

**SCHEDULE OF
PUBLIC SECTOR
COMPENSATION**

2022 Report

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**University College
of the North**

Independent Auditors' Report

To the Board of Directors of University College of the North.

Opinion

We have audited the accompanying Schedule of Employee Compensation of University College of the North for the year ended December 31, 2022 ("the Schedule").

In our opinion, the financial information in the Schedule of Employee Compensation for the year ended December 31, 2022 is prepared, in all material respects, in accordance with the provisions of The Public Sector Compensation Disclosure Act of the Province of Manitoba.

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 and Restriction on Distribution

This schedule is prepared to assist University College of the North to meet the requirements of The Public Sector Compensation Disclosure Act of the Province of Manitoba. As a result, the schedule may not be suitable for another purpose. Our report is intended solely for the Board of Directors of University College of the North relative to The Public Sector Compensation Disclosure Act of the Province of Manitoba and should not be distributed to other parties.

Responsibilities of Management and Those Charged with Governance for the Schedule

Management is responsible for the preparation of this schedule in accordance with the provisions of The Public Sector Compensation Disclosure Act of the Province of Manitoba, and for such internal controls 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 Company's financial reporting process.

Auditors' 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 schedule.

MNP LLP

True North Square

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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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates, if any, and related disclosures made by management.
- Evaluate the overall presentation and content of the schedule, including the disclosures, and whether the schedule represents the underlying transactions and events in a manner that achieves fair presentation.
- 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.

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.

Winnipeg, Manitoba

May 31, 2023

MNP LLP
Chartered Professional Accountants

UNIVERSITY COLLEGE OF THE NORTH
SCHEDULE OF PUBLIC SECTOR COMPENSATION DISCLOSURE
For the year ended December 31, 2022

In 2022, the university college paid, in aggregate, \$23,500 to the Governing Council, and \$8,450 to the Elders' Council.
 In 2022, 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
Abioye, Oye	Business Administration Instructor	91,177.31
Assuah, Anderson	Assistant Professor, Faculty of Arts, Business & Science	92,288.59
Atoyebi, Joeseeph	English Professor	106,486.15
Awan, Zulfqar	Assistant Professor	93,758.66
Ayres, Laura	Early Childhood Education Instructor	107,220.21
Baffoe, Dominic	Computer Services Technician	86,747.08
Ballantyne, Michelle	Financial Aid and Awards Officer	80,821.56
Barbeau, Susan	Nursing Clinical Instructor	96,253.60
Barlas, Noreen	Social Science Instructor	95,655.62
Barr, Kelly	Office Assistant Instructor	93,437.80
Bee, Kimberly	Academic Advisor and Counselor	80,195.16
Bell-Tulman, Trudy	Early Childhood Education Instructor	92,444.38
Belmore, Melanie	Indigenous Project Manager/Community Based Programming Indigenous Curriculum Specialist	94,441.22
Bignell, Candace	Academic Advisor	81,025.85
Blackman, Ashley	Director of Institutional Analysis and Planning	135,399.68
Bolton, Coralee	Academic Advisor	80,821.56
Boscow, Megan	Nursing Instructor	93,496.90
Boyes, Jerry	Electrical Instructor	112,538.36
Briggs, Harvey	Associate VP, Reconciliation, Research & Academic Innovation	139,514.37
Brown, Brenda	Early Childhood Education Instructor	81,333.77
Brown, Darby	Law Enforcement Instructor	88,726.31
Buchanan, Meaghan	Archivist	86,140.85
Bulycz, Shelly	Manager of Community Programming FABS	88,119.71
Chartrand, Arthur	Welding Instructor	91,768.57
Chinnasamy, Gurusamy	Research Officer	87,443.46
Constant, Norbert	Law Enforcement Instructor	79,168.66
Cook, Lindsay	Manager of Mihcet Meskanawah Teaching and Learning Centres	75,949.43
Creed, Carolyn	Faculty of Education	124,645.50
Crowe, Aaron	Social Science Professor	97,435.56
Dalcanale, David	Registrar	123,598.62
Deol, Palwinder	Early Childhood Education Instructor	80,732.03
Dixon, Cindy	Business Administration Instructor	95,881.60
Dubesty, Christa	Science Instructor	111,257.42
Ducharme, Shawn	Information Technology Manager	125,677.54
Enns, Christine	Early Childhood Education Instructor	92,183.88
Espada, Brent	Computer Services Technician	76,538.08
Fecteau, Lavina	Office of Inter Universities Services Manager	100,638.24
Ferland, Jackie	Faculty of Education	93,340.76
Firman, Brenda	Faculty of Education	108,529.99
Fischer, Kirk	Science Instructor	93,874.29
Fitzpatrick, Jacqueline	Dean of Students	127,336.60
Fitzpatrick, Vanessa	Early Childhood Education Instructor	85,153.35
Fjermestad, Janis	Administrative Officer	97,316.27
Flaming, Valdine	Indigenous Project Officer/Indigenous Curriculum Specialist	85,142.08
Flett-Young, Susan	Program Coordinator	78,586.47
Fox, Greg	Industrial Mechanic/Millwright Instructor	92,312.22
Friesen, Chelsea	Paramedic Instructor	89,168.37
Gemmill, Robert	Culinary Arts Instructor/Coordinator	115,756.36
Gibson, Tim	Manager of Workforce Development Centre	108,028.78
Goodridge, Jeff	Industrial Mechanic/Millwright Instructor	91,094.92
Goodridge, Nancy	Director of Training Solutions	107,792.40
Goodwin, Claire	Associate Registrar of Systems and Transfer	91,880.74
Graham, Kelly	Computer Programmer	93,484.08

