



UNIVERSITY OF TORONTO



FINANCIAL REPORT
1999 - 2000

UNIVERSITY OF TORONTO
FINANCIAL REPORT
APRIL 30, 2000

INDEX

Financial highlights	1
Financial statements	
Statement of administrative responsibility	5
Auditors' report	6
Balance sheet	7
Statement of operations and changes in deficit	8
Statement of changes in net assets	9
Statement of cash flows	10
Notes to financial statements	11
Public sector salary disclosure	25

FINANCIAL HIGHLIGHTS

April 30, 2000

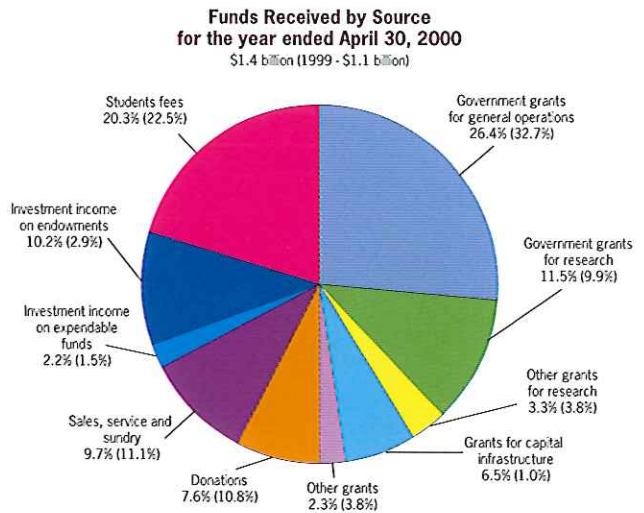
Financial Results for the Year:

The University received funding of \$1.4 billion from a variety of sources, as illustrated in the pie chart.

Endowment fund receipts are added directly to endowment capital and not recorded as revenue. Restricted expendable fund receipts are recorded as revenue as they are spent and any funds unspent at year-end are recorded as deferred contributions or deferred capital contributions on the balance sheet.

Therefore, the \$1.4 billion of funds received was recorded as follows: \$1.1 billion as revenue, \$118.2 million added directly to endowment capital, and \$168.5 million deferred for future spending.

Donation receipts for the year totalled \$102.2 million of which \$49.5 million was recorded as revenue and \$52.7 million was added directly to



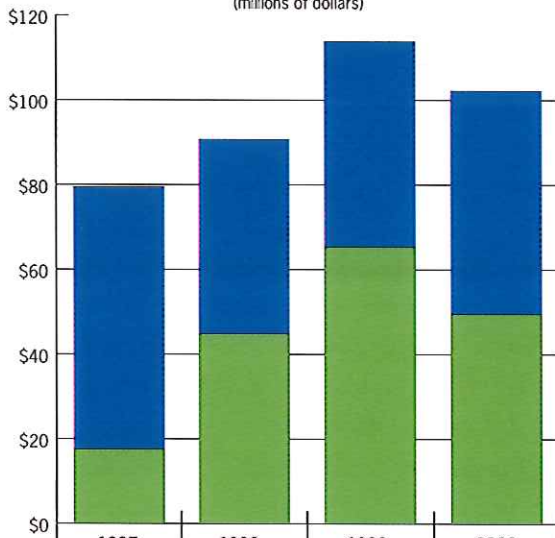
endowment capital. These amounts do not include donations to the federated universities, Victoria, St. Michael's and Trinity.

For the four-year period from 1997 to 2000, the University received \$386.1 million in donations, of which \$177.1 million was reported as revenue and \$209.0 million was added to endowment capital. The latter figure included \$83.9 million for endowed chairs, the majority of which was matched by the University, \$107.9 million for student aid, the majority of which was matched by the Ontario Student Opportunity Trust Fund and by the University and \$17.2 million for a variety of other purposes.

Investment income for the year was \$167.0 million comprising \$29.5 million on expendable funds and \$137.5 million on endowment capital. Of the latter amount, \$92.4 million was added to the endowment for capital preservation and \$45.1 million was allocated for program expenditures.

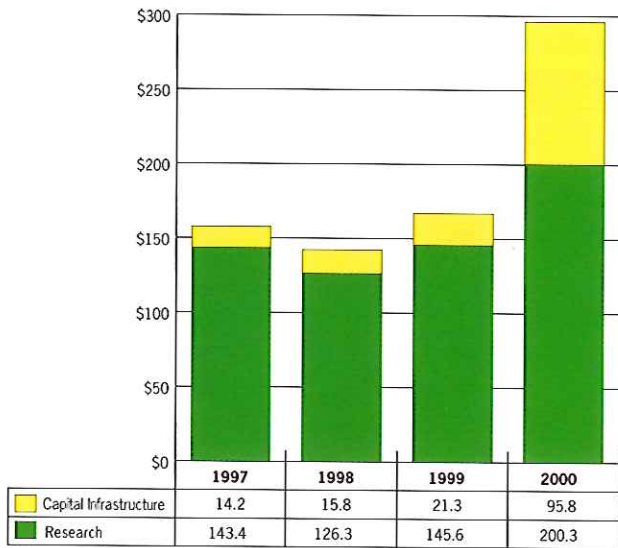
The University's endowment capital preservation policy provides for program spending allocation

**Donations Received
for the year ending April 30**
(millions of dollars)



Donated Endowments	61.9	45.9	48.5	52.7
Donations Revenue	17.5	44.8	65.3	49.5

**Government and Other Grants and Contracts
Received for Restricted Purposes
for the year ending April 30**
(millions of dollars)

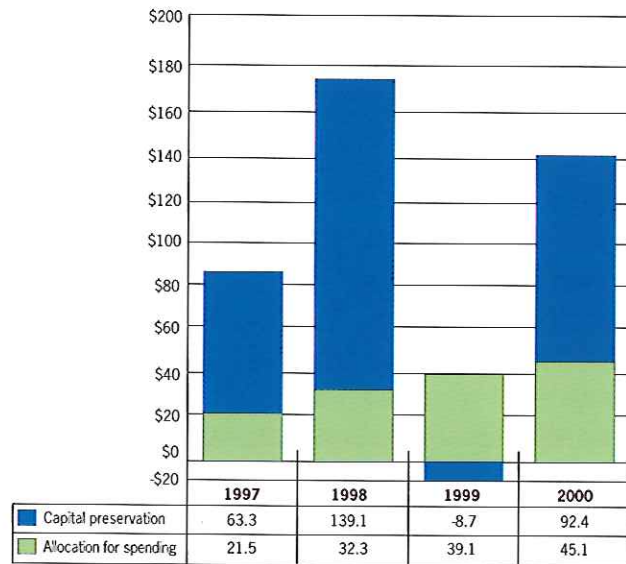


of 5% of the market value of endowment assets smoothed over four years. Investment returns greater than 5% are added to endowment capital thus enabling the University to maintain program spending allocations in years where investment returns are less than 5%. The investment return on endowments for the year was 14% (3.4% the previous year). This was a significant improvement over 1999, which had suffered from poor investment markets.

Receipts for government and other grants for restricted purposes of \$268.8 million and for contract research of \$27.3 million totalled \$296.1 million, an increase of 77.4% from 1999 and 87.9% from 1997. Of that amount, \$200.3 million was received for research and \$95.8 million was received for capital infrastructure.

The \$296.1 million was recorded as follows: \$127.5 million as revenue and \$168.6 million deferred for future spending. This significant growth was largely attributable to our success in attracting awards from the Government of Ontario Superbuild Growth Fund, the Canada

**Investment Income on Endowments
for the year ending April 30**
(millions of dollars)



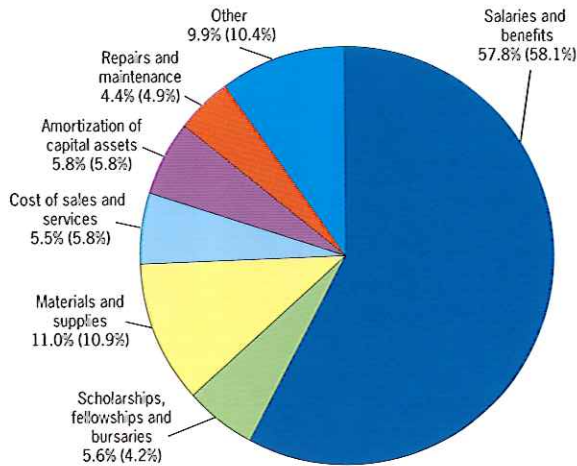
Foundation for Innovation, the Ontario Research and Development Challenge Fund and the Premier's Research Excellence Awards.

Government grants for general operations were \$357.7 million and represented a 3.4% increase over the previous year.

Expenses were \$998.6 million as compared to \$923.0 million the previous year. The largest component of expense was salaries and benefits of \$577.1 million which increased by 7.7% over the previous year.

Student aid (scholarships, fellowships and bursaries) was \$55.9 million, an increase of 44.9% over the previous year, and 135.8% over the four-year period 1997 - 2000. Student fees were \$275.1 million, an increase of 15.5% over the previous year, and an increase of 40.8% over the four-year period 1997 - 2000. Student aid has grown from 12.1% of student fees in 1997 to 20.3% of student fees in 2000. The student aid endowment now stands at \$498.0 million which is 42.5% of the University's total endowment and represents an

**Expenses by Category
for the year ended April 30, 2000**



increase of 136.1% over the four-year period 1997 - 2000. This growth illustrates the strong commitment the University of Toronto has made under our policy on student financial aid, which guarantees that no qualified student will be prevented from beginning or completing their education due to financial need.

Revenues less expenses were \$68 million. After taking account of the decrease in funds committed and the increases in investment in capital assets and endowments, the deficit for the year was \$1.5 million and the cumulative deficit was \$11.7 million. This deficit was in line with the University's financial plans.

The University's assets were \$2.2 billion at year-end as compared to \$1.9 billion the previous year. Liabilities were \$694.9 million as compared to \$492.6 million the previous year. These increases were largely attributable to increased research and capital infrastructure activity. Net assets (equity) were \$1.5 billion as compared to \$1.4 billion at the end of the previous year. Endowments made up 75.7% of net assets.

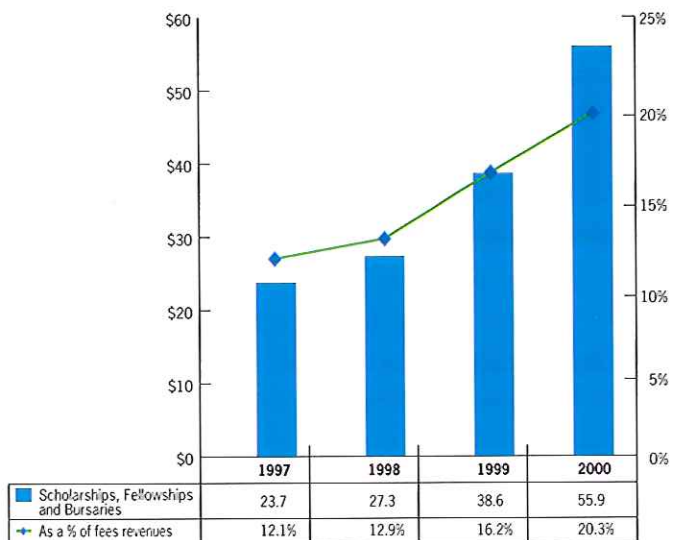
Endowments:

The University of Toronto endowment is now \$1.2 billion as compared to \$1.0 billion for 1999 (not including endowments of the federated universities, Victoria, St. Michael's and Trinity). We are grateful for the generous support of our donors in enabling us to grow our endowment significantly again this year. This endowment represents a strong base of support for student aid and academic programs and we will continue to strive to increase it.

The Ontario Student Opportunity Trust Fund (OSOTF) represents \$343.1 million of the University's \$498.0 million student aid endowment. This was a triple match program from donors, the Government of Ontario and the University which has now ended.

The endowment for endowed chairs and professorships is \$260.4 million. This amount includes the University's contributions under its matching chair program. We have established 134 agreements with donors, of which 117 have been created during the Campaign.

Student Aid: Scholarships, Fellowships and Bursaries as a Percentage of Student Fees Revenue
(millions of dollars)



Pension Funds:

The University has two registered pension plans, the University of Toronto Pension Plan and the Employees' Pension Plan of The Ontario Institute for Studies in Education. In addition, the University has a supplementary retirement arrangement which provides payments in excess of the registered plans.

The accounting surplus for the year is \$0.5 million with assets of \$2.3 billion and liabilities of \$1.8 billion.

During the year, the University set aside \$9.8 million to meet the obligations of the supplementary retirement arrangement, bringing the balance to \$74.2 million.

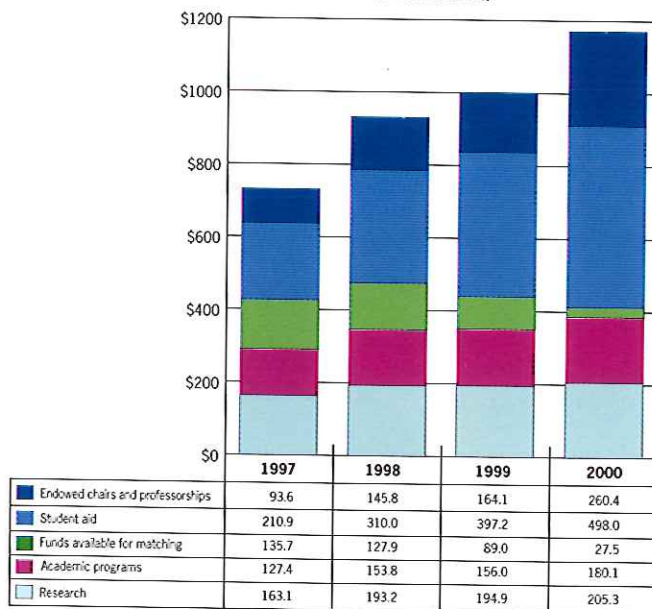
University of Toronto Asset Management Corporation:

The University established the University of Toronto Asset Management Corporation to manage its investments. The new company began operation May 1, 2000 and appointed its first president and chief executive officer who will also serve as its chief investment officer. We have done this at a time when the appropriate investment asset threshold of \$4 billion has been reached to manage investments more closely by a separate corporation. It is anticipated that this initiative will result in improved investment returns.

Deferred Maintenance and Renewal:

The University's deferred maintenance and capital renewal requirements are currently estimated at \$210 million. The Vice-President, Administration and Human Resources is refining this amount through participation, with all other Ontario universities, in a study that is analyzing, in some detail and on a uniform basis, the deferred maintenance obligations of every university in the province.

Endowments for the year ending April 30
(millions of dollars)



Currently we have a management system to strategically use available funding, by which the needs are assessed and ranked, with special attention given to component failure which would result in an unacceptable disruption of service. In 1999 – 2000 the Government of Ontario facilities renewal fund resulted in an \$8.0 million grant to the University, which was augmented internally to provide an investment of \$14.5 million. This significantly helped address needs, which are forecasted over the next four years at about \$15 million per annum.

