



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

## **MOUNT SAINT VINCENT UNIVERSITY**

Year ended March 31, 2016



**KPMG LLP**  
Suite 1500 Purdy's Wharf Tower I  
1959 Upper Water Street  
Halifax NS B3J 3N2  
Canada

Telephone (902) 492-6000  
Fax (902)492-1307  
Internet [www.kpmg.ca](http://www.kpmg.ca)

## **INDEPENDENT AUDITORS' REPORT**

To the Board of Governors of Mount Saint Vincent University

We have audited the accompanying Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Mount Saint Vincent University for the year ended March 31, 2016, and notes, comprising a summary of significant accounting policies and other explanatory information (together the "statement"). The statement 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 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 basis of accounting 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 the statement that is free from material misstatement, whether due to fraud or error.

### *Auditors' Responsibility*

Our responsibility is to express an opinion on this statement 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 statement is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the statement. The procedures selected depend on our judgment, including the assessment of the risks of material misstatement of the statement, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the entity's preparation of the statement 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 statement.

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 Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act for Mount Saint Vincent 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 the Basis of Reporting note to the statement, which describes the basis of accounting. The statement is prepared to meet the requirements of the Public Sector Compensation Disclosure Act dated December 10, 2010. As a result, the statement 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 long, horizontal, slightly curved line that serves as a flourish or underline.

Chartered Accountants

June 12, 2016

Halifax, Canada

# MOUNT SAINT VINCENT UNIVERSITY

## Statement of Compensation Required Pursuant To 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.

### Board Members, Officers and 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:

| Board Members, Officers, Employees, Contractors and Consultants |                |                        |
|---|----------------|------------------------|
| Last Name, First Name   | Position       | Compensation Paid (\$) |
| Ramona Lumpkin  | Administration | 272,980                |
| Andrew Manning  | Faculty        | 251,832                |
| Elizabeth Church  | Administration | 190,330                |
| Brian Jessop  | Administration | 189,023                |
| Jeffrey Young   | Faculty        | 162,302                |
| Peter Mombourquette   | Faculty        | 155,786                |
| Brook Taylor  | Administration | 153,485                |
| Kim Kienapple   | Administration | 153,485                |
| Sal Badali  | Administration | 152,115                |
| Ardra Cole  | Administration | 150,843                |
| Mallika Das   | Faculty        | 148,712                |
| Randi Warne   | Faculty        | 148,349                |
| Deborah Norris  | Faculty        | 147,421                |
| C. Kelly Gallant  | Administration | 146,875                |
| Robert Berard   | Faculty        | 146,283                |
| Allan Neilsen   | Faculty        | 145,832                |
| Jamie Metsala   | Faculty        | 145,041                |
| Mary Jane Harkins   | Faculty        | 144,909                |
| DeNel Rehberg Sedo  | Faculty        | 143,577                |
| Elizabeth Bowering  | Faculty        | 141,802                |
| Theresa Glanville   | Faculty        | 141,432                |
| John Schellenberg   | Faculty        | 137,982                |
| Meredith Ralston  | Faculty        | 137,926                |
| Karen Blotnicky   | Faculty        | 137,840                |
| Janice Keefe  | Faculty        | 136,832                |
| Lorri Neilsen   | Faculty        | 136,832                |
| Michelle Eskritt-Keck   | Faculty        | 135,710                |
| Daphne Lordly   | Faculty        | 135,464                |

