

# BOARD OF GOVERNORS

**Monday, June 26 2023**

**Alan A. Borger Sr. Executive Conference Room  
E1-270 Engineering Information and Technology Complex  
4:00 p.m.**

The material contained in this document is the agenda for the next meeting of the Board of Governors.

## OPEN SESSION

Please email regrets to [melissa.watson@umanitoba.ca](mailto:melissa.watson@umanitoba.ca) no later than 9:00 a.m. the day of the meeting.

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**OFFICE OF THE UNIVERSITY SECRETARY**



**University  
of Manitoba**



### **Acknowledgement**

The University of Manitoba campuses are located on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation.

We respect the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

### **Mission**

To create, preserve, communicate and apply knowledge, contributing to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.

### **Vision**

To take our place among leading universities through a commitment to transformative research and scholarship and innovative teaching and learning, uniquely strengthened by Indigenous knowledge and perspectives.

### **Values**

To achieve our vision, we require a commitment to a common set of ideals.

The University of Manitoba values:

Academic Freedom – Accountability - Collegiality - Equity and Inclusion – Excellence  
Innovation – Integrity – Respect - Sustainability

### **Strategic Priorities**

- Support and sustain a post-COVID teaching, learning, research, and work environment. This includes our commitment, as one of Canada's top 15 research universities, to remain a leader in research excellence.
  - Develop and publicize a university-wide anti-racism strategy.
- Enhance and expand opportunities for learning, including research opportunities for students.
  - Deliver on our commitment to Indigenous achievement and engagement.
  - Create a more accessible, equitable, diverse, and inclusive university.

# **BOARD OF GOVERNORS OPEN SESSION**

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	<b>AGENDA</b>	<b><u>Action</u></b>	<b><u>Presenter</u></b>	<b><u>Page</u></b>	<b><u>Est. Time</u></b>
	<b>ANNOUNCEMENTS</b>		Chair	-	4:40 p.m.
1.	<b>APPROVAL OF THE AGENDA (Open Session)</b>	Approval	Chair	3	4:45 p.m.
2.	<b>MINUTES (Open Session)</b>				
2.1	Approval of the Minutes of the May 30, 2023 Open Session, as circulated or amended	Approval	Chair	5	4:45 p.m.
2.2	Business Arising - none	-	Chair	-	4:45 p.m.
3.	<b>PRESENTATION / DISCUSSION</b>				
3.1	Strategic Planning Consultation	Information/ Discussion	President	11	4:45 p.m.
4.	<b>COMMITTEE REPORTS</b>				
4.1	Report of the Finance and Infrastructure Committee	-	K. Lee	25	5:30 p.m.
4.2	Report of the Audit and Risk Management Committee	Information	K. Osiowy	26	5:35 p.m.
	a) Annual Financial Report 2023	Approval	N. Andrew	27	5:35 p.m.
5.	<b>NEW BUSINESS</b>				
=					
5.1	Requests to Extend Suspension of Admissions to Programs: <ul style="list-style-type: none"><li>○ Bachelor of Human Ecology (Family Social Sciences) and Bachelor of Human Ecology (Family Social Sciences) After Degree, Max Rady Faculty of Health Sciences</li><li>○ Master of Arts in Icelandic, Faculty of Arts</li></ul>	Consultation	President	91	5:45 p.m.
5.2	Request for change to Admission Targets, Bachelor of Social Work, Faculty of Social Work	Consultation	President	93	5:50 p.m.

# **BOARD OF GOVERNORS OPEN SESSION**

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6. **UNANIMOUS CONSENT AGENDA** Approval Chair - 5:55 p.m.

*If any member of the Board wants to ask a question, discuss or oppose an item that is marked for the consent agenda, the member can have an item removed from the consent agenda by contacting the Secretary of the Board prior to the meeting or by asking that it be removed before the Chair calls for a mover and seconder for the motion to approve or receive, by unanimous consent, the items listed at the end of the agenda*

## **6.1 From Senate for Approval**

6.1.1. Report from Senate (dated June 21, 2023)

a) Report from the Senate Committee on Awards (dated May 9, 2023) Approval President 121 (consent)

## **6.2 From Senate for Information**

6.2.1. Reports from Senate (dated June 21, 2023)

a) Request for increase to Admission Target, Master of Arts and Doctor in Psychology in Psychology (Clinical Psychology), Department of Psychology, Faculty of Arts Information President 119 (consent)

b) Implementation of new programs: Information President 119 (consent)

- o Ph.D. in Pathology and Laboratory Medicine
- o M.Sc. and Ph.D. in Pediatrics and Child Health
- o Graduate Micro-Diploma in Science Communication

## **6.3 From Finance and Infrastructure Committee**

6.3.1. Expenditure Authorization – International Student Health Insurance Approval Chair 133 (consent)

## **6.4 From Audit and Management Committee**

6.4.1. Public Sector Compensation Disclosure Report 2022 Approval Chair 136 (consent)

**MOTION TO MOVE TO CLOSED & CONFIDENTIAL SESSION** Approval Chair - 5:55 p.m.



**Minutes of the OPEN Session of the  
Board of Governors  
May 30, 2023, at 4:30 p.m.**

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**Present:** L. Hyde, Chair  
J. Leclerc, Secretary

J. Anderson	A. Bindra	D. Brothers	J. DeSouza-Huletey	T. Karuhogo
D. Finkbeiner	W. Lazarenko	L. Magnus	S. Li	A. Mahon
N. Murdock	K. Osiowy	J. Oyeyode	L. Pittman	A. Raizman
D. Roussin				

**Joining by Teleconference**

K. Lee C. Yendt

**Regrets:**

M. Benarroch C. Cook I. Fakankun S. Prentice J. Taylor

**Assessors:**

M. Shaw S. Woloschuk

**Officials:**

N. Andrew D. Hiebert-Murphy V. Koldingnes M. Pinto  
M. Watson

**Presenters:**

M. Emslie

**ANNOUNCEMENTS**

The Chair acknowledged that the University of Manitoba is located on the original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples and on the homeland of the Métis Nation, recognizing the treaties made on these lands and committing to resolving harms and mistakes of the past.

