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Return of Organization Exempt From Income Tax

OMB No 1545-0047

2011**Open to Public Inspection**Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

A For the 2011 calendar year, or tax year beginning May 1, 2011 , 2011, and ending April 30 , 20 12	
B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Terminated ☐ Amended return ☐ Application pending	C Name of organization York University
	D Employer identification number 23-7069967
	E Telephone number 416-736-5811
	G Gross receipts \$ 957,754
	F Name and address of principal officer Dr. M. Shoukri, President - address same as C above
H(a) Is this a group return for affiliates? ☐ Yes ☒ No H(b) Are all affiliates included? ☐ Yes ☐ No If "No," attach a list. (see instructions)	
I Tax-exempt status ☒ 501(c)(3) ☐ 501(c) () ◀ (insert no) ☐ 4947(a)(1) or ☐ 527	
J Website: ▶ www.yorku.ca	
K Form of organization ☐ Corporation ☐ Trust ☐ Association ☒ Other ▶ University L Year of formation 1959 M State of legal domicile	

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: York University provides the following programs/activities - Sponsored research - Ancillary operations (for the benefit of students) - Non credit courses - Undergraduate and graduate degree programs
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.
	3	Number of voting members of the governing body (Part VI, line 1a) 3 30
	4	Number of independent voting members of the governing body (Part VI, line 1b) 4 23
	5	Total number of individuals employed in calendar year 2011 (Part V, line 2a) 5 9,651
	6	Total number of volunteers (estimate if necessary) 6 740
	7a	Total unrelated business revenue from Part VIII, column (C), line 12 7a
7b	Net unrelated business taxable income from Form 990-E, line 34 7b	
Revenue	8	Contributions and grants (Part VIII, line 1h) 450,445 429,584
	9	Program service revenue (Part VIII, line 2g) 465,762 504,358
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d) 15,840 21,228
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8e, 9c, 10c, and 11e) 32,590 2,584
	12	Total revenue—add lines 8 through 11 (must equal Part VIII, column (A), line 12) 964,637 957,754
	13	Grants and similar amounts paid (Part IX, column (A), lines 1–3) 61,543 68,338
	14	Benefits paid to or for members (Part IX, column (A), line 4)
Expenses	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5–10) 629,568 665,550
	16a	Professional fundraising fees (Part IX, column (A), line 11e)
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶
	17	Other expenses (Part IX, column (A), lines 11a–11d, 11f–24e) 200,522 294,235
	18	Total expenses. Add lines 13–17 (must equal Part IX, column (A), line 25) 891,633 959,785
	19	Revenue less expenses. Subtract line 18 from line 12 73,004 -2,031
	20	Total assets (Part X, line 16) 1,497,022 1,538,562
Net Assets or Fund Balances	21	Total liabilities (Part X, line 26) 992,354 973,735
	22	Net assets or fund balances. Subtract line 21 from line 20 504,668 564,827

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer A. DiMancante	Date Dec 13/2012			
	Type or print name and title A. DiMancante, Controller				
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check ☐ if self-employed	PTIN
	Firm's name ▶				
	Firm's address ▶				
	Phone no ▶				

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Cat. No. 11282Y

Form **990** (2011)

SCANNED JAN 09 2013

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Part III Statement of Program Service AccomplishmentsCheck if Schedule O contains a response to any question in this Part III ☐

- 1** Briefly describe the organization's mission:
The mission of York University is the pursuit, preservation, and dissemination of knowledge. A community of faculty,
students, and staff are committed to academic freedom, social justice, accessible education, and collegial
self-governance. York University makes innovation its tradition.
- 2** Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No
 If "Yes," describe these new services on Schedule O.
- 3** Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No
 If "Yes," describe these changes on Schedule O.
- 4** Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O.)
 (Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses ►

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	☒	☐
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	☐	☒
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I	☐	☒
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II	☐	☒
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III	☐	☒
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I	☐	☒
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II	☐	☒
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III	☒	☐
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV	☐	☒
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	☒	☐
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	☒	☐
b Did the organization report an amount for investments—other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII	☐	☒
c Did the organization report an amount for investments—program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII	☐	☒
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX	☐	☒
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X	☒	☐
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X	☐	☒
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI, XII, and XIII	☒	☐
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI, XII, and XIII is optional	☐	☒
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E	☒	☐
14a Did the organization maintain an office, employees, or agents outside of the United States?	☒	☐
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV	☒	☐
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? If "Yes," complete Schedule F, Parts II and IV	☐	☒
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? If "Yes," complete Schedule F, Parts III and IV	☒	☐
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)	☐	☒
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	☐	☒
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III	☐	☒
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H	☐	☒
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?	☐	☐

Part IV Checklist of Required Schedules (continued)

	Yes	No
21 Did the organization report more than \$5,000 of grants and other assistance to any government or organization in the United States on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		✓
22 Did the organization report more than \$5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		✓
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>		✓
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25</i>		✓
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		✓
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>		
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>	✓	
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>		✓
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		✓
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>		✓
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>		✓
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	✓	
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	✓	
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		✓
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		✓
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	✓	
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	✓	
b Did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	✓	
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		✓
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		✓
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? Note. All Form 990 filers are required to complete Schedule O	✓	

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response to any question in this Part V ☐

		Yes	No
1a	Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	
b	Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b	
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)	2b	
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	✓
b	If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O	3b	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	✓
b	If "Yes," enter the name of the foreign country: ► <u>Canada</u> See instructions for filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	✓
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	✓
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible?	6a	✓
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	✓
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	✓
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	✓
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	✓
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8	Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?	8	
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the organization make any taxable distributions under section 4966?	9a	
b	Did the organization make a distribution to a donor, donor advisor, or related person?	9b	
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state? Note. See the instructions for additional information the organization must report on Schedule O.	13a	
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	✓
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b	

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions. Check if Schedule O contains a response to any question in this Part VI ☐

Section A. Governing Body and Management

		Yes	No
1a Enter the number of voting members of the governing body at the end of the tax year	1a 30		
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b Enter the number of voting members included in line 1a, above, who are independent	1b 23		
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		✓
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?	3		✓
4 Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4		✓
5 Did the organization become aware during the year of a significant diversion of the organization's assets?	5		✓
6 Did the organization have members or stockholders?	6	✓	
7a Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a		✓
b Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b		✓
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a The governing body?	8a	✓	
b Each committee with authority to act on behalf of the governing body?	8b	✓	
9 Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9		✓

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

	Yes	No
10a Did the organization have local chapters, branches, or affiliates?	10a	✓
b If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	✓
b Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	✓
b Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	✓
c Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	✓
13 Did the organization have a written whistleblower policy?	13	✓
14 Did the organization have a written document retention and destruction policy?	14	✓
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a The organization's CEO, Executive Director, or top management official	15a	✓
b Other officers or key employees of the organization	15b	✓
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	✓
b If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

- 17** List the states with which a copy of this Form 990 is required to be filed ►
- 18** Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☐ Own website ☐ Another's website ☒ Upon request
- 19** Describe in Schedule O whether (and if so, how), the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.
- 20** State the name, physical address, and telephone number of the person who possesses the books and records of the organization: ► York University, Finance Department, 4700 Keele St., Toronto, ON M3J 1P3 416-736-5811

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response to any question in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) see attached										
(2)										
(3)										
(4)										
(5)										
(6)										
(7)										
(8)										
(9)										
(10)										
(11)										
(12)										
(13)										
(14)										

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (describe hours for related organizations in Schedule O)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15)										
(16)										
(17)										
(18)										
(19)										
(20)										
(21)										
(22)										
(23)										
(24)										
(25)										

1b Sub-total ▶**c Total from continuation sheets to Part VII, Section A** ▶**d Total (add lines 1b and 1c)** ▶**2** Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶ **1,467****3** Did the organization list any **former** officer, director, or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual

	Yes	No
3		✓

4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual

4		✓
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5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? If "Yes," complete Schedule J for such person

5		✓
----------	--	---

Section B. Independent Contractors**1** Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation
Carillion Construction Inc., 7077 Keele St., Concord, ON L4K 0B6	Construction	28,207,546
Pomerleau Inc., 521 6E Avenue, St. Georges, Beauce, QC G5Y 0H1	Construction	12,997,134
Bird Construction Co., 5403 Eglinton Ave W., Etobicoke, ON M9C 5K6	Construction	10,491,534
MCW Custom Energy Solutions Ltd., 615-207 Queen's Quay W., Toronto M5J1A7	Construction	4,724,962
McCarthy Tetrault, Ste.5300,TD Bank Tower, Box 48,Toronto, ON, M5K 1E6	Legal	2,101,660

2 Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization ▶ **83**

Part VIII Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514	
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d	1				
	e	Government grants (contributions)	1e	411,874				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	17,709				
	g	Noncash contributions included in lines 1a-1f: \$		713				
	h	Total. Add lines 1a-1f		429,584				
Program Service Revenue				Business Code				
	2a	Tuition Fees	900099	386,278	386,278			
	b	Misc Student Fees	900099	44,353	44,353			
	c	Non-Gov't Grants & Contracts	900099	6,685	6,685			
	d	Other Ext Cost Recoveries	900099	23,070	23,070			
	e	Ancillary	900099	41,153	41,153			
	f	All other program service revenue .	900099	2,819	2,819			
	g	Total. Add lines 2a-2f		504,358				
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts)		21,228				
	4	Income from investment of tax-exempt bond proceeds						
	5	Royalties		136				
		(i) Real	(ii) Personal					
	6a	Gross rents						
	b	Less: rental expenses						
	c	Rental income or (loss)						
	d	Net rental income or (loss)						
	7a	Gross amount from sales of assets other than inventory	(i) Securities	(ii) Other				
	b	Less: cost or other basis and sales expenses						
	c	Gain or (loss)						
	d	Net gain or (loss)						
	8a	Gross income from fundraising events (not including \$ of contributions reported on line 1c). See Part IV, line 18	a					
	b	Less: direct expenses	b					
	c	Net income or (loss) from fundraising events						
	9a	Gross income from gaming activities. See Part IV, line 19	a					
	b	Less: direct expenses	b					
	c	Net income or (loss) from gaming activities						
	10a	Gross sales of inventory, less returns and allowances	a	21,605				
	b	Less: cost of goods sold	b	-13,678				
c	Net income or (loss) from sales of inventory		7,927	7,927				
Miscellaneous Revenue			Business Code					
11a	Endowment Loss	900099	-5,691	-5,691				
b								
c								
d	All other revenue		212	212				
e	Total. Add lines 11a-11d		-5,903					
12	Total revenue. See instructions.		957,754	506,806				

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Check if Schedule O contains a response to any question in this Part IX ☐

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the United States. See Part IV, line 21				
2 Grants and other assistance to individuals in the United States. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the United States. See Part IV, lines 15 and 16	68,338	68,338		
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	2,295		2,295	
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	519,502	448,296	68,504	2,702
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions)				
9 Other employee benefits	143,753	124,944	18,220	589
10 Payroll taxes				
11 Fees for services (non-employees):				
a Management				
b Legal	3,313		3,313	
c Accounting	482		482	
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	330		330	
g Other	4,913	187	4,726	
12 Advertising and promotion	5,051	4,537	514	
13 Office expenses	28,290	14,988	12,899	403
14 Information technology	15,878	14,573	1,305	
15 Royalties	10	1	9	
16 Occupancy	37,407	18,368	19,039	
17 Travel	25,216	22,791	2,306	119
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest	19,378	19,378		
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	41,171	41,171		
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a Library Acquisitions	7,938	7,938		
b Building, Land & Site Services	11,513		11,513	
c Other -Membership Fees, Furniture&Equip	5,928	1,891	4,027	10
d				
e All other expenses	19,079	19,079		
25 Total functional expenses. Add lines 1 through 24e	959,785	806,480	149,482	3,823
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here ☐ if following SOP 98-2 (ASC 958-720)				

Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash—non-interest-bearing		1	
	2 Savings and temporary cash investments	44,500	2	17,613
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	79,158	4	75,575
	5 Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions)		6	
	7 Notes and loans receivable, net	46,956	7	44,766
	8 Inventories for sale or use	4,898	8	4,568
	9 Prepaid expenses and deferred charges	26,692	9	19,704
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a		
	b Less: accumulated depreciation	10b		
	11 Investments—publicly traded securities	527,995	11	597,916
	12 Investments—other securities. See Part IV, line 11		12	
	13 Investments—program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)	1,497,022	16	1,538,563	
Liabilities	17 Accounts payable and accrued expenses	87,174	17	82,000
	18 Grants payable		18	
	19 Deferred revenue	136,128	19	129,215
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties	325,006	23	308,240
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D	444,046	25	454,280
	26 Total liabilities. Add lines 17 through 25	992,354	26	973,735
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☐ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	(62,345)	27	(44,067)
	28 Temporarily restricted net assets	304,238	28	273,711
	29 Permanently restricted net assets	262,775	29	335,184
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	504,668	33	564,828
34 Total liabilities and net assets/fund balances	1,497,022	34	1,538,563	

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response to any question in this Part XI ☒

1	Total revenue (must equal Part VIII, column (A), line 12)	1	957,754
2	Total expenses (must equal Part IX, column (A), line 25)	2	959,785
3	Revenue less expenses. Subtract line 2 from line 1	3	-2,031
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	504,668
5	Other changes in net assets or fund balances (explain in Schedule O)	5	62,191
6	Net assets or fund balances at end of year. Combine lines 3, 4, and 5 (must equal Part X, line 33, column (B))	6	564,828

Part XII Financial Statements and ReportingCheck if Schedule O contains a response to any question in this Part XII ☐

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?		☒
b Were the organization's financial statements audited by an independent accountant?	☒	
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	☒	
d If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a separate basis, consolidated basis, or both: ☐ Separate basis ☐ Consolidated basis ☐ Both consolidated and separate basis		
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		☒
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits		

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

OMB No 1545-0047

2011

**Open to Public
Inspection**

Name of the organization

Employer identification number

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 11, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i).**
- 2 ☒ A school described in **section 170(b)(1)(A)(ii).** (Attach Schedule E.)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii).**
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii).** Enter the hospital's name, city, and state: _____
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv).** (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v).**
- 7 ☐ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi).** (Complete Part II.)
- 9 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions—subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2).** (Complete Part III.)
- 10 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4).**
- 11 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2). See **section 509(a)(3).** Check the box that describes the type of supporting organization and complete lines 11e through 11h.
- a ☐ Type I b ☐ Type II c ☐ Type III—Functionally integrated d ☐ Type III—Other
- e ☐ By checking this box, I certify that the organization is not controlled directly or indirectly by one or more disqualified persons other than foundation managers and other than one or more publicly supported organizations described in section 509(a)(1) or section 509(a)(2).
- f If the organization received a written determination from the IRS that it is a Type I, Type II, or Type III supporting organization, check this box ☐
- g Since August 17, 2006, has the organization accepted any gift or contribution from any of the following persons?
- (i) A person who directly or indirectly controls, either alone or together with persons described in (ii) and (iii) below, the governing body of the supported organization? ☐
- (ii) A family member of a person described in (i) above? ☐
- (iii) A 35% controlled entity of a person described in (i) or (ii) above? ☐
- h Provide the following information about the supported organization(s).

	Yes	No
11g(i)		
11g(ii)		
11g(iii)		

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1–9 above or IRC section (see instructions))	(iv) Is the organization in col (i) listed in your governing document?		(v) Did you notify the organization in col (i) of your support?		(vi) Is the organization in col (i) organized in the U S ?		(vii) Amount of support
			Yes	No	Yes	No	Yes	No	
(A)									
(B)									
(C)									
(D)									
(E)									
Total									

For Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ.

Cat No. 11285F

Schedule A (Form 990 or 990-EZ) 2011

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public support. Subtract line 5 from line 4.						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2011 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2010 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test—2011. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		☐
b 33 1/3% support test—2010. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		☐
17a 10%-facts-and-circumstances test—2011. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		☐
b 10%-facts-and-circumstances test—2010. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		☐
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		☐

Part III Support Schedule for Organizations Described in Section 509(a)(2)

(Complete only if you checked the box on line 9 of Part I or if the organization failed to qualify under Part II.
If the organization fails to qualify under the tests listed below, please complete Part II.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year						
c Add lines 7a and 7b						
8 Public support. (Subtract line 7c from line 6.)						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2007	(b) 2008	(c) 2009	(d) 2010	(e) 2011	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)						
13 Total support. (Add lines 9, 10c, 11, and 12.)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2011 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2010 Schedule A, Part III, line 15	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2011 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2010 Schedule A, Part III, line 17	18	%
19a 33 1/3% support tests—2011. If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization ☐		
b 33 1/3% support tests—2010. If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here . The organization qualifies as a publicly supported organization ☐		
20 Private foundation. If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐		

Part IV

Supplemental Information. Complete this part to provide the explanations required by Part II, line 10; Part II, line 17a or 17b; and Part III, line 12. Also complete this part for any additional information. (See instructions).

**SCHEDULE D
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

York University

Supplemental Financial Statements

► Complete if the organization answered "Yes," to Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.
► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

2011

**Open to Public
Inspection**

Employer identification number

23-7069967

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		☐ Yes ☐ No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).
☐ Preservation of land for public use (e.g., recreation or education) ☐ Preservation of an historically important land area
☐ Protection of natural habitat ☐ Preservation of a certified historic structure
☐ Preservation of open space

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ►

4 Number of states where property subject to conservation easement is located ►

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year
►

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year
► \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenues included in Form 990, Part VIII, line 1 ► \$

(ii) Assets included in Form 990, Part X ► \$

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenues included in Form 990, Part VIII, line 1 ► \$

b Assets included in Form 990, Part X ► \$

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

- 3** Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):
- a** ☒ Public exhibition **d** ☒ Loan or exchange programs
- b** ☒ Scholarly research **e** ☐ Other _____
- c** ☒ Preservation for future generations
- 4** Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.
- 5** During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☒ No

Part IV Escrow and Custodial Arrangements. Complete if the organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

- 1a** Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No
- b** If "Yes," explain the arrangement in Part XIV and complete the following table:
- | | Amount |
|--|-----------|
| c Beginning balance | 1c |
| d Additions during the year | 1d |
| e Distributions during the year | 1e |
| f Ending balance | 1f |
- 2a** Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No
- b** If "Yes," explain the arrangement in Part XIV.

Part V Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10.

- | | (a) Current year | (b) Prior year | (c) Two years back | (d) Three years back | (e) Four years back |
|---|------------------|----------------|--------------------|----------------------|---------------------|
| 1a Beginning of year balance | 269,948 | 222,208 | 159,105 | 202,515 | |
| b Contributions | 82,233 | 1,507 | (2,205) | 1,074 | |
| c Net investment earnings, gains, and losses | (3,793) | 52,739 | 68,230 | (37,196) | |
| d Grants or scholarships | (9,152) | (5,927) | (2,653) | (5,755) | |
| e Other expenditures for facilities and programs | (1,975) | (579) | (269) | (1,533) | |
| f Administrative expenses | | | | | |
| g End of year balance | 337,261 | 269,948 | 222,208 | 159,105 | |
- 2** Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:
- a** Board designated or quasi-endowment ☐ 12.23 %
- b** Permanent endowment ☐ 87.77 %
- c** Temporarily restricted endowment ☐ %
- The percentages in lines 2a, 2b, and 2c should equal 100%.
- 3a** Are there endowment funds not in the possession of the organization that are held and administered for the organization by:
- | | Yes | No |
|--|-----|-------------------------------------|
| (i) unrelated organizations | | ☒ |
| (ii) related organizations | | ☒ |
| b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R? | | |
- 4** Describe in Part XIV the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land	4,452			4,452
b Buildings	891,394		277,817	613,577
c Leasehold improvements	6,911		5,780	1,131
d Equipment	148,339		95,631	52,708
e Other	257,803		151,250	106,553
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10(c).)				778,421

Part VII Investments—Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
(I)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments—Program Related. See Form 990, Part X, line 13.

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2) Current portion of long term liabilities	218
(3) Long term payables and liabilities	135,937
(4) Deferred capital contributions	318,125
(5)	
(6)	
(7)	
(8)	
(9)	
(10)	
(11)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	454,280

2. FIN 48 (ASC 740) Footnote. In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740).

Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	957,754
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	959,785
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	-2,031
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV.)	8	
9	Total adjustments (net). Add lines 4 through 8	9	
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	-2,031

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	956,882
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV.)	4b	872
c	Add lines 4a and 4b	4c	872
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)	5	957,754

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	959,370
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Other losses	2c	
d	Other (Describe in Part XIV.)	2d	
e	Add lines 2a through 2d	2e	
3	Subtract line 2e from line 1	3	
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV.)	4b	415
c	Add lines 4a and 4b	4c	415
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)	5	959,785

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

Part III Line 4: Collections concentrate on Inuit, historical and contemporary art and are used for exhibition and particularly for

research and as study collections in teaching.

Part V Line 4: The intended use of the university's endowment fund is to fund:

Scholarships/Grants

University Teaching Positions/Research Chairs

Part XIV **Supplemental Information** *(continued)*

Area for supplemental information with horizontal dashed lines.

SCHEDULE E
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Name of the organization

Schools

- Complete if the organization answered "Yes" to Form 990, Part IV, line 13, or
Form 990-EZ, Part VI, line 48.
► Attach to Form 990 or Form 990-EZ.

OMB No 1545-0047

2011

**Open to Public
Inspection**

Employer identification number

Part I

	YES	NO
1 Does the organization have a racially nondiscriminatory policy toward students by statement in its charter, bylaws, other governing instrument, or in a resolution of its governing body?	1 ✓	
2 Does the organization include a statement of its racially nondiscriminatory policy toward students in all its brochures, catalogues, and other written communications with the public dealing with student admissions, programs, and scholarships?	2	✓
3 Has the organization publicized its racially nondiscriminatory policy through newspaper or broadcast media during the period of solicitation for students, or during the registration period if it has no solicitation program, in a way that makes the policy known to all parts of the general community it serves? If "Yes," please describe. If "No," please explain. If you need more space, use Part II see attached	3 ✓	
4 Does the organization maintain the following?		
a Records indicating the racial composition of the student body, faculty, and administrative staff?	4a	✓
b Records documenting that scholarships and other financial assistance are awarded on a racially nondiscriminatory basis?	4b ✓	
c Copies of all catalogues, brochures, announcements, and other written communications to the public dealing with student admissions, programs, and scholarships?	4c ✓	
d Copies of all material used by the organization or on its behalf to solicit contributions? If you answered "No" to any of the above, please explain. If you need more space, use Part II.	4d ✓	
5 Does the organization discriminate by race in any way with respect to:		
a Students' rights or privileges?	5a	✓
b Admissions policies?	5b	✓
c Employment of faculty or administrative staff?	5c	✓
d Scholarships or other financial assistance?	5d	✓
e Educational policies?	5e	✓
f Use of facilities?	5f	✓
g Athletic programs?	5g	✓
h Other extracurricular activities? If you answered "Yes" to any of the above, please explain. If you need more space, use Part II.	5h	✓
6a Does the organization receive any financial aid or assistance from a governmental agency?	6a ✓	
b Has the organization's right to such aid ever been revoked or suspended? If you answered "Yes" to either line 6a or line 6b, explain on Part II.	6b	✓
7 Does the organization certify that it has complied with the applicable requirements of sections 4.01 through 4.05 of Rev. Proc. 75-50, 1975-2 C.B. 587, covering racial nondiscrimination? If "No," explain on Part II	7	

Part II **Supplemental Information.** Complete this part to provide the explanations required by Part I, lines 3, 4d, 5h, 6b, and 7, as applicable. Also complete this part to provide any other additional information (see instructions).

This image shows a full page of a worksheet designed for handwriting practice. It features 20 evenly spaced, horizontal dashed lines across the entire width of the page. The background is plain white, and there are no margins, text, or other markings present.

**SCHEDULE F
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

Statement of Activities Outside the United States

► Complete if the organization answered "Yes" to Form 990,
Part IV, line 14b, 15, or 16.

► Attach to Form 990. ► See separate instructions.

OMB No 1545-0047

2011

**Open to Public
Inspection**

Employer identification number
23-7069967

Part I General Information on Activities Outside the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 14b.

- 1 For grantmakers.** Does the organization maintain records to substantiate the amount of its grants and other assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☒ Yes ☐ No
- 2 For grantmakers.** Describe in Part V the organization's procedures for monitoring the use of its grants and other assistance outside the United States.

3 Activities per Region. (The following Part I, line 3 table can be duplicated if additional space is needed.)

(a) Region	(b) Number of offices in the region	(c) Number of employees, agents, and independent contractors in region	(d) Activities conducted in region (by type) (e.g., fundraising, program services, investments, grants to recipients located in the region)	(e) If activity listed in (d) is a program service, describe specific type of service(s) in region	(f) Total expenditures for and investments in region
(1) Canada	1	9,651	grants/awards to	scholarships &	
(2)			students	bursaries to	
(3)				students	61,545
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					
(11)					
(12)					
(13)					
(14)					
(15)					
(16)					
(17)					
3a Sub-total					
b Total from continuation sheets to Part I					
c Totals (add lines 3a and 3b)					

Part II Grants and Other Assistance to Organizations or Entities Outside the United States. Complete if the organization answered "Yes" to Form 990,Part IV, line 15, for any recipient who received more than \$5,000. Check this box if no one recipient received more than \$5,000 ☐

Part II can be duplicated if additional space is needed.

1	(a) Name of organization	(b) IRS code section and EIN (if applicable)	(c) Region	(d) Purpose of grant	(e) Amount of cash grant	(f) Manner of cash disbursement	(g) Amount of non-cash assistance	(h) Description of non-cash assistance	(i) Method of valuation (book, FMV, appraisal, other)
(1)			Africa	Research	105	Draft/Wire Payment			
(2)			Asia	Research	55	Draft/Wire Payment			
(3)			Europe	Research	120	Draft/Wire Payment			
(4)			South America	Research	62	Draft/Wire Payment			
(5)									
(6)									
(7)									
(8)									
(9)									
(10)									
(11)									
(12)									
(13)									
(14)									
(15)									
(16)									

2 Enter total number of recipient organizations listed above that are recognized as charities by the foreign country, recognized as tax-exempt by the IRS, or for which the grantee or counsel has provided a section 501(c)(3) equivalency letter ☐3 Enter total number of other organizations or entities ☐

Part III **Grants and Other Assistance to Individuals Outside the United States.** Complete if the organization answered "Yes" to Form 990, Part IV, line 16.
Part III can be duplicated if additional space is needed.

(a) Type of grant or assistance	(b) Region	(c) Number of recipients	(d) Amount of cash grant	(e) Manner of cash disbursement	(f) Amount of non-cash assistance	(g) Description of non-cash assistance	(h) Method of valuation (book, FMV, appraisal, other)
	Canada	varies	varies				
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							
(8)							
(9)							
(10)							
(11)							
(12)							
(13)							
(14)							
(15)							
(16)							
(17)							
(18)							

Part IV Foreign Forms

- 1 Was the organization a U.S. transferor of property to a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 926, Return by a U.S. Transferor of Property to a Foreign Corporation (see Instructions for Form 926)* ☐ Yes ☒ No

- 2 Did the organization have an interest in a foreign trust during the tax year? *If "Yes," the organization may be required to file Form 3520, Annual Return to Report Transactions with Foreign Trusts and Receipt of Certain Foreign Gifts, and/or Form 3520-A, Annual Information Return of Foreign Trust With a U.S. Owner (see Instructions for Forms 3520 and 3520-A)* ☐ Yes ☒ No

- 3 Did the organization have an ownership interest in a foreign corporation during the tax year? *If "Yes," the organization may be required to file Form 5471, Information Return of U.S. Persons With Respect To Certain Foreign Corporations. (see Instructions for Form 5471)* ☐ Yes ☒ No

- 4 Was the organization a direct or indirect shareholder of a passive foreign investment company or a qualified electing fund during the tax year? *If "Yes," the organization may be required to file Form 8621, Information Return by a Shareholder of a Passive Foreign Investment Company or Qualified Electing Fund. (see Instructions for Form 8621)* ☐ Yes ☒ No

- 5 Did the organization have an ownership interest in a foreign partnership during the tax year? *If "Yes," the organization may be required to file Form 8865, Return of U.S. Persons With Respect To Certain Foreign Partnerships. (see Instructions for Form 8865)* ☐ Yes ☒ No

- 6 Did the organization have any operations in or related to any boycotting countries during the tax year? *If "Yes," the organization may be required to file Form 5713, International Boycott Report (see Instructions for Form 5713)* ☐ Yes ☒ No

Part V **Supplemental Information**

Complete this part to provide the information required by Part I, line 2 (monitoring of funds); Part I, line 3, column (f) (accounting method; amounts of investments vs. expenditures per region); Part II, line 1 (accounting method); Part III (accounting method); and Part III, column (c) (estimated number of recipients), as applicable. Also complete this part to provide any additional information (see instructions).

The university provides financial assistance to undergraduate and graduate students in the form of scholarships, bursaries, grants, fellowships and awards

Once applications have been received they are reviewed by the Awards Selection Committee. The Awards Selection Committee reviews the criteria for each award, then determines which candidate(s) best meet the criteria. The candidate who best meets the criteria is then selected and notified. All award payments are processed through the university's student account system (or in select cases through the payroll system) to ensure the appropriate tax documentation is provided to the student.

Department of the Treasury
Internal Revenue Service

Complete if the organization answered "Yes" to Form 990, Part IV, lines 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.
▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No. 1545-0047

2011

Open to Public Inspection

Name of the organization

York University

Employer identification number

23-7069967

Part I

Fundraising Activities. Complete if the organization answered "Yes" to Form 990, Part IV, line 17. Form 990-EZ filers are not required to complete this part.

