

Independent auditor's report

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The Board of Governors of

Saint Mary's University

Opinion

We have audited the Schedule of employee compensation for Saint Mary's 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 17, 2025 **Chartered Professional Accountants**

Doane Short Thouton XIP

Saint Mary's University

Nova Scotia Public Sector Compensation Disclosure (PSCD) Act Compensation for the Year Ending March 31, 2025

Last Name	First Name	Employee Category	Total Compensation
Khokhar	Abdul-Rahman	Faculty	196,276
Sarty	Adam	Administration/Staff	229,168
Spires	Adam	Faculty	141,297
Merabet	Adel	Faculty	134,303
Wiacek	Aldona	Faculty	131,380
MacLeod	Alexander	Faculty	158,419
Soucy	Alexander	Faculty	160,781
Dobrowolsky	Alexandra	Faculty	176,004
Avdulov	Alexandre	Faculty	139,773
Abolghasemi	Ali	Faculty	153,252
Barclay	Alison	Faculty	106,889
MacArthur	Amanda	Administration/Staff	128,001
Chalwati	Amna	Faculty	164,700
Arteaga	Andres	Faculty	127,935
Hare	Andrew	Faculty	109,804
MacRae	Andrew	Faculty	108,625
McKinnon	Angela	Administration/Staff	115,735
Dalziel	Anne	Faculty	122,407
Voltan	Annika	Faculty	115,628
Charles	Anthony	Faculty	237,911
Fear	Anthony	Administration/Staff	143,368
Watson	Ariel	Faculty	116,902
Day	Arla	Faculty	190,036
Finbow	Arthur	Faculty	173,889
Carver	Ashley	Faculty	119,416
Zaman	Ashraf	Faculty	223,740
Akbari	Ather	Faculty	204,321
Narisada	Atsushi	Faculty	100,437
Makanjuola	Ayorinde	Administration/Staff	139,787
Mansouri	Bahareh	Faculty	134,277
Khan	Bashir	Faculty	143,796
Bunjun	Benita	Faculty	125,881
Talukdar	Bidyut	Faculty	161,479
Brown	Blake	Faculty	140,708
Petersen	Bui	Faculty	157,216
Short	C lan	Faculty	163,540
Loney	Cale	Administration/Staff	101,093
Holmvall	Camilla	Faculty	144,280

