

Memorial University
Compensation Disclosure

Calendar Year of Compensation: 2024

Job Data Date: December 31, 2024

Compensation Totals greater than: \$100,000

Report Date: June 10, 2025

One employee of the above public body was exempted from disclosure in 2024, under the act.

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation	
Abadie, Karine	St. John's	Associate Professor	115,200	0	0	0	0	0	100	115,300	
Aborig, Amer	St. John's	Visiting Associate Professor	107,600	0	0	0	0	0	3,600	111,200	
Adams, Gordon	Marine Institute	Instructor	99,200	900	0	0	1,000	0	100	101,200	
Adams, Russell	St. John's	Retiree (Faculty)	123,600	0	0	0	0	0	0	123,600	
Addison, Lincoln	St. John's	Associate Professor	105,700	0	0	0	0	0	7,300	113,000	
Adjei, Paul	St. John's	Associate Professor	185,300	0	0	0	0	0	22,900	208,200	
Adler, Judith	St. John's	Associate Professor	149,400	0	0	0	0	0	100	149,500	
Adluri, Seshu	St. John's	Associate Professor	157,700	0	0	0	0	0	100	157,800	
Afanassiev, Iakov	St. John's	Full Professor	171,100	0	0	0	0	0	100	171,200	
Ahmed, Salim	St. John's	Full Professor	151,600	0	0	0	0	0	26,800	178,400	
Alam, Jahrul	St. John's	Full Professor	145,700	0	0	0	0	0	2,400	148,100	
Al-Asaied, Sohaib	Medicine	Associate Professor	138,500	0	0	0	0	0	100	138,600	
Alberto, Christian	St. John's	Clinical Veterinarian	116,600	0	1,800	0	4,100	0	1,100	123,600	
Alcock, Erin	St. John's	Librarian III	119,800	0	0	0	0	0	100	119,900	
Alcock, Lindsay	Medicine	Librarian IV	146,700	0	0	0	0	0	100	146,800	
Aleksjevs, Aleksandrs	Grenfell	Full Professor	145,500	0	0	0	0	0	100	145,600	
Alidokht, Sima	St. John's	Assistant Professor	108,200	0	0	0	0	0	100	108,300	
Alisaraie, Laleh	St. John's	Associate Professor	131,500	0	0	0	0	0	100	131,600	
Allen, Tana	St. John's	Vice-President (Research)	171,700	0	0	0	79,700	0	100	251,500	
Allwood-Newhook, Leigh	Medicine	Associate Professor	154,800	0	0	0	0	0	100	154,900	
Alwani, Saniya	St. John's	Teaching Assistant Professor	104,800	0	0	0	0	0	100	104,900	
Ambi, Alison	St. John's	Librarian II	101,700	0	0	0	0	0	100	101,800	
Anastasiadi, Arthur	Marine Institute	Instructor	108,000	1,200	0	0	0	0	100	109,300	
Andersen, Catharyn	St. John's	Vice-President (Indigenous)	255,200	0	0	0	0	0	100	255,300	
Andersen, Fred	St. John's	Assistant Professor	113,400	0	0	0	0	0	2,400	115,800	
Anderson, Jonathan	St. John's	Associate Professor	119,800	0	0	0	0	0	18,200	138,000	
Anderson, Kevin	Marine Institute	Associate Vice President (Marine Institute) Administration and Finance	175,800	0	1,200	0	4,600	0	100	181,700	
Anderson, Kirk	St. John's	Full Professor	177,000	0	0	0	0	0	100	177,100	
Andrews, Cindy	St. John's	Administrative Staff Specialist III	85,400	0	2,000	0	15,800	0	100	103,300	
Andrews, Gordon	St. John's	Full Professor	168,800	0	0	0	0	0	100	168,900	
Andronowski, Janna	Medicine	Associate Professor	133,000	0	0	0	0	0	100	133,100	
Anstey, Fred	St. John's	Retiree (Staff)	55,500	0	2,000	0	8,900	66,900	0	133,300	
Anthony, Sarah	St. John's	Associate Director, Faculty Relations	123,400	0	2,000	0	6,000	0	100	131,500	
Argentino, Joe	St. John's	Associate Professor	129,200	0	0	0	0	0	100	129,300	
Arif, Abu	St. John's	International Student Advisor	95,100	0	2,000	0	3,900	0	100	101,100	
Arnold, Christine	St. John's	Associate Professor	125,100	0	0	0	0	0	100	125,200	
Arnold, Kara	St. John's	Full Professor	195,100	0	0	0	7,200	0	100	202,400	
Arnold, Karina	St. John's	Lecturer	116,400	0	0	0	0	0	100	116,500	
Arnott, Sarah	St. John's	Manager, Strategy & Planning	123,600	1,600	2,000	0	10,100	0	100	137,400	
Ashworth, Lucian	St. John's	Full Professor	164,100	0	0	0	0	0	100	164,200	
Aspell, Kelly	St. John's	Manager, Finance and Administration	98,400	0	2,000	0	4,500	0	100	105,000	
Atkinson, Maggie	Grenfell	Associate Professor	133,800	0	0	0	0	0	1,200	135,000	
Attikpoé, Kodjo	St. John's	Associate Professor	117,500	0	0	0	0	0	100	117,600	
Au, Keegan	Medicine	Associate Professor	132,200	0	0	0	0	0	100	132,300	
Aubrey-Bassler, Christine	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500	
Aubrey-Bassler, Kris	Medicine	Associate Professor	144,500	0	0	0	0	0	30,100	174,600	
Audas, Richard	Medicine	Full Professor	174,500	0	0	0	0	0	100	174,600	
Avery, Angela	St. John's	Technology and Commercialization Advisor	102,400	0	2,000	0	4,700	0	100	109,200	
Avery, Claire	St. John's	Academic Staff Member - Cooperative Education (ASM-CE I)	110,500	0	0	0	0	0	100	110,600	
Avery, Dwayne	St. John's	Associate Professor	113,100	0	0	0	0	0	100	113,200	
Avery, Susan	Medicine	Associate Professor	105,900	0	0	0	0	0	100,800	206,700	
Aylward, Laura	St. John's	Director, Finance and Administrative Services	101,500	0	2,000	0	2,000	0	2,500	108,000	
Aylward, Wanda	St. John's	Research Laboratory Coordinator II	98,400	0	2,000	0	4,500	0	100	105,000	
Azam, Saiqa	St. John's	Associate Professor	122,600	0	0	0	0	0	7,100	129,700	
Azargohar, Ramin	St. John's	Lecturer	101,200	0	0	0	0	0	100	101,300	
Azher, Tanweer	Medicine	Associate Professor	124,500	0	0	0	0	0	100	124,600	
Azizan, Hajimatt	Marine Institute	Instructor	132,300	0	0	0	0	0	0	132,300	
Azmy, Karem	St. John's	Full Professor	157,500	0	0	0	0	0	100	157,600	
Babechuk, Michael	St. John's	Associate Professor	112,800	0	0	0	0	0	100	112,900	
Badenhorst, Cecile	St. John's	Full Professor	142,700	0	0	0	0	0	100	142,800	
Baehre, Rainer	Grenfell	Full Professor	175,800	0	0	0	0	0	1,900	177,700	
Bailey, Robert	Grenfell	Associate Professor	135,900	0	0	0	0	0	800	136,700	
Baird, Tom	St. John's	Associate Professor	124,900	0	0	0	0	0	100	125,000	
Bajzak, Krisztina	Medicine	Associate Professor	129,800	0	0	0	0	0	0	47,600	177,400

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Baker, Dana	St. John's	Lecturer (Teaching Term)	100,200	0	0	0	0	0	8,900	109,100
Bakhturin, Yuri	St. John's	Full Professor	179,900	0	0	0	0	0	100	180,000
Baldwin, Daisy	St. John's	Assistant Professor	98,800	0	0	0	0	0	6,900	105,700
Ball, Bradley	Marine Institute	Systems Administrator IV (Marine Institute)	82,300	7,100	0	200	0	0	15,900	105,500
Ball, Robert	St. John's	Manager, Library Facility Services	93,900	0	2,000	0	4,300	0	100	100,300
Ballah, Chad	St. John's	Manager, Major Capital	107,800	0	2,000	0	4,500	0	100	114,400
Balsara, Aspi	St. John's	Librarian III	134,400	0	0	0	0	0	100	134,500
Bambico, Francis	St. John's	Associate Professor	105,900	0	0	0	0	0	100	106,000
Bandrauk, Natalie	Medicine	Associate Professor	131,500	0	0	0	0	0	100	131,600
Bangma, Janet	Medicine	Associate University Librarian (Librarian IV)	175,800	0	0	0	0	0	100	175,900
Barajas Vazques, Marco	Marine Institute	Instructor	129,200	2,200	0	0	0	0	100	131,500
Barbour-Wetzel, Beth	Grenfell	Assistant Professor	97,100	0	0	0	0	0	7,100	104,200
Barkanova, Svetlana	Grenfell	Full Professor	152,500	0	0	0	0	0	100	152,600
Barnes, Matthew	St. John's	Power Engineer 2nd Class	89,800	10,400	0	700	0	0	100	101,000
Barootes, Benjamin	Grenfell	Assistant Professor	108,200	0	0	0	0	0	1,200	109,400
Barrett, Brendan	Medicine	Full Professor	179,300	0	0	0	0	0	50,100	229,400
Barrett, Catherine	St. John's	Senior Development Officer - Planned Giving	108,000	0	2,000	0	5,000	0	100	115,100
Barrington, Gerard	St. John's	Manager, Enterprise Data Centre Services	103,000	7,500	2,000	0	4,900	0	100	117,500
Barron, Jane	Medicine	Associate Professor	151,500	0	45,000	0	0	0	433,800	630,300
Barron-Gittens, Mary	St. John's	Associate Director, Employee & Labour Relations	183,300	0	2,000	0	9,200	0	100	194,600
Barter, Ola	Medicine	Associate Professor	155,400	0	0	0	0	0	100	155,500
Bartlett, Jacqueline	St. John's	Assistant Professor	168,000	0	0	0	0	0	3,600	171,600
Basabose, Philippe	St. John's	Associate Professor	133,800	0	0	0	0	0	100	133,900
Basset, Fabien	St. John's	Associate Professor	143,100	0	0	0	0	0	100	143,200
Bath, Roger	Marine Institute	Instructor	120,200	0	0	0	0	0	100	120,300
Battcock, Barbara	St. John's	Director, Environmental Health & Safety	145,100	0	2,000	0	7,300	0	100	154,500
Batten, Chris	Marine Institute	Instructor	115,900	1,800	0	0	0	0	100	117,800
Batten, Jennifer	St. John's	Manager, Communications	93,900	0	2,000	0	4,200	0	100	100,200
Batten, Rod	St. John's	Systems Administrator V	89,700	21,700	2,000	7,000	4,800	0	100	125,300
Bautista, Michael	Medicine	Associate Professor	138,500	0	0	0	0	0	77,800	216,300
Bavington, Dean	St. John's	Associate Professor	133,800	0	0	0	0	0	3,700	137,500
Bayse, Shannon	Marine Institute	Research Scientist II	148,800	0	0	0	0	0	100	148,900
Bazan, Carlos	St. John's	Associate Professor	139,800	0	0	0	0	0	24,700	164,500
Beardsworth, Adam	Grenfell	Associate Professor	126,800	0	0	0	0	0	3,700	130,500
Beaulieu, Luc	St. John's	Full Professor	147,800	0	0	0	0	0	100	147,900
Beausoleil, Natalie	Medicine	Full Professor	173,500	0	0	0	0	0	100	173,600
Beh, Patricia	St. John's	Senior Advisor to the President, Government Relations and Strategic Initiatives (GRSI)	148,000	0	1,600	0	4,900	0	100	154,600
Behm, David	St. John's	Full Professor	178,100	0	0	0	0	0	100	178,200
Belbin, Bruce	St. John's	Director, Student Residences	161,500	0	2,000	0	8,100	0	100	171,700
Belbin, Dee	St. John's	Lecturer	106,400	0	0	0	0	0	100	106,500
Belbin, Thomas	Medicine	Associate Professor	151,500	0	0	0	0	0	100	151,600
Bennett, Daniel	St. John's	Assistant Professor	129,200	0	0	0	0	0	100	129,300
Benoukraf, Touati	Medicine	Associate Professor	124,500	0	13,600	0	0	0	100	138,200
Beranek, Luke	St. John's	Associate Professor	125,500	0	0	0	0	0	100	125,600
Berger, Harris	St. John's	Full Professor	171,100	0	11,700	0	0	0	100	182,900
Bergstrom, Debra	Medicine	Associate Professor	128,100	0	0	0	0	0	22,400	150,500
Berry, Mark	St. John's	Full Professor	164,700	0	0	0	0	0	100	164,800
Bertolo, Robert	St. John's	Full Professor	170,800	0	0	0	0	0	100	170,900
Best, Carolyn	St. John's	Writing Centre Manager	87,900	0	2,000	0	16,400	0	100	106,400
Best, Doreen	Labrador Institute	Senior Administrative Officer	106,000	0	8,000	0	13,800	0	3,500	131,300
Bezzina, Edwin	Grenfell	Associate Professor	138,500	0	0	0	0	0	1,900	140,400
Bignell, Dawn	St. John's	Full Professor	145,500	0	0	0	0	0	100	145,600
Bihlo, Alexander	St. John's	Associate Professor	122,200	0	11,700	0	0	0	2,400	136,300
Bishop, Jessica	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Bishop, Lisa	St. John's	Full Professor	172,500	0	0	0	0	0	100	172,600
Bishop, Paul	Marine Institute	Instructor	103,800	800	0	0	0	0	100	104,700
Bittner, Amanda	St. John's	Full Professor	150,500	0	0	0	0	0	14,300	164,800
Bitton, Pierre-Paul	St. John's	Associate Professor	102,400	0	0	0	0	0	100	102,500
Blackmore, David	Marine Institute	Instructor	112,300	2,000	0	0	0	0	100	114,400
Blackwood, Penelope	St. John's	Executive Director, Development	199,700	0	2,000	0	9,800	0	3,000	214,500
Blanchard, Kimberly	St. John's	Manager, HR Client & Advisory Services	145,100	0	2,000	0	7,300	0	100	154,500
Blaser, Mario	St. John's	Full Professor	178,100	0	0	0	0	0	100	178,200
Blidook, Kelly	St. John's	Associate Professor	124,900	0	0	0	0	0	100	125,000
Blundell, Jacqueline	St. John's	Full Professor	164,100	0	0	0	0	0	7,100	171,200
Blundon, Rachel	St. John's	Senior Advisor, Employment and Labour Relations	98,400	0	2,000	0	4,000	0	100	104,500
Bodner, John	Grenfell	Associate Professor	133,800	0	0	0	0	0	7,800	141,600
Bodwell, Graham	St. John's	Full Professor	188,000	0	0	0	0	0	100	188,100
Bonnell, Lesley	Marine Institute	Instructor	125,800	0	0	0	0	0	100	125,900
Bonnell, Weldon	Medicine	Associate Professor	141,500	0	0	0	0	0	100	141,600
Boone, Darrell	Medicine	Associate Professor	155,400	0	0	0	0	0	100	155,500
Booth, Ivan	St. John's	Full Professor	156,500	0	0	0	0	0	100	156,600
Booth, Valerie	St. John's	Full Professor	157,100	0	0	0	0	0	100	157,200
Borgaonkar, Mark	Medicine	Full Professor	164,100	0	0	0	0	0	100	164,200
Bose, Neil	St. John's	President	434,000	0	0	0	0	0	100	434,100
Bottaro, Christina	St. John's	Full Professor	159,500	0	0	0	0	0	100	159,600
Bowes, Beverley	Medicine	Assistant Professor	117,100	0	0	0	0	0	100	117,200
Boyce, Daniel	St. John's	Manager, Joe Brown Aquatic Research Building (JBARB)	103,000	0	2,000	0	4,600	0	17,700	127,300

