

# **BRANDON UNIVERSITY**

**Schedule of Public Sector Compensation Disclosure  
for the Year Ended December 31, 2019**



**BRANDON  
UNIVERSITY**

## **INDEPENDENT AUDITOR'S REPORT**

To the Legislative Assembly of Manitoba  
To the Board of Governors of Brandon University

### ***Opinion***

We have audited the schedule of public sector compensation disclosure of Brandon University (the University) for the year ended December 31, 2019 ("the schedule").

In our opinion, the financial information in the schedule of the University for the year ended December 31, 2019 is prepared, in all material respects, in accordance with Section 2 of *The Public Sector Compensation Disclosure Act*.

### ***Basis for Opinion***

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Schedule* section of our report. We are independent of the University in accordance with the ethical requirements that are relevant to our audit of the schedule in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### ***Emphasis of Matter: Basis of Accounting***

We draw attention to Note 1 to the schedule, which describes the basis of accounting. The schedule is prepared to assist the University to meet the requirements of Section 2 of *The Public Sector Compensation Disclosure Act*. As a result, the schedule may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

### ***Responsibilities of Management and Those Charged with Governance for the Schedule***

Management is responsible for the preparation of this schedule in accordance with Section 2 of *The Public Sector Compensation Disclosure Act* and for such internal control as management determines is necessary to enable the preparation of the schedule that is free from material misstatement, whether due to fraud or error.

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



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### *Auditor's Responsibilities for the Audit of the Schedule*

Our objectives are to obtain reasonable assurance about whether the schedule is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial information.

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

- Identify and assess the risks of material misstatement of the schedule, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Office of the Auditor General*

Office of the Auditor General  
Winnipeg, Manitoba  
June 20, 2020

## Employee Compensation Disclosure

This report was prepared by Brandon University to meet the requirements of the Public Sector Compensation Disclosure Act in effect as at December 31, 2019.

The following is a list of the amount of compensation paid, directly or indirectly, including professional fees, in the 2019 year to or for the benefit of the employees of Brandon University whose compensation is \$75,000 or more, in accordance with the disclosed basis of accounting in Note 1 to the schedule.

In 2019, Brandon University issued a total of 1,406 T4's and T4A's. In a few instances, one individual may have received more than one T4 or T4A. Included in this total were:

246	Full-time academic positions
253	Part-time academic positions
184	Full-time support positions
14	Part-time support positions
603	Casual academic and support positions

The total number of Brandon University employees whose compensation is \$75,000 or more is 256.

Copies of this report are available in the Office of the President of Brandon University, Room 116 (Clark Hall), between the hours of 8:30 a.m and 4:30 p.m, in the Brandon University Library, 2<sup>nd</sup> floor north stacks under Government Documents and on the Vice-President (Administration & Finance) website page under the heading of Financial Reports: <https://www.brandonu.ca/vp-finance/reports/>.

