

# **BRANDON UNIVERSITY**

**Public Sector Compensation Disclosure Act  
for the Year Ended December 31, 2010**



OFFICE OF THE  
AUDITOR GENERAL  
MANITOBA

## INDEPENDENT AUDITORS' REPORT

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

We have audited the accompanying public sector compensation schedule of Brandon University for the year ended December 31, 2010 ("the schedule"). The schedule has been prepared by management based on Section 2 of the Public Sector Compensation Disclosure Act.

### Management's Responsibility 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.

### Auditors' Responsibility

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

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

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

### Opinion

In our opinion, the financial information in the schedule of public sector compensation of Brandon University for the year ended December 31, 2010 is prepared, in all material respects, in accordance with Section 2 of the Public Sector Compensation Disclosure Act.

### Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the schedule, which describes the basis of accounting. The schedule is prepared to assist the entity 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.

*Office of the Auditor General*

Office of the Auditor General  
June 25, 2011  
Winnipeg, Manitoba

**BRANDON UNIVERSITY**  
**Employee Compensation Disclosure**

This report was prepared by Brandon University to meet the requirements of the Public Sector Compensation Disclosure Act of 1996.

The following is a list of the amount of compensation paid, directly or indirectly, including professional fees, in the 2010 year to or for the benefit of the employees of Brandon University whose compensation is \$50,000 or more.

In 2010, Brandon University issued a total of 1,552 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:

255	Full-time academic positions
253	Part-time academic positions
209	Full-time support positions
49	Part-time support positions
676	Casual academic and support positions

The total number of Brandon University employees whose compensation is \$50,000 or more is 298.

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: [http://www2.brandonu.ca/admin/financial\\_reports.asp](http://www2.brandonu.ca/admin/financial_reports.asp)

## Public Sector Compensation Schedule

NAME	JOB TITLE	TOTAL COMPENSATION
Abdou, Abdella	Associate Professor	78,378.63
Adamo, Peter John	Inst. Associate III	58,904.60
Ahmad, Faiz	Professor	116,624.47
Alani, Faiez	Assitant Professor	86,720.83
Allan, Anita L.	Clerk 8 - 6	67,946.92
Allen, Kimberly J.	Inst. Associate II	50,803.59
Annis, Robert C.	Associate Professor	90,334.73
Ardelli, Bernadette F.	Assistant Professor	71,962.38
Armstrong, Helen	Professor	110,486.34
Ashcroft, R. Morgan	Admin Associate II	57,077.78
Ashton, William	Prof. Associate III	94,134.02
Beesley, Heather	Clerk 8 - 5	52,847.34
Beesley, Kenneth B.	Professor	135,051.27
Berkan, Deborah	MPO - VII	113,152.48
Berry, Mark Darren	Associate Professor	78,007.82
Bessant, Kenneth C.	Associate Professor	115,309.41
Binda, Kissonpersad	Professor	111,420.56
Blaikie, John	Associate Professor	113,127.53
Blain, Eleanor	Associate Professor	90,959.26
Bonenfant, Daniel Guy	Electrician/Jrneyman	63,574.23
Bower, Darcy	Prof. Associate III	104,499.02
Bowman, Ann Marie	Professor	99,137.91
Bowman, Wayne D.	Professor	123,275.02
Bradley, Jenifer	Inst. Associate II	51,913.55
Brandt, Di R.	Professor	113,554.88
Braun, Alexis	Admin Associate II	62,069.89
Brown, Christopher	Assistant Professor	80,879.12
Brown, Derek H.	Associate Professor	83,729.66
Brown, Erica	MPO - V	71,650.42
Brown, Sheila H.M.	ESS-II7	50,694.75
Bull, Brenda J.	MPO - V	80,753.50
Bullee, D. Lee	Program Analyst 12 - 2	69,337.33
Burrige, Linda M.	Prof. Associate III	128,114.23
Cain, Michael D.	Associate Professor	112,950.26
Care, W. Dean	Professor	140,912.75
Carrabre, Mary-Jo	Director	54,504.44
Carrabre, T. Patrick	Professor	135,878.93
Carrington, Margaret	Professor	116,624.47
Carruthers, Glen	Professor	62,778.99
Carter, Lee	Prof. Associate II	77,621.91
Chaboyer, Janet L.	ESS-III7	54,344.83
Chadwick, Sheelagh	Assistant Professor	75,921.58
Chambers, Shirleen	Admin Associate I	51,222.96
Chen, Ji Yang	Inst. Associate III	54,990.57
Clark, Amber	MPO - VI	90,652.20
Clements, Karen Joan	Assistant Professor	83,834.91
Coates, Greg J.	Prof. Associate III	99,078.83
Cockerline, Glenn E.	Assistant Professor	86,720.83
Collyer, Tracey	Inst. Associate III	63,241.33
Combet, Denis-Paul	Associate Professor	88,786.80
Corenblum, Barry S.	Professor	136,014.06

