

# **BRANDON UNIVERSITY**

**Schedule of Public Sector Compensation Disclosure  
for the Year Ended December 31, 2024**



**BRANDON  
UNIVERSITY**



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## Independent Auditor's Report

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To the Board of Directors of Brandon University

### Opinion

We have audited the Schedule of Compensation (the Schedule) of Brandon University (the Organization) for the year ended December 31, 2024 and a summary of significant accounting policies and other explanatory information.

In our opinion, the accompanying Schedule is prepared, in all material respects, in accordance with The Public Sector Compensation Disclosure Act (the 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 Organization 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 Organization to meet the reporting requirements of the Act referred to above. 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 the Schedule in accordance with the 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 Organization's financial reporting process.

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

Our objectives are to obtain reasonable assurance about whether the Schedule as a whole 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 the Schedule.



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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, 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.

*BDO Canada LLP*

Chartered Professional Accountants

Brandon, Manitoba

June 21, 2025

## 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, 2024.

The following is a list of the amount of compensation paid, directly or indirectly, including professional fees, in the 2024 year to or for the benefit of the employees of Brandon University whose compensation is \$85,000 or more, in accordance with the disclosed basis of accounting in Note 1 to the schedule.

In 2024, Brandon University issued a total of 1,494 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:

265	Full-time academic positions
310	Part-time academic positions
188	Full-time support positions
15	Part-time support positions
604	Casual academic and support positions

The total number of Brandon University employees whose compensation is \$85,000 or more is 273.

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><u>Employee Name</u></b>	<b><u>Job Title</u></b>	<b><u>T4 Total</u></b>
Abdelbar, Ashraf	Professor	159,885.48
Abdou, Abdella	Associate Professor	154,283.20
Adair, Jennifer	Assistant Professor	90,006.33
Ahmad, Faiz	Professor	186,450.81
Ahmad, Nora	Professor	174,086.26
Aitken-Harasymchuk, Juanita	Instructional Associate II	102,673.28
Al-Abdallah, Abdel R	Assistant Professor	97,774.46
Alexandre, Paul	Professional Associate III	133,092.42
Allan, Deanna	Professor	140,767.22
Allan, Jonathan	Professor	164,960.07
Antoniuk, Andrea	Assistant Professor	93,302.28
Anyichie, Aloysius	Associate Professor	118,289.74
Ardelli, Bernadette F	Vice-President (Research & Grad Studies)	210,490.47
Bach, Edward S	Associate Professor	156,008.45
Baig, Ayat	Instructional Associate III	88,578.83
Baker, Richard	Assistant Professor	118,371.12
Ballentine, Greg	Assistant Professor	105,518.64
Barcellona, Leanne M	Manager & Professional Officer - VI	116,070.34
Barnett, Meagan	Instructional Associate III	97,986.22
Bartel, Myrna M	Administrative Associate II	90,570.81
Batson, Karen	Assistant Professor	113,105.77
Baumgartner, Joseph	Programmer Analyst 12 - 6	96,752.14
Baxter, Catherine	Associate Professor	127,012.46
Beeman, Chris	Professor	152,436.91
Beeston, Stacey	Instructional Associate III	96,508.43
Bessant, Kenneth C	Professor	183,991.09
Boisvert, Kelsey	Instructional Associate III	92,656.62
Booth, Derek	Manager & Professional Officer - V	112,645.26
Boudreau, Mary Ellen	Instructional Associate IV	115,691.12
Boult, Cameron	Associate Professor	120,077.69
Braid, Joseph (JD)	Manager & Professional Officer - V	119,326.14
Braun, Alexis	Administrative Associate II	119,964.42
Brown, Christopher	Associate Professor	165,802.16
Brown, Erica	Manager & Professional Officer - VI	126,523.63
Bushnell, Eric C	Professor	145,350.13
Campbell, Kofi	Vice-President (Academic & Provost)	237,730.88
Cantlon, Tanya	Library Assist 11 - 5	86,886.23
Care, W. Dean	Professor	186,955.71
Carrington, Margaret	Professor	187,076.91
Carter, Lee	U Sports Coach III	134,957.46
Cassone, Bryan J	Professor	148,919.06
Chachula, Kathryn	Associate Professor	135,294.23
Chadwick, Sheelagh	Associate Professor	104,142.69
Charette, Joseph M. C.	Assistant Professor	119,585.85
Chen, Ji Yang	Instructional Associate IV	115,691.12
Chen, Vincent C	Associate Professor	126,681.96
Cheung, Gil	U Sports Coach III	111,221.76
Cloet, Laura	Manager & Professional Officer - IV	102,122.94
Collyer, Tracey	Administrative Associate II	113,105.55
Combet, Denis-Paul	Professor	170,156.29
Corenblum, Barry S	Professor	185,848.17
Crocker, Kaylyn	Manager & Professional Officer - IV	90,980.85
Cruise, Andrea	Manager & Professional Officer - V	113,658.98
Cuvelier, Paige	Manager & Professional Officer - IV	101,693.55
Dagenais, Andree	Professor	168,017.04

