

BRANDON UNIVERSITY

**Schedule of Public Sector Compensation Disclosure
for the Year Ended December 31, 2022**



**BRANDON
UNIVERSITY**



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BDO Canada LLP
148 - 10th Street
Brandon MB R7A 4E6 Canada

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 Organization) for the year ended December 31, 2022 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.

In preparing the Schedule, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

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.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the Schedule or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.

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 29, 2023

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, 2022.

The following is a list of the amount of compensation paid, directly or indirectly, including professional fees, in the 2022 year to or for the benefit of the employees of Brandon University whose compensation is \$75,000 or more, in accordance with the disclosed basis of accounting in Note 1 to the schedule.

In 2022, Brandon University issued a total of 1,568 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:

252	Full-time academic positions
290	Part-time academic positions
178	Full-time support positions
19	Part-time support positions
688	Casual academic and support positions

The total number of Brandon University employees whose compensation is \$75,000 or more is 268.

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/>.

<u>Last Name</u>	<u>First Name</u>	<u>Job Title</u>	<u>T4 Total</u>
Abdelbar	Ashraf	Professor	\$ 152,012.30
Abdou	Abdella	Associate Professor	\$ 139,204.09
Adair	Jennifer	Instructional Associate III	\$ 78,865.35
Ahmad	Nora	Associate Professor	\$ 124,069.63
Ahmad	Faiz	Professor	\$ 168,269.53
Aitken-Harasymchuk	Juanita	Instructional Associate II	\$ 75,461.56
Alexandre	Paul	Professional Associate III	\$ 102,193.86
Allan	Deanna	Associate Professor	\$ 99,600.53
Allan	Jonathan	Professor	\$ 140,885.10
Anyichie	Aloysius	Assistant Professor	\$ 101,846.97
Ardelli	Bernadette F	Professor	\$ 162,082.26
Augustyn	Michelle	Manager & Professional Officer - IV	\$ 81,663.32
Bach	Edward S	Associate Professor	\$ 139,204.09
Baig	Ayat	Instructional Associate III	\$ 94,666.34
Baker	Richard	Assistant Professor	\$ 106,050.54
Bambury	James	U Sports Coach II	\$ 89,893.33
Barcellona	Leanne M	Manager & Professional Officer - VI	\$ 94,870.02
Batson	Karen	Assistant Professor	\$ 96,544.17
Baumgartner	Joseph	Programmer Analyst 12 - 3	\$ 89,105.05
Baxter	Catherine	Assistant Professor	\$ 107,150.92
Beeman	Chris	Professor	\$ 129,754.84
Beeston	Stacey	Instructional Associate III	\$ 89,080.79
Bessant	Kenneth C	Professor	\$ 145,741.92
Bessette	Michelle	Administrative Associate II	\$ 101,269.66
Booth	Derek	Manager & Professional Officer - V	\$ 92,028.69
Boudreau	Mary Ellen	Instructional Associate IV	\$ 98,879.06
Boult	Cameron	Associate Professor	\$ 99,614.78
Braun	Alexis	Administrative Associate II	\$ 103,658.40
Brown	Erica	Manager & Professional Officer - VI	\$ 111,971.56
Brown	Christopher	Associate Professor	\$ 155,376.42
Bushnell	Eric C	Associate Professor	\$ 123,779.46
Callahan	Krista	Assistant Professor	\$ 87,011.45
Campbell	Kofi	Vice-President	\$ 207,087.10
Canada-Vanegas Me	Lorna	Instructional Associate III	\$ 99,948.68
Cantlon	Tanya	Library Assistant 11-2	\$ 78,447.78
Care	W. Dean	Professor	\$ 170,566.53
Carrington	Margaret	Professor	\$ 151,989.85
Carter	Lee	U Sports Coach III	\$ 114,904.88
Cassone	Bryan J	Professor	\$ 123,206.25
Chachula	Kathryn	Associate Professor	\$ 110,720.34
Chadwick	Sheelagh	Associate Professor	\$ 124,733.50
Charette	Joseph M. C.	Assistant Professor	\$ 106,265.48
Chen	Vincent C	Associate Professor	\$ 96,847.27
Chen	Ji Yang	Instructional Associate IV	\$ 98,879.06
Cheung	Gil	U Sports Coach II	\$ 92,006.07
Cloet	Laura	Manager & Professional Officer - IV	\$ 90,065.22
Collyer	Tracey	Administrative Associate II	\$ 96,488.63
Combet	Denis-Paul	Professor	\$ 145,714.58
Cook	William	Assistant Professor	\$ 80,128.16
Corenblum	Barry S	Professor	\$ 169,524.54
Cruise	Andrea	Manager & Professional Officer - V	\$ 99,537.47