<b>NAME</b>	<b>JOB TITLE</b>	<b>TOTAL COMPENSATION</b>
Creed, Carolyn J.	Assistant Professor	90,555.98
Cutschall, Colleen	Professor	113,102.57
Dagenais, Andree	Associate Professor	91,731.86
De Fazio, Kirk	Prof. Associate III	104,729.12
DeForest, Kevin	Assistant Professor	76,417.99
Demas, Cathy	Inst. Associate III	63,903.42
Di Muro, Paola	Prof. Assocaite III	86,205.69
Dolecki, Joseph F.	Associate Professor	109,888.54
Doty-Sweetnam, Karen	Assistant Professor	88,787.81
Downey, Shannon	ESS-II7	50,471.07
Dueck, Gerald	Associate Professor	101,680.94
Dunthorne, E. Allen	MPO - VII	112,697.59
Dusome, Debra L.	Inst. Associate III	63,903.42
DuWors, Kerry	Assistant Professor	61,927.38
Dzubinski, Steven J.	Prof Associate III	112,697.59
Eberts, Derrek A.	Associate Professor	83,588.23
Edguer, Nukte	Assistant Professor	91,672.83
Edwards, Corinne M.	Inst. Associate II	53,215.87
Ehnes, Alan C.	Associate Professor	76,309.36
Eisler, Carla L.	MPO - IV	82,819.57
Ek, Noreen	Assistant Professor	91,747.33
English, Shawna	MPO - IV	72,549.49
Enns, Paul	Assistant Professor	77,899.99
Enns, Robin J.	Professor	137,804.29
Fast Braun, Viola	Assistant Professor	69,428.28
Finlay, Norman James	Inst. Associate III	63,903.42
Forrest, Bruce	Associate Professor	117,649.59
Forsyth, Donna	Assistant Professor	86,720.83
Forsythe, James	Professor	104,089.84
Foster, Catherine Margaret	Assistant Professor	67,486.48
Foster, Tyler John	Assistant Professor	69,984.14
Fugleberg, Todd	Associate Professor	78,007.82
Gadbois, Shannon	Associate Professor	86,258.10
Gallaway, William J.	Inst. Associate III	63,903.42
Gamey, Lark	Assistant Professor	83,311.96
Gasse, Rosanne P.	Associate Professor	91,024.07
Gatien, Gregory	Assistant Professor	96,676.29
Gfellner, Barbara	Professor	118,272.76
Gibb, Ken M.	Painter/Jrnyman	53,801.84
Giesbrecht, Peter	Program Analyst 11 - 6	70,142.95
Ginader, Gerhard	Associate Professor	51,399.35
Goernert, Phillip N.	Professor	125,572.62
Gordon, William P.	Associate Professor	99,959.96
Gouthro, Stephen	Associate Professor	78,304.43
Graham, Elizabeth	Assistant Professor	68,649.56
Graham, Roberta J.	Assistant Professor	67,486.48
Greenwood, David R.	Professor	113,467.74
Grenier Mintenko, Kim	Admin Associate II	56,611.83
Grills, C. Scott	Vice-President A & R	153,633.53
Grills, Sheilagh	Prof. Associate II	65,074.39
Gross, Glen	Prof. Associate II	61,299.92
Gross, Kate	MPO - VI	90,486.64
Gulliver, Austin F.	Professor	157,475.32
Hamilton, Koren D.	MPO - V	81,181.69