<b><i>Employee Name</i></b>	<b><i>Job Title</i></b>	<b><i>Total Compensation</i></b>
Abdelbar, Ashraf	Professor	\$ 138,892.33
Abdou, Abdella	Associate Professor	\$ 130,327.47
Adamo, Peter J	Instructional Associate III	\$ 77,906.46
Adams, Courtney	Manager and Professional Officer - VI	\$ 82,817.28
Ahmad, Faiz	Professor	\$ 166,348.73
Ahmad, Nora	Associate Professor	\$ 107,458.44
Alexandre, Paul	Professional Associate III	\$ 102,535.42
Allan, Deanna	Associate Professor	\$ 99,697.39
Allan, Jonathan	Professor	\$ 127,913.11
Andries, Jason	Coordinator 10 - 6	\$ 78,100.09
Ardelli, Bernadette F	Professor	\$ 147,420.36
Ashton, William	Professional Associate IV	\$ 140,496.74
Bach, Edward S	Associate Professor	\$ 140,142.88
Baig, Ayat	Instructional Associate III	\$ 75,297.72
Baker, Richard	Assistant Professor	\$ 97,491.67
Baxter, Catherine	Assistant Professor	\$ 102,570.41
Beeman, Chris	Associate Professor	\$ 95,347.93
Berkan, Deborah J	Manager and Professional Officer - VII	\$ 142,425.82
Bessant, Kenneth C	Professor	\$ 145,213.57
Bessette, Michelle	Administrative Associate II	\$ 93,083.86
Booth, Derek	Manager and Professional Officer - V	\$ 79,591.79
Boudreau, Mary Ellen	Instructional Associate IV	\$ 90,413.59
Boult, Cameron	Assistant Professor	\$ 85,697.20
Bower, Megan	Assistant Professor	\$ 76,214.15
Braaksma, Betty	Professional Associate IV	\$ 120,289.87
Braun, Alexis	Administrative Associate II	\$ 101,335.99
Brown, Christopher	Associate Professor	\$ 144,134.24
Brown, Erica	Manager and Professional Officer - VI	\$ 110,501.48
Burns, Pamela	Instructional Associate III	\$ 83,595.72
Bushnell, Eric C	Associate Professor	\$ 102,711.83
Cain, Michael D	Professor	\$ 135,698.85
Callahan, Krista	Instructional Associate IV	\$ 93,635.51
Canada-Vanegas Mesa, Lorna	Instructional Associate III	\$ 105,695.70
Care, W. Dean	Professor	\$ 199,725.10
Carrabre, T. Patrick	Professor	\$ 86,223.56
Carrington, Margaret	Professor	\$ 165,587.75
Carter, Lee	Professional Associate II	\$ 105,743.27
Cassone, Bryan J	Associate Professor	\$ 102,711.83
Chachula, Kathryn	Assistant Professor	\$ 97,491.67
Chadwick, Sheelagh	Associate Professor	\$ 114,517.30
Charette, Joseph M. C.	Assistant Professor	\$ 95,133.07
Chen, Ji Yang	Instructional Associate IV	\$ 90,413.59
Chen, Vincent C	Assistant Professor	\$ 95,133.07
Cheung, Gil	CIS Coach II	\$ 89,678.20
Clarke, Cynthia L	Assistant Professor	\$ 84,933.70
Clements, Karen J	Assistant Professor	\$ 84,798.20
Cloet, Laura	Manager and Professional Officer - IV	\$ 87,962.34
Collyer, Tracey	Administrative Associate II	\$ 88,054.87
Combet, Denis	Professor	\$ 144,552.23
Corenblum, Barry S	Professor	\$ 164,923.95
Cruise, Andrea	Manager and Professional Officer - V	\$ 87,192.92
Dagenais, Andree	Associate Professor	\$ 135,283.35
deForest, Kevin	Associate Professor	\$ 110,923.85
Denys, Tanya	Instructional Associate III	\$ 87,732.09

