



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

MOUNT SAINT VINCENT UNIVERSITY

Year ended March 31, 2023



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INDEPENDENT AUDITOR'S 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, 2023 and notes. (Hereinafter referred to as "the statement").

In our opinion, the accompanying statement for the year ended March 31, 2023 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 "**Auditor's Responsibilities for the Audit of the Schedule**" section of our Auditor's 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.

Auditor's 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 Auditor's 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.



MOUNT SAINT VINCENT UNIVERSITY

Statement of Compensation Required Pursuant to the Public Sector

Compensation Disclosure Act

Year Ended March 31, 2023

Section 3 of the *Public Sector Compensation Disclosure Act* of the Province of Nova Scotia, requires public sector bodies to publicly 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, 2023, 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 (\$)
Peter Mombourquette	Faculty	292,983
M. Brook Taylor	Administration	255,929
C. Kelly Gallant	Administration	228,327
Joël Dickinson	Administration	213,423
Jacqueline Gahagan	Administration	195,741
Andrew Manning	Faculty	194,587
Karen Blotnick	Faculty	191,567
Carrie Dawson	Administration	186,766
Antony Card	Administration	186,766
Zachary Zimmer	Faculty	182,844
Jeffrey Young	Faculty	175,657
Jamie Metsala	Faculty	174,844
Sandra Findlay-Thompson	Faculty	170,924
Candace Blayney	Faculty	170,336
Daphne Lordly	Faculty	169,655
Mary Jane Harkins	Faculty	169,135
Susan Trenholm	Administration	169,094
Michelle Eskritt-Keck	Faculty	164,244
Randi Warne	Faculty	162,137
Deborah Norris	Faculty	158,493
Janice Keefe	Faculty	158,394
Meredith Ralston	Faculty	154,844
Patricia Gouthro	Faculty	154,844
Robert Kenny	Faculty	154,844
Marnina Gonick	Faculty	154,844
Hui Li	Faculty	154,844
Ardra Cole	Faculty	154,844

Board Members, Officers, Employees, Contractors and Consultants

Name	Position	Compensation Paid (\$)
Michelle Forrest	Faculty	154,029
Kim Kienapple	Administration	153,235
Aine Humble	Faculty	151,944
Cherif Matta	Faculty	151,711
Ian Pottie	Faculty	150,919
DeNel Rehberg Sedo	Faculty	150,230
Daniel Seguin	Faculty	149,897
Donovan Plumb	Faculty	149,415
Robert Berard	Faculty	149,165
Francois-Xavier Eygun	Faculty	149,165
Sharon Davis	Administration	148,468
Gavin Kernaghan	Faculty	148,332
Joan Turner	Faculty	148,329
Tanja Harrison	Administration	148,103
Tamara Franz-Odendaal	Faculty	147,808
Susan Brigham	Faculty	147,808
Donna Varga	Faculty	146,730
Patricia Williams	Faculty	146,730
John Schellenberg	Faculty	146,730
Elizabeth Bowering	Faculty	145,865
Karen Smyth	Administration	144,512
Keltie Jones	Administration	144,281
Amy Thurlow	Faculty	143,901
Jennifer Guy	Faculty	143,250
Derek Fisher	Faculty	141,676
Cornelia Schneider	Faculty	140,076
Shane Theunissen	Faculty	139,255
Jeffrey MacLeod	Faculty	138,476
Scott MacMillan	Administration	137,811
Kim Healy	Administration	137,494
Nathaniel Shead	Faculty	136,512
Alex Khasnabish	Faculty	135,380
James Sawler	Faculty	135,365
Melissa McGonnell	Faculty	135,350
Thomas Strapps	Administration	134,887
Linda Mann	Faculty	134,532
Tammy Findlay	Faculty	134,040
Gary Sneddon	Faculty	132,450
Tina Harriott	Faculty	132,311
Anna Smol	Faculty	131,055
Nargess Kayhani	Faculty	131,031
Arthur McCalla	Faculty	130,403
Maya Eichler	Faculty	130,368

Board Members, Officers, Employees, Contractors and Consultants

Name	Position	Compensation Paid (\$)
Alla Kushniryk	Faculty	129,914
Tracy Moniz	Faculty	129,088
Leighton Steele	Faculty	128,926
Sara King	Faculty	128,796
Roni Gechtman	Faculty	128,626
Rhoda Zuk	Faculty	128,626
Reina Green	Faculty	128,626
Michael Wood	Faculty	128,626
Karen Macfarlane	Faculty	128,626
Hong Wang	Faculty	128,626
Fernando Nunes	Faculty	128,626
Mary Delaney	Faculty	128,625
Laurie Sinclair	Faculty	128,383
Joan-Maki Motapanyane	Faculty	127,875
Mirwais Qaderi	Faculty	127,811
Genevieve Boulet	Faculty	127,605
Juliette Valcke	Faculty	126,425
Gabrielle Durepos	Faculty	124,700
Bohdan Luhovyy	Faculty	124,700
Arron Fraser	Faculty	124,520
Corey Slumkoski	Faculty	124,514
Frederick French	Faculty	124,151
June Lumsden	Administration	123,800
Mohammad Siddiquee	Faculty	122,609
Jonathan Roberts	Faculty	121,589
Jonathon Medrano	Faculty	120,859
Adriana Benzaquen	Faculty	119,934
Elsie Henderson	Faculty	119,209
Aibing Xia	Faculty	119,183
Ashwani Kumar	Faculty	118,979
Graham Fraser	Faculty	118,928
Jessie-Lee McIsaac	Faculty	118,796
Sarah Reddington	Faculty	118,755
Tanya Piske	Administration	118,615
Martha Walls	Faculty	118,479
Katherine Darvesh	Faculty	117,529
Christine McLean	Faculty	115,981
Gillian Batten	Administration	115,969
Denise Green	Administration	115,969
Stephen Perrott	Faculty	114,849
Ned Kelleher	Faculty	114,297
Stanislav Orlov	Faculty	114,044
Maria Matthews	Faculty	111,698

Maria Matthews		
Name	Position	Compensation Paid (\$)
Paulette Cormier-MacBurnie	Faculty	110,621
Tianyuan Yu	Faculty	108,346
Paula Crouse	Faculty	108,278
Meg Raven	Faculty	108,048
Alexandra Tsedryk	Faculty	107,531
Germaine Chan	Faculty	106,597
Ian Reilly	Faculty	106,495
Christine Doe	Faculty	105,106
Michael McGuire	Administration/Faculty	104,963
Nathaniel Street	Faculty	104,820
Krista Ritchie	Faculty	103,829
Tess Laidlaw	Faculty	103,797
Jeffrey McKinnon	Faculty	103,797
Angela Birt	Faculty	103,797
Eddia Solas	Faculty	102,982
Kyly Whitfield	Faculty	102,925
Christine Lackner	Faculty	102,925
Nora Perry	Faculty	102,673
Albert Reyner	Faculty	102,575
Jennifer Khoury	Faculty	102,428
Stephanie Hale	Administration	101,355

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.