



CONSOLIDATED FINANCIAL STATEMENTS

For year ended March 31, 2019

PUBLISHED IN ACCORDANCE WITH THE
FINANCIAL INFORMATION ACT

Vancouver, B.C. Canada



THE UNIVERSITY OF BRITISH COLUMBIA

CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED MARCH 31, 2019

Published in Accordance with the Financial Information Act

Table of Contents

Statement of Management Responsibility	1
Auditors' Report	2-4
Consolidated Financial Statements (audited):	5
Consolidated Statement of Financial Position	5
Consolidated Statement of Operations and Accumulated Surplus	6
Consolidated Statement of Changes in Net Debt	7
Consolidated Statement of Cash Flows	8
Consolidated Statement of Remeasurement Gains and Losses	9
Notes to the Consolidated Financial Statements	10-36
Statement of Financial Information (Unaudited)	37
Schedule of Indemnity and Guarantee Agreements	37
Schedule of Remuneration and Expenses in Respect of the Members of the Board of Governors..	38
Schedule of Remuneration and Expenses Paid to Employees or On Behalf of Employees	39-102
Schedule of Payments for Goods and Services	103-129
Schedule of Grants Paid to Other Agencies	130-131



Statement of Management Responsibility

The consolidated financial statements of the University of British Columbia (the University) have been prepared by management in conformity with Canadian public sector accounting standards and Treasury Board direction outlined in note 2(a). The financial statements present the financial position of the University as at March 31, 2019, and the results of its operations, remeasurement gains and losses, and the changes in net debt and changes in its cash flow for the year ended March 31, 2019.

In fulfilling its responsibilities and recognizing the limits inherent in all systems, management 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.

The Board of Governors is responsible for reviewing and approving the financial statements, and overseeing management's performance of its financial reporting responsibilities.

The Board of Governors carries out its responsibility for review of the financial statements principally through its Audit Committee. No members of the Audit Committee are officers or employees of the University. The Audit Committee meets with management, the external auditors and the internal auditors to discuss the results of audit examinations and financial reporting matters. The external and internal auditors have full access to the Audit Committee, with and without the presence of management.

The financial statements for the year ended March 31, 2019 have been reported on by KPMG. The Independent Auditor's Report outlines the scope of the audit and provides the audit opinion on the consolidated financial statements.



Santa Ono
President and Vice-Chancellor



Peter Smailes
Vice-President, Finance & Operations

June 13, 2019



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INDEPENDENT AUDITORS' REPORT

To the Board of Governors of the University of British Columbia, and
To the Minister of the Ministry of Advanced Education, Skills & Training, Province of British Columbia

Opinion

We have audited the consolidated financial statements of the University of British Columbia (the "Entity"), which comprise:

- the consolidated statement of financial position as at March 31, 2019
- the consolidated statement of operations and accumulated surplus for the year then ended
- the consolidated statement of changes in net debt for the year then ended
- the consolidated statement of cash flows for the year then ended
- the consolidated statement of remeasurement gains and losses for the year then ended
- and notes to the consolidated financial statements, including a summary of significant accounting policies

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements as at and for the year ended March 31, 2019 of the Entity are prepared, in all material respects, in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the "**Auditors' Responsibilities for the Audit of the Financial Statements**" section of our auditors' report.

We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter - Financial Reporting Framework

We draw attention to Note 2 to the financial statements which describes the applicable financial reporting framework and the significant differences between that financial reporting framework and Canadian public sector accounting standards.

Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of the financial statements in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group Entity to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.



Chartered Professional Accountants

Vancouver, Canada
June 13, 2019

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31

(in thousands of dollars)

		March 31 2019	March 31 2018
Financial Assets			
Cash and cash equivalents	(Note 3)	\$ 149,596	\$ 231,171
Accounts receivable		222,992	166,616
Inventories for resale		6,170	6,073
Investments	(Note 4)		
Operating		666,657	525,191
Endowment (expendable balance)		877,469	779,374
Investments in government business enterprises	(Note 5)	108,902	26,362
		<u>2,031,786</u>	<u>1,734,787</u>
Liabilities			
Accounts payable and accrued liabilities	(Note 7)	312,991	297,283
Employee future benefits	(Note 8b)	9,865	8,987
Deferred contributions	(Note 9)	1,170,797	1,115,806
Deferred capital contributions	(Note 10)	1,555,969	1,510,738
Deferred land lease revenue	(Note 11)	957,180	758,277
Debt	(Note 12)	350,286	355,235
		<u>4,357,088</u>	<u>4,046,326</u>
Net debt		(2,325,302)	(2,311,539)
Non-Financial Assets			
Tangible capital assets	(Note 13)	3,529,400	3,375,734
Investments			
Endowment (original contribution)	(Note 4)	970,536	942,455
Inventories held for use		2,119	2,015
Prepaid expenses		25,101	22,230
		<u>4,527,156</u>	<u>4,342,434</u>
Accumulated surplus		\$ <u>2,201,854</u>	\$ <u>2,030,895</u>
Accumulated surplus is comprised of:			
Accumulated surplus		\$ 2,149,598	\$ 1,990,999
Accumulated remeasurement gains		52,256	39,896
		<u>\$ 2,201,854</u>	<u>\$ 2,030,895</u>
Contractual obligations and contingent liabilities	(Note 17)		

Approved on behalf of the Board of Governors:



Michael Korenberg
Chair, Board of Governors



Peter Smailes
Vice-President Finance and Operations

(See accompanying notes to the consolidated financial statements)



CONSOLIDATED STATEMENT OF OPERATIONS AND ACCUMULATED SURPLUS
YEAR ENDED MARCH 31

(in thousands of dollars)

		Budget	2019	2018
		(Note 2(o))		
Revenues				
Government grants and contracts	(Note	\$ 1,120,933	\$ 1,147,750	\$ 1,077,096
Tuition and student fees		785,576	814,904	725,040
Sales and services		393,108	403,626	399,791
Non-government grants, contracts and donations		172,879	175,720	182,159
Investment income		87,105	96,925	81,825
Income from government business enterprises	(Note 5)	5,111	3,974	13,763
Revenue recognized from deferred capital contributions	(Note	85,132	84,833	81,848
		<u>2,649,844</u>	<u>2,727,732</u>	<u>2,561,522</u>
Expenses	(Note			
Learning		1,308,943	1,297,538	1,197,877
Research		520,364	505,031	496,441
Facilities		296,905	289,200	283,343
Students		328,828	343,548	318,571
Community engagement		63,669	66,167	60,018
Administration		96,145	90,391	84,743
		<u>2,614,854</u>	<u>2,591,875</u>	<u>2,440,993</u>
Annual surplus from operations		34,990	135,857	120,529
External endowment donations		<u>25,000</u>	<u>22,742</u>	<u>25,650</u>
Annual surplus		59,990	158,599	146,179
Accumulated surplus, beginning of year		1,990,999	1,990,999	1,844,820
Accumulated surplus, end of year		<u>\$ 2,050,989</u>	<u>\$ 2,149,598</u>	<u>\$ 1,990,999</u>

(See accompanying notes to the consolidated financial statements)



**CONSOLIDATED STATEMENT OF CHANGES IN NET DEBT
YEAR ENDED MARCH 31**

(in thousands of dollars)

	<u>Budget</u> (Note 2(o))	<u>2019</u>	<u>2018</u>
Annual surplus	\$ 59,990	\$ 158,599	\$ 146,179
Exclude items not affecting net debt:			
Endowment donations and transfers	(25,000)	(28,081)	(26,402)
	<u>34,990</u>	<u>130,518</u>	<u>119,777</u>
Acquisition of tangible capital assets, net of dispositions	(330,668)	(362,438)	(324,366)
Amortization of tangible capital assets	213,668	208,772	197,720
	<u>(117,000)</u>	<u>(153,666)</u>	<u>(126,646)</u>
Acquisition of inventories held for use	-	(5,255)	(4,585)
Acquisition of prepaid expense	-	(24,701)	(21,508)
Consumption of inventories held for use	-	5,151	4,686
Use of prepaid expense	-	21,830	4,901
	<u>-</u>	<u>(2,975)</u>	<u>(16,506)</u>
	(82,010)	(26,123)	(23,375)
Net remeasurement gains (losses)	8,051	12,360	(485)
Increase in net debt	(73,959)	(13,763)	(23,860)
Net debt, beginning of year	(2,311,539)	(2,311,539)	(2,287,679)
Net debt, end of year	\$ <u>(2,385,498)</u>	\$ <u>(2,325,302)</u>	\$ <u>(2,311,539)</u>

(See accompanying notes to the consolidated financial statements)



CONSOLIDATED STATEMENT OF CASH FLOWS
YEAR ENDED MARCH 31

(in thousands of dollars)

	<u>2019</u>	<u>2018</u>
Cash provided from operating activities		
Annual surplus	\$ 158,599	\$ 146,179
Add non-cash items:		
Amortization of tangible capital assets	208,772	197,720
Amortization of deferred capital contributions	(84,833)	(81,848)
Amortization of deferred land lease revenue	(8,598)	(8,040)
Change in employee future benefits	878	(3,107)
	<u>274,818</u>	<u>250,904</u>
Change in non-cash operating working capital:		
Decrease (increase) in accounts receivable	(54,876)	57,722
Decrease (increase) in inventories	(201)	48
Increase in prepaid expenses	(2,871)	(16,607)
Increase in accounts payable and accrued liabilities	15,709	6,007
	<u>232,579</u>	<u>298,074</u>
Cash used in capital activities		
Tangible capital asset acquisitions	<u>(363,938)</u>	<u>(324,366)</u>
Cash provided by (used in)		
Investment in government business enterprises	12,732	19,956
Endowment and operating investments	(242,673)	(180,287)
	<u>(229,941)</u>	<u>(160,331)</u>
Cash provided from financing activities		
Net increase in deferred contributions	43,577	133,724
Net decrease in long-term debt	(6,145)	(6,602)
Increase in deferred land lease revenue	112,229	75,833
Increase in deferred capital contributions	130,064	127,866
	<u>279,725</u>	<u>330,821</u>
Increase (decrease) in cash and cash equivalents	(81,575)	144,198
Cash and cash equivalents, beginning of year	231,171	86,973
Cash and cash equivalents, end of year	<u>\$ 149,596</u>	<u>\$ 231,171</u>
Supplemental cash flow information		
Cash paid for interest	<u>\$ 20,418</u>	<u>\$ 20,553</u>

(See accompanying notes to the consolidated financial statements)



CONSOLIDATED STATEMENT OF REMEASUREMENT GAINS AND LOSSES
YEAR ENDED MARCH 31

(in thousands of dollars)

	<u>2019</u>	<u>2018</u>
Accumulated remeasurement gains, beginning of year	\$ 39,896	\$ 40,381
Remeasurement (gains) losses realized and reclassified to statement of operations from:		
Equity investments quoted in active market	(9,393)	(9,977)
Other investments designated at fair value	(677)	1,270
Unrealized gains generated during the year from:		
Equity investments quoted in active market	9,716	5,881
Other investments designated at fair value	12,778	2,069
Other comprehensive income (losses) from government business enterprise	<u>(64)</u>	<u>272</u>
Net remeasurement gains (losses) for the year	12,360	(485)
Accumulated remeasurement gains, end of year	\$ <u><u>52,256</u></u>	\$ <u><u>39,896</u></u>

(See accompanying notes to the consolidated financial statements)



Notes to the Consolidated Financial Statements

1 Authority and Purpose

The University of British Columbia (UBC or the University) operates under the authority of the *University Act* of British Columbia. UBC is a comprehensive research university offering a full range of undergraduate, graduate and continuing studies programs. The academic governance of the University is vested in the Senate. As a not-for-profit entity, UBC is governed by a Board of Governors, the majority of whom are appointed by the provincial government of British Columbia. UBC is also a registered charity and is therefore exempt from income taxes under section 149 of the *Income Tax Act*.

2 Significant Accounting Policies

The consolidated financial statements of the University are prepared by management in accordance with the basis of accounting described below. Significant accounting policies of UBC are as follows:

(a) Basis of Accounting

The consolidated financial statements have been prepared in accordance with Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia supplemented by Regulations 257/2010 and 198/2011 issued by the Province of British Columbia Treasury Board.

The Budget Transparency and Accountability Act requires that the consolidated financial statements be prepared in accordance with the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada, or if the Treasury Board makes a regulation, the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada as modified by the alternate standard or guideline or part thereof adopted in the regulation.

Regulation 257/2010 requires all tax-payer supported organizations in the Schools, Universities, Colleges and Hospitals sectors to adopt Canadian Public Sector Accounting Standards (PSAS), as issued by the Public Sector Accounting Board (PSAB), without any PS4200 elections effective their first fiscal year commencing after January 1, 2012.

Regulation 198/2011 requires that restricted contributions received or receivable are to be reported as revenue depending on the nature of the restrictions on the use of the funds by the contributors as follows:

- (i) Contributions for the purpose of acquiring or developing a depreciable tangible capital asset or contributions in the form of a depreciable tangible capital asset are recorded and, referred to as deferred capital contributions and recognized in revenue at the same rate that amortization of the related tangible capital asset is recorded. The reduction of the deferred capital contributions and the recognition of the revenue are accounted for in the fiscal period during which the tangible capital asset is used to provide services.
- (ii) Contributions restricted for specific purposes other than those for the acquisition or development of a depreciable tangible capital asset are recorded as deferred contributions and recognized in revenue in the year in which the stipulation or restriction on the contributions have been met.

For British Columbia tax-payer supported organizations, these contributions include government transfers and externally restricted contributions.

2 **Significant Accounting Policies (continued)**

(a) Basis of Accounting (continued)

The accounting policy requirements under Regulation 198/2011 are significantly different from the requirements of PSAS which require that:

- government transfers, which do not contain a stipulation that creates a liability, be recognized as revenue by the recipient when approved by the transferor and the eligibility criteria have been met in accordance with PS3410; and
- externally restricted contributions be recognized as revenue in the period in which the resources are used for the purpose or purposes specified in accordance with PS3100.

As a result, revenue recognized in the Statement of Operations and Accumulated Surplus and certain related deferred capital contributions would be recorded differently under PSAS.

(b) Basis of Presentation

The University reports its operations on a consolidated basis, which includes activities from various funds within the University and external entities.

(c) Basis of Consolidation

(i) Consolidated Entities

The consolidated financial statements reflect the assets, liabilities, revenues, and expenses of organizations which are controlled by UBC. Controlled organizations are consolidated except for government business enterprises which are accounted for by the modified equity method. Inter-organizational transactions, balances, and activities have been eliminated on consolidation.

The following not-for-profit organizations whose activities are intended to benefit UBC are 100% controlled by the University and are consolidated in these financial statements:

- UBC Foundation, a not-for-profit foundation formed to develop public awareness and encourage financial support of the University.
- American Foundation for UBC, an American charitable foundation that encourages financial support of the University.
- Hong Kong Foundation for UBC, a not-for-profit organization incorporated in Hong Kong that promotes and advances all matters concerning education.
- UK Foundation for the University of British Columbia, an official charitable organization in the United Kingdom that promotes and advances all matters concerning education.
- UBC Society for the Education of Young Children, a not-for-profit organization that maintains and operates an educational program for young children.
- UBC Asia Pacific Regional Office Limited, a Hong-Kong based association formed to promote and advance the academic and research interests of the University and its partners in the Asia Pacific region.
- entrepreneurship@UBC Management Inc., a not-for-profit organization that allows UBC to make seed investments in promising student ventures.



2 **Significant Accounting Policies (continued)**

(c) Basis of Consolidation (continued)

(i) Consolidated Entities (continued)

The following for-profit entities are controlled by the University and are consolidated in these financial statements:

- UBC Investment Management Trust, whose primary purpose is to manage the investment assets of the University including the Endowment Fund, Staff Pension Plan, Supplemental Arrangement and Operating Fund. The University has a 100% interest in the trust.
- UBC Research Enterprises Inc., which promotes the creation, testing, development, production and commercialization of intellectual property owned by the University. The entity was dissolved by way of voluntary dissolution under the B.C. Business Corporations Act on December 4, 2017. The University held a 100% interest in the company prior to its dissolution.
- Paragon Testing Enterprises Inc., an English language testing organization that administers English language proficiency tests and develops products and programs to help test takers. The University has an 80% (2018 - 83%) interest in the company.

(ii) Investment in Government Business Enterprises

Government business enterprises are accounted for by the modified equity method. Under this method, the University's investment in the business enterprise and its net income and other changes in equity are recorded. No adjustment is made to conform the accounting policies of the government business enterprise to those of UBC other than if other comprehensive income exists, which is accounted for as an adjustment to accumulated surplus (deficit) of the University. Inter-organizational transactions and balances have not been eliminated, except for any profit or loss on transactions between entities of assets that remain within the entities controlled by UBC.

The following organizations are government business enterprises and are accounted for by the modified equity method:

- UBC Properties Investments Ltd. ("UBCPIL")

UBCPIL is incorporated pursuant to the B.C. Business Corporations Act, and is a wholly-owned subsidiary of UBC. UBCPIL is the sole trustee of UBC Properties Trust, which was established to carry out real estate development activities on behalf of the University.

- Great Northern Way Campus Trust ("GNW")

The University has a 25% (2018 - 25%) interest in GNW which was formed on September 15, 2002 to include the lands and premises comprising the Great Northern Way Campus for the equal benefit of the University, Simon Fraser University, British Columbia Institute of Technology and the Emily Carr Institute of Art and Design.

2 **Significant Accounting Policies (continued)**

(c) Basis of Consolidation (continued)

(iii) Investment in Government Partnerships

Government partnerships that are business partnerships are accounted for by the modified equity method. Accounting policies of the business partnership are not conformed to those of the partners before the equity pick-up. The University is not party to any government business partnerships.

Government partnerships that are not business partnerships are accounted for under the proportionate consolidation method. The University accounts for its share of the partnership on a line by line basis in the consolidated financial statements and eliminates any inter-organizational transactions and balances. Accounting policies of a partnership that is not a business partnership are conformed to those of UBC before it is proportionately consolidated.

The consolidated financial statements include the accounts of the following non-business government partnerships:

- Tri-Universities Meson Facility (TRIUMF)

The University has a 7.14% (2018 - 7.69%) interest in TRIUMF, Canada's particle accelerator centre. TRIUMF is a joint venture amongst the University and thirteen other universities (2018 - twelve), which was established to operate a facility that supports fundamental and applied research in particle and nuclear physics, as well as the materials and life sciences. TRIUMF operates on the UBC campus and elsewhere.

- Western Canadian Universities Marine Sciences Society (WCUMSS)

The University has a 20% (2018 - 20%) interest in WCUMSS, operating as Bamfield Marine Sciences Centre. The University is one of five university members of WCUMSS, which is formed to provide a permanent base for marine and coastal-oriented field operations in Bamfield, B.C. WCUMSS mandates to provide research infrastructure for scientists, offer senior undergraduate and graduate courses and programs, and provide training opportunities for students, First Nations and other public groups.

- CDRD Ventures Inc. (CVI, formerly DDI Drug Development Inc.)

The University has a 33% (2018 - 33%) interest in CVI and is one of three shareholders. CVI is the commercialization partner of the Centre for Drug Research and Development (CDRD), which provides financial, managerial and development support to turn promising technologies into companies and to help existing companies grow.

(iv) Trusts Under Administration

Trusts administered by UBC as directed by agreement or statute for certain beneficiaries are not included in the University's consolidated financial statements.

(d) Cash and Cash Equivalents

Cash and cash equivalents include highly liquid investments with a term to maturity of three months or less at the date of purchase.

2 **Significant Accounting Policies (continued)**

(e) Revenue Recognition

(i) Restricted Revenue

The University follows the deferral method of accounting for contributions. Some contributions, such as grants and donations for research or capital purposes, are restricted in use by the external contributor. Externally restricted contributions are recognized as revenue when the restrictions imposed by the contributors on the use of the monies are satisfied as follows:

- Non-capital contributions for specific purposes are recorded as deferred contributions and recognized as revenue in the year in which the stipulation or restriction on the contribution has been met. Unspent capital contributions are initially recorded as deferred contributions and transferred to and recorded as deferred capital contributions when the amounts have been spent on tangible capital assets and are recognized into revenue as noted below.
- Contributions spent in acquiring or developing a depreciable tangible capital asset or received in the form of a depreciable tangible capital asset, in each case for use in providing services, are recorded and referred to as deferred capital contributions and recognized in revenue at the same rate that amortization of the tangible capital asset is recorded. The reduction of the deferred capital contributions and the recognition of the revenue are accounted for in the fiscal period during which the tangible capital asset is used to provide services. Where the tangible capital asset involved has an unlimited life, the contribution is recorded in the Consolidated Statement of Operations and Accumulated Surplus.

Some restricted contributions must be retained in perpetuity, allowing only the investment income earned thereon to be spent, and are recorded as external endowment donations in the Consolidated Statement of Operations and Accumulated Surplus for the portion to be held in perpetuity and as deferred contributions for the investment income earned thereon.

(ii) Unrestricted Revenue

Unrestricted contributions are recorded as revenue when received or receivable if the amounts can be estimated and collection is reasonably assured. Government grants not restricted as to their use are recognized as revenue when received or receivable. Other unrestricted revenue, including tuition fees and sales of services and products, are reported as revenue at the time the services are provided or the products are delivered. Tuition fees received in advance of courses being delivered are deferred and recognized when the courses are delivered.

(iii) Deferred Land Lease Revenue

The University leases certain properties to third parties for a period of 99 years. Deferred land lease revenue is initially recognized and deferred when the contract has been entered into and all performance obligations have been met. Subsequently, deferred land lease revenue is amortized over the 99 year term of the lease.

(iv) Investment Income

Investment income includes interest recorded on an accrual basis and dividends recorded as declared, realized gains or losses on the sale of investments, write-downs on investments where the loss in value is determined to be other than temporary, and fair value adjustment of investments. Investment transactions are recorded on a trade date basis. Transaction costs are expensed as incurred. To the extent that investment income relates to externally restricted endowments, income is recorded in the year in which the related expenses are incurred.

2 **Significant Accounting Policies (continued)**

(f) Financial Instruments

Classification, Disclosure and Presentation

Financial instruments are classified into two categories: fair value or cost.

Fair value category: Portfolio investments that are quoted in an active market, private equity investments, and sinking fund investments are all reflected at fair value as at the reporting date. Sales and purchases of investments are recorded on the trade date. Transaction costs related to the acquisition of investments are recorded as an expense. Unrealized gains and losses on financial assets, except those that are related to restricted endowments, are recognized in the Consolidated Statement of Remeasurement Gains and Losses until such time that the financial asset is derecognized due to disposal or impairment. At the time of derecognition, the related realized gains and losses are recognized in the Consolidated Statement of Operations and Accumulated Surplus and related balances reversed from the Consolidated Statement of Remeasurement Gains and Losses. Unrealized gains and losses on financial assets related to restricted endowments are included in deferred contributions.

Cost category: Gains and losses are recognized in the Consolidated Statement of Operations and Accumulated Surplus when the financial asset is derecognized due to disposal or impairment. Sales and purchases of investments are recorded on the trade date. Transaction costs related to the acquisition of investments are included in the cost of the related investments. Debt is measured at amortized cost.

(g) Short-term Investments

Short-term investments are defined to include highly liquid securities with terms to maturity of one year or less. Short-term investments are cashable on demand and are recorded at fair value.

(h) Inventories for Resale

Inventories held for resale, including books, food services, and gift shop items, are recorded at the lower of cost or net realizable value. Cost is determined using the weighted average basis. Cost includes invoice cost and other costs incurred in bringing the inventories to their present location and condition. Net realizable value is the estimated selling price less the estimated costs necessary to make the sale. Inventories are written down to net realizable value when the cost of inventories is estimated not to be recoverable. When circumstances that previously caused inventories to be written down below cost no longer exist, the amount of write-down previously recorded is reversed.

(i) Non-financial Assets

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

(i) Tangible Capital Assets

Tangible capital assets are recorded at cost, which includes amounts that are directly attributable to acquisition, construction, development or betterment of the asset. Interest is not capitalized whenever external debt is issued to finance the construction of tangible capital assets. Contributed tangible capital assets are recorded at fair value at the date of contribution.

CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

2 Significant Accounting Policies (continued)

(i) Non-financial Assets (continued)

(i) Tangible Capital Assets (continued)

Tangible capital assets are amortized on a straight-line basis over their estimated useful life as shown below. Land is not amortized as it is deemed to have a permanent value.

Site improvements	15-80 years
Buildings	10-50 years
Building renovations	5-40 years
Furnishings, equipment and systems	3-10 years
Library books	10 years

Assets under construction are not amortized until the asset is available for productive use.

Tangible capital assets are written down when conditions indicate that they no longer contribute to UBC's ability to provide goods and services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value.

(ii) Leased Tangible Capital Assets

Leases which transfer substantially all of the benefits and risks incidental to ownership of property are accounted for as leased tangible capital assets. All other leases are accounted for as operating leases and the related payments are charged to expenses as incurred.

(iii) Unrecognized Assets

Major categories of unrecognized assets include works of art and historical collections, mineral resources, and licenses.

These assets cannot be reasonably measured for various reasons, including being priceless or irreplaceable, not intended for sale, intended for exhibition purposes, restricted for research and academic purposes, or an estimate of future benefits associated with the assets cannot be made due to their extraordinary nature.

(iv) Inventories Held for Use

Inventories held for use are recorded at the lower of cost and replacement cost.

Cost includes the original purchase cost, plus shipping and applicable duties. Replacement cost is the estimated current price to replace the items.

(j) Employee Future Benefits

(i) Pension Plans

The University has two pension plans and a supplemental arrangement plan providing pension and other benefits to its employees. The assets and liabilities of these plans are not included in the University's consolidated financial statements.



2 Significant Accounting Policies (continued)

(j) Employee Future Benefits (continued)

(i) Pension Plans (continued)

Faculty Pension Plan

The Faculty Pension Plan is a defined contribution plan providing benefits on a money purchase basis. The cost of pension benefits includes the current service cost based on 10.00% of salary (2018 – 10.00%), less a fixed offsetting amount relating to Canada Pension Plan contributory earnings. The University expenses contributions to this plan in the year the contributions are related to.

Staff Pension Plan

The Staff Pension Plan is a target benefit plan and provides benefits based on 1.80% (2018 - 1.80%) of the average best three years' basic salary multiplied by the number of years of contributory service. The University's contribution for the Staff Pension Plan is 9.40% of salary (2018 - 9.13%), less a fixed offsetting amount relating to Canada Pension Plan contributory earnings. In the event of funding deficiencies, the University's contributions remain fixed and benefits for members may be reduced. Accordingly, the University accounts for this as a defined contribution plan and expenses contributions to this plan in the year of the related contributions. Benefits security for employees is improved by the plan maintaining a contingency reserve. The contingency reserve ceiling recommended by the plan's actuary and approved by the pension board and Canada Revenue Agency is 40% of liabilities.

Supplemental Arrangement

The Supplemental Arrangement has been established for those Faculty Pension Plan members whose aggregate annual pension contributions exceed the contribution limit allowed under the Income Tax Act for registered plans. Excess University contributions are deposited into notional accounts established for each member in the Supplemental Arrangement account. No payments are made out of the Supplemental Arrangement account before the earliest of the member's termination, retirement or death.

(ii) Income Replacement Plan / Disability Benefit Plan

The income replacement plan for faculty and disability benefit plan for all other employees provide income for disabled employees. The plans commence after a qualifying period of four months for CUPE 2950 employees and six months for all other employees. When an employee is in receipt of income replacement or disability benefits, the University continues to pay the costs of certain member benefits. The costs of the plans are employee funded. The University is not required to contribute to the plans nor is it responsible for any deficit that the plans may incur.

(iii) Sick Leave Benefits

Sick leave benefits are available to UBC's employees. Employees are entitled to sick leave in accordance with the terms and conditions of their employment contracts. The costs of those benefits which vest or accumulate are actuarially determined based on service and estimates of retirement ages and expected future salary or wage increases. The obligation is accrued based on projected benefits as the employees render services necessary to earn the future benefits. Actuarial gains and losses from event-driven benefits that do not vest or accumulate are recognized immediately in the Consolidated Statement of Operations and Accumulated Surplus.

CONSOLIDATED FINANCIAL STATEMENTS

YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

2 **Significant Accounting Policies (continued)**

(k) Liability for Contaminated Sites

Contaminated sites are a result of contamination being introduced into air, soil, water or sediment of a chemical, organic or radioactive material or live organism that exceeds an environmental standard. Liabilities are recorded net of any expected recoveries. A liability for remediation of contaminated sites is recognized when all the following criteria are met:

- (i) an environmental standard exists;
- (ii) contamination exceeds the environmental standard;
- (iii) the University is directly responsible or accepts responsibility;
- (iv) it is expected that future economic benefits will be given up; and
- (v) a reasonable estimate of the amount can be made.

(l) Use of Estimates

The preparation of these consolidated financial statements in accordance with PSAS requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosures of contingent assets and liabilities at the date of the consolidated financial statements, and the reported amounts of revenues and expenses during the reporting period. Significant areas requiring the use of management estimates and assumptions relate to the determination of useful lives of tangible capital assets for amortization and the amortization of related deferred capital contributions, valuation of financial instruments, the present value of employee future benefits and commitments, and provisions for contingencies. Where actual results differ from these estimates and assumptions, the impact will be recorded in future periods when the difference becomes known.

(m) Debt Issue Costs

The underwriting discount along with consulting fees relating to the debenture issuances are capitalized and amortized to match the term of the long-term debenture. Amortization is calculated based on the effective interest rate method.

(n) Functional Classification of Expenses

Expenses in the Consolidated Statement of Operations and Accumulated Surplus have been classified based upon functional lines of service provided by the University. The outline of services provided by each function is as follows:

- (i) Learning - This function includes expenses related to all direct educational delivery within the institution and activities that directly support the academic functions of the institution. This includes credit and non-credit courses, diploma, certificate and degree programs; continuing education; curriculum and program development; libraries and galleries; on-line delivery; information technology; specific purpose funding; and endowment non-award funding. Costs associated with this function include contract expenses; Deans/Directors and/or Chairs; and instructional administration (general and financial), support staff and support costs directly related to these activities.



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

2 Significant Accounting Policies (continued)

(n) Functional Classification of Expenses (continued)

- (ii) Research - This function includes research activities specifically funded by contracts and/or grants from external organizations and undertaken within the institution to produce research outcomes. Costs associated with this function include such things as research administration, research accounting, support costs established to conduct all research projects, and research related amortization.
- (iii) Facilities - This function includes all capital asset related expenditures for the operation of the University. These include the operation and maintenance of physical plant and equipment for all institutional activities; utilities; facilities administration; custodial services; landscaping and grounds keeping; major repairs and renovations; security services; administration of infrastructure development; amortization expense (other than research related) and debt servicing costs related to the entire University.
- (iv) Students - This function includes activities that directly support the individual students or groups of students. These include student service administration; counseling; career services; social development and recreation; financial aid administration; scholarships and bursaries; and any other centralized general and financial administration and support costs related to these activities. It also includes ancillary operations that provide goods and services to the students, endowment award related funding and award funds that support students. Costs associated with this function include general and financial administration and support costs directly related to these activities.
- (v) Community engagement - This function includes activities that support the relationship between the University and the community. It includes campus planning; advancement and development office; alumni; public / government relations; community affairs, and any other centralized institution wide external affairs. Costs associated with this function include general, financial administration and support costs directly related to these activities.
- (vi) Administration - This function includes activities that support the institution as a whole, such as executive management; governance committees; the Board and Senate; corporate finance; human resources; purchasing; and any other centralized institution-wide general administrative activities.

(o) Budget Figures

The budget was approved by the Board of Governors on April 19, 2018. These figures have been provided for comparative purposes.

3 Cash and Cash Equivalents

	March 31 2019	March 31 2018
Cash	\$ 34,535	\$ 25,473
Cash equivalents	115,061	205,698
	<u>\$ 149,596</u>	<u>\$ 231,171</u>

The University has a seasonal revolving line of credit. During September 1 to May 31, the line of credit is CAD \$40 million, and during June 1 to August 31, the line of credit is increased to CAD \$60 million. This operating facility includes, as a sub-limit, a US dollar current account overdraft facility up to US \$5 million. As at March 31, 2019, the University had a CAD \$40 million revolving line of credit (March 31, 2018 - \$40 million) with a sub limit of US \$5 million line of credit (March 31, 2018 – US \$5 million).

4 Investments



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

Investments include operating, endowment and sinking fund investments. Operating investments consist of research, capital, and other funds received and held in advance for future expenditures. Endowment investments consist of donations held in perpetuity and land lease revenues received by the University to benefit current and future generations. Sinking fund investments are managed by the provincial government and will be applied against repayment of provincial debentures on maturity (Note 12).

(a) Analysis of Investments

	March 31 2019	March 31 2018
Government and corporate bonds		
<u>Maturity</u>		
Less than 1 year	\$ -	\$ -
1 - 5 years	681,901	534,814
Greater than 5 years	-	-
Various – pooled	213,026	230,190
	<u>894,927</u>	<u>765,004</u>
Short-term notes and treasury bills	22,414	27,403
Canadian equities	221,632	221,311
Canadian pooled funds	241,157	212,237
United States equities and pooled funds	182,941	139,319
Other international pooled funds	947,501	883,897
Other	35,204	24,809
	<u>\$ 2,545,776</u>	<u>\$ 2,273,980</u>

These investments are presented in the consolidated financial statements as:

	March 31 2019	March 31 2018
Operating investments	\$ 666,657	\$ 525,191
Endowment (expendable balance)	877,469	779,374
Endowment (original contribution)	970,536	942,455
Sinking fund investments (Note 12)	31,114	26,960
	<u>\$ 2,545,776</u>	<u>\$ 2,273,980</u>

Other investments include cash and short-term investments related to endowments and real estate investments and promissory notes issued by unrelated parties.

4 Investments (continued)

(b) Endowment Investments



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

- (i) Endowment investments are reported as financial assets (expendable portion) and non-financial assets (externally restricted principal portion). The portion reported as non-financial assets comprise investments representing the original donation and amounts required to be reinvested to maintain the capital, which are externally restricted by donors and, therefore, cannot be spent and are not considered financial assets.

	March 31, 2019			March 31, 2018		
	Principal	Expendable	Total	Principal	Expendable	Total
Balance, beginning of year	\$ 942,455	\$ 779,374	\$ 1,721,829	\$ 916,053	\$ 622,219	\$ 1,538,272
Donations	22,742	-	22,742	25,650	-	25,650
Internal transfers	5,339	-	5,339	752	-	752
Transfers to/from cash	-	80,000	80,000	-	75,000	75,000
Investment income	-	94,380	94,380	-	150,689	150,689
Expenses	-	(76,285)	(76,285)	-	(68,534)	(68,534)
Balance, end of year	<u>\$ 970,536</u>	<u>\$ 877,469</u>	<u>\$ 1,848,005</u>	<u>\$ 942,455</u>	<u>\$ 779,374</u>	<u>\$ 1,721,829</u>

- (ii) Endowments Held by Vancouver Foundation

Endowments with a fair value of \$24.4 million (March 31, 2018 - \$25.7 million) are held by the Vancouver Foundation in perpetuity for the benefit of the University and are not included in the University's consolidated financial statements. The capital of these endowment funds are held permanently by Vancouver Foundation and invested in accordance with the provisions of the Vancouver Foundations Act.

Endowments with a fair value of \$26.8 million (March 31, 2018 - \$28.2 million) are held and managed by Vancouver Foundation and are included in the University's consolidated financial statements. The University has the discretion to direct Vancouver Foundation to transfer the whole or any part of the capital of these endowment funds to the University.

- (c) Fair Value of Financial Instruments

Fair value of a financial instrument is defined as the amount at which the instrument could be exchanged in a current transaction between willing parties. UBC uses the following methods and assumptions to estimate the fair value of each class of financial instruments for which the carrying amounts are included in the Consolidated Statement of Financial Position under the following captions:

- Cash and cash equivalents, accounts receivable and accounts payable and accrued liabilities – the carrying amounts approximate fair value because of the short-term maturity of these instruments.
- Operating investments
- Endowment investments

4 Investments (continued)

- (c) Fair Value of Financial Instruments (continued)



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

The financial instruments measured at fair value held within each investment are classified according to a hierarchy which includes three levels, reflecting the reliability of the inputs involved in the fair value determination. The different levels are defined as follows:

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities
- Level 2: inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices)
- Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs)

The composition of investments recorded at fair value is as follows:

March 31, 2019	Total	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)
Endowment investments:				
Cash and short-term notes	\$ 52,017	\$ 52,017	\$ -	\$ -
Fixed income mutual funds	102,620	102,620	-	-
Canadian equities	293,226	293,226	-	-
Canadian equities mutual funds	84,489	84,489	-	-
United States equities mutual funds	131,139	131,139	-	-
International equities mutual funds	476,145	476,145	-	-
Real estate	158,780	-	-	158,780
Private equity	110,364	-	-	110,364
Hedge fund	106,565	-	-	106,565
Infrastructure equity	200,498	-	-	200,498
Private debt	25,817	-	-	25,817
Other	104,745	-	26,773	77,972
Total endowment investments recorded at fair value	1,846,405	1,139,636	26,773	679,996
Operating investments:				
Fixed income				
Government	651,509	651,509	-	-
Mutual funds	1,000	-	-	1,000
Canadian equities	1,566	1,566	-	-
United States equities	23	23	-	-
Private equity	12,559	-	-	12,559
Total operating investments recorded at fair value	666,657	653,098	-	13,559
Total	\$ 2,513,062	\$ 1,792,734	\$ 26,773	\$ 693,555

4 Investments (continued)



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

(c) Fair Value of Financial Instruments (continued)

March 31, 2018	Total	Quoted prices in active markets for identical assets (Level 1)	Significant other observable inputs (Level 2)	Significant unobservable inputs (Level 3)
Endowment investments:				
Cash and short-term notes	\$ 37,260	\$ 37,260	\$ -	\$ -
Fixed income mutual funds	97,515	97,515	-	-
Canadian equities	321,384	321,384	-	-
Canadian equities mutual funds	73,564	73,564	-	-
United States equities mutual funds	97,193	97,193	-	-
International equities mutual funds	576,249	529,834	46,415	-
Real estate	141,091	-	-	141,091
Private equity	74,851	-	-	74,851
Hedge fund	80,136	-	-	80,136
Infrastructure equity	182,935	-	-	182,935
Private debt	9,875	-	-	9,875
Other	28,176	-	28,176	-
Total endowment investments recorded at fair value	1,720,229	1,156,750	74,591	488,888
Operating investments:				
Fixed income				
Government	508,828	508,828	-	-
Mutual funds	1,000	-	-	1,000
Canadian equities	1,416	1,416	-	-
United States equities	-	-	-	-
Private equity	13,947	-	-	13,947
Total operating investments recorded at fair value	525,191	510,244	-	14,947
Total	\$ 2,245,420	\$ 1,666,994	\$ 74,591	\$ 503,835

The following table reconciles the changes in fair value of financial instruments classified as level 3 during the year.

	March 31 2019	March 31 2018
Balance, beginning of year	\$ 503,835	\$ 430,945
Unrealized gains	30,777	4,748
Purchases	189,624	121,096
Dispositions	(30,681)	(52,954)
Balance, end of year	\$ 693,555	\$ 503,835



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

5 Investments in Government Business Enterprises

Two entities are accounted for in the University's consolidated financial statements using the modified equity method of accounting for government business enterprises (Note 2(c)(ii)).

Financial information in respect of these entities is disclosed below.

Consolidated Statement of Financial Position:	UBC Properties Investments Ltd.		Great Northern Way Campus Trust	
	March 31 2019	March 31 2018	March 31 2019	March 31 2018
Financial assets	\$ 145,028	\$ 86,103	\$ 41,045	\$ 49,387
Liabilities	480,724	504,280	10,987	32,251
Net assets (liabilities)	(335,696)	(418,177)	30,058	17,136
Non-financial assets	447,014	447,851	19,348	20,318
Accumulated surplus	\$ 111,318	\$ 29,674	\$ 49,406	\$ 37,454
Adjustment for Infrastructure Impact Charges (IIC's) and contributions	(14,767)	(12,676)	-	-
Adjusted accumulated surplus	\$ 96,551	\$ 16,998	\$ 49,406	\$ 37,454
UBC's proportionate share	\$ 96,551	\$ 16,998	\$ 12,351	\$ 9,364

Consolidated Statement of Operations:

Revenue	\$ 97,972	\$ 88,926	\$ 26,114	\$ 38,969
Expenses	18,256	8,380	13,905	23,306
Surplus for the year	79,716	80,546	12,209	15,663
Adjustment to defer land sales	(79,145)	(71,051)	-	-
Adjustment for IIC's	351	352	-	-
Adjusted accumulated surplus	\$ 922	\$ 9,847	\$ 12,209	\$ 15,663
UBC's proportionate share	\$ 922	\$ 9,847	\$ 3,052	\$ 3,916

- (a) UBCPIL recognizes revenue from sales of 99-year leases when the contract has been entered into and all performance obligations have been met including the transfer of control of the prepaid lease. The University defers these revenues in its Consolidated Statement of Financial Position and amortizes the balance to its Consolidated Statement of Operations and Accumulated Surplus over the duration of the leases (Note 11). During the year, UBCPIL adopted IFRS 15 *Revenue from Contracts with Customers*, resulting in an \$95.3 million increase to its current year's opening equity. This adjustment has been recorded in the investment in government business enterprises on the University's consolidated financial statements.
- (b) During the year, the University received distributions from UBCPIL of \$81.8 million (2018 - \$91.5 million) and from GNW of \$6.4 million (2018 - \$8.0 million).



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

5 Investments in Government Business Enterprises (continued)

(c) During the year, the following significant related party transactions occurred:

UBCPIL invoiced the University \$2.8 million (2018 - \$3.8 million) for project management fees.

UBCPIL issued promissory notes in favour of the University amounting to \$27.6 million (2018 - \$2.6 million). The University charged UBCPIL interest in the amount of \$0.3 million (2018 - \$0.3 million).

The University collected \$19.3 million from UBCPIL (2018 - \$1.1 million) for infrastructure impact charges. These charges have been eliminated in the consolidated financial statements.

6 Investments in Government Partnerships

UBC provides contributions to fund the operations of TRIUMF, WCUMSS, and CDRD Ventures Inc. Their financial results are proportionately consolidated with those of UBC based upon UBC's share of their total contributions.

The amounts included in these consolidated financial statements are as follows:

	TRIUMF		WCUMSS		CDRD Ventures Inc.	
Consolidated Statement of Financial Position:	March 31 2019	March 31 2018	March 31 2019	March 31 2018	March 31 2019	March 31 2018
Financial assets	\$ 54,737	\$ 49,175	\$ 619	\$ 1,098	\$ 25,552	\$ 16,456
Liabilities	68,970	49,930	1,694	1,847	11,768	8,146
Net assets (liabilities)	(14,233)	(755)	(1,075)	(749)	13,784	8,310
Non-financial assets	27,303	25,418	7,400	7,513	4	12
Accumulated surplus	\$ 13,070	\$ 24,663	\$ 6,325	\$ 6,764	\$ 13,788	\$ 8,322
UBC's proportionate share	\$ 934	\$ 1,897	\$ 1,265	\$ 1,353	\$ 4,596	\$ 2,774
Consolidated Statement of Operations:						
Revenue	\$ 73,851	\$ 77,086	\$ 3,929	\$ 6,505	\$ 8,077	\$ 844
Expenses	85,445	75,364	4,369	4,062	2,611	824
Surplus for the year	\$ (11,594)	\$ 1,722	\$ (440)	\$ 2,443	\$ 5,466	\$ 20
UBC's proportionate share	\$ (828)	\$ 132	\$ (88)	\$ 489	\$ 1,822	\$ 7

TRIUMF expenses all capital assets in its income statement as acquired; the University capitalizes the capital assets and amortizes them over the useful lives. TRIUMF recognizes revenue in the year it is received, whereas the University follows the deferral method of accounting for contributions.



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

7 Accounts Payable and Accrued Liabilities

	March 31 2019	March 31 2018
Accounts payable and accrued liabilities	\$ 273,187	\$ 260,959
Salaries and benefits payable	20,380	18,584
Accrued vacation pay	8,532	8,109
Amounts payable to government organizations	10,892	9,631
	<u>\$ 312,991</u>	<u>\$ 297,283</u>

Included in accounts payable and accrued liabilities at March 31, 2019 is a balance of \$23.0 million owing to UBCPIL. (March 31, 2018 - \$29.2 million).

8 Employee Future Benefits

(a) Contributions to Pension Plans

University contributions made to each of the pension plans were:

	March 31 2019	March 31 2018
Faculty Pension Plan	\$ 43,256	\$ 42,580
Staff Pension Plan	48,675	43,482
Supplemental Arrangement	4,796	4,571
	<u>\$ 96,727</u>	<u>\$ 90,633</u>

(b) Accumulated Sick Leave Benefit and Income Replacement Plan (IRP)/Disability Benefit Plan (DBP)

The accrued sick leave benefit and accrued IRP and DBP obligations as at March 31, 2019 are based on actuarial valuations prepared as of March 31, 2019 and 2018, respectively. The accrued benefit obligations are calculated as follows:

	Sick leave	IRP and DBP	March 31 2019	March 31 2018
Balance, beginning of year	\$ 2,290	\$ 6,697	\$ 8,987	\$ 12,094
Current service and interest cost	898	1,070	1,968	2,582
Benefits paid	(1,163)	(1,045)	(2,208)	(2,439)
Actuarial loss (gain)	1,118	-	1,118	(3,250)
Balance, end of year	<u>\$ 3,143</u>	<u>\$ 6,722</u>	<u>\$ 9,865</u>	<u>\$ 8,987</u>



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

8 Employee Future Benefits (continued)

(b) Accumulated Sick Leave Benefit and IRP/DBP (continued)

Components of net benefit expense	<u>2019</u>	<u>2018</u>
Service cost	\$ 1,674	\$ 2,274
Interest cost	<u>294</u>	<u>308</u>
Net benefit expense	<u>\$ 1,968</u>	<u>\$ 2,582</u>

Actuarial assumptions used to determine the University's accrued sick leave benefit obligation are as follows:

	<u>March 31 2019</u>	<u>March 31 2018</u>
Discount rate	3.30%	1.90%
Expected wage and salary increases	2.50%	2.00%

Actuarial assumptions used to determine the University's accrued income replacement benefit obligation are as follows:

	<u>March 31 2019</u>	<u>March 31 2018</u>
Discount rate	3.50%	3.50%
Expected future inflation rate	2.00%	2.00%
Expected wage and salary increases	2.00%	2.00%



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

9 Deferred Contributions

Deferred contributions represent unspent externally restricted grants, donations, contributions and endowment investment income.

	March 31 2019	March 31 2018
Research	\$ 368,005	\$ 333,348
Capital	17,802	25,781
Trust	145,275	136,472
Endowment	639,715	620,205
Balance, end of year	<u>\$ 1,170,797</u>	<u>\$ 1,115,806</u>

Changes in deferred contributions are as follows:

	Research	Capital	March 31, 2019 Trust	Endowment	Total
	\$			\$	
Balance, beginning of year	333,348	\$ 25,781	\$ 136,472	620,205	\$ 1,115,806
Grants, contributions, donations and endowment income	508,763	65,148	214,169	70,754	858,834
Transferred to deferred capital contributions (Note 10)	(52,941)	(77,123)	-	-	(130,064)
Recognized to revenue	(421,165)	3,996	(205,366)	(51,244)	(673,779)
	\$			\$	
Balance, end of year	<u>368,005</u>	<u>\$ 17,802</u>	<u>\$ 145,275</u>	<u>639,715</u>	<u>\$ 1,170,797</u>

	Research	Capital	March 31, 2018 Trust	Endowment	Total
	\$			\$	
Balance, beginning of year	286,921	\$ 39,488	\$ 103,757	536,114	\$ 966,280
Grants, contributions, donations and endowment income	473,484	83,595	238,463	128,545	924,087
Transferred to deferred capital contributions (Note 10)	(31,580)	(96,286)	-	-	(127,866)
Recognized to revenue	(395,477)	(1,016)	(205,748)	(44,454)	(646,695)
	\$			\$	
Balance, end of year	<u>333,348</u>	<u>\$ 25,781</u>	<u>\$ 136,472</u>	<u>620,205</u>	<u>\$ 1,115,806</u>



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

10 Deferred Capital Contributions

Contributions that are restricted for capital and have been spent on capital are recorded as deferred capital contributions. Contributions that are restricted for capital but have not yet been spent are recorded as deferred contributions until such time that the amounts are spent on tangible capital assets. Amounts are recognized into revenue as the liability is extinguished over the useful life of the related tangible capital asset.

Changes in the deferred capital contributions balance are as follows:

	March 31 2019	March 31 2018
Balance, beginning of year	\$ 1,510,738	\$ 1,464,720
Grants, contributions and donations spent (Note 9)	130,064	127,866
Current year amortization	(84,833)	(81,848)
Balance, end of year	<u>\$ 1,555,969</u>	<u>\$ 1,510,738</u>

11 Deferred Land Lease Revenue

	Balance at March 31 2018	Additions	Recognized to Revenue	Balance at March 31 2019
Deferred land lease revenue, gross	\$ 808,074	\$ 207,501	\$	\$ 1,015,575
Accumulated amortization of deferred land lease revenue	(49,797)		(8,598)	(58,395)
Deferred land lease revenue, net	<u>\$ 758,277</u>	<u>\$ 207,501</u>	<u>\$ (8,598)</u>	<u>\$ 957,180</u>

	Balance at March 31 2017	Additions	Recognized to Revenue	Balance at March 31 2018
Deferred land lease revenue, gross	\$ 732,241	\$ 75,833	\$ -	\$ 808,074
Accumulated amortization of deferred land lease revenue	(41,757)	-	(8,040)	(49,797)
Deferred land lease revenue, net	<u>\$ 690,484</u>	<u>\$ 75,833</u>	<u>\$ (8,040)</u>	<u>\$ 758,277</u>



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

12 Debt

Debt is measured at amortized cost as follows:

	<u>Maturity Date</u>	<u>Interest Rate</u>	<u>March 31 2019</u>	<u>March 31 2018</u>
Series A Debentures Unsecured, to be repaid at maturity	2031	6.65%	\$ 126,761	\$ 126,710
Series B Debentures Unsecured, to be repaid at maturity	2035	4.82%	125,543	125,520
Canada Mortgage and Housing Corporation \$454.9 paid semi-annually	2019 to 2023	6.25% to 7.88%	2,256	3,111
Province of BC Unsecured Debentures, to be repaid at maturity	2037	4.70%	126,628	126,626
Royal Bank of Canada Demand Loans, \$9.6 paid monthly	2020	3.39%	212	228
			<u>381,400</u>	<u>382,195</u>
Less sinking fund investments (Note 4a)			<u>(31,114)</u>	<u>(26,960)</u>
Total			\$ <u><u>350,286</u></u>	\$ <u><u>355,235</u></u>

The principal portion of debt repayments over the next five years and thereafter are as follows:

2020	\$ 648
2021	749
2022	596
2023	433
2024	-
Thereafter	<u>375,000</u>
	\$ <u><u>377,426</u></u>

Interest expense for the year on outstanding debt is \$20.8 million (2018 - \$20.9 million), which is recorded in the Consolidated Statement of Operations and Accumulated Surplus.