- 1** Indicate whether the organization raised funds through any of the following activities. Check all that apply.
- | | |
|---|---|
| a ☒ Mail solicitations | e ☐ Solicitation of non-government grants |
| b ☒ Internet and email solicitations | f ☐ Solicitation of government grants |
| c ☒ Phone solicitations | g ☒ Special fundraising events |
| d ☒ In-person solicitations | |
- 2a** Did the organization have a written or oral agreement with any individual (including officers, directors, trustees or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ Yes ☒ No
- b** If "Yes," list the ten highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total						

- 3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1 Wine Auction (event type)	(b) Event #2 Golf Tournament (event type)	(c) Other events (total number)	(d) Total events (add col (a) through col (c))
Revenue	1 Gross receipts	157	276		433
	2 Less: Charitable contributions	20	13		33
	3 Gross income (line 1 minus line 2)	136	263		400
Direct Expenses	4 Cash prizes	0	0		0
	5 Noncash prizes	0	0		0
	6 Rent/facility costs	3	27		30
	7 Food and beverages	9	19		28
	8 Entertainment	0	0		0
	9 Other direct expenses	14	31		45
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				(103)
	11 Net income summary. Combine line 3, column (d), and line 10 ▶				297

Part III Gaming. Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col (a) through col (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	
	7 Direct expense summary. Add lines 2 through 5 in column (d) ▶				()
	8 Net gaming income summary. Combine line 1, column d, and line 7 ▶				

9 Enter the state(s) in which the organization operates gaming activities: _____

a Is the organization licensed to operate gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain: _____

- Part IV** **Supplemental Information.** Complete this part to provide the explanations required by Part I, line 2b, columns (iii) and (v), and Part III, lines 9, 9b, 10b, 15b, 15c, 16, and 17b, as applicable. Also complete this part to provide any additional information (see instructions).

SCHEDULE I
(Form 990)

Department of the Treasury
Internal Revenue Service
Name of the organization

Grants and Other Assistance to Organizations,
Governments, and Individuals in the United States

Complete if the organization answered "Yes" to Form 990, Part IV, line 21 or 22.
▶ Attach to Form 990.

OMB No 1545-0047

2011

Open to Public
Inspection

Name of the organization

York University

Employer identification number

23-7069967

Part I General Information on Grants and Assistance

- 1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance? ☐ Yes ☐ No
- 2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" to Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000.

Part II can be duplicated if additional space is needed ☐

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
(1) University of Miami Coral Gables, FL 33124-4222 USA			12				Research
(2) Virginia Polytechnic Institute Blacksburg, VI 24061 USA			12				Research
(3) _____							
(4) _____							
(5) _____							
(6) _____							
(7) _____							
(8) _____							
(9) _____							
(10) _____							
(11) _____							
(12) _____							

2 Enter total number of section 501(c)(3) and government organizations listed in the line 1 table

3 Enter total number of other organizations listed in the line 1 table

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat No 50055P

Schedule I (Form 990) (2011)

SCHEDULE J
(Form 990)

Department of the Treasury
Internal Revenue Service
Name of the organization

Compensation Information
For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees
▶ Complete if the organization answered "Yes" to Form 990,
Part IV, line 23.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047

2011

**Open to Public
Inspection**

Employer identification number

Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☒ First-class or charter travel ☐ Travel for companions ☐ Tax indemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef)		
b If any of the boxes on line 1a are checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain.	1b	✓
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2	✓
3 Indicate which, if any, of the following the filing organization used to establish the compensation of the organization's CEO/Executive Director. Check all that apply. Do not check any boxes for methods used by a related organization to establish compensation of the CEO/Executive Director. Explain in Part III. ☐ Compensation committee ☐ Independent compensation consultant ☐ Form 990 of other organizations ☒ Written employment contract ☐ Compensation survey or study ☒ Approval by the board or compensation committee		
4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a, with respect to the filing organization or a related organization:		
a Receive a severance payment or change-of-control payment?	4a	✓
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	✓
c Participate in, or receive payment from, an equity-based compensation arrangement?	4c	✓
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
Only section 501(c)(3) and 501(c)(4) organizations must complete lines 5-9.		
5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
a The organization?	5a	✓
b Any related organization?	5b	✓
If "Yes" to line 5a or 5b, describe in Part III.		
6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a The organization?	6a	✓
b Any related organization?	6b	✓
If "Yes" to line 6a or 6b, describe in Part III.		
7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III.	7	✓
8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regulations section 53.4958-4(a)(3)? If "Yes," describe in Part III.	8	✓
9 If "Yes" to line 8, did the organization also follow the rebuttable presumption procedure described in Regulations section 53.4958-6(c)?	9	

Part II Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use duplicate copies if additional space is needed.

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(i)–(iii) for each listed individual must equal the total amount of Form 990, Part VII, Section A, line 1a, applicable column (D) and (E) amounts for that individual.

(A) Name		(B) Breakdown of W-2 and/or 1099-MISC compensation			(C) Retirement and other deferred compensation	(D) Nontaxable benefits	(E) Total of columns (B)(i)–(D)	(F) Compensation reported as deferred in prior Form 990
		(i) Base compensation	(ii) Bonus & incentive compensation	(iii) Other reportable compensation				
1	Mamdouh Shoukri	(i) 496,467 (ii)					496,467	
2	Patrick Monahan	(i) 334,522 (ii)					334,522	
3	Stan Shapson	(i) 298,611 (ii)					298,611	
4	Gary Brewer	(i) 279,245 (ii)					279,245	
5	Harriet Lewis	(i) 249,640 (ii)					249,640	
6	Jennifer Sloan	(i) 228,068 (ii)					228,068	
7	Rob Tiffin	(i) 208,435 (ii)					208,435	
8	Robert Hache	(i) 201,069 (ii)					201,069	
9	Jeffrey O'Hagan	(i) 95,159 (ii)					95,159	
10		(i) (ii)						
11		(i) (ii)						
12		(i) (ii)						
13		(i) (ii)						
14		(i) (ii)						
15		(i) (ii)						
16		(i) (ii)						

Part III **Supplemental Information**

Complete this part to provide the information, explanation, or descriptions required for Part I, lines 1a, 1b, 3, 4a, 4b, 4c, 5a, 5b, 6a, 6b, 7, and 8, and for Part II. Also complete this part for any additional information.

Area with horizontal dashed lines for supplemental information.

SCHEDULE L
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Transactions With Interested Persons

► Complete if the organization answered
"Yes" on Form 990, Part IV, line 25a, 25b, 26, 27, 28a, 28b, or 28c,
or Form 990-EZ, Part V, line 38a or 40b.

► Attach to Form 990 or Form 990-EZ. ► See separate instructions.

OMB No 1545-0047

2011

**Open To Public
Inspection**

Name of the organization

Employer identification number

Part I Excess Benefit Transactions (section 501(c)(3) and section 501(c)(4) organizations only).

Complete if the organization answered "Yes" on Form 990, Part IV, line 25a or 25b, or Form 990-EZ, Part V, line 40b.

1	(a) Name of disqualified person	(b) Description of transaction	(c) Corrected?	
			Yes	No
(1)				
(2)				
(3)				
(4)				
(5)				
(6)				

2 Enter the amount of tax imposed on the organization managers or disqualified persons during the year under section 4958. ► \$

3 Enter the amount of tax, if any, on line 2, above, reimbursed by the organization ► \$

Part II Loans to and/or From Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 26, or Form 990-EZ, Part V, line 38a.

(a) Name of interested person and purpose	(b) Loan to or from the organization?		(c) Original principal amount	(d) Balance due	(e) In default?		(f) Approved by board or committee?		(g) Written agreement?	
	To	From			Yes	No	Yes	No	Yes	No
(1) M. Shoukri - housing loan		✓	650,000 CAD	300,000 CAD		✓	✓		✓	
(2) M. Singer - housing loan		✓	400,000 CAD	400,000 CAD		✓	✓		✓	
(3) J. Kozinski - housing loan		✓	75,000 CAD	75,000 CAD		✓	✓		✓	
(4)										
(5)										
(6)										
(7)										
(8)										
(9)										
(10)										

Total ► \$ 775,000 CAD

Part III Grants or Assistance Benefiting Interested Persons.

Complete if the organization answered "Yes" on Form 990, Part IV, line 27.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount and type of assistance
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
(10)		

Complete if the organization answered "Yes" on Form 990, Part IV, line 28a, 28b, or 28c.

(a) Name of interested person	(b) Relationship between interested person and the organization	(c) Amount of transaction	(d) Description of transaction	(e) Sharing of organization's revenues?	
				Yes	No
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					
(7)					
(8)					
(9)					
(10)					

Supplemental information. Complete this part to provide additional information for responses to questions on Schedule L (see instructions).

**SCHEDULE M
(Form 990)**

Noncash Contributions

OMB No 1545-0047

2011

**Open To Public
Inspection**

▶ **Complete if the organizations answered "Yes" on Form
990, Part IV, lines 29 or 30.
▶ Attach to Form 990.**

Department of the Treasury
Internal Revenue Service

Name of the organization

York University

Employer identification number

23-7069967

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art—Works of art	✓	1	1	
2 Art—Historical treasures				
3 Art—Fractional interests				
4 Books and publications	✓		63	
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities—Publicly traded				
10 Securities—Closely held stock				
11 Securities—Partnership, LLC, or trust interests				
12 Securities—Miscellaneous				
13 Qualified conservation contribution—Historic structures				
14 Qualified conservation contribution—Other				
15 Real estate—Residential				
16 Real estate—Commercial				
17 Real estate—Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶ (Archival Material)	✓	30	471	
26 Other ▶ (Wine)	✓	28	169	
27 Other ▶ (Event Gift)	✓	7	7	
28 Other ▶ ()	✓	2	2	

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement

29

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1–28 that it must hold for at least three years from the date of the initial contribution, and which is not required to be used for exempt purposes for the entire holding period?		✓
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any non-standard contributions?	✓	
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		✓
b If "Yes," describe in Part II.		
33 If the organization did not report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

Part II

Supplemental Information. Complete this part to provide the information required by Part I, lines 30b, 32b, and 33, and whether the organization is reporting in Part I, column (b), the number of contributions, the number of items received, or a combination of both. Also complete this part for any additional information.

This image shows a full page of a handwriting practice worksheet. It consists of multiple sets of three horizontal dashed lines, providing a guide for letter height and placement. The lines are evenly spaced across the entire page, leaving ample room for writing practice. There is no text or other markings on the page.

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.
▶ Attach to Form 990 or 990-EZ.

OMB No 1545-0047

2011

**Open to Public
Inspection**

Name of the organization
York University

Employer identification number
23-7069967

Part VI - Section C - Line 18: Governing documents and audited financial statements are available to the public on the university's
website at www.yorku.ca

Part VI - Section B - Line 12c: On an annual basis the Board of Governors are asked to complete a questionnaire declaring their employer,
whether they have controlling interest/partnership and any other directorship. The Board of Governors are also asked to declare any
conflicts of interest that may arise throughout the year.

Part VI - Section B - Line 15: The President's contract is negotiated on behalf of the university by the Chair, Board of Governors. The
university also has an independent process for the evaluation and compensation of officers.

Part VI - Section B - Line 11b: Form 990 is reviewed by the University Comptroller before it is filed.

Part XI - Line 5: See attached reconciliation.

Employer identification number

Year	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039	2040	2041	2042	2043	2044	2045	2046	2047	2048	2049	2050	2051	2052	2053	2054	2055	2056	2057	2058	2059	2060	2061	2062	2063	2064	2065	2066	2067	2068	2069	2070	2071	2072	2073	2074	2075	2076	2077	2078	2079	2080	2081	2082	2083	2084	2085	2086	2087	2088	2089	2090	2091	2092	2093	2094	2095	2096	2097	2098	2099	2100																																																																																																																																																																																																																																											
Population (millions)	5.3	5.4	5.5	5.6	5.7	5.8	5.9	6.0	6.1	6.2	6.3	6.4	6.5	6.6	6.7	6.8	6.9	7.0	7.1	7.2	7.3	7.4	7.5	7.6	7.7	7.8	7.9	8.0	8.1	8.2	8.3	8.4	8.5	8.6	8.7	8.8	8.9	9.0	9.1	9.2	9.3	9.4	9.5	9.6	9.7	9.8	9.9	10.0	10.1	10.2	10.3	10.4	10.5	10.6	10.7	10.8	10.9	11.0	11.1	11.2	11.3	11.4	11.5	11.6	11.7	11.8	11.9	12.0	12.1	12.2	12.3	12.4	12.5	12.6	12.7	12.8	12.9	13.0	13.1	13.2	13.3	13.4	13.5	13.6	13.7	13.8	13.9	14.0	14.1	14.2	14.3	14.4	14.5	14.6	14.7	14.8	14.9	15.0	15.1	15.2	15.3	15.4	15.5	15.6	15.7	15.8	15.9	16.0	16.1	16.2	16.3	16.4	16.5	16.6	16.7	16.8	16.9	17.0	17.1	17.2	17.3	17.4	17.5	17.6	17.7	17.8	17.9	18.0	18.1	18.2	18.3	18.4	18.5	18.6	18.7	18.8	18.9	19.0	19.1	19.2	19.3	19.4	19.5	19.6	19.7	19.8	19.9	20.0	20.1	20.2	20.3	20.4	20.5	20.6	20.7	20.8	20.9	21.0	21.1	21.2	21.3	21.4	21.5	21.6	21.7	21.8	21.9	22.0	22.1	22.2	22.3	22.4	22.5	22.6	22.7	22.8	22.9	23.0	23.1	23.2	23.3	23.4	23.5	23.6	23.7	23.8	23.9	24.0	24.1	24.2	24.3	24.4	24.5	24.6	24.7	24.8	24.9	25.0	25.1	25.2	25.3	25.4	25.5	25.6	25.7	25.8	25.9	26.0	26.1	26.2	26.3	26.4	26.5	26.6	26.7	26.8	26.9	27.0	27.1	27.2	27.3	27.4	27.5	27.6	27.7	27.8	27.9	28.0	28.1	28.2	28.3	28.4	28.5	28.6	28.7	28.8	28.9	29.0	29.1	29.2	29.3	29.4	29.5	29.6	29.7	29.8	29.9	30.0	30.1	30.2	30.3	30.4	30.5	30.6	30.7	30.8	30.9	31.0	31.1	31.2	31.3	31.4	31.5	31.6	31.7	31.8	31.9	32.0	32.1	32.2	32.3	32.4	32.5	32.6	32.7	32.8	32.9	33.0	33.1	33.2	33.3	33.4	33.5	33.6	33.7	33.8	33.9	34.0	34.1	34.2	34.3	34.4	34.5	34.6	34.7	34.8	34.9	35.0	35.1	35.2	35.3	35.4	35.5	35.6	35.7	35.8	35.9	36.0	36.1	36.2	36.3	36.4	36.5	36.6	36.7	36.8	36.9	37.0	37.1	37.2	37.3	37.4	37.5	37.6	37.7	37.8	37.9	38.0	38.1	38.2	38.3	38.4	38.5	38.6	38.7	38.8	38.9	39.0	39.1	39.2	39.3	39.4	39.5	39.6	39.7	39.8</

SCHEDULE R
(Form 990)

Department of the Treasury
Internal Revenue Service
Name of the organization

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No. 1545-0047

2011

**Open to Public
Inspection**

Employer identification number

Part I Identification of Disregarded Entities (Complete if the organization answered "Yes" to Form 990, Part IV, line 33.)

(a) Name, address, and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity
(1)					
(2)					
(3)					
(4)					
(5)					
(6)					

Part II Identification of Related Tax-Exempt Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity	(g) Section 512(b)(13) controlled entity?	
						Yes	No
(1)							
(2)							
(3)							
(4)							
(5)							
(6)							
(7)							

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Cat No 50135Y

Schedule R (Form 990) 2011

Part III Identification of Related Organizations Taxable as a Partnership (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of- year assets	(h) Disproportionate allocations?		(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
							Yes	No		Yes	No	
(1).....												
(2).....												
(3).....												
(4).....												
(5).....												
(6).....												
(7).....												

Part IV Identification of Related Organizations Taxable as a Corporation or Trust (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership
(1) York University Development Corporation.....	University Development	Canada	York Universit	Corporation	305	7,516	100
(2).....							
(3).....							
(4).....							
(5).....							
(6).....							
(7).....							

Part V Transactions With Related Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 35, 35a, or 36.)

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity	☒	☐
b Gift, grant, or capital contribution to related organization(s)	☐	☒
c Gift, grant, or capital contribution from related organization(s)	☐	☒
d Loans or loan guarantees to or for related organization(s)	☐	☒
e Loans or loan guarantees by related organization(s)	☐	☒
f Sale of assets to related organization(s)	☐	☒
g Purchase of assets from related organization(s)	☐	☒
h Exchange of assets with related organization(s)	☐	☒
i Lease of facilities, equipment, or other assets to related organization(s)	☐	☒
j Lease of facilities, equipment, or other assets from related organization(s)	☐	☒
k Performance of services or membership or fundraising solicitations for related organization(s)	☐	☒
l Performance of services or membership or fundraising solicitations by related organization(s)	☐	☒
m Sharing of facilities, equipment, mailing lists, or other assets with related organization(s)	☐	☒
n Sharing of paid employees with related organization(s)	☐	☒
o Reimbursement paid to related organization(s) for expenses	☐	☒
p Reimbursement paid by related organization(s) for expenses	☐	☒
q Other transfer of cash or property to related organization(s)	☐	☒
r Other transfer of cash or property from related organization(s)	☐	☒

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

	(a) Name of other organization	(b) Transaction type (a-f)	(c) Amount involved	(d) Method of determining amount involved
(1)	York University Development Corporation	a,i,j	3,198	
(2)				
(3)				
(4)				
(5)				
(6)				

Part VI **Unrelated Organizations Taxable as a Partnership** (Complete if the organization answered "Yes" to Form 990, Part IV, line 37.)

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Predominant income (related, unrelated, excluded from tax under section 512-514)	(e) Are all partners section 501(c)(3) organizations?		(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations?		(i) Code V—UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner?		(k) Percentage ownership
				Yes	No			Yes	No		Yes	No	
(1).....													
(2).....													
(3).....													
(4).....													
(5).....													
(6).....													
(7).....													
(8).....													
(9).....													
(10).....													
(11).....													
(12).....													
(13).....													
(14).....													
(15).....													
(16).....													

Part VII Supplemental Information

Complete this part to provide additional information for responses to questions on Schedule R (see instructions).



FINANCIAL STATEMENTS

APRIL 30, 2012

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Statement of Cash Flows	12
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STATEMENT OF ADMINISTRATIVE RESPONSIBILITY

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

The financial statements were prepared in accordance with Canadian generally accepted accounting principles. The administration believes the financial statements present fairly, in all material respects, the University's financial position as at April 30, 2012 and the results of its operations and its cash flows for the year then ended. In order to achieve the objective of fair presentation in all material respects, the use of reasonable estimates and judgments was employed. Additionally, the administration has ensured that all financial information presented in this report has been prepared in a manner consistent with that in the financial statements.

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

The University has retained Mercer (Canada) Limited in order to provide an estimate of the University's liability for pensions and other post-employment benefits for the current year. The administration has provided the valuation actuary with the information necessary for the completion of the University's report and retains ultimate responsibility for the determination and estimation of the reported pension and other benefit liabilities.

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

Ernst & Young LLP, Chartered Accountants, the auditors appointed by the Board of Governors, have reported on the financial statements for the year ended April 30, 2012. The independent auditors' report outlines the scope of their audit and their opinion on the presentation of the information included in the financial statements.

A handwritten signature in black ink, appearing to read "Gary Brewer".

Gary Brewer
Vice-President, Finance and Administration

A handwritten signature in black ink, appearing to read "M. Shoukri".

Mamdouh Shoukri
President and Vice-Chancellor



INTRODUCTION TO YORK UNIVERSITY FINANCIAL STATEMENTS – 2011-2012

In 2011-2012, the University continued to manage its finances in a very challenging fiscal environment. The current year was characterized by continued strong international undergraduate enrolment growth and a return of volatility in markets which produced weak returns. Quality undergraduate and domestic graduate enrolment growth continued to be key priorities for the University as part of an overall focus on achieving the objectives of the University Academic Plan. Increased tuition fees and higher international enrolments provided some additional operating income. However, cost pressures largely associated with salary and benefits costs continued to grow.

Grants and contract funding increased from \$385 million in 2011 to \$392 million in 2012. The increase is attributable to grants related to research.

The Statement of Operations and Changes in Deficit reports total tuition fee revenue increasing from \$404 million in 2011 to \$434 million in 2012. The majority of this growth is associated with increases in approved tuition fee rates and increasing international undergraduate enrolments.

Salaries and benefits increased from \$647 million in 2011 to \$666 million in 2012. Salary levels were generally 2% higher than in the previous year and reflected the annual increase associated with the collective agreements that covered the majority of the University's personnel. Continued cost pressures related to current and post employment and pension benefit costs also contributed to the higher costs.

Scholarships and bursaries increased from \$58 million in 2011 to \$61 million in 2012. The increase resulted from higher graduate scholarships and bursaries for undergraduate students.

Interest on long-term debt decreased from \$20 million in 2011 to \$19 million in 2012. The reduction reflects the continuous retirement of external debt and substantially represents the full cost of servicing the debentures issued in 2002 and 2004.

As summarized on the Balance Sheet, the University's unrestricted deficit has decreased from \$60 million in 2011 to \$45 million in 2012. The decrease in the deficit is the result of an operating surplus as well as a planned surplus in the ancillary budget.

The University's investment in capital assets increased from \$729 million in 2011 to \$774 million in 2012. The change is the result of new capital construction for the Life Science Building, the expansion of the Osgoode Building, and the new Glendon Centre of Excellence, and annual amortization charges.

Investments at April 30, 2012 totalled \$591 million, as compared to \$583 million at April 30, 2011. Investments consisted of \$333 million in endowments (\$338 million last year) and \$258 million in other investments (\$245 million last year). The change in investments over the course of the year is the result of income accumulation on the short term fixed income investments.

The University has included in liabilities the costs associated with other post-employment benefits. York recognizes the liabilities for future retiree benefits for both active employees and current retirees. The liability at April 30, 2012 was \$90 million versus \$83 million for the prior year.

Heading into fiscal 2013, the University will continue to manage its finances responsibly. The challenges for the next year are as follows:

- the pension fund performance and related solvency deficit payments,
- the increasing pressures on salary and benefit costs and the outcome of the 2011-12 collective bargaining,
- the implications of potential changes in government grant funding allocations,
- the uncertainty associated with the tuition fee framework beyond 2013,
- the achievement of enrolment growth for domestic and international, and
- the achievement of planned budget cuts across the institution

These challenges are expected to impact through fiscal year 2012-2013 and beyond.

A handwritten signature in black ink, appearing to read "Gary Brewer". The signature is fluid and cursive, with the first name "Gary" and last name "Brewer" clearly distinguishable.

Gary Brewer
Vice-President, Finance and Administration

SUMMARY OF REVENUE AND EXPENSES

Total Revenue and Expenses (Millions of dollars)

Year Ended April 30

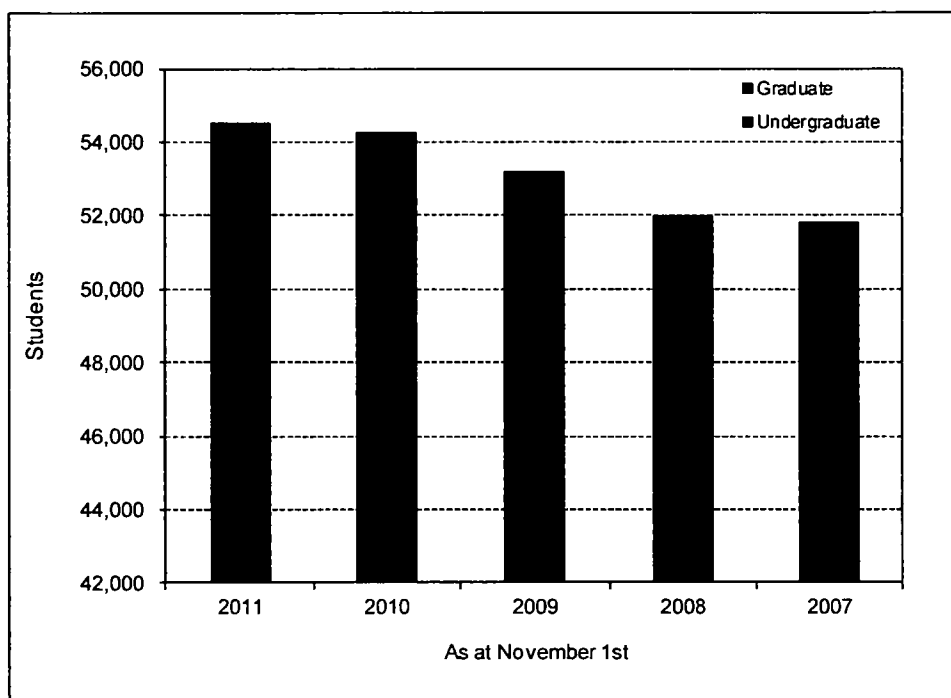
	2012	2011	2010	2009	2008
	\$	\$	\$	\$	\$
REVENUE					
Grants and contracts	392.0	384.9	375.7	386.4	376.5
Student fees	433.6	404.4	370.0	339.0	331.7
Donations	6.9	7.1	6.8	5.3	6.5
Investment income	19.0	18.9	21.3	10.5	21.5
Sales and services	62.8	63.8	68.0	64.9	66.8
Amortization of deferred capital contributions	12.0	11.7	12.8	11.7	12.4
Fees and other recoveries	27.6	26.0	27.4	25.2	26.6
Other	2.9	6.2	8.4	3.7	4.1
	956.8	923.0	890.4	846.7	846.1
EXPENSES					
Salaries and benefits	665.9	647.2	606.8	556.9	554.0
Operating costs	125.6	114.5	110.8	124.7	119.3
Amortization of capital assets	41.3	40.0	41.2	44.7	37.9
Cost of sales and services	16.8	18.4	23.4	21.4	22.3
Taxes and utilities	29.1	28.8	32.6	33.3	35.5
Scholarships and bursaries	61.3	58.1	58.9	54.6	55.1
Interest on long-term debt	19.4	19.6	21.1	22.8	23.0
	959.4	926.6	894.8	858.4	847.1

% of Total Revenue and Expenses

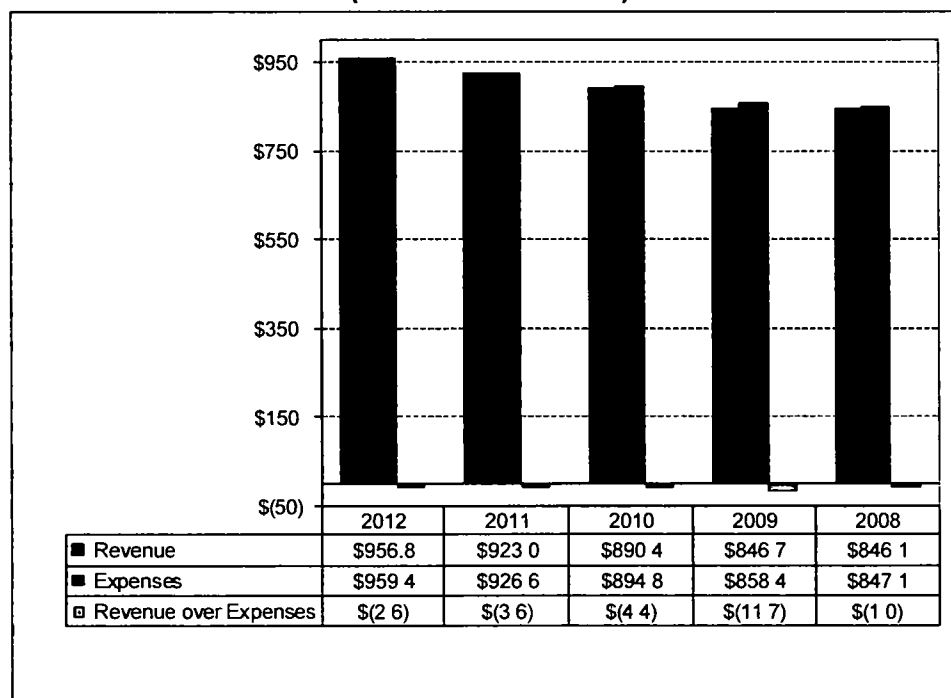
Year Ended April 30

	2012	2011	2010	2009	2008
	%	%	%	%	%
REVENUE					
Grants and contracts	41.0	41.7	42.2	45.6	44.5
Student fees	45.3	43.8	41.6	40.0	39.2
Donations	0.7	0.8	0.8	0.6	0.8
Investment income	2.0	2.0	2.4	1.3	2.5
Sales and services	6.6	6.9	7.6	7.7	7.9
Amortization of deferred capital contributions	1.3	1.3	1.4	1.4	1.5
Fees and other recoveries	2.9	2.8	3.1	3.0	3.1
Other	0.2	0.7	0.9	0.4	0.5
	100.0	100.0	100.0	100.0	100.0
EXPENSES					
Salaries and benefits	69.4	69.8	67.8	64.9	65.4
Operating costs	13.1	12.4	12.4	14.5	14.1
Amortization of capital assets	4.3	4.3	4.6	5.1	4.5
Cost of sales and services	1.8	2.0	2.6	2.5	2.6
Taxes and utilities	3.0	3.1	3.6	3.9	4.2
Scholarships and bursaries	6.4	6.3	6.6	6.4	6.5
Interest on long-term debt	2.0	2.1	2.4	2.7	2.7
	100.0	100.0	100.0	100.0	100.0