Cuvelier	D. Brent	Carpenter II	\$	77,892.02
Cuvelier	Paige	Manager & Professional Officer - IV	\$	83,323.05
Dagenais	Andree	Professor	\$	143,682.71
deForest	Kevin	Associate Professor	\$	121,679.06
Denys	Tanya	Instructional Associate IV	\$	85,014.37
Di Muro	Matteo M	Assistant Professor	\$	87,299.34
Docherty	David C	President	\$	319,110.42
Dolecki	Joseph F	Associate Professor	\$	92,444.31
Douglas	Patricia	Associate Professor	\$	93,604.70
Downey	Shannon	Manager & Professional Officer - IV	\$	93,074.57
Duncan	Heather	Professor	\$	223,858.72
Dupuis	Cora	Professional Associate III	\$	84,639.39
DuWors	Kerry	Associate Professor	\$	122,522.88
Dwivedula	Venkata Sesha Ravik	Assistant Professor	\$	107,150.92
Dyck	Sherri	Instructional Associate III	\$	94,303.80
Eberts	Derrek A	Associate Professor	\$	125,518.37
Edguer	Nukte	Assistant Professor	\$	110,947.56
Ehman	Caroline	Assistant Professor	\$	96,491.40
Eisler	Carla L	Manager & Professional Officer - VII	\$	111,971.61
English	Shawna	Manager & Professional Officer - IV	\$	91,542.89
Farrell	Alysha J	Associate Professor	\$	99,439.65
Finlay	Norman James	Instructional Associate IV	\$	94,580.42
Fisher	Kristen	Manager & Professional Officer - VII	\$	171,623.37
Fleming	Cheryl	Manager & Professional Officer - V	\$	88,488.71
Forbes	Scott	Associate Professor	\$	96,352.25
Foster	Tyler J	Professor	\$	144,593.44
Fugleberg	Todd	Associate Professor	\$	125,240.04
Gadbois	Shannon	Professor	\$	144,593.44
Gagnon	Tyler	4th Class Power Engineer	\$	80,708.66
Galea	Marika	Assistant Professor	\$	77,828.91
Garbutt	Joan	Professional Associate III	\$	107,250.67
Gasse	Rosanne P	Professor	\$	159,697.35
Gatien	Gregory	Associate Professor	\$	158,103.72
Gill	Trent	Administrative Associate II	\$	88,506.73
Godin	Jon-Tomas	Associate Professor	\$	110,304.16
Goernert	Phillip N	Professor	\$	168,561.91
Gold	Ken	Assistant Professor	\$	101,846.97
Goulet	Eva	Manager & Professional Officer - VI	\$	88,506.30
Graham	Jan M	Associate Professor	\$	110,502.90
Greenwood	David R	Professor	\$	168,561.91
Gregory	Deidre	Administrative Associate II	\$	79,757.75
Grenier Mintenko	Kim	Manager & Professional Officer - VI	\$	129,245.10
Grills	Sheilagh	Professional Associate III	\$	134,738.58
Grills	C. Scott	Professor	\$	168,561.91
Grona	Sara	Manager & Professional Officer - IV	\$	88,043.43
Gross	Glen	Professional Associate II	\$	107,151.04
Gross	Kate	Manager & Professional Officer - VII	\$	159,604.70
Gulliver	Austin F	Professor	\$	167,417.50
Hall	Sarah	Assistant Professor	\$	89,318.85
Hamilton	Grant	Manager & Professional Officer - VII	\$	132,669.78
Hanemaayer	Ariane	Associate Professor	\$	93,604.15
Hardy	Denise	Instructional Associate IV	\$	107,094.75

