

University of
Waterloo



Financial Statements

April 30, 2004

UNIVERSITY OF WATERLOO FINANCIAL STATEMENTS

APRIL 30, 2004

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STATEMENT OF MANAGEMENT RESPONSIBILITY

Management of the University of Waterloo 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 have been prepared by management in accordance with generally accepted accounting principles recommended by the Canadian Institute of Chartered Accountants. Management believes the financial statements present fairly the University's financial position as at April 30, 2004 and the results of its operations for the year then ended.

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

The Board of Governors is responsible for ensuring that management fulfills its responsibilities for financial reporting and is ultimately responsible for reviewing and approving the financial statements. The Board carries out this responsibility principally through its Audit Committee.

The Audit Committee is appointed by the Board and its members are not officers or employees of the University. The Committee meets periodically with management, as well as the external auditors, to discuss internal controls over the financial reporting process, auditing matters and financial reporting issues to satisfy itself that each party is properly discharging its responsibilities and to review the annual report, the financial statements and the external auditors' reports. The Committee reports its findings to the Board for consideration when approving the financial statements for issuance. The Committee also considers, for approval by the Board, the engagement or reappointment of the external auditors.

Financial statements for the year ended April 30, 2004 have been audited by Ernst & Young LLP. The auditors' report outlines the scope of their audit and their opinion on the presentation of the information included in the financial statements.

AUDITORS' REPORT

To the Governors of the
University of Waterloo:

We have audited the Balance Sheet [Statement 1] of the **University of Waterloo** as at April 30, 2004 and the following statements for the year then ended:

Statement 2 - Statement of Operations

Statement 3 - Statement of Changes in Net Assets

Statement 4 - Statement of Cash Flows

These financial statements are the responsibility of the University's management. 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 plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the University as at April 30, 2004 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

We have also audited the supplementary Schedules 1 and 2 which are presented for purposes of additional analysis and are not a required part of the basic financial statements. In our opinion, these schedules present fairly the information contained therein in all respects material to the financial statements.

Kitchener, Canada,
July 27, 2004.

Ernst + Young LLP

Chartered Accountants

UNIVERSITY OF WATERLOO
BALANCE SHEET
APRIL 30, 2004
(with comparative figures as at April 30, 2003)
(thousands of dollars)

STATEMENT 1

	<u>2004</u>	<u>2003</u>
ASSETS		
<u>Current</u>		
Cash and cash equivalents	\$ 106,682	\$ 62,948
Accounts receivable	19,737	16,048
Inventories	3,426	3,585
Prepaid expenses	<u>3,310</u>	<u>4,500</u>
Total current assets	<u>133,155</u>	<u>87,081</u>
Investments (note 3)	169,222	140,026
Capital assets, net (note 4)	<u>239,665</u>	<u>225,879</u>
	<u>542,042</u>	<u>452,986</u>
LIABILITIES AND NET ASSETS		
<u>Current</u>		
Accounts payable and accrued liabilities	35,270	34,595
Unearned income	26,704	25,536
Current portion of long-term debt (note 5)	<u>6,436</u>	<u>1,438</u>
Total current liabilities	<u>68,410</u>	<u>61,569</u>
Employee future benefits (note 14)	<u>82,446</u>	<u>76,106</u>
Long-term debt (note 5)	<u>38,849</u>	<u>45,285</u>
Deferred contributions (note 6)	83,570	57,485
Deferred capital contributions (note 7)	<u>139,606</u>	<u>124,824</u>
	<u>223,176</u>	<u>182,309</u>
Total liabilities	<u>412,881</u>	<u>365,269</u>
NET ASSETS		
Deficit (note 8)	(85,006)	(79,579)
Internally restricted (note 9)	57,419	23,334
Invested in capital assets (note 10)	64,426	64,166
Restricted for endowment purposes (note 11)	<u>92,322</u>	<u>79,796</u>
	<u>129,161</u>	<u>87,717</u>
	<u>\$ 542,042</u>	<u>\$ 452,986</u>

(See accompanying notes to financial statements)

UNIVERSITY OF WATERLOO
STATEMENT OF OPERATIONS
for the year ended April 30, 2004
(with comparative figures for the year ended April 30, 2003)
(thousands of dollars)

STATEMENT 2

	<u>2004</u>	<u>2003</u>
INCOME		
Academic fees	\$ 131,761	\$ 115,835
Donations	8,438	7,648
Grants and contracts	235,810	204,800
Sales, services and other income	85,316	80,878
Income from investments (note 3)	9,334	6,949
Amortization of deferred capital contributions (note 7)	<u>11,837</u>	<u>10,875</u>
	<u>482,496</u>	<u>426,985</u>
EXPENSES		
Salaries	230,758	213,026
Employee benefits	42,034	36,127
Cost of goods sold	20,087	19,273
Supplies and expenses	66,508	54,304
Travel	10,726	10,623
Major repairs and renovations	6,358	8,863
Expendable equipment, maintenance and rentals	11,498	11,001
Scholarships and bursaries	27,726	24,491
Municipal taxes and utilities	12,037	12,302
Amortization of capital assets (note 4)	<u>22,334</u>	<u>21,250</u>
	<u>450,066</u>	<u>411,260</u>
Excess income over expenses	<u>\$ 32,430</u>	<u>\$ 15,725</u>

(See accompanying notes to financial statements)

UNIVERSITY OF WATERLOO
STATEMENT OF CHANGES IN NET ASSETS
for the year ended April 30, 2004
(with comparative figures for the year ended April 30, 2003)
(thousands of dollars)

STATEMENT 3

	<u>Deficit</u>	<u>Internally Restricted</u>	<u>Invested in Capital Assets</u>	<u>Restricted for Endowment</u>	<u>2004 Total</u>	<u>2003 Total</u>
Net assets, beginning of year	\$ (79,579)	\$ 23,334	\$ 64,166	\$ 79,796	\$ 87,717	\$ 68,063
Excess income over expenses for the year	32,430				32,430	15,725
Change in internally restricted net assets (note 9)	(34,085)	34,085				
Change in investment in capital assets (note 10)	(260)		260			
Capital preservation of endowments (note 11)	(3,512)			3,512		
Endowment contributions (note 11)	<u> </u>	<u> </u>	<u> </u>	<u>9,014</u>	<u>9,014</u>	<u>3,929</u>
Net assets, end of year	<u>\$ (85,006)</u>	<u>\$ 57,419</u>	<u>\$ 64,426</u>	<u>\$ 92,322</u>	<u>\$ 129,161</u>	<u>\$ 87,717</u>

(See accompanying notes to financial statements)

UNIVERSITY OF WATERLOO
STATEMENT OF CASH FLOWS
for the year ended April 30, 2004
(with comparative figures for the year ended April 30, 2003)
(thousands of dollars)

STATEMENT 4

	<u>2004</u>	<u>2003</u>
OPERATING ACTIVITIES		
Excess income over expenses for the year	\$ 32,430	\$ 15,725
Add (deduct) non-cash items:		
Amortization of capital assets	22,334	21,250
Amortization of deferred capital contributions (note 7)	(11,837)	(10,875)
Net change in employee future benefits (note 14)	6,340	5,492
Net change in non-cash working capital balances (note 15)	<u>25,588</u>	<u>(11,989)</u>
 Cash provided by operating activities	 <u>74,855</u>	 <u>19,603</u>
INVESTING AND FINANCING ACTIVITIES		
Purchase of capital assets (note 4)	(36,244)	(61,161)
Proceeds on disposal of capital assets (note 4)	124	108
Net change in investments (note 3)	(29,196)	(27,072)
Contributions received for capital purposes (note 7)	26,619	38,084
(Decrease)increase in long-term debt (note 5)	(1,438)	26,058
Endowment contributions (note 11)	<u>9,014</u>	<u>3,929</u>
 Cash used in investing and financing activities	 <u>(31,121)</u>	 <u>(20,054)</u>
 Net change in cash and cash equivalents during the year	 43,734	 (451)
 Cash and cash equivalents, beginning of year	 <u>62,948</u>	 <u>63,399</u>
 Cash and cash equivalents, end of year	 <u>\$ 106,682</u>	 <u>\$ 62,948</u>

(See accompanying notes to financial statements)

UNIVERSITY OF WATERLOO
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED APRIL 30, 2004
(thousands of dollars)

1. Description

The University of Waterloo was incorporated in 1959 under the terms and provisions of the University of Waterloo Act. A new University of Waterloo Act was passed in 1972 which provided that the University continue as the corporation which was established in 1959.

The objectives of the University of Waterloo are the pursuit of learning through scholarship, teaching and research. The University is a degree granting and research organization offering undergraduate and graduate programs. The University is also a registered charity under Section 149 of the Income Tax Act and is, therefore, exempt from income taxes.

These financial statements reflect the assets, liabilities, net assets, income and expenses of all the operations controlled by the University. Included are the academic, administrative and other operating expenditures funded by academic fees, grants and other general income; restricted purpose funds including endowment funds; and the ancillary enterprises, including Residences, Food Services, Parking, Graphic Services, Retail Services and Watcard.

