

**SCHEDULE OF  
PUBLIC SECTOR  
COMPENSATION**

**2021 Report**

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**University College  
of the North**

## Independent Auditors' Report

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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, 2021 ("the Schedule").

In our opinion, the financial information in the Schedule of Employee Compensation for the year ended December 31, 2021 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.

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

June 16, 2022

*MNP* LLP  
Chartered Professional Accountants

**UNIVERSITY COLLEGE OF THE NORTH**  
**SCHEDULE OF PUBLIC SECTOR COMPENSATION DISCLOSURE**  
**For the year ended December 31, 2021**

**In 2021, the university college paid, in aggregate, \$31,650 to the Governing Council, and \$9,625 to the Elders' Council. In 2021, 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>
Abioye, Oye	Business Administration Instructor	86,003.98
Assuah, Anderson	Assistant Professor, Faculty of Arts, Business & Science	88,687.41
Atoyebi, Joseph	English Professor	101,623.58
Awan, Zulfqar	Assistant Professor	100,653.17
Ayres, Laura	Early Childhood Education Instructor	98,113.65
Baffoe, Dominic	Computer Services Technician	94,486.92
Ballantyne, Michelle	Financial Aid and Awards Officer	83,937.78
Barbeau, Susan	Nursing Clinical Instructor	94,869.52
Barbour-Stevenson, Ann	Manager of Academic Development	100,259.67
Barlas, Noreen	Social Science Instructor	104,147.23
Barr, Kelly	Office Assistant Instructor	92,059.44
Bee, Kimberly	Academic Advisor and Counselor	79,834.45
Bell-Tulman, Trudy	Early Childhood Education Instructor	92,059.44
Belmore, Melanie	Indigenous Project Manager/CB Programming Indigenous Curriculum Specialist	97,511.02
Bignell, Candace	Academic Advisor	83,654.64
Blackman, Ashley	Director of Institutional Analysis and Planning	114,380.23
Bolton, Coralee	Academic Advisor	84,029.94
Boscow, Megan	Nursing Instructor	92,059.44
Boyes, Jerry	Electrical Instructor	120,001.52
Braun, Kathryn	DPN Nursing Coordinator/Instructor	87,962.47
Briggs, Harvey	Associate VP, Reconciliation, Research & Academic Innovation	150,674.14
Brown, Brenda	Early Childhood Education Instructor	82,506.91
Buchanan, Meaghan	Archivist	85,834.24
Bulycz, Shelly	Manager of Community Programming FABS	88,301.51
Carlson, Barbara	Early Childhood Education Instructor	89,257.68
Chartrand, Arthur	Welding Instructor	105,167.00
Chinnasamy, Gurusamy	Research Officer	87,635.10
Cowper, Cassandra	Diploma in Practical Nursing Instructor	75,984.82
Creed, Carolyn	Faculty of Education	123,434.39
Crowe, Aaron	Social Science Professor	104,170.35
Dalcanale, David	Registrar	122,420.10
Deol, Palwinder	Early Childhood Education Instructor	94,283.17
Dubesky, Christa	Science Instructor	112,256.12
Ducharme, Shawn	Information Technology Manager	129,776.65
Duncan, Christine	Kenanow Bachelor of Education Instructor	75,993.34
Enns, Christine	Early Childhood Education Instructor	94,066.29
Fecteau, Lavina	Office of Inter Universities Services Manager	100,362.21
Ferland, Jackie	Faculty of Education	97,784.35
Firman, Brenda	Faculty of Education	131,149.86
Fischer, Kirk	Science Instructor	91,876.14
Fitzpatrick, Jacqueline	Dean of Students	122,789.20
Fitzpatrick, Vanessa	Early Childhood Education Instructor	82,152.34