R.G. White
Chief Financial Officer

STATEMENT OF ADMINISTRATIVE RESPONSIBILITY

The administration of the University is responsible for the preparation of the financial statements, the notes thereto and all other financial information contained in this annual report.

The administration has prepared the financial statements in accordance with accounting principles generally accepted in Canada developed by the Canadian Institute of Chartered Accountants. The administration believes the financial statements present fairly the University's financial position as at April 30, 2000 and the results of its operations for the year then ended. In order to achieve the objective of fair presentation in all material respects, the use of reasonable estimates and judgements were employed. Additionally, management has ensured that financial information presented elsewhere in this annual report has been prepared in a manner consistent with that in the financial statements.

In fulfilling its responsibilities and recognizing the limits inherent in all systems, the administration has developed and maintains a system of internal control designed to provide reasonable assurance that University assets are safeguarded from loss and that the accounting records are a reliable basis for the preparation of financial statements.

Hewitt Associates LLC has been retained by the University in order to provide an estimate of the University's pension position for the current year. Management has provided the valuation actuary with the information necessary for the completion of the University's report and retains ultimate responsibility for the determination and estimation of the pension liabilities reported.

Governing Council carries out its responsibility for review of the financial statements and this annual report principally through the Business Board and its Audit Committee. The majority of the members of the Audit Committee are not officers or employees of the University. The Audit Committee meets regularly with the administration, as well as the internal auditors and the external auditors, to discuss the results of audit examinations and financial reporting matters, and to satisfy itself that each party is properly discharging its responsibilities. The auditors have full access to the Audit Committee with and without the presence of the administration.

The financial statements for the year ended April 30, 2000 have been reported on by Ernst & Young LLP, Chartered Accountants, the auditors appointed by Governing Council. The auditors' report outlines the scope of their audit and their opinion on the presentation of the information included in the financial statements.



R.G. White
Chief Financial Officer



J. Robert S. Prichard
President

AUDITORS' REPORT

To the Members of Governing Council of University of Toronto:

We have audited the financial statements of University of Toronto as at and for the year ended April 30, 2000 comprising the following:

Balance sheet
Statement of operations and changes in deficit
Statement of changes in net assets
Statement of cash flows

These financial statements are the responsibility of the administration of the University. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with auditing standards generally accepted in Canada. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by the administration, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the University as at April 30, 2000 and the results of its operations and the changes in its net assets and cash flows for the year then ended in accordance with accounting principles generally accepted in Canada.

Toronto, Canada,
May 31, 2000.

Ernst & Young LLP

Chartered Accountants

University of Toronto
BALANCE SHEET

Statement 1

April 30, 2000

(with comparative figures at April 30, 1999)
(thousands of dollars)

	2000 \$	1999 \$
ASSETS		
Accounts receivable	58,363	54,008
Inventories and prepaid expenses	11,726	11,147
Deferred pension charge (notes 9 and 15)	19,462	7,319
Investments (note 3)	1,720,858	1,410,348
Capital assets, net (note 4)	<u>432,165</u>	<u>371,228</u>
	<u>2,242,574</u>	<u>1,854,050</u>
LIABILITIES		
Bank overdraft	18,709	12,579
Accounts payable and accrued liabilities	86,746	81,800
Long-term debt (note 6)	63,717	41,024
	169,172	135,403
Deferred contributions (notes 7 and 12)	207,282	156,988
Deferred capital contributions (note 8)	318,439	200,192
	<u>694,893</u>	<u>492,583</u>
NET ASSETS (statement 3)		
Unexpended assets:		
Deficit	(11,707)	(10,166)
Pension charge commitment (notes 9 and 15)	19,462	7,319
Funds committed for specific purposes (note 10)	206,800	207,495
Investment in capital assets (note 5)	161,812	155,693
Endowments (notes 11 and 12)	<u>1,171,314</u>	<u>1,001,126</u>
	<u>1,547,681</u>	<u>1,361,467</u>
	<u>2,242,574</u>	<u>1,854,050</u>

On behalf of Governing Council:



Wendy M. Cecil-Cockwell
Chairman



J. Robert S. Prichard
President

(See notes to financial statements)

University of Toronto Statement 2
STATEMENT OF OPERATIONS AND CHANGES IN DEFICIT
FOR THE FISCAL YEAR ENDED APRIL 30, 2000

(with comparative figures for the fiscal year ended April 30, 1999)
(thousands of dollars)

	<u>2000</u>	<u>1999</u>
	\$	\$
REVENUES		
Government grants for general operations	357,686	346,077
Student fees	275,127	238,155
Donations (note 14)		
Received	102,203	113,827
Externally restricted endowments	(52,661) 49,542	(48,511) 65,316
Government and other grants for restricted purposes		
Received for:		
Research	172,951	117,675
Capital infrastructure and other	95,808	21,263
Deferred for future spending	(168,541) 100,218	(50,197) 88,741
Contract research	27,313	27,987
Investment income (note 11)		
Endowments	137,529	30,452
Expendable	29,431	16,267
Capital preservation of externally restricted endowments	(41,811) 125,149	— 46,719
Sales, services and sundry income	131,543	117,497
	<u>1,066,578</u>	<u>930,492</u>
EXPENSES		
Salaries and benefits (note 15)	577,099	536,081
Materials and supplies	109,901	100,243
Cost of sales and services	54,906	53,266
Amortization of capital assets	57,891	53,550
Repairs and maintenance	44,026	44,825
Scholarships, fellowships and bursaries	55,899	38,573
Utilities	26,970	24,303
Travel and conferences	21,859	19,334
Telecommunications	9,710	9,680
External contracted services	11,391	12,128
Interest	3,937	3,322
Other	25,005	27,668
	<u>998,594</u>	<u>922,973</u>
Revenues less expenses	67,984	7,519
Decrease (increase) in funds committed for specific purposes (note 10)	695	(9,005)
(Increase) in investment in capital assets (note 5)	(6,119)	(3,767)
(Increase) in pension charge commitment (note 9)	(12,143)	(7,319)
Transfer of donations to endowments net of campaign expenses	(1,378)	(1,063)
Transfer from internally and externally restricted endowments (note 11)		8,656
Transfer of investment income earned on internally restricted endowments for capital preservation (note 11)	(50,580)	—
Net change in deficit for the year	(1,541)	(4,979)
Deficit, beginning of year	(10,166)	(5,187)
Deficit, end of year	<u>(11,707)</u>	<u>(10,166)</u>

(See notes to financial statements)

University of Toronto
STATEMENT OF CHANGES IN NET ASSETS
FOR THE YEAR ENDED APRIL 30, 2000

(with comparative figures for the year ended April 30, 1999)
(thousands of dollars)

	UNEXPENDED ASSETS					Investment in capital assets (note 5)	Endowments	2000 Total	1999 Total
	Deficit	Pension charge commitment (note 9)	Funds committed for specific purposes (note 10)	Total	Investment in capital assets (note 5)				
Net assets, beginning	(10,166)	7,319	207,495	204,648	155,693	1,001,126	1,361,467	1,275,924	
Revenues less expenses	67,984			67,984			67,984	7,519	
Change in pension charge commitment (note 9)	(12,143)	12,143							
Change in funds committed for specific purposes (note 10)	695		(695)						
Increase in investment in capital assets (note 5)	(6,119)			(6,119)	6,119				
Transfer of investment income earned on internally restricted endowments for capital preservation (note 11)	(50,580)			(50,580)	50,580				
Investment income earned on externally restricted endowments for capital preservation (note 11)					41,811		41,811		
Transfer of donations to endowments net of campaign expenses	(1,378)			(1,378)		1,378			
Externally endowed contributions - donations - Ontario grants					52,661 23,758		52,661 23,758	48,511 29,513	
Net assets, ending	<u>(11,707)</u>	<u>19,462</u>	<u>206,800</u>	<u>214,555</u>	<u>161,812</u>	<u>1,171,314</u>	<u>1,547,681</u>	<u>1,361,467</u>	

(See notes to financial statements)

University of Toronto
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED APRIL 30, 2000

Statement 4

(with comparative figures for the year ended April 30, 1999)
(thousands of dollars)

	<u>2000</u>	<u>1999</u>
	\$	\$
OPERATING ACTIVITIES		
Revenues less expenses	67,984	7,519
Add (deduct) non-cash items:		
Amortization of capital assets (note 4)	57,891	53,550
Amortization of deferred capital contributions (note 8)	(18,882)	(15,973)
Deferred pension charge	(12,143)	(19,265)
Gain on sale of investments	(77,615)	(17,073)
Change in other non-cash items (note 13)	50,306	54,317
	<u>67,541</u>	<u>63,075</u>
INVESTING ACTIVITIES AND FINANCING ACTIVITIES		
Purchase of investments, net	(232,895)	(115,949)
Purchase of capital assets (note 4)	(118,828)	(52,376)
Contributions for capital asset purchases (note 8)	137,129	26,326
Long-term debt principal repayments	(5,345)	(4,500)
Long-term debt obtained	28,038	
Capital preservation of externally restricted endowments	41,811	
Endowment contributions		
- donations	52,661	48,511
- Ontario grants	23,758	29,513
	<u>(73,671)</u>	<u>(68,475)</u>
Increase in bank overdraft* during the year	6,130	5,400
Bank overdraft*, beginning of year	12,579	7,179
Bank overdraft*, end of year	<u>18,709</u>	<u>12,579</u>

* representing cheques issued but not cashed

(See notes to financial statements)

NOTES TO FINANCIAL STATEMENTS

APRIL 30, 2000

1. Description

The Governing Council of the University of Toronto which operates under the name, University of Toronto (the "University") is a corporation under the University of Toronto Act, a statute of the Legislative Assembly of Ontario. The University is an institution dedicated to providing post-secondary education and to conducting research. The University's mission is to be an internationally significant research university with undergraduate, graduate and professional programs of excellent quality.

These financial statements include the assets, liabilities, net assets, revenues, expenses and other transactions of all of the operations and organizations under the jurisdiction of Governing Council. These financial statements do not include the assets, liabilities and operations of Victoria University, Trinity College, the University of St. Michael's College, Sunnybrook & Women's College Health Sciences Centre and the affiliated colleges under the memorandum of agreement with the Toronto School of Theology, each of which is a separate non-controlled corporate body with separate financial statements.

The University has an economic beneficial interest in a Crown-controlled foundation, University of Toronto Foundation, which is not consolidated into these financial statements. The principal objectives of the Foundation are to solicit, receive and distribute money and other property to support education and research at the University and its federated and affiliated organizations.

The University holds title to the Sunnybrook land and buildings. The Sunnybrook land and original buildings were acquired for the sum of one dollar and are used for hospital purposes and for related medical research and teaching purposes. The property is leased to the Board of Trustees of Sunnybrook & Women's College Health Sciences Centre, a separate corporation, under a ground lease, which is perpetually renewable every twenty-one years at the option of the Board of Trustees of Sunnybrook & Women's College Health Sciences Centre.

The University is a registered charitable organization and, as such, is exempt from income taxes under the Income Tax Act (Canada).

2. Summary of significant accounting policies and reporting practices

These financial statements have been prepared in accordance with accounting principles generally accepted in Canada applied within the framework of the accounting policies summarized below:

a) Investments -

Investments are accounted for at market.

b) Derivative financial instruments -

Derivative financial instruments are used to achieve particular market and currency exposures for hedging and risk management purposes with respect to the University's investments and as a substitute for more traditional investments. Derivative financial instruments and synthetic products that may be employed include debt, equity and currency futures, options, swaps and forward contracts. These contracts are supported by liquid assets with a market value equal to the market value of the instruments underlying the derivative contract.

Derivative financial instruments are recorded at market value. Gains and losses on these instruments are recognized as investment income in the year in which the changes in market value occur.

c) Market value of financial instruments -

The market values of publicly traded bonds and equities are determined based on quoted market values. The market values of unlisted or infrequently traded securities are based on quoted market yields or comparable security prices as appropriate. The real estate market values represent estimated year-end market values based on periodic cyclical appraisals by accredited appraisers.

The market value of derivative financial instruments reflects the daily market amount of that instrument, thereby taking into account the current unrealized gains or losses on open contracts. Investment dealer quotes or quotes from a bank are available for substantially all of the University's derivative financial instruments.

d) Inventory valuation -

Supplies and other inventories are carried at the lower of average cost or net realizable value.

e) Pension expense and obligations -

The University has a defined benefit pension plan for its employees. Pension expense is determined using the projected benefit actuarial method based on services rendered and management's best estimates regarding assumptions about a number of future conditions including investment returns, salary changes, withdrawals and mortality rates. Changes in management's best estimates resulting from changes in future conditions could require a change in the recognized amounts. Adjustments to the pension expense are amortized to income on a straight-line basis over the expected average remaining service life of pension plan members. Pension fund assets are valued using year-end market values.

f) Other post-employment benefit obligations -

Post-employment benefits for extended health and dental care are accounted for on a cash basis.

g) Capital assets -

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at market value at the date of contribution. Amortization is provided on a straight-line basis using the following rates:

Buildings	2.5%
Co-generation facility	5%
Equipment and furnishings	10% - 15%
Library books	20%
Computers	20%

Contributed rare books and other collections are expensed in the year received.

h) Revenue recognition -

The University follows the deferral method of accounting for contributions, which include donations and government grants. Contributions externally restricted for purposes other than endowment are recognized as revenue in the year in which the related expenses are recognized. Externally restricted contributions for depreciable capital assets are deferred and amortized over the life of the related capital assets. Deferred contributions and amortization of capital contributions recognized as revenue in the current year are presented as donations revenue and investment income to the extent that restricted amounts have been received in the current year, with the difference recorded as government and other grants for restricted purposes. Endowment contributions and contributions of non-depreciable assets are recognized as direct increases in net assets in the year in which they are received. The University actively fundraises and unrestricted donations are recorded when received since pledges are not legally enforceable claims. Student fees are recognized as revenue when courses and seminars are held. Sales and services revenues are recognized at point of sale or when the service has been provided.

i) Contributed services and materials -

Volunteers contribute an indeterminable number of hours per year. Because of the difficulty of determining their market value, contributed services and materials are not recognized in the financial statements.

