

Schedule of Employees with Compensation in excess of \$100,000
Public Sector Compensation Disclosure Report

ST. FRANCIS XAVIER UNIVERSITY

March 31, 2016

ST. FRANCIS XAVIER UNIVERSITY

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INDEPENDENT AUDITOR'S REPORT

Tel: 902-422-8541
Fax: 902-423-5820
www.deloitte.ca

To the management of St. Francis Xavier University

We have audited the accompanying Public Sector Compensation Disclosure Report of St. Francis Xavier University for the year ended March 31, 2016 and a summary of other explanatory information (the "Schedule"). The Schedule has been prepared by management based on Section 3 of the *Public Sector Compensation Disclosure Act, 2010*.

Management's Responsibility for the Schedule

Management is responsible for the preparation of the Schedule in accordance with Section 3 of the *Public Sector Compensation Disclosure Act, 2010* as disclosed in Note 1 to the Schedule, and for such internal control as management determines is necessary to enable the preparation of the Schedule that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the Schedule 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 Schedule is free from material misstatement.

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

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 financial information in the Public Sector Compensation Disclosure Report of St. Francis Xavier University for the year ended March 31, 2016, is prepared, in all material respects, in accordance with Section 3 of the *Public Sector Compensation Disclosure Act*.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the schedule, which describes the basis of accounting. The Schedule is prepared to enable management of St. Francis Xavier University to meet the requirements of the Public Sector Compensation Disclosure Act, 2010. As a result, the Schedule may not be suitable for another purpose.



Chartered Accountants
Halifax, Nova Scotia
June 24, 2016

ST. FRANCIS XAVIER UNIVERSITY

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Section 3 of the *Public Sector Compensation Disclosure Act, 2010* 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 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, contractors and consultants received compensation of \$100,000 or more:

Last	First	2016 Fiscal Total Compensation
		\$
ALEX	MARION	114,969
ANDERSON	ALAN	143,811
APALOO	JOSEPH	139,241
AQUINO	MANUEL	148,101
ARPIN	MAURICE	118,241
BALDNER	STEVE	156,109
BANTJES	RODERICK	135,401
BECKETT	ANDREW	187,500
BELL	KYLER	119,413
BELTRAMI	HUGO	146,824
BERNARD	IRENE	116,408
BICKERTON	JAMES	149,909
BIGELOW	ANN	152,989
BOUCHER	JACQUES	121,814
BOYLE	TODD	132,947
BREBNER	KAREN	113,652
BROWN	DOUGLAS	107,830
BUKSAITIS	TARA	100,013
BYRNE	CHRISTOPHER	119,789
CALLAGHAN	TARA	151,729
CAMERON	COLLEEN	137,658
CAMERON	SUSAN	107,121
CAMPBELL	RITA	113,621
CARTER	GREGORY	118,177
CHISHOLM	SHAUN	102,913
CLANCY	PETER	147,489
CLEMENT	CONNIE	146,993
CORMACK	PATRICIA	107,713

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CORMIER	JAMES	121,864
CUNNINGHAM	GORDON	106,133
DAVISON	PHIL	111,440
DE'BELL	KEITH	145,876
DEMONT	EDWIN	188,573
DIOCHON	MONICA	134,144
DODARO	SANTO	122,427
DOSSA	SHIRAZ	145,876
FABIJANCIC	URSULA	118,177
FAWCETT	CLARE	104,488
FORAN	ANDREW	136,731
FORESTELL	NANCY	104,488
FOX	JUSTIN	100,069
FRAZER	CHRISTOPHER	100,368
FULLER	MARK	105,603
GALLANT	MARGARET	147,489
GALLANT	LEO	145,876
GALWAY	MOIRA	121,342
GARBARY	DAVID	147,604
GHOUMA	HATEM	100,669
GILLIS	DORIS	115,552
GRAHAM	LORI	118,177
GREGORY	SHARON	110,080
GRENIER	YVON	140,893
GROARKE	LOUIS	118,924
GULAM RAZUL	SHAH	105,170
HALE	ROBERT	133,899
HANSEN-KETCHUM	PATTI	118,948
HAUF	PETRA	191,223
HENKE	PETER	145,876
HOLLOWAY	STEVE	140,931
HYNES	TIMOTHY	152,803
ISNOR	RICHARD	145,676
JAIN	ANUJ	130,548
JENSEN	ELSA	113,269
KALMAN	SAMUEL	107,141
KARUNAKARAN	VELAUTHAM	118,325
KELLMAN	LISA	134,409
KENNEDY	ROBERT	105,619
KHOURY	JOSEPH	100,368
KLAPSTEIN	DIETER	147,546

