Eligible Nominees

Will Christie

I’m an alumni of the University of Manitoba, having earned two degrees here (B.Sc. (Eng.) 1997, B.Sc. (CS) 1999), after which I found a full time position in Information Services & Technologies. I’ve been employed with them since 1999 in a variety of IT positions, including application deployment, system administration, and small project management. During this time I’ve worked closely with students, faculty, and staff in support of the goals of the institution. For the last five years I’ve been a board representative for AESES, and for the last three as their Treasurer. In this function I’ve been responsible for overseeing the union’s operational budget, and the investment of our assets in a responsible manner. This has given me experience in evaluating risks versus returns while following all legal and regulatory obligations. Like all University members, I have a vested interest in the ongoing health and continued success of the University’s pension plan, and would like to represent the voice of the support staff on the committee.

Leslie Finch

Accounting & finance professional with over 25 years business experience primarily with not for profit organizations and in the Manitoba Government public sector. As the SPC Comptroller and in past senior financial positions as WHS Comptroller, Provincial Financial Analyst & Auditor, I have extensive accounting, financial and administrative experience supporting executive management, board of directors, administrative staff and external auditors. SPC is registered educational charity and as Comptroller I directly manage all college business financial systems, providing full cycle financial and accounting services for Payroll & Pensions, A/P, A/R, Academic Awards, Treasury function (banking and investment management), College financial reporting, operational budgeting, cash flow management, yearend pre & post audit management, regulatory compliance reporting and filings with CRA, GST & PST.

As a College within the University of Manitoba, my role is also the University Budget Officer, responsible for the College’s financial & budgetary components within the UofM Aurora Finance System (including Banner & FAST reporting). I have extensive volunteer board experience holding primarily treasurer position(s) in not for profit organizations in the educational sector. My education includes CMA 5th level professional standing, a UofM Bachelor of Commerce Honours degree, and UofW Bachelor of Arts degree.

John Godard

Professor (Industrial Relations)
Asper School of Business/Faculty of Management.

I have spent considerable time familiarizing myself with the University of Manitoba Pension Plan, and believe that we need a representative who is concerned not just with whether the plan is financially sound, but also with whether its administration is fair and equitable. Of particular concern at present is the denial of defined pension benefits for each year that we work past age 65. This essentially serves as a penalty for not retiring – one that many can ill-afford. I also worry, however, that additional, potentially serious problems will come to the fore over the next few years, especially in view of current economic conditions and ongoing political developments. We need a rep who will ensure that member interests are protected should such problems arise.

My reasons for standing for the Pension Committee coincide with my work as an academic. Most of what I have published (see Asper web site – faculty and staff) has been driven by an underlying concern for the attainment of fair and equitable treatment at work. This has also been the case for many of my professional activities, including my work as Chair of the Manitoba Minimum Wage Board, and, most recently, as Chief Editor of the British Journal of Industrial Relations. I will bring this commitment to my duties on the Committee if elected.
Keri L. Kettle

Dr. Keri L. Kettle is Assistant Professor of Marketing and F. Ross Johnson Fellow in the Asper School of Business. A graduate of the Royal Military College of Canada and decorated veteran, Keri served 12 years in the Canadian Armed Forces prior to entering academia. Keri has published top-level research on consumer debt repayment, and examines consumer financial decision-making in his ongoing research program. Keri has become familiar with pension fund management through discussions with his father, Don Kettle, who has over 60 years of cumulative experience as a pension fund Trustee. Keri finds it gratifying to take care of his colleagues’ needs, and wishes to serve on the UM Pension Plan as an opportunity to positively impact the lives of all fund members.

Randall Kinley

For over 30 years Randall has worked as an administrator at the University of Manitoba in various areas including Physical Plant, the Office of the Vice-President (Administration), the Office of Institutional Analysis and most recently with St. Paul's College. He has considerable experience in general administration, strategic planning, risk and insurance management, capital accounting, contracts administration, policy and procedures development, and facilities management. He has also been closely involved with campus planning and the development of significant capital projects valued up to $150 million. Randall is a BA, and BComm (Hons) graduate, holds a CPA designation and completed the Canadian Securities Course with honours.