In addition to principal repayments, sinking fund payments are made into government invested funds, to be applied against repayment of provincial debentures on maturity. The market value of sinking fund investments as at March 31, 2019 is \$31.1 million (Note 4a) and is invested in government and corporate bonds. The University will make sinking fund payments over the next five years and thereafter as follows:

2020	\$ 2,006
2021	2,006
2022	2,006
2023	2,006
2024	2,006
Thereafter	<u>30,086</u>
	\$ <u><u>40,116</u></u>



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

13 Tangible Capital Assets

Cost	Balance at March 31 2018	Net Additions (Transfers)	Disposals	Balance at March 31 2019
Land	\$ 21,456	\$ -	\$ -	\$ 21,456
Site improvements	243,663	11,850	387	255,126
Buildings and renovations	3,946,809	186,226	14,729	4,118,306
Assets under construction	95,387	29,145	-	124,532
Furnishings, equipment and systems	612,635	121,799	108,543	625,891
Library books	145,102	14,918	14,024	145,996
Total	\$ 5,065,052	\$ 363,938	\$ 137,683	\$ 5,291,307

Accumulated Amortization	Balance at March 31 2018	Disposals	Amortization	Balance at March 31 2019
Land	\$ -	\$ -	\$ -	\$ -
Site improvements	44,988	387	5,945	50,546
Buildings and renovations	1,252,709	13,229	103,426	1,342,906
Assets under construction	-	-	-	-
Furnishings, equipment and systems	323,777	108,543	84,847	300,081
Library books	67,844	14,024	14,554	68,374
Total	\$ 1,689,318	\$ 136,183	\$ 208,772	\$ 1,761,907

	Net book value March 31 2019
Land	\$ 21,456
Site improvements	204,580
Buildings and renovations	2,775,400
Assets under construction	124,532
Furnishings, equipment and systems	325,810
Library books	77,622
Total	\$ 3,529,400



CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

13 Tangible Capital Assets (continued)

Cost	Balance at March 31 2017	Net Additions (Transfers)	Disposals	Balance at March 31 2018
Land	\$ 19,622	\$ 1,834	\$ -	\$ 21,456
Site improvements	230,941	13,017	295	243,663
Buildings and renovations	3,646,051	307,252	6,494	3,946,809
Assets under construction	196,683	(101,296)	-	95,387
Furnishings, equipment and systems	603,527	87,667	78,559	612,635
Library books	140,764	15,892	11,554	145,102
Total	\$ 4,837,588	\$ 324,366	\$ 96,902	\$ 5,065,052

Accumulated Amortization	Balance at March 31 2017	Disposals	Amortization	Balance at March 31 2018
Land	\$ -	\$ -	\$ -	\$ -
Site improvements	39,636	295	5,647	44,988
Buildings and renovations	1,164,084	6,494	95,119	1,252,709
Assets under construction	-	-	-	-
Furnishings, equipment and systems	319,674	78,559	82,662	323,777
Library books	65,106	11,554	14,292	67,844
Total	\$ 1,588,500	\$ 96,902	\$ 197,720	\$ 1,689,318

	Net book value March 31 2018
Land	\$ 21,456
Site improvements	198,675
Buildings and renovations	2,694,100
Assets under construction	95,387
Furnishings, equipment and systems	288,858
Library books	77,258
Total	\$ 3,375,734



13 Tangible Capital Assets (continued)

(a) Assets Under Construction

As at March 31, 2019, assets under construction having a value of \$124.5 million (March 31, 2018 - \$95.4 million) have not been amortized. Amortization of these assets will commence when the assets are put into service.

(b) Write-Down of Tangible Capital Assets

Write-downs of tangible capital assets during the year were nil (2018 - nil).

14 Financial Risk Management

The University has exposure to the following risks from its use of financial instruments: interest rate risk, liquidity risk, credit risk and foreign exchange risk.

The Board of Governors ensures that the University has identified its major risks and ensures that management monitors and controls them.

(a) Interest Rate Risk

The University is exposed to interest rate risk on fixed income investments held; the risk arises from fluctuations in interest rates and the degree of volatility of these rates. The University is not at risk for changes in interest rates on its long-term debt obligations as all borrowings are at fixed rates of interest.

(b) Liquidity Risk

The University is exposed to liquidity risk which may arise from the possibility that the University is not able to meet its financial obligations as they become due, or can only do so at excessive costs. The University establishes budgets and cash flow projections to ensure it has the necessary funds, including access to a revolving line of credit to fulfill its obligations when due.

(c) Credit Risk

The University is exposed to credit risk if a counterparty to a financial instrument fails to meet its obligations. The University accounts for a specific bad debt provision when management considers that the expected recovery is less than the account receivable.

(d) Foreign Exchange Risk

The University is exposed to foreign exchange risk on investments held in foreign currencies and may use foreign currency swaps to mitigate this risk.

CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

15 Government Grants and Contracts

	March 31 2019	March 31 2018
Province of British Columbia		
Core Academic Funding	\$ 634,979	\$ 613,902
Post Graduate Medical Education Program	139,469	135,048
Other funding	48,510	35,830
Total Province of British Columbia	822,958	784,780
Government of Canada	304,561	273,439
Other governments	20,231	18,877
	<u>\$ 1,147,750</u>	<u>\$ 1,077,096</u>

During the year, the University received restricted and unrestricted funding from the Province of British Columbia in the amount of \$867.3 million (2018 - \$842.2 million). \$823.0 million has been recognized as revenue from funding received in the current year and prior years (2018 - \$784.8 million). Unspent funding represents restricted contributions and is deferred in the Consolidated Statement of Financial Position.

16 Contractual Rights

The University has entered into contracts or agreements in the normal course of operations that it expects will result in the realization of assets and revenues in future fiscal years. UBC is the recipient of research grants from various federal, provincial, and municipal funding agencies. These funding agreements do not abnormally impact the University's financial position and do not guarantee the University the right to future funding.

17 Contractual Obligations and Contingent Liabilities

Contractual obligations and contingent liabilities are as follows:

(a) Capital Projects

At March 31, 2019, outstanding commitments totalled \$188.2 million (March 31, 2018 - \$20.2 million) for capital projects. These commitments will be payable in subsequent years, and are funded by provincial contributions, private donations and earnings from sales and services.

(b) Litigation

The University is involved from time to time in litigation, which arises in the normal course of operations. Liabilities on any litigation are recognized in the consolidated financial statements when the outcome becomes reasonably determinable. In management's judgement, there is no material negative exposure at this time from existing litigations.

(c) Derivative Financial Instruments

At March 31, 2019, the University had outstanding forward currency contracts with notional values of \$269.9 million (2018 - \$298.3 million) whose settlements extend to May 3, 2019. The unrealized gain at March 31, 2019 was \$0.1 million (2018 - \$0.2 million) and has been reflected in the Consolidated Statement of Remeasurement Gains and Losses and in the fair value of investments.



17 Contractual Obligations and Contingent Liabilities (continued)

(d) Self Insurance

Effective January 1, 2013, the University became a member of the University, College and Institute Protection Program (UCIPP), which is an actuarially valued program of self-insurance for the Province of British Columbia that has been in place since 1987. It is one of several self-insurance programs operated within the Insurance and Risk Management Account (IRMA), which is a special account established under the Financial Administration Act, controlled by the Risk Management Branch of the Ministry of Finance. Annually, an independent actuarial firm reviews the claims history, funding levels and balances in the various programs making up IRMA to ensure that it is maintained at a level sufficient to pay both known claims and incurred, but not reported, losses.

(e) Funding Commitments

Under its endowment investment strategy, the University has outstanding commitments to fund infrastructure, private debt, private equity and real estate investments totalling approximately \$6.6 million (March 31, 2018 - \$3.6 million); \$62.2 million (March 31, 2018 - \$54.6 million); \$96.1 million (March 31, 2018 - \$137.7 million); and \$61.6 million (March 31, 2018 - \$48.5 million), respectively. The University has no outstanding commitments to previous hedge fund investments (March 31, 2018 - nil).

(f) Operating Lease

The University has lease commitments for premises is committed to total lease payments of \$53.3 million over the term of the lease, which expires on March 31, 2040.

(g) Letter of Credit

The University has a letter of credit facility of CAD \$26.3 million available as of March 31, 2019 (2018 - \$26.3 million). This letter of credit is provided as security to BC Hydro for electrical infrastructure upgrade work to be completed by October 2020. The University does not expect to draw on the letter of credit as BC Hydro is expected to recover its costs via increased electrical billings.

18 Related Party Transactions

The University is related through common control to all Province of British Columbia ministries, agencies, school districts, health authorities, colleges, universities, and crown corporations. Transactions with these related parties, unless disclosed otherwise, are considered to be in the normal course of operations and are recorded at their exchange amounts, which is the amount of consideration established and agreed to between the University and the related parties.

CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED MARCH 31, 2019

(all tabular amounts are in thousands of dollars)

19 Expenses by Object

The following is a summary of expenses by object:

	March 31 2019	March 31 2018
Salaries	\$ 1,347,461	\$ 1,267,799
Employee benefits	219,023	195,107
Supplies and sundries	253,467	240,110
Amortization	208,772	197,720
Cost of goods sold	45,779	45,570
Scholarships, fellowships and bursaries	147,011	130,935
Travel and field trips	57,807	55,028
Professional and consulting fees	124,606	113,862
Grants and reimbursements to other agencies	127,872	135,691
Utilities	39,296	38,317
Interest on long-term debt	20,781	20,854
	<u>\$ 2,591,875</u>	<u>\$ 2,440,993</u>

20 Grants and Reimbursements to Other Agencies

During the year, the University distributed research and other funds to agencies totalling \$127.9 million (2018 - \$135.7 million). These funds were distributed under agreements with granting agencies, whereby the University is the administrative head and a portion of the research is undertaken at other agencies.

Reimbursements of \$100.0 million (2018 - \$98.4 million) were made to BC health authorities for payments made on behalf of the University for the postgraduate medical education program.

21 Comparative Information

Certain comparative figures have been reclassified in order to provide presentational consistency with the current year.



The University of British Columbia has not given any indemnities or guarantees which require prior government approval under the Indemnities and Guarantees Regulation.

THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES
IN RESPECT OF THE MEMBERS OF THE BOARD OF GOVERNORS
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

No remuneration has been paid to any member of the Board of Governors for Board activity. The remuneration and expenses of the President, Faculty, Staff or Students who are also members of the Board, are listed in the Schedule of Remuneration and Expenses Paid to Employees.

Expenses

Gordon, Lindsay	Chancellor	\$	1,900
Ono, Santa J.	President and Vice-Chancellor		3,389

Appointed by the Province

Korenberg, Michael J.	Board Governor and Chair		2,669
Cawley, Sandra L.M.	Board Governor and Vice-Chair		1,095
Brewin, Alison P.	Board Governor		506
Dusangh, Jessie	Board Governor		-
Gillanders, Chaslynn	Board Governor		-
Gopal, Raghwa	Board Governor		12,363
Haldane, Celeste A.	Board Governor		759
Macfarlane, Fiona	Board Governor		647
McKenzie, Nancy	Board Governor		2,750
Park, Beverlee F.	Board Governor		-
Smith, Kevin R.	Board Governor		324
Solomon, Joel	Board Governor		822
Sundhu, Balwinder (Bill)	Board Governor		3,037

Elected by Students, Faculty, and Staff

Chaudhry, Ayesha S.	Board Governor		-
Fernandez, Darran	Board Governor		535
Ghoussoub, Nassif	Board Governor		828
Klironomos, John	Board Governor		7,404
Menzies, Charles R.	Board Governor		516
Morcom, Curtis	Board Governor		1,901
Udzenija, Nicole	Board Governor		-
Fashanu, Shola	Student Board Governor		2,391
Gattinger, Jakob	Student Board Governor		3,759
Malone, Jeanie	Student Board Governor		831



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

The amounts reported in accordance with the Financial Information Act are cash payments in the fiscal year; whereas, the Consolidated Statement of Operations is prepared on an accrual basis. In addition, the Consolidated Statement of Operations includes subsidiaries, government partnerships and government business enterprises which are included on different bases. Accordingly, there will be differences between the amounts reported in the Schedule of Remuneration and Expenses Paid to Employees or on Behalf of Employees and the Consolidated Statement of Operations.

* Expenses paid to employees or on behalf of employees, on the following schedule, are reported on a gross basis and are not adjusted for external cost recoveries.



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Aamodt, Tor M.	\$ 198,503	\$ 10,256	Ahluwalia, Steve	\$ 101,800	\$ 1,296
Abbott, Laura	78,791	1,002	Ahmed, Rumeen	165,966	16,104
Abdellatif, Waleed A. A.	77,076	-	Ahmed, Suborna Shekhor	116,178	68
Abdi, Ali A.	227,855	2,883	Ahn, Soyoon	86,393	-
Abdul-Mageed, Muhammad	99,756	2,760	Aiello, William	272,796	229
Abel-Co, Karen	112,692	7,258	Ainslie, Philip Neil	233,759	15,391
Abello, Rubio Juan C.	120,175	4,274	Aitken, Sally	218,327	8,561
Abercromby, Shelley	86,665	550	Akbari, Khorami Hamed	77,058	-
Abji, Tamiza	88,524	-	Alam, Shahria	172,293	18,869
Abolmaesumi, Purang	219,177	12,697	Alam, Yusuf Patrick	110,140	3,831
Abraham, Ninan	188,262	2,544	Albert, Arianne	105,451	-
Abrutyn, Seth	127,952	7,845	Albon, Simon P.	131,510	3,169
Abshire, LeVonne T.	95,884	1,269	Album, Torbjorn	179,011	4,960
Abu-Laban, Riyad	107,020	-	Alcantara, Andrew	89,417	2,156
Accili, Eric	154,853	1,455	Alden, Lynn	179,436	7,771
Acton, Donald	140,449	693	Aleksejuniene, Jolanta	174,974	1,746
Adam, Debra Mae	109,936	-	Alexander, Bryan	81,918	4,115
Adam, Sheryl	106,655	-	Algar, Walter Russell	154,946	729
Adams, Keith	182,120	6,221	Ali, Intkhab Amanat	96,076	-
Adams, Nancy	97,854	2,560	Ali, Naureen	130,693	3,062
Adamson, Martin	155,811	-	Ali, Rizwan	78,604	-
Addison, Christopher J.	123,481	6,721	Ali, Zulfiqar	78,403	113
Adebar, Perry Erwin	250,324	20,346	Alila, Younes	152,066	4,545
Adem, Alejandro	252,011	15,539	Alimohammadi, Majid	146,373	-
Adem, Maria Luisa M.	91,507	-	Al-Kassim, Dina	156,688	-
Adibi, Mohammad Amin	80,532	1,316	Alkenbrack, Catherine	156,277	2,058
Adl, Ramine	128,683	-	Allaire, Catherine	127,777	-
Adler, James Douglas	114,085	-	Allaire, Justin C.	104,494	1,082
Adriasola Munoz, I. A.	119,939	1,941	Allan, Andrew	79,780	277
Aery, Naval	110,452	-	Allan, Douglas	170,312	4,115
Afendoulis, Afendakis	78,908	173	Allan, Susan	110,076	14,978
Afendoulis, Anthony	77,747	488	Allard, Michael	408,349	4,904
Affleck, Frances	94,414	1,209	Allen, Aleta	81,851	-
Affleck, Ian Keith	254,500	5,618	Allen, Corey James	81,470	4,293
Affleck, Karen	111,080	2,544	Allen, Dawn	84,529	-
Affolder, Natasha	254,977	15,920	Allen, Meghan	149,929	3,435
Afshar, Kourosh	113,893	930	Allen, Phoebe Edwina	77,683	1,225
Agahi, Jamshid	79,342	99	Allen, Susan Elizabeth	182,706	8,664
Agatep, Joel	98,758	-	Allison, Ian Findlay	79,958	3,604
Agawa, Philip John	79,061	142	Alliston, Janeen	126,452	2,979
Agharebparast, Farshid	152,162	400	Almeida, Fernanda	204,933	507
Aguiar, Luis	126,762	699	Aloni, Erez	155,839	8,336
Agyapong-Poku, Derek	99,688	2,000	Altintas, Orcun	96,559	30,130
Ahamed, Tazim	90,062	2,159	Altintas, Yusuf	261,179	31,658
Ahenakew, Cash	141,674	10,621	Altshuler, Douglas L.	182,363	5,156



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Altwasser, Brian	\$ 135,512	\$ 1,795	Antcliffe, Blair	\$ 89,851	\$ 5,101
Aludino, Ronald Allan	85,988	848	Anthony, Joseph	109,537	3,703
Alvarez-Moreno, Raul	133,127	671	Antifaeff, Aaron	126,648	498
Alviarez, Vanessa I.	213,639	433	Antweiler, Werner	293,179	2,864
Amari, Erica	81,442	435	Antwi, Phanuel	118,420	1,659
Amini, Marghaleray	95,092	5,420	Ao, Ziliang	136,666	-
Amiri, Mandana	94,390	2,993	Aparicio, Samuel	410,190	19,470
Amundson, Norman E.	137,089	2,012	Aquino, Karl	324,136	6,272
Anand, Richa	84,480	-	Aragay, Salinas G.	79,412	1,367
Anasavarapu, Srikantha	143,934	9,324	Araujo, Anderson	119,026	13,601
Andersen, Aaron	113,877	34,044	Arbel, Efrat	169,935	7,763
Andersen, Elizabeth	90,820	2,651	Arbour, Laura	188,373	6,131
Andersen, Raymond J.	199,879	2,405	Arcese, Peter	115,867	12,052
Anderson, Ann	167,774	1,976	Archibald, Bryan	79,757	967
Anderson, David	189,775	3,592	Arciniegas, Diego	94,464	1,739
Anderson, Jim	180,486	4,993	Arduini, Andrea	102,252	1,156
Anderson, Kristin S.	250,349	11,922	Arias, Hernandez R.	91,117	2,585
Anderson, Leonard Mark	125,198	700	Arida, Andrew A.	163,215	9,722
Anderson, Sarah	84,879	358	Ark, Tavinder Kaur	95,045	445
Anderson, Scott Allen	138,818	205	Armer, Jamie Peter	87,786	1,137
Anderson, T. Bruce	153,614	2,076	Armer, Zoe Louise	122,564	6,704
Andrade, Janice	77,942	550	Armstrong, Carl	85,469	543
Andrade, Jason Guy	105,014	-	Armstrong, Geoff	119,611	722
Andraza, Gary	75,427	523	Armstrong, Jeannette	143,139	10,923
Andreas, Wolfgang H.	115,335	4,351	Armstrong, Linlea	274,089	5,421
Andrei, Liviu	85,922	1,605	Armstrong, Sheldon	146,033	942
Andres, Lesley Coral	136,322	-	Arndt, Kevin Douglas	140,714	9,677
Andreutti, Lawrence	87,928	134	Arneil, Barbara	218,982	7,250
Andrew, Christian	110,012	1,771	Arnold, David James	106,076	998
Andrew, James	76,751	8,858	Arnott, Reid	92,378	1,215
Andrews, Jeffrey	114,910	7,370	Arnovick, Leslie K.	121,758	2,265
Andrews, Michael C.	85,138	-	Aron, Ionut Andrei	84,272	-
Andrews, Ross	102,262	-	Aronson, Meigan	204,243	6,407
Andrews, Susan	132,684	4,546	Arthur, Peter J.	136,661	1,200
Ang, Alice	92,935	2,805	Arthurs, Jane Mary	112,078	6,848
Ang, Betty	88,561	2,567	Arza, Abhiram	81,322	78
Angel, Omer	166,631	8,911	Asbury, Shon	88,801	1,015
Angeles, Leonora C.	122,234	1,480	Ashe, Maureen	143,668	-
Anger, Suzy	138,139	2,171	Ashman, Dwayne	80,248	-
Angers, Mario	144,988	132	Ashwell, Sheila Anne	94,273	522
Angert, Amy	158,792	6,262	Asia, Clarissa	83,080	3,462
Anglesio, Michael S.	99,032	1,258	Askin, Daniel	88,108	656
Anis, Aslam H.	263,848	-	Asrat, Abraham Paulos	79,496	405
Ansermino, John Mark	164,715	8,280	Assadian, Sara	78,679	-
Anstee, Richard P.	137,766	-	Assanand, Sunaina	144,895	12,127



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Asselin, Edouard	\$ 207,651	\$ 8,751	Baik, Jie le	\$ 76,202	\$ 2,231
Asselin, Marlene	148,511	-	Bailey, Anthony	296,958	3,413
Astorino, Tania	79,902	-	Bailey, C. D. Alison	95,947	2,625
Atabaki, Nima	149,130	-	Bailey, James	105,810	-
Athans, George	122,718	8,328	Bailie, Darrell	95,273	332
Atkey, Susan	116,756	238	Baines, Erin	157,232	18,242
Atkinson, Claire E.	97,374	784	Baird, Jill	94,397	4,157
Atkinson, Rene	80,059	138	Bakan, Joel Conrad	238,549	-
Atkinson, Wendy Lee	84,934	11,731	Baker, Donald Leslie	87,820	-
Atwal, Perdip S.	279,252	6,598	Baker, Melissa	81,332	11,253
Aube, Meghan	78,701	2,126	Baker, Scott Wayne	100,493	4,917
Auffray, Joey Cho Yi	97,476	-	Baker, Victoria	75,003	2,387
Auger-Methe, Marie	122,827	3,291	Bakker, Karen Jessica	200,053	33,883
Auld, Vanessa J.	192,502	-	Baldauf, Markus	299,678	16,090
Austin, Jehannine	183,090	2,568	Baldwin, Susan A.	167,228	6,837
Austin, Philip H.	144,522	1,135	Baldwin, Tamara	115,743	19,406
Austin, Stephen	80,656	-	Balfour, Sandra C.	102,198	1,912
Auston, Victoria	191,863	224	Balke, Thomas Fredette	98,221	3,707
Auyeung, Norris	75,427	1,184	Ballarin, Roberta	157,121	1,355
Avalos-Rivera, Alys	79,389	-	Ball-Banting, Elenor L.	86,880	3,272
Avdich, Leanne Kristen	95,364	4,693	Balma, Chris	103,857	804
Avelena, Michelle	106,532	30,194	Balmforth, Neil	185,482	3,672
Averill, Gage	334,051	7,864	Baluk, Melissa M.	78,804	442
Av-Gay, Yossef	157,786	10,409	Bamji, Shernaz	189,980	12,680
Aviles, Leticia	148,417	4,293	Banack, Hartley	91,722	1,462
Avina-Zubieta, Juan A.	143,704	772	Banerjee, Jayanti	100,104	4,347
Avitan, Renee Louise	102,684	960	Banfield, Carla	115,561	1,460
Avraham, Chavah Sarah	107,759	-	Baniassad, Elisa	145,255	2,907
Avramidis, Stavros	189,842	1,547	Banks, Simon	75,566	2,343
Ayas, Najib	157,870	4,839	Bansback, Nicholas J.	171,777	3,770
Aydede, Murat Mustafa	206,172	4,700	Banthia, Nemkumar P.	257,565	71,270
Azami, Lee-Aye	108,547	1,315	Baranowski, Roman	132,556	388
Aziz, Arslan	151,676	6,465	Barber, Stacy	88,489	80
Babel, Molly Elizabeth	112,688	1,450	Barbic, Skye Pamela	115,984	7,659
Babey, Beverley May J.	109,801	124	Barbour, Chandra	104,108	-
Bablitz, Leanne	170,546	1,755	Barclay, Sarah Jane	98,248	12,102
Babul, Shelina	120,691	45,800	Barer, Ariana	88,905	-
Baca, Paola G.	118,122	6,679	Barforoush, Saranaz A.	75,127	-
Bacca, Mattia	114,715	6,387	Baric, Kristina Daisy	80,656	282
Bachmann, Sven	125,514	7,208	Barichello, Richard	191,608	-
Backman, Catherine L.	162,370	970	Barkaskas, Patricia M.	148,692	10,940
Badcock, Dave	79,163	-	Barker, John	176,710	2,211
Badir, Patricia	173,557	1,499	Barker, Philip	257,055	20,123
Bagherzadeh, Hosseini	91,139	6,693	Barker, Stephen	81,658	5,862
Baier, Gerald	148,545	3,168	Barnes, Steven	163,198	1,987



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Barnes, Trevor J.	\$ 217,306	\$ 445	Beaty, Fiona	\$ 79,687	\$ 859
Barnett, Annalisa M.	83,049	4,052	Beauchamp, Mark	201,088	6,088
Barnsley, Connor Reny	94,689	1,875	Beauchesne, Kim	151,269	4,036
Baron, Andrew	193,812	4,254	Beaudoin, Mario	86,745	-
Baron, Marietta	88,521	1,512	Beaudry, Paul	280,774	6,173
Barr, Alasdair M.	184,090	8,382	Bebam, Zadeh Armin	86,496	-
Barr, Tim	120,765	-	Becir, Michael John	109,412	10,961
Barrett, Nicole Ann	164,800	3,901	Beck, Charlotte	129,836	1,694
Barrett, Sylvia	76,268	43	Beck, Kirk Andrew	118,316	3,070
Barron, Matthew C.	77,353	1,861	Beck, Phillip	77,632	383
Barrow, Jennifer Lynn	93,393	2,415	Becker, Bethany	76,457	5,093
Barrows, Lauren	141,386	5,385	Beckie, Roger D.	213,886	5,790
Barry, Shauna M.	75,766	-	Bedi, Robinder P.	136,137	3,850
Barsky, Eugene	129,301	1,927	Bedke, Matthew S.	166,413	4,988
Bartha, Paul	190,927	-	Begley, Joy	254,434	7,846
Bartlett, Erin Frances	83,963	1,418	Behrend, Kai	218,370	2,214
Bartlett, Karen H.	195,298	333	Belanger, Danai	78,977	4,735
Bartley, Gary Bruce	80,922	2,002	Belanger, Leisa Joanne	160,962	5,138
Bartolic, Silvia K.	124,073	3,246	Bell, Allan	172,739	4,008
Barton, Jason	316,877	-	Bell, Brannen Stewart	84,712	3,279
Basha, Genc	78,081	-	Bell, Margot Lynn	102,451	5,656
Bass, John	151,943	1,474	Bellavance, James	115,691	-
Bassett, Ken L.	218,808	1,546	Belleville, Patrice	187,366	773
Bastien, Chris David	92,466	2,183	Belliveau, George	170,254	26,954
Batchelar, Geoffrey	81,940	-	Belmadani, Manuel	77,555	108
Bateman, Chris James	100,934	10,446	Belsito, Mark	123,533	147
Bateman, Timothy Myles	86,242	1,384	Belton, Robert	187,531	2,000
Bates, Cherie Dawn	91,778	-	Bemmels, Brian	124,067	-
Bates, Joanna	150,817	4,453	Bena, Jan	318,152	14,204
Bates, Simon Peter	258,410	8,566	Benard, Francois	524,677	-
Bauer, Bernard	199,603	1,483	Benavente, Oscar	149,440	-
Baum, Bruce	161,383	840	Ben-David, Shelly	100,702	10,875
Baumbusch, Jennifer	153,307	2,142	Bendickson, Aven	80,122	550
Bauschke, Heinz H.	200,310	874	Bendl, Jennifer Mary C.	141,867	8,715
Baxter, Breeonne M.	94,333	4,355	Benedet, Janine	241,080	1,921
Baybuz, Alexey	75,591	1,037	Bennett, Angela Jean	82,008	1,810
Baylis, Patrick W.	137,602	7,646	Bennett, Kirsten B.	77,724	2,305
Bayne, Alexandra	173,876	3,675	Bennett, Michael A.	200,646	12,876
Bayrampour, Basmenj H.	113,885	5,769	Benoit, Carleigh	90,867	10,645
Beall, Sarah Kathryn	75,050	1,819	Benson, Darren	81,167	-
Beasley, Clare Louise	128,311	-	Benzel, Andrea Rae	194,248	2,630
Beasley-Murray, Jp	118,315	-	Berard, Marie-France	79,389	-
Beattie, Karen	92,174	-	Berbee, Mary	178,911	1,105
Beatty, John Henry	206,594	3,950	Berciu, Mona	189,360	1,177
Beatty, John T.	107,922	20	Berdahl, Jennifer	496,679	1,019



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Berdan, John Michael	\$ 104,882	\$ 2,289	Birch, Susan A. J.	\$ 151,055	\$ -
Berenbeim, Eli Moen	111,760	4,702	Bird, Bryanne	96,806	1,352
Beretta, Jocelyn	80,976	42	Bird, Jonathan	75,038	-
Berezny, Allan	180,969	3,032	Birol, Gulnur	119,332	6,712
Berezowsky, Craig M. S.	122,065	-	Bishundayal, Deonarine	106,259	-
Berg, Celina Gay	128,524	8,902	Biukovic, Ljiljana	238,211	4,882
Berg, Lawrence	173,602	2,656	Bizzotto, Dan	171,339	8,471
Berg, Maureen	80,033	45	Bizzotto, Roger	138,009	7,640
Berg, Stephen	125,532	4,932	Bjorn, Hakan L.	115,587	44,570
Bergmann, Luke Robert	102,826	2,847	Bjornson, Gordean C.	77,860	2,552
Beristain, Alexander G.	120,587	-	Blachford, Alistair M.	116,417	-
Berkowitz, Jonathan	203,155	620	Blachford, Leith T.	119,749	3,286
Berlinguette, Curtis P.	238,898	107,599	Black, Charlyn	235,552	683
Berman, Peter Alan	100,000	4,063	Black, Donald William	154,196	60
Bernaerdt, Leanne	106,799	3,739	Black, Fraser	75,076	8,857
Bernatchez, Pascal	179,988	7,149	Black, Jennifer	145,219	-
Berner, Michelle Faye	171,814	904	Black, Nancy	111,517	-
Berringer, Heather	121,360	13,025	Black, Peter C. V.	147,550	2,161
Berryman, Sylvia	163,519	5,343	Black, Thomas Andrew	184,982	1,397
Bertanjoli, Dubravka	79,895	272	Blackburn, Carole	121,381	6,008
Bertram, Allan	209,624	5,028	Blackett, Stephen J.	87,812	551
Bertrand, Melanie	88,952	-	Blackmore, Sandra D.	102,151	-
Berube, Pierre	199,042	16,766	Blackwell, Michelle	87,171	1,215
Beschastnikh, Ivan	168,673	13,623	Blake, Thomas Michael	162,770	1,356
Best, Kelly	97,573	3,916	Blank, Jayne Frances	78,094	1,678
Best, Wendy Leandra	159,722	-	Bleackley, Deborah	96,724	-
Bettinger, Julie	172,427	8,126	Bleck, Alexander	290,183	21,087
Beznosov, Konstantin	186,517	13,988	Blinch, Abby	82,210	2,257
Bhagavatula, Sastry	184,391	-	Bloch, Alexia	103,181	7,415
Bhanwadia, Farrah	84,929	3,659	Block, Stephanie N.	147,984	5,729
Bhardwaj, Arjun	154,193	-	Blouin, Jean-Sebastien	198,359	6,085
Bhargava, Vijay	247,867	3,547	Blue, Graydon James	78,002	-
Bi, Xiaotao	175,128	8,300	Blum, Martin	138,232	2,132
Bibbs, Susan	89,946	-	Blum, Yael	104,816	1,762
Bichler, Lukas	147,732	12,125	Bluman, Robert Alan	120,076	4,267
Biermann, Wilhelmina G.	78,315	-	Blydt-Hansen, Tom	117,567	5,798
Biesanz, Jeremy C.	162,104	2,326	Bob, Tanya	84,965	-
Bigazzi, Alexander Y.	123,761	7,747	Bobinski, Mary Anne	336,948	4,030
Bigelow, Ken	103,956	-	Bobowski, Jake S.	118,321	-
Bilodeau, Leanne	105,794	7,163	Boccassini, Daniela	116,062	326
Bin, Jing Yun Anna	100,673	1,519	Boedhihartono, Agni K.	143,171	15,037
Binfet, John Tyler	116,039	9,570	Boersma, Lucia M.	77,595	3,475
Bingle, Wade	133,889	-	Bohlmann, Jorg	221,176	9,932
Binsted, Gordon James	247,541	58,513	Boileau, Sean	85,604	22,860
Birch, Patricia	112,491	3,079	Bole, Gregory Michael	110,971	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Boley, Aaron C.	\$ 143,439	\$ 8,216	Brackenbury, Robert	\$ 86,687	\$ -
Bombardini, Matilde	209,084	4,547	Bradley, Amanda	159,469	1,774
Bonakdarpour, Arman	84,679	9,156	Brady, Colleen	161,835	760
Bond, Phillip William	104,427	3,403	Brain, Robert Michael	140,236	1,792
Bonetti, Walter	114,972	106	Brain, Ursula	94,398	355
Bonn, Douglas Andrew	232,164	1,005	Brander, James	359,002	1,918
Booker, Courtney	145,480	4,326	Brant, Rollin F.	116,438	2,908
Bora, Biraj Kumar	85,964	-	Brasher, Penelope Ma	153,475	-
Borgen, William A.	198,528	7,896	Bratiotis, Christiana	115,476	8,623
Boroomand, Seti	80,756	-	Bratlien, John	87,441	550
Boscarino, Antonio	119,070	3,518	Brauer, Michael	188,832	4,899
Bosch, Andrew	82,109	5,318	Braun, John	203,224	18,988
Boschma, Geertje	163,001	1,593	Braund, Susan Hilary	195,957	8,973
Bose, Sarika P.	86,749	-	Brauner, Colin	183,676	12,367
Boskic, Natasha	128,647	924	Breakfast, Lana Lee	95,383	539
Boskovic, Sasha	83,209	-	Brealey, Chad Anthony	78,578	-
Bosma, Laine	93,826	-	Brears, Sarah	105,076	835
Bostock, Michael G.	213,749	2,700	Bredin, Shannon	136,928	-
Bottorff, Joan L.	259,557	10,333	Breen, Amandeep Kaur	110,003	7,222
Bouajram, Rohene	101,111	6,048	Brennan, Margaret	82,175	1,535
Bouchard-Cote, A.	172,933	25	Brereton, John Alan	84,514	-
Boudreau, Katherine	94,162	-	Bressler, Bernard H.	101,282	1,834
Boudreau, Robert M.	86,720	219	Bridal, John W.	128,809	5,372
Boulter, Johann A.	109,488	457	Bridgewater, Blake	99,469	-
Bourdon, Eric Bruce	146,363	-	Briggs, Marlene A.	111,987	3,668
Bourhill, Stuart	76,994	22,411	Brigham, Doug	123,440	1,929
Bournot-Trites, M.	141,354	309	Brimner, Tammy L.	166,710	5,643
Boushel, Robert C.	237,435	12,925	Brinkerhoff, Joshua	114,577	4,420
Boutin, Amelie	80,052	855	Brinkman, Jacquelyn N.	91,095	3,254
Bouvette, Shiloh S.	100,709	-	Brinton, Laurel J.	193,601	3,207
Bouzari, Farhad	89,688	3,787	Briseno-Garzon, A.	95,661	4,039
Bow, Stephen Charles	152,758	2,163	Britton, Cecilia	81,407	2,779
Bowers, Katherine	117,970	4,024	Brobbel, Amanda Lise	86,994	1,971
Bowker, Elizabeth	154,283	729	Brock, Hugh W.	233,150	-
Bowley, Gareth	87,107	2,209	Brock, Warren	82,057	4,697
Boyan, Lisianti	76,228	998	Broekhuyse, Henry M.	116,160	-
Boyce, Anthony	76,151	-	Bromme, Dieter	258,896	5,792
Boyce, Sonya	155,076	2,780	Brondani, Mario A.	189,142	3,109
Boyd, David Richard	139,081	1,332	Brongers, Carina	89,220	-
Boyd, John	131,316	2,174	Brook, Timothy	227,195	20,870
Boyd, Lara A.	215,076	29,599	Brooke, Julian	76,670	85
Boydston, Matthew	160,946	3,378	Brooks, Barry D.	110,012	1,239
Boyles, Marianne	92,920	-	Brooks, Donald	195,889	-
Bozorgi, Narges	84,477	2,349	Broom, Catherine	126,230	2,651
Brabbins, David Alan	75,242	493	Broome, Skooker	95,815	2,630



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Broten, Courtney Anne	\$ 80,076	\$ -	Bundon, Andrea	\$ 85,587	\$ 250
Brotto, Fontana Lori	190,322	6,389	Bungay, Victoria	172,333	6,062
Broughton, Wayne	123,259	376	Bunnell, Keith D.	115,357	-
Brown, Carolyn Janet	214,138	5,579	Bunting, Mary Kathleen	96,344	1,993
Brown, Dave	76,149	571	Burchill, Michelle	85,231	343
Brown, Deirdre E.	98,276	1,042	Burgess, Ian S.	233,638	2,083
Brown, Dylan E. T.	85,325	3,540	Burgess, Michael	272,858	10,877
Brown, Helen Jean	151,387	16,357	Burgess, Miranda	146,764	-
Brown, Ingeborg	76,407	2,043	Burk, Stefania	162,147	3,939
Brown, Kelly	120,037	100	Burke, Sarah	117,395	4,444
Brown, Loch	113,158	-	Burkholder, Leslie	135,547	320
Brown, Lorna	110,675	5,432	Burnett, Cathy	128,439	-
Brown, Mick	98,006	241	Burnett, Patrick John	80,204	524
Brown, Rod William	134,287	2,322	Burns, Jennifer	239,725	28,064
Brown, Ryan David	75,686	3,603	Burns, Jo-Ann Madeline	154,036	9,188
Brown, Sandra J.	104,967	70	Burrage, Hollie	96,512	-
Brown, Suann Deonne	83,080	575	Burrows, Marlene	121,404	2,203
Brubacher, Jeffrey	131,563	-	Burt, Helen Mary	253,201	14,175
Bruegeman, Nancy	85,147	888	Burton, Cole	126,033	20,158
Brumer, Harry	186,862	13,319	Burton, Jeff	80,408	-
Brunet, Kenneth Cc	91,134	2,793	Burton, Melody Carol	176,311	3,712
Brunham, Liam	158,773	17,251	Burton, Strang	89,323	23
Brunt, Jennifer C.	103,598	174	Buschert, Kimberly	82,929	11,750
Brusse, Philip	141,985	4,801	Buse, Sara	91,574	4,755
Brussoni, Mariana	161,579	1,212	Bush, Kathryn	101,509	128
Bryan, Jim	194,914	12,512	Bushe, William Kendal	139,340	19,295
Bryan, Stirling	250,986	4,587	Busse, Andrea Lynn	83,270	-
Bryant, Colin F.	87,355	-	Bussiere, Guillaume	122,533	1,526
Bryant, S. Ross	170,268	-	Bustin, Amanda	95,782	16,125
Bryman, Douglas A.	225,200	443	Bustin, Robert Marc	172,423	21,885
Bryson, Mary	228,394	15,340	Buszard, Deborah J.	299,143	81,077
Bucevska, Marija	80,248	550	Butenschon, Sven M.	82,920	6,363
Buchanan, Marla Jean	194,867	13,425	Butler, Deborah	209,387	4,864
Buchanan-Parker, Lucy	84,965	3,509	Butler, Georgina Susan	89,846	-
Buckley, Heather Np	91,701	6,654	Butler, Joy	167,982	3,775
Buendia, Selene	78,686	1,627	Butler, Margot Leigh	100,923	611
Buffam, H. V. Bonar	107,987	7,014	Butterfield, Mary S.	91,274	1,137
Bugeaud, Danielle P.	120,457	3,169	Butterworth, Sonia A.	106,854	1,829
Buhler, Jeremy	122,166	4,243	Button, Karen	96,584	-
Bui, Mai	83,778	1,692	Butz, Edward	115,380	-
Buijs, Larissa Anne	84,972	3,401	Buxton, Jane	223,552	1,135
Bulkan, Janette	140,517	449	Byers, Michael	234,845	19,827
Bull, Gary	214,895	6,586	Byrne, Fionn James	100,277	-
Bull, Justin G.	118,271	3,323	Byrne, Jeffrey	132,187	16,237
Bullard, Julia Amber	95,552	11,087	Cabral, David A.	255,468	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Cacchioni, Kristin A.	\$ 93,510	\$ 15,971	Carlaw, Kenneth	\$ 160,026	\$ -
Cadger, Neil	138,935	1,972	Carleton, Bruce	269,224	90,316
Cahill, Aaron Graham	97,896	24,099	Carlsen, Diana Mariko	94,211	316
Cai, Baiping Iris	77,525	1,733	Carlsen, Len	126,671	-
Cai, Yi Mei	97,604	-	Carlson, Murray D.	422,193	14,828
Cairns, Brian	203,226	1,510	Carlsten, Christopher	303,329	6,506
Calam, Betty	135,216	289	Camey, Gregory Alan	110,012	9,964
Calderon, Gerald	76,027	208	Caron, Nadine	176,773	5,273
Calero, Rodolfo E.	87,551	71	Carpenter, Mark	182,604	4,796
Callan, Lindsay	94,925	575	Carpenter, Trevor A.	78,479	709
Calle, Brecht	79,919	-	Carr, Andrew	78,883	604
Calvino-Fraga, Jesus	152,382	-	Carr, Melissa M.	82,945	1,243
Cam, Michael	115,111	11,302	Carr, Wendy	168,010	14,843
Came, Katherine	81,820	195	Carreras, Karla Ct	90,480	470
Cameron, Kirsten	79,526	-	Carrier, Brenda Lynn	78,029	-
Cameron, Maxwell A.	195,255	6,865	Carriero, Karen E.	93,333	322
Cameron, Sarah	78,794	4,963	Carrillo, Juli Ann	121,578	210
Camp, Patricia	147,396	20,891	Carroll, Allan L.	189,964	12,373
Campbell, Allison	101,586	814	Carroll, Michael	85,796	341
Campbell, Chuck	138,508	-	Carroll, Michael	82,860	1,457
Campbell, Heather J.	128,410	11,152	Carruthers, Robert	96,305	-
Campbell, Kate	79,722	1,225	Carruthers, Thomas R.	114,539	-
Campbell, Kieran	109,199	13,387	Carson, Joanna H.	142,865	5,413
Campbell, Kim	130,534	6,131	Carson, Larry	159,882	2,617
Campbell, Kristin	169,731	8,999	Carswell, Denise	101,201	-
Campbell, Lesley	104,674	84	Carter, Diana Marie	89,081	901
Campbell, Myron	103,623	625	Carter, Kristi	107,435	916
Campbell, Nancy	93,017	10,235	Carter, Paul Martin	198,375	467
Campbell, Robert	148,468	2,263	Carvalho, Porto R.	95,907	37,911
Campbell, Robert Troy	95,811	848	Casas, Aguilar Anna	116,847	11,264
Campbell, Sarah E.	84,574	2,977	Casey, Katharine	144,583	6,333
Campbell, Suzanne H.	220,350	14,387	Casey, Linda May	120,056	1,357
Campbell, Trevor D. J.	86,326	1,323	Cashman, Neil	270,706	-
Campol, Robin	93,076	1,254	Cassels, Alan	80,390	4,829
Canete, Mikhail Ray	78,112	-	Casson, Rosemary	86,102	7,809
Cannon, Joanna Erin	146,990	2,967	Castellarin, Simone D.	141,003	9,065
Cantu, Carlos	78,416	4,283	Castonguay-Belanger, J.	160,474	45
Canuto, Luisa	77,132	2,186	Castricano, C. Jodey	151,541	-
Cao, Lisa	83,081	-	Catindig, Sherryl	113,205	-
Cao, Yang	142,168	8,677	Catungal, John Paul C.	100,703	2,437
Capps, Deborah	108,254	3,475	Cautis, Sabin	155,546	6,768
Carbonetti, Maria	91,549	-	Cavanaugh, Lisa	309,270	32,011
Cardarelli, Leite L.	81,526	-	Cavell, Richard A.	167,542	-
Carenini, Giuseppe	164,264	2,621	Cavers, Ian	234,943	3,054
Carey, Stephen William	81,247	315	Cavusoglu, Hasan	244,415	3,380



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Cawkell, Kenneth Lucas	\$ 82,057	\$ 2,046	Chang, Max	\$ 85,115	\$ 1,995
Caxaj, Claudia Susana	120,217	1,870	Chang, Rex	80,206	-
Cenfetelli, Ronald T.	298,909	3,046	Chang, Shannon Hsin-Yu	85,328	998
Cerna, Carolina	115,143	9,404	Chang, Stephanie	202,012	2,434
Cerny, Roger	103,426	889	Chang, Thomas	240,905	7,198
Ceron, Kelly	102,450	4,479	Chanoine, Jean-Pierre	147,721	-
Cerri, Ronaldo Luis A.	174,589	7,518	Chanway, Christopher	152,701	-
Cervantes, Alejandro	84,685	-	Chao, Hubert	129,183	2,671
Cervatiuc, Andreea	112,056	4,063	Chapman, Mary Ann	160,654	6,567
Chaaban, Anas	97,627	9,229	Chapple, Clive	137,576	2,135
Chabot, Catherine	90,463	2,901	Charbonneau, Arthur J.	104,062	1,557
Chahal, Baljit Singh	139,405	390	Charles, Grant	163,228	11,702
Chakrabarty, Trisha	262,005	-	Charney, Shannon	75,151	9
Chamberlain, Sandra	261,235	1,083	Charter-Smith, Lesley	169,536	5,668
Chan, Amy	94,397	2,154	Chatman, Stephen G.	176,953	702
Chan, Andy	76,943	601	Chatterton, Jennifer E.	99,113	77
Chan, Arlene	86,509	-	Chau, Albert	160,227	2,799
Chan, Benson	106,452	519	Chau, Kenneth John	146,104	1,832
Chan, Betty	148,268	5,573	Chau, Lisa	83,590	414
Chan, Fong Hue	125,127	1,212	Chau, Shirley Bo Yee	142,126	4,307
Chan, Gary Wygen	86,490	-	Chaudhry, Ayesha S.	152,616	12,576
Chan, Geneva	115,504	439	Chauhan, Neelu	117,610	5,737
Chan, Gordon	114,759	2,095	Chauvin, Joel	91,740	-
Chan, Herbert	80,090	4,591	Cheavins, Jacqueline G.	83,003	2,190
Chan, Jennifer Anlin	144,398	1,495	Chee, Dennis Gregory	76,329	2,934
Chan, Judy Chuk Kwan	107,964	-	Cheek, Timothy Charles	219,319	9,162
Chan, Kai M. A.	172,405	7,766	Cheifetz, Rona	106,263	4,383
Chan, Kim	85,556	-	Chen, Alexandra	85,750	2,438
Chan, Michael	117,451	1,230	Chen, David	177,281	-
Chan, Nelson	152,409	3,084	Chen, Frances Si-Ping	146,720	3,679
Chan, Paul	77,804	-	Chen, Hailan	86,778	1,201
Chan, Rose	113,060	68	Chen, Jiahua	200,652	2,137
Chan, Ruth Yuk-Fu-Hui	77,360	1,181	Chen, Jingyi	196,008	7,688
Chan, Sharon Gar Pui	80,030	86	Chen, Jinhua	180,663	49,945
Chan, Vania	84,741	1,518	Chen, Liane	124,364	-
Chan, Yvonne	94,638	-	Chen, Lisa	94,936	-
Chand, Saroj Kanti	85,244	-	Chen, Michael	93,608	1,215
Chandler, Danielle	88,076	1,365	Chen, Simon	106,810	1,798
Chandler, Frances Jean	125,480	2,960	Chen, Virginia	83,333	1,983
Chandrashekar, M.	318,816	55,641	Chen, Yu Christine	123,032	1,085
Chang, Bortolussi D.	148,665	-	Chen, Yuan	124,674	-
Chang, Chia Shun	104,318	383	Chen, Yue	95,473	5,121
Chang, Diana M.	75,076	-	Cheng, Jie	137,873	-
Chang, Jean	132,747	512	Cheng, John Philip	88,912	-
Chang, Liana	92,344	3,298	Cheng, Julian	181,974	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Cheng, Kathleen	\$ 120,394	\$ 959	Choi, Marcia	\$ 105,828	\$ 2,231
Cheng, Kevin	82,167	3,253	Choi, Peter Tsz Lung	133,686	3,860
Cheng, Kin Shing	90,777	-	Chondoma, Lerato	129,097	17,216
Cheng, Leon Qi Liang	93,552	-	Chong, Debby	82,412	3,305
Cheng, Maorong	98,314	-	Chong, John	103,976	-
Cheng, March	84,965	5,100	Chong, Kevin Kim Wang	77,313	527
Cheng, Po-Yan	85,038	2,375	Chong, Mary	172,289	-
Cheng, Sabrina	103,489	832	Chong, Yau Bing	84,903	300
Cheng, Tessa	81,410	3,143	Chong-Kit, Marian	81,348	4,184
Cheng, Yan	92,609	-	Choo, Oliver	117,203	-
Cheok, Donia	118,754	-	Choptuik, Matthew	183,463	-
Cherkasov, Artem	149,343	7,057	Chou, Keng Chang	167,279	3,487
Cherkowski, Sabre Lynn	139,860	9,920	Chow, Elisa	79,302	-
Chesick, Leslie V.	111,596	2,463	Chow, Etta	75,147	-
Cheu, Elizabeth	90,209	184	Chow, Gordie	88,852	1,158
Cheung, Benjamin Yue	78,623	171	Chow, Jaclyn	97,420	2,824
Cheung, Frank	89,070	-	Chow, Kimmis	132,239	411
Cheung, Grace	105,804	3,610	Chow, Marlene	109,105	5,594
Cheung, Ka Wing Junnie	75,871	1,059	Chow, Philip	85,855	5,884
Cheung, Karen Chihmin	192,335	10,088	Chow, Sing	75,257	-
Cheung, Lok Han Angel	91,683	1,327	Chow, Waii	82,156	-
Cheung, Lucia	100,934	3,926	Chow, Yee	83,403	1,297
Cheung, Wai Lung	165,826	45,683	Chow, Yuet	104,994	-
Cheung, Yau Man	141,830	1,498	Chowdhury, Arjun	139,031	2,444
Chew, Ben	128,975	-	Chowdhury, Nandita	84,618	-
Chia, Justin T.	97,790	-	Chowrira, Gangamma M.	169,562	500
Chiao, Mu	179,504	1,949	Choy, William	84,469	-
Chiasson, Mike W.	229,105	1,322	Christensen, Villy	238,736	5,760
Chin, Donna Mei Wah	90,036	2,036	Christenson, James	301,972	1,891
Chin, Jennifer Shan	85,183	5,100	Christian, Beverly	95,875	-
Chipperfield, Andy	90,630	423	Christie, Gordon	189,875	944
Chitnev, Veta	90,844	2,896	Christoff, Kalina	170,544	3,381
Chiu, Hanson	91,238	79	Christopoulos, John	100,078	2,070
Chiu, Jason	96,345	9,395	Chrostowski, Lukas	193,028	10,860
Chiu, Rosanna	117,329	3,708	Chu, Brady	94,985	147
Chiu-Duke, Josephine	145,290	11,938	Chua, Romeo	191,419	5,911
Cho, Allan	117,549	1,860	Chung, Annie Y.	79,007	-
Cho, Betty	88,675	5,240	Chung, Janet	86,660	-
Cho, Elaine	76,451	-	Chung, Stephen W.	162,348	-
Cho, Sunah	131,639	550	Chung, Tran Khue T.	190,627	591
Choe, Roy	90,313	837	Churg, Andrew M.	337,442	13,653
Choi, Heman	102,705	-	Cibere, Jolanda	148,044	2,266
Choi, Hyun Beom	84,283	3,732	Cigagna, Taryn A.	129,115	5,038
Choi, Julia	78,934	-	Ciocca, Valter	236,442	1,844
Choi, Kwok Tim	82,793	822	Cioe, Jan	147,098	627