The University has control over the Friends of the University of Waterloo Foundation incorporated in the Commonwealth of Virginia as a nonstock corporation. The principal objectives of the Foundation are to solicit, receive and distribute donations to the University of Waterloo to support education and research. The Foundation's accounts are not consolidated with the University of Waterloo financial statements because the balances are not material.

These financial statements do not include the assets, liabilities and operations of the four federated and affiliated colleges and universities; Renison College, St. Jerome's

University, Conrad Grebel University College and St. Paul's United College, each of which is a separate body with their own Boards of Governors and separate financial statements.

2. Significant Accounting Policies

(a) Income recognition

The University follows the deferral method of accounting for contributions. Unrestricted contributions are recognized as income when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Restricted contributions are recognized as income in the year in which the related expenses are incurred. Endowment contributions are recognized as direct increases in net assets in the period in which they are received. Restricted investment income is recognized as income in the year in which the related expenses are incurred. Unrestricted investment income is recognized as income when earned. All other unrestricted income, including academic fees and sales and services, is recognized as income when earned.

(b) Cash and cash equivalents

Investments included in cash and cash equivalents consist of deposit receipts (\$30,572; 2003 - \$777) and government and corporate notes with a maturity of three months or less from the date of acquisition (\$49,395; 2003 - \$56,607). These investments are carried at amortized cost which approximates their market value.

(c) Inventories

Inventories are valued at the lower of average cost or market value. Provision is made for obsolescence.

(d) Investments

Investments are recorded at cost. Gains and losses on sale of investments are recognized in the year of disposal and included in investment income based on the deferral method of accounting, as described in note 2(a). Investments are written down in the year when there is deemed to be a loss in value that is other than temporary.

(e) Capital assets

Purchased capital assets are recorded at cost. Contributed capital assets are recorded at fair value at the date of contribution. Capital assets are amortized on a straight-line basis over the assets' estimated useful lives as follows:

Buildings	40 years
Parking lots/roadways	15 years
Furniture and equipment	3-10 years
Library acquisitions	5 years

Amortization of building costs commences in the fiscal year following occupancy.

Contributions received for capital assets are deferred in the accounts and amortized over the same term on the same basis as the related capital assets.

Collections are recorded at cost and not amortized.

(f) Unearned income

Tuition and other academic fees are recorded as income on the accrual basis of accounting. All fees which relate to an academic term occurring within the fiscal year are included as income. Fees billed and collected which relate to academic terms commencing after the end of the fiscal year are included in "Unearned income".

(g) Employee future benefits

The University has a defined benefit pension plan for its employees and provides other retirement and post employment benefits such as extended health care and life insurance coverage. The cost of employee future benefits is determined using the projected benefit method prorated on

services and management's best estimates regarding assumptions about retirement age, termination rates, mortality rates and expected health care costs. The net actuarial gain or loss is amortized on a straight-line basis over the average remaining service life of the active employees calculated using the corridor method.

(h) Funding of major capital assets and renovations

University departments, including Ancillary Enterprises, may be required to expend funds on major capital assets or renovations in a year where the costs exceed the unit's ability to pay. These major expenditures are, however, charged to the unit in the year incurred and the resulting deficit is to be recovered over time through the budgeting process.

(i) Accounting estimates

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. These amounts are based on management's best knowledge of current events and actions that the University may undertake in the future. Actual results could differ from those estimates.

(j) Derivative financial instruments

Derivative financial instruments are used to manage particular market and currency exposures for hedging and risk management purposes with respect to the University's investments and as a substitute for more traditional investments. Derivative financial instruments that may be employed include interest rate swaps. These contracts are supported by liquid assets with a market value approximately equal to the market value of the instruments underlying the derivative contract.

The fair value of derivative financial instruments reflects the daily quoted market amount of those instruments, thereby taking into account the current unrealized gains

or losses on open contracts. Investment dealer quotes or quotes from a bank are available for substantially all of the University's derivative financial instruments. Gains and losses are recognized in income in the same period as the gain or loss on the underlying item that is being hedged.

3. Investments

(a) Total investments consist of the following components:

Fixed Term Investments	2004		2003	
	<u>Book Value</u>	<u>Book Yield</u>	<u>Book Value</u>	<u>Book Yield</u>
Bonds				
Govt of Canada				
Maturities:				
0-5 years	\$ 16,853	3.8	\$ 16,646	5.5
5-10 years	2,837	4.2	1,770	5.1
>10 years	<u>2,110</u>	5.2	<u>2,972</u>	6.4
	<u>21,800</u>		<u>21,388</u>	
Provincials & Provincially Guaranteed				
Maturities:				
0-5 years	19,402	4.5	15,373	5.2
5-10 years	13,737	5.2	8,816	5.7
>10 years	<u>3,000</u>	5.6	<u>5,036</u>	6.8
	<u>36,139</u>		<u>29,225</u>	
Corporate				
Maturities:				
0-5 years	17,584	4.2	10,922	6.1
5-10 years	9,886	5.6	7,079	5.8
>10 years	<u>4,033</u>	5.9	<u>6,067</u>	6.5
	<u>31,503</u>		<u>24,068</u>	
Total Bonds	89,442		74,681	
Pooled Funds	9,988		7,428	
Short-Term Investments	19,173		9,436	
Equity Investments	<u>50,619</u>		<u>48,481</u>	
Total Investments	<u>\$169,222</u>		<u>\$140,026</u>	

Yields on fixed term investments are annual effective yields for the respective portfolios based on book value. The market value of the total investment portfolio as at April 30, 2004 is \$167,586 (2003 - \$132,005).

(b) Investment income recorded in the statement of operations is calculated as follows:

	<u>2004</u>	<u>2003</u>
Income earned on unrestricted resources	\$4,019	\$4,481
Income earned on specific purpose funds	132	698
Income earned on resources held for endowment		
Internally endowed	1,481	600
Donor endowed	<u>3,813</u>	<u>1,294</u>
Total investment income earned	9,445	7,073
Deferred investment income recognized in the year	<u>(111)</u>	<u>(124)</u>
Total investment income recognized in the year	<u>\$9,334</u>	<u>\$ 6,949</u>

4. Capital Assets

Capital assets consist of the following:

	<u>2004</u>		<u>2003</u>	
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Cost</u>	<u>Accumulated Amortization</u>
Land	\$ 5,160		\$ 5,160	
Buildings	282,789	125,145	270,696	119,722
Parking lots/roadways	5,278	3,346	5,278	3,136
Furniture and equipment	133,697	71,463	113,056	59,718
Library acquisitions	57,997	46,892	54,966	42,255
Collections	<u>1,590</u>		<u>1,554</u>	
	486,511	246,846	450,710	224,831
Less accumulated amortization	(246,846)		(224,831)	
Net book value	<u>\$239,665</u>		<u>\$225,879</u>	

Included in the cost of buildings is \$53,977 (2003 - \$59,233) of construction in progress or recently completed projects that are currently not being amortized.

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

	<u>2004</u>	<u>2003</u>
Balance, beginning of year	\$225,879	\$186,076
Purchase of capital assets funded by deferred capital contributions	26,308	37,797
Purchase of capital assets internally funded	9,936	23,364
Proceeds on disposal of capital assets	(124)	(108)
Amortization of capital assets	<u>(22,334)</u>	<u>(21,250)</u>
Balance, end of year	<u>\$239,665</u>	<u>\$225,879</u>

5. Long-Term Debt

(a) Lease agreements payable

	2004		2003	
	<u>Book Value</u>	<u>Fair Value</u>	<u>Book Value</u>	<u>Fair Value</u>
Residence Ron Eydt Village: 6.9% agreement payable due December 1, 2020. Repayable in semi-annual instalments of \$135 combined principal and interest	\$2,686	\$3,041	\$2,767	\$3,093
UW Place: 6.9% agreement payable due June 1, 2021. Repayable in semi-annual instalments of \$259 combined principal and interest	5,215	5,921	5,365	6,011
<u>Mortgages and debentures payable</u>				
Canada Mortgage and Housing Corporation: Residence Village I, Phase I - 5 3/8% mortgage payable due July 1, 2016. Repayable in semi-annual instalments of \$56 combined principal and interest	1,016	1,029	1,072	1,070
Residence Village I, Phase II - 5 3/8% debenture payable due July 1, 2017. Repayable in semi-annual instalments of \$63 combined principal and interest	1,195	1,210	1,253	1,251
Residence Village I, Phase I Amended - 5 7/8% debenture payable due July 1, 2017. Repayable in semi-annual instalments of \$40 combined principal and interest	738	770	773	797
Minota Hagey Residence - 6 1/4% debenture payable due February 1, 2019. Repayable in semi-annual instalments of \$10 combined principal and interest	202	217	210	222
<u>Bank loans payable</u>				
Canadian Imperial Bank of Commerce: Physical Recreation Facility and Student Life Centre – floating interest rate which is fixed at 7.65% through an interest rate swap due November 22, 2004 repayable in three instalments per year of \$112 principal plus interest plus a final payment at maturity of \$5,040	5,264	5,634	5,600	5,959

Royal Bank of Canada:

Columbia Lake Townhouses – 6.15% term loan payable due November 1, 2007 repayable in monthly instalments of \$31 combined principal and interest plus a final payment at maturity of \$1,616

2,505	2,588	2,721	2,795
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Canadian Imperial Bank of Commerce:

MacKenzie King Village Residence and UW Place Renewal Program – floating interest rate which is fixed at 6.045% through an interest rate swap due October 1, 2027 repayable in four instalments per year of \$529 combined principal and interest

<u>26,464</u>	<u>28,729</u>	<u>26,962</u>	<u>28,663</u>
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45,285	<u>49,139</u>	46,723	<u>49,861</u>
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Less: current portion

<u>(6,436)</u>		<u>(1,438)</u>	
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Long-term debt

<u>\$38,849</u>		<u>\$45,285</u>	
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Future minimum annual debt principal repayments are as follows:

2005 - \$6,436; 2006 - \$1,246; 2007 - \$1,324; 2008 - \$2,907; 2009 and beyond - \$33,372

The total interest expense on long-term debt for the year ended April 30, 2004 was \$2,970 (2003 - \$2,518).

