

**SCHEDULE OF  
PUBLIC SECTOR  
COMPENSATION**

**December 31, 2019**

P.O. BOX 3000  
THE PAS, MANITOBA, CANADA, R9A 1M7  
(204) 627-8500  
[www.ucn.ca](http://www.ucn.ca)



**University College  
of the North**



Auditor General  
MANITOBA

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**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 (the University) for the year ended December 31, 2019 ("the schedule").

In our opinion, the financial information in the schedule of the University for the year ended December 31, 2019 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 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 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'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'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 18, 2020

**UNIVERSITY COLLEGE OF THE NORTH**  
**SCHEDULE OF PUBLIC SECTOR COMPENSATION DISCLOSURE**  
**For the year ended December 31, 2019**

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In 2019, the university college paid, in aggregate, \$35,000 to the Governing Council, and \$28,675 to the Elders' Council.

In 2019, compensation paid, directly or indirectly to, or for the benefit of, each of its officers, employees and council members, for disclosure is as follows:

<b>Name</b>	<b>Title</b>	<b>Compensation</b>
ATNIKOV, KATRIN	Science Professor	94,845.51
ATOYEBI, JOSEPH	English Professor	94,669.70
AWAN, ZULFQAR	Assistant Professor	89,273.74
AYRES, LAURA	Early Childhood Education Instructor	106,869.81
BAFFOE, DOMINIC	Computer Services Technician	82,924.58
BALLANTYNE, MARIE	Campus Elder Advisor	81,865.37
BALLANTYNE, MICHELLE	Financial Aid and Awards Officer	84,935.70
BALLARD, DENNIS	Community Education Coordinator	79,665.56
BARBEAU, SUSAN	Nursing Clinical Instructor	93,528.24
BARBOUR-STEVENSON, ANN	Faculty of Education	98,138.30
BARLAS, NOREEN	Social Science Instructor	93,859.74
BARR, KELLY	Office Assistant Instructor	90,718.16
BEE, KIMBERLY	Academic Advisor and Counselor	79,124.94
BELL-TULMAN, TRUDY	Early Childhood Education Instructor	90,718.16
BELMORE, MELANIE	Aboriginal and Northern Studies Instructor	89,355.14
BIGNELL, CANDACE	Academic Advisor	76,778.76
BOLTON, CORALEE	Academic Advisor	78,352.56
BOSCOW, MEGAN	Nursing Instructor	90,718.16
BOYES, JERRY	Electrical Instructor	96,519.16
BRIGGS, HARVEY	Dean of Arts Business and Science	136,195.54
BUCHANAN, MEAGHAN	Archivist	80,062.68
BULYCZ, SHELLY	Tri-Council Executive Officer	76,345.43
CARRIERE, DONNA	Executive Director of Indigenous Initiatives and Engagement	188,821.93
CHARTRAND, ARTHUR	Welding Instructor	89,963.84
COOK, MONICA	Director of Human Resources	135,864.04
COOK, RONALD	Curriculum Consultant	81,092.51
CRAWFORD, SUSAN	Nursing Instructor	87,916.40
CREED, CAROLYN	Faculty of Education	117,718.38
CROWE, AARON	Social Science Professor	95,031.46
CUSTER, DEAN	Welding Instructor	90,718.16
DAEMS, JIM	English Professor	75,452.05
DALCANALE, DAVID	Registrar	112,349.74

