

**SCHEDULE OF
PUBLIC SECTOR
COMPENSATION**

December 31, 2018

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Auditor General
MANITOBA

INDEPENDENT AUDITOR'S REPORT

To the Legislative Assembly of Manitoba

To the Governing Council of the University College of the North

Opinion

We have audited the schedule of public sector compensation of the University College of the North for the year ended December 31, 2018 ("the schedule").

In our opinion, the financial information in the schedule of the University College of the North for the year ended December 31, 2018 is prepared, in all material respects, in accordance with Section 2 of *The Public Sector Compensation Disclosure 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 University College of the North 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 University College of the North to meet the requirements of Section 2 of *The Public Sector Compensation Disclosure Act*. 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 this schedule in accordance with Section 2 of *The Public Sector Compensation Disclosure 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 University College of the North's financial reporting process.

Auditor's Responsibilities for the Audit of the Schedule

Our objectives are to obtain reasonable assurance about whether the schedule 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 this financial information.

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 University College of the North's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates 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.

Office of the Auditor General

Office of the Auditor General
Winnipeg, Manitoba
June 20, 2019

UNIVERSITY COLLEGE OF THE NORTH
SCHEDULE OF PUBLIC SECTOR COMPENSATION DISCLOSURE
For the year ended December 31, 2018

In 2018, the university college paid, in aggregate, \$30,700 to the Governing Council, and \$20,825 to the Elders' Council.

In 2018, compensation paid, directly or indirectly to, or for the benefit of, each of its officers, employees and council members, for disclosure is as follows:

Name	Title	Compensation
AFATSAWO, LAURA	Laboratory Technician	59,125.56
ANDERSON, DAVID	Faculty of Education University Instructor	97,193.32
ASCHER, AVERY	Research Officer	57,633.85
ATNIKOV, KATRIN	Faculty of Arts Business and Science Assistant Professor	94,510.70
ATOYEBI, JOSEPH	English Writing Instructor	95,578.98
AYRES, LAURA	Early Childhood Education Instructor	94,027.08
BAFFOE, DOMINIC	Computer Services Technician	84,337.19
BALLANTYNE, MARIE	Campus Elder Advisor	69,569.03
BALLANTYNE, MICHELLE	Financial Aid and Awards Officer	81,594.63
BALLARD, DENNIS	Community Education Coordinator	77,094.49
BARBEAU, SUSAN	Nursing Clinical Instructor	93,528.24
BARBOUR-STEVENSON, ANN	Faculty of Education University Instructor	100,524.12
BARKER, DENISE	Purchasing Agent	58,108.33
BARLAS, NOREEN	Faculty of Arts Business and Science University Instructor	93,859.74
BARR, KELLY	Office Administration Instructor	90,718.16
BEE, KIMBERLY	Academic Advisor and Counselor	79,435.56
BELL-TULMAN, TRUDY	Early Childhood Education Instructor	90,718.16
BELMORE, MELANIE	Aboriginal and Northern Studies Instructor	93,650.84
BEST, CINDY	Regional Centre Coordinator	57,114.41
BIGNELL, CANDACE	Academic Advisor	73,710.74
BOLTON, CORALEE	Academic Advisor	78,352.56
BONNEFOY, SHERRY	Enrolment Services Advisor	51,420.27
BOSCOW, MEGAN	Nursing Instructor	90,718.16
BOURGEOIS, CHARLES	Bachelor of Education - Kenanow Instructor	55,839.12
BOYES, JERRY	Electrical Instructor	92,218.94
BRIGGS, HARVEY	Dean of Arts Business and Science	135,827.24
BROWN, BRENDA	Early Childhood Education Instructor	68,962.36
BUCHANAN, MEAGHAN	Archivist	77,262.64
BULYCZ, SHELLY	Tri-Council Executive Officer	69,469.87
BUTLER, TAMMY	Nursing Instructor	77,671.33
CARIBOU, RALPH	Regional Centre Coordinator	62,394.72
CARLSON, BARBARA	Early Childhood Education Instructor	86,064.41
CARNEGIE, APRIL	Human Resources Clerk	50,968.21
CARRIERE, AMY	Academic Advisor and Counselor	67,906.87
CARRIERE, DONNA	Vice-President of Community-Based Services	181,371.73

