

BRANDON UNIVERSITY

**Schedule of Public Sector Compensation Disclosure
for the Year Ended December 31, 2020**



**BRANDON
UNIVERSITY**



Tel: 204 727 0671
Fax: 204 726 4580
Toll Free: 800 775 3328
www.bdo.ca

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, 2020 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 26, 2021

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, 2020.

The following is a list of the amount of compensation paid, directly or indirectly, including professional fees, in the 2020 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 2020, Brandon University issued a total of 1,279 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:

242	Full-time academic positions
247	Part-time academic positions
177	Full-time support positions
18	Part-time support positions
491	Casual academic and support positions

The total number of Brandon University employees whose compensation is \$75,000 or more is 263.

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/>.

Employee Name	Job Title	Total Compensation
Abdelbar, Ashraf	Professor	\$ 147,928.66
Abdou, Abdella	Associate Professor	\$ 138,362.34
Ahmad, Faiz	Professor	\$ 172,545.18
Ahmad, Nora	Associate Professor	\$ 106,613.19
Alexandre, Paul	Professional Associate III	\$ 109,535.04
Allan, Jonathan	Professor	\$ 136,540.16
Andries, Jason	Coordinator 10 - 6	\$ 81,696.02
Ardelli, Bernadette F	Professor	\$ 170,715.83
Ashton, William	Professional Associate IV	\$ 134,858.53
Asselin, Steve	Assistant Professor	\$ 81,863.08
Bach, Edward S	Associate Professor	\$ 144,495.54
Baig, Ayat	Instructional Associate III	\$ 79,945.68
Baker, Richard	Assistant Professor	\$ 103,611.58
Barcellona, Leanne M	Manager & Professional Officer - VI	\$ 84,706.07
Baumgartner, Joseph	Programmer Analyst 12 - 1	\$ 85,415.03
Baxter, Catherine	Assistant Professor	\$ 108,502.60
Beeman, Chris	Associate Professor	\$ 101,464.35
Berkan, Deborah J	Manager & Professional Officer - VII	\$ 91,866.00
Bessant, Kenneth C	Professor	\$ 155,247.48
Bessette, Michelle	Administrative Associate II	\$ 99,152.72
Booth, Derek	Manager & Professional Officer - V	\$ 86,994.39
Boudreau, Mary Ellen	Instructional Associate IV	\$ 96,269.90
Boult, Cameron	Assistant Professor	\$ 91,377.74
Braaksma, Betty	Professional Associate IV	\$ 92,710.50
Braun, Alexis	Administrative Associate II	\$ 101,163.07
Brown, Christopher	Associate Professor	\$ 153,776.92
Brown, Erica	Manager & Professional Officer - VI	\$ 114,617.68
Bushnell, Eric C	Associate Professor	\$ 109,718.23
Cain, Michael D	Professor	\$ 143,745.46
Callahan, Krista	Instructional Associate IV	\$ 89,731.49
Canada-Vanegas Mesa, Lorna	Instructional Associate III	\$ 83,406.43
Cantlon, Tanya	Library Assist 9 - 6	\$ 75,856.48
Care, W. Dean	Professor	\$ 195,366.18
Carrington, Margaret	Professor	\$ 172,545.18
Carter, Lee	U Sports Coach III	\$ 111,301.48
Cassone, Bryan J	Associate Professor	\$ 109,718.23
Chachula, Kathryn	Associate Professor	\$ 84,691.74
Chadwick, Sheelagh	Associate Professor	\$ 109,904.20
Charette, Joseph M. C.	Assistant Professor	\$ 94,262.13
Chen, Ji Yang	Instructional Associate IV	\$ 97,304.07
Chen, Vincent C	Associate Professor	\$ 102,960.76
Cheung, Gil	U Sports Coach II	\$ 89,437.03
Clements, Karen J	Assistant Professor	\$ 82,060.20
Cloet, Laura	Manager & Professional Officer - IV	\$ 92,194.94
Collyer, Tracey	Administrative Associate II	\$ 93,823.28
Combet, Denis-Paul	Professor	\$ 128,267.96
Corenblum, Barry S	Professor	\$ 171,274.29
Cruise, Andrea	Manager & Professional Officer - V	\$ 94,093.24
Cuvelier, D. Brent	Carpenter II	\$ 76,562.23
Cuvelier, Paige	Manager & Professional Officer - IV	\$ 77,655.94
Dagenais, Andree	Associate Professor	\$ 141,795.01
deForest, Kevin	Associate Professor	\$ 118,236.00
Denys, Tanya	Instructional Associate IV	\$ 83,627.63
Docherty, David C	President	\$ 323,757.43