Docherty, David C	President	\$	204,565.95
Dolecki, Joseph F	Associate Professor	\$	136,768.79
Douglas, Patricia	Assistant Professor	\$	95,132.03
Downey, Shannon	Manager and Professional Officer - IV	\$	89,847.38
Duncan, Heather	Professor	\$	207,998.14
Dunthorne, E.Allen	Manager and Professional Officer - VII	\$	213,511.86
Dusome, Debra L	Assistant Professor	\$	89,684.29
DuWors, Kerry	Associate Professor	\$	111,754.96
Dwivedula, Venkata Sesha Ravikiran	Assistant Professor	\$	100,211.63
Eberts, Derrek A	Associate Professor	\$	135,255.25
Edguer, Nukte	Assistant Professor	\$	105,743.27
Eisler, Carla L	Manager and Professional Officer - VI	\$	105,154.62
English, Shawna	Manager and Professional Officer - IV	\$	89,356.66
Farrell, Alysha J	Assistant Professor	\$	99,848.45
Finlay, Norman James	Instructional Associate IV	\$	86,170.56
Fisher, Kristen	Manager and Professional Officer - VI	\$	105,150.55
Forbes, Scott	Assistant Professor	\$	95,132.94
Forsythe, James	Professor	\$	164,513.86
Foster, Tyler J	Professor	\$	131,573.10
Fugleberg, Todd	Associate Professor	\$	129,838.25
Gadbois, Shannon	Professor	\$	131,573.10
Garbutt, Joan	Professional Associate II	\$	85,696.29
Gasse, Rosanne P	Professor	\$	149,740.83
Gatien, Gregory	Associate Professor	\$	138,741.85
Gill, Trent	Administrative Associate II	\$	78,620.17
Gillander, Heather	Assistant Professor	\$	111,948.27
Godin, Jon-Tomas	Associate Professor	\$	105,960.79
Goernert, Phillip N	Professor	\$	168,091.95
Graham, Jan M	Assistant Professor	\$	110,190.12
Graham, Roberta J	Associate Professor	\$	105,527.10
Greenwood, David R	Professor	\$	166,291.24
Grenier Mintenko, Kim	Manager and Professional Officer - VI	\$	127,011.31
Grills, C. Scott	Professor	\$	166,348.73
Grills, Sheilagh	Professional Associate III	\$	123,811.40
Gross, Glen	Professional Associate II	\$	105,743.27
Gross, Kate	Manager and Professional Officer - VII	\$	138,893.23
Gulliver, Austin F	Professor	\$	164,923.95
Hamilton, Grant	Manager and Professional Officer - VII	\$	116,215.78
Hanemeyer, Ariane	Assistant Professor	\$	82,849.89
Hardy, Denise	Instructional Associate IV	\$	96,512.23
Harms, Patricia	Associate Professor	\$	120,797.02
Harris, Marsha	Professional Associate II	\$	88,054.87
Henderson, Robert	Manager and Professional Officer - IV	\$	81,323.64
Henriquez, Nadine	Assistant Professor	\$	88,054.87
Henry, Christy	Professional Associate II	\$	78,620.17
Herron, Rachel	Associate Professor	\$	95,384.06
Hill, Bryan M	Associate Professor	\$	136,221.40
Hinch-Bourns, Andrea	Administrative Associate II	\$	85,696.29
Hinther, Rhonda	Associate Professor	\$	120,797.02
Hurst, Christopher	Professional Associate II	\$	115,615.72
Inkpen, S. Andrew	Assistant Professor	\$	83,700.72
Karpa, Jane V	Associate Professor	\$	108,286.88
Kazakoff, Carmen	Professional Associate IV	\$	130,550.83
Kelly, R. Wayne	Professional Associate II	\$	79,801.18
Kirk, Jacqueline H	Associate Professor	\$	145,584.81

Klassen, Kevin J	Programmer Analyst 11 - 6	\$	85,223.83
Klonowski, Darek	Professor	\$	145,142.66
Koiter, Alexander	Assistant Professor	\$	80,978.78
Kokorudz, Shelley M	Assistant Professor	\$	105,743.27
Kordalchuk, Lisa A	Instructional Associate III	\$	98,063.05
Kramer, Reinhold	Professor	\$	160,852.78
Krentz, Joel	Assistant Professor	\$	92,773.24
Kreshewski, Nicky J	Manager and Professional Officer - V	\$	94,304.07
Lagimodiere, Chris	Manager and Professional Officer - VI	\$	97,220.75
Lakevold, Dale	Associate Professor	\$	95,506.43
Lamont, Scott	Vice-President	\$	229,073.72
Lawrence, Breanna C	Assistant Professor	\$	88,055.78
Lee, Robert	Administrative Associate II	\$	131,164.50
Lee, Stacey	Professional Associate II	\$	80,977.87
LeMoine, Christophe M	Associate Professor	\$	102,711.83
Leroy, Michael	Manager and Professional Officer VI	\$	94,809.16
Li, Chenkuan	Professor	\$	164,513.86
Li, Rong-Yu	Professor	\$	139,884.45
Lindsay, John	Associate Professor	\$	127,409.40
Lowe-Puhach, Michelle	Instructional Associate III	\$	79,975.82
Lowitt, Kristen	Assistant Professor	\$	83,882.13
Lucyshyn-Wright, Rory B	Assistant Professor	\$	83,882.32
Lynch, Wendy	Instructional Associate IV	\$	80,842.80
MacDonald, Karen D	Manager and Professional Officer - VII	\$	174,367.86
MacKay, Lynn	Professor	\$	141,166.72
Magnusson, Michelle	Professional Associate III	\$	102,535.42
Majumder, Mousumi	Assistant Professor	\$	88,054.87
Malainey, Mary	Professor	\$	134,621.90
Malazdrewicz, Michael	Associate Professor	\$	137,374.81
Malcolm, Christopher D	Associate Professor	\$	129,838.25
Malyon, Morganna R	Professional Associate II	\$	78,620.17
Marshall, Alison	Professor	\$	153,534.82
Masaki-Hechler, Megumi	Professor	\$	142,553.41
Mason, Corinne	Associate Professor	\$	97,386.89
Mattes, Catherine	Associate Professor	\$	105,726.17
Mayer, Lorraine	Professor	\$	145,567.98
McCallum, Wendy M	Professor	\$	112,171.68
McCulloch, Allison	Associate Professor	\$	117,781.68
McDaniel, Andrea	Manager and Professional Officer - VII	\$	148,390.37
McGonigle, Terence P	Professor	\$	146,214.49
McKenzie, Tammy	Assistant Professor	\$	102,206.03
McPherson, Nancy	Associate Professor	\$	118,527.32
Medd, Susan	Assistant Professor	\$	105,435.47
Melvin, Neal	Assistant Professor	\$	95,494.26
Mengistu, Tadesse	Instructional Associate IV	\$	95,431.64
Merrill, Denise	Manager and Professional Officer - IV	\$	88,884.71
Mihelakis, Eftihia	Assistant Professor	\$	88,054.87
Minshull, John	Administrative Associate II	\$	102,209.02
Moraros, Jean	Professor	\$	81,017.33
Morrisette, Patrick	Professor	\$	166,348.73
Morton, Pauline	Instructional Associate III	\$	77,047.23
Mullins, Sharran L	Assistant Professor	\$	88,418.05
Mumin, Hamid	Professor	\$	160,310.52
Murkin, Kerry	Manager and Professional Officer - V	\$	99,894.24
Naismith, Dana	Assistant Professor	\$	85,115.45