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Bradbury-Squires, David	Medicine	Assistant Professor	101,200	0	0	0	0	0	100	101,300
Bradley, Steven	St. John's	Senior Administrative Officer	99,500	0	2,000	0	4,500	0	100	106,100
Brake, Diane	Marine Institute	Instructor	122,300	600	0	0	0	0	100	123,000
Branigan, Philip	St. John's	Full Professor	166,500	0	0	0	0	0	100	166,600
Brazil, Damien	Marine Institute	Instructor	102,900	100	0	0	0	0	100	103,100
Bregent-Heald, Dominique	St. John's	Full Professor	150,800	0	0	0	7,000	0	100	157,900
Brett, Paul	Marine Institute	Vice-President (Fisheries & Marine Institute)	245,800	0	0	0	6,100	0	100	252,000
Bridger, Natalie	Medicine	Associate Professor	133,800	0	0	0	0	0	100	133,900
Bridger, Tracey	Medicine	Associate Professor	154,300	0	0	0	0	0	100	154,400
Briggs, Yvonne	St. John's	Academic Staff Member - Cooperative Field Education (ASM-CFE II)	116,200	0	0	0	0	0	6,400	122,600
Brookes, Alexander	St. John's	Associate Professor	127,700	0	0	0	0	0	100	127,800
Brown, Carissa	St. John's	Full Professor	131,500	0	0	0	0	0	100	131,600
Brown, Edward	St. John's	Associate Professor	155,400	0	0	0	0	0	100	155,500
Brown, Margaret	St. John's	Executive Director	183,300	0	2,000	0	9,200	0	100	194,600
Brown, Robert C.	Marine Institute	Research Scientist I	102,500	0	0	0	0	0	100	102,600
Brown, Robert J.	St. John's	Associate Professor	133,800	0	0	0	0	0	100	133,900
Brown, Thomas	Marine Institute	Director, Centre for Fisheries Ecosystems Research (CFER) & Community Based Education Delivery (CBED)	177,600	0	2,000	0	7,900	0	100	187,600
Brown, Trevor	St. John's	Full Professor	246,700	0	0	0	0	0	12,500	259,200
Browne, Jennifer	St. John's	Director of Student Life	161,500	0	2,000	0	8,100	0	100	171,700
Browne, Lisa	St. John's	Vice-President (Administration, Finance, and Advancement)	269,900	0	0	0	1,400	0	100	271,400
Bruce-Robertson, Lawrence	Grenfell	Assistant Professor	112,800	0	0	0	0	0	100	112,900
Bruneau, Jill	St. John's	Assistant Professor	115,700	0	0	0	0	0	100	115,800
Bruneau, Stephen	St. John's	Associate Professor	175,300	0	0	0	0	0	100	175,400
Brunger, Fern	Medicine	Full Professor	178,400	0	0	0	0	0	13,000	191,400
Brunton, Janet	St. John's	Full Professor	169,500	0	0	0	0	0	100	169,600
Buckle, Jennifer	Grenfell	Full Professor	150,000	0	0	0	0	0	1,200	151,200
Budden, Kent	St. John's	Manager, Environmental Services	145,100	0	2,000	0	7,100	0	100	154,300
Budgell, Darryl	Marine Institute	Instructor	125,800	600	0	0	0	0	100	126,500
Bugden, Shawn	St. John's	Full Professor	232,600	0	0	0	0	0	100	232,700
Buley, David	St. John's	Associate Professor	152,500	0	0	0	0	0	100	152,600
Buley, Jan	St. John's	Associate Professor	122,200	0	0	0	0	0	2,400	124,600
Bulger, Craig	Marine Institute	Instructor	110,800	5,600	0	0	300	0	100	116,800
Bulman, Philip	Marine Institute	Instructor - Master of Maritime Management (MMM)	114,900	2,100	0	0	1,000	0	100	118,100
Bulmer, Karen	St. John's	Full Professor	192,400	0	0	0	7,200	0	100	199,700
Bungay, Sharene	St. John's	Associate Professor	149,500	0	0	0	6,700	0	100	156,300
Burchell, Meghan	St. John's	Associate Professor	133,700	0	0	0	0	0	100	133,800
Burke, Anne	St. John's	Full Professor	155,400	0	0	0	6,900	0	100	162,400
Burke, Heather	Marine Institute	Director, Centre for Aquaculture and Seafood Development (CASD)	183,300	0	2,000	0	9,000	0	100	194,400
Bursey, Ronald	Medicine	Full Professor	166,500	0	0	0	0	0	158,900	325,400
Butler, Dayna	Medicine	Assistant Professor	111,200	0	0	0	0	0	100	111,300
Butler, Kelly	St. John's	Director, Indigenous Engagement and Reconciliation	163,500	0	2,500	0	10,800	0	200	177,000
Butt, Ashley	St. John's	Clinical Veterinarian	117,900	0	900	0	2,800	0	100	121,700
Butt, Stephen	St. John's	Full Professor	182,200	0	0	0	0	0	5,700	187,900
Button, Cathryn	St. John's	Full Professor	195,000	0	0	0	0	0	100	195,100
Button, Duane	St. John's	Full Professor	157,300	0	0	0	0	0	28,500	185,800
Button, Pamela	St. John's	Associate Professor	101,800	0	0	0	0	0	100	101,900
Byrne, Alyson	St. John's	Associate Professor	166,500	0	0	0	0	0	7,300	173,800
Byrne, Janine	St. John's	Academic Staff Member - Cooperative Education (ASM-CE II)	101,200	0	0	0	0	0	100	101,300
Byrne, Jeannette	St. John's	Associate Professor	148,600	0	0	0	0	0	100	148,700
Cadigan, Noel	Marine Institute	Associate Professor	173,500	0	4,700	0	0	0	100	178,300
Cadigan, Sean	St. John's	Full Professor	231,800	0	0	0	0	0	100	231,900
Cahill, Denise	St. John's	Lecturer	109,100	0	0	0	0	0	100	109,200
Cahill, Lindsay	St. John's	Associate Professor	117,300	0	0	0	0	0	100	117,400
Caines, Nadean	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Caines, Susan	Marine Institute	Instructor	134,900	0	0	0	0	0	100	135,000
Callahan, Christopher	Marine Institute	Instructor	108,400	0	0	0	0	0	100	108,500
Campbell, Christine	St. John's	Retiree (Faculty)	107,000	0	0	0	0	0	0	107,000
Cardoso-Bihlo, Elsa	St. John's	Assistant Professor	104,100	0	0	0	4,800	0	100	109,000
Carew, Denise	St. John's	Senior Instructional Design Specialist	112,300	0	2,000	0	5,300	0	100	119,700
Carey, Megan	Medicine	Assistant Professor	110,500	0	0	0	0	0	100	110,600
Carr, Steven	St. John's	Full Professor	185,100	0	0	0	0	0	100	185,200
Carter, Angela	St. John's	Associate Professor	150,100	0	8,800	0	0	0	100	159,000
Carter, Christine	St. John's	Associate Professor	120,000	0	0	0	0	0	100	120,100
Carter, Kenneth	Grenfell	Director, Engagement (Grenfell Campus)	147,100	0	2,000	0	7,300	0	100	156,500
Carter-Major, Jacqueline	St. John's	Full Professor	157,100	0	0	0	0	0	21,300	178,400
Cashin, Megan	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Chafe, Roger	Medicine	Full Professor	148,300	0	0	0	0	0	100	148,400
Chandran, Ruth	St. John's	Lecturer	106,400	0	0	0	0	0	5,400	111,800
Chapman, Tom	St. John's	Full Professor	143,100	0	0	0	0	0	100	143,200
Cheema, Mumtaz	Grenfell	Full Professor	195,100	0	0	0	0	0	100	195,200
Cheema, Sukhinder	St. John's	Full Professor	173,500	0	0	0	0	0	3,600	177,100
Chen, Bing	St. John's	Full Professor	170,000	0	0	0	0	0	24,800	194,800
Chen, Oiying	St. John's	Full Professor	161,800	0	0	0	0	0	100	161,900
Chen, Xihua	Medicine	Full Professor	168,800	0	0	0	0	0	100	168,900
Cheng, Tao	St. John's	Full Professor	153,600	0	0	0	0	0	7,100	160,700
Cheramy, Michelle	St. John's	Full Professor	185,300	0	0	0	0	0	100	185,400
Chislett, William	Marine Institute	Director, Marine Institute International	183,300	0	2,000	0	9,200	0	100	194,600

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Chitsike, Rufaro	Medicine	Associate Professor	122,200	0	0	0	0	0	100	122,300
Christian, Sherri	St. John's	Full Professor	148,500	0	0	0	0	0	100	148,600
Chu, Kam	St. John's	Full Professor	167,700	0	0	0	0	0	100	167,800
Chuenpagdee, Ratana	St. John's	Full Professor	171,800	0	0	0	0	7,200	0	179,100
Church, Jon	St. John's	Retiree (Faculty)	108,400	0	0	0	0	0	0	108,400
Churchill, David	St. John's	Associate Professor	117,500	0	0	0	0	0	10,600	128,100
Cigsar, Candemir	St. John's	Associate Professor	123,100	0	0	0	0	0	100	123,200
Clark, J Rex	St. John's	Associate Professor	155,400	0	0	0	0	0	0	155,500
Clarke, Amy	St. John's	Assistant Professor	110,200	0	0	0	0	0	0	110,300
Clarke, Angela	Marine Institute	Associate Vice-President Marine Institute	204,000	0	0	0	0	900	0	205,000
Clarke, Carl	Marine Institute	Instructor	100,400	0	0	0	0	0	0	100,500
Clarke, Marsha	Marine Institute	Technical Assistant	96,900	4,700	0	0	0	0	0	101,700
Clarke, Terry	St. John's	Supervisor, Electrical Systems Operations	108,400	1,900	2,000	0	0	5,100	0	117,500
Clift, Fraser	Medicine	Assistant Professor	113,400	0	0	0	0	0	0	113,500
Clissold, Bradley	St. John's	Full Professor	150,100	0	0	0	0	0	0	150,200
Clouston, Christine	St. John's	Lecturer	96,300	0	0	0	0	0	0	110,500
Clouter, Elizabeth	Marine Institute	Instructor	118,900	2,100	0	0	0	0	0	121,100
Coady, Peggy Ann	St. John's	Associate Professor	161,800	0	0	0	0	0	0	161,900
Cohoe, Rebecca	St. John's	Manager, Public Engagement	98,400	0	2,000	0	0	4,400	0	104,900
Coley, Thelma	St. John's	Lecturer	94,800	0	0	0	0	0	0	116,200
Collett, Colleen	St. John's	Manager, Client Relations	93,900	0	2,000	0	0	4,300	0	100,300
Collett, Krista	St. John's	Lecturer	106,400	0	0	0	0	0	0	106,600
Collingwood, Peter	Medicine	Full Professor	136,200	0	0	0	0	0	0	135,800
Collins, Jennifer	St. John's	Assistant Professor	115,200	0	0	0	0	0	0	115,300
Collins, Peter	Medicine	Associate Professor	128,500	0	0	0	0	0	0	128,600
Collis, Deborah	St. John's	Director, Financial & Administrative Services	224,900	0	2,000	0	0	10,800	0	237,800
Connor, James	Medicine	Full Professor	180,500	0	0	0	0	0	0	180,600
Connor, Jennifer	Medicine	Full Professor	185,900	0	0	0	0	0	0	186,000
Connors, Sean	Medicine	Associate Professor	155,400	0	0	0	0	0	0	155,500
Constantine, Todd	St. John's	Manager, Classroom Tech	93,900	0	2,000	0	0	4,300	0	100,300
Conway, Dale	St. John's	Power Engineer 2nd Class	93,000	7,200	0	3,800	0	0	0	104,100
Conway, Matthew	St. John's	Senior Development Officer	108,000	0	2,000	0	0	4,800	0	114,900
Cook, Colleen	Medicine	Associate Professor	131,500	0	0	0	0	0	0	131,600
Cooke, Gordon	St. John's	Full Professor	185,100	0	0	0	0	0	0	185,200
Coombs, Stephen	St. John's	Assistant Professor	115,800	0	0	0	0	0	0	115,900
Cooper, Thomas	St. John's	Full Professor	178,100	0	0	0	0	0	0	218,900
Corbin Dwyer, Sonya	Grenfell	Full Professor	176,100	0	0	0	0	0	0	176,200
Corlett, Hilary	St. John's	Assistant Professor	113,400	0	0	0	0	0	0	113,500
Costello, Jane	St. John's	Senior Instructional Design Specialist	114,000	0	2,000	0	0	5,500	0	121,600
Cote, Isabelle	St. John's	Associate Professor	122,200	0	0	0	0	0	0	122,300
Cote, Rochelle	St. John's	Associate Professor	128,200	0	0	0	0	0	0	128,300
Courage, Adam	Marine Institute	Instructor	129,300	0	0	0	0	0	0	129,400
Couturier, Cyr	Marine Institute	Instructor	115,400	1,400	0	0	0	0	0	116,800
Cox, Graham	St. John's	Associate Professor	119,800	0	0	0	0	0	0	119,900
Craig, Ailsa	St. John's	Special Advisor to the President, Continuing Education	197,000	0	0	0	0	2,000	0	206,100
Craig, Michelle	St. John's	Academic Staff Member - Cooperative Education (ASM-CE I)	115,700	0	0	0	0	0	0	115,800
Crane, Ashley	St. John's	Academic Staff Member - Cooperative Field Education (ASM-CFE II)	108,700	0	0	0	0	0	0	110,600
Crane, Jeffrey	St. John's	Assistant Professor	113,400	0	0	0	0	0	0	125,200
Crane, Joan	Medicine	Full Professor	166,900	0	0	0	0	0	0	163,700
Crutch, Jeff	Medicine	Associate Professor	152,500	0	0	0	0	0	0	152,600
Crocker, Steve	St. John's	Retiree (Faculty)	107,100	0	0	0	0	0	0	112,900
Croll, Rie	Grenfell	Full Professor	167,300	0	0	0	0	0	0	167,400
Crosbie, Kimberly	St. John's	Director, Leslie Harris Centre	116,900	0	2,000	0	0	5,200	0	124,200
Cross, John	Marine Institute	Instructor	125,800	6,500	0	0	0	0	0	132,400
Crossman, Renee	St. John's	Assistant Professor	115,700	0	0	0	0	0	0	115,800
Cullen, Kim	St. John's	Associate Professor	119,100	0	0	0	0	0	0	126,200
Cumby, Judy	St. John's	Associate Professor	160,100	0	0	0	0	0	0	163,700
Cunsolo, Ashlee	Labrador Institute	Full Professor	148,700	0	3,700	0	0	0	0	156,900
Curnoe, Stephanie	St. John's	Full Professor	168,800	0	0	0	0	0	0	168,900
Curran, Vernon	Medicine	Full Professor	182,800	0	0	0	0	0	0	197,100
Curtis, Bryan	Medicine	Associate Professor	148,500	0	0	0	0	0	0	148,600
Curtis, Gerard	Grenfell	Full Professor	159,700	0	0	0	0	0	0	182,000
Curtis, Michelle	St. John's	Team Lead - Application Architect	93,900	3,200	2,000	800	0	4,300	0	104,300
Curtis, Shelly	Marine Institute	Instructor	118,900	0	0	0	0	0	0	119,000
Cuss, Chad	Grenfell	Assistant Professor	105,800	0	0	0	0	0	0	105,900
Czarnuch, Stephen	St. John's	Associate Professor	138,400	0	0	0	0	0	0	156,400
Dahn, Nancy	St. John's	Full Professor	173,500	0	0	0	0	0	0	173,600
Daley, Claude	St. John's	Full Professor	212,000	0	0	0	0	0	0	212,100
Daley, Peter	Medicine	Associate Professor	133,800	0	0	0	0	0	0	140,800
Dancey, Paul	Medicine	Associate Professor	146,800	0	0	0	0	0	0	176,900
Dandeneau, Stephane	St. John's	Full Professor	139,500	0	0	0	0	0	0	139,600
Daneshatalab, Noriko	St. John's	Associate Professor	126,600	0	0	0	0	0	0	126,700
Daraio, Joseph	St. John's	Associate Professor	133,800	0	0	0	0	0	0	133,900
D'Arcangelis, Carol-Lynne	St. John's	Associate Professor	128,900	0	0	0	0	0	0	129,000
Dave, Deepika	Marine Institute	Research Scientist II	148,800	0	0	0	0	0	0	148,900
Davis, Erin	St. John's	Associate Professor	151,200	0	0	0	0	0	0	151,300
Dawe, Christopher	Marine Institute	Demonstrator	117,300	5,000	0	0	0	200	0	123,500