Kim Chankon Faculty 144,854 Hervieux Chantal Faculty 212,126 Baxter Charles Faculty 134,634 Beaupre Charles Faculty 136,301 Brosseau Christa Faculty 157,126 Panasian Christine Faculty 213,042 Harrigan Cindy Faculty 132,719 Milton Claire Administration/Staff 179,988 Sit Clairesa Faculty 141,609 De Fuentes Claudia Faculty 193,789 Barber Colleen Faculty 170,840 Pye Cory Faculty 174,998 Murtha Cynthia Administration/Staff 101,753 Hall	Last Name	First Name	Employee Category	Total Compensation
Hervieux Chantal Faculty 212,126 Baxter Charles Faculty 134,634 Beaupre Charles Faculty 136,301 Brosseau Christa Faculty 157,126 Panasian Christine Faculty 213,042 Harrigan Cindy Faculty 132,719 Milton Claire Administration/Staff 179,988 Sit Clarissa Faculty 141,609 De Fuentes Claudia Faculty 193,789 Barber Colleen Faculty 170,840 Pye Cory Faculty 170,840 Wartha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 174,282 Seneker	Conrad	Catherine	Faculty	163,513
Baxter Charles Faculty 134,634 Beaupre Charles Faculty 136,301 Brosseau Christa Faculty 157,126 Panasian Christine Faculty 213,042 Harrigan Cindy Faculty 132,719 Milton Claire Administration/Staff 179,988 Sit Clarissa Faculty 141,609 De Fuentes Claudia Faculty 193,789 Barber Colleen Faculty 170,840 Peye Cory Faculty 170,840 Pye Cory Faculty 170,840 Warrhand Cristian	Kim	Chankon	Faculty	144,854
Beaupre Charles Faculty 136,301 Brosseau Christa Faculty 157,126 Panasian Christine Faculty 213,042 Harrigan Cindy Faculty 132,719 Milton Claire Administration/Staff 179,988 Sit Clarissa Faculty 193,789 Barber Colleen Faculty 193,789 Barber Colleen Faculty 170,840 Pye Cory Faculty 170,840 Pye Cory Faculty 154,988 Murtha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 155,46	Hervieux	Chantal	Faculty	212,126
Brosseau Christa Faculty 157,126 Panasian Christine Faculty 213,042 Harrigan Cindy Faculty 132,719 Milton Claire Administration/Staff 179,988 Sit Clarissa Faculty 141,609 De Fuentes Claudia Faculty 193,789 Barber Colleen Faculty 170,840 Pye Cory Faculty 170,840 Pye Cory Faculty 171,940 Suteanu Cristian Faculty 154,988 Murtha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 171,955 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 14	Baxter	Charles	Faculty	134,634
Panasian Christine Faculty 213,042 Harrigan Cindy Faculty 132,719 Milton Claire Administration/Staff 179,988 Sit Clarissa Faculty 141,609 De Fuentes Claudia Faculty 193,789 Barber Colleen Faculty 170,840 Pye Cory Faculty 141,297 Suteanu Cristian Faculty 154,988 Murtha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 171,955 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 148,530 Peters Dave Administration/Staff 174,434 Bourseeau David Faculty	Beaupre	Charles	Faculty	136,301
Harrigan	Brosseau	Christa	Faculty	157,126
Milliton Claire Administration/Staff 179,988 Sit Clarissa Faculty 141,609 De Fuentes Claudia Faculty 193,789 Barber Colleen Faculty 170,840 Pye Cory Faculty 141,297 Suteanu Cristian Faculty 154,988 Murtha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 178,219 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bourgeois David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 105,013 Heckerl David Faculty <td< td=""><td>Panasian</td><td>Christine</td><td>Faculty</td><td>213,042</td></td<>	Panasian	Christine	Faculty	213,042
Sit Clarissa Faculty 141,609 De Fuentes Claudia Faculty 193,789 Barber Colleen Faculty 170,840 Pye Cory Faculty 141,297 Buteanu Cristian Faculty 154,988 Murtha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 115,469 Chiasson David Faculty 115,649 Brothers-Scott Deborah Facult	Harrigan	Cindy	Faculty	132,719
De Fuentes Claudia Faculty 193,789 Barber Colleen Faculty 170,840 Pye Cory Faculty 141,297 Suteanu Cristian Faculty 154,988 Murtha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 136,974 Beneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 171,955 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 165,013 Brothers-Scott Deborah Administration/Sta	Milton	Claire	Administration/Staff	179,988
Barber Colleen Faculty 170,840 Pye Cory Faculty 141,297 Buteanu Cristian Faculty 154,988 Murtha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 /an Proosdij Daniel Administration/Staff 178,219 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 155,469 Chiasson David Faculty 105,013 Heckerl David Faculty 105,013 Heckerl David Faculty 112,083 Kennedy Deborah Administration/Staff	Sit	Clarissa	Faculty	141,609
Pye Cory Faculty 141,297 Suteanu Cristian Faculty 154,988 Murtha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 171,955 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 141,297 Jutla Dawn Faculty 201,564 Kennedy Deborah Administration/Staff 112,083 Kennedy Debra Faculty 161,517	De Fuentes	Claudia	Faculty	193,789
Suteanu Cristian Faculty 154,988 Murtha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 171,955 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 105,013 Heckerl David Faculty 107,013 Heckerl David Faculty 112,083 Kennedy Deborah Administration/Staff 112,083 Kennedy Deborah Faculty <	3arber	Colleen	Faculty	170,840
Murtha Cynthia Administration/Staff 101,753 Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 171,955 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 105,013 Heckerl David Faculty 105,013 Heckerl David Faculty 105,013 Heckerl David Faculty 101,004 Brothers-Scott Deborah Faculty 201,564 Brothers-Scott Deborah Faculty 167,260 Gillin Debra Faculty 201,699 Gillis Dennis Administration/Staff	Pye	Cory	Faculty	141,297
Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 171,955 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 105,013 Heckerl David Faculty 105,013 Heckerl David Faculty 107,013 Herckerl David Faculty 201,564 Brothers-Scott Deborah Faculty 201,564 Brothers-Scott Deborah Faculty 167,260 Gillin Debra Faculty 161,517	Suteanu	Cristian	Faculty	154,988
Hall Daniel Faculty 136,974 Seneker Daniel Administration/Staff 172,724 Van Proosdij Danika Faculty 171,955 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 105,013 Heckerl David Faculty 105,013 Heckerl David Faculty 107,013 Herckerl David Faculty 201,564 Brothers-Scott Deborah Faculty 120,83 Kennedy Deborah Faculty 167,260 Gillin Debra Faculty 161,517 <td>Murtha</td> <td>Cynthia</td> <td>Administration/Staff</td> <td>101,753</td>	Murtha	Cynthia	Administration/Staff	101,753
Van Proosdij Danika Faculty 171,955 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 120,023 Brothers-Scott Deborah Faculty 167,260 Gillin Debrah Faculty 161,517	Hall	· ·	Faculty	
Van Proosdij Danika Faculty 171,955 Rixon Daphne Faculty 178,219 Rooney Darrell Administration/Staff 148,530 Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 112,083 Kennedy Debrah Faculty 167,260 Gillin Debrah Faculty 161,517 <t< td=""><td>Seneker</td><td>Daniel</td><td>•</td><td></td></t<>	Seneker	Daniel	•	