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Ciufolini, Marco	\$ 227,573	\$ -	Conklin, Annalijn	\$ 151,254	\$ 5,341
Clark, Jasmine	82,859	249	Connor, Cindy	90,487	713
Clark, Katja Danielle	111,495	246	Conte, Tania	75,767	5,513
Clark, Leigh	82,905	2,095	Conway, Alison	150,326	7,351
Clark, Luke	166,796	2,068	Conway, Barbara	91,462	-
Clark, Penney	176,126	6,488	Conway, Edward M.	356,629	4,383
Clark, Thomas	112,776	-	Conzatti, David Robert	78,700	-
Clarke, Anthony	184,287	4,541	Cook, Siobhan Barbara	91,875	1,291
Clarke, Laura	149,807	1,341	Cook, Zywicki Natalie	89,397	4,448
Clarke, Lorne A.	356,283	-	Cool, Julie	118,973	12,567
Clarke, Nancy Ellen	79,608	5,500	Coombs, Daniel	174,594	7,827
Clarkston, Bridgette E.	94,052	-	Cooper, Daniel	105,044	-
Claxton, Dana	149,801	5,917	Cooper, Elisabeth	155,925	1,832
Clee, Susanne Michelle	136,884	-	Coops, Nicholas C.	250,802	67,313
Clough, David R.	223,327	14,812	Copeland, Brian R.	244,513	-
Coates, Laraine J.	89,481	5,254	Corbett, Jon	167,105	3,272
Coburn, Rebekkah	110,901	4,148	Cordeiro, Jennifer	86,696	-
Cockcroft, Steven	250,001	10,142	Corella Morales, M.	105,305	3,086
Code, Jillianne	120,601	-	Comelia, James	110,006	3,445
Code, Warren	101,210	295	Comelissen, Evelyn C.	76,826	-
Cohen, Freue Gabriela	158,104	4,515	Comer, Patricia	150,076	6,667
Coia, Vincenzo	91,826	78	Comil, Yann Sylvain M.	237,699	19,166
Coil, Jeffrey Martin	140,090	-	Corrigall-Brown, C.	149,536	5,508
Colby, Lisa J.	172,680	1,072	Cosco, Lia R.	91,449	3,172
Cole, Peter	140,825	1,245	Cote, Helene	160,527	220
Coleman, Katharina P.	154,680	5,731	Cottons, Darcelle	139,040	-
Coleman, Valensky C.	109,932	6,210	Couch, Brett Charles	125,640	-
Coleridge, Lindsay	97,051	-	Coughlin, Leanne	79,240	578
Colliander, James	242,668	11,447	Coughtrie, Michael Wh	311,276	23,118
Collier, Abby Cherise	203,896	2,945	Coulthard, Glen Sean	147,751	-
Collier, Francis	92,822	455	Coulthard, Lisa	155,477	15,074
Collins, Anna	100,082	834	Courneya, Carol-Ann	157,869	7,307
Collins, Colin Conrad	235,540	5,946	Court, Evelyn C.	78,005	4,362
Collins, Marguerite	100,689	10,886	Courtney, Ellis	77,064	2,576
Collins, Raquel	128,260	5,351	Cousland, Robert	130,321	2,012
Colozzo, Paola	134,425	3,061	Covey, Scott	124,182	-
Colville, Evan	78,998	1,973	Cowan, Mary	78,636	41
Colwell, Richard Harry	82,434	113	Cowin, Louise	230,134	1,232
Comeau, Joseph S.	108,302	-	Cox, Barbara	125,514	463
Como, Derek	76,096	3,053	Cox, Daniel Wade	108,799	-
Conachey, Evan	76,444	-	Cox, Michael	159,415	-
Conati, Cristina	143,785	16,818	Cragg, Jacquelyn	128,721	2,616
Condon, Anne	240,362	11,776	Craig, Ann Marie	244,389	308
Condon, Patrick M.	195,771	1,579	Craig, W. Briar	157,467	7,831
Conibear, Elizabeth	184,034	7,299	Craven, William	100,934	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Crawford, Robert M.	\$ 107,032	\$ 1,612	D'Abreo, Robin Jude	\$ 117,865	\$ 7,592
Creagh, Aimee Louise	147,111	167	Dahinten, Susan	147,256	1,861
Creelman, Charles	86,034	-	Dahl, Darren	574,264	61,781
Creese, Gillian	186,923	2,355	Dahlgren, Leanne S.	290,528	-
Creighton, Millie R.	128,495	6,768	Dahmen, Joseph	126,944	3,289
Crema, Leonora L.	126,992	3,170	Daigle, Michelle D.	98,152	8,679
Cresswell, Silke	127,194	-	Dake, Gregory Richard	158,550	11
Cretu, Edmond	171,673	-	Dale, Audrey	83,352	-
Cripton, Peter A.	190,591	16,156	Daley, Denise	183,173	13,868
Crocker, Peter	168,833	5,067	Dalton, Brian Harry	106,330	4,879
Croda, Christopher D.	75,670	-	Dalziel, Pamela	115,648	-
Cronin, Cameron	92,609	4	Damascelli, Andrea	271,683	29,141
Cronk, Quentin Charles	116,580	-	Dancygier, Barbara	173,878	2,483
Crosbie, Mark	190,576	4,319	Dang, Luan	105,227	595
Crossfield, C.	106,718	-	Daniel, Geoffrey Ian	82,148	550
Crowe, Erin Maureen	92,912	4,565	Daniels, Lori	181,698	21,345
Crowe, Sean	162,383	5,129	Daniels, Michael	235,277	14,593
Crowley, Chris F.	107,775	675	Daniluk, Judith C.	175,545	530
Crudo, Orlando Frank	126,453	-	Dante, Gideon	99,696	106
Cruz, Araceli	169,322	3,391	Danyluk, Zachary	101,002	5,297
Cubbon, Paul	219,786	7,514	Darroch, Francine E.	121,619	3,773
Cubranic, Davor	86,234	2,051	Dauvergne, Catherine	344,577	39,475
Cudmore, John Tyler	79,150	1,014	Dauvergne, Peter	250,864	8,373
Cui, Jing	112,610	1,050	David, Maureen	81,272	-
Cui, Wei	221,436	15,430	Davidoff, Thomas	274,935	6,279
Culbert, Patrick Davis	96,476	8,518	Davidson, Bruce	86,326	26,021
Cull, Ian Terrence	163,841	36,322	Davies, Alastair H.	100,009	18,224
Cullen, Darcy Belle	91,319	10,040	Davies, Hugh William	165,944	14,607
Cullis, Pieter R.	160,011	11,167	Davies, Jonathan	141,714	22,252
Culver, Keith	229,619	22,762	Davies, Paul	197,546	49
Cundiff, Geoffrey W.	194,659	6,723	Davies, Paul	145,475	-
Cundy, Steven	165,760	40,354	Davis, Egan	75,808	-
Cunliffe, Emma	219,895	8,869	Davis, Ernest	81,250	-
Cunningham, Michael R.	112,861	631	Davis, Henry Thomas	172,288	5,695
Curat, Herve	100,696	-	Davis, Noelle L.	103,849	-
Curcin, Ana	77,234	1,612	Davis, Thomas	81,298	470
Currie, Leanne Marie	161,088	6,033	Davis, Wade	161,293	187
Curtis, Paul Jeff	140,958	2,276	Dawe, Leah	84,274	-
Cutler, Frederick E.	132,269	618	Dawes, Martin	258,974	3,189
Cynader, Max	192,291	-	Dawson, Marliese Y. S.	83,070	1,871
Cyr, Paul W.	106,583	511	Dawson, Terence E.	130,075	-
Cytrynbaum, Eric	132,435	3,060	Dawdyiak, Yvonne L.	98,561	1,806
Czech, Edith	84,446	-	Day, James	80,769	1,784
Da Cruz, Maura	94,445	5,888	De Angelis, Franco	120,618	-
Da Silva, Isabel M.	107,054	-	De Bosch Kemper, N.	105,634	1,490



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
De Burgos, Hugo	\$ 111,905	\$ 338	Devereux, Michael B.	\$ 258,094	\$ 20,867
De Hoog, Carmen Lenore	82,320	-	Devine, Dana Virginia	216,944	-
De Jager, Adriaan A.	200,427	22,597	Devlin, Angela	170,221	6,056
De Jong, Allan	150,615	14,681	Devolin, Mike	133,951	2,207
De Leon, Maricres	78,932	11,574	Deyell, Marc	83,409	1,461
De Leon, Paul Anthony	110,337	80	Deyholos, Michael	192,214	9,794
De Long, Long Deborah	121,935	3,963	Dhaliwal, Neelam	106,055	713
De Longis, Anita	188,765	7,281	Dhari, Ranjit Kaur	123,285	1,669
De Oliveira, Andreotti	167,720	10,766	Diamond, Adele	286,601	30,186
De Silva, Clarence W.	197,807	25,361	Dias, Allan	92,514	10
De Silva, Wiroscha D.	117,375	-	Dias, Manuel	81,234	365
De Sousa, Tavares N. L.	88,933	-	Diaz, Yasmin Angelica	96,530	261
De Souza, Raquel	75,546	732	Dick, Alexander	141,203	2,583
De Vera, Mary	169,175	17,274	Didur, Anita Louise	89,698	4,866
De Villiers, Jessica	145,760	2,973	Dierker, Steven	160,493	201
Dean, Joanne	90,789	-	Dierkes, Julian	170,177	1,281
Deans, Tara M.	75,121	10	Diewert, W. Erwin	160,076	20,681
Debnam, Travis	86,780	11,939	Dilabio, Gino	201,433	23,003
Dechaine, Rose-Marie	150,165	1,228	Din, Tariq	113,789	356
Decolongon, Joel T.	78,179	-	Dineley, Brigid	79,940	6,151
Decolongon, Joji	84,965	8,140	Ding, Yichuan	223,793	13,283
Deer, Glenn	109,704	-	Dinn, Nelson	118,482	649
Degraaf, Darren Tyson	226,189	-	Dipple, Gregory M.	232,377	508
Delisle, Stephane Ga	92,978	1,993	Ditchburn, Brian	84,463	-
Demello, Adam K.	121,449	19	Ditchfield, Moyra	161,544	-
Dempsey, Jessica	135,660	5,097	Dixon, David G.	183,973	2,550
Deng, Nan Jiang Tom	80,851	-	Dixon, Joy	137,155	8,206
Deng, Wanyin	82,043	29	Do, Livramento H.	107,204	-
Denis, Leanne	167,215	3,367	Doan, Jonathan	89,080	2,449
Denison, Jacqueline S.	106,331	528	Doan, Quynh	233,818	256
Denroche, Heather	78,128	3,765	Doberstein, Carey	120,502	3,173
D'Entremont, Agnes G.	130,033	9,297	Dobson, Teresa	171,688	2,426
Der, Garry	106,676	4,478	Dodd, Garrett	77,263	3,360
Der, Lindsay	83,277	1,365	Dodds, Anthony	84,884	19,967
Der, Morie P.	81,680	524	Dodds, Colin	75,360	3,298
Deretic, Momcilo	110,734	-	Dodek, Peter M.	167,003	3,093
Descalzo, Rolando C.	80,494	259	Dodson, David Alan	142,806	7,155
Deschambault, Ryan	101,301	2,703	Doebeli, Michael W.	202,853	2,889
Deschenes, Karla R.	82,401	-	Doiron, Gerald	122,070	2,062
Desjardins, Sylvie	158,494	2,745	Dolamulla, Rajitha	92,220	-
Desmarais, Claude Paul	117,667	1,702	Dolf, Mathew	107,750	1,841
Desroches, Jason	78,679	-	Dollinger, Stefan	131,579	5,257
Desroches, Regan P.	76,386	-	Domingue, Edith	93,535	960
Dettling, Bruno	75,076	99	Donald, William Stuart	132,321	2,296
Dettmer, Joern	108,902	13,443	Donald-Jones, Mark Ian	96,018	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Donaldson, R. Glen	\$ 333,572	\$ -	Duffek, Karen	\$ 94,397	\$ 1,897
Dong, Marlene	84,457	996	Duffell, Kim	88,636	1,835
Dong, Xuesen	119,683	7,273	Duffy, Damian	120,202	1,810
Donnelly, Leeann	156,444	8,676	Duggan, Jennifer	111,565	1,019
Donner, Simon	161,217	9,971	Duggan, Patrick Thomas	83,062	-
D'Onofrio, Christine	122,439	-	Duggan, Shane	95,954	12,607
Dooley, Damion M.	76,796	2,032	Dulic, Aleksandra	141,664	1,248
Doran-Coelho, Sarah	78,243	3,526	Dullum, Leah	80,683	1,509
Dormuth, Colin	205,594	24,131	Dullum, Ryan Craig	76,799	-
Doroudi, Majid	160,571	2,956	Dumanoir, Colleen Rae	81,658	1,421
Dorscheid, Delbert R.	160,087	-	Dumanoir, Gregory R.	112,700	2,627
Dosanjh, Pinder	85,490	6,358	Dumaresq, Cheryl E.	177,796	21,589
Doudet, Doris	196,497	10,690	Dummer, Trevor	184,272	-
Doughty, Gregg	80,336	1,845	Dumont, Guy A. M.	267,760	23,230
Douglas, Catherine	84,338	4,715	Dunat, Tatjana	81,970	-
Douglas, Graham Daniel	83,290	1,331	Dunbar, W. Scott	202,184	3,102
Douglas, Jennifer	78,722	-	Duncan, Bradley James	78,287	-
Douglas, Jennifer	105,802	6,418	Duncan, Clive P.	220,167	5,107
Douglas, Scott	128,063	2,091	Dunford, William G.	90,260	6,052
Douglas, Tracey Lee	92,636	-	Dunham, Bruce	104,325	3,242
Dow-Fleisner, Sarah J.	100,702	15,422	Dunington, Brent	134,351	1,654
Dowlatabadi, Hadi	224,803	825	Dunn, Elizabeth W.	172,774	8,499
Doyle, Alan	117,139	-	Dunn, Shannon	140,871	12,172
Doyle, Doug	155,263	1,015	Duong, Van Hoa Franck	166,016	6,642
Doyle, Margaret	92,191	2,078	Dupont, Sarah	118,457	6,705
Doyle-Waters, Mary	81,293	2,179	Durall, Daniel	92,267	3,534
Dragojlovic, Nicolas I.	87,300	1,538	Duran, Mercedes F.	95,498	-
Dragon, Stephane	91,095	524	Duranti, Luciana	194,869	35,363
Drakes, Renita	110,853	-	Duronio, Vincent	206,459	-
Drapala, Robert Joseph	98,383	2,004	Dutz, Jan Peter	304,339	-
Drebit, Sharla	124,697	4,081	Dvorak, Marcel F. S.	88,936	2,884
Dreisinger, David B.	234,748	26,892	Dyanatkar, Motaghd S.	117,480	6,529
Drelichman, Mauricio	179,918	11,829	Dyck, Lisa	92,114	550
Drenska, Eleonora	92,182	79	Dyer, Earl	110,678	3,808
Driscoll, Robert F.	80,040	10,748	Dyer, Roger Alan	75,743	-
Drozdzik, Marcus	111,844	2,924	Earle, Bo	118,565	-
Drynan, Donna	153,242	5,462	Early, Margaret M.	157,568	4,215
D'Silva, Reginald	129,943	5,794	Eastwood, Michael	109,079	1,394
Du, Caigan	105,821	7,971	Eaton, Brett	159,980	960
Dube, Olivier	82,765	1,548	Eaton, Christopher	147,836	14,175
Dubec, Joseph Abeetung	76,030	-	Eaton, Kelly Lynn	106,576	68
Ducharme, Michel	149,553	4,345	Eaton, Matthew	123,292	-
Dueck, Kevin Douglas	105,973	2,127	Eberhardt, Erik	173,063	7,712
Duff, David	280,426	14,120	Eberle, Jennifer	76,394	5,155
Duff, Patricia	219,388	-	Eberle, Wilson Allan T.	160,304	281



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Ebl, Tamara L.	\$ 101,620	\$ 2,401	Elouazizi, Nouredine	\$ 95,593	\$ 3,416
Eccleton, Barry	91,618	-	Eltis, Lindsay D.	215,695	1,218
Eccott, Lynda	132,484	94	Elviss, Tlell Caitlin	88,340	-
Echard, Sian	221,778	9,438	Emanuels, Ingrid	84,763	152
Eddy, Allison Audrey	243,742	10,806	Emmett, Kelin Anne	82,764	-
Edelstein-Keshet, Leah	100,182	1,400	Enarth, Shashidharan	90,327	15,746
Eden, Craig William	79,891	-	Eng, Janice	217,845	12,431
Edgley, Mark L.	119,907	-	Engle, William Macneil	98,526	1,050
Edinger, Elizabeth	166,008	844	Englezos, Peter	251,578	11,252
Edwards, Christopher	78,884	499	English, Krista	91,393	578
Edwards, James	79,204	3,060	Englund, Letitia	76,986	3,399
Edwards, Mark	97,364	-	Enns, James T.	223,726	6,392
Egami, Renay	134,413	-	Epp, Richard Arthur	79,783	-
Egan, Brian	82,528	560	Epp, Sheila M.	162,297	5,219
Eggleston, Robert	136,465	8,984	Erdelyi, Shannon	78,483	550
Eich, Eric	251,176	17,066	Erener, Suheda	76,552	-
Eidsvik, Jean-Paul	136,169	4,866	Erfan, Aftab	112,808	9,288
Eikenaar, Jannik	84,133	4,374	Ermisch, Marie-Luise	95,132	10,512
Einarson, Rob	177,751	14,231	Esdaile, John	217,329	-
Eisma, Nur	94,649	3,122	Eshghi, Shirin	132,793	2,342
El, Khatib Lara	113,490	-	Eskelson, Bianca	127,143	12,580
El-Adwar, Lamia	114,133	1,250	Eskicioglu, Cigdem	168,986	8,941
Elango, Rajavel	134,828	80	Esson, Lynne	120,083	2,578
Eldstrom, Jodene	85,501	244	Esteves, Andrea Pz	182,044	1,631
Elfimov, Ilya S.	101,365	1,553	Estey, Anthony V.	93,146	917
Elfring, Gwynn Johan	140,160	13,615	Etessami, Farzad	130,693	841
El-Kassaby, Yousry A.	226,487	36,948	Etmanski, Tamara R.	151,594	1,920
El-Khoury, Masumi Abe	78,750	142	Etminan, Mahyar	124,562	5,562
Ellermann, Antje	163,840	3,322	Eva, Kevin	249,056	365
Elliott, Sinikka	125,726	6,882	Evangelista, Hannah Np	78,899	-
Elliott, Stacy L.	100,541	-	Evans, Daniel M.	84,402	-
Ellis, Cathryn	140,785	13,433	Evans, Garth C.	78,362	4,540
Ellis, Debora Lynn	93,531	2,425	Evans, Heidi Js	125,345	8,393
Ellis, Gordon	78,227	813	Evans, Laurel	169,230	5,144
Ellis, Ingrid	89,601	5,665	Evans, Michael	188,602	32,491
Ellis, Jason	119,023	6,935	Evans, Paul M.	197,121	14,174
Ellis, Matthew	76,620	-	Evans, Philip David	217,891	12,116
Ellis, Naoko	122,961	4,654	Evans, William	198,381	4,012
Ellis, Shona Margaret	161,846	-	Evenden, Matthew D.	177,639	8,569
Ellis, Simon	157,898	798	Eves, Neil D.	168,987	2,303
Ellis, Ursula	115,503	302	Ewen, Stephanie	100,113	1,002
Ellison, Jolie	113,806	406	Eyles, Barbara Jean	85,053	1,276
Ellwyn, Rhonda	77,209	-	Faber, Shawna	126,452	-
Elmo, Davide	150,692	14,706	Fabiano, Antonio	75,545	273
Elnaggar, Ayman	114,246	742	Faddegon, Jennifer C.	125,841	4,518



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Fahrin, Raymond	\$ 90,765	\$ -	Fernlund, Goran	\$ 148,105	\$ -
Fairbrother, Nichole	119,950	118	Ferrari, Peter J.	83,323	-
Falkner, Krista Ann	111,293	1,967	Ferraro, Janet	83,431	-
Faller, Florian	77,493	16	Ferreira, Alfredo	95,682	-
Fallis, Natalie	80,079	-	Ferreira Da Silva, D.	200,353	4,998
Fallon, Gerald	144,650	6,401	Ferreira, Laila	76,460	2,374
Fama, Kimberly Lace	75,629	3,684	Ferreira, Zenia	82,932	2,649
Fan, Belen	83,863	-	Ferrierra, Julia	82,557	-
Fang, Kayla Maria	99,889	106	Ferris, Andrew	75,427	-
Fang, Limin	147,394	10,002	Festa-Bianchet, G.	101,861	550
Fannin, R. Jonathan	198,897	22,928	Field, Thalia Shoshana	117,011	15,233
Farah, Katra	80,241	547	Fielden, Ian William	81,421	2,573
Farhang, Mehr Farzaneh	88,528	4,216	Fields, Erin	123,941	305
Farinha, Luz Vitor	157,956	3,035	Fields, Leslie	76,038	670
Farmer, Susan W.	86,393	4,883	Filipenko, Margot	153,786	-
Farrar, Paula	112,312	1,332	Filipozzi, Luca	149,226	444
Farrell, Anthony	191,378	11,144	Filwok, Shaun	133,639	669
Farrell, Laura Marie	75,076	-	Fink, Jonathan	100,000	16,311
Farrell, Todd	287,292	-	Finlay, B. Brett	318,900	16,593
Farrelly, Paul	148,435	7,121	Finlay, Sara-Jane	199,935	28,290
Farrer, Matthew James	305,183	8,491	Finlayson, Sarah Jane	94,264	-
Fast, Selina	78,748	-	Firican, George	131,188	1,277
Faulkner, Guy Edward J.	198,723	8,023	Firkins, Jacqueline	104,567	-
Favilukis, Jack	340,104	9,396	Fischer, Adrian R.	95,077	-
Fay, Christopher	123,867	1,192	Fischer, Linda C.	138,983	124
Fedida, David	242,283	5,399	Fischer, Michelle	111,743	-
Fedorova, Alexandra	180,916	-	Fisher, Adlai J.	427,863	-
Feeley, Michael J.	189,068	-	Fisher, Alexander John	181,878	5,999
Fehr, Andy	90,980	3,342	Fisher, Anat	75,408	6,694
Fehr, Erin	75,218	3,744	Fisher, Charles	81,385	6,611
Feichtinger, Leanne	84,335	5,397	Fisher, Gar L.	75,257	-
Feighan, Denise	93,724	608	Fisher, Kevin	114,689	2,372
Feldman, Joel S.	93,719	498	Fisher, Richard	185,672	5,570
Fels, S. Sidney	223,879	18,150	Fisher, Teri Vered	163,809	3,489
Feng, Chen	103,001	5,345	Fisk, Janna	83,372	1,491
Feng, Hsi-Yung Steve	206,268	2,147	Fitzgerald, Colleen	102,143	-
Feng, James Jingtao	196,842	6,820	Fitzgerald, Mark	180,144	4,270
Fengler, Markus	128,655	1,150	Fleetham, John A.	161,306	4,041
Fennelly, Michael	117,451	1,189	Fleming, Anne	135,052	3,093
Fenton, Meredith C.	93,264	3,743	Fleming, John	124,232	2,594
Ferguson, Joseph Pj	86,116	1,022	Fleming, Kele L.	119,116	270
Fernandez, Darran	136,226	14,329	Fletcher, Jennifer Lee	75,972	-
Fernandez, Leslie	111,001	1,068	Fletcher, Thandi	85,426	942
Fernandez, Rachel	168,624	7,989	Flinn, Bernard J.	103,721	-
Fernandez, Utrera Ms	138,679	500	Flood, Karen Ruth	113,375	2,976



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Floresco, Stanley B.	\$ 193,363	\$ 15,407	Fraser, Bud	\$ 107,857	\$ 440
Fogelman, Dafna	89,454	1,133	Fraser, David G.	234,396	-
Fogelman, Menachem	112,921	500	Fraser, Marni A.	91,574	932
Fograscher, Judith M.	79,234	839	Fratpietro, Lisa	96,603	959
Folk, Joshua Alexander	173,244	2,185	Fray, Scott M.	78,404	237
Folk, Silvia	75,634	-	Frechette, Rebecca Lm	77,534	38
Fong, Trevor	118,491	-	Freedman, Ruth	173,457	77
Foo, Kuan	104,494	-	Freek, Chris Marshall	98,868	1,815
Ford, Adam	114,182	8,335	Freeman, Hugh James	164,671	154
Ford, Cristie Lee	222,567	4,456	Frelick, Nancy M.	107,687	7,223
Ford, Laurie	154,795	1,250	French, Stephanie	76,935	355
Ford, Nancy	199,786	4,176	French, William Earl	77,712	8,307
Forer, Barry Allan	102,013	2,287	Frenklach, Miriam	123,347	3,269
Fomeris, Tanya	132,556	6,355	Freudenreich, Andreas	100,934	1,257
Fomes, Crespo Oriol	75,076	269	Freund, Luanne	171,959	16,743
Forsberg, Pamela	92,328	1,523	Fridman-Garner, J.	123,469	6,175
Forster, Bruce	261,504	6,376	Friedersdorf, Stephan	115,738	-
Fortin, Marie-Claude	153,168	3,476	Friedlander, Michael P.	252,201	6,941
Fortin, Nicole	239,867	4,482	Friedman, Jan Marshall	241,484	7,079
Forwell, Susan	219,655	10,621	Friedman, Joel	180,957	13,841
Foster, Denise	95,800	2,579	Friedman, Richard M.	110,838	-
Foster, Glen	134,332	6,152	Frigaard, Ian	213,902	19,338
Foster, Leonard	245,916	26,921	Frisque, Jenica	85,453	5,609
Foster, Paula	91,448	479	Froese, Richard Gerd	79,692	2,907
Foster, Stephen	158,811	916	Frohard-Dourlent, H.	92,300	5,160
Foulds, Ian	120,633	690	Frohlick, Susan	165,449	22,495
Fox, Joanne Alison	208,070	15,853	Frost, Cecily A.	79,811	1,350
Foyevtsova, Kateryna	76,316	1,673	Frost, Heather D.	98,442	1,419
Frackman, Kyle Edward	133,105	12,344	Frost, Lindi	157,040	10,546
Fradet, Guy	102,396	-	Frost, Michael	111,931	699
Fragante, Gerardo	115,264	-	Frost, Ruth	111,023	2,211
Franch, Ballester Jc	107,502	2,891	Frost, Yvette Lisa	85,944	14,814
Franchuk, Vyacheslav	113,872	-	Frostad, John	120,829	10,655
Francis, Gordon	174,237	7,136	Fryzuk, Michael D.	131,656	-
Francois, Nelly	115,908	1,132	Fu, Hu	139,254	-
Francois, Patrick	258,345	10,402	Fu, Qiang	124,556	6,613
Francois, Roger	210,298	3,297	Fuentes, Jennifer J.	115,611	998
Frank, Adam J.	132,264	1,711	Fuerst, Robert	138,551	1,375
Frank, Blye	344,170	85,602	Fujita, Mari	150,605	13,219
Frank, Erica	191,136	-	Fujita, Miki	75,765	949
Frank, Lawrence	197,744	21,067	Fuller, Sylvia	149,645	-
Frankel, Adam	175,417	-	Fullerton, Margarita M.	140,105	1,435
Frankish, Charles J.	99,535	-	Fulton, Bruce	142,615	208
Franz, Marcel	185,019	9,850	Fung, Emily	95,884	998
Fraser, Ailana	203,481	12,918	Fung, Grace	78,878	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Gabana, Cori	\$ 75,076	\$ -	Geary, Michael	\$ 79,863	\$ -
Gabias, Paul	117,194	-	Gee, Peter	87,576	-
Gabor, Helen	84,180	1,202	Gee, Richard	83,460	113
Gabora, Liane M.	158,768	12,563	Geise, Hilary Adams	76,372	3,406
Gadermann, Anne M.	114,070	6,807	Gelbart, Michael Adam	130,532	-
Gadhia, Atul	83,937	3,881	Gelmon, Michael	103,751	936
Gaertner, David	96,194	6,511	Geoffrion, Roxana	123,263	-
Gafincu, Iuliana	111,156	1,171	George, Catherine L.	78,789	16,595
Gagnier, Derek	81,804	-	George, Ellen	119,630	237
Gainforth, Heather	122,409	6,534	George-Grant, Lucetta	76,335	-
Galea, Liisa Ann M.	204,367	26,340	Gerber, Patricia	154,474	2,287
Galiano, Zurbriggen I.	95,307	-	Gergel, Sarah	186,477	8,340
Galla, Candace K.	135,828	5,966	Gerhard, Gillian M.	90,511	-
Gallagher, Niall	89,625	-	Gerofsky, Susan	129,536	12,743
Gallant, Tanya Ma	91,269	13,601	Gervin, Mark	92,985	1,542
Gallipoli, Giovanni	220,929	5,092	Gesi, Michael	88,883	3,788
Gallo, Maria Eugenia	133,725	1,666	Ghahary, Aziz	225,413	3,430
Galpin, Daniel	77,494	1,149	Ghanbarian, Alavijeh S.	78,357	25
Galvao, Jim Matos	96,572	320	Ghaziani, Amin	189,731	20,371
Gamble, Brad	168,582	8,487	Ghebremusse, Sara	118,726	8,760
Gantt, Soren Matthew	239,091	16,834	Gheorghita, Ligia	91,367	1,228
Ganz, Pia Jane	110,012	1,081	Ghioca, Dragos Florin	166,155	413
Gao, Yong	152,079	132	Ghoreishi, Mehran	77,146	2,440
Garbi, Rafeef	189,156	-	Ghoreishi-Madiseh, Sa	124,951	17,776
Garcia Fulle De Owen, M.	117,012	943	Ghosh, Sanjoy	126,653	833
Garcia Perez, Grisel M.	133,471	4,299	Ghoussoub, Nassif	274,157	13,849
Garcia, Ronald	173,972	17,001	Giaever, Guri Nina	191,276	-
Gardener, Andrew	85,782	1,076	Giammarino, Ronald M.	404,607	20,159
Gardiner, Robert	188,759	-	Giang, Amanda	109,351	10,908
Gardner, Gregg	146,914	7,428	Giannopoulos, N.	77,688	-
Gardner, Karen Mary	161,458	-	Giaschi, Deborah E.	190,005	3,270
Gardner, Sarah	98,337	-	Gibb, Martin	104,494	4,602
Gardy, Jennifer	152,572	53,069	Gibbons, Kishani	118,575	774
Garlappi, Lorenzo	390,110	8,697	Gibbs, Ebrima	77,274	4,608
Garnis, Catherine A.	138,709	-	Gibbs, Kara Evelyn	101,725	1,843
Garrard, Greg	152,559	5,797	Gibon, Julien	92,105	-
Garrett, Bernard Mark	161,917	3,421	Gibson, Deanna	140,081	8,320
Gassner, Florian C.	103,352	3,077	Gibson, William Thomas	164,458	6,929
Gaston, Christopher	113,076	632	Gick, Bryan	184,305	20,758
Gateman, Robert G.	156,728	2,719	Gilbert, Allison J.	77,409	382
Gates, Derek	165,040	21,340	Gill, Harjit	104,451	3,489
Gaulton, Nikki	77,833	531	Gill, Jagbir	115,538	1,595
Gay, Colin	243,710	10,831	Gill, Jaspal Tony	101,693	-
Gaynor, Erin	163,587	5,338	Gill, Jaswinder	116,394	3,607
Geary, David	112,687	13,481	Gill, John	153,649	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Gill, Paramjit S.	\$ 125,492	\$ 1,245	Goodey, Wayne	\$ 134,183	\$ -
Gill, Paul	100,325	-	Gooding, Richard	95,430	1,928
Gill, Timothy	119,726	892	Goodison, Susanne	137,585	19
Gillen, David	272,353	56,406	Goodreault, Margaret E.	90,845	3,454
Gillespie, Judy	149,989	5,313	Goold, Benjamin Jervis	251,270	9,751
Gilley, Brett	146,960	5,443	Gopal, Soumya	91,267	428
Gillham, David	119,515	-	Gopalakrishnan, S.	193,528	8,940
Gilmore, Jonathan	91,428	-	Gopaluni, Bhushan	210,298	34,529
Gilray, Ann V.	86,567	24,747	Gordillo, Gaston R.	178,855	14,784
Gin, Edmund	83,080	1,779	Gordon, Barbara	141,247	1,418
Girard, Jonathan	149,378	400	Gordon, Christopher	117,524	-
Girling, Cynthia L.	173,010	173	Gordon, Jeremy	144,230	1,468
Gisslow, Mary	175,463	6,209	Gordon, Julia Yulia	156,673	1,146
Giustini, Dean	126,356	3,062	Gordon, Michael D.	179,105	2,461
Gladman, Brett	184,639	7,449	Gordon, Peter Shawn	90,230	-
Gladwin, Derek	92,483	4,175	Gorman, Emmet	75,402	-
Glassheim, Eagle	162,144	5,329	Gornall, Will	301,545	17,631
Glassman, James F.	150,126	5,003	Gorrie, Charmaine L.	76,024	-
Glave, Nicola	100,712	5,250	Gorsuch, Anne E.	145,450	7,833
Gleason, Mona	191,110	5,498	Gosselin, Hillary	233,691	6,362
Gleave, Martin E.	200,510	363	Gott, Suzanne	132,531	-
Glennings, Niki	79,069	5,427	Gottenbos, Michael	84,965	788
Glickman, Victor	85,243	-	Gottlieb, Joshua D.	215,146	19,913
Glymin, Mawuena S.	123,754	7,690	Gottlieb, Riki	81,278	3,769
Glynn, Andrew	169,230	652	Goundrey, Cindy S.	140,737	47
Go, Genevieve	96,584	517	Gourlay, William	80,029	6,360
Gobis, Barbara	174,205	4,740	Gouthro, Karla Janette	106,408	7,470
Goble, Scott	148,869	4,697	Gouzouasis, Peter	166,824	9,723
Godbout, William V.	79,464	-	Grace, Robert	111,906	7,334
Godel, Sean	109,415	-	Grady, Michelle E.	82,297	1,025
Godfrey, Sima N.	128,492	4,531	Graf, Peter	174,720	2,190
Goh, Seach Chyr	102,286	5,375	Graham, Jay	101,924	8,990
Gohalwar, Sukhdev S.	85,114	121	Graham, John	219,069	8,818
Gold, Michael	245,731	3,987	Graham, Sean	210,147	-
Goldbach, Toby	131,452	3,300	Grain, Kari	82,046	3,768
Goldenberg, S. Larry	193,268	2,132	Grandi, Giovanni	126,607	-
Goldman, Ran	135,756	5,391	Granot, Daniel	309,255	16,675
Goldowitz, Daniel	227,678	13,444	Granot, Frieda	392,463	34,804
Golinski, Jennifer Lyn	141,611	4,792	Grant, Carolyn	80,051	5,647
Golland, Barish	78,679	683	Grant, Edward Robert	236,324	45,051
Golovin, Kevin	95,577	9,784	Grant, Edythe	78,671	-
Golparian, Shaya	87,584	-	Grant, Elaine	107,365	-
Gonzales, Yolanda	121,118	4,032	Grant, Isabel	248,340	522
Gonzalez, Sebastian	143,199	2,250	Grant, Miriam	220,176	2,982
Gonzalez-Montaner, Js	301,043	-	Granuzzo, Silverman A.	83,424	1,558



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Granville, David	\$ 169,548	\$ 3,011	Gronberg, Marc Jon	\$ 78,084	\$ 2,124
Gratz, Derek	128,000	6,174	Grosjean, Garnet	132,731	7,041
Gravelle, Andre	228,810	6,751	Grossman, Susan	146,752	5,144
Graves, Jonathan Lewis	128,190	60	Gruber, Cecilia Julia	78,239	8,181
Graves, Marcia Lynn	100,070	2,322	Grunau, Ruth V. E.	202,584	13,489
Gray, Andrew	101,722	2,096	Grunow, Tristan Robert	90,668	4,756
Gray, Gordon T.	110,838	68	Gruter-Andrew, J.	100,536	857
Grayston, Susan	194,050	7,398	Grygorczuk, Irek	90,824	61
Grecov, Dana Radu	162,139	2,890	Grzybowski, Stefan	132,621	1,225
Grecu, Cristian Sorin	78,632	2,375	Gsponer, Joerg Anton	151,490	2,941
Green, Carolyn	95,514	-	Gu, Diwen	119,325	6,599
Green, David A.	267,891	6,738	Gu, Xiong	173,689	-
Green, Erin	82,783	625	Guan, Meijiao	91,986	550
Green, Fred Austin	82,945	237	Guenard, Chris Peter	83,080	-
Green, Sheldon I.	238,308	2,532	Guenette, Jordan	159,780	1,872
Green, Sherry Colleen	94,792	-	Guest, Maire Frances	96,822	-
Greenhough, Paul	82,627	2,024	Guhn, Martin	135,960	457
Greenman, Janet E.	149,729	5,498	Guimond, Cicy	97,957	6,869
Greenough, John D.	175,551	1,989	Guimond, Michael R.	95,163	3,066
Greenstreet, Mark	207,160	1,464	Gulati, Sumeet	183,880	2,489
Greenwood, Aleteia	144,939	2,344	Gully, Linda	112,346	235
Greer, Kerry	97,448	1,808	Gunderson, Lee Paul	135,757	-
Gregory, Dean Stewart	99,479	4,404	Gunn, Dylan	122,939	-
Gregory, Derek John	324,366	20,824	Guns, Emma	130,068	1,114
Gregory-Evans, Cheryl	163,583	946	Guppy, Neil L.	284,007	1,671
Gregory-Evans, Kevin	257,971	-	Guram, Harjot	155,256	5,825
Greif, Chen	258,127	10,278	Gurstein, Penelope	222,749	3,275
Greig, Alison Mary	163,286	10,124	Gurton, Tracey Jane	156,681	463
Grekul, Lisa	153,104	1,252	Gustafson, Paul A.	170,792	3,185
Gretsinger, Kathryn	128,359	3,850	Gustafson, Stephen J.	171,800	2,554
Griep, Louise	81,407	1,931	Gustar, Jennifer	140,734	4,864
Grierson, David	173,295	-	Gutierrez, Christopher	80,076	7,161
Griesdale, Donald E. G.	116,208	1,750	Guttman, Guy Edward	81,258	2,982
Griess, Holger	84,514	2,209	Guy, Pierre	130,536	-
Griess, Verena C.	141,856	5,555	Guy, Robert D.	211,147	467
Grieve, Elizabeth J.	81,217	-	Guy-Bray, Stephen	189,703	-
Grieve, Gerald	86,024	-	Gvora, Randy	84,037	3,201
Griffin, Dale	395,830	17,254	Gyenge, Elod Lajos	173,688	2,920
Griffin, Michael J.	170,519	449	Ha, Kwan Ho	86,921	-
Griffith, Aaron	153,235	7,075	Ha, The Thinh	105,809	-
Grigoryan, Armenak	127,537	-	Haapasalo, Markus P.	210,784	-
Grimmett, Peter	104,177	5,782	Haas, Kurt	195,237	16,542
Grinnell, George	143,270	797	Haber, Eldad	155,052	28,289
Groat, Lee A.	190,962	22,660	Hackett, Tillie-Louise	176,280	5,888
Groeneweg, Gabriella S.	87,942	4,445	Hadden, Julie C.	92,600	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Hafeli, Urs	\$ 156,027	\$ 25,717	Harder, Alicia C.	\$ 88,450	\$ 2,067
Hagerman, Shannon M.	133,769	6,273	Harder, Brent	75,427	-
Haggart, Renee	123,206	367	Harder, Kenneth Wayne	142,483	-
Hakami, Rana	75,739	603	Harding, Jillian Tara	122,993	1,188
Hakkinen, Lari T.	194,202	-	Hardisty, David Justin	245,091	8,057
Hall, David Geoffrey	221,481	524	Hare, Donovan	104,982	1,748
Hall, Jamie	97,460	368	Hare, Jan	215,740	15,278
Hall, Kathleen Currie	127,282	-	Hare, Warren Louis	148,919	6,545
Hall, Nicholas James	82,360	-	Hargreaves, Allison	110,253	2,058
Hall, Wendy Anne	137,781	5,178	Harley, Christopher Dg	151,271	426
Hallam, Linda D.	89,050	-	Harley, Jeff	81,051	-
Hallam, Steven James	168,615	14,257	Harley, Robert	89,588	-
Hallate, Cindy G.	76,636	391	Harper, Leonie E.	87,598	253
Hallensleben, Markus	135,594	6,416	Harraway, Matthew L.	78,154	174
Halpern, Mark	190,449	527	Harrigan, Paul R.	232,418	730
Hambler, Patty	108,927	3,906	Harris, Brent	95,941	3,066
Hameed, Morad	138,760	-	Harris, Douglas	243,957	7,256
Hamel, Keith A.	167,371	2,395	Harris, Gillian	117,758	230
Hamilton, Kyle R.	75,076	123	Harris, Kevin	115,890	908
Hamlin, Jane Kiley	175,730	10,376	Harris, Leila Marie	161,652	5,309
Hamm, Corey Donald T.	155,834	-	Harris, Mark Andrew	147,910	3,166
Hammond, Gail K.	124,631	1,254	Harris, Nikos	181,397	5,978
Hammond, Geoffrey L.	164,917	7,170	Harris, Paul	80,070	-
Han, Andrea	111,665	3,280	Harris, Robert A.	94,874	-
Han, Christina So-Eun	77,160	548	Harris, Sara Ellen	191,768	352
Han, Hsiao-Cheng	128,701	4,303	Harrison, David	83,908	1,142
Han, Xi Bin	75,043	-	Harrison, Fran	77,854	-
Hanberg, Debra	79,861	949	Harrison, Kathryn	223,555	18,394
Hancock, Paul	149,540	3,044	Harrison, Mark J.	192,259	20,874
Hancock, Robert E. W.	257,686	11,914	Harrison, Paul Garth	202,141	1,029
Handy, Todd Cameron	176,148	5,987	Hart, Craig J.	194,499	27,162
Haney, Cara	169,725	4,423	Hart, Debbie	103,025	-
Haney, Colleen	140,477	5,117	Hart, Miranda	138,306	5,250
Hankins, Janet	84,768	1,423	Hart, Richard	181,026	1,050
Hanley, Gillian E.	96,959	-	Hartung, Gary	99,558	4,874
Hanna, Kevin	146,809	12,107	Harun, Hazita	107,383	-
Hannabuss, Frances A.	79,145	4,944	Harvey, Karlene	79,323	-
Hansen, Brad	75,241	980	Harvey, Laura	97,234	5,243
Hansen, Carl	115,627	-	Harvey, Nicholas	170,729	6,886
Hansen, Jorgen	75,257	-	Harvie, Debbie	173,773	260
Hanser, Amy Elizabeth	144,785	2,556	Hashemi, Azadeh	81,053	398
Hanson, Kevin	141,372	23,220	Hashimoto, Hannah	94,000	830
Hansson, Gunnar	146,413	1,108	Hasinoff, Michael D.	155,253	498
Harakh, Vinesh	88,971	173	Hassan, Marwan	222,823	4,032
Harbottle, Tyler	107,743	4,156	Hassan, Syed Arif	106,181	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Hassani, Badre T.	\$ 85,130	\$ 25,640	Henry, Gregory H. R.	\$ 164,320	\$ 15,266
Hastie, Bethany	133,127	5,191	Hensel, Irene	129,822	4,239
Haston, Christina	138,212	5,143	Herdman, Anthony	148,925	-
Haswell, Sharon	75,420	3,349	Hermansen, Sally A.	88,207	2,373
Hatala, Rose	137,289	-	Hermida, Alfred John	201,287	10,755
Hatas, Miroslav	110,012	-	Hermiston, Nancy Jane	222,566	4,090
Hatt, Linda	91,042	-	Hermon, Dave	100,934	-
Hatzikiriakos, Savvas	205,234	25,984	Hernandez, Jordi	103,721	-
Hatzimanolakis, Penny	87,532	1,000	Hernandez, M. Marcela	156,510	4,075
Hauert, Christoph	182,272	14	Herrera, Omar Enrique	105,219	9,579
Haughn, George	178,427	2,853	Herrington, Darren	95,998	-
Haukaas, Terje	178,935	857	Herrington, Susan	188,680	1,297
Haverkamp, Beth	133,515	9,630	Heseltine, Lorraine M.	94,251	5,051
Hawkey, Colleen	85,854	-	Hesslink, Nathan	139,551	5,013
Hawkins, Julian K.	75,306	297	Heth, James Vernon	132,166	10,901
Hawkins, Nathaniel	109,973	-	Hewage, Kasun	184,259	10,496
Hay, Lauchlan R.	81,980	1,528	Hewitt, Nina	80,326	1,339
Hay, Marilyn	146,358	752	Hewitt, Paul L.	174,421	12,344
Hayat, Asif	82,252	2,962	Heyl, Jeremy S.	180,163	5,133
Hayden, Michael	401,539	2,195	Hibsch-Jetter, Carola	82,876	-
Haynes, Charles A.	222,504	12,932	Hickey, Kenneth	134,349	6,105
Hays, Paul Stephen	120,078	381	Hickson, Paul	169,022	5,773
Head, C. Keith	328,264	2,666	Hiebert, Daniel Joseph	172,418	10,352
Heale, John-Paul	181,868	1,233	Hiemstra, Kristina	118,018	929
Hearty, Christopher	143,939	12,748	Hientz, Melanie	77,290	1,934
Heathcote, Brian	190,491	6,852	Hieter, Philip	288,947	1,619
Heatley, Stephen	185,491	6,620	Higgs, Catherine	170,728	6,338
Heck, Aaron	151,802	5,441	Hill, Derrick	91,732	-
Heckman, Nancy	142,912	1,141	Hill, Ian	114,319	1,000
Heeren, Cinda	176,039	10,174	Hill, Joy	80,778	4,595
Heichert, Brian J.	83,500	238	Hill, Tracy	92,261	4,809
Heilke, Thomas	186,054	4,829	Hills, Brent	114,190	1,399
Hein, Jason	123,148	21,595	Hilsmann, Norma	86,785	818
Heine, Steven	211,151	7,331	Hinch, Scott	216,581	5,603
Heinkel, Robert Lee	328,783	3,795	Hingston, Patricia A.	92,083	212
Heinrich, Kurt	104,319	7,813	Hinshaw, Gary	215,164	264
Helm, Frederic Pierre	101,693	2,004	Hinton, Joyce	133,533	14,947
Helm, Jeffrey Roy	78,484	-	Hipsey, Paul	89,719	3,743
Helsley, Robert Warren	523,432	37,158	Hirani, Saker	139,820	3,551
Hempen, Daniela	83,464	-	Hirowatari, Ryan	93,997	319
Henderson, Gillian	164,376	18,714	Hirsh, Charlotte E.	154,787	480
Henderson, Tracy	91,793	-	Hirst, Martin J.	188,666	9,009
Hendricks, Christina L.	166,276	8,199	Hirtz, Janine	98,109	1,628
Henry, Alisa	90,993	592	Hiscox, Jay	155,509	4,620
Henry, Annette	193,843	6,467	Hives, Christopher	136,603	3,832



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Hnatkovska, Viktoriya	\$ 192,814	\$ 337	Holzman, Jonathan	\$ 197,240	\$ 1,722
Hnik, Iris	118,237	2,373	Homewood, Susan M.	172,362	6,583
Ho, Albert	78,679	-	Honer, William	335,151	5,358
Ho, Ida	96,400	-	Honey, Christopher R.	134,094	41,096
Ho, Julie Jia Li	85,245	475	Honey-Roses, Jordi C.	121,681	6,261
Ho, Ka Chu	98,505	-	Hong, Ahnes	99,320	2,717
Ho, Kendall	253,926	32,781	Hong, Virginia	124,222	6,218
Ho, Patrick	108,295	-	Hong, Wenli	101,693	-
Ho, Vincent	283,873	3,650	Hooker, Laura	122,617	-
Ho, Yuen Hong Alvin	98,624	436	Hoorfar, Mina	221,022	7,813
Hoberg, George	185,832	2,417	Hopkinson, John M.	104,685	1,135
Hobrough, Ana-Maria	197,578	5,160	Hopper, Gordon	125,135	5,820
Hockertz, Michael	110,012	-	Hoppmann, Christiane A.	178,556	10,678
Hodge, Carl	89,389	-	Hoption, Cann Stephen	83,606	121
Hodge, Kirsten	98,098	-	Horfilla, Marites	115,542	-
Hodges, Karen	143,994	2,467	Home, Andrew James	116,237	165
Hodges, Nicola	182,140	5,888	Hornibrook, Edward	171,166	1,097
Hodges, Norman	96,237	84	Horwitz, Marc Steven	226,172	2,069
Hodgson, Antony J.	184,489	5,057	Hosepyan, Ani	164,355	15,106
Hodgson, Elizabeth	166,943	-	Hossain, Md Jahangir	133,757	5,933
Hodgson, Richard G.	151,940	-	Hou, Jessica Xiao Li	77,903	2,667
Hoegg, Jo Andrea	328,599	3,564	Houle, Brian	76,183	486
Hoffman, Bradford G.	136,023	4,510	Housden, Izaak	83,526	17,811
Hoffmann, Florian	162,130	547	Hovan, Lucy	78,823	-
Hogg, Colette	75,137	508	Howard, Amanda Fuchsia	123,424	-
Hohl, Corinne Michele	123,257	3,843	Howard, Brianne Laura	100,934	63
Hohmann, Paige	77,150	4,182	Howard, Jackie	118,509	8,629
Holaday, Michael	121,791	26,267	Howe, Leann	167,100	5,913
Holbrook, Cay	174,176	3,997	Howe, Tami	109,634	-
Holder, Mark	142,580	-	Howorko, Deborah E.	113,709	-
Hole, Rachelle	159,402	12,778	Hristov, Jasmin	90,745	9,307
Hollander, Laszlo	110,012	-	Hsi, Anthea	88,967	14,492
Hollander, Zsuzsanna	95,228	4,330	Hsiang, York	130,846	2,456
Hollenberg, Susan	111,765	-	Hsiao, Barbara	106,334	373
Holliday, Ryan	106,132	151	Hsiao, Chieh-Wen Jeff	106,050	3,850
Hollingshead, Susan	102,054	334	Hsiung, Ging-Yuek R.	136,738	5,714
Holloway, Isaac R.	82,576	-	Hsu, Ting Wei John	78,440	-
Holmes, Cheryl Lynn	110,076	19,523	Hu, Alan	223,306	7,187
Holmes, Nancy	78,686	2,451	Hua, Simon	77,562	-
Holmes, Reid	196,623	3,922	Huan, Tao	78,826	7,705
Holsti, Liisa	161,942	-	Huang, Chi	136,276	-
Holt, Paul	183,571	19,362	Huang, Guoxiang	95,840	430
Holton, Ronald John	181,733	9,525	Huang, Tina	88,615	3,394
Holtzman, Susan	93,958	1,862	Huang, Tongkai Thomas	75,257	-
Holuszko, Maria E.	134,786	7,340	Huband, Deb	121,065	6,248



