

BRANDON UNIVERSITY

**Schedule of Public Sector Compensation Disclosure
for the Year Ended December 31, 2025**



**BRANDON
UNIVERSITY**



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BDO Canada LLP
148 - 10th Street
Brandon, Manitoba
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Independent Auditor's Report

To the Board of Directors of Brandon University

Opinion

We have audited the Schedule of Compensation (the Schedule) of Brandon University (the Entity) for the year ended December 31, 2025 and a summary of significant accounting policies.

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 Entity 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 Entity 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 Entity'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 Entity'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 22, 2026

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, 2025.

The following is a list of the amount of compensation paid, directly or indirectly, including professional fees, in the 2025 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 2025, Brandon University issued a total of 1,417 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
245	Part-time academic positions
195	Full-time support positions
16	Part-time support positions
595	Casual academic and support positions

The total number of Brandon University employees whose compensation is \$85,000 or more is 272.

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: <https://www.brandonu.ca/vp-finance/reports/>.

<i>Employee Name</i>	<i>Job Title</i>	<i>T4 Total</i>
Abdelbar, Ashraf	Professor	\$ 182,700.17
Abdou, Abdella	Associate Professor	\$ 155,267.28
Adair, Jennifer	Assistant Professor	\$ 100,328.24
Ahmad, Faiz	Professor	\$ 158,860.24
Ahmad, Nora	Professor	\$ 171,584.75
Aitken-Harasymchuk, Juanita	Instructional Associate II	\$ 85,810.06
Al-Abdallah, Abdel R	Assistant Professor	\$ 103,026.51
Alexandre, Paul	Professional Associate IV	\$ 141,062.73
Allan, Deanna	Professor	\$ 146,114.43
Allan, Jonathan	Professor	\$ 184,369.50
Antoniuk, Andrea	Assistant Professor	\$ 97,787.32
Anyichie, Aloysius	Associate Professor	\$ 130,473.42
Aquin, Edward	Assistant Professor	\$ 120,041.75
Ardelli, Bernadette F	Vice-President (Research & Grad Studies)	\$ 237,835.05
Bach, Edward S	Associate Professor	\$ 155,267.28
Baig, Ayat	Instructional Associate III	\$ 88,425.18
Baker, Richard	Assistant Professor	\$ 120,041.81
Barcellona, Leanne M	Administrative Associate II	\$ 106,671.03
Barnett, Meagan	Instructional Associate III	\$ 93,887.35
Bartel, Myrna M	Instructional Associate III	\$ 98,798.41
Batson, Karen	Assistant Professor	\$ 116,124.27
Baumgartner, Joseph	Programmer Analyst 12 - 7	\$ 102,770.71
Baxter, Catherine	Associate Professor	\$ 142,509.26
Beeman, Chris	Professor	\$ 157,672.93
Beeston, Stacey	Instructional Associate III	\$ 93,663.18
Bessant, Kenneth C	Professor	\$ 187,317.99
Boisvert, Kelsey	Instructional Associate III	\$ 95,527.08
Booth, Derek	Manager & Professional Officer - V	\$ 115,062.84
Boudreau, Mary Ellen	Instructional Associate IV	\$ 118,742.93
Boult, Cameron	Associate Professor	\$ 114,736.12
Bovis-Cnossen, Christine	President	\$ 89,418.17
Braun, Alexis	Administrative Associate II	\$ 120,041.81
Brown, Christopher	Associate Professor	\$ 162,527.59
Brown, Erica	Professional Associate II	\$ 106,707.68
Bushnell, Eric C	Professor	\$ 154,444.31
Campbell, Kofi	Vice-President (Academic & Provost)	\$ 270,100.67
Cantlon, Tanya	Library Assist 11 - 6	\$ 89,982.50
Care, W. Dean	Professor	\$ 194,526.46
Carrington, Margaret	Professor	\$ 188,529.15
Carter, Lee	U Sports Coach III	\$ 139,188.18
Cassone, Bryan J	Professor	\$ 143,091.55
Chachula, Kathryn	Associate Professor	\$ 134,056.19
Chadwick, Sheelagh	Associate Professor	\$ 150,071.50
Charette, Joseph M. C.	Assistant Professor	\$ 120,041.81
Chen, Ji Yang	Instructional Associate IV	\$ 118,742.93