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Dawe, Russell	Medicine	Associate Professor	124,800	0	0	0	0	0	100	124,900
Day, Martin	St. John's	Associate Professor	109,300	0	0	0	0	0	100	109,400
De Boer, Catherine	St. John's	Associate Professor	147,800	0	0	0	0	0	6,500	154,300
De Carvalho, Diana	Medicine	Associate Professor	133,300	0	0	0	0	0	100	133,400
De Decker, Paul	St. John's	Associate Professor	133,800	0	0	0	0	0	100	133,900
de Jong, Kathleen	St. John's	Assistant Professor	115,700	0	0	0	0	0	8,900	124,600
De Silva, Bentotage	St. John's	Associate Professor	115,200	0	0	0	0	0	11,600	126,800
Decker, Stephen	Grenfell	Associate Professor	108,800	0	0	0	0	0	100	108,900
Delaney, Jerome	St. John's	Full Professor	161,800	0	0	0	0	0	100	161,900
Delaney, Martina	Medicine	Associate Professor	145,500	0	0	0	0	0	100	145,600
Demirov, Entcho	St. John's	Associate Professor	147,800	0	0	0	0	0	100	147,900
Denyszyn, Steven	St. John's	Assistant Professor	113,400	0	0	0	0	0	100	113,500
DeRoche, Michael	St. John's	Associate Professor	155,400	0	0	0	0	0	100	155,500
Deshaye, Joel	St. John's	Full Professor	129,100	0	0	0	0	0	100	129,200
Deshpandey, Akhil	Medicine	Associate Professor	138,500	0	0	0	0	0	100	138,600
Devey-Burry, Robin	St. John's	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Dhar, Ashutosh	St. John's	Full Professor	143,800	0	0	0	0	0	100	143,900
Dillon, Dennis	St. John's	Associate Director, Development	117,800	0	2,000	0	4,100	0	100	124,000
Dobbin-Williams, Karen	St. John's	Assistant Professor	115,700	0	0	0	0	0	100	115,800
Dobre, Octavia	St. John's	Full Professor	255,300	0	11,700	0	7,200	0	100	274,300
Dold, Patricia	St. John's	Associate Professor	159,900	0	0	0	7,200	0	100	167,200
Dominic, Anna	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Donnan, Jennifer	St. John's	Associate Professor	122,200	0	0	0	0	0	100	122,300
Donnelly, Dan	Marine Institute	Instructor	102,900	0	0	0	0	0	100	103,000
Donovan, Meghan	Marine Institute	Technical Assistant VI	80,700	19,900	0	0	0	0	100	100,700
Doody, Karen	Grenfell	Assistant Professor	108,200	0	0	0	0	0	100	108,300
Doonan, Christina	St. John's	Associate Professor	115,200	0	0	0	0	0	100	115,300
Dore, Jules	Medicine	Associate Professor	152,500	0	0	0	0	0	100	152,600
Dorward, Ann	Medicine	Associate Professor	154,800	0	0	0	0	0	100	154,900
Dove, Jennifer	St. John's	University Auditor	183,300	0	1,900	0	8,400	0	100	193,700
Downer, Pauline	St. John's	Associate Professor	160,100	0	0	0	0	0	3,600	163,700
Downey, Bill	St. John's	Director, Data Excellence Program	104,200	0	2,000	0	5,400	0	100	111,700
Downey, Donna	St. John's	Manager, Media Services	98,400	0	2,000	0	4,500	0	100	105,000
Downey, Julia	St. John's	Academic Staff Member - Cooperative Education (ASM-CE II)	122,700	0	0	0	0	0	100	122,800
Doyle, Tyna	Medicine	Associate Professor	122,200	0	0	0	0	0	100	122,300
Drake, Stephen	Marine Institute	Instructor	108,000	600	0	0	0	0	100	108,700
Dodge, C. Suzanne	Medicine	Associate Professor	122,200	0	0	0	0	0	100	122,300
Dodge, Kristopher	Marine Institute	Head School Maritime Studies	177,600	0	800	0	3,300	0	100	181,800
Drover, Anne	Medicine	Associate Professor	147,800	0	0	0	0	0	100	147,900
Drover, Greg	St. John's	Power Engineer 2nd Class	97,000	15,800	0	700	200	0	200	113,900
Drover, James	St. John's	Associate Professor	133,800	0	0	0	0	0	7,300	141,100
Duan, Xili	St. John's	Associate Professor	144,300	0	0	0	0	0	8,500	152,800
Duda, Daniel	St. John's	Librarian III	112,800	0	0	0	0	0	100	112,900
Dufour, Suzanne	St. John's	Full Professor	151,700	0	0	0	0	0	100	151,800
Duggan, Norah	Medicine	Associate Professor	142,000	0	0	0	0	0	100	142,100
Dunn, Angela	Medicine	Research Manager	93,900	0	2,000	0	4,200	0	100	100,200
Dunning, Gregory	St. John's	Full Professor	191,800	0	0	0	0	0	100	191,900
Duong, Trung	St. John's	Full Professor	206,100	0	0	0	0	0	100	206,200
Durdle, Kelli	St. John's	Academic Staff Member - Cooperative Field Education (ASM-CFE II)	103,500	0	0	0	0	0	4,700	108,200
Durnford, Edward	Marine Institute	School Head - Fisheries	142,000	0	0	0	2,700	0	100	144,800
Dwyer, Daniel	Marine Institute	Instructor	106,300	600	0	0	0	0	107,000	
Dyer, Jennifer	St. John's	Full Professor	146,200	0	0	0	0	0	500	146,700
Dyer, T Danny	St. John's	Full Professor	147,500	0	0	0	0	0	100	147,600
Dyke, Paula	St. John's	Executive Director, Marketing & Communications	177,600	0	2,000	0	8,900	0	4,300	192,800
Eddy, Tyler	Marine Institute	Research Scientist II	142,400	0	0	0	0	0	100	142,500
Edinger, Evan	St. John's	Full Professor	149,700	0	0	0	0	0	1,900	151,600
Edwards, Laura	Grenfell	Director, Marketing & Communications, Grenfell	161,500	0	2,000	0	8,100	0	100	171,700
Eghbali-Zarch, Majid	St. John's	Assistant Professor	122,700	0	0	0	0	0	14,300	137,000
Egli, Stefana	St. John's	Research Laboratory Coordinator II	96,400	0	2,000	0	2,700	0	100	101,200
Ellenbogen, Stephen	St. John's	Associate Professor	137,900	0	0	0	0	0	700	138,600
Elliott, Renee	St. John's	Manager, Academic Support Services	98,400	0	2,000	0	4,400	0	100	104,900
Elliott, William	Marine Institute	Instructor	129,300	13,500	0	0	0	0	100	142,900
Elruby, Ahmed	St. John's	Assistant Professor	110,500	0	0	0	0	0	26,200	136,700
Ennis, John	Marine Institute	Instructor	108,000	1,500	0	0	0	0	100	109,600
Esseltine, Jessica	Medicine	Associate Professor	121,400	0	5,900	0	0	0	100	127,400
Etchegary, Holly	Medicine	Associate Professor	122,600	0	0	0	0	0	100	122,700
Etienne, Jerry	Grenfell	Associate Professor	108,900	0	0	0	0	0	100	109,000
Etmiman, Amin	St. John's	Teaching Assistant Professor	95,500	0	0	0	0	0	9,000	104,500
Eustace, Marsha	Medicine	Associate Professor	138,500	0	0	0	0	0	100	138,600
Evans, Gregory	St. John's	Power Engineer 2nd Class	93,800	15,300	0	4,500	0	0	100	113,700
Everett, Holly	St. John's	Associate Professor	136,800	0	0	0	7,200	0	9,600	153,600
Evermann, Joerg	St. John's	Associate Professor	189,800	0	0	0	0	0	7,300	197,100
Evtigneev, Mykhaylo	St. John's	Associate Professor	126,800	0	0	0	0	0	100	126,900
Fabijancic, Tony	Grenfell	Full Professor	164,100	0	0	0	0	0	100	164,200
Fahey, Susan	St. John's	Librarian III	139,200	0	0	0	0	0	100	139,300
Fallis, Alex	Grenfell	Assistant Professor	113,400	0	0	0	0	0	10,600	124,000
Fan, Zhaozhi	St. John's	Full Professor	157,100	0	0	0	0	0	100	157,200

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Fang, Tao	St. John's	Full Professor	182,800	0	11,700	0	0	0	100	194,600
Fantauzzo, Justin	St. John's	Associate Professor	103,600	0	0	0	0	0	3,700	107,300
Farahnak, Zahra	St. John's	Full Professor	105,800	0	0	0	0	0	100	105,900
Farquharson, Colin	St. John's	Full Professor	145,500	0	0	0	0	0	100	145,600
Farquharson, Danine	St. John's	Full Professor	148,400	0	0	0	7,200	0	2,500	158,100
Farrell, Alison	Medicine	Librarian IV	132,900	0	0	0	0	0	100	133,000
Farrell, Gerard	Medicine	Associate Professor	150,100	0	0	0	0	0	100	150,200
Farrell, Jamie	Medicine	Associate Professor	126,800	0	0	0	0	0	76,100	202,900
Farrell, Todd	St. John's	Associate Director, Infrastructure Services	145,100	0	2,000	0	7,300	0	100	154,500
Fawcett, Emily	St. John's	Associate Professor	115,200	0	0	0	0	0	100	115,300
Fawcett, Jonathan	St. John's	Associate Professor	117,500	0	0	0	0	0	100	117,600
Fiander, Glenn	Marine Institute	Instructor	108,000	1,400	0	0	0	0	100	109,500
Fiech, Adrian	St. John's	Associate Professor	163,100	0	0	0	0	0	100	163,200
Field, Colleen	St. John's	Librarian IV	164,800	0	0	0	0	0	100	164,900
Field, Stephanie	St. John's	Assistant Professor	108,200	0	0	0	0	0	100	108,300
Fillier-Skinner, Penny	St. John's	Associate Director, Enterprise Application Services	161,500	0	2,000	0	8,100	0	100	171,700
Finnis, Joel	St. John's	Full Professor	144,600	0	0	0	0	0	100	144,700
Fisher, Jonathan	Marine Institute	Associate Professor	145,800	0	11,700	0	0	0	100	157,600
Fitzpatrick, Beverly	St. John's	Associate Professor	124,500	0	0	0	0	0	100	124,600
Fleming, Ian	St. John's	Full Professor	186,800	0	0	0	0	0	100	186,900
Flemming, Jeff	Medicine	Assistant Professor	117,900	0	0	0	0	0	22,700	140,600
Flynn, Heather	Medicine	Assistant Professor	119,200	0	0	0	0	0	100	119,300
Flynn, Jennifer	Medicine	Associate Professor	133,800	0	0	0	0	0	100	133,900
Foley, Michael	St. John's	Manager, Minor Capital	128,500	0	2,000	0	5,700	0	100	136,300
Foley, Paul	Grenfell	Full Professor	131,500	0	0	0	0	0	100	131,600
Forbes, Christopher	St. John's	Associate Geneneral Counsel, Research	171,000	0	2,000	0	8,000	0	100	181,100
Forbes, Veronique	St. John's	Associate Professor	106,600	0	0	0	0	0	100	106,700
Ford, Dianne	St. John's	Full Professor	189,800	0	0	0	0	0	8,300	198,100
Forsyth, Meghan	St. John's	Associate Professor	117,300	0	0	0	0	0	100	117,400
Fortune, Shawn	Marine Institute	Instructor	115,400	1,000	0	0	0	0	100	116,500
Fowler, Amanda	Medicine	Assistant Professor	114,600	0	0	0	0	0	100	114,700
Fowler, Erika	Medicine	Associate Professor	119,800	0	0	0	0	0	100	119,900
Fowler, Ken	St. John's	Director, Student Wellness and Counselling Centre	184,800	0	0	0	0	0	7,100	191,900
Fox, George	Medicine	Full Professor	168,600	0	0	0	0	0	102,600	271,200
Fraser, Erin	Grenfell	Full Professor	127,300	0	0	0	0	0	100	127,400
Fraser, Graham	Medicine	Associate Professor	128,000	0	0	0	0	0	100	128,100
French, Curtis	Medicine	Associate Professor	126,800	0	0	0	0	0	100	126,900
Fridgen, Travis	St. John's	Full Professor	206,400	0	0	0	0	0	9,400	215,800
Fudge, Susan	Marine Institute	Manager, Centre for Fisheries Ecosystems Research	98,900	0	600	0	3,900	0	100	103,500
Furey, Edith	St. John's	Associate Professor	101,800	0	0	0	6,000	0	0	107,800
Furey, Mary	St. John's	Associate Professor	131,100	0	0	0	0	0	100	131,200
Gagnon, Patrick	St. John's	Full Professor	148,600	0	0	0	0	0	100	148,700
Galagedara, Lakshman	Grenfell	Full Professor	164,100	0	0	0	0	0	3,900	168,000
Gallant, Robert	Grenfell	Associate Professor	136,200	0	0	0	0	0	100	136,300
Galway, Gerald	St. John's	Full Professor	151,000	0	0	0	0	0	100	151,100
Gambin, Lynn	St. John's	Associate Professor	121,500	0	0	0	0	0	2,400	123,900
Gamble, Donald	St. John's	Associate Professor	103,900	0	0	0	0	0	0	103,900
Gamperl, Kurt	St. John's	Full Professor	183,500	0	0	0	0	0	100	183,600
Gamsby, Patrick	St. John's	Librarian III	110,500	0	0	0	0	0	100	110,600
Ganz, Shoshannah	Grenfell	Associate Professor	134,700	0	0	0	0	0	800	135,500
Gao, Zhiwei	Medicine	Associate Professor	126,800	0	0	0	0	0	100	126,900
Gardiner, Susan	St. John's	Senior Administrative Officer	110,300	0	2,500	0	9,100	0	4,900	126,800
Gardner, Morgan	St. John's	Associate Professor	150,800	0	0	0	7,200	0	100	158,100
Garland, Sheila	St. John's	Assistant Professor	124,800	0	0	0	0	0	7,300	132,100
Garlie, Cody	Marine Institute	Assistant Director, Programs	149,800	0	2,000	0	38,900	0	100	190,800
Garnier, Kevin	Grenfell	Director, Facilities Management and Ancillary Services	121,200	0	2,000	0	5,700	0	100	129,000
Gaudine, Alice	St. John's	Full Professor	217,000	0	0	0	0	0	100	217,100
Gaulton, Barry	St. John's	Full Professor	150,100	0	0	0	0	0	100	150,200
Geary, Jason	St. John's	Manager, Blundon Centre	93,900	0	2,000	0	4,300	0	100	100,300
Geck, John	St. John's	Associate Professor	115,400	0	0	0	0	0	6,500	121,900
Gendron, Robert	Medicine	Full Professor	172,900	0	0	0	0	0	100	173,000
Genge, Terri	St. John's	Assistant Professor	123,400	0	0	0	0	0	100	123,500
Geoffroy, Maxime	Marine Institute	Research Scientist II	148,800	0	0	0	0	0	100	148,900
George, Glyn	St. John's	Associate Professor	155,400	0	0	0	0	0	100	155,500
Ghahremanlou, Davoud	St. John's	Assistant Professor	128,100	0	0	0	200	0	100	128,400
Gidge, Yuri	St. John's	Associate Director, Business Development	98,500	0	2,000	0	3,800	0	100	104,400
Giles, Howard	Grenfell	Micro Component Support Specialist	65,600	42,100	0	0	0	0	200	107,900
Gill, David	St. John's	Associate Professor	132,700	0	0	0	0	0	24,800	157,500
Gill, Jasbir	Medicine	Associate Professor	129,200	0	0	0	0	0	100	129,300
Gill, Pamela	Grenfell	Manager, Communications	93,900	0	2,000	0	4,300	0	100	100,300
Gillet, Kathy	St. John's	Academic Staff Member - Cooperative Field Education (ASM-CFE II)	101,200	0	6,000	0	0	0	17,000	124,200
Giwa, Sulaimon	St. John's	Associate Professor	157,300	0	0	0	0	0	10,100	167,400
Glynn, Robert	Medicine	Senior Instructional Design Specialist	114,000	0	2,000	0	5,500	0	100	121,600
Goodnough, Karen	St. John's	Full Professor	186,300	0	0	0	0	0	100	186,400
Goodridge, Alan	Medicine	Full Professor	182,800	0	0	0	0	0	100	182,900
Goosney, Janet	St. John's	Librarian III	124,500	0	0	0	0	0	100	124,600
Gordon, Kathleen	St. John's	Associate Professor	143,800	0	0	0	7,200	0	100	151,100

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Gordon, Sarah	St. John's	Associate Professor	105,300	0	0	0	0	0	1,900	107,200
Gosine, Raymond	St. John's	Associate Vice-President	316,000	0	0	0	0	0	1,000	317,000
Gosse, Darrell	St. John's	Supervisor, Environmental Health and Safety	95,000	0	2,000	0	4,000	0	100	101,100
Gould, Jillian	St. John's	Associate Professor	134,100	0	0	0	0	0	3,600	137,700
Goulden, Ami	St. John's	Assistant Professor	107,700	0	0	0	400	0	100	108,200
Graham, Anne	St. John's	Associate Professor	129,200	0	0	0	0	0	100	129,300
Graham, Wendy	Medicine	Full Professor	145,500	0	0	0	0	0	100	145,600
Grant, David	St. John's	Associate Director, Hibernia & Hebron Research & Development Initiative	111,300	0	2,000	0	5,000	0	100	118,400
Grant, Michael	Medicine	Full Professor	178,400	0	0	0	0	0	100	178,500
Grant, Paul	Grenfell	Associate Professor	136,200	0	0	0	0	0	100	136,300
Grant, Scott	Marine Institute	Research Scientist II	153,800	0	0	0	0	0	100	153,900
Granter, Tracy	Marine Institute	Instructor	117,300	3,600	0	0	0	0	100	121,000
Gray, Sean	St. John's	Assistant Professor	105,800	0	0	0	0	0	100	105,900
Greene, Keith	St. John's	Team Lead, Enterprise Application Services	93,900	2,700	2,000	900	4,400	0	100	104,000
Greene, Meghan	Medicine	Assistant Professor	105,800	0	0	0	0	0	100	105,900
Grewal, Kuljit	Medicine	Associate Professor	155,400	0	0	0	0	0	100	155,500
Griffin, William	St. John's	Academic Staff Member - Cooperative Education (ASM-CE I)	101,200	0	0	0	0	0	100	101,300
Griffin-Clarke, Paula	St. John's	Associate Director, Research Grant and Contract Services (RGCS)	145,100	0	2,000	0	7,000	0	100	154,200
Griffiths, Walter	St. John's	Power Engineer 3rd Class	79,900	25,100	0	4,700	0	0	100	109,800
Grimes, Matthew	Marine Institute	Director, Development & Engagement	115,000	0	2,000	0	6,000	0	100	123,100
Grimes, Vaughan	St. John's	Full Professor	152,200	0	0	0	0	0	100	152,300
Grover, Huck	St. John's	Associate Professor	109,700	0	0	0	0	0	100	109,800
Grynszpan, Delphine	Medicine	Assistant Professor	115,700	0	0	0	0	0	100	115,800
Guigne, Francoise	Medicine	Assistant Professor	113,500	0	0	0	0	0	100	113,600
Gulliver, Wayne	Medicine	Full Professor	168,800	0	0	0	0	0	100	168,900
Haghiri, Morteza	Grenfell	Full Professor	150,500	0	0	0	2,000	0	14,200	166,700
Halford, Thomas	Grenfell	Teaching Assistant Professor	101,200	0	0	0	0	0	1,100	102,300
Halfyard, Maria	Marine Institute	Manager, Business Development	103,200	0	2,000	0	4,500	0	100	109,800
Hall, Amanda	Medicine	Associate Professor	124,500	0	0	0	0	0	100	124,600
Hall, Jennifer	St. John's	Research Laboratory Coordinator II	98,400	0	2,000	0	4,500	0	100	105,000
Hallett, Darcy	St. John's	Full Professor	138,600	0	0	0	0	0	100	138,700
Hallett, Natalie	St. John's	Academic Staff Member - Cooperative Field Education (ASM-CFE II)	96,500	0	0	0	0	0	17,800	114,300
Hallett, Vicki	St. John's	Associate Professor	122,200	0	0	0	0	0	100	122,300
Hamed, Abubaker	St. John's	Assistant Professor	108,200	0	0	0	0	0	100	108,300
Hamilton, Matthew	St. John's	Assistant Professor	108,200	0	0	0	0	0	500	108,700
Han, Fei-Yu	Medicine	Associate Professor	143,100	0	0	0	0	0	92,100	235,200
Hanchar, John	St. John's	Full Professor	224,800	0	0	0	0	0	100	224,900
Hancock, David	St. John's	Associate Professor	126,800	0	0	0	0	0	7,100	133,900
Hanlon, Crystal	Marine Institute	Instructor	105,400	700	0	0	0	0	100	106,200
Harding, Michael	St. John's	Senior Administrative Officer	102,100	0	2,000	0	9,300	0	100	113,500
Harding, Scott	St. John's	Associate Professor	119,800	0	0	0	0	0	100	119,900
Hardy Cox, Donna	St. John's	Full Professor	234,400	0	0	0	0	0	100	234,500
Hagan, Kathryn	St. John's	Assistant Professor	110,500	0	0	0	0	0	100	110,600
Harger-Grinling, Virginia	St. John's	Full Professor	130,400	0	0	0	0	0	0	130,400
Harris, Ann	Marine Institute	Instructor	120,800	4,400	0	0	400	0	100	125,700
Harris, Gregory	St. John's	Full Professor	114,500	0	0	0	0	0	100	114,600
Harris, Nicholas	St. John's	Associate Professor	112,800	0	0	0	0	0	100	112,900
Hart, Randy	Marine Institute	Director - Offshore Safety and Survival Centre (OSSC)	118,100	0	0	0	0	0	100	118,200
Harvey, John	St. John's	Associate Director, Marketing	102,200	0	2,000	0	4,800	0	100	109,100
Hassan, Assem	St. John's	Full Professor	145,500	0	0	0	0	0	100	145,600
Hatefi, Armin	St. John's	Associate Professor	109,700	0	0	0	0	0	100	109,800
Haven, Emmanuel	St. John's	Full Professor	198,600	0	11,700	0	0	0	7,100	217,400
Hawboldt, John	St. John's	Associate Professor	150,500	0	0	0	0	0	100	150,600
Hawboldt, Kelly	St. John's	Full Professor	168,500	0	0	0	0	0	100	168,600
Hawco, Tommy	Marine Institute	Manager, Finance & Contracts - Marine Institute	109,700	0	2,000	0	5,300	0	100	117,100
Hawkins, Thomas	St. John's	Associate Registrar (Systems)	118,800	0	2,000	0	12,200	0	100	133,100
Hawladar, Bipul	St. John's	Full Professor	175,300	0	0	0	0	0	100	175,400
Hayden, Victor	Grenfell	Laboratory Instructor	108,600	1,900	500	0	0	0	100	111,100
Haynes, Alison	Medicine	Assistant Professor	112,800	0	0	0	0	0	100	112,900
Haynes, Darryl	Marine Institute	Manager, Catering and Conference Services	93,900	0	2,000	0	4,300	0	100	100,300
Haynes, Donald	Marine Institute	Instructor	125,800	900	0	0	0	0	100	126,800
Haynes, Ronald	St. John's	Full Professor	164,000	0	0	0	0	0	2,400	166,400
Hayward, Daniel	St. John's	Development Officer, Major Gifts	108,000	0	2,000	0	4,900	0	100	115,000
Head, Craig	Marine Institute	Manager, Information and Communication Technology	124,300	0	2,500	0	5,100	0	100	132,000
Healey, Kevin	St. John's	Power & Controls Electrical Technician	81,200	14,900	0	400	0	0	4,400	100,900
Healey, Sarah	Medicine	Associate Professor	143,100	0	0	0	0	0	100	143,200
Hearn, Christopher	Marine Institute	Director, Centre for Marine Simulation (CMS)	183,300	0	2,000	0	9,200	0	100	194,600
Hearn, Jimmy	St. John's	Power Engineer 2nd Class	90,700	24,500	0	4,000	0	0	100	119,300
Hearn, Taryn	Medicine	Associate Professor	150,000	0	0	0	0	0	100	150,100
Hebert, Mark	St. John's	Visiting Associate Professor	94,200	0	12,500	0	0	0	100	106,800
Hengeveld, Robert	Grenfell	Associate Professor	106,600	0	0	0	0	0	2,200	108,800
Hennessey, J Todd	Grenfell	Associate Professor	155,400	0	0	0	0	0	100	155,500
Hesson, Jacqueline	St. John's	Associate Professor	138,500	0	0	0	0	0	7,100	145,600
Hibbs, Chris	St. John's	Manager, Internationalization Office	94,400	0	2,000	0	10,400	0	100	106,900
Hickey, Catherine	Medicine	Associate Professor	134,500	0	0	0	0	0	100	134,600
Hickey, Denise	Medicine	Associate Professor	136,200	0	0	0	0	0	100	136,300
Hickey, Joanne	Medicine	Associate Professor	133,800	0	0	0	0	0	100	133,900

