

# **BRANDON UNIVERSITY**

**Schedule of Public Sector Compensation Disclosure  
for the Year Ended December 31, 2023**



**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, 2023 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 15, 2024

## 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, 2023.

The following is a list of the amount of compensation paid, directly or indirectly, including professional fees, in the 2023 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 2023, Brandon University issued a total of 1,473 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:

256	Full-time academic positions
272	Part-time academic positions
187	Full-time support positions
22	Part-time support positions
601	Casual academic and support positions

The total number of Brandon University employees whose compensation is \$85,000 or more is 244.

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>Last Name</u></b>	<b><u>First Name</u></b>	<b><u>Job Title</u></b>	<b><u>T4 Total</u></b>
Abdelbar	Ashraf	Professor	140,344.70
Abdou	Abdella	Associate Professor	139,337.56
Ahmad	Faiz	Professor	168,407.98
Ahmad	Nora	Professor	129,795.94
Al-Abdallah	Abdel R	Assistant Professor	90,497.54
Alexandre	Paul	Professional Associate III	105,036.04
Allan	Jonathan	Professor	144,856.18
Allan	Deanna	Associate Professor	113,556.87
Anyichie	Aloysius	Assistant Professor	103,885.43
Ardelli	Bernadette F	Professor	166,546.93
Bach	Edward S	Associate Professor	139,077.28
Ballentine	Greg	Assistant Professor	97,200.07
Barcellona	Leanne M	Manager & Professional Officer - VI	98,927.81
Batson	Karen	Assistant Professor	99,064.95
Baumgartner	Joseph	Programmer Analyst 12 - 4	90,484.55
Baxter	Catherine	Assistant Professor	107,454.08
Beeman	Chris	Professor	120,241.07
Beeston	Stacey	Instructional Associate III	98,107.91
Bessant	Kenneth C	Professor	162,969.81
Bessette	Michelle	Administrative Associate II	93,636.65
Booth	Derek	Manager & Professional Officer - V	95,965.44
Boudreau	Mary Ellen	Instructional Associate IV	101,461.28
Boult	Cameron	Associate Professor	104,369.85
Braid	Joseph (JD)	Manager & Professional Officer - V	92,018.07
Braun	Alexis	Administrative Associate II	125,196.62
Brown	Erica	Manager & Professional Officer - VI	112,288.46
Brown	Christopher	Associate Professor	152,433.55
Bushnell	Eric C	Professor	134,098.39
Callahan	Krista	Assistant Professor	97,958.64
Campbell	Kofi	Vice-President (Academic & Provost)	207,848.80
Canada-Vanegas Mesa	Lorna	Instructional Associate III	98,108.31
Care	W. Dean	Professor	169,932.21
Carrington	Margaret	Professor	169,038.10
Carter	Lee	U Sports Coach III	118,171.11
Cassone	Bryan J	Professor	129,975.71
Chachula	Kathryn	Associate Professor	116,632.49
Chadwick	Sheelagh	Associate Professor	128,028.09
Charette	Joseph M. C.	Assistant Professor	106,255.66
Chen	Ji Yang	Instructional Associate IV	101,461.28
Chen	Vincent C	Associate Professor	113,651.77
Cheung	Gil	U Sports Coach II	91,133.29
Cleland	Michelle	Assistant Professor	85,145.84
Cloet	Laura	Manager & Professional Officer - IV	90,319.81
Collyer	Tracey	Administrative Associate II	99,063.91
Combet	Denis-Paul	Professor	149,646.98
Corenblum	Barry S	Professor	167,806.84
Cruise	Andrea	Manager & Professional Officer - V	100,706.55
Cuvelier	Paige	Manager & Professional Officer - IV	86,067.13
Dagenais	Andree	Professor	149,134.89
deForest	Kevin	Associate Professor	124,963.75
Denys	Tanya	Instructional Associate IV	87,558.49
Di Muro	Matteo M	Assistant Professor	89,477.29
Docherty	David C	President	321,384.06

