

BRANDON UNIVERSITY

**Public Sector Compensation Disclosure Act
for the Year Ended December 31, 2013**



**BRANDON
UNIVERSITY**

Founded 1899



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, 2013 ("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, 2013 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 21, 2014
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 2013 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 2013, Brandon University issued a total of 1,276 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:

| | |
|-----|---------------------------------------|
| 238 | Full-time academic positions |
| 242 | Part-time academic positions |
| 178 | Full-time support positions |
| 19 | Part-time support positions |
| 599 | Casual academic and support positions |

The total number of Brandon University employees whose compensation is \$50,000 or more is 291.

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, 2nd 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

| Name | Job Title | Total Compensation |
|------------------------|--------------------------------------|---------------------------|
| Abdou, Abdella | Associate Professor | 101,182.47 |
| Adamo, Peter John | Instructional Associate III | 66,733.96 |
| Ahmad, Faiz | Professor | 132,781.39 |
| Allan, Anita L. | Clerk 8 - 6 | 58,196.01 |
| Ardelli, Bernadette F. | Associate Professor | 81,903.08 |
| Armstrong, Helen | Professor | 113,135.03 |
| Ashton, William | Professional Associate III | 107,021.71 |
| Bach, Edward S. | Associate Professor | 125,266.66 |
| Bartel, Myrna M. | Instructional Associate II | 58,861.18 |
| Batson, Karen | Assistant Professor | 75,926.48 |
| Baumgartner, Joseph | Programmer Analyst 8 - 3 | 53,842.83 |
| Beesley, Heather | Clerk 8 - 6 | 58,080.90 |
| Beesley, Kenneth B. | Professor | 147,360.96 |
| Berkan, Deborah | Manager and Professional Officer VII | 144,161.50 |
| Berry, Mark Darren | Associate Professor | 100,762.04 |
| Beshara, Alexander | Manager and Professional Officer IV | 67,068.24 |
| Bessant, Kenneth C. | Associate Professor | 121,699.64 |
| Bessette, Michelle | Administrative Associate II | 65,141.25 |
| Binda, Kissonpersad | Professor | 139,757.31 |
| Bishoff, Angela D. | Library Assist 6 - 6 | 50,130.40 |
| Blaikie, John | Associate Professor | 121,206.64 |
| Bonar, Maureen | Manager and Professional Officer VI | 94,857.55 |
| Bonenfant, Daniel Guy | Electrician/Jrneyman | 66,489.24 |
| Bowman, Ann Marie | Professor | 131,675.33 |
| Bowman, Wayne D. | Professor | 85,300.13 |
| Braun, Alexis | Administrative Associate II | 71,745.22 |
| Brown, Christopher | Assistant Professor | 90,556.93 |
| Brown, Derek H. | Associate Professor | 98,117.41 |
| Brown, Erica | Manager and Professional Officer VI | 79,112.23 |
| Bull, Brenda J. | Manager and Professional Officer VI | 87,795.63 |
| Bullee, D. Lee | Prog Analyst 12 - 5 | 79,053.48 |
| Cain, Michael D. | Associate Professor | 122,240.85 |
| Cantlon, Tanya | Library Assist 9 - 2 | 58,007.93 |
| Care, W. Dean | Professor | 170,777.78 |
| Carlyle, Pamela | Instructional Associate II | 65,104.22 |
| Carrabre, Mary-Jo | Director | 64,393.32 |
| Carrabre, T. Patrick | Professor | 151,515.21 |
| Carrington, Margaret | Professor | 132,781.39 |
| Carter, Lee | Professional Associate II | 86,375.76 |
| Chaboyer, Janet L. | Exempt Support Staff-III7 | 57,732.72 |
| Chadwick, Sheelagh | Assistant Professor | 86,949.36 |
| Chen, Ji Yang | Instructional Associate IV | 66,510.62 |
| Cheung, Gil | Instructional Associate III | 70,586.03 |
| Clark, Amber | Manager and Professional Officer VI | 97,592.87 |
| Clements, Karen Joan | Assistant Professor | 93,681.62 |
| Cloet, Laura | Exempt Support Staff-III3 | 58,014.06 |
| Coates, Greg J. | Professional Associate III | 123,216.28 |
| Cockerline, Glenn E. | Assistant Professor | 103,218.59 |
| Collyer, Tracey | Instructional Associate III | 69,019.26 |
| Combet, Denis-Paul | Associate Professor | 110,646.79 |
| Corenblum, Barry S. | Professor | 132,344.02 |