Name	Title	Compensation
CHARTRAND, ARTHUR	Welding Instructor	87,916.40
CHARTRAND, WYANITA	Early Childhood Education Instructor	65,508.88
CHREST, BOBBI	Computer Services Technician	58,948.24
CHRISTIE, JAMIE	Regional Centre Coordinator	60,650.77
CONSTANT, MELISSA	Recruitment Officer/Sponsor Liaison	60,905.59
CONSTANT, TREVOR	Residence Manager	59,958.58
CONSTANT, TRUDY	Finance Clerk	52,791.90
COOK, LINDSAY	Regional Centre Coordinator	56,752.71
COOK, MONICA	Director of Human Resources	135,864.04
CORMAN, LEA	Bookstore Clerk	51,206.01
COWPER, CASSANDRA	Nursing Instructor	53,332.96
COWPER, CRAIG	Operations Manager of NMMA	55,211.42
CRAWFORD, SUSAN	Nursing Instructor	87,916.40
CREED, CAROLYN	Faculty of Education Associate Professor	117,718.38
CROWE, AARON	Faculty of Arts Business and Science Assistant Professor	97,533.38
CUSTER, DEAN	Welding Instructor	90,718.16
DAEMS, JIM	Faculty of Arts Business and Science Assistant Professor	105,857.64
DALCANALE, DAVID	Registrar	91,784.87
DELARONDE-CABLE, JOYCE	Human Resources Advisor	78,182.71
DEOL, PALWINDER	Early Childhood Education Instructor	91,049.66
DONALD, MARY-ELLEN	Law Enforcement Instructor	92,528.28
DUBESKY, CHRISTA	Faculty of Arts Business and Science University Instructor	95,444.76
DUCHARME, SHAWN	Information Technology Manager	117,499.66
DUNCAN, DENISE	Recreation Coordinator	69,047.34
ELLERTON, KATHERINE	Learning Resources Instructor	87,916.40
EMERSON, RITA	Director of Adult Learning Centre	107,811.08
ENNS, CHRISTINE	Early Childhood Education Instructor	78,660.46
PECTEAU, LAVINA	Office of Inter Universities Services Manager	103,280.76
FERLAND, JACKIE	Faculty of Education University Instructor	90,072.32
FIRMAN, BRENDA	Faculty of Education Associate Professor	122,673.32
FITZNER, LORNA	Learning Technologies Facilitator	55,105.42
FITZPATRICK, JACKIE	Dean of Students	95,733.69
FITZPATRICK, VANESSA	Early Childhood Education Instructor	70,712.13
FJERMESTAD, JANIS	Administrative Officer	77,311.56
FLAMING, VALDINE	Executive Officer	74,645.95
FLEMING, CYNTHIA	Nursing Instructor	87,916.40
FLETT, RICHARD	Regional Centre Coordinator	59,423.34
FLETT, SHAUNA	Nursing Instructor	92,377.22
FLETT-YOUNG, SUSAN	Prep for Post-Secondary Education Academic Coach	61,461.70
FONTAINE, MARCELLA	Bachelor of Business Admin Instructor	92,438.32
GALE, DONALDA	Assessment Officer	113,474.98
GARDNER, STANLEY	Dean of Libraries	118,126.06