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Hubball, Harry	\$ 172,321	\$ 15,175	Hur, Nam-Lin	\$ 166,498	\$ 25,442
Huber, Brenda J.	86,415	2,466	Hurwitz, Trevor	108,618	-
Hubinette, Maria M.	160,876	10,029	Husain, Shuchita Faiz	83,112	19,715
Hubley, Anita	182,814	2,892	Husband, Kelly	125,876	5,301
Hucal, Daria L.	83,885	4,100	Hussain, Shahid	100,652	3,320
Huddart, Joanna Emily	93,076	5,534	Hutchinson, Crystal	78,658	2,848
Hudniuk, Doug	79,048	-	Hutchinson, Norman	156,768	140
Hudson, Brad	86,837	13,767	Hutchison, Camden R.	135,640	1,609
Hudson, Kam Carla L.	151,891	426	Hutton, Jane C.	107,793	-
Hudson, Nicholas James	169,808	-	Hutton, Thomas A.	173,693	1,644
Hudson, Zachary	120,373	3,561	Huxham, Lynsey	106,582	223
Huebner, Kurt Helmut	184,284	16,272	Huynh, Giau	84,712	-
Huehn, Stephanie	84,080	661	Huynh, Hanh	141,109	-
Huemoeller, Katharine	92,322	2,678	Huynh, Helena	101,592	39
Huffman, Ryan	136,470	1,236	Huynh, Kevin	77,991	1,952
Hugh, Camilla L.	78,186	-	Huynh, Tony	102,705	2,860
Hughes, Merrilee	78,027	367	Huzyk, Chris	85,555	4,763
Hughes, Michael R.	76,894	760	Hwang, Il Myoung Sam	147,158	3,053
Hugli, Richard N.	117,837	3,596	Hwang, Sung Kook	82,645	65
Huh, Woonghee Tim	449,851	6,903	Hyatt, Nicole	110,643	-
Hui, Linda	112,491	423	Hymel, Shelley	225,618	2,859
Huisman, Tom	110,526	25,940	Hyslop, Adam	101,773	3,064
Hull, James	127,754	1,939	Hyson, Chad	117,184	218
Hulstein, Mark Glenn	159,410	4,609	Iampietro, Diana	106,720	3,661
Hum, Jeffrey	77,738	586	Iampietro, John	79,469	-
Humbke, Roxanne	83,309	-	Ibrahim, Mohamed	104,948	1,552
Humphrey, David	80,290	90	Ichikawa, Jonathan P.	155,851	14,599
Humphries, Christine	105,933	4,853	Ifti, Entela	96,951	1,470
Humphries, Karin	134,442	-	Ikegami, Lee Yuko	83,236	5,212
Humphries, Richard K.	145,923	-	Ilaga, Marito	86,655	-
Hundal, Jasdeep	123,151	531	Illes, Judy	226,441	27,618
Hundal, Sukhwant	89,293	-	Ilves, Eerik Riivo	99,346	6,490
Hunt, Brian Peter V.	113,204	9,056	Indrasigamany, Duke	143,347	7,301
Hunt, Julie	92,760	5,602	Infanti, Maurizzio	87,103	279
Hunt, Kalev	92,383	2,465	Inglis, J. Timothy	214,623	4,648
Hunt, Michael Anthony	171,829	5,869	Ingram, Allan J.	77,348	210
Hunt, Sandra	97,732	1,397	Inkinen, Tea	83,026	7,633
Hunt, Sarah	110,425	982	Innbjor, Kathryn Sara	108,146	24
Hunt, Susan	77,919	5,408	Innes, John L.	279,044	53,164
Hunter, Carrie	81,859	169	Ip, Jason	78,679	-
Hunter, Joanna J.	75,001	3,578	Ip, Ming Sing	82,984	-
Hunter, Jr Thomas M.	92,301	213	Iqbal, Javed M.	154,953	5,011
Hunter, Kate	159,734	723	Irvine, Andrew D.	213,383	923
Huntsman, David	333,656	28,509	Irwin, Darren Eugene	161,551	-
Huot, Suzanne	112,284	3,492	Irwin, Rita	237,097	19,038



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Isaacson, Michael D. S.	\$ 303,881	\$ 12	Janmaat, Johannus	\$ 152,466	\$ 3,818
Isaak, Leanne	116,664	24,900	Janmohamed, Salim	132,166	843
Isbasescu, Ion	78,679	-	Janssen, Patricia	204,272	824
Ishida, Mayu	78,592	2,241	Janzen, Nicole	86,657	-
Ishiguro, Laura M.	125,536	1,467	Jarus, Tal	201,998	10,684
Ishiyama, Fumio Ishu	144,424	6,559	Jarvis-Selinger, Sa	270,537	921
Isman, Murray B.	80,544	7,174	Jasper, Dennis M.	95,908	353
Iurascu, Ilinca Maria	128,299	-	Jatskevich, Juri	206,556	12,801
Ivanochko, Tara S.	138,983	4,333	Jauca, Ciprian D.	75,039	3,594
Ivanov, Andre	255,770	15,978	Jauod, Mary Grace	77,618	1,470
Ives, Joss	130,436	4,557	Javdani, Mohsen	117,001	6,070
Iverson, Sabine	75,858	541	Jawanda, Jasdeep Singh	128,528	1,418
Izzo, John	121,426	-	Jaworski, Dariusz A.	83,088	313
Jack, David	125,362	-	Jean, Francois	150,201	-
Jackes, Robert	166,074	6,658	Jefferess, David	166,449	217
Jackson, Barbara Joy	88,013	550	Jefferies, Wilfred A.	192,876	1,959
Jackson, Cathryn	150,621	6,665	Jeffery, Kirin	104,264	4,674
Jackson, Russell Scott	93,488	25	Jelic, Darko	126,139	3,271
Jackson, Susan	100,376	1,445	Jellinek, Andrew Mark	185,514	6,784
Jackson, Tonner Luke	92,426	7,942	Jelovica, Jasmin	114,715	6,692
Jacobs, Alan Michael	178,290	3,554	Jenkins, Caroline S.	193,975	4,544
Jacobs, Kelly Alisha	85,013	3,800	Jennings, Linda	84,009	-
Jacques, Melissa M.	93,538	-	Jensen, Carmen Lynne	95,260	7,314
Jacques, Todd	109,308	3,208	Jenstad, Lorraine M.	157,840	1,354
Jaeger, Carol Patricia	214,226	4,660	Jeong, Gyung-Ho	142,187	-
Jaeger, Nicolas A. F.	218,316	-	Jerome, Gillian	80,428	1,000
Jahng, Namsook	86,561	1,206	Jessen, Karl	183,340	24,646
Jaiman, Rajeev	88,741	10,781	Jethwa, Jayant	138,506	-
Jakobi, Jennifer M.	147,379	15,776	Jetter, Reinhard	177,694	-
James, Gareth Philip	151,443	37	Jevitt, Cecilia	121,909	11,323
James, Kedrick P. A.	106,254	3,795	Jhangri, Sukhdip	78,018	3,395
James, RYanne	83,405	998	Jia, William Wei-Guo	122,023	-
James, Suzanne	77,791	1,000	Jiang, Feng	122,952	9,415
James, Todd	112,974	-	Jiang, Jian	81,385	3,691
Jamieson, Daniel R.	85,031	-	Jimenez-Martinez, Jose	88,345	76
Jamieson, Janet Ruth	181,096	970	Jin, Xiao Liang	123,252	6,360
Jammu, Bhupinderpal S.	79,257	2,215	Jing, Jing	84,216	2,360
Jan, Benjamin L.	88,153	-	Jing, Zhichun	164,134	18,829
Jan, Eric	173,989	3,748	Jirasek, Andrew	135,902	6,187
Jandciu, Eric	93,304	3,489	Job, Brian L.	131,871	-
Jang, Kerry L.	185,461	3,536	Joe, Harry Sue Wah	154,838	1,780
Jang, Victor	149,866	12,856	Joghataie, Abdolreza	82,558	-
Janicki, Jennifer R.	79,526	-	Johal, Avneet	76,085	3,136
Janke, Robert	123,818	-	Johal, Raman	80,050	-
Jankowski, Jill Emily	131,762	-	Johansson, Carl I.	131,395	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Johnson, Andrew	\$ 121,709	\$ -	Joshua, Israel Ravi K.	\$ 81,576	\$ 121
Johnson, Catherine L.	201,553	17,478	Jovel, Eduardo M.	169,378	-
Johnson, Gregory W.	147,684	7,989	Jovicic, Jelena	120,216	-
Johnson, James	126,526	-	Joy, Annamma	223,953	18,956
Johnson, James D.	127,123	24,351	Jubilo, Anna Marie B.	80,014	2,431
Johnson, Kayli	129,224	118	Jung, Diana Wai Moui	76,590	2,136
Johnson, Kyle	75,064	-	Jung, Mary Elizabeth	152,115	12,633
Johnson, Mark Stephen	165,259	4,151	Junker, Anne Kristine	273,198	-
Johnson, Michael Roger	82,614	-	Jurca, Octavian	83,434	1,612
Johnson, Pauline	197,201	-	Jurczyk, Karl Hans	92,418	1,474
Johnson, Phyllis J.	130,092	3,391	Jurkevics, Anna	98,652	2,889
Johnson, Robert	148,660	-	Justice, Daniel	179,235	7,171
Johnson, Thomas	128,226	9,452	Justice, Douglas E.	101,939	3,783
Johnston, Darlene	105,862	25	Kaan, Raymond	111,191	1,774
Johnston, David P.	102,052	279	Kabel, Jacob J.	94,076	-
Johnston, Kirsty	157,219	6,735	Kafka, Tamar	112,811	1,882
Johnston, Richard G. C.	212,111	12,900	Kahlon, Reny	179,262	3,078
Johnston, Sarah	110,807	6,060	Kaija, Angela	93,884	-
Jolie, Taira Renee	104,694	656	Kaila, Dalvinder Dee	136,586	6,132
Jolly, Carole	170,524	275	Kain, Jennifer	200,340	10,780
Jones, Adam J.	167,715	-	Kalas, Pamela	144,044	2,080
Jones, Allan	419,526	14,554	Kalia, Sunil	130,700	3,929
Jones, Amanda Jane S.	84,273	3,218	Kalsbeek, Katherine	137,122	2,842
Jones, Barrie	95,856	-	Kam, Christopher	152,269	809
Jones, Brian	144,134	15,140	Kam, Florence Yin To	81,858	2,100
Jones, Charlotte	132,418	384	Kam, Michael Man Kei	80,780	-
Jones, David J.	164,797	12,344	Kamal, Saeid	85,929	-
Jones, David M.	81,490	-	Kamat, Vinay Ramnath	148,031	9,481
Jones, David Ronald	81,038	-	Kanakagiri, Meghna S.	99,615	1,259
Jones, Dean	75,076	-	Kandlikar, Milind	202,219	3,328
Jones, Elizabeth Mary	105,638	4,537	Kang, Wenjie	91,489	8,458
Jones, Francis H. M.	121,752	2,200	Kanhai, Devin Matthew	142,782	13,497
Jones, Gareth R.	120,677	893	Kanji, Tamiz Jamal	167,476	1,234
Jones, Melanie	97,492	-	Kanji, Zul	158,676	5,584
Jones, Sheila	92,419	57	Kannangara, Dc	113,187	578
Jones, Terri Lynn	80,632	1,077	Kao, Amy Hsiao Han	88,179	166
Jong, Billy	111,370	2,699	Kappelhoff, Reinhild	96,273	885
Jonoska, Stojkova B.	84,519	895	Karakochuk, Crystal D.	113,204	11,831
Jordan, Gaetz Shanda	177,106	794	Karasin, Kirk	77,261	1,794
Jose, Liza Del Rosario	168,838	6,073	Karczmarek, Joanna	140,149	-
Joseph, Paul	119,919	7,601	Kariya, Hema	84,587	-
Joseph, Paul	92,957	-	Karlstrom, Lena	105,969	1,453
Josh, Linda	171,773	1,647	Karu, Kalle	153,527	-
Joshi, Bharat	89,088	-	Karwowska, Bozena	171,518	2,000
Joshi, Dharm	92,467	7,729	Kasahara, Hiroyuki	189,097	3,545



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Kasapi, Mario A.	\$ 143,994	\$ 571	Kershaw, Paul	\$ 158,365	\$ 7,350
Kassam, Karim	81,082	-	Kershaw, Terra	75,398	4,006
Kassam, Rosemin	156,166	13,494	Keshani, Hussein	138,747	7,165
Kastner, Erin	104,557	-	Kesler, Roland Lincoln	263,889	370
Kastrukoff, Lorne F.	141,125	-	Keulen, Casey James	77,215	3,328
Kastrup, Christian J.	182,689	4,906	Keyes, Daniel	131,453	364
Katahan, Effy	87,300	-	Khakban, Rahman	84,555	-
Kato, Timothy Martyn	91,776	2,171	Khalil, Joseph	93,828	-
Katz, Jennifer	127,975	11,467	Khan, Aarif	91,426	265
Kaushal, Asha	150,887	6,822	Khan, Anichul	93,722	-
Kavanagh, Trudy	144,476	-	Khan, Nadia Ahmed	185,217	72
Kawa, Keith	136,378	998	Khan, Nasrin	100,076	3,135
Kayfish, Shelley	135,926	6,055	Khan, Sophia Shehnaaz	76,935	-
Kazama, Misuzu	88,415	596	Khan, Zaira	108,694	832
Kazanjan, Arminee	201,508	1,571	Khandelwal, Pooja	92,609	1,019
Kealy, David	120,625	4,804	Khanlian, Hourik	89,356	8,631
Kearns, Lianne	102,451	2,746	Khara, Mandy	78,479	1,976
Keats, Patrice	113,474	3,424	Khareghani, Nesa	76,729	-
Keats, Paula Dale	99,184	801	Khayat, Philip Edgard	93,607	16,961
Keddie, George Anthony	95,577	2,376	Kheirkhah, Sina	99,818	9,803
Keefe, David A.	84,204	1,821	Khella, Amrik	88,720	-
Keeling, Naomi Marya	107,203	4,766	Khoo, Gary	81,948	475
Keeling, Patrick John	234,191	16,326	Khung, Aaron Wee-Jiunn	77,609	3,890
Kell, Danica	77,768	1,787	Kiczales, Gregor	249,557	-
Kelleher, Dermot	608,020	66,268	Kieffer, Tim	260,722	13,867
Keller, Holly Irene	95,997	112	Kiefl, Robert F.	162,318	420
Kellett, Ronald	239,218	18,300	Kiernan, Brenda	101,740	9,476
Kelly, Deirdre	173,670	1,491	Kijsawangwong, Metha	87,935	2,101
Kelly, Niamh	113,392	-	Kikkawa, Ayumu	94,526	14,502
Kelly, Patricia	82,661	-	Kikuchi, Jim Toshio	93,530	2,887
Kemple, Thomas M.	176,830	5,392	Kilani, Ruhangiz	81,297	1,827
Kendrick, Jacqueline M.	109,689	1,274	Kilic, Zekai Murat	76,076	60
Kendrick, Maureen	172,233	4,170	Killen, Sean	96,062	26
Kennedy, Alexander A.	82,717	-	Kilmartin, Kerry	81,454	575
Kennedy, David	106,830	672	Kiloh, David	145,441	1,924
Kennedy, Lindsay	97,036	2,026	Kiloh, Kimberley M.	151,853	10,874
Kennedy, Lori	118,779	9,745	Kim, Allison	161,237	1,588
Kennedy, Paul	131,289	2,013	Kim, Bosung	87,962	1,231
Kennepohl, Pierre	157,150	-	Kim, Hugh	203,197	1,552
Kenney, Denise	144,906	-	Kim, Ihwa	103,034	1,317
Keown, Paul Anthony	186,692	-	Kim, Jisun	78,656	-
Keremidschiff, Gary	78,679	-	Kim, Keekyoung	122,602	1,953
Kerns, Connor	93,826	3,141	Kim, Michael	218,827	3,435
Kerr, Thomas Hudson	170,862	-	Kim, Robert	77,779	2,214
Kershaw, Elizabeth M.	92,359	1,238	Kim, Won	86,166	3,508



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Kim, Wonsang	\$ 75,403	\$ -	Ko, Elizabeth	\$ 160,186	\$ 1,040
Kim, Young-Heon	186,876	793	Ko, Frank K.	135,205	-
Kim-Bautista, Maria J.	78,714	468	Ko, Ivy	77,059	420
Kimura, Tomoko	118,446	1,013	Kobor, Michael Steffen	251,480	24,818
Kinch, Wende L.	121,989	-	Kobylka, Joel	77,631	4,134
Kindler, Anna	322,084	14,206	Koch, Christian	79,654	363
Kindler, Pawel M.	198,576	1,387	Koehle, Michael S.	184,285	1,275
King, Dylan	84,965	5,966	Koehoorn, Mieke W.	208,106	5,279
King, Elisabeth	118,962	2,116	Koelbleitner, Chris	90,049	5,054
King, Janet Marianne J.	94,957	2,669	Kofer, Gernot	127,324	715
King, Jessica Louise	76,050	2,750	Koizumi, Keiko	87,274	-
King, Julian Ross Paul	208,856	1,975	Kojevnikov, Alexei	115,320	1,563
King, Marlene	86,757	3,489	Koleva, Eli Ivanova	79,297	64
King-Brown, Erin K.	94,428	3,827	Kolic, Jelena	78,012	2,218
Kingston, Caroline J.	92,720	-	Kolind, Shannon H.	99,768	27,588
Kingstone, Alan Forbes	275,750	6,096	Kollbrand, Veronika	80,540	2,284
Kion, Tracy A.	181,421	-	Kollmann, Tobias	308,908	5,371
Kirchen, Patrick	144,252	4,499	Kon, Maciek	248,389	5,452
Kissoon, Niranjana	292,295	3,623	Konefal, Tomasz	88,902	-
Kitchin, Vanessa	80,710	2,628	Kong, Hoi	159,076	16,088
Kitson, Clifford Neil	79,438	152	Kong, Jacky	76,954	496
Kitts, David D.	210,466	7,146	Kong, Wai-Ching Alfred	151,530	-
Kiyooka, Jeff Tomi	96,559	32,262	Konijnendijk, Cecil	172,226	20,117
Kizhakkedathu, J.	183,492	13,265	Konoval, Michael B.	100,407	-
Klaassen, Damara	150,517	1,083	Koot, Cathy	78,067	1,471
Klaray, Christine	97,000	1,916	Kopak, Richard	146,163	787
Klassen, Chris James	78,247	2,656	Kopec, Jacek Andrzej	204,418	-
Klassen, Wendy	143,079	5,194	Kopke, Darrell	81,335	942
Klaver, Wade Robin	90,682	3,267	Kopp, Janel Lynn	95,558	6,684
Klegeris, Andis	178,359	9,796	Koppes, Michele	131,850	4,852
Klein, Bern	185,003	46,900	Kopylova, Maya	180,790	5,694
Klein, Peter Williams	190,619	16,744	Korberg, Kristen	113,892	7,779
Klenz, Jennifer	123,631	-	Kornelsen, Jude	154,916	16,659
Kline, Catherine	77,310	147	Korres, Hellen	82,276	3,117
Klinkenberg, Brian	147,993	-	Kosh, Gayle	100,265	-
Klironomos, John	186,462	11,715	Koshi, Eileen	77,907	227
Klonsky, Elisha David	154,081	4,411	Koshy, Kumari	80,452	293
Klukas, Richard	148,453	-	Kosub, David R.	116,030	-
Knapman, Christopher	77,990	-	Koubtrak, Nick	82,637	-
Knezevic, Anthony J.	164,669	21,352	Koulouris, Vicky	79,526	1,648
Knight, Thomas R.	142,411	665	Kovacevic, Lindsey P.	95,834	2,171
Knight, Vicki Floyd	95,326	2,349	Koyama, Karen M.	136,657	817
Knitter, Sarah	106,299	4,057	Kozak, Robert Antal	229,302	6,317
Knorr, Edwin Max	87,908	3,139	Kozlowski, Piotr	169,370	4,262
Knox, Trevor	78,107	1,231	Kraal, Anders	92,898	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Krahn, Andrew David	\$ 187,494	\$ -	Kushnir, Alex	\$ 87,042	\$ -
Kraigher, Patricia	78,679	-	Kuus, Merje	171,824	13,947
Krajden, Mel	416,042	-	Kuusela, Dean	166,017	3
Kramer, Jennifer	151,029	5,973	Kuznetsov, Igor	79,231	3,456
Kramer, John Kipling	132,889	13,556	Kwakkel, Frederik	112,076	69
Kranabetter, Muriel	118,375	3,639	Kwan, Ting Ting	76,071	-
Krank, Marvin	190,103	4,048	Kwei, Robert	76,905	51
Krassioukov, Andrei	286,416	34,327	Kwok, Chi Yung	111,228	2,117
Krause, Alan John	94,851	1,895	Kwok, Jason S. H.	115,859	2,592
Krausz, Reinhard M.	274,644	-	Kwok, Ruth	105,858	3,603
Krbavac, Marie	86,242	1,182	Kwok, Yin Nam Kenny	141,092	-
Krebs, Claudia	171,615	2,197	Kwok, Yvonne	75,254	2,707
Kreisel, Deanna Kay	124,111	2,000	Kwon, Brian	125,701	2,603
Krekoski, Carrie Lynn	89,150	2,722	Kwon, Janice Smith	151,286	8,797
Kremen, Claire	77,500	-	Kwong, Kung Chris Wo	75,427	1,581
Krems, Roman	209,299	10,683	La Pierre, Darla	110,911	-
Krisciunas, Elizabeth	93,320	111	La Rochelle, Jessica L.	77,389	6,316
Krishnan, Harish	344,590	4,095	La Selva, Samuel V.	130,763	-
Krisinger, Michael J.	109,345	15	Laba, Izabella	171,984	2,857
Krist, Jennifer Anne	121,249	1,581	Labadie, Kevin	142,463	-
Kroc, Edward	88,643	-	Labao, Teodulo	80,656	-
Kroeker, Garth	109,708	843	Labrecque, Francis	98,482	1,174
Kroeker, Jeff	183,587	8,662	Labun, Carolyn	144,325	2,898
Kroller, Eva-Marie	187,859	-	Lacaille, Diane	294,889	1,380
Kronstad, James W.	233,443	2,978	Lacey, Sajni	77,835	5,127
Kruchten, Philippe	192,240	4,515	Lacombe, Agnes M.	126,279	-
Kruk, Edward Andrew	119,759	3,083	Lacroix, Serge	138,239	2,584
Krusch, Chris	131,650	1,560	Ladak, Ali Reza A.	112,683	144
Kryworuchko, Jennifer	153,029	2,166	Laffin, Christina	114,283	21,752
Krzic, Maja	168,550	4,951	Laher, Ismail	198,857	-
Krzysik, Charles Karol	77,384	-	Lai, Ben Chee Yeung	88,606	-
Kubota, Ryuko	149,819	20,463	Lai, Daniel	79,264	2,115
Kuhl, David Richard	254,718	1,013	Lai, Eric	107,627	-
Kujala, Vincent	83,429	-	Lai, Hubert	235,638	6,240
Kulesza, Aleksandra	77,288	494	Laidler, Timothy	75,073	30,236
Kumar, Ujendra	181,679	-	Lakowski, Gregory Mark	125,706	-
Kunst, Ljerka	188,458	7,848	Lakschevitz, Flavia	160,660	-
Kunz, Nadja Catherine	121,567	12,371	Lakshmanan, Laks	219,795	2,875
Kunz, Tamara	98,978	1,190	Laksman, Zachary W.	127,726	-
Kuo, Chuan-Hui	84,763	3,476	Lalji, Fawziah	194,807	10,367
Kupfer, Michael	93,376	-	Lalonde, Robert	132,057	-
Kurth, Richard B.	213,238	4,305	Lam, Andy	111,902	1,414
Kurtu, Mohammed Jamal	119,881	1,434	Lam, Angela	97,309	-
Kurtz, Donna	140,115	1,397	Lam, Anita	84,101	1,397
Kuruthukulangare, Js	227,730	-	Lam, Brian	87,576	3,789



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Lam, Frank	\$ 150,742	\$ 9,280	Lau, Michelle	\$ 86,790	\$ -
Lam, Gabrielle	82,293	3,565	Lau, Rebeca	82,200	-
Lam, Gee Chung	82,349	550	Lau, Vicky	77,189	-
Lam, Kevin	77,452	-	Lauenstein, Misha	93,819	1,215
Lam, Mark M. W.	88,873	-	Lauer, Sean Raymond	83,319	4,112
Lam, Raymond	375,606	3,673	Lauinger, Dennis	86,022	1,192
Lam, Stephen C. T.	295,347	-	Laule, Cornelia	136,440	6,140
Lam, Tania	161,496	4,649	Laurin, Kristin	137,868	5,157
Lamb, Stephen	205,826	5,696	Lauritano-Saplywy, D.	139,848	506
Lamberson, Michelle	181,240	3,247	Lauscher, Helen Novak	111,665	1,698
Lambert, Nuella	75,427	-	Lauster, Nathanael T.	154,363	2,014
Lambert-Maberly, A.	125,906	550	Laval, Bernard	195,613	1,858
Lamers, Katja Yvonne	154,902	1,960	Lavallee, Susanne	129,015	11,750
Lamond, Chad	77,807	233	Lavender, Terrance J.	129,036	4,862
Lamont, Sonia Mireille	100,062	1,970	Laver, Christopher Rj	115,036	1,558
Lamontagne, Andre	191,620	150	Law, Alan	119,576	1,523
Lampe, Lutz Hans-J	253,339	18,847	Law, Cathy	92,582	1,341
Lang, Donna	116,821	-	Law, Michael Robert	198,070	5,079
Langager, Graeme	147,272	1,998	Law, Robyn Jamie	77,606	-
Lange, Dirk	125,515	692	Law, Sin Yan Hedy	120,513	9,610
Lange, Philipp	148,301	296	Lawrence, Carri Robin	128,590	14,166
Langill, Robert H.	81,504	-	Lawrence, Gregory A.	262,503	7,640
Langlois, Sylvie F.	279,051	4,735	Lawrence, Ramon Edward	160,649	5,431
Langton, Nancy	196,958	-	Lawrence, Sean Kevin	143,010	1,943
Langton, Nina	133,272	3,883	Lawson, Charlotte Jane	112,848	3,460
Lappin, Daniel Edwin	83,446	106	Lawson, Kimberley Lynn	117,431	5,132
Lapsky, Sandra	107,541	-	Lawson, Paul E.	141,768	3,244
Larjava, Hannu S.	261,226	4,908	Lay, Connie	76,324	3,041
Laronde, Denise	183,724	3,201	Lazenby, Richard	90,076	-
Laroussi, Farid	136,979	722	Lazrak, Ali	359,100	17,758
Larsen, Karen	78,207	550	Le Billon,	170,669	9,065
Larson, Bruce Conrad	188,193	4,051	Le Brun, Elise	77,956	1,117
Larson, Kyle P.	142,430	6,136	Le Normand, Brigitte	106,168	14,928
Lasserre, Patricia	187,099	14,831	Leaf, Michael	123,343	4,295
Laszlo, Krisztina E.	116,354	993	Leahy, Kathleen	120,203	2,708
Latell, Kristi Ruth	93,750	1,115	Leal, Mejia H.	77,037	7,271
Latimer, Heather	82,830	3,278	Leander, Brian Scott	179,663	4,043
Latta, Margaret	176,125	6,554	Leander, Celeste A.	162,351	787
Lau, Alex Chung Hin	76,202	2,263	Leathley, Linda	102,238	184
Lau, Anthony K. P.	122,191	2,195	Leathley, Margaret	106,527	3,953
Lau, Gilly Chiu Yee	94,767	791	Leavitt, Blair	227,400	6,073
Lau, Grace Pui Ying	112,342	124	Lebans, Christopher	83,202	-
Lau, Jennifer Oi Yee	76,182	5,781	Lebaron, Michelle	222,469	16,437
Lau, Ka Man	80,412	-	Leblanc, Andrew	76,068	-
Lau, Koon-Ming	149,406	33	Leblanc, Sanja	116,691	1,360



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Lebrun, Susan	\$ 103,310	\$ -	Legg, Karen	\$ 107,665	\$ 1,448
Leddy, Shannon	100,702	3,469	Leggo, Carl	167,707	1,562
Lee, Agnes Yuet Ying	164,206	-	Leghari, Mohammad Adil	103,846	590
Lee, Alexia	97,428	1,348	Lehman, Darrin R.	223,813	145
Lee, Alyssa	76,431	5,809	Lehner, Django	99,767	-
Lee, Barbara	88,956	8,088	Lei, Jeff	96,306	18
Lee, Brian	170,202	7,857	Lei, Jin	107,405	-
Lee, Celeste	76,450	545	Leipsic, Jonathon A.	157,458	3,577
Lee, Christine K. T.	92,423	4,314	Lekhi, Priya	94,872	632
Lee, Christopher	165,356	7,663	Lekich, Jolanta	100,101	10,522
Lee, Derek	90,114	755	Lemay, Valerie M.	156,776	-
Lee, Edmund	113,060	294	Lemche, Jennifer	86,498	2,167
Lee, Frederick	123,179	6,029	Lemieux, Guy	193,297	4,343
Lee, Gene	258,627	8,276	Lemieux, Thomas	340,782	6,180
Lee, George	86,457	698	Lemieux, Victoria	168,040	14,604
Lee, Glen	110,049	-	Lemmel, Nicholas	75,257	-
Lee, Jae-Hyeok	129,065	5,226	Lemoult, Joelle	105,100	1,994
Lee, Jasmin	80,040	262	Lence, Barbara Jean	114,442	516
Lee, Jeanne S.	83,878	-	Leon, Chui Susana	106,299	850
Lee, Jongho	103,487	5,423	Leong, Allen	116,785	4,045
Lee, Karen	81,378	535	Leong, Justin Hayward	78,985	-
Lee, Karen	112,476	2,850	Leonova, Olga	78,569	-
Lee, Larry	89,100	-	Lepine, Gilles	214,700	6,869
Lee, Lawrence Wai Tak	85,778	-	Lesack, Paul	91,225	-
Lee, Meghan	87,895	1,524	Lester, Richard Todd	142,753	24,870
Lee, Melissa	80,521	-	Leszczynski, Adam A.	100,934	-
Lee, Michael	148,656	8,937	Leung, Brian Ho Sun	111,502	3,518
Lee, Nancy	117,333	8,198	Leung, Cyril	198,568	746
Lee, Raeanne	79,320	-	Leung, Dilys	86,880	6,017
Lee, Robert	99,472	3,719	Leung, Fok-Shuen M.	143,260	8,063
Lee, Ruthann	110,906	2,619	Leung, Janice Margaret	118,332	-
Lee, Sanghoon Conan	264,991	9,134	Leung, Kam Wai Calvin	92,968	-
Lee, Sean	117,341	3,623	Leung, Larry	144,663	7,677
Lee, Steven Alexander	76,170	-	Leung, Laurence Yu-H	91,989	2,917
Lee, Steven Chi Wuah	88,156	1,890	Leung, Liana Hope	123,225	1,448
Lee, Steven Hugh	134,571	684	Leung, Ming Piu Bill	75,257	-
Lee, Steven Kin Chin	92,609	755	Leung, Peter C. K.	221,831	3,324
Lee, Tang	92,634	11,162	Leung, Samuel	78,821	1,107
Lee, Tina	84,949	2,020	Leung, Victor C. M.	181,169	52,950
Lee, Vincent	174,308	1,952	Leung, Vincent	108,553	60
Lee, Yue Ki Yvonne	82,269	175	Levac, Gerald	97,875	5,661
Leeder, James Michael	83,236	4,865	Levangie, Daniel Marc	96,217	1,639
Lefaire, Kelly Ann	118,246	-	Levell, Nicola	153,087	8,135
Lefebvre, Louis	152,393	-	Leveridge, Aubrey Neil	94,734	-
Legault, Marianne	164,080	5,644	Levin, Adeera	171,783	5,643



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Levings, Megan	\$ 227,985	\$ 12,551	Liew, Dewey	\$ 101,740	\$ 2,095
Levinson, Paul	92,618	2,557	Lightfoot, Jennifer	82,564	500
Levy De Castro, F. G.	81,338	4,639	Lightfoot, Sheryl Rae	183,114	32,430
Lew, Flora	83,080	7,186	Lim, Chinten James	135,546	3,465
Lewis, Kathryn	108,692	1,106	Lim, Choon Jim	163,136	5,518
Lewis, Nicola	160,000	26,788	Lim, Jonathan Shih-Wen	100,934	2,532
Lewis, Patrick	131,257	385	Lim, Michelle	96,537	674
Lewis, Rachel	88,583	1,604	Lim, Pamela	159,460	11,734
Lewis, Suzanne	228,213	-	Lim, Sylvia	84,170	1,598
Lewkowicz, Lisa	90,949	1,895	Liman, Joel	83,236	2,503
Leyton-Brown, Kevin	229,250	21,966	Lin, Debbie	86,903	3,756
Li, Anna	128,139	6,364	Lin, Edmond	118,821	1,569
Li, Dayna	88,722	23,607	Lin, Johnny Tzu Yang	100,134	2,990
Li, Donald	107,908	3,528	Lin, Li-Wen	141,913	1,780
Li, Duanduan	119,010	2,794	Lin, Raymond	81,096	965
Li, Guofang	189,818	12,433	Lin, You-Min	86,588	2,575
Li, Hao	244,699	462	Linares, Luis R.	158,761	1,567
Li, Hongbin	171,935	19,222	Lincoln, Peter Adrian	82,213	-
Li, Huiqing	93,628	-	Lindberg, Schuyler	96,258	-
Li, Isaac Tian Shi	104,626	5,334	Lindenberg, Erin	78,232	-
Li, Jessie Jie-Ping	94,000	535	Lindholm, George	110,012	-
Li, Jing	93,895	28,585	Lindsay, Mark	90,899	1,153
Li, Kai	480,884	21,216	Lindsay, Michelle Rose	83,174	1,714
Li, Lena	87,190	1,995	Lindsey, Charles Robin	303,399	2,698
Li, Linda	185,217	988	Lindstrom, Kevin	113,423	-
Li, Loretta	190,476	7,809	Ling, Victor	287,505	-
Li, Mindy	88,878	-	Ling, Yun	113,543	2,835
Li, Ping Hung	185,407	1,012	Linkletter, Ian	75,991	550
Li, Ri	141,874	9,849	Linkletter, Julie	84,854	595
Li, Shyh-Dar	216,368	-	Linton, Orson	76,698	-
Li, Tim	92,937	-	Lipsen, Michael	88,842	-
Li, Wei	190,874	6,377	Liquorish, Stephen	77,238	-
Li, Xianli	76,182	550	Lis, Marian	77,716	-
Li, Xiaojun	128,234	16,429	Lis, Mieszko	150,661	-
Li, Xin	165,886	3,042	Lisonkova, Sarka	115,943	12,956
Li, Yue-Xian	157,362	-	Lister, Alison	107,295	434
Liang, Edward	105,641	125	Lister, Jane	118,494	10,037
Liang, Fang	84,928	550	Liston, Mary Ann	161,890	4,201
Liao, Carol	152,764	8,889	Little, James Joseph	215,208	13,504
Liao, Yu-Huan Theresa	82,623	100	Little, Jonathan P.	164,902	16,520
Libben, Maya	106,144	-	Liu, Danmei	96,400	564
Lieblang, Jason	88,384	1,003	Liu, Dun	76,124	1,644
Liem, Adrian Kwan-Ing	108,519	550	Liu, Hongguang Harley	75,492	479
Lieu, Justin	97,306	3,100	Liu, Jenny Jie	138,815	1,128
Lievers, Randy Dale	84,702	2,123	Liu, Jian	101,123	7,353



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Liu, Jie	\$ 85,452	\$ 3,077	Loo, Derek	\$ 120,018	\$ -
Liu, Jing	124,958	4,468	Loo, Tina Merrill	181,569	2,486
Liu, Keqin	126,679	-	Loock, Christine Ann	108,497	-
Liu, Lidong	75,977	-	Lopes, Dominic	225,274	11,102
Liu, Mary	122,610	935	Lorincz, Matthew	182,020	494
Liu, Qi	79,371	-	Loughlin, Marie	137,796	-
Liu, Sandy	116,851	550	Louie, Derek	86,688	998
Liu, Siyuan	120,686	15,990	Louie, Farrell	89,471	2,201
Liu, Teresa Yeong Lih	198,526	12,992	Louie, Pamela	103,618	3,388
Liu, Wenying	122,323	22,073	Loutzenheiser, Lisa W.	144,525	4,670
Liu, Xue Shun	104,005	60	Lovato, Chris	175,631	3,823
Liu, Yan	105,222	7,476	Love, Jennifer Ann	224,777	6,382
Liu, Zheng	151,447	14,772	Love, Leslie Lynn	90,085	472
Liversage, Alison	102,745	2,358	Lovegrove, Gordon	150,531	29,707
Livingstone, Sean J.	80,255	-	Lovesey, Oliver	146,055	3,037
Lloyd, Andrea	88,131	1,419	Lovett, Paul	81,743	-
Lloyd, John	106,478	5,059	Lovig, Jordon Boier	77,234	1,464
Lo, Chih Shen Owen	117,899	5,890	Lovrity, Des	84,463	-
Lo, Johnny Chieh Chia	133,645	1,061	Low, Cara M.	79,984	2,616
Lo, Kin	383,062	42,934	Low, Nancy	94,561	-
Lo, On-Lap Calvin	122,315	55	Low, Winnie	81,527	561
Lo, Wilson	118,080	-	Lowry, Diana Marshall	105,543	989
Locher, Jens	110,012	1,314	Lowton, Dana	78,681	6,807
Lock, Wendy	81,252	689	Lowton, Michelle	133,605	6,565
Locke, Sean	80,365	3,293	Lozano-Neira, Nathalie	75,114	1,354
Lockhart, Gary T.	92,968	436	Lu, Jianming	96,796	-
Lockhart, Karen	93,759	-	Lu, Ming Zhu	83,863	1,055
Lockyer-Cotter, Laura	93,588	707	Lu, Xiaonan	149,496	10,294
Loewen, Christopher	173,257	8,701	Lubigan, Fe Bayot	89,280	6,018
Loewen, Peter Shane	188,907	562	Lucas, Ricky Jonathan	78,400	166
Loewen, Philip D.	204,621	1,277	Lucet, Yves	156,910	6,189
Loewen, Ron	134,009	407	Luciani, Dan Seriano	137,538	6,244
Lokman, Kees	134,147	1,011	Lucyshyn, Joseph M.	145,752	3,389
Lolliot, Simon Dominic	107,427	1,521	Ludlow, Joanna Leah	78,416	671
Lomas, Cyprien	104,755	1,490	Luger, Moberley As	75,220	3,089
Lomas, Vanessa	85,393	2,815	Lui, Harvey	279,928	9,218
Lomba, Evelyn	107,365	3,166	Luk, Geoffrey	77,651	-
Lombard, Caren	129,189	1,460	Lukasiewicz, Adam	84,152	2,438
Lomness, Arielle	85,641	1,278	Lukasik, Peter John	79,791	251
Longford, Christopher	83,949	1,439	Luker, Emma	76,978	1,959
Longhi, Chiara	123,292	6,541	Lum, Jenny	175,200	3,317
Longland, Jeff	118,083	-	Lum, Raymond	81,851	142
Longpre, Simone Anne	86,220	1,540	Lumb, Sean	126,144	7,635
Longridge, Louise	77,427	-	Lundeen, Clark	97,771	4,086
Lonsdale-Eccles, M.	112,708	1,271	Lundeen, Pearle MI	79,264	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Lundholm, Russell J.	\$ 421,027	\$ 24,991	Macdonald, Tyler	\$ 97,713	\$ -
Lundrigan, Michelle	87,507	3,150	MacDougall, Bruce W.	306,752	10,371
Lunn, Peggy	105,979	441	MacDougall, Mary J.	337,247	16,231
Luo, Honglin	156,927	485	MacEntee, Emma Tanis	96,289	6,744
Luo, Pan	110,012	158	MacEwan, G. William	95,500	-
Luong, Denise	78,362	105	Macfadyen, Leah	122,639	2,833
Lusina, Paul James	102,859	500	Macfarlane, Ken Shawn	106,566	-
Lusina, Sarah Jane	88,565	731	MacFarlane, William A.	148,512	1,099
Lutes, Lesley	193,812	8,531	MacIntosh, Lori	84,313	7,224
Lyle, Mathew Mariano	83,236	10,558	MacIsaac, Michael R.	87,671	590
Lynch, Kelsey	80,519	1,158	Mack, Johnny Camille	152,521	-
Lynch, Lindsay Erin	92,843	7,423	MacKay, Alexander	77,245	8,300
Lynch, Lua	100,217	2,586	Mackay, Jeanette	97,531	994
Lynch, Sean M.	84,116	2,370	MacKay, Terri-Lynn	128,811	3,846
Lynd, Larry D.	225,927	13,752	Mackenzie, Jordan A.	80,463	-
Lynett, Jennifer	115,103	589	MacKenzie, Mark	150,076	12,416
Lynn, Brenna Meaghan	122,227	4,664	MacKenzie, Paige	82,064	2,801
Lynn, Francis	151,491	8,076	MacKenzie, Scott	121,841	1,940
Lynn, Hyung Gu	117,751	16,099	Mackenzie, Stuart	179,606	4,543
Lyon, Annabel	137,999	3,046	Mackie, Gregory	102,096	4,409
Lyon, Katherine A.	80,287	-	Mackworth, Alan K.	117,587	1,763
Lyons, Christopher J.	183,423	-	MacLachlan, Malcolm A.	80,430	4,301
Ma, Holly	81,924	-	MacLachlan, Mark	240,304	1,992
Ma, Hongshen	170,939	293	Maclean, Anne E.	111,985	-
Ma, Reginald	111,495	1,548	Maclean, Ian	76,414	113
Ma, Sai	127,929	-	Maclean, Karon	252,956	2,795
Ma, Terrence	87,971	381	MacLean, Mark Thomson	162,933	7,058
Maamiry, Nasra	98,325	173	Maclean, Neil	98,629	-
Maan, Evelyn	92,591	126	MacLeod, Kathleen	120,057	-
Maas, Esther Theodora	77,055	1,016	MacIure, K. Malcolm	211,053	12,666
Maberley, David	258,413	1,459	MacMillan, Genevieve	76,563	550
Mabudi, Morteza	76,011	-	MacNab, Ying	153,820	5,337
Macala, Catherine	93,118	3,196	MacNeily, Andrew E.	129,255	-
Macarthur, Janet	119,411	1,469	Macphee, Maura Louise	165,994	7,284
Macdonald, Christopher	83,976	49,973	Macrae, Gordon	119,775	-
Macdonald, Christopher	181,586	7,332	MacVicar, Brian	285,677	38,384
Macdonald, Colin Barr	162,725	-	Madadi, Noei Azita	108,763	801
Macdonald, David S.	175,724	4,362	Madden, John	175,440	4,884
Macdonald, Hayley	93,545	-	Madden, John D.	220,630	17,696
MacDonald, Katriona	194,686	3,732	Madden, Kenneth	212,113	2,312
Macdonald, Kirk	110,513	1,159	Maddess, Heidi Forrest	98,011	31,729
Macdonald, Robert	126,821	-	Maddison, Wayne	203,476	-
Macdonald, Robert S.	107,627	-	Madilao, Lufiani Lina	114,309	-
MacDonald, Shavaun I.	120,076	606	Madill, Kevin John	113,936	2,532
Macdonald, Stephen	116,589	-	Madison, Kirk William	152,693	4,719



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Madooei, Ali	\$ 81,675	\$ -	Mannella, Maria	\$ 78,870	\$ 2,061
Maginley, Katharine S.	104,157	21	Mansfield, Shawn	225,440	9,680
Magliocco, Sabina	124,701	-	Manson, Kathy	75,952	1,196
Magnat, Virginie	147,191	9,062	Mansoor, Jaleh	131,501	5,267
Maguire, Susanne M.	93,436	7,190	Manuel, Stephen	95,373	11,321
Mah, Bernadette Anne	96,288	3,268	Mao, Michael	105,543	-
Mah, Mankee	96,095	-	Mar, Joan	104,362	998
Mah, Michelle	157,749	3,991	Marchand, Jon Paul M.	96,701	-
Mah, Stephanie	96,142	993	Marcolin, Barbara Lynn	195,588	3,059
Mahadevan, Venkat	108,944	684	Marcus, Brian Harry	282,271	3,412
Mahey, Sukhwinder S.	98,187	113	Marcus, Jean Elisabeth	82,156	-
Mahlberg, Christine A.	75,830	8,406	Marfatia, Sheeraz S.	96,306	-
Mahmood, Ayaz	83,896	1,070	Margolis, Eric A.	199,781	-
Mahmood, Fatimah	84,312	277	Marin, Michael	163,002	-
Mahmoud, Soheil	135,714	5,529	Marincich, Kerry M.	92,964	1,785
Mahoney, Derek Richard	85,531	2,882	Marinescu, Paula	105,494	-
Mahony, Justin James	119,023	571	Marino, Suhail C.	90,266	2,585
Mahtani, Minelle	87,574	-	Marinova-Todd, Stefka	133,937	906
Mai, Hung	77,530	44	Marins De Carvalho, R.	227,764	9,236
Maideen, Freda	77,242	2,893	Marken, Kari Anna	108,571	754
Maier, Tanja	82,232	2,076	Marker, Michael	144,623	487
Maigne, Alan	104,593	1,113	Markevich, Kory Robert	114,307	-
Maijer, Daan	239,997	12,180	Markham, Ray	144,416	-
Mailer, Terina	84,850	7,619	Markley, Loic	106,563	2,548
Maillard, Keith	169,218	-	Marmer, Oxana	131,250	2,755
Mailvaganam, Srihari	127,275	-	Marmer, Vadim	186,190	7,661
Main, Jessica Lynn	124,287	67	Marra, Marco	313,021	-
Maiorino, Jessica Lee	75,336	550	Marsh, Lindsay Rebecca	80,360	3,335
Mair, Sarah	94,123	1,124	Marsh, Sharon	86,349	184
Mak, Gary Kwok-Hay	82,940	-	Marshall, Christopher	155,065	4,773
Makowski, Jonathon	84,402	313	Marshall, Hallie	87,559	9,582
Maldonado-Pareja, M.	163,406	1,812	Marshall, Janet V.	134,409	1,200
Maleki, Keyvan	119,907	17,034	Marshall, K. Lois	98,785	4,381
Malhotra, Nisha	126,927	-	Marshall, Katie E.	86,326	3,229
Malik, Nakul	78,507	39,633	Marshall, Peter L.	207,572	7,569
Malloff, Natasha	136,576	3,192	Marshall, Sheila	141,118	2,968
Malloy, Stephen	135,468	-	Marshall, Vanessa	81,569	-
Mamaid, Arleen Ronan	104,772	-	Martel, Debra Marie	149,698	381
Mancini, John	360,715	1,348	Martens, Paola Andrea	80,938	3,250
Mangaoang, Marcelino	101,740	267	Marti, Jose R.	212,229	8,311
Manges, Amee	147,000	2,820	Martin, Andrea	97,531	81
Mangion, Trevor	77,695	606	Martin, Andrew	102,702	5,723
Mani, Ramana Venkata	176,466	4,941	Martin, Christopher	119,887	11,475
Mank, Judith Elizabeth	124,215	2,100	Martin, Ginis Kathleen	245,731	15,651
Mann, Dalbir Kaur	82,124	1,456	Martin, Gregory George	120,868	5,126