ENROLMENT GROWTH 2011 – 2007

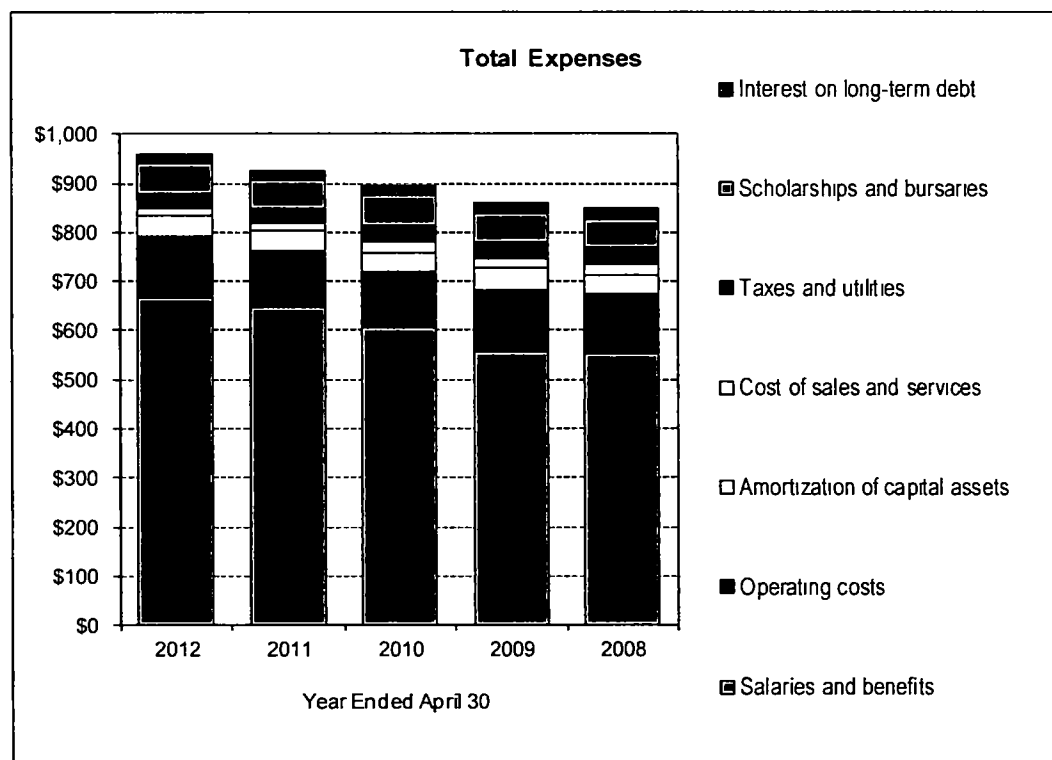
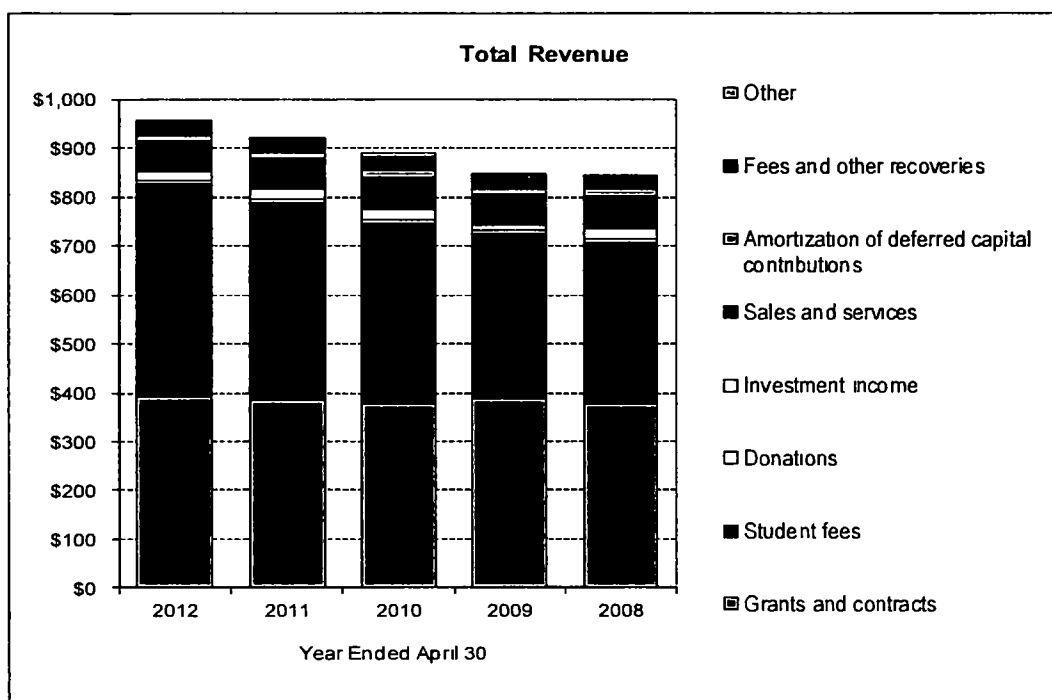


REVENUE AND EXPENSES Year Ended April 30 2012 – 2008 (Millions of dollars)



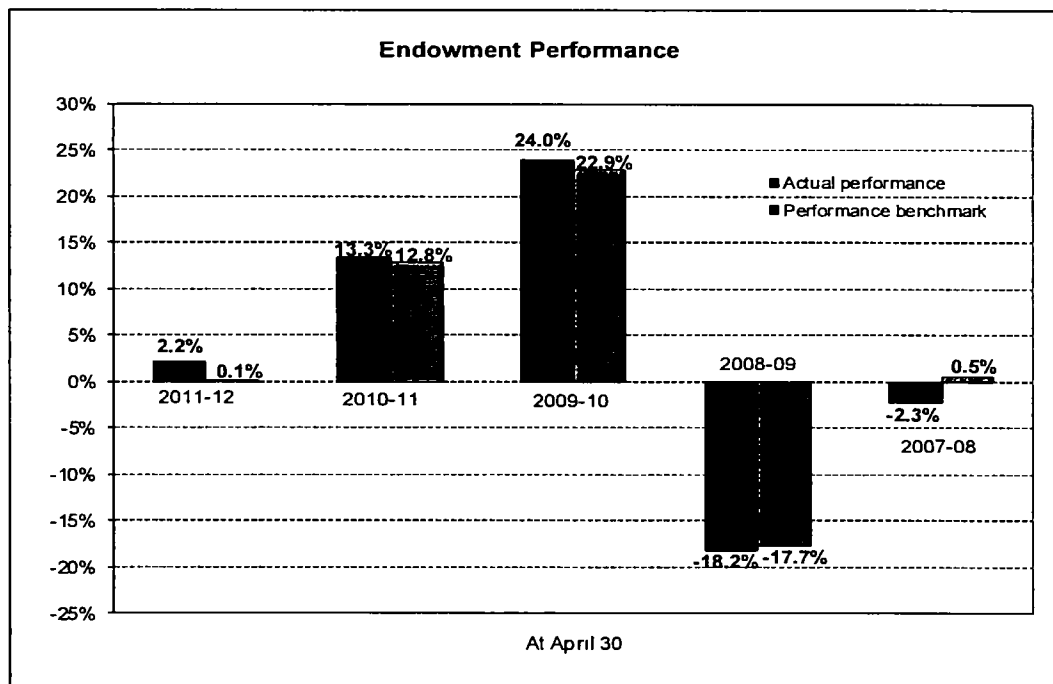
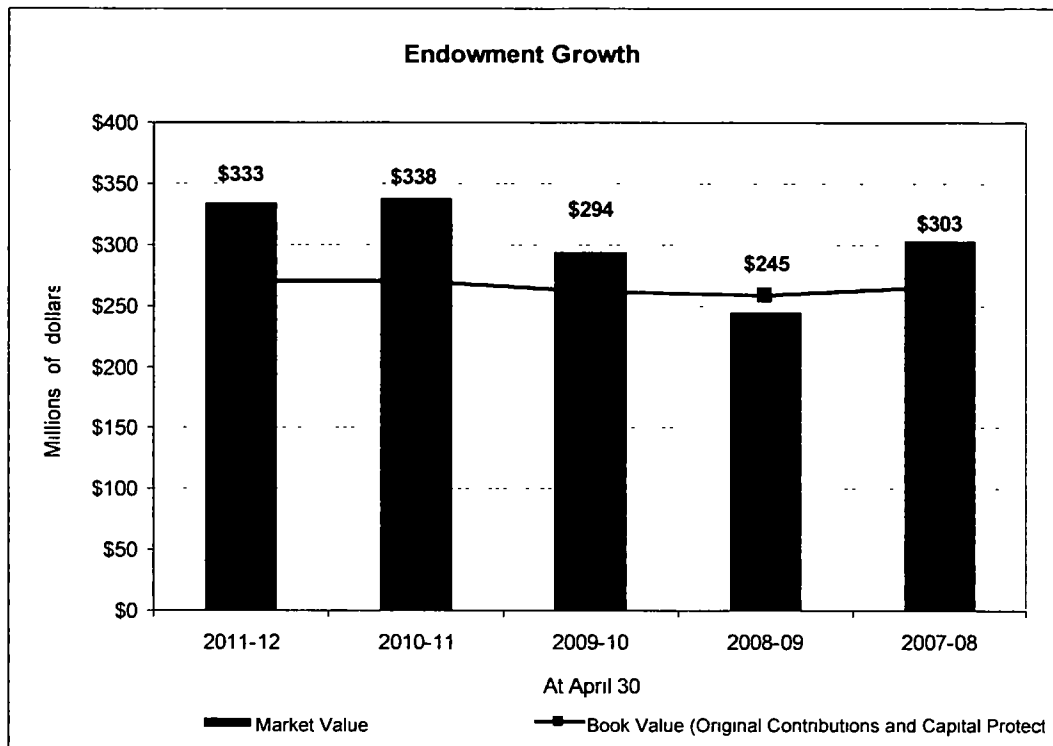
SUMMARY OF REVENUE AND EXPENSES

2012 – 2008
(Millions of dollars)



ENDOWMENT GROWTH AND PERFORMANCE

2012 – 2008



INDEPENDENT AUDITORS' REPORT

**To the Board of Governors of
York University**

We have audited the accompanying financial statements of York University, which comprise the Balance Sheet as at April 30, 2012, and the Statements of Operations and Changes in Deficit, Changes in Net Assets, and Cash Flows for the year then ended, and a summary of significant accounting policies and other explanatory information

Management's responsibility for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, 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.

Auditors' responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditors consider internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of York University as at April 30, 2012, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Ernst & Young LLP

Toronto, Canada
June 25, 2012

Chartered Accountants
Licensed Public Accountants

BALANCE SHEET
(Thousands of dollars)

As at April 30

	2012 \$	2011 \$
ASSETS		
Current		
Cash and cash equivalents	20,400	48,311
Accounts receivable (note 4)	64,213	66,154
Inventories	4,512	4,636
Prepaid expenses	9,700	9,338
Total current assets	98,825	128,439
Pension cost deferral (notes 12 and 14)	10,838	17,005
Investments (note 3)	590,681	582,629
Investment in lease (note 4)	44,225	44,440
Capital assets, net (note 5)	774,361	729,432
	1,518,930	1,501,945
LIABILITIES		
Current		
Accounts payable and accrued liabilities (notes 4 and 9)	81,842	84,632
Current portion of long-term debt (note 10)	630	4,430
Deferred income	45,577	46,052
Deferred contributions (note 6)	82,074	83,170
Total current liabilities	210,123	218,284
Long-term liabilities (notes 4 and 9)	134,293	127,175
Long-term debt (note 10)	303,880	304,488
Deferred capital contributions (note 11)	314,275	292,907
Total liabilities	962,571	942,854
Commitments and contingent liabilities (note 17)		
NET ASSETS		
Unrestricted deficit	(45,166)	(60,172)
Internally restricted (note 12)	270,398	287,931
Endowments (note 13)	331,127	331,332
Total net assets	556,359	559,091
	1,518,930	1,501,945

See accompanying notes

On behalf of the Board of Governors



Paul Cantor
Chair



Mamdouh Shoukn
President and Vice-Chancellor

STATEMENT OF OPERATIONS AND CHANGES IN DEFICIT
(Thousands of dollars)

Year ended April 30

	2012 \$	2011 \$
REVENUE		
Grants and contracts	392,005	384,865
Student fees	433,611	404,376
Donations	6,873	7,082
Investment income (note 3)	19,032	18,923
Sales and services	62,756	63,839
Amortization of deferred capital contributions (note 11)	12,041	11,698
Fees and other recoveries	27,630	26,001
Other	2,935	6,232
Total revenue	956,883	923,016
EXPENSES		
Salaries and benefits (note 14)	665,909	647,153
Operating costs	125,596	114,540
Amortization of capital assets	41,341	39,959
Cost of sales and services	16,757	18,436
Taxes and utilities	29,135	28,822
Scholarships and bursaries	61,293	58,050
Interest on long-term debt (note 10)	19,340	19,591
Total expenses	959,371	926,551
Deficiency of revenue over expenses for the year	(2,488)	(3,535)
Net transfers from internally restricted net assets	17,533	15,727
Net transfers to internally restricted endowments	(39)	(4,219)
Change in unrestricted deficit in the year	15,006	7,973
Unrestricted deficit, beginning of year	(60,172)	(68,145)
Unrestricted deficit, end of year	(45,166)	(60,172)

See accompanying notes

STATEMENT OF CHANGES IN NET ASSETS
(Thousands of dollars)

Year ended April 30

	2012			2011	
	Unrestricted deficit \$	Internally restricted \$ (note 12)	Endowments \$ (note 13)	Total \$	Total \$
Net assets, beginning of year	(60,172)	287,931	331,332	559,091	528,993
Deficiency of revenue over expenses for the year	(2,488)	-	-	(2,488)	(3,535)
Net transfers from internally restricted net assets to unrestricted deficit	17,533	(17,533)	-	-	-
Direct increase to capital assets for donations of land and works of art (note 5)	-	-	-	-	340
Investment income on externally restricted endowments less amounts made available for spending (note 13)	-	-	(5,667)	(5,667)	25,485
Contributions to externally restricted endowments (note 13)	-	-	5,423	5,423	7,808
Net transfers from unrestricted deficit to internally restricted endowments (note 13)	(39)	-	39	-	-
Net assets, end of year	(45,166)	270,398	331,127	556,359	559,091

See accompanying notes

STATEMENT OF CASH FLOWS
(Thousands of dollars)

Year ended April 30

	2012 \$	2011 \$
OPERATING ACTIVITIES		
Deficiency of revenue over expenses for the year	(2,488)	(3,535)
Add (deduct) non-cash items		
Amortization of capital assets	41,341	39,959
Amortization of deferred capital contributions	(12,041)	(11,698)
Net change in non-cash working capital balances related to operations (note 15)	4,957	3,394
Change in pension cost deferral	6,167	25,154
Net change in long-term liabilities (note 15)	7,333	7,310
Cash provided by operating activities	45,269	60,584
INVESTING ACTIVITIES		
Purchase of investments, net (note 15)	(13,719)	(29,655)
Purchase of capital assets (note 15)	(93,885)	(79,171)
Cash used in investing activities	(107,604)	(108,826)
FINANCING ACTIVITIES		
Repayment of long-term debt	(4,408)	(4,162)
Contributions restricted for capital purposes (note 11)	33,409	59,954
Contributions to externally restricted endowments (note 13)	5,423	7,808
Cash provided by financing activities	34,424	63,600
Net (decrease) increase in cash and cash equivalents during the year	(27,911)	15,358
Cash and cash equivalents, beginning of year	48,311	32,953
Cash and cash equivalents, end of year	20,400	48,311
SUPPLEMENTARY INFORMATION		
Interest paid	19,361	19,610

NOTES TO FINANCIAL STATEMENTS

(All amounts are in thousands of dollars unless otherwise indicated)

APRIL 30, 2012

1. DESCRIPTION OF THE ORGANIZATION

York University ("York" or the "University") was incorporated under the York University Act 1959 and continued under the York University Act 1965 by the Legislative Assembly of Ontario. The University is dedicated to academic research and to providing post-secondary and post-graduate education. The University is a registered charity and under the provisions of Section 149 of the Income Tax Act (Canada) is exempt from income taxes.

York's financial statements reflect the assets, liabilities, net assets, revenue, expenses and other transactions of all the operations of the University and organizations in which the University has a controlling shareholding or a primary economic interest. Accordingly, these financial statements include the operations, research activities and ancillary operations of the University, the York University Development Corporation (an Ontario corporation of which the University is the sole shareholder) that oversees the development of designated undeveloped York lands and which owns York Lanes shopping mall, and York University Foundation, a federally incorporated foundation, the objects of which are to raise funds for the University and steward the funds so raised. On November 30, 2011, the assets, liabilities and fund balances of the York University Foundation were transferred to the University.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared by the administration in accordance with Canadian generally accepted accounting principles. The preparation of financial statements requires the administration to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities as at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from those estimates. A summary of significant accounting policies is as follows:

a) Future changes in accounting policies

The Accounting Standards Board of the Canadian Institute of Chartered Accountants ("CICA") issued Part III of the CICA Handbook that sets out the accounting standards for not-for-profit organizations that are effective for fiscal years beginning on or after January 1, 2012. The University will adopt the new standards for fiscal 2013 and is currently evaluating the impact of these standards.

b) Revenue recognition

The University follows the deferral method of accounting for contributions, which include donations and government grants. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Externally restricted contributions, other than endowments, are deferred and recognized as revenue in the year in which the related expenses are recognized. Restricted endowment contributions are recognized as direct increases in net assets. Pledges are recorded as revenue on a cash basis since pledges are not legally enforceable.

Donations of materials and services that would otherwise have been purchased are recorded at fair value when fair value can be reasonably determined.

Student fees are recognized as revenue when courses and seminars are held. Sales and services revenue is recognized at the point of sale or when the service has been provided.

c) Financial instruments

As permitted under the CICA Handbook, the University has chosen to continue to apply *CICA 3861. Financial Instruments - Disclosure and Presentation* in place of *CICA 3862 Financial Instruments - Disclosures* and *CICA 3863. Financial Instruments - Presentation*

d) Cash and cash equivalents

Cash and cash equivalents consist of cash on deposit and investments with original maturities at acquisition of three months or less. Cash and short-term investments held for investing rather than liquidity purposes are classified as long-term investments.

e) Inventories

Inventories are stated at the lower of cost and net realizable value. The cost of inventories is assigned by using the first-in, first-out method or weighted average cost method, depending on the nature or use of the inventory items. The same costing method is used for all inventories having a similar nature and use.

f) Investments and Investment Income

Investments are recorded at fair value except for investments in fixed income securities which are to be held to maturity and other loans and receivables, both of which are recorded at cost plus accrued interest, using the effective interest rate method.

The fair value of investments is determined as follows:

Publicly traded bonds and equities are determined based on quoted market values based on the latest bid prices. Investments in pooled funds are valued at their unit values provided by the fund manager and unlisted or infrequently traded securities are based on quoted market yields or comparable security prices as appropriate.

Investment income, which consists of interest, dividends, income distributions from pooled funds, and realized and unrealized gains and losses, is recorded as revenue in the Statement of Operations and Changes in Deficit, except for investment income designated for externally restricted endowments. The amount made available for spending against externally restricted endowments is recorded as investment income and any amount available for spending that remains unspent at year-end is deferred and categorized as deferred contributions. Investment income on externally restricted endowments in excess of the amount made available for spending, losses on externally restricted endowments and deficiencies of investment income compared to the amount available for spending are recorded as direct increases (decreases) to endowments.

Income (or loss) designated for internally restricted endowments is recognized in the Statement of Operations and Changes in Deficit. The investment income (or loss) net of all actual spending against internal endowments is transferred between the unrestricted deficit and internally restricted endowments through the Statement of Changes in Net Assets.

Transactions are recorded on a trade date basis and transaction costs are expensed as incurred.

g) Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair market value at the date of contribution, except for land received under the terms of grants, which is carried at nominal value. Amortization of capital assets is provided on a straight-line basis over their estimated useful lives as follows:

	Annual Rate	Years
Buildings, plant facilities and infrastructure	2.5% to 10%	10 to 40
Equipment and furnishings	10% to 33.3%	3 to 10
Library collection	100%	1

Construction in progress expenditures are capitalized as incurred and are amortized as described above once the asset is placed into service. Capitalized expenditures include interest on related debt funding of such expenditures.

Donations of items included in the art collection are recorded as direct increases in capital assets and net assets at an appraised value established by independent appraisal in the period received by the University. The art collection is considered to have a permanent value and is not amortized.

h) Foreign exchange translation

The University accounts for revenue and expense transactions in a foreign currency at the exchange rate in effect at the date of the transactions. Monetary assets and liabilities denominated in a foreign currency are translated at year-end exchange rates and any translation gain or loss is included in the Statement of Operations and Changes in Deficit. Foreign exchange gains and losses on investments are accounted for consistent with investment income.

i) Derivative financial instruments

Derivative financial instruments are used by the University in the management of its exposure to foreign currency uncertainty on investments (*note 3*). The University does not enter into derivative financial instruments for trading or speculative purposes. The University does not apply hedge accounting on these derivative financial instruments. The University records derivative financial instruments on the Balance Sheet at fair value with subsequent changes in fair value recognized in the Statement of Operations and Changes in Deficit.

j) Employee benefits plans

The University has a defined contribution pension plan, which has a defined benefit component that provides a minimum level of pension benefits. The cost of providing pension benefits and post-employment and post-retirement benefits other than pensions is actuarially determined and recognized in the Statement of Operations and Changes in Deficit using the projected benefit method pro-rated on service and management's best estimates regarding assumptions about a number of future conditions, including investment returns, compensation changes, withdrawals, mortality rates and expected health care costs. Past service costs associated with plan amendments are amortized over the average remaining service life of employees who were active at the time of each plan amendment. Cumulative differences arising from actuarial gains and losses including changes in assumptions over 10% of the greater of the fair value of assets and the accrued benefit obligation are amortized over the average remaining service life of employees. Assets of the pension plan are valued using market values at year-end. Liabilities of the pension plan and post-retirement and post-employment benefits are discounted using current interest rates on long-term high-quality fixed income securities.

3. INVESTMENTS

a) Investments consist of the following

		2012	2011	2012	2011
	Maturity	Weighted average interest rate		\$	\$
Cash		1.25%	1.21%	49,797	49,574
Short-term investments	2012 to 2017	3.67%	3.73%	142,710	146,415
Deposit notes	2023	4.51%	4.50%	1,182	1,255
Government bonds	2012 to 2062	2.26%	2.92%	55,795	52,214
Corporate bonds	2012 to 2061	4.24%	5.55%	41,082	39,254
Mortgages	2012 to 2017	3.78%	4.20%	64,773	53,376
Canadian equities				56,609	62,726
International equities				178,066	177,790
Other	2012 to 2013	4.00%	4.00%	667	25
				590,681	582,629
Designated as follows:					
Held for trading				387,190	388,573
Held to maturity				201,295	191,474
Loans and receivables				2,196	2,582
Total				590,681	582,629
Market value				594,816	586,323

All investments are recorded at fair value except certain bonds that are designated as held to maturity and certain loans and receivables. The carrying value of the loans and receivables approximates fair value.

Investments are exposed to foreign currency risk, interest rate price risk, and market and credit risks. The University manages these risks through policies and procedures in place governing asset mix, equity and fixed income allocations, and diversification among and within categories.

To manage foreign currency risk, a hedging policy has been implemented for the University's foreign-denominated investments to minimize exchange rate fluctuations and the resulting uncertainty on future financial results. All outstanding contracts have a remaining term to maturity of less than one year. The University has significant contracts outstanding held in foreign currencies, as detailed below.

The notional and fair values of the foreign currency forward contracts are as follows:

	2012		2011	
Currency Sold	Notional Value (CAD \$)	Fair Value of Contract (CAD \$)	Notional Value (CAD \$)	Fair Value of Contract (CAD \$)
EUR	2,444	7	4,826	(82)
GBP	11,294	(78)	5,425	(22)
USD	56,289	407	52,385	185
Other	15,057	90	12,388	(370)
Total	85,084	426	75,024	(289)

The fair value of the foreign currency forward contracts is included in investments. The change in the fair value of the foreign currency forward contracts is accounted for consistent with investment income in the Statement of Operations and Changes in Deficit.

b) Investment income consists of the following

	2012 \$	2011 \$
Investment income on endowments (<i>note 13</i>)	5,365	37,825
Deduct investment income credited to external endowments (<i>note 13</i>)	(4,671)	(33,212)
Add allocations for spending on external endowments, net of deferrals	8,678	4,896
Other investment income	9,660	9,414
Total	19,032	18,923

4. INVESTMENT IN LEASE

The University has entered into a direct finance lease with the Ontario Infrastructure and Lands Corporation ("OILC"), formerly the Ontario Realty Corporation. The leased facilities are located on the Keele campus and are occupied by the Archives of Ontario. The lease commenced on February 25, 2009 for an initial period of 25 years plus three options to extend the term, each for 10 years. Prior to the commencement of the lease, the OILC exercised the first ten-year renewal option.

To construct the facilities used by the Archives of Ontario, in May 2007 the University entered into contractual agreements with a consortium that undertook the design, construction and financing of the facility during the construction phase of the project.

As payment for the cost of the facility, York assigned the revenue stream under the OILC lease to the consortium for a period of 35 years. However, York remains liable for the lease payments to the consortium should OILC default.

The present value of the lease payments due from OILC at lease commencement was determined to be \$45 million based on a discount rate of 10.5% and with no residual value assigned to the Archives facility.

The carrying value of the investment in lease is composed of aggregate minimum lease payments due from OILC over 35 years less unearned finance income at a rate of 10.5%. As at April 30, 2012, the balance is as follows:

	2012 \$	2011 \$
Aggregate future minimum lease payments	148,964	153,782
Less unearned finance income	(104,524)	(109,148)
Investment in lease	44,440	44,634
Less current portion recorded in accounts receivable	(215)	(194)
Balance, end of year	44,225	44,440

Minimum future lease payments are expected to be as follows:

	\$
2013	4,818
2014	4,818
2015	4,818
2016	4,818
2017	4,818
Thereafter	124,874
Total	148,964

The University has recorded the amounts owed to the consortium under the lease assignment within the liabilities section of the Balance Sheet. The current portion of \$215 (2011 - \$194) is reported within accounts payable and accrued liabilities while the long-term portion is reported in long-term liabilities as \$44,225 (2011 - \$44,440) (*note 9*).

This liability has been discounted at a rate of 10.5% and will reduce over the 35-year lease assignment term, concurrent with the reduction to investment in lease

5. CAPITAL ASSETS

Capital assets consist of the following:

	2012			2011		
	Cost	Accumulated	Net Book	Cost	Accumulated	Net Book
	\$	Amortization	Value	\$	Amortization	Value
		\$	\$		\$	\$
Land	4,398	-	4,398	4,398	-	4,398
Buildings, plant facilities and infrastructure	1,055,038	373,829	681,209	927,676	349,974	577,702
Equipment and furnishings	150,967	96,814	54,153	137,468	90,551	46,917
Library collection	65,717	65,717	-	67,607	67,607	-
Construction in progress	29,533	-	29,533	95,347	-	95,347
Art collection	5,068	-	5,068	5,068	-	5,068
Total	1,310,721	536,360	774,361	1,237,564	508,132	729,432

- During the year, the total cost of items added to the library collection was \$4,382 (2011 – \$5,047) and the total cost of items removed was \$6,272 (2011 – \$6,232)
- During the year, no additional artwork was received. The University's art collection consists of 114 (2011 – 114) works and has an appraised value upon receipt of \$5,068 (2011 – \$5,068)
- The Glendon campus land and a majority of the Keele Street campus land were acquired by grants. These grants had restrictive covenants, which have been registered on the title of the property, and which purport to limit use of the properties for educational or research purposes at the University level. As appraisals are not available at the date of the grants, these assets are recorded in the accounts at nominal value.

6. DEFERRED CONTRIBUTIONS

Deferred contributions represent unspent externally restricted grants and donations and unexpended available income on externally restricted endowments. The changes in deferred contributions are as follows:

	2011	Additions	Transfers to	2012
	\$	\$	Revenue	\$
			\$	
Research and other grants and contracts	61,098	52,674	(54,494)	59,278
Restricted donations and expendable balances from endowments	22,072	26,686	(25,962)	22,796
Total	83,170	79,360	(80,456)	82,074

7. CREDIT FACILITIES

The University has available facilities as follows

- a) Demand operating facilities in the amount of \$20.0 million (2011 – \$20.0 million). This facility bears interest at a rate that varies with the balances on deposit, ranging from the bank's prime rate of 3.00% (2011 – 3.00%) minus 0.5% to the bank's prime rate plus 0.5%. Letters of credit in the amount of \$3.5 million (2011 – \$3.9 million) have been utilized against this facility.
- b) Indirect guarantor facilities for housing loans to faculty and staff in the amount of \$5.0 million (2011 – \$5.0 million). These facilities bear interest at the bank's prime rate of 3.00% (2011 – 3.00%). Housing loans to faculty and staff in the amount of \$173 (2011 – \$117) have been utilized against these facilities.

8. CAPITAL MANAGEMENT

In managing capital, the University focuses on liquid resources available for operations. The University's objective is to have sufficient liquid resources to continue operating even if adverse financial events were to occur, and to provide it with the flexibility to take advantage of opportunities that will advance its mission. The need for sufficient liquid resources is considered in the preparation of its annual operating and capital budgets with actual operating results compared to budget on a regular basis and by the monitoring and forecasting of cash flows on a daily basis. The University attempts to minimize the use of its demand operating facilities (*note 7*) which can be used in the event that sufficient cash flow is not available to cover operating and capital expenditures. In addition, the University can issue unsecured debentures or enter into other long-term debt to assist with the financing of capital assets. As at April 30, 2012, the University has met its objective of having sufficient liquid resources to meet its current obligations.