Harms	Patricia	Associate Professor	\$ 118,879.43
Harris	Marsha	Professional Associate III	\$ 94,093.11
Henderson	Robert	Manager & Professional Officer - IV	\$ 90,065.19
Henriquez	Nadine	Assistant Professor	\$ 96,488.63
Henry	Sheika	Assistant Professor	\$ 82,241.36
Henry	Christy	Professional Associate II	\$ 86,928.14
Herron	Rachel	Associate Professor	\$ 110,304.16
Hetu	Dominique	Assistant Professor	\$ 86,928.14
Hill	Bryan M	Associate Professor	\$ 139,948.58
Hinch-Bourns	Andrea	Administrative Associate II	\$ 96,127.43
Hinther	Rhonda	Professor	\$ 105,366.69
Holland	Emily	Associate Professor	\$ 113,359.46
How	Pamela	Instructional Associate III	\$ 82,824.25
Hurst	Christopher	Professional Associate II	\$ 96,616.54
Irwin	Laura (Lu)	Administrative Associate II	\$ 78,944.60
James	Kyle	Instructional Associate II	\$ 94,356.99
Jette	Kristin	Clerk 10 - 3	\$ 90,013.89
Johnson	Davion O	Professional Associate II	\$ 97,356.64
Jones	Candy	Associate Professor	\$ 107,309.65
Kalinowich	Trevor	4th Class Power Engineer	\$ 75,538.48
Karpa	Jane V	Associate Professor	\$ 122,700.15
Kasamali	Zahra	Assistant Professor	\$ 87,299.34
Kazakoff	Carmen	Professional Associate IV	\$ 142,641.48
Kirk	Jacqueline H	Associate Professor	\$ 130,182.42
Klassen	Kevin J	Programmer Analyst 11 - 6	\$ 85,842.21
Klonowski	Darek	Professor	\$ 115,095.05
Koiter	Alexander	Associate Professor	\$ 104,196.16
Kokorudz	Shelley M	Assistant Professor	\$ 116,824.00
Kordalchuk	Lisa A	Instructional Associate IV	\$ 104,282.86
Kramer	Reinhold	Professor	\$ 168,561.91
Krentz	Joel	Associate Professor	\$ 96,845.41
Kreshewski	Nicky J	Manager & Professional Officer - V	\$ 100,422.17
Lagimodiere	Chris	Manager & Professional Officer - VII	\$ 115,826.40
Lakevold	Dale	Associate Professor	\$ 116,345.89
Lam	Michelle	Professional Associate II	\$ 88,612.75
Lamont	Scott	Vice-President	\$ 242,430.52
Lawrence	Breanna C	Associate Professor	\$ 100,160.96
Lazinski	Marysia	Assistant Professor	\$ 84,908.51
Lee	Stacey	Professional Associate II	\$ 89,315.92
Lee	Robert	Administrative Associate II	\$ 120,558.62
LeMoine	Christophe M	Professor	\$ 123,206.25
Leroy	Michael	Programmer Analyst 12 - 6	\$ 93,906.31
Li	Rong-Yu	Professor	\$ 158,264.30
Li	Chenkuan	Professor	\$ 168,561.91
Lindsay	John	Associate Professor	\$ 136,288.42
Lowe-Puhach	Michelle	Instructional Associate IV	\$ 81,784.19
Lucyshyn-Wright	Rory B	Assistant Professor	\$ 91,711.25
Lynch	Wendy	Instructional Associate IV	\$ 101,168.02
MacKay	Lynn	Professor	\$ 153,926.46
Madison	Barry	Assistant Professor	\$ 84,631.82
Magnusson	Michelle	Professional Associate III	\$ 114,758.75
Majumder	Mousumi	Associate Professor	\$ 107,250.67