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Peters Dave Administration/Staff 117,832 Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 141,297 Jutta Dawn Faculty 201,564 Brothers-Scott Deborah Administration/Staff 112,083 Kennedy Deborah Faculty 167,260 Gillin Debra Faculty 201,699 Gillis Dennis Administration/Staff 161,517 Crocker Diane Faculty 161,972 Rojas Diego Faculty 107,178 Naulls Don Faculty 171,404 Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 109,792 Farrell Ellen Faculty 109,792 Farrell Ellen Faculty 109,792 Farrell Ellen Faculty 109,792 Farrell Ellen Faculty 109,792	Rixon	Daphne	Faculty	178,219
Bateman David Faculty 174,434 Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 141,297 Jutla Dawn Faculty 201,564 Brothers-Scott Deborah Administration/Staff 112,083 Kennedy Deborah Faculty 167,260 Gillin Debra Faculty 201,699 Gillis Dennis Administration/Staff 161,517 Crocker Diane Faculty 161,972 Rojas Diego Faculty 107,178 Naulls Don Faculty 171,404 Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 109,792 Farrell Ellen Faculty 109,792	Rooney	Darrell	Administration/Staff	148,530
Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 141,297 Jutla Dawn Faculty 201,564 Brothers-Scott Deborah Administration/Staff 112,083 Kennedy Deborah Faculty 167,260 Gilin Debra Faculty 201,699 Gillis Dennis Administration/Staff 161,517 Crocker Diane Faculty 161,972 Rojas Diego Faculty 107,178 Naulls Don Faculty 171,404 Kelloway E Kevin Faculty 171,404 Kelloway E Kevin Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 <td< td=""><td>Peters</td><td>Dave</td><td>Administration/Staff</td><td>117,832</td></td<>	Peters	Dave	Administration/Staff	117,832
Bourgeois David Faculty 155,469 Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 141,297 Jutla Dawn Faculty 201,564 Brothers-Scott Deborah Administration/Staff 112,083 Kennedy Deborah Faculty 167,260 Gillin Debra Faculty 201,699 Gillis Dennis Administration/Staff 161,517 Crocker Diane Faculty 161,972 Rojas Diego Faculty 107,178 Naulls Don Faculty 107,178 Naulls Don Faculty 171,404 Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 109,792 Farrell Ellen Faculty 109,792	Bateman	David	Faculty	174,434
Chiasson David Faculty 111,577 Dansereau David Faculty 105,013 Heckerl David Faculty 141,297 Uttla Dawn Faculty 201,564 Brothers-Scott Deborah Administration/Staff 112,083 Kennedy Deborah Faculty 167,260 Gilin Debra Faculty 201,699 Gillis Dennis Administration/Staff 161,517 Crocker Diane Faculty 167,178 Naulls Don Faculty 107,178 Naulls Don Faculty 171,404 Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 109,792 Farrell Ellen Faculty 109,792 Farrell Ellen Faculty 109,792 Farrell Ellen Faculty 109,792	Bourgeois	David	•	155,469
Dansereau David Faculty 105,013 Heckerl David Faculty 141,297 Jutla Dawn Faculty 201,564 Brothers-Scott Deborah Administration/Staff 112,083 Kennedy Deborah Faculty 167,260 Gilin Debra Faculty 201,699 Gillis Dennis Administration/Staff 161,517 Crocker Diane Faculty 161,972 Rojas Diego Faculty 107,178 Naulls Don Faculty 107,178 Naulls Donald Faculty 141,297 MacNeil Donald Faculty 259,361 Lukacik Eden-Raye Faculty 112,048 Fisedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	•	David	•	
Butla Dawn Faculty 201,564 Brothers-Scott Deborah Administration/Staff 112,083 Kennedy Deborah Faculty 167,260 Gilin Debra Faculty 201,699 Gillis Dennis Administration/Staff 161,517 Crocker Diane Faculty 161,972 Rojas Diego Faculty 107,178 Naulls Don Faculty 141,297 MacNeil Donald Faculty 171,404 Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 112,048 Fisedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Dansereau	David	Faculty	105,013
JutlaDawnFaculty201,564Brothers-ScottDeborahAdministration/Staff112,083KennedyDeborahFaculty167,260GillinDebraFaculty201,699GillisDennisAdministration/Staff161,517CrockerDianeFaculty161,972RojasDiegoFaculty107,178NaullsDonFaculty141,297MacNeilDonaldFaculty171,404KellowayE KevinFaculty259,361LukacikEden-RayeFaculty152,621ElsharkawiEhabFaculty150,988AspElissaFaculty175,038GoudElissaFaculty109,792FarrellEllenFaculty126,450	-leckerl	David	Faculty	141,297
KennedyDeborahFaculty167,260GillinDebraFaculty201,699GillisDennisAdministration/Staff161,517CrockerDianeFaculty161,972RojasDiegoFaculty107,178NaullsDonFaculty141,297MacNeilDonaldFaculty171,404KellowayE KevinFaculty259,361LukacikEden-RayeFaculty112,048TsedrykEgorFaculty152,621ElsharkawiEhabFaculty150,988AspElissaFaculty175,038GoudElissaFaculty109,792FarrellEllenFaculty126,450	Jutla	Dawn	Faculty	
KennedyDeborahFaculty167,260GilinDebraFaculty201,699GillisDennisAdministration/Staff161,517CrockerDianeFaculty161,972RojasDiegoFaculty107,178NaullsDonFaculty141,297MacNeilDonaldFaculty171,404KellowayE KevinFaculty259,361LukacikEden-RayeFaculty112,048TsedrykEgorFaculty152,621ElsharkawiEhabFaculty150,988AspElissaFaculty175,038GoudElissaFaculty109,792FarrellEllenFaculty126,450	3rothers-Scott	Deborah	Administration/Staff	112,083
Gillin Debra Faculty 201,699 Gillis Dennis Administration/Staff 161,517 Crocker Diane Faculty 161,972 Rojas Diego Faculty 107,178 Naulls Don Faculty 141,297 MacNeil Donald Faculty 171,404 Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 112,048 Tsedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Kennedy	Deborah	Faculty	167,260
Crocker Diane Faculty 161,972 Rojas Diego Faculty 107,178 Naulls Don Faculty 141,297 MacNeil Donald Faculty 171,404 Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 112,048 Tsedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Gilin	Debra	Faculty	201,699
Crocker Diane Faculty 161,972 Rojas Diego Faculty 107,178 Naulls Don Faculty 141,297 MacNeil Donald Faculty 171,404 Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 112,048 Tsedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Gillis	Dennis	Administration/Staff	
Rojas Diego Faculty 107,178 Naulls Don Faculty 141,297 MacNeil Donald Faculty 171,404 Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 112,048 Tsedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Crocker	Diane	Faculty	
MacNeil Donald Faculty 171,404 Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 112,048 Tsedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Rojas	Diego	Faculty	107,178
Kelloway E Kevin Faculty 259,361 Lukacik Eden-Raye Faculty 112,048 Tsedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Naulls	Don	Faculty	141,297
Lukacik Eden-Raye Faculty 112,048 Tsedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	MacNeil	Donald	Faculty	171,404
Tsedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Kelloway	E Kevin	Faculty	259,361
Tsedryk Egor Faculty 152,621 Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Lukacik	Eden-Raye	Faculty	112,048
Elsharkawi Ehab Faculty 150,988 Asp Elissa Faculty 175,038 Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Tsedryk	Egor	Faculty	152,621
Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Elsharkawi	=	Faculty	
Goud Elissa Faculty 109,792 Farrell Ellen Faculty 126,450	Asp	Elissa	Faculty	175,038
·	Goud	Elissa	Faculty	109,792
Henry Eric Faculty 132,827	Farrell	Ellen	Faculty	126,450
	Henry	Eric	Faculty	132,827