(b) Derivative financial instruments

The University has entered into interest rate swap contracts to manage the interest rate exposure associated with certain long-term debt obligations. The contracts have the effect of converting the floating rate of interest on these debt obligations to a fixed rate.

The notional amounts of the derivative financial instruments do not represent amounts exchanged between parties and are not a measure of the University's exposure resulting from the use of financial instrument contracts. The amounts exchanged are based on the applicable rates applied to the notional amounts.

The University is exposed to credit-related losses in the event of non-performance by counterparties to these financial instruments, but it does not expect any counterparties to fail to meet their obligations. The University limits its derivative financial instruments' credit risk by only dealing with Canadian chartered banks that are rated AA or better.

(c) Fair value

The fair value of the debt instruments above are estimated using a discounted cash flow calculation that uses approximate market interest rates at April 30, for debt instruments with similar characteristics.

The interest rate swap contracts result in the University fixing long-term interest rates from 6.045% to 7.65% on \$31,728 of debt obligations which are exchanged with 60-90 day investment vehicles. The fair value of the interest rate swap contracts is immaterial.

6. Deferred Contributions

Deferred contributions represent unspent externally restricted grants, donations and investment income for research and other restricted purposes. Changes in the deferred contributions balance are as follows:

	<u>2004</u>	<u>2003</u>
Balance, beginning of year	\$ 57,485	\$ 70,632
Amount recognized as income during the year	(50,320)	(45,424)
Amount received related to the following year	<u>76,405</u>	<u>32,277</u>
Balance, end of year	<u>\$ 83,570</u>	<u>\$ 57,485</u>

7. Deferred Capital Contributions

Deferred capital contributions represent the unamortized amount of grants, donations and investment income received for the purchase of capital assets. The amortization of deferred capital contributions is recorded as income in the statement of operations. The changes in the deferred contributions are as follows:

	<u>2004</u>	<u>2003</u>
Balance, beginning of year	\$124,824	\$ 97,615
Less amortization of deferred capital contributions	(11,837)	(10,875)
Add contributions received for capital purposes	<u>26,619</u>	<u>38,084</u>
Balance, end of year	<u>\$139,606</u>	<u>\$124,824</u>

8. Deficit

The deficit is comprised of the following balances:

	<u>2004</u>	<u>2003</u>
Operational surplus	\$ 3,470	\$ 2,104
Provision for vacation pay	(6,030)	(5,577)
Employee future benefits	(82,446)	(76,106)
	<u>\$(85,006)</u>	<u>\$(79,579)</u>

9. Internally Restricted Net Assets

	<u>2004</u>	<u>2003</u>
Academic and academic support department carryforwards and operational commitments	\$81,200	\$46,254
Ancillary enterprises	(4,333)	(7,246)
Research related activities	3,634	3,506
Other specific purpose funds	604	478
Bridge financing for housing and other construction projects	(23,686)	(19,658)
Balance, end of year	<u>\$57,419</u>	<u>\$23,334</u>

The University allows academic and academic support units to carryforward a maximum of 10% of their current year's operating budget. In addition, the University appropriates funds at year end to cover outstanding operational commitments.

10. Net Assets Invested in Capital Assets

The investment in capital assets consists of the following:

	<u>2004</u>	<u>2003</u>
Capital assets(net)	\$239,665	\$225,879
Less amounts financed by:		
Long-term debt	(35,633)	(36,889)
Deferred capital contributions (note 7)	(139,606)	(124,824)
Balance, end of year	<u>64,426</u>	<u>64,166</u>

The change in investment in capital assets is calculated as follows:

Repayment of long-term debt	920	719
Purchase of capital assets internally funded	<u>9,936</u>	<u>23,364</u>
Increase in investment in capital assets	<u>10,856</u>	<u>24,083</u>
Increase in long-term debt		17,280
Proceeds on disposal of capital assets	99	58
Amortization expense	22,334	21,250
Less amount of amortization expense related to capital assets purchased with restricted contributions	<u>(11,837)</u>	<u>(10,875)</u>
Decrease in investment in capital assets	<u>10,596</u>	<u>27,713</u>
Change in investment in capital assets	<u>\$ 260</u>	<u>\$ (3,630)</u>

11. Net Assets Restricted for Endowment Purposes

Contributions restricted for endowment consist of restricted donations received by the University and donations internally designated by the Board of Governors. The endowment principal is to be permanently maintained. The investment income generated from endowments must be used for the purposes designated by the donors or Board of Governors. The University ensures that all funds received for restricted purposes are expended for those purposes for which they were provided.

Investment income on endowments is recorded in the statement of operations if it is available for spending at the discretion of the University or if the conditions of any restrictions have been met. Fundamental to the University's philosophy on endowments is the general principle of maintaining the purchasing power of all endowment funds. This preservation of capital is recorded in the statement of changes in net assets as a direct increase of endowment capital when a condition of the original donation. For internally restricted endowments and for externally restricted amounts for which the preservation of capital is not a condition of the original donation, the preservation of capital is recorded as either an increase in the deficit or a reduction of internally restricted net assets and an increase in the endowment capital.

(a) Contributions restricted for endowment consist of the following:

	<u>2004</u>	<u>Additions</u>	<u>2003</u>
Donor endowed	\$65,587	\$ 9,014	\$56,573
Internally endowed	<u>26,735</u>	<u>3,512</u>	<u>23,223</u>
	<u>\$92,322</u>	<u>\$12,526</u>	<u>\$79,796</u>

(b) Ontario Student Opportunity Trust Fund

The donor endowed balance includes funds provided by the Government of Ontario from the Ontario Student Opportunity Trust Fund matching program to award student aid.

Schedule of Changes in Endowment Fund Balance	<u>2004</u>	<u>2003</u>
Fund balance at beginning of year	\$5,540	\$5,540
Cash donations received	568	
Preservation of capital	<u>225</u>	<u> </u>
	<u>\$6,333</u>	<u>\$5,540</u>

Schedule of Changes in Expendable Funds Available for Awards	<u>2004</u>	<u>2003</u>
Balance beginning of year	\$ 322	\$ 360
Investment income	139	139
Bursaries awarded (total number-133; 2003-105)	<u>(147)</u>	<u>(177)</u>
Balance end of year	<u>\$ 314</u>	<u>\$ 322</u>

12. Financial Information

	<u>General Operations</u>	<u>Ancillary Enterprises</u>	<u>Restricted and Other Specific Purposes</u>	<u>2004 Total</u>	<u>2003 Total</u>
Income	\$310,721	\$59,721	\$112,054	\$482,496	\$426,985
Expenses	270,219	55,294	124,553	450,066	411,260
Transfers for capital asset purchases and of internally restricted resources	<u>(10,983)</u>	<u>(1,514)</u>	<u>12,497</u>	<u> </u>	<u> </u>
Excess income over expenses	<u>\$ 29,519</u>	<u>\$ 2,913</u>	<u>\$ (2)</u>	<u>\$ 32,430</u>	<u>\$ 15,725</u>

13. Commitments and Contingent Liabilities

(a) Canadian university reciprocal insurance exchange

On May 1, 1998, the University became a member of a self-insurance co-operative, named CURIE, in association with 56 Canadian universities. Under this arrangement, a contractual agreement exists to share the property and liability insurance risks

of member universities. The University has a five year renewable commitment to this agreement. As at December 31, 2003, CURIE had a \$100.0 surplus.

(b) Contractual obligations

The University has entered into a long-term land lease and operating agreement with Reid's Heritage Homes Ltd. for the construction and rental of student housing. The University has a four year commitment to rent units in the townhouse complex and after that a two year renewal commitment. Based on the number of units available for rent as at April 30, following are the annual lease payments owing.

2005 - \$1,095; 2006 - \$1,138; 2007 - \$1,153; 2008 - \$1,153

14. Employee Future Benefits

The University has a defined benefit plan that provides pension, non-pension post retirement, and post employment benefits to eligible employees. Those employees participating in the pension plan contribute 4.55 % of base earnings up to the C.P.P. Yearly Maximum Pensionable Earnings (YMPE) and 6.5% on earnings in excess of the YMPE. The plan provides that the University fund the balance of the cost of benefits arising under the plan, but contribute not less than an amount equal to aggregate required employee contributions.