Malainey	Mary	Professor	\$ 163,138.32
Malcolm	Christopher D	Associate Professor	\$ 139,202.29
Malyon	Morganna R	Professional Associate II	\$ 79,757.75
Marshall	Alison	Professor	\$ 166,848.64
Masaki-Hechler	Megumi	Professor	\$ 155,721.54
Maud	Velvet D	Assistant Professor	\$ 78,486.45
Mayer	Lorraine	Professor	\$ 158,880.73
McCallum	Wendy M	Professor	\$ 137,176.72
McCormick	Michael	Manager & Professional Officer - VII	\$ 139,203.23
McCulloch	Allison	Professor	\$ 128,983.42
McDaniel	Andrea	Manager & Professional Officer - VII	\$ 152,590.43
McDougall	Carley	Clerk 10 - 5	\$ 76,847.97
McGonigle	Terence P	Professor	\$ 159,431.82
McKenzie	Kevin	Assistant Professor	\$ 86,928.99
McKenzie	Tammy	Assistant Professor	\$ 107,150.92
McLachlan	Lindsay	Assistant Professor	\$ 98,881.53
McPherson	Nancy	Associate Professor	\$ 107,779.49
Medd	Susan	Assistant Professor	\$ 107,150.92
Melvin	Neal	Assistant Professor	\$ 103,658.40
Mengistu	Tadesse	Instructional Associate IV	\$ 102,393.36
Mihelakis	Eftihia	Associate Professor	\$ 100,160.72
Mikati	Mizhar	Assistant Professor	\$ 77,737.51
Minshull	John	Administrative Associate II	\$ 107,150.92
Morrisette	Patrick	Professor	\$ 167,978.14
Morton	Pauline	Instructional Associate III	\$ 78,944.60
Mullins	Sharran L	Assistant Professor	\$ 96,488.63
Mumin	Hamid	Professor	\$ 151,071.28
Murkin	Kerry	Manager & Professional Officer - V	\$ 100,422.17
Naismith	Dana	Assistant Professor	\$ 95,902.40
Namespetra	Nicholas	Manager & Professional Officer - V	\$ 80,815.63
Navid	Carla	Assistant Professor	\$ 89,689.79
Naylor	James	Professor	\$ 166,365.82
Newall	Nancy E	Associate Professor	\$ 99,600.53
Nichol	Jacqueline	Manager & Professional Officer - V	\$ 99,537.48
Noll	Kurt L	Professor	\$ 144,593.44
Noto	Allison	Manager & Professional Officer - VII	\$ 139,053.04
Okrainec	J. Alexa	Associate Professor	\$ 151,706.71
Pachkowski	Katherine	Assistant Professor	\$ 107,150.92
Paddock	Russell T	Professional Associate III	\$ 125,577.12
Pattison	Simon A	Professor	\$ 168,559.15
Petrella	Serena	Associate Professor	\$ 125,577.12
Pickering	Douglas A	Professor	\$ 150,533.68
Platz	Eric S	Associate Professor	\$ 121,682.06
Plosker	Sarah J	Professor	\$ 86,529.65
Pople	Douglas	Administrative Associate II	\$ 107,150.92
Puhach	Alvin	Manager & Professional Officer - VI	\$ 111,971.57
Puppe	Ian	Assistant Professor	\$ 82,518.65
Racine	Darrell	Assistant Professor	\$ 78,314.95
Ramsey	R. Douglas	Professor	\$ 161,494.32
Richards	Kathleen M	Administrative Associate II	\$ 92,173.00
Richea	Schad	U Sports Coach III	\$ 119,469.36
Robinson	Steven	Associate Professor	\$ 145,727.64