Name	Title	Compensation
GARRIOCH, JACQUELINE	Regional Centre Coordinator	67,363.00
GARRIOCH, PETER	Director of Career and Workforce Development	103,295.94
GEMMILL, ROBERT	Culinary Arts Instructor/Coordinator	93,630.90
GOODRIDGE, NANCY	Administrative/Financial Manager CBS	110,073.11
GOODWIN, CLARA	Associate Registrar of Systems and Transfer	75,652.27
GOULET, M	Executive Assistant to the VP of CBS	68,153.68
GRAHAM, KELLY	Computer Programmer	90,781.60
GRANDY, JASON	Business Administration Instructor	92,377.22
HALCROW, CYNTHIA	General Studies Instructor	92,839.30
HANCHUK, SHELLY	Finance Assistant	52,812.95
HARPER, JOAN	Academic Advisor	77,657.96
HART, DARCY	Carpentry Instructor	63,754.04
HAUSE, KELLY	Executive Assistant to the President	66,019.35
HELSTROM, ROBERT	Related Trades and Technology Instructor	90,718.16
HERSELMAN, TAMARA	Early Childhood Education Instructor	62,315.86
HIEBERT-DIXON, CINDY	Business Administration Instructor	95,797.92
HOBBS, PERRY	Campus Operations Supervisor	85,570.76
HOLOWACHUK, LESLIE	Academic Advisor	74,591.31
HOPKINS, DONNA	Adult Learning Centre Instructor	82,661.57
HOPKINS, LORNE	Electrical Instructor	65,270.35
HOSSAIN, AMZAD	Business Administration Instructor	97,987.24
HOWATT, BIJOU	Nursing Instructor	94,535.93
HYDE, KEITH	Faculty of Arts Business and Science Associate Professor	107,936.95
JALLOH, ALPHA	Faculty of Education University Instructor	92,438.32
JONASSON, KONRAD	Retired President & Vice-Chancellor	203,035.68
KELLINGTON, BRUCE	Electrical Instructor	96,804.68
KERR, CURTIS	Carpentry Instructor	88,316.96
KING, PRESTON	Office Assistant Instructor	67,370.50
KNUDSON, GERI	Human Resources Manager	70,804.23
KONG, YING	Faculty of Arts Business and Science Assistant Professor	94,526.09
KRUK, BORYS	Business Administration Instructor	90,726.48
LABOSSIÈRE, LAURA	Data Analyst	63,230.00
LAFRENIÈRE, CHARLENE	Strategic Plan Facilitator	100,558.12
LAGACE, TARA	Learning Technologies Facilitator	50,048.77
LAJAMBE, STACEY	Revenue/Receivables Supervisor	63,293.84
LANGLOIS, DARRYL	Natural Resources Technician	62,468.69
LAROCQUE, CHARLOTTE	Campus Manager	87,133.20
LAUBMANN, KARL	Cultural Coordinator	79,151.81
LAUVSTAD, DOUGLAS	President & Vice-Chancellor	231,637.49
LAVALLEE, PATRICK	Computer Services Technician	58,616.74
LAVALLEE-BIGNELL, JENNIFER	Business Administration Instructor	65,038.01
LAYCOCK, KIMBERLEY	Business Administration Instructor	93,771.47

Name	Title	Compensation
LE TEXIER, SHELLEY	Community Based Services Administrator	60,407.36
LEASKE, PEARLY	Tradition and Change Instructor	93,618.20
LEGALL-VANDEPOELE, MICHELLE	Practical Nursing Diploma Instructor	87,916.40
LEMAIGRE, LORNA	Field Placement Instructor	90,841.29
LINSKI, HOLLY	Faculty of Education University Instructor	101,806.24
LODER, DOROTHY	Nursing Instructor	90,901.72
LOEWEN, BRIAN	Academic Advisor	78,352.56
LOWE, JOHN	Business Administration Instructor	78,631.58
LOWTHER, JANET	Accounts Receivable Clerk	52,621.72
LUNDIE, DAVE	Community Education Coordinator	56,231.36
MADRIGGA, DONNA	Finance Administrator	89,220.33
MALIK, AMJAD	Faculty of Education Associate Professor	105,815.24
MARIN, JENNIFER	Payroll and Benefits Assistant	55,738.72
MARION, JAMES	Automotive Instructor	102,430.92
MATHESON, SUE	Faculty of Arts Business and Science Associate Professor	109,525.25
MATIASEK, MARK	Faculty of Arts Business and Science University Instructor	90,544.40
MAYER, JOLENE	Executive Assistant to the President	56,983.92
MCCORRISTON, OLIVIA	Faculty of Education University Instructor	102,952.18
MCGINNIS, LESLIE	Administrative Assistant	52,451.01
MCINNIS, GILBERT	English Writing Instructor	93,344.34
MCKAY, ARCHIBALD	Assessment Officer	71,970.58
MCKAY, EMERALD	Educational Assistant	60,221.87
MCKAY, JOSEPHINE	Indigenous Curriculum Specialist	84,034.62
MCKAY, MERVIN	Faculty of Education University Instructor	94,217.16
MCKAY, SHARON	Executive Director Aboriginal Knowledge and Culture	116,864.89
MCKEE, TERRALYN	Learning Technologies Specialist	93,420.56
MCLEOD, SHARON	Aboriginal and Northern Studies Instructor	92,377.22
MCMAHON, SHAWN	Natural Resources Management Technology Instructor	80,072.58
MELKO, GARY	Heavy Duty Mechanics Instructor	93,618.20
MELNICK, LINDA	Dean of Research and Innovation	135,864.04
MERASTY, JEAN	A/Director of Regional Centres	88,450.67
MEYER, MARILYN	Natural Resources Management Technology Instructor	92,528.28
MISCAVISH, GARRY	Facilities Technician Instructor	92,377.22
MISLING, ROLAND	College of Trades and Technology Instructor	91,145.10
MITCHELL, RACHEL	General Studies Instructor	86,364.98
MOEN, TAMMY	Financial Aid and Awards Officer	80,597.79
MOLYNEAUX, CARRIE	Payroll and Benefits Manager	94,637.04
MUILENBURG, SANDRA	Chief Financial Officer	186,684.82
MUNRO, MICHAEL	Assessment Services Coordinator	127,162.68
MUNROE, LORI	Executive Assistant to the VP Academic and Research	60,680.75
MURDOCK, LAVERNE	Cafeteria Supervisor	53,751.71
MYERS, NICOLE	Accessibility Resource Officer	50,863.70