Randall has served on numerous boards including the following:

- Trustee of the University of Manitoba Pension Plans
- Chairman of the Brodie Centre/John Buhler Research Centre Condominium Board
- The University of Manitoba Campus Plan Steering Committee (2001)
- The Arthur V. Mauro Residence Planning Committee
- The Alternative Village, Faculty of Engineering
- Co-Chair of the University of Manitoba United Way Campaign
- The Society of Management Accountants of Manitoba
- The Manitoba Museum Corporation Finance Committee

Emmanuel Modzie

Emmanuel Modzie joined the University of Manitoba in 2014 as a Budget Accountant in Financial Services. Through this position he is a steward for sound financial management with a focus on supporting and educating the University community on the guidelines and functions related to Operating funds.

Since graduating with a Bachelor of Commerce degree (accounting major) in 1997, Emmanuel obtained his professional designation of CMA, CPA and is an active member of the Chartered Professional Accountants of Manitoba. He began his career with a focus on accounting and finance operations through the banking industry where he climbed to a management role before moving to Canada in 2009 where he furthered his expertise in financial analysis through the auto & retail industries. Beyond his professional experience, Emmanuel has proven his focus and commitment on financial strategy alignment and partnership through volunteering at his church as an active board member and the Chairman of the Finance committee.
Cameron Morrill

I have been a professor in the Accounting area of the Asper School of Business since I arrived in Winnipeg in 1997. Part of my research has centred around accounting for defined benefit pension plans which has given me some familiarity with the mechanics of these plans. I have been active in the University of Manitoba Faculty Association (UMFA), where I served as president in 2010-2012 and where I have been particularly involved in salary and benefits issues. I have been a member of the University of Manitoba Staff Benefits Committee since 2007. I served as the Active Members Representative on the UM Pension (1993) Committee in 2011-2014. As part of my training for the Pension Committee, I completed courses in Foundations of Trust Management Standards and Advanced Trust Management Standards through the International Foundation of Employee Benefit Plans.

Paul Peters

My experience in pension plan administration is not so much experience as it is that I have a vested interest in its continued health and vitality. What I bring to this position will be a fresh perspective and a desire to understand how the pension plan can be best administered for the sake of all the University staff who are impacted by its performance. I have been employed at the University of Manitoba for almost 18 Years, the last five plus years I have served on the AESES Classification Committee as a volunteer.

Richard Salas

Richard Salas has been working as part of the Finance Department of the Rady Faculty of Heath Sciences in the College of Rehabilitation Sciences as a Budget Analyst for the last two years. He was the Financial Manager in the College of Rehabilitation Sciences from 2009 to 2015.

Richard received his Bachelor of Economy (Hons) Degree in 1991 and MBA in 2005. Throughout his career in economy and finance, Richard has held several senior manager positions abroad. Prior to joining the Faculty, he served as a financial analyst for a Federal Bank in the Economic Investigation Department, and in other companies with Credit Supervisors, Directors, Consulters and Administrators. Richard has experience in stock marketing, investments, mutual funds and RRSP.

Sukhjinder Singh

My name is Sukhjinder Singh and I am a graduate from the University of Manitoba with Commerce degree, and I’m also 5 courses short to complete my CGA designation. I am operations Manager of the Caretaking Services at the Physical Plant. Currently I am responsible for the work force of 160 FTE and my operating budget is about $12,000,000. Prior to coming to the University of Manitoba I was an employee of the WRHA for 13 years. During my employment with the WRHA I have performed a variety of job, and looking after the payroll was one of them.

Iryna Tsybukh

Ms. Iryna Tsybukh has been an employee of the University of Manitoba for over 11 years. She is alumna of the University of Manitoba and has a Certificate of Human Resource Management. She brings a wide range of experience as a student and employee, having served in several roles and committees, including as a representative for Support Staff on the University Executive Council and Faculty of Health Sciences Council and member of the Pediatric Dentistry Graduate Program Committee.
Wei Xuan

My name is Wei XUAN. I am head of Libraries Systems at the University of Manitoba Libraries. I want to contribute to our community by joining the Pension Committee.

Working in the library’s environment, I have a good understanding of the needs from users with different background and objectives. I believe such experience will be particularly useful to the committee work since every plan member should get a clear understanding of the situation of the pension plan from the committee. Being proactive in the user-oriented environment, I would use a variety of methods to communicate.

I used to work in a public library system. As a key staff, I always participated in the board meetings and the executive meetings. I totally understand how a board of governance works and what a board member should do to fulfill the mandate better. Admittedly, administering a pension fund is different from what I have done and will be challenging. But I would like to take it. I know it is a duty for the trustee to take care of the property of others. I will work with other committee members to protect the plan members’ interests.

Besides my passion for the committee, I am responsible, self-motivated, and enthusiastic. Working in different groups and countries gives me a good ability to adapt. I have developed good time and project management skills.