3. Investments

(thousands of dollars)

a) Investments

The market value of investments are as follows:

	<u>2000</u>	<u>1999</u>
Short-term investments	338,230	269,362
Government bonds	169,783	137,072
Corporate bonds	67,812	50,898
Canadian equities	114,987	166,086
United States equities		83,312
Other international equities	59,817	55,075
Real estate	39,102	38,066
Pooled funds:		
Bonds		
- SCM universe bond index	362,464	236,233
- SCM long-term bond index		57,449
Canadian equities		
- TSE 300 Index	251,193	125,879
- Others	15,741	22,044
United States equities		
- S & P 500 Index	183,269	46,660
- Others	12,768	35,067
Other international equities	104,335	85,328
Short-term notes and treasury bills	<u>1,357</u>	<u>1,817</u>
	<u>1,720,858</u>	<u>1,410,348</u>

b) Bonds

The market value of bonds and the weighted average effective yield are as follows:

	<u>Over 1 to 5</u>	<u>Over 5 to</u>	
	<u>Years</u>	<u>10 Years</u>	<u>Total</u>
Government bonds:			
- 2000 market value	\$84,437	\$85,346	\$169,783
- 1999 market value	\$66,353	\$70,719	\$137,072
- 2000 effective yield	6.30%	6.32%	6.31%
- 1999 effective yield	4.96%	5.19%	5.08%
Corporate bonds:			
- 2000 market value	\$43,139	\$24,673	\$67,812
- 1999 market value	\$31,823	\$19,075	\$50,898
- 2000 effective yield	6.70%	6.86%	6.75%
- 1999 effective yield	5.41%	5.66%	5.50%

The effective yield is based on market values at fiscal year end.

c) Derivative financial instruments

The University has entered into equity futures contracts which oblige it to pay the difference between a predetermined amount and the market value of certain equities when the market value is less than the predetermined amount, or receive the difference when the market value is more than the predetermined amount. As at April 30, 2000, the notional amount of equity index futures is \$77.5 million (1999 - \$60.0 million) in global equity futures and \$52.3 million (1999 - \$42.7 million) in U.S. equity futures.

The University has entered into interest rate swap agreements in order to manage the interest rate exposure associated with certain long-term debt obligations. The contracts have the effect of converting the floating rate of interest on certain debt to a fixed rate. The notional amounts of the swaps do not represent amounts exchanged between parties and are not a measure of the University's exposure resulting from the use of swaps. The amounts exchanged are based on interest rates applied to the notional amounts. As at April 30, 2000, the University's notional amount of interest rate swaps outstanding with the Bank of Montreal and the Toronto Dominion Bank were \$32.7 million (1999 - nil). These agreements result in the University paying a fixed interest rate of 6.75% (1999 - nil) on certain debt obligations instead of paying a weighted average floating interest rate of 5.09% (1999 - nil).

The University is exposed to credit-related losses in the event of non-performance by counterparties to these financial instruments, but it does not expect any counterparties to fail to meet their obligations given their high credit ratings. The actual counterparties for exchange-traded futures contracts are clearing corporations which are rated AAA.

4. Capital assets

(thousands of dollars)

	<u>2000</u>		<u>1999</u>	
	<u>Total</u> <u>Cost</u>	<u>Accumulated</u> <u>Amortization</u>	<u>Total</u> <u>Cost</u>	<u>Accumulated</u> <u>Amortization</u>
Land	30,831		30,831	
Buildings	731,366	483,722	678,222	474,968
Equipment and furnishings	582,556	470,025	536,235	442,782
Library books	<u>231,946</u>	<u>190,787</u>	<u>212,963</u>	<u>169,273</u>
	1,576,699	1,144,534	1,458,251	1,087,023
Less accumulated amortization	<u>1,144,534</u>		<u>1,087,023</u>	
Net book value	<u>432,165</u>		<u>371,228</u>	

The University's insurer develops replacement values of buildings and contents for insurance purposes using an independent appraisal service. Fine art and rare book collections are valued by the appropriate University officers. The insured replacement value of buildings is \$1.9 billion (1999 - \$1.9 billion); contents is \$2.7 billion (1999 - \$2.4 billion), which includes library books of \$1.8 billion (1999 - \$1.5 billion).

The change in net book value of capital assets is due to the following:

	<u>2000</u>	<u>1999</u>
Balance, beginning	371,228	372,402
Purchase of capital assets funded by capital contributions	51,007	15,532
Purchase of capital assets internally funded	<u>67,821</u>	<u>36,844</u>
Less: Amortization of capital assets	<u>(57,891)</u>	<u>(53,550)</u>
Balance, ending	<u>432,165</u>	<u>371,228</u>

5. Investment in capital assets

(thousands of dollars)

Investment in capital assets represents the following:

	<u>2000</u>	<u>1999</u>
Capital assets	432,165	371,228
Less amounts financed by:		
Long-term debt	(63,717)	(41,024)
Deferred capital contributions (note 8)	<u>(206,636)</u>	<u>(174,511)</u>
Balance, ending	<u>161,812</u>	<u>155,693</u>

The increase in investment in capital assets is as follows:

	<u>2000</u>	<u>1999</u>
Repayment of principal	5,345	4,500
Purchase of capital assets internally financed	<u>67,821</u>	<u>36,844</u>
Increase in investment in capital assets	<u>73,166</u>	<u>41,344</u>
Long-term debt obtained during year	28,038	
Amortization expense	57,891	53,550
Less: Amount of amortization expense related to capital assets purchased with restricted contributions	<u>(18,882)</u>	<u>(15,973)</u>
Decrease in investment in capital assets	<u>67,047</u>	<u>37,577</u>
Net increase	<u>6,119</u>	<u>3,767</u>

6. Long-term debt

(thousands of dollars)

Long-term debt consists of mortgages with a weighted average interest rate of 8.22% (1999 – 8.22%) maturing 2004 to 2029 and term loans with a weighted average interest rate of 7.28% (1999 – 7.9%) maturing 2000 to 2003. Anticipated requirements to meet the principal portion of the long-term debt repayments over the next five years are as follows:

2001 – \$2,894, 2002 - \$2,583, 2003 - \$1,824, 2004 - \$1,616, 2005 - \$1,610

7. Deferred contributions

(thousands of dollars)

Deferred contributions represent unspent externally restricted grants and donations. Changes in the deferred contributions balance are as follows:

	<u>2000</u>	<u>1999</u>
Balance, beginning	156,988	117,144
Grants, donations and investment income	237,084	183,507
Recognized as revenue in the year	<u>(186,790)</u>	<u>(143,663)</u>
Balance, ending	<u>207,282</u>	<u>156,988</u>

The deferred contributions will be spent as follows:

	<u>2000</u>	<u>1999</u>
Research	127,314	89,980
Student aid	34,674	25,050
Other restricted purposes	<u>45,294</u>	<u>41,958</u>
	<u>207,282</u>	<u>156,988</u>

8. Deferred capital contributions

(thousands of dollars)

Deferred capital contributions represents the unamortized amount of donations and grants received for the purchase of capital assets. The amortization of capital contributions is recorded as revenue in the statement of operations and changes in deficit. The changes in the deferred capital contributions balance for the year are as follows:

	<u>2000</u>	<u>1999</u>
Balance, beginning	200,192	189,839
Less amortization of deferred capital contributions	(18,882)	(15,973)
Add contributions received for capital asset purchases	<u>137,129</u>	<u>26,326</u>
Balance, ending	<u>318,439</u>	<u>200,192</u>

This balance represents:

Amount used for the purchase of capital assets	206,636	174,511
Amount to be spent on capital assets	<u>111,803</u>	<u>25,681</u>
	<u>318,439</u>	<u>200,192</u>

9. Pension charge commitment

(thousands of dollars)

These funds are set aside equal to the deferred pension charge of \$19,462 (1999 - \$7,319) for future years when the University will be required to record pension expense.

10. Funds committed for specific purposes

(thousands of dollars)

	<u>2000</u>	<u>1999</u>
Departmental trust funds	75,857	81,423
Supplementary retirement arrangement	74,204	55,525
Unexpended operating funds	28,685	32,303
Alterations and renovations	14,107	21,905
Transitional funds	6,200	7,333
Research overhead	5,615	3,924
Infrastructure investment fund	1,839	19
Priorities funds	<u>293</u>	<u>5,063</u>
	<u>206,800</u>	<u>207,495</u>

The commitment of funds for specific purposes are internally restricted reflecting the application of Governing Council policy as follows:

- a) Departmental trust funds -
These are departmental trust funds available for spending by divisions with no external restrictions.

- b) Supplementary retirement arrangement -
These funds, which will be accumulating over a number of years, have been set aside to meet future obligations of the supplementary retirement arrangement.
- c) Unexpended operating funds -
Divisions are permitted to carry forward unspent budgets at the end of each year for expenditure in the following year. Funds for unfilled purchase orders have been committed for goods or services to be received in the following year. These amounts have been reduced by (1) the vacation pay accrual representing the unfunded cost of vacation credits earned but not taken by administrative employee groups at year end, (2) the voluntary early retirement liability for faculty and librarians representing the unfunded liability of voluntary early retirement incentive costs paid to or committed to specific faculty members and (3) a portion of investment income earned on the unexpended asset balance.
- d) Alterations and renovations -
These represent unspent funds in respect of approved projects in progress at the end of the fiscal year.
- e) Transitional funds -
These funds are to support the temporary adjustments and restructuring needed to adapt to the long-range budget plan such as retirement and exit packages and reorganization costs.
- f) Research overhead -
Research overhead recoveries from customers in calendar year 1999 are appropriated and available for spending by faculties in the following year.
- g) Infrastructure investment fund -
This fund was established to improve the University's effectiveness, quality and productivity of physical assets, including projects such as administrative systems, computing and communications equipment and building renovations.
- h) Priorities funds -
These funds are to support various initiatives to enhance the quality, structure and organization of programs and activities.

11. Endowments

(thousands of dollars)

Endowments consist of externally restricted donations received by the University and internal resources transferred by Governing Council, in the exercise of its discretion. With respect to the latter cases, Governing Council has the right to subsequently decide to remove the designation. The endowment principal is required to be maintained intact subject to the University's preservation of capital policy. The investment income generated from endowments must be used in accor-

dance with the various purposes established by donors or Governing Council. The University ensures, as part of its fiduciary responsibilities, that all funds received with a restricted purpose are expended for the purpose for which they were provided.

Investment income on endowments, which is comprised of interest, dividend income and realized and unrealized gains and losses, is recorded in the statement of operations and changes in deficit when this income is available for spending, at the discretion of the University or is available for spending as conditions have been met. University policy has been established with the objective of protecting the real value of the endowments by limiting the amount of income made available for spending and requiring the reinvestment of income not made available. The policy is based on the anticipated long term real rate of return on investments of 5%. In any particular year, should net investment income be insufficient to fund the amount to be made available for spending or the investment return is negative, the amount that is made available for spending is funded by the accumulated reinvested income. However, for individual endowment funds without sufficient accumulated reinvestment income, endowment capital is used in the current year. This amount is expected to be recovered by future net investment income.

In 2000, \$92,391 was allocated for the preservation of capital of which \$41,811 related to externally restricted endowments which was recorded as a direct increase to endowments and \$50,580 related to internally restricted endowments which was recorded as investment income and then transferred from unexpended assets to endowments. In 1999, net investment income was not sufficient to fund the amount made available for spending. As a result, transfers were recorded of \$4,483 from externally restricted endowments and \$4,173 from internally restricted endowments to unexpended assets for expenditure in the following year.

Net assets restricted for endowments consists of:

	<i>(thousands of dollars)</i>	
	<u>2000</u>	<u>1999</u>
Externally restricted endowments	824,455	645,941
Internally restricted endowments	<u>346,859</u>	<u>355,185</u>
	<u>1,171,314</u>	<u>1,001,126</u>

The University transferred \$60,285 (1999 - \$44,047) from internally designated to externally designated endowments as a result of being committed under gifting arrangements to match certain donations received during the year for chairs and professorships and for the student aid program.

12. Ontario Student Opportunity Trust Fund

(thousands of dollars)

Externally restricted endowments include grants provided by the Government of Ontario from the Ontario Student Opportunity Trust Fund matching program to award student aid as a result of raising an equal amount of endowed donations. The University also matched certain of these endowed donations.

	<u>2000</u>	<u>1999</u>
Endowment balance, beginning	269,116	188,435
Donations	16,528	27,513
Matching grants from the Government of Ontario	16,528	27,513
Matching funds from the University	13,449	27,513
Transfer to expendable funds		(1,858)
Preservation of capital	<u>27,484</u>	<u> </u>
Endowment balance, ending	<u>343,105</u>	<u>269,116</u>
Expendable funds available for awards, beginning	10,297	5,113
Transfer from endowment balance		1,858
Investment income	12,201	6,610
Bursaries awarded	<u>(6,347)</u>	<u>(3,284)</u>
Expendable funds available for awards, ending	<u>16,151</u>	<u>10,297</u>

The expendable funds available for awards are included in deferred contributions on the balance sheet.

13. Change in other non-cash items

(thousands of dollars)

The net change in other non-cash items is as follows:

	<u>2000</u>	<u>1999</u>
Accounts receivable	(4,355)	5,193
Inventories and prepaid expenses	(579)	326
Accounts payable and accrued liabilities	4,946	8,954
Deferred contributions	<u>50,294</u>	<u>39,844</u>
	<u>50,306</u>	<u>54,317</u>

14. Donations

(thousands of dollars)

During the year, the University received donations of \$102,203 (1999 - \$113,827). Of that amount, \$52,661 (1999 - \$48,511) is recorded as a direct addition to endowments in accordance with the accounting policy and is not recorded as donations revenue.

15. Pension plans

As at April 30, 2000, the market value of pension fund assets was \$2,297 million (1999 - \$2,008 million) and the present value of accrued pension benefits based on an actuarial appraisal was \$1,848 million (1999 - \$1,641 million). The plan is funded by the University based on the advice of independent actuaries.

The calculation of pension expense in accordance with the accounting policy is based on the current service cost of employee benefits and the amortization of experience gains on assets and liabilities. As a result of the plan's favourable experience, including the return on assets, pension income of \$12.8 million (1999 - \$19.5 million) has been recorded as a reduction of salaries and benefits expense.

16. University of Toronto Foundation

As at year end, the University of Toronto Foundation, a Crown controlled foundation, had a balance of donations on hand of nil (1999 - \$0.1 million).

The University acts as investment manager for the Foundation. At year end, investments include an amount of \$0.1 million (1999 - \$0.2 million) held for the Foundation offset by an equal amount in accounts payable.

17. Other commitments

- a) The estimated cost to complete construction and renovation projects in progress at April 30, 2000, which will be funded by government grants, donations and operations, is approximately \$137.8 million (1999 - \$52.1 million).
- b) The annual payments under various operating leases are approximately \$4.6 million (1999 - \$4.0 million).

1 8. Contingencies

- a ➤ The University has a program under which it guarantees bank loans to faculty and staff members to assist in the purchase or refinancing of their homes. The University holds mortgages as collateral security against such guarantees. At April 30, 2000, the amount of loans guaranteed was \$3.6 million (1999 - \$3.3 million). The University's estimated obligation under these guarantees is not material.
- b ➤ The nature of the University's activities is such that there is usually litigation pending or in prospect at any one time. With respect to claims at April 30, 2000, the University believes it has valid defenses and appropriate insurance coverage in place. In the unlikely event any claims are successful, such claims are not expected to have a material effect on the University's financial position.
- c ➤ The University is a member of a reciprocal exchange of insurance risks in association with fifty other Canadian universities. This self-insurance co-operative is named CURIE and involves a contractual agreement to share the insurable property and liability risks of member universities.

The projected cost of claims is funded through members' premiums based on actuarial projections. As of December 31, 1999, CURIE had a surplus of \$10.6 million (1998 - \$10.9 million), of which the University's pro rata share is approximately 9.4% (1998 - 9.6%) on an ongoing basis.

