maya Eichler	Faculty	115,168
Tammy Findlay	Faculty	114,927
Paul Cantelo	Administration	114,195
Gary Sneddon	Faculty	114,028
Joan Turner	Faculty	113,641
Juliette Valcke	Faculty	113,398
Laurie Sinclair	Faculty	112,393
Mirwais Qaderi	Faculty	112,232
Gavin Kernaghan	Faculty	111,825
Janet Conway	Faculty	111,726
Tamara Franz-Odendaal	Faculty	111,472
Alla Kushniryk	Faculty	110,234
Gabrielle Durepos	Faculty	109,978
Carrie Dawson	Administration	109,154
Jonathan Roberts	Faculty	109,069
Frederick French	Faculty	108,194
Krista Ritchie	Faculty	107,977
Mary Delaney	Faculty	107,809
Corey Slumkoski	Faculty	107,324
Shane Theunissen	Faculty	107,297
Germaine Chan	Faculty	107,254
Elsie Henderson	Faculty	106,681
Albert Reyner	Faculty	106,623
Denyse Rodrigues	Faculty	106,511
Jessie-Lee McIsaac	Faculty	106,347
Graham Fraser	Faculty	103,458
Ashwani Kumar	Faculty	103,371
Valda Leighteizer	Faculty	101,783
Mohammad Siddiquee	Faculty	101,774

<b>Board Members, Officers, Employees, Contractors and Consultants</b>		
<b>Name</b>	<b>Position</b>	<b>Grand Total</b>
Christine McLean	Faculty	101,720
Ron MacKay	Faculty	101,698

## **Notes to the Statement of Compensation**

### **Basis of Reporting**

This statement has been prepared by Mount Saint Vincent University, a public sector body, required to report compensation information pursuant to the Public Sector Compensation Disclosure Act (the "Act") of the Province of Nova Scotia.

The management of Mount Saint Vincent 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 Mount Saint Vincent University or in a statement prepared for the purposes of the Act and certified by its auditors.

### **Compensation**

Section 2(b) of the Act defines compensation as the total amount or value of all cash and non-cash salary, wages, payments, allowances, bonuses, commissions and perquisites, other than a pension, pursuant to any arrangement, including an employment contract, and includes, without restricting the generality of the foregoing,

- (i) all overtime payments, retirement or severance payments, lump-sum payments and vacation payouts,
- (ii) the value of loan or loan-interest obligations that have been extinguished and of imputed-interest benefits from loans,
- (iii) long-term incentive plan earnings and payouts,
- (iv) the value of the benefit derived from vehicles or allowances with respect to vehicles,
- (v) the value of the benefit derived from living accommodation provided or any subsidy with respect to living accommodation,
- (vi) payments made for exceptional benefits not provided to the majority of employees,
- (vii) payments for memberships in recreational clubs or organizations, and
- (viii) the value of any other payment or benefit prescribed in the regulations.