9. LONG-TERM LIABILITIES

Long-term liabilities consist of the following

	2012	2011
	\$	\$
Obligation under lease assignment (<i>note 4</i>)	44,440	44,634
Less current portion recorded in accounts payable and accrued liabilities	(215)	(194)
Long-term portion of obligation under lease assignment	44,225	44,440
Other post-employment benefits (<i>note 14</i>)	90,068	82,648
Interest rate swaps payable	-	87
Total	134,293	127,175

10. LONG-TERM DEBT

Long-term debt consists of the following:

	2012	2011
	\$	\$
Debentures		
Senior unsecured debenture bearing interest at 6.48%, maturing on March 7, 2042	200,000	200,000
Senior unsecured debenture bearing interest at 5.84%, maturing on May 4, 2044	100,000	100,000
Other debentures bearing interest at 5.88% to 7.63%, maturing from 2017 to 2023. Weighted average interest rate is 6.89% (2011 – 6.87%)	4,941	5,382
Mortgages		
Mortgages bearing interest at 5.38%, maturing on July 1, 2016	388	467
Term loans		
Term loan bearing interest at 4.50% (2011–term loans at variable rates), maturing in 2023 (2011 – maturing in 2012 and 2023). Weighted average interest rate is 4.50% (2011 – 5.44%)	1,182	5,092
	306,511	310,941
Unamortized transaction costs	(2,001)	(2,023)
	304,510	308,918
Less current portion	(630)	(4,430)
Total	303,880	304,488

Scheduled future minimum annual repayments of long-term debt are as follows:

	\$
2013	630
2014	670
2015	712
2016	758
2017	708
Thereafter	303,033
Total	306,511

Certain assets have been pledged as collateral for certain mortgages and certain term loans. The amount of interest expense during the year on long-term debt was \$19,340 (2011 – \$19,591). Long-term debt has a fair value of \$455,244 (2011 – \$399,914).

11. DEFERRED CAPITAL CONTRIBUTIONS

Deferred capital contributions represent the unamortized amount of restricted donations and grants received for the purchase of capital assets. The amortization of deferred capital contributions is recorded as revenue in the Statement of Operations and Changes in Deficit when the associated capital asset is brought into service. The changes in the deferred capital contributions balance are as follows:

	2012 \$	2011 \$
Balance, beginning of year	292,907	244,651
Contributions received in the year	33,409	59,954
Amortization of deferred capital contributions	(12,041)	(11,698)
Balance, end of year	314,275	292,907
Comprised of		
Capital contributions - expended	314,239	281,076
Capital contributions - unexpended	36	11,831
Balance, end of year	314,275	292,907

12. INTERNALLY RESTRICTED NET ASSETS

Details of internally restricted net assets are as follows:

	2012 \$	2011 \$
Departmental carryforwards	48,917	51,850
Progress through the ranks	(19,811)	(22,300)
Computing systems development	5,272	4,010
Contractual commitments to employee groups	4,843	2,808
Research programs	18,321	18,186
Pension cost deferral (note 14)	10,838	17,005
Sinking fund	48,597	42,684
Investment in capital assets	154,755	139,429
Capital reserve	74,293	93,251
Future funded capital projects	(75,627)	(58,992)
Balance, end of year	270,398	287,931

Internally restricted net assets include funds committed for specific purposes that reflect the application of the Board of Governors' policy as follows:

- i Departmental carryforwards – These represent the cumulative positions of all Faculties and Divisions with net unspent balances at year-end. Under Board policy, which is approved annually, Faculties and Divisions are entitled to carryforward the net unspent funds from previous years' allocations. These funds provide units with a measure of flexibility established through prudent administration over several years to assist with future balancing of their budgets in the face of additional anticipated budget reductions, as well as resources which are to meet commitments made during the year.
- ii Progress through the ranks ("PTR") – This is the cumulative difference between the amounts paid for progress through the ranks salary adjustments and the budget funds provided under York's salary recovery policy. PTR adjustments are planned to be self-funding over time. However, on a year-to-year basis, the cost of providing PTR adjustments can be more or less than the funds provided, depending on the number of retirements that occurred during the year.

- iii. Computing systems development – The University is planning to implement or upgrade several administrative computing and information systems. These appropriated funds support forward commitments for these systems planned or in process, as well as planned future stages of system implementation not yet contracted for at year-end.
- iv. Contractual commitments to employee groups – This is the net carryforward of funds to meet future commitments defined under collective agreements with various employee groups.
- v. Research programs – This represents appropriations for internally-funded research.
- vi. Pension cost deferral – This represents the cumulative portion of University-funded contributions paid into the pension plan which exceeds the accrued value of employee pension benefits earned as at the end of the period, as estimated in accordance with Canadian generally accepted accounting principles.
- vii. Sinking fund – This represents funds set aside to retire capital debt.
- viii. Investment in capital assets – This represents the net amount of capital assets funded using internal capital.
- ix. Capital reserve – This represents funds restricted for deferred maintenance, capital emergencies and capital projects planned or in progress.
- x. Future funded capital projects – This represents projects that will be funded in the future through a combination of budget allocations, donations and debt.

13. ENDOWMENTS

Endowments include restricted donations received by the University and funds that have been internally designated. Investment returns generated from endowments are used in accordance with the various purposes established by the donors or by the Board of Governors. The University protects the future purchasing power of its endowments by designating a portion of the annual investment income earned as capital protection. On an annual basis, the University determines the distribution for spending after a review of each individual endowment's market value, original contribution and capital protection, and takes into account the long-term objective to preserve the purchasing power of each endowment. In May 2011 the University made available for spending 4-5% (May 2010 – 4-5%) of the book value of each individual endowment.

Net assets restricted for endowment consist of the following:

	2011 \$	Contributions \$	Available for Spending \$	Transfers/ Reclassification \$	Investment Income \$	2012 \$
Externally restricted	290,799	5,423	(10,338)	(515)	4,671	290,040
Internally restricted	40,533	-	(655)	515	694	41,087
Total	331,332	5,423	(10,993)	-	5,365	331,127

Ontario Student Opportunity Trust Fund and Ontario Trust for Student Support

The Government of Ontario established the Ontario Student Opportunity Trust Fund ("OSOTF") and the Ontario Trust for Student Support ("OTSS") programs to encourage companies and individuals to contribute funds to post-secondary students. The University established three funds – OSOTF – Phase 1 in fiscal 1997, OSOTF – Phase 2 in fiscal 2004, and OTSS in fiscal 2005. Eligible donations are equally matched by the Province. Investment income earned on these funds is used to finance awards to qualified students in need of financial aid. The funds are included in the total of externally restricted endowments.

The position of the fund balances, at book and market value, are calculated as follows

OSOTF – Phase 1	2012	2011
For the year ended April 30	\$	\$
Endowment at book value, beginning of year	67,508	67,500
Transfer to expendable funds	-	8
Endowment at book value, end of year	67,508	67,508
Endowment at market value, end of year	83,918	86,160
Expendable funds available for awards, beginning of year	9,952	6,791
Realized investment gains, net of capital protection	2,156	5,649
Bursaries awarded	(3,465)	(2,488)
Expendable funds available for awards, end of year	8,643	9,952
Number of bursaries awarded	2,112	1,602
OSOTF – Phase 2	2012	2011
For the year ended April 30	\$	\$
Endowment at book value, beginning of year	10,714	10,714
Transfer to expendable funds	-	-
Endowment at book value, end of year	10,714	10,714
Endowment at market value, end of year	12,480	12,654
Expendable funds available for awards, beginning of year	460	342
Realized investment gains, net of capital protection	322	469
Bursaries awarded	(550)	(351)
Expendable funds available for awards, end of year	232	460
Number of bursaries awarded	351	333
OTSS	2012	2011
For the year ended March 31	\$	\$
Endowment at book value, beginning of year	40,904	36,356
Donations received	1,928	2,274
Government matching	1,928	2,274
Transfer to expendable funds	-	-
Endowment at book value, end of year	44,760	40,904
Endowment at market value, end of year	51,115	46,332
Expendable funds available for awards, beginning of year	1,847	687
Realized investment gains, net of capital protection	2,648	1,916
Bursaries awarded	(1,077)	(756)
Expendable funds available for awards, end of year	3,418	1,847
Number of bursaries awarded	718	533
Outstanding donations pledged	\$1,340	\$691

14. EMPLOYEE SALARIES AND BENEFITS

The University has a defined contribution pension plan, which has a defined benefit component that provides a minimum level of pension benefits. The latest actuarial valuation for the pension plan was performed as at December 31, 2010. The next actuarial valuation is required as at December 31, 2013. The University measures its accrued benefit obligation and the fair value of plan assets for accounting purposes as at April 30 of each year.

The latest actuarial valuations for other non-pension post-retirement and post-employment benefits were performed as at September 1, 2011 and April 1, 2012, respectively, and extrapolated to April 30, 2012. The University measures its accrued benefit obligation for accounting purposes as at April 30 of each year.

The employee salaries and benefits expense for the year includes pension expense of \$62,531 (2011 – \$62,232) and other benefits expense of \$11,767 (2011 – \$11,642).

Information about the University's benefit plans as at April 30 is as follows:

	2012		2011	
	Pension	Other	Pension	Other
	Benefit Plans	Benefit Plans	Benefit Plans	Benefit Plans
	\$	\$	\$	\$
Accrued benefit obligation	(1,795,503)	(109,999)	(1,653,792)	(89,497)
Fair value of plan assets	1,404,353	-	1,381,292	-
Plan deficit	(391,150)	(109,999)	(272,500)	(89,497)
Unamortized transitional asset	-	-	(3,036)	-
Unamortized net actuarial loss	401,988	14,012	292,541	1,125
Unamortized past service costs	-	5,919	-	5,724
Pension cost deferral / Long-term liability (note 9)	10,838	(90,068)	17,005	(82,648)

Plan assets are invested as follows:

	2012	2011
	%	%
Equities	62.0	67.0
Fixed income	36.0	31.0
Other	2.0	2.0
	100.0	100.0

The significant actuarial assumptions adopted in measuring the University's accrued benefit obligation and benefit costs are as follows:

	2012		2011	
	Pension	Other	Pension	Other
	Benefit Plans	Benefit Plans	Benefit Plans	Benefit Plans
Accrued Benefit Obligation				
Discount rate	4.75%	4.90%	5.50%	5.60%
Rate of inflation	2.30%		2.70%	
Rate of compensation increase	4.50%	5.00%	5.00%	5.00%
Benefit Cost:				
Discount rate	5.50%	5.60%	5.75%	6.00%
Rate of inflation	2.70%		2.50%	
Expected long-term rate of return on plan assets	6.75%	N/A	7.00%	N/A
Rate of compensation increase	5.00%	5.00%	5.00%	5.00%

For measurement purposes, a 5.73% (2011 – 5.75%) weighted average health care trend rate was assumed for 2012. The rate was assumed to decrease gradually to the ultimate weighted average health care trend rate of 4.50% in 2030 and to remain at that level thereafter.

Other information about the University's benefit plans is as follows

	2012		2011	
	Pension Benefit Plans	Other Benefit Plans	Pension Benefit Plans	Other Benefit Plans
	\$	\$	\$	\$
Employer's contributions	56,364	4,347	37,078	4,104
Employees' contributions	19,376	-	18,778	-
Benefits paid and administrative expenses	69,102	4,347	63,808	4,104

15. STATEMENT OF CASH FLOWS

The net change in non-cash working capital balances related to operations consists of the following

	2012	2011
	\$	\$
Accounts receivable	1,941	(3,864)
Inventories	124	(147)
Prepaid expenses	(362)	(511)
Accounts payable and accrued liabilities	4,825	(189)
Deferred income	(475)	8,021
Deferred contributions	(1,096)	84
Net change in non-cash working capital balances related to operations	4,957	3,394

The change in long-term liabilities related to non-cash activities and related to operations consists of the following

	2012	2011
	\$	\$
Change in long-term liabilities	7,118	7,116
Net change in obligation under lease assignment (note 4)	215	194
Net change in long-term liabilities related to operations	7,333	7,310

The purchase of investments related to non-cash activities is calculated as follows

	2012	2011
	\$	\$
Change in investments	(8,052)	(55,140)
Add investment income on externally restricted endowments less amounts made available for spending (note 13)	(5,667)	25,485
Purchase of investments, net	(13,719)	(29,655)

The purchase of capital assets related to non-cash activities is calculated as follows

	2012	2011
	\$	\$
Additions to capital assets	86,270	94,256
Change in current year, from the previous year, in accounts payable and accrued liabilities related to capital asset additions	7,615	(14,745)
Donations of land and works of art (note 5)	-	(340)
Purchase of capital assets	93,885	79,171

16. RELATED ENTITY

The University is a member, with ten other universities, of a joint venture called TRIUMF, Canada's national laboratory for particle and nuclear physics located on the University of British Columbia ("UBC") campus. TRIUMF is an unincorporated registered charity and each university has an undivided 9.09% interest in its assets, liabilities and obligations. The land and buildings it occupies are owned by UBC. The facilities and its operations are funded by federal government grants and the University has made no direct financial contribution to date. TRIUMF's net assets are not contemplated to be and are not readily realizable by the University. The University's interest in the assets, liabilities and results of operations are not included in these financial statements (see also note 17(d)).

The following financial information as at March 31 for TRIUMF was prepared in accordance with Canadian generally accepted accounting principles except that all capital assets and related provisions for decommissioning costs, if any, are expensed in the year in which the costs are incurred.

	2012 \$ (Unaudited)	2011 \$ (Audited)
Statement of Financial Position		
Total assets	27,345	24,934
Total liabilities	18,712	16,936
Total fund balances	8,633	7,998
Statement of Combined Funding/Income and Expenditures		
Revenue	77,079	70,308
Expenses	76,443	66,186
Excess of revenue over expenses	636	4,122

17. COMMITMENTS AND CONTINGENT LIABILITIES

a) Forward purchases of natural gas

The University purchases natural gas for future delivery with fixed pricing. As at April 30, 2012, the University has committed to purchase 1.319M GJ (2011 – 1.518M GJ) of natural gas at an average cost of \$5.09/GJ (2011 – \$6.64/GJ), with delivery at various dates to October 2013 (2011 – October 2013), for a total commitment of \$6.7 million (2011 – \$10.1 million).

b) Litigation

The nature of the University's activities is such that there is usually litigation pending or in prospect at any one time. With respect to known claims at April 30, 2012, the University believes it has valid defences and appropriate insurance coverage in place. Therefore, such claims are not expected to have a material effect on the University's financial position. There exist other claims or potential claims where the outcome cannot be determined at this time. Should any additional losses occur, they would be charged to income in the year they can be estimated.

c) Canadian University Reciprocal Insurance Exchange ("CURIE")

The University participates in a reciprocal exchange of insurance risks in association with other Canadian universities. This self-insurance reciprocal, named CURIE, involves a subscriber agreement to share the insurable property and liability risks of member universities for a term of not less than five years. Plan members are required to pay annual deposit premiums, which are actuarially determined and expensed in the year. Plan members are subject to further assessment in proportion to their participation in the event premiums are insufficient to cover losses and expenses. As at December 31, 2011 and 2010, CURIE was fully funded.

d) TRIUMF

The members of the TRIUMF joint venture and the Canadian Nuclear Safety Commission ("CNSC") approved a decommissioning plan which requires all members to be severally responsible for their share of the decommissioning costs, which were estimated at \$44.0 million as at November 2007, as well as provide financial covenants to the CNSC for the amount of these costs. While there are no current intentions of decommissioning the facilities, the University's share was estimated at \$4.0 million. TRIUMF has put in place a plan for funding the cost of decommissioning which does not require any payments from the joint venture partners.

e) Capital and other commitments

The estimated cost to complete committed capital and other projects at April 30, 2012 is approximately \$27,226. These capital projects will be financed by government grants, internal funds, and fundraising.

Reconciliation of Net Assets
Schedule O
Form 990 - Part XI - Line 5

	CAD conversion rate	USD
opening net assets	477,617,442.26	504,667,627.07
	<u>0.9464</u>	
	<u>0.9879</u>	
		483,467,397.78
		<u>21,200,229.30</u>
opening net assets - as per return		504,667,627.07
conversion loss of opening net assets		(21,200,229.30)
other conversion adjustment		1,158,602.22
Revenue less expenses for current year		(2,031,000.00)
Endowments		<u>82,233,000.00</u>
		<u>564,828,000.00</u>

York University - EIN 23-7069967
Form 990 Schedule E
April 30, 2012

Line 6a Financial Aid or Assistance from a Governmental Agency
Lines 3, 4a & b, 7

York University is a University created by legislation in the Province of Ontario. It is a registered Canadian charitable corporation and is also publicly supported through Provincial operating grants and other Federal and Provincial grants.

It is bound by the Ontario Human Rights Code which states, among other things, that everyone has equal access to employment, services, goods and facilities and occupancy of accommodation without discrimination because of "race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, marital status, family status or handicap."

York University - EIN 23-7069967

Form 990 Part VII-A

Current Officers, Directors, Trustees and Key Employees

At April 30, 2012

OFFICERS

		USD
(A) Name	(C) Position	(D) Compensation
Mamdouh Shoukri	President	496,467
Patrick Monahan	Vice President Academic & Provost	334,522
Stan Shapson	Vice-President Research & Innovation	298,611
Gary Brewer	Vice-President Finance & Administration	279,245
Harnet Lewis	University Secretary & General Counsel	249,460
Jennifer Sloan	Vice-President University Relations	228,068
Rob Tiffin	Vice President Students	208,435
Robert Hache	Vice-President Research & Innovation	201,069
Jeffrey O'Hagan	Vice-President Advancement	95,159
Total		<u>2,391,036</u>

Form 990 Part VII-A

DIRECTORS

(A) Name	(C) Position
Susan Black	Member - Board of Governors
Guy Burry	Member - Board of Governors
Paul Cantor	Member - Board of Governors
Terrie-Lynne Devonish	Member - Board of Governors
Julia Foster	Member - Board of Governors
William Hatanaka	Member - Board of Governors
John Hunkin	Member - Board of Governors
Ozench Ibrahim	Member - Board of Governors
Debbie Jamieson	Member - Board of Governors
Zahir Janmohamed	Member - Board of Governors
Kuttimol Kurian	Member - Board of Governors
Armand La Barge	Member - Board of Governors
Patrick LeSage	Member - Board of Governors
Sandra Levy	Member - Board of Governors
Robert Lewis	Member - Board of Governors
Mark Lievonen	Member - Board of Governors
Roy McMurtry	Member - Board of Governors
Janet Morrison	Member - Board of Governors
Ken Ng	Member - Board of Governors
Jonathan O'Kane	Member - Board of Governors
Timothy Price	Member - Board of Governors
Samuel Schwartz	Member - Board of Governors
Honey Sherman	Member - Board of Governors
Mamdouh Shoukri	Member - Board of Governors
George Tourlakis	Member - Board of Governors
Paul Tsaparis	Member - Board of Governors
David Tsubouchi	Member - Board of Governors
Paul Wilkinson	Member - Board of Governors
Henry Wu	Member - Board of Governors
Bryan Zarnett	Member - Board of Governors

**HIGHEST COMPENSATED EMPLOYEES (OTHER THAN
OFFICERS, DIRECTORS, TRUSTEES AND KEY
EMPLOYEES)**

		USD
(A) Name	(C) Position	(D) Compensation
Deszo Horvath	Professor/Dean	466,646
Ashwin W Joshi	Associate Professor	339,951
Lorna R Marsden	President Emeritus	329,452
Harvey A Skinner	Professor/Dean	326,204
Martin Singer	Professor/Dean	319,849

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS
REGISTRE DES TRAITEMENTS ET AVANTAGES VERSÉS AUX EMPLOYÉS EN 2011

Cal Year / Année civile	Sector / Secteur	Employer / Employeur	Surname / Nom de famille	Given Name / Prénom	Position Title / Poste	Total USD
2011	Universities	York University	SHOUKRI	MAMDOUH	President & Vice Chancellor	496,466 89
2011	Universities	York University	HORVATH	DEZSO	Professor / Dean	466,645 58
2011	Universities	York University	MONAHAN	PATRICK J	Professor / Vice President Academic & Provost	334,522 02
2011	Universities	York University	JOSHI	ASHWIN W	Associate Professor	339,950 86
2011	Universities	York University	MARSDEN	LORNA R	President Ementus	329,452 48
2011	Universities	York University	SKINNER	HARVEY A	Professor / Dean	326,204 49
2011	Universities	York University	SINGER	MARTIN	Professor / Dean	319,848 74
2011	Universities	York University	BELK	RUSSELL W	Professor	317,013 72
2011	Universities	York University	LENTON	RHONDA L	Professor / Vice Provost Academic	311,814 60
2011	Universities	York University	BAE	KEE-HONG	Professor	307,596 74
2011	Universities	York University	SHAPSON	STAN	Professor	298,611.26
2011	Universities	York University	MCKELLAR	JAMES	Professor	298,248 78
2011	Universities	York University	KOZINSKI	JANUSZ	Professor / Dean	298,481 31
2011	Universities	York University	CUMMING	DOUGLAS J	Professor	290,726 05
2011	Universities	York University	COOK	WADE	Professor / Associate Dean	285,516 00
2011	Universities	York University	KOZINETS	ROBERT	Professor	280,195 77
2011	Universities	York University	BREWER	GARY H	Vice-President Finance & Administration	279,245 26
2011	Universities	York University	ZIMMERMAN	BRENDA	Associate Professor	279,241 89
2011	Universities	York University	DEWITT	DAVID B	Professor	276,460 68
2011	Universities	York University	WESTNEY	ELEANOR	Professor	274,768 49
2011	Universities	York University	MIDDLETON	ALAN CHARLES	Assistant Professor	271,570 29
2011	Universities	York University	AULAKH	PREETMOHINDER S	Professor	268,378 47
2011	Universities	York University	TAN	JUSTIN	Professor	267,896 59
2011	Universities	York University	MADHOK	ANOOP	Professor	266,163 82
2011	Universities	York University	TSOTSOS	JOHN K	Professor	262,196 44
2011	Universities	York University	FISCHER	EILEEN MARY	Professor	257,290 20
2011	Universities	York University	MCCROBERTS	KENNETH H	Professor / Pncipal	256,956 39
2011	Universities	York University	RICHARDSON	ALAN JOHN	Professor	251,321 05
2011	Universities	York University	ROBERTS	GORDON SAM ABRAM	Professor	249,126 05
2011	Universities	York University	LEWIS	HARRIET	University Secretary & General Counsel	249,460 12
2011	Universities	York University	SOSSIN	LORNE MITCHELL	Professor / Dean	249,010 67
2011	Universities	York University	KIPPING	MATTHIAS	Professor	248,899 18
2011	Universities	York University	CRANE	ANDREW W	Professor	248,386 78
2011	Universities	York University	MATTEN	DIRK	Professor	246,378 54
2011	Universities	York University	PRISMAN	ELIEZER ZEEV	Professor	246,092 50
2011	Universities	York University	SIRSI	AJAY KUMAR	Associate Professor	243,576 19
2011	Universities	York University	DARROCH	JAMES	Associate Professor	243,572 81
2011	Universities	York University	HUSTED	BRYAN	Professor	241,727 30
2011	Universities	York University	BRADSHAW	PATRICIA	Professor	241,344 49
2011	Universities	York University	EMBLETON	SHEILA M	Professor	241,349 09
2011	Universities	York University	NEU	DEAN	Professor	240,295 50
2011	Universities	York University	PAN	YIGANG	Professor	239,298 00
2011	Universities	York University	LOVEJOY	PAUL E	Professor	235,531 07
2011	Universities	York University	TIAN	YISONG	Professor	232,204 41
2011	Universities	York University	BROOKS	WILLIAM NEIL	Professor	230,323 62
2011	Universities	York University	COWAN	MALCOLM	Sales Advisor	229,415 52
2011	Universities	York University	SLOAN	JENNIFER	Vice President University Relations	228,067 92
2011	Universities	York University	KAMSTRA	MARK J	Associate Professor	226,083 34
2011	Universities	York University	ABNER	BRIAN D	Assistant Professor	225,579 14
2011	Universities	York University	PERIDIS	THEODOROS	Associate Professor	224,798 38
2011	Universities	York University	CERCONE	NICHOLAS J	Professor	223,994 02
2011	Universities	York University	SIU	K W MICHAEL	Professor	223,765 84
2011	Universities	York University	MILEVSKY	MOSHE ARYE	Associate Professor	223,002 73
2011	Universities	York University	SELLERS-YOUNG	BARBARA	Professor / Dean	222,820 65
2011	Universities	York University	EMOND	D PAUL	Associate Professor	222,370 43
2011	Universities	York University	DIMICK	DAVID E	Associate Professor	221,200 31
2011	Universities	York University	FARJOUN	MOSHE	Associate Professor	221,060 75
2011	Universities	York University	GEVA	BENJAMIN	Professor	221,010 09
2011	Universities	York University	HUTCHINSON	ALLAN C	Professor / Dean	220,968 65
2011	Universities	York University	FOGEL	JOSHUA A	Professor	220,670 59
2011	Universities	York University	DARKE	PETER R	Associate Professor	220,440 11
2011	Universities	York University	LEVESQUE	MOREN	Professor	219,608 28
2011	Universities	York University	MASSOUD	NADIA Z.	Associate Professor	219,079 95
2011	Universities	York University	WALLER	MARY J	Professor	218,643 12
2011	Universities	York University	MORGAN	GARETH H J	Professor	217,466 91
2011	Universities	York University	THORNE	LINDA ELIZABETH	Professor	217,034 42

RECORD OF EMPLOYEES' 2011 SALARIES AND BENEFITS
REGISTRE DES TRAITEMENTS ET AVANTAGES VERSÉS AUX EMPLOYÉS EN 2011

Cal Year / Année civile	Sector / Secteur	Employer / Employeur	Surname / Nom de famille	Given Name / Prénom	Position Title / Poste	Total USD
2011	Universities	York University	OLIVER	CHRISTINE E	Professor	216,927 71
2011	Universities	York University	CHAKRABORTY	ARCHISHMAN	Associate Professor	215,629 41
2011	Universities	York University	DYMOND	PATRICK	Professor	215,534 08
2011	Universities	York University	INNES	CHRISTOPHER	Professor	214,365 03
2011	Universities	York University	GRAHAM	CAMERON J	Associate Professor	214,580 44
2011	Universities	York University	SHEREMATA	WILLOW A	Associate Professor	213,603 60
2011	Universities	York University	COOMBE	ROSEMARY	Professor	213,303 96
2011	Universities	York University	SINGH	PARBUDYAL	Professor	213,055 82
2011	Universities	York University	MANDEL	MICHAEL	Professor	213,158 04
2011	Universities	York University	GAINER	BRENDA J	Associate Professor	211,928 88
2011	Universities	York University	WATKINS	VICTORIA E	Director Professional Development	211,967 65
2011	Universities	York University	HOOD	DAVID A	Professor	211,403 70
2011	Universities	York University	SHUM	PAULINE M P	Associate Professor	211,437 22
2011	Universities	York University	LI	STAN XIAO	Associate Professor	211,330 81
2011	Universities	York University	DECARUFEL	ANDRE	Associate Professor	210,762 69
2011	Universities	York University	BOHME	DIETHARD K	Professor	209,743 80
2011	Universities	York University	MCMILLAN	CHARLES J	Professor	209,136 96
2011	Universities	York University	HARRIS	GEOFFREY W	Professor	209,066 47
2011	Universities	York University	MAYER	RAMI	Managing Director Schulich Executive Education Centre	208,684 67
2011	Universities	York University	SALTER	R L LIORA	Professor	208,101 29
2011	Universities	York University	TIFFIN	ROBERT J	Vice-President Students	208,434 75
2011	Universities	York University	WU	GILLIAN E	Professor	207,596 14
2011	Universities	York University	LI	JINYAN	Professor	207,846 33
2011	Universities	York University	GAVIGAN	SHELLEY A.M	Professor / Associate Dean	207,156 07
2011	Universities	York University	AUSTER	ELLEN R	Professor	206,773 69
2011	Universities	York University	LEYTON-BROWN	DAVID	Professor	206,677 17
2011	Universities	York University	BENCHIMOL	SAMUEL	Professor	206,448 36
2011	Universities	York University	CAO	MELANIE	Associate Professor	206,122 50
2011	Universities	York University	MOSSMAN	MARY JANE	Professor	205,442 02
2011	Universities	York University	POUND-CURTIS	TRUDY	Assistant Vice President & Chief Financial Officer	204,844 44
2011	Universities	York University	WU	JIANHONG	Professor	203,618 80
2011	Universities	York University	HAY	CHARLES DOUGLAS	Professor	202,980 38
2011	Universities	York University	HESSLES	ERIC A	Professor	201,581 81
2011	Universities	York University	HACHE	ROBERT	Professor / Vice President Research & Innovation	201,069 22
2011	Universities	York University	MAYNES	ELIZABETH M	Associate Professor	201,275 75
2011	Universities	York University	JOHNSTON	DAVID ALAN	Associate Professor	201,075 81
2011	Universities	York University	HOOPER	SHARON	Assistant Vice President Human Resources & Chief Human Resources Officer	201,003 23
2011	Universities	York University	MCKENNA	STEPHEN DAVID	Associate Professor	199,739 57
2011	Universities	York University	KARAKOWSKY	LEONARD ELI	Professor	199,332 03
2011	Universities	York University	DONG	MING	Associate Professor	199,136 46
2011	Universities	York University	THOMPSON	DAVID W A	Senior Advisor, Special Projects	199,936 92
2011	Universities	York University	KWON	SUNG S	Professor	198,300 39
2011	Universities	York University	SLATTERY	BRIAN	Professor	197,921 02
2011	Universities	York University	CAMERON	B JAMIE	Professor	198,190 65
2011	Universities	York University	RITTINGER	MARK J	Executive Director Development & Alumni Relations	198,147 12
2011	Universities	York University	WRIGHT	LORNA L	Associate Professor / Associate Vice-President	198,083 01
2011	Universities	York University	HILLIKER	ARTHUR J	Professor	198,061 21
2011	Universities	York University	RUDOLPH	JOCHEN	Professor	197,957 95
2011	Universities	York University	PAGELL	MARK D	Professor	197,474 24
2011	Universities	York University	MAWANI	AMIN	Associate Professor	196,273 54
2011	Universities	York University	EDGAR	TIM W	Professor	196,047 39
2011	Universities	York University	APPELBAUM	ELIE	Professor	195,946 78
2011	Universities	York University	RAHDER	BARBARA	Professor / Dean	195,730 08
2011	Universities	York University	YOUNG	ALAN N	Associate Professor	195,476 99
2011	Universities	York University	GIESLER	MARKUS	Associate Professor	194,832 21
2011	Universities	York University	PHILIPPS	LISA COLLEEN	Professor / Associate Vice President	194,154 45
2011	Universities	York University	ARCHER	CYNTHIA B	University Librarian	193,671 82
2011	Universities	York University	BIEHL	MARKUS	Associate Professor / Associate Dean	193,641 59
2011	Universities	York University	VICTOR	PETER ALAN	Professor	192,674 32
2011	Universities	York University	BELCASTRO	ANGELO	Professor	191,914 41
2011	Universities	York University	JOHNSON	TOM	Associate Professor	191,938 73
2011	Universities	York University	HUGHES	PATRICIA	Executive Director Law Commission	191,600 48
2011	Universities	York University	BUDWORTH	MARIE-HELENE E	Associate Professor	190,937 48
2011	Universities	York University	PANITCH	LEO V	Professor	190,581 95
2011	Universities	York University	ANNISETTE	MARCIA A	Associate Professor	190,984 48
2011	Universities	York University	KATZ	JOEL D	Professor	190,440 04