<b>NAME</b>	<b>JOB TITLE</b>	<b>TOTAL COMPENSATION</b>
Hardy, Denise	Inst. Associate III	59,946.96
Harms, Patricia	Assistant Professor	66,026.82
Harrison, Barbara	Admin Associate I	53,038.84
Hearn, Christine	Clerk 7 - 6	54,779.47
Hemmings, Jerry	Professor	130,400.84
Henley, Richard	Professor	109,451.80
Hill, Bryan M.	Associate Professor	81,660.76
Hinch-Bourns, Andrea	Inst. Associate III	72,872.49
Hopkins, Donna	Clerk 3 - 4	51,287.30
Hopkinson, John Michael	Assistant Professor	69,985.18
Huminicki, Danielle	Assistant Professor	67,875.50
Huminicki, Michelle	Inst. Associate III	61,013.71
Hurley, Joanne	Inst. Associate III	60,090.80
Hurst, Christopher	Prof. Associate II	85,818.10
Hutlet, Maurice	Carpenter II	57,066.40
Hyndman, Kathryn	Associate Professor	83,108.82
Issigonis, Michael	Assistant Professor	75,497.62
Jackson, Patrick	Assistant Professor	96,973.43
Johanneson, Patrick	Web Coord 8 - 6	54,779.47
Johnston, Heather	Assistant Professor	79,043.95
Karpa, Jane Victoria	Assistant Professor	75,921.58
Kazakoff, Carmen	Prof. Associate III	86,395.82
Kerr, Murray	Admin Associate II	83,596.70
Kim, Michael I.	Professor	122,794.28
Kirk, Jacqueline H.	Assistant Professor	97,010.31
Klassen, Kevin J.	Program Analyst 8 - 6	54,330.74
Klein, David	Assistant Professor	64,062.97
Klonowski, Darek	Professor	107,415.26
Kniskern, Julie Ann	Assistant Professor	86,720.83
Kokorudz, Shelley Marie	Admin Associate II	66,103.09
Koprivnikar, Janet	Assistant Professor	68,314.18
Koritar, Thomas	MPO - VI	90,194.46
Koschinsky, Maurice	MPO - VII	112,697.59
Kramer, Reinhold	Professor	107,415.26
Kreshewski, Nicky J.	ESS-III4	50,983.22
Krieser, Linda	Inst. Associate II	52,311.80
Lakevold, Dale	Assistant Professor	69,984.14
Lall, Melville	Prof. Associate III	133,078.48
Lamont, Scott	Vice-Pres	162,056.08
Langlois, Patricia Pryde	Assistant Professor	69,342.96
Lauder, Laura-Lee	Clerk 6 - 6	50,009.30
Leseho, Johanna	Associate Professor	101,725.18
Levy, Alan	Associate Professor	99,484.44
Li, Chenkuan	Professor	110,486.34
Li, Rong-Yu	Associate Professor	86,258.10
Liddle, Karen Helen	ESS-III7	54,588.28
Lindsay, John	Assistant Professor	94,693.57
Lucec, Felicia	Inst. Associate II	57,717.68
Macintyre, Douglas H.	Admin Associate II	88,471.86
MacKay, Lynn	Associate Professor	84,858.52
MacNeill, Thomas B.	Assistant Professor	87,206.81
Magee, Charlotte	ESS-III5	52,005.19
Magnusson, Michelle	Prof. Associate II	68,006.49
Major, Rachel	Associate Professor	99,091.99

