

# **Acadia University**

## **Schedule of Nova Scotia Public Sector Annual Compensation**

**March 31, 2025**

# Independent auditor's report

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To The Board of Governors of  
**Acadia University**

## Opinion

We have audited the Schedule of employee compensation for Acadia University for the year ended March 31, 2025, and the notes, including a summary of significant accounting policies ("the Schedule").

In our opinion, the accompanying Schedule for the year ended March 31, 2025, is prepared, in all material respects, in accordance with the financial reporting provisions of the Public Sector Compensation Disclosure Act, 2010, C.43, S.1 ("PSCD Act").

## 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 report. We are independent of the University in accordance with the ethical requirements that are relevant to our audit of the Schedule 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 - Basis of Accounting

We draw attention to Note 1 to the Schedule, which describes the basis of accounting. The Schedule is prepared to assist the University meet the requirements of the PSCD Act. As a result, the Schedule 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 Schedule in accordance with the financial reporting provisions of the PSCD Act, 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.

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

### Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the Schedule 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 this 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 Schedule, 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 University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Halifax, Canada  
June 26, 2025

*Doane Grant Thornton LLP*  
Chartered Professional Accountants

Acadia University  
Disclosures Pursuant to  
Nova Scotia Public Sector Employment Compensation Disclosure Act  
For the Twelve Months Ended March 31, 2025

Name	Compensation
Abela, Paul	139,627
Adam, Mark	134,750
Ahern, Stephen	146,199
Alexander, Cynthia	163,477
Aljarrah, Ayman	131,137
Arnold, Paul	123,728
Ashley, Katherine	150,011
Avery, Trevor	133,419
Aylward, Marie	133,603
Banks, Jeffrey	180,328
Barr, Sandra	144,560
Beaudin, Erin	212,988
Beaudoin, Justin	112,713
Beazley, Michael	120,096
Bell, Kathryn	141,317
Bennett, Craig	166,583
Benoit, Darcy	162,276
Bernett, Sheena	105,111
Bezanson, Birdie	116,091
Biro, Andrew	149,293
Bishop, Claude-Mark	122,691
Bishop, G. Scott	133,502
Bissix, Glyn	151,617
Bleile, Karmen	101,625
Blustein, Daniel	111,612
Bouzar-Benlabiod, Lydia	109,523
Boyd, Michelle	108,356
Bremer, Emily	112,234
Brenton, Kelly	107,204
Brickner, Rachel	120,925
Brittain, James	140,991
Burns, Darren	100,924
Callaghan, Edith	160,967
Campbell, Wanda	171,457
Carlson, Jesse	108,873
Carlsson, Liesel	125,031
Casey, Rebecca	111,462
Champod, Anne	121,705
Charke, Derek	148,487
Chipman, Hugh	150,511
Clarke, Nancy	160,820

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Name	Compensation
Cochran, Caroline	102,625
Cohen, Alice	124,398
Colton, John	181,109
Coombs, Melanie	120,958
Cormier, Eugene	101,625
Crandall, Erin	127,075
Cunningham, Richard	165,725
Cunsolo, Ashlee	146,154
Curry, Eva	125,211
Dalton, Laurie	125,443
Damour, Michelle	104,667
Davidson, Marina	105,937
Davis, Andrew	127,844
Delpeche, Bernard	159,413
Dempsey, Natalie	112,638
Dempsey, Scott	100,298
Dennis, Michael	167,480
D'Entremont, Helene	101,694
Deveau, Kerry	177,717
Devine, Michael	156,620
Doerr, Paul	125,669
Donnelly, Gabrielle	116,308
Doucette, Gary	134,735
Doyle, Ashley	106,765
Duguay, Scott	208,038
Duke, David	168,633
Durant, Matthew	180,600
Dye, Kelly	141,230
Dyment, Janet	153,483
Eaman, Amir	117,146
Easy, Russell	125,814
Edwards, Marie-Christina	108,674
Ellis, Bobby	156,483
Falkenham, Marcel	151,633
Faraone, Nicoletta	121,188
Feltmate, Ian	132,925
Finniss, Brian	129,879
Fowles, Jonathon	162,749
Frank, Lesley	137,522
Gardner, Chelsea	111,012
Gerrard, Michele	116,748

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Name	Compensation
Gibson, Glenys	175,864
Goyette, Stephane	104,818
Grant, James	135,995
Gullon, Teri	101,366
Guo, Wenxia	132,219
Haigh, Corinne	153,493
Hamilton, Andrew	109,304
Handrigan, Nancy	203,852
Hayes, Joseph	129,100
Hazel, Matthew	113,849
Henderson, T. Stephen	133,087
Hennessy, Jeffrey	380,030
Hillier, Neil	149,312
Holt, Jason	148,573
Hooper, Jeffrey	208,953
Hopkins, Mark	139,986
Huestis, Leigh	129,942
Jewell, Claire	101,625
Jha, Amitabh	166,028
Jones, Stephanie	102,319
Kapoor, Harish	157,231
Karsten, Richard	165,406
Kaviani, Mojtaba	129,949
Kayahan, Cevat	139,767
Keech, Kristina	101,018
Keefe, Clifford	166,583
Kendall, Karen	118,470
Kieft, Anna	105,525
King, Colin	129,732
Kruisselbrink, L. Darren	161,283
La Rocque, Lance	125,211
Lametti, Daniel	129,752
Landry, Scott	145,640
Lattimer, Lauren	115,272
Lauzon, Paul	131,489
Lee, Greg	109,863
Leidl, Judith	106,158
Lopez, Juan	104,025
Lowe, Judith	103,661
Lu, Wilson	125,211
Lukeman, Matthew	162,259

