

Schedule of Compensation of

**UNIVERSITY COLLEGE
OF THE NORTH**

Year ended December 31, 2020



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INDEPENDENT AUDITORS' REPORT

To the Governing Council of the University College of the North

Opinion

We have audited the schedule of compensation equal to or in excess of \$75,000 for individuals employed or affiliated with University College of the North (the "Entity") for the calendar year ended December 31, 2020.

In our opinion, the accompanying schedule for the year ended December 31, 2020 of the Entity is prepared, in all material respects, in accordance with the financial reporting framework described in the Note to the schedule.

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 "***Auditors' Responsibilities for the Audit of the Schedule***" section of our auditors' report.

We are independent of the Entity 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 - Financial Reporting Framework

We draw attention to the Note in the schedule, which describes the applicable financial reporting framework. The schedule is prepared to assist the Entity to comply with the requirements of *The Public Sector Compensation Disclosure Act* described in the Note. 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 financial reporting framework described in the Note to the schedule; this includes determining that the applicable financial reporting framework is an acceptable basis for the preparation of the schedule in the circumstances, and for such internal control as management determines is necessary to enable the preparation of a schedule that is free from material misstatement, whether due to fraud or error.



Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditors' 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 auditors' 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 Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- 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.

A handwritten signature in black ink that reads 'KPMG LLP'. The signature is written in a cursive, slightly slanted style. Below the signature is a horizontal line that starts under the 'K' and ends under the 'P'.

Chartered Professional Accountants

Winnipeg, Canada

June 17, 2021

UNIVERSITY COLLEGE OF THE NORTH
SCHEDULE OF PUBLIC SECTOR COMPENSATION DISCLOSURE
For the year ended December 31, 2020

In 2020, the university college paid, in aggregate, \$31,800 to the Governing Council, and \$10,725 to the Elders' Council.

In 2020, 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
Amber, Candice	Assistant Professor, Kenanow Bachelor of Education	\$ 85,920
Atnikov, Katrin	Science Professor	107,342
Atoyebi, Joseph	English Professor	101,668
Awan, Zulfqar	Assistant Professor	91,893
Ayres, Laura	Early Childhood Education Instructor	100,645
Baffoe, Dominic	Computer Services Technician	87,662
Ballantyne, Michelle	Financial Aid and Awards Officer	82,583
Barbeau, Susan	Nursing Clinical Instructor	97,633
Barbour-Stevenson, Ann	Manager of Academic Development	109,674
Barlas, Noreen	Social Science Instructor	97,977
Barr, Kelly	Office Assistant Instructor	94,715
Bee, Kimberly	Academic Advisor and Counselor	83,979
Bell-Tulman, Trudy	Early Childhood Education Instructor	94,715
Belmore, Melanie	Aboriginal and Northern Studies Instructor	95,601
Bignell, Candace	Academic Advisor	82,145
Bolton, Coralee	Academic Advisor	81,801
Boscow, Megan	Nursing Instructor	94,715
Boyes, Jerry	Electrical Instructor	94,982
Braun, Kathryn	DPN Nursing Coordinator/Instructor	79,730
Briggs, Harvey	Associate VP, Reconciliation, Research & Academic Innovation	143,087
Brown, Brenda	Early Childhood Education Instructor	77,309
Buchanan, Meaghan	Archivist	87,045
Bulycz, Shelly	Manager of Community Programming FABS	85,644
Carlson, Barbara	Early Childhood Education Instructor	82,910
Carriere, Donna	Executive Director of Indigenous Initiatives and Engagement	218,529
Chartrand, Arthur	Welding Instructor	92,560
Chinnasamy, Gurusamy	Research Officer	85,783
Constant, Carla	Nursing Instructor	76,735
Cook, Monica	Director of Human Resources	227,521
Crawford, Susan	Nursing Instructor	82,345
Creed, Carolyn	Faculty of Education	122,927
Crowe, Aaron	Social Science Professor	98,759
Dalcanale, David	Registrar	121,422
Deol, Palwinder	Early Childhood Education Instructor	95,059
Donald, Mary-Ellen	Law Enforcement Instructor	102,464
Doverspike, Jason	Carpentry Instructor	79,986
Dubesty, Christa	Science Instructor	97,977
Ducharme, Shawn	Information Technology Manager	127,731
Duncan, Christine	Kenanow Bachelor of Education Instructor	98,988
Enns, Christine	Early Childhood Education Instructor	90,794
Fecteau, Lavina	Office of Inter Universities Services Manager	107,395
Ferland, Jackie	Faculty of Education	95,362
Firman, Brenda	Faculty of Education	119,148
Fitzpatrick, Jackie	Dean of Students	121,908