Nantais, Michael	Associate Professor	\$	118,274.27
Nasserasr, Shahla	Assistant Professor	\$	92,774.28
Navid, Carla	Manager and Professional Officer - V	\$	99,103.25
Naylor, James	Professor	\$	153,504.14
Neal, Gordon	Manager and Professional Officer - VII	\$	243,390.82
Newall, Nancy E	Associate Professor	\$	96,653.29
Nichol, Jacqueline	Manager and Professional Officer - V	\$	87,192.05
Nichol, Kathleen M	Instructional Associate IV	\$	98,199.18
Noll, Kurt L	Professor	\$	131,573.10
Noto, Allison	Manager and Professional Officer - VII	\$	121,920.28
Okrainec, J. Alexa	Associate Professor	\$	157,901.94
Petrella, Serena	Associate Professor	\$	103,686.86
Pickering, Douglas A	Professor	\$	149,253.10
Platz, Eric S	Associate Professor	\$	111,961.01
Playfair, David	Assistant Professor	\$	101,888.66
Plosker, Sarah J	Associate Professor	\$	108,739.57
Poersch, Travis	Chief Power Engineer/Class III	\$	93,816.56
Pople, Douglas	Administrative Associate II	\$	105,743.27
Pachkowski, Katherine	Assistant Professor	\$	91,799.57
Paddock, Russell T	Professional Associate III	\$	114,768.36
Pattison, Simon A	Professor	\$	161,330.50
Puhach, Alvin	Manager and Professional Officer - VII	\$	111,567.47
Racine, Darrell	Assistant Professor	\$	95,665.52
Ramsey, R. Douglas	Professor	\$	148,758.41
Rempel, Karen	Professional Associate IV	\$	104,945.24
Richards, Gwynfor D	Professor	\$	149,987.66
Richards, Kathleen M	Manager and Professional Officer - VI	\$	81,282.16
Richea, Schad	CIS Coach III	\$	111,843.11
Robinson, Steven	Vice-President	\$	213,878.82
Robles, Wilder	Associate Professor	\$	102,536.46
Robson, Lisa M	Associate Professor	\$	139,824.00
Rose, Barbara	Assistant Professor	\$	105,743.27
Ross, Linda L	Associate Professor	\$	136,449.66
Rowland, David O	Professional Associate III	\$	132,852.64
Rutherford, Pamela	Associate Professor	\$	123,811.40
Ryan-Nicholls, Kim	Associate Professor	\$	133,886.81
Salman, Ali	Professor	\$	135,232.44
Saunders, Kelly	Associate Professor	\$	120,797.02
Sawatzky-Dyck, Sherry	Professional Associate III	\$	105,726.17
Sayers, Gretta	Assistant Professor	\$	76,532.93
Schira, H. Rainer	Professional Associate III	\$	136,163.61
Schneider, Christopher J	Associate Professor	\$	117,781.68
Scott, Sheila J	Professor	\$	126,848.02
Serfaty, Meir	Vice-President	\$	132,773.43
Skinner, Tom	Associate Professor	\$	124,569.26
Skuce, Tim	Assistant Professor	\$	105,743.27
Skyhar, Candy	Assistant Professor	\$	105,743.27
Smale, Susan	Manager and Professional Officer - VII	\$	120,865.07
Smith, Cathryn	Assistant Professor	\$	119,137.07
Smith, Fiona G	Associate Professor	\$	118,976.27
Smith, Nadine	Instructional Associate IV	\$	84,192.54
Somarin, Alireza	Professor	\$	138,892.33
Spence, Balfour A	Professor	\$	138,334.94
Spiss, Sally	Manager and Professional Officer - IV	\$	89,939.95
Sprott, Deanne	Instructional Associate III	\$	75,326.30



