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Schedule of employees with  
compensation in excess of \$100,000  
Public sector compensation  
disclosure report  
**St. Francis Xavier University**

March 31, 2023

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Independent Auditor's Report	1-2
Schedule of employees with compensation in excess of \$100,000	3-8
Note to the schedule of employees with compensation in excess of \$100,000	9

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## Independent Auditor's Report

To the management of St. Francis Xavier University

### Opinion

We have audited the accompanying Public Sector Compensation Disclosure Report of St. Francis Xavier University (the "University") for the year ended March 31, 2023 (the "Schedule"). The Schedule has been prepared by management based on the Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1.

In our opinion, the Public Sector Compensation Disclosure Report of the University for the year ended March 31, 2023, is prepared, in all material respects, in accordance with the Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1.

### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards ("Canadian GAAS"). 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.

### Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 of the Schedule, which describes the basis of accounting. The Schedule is prepared to meet the requirements of the *Public Sector Compensation Disclosure Act*, 2010 c. 43, s. 1, dated December 10, 2010. As a result, the Schedule may not be suitable for another purpose.

### Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of the Schedule in accordance with the *Public Sector Compensation Disclosure Act*, 2010 c. 43, s. 1, 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 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 GAAS 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 GAAS, 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

*Deloitte LLP*

Chartered Professional Accountants  
June 22, 2023

**St. Francis Xavier University****Schedule of employees with compensation in excess of \$100,000**

Year ended March 31, 2023

Section 3 of the *Public Sector Compensation Disclosure Act, 2010* 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 benefit of, each of its board members, officers, employees, contractors, and consultants.

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

For the year ended March 31, 2023, the following board members, officers, employees, contractors and consultants received compensation of \$100,000 or more:

<b>Last Name</b>	<b>First Name</b>	<b>2023 Total Compensation</b>
Abelson	Donald	213,800
Adams	Carl	132,376
Alex	Jennifer	100,601
Alma	Eileen	140,286
Al-Maini	Douglas	118,544
Anderson	Alan	114,235
Anthony	Denton	118,211
Apaloo	Joseph	188,349
Aquino	Manuel	167,703
Aubrecht	Catherine	107,887
Austen	Erin	118,573
Bantjes	Roderick	149,368
Beckett	Andrew	200,363
Bell	Kyler	134,146
Beltrami	Hugo	182,966
Berrigan	Lindsay	101,475
Betker	Claire	157,328
Bickerton	James	173,319
Billington	Ryan	111,336
Bishop	Cory	109,842
Boyle	Todd	187,171
Brebner	Karen	157,804
Brogden	Lace Marie	185,498
Bruce	David	102,279
Brunkhorst	Kevin	106,374
Buksaitis	Tara	146,691
Cabrera	Donna	103,454
Callaghan	Tara	163,299
Cameron	Susan	130,971
Campbell	Doug	109,338
Casey	Amanda	118,607
Chattopadhyay	Sutapa	100,002
Cho	Youngwon	124,215

**St. Francis Xavier University****Schedule of employees with compensation in excess of \$100,000**

Year ended March 31, 2023

<b>Last Name</b>	<b>First Name</b>	<b>2023 Total Compensation</b>
Coady	Maureen	125,409
Cockshutt	Amanda	204,464
Comeau	Frank	119,231
Connolly	Daphne	115,205
Corbit	John	108,649
Cormack	Patricia	155,951
Cormier	James	130,821
Craig	Lisa	143,470
D'Arcy	Michael	128,019
Darwish	Linda	110,971
Daviau	June	100,522
De Leebeeck	Jacqueline	109,960
De Vries	Ranke	129,522
De'Bell	Keith	168,905
Delorey	John	142,653
Delorey	Denise	123,002
Dodaro	Santo	131,844
Draper	Daniel	147,716
Estill	Laura	125,041
Fanjoy	Martha	104,510
Finbow	Stephen	136,699
Foran	Andrew	143,218
Forestell	Nancy	149,507
Foster	Monica	121,089
Fox	Ann	134,016
Fraser	Yvonne	115,837
Fraser	Jane	104,350
Frazer	Christopher	130,201
Fuller	Mark	131,645
Galway	Moira	135,844
Ghore	Yogesh	121,764
Gilham	Christopher	105,205
Gondra	Iker	134,667
Gregory	Sharon	138,838
Grenier	Yvon	157,762
Groarke	Louis	146,956
Gulam Razul	Shah	104,330
Hadley	Greg	104,446
Hakin	Andrew	379,441
Hale	Robert	147,143
Haller	Mikael	131,380
Hallett-Tapley	Geniece	107,488