Fjermestad, Janis	Administrative Officer	78,014.21
Flaming, Valdine	Indigenous Project Officer/Indigenous Curriculum Specialist	81,692.84
Flett, Shauna	Nursing Instructor	87,901.08
Fox, Greg	Industrial Mechanic/Millwright Instructor	92,590.77
Gemmill, Robert	Culinary Arts Instructor/Coordinator	118,196.85
Gibson, Tim	Manager of Workforce Development Centre	107,871.76
Goodridge, Jeff	Industrial Mechanic/Millwright Instructor	90,753.48
Goodridge, Nancy	Director of Training Solutions	109,019.86
Goodwin, Claire	Associate Registrar of Systems and Transfer	91,426.33
Graham, Kelly	Computer Programmer	93,671.49
Grandy, Jason	Business Administration Instructor	97,331.63
Graveline, Kellie	Nursing Instructor	92,670.25
Halcrow, Cynthia	Adult Learning Centre Instructor	94,670.87
Harper, Joan	Academic Advisor	80,310.64
Hartman, Jacklyn	Office Assistant Instructor	76,677.18
Helstrom, Robert	College of Trades and Technology Instructor	96,532.55
Hiebert-Dixon, Cindy	Business Administration Instructor	94,869.52
Holowachuk, Leslie	Academic Advisor	76,299.18
Hopkins, Donna	Adult Learning Centre Instructor	96,204.93
Hossain, Amzad	Business Administration Instructor	101,387.41
Howatt, Bijou	Nursing Instructor	100,569.70
Hyde, Keith	English/Social Science Professor	130,690.29
Islam, Tariqul	Social Sciences Assistant Professor, FABS	90,914.27
Jalloh, Alpha	Faculty of Education	101,427.53
Jassar, Navdeep	Human Resources Advisor	78,854.67
Kamal, Asfia	Aboriginal & Northern Studies, Assistant Professor FABS	92,843.73
Kellington, Bruce	Electrical Instructor	109,999.32
Kerr, Curtis	Carpentry Instructor	107,033.07
King, Preston	Business Administration Instructor	90,560.66
Knudson, Geri	Human Resources Manager	105,789.54
Kong, Ying	English Professor	121,749.47
Koshel, Monte	Director of Marketing, Communications and Recruitment	103,375.86
Kruk, Borys	Business Administration Instructor	101,844.52
Laubmann, Karl	Cultural Coordinator	79,593.05
Lauvstad, Douglas	President & Vice-Chancellor	257,383.35
Laverge, Cindee	Chief Administrative Officer	184,459.82
Laycock, Kimberley	Dean of Faculty of Arts, Business & Science	122,438.54
Leaske, Pearly	Waskawimakanwa Mecimwaci Isihtwawina Instructor/Coordinator	97,368.08
Leclaire, Michel	Natural Resources Management Technology Instructor	89,842.47
LeGall-Vandepoele, Michelle	Diploma Practical Nursing Instructor	89,257.68
Linski, Holly	Faculty of Education	113,470.07
Loder, Dorothy	Diploma in Practical Nursing Instructor	103,829.70
Madrigga, Donna	Director, Finance	121,015.97
Malik, Amjad	Faculty of Education	136,090.72
Marofke, Terence	Carpentry Instructor	93,718.50
Matheson, Sue	English Professor	143,480.42
Matiasek, Mark	Social Science/Business Instructor	106,507.05
McCallum, Larry	Instructional Specialist	82,726.88
McCorriston, Olivia	Kenanow Bachelor of Education Instructor	79,205.21