The Chair expressed her hope that the Board will continue to work together in a spirit of trust and collaboration to fulfill its fiduciary duties in the best interest of the University as a whole, always demonstrating the highest respect for each other, for students, faculty, and staff and the community the University serves.

The Chair thanked Board members for their willingness and understanding in adjusting the start time of the Board meeting, allowing members to attend the funeral service for President Benarroch's mother. She expressed the Board's condolences to Dr. Benarroch and his family.

The Chair shared that this will be the last meeting for Ms. Asmi Bindra, Mr. William Lazarenko, and Mr. Joshua Oyeyode as their terms on the Board will end May 31, 2023. She thanked each of them, on behalf of the Board, for the contributions they have made as members of the Board of Governors. She also noted that today's meeting will be the last meeting for Dr. Nora Murdock and Ms. Sandra Woloschuk, thanking each of them for their years of service, contributions, and advice to the Board and its committees.

The Chair congratulated Ms. Juanita DeSouza-Huletey, Ms. Kathryn Lee, and Ms. Lynette Magnus who were each re-appointed to the Board for three-year terms, thanking each of them for their continued service and dedication to the Board. She also shared that Dr. Douglas Brown, Dean of the Faculty of Kinesiology and Recreation Management, has been elected to the Board by Senate, and Dr. Brenna Shearer has been elected to the Board by the Alumni Association, noting that both will begin their terms on June 1, 2023.

The Chair reminded Board members of the upcoming consultation session scheduled for Tuesday, June 20<sup>th</sup> on the University of Manitoba's Brand Chemistry, facilitated by Mr. Ken Steele. She noted that this two-hour in-person session will be offered to Board members to gain an understanding and overview of the UM's brand, competitive landscape and principles of the university reputation management and strategic positioning, encouraging Board members to attend and sharing that there will be more opportunities for engagement from the Board in the months ahead.

## **FOR ACTION**

### **1. APPROVAL OF THE AGENDA**

It was moved by Mr. Finkbeiner and seconded by Chancellor Mahon:

**THAT the agenda for the May 30, 2023 meeting be approved as circulated.**

**CARRIED**

### **2. MINUTES (Open) Session**

2.1 Approval of the Minutes of the January 31, 2023 Open Session as circulated or amended.

It was moved by Ms. DeSouza-Huletey and seconded by Dr. Brothers:

**THAT the minutes of the March 28, 2023 Open session be approved as circulated.**

**CARRIED**

2.2 Business Arising

There was no business arising from the minutes.

### 3. COMMITTEE REPORTS

#### 3.1 Report of the Finance and Infrastructure Committee

Ms. Lee noted that the Committee met on May 16<sup>th</sup> to consider two items for approval by the Board in the open session that include the Presidential Expenses Policy as well as one item as part of the consent agenda, the Student Giving Agreements.

##### a) Presidential Expenses Policy

Ms. Lee explained that the Presidential Expenses Policy was developed based on recommendations from the Office of the Auditor General, noting that while the role of the President differs from other staff members, this policy states that the President will follow the UM's Travel and Business Expense Claims Policy, except as outlined within the Presidential Expense Policy. She shared that the Committee discussed in detail the policy guidelines, research related expenses of the President, and the level of engagement required by the Board Chair.

Ms. Andrew shared that Mr. Emslie was instrumental in drafting the policy and implementing the recommendation and invited him to speak to this item. Mr. Emslie explained that from the OAG's report on governance of Manitoba post-secondary institutions, one of the recommendations was that each institution should have an expense policy specific to the role of the President, understanding the uniqueness of the role in its reporting duties to a Board and responsibilities and duties in comparison to other staff members. He also shared that the University of Manitoba provides public reporting on the President's travel and expense claims.

Mr. Emslie noted that this policy has been reviewed by the President, as well as the Chair and Vice-Chair of the Board. He explained that the Presidential Expenses Policy states that that President will follow the UM's Travel and Expense Policy, except for:

- the approval and pre-approval process, recognizing that the President reports to a Board of Governors, not to another staff member at the University and;
- public reporting on President's expenses, as the President may be subject to a higher level of scrutiny, with the same guideline and criteria applied to Vice-President expenses.

Mr. Emslie clarified that the Vice-President (Administration) will be responsible for review and approval of the President's expenses in processing the expense claims, with the Chair of the Board ultimately signing off on all expenses once the travel and expense summary has been prepared.

It was moved by Ms. Lee and seconded by Dr. Anderson:

**THAT the Board of Governors approves the Presidential Expenses Policy.**

**CARRIED**

### 3.2 Report of the Governance and Board Development Committee

Ms. Magnus shared that the Committee met on May 16<sup>th</sup> to consider several items, including revisions to the Terms of Reference for the Finance and Infrastructure Committee, adding that the revised terms now include the Associate Vice-President (Administration) as a non-voting resource member of the Committee.

