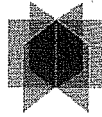


# **BRANDON UNIVERSITY**

**Public Sector Compensation Disclosure Act  
for the Year Ended December 31, 2014**



# **BRANDON UNIVERSITY**



OFFICE OF THE  
AUDITOR GENERAL  
MANITOBA

## INDEPENDENT AUDITOR'S 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, 2014 ("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.

### Auditor's 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, 2014 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 27, 2015  
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 2014 year to or for the benefit of the employees of Brandon University whose compensation is \$50,000 or more, in accordance with the disclosed basis of accounting in Note 1 to the schedule.

In 2014, Brandon University issued a total of 1,291 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:

243	Full-time academic positions
245	Part-time academic positions
179	Full-time support positions
9	Part-time support positions
615	Casual academic and support positions

The total number of Brandon University employees whose compensation is \$50,000 or more is 294.

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)

<b>Name</b>	<b>Job Title</b>	<b>Total Compensation</b>
Abdelbar, Ashraf	Professor	99,770.18
Abdou, Abdella	Associate Professor	108,082.72
Adamo, Peter John	Instuctional Associate III	70,309.56
Ahmad, Faiz	Professor	140,108.12
Ahmad, Nora	Assistant Professor	53,384.75
Allan, Anita L.	Clerk 8 - 6	59,584.66
Allan, Jonathan	Assistant Professor	60,618.60
Ardelli, Bernadette F.	Associate Professor	90,377.89
Armstrong, Helen	Professor	119,803.37
Ashton, William	Professional Associate III	112,984.28
Bach, Edward S.	Associate Professor	130,453.22
Bailey, Cherie	Instuctional Associate III	70,173.56
Barrett, Maureen	Administrative Officer 4	51,668.25
Bartel, Myrna M.	Instructional Associate II	64,207.38
Batson, Karen	Assistant Professor	78,808.88
Baumgartner, Joseph	Programmer Analyst 8 - 4	56,202.56
Beeman, Chris	Assistant Professor	84,829.80
Beesley, Kenneth B.	Professor	98,905.26
Berkan, Deborah	Manager and Professional Officer - VII	138,789.37
Beshara, Alexander	Manager and Professional Officer - IV	71,476.18
Bessant, Kenneth C.	Associate Professor	118,471.33
Binda, Kissonpersad	Professor	147,637.36
Bishoff, Angela D.	Library Assist 6 - 6	51,234.86
Blaikie, John	Associate Professor	83,707.68
Bonar, Maureen	Manager and Professional Officer - VI	100,833.05
Bonenfant, Daniel Guy	Electrician/Jrneyman	68,839.18
Bowman, Ann Marie	Professor	120,043.36
Bowman, Wayne D.	Professor	101,358.47
Boyer, Yvonne	Associate Professor	103,396.82
Braaksma, Betty	Professional Associate IV	134,832.74
Braun, Alexis	Administrative Associate II	76,050.89
Brophy, Tom	Manager and Professional Officer - VII	158,242.28
Brown, Christopher	Associate Professor	96,350.31
Brown, Derek H.	Associate Professor	101,983.66
Bull, Brenda J.	Manager and Professional Officer - V	90,438.88
Bullee, D. Lee	Programmer Analyst 12 - 6	81,695.11
Cain, Michael D.	Associate Professor	125,834.81
Canada, Lorna	Instructional Associate II	80,677.80
Cantlon, Tanya	Library Assist 9 - 3	60,512.77
Care, W. Dean	Professor	179,568.47
Carlyle, Pamela	Instructional Associate II	67,016.12
Carrabre, Mary-Jo	Director	61,517.22
Carrabre, T. Patrick	Professor	165,772.65
Carrington, Margaret	Professor	126,060.36
Carter, Lee	Professional Associate II	91,121.39
Carter-Squire, John	Building Service Worker 4	53,079.16
Chaboyer, Janet L.	Exempt Support Staff-III7	59,047.04
Chachula, Kathryn	Assistant Professor	77,131.00
Chadwick, Sheelagh	Assistant Professor	93,918.54
Charette, Joseph M. C.	Assistant Professor	74,461.10
Chen, Ji Yang	Instructional Associate IV	71,746.84
Cheung, Gil	Instuctional Associate III	74,276.35
Clark, Amber	Manager and Professional Officer - VI	100,422.37