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|----------------------------|--------------------------------------|------------|
| Coulter, Heather A. | Library Assist 6 - 6 | 50,130.42 |
| Dagenais, Andree | Associate Professor | 100,610.15 |
| Daniels, Jacqueline | Professional Associate II | 54,713.44 |
| de Delley, Andrea | Clerk 8 - 3 | 54,258.45 |
| deForest, Kevin | Assistant Professor | 85,515.80 |
| Demas, Cathy | Instructional Associate III | 69,019.26 |
| Di Muro, Paola | Professional Associate III | 99,030.93 |
| Dolecki, Joseph F. | Associate Professor | 126,606.08 |
| Doty-Sweetnam, Karen | Assistant Professor | 104,760.07 |
| Downey, Shannon | Exempt Support Staff-II7 | 54,198.30 |
| Dueck, Gerald | Associate Professor | 109,546.59 |
| Duncan, Heather | Professor | 68,790.12 |
| Dunthorne, E. Allen | Manager and Professional Officer VII | 121,698.80 |
| Dusome, Debra L. | Assistant Professor | 75,926.48 |
| DuWors, Kerry | Assistant Professor | 77,593.51 |
| Dzubinski, Steven J. | Professional Associate III | 121,849.64 |
| Eberts, Derrek A. | Associate Professor | 104,355.03 |
| Edguer, Nukte | Assistant Professor | 93,682.07 |
| Egan, Andrew | Professor | 83,598.32 |
| Eisler, Carla L. | Manager and Professional Officer IV | 79,096.66 |
| Ek, Noreen | Assistant Professor | 105,983.28 |
| English, Shawna | Manager and Professional Officer IV | 78,771.72 |
| Enns, Robin J. | Professor | 147,213.16 |
| Fallis, Kimberly D. | Clerk 7 - 5 | 53,195.75 |
| Fast Braun, Viola | Assistant Professor | 50,090.13 |
| Fearon, Gervan | Vice-President (Academic & Provost) | 100,611.47 |
| Finlay, Norman James | Instructional Associate III | 77,086.26 |
| Fisher, Kristen | Manager and Professional Officer IV | 69,422.02 |
| Forsyth, Donna | Assistant Professor | 93,682.07 |
| Forsythe, James | Professor | 126,297.33 |
| Foster, Catherine Margaret | Assistant Professor | 81,052.42 |
| Foster, Tyler John | Associate Professor | 84,577.03 |
| Fugleberg, Todd | Associate Professor | 99,013.51 |
| Gadbois, Shannon | Associate Professor | 89,465.08 |
| Galloway, William J. | Instructional Associate IV | 72,161.40 |
| Garbutt, Joan | Professional Associate I | 59,099.70 |
| Gasse, Rosanne P. | Associate Professor | 115,034.83 |
| Gatien, Gregory | Associate Professor | 108,848.88 |
| Gfellner, Barbara | Professor | 133,586.81 |
| Gibb, Ken M. | Painter/Jrnyman | 57,137.72 |
| Gillander, Heather | Assistant Professor | 81,525.96 |
| Goernert, Phillip N. | Professor | 134,912.16 |
| Goetz, Marcy Jo | Instructional Associate II | 54,355.16 |
| Gordon, William P. | Associate Professor | 131,028.62 |
| Gouthro, Stephen | Associate Professor | 102,905.53 |
| Graham, Elizabeth | Assistant Professor | 86,376.67 |
| Graham, Roberta J. | Assistant Professor | 81,232.00 |
| Greenwood, David R. | Professor | 129,350.54 |
| Grenier Mintenko, Kim | Administrative Associate II | 80,103.74 |
| Grills, C. Scott | Professor | 132,981.39 |
| Grills, Sheilagh | Professional Associate III | 99,050.93 |
| Gross, Glen | Professional Associate II | 82,195.41 |
| Gross, Kate | Manager and Professional Officer VI | 97,893.06 |
| Gulliver, Austin F. | Professor | 146,764.99 |
| Hamilton, Koren D. | Manager and Professional Officer VI | 87,848.24 |

