

# **BRANDON UNIVERSITY**

**Schedule of Public Sector Compensation Disclosure  
for the Year Ended December 31, 2017**



**BRANDON  
UNIVERSITY**



## INDEPENDENT AUDITOR'S REPORT

To the Legislative Assembly of Manitoba  
To the Board of Governors of Brandon University

We have audited the accompanying schedule of public sector compensation disclosure of Brandon University for the year ended December 31, 2017 ("the schedule"). The schedule has been prepared by management based on Section 2 of the Public Sector Compensation Disclosure Act.

### **Management's Responsibility for the Schedule**

Management is responsible for the preparation of this schedule in accordance with Section 2 of the Public Sector Compensation Disclosure 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.

### **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 schedule of public sector compensation disclosure of Brandon University for the year ended December 31, 2017 is prepared, in all material respects, in accordance with Section 2 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 assist the entity to meet the requirements of Section 2 of the Public Sector Compensation Disclosure Act. As a result, the schedule may not be suitable for another purpose.

*Office of the Auditor General*

Office of the Auditor General  
June 23, 2018  
Winnipeg, Manitoba

## Employee Compensation Disclosure

This report was prepared by Brandon University to meet the requirements of the Public Sector Compensation Disclosure Act of 1996.

The following is a list of the amount of compensation paid, directly or indirectly, including professional fees, in the 2017 year to or for the benefit of the employees of Brandon University whose compensation is \$50,000 or more, in accordance with the disclosed basis of accounting in Note 1 to the schedule.

In 2017, Brandon University issued a total of 1,396 T4's and T4A's. In a few instances, one individual may have received more than one T4 or T4A. Included in this total were:

247	Full-time academic positions
237	Part-time academic positions
178	Full-time support positions
16	Part-time support positions
612	Casual academic and support positions

The total number of Brandon University employees whose compensation is \$50,000 or more is 323.

Copies of this report are available in the Office of the President of Brandon University, Room 116 (Clark Hall), between the hours of 8:30 a.m and 4:30 p.m, in the Brandon University Library, 2<sup>nd</sup> floor north stacks under Government Documents and on the Vice-President (Administration & Finance) website page under the heading of Financial Reports: <https://www.brandonu.ca/vp-finance/reports/>

<b><i>Employee Name</i></b>	<b><i>Job Title</i></b>	<b><i>Total Compensation</i></b>
Abdelbar, Ashraf	Professor	\$127,603.24
Abdou, Abdella	Associate Professor	\$120,548.11
Adamo, Peter J	Instructional Associate III	\$75,552.46
Adams, Courtney	Manager and Professional Officer - VI	\$84,990.35
Ahmad, Faiz	Professor	\$159,547.97
Ahmad, Nora	Associate Professor	\$104,018.04
Alexandre, Paul	Professional Associate II	\$95,600.48
Allan, Deanna	Assistant Professor	\$85,397.29
Allan, Jonathan	Associate Professor	\$99,614.10
Anderson, Karen H	Library Assist 5 - 6	\$51,209.43
Andries, Jason	Coordinator 10 - 5	\$72,175.96
Ardelli, Bernadette F	Professor	\$118,148.36
Ashton, William	Professional Associate IV	\$129,784.38
Bach, Edward S	Associate Professor	\$134,606.75
Baker, Richard	Assistant Professor	\$82,486.07
Ballentine, Greg	Assistant Professor	\$57,712.70
Barcellona, Leanne M	Clerk 5 - 6	\$51,703.80
Barrett, Maureen	Administrative Officer 4	\$60,942.08
Bartel, Myrna M	Instructional Associate II	\$68,235.08
Baumgartner, Joseph	Programmer Analyst 8 - 6	\$63,666.97
Beeman, Chris	Assistant Professor	\$96,836.65
Beesley, Heather	Clerk 8 - 4	\$60,234.47
Behme, Christina	Assistant Professor	\$55,261.88
Berkan, Deborah	Manager and Professional Officer - VII	\$147,358.64
Bessant, Kenneth C	Professor	\$135,002.66
Bessette, Michelle	Administrative Associate II	\$85,397.29
Blair, Michael	Programmer Analyst 5 - 6	\$51,209.43
Blyth, John	Library Assist 5 - 6	\$51,209.46
Bonar, Maureen	Manager and Professional Officer - VI	\$110,545.47
Bondy, Patrick	Assistant Professor	\$56,830.83
Boudreau, Mary Ellen	Instructional Associate IV	\$83,465.50
Bouliane, Claudia	Assistant Professor	\$78,891.08
Bowman, Ann M	Professor	\$122,067.96
Boyer, Yvonne	Professor	\$84,710.90
Braaksma, Betty	Professional Associate IV	\$154,875.43
Braun, Alexis	Administrative Associate II	\$87,684.43
Brown, Christopher	Associate Professor	\$109,867.57
Brown, Erica	Manager and Professional Officer - VI	\$98,738.63
Bushnell, Eric C	Assistant Professor	\$83,110.46
Cain, Michael D	Professor	\$149,077.96
Callahan, Krista	Instructional Associate IV	\$84,136.29
Canada-Vanegas Mesa, Lorna	Instructional Associate III	\$89,717.81
Cantlon, Tanya	Library Assist 9 - 6	\$68,455.84
Care, W. Dean	Professor	\$234,518.32
Carrabre, Mary-Jo	Director, Conservatory	\$68,897.89
Carrabre, T. Patrick	Professor	\$161,317.44
Carrington, Margaret	Professor	\$159,547.97
Carter, Lee	Professional Associate II	\$92,633.99
Cassone, Bryan J	Assistant Professor	\$83,110.46
Cesmystruk, Maureen	Clerk 4 - 6	\$57,509.63
Chaboyer, Janet L	Excluded Support Staff - III7	\$63,228.35
Chachula, Kathryn	Assistant Professor	\$91,952.80
Chadwick, Sheelagh	Associate Professor	\$108,650.43
Charette, Joseph M. C.	Assistant Professor	\$87,686.38