Last Name	First Name	Employee Category	Total Compensation
Adlakha-Kerr	Erin	Faculty	125,730
Sargeant Greenwood	Erin	Administration/Staff	268,665
Enns	Esther	Faculty	197,464
Pancer	Ethan	Faculty	188,260
Tastsoglou	Evangelia	Faculty	165,632
Liu	Feng	Faculty	157,407
Muenkel	Florian	Faculty	172,389
Fridell	Gavin	Faculty	170,386
Sun	Genlou	Faculty	175,036
Stanivukovic	Goran	Faculty	159,811
Fullerton	Gordon	Faculty	229,044
Ansong	Granville	Faculty	127,816
Christian	Greg	Faculty	118,932
Ventura	Gregory	Faculty	142,877
Hlongwane	Gugu	Faculty	133,496
Eslami	Hadi	Faculty	160,739
Wang	Hai	Faculty	188,542
Driss	Hamdi	Faculty	174,907
Cook	Hansel	Faculty	126,560
Lu	Нао	Faculty	156,608
Bhabra	Harjeet	Faculty	236,291
Millar	Harvey	Faculty	199,723
Aydede	Hazim	Faculty	211,800
Green	Heather	Faculty	104,488
Sanderson	Heather	Faculty	126,560
Fan	Hong	Faculty	189,608
Xiao	Hui	Faculty	126,368
Damjanov	Ivana	Faculty	127,054
Dodds	J Colin	Faculty	231,263
Hanley	Jacob	Faculty	153,279
Cameron	James	Faculty	168,377
Livingston	James	Faculty	129,353
O'Brien	James	Faculty	179,327
Ferguson	Jane	Faculty	104,470
McNulty	Janelle	Administration/Staff	102,759
Clyburne	Jason	Faculty	186,824
Grek Martin	Jason	Faculty	127,982
Ivanoff	Jason	Faculty	155,956
Masuda	laaan	Faculty	184,532
Rhinelander	Jason	, acarry	
	Jason Jason	Faculty	127,331
Samou		•	127,331 112,490
Samou Power	Jason	Faculty	

