

ANNUAL FINANCIAL STATEMENTS

APRIL 30, 2005

Nipissing University
April 30, 2005
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AUDITORS' REPORT

To the Board of Governors of

Nipissing University

We have audited the financial statements of Nipissing University as at and for the year ended April 30, 2005 comprising the following:

Statement of financial position
Statement of operations
Statement of changes in net assets
Statement of cash flows

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

We conducted our audit in accordance with 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 administration, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the University as at April 30, 2005 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

KPMG LLP

North Bay, Canada,
August 3, 2005

Chartered Accountants

Nipissing University

STATEMENT OF FINANCIAL POSITION

[in thousands]

As at April 30	2005	2004
	\$	\$
ASSETS		
Current		
Cash and short-term investments	9,375	3,959
Accounts receivable	1,555	1,260
Accrued interest	21	22
Prepaid expenses	47	21
Inventories	123	148
	11,121	5,410
Investments <i>[note 3]</i>	8,172	9,985
Long-term Receivables <i>[note 4]</i>	512	652
Capital assets, net <i>[note 5]</i>	55,605	48,300
	75,410	64,347
LIABILITIES, CONTRIBUTIONS AND NET ASSETS		
Current		
Bank indebtedness	5,769	-
Accounts payable and accrued liabilities	6,173	3,762
Accrued sick leave obligation	296	369
Deferred revenue	5,714	4,050
Current portion of long-term debt <i>[note 6]</i>	526	492
	18,478	8,673
Long-term obligations		
Long-term payable <i>[note 4]</i>	490	490
Long-term debt <i>[note 6]</i>	21,001	21,527
Deferred contributions <i>[note 7]</i>	266	265
Deferred capital contributions <i>[notes 8 and 10]</i>	24,122	23,739
	45,879	46,021
	64,357	54,694
Net assets	11,053	9,653
	75,410	64,347

*Commitments see Note 9
See accompanying notes*

Signed on behalf of the
the Board of Governors

Governor

Governor

Nipissing University

STATEMENT OF OPERATIONS

[in thousands]

Year ended April 30	2005	2004
	\$	\$
REVENUE		
Government grants	18,607	16,943
Student fees	20,330	19,312
Sales and services	3,565	3,587
Scholarship fund	42	52
Donations	162	15
Amortization of deferred capital contributions	1,871	1,974
Investment	441	515
Other	3,060	2,657
	48,078	45,055
EXPENSES		
Academic	22,186	20,463
Academic support	3,402	2,720
Administration	5,142	5,960
Student services	2,001	1,738
Alumni and development	1,223	1,104
Library	1,209	996
Scholarship and bursaries	2,122	2,559
Research	637	491
Interest	1,473	1,432
Plant	3,309	2,724
Other	1,712	2,106
Amortization of capital assets	2,712	2,817
	47,128	45,110
Excess (deficiency) of revenues over expenses	950	(55)

See accompanying notes

Nipissing University

STATEMENT OF CHANGES IN NET ASSETS

[in thousands]

Year ended April 30	2005				2004	
	Unrestricted	Internally	Investment	Endowments	Total	Total
	\$	restricted	in capital	\$	\$	\$
		\$	assets	\$		\$
		<i>[note 11]</i>	<i>[note 12]</i>	<i>[note 13]</i>		
Net assets (deficiency), beginning of year						
As previously reported	(353)	3,633	2,664	3,831	9,775	9,449
Restatement of deferred capital contributions (note 10)	122	(122)	(122)	-	(122)	-
As restated	(231)	3,511	2,542	3,831	9,653	9,449
Excess (deficiency) of revenues over expenses	1,183	608	(841)	-	950	(55)
Change in investment in capital assets	(376)	-	376	-	-	-
Endowment contributions	-	-	-	450	450	259
	576	4,119	2,077	4,281	11,053	9,653

See accompanying notes

Nipissing University

STATEMENT OF CASH FLOWS

[in thousands]

Year ended April 30	2005	2004
	\$	\$
Cash provided by (used in):		
Operations:		
Excess (deficiency) of revenues over expenses	950	(55)
Items not involving cash:		
Amortization of capital assets	2,712	2,817
Amortization of deferred capital contributions	(1,871)	(1,974)
Change in non-cash operating working capital:		
Accounts receivable	(295)	(240)
Accrued interest	1	-
Prepaid expenses	(26)	22
Inventories	25	(44)
Accounts payable and accrued liabilities	2,411	(521)
Accrued sick leave	(73)	159
Deferred revenue	1,664	735
	5,498	899
Financing and investments:		
Net endowment contributions	450	259
Proceeds of long-term debt	-	3,650
Bank indebtedness	5,769	(2,270)
Long-term debt principal repayments	(492)	(441)
Purchase of capital assets	(10,017)	(2,120)
Long-term receivable	140	168
Long-term investments, net	1,813	(308)
Deferred contributions	1	53
Deferred capital contributions	2,254	1,544
	(82)	535
Net increase in cash and short-term investments during the year	5,416	1,434
Cash and short-term investments, beginning of year	3,959	2,525
Cash and short-term investments, end of year	9,375	3,959