Clements, Karen Joan	Assistant Professor	97,419.49
Cloet, Laura	Manager and Professional Officer - IV	66,085.25
Coates, Greg J.	Professional Associate III	57,161.20
Cockerline, Glenn E.	Assistant Professor	99,705.38
Collyer, Tracey	Instuctional Associate III	71,091.31
Combet, Denis-Paul	Associate Professor	109,333.01
Corenblum, Barry S.	Professor	151,169.73
Coulter, Heather A.	Library Assist 6 - 6	51,269.06
Cruise, Andrea	Clerk 8 - 4	56,675.98
Dagenais, Andree	Associate Professor	109,259.65
Daniels, Jacqueline	Professional Associate II	81,792.24
deForest, Kevin	Assistant Professor	91,232.97
Demas, Cathy	Instuctional Associate III	71,091.31
Di Muro, Paola	Professional Associate III	104,753.16
Dolecki, Joseph F.	Associate Professor	128,428.92
Doty-Sweetnam, Karen	Assistant Professor	88,319.34
Downey, Shannon	Manager and Professional Officer - IV	59,503.93
Dueck, Gerald	Associate Professor	83,816.14
Duncan, Heather	Professor	151,715.57
Dunthorne, E. Allen	Manager and Professional Officer - VII	125,353.53
Dusome, Debra L.	Assistant Professor	80,357.51
DuWors, Kerry	Associate Professor	84,731.69
Dzubinski, Steven J.	Professional Associate III	125,353.75
Eberts, Derrek A.	Associate Professor	110,238.35
Edguer, Nukte	Assistant Professor	96,496.32
Egan, Andrew	Professor	156,956.87
Eisler, Carla L.	Manager and Professional Officer - IV	81,705.46
Ek, Noreen	Assistant Professor	113,279.32
English, Shawna	Manager and Professional Officer - IV	81,939.12
Enns, Robin J.	Professor	151,169.73
Fallis, Kimberly D.	Clerk 7 - 6	56,345.74
Fearon, Gervan	President	233,835.53
Finlay, Norman James	Instuctional Associate III	82,169.31
Fisher, Kristen	Manager and Professional Officer - IV	79,473.80
Forsyth, Donna	Associate Professor	97,880.50
Forsythe, James	Professor	133,479.17
Foster, Catherine Margaret	Assistant Professor	89,330.83
Foster, Tyler John	Associate Professor	99,235.58
Friesen, Ken	Professional Associate II	105,903.17
Fugleberg, Todd	Associate Professor	104,734.50
Gadbois, Shannon	Associate Professor	104,734.50
Galloway, William J.	Instructional Associate IV	76,479.30
Garbutt, Joan	Professional Associate II	62,446.73
Gasse, Rosanne P.	Associate Professor	121,238.97
Gatien, Gregory	Associate Professor	117,948.44
Gebreselasse, Dawit	Programmer Analyst 7 - 3	51,000.15
Gfellner, Barbara	Professor	101,132.00
Gibb, Ken M.	Painter/Journyman	58,650.18
Gillander, Heather	Assistant Professor	88,968.47
Godin, Jon-Tomas	Assistant Professor	68,313.16
Goernert, Phillip N.	Professor	135,627.20
Gouthro, Stephen	Associate Professor	107,434.80
Graham, Elizabeth	Assistant Professor	60,773.58
Graham, Roberta J.	Assistant Professor	87,484.50
Greenwood, David R.	Professor	139,440.13