<i><b>Employee Name</b></i>	<i><b>Job Title</b></i>	<i><b>Total Compensation</b></i>
Chen, Ji Yang	Instructional Associate IV	\$83,110.46
Chen, Vincent C	Assistant Professor	\$87,686.38
Cheung, Gil	Instructional Associate III	\$83,125.53
Clarke, Cynthia L	Assistant Professor	\$65,328.90
Clements, Karen J	Assistant Professor	\$105,516.72
Cloet, Laura	Manager and Professional Officer - IV	\$78,880.49
Collyer, Tracey	Administrative Associate II	\$80,823.56
Combet, Denis-Paul	Associate Professor	\$122,997.84
Cook-Martin, Tina	Administrative Associate II	\$73,410.92
Corenblum, Barry S	Professor	\$160,660.86
Coulter, Heather A	Library Assist 6 - 6	\$54,695.26
Cruise, Andrea	Manager and Professional Officer - V	\$76,517.37
Cuvelier, D. Brent	Carpenter II	\$66,908.45
Dagenais, Andree	Associate Professor	\$121,823.89
de Silva, Wayne	Assistant Professor	\$58,272.54
deForest, Kevin	Associate Professor	\$104,203.47
Demas, Cathy	Administrative Associate II	\$52,487.84
Denys, Tanya	Instructional Associate III	\$87,205.14
Di Muro, Paola	Professional Associate III	\$89,313.15
Dolecki, Joseph F	Associate Professor	\$138,614.88
Doty-Sweetnam, Karen	Associate Professor	\$104,018.04
Douglas, Patricia	Assistant Professor	\$88,543.96
Downey, Shannon	Manager and Professional Officer - IV	\$77,655.00
Duncan, Heather	Professor	\$188,474.84
Dunthorne, E. Allen	Manager and Professional Officer - VII	\$133,223.73
Dusome, Debra L	Assistant Professor	\$92,261.96
DuWors, Kerry	Associate Professor	\$105,979.56
Dzubinski, Steven J	Professional Associate III	\$79,449.44
Eberts, Derrek A	Associate Professor	\$128,892.42
Edguer, Nukte	Assistant Professor	\$104,527.52
Eisler, Carla L	Manager and Professional Officer - VI	\$91,465.61
Ek, Noreen	Assistant Professor	\$106,148.39
English, Shawna	Manager and Professional Officer - IV	\$86,196.89
Epp, Donna	Instructional Associate IV	\$52,225.78
Esplin, Jacquie	Clerk 5 - 6	\$51,209.47
Fallis, Kimberly D	Clerk 7 - 6	\$60,554.87
Farrell, Alysha J	Assistant Professor	\$92,260.92
Fearon, Gervan	President	\$177,621.22
Fehr, Kathleen	Coordinator 10 - 6	\$75,015.95
Finlay, Norman James	Instructional Associate IV	\$78,996.78
Forsythe, James	Professor	\$137,537.89
Foster, Tyler J	Professor	\$118,923.33
Friesen, Ken	Professional Associate II	\$85,312.52
Fugleberg, Todd	Associate Professor	\$120,075.08
Gadbois, Shannon	Professor	\$127,273.66
Gallagher, Ivah	Clerk 7 - 3	\$54,995.09
Garbutt, Joan	Professional Associate II	\$78,535.35
Gasse, Rosanne P	Professor	\$121,778.12
Gatien, Gregory	Associate Professor	\$133,442.90
Gawletz, Clark	Clerk 4 - 6	\$51,461.83
Gebreselasse, Dawit	Programmer Analyst 7 - 6	\$57,737.72
Gibb, Ken M	Painter/Journeyman	\$66,679.04
Gill, Trent	Administrative Associate II	\$52,299.87
Gillander, Heather	Assistant Professor	\$107,465.89