Name	Title	Compensation
NABESS, ROGER	Web Portal Administrator	66,436.41
NASIKAPOW, BARBARA	Regional Centre Coordinator	61,030.32
NECKOWAY, RAMONA	Assistant Professor ANS	92,392.35
NEEDHAM, BONNIE	Purchasing and Accounts Payable Supervisor	64,795.76
NEMETH, GRANT	Media Services Technician	54,702.45
NEMETH, SUZZANNE	Executive Officer and Advisor	89,983.14
NICHOL, NAOMI	Bookstore Manager	51,745.99
NIJSSEN, LEONARDUS	Faculty of Education Associate Professor	84,906.89
NKRUMAH, AMOS	Faculty of Arts Business and Science Assistant Professor	105,437.31
NORDICK, CINDY	Nursing Instructor	92,438.32
NORTH, TROY	Shipping and Receiving	51,782.35
NYABEZE, ETHEL	Assessment Officer	52,166.98
NYARKU, SAMUEL	Faculty of Education Full Professor	151,618.68
OMAN, MURRAY	Apprenticeship Carpentry Instructor	101,823.50
OREDEGBE, ABAYOMI	Business Instructor	103,303.96
OXFORD, SUSAN	Campus Librarian	83,994.66
PAJIC, NICK	Recruitment Officer/Sponsor Liaison	72,755.98
PALLAN, CHRIS	Law Enforcement Instructor	86,003.24
PARADIS, EMILE	Millwright Apprenticeship Instructor	107,026.90
PARTRIDGE, BARBARA	Counselor	77,661.37
PASKARUK, ARNOLD	Automotive Instructor	56,749.56
PASKARUK, KRYSTLE	Work Integrated Education Coordinator	84,517.03
PELLAND, MIKE	Millwright Apprenticeship Instructor	109,241.44
PELLY, DIANE	Community Education Coordinator	82,336.01
PENNER, ROBERT	Associate VP Community and Industry Solutions	140,783.76
PETER, SELVIN	Faculty of Arts Business and Science Associate Professor	138,147.49
PIDSKALNY, TANYA	Administrative Assistant	52,094.22
RAITT, DAVID	Natural Resources Technician	60,407.37
REDDY, CHRIS	Vice-President of Strategic Services and Development	184,901.85
REID, CAROLE	Quality Assurance Coordinator	75,148.06
REID, GEORGINA	Administrative Officer	68,827.68
REIMER, CAROLE	Systems Support/VoIP Administrator	65,967.94
RICHARD, GLORIA	Community Librarian	52,477.31
ROBERTSON, LORRAINE	Learning Technologies Facilitator	59,165.85
ROBINSON, ANDREA	Office Administration Instructor	93,883.01
SANDERSON, ESTHER	Director of Centre for Aboriginal Languages	97,668.04
SAWCHYN, HEATH	Network Security Analyst	82,434.74
SCADDAN, LINDSAY	Early Childhood Education Instructor	88,648.46
SCOTT, JAMES	Director of Communications	96,659.42
SENOW, JOHN	Heavy Duty Mechanics Instructor	98,483.72
SETO, JANICE	Community Economic Development Instructor	94,115.32
SHAND, DELWIN	Administrative Applications Specialist	82,754.24