Grenier Mintenko, Kim	Manager and Professional Officer - VI	86,478.83
Grills, C. Scott	Professor	140,108.12
Grills, Sheilagh	Professional Associate III	99,235.58
Gross, Glen	Professional Associate II	86,815.26
Gross, Kate	Manager and Professional Officer - VI	101,321.48
Gulliver, Austin F.	Professor	151,169.73
Hamilton, Koren D.	Manager and Professional Officer - V	90,788.04
Hardy, Denise	Instructional Associate III	75,360.07
Harms, Patricia	Associate Professor	87,041.21
Harpe, Barbara	Clerk 6 - 6	50,302.77
Harrison, Barbara	Administrative Associate I	57,473.94
Hearn, Christine	Clerk 7 - 6	59,519.55
Hemmings, Jerry	Professor	106,897.47
Henry, Christy	Professional Associate I	60,874.74
Hill, Bryan M.	Associate Professor	99,235.58
Hinther, Rhonda	Associate Professor	96,274.00
Hooper, Sharon	Manager and Professional Officer - VII	157,936.58
Huminicki, Michelle	Instructional Associate III	71,091.31
Hurst, Christopher	Professional Associate II	96,496.32
Hyndman, Kathryn	Associate Professor	111,279.66
Irvine, Kathryn	Assistant Professor	86,814.22
Jackson, Patrick	Assistant Professor	112,237.38
Johanneson, Patrick	Web Coordinator 8 - 6	59,798.39
Joice, Tanya L.	Programmer Analyst 6 - 6	51,835.65
Karpa, Jane Victoria	Assistant Professor	96,659.35
Kazakoff, Carmen	Professional Associate IV	104,022.62
Kerr, Murray	Administrative Associate II	96,496.32
Kim, Michael I.	Professor	172,835.69
Kirby, Glen	Manager and Professional Officer - IV	81,266.74
Kirk, Jacqueline H.	Associate Professor	130,797.70
Klassen, Kevin J.	Programmer Analyst 11 - 4	75,001.67
Klonowski, Darek	Professor	130,088.20
Kniskern, Julie Ann	Assistant Professor	96,934.23
Koch, Johannes	Associate Professor	88,167.48
Kokorudz, Shelley Marie	Administrative Associate II	106,501.25
Koschinsky, Maurice	Manager and Professional Officer - VII	134,611.41
Kramer, Reinhold	Professor	130,088.20
Kreshewski, Nicky J.	Manager and Professional Officer - IV	65,948.54
Krieser, Linda	Instructional Associate II	60,951.61
Lakevold, Dale	Assistant Professor	84,660.74
Lamont, Scott	Vice-President	189,532.83
Lauder, Laura-Lee	Clerk 6 - 6	52,560.98
Lemaire, Martin T.	Associate Professor	100,541.28
Levy, Alan	Associate Professor	118,487.09
Li, Chenkuan	Professor	133,429.17
Li, Rong-Yu	Professor	104,734.50
Lindsay, John	Associate Professor	102,476.89
London, Carlyle	Assistant Professor	93,889.85
Lucec, Felicia	Instructional Associate III	71,067.84
Lynch, Wendy	Instructional Associate III	85,963.18
Macintyre, Douglas H.	Administrative Associate II	86,463.97
MacKay, Lynn	Professor	112,988.25
Magnusson, Michelle	Professional Associate II	82,509.58
Major, Rachel	Associate Professor	118,215.24
Malainey, Mary	Professor	125,608.26