See accompanying notes

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

1. DESCRIPTION

Nipissing University [the 'University'] was incorporated as a university in 1992 under the laws of the Province of Ontario. Its mission is to provide undergraduate programs in Liberal Arts, Science, Business and undergraduate and graduate programs in Education. The University aspires to fulfil the best traditions of scholarship and to provide an environment committed to the ideals of free inquiry and expression. As a university with predominantly undergraduate programming and roots in teacher education, the University places priority on the highest ideals of instructional excellence.

These financial statements reflect the assets, liabilities, net assets, revenue, expenses and other transactions of all of the operations and organizations controlled by the University. Accordingly, these financial statements include the academic, administrative and other operating expenditures funded by fees, grants and other general revenue; restricted purpose endowment funds; and the ancillary operations, such as residences.

The University has an economic interest in a Crown-controlled foundation, Nipissing University Foundation [the "Foundation"], which is not consolidated. The principal objectives of the Foundation are to solicit, receive and distribute monies and other property to support education and research at the University.

The University is a not-for-profit organization and, as such, is exempt from income taxes under the Income Tax Act (Canada).

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

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

Investments

Short-term investments, which consist primarily of bankers' acceptances and short-term deposits, are carried at cost which approximates market value.

Long-term investments are recorded at cost. Gains and losses on sales of investments are recognized in the year of disposal and are included in investment income. Investments are written down in the year when there is deemed to be an impairment in value which is other than temporary.

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont'd)

Inventories

Inventories are recorded at the lower of cost and net realizable value.

Capital assets

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

Buildings	40 years
Equipment and furnishings	5-10 years
Library books	5 years

Costs of construction in progress, including interest, are capitalized. Amortization is not recognized until project completion.

Internally restricted net assets

The University restricts use of portions of its operating assets for specific future uses. These internally restricted amounts are not available for other purposes without approval of the Board of Governors.

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. Unrestricted donations are recorded on a cash basis since pledges are not legally enforceable claims. Contributions externally restricted for purposes other than endowment are deferred and recognized as revenue in the year in which the related expenses are recognized. Endowment contributions are recognized as direct increases in net assets in the year in which they are received. Student fees are recognized as revenue when courses and seminars are held. Sales and services revenue is recognized at point of sale or when the service has been provided.

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (cont'd)

Contributed materials and services

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

Use of estimates

The preparation of the financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the dates of the financial statements and the reported amounts of revenues and expenses during the reporting periods. Actual results could differ from those estimates.

3. INVESTMENTS

Investments consist of the following:

	2005		2004	
	Cost	Market value	Cost	Market Value
	(\$000)	(\$000)	(\$000)	(\$000)
Bonds and Short-term Pooled Funds	300	359	2,385	2,462
Sceptre Pooled Funds	7,872	8,983	7,600	8,431
	8,172	9,342	9,985	10,893

Investments consist of funds held in pooled investment funds managed by Sceptre Investment Counsel Limited, UBS Global Asset Management, and selected government and corporate bonds.

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

4. LONG-TERM RECEIVABLES/LONG-TERM PAYABLE

Long-term receivable balances consist of the following:

	2005 (\$000)	2004 (\$000)
Student Centre:		
Balance, beginning of year	162	330
Repayments in year (net of interest)	(140)	(168)
Student Centre balance, end of year	22	162
City of North Bay:		
Balance, beginning of year	490	490
Increase in the year	-	-
City of North Bay balance, end of year	490	490
Balance, end of year	512	652

Student Centre

Under provisions of a draft agreement (“Agreement”) between the University, the Board of Governors of Canadore College of Applied Arts and Technology (“College”), Nipissing University Student Union Incorporated (“Union”) and Canadore Students Representative Council Incorporated (“CRSC”), the University and College have each advanced 1.2 million dollars for the construction of a student centre. The Union has agreed to repay the 1.2 million dollar advance plus accrued interest to the University for the construction cost of the centre through student levies over an estimated fifteen year period. In turn, the Union and CSRC will have exclusive use of the student centre for a renewable term of twenty-five years. The long-term receivable represents the remaining loan to be repaid by future student levies.