<b><u>Employee Name</u></b>	<b><u>Job Title</u></b>	<b><u>T4 Total</u></b>
deForest, Kevin	Associate Professor	140,651.32
Denys, Tanya	Instructional Associate IV	109,372.81
Di Muro, Matteo M	Assistant Professor	102,770.51
Docherty, David C	President	348,256.21
Downey, Shannon	Manager & Professional Officer - IV	104,709.48
Duncan, Heather	Professor	119,202.04
Dupuis, Cora	Professional Associate III	126,681.85
DuWors, Kerry	Associate Professor	129,389.76
Dwivedula, Venkata Sesha Ravikiran	Associate Professor	122,181.87
Dyck, Sherri	Instructional Associate III	99,936.75
Ebeid, Mohamed	Assistant Professor	89,548.23
Edmunds, T. Keith K	Assistant Professor	102,778.29
Ehman, Caroline	Associate Professor	114,083.78
Eisler, Carla L	Manager & Professional Officer - VII	149,540.35
English, Shawna	Manager & Professional Officer - IV	102,566.29
Farrell, Alysha J	Associate Professor	147,966.88
Finlay, Norman James	Instructional Associate IV	111,043.43
Finlayson, Cindy	Instructional Associate II	90,633.32
Fisher, Kristen	Associate Vice-President (People & Talent)	189,573.99
Fleming, Cheryl	Manager & Professional Officer - V	106,223.79
Forbes, Scott	Associate Professor	126,505.35
Foster, Tyler J	Professor	168,971.18
Frey, Anna	Manager & Professional Officer - VI	107,448.59
Fugleberg, Todd	Associate Professor	155,118.93
Gadbois, Shannon	Professor	168,971.18
Galea, Marika	Assistant Professor	92,881.20
Garbutt, Joan	Professional Associate III	126,681.96
Gasse, Rosanne P	Professor	166,629.66
Gatien, Gregory	Associate Professor	183,550.22
Gill, Trent	Administrative Associate II	102,769.58
Godin, Jon-Tomas	Associate Professor	138,788.15
Goernert, Phillip N	Professor	186,860.75
Gonzalez Deniz, Luis	Assistant Professor	96,752.78
Graham, Jan M	Associate Professor	125,873.14
Gregory, Deidre	Professional Associate II	95,016.30
Grenier, Carleigh	Administrative Associate II	100,184.51
Grills, C. Scott	Professor	169,278.92
Grona, Sara	Manager & Professional Officer - V	151,100.58
Gross, Glen	Professional Associate II	119,603.64
Gulliver, Austin F	Professor	126,224.26
Hall, Sarah	Assistant Professor	105,801.56
Hamilton, Grant	Manager & Professional Officer - VII	156,856.16
Hanemaayer, Ariane	Associate Professor	125,843.88
Hardy, Denise	Instructional Associate IV	112,872.64
Harms, Patricia	Associate Professor	153,100.69
Harris, Marsha	Professional Associate III	143,288.26
Henderson, Robert	Manager & Professional Officer - IV	102,122.97
Henriquez, Nadine	Associate Professor	124,364.34
Henry, Christy	Professional Associate III	123,280.34
Herron, Rachel	Professor	142,928.80
Hetu, Dominique	Associate Professor	102,769.58
Hill, Bryan M	Professor	160,439.58
Hinch-Bourns, Andrea	Administrative Associate II	112,728.46
Hinther, Rhonda	Professor	142,241.48
Holland, Emily	Associate Professor	118,135.49