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2011	Universities	York University	LIGHTMAN	BERNARD V	Professor	190,173.19
2011	Universities	York University	PITT	ALICE JANE	Professor / Dean	190,066.90
2011	Universities	York University	BARTEL	HENRY	Professor	189,716.24
2011	Universities	York University	PILKINGTON	MARILYN	Associate Professor	189,891.71
2011	Universities	York University	GABER	BRIAN GEORGE	Professor	189,739.83
2011	Universities	York University	JASIAK	JOANN	Associate Professor	189,435.45
2011	Universities	York University	HSU	SYLVIA H	Assistant Professor	188,907.44
2011	Universities	York University	CRAWFORD	JOHN DOUGLAS	Professor	188,237.41
2011	Universities	York University	FALLIS	GEORGE B	Professor	188,024.74
2011	Universities	York University	MILLER	BARRY W	Associate Professor / Executive Director Faculty Relations	187,844.84
2011	Universities	York University	IMAI	SHIN	Associate Professor	186,969.83
2011	Universities	York University	PURI	POONAM	Associate Professor / Associate Dean	186,843.08
2011	Universities	York University	BONSU	SAMUEL K	Associate Professor	186,763.69
2011	Universities	York University	JACOBS	LESLEY ALAN	Professor	186,616.55
2011	Universities	York University	GAGNE	ROBERT	Chief Information Officer	186,359.11
2011	Universities	York University	HALL	WADE G	Assistant Vice President	186,279.99
2011	Universities	York University	TRIVEDI	VISWANATH U	Associate Professor	186,180.42
2011	Universities	York University	BUCHANAN	RUTH M	Associate Professor	185,542.81
2011	Universities	York University	WAITZER	EDWARD J	Professor	185,552.01
2011	Universities	York University	ZEMEL	CAROL	Professor	185,046.09
2011	Universities	York University	FARROW	TREVOR C W	Associate Professor	185,006.24
2011	Universities	York University	SCHWARTZ	MARK STEPHEN	Associate Professor	184,765.00
2011	Universities	York University	HIMELFARB	ALEX	Professor	183,771.16
2011	Universities	York University	RYDER	BRUCE B	Associate Professor	183,451.68
2011	Universities	York University	TOURLAKIS	GEORGE	Professor	183,079.58
2011	Universities	York University	WEISS	STEPHEN E	Associate Professor	182,672.60
2011	Universities	York University	BELL	CHRIS	Associate Professor	182,153.11
2011	Universities	York University	PARKINSON	JOHN M	Professor	181,549.87
2011	Universities	York University	WALKER	JANET	Professor	180,151.28
2011	Universities	York University	DEUTSCH	YUVAL	Associate Professor	180,135.11
2011	Universities	York University	KRYLOV	SERGEY N	Professor	180,006.83
2011	Universities	York University	HOLZINGER	INGO	Assistant Professor	179,605.62
2011	Universities	York University	FLETT	GORDON L	Professor	179,412.01
2011	Universities	York University	MYKITIUK	ROXANNE	Associate Professor	179,413.32
2011	Universities	York University	FRANCKI	RYSZARD Z	Assistant Vice President Campus Services and Business Operations	179,288.94
2011	Universities	York University	TUCKER	ERIC M	Professor	179,254.34
2011	Universities	York University	KRISTAL	MEHMET MURAT	Associate Professor	179,052.07
2011	Universities	York University	RIPLEY	M LOUISE	Professor	178,409.32
2011	Universities	York University	CAMPEANU	RADU I	Professor	178,135.96
2011	Universities	York University	RIOUX	MARCIA H	Professor	177,833.78
2011	Universities	York University	OOI	RICHARD	Executive Director Academic Administration	177,548.73
2011	Universities	York University	DOMIAN	DALE L	Professor	177,187.15
2011	Universities	York University	OSTROFF	JONATHAN	Professor	177,009.78
2011	Universities	York University	ZUMBANSEN	PEER C	Professor	176,984.21
2011	Universities	York University	CHUNG	JANNE OI YIN	Associate Professor	176,431.09
2011	Universities	York University	WILCHESKY	MARC	Executive Director Counselling and Disability Services	176,288.45
2011	Universities	York University	DUKLAS	JOANNE	Assistant Vice President Enrolment Management & University Registrar	176,304.43
2011	Universities	York University	JENKIN	MICHAEL R	Professor	176,245.25
2011	Universities	York University	NG	PEGGY SUK-LAN	Professor	176,105.45
2011	Universities	York University	IRVING	RICHARD	Associate Professor	176,021.65
2011	Universities	York University	DRUMMOND	ROBERT J	Associate Professor	175,703.22
2011	Universities	York University	CAMPBELL	ALEXANDRA J	Associate Professor	175,611.22
2011	Universities	York University	AXELROD	PAUL D	Professor	175,554.77
2011	Universities	York University	ZWICK	DETLEV	Associate Professor	175,525.09
2011	Universities	York University	SILVER	PHILLIP	Associate Professor	175,125.37
2011	Universities	York University	DRUMMOND	SUSAN	Associate Professor	175,327.45
2011	Universities	York University	SPRAAKMAN	GARY P	Professor	175,017.15
2011	Universities	York University	SILVERSIDES	CHRISTINE	Director Legal Services	174,877.08
2011	Universities	York University	GILMOUR	JOAN M	Professor	174,904.49
2011	Universities	York University	ROSIN	HAZEL M	Associate Professor	174,536.60
2011	Universities	York University	SMITH	J BARRY	Professor	174,172.07
2011	Universities	York University	GRYZ	JAROSLAW	Professor	173,898.91
2011	Universities	York University	QU	QIAN SANDY	Assistant Professor	173,369.33
2011	Universities	York University	IMAGEE	JOANNE E	Associate Professor	173,117.86
2011	Universities	York University	KING	WILLIAM JAMES	Senior Financial Officer	173,062.80
2011	Universities	York University	ANAM	MAHMUDUL	Professor	172,727.86

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2011	Universities	York University	WESSON	THOMAS JAMES	Associate Professor	172,565 98
2011	Universities	York University	CHIANG	SHIN-HWAN	Professor	172,607 45
2011	Universities	York University	WILSON	HUGH R	Professor	172,229 98
2011	Universities	York University	JAZAIRI	NURI T	Associate Professor	171,836 73
2011	Universities	York University	DOOB	PENELOPE REED	Professor	171,788 94
2011	Universities	York University	CRANEY	GLENN	Executive Director Office of Institutional Research & Analysis & Senior Policy Advisor	171,741 48
2011	Universities	York University	BHANICH SUPAPOL	ATIPOL	Associate Professor	171,555 45
2011	Universities	York University	BERGERON	NANTEL	Professor	171,183 49
2011	Universities	York University	BELCOURT	MONICA L	Professor	171,111 08
2011	Universities	York University	BEARE	JOHN B	Associate Professor	170,668 45
2011	Universities	York University	DUCHARME	MARY JO	Associate Professor	170,703 24
2011	Universities	York University	BEN-ISHAJ	STEPHANIE	Associate Professor	170,890 64
2011	Universities	York University	DRACHE	DANIEL A	Professor	170,244 66
2011	Universities	York University	THOLEN	WALTER P	Professor / Associate Vice President	170,297 60
2011	Universities	York University	OWSTON	RONALD D	Professor	169,817 35
2011	Universities	York University	WEBB	RODNEY A	Professor	169,641 18
2011	Universities	York University	STEINBACH	MARTIN J	Professor	169,278 16
2011	Universities	York University	GRAYSON	J PAUL	Professor	168,777 23
2011	Universities	York University	RAINBOW	JOANNA S	Counsel	169,016 75
2011	Universities	York University	HENRIQUES	IRENE M	Professor	168,988 29
2011	Universities	York University	MOSHER	JANET E	Associate Professor	169,016 95
2011	Universities	York University	TWEYMAN	STANLEY	Professor	168,160 74
2011	Universities	York University	MAUTE	MANFRED F	Professor	168,171 21
2011	Universities	York University	KIRSCHBAUM	STANISLAV	Professor	167,813 68
2011	Universities	York University	DIMICK	CHARMAINE R	Executive Director Student Services & International relations	168,018 33
2011	Universities	York University	KIERSTEAD	SHELLEY MARGOT	Assistant Professor	167,948 14
2011	Universities	York University	EDMONDS	JEFFREY A	Professor	167,973 45
2011	Universities	York University	SEGUINOT	CANDACE	Professor	167,737 24
2011	Universities	York University	VISANO	BRENDA L S	Professor	167,032 26
2011	Universities	York University	MACKECHNIE	CALUM	Director York University English Language Institute	166,804 66
2011	Universities	York University	DRANITSARIS	STEPHEN	Senior Executive Officer	166,820 10
2011	Universities	York University	SCOTT	CRAIG MARTIN	Professor	166,884 53
2011	Universities	York University	YEOMANS	JULIAN SCOTT	Associate Professor	166,543 73
2011	Universities	York University	STACHNIAK	ZBIGNIEW	Associate Professor	165,857 54
2011	Universities	York University	GOODMAN	MARK J	Assistant Professor	164,984 32
2011	Universities	York University	BUCOVETSKY	SAM	Professor	165,198 55
2011	Universities	York University	VOSKO	LEAH F	Professor	165,156 22
2011	Universities	York University	SHANKER	STUART G	Professor	164,740 80
2011	Universities	York University	SMITHIN	JOHN N	Professor	164,653 43
2011	Universities	York University	URTESCU	DORIN V	Professor	164,394 47
2011	Universities	York University	BELLISSIMO	BRUNO	Director Internal Audit	164,262 63
2011	Universities	York University	WEKERLE	GERDA R	Professor	164,130 62
2011	Universities	York University	FISHER-STITT	NORMA SUE	Associate Professor	164,071 81
2011	Universities	York University	HO	KWOK SUM	Associate Professor	163,903 64
2011	Universities	York University	WATSON	MARY ELIZABETH	Associate Librarian	163,444 84
2011	Universities	York University	DOOREY	DAVID J	Associate Professor	163,662 32
2011	Universities	York University	SMITH	DAVID M	Director Management Information	163,533 18
2011	Universities	York University	CONSTANTINOU	PETER	Assistant Professor	162,947 72
2011	Universities	York University	NEVO	DORIT	Associate Professor	163,315 51
2011	Universities	York University	LIPSIG-MUMME	CARLA	Professor	162,601 31
2011	Universities	York University	RICHARDSON	JULIA	Associate Professor	162,605 96
2011	Universities	York University	KEALL	MARGUERITE J	Assistant Professor	162,235 95
2011	Universities	York University	STRIBOPOULOS	JAMES	Associate Professor	162,503 06
2011	Universities	York University	DIMARCANTONIO	ALDO	Comptroller	162,387 71
2011	Universities	York University	WARNER	MARY JANE K	Professor	162,049 56
2011	Universities	York University	WEITZNER	DAVID	Instructor	161,802 19
2011	Universities	York University	LANDA	JANET T	Professor	161,944 95
2011	Universities	York University	LAZAR	FRED	Associate Professor	162,033 82
2011	Universities	York University	OLIN	DORIS R	Professor	161,660 97
2011	Universities	York University	HORNSEY	RICHARD I	Professor / Associate Dean	161,852 33
2011	Universities	York University	KOCHMAN	STANLEY O	Professor	161,742 66
2011	Universities	York University	BRITZMAN	DEBORAH P	Professor	161,666 71
2011	Universities	York University	LI	LEE ZHIXIONG	Professor	161,561 84
2011	Universities	York University	WEISMAN	RICHARD M	Professor	161,176 46
2011	Universities	York University	HARRIS	LAURENCE ROY	Professor	161,511 58
2011	Universities	York University	KARAMBAYYA	REKHA	Associate Professor	161 510 71

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2011	Universities	York University	SMITH	MIRIAM	Professor	161,445 14
2011	Universities	York University	GOLD	GERALD L	Professor	161,231 49
2011	Universities	York University	JURSA	LUANA	Director Client Solutions & Services	161,295 43
2011	Universities	York University	LATHAM	ROGER	Associate Professor	160,964 17
2011	Universities	York University	MOHAMMED	TAHIR A	Director Facilities Development	160,627 33
2011	Universities	York University	VAIL	SUSAN	Associate Professor / Associate Vice-President	160,788 52
2011	Universities	York University	MCNEIL	C KENT	Professor	160,660 89
2011	Universities	York University	RILSTONE	JOHN PAUL	Professor	160,690 75
2011	Universities	York University	BROWN	SHIRLEY A	Professor	160,274 24
2011	Universities	York University	BARROWS	DAVID	Instructor	160,060 73
2011	Universities	York University	SCHOENFELD	STUART L	Associate Professor	159,873 12
2011	Universities	York University	SHORE	MARLENE G	Professor	160,000 40
2011	Universities	York University	WAWERU	NELSON	Associate Professor	159,922 04
2011	Universities	York University	MOORE	TIMOTHY E	Professor	159,848 10
2011	Universities	York University	BIALYSTOK	ELLEN B	Professor	159,782 31
2011	Universities	York University	COGHLAN	MICHAEL	Associate Professor	159,746 44
2011	Universities	York University	SMITH	NEIL E	Associate Lecturer	159,617 03
2011	Universities	York University	GILL	STEPHEN R	Professor	159,572 57
2011	Universities	York University	D'AGOSTINO	GIUSEPPINA	Associate Professor	159,379 12
2011	Universities	York University	JARRELL	RICHARD A	Professor	159,403 57
2011	Universities	York University	SZMIDT	YVETTE	Professor	159,070 07
2011	Universities	York University	WOOD	JOHN STEPAN	Associate Professor	159,435 69
2011	Universities	York University	LAWRENCE	SONIA N	Associate Professor	159,368 51
2011	Universities	York University	CARVETH	DONALD L	Professor	158,920 74
2011	Universities	York University	WHITELEY	WALTER JOHN	Professor	158,774 09
2011	Universities	York University	LAXER	JAMES R	Professor	158,736 09
2011	Universities	York University	FLEMING	STEPHEN J	Professor	159,072 20
2011	Universities	York University	SUBTELNY	OREST	Professor	158,734 69
2011	Universities	York University	RAZACK	NARDA	Associate Professor / Associate Dean	158,939 12
2011	Universities	York University	WILDES	RICHARD P	Associate Professor	158,912 78
2011	Universities	York University	SADORSKY	PERRY A	Associate Professor	158,787 19
2011	Universities	York University	EBERLEIN	BURKARD	Associate Professor	158,680 68
2011	Universities	York University	ROGERS	MARTHA ELIZABETH	Associate Professor	158,667 50
2011	Universities	York University	AMANATIDES	JOHN	Associate Professor	158,651 07
2011	Universities	York University	EVANS	K PAUL	Assistant Professor	158,209 68
2011	Universities	York University	MUKHERJEE	ARUN P	Professor	158,291 17
2011	Universities	York University	MOYAL	GEORGES J D	Professor	158,023 90
2011	Universities	York University	WEBB	SUSAN	Executive Director Communications & Public Affairs	158,312 56
2011	Universities	York University	HAYDEN	WILBURN	Professor	158,323 25
2011	Universities	York University	LEWIN	LOUISE	Senior Lecturer	158,129 22
2011	Universities	York University	WIESENTHAL	DAVID L	Professor	157,989 04
2011	Universities	York University	WILKINSON	PAUL F	Professor	158,107 12
2011	Universities	York University	CRIBB	PETER H	Senior Lecturer / Associate Dean	158,097 99
2011	Universities	York University	GELINAS	PATRICE	Associate Professor	158,065 44
2011	Universities	York University	PROULX	GUY BERNARD	Visiting Professor	158,068 20
2011	Universities	York University	LAMBERT-DRACHE	MARILYN P	Associate Professor / Associate Dean	157,963 97
2011	Universities	York University	LIM	WILLIAM W	Associate Professor	157,994 54
2011	Universities	York University	SILVA	CARIDAD LUISA	Professor	157,308 85
2011	Universities	York University	GILBERT	MICHAEL A	Professor	157,443 54
2011	Universities	York University	MGBEQJI	IKECHI M C	Associate Professor	157,319 66
2011	Universities	York University	LEBLANC	RICHARD W J	Associate Professor	157,321 74
2011	Universities	York University	SHEESE	RONALD L	Associate Professor	157,064 71
2011	Universities	York University	MITCHELL	GAIL J	Professor	157,139 55
2011	Universities	York University	MASSAM	HELENE	Professor	157,110 63
2011	Universities	York University	FRIENDLY	MICHAEL L	Professor	156,685 57
2011	Universities	York University	DREXLER	JULIANNA A	Associate Librarian	156,922 90
2011	Universities	York University	BEARE	MARGARET EVELYN	Professor	156,743 25
2011	Universities	York University	REID	DAVID W	Associate Professor	156,353 21
2011	Universities	York University	LAWSON	LAURIE M	Treasurer	156,644 40
2011	Universities	York University	PAGIATAKIS	SPIROS D	Professor	156,357 59
2011	Universities	York University	CRAIG	CARYS J	Associate Professor	156,386 22
2011	Universities	York University	ELDER	KATHRYN	Associate Librarian	156,329 87
2011	Universities	York University	MANDELL	NANCY J	Professor	156,212 39
2011	Universities	York University	SUTHERLAND	KATE	Associate Professor	156,254 39
2011	Universities	York University	MALLETTE	CLAIRE	Associate Professor	156,190 74
2011	Universities	York University	WAI	ROBERT SZE-KWOK	Associate Professor	156,083 69

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2011	Universities	York University	SANDERS	LESLIE	Associate Professor	155,694 71
2011	Universities	York University	PEAKE	LINDA JOYCE	Professor	155,950 64
2011	Universities	York University	HASTIE	DONALD R	Professor / Associate Dean	155,923 05
2011	Universities	York University	SLINN	SARA J	Associate Professor	155,813 37
2011	Universities	York University	BUGAJSKA	KRYSTYNA	Associate Professor	155,477 70
2011	Universities	York University	STEEL	COLIN G	Professor	155,587 73
2011	Universities	York University	OTA	NORIO	Associate Lecturer	155,354 35
2011	Universities	York University	ADAMS	JEAN M	Special Assistant Professor	155,693 62
2011	Universities	York University	MENDELSON	DAVID J	Professor	155,372 51
2011	Universities	York University	VAVER	DAVID	Professor	155,436 56
2011	Universities	York University	ASIF	AMIR	Associate Professor	155,391 06
2011	Universities	York University	COHEN	AVI J	Professor	155,275 81
2011	Universities	York University	WHARTON	RICHARD MICHAEL	Associate Professor	154,897 64
2011	Universities	York University	ROGERS	NICHOLAS C T	Professor	154,878 40
2011	Universities	York University	CONNOLLY	JENNIFER A	Professor	155,106 09
2011	Universities	York University	MANSOORIAN	ARMAN	Professor	155,102 52
2011	Universities	York University	BOUDREAU	FRANCOISE	Professor	155,031 15
2011	Universities	York University	BEAGRIE	LESLEY ELIZABETH	Associate Professor / Associate Dean	154,909 86
2011	Universities	York University	LANDSTREET	BARENT	Associate Professor	154,531 90
2011	Universities	York University	STUART	E ROSS	Associate Professor	154,424 38
2011	Universities	York University	VERCOLLIER	ALAIN L	Associate Professor	154,403 33
2011	Universities	York University	ORR	DEBORAH	Associate Professor	154,665 17
2011	Universities	York University	CHUANG	YOU-TA	Associate Professor	154,627 41
2011	Universities	York University	PIETRO	WILLIAM J	Professor	154,485 39
2011	Universities	York University	WESTFALL	WILLIAM E	Professor	154,162 18
2011	Universities	York University	PROPPER	ALICE M	Associate Professor	154,085 87
2011	Universities	York University	CRAVEN	MARY-LOUISE	Associate Professor	154,269 76
2011	Universities	York University	MANLEY	MARY-ELIZABETH	Associate Professor	153,867 54
2011	Universities	York University	YILDIRIM	H SEMIH	Associate Professor	154,155 08
2011	Universities	York University	FELDMAN	SETH R	Professor	154,073 04
2011	Universities	York University	BOWMAN	ROBERT M J	Associate Professor	153,972 73
2011	Universities	York University	BELL	JILL	Professor	153,846 01
2011	Universities	York University	PESKUN	PETER H	Associate Professor	153,581 04
2011	Universities	York University	BHADRA	SAMPA	Professor	153,756 75
2011	Universities	York University	MOTT	DAVID H	Professor	153,395 52
2011	Universities	York University	SHUBERT	ADRIAN	Professor	153,678 40
2011	Universities	York University	PORPORATO	MARCELA M	Associate Professor	153,660 45
2011	Universities	York University	FAWCETT	LEESA K	Associate Professor / Associate Dean	153,645 81
2011	Universities	York University	DIPPO	DONALD A	Professor	153,422 09
2011	Universities	York University	GOTSHALKS	GUNNAR J	Assistant Professor	153,186 85
2011	Universities	York University	LO	LUCIA P	Professor	153,290 45
2011	Universities	York University	LESPERANCE	YVES	Associate Professor	153,171 36
2011	Universities	York University	PERIN	ROBERTO	Professor	153,160 56
2011	Universities	York University	WILSON	CAROL A	Senior Lecturer	152,818 19
2011	Universities	York University	GODFREY	PARKE TREMAYNE	Associate Professor	153,158 43
2011	Universities	York University	SWIFT	KAREN JUDITH	Professor	152,760 12
2011	Universities	York University	FANG	TONY	Associate Professor	153,007 61
2011	Universities	York University	BILYK	ALEX	Director Media Relations	152,963 07
2011	Universities	York University	EGNAL	MARC M	Professor	152,646 41
2011	Universities	York University	GONDA	JOSEPH P	Associate Professor	152,367 95
2011	Universities	York University	PURZITSKY	NORMAN	Associate Professor	152,348 59
2011	Universities	York University	JONES	JOANNE C	Assistant Professor	152,593 92
2011	Universities	York University	RAHN	D JAY	Professor	152,299 71
2011	Universities	York University	LEXCHIN	JOEL R	Professor	152,215 48
2011	Universities	York University	SINYOR	ROBERTA	Associate Professor	152,102 74
2011	Universities	York University	WONG	MAN WAH	Professor	152,101 70
2011	Universities	York University	PIETROWSKI	ALFRED	Associate Professor	151,836 37
2011	Universities	York University	PRESTON	VALERIE ANN	Professor	151,945 58
2011	Universities	York University	STYNES	DENNIS V	Associate Professor	151,813 46
2011	Universities	York University	BAHRY	ROMANA M	Associate Professor	151,832 39
2011	Universities	York University	FLINT	FRANCES A	Associate Professor	151,702 90
2011	Universities	York University	HYUN	THERESA M	Professor	151,643 86
2011	Universities	York University	TAHANI	NABIL	Associate Professor	151,540 42
2011	Universities	York University	LO	KIN CHUNG	Professor	151,519 35
2011	Universities	York University	KIM	HENRY M	Associate Professor	151,524 25
2011	Universities	York University	ANDERSON	KAREN	Associate Professor	150,974 92

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2011	Universities	York University	SNOW	KIM	Associate Professor	151,277 84
2011	Universities	York University	MCCLEAN	RONALD J	Assistant Professor	151,322 14
2011	Universities	York University	HATTIANGADI	JAGDISH	Professor	150,953 99
2011	Universities	York University	MIRZAIAN	ANDRANIK	Associate Professor	151,235 43
2011	Universities	York University	BARTEL	NORBERT H	Professor	151,156 62
2011	Universities	York University	HOFFMAN	RANDY G	Associate Professor	150,639 27
2011	Universities	York University	BARNDT	DEBORAH JEAN	Professor	150,807 31
2011	Universities	York University	PEPLER	DEBRA J	Professor	150,896 72
2011	Universities	York University	JARVIS	GARY T	Professor	150,784 20
2011	Universities	York University	WINTRE	MAXINE A G	Professor	150,431 73
2011	Universities	York University	WARWICK	SUSAN J	Associate Professor / Associate Dean	150,408 37
2011	Universities	York University	BLINCOW	MALCOLM J	Associate Professor	150,407 07
2011	Universities	York University	PHIPPS	DAVID J	Director Research Services & knowledge Exchange	150,342 22
2011	Universities	York University	YAN	NORMAN D	Professor	150,298 15
2011	Universities	York University	HEINRICH	TERRENCE	Associate Professor	149,884 69
2011	Universities	York University	CROZIER	ANNE J	Associate Lecturer	149,997 85
2011	Universities	York University	MARTIN	IAN	Associate Professor	149,785 02
2011	Universities	York University	DAVIS	CAROLINE A	Professor	149,738 89
2011	Universities	York University	COE	IMOGEN	Professor / Associate Dean	149,975 21
2011	Universities	York University	VISANO	LIVY A	Professor	149,932 34
2011	Universities	York University	LAM	LAWRENCE	Associate Professor	149,837 16
2011	Universities	York University	SCHECTER	SANDRA RUTH	Professor	149,697 92
2011	Universities	York University	BRADBURY	BETTINA	Associate Professor	149,671 17
2011	Universities	York University	MICHASIW	KIM IAN	Associate Professor / Associate Dean	149,625 37
2011	Universities	York University	NEESON	JEANETTE M	Associate Professor	149,605 42
2011	Universities	York University	WALKER	MARSHALL D	Professor	149,212 79
2011	Universities	York University	GOLDIE	TERRY	Professor	149,440 75
2011	Universities	York University	CARLEY	JAMES P	Professor	149,466 71
2011	Universities	York University	FRIEDMAN	STEPHEN	Course Director	148,805 14
2011	Universities	York University	KARAKUL	MUSTAFA	Associate Professor	149,243 97
2011	Universities	York University	HWONG	THADDEUS	Associate Professor	149,127 08
2011	Universities	York University	CROW	BARBARA A	Associate Professor / Associate Dean	149,158 52
2011	Universities	York University	KHANLOU	NAZILLA	Associate Professor	149,062 15
2011	Universities	York University	ROSSITER	AMY B	Professor	148,955 80
2011	Universities	York University	YOUNG	GERALD	Associate Professor	148,924 71
2011	Universities	York University	DE ROBERTIS	MICHAEL	Professor	148,722 82
2011	Universities	York University	SCHWARZ	JUDITH K	Associate Professor	148,387 40
2011	Universities	York University	SPLETTSTOESSER	INGRID	Associate Professor	148,659 34
2011	Universities	York University	PENG	SONGLAN	Associate Professor	148,591 44
2011	Universities	York University	CRAVEN	PAUL	Associate Professor	148,372 24
2011	Universities	York University	MORIN	SYLVIE	Associate Professor	148,358 59
2011	Universities	York University	MCKINNON	PETER M	Professor	148,334 68
2011	Universities	York University	ROUMANI	HAMZEH	Senior Lecturer	148,319 39
2011	Universities	York University	SCOTT	JAMIE S	Professor	148,274 73
2011	Universities	York University	FREAKE	DOUGLAS	Associate Professor	148,156 24
2011	Universities	York University	QUDRAT-ULLAH	HASSAN	Associate Professor	148,214 44
2011	Universities	York University	PERCHAL	WALTER	Assistant Professor	148,019 94
2011	Universities	York University	HOROWITZ	ASHER	Professor	148,076 97
2011	Universities	York University	DE FILIPPIS	LEANNE	Counsel	147,961 44
2011	Universities	York University	JOHNSON	JANICE M	Associate Professor	147,965 98
2011	Universities	York University	JAMES	CARL EVERTON	Professor	147,916 10
2011	Universities	York University	WHITFIELD	AGNES	Professor	147,836 50
2011	Universities	York University	OLIN	PHILIP	Professor	147,274 41
2011	Universities	York University	FINE	ESTHER L S	Associate Professor	147,226 91
2011	Universities	York University	BERUBE	GEORGES L	Associate Professor	147,456 62
2011	Universities	York University	ALSOP	STEVEN JOHN	Professor	147,376 31
2011	Universities	York University	JANCZAK	WOJTEK E	Associate Professor	147,355 04
2011	Universities	York University	KEIL	ROGER H	Professor	147,232 47
2011	Universities	York University	JIANG	HUI	Associate Professor	146,984 48
2011	Universities	York University	LOCKSHIN	MARTIN I	Professor	146,966 62
2011	Universities	York University	KONIUK	ROMAN G	Professor	146,938 93
2011	Universities	York University	ZIKIC	JELENA	Associate Professor	146,893 26
2011	Universities	York University	FAVERIN-CESCHIA	RENATA	Project Director HR/Finance/Procurement Services for Researchers	146,843 61
2011	Universities	York University	WAIT-WEISENBLUM	PAT	Associate Professor	146,837 11
2011	Universities	York University	HIR	AARON A	Associate Professor	146,816 54
2011	Universities	York University	BUCHBINDER	AMNON	Associate Professor	146,717 58