<i>Employee Name</i>	<i>Job Title</i>	<i>T4 Total</i>
Chen, Vincent C	Associate Professor	\$ 130,801.26
Cheung, Gil	U Sports Coach III	\$ 117,412.76
Cloet, Laura	Manager & Professional Officer - IV	\$ 102,645.16
Collyer, Tracey	Administrative Associate II	\$ 116,124.27
Combet, Denis-Paul	Professor	\$ 175,197.48
Corenblum, Barry S	Professor	\$ 188,441.27
Crayston, Tyler S	Clerk 9 - 2	\$ 89,276.45
Cruise, Andrea	Manager & Professional Officer - V	\$ 114,449.90
Cuvelier, D. Brent	Carpenter II	\$ 88,045.35
Dagenais, Andree	Professor	\$ 174,451.85
deForest, Kevin	Associate Professor	\$ 148,228.82
Denys, Tanya	Instructional Associate IV	\$ 103,548.58
Di Muro, Matteo M	Assistant Professor	\$ 117,734.60
Docherty, David C	President	\$ 333,724.62
Downey, Shannon	Manager & Professional Officer - IV	\$ 103,631.78
Dubois, Steven	Plumber	\$ 89,786.60
Dupuis, Cora	Professional Associate III	\$ 130,801.26
DuWors, Kerry	Associate Professor	\$ 147,538.39
Dwivedula, Venkata Sessa Ravikiran	Associate Professor	\$ 124,969.28
Dyck, Sherri	Instructional Associate IV	\$ 91,468.15
Ebeid, Mohamed	Assistant Professor	\$ 92,547.77
Edmunds, T. Keith K	Assistant Professor	\$ 114,364.74
Ehman, Caroline	Associate Professor	\$ 97,149.54
Eisler, Carla L	Manager & Professional Officer - VII	\$ 157,269.72
English, Shawna	Manager & Professional Officer - IV	\$ 102,645.21
Farrell, Alysha J	Professor	\$ 159,578.10
Finlay, Norman James	Instructional Associate IV	\$ 114,033.83
Finlayson, Cindy	Instructional Associate II	\$ 104,127.15
Fisher, Kristen	Associate Vice-President (People & Talent)	\$ 278,354.61
Fleming, Cheryl	Manager & Professional Officer - V	\$ 108,729.63
Forbes, Scott	Professor	\$ 149,121.46
Foster, Tyler J	Professor	\$ 174,570.63
Frey, Anna	Manager & Professional Officer - VI	\$ 112,462.72
Fugleberg, Todd	Associate Professor	\$ 159,346.09
Gadbois, Shannon	Professor	\$ 176,870.96
Gadsden, Amy Dominique	Assistant Professor	\$ 98,991.41
Galea, Marika	Assistant Professor	\$ 139,335.22
Garbutt, Joan	Professional Associate IV	\$ 140,981.66
Gasse, Rosanne P	Professor	\$ 188,024.54
Gatien, Gregory	Associate Professor	\$ 214,904.71
Gill, Trent	Administrative Associate II	\$ 105,645.06
Godin, Jon-Tomas	Associate Professor	\$ 145,968.81
Goernert, Phillip N	Professor	\$ 196,075.71
Gonzalez Deniz, Luis	Assistant Professor	\$ 97,787.32
Graham, Jan M	Associate Professor	\$ 152,931.41