Vanderburgh Jennifer Faculty Liu Jia Faculty Dai Jie Faculty Poovvancheri Jiju Faculty Fiset John Faculty	130,205 148,313 200,125
Dai Jie Faculty Poovvancheri Jiju Faculty	
Poovvancheri Jiju Faculty	200,125
Fiset John Faculty	125,545
	203,243
Irving John Faculty	136,654
MacKinnon John Faculty	131,995
Plews John Faculty	168,638
Fowler Jonathan Faculty	130,198
Thomson Joyce Faculty	132,471
L'Enfant Julian Administration/Staff	126,221
Ylijoki Kai Faculty	138,802
Grandy Karen Faculty	146,932
McAllister Karen Faculty	106,889
Miner Karen Administration/Staff	124,799
Hakansson Katarina Administration/Staff	103,273
Ervine Kathryn Faculty	138,018
Bain Keith Administration/Staff	101,425
Buchan Kevin Administration/Staff	129,780
Hlaing Khin Phyo Faculty	152,393
Freeman Kirrily Faculty	162,835
Sayin Kutadgu Firat Faculty	128,160
Weir Laura Faculty	137,839
Closson Leanna Faculty	131,289
Digdon Leslie Faculty	108,656
Campbell-Thacker Linda Faculty	194,427
Macumber Lindsay Faculty	102,652
Chen Liqiang Faculty	164,129
Gannett Lisa Faculty	129,403
Kocum Lucie Faculty	136,301
Gallo Luigi Faculty	173,699
Hathaway Luke Administration/Staff	107,216
Warner Lyndan Faculty	154,988
Cashen Basso Lynn Administration/Staff	108,291
Zhyznomirska Lyubov Faculty	122,633
VanderPlaat Madine Administration/Staff	252,393
Tajeddin Mahdi Faculty	169,617
Mohd Mahmoud Faculty	163,296
Taghavi Majid Faculty	156,042
Butler Malcolm Administration/Staff	180,251
Doucet Marc Faculty	163,813
Lamoureux Marc Faculty	118,347
Patry Marc Faculty	164,581