PUBLIC SECTOR SALARY DISCLOSURE

The following is a list of University employees whose 1999 T4 income exceeded \$100,000. This list is published with the financial statements in accordance with Bill 26, the Public Sector Salary Disclosure Act.

RECORD OF EMPLOYEES' 1999 SALARIES AND BENEFITS

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Abdelrahman	Tarek	Professor of Electrical & Computer Engineering, Director, Comp. Eng.	\$109,064.90	\$247.10
Aberman	Arnold	Professor of Medicine	\$287,517.96	\$610.08
Abramovitch	Rona S	Prof of Psychology & Director of Transitional Year Program	\$110,904.06	\$541.20
Abray	L Jane	Prof History & Women Studies	\$103,896.97	\$288.84
Accinelli	Robert D	Professor of History	\$101,869.69	\$458.88
Acker	Sandra	Professor & Chair Sociology & Equity Studies in Education	\$103,817.16	\$506.64
Ackermann	Uwe	Professor of Physiology	\$108,176.86	\$371.82
Adamowski	Thomas H	Professor of English	\$112,671.96	\$549.90
Adams	Barry J	Professor and Chair of Civil Engineering	\$124,518.98	\$612.18
Ahmed	Syed	Professor of Management	\$102,977.50	\$290.34
Aivazian	Varouj	Professor of Economics	\$132,787.56	\$631.80
Akcoglu	Mustafa A	Professor of Mathematics	\$115,084.98	\$561.66
Alberti	Peter	Professor of Otolaryngology	\$151,773.00	\$610.08
Alderson-Smith	Gavin	Professor of Anthropology	\$101,982.96	\$497.70
Allen	Derek	Professor of Philosophy and Dean of Arts, Trinity College	\$104,968.02	\$438.84
Amernic	Joel H	Professor of Accounting	\$108,707.04	\$530.46
Amrhein	Carl G	Professor of Geography and Dean, Faculty of Arts and Science	\$152,500.02	\$708.00
Anderson	Geoff	Professor of Health Administration	\$131,799.96	\$347.52
Anderson	Gerald H	Professor of Nutritional Sciences and Associate Dean, SGS	\$157,755.00	\$922.48
Anderson	Gordon	Professor of Economics and Assistant Chair	\$151,045.02	\$315.00
Anderson	James	Professor of Botany	\$105,719.52	\$293.88
Anderson	James D	Professor of Dentistry	\$103,320.88	\$540.62
Andrews	Brenda Jean	Professor and Chair, Medical Genetics and Microbiology	\$106,333.98	\$5,370.02
Andrews	David F	Professor of Statistics and Public Health Sciences	\$125,592.96	\$706.98
Archer	Michael	Professor and Chair of Nutritional Sciences	\$120,150.00	\$502.20
Arthur	James	University Professor of Mathematics	\$166,039.02	\$522.48
Asals	Frederick J	Professor of English	\$104,657.46	\$564.00
Ashley	Mary	Professor of Public Health Sciences	\$163,042.02	\$522.48
Aster	Sidney	Professor of History	\$100,057.98	\$488.28
Atwood	Harold L	Professor of Physiology	\$143,865.00	\$620.52
Aubin	Jane E	Professor and Chair of Anatomy & Cell Biology	\$119,452.02	\$332.10
Auster	Henry	Professor of English	\$106,263.98	\$406.74
Bailey	Denis J	Professor of Laboratory Medicine and Pathobiology	\$171,314.51	\$610.08
Baines	Andrew D	Prof Lab Medicine & Pathobiology & Vice-Dean Education, Medicine	\$190,397.00	\$622.48
Baird	John	Professor of English	\$107,704.02	\$647.76
Baldus	Bernd	Professor of Sociology	\$100,435.26	\$419.88
Barbeau	Edward J	Professor of Mathematics	\$106,836.54	\$644.82
Barnes	Christopher	Professor and Interim Chair of Slavic Languages and Literatures	\$102,414.00	\$629.38
Barnes	Timothy	Professor of Classics	\$118,477.02	\$578.22

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Barrett	F Michael	Professor of Zoology	\$102,012.00	\$426.42
Barrett	Spencer	Professor of Botany	\$108,870.24	\$455.12
Barrie	Mary	Director of the School of Continuing Studies	\$112,438.50	\$312.54
Baruchel	Sylvain	Professor of Paediatrics	\$117,983.37	\$520.82
Bates	Kimberly	Professor of Strategic Management	\$118,002.75	\$404.40
Baum	Joel	Professor and CN Chair of Strategic Management	\$131,100.03	\$606.60
Bawden	William	Professor and Pierre Lassonde Chair in Mining	\$127,300.14	\$345.54
Bayliss	Colin	Professor of Surgery & Physiology	\$127,545.00	\$347.52
Beach	David	Professor and Dean, Faculty of Music	\$139,014.00	\$610.08
Beatty	David M	Professor of Law	\$140,055.00	\$620.52
Beck	Clive	Professor of Education	\$111,910.02	\$493.16
Bennick	Anders	Professor of Biochemistry and Graduate Co-ordinator	\$119,165.34	\$604.26
Benson	Peter	Professor of Law	\$109,605.00	\$2,622.72
Berger	Carl C	Professor of History	\$108,319.80	\$574.14
Berkowitz	Michael K	Professor of Economics & Associate Dean, Social Sciences	\$109,250.94	\$533.16
Berman	Oded	Professor of Management	\$117,562.98	\$409.14
Berry	R Albert	Professor of Economics	\$129,956.02	\$517.20
Bewell	Alan	Professor of English	\$100,278.02	\$469.50
Biemiller (Jr)	Andrew J	Professor of Education	\$103,136.88	\$631.98
Bierstone	Edward	Professor and Assoc Chair, Undergraduate Studies, Mathematics	\$118,935.00	\$332.76
Biggar	W Douglas	Professor of Paediatrics	\$125,214.00	\$708.00
Birkmoe	Peter	Professor of Civil Engineering	\$101,853.18	\$545.22
Bisztray	George	Professor of Hungarian Language and Literature	\$101,614.02	\$353.64
Blake	Terence	Professor of Forestry	\$101,384.46	\$423.84
Bland	John S	Professor and Chair of Mathematics	\$110,211.54	\$656.52
Blankstein	Kirk R	Professor of Psychology	\$108,244.53	\$610.08
Bliss	J Michael	Professor of History	\$114,674.78	\$707.10
Bloch-Nevitte	Susan	Director of Public Affairs	\$105,952.50	\$294.60
Bond	Richard J	Professor and Director of Theoretical Astrophysics	\$151,803.06	\$347.52
Bonert	Richard R	Professor of Electrical & Computer Engineering, Assoc. Chair, Undergrad Studies	\$104,581.50	\$437.16
Boocock	David	Professor and Chair of Chemical Engineering	\$124,186.98	\$522.48
Booth	Laurence D	Professor, Finance and Newcourt Chair	\$131,666.04	\$685.56
Borins	Sandford	Professor of Management & Chair of Management	\$119,242.00	\$429.57
Borodin	Allan B	Professor of Computer Science	\$141,139.02	\$615.30
Bothwell	Robert	Professor of History	\$116,685.46	\$390.48
Bourne	Larry	Professor of Geography and Acting Chair	\$112,674.94	\$705.30
Boyle	Joseph M	Professor of Philosophy and Principal, St. Michael's College	\$116,481.06	\$678.36
Brandt	Loren	Professor of Economics	\$108,139.12	\$495.12
Brazeau	Raymond	Professor of French	\$103,578.44	\$478.68
Brean	Donald J S	Professor of Finance	\$110,995.38	\$417.96
Britt	Mark	Director of Internal Audit	\$103,613.60	\$399.72

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Britton	John N H	Professor of Geography	\$126,918.00	\$708.00
Brooks	Daniel	Professor of Zoology	\$101,738.46	\$282.84
Brooks	Leonard J	Prof Management & Dir, Master of Management & Professional Accounting	\$120,531.42	\$546.48
Brown	Ian R	Professor of Zoology	\$104,792.26	\$672.06
Brown	James	Professor of Dentistry	\$110,083.46	\$279.80
Brown	James R	Professor of Philosophy	\$107,610.56	\$481.02
Brown	Russell M	Professor of English	\$101,936.55	\$449.76
Brown	Sheila W	Controller & Director of Financial Services	\$132,679.02	\$796.00
Browne	John W	Professor of Health Administration & Principal of Innis College	\$115,929.06	\$484.62
Brownlee	John S	Professor of History	\$101,412.42	\$423.96
Brudner	Alan S	Professor of Law	\$110,478.00	\$307.14
Brumer	Paul	University Prof Chemistry & Roel Buck-Weizmann Chair Chemical Physics	\$185,359.98	\$610.08
Bryan	Rorke B	Professor and Dean of the Faculty of Forestry	\$130,842.96	\$610.08
Brym	Robert J	Professor of Sociology	\$102,011.50	\$445.62
Budden	Stuart	Treasurer and Director of Investments	\$117,966.02	\$318.24
Bunce	Michael	Professor of Geography	\$100,659.00	\$420.78
Burbulla	Dietrich K	Senior Lecturer in Mathematics	\$102,245.54	\$201.66
Burke	James F	Professor and Acting Chair of Spanish and Portuguese	\$116,779.02	\$597.66
Burke	Kenneth P	Chief Administrative Officer, OISE/UT	\$114,232.98	\$507.00
Burkhard	Maries L	Associate Director, Administrative Management Systems	\$124,920.50	\$297.35
Burnham	Willets M	Professor of Pharmacology	\$100,277.52	\$278.76
Burstynsky	Edward N	Professor and Associate Chair of Linguistics	\$101,134.08	\$422.76
Burton	Frances D	Professor of Anthropology	\$104,433.00	\$436.50
Butler	David	Professor of Zoology	\$117,037.31	\$438.50
Byer	Philip H	Professor and Chair, Div. Of Environmental Eng.	\$100,127.70	\$488.64
Byrick	Robert	Professor and Chair of Anaesthesia	\$110,379.30	\$306.84
Cailahan	William J	Professor of History and Principal of Victoria College	\$122,924.01	\$522.48
Callien	Jeffrey	Professor of Accounting	\$115,000.02	\$0.00
Camerman	Norman	Professor of Biochemistry	\$115,729.02	\$321.78
Cameron	David R	Prof & Assoc Chair of Pol Sci & Director, Undergrad Studies	\$112,309.02	\$548.04
Cameron	Ross G	Professor of Laboratory Medicine and Pathobiology	\$171,312.00	\$347.52
Campbell	Douglas F	Professor of Sociology	\$105,411.00	\$566.04
Campbell	James B	Professor of Medical Genetics & Microbiology	\$104,286.54	\$562.92
Carlberg	Raymond G	Professor of Astronomy	\$110,749.98	\$540.48
Carlen	Peter	Professor of Medicine & Physiology	\$126,038.94	\$608.28
Carr	Jack	Professor of Economics	\$116,226.00	\$569.40
Carter	Michael	Professor of Mechanical and Industrial Engineering	\$112,779.48	\$491.88
Cartotto	Robert	Professor of Surgery	\$110,999.97	\$173.76
Casas	Francois	Professor of Economics	\$120,768.02	\$499.14
Case	Fred I	Professor of French	\$109,532.04	\$1,311.86
Challis	John	Professor and Chair of Physiology	\$217,221.00	\$610.08

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Chamberlin	J Edward	Professor of English, Centre for Comparative Literature	\$123,240.00	\$681.06
Chambers	John K	Professor of Linguistics	\$110,973.00	\$463.80
Chan	Ann	Professor of Marketing	\$112,979.49	\$255.00
Chan	Voon	Professor of Medical Genetics & Microbiology	\$105,156.96	\$439.62
Chapman	Bruce	Professor of Law	\$111,856.02	\$389.28
Charles	Michael E	Professor of Chemical Engineering and Dean, APSc & Engineering	\$186,949.98	\$610.08
Cheng	Alfred YI	Director, Finance & Administration, Library	\$103,548.00	\$5,505.32
Cheng	Hazel PI	Professor of Anatomy & Cell Biology	\$102,444.90	\$284.82
Ching	Julia C	University Prof/Philosophy, Religion & East Asian Studies & Richard Charles & Esther Yewpick Lee Chair	\$111,517.04	\$564.36
Chipman	Mary L	Professor of Public Health Sciences	\$104,060.52	\$507.84
Choi	Man-Duen	Professor of Mathematics	\$110,427.00	\$657.24
Chu	Raymond	Professor of East Asian Studies and Undergraduate Coordinator	\$105,269.46	\$440.04
Clandfield	David	Professor of French and Principal of New College	\$110,951.04	\$659.10
Clarkson	Stephen	Professor of Political Science	\$105,305.16	\$440.16
Clement	Maurice J	Professor and Associate Chair of Astronomy	\$106,961.70	\$447.12
Clinton	Marshall	Director, Information Technology Services	\$101,933.04	\$497.46
Clivio	Gianrenzo P	Professor of Italian Studies	\$112,547.60	\$360.42
Cluett	William R	Professor of Chemical Engineering and Vice-Dean of APSc & Eng	\$113,736.06	\$316.20
Coates	Allan	Professor of Paediatrics	\$137,600.04	\$347.52
Coburn	David	Professor of Public Health Sciences	\$103,420.50	\$432.30
Cohen	Jon S	Professor of Economics	\$113,358.96	\$473.88
Cohen	Marsha	Professor of Health Administration	\$126,176.04	\$434.94
Collins	Frank	Professor of French	\$109,832.02	\$514.08
Collins	Michael P	Professor of Civil Engineering	\$132,964.98	\$1,475.00
Collins	Richard	Professor & Grad Co-ordinator of Medical Genetics & Microbiology	\$108,502.74	\$453.54
Connelly	Michael	Professor of Education and Head, Centre for Teacher Development	\$123,658.98	\$514.50
Connon	John	Professor of Medicine	\$120,810.96	\$607.20
Cook	David B	Professor of Political Science	\$125,934.96	\$501.96
Cook	Stephen A	University Professor of Computer Science	\$164,569.02	\$610.08
Corey	Paul N	Professor of Public Health Sciences	\$107,742.96	\$450.36
Cormack	David H	Professor of Anatomy & Cell Biology	\$103,898.94	\$318.74
Cormack	Donald	Professor of Chemical Engineering, Assoc. Dean, SGS, & Dir., Master of Mathematical Finance Prg.	\$116,344.02	\$567.78
Corman	Brian	Professor and Chair of English	\$115,009.98	\$480.72
Cornell	Derek G	Professor of Computer Science	\$137,434.95	\$708.00
Corson	David	Professor of Education	\$115,176.01	\$320.16
Corter	Carl M	Professor of Education & Assoc Dean, Research & Field Activities	\$112,553.64	\$3,512.86
Coyte	Peter C	Professor of Health Administration	\$101,198.76	\$493.86
Craik	Fergus	University Prof Psychology & Glassman Chair in Neuropsychology	\$133,703.19	\$708.00
Crawford	Gary	Prof of Anthropology and Assoc. Dean, Social Sci	\$102,076.50	\$283.80
Croll	Bonnie	Assistant Dean of Faculty of Law and Director of Admissions	\$107,521.98	\$298.92
Cuddy-Keane	Melba	Professor of English	\$100,313.93	\$382.20