Name	Title	Compensation
Grandmont, Lori	Conflict Resolution Advisor & Projects	121,471.47
Grandy, Jason	Business Administration Instructor	96,560.89
Grant, Jamie	Dean, Community & Industry Innovations	81,496.21
Graveline, Kellie	Nursing Instructor	94,364.04
Guiboche, Gina	Dean of Education	131,438.26
Halcrow, Cynthia	Adult Learning Centre Instructor	94,838.20
Harper, Joan	Academic Advisor	81,050.36
Hartman, Jacklyn	Office Assistant Instructor	75,428.73
Hause, Kelly	Career Engagement Facilitator	76,214.75
Helstrom, Robert	College of Trades and Technology Instructor	92,991.22
Holowachuk, Leslie	Academic Advisor	77,091.83
Hominuk, Tamara	Diploma in Practical Nursing/Health Care Aide Instructor	81,005.34
Hopkins, Donna	Interim Education Director for Adult Learning Centre	97,333.06
Hossain, Amzad	Business Administration Instructor	104,513.02
Howatt, Bijou	Nursing Instructor	87,283.30
Hyde, Keith	English/Social Science Professor	122,666.02
Islam, Tariqul	Social Sciences Assistant Professor, FABS	94,967.42
Jalloh, Alpha	Faculty of Education	94,160.60
Jassar, Navdeep	Human Resources Advisor	81,641.20
Johnson, Jodi	Manager of Community Based Health Programming	78,042.04
Jones, Dan	Paramedic Instructor	92,360.84
Kamal, Asfia	Aboriginal & Northern Studies, Assistant Professor FABS	101,100.69
Kambo, Pritpal	Nursing Instructor	80,377.06
Kellington, Bruce	Electrical Instructor	105,897.14
Kerr, Curtis	Carpentry Instructor	98,705.86
King, Preston	Business Administration Instructor	87,582.52
Knudson, Geri	Human Resources Manager	108,157.74
Kong, Ying	English Professor	114,622.23
Koshel, Monte	Director of Marketing, Communications and Recruitment	109,597.63
Kruk, Borys	Business Administration Instructor	93,108.36
Lagace, Naithan	Indigenous Curriculum Specialist	79,344.43
Laubmann, Karl	Cultural Coordinator	83,561.12
Lauvstad, Douglas	President & Vice-Chancellor	237,602.56
Laverge, Cindee	Chief Administrative Officer	185,233.88
Laycock, Kimberley	Dean of Faculty of Arts, Business & Science	125,913.74
Leaske, Pearly	Waskawimakanwa Mecimwaci Isihtwawina Instructor/Coordinator	96,343.56
Leclaire, Michel	Natural Resources Management Technology Instructor	92,722.64
LeGall-Vandepoele, Michelle	Diploma Practical Nursing Instructor	91,581.24
Linski, Holly	Faculty of Education	98,318.16
Loder, Dorothy	Diploma in Practical Nursing Instructor	92,803.36
Loewen, Louise	Field Placement Instructor/Coordinator	98,159.10
Madrigga, Donna	Director, Finance	126,167.86
Malik, Amjad	Faculty of Education	123,806.29
Marofke, Terence	Carpentry Instructor	94,154.86
Matheson, Sue	English Professor	135,506.29
Matiasek, Mark	Social Science/Business Instructor	97,740.66
McPhee, Sheri	Associate Dean, Diploma Practical Nursing Programming	115,261.46
Melko, Gary	Dean of Skilled Trades Apprenticeship & Technology	112,437.00
Miscavish, Garry	Facilities Technician Instructor	97,320.88
Misling, Roland	College of Trades and Technology Instructor	97,198.59
Molyneaux, Carrie	Payroll and Benefits Manager	109,250.22
Molyneaux, Mark	Director of Facilities & Ancillary Services & Safety	121,902.30
Moore-George, Sarah	Diploma in Practical Nursing Instructor	77,684.57
Nabess, Roger	Web Portal Administrator	75,193.60
Neckoway, Ramona	Associate Vice President, Indigenous Initiatives and Reconciliation	118,181.43
Nemeth, Suzanne	Senior Advisor to the VP Academic and Research	89,094.24
Oman, Murray	Apprenticeship Carpentry Instructor	93,003.82
Oredogbe, Abayomi	Business Administration Professor	102,660.72
Pajic, Nick	Recruitment Officer/Sponsor Liaison	85,454.65
Paradis, Emile	Millwright Apprenticeship Instructor	91,354.46
Paskaruk, Krystle	Career and Work-Integrated Learning Coordinator	87,267.77