<b><i>Employee Name</i></b>	<b><i>Job Title</i></b>	<b><i>Total Compensation</i></b>
Godin, Jon-Tomas	Assistant Professor	\$80,823.56
Goernert, Phillip N	Professor	\$166,703.36
Goetz, Marcy Jo	Instructional Associate III	\$62,409.88
Graham, Jan M	Assistant Professor	\$95,228.42
Graham, Roberta J	Associate Professor	\$96,049.23
Greenwood, David R	Professor	\$155,895.79
Grenier Mintenko, Kim	Manager and Professional Officer - VI	\$112,774.41
Grills, C. Scott	Professor	\$158,954.79
Grills, Sheilagh	Professional Associate III	\$102,670.11
Gross, Glen	Professional Associate II	\$99,123.55
Gross, Kate	Manager and Professional Officer - VII	\$124,636.15
Gulliver, Austin F	Professor	\$183,383.54
Hall, Sarah	Assistant Professor	\$54,474.19
Hamilton, Grant	Manager and Professional Officer - VII	\$92,161.12
Hamilton, Koren D	Manager and Professional Officer - V	\$95,899.23
Hanemaayer, Ariane	Assistant Professor	\$81,356.36
Hardy, Denise	Instructional Associate IV	\$84,140.45
Harms, Patricia	Associate Professor	\$111,306.76
Harpe, Barbara	Clerk 6 - 6	\$54,832.62
Harris, Marsha	Professional Associate II	\$80,823.56
Henderson, Robert	Manager and Professional Officer - IV	\$73,079.69
Henriquez, Nadine	Assistant Professor	\$84,780.23
Henry, Christy	Professional Associate I	\$69,708.06
Herron, Rachel	Assistant Professor	\$76,333.18
Hill, Bryan M	Associate Professor	\$114,230.27
Hinch-Bourns, Andrea	Administrative Associate II	\$79,099.80
Hinther, Rhonda	Associate Professor	\$111,306.76
Holland, Emily	Assistant Professor	\$80,823.56
Hooper, Sharon	Manager and Professional Officer - VII	\$164,242.88
Hurst, Christopher	Professional Associate II	\$102,549.22
Irvine, Kathryn	Assistant Professor	\$102,148.17
Jette, Kristin	Excluded Support Staff - III3	\$57,845.84
Johanneson, Patrick	Web Coordinator 8 - 6	\$63,494.77
Joice, Tanya L	Programmer Analyst 6 - 6	\$56,166.55
Karpa, Jane V	Assistant Professor	\$92,424.07
Kazakoff, Carmen	Professional Associate IV	\$120,062.38
Kelly, R. Wayne	Professional Associate II	\$71,585.27
Kerr, Murray	Administrative Associate II	\$102,549.22
Kirk, Jacqueline H	Associate Professor	\$132,618.39
Klassen, Kevin J	Programmer Analyst 11 - 6	\$82,194.07
Klonowski, Darek	Professor	\$148,898.36
Kniskern, Julie Ann	Assistant Professor	\$101,715.10
Kokorudz, Shelley M	Assistant Professor	\$114,419.22
Kordalchuk, Lisa A	Instructional Associate III	\$90,594.64
Kramer, Reinhold	Professor	\$148,898.36
Krentz, Joel	Assistant Professor	\$85,397.29
Kreshewski, Nicky J	Manager and Professional Officer - V	\$86,828.86
Krieser, Linda	Instructional Associate II	\$65,378.57
Lagimodiere, Chris	Manager and Professional Officer - VI	\$85,970.41
Lakevold, Dale	Associate Professor	\$96,814.05
Lamont, Scott	Vice-President	\$213,454.30
Lamontagne, Meghan L	Excluded Support Staff - III3	\$57,889.96
Lee, Robert	Administrative Associate II	\$129,033.96
Lee, Stacey	Professional Associate II	\$75,098.62