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Cummins	James	Professor of Education	\$100,218.18	\$621.78
Cunningham	Frank A	Professor of Philosophy	\$111,840.00	\$467.46
Curran	John H	Professor of Civil Engineering & Robert M. Smith Chair	\$103,301.27	\$301.20
Currie	Iain G	Professor of Mechanical and Industrial Engineering	\$121,830.01	\$509.22
Daneman	Denis	Professor of Paediatrics	\$112,846.98	\$550.62
Danesi	Marcel	Professor of Spanish and Portuguese	\$118,545.50	\$630.30
Daniels	Ronald Joel	Professor and Dean, Faculty of Law	\$181,145.52	\$5,558.00
Darroch-Lozowski	Vivian	Professor of Education	\$103,378.74	\$504.48
Davis	David	Prof Family & Community Medicine & Assoc Dean, Continuing Education	\$126,343.08	\$330.96
Davison	Edward J	Professor of Electrical & Computer Engineering	\$130,156.99	\$522.48
Day	Richard B	Professor of Political Science	\$101,013.78	\$658.20
D'cruz	Joseph	Professor of Strategic Management & Program Director, GEMBA Program	\$153,770.85	\$637.74
De Boni	Umberto	Prof. Physiology & Dir. Electron Microscopy Unit & Assoc Dean-Life Sciences, SGS	\$117,864.12	\$469.34
De Kerckhove	Derrick	Professor of French	\$100,242.96	\$348.90
De Petrillo	Amodio Denni	Professor of Obstetrics and Gynaecology	\$121,947.96	\$595.08
de Quehen	A Hugo	Professor of English	\$113,164.04	\$508.50
De Sousa	Ronald	Professor of Philosophy	\$102,406.00	\$658.56
De Souza	Raymond C	Director, Administrative Services and Planning	\$106,070.48	\$464.04
Deber	Raisa	Professor of Health Administration	\$102,037.00	\$282.96
Delaurier	James D	Professor of Aerospace Studies	\$102,686.52	\$501.12
Dellandrea	Jon	VP, Development & University Relations & Chief Development Officer	\$283,999.96	\$11,780.04
Dengler	Nancy G	Professor of Botany	\$109,083.00	\$303.24
Dengler	Ronald E	Professor of Biology	\$100,274.52	\$278.76
Dent	Julian	Professor of History	\$100,122.24	\$418.56
Deporter	Douglas	Professor of Dentistry	\$106,728.96	\$296.70
Desai	Rashmikant C	Professor of Physics	\$101,893.46	\$661.20
Desser	Sherwin	Professor of Zoology	\$132,492.00	\$522.48
Dewan	Tarun	Professor of Marketing	\$101,630.49	\$254.76
Deweese	Donald N	Professor of Economics and Law	\$127,589.04	\$347.52
Diamond	Colin	Professor of Education	\$107,716.06	\$280.08
Dickens	Bernard	Professor of Law and Health Administration	\$118,384.98	\$494.82
Dierick	Augustinus	Professor of German	\$101,966.04	\$283.50
Dimond	John	Secretary Governing Council & Access to Information & Privacy Protection Commissioner	\$129,411.39	\$493.68
Dion	Paul-Eugene	Professor of Near & Middle Eastern Civ.	\$101,664.42	\$282.66
Diosady	Levente	Professor of Chemical Engineering	\$100,982.52	\$351.48
Dittakavi	Sarma R	Prof Lab Medicine & Pathobiology & Head of Experimental Pathology	\$109,356.96	\$304.02
Dixon	Michael FN	Professor of English	\$104,425.50	\$565.38
Donnelly	Michael W	Professor of Political Science	\$110,461.91	\$457.56
Donner	Gail	Professor and Associate Dean of Nursing	\$108,862.56	\$741.24
Doob	Anthony N	Professor of Criminology	\$114,891.90	\$600.84
Dowler	E Wayne	Professor History & Grad Coordinator, Russian & European Studies	\$103,963.14	\$434.58

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Drake	Thomas E	Professor of Physics	\$106,344.00	\$518.94
Drummond	James R	Professor of Physics	\$104,067.96	\$635.22
Duffin	James	Professor of Anaesthesia	\$106,260.54	\$642.84
Dungan	D Peter	Research Assoc, Institute for Policy Analysis & Prof Economics & Management	\$107,610.62	\$439.32
Dunham	David	Professor of Zoology	\$115,097.04	\$483.48
Dunlop	David J	Professor of Physics	\$114,706.02	\$479.40
Dutka	Joanna	Professor and Associate Chair of English	\$104,905.98	\$294.22
Dyer	Charles	Professor of Astronomy and Computer Science	\$107,655.54	\$359.04
Edmunds	Michael	Director of Information Commons	\$101,224.02	\$494.04
Edwards	Richard N	Professor of Physics	\$108,491.04	\$649.92
Eichler	Margrit	Professor of Education	\$115,125.90	\$320.10
Eksteins	Modris	Professor of History	\$109,330.98	\$460.08
Elinson	Richard	Professor of Zoology	\$107,083.98	\$447.54
Eltzur	Ramy	Professor of Accounting & Executive Director, MBA Programs	\$108,980.51	\$608.00
Ellen	Richard P	Professor and Associate Dean of Dentistry	\$118,194.50	\$610.08
Ellis	Keith Aa	Professor of Spanish and Portuguese	\$111,183.00	\$464.76
Ellison	Philip A	Professor of Family & Community Medicine	\$129,135.00	\$522.48
Enright	Wayne H	Professor of Computer Science	\$112,125.00	\$468.66
Erb	Uve	Professor and Associate Chair, Metallurgy & Materials Science	\$102,591.90	\$387.12
Evans	Martin G	Professor of Management	\$111,279.00	\$582.36
Eyssen	Gail	Professor of Public Health Sciences	\$107,590.50	\$525.00
Faick	Robert A	Professor of Music	\$100,966.08	\$553.74
Falkenheim	Victor C	Prof Political Sci & Prof & Assoc Chair East Asian Studies	\$125,634.62	\$642.54
Fallis	Geordie W B	Professor of Family & Community Medicine	\$130,046.04	\$610.08
Farrell	Joseph	Professor of Education	\$113,380.30	\$648.48
Fawcett	J Jeffrey	Professor and Chair of Geology	\$125,103.00	\$618.96
Fenton	Aaron H	Professor of Dentistry	\$118,230.82	\$428.88
Ferrier	Jack M	Professor of Dentistry	\$102,955.98	\$430.38
Fertuck	Leonard	Professor of Accounting	\$109,830.12	\$458.04
Finlayson	Michael G	Professor of History and VP, Administration and Human Resources	\$190,383.96	\$10,178.63
Fitch	Brian	University Professor of French	\$143,278.98	\$708.00
Flume	Eugene L	Professor and Chair of Computer Science	\$157,166.01	\$347.52
Fleming	Alison S	Professor of Psychology	\$102,402.00	\$428.04
Fleming	John A	Professor of French	\$101,656.04	\$424.96
Fleming	William J	Professor of Dentistry	\$107,418.36	\$444.30
Floyd	John E	Professor of Economics	\$114,430.00	\$475.08
Foley	Joan E	Professor of Psychology & Acting Principal & Dean	\$168,166.00	\$610.08
Forguson	Lynd W	Professor of Philosophy	\$113,221.98	\$587.76
Francis	Bruce A	Professor of Electrical & Computer Engineering	\$135,798.02	\$484.02
Frank	Roberta	University Professor of English, Centre for Medieval Studies	\$113,984.04	\$516.18
Frankle	Rwi M	Director of Alumni and Development	\$121,972.02	\$339.12

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Freckler	Richard C	Professor Medicine and Assoc Dean, Undergrad Medical Education	\$173,890.02	\$610.08
Freedman	Jonathan L	Professor & Associate Chair of Graduate Studies in Psychology	\$126,116.95	\$610.08
Freeman	Eric	Professor of Dentistry	\$112,859.04	\$648.68
Friedland	Judith	Professor of Occupational Therapy	\$101,971.56	\$497.58
Friedlander	John	Professor of Mathematics	\$112,717.62	\$602.58
Friedman	Shimon	Professor of Dentistry	\$110,509.38	\$518.74
From	Lynn	Professor of Medicine	\$171,204.00	\$522.48
Fullan	Michael	Professor and Dean of the Faculty of Education	\$160,155.04	\$522.48
Fuss	Melvyn A	Professor of Economics	\$122,291.04	\$596.76
Galberg	Flemming	Director of Property Management, Design & Construction	\$112,888.02	\$4,306.84
Gallini	Nancy Theres	Professor and Chair of Economics	\$115,765.02	\$402.90
Gallop	Ruth	Professor and Associate Dean of Nursing	\$100,876.86	\$351.06
Galloway	John H	Professor of Geography	\$100,760.03	\$464.34
Ganoza	M Clelia	Professor of Banting & Best Department of Medical Research	\$107,980.02	\$451.38
Gare	Douglas J	Professor of Obstetrics and Gynecology	\$105,450.54	\$566.16
Garfinkel	Paul E	Professor and Chair of Psychiatry	\$145,456.02	\$522.48
Garrison	Robert F	Professor of Astronomy	\$110,898.00	\$308.34
Gartner	Rosemary	Professor of Sociology & Criminology, Director of Centre of Criminology	\$103,458.42	\$287.64
Gerson	Lloyd	Professor of Philosophy	\$107,443.46	\$615.66
Gertler	Meric	Professor of Geography	\$109,774.84	\$633.56
Gillis	Ronald	Professor of Sociology	\$105,588.60	\$515.34
Goel	Vivek	Professor and Chair, Health Administration	\$150,190.53	\$610.08
Gold	Marvin	Professor of Medical Genetics & Microbiology	\$112,940.04	\$3,619.16
Goldenberg	Andrei A	Professor of Mechanical and Industrial Engineering	\$128,542.96	\$519.54
Goldenberg	Gerald Josep	Professor of Medicine & Dir, Interdepartmental Div of Oncology	\$112,572.78	\$378.24
Goldstick	Daniel	Professor of Philosophy	\$102,856.98	\$501.90
Gooch	Paul William	Professor of Philosophy and Vice Provost	\$140,615.00	\$620.52
Goode	Robert	Professor of Physical and Health Education and Physiology	\$123,738.11	\$296.34
Gorman	David J	Director of Occupational Health and Safety	\$106,646.54	\$642.42
Gorrie	John D	Senior Tutor, APSc and Eng and Provost's Advisor, Info Technology	\$123,539.04	\$573.60
Gottlieb	Avrum I	Professor and Chair of Laboratory Medicine and Pathobiology	\$182,337.06	\$620.52
Govind	Choonilal K	Professor of Zoology	\$110,346.48	\$641.40
Graham	William	Professor of Philosophy	\$151,662.02	\$566.52
Grant	John N	Professor of Classics	\$102,313.00	\$645.06
Graydon	Jane E	Professor of Nursing	\$103,328.70	\$314.58
Grayson	A. Kirk	Professor of Near & Middle Eastern Civ.	\$101,053.97	\$639.88
Green	Joan	Lecturer - OISE/UT	\$162,160.02	\$610.08
Greenblatt	Jack F	Professor of Banting and Best Department of Medical Research	\$133,880.94	\$610.08
Greeno	Daniel W	Professor of Marketing	\$103,062.80	\$355.80
Greenwood	Brian	Professor of Geography	\$113,035.08	\$472.50
Greenwood	Linda F	Professor of Dentistry	\$100,858.74	\$280.38

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Greiner	Peter C	Professor of Mathematics	\$131,601.96	\$1,377.08
Griffin	P Allan	Professor of Physics	\$108,042.21	\$392.04
Griffiths	Franklyn Jc	Professor of Political Science & George Ignatieff Chair in Peace & Conflict Studies	\$112,371.96	\$469.74
Gross	Mart	Professor of Zoology	\$100,180.50	\$488.88
Guisso	Richard Wl	Professor and Chair of East Asian Studies	\$112,227.22	\$518.46
Gulak	Glenn	Professor of Electrical and Computer Engineering	\$131,370.86	\$309.62
Gunderson	Morley K	Professor of Economics	\$104,673.43	\$583.02
Gunz	Hugh	Professor of Management	\$103,675.50	\$623.34
Gurd	James W	Professor of Biochemistry	\$109,053.96	\$303.18
Guttman	Mary Alice	Professor of Education	\$108,477.96	\$377.46
Haas	Daniel A	Professor of Dentistry	\$105,864.80	\$475.45
Haasz	Anthony A	Professor and Director of Aerospace Studies	\$120,823.56	\$565.26
Hache	Denis	Professor of Education	\$101,634.04	\$469.14
Hacking	Ian Ml	University Professor Institute for History & Philosophy, Sci & Tech and Philosophy	\$138,325.02	\$610.08
Hall	Budd	Professor of Education and Chair of Adult Education	\$117,794.81	\$548.04
Hallett	Peter E	Professor of Physiology	\$111,240.00	\$660.12
Halperin	Mitchell L	Professor of Medicine	\$133,380.12	\$708.00
Halpern	Paul J	Professor, Finance & TSE Chair in Capital Markets	\$130,282.98	\$522.48
Hancock	Ronald G V	Professor of Chemical Engineering	\$103,343.40	\$504.36
Hanna	Gila	Professor of Education	\$108,544.80	\$278.82
Hansell	Roger	Professor of Zoology	\$102,630.00	\$500.88
Hansen	Jorn S	Professor of Aerospace Studies	\$102,619.50	\$500.70
Hanson	Tennys	University Campaign Director and VP, U of Toronto Foundation	\$154,959.52	\$606.18
Hargreaves	Andrew	Professor of Education	\$104,445.30	\$563.34
Harvey	Edward	Professor of Education	\$110,076.96	\$460.08
Harvey	William	Professor of Philosophy	\$102,922.46	\$485.40
Hatzinakos	Dimitrios	Professor of Electrical & Computer Engineering	\$101,705.54	\$557.40
Hawkins	Scott	Professor of Marketing	\$100,718.98	\$280.02
Hay	John B	Professor of Immunology	\$102,401.88	\$557.70
Heath	Michele C	Professor of Botany	\$108,903.00	\$531.48
Heersche	Johannes N M	Professor and Associate Dean of Dentistry	\$137,159.04	\$708.00
Hehner	Eric Cr	Professor of Computer Science	\$107,422.08	\$524.22
Heinemann	Edward A	Professor of French	\$100,801.02	\$623.82
Hejazi	Walid	Professor of Economics	\$101,051.02	\$271.26
Hempel	Wolfgang	Professor of German	\$105,232.50	\$639.24
Herman	C Peter	Professor of Psychology	\$104,816.52	\$511.44
Higgins	Verna J	Professor of Botany	\$107,215.22	\$448.14
Higgs	David C	Professor of History	\$107,002.20	\$372.36
Hildyard	Angela	Professor of Education & Principal of Woodsworth College	\$124,972.98	\$4,935.70
Hindmarsh	K Wayne	Professor & Dean, Faculty of Pharmacy	\$159,999.98	\$620.52
Hitzler	Johann	Professor of Paediatrics	\$118,353.96	\$400.20