Name	Title	Compensation
Pelland, Mike	Millwright Apprenticeship Instructor	101,594.85
Pelly, Diane	Training Solutions Coordinator	82,876.59
Penner, Robert	Associate VP Community and Industry Solutions	144,291.46
Perchaluk, Jamie	Nursing Instructor	92,082.94
Peter, Selvin	Science Professor	136,242.62
Petricone, Michelle	Early Childhood Education Instructor	78,880.80
Pidskalny, Tanya	President's Office Manager/Tri-Council Executive Officer	77,861.19
Plett, Lynette	Associate Vice-President of Mihcet Meskanawah Teaching and Learning Centres	143,429.56
Rotzien, Patricia	Diploma in Practical Nursing Instructor	89,225.36
Sainsbury, Janet	Educational Developer	86,714.16
Sawchyn, Heath	IT Service and Support Manager	91,674.68
Scaddan, Lindsay	Early Childhood Education Instructor	93,769.30
Seto, Janice	Business Administration Instructor	94,471.68
Shand, Delwin	Administrative Applications Specialist	84,486.60
Simpson, Brian	Workplace Safety and Health/Facilities Manager	86,523.92
Skulmoski, Lyle	Automotive Instructor	102,320.84
Smeltzer, Darcie	Adult Learning Centre Instructor	76,444.82
Smith, Daniel	Vice-President of Academic and Research	185,138.24
Smith, Heather	University College Librarian	93,129.22
Srinivas, Koppada	College of Trades and Technology Instructor	94,030.82
Stedronsky, Katrin	Science Professor	116,804.14
Stepaniuk, Jeffray	Natural Resources Management Technology Instructor	97,541.44
Stevenson, Ann	Manager of Academic Development	98,012.91
Stott, Greg	History Professor	117,552.99
Strong, Amber	Senior Institutional Analyst	85,219.20
Thethy, Shamilla	Nursing Instructor	95,200.52
Tomlin, Antony	Kenanow Bachelor of Education Instructor	92,451.84
Trithhart, Kim	Early Childhood Education Instructor	87,376.46
Trowell, William	Natural Resources Management Technology Instructor	95,916.68
Warnar-Brown, Hendrick	History Professor	99,935.67
Wastesicoot, Jennie	Aboriginal and Northern Studies Professor	100,566.62
Wasylynka, Bernice	Nursing Clinical Instructor	93,319.20
Williams, Timothy	Electrical Instructor	92,444.38
Williamson, Laurie	Manager, Thompson Housing and Facilities	81,574.09
Wiseman, Roy	Adult Learning Centre Instructor	93,042.27
Wlaskichuk, Riley	Automotive Technician Instructor	119,192.05
Wood, Eddie	Training Solutions Coordinator	80,539.40
Woodson, Cindy	DPN/Health Care Aide Instructor	92,541.80
Yol, Sert	Business Administration Instructor	93,235.24
Zahayko, Deveny	Policy Manager	100,668.66
Zeran, Vicki	Dean of Health	145,086.02

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.