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Hickey, Ruth	St. John's	Manager, Course Design & Maintenance	135,200	0	2,500	0	6,100	0	100	143,900
Hierlhy, Timothy	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Hill, Scott	St. John's	Manager, Energy Systems & Controls	159,800	0	2,000	0	8,800	0	100	170,700
Hillyard, William	St. John's	Manager, Financial Systems	145,100	0	2,000	0	7,300	0	100	154,500
Hirasawa, Kensuke	Medicine	Full Professor	159,800	0	0	0	0	0	100	159,900
Hirasawa, Michiru	Medicine	Full Professor	169,600	0	0	0	0	0	100	169,700
Hiscock, Marsha	Marine Institute	Manager, Human Resources (Marine Institute)	123,400	0	2,000	0	6,200	0	100	131,700
Hiscock, Steve	St. John's	Electrical Leadhand	85,100	10,000	0	500	0	0	14,400	110,000
Hobbs, Rod	St. John's	Radiation and Biological Safety Control Officer	93,900	0	2,000	0	4,200	0	100	100,200
Hoben, John	St. John's	Associate Professor	118,100	0	0	0	0	0	100	118,200
Hodgkinson, Kathleen	Medicine	Full Professor	147,500	0	0	0	300	0	100	147,900
Hoff, Shannon	St. John's	Associate Professor	133,800	0	0	0	0	0	100	133,900
Hogan, Michael	Medicine	Associate Professor	140,700	0	0	0	0	0	100	140,800
Holfeld, Brett	Grenfell	Associate Professor	116,100	0	0	0	0	0	32,600	148,700
Hooper, Denise	St. John's	Associate Director	99,000	0	2,000	0	4,000	0	100	105,100
Hopkins, Curtis	Marine Institute	Instructor	118,900	9,800	0	0	0	0	100	128,800
Hopkins, Ken	St. John's	Senior Administrative Officer	120,700	0	2,000	0	5,500	0	100	128,300
Hossain, Ashrafee	St. John's	Full Professor	192,100	0	0	0	0	0	100	192,200
Hourihan, Kathleen	St. John's	Associate Professor	132,200	0	0	0	0	0	100	132,300
Howe, Valerie	St. John's	Director, Gardiner Centre	123,900	0	2,000	0	5,600	0	100	131,600
Howell, Jennifer	Marine Institute	Registrar - Marine Institute	103,300	0	2,000	0	12,700	0	100	118,100
Howells, Steven	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Huang, Weimin	St. John's	Full Professor	154,800	0	0	0	0	0	39,200	194,000
Hudson, Jo-Anna	Medicine	Assistant Professor	103,500	0	0	0	0	0	100	103,600
Hunt, Andrew	Medicine	Assistant Professor	106,700	0	0	0	0	0	100	106,800
Hunt, Jill	St. John's	Strategic Advisor, Marketing and Communications	93,900	0	2,000	0	4,300	0	100	100,300
Hurford, Amy	St. John's	Full Professor	126,800	0	0	0	0	0	100	126,900
Hurley, Anne	Medicine	Assistant Professor	114,200	0	0	0	0	0	100	114,300
Hurley, Erica	St. John's	Assistant Professor	118,100	0	0	0	0	0	1,200	119,300
Hurley, Natasha	St. John's	Full Professor	220,300	0	0	0	0	0	100	220,400
Hurley, Noel	St. John's	Full Professor	180,500	0	0	0	0	0	100	180,600
Hussein, Amgad	St. John's	Associate Professor	160,100	0	0	0	0	0	100	160,200
Hutchings, Veronica	Grenfell	Associate Professor	133,800	0	0	0	0	0	100	133,900
Hyde, Daniel	St. John's	Team Lead, Collaboration and Web Services	93,900	1,700	2,000	0	4,100	0	100	101,800
Hyder, Norman	Marine Institute	Instructor	110,100	2,100	0	0	1,700	0	0	113,900
Hynes, Kevin	St. John's	Mechanical Patrolperson	74,100	24,500	0	4,100	0	0	100	102,800
Igamberdiev, Abir	St. John's	Full Professor	189,800	0	0	0	0	0	100	189,900
Ikpatt, Offiong	Medicine	Associate Professor	115,200	0	0	0	0	0	100	115,300
Imtiaz, Syed	St. John's	Full Professor	163,800	0	0	0	0	0	21,800	185,600
Indares, Aphrodite-Daphn	St. John's	Full Professor	182,800	0	0	0	0	0	100	182,900
Iqbal, Mohammad	St. John's	Full Professor	164,100	0	0	0	0	0	23,100	187,200
Iqbal, Sahar	Medicine	Associate Professor	129,400	0	0	0	0	0	74,800	204,200
Issahaku, Paul	St. John's	Associate Professor	138,700	0	0	0	0	0	1,300	140,000
Ivany, Kristopher	St. John's	IT Security Team Lead	96,800	0	2,000	0	4,100	0	100	103,000
Jackman, Heather	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Jackson, Gina	St. John's	Senior Administrative Officer	118,300	0	2,000	0	5,600	0	100	126,000
Jackson, Roxanne	St. John's	Manager, Employee & Labour Relations	145,100	0	2,000	0	7,100	0	100	154,300
Jackson-Morgan, Andrea	St. John's	Manager, Creative	93,900	0	2,000	0	4,300	0	100	100,300
Jacobs, Jesse	Marine Institute	Director, Nunavut Arctic College-Memorial Partnership	129,700	0	0	0	24,500	0	100	154,300
Jacobsen, Ken	Grenfell	Associate Professor	197,600	0	0	0	17,900	0	7,100	222,600
James, Lesley	St. John's	Full Professor	162,500	0	0	0	0	0	10,600	173,100
Jamieson, John	St. John's	Associate Professor	124,500	0	11,700	0	0	0	100	136,300
Jamil, Mohsin	St. John's	Associate Professor	108,500	0	0	0	0	0	30,900	139,400
Janes, David	St. John's	Coordinator, Risk and Insurance Services	94,500	0	2,000	0	4,200	0	100	100,800
Janes, Julia	St. John's	Associate Professor	109,300	0	0	0	0	0	100	109,400
Janes, Susan	St. John's	Shared Services Team Lead	93,500	0	2,000	0	4,300	1,500	100	101,400
Jarvis, Kimberly	St. John's	Associate Professor	117,300	0	0	0	0	0	5,400	122,700
Jat, Khalid	Medicine	Associate Professor	115,000	0	0	0	0	0	100	115,100
Jekanowski, Rachel	Grenfell	Assistant Professor	98,800	0	0	0	0	0	1,500	100,300
Jenniex, Shanna	Grenfell	Director, Financial Services	109,600	0	2,000	0	5,500	0	100	117,200
Jewer, Jennifer	St. John's	Associate Professor	120,000	0	0	0	0	0	1,300	121,300
Jiang, Xianta	St. John's	Associate Professor	119,800	0	0	0	0	0	100	119,900
Jin, Gordon	St. John's	Academic Staff Member - Cooperative Education (ASM-CE I)	122,700	0	0	0	0	0	100	122,800
Jobst, Karl	St. John's	Associate Professor	114,400	0	0	0	0	0	100	114,500
Johnston, Scott	St. John's	Full Professor	133,600	0	0	0	0	0	100	133,700
Jones, David	Medicine	Associate Professor	124,500	0	0	0	0	0	100	124,600
Jones, Ian	St. John's	Full Professor	154,000	0	0	0	0	0	100	154,100
Jones, Tim	St. John's	Associate Professor	185,100	0	0	0	0	0	100	185,200
Joy, Rhonda	St. John's	Associate Professor	160,800	0	0	0	0	0	100	160,900
Juhasz-Ormsby, Agnes	St. John's	Associate Professor	140,800	0	0	0	0	0	100	140,900
Kakumani, Pavan	St. John's	Assistant Professor	108,200	0	0	0	0	0	100	108,300
Kao, Kenneth	Medicine	Full Professor	175,800	0	0	0	0	0	100	175,900
Kaposy, Chris	Medicine	Full Professor	124,400	0	0	0	400	0	100	124,900
Karaivanov, Yordan	Medicine	Associate Professor	110,500	0	0	0	0	0	100	110,600
Karwi, Qutuba	Medicine	Assistant Professor	112,800	0	0	0	0	0	100	112,900
Katz, Michael	St. John's	Associate Professor	112,500	0	0	0	0	0	100	112,600
Kaushik, Deepak	Medicine	Assistant Professor	110,500	0	0	0	0	0	100	110,600

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation	
Kavanagh, Jillian	Marine Institute	Manager, Office of the Vice-President (Marine Institute)	127,900	0	2,000	0	9,400	0	100	139,400	
Kavanagh, Julie	St. John's	Academic Staff Member - Cooperative Field Education (ASM-CFE II)	105,800	0	0	0	0	0	100	105,900	
Ke, Ginger	St. John's	Full Professor	157,700	0	0	0	0	0	100	157,800	
Kearney, Glen	Marine Institute	Instructor	111,400	9,100	0	0	0	0	100	120,600	
Kearsey, Michelle	St. John's	Manager, Advancement Services and Operations	97,800	0	2,000	0	16,900	0	100	116,800	
Keats, Christopher	Marine Institute	Instructor	122,300	2,100	0	0	0	0	100	124,500	
Keeling, Arn	St. John's	Full Professor	146,900	0	0	0	0	0	100	147,000	
Keeping, Dianne	St. John's	Librarian IV	192,300	0	0	0	0	0	100	192,400	
Kelly, Darron	St. John's	Associate Professor	119,800	0	0	0	0	0	7,300	127,100	
Kelly, Deborah	St. John's	Full Professor	179,100	0	0	0	0	0	100	179,200	
Kelly, Luanne	St. John's	Manager, University Bookstore	93,900	0	2,000	0	4,200	0	100	100,200	
Kelly, Paula	St. John's	Assistant Professor	115,700	0	0	0	0	0	100	115,800	
Kelly, Robert	St. John's	Lecturer	94,800	0	0	0	0	0	7,300	102,100	
Kendall, Catherine	Grenfell	Assistant Professor	115,700	0	0	0	0	0	7,100	122,800	
Kendall, Edward	Medicine	Full Professor	228,500	0	0	0	0	0	100	228,600	
Kennedy, Neil	St. John's	Associate Professor	138,500	0	0	0	0	0	100	138,600	
Kenney, J Scott	St. John's	Associate Professor	147,800	0	0	0	0	0	7,100	154,900	
Kenny, Lisa	Medicine	Associate Professor	118,400	0	0	0	0	0	68,600	187,000	
Kerton, Francesca	St. John's	Full Professor	157,800	0	0	0	0	7,200	0	100	165,100
Keyte, Jennifer	St. John's	Director, Animal Care Services & University Veterinarian	183,300	0	2,000	0	9,200	0	100	194,600	
Khan, Ashraf	St. John's	Assistant Professor	103,500	0	0	0	0	0	46,200	149,700	
Khattab, Sherine	St. John's	Employer Relations Officer	102,700	0	2,500	0	3,000	0	100	108,300	
Kielly, Jason	St. John's	Associate Professor	141,500	0	0	0	0	0	100	141,600	
Kielly, Maria	Medicine	Assistant Professor	117,400	0	0	0	0	0	100	117,500	
Kielly, Michael	St. John's	Manager, Policy and Organizational Effectiveness	115,600	0	2,000	0	6,300	0	100	124,000	
Kim, Andrew	St. John's	Director, Graduate Enrolment Services	184,800	0	2,500	0	7,400	0	100	194,800	
King, Carol	Grenfell	Associate Professor	143,100	0	0	0	0	0	700	143,800	
King, Krista	St. John's	Lecturer	117,500	0	0	0	0	0	100	117,600	
King, Rebecca	Medicine	Associate Professor	114,500	0	0	0	0	0	60,600	175,100	
Kirby, Dale	St. John's	Full Professor	150,100	0	0	0	0	0	21,500	171,600	
Kirby, Simon	Medicine	Associate Professor	125,200	0	45,000	0	0	0	102,800	273,000	
Kirkland-Smith, June	St. John's	Academic Staff Member - Cooperative Education (ASM-CE I)	110,500	0	0	0	0	0	28,500	139,000	
Kirkpatrick, Michael	St. John's	Associate Professor	107,500	0	0	0	0	0	100	107,600	
Klaus, Alan	St. John's	Associate Professor	126,800	0	0	0	0	0	100	126,900	
Klinke, Andreas	Grenfell	Full Professor	155,700	0	0	0	0	0	100	155,800	
Knutson, Sonja	St. John's	Retiree (Staff)	132,900	0	2,500	0	8,100	0	0	143,500	
Kolla, Gillian	Medicine	Assistant Professor	103,500	0	0	0	0	0	100	103,600	
Kolokolova, Antonina	St. John's	Associate Professor	120,000	0	0	0	0	0	100	120,100	
Komiak, Sherrie	St. John's	Associate Professor	192,800	0	0	0	7,100	0	7,100	207,000	
Kondratieva, Margarita	St. John's	Associate Professor	150,100	0	0	0	0	0	100	150,200	
Koo, Halia	St. John's	Associate Professor	124,500	0	0	0	0	0	100	124,600	
Koops, Joel	Medicine	Assistant Professor	105,400	0	0	0	0	0	100	105,500	
Korneski, Kurt	St. John's	Full Professor	129,300	0	0	0	0	0	100	129,400	
Kotchetov, Mikhail	St. John's	Full Professor	147,800	0	0	0	0	0	100	147,900	
Kovacs, Christopher	Medicine	Full Professor	173,500	0	0	0	0	0	100	173,600	
Kozak, Christopher	St. John's	Full Professor	150,100	0	0	0	0	0	100	150,200	
Krishnapillai, Mano	Grenfell	Associate Professor	152,500	0	0	0	0	0	1,200	153,700	
Kruger, Stine	St. John's	Manager, Pre-Award Services	98,400	0	2,000	0	4,500	0	100	105,000	
Kubiak, Wieslaw	St. John's	Retiree (Faculty)	146,000	0	0	0	0	0	0	146,000	
Kudla, Daniel	St. John's	Assistant Professor	101,200	0	0	0	0	0	100	101,300	
Lacour, Daniel	Marine Institute	Instructor	103,400	27,300	0	0	0	0	0	130,800	
Laing, Kara	Medicine	Full Professor	172,800	0	0	0	0	0	3,000	175,800	
Lake, Christopher	St. John's	Director, Information Management & Protection	165,200	0	2,500	0	7,200	0	100	175,000	
Lam, Nguyen	Grenfell	Associate Professor	114,400	0	0	0	0	0	100	114,500	
Lam, Rebecca	St. John's	Research Laboratory Coordinator II	98,400	0	2,000	0	4,500	0	100	105,000	
Lambert, Fabian	Marine Institute	Assistant Head, School of Maritime Studies	161,500	0	2,000	0	8,000	0	100	171,600	
Lang, Andrew	St. John's	Full Professor	153,100	0	0	0	0	0	100	153,200	
Latus, Andrew	Medicine	Associate Professor	130,800	0	0	0	0	0	100	130,900	
Law, Lok Man	Medicine	Assistant Professor	119,300	0	0	0	0	0	100	119,400	
Law, Rebecca	St. John's	Associate Professor	164,700	0	0	0	0	0	100	164,800	
Layne, Graham	St. John's	Full Professor	178,100	0	0	0	0	0	100	178,200	
LeBlanc, James	St. John's	Associate Professor	120,500	0	0	0	0	0	100	120,600	
LeBlanc, Pierre	Grenfell	Associate Professor	150,100	0	0	0	0	0	1,200	151,300	
Ledez, Kenneth	Medicine	Associate Professor	155,400	0	0	0	0	0	100	155,500	
Ledger, Paul	St. John's	Assistant Professor	108,200	0	0	0	0	0	100	108,300	
Ledrew, Kellie	Medicine	Associate Professor	124,300	0	0	0	0	0	100	124,400	
Lee, Jonathan	Marine Institute	Instructor	102,400	700	0	0	0	0	100	103,200	
Lee, Raelene	St. John's	Associate General Counsel	172,300	0	2,500	0	8,200	0	100	183,100	
Lee, Tiffany	St. John's	Assistant Professor	128,400	0	0	0	0	0	100	128,500	
LeFrancois, Brenda	St. John's	Full Professor	160,400	0	0	0	0	0	8,300	168,700	
Legge, Rodney	St. John's	Power Engineer 2nd Class	92,400	18,700	0	4,100	0	0	100	115,300	
Legge, Valerie	St. John's	Full Professor	180,500	0	0	0	0	0	100	180,600	
Leibel, Jane	St. John's	Full Professor	163,200	0	0	0	0	0	1,300	164,500	
Leitch, Alison	St. John's	Associate Professor	162,100	0	0	0	0	0	100	162,200	
Leitges, Michael	Medicine	Full Professor	189,800	0	11,700	0	0	0	100	201,600	
Leonard, Jennifer	Medicine	Associate Professor	139,800	0	0	0	0	0	100	139,900	
Lepawsky, Josh	St. John's	Full Professor	143,100	0	0	0	0	0	100	143,200	