Last Name	First Name	Employee Category	Total Compensation
Sawicki	Marcin	Faculty	175,639
MacDonald	Margaret	Faculty	195,036
McKee	Margaret	Faculty	173,910
Murphy	Margaret	Administration/Staff	180,245
Ternes	Marguerite	Faculty	127,365
Gomez	Maria	Faculty	118,932
Robitaille-Blanchet	Marie-Claire	Faculty	133,991
Barr	Mark	Faculty	141,297
Fleming	Mark	Faculty	169,735
Mercer	Mark	Faculty	169,735
Moffett	Mark	Administration/Staff	197,482
Raymond	Mark	Faculty	163,302
Hale	Mary	Faculty	101,147
Ingraham	Mary	Administration/Staff	223,686
Sheppard	Mary	Faculty	127,914
Dilmaghani	Maryam	Faculty	150,431
Fisher	Maryanne	Faculty	153,871
Novak	Mathew	Faculty	140,906
Boland	Matthew	Faculty	191,363
Robinson	Matthew	Administration/Staff	111,503
Walsh	Megan	Faculty	159,853
Wei	Mei-Ling	Faculty	147,237
More Duckworth	Melanie	Administration/Staff	110,079
Sanderson	Michael	Administration/Staff	140,388
Vance	Michael	Faculty	165,632
Delorme	Michel	Administration/Staff	178,096
Ulbrich	Michel	Administration/Staff	152,579
Byers	Michele	Faculty	174,854
MacCarthy	Michelle	Faculty	107,986
Patriquin	Michelle	Faculty	103,029
Morales	Miguel	Faculty	155,173
Liu	Ming	Faculty	150,607
Kwak	Min-Jung	Faculty	111,976
Kerr	Mitchell	Administration/Staff	105,327
Mastnak	Mitja	Faculty	162,361
Drira	Mohamed	Faculty	203,270
Rahaman	Mohammad	Faculty	249,497
Bhatia	Mohita	Faculty	106,889
McCallum	Myles	Faculty	160,978
El Meslmani	Nabil	Faculty	176,449
LaRoche	Nadine	Administration/Staff	124,269
Kochetova	Natalia	Faculty	216,504
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Last Name	First Name	Employee Category	Total Compensation
Liu	Xiaoyu	Faculty	134,600
Zhang	Xichen	Faculty	139,048
Wu	Yanting	Faculty	161,585
Akiyama	Yasushi	Faculty	112,194
Kim	Yunsang	Faculty	122,328
Shi	Yuxi	Faculty	153,670
Wan	Zeying	Faculty	164,353
Dong	Zhongmin	Faculty	174,062

Saint Mary's University Nova Scotia Public Sector Compensation Disclosure (PSCD) Act Compensation for the Year Ending 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 Saint Mary's 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 Saint Mary's 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,

- all overtime payments, retirements or severance payments, lump-sum payments and vacation payouts;
- the value of loan or loan-interest obligations that have been extinguished and of imputedinterest 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.