Dolecki, Joseph F	Associate Professor	\$	141,647.86
Douglas, Patricia	Associate Professor	\$	101,164.01
Downey, Shannon	Manager & Professional Officer - IV	\$	92,670.01
Duncan, Heather	Professor	\$	220,904.05
Dupuis, Cora	Professional Associate III	\$	103,928.29
Dusome, Debra L	Assistant Professor	\$	106,057.20
DuWors, Kerry	Associate Professor	\$	119,098.11
Dwivedula, Venkata Sessa Ravikiran	Assistant Professor	\$	106,056.12
Dyck, Sherri	Instructional Associate III	\$	76,572.72
Eberts, Derrek A	Associate Professor	\$	142,492.20
Edguer, Nukte	Assistant Professor	\$	109,682.16
Ehman, Caroline	Assistant Professor	\$	94,368.15
Eisler, Carla L	Manager & Professional Officer - VI	\$	113,474.44
Elliott, Rachel	Assistant Professor	\$	83,715.40
English, Shawna	Manager & Professional Officer - IV	\$	92,449.65
Farrell, Alysha J	Associate Professor	\$	111,579.14
Finlay, Norman James	Instructional Associate IV	\$	91,868.86
Fisher, Kristen	Manager & Professional Officer - VI	\$	144,033.87
Forbes, Scott	Associate Professor	\$	102,960.76
Forsythe, James	Professor	\$	172,075.83
Foster, Tyler J	Professor	\$	140,335.29
Fugleberg, Todd	Associate Professor	\$	137,855.09
Gadbois, Shannon	Professor	\$	140,335.29
Garbutt, Joan	Professional Associate III	\$	91,121.09
Gasse, Rosanne P	Professor	\$	155,844.00
Gatien, Gregory	Associate Professor	\$	155,498.36
Gill, Trent	Administrative Associate II	\$	84,036.93
Gillander, Heather	Assistant Professor	\$	86,310.89
Godin, Jon-Tomas	Associate Professor	\$	112,796.52
Goernert, Phillip N	Professor	\$	176,912.03
Graham, Jan M	Associate Professor	\$	128,807.78
Greenwood, David R	Professor	\$	172,545.18
Grenier Mintenko, Kim	Manager & Professional Officer - VI	\$	132,211.43
Grills, C. Scott	Professor	\$	155,803.62
Grills, Sheilagh	Professional Associate III	\$	118,688.23
Grona, Sara	Manager & Professional Officer - IV	\$	84,426.34
Gross, Glen	Professional Associate II	\$	109,682.16
Gross, Kate	Manager & Professional Officer - VII	\$	149,741.11
Gulliver, Austin F	Professor	\$	171,274.29
Hall, Sarah	Assistant Professor	\$	87,880.69
Hamilton, Grant	Manager & Professional Officer - VII	\$	125,412.57
Hardy, Denise	Instructional Associate IV	\$	99,625.11
Harms, Patricia	Associate Professor	\$	128,477.10
Harris, Marsha	Professional Associate III	\$	93,823.28
Henderson, Robert	Manager & Professional Officer - IV	\$	87,761.96
Henriquez, Nadine	Assistant Professor	\$	93,823.28
Henry, Christy	Professional Associate II	\$	90,241.93
Herron, Rachel	Associate Professor	\$	106,591.52
Hill, Bryan M	Associate Professor	\$	141,945.44
Hinther, Rhonda	Professor	\$	128,914.06
Holland, Emily	Associate Professor	\$	99,354.40
How, Pamela	Instructional Associate III	\$	75,824.81
Hurst, Christopher	Professional Associate II	\$	124,478.71
Irwin, Laura (Lu)	Administrative Associate I	\$	76,382.65
Karpa, Jane V	Associate Professor	\$	122,012.01