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| Hardy, Denise | Instructional Associate III | 67,835.58 |
| Harms, Patricia | Associate Professor | 81,783.42 |
| Harrison, Barbara | Administrative Associate I | 51,764.85 |
| Hearn, Christine | Clerk 7 - 6 | 58,196.20 |
| Hemmings, Jerry | Professor | 151,415.27 |
| Henry, Christy | Professional Associate I | 61,514.11 |
| Hill, Bryan M. | Associate Professor | 95,017.43 |
| Hinch-Bourns, Andrea | Instructional Associate III | 65,208.02 |
| Hooper, Sharon | Manager and Professional Officer VII | 150,384.81 |
| Hopkinson, John Michael | Associate Professor | 52,681.54 |
| Huminicki, Michelle | Instructional Associate III | 68,262.38 |
| Hurst, Christopher | Professional Associate II | 102,036.54 |
| Hyndman, Kathryn | Associate Professor | 98,940.71 |
| Irvine, Kathryn | Assistant Professor | 92,950.38 |
| Issigonis, Michael | Sessional Lecturer | 65,504.52 |
| Jackson, Patrick | Assistant Professor | 98,900.17 |
| Johannesson, Patrick | Web Coordinator 8 - 6 | 58,339.40 |
| Joice, Tanya L. | Programmer Analyst 6 - 6 | 50,130.42 |
| Karpa, Jane Victoria | Assistant Professor | 77,969.24 |
| Kazakoff, Carmen | Professional Associate III | 98,532.79 |
| Kerr, Murray | Administrative Associate II | 93,555.98 |
| Kim, Michael I. | Professor | 152,442.37 |
| Kirby, Glen | Manager and Professional Officer IV | 78,897.57 |
| Kirk, Jacqueline H. | Assistant Professor | 94,438.60 |
| Klassen, Kevin J. | Programmer Analyst 11 - 1 | 67,570.82 |
| Klassen, Vicki | Associate Vice-President | 66,943.15 |
| Klonowski, Darek | Professor | 123,054.97 |
| Kniskern, Julie Ann | Assistant Professor | 98,680.46 |
| Koch, Johannes | Assistant Professor | 79,214.00 |
| Kokorudz, Shelley Marie | Administrative Associate II | 106,686.96 |
| Koprivnikar, Janet | Associate Professor | 58,286.97 |
| Koschinsky, Maurice | Manager and Professional Officer VII | 121,200.77 |
| Kramer, Reinhold | Professor | 123,054.97 |
| Kreshewski, Nicky J. | Exempt Support Staff-III6 | 57,758.87 |
| Krieser, Linda | Instructional Associate II | 58,354.15 |
| Lakevold, Dale | Assistant Professor | 80,103.74 |
| Lall, Melville | Sessional Lecturer | 106,034.57 |
| Lamont, Scott | Vice-President (Administration & Finance) | 180,955.85 |
| Lauder, Laura-Lee | Clerk 6 - 6 | 52,048.56 |
| Lemaire, Martin T. | Associate Professor | 96,667.11 |
| Leseho, Johanna | Associate Professor | 78,523.51 |
| Levy, Alan | Associate Professor | 112,362.88 |
| Li, Chenkuan | Professor | 126,297.33 |
| Li, Rong-Yu | Associate Professor | 99,013.51 |
| Lindsay, John | Associate Professor | 95,028.29 |
| London, Carlyle | Assistant Professor | 86,131.19 |
| Lucec, Felicia | Instructional Associate III | 64,782.12 |
| Lynch, Wendy | Instructional Associate III | 74,396.24 |
| Macintyre, Douglas H. | Administrative Associate II | 90,226.58 |
| MacKay, Lynn | Associate Professor | 107,025.61 |
| MacKinnon, Roberta | Professional Associate I | 55,928.95 |
| MacLaren, Vance Victor | Assistant Professor | 83,797.60 |
| Magee, Charlotte | Manager and Professional Officer IV | 66,723.69 |
| Magnusson, Michelle | Professional Associate II | 78,015.60 |
| Major, Rachel | Associate Professor | 112,112.31 |