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

4. LONG-TERM RECEIVABLES/ LONG-TERM PAYABLE (cont'd)

City of North Bay/Heritage Fund

In fiscal year 2000, the University, in conjunction with Canadore College, entered into an agreement with the Corporation of the City of North Bay whereby the City would construct sewer and water services on behalf of the Education Centre.

The University, in conjunction with Canadore College, entered into an agreement with the Northern Ontario Heritage Fund Corporation, to provide financing for this project.

The University's 50% share of this project has been recorded in the financial statements as follows:

	Total Incurred (\$000)	University Share (\$000)
Long-term receivable from City of North Bay from future lot levies for sewer and water connections	980	490
Long-term payable to Northern Ontario Heritage Fund Corporation	980	490

There are no specific repayment terms for the long-term receivable/payable. The long-term receivable/payable are unsecured.

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

5. CAPITAL ASSETS

Capital assets consist of the following:

	2005			2004		
	Cost (\$000)	Accumulated amortization (\$000)	Net book value (\$000)	Cost (\$000)	Accumulated amortization (\$000)	Net book value (\$000)
Land	156	—	156	156	—	156
Buildings	50,171	8,280	41,891	50,171	7,025	43,146
Equipment and furnishings	14,831	10,166	4,665	13,160	9,167	3,993
Library books	6,786	5,772	1,014	6,320	5,315	1,005
Construction in progress	7,879	—	7,879	—	—	—
	79,823	24,218	55,605	69,807	21,507	48,300

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

	2005 (\$000)	2004 (\$000)
Balance, beginning of year	48,300	48,997
Purchase of capital assets internally financed	7,880	698
Purchase of capital assets funded by deferred capital contributions	2,137	1,422
Less: amortization of capital assets	(2,712)	(2,817)
Balance, end of year	55,605	48,300

Interest costs of \$ nil were capitalized during the year (2004 - \$56,000).

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

6. LONG-TERM DEBT

Long-term debt consists of the following:

	2005	2004
	(\$000)	(\$000)
Founders House Student Residence:		
Financing for Founders House Residence was renewed July 2004, through an Interest Rate Swap Contract with a Canadian Chartered Bank. The remaining principal at that date of \$ 5,785,210 is amortized over a 20 year period with an interest rate of 6.82%. Monthly blended payments are approximately \$44,500. The unsecured swap agreement matures July 4, 2022.	5,349	5,512
Chancellors House Student Residence:		
Financing for the Chancellors House Student Residence was provided through an Interest Rate Swap Contract with a Canadian Chartered Bank. The original principal of \$10,087,132 is amortized over a 25 year period with an interest rate of 7.05%. Monthly blended payments are approximately \$72,000. The unsecured swap agreement matures August 4, 2026.	9,443	9,634
Chancellors House Student Residence Expansion:		
Financing for the Chancellors House Student Residence expansion was provided through an Interest Rate Swap Contract with a Canadian Chartered Bank. The original principal of \$ 3,650,000 is amortized over a 25 year period with an interest rate of 6.74%. Monthly blended payments are approximately \$25,400. The unsecured swap agreement matures September 1, 2028.	3,547	3,610
Nipissing University Student Athletic Centre:		
6.45% renewable term loan with monthly blended payments of principal and interest of \$23,527 and original principal of \$3,500,000 issued July 30, 2002. Payments were calculated over a 25 year term. This unsecured loan matures July 30, 2009.	3,188	3,263
Total long-term debt	21,527	22,019
Less current portion	526	492
Long-term debt	21,001	21,527

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

6. LONG-TERM DEBT(cont'd)

The following are the minimum annual debt principal repayments due over the next five years and thereafter:

Years ended April 30,

	(\$000)
2006	526
2007	562
2008	600
2009	641
2010	3,418
Thereafter	15,780
	<hr/> 21,527 <hr/>

Total interest expense for the year ended April 30, 2005 was \$1,676,000 [2004 -\$1,432,000].