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Hodges	Brian	Professor of Psychiatry	\$137,171.65	\$468.10
Hodnett	Ellen	Professor, H. Reisman Chair of Perinatal Nursing	\$126,688.77	\$428.70
Hodson	Derek	Professor of Education	\$137,015.98	\$480.78
Holness	D Linn	Professor of Public Health Sciences	\$109,890.66	\$304.70
Hooks	Rosalie	Professor of Family & Community Medicine	\$130,046.03	\$347.52
Horgen	Paul A	Professor of Botany	\$107,807.52	\$648.18
Hornberger	Lisa	Professor of Paediatrics	\$113,050.00	\$512.52
Horowitz	Gad	Professor of Political Science	\$102,612.42	\$428.94
Hosios	Arthur J	Professor of Economics	\$115,606.49	\$520.08
Houle	Sylvain	Professor of Psychiatry & Director, Positron Emission Tomography	\$132,278.04	\$347.52
House	Ronald A	Professor of Public Health Sciences	\$115,044.96	\$561.36
Houston	Cecil J	Professor of Geography and VP (Instructional Development)	\$105,124.45	\$513.00
Howard	Patricia	Professor of English	\$100,311.00	\$419.28
Howell	Nancy	Professor of Sociology	\$101,560.98	\$303.48
Howson	Susan K	Professor of Economics & Associate Dean of SGS	\$105,942.06	\$442.80
Hsieh	John J	Professor of Public Health Sciences	\$108,815.04	\$454.92
Hughes	Peter C	Professor of Aerospace Studies	\$108,180.71	\$686.16
Hull	John	Professor of Finance	\$119,898.96	\$690.24
Hundey	Ian	Professor of Education	\$105,434.25	\$427.68
Hutcheon	Linda	University Professor of English, Centre for Comparative Literature	\$123,961.56	\$511.56
Hynes	J Allan	Professor of Economics	\$119,218.00	\$508.50
Iannucci	Amilcare A	Professor of Italian Studies	\$102,449.81	\$519.36
Imlay	Robert A	Professor of Philosophy	\$102,166.52	\$557.04
Inaba	Tadanobu	Professor of Pharmacology	\$102,431.10	\$499.86
Ingham	John N	Professor of History	\$105,855.60	\$442.56
Ingles	C James	Professor of Banting & Best, Medical Research	\$108,204.18	\$452.28
Iravani	Mohammad R	Professor of Computer and Electrical Engineering	\$104,856.96	\$511.68
Israel	Milton	Professor of History	\$105,266.27	\$575.82
Ivrii	Victor	Professor of Mathematics	\$106,327.28	\$323.94
Jaakson	Reiner	Professor of Geography	\$104,149.86	\$635.40
Jackson	Gary	Associate in the Faculty of Dentistry	\$113,203.71	\$666.96
Jackson	Heather	Professor of English	\$104,800.51	\$564.36
Jackson	James	University Professor of English	\$108,543.69	\$580.50
Jackson	Kenneth R	Professor of Computer Science	\$108,158.40	\$498.60
James	Andrew G	Professor of Paediatrics	\$103,000.00	\$490.44
James	David F	Professor of Mechanical and Industrial Engineering	\$116,025.00	\$566.16
Janisch	Hudson N	Professor of Law	\$128,601.00	\$522.48
Jardine	Andrew	Professor of Mechanical and Industrial Engineering	\$115,716.00	\$675.72
Jefferies	Robert L	Professor of Botany	\$116,421.00	\$596.64
Jenkins	David Ja	Professor of Nutritional Sciences	\$112,501.02	\$470.28
Jepson	Allan D	Professor of Computer Science	\$105,240.30	\$565.56

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
John	Sajeev	Professor of Physics	\$105,763.02	\$294.00
Johnston	Alexandra	Professor of English, Director of REED	\$110,049.36	\$334.98
Jordan	Anne	Professor of Education	\$110,112.98	\$414.24
Jorgensen	Annelise O	Professor of Anatomy & Cell Biology	\$101,549.04	\$282.36
Joy	Michael	Professor of Biomedical Engineering	\$100,176.48	\$418.74
Julius	Michael	Professor and Chair of Immunology	\$119,677.98	\$332.70
Jurnp	Gregory V	Professor of Economics & Assoc Chair, Undergraduate Studies	\$112,538.40	\$549.18
Jurdjevic	Velimir	Professor of Mathematics	\$107,105.04	\$372.72
Kalnins	Izē V	Professor of Public Health Sciences	\$103,047.48	\$358.62
Kalnins	Vitauts I	Professor of Anatomy & Cell Biology	\$107,945.52	\$573.12
Kapral	Raymond E	Professor of Chemistry	\$112,555.02	\$391.68
Kay	Lewis	Professor of Medical Genetics & Microbiology	\$106,884.50	\$5,294.00
Keating	Daniel	Professor of Human Development and Applied Psychology	\$162,013.98	\$610.08
Keeling	David	Chief Administrative Officer, Faculty of Medicine	\$121,930.48	\$4,777.64
Kemp	Graham	Director of Administrative Management Systems	\$115,623.54	\$483.36
Kennedy	John M	Professor of Psychology	\$106,574.50	\$445.44
Kerslake	Lawrence	Professor of French	\$100,289.48	\$620.28
Key	Anthony W	Professor of Physics	\$111,648.50	\$371.16
Khovanskii	Askold	Professor of Mathematics	\$110,851.98	\$308.22
Kidd	Bruce	Professor & Dean, Faculty of Physical Education & Health	\$144,500.04	\$522.48
Klausner	David N	Professor & Director, Centre for Medieval Studies	\$103,399.70	\$300.12
Kluger	Ronald H	Professor of Chemistry & Associate chair of Graduate Studies	\$118,629.00	\$685.86
Kluger	Ronald H	Professor of Chemistry & Associate chair of Graduate Studies	\$101,472.48	\$282.12
Kofman	Lev	Professor of Theoretical Astrophysics	\$101,632.50	\$282.60
Kohn	Linda M	Professor of Biology	\$108,792.96	\$530.94
Kolodny	Harvey F	Professor of Organizational Behavior	\$104,480.98	\$407.46
Konrad	Adalbert	Professor of Electrical & Computer Engineering	\$114,811.32	\$538.62
Krashinsky	Michael	Professor of Economics & Assoc. Chair of Management	\$121,012.02	\$336.42
Kucharczyk	Walter	Professor and Chair of Medical Imaging	\$113,237.31	\$552.55
Kunov	Hans	Professor Electrical & Computer Engineering & Dir, Biomedical Eng	\$100,968.00	\$553.68
Kwong	Raymond	Professor of Electrical & Computer Engineering	\$110,979.96	\$463.92
Lancashire	Anne C	Professor of English	\$106,150.32	\$474.17
Landon	Richard G	Director, Thomas Fisher Rarebook Library	\$120,349.98	\$587.40
Lang	Daniel	Professor of Education	\$101,962.50	\$283.44
Langille	B Lowell	Professor of Laboratory Medicine and Pathobiology	\$139,377.02	\$435.00
Langille	Brian A	Professor of Law	\$103,618.05	\$633.60
Lantz	Kenneth A	Professor and Chair of Slavic Languages and Literatures	\$191,458.98	\$610.08
Latham	Gary	Professor of Management	\$100,441.98	\$622.50
Latta	Alan	Professor of German	\$117,499.98	\$408.90
Lautens	Mark	Professor of Chemistry & Astra Chair in Organic Synthesis	\$114,336.00	\$670.86
Lavers	Douglas	Professor of Computer and Electrical Engineering	\$104,694.70	\$488.88
Lawford	Hugh G	Professor of Biochemistry		

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Le Huenen	Roland	Professor of French & Comp Lit and Dir, Centre for Comparative Literature	\$118,575.00	\$685.68
Leake	James	Professor of Dentistry	\$117,849.04	\$482.16
Leatt	Peggy	Professor and Chair of Health Administration	\$142,861.98	\$435.00
Leduc	Lawrence	Professor of Political Science	\$110,922.00	\$541.32
Lee	Martin	Professor of Physics	\$101,472.33	\$369.12
Lee	Richard B	University Professor of Anthropology	\$115,092.00	\$319.98
Leggatt	Alexander M	Professor of English	\$107,395.13	\$575.52
Leithwood	Kenneth	Professor of Education & Centre Head, Theory & Policy Studies	\$113,877.00	\$476.04
Leon-Garcia	Alberto	Professor of Electrical & Computer Engineering	\$18,403.04	\$708.00
Levenson	Jill	Professor of English	\$111,190.02	\$309.06
Levere	Trevor H	Professor, Institute for History & Philosophy, Science & Technology	\$107,453.49	\$666.36
Levesque	Hector	Professor of Computer Science	\$113,133.28	\$314.52
Levine	Norman	Professor of Dentistry	\$119,661.96	\$332.64
Lewis	Peter	Professor and Chair of Biochemistry	\$115,596.32	\$572.67
Liebgott	Bernard	Professor of Anatomy and Cell Biology	\$108,685.89	\$378.24
Liew	Chin	Professor of Laboratory Medicine and Pathobiology	\$114,250.02	\$670.56
Lightman	Ernie	Professor of Social Work	\$102,492.06	\$500.16
Likwormik	Victor	Psychiatrist-in-Chief	\$151,125.00	\$4,182.52
Lily	Simon John	Professor of Astronomy	\$104,420.64	\$509.58
Limeback	Hardy	Professor of Dentistry	\$104,378.62	\$627.45
Livingstone	David	Professor of Education	\$107,377.06	\$684.96
Llewellyn-Thomas	Hilary	Professor of Nursing	\$100,326.42	\$278.88
Locker	David	Professor of Dentistry	\$109,315.98	\$303.90
Lockhart	Joan E	Professor of Psychology & Assoc Dean, Research Initiatives	\$123,507.00	\$516.24
Lumsden	Charles	Professor of Medicine	\$108,972.00	\$302.94
Luong	Hy Van	Professor and Chair of Anthropology	\$105,903.06	\$464.14
Luste	George J	Professor of Physics	\$101,368.98	\$352.80
Luus	Rein	Professor of Chemical Engineering	\$108,395.04	\$301.38
Macdonald	John	Professor of Physiology	\$102,054.90	\$426.60
Macintosh	Jeffrey	Professor of Law	\$112,429.02	\$469.92
Macklem	Patrick	Professor of Law	\$106,320.84	\$444.42
MacIannan	David H	University Professor - Banting & Best, Medical Research	\$168,184.98	\$610.08
Macleod	Colin	Professor of Psychology & Vice Principal , Vice Dean	\$107,960.52	\$526.92
Magill	Dennis W	Professor and Acting Chair of Sociology	\$124,356.84	\$497.40
Malloch	David	Professor of Botany	\$100,492.56	\$420.06
Mandelis	Andreas	Professor of Mechanical and Industrial Engineering	\$103,512.66	\$432.66
Manzer	Ronald A	Professor of Political Science & Acting Chair Social Sciences	\$118,839.00	\$686.58
Marks	Alexander	Professor of Banting & Best Department of Medical Research	\$106,005.00	\$517.38
Marrus	Michael R	Professor of History and Dean of School of Graduate Studies	\$136,585.02	\$522.48
Marshall	Brian D	Director of Human Resources	\$109,279.50	\$533.34
Martin	John	Professor of Physics	\$101,374.50	\$281.82

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Martin	Kenneth	Professor of Electrical & Computer Engineering	\$110,509.70	\$307.22
Martin	Peter	Professor of Theoretical Astrophysics & Chair of Astronomy	\$123,796.98	\$692.04
Martin	Philippe	Professor of French	\$100,967.04	\$422.04
Martin	Roger	Professor and Dean of Management	\$302,500.08	\$347.52
Marziali	Elsa A	Professor of Social Work	\$107,528.76	\$298.92
Mason	Hugh J	Professor of Classics	\$100,935.89	\$640.44
Matear	David	Professor of Dentistry	\$109,929.96	\$650.40
Mathewson	Gilbert F	Professor of Economics & Dir, Institute for Policy Analysis	\$118,928.96	\$579.72
Matthews	Robert O	Professor of Political Science	\$107,710.97	\$647.88
Mayhall	John T	Professor of Dentistry	\$111,505.98	\$544.20
Mccammond	Derek	Professor of Mech Eng and Vice-Provost, Planning and Budget	\$156,654.96	\$522.48
Mcclelland	Robert A	Professor of Chemistry	\$114,061.98	\$476.82
Mccomb	Dorothy	Professor of Dentistry	\$116,238.00	\$394.42
McComb	Richard J	Professor of Dentistry	\$110,759.96	\$384.96
McCool	James	Professor of Mathematics	\$108,475.02	\$650.52
McCracken	Susan	Professor of Accounting	\$106,413.99	\$268.02
Mcculloch	Christopher	Professor of Dentistry	\$105,044.04	\$638.58
Mccurdy	Thomas	Professor of Finance	\$118,570.12	\$6,820.72
Mcdonough	Christopher	Professor of Classics	\$101,333.58	\$494.52
McDunnough	Philip J	Professor of Statistics	\$101,989.22	\$596.70
Mcllraith	Thomas	Professor of Geography	\$100,648.98	\$491.10
McIntyre	Michael	Professor of Management	\$112,026.46	\$409.44
Mclean	Alexander	Professor of Metallurgy & Materials Science	\$120,829.98	\$693.54
Mclean	Kim E	Assoc. Principal and Chief Administrative Officer, Scarborough	\$101,065.58	\$423.17
McNutt	Robert	Professor of Geology and Principal of Erindale College	\$131,495.94	\$8,396.16
Meagher	John	Professor of English and Religion	\$111,663.96	\$466.80
Meguid	Shaker	Professor of Mechanical and Industrial Engineering	\$114,775.98	\$672.42
Melbye	Jerome	Professor & Associate Chair of Anthropology & Forensic Science	\$161,297.56	\$543.84
Melino	Angelo	Professor of Economics	\$104,665.56	\$503.88
Meltz	Noah M	Professor of Economics and Industrial Relations	\$118,015.56	\$610.08
Mendelzon	Alberto	Professor of Computer Science	\$103,218.00	\$286.92
Merrilees	Brian	Professor of French and Interim Principal of Innis College	\$130,893.00	\$610.08
Miall	Andrew	Professor of Geology	\$106,657.50	\$445.80
Michelson	William M	Professor of Sociology & Assoc. Dean, Arts & Science & S.D. Clark Chair in Sociology	\$125,764.98	\$701.10
Miezitis	Solveiga	Professor of Education	\$104,802.60	\$438.06
Millar	M Anne	Professor of Education and Associate Dean of OISE/UT	\$126,394.95	\$346.68
Miller	Dwayne	Professor of Chemistry and Physics	\$108,232.38	\$528.12
Miller	Eric J	Prof & Acting Chair of Civil Eng & Dir, Joint Prg in Transportation	\$109,904.52	\$391.20
Miller	John	Professor of Education	\$108,574.52	\$1,993.40
Miller	Owen J	Professor of French	\$101,016.00	\$624.54
Miller	Renee J.	Professor of Computer Science	\$108,262.48	\$242.28