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Leroux, Shawn	St. John's	Full Professor	129,200	0	0	0	0	0	100	129,300
Lesiv, Mariya	St. John's	Associate Professor	133,300	0	0	0	0	0	12,400	145,700
Levett, Brad	St. John's	Associate Professor	124,000	0	0	0	0	0	100	124,100
Levy, Michelle	Medicine	Associate Professor	131,500	0	0	0	0	0	100	131,600
Lewis, Leah	St. John's	Associate Professor	118,300	0	0	0	0	0	100	118,400
Lewis, Ryan	St. John's	Librarian III	118,100	0	0	0	0	0	100	118,200
Lewis, Sarah	St. John's	Senior Administrative Officer	112,100	0	2,000	0	3,700	0	100	117,900
Lewis-Power, Nicole	St. John's	Assistant Professor	113,400	0	0	0	0	0	7,100	120,500
Li, Xueimei	St. John's	Full Professor	134,100	0	0	0	7,000	0	100	141,200
Liboiron, Max	St. John's	Full Professor	129,200	0	0	0	0	0	100	129,300
Lin, Cui	St. John's	Assistant Professor	115,700	0	0	0	0	0	100	115,800
Lin, Jian-Bin	St. John's	Research Laboratory Coordinator II	98,300	0	2,000	0	4,400	0	100	104,800
Liu, Chen	Grenfell	Associate Professor	131,500	0	0	0	0	0	100	131,600
Liu, Hu	St. John's	Full Professor	180,900	0	0	0	0	0	100	181,000
Lockett, Christopher	St. John's	Associate Professor	138,500	0	0	0	0	0	100	138,600
Lockyer, Joseph	Medicine	Associate Professor	133,800	0	0	0	0	0	100	133,900
Loeffler, TA	St. John's	Full Professor	185,100	0	0	0	0	0	7,100	192,200
Lokash, Jennifer	St. John's	Provost and Vice-President (Academic) Pro Tempore	269,600	0	0	0	3,000	0	100	272,700
Loman, David	St. John's	Associate Professor	138,500	0	0	0	0	0	100	138,600
Loredo-Osti, J Concepcion	St. John's	Full Professor	182,500	0	0	0	0	0	100	182,600
Losier, Catherine	St. John's	Associate Professor	119,800	0	0	0	0	0	100	119,900
Losier, Marc	Grenfell	Associate Professor	112,800	0	0	0	0	0	2,200	115,000
Loucks-Atkinson, Angela	St. John's	Associate Professor	135,100	0	0	0	0	0	100	135,200
Lowe, David	St. John's	Assistant Professor	105,800	0	0	0	0	0	100	105,900
Ludlow, Rodger	St. John's	Foreperson	75,500	22,700	0	900	0	0	4,800	103,900
Lukewich, Julia	St. John's	Associate Professor	127,100	0	0	0	0	0	5,400	132,500
Luscombe, Kristopher	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Lush, Richard	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Luther, Rayna	St. John's	Associate Vice-President (Facilities)	208,000	0	2,000	0	9,700	0	100	219,800
Lynch, Nicholas	St. John's	Associate Professor	115,200	0	0	0	0	0	100	115,300
Lynde, Denyse	St. John's	Retiree (Faculty)	125,200	0	0	0	0	0	0	125,200
Lyssenko, Nikita	St. John's	Associate Professor	136,200	0	0	0	0	0	7,100	143,300
Macdonald, Susan	Medicine	Associate Professor	158,100	0	0	0	0	0	100	158,200
Mackenzie, Sara	St. John's	Associate Professor	134,700	0	0	0	0	0	100	134,800
MacLachlan, Scott	St. John's	Full Professor	143,100	0	0	0	0	0	100	143,200
MacNab, Victor	St. John's	Senior Development Officer	108,200	0	2,000	0	5,100	0	100	115,400
MacPherson, Ian	Medicine	Assistant Professor	114,500	0	0	0	0	0	100	114,600
Maddalena, Victor	Medicine	Associate Professor	136,200	0	0	0	0	0	100	136,300
Maddigan, W. Joy	St. John's	Associate Professor	131,500	0	0	0	0	0	13,000	144,500
Magnusson, Linda	Medicine	Associate Professor	127,000	0	0	0	0	0	100	127,100
Maguire, Conor	Medicine	Associate Professor	140,800	0	0	0	0	0	100	140,900
Maher, Dean	St. John's	Systems Administrator IV	85,600	10,100	2,000	0	3,800	0	100	101,600
Maich, Kimberly	St. John's	Full Professor	150,100	0	0	0	0	0	100	150,200
Major, Andrew	Medicine	Associate Professor	131,500	0	0	0	0	0	100	131,600
Malcolm, Alison	St. John's	Full Professor	145,500	0	0	0	0	0	100	145,600
Mallard, Cheryl	St. John's	Academic Staff Member - Field Education (ASM-FE II)	120,400	0	0	0	0	0	21,200	141,600
Malone, Terence	St. John's	Manager, Technology Support	93,900	0	2,000	0	4,200	0	100	100,200
Mann, Bruce	St. John's	Full Professor	185,100	0	0	0	0	0	100	185,200
Mann, George	St. John's	Full Professor	169,500	0	0	0	0	0	21,300	190,800
March, Ebenezer	Marine Institute	Instructor	113,600	0	0	0	2,800	0	100	116,500
March, Victor	Marine Institute	Instructor	104,200	1,300	0	0	0	0	100	105,600
Mariathas, Hensley	St. John's	Research Associate	101,000	0	2,500	0	4,000	0	100	107,600
Marino, Paul	St. John's	Associate Professor	155,400	0	0	0	0	0	100	155,500
Marlowe, Jillene	Grenfell	Assistant Professor	101,200	0	0	0	0	0	7,100	108,300
Marshall, Heather	St. John's	Associate Professor	143,000	0	0	0	7,200	0	100	150,300
Marshall, Mervin	Marine Institute	Instructor	120,700	0	0	0	0	0	0	120,700
Martin, Anthony	Medicine	Manager of Finance	98,400	0	2,000	0	4,400	0	100	104,900
Martin, John	Medicine	Associate Professor	133,800	0	0	0	0	0	100	133,900
Martin, John	St. John's	Team Lead, Enterprise Application Services	93,900	3,100	2,000	900	4,400	0	100	104,400
Martin, Kelly	St. John's	Manager, Payroll	123,400	0	1,800	0	2,300	0	100	127,600
Martin, Philip	Marine Institute	Instructor	111,400	8,900	0	0	0	0	100	120,400
Martin, Sarah	St. John's	Associate Professor	117,500	0	0	0	0	0	100	117,600
Martinec, Jakub	St. John's	Associate Professor	116,200	0	0	0	0	0	100	116,300
Martinez-Espineira, Roberto	St. John's	Full Professor	161,300	0	0	0	0	0	42,900	204,200
Martinez-Pedroza, Eduardo	St. John's	Full Professor	136,200	0	0	0	0	0	100	136,300
Masek, Vlastimil	St. John's	Associate Professor	162,500	0	20,600	0	0	0	4,800	187,900
Masoudi, Mahyar	St. John's	Assistant Professor	101,200	0	0	0	0	0	100	101,300
Masoudi, Nahid	St. John's	Associate Professor	83,100	0	0	0	0	0	54,900	138,000
Matchem, Jerry	Marine Institute	Instructor	125,800	2,700	0	0	0	0	100	128,600
Matchim, Robert	Marine Institute	Instructor	122,300	1,500	0	0	0	0	100	123,900
Mather, Charles	St. John's	Full Professor	162,400	0	0	0	0	0	100	162,500
Matheson, Heath	St. John's	Associate Professor	115,200	0	0	0	0	0	100	115,300
Mathieson, Alexander	Medicine	Associate Professor	135,500	0	0	0	0	0	100	135,600
Matthews, John	St. John's	Full Professor	145,600	0	0	0	0	0	100	145,700
Matthews, Keith	St. John's	Director, Centre for Institutional Analysis & Planning (CIAP)	148,000	0	2,000	0	7,400	0	100	157,500
Matthews, Shawna	Grenfell	Associate Registrar (Grenfell)	93,900	0	2,000	0	4,100	0	100	100,100
Mayengbam, Shyamchand	St. John's	Assistant Professor	105,800	0	0	0	0	0	3,600	109,400

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Mayr, Maria	St. John's	Associate Professor	134,300	0	0	0	0	0	400	134,700
McBrairty, Leah	St. John's	Electrical Technical Advisor	107,100	0	2,000	0	5,000	0	600	114,700
McCarthy, Jason	Medicine	Associate Professor	133,800	0	0	0	0	0	100	133,900
McCarthy, Stephen	St. John's	Mechanical Patrolperson	76,800	21,800	0	3,700	0	0	100	102,400
McConnell, Sheri	St. John's	Assistant Professor	125,700	0	0	0	7,200	0	13,000	145,900
McCulloch, Christopher	Marine Institute	Instructor	114,500	0	0	0	0	0	100	114,600
McDonald, Fabian	St. John's	Team Lead, Enterprise Application Services	93,900	2,200	2,000	800	4,400	0	100	103,400
McDonald, Lisa	St. John's	Senior Administrative Officer	101,700	0	2,000	0	13,200	0	100	117,000
McDougall, Greg	St. John's	Chief Risk Officer	187,400	0	2,000	0	12,600	0	100	202,100
Mcgaw, Iain	St. John's	Full Professor	176,500	0	0	0	0	0	100	176,600
McGrath, Gerona	St. John's	Manager, Academic Programs	100,000	0	2,000	0	4,300	0	100	106,400
McGrath, Jerry	Medicine	Associate Professor	135,700	0	0	0	0	0	152,100	287,800
McGrath, Sean	St. John's	Full Professor	152,500	0	0	0	0	0	400	152,900
Mcilroy, Duncan	St. John's	Full Professor	175,800	0	0	0	0	0	100	175,900
Mcisaac, Keir	St. John's	Manager, Admissions	98,400	0	2,000	0	4,300	0	100	104,800
McKeen, Dolores	Medicine	Full Professor	243,200	0	0	0	0	0	140,100	383,300
McKenzie, Stephanie	Grenfell	Full Professor	154,800	0	0	0	0	0	100	154,900
McKibbon, Meghan	Marine Institute	Librarian II	104,000	0	0	0	0	0	100	104,100
McKim, Aaron	Medicine	Assistant Professor	110,500	0	0	0	0	0	100	110,600
McKivor, Lee Ann	St. John's	University Registrar	217,800	0	2,000	0	8,900	0	100	228,800
McLeod, Heather	St. John's	Full Professor	115,700	0	0	0	0	0	100	115,800
Meaney, Richard	St. John's	Director, Technical Services	183,300	0	2,000	0	9,200	0	100	194,600
Mercer, Robert	Medicine	Associate Professor	119,800	0	0	0	0	0	800	120,600
Mercer, Susan	Medicine	Assistant Professor	116,400	0	0	0	0	0	100	116,500
Mercier, Annie	St. John's	Full Professor	157,800	0	0	0	7,200	0	100	165,100
Merkli, Marco	St. John's	Full Professor	132,100	0	0	0	0	0	100	132,200
Merschrod, Erika	St. John's	Full Professor	159,500	0	0	0	0	0	100	159,600
Meruvia-Pastor, Oscar	St. John's	Associate Professor	133,800	0	0	0	0	0	100	133,900
Messacar, Derek	St. John's	Associate Professor	112,800	0	0	0	0	0	25,800	138,600
Metcalfe, Brian	Medicine	Associate Professor	124,500	0	0	0	0	0	100	124,600
Micucci, Anthony	St. John's	Retiree (Faculty)	103,900	0	0	0	0	0	1,100	105,000
Millan, Roxanne	St. John's	Director, Academic Resources, Planning & Support	168,800	0	2,000	0	8,100	0	100	179,000
Miller, David	St. John's	Director, Research Initiatives and Services	183,300	0	2,000	0	9,200	0	100	194,600
Miller, Edward	St. John's	Full Professor	185,500	0	0	0	0	0	100	185,600
Miller, Margaret	St. John's	Manager, Marketing and Business Development	93,900	0	2,000	0	4,300	0	100	100,300
Milley, Rebecca	Grenfell	Associate Professor	120,400	0	0	0	0	0	15,400	135,800
Moffatt, Scott	Medicine	Associate Professor	155,400	0	0	0	0	0	100	155,500
Moghaddam, Alireza	St. John's	Associate Professor	119,800	0	0	0	0	0	3,600	123,400
Mohammadzadeh Shanehsaz, Omidreza	St. John's	Post Doctoral Fellow	112,700	0	0	0	0	0	0	112,700
Molloy, Christine	Marine Institute	Instructor	118,900	0	0	0	0	0	100	119,000
Molyneux, David	St. John's	Associate Professor	175,300	0	0	0	0	0	100	175,400
Monari, Esther	St. John's	Assistant Professor	118,000	0	0	0	2,700	0	20,800	141,500
Mooney, Peter	St. John's	Manager, Financial Reporting and Analysis	103,000	0	2,000	0	5,000	0	100	110,100
Moore, Craig	Medicine	Associate Professor	129,200	0	9,800	0	0	0	100	139,100
Moore, Lisa	St. John's	Full Professor	136,100	0	0	0	0	0	1,600	137,700
Moore, Sylvia	Labrador Institute	Associate Professor	150,400	0	6,000	0	0	0	1,000	157,400
Moores, Lisa	St. John's	Associate Professor	126,800	0	0	0	0	0	100	126,900
Moores, Patricia	Medicine	Occupational Therapy Clinical Coordinator	104,000	0	0	0	0	0	100	104,100
Morkar, Jatin	Medicine	Associate Professor	124,500	0	0	0	0	0	100	124,600
Moro Abadia, Oscar	St. John's	Full Professor	140,600	0	0	0	0	0	7,100	147,700
Moro, Lorenzo	St. John's	Associate Professor	127,700	0	0	0	0	0	100	127,800
Morrill, Penny	St. John's	Full Professor	148,500	0	0	0	0	0	100	148,600
Morris, William	St. John's	Supervisor Maintenance, Central Utilities	119,300	0	2,000	0	7,600	0	100	129,000
Morrison, Connie	St. John's	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Morrissey, Liam	St. John's	Assistant Professor	101,200	0	0	0	0	0	100	101,300
Mugford, Gerry	Medicine	Associate Professor	132,100	0	0	0	0	0	100	132,200
Mulay, Shree	Medicine	Pensioner - Faculty	190,400	0	0	0	0	0	0	190,400
Mulayath Variyath, Asokan	St. John's	Full Professor	145,900	0	0	0	0	0	100	146,000
Mulcahy, Dennis	St. John's	Full Professor	190,400	0	0	0	0	0	100	190,500
Mullan, Sean	Marine Institute	Instructor	110,500	400	0	0	0	0	100	111,000
Mullett, Karen	St. John's	Lecturer	106,400	0	0	0	0	0	14,300	120,700
Mullings, Delores	St. John's	Vice-Provost (Equity, Diversity, Inclusion and Anti-Racism)	187,600	0	0	0	0	0	100	187,700
Mulrooney, Louis	St. John's	Operations Manager, Print and Mail Services	98,400	0	2,000	0	4,400	0	100	104,900
Mulrooney-Cousins, Patricia	Medicine	Manager, Medical Laboratories	105,300	0	2,000	0	18,400	0	100	125,800
Murphy, Deanna	Medicine	Associate Professor	135,200	0	0	0	0	0	30,100	165,300
Murphy, Karen	St. John's	Director, Varsity Athletics	155,700	0	2,000	0	6,900	0	100	164,700
Murphy, Leroy	St. John's	Academic Staff Member - Cooperative Education (ASM-CE II)	118,100	0	0	0	0	0	21,300	139,400
Murphy, Ryan	Grenfell	Assistant Professor	93,700	0	0	0	0	0	7,100	100,800
Murphy, Sean F.	Medicine	Associate Professor	124,500	0	0	0	0	0	100	124,600
Murphy, Sean W.	Medicine	Associate Professor	161,400	0	0	0	0	0	30,100	191,500
Murray, Cathy	Medicine	Associate Professor	118,200	0	0	0	0	0	99,200	217,400
Murray, Jennifer	St. John's	Division Manager, Electronics	151,800	0	2,000	0	7,600	0	100	161,500
Muzychka, Yuri	St. John's	Full Professor	189,800	0	0	0	0	0	8,400	198,200
Myers, Travis	St. John's	Associate Director, Student Residences	91,300	0	2,000	0	7,000	0	100	100,400
Myrick, Kimberly	St. John's	Associate Director, Teaching & Learning	151,800	0	2,000	0	0	0	100	153,900
Myron, Brent	St. John's	Associate Director, Strategic Services	122,600	0	2,000	0	1,100	0	100	125,800
Najafizada, S Ahmad Maisam	Medicine	Associate Professor	115,300	0	0	0	0	0	100	115,400