Malazdrewicz, Michael	Associate Professor	127,740.57
Malcolm, Christopher D.	Associate Professor	104,734.50
Marlow, Donald E.	Administrative Associate II	98,671.68
Marshall, Alison	Professor	123,409.54
Masaki-Hechler, Megumi	Professor	112,740.63
Mason, Corinne	Assistant Professor	72,329.68
Mattes, Catherine	Assistant Professor	75,288.28
Mayer, Lorraine	Professor	127,806.73
McCallum, Wendy M.	Associate Professor	99,235.58
McCannell, M. Daryle	Assistant Professor	96,364.31
McCorriston, Rhonda	Manager and Professional Officer - VI	102,975.79
McCulloch, Allison	Associate Professor	93,733.91
McGonigle, Terence P.	Professor	107,472.12
McIntosh, Jennifer	Clerk 6 - 6	50,537.15
McKenzie, Tammy	Assistant Professor	82,508.67
McMaster, Sandra	Professional Associate III	86,064.12
McPherson, Nancy	Assistant Professor	96,969.05
Medd, Susan	Assistant Professor	86,251.15
Mengistu, Tadesse	Instructional Associate IV	77,680.20
Merrill, Denise	Manager and Professional Officer - IV	80,702.79
Morin, Peter	Assistant Professor	69,817.68
Morrice, Kevin	Class III Engineer	64,484.37
Morrisette, Patrick	Professor	144,525.73
Morton, Pauline	Instructional Associate III	62,446.73
Mott, Robert	Class III Engineer	67,928.27
Mumin, Hamid	Professor	132,857.70
Murkin, Kerry	Manager and Professional Officer - V	81,884.98
Murray, Debra A.	Exempt Support Staff-II5	54,059.50
Murray, Lisa D.	Clerk 8 - 6	59,524.23
Nantais, Michael	Assistant Professor	99,265.82
Navid, Carla	Assistant Professor	84,162.46
Naylor, James	Professor	123,883.06
Neal, Gordon	Manager and Professional Officer - VII	121,539.00
Neale, David	Administrative Associate II	112,038.20
Newitt, Bruce C.	Electrician/Jrneyman	65,109.04
Nichol, Kathleen M.	Instructional Associate III	76,870.34
Noll, Kurt Leshner	Associate Professor	104,734.50
Noto, Allison	Manager and Professional Officer - IV	56,906.93
Novak, Arnold	Associate Professor	62,676.92
O'Driscoll, Paul G.	Manager and Professional Officer - VI	100,833.04
Okrainec, J. Alexa	Associate Professor	119,118.21
Olsen, Daniel H.	Associate Professor	65,096.98
Pachkowski, Katherine	Assistant Professor	82,509.58
Packwood, Matthew	Clerk 9 - 2	65,821.65
Paddock, Russell T.	Professional Associate III	90,596.67
Paton, William H.	Professor	135,766.43
Pattison, Simon A. J.	Professor	130,440.59
Peloquin, Betty M.	Clerk 8 - 6	59,583.10
Penner, Leslie	Assistant Professor	80,774.99
Petrella, Serena	Associate Professor	89,410.59
Pickering, Douglas A.	Professor	144,242.60
Platz, Eric Stephen	Assistant Professor	93,406.55
Playfair, David	Assistant Professor	85,590.29
Plosker, Sarah J.	Assistant Professor	70,012.15
Poersch, Travis	Class Engineer IV	60,834.80