<b><u>Employee Name</u></b>	<b><u>Job Title</u></b>	<b><u>T4 Total</u></b>
Hurst, Christopher	Professional Associate II	128,275.64
Irwin, Laura (Lu)	Administrative Associate II	110,522.35
Jacyna, Laura	Professional Associate II	89,847.31
James, Kyle	Instructional Associate III	99,673.28
Johnson, Melinda	Instructional Associate III	123,460.32
Jones, Candy	Associate Professor	163,837.74
Kalinowich, Trevor	Chief Engineer	90,409.89
Karpa, Jane V	Associate Professor	115,762.27
Kazakoff, Carmen	Professional Associate IV	165,005.04
Kelly, R. Wayne	Professional Associate III	107,978.65
Kennedy, Gregory	Professor	165,208.77
Kent, Sheena	Instructional Associate III	88,657.99
Kirk, Jacqueline H	Associate Professor	151,475.56
Klassen, Kevin J	Programmer Analyst 11 - 7	91,363.87
Klonowski, Darek	Professor	186,805.87
Koiter, Alexander	Associate Professor	111,544.18
Kokorudz, Shelley M	Associate Professor	144,756.35
Koosel, Stacey	Assistant Professor	102,345.28
Kordalchuk, Lisa A	Instructional Associate IV	109,285.32
Kramer, Reinhold	Professor	186,914.79
Krentz, Joel	Associate Professor	133,582.96
Kreshewski, Nicky J	Manager & Professional Officer - V	113,659.01
LaBella, Chloe	Instructional Associate II	87,504.36
Lagimodiere, Chris	Associate Vice-President (Indigenous Initiatives)	152,282.82
Lakevold, Dale	Associate Professor	136,131.19
Lam, Michelle	Associate Professor	120,270.67
Lamont, Scott	Vice-President (Administration & Finance)	132,456.52
Lamontagne, Meghan L	Manager & Professional Officer - IV	90,178.72
Laxdal, Jessica	Manager & Professional Officer - V	92,139.27
Lazinski, Marysia	Assistant Professor	100,184.27
Lee, Stacey	Professional Associate III	108,081.18
LeMoine, Christophe M	Professor	166,941.97
Leroy, Michael	Programmer Analyst 12 - 7	99,684.74
Li, Chenkuan	Professor	187,076.91
Li, Rong-Yu	Professor	176,992.18
Limongi, Roberto	Assistant Professor	112,132.27
Lindsay, John	Associate Professor	154,809.67
Lowe-Puhach, Michelle	Instructional Associate IV	111,237.32
Lucyshyn-Wright, Rory B	Associate Professor	116,776.34
Lynch, Wendy	Assistant Professor	117,195.51
MacKay, Lynn	Professor	161,588.94
Madison, Barry	Assistant Professor	100,189.63
Magnusson, Michelle	Professional Associate III	133,092.42
Majumder, Mousumi	Professor	137,665.75
Malainey, Mary	Professor	187,043.61
Malcolm, Christopher D	Professor	159,222.91
Marshall, Alison	Professor	169,283.53
Masaki-Hechler, Megumi	Professor	180,749.61
Maud, Velvet D	Associate Professor	98,244.26
Mayer, Lorraine	Professor	106,989.13
McCulloch, Allison	Professor	152,094.22
McDaniel, Andrea	Manager & Professional Officer - VII	172,342.28
McDougall, Carley	Manager & Professional Officer - VI	112,135.08
McGonigle, Terence P	Professor	167,601.30
McKenzie, Kevin	Assistant Professor	102,769.02