<b><u>Last Name</u></b>	<b><u>First Name</u></b>	<b><u>Job Title</u></b>	<b><u>T4 Total</u></b>
Downey	Shannon	Manager & Professional Officer - IV	97,135.73
Duncan	Heather	Professor	197,731.64
Dupuis	Cora	Professional Associate III	110,493.86
DuWors	Kerry	Associate Professor	113,169.79
Dwivedula	Venkata Sesha Raviki	Assistant Professor	115,346.67
Eberts	Derrek A	Associate Professor	139,597.84
Edmunds	T. Keith K	Assistant Professor	89,755.80
Ehman	Caroline	Associate Professor	100,870.24
Eisler	Carla L	Manager & Professional Officer - VII	141,293.69
English	Shawna	Manager & Professional Officer - IV	90,726.22
Farrell	Alysha J	Associate Professor	119,314.71
Finlay	Norman James	Instructional Associate IV	97,150.51
Fisher	Kristen	Associate Vice-President (People & Talent)	176,167.59
Fleming	Cheryl	Manager & Professional Officer - V	91,317.73
Forbes	Scott	Associate Professor	99,548.70
Foster	Tyler J	Professor	154,888.95
Frey	Anna	Manager & Professional Officer - VI	89,700.98
Fugleberg	Todd	Associate Professor	125,742.18
Gadbois	Shannon	Professor	148,574.95
Garbutt	Joan	Professional Associate III	110,494.77
Gasse	Rosanne P	Professor	146,719.19
Gatien	Gregory	Associate Professor	162,097.74
Gill	Trent	Administrative Associate II	91,054.79
Godin	Jon-Tomas	Associate Professor	128,287.64
Goernert	Phillip N	Professor	177,456.78
Gold	Ken	Assistant Professor	103,852.84
Graham	Jan M	Associate Professor	103,477.32
Greenwood	David R	Professor	169,038.10
Grenier	Carleigh	Administrative Associate II	87,081.15
Grills	C. Scott	Professor	169,038.10
Grills	Sheilagh	Professional Associate III	138,061.63
Grona	Sara	Manager & Professional Officer - IV	95,243.59
Gross	Glen	Professional Associate II	107,454.08
Gulliver	Austin F	Professor	167,802.70
Hall	Sarah	Assistant Professor	91,874.82
Hamilton	Grant	Manager & Professional Officer - VII	138,344.88
Hanemaayer	Ariane	Associate Professor	99,706.39
Hardy	Denise	Instructional Associate IV	110,830.84
Harms	Patricia	Associate Professor	134,998.46
Harris	Marsha	Professional Associate III	107,431.95
Henderson	Robert	Manager & Professional Officer - IV	90,319.84
Henriquez	Nadine	Associate Professor	100,868.86
Henry	Christy	Professional Associate III	98,666.99
Herron	Rachel	Professor	123,391.74
Hetu	Dominique	Assistant Professor	89,476.38
Hill	Bryan M	Associate Professor	143,323.30
Hinch-Bourns	Andrea	Administrative Associate II	98,694.67
Hinther	Rhonda	Professor	139,521.23
Holland	Emily	Associate Professor	118,726.85
Hurst	Christopher	Professional Associate II	107,454.08
Irwin	Laura (Lu)	Administrative Associate II	137,246.31
Johnson	Melinda	Instructional Associate III	90,728.74
Jones	Candy	Associate Professor	131,020.40