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Martin, Kari	\$ 99,901	\$ 3,557	Maurus, Robert	\$ 113,481	\$ -
Martin, Ruth	100,788	-	Mawani, Renisa	141,375	11,531
Martin, Tara	116,326	6,422	Mawani, Salma	84,304	5,233
Martin, Tara Melissa	105,784	3,658	Maxwell, Christopher	137,431	1,173
Martin, Valerie Ursula	117,535	16,346	May, Helen Louise	79,197	5,386
Martindale, Andrew	155,941	6,806	Mayer, Carol	118,050	14,784
Martinez, Hugo	115,188	-	Mayer, Tara	108,285	7,761
Martinez, Mark	205,236	-	Mayer, Ulrich	191,844	6,539
Martin-Matthews, Anne	222,928	6,688	Maymay, Milad	77,613	222
Martone, Patrick Ted	159,798	473	Mayo, John Robert	142,781	-
Marty, Kimberley	104,118	909	Mayor, Thibault	158,735	1,846
Martyn, Gregory	137,754	3,755	Mazawi, Andre	180,730	108
Martyn, Penelope	100,934	1,481	Mcallister, Murdoch	157,065	3,876
Marzban, Lucy	89,004	-	McAlpine, Jessica Nell	133,200	1,100
Marziali, Andre	159,746	-	McArthur, David Aj	114,304	206
Mason, Barry	150,287	3,064	Mcarthur, Michelle	76,324	381
Mason, Jacquelyn E.	79,200	35,099	McAusland, Carol	186,449	2,601
Masri, Bassam A.	256,353	1,461	McCallum, Janie	126,282	-
Masse, Louise	192,983	9,465	McCallum, Katherine F.	88,349	442
Massie, Miranda A.	86,294	2,441	McCallum, Myrna	135,859	24,838
Matacheskie, Allison M.	185,326	8,386	McCann, Sarah Kristen	84,708	-
Matas, Richelle	75,058	4,493	McCarthy, Jerry A.	79,402	-
Mate, Rozalia	76,394	41	McCarty, Matthew	103,435	9,158
Mathews, Bryan	79,188	-	Mccasland, Jamie Lee	111,436	72
Mathews, Elizabeth	119,818	729	Mccauley, Aleha	109,902	2,976
Mathieson, Cynthia	245,416	604	Mccauley, Jonathan	82,598	550
Mathieson, W. Bruce	120,192	-	McCaw, Heather	135,493	8,030
Mathijs, Ernest	172,291	-	Mccleery, Kyle Andrew	95,021	5,840
Mathison, Sandra	194,561	-	Mccloy, Robert	125,568	11,193
Mathu-Muju, Kavita	187,807	2,650	McCormack, James	184,397	588
Matsell, Doug	309,791	5,826	Mccormick, Lee	117,463	150
Matsubara, Amy A.	81,550	1,387	McCormick, S. Thomas	349,454	20,963
Matsubara, Joanne Aiko	192,023	5,586	Mccormick, Shireen S.	82,061	1,784
Matsui, Shigenori	220,075	5,138	McCracken, Rita	96,764	-
Matsumura, Ryan	99,654	473	Mccready, Paula Jane	75,656	-
Matsuuchi, Linda	185,196	6,660	Mccrudden, Emma	85,849	1,468
Matthew, Ian	160,638	-	McCrum, Phillip	95,240	-
Matthews, David Ralph	86,021	3,300	McCuaig, Fairleth P.	139,130	2,719
Matthews, Jaymie Mark	129,564	-	McCullagh, Anthony	116,603	3,646
Matthews, Natalie Lynn	121,662	4,745	McCulloch, Anne	85,773	5,263
Matthews, Philip	146,218	3,615	McCulloch, Ross David	83,854	2,573
Matthewson, Kent	92,608	2,129	Mccullum, Joseph M.	98,721	291
Matthewson, Lisa	204,692	2,314	Mcdavid, Kristina	128,107	-
Mattison, Thomas S.	137,734	-	Mcdermott, Moira	94,769	476
Matzke, Elisabeth Am	94,696	10,169	Mcdonagh, Sarah Louise	79,097	146



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
McDonald, Laine	\$ 82,862	\$ 5,599	McKeown, Stephanie B.	\$ 148,569	\$ 27,232
McDonald, Patrick J.	107,290	28	McKesson, Christopher	141,376	5,856
McDonald, Warren	125,771	3,225	McKinnon, Chris	79,827	2,389
McDougall, Elspeth M.	166,884	-	McKinnon, Lauchlan	77,289	79
McDougall, Layne	81,454	2,303	McKinnon, Melissa Sa	119,572	3,559
McDougall, Scott	130,673	2,584	McKnight, Linda	187,426	331
McElduff, Siobhan R.	153,984	-	McLaughlin, Paul H.	80,872	478
McFarlane, Shelly	112,512	6,537	McLeod, Christopher B.	169,503	7,177
McEwen, Carolyn	110,876	1,463	McLeod, Davin	97,978	-
McEwen, Jillene I.	75,515	-	McLeod, John Jason	87,962	1,794
McFarland, Roderick	110,012	550	McLeod, John Ross	85,984	-
McGeough, Gerald	177,828	7,991	McLeod, Trevor Andrew	77,991	-
McGeough, Michelle	94,552	16	McLoughlin, Peter	124,457	-
McGill, Alana Brooke	97,838	4,748	McManus, Alison	176,657	4,666
McGill, Cameron	132,879	5,701	McManus, Bruce	198,157	11,276
McGinley, Stephen	101,523	2,934	Mcmanus, Jason	81,399	3,860
Mcgowan, Lorian Jean	116,119	1,093	McMaster, Case	79,967	536
Mcgowan, Sharon	146,367	2,438	Mcmaster, W. Robert	261,602	20,741
McGrail, Kimberlyn	165,243	12,786	McMillan, Janette M.	105,076	9,558
McGrath, Kathleen M.	129,970	1,669	McMillan, Scott C. F.	98,913	3,043
Mcgrath, Richard	81,952	-	McMullen, Clayton Paul	92,439	138
Mcgregor, Sean	96,047	1,303	McNagney, Kelly M.	209,824	12,331
McGrenere, Joanna	240,801	7,928	McNally, Noel	125,665	1,240
McHardy, Wendy Morag	110,482	11,834	McNeil, Christopher	127,648	18,469
McIlroy, Brian S.	150,425	364	McNeil, W. Stephen	153,326	1,425
McInnes, Jack	77,694	-	McNeill, Laurie	130,684	160
McIntosh, Eileen D.	155,838	2,820	McNeilly, Kevin	124,167	-
McIntosh, Ellen Jane	153,095	985	McNichol, Raymond	190,107	2,775
McIntosh, John Graham	241,066	18,286	Mcphail, Lowell Thomas	117,892	-
McIntosh, Lawrence	201,114	-	McPhee, Siobhan Rachel	99,791	4,400
McIvor, Kristin N.	86,490	1,687	McPherson, Andrew W.	85,071	5,666
McKaig, Terry	120,811	19,150	McTait, Christy	118,359	801
McKay, Heather Anne	212,663	7,839	McTavish, Marianne E.	143,631	5,660
Mckay, James	77,250	173	McWilliam, Donald	113,060	-
Mckay, Sherry	115,566	-	Meagher, Elizabeth T.	85,056	2,011
Mckee, William	120,128	1,492	Mealia, Marcella	136,571	20,716
McKellin, Karen	156,115	4,605	Measday, Vivien	155,322	6,051
McKellin, William H.	111,050	4,746	Mech, Kim	106,999	11,376
McKendry, Ian G.	152,347	6,566	Meckler, Garth David	177,172	1,743
McKenna, Janis	190,501	4,858	Medved, Maureen	150,546	3,582
McKenzie, Donald C.	128,513	-	Mee, Janet	148,564	1,187
McKenzie, Jessamyn R.	80,197	748	Meehan, Alicia	78,993	2,892
McKenzie, Tena	81,389	-	Meek, David	86,030	-
McKeown, Janet	151,162	-	Meens, Thistle Barbara	275,076	17,190
McKeown, Martin	200,425	140	Mehrabadi, Roozbeh	79,961	56



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Mehrkhodavandi, Parisa	\$ 167,764	\$ 6,607	Mikami, Amori Yee	\$ 177,128	\$ 12,129
Mei, Xiang Qi	120,812	-	Mikelberg, Frederick S.	248,317	2,185
Meiszner, Peter	92,398	2,512	Mikkelsen, Jon	169,059	9,123
Meitner, Michael John	137,159	-	Mikkelsen, Kaila M.	114,873	3,498
Meloche, Mark	101,428	-	Miladinovic, Jovan	126,049	-
Menard, Frederic	126,611	-	Milaire, Serge	75,482	-
Mendez, Alcala Susana	80,487	1,001	Milet, Soline	79,573	-
Mendoza, Maureen Grace	75,810	4,336	Miletich, Lori Lynn	75,054	420
Meneghetti, Adam	129,022	1,988	Militzer, Matthias	215,478	23,399
Meneilly, Graydon S.	275,620	-	Miller, Bradley	106,830	1,806
Menkis, Richard	130,881	4,434	Miller, Bruce G.	174,996	805
Menzies, Charles	161,970	4,804	Miller, David	177,378	-
Menzies, Graeme	135,304	2,476	Miller, Diane	147,146	-
Mercer, Laura	83,274	-	Miller, Grant Stuart	151,698	4,099
Mercer, Sterett Hawes	166,104	3,057	Miller, Harry B.	137,243	388
Meredith, Anna	84,692	194	Miller, Jeffrey D.	144,704	1,924
Meredith-Lobay, Megan	89,229	3,208	Miller, Katherine	110,109	125
Merer, John	89,362	473	Miller, Lorrie	123,534	4,018
Merida-Donis, Walter	222,740	50,409	Miller, Penelope F.	163,610	-
Merling, Jane	125,034	14,635	Miller, Robert A.	100,042	1,838
Merlo, Wendy Lee	97,547	1,030	Miller, William	191,044	5,748
Mervyn, Jo-Lynn	119,820	4,962	Miller, William Andrew	79,729	-
Mesbah, Ali	158,314	169	Milligan, Kevin S.	237,159	7,075
Messer, Joerg	77,092	-	Mills, Arthur Kelly	77,477	-
Metcalfe, Amy	164,020	2,039	Milne, Tamar	175,959	838
Metcalfe, Jason	103,257	856	Milner, Valery	149,619	3,513
Metras, John	231,576	6,052	Milner-Bolotin, Marina	154,937	6,583
Metwally, Omar	77,083	-	Milosevic, Snezana	101,693	2,738
Metzer, David J.	179,658	1,079	Milstein, Sara Jessica	152,661	8,002
Metzger, Daniel Lee	154,129	-	Milton, Paul	127,924	-
Meyboom, Annalisa	141,809	-	Min, Jason	138,465	6,650
Meyer, Karen	165,913	3,265	Minchenko, Svetlana	76,729	-
Meyers, Clint	95,988	1,995	Minea, Teodor Lucian	97,730	4,071
Meyers, Eric Matthew	134,831	2,266	Mingus, Colin	96,372	3,560
Michal, Carl	156,958	3,987	Minhinnick, James	89,309	1,157
Michalak, Erin	208,704	11,278	Minns, Steven Edward	212,514	45
Michaletz, Sean Thomas	86,326	11,079	Mintah, Tiffany C.	103,209	7,785
Michelakis, K.	155,409	4,322	Mintha, Jim Thomas	114,190	1,866
Michelow, Warren	82,358	291	Mira, Aileen	126,717	800
Michels, Cherie Dawn	94,809	1,861	Mirabbasi, Shahriar	207,738	2,618
Michelson, David G.	198,837	1,894	Miran-Khan, Karim	458,382	22,315
Mickelson, Karin T.	165,118	-	Mirenda, Pat	109,059	3,134
Midwood, Andrew	79,184	5,498	Mirwaldt, Patricia Ann	100,997	560
Miguel, Evelyn	136,139	6,633	Mirza, Bushra	78,757	2,459
Mihalatos, Stephanie	77,804	5,768	Miskovic, Ilija Eli	119,014	1,137



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Miskovic, Sanja	\$ 126,099	\$ 1,630	Monroe, Martin Willis	\$ 76,687	\$ 18,724
Mislang, Jonathan	86,285	949	Monsalve, Maria V.	141,630	-
Mitchell, Heather S.	89,022	6,044	Monteyne, Joseph	143,772	3,039
Mitchell, Ian	179,048	10,675	Montgomery, James	86,579	3,098
Mitchell, Julia	97,045	-	Mooney, Christian Sky	86,408	5,939
Mitchell, Julie Ann	133,113	1,170	Mooney, Dawn	77,795	-
Mitchell, Marjorie	104,651	2,268	Mooney, Patrick F.	144,815	1,316
Mitchell, Wallace	83,451	14,817	Moore, David K.	114,119	7,841
Mitchell-Foster, S.	96,083	4,214	Moore, David M.	164,040	-
Mitha, Mahmoud	77,916	621	Moore, Edwin D. W.	204,527	-
Mittertreiner, Anthony	104,722	4,613	Moore, Patrick	150,340	2,129
Mitton, Craig	242,987	3,492	Moore, Robert Daniel	177,556	6,551
Miu, Aaron Gar-Hung	95,979	124	Moore, William Colin	151,388	9,940
Mizumoto, Kota	135,647	13,626	Moralejo, Lisa	112,127	5,348
Mjos, Katja Dralle	81,358	114	Moran, Ciara	84,983	1,205
Mladenovic, Stefan	79,861	-	Moran, Patrick	79,576	855
Mobuchon, Christophe	105,285	8,153	Moreau, Tara L.	92,172	7,864
Mocherniak, Stephanie	77,110	12,959	Moreno, Silvia	83,080	499
Modzelewski, Henryk	106,212	-	Morey, Brendan Keith	115,453	10,932
Moerman, Donald G.	188,694	774	Morgadinho, Ricardo	77,327	-
Moffett, Pamela	85,234	481	Morgan, Steven George	229,453	11,776
Mogerman, Aaron	154,123	1,212	Morgan, Timothy	89,380	692
Mohamed, Abdallah	106,392	1,550	Morin, Susan B.	94,381	-
Mohamed, Mohamed Ali B.	177,947	151	Moritz, Orson	155,418	9,726
Mohammadi, Hadi	126,802	-	Morrell, Cameron	184,339	2,654
Mohammed, Zoheb	92,496	-	Morris, Kevin M.	104,493	3,953
Mohn, William W.	193,647	836	Morrison, Robert	112,465	1,874
Mohns, Wendy	83,365	-	Morrison, Shelly	168,623	4,389
Mohseni, Madjid	190,301	36,708	Morrow, Richard Lee	78,679	4,861
Mojdehi, Ali	107,810	8,457	Morsara, Shavinder	139,091	1,938
Mojibian, Majid	83,849	32	Morshed, Muhammad	168,076	971
Mokak, Tegua Alberto	202,476	11,862	Mortenson, Bud	107,970	102
Moksa, Malgorzata M.	86,554	4,272	Mortenson, William	136,340	7,903
Mol, Louise	95,594	-	Morton, David Simon	102,877	550
Molday, Laureen L.	114,313	2,962	Mosadegh, Laleh	140,707	-
Molday, Robert S.	252,069	5,387	Moscato, Sabato	105,886	-
Mole, Christopher	174,739	2,265	Moseley, Nance	102,432	575
Molina, Hutt Carlos	116,077	4,947	Moshenko, Janice Lynn	154,416	799
Molnar, Breanne Ashley	77,825	3,710	Mosher, Michael	100,088	7,486
Molnar, John Nandor	104,509	-	Mosquin, Daniel P. K.	85,811	450
Molstad, Kirsten J.	101,273	637	Moss, Karen	95,228	1,328
Momer, Bernard	138,187	6,945	Moss, Laura	78,631	1,359
Momose, Takamasa	198,798	50,749	Moss, Laura	168,058	3,589
Money, Deborah	352,001	14,004	Moss, Margaret Prisci	79,045	6,989
Monga, Vishakha	101,178	1,444	Mostafa, Nesrine Abdel	159,913	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Mostafavi, Sara	\$ 138,557	\$ 11,334	Muzyka, Daniel	\$ 125,000	\$ -
Mostow, Joshua Scott	207,549	7,381	Myers, Daniel	75,621	-
Moszynski, Joanne M.	91,126	1,917	Myers, Jamie	88,722	-
Mota, Miguel	139,897	-	Myers, Jason Daniel	100,847	-
Motamedi, Mehrtash	93,747	6,738	Nabavi, Maryam	98,578	7,856
Motavas, Saloome	114,602	1,374	Nabi, Ivan Robert	212,080	4,603
Moukhles, Hakima	160,851	-	Nadel, Ira Bruce	216,909	5,687
Moura, Xavier Andre	81,618	30,449	Nagamune, Ryozo	179,245	3,190
Mowbray, Laura	97,088	292	Nagarajan, Mahesh	405,996	47,598
Moxham, Elizabeth Anne	158,826	3,287	Nagata, K. Wayne	133,286	-
Mrzljak, Rene T.	109,093	-	Nagra, Baksho Becky	78,636	1,661
Mudie, Kathryn	78,416	50	Nahm, Cindy	135,760	4,941
Muehlmann, Shaylih R.	155,081	12,537	Nair, Pradeep Kumar	144,958	844
Mueller, Frank	83,218	2,661	Najarian, Siamak	76,957	2,246
Mui, Alice	145,712	-	Najjaran, Homayoun	231,311	18,938
Muir-Owen, Sara K.	89,615	14,095	Nakagawa, Paul John	96,474	334
Mukherjee-Reed, Ananya	118,822	13,246	Nakamura, Fuyubi	90,381	11,668
Mulligan, Susanna	78,774	253	Nakane, Jonathan	110,452	744
Mulpuri, Kishore	199,677	-	Nakata, Masahiko L.	83,787	-
Mundy, Amrit K. S.	75,422	604	Nakata, Shirley R.	143,497	8,917
Munro, Alicia	76,520	1,089	Nalicat, Luz D.	87,409	-
Munro, Louisa	98,171	2,277	Nam, Joanne	78,739	1,630
Muntean, Kaliya	106,591	-	Nan, Ning	232,840	6,396
Munteanu, Mircea A.	94,952	-	Nanson, Paramjit	82,679	7,525
Munzner, Tamara	171,619	5,430	Narain, Roshni	95,685	6,680
Murakami, Takahide	75,885	-	Narayan, Sat	80,954	-
Murch, Susan	183,815	-	Narciso, Antonio	77,180	-
Murchie, Lynne	92,920	3,085	Nardizzi, Vincent	146,538	16,597
Murphy, Anne	172,281	9,771	Naser, Gholamreza	105,594	468
Murphy, Elizabeth S.	104,245	4,736	Nashon, Samson Madera	190,679	10,367
Murphy, Gail C.	329,175	50,905	Nasiopoulos, Panos	217,944	49,986
Murphy, Gayle	132,343	46	Nasmith, Louise L.	290,968	5,617
Murphy, Mary	136,638	1,541	Nason, Dorothy Ann	136,876	-
Murphy, Mary Ann	121,015	-	Nathan, Lisa Paige	134,477	-
Murphy, Michael C. S.	75,841	2,241	Natori, Maki	97,801	21,918
Murphy, Michael Edward	205,450	3,481	Naus, Monika	271,427	3,001
Murphy, Peter Jonathan	87,594	-	Naylor, Carol	115,433	-
Murphy, Rachel	113,668	2,744	Nazareno, Suzanne	100,087	4,146
Murphy, Susan	170,623	6,393	Nazhat, Yahya Nazar	114,759	430
Murphy, Timothy	216,328	16,276	Nazir, Maitland A.	75,076	-
Murray, Matthew	86,242	2,993	Neal, Russell Clinton	117,324	1,834
Murray, Stuart	111,721	1,640	Neary, Hugh M.	132,767	-
Murugan, Mathav K.	83,472	3,926	Needham, Karen	80,938	907
Musini, Vijaya M.	100,461	3,078	Neeland, Edward	123,505	-
Muyot, Lerida V.	78,679	-	Neilly, Michelle	161,061	899



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Neilly, Ron Joseph	\$ 92,398	\$ -	Nielsen, Torsten	\$ 352,655	\$ 6,953
Nelson, Harry William	139,671	5,990	Nightbird, Marie Anne	81,199	1,986
Nelson, Kyle M.	83,742	1,683	Nikolakis, William D.	112,756	6,624
Nelson, Louise	162,445	5,831	Nill, Blake	303,518	17,378
Nelson, Mama	197,527	11,666	Nilson, Ben	120,582	743
Nesbit, Susan	147,297	173	Nimmervoll, Bernhard	85,137	-
Nesic, Zoran	95,875	1,883	Nimmon, Laura Eileen	108,862	5,278
Neuman, Murray	123,092	761	Nislow, Corey	212,588	640
Neuvonen, Jorma Paavo	111,898	9,298	Noack, Frederik	122,702	7,475
Newbury, Peter Robert	111,040	3,820	Nobell, Natasha Karin	93,449	5,600
Newlands, Fiona Clare	98,267	159	Nojeh, Alireza	188,140	3,692
Newman, Geoffrey	89,538	-	Nolan, Adrienne	176,766	6,488
Newton, Christie	256,442	1,589	Nolde, Natalia	145,969	4,433
Ng, Aaron	83,487	-	Nomellini, John Fiore	95,587	60
Ng, Bernard Yat Hin	81,186	2,900	Nomme, Kathy Margaret	144,037	935
Ng, Carl	77,797	-	Noonan, Vanessa	132,803	1,913
Ng, Carleton	109,662	62	Norenzayan, Ara	185,286	2,058
Ng, Clara Pui Ki	139,999	2,132	Norman, Lynn F.	84,549	-
Ng, David	148,834	5,444	Norman, Maija	98,018	-
Ng, Dawn Hsu-Fern	81,699	1,592	Norman, Moss	115,910	3,977
Ng, Dickson John	76,942	-	Norman, Wendy	185,900	26,722
Ng, Goretti	78,483	46	Norton, Bonny	222,509	6,602
Ng, Henry	101,131	548	Norwood, Peter	77,209	-
Ng, Kaman	109,938	1,080	Nosco, Peter Erling	208,396	2,415
Ng, Karen	82,731	-	Noseworthy, Wade	82,556	174
Ng, Katherine Vanessa	77,201	5,106	Novak, Anna Maria	88,295	971
Ng, Michele	89,814	-	Nsumbu, Del Lucinda	124,874	5,331
Ng, Peggy	84,623	56	Nulty, Jeffrey W.	89,719	1,805
Ng, Raymond Tak-Yan	245,753	26,818	Numata, Masayuki	108,551	-
Ng, Yvonne	115,859	11	Nunez, Desmond Antonio	160,857	5,962
Ng, Yvonne	106,580	-	Nyberg, Julia	78,403	3,716
Ngan, Elton	264,898	-	Nygaard, Haakon	122,114	9,045
Nguan, Christopher Yc	117,634	3,732	Nygard, Heidi	76,715	330
Nguyen, Caroline Hoang	183,952	-	Oatman, Chris C.	85,556	2,213
Nguyen, Cung Thanh	75,706	-	Oberg, Gunilla M.	171,847	60
Nguyen, Hong Trang	132,973	5,068	Oberlander, Timothy F.	245,333	2,596
Nguyen, Thi Dinh	76,729	-	Oberle, Eva	104,840	6,981
Niamath, Cheryl	103,697	1,999	Oberoi, Harjot Singh	79,837	-
Nichol, Craig	149,674	714	O'Brien, Adelheid	93,259	1,534
Nichol, Valerie V.	96,955	3,408	O'Brien, Daniel	116,731	764
Nicholl, Tessa	155,233	762	O'Brien, Heather	155,770	1,581
Nichols, Helen Louise	190,719	8,231	O'Brien, Juliet Lucy	86,272	-
Nicholson, Kirsten	191,820	12,767	O'Brien, Peter	141,730	-
Nicol, Cynthia	155,617	13,069	Ochi, Emily Kate	114,225	2,714
Nicolaou, Savvakis	162,849	8,600	O'Connor, Brian	166,533	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
O'Connor, Deborah	\$ 138,714	\$ 781	Ordonez, Martin	\$ 255,753	\$ 14,148
O'Connor, Mary Isabel	167,663	2,804	O'Reilly, Keelin K.	85,548	3,931
O'Connor, Timothy	190,382	-	O'Reilly, Lynn E.	92,867	6,340
Oddstad, Sacha Yvonne	96,306	703	Orell, Julia C.	99,995	6,009
Odic, Darko	116,924	2,782	Orians, Kristin	140,949	16
O'Donnell, Maureen E.	96,649	886	Ormerod, Patricia	83,723	2,251
O'Donoghue, Donal	191,061	3,040	Ormond, Carlos	100,934	3,074
Oelke, Nelly D.	138,772	2,138	Orpen, Jennifer	112,547	8,656
O'Flynn-Magee, KI	144,515	5,968	Orr, Alvarez Brianne E.	92,398	-
Ogilvie, Gina	258,399	22,906	Orr, Patrick Scott	146,476	8,735
Ogrodniczuk, John	209,053	2,859	Ortis, Jeanie	79,803	-
Ohlin, Alix	166,264	4,063	Ortiz, Alma Rosa	104,767	-
Okon, Mark S.	78,179	-	Ortiz, Molina Hernan	388,524	5,751
O'Kusky, John R.	116,971	-	Oruc, Ipek	116,627	6,822
Ola, Oluwakemi	126,452	2,960	Orvig, Christopher E. R.	221,080	7,171
Olaj, Robert	95,799	184	Osborne, Lisa Coleen	125,603	7,576
Oldenburg, Douglas W.	160,678	10,608	Osborne, Salma	135,947	-
Oldendorff, Gitta	108,105	1,417	Oser, Scott M.	178,870	8,708
Oldford, Stephanie A.	98,528	7,476	Ostafichuk, Peter	188,494	-
O'Leary, Stephen K.	151,270	19,569	Ostrow, Suzanne	120,372	53
Oliffe, John	219,453	18,263	Ostwald, Kai Rudiger	117,417	11,914
Oliver, David	112,003	5,842	O'Toole, James	106,830	-
Ollivier, Rachel C.	156,674	4,118	Otto, Sarah	257,378	5,782
Ollivier-Gooch, Carl	191,055	10,740	Ou, Jun	89,944	4,576
Olsen, Anne	137,610	2,521	Oulton, James	78,243	251
Olsen, Lise L.	119,059	1,121	Ovenell, Julie	92,274	387
Olson, James Allan	319,831	50,907	Overall, Christopher M.	299,869	56,267
Olynyk, Kenneth	75,074	13,480	Overduin, Abigail	97,531	2,618
On, Vicky	90,221	1,002	Oviedo-Joekes, Eugenia	155,746	9,391
O'Neil, Nigel	86,796	-	Owen, Andrew	124,497	-
O'Neil, Susan Deanna	110,012	293	Owen, Taylor	93,682	2,883
O'Neill, Angela	114,766	-	Oxland, Thomas	259,974	9,545
Ong, Christopher J.	143,375	461	Oxton, Alison	107,323	-
Ong, Geraldine	106,577	-	Oyedele, Olusegun	119,056	4,267
Ong, Linda	124,994	961	Ozawa, Noriko	126,912	-
Ong, Maria	79,584	567	Pacheco, Miguel A.	119,907	-
Ong, Randell	105,784	-	Pachev, George S.	142,472	2,368
Ono, Santa	610,361	85,325	Packir, Hassan	79,453	909
Ono, William	128,392	-	Paderewski, Aleksander	136,758	474
Onyeoziri-Miller, G.	155,743	2,049	Padhiar, Pritesh	75,257	120
Onyskevitch, Korey	129,410	1,027	Paduraru, Marijuana P.	85,463	4,639
Oon, Debbie Chin Ling	88,912	-	Padwick, Robert M.	134,981	-
Opini, Bathseba	118,308	321	Page, Brent	93,410	9,830
Oppel, Lloyd	79,833	-	Paget, Gontran	86,585	1,980
Orbaugh, Sharalyn	196,545	-	Pagnotta, James	92,851	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Pai, Dinesh	\$ 245,339	\$ 17,744	Park, So Eun	\$ 239,744	\$ 8,423
Pai, Kit Raymond	93,320	4,594	Parker, Joanne	80,911	6,862
Pailer, Gaby	185,625	10,370	Parker, Sarah	78,696	3,511
Pai-Spering, Miriam	134,455	5,446	Parker, Susan E.	255,706	19,482
Pajalic, Marko	91,161	119	Parkes, Debra	233,878	6,136
Pakenham, Clay James G.	79,750	1,182	Parkins, Ilya	121,346	6,920
Pakhomov, Yevhenii	196,043	9,593	Parr, Andrew	234,253	14,278
Pakpour, Sepideh	96,602	14,533	Parra, Perez Alvaro G.	205,956	282
Pal, Michael	102,130	-	Parris, Rivka	83,282	3,111
Palacios, Carolina	85,937	-	Parrott, Lael	172,137	11,957
Palepu, Anita	231,784	-	Parsons, Craig	78,559	359
Paley, Mike	118,502	3,235	Pasula, Kit	123,509	-
Palichuk, Susan	117,315	9,942	Pat, Sam	77,178	-
Palisse, Stephanie	77,727	127	Patel, Anil	94,102	-
Palomares, Maria Ld	101,323	9,171	Paterson, Susan	130,464	3,380
Paltin, Judith Ann	125,241	6,077	Patey, Grenfell N.	153,796	858
Pan, Peggy Ping-Ying	119,955	-	Patrick, Brian	106,700	2,749
Pan, Teresa	137,683	49,645	Patrick, David M.	352,941	3,547
Pando, Robert	77,566	-	Patrusheva, Daria	76,596	550
Pandya, Mira	89,258	1,916	Pattabiraman, Karthik	186,908	33,654
Panenka, William	83,823	4,726	Patterson, Laura	91,219	2,172
Pang, Catherine C. Y.	186,172	6,609	Patton, Ian	78,658	-
Pang, Kathy	104,957	1,378	Paul, Aarti Singh	150,113	3,769
Pang, Murphy S. M.	100,085	373	Paulhus, Delroy L.	133,020	9,724
Pang, Wenjun	117,517	12,432	Paulrajan, Joenita	87,962	2,864
Pangilinan, Manuel T.	106,593	82	Pauly, Daniel	224,284	39,670
Pani, Elisabetta	97,233	-	Pavlich, Dennis J.	258,636	16,723
Pankratz, Adam John	124,076	-	Pavlidis, Paul	205,888	6,711
Pannell, Ryan	89,923	1,147	Pawlik, Marek	190,857	5,212
Pante, Nelly	184,873	2,860	Pawlowicz, Richard	149,072	8,067
Pantonial, Virgilio	101,693	147	Payne, Beth A.	81,770	26,337
Panwar, Preety	75,848	1,263	Payne, Christopher	81,734	4,277
Panzhinskiy, Evgeniy	81,921	1,291	Payne, Christopher J.	96,916	36,352
Papp, Anthony Akos	93,291	-	Peacock, James W.	103,956	-
Pappalardo, Anna	101,270	1,580	Peacock, Simon Muir	346,725	9,925
Parachoniak, Ronald D.	120,858	-	Pearce, Denise A.	181,267	2,196
Paradis, Gregory	89,576	711	Pearce, Michael Kd	90,384	14,686
Pare, Anthony	217,773	4,191	Pearson, Marion	159,617	953
Pareles, Marissa Jane	99,032	2,701	Pechet, Bill	89,738	-
Parent, Ingrid	104,938	1,049	Peck, Jamie Andrew	277,430	28,807
Parfrey, Laura Ellen	116,986	-	Pedersen, Melanie	100,462	7,520
Parhar, Gurdeep	190,451	7,385	Peirce, Anthony	179,966	565
Paris, Leslie	135,486	3,232	Pekes, Patricia Anne	210,891	5,491
Park, Eunjoo	94,696	550	Pelech, Steven Daniel	157,705	-
Park, Kyung Ae	125,135	37,289	Pelletier, Nathan	136,371	9,659



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Pena, Fernandez F.	\$ 142,688	\$ 7,745	Piedt, Shannon Elaine	\$ 92,172	\$ 2,348
Penaherrera, Maria S.	76,004	2,015	Pierce, Kenneth Ray	82,434	-
Pennefather, Patrick E.	88,576	184	Pieters, Roger	114,329	4,921
Pennell, Matthew W.	118,273	3,300	Pigozzo, Manso Adriana	158,070	2,656
Penney, Michael Lesley	95,381	520	Pijetlovic, Dusko	106,418	-
Penninger, Josef	155,417	55	Pike, Ian	221,925	20,536
Peregoodoff, Robert	136,443	12,852	Pike, Kristen Lee	88,476	2,395
Perez-Fortiz, Raul G.	81,258	27	Pikor, Katie	103,205	-
Perkins, Edwin A.	209,197	7,682	Pikulina, Elena	245,854	8,789
Perla, Chira	106,936	7,945	Pilon, Angelique	100,704	5,415
Perla, Jesse	172,432	2,811	Pilon, Mark Richard	83,516	2,974
Perreault, Amy Noelle	99,875	1,082	Pina, Manuel	125,755	-
Perrin, Benjamin Ea	224,475	924	Pinar, William	234,076	8,551
Perrin, David M.	196,473	12,614	Pinder, Karen	149,051	412
Perry, Jr Thomas L.	100,076	754	Pineau, Warren	80,307	2,689
Perry, Karen A.	119,004	-	Pinheiro, Agnelo	83,891	142
Perry, Nancy	177,971	7,811	Pini, Claudio Andres	195,562	8,366
Pesut, Barbara	187,559	4,899	Pinkney, Susan	86,550	635
Peters, Michael	261,030	4,822	Pirani, Shafique	95,976	3,960
Peterson, Edward M.	93,728	1,308	Piret, James M.	194,149	3,502
Peterson, Glen	154,810	14,706	Pirlea, Razvan	80,780	410
Peterson, Jenny H.	98,655	4,236	Pirmoradi, Sep	117,239	1,464
Peterson, Sandra	83,816	993	Pitcher, Emily	84,691	325
Petherick, Leanne	119,626	1,388	Pitcher, Tony J.	175,535	6,901
Petkau, A. John	92,879	4,145	Pither, Jason	140,805	1,052
Petrina, Stephen	167,589	4,605	Pitman, Catherine	119,043	4,903
Petrovic, Aleksandar	82,542	184	Pittet, Joel	96,331	767
Pett, Julie	112,821	5,562	Pitts, Melissa	151,556	12,712
Pettersen, Jacqueline	133,396	-	Pizarra, Wilfredo	83,935	-
Pew, Kendall	82,044	-	Pizzirani, Stefania M.	84,155	-
Pflueger, Carolin E.	346,613	7,534	Plan, Yaniv	135,243	-
Phang, P. Terence	117,429	2,575	Plessis, Judith	162,516	-
Phelan, Anne	174,794	3,936	Pliska, Benjamin T.	229,203	4,034
Phelan, Kevin A.	118,061	937	Plotkin, Steven Samuel	149,051	1,801
Phelps, Jennifer Marie	149,104	3,386	Plunkett, Richard	119,095	1,203
Phillips, Anthony G.	229,472	14,123	Podrebersek, Mike	101,693	-
Phillips, Kevin James	75,312	3,957	Poh, Fang-Yeu C.	208,417	-
Phinney, Alison	181,574	2,345	Pohl-Weary, Emily	101,051	2,803
Pho, Jaclyn Lk	97,199	1,891	Point, Marny G.	116,502	298
Phung, Charlene	88,950	3,485	Pokotylo, David L.	141,697	-
Phypers, Lisa Louise	75,588	-	Policzer, Ana	139,361	1,222
Picault, Julien	110,083	7,646	Policzer, Catalina	82,276	1,754
Picco, Nadia	100,934	-	Polishak, Roger	286,855	19,291
Piccolo, Costanza	113,112	785	Polishchuk, Elena	98,330	-
Pidwirny, Michael	123,078	528	Pollard, Ben	142,948	6,158



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Pollock, Courtney	\$ 75,074	\$ -	Prescott, Cindy	\$ 197,556	\$ 10,491
Pond, Craig	84,800	12,215	Preston, Roanne	279,832	-
Ponga de la Torre, Mauricio R.	113,007	3,665	Price, Ingrid	151,726	2,672
Poohkay, Susan Denise	102,869	-	Price, Morgan	191,775	1,920
Poole, David	216,770	16,333	Price, Richard M.	184,397	1,828
Poole, Gary	86,000	-	Price, Scottford	77,825	80
Poole, Paul G.	85,349	230	Price, Stephen	124,545	6,869
Poole, Warren J.	261,327	32,089	Primeau, Laurier	95,326	26,977
Poole, Wendy	136,227	1,585	Pringle, John	76,314	1,060
Poon, Alvin	78,679	-	Prior, Jerilyn C.	181,461	2,396
Poon, Dara Wingheng	106,469	-	Pritchard, Robert B.	205,789	2,057
Popple, Adrian John	87,183	27	Pritchett, Chris David	88,566	20,475
Porritt, Andrew	119,714	3,245	Procyshyn, Ric Michael	135,254	-
Porritt, Lucy Anne	79,102	413	Prodanovic, Vladan Z.	133,971	5,656
Porter, Jill	84,962	887	Proft, Joanne	138,362	16
Porter, Stephen B.	182,934	-	Proudfoot, Mark A.	124,813	5,857
Porter, Susan D.	265,833	38,431	Provenzano, Bill	81,418	-
Porto, Nuno Manuel	101,205	4,666	Prykhodko, Dariya	102,169	-
Posarac, Dusko	141,496	-	Ptaszek, Stefan	76,318	-
Potoski, Elaine F.	77,262	4,367	Pugh, Daniel	97,004	-
Potter, Pitman B.	108,999	5,054	Puil, Lorri	90,738	3,053
Potter, Tiffany	125,042	2,985	Pulleyblank, Douglas	199,788	3,479
Pottinger, Rachel A.	200,342	7,790	Pun, Ben	100,518	2,075
Potvin, Becky	97,346	816	Pura, Elaine B.	180,076	27,951
Potvin, Gabriel	135,883	6,093	Puri, Simmi	81,453	-
Potvin, Vincent	90,411	-	Puterman, Eli	146,213	4,582
Poudrier, Eve	112,108	112	Putnins, Edward	228,998	2,172
Poulin, Neal	80,931	-	Qamar, Sadia Raheez	77,076	2,692
Poureslami, Iraj M.	94,309	1,275	Qayumi, Abdul Karim	118,226	1,988
Poursartip, A.	225,820	5,743	Qi, Hongxing Estella	77,790	744
Pow, Thereza Cristina	76,075	1,604	Qian, Stephanie Wenlei	95,380	1,125
Powell, Robert Brian	75,236	1,229	Qian, Yi	292,981	1,153
Power, Cheryl A.	93,392	365	Qian, Yue	108,225	6,650
Power, Krista	77,082	809	Qiu, Dong	116,168	409
Power, Tom	78,874	98	Qiu, Xiao Evan Jian	86,623	239
Powers, Bradley L.	114,535	-	Quach, Jeff	79,696	-
Powter, Andrew	91,255	-	Quandt, Jacqueline A.	150,371	7,835
Poyser, John	172,904	-	Quayle, Moura	284,920	6,615
Prakash, Nitya Surya	81,189	-	Questa, Jamiann Marie	113,704	1,862
Pramanik, Malabika	187,205	400	Queyranne, Maurice	270,146	13,724
Prange, Sebastian R.	140,024	10,614	Quigley, Heather	93,521	399
Pratap, Singh Anubhav	116,736	1,634	Quinde, Roxana	97,233	5,345
Pratt, Geraldine	212,896	9,086	Quinn, Ashley Laura	101,055	-
Preis, Anna	153,401	-	Quirk, Paul Joseph	225,425	2,627
Prentice, Pamela	80,637	3,923	Quon, Bradley	115,367	3,218



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Rabkin, Simon W.	\$ 133,026	\$ -	Read, Jason	\$ 113,796	\$ -
Radeka, Tanja	88,618	-	Reardon, Jillian M.	126,650	-
Rader, Matthew Lee	98,154	2,874	Reaume, Amanda Helen	88,084	2,735
Radford, Brian	121,501	-	Rechnitzer, Andrew D.	171,766	-
Radic, Valentina	140,614	-	Redekop, Gary John	220,501	2,507
Rafferty, James Patrick	114,039	2,143	Redfield, Rosemary J.	130,330	-
Ragoonaden, Karen	150,537	13,122	Redish, Angela	328,570	6,451
Ragsdale, Harparkash K.	145,448	3,757	Reed, Melanie	75,076	12,891
Rahemtulla, Shaffiq	94,397	-	Reekie, Manuela H.	147,755	4,666
Rahmani, Mona	88,158	-	Reese, Thomas Kyle	141,421	2,367
Rahmim, Arman	140,188	-	Reeves, Margaret	120,331	2,518
Raibmon, Paige	156,181	2,629	Regan, Jennifer	76,973	616
Raineki, Charlis	75,030	7,631	Regan, William	114,350	-
Rajabali, Fahra	84,928	-	Regehr, Glenn	254,388	6,330
Rakhimov, Elena	148,153	-	Regmi, Kapil Dev	84,312	-
Rako, Jason Robert	81,512	455	Rehavi, Michal Marit	172,436	1,980
Ram, Jason C.	76,267	-	Reiche, Ina	129,523	500
Ram, Sharnail Shanta	79,804	456	Reichert, Philipp N.	96,085	11,765
Ramankutty, Navin	207,240	269	Reichert, Sandy	82,318	832
Ramdorai, Sujatha	130,267	16,148	Reichstein, Zinovy B.	191,147	1,336
Ramer, Matthew	141,259	2,592	Reid, Corina W.	82,318	-
Ramirez, Renulfo	143,159	2,158	Reid, Gregor Scott D.	131,199	2,638
Ramos, Raul	96,408	5,359	Reid, Karen	97,955	6
Ramsey, Matthew George	109,090	1,364	Reid, Robert Colin	117,966	1,424
Ranada, Julie	101,939	-	Reid, Samantha	144,755	5,397
Randhawa, Sarbjit	84,924	3,828	Reid, Scott	124,064	-
Rankin, Catharine H.	191,390	14,315	Reid, Shelley A.	76,306	274
Ranta, Krista	78,974	2,159	Reid, Tanya	133,148	215
Rashtian, Sharon	151,059	1,740	Reilly, Christopher	111,579	-
Rasmussen, Brian	132,913	600	Reimer, Douglas	107,648	11,712
Ratcliff, Robert	80,169	-	Reiner, Neil E.	189,250	175
Ratner, Pamela	265,276	13,385	Reiner, Peter Bart	160,273	-
Ratzlaff, Ellen	76,996	2,203	Reinsberg, Stefan	143,789	-
Raudsepp, Mati	75,305	-	Reiter, Nikki Leigh	79,846	3,664
Rauscher, Alexander	158,738	1,343	Reithmeier, Anna M. K.	101,484	(87)
Raussendorf, Robert	165,599	5,573	Remington, Michaela M.	122,538	3,291
Ravanera, Rhea	79,247	554	Renneckar, Scott H.	168,475	11,507
Rawcliffe, Wayne Paul	128,293	-	Renoe, Emily	93,432	3,962
Rawes, Kimberley J.	81,679	2,610	Rensink, Ronald	177,178	-
Rawn, Catherine D.	121,657	2,869	Renwick, Kerry Janice	147,828	2,538
Raymond, Lynn	249,433	5,497	Reynolds, Connie A.	86,035	151
Rea, Christopher	172,063	7,580	Reynolds, Graham John	197,029	3,107
Rea, Gail	81,205	1,049	Reynolds, Ryan Patrick	75,326	2,501
Rea, Jaclyn Marie	112,363	-	Rhajiak, Caroline Ka-W	80,899	818
Read, Helen	79,526	-	Rhajiak, Jamil Ahmed N.	83,454	3,213



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Rheault, Mark	\$ 132,436	\$ -	Robinson, Cathrine P.	\$ 135,564	\$ 204
Rhemtulla, Jeanine M.	140,456	532	Robinson, James	132,883	2,368
Rhodes, Justin	76,272	1,356	Robinson, Janice	147,473	3,004
Rhodes, Katherine	87,733	10	Robinson, Richard E.	77,688	-
Riano-Alcala, Pilar	172,100	12,472	Robinson, Sandra	355,485	1,821
Riberdy, Shawn J.	80,410	1,362	Robinson, Simon	100,934	147
Riccardi, Daniel	95,740	1,639	Robinson, Wendy P.	220,035	4,975
Richards, Jeffrey	180,434	6,319	Robles, Tim	87,797	-
Richardson, Alan W.	213,395	-	Robson, Michael	76,144	288
Richardson, Chris G.	167,195	-	Rocha, Perkerwicz Sd	124,808	3,743
Richardson, Colin Paul	100,934	6,749	Rocheleau, Alain-M	105,580	-
Richardson, John S.	201,207	13,005	Rochlin, James F.	177,629	-
Richardson, Lindsey A.	121,321	4,640	Rockford, Lisa	123,928	2,064
Richardson, Suzanne R.	93,309	905	Rockwood, Jo-Anne Lin	84,185	842
Richer, Harvey B.	116,580	18,546	Roddis, Matthew James	128,987	1,249
Richer, Liska	90,392	3,455	Rodney, Patricia A.	119,426	-
Richman, Joy Marion	237,104	8,574	Rodrigues, Brian	214,364	3,103
Rideout, Candice	125,475	6,471	Rodriguez, Nunez Jose	136,625	1,679
Rideout, Elizabeth J.	122,208	2,054	Roecker, Inge	149,578	-
Rieger, Caroline	116,641	3,185	Roeder, John Barlow	186,225	5,232
Rieger, Georg	98,241	1,621	Roehr, Daniel	152,186	-
Ries, John Charles	392,247	512	Roeser, Dominik	156,014	11,464
Rieseberg, Loren H.	279,312	6,117	Rogak, Steven Nicholas	197,840	5,528
Riley, Abigail P.	98,514	559	Rogall, Thorsten	154,198	-
Ringham, Larissa Am	102,416	982	Rogalski, Jason	83,474	2,399
Rinomhota, Michael	111,779	-	Rogalski, Pamela	84,312	934
Rintoul, Allison Paige	87,687	17	Rogers, Corinne	79,942	20,924
Ripeanu, Radu Matei	200,854	13,137	Rogers, Theresa	142,535	2,249
Riseman, Andrew	162,102	-	Roggeveen, Anthony	155,451	90
Ristea, Anca	83,549	2,138	Rogic, Novak	109,353	550
Ritch, Danielle S.	102,451	272	Rogic, Sanja	104,540	-
Ritchie, Ken A. J.	87,682	473	Rohling, Robert	238,237	8,082
Ritland, Carol	109,736	954	Roland, Elke H.	191,603	-
Ritland, Kermit	82,660	3,498	Rolfson, Jan Erik	92,352	955
Rizzotti, Patrick	86,338	6,287	Roll, Ido	116,590	5,320
Road, Jeremy	182,067	3,910	Rolland, Stuart	116,510	2,315
Roberge, Michel	163,604	11	Rolston, Karen	145,487	702
Roberts, Clive R.	168,324	-	Roman, Leslie	161,397	747
Roberts, Deanna	111,648	2,293	Ronan, Nicole Jolene	83,649	3,209
Roberts, Deborah June	175,731	2,392	Rondon, Oscar	90,854	408
Roberts, Earlene K.	102,451	3,607	Roosa, John Percival	135,474	704
Robertson, Heather	209,597	630	Root, Janine	123,816	-
Robertson, Joshua	78,449	48	Roots, Robin	115,434	-
Robertson, Leslie	127,079	2,929	Ropas, Jody	82,661	601
Robinson, Carole Anne	120,013	959	Rosado, Josefina	86,908	1,132



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Rosado, Rey Abel	\$ 140,825	\$ 3,823	Rush, Kathy L.	\$ 155,735	\$ 290
Rosales, Roberto	107,716	-	Rushton, Claire E.	111,261	2,467
Rosales, Talia	92,727	8,177	Rusk, Bruce	144,430	6,868
Rosborough, Gary Bruce	132,648	8,895	Russell, Andrew J.	78,799	210
Rosco, Steve	150,089	8,185	Russell, James	176,888	-
Rose, Gabriel	112,071	1,153	Russell, James Kelly	187,993	14,472
Roseborough, Linda T.	93,893	334	Russell, Joseph Paul	99,192	-
Rosen, David	87,722	5,387	Russell, Karen M.	138,009	1,449
Rosenbaum, Pamela	92,609	-	Russello, Michael	180,189	5,433
Rosenblum, Daisy	103,747	173	Rutherford, Barbara	156,543	-
Rosenblum, Shelly	91,483	2,201	Ryan, Colm Francis P.	203,338	2,377
Roskams, Angela Jane	164,019	2,275	Ryan, Katherine Snoda	166,309	728
Roskelley, Calvin	201,281	-	Ryan, Maureen P.	135,085	-
Rosner, Jamie	98,170	5,122	Ryder, Thomas Daniel	122,397	-
Ross, Becky	166,897	1,887	Ryerson, Christopher J.	122,552	1,184
Ross, Colin	160,765	7,481	Rymhs, Deena	140,405	5,007
Ross, Eddie Wayne	190,551	1,250	Rysanek, Adam Martin	98,993	-
Ross, Kathleen	255,464	23,224	Saatchi, Katayoun	84,685	4,547
Ross, Kerry	77,187	2,925	Sabharwal, Vanita	98,182	1,113
Ross, Thomas	257,047	33,554	Sabine, Elizabeth D.	93,371	2,628
Rossi, Fabio	256,862	3,561	Sacdalan, Reginald P.	80,245	3,351
Rossignol, Tracey Jane	96,056	2,155	Sachdeva, Rahul	86,772	2,998
Roston, Christina E. B.	75,076	9,937	Sadarangani, Manish	156,072	24,251
Rota, Donna	130,600	1,379	Sadatsafavi, Mohsen	168,766	10,377
Roth, Wendy Deborah	164,411	1,681	Saddler, John N.	290,748	27,662
Rothman, Zachary	96,157	3,848	Sadeghzadeh, Milani A.	193,856	11,928
Rottler, Joerg Gerhard	175,996	5,267	Sadiq, Rehan	240,642	34,444
Rougeau, Grazyna	80,363	1,381	Sadovnick, Adele D.	186,851	396
Rouse, Robert Allen	151,119	432	Sadowski, Ivan	176,546	1,672
Rowcliffe, Pippa	125,354	18,342	Sadreshashi, Ladan	116,326	-
Rowe, Timothy C.	118,195	-	Saeji, Cedar-Bough Tam	78,326	-
Rowley, Susan	156,675	3,313	Saewyc, Elizabeth M.	235,183	46,032
Roy, Marina	154,894	-	Saffou, Faid F.	92,619	-
Roya, Ari	80,851	-	Safi, Frishta	78,797	562
Roy-Bois, Samuel	105,248	1,399	Sahota, Paul	105,160	305
Rozali, Moshe	167,738	16,552	Saini, Avtar	78,730	-
Rozmus, Jacob	133,032	-	Saini, Chiranjeev	91,494	113
Rteil, Ahmad	111,726	-	Saini, Saminder	118,392	2,676
Rubin, Julia	139,080	23,514	Saini, Satinder Singh	84,894	237
Rubuliak, Cheryl	80,881	-	Saisamorn, Pimkae	87,004	2,048
Ruitenbergh, Claudia W.	184,819	2,386	Sajjadiani, Sima	157,726	8,856
Ruiz, Jean Louise	114,991	258	Salcudean, Septimiu	238,091	25,341
Rullmann, Hotze	141,006	-	Salgadoe, Shermila D.	83,608	-
Rupprecht, Kyle	106,141	-	Salgirli, Saygin	106,002	1,803
Ruse, N. Dorin	189,942	3,926	Salh, Baljinder Singh	150,867	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Salibian-Barrera, M.	\$ 187,699	\$ 13,130	Scarfe, Jeannie	\$ 93,638	\$ 4,889
Salikin, Paul F.	97,790	-	Scavazza, Bruno	100,934	1,405
Saltel, Kevin Neil	110,012	8,046	Schabas, Margaret	204,982	1,971
Salumets, Thomas	142,517	1,090	Schafer, Laurel	188,316	13,863
Salvatori, Christina	83,569	6,316	Schajer, Gary S.	193,600	3,609
Salway, Travis James	77,000	3,794	Schaller, Mark	203,901	1,437
Salzberg, Elicia Lin	102,403	463	Schaller, Rebecca	109,927	13,322
Salzwedel, Douglas	78,679	3,813	Schechter, Martin T.	238,006	508
Sammis, Glenn Martin	167,402	1,912	Schellenberg, R. Robert	117,934	-
Sammy, Govind	90,426	142	Scheuermeyer, Frank X.	94,100	468
Samnani, Faiza	93,513	11	Schleich, Kristin	133,883	-
Sampson, Clint	77,488	3,817	Schluter, Dolph	258,350	4,500
Samra, Sarabjot	101,693	-	Schmader, Tanya Marie	182,363	13,648
Samuels, Anne Lacey	206,894	2,217	Schmidt, Jeremy N.	96,135	-
Samuels, Danielle E.	96,230	7,200	Schmidt, Kimberly	84,937	-
Sanatani, Shubhayan	164,681	2,000	Schmidt, Lee Robin	100,365	9,206
Sandercock, Leonie	207,764	14,723	Schmidt, Mark William	188,076	6,667
Sanderson, Michael	140,040	-	Schmidt, Matthew J.	134,591	-
Sandford, Andrew	155,134	1,813	Schmidt, Randall J.	84,164	6,689
Sandoe, David	83,461	2,748	Schmiesing, Susanne	150,248	1,304
Sanguinetti, Jennifer	187,587	7,361	Schmitz, Susan	102,875	634
Santhapet, Venkatesam	105,753	-	Schnellert, Leyton M.	143,754	25,247
Santos, Alessandra	112,821	1,735	Schoen, Michael G.	103,232	324
Santos, Donabel	137,928	709	Scholte, Tom	138,474	3,720
Santos, Ina	102,969	2,263	Schonert-Reichl, K.	184,466	11,037
Santos, Lisa Keiko	100,934	-	Schoof, Christian G.	169,589	3,667
Sarfaty, Galit Alcalay	182,163	2,858	Schoof, Derrick	80,318	9,818
Sarkonak, Ralph	168,616	-	Schreiber, Richard	142,092	-
Sarra, Janis	266,963	1,448	Schreyer, Christine	139,145	4,022
Sathaye, Adheesh A.	145,415	-	Schrimpf, Paul Thomas	175,416	-
Satterfield, Blair H.	132,152	-	Schroeder, Jonatan	91,619	1,220
Satterfield, Theresa	202,603	4,839	Schroeder, Marianne	156,121	18,218
Saunders, Adam Ross	153,669	3,341	Schubel, Adam	84,515	3,155
Saunders, Bethany Ross	113,882	-	Schulte, Patricia	211,394	-
Saunders, Harvey A.	100,819	-	Schultz, Izabela Z.	108,330	2,426
Saunders, Ian	118,146	-	Schultz, Kimberly	75,086	-
Saundry, Amber	94,292	2,296	Schultz, Kirk R.	348,418	2,602
Sauve, Karen Ann	96,715	2,972	Schulz, Martin	197,782	5,565
Savalei, Victoria	164,695	1,140	Schulz-Cruz, Bernard	115,429	-
Savelson, Aviva	109,428	41	Schuppli, Catherine A.	102,848	2,892
Sawatzky, Bonita	98,106	2,725	Schwarz, Robert	93,073	730
Sayed, Tarek	252,029	13,163	Schwarz, Stephan	185,611	3,730
Sayer, Jeffrey	83,689	8,584	Scoates, James Stewart	185,796	1,807
Scales, Andrew	153,631	7,738	Scoble, Malcolm	186,313	81
Scaman, Christine	177,183	1,315	Scott, Alexander	162,374	6,023