Kazakoff, Carmen	Professional Associate IV	\$	138,955.64
Kelly, R. Wayne	Professional Associate II	\$	88,396.21
Kirk, Jacqueline H	Associate Professor	\$	141,417.25
Klassen, Kevin J	Programmer Analyst 11 - 6	\$	88,699.97
Klonowski, Darek	Professor	\$	170,707.03
Koiter, Alexander	Associate Professor	\$	86,483.61
Kokorudz, Shelley M	Assistant Professor	\$	115,887.16
Kordalchuk, Lisa A	Instructional Associate III	\$	94,253.63
Kramer, Reinhold	Professor	\$	154,563.08
Krentz, Joel	Associate Professor	\$	102,327.36
Kreshewski, Nicky J	Manager & Professional Officer - V	\$	101,769.57
Lagimodiere, Chris	Manager & Professional Officer - VI	\$	104,913.28
Lakevold, Dale	Associate Professor	\$	101,487.98
Lam, Michelle	Professional Associate II	\$	84,309.79
Lamont, Scott	Vice-President	\$	241,470.35
Lawrence, Breanna C	Assistant Professor	\$	93,824.22
Lee, Robert	Administrative Associate II	\$	128,202.95
Lee, Stacey	Professional Associate II	\$	86,482.66
LeMoine, Christophe M	Associate Professor	\$	109,718.23
Leroy, Michael	Programmer Analyst 12 - 5	\$	99,534.45
Li, Chenkuan	Professor	\$	173,679.25
Li, Rong-Yu	Professor	\$	147,928.66
Lindsay, John	Associate Professor	\$	134,224.42
Lowe-Puhach, Michelle	Instructional Associate III	\$	80,809.46
Lucyshyn-Wright, Rory B	Assistant Professor	\$	90,481.47
Lynch, Wendy	Instructional Associate IV	\$	79,431.80
Mackay, Lynn	Professor	\$	150,360.45
Magnusson, Michelle	Professional Associate III	\$	109,535.04
Majumder, Mousumi	Associate Professor	\$	101,060.75
Malainey, Mary	Professor	\$	159,319.10
Malazdrewicz, Michael	Associate Professor	\$	142,492.20
Malcolm, Christopher D	Associate Professor	\$	137,855.09
Malyon, Morganna R	Professional Associate II	\$	84,036.93
Marshall, Alison	Professor	\$	147,697.82
Masaki-Hechler, Megumi	Professor	\$	151,726.12
Mason, Corinne	Associate Professor	\$	107,855.37
Mattes, Catherine	Associate Professor	\$	112,844.91
Maud, Velvet D	Lecturer	\$	76,373.34
Mayer, Lorraine	Professor	\$	154,928.38
McCallum, Wendy M	Professor	\$	139,464.78
McCulloch, Allison	Associate Professor	\$	125,256.24
McDaniel, Andrea	Manager & Professional Officer - VII	\$	155,801.17
McDougall, Carley	Manager & Professional Officer - IV & MGEU 10-3	\$	82,938.59
McGonigle, Terence P	Professor	\$	141,524.08
McKay, Aaron	Administrative Associate II	\$	81,681.40
McKenzie, Kevin	Assistant Professor	\$	84,399.72
McKenzie, Tammy	Assistant Professor	\$	108,501.66
McPherson, Nancy	Associate Professor	\$	137,151.76
Medd, Susan	Assistant Professor	\$	109,682.16
Melvin, Neal	Assistant Professor	\$	101,163.07
Mengistu, Tadesse	Instructional Associate IV	\$	99,865.96
Merrill, Denise	Manager & Professional Officer - IV	\$	92,195.51
Mihelakis, Eftihia	Assistant Professor	\$	110,369.95
Minshull, John	Administrative Associate II	\$	108,503.64
Moraros, Jean	Professor	\$	117,935.25

Morrisette, Patrick	Professor	\$	172,079.34
Morton, Pauline	Instructional Associate III	\$	80,809.46
Mullins, Sharran L	Assistant Professor	\$	93,823.28
Mumin, Hamid	Professor	\$	170,053.23
Murkin, Kerry	Manager & Professional Officer - V	\$	103,484.70
Naismith, Dana	Assistant Professor	\$	103,030.27
Namespetra, Nicholas	Manager & Professional Officer - V	\$	93,168.44
Nantais, Michael	Associate Professor	\$	111,614.35
Navid, Carla	Manager & Professional Officer - V	\$	135,869.39
Naylor, James	Professor	\$	162,696.14
Nazish, Kiran	Stanley Knowles Distinguished Visiting Professor	\$	82,742.88
Newall, Nancy E	Associate Professor	\$	106,591.52
Newitt, Bruce C	Electrician/Journeyman	\$	76,301.35
Nichol, Jacqueline	Manager & Professional Officer - V	\$	94,093.00
Nichol, Kathleen M	Instructional Associate IV	\$	97,722.11
Noll, Kurt L	Professor	\$	140,335.29
Noto, Allison	Manager & Professional Officer - VII	\$	131,493.46
Okrainec, J. Alexa	Associate Professor	\$	157,975.54
Pachkowski, Katherine	Assistant Professor	\$	108,502.60
Packwood, Matthew	Clerk 9 - 6	\$	75,069.26
Paddock, Russell T	Professional Associate III	\$	122,223.89
Pattison, Simon A	Professor	\$	166,911.75
Petrella, Serena	Associate Professor	\$	121,603.33
Pickering, Douglas A	Professor	\$	172,710.44
Platz, Eric S	Associate Professor	\$	118,239.10
Plosker, Sarah J	Associate Professor	\$	93,027.68
Poersch, Travis	Chief Power Engineer/Class III	\$	101,229.28
Pople, Douglas	Administrative Associate II	\$	109,946.14
Puhach, Alvin	Manager & Professional Officer - VI	\$	118,478.89
Pylypowich, Ashley	Assistant Professor	\$	93,261.27
Racine, Darrell	Assistant Professor	\$	98,636.95
Ramsey, R. Douglas	Professor	\$	151,726.12
Richards, Gwynfor D	Professor	\$	171,911.03
Richards, Kathleen M	Administrative Associate II	\$	90,584.79
Richea, Schad	U Sports Coach III	\$	115,971.58
Robinson, Steven	Vice-President	\$	203,344.87
Robles, Wilder	Associate Professor	\$	98,680.26
Robson, Lisa M	Associate Professor	\$	154,204.47
Rose, Barbara	Assistant Professor	\$	109,682.16
Ross, Linda L	Acting Dean of Health Studies	\$	153,949.16
Rowland, David O	Professional Associate III	\$	140,981.86
Rutherford, Pamela	Associate Professor	\$	119,166.58
Rutz, Alex	Carpenter II	\$	77,294.29
Ryan-Nicholls, Kim	Associate Professor	\$	151,323.53
Salman, Ali	Professor	\$	144,131.20
Saunders, Kelly	Associate Professor	\$	115,864.89
Sawatzky-Dyck, Sherry	Professional Associate III	\$	112,844.91
Sayers, Gretta	Assistant Professor	\$	81,590.27
Schira, H. Rainer	Professional Associate III	\$	136,139.11
Schneider, Christopher J	Professor	\$	121,524.78
Scott, Sheila J	Professor	\$	149,596.82
Shoultz, Curt	Professional Associate III	\$	88,651.20
Skinner, Tom	Associate Professor	\$	138,112.63
Skuce, Tim	Associate Professor	\$	109,682.16
Skyhar, Candy	Associate Professor	\$	109,682.16