DEOL, PALWINDER	Early Childhood Education Instructor	91,049.66
DONALD, MARY-ELLEN	Law Enforcement Instructor	91,134.03
DUBESKY, CHRISTA	Science Instructor	93,859.74
DUCHARME, SHAWN	Information Technology Manager	121,683.02
DUNCAN, CHRISTINE	Kenanow Bachelor of Education Instructor	98,614.74
ELLERTON, KATHERINE	Learning Resources Instructor	102,398.53
EMERSON, RITA	Director of Adult Learning Centre	106,005.90
ENNS, CHRISTINE	Early Childhood Education Instructor	81,620.00
FECTEAU, LAVINA	Office of Inter Universities Services Manager	99,738.63
FERLAND, JACKIE	Faculty of Education	91,341.12
FIRMAN, BRENDA	Faculty of Education	114,604.68
FITZPATRICK, JACKIE	Dean of Students	112,639.52
FJERMESTAD, JANIS	Administrative Officer	76,592.22
	Executive Officer and Advisor to the VP Strategic Services	76,055.46
FLAMING, VALDINE	Nursing Instructor	99,673.98
FLEMING, CYNTHIA	Nursing Instructor	92,377.22
FLETT, SHAUNA	Nursing Instructor	92,377.22
FONTAINE, MARCELLA	Business Administration Instructor	92,691.45
FOX, GREG	Industrial Mechanic/Millwright Instructor	76,284.04
GARDNER, STANLEY	University College Librarian	140,834.48
GEMMILL, ROBERT	Culinary Arts Instructor/Coordinator	106,244.03
GIBSON, TIM	Northern Workforce Development Centre Manager	107,810.54
GOODRIDGE, JEFF	Industrial Mechanic/Millwright Instructor	88,940.12
GOODRIDGE, NANCY	Director of Training Solutions	126,536.54
GOODWIN, CLARA	Associate Registrar of Systems and Transfer	76,813.28
GRAHAM, KELLY	Computer Programmer	90,781.60
GRANDY, JASON	Business Administration Instructor	92,377.22
HALCROW, CYNTHIA	General Studies Instructor	92,407.47
HARPER, JOAN	Academic Advisor	78,872.41
HELSTROM, ROBERT	Related Trades and Technology Instructor	90,718.16
HIEBERT-DIXON, CINDY	Business Administration Instructor	93,528.24
HOBBS, PERRY	Campus Operations Supervisor	129,845.37
HOBDEN, DENNIS	Carpentry Instructor	77,769.40
HOLOWACHUK, LESLIE	Academic Advisor	77,132.38
HOPKINS, DONNA	Adult Learning Centre Instructor	85,621.00
HOSSAIN, AMZAD	Business Administration Instructor	97,017.10
HOWATT, BIJOU	Nursing Instructor	96,428.28
HYDE, KEITH	English/Social Science Professor	110,293.74
JALLOH, ALPHA	Faculty of Education	94,040.97
KELLINGTON, BRUCE	Electrical Instructor	91,627.64
KERR, CURTIS	Carpentry Instructor	95,895.20
KNUDSON, GERI	Human Resources Manager	93,188.72
KONG, YING	English Professor	96,529.34

KRUK, BORYS	Business Administration Instructor	90,726.48
LAFRENIERE, CHARLENE	Strategic Plan Facilitator	105,146.88
LAROCQUE, CHARLOTTE	Campus Manager	87,777.02
LAUBMANN, KARL	Cultural Coordinator	80,668.16
LAUVSTAD, DOUGLAS	President & Vice-Chancellor	231,404.31
LAYCOCK, KIMBERLEY	Business Administration Instructor	95,277.26
LEASKE, PEARLY	Tradition and Change Instructor	93,618.20
LECLAIRE, MICHEL	Natural Resources Management Technology Instructor	82,440.77
LEGALL-VANDEPOELE, MICHELLE	Diploma in Practical Nursing Instructor	87,916.40
LINSKI, HOLLY	Faculty of Education	97,051.24
LODER, DOROTHY	Diploma in Practical Nursing Instructor	88,720.14
LOEWEN, BRIAN	Academic Advisor	78,352.56
LOWE, JOHN	Business Administration Instructor	90,261.68
MADRIGGA, DONNA	Finance Administrator	96,633.99
MALIK, AMJAD	Faculty of Education	108,365.88
MARION, JAMES	Automotive Instructor	89,628.24
MAROFKE, TERENCE	Carpentry Instructor	92,377.22
MATHESON, SUE	English Professor	103,019.25
MATIASEK, MARK	Social Science/Business Instructor	93,186.30
MCCORRISTON, OLIVIA	Kenanow Bachelor of Education Instructor	78,903.11
MCINNIS, GILBERT	English Professor	101,945.06
MCKAY, JOSEPHINE	Indigenous Curriculum Specialist	87,591.00
MCKAY, MERVIN	Faculty of Education	103,629.29
MCKEE, TERRALYN	Learning Technologies Specialist	94,112.54
MCLEOD, SHARON	Aboriginal and Northern Studies Instructor	121,937.38
MELKO, GARY	Dean of Skilled Trades Apprenticeship & Technology	99,020.70
MELNICK, LINDA	Dean of Research and Innovation	135,864.04
MERASTY, JEAN	Community Education Coordinator	76,242.68
MEYER, MARILYN	Natural Resources Management Technology Instructor	92,528.28
MISCAVISH, GARRY	Facilities Technician Instructor	93,291.85
MISLING, ROLAND	College of Trades and Technology Instructor	90,726.48
MITRA, SHAIBAL	IT Network System Administrator	86,766.96
MOEN, TAMMY	Counselor	79,824.32
MOLYNEAUX, CARRIE	Payroll and Benefits Manager	112,343.45
MUILENBURG, SANDRA	Chief Financial Officer	190,425.83
NECKOWAY, RAMONA	Aboriginal and Northern Studies Professor	105,153.65
NEMETH, SUZZANNE	Executive Officer and Advisor to the President	89,983.14
NKRUMAH, AMOS	Social Sciences Professor	92,237.11
NORDICK, CINDY	Nursing Instructor	92,082.80
OMAN, MURRAY	Apprenticeship Carpentry Instructor	91,049.66