| <b>Board Members, Officers, Employees, Contractors and Consultants</b> |                 |                               |
|--|-----------------|-------------------------------|
| <b>Last Name, First Name</b>   | <b>Position</b> | <b>Compensation Paid (\$)</b> |
| Robert Farmer  | Faculty         | 135,283                       |
| Patricia Williams  | Faculty         | 134,523                       |
| Susan Drain  | Faculty         | 133,912                       |
| Stephen Perrott  | Faculty         | 133,627                       |
| Leslie Brown   | Faculty         | 132,412                       |
| Michael MacMillan  | Faculty         | 132,412                       |
| Suzanne Seager   | Faculty         | 132,412                       |
| Donna Varga  | Faculty         | 131,740                       |
| Donald Shiner  | Faculty         | 131,577                       |
| Sharon Davis   | Administration  | 131,471                       |
| Bruce MacNeil  | Administration  | 131,120                       |
| Donovan Plumb  | Faculty         | 130,576                       |
| Anthony Davis  | Faculty         | 129,408                       |
| Hui Li   | Faculty         | 129,340                       |
| Norman Okihiro   | Faculty         | 129,340                       |
| Linda Mann   | Faculty         | 129,262                       |
| Janice Gaudet  | Administration  | 128,550                       |
| Patricia Gouthro   | Faculty         | 126,377                       |
| Robert Kenny   | Faculty         | 125,041                       |
| Ann MacGillivray   | Faculty         | 124,627                       |
| Jane Baskwill  | Faculty         | 124,503                       |
| Francois-Xavier Eygun  | Faculty         | 124,263                       |
| Marnina Gonick   | Faculty         | 123,757                       |
| Michael Whalen   | Faculty         | 122,577                       |
| Frederick French   | Faculty         | 122,136                       |
| Jean Mills   | Faculty         | 121,672                       |
| Mary Delaney   | Faculty         | 121,252                       |
| Elizabeth Hicks  | Faculty         | 120,246                       |
| Katherine Darvesh  | Faculty         | 120,019                       |
| Aine Humble  | Faculty         | 119,696                       |
| Roderick Tilley  | Faculty         | 119,577                       |
| Sandra Findlay-Thompson  | Faculty         | 118,527                       |
| Anna Smol  | Faculty         | 118,305                       |
| Nargess Kayhani  | Faculty         | 118,232                       |
| Genevieve Boulet   | Faculty         | 118,077                       |
| Karen Smyth  | Administration  | 117,535                       |
| Michelle Forrest   | Faculty         | 116,441                       |
| Cheryl Stewart-Walsh   | Administration  | 116,198                       |
| Tina Harriott  | Faculty         | 116,162                       |
| Tanja Harrison   | Administration  | 115,563                       |
| Candace Blayney  | Faculty         | 115,536                       |

| <b>Board Members, Officers, Employees, Contractors and Consultants</b> |                 |                               |
|--|-----------------|-------------------------------|
| <b>Last Name, First Name</b>   | <b>Position</b> | <b>Compensation Paid (\$)</b> |
| Daniel Seguin  | Faculty         | 114,859                       |
| Leighton Steele  | Faculty         | 114,577                       |
| Ian Pottie   | Faculty         | 114,156                       |
| Karen Macfarlane   | Faculty         | 114,077                       |
| Aibing Xia   | Faculty         | 113,577                       |
| Helen Mallette   | Faculty         | 113,577                       |
| Hazel MacRae   | Faculty         | 113,577                       |
| John Morgenstern   | Faculty         | 113,577                       |
| James Sharpe   | Faculty         | 113,577                       |
| Michael Wood   | Faculty         | 113,577                       |
| Reina Green  | Faculty         | 113,067                       |
| Cherif Matta   | Faculty         | 111,711                       |
| Jeffrey MacLeod  | Faculty         | 111,668                       |
| Gayle MacDonald  | Administration  | 111,354                       |
| Tamara Franz-Odendaal  | Faculty         | 111,323                       |
| June Lumsden   | Administration  | 110,637                       |
| Margaret Watts   | Administration  | 110,492                       |
| Brigitte MacInnes  | Administration  | 108,599                       |
| Adriana Benzaquen  | Faculty         | 108,554                       |
| Nancy Chesworth  | Faculty         | 107,359                       |
| Rhoda Zuk  | Faculty         | 107,359                       |
| Michele Millar   | Faculty         | 107,303                       |
| Susan Brigham  | Faculty         | 107,303                       |
| Alla Kushniryk   | Faculty         | 107,241                       |
| Roni Gechtman  | Faculty         | 106,844                       |
| Arthur McCalla   | Faculty         | 106,544                       |
| Amy Thurlow  | Faculty         | 105,405                       |
| Gavin Kernaghan  | Faculty         | 104,544                       |
| Hong Wang  | Faculty         | 104,544                       |
| Joan Turner  | Faculty         | 104,478                       |
| Paula Barry Mercer   | Administration  | 103,928                       |
| Maya Eichler   | Faculty         | 103,716                       |
| Carmel French  | Faculty         | 103,493                       |
| Gary Sneddon   | Faculty         | 101,751                       |
| Susan Walsh  | Faculty         | 101,539                       |

### **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.