



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

## **MOUNT SAINT VINCENT UNIVERSITY**

Year ended March 31, 2025

**KPMG LLP**

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**INDEPENDENT AUDITOR'S REPORT**

To the Board of Governors of Mount Saint Vincent University

***Opinion***

We have audited the Statement Mount Saint Vincent University (the Entity), for the year ended March 31, 2025 and notes. (Hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements present fairly, 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 Financial Statements***" 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 financial statements 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 Financial Statements***

Management is responsible for the preparation of the statement in accordance with Canadian accounting standards for not-for-profit organizations

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

***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are 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 financial statements.

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 financial statements, 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.



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- 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'. The signature is written in a cursive, stylized font and is underlined with a single horizontal stroke.

Chartered Professional Accountants

Halifax, Canada

June 24, 2025

# MOUNT SAINT VINCENT UNIVERSITY

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

Year Ended March 31, 2025

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, 2025, 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	331,030
Joël Dickinson	Administration	315,944
Lori Francis	Administration	245,422
Isabelle Nault	Administration	236,386
Jacqueline Gahagan	Administration	211,768
Antony Card	Administration	206,542
Carrie Dawson	Administration	205,015
Andrew Manning	Faculty	202,625
Daniel Seguin	Faculty	198,626
Karen Blotnicky	Faculty	192,292
Zachary Zimmer	Faculty	191,855
Jamie Metsala	Faculty	187,383
Jeffrey Young	Faculty	183,355
Susan Trenholm	Administration	183,100
Michelle Eskritt-Keck	Faculty	182,301
Sandra Findlay-Thompson	Faculty	178,276
Amy Thurlow	Faculty	177,330
Jeffrey MacLeod	Faculty	173,448
Donna Varga	Faculty	172,855
Keltie Jones	Administration	172,292
DeNel Rehberg Sedo	Faculty	172,258
Janice Keefe	Faculty	170,741
Ian Pottie	Faculty	170,410
Randi Warne	Faculty	169,950
Daphne Lordly	Faculty	169,637
Meredith Ralston	Faculty	169,578

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

<b>Name</b>	<b>Position</b>	<b>Compensation Paid (\$)</b>
Elizabeth Bowering	Faculty	169,016
Deborah Norris	Faculty	168,521
Robert Berard	Faculty	167,140
Marnina Gonick	Faculty	166,855
Patricia Gouthro	Faculty	166,855
Patricia Williams-Cotter	Faculty	166,855
Tracy Moniz	Faculty	166,660
Mary Jane Harkins	Faculty	164,358
Jennifer Guy	Faculty	164,291
Derek Fisher	Faculty	164,229
Gavin Kernaghan	Faculty	162,573
Michelle Forrest	Faculty	161,207
John Schellenberg	Faculty	160,992
Alex Khasnabish	Faculty	159,073
Mirwais Qaderi	Faculty	158,550
Ardra Cole	Faculty	158,072
Tamara Franz-Odendaal	Faculty	155,586
Shane Theunissen	Faculty	154,306
Alla Kushniryk	Faculty	153,525
Aine Humble	Faculty	152,885
Cherif Matta	Faculty	152,870
Candace Blayney	Faculty	152,720
Nathaniel Shead	Faculty	152,241
James Sawler	Faculty	152,096
Adriana Benzaquen	Faculty	151,173
Sharon Davis	Administration	150,359
Gabrielle Durepos	Faculty	149,798
Thomas Strapps	Administration	149,528
Karen Smyth	Administration	149,199
Arron Fraser	Faculty	147,221
Gary Sneddon	Faculty	146,020
Susan Brigham	Faculty	144,806
Scott Daniels	Administration	144,384
Melissa McGonnell	Faculty	142,203
Linda Mann	Faculty	141,820
Mohammad Siddiquee	Faculty	141,648
Frederick French	Faculty	141,152
Nicholous Deal	Faculty	140,670
Leighton Steele	Faculty	139,604
Alexandra Tsedryk	Faculty	139,382
Jessie-Lee McIsaac	Faculty	138,912
Joan-Maki Motapanyane	Faculty	138,679
Mary Delaney	Faculty	138,604