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2011	Universities	York University	MCDERMOTT	PATRICIA C	Associate Professor	146,704 61
2011	Universities	York University	MORRISON ROGERS	JANET KATHLEEN	Project Director, Student Services	146,630 25
2011	Universities	York University	GRIFFITH	ALISON ISOBEL	Professor	146,198.25
2011	Universities	York University	STREBINGER	ANDREAS A	Associate Professor	146,389 30
2011	Universities	York University	CAMPBELL	HEATHER	Associate Professor	146,302 32
2011	Universities	York University	MCCALL	MARSHALL	Professor	146,284 12
2011	Universities	York University	MCLEOD-DICK	INGRID	Instructor	145,799 10
2011	Universities	York University	PUPO-BARKANS	NORENE J	Associate Professor	146,227 85
2011	Universities	York University	ROBINSON	CHRIS M	Associate Professor	146,349 37
2011	Universities	York University	ALWATHAINANI	ABDULAZIZ M	Associate Professor	146,142 61
2011	Universities	York University	LEWIS	RANDY	Professor	146,115 03
2011	Universities	York University	RAHNEMA	SAEED	Professor	145,795 96
2011	Universities	York University	SCHRAA	ELLEN G	Assistant Professor	146,109 01
2011	Universities	York University	KADAR	MARLENE	Professor	146,097 32
2011	Universities	York University	LEGERSTEE	MARIA	Professor	145,768 41
2011	Universities	York University	RUDAKOFF	JUDITH	Professor	145,925 74
2011	Universities	York University	ALLISON	ROBERT S	Associate Professor	145,912 52
2011	Universities	York University	ARMSTRONG	PAT	Professor	145,489 89
2011	Universities	York University	SINGH	HIRA	Associate Professor	145,455 33
2011	Universities	York University	ADRIAEN	MONIQUE	Associate Professor	145,643 38
2011	Universities	York University	AN	AJUN	Associate Professor	145,621 69
2011	Universities	York University	HOROWITZ	SARA REVA	Professor	145,547 00
2011	Universities	York University	VAN WIJNGAARDEN	WILLIAM A.	Professor	145,505 01
2011	Universities	York University	MAIDMAN	MAYNARD P	Professor	145,148 68
2011	Universities	York University	MIRANDO	LOUIS	Chief Law Librarian	145,406 60
2011	Universities	York University	LUXTON	MEG	Professor	145,314 87
2011	Universities	York University	SEVIGNY	SAVITSA	Associate Lecturer	145,242 98
2011	Universities	York University	WILSON	KEVIN	Senior Executive Officer	145,251 01
2011	Universities	York University	KING	RUTH E	Professor	145,148 69
2011	Universities	York University	DWYER	JOHN A.	Professor	145,141 20
2011	Universities	York University	SOKOL	KEITH R	Associate Professor	145,091 88
2011	Universities	York University	TAM	HENRY	Associate Professor	144,958 65
2011	Universities	York University	SPETSAKIS	MINAS E	Associate Professor	144,792 41
2011	Universities	York University	NADDAF	GERARD T A	Professor	144,724 25
2011	Universities	York University	WEISS	ASIA I	Professor	144,730 56
2011	Universities	York University	WHITE	KARL ANDREW	Professor	144,703 85
2011	Universities	York University	VILLANI	SERGIO	Professor	144,607 17
2011	Universities	York University	MURPHY	SHARON M	Professor	144,530 66
2011	Universities	York University	SANKARAN	TRICHY S	Professor	144,158 69
2011	Universities	York University	ETKIN	DAVID A	Associate Professor	144,334 93
2011	Universities	York University	ROWLEY	PETER L	Director Application & Integration Services	144,343 56
2011	Universities	York University	ISRAELITE	NEITA KAY	Associate Professor	144,263 28
2011	Universities	York University	SZAKI	MAGDA I	Executive Officer	144,193 39
2011	Universities	York University	CANTRELL	SARAH	Project Director Accountability & Budget Planning	144,148 74
2011	Universities	York University	LUK	BERNARD HUNG-KAY	Associate Professor	144,162 02
2011	Universities	York University	SANDBERG	L ANDERS	Professor	144,156 92
2011	Universities	York University	MICHIE	MICHAEL H	Associate Professor	143,831 51
2011	Universities	York University	COHN	DANIEL F	Associate Professor	143,952 38
2011	Universities	York University	COHEN	ELIZABETH S	Associate Professor	144,005 30
2011	Universities	York University	NACU	TOM	National Program Director	143,530 86
2011	Universities	York University	SAPP	JAN A	Professor	143,975 74
2011	Universities	York University	RICKARD	MARIE Y	Associate Professor	143,656 23
2011	Universities	York University	MACDONALD	J GRANT	Associate Professor	143,909 95
2011	Universities	York University	LONGFORD	MICHAEL S	Associate Professor / Associate Dean	143,866 70
2011	Universities	York University	EDMONDSON	JONATHAN CHARLES	Professor	143,701 09
2011	Universities	York University	MOIR	MICHAEL B	Associate Librarian	143,709 05
2011	Universities	York University	PLEKHANOV	SERGUEI M	Associate Professor	143,560 34
2011	Universities	York University	ANGUS	LYNNE	Professor	143,541 24
2011	Universities	York University	HERON	W CRAIG	Professor	143,413 96
2011	Universities	York University	BETTCHER	CYNTHIA J	Special Advisor	143,309 54
2011	Universities	York University	COHEN	THOMAS V	Professor	142,949 71
2011	Universities	York University	BANNERJI	HIMANI	Professor	142,771 12
2011	Universities	York University	DELANEY	PAUL A.	Senior Lecturer	142,989 41
2011	Universities	York University	MCDADE	IAN CAREY	Professor	142,978 93
2011	Universities	York University	GEORGOPOULOS	GEORGE J	Associate Professor	142,898 05
2011	Universities	York University	NEWMAN	STEPHEN L	Associate Professor	142,933 03

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2011	Universities	York University	SALISBURY	THOMAS S	Professor	142,829 88
2011	Universities	York University	GUTMACHER	ELAINE F	Director Operations	142,817 34
2011	Universities	York University	PILKINGTON	FLORENCE BERYL	Associate Professor	142,790 00
2011	Universities	York University	MOUGEON	FRANCOISE P	Associate Professor	142,825 07
2011	Universities	York University	RUSSEL	CHRIS	Director Information & Communication Technology Infrastructure	142,588 81
2011	Universities	York University	CRERAR	MICHAEL M	Associate Professor	142,566 72
2011	Universities	York University	CARBONELL-FOULQUIE	PILAR	Associate Professor	142,495 07
2011	Universities	York University	MCDERMOTT	JOHN CHARLES	Professor	142,280 15
2011	Universities	York University	PERKINS	PATRICIA ELAINE	Professor	142,272 41
2011	Universities	York University	HORBATSCH	MARKO M	Professor	142,255 57
2011	Universities	York University	KANDIUK	MARY O	Senior Librarian	142,197 13
2011	Universities	York University	LITOIU	MARIN	Associate Professor	142,157 69
2011	Universities	York University	CHAPUT	MARIE-THERESE	Director Advancement	142,163 31
2011	Universities	York University	MARTEL	MARCEL	Professor	142,044 98
2011	Universities	York University	LONGFELLOW	BRENDA	Associate Professor	141,931 40
2011	Universities	York University	XU	JIA	Associate Professor	141,893 60
2011	Universities	York University	GANONG	RICHARD A	Associate Professor	141,870 51
2011	Universities	York University	EZZEEDEN	SOUHA R	Associate Professor	141,689 51
2011	Universities	York University	LOTHERINGTON	HEATHER DIANNE	Professor	141,699 47
2011	Universities	York University	HOFFMAN	PHILIP J	Associate Professor	141,671 85
2011	Universities	York University	WATSON	W STEPHEN	Professor	141,583 53
2011	Universities	York University	FIELDS	LEONA	Pension Fund Manager	141,441 29
2011	Universities	York University	PALUMBO	JOSEPH	Executive Director Career Centre & International Placement	141,441 29
2011	Universities	York University	JOHAN	SOFIA	Instructor	140,978 01
2011	Universities	York University	DAS GUPTA	TANIA	Professor	141,418 04
2011	Universities	York University	MUKHERJEE	ANANYA	Professor	141,380 73
2011	Universities	York University	HO	WAI-MING	Associate Professor	141,380 38
2011	Universities	York University	STEELE	ROSE G	Professor	141,323 55
2011	Universities	York University	FERRARA	IDA	Associate Professor	141,281 23
2011	Universities	York University	JONES	JANET A	Associate Professor	141,255 55
2011	Universities	York University	ORNSTEIN	MICHAEL D	Associate Professor	141,293 40
2011	Universities	York University	VAN HARTEN	HENDRIK	Associate Professor	141,194 00
2011	Universities	York University	RICE	MARSHALL	Associate Professor	141,225 95
2011	Universities	York University	CEDDIA	ROLANDO	Associate Professor	141,117 34
2011	Universities	York University	STUERZLINGER	WOLFGANG	Professor	141,086 98
2011	Universities	York University	MONETTE	GEORGES A	Associate Professor	140,993 07
2011	Universities	York University	MOLOT	LEWIS	Professor	140,974 68
2011	Universities	York University	BESNARD	CHRISTINE MARIE	Associate Professor	140,965 08
2011	Universities	York University	HELLMAN	JUDITH ADLER	Professor	140,844 16
2011	Universities	York University	WU	YUEHUA	Professor	140,874 14
2011	Universities	York University	TREGUNNO	DEBORAH	Associate Professor	140,776 64
2011	Universities	York University	SCHNEIDER	KEITH A	Associate Professor	140,711 06
2011	Universities	York University	NICOL	NANCY E	Associate Professor	140,669 18
2011	Universities	York University	DEUTSCH SALAMON	SABRINA	Associate Professor	140,575 40
2011	Universities	York University	LAGERLOF	NILS-PETTER	Associate Professor	140,541 90
2011	Universities	York University	PACKER	LAURENCE D M	Professor	140,483 02
2011	Universities	York University	LAI	LIONA	Associate Professor	140,412 11
2011	Universities	York University	HEINRICHS	ROBERT WALTER	Professor	140,426 19
2011	Universities	York University	MCNALLY	DAVID J	Professor	140,397 23
2011	Universities	York University	MACKENZIE	I SCOTT	Associate Professor	140,252 72
2011	Universities	York University	HORNSTEIN	SHELLEY	Associate Professor	140,234 08
2011	Universities	York University	WHITTAKER	BRIAN M	Associate Professor	140,117 22
2011	Universities	York University	STEPRANS	JURIS	Professor	140,174 84
2011	Universities	York University	HIGGINS	LESLEY J	Professor	140,100 93
2011	Universities	York University	REHNER	JANICE L	Senior Lecturer	140,093 46
2011	Universities	York University	RUSSON	ANNE E	Professor	140,081 74
2011	Universities	York University	SMALL	HOLLY	Professor	140,017 67
2011	Universities	York University	MADRAS	NEAL N	Professor	140,012 57
2011	Universities	York University	NIRUPAMA	NIRU	Associate Professor	140,000 44
2011	Universities	York University	EVANS	BARBARA	Associate Professor	139,726 10
2011	Universities	York University	RITVO	PAUL G	Associate Professor	139,841 95
2011	Universities	York University	BAJIN	NATASA	Associate Lecturer	139,715 57
2011	Universities	York University	HANSON	BARBARA GAIL	Professor	139,747 04
2011	Universities	York University	HAIG-BROWN	E CELIA	Professor	139,758 43
2011	Universities	York University	OPHIR	RON	Assistant Professor	139,636 35
2011	Universities	York University	BUTLER	GARY R	Professor	139,521 73

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2011	Universities	York University	LEPS	MARIE-CHRISTINE	Associate Professor	139,521 84
2011	Universities	York University	WILKINSON	FRANCES E	Professor	139,488 63
2011	Universities	York University	PRZYBYLSKI	TERESA	Associate Professor	139,373 45
2011	Universities	York University	ANDERSON	ELLEN M	Associate Professor	139,217 99
2011	Universities	York University	DAVEY	MICHAEL B	Associate Professor	139,209 72
2011	Universities	York University	ERUTKU	CAN	Associate Professor	139,041 15
2011	Universities	York University	STUTCHBURY	BRIDGET J	Professor	139,002 75
2011	Universities	York University	BUCCHERI	MAURO	Associate Professor	138,976 99
2011	Universities	York University	LEHRER	KEITH	Assistant Professor	138,664 65
2011	Universities	York University	SPRING	DAVID H	Professor	138,592 39
2011	Universities	York University	GREENE	FELIM J	Executive Officer	138,716 18
2011	Universities	York University	ISRAELIEVITCH	JACQUES	Assistant Professor	138,570 62
2011	Universities	York University	DONALDSON	LOGAN	Professor	138,505 59
2011	Universities	York University	ABOELAZE	MOKHTAR	Associate Professor	138,514 93
2011	Universities	York University	MCPHERSON	KATHRYN M	Associate Professor	138,427 76
2011	Universities	York University	BERLAND	JODY D	Professor	138,394 48
2011	Universities	York University	KHAYATT	MADIHA DIDI	Professor	138,061 01
2011	Universities	York University	WHITEWAY	JAMES A	Associate Professor	138,257 82
2011	Universities	York University	AGNEW	VIJAY N	Professor	138,185 28
2011	Universities	York University	VAN BREUGEL	FRANCK	Professor	138,300 35
2011	Universities	York University	RAPHAEL	DENNIS	Professor	138,274 86
2011	Universities	York University	MANNETTE	JOY ANNE	Associate Professor	138,080 92
2011	Universities	York University	HYMAN ZATZMAN	BELARIE	Associate Professor	137,925 57
2011	Universities	York University	SMITH	DONNA	Senior Executive Officer	137,883 37
2011	Universities	York University	POTVIN	PIERRE G	Professor	137,817 85
2011	Universities	York University	FURGIUELE	ROSANNA	Associate Lecturer / Associate Principal	137,654 18
2011	Universities	York University	DE VANSAY	XAVIER	Associate Professor	137,689 77
2011	Universities	York University	COOPER-CLARK	DIANA PATRICIA	Associate Professor	137,475 57
2011	Universities	York University	BARTA	TEREZA	Associate Professor	137,451 27
2011	Universities	York University	BELLO	RICHARD L	Associate Professor	137,446 73
2011	Universities	York University	NOORDEH	ARDESHIR	Director Continuing Education	137,030 48
2011	Universities	York University	DE VAL	DOROTHY	Associate Professor	137,360 46
2011	Universities	York University	KUMARAKRISHNAN	ANANTHARAMAN	Professor	137,209 07
2011	Universities	York University	MACDONALD	SUZANNE E	Associate Professor	137,193 77
2011	Universities	York University	RUBIN	DONALD H	Professor	136,928 78
2011	Universities	York University	TROTMAN	DAVID V	Associate Professor	137,058 48
2011	Universities	York University	TENHAAF	PETRONELLA	Professor	137,092 96
2011	Universities	York University	ASGARY	ALI	Associate Professor	137,065 77
2011	Universities	York University	HAMOUDA	OMAR	Associate Professor	137,131 10
2011	Universities	York University	TOPTIS	ANESTIS	Associate Professor	137,001 46
2011	Universities	York University	TZERPOS	VASSILIOS	Associate Professor	136,964 35
2011	Universities	York University	SCOTT	TOM E	Associate Librarian	136,945 88
2011	Universities	York University	BELL	SHANNON M	Associate Professor	136,936 60
2011	Universities	York University	DUA	ENAKSHI	Associate Professor	136,849 28
2011	Universities	York University	RUPPERT	ERIC	Associate Professor	136,841 77
2011	Universities	York University	SZEPTYCKI	PAUL J	Professor	136,817 95
2011	Universities	York University	DIMOCK	SUSAN	Professor	136,774 26
2011	Universities	York University	MCCANN	C DOUGLAS	Associate Professor	136,720 88
2011	Universities	York University	HUANG	XIANGJI	Professor	136,693 84
2011	Universities	York University	FRASER	HEATHER A	Associate Librarian	136,691 56
2011	Universities	York University	ROBBIN	CATHERINE	Assistant Professor	136,669 91
2011	Universities	York University	GREENWALD	THOMAS W	Associate Lecturer	136,339 79
2011	Universities	York University	LAVOIE	MARIE	Associate Professor	136,590 18
2011	Universities	York University	SHORE	JOEL S	Professor	136,465 71
2011	Universities	York University	WIKTOROWICZ	MARY E	Associate Professor	136,430 40
2011	Universities	York University	SINGER	YVONNE	Associate Professor	136,133 11
2011	Universities	York University	SEMENOV	ANDREI	Assistant Professor	136,357 54
2011	Universities	York University	PETROWSKA QUILICO	CHRISTINA	Professor	136,342 42
2011	Universities	York University	COATES	COLIN M	Associate Professor	136,243 22
2011	Universities	York University	WESTRA	HENNY ALICE	Associate Professor	136,189 94
2011	Universities	York University	JACOBS	MERLE A	Associate Professor	136,113 64
2011	Universities	York University	JUDGE	JOAN	Professor	136,091 07
2011	Universities	York University	WONG	AUGUSTINE CHI MOU	Professor	136,018 64
2011	Universities	York University	COCHRANE	BRADLEY	Director Energy Management	135,984 56
2011	Universities	York University	STEIGERWALD	JOAN	Associate Professor	136,007 63
2011	Universities	York University	MACKAY	JAMES	Director	135,555 84

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2011	Universities	York University	MCNAB	DAVID T	Associate Professor	135,941 87
2011	Universities	York University	ERWIN	LORNA	Associate Professor	135,921 32
2011	Universities	York University	LEBRUN	BERNARD	Associate Professor	135,948 85
2011	Universities	York University	LALONDE	RICHARD N	Professor	135,841 39
2011	Universities	York University	ROSS	ERIN C	Associate Professor	135,828 98
2011	Universities	York University	ASSELSTINE	ELIZABETH	Associate Professor	135,787 21
2011	Universities	York University	CRICHLAW	WARREN EARL	Associate Professor	135,749 61
2011	Universities	York University	MOSHER	MERV L	Senior Lecturer	135,522 46
2011	Universities	York University	MATSUOKA	ATSUKO	Associate Professor	135,507 98
2011	Universities	York University	JOHNSTON	NANCY E	Associate Professor	135,498 91
2011	Universities	York University	LEW	ROGER R	Professor	135,469 79
2011	Universities	York University	SZETO	ANTHONY M K	Associate Professor	135,332 74
2011	Universities	York University	HUANG	LIUHONG HELEN	Executive Officer	135,270 80
2011	Universities	York University	KLAASSEN	GARY P	Associate Professor	135,269 16
2011	Universities	York University	GOOSSEN	TED	Professor	135,228 08
2011	Universities	York University	DAVIDSON	CATHERINE L	Associate University Librarian	135,188 70
2011	Universities	York University	LILEEVA	ALLA	Associate Professor	135,194 06
2011	Universities	York University	BEBKO	JAMES M	Professor	135,219 97
2011	Universities	York University	HAAS	TARA L	Associate Professor	135,085 25
2011	Universities	York University	FOSTER	LORNE	Associate Professor	134,906 73
2011	Universities	York University	JACOBSON	STEPHEN	Director Financial Services	134,825 23
2011	Universities	York University	WHITWORTH	SANDRA L	Professor	134,774 09
2011	Universities	York University	LITTLE	WILLIAM KENNETH	Associate Professor	134,761 52
2011	Universities	York University	SHULMAN	AHOVA	Associate Professor	134,744 49
2011	Universities	York University	GREENE	CHARLES IAN G	Professor	134,773 56
2011	Universities	York University	KUZMICKI	ANDRE	Executive Director Program in Real Property	134,664 00
2011	Universities	York University	MUTIMER	DAVID ROGER	Associate Professor	134,670 49
2011	Universities	York University	COMNINEL	GEORGE C	Associate Professor	134,648 88
2011	Universities	York University	LUM	LILLIE L Q	Associate Professor	134,599 44
2011	Universities	York University	HILDEBRAND	VINCENT A	Associate Professor	134,555 79
2011	Universities	York University	TANNY	DAVID L	Associate Professor	134,578 86
2011	Universities	York University	FORSYTH	JAMES SCOTT	Associate Professor	134,508 24
2011	Universities	York University	GOLDRING	LUIN	Associate Professor	134,487 52
2011	Universities	York University	BRADLEY	PATRICIA A	Assistant Professor	134,433 93
2011	Universities	York University	JEFFREY	JANET ELIZABETH	Associate Professor	134,475 27
2011	Universities	York University	YOUNG	KATHY LYNN	Professor	134,391 40
2011	Universities	York University	WAGNER	COLLEEN C	Associate Professor	134,294 61
2011	Universities	York University	RIDDELL	MICHAEL C	Associate Professor	134,233 84
2011	Universities	York University	JANSE VANRENSBURG	ESAIAS J	Professor	134,109 05
2011	Universities	York University	SANDILANDS	CATRIONA A H	Professor	134,081 25
2011	Universities	York University	HERON	BARBARA	Associate Professor	134,014 42
2011	Universities	York University	MENSAH	JOSEPH	Professor	133,978 21
2011	Universities	York University	NGUYEN	UYEN T	Associate Professor	133,991 77
2011	Universities	York University	CANEL	EDUARDO	Associate Professor	133,953 71
2011	Universities	York University	COHEN	RINA	Associate Professor	133,927 62
2011	Universities	York University	LI	XIAOFEI	Associate Professor	133,796 26
2011	Universities	York University	CHOW	RAYMOND	Manager Database & Systems Administration	133,751 80
2011	Universities	York University	GREEN	CHRISTOPHER DARREN	Professor	133,738 49
2011	Universities	York University	FRASER	CAROL	Associate Professor	133,784 40
2011	Universities	York University	MCGRATH	SUSAN LEE	Associate Professor	133,687 28
2011	Universities	York University	WILCOX	LAURIE MAE	Professor	133,637 37
2011	Universities	York University	BALJKO	MELANIE A	Associate Professor	133,595 30
2011	Universities	York University	MACAULAY	MARCIA I	Associate Professor	133,604 94
2011	Universities	York University	BULOF	SUE	Director Payroll & Human Resources Information Management	133,390 61
2011	Universities	York University	MIANDA	GERTRUDE	Associate Professor	133,304 75
2011	Universities	York University	SHEN	JUNG-CHIN	Associate Professor	133,204 34
2011	Universities	York University	KORRICK	LESLIE A	Associate Professor	133,195 54
2011	Universities	York University	LATHAM	ROBERT E	Associate Professor	133,149 23
2011	Universities	York University	STEINISCH	IRMGARD	Associate Professor	133,151 54
2011	Universities	York University	ALBO	GREGORY A	Associate Professor	133,086 21
2011	Universities	York University	SCHULLER	REGINA	Professor	133,043 36
2011	Universities	York University	CALLISON	DARCEY B W	Associate Professor	132,949 85
2011	Universities	York University	MARJOLLET	CHRISTIAN	Associate Lecturer	132,947 17
2011	Universities	York University	RAJAGOPAL	INDHU	Professor	132,463 85
2011	Universities	York University	COLUSSI-ARTHUR	GABRIELLA	Associate Lecturer	132,827 87
2011	Universities	York University	NORQUAY	NAOMI E	Associate Professor	132,777 79

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2011	Universities	York University	TSASIS	PETER	Associate Professor	132,703 94
2011	Universities	York University	LI	XIANGHONG	Associate Professor	132,693 80
2011	Universities	York University	GILES	WENONA MARY	Professor	132,720 31
2011	Universities	York University	RUSETSKI	ALIAKSANDR I	Assistant Professor	132,646 55
2011	Universities	York University	SINGER	BRIAN C J	Associate Professor	132,650 39
2011	Universities	York University	DYBA	WALTER R	Senior Lecturer	132,540 34
2011	Universities	York University	MOGHISSI	HAIDEH	Professor	132,147 69
2011	Universities	York University	BINNIE	KURT	Executive Director Information Services & Technology	132,265 28
2011	Universities	York University	DASCI	ABDULLAH	Associate Professor	131,998 92
2011	Universities	York University	TAYLOR	PATRICK D M	Associate Professor	131,921 48
2011	Universities	York University	GOODMAN	DOBA R	Assistant Professor	131,832 63
2011	Universities	York University	MENARY	SCOTT ROBERT	Professor	131,862 07
2011	Universities	York University	CHAN	CHRISTOPHER C A	Associate Professor	131,872 64
2011	Universities	York University	WOODWARD	BERTON	Director Publications	131,829 37
2011	Universities	York University	SPENCER	JOHN A	Senior Lecturer	131,811 95
2011	Universities	York University	YON	DANIEL ARTHUR	Associate Professor	131,756 28
2011	Universities	York University	SHOOK	CATHERINE L	Executive Officer	131,285 71
2011	Universities	York University	GILL	ROBERT MAXWELL	Tutor	131,278 80
2011	Universities	York University	JOPLING	DAVID ALAN	Associate Professor	131,654 22
2011	Universities	York University	HUANG	HUAXIONG	Professor	131,642 13
2011	Universities	York University	KEMPADOO	KAMALA	Professor	131,624 58
2011	Universities	York University	WONG	WENDY SIUYI	Associate Professor	131,600 80
2011	Universities	York University	PIETROPAOLO	LAURA G	Associate Lecturer	131,560 88
2011	Universities	York University	MAYBERRY	JOHN BENGTTSSON	Associate Professor	131,539 62
2011	Universities	York University	MAITER	SARAH	Associate Professor	131,537 66
2011	Universities	York University	AKYOL	AHMET	Assistant Professor	131,456 57
2011	Universities	York University	DERAYEH	MINOO	Associate Professor	131,340 75
2011	Universities	York University	WILCZYNSKI	ADAM	Assistant Professor	131,334 99
2011	Universities	York University	SCHEEPERS	MARY J	Executive Officer	130,882 42
2011	Universities	York University	ELMES	BARRY	Associate Professor	131,294 35
2011	Universities	York University	MARCHESSAULT	JANINE MICHELE	Associate Professor	131 224 74
2011	Universities	York University	BUCKLEY	NEIL J	Associate Professor	131,237 29
2011	Universities	York University	SANGIULIANO	NANCY	Associate Lecturer	131,192 13
2011	Universities	York University	ALTILIA	CAROL	Executive Officer	131,050 91
2011	Universities	York University	GAETZ	STEPHEN A	Associate Professor	131,045 28
2011	Universities	York University	PICCHIONE	JOHN	Associate Professor	131,089 73
2011	Universities	York University	MURTHA	SUSAN J E	Associate Professor	131,005 08
2011	Universities	York University	CHEN	STEPHEN Y	Associate Professor	131,008 33
2011	Universities	York University	GOULDING	JAY	Associate Professor	130,940 00
2011	Universities	York University	THOMSON	KELLY	Assistant Professor	130,954 31
2011	Universities	York University	VANDERGEEST	PETER	Associate Professor	130,860 34
2011	Universities	York University	SANCHEZ-RODRIGUEZ	CRISTOBAL	Associate Professor	130,905 87
2011	Universities	York University	BOURDIN	PHILIPPE L	Associate Professor	130,876 70
2011	Universities	York University	KHAITER	PETER A	Assistant Professor	130,803 82
2011	Universities	York University	WOODY	DIANE	Associate Professor	130,788 26
2011	Universities	York University	MICHAUD	JACINTHE	Associate Professor	130,783 85
2011	Universities	York University	BERNHOLTZ	MARLENE	Writing Instructor	130,267 66
2011	Universities	York University	SIMEON	JAMES C	Assistant Professor	130,480 84
2011	Universities	York University	ROSIENSKI-PELLERIN	SYLVIE J	Associate Professor	130,499 33
2011	Universities	York University	SCOTT	DAYNA N	Associate Professor	130,438 09
2011	Universities	York University	TREVETT	JEREMY	Associate Professor	130,258 90
2011	Universities	York University	PERRY	ADRIENNE	Associate Professor	130,276 81
2011	Universities	York University	MACDERMID	ROBERT H	Associate Professor	130,271 80
2011	Universities	York University	LEWIS	ANNE-MARIE	Associate Professor	130,201 35
2011	Universities	York University	LOEBEL	THOMAS L	Associate Professor / Associate Dean	130,151 98
2011	Universities	York University	PRICE	BETSEY B	Professor	130,157 06
2011	Universities	York University	RUGGLES	MYLES A	Associate Professor	130,092 90
2011	Universities	York University	KAINER	JAN MELANIE	Associate Professor	130,011.29
2011	Universities	York University	KHALIDI	MUHAMMAD ALI	Associate Professor	130,007 69
2011	Universities	York University	LAMPERT	PAUL	Associate Professor	129,971 36
2011	Universities	York University	HUMANA	HERNAN	Associate Lecturer	129,887 00
2011	Universities	York University	ESTEVE-VOLART	BERTA	Associate Professor	129,953 87
2011	Universities	York University	OGATA	KEN	Assistant Professor	129,835.20
2011	Universities	York University	NEWTON	JANICE I	Associate Professor	129,716 72
2011	Universities	York University	HYNDMAN	JENNIFER M	Professor	129 597 31
2011	Universities	York University	CYR	DANIELLE	Professor	129 621 67