Information provided by the actuary to the University of Waterloo Pension Plan, as of January 1, 2004 showed the plan to be fully funded on a going-concern basis and to have 3,025 active members, 1,179 current pensioners and 320 persons with funds on deposit for deferred pensions. Deferred pensioners include persons who have left the employ of the University or have opted out of the plan prior to attaining the age 35.

The market value of the pension fund assets and the actuarially determined estimate of the accrued benefit obligations are as follows:

	<u>2004</u>		<u>2003</u>	
	<u>Pension Benefit Plan</u>	<u>Other Benefits Plan</u>	<u>Pension Benefit Plan</u>	<u>Other Benefits Plan</u>
Fair value of assets	\$746,394		\$656,514	
Accrued benefit obligations	<u>707,817</u>	<u>85,166</u>	<u>669,094</u>	<u>81,182</u>
Plan surplus(deficit)	<u>\$ 38,577</u>	<u>\$(85,166)</u>	<u>\$(12,580)</u>	<u>\$(81,182)</u>
Employee future benefits liability		<u>(82,446)</u>		<u>(76,106)</u>
Employee future benefit expense	<u>9,219</u>	<u>6,340</u>	<u>6,286</u>	<u>5,492</u>

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

Discount rate	7.0%	6.50%	7.0%	6.75%
Expected long-term rate of return on plan assets	7.0%		7.0%	
Rate of compensation increase	5.0%		5.0%	

For measurement purposes, a 10% annual rate of increase in the per capita cost of covered health care benefits was assumed for 2004. The rate was assumed to decrease gradually to 5% in the tenth year and remain at that level thereafter.

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

	<u>2004</u>		<u>2003</u>	
	<u>Pension Benefit Plan</u>	<u>Other Benefits Plan</u>	<u>Pension Benefit Plan</u>	<u>Other Benefits Plan</u>
Employer contributions	<u>9,219</u>	<u>2,050</u>	<u>6,286</u>	<u>2,419</u>
Employee contributions	<u>9,353</u>		<u>6,500</u>	
Benefits paid	<u>21,646</u>	<u>2,050</u>	<u>20,100</u>	<u>2,419</u>

15. Change in Non-Cash Working Capital

	<u>2004</u>	<u>2003</u>
(Increase) decrease in accounts receivable	\$(3,689)	\$1,394
(Increase) decrease in inventories	159	(610)
(Increase) decrease in prepaid expenses	1,190	(1,362)
Increase (decrease) in accounts payable	675	2,477
Increase (decrease) in unearned income	1,168	(741)
Increase (decrease) in deferred contributions	<u>26,085</u>	<u>(13,147)</u>
	<u>\$25,588</u>	<u>\$(11,989)</u>

16. The comparative financial statements have been reclassified from statements previously presented to conform to the presentation of the current year financial statements.

UNIVERSITY OF WATERLOO
SCHEDULE OF GENERAL OPERATING EXPENSES
for the year ended April 30, 2004
(with comparative figures for the year ended April 30, 2003)
(thousands of dollars)

SCHEDULE 1
Page 1

	Salaries					Employee Benefits	Supplies and Other Expenses	Expendable Equipment, Maintenance and Rentals	Travel	Scholarships and Bursaries	Cost Recoveries	Totals		
	Faculty	Teaching Assistants	Technicians	Staff	Total							2004	2003	
ACADEMIC														
Applied Health Sciences:														
Dean's Office	\$ 354	30		689	1,073	179	185	58	45	87	(20)	1,607	1,429	
Health Studies & Gerontology	952	190	41	142	1,325	214	75	34	15		(16)	1,647	1,467	
Kinesiology	1,552	287	413	257	2,509	419	199	49	34		(19)	3,191	3,253	
Recreation & Leisure Studies	1,144	191		142	1,477	239	53	13	12		(1)	1,793	1,647	
Total - 2004	4,002	698	454	1,230	6,384	1,051	512	154	106	87	(56)	8,238		
Total - 2003	3,960	592	510	1,076	6,138	911	463	222	82	17	(37)		7,796	
Arts:														
Accountancy	2,838	86		354	3,278	514	724	16	47	15	(5)	4,589	3,914	
Anthropology	502			27	529	87	17	1	3			637	529	
Classical Studies	592	1		19	612	99	20	5	4			740	619	
Computing Office		43		368	411	69	39	44			(7)	556	470	
Dean's Office	408	22		940	1,370	214	472	88	185	634	(47)	2,916	2,185	
Drama and Speech Communication	623	28	78	102	831	142	93	10	6		(9)	1,073	946	
Economics	2,129	129		108	2,366	359	106	12	2			2,845	2,763	
English Language & Literature	1,565	346		113	2,024	319	70	9	13		(1)	2,434	2,248	
Fine Arts	683		44	139	866	155	107	7	3			1,138	1,078	
French Studies	1,037	94	120	72	1,323	207	33	4	7			1,574	1,470	
Germanic and Slavic Studies	880	91		75	1,046	166	36	2	13			1,263	1,227	
History	1,120	179		80	1,379	226	44	6	21		(22)	1,654	1,419	
Language Laboratory		25		48	73	10	15		1			99	84	
Philosophy	1,208	252		76	1,536	200	42		2			1,780	1,729	
Political Science	1,119	98		77	1,294	211	34	2	10		(2)	1,549	1,354	
Psychology	3,060	622	197	640	4,519	696	302	66	83		(60)	5,606	5,314	
Religious Studies	27			19	46	6	2	1				55	119	
Sociology	1,293	195	1	76	1,565	236	162		6		(7)	1,962	1,766	
Spanish	415	1	23	20	459	74	13	1	2			549	501	
Total - 2004	19,499	2,212	463	3,353	25,527	3,990	2,331	274	408	649	(160)	33,019		
Total - 2003	\$ 18,309	2,024	461	2,947	23,741	3,337	2,053	187	293	278	(154)		29,735	

(continued)

UNIVERSITY OF WATERLOO
 SCHEDULE OF GENERAL OPERATING EXPENSES
 for the year ended April 30, 2004
 (with comparative figures for the year ended April 30, 2003)
 (thousands of dollars)

SCHEDULE 1
 Page 2

	Salaries					Employee Benefits	Supplies and Other Expenses	Expendable Equipment, Maintenance and Rentals	Travel	Scholarships and Bursaries	Cost Recoveries	Totals	
	Faculty	Teaching Assistants	Technicians	Staff	Total							2004	2003
Engineering:													
Centre for Society, Technology & Values	\$ 67	8		29	104	13	6		3			126	120
Chemical	2,260	286	401	211	3,158	514	213	29	36		(58)	3,892	3,684
Civil	2,532	274	448	237	3,491	579	235	63	35		(48)	4,355	4,233
Computer		57	536	60	653	112	133	50	6		(25)	929	872
Dean's Office	342	46	33	929	1,350	169	712	50	243	949	(166)	3,307	2,159
Electrical & Computer	5,627	1,063	1,029	619	8,338	1,335	409	134	93		(103)	10,206	9,013
Environmental Engineering	5	11		9	25	3	21	4	1			54	43
Geological	4	1		9	14	2	2		1			19	18
Machine Shop		32	395	82	509	91	158				(91)	667	541
Management Sciences	1,456	234	51	159	1,900	301	474	20	33	6	(12)	2,722	2,559
Mechanical	3,203	429	700	332	4,664	758	427	54	92	5	(34)	5,966	5,339
Systems Design	1,955	302	194	171	2,622	423	122	33	44		(20)	3,224	2,954
Undergraduate Office	114	447		377	938	128	115	5	23			1,209	1,076
Total - 2004	17,565	3,190	3,787	3,224	27,766	4,428	3,027	442	610	960	(557)	36,676	
Total - 2003	16,046	2,856	3,572	2,786	25,260	3,613	2,830	451	580	430	(553)		32,611
Environmental Studies:													
Architecture	1,781	108	29	160	2,078	314	237	4	77		(7)	2,703	2,427
Dean's Office	558	134		1,101	1,793	283	595	168	217	83	(35)	3,104	3,064
Environment and Resource Studies	800	83		115	998	182	38	8	2	1		1,229	1,159
Geography	1,759	265	57	193	2,274	369	84	16	31		(31)	2,743	2,627
School of Planning	1,059	242	72	168	1,541	247	64	6	18	2		1,878	2,022
Total - 2004	5,957	832	158	1,737	8,684	1,395	1,018	202	345	86	(73)	11,657	
Total - 2003	5,859	761	154	1,682	8,456	1,215	1,056	129	504	21	(82)		11,299
Mathematics:													
Applied Mathematics	1,838	222		121	2,181	342	94	15	21		(6)	2,647	2,239
Combinatorics and Optimization	2,140	225		162	2,527	393	166	44	79		(3)	3,206	2,634
Computer Science	6,811	2,821	729	1,212	11,573	1,711	692	388	171	73	(112)	14,496	11,489
Computing Facility	8	64	389	156	617	111	191	87	11		(102)	915	1,719
Dean's Office	850	922		1,148	2,920	425	1,298	151	234	991	(25)	5,994	5,179
Graduate Studies	8			54	62	13	20		25			120	276
Pure Mathematics	2,046	163		117	2,326	357	95	31	35	6	(4)	2,846	2,692
Statistics	3,034	632	33	229	3,928	613	131	24	38	54	(41)	4,747	4,467
Total - 2004	16,735	5,049	1,151	3,199	26,134	3,965	2,687	740	614	1,124	(293)	34,971	
Total - 2003	\$ 15,272	4,211	1,078	2,671	23,232	3,225	2,420	1,370	523	255	(330)		30,695