<b><u>Employee Name</u></b>	<b><u>Job Title</u></b>	<b><u>T4 Total</u></b>
McKenzie, Tammy	Assistant Professor	119,603.64
McLachlan, Lindsay	Assistant Professor	117,362.92
McPherson, Nancy	Associate Professor	139,857.43
Medd, Susan	Assistant Professor	119,603.64
Melvin, Neal	Assistant Professor	119,584.41
Mengistu, Tadesse	Instructional Associate IV	118,890.85
Michaels, Tracy	Instructional Associate II	91,732.09
Mihelakis, Eftihia	Associate Professor	109,031.43
Mikati, Mizhar	Assistant Professor	92,431.13
Minshull, John	Administrative Associate II	119,603.64
Moody, Eileen	Administrative Associate II	90,960.77
Morrisette, Patrick	Professor	168,150.92
Morton, Pauline	Instructional Associate III	88,580.29
Moss, Maureen Louise	Manager & Professional Officer - VII	138,394.58
Mullins, Sharran L	Assistant Professor	113,105.55
Mumin, Hamid	Professor	185,689.91
Murkin, Kerry	Manager & Professional Officer - VI	125,670.45
Naismith, Dana	Assistant Professor	112,348.61
Navid, Carla	Assistant Professor	105,354.15
Naylor, James	Professor	186,250.37
Nekvi, Rashed Iqbal	Assistant Professor	95,035.43
Newall, Nancy E	Associate Professor	129,983.82
Nichol, Jacqueline	Manager & Professional Officer - V	117,281.77
Noll, Kurt L	Professor	99,712.37
Noto, Allison	Manager & Professional Officer - VII	156,856.15
Paddock, Russell T	Professional Associate IV	148,086.17
Pal, Shrinwantu	Assistant Professor	100,182.31
Pattison, Simon A	Professor	187,076.91
Petrella, Serena	Associate Professor	151,104.61
Philpott, Shawna C	Administrative Associate II	124,983.26
Pickering, Douglas A	Professor	124,227.66
Platz, Eric S	Associate Professor	141,554.40
Plosker, Sarah J	Professor	136,909.85
Pople, Douglas	Administrative Associate II	126,504.64
Puppe, Ian	Assistant Professor	97,600.81
Ramsey, R. Douglas	Professor	181,002.73
Richards, Kathleen M	Administrative Associate II	108,442.49
Richea, Schad	U Sports Coach III	139,891.34
Robinson, Steven	Associate Professor	157,101.09
Robles, Wilder	Associate Professor	139,597.48
Robson, Lisa M	Associate Professor	154,800.76
Rose, Barbara	Assistant Professor	119,204.73
Ross, Linda L	Associate Professor	180,066.78
Rowland, David O	Professional Associate III	154,800.76
Rutherford, Pamela	Associate Professor	154,775.10
Ryan, Kim	Professor	130,451.78
Salman, Ali	Professor	172,982.09
Saunders, Kelly	Professor	153,190.51
Sawatzky-Dyck, Sherry	Professional Associate III	136,493.94
Sayers, Gretta	Assistant Professor	100,184.04
Schira, H. Rainer	Professional Associate III	154,782.64
Schneider, Christopher J	Professor	156,940.60
Scott, Sheila J	Professor	179,746.72
Sharma, Hem	Assistant Professor	88,199.82
Simon, Lesley	Manager & Professional Officer - IV	105,923.74