<b><i>Employee Name</i></b>	<b><i>Job Title</i></b>	<b><i>Total Compensation</i></b>
LeMoine, Christophe M	Assistant Professor	\$85,398.33
Leroy, Michael	Programmer Analyst 12 - 2	\$81,802.35
Letain, Suzanne	Clerk 6 - 5	\$53,770.56
Li, Chenkuan	Professor	\$152,448.87
Li, Rong-Yu	Professor	\$127,601.42
Lindsay, John	Associate Professor	\$118,679.46
Lohr, Lidia	Clerk 5 - 6	\$51,209.45
Lowe, Donna A	Library Assist 6 - 3	\$53,157.36
Lowe-Puhach, Michelle	Instructional Associate III	\$80,115.67
Lucec, Felicia	Instructional Associate IV	\$92,057.84
Lynch, Wendy	Instructional Associate IV	\$95,615.53
Macdonald, Heather	Manager and Professional Officer - VII	\$73,554.80
Macintyre, Douglas H	Administrative Associate II	\$67,439.47
MacKay, Lynn	Professor	\$116,687.79
Magnusson, Michelle	Professional Associate II	\$91,230.36
Majumder, Mousumi	Assistant Professor	\$81,179.29
Malainey, Mary	Professor	\$138,252.20
Malazdrewicz, Michael	Associate Professor	\$131,770.25
Malcolm, Christopher D	Associate Professor	\$126,010.08
Maltais Lapointe, Genevieve	Research Analyst 7 - 3	\$54,242.88
Malyon, Morganna R	Professional Associate II	\$51,070.37
Margetts, Sandra L	Assistant Professor	\$50,857.52
Marshall, Alison	Professor	\$141,801.93
Masaki-Hechler, Megumi	Professor	\$131,290.14
Mason, Corinne	Associate Professor	\$71,206.47
Mattes, Catherine	Associate Professor	\$93,780.71
Mayer, Lorraine	Professor	\$146,572.67
McCallum, Wendy M	Associate Professor	\$115,615.09
McCannell, M. Daryle	Assistant Professor	\$70,100.92
McCulloch, Allison	Associate Professor	\$108,382.71
McDaniel, Andrea	Manager and Professional Officer - VII	\$133,550.58
McGonigle, Terence P	Professor	\$134,702.67
McIntosh, Jennifer	Clerk 6 - 6	\$54,695.24
McKenzie, Tammy	Assistant Professor	\$94,547.40
McPherson, Nancy	Associate Professor	\$113,035.44
Medd, Susan	Assistant Professor	\$98,525.67
Melnyk, Michelle	Excluded Support Staff - II5	\$56,183.48
Mengistu, Tadesse	Instructional Associate IV	\$86,473.44
Merrill, Denise	Manager and Professional Officer - IV	\$86,196.91
Mihelakis, Eftihia	Assistant Professor	\$78,672.38
Misener, Greg	Web Design/Developer 6-6	\$54,358.50
Mitton, Kelley	Professional Associate II	\$77,471.10
Morin, Peter	Assistant Professor	\$80,823.56
Morrice, Kevin	Class III Engineer	\$68,848.94
Morrisette, Patrick	Professor	\$161,317.44
Morton, Pauline	Instructional Associate III	\$71,379.13
Mumin, Hamid	Professor	\$148,898.36
Murkin, Kerry	Manager and Professional Officer - V	\$96,146.51
Murray, John J	Assistant Professor	\$92,260.92
Murray, Lisa D	Clerk 8 - 6	\$63,997.82
Naismith, Dana	Assistant Professor	\$81,579.89
Nantais, Michael	Associate Professor	\$122,767.97
Navid, Carla	Manager and Professional Officer - V	\$91,195.16
Naylor, James	Professor	\$128,092.27

