

# ACADIA UNIVERSITY

March 31

**2016**

Schedule of Nova Scotia Public Sector Annual  
Compensation Disclosure

Acadia University  
Disclosures Pursuant to  
Nova Scotia Public Sector Employment Compensation Disclosure Act  
For the Twelve Months Ended March 31, 2016

Name	Compensation
Abela, Paul	114,763
Abramson, Zelda	111,107
Ahern, Stephen	112,827
Alexander, Cynthia	126,103
Anderson, Barbara J	133,000
Aylward, Marie L	109,237
Banks, Jeffrey T	145,123
Barkanova, Svetlana	125,270
Barr, Sandra M	152,520
Bennett, Craig	132,679
Benoit, Darcy	122,139
Biro, Andrew	107,301
Bissix, Glyn C	146,468
Bondrup-Nielsen, Soren	147,765
Both, Christoph	136,771
Brickner, Rachel	100,107
Brittain, James J	107,508
Brodeur, Darlene A	133,775
Callaghan, Edith	122,196
Callaghan, Michael P	107,859
Campbell, Wanda R	129,633
Charke, Derek	108,999
Cheney, Martha	115,566
Chipman, Hugh	129,796
Clarke, Nancy E	114,994
Colton, John	146,243
Corkum, Patricia E	131,645
Cunningham, Richard	120,006
Curry, Eva P	104,004
Dahringer, Heather A	109,075
Darnbrough, James M	130,345
Delpeche, Bernard	112,902
Dennis, Michael J	124,405
Devine, Michael	122,689
Diamond, James	110,012
Dickie, Kevin R	118,532
Doerr, Paul W	100,592
Doucette, Gary F	111,957

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Name	Compensation
Duke, David F	113,775
Durant, Matthew	117,700
Dye, Kelly	115,136
Ellis, Bobby D	105,587
Elshof, Leo J	113,632
Evans, Rodger C	110,766
Falkenham, Marcel	108,794
Feltmate, Ian A	113,545
Fowles, Jonathon	121,704
Gibson, Glenys	131,869
Grant, James D	105,172
Guiney Yallop, John J	104,892
Handrigan, Nancy	131,443
Hansen, John	120,095
Hemming, Heather E	187,933
Hennessy, Jeffrey J	117,202
Hillier, Neil K	109,630
Holmberg, Diane	124,614
Holt, Jason	110,414
Hooper, Jeffrey	128,661
Hopkins, Mark	102,811
Hutchinson, Ian	148,256
Ivany, Raymond E	300,494
Jha, Amitabh	105,648
Kapoor, Harish	117,920
Karsten, Richard	112,731
Kayahan, Cevat B	108,862
Kruisselbrink, L. D	117,091
Landry, Scott C	102,694
Larocque, Lance B	101,889
Lauzon, Paul	109,544
Lehr, Ronald F	134,060
Leiter, Michael P	181,947
Lu, Wilson W	104,345
Lukeman, Matthew	116,529
MacDonald, Jennifer E	100,166
MacDougall, Shelley L	113,388
MacKinnon, David	157,637

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Name	Compensation
MacKinnon, Gregory R	130,006
MacLeod, James E	149,929
MacVicar, Mary	141,512
Maitzen, Stephen	121,814
Major, Sonya	158,084
Mallory, Mark L	120,212
McFarland, Sherri A	110,139
McMullin, David W	103,283
Mehta, Rick	109,247
Mendivil, Franklin	117,909
Mesheau, Susan M	145,433
Migliarisi, Anna G	120,312
Mitchell, Andrew	126,337
Mockford, Stephen	100,050
Morrison, George R	206,454
Moussa, Hassouna	142,878
Murimboh, John	112,734
Murphy, Rene J	132,225
Murray, Ian V	117,404
Narbeshuber, Lisa	101,924
Newman, Randy L	104,492
O'Driscoll, Nelson J	128,328
Peng, Jianan	118,596
Perrins, Robert J	194,365
Piper, David	143,313
Pitter, Robert	120,231
Potter, Susan	100,524
Poulter, Gillian	113,102
Price, Lisa	115,728
Proulx, Robert	114,439
Provencal, Vernon L	130,514
Pufahl, Peir K	114,450
Quema, Anne	125,683
Raeside, Robert P	151,481
Ramsay, Marc	101,609
Rand, Jennie L	104,771
Redden, Anna	117,157
Richard, Jennifer L	106,683

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Name	Compensation
Rigg, Patricia D	129,165
Roberts, Scott	127,318
Robertson, Michael	126,169
Romkey, Peter A	100,416
Rushton, Christianne M	103,120
Saklofske, Jon	107,926
Sanford, James F	104,618
Schwenke Wyile, Andrea I	115,064
Seale, Robert	109,658
Seaman, Roxanne	116,213
Seamone, Donna L	105,235
Semenenko, Igor	106,798
Shakshuki, Elhadi	126,796
Shields, Christopher A	112,516
Shutler, Dave	128,125
Silver, Daniel L	132,579
Slights, Jessica A	120,073
Smith, Ann M	111,356
Smith, Todd	117,482
Spooner, Ian	137,637
Stanley, Clifford R	125,878
Stephenson, Paul A	115,668
Stewart, Donald T	119,055
Stokesbury, Michael J	111,749
Symons, Douglas K	150,401
Tango, Martin S	103,261
Taylor, Philip	113,481
Teismann, Holger	114,271
Thon, Sonia	137,612
Tong, Anthony Z	107,458
Townsend, Patricia L	128,695
Trofanenko, Brenda M	119,605
Trudel, Andre	147,859
Trudel, Cynthia S	100,834
Van Blarcom, Brian L	139,948
Vibert, Ann	140,367
Vibert, Conor T	161,893
Vincent, Kerry J	102,724

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Name	Compensation
Warner, Alan	105,975
Weatherbee, Terrance	113,859
Whetter, Kevin	114,066
Whidden, James N	110,386
Whitehall, Geoffrey A	109,883
Wilks, Ian L	118,091
Williams, Peter	171,386
Wilson, Brian	111,557
Worvill, Romira M	127,458
Wyile, Herbert	124,184
Yang, Jun	118,478
Youden, Darrell	165,948
Zamlyunny, Volodymyr	108,567
Zhang, Haiyi	102,110
Zhang, Ying	109,641

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**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.

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**2) COMMENTARY ON REPORTED COMPENSATION**

Certain payments made during the 12 months ending March 31, 2016 resulted in reported compensation being greater than the employee's annual contracted compensation as follows:

- a) Bi-weekly paid employees include 27 pay periods.
- b) Acadia University Faculty Association members received a retro salary payment covering the period July 1, 2014-March 31, 2015 paid on April 30, 2015.
- c) On July 1, 2015, the University transitioned its pension plan to the Public Service Superannuation Plan. Certain payments were made to employees as part of the transition.