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2011	Universities	York University	ROBERT	ANDRE	Associate Professor	129,529 03
2011	Universities	York University	BISCHOPING	KATHERINE	Associate Professor	129,481 84
2011	Universities	York University	ROGERS	RAYMOND A	Associate Professor	129,485 01
2011	Universities	York University	LEWIS	SHEILA	Associate Lecturer	129,402 24
2011	Universities	York University	ELDER	JAMES HARVEY	Associate Professor	129,389 53
2011	Universities	York University	ADAMOPOULOS	ANASTASIOS T	Associate Professor	129,401 14
2011	Universities	York University	CABIANCA	DAVID	Associate Professor	129,291 54
2011	Universities	York University	ZRYD	MICHAEL	Associate Professor	129,237 23
2011	Universities	York University	ZIMMERMAN	CYNTHIA D	Professor	128,985 92
2011	Universities	York University	BORLAND	DOUG J	Engineer 2nd Class	129,003 43
2011	Universities	York University	MCCONNELL	JOHN C	Professor	129,035 28
2011	Universities	York University	WELLEN	RICHARD	Associate Professor	129,032 95
2011	Universities	York University	ADELSON	NAOMI	Associate Professor	128,953 95
2011	Universities	York University	WINSLOW	EDWARD G	Associate Professor	128,660 09
2011	Universities	York University	CHAMBERLIN	STEPHEN R	Associate Professor	128,909 09
2011	Universities	York University	SHERIDAN	JOSEPH WILLIAM	Associate Professor	128,906 28
2011	Universities	York University	TSUSHIMA	ROBERT G	Associate Professor	128,856 51
2011	Universities	York University	TEO	THOMAS	Professor	128,853 52
2011	Universities	York University	SKINNER	DAVID N	Associate Professor	128,771 48
2011	Universities	York University	MYERS	ROBERT	Associate Professor	128,745 01
2011	Universities	York University	VERHEGGEN	CLAUDINE E	Associate Professor	128,651 89
2011	Universities	York University	KERWIN	SHAWN JENNIFER	Associate Professor	128,633 88
2011	Universities	York University	FOX	MARY T	Associate Professor	128,576 73
2011	Universities	York University	TELEKY	RICHARD P	Professor	128,455 63
2011	Universities	York University	EHRlich	SUSAN L	Professor	128,416 17
2011	Universities	York University	PELHAM	JUDITH MARY	Associate Professor	128,322 36
2011	Universities	York University	MCLAREN	SCOTT KENNETH	Associate Librarian	128,206 89
2011	Universities	York University	CAO-HUU	TUAN	Assistant Professor	128,215 76
2011	Universities	York University	MORERA	ESTEVE	Associate Professor	128,072 54
2011	Universities	York University	SINGH	MINA	Associate Professor	128,078 20
2011	Universities	York University	BATURIN	JON PETER	Associate Professor	128,063 46
2011	Universities	York University	STANWORTH	KAREN S	Associate Professor	128,058 20
2011	Universities	York University	KAPOOR	ILAN	Professor	128,032 51
2011	Universities	York University	BAKKER	ISABELLA C	Professor	128,054 56
2011	Universities	York University	GRINSPUN	RICARDO S	Associate Professor	128 003 90
2011	Universities	York University	EARLY	LEONARD R	Associate Professor	127,761 70
2011	Universities	York University	WOODHOUSE	ROSAMUND A	Assistant Professor	127,793 69
2011	Universities	York University	BUNCH	MARTIN J	Associate Professor / Associate Dean	127,712 84
2011	Universities	York University	KIMAKOVA	ALENA	Associate Professor	127,723 02
2011	Universities	York University	WISEMAN	HOWARD M	Assistant Professor	127,651 67
2011	Universities	York University	GIESBRECHT	WALTER W	Associate Librarian	127,634 30
2011	Universities	York University	GABRIELE	SANDRA	Associate Professor	127,574 61
2011	Universities	York University	HADJ-MOUSSA	RATIBA	Associate Professor	127,596 02
2011	Universities	York University	KOWAL	JERZY	Associate Professor / Associate Principal	127,505 85
2011	Universities	York University	VAN DER BLIEK	ROB	Associate Librarian	127,480 27
2011	Universities	York University	REGINA	AL	Manager Student Information Systems & System Architect	127,435 06
2011	Universities	York University	ANDERSON	KATHARINE MARY	Associate Professor	127,427 97
2011	Universities	York University	GROSSKURTH	BRIAN J B	Associate Professor	127,402 47
2011	Universities	York University	BALFOUR	BARBARA M	Associate Professor	127,317 40
2011	Universities	York University	PARNA	JULIE	Director Admissions Assessment & Processing	127,279 21
2011	Universities	York University	VAN DAALEN-SMITH	CHERYL L	Associate Professor	127,216 91
2011	Universities	York University	MYERS	JENNIFER	Director Sport and Recreation	127,167 61
2011	Universities	York University	MCLELLAN	HELEN	Executive Officer	127,167 54
2011	Universities	York University	DAISKI	ISOLDE	Associate Professor	126,913 83
2011	Universities	York University	MAHEU	CHRISTINE	Associate Professor	127,183 01
2011	Universities	York University	WICKENS	RENATE	Associate Professor	127,126 06
2011	Universities	York University	SZABLOWSKI	DAVID	Associate Professor	126,940 34
2011	Universities	York University	DUMONT	CHRISTIANE	Associate Lecturer	126,883 10
2011	Universities	York University	YANG	ZIJIANG CYNTHIA	Associate Professor	126,807 67
2011	Universities	York University	SAJNDON	JEAN E	Assistant Professor	126,648 68
2011	Universities	York University	JENSON	JENNIFER	Professor	126,763 14
2011	Universities	York University	JERZAK	STANISLAW	Senior Lecturer	126,733 61
2011	Universities	York University	STEWART	PENELOPE F	Associate Professor	126,759 98
2011	Universities	York University	GAO	YUN	Professor	126,477 56
2011	Universities	York University	SANAQUI	RAZIKA	Associate Professor	126,518 63
2011	Universities	York University	ERECHTCHOUKOVA	MARINA G	Assistant Professor	126,405 34

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2011	Universities	York University	HENDERSON	ALAN E	Associate Professor	126,406 45
2011	Universities	York University	WINLAND	DAPHNE NAOMI	Associate Professor	126,282 51
2011	Universities	York University	DINCA-PANAITESCU	SERBAN	Associate Professor	126,222 31
2011	Universities	York University	STURINO	FRANC	Associate Professor	126,205 96
2011	Universities	York University	HUANG	RONG BING	Associate Professor	126,097 36
2011	Universities	York University	MACFARLANE	POLLY	Director Personal Counselling & Learning Skills Services	126 047 36
2011	Universities	York University	WRAZEN	LOUISE J	Associate Professor	125,989.28
2011	Universities	York University	WHITE	NANCI	Assistant Professor	125,975 06
2011	Universities	York University	ABELLA	IRVING M	Professor	125,514 53
2011	Universities	York University	DAIGNEAULT	MICHEL	Associate Professor	125,910 19
2011	Universities	York University	ZHU	ZHENG HONG	Associate Professor	125,875 61
2011	Universities	York University	ALI	SYED HARRIS	Associate Professor	125,812 75
2011	Universities	York University	LEVINE	ARTHUR DAVID	Associate Professor	125,802 55
2011	Universities	York University	GREYSON	JOHN R	Associate Professor	125,790 66
2011	Universities	York University	GOLDBERG	JOEL	Associate Professor	125,787 89
2011	Universities	York University	ORGAN	MICHAEL GEORGE	Professor	125,846 65
2011	Universities	York University	WOOD	PATRICIA KATHARINE	Associate Professor / Associate Dean	125,663.28
2011	Universities	York University	BENSLIMANE	YOUNES	Associate Professor	125,642 39
2011	Universities	York University	KILLICK	SUZANNE J	Director Learning & Development	125,625 01
2011	Universities	York University	LADD-TAYLOR	MARY MADELEINE	Associate Professor	125,613 78
2011	Universities	York University	DATTA	SUPRAKASH	Assistant Professor	125,523 61
2011	Universities	York University	GAGE	WILLIAM H	Associate Professor / Associate Dean	125,404 77
2011	Universities	York University	COWAN	REGINA A	Associate Lecturer	125,349 45
2011	Universities	York University	PENG	CHUN	Professor	125,361 22
2011	Universities	York University	SYCH	PAUL	Assistant Professor	125,283 66
2011	Universities	York University	SUFANA	RAZVAN D	Assistant Professor	125,211 85
2011	Universities	York University	HAMADEH	MAZEN J	Associate Professor	125,136 72
2011	Universities	York University	YOUNG	LELIA	Associate Professor	125,155 50
2011	Universities	York University	POMERLEAU	DIDIER	Executive Director Strategic Planning	125,128 76
2011	Universities	York University	BADR	IBRAHIM HAMID	Associate Professor	125,120 92
2011	Universities	York University	MORRISON	LOUISE M J	Associate Lecturer	125,101 03
2011	Universities	York University	KAWAKAMI	KERRY LYNN	Associate Professor	124,999 34
2011	Universities	York University	PAOLUCCI	PETER	Assistant Professor	124,951 14
2011	Universities	York University	CRIBBIE	ROBERT A	Professor	124,914 99
2011	Universities	York University	VIZMULLER-ZOCCO	JANA	Associate Professor	124,958 54
2011	Universities	York University	FALK RAFAEL	ADELIN R	Professor	124,537 49
2011	Universities	York University	PEACOCK	MARK S	Associate Professor	124,687 49
2011	Universities	York University	KENEDY	ROBERT A	Associate Professor	124,574 56
2011	Universities	York University	STRUTHERS	C WARD	Professor	124,540 17
2011	Universities	York University	THOMPSON	ROBERT T	Director Library Computing	124,525 06
2011	Universities	York University	FOURNIER	RENE ANDRE	Associate Professor	124,507 88
2011	Universities	York University	LAKATS	LINDA	Instructor	124,061 97
2011	Universities	York University	SONG	XUEDA	Assistant Professor	124,461 17
2011	Universities	York University	NITZAN	JONATHAN	Associate Professor	124,460 09
2011	Universities	York University	MORGAN	BRIAN DAVID	Associate Professor	124,448 12
2011	Universities	York University	PODHORSKY	ANDREA S	Assistant Professor	124,384 98
2011	Universities	York University	BATDORF	ERIKA	Associate Professor	124,380 04
2011	Universities	York University	BIRD	KYMBERLEY	Associate Professor	124,255.24
2011	Universities	York University	REED	DARRYL W	Associate Professor	124,225 55
2011	Universities	York University	O'REILLY	ANDREA	Associate Professor	124,192 67
2011	Universities	York University	CHAMBERS	MARK K	Associate Professor	124,152 42
2011	Universities	York University	BUNTING	M ANNE	Associate Professor	124,151.26
2011	Universities	York University	UPPAL	PRISCILA	Associate Professor	124,087 71
2011	Universities	York University	QUADIR	FAHIMUL	Associate Professor	124,075 63
2011	Universities	York University	CONLIN	TERRY	Tutor	123,643.20
2011	Universities	York University	LARSON	KRISTA	Director Admissions & Recruitment	123,993 47
2011	Universities	York University	KEE	DEBORAH M	Director Of Housing	123,926 10
2011	Universities	York University	OLAOGUN	MODUPE O	Associate Professor	123,869.20
2011	Universities	York University	AGATHANGELOU	ANNA M	Associate Professor	123,804 92
2011	Universities	York University	KLASSEN	THOMAS R	Associate Professor	123,784.26
2011	Universities	York University	LAKIN-THOMAS	PATRICIA L	Associate Professor	123,754 03
2011	Universities	York University	BODAK	TRUDY B	Associate Librarian	123,637 84
2011	Universities	York University	MOZURKEWICH	MICHAEL	Professor	123,693.24
2011	Universities	York University	GREEN	LAURENCE FRASER	Associate Professor	123,576 06
2011	Universities	York University	VANSTONE	GAIL	Associate Professor	123,277 80
2011	Universities	York University	NENASHEV	ALEXANDER	Associate Professor	123,452 80

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2011	Universities	York University	ALCOCK	JAMES E	Professor	123,133 77
2011	Universities	York University	FARAH	ILIJAS	Professor	123,340 98
2011	Universities	York University	CYSNEIROS	LUIZ MARCIO	Associate Professor	123,289 65
2011	Universities	York University	ZHU	HUAIPING	Associate Professor	123,275 03
2011	Universities	York University	HADLAW	JAN	Associate Professor	123,276 19
2011	Universities	York University	SERGIO	LAUREN E	Associate Professor	123,241 83
2011	Universities	York University	BRASSARD DESJARDIN	ALEXANDRE	Director of Research	123,130 17
2011	Universities	York University	QUINE	BRENDAN	Associate Professor	123,224 70
2011	Universities	York University	SCHRAUWERS	ALBERT	Associate Professor	123,190 48
2011	Universities	York University	EVERETT	ROBERT	Assistant Secretary	123,126 23
2011	Universities	York University	ANUCHA	UZOAMAKA N	Associate Professor	123,150 91
2011	Universities	York University	PRICE	BLAIR	Supintendent Glendon Facility Services	122,979 60
2011	Universities	York University	UNNIAPPAN MOOTHATHI	SURAJ	Associate Professor	123,043 39
2011	Universities	York University	FORTIN	GILLES	Executive Officer	123,047 95
2011	Universities	York University	BELL	JOHN	Assistant Professor	123,038 54
2011	Universities	York University	ARMSTRONG	ERIC	Associate Professor	123,012 99
2011	Universities	York University	PARK	NORMAN W	Associate Professor	122,937 48
2011	Universities	York University	SCHEID	MICHAEL P	Associate Professor	122,913 83
2011	Universities	York University	MCKEEN	WENDY E	Associate Professor	122,808 88
2011	Universities	York University	MAYER	CONNIE	Associate Professor	122,801 00
2011	Universities	York University	OKAWA	MONA G	Associate Professor	122,750 77
2011	Universities	York University	BOHR	YVONNE M	Assistant Professor	122,742 08
2011	Universities	York University	WICKEN	WILLIAM CRAIG	Associate Professor	122,726 86
2011	Universities	York University	CLARK	MATTHEW C	Associate Professor	122,723 77
2011	Universities	York University	GREWAL	KANWALJIT	Associate Librarian	122,664 04
2011	Universities	York University	ABDEL-SHEHID	GAMAL	Associate Professor	122,658 34
2011	Universities	York University	BRETTLER	ELIAS	Assistant Professor	122,636 57
2011	Universities	York University	WILSON	MARK E	Associate Professor / Associate Dean	122,620 68
2011	Universities	York University	ROWLAND	WADE D	Associate Professor	122,329 78
2011	Universities	York University	SAM	THABIT AJ	Associate Professor	122,532 54
2011	Universities	York University	PERSRAM	NALINI T	Associate Professor	122,476 39
2011	Universities	York University	JOHNSON	MICHELE ANTOINETTE	Associate Professor	122,470 61
2011	Universities	York University	TAMAN	STANLEY M	Director Registran Enterprise Initiative	122,410 72
2011	Universities	York University	ROBERTSON	MARK	Associate University Librarian	122,358 22
2011	Universities	York University	GURURANI	SHUBHRA	Associate Professor	122,355 42
2011	Universities	York University	MULLER	ROBERT TOM	Associate Professor	122,314 09
2011	Universities	York University	MAXWELL	JADE	Senior Executive Officer	122,268 28
2011	Universities	York University	WARING	DUFF R	Associate Professor	122,169 83
2011	Universities	York University	LESAGE	MARC	Associate Professor	122,212 61
2011	Universities	York University	MURRAY	DAVID A. B	Associate Professor	122,111 57
2011	Universities	York University	MULVHILL	PETER R	Associate Professor	122,022 13
2011	Universities	York University	IANNACITO-PROVENZA	ROBERTA	Associate Professor	121,936 30
2011	Universities	York University	ALBOIU	GABRIELA	Associate Professor	121,932 31
2011	Universities	York University	ALLAN	JAMES	Senior Director Alumni Relations	121,931 10
2011	Universities	York University	LIANG	DONG	Professor	121,939 23
2011	Universities	York University	SAAVEDRA	PATRICK	Manager Planning & Architectural Design	121,927 77
2011	Universities	York University	LEE	TSORNG-YEH	Associate Professor	121,903 73
2011	Universities	York University	ANDERSON	CAROL	Associate Professor	121,864 73
2011	Universities	York University	WEIR	LORNA	Professor	121,881 31
2011	Universities	York University	CANEFE	NERGIS	Associate Professor	121,710 73
2011	Universities	York University	DYER	RUTHANNA M	Assistant Professor	121,336 20
2011	Universities	York University	STEPHENSON	NEAL	Manager Development Services	121,471 62
2011	Universities	York University	HUDSON	ANNA V	Associate Professor	121,455 49
2011	Universities	York University	HUTCHISON	ANN M	Associate Professor	121,224 36
2011	Universities	York University	HARTLEY	LOUISE A	Director Psychology Research / Training	121,434 92
2011	Universities	York University	SHEPTYCKI	JAMES W E	Professor	121,478 51
2011	Universities	York University	PIOFFET	MARIE-CHRISTINE	Professor	121,438 14
2011	Universities	York University	DALY	MICHAEL G	Associate Professor	121,314 07
2011	Universities	York University	WALKER	JAMES A	Associate Professor	121,265 19
2011	Universities	York University	THURLBY	MALCOLM	Professor	121,323 58
2011	Universities	York University	OLSHEN	TONI	Senior Librarian	121,037 31
2011	Universities	York University	WILSON	PAULA JO	Associate Lecturer	121,236 77
2011	Universities	York University	CHOINIERE	JACQUELINE A	Assistant Professor	121,102 72
2011	Universities	York University	TANGUAY-RENAUD	FRANCOIS	Assistant Professor	121,092 64
2011	Universities	York University	AUBIN	MARIE-CHRISTINE	Associate Professor	121,021 81
2011	Universities	York University	REAUME	GEOFFREY	Associate Professor	120,964 55

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2011	Universities	York University	REDDING	ARTHUR F	Associate Professor	120,943 95
2011	Universities	York University	HENDERS	SUSAN J	Associate Professor	120,863 94
2011	Universities	York University	CREET	M JULIA	Associate Professor	120,814 70
2011	Universities	York University	JACKMAN	HENRY	Associate Professor	120,802.29
2011	Universities	York University	PRATT	ANNA C	Associate Professor	120,759 45
2011	Universities	York University	WYLAM	LISA	Associate Professor	120,724 55
2011	Universities	York University	CANTON	LISETTE M	Associate Professor	120,532 42
2011	Universities	York University	CHECK	JAMES V P	Associate Professor	120,582.25
2011	Universities	York University	PODRUCHNY	CAROLYN	Associate Professor	120,467 72
2011	Universities	York University	BROOKE	STEPHEN J	Professor	120,490 71
2011	Universities	York University	DAS	RAJU J	Associate Professor	120,447 03
2011	Universities	York University	MURRAY	RICHARD F	Associate Professor	120,409 56
2011	Universities	York University	DUNLOP	RISHMA	Associate Professor	120,399 04
2011	Universities	York University	GAGLIESE	LUCIA	Associate Professor	120,352 28
2011	Universities	York University	MYKHALOVSKIY	ERIC	Associate Professor	120,334 45
2011	Universities	York University	MOORE	ANNE E	Assistant Professor	120,259 70
2011	Universities	York University	RAVENTOS-PONS	ESTHER	Associate Professor	120,266 10
2011	Universities	York University	MARTEL	JOCELYN	Associate Professor	120,269 95
2011	Universities	York University	GRACE	SHERRY L	Associate Professor	120,117 50
2011	Universities	York University	BARUTCISKI	MICHAEL	Associate Professor	119,986 79
2011	Universities	York University	MATESIC	MAURA ALICIA	Associate Librarian	119,910 27
2011	Universities	York University	MARCUZZI	MICHAEL	Associate Professor	119,837 57
2011	Universities	York University	KILLORAN	ISABEL M	Associate Professor	119,831 22
2011	Universities	York University	JAMNIK	VERONICA	Assistant Professor	119,766 84
2011	Universities	York University	WOOTEN	CLAIRE FRANCES	Associate Professor	119,790 98
2011	Universities	York University	JOHNSTON	CAMERON E	Assistant Professor	119,758 37
2011	Universities	York University	HUDAK	KATALIN A	Associate Professor	119,762 18
2011	Universities	York University	SINCLAIR	DONALD	Associate Professor	119,702 46
2011	Universities	York University	SAUNDERS	RICHARD G	Associate Professor	119,660 17
2011	Universities	York University	CAVANAGH	SHEILA L	Associate Professor	119,584 18
2011	Universities	York University	PINTER	STEVEN	Course Director	119,206 47
2011	Universities	York University	PARK	HYUN OK	Associate Professor	119,573 89
2011	Universities	York University	WHITE	KIMBERLEY	Associate Professor	119,474 16
2011	Universities	York University	SIMMS	ROBERT	Associate Professor	119,455 49
2011	Universities	York University	BAZELY	DAWN R A	Associate Professor	119,467 18
2011	Universities	York University	SOLIS	ADRIANO O	Associate Professor	119,494 74
2011	Universities	York University	BRISKIN	LINDA	Professor	119,444 94
2011	Universities	York University	DAVIES	MEGAN J	Associate Professor	119,335 52
2011	Universities	York University	TAYLOR	WENDY J	Associate Professor	119,299 89
2011	Universities	York University	BUTUROVIC	AMILA	Associate Professor	119,293 87
2011	Universities	York University	GREYEVES	MICHAEL J	Associate Professor	119,225.22
2011	Universities	York University	HOLMES	J TERESA	Associate Professor	119,097 14
2011	Universities	York University	BLAZINA	JOHN	Assistant Professor	118,844 58
2011	Universities	York University	HYNIE	MICHAELA	Associate Professor	119,066 97
2011	Universities	York University	PILLAI RIDDELL	REBECCA	Associate Professor	119,039 10
2011	Universities	York University	HOFFMAN	KARI L	Associate Professor	118,977 37
2011	Universities	York University	STOYANOV	ANDREY	Assistant Professor	118,729 23
2011	Universities	York University	KRASNY	KAREN A	Associate Professor	118,724 61
2011	Universities	York University	JONAS-SIMPSON	CHRISTINE M	Assistant Professor	118,718 39
2011	Universities	York University	WONG	ALAN	Manager Engineering Services	118,679 19
2011	Universities	York University	HU	BAOXIN	Associate Professor	118,639 42
2011	Universities	York University	KROKER	KENTON M	Associate Professor	118,639 42
2011	Universities	York University	GLASBEEK	AMANDA	Associate Professor	118,551 82
2011	Universities	York University	MALEY	TERRY	Associate Professor	118,543 87
2011	Universities	York University	JOHNSON	PHILIP E	Associate Professor	118,506 32
2011	Universities	York University	BHUTANI	MINOO	Director Career Development Centre	118,499 19
2011	Universities	York University	HANSEN	DEBBIE L	Director Office of Student Conflict Resolution	118,499 19
2011	Universities	York University	NASELLO	LILLIAN A	Director Client Services	118,499 19
2011	Universities	York University	MARTIN	STEPHANIE	Associate Professor	118,414 54
2011	Universities	York University	SHANAHAN	THERESA G	Associate Professor / Associate Dean	118,402 17
2011	Universities	York University	FIGUEREDO	MARIA L	Associate Professor	118,374 84
2011	Universities	York University	PARSONS	SARAH C	Associate Professor	118,377 65
2011	Universities	York University	SCHEFFEL-DUNAND	DOMINIQUE G	Associate Professor	118,284 21
2011	Universities	York University	REISENLEITNER	MARKUS	Associate Professor	118,239 85
2011	Universities	York University	BEAUSOLEIL	DANIELLE	Associate Lecturer	118,233 92
2011	Universities	York University	GINSBURG	LIANE R	Associate Professor	118,193 87

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2011	Universities	York University	SMITH	ROBERT W	Director Custodian Grounds & Glendon Facility Services	118,175 52
2011	Universities	York University	STEEVES	JENNIFER K	Associate Professor	118,113 02
2011	Universities	York University	CHODAK	MARLA S	Academic Policy Analyst	117,914 69
2011	Universities	York University	HERRMANN	ANITA	Director Advancement	117,914 69
2011	Universities	York University	VOSHARI-CHIYKOWSKI	KAREN	Instructor	117,531 92
2011	Universities	York University	DAVIS	ANDREA A	Associate Professor	117,871 43
2011	Universities	York University	KAZIMI	ALI	Associate Professor	117,823 36
2011	Universities	York University	VISWANATHAN	SUNDAR	Associate Professor	117,718 00
2011	Universities	York University	DION	SUSAN	Associate Professor	117,699 29
2011	Universities	York University	DELLA-ROSSA	ANDREA	Executive Officer	117,683 44
2011	Universities	York University	REHAAG	SEAN	Assistant Professor	117,662 35
2011	Universities	York University	KELLY	PHILIP FRANCIS	Associate Professor	117,629 00
2011	Universities	York University	CURTO	JOSE CARLOS	Associate Professor	117,601.20
2011	Universities	York University	SHEA	VICTOR	Associate Professor	117,544 21
2011	Universities	York University	O'NEILL	DOMINIQUE M	Associate Lecturer	117,409 46
2011	Universities	York University	PRIEL	DAN	Assistant Professor	117,349.27
2011	Universities	York University	CAMERON	BARBARA P	Associate Professor	117,450 59
2011	Universities	York University	BASU	RAJASHREE	Associate Professor	117,338 10
2011	Universities	York University	MILNE	JOHN	Instructor	116,965 01
2011	Universities	York University	KITZMANN	ANDREAS G	Associate Professor	117,228 68
2011	Universities	York University	ROGERS	CAMERON ROBERT WILLIAM	Assistant Comptroller	117,212.37
2011	Universities	York University	DA SILVA	JOSEPH	Project Director Information Technology	117,174 74
2011	Universities	York University	BEARDWOOD	BARBARA ANN	Associate Professor	116,709 65
2011	Universities	York University	KULAK	AVRON P	Associate Professor	117,047 21
2011	Universities	York University	VLAJIC	NATALIJA	Associate Professor	117,040 27
2011	Universities	York University	SAHNI	MOHIT	Director Service Management	117,013 23
2011	Universities	York University	DESOUZA	JOSEPH FRANCIS	Assistant Professor	116,892 26
2011	Universities	York University	FURLONGE	KAREN	Manager Enterprise Business Application Services	116,856 90
2011	Universities	York University	KANT-ANTONESCU	MARIANA	Associate Professor	116,846 05
2011	Universities	York University	TORRE	ANDREA	Executive Officer	116,732 41
2011	Universities	York University	LUNGU	DOV	Assistant Lecturer	116,624 24
2011	Universities	York University	BAILEY	STEVEN C	Associate Professor	116,687 62
2011	Universities	York University	FISHER	JENNIFER	Associate Professor	116,632 03
2011	Universities	York University	MCCOMB	BRENDA M	Assistant Professor	116,569 77
2011	Universities	York University	GIORDAN	PIETRO	Associate Professor	116,521 48
2011	Universities	York University	MALTMAN	KIM R	Professor	116,622 31
2011	Universities	York University	WOODS	ROBERT JEFFREY	Business Process Re-engineer	116,484 51
2011	Universities	York University	ROY	MARIO	Associate Professor	116,453 58
2011	Universities	York University	GORDON	ALTHEA	Associate Director Faculty Affairs	116,359 44
2011	Universities	York University	MONK	PHILIP	Curator / Artistic Director	116,393 00
2011	Universities	York University	KNIGHT	KATHERINE M	Associate Professor	116,406 99
2011	Universities	York University	ADLER	SCOTT A	Associate Professor	116,357 30
2011	Universities	York University	NEWMAN	RUBY K	Associate Professor	116,308 71
2011	Universities	York University	RUTHERFORD	ALEXANDRA	Associate Professor	116,145 32
2011	Universities	York University	WANG	JIANGUO	Associate Lecturer	116,067 32
2011	Universities	York University	LANGLOIS	SUZANNE	Associate Professor	116,058 96
2011	Universities	York University	PORTER	ANN V	Associate Professor	116,048 40
2011	Universities	York University	WONG	SAM	Director Information Technology, Osgoode	116,012 89
2011	Universities	York University	ROBINSON	DANIELLE	Associate Professor	115,999 08
2011	Universities	York University	FERNANDEZ	LEILA BERTILLE	Associate Librarian	116,027 70
2011	Universities	York University	FISHER	CYRIL BRUCE	Manager Systems Management Services	115,916 30
2011	Universities	York University	LEVINE	ROBERT A	Course Director	115,515 77
2011	Universities	York University	ANDREWS	KRISTIN A	Associate Professor	115,852 92
2011	Universities	York University	BUCHLI	INES F	Associate Professor	115,873 78
2011	Universities	York University	XU	XUEQING	Associate Professor	115,789 89
2011	Universities	York University	MONGIA	RADHIKA	Associate Professor	115,786 77
2011	Universities	York University	LEUNG	SAMUEL S K	Technical Specialist	115,533 39
2011	Universities	York University	NORWOOD	ANGELA D	Associate Professor	115,780 87
2011	Universities	York University	GIBLON	BEVERLEY	Writing Instructor	115,369 66
2011	Universities	York University	BADIOU	NOEL A.J	Director of Human Rights	115,594 02
2011	Universities	York University	FLEMING	JASON A	Lecturer	115,570 68
2011	Universities	York University	BRIGGS	JOHN G	Manager Instructional Technology Centre	115,545 86
2011	Universities	York University	CONNOR	MICHAEL K	Associate Professor	115,516 76
2011	Universities	York University	WASH	KAREN	Manager Client Services	115,518 57
2011	Universities	York University	JONES-IMHOTEP	EDWARD	Associate Professor	115,498 58
2011	Universities	York University	LAWRENCE	BONITA	Associate Professor	115,456 21