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Name	Title	Compensation
Fitzpatrick, Vanessa	Early Childhood Education Instructor	\$ 81,923
Fjermestad, Janis	Administrative Officer	78,461
Flaming, Valdine	Indigenous Project Officer/Indigenous Curriculum Specialist	79,200
Flett, Shauna	Nursing Instructor	96,438
Flett-Young, Susan	Program Coordinator	83,076
Fox, Greg	Industrial Mechanic/Millwright Instructor	90,707
Gemmill, Robert	Culinary Arts Instructor/Coordinator	106,960
Gibson, Tim	Manager of Workforce Development Centre	117,843
Goodridge, Jeff	Industrial Mechanic/Millwright Instructor	93,260
Goodridge, Nancy	Director of Training Solutions	109,438
Goodwin, Claire	Associate Registrar of Systems and Transfer	86,536
Graham, Kelly	Computer Programmer	94,795
Grandy, Jason	Business Administration Instructor	96,438
Graveline, Kellie	Nursing Instructor	92,976
Halcrow, Cynthia	Adult Learning Centre Instructor	96,659
Harper, Joan	Academic Advisor	82,148
Helstrom, Robert	College of Trades and Technology Instructor	94,715
Hiebert-Dixon, Cindy	Business Administration Instructor	97,633
Holowachuk, Leslie	Academic Advisor	78,779
Hopkins, Donna	Adult Learning Centre Instructor	95,716
Hossain, Amzad	Business Administration Instructor	101,896
Howatt, Bijou	Nursing Instructor	100,653
Hyde, Keith	English/Social Science Professor	119,352
Jalloh, Alpha	Faculty of Education	98,779
Kellington, Bruce	Electrical Instructor	98,662
Kerr, Curtis	Carpentry Instructor	94,715
King, Preston	Business Administration Instructor	86,010
Knudson, Geri	Human Resources Manager	100,522
Kong, Ying	English Professor	110,055
Koshel, Monte	Director of Communications	102,060
Kruk, Borys	Business Administration Instructor	94,724
Larocque, Charlotte	Campus Manager	85,060
Lauvstad, Douglas	President & Vice-Chancellor	252,671
Laverge, Cindee	Chief Administrative Officer	182,755
Laycock, Kimberley	Acting, Dean of Faculty of Arts, Business & Science	120,595
Leaske, Pearly	Waskawimakanwa Mecimwaci Isihtwawina Instructor/Coordinator	97,727
Leclair, Michel	Natural Resources Management Technology Instructor	89,602
Legall-Vandepoele, Michelle	Diploma Practical Nursing Instructor	84,438
Linski, Holly	Faculty of Education	101,292
Loder, Dorothy	Diploma in Practical Nursing Instructor	94,791
Loewen, Brian	Academic Advisor	85,451
Madrigga, Donna	Director, Finance	104,032
Malik, Amjad	Faculty of Education	119,025
Marion, James	Automotive Instructor	93,236