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KOCH	ERIKA	107,141
KOLEN	ANGELA	113,017
LALANDE	GUY	129,677
LANG	TIMOTHY	231,635
LANGILLE	EDWARD	143,639
LANGLEY	WENDY	130,313
LEAIST	DEREK	156,829
LEBLANC	REJEANNE	120,567
LIN	MAN	115,697
LITZ	STEFAN	106,139
LONG	BRADLEY	106,074
LUKEMAN	GREGORY	109,883
LUNNEY BORDEN	LISA	114,812
LYNES	DAVID	131,289
MACAULAY	KENNETH	117,370
MACCAULL	WENDY	146,013
MACDONALD	KENT	370,400
MACDONALD	JOSEPH	131,307
MACDONALD	LEO	122,803
MACDONALD	CATHY	109,561
MACDOUGALL	DONNA	108,421
MACGREGOR	HELEN	131,022
MACLAREN	LESLIE	137,516
MACLEAN	KIM	124,688
MACLEAN	ELAINE	117,658
MACLEAN	BRIAN	103,063
MACLELLAN	LEON	136,956
MACPHERSON	LEO	114,353
MADDEN	ROBERT	150,348
MAHAFFEY	THOMAS	141,772
MARQUIS	PAUL	139,280
MARSHALL	WILLIAM	147,489
MARZI	HOSEIN	120,936
MARZLIN	KARL-PETER	106,086
MATHIE	ALISON	114,739
MCCORMICK	PETER	128,168
MCGIBBON	ELIZABETH	125,539
MCGILLIVRAY	MARY	145,876
MCINNIS	PETER	100,090
MCKENNA	JOHN	123,408
MCMILLAN	LESLIE	113,187

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MCPHERSON	CHARMAINE	110,067
MELCHIN	MICHAEL	129,739
MEYER	MATTHEW	124,373
MORRISON	BOBBI	102,330
MOSELEY	JANE	104,262
MOYNAGH	MAUREEN	127,162
MURPHY	BRENDAN	160,891
MURPHY	LYNNE	110,010
MURRAY-ORR	ANN	103,594
MWEBI	BOSIRE	103,588
OGUEJIOFOR	EMEKA	123,623
ORLOVA	GALINA	108,108
ORR	JEFFREY	164,261
OXNER	MARY	109,988
PALANISAMY	RAMARAJ	123,483
PHYNE	JOHN	143,639
POOLE	PETER	150,750
QUINN	WILLIE	145,876
RASMUSSEN	ROY	146,392
RILEY	SEAN	442,052
SCROSATI	RICARDO	117,071
SEMPLE	RHONDA	104,170
SMITH	GENE	149,214
SMITH	DOUGLAS	147,489
SMITH-PALMER	TRUIS	147,661
STAN	LAVINIA	132,316
STANLEY-BLACKWELL	LAURIE	134,586
STEINITZ	MICHAEL	317,220
SWEET	WILLIAM	139,282
TAYLOR	BARRY	119,789
TAYLOR	TARA	103,203
TKACZ	GREGOIRE	137,678
TOMPKINS	JOANNE	140,245
VANBOMMEL	MARTIN	125,104
VANDENHOOGEN	ROBERT	148,295
VANZYL	BRANDON	103,997
VERBERG	NORINE	118,177
VINCENT	SUSAN	121,575
VISHWAKARMA	VIJAY	110,767
VOSSEN	DEBORAH	106,086
WADSWORTH	LAURIE	119,789

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WAMSLEY	KEVIN	161,535
WANG	PING	145,127
WATT	MARGO	123,924
WEAVING	CHARLENE	103,085
WEBBER	JUNE	103,692
WHITE	ROBERT	112,302
WHITTY-ROGERS	JOANNE	107,626
WILLIAMS	JAMES	115,363
WILPUTTE	EARLA	127,138
WRIGHT	EDWARD	145,876
YOUNG	DAVID	111,939
ZECKER	ROBERT	101,715
ZHOU	PING	116,178

ST. FRANCIS XAVIER UNIVERSITY

Note to the Schedule of Employees with Compensation in excess of \$100,000

For the year ended March 31, 2016

1. BASIS OF ACCOUNTING

The Schedule of Employees with Compensation in excess of \$100,000 has been prepared in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act, 2010 (the "Act"). The Act includes a definition of compensation in Section 2(b) as follows:

"Compensation" is defined as a 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, retirements 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.

Significant interpretations of the financial reporting provisions of the Act include:

- (a) The reporting period is the fiscal year ended March 31.
- (b) An employee is considered to be anyone to whom the Corporation issues a T4 or a T4A and also includes contractors or consultants that are a sole proprietors or incorporated individuals.

Compensation

Compensation is determined in accordance with Section 2(b) of the Act and is recognized on a cash basis for only those employees, contractors and consultants with compensation in excess of \$100,000.