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Name	Compensation
MacCrimmon, Vicki	138,386
MacDonald, Jennifer	132,206
MacInnis, Cara	122,657
MacKinnon, Gregory	151,513
MacLean, Stephen	130,693
MacNeil, Ryan	116,458
MacVicar, Mary	227,205
Mahfuz, Sazia	107,673
Maitzen, Stephen	103,937
Mallory, Mark	177,488
Marland, Alexander	173,887
Matos, Elyana	105,410
McBain, Robyn	128,132
McIntyre, Andrew	109,140
McMullin, David	105,552
McSweeney, Matthew	145,223
Meister, Gary	109,205
Mendivil, Franklin	155,654
Migicovsky, Zoe	112,565
Mitchell, Andrew	131,606
Morrison, Martin	126,002
Moussa, Hassouna	166,466
Munroe-Anderson, Kesa	123,503
Murimboh, John	134,697
Murphy, Rene	168,759
Murray, Ian	141,672
Mutlu, Can	122,534
Narbeshuber, Lisa	139,121
Neilson, Maggie	114,091
Newman, Randy	162,633
Noreiga-Mundaroy, Alicia	139,907
O'Driscoll, Nelson	167,238
Panchen, Zoe	107,523
Parsons, Ashley	116,873
Pash, Anthony	118,943
Patterson, Erin	122,535
Peng, Jianan	157,225
Penney, Kim	106,015
Peters, Amanda	111,262
Pinder, Kaitlyn	111,312
Price, Lisa	114,972

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Name	Compensation
Price, Shelley	111,087
Proudfoot, Oonagh	122,691
Quema, Anne	136,537
Rahal, Ahlam	100,513
Ramsay, Marc	142,657
Rand, Jennie	139,210
Redden, Anna	164,733
Richard, Jennifer	160,988
Ricketts, Peter	223,146
Robertson, Michael	163,477
Robicheau, Wendy	127,102
Robinson, Laura	172,983
Rockwell-Firth, Paula	102,625
Rudrum, Sarah	128,500
Rushton, Christianne	145,993
Russell, Scott	106,212
Sachs, Jeffrey	101,775
Saklofske, Jon	152,223
Sampson, Kendra	100,740
Sandapen, Ruben	133,497
Sanford, James	122,703
Sarhadi, Hassan	134,217
Seale, Robert	131,489
Seaman, Roxanne	164,656
Seamone, Donna	131,606
Sears, Donna	130,998
Sedgwick, James	123,062
Semenenko, Igor	136,871
Shakshuki, Elhadi	168,093
Sheppard, Michael	109,332
Shields, Christopher	155,204
Slights, Jessica	150,288
Smith, Ann	136,891
Smith, Todd	146,462
Snyder, Morgan	108,856
Spooner, Ian	166,026
Stack, Ryan	120,961
Stanley, Clifford	163,477
Stewart, Donald	164,827
Stokesbury, Michael	136,676
Surette, Tanya	124,819

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Name	Compensation
Sweatman, Mary	123,417
Swiss, Liam	152,434
Tango, Martin	134,232
Teismann, Holger	153,483
Thomas, Christian	128,500
Tinkham, Jennifer	143,106
Tong, Anthony	143,490
Toope, Deborah	119,349
Turner, Sherri	106,956
Van Blarcom, Brian	149,485
van Rooyen, Deanne	126,464
Vibert, Conor	187,790
Vierimaa, Matthew	112,212
Viriasova, Inna	105,408
Walker, Allison	126,442
Wang, Xiaoting	115,633
Wang, Yinglei	145,988
Watson, Barry	113,510
Weatherbee, Terrance	150,985
Wentzell, Janna	126,267
Whetter, Kevin	161,133
Whidden, James	148,787
Whitehall, Geoffrey	145,988
Wilks, Anna	117,609
Wilks, Ian	154,259
Williams, Kristin	138,865
Williams, Peter	166,733
Wilson, Brian	156,875
Wilson-Finniss, Lauren	143,209
Yang, Jun	135,699
Zamlynnny, Volodymyr	132,862
Zhang, Haiyi	131,756
Zhang, Ying	145,714

Acadia University  
Disclosures Pursuant to  
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For the Twelve Months Ended March 31, 2025

## 1) BASIS OF ACCOUNTING

The Statement of Compensation Required Pursuant to the Public Sector Compensation Disclosure Act has been prepared in accordance with the financial reporting provisions in Section 3 of the Public Sector Compensation Disclosure Act, 2010 (the "Act"). The management of Acadia 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 Acadia University or in a statement prepared for the purposes of the Act and certified by its auditors.

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 accommodation provided or any subsidy with respect to the living accommodation,
- (vi) payments made for exceptional benefits not provided to the majority of employees,
- (vii) payments for memberships in recreational clubs or organization, 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 University issues a T4 or a T4A.

### *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.

## 2) COMMENTARY ON REPORTED COMPENSATION

Certain payments made, during the 12 months ending March 31, 2025, resulted in reported compensation being greater than the employee's annual contracted compensation as follows:

- a) There were one-time lump sum payments related to retirement incentives, vacation payout, and end of employment or position.