(continued)

UNIVERSITY OF WATERLOO
SCHEDULE OF GENERAL OPERATING EXPENSES
for the year ended April 30, 2004
(with comparative figures for the year ended April 30, 2003)
(thousands of dollars)

SCHEDULE 1
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	Salaries					Employee Benefits	Supplies and Other Expenses	Expendable Equipment, Maintenance and Rentals	Travel	Scholarships and Bursaries	Cost Recoveries	Totals	
	Faculty	Teaching Assistants	Technicians	Staff	Total							2004	2003
Science:													
Biology	\$ 2,948	665	545	407	4,565	719	530	87	89		(100)	5,890	5,575
Chemistry	2,504	703	523	641	4,371	684	1,250	193	46	4	(734)	5,814	5,205
Dean's Office	165	3	191	394	753	124	290	168	68	242	(37)	1,608	1,081
Earth Sciences	1,678	315	124	341	2,458	432	333	87	94	23	(23)	3,404	2,937
Optometry - Clinic	1,304	11	289	488	2,092	325	1,067	5	22		(2)	3,509	3,400
- School	1,585	366	162	600	2,713	450	433	60	126		(38)	3,744	3,592
Physics	2,268	551	60	365	3,244	527	532	140	198	8	(56)	4,593	4,177
Technical Services			473	2	475	95	96	11	1		(234)	444	430
Total - 2004	12,452	2,614	2,367	3,238	20,671	3,356	4,531	751	644	277	(1,224)	29,006	
Total - 2003	11,920	2,451	2,263	2,838	19,472	2,826	3,979	689	511	109	(1,189)		26,397
Centre for Business, Entrepreneurship and Technology													
Total - 2004	47			199	246	23	239	32	10	23		573	
Total - 2003	24			99	123	10	32	10	7				182
Distance Education													
Total - 2004				1,756	1,756	346	706	22	17	1	(5)	2,843	
Total - 2003				1,597	1,597	301	975	32	16	1	(4)		2,918
English Language Proficiency													
Total - 2004			196		196	31	7	3				237	
Total - 2003			177		177	27	4	4					212
Independent Studies													
Total - 2004	38			17	55	6	15	2	1			79	
Total - 2003	\$ 20			17	37	3	11	6					57

(continued)

UNIVERSITY OF WATERLOO
SCHEDULE OF GENERAL OPERATING EXPENSES
for the year ended April 30, 2004
(with comparative figures for the year ended April 30, 2003)
(thousands of dollars)

SCHEDULE 1
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	Salaries					Employee Benefits	Supplies and Other Expenses	Expendable Equipment, Maintenance and Rentals	Travel	Scholarships and Bursaries	Cost Recoveries	Total	
	Faculty	Teaching Assistants	Technicians	Staff	Total							2004	2003
Inter-University service teaching - net													
Total - 2004	\$						518					518	
Total - 2003							415						415
Survey Research Centre													
Total - 2004				18	18	2	2				(5)	17	
Total - 2003			1	9	10	1	2						13
Teaching Resource & Continuing Education													
Total - 2004	7	63		230	300	53	457	6	16		(9)	823	
Total - 2003	7	48		215	270	38	434	5	27		(11)		763
Waterloo Centre for the Advancement of Co-op Education													
Total - 2004	9			194	203	27	12		13			255	
Total - 2003	8			146	154	18	1		4				177
Women's Studies													
Total - 2004	47			39	86	10	3		1			100	
Total - 2003	51			38	89	9	3	3					104
Academic expenses													
Total - 2004	76,358	14,658	8,576	18,434	118,026	18,683	16,065	2,628	2,785	3,207	(2,382)	159,012	
Total - 2003	71,476	12,943	8,216	16,121	108,756	15,534	14,678	3,108	2,547	1,111	(2,360)		143,374
PHYSICAL PLANT													
Fire and liability insurance							979					979	800
Municipal taxes							1,644					1,644	1,540
Plant Operations				13,245	13,245	2,732	2,884	673	3		(4,505)	15,032	13,839
Security				1,076	1,076	182	109	6	9		(125)	1,257	1,211
Leased/Rental Properties				4	4		187					191	196
Utilities							8,965				(1,570)	7,395	8,181
Total - 2004				14,325	14,325	2,914	14,768	679	12		(6,200)	26,498	
Total - 2003	\$			13,605	13,605	2,574	15,358	488	9		(6,267)		25,767

(continued)

UNIVERSITY OF WATERLOO
SCHEDULE OF GENERAL OPERATING EXPENSES
for the year ended April 30, 2004
(with comparative figures for the year ended April 30, 2003)
(thousands of dollars)

	Salaries					Employee Benefits	Supplies and Other Expenses	Expendable Equipment, Maintenance and Rentals	Travel	Scholarships and Bursaries	Cost Recoveries	Totals	
	Faculty	Teaching Assistants	Technicians	Staff	Total							2004	2003
ACADEMIC SUPPORT													
Associate Provost-Academic & Student Affairs	\$			241	241	51	223	7	33			555	464
Associate Provost-Human Resources & Student Services				631	631	93	202	64	29			1,019	817
Associate Vice-President, Academic	83	1		144	228	20	151	10	71			480	302
Associate Vice-President, Learning Resource & Innovation		39		24	63	6	55	73	19			216	131
Athletics & Recreational Services				1,700	1,700	287	870	136	357		(8)	3,342	3,018
Audio Visual Centre				698	698	139	297	132	3		(58)	1,211	1,150
Business Operations				330	330	39	88		3		(248)	212	
Central Stores				1,069	1,069	216	424	39	8		(107)	1,649	1,225
Communications & Public Affairs				707	707	129	846	5	8		(407)	1,288	1,160
Co-op Education & Career Services		264		5,556	5,820	1,048	731	38	402		(1)	8,038	7,210
Corporate				535	535		2,048	28	43	182		2,836	2,799
Counselling Services				760	760	144	73	10	3		(1)	989	830
Development & Alumni Affairs				2,804	2,804	510	1,576	26	153		(31)	5,038	4,346
Finance				1,593	1,593	329	126	9	9		(2)	2,064	1,817
Graduate Studies	42			811	853	163	207	6	81	5,579	(6)	6,883	6,650
Health Services	14			914	928	176	190	9	1		(6)	1,298	1,120
Human Resources				1,331	1,331	266	151	11	19		(3)	1,775	1,702
Information Systems & Technology				6,561	6,561	1,218	3,211	816	163		(700)	11,269	10,992
Institutional Analysis & Planning				367	367	76	24	22	24			513	449
Learning & Teaching through Technology	156	3	45	496	700	100	25	15	25		(1)	864	418
Library - operations				6,825	6,825	1,328	713	153	70			9,089	8,821
- acquisitions not capitalized							4,475					4,475	2,613
Office of Research	37	7		1,925	1,969	358	342	26	69		(203)	2,561	2,332
President's Office				400	400	55	29	4	46		(3)	531	563
Procurement Services				419	419	91	216	7	4			737	591
Registrar				4,460	4,460	726	824	163	75	4,607	(1)	10,854	10,202
Retirement/employee future benefits						5,014						5,014	4,708
Safety				251	251	51	156	10	1			469	437
Secretariat				535	535	100	131	7	11			784	797
Student Life Centre				193	193	26	620	12	4		(87)	768	719
Theatre Centre				158	158	24	31		1		(14)	200	193
VP Academic & Provost				338	338	54	336	7	61	15		811	673
VP Administration & Finance				279	279	47	25	3	5		(3)	356	317
VP University Relations				224	224	19	27		27			297	298
Cost Recovery											(3,776)	(3,776)	(3,346)
Total - 2004	332	314	45	43,279	43,970	12,903	19,443	1,848	1,828	10,383	(5,666)	84,709	
Total - 2003	190	94	33	39,775	40,092	11,408	16,373	1,693	1,792	10,290	(5,130)		76,518
Total expenses 2004	76,690	14,972	8,621	76,038	176,321	34,500	50,276	5,155	4,625	13,590	(14,248)	270,219	
Total expenses 2003	\$ 71,666	13,037	8,249	69,501	162,453	29,516	46,409	5,289	4,348	11,401	(13,757)		245,659

UNIVERSITY OF WATERLOO
SCHEDULE OF ANCILLARY ENTERPRISES INCOME AND EXPENSES
for the year ended April 30, 2004
(with comparative figures for the year ended April 30, 2003)
(thousands of dollars)