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2011	Universities	York University	LEE	BECKY R	Associate Professor	115,426 53
2011	Universities	York University	JENSEN	ELSABETH	Associate Professor	115,412 71
2011	Universities	York University	LEVITT	NINA E	Associate Professor	115,398 25
2011	Universities	York University	TAMIM	HALA	Associate Professor	115,352 91
2011	Universities	York University	YU	PATRICIA	Director Occupational Health & Safety	115,339 47
2011	Universities	York University	GLASSMAN	STEVEN	Director Bookstore Print & Mail Services	115,276 67
2011	Universities	York University	LAWEE	ERIC JAY	Professor	115,207 85
2011	Universities	York University	PAYNE	SHAWN DEON	Assistant Chief Engineer	115,063 04
2011	Universities	York University	GILBERT	LIETTE	Associate Professor	115,100 75
2011	Universities	York University	ARMENAKIS	CONSTADINOS	Associate Professor	114,929 93
2011	Universities	York University	KOREN-COHEN	HILA	Course Director	114,558 68
2011	Universities	York University	LORTIE	CHRISTOPHER J	Associate Professor	114,859 36
2011	Universities	York University	NOEL	TANYA C	Associate Lecturer	114,731 52
2011	Universities	York University	FORD	STEPHEN H	Assistant Professor	114,517 68
2011	Universities	York University	OKAFOR	OBIORA C	Professor	114,934 96
2011	Universities	York University	IDAHOSEA	PAUL L E	Associate Professor	114,665 71
2011	Universities	York University	QUINN	JOHN PATRICK	Zone Supervisor	114,399 09
2011	Universities	York University	CODE	LEWIS	Assistant Professor	114,375 06
2011	Universities	York University	LEHRER	UTE A	Associate Professor	114,134 15
2011	Universities	York University	BAIN	ALISON L	Associate Professor	114,244 64
2011	Universities	York University	BURY	SOPHIE	Associate Librarian	114,235 00
2011	Universities	York University	WILLIAMS	JAMES W	Associate Professor	114,227 69
2011	Universities	York University	HEBERT	JENNIFER	Executive Officer	114,208 73
2011	Universities	York University	HAMM	ERNST	Associate Professor	114,228 86
2011	Universities	York University	MCCAULEY	DIANNE	Assistant Lecturer	114,125 72
2011	Universities	York University	YATES	KEVIN M	Associate Professor	114,102 10
2011	Universities	York University	WILLIAMS	DEANNE	Associate Professor	114,131 70
2011	Universities	York University	OGATA	RONALD	Manager Renovations	114,108 00
2011	Universities	York University	MCLAREN	ROBERT	Associate Professor	114,080 65
2011	Universities	York University	LAVOIE	GINO G	Associate Professor	113,991 93
2011	Universities	York University	KELLY	SCOTT PHILLIP	Associate Professor	113,939 27
2011	Universities	York University	BROCK	DEBORAH R.	Associate Professor	113,959 39
2011	Universities	York University	WARREN	PEGGY A	Associate Librarian	113,914 65
2011	Universities	York University	ROBBIO	RUTH	Assistant Lecturer	113,865 73
2011	Universities	York University	DLAMINI	S NOMBUSO	Associate Professor	113,814 04
2011	Universities	York University	THOMAS	MARK P	Associate Professor	113,723 52
2011	Universities	York University	RIVEST	JOSEE S	Associate Professor	113,717 80
2011	Universities	York University	KOVACS	ILDIKO	Assistant Professor	113,409 90
2011	Universities	York University	NORTHROP	DAVID A	Associate Director Institute for Social Research	113,642 49
2011	Universities	York University	FINLAYSON	ROB	Manager Faculty Support Center	113,608 32
2011	Universities	York University	GOOD GINGRICH	LUANN	Associate Professor	113,559 35
2011	Universities	York University	O'CONNELL	ANNE M B	Associate Professor	113,536 66
2011	Universities	York University	BAKER	JOSEPH R	Associate Professor	113,524 97
2011	Universities	York University	RICH	JILL BEE	Associate Professor	113,538 21
2011	Universities	York University	STEIN	MARC ROBERT	Associate Professor	113,513 55
2011	Universities	York University	KIPFER	LEANNE M	Director Advancement Services	113,449 22
2011	Universities	York University	CANTO ELLIS	AMELIA	Executive Director Faculty Development	113,306 42
2011	Universities	York University	KEMPER	ALISON	Lecturer	113,219 57
2011	Universities	York University	HENRIQUES	DENISE Y P	Associate Professor	113,177 92
2011	Universities	York University	SMARDON	BRUCE J	Assistant Professor	113,125 78
2011	Universities	York University	RICCI	ANTONIO C	Associate Professor	113,087 11
2011	Universities	York University	FRANCOIS	ANY MARIE-GERARD	Assistant Professor	113,077 82
2011	Universities	York University	GOSINE	ANDIL	Associate Professor	113,074 04
2011	Universities	York University	FORSYTH	SHEILA	Executive Officer	113,050 06
2011	Universities	York University	DINA	OLUYEMISI A	Associate Librarian	113,045 25
2011	Universities	York University	HEMPSTEAD	MICHAEL R	Associate Lecturer	113,026 09
2011	Universities	York University	BURKE	KAREN M	Associate Professor	113,008 62
2011	Universities	York University	TENN	SU-LAN M	Assistant Director Schulich / Kellogg Executive Master of Business Administration Program	112,997 13
2011	Universities	York University	DUCHARME	TERISA	Associate Director Pension & Benefits	112,993 29
2011	Universities	York University	AVOLONTO	AIME B	Associate Professor	112,983 39
2011	Universities	York University	DUPUIS	JOHN L	Associate Librarian	112,926 80
2011	Universities	York University	TIMMERMAN	PETER	Associate Professor	112,799 22
2011	Universities	York University	NOBLE	BOBBY J	Associate Professor	112,805 09
2011	Universities	York University	CUMMING	PETER	Associate Professor	112,694 28
2011	Universities	York University	HIRJI	ZULFIKAR A.	Associate Professor	112,691 27
2011	Universities	York University	BAZOWSKI	RAYMOND	Associate Professor	112,687 96

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2011	Universities	York University	WANG	STEVEN XIAOGANG	Associate Professor	112,622.23
2011	Universities	York University	CASH	SUSAN	Associate Professor	112,616.99
2011	Universities	York University	AMEGAGO	MODESTO	Assistant Professor	112,619.74
2011	Universities	York University	SHAHER	JOHN J	Assistant Professor	112,524.07
2011	Universities	York University	FLORA	DAVID B	Associate Professor	112,542.82
2011	Universities	York University	PENG	PING	Human Resources Business Partner	112,462.48
2011	Universities	York University	VANDERWOUDE	MATTHEW W C J	Assistant Professor	112,508.89
2011	Universities	York University	TORATANI	KIYOKO	Associate Professor	112,502.58
2011	Universities	York University	KIPFER	STEFAN ANDREAS	Associate Professor	112,460.49
2011	Universities	York University	HILL	RICHARD W	Assistant Professor	112,382.39
2011	Universities	York University	FALLAH	MAZYAR	Assistant Professor	112,336.22
2011	Universities	York University	WESTRAY	RON	Assistant Professor	112,331.76
2011	Universities	York University	KU	HYEJIN	Associate Professor	112,298.06
2011	Universities	York University	LATCHFORD	FRANCES J	Associate Professor	112,282.76
2011	Universities	York University	MULE	NICK	Associate Professor	112,191.87
2011	Universities	York University	BRZOZOWSKI	MATEUSZ	Assistant Professor	112,187.01
2011	Universities	York University	TOYASAKI	FUMINORI	Assistant Professor	112,187.01
2011	Universities	York University	VITOPOULOS	MICHAEL	Associate Professor	112,108.69
2011	Universities	York University	MCMURTRY	JOHN JUSTIN	Associate Professor	112,023.31
2011	Universities	York University	KNIGHT	FREDERICK TIMOTHY	Associate Librarian	112,006.63
2011	Universities	York University	PUGLIESE	LARRY T	Engineer 3rd Class	111,849.88
2011	Universities	York University	EDGECOMBE	PAMELA	Director Strategic Policy & Planning	111,939.08
2011	Universities	York University	DESPATIE	ROBERT J E M	Lecturer	111,924.67
2011	Universities	York University	MONGRAIN	MYRIAM	Associate Professor	111,972.03
2011	Universities	York University	LLAMBIAS-WOLFF	JAIME	Associate Professor	111,968.11
2011	Universities	York University	KRIKORIAN	JACQUELINE D	Associate Professor	111,805.04
2011	Universities	York University	FIRTH	SUZANNE	Director Communications & Public relations	111,478.90
2011	Universities	York University	ROZENDAL	PHYLLIS	Assistant Professor	111,714.83
2011	Universities	York University	ALLEN	JOAN F	Assistant Professor	111,677.40
2011	Universities	York University	CHESSER	HUGH G	Associate Lecturer	111,666.39
2011	Universities	York University	THOMAS	JEAN-PIERRE	Associate Professor	111,636.93
2011	Universities	York University	ZABROCKI	MICHAEL	Associate Professor	111,613.70
2011	Universities	York University	LACALAMITA-RANDELL	GRACE	Executive Officer	111,541.14
2011	Universities	York University	SCARDELLATO	GABRIELE P	Assistant Professor	111,528.55
2011	Universities	York University	PRAAASMA	WILLIAM	Senior Advisor Policy & Process	111,329.72
2011	Universities	York University	KING	MELODY	Director Procurement Services	111,400.10
2011	Universities	York University	ZIMMERMAN	BRETT A	Associate Professor	111,284.08
2011	Universities	York University	DRUMMOND	LISA B W	Associate Professor	111,247.98
2011	Universities	York University	PRZYCHODZEN	JANUSZ	Associate Professor	110,968.37
2011	Universities	York University	MARTIN	LYNDON	Associate Professor / Associate Dean	111,155.82
2011	Universities	York University	PATRONI	VIVIANA	Associate Professor	111,105.87
2011	Universities	York University	DJORDJEVIC	IGOR	Associate Professor	111,033.16
2011	Universities	York University	CEPEDA	NICHOLAS J	Associate Professor	110,936.08
2011	Universities	York University	DENNING	KATHRYN E L	Associate Professor	110,936.08
2011	Universities	York University	DESCHAMPS	COLIN	Executive Officer	110,862.84
2011	Universities	York University	LOEPPKY	RODNEY D	Associate Professor	110,911.70
2011	Universities	York University	SOMWARU	INDIRA	Course Director	110,523.87
2011	Universities	York University	SALOLE	CATHERINE	Director Student Community & Leadership Development	110,858.47
2011	Universities	York University	KOOPMANS	RACHEL M	Associate Professor	110,521.06
2011	Universities	York University	MCCULLOUGH	JOHN	Associate Professor	110,566.18
2011	Universities	York University	ROBERGE	IAN	Associate Professor	110,517.84
2011	Universities	York University	PEERS	DOUGLAS M	Professor / Dean	110,535.62
2011	Universities	York University	ABDULLAH	SHAMIM	Course Director	110,091.82
2011	Universities	York University	TUFTS	W STEVEN	Associate Professor	110,444.66
2011	Universities	York University	MITCHELL	MITZI G	Assistant Professor	110,411.81
2011	Universities	York University	GILBERT	JENNIFER	Associate Professor	110,383.89
2011	Universities	York University	MONCRIEFF	KAREN	Assistant Lecturer	110,314.41
2011	Universities	York University	SMITH	RICHARD	Senior Policy Advisor	110,276.75
2011	Universities	York University	CURRIE-MILLS	WENDY E	Associate Director Finance & Administration	110,260.32
2011	Universities	York University	TSOUKANOVA	VALERIA	Associate Professor	110,262.64
2011	Universities	York University	MAHABIR	MAHINDRA	Zone Supervisor	110,160.32
2011	Universities	York University	WONG	YUK-LIN RENITA	Associate Professor	110,275.87
2011	Universities	York University	HAQUE	EVE	Associate Professor	110,190.64
2011	Universities	York University	LAWSON	ROBERT	Associate Director Faculty Relations	110,192.87
2011	Universities	York University	AVERY	JOHN PETER	Associate Professor	110,263.22
2011	Universities	York University	MACDONNELL	JUDITH ANN	Assistant Professor	110,179.54

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2011	Universities	York University	DOBIE	GWENYTH H	Associate Professor	110,153 95
2011	Universities	York University	GOEL	VINOD	Professor	110,220 99
2011	Universities	York University	WALSH	PHILIP D	Associate Professor	110,013 46
2011	Universities	York University	ARMSTRONG	DAVID SCOTT	Associate Professor	109,985 52
2011	Universities	York University	DREZNER	TALY DAWN	Associate Professor	109,943 29
2011	Universities	York University	KAL	HONG	Associate Professor	109,878 42
2011	Universities	York University	FISHER	CAITLIN	Associate Professor	109,909 09
2011	Universities	York University	GLEBERZON	WILLIAM	Course Director	109,512 53
2011	Universities	York University	ALNASSERI	SABAH	Associate Professor	109,849 42
2011	Universities	York University	DRIVER	SUSAN D	Associate Professor	109,849 42
2011	Universities	York University	ZINGRONE	SYLVIA	Executive Director University Events & Community Relations	109,486 19
2011	Universities	York University	KERR	JONATHAN G	Course Director	109,482 80
2011	Universities	York University	LEVIN	LAURA	Associate Professor	109,768 70
2011	Universities	York University	DRAHOVZAL	WENDY	Senior Business Solution Architect	109,725 63
2011	Universities	York University	EASTWOOD	JOHN D	Associate Professor	109,680 57
2011	Universities	York University	BURROWES	BARBARA	Director Research Policy & Govt. Relations	109,649 55
2011	Universities	York University	MACPHERSON	ALISON	Associate Professor	109,650 77
2011	Universities	York University	ADEGOKE	OLASUNKANMI A J	Assistant Professor	109,616 55
2011	Universities	York University	CLIFFORD	ANDREW F	Assistant Professor	109,603 09
2011	Universities	York University	HARLAND	PHILIP A	Associate Professor	109,605 40
2011	Universities	York University	FISHER	JAMES E	Associate Professor	109,681 65
2011	Universities	York University	EWEN	GEOFFREY	Assistant Professor	109,582 07
2011	Universities	York University	MACKWOOD	WILLIAM J	Assistant Professor	109,498 56
2011	Universities	York University	QUINLAN	ROBERTO	Associate Professor	109,494 21
2011	Universities	York University	LACHER	HANNES P	Associate Professor	109,397 49
2011	Universities	York University	KIM	JANICE C H	Associate Professor	109,495 25
2011	Universities	York University	LOWINSKY	BENJAMIN	Assistant Professor	109,348 61
2011	Universities	York University	GUZMAN	MARIA CONSTANZA	Associate Professor	109,317 92
2011	Universities	York University	SHUMAN	BRUCE G	Assistant Manager Student Information System	109,242 20
2011	Universities	York University	STORRY	CODY H	Associate Professor	109,244 28
2011	Universities	York University	TOPLAK	MAGGIE E	Associate Professor	109,242 49
2011	Universities	York University	ARMOUR	MARY-HELEN	Assistant Lecturer	109,084 97
2011	Universities	York University	GRIGULL	JORG	Associate Professor	109,159 31
2011	Universities	York University	WOOD	LESLEY JULIA	Associate Professor	109,159 31
2011	Universities	York University	BREAUGH	MARTIN	Associate Professor	109,075 12
2011	Universities	York University	HODGSON	LOUIS-PHILIPPE	Associate Professor	109,080 99
2011	Universities	York University	DURSTON	ALAN T	Associate Professor	109,069 23
2011	Universities	York University	ARDERN	CHRISTOPHER I	Assistant Professor	109,000 50
2011	Universities	York University	MCARTHUR	DANIEL J	Associate Professor	109,005 72
2011	Universities	York University	NIJHAWAN	MICHAEL	Associate Professor	108,932 10
2011	Universities	York University	CAIN	STEPHEN	Associate Professor	108,933 62
2011	Universities	York University	MACGREGOR	MARIAN	Director Canadian Legal Aid Service Program	108,731 21
2011	Universities	York University	LAU	YAM K	Associate Professor	108,710 27
2011	Universities	York University	BESSNER	RONDA	Assistant Dean	108,671 15
2011	Universities	York University	MEJNAROWICZ	PRZYBYSLAW	Engineer 2nd Class	108,548 10
2011	Universities	York University	STEELE	JENNIFER R	Associate Professor	108,642 19
2011	Universities	York University	HUCK	GEOFFREY J	Assistant Professor	108,367 63
2011	Universities	York University	HARWOOD-LUNN	LYNNE P A	Assistant Lecturer	108,520 18
2011	Universities	York University	COUROUX	MARC G	Associate Professor	108,529 33
2011	Universities	York University	KERNERMAN	GERALD P	Associate Professor	108,525 64
2011	Universities	York University	WEISER	KEITH I	Associate Professor	108,398 10
2011	Universities	York University	JOSHI	HANS RAJ P	Assistant Professor	108,034 86
2011	Universities	York University	BOHN	SIMONE R	Associate Professor	108,344 45
2011	Universities	York University	SICLUNA	STEPHEN	Director Maintenance	108,290 84
2011	Universities	York University	MCBEY	KENNETH JAMES	Associate Professor	108,500 14
2011	Universities	York University	MCGILLIVRAY	GILLIAN A	Associate Professor	108,263 48
2011	Universities	York University	INGRAM	JAMES	Telecom Systems Manager	108,235 06
2011	Universities	York University	ROBSON	KAREN L	Associate Professor	108,206 17
2011	Universities	York University	ALHASSAN	AMIN	Associate Professor	108,197 97
2011	Universities	York University	WEISS	ALLAN	Associate Professor	108,162 61
2011	Universities	York University	STEINMAN	LINDA C	Associate Professor	108,085 87
2011	Universities	York University	MARQUEZ	ALINA M	Assistant Professor	108,063 06
2011	Universities	York University	HAYASHI	SHARON H	Associate Professor	108,051 87
2011	Universities	York University	KURASAWA	FUYUKI	Associate Professor	108,022 45
2011	Universities	York University	BISNATH	SUNIL B	Associate Professor	108,014 12
2011	Universities	York University	HAMPTON	TIMOTHY	Director Computing Services	107,993 31

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2011	Universities	York University	HALL	PATRICK B	Associate Professor	107,994 78
2011	Universities	York University	THOMAS	WILLIAM L	Assistant Professor	107,980 84
2011	Universities	York University	ELLIOTT	BRIAN	Course Director	107,496 17
2011	Universities	York University	ADLER	DANIEL A	Assistant Professor	107,810 06
2011	Universities	York University	ECKFORD	ANDREW W	Associate Professor	107,770 48
2011	Universities	York University	MORBey	MARY LEIGH	Associate Professor	107,843 52
2011	Universities	York University	PIVATO	PAUL	Senior Advisor Media & Communications	107,582 99
2011	Universities	York University	SHORT	NICOLA C	Associate Professor	107,526 10
2011	Universities	York University	VICKERD	BRANDON J	Associate Professor	107,507 94
2011	Universities	York University	DASTJERDI	MAHDIEH	Assistant Professor	107,507 46
2011	Universities	York University	KURTZ LANDY	CHRISTINE	Assistant Professor	107,486 07
2011	Universities	York University	POS	ALBERTA E	Assistant Professor	107,406 45
2011	Universities	York University	FRASER	GAIL	Associate Professor	107,415 91
2011	Universities	York University	CARY	JOANNE E	Associate Director Administration	107,333 33
2011	Universities	York University	ROSS	STEPHANIE ANN	Assistant Professor	107,266 61
2011	Universities	York University	SLOWEY	GABRIELLE A	Associate Professor	107,259 97
2011	Universities	York University	RUGELIS	ERIKS R	Manager Network Operations	107,185 66
2011	Universities	York University	ROTH MCKENNA	ROBIN JOY	Associate Professor	107,158 51
2011	Universities	York University	TAM	LYNDA	Director Student & Academic Services	107,103 60
2011	Universities	York University	DESROCHER	MARY E	Associate Professor	107,122 04
2011	Universities	York University	SLONIEWSKI	LISA T	Associate Librarian	107,083 24
2011	Universities	York University	COLAGUORI	CLAUDIO ANTHONY	Assistant Professor	107 061 70
2011	Universities	York University	BURKE	TONY	Associate Professor	107,053 20
2011	Universities	York University	POWE	BRUCE W	Associate Professor	107 057 05
2011	Universities	York University	ABOUCAR	SIMONE	Assistant Professor	107,002 79
2011	Universities	York University	YU	XIAOHUI	Associate Professor	106,976 08
2011	Universities	York University	SCIME	ANTHONY	Assistant Professor	106,932 82
2011	Universities	York University	MACRAE	RODERICK J	Associate Professor	106,920 40
2011	Universities	York University	SHAN	JINJUN	Associate Professor	106,842 17
2011	Universities	York University	PODUR	JUSTIN J	Associate Professor	106 815 17
2011	Universities	York University	SPOKIENE	DIANA	Associate Professor	106,814 97
2011	Universities	York University	WITHERS	KEN D	Director Recruitment & Application Relations	106,786 96
2011	Universities	York University	DAVIDSON	MARY CATHERINE	Associate Professor	106,761 44
2011	Universities	York University	MCALLISTER	CARLOTA	Associate Professor	106,754 81
2011	Universities	York University	ELLIOTT	PAUL A	Executive Officer	106,750 73
2011	Universities	York University	GIBSON	PETER C	Associate Professor	106,748 47
2011	Universities	York University	NONNEKES	JOANNE	Executive Officer	106,696 91
2011	Universities	York University	TAYLOR	PETER	Professor	106,465 67
2011	Universities	York University	MACDONALD	MARGARET	Assistant Professor	106,533 63
2011	Universities	York University	SHIN DOI	JULIA	Counsel	106,441 31
2011	Universities	York University	SCHWEITZER	MARLIS E	Associate Professor	106,371 56
2011	Universities	York University	GOLEMI-KOTRA	DASANTILA	Associate Professor	106,378 63
2011	Universities	York University	MAUMETS	ILO-KATRYN	Associate Librarian	106,324 77
2011	Universities	York University	CAMPBELL	PAUL S	Associate Director Employee Relations	106,303 39
2011	Universities	York University	STEPHEN	JENNIFER A	Associate Professor	106,286 82
2011	Universities	York University	MACLENNAN	ANNE F	Assistant Professor	106,280 89
2011	Universities	York University	GALATI	BRUNO	Electrician	106,382 98
2011	Universities	York University	SALMON	MARCIA K	Associate Librarian	106,251 79
2011	Universities	York University	JAMANI	NEEMERA	Assistant Lecturer	106,013 78
2011	Universities	York University	DUERR	PETER K	Assistant Librarian	106,025 50
2011	Universities	York University	ALCEDO	RUSS PATRICK	Assistant Professor	106,035 60
2011	Universities	York University	HOOSHIYAR	KHASHAYAR	Course Director	105,651 37
2011	Universities	York University	DALY	TAMARA J	Assistant Professor	105,949 35
2011	Universities	York University	RUBENSTEIN	ANNE G	Associate Professor	105,931 18
2011	Universities	York University	BOON	MARCUS B	Associate Professor	105,891 74
2011	Universities	York University	LASRY	EYTAN	Course Director	105,475 55
2011	Universities	York University	PAGE-CUTRARA	KARIN	Lecturer	105,799 82
2011	Universities	York University	GOTTSCHLING	VERENA	Associate Professor	105,630 71
2011	Universities	York University	HOFBAUER	JOHN	Assistant Professor	105,582 13
2011	Universities	York University	MCGREGOR	IAN D	Associate Professor	105,485 62
2011	Universities	York University	WANG	XIAORONG SHARON	Assistant Librarian	105,397 69
2011	Universities	York University	PANGOS	WILLIAM BILL	Head Coach	105,042 03
2011	Universities	York University	CHIN	GREGORY THOMAS	Associate Professor	105,269 70
2011	Universities	York University	CLAMAGERAN	SYLVIE M	Lecturer	105,153 56
2011	Universities	York University	TAVES	ADAM R	Associate Librarian	105,036 29
2011	Universities	York University	HOFFMAN	MICHOEL F	Associate Professor	104,994 00

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2011	Universities	York University	GUEVARA	ALBERTO J	Associate Professor	104,913 43
2011	Universities	York University	BIROT	OLIVIER	Assistant Professor	104,851 61
2011	Universities	York University	VERNON	JAMES P	Associate Professor	104,833 29
2011	Universities	York University	CHAN	ADA SZE SZE	Associate Professor	104,787 99
2011	Universities	York University	WIEN	CAROL ANNE	Professor	104,578 97
2011	Universities	York University	LYNCH	JACQUELINE S	Associate Professor	104,671 78
2011	Universities	York University	BELLISSIMO	LUCY	Director Registranl Systems & Communications	104,667 83
2011	Universities	York University	MAZEPA	PATRICIA A	Associate Professor	104,594.20
2011	Universities	York University	GAO	XIN	Associate Professor	104,587 85
2011	Universities	York University	FURMAN	EDWARD	Associate Professor	104,500 35
2011	Universities	York University	POSER	BRIAN	Director Atkinson Centre for Mature & Part Time Students	104,428 94
2011	Universities	York University	AUDETTE	GERALD F	Associate Professor	104,425 12
2011	Universities	York University	STEELE	MICHELLE DIANE	Senior Marketing Manager	104,410 31
2011	Universities	York University	SRINIVASAN	SHARADA	Assistant Professor	104,403 53
2011	Universities	York University	VALIHORA	KAREN	Associate Professor	104,392 83
2011	Universities	York University	KRAENZLE	CHRISTINA	Associate Professor	104,302 36
2011	Universities	York University	FU	YUEJIAO CINDY	Associate Professor	104,172 91
2011	Universities	York University	LAVIGNE	JENNIFER R	Director Academic Services	103,984 07
2011	Universities	York University	BORAN	IDIL	Associate Professor	103,961 16
2011	Universities	York University	JENKINS	WILLIAM M	Associate Professor	103,905 94
2011	Universities	York University	DOWLER	KEVIN LESLIE	Associate Professor	103,921 60
2011	Universities	York University	KLIMKIEWICZ	AURELIA	Associate Professor	103,875 37
2011	Universities	York University	GARCIA	JUAN CARLOS	Assistant Professor	103,861 29
2011	Universities	York University	FOSTER	JENNIFER J	Associate Professor	103,857 15
2011	Universities	York University	FERGUS	KAREN D	Assistant Professor	103,610 88
2011	Universities	York University	SAMBHI	RICK SEVJEET	Manager Technical Services	103,591 51
2011	Universities	York University	YOUNG	DOUGLAS G	Associate Professor	103,586 26
2011	Universities	York University	KROUZIL	JAN	Tutor	103,219 57
2011	Universities	York University	JENKIN	HEATHER L	Course Director	103,111 45
2011	Universities	York University	GENTLES	IAN JAMES	Professor	103,227.28
2011	Universities	York University	SARIDAKIS	VIVIAN	Associate Professor	103,330 56
2011	Universities	York University	KRASNOW	DONNA H	Professor	103,498 34
2011	Universities	York University	ZANDI	FARROKH	Associate Director Bachelor of Business Administration Program	103,301 43
2011	Universities	York University	ZAMORA	ALEJANDRO	Associate Professor	103,174 54
2011	Universities	York University	WEISS	JONATHAN	Assistant Professor	103,105 13
2011	Universities	York University	SAFAI	PARISSA	Associate Professor	103,130 95
2011	Universities	York University	CUMMING	GLENN	Executive Officer	102,989 72
2011	Universities	York University	UPADHYAY	SHIV	Course Director	102,639 20
2011	Universities	York University	KARIMI	SIRVAN	Course Director	102,639 12
2011	Universities	York University	MAPP	ALISTAIR	Course Director	102,639 00
2011	Universities	York University	BARNES	ANNMARIE	Assistant Professor	102,915 41
2011	Universities	York University	MYRIE	ZENETH E	Lecturer	102,945 07
2011	Universities	York University	POTTINGER	ANN	Assistant Lecturer	102,911 74
2011	Universities	York University	MILLS	JENNIFER S	Associate Professor	102,943 05
2011	Universities	York University	SUPRUNIUK	TRACY ANDREW	Tutor	102,316 99
2011	Universities	York University	PIERCE	GORDON	Engineer 3rd Class	102,394 80
2011	Universities	York University	CRAWFORD	DOROTA ANNA	Associate Professor	102,490 99
2011	Universities	York University	KUBISESKI	TERRANCE J	Associate Professor	102,493 20
2011	Universities	York University	DUFOUR	CAROLINE	Assistant Professor	102,398 96
2011	Universities	York University	GIBBONS	JACQUELINE A	Associate Professor	102,152 91
2011	Universities	York University	CZABAN	BARBARA B	Assistant Lecturer	102,253 12
2011	Universities	York University	KELLY	BENJAMIN	Associate Professor	102,238 56
2011	Universities	York University	MIRABELLI	DENISE C	Associate Director Administration	102,155 19
2011	Universities	York University	JEYAKUMARAN	SELLADURAI JACK	Director Finance & Strategic Planning	102,048 09
2011	Universities	York University	JENKINS	MARY ANN	Associate Professor	102,145 72
2011	Universities	York University	BARRETT	SARAH	Assistant Professor	102,010 04
2011	Universities	York University	CROSBY	ALISON D	Assistant Professor	102,013 32
2011	Universities	York University	DAVIS HALIFAX	NANCY	Assistant Professor	101,926 12
2011	Universities	York University	PERLIN	DANIEL I	Assistant Librarian	101,928 60
2011	Universities	York University	MAJEKODUNMI	NORDA BELL	Assistant Librarian	101,898 46
2011	Universities	York University	GREENBERG	LESLIE S	Professor	101,760 76
2011	Universities	York University	STALKER	GLENN J	Assistant Professor	101,757 85
2011	Universities	York University	ZHU	HONGMEI	Associate Professor	101,756 00
2011	Universities	York University	DUBEAU	SUZANNE T	Associate Librarian	101,702 48
2011	Universities	York University	VANDERVAART	DAN	Manager Business Management & Commerce Applications	101,576 61
2011	Universities	York University	BULWA	MYA	Assistant Dean	101,576 54

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2011	Universities	York University	DAUPHINEE	ELIZABETH	Associate Professor	101,525 96
2011	Universities	York University	HAIG	MAUREEN	Manager Learning Disability Services	101,417 73
2011	Universities	York University	WOOD	MAXINE	Course Director	101,037 25
2011	Universities	York University	MUELLER	GABRIELE U	Associate Professor	101,244 82
2011	Universities	York University	HASLAM	MICHAEL C	Associate Professor	101,243 48
2011	Universities	York University	BRUSHWOOD-ROSE	CHLOE	Associate Professor	101,134 49
2011	Universities	York University	PEISACHOVICH	EVA	Lecturer	101,135 17
2011	Universities	York University	DENTON	WILLIAM T	Assistant Librarian	101,078 58
2011	Universities	York University	COYSH	SARAH J	Assistant Librarian	101,065 05
2011	Universities	York University	SIDDIK	SEAN	Chief of Staff, Dean's Office	101,036 98
2011	Universities	York University	JOHNSON	SHERRY A.	Assistant Professor	100,881 34
2011	Universities	York University	LUPTON	AARON A	Assistant Librarian	100,879 69
2011	Universities	York University	WARREN	JONATHAN A	Associate Professor	100,899 15
2011	Universities	York University	PAYNE	ROGER A	Engineer 2nd Class	100,654 45
2011	Universities	York University	BISESAR	NARINE	Senior Business Solution Architect	100,736 01
This record has been approved by / Ce registre a été approuvé par						
					COUNT	1,467