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Nakhla, Samer	St. John's	Full Professor	133,800	0	0	0	0	0	100	133,900
Neilsen, Scott	Labrador Institute	Associate Professor	111,800	0	6,000	0	0	0	1,700	119,500
Neilson, Hilding	St. John's	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Neveu, Joannie	Medicine	Assistant Professor	110,500	0	0	0	0	0	100	110,600
Neville, Rose	St. John's	Teaching Assistant Professor	94,800	0	0	0	0	0	19,000	113,800
Neville, William	St. John's	Project Manager III	94,200	0	2,000	0	4,200	0	100	100,500
Newell, William	Grenfell	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Newhook, Rebecca	St. John's	Academic Staff Member - Cooperative Education (ASM-CE II)	120,400	0	0	0	0	0	100	120,500
Nguyen, Hai	St. John's	Full Professor	143,100	0	11,700	0	0	0	100	154,900
Nichols, Jason	Marine Institute	Instructor	107,400	0	0	0	0	0	100	107,500
Nie, Jinghua	St. John's	Manager, Planning and Operations	109,700	0	2,000	0	11,100	0	100	122,900
Nikolic, Milorad	St. John's	Associate Professor	121,200	0	0	0	0	0	100	121,300
Noble, Sarah	Medicine	Associate Professor	144,500	0	0	0	0	0	30,100	174,600
Nolan, Troy	Marine Institute	Instructor	121,900	16,700	0	0	0	0	100	138,700
Noseworthy, Maggie	St. John's	University Privacy Officer	107,800	0	2,000	0	9,600	0	100	119,500
Noseworthy, Shirley	St. John's	Academic Staff Member - Cooperative Education (ASM-CE II)	122,700	0	0	0	0	0	100	122,800
O'Brien, Ian	Marine Institute	Instructor	120,100	1,500	0	0	1,400	0	100	123,100
O'Dea, Frank	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
O'Dea, Jennifer	Medicine	Associate Professor	133,800	0	0	0	0	0	100	133,900
O'Driscoll, Cynthia	St. John's	Lead, Contracts, Material and Fleet	86,300	0	1,900	0	15,000	0	100	103,300
O'Driscoll, Mark	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Odukoya, Adedoyin	St. John's	Operations Manager	96,700	0	2,000	0	3,800	0	100	102,600
Ogunityemi, Abayomi	Medicine	Full Professor	182,800	0	0	0	0	0	100	182,900
Okech, Roselyne	Grenfell	Full Professor	147,800	0	0	0	0	0	100	147,900
O'Keefe, Danielle	Medicine	Associate Professor	143,000	0	0	0	0	0	45,100	188,100
O'Keefe, Tracey	Marine Institute	Instructor	129,300	0	0	0	0	0	100	129,400
O'Keefe-Penney, Ann Marie	St. John's	Senior Administrative Officer	102,300	0	2,000	0	9,100	0	100	113,500
Okshesvky, Walter	St. John's	Full Professor	173,500	0	0	0	0	0	100	173,600
Oldford, Erin	St. John's	Associate Professor	109,200	0	0	0	0	0	13,600	122,800
O'Neill, Jennifer	St. John's	Campaign Director	145,100	0	2,000	0	7,000	0	100	154,200
O'Neill, Seamus	St. John's	Associate Professor	133,800	0	0	0	0	0	100	133,900
O'Neill, Sean	Medicine	Director, Health Sciences Information Management Service (HSIMS)	161,500	0	2,000	0	8,100	0	100	171,700
Onodenalore, Akhile	Marine Institute	Instructor	136,100	700	0	0	0	0	100	136,900
O'Regan, Noel	Medicine	Associate Professor	129,400	0	0	0	0	0	77,900	207,300
Organ, Kent	St. John's	Mechanical Systems Leadhand	88,900	3,300	1,300	0	400	0	7,300	101,200
O'Reilly, Darren	Medicine	Associate Professor	125,500	0	0	0	0	0	2,000	127,500
Ormsby, Robert	St. John's	Associate Professor	136,500	0	0	0	0	0	100	136,600
Orr, Christine	Medicine	Assistant Professor	100,600	0	0	0	0	0	100,700	
Osmond, Michelle	St. John's	Manager, Communications Planning	100,300	0	2,000	0	5,500	0	100	107,900
Osmond-Johnson, Pamela	St. John's	Full Professor	197,000	0	0	0	0	0	100	197,100
Osorio, Myriam	St. John's	Associate Professor	154,400	0	0	0	0	0	100	161,700
Ou, Chun-Hua	St. John's	Full Professor	158,100	0	0	0	0	0	100	158,200
Ouellet-Dallaire, Camille	Grenfell	Assistant Professor	108,500	0	0	0	0	0	1,500	110,000
Oyet, Alwell	St. John's	Full Professor	159,500	0	0	0	0	0	100	159,600
O'Young, Siu	St. John's	Full Professor	196,800	0	0	0	0	0	100	196,900
Pace, David	Medicine	Full Professor	157,800	0	0	0	0	0	157,000	314,800
Pacheco, Laura	St. John's	Assistant Professor	113,400	0	0	0	0	0	13,600	127,000
Panagos, Dimitrios	St. John's	Associate Professor	129,200	0	0	0	0	0	100	129,300
Pansare, Sunil	St. John's	Full Professor	168,500	0	0	0	0	0	100	168,600
Paradis, Helene	Medicine	Full Professor	175,300	0	0	0	0	0	100	175,400
Park, Chansoo	St. John's	Full Professor	158,500	0	0	0	0	0	14,200	172,700
Park, Jaeok	St. John's	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Parrish, Christopher	St. John's	Full Professor	177,800	0	0	0	0	0	100	177,900
Parsons, Carolyn	Grenfell	Campus Registrar	139,200	0	2,000	0	7,000	0	100	148,300
Parsons, Ean	Medicine	Associate Professor	155,400	0	0	0	0	0	100	155,500
Parsons, James	Marine Institute	Instructor	139,100	400	0	0	0	0	100	139,600
Parsons, Janice	St. John's	Assistant Professor	118,100	0	0	0	0	0	100	118,200
Parsons, Jeffrey	St. John's	Full Professor	227,100	0	0	0	0	0	100	227,200
Parsons, Karen	St. John's	Full Professor	169,000	0	0	0	0	0	100	169,100
Parsons, Krista	Marine Institute	Instructor	118,900	0	0	0	0	0	100	119,000
Parsons, Matthew	Medicine	Associate Professor	122,500	0	0	0	0	0	100	122,600
Parsons, Michael	Medicine	Associate Professor	162,800	0	0	0	0	0	100	162,900
Parsons, Steve	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Passow, Uta	St. John's	Full Professor	178,100	0	11,700	0	0	0	100	189,900
Patey, Christopher	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Paul, Maxine	St. John's	Academic Staff Member - Field Education (ASM-FE II)	109,400	0	0	0	3,600	0	13,800	126,800
Paul, The Estate of Dr Michael	Medicine	Associate Professor	108,200	0	0	0	0	0	0	108,200
Paulin, Frederic	Medicine	Associate Professor	126,800	0	0	0	0	0	100	126,900
Payne, Lorna	Grenfell	Manager, Learning Centre	103,000	0	2,000	0	4,700	0	100	109,800
Peach, Aaron	Marine Institute	Instructor	122,300	500	0	0	0	0	100	122,900
Pedri, Nancy	St. John's	Full Professor	133,200	0	0	0	6,800	0	100	140,100
Pelley, Jason	Marine Institute	Instructor	105,000	2,000	0	0	0	0	100	107,100
Pena-Castillo, Lourdes	St. John's	Full Professor	145,500	0	0	0	0	0	100	145,600
Pendakis, Katherine	Grenfell	Assistant Professor	108,200	0	0	0	0	0	1,200	109,400
Pender, Nathalie	Grenfell	Lecturer	94,200	0	0	0	0	0	16,300	110,500
Pendergast, Amanda	Medicine	Associate Professor	122,200	0	0	0	0	0	100	122,300
Pendergast, Shawn	Marine Institute	Instructor	125,200	600	0	0	11,600	0	100	137,500

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Peng, Hongxuan	St. John's	Associate Professor	159,000	0	0	0	0	0	9,100	168,100
Pennell, Stephen	Medicine	Manager, Health Education Technology and Learning (HETL)	126,100	0	2,000	0	6,100	0	100	134,300
Penney, Sharon	St. John's	Associate Professor	140,800	0	0	0	0	0	100	140,900
Penney, Stacey	St. John's	Librarian III	125,200	0	0	0	0	0	100	125,300
Peretti, Daniel	St. John's	Associate Professor	107,400	0	0	0	0	0	3,700	111,100
Perez, Mery	Grenfell	Project Coordinator	108,200	0	1,600	0	3,400	0	1,800	115,000
Perry, Cathy	St. John's	Manager, Finance and Administration	93,900	0	2,000	0	4,300	0	100	100,300
Perry, Judy	Marine Institute	Instructor	125,800	0	0	0	0	0	100	125,900
Peters, Adrienne	St. John's	Associate Professor	101,800	0	0	0	0	0	7,300	109,100
Peters, Dennis	St. John's	Full Professor	205,700	0	0	0	0	0	1,500	207,200
Peters, John	St. John's	Associate Professor	153,400	0	0	0	0	0	100	153,500
Peters, Sharon	Medicine	Full Professor	189,800	0	0	0	0	0	100	189,900
Peterson, Carole	St. John's	Full Professor	185,300	0	0	0	0	0	100	185,400
Phillips, Leslie	St. John's	Full Professor	185,800	0	0	0	0	0	100	185,900
Phillips, Pamela	St. John's	Senior Instructional Design Specialist	121,500	0	2,500	0	5,500	0	100	129,600
Pickett, Sarah	St. John's	Associate Professor	131,500	0	0	0	0	0	100	131,600
Piercey, Deanne	St. John's	Associate Director, Strategic Procurement	123,400	0	1,000	0	3,800	0	100	128,300
Piercey, Stephen	St. John's	Full Professor	187,500	0	0	0	0	0	100	187,600
Piercey, Valerie	Marine Institute	Instructor	122,300	0	0	0	0	0	100	122,400
Pike, April	St. John's	Full Professor	196,200	0	0	0	0	0	100	196,300
Pike, David	St. John's	Full Professor	140,200	0	0	0	0	0	100	140,300
Pike, Laura	St. John's	Manager, Collaboration and Web Services	98,400	800	2,000	0	4,400	0	100	105,700
Pike, Lori	St. John's	Director, Budgeting	161,500	0	2,000	0	8,100	0	100	171,700
Pike, Pam	Medicine	Associate Professor	133,800	0	0	0	0	0	100	133,900
Pippy, Mary	Marine Institute	Retiree (Staff)	119,200	0	0	0	0	0	0	119,200
Pippy, Sharon	St. John's	Manager, Institutional Analysis	93,900	0	2,000	0	4,300	0	100	100,300
Pirzada, Amrah	Medicine	Assistant Professor	113,400	0	45,000	0	0	0	330,000	488,400
Pitcher Giles, Julie	Grenfell	Assistant Professor	114,300	0	0	0	0	0	100	114,400
Pittman, Echo	St. John's	Associate Registrar (Academic Advising)	164,100	0	2,500	0	7,300	0	100	174,000
Pittman, Jeffrey	St. John's	Full Professor	297,100	0	0	0	0	0	100	297,200
Pittman, Tracey	Medicine	Senior Manager, Academic Affairs	102,700	0	2,000	0	25,400	0	100	130,200
Ploughman, Michelle	Medicine	Full Professor	145,500	0	9,800	0	0	0	100	155,400
Poduska, Kristin	St. John's	Full Professor	165,500	0	0	0	0	0	100	165,600
Pohl, Renate	Grenfell	Associate Professor	114,200	0	0	0	0	0	100	114,300
Polack, Fiona	St. John's	Full Professor	131,100	0	0	0	0	0	100	131,200
Pond, John	Marine Institute	Instructor	129,300	5,100	0	0	0	0	100	134,500
Popadiuk, Catherine	Medicine	Associate Professor	155,400	0	0	0	0	0	100	155,500
Pope, Johnathan	Grenfell	Associate Professor	120,700	0	0	0	0	0	10,600	131,300
Pope, Kevin	St. John's	Full Professor	124,500	0	0	0	0	0	7,200	131,700
Popuri, Karteek	St. John's	Assistant Professor	108,200	0	0	0	0	0	100	108,300
Porter, Jennifer E.	St. John's	Associate Professor	160,100	0	0	0	0	0	100	160,200
Porter, Jennifer M.	St. John's	Deputy Registrar	199,700	0	2,000	0	10,000	0	100	211,800
Porter, Michelle	St. John's	Assistant Professor	108,200	0	0	0	0	0	100	108,300
Porter, Robert	Medicine	Associate Professor	138,500	0	0	0	0	0	100	138,600
Pottie-Sherman, Yolande	St. John's	Associate Professor	115,200	0	0	0	0	0	100	115,300
Powell, Erin	Medicine	Associate Professor	132,200	0	0	0	0	0	15,600	147,800
Power, Kevin	St. John's	Full Professor	162,000	0	0	0	0	0	21,300	183,300
Power, Lynette	Medicine	Associate Professor	122,200	0	0	0	0	0	100	122,300
Power, Marlene	Marine Institute	International Program Officer	106,400	0	0	0	0	0	1,100	107,500
Power, Michael	St. John's	Coordinator, Varsity Athletics	74,900	0	2,000	0	3,300	0	23,200	103,400
Power, Nicole	St. John's	Full Professor	137,800	0	0	0	7,000	0	100	144,900
Power, Patricia	Medicine	Associate Professor	134,000	0	0	0	0	0	206,100	340,100
Power, Sarah	St. John's	Associate Professor	119,800	0	0	0	0	0	8,100	127,900
Prado da Fonseca, Vinicius	St. John's	Assistant Professor	98,800	0	0	0	0	0	7,300	106,100
Preston, Roxanne	St. John's	Retiree (Staff)	98,300	0	2,500	0	8,100	0	0	108,900
Pretty, Heather	St. John's	Librarian IV	136,900	0	0	0	0	0	100	137,000
Pretty, Kenneth	St. John's	Power Engineer 2nd Class	93,400	11,600	0	3,400	0	0	100	108,500
Price, Paul	St. John's	Systems Officer (CAIR)	97,700	0	2,000	0	4,100	0	2,300	106,100
Pridham, Jeremy	Medicine	Associate Professor	152,500	0	0	0	0	0	100	152,600
Pritchett, Newton	Grenfell	Director, Information Technology Services (Grenfell Campus)	116,000	0	2,000	0	5,800	0	100	123,900
Prowse, Rachel	Medicine	Assistant Professor	121,600	0	0	0	0	0	100	121,700
Pullman, Daryl	Medicine	Full Professor	194,500	0	0	0	0	0	100	194,600
Purcell, Jill	Medicine	Manager, Learner Well-Being and Success	92,400	0	2,000	0	19,300	0	100	113,800
Purchase, Craig	St. John's	Full Professor	145,500	0	0	0	0	0	100	145,600
Pushkarenko, Kyle	St. John's	Assistant Professor	113,400	0	0	0	0	0	7,100	120,500
Putt, Tina	St. John's	Academic Staff Member - Cooperative Education (ASM-CE II)	117,500	0	0	0	0	0	100	117,600
Pynn, Winston	Marine Institute	Instructor	122,300	700	0	0	0	0	100	123,100
Qiu, Wei	St. John's	Full Professor	165,800	0	0	0	0	0	21,400	187,200
Quigley, Colleen	St. John's	Librarian III	113,300	0	0	0	0	0	100	113,400
Quinlan, Shauna	St. John's	Manager, Senior Leadership Recruitment	107,000	0	2,000	0	5,200	0	100	114,300
Quinn-Nilas, Christopher	St. John's	Assistant Professor	101,200	0	0	0	0	0	100	101,300
Quinton, Bruce	St. John's	Associate Professor	122,400	0	0	0	0	0	8,100	130,500
Radu, Greg	Medicine	Full Professor	151,200	0	0	0	0	0	100	151,300
Ragunathan, Jai	Marine Institute	Instructor	129,300	1,200	1,900	0	0	0	100	132,500
Rahman, Al-Amin	Medicine	Full Professor	171,100	0	0	0	0	0	100	171,200
Rajiva, Sumangali	St. John's	Associate Professor	148,000	0	0	0	7,100	0	100	155,200
Randell, Alison	St. John's	Chief Information Officer	197,900	0	2,000	0	9,600	0	100	209,600

