

Schedule of Compensation of

**THE UNIVERSITY OF WINNIPEG**

Year ended December 31, 2020

## INDEPENDENT AUDITORS' REPORT

To the Board of Regents of the University of Winnipeg

### ***Opinion***

We have audited the schedule of compensation equal to or in excess of \$75,000 for individuals employed or affiliated with the University of Winnipeg (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.

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Chartered Professional Accountants

Winnipeg, Canada

June 28, 2021

THE UNIVERSITY OF WINNIPEG  
 REPORT OF COMPENSATION GREATER THAN \$75,000

CALENDAR YEAR 2020

Last Name	First Name	Position	Gross Pa y
Abreu-Ferreira	Darlene	Professor	\$ 151,848
Adedayo	Oluwasola	Assistant Professor	92,604
Albert	Sylvie	Professor	178,959
Alexander	Emma	Associate Professor	121,623
Amundsen	Allan	Director, Purchasing Services	101,070
Anchan	John	Professor	160,896
Anderson	Robert	Associate Professor	132,892
Anyaduba	Chigbo	Assistant Professor	81,934
Aslam	Waqas	Technology Support 6	87,054
Ata	Athar	Professor	162,584
Aujla	Harinder	Associate Professor	119,114
Avila-Sakar	German	Associate Professor	121,623
Babb	Jeff	Associate Professor	132,982
Babcock	Tim	Associate Professor	132,921
Bailey	Lynn	Director, Work Integrated Learning and External Partnerships	105,881
Baksi	Soham	Professor	120,514
Balint-Babos	Adina	Associate Professor	105,655
Balkwill	Stephanie	Assistant Professor	89,935
Balogun	Victor	Instructor II	78,405
Barter Moulaison	Jane	Professor	129,963
Bautista	Jeanette	Instructor II	78,031
Bector	Bhupinder	Instructor III	119,103
Belding	Stacey	Human Rights and Diversity Officer	105,493
Bendor-Samuel	Andrew	Instructor III	108,417
Benoit	Kimberley	Chief Information Officer	141,017
Berg	Brandyn	Director, Building Infrastructure	89,954
Berge	Simon	Associate Professor	111,856
Bergeron	Glen	Professor	166,347
Bertrand	Michelle	Associate Professor	102,395
Betcher	Mark	Manager, Pay and Benefits	93,469
Betts	Paul	Assistant Professor	140,324
Bezanson	Mark	Technology Support 6	90,065

THE UNIVERSITY OF WINNIPEG  
REPORT OF COMPENSATION GREATER THAN \$75,000

CALENDAR YEAR 2020

Last Name	First Name	Position	Gross Pa y
Brickey	Alyson	Assistant Professor	\$ 84,677
Bryksina	Olga	Associate Professor	107,217
Buckels	Erin	Assistant Professor	81,934
Buffie	Kimberly	Instructor III	93,000
Buhay	William	Professor	137,983
Bullock	Ryan	Associate Professor	102,940
Burke	A. Andrew	Associate Professor	124,200
Burley	Ian	Instructor III	112,187
Cai	Wenbiao	Associate Professor	76,248
Camorlinga	Sergio	Associate Professo	

THE UNIVERSITY OF WINNIPEG  
REPORT OF COMPENSATION GREATER THAN \$75,000

CALENDAR YEAR 2020

Last Name	First Name	Position	Gross Pa y
Distasio	Jino	VP, Research and Innovation	\$ 163,703
Dobchuk	novation		