Ms. Magnus explained that the Committee also reviewed and supported a proposal to require that all Board members, in support of their work on the University of Manitoba Board of Governors, complete an Indigenous Cultural training course called The Path, with training beginning in the 2023-2024 year. She explained that The Path is a five-part online learning experience, developed by a majority Indigenous-owned consulting company adding that a full description of course, and an overview of the five training modules, can be found within the meeting materials. Ms. Magnus shared that as a member of another Board, she has already completed this training, explaining that it is user-friendly and provides context and background on Indigenous peoples within Canada that serves as an important learning tool for all Board members.

Mr. Leclerc shared that within the last week, the Law Society of Manitoba is now requiring this same course for all members of the Society, noting that large organizations within Manitoba are moving forward with implementing this course as a requirement. In recognizing that some Board members may have taken similar training, Mr. Leclerc shared that this can be taken into consideration in moving forward with this training, and that his office will be reaching out to Board members soon with further details.

## 4. NEW BUSINESS

### 4.1 Request for Increase to Admission Target, Bachelor of Health Sciences, Interdisciplinary Health Program, Rady Faculty of Health Sciences

Dr. Hiebert-Murphy explained that this request is to increase the number of spaces from 40 to 100, sharing that interdisciplinary health programs have grown significantly over the last number of years. She explained that while there are many qualified students applying to the program, these students are not being accepted due to the low number of seats available. Dr. Hiebert-Murphy shared that students often use this program as a pathway in moving into related health programs or graduate studies within health sciences.

Dr. Hiebert-Murphy shared that this proposal was discussed at Senate, with no significant concerns raised. She explained that following this discussion and consideration by the Board, the President will present this request to government, with the request for additional funding, as there will be a requirement for additional faculty positions in the Rady Faculty of Health Sciences, as well as the Faculty of Science and Faculty of Arts.

Referencing the large shortage of professionals within the health and other industries, Mr. Finkbeiner asked who monitors the future needs of these professionals, and what is being done to meet those needs. Dr. Hiebert-Murphy explained that while there is not a clear path, government does look at market labour trends, although many professionals are not included within this analysis. She explained that the University of Manitoba reviews labour market

demands, particularly in considering expansions to programs, adding that there are multiple levels within the province doing this analysis with regular communication to the University of Manitoba and other post-secondary institutions in Manitoba. She explained that the University will send the request to government, where government will consider their own market analysis in addition to data provided by the University before deciding whether to approve the request. Dr. Anderson added that many conversations are taking place across the University internally and at the program level, in evaluating how well programs are serving students and the university community, and what is envisioned for future demands.

#### 4.2 Request for Temporary Increase to Admission Target for Doctor of Pharmacy (Pharm.D.), College of Pharmacy

Dr. Hiebert-Murphy noted that this request is for a one-time increase, similar to a previous request last year from the College of Pharmacy. She explained that in 2020, the Pharm.D. program was introduced, replacing the Bachelor of Science and Pharmacy program. She shared that because of that change there was a lag in enrolment over the last few years, adding that this request to increase the total enrolment from 55 to 60 is to offset that decrease in enrolment.

### 5. UNANIMOUS CONSENT AGENDA

It was moved by Mr. Finkbeiner and seconded by Dr. Brothers:

**THAT the Board of Governors approve and/or receive for information the following:**

**THAT the Board of Governors approve:**

- Report of the Senate Committee on Awards (dated April 5, 2023)
- Program Proposals from the Faculty of Arts:
  - Micro-Diploma in Mythology and Folktale
  - Micro-Diploma in Introduction to German Language, Life, and Culture

**That the Board of Governors approves the following contributions be assessed against students beginning in the fall of 2023:**

Unit	Contribution	Length	Requested by:
Clayton H. Riddell EER	\$3/Credit hour	2	Dr. Stephan Pflugmacher Lima, Dean
Faculty of Education	\$4.03/credit hour	3	Dr. Charlotte Enns, Acting Dean
Price Faculty of Engineering	\$5/credit hour	3	Dr. Marcia Friesen, Dean
Interior Design	\$1.66/credit hour	3	Mira Locher, Dean
College of Occupational Therapy	\$125/semester	3	Dr. Reg Urbanowski, Dean
College of Physical Therapy	\$125/semester	3	Dr. Reg Urbanowski, Dean
College of Pharmacy	\$80/semester	2	Dr. Raman-Wilms, Dean
School of Art	\$3/credit hour	3	Dr. Edward Jurkowski, Director
Faculty of Social Work	\$1.85/credit hour	2	Dr. Yellow Bird, Dean

**THAT the Board of Governors approve the revised Terms of Reference of the Finance and Infrastructure Committee, effective upon approval.**

**The Board received for information/consultation the following:**

- Request for Increase to Admission Target, Bachelor of Health Sciences, Interdisciplinary Health Program, Rady Faculty of Health Sciences
- Request for Temporary Increase to Admission Target for Doctor of Pharmacy (Pharm.D.), College of Dentistry
- Implementation of Master of Applied Human Nutrition
- Temporary Suspension of Admissions, M. Dent. in Pediatric Dentistry
- Temporary Suspension of Admissions, Post-baccalaureate Diploma in Engineering and B. Comm.(Hons) Majors in International Business, Leadership and Organization, and Management Information Systems
- Admission Target Increases to Healthcare Programs, Rady Faculty of Health Sciences, Bachelor of Fine Arts, School of Art and Bachelor of Jazz Studies, Desautels Faculty of Music

**CARRIED**

**MOTION TO MOVE TO CLOSED AND CONFIDENTIAL SESSION**

It was moved by Ms. Magnus and seconded by Ms. DeSouza-Huletey:

**THAT the meeting move into Closed and Confidential Session.**

**CARRIED**

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Chair

University Secretary



**University  
of Manitoba** | Office of the President

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**DATE:** June 12, 2023

**TO:** Jeff Leclerc, University Secretary

**FROM:** **Michael Benarroch, Ph.D., President and Vice-Chancellor** *M Benarroch*

**Diane Hiebert-Murphy, Ph.D., Provost and Vice-President (Academic)** *Diane Hiebert-Murphy*

**RE:** UM Strategic Plan Consultation Session – Where We Are Today Report

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Please find attached the *Where We Are Today* report for consultation with Senate and the Board of Governors. The report explains the key themes, priorities, and challenges that emerged from the strategic plan community consultations throughout February and March. The document not only highlights what we have learned so far, but also starts to identify some ways in which our new strategic plan may move things forward. This document is not a draft of the strategic plan, but it is an important milestone that will help us set the aspirational goals that we will work towards together over the next five to ten years.

We invite Senators and Board Members to read the report and consider the following:

- Overall, do you think the document captures the spirit of the discussions around institutional strategy? Does it resonate with what you understand of the mood on campus? If not, what was missed?
- What did you think of the five ‘themes’ under which the comments were grouped? Do these seem like logical groupings? What else might you have included as a different grouping?
- The document includes examples of aspirational goals for the institution. If you could imagine UM in 2033, are there other aspirational goals you would prioritize?

Members are also encouraged to provide feedback on the above and on the specific themes through an online feedback form or through participation in small group community consultation sessions. Details on how to engage in these opportunities can be found on the UM Strategic Plan website at <https://umanitoba.ca/strategic-plan>.

Accordingly, please place this item on the agenda for the June 21, 2023, Senate meeting and the June 26, 2023, Board of Governors meeting.

**Cc:** Cassandra Davidson, Academic Program Specialist  
Kelsey Evans, Associate Director, Office of the President



**University  
of Manitoba**

# WHERE WE ARE TODAY

**UM Strategic Plan:**  
What We Heard in  
Community Consultations

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May 25, 2023

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Advancing Meaningful Reconciliation and Decolonization

A *UM For* Manitoba

Preparing Students of Today for Tomorrow

Creating Knowledge that Matters—for Manitoba and the World

## **12 Next Steps: Where We Aspire to be Tomorrow**

Coming Together as a Community

Thinking Ambitiously

# Introduction

The world has changed significantly since the start of the last University of Manitoba (UM) strategic plan in 2015. While the 2020-2021 interim plan allowed UM and its community the opportunity to take a breath and respond to the effects of the COVID-19 pandemic, it is now time to develop a new institutional strategic plan for this changed world.

The UM community has been deeply engaged in ongoing phases of consultation, which began in late January 2023. The first phase involved almost 60 in-person and virtual community consultation sessions, in which approximately 650 faculty, 560 staff, 70 students and 70 others, including external groups, participated. The consultation sessions offered a space for faculty members, staff, students, and alumni to share ideas and hear from others. Discussion facilitators asked participants questions to gauge perceptions of what makes UM great, what values the community shares, and what areas community members would like to see changed or improved.

The second phase consisted of two surveys—one sent to faculty and staff and the other to students—with questions that built on the themes identified by the community in the first phase. Over 1,000 community members, made up of nearly equal parts students and equal parts faculty and staff, responded to the survey, offering their perspectives on and aspirations for the university.

This document is the outcome of these consultations to date. It presents the UM community's overarching ideas of what drew them to the university, what the university offers the community, their aspirations for the future of UM and of Manitoba, and the areas in which the community wants UM to commit to and invest in.

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*This document is not a strategic plan, but rather an important milestone on the way to a strategic plan that reflects community goals and engagement. While not every nuance and perspective can be realistically captured in this document, every response was reviewed and treated judiciously when structuring it.*

# Emerging From Adversity

In building an institutional strategic plan, a key task is finding areas of convergence and common interest within an institution that is engaged in several different, though mutually beneficial, activities. Consultations revealed that UM has, as it has throughout its history, many components separated by geography, diverging expectations, and nuanced understandings of what UM is supposed to achieve.

Members of the UM community suggested that the university is responsible for shaping the province as it is now. For example, UM contributes significantly to the province's labour capital and future development—attracting key talent and reducing (or even reversing) the provincial “brain drain.” The community expressed a strong belief in the importance of community engagement and collaboration, both within the university and with the broader community. The university's commitment to regional access and affordability means that Manitobans who would otherwise not obtain a university education can do so because of concerted efforts to ensure the systemic structures of the university, as well as the physical infrastructure, promote access for most.

However, UM's ability to expand upon avenues for progress and innovation has been hindered by several obstacles. Most significantly these obstacles include the consistent decline of provincial public funding over the course of the past decade. Having experienced the largest decrease in provincial transfers from the government of any Canadian province in the last decade, Manitoban institutions have only in recent months received a substantial increase in funding that could be a start to reducing the impacts of these cuts. The institution and province have also faced several other obstacles. The city is no longer the same continental nexus for industry and development that it once was when the university was founded. Increasing global uncertainty has contributed to a decrease in public buy-in for, or at the very least the questioning of, the value of university-level education and other university activities. And, a tightening labour market, that is expected to remain tight, threatens to increase the opportunity-cost of university credentials.

It is therefore a particularly apt moment to develop a strategic plan. It is in moments of opportunity and challenge that it is important to pause and reflect on the future of an institution that is nearly as old as the province itself. One for which its researchers, staff, and students can inform how the next generation benefits from and contributes to the education, research, and community connection the university provides.