<i>Employee Name</i>	<i>Job Title</i>	<i>T4 Total</i>
Gregory, Deidre	Professional Associate II	\$ 100,096.02
Grenier, Carleigh	Administrative Associate II	\$ 103,025.66
Grills, C. Scott	Professor	\$ 126,451.50
Gross, Glen	Professional Associate II	\$ 120,041.81
Hall, Sarah	Assistant Professor	\$ 108,264.47
Hamilton, Grant	Manager & Professional Officer - VII	\$ 158,645.87
Hanemaayer, Ariane	Associate Professor	\$ 127,453.96
Hardy, Denise	Instructional Associate IV	\$ 123,101.84
Harms, Patricia	Professor	\$ 158,227.35
Harris, Marsha	Professional Associate III	\$ 127,453.96
Henderson, Robert	Manager & Professional Officer - IV	\$ 102,645.14
Henriquez, Nadine	Associate Professor	\$ 130,439.35
Henry, Christy	Professional Associate III	\$ 120,760.01
Herr, Julia	Manager & Professional Officer - IV	\$ 90,460.67
Herron, Rachel	Professor	\$ 139,633.98
Hetu, Dominique	Associate Professor	\$ 112,254.65
Hickey, Peter	Vice-President (Administration & Finance)	\$ 230,141.34
Hill, Bryan M	Professor	\$ 174,832.91
Hinch-Bourns, Andrea	Administrative Associate II	\$ 115,656.42
Hinther, Rhonda	Professor	\$ 162,375.28
Hurst, Christopher	Professional Associate II	\$ 120,041.81
Irwin, Laura (Lu)	Administrative Associate II	\$ 120,405.90
James, Kyle	Instructional Associate III	\$ 87,494.10
Johnson, Melinda	Instructional Associate III	\$ 103,039.31
Jones, Candy	Associate Professor	\$ 147,390.76
Kalinowich, Trevor	Chief Engineer	\$ 98,929.78
Kazakoff, Carmen	Professional Associate IV	\$ 171,048.04
Kelly, R. Wayne	Professional Associate III	\$ 113,519.81
Kennedy, Gregory	Professor	\$ 204,884.23
Kirk, Jacqueline H	Associate Professor	\$ 163,452.99
Klassen, Kevin J	Programmer Analyst 11 - 8	\$ 94,603.97
Klonowski, Darek	Professor	\$ 188,784.83
Knutson, Kyla	Instructional Associate III	\$ 91,406.90
Koiter, Alexander	Associate Professor	\$ 127,453.96
Kokorudz, Shelley M	Associate Professor	\$ 164,610.71
Koosel, Stacey	Assistant Professor	\$ 105,645.06
Kordalchuk, Lisa A	Instructional Associate IV	\$ 133,063.03
Kramer, Reinhold	Professor	\$ 174,191.67
Krentz, Joel	Associate Professor	\$ 127,111.89
Kreshewski, Nicky J	Manager & Professional Officer - V	\$ 114,449.95
Lagimodiere, Chris	Associate Vice-President (Indigenous Initiatives)	\$ 179,501.93
Laidlaw, Leon	Assistant Professor	\$ 88,609.56
Lakevold, Dale	Associate Professor	\$ 140,275.62
Lam, Michelle	Associate Professor	\$ 125,360.68
Lamont, Scott	Vice-President (Administration & Finance)	\$ 151,473.55

<i>Employee Name</i>	<i>Job Title</i>	<i>T4 Total</i>
Lamontagne, Meghan L	Manager & Professional Officer - VII	\$ 107,638.28
Laxdal, Jessica	Manager & Professional Officer - V	\$ 100,382.79
Lee, Stacey	Professional Associate III	\$ 109,136.50
LeMoine, Christophe M	Professor	\$ 173,372.55
Leroy, Michael	Programmer Analyst 12 - 7	\$ 103,719.04
Li, Chenkuan	Professor	\$ 188,720.91
Li, Rong-Yu	Professor	\$ 182,700.17
Limongi, Roberto	Assistant Professor	\$ 118,424.60
Lindsay, John	Associate Professor	\$ 155,895.59
Lowe-Puhach, Michelle	Instructional Associate IV	\$ 101,735.53
Lucyshyn-Wright, Rory B	Associate Professor	\$ 120,760.01
Lynch, Wendy	Assistant Professor	\$ 123,025.27
MacKay, Lynn	Professor	\$ 184,478.02
Madison, Barry	Assistant Professor	\$ 103,025.66
Magnusson, Michelle	Professional Associate III	\$ 137,298.15
Majumder, Mousumi	Professor	\$ 146,114.43
Malainey, Mary	Professor	\$ 174,738.41
Malcolm, Christopher D	Professor	\$ 162,375.28
Marshall, Alison	Professor	\$ 188,784.83
Masaki-Hechler, Megumi	Professor	\$ 186,766.25
Mateer, Jennifer	Assistant Professor	\$ 101,719.10
Maud, Velvet D	Associate Professor	\$ 118,031.66
McBurney, Christopher Dean	Manager & Professional Officer - VI	\$ 88,682.16
McCulloch, Allison	Professor	\$ 165,320.13
McDaniel, Andrea	Manager & Professional Officer - VII	\$ 174,421.04
McDougall, Carley	Manager & Professional Officer - VII	\$ 123,767.65
McGonigle, Terence P	Professor	\$ 188,783.34
McKenzie, Kevin	Assistant Professor	\$ 105,645.06
McLachlan, Lindsay	Assistant Professor	\$ 119,605.61
McPherson, Nancy	Associate Professor	\$ 144,136.78
Medd, Susan	Assistant Professor	\$ 120,041.81
Melvin, Neal	Assistant Professor	\$ 120,041.81
Mengistu, Tadesse	Instructional Associate IV	\$ 120,041.81
Meub, Camille	Assistant Professor	\$ 116,530.78
Mihelakis, Eftihia	Associate Professor	\$ 124,106.60
Mikati, Mizhar	Assistant Professor	\$ 95,167.21
Miller, Angela	Instructional Associate III	\$ 95,283.42
Minshull, John	Administrative Associate II	\$ 120,041.81
Moody, Eileen	Administrative Associate II	\$ 100,251.79
Moore, Tarissa	Instructional Associate III	\$ 89,022.53
Morrisette, Patrick	Professor	\$ 187,489.58
Moss, Maureen Louise	Manager & Professional Officer - VII	\$ 106,598.94
Mulhern, Aldea	Assistant Professor	\$ 103,532.46
Mullins, Sharran L	Assistant Professor	\$ 116,124.27
Mumin, Hamid	Professor	\$ 187,317.99