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

7. DEFERRED CONTRIBUTIONS

Deferred contributions represent the unspent amount of externally restricted donations and grants received for research and other restricted purposes. The change in the deferred contribution balance is as follows:

	2005	2004
	(\$000)	(\$000)
Balance, beginning of year	265	212
Add: contributions received during the year	609	569
Less: amount recognized as revenue	(608)	(516)
Balance, end of year	266	265

8. DEFERRED CAPITAL CONTRIBUTIONS

Deferred capital contributions represent the unamortized amount of donations, student contributions and grants received for the purchase of capital assets. The amortization of deferred capital contributions, which commence once an asset is put into service, is recorded as revenue in the statement of operations and changes in surplus. The change in the deferred capital contribution balance is as follows:

	2005	2004
	(\$000)	(\$000)
Balance, beginning of year	23,739	24,169
Add: contributions received in the year	2,137	1,422
excess contributions received towards Nipissing University		
Student Athletic Centre	117	122
Less: amortization of deferred capital contributions	(1,871)	(1,974)
Balance, end of year	24,122	23,739

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

9. COMMITMENTS

New Residence Construction

The University has signed an agreement for the construction of a 224 bed extension to an existing residence. The total cost of the project will be approximately 11.1 million dollars. The anticipated completion date for this project is August 1, 2005. To finance this project, the University has entered into an Interest Rate Swap transaction with a Canadian Chartered Bank in the amount of \$11.1 million dollars and effective interest rate of 5.95%. The effective date for the swap is August 1, 2005 and the agreement term is 10 years. Monthly blended payments of principal and interest will be approximately \$ 71,000.

Brantford Campus Construction

The University has signed a twenty-five year lease agreement with Wilfrid Laurier University to occupy its building on Market Street in the City of Brantford Ontario. This building will become the facility to house the Nipissing University Education program as part of the joint Wilfrid Laurier/Nipissing University Concurrent Education program. Under terms of this agreement, no lease payments will be required.

The University has signed an agreement for the renovation Nipissing University Brantford Campus. The total cost for this project is estimated to be 1.2 million dollars with a completion date of August 2005. To finance this project, the University has entered into a ten-year, term loan agreement with a Canadian Chartered Bank in the amount of 1.2 million dollars to be amortized over twenty-five years. The interest rate for the ten years will be 4.56%. Monthly blended payments of principal and interest will be approximately \$6,700 commencing July 31, 2005.

10. RESTATEMENT OF DEFERRED CAPITAL CONTRIBUTIONS

Excess contributions received in fiscal 2004 towards the repayment of the long-term debt obligations of Nipissing University Student Athletic Centre in the amount of \$122,000 have been reclassified as deferred capital contributions. This balance will be recognized as revenue in fiscal 2009, upon maturity of the debt obligation. Accordingly, the excess of revenue over expenses and net assets have been reduced by \$122,000 and deferred capital contributions have increased by \$122,000.

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

11. INTERNALLY RESTRICTED NET ASSETS

Details of internally restricted funds are as follows:

	2005	2004
	(\$000)	(\$000)
Scholarship	548	554
Donation	1,080	1,055
Capital	492	466
Program	121	121
Ancillary operations	1,748	1,185
Future operating budget	130	130
	4,119	3,511

12. INVESTMENT IN CAPITAL ASSETS

The investment in capital assets consists of the following:

	2005	2004
	(\$000)	(\$000)
Capital assets (net)	55,605	48,300
Less amounts financed by:		
Working Capital	(2,110)	-
Bank indebtedness	(5,769)	-
Debt	(21,527)	(22,019)
Deferred capital contributions <i>[note 8]</i>	(24,122)	(23,739)
	2,077	2,542

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

13. ENDOWMENTS

Endowments consist of externally restricted donations received by the University. The endowment principal is required to be maintained intact. The investment income generated from endowments must be used in accordance with the various purposes established by donors. The University ensures, as part of its fiduciary responsibilities, that all funds received with a restricted purpose are expended for the purpose for which they were provided.

[a] Externally restricted endowments include grants provided by the Government of Ontario from the Ontario Student Opportunity Trust Fund ('OSOTF I') matching program.

	2005 (\$000)	2004 (\$000)
Ontario Student Opportunity Trust Fund balance, beginning of year	3,535	3,535
Donations	—	—
Matching Funds Received from Government of Ontario	—	—
Ontario Student Opportunity Trust Fund balance, end of year	3,535	3,535
Other endowments, balance beginning of year	38	37
Donations	24	1
Other endowments, balance end of year	62	38
	3,597	3,573

The following is the schedule of the changes in the OSOTF I expendable balance.

	2005 (\$000)	2004 (\$000)
Ontario Student Opportunity Trust Fund Expendable balance, beginning of year	480	7
Realized and unrealized investment income, net of direct investment-related expenses	199	634
Bursaries awarded (2005 – 115, 2004 – 107)	(119)	(161)
Ontario Student Opportunity Trust Fund Expendable balance, end of year	560	480

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

[b] The Ontario government requires separate reporting of balances as at March 31 and details of the changes in the balances for the period then ended in connection with the second phase of the Ontario Student Opportunity Trust Fund of Nipissing University (“OSOTF II”).