## Where We Are Today

Throughout consultations, we heard a great deal about what matters to the university community. As respondents looked forward, they expressed a deep desire for their work to be even more compelling and relevant to society. Faculty, staff, and students agreed that a university is characterized by its high standards of integrity and social responsibility. While the expression of these commitments diverged in some respects between populations (for example, differing opinions on institutional responses to COVID-19, and institutional progress in areas of sustainability), all were nevertheless grounded in an ethos of uncompromised care and inclusivity, as well as a desire for collective betterment.



Similarly, what makes people proud of the institution is the extent to which its actions yielded direct benefits. Far from limiting actions to performative and easy gestures, many respondents pointed to specific UM initiatives with tangible impact, as well as the institution's support for post-secondary education in the province. This included UM's vocal position against the provincial government's proposal to institute performance-based funding. Also notable was the institution's track record on advancing Reconciliation and Indigenous success, exemplified by the inclusion of a mandatory course in Indigenous studies in a number of programs, former President David Barnard's formal apology before Canada's Truth and Reconciliation Commission, and the establishment of Ongomiizwin—Indigenous Institute of Health and Healing.

Identified areas for the university to focus on can be captured under five broad themes, of which many overlap depending on context—Anti-racism and Equity, Diversity, and Inclusion; Reconciliation and Decolonization; a UM for Manitoba; Preparing Students for Tomorrow; and Creating Knowledge that Matters. We expand on these below.

## PATHWAY TO EXCELLENCE: ANTI-RACISM AND EQUITY, DIVERSITY, AND INCLUSION

While anti-racism and equity, diversity, and inclusion (EDI) thread across all themes in this document, it has resonance as an independent theme as a necessary condition towards building a great university and excelling as an institution. Students often characterized UM as a welcoming and inclusive place and frequently mentioned the university's work on EDI when asked to point to what the university does best. Likewise, faculty and staff pointed to advancements in anti-racism and EDI efforts that made them proud. This included hiring people to direct critical and necessary changes at the university to advance EDI, creating the anti-racism taskforce, and developing the anti-racism framework. It was also made clear that these initiatives were just the start and there is much more work to be done for the UM to be a truly inclusive community. The need to re-commit and to continue ongoing efforts was articulated as necessary in making strides in anti-racism and EDI and was common in respondents' vision of their ideal UM in 2040.

Many felt that what is perceived as the university's siloed structure impedes excellence and the collective orientation required to achieve big, impactful goals. It was raised that current efforts focused on anti-racism and EDI are somewhat fragmented, and respondents advocated for active work in breaking down silos and hierarchical structures with the aim of promoting inclusion and belonging. Suggestions on activities that could encourage community inclusivity included better alignment and language around EDI in the hiring process and the institution being more outspoken in the community on issues of race and EDI. There was an articulated desire to see ongoing mandatory engagement with anti-racism, Indigenous history and epistemology, and EDI curriculum both in academic programs and in training for staff and faculty. Respondents also articulated a desire to see the creation of additional policies and practices that support underrepresented groups and ensure equitable opportunities for all, including peer mentorship for members of marginalized groups to support individual and collective success.

Should the university establish goals to lead in areas of anti-racism and EDI, in addition to tangible steps that have been identified through the initial rounds of consultation, advancement in this area could include aspirations such as:

- **Providing opportunities for all to excel—establishing ambitious targets for the representation of historically marginalized and underserved groups at any or all levels (students, staff, faculty).**
- **Becoming the first choice for an inclusive and seamless educational experience and enhancing our reputation as an employer of choice.**
- **Becoming the national leader in EDI education.**
- **Prioritizing collaboration between units to increase inclusivity and belonging within the institution and with external community members.**
- **Implementing the highest standard in facility design for physical accessibility.**

## ADVANCING MEANINGFUL RECONCILIATION AND DECOLONIZATION

There was little doubt that making strides in Reconciliation, decolonization, and Indigenous success is integral for the UM community. Respondents expressed a strong desire to strengthen bonds of respect, trust, and shared benefit with Indigenous communities in Winnipeg, Manitoba, and across Canada. Feedback provided during consultations reaffirmed that supporting Indigenous peoples, prioritizing deep and consistent engagement with Indigenous knowledges, and building trusting relationships between Indigenous and non-Indigenous peoples is essential to describing the ideal state for UM.

For UM to reach the next step in its journey towards Reconciliation and decolonization and continue to be relevant for future generations, making meaningful connections with Indigenous communities is essential. This means not only increasing representation of Indigenous peoples on campus, but also ensuring increased representation reflects institutional changes made to make it a more attractive, welcoming, and culturally safe place for Indigenous peoples to attend.



Advancing meaningful Reconciliation and making decolonization a reality challenged some in the community, particularly those respondents who identified as non-Indigenous in the survey. (Please note, in-person group consultations do not allow us to distinguish populations in the same way). Non-Indigenous respondents often avoided saying precisely how strides in Reconciliation and decolonization could be achieved or what would constitute meaningful advancement in this area. Respondents often indicated that they were uncomfortable speaking on behalf of Indigenous peoples, and while discomfort in doing so was interpreted as a sign of respect, it was also recognized by others that Reconciliation is a necessary call to action which requires vulnerable participation by those who have benefited and continue to benefit from the legacies of colonialism—one that invites a rebalancing of relationships and inspires opportunities for mutual cultural understanding. A small but notable portion of respondents articulated a desire to ensure that the perfect is not the enemy of the good, and that current and future efforts in Reconciliation and decolonization be recognized for their attempts at progress.