<i>Employee Name</i>	<i>Job Title</i>	<i>T4 Total</i>
Murkin, Kerry	Manager & Professional Officer - VI	\$ 127,612.27
Naismith, Dana	Assistant Professor	\$ 119,917.81
Navid, Carla	Assistant Professor	\$ 104,683.43
Naylor, James	Professor	\$ 173,271.57
Nekvi, Rashed Iqbal	Assistant Professor	\$ 97,787.32
Newall, Nancy E	Associate Professor	\$ 124,043.65
Newitt, Bruce C	Electrician/Jrneyman	\$ 87,288.27
Nichol, Jacqueline	Manager & Professional Officer - VI	\$ 123,922.72
Noto, Allison	Manager & Professional Officer - VII	\$ 158,645.89
Novek, Sheila	Assistant Professor	\$ 99,118.39
Paddock, Russell T	Professional Associate IV	\$ 175,599.88
Pal, Shrinwantu	Assistant Professor	\$ 104,175.83
Pattison, Simon A	Professor	\$ 196,641.83
Petrella, Serena	Associate Professor	\$ 139,535.65
Philpott, Shawna C	Administrative Associate II	\$ 135,925.16
Pickering, Douglas A	Professor	\$ 124,771.83
Platz, Eric S	Associate Professor	\$ 148,231.87
Plosker, Sarah J	Professor	\$ 138,955.90
Pople, Douglas	Administrative Associate II	\$ 126,942.81
Puppe, Ian	Assistant Professor	\$ 100,407.51
Ramsey, R. Douglas	Professor	\$ 193,667.25
Richards, Kathleen M	Administrative Associate II	\$ 112,637.77
Richea, Schad	U Sports Coach III	\$ 136,954.98
Robinson, Steven	Associate Professor	\$ 155,895.59
Robles, Wilder	Associate Professor	\$ 137,299.19
Robson, Lisa M	Associate Professor	\$ 155,895.59
Rogers, Adam	Assistant Professor	\$ 101,719.10
Rose, Barbara	Assistant Professor	\$ 119,557.79
Ross, Linda L	Associate Professor	\$ 182,147.84
Rowland, David O	Professional Associate III	\$ 155,895.59
Rutherford, Pamela	Associate Professor	\$ 144,472.68
Ryan, Kim	Professor	\$ 181,538.77
Salman, Ali	Professor	\$ 178,635.41
Saunders, Kelly	Professor	\$ 158,310.58
Sawatzky-Dyck, Sherry	Professional Associate III	\$ 140,842.51
Sayers, Gretta	Assistant Professor	\$ 110,502.65
Schira, H. Rainer	Professional Associate III	\$ 155,895.59
Schneider, Christopher J	Professor	\$ 170,232.28
Scott, Sheila J	Professor	\$ 184,486.68
Simon, Lesley	Manager & Professional Officer - V	\$ 103,566.33
Skinner, Karen	Professional Associate II	\$ 88,123.94
Skinner, Tom	Associate Professor	\$ 168,218.05
Skuce, Tim	Associate Professor	\$ 140,443.26
Smale, Susan	Manager & Professional Officer - VII	\$ 147,590.07
Smith, Cathryn	Associate Professor	\$ 92,354.50