The following is the schedule of donations received for the period from April 1, 2004 to March 31, 2005:

	2005	2004
	\$	\$
Donations eligible for matching	340,514	97,096
Donations not yet eligible for matching	—	56,623
Outstanding pledges received between January 1, 2004 and March 31, 2005	65,410	25,258
Cash/pledge total	405,924	178,977

Certain cash donations received between March 27, 2004 and March 31, 2005 are eligible for matching in fiscal 2005 by the Ministry of Training, Colleges and Universities (“MTCU”) in accordance with the July 2004 Program Guidelines and Reporting Requirements.

The following is the schedule of changes in endowment balance of OSOTF II for the period from March 27, 2004 to March 31, 2005:

	2005	2004
	\$	\$
Endowment balance, beginning	250,815	—
Cash donations received within annual matching ceiling	186,795	97,096
Matching funds received from MTCU	238,426	92,104
Matching funds receivable from MTCU	—	4,992
Unmatched cash donations	—	56,623
Endowment balance, March 31, 2005	676,036	250,815
Cash donations received April 2005	8,214	7,216
Endowment balance, April 30, 2005	684,250	258,031

Realized and unrealized investment income, net of direct investment-related expenses is \$21,619. No bursaries have been paid from these funds in the year.

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

14. EMPLOYEE FUTURE BENEFITS

The majority of the University's employees are members of the Nipissing University Retirement Pension Plan, a defined contribution plan. Certain faculty are members of the Teachers' Superannuation Fund [the "TSF"], a multi-employer defined benefit plan.

Total pension costs incurred for the year were \$1,200,000 [2004 - \$1,034,000].

15. FINANCIAL INSTRUMENTS

The fair value of cash and short-term investments, accounts receivable, accrued interest, long-term receivables, bank indebtedness, accounts payable and accrued liabilities and accrued sick leave approximate their carrying amounts due to the immediate short-term maturity of these financial instruments.

It is not practicable to determine the fair value of long-term debt due to the limited amount of comparable market information available.

The fair value of the University's long-term payable cannot reasonably be calculated due to the special nature of this liability. See note 4.

16. SUPPLEMENTAL INFORMATION

In addition to the information presented in the Statement of Operations, presented below is a Schedule of Expenses classified by object of expense.

Year ended April 30	2005 (\$000)	2004 (\$000)
EXPENSES		
Employee Salaries and Benefits	27,914	25,403
Academic Supplies and Services	6,313	5,738
Plant and Operating Expenditures	6,362	7,046
Scholarships and Bursaries	2,122	2,559
Interest	1,677	1,432
Other expenses	28	115
Amortization of capital assets	2,712	2,817
	47,128	45,110

Nipissing University

NOTES TO FINANCIAL STATEMENTS

April 30, 2005

17. PUBLIC SECTOR SALARY DISCLOSURES ACT, 1996 [UNAUDITED]

Details of employees who were paid a salary of \$100,000 or more in the calendar year of 2004 are as follows:

Name	Position	Salary \$	Taxable Benefits \$
Brozowski, R.	Associate Professor	100,618.16	510.60
Carfagnini, A.	Executive Director, Student Affairs	103,487.80	537.34
Chase, T.	Associate Professor	137,937.91	648.00
Common, R.	Dean of Education	138,050.18	648.00
Crocker, K.	Executive Director, University Advancement	103,487.80	537.34
Dean, A.	Dean of Arts & Science	141,119.68	3,018.00
Flynn, D.	Associate Professor	111,143.04	470.88
Green, M.	Vice President, Finance & Administration	137,742.09	647.92
Hawkins, R.	Vice President, Academic & Research	142,613.32	648.00
Lawrence, D.	Registrar	103,487.80	2,869.84
McCabe, M.	Assistant Professor	101,650.59	401.76
Mock, D.	President	211,000.68	5,766.24
Mroczkowski, J.	Associate Professor	103,207.60	424.20
Nettlefold, B.	Executive Director of Library Services	107,217.58	557.07
Noel, F.	Professor	100,900.84	512.78
Parr, M.	Assistant Professor	135,745.18	1,005.66
Reid, S.	Director of Nipissing/Wilfrid Laurier BA/Bed Program	101,510.95	486.48
Ryan, T.	Assistant Professor	108,722.16	368.08
Saari, M.	Professor	125,086.75	618.64
Topps, K.	Associate Professor	104,651.60	510.60
Tuncali, M.	Professor	100,579.31	471.76
Vail, H.	Assistant Professor	100,686.52	4,746.78
Weeks, R.	Associate Professor	132,234.49	460.56
Wideman, R.	Associate Dean of Education	100,646.82	517.92