<b><i>Employee Name</i></b>	<b><i>Job Title</i></b>	<b><i>Total Compensation</i></b>
Neal, Gordon	Manager and Professional Officer - VII	\$133,223.80
Neale, David	Administrative Associate II	\$118,996.89
Newall, Nancy E	Assistant Professor	\$80,823.56
Newitt, Bruce C	Electrician/Journeyman	\$71,205.91
Nichol, Kathleen M	Instructional Associate IV	\$90,866.78
Noll, Kurt L	Professor	\$122,491.82
Noto, Allison	Manager and Professional Officer - VII	\$102,712.28
O'Driscoll, Paul G	Manager and Professional Officer - VI	\$107,162.50
Okrainec, J. Alexa	Associate Professor	\$138,016.79
Old, Shelly L	Clerk 5 - 6	\$51,209.47
Pachkowski, Katherine	Assistant Professor	\$90,165.88
Packwood, Matthew	Clerk 9 - 5	\$66,754.37
Paddock, Russell T	Professional Associate III	\$105,460.85
Park, Lisa	Manager and Professional Officer - V	\$91,055.19
Pattison, Simon A	Professor	\$145,349.61
Peloquin, Betty M	Clerk 8 - 6	\$63,494.74
Petrella, Serena	Associate Professor	\$111,395.85
Pickering, Douglas A	Professor	\$160,656.35
Platz, Eric S	Associate Professor	\$110,701.86
Plosker, Sarah J	Associate Professor	\$99,614.10
Poersch, Travis	Chief Power Engineer/Class III	\$81,999.42
Pople, Douglas	Administrative Associate II	\$102,549.22
Puhach, Alvin	Manager and Professional Officer - VI	\$102,360.68
Racine, Darrell	Assistant Professor	\$103,538.39
Raine, Eric	Programmer Analyst 8 - 6	\$64,242.69
Ramsay, Judy	Clerk 8 - 6	\$63,494.71
Ramsey, R. Douglas	Professor	\$151,140.19
Ransom, Corrie A	Clerk 5 - 6	\$51,209.48
Rempel, Karen	Professional Associate IV	\$129,695.42
Revet, Angela	Clerk 5 - 6	\$51,209.43
Richards, Gwynfor D	Professor	\$161,317.44
Richards, Kathleen M	Administrative Associate II	\$73,770.21
Robinson, Steven	President ( Interim)	\$206,552.57
Robles, Wilder	Assistant Professor	\$94,549.48
Robson, Lisa M	Associate Professor	\$122,997.84
Roddy, M. Susan	Professor	\$167,421.81
Rodgers, Val	Clerk 7 - 3	\$55,742.16
Rose, Barbara	Assistant Professor	\$92,039.53
Ross, Linda L	Associate Professor	\$132,679.88
Rowland, David O	Professional Associate III	\$122,997.84
Rutherford, Pamela	Associate Professor	\$114,230.27
Ryan-Nicholls, Kim	Associate Professor	\$125,965.32
Salman, Ali	Professor	\$114,016.09
Saunders, Kelly	Associate Professor	\$112,872.10
Sawatzky-Dyck, Sherry	Professional Associate III	\$96,207.42
Schira, H. Rainer	Professional Associate III	\$117,480.27
Schneider, Christopher J	Associate Professor	\$108,382.71
Schumacher, Ina	Clerk 5 - 6	\$51,209.47
Scott, Sheila J	Professor	\$129,161.23
Serfaty, Meir	Professor	\$180,725.23
Sheppard, Brian	Technician 8 - 6	\$63,494.75
Shoultz, Curt	Professional Associate III	\$59,779.52
Simonot-Maiello, Colette	Assistant Professor	\$87,672.41
Skinner, Tom	Associate Professor	\$129,682.47