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Miller	Richard G	Professor and Chair of Medical Biophysics	\$134,697.00	\$435.00
Milman	Pierre	Professor of Mathematics	\$111,295.98	\$309.42
Mims	Charles	Professor of Chemical Engineering	\$108,582.96	\$377.88
Minta	Joe O	Professor of Laboratory Medicine and Pathobiology	\$100,730.46	\$421.08
Mintz	Jack	Professor of Business Economics	\$168,660.96	\$603.54
Miron	John R	Professor of Geography	\$107,016.00	\$297.54
Missiha	Nabil B	Professor of Family & Community Medicine	\$102,790.02	\$501.66
Mitchell	Andrew	Professor of Marketing	\$108,287.46	\$301.02
Mock	David	Professor and Associate Dean of Dentistry	\$120,374.02	\$494.28
Moggridge	Donald E	Professor of Economics and Vice-Dean of SGS	\$133,769.04	\$522.48
Moore	Carole	Chief Librarian	\$141,505.02	\$522.48
Moorthy	Sridhar	Professor of Marketing	\$208,700.05	\$610.08
Moran	Laurence A	Professor of Biochemistry	\$100,605.66	\$623.10
Moran	Michael	Professor of Banting & Best Department of Medical Research	\$102,302.18	\$771.56
Morey	Carl R	Professor of Music	\$105,469.86	\$514.74
Morgan	Edward	Professor of Law	\$100,380.00	\$279.06
Morris	Glenn K	Professor of Zoology	\$102,457.50	\$500.04
Moscovitch	Morris	Professor of Psychology	\$109,211.52	\$659.52
Moskovits	Martin	Professor of Chemistry	\$150,499.99	\$610.08
Mowafy	Omar	Professor of Dentistry	\$101,948.04	\$255.74
Munro	John H.A.	Professor of Economics	\$116,728.02	\$569.64
Munroe-Blum	Heather	Professor of Social Work & VP, Research & International Relations	\$184,031.00	\$610.08
Munsche	Peter	Assistant Vice-President, Technology Transfer	\$111,196.02	\$378.66
Murray	Timothy M	Professor of Medicine	\$110,820.96	\$540.84
Mylopoulos	John	Professor of Computer Science	\$116,412.00	\$486.60
Naranjo	Claudio	Professor of Pharmacology	\$111,648.02	\$463.21
Naylor	C. David	Professor & Dean of Medicine, Vice-Provost, Relations with Health Care Institutions	\$210,267.62	\$2,924.13
Nedzelski	Julian M	Professor and Chair of Otolaryngology	\$193,398.00	\$610.08
Neumann	A Wilhelm	Professor of Mechanical and Industrial Engineering	\$127,857.00	\$470.52
Nicholson	Graeme A	Professor of Philosophy	\$106,360.50	\$444.60
Nishisato	Shizuhiko	Professor of Education	\$124,409.00	\$553.44
Norris	Geoffrey	Professor of Geology	\$120,930.96	\$505.50
Norwich	Kenneth	Professor and Associate Director of Biomedical Engineering	\$114,867.00	\$672.72
Novak	David	Professor of Religion and Director of Jewish Studies	\$123,481.98	\$600.24
Oatley	Keith	Professor & Chair, Human Development & Applied Psychology	\$100,504.09	\$533.10
O'brien	Peter John	Professor of Pharmacy	\$115,730.04	\$675.72
O'Donnell	Patrick	Professor of Physics	\$106,567.02	\$520.08
Ohlsson	Arne	Professor of Paediatrics	\$219,999.96	\$347.52
O'keefe	Bernard	Professor of Speech-Language Pathology	\$100,466.52	\$490.32
Okey	Allan	Professor and Chair of Pharmacology	\$119,871.00	\$585.00
Oliver	Janice	Assistant Vice-President, Operations & Services	\$132,790.98	\$347.52

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Oliver	William A	Professor of French & Associate Chair	\$112,914.00	\$465.72
Olson	David R	Professor of Education	\$102,255.84	\$701.22
Ondrack	Daniel A	Professor, Organizational Behavior & Acad Dir, Exec Programs	\$117,608.00	\$445.74
O'Neill-Karch	Mariel	Professor of French & Associate Dean Humanities, Arts & Sci	\$110,711.50	\$314.70
Orchard	Ian	Professor of Zoology and Vice Provost - Students	\$139,383.06	\$610.08
Osmond	Daniel H	Professor of Physiology	\$111,652.98	\$540.18
O'Sullivan	Edmund	Professor of Education	\$118,576.00	\$669.12
O'toole	Roger	Professor of Sociology	\$102,798.48	\$501.66
Ozin	Geoffrey A	Professor of Chemistry	\$135,525.54	\$588.24
Packer	Jeffrey	Professor of Civil Engineering	\$104,830.98	\$402.03
Pai	Emil	Professor of Biochemistry	\$184,479.00	\$610.08
Pang	K Sandy	Professor of Pharmacy	\$112,653.00	\$313.20
Pangle	Thomas L	Professor of Political Science	\$111,591.00	\$544.56
Paradi	Joseph	Professor of Chemical Engineering	\$105,727.82	\$321.78
Pasupathy	Subbarayan	Professor of Electrical and Computer Engineering	\$111,136.98	\$464.52
Paterson	Janet M	Professor of French and Chair of French	\$111,348.00	\$309.54
Pauly	Louis W	Professor of Political Science	\$111,064.94	\$492.27
Pauly	Peter	Professor, Management & Economics & Assoc Dean, Res & Acad Resources	\$206,465.94	\$5,610.08
Pearl	Jonathan	Professor of History	\$102,657.00	\$614.70
Pearl	Stanley	Senior Tutor of Education & Principal, Univ of Toronto Schools	\$109,243.04	\$296.46
Pedersen	Paul	Professor of Music	\$104,986.82	\$561.90
Peltier	W Richard	University Professor of Physics	\$146,553.70	\$610.08
Percy	John R	Professor of Astronomy	\$122,606.94	\$426.66
Perovic	Doug	Professor and Chair, Metallurgy & Materials Sciences	\$105,900.29	\$441.24
Perrier	Donald G	Professor of Pharmacy	\$115,450.02	\$482.58
Perron	Paul	Professor of French and Principal of University College	\$143,941.02	\$610.08
Perz	John M	Professor of Physics	\$116,145.00	\$566.88
Peters	Michael H	Professor of Economics	\$140,986.70	\$315.48
Phillips	James	Professor of Law	\$101,083.50	\$493.32
Phillipson	Eliot A	Professor and Chair of Dept of Medicine	\$181,845.96	\$610.08
Pierson	Ruth	Professor of Education	\$101,238.06	\$423.18
Pietersma	Albert	Professor of Near & Middle Eastern Civ	\$101,592.12	\$353.52
Pietropaolo	Domenico	Professor of Italian Studies and Director of Drama Centre	\$105,410.53	\$415.62
Pilliar	Robert	Professor and Associate Dean of Dentistry	\$114,320.04	\$316.56
Pliner	Patricia L	Professor of Psychology	\$100,382.96	\$429.54
Plyley	Michael	Associate Dean Graduate and Research Program	\$100,981.20	\$416.94
Poe	Judith C	Senior Lecturer	\$100,869.84	\$365.04
Polanyi	John C	University Professor of Chemistry and Polanyi Chair	\$113,210.04	\$314.76
Posner	Morton J	Professor of Mechanical and Industrial Engineering	\$107,819.76	\$450.66
Poussier	Philippe	Professor of Medicine	\$107,718.32	\$450.28
Powell	John	Professor of Chemistry	\$104,301.30	\$508.98

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Powers	Richard	Senior Tutor of Management & Acting Assoc. Dean & Assoc. Chair Management	\$128,923.90	\$266.64
Prichard	J Robert S	Professor of Law and President of the University of Toronto	\$250,000.00	\$15,337.20
Priestley	Leonard	Professor of East Asian Studies	\$103,109.82	\$286.62
Pringle	Dorothy	Professor of the Faculty of Nursing	\$126,910.98	\$347.52
Pruessen	Ronald	Professor and Chair of History	\$104,027.50	\$588.78
Pugliese	Guido	Professor of Italian Studies	\$101,016.99	\$280.80
Pugliese	Olga L	Professor and Chair of Italian Studies and Emilio Goggio Chair in Italian Studies	\$102,070.74	\$283.80
Purdham	James	Professor of Public Health Sciences	\$103,966.50	\$507.30
Quarter	Jack	Professor of Education	\$105,932.40	\$516.90
Quinn	Joanne	Director, Continuing Education	\$112,488.96	\$390.75
Rao	A Venkateshw	Professor of Nutritional Sciences	\$101,535.12	\$424.38
Read	Stanley	Professor of Paediatrics	\$102,219.60	\$355.74
Rebetanz	John	Professor of English	\$106,847.52	\$521.46
Rebetanz	Julia	Professor of English	\$110,629.46	\$496.08
Reich	Peter A	Professor and Chair of Linguistics	\$112,352.16	\$312.36
Reid	Frank J	Professor of Economics & Dir, Centre for Industrial Relations	\$110,094.44	\$293.64
Reid	Lloyd D	Professor and Associate Director of Aerospace Studies	\$115,250.94	\$550.20
Reid	Nancy	Professor and Chair of Statistics	\$117,514.02	\$326.70
Reiter	Raymond	Professor of Computer Science	\$129,153.64	\$346.44
Reithmeier	Reinhardt	Professor of Medicine	\$103,707.96	\$506.04
Reitz	Jeffery G	Professor of Sociology	\$113,013.00	\$393.30
Relph	Edward C	Professor of Geography & Assoc. Principal Campus Development	\$112,755.48	\$471.36
Remis	Robert	Professor of Public Health Sciences	\$149,132.04	\$347.52
Repka	Joseph S	Professor of Mathematics	\$101,768.46	\$627.18
Richards	Douglas	Medical Director & Professor, Physical Education & Health	\$120,615.00	\$3,786.78
Richards	Larry	Prof & Dean, Faculty of Architecture, Landscape & Design	\$152,679.00	\$708.00
Richardson	G Peter	Professor of Religion	\$116,517.00	\$678.54
Rifat	David	Professor of Fine Art	\$103,345.68	\$431.94
Rigg	Arthur G	Professor of English	\$110,913.96	\$581.34
Ritchie	J W Knox	Professor and Chair, Obstetrics and Gynaecology	\$200,013.48	\$610.08
Robbins	Emmet	Professor and Chair of Classics	\$112,553.64	\$391.68
Robinson	Thomas M	Professor of Philosophy	\$113,997.97	\$478.38
Robinson	Vincent	Professor of Geography	\$104,016.00	\$362.04
Rohan	Thomas	Professor of Public Health Sciences	\$103,015.32	\$286.38
Rolph	Wendy L	Professor of Spanish & Portuguese & Vice Dean of Arts & Science	\$115,238.82	\$320.34
Rootman	Irving	Prof Public Health Sciences & Dir, Centre for Health Promotion	\$117,966.00	\$5,910.46
Rosenthal	Peter M	Professor of Mathematics	\$110,565.00	\$462.18
Ross	John	Professor of Education and Head of Trent Valley Field Centre	\$109,228.38	\$280.68
Ross	John R	Professor of Medicine and Chair of 3 year Review Committee	\$116,343.96	\$486.30
Rosser	Walter	Professor and Chair of Family & Community Medicine	\$183,616.48	\$610.08
Rossos	Andrew	Professor of History	\$101,633.70	\$424.86

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Rossouw	P. Emile	Professor of Dentistry	\$107,135.22	\$522.84
Rotenberg	Wendy	Professor of Accounting and Director of the Commerce Program	\$126,899.40	\$480.30
Rothman	Arthur I	Professor of Medicine	\$127,966.00	\$699.12
Rowley	Timothy	Professor of Management	\$103,221.51	\$239.70
Roy	Dibyendú N	Professor of Forestry	\$100,172.80	\$621.62
Rubicam	Catherine I	Professor of Classics and Vice Principal (Academic)	\$100,451.52	\$288.12
Rubinoff	Arthur	Professor of Political Science	\$104,892.75	\$622.20
Rutherford	Paul	Professor of History	\$107,470.08	\$524.46
Saas	Christa	Professor of German and Discipline Rep	\$104,409.98	\$398.70
Sadowski	Paul	Professor of Medical Genetics and Microbiology	\$158,206.98	\$610.08
Salama	Andre	University Professor of Electrical & Computer Engineering	\$140,512.02	\$610.08
Sandbrook	Richard	Professor of Political Science	\$109,515.96	\$534.48
Scardamalia	Mariene	Professor of Education	\$107,486.58	\$524.52
Schefftsik-Pedery	Andres	Professor of Family & Community Medicine	\$130,046.04	\$347.52
Schiff	Bernard B	Professor of Psychology and Associate Chair of Undergraduate Studies	\$103,465.14	\$504.90
Schimmer	Bernard P	Professor of Banting & Best Department of Medical Research	\$112,741.02	\$550.14
Schmidt	Lawrence	Professor of Religion and Associate Chair	\$105,326.52	\$452.88
Schmitt	Adrienne	Professor of Dentistry	\$100,422.24	\$279.18
Schneider	Bruce	Professor of Psychology	\$102,398.92	\$663.60
Schwartz	Donald V	Professor of Political Science	\$105,791.84	\$281.46
Scott	Steven	Professor of Geology & Dr.B.Keevil chair in Ore Genesis	\$117,595.40	\$697.26
Seaquist	Ernest R	Professor and Chair of Astronomy	\$114,726.05	\$2,159.64
Seary	Peter D	Professor of English	\$100,031.52	\$551.10
Seco	Luis	Professor of Mathematics	\$113,277.57	\$330.96
Sedra	Adel	Professor of Electrical Engineering & Vice-President & Provost	\$213,719.06	\$708.00
Sefton	Michael	Professor of Chemical Engineering & Dir. of Institute of Biomaterials & Biomedical Eng	\$128,091.98	\$588.87
Seliger	Helfried	Professor & Assoc Chair of German & Undergraduate Co-ordinator	\$103,993.56	\$361.98
Sellers	Edward	Professor of Pharmacology	\$142,603.98	\$610.08
Sessie	Barry J	Professor and Dean of the Faculty of Dentistry	\$175,968.02	\$347.52
Sevcik	Kenneth C	Professor of Computer Science	\$139,010.00	\$522.48
Shah	Chandrakant	Professor of Public Health Sciences	\$151,821.00	\$708.00
Shand	Patricia	Professor of Music	\$103,219.30	\$639.84
Shaw	David	Professor of English	\$117,642.46	\$3,204.78
Shaw	Joseph W	Professor of Fine Art	\$110,262.96	\$460.92
Shearing	Clifford	Professor of Criminology & Sociology	\$116,225.02	\$567.24
Sheikh	Shamim	Professor & Graduate Coordinator of Civil Engineering	\$102,028.98	\$497.88
Shepherd	Theodore	Professor of Physics	\$101,629.98	\$495.96
Shera	Wes	Professor and Dean of the Faculty of Social Work	\$119,938.92	\$6,583.42
Shettleworth	Sara J	Professor of Psychology	\$105,696.15	\$307.14
Shime	Jerry	Professor of Obstetrics & Gynaecology	\$131,099.00	\$653.62
Shorter	Edward L	Prof History,Family& Community Medicine & Hannah Prof History of Medicine	\$116,087.04	\$485.28