Poff, Deborah	President	262,344.31
Pollex, Margaret	Instructional Associate II	64,207.62
Pople, Douglas	Administrative Associate II	102,201.32
Posthumus, Michael	Manager and Professional Officer - VI	67,798.48
Racher, Frances	Professor	129,609.40
Racine, Darrell	Assistant Professor	91,524.11
Raine, Eric	Programmer Analyst 8 - 6	59,877.42
Ramsay, Judy	Clerk 8 - 6	59,519.46
Ramsey, R. Douglas	Professor	125,366.29
Rehaluk, David	Administrative Associate II	96,521.20
Reid, Marianne E.	Professional Associate IV	116,033.54
Rempel, Karen	Professional Associate III	104,735.54
Richards, Gwynfor D.	Professor	155,372.13
Robinson, J. Renee	Professor	118,988.83
Robinson, Steven	Associate Professor	123,621.91
Robson, Lisa M.	Associate Professor	107,486.68
Roddy, M. Susan	Professor	150,128.94
Rose, Barbara	Assistant Professor	95,429.17
Ross, Linda L.	Associate Professor	125,054.57
Rowland, David Owen	Professional Associate III	107,486.68
Rutherford, Pamela	Associate Professor	99,235.58
Ryan-Nicholls, Kim	Associate Professor	87,001.20
Salman, Ali	Associate Professor	97,426.57
Saunders, Kelly	Associate Professor	96,485.29
Sawatzky-Dyck, Sherry	Professional Associate II	82,509.58
Schira, H. Rainer	Professional Associate III	110,645.58
Schumacher, Ina	Clerk 5 - 6	51,124.92
Scott, Sheila J.	Associate Professor	114,834.60
Serfaty, Meir	Professor	156,874.73
Sheppard, Brian	Technician 8 - 6	59,519.45
Simonot-Maiello, Colette	Assistant Professor	76,050.89
Simpson, John	Assistant Professor	54,834.58
Skinner, Tom	Assistant Professor	119,404.89
Smale, Susan	Manager and Professional Officer - IV	79,948.49
Smith, Fiona Graham	Assistant Professor	86,934.58
Smith, Ian	Plumber	68,365.68
Smith, Mary	Assistant Professor	84,995.15
Smith, Richard	Carpenter II	64,011.28
Somarin, Alireza	Professor	99,235.58
Spence, Balfour A.	Associate Professor	94,470.47
Spiss, Sally	Manager and Professional Officer - IV	81,833.16
Stamper, Terry L.	Clerk 3 - 6	51,976.89
Stanley, Nancy M.	Professor	150,552.54
Steele, Carol	Library Assist 6 - 6	51,269.78
Stoneman-Sinclair, Julia	Administrative Associate II	70,081.54
Strang, G. Bruce	Professor	153,914.93
Symons, Cameron	Associate Professor	141,702.29
Taylor, Daniel	Assistant Professor	60,061.19
Taylor, David C.	Assistant Professor	102,035.32
Terry, Marion	Professor	145,060.88
Thomas, Novell A.	CIS Coach II	73,630.39
Tselyakov, Alexander	Professor	114,710.74
Untereiner, Wendy	Professor	131,989.87
van Heyst, Wenonah L. F.	Instructional Associate IV	73,899.76
Van Mulligen, Lou	Carpenter II	62,018.63



Varley, Emma	Assistant Professor	83,093.01
Venema, Henry Isaac	Associate Professor	107,925.80
Weber, Adrian	Assistant Professor	73,899.76
Wedgewood, Betty M.	Instructional Associate III	72,710.53
Whitt, Laurelyn	Professor	140,107.21
Wiebe, Jerry A.	Programmer Analyst 12 - 6	83,173.34
Williams, Jeffrey	Professor	151,169.73
Wilson, Grant	CIS Coach II	93,272.41
Winter, David Ross	Associate Professor	86,789.25
Wiseman, Dion	Associate Professor	116,680.91
Wong, Siu Kwong (Kevin)	Associate Professor	112,988.25
Wood, Catherine M.	Associate Professor	94,341.41
Wotton, Warren D.	Electrician/Jrneyman	69,531.83
Wyntjes, Amy	Manager and Professional Officer - IV	68,727.54
Xu, Lin	Associate Professor	80,356.67
Yan, Xiaoqian	Associate Professor	112,988.25
Yasui, Etsuko	Assistant Professor	86,202.25
Zacharias, Leanne	Assistant Professor	79,427.67
Zarry, Len	Associate Professor	137,049.70
Zehtab-Jadid, Fattaneh	Assistant Professor	96,018.07
Zurawski, Erlin	Manager and Professional Officer - IV	81,730.37

**Brandon University**  
**Note to the Public Sector Compensation Schedule**  
**For the year ended December 31, 2014**

1. Basis of Accounting

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.

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.