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Scott, David	\$ 147,931	\$ 1,570	Shabbits, Jennifer A.	\$ 150,359	\$ -
Scott, Douglas	185,348	23,980	Shadgan, Babak	89,639	792
Scott, Gregory	158,410	5,036	Shadwick, Robert E.	216,919	10,627
Scott, Ian	286,047	9,549	Shaffer, Elizabeth	145,153	6,148
Scott, Jeremy Douglas	93,751	601	Shah, Amil M.	220,076	2,712
Scott, Jodi	137,136	2,390	Shahinfard, Elham	76,524	-
Scott, Sandra	124,815	1,250	Shahnaz, Navid	144,538	4,471
Scott, Suzanne	86,936	8,403	Shakespeare, Michael	202,472	3,778
Scriven, David R.	76,735	6,192	Shakya, Tsering Wangdu	148,601	814
Scudamore, Charles H.	118,017	-	Shan, Hongxia	142,162	6,191
Seamans, Jeremy K.	183,520	1,662	Shang, Junling	93,538	-
Sedgwick, Whitney A.	112,442	4,268	Shannon, Kate	252,047	-
Sediako, Dimitry	142,660	20,621	Shannon, Matthew G.	84,885	4,938
Seet, Tony	144,910	799	Shapka, Jennifer	155,089	18,553
Seethaler, Rudolf	151,771	4,971	Sharif, Afsaneh	96,358	550
Segal, Judy Z.	177,627	3,086	Shariff, Azim	273,760	7,700
Segaric, Cheryl Ann	125,619	2,113	Sharma, Jagmohan	84,294	113
Seidel, Marc-David L.	294,113	17,542	Sharma, Shahin	85,061	680
Sekandarpour, Sayed F.	121,127	6,513	Sharon, Rena	169,664	5,261
Sekhona, Manbeena	120,596	5,750	Sharp, William	142,360	4,506
Sekora, Brennan	106,090	1,537	Shave, Robert	201,426	18,437
Selby, Karen Isobel	87,518	1,643	Shaw, Amber	97,980	395
Sella, Kapu Nuwan U.	80,570	5,576	Shaw, Christopher	151,101	2,258
Sellers, Stephanie	75,910	4,784	Shaw, Erin Elizabeth V.	75,028	1,589
Seltzer, Margo Ilene	176,118	3,327	Shaw, Patricia A.	164,082	1,283
Semadeni, Levi	92,709	4,054	Shawwash, Ziad K. E.	143,932	2,459
Semenoff, Gordon W.	205,166	10,125	Shearer, Karis	110,972	2,000
Senay, Andrew William	77,234	2,060	Shearer, Lisa	75,391	918
Senbel, Maged	152,685	515	Shechter, Steven M.	278,157	68
Senese, Donna	126,720	3,262	Sheel, William	189,681	12,999
Sengul, Selim	105,081	-	Sheffer, Alla	233,631	1,886
Sengupta, Mayuri	76,925	7,136	Sheffield, Evan B.	79,270	2,048
Sens, Allen Gregory	161,957	613	Shek, Melanie	90,596	1,390
Seow, Chun Yong	182,872	1,972	Shekhar, Sudip	214,998	16,838
Seow, Edmund	110,046	395	Sheldon, Claire	105,777	-
Serebriakov, Mikhail	140,077	4,022	Shelton, Anthony Alan	253,939	17,422
Serrambana, Sonia	84,841	1,388	Shelton, Stephanie M.	120,952	-
Serrano, Ricardo	137,693	2,780	Shen, Hui	85,937	-
Servati, Peyman	187,476	6,178	Shen, Jie Jane	85,794	165
Seto, Carrie	107,365	3,153	Shen, Ya	189,254	-
Seto, Donna	84,191	-	Shepard, G. Michael	107,897	-
Seto, John	100,934	-	Shepherd, Frederick B.	231,951	5,753
Seto, Katherine	118,694	-	Sheppard, Anthony F.	180,557	-
Severinov, Sergei L.	202,517	13,511	Sheppard, Krista	97,552	914
Severs, Jeffrey Frank	133,575	2,614	Sheppard, Ross Harlan	76,999	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Sheppard, Stephen	\$ 179,746	\$ 13,175	Silk, Timothy Guy	\$ 250,145	\$ 17,349
Sheridan, Dustin	113,017	-	Silva, Mahara	88,950	-
Sherman, John	167,139	344	Silver, David Brian	184,778	1,807
Sherman, Sarah Bean	81,978	2,429	Silver, Erin	94,552	1,195
Sherrington, Ryan	79,052	-	Silver, Sweeney Mj	122,828	-
Shevchuk, Valery	101,145	-	Simard, Suzanne	185,548	1,477
Shew, Matthew	80,877	535	Simchen, Ori	189,437	6,241
Shi, Charles Xiaolin	94,379	2,724	Simonite, James Blair	168,949	5,872
Shi, Ling	175,998	2,196	Simpson, Anne	87,274	-
Shields, Duncan	121,876	-	Simpson, Elizabeth	220,495	1,196
Shields, Thomas	92,286	-	Simpson, Stacey Anne	84,408	14,960
Shimizu, Erica	78,686	991	Simpson, Travis G.	75,855	323
Shin, Edmond	84,540	2,676	Sims, Gould Joan	129,830	5,059
Shin, Eurie	93,165	1,124	Sin, Donald	345,940	2,096
Shin, Leo	135,681	2,959	Sin, Ellen	78,556	-
Shipley, Paul	116,483	-	Sin, Nancy Lin	102,752	3,086
Shippam, Bette Louise	114,891	960	Sin, Wun Chey	85,560	1,065
Shirazi, Beheshtiha S.	87,782	351	Sinclair, Chadwick	179,028	31,623
Shirzad, Shahin	75,076	5,064	Sinclair, Scott	233,834	998
Shivji, Yasin	95,382	1,615	Sindelar, Arlene Marie	122,370	3,010
Shlomi, Hilla	77,699	600	Sindelar, Robert	232,788	26,268
Shneiderman, Sara Beth	141,146	12,082	Sinden, Eavan	99,463	2,373
Shorthouse, David	185,454	4,984	Singer, Joel	182,860	189
Shoveller, Jean A.	206,079	10,093	Singh, Santokh	151,537	70
Shrestha, Ratna	163,646	-	Sinha, Sunita	114,404	550
Shriver, Chelsea G.	82,383	4,150	Sirluck, Katherine	108,058	-
Shuen, Duncan	123,893	4,665	Siu, Ellen	103,556	1,674
Shuen, Stephanie N.	81,571	1,470	Siu, Henry E.	234,865	5,160
Shuler, Charles F.	298,691	4,302	Siu, King	106,572	-
Shum, Eston C.	117,328	620	Siu, Sharon	80,000	-
Shum, Ho Leung	79,270	119	Siy, Ronald	105,790	-
Shum, Janey	80,315	46	Skarlicki, Dan	340,097	3,526
Sian, Christina	82,266	-	Skarsgard, Erik	135,291	1,970
Sibley, James Edward	107,955	2,785	Skinner, Adrienne N.	111,085	5,168
Sibley, Jennifer	103,885	60	Skinnider, Brian	81,968	680
Siddiqua, Sumi	136,606	-	Skjaveland, Daniel	75,257	-
Sider, Michael	76,874	723	Skolski, Nathan	99,827	-
Sidhu, Ali	81,744	106	Skomorowski, Anje	165,773	7,050
Sidhu, Manjinder Kaur	78,345	-	Skoretz, Stacey Anne	111,113	8,551
Sidhu, Ravinder S.	126,859	4,649	Skoulakis, Georgios	314,132	15,415
Sigal, Leonid	183,514	9,102	Slabikowska, Annay	99,772	-
Siggers, Patricia	80,032	-	Slade, Gordon	147,120	1,854
Sigurdson, Kris R.	155,675	-	Slater, Lisa	92,713	946
Silberman, Lior	117,105	-	Slingerland, Edward G.	214,566	39,125
Silgado, Rajiv	535,167	19,600	Sluyter, Matthew	75,257	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Sly, Laura	\$ 153,206	\$ 3,292	Solomons, Lyndal Clare	\$ 75,653	\$ -
Smailes, Peter	307,515	12,647	Soltanian, Saeid	81,141	-
Small, Jeff Alan	164,023	958	Solymosi, Jozsef	163,691	27,431
Small, Susan	151,374	598	Soma, Kiran K.	182,109	4,465
Smets, Pia	78,582	412	Somerville, Craig T.	242,611	42,877
Smillie, Malcolm	87,101	11,489	Somerville, Victoria A.	77,322	-
Smirl, Jonathan	89,328	3,059	Sonaje, Akshay	97,931	-
Smit, John Kenneth	107,913	10	Sones, Richard	137,734	1,910
Smit, Matthijs Arjen	127,013	14,063	Song, Kyungchul	202,159	3,094
Smith, Angela	120,570	135	Song, Steve	78,803	1,475
Smith, Brock D.	144,642	-	Song, Weihong	238,256	17,251
Smith, Daniel	78,777	6,762	Soo, Lum Deborah	77,092	491
Smith, Emma Kathleen	91,750	-	Sookraj, Dixon	121,880	2,185
Smith, Gregory D.	137,140	3,280	Soon, Judith	75,367	3,910
Smith, Jeffrey P.	90,913	-	Soon, Maureen	87,410	149
Smith, Jocelyn	77,397	1,167	Soon, Zoe Anne	111,172	3,477
Smith, Karen	123,462	5,127	Sopotiuk, Owen D. S.	91,667	3,339
Smith, Kevin	220,108	5,604	Sor, Sinaroth	128,882	2,924
Smith, Kevin Michael	157,625	3,479	Sorensen, Poul	364,223	10,511
Smith, Matthew L.	86,490	268	Soriano, Mike	75,836	1,825
Smith, Michael V.	100,048	1,265	Sork, Thomas Joda	201,807	5,540
Smith, Neale Bradley	84,062	2,951	Soskuthy, Marton	78,083	2,302
Smith, Stephen	256,427	11,101	Sossi, Vesna	210,562	10,592
Smith, Tai Lin	130,775	5,291	Soules, Matthew	100,959	1,058
Smith, Victoria M.	128,644	6,018	Soussloff, Catherine M.	206,011	-
Smithers, Cameron	91,604	177	Soutyrine, Victor	75,257	-
Smits, Claire B.	112,491	2,160	Sowlati, Taraneh	171,549	6,688
Smolak, Darya	104,026	980	Spacciante, Stephanie	107,847	2,618
Smolinski, Mikolaj	89,991	-	Spacey, Sian Deborah	90,076	2,586
Smukler, Sean Michael	147,324	4,081	Speight, David	133,755	10,725
Smutylo, Seyoum Daniel	108,343	3,791	Speller, Camilla	81,826	1,971
Snadden, David	233,842	15,272	Spencer, Christopher	97,964	491
Snowberg, Erik C.	422,628	13,122	Spencer, Curtis	75,020	-
Snowden, Kim Louise	82,857	-	Spiegel, Jerry	188,129	15,872
Snutch, Terrance P.	211,855	19,567	Spies, Alwyn Paula	130,091	-
Snyder, Jason Scott	135,990	8,501	Spiridonoff, Sophie	80,177	1,973
So, Alan	121,466	-	Spittal, Patricia	224,755	27,907
So, David	101,755	1,753	Sprout, Bronwen	135,123	3,325
Sobol, Barbara Lynn	110,264	53	Squire, Christine	77,250	-
Sobolev, Boris	177,896	5,069	Squires, Munir David	144,602	13,328
Sobouti, Rafat	80,976	-	Srivastava, Diane	182,644	3,187
Sobrinho, Blossom	78,679	-	St Cyr, Shilo Dawn	111,524	20,024
Sochting, Ingrid	113,712	3,058	St Laurent, Drew JD	89,631	20,061
Soja, Peter J.	184,029	261	St Laurent, Patricia	79,861	290
Solomon, Leah	78,094	4,375	Stacey, Jennifer	78,679	2,868



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Stacey, Jocelyn Norah	\$ 150,690	\$ 3,886	Stites, Jessica	\$ 149,413	\$ 16,181
Stack, Michelle	153,273	5,050	Stobbe, Laura	79,049	1,487
Stainton, Timothy	177,095	3,774	Stocco, Leo	111,883	4,720
Stairs, Ingrid	197,530	108	Stockdale, Richard	78,679	1,841
Stamp, Philip C. E.	177,424	4,019	Stockler-Ipsiroglu, S.	302,899	6,026
Standeven, Kathryn	101,959	1,025	Stoeber, Boris	185,152	8,764
Starky, Sheena	80,255	-	Stoessl, A. Jonathan	246,908	3,578
Starovoytov, Andriy	87,410	1,279	Stokes, Andrew C.	79,462	601
Starr, Jessica B.	100,934	1,066	Stoll, Kathrin	90,763	4,816
Starr, Lea Katharine	153,342	2,828	Stone, Ann Marie	137,882	32
Staub-French, Sheryl A.	199,310	14,791	Stoodley, Robin	123,935	1,430
Stecklov, Guy	208,682	13,370	Storlund, Ralf C.	83,608	-
Steel, Daniel	155,472	2,890	Storms, Michelle	113,371	550
Steel, Nick	80,146	652	Storness-Bliss, Nathen	75,098	732
Steele, Patricia	127,773	-	Stothers, Lynn	138,908	592
Steenkamp, Philip	228,276	48,285	Stouck, Jordan Wardell	114,255	4,041
Stefanska, Barbara M.	141,027	1,030	Stoynov, Nikolay M.	76,252	-
Stefanson, Amber Rose	90,407	554	Straley, Dave V.	98,884	135
Steidl, Christian G.	211,910	7,972	Straley, Thomas Ray	86,777	174
Steiger, Jesse James	100,147	4,054	Straus, Suzana	178,240	1,786
Stein, Ashley E.	77,062	147	Streelasky, Kari	141,450	19,416
Stein, Jack W.	76,659	-	Street, John Thomas	100,572	-
Steiner, Theodore	149,868	930	Strikaitis, Daniel A.	82,788	1,634
Steinmann, Patrice O.	124,697	1,385	Strike, Vanessa	97,130	1,821
Stephens, Christopher	143,695	-	Struch, Gela	110,167	500
Stephens, Madeleine	101,344	5,117	Strumpel, Charlene Ann	125,642	648
Stephens, Tara K.	96,382	-	Strusievici, Doina	79,729	866
Stephenson, Christie E.	106,975	10,379	Strynadka, Natalie	316,605	18,315
Sterling, Shannon	95,501	16,456	Stuart, Gavin	466,955	51,047
Stevens, Cheryl	158,982	953	Stull, Roland	200,862	-
Stevens, Mark Robert	155,476	515	Stuthridge, Alex	93,721	7,829
Stevens, Sara Kathryn	125,562	5,538	Su, Peter	112,757	-
Stevens, Scott C.	84,670	1,127	Su, Weizhong	78,679	285
Stewart, Amy Kerry	78,120	1,746	Suarez-Blanch, Adriana	96,101	-
Stewart, Evelyn	351,385	11,867	Subramaniam, Sriram	282,368	22,148
Stewart, Jaclyn J.	108,492	2,824	Suderman, Michelle Es	114,313	4,081
Stewart, James Graham	172,019	4,643	Sugden, Roger	246,698	22,934
Stewart, Janice	151,109	2,097	Sullivan, Rachael E.	85,131	3,793
Stewart, Jennifer V.	86,838	-	Sullivan, Richard	93,962	-
Stewart, Laura Lynn	128,993	2,265	Sumaila, Ussif Rashid	232,266	8,631
Stewart, Megan	97,274	-	Sun, Alan Y.	111,245	-
Stewart, Sally	129,080	2,231	Sun, Bonnie	83,869	4,011
Stibravy, Robert	103,656	-	Sun, Maggie	95,576	1,424
Stillwell, David	109,168	-	Sun, Xin	86,015	2,644
Stirling, Fiona	99,676	3,321	Sun, Ying	101,538	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Sundberg, Juanita	\$ 157,305	\$ 2,022	Taiebat, Mahdi	\$ 167,191	\$ 1,704
Sunderland, Darlene A.	83,585	440	Tait, Patricia	75,935	4,011
Sunderland, Terence Ch	165,702	25,892	Tak, Thena Jean-Hee	98,015	440
Sundher, Treslyn	75,881	5,393	Takahata, Kenichi	181,704	314
Sundstrom, Lisa	162,074	5,395	Takaki, Thomas Katsuya	78,704	905
Sung, Ching-Kang	87,255	3,729	Takei, Fumio	193,979	-
Sung, Dianne Elena	126,145	2,778	Takenaka, Leanne N.	96,791	815
Susanthan, Ayendra U.	75,120	-	Takenaka, Lori Hoi-Yee	79,095	650
Susanto, Hadi Bruno	91,914	184	Takenaka, Stan	131,920	298
Sutherland, Alistair	120,400	646	Talhouk, Aline	99,743	1,291
Sutherland, Brian Ross	176,007	-	Taliani, Marwan	78,977	3,155
Sutherland, Jason M.	163,562	5,785	Talmy, Steven	157,188	-
Sutherland, Stuart	157,201	-	Tam, Joseph	92,144	-
Suttle, Curtis	216,164	1,682	Tam, Roger	170,878	-
Sutton, Tracey	93,001	539	Tam, Theresina	80,301	-
Svedic, Zorana	209,011	-	Tam, Yuen Yi Chris	96,042	-
Svedova, Jana	102,917	-	Tambo, Makabongwe	79,475	5,947
Svendsen, Linda Jane	188,817	366	Tamburic, Lillian	87,526	-
Swan, Bryan Jason	142,518	71	Tamez, Margo	127,453	11,391
Swanson, Douglas James	97,835	6,645	Tan, Elsie	151,830	2,091
Sweet, David	211,174	75	Tan, Kenneth Ching W.	91,604	-
Swei, Omar Abdulah	111,977	718	Tan, Matthew	85,826	447
Swiecki, Tomasz	146,809	3,029	Tan, Michael	132,855	6,111
Swierenga, Heidi	96,284	4,414	Tan, Michelle Olivia	107,330	2,895
Swift, Jody L.	119,091	4,330	Tan, Soon Hoong	115,705	413
Swindale, Nicholas V.	167,488	3,347	Tan, Yuen Sze Michelle	118,438	4,007
Switzer, Karen	90,326	-	Tanaka, Sandra A.	181,665	11,821
Sy, Sherisse	89,365	209	Tanentzapf, Guy	168,864	16,128
Sylka, Christina	134,167	2,215	Tang, George	80,100	1,792
Symons, Jesse	83,369	9,480	Tang, Jason Chi Pong	101,693	-
Syrnyk, Jennifer	79,126	14,835	Tang, Michael	80,440	-
Syrnyk, Teresa	141,768	3,916	Tang, Monica K.	93,652	1,503
Sze, Alice	79,278	1,114	Tang, Monna Pui -Hung	79,618	7,816
Szendrey, Julie	77,541	-	Tang, Shuo	165,813	228
Szeri, Andrew John	395,775	20,209	Tang, Sichun	120,115	418
Szigeti, John Jason	82,498	256	Tang, Tricia Shugin	147,865	3,204
Szkup, Michal Lukasz	149,180	7,362	Tanguay, Pierre	94,572	-
Szostak, Carolyn	123,450	2,178	Tannahill, Diane	80,033	-
Tabareh, Dara	108,717	-	Tannant, Wayne David	220,796	5,627
Tafaghodikhajavi, L.	120,698	10,759	Tanner, Martin	191,922	-
Taghipour, Fariborz	183,414	12,386	Tanoto, Shirley	142,525	529
Taheri, Asal	82,555	405	Tansey, James	380,552	13,691
Taheri, Roxana	75,459	598	Tape, Richard	80,156	-
Taheri-Ardebili, Ray	125,609	8,275	Tarango, Adolfo Rosel	129,274	2,978
Tai, Isabella	136,520	11,638	Tardif, Angela Faye	94,522	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Tarrant, Marie	\$ 192,804	\$ 11,073	Thiessen, Keith	\$ 104,737	\$ -
Tate, Jude	127,877	791	Thobani, Sunera	119,880	19,609
Taubert, Stefan	148,642	3,000	Thody, Kristine Lesley	84,439	10,191
Tavakoli, Javad	129,488	6,363	Thomas, Anne	79,494	-
Tavakoli, Shalmani Hr	87,568	550	Thomas, Graham	102,158	23,897
Taylor, Alison	177,083	1,872	Thomas, Marion Jean	79,759	-
Taylor, Bonnie	75,230	-	Thompson, Barry James	75,579	-
Taylor, Bonny	108,684	-	Thompson, C. Katherine	96,288	-
Taylor, Carolyn	104,750	2,250	Thompson, Charles	213,275	-
Taylor, Darlene Lois	103,214	1,295	Thompson, Chelsea	157,076	4,656
Taylor, David	86,643	3,837	Thompson, Craig	93,057	848
Taylor, Edward Hugh	121,345	1,197	Thompson, Donald	189,271	32,142
Taylor, Eric B.	211,083	119	Thompson, Evan	208,201	6,128
Taylor, Karen	80,419	45	Thompson, James Robert	78,074	1,400
Taylor, Robert	173,693	3,038	Thompson, Rosemary-J	87,006	2,360
Taylor, Sally Joy	105,262	-	Thompson, Shannon	81,571	6,196
Taylor, Steve	81,454	11,002	Thompson, Shaun	93,410	-
Taylor, Steven	187,194	-	Thompson, William A.	93,835	-
Taylor, Timothy Luke	123,306	-	Thompson, William J.	92,609	1,383
Tchen, Paulo	128,932	2,488	Thomson, Ryan	99,963	-
Teasdale, Janet Anne	216,218	43,920	Thomson, Sydney Lea	105,076	-
Tebbutt, Scott	147,113	19,517	Thorburn, Dan	77,234	1,670
Tecson-Golfinopoulos,	107,665	3,786	Thorburn, Jeff	85,264	3,769
Tedford, Edmund	102,690	28,349	Thornberry, Evan C.	86,564	2,677
Teed, Katherine	86,100	-	Thorne, Sally	268,107	14,608
Tees, Paul J.	77,823	420	Thorogood, Miles	89,168	1,126
Teichman, Joel	134,306	-	Thorson, Michael	161,891	1,693
Teixeira, Jose	171,332	1,754	Thrush, Coll	161,663	4,833
Teja, Fareed	85,297	3,518	Thurmeier, Coby	86,241	4,290
Tellez, Juan Francisco	99,742	6,789	Thuyen, Melissa	80,076	124
Tempel, Bert	85,760	210	Tian, Li Stanley	110,838	-
Tennakoon, Susantha	93,184	863	Tiberghien, Yves	230,240	25,433
Tenzer, Michael	199,768	3,293	Tien, Geoffrey Cheng-L	81,223	-
Terai, Leah	89,163	3,681	Tierney, Robert	239,056	3,909
Tesfamariam, Solomon	168,668	2,517	Tieu, Dan	114,915	2,282
Teslenko, Tatiana	134,619	3,806	Timbers, Tiffany	128,679	836
Testa, Carlo	113,216	-	Timler, Mary	96,494	-
Tetzlaff, Wolfram G.	220,265	10,526	Timmers, Gwilyn	75,148	1,611
Teves, Sheila Jean	82,576	-	Tindall, David B.	158,619	8,253
Thachuk, Mark	125,078	4,328	Tingey, Vincent	92,110	267
Thain, Tracy	79,010	143	Titford, Valerie	81,831	1,332
Thamboo, Andrew	83,409	-	To, Jayson	118,131	6,849
Thayer, Michael David	104,648	1,799	To, Shunhau	83,797	1,184
Thiara, Paul	110,905	-	To, Sunny Yuk Fai	86,720	-
Thieme, Katja	103,777	-	Toader, Ovidiu	94,281	353



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Todaro, Patrizia	\$ 132,057	\$ 4,905	Tran, Martino	\$ 121,534	\$ 357
Todd, Brett Alan	93,682	-	Tran, Vicky Tieu Vinh	80,452	840
Todd, Jeffrey Scott	175,277	33,420	Tran, Vivian	77,506	68,985
Todd, Rebecca	123,896	4,226	Trebbi, Francesco	410,016	4,240
Tokuriki, Nobuhiko	176,752	10,482	Trebic, Irena	80,849	2,843
Tom, Freda	81,774	-	Tremblay, Cynthia	112,905	20,640
Toma, Oana	83,952	5,117	Tremblay, Regine	138,354	5,128
Tomaselli, Crespo Mf	79,847	710	Tremlett, Helen	161,133	-
Tomc, Sandra M.	168,398	8,082	Tremonti, Robert	87,369	1,536
Tomek, Jennifer	129,578	6,428	Treschow, Michael	129,488	468
Tommasini, Linda	101,896	955	Triggs, Erica	84,789	39,356
Tompkins, Chase Andrew	75,440	1,356	Trites, Andrew	210,532	6,755
Tom-Wing, Margaret A.	104,580	-	Trites, Paul	80,620	3,292
Tong, Ambrose	108,713	1,263	Troczyński, Tom	189,938	2,012
Tong, Horace	115,125	550	Trowell, Mark	126,026	996
Tong, Stephanie	89,946	2,548	Truong, David	171,399	550
Tonkin, David J.	85,277	-	Tsai, Tai-Peng	184,891	552
Toor, Kavinder	157,394	11,774	Tsakumis, Eleni	80,252	14,841
Tooze, Jamie	88,558	-	Tsang, Amy	100,180	838
Topic, Suzana	97,654	1,308	Tsang, Jonathan	76,980	1,623
Topley, Conor William	86,376	-	Tsang, Teresa S. M.	267,694	-
Topomycky, Joseph S.	99,728	-	Tsang, Teresa Wing Yin	131,352	7,231
Torcov, James Anthony	135,913	4,043	Tsang-Cheng, Joyce	222,481	3,768
Torok, David Z.	76,427	-	Tse, Hsiao Ming	102,957	-
Toronchuk, Margaret	78,571	-	Tseng, Michelle	113,954	-
Torres, Ivan	146,569	-	Tsiakos, George	144,153	528
Tortell, Philippe	184,782	6,079	Tsiknis, Georgios	78,396	-
Tortora, Amber	78,723	687	Tsu, Tony Jui-Chun	76,539	1,704
Tough, Margaret A.	124,479	3,475	Tsukada, Hanae	92,109	4,858
Towell, Barbara Y.	115,294	2,700	Tuazon, Bianca Jessica	76,275	24,361
Towle, Angela	190,833	-	Tuck, Adam	79,270	2,062
Townley-Smith, Erin M.	106,408	16,016	Tuckett, James	134,155	-
Townsend, Laurie	77,046	10	Tudhope, Robert	88,066	6,236
Townson, Andrea	152,303	3,468	Tuele, Andrea	97,531	-
Toyen, Rachel	100,380	23,184	Tuli, Avinash	80,322	672
Traas, Wendy	84,304	3,314	Tully, Emma Zara	124,094	5,833
Traboulsee, Anthony	188,382	5,337	Tung, Anson	105,728	26
Tracey, Patrick Cg	103,631	-	Tupper, Allan	213,673	15,271
Tracy, Jessica Lynn	177,482	5,028	Tura, Alfredo	75,108	3,116
Traichel, Rudy	119,378	971	Turan, Serbulent	90,236	30
Train, Melanie Jane	84,520	-	Turin, Mark	146,220	11,980
Traister, Bryce	191,956	14,356	Turnbull, Heather	83,961	8,145
Trajano, Heather L.	144,253	4,361	Turner, Robin	180,079	2,131
Tran, Dorothy T. H.	78,777	2,481	Turpel-Lafond, Mary Ee	303,853	24,534
Tran, Joshua Owen	81,960	-	Turvey, Stuart	322,974	13,806



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Tyson, Rebecca	\$ 121,041	\$ 2,073	Vaney, Michael	\$ 135,608	\$ -
Uchida, Naomi	87,410	197	Vanwynsberghe, Robert	147,904	295
Uden, Tamara	77,952	707	Varcoe, Colleen	189,245	6,728
Udzenija, Nicole	122,206	5,002	Varhola, Troya Andres	81,275	3,202
Underhill, Cindy	89,264	4,338	Varma, Martin	87,172	562
Underhill, Tully M.	206,784	6,578	Vasilescu, Dragos M.	75,917	2,567
Unruh, Amanda	77,234	2,220	Vasilev, Aleksandar	76,570	113
Unruh, William G.	143,811	8,455	Vasquez, Anne-Rae	108,503	1,650
Unterberger, Alexander	85,710	196	Vatsal, Vinayak	190,506	10,208
Upadhyaya, Mahesh K.	181,780	-	Vavilov, Dmitry	81,821	-
Upward, William John	95,376	2,626	Vaziri, Reza	216,468	15,425
Ur, Ehud	159,117	-	Veal, Thomas	88,824	998
Urmetzer, Peter	140,829	-	Vedam, Saraswathi	161,306	7,425
Uteck, Anne	150,758	406	Vedan, Adrienne	118,892	14,127
Utimati, Aletha	101,602	2,895	Veenstra, Gerry	183,480	3,396
Vadeboncoeur, Jennifer	148,288	2,554	Veerapen, Kiran Kapoor	150,076	6,735
Vafai, Nasim Melony	79,203	-	Veiga, Marcello	174,775	1,089
Valencia, Caicedo F.	143,539	17,890	Vellutini, Claudio	104,188	9,986
Valkenier, Beverley	95,810	-	Ventura, Carlos E.	208,371	1,620
Valkovicova, Martina	160,658	22,968	Ver, Leah May	103,195	-
Vallance, Bruce	203,374	1,442	Vercammen, James A.	194,713	3,103
Vallee, Ginette Marie	77,975	-	Verchere, Bruce	198,814	2,797
Valley, William	124,706	7,828	Verma, Arun Kumar	156,876	1,625
Van Allen, Margot	182,208	-	Verma, Serena	110,582	57
Van De Panne, Michiel	244,369	4,538	Vernet, Julien	130,081	2,900
Van Den Bosch, Matilda	121,718	3,184	Vernon, Alanna M.	93,691	3,179
Van Den Elzen, Peter	124,011	-	Verrett, Jonathan D.	117,133	5,203
Van Der Loos, Hendrik	168,520	3,356	Versteeg, Amanda	77,835	-
Van Donkelaar, Paul	214,477	13,216	Vertinsky, Ilan Boris	247,294	7,247
Van Duzer, Leslie K.	220,701	4,035	Vertinsky, Patricia A.	223,279	12,370
Van Eeden, Stephanus F.	160,417	-	Verzosa, Regina	97,898	8,475
Van Enk, Anneke	75,126	-	Veso, Agoston Gustav	105,494	-
Van Jaarsveld, D.	383,957	43,803	Vessey, Mark	264,592	602
Van Nus, Moyra	173,340	16,581	Viau, Victor	180,314	11,950
Van Petegem, Filip L. A.	208,861	8,641	Victoria, Annabelle	87,343	1,515
Van Raamsdonk, C.	160,980	-	Vidler, Marianne	99,772	25,939
Van Raamsdonk, Mark	200,669	9,236	Vigna, John	83,132	3,405
Van Roode, Ryan	80,078	-	Vijayaraghavan, Rajesh	266,902	8,099
Van Waerbeke, Ludovic	161,099	-	Vilandre, Isabeau	158,605	51,665
Van Willigenburg, S.	134,558	7,748	Vilarino-Guell, Carles	131,182	1,484
Van Zyl, Dirk Jacobus	92,250	19	Vila-Rodriguez, Fidel	284,293	-
Vande Pol, Dirk Jacob	92,232	-	Villegas, Giuliana	79,117	-
Vander Werff, Ryan P.	83,090	-	Vincent, Amanda	195,965	10,753
Vanderheide, Helen	103,424	40	Vincent, Steven R.	192,251	-
Vanderwoude, Gerald	137,886	57,963	Vinek, Jeanette	148,731	15,869



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Virji-Babul, Naznin	\$ 127,567	\$ 13,570	Walls, Patrick Joseph	\$ 103,884	\$ 2,474
Vizsolyi, Michael A.	142,914	1,731	Walsh, Fiona	83,284	17,120
Vlad, Lorena	104,493	3,458	Walsh, Marr Jennifer	100,326	997
Vo, Lien	79,972	-	Walsh, Shannon	108,059	11,191
Vockeroth, Bonnie	85,015	97	Walsh, Zachary Charles	148,356	10,372
Vogl, A. Wayne	177,373	1,509	Walstra, Frances Elsje	77,076	-
Vogt, Alfred	146,750	7,122	Walter, Kerstin K.	79,372	6,891
Vogt, Kara Elizabeth	104,693	2,275	Walter, Lori	85,884	1,308
Voigt, Pamela Carol	127,468	-	Walter, Pierre	172,689	5,662
Volkov, Oleksandr	93,125	618	Walters, Shanna	93,832	1,823
Vollick, Daniel N.	123,355	-	Walters, Stuart B.	85,660	3,670
Vollmer, Lorraine	77,237	-	Waltham, Christopher E.	190,624	1,802
Von Bergmann, Hsingchi	202,326	11,101	Walus, Andrea	84,019	1,749
Von Keyserlingk, M.	213,513	10,084	Walus, Konrad	157,852	15,363
Voorn, Laura	77,453	4,609	Wan, Winnie	79,565	149
Vora, Siddharth	184,208	-	Wang, Fang	92,261	2,732
Vozel, Amy Lynn	88,768	920	Wang, Fei	125,487	10,574
Vuong, Priscilla	110,012	523	Wang, Grace	96,306	1,591
Vyleta, Nicholas	80,076	1,353	Wang, Guangyu	170,202	36,956
Wabnitz, Colette Cc	77,147	5,053	Wang, Hsiang-Ning	103,804	9,690
Wachs, Anthony Jean F.	151,426	-	Wang, Janet	164,314	-
Waddington, Timothy	79,389	418	Wang, Lei Simon	123,137	303
Wade, Bryan	138,233	3,595	Wang, Liwei	117,009	3,281
Wagemakers, Julie	186,306	4,103	Wang, Lu	92,481	2,951
Wagner, Alan	158,167	-	Wang, Qian	125,154	3,890
Wagner, John	139,901	3,879	Wang, Rizhi	181,596	3,038
Wagner, Philippa	99,156	501	Wang, Shawn Xianfu	170,495	3,992
Wainwright, Alan	103,697	11,146	Wang, Sheng	146,403	7,572
Wakefield, Victoria V.	98,209	3,175	Wang, Siyun	149,092	7,210
Wakeman, Teija K.	81,774	542	Wang, Tongli	117,681	133
Walchli, Julie Ellen	121,808	9,070	Wang, Xiaofei	75,427	-
Waldron, David	134,386	3,604	Wang, Yan	151,453	4,758
Waldron, Rowan	86,127	-	Wang, Yanwen	256,890	32,657
Walker, Carmen	116,876	-	Wang, Yu Tian	294,697	12,848
Walker, David Douglas	173,513	11,603	Wang, Zhen Jane	173,478	17,321
Walker, Ian	170,155	-	Wanis-Ruiz, Daniel	76,061	2,776
Walker, Judith M.	118,847	7,185	Warburton, Darren	173,488	2,452
Walker, Kristen Amy	100,702	459	Warburton, John M.	109,158	1,845
Walker, Laura	81,797	4,489	Ward, Kevin	78,679	-
Walker, Lawrence John	207,119	2,598	Ward, Lawrence M.	171,916	3,955
Walker, Leah	90,723	750	Ward, Michael	119,809	-
Walker, Tanya Jane	107,647	23,670	Ward, Michael Jeffrey	222,866	5,050
Wallace, Clarissa	132,576	-	Ward, Tammi Elizabeth	76,584	814
Wallace, David	81,258	2,482	Warick, Ruth	111,206	10
Walley, Keith Robert	203,503	2,740	Warner, Linda	101,527	2,048



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Warren, Mark	\$ 232,656	\$ 3,489	Wenman, Sheri	\$ 75,796	\$ 2,129
Washburn, Cheryl	152,679	9,042	Wenzel, David	86,068	313
Wasserman, Wyeth	267,236	3,418	Wereta, Edward	80,255	-
Wassink, Berend	138,041	2,369	Werker, Gregory Robert	207,331	-
Wasteneys, Geoff	236,415	2,105	Werker, Janet	268,004	8,511
Watanabe, Ken	100,934	1,333	Wernicke-Heinrichs, M.	102,763	8,594
Waters, Moya R.	127,073	5,855	Werther, Lisa	80,358	1,582
Watkins, Jeremy David	85,514	936	Wessel, Brenda Diane	81,905	-
Watson, D. Scott	213,167	13,837	West, Christopher Roy	123,829	9,564
Watson, Liam	93,829	10,095	Wester, Joanne	111,665	-
Watt, Deborah Jane	110,012	4,640	Westman, Wendy	85,244	3,423
Watt, Maggie J.	75,076	1,099	Weston, Darlene Adele	129,432	9
Watters, Frances R.	162,342	11,636	Wetterstrand, Gregory	124,436	-
Watts, Susan B.	179,660	6,297	Wetton, Brian Thomas R.	158,045	6,127
Waugh-Clark, Karen	105,601	1,074	Weyand, Sabine	77,841	-
Wauthy, Joshua	105,973	2,256	Wharton, Robert D.	124,099	977
Weary, Daniel	214,765	7,144	Wheeler, William B.	126,145	2,664
Webb, Andrea	122,494	7,946	White, Derek John	107,163	-
Webb, Philip Taylor	150,625	7,244	White, Houston Charles	88,114	2,350
Webber, Eric	116,389	-	White, Jason Lee	124,824	3,744
Weber, Barbara	141,474	3,486	White, Katharine	164,664	9,148
Weber, Daniella	97,405	6,693	White, Katherine J.	346,170	16,169
Weber, Rachel C.	119,091	1,936	White, Kelly Anne	95,469	1,272
Webster, Fiona	86,989	-	White, Michael	220,898	13,080
Webster, Norine	106,948	-	Whitehead, Lorne A.	247,555	29,816
Wehrung, Donald	343,474	24,600	Whitlock, Michael	196,023	841
Wei, Juncheng	258,256	1,200	Whitney, Eli	193,613	-
Wei, Junli	88,524	4,585	Whittaker, Shane	88,958	525
Wei, Xiaohua	140,103	16,039	Whitton, Jeannette	162,834	5,130
Weidner, Tamas	116,169	1,853	Whitworth, Dawn	137,635	3,589
Weigel, Janice Renay	144,894	3,729	Wickenden, Jason	125,723	16,557
Weijs, Steven Vincent	147,344	2,642	Wideman, Tracy	108,524	4,063
Weiler, Joseph	75,251	4,746	Wiens, Jarrad	83,116	2,237
Weiler, Patrick	76,011	10,232	Wiens, Michele	89,573	-
Weilinger, Nicholas L.	82,009	14,206	Wiens, Theresa	79,473	1,517
Weinberg, Barbara	79,630	-	Wiesner, Bruce	270,076	40,451
Weir, Mary Lorraine	101,377	3,000	Wiggens, Kaya	93,765	-
Weis, Dominique	282,980	13,486	Wight, Anona Emily L.	91,581	-
Weiss, Cornell	89,403	1,544	Wijewickreme, D.	213,220	30,979
Welch, Ian	179,106	9,108	Wilbur, Kerry	200,765	2,849
Welch, William	171,783	3,774	Wilcox, Pearce George	131,824	1,304
Wellington, Cheryl Lea	198,392	11,810	Wilkes, Rima	175,429	58
Wellman, Samantha	102,667	601	Wilkins, Sandra Lee	191,875	224
Wells, Ralph	86,799	-	Wilkinson, David P.	223,903	137
Wen, Mengzhou	77,112	3,928	Williams, David E.	84,539	-



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Williams, Ian	\$ 140,568	\$ 1,236	Wong, Alison	\$ 96,248	\$ 2,411
Williams, Jennifer L.	113,955	1,186	Wong, Betty	100,240	1,943
Williams, Karla	162,140	8,893	Wong, Chun-Ho Otto	84,893	118
Williams, Michael J.	75,039	-	Wong, Cicie	111,356	3,347
Williams, Shanda	82,365	970	Wong, Darren	95,645	379
Williams, Thomas B.	131,998	799	Wong, Dilla	92,825	3,802
Williams, Warren	125,173	-	Wong, Elim	114,967	1,964
Williamson, Dan	103,218	-	Wong, Gina	94,469	-
Willoughby-Robinson, C.	81,459	2,345	Wong, Grace Huey	80,390	10,366
Willson, Melanie Dawn	75,724	1,487	Wong, Harry	94,832	1,085
Wilson, Brian	100,934	-	Wong, Harvey	200,020	3,344
Wilson, Brian	180,846	470	Wong, Helen	92,609	-
Wilson, Colin Jamie	97,339	21,370	Wong, Helen	109,373	-
Wilson, Craig	81,850	-	Wong, Hubert	156,710	1,677
Wilson, David Robert	227,606	10,794	Wong, Jeffrey	81,136	1,537
Wilson, Deborah Louise	154,952	6,370	Wong, Jenny	86,008	553
Wilson, Derek	139,558	2,537	Wong, Jim	139,953	350
Wilson, Eric J.	129,601	1,104	Wong, John Y. K.	75,257	-
Wilson, Gail E.	117,903	-	Wong, Judy M. Y.	191,957	-
Wilson, Lisa Dawn	94,000	5,317	Wong, Ken	121,756	6,703
Wilson, Roger	117,780	6,136	Wong, Kenneth	108,708	968
Wilson, Ryan	99,818	-	Wong, Kenneth K.	100,934	58
Wilton, Steven	272,494	15,931	Wong, Patrick Randal	92,304	-
Wiltchko, Martina	177,215	2,479	Wong, Paul	109,964	963
Winder, William G.	76,552	-	Wong, Roger	250,076	8,675
Wines, Jane	81,276	6,382	Wong, Rowena	78,304	1,520
Winstanley, Anthony	121,779	25	Wong, Sabrina	175,175	14,434
Winstanley, Catharine	169,810	20,621	Wong, Shirley C.	87,924	-
Winter, David	108,748	860	Wong, Susan	75,103	-
Winter, Ralph	324,529	1,562	Wong, Toby	116,064	-
Winterburn, Peter	156,355	11,699	Wong, Victor W. D.	95,894	2,110
Winthrop-Young, Gh	191,824	753	Wong, Wai-Shuen V.	194,735	17,651
Wintonyk, Terry	95,861	-	Wong, Wilson	81,153	4,015
Wirtz, Derrick	117,638	-	Wong, Ying Lang	110,807	5,405
Wiseman, Kelleen	167,819	1,797	Woo, Carson C. S.	278,726	14,206
Wiseman, Sam Michael	137,300	-	Woo, Debbie	151,865	20,380
Wisniewski, Mark	78,284	-	Woo, Fred	82,658	887
Withers, Stephen G.	225,616	5,349	Woo, Jennifer	101,673	550
Wittman, Hannah	175,591	10,428	Woo, Michelle Man Man	77,802	42
Wodarczak, Erwin	119,337	-	Wood, Evan	254,156	-
Wolf, Michael	221,865	4,074	Wood, Frank Donald	203,618	6,928
Wolfman, Steven Andrew	187,852	2,844	Wood, Jasper	170,662	-
Wolkovich, Elizabeth M.	137,814	30,542	Wood, John Stepan	247,701	9,176
Woloshyn, Jennifer	99,733	2,124	Wood, Sue	83,195	-
Wolthers, Kirsten R.	134,652	1,758	Wood, Victoria Isobel	101,467	1,217



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Woodburne, Geoff R.	\$ 85,020	\$ -	Xia, Zhicheng Paul	\$ 123,301	\$ -
Woodruff, Shaun	75,497	7,378	Xiang, Qing-San	170,859	4,317
Woods, Chiara E.	111,665	372	Xing, Joe Y. W.	122,629	-
Woodson, David	196,065	19,879	Xu, Fan	85,709	-
Woodward, Todd	179,535	532	Xu, Feng	85,896	2,693
Woodworth, Michael	173,474	10,148	Xu, Leon Liang	87,825	436
Woody, Sheila R.	168,680	2,299	Xu, Xiaowen	79,127	9,186
Wooff, Annette	84,417	1,200	Xu, Zhaoming	187,184	1,531
Woollard, Robert F.	284,750	211	Xue, Feng	78,913	12
Woolley, Sandra	122,750	421	Yabunaka, Mitchell	78,188	3
Woolman, Jessica	84,528	2,598	Yacheshyn, Margo	77,106	3,514
Wooster, Gregory	131,804	379	Yada, Rickey Yoshio	272,834	21,351
Worrall, Liam James T.	127,638	-	Yadav, Vikramaditya G.	153,266	1,104
Worthington, Anne	94,719	202	Yallop, Sandra	81,678	27
Wotton, Kerensa	91,311	616	Yamamoto, John	108,057	2,863
Wright, Brian J.	75,098	399	Yan, Joseph	164,067	-
Wright, Bruce James	130,076	-	Yan, Jun	92,860	-
Wright, Handel Kashope	161,256	2,652	Yan, Miu Chung	186,679	15,707
Wright, Helen Victoria	80,576	698	Yan, Sabrina	75,329	1,666
Wright, James M.	208,469	860	Yan, Yu Claire	119,046	2,004
Wright, Joanne L.	336,925	2,447	Yang, Bicheng	241,952	7,499
Wright, Lindsay	106,778	4,396	Yang, Cheng Wei Tony	82,729	10,565
Wright, Lucas	91,929	105	Yang, Decheng	168,955	-
Wrinskelle, Jessica	114,096	1,168	Yang, Hua	87,089	976
Wu, Amery Dai Ling	128,612	5,167	Yang, Linda	108,438	-
Wu, Chia Shan Emily	75,427	810	Yang, Tsung-Yuan	162,959	10,060
Wu, Chunhua	285,964	13,519	Yao, Felix Z. C.	91,717	834
Wu, Esther	103,219	-	Yap, Boon Siew Damian	82,840	-
Wu, Lang	189,064	2,708	Yap, Taylor	88,541	-
Wu, Rong Rachel	82,551	1,154	Yasenchuk, Andriy I.	107,637	-
Wu, Sharon	190,398	8,885	Yasrobi, Tammy	118,118	8,966
Wu, Sylvia	100,786	7,202	Yassi, Annalee	358,382	20,307
Wu, Wei	80,124	-	Yates, Barry R.	209,848	2,649
Wu, Xiaobin Brian	117,517	-	Yatham, Lakshmi N.	414,221	19,566
Wu, Xinxin	105,388	-	Yau, Vicky Ying Yee	89,862	564
Wudrick, Heidi	78,746	-	Ye, Denise Suet Man	104,686	1,308
Wun, Constance	84,085	2,412	Ye, Ming	126,149	403
Wyatt, Christopher	252,883	5,084	Ye, Ziliang	110,952	6,041
Wyatt, Emily Anne	86,148	5,288	Yeager, Elyse C.	106,400	-
Wylie, Margaret Alison	222,735	11,555	Yedlin, Matthew J.	168,643	-
Wylie, Peter	120,257	6,011	Yee, Adrian Sun Yew	75,076	3,136
Wyly, Elvin Kirk	161,195	-	Yee, Irene Mei Ling	91,654	-
Wyman, Tracy Anne	98,495	1,740	Yee, Jessica	91,753	9,655
Wyness, Lisa Morraine	103,209	1,259	Yee, John	163,568	-
Xia, Guangrui	142,593	8,175	Yee, Sandra	105,015	550



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Yee, Sue Shuet-Yuk	\$ 79,678	\$ -	Yue, Shirley	\$ 83,797	\$ 479
Yeganeh-Rad, Nadia	76,162	2,235	Yueh, Hesther	80,048	486
Yellen, Abby Yona	90,628	7,655	Yuen, Douglas Wong	84,846	-
Yen, Edwin H. K.	224,906	-	Yuen, Jamie Ho Yen	111,971	1,587
Yeoh, Eunice	90,843	-	Yuen, Lavina	90,711	2,186
Yep, Erika R.	89,970	1,050	Yuen, Macaire Man S.	81,642	35
Yerex, Tom	107,945	79	Yukhymets, Alina	78,914	6,867
Yeung, David	110,562	176	Yule, Heather Nicola	118,168	1,824
Yeung, Ira	289,576	17,216	Yung, Andrew	101,782	5,767
Yeung, Janice K.	154,520	390	Yupangco, Dominique	82,362	-
Yeung, Sonia N.	98,815	128	Yusko, Gordon George	105,940	3,936
Yi, Christina S.	116,667	5,102	Zahedi, Payam	91,574	4,063
Yilmaz, Ozgur	181,991	10,167	Zahid, Asima	135,194	3,240
Yim, Annie	154,518	3,938	Zahl, Joshua Norbert	127,045	1,127
Yim, Shirley	100,934	-	Zamar, Ruben	128,086	1,433
Yin, Pengzhou Joe	101,693	-	Zanatta, Dante	77,377	8,076
Yip, Calvin Kam Kit	138,195	1,453	Zandberg, Wesley	108,405	3,823
Yip, Gee	116,123	3,693	Zandstra, Peter	337,537	6,514
Yip, Harold	104,767	-	Zanotti, Cristina	117,552	965
Yodanis, Carrie Lynn	83,477	465	Zappa, Sandra	147,420	1,480
Yonemitsu, Noboru	138,920	165	Zarifi, Mohammad H.	102,752	10,171
Yong, Christopher S.	141,833	2,064	Zarkovic, Alan	75,652	519
Yong, Paul	106,615	2,405	Zawistowski, Jerzy	110,874	8,622
Yonkman, Scott	98,514	1,103	Zebehazy, Kim Theresa	152,615	3,633
Yoon, Dongwook	126,827	5,669	Zed, Peter Joseph	240,308	2,366
Yoon, Florence	107,759	1,168	Zeigler, Barbara	119,050	4,952
Yoon, Kyong Won	87,267	6,840	Zeiler, Kathryn Gail	124,056	439
Yoon, Young Ju	112,062	547	Zeitlin, Michael	131,712	1,724
Yoshida, Eric	177,086	159	Zender, Bernhard	75,257	-
You, Taehyun	90,345	134	Zerdin, Joe	94,403	-
Young, Jeff F.	197,786	2,369	Zerri, Hisham	149,501	7,186
Young, Karen Amelia	104,269	1,111	Zhang, Anming	341,248	13,648
Young, Margot	237,963	157	Zhang, Christina	121,454	3,667
Young, Mary-Lynn	182,855	20,127	Zhang, Cynthia	78,522	-
Young, Richard A.	162,696	4,235	Zhang, Gaocheng	109,105	10,450
Young, Robert	110,176	-	Zhang, Hao	233,879	6,208
Young, Robin	93,559	722	Zhang, Honglin	78,679	361
Young, Steven	99,238	3,291	Zhang, Jingting	76,459	5,497
Younger, Alastair	136,385	-	Zhang, Lewei	157,576	-
Younging, Greg	109,856	4,323	Zhang, Li	289,361	11,057
Yu, Henry	190,102	11,028	Zhang, Wei	109,824	-
Yu, Hoi Yin Eugenia	110,595	4,019	Zhang, Ying	78,990	697
Yu, Hong	90,770	-	Zhang, Yu Richard	89,113	-
Yu, Lingtao	248,827	7,141	Zhang, Yu Verina	84,531	-
Yu, Wai	75,202	2,838	Zhang, Yuelin	141,914	2,223



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF REMUNERATION AND EXPENSES PAID TO EMPLOYEES OR ON BEHALF OF EMPLOYEES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Remuneration	Expenses*		Remuneration	Expenses*
Zhao, Elaine	\$ 122,754	\$ -			
Zhao, Jiaying	139,548	16,120			
Zhao, Mei Fen	76,637	-			
Zhao, Yinshan	101,740	550	Earnings greater than		
Zhdanovich, Sergey	80,628	14,919	or equal to \$75,000	\$ 749,584,786	\$ 24,544,763
Zheng, Xin	266,902	43,645	Earnings under \$75,000	\$ 590,869,978	\$ 12,589,191
Zheng, Zhining	83,863	85	Total	\$ 1,340,454,764	\$ 37,133,954
Zhitnitsky, Ariel	195,825	15,936			
Zhou, Fei	179,593	145			
Zhou, Shiping Steve	99,028	-			
Zhou, Xuehua	99,401	541			
Zhou, Youwen	160,054	-			
Zhu, Belinda	111,463	6,473			
Zhu, Min	85,351	-			
Zhu, Qinhua Jessie	112,685	-			
Zhu, Ying	173,689	2,378			
Zielnicki, David R.	98,015	-			
Ziels, Ryan Michael	115,760	7,643			
Ziemiński, Tom	105,150	-			
Zimmerman, Naomi Ge	109,927	8,962			
Zimmerman, Todd	148,827	11,865			
Zlosnik, James Edward	81,949	-			
Zobeiry, Navid	105,082	3,643			
Zou, Bingshuang	91,569	4,443			
Zou, Ke	108,920	27,301			
Zoubeydi, Amina	149,597	13,153			
Zrally, Zdenek	93,348	166			
Zumbo, Bruno	286,381	11,448			
Zumpano, Franco	79,422	132			
Zumrawi, Abdel Azim	94,585	1,335			
Zvaniga, Eric	120,121	3,155			
Zwicker, Jill	136,639	3,421			

Total Employer's Employment Insurance	\$17,231,399
Total Employer's Canada Pension Plan	\$38,031,495

Severance Agreements

Severance agreements, under which payment commenced during the fiscal year reported on, by the corporation in respect of its employees excluded from coverage under collective agreements of the corporation.