Name	Title	Compensation
SHAND, DORIS	Academic Services Coordinator	72,791.72
SIDHU, GURPREET	Faculty of Arts Business and Science University Instructor	95,187.30
SIDHU, POONAMPREET	English as an Additional Language Instructor	90,726.48
SIMPSON, BRIAN	Workplace Health and Safety Manager	77,833.75
SINCLAIR, ELMER	Millwright Apprenticeship Instructor	95,155.70
SMELTZER, DARCIE	Adult Learning Centre Instructor	62,903.99
SMITH, DANIEL	Vice-President of Academic and Research	172,076.82
SMITH, HEATHER	Librarian	78,079.67
SRINIVAS, KOPPADA	Related Trades and Technology Instructor	92,377.22
STADLBAUER, EFFIE	Enrolment Services Advisor	52,977.13
STEPANIUK, JEFFRAY	Natural Resources Management Technology Instructor	93,838.29
STOTT, GREG	Faculty of Arts Business and Science Associate Professor	105,616.49
STRONG, AMBER	Statistical Analyst	70,349.65
SWANSON, IRVIN	Regional Centre Manager	79,175.98
SY, SIDY	Library Technician	53,202.06
TAVENER, NATALIE	Residence Manager	68,776.76
TEREPA, MICHAEL	Computer Programmer	71,739.72
THETHY, SHAMILLA	Nursing Instructor	92,377.22
THOMAS, EILEEN	Aboriginal Languages Instructor	95,916.76
THOMAS, LISE	Health Care Aide Instructor	88,514.43
THREINEN, KATHLEEN	Nursing Instructor	88,624.66
TROKE, JANE	Office Assistant Instructor	83,925.97
TROWELL, WILLIAM	Natural Resources Management Technology Instructor	90,718.16
WADELIUS, ANGELA	Bookstore Manager	64,078.14
WALKER, DARRELL	Computer Services Help Desk	53,803.25
WALLWIN, NOREEN	Nursing Instructor	93,859.74
WARNAR-BROWN, HENDRICK	Faculty of Arts Business and Science Assistant Professor	94,633.96
WARNER, SARAH	Learning Technologies Supervisor	59,984.76
WASTESICOOT, JENNIE	Faculty of Arts Business and Science Assistant Professor	101,907.20
WASYLIK, BRENDA	Health Care Aide Program Coordinator	90,816.44
WASYLYNKA, BERNICE	Nursing Clinical Instructor	90,718.16
WATSON, FLORENCE	Dean of Student Development and Registrar	95,267.82
WEENUSK, JACQUELINE	Regional Centre Coordinator	56,200.80
WELDON, LORRIE	Associate Registrar of Systems and Transfer	76,040.40
WELLS, CHERYL	Administrative Assistant	50,982.36
WESNER, MICHAEL	Carpentry Instructor	63,392.54
WHEATON, JANET	Early Childhood Education Instructor	91,049.66
WHITE, JENNIFER	Executive Assistant to the VP Finance and Resources	59,987.74
WHITE, KEN	Campus Manager	69,546.99
WILLIAMS, EDITH	Bookstore Clerk/Cashier	51,945.19
WILLIAMS, TIMOTHY	Electrical Instructor	103,870.64
WILLIAMSON, DAVID	Dean of Education	134,901.04

Name	Title	Compensation
WILLIAMSON, LAURIE	Associate Residence Director	76,770.82
WISEMAN, ROY	General Studies Instructor	88,697.18
WOLANSKI-MCGIRR, LISA	Academic Coach Prep for PSE	61,381.47
WOOD, EDDIE	Community Education Coordinator	68,503.76
YOL, SERT	Business Administration Instructor	102,537.66
YOUNG, DORIS	Assistant to the President on Aboriginal Affairs	121,239.82
ZAHAYKO, DEVENY	Institutional Research and Policy Manager	101,189.24
ZERAN, VICKI	Dean of Health	141,474.06
ZONG, ANTHONY	Community Librarian	52,419.64

NOTE TO SCHEDULE

1. Basis of Accounting

As per the Public Sector Compensation Disclosure Act of the Province of Manitoba, Section 2(1)(b), the University College of the North is required to disclose to the public the aggregate compensation paid to the University's Board members.

Under Section 2(J)(c) of the Public Sector Compensation Disclosure Act, the University must disclose the amount of compensation it pays or provides in the fiscal year, directly or indirectly, to, or for the benefit of, each of its officers, employees and council members, where compensation is \$50,000 or more. The amounts reported were calculated in accordance with the definition of compensation provided in Section I of The Public Sector Compensation Disclosure Act, in effect as of December 31, 2018.