



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

MOUNT SAINT VINCENT UNIVERSITY

Year ended March 31, 2022



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

In our opinion, the accompanying statement for the year ended March 31, 2022 of the Entity is prepared, in all material respects, in accordance with the financial reporting provisions in section 3 of the Public Sector Compensation Disclosure Act dated December 10, 2010.

Basis for Opinion

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

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

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

Emphasis of Matter – Financial Reporting Framework

We draw attention to the 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.

A handwritten signature in black ink that reads 'KPMG LLP' in a cursive, slightly slanted font. A horizontal line is drawn underneath the signature.

MOUNT SAINT VINCENT UNIVERSITY
Statement of Compensation Required Pursuant to the Public
Sector Compensation Disclosure Act
Year Ended March 31, 2022

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, 2022, 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 (\$)
Ramona Lumpkin	Administration	324,828
Mary Bluehardt	Administration	321,538
M. Brook Taylor	Administration	239,446
Mustansar Nadeem	Administration	230,660
Peter Mombourquette	Faculty	222,478
C. Kelly Gallant	Administration	206,343
Andrew Manning	Faculty	186,092
Carrie Dawson	Administration	179,381
Antony Card	Administration	179,345
Zachary Zimmer	Faculty	176,400
Jeffrey Young	Faculty	172,927
Jamie Metsala	Faculty	172,189
Kim Kienapple	Administration	170,634
Daniel Seguin	Faculty	168,499
Mary Jane Harkins	Faculty	163,759
Karen Blotnicky	Faculty	163,683
Sandra Findlay-Thompson	Faculty	163,650
Janice Keefe	Faculty	161,884

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Compensation Paid (\$)
Daphne Lordly	Faculty	160,877
Donovan Plumb	Faculty	159,695
Katherine Darvesh	Administration	159,458
Randi Warne	Faculty	158,417
Michelle Eskritt-Keck	Faculty	157,925
Laurie Sinclair	Administration/Faculty	156,272
Meredith Ralston	Faculty	155,189
DeNel Rehberg Sedo	Faculty	153,844
Robert Berard	Faculty	152,439
Aadra Cole	Faculty	152,189
Francois-Xavier Eygun	Faculty	152,189
Robert Kenny	Faculty	152,189
Patricia Gouthro	Faculty	152,189
Anna Smol	Faculty	148,383
Joan Turner	Faculty	147,539
John Schellenberg	Faculty	146,633
Amy Thurlow	Faculty	146,246
Patricia Williams	Faculty	145,844
Cherif Matta	Faculty	145,478
Tanja Harrison	Administration	144,732
Donna Varga	Faculty	144,514
Arthur McCalla	Faculty	144,429
Stephen Perrott	Faculty	144,330
Deborah Norris	Faculty	144,166
Aine Humble	Faculty	143,941
Marnina Gonick	Faculty	143,699
Sharon Davis	Administration	143,149
Tamara Franz-Odendaal	Faculty	142,634

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Compensation Paid (\$)
Gavin Kernaghan	Faculty	142,621
Susan Brigham	Faculty	142,228
Linda Mann	Faculty	142,055
Candace Blayney	Faculty	140,853
Karen Smyth	Administration	140,342
June Lumsden	Administration	139,486
Hui Li	Faculty	138,416
Kim Healy	Administration	137,961
Derek Fisher	Faculty	137,911
Elizabeth Bowering	Faculty	137,211
Cornelia Schneider	Faculty	137,055
Michelle Forrest	Faculty	134,632
Jeffrey MacLeod	Faculty	133,057
Melissa McGonnell	Faculty	132,201
Genevieve Boulet	Faculty	132,170
Ian Pottie	Faculty	131,886
Tina Harriott	Faculty	129,670
James Sawler	Faculty	129,661
Leighton Steele	Faculty	129,067
Nargess Kayhani	Faculty	128,735
Thomas Strapps	Administration	128,389
Bohdan Luhovyy	Faculty	127,432
Aibing Xia	Faculty	127,145
Mirwais Qaderi	Faculty	127,123
Rhoda Zuk	Faculty	126,945
Fernando Nunes	Faculty	126,720
Adriana Benzaquen	Faculty	126,420
Frederick French	Faculty	126,420

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Compensation Paid (\$)
Hong Wang	Faculty	126,420
Michael Wood	Faculty	126,420
Reina Green	Faculty	126,420
Mary Delaney	Faculty	126,419
Tammy Findlay	Faculty	125,398
Shane Theunissen	Faculty	125,344
Scott MacMillan	Administration/Faculty	124,881
Alla Kushniryk	Faculty	123,646
Robert Farmer	Faculty	122,231
Sara King	Faculty	120,938
Germaine Chan	Faculty	120,850
Elsie Henderson	Faculty	120,584
Karen Macfarlane	Faculty	120,141
Gary Sneddon	Faculty	119,766
Maya Eichler	Faculty	119,763
Gabrielle Durepos	Faculty	119,516
Corey Slumkoski	Faculty	119,233
Mohammad Siddiquee	Faculty	117,621
Jonathan Roberts	Faculty	116,458
Jessie-Lee McIsaac	Faculty	116,227
Graham Fraser	Faculty	115,998
Alex Khasnabish	Faculty	115,736
Paulette Cormier-MacBurnie	Faculty	115,493
Martha Walls	Faculty	115,401
Tracy Moniz	Faculty	115,346
Stanislav Orlov	Faculty	115,155
Roni Gechtman	Faculty	115,025
Juliette Valcke	Faculty	114,661

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Compensation Paid (\$)
Alexandra Tsedryk	Faculty	114,394
Ashwani Kumar	Faculty	113,401
KelleyAnne Malinen	Faculty	112,858
Jonathon Medrano	Faculty	112,082
Nathaniel Shead	Faculty	111,878
Maria Matthews	Faculty	111,494
Denyse Rodrigues	Faculty	110,584
Christine Doe	Faculty	110,344
Denise Green	Administration	108,301
Gillian Batten	Administration	108,301
Sarah Reddington	Faculty	108,087
Susan Trenholm	Administration	107,885
Ned Kelleher	Faculty	107,267
Danielle Cox	Faculty	107,230
Christine McLean	Faculty	107,062
Jacqueline Gahagan	Administration	106,731
Kyly Whitfield	Faculty	106,684
Krista Ritchie	Faculty	106,512
Paul Cantelo	Administration	104,923
Paula Crouse	Faculty	104,773
Albert Reyner	Administration/Faculty	104,763
Michael McGuire	Administration/Faculty	104,341
Diane Piccitto	Faculty	104,230
Laura Ritchie	Administration	104,136
Jeffrey McKinnon	Faculty	102,017
Tianyuan Yu	Faculty	102,017
Rhonda Bursey	Faculty	101,116
Lindsay Leighton	Faculty	100,899

Board Members, Officers, Employees, Contractors and Consultants		
Name	Position	Compensation Paid (\$)
Pamela Fancey	Administration	100,806
Gregory Pretty	Administration	100,325
Meg Raven	Faculty	100,279

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.