These agreements represent approximately from 0 to 17.5 months of compensation.

Number of Agreements:	Twenty-Eight
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The amounts reported in accordance with the Financial Information Act are cash payments in the fiscal year; whereas, the Consolidated Statement of Operations is prepared on an accrual basis. In addition, the Consolidated Statement of Operations includes subsidiaries, government partnerships and government business enterprises which are consolidated on different bases. Accordingly, there will be differences between the amounts reported in the Schedule of Payments for Goods and Services and the Consolidated Statement of Operations.

THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
0894914 B.C. Ltd	\$ 174,393	Action Athletic Wear	\$ 34,504
1005841 B.C. Ltd Cbi Health Centre	27,727	Action Electric Ltd	136,925
1068053 B.C. Ltd DBA: 4th Wall Contracting	187,953	Action Glass Inc	37,305
10X Genomics, Inc	685,338	Acton Ostry Architects Inc	851,041
12th Man Technologies Inc	32,147	Acuitas Therapeutics Inc	1,343,400
12Twenty Inc	57,421	Adaptavist Canada Ltd	296,788
2725312 Canada Inc	291,898	Adaptus, LLC	138,575
3013294 Canada Inc	56,742	Adec Corporation	178,438
3025235 Nova Scotia ULC DBA: Hotel Omni	34,568	Adinstruments Inc	123,121
Mont-Royal		Adrienne L Melck Inc	25,920
34F Design Inc	66,093	Advanced Broadcast Cabling	82,377
3686035 Canada Inc	349,846	Adventus Research + Consulting	89,775
3M Company	37,285	Aequitas Leadership Development	88,087
3Rd Rail Consulting	45,838	AES Engineering Ltd	82,315
3S Printers (2011) Inc	32,151	Affinity Bridge Consulting Ltd	80,568
4Imprint Inc	32,932	Afrocentrism Conference	27,050
4th Utility Inc	328,365	Agencia D'Ecologia Urbana De Barcelona	93,080
6788173 Canada Inc	78,183	Agilent Technologies Canada Inc	837,961
9008-6299 Quebec Inc DBA: Kennedy	67,158	AGR Fitness Repair Inc	39,237
Management Services		Agribusiness Advisors	89,417
9148736 Canada Inc DBA: Blue Star	82,577	Ahmer A Karimuddin MD Inc	40,705
9416595 Canada Inc DBA: ISOSPARK	67,894	AHV Access Health Vancouver Ltd	108,297
Analytical Solutions		AIC Global Communications Inc	31,422
A and L Electronics	96,973	AIG Insurance Company of Canada	43,878
A Bread Affair	150,963	Aim High Sales Inc	42,936
A1 Bus Ltd	29,830	AIP Publishing LLC	102,177
AACC Internists Holdings Inc	51,500	Air Liquide Canada Inc	147,307
AAJ Consulting	52,362	AJA International, Inc	73,789
AB Hur Oy	86,834	Alberta Health Services	29,585
ABC Photo Ltd	63,883	Albion Fisheries Ltd	495,323
Aberdeen Group LLC	39,548	Alexander Street Holdings Ltd	114,591
Abloy Canada Inc	196,576	Algonquin College	51,226
Abreu, Andre	46,667	Ali Eslami Medical Corporation	68,934
Abro Water Tech Services	38,608	Align Technology, Inc	39,487
Academia Bus Company Ltd	29,403	All American Entertainment	154,251
Academic Journalism Society	232,500	Allan Mcgavin Sports Medicine Centre	150,144
Academic Management Systems Inc	44,137	Alliance Computing Solutions Flushing NY	236,386
Accelerate Okanagan Technology	79,574	Alliance Scientific Inc	138,727
Association		All-Pro Services Ltd	1,034,430
Accurate Realtime Reporting Inc	161,773	Allstar Holdings Inc	598,296
Achieve Your Mark	42,520	Allstar Waterproofing & Restoration Systems	311,246
Acklands Grainger Inc	64,740	Ltd	
Acm Environmental Corporation	150,764	Allstream Business Inc	373,318
Acme Fire & Safety Co Ltd	149,469	Ally Management Consulting Inc	35,054
Acme Protective Systems Ltd	74,301	Alma Mater Society of UBC	1,115,685



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Alternatives Funeral and Cremation Services	\$ 70,723	Aramark Canada Ltd	\$ 836,622
Altis HR (Vancouver)	247,289	Arbell Electronics Inc	41,519
Altos Photonics, Inc	382,079	Arbor Body Shop	26,891
Alumni Association UBC	231,060	Arbutus Roofing & Drains (2006) Ltd	191,251
Amanda Hill Inc	25,581	Archer Strategies	86,591
Amazon Web Services Inc	63,666	Argus Control Systems Ltd	52,192
AMC Medical Research BV	30,000	Argus Hotels Ltd Partnership	26,109
American Express Bank of Canada	5,169,622	Ari Financial Services Inc	1,883,011
American Mathematical Society	26,420	Arishenkoff, Shane	36,670
American Medical Association	33,173	Armak Architectural Millwork Ltd	31,028
American Orthopaedic Society for Sports Medicine	86,369	Armtec	26,566
American Physical Society	49,081	Arradance, LLC	148,189
Amidza Inc	40,758	Arrowsmith Gold Inc	133,818
Amielle Lake	108,984	Art Cader Architect Inc	254,341
Ampersand Editorial Services	30,555	Art of People Inc	51,130
Ampersand Inc	27,231	Artee Custom Screening and Embroidery	28,446
Amplified Audio Visual Solutions	31,010	Artefactual Systems Inc	26,249
Amre Supply Company Ltd	63,059	Artegraphica Design Co	88,570
Andrew C Dunn DBA: Evalú8 Consulting	34,508	Arthritis Research Centre of Canada	250,263
Andrew Krahn Inc	50,737	Arup Canada Inc	1,375,686
Andrew Peller Ltd	46,512	Arvind G Kang Inc	42,683
Andrew Todd Conservators Ltd	27,326	ASC Realty Advisors	31,930
Andy Chen Inc	36,183	Ashton Testing Services	212,459
Angstrom Engineering	59,310	ASN Consultants	162,437
Animal Care Systems Inc	141,205	Associated Engineering Ltd	118,334
Anisoft Group Inc	112,898	Associated Property Management	54,000
Anixter Canada Inc	30,677	Association of Faculties of Medicine of Canada	293,005
Anna Preis	55,326	Association of Faculties of Pharmacy of Canada	30,740
Anne Q Feng Inc	35,024	Association of Pacific Rim Universities	123,104
Annex Consulting Group Inc	609,473	Association of Public & Land-Grant Universities	25,311
Anson Koo Inc	67,490	Association of Research Libraries	36,649
Antenna Consulting Ltd	34,708	Association of Victoria Anesthesiologist	38,485
Anthony Santelices	27,240	Astroturf West Distributors Ltd	60,177
Anton Paar Canada	106,746	Asure Software	202,383
APCON Inc	37,710	A-Tech Instruments Ltd	68,833
APDM, Inc	48,216	Atendia EAD	258,429
A-Power Computer Ltd	261,431	ATI Industrial Automation	36,970
Apple Canada Inc	149,496	Atkins Paint & Wallcoverings	66,617
Applied Electronics Ltd	592,138	Atlantic Prepaid Inc	116,929
Appnovation Technologies Inc	39,900	Atlassian Pty Ltd	26,734
Appraisal Institute of Canada	208,760	ATN-Energy Corp.	29,190
Aqua Air Energy Solutions Ltd	284,641	Attain Solutions Incorporation	87,591
Aqua Q	42,783		
Aquifer	30,320		



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Attocube Systems AG	\$ 613,261	BCCDC Foundation for Population and Public Health	\$ 62,450
Audienceview Ticketing Corporation	45,788	BCNET	1,057,971
Audiogator Productions	25,605	BD Biosciences	157,672
Audrey Suttrop	60,905	Beatty Floors Ltd	349,537
Aurora Helicopters	63,527	Beau Photo Supplies Inc	40,099
Aurora Scientific Inc	34,986	Beaver Electrical Machinery Ltd	62,086
Aurum Ceramic Dental Laboratories (BC) Ltd	50,840	Beckman Coulter Canada Inc	1,093,224
Aux Amateurs De Livres	85,623	Becton Dickinson Canada Inc	1,090,905
Aventec Inc	28,080	Belaj Business Technology	65,836
Avenue Machinery Corporation	42,608	Bell Canada	36,845
Avidity Science LLC	60,257	Bell Machinery Ltd	50,451
Avi-Spl Canada Ltd	25,496	Below Zero Refrigeration Inc	25,527
Avsec, Lydia	34,052	Bemoved Media Inc	33,600
AW Holdings Corp.	47,179	Bennet, Steffany	45,000
Axis Media Consulting Company	40,817	Bennett Jones LLP	52,053
Axiom Solutions Inc	78,445	Bentley Systems Inc	28,984
Axivity	26,143	Bento Nouveau	173,652
Ayva Educational Solutions Ltd	48,317	Best Service Pros Ltd	2,288,304
Azorean Catering	48,709	BFL Canada Insurance Services Inc	496,634
B M J Publishing Group Ltd	40,145	BGIS	30,263
B.C. Air Filter Ltd	41,613	BGU Murnau	95,468
B.C. Pavilion Corporation DBA: Vancouver Convention Centre	341,959	BI Pure Water Canada Inc	34,313
B.L.T. Construction Services Inc	1,100,966	Big White Central Reservations	28,493
B+H Architects Inc	139,189	Bio Rad Laboratories (Canada) Ltd	185,484
Backstop	34,345	Biocomp Instruments Ltd	38,526
Bagirishya, Helen	51,392	Biogift Anatomical Inc	35,587
Bamfield Marine Sciences Centre	31,827	Biointeractive Technologies Inc	36,719
Bank of Nova Scotia	44,939,033	Biomed Central Ltd	72,260
Barbara Lee Edington	27,537	Bissky, Thomas	34,453
Bari Designs Ltd	76,453	Bitplane Inc	28,000
Baron Finance Inc	183,778	Bits In Glass Inc	54,172
Bataleur Enterprises Inc	72,610	Bitsight Technologies Inc	26,204
BBW International Inc	177,011	Bizuwork, Rahel Getachew	55,597
BC Academic Health Science Net	39,445	BKS Cablecom Systems Ltd	246,584
BC Cancer Agency	19,251,349	Black Box Network Services	65,614
BC Cancer Foundation	85,299	Black Forest Meats & Sausages	55,407
BC Centre for Excellence In Hiv/Aids	5,426,002	Black Tusk Research Group Inc	123,484
BC Children's Anesthesia	246,200	Blackbaud	325,529
BC Communications Inc	59,326	Blackboard Inc	815,283
BC Emergency Health Services	37,451	Blackburn Young Office Solutions	146,625
BC Hydro	183,899	Blackwood Career Apparel	61,795
BC Platforms Ag	57,550	Blanchette Press	65,945
BC Women's Hospital & Health Centre	83,033	BLE Bakery Ltd DBA: La Baguette & L'Echalote	50,978
BCC Research LLC	34,881		



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Bloomberg Finance LP	\$ 174,489	Buchi Corporation	\$ 74,891
Blue Ember Technologies	25,649	Buchiglas USA Corp	58,929
Blue Moose Promotions Group	47,184	Buhlmann Diagnostics Corp.	25,088
Blue Mountain Resorts LP	71,697	Builtspace Technologies Corp	51,797
Blue System Integration Ltd	30,571	Burnett Consulting Corporation	31,185
Bogor Agricultural University	26,441	Busch Systems International Inc	52,160
Bolding & Bruggeman Aps	30,000	Business Council of British Columbia	26,775
Bond Reproductions Inc	101,577	Butler Did It Catering Company	91,219
Bonfire Interactive Ltd	41,003	Buy Low Foods	253,146
Booking.Com BV	303,049	BW Technologies Ltd DBA: ADI	105,739
Borden Ladner Gervais	191,401	C P Weerasinghe Inc	37,090
Boulevard Advertising Inc	59,812	C2F Inc	42,710
Bow Valley College	80,530	C3M Construction Group Inc	609,696
Boyden Vancouver	585,830	C6 Patent Group Inc	529,807
Bozicevic, Field and Francis LLP	36,982	Cafe Ami (VGH)	52,486
Brain Canada Foundation	739,423	Caissen Water Technologies	27,093
Brainseed Testing Manhattan NY USA	92,226	Caldwell Partners	98,978
Brandes Leadership Consulting	25,401	Calero Software LLC	50,941
Brasseler Canada Inc	50,308	Calhoun Sportswear	41,188
Brettyoung	35,453	Calhoun's Catering Ltd	236,075
Breuer, Karin	26,201	California Institute of Technology	75,465
Bridge Electric Corporation	34,187	Callearn Consulting Ltd	140,763
Briefcam Inc	36,437	Cambian Business Services, Inc	33,023
Brink's Canada Ltd	95,262	Cambie Corridor Consortium	106,352
Bristol Instruments, Inc	25,979	Cambridge University Press	209,259
Brita Harrison	70,316	Cameca Instruments Inc	184,500
Brite-Lite Vancouver Inc	82,599	Cameron C. Ross MD Inc	35,059
British Columbia Institute of Technology	137,736	Camp Fircom Society	32,749
British Columbia Real Estate Association	326,487	Canada Bread West	64,409
Broadview Press	120,381	Canada Mortgage and Housing Corporation	1,049,904
Brookfield Global Integrated Solutions	52,541	Canada Post Corporation	435,088
Brooks Corning Company Ltd	1,278,345	Canada West Universities Athletic Association	232,162
Brown Brothers Motor Lease Canada Ltd	67,133	Canada Wide Media Ltd	30,213
Brown, Carl James	38,450	Canada Wild Productions Ltd	65,153
Brown, Matthew	26,516	Canada Workday ULC	13,601,843
Bruce and Clark	68,166	Canadian Art Prints Inc	40,605
Bruce Hobson MD Inc	36,423	Canadian Asia Pacific C & E Consultant Ltd	121,725
Bruce Woolley	43,368	Canadian Association for Hiv Research	33,500
Bruker Ltd	2,501,089	Canadian Association of Research Libraries	68,979
Bruker Nano Inc	39,932	Canadian Cancer Society	141,670
Brunel Commercial Interiors Inc	84,783	Canadian Centre for Success	96,493
Brunswick Books c/o TTS Distributing	30,782	Canadian Economics Association	29,607
Bry-Mac Mechanical Ltd	212,936	Canadian Electronic Library	36,540
BST Consulting	27,799	Canadian Energy Vancouver	38,884
BTY Consultancy Group Inc	96,044	Canadian Executive Service Organization	36,502



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Canadian Federation for The Humanities and Social Sciences	\$ 58,198	CASN	\$ 29,902
Canadian Linen and Uniform Service	187,415	Castello Sonnino Educational Srl	61,570
Canadian Mathematical Society	48,162	Catalyst Channel Marketing Corporation	29,895
Canadian Mental Health Association	31,500	Cattoni, Eric	28,040
Canadian Office Supplies	41,886	Caubo Canadian Association of University Business Officers	42,581
Canadian Research Knowledge Network	6,650,639	CBI Health Centre Orion Health	31,792
Canadian Sign Supplies	30,530	CCMET Inc - Metro Testing Lab	65,178
Canadian Sport Institute Pacific	82,642	CDC Construction Ltd	508,869
Canadian Springs Water Co	52,185	CDML Consulting ALB Ltd	27,551
Canadian Turner Construction Company Ltd	4,418,158	CDRD-Centre for Drug Research and Development	194,540
Canadian Union of Public Employees	75,408	CDW Canada Inc	67,650
Local 2278		Cecil Green Park	49,366
Canforce Pest Control	95,620	Cedar Rim Nursery Ltd	52,013
Cangdong Cultural Heritage Conservation and Development Centre	48,618	Cedarlane Laboratories Ltd	47,395
Canmora Tech Inc	55,599	Celly Technologies Inc	35,243
Canon Canada Inc Business Solutions Division	33,652	CEM Corporation	50,210
Cansel Survey Equipment (Canada) Ltd	92,987	Cennco Management & Consulting Ltd	106,565
Canstar Restorations	338,925	Centaur Products Inc	27,710
Canuck Volleyball Ltd	38,834	Centennial College	87,119
Cao Consultant Ltd DBA: Jump Management	47,761	Centennial Foodservice	877,783
Coaching		Center for Research Libraries	91,892
Capital Health-Sdc-Camper-691389	29,630	Central Technology Services Corporation	881,381
Carbon Mountain Drilling & Water Services Ltd	89,803	Centre Hospitalier De L'Universite De Montreal	60,937
Carbon60 Networks Inc	30,555	Centre of English Studies Toronto (GV Toronto)	39,169
Cardiology Electrophysiology Research	28,125	Century Technology Services	76,086
Cardon Rehabilitation & Medical Equipment	82,877	Chapman Burner and Heating Services Ltd	98,046
Care Pest and Wildlife Control	86,347	Chapman Mechanical Ltd	390,922
Carefusion Solutions	47,398	Charter Bus Lines of British Columbia	88,270
Carey Theological College	77,892	Chartered Professional Accountants of Canada	30,271
Carl Zeiss Canada Ltd	1,848,187	Chem-Aqua	31,789
Carleton University	33,692	Cheng & Tsui Company	40,366
Carlier, Alexandra Denise Sophie Marie	25,064	Chi, Pham Thi Thuy	82,415
Carmel Upholstery (1993) Ltd	32,914	Chieh Chiu Inc	30,285
Caro Analytical Services (Richmond)	52,882	Children's and Women's Health Centre of British Columbia	2,857,970
Caroga Microhaem Ltd	29,762	Children's Hospital of Eastern Ontario	171,834
Carscadden Stokes Mcdonald Architects Inc	611,238	China National Publishing Industry	58,314
Cary F Cuncic	25,204	Chisan, Chad	49,570
Casalini Libri	70,022	Choyal Brown DBA: Sportscanada.TV	63,064
Cascades Recovery Inc	37,132	Christensen, O'Connor, Johnson and Kindness	115,725
Cascadia Design Products	56,623		
Cascadia Environmental Services Ltd	51,330		
Casco Systems, Inc	90,835		
Caseware Rcm Inc	27,182		



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Christie Lites Sales	\$ 27,853	Columbia Educational and Psychological Services Ltd	\$ 26,888
Christina Willems	137,466	Columbia Valve and Fitting Ltd	119,583
Christine D. Brandt	26,250	Commander Warehouse Equipment Ltd	59,533
Christman Plumbing & Heating	325,743	Commercial Building Maintenance Ltd	25,240
Christopher Francis	30,513	Commercial Lighting Products Ltd	235,149
Christopher Murray Inc	38,149	Communities Uncomplicated Inc	57,569
Chromatographic Specialties Inc	29,246	Competition Glass Company Ltd	26,201
Chu Sainte-Justine	72,336	Composing Excellence Consulting Corp	109,875
Cintas Canada Ltd DBA: Cintas The Uniform People	242,395	Composites Innovation Centre	46,528
Cioffi's Meat Market and Deli	369,967	Computer Environment Solutions 315187 Alberta Inc	249,368
Circa Contemporary Circus	30,000	Concord Painting & Wallcovering Ltd	735,152
Cisco Systems Capital Canada Co	844,618	Concordia University of Edmonton	94,899
City of Kelowna	142,821	Conestoga College Doon Campus	52,486
City of Vancouver	570,621	Conifex Fibre Marketing Inc	92,894
Cityage Media Inc	43,200	Connected Displays Inc	83,534
Citystudio Vancouver	102,780	Contemporary Office Interiors Ltd	1,029,942
Clarion Medical Technologies Inc	71,276	Conti Evolution	53,297
Clarivate Analytics (US) LLC	85,532	Continua Tech Ltd	26,880
Clark Wilson LLP	200,831	Conwest Contracting Ltd	142,652
Clarke Transport Inc	70,718	Cooks for Hire Management Inc	96,857
Clark's Audio Visual Services Ltd	107,586	Coppul - Council of Prairie and Pacific University Libraries	1,536,334
Clayton Alexander DBA: Cask Technologies	59,024	Copyright Clearance Center	101,043
Clean Harbors Canada, Inc	106,752	Coquitlam College	89,178
Cleartech Industries Inc	103,499	Cornell University	444,470
Clearview Consulting LLC	106,671	Cornerstone Signage and Design	39,282
Clever Sys Inc	47,946	Corporate Express Canada Inc	1,065,403
Climatrol Solutions Ltd	171,810	Cortex Consultants Inc	31,492
Cloverdale Fuel Ltd	391,621	Cosmed USA Inc	429,913
CMC Microsystems	57,779	Cossette Communication-Marketing	912,445
Coanda Research and Development Corp.	70,168	Counterpane Inc	345,323
Coast Capri Hotel	38,130	Cowan, Erinne	34,114
Coast Communications and Public Affairs Inc	37,224	CPP Inc	75,157
Coca-Cola Refreshments Canada	164,333	Craft Scientific Ltd	107,241
Cogeco Peer 1 Network Enterprises Inc	35,396	Creative Boulevard	58,368
Coherent Inc	213,039	Creative Embroidery West	48,489
COI Workplace Resource	118,283	Creative Netcom	213,972
Coit Services	449,884	Creative Transportation Solutions Ltd	51,660
Colborne Architectural Group	179,695	Crestar Ltd	37,036
Cole-Parmer Canada Inc	94,854	Cristel Moubarak	28,310
Colfax International	26,544	Cryomech, Inc	376,077
Collaborators In Knowledge Inc	119,994	C-Therm Technologies Ltd	37,577
Collibra, Inc	62,843	Cubane Consulting (Canada)	294,214
Colour Time Printing & Digital Imaging Ltd	65,168		
Columbia College	42,403		



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Cubic Health Inc	\$ 84,709	Deloitte Inc	\$ 5,325,799
Culinary Capers Catering Inc	45,545	Delphinai Corporation	93,430
Cullen Diesel Power Ltd	239,060	Delta Grand Okanagan	33,659
Culture Code Software Consulting Ltd	39,386	Delta Photonics	177,172
Cummins Canada ULC	33,097	Deltex Medical Canada Ltd	30,597
Cura Engineering Solutions Corp.	84,853	Dematic Ltd	39,799
Cutlass Communications Inc	233,296	Demetrios A. Sirounis Inc	29,112
CWB National Leasing Inc	35,569	Denbigh Fine Art Services	37,167
Cyagen Biosciences Inc	28,758	Denim & Steel Interactive, Inc	34,367
Cypress Power Ltd	43,618	Dennis O'Reilly It Consulting Ltd	40,950
Cypress Technical Services Ltd	129,331	Dentons Canada LLP	212,064
Cytek Biosciences, Inc	592,254	Dentsply Canada Ltd	107,517
D and H Canada ULC B9410	32,743	Derek Barnett DBA: Information Office	61,973
D Rosenbaum and G Kimel Inc	51,622	Dermatology Associates	60,821
Dadson Consulting Services Inc	30,000	Devcon Industrial Services Ltd	42,132
Daikin Applied Canada Inc	132,825	Dhl Express (Canada) Ltd	227,233
Dais, Inc DBA: Regroup	34,216	Diabsolut Inc	107,116
Dakine Inc	30,057	Dialog BC Architecture Engineering Interior	204,231
Dalhousie University	202,616	Design Planning Inc	
Daniel Behrens	53,403	Diamond Athletic Medical Supplies Inc	40,270
Danoffice It	31,508	Diamond Head Consulting Ltd	72,377
Dan-U-Tec Industries Ltd	115,084	Diamond Schmitt Architects (Dsai)	462,812
Darryl P Samoil Inc	74,212	Diana Stancu Inc	33,318
Daryl Evans Mechanical Ltd	28,171	Diehl Education Services	41,984
Dassault Systems Canada Inc	33,584	Dietrich, Craig	26,026
Data Sciences International	94,713	Diffstrat Companies Inc	32,555
Datacore Mail Management	39,561	Digital Analytics Association	25,759
Datex Services (2002) Ltd	28,294	Diligent Corporation	25,302
Davaco Canada Inc	26,361	Diners Club Commerical	1,932,758
David A Wood Inc	29,162	Direct Line Commercial Property Services Ltd	74,530
David Cummings Insurance Services Ltd	397,873	Diverse Excavating Inc	43,534
David Li Inc	35,100	Diverse Forest Contracting Ltd	27,216
David Lowe	401,402	Diversecity Community Resources Society	161,585
Davidson Bros. Mechanical Contractors Ltd	920,726	Division 15 Mechanical Ltd	1,472,934
Davis, Shawn	60,480	Dixon Networks Corporation	47,591
DBA Premiere Executive Suites	413,439	Dixon Toronto Airport Holdings	31,683
DCC Technologies Division of Micco	63,436	D-Mark Biosciences	29,459
Enterprises Inc		DNA Genotek Inc	27,896
Dean Chittock Inc	28,407	Domain7 Solutions Inc	264,228
Dean V Brown Inc	75,840	Dominion Blue Digital Reprographics	42,547
Dee Creative Inc	55,351	Don Erhardt Photography	30,713
Deetta Jones and Associates	79,981	Doran Holdings Inc	29,655
Deli City Catering c/o 312892 BC Ltd	151,685	Dougness Holdings Ltd	38,493
Deliverable Consulting Ltd	35,537	Dow Jones & Company Inc	32,728
Dell Canada Inc	3,811,335	Dr K Harder CCFP Inc	117,914



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Dr Nicolas Ramperti	\$ 36,560	Dynamic Isolation Systems, Inc	\$ 99,550
Dr Susan Sadeghi Tehrani Inc	34,596	Dynamic Reforestation Ltd	43,324
Dr. Alice Chen Inc	37,959	Dynamic Specialty Vehicles Ltd	185,294
Dr. Amir Ahmadi, Inc	45,000	EAB	40,546
Dr. B C Calvin Inc	33,087	East View Information Services	69,977
Dr. B. Hardie Inc	84,358	Easy Pack Corporation	37,056
Dr. C Macpherson Inc	32,500	Eau Consulting	36,850
Dr. Cheryl Hume Inc	91,297	Ebsco Canada Ltd	3,156,086
Dr. Christopher Fordyce Inc	97,160	E-Card ID Products Ltd	27,572
Dr. Cori A Gabana Inc	48,082	Echo Glazing SB	73,019
Dr. J Mckinney Inc	47,771	Eco Chemical Inc	43,138
Dr. J.F. Goulding Inc	31,770	Ecolab Ltd Ecolab Co	48,324
Dr. James Tessaro Inc	44,217	Ecomarine Paddlesports Centres	32,295
Dr. Jasmine Kerr Inc	31,260	ECS Electrical Cable Supply Ltd	320,908
Dr. Jocelyn Chase Inc	25,705	ECSI Fibrotools Inc	49,969
Dr. K. Gin Inc	38,354	Edelman Public Rel. Worldwide	119,175
Dr. K. Y. Yau Inc	78,879	Edge Catering	29,331
Dr. Kam Shojania Inc	32,463	Edge Training and Consulting Ltd	219,116
Dr. Kevin Ong Inc	58,184	Edgemont Moving and Storage	48,224
Dr. M J Raval Inc	38,090	EDU Danmark ApS	25,976
Dr. Margot K. Davis, Inc	168,508	Education Advisory Board	28,835
Dr. Marjorie Krabbe Inc	40,270	Eggbeater Creative	159,696
Dr. Matthew Bernard Inc	60,744	Ehinomen A Iyayi MBChB Inc	28,670
Dr. Melissa Paquette Medical Corporation	27,313	Ehrlich, Rodney	25,547
Dr. Michael Dobrogowski Inc	34,638	Elco Systems	27,376
Dr. Mina Wesa MD Inc	36,680	Electrical Geodesics Inc	128,019
Dr. Neil H. Hanon Inc	41,231	ELS	82,552
Dr. Oron Frenkel ULC	35,267	Elsevier Inc	620,992
Dr. Paul A. Witt, Inc	65,043	Emelle's Catering Ltd	49,194
Dr. Robert Carruthers Neurology Inc	57,125	Emeritus Consulting Group	25,459
Dr. Shreya Moodley Inc	31,989	Emily J Lai Inc	33,761
Dr. T.S. Cowie Inc	29,465	Emond Hamden LLP	39,681
Dr. Terence Yung Inc	32,500	Emond Montgomery Publications Ltd	63,810
Dr. Theresa A. Van Der Goes Inc	72,610	Emps Electric Motor & Pump Service Ltd	28,080
Dr. Tina Yokota Inc	31,910	Enamine LLC	39,066
Dr. Trevor D. Hamilton Inc	25,185	Engaging Networks Ltd	39,747
Dr. Z. Iqbal Inc	33,235	Engineers and Geoscientists of BC APEGBC -	183,844
Dr. Zachary Laksman Inc	88,733	Professional Engineers	
Drager Medical Canada	34,188	En'owkin Centre	42,562
Drake Towing (2018) Ltd	110,956	Ensemble Communications	35,438
DTM Systems Corporation	262,239	Entity Mechanical Ltd	63,857
Duncan P Anderson MD Inc	126,137	Envirotech Air Inc	162,469
Duo Security Inc	144,397	Envirotech Mechanical Services	58,870
Dust Control Canada Inc	47,911	Eos Lightmedia	31,782
Dynamic Change Consulting Inc	64,299	Eply Services Inc	46,228



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Eppendorf Canada Ltd	\$ 108,490	Fairware Promotional Products Ltd	\$ 56,456
Equitable Life of Canada	212,084	Falcon Engineering Ltd	112,015
Erik N Swartz Inc	35,475	Fameli, Nicola	25,960
Erin Blake and Theodore Blake Inc	40,018	Far-Met Importers Ltd	64,132
Ernst & Young LLP	73,178	Farris, Vaughan, Wills and Murphy LLP	352,245
Erudite Enterprises Ltd	58,555	Fasken Martineau Dumoulin Barristers and Solicitors	85,723
ESBE Scientific	198,172	FCCS Course	46,500
ESC Automation	223,058	Fedex Canada Ltd	531,402
ESCP Europe Wirtschaftshochschule Berlin E.V.	239,963	Ferrovac GmbH	70,580
Esias Van Rensburg Inc	32,662	Figure 1 Publishing Inc	85,103
Esri Canada Ltd	35,984	Filterco Water Treatment Ltd	351,954
Esri Eastern Africa	30,067	Finlink Construction Ltd	438,126
ESS Ltd	84,227	First Nations Education Steering Committee	35,002
Essen Bioscience Inc	485,719	Firstcanada ULC	31,776
Estate of Dorothy J Killam	74,027	FIS AvantGard LLC	43,298
Ethel Frankel	69,300	Fisher Scientific	1,008,741
Ethical Bean Coffee Company	219,223	Five Star Utility and Heating Services Inc	158,677
European Music Academy In Teplice O.S.	30,394	Flashpoint Fuels	374,119
Eve Technologies	45,922	FlowJo	38,019
Evestment	25,312	Fluid Imaging Technologies Inc	113,102
Evosep	140,099	Fluidigm Corporation	54,932
Ex Libris USA Inc	254,513	Flux Landscape Architecture	35,000
Exact Imaging Inc	159,823	Fluxion Biosciences	44,972
Examsoft Worldwide Inc	152,686	Flying Cloud Productions Inc	26,250
Excela Associates Inc	39,039	Flynn Canada Ltd	853,258
Excelitas Canada Inc	27,015	Focus Audio Visual Services Ltd	318,487
Exp Services Inc	38,047	Folio Instruments Inc	57,565
Expedia Lodging Partner Services Sarl	128,656	Foliot Furniture	31,775
Explorance Inc	263,079	Follett Higher Education Group	147,544
Exxact Corporation	39,817	Foodie Kids Inc	32,615
F and M Chow Consulting	25,188	Forbes Travel International Ltd	107,448
F. Jorgensen Construction Ltd	90,557	Formlabs	41,796
Face 2 Face Events Management	49,410	Forte Law Corporation	38,352
Fahreen Bhimani	39,848	FortisBC Energy Inc	2,717,198
Fairmont Chateau Whistler	173,769	Four Seasons Hotel Vancouver	94,961
Fairmont Dental Laboratory Ltd	64,520	FPIInnovations	251,183
Fairmont Empress	54,985	Francis Steiner	177,969
Fairmont Hotel Macdonald	44,519	Francis, Chris	63,388
Fairmont Hotel Vancouver	813,908	Francotyp-Postalia Canada Inc	70,713
Fairmont Kea Lani Maui	76,808	Fraser Black MD Inc	30,513
Fairmont Le Reine Elizabeth	143,083	Fraser Health Authority	580,792
Fairmont Orchid, Hawaii	36,960	Fraser Pogue	139,180
Fairmont Pacific Rim Vancouver	25,388	Fraser Valley Refrigeration	125,008
Fairmont Waterfront	58,098	Fraser West Plastic Surgeons Association	32,729



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Fred Surridge Ltd	\$ 210,138	GHL Consultants Ltd	\$ 39,706
Freshpoint Foodservice	2,214,202	GKS Investments Inc	27,466
Friesens Corporation	603,160	Glasshouse Consultants	38,338
Froggabbio Inc	31,837	Glaxosmithkline	30,135
Frontiers Media Sa	43,331	Glenmore Printing	87,182
Fu, Tingfeng	49,033	Glenmore-Ellison Improvement District	217,899
Fujifilm Sonosite Canada Inc	49,980	Global Industrial Canada Inc	31,213
Fundacao Manhica	83,039	Global Payments	560,305
Fundamental Youth Basketball Association	36,943	Global Roadway Maintenance Inc	134,894
Furneco International	27,501	Global Upholstery Co Inc	38,346
Fuse Interactive Inc	25,830	Global Village	227,197
Fusion Cine Sales & Rentals Inc	45,980	Globe and Mail	230,782
Fusion Pipe Solutions Inc	266,174	GOBI Library Solutions From EBSCO	50,187
Future Proofing Innovation Strategies Ltd	206,794	Gold Mark International Hotel	30,431
FWD Engineering Ltd	25,356	Golden Helix	37,650
FYBR Solutions Inc	61,360	Gowling Lafleur Henderson LLP	199,818
G and L Medical Inc	31,501	Gowling WLG (Canada) LLP	447,433
G. L. Smith Planning & Design	29,958	GPS Speakers & Events	31,409
Gabriel Bela Kalmar	103,572	Graduate Berkeley	33,566
Gale / Cengage Learning	63,002	Grand and Toy Ltd	118,836
Galloway, Steven	191,691	Grande Prairie Regional College	33,593
Gamble Technologies Ltd	53,277	Granville Island Brewing Company	27,044
Garfinkel Publications Inc	162,369	Granville Island Hotel	27,098
Gartner Canada Co	1,183,036	Graybar Canada	29,753
Gas Drive	616,522	Great Lakes Neurotechnologies	42,493
Gates - Suter Architects Inc	33,075	Great Little Box Company Ltd	27,040
Gateway Mechanical Services Inc	33,440	Great Northern Way Campus Trust	162,463
Gavin Lake Forest Education Society	37,126	Greater Vancouver Board of Trade	113,578
GB Micro Electronics Inc	29,762	Greater Vancouver Sewerage and Drainage District	104,657
Gbit Logistics Inc	129,717		
GEC Granville	136,997	Greater Vancouver Transportation Authority	19,029,707
Gecko Tree Holdings	30,547	Greater Victoria School Board	44,527
General Electric Canada Inc	4,274,031	Greco's Painting Ltd	95,702
Genesis Integration Inc	87,862	Green College Dining Society	100,128
Genisys, Inc	182,704	Greenfield Global Inc	39,520
Genome Quebec	754,225	Greenheart Canopy Walkway Corporation Ltd	116,526
Genumark	30,516	Greenlight Innovation	169,457
Geoffrey Cundiff Professional Medical Corporation	64,796	Grenzebach Glier & Associates Inc	50,649
George Brown College	25,630	Gudmundseth Mickelson LLP	54,920
Georgetown Terminal Warehouse	67,236	Guillevin International Co	144,378
Gerald Da Roza Inc	59,736	Gynuity Health Projects	34,660
Getinge Canada Ltd	197,214	H D Kanji Inc	28,205
GF Urecon Ltd	161,680	H Nagi Professional Corporation	31,130
GFS British Columbia Inc	5,049,310	H.E.P.A. Filter Services Inc	134,432
		H.K. Commerce and Industry Suppliers Ltd	157,564



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Haakon Industries	\$ 91,417	Hlynsky and Davis Architects Inc	\$ 119,669
Hachette Book Group Canada	53,189	Hobsons Inc	28,316
Hackett Publishing Company	45,491	Hoffmann, Steve	49,130
Hager, Louise	35,000	Holaco Construction Ltd	2,521,855
Halbert and Kaser Leadership Consultants	65,392	Holden Chow Inc	76,818
Hall Constructors	100,433	Holiday Inn Hotel and Suites Vancouver	25,123
Hallwood Milham Technologies	37,221	Holland Bloorview Kids Rehabilitation Hospital	71,483
Halogen Software	42,616	Holmes and Brakel (BC) Inc	41,398
Halse Martin Construction	681,429	Holtom Forestry Consulting	78,589
Hanan, Janice	29,041	Homag Canada Inc	95,200
Handy Appliances Service	63,574	Home Is In The Kitchen Inc	29,610
Hanna Ezzat Inc	30,907	Honkmobile Inc	47,841
Hapa Landscape Architecture Co	25,163	Hon's Wun-Tun House (2011) Ltd	106,609
Harbourview Electric Ltd	2,212,640	Hootsuite Inc	64,953
Harmony Communication Service	33,414	Horizon Distributors	202,951
Harper Collins Canada Ltd	47,045	Horizon Electric Inc	30,509
Harper Grey LLP	186,051	Horizon Recruitment Inc	346,017
Harris & Company	881,741	Hoskin Scientific Ltd	71,844
Harrison, Brenda J.	77,679	Hospital for Sick Children	130,741
Hartung Glass Canada	36,267	Hotline Apparel Systems Inc	684,750
Hayden-Mcneil Publishing Inc	46,006	Houle Electric Ltd	332,940
Haynes Creative Communications	51,503	HRS Services ULC	37,350
Heart and Stroke Foundation of Canada	37,067	HSBC	277,031
Heather Robertson Inc	74,469	HSL Automation Ltd	43,180
Heatherbrae Builders Company Ltd	15,683,986	Huawei Technologies Canada Co	166,046
Hebrew University of Jerusalem	63,590	Human Solutions of North America Inc	148,868
Heidelberg Engineering GmbH	40,664	Hunter Kirkwood Ltd	171,118
Heiltsuk Tribal Council	29,387	Hunter, Julie	29,224
Hem Phaterpekar Inc	40,787	Huron Advisors Canada Ltd/Conseiller Huron	82,047
Hemlock Harling Distribution Inc	315,801	Canada Limitee	
Hemlock Printers Ltd	554,840	Hydrogenics Corporation	106,418
Henderson Machinery Inc	69,705	Hyland Software Canada ULC	342,664
Hennepin Healthcare Research Institute	61,520	Hyseco Fluid Systems Ltd	41,559
Henry L Woo Inc	36,200	Iain Mackie Inc	35,990
Henry Schein Canada	764,847	Iain McCormick	27,090
Heritage Food Service Group of Canada Ltd	217,267	IBM Canada Ltd	141,810
Heritage Office Furnishings Ltd	634,956	Iclinic Systems Inc	66,276
Hermitage Capital Management	45,826	ICOM Productions Inc	42,000
Herzing College	230,952	Icontext Internet Services	61,095
Hewlett Packard Enterprise Canada Company	599,556	Icreative Service Inc	30,434
Hi-Cube Storage Products	222,396	ICS Clean Supplies Ltd	66,425
High Iq Soft Corporation (Ioan Sova)	87,640	ICS Industrial Compressor Services Ltd	88,055
High Speed Imaging Inc	157,028	Ideal Welders Ltd	42,736
Hi-Lite Truck Accessories & Lighting Solutions	47,003	Idera Inc	38,514
Hirsch, Marina	30,470	Idexx Laboratories Canada LP	77,366



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
IEC Online Gmbh International	\$ 48,453	International Management Answers (IMA) Ltd	\$ 55,665
Ignite Technical Resources	445,729	International Music Network	41,054
Illumina Canada Inc	3,532,936	International Sos Canada Inc	62,748
Illusions of Control Film Inc	51,085	International Stage Lines Inc	28,652
Image Group Inc	75,354	Interpretive Software Inc	69,823
Image Unique Consulting and Design	97,158	Intlvac Inc	73,596
Imagen Inc	27,544	Inuvik Regional Physicians Society	39,600
IMEC Mechanical	124,239	Ion Design Inc	103,463
IMG Artists	30,365	Ipower Strategy Inc	25,200
Inalco Institut National Des Langues Et	31,038	Ipsolutions	97,790
Civilisations Orientales		IRC Building Sciences Group BC Inc	50,060
Index Construction (BC) Inc	100,595	Iridia Medical Inc	41,409
Indico	117,516	Isotopx	30,493
Inergex Canada Inc DBA: Crossfuze	73,165	ITC Systems	72,069
Info Mind Solutions Plc	116,813	Ithaca Consulting	47,565
Informatica Corporation	55,517	Ivey Publishing	36,202
Ingram International	87,092	IWK Health Centre	25,340
Initiative Inc	63,342	J and K Poultry Ltd	780,131
INLE Social Performance	31,193	J C Hogg Consulting Ltd	113,573
Inner City Signs Ltd	40,662	J K Balfour Inc	39,363
Innotech Alberta Inc	36,850	J S Ferguson Construction Inc	1,642,711
Innovations for Poverty Action	423,885	J.G. Mcinnes MD Inc	33,729
Innovative Signage Inc	33,892	J.L. Plante MD Inc	38,236
Innovior Construction Inc	27,426	Jacqui Noftall	47,460
Innvest Hotels LP DBA: Hyatt Regency	131,430	Jama Software Inc	182,323
Vancouver		James Cummins Bookseller	31,186
Inputhealth Systems Inc	108,018	James Kelleher Learning Systems	39,743
Inscript Language and Writing Inc	29,400	James Mark Roberts Inc	38,499
Insights Learning and Development	30,525	James W Spence MD FRCP(C) Inc	43,026
Vancouver Ltd		Jane A Gardiner	81,298
Instron Corporation	142,163	Janel Casey Inc	45,297
Instructure, Inc	1,315,501	Janet Harder DBA: Bridges Speech-Language	56,651
Integral Group Consulting BC LLP	192,588	Pathology SE	
Integrated Aqua Systems Inc	28,619	Janice L Peace Inc	31,454
Integrated Control Technology	90,687	Janicorp Building Maintenance Ltd	134,996
Integrated Decisions and Systems Inc	25,326	Japan Publications Trading Co Ltd	43,849
Integrated DNA Technologies Inc	134,073	Jart Holdings Ltd DBA: Ross Templeton	36,218
Intelligent Imaging Innovations	113,957	+ Associates	
Interad Weston	47,397	Jasmine Grewal Inc	82,004
Interior Health Authority	703,307	Jawaharal Nehru Medical College	25,421
Interior Technical Services Ltd DBA: Interior	436,336	Jeannie Wexler Consulting Inc	70,841
Energy & Air		Jeff Balin	32,676
Inter-Medico	161,657	Jelen Consulting & Coaching Inc DBA:	70,563
International Distribution Network Canada Ltd	27,020	Michaela Jelen	
International Institute for Business	25,676	Jensen Hughes Consulting Canada Ltd	119,731
Development Ltd			