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Randell, Edward	Medicine	Full Professor	209,100	1,400	0	0	0	0	98,800	309,300
Rankin, Lisa	St. John's	Full Professor	173,500	0	0	0	0	0	100	173,600
Rash, Joshua	St. John's	Associate Professor	105,000	0	0	0	0	0	100	105,100
Rauman, Peggy	St. John's	Assistant Professor	110,500	0	0	0	0	0	19,600	130,100
Reader, Heather	St. John's	Associate Professor	116,700	0	25,700	0	0	0	100	142,500
Rebidoux, Michelle	St. John's	Assistant Professor	104,100	0	0	0	0	0	700	104,800
Redmond, Leslie	St. John's	Associate Professor	132,700	0	0	0	0	0	24,800	157,500
Regehr, Vernon	St. John's	Full Professor	150,100	0	0	0	0	0	100	150,200
Reid, Brad	St. John's	Manager, Academic Information Services	98,400	0	2,000	0	4,300	0	100	104,800
Renaud, Marie	Signal Hill	Director, Signal Hill Campus	104,900	0	2,000	0	4,700	0	100	111,700
Renouf, Tia	Medicine	Associate Professor	159,500	0	0	0	0	0	100	159,600
Ricciardelli, Rosemary	Marine Institute	Full Professor	173,800	0	11,700	0	0	0	7,100	192,600
Richards, Garrett	Grenfell	Associate Professor	100,000	0	0	0	0	0	100	100,100
Ricketts, Samantha	St. John's	Senior Administrative Officer	91,900	0	2,000	0	14,800	0	100	108,800
Ride, Peter	Grenfell	Full Professor	183,000	0	0	0	0	0	100	183,100
Rideout, Geoff	St. John's	Full Professor	168,300	0	0	0	0	0	11,600	179,900
Rideout, Jacqueline	St. John's	Coordinator, French Education	101,500	0	2,500	0	2,900	0	100	107,000
Rideout, Keith	Marine Institute	Instructor	117,300	2,500	0	0	0	0	100	119,900
Rise, Matthew	St. John's	Full Professor	157,600	0	0	0	0	0	100	157,700
Robert, Kathleen	Marine Institute	Associate Professor	107,000	0	2,900	0	0	0	100	110,000
Roberts, Glen	St. John's	Manager, Pensions & Benefits	161,500	0	2,000	0	8,100	0	100	171,700
Robertson, Kimberley	Marine Institute	Instructor	129,300	0	0	0	0	0	100	129,400
Robinson, Angela	Grenfell	Associate Professor	154,100	0	0	0	0	0	100	154,200
Roche, Corey	Marine Institute	Instructor	104,100	0	0	0	0	0	100	104,200
Roche, Raphael	Marine Institute	Instructor	120,700	300	0	0	0	0	100	121,100
Rodgers, Wendy	St. John's	Librarian IV	145,500	0	0	0	0	0	100	145,600
Rogers, Peter	Medicine	Associate Professor	129,800	0	0	0	0	0	100	129,900
Roman, Luke	St. John's	Full Professor	160,500	0	0	0	0	0	100	160,600
Romme, Kristen	Medicine	Librarian II	101,200	0	0	0	0	0	100	101,300
Roncal, Julissa	St. John's	Associate Professor	127,200	0	0	0	0	0	100	127,300
Rosales, Janna	St. John's	Teaching Professor	112,800	0	0	0	0	0	7,100	119,900
Rose, Crystal	Grenfell	Librarian IV	134,400	0	0	0	5,400	0	100	139,900
Rose, Kathryn	St. John's	Librarian III	118,200	0	0	0	0	0	100	118,300
Rose, Yvan	St. John's	Full Professor	158,700	0	0	0	0	0	100	158,800
Roseman, Sharon	St. John's	Full Professor	189,300	0	0	0	0	0	100	189,400
Ross, Clark	St. John's	Full Professor	173,500	0	0	0	0	0	100	173,600
Rossignol, Sebastien	St. John's	Associate Professor	125,600	0	0	0	0	0	100	125,700
Rouleau, Pierre	Grenfell	Associate Professor	156,300	0	0	0	0	0	100	156,400
Rouzbeh, Reza	Marine Institute	Instructor	120,400	700	0	0	0	0	100	121,200
Rowe, Sherryllyn	Marine Institute	Research Scientist II	148,800	0	0	0	0	0	100	148,900
Rowsell, Dion	St. John's	Manager, Finance and Administration	103,300	0	2,000	0	4,300	0	100	109,700
Rowsell, Glen	St. John's	Academic Staff Member - Cooperative Education (ASM-CE I)	112,800	0	0	0	0	0	100	112,900
Russell, Lisa	St. John's	Executive Director, Board of Regents	110,100	0	2,000	0	5,500	0	100	117,700
Russell, Rodney	Medicine	Full Professor	156,600	0	0	0	0	0	100	156,700
Ryan, Janice	Grenfell	Lecturer	102,100	0	0	0	0	0	13,400	115,500
Ryan, Paul	Marine Institute	Instructor	129,300	1,700	0	0	0	0	100	131,100
Ryland, Kerrance	Grenfell	General Services Foreman (Grenfell)	101,300	0	2,000	0	4,400	0	100	107,800
Saady, Noori	St. John's	Associate Professor	124,100	0	0	0	0	0	100	124,200
Saika-Voivod, Ivan	St. John's	Full Professor	150,800	0	0	0	0	0	100	150,900
Samarasena, L.D. Asoka	Medicine	Associate Professor	140,800	0	0	0	0	0	100	140,900
Sampson, Sonia	Medicine	Associate Professor	136,200	0	0	0	0	0	100	136,300
Samson, Leslie	Marine Institute	Instructor	99,000	5,400	0	0	0	0	100	104,500
Sandlos, John	St. John's	Full Professor	133,600	0	0	0	0	0	100	133,700
Sanli, Elizabeth	Marine Institute	Instructor - Ocean Safety	112,500	0	0	0	0	0	100	112,600
Santander, Javier	St. John's	Associate Professor	117,500	0	0	0	0	0	100	117,600
Santos, Kelley	Marine Institute	Director, Centre for Applied Ocean Technology	109,500	0	2,000	0	5,900	0	100	117,500
Sarkar, Atanu	Medicine	Full Professor	143,100	0	0	0	0	0	100	143,200
Sathy, Pushpa	Medicine	Associate Professor	131,500	0	0	0	0	0	100	131,600
Saunders, M Kirk	St. John's	Project Lead, Special Projects (Facilities Management)	183,300	0	2,000	0	9,000	0	100	194,400
Savas, Sevtap	Medicine	Full Professor	152,800	0	0	0	0	0	100	152,900
Scheidnes, Maureen	St. John's	Associate Professor	116,200	0	0	0	0	0	100	116,300
Schiller, Caroline	St. John's	Full Professor	171,100	0	0	0	0	0	100	171,200
Schipper, William	St. John's	Full Professor	190,400	0	0	0	0	0	100	190,500
Schneider, Celine	St. John's	Research Laboratory Coordinator II	98,400	0	2,000	0	4,500	0	100	105,000
Schouten, John	St. John's	Full Professor	215,000	0	11,700	0	0	0	100	226,800
Schwartz, Elizabeth	St. John's	Assistant Professor	105,800	0	0	0	0	0	100	105,900
Scott, Robert	Grenfell	Director, Bonne Bay Aquarium & Research	159,000	0	0	0	0	0	100	159,100
Seal, Melanie	Medicine	Associate Professor	136,400	0	0	0	0	0	24,900	161,300
Seifert, Timothy	St. John's	Full Professor	178,100	0	0	0	0	0	21,300	199,400
Selby, Jennifer	St. John's	Full Professor	167,800	0	0	0	0	0	100	167,900
Shahidi, Fereidoon	St. John's	Full Professor	206,700	0	0	0	0	0	100	206,800
Shahidi, Reza	St. John's	Assistant Professor	113,400	0	0	0	0	0	14,700	128,100
Shahidullah, A.K.M.	Grenfell	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Shalaby, Nabil	St. John's	Full Professor	164,300	0	0	0	0	0	100	164,400
Shan, Desai	Medicine	Assistant Professor	108,200	0	0	0	0	0	2,800	111,000
Shannahan, Kirby	St. John's	Full Professor	182,800	0	0	0	0	0	3,700	186,500
Shannahan, Rachelle	St. John's	Full Professor	193,500	0	0	0	0	0	100	193,600

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Sharan, Anand	St. John's	Full Professor	177,800	0	0	0	0	0	100	177,900
Shea, Jennifer	Medicine	Associate Professor	122,300	0	0	0	0	0	100	122,400
Shea, The Estate of Dr Robert	St. John's	Associate Professor	77,900	0	0	0	0	80,600	46,500	205,000
Sheel, Tarun Kumar	St. John's	Teaching Assistant Professor	94,800	0	0	0	0	0	15,300	110,100
Sheppard, Gillian	Medicine	Associate Professor	122,200	0	0	0	0	0	100	122,300
Sheppard, Sean	Marine Institute	Instructor	102,900	0	0	0	0	0	0	103,000
Sherren, Paul	St. John's	Manager, Technology	95,800	0	2,000	0	4,300	0	100	102,200
Shestopaloff, Alex	St. John's	Assistant Professor	105,800	0	0	0	0	0	100	105,900
Shetranjiwalla, Shegufta	Grenfell	Assistant Professor	103,500	0	0	0	0	0	100	103,600
Shik, John	Medicine	Associate Professor	138,500	0	0	0	0	0	100	138,600
Shipp, Kim	St. John's	Associate Vice-President (Public Engagement & External Relations)	167,000	0	2,000	0	7,600	0	100	176,700
Shiri, Hodjat	St. John's	Associate Professor	122,500	0	0	0	0	0	100	122,600
Shorlin, Stephen	Medicine	Teaching Consultant	93,300	0	2,000	0	5,300	0	100	100,700
Simmons, Bonnie	St. John's	Associate Director, Service Delivery & Operations	178,400	0	2,500	0	7,200	0	100	188,200
Simms, Elizabeth	St. John's	Manager, Planning and Strategic Operations	103,000	0	2,000	0	4,600	0	100	109,700
Simonsen, Kathryn	St. John's	Associate Professor	152,700	0	0	0	7,200	0	3,600	163,500
Sinclair, Jeanne	St. John's	Assistant Professor	112,800	0	0	0	0	0	100	112,900
Singleton, Joseph	Marine Institute	School Head - School of Ocean Technology (SOT) (Interim)	159,400	0	2,000	0	6,100	0	100	167,600
Sircum, Julie	Grenfell	Associate Professor	125,400	0	0	0	0	0	100	125,500
Skanes, Heather	St. John's	Academic Staff Member - Cooperative Education (ASM-CE II)	122,700	0	0	0	0	0	100	122,800
Skanes, Victoria	St. John's	Academic Advising Officer	113,600	0	1,100	0	1,900	0	100	116,700
Skidmore, Jamie	St. John's	Full Professor	152,500	0	0	0	0	0	100	152,600
Skinner, Darlene	St. John's	Full Professor	164,100	0	0	0	0	0	100	164,200
Skinner, David	St. John's	Teaching Assistant Professor	102,700	0	0	0	0	0	100	102,800
Smallwood, Erin	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Smeaton, Christina	Grenfell	Assistant Professor	112,800	0	0	0	0	0	2,200	115,000
Smith, Chris	Medicine	Associate Professor	120,300	0	0	0	0	0	87,700	208,000
Smith, Christopher	St. John's	Associate Professor	118,400	0	0	0	0	0	100	118,500
Smith, Douglas	St. John's	Assistant Professor	108,200	0	0	0	0	0	100	108,300
Smith, Eric	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Smith, Geoffrey	St. John's	Academic Staff Member - Cooperative Education (ASM-CE II)	121,100	0	0	0	0	0	100	121,200
Smith, Laura	St. John's	Lecturer	92,000	0	0	0	0	0	21,200	113,200
Smith, Mary	Medicine	Associate Professor	111,200	0	0	0	0	0	124,400	235,600
Smith, Nancy	Marine Institute	Associate Registrar (Admissions)	93,900	0	2,000	0	4,200	0	100	100,200
Smith, Nicholas	Medicine	Assistant Professor	110,500	0	0	0	0	0	100	110,600
Smith, Rebecca	St. John's	Librarian III	108,800	0	0	0	0	0	100	108,900
Smyth, Lisa	Medicine	Associate Professor	122,600	0	0	0	0	0	100	122,700
Snelgrove, Paul	St. John's	Full Professor	186,500	0	0	0	0	0	100	186,600
Snelgrove, Tara	Medicine	Assistant Professor	113,400	0	0	0	0	0	100	113,500
Snook, Charlie	St. John's	Mechanical Patrolperson	75,500	24,200	0	1,100	0	0	100	100,900
Snook, S. Brent	St. John's	Full Professor	163,800	0	0	0	0	0	4,900	168,700
Snow, Clyde	St. John's	Facilities Coordinator, Operations	108,500	0	2,000	0	4,800	0	100	115,400
Snow, Nicole	St. John's	Assistant Professor	115,700	0	0	0	0	0	100	115,800
Snow, Pamela	Medicine	Associate Professor	148,500	0	0	0	0	0	43,500	192,000
Solomon, Afework	St. John's	Lecturer	94,800	0	0	0	0	0	7,100	101,900
Sommerhauser, Yorck	St. John's	Associate Professor	124,500	0	0	0	0	0	100	124,600
Song, YuYue	St. John's	Associate Professor	168,800	0	0	0	0	0	100	168,900
Sparrow, Kathryn	Medicine	Associate Professor	119,800	0	0	0	0	0	100	119,900
Squires, Lynn	St. John's	Assistant Director	145,100	0	2,000	0	7,100	0	100	154,300
St. John, Kimberly	St. John's	Retiree (Faculty)	84,500	0	0	0	0	0	107,400	191,900
Stachniak, Tevye	Medicine	Assistant Professor	112,800	0	0	0	0	0	100	112,900
Staniland, Andrew	St. John's	Full Professor	140,800	0	0	0	0	0	100	140,900
Stapleton, Andrea	St. John's	Assistant Professor	155,400	0	0	0	0	0	100	155,500
Stapleton, Gerald	Marine Institute	Instructor	100,600	7,400	0	0	0	0	100	108,100
Staveley, Anne	St. John's	Pensioner - Faculty	182,100	0	0	0	0	0	0	182,100
Staveley, Brian	St. John's	Full Professor	166,500	0	0	0	0	0	100	166,600
Steele, Margaret	St. John's	Full Professor	310,100	0	0	0	0	0	75,500	385,600
Steeves, Timothy	St. John's	Full Professor	161,800	0	0	0	0	0	100	161,900
Stefanelli, Mark	Medicine	Associate Professor	147,800	0	0	0	0	0	100	147,900
Stephenson, Barry	St. John's	Associate Professor	134,800	0	0	0	0	0	100	134,900
Stevens, Jason	St. John's	Division Manager, Mechanical	108,600	0	2,000	0	3,900	0	100	114,600
Stevens, L. Kathleen	St. John's	Assistant Professor	115,700	0	0	0	0	0	3,600	119,300
Stewart, Peter	Grenfell	Associate Professor	138,500	0	0	0	0	0	30,600	169,100
Stockmann, Talia	St. John's	Associate Professor	117,500	0	0	0	0	0	100	117,600
Stoddart, Mark	St. John's	Full Professor	125,000	0	0	0	0	0	100	125,100
Stokes, David	Medicine	Senior Instructional Design Specialist	113,900	0	2,000	0	5,500	0	100	121,500
Stone, Craig	Medicine	Associate Professor	160,600	0	0	0	0	0	138,400	299,000
Stone-McLean, Jordan	Medicine	Assistant Professor	108,200	0	0	0	0	0	100	108,300
Stordy, Mary	St. John's	Associate Professor	139,100	0	0	0	7,200	0	7,100	153,400
Stratton, Robert	St. John's	Manager, Central Utilities	145,900	0	700	0	5,000	0	900	152,500
Strickland, Jim	Marine Institute	Instructor	120,700	700	0	0	0	0	100	121,500
Strong, Matthew	St. John's	Director, Financial Services	139,800	0	600	0	2,100	0	100	142,600
Strowbridge, Kevin	Marine Institute	Instructor	115,400	0	0	0	0	0	100	115,500
Stuble, Christopher	St. John's	Team Lead, Data Networks	89,700	17,300	2,000	800	4,300	0	100	114,200
Stuckless, Susan	St. John's	Research Associate	93,900	0	2,000	0	4,200	0	100	100,200
Stuckless, Teri	Medicine	Associate Professor	119,400	0	0	0	6,900	0	100	126,400
Stuyvers, Bruno	Medicine	Full Professor	166,500	0	0	0	0	0	100	166,600