<b><u>Last Name</u></b>	<b><u>First Name</u></b>	<b><u>Job Title</u></b>	<b><u>T4 Total</u></b>
Kalinowich	Trevor	Chief Engineer	93,000.87
Karpa	Jane V	Associate Professor	118,372.79
Kasamali	Zahra	Assistant Professor	89,477.29
Kazakoff	Carmen	Professional Associate IV	146,340.58
Kelly	R. Wayne	Professional Associate II	86,874.20
Kirk	Jacqueline H	Associate Professor	133,491.55
Klassen	Kevin J	Programmer Analyst 11 - 6	86,696.78
Klonowski	Darek	Professor	152,260.30
Koiter	Alexander	Associate Professor	96,616.86
Kokorudz	Shelley M	Associate Professor	135,293.28
Kordalchuk	Lisa A	Instructional Associate IV	110,459.75
Kramer	Reinhold	Professor	169,038.10
Krentz	Joel	Associate Professor	104,644.77
Kreshewski	Nicky J	Manager & Professional Officer - V	100,706.54
Lagimodiere	Chris	Associate Vice-President (Indigenous Initiatives)	131,466.49
Lakevold	Dale	Associate Professor	119,238.77
Lam	Michelle	Professional Associate III	106,323.22
Lamont	Scott	Vice-President (Administration & Finance)	247,872.30
Lazinski	Marysia	Assistant Professor	87,080.11
Lee	Stacey	Professional Associate II	92,232.31
LeMoine	Christophe M	Professor	146,479.99
Leroy	Michael	Programmer Analyst 12 - 6	96,878.75
Li	Chenkuan	Professor	169,038.10
Li	Rong-Yu	Professor	156,014.51
Lindsay	John	Associate Professor	139,893.05
Lucyshyn-Wright	Rory B	Associate Professor	99,768.98
Lynch	Wendy	Instructional Associate IV	109,532.02
MackKay	Lynn	Professor	141,865.76
Madison	Barry	Assistant Professor	87,081.15
Magnusson	Michelle	Professional Associate III	118,019.87
Majumder	Mousumi	Associate Professor	110,494.77
Malainey	Mary	Professor	167,172.93
Malcolm	Christopher D	Associate Professor	139,597.84
Marshall	Alison	Professor	169,036.02
Masaki-Hechler	Megumi	Professor	128,025.37
Mayer	Lorraine	Professor	143,705.32
McCormick	Michael	Manager & Professional Officer - VII	127,193.31
McCulloch	Allison	Professor	132,921.01
McDaniel	Andrea	Manager & Professional Officer - VII	153,313.05
McDougall	Carley	Manager & Professional Officer - VI	93,567.93
McGonigle	Terence P	Professor	163,455.04
McKenzie	Tammy	Assistant Professor	107,454.08
McKenzie	Kevin	Assistant Professor	89,477.42
McLachlan	Lindsay	Assistant Professor	109,356.86
McPherson	Nancy	Associate Professor	111,152.74
Medd	Susan	Assistant Professor	107,454.08
Melvin	Neal	Assistant Professor	106,254.62
Mengistu	Tadesse	Instructional Associate IV	104,986.68
Mihelakis	Eftihia	Associate Professor	93,858.70
Minshull	John	Administrative Associate II	107,454.08
Morris	Jill	Assistant Professor	96,378.23
Morrissette	Patrick	Professor	151,630.18
Moss	Maureen Louise	Manager & Professional Officer - VII	115,972.68