THE UNIVERSITY OF WINNIPEG  
 REPORT OF COMPENSATION GREATER THAN \$75,000

CALENDAR YEAR 2020

Last Name	First Name	Position	Gross Pa y
Froman	Karen	Lecturer	\$ 79,988
Fulford	George	Associate Professor	80,544
Funke	Melissa	Assistant Professor	89,935
Galka	Jamie	Instructor III	92,407
Gangloff	Paula	Technology Support 5	79,885
Garand	Claude	Instructor Class VI	94,797
Gavrus	Delia	Associate Professor	92,133
Gerrits	Bailey	Post Doctoral Fellow	77,642
Ghahramani	Melody	Professor	118,858
Goltz	Doug	Dean of Science, Acting Dean of Kinesiology and Applied Health	203,343
Good	Sara	Associate Professor	118,720
Gorkoff	Kelly	Associate Professor	102,628
Gow	Mary Ann	Technology Support 6	87,547
Grace	Joan	Professor	136,995
Grainger	Martin	Director, Campus Security and Emergency Preparedness	96,792
Grant	Hugh	Dean of Business and Economics	195,223
Green	Fiona	Professor	126,756
Greenhill	Pauline	Professor	174,372
Gregg	Melanie	Professor	131,642
Guretski	Daniel	Technology Support 6	85,626
Halabi	Talal	Assistant Professor	84,602
Halldorson	Michael	Instructor III	112,108
Hanley	James	Professor	137,285
Hannan	Jason	Associate Professor	105,728
Harlos	Karen	Professor	171,056
Harms	David	Electrician	80,026
Harms	Rosalie	Instructor III	129,118
Harris	Judith	Associate Professor	132,650
Hasler	Caleb	Assistant Professor	89,935
Hawthorne	Rhonda	Instructor III	98,148
Haydey	Donna	Associate Professor	129,096
Heaman-Warne	Carl	Instructor III	83,813
Heath	Sarah	Instructor III	75,887
Hellsten-Bzovey	Laurie-Ann	Dean of Education	92,810
Henry	Christopher	Associate Professor	116,265
Hill Kepron	Emma	Associate Dean of the Library	113,172
Hinds	Aynslie	Senior Research Associate	75,435
Hoel	Barry	Technology Support 5	75,480
Hoepner	Christine	Librarian III	102,252
Hohner	Michael	Librarian III	112,839
Hollett	Joshua	Associate Professor	105,655
Holloway	Paul	Associate Professor	132,982
Hossain	MD	Associate Professor	106,945
Howelko	Brian	Technology Support 6	89,965
Hunter	Catherine	Professor	156,314
Hussain	Aman	Assistant Professor	84,602
Indraratne	Srimathie	Instructor III	78,480
Iu	Wai Yung	Technology Support 6	93,580
Ives	Peter	Professor	142,269
Izydorczyk	Zbigniew	Professor	171,467
Jamieson	Blair	Associate Professor	112,285

THE UNIVERSITY OF WINNIPEG  
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CALENDAR YEAR 2020

Last Name	First Name	Position	Gross Pa y
Janzen	Jennifer	Instructor Class V	\$ 89,315
Jemberu	Girma	Technology Support 6	89,965
Jimenez	Loresto	Director, Centre for Academic Technology	105,881
Johnson Mychasiw	Inga	Executive Director, Student Support Services	100,962
Jones	Lynn	Administrative Officer	78,301
Karlowsky	Douglas	Technology Support 6	91,126
Katz	Stacey	Instructor Class VI	93,656
Kelly	Jessica	Director, Awards and Financial Aid	90,416
Kerr	Jeannie	Associate Professor	103,270
Keshavjee	Serena	Professor	121,519
Khan	Sohail	Instructor III	98,376
Khaw	Dennis	Technology Support 6	96,522
Kilgour	Maureen	Professor	141,122
Kjernisted	Ryan	Lead Electrician	81,658
Kohm	Steven	Professorm.0013 Tc 0 Tw 9.3679 0 0 9.3.7999 490.08 Tm [(103,)-9109e9(n.0018,604 Tc -22551 0	123,604
Kornelsen	Lloyd	Executive Director, Global College	124,180
Kowal	Sean	Director, Technology Infrastructure	100,617
Kowbel	Karen	Associate Director, Institutional Dat2 BT -0.0034 Tc 9.3J 49.834 0 T5anagel.Tfm7.114322	