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Sullivan, Anne-Marie	St. John's	Associate Professor	207,300	0	0	0	0	0	21,300	228,600
Sullivan, Arthur	St. John's	Full Professor	162,100	0	0	0	0	0	800	162,900
Sullivan, Patrick	St. John's	Academic Staff Member - Cooperative Education (ASM-CE II)	129,200	0	0	0	0	0	100	129,300
Sullivan, Shannon	St. John's	Visiting Associate Professor	102,400	0	0	0	0	0	100	102,500
Sulsky, Lorne	St. John's	Full Professor	224,800	0	0	0	0	0	28,600	253,400
Summers, Danny	St. John's	Full Professor	190,400	0	0	0	0	0	100	190,500
Sun, Guang	Medicine	Full Professor	166,500	0	0	0	0	0	100	166,600
Sussex, Bruce	Medicine	Full Professor	190,400	0	0	0	0	0	100	190,500
Sutherland, Ian	Grenfell	Vice-President (Grenfell)	143,700	0	0	0	0	0	0	143,700
Sutton, Lavinia	St. John's	Senior Job Design and Evaluation Consultant	103,800	0	2,000	0	6,600	0	100	112,500
Sveshnikov, Dmitry	Grenfell	Associate Professor	133,800	0	0	0	0	0	100	133,900
Swab, Michelle	Medicine	Librarian III	108,200	0	0	0	0	0	100	108,300
Swift-Gallant, Ashlyn	St. John's	Associate Professor	107,400	0	0	0	0	0	100	107,500
Szego, Catherine	St. John's	Retiree (Faculty)	113,100	0	0	0	0	0	0	113,100
Tabrizchi, Reza	Medicine	Full Professor	175,800	0	0	0	0	0	100	175,900
Tahlan, Kapil	St. John's	Full Professor	140,800	0	0	0	0	0	100	140,900
Tam, Simon	St. John's	Academic Staff Member - Cooperative Education (ASM-CE II)	122,700	0	0	0	0	0	100	122,800
Tang, Jian	St. John's	Full Professor	111,400	0	0	0	0	0	0	111,400
Tang, Jianyun	St. John's	Full Professor	174,900	0	0	0	0	0	100	175,000
Tarasov, Lev	St. John's	Full Professor	157,100	0	0	0	0	0	100	157,200
Taylor, Kelly	St. John's	Industrial Hygienist	110,600	0	2,000	0	4,700	0	1,400	118,700
Taylor, Rocky	St. John's	Associate Professor	150,000	0	0	0	0	0	100	150,100
Telecka, Olga	Marine Institute	Instructor	100,700	900	0	0	0	0	100	101,700
Tenkorang, Eric	St. John's	Full Professor	127,100	0	0	0	0	0	1,000	128,100
Testa, Andrew	Grenfell	Associate Professor	102,700	0	0	0	0	0	6,500	109,200
Thareau, Anne	St. John's	Associate Professor	160,100	0	0	0	0	0	100	160,200
Therien-Aubin, Heloise	St. John's	Assistant Professor	115,700	0	0	0	0	0	100	115,800
Thiessen, Barton	Medicine	Associate Professor	136,200	0	0	0	0	0	100	136,300
Thistle, Barbara	St. John's	Manager, Academic Programs	122,100	0	2,500	0	3,900	0	100	128,600
Thoms, John	Medicine	Associate Professor	134,800	0	0	0	0	0	100	134,900
Thorne Gutierrez, Cory	St. John's	Associate Professor	140,800	0	0	0	0	0	100	140,900
Thorne, Lori	St. John's	Senior Administrative Officer	98,400	0	2,000	0	4,400	0	100	104,900
Thorne, Mikaela	St. John's	Pharmacy Skills Lab Instructor	99,400	600	0	0	0	0	100	100,100
Thorne, Sarah	St. John's	Associate Professor	107,400	0	0	0	0	0	100	107,500
Thorne, Tracy	St. John's	Associate Registrar (Registration & Enrolment)	132,000	0	2,000	0	6,600	0	100	140,700
Thornhill, Kimberley	Marine Institute	Manager, Marketing & Communications	145,100	0	2,000	0	7,300	0	100	154,500
Thorpe, Christina	St. John's	Full Professor	152,200	0	0	0	0	0	100	152,300
Tibbo, Carol	St. John's	Director, Operations	161,500	0	2,000	0	8,100	0	100	171,700
Tiller-Hackett, Amanda	St. John's	Librarian III	103,300	0	0	0	0	0	100	103,400
Titford, James	St. John's	Manager, Finance and Administration	93,900	0	2,000	0	4,200	0	100	100,200
Todd, Amy	St. John's	Assistant Professor	113,400	0	0	0	700	0	100	114,200
Tompkins, Kirsty	Medicine	Associate Professor	138,500	0	0	0	0	0	100	138,600
Totten, Kelley	St. John's	Associate Professor	107,400	0	0	0	0	0	100	107,500
Trahey, Julia	Medicine	Associate Professor	148,500	0	0	0	0	0	100	148,600
Tricco, Terrence	St. John's	Assistant Professor	105,800	0	0	0	0	0	100	105,900
Trnka, Peter	St. John's	Associate Professor	157,700	0	0	0	0	0	100	157,800
Tucker, John	Marine Institute	Instructor	126,000	6,200	0	0	0	0	100	132,300
Tucker, Paul	Medicine	Chief Operating Officer	163,000	0	2,000	0	8,100	0	100	173,200
Tulett, David	St. John's	Retiree (Faculty)	103,900	0	0	0	0	0	0	103,900
Turner, Lesley	Medicine	Associate Professor	138,500	0	0	0	0	0	100	138,600
Twells, Laurie	Medicine	Full Professor	164,400	0	0	0	0	0	100	164,500
Tzenov, Amanda	Medicine	Assistant Professor	114,600	0	0	0	0	0	100	114,700
Ulfbjorninn, Shanti	St. John's	Assistant Professor	103,500	0	0	0	0	0	100	103,600
Unc, Adrian	Grenfell	Full Professor	150,100	0	0	0	0	0	100	150,200
Usefi, Hamid	St. John's	Full Professor	138,500	0	0	0	0	0	100	138,600
Vaandering, Dorothy	St. John's	Full Professor	150,100	0	0	0	0	0	100	150,200
Valcour, James	Medicine	Associate Professor	138,000	0	0	0	0	0	100	138,100
Van Biesen, Geert	St. John's	Research Laboratory Coordinator II	97,600	0	2,000	0	4,300	0	100	104,000
van den Scott, Lisa-Jo	St. John's	Associate Professor	119,800	0	0	0	0	0	100	119,900
Vander Wal, Eric	St. John's	Full Professor	126,800	0	0	0	0	0	100	126,900
Vanderluit, Jacqueline	Medicine	Full Professor	150,100	0	0	0	0	0	100	150,200
Vardy, Andrew	St. John's	Full Professor	150,100	0	0	0	0	0	100	150,200
Vardy, Cathy	St. John's	Retiree (Faculty)	83,600	0	0	0	0	0	81,000	164,600
Vasilyev, Yevgeniy	Grenfell	Associate Professor	143,100	0	0	0	0	0	1,900	145,000
Vasilyeva, Olga	Grenfell	Associate Professor	124,500	0	0	0	0	0	3,000	127,500
Veitch, Brian	St. John's	Full Professor	199,100	0	11,700	0	0	0	100	210,900
Venkatraman, Saradha	Marine Institute	Instructor	125,800	1,000	0	0	0	0	100	126,900
Vidyasankar, Gokul	Medicine	Associate Professor	124,500	0	0	0	0	0	100	124,600
Vivian, Grant	St. John's	Director, Operations & Maintenance	167,400	0	2,000	0	8,100	0	100	177,600
Vodden, Kelly	Grenfell	Associate Professor	138,400	0	0	0	0	0	100	138,500
Volkoff, Helene	St. John's	Full Professor	166,500	0	0	0	0	0	100	166,600
Wadden, Katie	St. John's	Assistant Professor	105,800	0	0	0	0	0	100	105,900
Waddleton, Kent	Marine Institute	Instructor	108,000	800	0	0	0	0	100	108,900
Wahl, Michael	Medicine	Teaching Assistant Professor	101,200	0	0	0	0	0	100	101,300
Walker, Daniel	St. John's	Associate Professor	180,500	0	0	0	0	0	100	180,600
Wall, Tracey	St. John's	Manager, Scholarships & Awards	93,900	0	2,000	0	4,100	0	100	100,100
Waller, Michael	Grenfell	Associate Professor	131,800	0	0	0	0	0	4,300	136,100

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Wallin, Jan Stefan	St. John's	Associate Professor	124,500	0	0	0	0	0	100	124,600
Walling, Susan	St. John's	Associate Professor	122,200	0	0	0	0	0	100	122,300
Walsh, Carolyn	St. John's	Associate Professor	146,100	0	0	0	7,200	0	100	153,400
Walsh, Charlene	Marine Institute	Instructor	118,900	0	0	0	0	0	100	119,000
Walsh, Deidre	St. John's	Manager, Business and Administrative Services	98,400	0	2,000	0	4,500	0	100	105,000
Walsh, Derrick	St. John's	Lecturer	117,200	0	0	0	0	0	100	117,300
Walsh, Lynn	St. John's	Director, Internationalization Office	102,100	0	2,000	0	4,300	0	100	108,500
Wanasinghe Arachchige, Thumeera	St. John's	Lecturer	107,600	0	0	0	0	0	2,700	110,300
Wang, Hong	St. John's	Associate Professor	155,400	0	0	0	0	0	100	155,500
Wang, Lili	St. John's	Associate Professor	159,300	0	0	0	0	0	100	159,400
Wang, Peizhong	Medicine	Full Professor	175,800	0	0	0	0	0	100	175,900
Wans, Nader	St. John's	Associate Professor	175,800	0	0	0	0	0	14,400	190,200
Ward, Perry	Medicine	Manager, Unified Communication	100,900	0	2,000	0	4,100	0	100	107,100
Wareham, A. Mark	Marine Institute	Instructor	117,300	1,000	0	0	0	0	100	118,400
Wareham, H. Todd	St. John's	Full Professor	164,100	0	0	0	0	0	100	164,200
Warman, Andrea	St. John's	Project Manager (100th Anniversary)	98,400	0	2,000	0	4,200	0	100	104,700
Warner, Patrick	St. John's	Librarian IV	124,600	0	0	0	0	0	100	124,700
Warren, Amy	St. John's	Full Professor	225,200	0	0	0	7,200	0	100	232,500
Warren, Kelly	Grenfell	Associate Professor	133,800	0	0	0	0	0	3,300	137,100
Watkins, Andrea	St. John's	Academic Staff Member - Field Education (ASM-FE II)	134,500	0	0	0	0	0	100	134,600
Watton, Jennifer	Grenfell	Manager, Human Resources	93,900	0	2,000	0	4,300	0	100	100,300
Way, Brent	Marine Institute	Instructor	129,300	0	0	0	0	0	100	129,400
Webb, Jeff	St. John's	Full Professor	163,600	0	0	0	0	0	100	163,700
Weber, John	St. John's	Full Professor	132,100	0	0	0	0	0	100	132,200
Welch, Nicholas	St. John's	Associate Professor	107,100	0	0	0	0	0	100	107,200
Welford, J Kim	St. John's	Associate Professor	126,800	0	0	0	0	0	100	126,900
Wells, Darrell	Marine Institute	Instructor	125,800	1,800	0	0	0	0	100	127,700
Wells, Lynette	St. John's	Manager, Campus Enforcement and Patrol	92,300	0	1,500	0	7,700	0	100	101,600
Wells, Mary	Medicine	Associate Professor	126,800	0	0	0	0	0	100	126,900
Westcott, Jillian	Marine Institute	Instructor	136,100	2,800	0	0	0	0	100	139,000
Wetsch, Lyle	St. John's	Associate Professor	159,500	0	0	0	0	0	7,100	166,600
Weyand, Laurence	Grenfell	Teaching Assistant Professor	94,800	0	0	0	0	0	15,300	110,100
Wharram, Douglas	St. John's	Associate Professor	129,200	0	0	0	0	0	100	129,300
Wheeler, Jeanette	St. John's	Assistant Professor	103,500	0	0	0	0	0	100	103,600
Whelan, Elizabeth	St. John's	Associate Professor	133,800	0	0	0	0	0	7,100	140,900
Whelan, Harold	St. John's	Senior Network Analyst	97,600	22,200	5,400	0	3,900	0	100	129,200
Whelan, Heather	St. John's	Manager, Financial Reporting & Analyst	98,400	0	2,000	0	4,500	0	100	105,000
Whelan, Kendra	St. John's	Coordinator, Chemical Management and Assurance	95,400	0	2,000	0	4,300	0	100	101,800
Whelan, Meaghan	St. John's	Associate Director, Communication	133,600	0	2,000	0	6,900	0	100	142,600
Whitaker, Robin	St. John's	Associate Professor	152,500	0	0	0	0	0	100	152,600
White, Bonnie	Grenfell	Associate Professor	123,100	0	0	0	0	0	2,900	126,000
White, Georgina	Marine Institute	Instructor	132,400	1,400	0	0	0	0	3,700	137,500
White, Gerald	Medicine	Research Assistant III	94,700	0	2,500	0	4,300	0	100	101,600
White, Jennifer	St. John's	Manager, Domestic Recruitment	93,900	0	2,000	0	4,200	0	100	100,200
White, Louise	St. John's	Associate University Librarian (Librarian IV)	205,100	0	0	0	0	0	100	205,200
Whitman, Lucinda	St. John's	Associate Professor	65,400	0	0	0	0	0	90,600	156,000
Whitridge, Peter	St. John's	Full Professor	158,700	0	0	0	0	0	100	158,800
Whitton, Cynthia	Medicine	Manager, Operations (Medicine)	126,600	0	2,000	0	4,300	0	100	133,000
Wideman, Gail	St. John's	Associate Professor	150,100	0	0	0	0	0	19,300	169,400
Wiersma, Yolanda	St. John's	Full Professor	137,800	0	0	0	7,200	0	100	145,100
Willcott, Neal	St. John's	Assistant Professor	145,100	0	0	0	800	0	100	146,000
Williams, Geoff	St. John's	Director, Faculty Relations	208,400	0	2,500	0	10,000	0	100	221,000
Williams, Russell	St. John's	Associate Professor	129,200	0	0	0	0	0	100	129,300
Wills, Bernard	Grenfell	Associate Professor	137,100	0	0	0	0	0	800	137,900
Wilson, Brenda	Medicine	Full Professor	207,300	0	0	0	0	0	100	207,400
Wilson, D'Arcy	Grenfell	Associate Professor	116,100	0	0	0	0	0	3,300	119,400
Wilson, David	St. John's	Associate Professor	124,500	0	0	0	0	0	100	124,600
Wilson, Margo	Medicine	Associate Professor	119,800	0	0	0	0	0	100	119,900
Wilson, Murray	St. John's	Assistant Professor	101,200	0	0	0	0	0	100	101,300
Wilson, Robert	St. John's	Research Manager	100,300	0	2,000	0	4,300	0	100	106,700
Winger, Paul	Marine Institute	Director, Centre for Sustainable Aquatic Resources (CSAR)	183,300	0	2,000	0	9,200	0	100	194,600
Winsor, Blair	St. John's	Associate Professor	145,500	0	0	0	0	0	100	145,600
Woods, Michael	Medicine	Associate Professor	150,100	0	0	0	0	0	100	150,200
Wooley, Emily	St. John's	Director, Human Resources	201,400	0	2,000	0	10,000	0	100	213,500
Woolfrey-Fahey, Alexandra	St. John's	Manager, Communications	93,900	0	2,000	0	4,300	0	100	100,300
Woolridge, David	Marine Institute	Instructor	118,900	0	0	0	0	0	100	119,000
Worsfold, D. Scott	St. John's	General Counsel	234,100	0	2,500	0	10,800	0	100	247,500
Wright, Jordan	St. John's	Lead Coordinator, Canada Games	130,300	0	2,000	0	5,900	0	17,500	155,700
Wright, Sandra	Grenfell	Associate Professor	164,000	0	0	0	0	0	100	164,100
Wroblewski, Joseph	St. John's	Full Professor	190,400	0	0	0	0	0	100	190,500
Wu, Jianghua	Grenfell	Full Professor	133,800	0	0	0	0	0	100	133,900
Wu, Ling	Marine Institute	Instructor	129,300	1,900	0	0	0	0	100	131,300
Xiao, Jie	St. John's	Full Professor	171,100	0	0	0	0	0	100	171,200
Xu, Yang	St. John's	Assistant Professor	147,800	0	0	0	0	0	100	147,900
Yacoubian, Hrag	St. John's	Assistant Professor	119,800	0	0	0	0	0	10,600	130,400
Yang, James	St. John's	Full Professor	143,100	0	0	0	0	0	100	143,200
Ye, Deping	St. John's	Full Professor	131,500	0	0	0	0	0	100	131,600

Employee Name	Campus	Job Title	Base Salary	Overtime	Bonuses	Shift Premium	Retroactive Salary	Severance	Other Compensation	Total Compensation
Yethiraj, Anand	St. John's	Full Professor	154,800	0	0	0	0	0	100	154,900
Yi, Yaqing	Medicine	Full Professor	147,800	0	0	0	0	0	100	147,900
Yilmaz - Cigsar, Yildiz	St. John's	Associate Professor	128,800	0	0	0	0	0	100	128,900
Younas, Ahtisham	St. John's	Assistant Professor	108,200	0	0	0	0	0	12,400	120,600
Young, Jennifer	Medicine	Associate Professor	124,500	0	0	0	0	0	100	124,600
Young, Sheneen	St. John's	Manager, Human Resources	103,000	0	2,000	0	4,700	0	100	109,800
Young, Stephanie	St. John's	Associate Professor	163,300	0	0	0	0	0	100	163,400
Young, Terry-Lynn	Medicine	Full Professor	167,000	0	0	0	0	0	600	167,600
Yuan, Qi	Medicine	Full Professor	151,500	0	0	0	0	0	100	151,600
Yuan, Yuan	St. John's	Full Professor	169,300	0	0	0	0	0	100	169,400
Zbitnew, Geoff	Medicine	Associate Professor	144,500	0	0	0	0	0	30,100	174,600
Zechariah, Anil	Medicine	Assistant Professor	110,500	0	5,900	0	0	0	100	116,500
Zedel, Leonard	St. John's	Full Professor	184,800	0	0	0	0	0	100	184,900
Zendehboudi, Sohrab	St. John's	Full Professor	138,500	0	0	0	0	0	12,300	150,800
Zendel, Benjamin	Medicine	Associate Professor	131,500	0	11,700	0	0	0	100	143,300
Zhai, Guangju	Medicine	Full Professor	157,100	0	0	0	0	0	100	157,200
Zhang, Baiyu Helen	St. John's	Full Professor	144,600	0	11,700	0	0	0	100	156,400
Zhang, Lihong	St. John's	Full Professor	160,000	0	0	0	0	0	11,600	171,600
Zhang, Yahui	St. John's	Associate Professor	133,800	0	0	0	0	0	3,600	137,400
Zhang, Yan	St. John's	Full Professor	145,500	0	0	0	0	0	1,900	147,400
Zhao, Xiao-Qiang	St. John's	Full Professor	173,500	0	0	0	0	0	100	173,600
Zhao, Yuming	St. John's	Full Professor	150,800	0	0	0	0	0	100	150,900
Zheng, Nan	St. John's	Assistant Professor	101,200	0	0	0	0	0	100	101,300
Zhou, Yiqiang	St. John's	Full Professor	171,100	0	0	0	0	0	100	171,200
Ziegler, Susan	St. John's	Full Professor	157,000	0	9,800	0	6,700	0	100	173,600
Zou, Ting	St. John's	Assistant Professor	106,300	0	0	0	0	0	100	106,400

Notes:

1. Bonuses include payments for Northern Allowance, Career and Teaching awards, some of which are funded externally, but processed through Memorial's payroll system.
2. Other Compensation includes payments to Physicians in lieu of patients and clinical earnings. Some employees work for both Eastern Health and Memorial. Eastern Health would fund their proportionate amount of the salary; however, the payment is processed through Memorial's payroll system.
3. Other Compensation includes payments for extra-teaching, as per the MUNFA collective agreement, as well as course development for the Gardiner Centre and the Centre for Information, Teaching, and Learning Technologies that would be outside of an employee's normal scope of duties.
4. Some employees may be fully or partially compensated through external funds, such as grants. These funds would not be paid from Memorial's operating budget; however, are processed through Memorial's payroll system.
5. Early Severance payments began for bargaining unit employees in March 2019 as per collective agreement and for non-bargaining, management and professional, and senior administrative management employees in January 2020 which continued through 2024.
6. Severance payments excludes payments in lieu of notice.