Suggestions on how to tangibly contribute to Reconciliation, decolonization, and Indigenous success involved a collection of individualized initiatives, including: more full funding for Indigenous students; doing more advocacy in consultation with and on behalf of Indigenous peoples; hiring Indigenous peoples at all levels of the university (not just at the top, but everywhere); having wider integration of Indigenous content and epistemology in courses across the institution; giving streets and buildings on campus Indigenous names; adding signage in Indigenous languages across campus; and recognizing Treaty 5 of the Thompson campus in acknowledgments. Other suggestions included more relational accountability with Indigenous communities; more recruitment efforts (including better outreach to Northern communities); and promoting online or hybrid learning to strike a balance between flexibility of staying in community and avoiding isolationism. Overall, these pointed to a desire to see the university continue to genuinely embrace the value of, and engage with, the advancement of initiatives in the interest of creating a better UM that is purpose-built for Indigenous peoples.

Goals in this area will continue to build on and elevate existing efforts, strive for continued prioritization, and articulate progress with the collective aim of becoming a national leader in Reconciliation and decolonization. Examples of how this could take form in our new strategic plan include:

- **Becoming the first choice for Indigenous students and academics across Canada and increasing the proportion of Indigenous students to be reflective of the provincial population.**
- **Becoming a fully decolonized university, addressing all processes impacting enrolment, access, research, engagement, hiring, tenure, and promotion.**
- **Becoming the national leader in Indigenous education, setting the highest standard for Reconciliation and decolonization in post-secondary institutions across Canada.**
- **Redistributing intellectual privilege across the university through the broad inclusion of Indigenous knowledges, world views, and methodologies.**

## A UM FOR MANITOBA

What was clear from both internal and external consultations was that for UM to thrive, it needs to be the university *for* Manitoba. Respondents indicated that the university's actions and the fortunes that result from them must benefit those who reside in the province. Within those needs was a clear sense that access to education was foundational. There are already tangible successes in access and inclusion that the university community can point to as meaningful achievements in this area, including lower tuition and attainable entrance requirements.

Increasing participation in post-secondary education by underrepresented groups was mentioned by several respondents to ensure continued commitment and success in building a university for all Manitobans. There were structural means by which respondents indicated this could make the university more accessible and attainable. For instance, several student respondents mentioned increasing the availability of childcare, creating more space where students could study and socialize, and providing more affordable student housing on campus.

When asked about the most important investment UM could make to increase access to university, student responses focused on two major opportunities: affordability and flexible (online/hybrid) learning options. Expanded online or hybrid learning is a way to accommodate variable schedules, allow for more efficient progression through degree programs, and reduce costs, with respect to transportation and time. For students, timely degree completion equated with (re-)entering the labour market with a credential and thereby having access to new job opportunities and salaries or enabling them to pursue professional or graduate school.

As a university that prides itself in providing access to and opportunity for all Manitobans, there are various targets that can be set to ensure further success and advancement in this area. Some examples could include:

- **Being the first choice for post-secondary education for Manitobans, offering quality programs that are affordable, flexible, and future focused.**
- **Becoming the province with the highest rates of university-level education in the country.**
- **Committing to empowering personal success in students and ensuring our student population is reflective of our provincial population.**
- **Developing more innovative and diverse entrance pathways to become more inclusive and promote excellence for all.**

## PREPARING STUDENTS OF TODAY FOR TOMORROW

Consultations revealed that it is not just access to a university education that matters, but access to a higher caliber and quality of education. That the university offers several programs that are both unavailable anywhere else in the province and which play a vital contribution towards ensuring the province has qualified professionals is seen as a mark of its ability to deliver quality education. When speaking to areas of importance and pride at the university, several respondents pointed to convocation—a celebration of students with drive and curiosity who go out and contribute to the province’s future prosperity. UM graduates are the university’s brand and one of the primary values it brings to the province, making real impact in the community. Being a U15 that offers a wide breadth of programs, the university community articulated a great pride in enabling the success of each student.



Many student respondents shared that their professors made them feel engaged, supported, and like much more than a number or face in the crowd (a smaller number of students were of a differing opinion). Students were relatively split on whether the university education offered to them prepares them for their goals. Those who felt it lacked in this area articulated a desire for more experiential learning opportunities, including paid practicums, field trips, internships, and co-op placements. With the advent of new technologies disrupting how learning happens, a student population that has increasingly needed to work while attending school, and shifting expectations around the student experience, the university must take the lead in providing its students with a transformative experience that will provide them with the skills and opportunities they need to shape the province in the coming decades.

If the university is to invest in ensuring Manitobans not only have access to university education, but that education be of the highest quality, potential objectives or goals that could ensure UM makes meaningful progress in this area could include:

- **Ensuring every student leaves UM having had an experience that connects their learning to the world.**
- **Becoming Manitoba's destination for lifelong learning by identifying and meeting the needs of an increasingly diverse student population.**
- **Setting ambitious targets for the availability of discipline-specific, high-impact learning practices, such as field placements, internships, work-integrated learning, or other forms of experiential learning that support upskilling for the modern world.**
- **Developing life-long learners skilled in creative, critical, and adaptive thought.**

## CREATING KNOWLEDGE THAT MATTERS— FOR MANITOBA AND THE WORLD

There was no doubt throughout consultations that the creation and dissemination of new knowledge and creative exploration were identified as essential functions of the university. This institutional strategic planning process is occurring alongside the development of the university's new strategic research plan, and we were encouraged to see similar themes emerging from these consultations.