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| Malainey, Mary | Professor | 113,328.39 |
| Malazdrewicz, Michael | Associate Professor | 109,697.22 |
| Malcolm, Christopher D. | Associate Professor | 89,464.36 |
| Marlow, Donald E. | Administrative Associate II | 92,057.05 |
| Marshall, Alison | Professor | 116,571.84 |
| Masaki-Hechler, Megumi | Associate Professor | 104,355.03 |
| Mattes, Catherine | Assistant Professor | 71,898.04 |
| Mayer, Lorraine | Professor | 113,029.80 |
| McCallum, Wendy M. | Associate Professor | 95,138.31 |
| McCannell, M. Daryle | Assistant Professor | 99,060.07 |
| McCorrison, Rhonda | Manager and Professional Officer VI | 98,802.31 |
| McCulloch, Allison | Associate Professor | 84,655.45 |
| McGonigle, Terence P. | Professor | 109,423.03 |
| McKenzie, Tammy | Assistant Professor | 78,014.56 |
| McMaster, Sandra | Professional Associate III | 82,705.44 |
| McPherson, Nancy | Assistant Professor | 87,572.37 |
| Medd, Susan | Assistant Professor | 81,587.52 |
| Mengistu, Tadesse | Instructional Associate IV | 70,638.32 |
| Merrill, Denise | Manager and Professional Officer IV | 76,343.02 |
| Morrice, Kevin | Class III Engineer | 62,739.82 |
| Morrisette, Patrick | Professor | 137,071.26 |
| Morton, Pauline | Instructional Associate III | 59,099.70 |
| Mott, Robert | Class III Engineer | 68,202.38 |
| Mumin, Hamid | Professor | 123,054.97 |
| Murkin, Kerry | Manager and Professional Officer IV | 70,584.92 |
| Murray, Debra A. | Exempt Support Staff-I7 | 52,143.44 |
| Murray, Lisa D. | Clerk 8 - 6 | 57,583.67 |
| Myers, Bill | Manager and Professional Officer VII | 121,698.82 |
| Nantais, Michael | Assistant Professor | 93,682.07 |
| Naylor, James | Associate Professor | 117,602.57 |
| Neal, Gordon | Manager and Professional Officer VII | 113,458.42 |
| Neale, David | Administrative Associate II | 108,770.97 |
| Newitt, Bruce C. | Electrician/Journeyman | 64,538.54 |
| Nichol, Kathleen M. | Instructional Associate III | 75,293.59 |
| Noll, Kurt Leshner | Associate Professor | 104,552.51 |
| Novak, Arnold | Associate Professor | 85,149.93 |
| O'Driscoll, Paul G. | Manager and Professional Officer VI | 97,893.07 |
| Okraimec, J. Alexa | Associate Professor | 102,058.00 |
| Oleson, Dennis | Assistant Professor | 64,383.01 |
| Olsen, Daniel H. | Associate Professor | 96,381.41 |
| Pachkowski, Katherine | Assistant Professor | 67,066.53 |
| Packwood, Matthew | Clerk 9 - 1 | 60,501.59 |
| Paddock, Russell T. | Professional Associate II | 84,284.91 |
| Paton, William H. | Professor | 146,764.99 |
| Pattison, Simon A. J. | Professor | 119,813.43 |
| Peloquin, Betty M. | Clerk 8 - 6 | 58,196.04 |
| Petrella, Serena | Assistant Professor | 83,921.00 |
| Pickering, Douglas A. | Professor | 136,796.86 |
| Platz, Eric Stephen | Assistant Professor | 92,705.70 |
| Playfair, David | Assistant Professor | 80,942.12 |
| Poff, Deborah | President | 280,847.43 |
| Pollex, Margaret | Instructional Associate II | 62,334.72 |
| Pople, Douglas | Administrative Associate II | 93,682.07 |
| Posthumus, Michael | Manager and Professional Officer VI | 82,952.97 |
| Pswarayi, Sekayi Jessica | Assistant Professor | 60,341.95 |