Smale, Susan	Manager & Professional Officer - VII	\$	130,427.72
Smith, Cathryn	Associate Professor	\$	113,369.80
Smith, Fiona G	Associate Professor	\$	120,682.61
Smith, Nadine	Assistant Professor	\$	81,590.40
Somarin, Aireza	Professor	\$	147,928.66
Spence, Balfour A	Professor	\$	144,131.20
Spiss, Sally	Manager & Professional Officer - IV	\$	93,261.25
Sprott, Dianne	Instructional Associate III	\$	81,500.13
Srivastava, Gautam	Associate Professor	\$	116,440.31
Stanley, Nancy M	Professor	\$	171,247.70
Stouffer, Joseph	Assistant Professor	\$	101,163.07
Strang, G. Bruce	Professor	\$	172,541.28
Sucha, Melanie	Manager & Professional Officer - VII	\$	108,837.93
Taylor, David C	Assistant Professor	\$	109,261.20
Terry, Marion	Professor	\$	179,509.66
Thomas, Novell A	U Sports Coach II	\$	98,410.55
Thomson, Andrea E	Assistant Professor	\$	109,991.66
Tselyakov, Alexander	Professor	\$	166,272.65
Untereiner, Wendy	Professor	\$	170,707.02
van Heyst, Wenonah L	Instructional Associate IV	\$	98,717.52
Varley, Emma	Associate Professor	\$	101,627.97
Venema, Henry I	Associate Professor	\$	141,225.07
Wachal, Julie	Instructional Associate III	\$	79,344.05
Waddell, Candice	Associate Professor	\$	112,438.28
Watier, Nicholas N	Associate Professor	\$	106,591.52
Wedgewood, Betty M	Administrative Associate II	\$	93,780.35
Whittington, Peter	Associate Professor	\$	100,406.52
Williams, Jeffrey G	Professor	\$	171,131.39
Wilson, Aaron	Associate Professor	\$	101,060.75
Wilson, Grant	U Sports Coach II	\$	109,682.16
Winter, David R	Associate Professor	\$	115,769.35
Wiseman, Dion	Associate Professor	\$	152,316.78
Wong, Siu Kwong (Kevin)	Associate Professor	\$	142,492.20
Wood, Catherine M	Professor	\$	128,008.53
Wood, Lisa	Assistant Professor	\$	93,823.28
Wotton, Warren D	Electrician/Journeyman	\$	77,550.38
Xu, Lin	Associate Professor	\$	119,098.11
Yaman Ntelioglou, Burcu	Associate Professor	\$	114,945.22
Yan, Xiaoqian	Associate Professor	\$	142,492.20
Yasui, Etsuko	Associate Professor	\$	112,844.91
Zacharias, Leanne	Associate Professor	\$	99,372.33
Zehtab-Jadid, Fattaneh	Associate Professor	\$	113,989.98
Zhuang, Hejun	Associate Professor	\$	84,535.62

**Note to the Public Sector Compensation Disclosure Schedule
For the year ended December 31, 2020**

1. Basis of Accounting

The Public Sector Compensation Disclosure Act (Act) requires disclosure of individual compensation paid to staff, where such annual compensation is \$75,000 or more. Compensation is calculated in accordance with the Act (in effect as at December 31, 2020).

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.