Many respondents described their ideal province as one with a thriving healthcare system, one where there have been meaningful strides in poverty alleviation, and one that has made advancements in climate impact mitigation. The path towards greater relevance, greater influence, and meaningful change in these areas—within the province and beyond—was in no uncertain terms talked about in relation to research quality. Respondents were clear that research success is not solely defined through traditional measures, such as bibliometrics or research dollars obtained; instead, success encompasses a broader understanding of research. Equally valuable is the recognition of contributions that beneficially impact local, national, and global communities, and recognition by peers in a researcher's discipline. This broader understanding allows researchers in different disciplines to better communicate how their research contributes to the advancement of knowledge and society.



There was also a desire to see the university lead discourse within the province and beyond. This is not to say that the university currently fails in this respect, but rather some suggested a desire to see the university take a greater leadership position towards creating a prosperous and sustainable Manitoba. Connected to this notion, some respondents suggested and supported the idea of developing a critical mass around a few core and emerging research areas through strategically targeted resources. Some of these areas are already a point of pride for UM but could use more resources, like the work being done with northern communities or research in the development of water security. Others are points of aspiration or growth, like meaningful work in poverty reduction, and more concerted efforts to advance Indigenous knowledges and Reconciliation. Other participants shared a desire to see UM play a more active role in contributing to climate change adaptation, advances in health research, promoting the resurgence of Indigenous peoples, combating inequality, and countering the rise of misinformation in society.

When thinking about *Creating Knowledge that Matters*, there are several different ways the university can translate its commitments to high quality research and innovation, as well as being a driver of evidence-based decision making. Examples could include:

- **Fostering an environment that enables bold innovation through creative risk-taking and becoming the national leader in specific fields that support better lives and longer lives for Manitobans, such as Indigenous research, community-based research, and/or human rights.**
- **Becoming an internationally renowned university in specific fields such as advancing health and healthcare, climate change adaptation and mitigation, and poverty alleviation.**
- **Becoming a top 10 research funded university in Canada.**
- **Cementing the university's position as a sought-after partner in advancing societal and economic growth in Manitoba.**

# Next Steps: Where We Aspire to be Tomorrow

The above provides a hopefully faithful synthesis of conversations the community has had over the past months about what it values and what it sees its role being in the future. To turn these areas of importance into pillars of our institution’s future strategy, the next task is one of looking to the future to set ambitious standards and goals in these areas. To do this, we must come together as a community to determine where we want to go next and what we need to do to achieve success in these areas.

## COMING TOGETHER AS A COMMUNITY

Throughout the consultations we heard that making strides in any of the above areas means creating a collaborative environment, one that breaks down silos. We heard a desire for an institution that enables high levels of collective performance, and one that supports the development of successful and rewarding careers for all those at the university. There was a recognition that big challenges require us to come together across many different domains and fields of expertise to generate meaningful solutions.

Respondents spoke to the physical space and place of campus as another important facet of community building necessary to achieve excellence and become a stronger institution. There is a shared desire expressed by respondents to create a more intentionally designed campus as an attractive third place, one where students, staff, and the community want and choose to spend time. To connect more with the city and broader community, respondents indicated a desire to see the development of a vibrant campus culture and campus layout, while increasing links between the community and university to make access more possible.

We must address this need within the community if we want to move forward as an institution and reach our aspirational goals.

## THINKING AMBITIOUSLY

The university community has done a great deal of work over the past few months in articulating a collective institutional identity. We have heard what is important to the University of Manitoba—it is an institution guided by high standards of ethics and grounded in making an impact in areas that are important to elevating the social good. The issues and spaces in which the university community wants to effect change are clear and provide a sense of its guiding principles.

As we continue the development of the institutional strategic plan, the university community must come together to articulate what meaningful and effective change in these areas would look like. **Included in the above were some examples of what these goals might look like, but the decision of what to strive for belongs to the UM community.** Together, we can set the tone for such discussions by asking ourselves: what do we need to do differently or how does our university need to look different in the coming years to make meaningful advancements in these areas?

Articulating those ambitious goals together is the focus of the next stage in this strategic planning process. The next round of consultations will focus on what types of ambitions or goals resonate most with the university community.

Prepared in collaboration with:



[UMANITOBA.CA](http://UMANITOBA.CA)



The Finance and Infrastructure Committee met on June 13, 2023. The Committee reviewed and discussed one item for approval by the Board in Open Session.

Expenditure Authorization – International Student Health Insurance (see Consent Agenda Item 6.3.1)

The Committee reviewed and discussed the contract renewal for International Student Healthcare Insurance in accordance with the Signing of Agreements Policy, 2.7(d). The Committee noted that this is a renewal of an existing contract with Manitoba Blue Cross and StudentCare and that its approval would ensure there is continuity in established care of international students and health care providers. The Committee also noted that there is no increase to the premium for students and expressed their appreciation for the amendment that allows students to add a spouse or dependent.

**The Committee recommends THAT the Board of Governors approves a 12-month renewal contract for International Student Healthcare Insurance with Manitoba Blue Cross and StudentCare for a total value of approximately \$7.26 million.**

The Audit and Risk Management Committee met on June 13, 2023. The Committee reviewed and discussed in detail the Annual Financial Report, the Audit Results and the Public Sector Compensation Disclosure Report.

#### Annual Financial Report 2023 (see Agenda Item 4.2.(a))

The Committee reviewed in detail the Financial Statements of the University of Manitoba for the year ended March 31, 2023. *The Advanced Education Administration Act* requires that the Board of Governors provide the Minister of Advanced Education and Training with an annual report of the operations of the University, including the audited financial statements within six months of each fiscal year end. As part of its due diligence, the Committee reviewed in depth the financial statements of the University with staff from the Comptroller's Office and asked a number of questions regarding specific assets, liabilities, and the University's overall financial health.