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Jeol Canada Inc	\$ 1,842,253	Karo Group Inc	\$ 102,746
Jeremy Rifkin Enterprises	26,534	Katenies Research and Management Services	102,000
Jetti Services Canada Inc	34,551	Katherine E Paton MD Inc	103,839
JFR Concrete Repair & Waterproofing Ltd	705,139	Kavanagh, Alexander	39,508
JH Consulting DBA: Jane Hood	25,982	Kavcore Consulting	319,158
Jiong Wu Inc	33,403	K-Bro Linen Systems Inc	265,593
JJH Consulting	133,334	Keldon Electric Ltd	78,193
JM Engineering	59,923	Kendall/Hunt Publishing Company	90,444
JM Lang Professional Consulting	73,511	Kendeep Kaila MD Inc	36,687
JMS Consulting	34,949	Kennedy, Aaron	30,025
Joanne Turner	33,800	Ken's Custom Grading Ltd	80,114
John B. Hall Law Corporation	41,015	Kerr Wood Leidal Associates Ltd	27,039
John D Edworthy Inc	99,362	Kevin Arndt Consulting	43,404
John Deere Financial Inc	32,795	Kevin Inkpen	28,901
John Hemsworth Architecture Inc	102,043	Kevin Shi Inc	25,497
John Wiley & Sons Canada Ltd	726,636	Key Tracer Systems Inc	190,940
Johnsen Machine Company	32,561	Keystone Academic Solutions	32,646
Johnson Controls LP	464,839	Khanna, Vidur	32,288
Jones Lang Lasalle Real Estate Services, Inc	34,535	Kidane, Yitbarek Fantahun	48,915
Jordair Compressors Inc	87,627	Kids Brain Health Network	43,146
JPT America Inc	48,930	Kikkerland Design Inc	38,141
JQ Mechanical Corporation	166,583	Kilpatrick Townsend & Stockton LLP	43,092
JSTOR	68,848	Kilslaay Restaurant Group Ltd	213,145
JSV Architectural Veneering & Millwork Inc	56,045	Kinetic Construction Ltd	6,258,592
Juan J Ronco Inc	31,172	King Canada Operations Ltd	36,586
Juandesooka Enterprises	39,549	Kingston Construction Ltd	167,940
Jukebox Print Inc	45,306	Kinokuniya Bookstores of America Co Ltd	62,522
Julia Waring DBA: Julia Waring	63,217	Kirsten Reite Architect Inc	45,065
Communications		Kirstie Overhill Ltd	40,585
Julie Gordon	61,277	Klose, Lukas	25,809
Justice and Reconciliation Project	57,750	Knight Group, A Division of Pacific Sign Group	534,543
K and E Equipment Repairs	67,123	Inc	
K R I S Services	29,639	Knoll Medical Services Inc	26,978
K Ramanathan and C Taylor Inc	111,371	Koerner's Pub	64,148
K&K Food Services	194,324	Koka Architecture + Design Inc	130,838
Kachin Property (Greenrock)	176,286	Kolbert, Elizabeth	33,748
Kahunaverse Sports Group Inc	204,253	Kone Inc	128,358
Kal-West Mechanical Systems Inc	280,068	Kongsberg Mesotech DBA: Kongsbert	243,574
Kamps Engineering Ltd	33,023	Maritime	
Kane Consulting Partnership	31,457	Konica Minolta Business Solutions Canada Ltd	55,194
Kang, Kristopher	26,917	Koonkie Cloud Services Inc	45,965
Kanopy LLC	45,615	KPMG LLP	636,952
Karen Boodram DBA: Biomanna Consulting	67,879	K-Space Associates, Inc	60,446
Karen E. Forgie Inc	27,930	Ktour	27,001
Kari Paige Lamotte	127,765	Kuka Robotics Canada Ltd	119,291



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Kukri Sports Canada Inc	\$ 45,763	Lesley Erickson	\$ 64,832
Kups International LLC	45,216	Levitt Communications Inc	72,465
Kurt J Lesker Canada Inc	107,803	Lewis, Robert	28,863
Kwantlen Polytechnic University	39,977	Lexisnexis Canada Incorporated	258,192
Kwela Leadership and Talent Management	33,928	L'Hopital Maisonneuve-Rosemont	165,960
Kyla Hildebrand Inc	33,571	Liber Antiquus	28,345
Kylie Anne Williams	32,581	LI-COR Inc	182,856
L & J Graphics Corporation	31,389	Life Chemicals Inc	254,651
L Rebeca Rivera Inc	30,367	Life Fitness	46,693
Lab Products Inc	79,249	Life Technologies Inc	653,078
Laerdal Medical Canada Ltd	81,351	Lil'Wat Nation Lil'Wat Health	29,435
Lafayette Instrument	71,187	Linda Peritz	26,570
Lahav Executive Education Collier School of Management	124,327	Linde Canada	35,200
Lakshmi N Yatham Inc	27,731	Lindsay Bailey Law Corporation	50,000
Lamar Transit Advertising	29,897	Lindsay Bishop Inc	30,426
Lambda Labs	124,825	LinkedIn Ireland	148,562
Landscape Forms, Inc	49,977	Lionheart Sports	26,470
Lane Powell	61,189	Lions Gate Hospital	502,500
Lantern Films	56,286	Little Wolf Productions Inc	43,444
Laporte Engineering Inc	41,297	Livingston International Inc	1,667,308
Larlee Rosenberg Barristers & Solicitors	110,470	LMDC Building Code Consultants	145,384
Larson, Janice DBA: Muse & Effect Consulting	75,600	Lockmaster	74,978
Laser Valley Technologies Corp	79,453	Loews Hotel Vogue Montreal	73,068
Laura M. Kuypers Inc	31,030	Login Brothers Canada	386,922
Lavision Inc	71,455	Long and Mcquade Ltd	49,143
Lawson Health Research Institute	98,172	Long View Systems Corp.	7,340,826
LC Technology Solutions Inc	201,065	Lordco Parts Ltd	42,941
Leader Manufacturing Inc	50,190	Louise Novakowski Project Management Consultant	39,764
Leaders & Cie Conseils En Gouvernance	67,561	LPKF Laser & Electronics	38,855
Leaders International Executive Search	81,739	Lumerical Inc	111,925
Leadfx Inc	30,800	Luna Management Ltd	106,969
LEC Group	77,106	Lynch Bus Lines	28,617
Lecat's Ventriroscope LLC	26,943	M J Pawlowski and Associates	140,457
LECO Instruments ULC	29,811	M Squared Lasers Inc	188,166
Lee, Gibong	38,145	M.P.D.A. Specification Services Inc	87,833
Lee, Janson	32,208	Maccor Inc	48,073
Lefebvre Geologic Ltd	70,359	Macgougan, Bill	27,546
Legacy Advisors Law Corporation	120,273	Mack Kirk Roofing and Sheet Metal Ltd	505,326
Leica Microsystems (Canada) Inc	775,757	Macquarie Equipment Finance Ltd	1,180,760
Lekiu Importing Co Ltd	31,403	Macrogen Corp	47,223
Lemke, Helmut Michael	40,253	Macsailing Inc	62,661
Lenovo Global Technology (Canada) Inc	739,307	Maged Bakhet MD Inc	29,920
Leonard, Norma	58,694	Magee, Laura	64,972
Les Editions CEC Inc	56,177	Maggs Bros Ltd	50,608



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Magnolia Composites DBA: Bernard Maroney	\$ 25,200	Mecart	\$ 815,246
Magsaysay Center Mihca	28,050	Medhub, LLC	55,223
Mail-O-Matic Services Ltd	101,273	Mediacom Canada	4,052,101
Mainland Milk Delivery	78,491	Medical Services Plan of B C	2,247,717
Malcolm Mcmillan Enterprises Inc	42,074	Medical Undergraduate Society	111,263
Malvern Panalytical A Division	432,187	Medtach Inc	67,876
Mandel Scientific Co Inc	163,471	Meiklejohn Architects Inc	74,308
Manhunt Holdings Ltd DBA: Apple Valley	70,155	Meltwater News Canada, Inc	55,429
Promotions		Memory Express	46,402
Mannas, Miles	29,538	Mengistu, Tarikkassa	67,392
Manson, Ian	26,100	Mercer (Canada) Ltd	182,695
Marginmate Inc	25,859	Merck Canada Inc	209,657
Mark & Cut Sales	26,320	Meridian Onecap Credit Corp	25,057
Mark K Nigro Inc	37,217	Meso Scale Discovery A Division of Meso	262,213
Markham Medical Services	42,000	Scale Diagnostics LLC	
Marlowe Haskins Inc	60,607	Metagnosis Consulting Inc	311,427
Marquis Imprimeur Inc	142,635	Metanaut Labs Inc	66,818
Marsh Canada Ltd	1,241,898	Metrohm Canada	99,066
Martha Spencer Inc	32,452	Metropolitan Fine Printers	270,534
Martin C K Hosking Inc	25,597	Mettler-Toledo Inc	197,397
Maru Group Canada Inc	44,835	Mica Biosystems	28,642
Massachusetts Medical Society	31,961	Michael J P Lenizky	82,320
Massif Creative Inc	36,960	Michael Kenyon Inc	27,866
Masson Mcmillan Interior Design	118,150	Michael M Moran Frcsc Inc	28,381
Matakana Scaffolding BC Inc	43,671	Michael Smith Foundation for Health Research	210,400
Matrix Video Communications Corp.	1,416,824	Michael Wright Inc	57,667
Mavi Innovations Inc	36,513	Michael Yin-Cheung Tsang Inc	55,995
Maxim Property Services	250,917	Michele Wallcraft	131,417
Maxwell Floors Ltd	41,510	Micro Focus Software (Canada) Inc	229,052
Mayo Clinic	251,695	Microbial Movies	158,229
MBA Tour, Inc	124,895	Microbiome Insights Inc	66,140
Mbraun Inc	40,480	Microlab	28,682
McAllister Physiotherapist Corporation	39,042	Micropact Inc	131,458
Mcbrinn, Joanne	30,000	Microserve Business Computer Services	1,183,426
McCuaig & Associates Engineering Ltd	129,088	Microsoft Canada Inc	114,342
McElhanney Consulting Services Ltd	41,473	Midwest Ventures Ltd	103,420
McGill University	361,776	Mike Story DBA: Story and Company Pianos	56,665
McGraw-Hill Global Education Holdings LLC	562,695	MLabs BV	34,850
McGregor Hardware Distribution Ltd	211,481	Milano Coffee Ltd	104,003
McKenna Consulting, Inc DBA: Mary McKenna	37,911	Miles Employment Group Ltd	62,761
McLeod, Kevin	45,646	Miles, Gary	35,880
McMaster University	202,219	Miller Thomson LLP	79,660
McNeil, Hayden	40,883	Miller Titerle Company	54,852
McRae's Environmental Services	26,866	Miltenyi Biotec Inc	39,846
MCW Consultants Ltd	116,041	Mindwell U Training Inc	31,815



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Minister of Finance and Corporate Affairs of British Columbia	\$ 6,799,882	Muse & Effect Consulting	\$ 25,200
Minogue Medical	145,868	Musqueam Indian Band	44,236
Minoru Truck Bodies Ltd	57,158	Mustafa Toma MD Inc	30,570
Mish Guru US, Inc	27,520	MV Sport	69,123
Mitacs Inc	1,330,763	MVCC Video Communication	140,995
Mitchell Press Ltd	60,097	MW & Associates Advisory Services Ltd	277,042
Mitel Networks Corporation	82,680	Myjove Corporation	69,045
Mix The Bakery	74,352	Mypinder Sekhon Inc	31,361
MKD Janitorial Services and Consulting Ltd	185,974	Naisan Garraway Inc	35,507
MLT Aikins LLP	38,830	Nanion Technologies, Inc	44,458
MMK Consulting Inc	98,433	Nanostring Technologies	191,128
MNP LLP	96,258	Nasco Staffing Solutions	71,502
Modern Niagara Vancouver Inc	281,293	Nasmith, Trudy	33,407
Modern Paint and Floors Ltd	251,195	Nathaniel Hawkins Inc	79,619
Modo Labs Inc	40,857	National Arts Centre	25,753
Modu-Loc Fence Rentals Ltd	28,035	National Center for Social Sciences and Humanities	34,327
Molecular Devices LLC	233,720	National Instruments Canada	56,947
Molecular Vista	333,626	National Process Equipment Inc	34,234
Molecular You	50,351	National Source AV Inc	62,617
Molsoft	170,808	National Speakers Bureau	28,456
Monica Vucko	44,220	Nattana Dixon-Warren Inc	49,224
Monte Cristo Bakery	686,128	Natural Resources Canada	174,691
Moody's Canada Inc	46,200	Naturalpoint Inc	84,320
Moore Canada	134,952	Nature America Inc	36,191
Moore Edgar Lyster LLP	46,860	Nazmudin Bhanji Inc	29,978
Moran Technology Consulting, Inc	288,340	NCS Medical Inc	44,357
Morneau Shepell Ltd	657,266	NDN Partners Inc	122,300
Morrison Hershfield	105,081	Nello Law Library Consortium Inc	28,193
Morton Clarke & Company Ltd	70,187	Nelson Canada Ltd	1,480,634
Moshe Paper & Packaging Ltd	89,911	Nelson Education Ltd	43,161
Mount Saint Vincent University	46,969	Nelson\Nygaard Consulting Associates Inc	144,761
Mowat, Suzanne	40,000	Netapp Canada Ltd	1,456,000
Mozart School of Music	26,953	Netsch Canada Inc	51,890
MPS	950,977	New England Biolabs Ltd	77,920
MQN Architects	238,276	New Technologies & Consulting	144,619
MRDufort Sales Service	144,690	Newmark Systems, Inc	31,699
MTI Corporation	75,524	Newport Corporation	574,016
Mud Bay Drilling Company Ltd	167,404	Next Step Advisors Inc	109,943
Muehlboeck North America Ltd	280,098	Nexterra Systems Corporation	72,765
Mulesoft Inc	500,610	Nextgen Integrated Systems, Inc	78,026
Mumtaz Virji Inc	67,702	NGX Interactive	69,038
Munoz Carmona, Fernando A	90,733	Nick Milkovich Architects	835,009
Murray and Associates	29,553	Nidhi Sood Inc	37,802
Murray Paterson Marketing Group	69,445	Nightingale Health Ltd	66,518



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Nikkyu Japanese Restaurant	\$ 41,944	On Side Restoration Services Ltd	\$ 25,186
Nikon Canada Inc	152,250	One45 Software Inc	221,032
Nion Company	3,267,372	Online and Ontime	29,504
Nirvair Levitt Inc	43,410	Onrot, John	38,850
Nizzy's Cafe and Catering	35,715	Ontario College of Art and Design	32,467
NL Medication Management Inc	28,140	Opal-Rt Technologies	29,910
Nobel Biocare Canada Inc	31,332	Open Storage Solutions	86,519
Noble British Columbia	88,801	Openeye Scientific	69,423
Noldus Information Technology Inc	95,171	Openroad Communications Ltd	96,609
Nono Inc	605,527	Optimo1 Consulting Inc	46,589
Norges Idrettshogskole	26,000	Opti-Tech Scientific Inc	45,449
Norquest College	113,727	Oracle Canada ULC	1,634,501
Nortech Parking Systems Inc	35,831	Orbis Communications Inc	41,580
North Robotics Inc	493,382	Orkin Canada	38,322
North Shore Multicultural Society	41,649	Osler, Hoskin and Harcourt LLP	97,898
Northern Building Supply Ltd	25,920	Otis Canada Inc	42,376
Northern Health	391,699	Ottawa Hospital Research Institute	159,289
Northhill Creative Communications Inc	29,741	Otto Harrassowitz GmbH & Co. KG	212,138
Northridge Tri-Modality Imaging Inc	140,516	Oughtred Coffee & Tea Ltd	32,155
Northwestern Systems Corp	38,061	Ouray Sportswear LLC	106,833
Norton Rose Fulbright Canada LLP	74,446	Outline Graphic Design Inc	43,254
Nova Scotia Health Authority	77,425	Overhead Door Company	40,859
Novatech Analytical Solutions	38,522	Ovey D. Yeung	29,348
NRG Research Group Inc	44,000	Ovid Technologies Inc	63,718
NTM Consulting Services Inc	75,452	Oxford Properties	118,142
Nuaire Inc	78,303	Oxford University Press	740,136
Nucor Environmental Solutions Ltd	103,287	Oyen Wiggs Green and Mutala	365,417
Nudelman Rare Books	100,148	Ozgene Pty Ltd	29,700
O C L C Inc	94,553	P R Bridge Systems	79,133
O N M Panton Ltd	30,877	P. Rahmani Gorji Inc	32,707
Oakcreek Golf and Turf Inc	55,187	Pace Chemicals Ltd	29,577
Objex Unlimited Inc	32,321	Pacific Adventure Learning	83,035
Oceanic Micro-Hatcheries Inc	86,000	Pacific Blasting & Demolition Ltd	152,735
OCI Vacuum Microengineering	95,489	Pacific Coast Catering Group	45,818
OCLC Inc	36,065	Pacific Coastcom Communications Inc	63,832
OCS America Inc	27,767	Pacific Industrial Movers Pro-Tech Industrial Movers	160,699
Ohio State University Medical Center	98,458		
Okanagan Fire Protection Services Ltd	42,223	Pacific Integration Multimedia	25,052
Old Dutch Foods Ltd	34,177	Pacific Nephrology Group	353,735
Olympic International Agencies Ltd	125,879	Pacific Newspaper Group	29,592
Olympus Canada Inc	486,543	Pacific Powertech Inc	28,684
Omatic Software	100,172	Pacific Restaurant Supply Inc	396,644
Omicron Canada Inc	71,532	Pacific Sign Group Inc DBA: Knight Signs	183,640
Omineca Medical Clinic Inc	31,634	Pacwill Environmental	105,021
Omni Logic Solutions Inc	65,666	Paisley Products of Canada Inc	38,903



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Pal Technologies Ltd	\$ 27,140	Philips Healthcare	\$ 3,953,260
Paladin Security Group Ltd	58,594	Phillips Hager and North Investment	573,482
Paladin Technologies Inc	38,071	Management Ltd	
Palindrome Consulting Inc	95,226	Phoenix Lidar Systems, LLC	122,582
Panabo Sales Ltd	87,155	Phoenix Scientific Inc	28,493
Panmun Company Ltd	32,236	Phoenix Technology Group, Inc	599,193
Panopto Inc	36,041	Phoenix Tent and Event Rentals	66,834
Paramed Medical Systems Inc	98,897	PHS Community Services Society	49,454
Parent and Child Health Initiative	36,409	Physical Science Innovations Corporation	474,090
Park Systems Inc	144,577	Pieoneers Software Inc	265,356
Parkland Refining (B.C.) Ltd	452,239	Pierre Dil Inc	36,782
Parvomedics Inc	102,957	Pine House Bakery Enterprises Ltd	35,318
Patch Computers Ltd	41,630	Pinton Forrest & Madden Group	363,932
Pathonix Innovation Inc	120,961	Piteau Associates	26,952
Pathway Industries Inc	131,040	Pixel Salad Studio	29,390
Pathways Abilities Society	53,761	PJS Systems Inc	768,187
Patterson Dental Canada Inc	47,667	Plaid Consulting Inc	39,847
Pattison Outdoor Advertising	81,945	Planet Clean	507,058
Paul Mullins Inc	29,295	Planet Labs Geomatics Corp	39,072
Paul Ro Dental Laboratory	71,835	Planmeca Oy	82,580
Paypal	61,216	Plasma Etch Inc	42,516
PCM Canada	34,405	Platform.Sh	76,939
Peak Networks.Ca	76,606	Plia Film Productions	33,490
Pearson Canada Inc	1,410,042	Polarean, Inc	201,006
Pedersen Event Rentals	237,264	Pollan, Michael	67,530
Pedre Contractors Ltd	127,050	Potluck Cafe and Catering	37,431
Peerless Engineering Sales Ltd	46,576	Powell, Lane	45,126
Peka Enterprises Ltd	79,992	Power Flagging & Traffic Control DBA: Power	174,030
Penguin Random House Canada	247,605	Earth Management	
Penske Truck Leasing Co., L.P.	48,210	Power Vac	87,392
Pentel Stationery of Canada Ltd	42,989	Practicon Inc	41,902
People Analytics	195,507	Praxair Distribution	268,472
Peqish Food Company Inc	477,141	Pre Labs Inc	45,450
Perfectmind Inc	38,332	Precise Solutions	487,367
Perkinelmer Health Sciences Canada, Inc	342,308	Predator Ridge	26,280
Perkins + Will Company	233,849	Printcraft Solutions Ltd	76,272
Perlmutter, Michael	33,042	Prism Engineering Ltd	112,065
Perrett Laver Inc	82,320	Prism Rbs LLC	167,130
Pesme, Jacques-Olivier	44,765	Pro Master Heating & Air	113,008
Peter Friend Corporation	26,180	Proactive Resolutions Inc	32,384
Peterson Commercial Property Management	253,996	Procure Health Services Inc	32,250
Inc		Proctorio Inc	39,354
Petrokleen Division of Pac Rim Filtration	90,061	Production Power Corporation	51,379
Services		Professional Association of Managing Agents	185,150
PFS Studio	273,326	Professional Choice Uniform Co	42,248



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Professional Competencies Enterprises Inc	\$ 76,497	Radisson Hotel Vancouver Airport	\$ 72,899
Professional Engineers and Geoscientists of British Columbia	31,321	Railtown Catering	50,950
Progressive Messenger Ltd	52,011	Rain City Renovations	26,856
Project 8 Consulting	32,116	Raincoast Book Distribution	107,148
Pro-King Construction Ltd	170,605	Ram Mechanical Ltd	249,243
Promega Corporation	50,712	Rambow Mechanical Ltd	41,880
Promo Plus Advertising Inc	48,585	Rame-Hart Instrument Co	29,301
Proquest	458,191	Ramsay Worden Architects Ltd	32,962
Proscenium Architecture and Interiors Inc	65,808	Ran D Goldman, M.D.Inc	61,195
Prosci Canada, ULC	48,878	Rapid Genomics LLC	117,290
Proshow Audio Visual Broadcast	419,372	Rasmussen Bindery	55,496
Prospero Intl Realty Inc	92,350	RCH Internal Medicine Education Fund	45,580
Protec Dental Laboratories Ltd	42,953	RCH Neurology Research & Education Fund	102,916
Protec Installations Group	60,090	RCH Building Science Inc	43,862
Protect International Risk & Safety Services Inc	25,360	RE Search + Design	100,570
Proteinsimple	121,586	Read Jones Christoffersen Ltd	217,318
Protocol Business Solutions Ltd	25,723	Real Estate Council of British Columbia	957,282
Providence Health Care Research Institute	6,373,590	Receiver General for Canada	55,751,672
Providence Health Care Society	6,770,149	Reconyx	75,332
Providence St. Joseph's and St. Michael's Health Care	73,940	Red Pine Outdoor	43,765
Provincial Health Services Authority	5,897,326	Red Sea Automotive FZCO	35,128
Provision GmbH	30,634	Reece, Skeena	25,300
PSC Inc	104,381	Reed Point Marina Ltd	33,480
Pupil Labs GmbH	39,484	Reflex Instrument North Americ	162,249
Purolator Inc	161,660	Refrigerative Supply	31,665
Pushor Mitchell LLP	442,411	Regan Ebbeson Pediatrics Inc	26,267
Pyper Infrastructure Management Ltd	205,912	Regents of The University of Michigan	50,685
Qiagen Inc (Canada)	203,453	Reliability Efficiency&Optimiz	133,282
Qless Inc	42,921	Renouf Publishing Co Ltd	48,505
QRX Technology Group Inc	80,207	Reotech Construction	231,952
QS Quacquarelli Symonds Ltd	280,001	Research Co	36,803
QS Unisolution Ltd	50,689	Research International, Inc	34,815
Quality Move Management Inc	977,792	Residence Inn Downtown Vancouver	68,117
Qualtrics LLC	159,721	Resilience Software Inc	71,517
Quanterix Corporation	88,667	Response Biomedical	105,000
Quantum Design Inc	288,386	Restwell Mattress Company	167,676
Queen's Collegiate	174,243	Rethink Communications Inc	167,603
Quench Canada, Inc	26,261	Revenue Services of British Columbia	31,813
Quest Software, Canada	38,136	Revolution Resource Recovery Inc	66,657
Quo Vadis International Ltd	25,811	Reynolds, Robert P	47,840
R Prowse & Associates Inc	305,950	RFS Canada	250,373
Radiometer Canada	30,832	Richard Arseneau Inc	88,644
		Richard W. Grounds	165,404
		Richards Buell Sutton	998,876
		Richardson, Joanne	26,815



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Richelieu Vancouver	\$ 29,947	Ruth Macredmond Inc	\$ 25,769
Richmond Blacktop Ltd	55,650	RWA Group Architecture Ltd	67,308
Ricoh Canada Inc	335,761	RWDI Air Inc	63,529
Rideau Recognition Solutions Inc	28,145	Ryder Architecture (Canada) Inc	125,843
Rigaku Americas Corporation	418,997	Ryerson University	47,373
Right Management Inc	98,357	Rypkema Counselling and Mediation Services Ltd	30,952
Riipen Networks Inc	25,200	S B Beerman Inc	74,161
Rim, To Myong	28,272	S H Isserow Inc	27,695
Rimini Street, Inc	1,090,672	S Karger Ag	32,734
Ringrose, Timothy	28,035	S&P Global Market Intelligence	139,848
Rise Women's Legal Centre	155,000	S&T Squared Consultants Inc	31,500
Rissling Services Ltd	2,001,755	S.I. Systems Ltd	344,084
Ristech Information Solutions Ltd	25,173	SAE	39,489
Ritchie Smith Feeds Inc	583,180	Safeguard World International Ltd	205,097
River Rock Casino Resort	43,435	Sahuri & Associates Architecture Inc	74,025
Robert Ashton	50,180	Sai Life Sciences Ltd	169,284
Robert D Sebastian M.D. Inc	48,415	Saint Bernadine Mission Communications Inc	65,353
Robert Half Technology	25,253	Salesforce.Org	336,717
Robert Saona Inc	25,171	Salishan Catering Ltd	71,738
Roche Diagnostics	123,487	Salmon's Rentals Ltd	64,741
Rochemartin Ltd	125,867	Salmon's Transfer Ltd	141,986
Rocky Point Engineering Ltd	123,286	Samco Printers Ltd	38,555
Rodus International Corp	52,080	Samuel Broome Medical Services Ltd	31,484
ROGERS	484,026	Sandra Huish Inc	84,659
ROI Rocket.Com, LLC	31,949	Sandrix Technologies Inc	27,904
Rollins Machinery Ltd	223,447	Sannam S4 Consulting Private Ltd	128,603
Ron Allen Architect Inc	78,214	Sanofi Pasteur Ltd	48,329
Ron Mark Hiebert	82,610	SAP Canada Inc	40,000
Rona Revy Inc	83,197	Saputo Dairy Products Canada G.P	769,380
Ronald R. Lindstrom	40,074	Sarah Ripplinger	27,248
Room B Design & Manufacturing	66,669	Sasco Contractors Ltd	439,163
Roper Greyell LLP	534,665	Saskatchewan Polytechnic	75,198
Rosengarten, Herbert	78,892	Saskatchewan Real Estate Commission	51,825
Rosewood Hotel Georgia	54,758	Sauve, Laura	44,895
Roslyn Goldner Law Corporation	175,012	Savoury Chef Foods Ltd	31,955
Roth, Kathe	28,476	Savoury City Foods Ltd	59,480
Roxon Medi-Tech	65,946	Sawchuk Developments Company Ltd	2,430,466
Royal Columbian Hospital	34,628	Sbc Insurance Agencies Ltd	54,920
Royal Vancouver Yacht Club	28,198	Scalar Decisions Inc	10,593,792
RPG - Resource Planning Group Inc	185,642	Scanco USA, Inc	30,000
Rubin Thomlinson LLP	25,155	Schneider Electric Canada Inc	77,911
Rui Silva DBA: C2Ban	105,919	Scholarship America	144,443
Rural Coordination Centre of British Columbia	35,181	School District No 23 - Central Okanagan	41,272
Russell Communications	50,516	School District No 33 - Chilliwack	26,843
Russell Hendrix Foodservice Equipment	139,108		



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
School District No 36 - Surrey	\$ 166,872	Shearn Delamore & Co	\$ 31,527
School District No 37 - Delta	26,544	Shell Energy North America (Canada) Inc	98,275
School District No 38 - Richmond	173,681	Shepell Care	952,932
School District No 39 - Vancouver	344,683	Shepherd, Catherine E	43,539
School District No 40 - New Westminster	132,699	Sheraton Vancouver Airport Hotel	111,312
School District No 41 - Burnaby	66,263	Sheraton Vancouver Wall Centre Hotel	192,967
School District No 42 - Maple Ridge & Pitt Meadows	45,807	Sherwood, Leonard	30,390
School District No 43 - Coquitlam	149,508	Shibley, Chris	32,000
School District No 44 - North Vancouver	133,411	Shimeles Woldegiorgis, Tekola	33,213
School District No 45 - West Vancouver	137,359	Showmotion Inc	101,848
School District No 62 - Sooke	33,480	Showtech AVL Systems Inc	91,362
School District No 72 - Campbell River	25,362	Shred-It International ULC	37,299
Schreder Inc	257,433	Siemens Canada Ltd	279,646
Schrodinger, LLC	231,667	Siemens Healthcare Ltd	85,363
Schroeder, Joanne	74,007	Sigma Eight	47,388
Scienta Omicron, Inc	1,787,015	Sigma Space Corporation	32,446
Scientek Technology Corporation	28,184	Signals Design Group Inc	122,259
Scientia Ltd	48,536	Silex Restorations Ltd	391,650
Scott Construction Ltd	40,999,157	Silver Blue Traders (1997) Inc	59,585
Scott, Tracy	31,328	Silver Valley Plbg and Mechanical Ltd	28,530
SDM Realty Advisors Ltd	2,555,421	Simed Management	92,208
Seaforth Construction Ltd	656,194	Simon and Schuster Canada	40,393
Search Inside Yourself Leaders	69,581	Simon Duffy	32,200
Securiguard Services Ltd	426,521	Simon Fraser University	1,921,494
Sekhon, Harprit	26,654	Simon J Warner Medical Inc	43,329
Sensit Technologies, LLC	41,757	Simoneau & Sterling Inc	126,763
Sensus Communication Solution Inc	25,082	Simonite, Blair	31,500
Service Systems for Research Corporation	267,489	Simply Curries Inc	146,417
SES Consulting Inc	29,309	Simpson, Christine	30,513
Seymour Management Consulting	73,795	Simutech Group	63,466
SFR Magnifying Nanoscience	262,495	SJC Culinary Service	94,772
SGS Canada Inc	26,570	Sky-Hi Scaffolding Ltd	40,942
Shahin Jamal Inc	46,067	Skylark Management Corp.	33,600
Shane Arishenkoff MD Inc	45,225	Smart and Biggar	382,363
Shane Glover	38,210	Smart, Savvy and Associates Inc	68,040
Shanghai Jiao Tong University	336,609	Smartbear Software Incorporated	75,891
Shanghai Tuqing Information Company Ltd	45,112	SME Strategy	32,592
Shannon Wires Inc	25,684	Smith + Andersen (Vancouver)	48,284
Sharemuch Software Corp.	47,250	Smith Bros & Wilson (BC) Ltd	1,012,068
Sharon Gulbranson Enterprises	68,221	Smith, Tonya	28,990
Sharper Marketing	174,810	Snap Marketing Inc DBA: Snap Printing	36,001
Shatex Manufacturing Corporation	41,362	Snap Technologies Inc	285,306
Shaughnessy Golf and Country Club	35,342	Snow Cap Enterprises Ltd	316,993
Shaw Cablesystems GP	655,293	Snowhouse Solutions Inc	166,554
		SOCAN	26,285



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Social Science Baha Services PVT Ltd	\$ 36,441	Steelhead Contracting Ltd	\$ 75,364
Sonic Shock Corporation	31,977	Stellarnet Inc	52,498
Soper's Supply Ltd	122,141	Stemcell Technologies Inc	94,061
Soquelec Ltd	109,235	Stephanie Innes DBA: Manage To Engage Consulting	31,978
Sorau Construction	85,082	Stephen C Lunsford	33,300
Sound Waves Entertainment Network Ltd	250,795	Stericycle ULC	31,903
Source Floor Specialties Inc	27,669	Steris Canada Sales ULC	373,581
Source Office Furniture & Systems Ltd	449,104	Sterling Fence Company Ltd	28,691
South Bay Properties	39,879	Steven Wong	57,495
Southwest University of Political Science and Law	42,820	Still Interpreting Inc	147,214
Sparrow, Brent	132,700	Stoelting Company	26,110
Sparrow, Debra	26,050	Stolat Consulting Co	40,275
Spatial Vision Group Inc	75,197	Straumann Canada Ltd	46,249
Speakers' Spotlight	25,249	Student Union of UBC Okanagan	1,268,039
Spectra Research Corporation	60,390	Studio Hub Architects Ltd	179,948
Spectrum Dental Laboratory Ltd	29,655	Stylus Made To Order Sofas	91,492
Spectrum Painting Ltd	643,125	Subway Franchise Advertising Fund Trust	48,415
Spectrum Window Coverings Ltd	43,701	Subway Franchise Systems of Canada Ltd	86,071
Spencer Quon	28,508	Subway Rang Enterprises Ltd	40,519
SPIE	39,801	Sudden Technologies	47,138
Spirit Products Ltd	43,801	Sumas Environmental Services Inc	92,694
Sport Maska Inc	123,976	Sun Life Financial Association and Affinity	42,532,478
Sports Exchange	141,566	Sunbelt Rentals Inc	33,268
Sports Unlimited	56,357	Super Save Fence Rentals Inc	39,207
Springer Nature America, Inc	446,975	Super Save Fuels	40,043
Sprott Shaw College Richmond	42,665	Superior City Services Ltd	289,792
SSQ Insurance Company Inc	52,155	Superior Propane Inc	28,261
St. Michael's Hospital	118,583	Super-Save Disposal Inc	50,119
St. Paul's Hospital	241,371	Supportlink Systems Inc	74,039
Staedtler Mars Ltd	26,284	SurveyMonkey Europe	110,565
Staff Pension Plan of UBC	48,675,448	Susan Broadbear	52,000
Stafford House Chicago USA	27,189	Susan Mills	32,214
Stagefab Custom Manufacturing Inc	25,481	Sustainable Refrigeration and Air Conditioning	53,879
Standard and Poor's	25,095	SW Event Technology	123,894
Standard Textile Co Inc	44,096	SWA Toronto L.P. The Westin Harbour Castle, Toronto	32,171
Stanford Research Systems Inc	59,542	Sylvan Vale Nursery Ltd	29,299
Stanford University	32,222	Symlicity Corporation	172,392
Stanley Black & Decker Canada Corporation	98,812	Synnex Information Technologies Inc	223,435
Stanley Security Solutions	108,205	Sysco Food Services of Vancouver Inc	983,631
Stantec Consulting Ltd	477,105	Sysco Guest Supply Canada Inc	187,161
Star Pro Chemicals Inc	80,063	Sysmex Canada Inc	76,160
Starbucks Coffee Canada Inc	1,822,880	Systems for Research Corp	8,133,108
Statistics Canada (Sc)	65,209	Szeto Enterprises Ltd	165,012
Steele Electric (2001) Ltd	448,869		



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Szeto Law Corporation	\$ 93,792	The Boulevard Coffee Roasting Company	\$ 26,186
T A Instruments Inc - Waters LLC	62,841	The Brick Warehouse LP	483,722
T. Page Consulting Inc	43,377	The Clearview Group Solutions for Health Inc	154,754
T2 Systems Canada Inc	108,754	The Community Against Preventable Injuries	320,762
TA Instruments Waters LLC	297,319	The Creative Group	100,400
Tableau Software Inc	54,319	The Director, Nimhans	97,854
Talent Bureau	28,159	The Douglas Stewart Company Inc	41,109
Tamarac Filmworks Ltd	153,481	The Driving Force Inc	58,821
Tame Geek Network Solutions Inc	25,242	The Georgia Straight	45,488
Tandi Wilkinson	47,489	The Hackett Group Canada Inc	45,376
Tao Connect, Inc	28,233	The Hong Kong University of Science and Technology	120,091
Tapestry Music Ltd	36,287	The Human Enterprise	57,614
Tara Sedlak MD Inc	46,429	The Humphrey Group Inc	185,866
Target Specialty Advertising Inc	63,314	The Jackson Laboratory	56,285
Taxi Canada Ltd	979,958	The Knowledge Partnership	67,410
Taylor, Lara Maude	35,459	The Lavin Agency Ltd	380,912
Taylor and Francis Group LLC	241,238	The Lazy Gourmet Inc	240,533
Team Projects Inc	25,775	The Main Ingredient	31,354
Tecan US	58,159	The Mason Group	28,875
Tech Data Canada Inc	124,865	The Michael J. Fox Foundation	107,640
Technical Safety BC	175,256	The Neutral Zone Coaching and Consulting Services Inc	48,080
Techno Signz Ltd	40,530	The Northern Trust Company, Canada	221,932
Techwave Distribution Inc	41,565	The Peake of Catering Ltd	1,184,788
Tecniplast USA, Inc	108,301	The Silvagro Partnership	75,850
Teema Solutions Group	617,265	The Society of Obstetricians and Gynaecologists of Canada	29,888
TEK Services Group Inc	31,465	The Sutton Place Hotel, Vancouver	29,802
Teksystems Canada Corp./Societe	3,345,161	The TDL Group Corp.	524,693
Teksystems Canada		The Verna J Kirkness Education Foundation	30,000
Telkin Corp	51,072	The Westin Calgary	53,012
Telus Communications B C Ltd	277,154	The Yerba Mate Co Distribution, ULC	96,484
TEPTH (The Exam Preparation and Testing House)	229,590	Thermo Fisher Financial Servic	35,121
Terminal City Club	32,535	Thermo Fisher Scientific	94,091
Terra International Food Inc	27,403	Thermo-Calc Software Inc	29,138
Testforce Systems Inc	151,868	Thieme	40,734
Texas A&M University	795,658	Thinkingbox Media & Design Inc	47,401
Textile Image Inc	35,562	Thomas Skinner and Son Ltd	420,458
TGMT Systems Inc	25,410	Thomson Reuters Canada	890,499
The Active Network Ltd	79,957	Thorlabs Inc	88,119
The Aids Support Organisation (TASO)	30,392	Three Two Consulting	38,638
The Alliance for Responsible Mining Foundation	71,997	Thrive Digital	108,062
The AME Consulting Group Ltd	134,751	Thyssenkrupp Elevator	113,154
The Arbutus Club	43,132	Tina Webber Inc	90,008
The Banff Centre	2,299,077		



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
TMP Worldwide	\$ 42,883	UIBE International Education Ltd	\$ 31,564
Tom Lee Music Company Ltd	71,473	Ukagu Enterprise	72,026
Tomko Sports Systems Inc	39,223	Uline Canada Corporation	68,353
Top Flight Inc	62,452	Umaknow Solutions Inc	45,722
Tops Products	71,498	Unbound Medicine Inc	29,649
Tops Total Office Products Ltd	112,866	UNFI Canada Grocery West	244,583
Toronto Institute of Pharmaceutical Technology	27,418	Ungerboeck Systems International Incorporated	40,159
Total Impact Advisors Canada Inc	25,316	Unifirst Canada Ltd	81,947
Tourism Whistler	114,977	Unigraphics Manitoba Ltd	32,984
TPS Consulting Ltd	121,170	Uninature Dental Enterprise British Columbia Inc	35,124
Trade Factors Overseas Ltd	167,025	United Electrical Systems	80,426
Trane Canada ULC	479,676	United Irrigation and Landscaping	669,045
Transcold Distribution Ltd	149,490	United Painting Ltd DBA: The United Group Project Management	28,911
Translink	146,134	United Rentals of Canada Inc	175,860
Transpectives	26,517	United Way of The Lower Mainland	28,633
Transtar Supply	54,848	Univar Canada Ltd	97,352
Transworld Imports Inc	285,612	Universal Handling Equipment Company (Red Deer) Ltd	76,914
Tri Literal LLC	48,369	Universal Show Services Ltd	88,244
Tribal Ddb	489,380	Universidad De Chile	40,850
Tribal Systems Canada Ltd	551,077	Universidad Peruana Cayetano Heredia	27,796
Triebold Paleontology, Inc	98,931	Universitas 21 Lbg	131,160
Trilateral Inc	76,535	Universite De Montreal	184,476
Trinity Group Partners	126,212	Universiteit Gent	70,260
Trios College Hamilton	30,886	Universities Canada	299,156
Tripp, Thomas M	31,155	University Golf Club	258,939
TRIUMF	1,615,884	University Health Network	102,417
Trotter and Morton Building Technologies Inc	335,675	University Market Place Development Partnership	42,892
Trouw Nutrition - Hi Pro Feeds	37,833	University Neighbourhood Association	1,992,223
Trudell Medical Marketing Ltd	84,879	University of Alberta	188,024
True Hoshin Consulting Inc	31,398	University of Birmingham	29,645
Trustees of The University of Pennsylvania	176,582	University of Calgary	124,496
Truven Health Analytics Inc	61,691	University of Chicago	155,421
TSE Systems	38,998	University of Eastern Finland	30,255
Tugboat Group	133,488	University of Manitoba	180,371
Tundra Research	29,473	University of New Brunswick	39,137
TYCO Integrated Fire and Security Canada Inc	38,033	University of Northern B C	339,582
U Sports	86,856	University of Oklahoma	49,813
UAP Inc DBA: NAPA	33,814	University of Ottawa	114,349
UBC Aqua Society	28,479	University of Saskatchewan	208,124
UBC Faculty Pension Plan	43,256,090	University of Toronto	759,788
UBC Graduate Student Society	120,037		
UBC Pension Plan - Supplementary Agreement	4,795,750		
UBC Properties Investments Ltd	37,338		
UBC Properties Trust	106,221,933		



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
University of Victoria	\$ 1,129,683	Via Display Graphics	\$ 170,717
University of Washington	118,203	Victor F Huckell Inc	51,642
University of Western Ontario	78,118	Victoria Cardiac Arrhythmia Trials Inc	36,650
University, Queen's	333,591	Victory Creative Group, Inc	31,500
UPS Canada	232,700	Vidcom Communications Ltd	168,485
Uptime Industrial Inc	30,133	Vidcruiter	42,333
Urban Arts Architecture	116,067	Vilcap, Inc, DBA: Village Capital	33,093
Urban Racks	50,072	Village Gate Homes Ltd	242,417
Urban Strategies Inc	244,375	Vinay Dhingra Inc	30,614
Urban Systems Ltd	105,873	Virginia Devonshire Inc	58,008
US International Education Association	29,903	Virtual Chemistry Inc	100,117
UVic-Genome BC Centre	27,144	Vision Critical Communications Inc	45,077
V Tape	25,085	Vista Higher Learning Inc	120,062
Vacuum Products Canada Inc	41,519	Vital Source Technologies	30,700
Valley Power Line Contracting Ltd	37,585	Vivussoft Technologies	31,513
Valorum Data, LLC	47,908	VMock Inc	90,216
Van Houtte Coffee Services Inc	75,721	Volante Software	34,998
Van Sandwyk, Charles	34,333	VWR International Company	910,439
Vancouver Aquarium	36,261	W G Honer MD Inc	113,418
Vancouver Coastal Health Authority	13,086,875	W Shirley Sze Ltd	27,948
Vancouver General Hospital	62,016	W W Norton & Company Inc	32,349
Vancouver Island Conference Centre	117,963	Walker, Magee	80,372
Vancouver Island Health Authority	444,988	Wasatch Photonics, Inc	33,739
Vancouver Island Neurosurgical	31,336	WATERAX	37,464
Vancouver Marriott Pinnacle	227,287	Waterfront Cafe & Catering Corp.	26,030
Vancouver Opera	167,241	Watertec Irrigation Ltd	69,728
Vancouver Orthopaedic Trauma Society	46,989	Watson Advisors Inc	36,749
Vancouver Pacific Swim Club	35,112	Wave Corporation	32,812
Vancouver Plastic Surgery Education Society	180,424	We Are Social Ltd	81,500
Vancouver Public Library	36,475	Weber Supply Company Inc	4,108,961
Vancouver Umbrella Inc	30,803	Weiss Technik North America, Inc	69,208
Vancouver Writers Fest	26,750	Wells Fargo Trade Capital Services Inc	27,881
Vanguard Ip LLP	56,762	Wendel's True Foods	41,582
Vantage Point	25,007	Wendy Mann	53,138
Varsity Collection	59,214	Wenqi, Li	94,510
Varsity Computers & Services Inc	160,329	Wesbrook Properties	76,900
VC Structural Dynamics Ltd	29,224	Wesco Distribution Canada Inc	96,796
VCA Inc DBA: Rain 43, Rain 49, Rain 51	49,768	West Coast Elevator	1,308,270
Vectronic Aerospace Gmbh	74,079	West Coast Foodpak Systems Ltd	26,724
Veeco Instruments Inc	2,275,898	West Coast Institute	52,029
Velasquez, Patricio Colon	54,725	West Coast Reproduction Centres Ltd	231,782
Vernacular Design Inc	117,017	West Coast Rock and Waterfall	38,736
VGH and UBC Hospital Foundation	31,714	West Net Communications Inc	41,011
VGH Trauma Education Fund	38,890	West Pacific Consulting Group	587,234
VH Anesthesia Services Ltd	61,161	Westburne Electric Supply (BC) Ltd	64,312



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF PAYMENTS FOR GOODS AND SERVICES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Westcana Electric Inc	\$ 47,007		
Western Canadian Universities Marine Sciences Society	191,400		
Western Pacific Enterprises Ltd	193,978	Accounts greater than or equal to \$25,000	\$ 943,817,988
WestGrid	1,097,895	Accounts under \$25,000	\$ 80,619,733
Westin Bayshore Vancouver	406,473	Total	\$ 1,024,437,721
Westin Whistler Resort and Spa	168,047		
Westport Manufacturing Company Ltd	166,309		
Westridge Quarries	28,592		
White Spot Restaurants	196,233		
William Hogg Consulting Corporation	83,680		
William J Heath DBA: Bill Heath Films	37,580		
William S Hein & Company Inc	61,496		
Windsure Adventure Watersports	37,574		
Winnipeg Regional Health Authority	55,476		
Wisent Environmental Inc	77,199		
Wismettac Asian Foods	504,628		
WMW Public Architecture and Communication Inc	285,856		
Wolseley Mechanical Group	67,347		
Women and Hiv Research Program	57,999		
Women's College Hospital	35,250		
Women's Health Research Institute	93,152		
Wood and Function	42,134		
Workday Ltd	5,201,161		
Workers Compensation Board	3,803,304		
World Courier of Canada Ltd	29,622		
Worldwide Books Corporation	51,045		
Worleyparsons Canada Services	205,501		
Wosks Coffee Services Ltd	48,766		
Wsp Canada Inc	97,077		
WWYW Holdings Ltd	31,390		
Xerox Global Services	3,950,365		
Xibita / The Portables	159,055		
Xpresstest	81,145		
XYNA International High School Brampton	140,068		
YMCA of Okanagan Association	34,561		
YMCA Southwestern Ontario London	36,822		
Yougov Polimetrix Inc	42,595		
Youvisit LLC	27,034		
YRC Freight	117,816		
Yvan Lamarche	29,238		
Zaiput Flow Technologies	29,105		
Zenith Commissioning Consulting	26,607		
Zookaz Kaffe	52,829		



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF GRANTS PAID TO OTHER AGENCIES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount		Amount
Abcellera Biologics Inc	\$ 648,416	London School of Economics and Political Science	\$ 265,230
Alliance for Sustainable Energy LLC	100,185	Lunenfeld-Tanenbaum Research Institute	80,000
Alma Mater Society of UBC	154,717	Makerere University	866,895
Arthritis Research Centre of Canada	835,829	Maternal Infant Child and Youth Research Network	70,690
BC Cancer Agency	143,016	Mccreary Centre Society	112,548
Bloodworks Northwest Research Institute	76,744	McGill University	2,034,897
Boston Medical Center	49,940	McMaster University	891,266
Brazilian Center for Research in Energy CNPEM	39,516	Michigan State University	32,961
British Columbia Society for the Prevention of Cruelty to Animals	60,000	Mitacs Incorporated	265,275
Brown University	36,933	Monterey Bay Aquarium Research Institute	56,212
Bruyere Research Institute	77,379	National Health Laboratory Services	38,400
Canadian Food Inspection Agency	54,502	National Research Council Canada	49,000
Canadian Light Source Inc	363,877	National Semi-Arid Resources Research Institute	30,171
Carleton University	55,104	Nova Scotia Health Authority	44,899
Carrier Sekani Family Services	52,000	Ohio University	388,505
Centre De Recherche En Sciences Animales	119,273	Oregon Health and Science University	117,762
De Deschambault		Ottawa Heart Institute Research Corporation	347,682
Centre Hospitalier De L'Universite De Montreal	136,321	Pacific Gastroenterology Associates	57,500
Children's and Women's Health Centre of British Columbia	194,996	Pennsylvania State University	27,664
Chu Sainte-Justine	130,330	Provincial Health Services Authority	924,595
Community Based Research Centre Society	25,500	Purdue University	67,401
Concordia University	50,000	Queen's University	337,578
Copenhagen Business School	82,000	Rick Hansen Institute	26,042
Curtin University	40,000	Rick Hansen Man In Motion Foundation	738,566
Dalhousie University	417,826	School District No 37 - Delta	37,500
Ecole Polytechnique De Montreal	192,695	Simon Fraser University	1,132,265
Emily Carr University of Art and Design	137,000	Spinal Cord Injury - BC	40,000
Emory University	136,747	St. Michael's Hospital	233,815
Fundacao Manhica	259,920	Statistics Canada (SC)	160,650
Georg Och Eva Kleins Insamlingsstiftelse	75,462	Sunnybrook Research Institute	27,750
Hamilton Health Sciences Corporation	344,432	Tailored Clinical Research Solutions Ltd	36,146
Holland Bloorview Kids Rehabilitation Hospital	69,296	The University of Texas at Austin	25,510
Hospital for Sick Children	1,316,590	Totem Park Residence Association	25,025
Hydra Energy Corporation	50,000	TRIUMF	504,097
Indian Institute of Oilseeds Research	56,289	Uganda Cancer Institute	182,083
Institute for Personalized Therapeutic Nutrition	68,200	Universidad Andina Simon Bolivar	36,764
Instituto Nacional De Tecnologia Agropecuaria	37,977	Universite De Montreal	75,642
Interior Health	510,000	Universite De Sherbrooke	94,056
IWK Health Centre	83,008	Universite Du Quebec	138,542
Jewish General Hospital	115,048	Universite Laval	1,116,414
Kings College London	113,698	Universities Space Research Association	70,000
Lawson Health Research Institute	379,591	University Health Network	707,678



THE UNIVERSITY OF BRITISH COLUMBIA
SCHEDULE OF GRANTS PAID TO OTHER AGENCIES
YEAR ENDED MARCH 31, 2019
Unaudited Schedule

	Amount
University of Alberta	\$ 1,116,989
University of Calgary	1,726,813
University of California	82,583
University of Copenhagen	65,000
University of Exeter	51,007
University of Guelph	153,311
University of Lethbridge	75,000
University of Manitoba	919,745
University of Minnesota	242,326
University of New Mexico	50,000
University of Northern British Columbia	62,838
University of Ottawa	137,262
University of Prince Edward Island	27,063
University of Regina	161,856
University of Saskatchewan	912,866
University of Toronto	710,221
University of Victoria	589,434
University of Washington	155,718
University of Waterloo	272,637
University of Western Ontario	147,561
University of Winnipeg	83,050
Vancouver Coastal Health Authority	99,155,107
Vancouver Island Health Authority	65,285
Vector Institute	600,000
ViaSport British Columbia Society	85,000
Western Canadian Universities Marine Sciences Society	132,000
York University	304,439
YouthCO HIV & Hepatitis C Society of BC	52,787
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Grant payments greater than or equal to \$25,000	\$ 128,543,930
Grant payments under \$25,000	\$ 1,308,667
Total	\$ 129,852,597