SCHEDULE 2

							<u>Totals</u>	
	<u>Retail Services</u>	<u>Food Services</u>	<u>Graphic Services</u>	<u>Residences</u>	<u>Parking</u>	<u>Watcard</u>	<u>2004</u>	<u>2003</u>
Income:								
Sales, services and other income	\$ 16,241	\$ 12,415	\$ 7,600	\$ 20,747	\$ 2,150	\$ 568	\$ 59,721	\$ 56,348
Expenses and other deductions:								
Salaries	1,455	4,397	2,373	4,579	424	194	13,422	12,698
Employee benefits	280	850	461	902	82	34	2,609	2,317
Cost of goods sold	12,804	4,421	2,862				20,087	19,273
Supplies and expenses	1,088	1,407	840	8,350	933	140	12,758	13,184
Renovations	65	63	46	1,055	36		1,265	1,776
Travel	22	41	2	82	1	10	158	168
Expendable equipment, maintenance and rentals	78	239	1,347	316	49	110	2,139	2,040
Utilities	67	97	58	2,630	4		2,856	2,557
	<u>15,859</u>	<u>11,515</u>	<u>7,989</u>	<u>17,914</u>	<u>1,529</u>	<u>488</u>	<u>55,294</u>	<u>54,013</u>
EXCESS INCOME OVER EXPENSES	382	900	(389)	2,833	621	80	4,427	2,335
Interfund transfers	<u> </u>	<u>(262)</u>	<u>(5)</u>	<u>(1,194)</u>	<u>(33)</u>	<u>(20)</u>	<u>(1,514)</u>	<u>(5,785)</u>
NET INCREASE (DECREASE)	382	638	(394)	1,639	588	60	2,913	(3,450)
NET ASSETS BEGINNING OF YEAR	<u>171</u>	<u>(3,010)</u>	<u>(1,925)</u>	<u>(1,796)</u>	<u>(716)</u>	<u>30</u>	<u>(7,246)</u>	<u>(3,796)</u>
NET ASSETS END OF YEAR	<u><u>553</u></u>	<u><u>(2,372)</u></u>	<u><u>(2,319)</u></u>	<u><u>(157)</u></u>	<u><u>(128)</u></u>	<u><u>90</u></u>	<u><u>(4,333)</u></u>	<u><u>(7,246)</u></u>
NET ASSETS: ACCUMULATED SURPLUS(DEFICIT) FROM OPERATIONS	553	454	(1,861)	(157)	737	90	(184)	656
DEFICIT DUE TO MAJOR CAPITAL ASSET ACQUISITIONS/RENOVATIONS	<u> </u>	<u>(2,826)</u>	<u>(458)</u>	<u> </u>	<u>(865)</u>	<u> </u>	<u>(4,149)</u>	<u>(7,902)</u>
NET ASSETS END OF YEAR	\$ <u><u>553</u></u>	\$ <u><u>(2,372)</u></u>	\$ <u><u>(2,319)</u></u>	\$ <u><u>(157)</u></u>	\$ <u><u>(128)</u></u>	\$ <u><u>90</u></u>	\$ <u><u>(4,333)</u></u>	\$ <u><u>(7,246)</u></u>

EXECUTIVE COMPENSATION DISCLOSURE

The Public Sector Salary Disclosure Act, 1996 requires public disclosure of the salary and benefits paid in respect of employment to employees who are paid a salary of \$100,000 or more in a year.

There were 353 individuals in this category at the University who earned over \$100,000 in 2003 and following is a list of names and salaries.

NAME	SALARY	BENEFITS	POSITION	NAME	SALARY	BENEFITS	POSITION
Abbott, William R.	118,349.58	365.88	Associate Professor	Boyle, Phelim P.	136,546.52	459.30	Professor
Abler, Thomas S.	114,193.04	387.38	Professor	Brandon, James K.	107,088.36	363.16	Associate Professor
Abraham, Bovas	117,122.64	390.70	Professor	Brawley, Lawrence R.	106,053.64	2,436.10	Professor
Allard, Frances A.	114,849.72	156.44	Associate Professor	Brodland, G. Wayne	104,157.96	1,199.52	Associate Professor
Anglin, Jeremy M.	112,324.64	1,416.82	Professor	Brown, K. Stephen	126,218.36	1,793.06	Professor
Aplevich, J. Dwight	109,015.68	390.58	Professor	Brown, Robert L.	109,434.06	396.36	Professor
Armitage, Howard M.	130,675.00	400.76	Professor	Brox, James A.	119,538.70	381.70	Professor
Ashworth, E. Jennifer	127,516.00	431.88	Professor	Budman, Hector	105,993.98	331.02	Professor
Atkinson, Anthony	107,399.36	405.30	Professor	Buhr, Peter A.	118,293.72	400.92	Associate Professor
Atlee, Joanne	111,906.32	154.88	Associate Professor	Bunting, Trudi	107,667.32	364.18	Professor
Ball, Norman R.	102,345.24	385.24	Associate Professor	Burbidge, John	111,530.72	378.26	Professor
Barker, James F.	108,432.04	357.36	Professor	Burkowski, Forbes J.	118,791.00	403.34	Associate Professor
Barnett, James	100,839.66	2,220.90	Lecturer-Continuing	Burn, Donald H.	105,494.32	152.84	Professor
Bater, James H.	134,326.64	425.58	Professor	Calamai, Paul H.	105,230.32	353.08	Professor
Beatty, John C.	109,986.12	270.94	Associate Professor	Cameron, Allan James Roy	114,776.32	388.02	Professor
Bedi, Sanjeev	108,198.96	335.44	Professor	Canizares, Claudio	107,245.32	2,292.56	Professor
Bernath, Peter F.	110,204.68	373.14	Professor	Carey, Tom	130,374.64	2,906.74	Associate VP Learning Resources & Innovation
Berry, Daniel	130,603.00	408.78	Professor	Carlson, John C.	113,513.98	373.60	Professor
Besner, Derek	107,827.64	365.82	Associate Professor	Carnaghan, Carla A.	107,166.04	340.04	Lecturer
Best, Michael J.	108,609.32	368.32	Professor	Carvalho, Emanuel	110,729.98	347.80	Associate Professor
Black, James P.	135,237.24	201.12	Associate Professor	Chakma, Amit	197,769.46	1,895.17	VP Academic & Provost
Blowes, David W.	117,908.60	249.72	Associate Professor	Chan, Edward, P. F.	103,081.36	350.30	Associate Professor
Bobier, William R.	113,044.98	323.56	Professor	Chatzis, Ioannis	109,026.32	368.48	Professor
Bodell, Richard W.	105,752.68	344.20	Associate Professor	Chaudhuri, Sujeet K.	147,113.36	427.30	Professor
Bols, Niels C.	120,469.04	163.04	Professor	Cherry, John A.	125,503.64	425.74	Professor
Bookbinder, James H.	104,112.12	371.92	Professor	Cherry, Winston H.	117,930.87	381.08	Professor
Boritz, Jefim Efrim	112,134.88	166.50	Professor	Cheyne, James A.	121,246.64	2,712.34	Associate Professor
Boutaba, Raouf	113,197.68	145.80	Associate Professor				

NAME	SALARY	BENEFITS	POSITION
Chieh, Chung Peter	104,819.32	341.64	Professor
Chong, Michael J.	103,078.64	349.34	Professor
Clarke, Charles L. A.	100,658.00	341.12	Associate Professor
Claxton, Lois	120,600.20	1,440.76	University Secretary
Cohen, Robin	136,414.44	169.46	Professor
Collins, C. Barry	103,970.48	381.70	Professor
Coniglio, Mario	107,098.89	137.52	Professor
Cook, Richard J.	106,319.96	153.96	Professor
Cormack, Gordon V.	121,488.32	3,092.72	Professor
Covvey, Dominic	106,677.36	181.33	Professor
Cowan, William B.	129,076.32	188.08	Associate Professor
Cuenca, Javier	100,348.76	151.66	Associate Professor
Culham, Richard J.	100,204.00	3,509.94	Research Professor
Cullen, Anthony P.	124,988.95	392.82	Professor
Cunningham, William	123,951.70	418.28	Professor
Curchin, Leonard A.	102,278.66	242.48	Associate Professor
Curtis, James E.	119,380.96	1,344.12	Professor
Cuthbert Brandt, Gail P.	128,039.20	1,698.90	Associate VP Academic
Davidson, George A.	115,844.62	3,395.72	Associate Professor
Davidson, Kenneth R.	123,285.32	2,717.26	Professor
Diciccio, Victor F.	117,476.24	356.22	Director, ICR
Dickey, Leroy J.	106,281.02	355.88	Associate Professor
Dixon, George	140,304.36	392.02	Dean-Science
Djokovic, Dragomir Z.	119,369.68	402.20	Assistant Professor
Dmitrienko, Gary I.	103,287.04	349.82	Associate Professor
Douglas, Alan V. S.	100,888.68	146.60	Assistant Professor
Douglas, Peter	108,300.36	346.12	Professor
Downey, James	184,778.32	597.34	Professor
Dube, Pierre H.	114,957.57	398.10	Professor
Duever, Thomas A.	107,184.34	240.16	Associate Professor
Dyck, Arnie V.	114,798.00	1,548.06	Associate Professor
Eagles, Paul F. J.	100,559.32	571.02	Professor
Elmasry, Mohamed I. Y.	129,000.00	1,564.28	Professor
Elmitt, Michael W.	109,145.04	370.20	Associate Professor
Fama, Antonio	107,291.64	2,280.21	Associate Professor
Filion, Pierre	103,701.96	350.54	Professor
Flanagan, John G.	121,283.00	374.84	Professor
Fong, Geoffrey T.	100,195.64	339.04	Associate Professor
Fonn, Desmond	113,356.68	349.78	Professor