<i>Employee Name</i>	<i>Job Title</i>	<i>T4 Total</i>
Somarin, Alireza	Professor	\$ 182,700.17
Spence, Balfour A	Professor	\$ 177,916.13
Spiss, Sally	Manager & Professional Officer - IV	\$ 102,645.16
Sprott, Deanne	Instructional Associate IV	\$ 94,505.25
Srivastava, Gautam	Professor	\$ 163,552.09
Stouffer, Joseph	Associate Professor	\$ 139,439.68
Strang, G. Bruce	Professor	\$ 174,741.55
Su, Chang	Associate Professor	\$ 124,106.60
Sucha, Melanie	Associate Vice-President (Chief Information Officer)	\$ 265,284.77
Sun, Shuo	Instructional Associate IV	\$ 97,787.32
Taggart, Jaime	Professional Associate I	\$ 171,909.62
Taylor, David C	Assistant Professor	\$ 119,990.37
Terry, Marion	Professor	\$ 201,120.03
Thomson, Andrea E	Associate Professor	\$ 125,807.42
Torabi, Mostafa	Assistant Professor	\$ 97,787.32
Trembath, Nolan	Manager & Professional Officer - VII	\$ 120,314.60
Trotz, Albert	Manager & Professional Officer - V	\$ 101,728.37
Tselyakov, Alexander	Professor	\$ 173,271.57
Tsoy, Mikhail	Assistant Professor	\$ 92,547.77
Untereiner, Wendy	Professor	\$ 188,784.83
van Heyst, Wenonah L	Instructional Associate IV	\$ 120,041.81
Van Mulligen, Laura	Assistant Professor	\$ 105,325.99
Varley, Emma	Associate Professor	\$ 140,842.51
Venema, Henry I	Professor	\$ 166,119.93
Voutier, Angela	Assistant Professor	\$ 114,219.68
Waddell-Henowitch, Candice	Associate Professor	\$ 161,251.96
Watier, Nicholas N	Professor	\$ 144,954.96
Watson, Ellen	Associate Professor	\$ 128,399.96
Whelpton, Kate	Manager & Professional Officer - VII	\$ 177,255.74
Whittington, Peter	Professor	\$ 156,465.93
Williams, Jeffrey G	Professor	\$ 187,291.10
Wilson, Grant	U Sports Coach III	\$ 135,842.60
Wilson, Nora	Associate Professor	\$ 130,801.26
Winsor, Joanne	Assistant Professor	\$ 118,742.93
Winter, David R	Professor	\$ 160,812.73
Wiseman, Dion	Associate Professor	\$ 155,895.59
Wong, Siu Kwong (Kevin)	Associate Professor	\$ 155,631.54
Wood, Catherine M	Professor	\$ 150,143.76
Wood, Lisa	Associate Professor	\$ 120,760.01
Xu, Lin	Associate Professor	\$ 147,538.39
Yaman Ntelioglou, Burcu	Associate Professor	\$ 145,154.76
Yasui, Etsuko	Associate Professor	\$ 140,842.51
Young, Jason	Assistant Professor	\$ 97,787.32
Zacharias, Leanne	Associate Professor	\$ 139,379.36
Zander, Wendy M	Professor	\$ 176,782.83

<i>Employee Name</i>	<i>Job Title</i>	<i>T4 Total</i>
Zehtab-Jadid, Fattaneh	Associate Professor	\$ 141,442.33
Zhuang, Hejun	Associate Professor	\$ 127,453.96

Brandon University
Note to the Public Sector Compensation Disclosure Schedule
For the year ended December 31, 2025

1. Basis of Accounting

Pursuant to Section 2 of The Public Sector Compensation Disclosure Act, the Entity 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 | |