**St. Francis Xavier University****Schedule of employees with compensation in excess of \$100,000**

Year ended March 31, 2023

<b>Last Name</b>	<b>First Name</b>	<b>2023 Total Compensation</b>
Halperin	Donna	139,316
Hanlon	Jacob	112,498
Hansen-Ketchum	Patti	145,700
Harling Stalker	Lynda	120,232
Helpard	Heather	131,627
Holmes	Christina	101,300
Hopkins	Shanna	102,279
Hurst	Rachel	121,697
Husband	Marc	102,908
Hynes	Timothy	194,669
Isnor	Richard	172,821
Iverson	Sandra	150,799
Jamieson	Jennifer	105,311
Kalman	Samuel	138,882
Kane	Daniel	111,028
Karunakaran	Velautham	139,152
Kearns	Laura-Lee	121,342
Kellman	Lisa	156,412
Kennedy	Robert	116,487
Khoury	Joseph	129,359
Kocay	Victor	163,349
Koch	Erika	125,694
Kolen	Angela	158,029
Kyte	Murray	160,172
Lalande	Guy	126,244
Landry	Julien	104,826
Langdon	Jonathan	116,126
Langille	Edward	156,830
Langley	Wendy	143,203
Latimer	Kevin	117,203
Layden	Faith	122,774
Lee	Derrick	102,797
Leo	Teng W	124,318
Leung	Opal	112,350
Levman	Jacob	109,982
Lin	Man	154,540
Linkletter	Michael	114,940
Lomore	Christine	118,494
Long	Bradley	117,534
Lukeman	Gregory	154,148
Lukeman	Ryan	103,889
Lunney Borden	Lisa	117,447

**St. Francis Xavier University****Schedule of employees with compensation in excess of \$100,000**

Year ended March 31, 2023

<b>Last Name</b>	<b>First Name</b>	<b>2023 Total Compensation</b>
Lynes	David	130,771
MacAulay	Kenneth	166,705
MacDonald	Aaron	106,941
MacDonald	Alexis	107,550
MacDonald	Cathy	154,846
MacDonald	Donna	106,780
MacDonald	Lara	106,115
MacDonald	Leo	164,785
MacIntosh	Pauline	108,857
MacIsaac	Mark	101,753
MacKenzie	Kathleen	105,311
MacKenzie	Sasho	116,071
Mackey	Wendy	106,814
MacLean	Brian	132,696
MacLellan	Leon	154,269
MacLellan	Mary Jessie	109,964
MacLeod	Katarin	123,244
MacNeil	Michelle	113,394
MacPherson	Leo	125,673
Madden	Robert	161,424
Mahaffey	Thomas	145,605
Mallory	Peter	111,336
Maltby	Blair	133,375
Maltby	Neil	124,896
Mansell	Deborah	112,754
Marangoni	Gerry	163,349
Marion	Alex	129,860
Marmura	Stephen	115,585
Marquis	Paul	143,730
Marzlin	Peter	138,258
Matharoo	Gurpreet	107,472
Mattie	David	109,399
Mbugua	Joyce	105,254
McCormick	Peter	173,800
McGibbon	Elizabeth	160,900
McGillivray	Mary	114,859
McInnis	Peter	134,811
McIver	Rhonda	120,925
McKee	Dolores	101,710
McKenna	John	130,821
McKinnon	Margaret	109,960
McMillan	Leslie Jane	135,952



**St. Francis Xavier University****Schedule of employees with compensation in excess of \$100,000**

Year ended March 31, 2023

<b>Last Name</b>	<b>First Name</b>	<b>2023 Total Compensation</b>
Melchin	Michael	168,476
Mitton	Jennifer	125,607
Morrison	Bobbi	144,914
Morse	Wendy	105,736
Moynagh	Maureen	148,275
Mukerji	Bhasker	126,742
Nguyen	Yen	108,033
Nilges	Mathias	129,024
Oguejiofor	Emeka	134,321
Olstead	Riley	119,587
Omae	Kenji	110,818
Orlova	Galina	130,821
Oxner	Mary	146,045
Ozkok	Zeynep	104,330
Palanisamy	Ramaraj	170,057
Parikh	Bhavik	109,632
Paz	Maria	112,897
Penner	Ken	132,363
Perry	Adam	105,347
Peters	Randy	134,146
Poole	Peter	164,904
Potts	Jason	124,250
Provost	Kathleen	133,375
Purvis	Janet	102,919
Rasmussen	Roy	161,424
Rice	Jack	130,433
Richardson	Holly	121,732
Risk	David	166,882
Roach	Mari	111,607
Robinson	Daniel	112,198
Robinson	Ingrid	100,428
Rosborough	Jonathan	105,211
Roy	Carole	128,550
Rushton	Cory	122,443
Scrosati	Ricardo	146,834
Semple	Rhonda	125,598
Smith	Douglas	163,299
Stan	Lavinia	167,705
Strong	Larissa	106,941
Sweet	William	170,822
Taylor	Tara	134,087
Thompson	Kara	105,917

**St. Francis Xavier University****Schedule of employees with compensation in excess of \$100,000**

Year ended March 31, 2023

<b>Last Name</b>	<b>First Name</b>	<b>2023 Total Compensation</b>
Throop-Robinson	Evan	109,350
Tkacz	Gregoire	160,371
Tokarz	Wojciech	118,570
Tompkins	Joanne	206,774
Trembinski	Donna	122,443
Tynan	Paul	152,581
van Bommel	Martin	157,115
Vandenhoogen	Robert	163,349
Verberg	Norine	130,456
Vincent	Susan	157,247
Vishwakarma	Vijay	140,103
Walters	William	109,571
Wang	Ping	168,474
Watt	Margo	165,273
Weaver	Angela	106,029
Weaving	Charlene	148,382
Whitty-Rogers	Joanne	110,518
Wilputte	Earla	161,474
Withey	Patrick	116,743
Wright	Kailin	107,186
Wyeth	Russell	117,876
Yeo	Elizabeth	199,453
Young	David	149,522
Zecker	Robert	123,852
Zhou	Ping	149,282

**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 Public Sector Compensation Disclosure Act, 2010 c. 43, s. 1 (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.