
Public Sector Compensation
Disclosure Report
Schedule of employees with
compensation in excess of \$100,000
NSCAD University

March 31, 2025

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Independent Auditor's Report

To the Management of NSCAD University

Opinion

We have audited the accompanying Public Sector Compensation Disclosure Report of NSCAD University for the year ended March 31, 2025 (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 NSCAD University for the year ended March 31, 2025, 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 Corporation 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, 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 Corporation'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 Corporation'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
September 18, 2025

NSCAD University**Schedule of employees with compensation in excess of \$100,000**

Year ended March 31, 2025

Board members, officers and employees, contractors and consultants

Last Name	First Name	Position	Salary
Bennett	Jordan	Faculty	\$106,566
Bovey	Mark	Faculty	\$129,527
Chan	Lucie	Faculty	\$126,347
Chung	May	Faculty	\$132,185
Clark	David	Faculty	\$151,557
Cope	Karin	Faculty	\$136,210
DeBaie	Bruce	Administration	\$114,594
Decter	Leah	Faculty	\$112,040
Dowe	Leanne	Administration	\$163,714
Fish	Adrian	Faculty	\$129,230
Fisher	Sam	Faculty	\$126,601
Gerrard	Jude	Administration	\$125,220
Green	Jennifer	Faculty	\$103,824
Hannon	Rebecca	Faculty	\$125,464
Harroun	Dan	Administration	\$115,000
Holm	Kara	Administration	\$150,389
Hougan	Glen	Faculty	\$125,777
Hunniford	Andrea	Administration	\$121,572
Leblanc	Michael	Faculty	\$129,935
Leonard	Craig	Faculty	\$123,088
Lewis	Jennifer	Administration	\$118,188
Macalik	Jana	Administration	\$206,250
MacDonald	Rory	Faculty	\$133,030
Mandrona	April	Faculty	\$105,130
Meyer	Rudi	Faculty	\$125,464
Morgan	Kim	Faculty	\$102,664
Murdoch	Andy	Administration	\$100,178
Nagler	Solomon	Faculty	\$125,570
Pourian	Huschang	Faculty	\$107,020
Reichertz	Mathew	Faculty	\$128,219
Shah	Vacha	Administration	\$112,054
Shannon	Peggy	Administration	\$276,494
Smith	David	Faculty	\$154,600
Son	Kye-Yeon	Faculty	\$151,750
Taunton	Carla	Faculty	\$101,043
Thompson	Donald	Faculty/Technician	\$102,328
Varga	Darrell	Faculty	\$141,996
Walker	Ericka	Faculty	\$111,418
Warwick	Jacqueline	Administration	\$129,623
Young	Rebecca	Faculty	\$125,214

1. Basis of accounting

This statement has been prepared by NSCAD University, a public sector body, required to report compensation information pursuant to the *Public Sector Compensation Disclosure Act* (the Act) of the Province of Nova Scotia.

The management of NSCAD 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 NSCAD University or in a statement prepared for the purposes of the Act and certified by its auditors.

2. Compensation

Section 2(b) defines compensation as the 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, retirement 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.

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.