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Name	Title	Compensation
Marofke, Terence	Carpentry Instructor	\$ 96,438
Matheson, Sue	English Professor	124,646
Matiasek, Mark	Social Science/Business Instructor	99,356
Mcinnis, Gilbert	English Professor	102,380
McKay, Mervin	Faculty of Education	97,960
Mckee, Terralyn	Learning Technologies Specialist	106,060
Mcphee, Sheri	Diploma in Practical Nursing Instructor	86,564
Melko, Gary	Dean of Skilled Trades Apprenticeship & Technology	106,919
Melnick, Linda	Dean of Research and Academic Excellence	141,858
Meyer, Marilyn	Natural Resources Management Technology Instructor	97,425
Miscavish, Garry	Facilities Technician Instructor	99,449
Misling, Roland	College of Trades and Technology Instructor	97,450
Mitra, Shaibal	IT Network System Administrator	93,489
Moen, Tammy	Counselor	79,805
Molyneaux, Carrie	Payroll and Benefits Manager	120,893
Muilenburg, Sandra	Chief Financial Officer	198,012
Neckoway, Ramona	Aboriginal and Northern Studies Professor	112,049
Nemeth, Suzanne	Senior Advisor to the VP Academic and Research	93,951
Nordick, Cindy	Nursing Instructor	96,501
Oman, Murray	Apprenticeship Carpentry Instructor	95,059
Oredogbe, Abayomi	Business Administration Professor	114,190
Pajic, Nick	Recruitment Officer/Sponsor Liaison	77,301
Pallan, Chris	Law Enforcement Instructor	96,595
Paradis, Emile	Millwright Apprenticeship Instructor	93,885
Partridge, Barbara	Counselor	86,035
Paskaruk, Krystle	Career and Work-Integrated Learning Coordinator	88,687
Pelland, Mike	Millwright Apprenticeship Instructor	93,583
Pelly, Diane	Community Education Coordinator	85,351
Penner, Robert	Associate VP Community and Industry Solutions	146,996
Peter, Selvin	Science Professor	138,359
Plett, Lynette	Associate Vice-President of Access	145,864
Reddy, Chris	A/Chief Administrative Officer	307,503
Robinson, Andrea	Office Assistant Instructor	133,678
Sawchyn, Heath	Network Security Analyst	86,670
Scaddan, Lindsay	Early Childhood Education Instructor	95,427
Scheveck, Pamela	Nursing Instructor	75,531
Senow, John	Heavy Duty Mechanics Instructor	85,220
Seto, Janice	Business Administration Instructor	96,501
Shand, Delwin	Administrative Applications Specialist	86,574
Shand, Doris	Academic Services Coordinator	75,549
Sidhu, Gurpreet	Science Instructor	99,356
Sidhu, Poonampreet	English as an Additional Language Instructor	94,721
Simpson, Brian	Workplace Health and Safety Manager	82,548
Skulmoski, Lyle	Heavy Duty Mechanic Instructor	78,002

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Name	Title	Compensation
Smeltzer, Darcie	Adult Learning Centre Instructor	\$ 75,690
Smith, Daniel	Vice-President of Academic and Research	187,773
Smith, Heather	University College Librarian	90,220
Srinivas, Koppada	College of Trades and Technology Instructor	96,438
Stepaniuk, Jeffray	Natural Resources Management Technology Instructor	99,409
Stott, Greg	History Professor	114,614
Strong, Amber	Statistical Analyst	81,572
Terepa, Michael	Computer Programmer	75,444
Thethy, Shamilla	Nursing Instructor	96,438
Thomas, Eileen	Aboriginal and Northern Studies Instructor	75,097
Threinen, Kathleen	Nursing Instructor	94,715
Tomlin, Antony	Kenanow Bachelor of Education Instructor	89,451
Trowell, William	Natural Resources Management Technology Instructor	94,715
Vipond, Marcela	Manager of Community Based Health Programming	75,378
Wallwin, Noreen	Nursing Instructor	92,282
Warnar-Brown, Hendrik	History Professor	97,841
Wastesicoot, Jennie	Aboriginal and Northern Studies Professor	108,146
Wasylik, Brenda	Health Care Aide Program Coordinator	106,722
Wasylynka, Bernice	Nursing Clinical Instructor	94,715
Weldon, Lorrie	Educational Technologist	79,621
Williams, Timothy	Electrical Instructor	94,715
Williamson, David	Dean of Education	151,032
Williamson, Laurie	Manager of Student Housing/Residence	80,182
Wiseman, Roy	Adult Learning Centre Instructor	96,438
Wlasichuk, Riley	Automotive Technician Instructor	111,420
Wood, Eddie	Community Education Coordinator	76,531
Yol, Sert	Business Administration Instructor	97,033
Zahayko, Deveny	Institutional Research and Policy Manager	102,181
Zeran, Vicki	Dean of Health	147,684

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(1)(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.