OREDEGBE, ABAYOMI	Business Administration Professor	110,180.50
OXFORD, SUSAN	Campus Librarian	86,967.77
PALLAN, CHRIS	Law Enforcement Instructor	90,744.54
PARADIS, EMILE	Millwright Apprenticeship Instructor	90,424.72
PARTRIDGE, BARBARA	Counselor	81,976.57
PASKARUK, KRYSTLE	Co-op Coordinator	84,555.64
PELLAND, MIKE	Millwright Apprenticeship Instructor	119,361.24
PELLY, DIANE	Community Education Coordinator	82,113.68
PENNER, ROBERT	Associate VP College of Trades and Technology	140,783.76
PETER, SELVIN	Science Professor	133,524.55
PLETT, LYNETTE	Associate Vice-President of Access	88,651.86
REDDY, CHRIS	A/Chief Administrative Officer	189,404.83
REID, CAROLE	Quality Assurance Coordinator	75,148.06
ROBINSON, ANDREA	Office Assistant Instructor	92,377.22
ROSENKRANZ, VANESSA	Science Instructor	76,596.20
SANDERSON, ESTHER	Director of Centre for Aboriginal Languages	154,542.36
SAWCHYN, HEATH	Network Security Analyst	81,714.64
SCADDAN, LINDSAY	Early Childhood Education Instructor	92,019.80
SCOTT, JAMES	Director of Communications	89,200.20
SENOW, JOHN	Heavy Duty Mechanics Instructor	98,693.60
SETO, JANICE	Community Economic Development Instructor	93,315.52
SHAND, DELWIN	Administrative Applications Specialist	82,282.08
SIDHU, GURPREET	Science Instructor	95,187.30
SIDHU, POONAMPREET	English as an Additional Language Instructor	90,633.20
SIMPSON, BRIAN	Workplace Health and Safety Manager	77,349.77
SMITH, DANIEL	Vice-President of Academic and Research	176,334.02
SMITH, HEATHER	University College Librarian	80,460.19
SRINIVAS, KOPPADA	Related Trades and Technology Instructor Natural Resources Management Technology	92,377.22
STEPANIUK, JEFFRAY	Instructor	95,238.26
STOTT, GREG	History Professor	108,268.45
STRONG, AMBER	Statistical Analyst	75,644.12
SWANSON, IRVIN	Regional Centre Manager	79,175.98
THETHY, SHAMILLA	Nursing Instructor	92,377.22
THOMAS, EILEEN	Aboriginal and Northern Studies Instructor	94,200.32
THOMAS, LISE	Health Care Aide Instructor	89,057.26
THREINEN, KATHLEEN	Nursing Instructor Natural Resources Management Technology	90,718.16
TROWELL, WILLIAM	Instructor	90,718.16
WALLWIN, NOREEN	Nursing Instructor	93,859.74
WARNAR-BROWN, AMY	Quality Assurance Specialist	77,831.78
WARNAR-BROWN, HENDRICK	History Professor	91,756.66
WASTESICOOT, JENNIE	Aboriginal and Northern Studies Professor	99,031.40

WASYLIK, BRENDA	Health Care Aide Program Coordinator	90,816.44
WASYLYNKA, BERNICE	Nursing Clinical Instructor	90,718.16
WHEATON, JANET	Early Childhood Education Instructor	91,049.66
WILLIAMS, TIMOTHY	Electrical Instructor	90,718.16
WILLIAMSON, DAVID	Dean of Education	133,062.29
WILLIAMSON, LAURIE	Associate Residence Director	77,027.81
WISEMAN, ROY	General Studies Instructor	91,176.23
WLASICHUK, RILEY	Automotive Technician Instructor	90,718.16
YOL, SERT	Business Administration Instructor	92,950.00
YOUNG, DORIS	Assistant to the President on Aboriginal Affairs	122,509.31
ZAHAYKO, DEVENY	Senior Planning and Program Analyst	98,004.97
ZERAN, VICKI	Dean of Health	141,474.06



## 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 \$75,000 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.