<b><u>Employee Name</u></b>	<b><u>Job Title</u></b>	<b><u>T4 Total</u></b>
Skinner, Tom	Associate Professor	168,121.93
Skuce, Tim	Associate Professor	131,475.72
Smale, Susan	Manager & Professional Officer - VII	156,856.17
Smith, Cathryn	Associate Professor	121,973.01
Smith, Nadine	Associate Professor	135,264.06
Somarin, Alireza	Professor	176,992.18
Spence, Balfour A	Professor	175,626.13
Spiss, Sally	Manager & Professional Officer - IV	102,122.97
Sprott, Dianne	Instructional Associate IV	91,141.79
Srivastava, Gautam	Professor	160,990.31
Stoneman-Sinclair, Julia	Manager & Professional Officer - VI	98,103.68
Stouffer, Joseph	Associate Professor	121,639.40
Strang, G. Bruce	Professor	173,400.26
Su, Chang	Associate Professor	120,506.70
Sucha, Melanie	Manager & Professional Officer - VII	186,937.35
Sun, Shuo	Instructional Associate IV	95,274.53
Taylor, David C	Assistant Professor	118,853.03
Terry, Marion	Professor	184,322.92
Thomson, Andrea E	Associate Professor	110,522.24
Torabi, Mostafa	Assistant Professor	95,016.30
Trembath, Nolan	Manager & Professional Officer - VII	119,256.45
Trotz, Albert	Manager & Professional Officer - V	90,372.16
Tselyakov, Alexander	Professor	186,300.48
Tsoy, Mikhail	Assistant Professor	89,548.21
Untereiner, Wendy	Professor	187,076.91
van Heyst, Wenonah L	Instructional Associate IV	118,274.76
Van Mulligen, Laura	Assistant Professor	105,062.51
Varley, Emma	Associate Professor	136,588.09
Venema, Henry I	Professor	160,756.72
Waddell-Henowitch, Candice	Associate Professor	130,278.29
Watier, Nicholas N	Associate Professor	129,983.82
Watson, Ellen	Associate Professor	134,483.09
Whelpton, Kate	Manager & Professional Officer - VII	173,166.36
Whittington, Peter	Professor	139,269.95
Williams, Jeffrey G	Professor	185,848.17
Wilson, Aaron	Associate Professor	126,507.23
Wilson, Grant	U Sports Coach III	131,657.86
Winsor Murray, Joanne	Assistant Professor	115,267.68
Winter, David R	Professor	155,397.27
Wiseman, Dion	Associate Professor	159,678.76
Wong, Siu Kwong (Kevin)	Associate Professor	154,800.76
Wood, Catherine M	Professor	156,940.60
Wood, Lisa	Associate Professor	116,776.45
Wotton, Warren D	Electrician/Journeyman	98,453.96
Xu, Lin	Associate Professor	143,192.20
Yaman Ntelioglou, Burcu	Associate Professor	93,342.54
Yasui, Etsuko	Associate Professor	141,647.41
Young, Jason	Assistant Professor	95,024.53
Yuel, David	Executive Chef - 3	85,893.66
Zacharias, Leanne	Associate Professor	120,819.67
Zander, Wendy M	Professor	154,109.45
Zehtab-Jadid, Fattaneh	Associate Professor	137,510.42
Zhuang, Hejun	Associate Professor	123,379.26

Brandon University  
Note to the Public Sector Compensation Disclosure Schedule  
For the year ended December 31, 2024

1. Basis of Accounting

Pursuant to Section 2 of The Public Sector Compensation Disclosure Act, the Organization shall disclose to the public in accordance with the Act the amount of compensation that it pays or provides in the year directly or indirectly. Compensation means compensation pursuant to any arrangement, including an employment contract, calculated to include the total value of all cash and non-cash salary or payments, allowances, bonuses, commissions and perquisites. The amounts meeting the requirement for disclosure are listed below.

a) Chairperson of the Board of Directors (over \$85,000)	\$Nil
b) Aggregate compensation of all Board Members	\$Nil
c) Compensation of Officers and Employees over	\$85,000