<b><i>Employee Name</i></b>	<b><i>Job Title</i></b>	<b><i>Total Compensation</i></b>
Skuce, Tim	Assistant Professor	\$102,549.22
Skyhar, Candy	Assistant Professor	\$99,123.55
Smale, Susan	Manager and Professional Officer - VII	\$104,386.57
Smith, Cathryn	Assistant Professor	\$102,549.22
Smith, Fiona G	Associate Professor	\$104,018.04
Smith, Ian	Plumber	\$71,595.56
Smith, Nadine	Instructional Associate III	\$99,105.01
Smith, Richard	Carpenter II	\$70,313.76
Somarin, Alireza	Professor	\$135,022.00
Spence, Balfour A	Professor	\$124,052.61
Spiss, Sally	Manager and Professional Officer - IV	\$87,231.15
Sprott, Deanne	Instructional Associate III	\$71,456.97
Srivastava, Gautam	Assistant Professor	\$85,397.29
Stamper, Terry L	Clerk 3 - 6	\$53,074.73
Stanley, Nancy M	Professor	\$160,004.25
Stewart, Karen	Clerk 6 - 4	\$51,739.46
Stoneman-Sinclair, Julia	Administrative Associate II	\$74,969.40
Strang, G. Bruce	Professor	\$152,448.02
Symons, Cameron	Associate Professor	\$140,457.44
Taron, Sean	Lead Cook 3	\$52,827.01
Taylor, David C	Assistant Professor	\$108,186.22
Terry, Marion	Professor	\$159,831.59
Thomas, Novell A	CIS Coach II	\$85,112.43
Tryphonopoulos, Demetres P	Professor	\$212,750.01
Tryphonopoulos, Panagiota D	Assistant Professor	\$82,801.88
Tselyakov, Alexander	Professor	\$145,349.61
Untereiner, Wendy	Professor	\$148,898.36
van Heyst, Wenonah L	Instructional Associate IV	\$85,397.29
Varley, Emma	Associate Professor	\$100,164.08
Venema, Henry I	Associate Professor	\$126,432.44
Waddell, Candice	Assistant Professor	\$84,285.64
Wang, Hanmengru (Iris)	Clerk 7 - 3	\$54,652.05
Watier, Nicholas N	Assistant Professor	\$84,780.23
Wedgewood, Betty M	Administrative Associate II	\$80,996.19
Whitt, Laurelyn	Professor	\$158,621.33
Whittington, Peter	Assistant Professor	\$89,353.87
Wiebe, Jerry A	Programmer Analyst 12 - 6	\$88,580.01
Williams, Jeffrey	Professor	\$160,004.25
Wilson, Aaron	Assistant Professor	\$82,170.31
Wilson, Grant	CIS Coach II	\$102,549.22
Winter, David R	Associate Professor	\$111,306.76
Wiseman, Dion	Associate Professor	\$128,847.39
Wong, Siu Kwong (Kevin)	Associate Professor	\$128,847.39
Wood, Catherine M	Associate Professor	\$109,875.69
Wood, Lisa	Assistant Professor	\$81,179.29
Wotton, Warren D	Electrician/Journeyman	\$77,092.77
Xu, Lin	Associate Professor	\$102,539.00
Yaman Ntelioglou, Burcu	Assistant Professor	\$103,422.51
Yan, Xiaoqian	Associate Professor	\$128,847.39
Yasui, Etsuko	Associate Professor	\$96,207.42
Zacharias, Leanne	Associate Professor	\$96,026.43
Zehtab-Jadid, Fattaneh	Assistant Professor	\$102,038.79
Zhuang, Hejun	Assistant Professor	\$80,823.56

**Note to the Public Sector Compensation Disclosure Schedule  
For the year ended December 31, 2017**

1. Basis of Accounting

The Public Sector Compensation Disclosure Act (Act) requires disclosure of individual compensation paid to staff, where such annual compensation is \$50,000 or more. Compensation is calculated in accordance with the Act.

Compensation, as defined in the Act, includes the total value of salary payments, allowances, overtime payments, retirement or severance payments, vacation payouts, retroactive payments, payments for self-funded research grants, taxable benefits including those for rent and life insurance, and professional dues paid by the employer on behalf of the employee.