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Shulman	Marc J	Professor of Immunology	\$111,570.66	\$310.14
Shumak	Kenneth	Professor of Medicine	\$178,482.00	\$610.08
Siboni	Isaak	Chief Financial Officer, Faculty of Arts and Science	\$107,197.22	\$267.72
Sicunas	Eugene	Director of Computing and Networking Services	\$105,972.00	\$443.04
Sigal	Israel Micha	University Professor of Mathematics and Norman Stuart Robertson Chair	\$131,307.00	\$347.52
Sigal	Michael	Professor of Dentistry	\$102,421.14	\$356.46
Sigmon	Becky	Professor of Anthropology	\$102,004.50	\$423.96
Silverman	Melvin	Professor of Medicine & Director of Institute of Medical Science	\$142,186.74	\$708.00
Simeon	Richard	Professor of Political Science	\$117,261.00	\$490.14
Simpson	John	Professor of Sociology	\$112,950.96	\$472.20
Sinervo	Pekka	Professor and Chair of Physics	\$116,570.02	\$324.06
Siow	Aloysius	Professor of Economics	\$103,915.32	\$496.14
Sipe	John	Professor and Associate Chair of Graduate Studies	\$103,970.52	\$361.80
Sisam	Elizabeth	Director of Campus Facilities and Planning	\$101,473.98	\$384.12
Sitarz-Fitzpatrick	Beata	Assistant Provost	\$111,245.00	\$295.32
Siu	Chi-Hung	Professor of Banting & Best Department of Medical Research	\$101,707.32	\$555.78
Skinner	Harvey	Professor, Chair Public Health Sciences, Acting Chair Community Health	\$151,749.96	\$610.08
Skolnik	Michael	Professor of Education	\$115,024.98	\$561.36
Smallhorn	Jeffrey	Professor of Paediatrics	\$161,499.00	\$522.48
Smieliauskas	Waldemar	Professor of Accounting	\$105,541.14	\$515.16
Smith	J.J. Berry	Professor of Zoology	\$120,023.04	\$501.66
Smith	Marilyn	Professor of Psychology	\$104,382.00	\$509.34
Smith	Peter	Professor of Electrical & Computer Engineering	\$135,484.34	\$347.52
Soare	Ion	Professor of Family & Community Medicine	\$130,086.00	\$435.00
Soberman	Richard	Professor of Civil Engineering	\$132,507.04	\$620.52
Sodek	Jaroslav	Professor of Dentistry	\$121,795.02	\$611.64
Sole	Michael	Professor of Medicine	\$134,837.10	\$708.00
Solecki	Samuel	Professor of English	\$112,334.98	\$360.30
Solomon	Peter H	Professor of Political Science	\$113,669.46	\$438.12
Spence	Ian	Professor and Associate Chair of Psychology in Research and Development	\$106,694.28	\$296.64
Spero	Lawrence	Professor of Pharmacology & Director of Teaching Labs	\$105,063.96	\$292.14
Spooner	Edward	Professor of Geology	\$100,367.28	\$552.00
Sprules	W Gary	Professor of Zoology	\$105,397.95	\$656.28
Square	Paula Ann	Professor and Chair of Speech-Language Pathology	\$123,360.48	\$429.30
Srivastava	Muni	Professor of Statistics	\$135,804.06	\$610.08
Stanovich	Keith	Professor & Chair, Human Development & Applied Psychology	\$118,057.02	\$328.20
Stawinoga	Andrew	Senior tutor in Management	\$111,970.52	\$414.18
Stein	Janice	University Prof & Assoc Chair of Pol Sci & Harrowston Prof of Conflict Management & Negotiation	\$151,313.70	\$435.00
Steiner	George	Professor of Medicine	\$113,448.00	\$667.80
Stewart	Patricia	Professor of Anatomy & Cell Biology	\$101,128.80	\$281.16
Still	Ian Wj	Professor of Chemistry	\$106,588.02	\$445.62

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Stock	Brian	Professor of Comparative Literature	\$100,203.06	\$559.92
Stren	Richard E	Professor of Political Science	\$106,028.04	\$567.72
Subteiny	Maria	Professor and Chair of Near & Middle Eastern Civ.	\$105,372.90	\$447.90
Sullivan	Philip A	Professor of Aerospace Studies with Administrative Duties	\$109,473.06	\$992.78
Sullivan	Rosemary	Professor of English	\$102,346.02	\$284.52
Summer	L Wayne	Professor of Philosophy	\$116,620.02	\$569.10
Sun	Anthony	Professor of Physiology	\$102,260.40	\$284.28
Swain	Merrill	Professor of Education	\$107,401.14	\$298.56
Swenson	Eva V	Director of Student Information Systems	\$100,708.02	\$421.02
Swift	Karel	University Registrar & Director of Admissions and Awards	\$110,427.00	\$384.36
Taillefer	Louis	Professor of Physics	\$117,499.98	\$326.64
Tall	Franklin	Professor of Mathematics	\$108,927.00	\$302.82
Taman	Sara	Physician-in-Chief	\$127,687.18	\$278.10
Tan Willman	Conchita	Professor of Education	\$105,687.48	\$515.76
Tanswell	Alan	Professor of Paediatrics	\$143,495.04	\$708.00
Tator	Charles	Professor of Surgery	\$103,450.02	\$392.70
Taylor	Ian	Professor of Anatomy & Cell Biology	\$106,086.90	\$642.24
Teebi	Ahmad	Professor of Paediatrics	\$114,132.96	\$448.20
Tenenbaum	Howard C	Professor of Dentistry	\$104,508.48	\$285.96
Tenenbaum	Jerry	Professor of Medicine & Dir, Post-Graduate Programs in Medicine	\$110,659.56	\$306.84
Tennyson	Roderick C	Professor of Aerospace Studies	\$155,050.71	\$708.00
Tepperman	Lorne	Professor of Sociology	\$126,324.94	\$572.64
Terzopoulos	Demetri	Professor of Computer Science	\$102,492.84	\$428.46
Thiessen	Jake	Professor and Associate Dean, Faculty of Pharmacy	\$109,713.66	\$654.84
Thompson	James	Professor of Chemistry & Chair of Div of Physical Sciences	\$109,990.50	\$459.84
Thompson	Lilian	Professor of Nutritional Sciences and Graduate Co-ordinator	\$110,454.00	\$580.02
Thompson	Michael	Professor of Chemistry	\$111,727.98	\$661.86
Thompson	Paul	Professor of Philosophy & Principal & Dean UofT @Scarborough	\$131,566.01	\$522.48
Thornton	Mark	Professor and Chair of Philosophy	\$109,970.52	\$459.66
Tiberius	Richard	Professor of Psychiatry	\$103,749.98	\$409.59
Tidwell	Thomas	Professor of Chemistry	\$116,197.02	\$485.64
Timmer	Victor	Professor of Forestry	\$108,906.00	\$455.22
Tran	Honghi	Professor of Chemical Engineering & Assoc. Dir. of Pulp & Paper Centre	\$100,570.86	\$633.48
Traub	Ross	Professor of Education	\$111,675.00	\$466.86
Trebilcock	Michael	University Professor of Law and Economics	\$169,621.92	\$708.00
Trefler	Daniel	Professor of Economics	\$130,349.94	\$347.52
Trehub	Sandra	Professor of Psychology	\$114,271.98	\$317.70
Trope	Graham	Professor and Chair of Ophthalmology	\$192,790.98	\$708.00
Troper	Harold	Professor of Education	\$103,523.24	\$453.66
Trott	David	Professor of French	\$100,945.98	\$524.52
Tsotsos	John	Professor of Computer Science	\$110,882.62	\$629.88

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
Tully	Robert	Professor of Philosophy	\$104,647.48	\$636.65
Tuohy	Carolyn	Professor of Political Science and Deputy Provost	\$169,653.94	\$347.52
Turnbull	Robert	Professor of Dentistry	\$122,670.13	\$517.38
Utrecht	Jack	Professor of Pharmacy	\$136,405.92	\$522.48
Urowitz	Murray	Professor of Medicine & Assoc Dean, Postgraduate Medical Education	\$165,866.02	\$620.52
Van Driel	Henry	Professor of Physics	\$122,156.99	\$489.72
Van Norman	Marilyn	Director of Student Services	\$102,505.50	\$356.76
Vander Kraats	Ronald	Manager, Fin. Serv., TFS - University Computing & Prof, Electrical & Computer Eng	\$101,426.16	\$240.30
Vanderburg	William	Professor of Mechanical and Industrial Engineering	\$101,186.64	\$422.94
Vellend	Hillar	Professor of Medicine, Laboratory Medicine and Pathobiology	\$111,639.54	\$388.50
Venetsanopoulos	Anastasios	Professor of Electrical & Computer Engineering, Assoc. Chair, Grad Studies	\$137,321.04	\$708.00
Venter	Ronald	Professor of Mechanical and Industrial Engineering	\$134,660.02	\$610.08
Verma	Anil	Professor of Organizational Behavior	\$111,636.60	\$378.12
Verrier	Molly	Professor and Chair of Physical Therapy	\$113,635.86	\$395.52
Vipond	Robert	Professor and Chair of Political Science	\$104,401.62	\$290.28
Volpe	Richard	Professor of Education	\$117,846.30	\$494.58
Vranesic	Zvonko	Professor of Electrical & Computer Engineering & Chair, Eng Sci	\$152,301.98	\$522.48
Waddams	Stephen	Professor of Law	\$151,849.98	\$435.00
Waddell	James	Professor of Surgery	\$120,157.98	\$333.84
Wagle	Narendra	Professor of History and South Asian Studies	\$104,981.94	\$564.84
Wahstrom	Merlin	Professor of Education & Chair of Curriculum Teaching & Learning	\$134,102.02	\$610.08
Wakelin	Ronald	Senior Tutor	\$101,111.01	\$368.28
Walker	Michael	Professor of Physics	\$122,485.92	\$612.84
Wall	A Martin	Professor and Chair of Psychology	\$129,903.04	\$692.88
Wallace	James	Professor and Chair of Mechanical and Industrial Engineering	\$122,190.06	\$337.32
Ward	Charles A	Professor of Mechanical and Industrial Engineering	\$119,593.98	\$499.92
Waterhouse	David	Professor of East Asian Studies	\$109,335.00	\$457.08
Watson	Philip A	Professor of Dentistry	\$116,079.96	\$557.40
Waugh	Alexander R	Vice Principal and Registrar of Woodsworth College	\$105,988.98	\$517.26
Wei	Jason	Professor of Management	\$103,385.48	\$394.26
Weinrib	Arnold	Professor of Law	\$110,501.04	\$536.88
Weinrib	Ernest	Professor of Law and Classics	\$143,955.73	\$708.00
Weinrib	Lorraine	Professor of Law	\$112,238.04	\$663.60
Weiss	Joel	Professor of Education	\$108,628.58	\$476.40
Wells	Gordon	Professor of Education	\$137,894.45	\$404.04
Wells	James W	Professor of Pharmacy	\$103,474.02	\$633.06
Wells	Peter G	Professor of Pharmacy	\$103,187.52	\$632.10
Wensley	Anthony	Professor of Management	\$106,496.52	\$382.50
Wheaton	Blair	Professor of Sociology	\$106,096.22	\$517.74
Wherrett	Diane	Professor of Paediatrics	\$107,874.96	\$509.52
White	Robert	Chief Financial Officer	\$153,000.00	\$610.08

Surname	Given Name	Position Title	Salary Paid	Taxable Benefits
White	Rodney	Professor of Geography & Dir, Institute of Environmental Studies	\$100,745.47	\$1,258.64
Whiteside	Catharine Is	Professor & Assoc. Dean of Interfaculty and Graduate Affairs	\$111,895.33	\$309.90
Whittington	Stuart	Professor of Chemistry	\$107,160.84	\$570.90
Whyte	Glen	Professor of Organizational Behavior	\$119,318.78	\$521.52
Wiley	Mike	Professor & Director of the Div of Anatomy, Dept of Surgery	\$107,315.96	\$427.68
Williams	John	Professor of Botany	\$109,908.00	\$536.40
Wilson	David	Professor of Education	\$104,343.60	\$636.12
Wilson	Fred	Professor of Philosophy	\$129,745.52	\$486.12
Wilson	Margaret	Senior Educator	\$144,308.04	\$522.48
Wilson	Thomas	Professor of Economics	\$128,319.86	\$610.08
Wilson-Pauwels	Linda	Professor and Director of Biomedical Communications	\$101,632.50	\$353.70
Winnik	Mitchell A	Professor of Chemistry	\$105,921.81	\$484.26
Winter	Ralph	Professor of Economics	\$109,743.96	\$381.96
Wollesen	Jens T	Professor of Fine Art	\$104,622.94	\$265.92
Wong	Samuel	Professor of Physics	\$106,733.46	\$570.48
Wonham	Walter	Professor of Electrical & Computer Engineering	\$126,487.98	\$620.16
Woodridge	Terence	Professor of French	\$106,046.04	\$567.78
Wortman	David	Professor of Computer Science	\$107,604.00	\$572.10
Yasny	Malcolm	Director of Alumni Affairs and Continuing Dental Education	\$125,919.68	\$0.00
Yeomans	Mary-Ellen	Assistant Dean & Chief Administrative Officer of Management	\$108,835.50	\$616.80
Yip	Cecil	Professor of Medical Research & Vice-Dean of Research, Medicine	\$133,255.02	\$708.00
York	Derek	Professor and Tuzo Wilson Chair of Physics	\$125,916.96	\$620.52
Youson	John H	Professor of Zoology & Chair of Life Sciences	\$121,890.00	\$589.02
Yucel	Yeni	Professor of Ophthalmology	\$100,324.98	\$349.14
Zaky	Safwat	Professor and Chair of Electrical & Computer Engineering	\$138,381.00	\$610.08
Zarb	George	Professor and Associate Dean of Dentistry	\$160,885.27	\$708.00
Zinman	Bernard	Professor & Dir of Medicine - Dir of Banting & Best Diabetes Centre	\$110,789.10	\$463.20
Zukotynski	Stefan	Professor of Electrical & Computer Engineering	\$108,327.48	\$650.04