NAME	SALARY	BENEFITS	POSITION
Forrest, Brian Edmond E.	110,497.66	362.88	Professor
Forsyth, Peter	134,777.00	441.90	Professor
Fournier, Hannah S.	116,860.68	277.04	Professor
Fournier, Raymond J.	114,193.04	368.08	Associate Professor
Frank, James S.	110,916.68	2,430.08	Associate Professor
Frape, Shaun	103,661.32	350.66	Professor
Freeman, George H.	104,129.30	2,102.42	Associate Professor
Fuller, J. David	107,495.68	364.10	Professor
Geddes, Keith O.	124,905.00	424.06	Professor
George, J. Alan	191,920.36	651.92	Dean-Mathematics
Gibson, Robert B.	104,423.00	353.24	Associate Professor
Giesbrecht, Mark	105,247.08	337.22	Professor
Gilbert, William J.	113,647.60	389.21	Professor
Gilbertson-Scott, A.Catharine	149,672.68	500.86	Associate Provost, Human Resources & Student Services
Gillham, Robert W.	118,876.63	402.02	Professor
Gingras, Michel	101,319.28	136.28	Associate Professor
Glick, Bernard R.	122,503.38	388.48	Professor
Glinka, Grzegorz	110,746.04	610.50	Professor
Globus, Morton	112,552.30	369.52	Associate Professor
Godsil, Christopher D.	115,943.64	393.06	Professor
Golnaraghi, M. Farid	109,988.00	144.96	Associate Professor
Goulden, Ian P.	123,759.68	411.82	Professor
Goyder, John C.	109,568.70	373.18	Professor
Green, Arthur N.	114,282.68	384.94	Associate Professor
Green, Howard J.	119,606.00	402.66	Professor
Greenberg, Joel S.	102,733.32	348.24	Professor
Grierson, Donald E.	121,540.64	1,276.80	Professor
Guelke, Jeanne Kay	111,152.32	411.32	Professor
Guelke, Leonard T.	116,340.68	394.18	Professor
Guild, Paul D.	140,997.40	2,505.14	VP University Research
Gunz, Sarah P.	101,519.32	341.06	Associate Professor
Gutierrez, Mariela A.	102,642.34	143.14	Professor
Haight, Murray E.	106,806.64	2,335.16	Associate Professor
Haldenby, Eric R. M.	121,997.36	167.28	Associate Professor
Hall, Brent	117,332.72	159.68	Professor
Hansson, Carolyn M.	133,116.28	449.14	Professor
Hardy, Mary R.	102,582.42	237.30	Associate Professor

NAME	SALARY	BENEFITS	POSITION
Hare, Kathryn E.	101,917.23	361.36	Professor
Harrigan, Patrick J.	122,574.40	868.78	Professor
Hawthorn, Wayne	111,358.02	364.22	Associate Professor
Hecky, Robert E.	113,146.00	382.86	Professor
Heikkila, John J.	115,142.64	356.04	Professor
Hendley, Brian P.	125,015.82	422.85	Professor
Heppler, Glenn R.	108,873.00	359.70	Professor
Heunis, Andrew J.	110,353.32	367.60	Professor
Hipel, Keith W.	117,880.32	2,965.66	Professor
Hoffman, Peter	113,131.64	384.74	Professor
Hoffman-Goetz, Laurie	105,143.30	250.62	Professor
Holmes, John G.	117,601.64	176.00	Professor
Holmes, Richard H.	116,628.36	373.52	Associate Professor
Holt, Richard	146,877.64	319.96	Professor
Honek, John F.	105,476.70	345.80	Professor
Hovis, Jeffery K.	100,011.36	218.82	Associate Professor
Howarth, Philip J.	129,840.02	416.56	Professor
Huber, Dennis	158,353.48	527.00	VP Administration & Finance
Huck, Peter M.	115,415.00	390.58	Professor
Hughson, Richard L.	111,708.96	1,191.72	Professor
Huissoon, Jan Paul	106,301.32	335.22	Professor
Ismail, Fathy M.	109,196.68	2,313.78	Professor
Jackson, David M.	120,512.36	408.40	Professor
Jernigan, M. Edward	124,828.36	1,896.12	Professor
Jewkes, Elizabeth M.	108,036.96	146.80	Professor
Johannesen, Stanley K.	107,189.96	364.02	Assistant Professor
Johnston, David L.	278,666.64	9,993.64	President
Kamel, Mohamed S.	125,878.50	266.66	Professor
Kapur, Ashok	122,931.08	1,892.22	Professor
Kardasz, Stanley W.	104,478.04	354.40	Associate Professor
Karpiak, Robert	110,999.40	2,877.18	Associate Professor
Kennedy, Duane B.	110,775.38	264.10	Associate Professor
Kerton, Robert R.	144,804.36	417.94	Dean-Arts
Khandani, Amir Keyvan K.	104,007.16	328.06	Associate Professor
Kieswetter, Linda	102,582.12	4,282.18	Director, Individual Giving
Klassen, Kenneth	100,159.52	362.60	Assistant Professor
Kotchetova, Natalia	101,673.96	148.24	Lecturer-Continuing

NAME	SALARY	BENEFITS	POSITION
Kouwen, Nicholas	114,862.36	389.60	Professor
Kumar, Ramesh C.	102,957.32	349.12	Associate Professor
Kunda, Ziva	103,266.36	245.70	Professor
Labahn, George	119,346.04	404.04	Professor
Laflamme, Raymond	138,414.04	417.68	Professor
Laiken, Stanley N.	124,572.32	1,670.10	Professor
Lambert, Ronald D.	119,793.68	406.48	Professor
Lavigne, Kenneth A.	105,720.32	1,181.72	University Registrar
Lawless, Jerald F.	129,504.74	450.66	Professor
Lawrence, John W.	116,604.40	383.82	Professor
Le Roy, Robert J.	117,339.64	397.90	Professor
LeDrew, Ellsworth F.	122,559.04	390.72	Professor
Legge, Raymond L.	108,569.96	153.78	Professor
Lemon, W. Morley	126,638.68	429.88	Professor
Li, Ming	129,054.72	386.68	Professor
Li, Xianguo	100,771.04	330.80	Professor
Lipshitz, Stanley P.	114,226.40	375.30	Professor
Liu, Wing-Ki	102,547.32	359.56	Professor
Loucks, Wayne	117,787.98	1,420.92	Associate Professor
Lumsden, Bruce A.	115,110.20	2,686.60	Director, Co-op Ed & Career Services
Lyons, Harriet	106,278.65	359.66	Associate Professor
MacDougall, Heather A.	104,393.38	232.62	Associate Professor
MacKay, R. Jock	115,326.72	391.30	Associate Professor
Macdonald, Ian F.	111,275.96	378.82	Professor
Macnaughton, Alan	102,815.32	149.52	Associate Professor
Malton, Andrew	100,867.32	342.30	Associate Professor
Mann, Robert B.	117,176.66	1,207.20	Professor
Mann, Stephen	107,438.04	259.72	Associate Professor
Mannell, Roger C.	107,988.06	1,420.56	Professor
Manson, Jane M.	102,910.85	342.21	Director, Finance
Mansour, Raafat	121,550.64	2,335.32	Professor
Mason, Alister	145,590.67	416.24	Professor
Matthews, David	123,375.42	389.96	Professor
Mavaddat, Farhad	110,387.32	375.86	Associate Professor
Mayfield, Colin I.	114,808.04	389.66	Professor
McArthur, Murray	106,777.38	313.38	Associate Professor
McBoyle, Geoffrey R.	153,840.26	412.34	Dean-Environmental Studies