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| Racher, Frances | Professor | 67,566.42 |
| Racine, Darrell | Assistant Professor | 86,767.33 |
| Raine, Eric | Programmer Analyst 8 - 6 | 59,199.50 |
| Ramsay, Judy | Clerk 8 - 6 | 58,196.04 |
| Ramsey, R. Douglas | Associate Professor | 110,610.96 |
| Rehaluk, David | Administrative Associate II | 88,109.82 |
| Reid, Marianne E. | Professional Associate III | 109,694.36 |
| Rempel, Karen | Professional Associate III | 104,392.49 |
| Richards, Gwynfor D. | Professor | 147,360.96 |
| Robinson, J. Renee | Associate Professor | 108,818.28 |
| Robinson, Steven | Associate Professor | 114,249.94 |
| Robson, Lisa M. | Associate Professor | 101,683.45 |
| Roddy, M. Susan | Professor | 142,511.97 |
| Rombough, Peter | Professor | 147,260.97 |
| Rose, Barbara | Assistant Professor | 90,560.83 |
| Ross, Linda L. | Associate Professor | 121,699.64 |
| Rowland, David Owen | Professional Associate III | 118,539.73 |
| Rutherford, Pamela | Associate Professor | 93,672.93 |
| Ryan-Nicholls, Kim | Associate Professor | 103,476.12 |
| Salman, Ali | Associate Professor | 86,541.67 |
| Saunders, Kelly | Associate Professor | 82,170.54 |
| Sawatzky-Dyck, Sherry | Professional Associate II | 78,015.60 |
| Schira, H. Rainer | Professional Associate III | 93,672.93 |
| Scott, Sheila J. | Associate Professor | 107,025.61 |
| Serfaty, Meir | Professor | 146,764.99 |
| Sheppard, Brian | Technician 8 - 6 | 58,195.98 |
| Simonot-Maiello, Colette | Assistant Professor | 71,745.22 |
| Simpson, John | Assistant Professor | 88,361.55 |
| Skinner, Tom | Assistant Professor | 116,251.42 |
| Smale, Susan | Manager and Professional Officer IV | 74,632.81 |
| Smith, Fiona Graham | Assistant Professor | 96,371.07 |
| Smith, Ian | Plumber | 66,777.91 |
| Smith, Richard | Carpenter II | 62,905.47 |
| Somarin, Alireza | Associate Professor | 94,121.10 |
| Spence, Balfour A. | Associate Professor | 88,992.72 |
| Spiss, Sally | Manager and Professional Officer IV | 79,675.79 |
| Stamper, Terry L. | Clerk 3 - 6 | 50,130.43 |
| Stanley, Nancy M. | Professor | 146,614.27 |
| Steele, Carol | Library Assist 6 - 6 | 50,130.41 |
| Strang, G. Bruce | Professor | 157,541.30 |
| Symons, Cameron | Associate Professor | 119,543.53 |
| Taylor, Daniel | Assistant Professor | 96,425.06 |
| Taylor, David C. | Assistant Professor | 101,749.07 |
| Terry, Marion | Professor | 130,979.89 |
| Thomas, Novell A. | CIS Coach II | 69,452.92 |
| Trueman, Connor A. | Administrative Associate II | 69,657.20 |
| Tselyakov, Alexander | Professor | 120,009.43 |
| Tsukamoto, Suyoko | Lecturer | 63,680.46 |
| Untereiner, Wendy | Professor | 123,054.97 |
| van Heyst, Wenonah L. F. | Instructional Associate IV | 69,657.20 |
| Van Mulligen, Laura | Instructional Associate III | 63,961.58 |
| Van Mulligen, Lou | Carpenter II | 61,319.35 |
| Venema, Henry Isaac | Associate Professor | 102,110.46 |
| Weber, Adrian | Assistant Professor | 69,657.20 |
| Wedgewood, Betty M. | Instructional Associate III | 69,545.48 |

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| Whidden, Lynn | Sessional Lecturer | 65,068.00 |
| White, Rick | Professional Associate I | 81,292.84 |
| Whitt, Laurelyn | Professor | 134,475.27 |
| Wiebe, Jerry A. | Programmer Analyst 12 - 6 | 81,585.70 |
| Williams, Jeffrey | Professor | 146,665.33 |
| Wilson, Grant | CIS Coach II | 89,030.38 |
| Winter, David Ross | Associate Professor | 91,003.41 |
| Wiseman, Dion | Associate Professor | 114,832.33 |
| Wong, Siu Kwong (Kevin) | Associate Professor | 107,025.61 |
| Wood, Catherine M. | Associate Professor | 88,117.90 |
| Wotton, Warren D. | Electrician/Jrneyman | 65,898.23 |
| Wyntjes, Amy | Manager and Professional Officer IV | 64,328.22 |
| Xu, Lin | Assistant Professor | 78,166.34 |
| Yakiwchuk, Rebecca | Instructional Associate II | 57,529.43 |
| Yan, Xiaoqian | Associate Professor | 107,025.61 |
| Yasui, Etsuko | Assistant Professor | 78,015.60 |
| Zacharias, Leanne | Assistant Professor | 74,304.00 |
| Zarry, Len | Associate Professor | 144,023.60 |
| Zehtab-Jadid, Fattaneh | Assistant Professor | 87,173.70 |
| Zurawski, Erlin | Manager and Professional Officer IV | 78,553.51 |

Brandon University
Note to the Public Sector Compensation Schedule
For the year ended December 31, 2013

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.