<b>NAME</b>	<b>JOB TITLE</b>	<b>TOTAL COMPENSATION</b>
Malainey, Mary	Associate Professor	93,844.78
Malazdrewicz, Michael	Associate Professor	96,374.69
Malcolm, Christopher D.	Associate Professor	87,108.27
Malik, Amjad H.	Assistant Professor	87,718.18
Marlow, Donald E.	Admin Associate II	81,489.75
Marshall, Alison	Associate Professor	93,844.78
Marvin, Judy	Lecturer	54,665.78
Masaki-Hechler, Megumi	Associate Professor	91,316.55
Mattes, Catherine	Lecturer	62,703.77
Maxwell, Dustin	Plumber	58,168.38
Mayer, Lorraine	Associate Professor	92,860.77
McCallum, Wendy M.	Associate Professor	82,197.23
McCannell, M. Daryle	Assistant Professor	91,672.83
McCulloch, Allison	Assistant Professor	62,376.54
McGinn, Roderick Alan	Professor	125,213.91
McGonigle, Terence P.	Associate Professor	84,719.51
McKenzie, Tammy	Assistant Professor	61,150.45
McMaster, George E.	Professor	122,080.34
McMaster, Sandra	Prof. Associate II	66,203.06
Medd, Susan	Assistant Professor	71,443.84
Mengistu, Tadesse	Admin Associate III	61,797.65
Merrill, Denise	MPO - IV	64,258.98
Miller, Joan P.	Associate Professor	112,451.98
Mitchell, Tom	Prof. Associate IV	125,263.59
Morrisette, Patrick	Professor	120,685.99
Morton, Pauline	Inst. Associate III	51,453.63
Mott, Morris K.	Professor	121,044.13
Mott, Robert	Class III Engineer	64,213.87
Mumin, Hamid	Professor	97,137.77
Munro, Valoree	Admin Associate II	79,510.36
Munroe, Tania	Inst. Associate III	72,822.67
Murkin, Kerry	MPO - IV	58,877.74
Murray, Lisa D.	Clerk 7 - 6	50,810.55
Myers, Bill	MPO - VII	110,674.86
Nadolny, Barry	Prof. Associate II	85,444.02
Nantais, Michael	Assistant Professor	91,672.83
Naylor, James	Associate Professor	93,207.13
Neal, Gordon	MPO - VI	89,055.57
Newitt, Bruce C.	Electrician/Jrneyman	61,533.79
Nichol, Kathleen M.	Inst. Associate III	75,458.14
Nicholson, Beverley A.	Professor	67,077.08
Nijssen, Leo	Assistant Professor	99,088.66
Noll, Kurt Leshner	Associate Professor	91,210.10
Novak, Arnold	Associate Professor	112,003.99
Nyarku, Samuel K.	Associate Professor	114,437.41
O'Driscoll, Paul G.	MPO - VI	90,652.20
Okrainec, J. Alexa	Associate Professor	108,695.77
Oleson, Dennis	Assistant Professor	98,085.16
Olsen, Daniel H.	Assistant Professor	77,414.10
Paddock, Russell T.	Prof. Associate II	73,941.97
Parsons, W. David	Class III Engineer	60,349.12
Paton, William H.	Professor	139,449.44
Pattison, Simon A. J.	Professor	104,345.29
Paul, David	Prof. Associate II	98,848.31