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

<b>Name</b>	<b>Position</b>	<b>Compensation Paid (\$)</b>
Hong Wang	Faculty	138,217
Christine Doe	Faculty	137,470
Krista Ritchie	Faculty	137,292
Sarah Reddington	Faculty	136,265
Christine McLean	Faculty	135,917
Nora Perry	Administration	135,639
Ashwani Kumar	Faculty	134,768
Roni Gechtman	Faculty	133,988
Stanislav Orlov	Faculty	133,440
Tina Harriott	Faculty	133,152
Elsie Henderson	Faculty	131,765
Fernando Nunes	Faculty	131,578
Genevieve Boulet	Faculty	131,538
Angela Birt	Faculty	131,349
Aibing Xia	Faculty	130,920
Maya Eichler	Faculty	130,803
Shuyue Huang	Faculty	130,658
Sara King	Faculty	130,643
Tammy Findlay	Faculty	130,466
Bohdan Luhovyy	Faculty	130,452
Tanya Priske	Administration	130,000
Martha Walls	Faculty	129,854
Karen Macfarlane	Faculty	129,161
Danielle Cox	Faculty	128,745
Diane Piccitto	Faculty	128,613
Eddia Solas	Faculty	128,443
C. Kelly Gallant	Administration	126,845
Juliette Valcke	Faculty	126,784
Gregory Pretty	Administration	126,694
Christine Lackner	Faculty	126,367
Arthur McCalla	Faculty	126,189
Lindsay Leighton	Faculty	125,920
Gillian Batten	Administration	125,796
Ian Reilly	Faculty	125,620
Rhonda Bursey	Faculty	125,185
Kim Healy	Administration	124,425
Graham Fraser	Faculty	123,843
Kimberly Peitzsche	Administration	123,795
Cornelia Schneider	Faculty	123,243
Tianyuan Yu	Faculty	122,988
Michael McGuire	Faculty	122,986
Nargess Kayhani	Faculty	121,568
Michael Wood	Faculty	121,568

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

<b>Name</b>	<b>Position</b>	<b>Compensation Paid (\$)</b>
KelleyAnne Malinen	Faculty	121,512
Jonathan Roberts	Faculty	120,639
Corey Slumkoski	Faculty	119,758
Nathaniel Street	Faculty	119,746
Paula Crouse	Faculty	118,300
Albert Reyner	Administration	117,725
Shannan Grant	Faculty	117,237
Jeffrey McKinnon	Faculty	116,873
John Wadden	Faculty	115,667
Stephanie Hale	Administration	115,119
Maria Matthews	Faculty	114,920
Ellen Shaffner	Faculty	114,762
Normand Gendron	Faculty	114,685
Denyse Rodrigues	Faculty	113,722
Phillip Joy	Faculty	113,371
Conor Barker	Faculty	113,250
Paulette Cormier-MacBurnie	Faculty	113,164
Andrea Fraser	Faculty	112,665
Catherine Baillie Abidi	Faculty	111,962
Germaine Chan	Faculty	111,820
Stephen Perrott	Faculty	111,106
Adrian Downey	Faculty	111,100
Angela Barrett-Jewers	Administration	110,940
Amna Mirza	Faculty	110,594
Laurie Sinclair	Faculty	110,000
Gerald Tembrevilla	Faculty	109,091
Douglas Whitaker	Faculty	107,713
Eluned Jones	Faculty	107,567
Karyn McLellan	Faculty	107,567
Lori Borgal	Faculty	107,567
Kennedy Fitzgerald	Administration	106,472
Bernadette Russo	Faculty	104,708
Christopher Hattie	Administration	104,432
Stefon van Noordt	Faculty	104,215
Jennifer Khoury	Faculty	103,504
Sandra Sawchuk	Faculty	103,465
Lindsey MacCallum	Faculty	103,141
Tess Laidlaw	Faculty	102,366
Irene Ogada	Faculty	101,892
Svenja Huntemann	Faculty	101,336
David Awde	Faculty	100,862
Jamie Leach	Faculty	100,862
Daniel Hartery	Administration	100,276



## **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.