THE UNIVERSITY OF WINNIPEG  
 REPORT OF COMPENSATION GREATER THAN \$75,000

CALENDAR YEAR 2020

Last Name	First Name	Position	Gross Pa y
Mammei	Russell	Associate Professor	\$ 97,936
Manfredi	Carla	Assistant Professor	85,397
Mangiacotti	Shelley	Consultant, Human Resources	82,519
Mann	Hanuv	Assistant Professor	105,508
Marsh	Roberta	Chief Human Resources Officer	160,991
Martin	Jeffery	Professor	140,184
Martin	Melanie	Professor	133,210
Mashreghi	Zeinab	Associate Professor	92,679
Mauro	Ian	Associate Professor	122,272
McCallum	Mary Jane	Professor	137,092
McCluskey	Andrea	Director, Micro-Communities	84,546
McCluskey	Kenneth	Professor	96,466
McCormack	Andrew	Professor	170,997
McCubbin	John	Associate Professor	116,996
McCullough	Scott	Assistant Director, Institute of Urban Studies	75,364
McDonald	Gerren	Instructor III	89,800
McFadyen	Ron	Assistant Professor	103,845
McGillivray	Andrew	Assistant Professor	87,343
McGreevy	Alan	Instructor II	76,036
McGregor	Brian	Instructor III	76,029
McIntyre	Hope	Assistant Professor	87,268
McKay	Larry	Coach	97,921
McKay	Tanya	Coach	97,846
Melvie	Dean	Director, Recreation Facilities and Services	104,592
Melville	Peter	Professor	125,061
Memar Zadeh	Maryam	Assistant Professor	107,299
Meuwese	Marcus	Professor	127,461
Miller	Clint	Director, TSC Business Solutions	105,881
Miller	Peter	Associate Professor	83,444
Millions	Erin	Senior Research Associate	80,409
Milne	Heather	Associate Professor	105,552
Milosevic-Zdjelar	Vesna	Instructor III	118,593
Minaker	Christopher	Senior Executive Officer, External Engagement	132,024
	Jona	Instructor Class VI	99,868
	Lucas	Assistant Professor	77,256
	Yannick	Assistant Professor	87,268
	Ken	Administrative 4	87,336
	Aaron	Associate Professor	102,940
	Peter	Instructor III	128,829
	Colin	General Counsel	182,812
	Deborah	Instructor III	113,443
	Glenn	Dean of Arts	184,046
	James	Associate Professor	132,982
	Carmelle	Director, English Language Program	91,313
	Julie	Associate Professor	105,121
	Tetyana	Associate Professor	119,684
	Gerry	Instructor Class V	89,265
	Angeline	Director, Community Learning and Engagement	77,746
	Gabriel	Professor	142,892
	Jeffrey	Associate Professo	

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Last Name	First Name	Position	Gross Pa y
Nicholson		Manager, Athletics	\$ 76,909
Novak		Instructor III	102,597
Oellermann		Professor	154,592
Orell	Grace		132,758
O'Gorman	Melanie	Associate Professor	114,254
Olisa	Ekene	Technology Support 5	75,969
Ostapchuk	David	Technician 4	79,099
Ofinowski	Rafael	Assistant Professor	83,908
Owen	Michelle	Professor	141,512
Pandey	Manish	Professor	142,399
Pangas	Geraldine	Senior Human Resources Consultant	90,030
		Assistant Professor	116,690
Parboosingh	Arundhati	Assistant Professor	103,272
Park	Andrew	Professor	125,434
Parrington	Lorraine	Counsellor	88,514
Pearson	Robert	Instructor Class V	89,265
	Gary	Executive Director, Financial Reporting	105,628
		Executive Assistant	Senior-4.5 (ces5 Tc.6 (ist)sp(S)-3.6 (enior)-4.5 ( Human -3341.6 (Execut)-

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CALENDAR YEAR 2020

Last Name	First Name	Position	Gross Pa y
Rostek	Christy	Counsellor	\$ 88,514
Ruiz	Monica	Instructor III	90,475
Ruml	Mark	Professor	134,181
Ruprai	Sharanpal	Associate Professor	88,949
Russell	Brad	Technology Support 5	79,593
Russell	Colin	Registrar	132,718
Saj	John Michael	Instructor Class VI	94,797
Savickey	Beth	Professor	140,364
Scarfe	Adam	Associate Professor	113,133
Schiak	Gina	Manager, Employee Development and Wellness	96,466
Seel	Paul	Technology Support 7	104,207
Segstro	Edward	Instructor III	112,443
Selman	Brianne	Librarian III	76,698

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CALENDAR YEAR 2020

Last Name	First Name	Position	Gross Pa y
Zhou	Jie	Associate Professor	\$ 109,971
Zoppa	Karen	Instructor Class VII	99,841

NOTE TO SCHEDULE

Basis of Presentation:

The schedule lists individuals employed by the University of Winnipeg who received compensation and benefits of \$75,000 or more for the year ended December 31, 2020 and does not include employees of the University of Winnipeg Foundation Inc., Aurora Family Therapy Centre Inc. or the University of Winnipeg Community Renewal Corporation with compensation of \$75,000 or more.

The amounts reported were calculated in accordance with the definition of compensation provided in Section 1 of The Public Sector Compensation Disclosure Act.