<b><u>Last Name</u></b>	<b><u>First Name</u></b>	<b><u>Job Title</u></b>	<b><u>T4 Total</u></b>
Mullins	Sharran L	Assistant Professor	99,063.91
Mumin	Hamid	Professor	151,630.18
Murkin	Kerry	Manager & Professional Officer - VI	104,033.18
Naismith	Dana	Assistant Professor	95,029.87
Navid	Carla	Assistant Professor	91,875.86
Naylor	James	Professor	168,407.98
Newall	Nancy E	Associate Professor	113,556.87
Nichol	Jacqueline	Manager & Professional Officer - V	100,912.47
Noll	Kurt L	Professor	148,574.95
Noto	Allison	Manager & Professional Officer - VII	140,680.41
Pachkowski	Katherine	Assistant Professor	108,506.41
Paddock	Russell T	Professional Associate IV	129,202.24
Pattison	Simon A	Professor	169,038.10
Petrella	Serena	Associate Professor	130,767.55
Pickering	Douglas A	Professor	149,291.96
Platz	Eric S	Associate Professor	124,966.87
Plosker	Sarah J	Professor	122,154.74
Pople	Douglas	Administrative Associate II	107,454.08
Puhach	Alvin	Manager & Professional Officer - VI	118,527.42
Ramsey	R. Douglas	Professor	159,734.19
Richards	Kathleen M	Administrative Associate II	94,736.37
Richea	Schad	U Sports Coach III	122,748.43
Robinson	Steven	Associate Professor	139,597.84
Robles	Wilder	Associate Professor	119,529.15
Robson	Lisa M	Associate Professor	139,597.84
Rose	Barbara	Assistant Professor	107,253.56
Ross	Linda L	Associate Professor	161,827.91
Rowland	David O	Professional Associate III	139,597.84
Rutherford	Pamela	Associate Professor	138,061.63
Ryan	Kim	Associate Professor	148,309.87
Salman	Ali	Professor	102,626.61
Saunders	Kelly	Associate Professor	134,998.46
Sawatzky-Dyck	Sherry	Professional Associate III	111,115.05
Sayers	Gretta	Assistant Professor	87,079.07
Schira	H. Rainer	Professional Associate III	138,074.63
Schneider	Christopher J	Professor	137,416.56
Scott	Sheila J	Professor	147,448.21
Simon	Lesley	Manager & Professional Officer - IV	90,337.14
Skinner	Tom	Associate Professor	136,252.15
Skuce	Tim	Associate Professor	103,835.99
Smale	Susan	Manager & Professional Officer - VII	139,597.88
Smith	Cathryn	Associate Professor	106,290.02
Smith	Jeffrey G	Professional Associate II	90,695.71
Somarin	Alireza	Professor	156,014.51
Spence	Balfour A	Professor	167,854.74
Spiss	Sally	Manager & Professional Officer - IV	91,402.41
Srivastava	Gautam	Professor	124,808.58
Stanley	Nancy M	Professor	158,767.47
Stouffer	Joseph	Assistant Professor	107,727.86
Strang	G. Bruce	Professor	169,038.10
Su	Chang	Assistant Professor	107,454.08
Sucha	Melanie	Manager & Professional Officer - VII	173,555.88
Taylor	David C	Assistant Professor	106,701.80



<b><u>Last Name</u></b>	<b><u>First Name</u></b>	<b><u>Job Title</u></b>	<b><u>T4 Total</u></b>
Terry	Marion	Professor	116,437.17
Thomson	Andrea E	Assistant Professor	97,019.63
Tselyakov	Alexander	Professor	168,407.98
Untereiner	Wendy	Professor	169,038.10
van Heyst	Wenonah L	Instructional Associate IV	103,858.65
Van Mulligen	Laura	Assistant Professor	87,107.43
Varley	Emma	Associate Professor	119,685.35
Venema	Henry I	Professor	135,676.10
Wachal	Julie	Instructional Associate III	85,732.47
Waddell-Henowitch	Candice	Associate Professor	107,424.51
Watier	Nicholas N	Associate Professor	114,609.20
Watson	Ellen	Assistant Professor	105,089.24
Whelpton	Kate	Manager & Professional Officer - VII	154,077.32
Whittington	Peter	Associate Professor	116,622.18
Williams	Jeffrey G	Professor	167,802.70
Wilson	Grant	U Sports Coach III	115,109.07
Wilson	Aaron	Associate Professor	110,494.77
Winsor Murray	Joanne	Assistant Professor	101,929.33
Winter	David R	Professor	135,985.12
Wiseman	Dion	Associate Professor	139,597.84
Wong	Siu Kwong (Kevin)	Associate Professor	139,597.84
Wood	Catherine M	Professor	137,416.56
Wood	Lisa	Associate Professor	100,868.86
Xu	Lin	Associate Professor	125,810.34
Yaman Ntelioglou	Burcu	Associate Professor	88,967.33
Yan	Xiaoqian	Associate Professor	93,073.46
Yasui	Etsuko	Associate Professor	119,685.35
Zacharias	Leanne	Associate Professor	116,622.18
Zander	Wendy M	Professor	142,490.47
Zehtab-Jadid	Fattaneh	Associate Professor	120,782.62
Zhuang	Hejun	Associate Professor	107,431.95

**Note to the Public Sector Compensation Disclosure Schedule  
For the year ended December 31, 2023**

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.