Robles	Wilder	Associate Professor	\$ 114,303.62
Robson	Lisa M	Associate Professor	\$ 139,204.09
Rose	Barbara	Assistant Professor	\$ 107,150.92
Ross	Linda L	Associate Professor	\$ 161,530.50
Rowland	David O	Professional Associate III	\$ 139,204.09
Rutherford	Pamela	Associate Professor	\$ 134,738.58
Ryan	Kim	Associate Professor	\$ 164,274.09
Salman	Ali	Professor	\$ 148,303.72
Saunders	Kelly	Associate Professor	\$ 133,769.20
Sawatzky-Dyck	Sherry	Professional Associate III	\$ 110,848.56
Sayers	Gretta	Assistant Professor	\$ 84,537.30
Schira	H. Rainer	Professional Associate III	\$ 134,738.58
Schneider	Christopher J	Professor	\$ 139,717.57
Scott	Sheila J	Professor	\$ 153,641.94
Simon	Lesley	Manager & Professional Officer - IV	\$ 81,191.59
Skinner	Tom	Associate Professor	\$ 136,061.44
Skuce	Tim	Associate Professor	\$ 100,491.51
Smale	Susan	Manager & Professional Officer - VII	\$ 137,836.83
Smith	Fiona G	Associate Professor	\$ 82,876.93
Smith	Jeffrey G	Professional Associate II	\$ 91,364.86
Smith	Cathryn	Associate Professor	\$ 121,218.88
Somarin	Alireza	Professor	\$ 164,516.30
Spence	Balfour A	Professor	\$ 164,888.09
Spiss	Sally	Manager & Professional Officer - IV	\$ 91,141.40
Sprott	Deanne	Instructional Associate III	\$ 78,943.34
Srivastava	Gautam	Associate Professor	\$ 116,237.73
Stanley	Nancy M	Professor	\$ 167,417.50
Stouffer	Joseph	Assistant Professor	\$ 105,342.16
Strang	G. Bruce	Professor	\$ 168,561.91
Su	Chang	Assistant Professor	\$ 106,421.48
Sucha	Melanie	Manager & Professional Officer - VII	\$ 169,224.94
Taylor	David C	Assistant Professor	\$ 124,251.09
Terry	Marion	Professor	\$ 180,482.14
Thomson	Andrea E	Assistant Professor	\$ 95,114.56
Torabi	Mostafa	Assistant Professor	\$ 80,035.16
Tselyakov	Alexander	Professor	\$ 151,403.92
Untereiner	Wendy	Professor	\$ 151,989.85
van Heyst	Wenonah L	Instructional Associate IV	\$ 101,269.66
Varley	Emma	Associate Professor	\$ 116,414.07
Venema	Henry I	Associate Professor	\$ 139,204.09
Wachal	Julie	Instructional Associate III	\$ 78,139.79
Waddell-Henowitch	Candice	Associate Professor	\$ 96,694.49
Watier	Nicholas N	Associate Professor	\$ 111,346.16
Watson	Ellen	Assistant Professor	\$ 100,786.01
Whittington	Peter	Associate Professor	\$ 102,355.48
Williams	Jeffrey G	Professor	\$ 167,417.50
Wilson	Aaron	Associate Professor	\$ 107,250.67
Wilson	Grant	U Sports Coach III	\$ 111,851.30
Winter	David R	Professor	\$ 132,038.88
Wiseman	Dion	Associate Professor	\$ 139,725.09
Wong	Siu Kwong (Kevin)	Associate Professor	\$ 139,204.09
Wood	Lisa	Assistant Professor	\$ 96,488.63

Wood	Catherine M	Professor	\$	133,465.57
Wotton	Warren D	Electrician/Journeyman	\$	77,642.28
Xu	Lin	Associate Professor	\$	122,522.88
Yaman Ntelioglou	Burcu	Associate Professor	\$	112,817.60
Yan	Xiaoqian	Associate Professor	\$	138,721.96
Yasui	Etsuko	Associate Professor	\$	118,498.07
Zacharias	Leanne	Associate Professor	\$	113,359.46
Zehtab-Jadid	Fattaneh	Associate Professor	\$	117,551.98
Zhuang	Hejun	Associate Professor	\$	104,196.16

Brandon University
Note to the Public Sector Compensation Disclosure Schedule
For the year ended December 31, 2022

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 in the report.