McGinnis, Loretta	Manager Post Secondary Access Centres	81,720.31
McKay, Mervin	Faculty of Education	95,201.02
McKee, Terralyn	Learning Technologies Specialist	107,204.16
McPhee, Sheri	Diploma in Practical Nursing Instructor	80,307.36
Melko, Gary	Dean of Skilled Trades Apprenticeship & Technology	111,192.36
Melnick, Linda	Dean of Research and Academic Excellence	122,223.49
Meyer, Marilyn	Natural Resources Management Technology Instructor	103,848.22
Miscavish, Garry	Facilities Technician Instructor	96,618.54
Misling, Roland	College of Trades and Technology Instructor	100,680.57
Mitra, Shaibal	IT Network System Administrator	93,570.22
Moen, Tammy	Counselor	82,227.60
Molyneaux, Carrie	Payroll and Benefits Manager	121,089.05
Molyneaux, Mark	Director of Facilities & Ancillary Services & Safety	117,913.30
Muilenburg, Sandra	Chief Financial Officer	104,462.67
Nabess, Roger	Web Portal Administrator	76,287.10
Neckoway, Ramona	Director, Centre for Aboriginal Languages and Culture	118,027.72
Nemeth, Suzanne	Senior Advisor to the VP Academic and Research	89,579.51
Nordick, Cindy	Nursing Instructor	131,075.75
Oman, Murray	Apprenticeship Carpentry Instructor	106,670.70
Oredogbe, Abayomi	Business Administration Professor	117,271.63
Pajic, Nick	Recruitment Officer/Sponsor Liaison	78,112.41
Pallan, Chris	Law Enforcement Instructor	97,440.93
Paradis, Emile	Millwright Apprenticeship Instructor	125,556.00
Paskaruk, Krystle	Career and Work-Integrated Learning Coordinator	86,782.84
Pelland, Mike	Millwright Apprenticeship Instructor	120,572.70
Pelly, Diane	Training Solutions Coordinator	83,316.23
Penner, Robert	Associate VP Community and Industry Solutions	144,784.20
Peter, Selvin	Science Professor	137,195.15
Plett, Lynette	Associate Vice-President of Access	141,803.72
Sainsbury, Janet	Educational Developer	82,973.38
Samatte, Ernest	Campus Elder Advisor	76,086.54
Sawchyn, Heath	Network Security Analyst	87,396.78
Scaddan, Lindsay	Early Childhood Education Instructor	92,390.94
Scheveck, Pamela	Nursing Instructor	93,131.88
Seto, Janice	Business Administration Instructor	93,779.60
Shand, Delwin	Administrative Applications Specialist	83,603.14
Shand, Doris	Academic Services Coordinator	75,464.99
Sidhu, Poonampreet	English as an Additional Language Instructor	86,440.73
Simpson, Brian	Workplace Safety and Health/Facilities Manager	90,350.17
Skulmoski, Lyle	Automotive Instructor	100,926.74
Smith, Daniel	Vice-President of Academic and Research	183,844.97
Smith, Heather	University College Librarian	90,422.30
Srinivas, Koppada	College of Trades and Technology Instructor	95,094.84
Stedronsky, Katrin	Science Professor	107,261.24
Stepaniuk, Jeffray	Natural Resources Management Technology Instructor	107,074.37
Stott, Greg	History Professor	127,357.95
Strong, Amber	Senior Institutional Analyst	84,917.23
Swanson, Irvin	PSE Access Centre Manager	80,288.16
Thethy, Shamilla	Nursing Instructor	95,332.14

Threinen, Kathleen	Nursing Instructor	77,750.83
Tomlin, Antony	Kenanow Bachelor of Education Instructor	89,771.71
Tritthart, Kim	Early Childhood Education Instructor	76,178.82
Trowell, William	Natural Resources Management Technology Instructor	97,076.28
Warnar-Brown, Hendrik	History Professor	103,565.64
Wastesicoot, Jennie	Aboriginal and Northern Studies Professor	102,442.71
Wasylynka, Bernice	Nursing Clinical Instructor	93,091.70
Williams, Timothy	Electrical Instructor	102,180.29
Williamson, David	Kenanow Faculty of Education Instructor	135,681.36
Williamson, Laurie	Manager of Student Housing/Residence	78,358.73
Wiseman, Roy	Adult Learning Centre Instructor	94,228.70
Wlasichuk, Riley	Automotive Technician Instructor	114,697.86
Wood, Eddie	Training Solutions Coordinator	77,107.54
Woodson, Cindy	DPN/Health Care Aide Instructor	92,157.72
Yol, Sert	Business Administration Instructor	94,061.08
Zahayko, Deveny	Policy Manager	99,266.30
Zeran, Vicki	Dean of Health	143,502.58

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.