NAME	SALARY	BENEFITS	POSITION	NAME	SALARY	BENEFITS	POSITION
McColl, R. Stephen	107,867.68	146.86	Associate Professor	Peterson, Carol A.	110,456.34	159.94	Professor
McCourt, Frederick R. W.	119,590.68	405.56	Professor	Pick, Roy J.	120,717.72	409.70	Professor
McGill, Stuart M.	104,196.04	235.04	Professor	Plumtree, Alan A.	133,908.00	424.74	Professor
McKay, Donald D.	105,492.32	153.14	Associate Professor	Price, Jonathan	101,243.68	329.60	Associate Professor
McLeish, Donald L.	116,221.06	1,434.48	Professor	Pritzker, Mark D.	101,014.32	243.80	Associate Professor
McLenaghan, Raymond	116,857.00	396.14	Professor	Ragde, Prabhakar L.	116,706.32	282.46	Professor
McMahon, Terrance B.	137,254.32	438.20	Professor	Reardon, Eric J.	102,188.18	2,400.16	Professor
McNaughton, Rodney B.	124,420.68	344.44	Professor	Rempel, Garry L.	126,162.04	427.34	Professor
Medley, John B.	100,063.04	338.30	Professor	Renksizbulut, Metin	110,662.68	374.44	Professor
Menezes, Alfred J.	100,088.68	144.48	Professor	Reynolds, Franklin G.	114,117.05	362.86	Associate Professor
Merikle, Philip	129,580.06	425.36	Professor	Richmond, Lawrence B.	104,301.64	354.02	Professor
Michela, John	101,089.32	147.02	Associate Professor	Richter, R. Bruce	108,075.12	151.74	Professor
Miller, Daniel E.	102,017.85	143.30	Associate Professor	Robertson, Kenneth M.	109,897.00	1,391.24	Associate Professor
Mitchell, Bruce	147,599.34	415.78	Associate Provost Academic & Student Services	Ross, Hildy S.	112,290.64	393.74	Professor
Mitchinson, Wendy L.	112,180.64	274.22	Professor	Ross, Michael A.	119,148.96	418.94	Professor
Moul, William B.	103,790.56	345.90	Associate Professor	Rothenburg, Leo	111,253.30	358.28	Professor
Munro, James I.	156,243.68	1,373.10	Professor	Roy, Eric A.	105,420.36	255.22	Professor
Narveson, Jan F.	127,151.68	1,122.36	Professor	Russell, Delbert W.	116,486.04	393.08	Professor
Nathan, Arokia	116,734.72	394.74	Professor	Russell, Grant W.	107,192.38	357.40	Associate Professor
Needham, W. Robert	117,194.06	391.98	Associate Professor	Ryan, Robert W.	112,485.50	375.36	Associate Professor
Newkirk, Ross T.	127,040.68	404.92	Associate Professor	Saccomanno, Fedel F.	103,932.68	2,267.86	Professor
Ng, Chetat T.	114,620.40	4,432.76	Professor	Safavi-Naeini, Safieddin	106,633.00	2,216.02	Professor
Ng, Flora T. T.	112,557.04	381.66	Professor	Safayeni, Frank R.	112,458.68	361.36	Professor
Nishimura, Naomi	106,849.64	258.54	Associate Professor	Salama, Magdy	115,033.64	1,437.44	Professor
North, John	110,355.76	381.00	Professor	Salem, Kenneth	121,661.36	169.80	Associate Professor
O'Brien, Patricia	120,954.96	175.76	Professor	Savage, Gordon	108,892.64	158.22	Professor
O'Hara-Hines, R. Jeanette	100,533.00	3,632.64	Associate Professor	Scharer, Jenö M.	109,824.64	372.36	Professor
Oakley, Richard	114,730.36	166.42	Professor	Schellenberg, Paul	117,906.34	386.02	Professor
Oldford, Wayne	109,052.67	368.52	Assistant Professor	Schneider, Gerald	125,362.68	396.54	Professor
Opal, Ajoy	105,104.26	344.46	Professor	Schumacher, Barbara	136,781.38	1,990.30	Director-Health Services
Ozsu, Tamer	131,715.04	447.10	Professor	Schuster, Reinhold	105,870.06	391.86	Professor
Pace, Rodger J.	107,092.04	152.12	Lecturer	Sedra, Adel	118,600.02	0.00	Dean-Engineering
Pal, Rajinder	100,962.36	146.26	Professor	Seebohm, Thomas	101,144.64	147.10	Associate Professor
Panjer, Harry H.	114,168.04	387.20	Professor	Semple, John C.	111,824.32	3,059.90	Professor
Patla, Aftab	100,093.68	242.10	Professor	Seviora, Rudolph E.	114,144.68	387.20	Associate Professor
Pawliszyn, Janusz B.	105,498.63	2,156.90	Professor	Shallit, Jeffrey O.	122,424.00	177.60	Professor
Penlidis, Alexander	124,792.62	156.76	Professor	Sharratt, Michael T.	141,229.36	2,620.80	Dean-Applied Health Sciences
				Shaw, Susan	109,833.04	349.18	Professor

NAME	SALARY	BENEFITS	POSITION	NAME	SALARY	BENEFITS	POSITION
Siegel, David	105,455.00	153.26	Associate Professor	Vetzal, Kenneth R	109,145.32	369.62	Associate Professor
Simpson, Richard B.	122,949.68	417.60	Professor	Vickson, Raymond	112,724.32	371.68	Professor
Sivak, Jacob G.	144,430.36	430.12	Professor	Vrscay, Edward R.	103,787.32	351.20	Professor
Sivakumar, Ranjini	101,350.04	147.24	Assistant Professor	Wainwright, John	132,924.04	425.86	Professor
Sloan, James J.	110,805.04	160.92	Professor	Wainwright, Patricia E.	105,114.36	152.56	Professor
Small, Christopher G.	105,116.00	152.80	Professor	Walker, James W.	118,930.72	396.44	Professor
Socken, Paul	116,331.67	392.60	Professor	Walker, John D.	133,962.12	453.94	Director-Business Operations
Soulis, Eric D.	104,509.64	1,420.08	Associate Professor	Wall, Geoffrey	125,480.32	2,917.62	Professor
Spafford, Marlee	110,669.30	144.72	Associate Professor	Waller, T. Gary	161,150.24	523.74	Professor
Stashuk, Daniel W.	100,263.32	5,959.56	Associate Professor	Ward, Owen P.	124,027.00	420.02	Professor
Stewart, Cameron L.	143,599.52	2,148.74	Professor	Warner, Barry G.	101,788.64	344.62	Professor
Stinson, Douglas R.	147,855.36	459.78	Professor	Webb, Alan	109,165.28	146.96	Associate Professor
Stollery, Kenneth R.	109,613.38	365.56	Professor	Weckman, David C.	106,791.00	351.38	Professor
Strong, J. Graham	125,311.68	392.96	Professor	Weddell, Grant E.	105,197.04	356.66	Associate Professor
Stubley, Gordon	106,831.04	361.66	Professor	Westhues, Kenneth	113,962.36	2,344.72	Professor
Sudicky, Edward A.	127,856.30	2,783.48	Professor	Wiljer, Robert P.	108,628.20	387.58	Associate Professor
Suffling, Roger C.	103,868.32	251.10	Professor	Willard, Ross D.	107,663.68	348.66	Professor
Sundarraaj, R.	102,445.36	235.80	Associate Professor	Williams, Ian D.	110,960.23	361.86	Associate Professor
Sykes, Jonathan	119,662.00	397.70	Professor	Williams, Robert J.	111,153.64	377.42	Associate Professor
Talbot-Allan, Laura	167,684.40	396.52	VP University Relations	Williams, T. David	122,708.68	385.24	Professor
Taylor, David J.	134,403.70	184.62	Professor	Willmot, Gordon E.	138,962.44	1,462.94	Professor
Taylor, William D.	118,382.01	369.16	Professor	Wills, Barry	110,184.68	375.28	Associate Professor
Tchir, Morris	115,844.38	366.98	Associate Professor	Wilson, William J.	117,412.68	398.18	Professor
Tenti, Giuseppe	114,334.00	274.68	Associate Professor	Wilton, David A.	119,332.96	404.86	Professor
Thagard, Paul	107,310.04	393.14	Professor	Wirjanto, Tony	109,343.00	158.46	Associate Professor
Thompson, John E.	139,446.00	435.24	Professor	Wolkowicz, Henry	107,862.04	365.66	Professor
Thompson, Mary E.	126,708.00	5,068.96	Professor	Wong, Johnny	156,257.60	450.76	Professor
Thomson, James A.	108,585.30	364.44	Associate Professor	Woody, Erik Z.	106,707.68	2,078.00	Professor
Thomson, Neil R.	105,612.36	357.30	Professor	Woolstencroft, R. Peter	107,355.96	363.68	Associate Professor
Tompa, Frank W.	143,040.70	446.50	Professor	Wormald, Nicholas	141,833.32	257.49	Professor
Truman, Robert	100,164.20	2,065.78	Director, Inst Analysis & Planning	Yang, En-Hui H.	108,187.44	140.86	Associate Professor
Tzoganakis, Costas	102,977.30	143.28	Professor	Yevick, David O.	102,874.00	349.00	Professor
Van Beek, Peter	115,530.72	160.92	Professor	Younger, Daniel H.	114,979.36	390.46	Professor
Van Evra, James W.	117,035.38	391.52	Associate Professor	Zanna, Mark P.	147,804.32	467.78	Professor
Van Pelt, Robert J.	106,360.70	151.62	Professor	Zorzitto, Frank A.	108,550.34	4,529.84	Professor
Vanderkooy, John	114,733.34	387.72	Professor				
Vannelli, Anthony	124,674.06	390.80	Professor				
Varin, Robert A.	105,102.00	254.24	Professor				