Srivastava, Gautam	Associate Professor	\$	102,711.83
Stanley, Nancy M	Professor	\$	164,901.72
Steckler, Matthew	Assistant Professor	\$	101,401.52
Stouffer, Joseph	Assistant Professor	\$	95,494.26
Strang, G. Bruce	Professor	\$	164,513.08
Taggart, David P	Manager and Professional Officer - VI	\$	81,580.91
Taylor, David C	Assistant Professor	\$	114,583.69
Terry, Marion	Professor	\$	183,054.33
Thomas, Novell A	CIS Coach II	\$	92,477.41
Thomson, Andrea E	Assistant Professor	\$	86,059.45
Tryphonopoulos, Demetres P	Professor	\$	121,996.63
Tselyakov, Alexander	Professor	\$	157,018.48
Untereiner, Wendy	Professor	\$	160,852.78
van Heyst, Wenonah L	Instructional Associate IV	\$	92,773.24
Varley, Emma	Associate Professor	\$	95,506.43
Venema, Henry I	Associate Professor	\$	133,335.91
Waddell, Candice	Assistant Professor	\$	90,123.20
Watier, Nicholas N	Associate Professor	\$	96,653.29
Wedgewood, Betty M	Administrative Associate II	\$	87,949.08
Whittington, Peter	Associate Professor	\$	102,711.83
Wiebe, Jerry A	Manager and Professional Officer VI	\$	99,090.19
Williams, Jeffrey G	Professor	\$	163,023.95
Wilson, Aaron	Assistant Professor	\$	88,054.87
Wilson, Grant	CIS Coach II	\$	105,743.27
Winter, David R	Associate Professor	\$	120,797.02
Wiseman, Dion	Associate Professor	\$	147,457.55
Wong, Siu Kwong (Kevin)	Associate Professor	\$	137,374.42
Wood, Catherine M	Associate Professor	\$	118,224.89
Wood, Lisa	Assistant Professor	\$	88,054.87
Wotton, Warren D	Electrician/Journeyman	\$	75,298.38
Xu, Lin	Associate Professor	\$	111,754.96
Yaman Ntelioglou, Burcu	Associate Professor	\$	107,252.71
Yan, Xiaoqian	Associate Professor	\$	137,374.42
Yasui, Etsuko	Associate Professor	\$	105,726.17
Zacharias, Leanne	Associate Professor	\$	99,625.38
Zehtab-Jadid, Fattaneh	Associate Professor	\$	106,894.00
Zhuang, Hejun	Assistant Professor	\$	88,054.87

**Note to the Public Sector Compensation Disclosure Schedule  
For the year ended December 31, 2019**

1. Basis of Accounting

The Public Sector Compensation Disclosure Act (Act) requires disclosure of individual compensation paid to staff, where such annual compensation is \$75,000 or more. Compensation is calculated in accordance with the Act (in effect as at December 31, 2019).

Compensation, as defined in the Act, includes the total value of salary payments, allowances, overtime payments, retirement or severance payments, vacation payouts, retroactive payments, payments for self-funded research grants, taxable benefits including those for rent and life insurance, and professional dues paid by the employer on behalf of the employee.