<b>NAME</b>	<b>JOB TITLE</b>	<b>TOTAL COMPENSATION</b>
Peden, Sherry L.	Assistant Professor	90,761.13
Peloquin, Betty M.	Clerk 8 - 6	54,164.98
Petrella, Serena	Assistant Professor	70,242.25
Pickering, Douglas A.	Professor	108,069.26
Platz, Eric Stephen	Assistant Professor	74,401.62
Playfair, David	Assistant Professor	73,931.72
Poff, Deborah	President	266,071.68
Pollex, Margaret	Inst. Associate II	57,717.68
Pople, Douglas	Admin Associate II	85,714.48
Proven, Bonnie Ann	Admin Associate II	100,844.13
Pswarayi, Sekayi Jessica	Assistant Professor	79,877.98
Racher, Frances	Professor	110,716.60
Racine, Darrell	Assistant Professor	68,462.84
Raine, Eric	Prog Analyst 8 - 6	54,896.22
Ramsay, Judy	Clerk 8 - 5	53,178.31
Ramsey, R. Douglas	Associate Professor	94,694.95
Rehaluk, David	Admin Associate II	77,620.85
Reid, Marianne E.	Prof. Associate III	96,371.83
Rempel, Karen	Admin Associate II	74,040.50
Richards, Gerald	Assistant Professor	86,381.47
Richards, Gwynfor D.	Professor	132,437.81
Robinson, J. Renee	Associate Professor	93,844.78
Robinson, Steven	Associate Professor	84,858.52
Robson, Lisa M.	Associate Professor	88,786.80
Roddy, M. Susan	Professor	125,836.94
Rombough, Peter	Professor	131,786.10
Rose, Barbara	Assistant Professor	72,224.63
Ross, Linda L.	Associate Professor	110,967.07
Rowland, David Owen	Prof. Associate III	105,535.46
Rutherford, Pamela	Associate Professor	78,738.21
Ryan-Nicholls, Kim	Associate Professor	88,786.80
Saunders, Kelly	Assistant Professor	67,677.50
Sawatzky-Dyck, Sherry	Prof. Associate II	68,006.49
Sawchuk, Joseph S.	Professor	126,221.07
Schira, H. Rainer	Prof. Associate II	74,936.14
Scott, Sheila J.	Assoc Prof	95,505.43
Serfaty, Meir	Professor	123,067.03
Sheardown, Gaye	Library Assist 9 - 6	64,318.64
Sheppard, Brian	Technician 8 - 6	54,779.47
Silvius, Alan	Admin Associate II	79,877.98
Simpson, Faye	Inst. Associate II	57,717.68
Simpson, John	Assistant Professor	81,965.39
Skinner, Tom	Assistant Professor	102,963.84
Smale, Susan	MPO - IV	62,819.50
Smith, Barbara M.	MPO - VII	112,813.09
Smith, Fiona Graham	Assistant Professor	75,243.63
Smith, Ian	Plumber	63,126.24
Smith, Richard	Carpenter II	58,374.64
Somarin, Alireza	Associate Professor	80,523.54
Spence, Balfour A.	Associate Professor	86,257.06
Spiss, Sally	MPO - IV	73,788.97
Stanley, Nancy M.	Professor	135,728.78
Storie, Jerry T.	Associate Professor	72,487.81
Strang, G. Bruce	Professor	124,341.70



<b>NAME</b>	<b>JOB TITLE</b>	<b>TOTAL COMPENSATION</b>
Symons, Cameron	Associate Professor	113,920.96
Taggart, Jaime	Prof. Associate II	68,005.45
Taylor, Daniel	Assistant Professor	79,983.84
Taylor, David C.	Assistant Professor	91,672.83
Terry, Marion	Associate Professor	134,823.40
Tomberli, Bruno	Assistant Professor	77,895.39
Tselyakov, Alexander	Professor	105,065.28
Untereiner, Wendy	Professor	96,378.22
Van Mulligen, Lou	Carpenter II	57,783.18
VanBeek, Lawrence	Associate Professor	84,747.92
Venema, Henry Isaac	Associate Professor	80,656.16
Wark, Trent	Electrician/Jrneyman	60,430.19
Whidden, Lynn	Professor	124,494.74
White, Rick	Prof. Associate I	71,078.90
Whitt, Laurelyn	Professor	117,099.17
Wiebe, Jerry A.	Program Analyst 12 - 5	74,055.52
Will, Constance I.	Associate Professor	106,397.01
Williams, Jeffrey	Professor	118,733.42
Winter, David Ross	Assistant Professor	75,921.58
Wiseman, Dion	Associate Professor	95,495.46
Wong, Siu Kwong (Kevin)	Associate Professor	108,849.78
Wood, Catherine M.	Assistant Professor	67,828.55
Wotton, Warren D.	Electrician/Jrneyman	64,998.44
Wright, Janet S.	Associate Professor	112,697.59
Xu, Lin	Assistant Professor	69,574.05
Yan, Xiaoqian	Associate Professor	93,844.78
Yasui, Etsuko	Assistant Professor	68,831.83
Zacharias, Leanne	Assistant Professor	64,048.13
Zarry, Len	Associate Professor	133,191.40
Zehrab-Jadid, Fattaneh	Assistant Professor	78,333.20
Zurawski, Erlin	MPO - IV	66,204.09

**Brandon University**  
**Notes to the Public Sector Compensation Schedule**  
**For the year ended December 31, 2010**

1. The Public Sector Compensation Disclosure Act (Act) requires disclosure of individual compensation paid to staff, where such annual compensation is \$50,000 or more. Compensation is calculated in accordance with the Act.
2. 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 fees paid by the employer on behalf of the employee.