**The Committee recommends THAT the Board of Governors approves the Financial Statements of The University of Manitoba for the year ended March 31, 2023.**

As part of its review of the financial statements the Committee received a presentation and a detailed report from the Office of the Auditor General on the results of the audit of the financial statements for the year ended March 31, 2023. The Office of the Auditor General presented the report to the Committee as part of the Committee's review of the financial statements prior to their approval of financial statements. Subject to the approval by the Board of the financial statements, the Office of the Auditor General is prepared to issue an unmodified audit opinion. The draft of that audit opinion is included within the Annual Financial Report.

#### Public Sector Compensation Disclosure Report 2022 (see Consent Agenda Item 6.4.1)

The Committee reviewed the annual Public Sector Compensation Disclosure Report. *The Public Sector Compensation Disclosure Act* requires that the University discloses to the public, within six months of the end of the fiscal year, the amount paid to each of its officers and employees whose compensation is \$75,000 and that the report must be published on the University's website. The \$75,000 threshold has been used since 2019 and will increase to \$85,000 for 2024. The Report has also been audited by the Office of the Auditor General who is prepared to issue an unmodified audit opinion on the Report.

**The Committee recommends THAT the Board of Governors approve the Public Sector Compensation Disclosure Report of the University of Manitoba for the year ended December 31, 2022.**



**AGENDA ITEM:**

Annual Financial Report 2023

**RECOMMENDED RESOLUTION:**

**THAT the Board of Governors approves the Financial Statements of The University of Manitoba for the year ended March 31, 2023.**

**CONTEXT AND BACKGROUND:**

*The Advanced Education Administration Act* requires that the Board of Governors provide the Minister of Advanced Education and Training with an annual report of the operations of the University, including the audited financial statements within six months of each fiscal year end. *The University of Manitoba Act* stipulates that The Auditor General (OAG) shall audit the accounts of the University.

The OAG will be presenting to the Audit and Risk Management Committee (ARMC) an Audit Results Memo including draft auditors' reports for the Financial Statements and Public Sector Compensation Disclosure report, draft transmittal letter, draft management letters, and draft management representation letters.

The OAG has indicated that it is prepared to issue an unmodified opinion on the Financial Statements.

As discussed at the March 2023 meeting, the 2022-23 statements reflect the following changes from prior years:

- The adoption of Canadian Public Sector Accounting Standard 3280 *Asset Retirement Obligations* (ARO); and
- Accounting for the 140 year prepaid lease between the University and UM Properties.

The implementation of ARO resulted in a restatement at the beginning of the prior year (April 1, 2021) whereby Tangible Capital Assets (TCA) increased by \$55M, liabilities increased by \$125M and Accumulated Surplus was reduced by \$70M.

The impact of ARO to 2022-23 was an increase in expenses of \$5.7M comprised of \$1.5M in amortization and \$4.2M in accretion. In addition, the liability was revalued using a higher discount rate, which resulted in a decrease to the liability and TCA of \$47.5M.

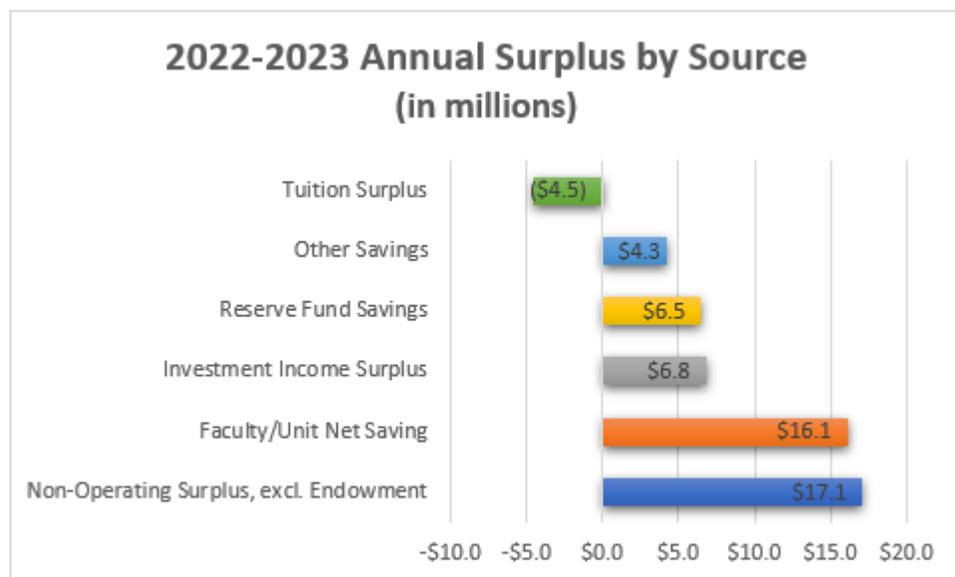
The lease between the University and UM Properties for the Southwood lands was recorded at \$33.2M and the lease term is 140 years. The University loaned UM Properties the \$33.2M which resulted in a loan receivable. The University is deferring the revenue and recognizing it over the term of the lease.

Appendix I contains a breakdown of the year end results between Operating Activities and Non-Operating Activities as compared to the Board-approved budget. This is to provide additional information as the

financial statements reflect all activities together. The total surplus for the year was \$46.3M vs a budgeted deficit of \$10.8M which breaks down as follows:

	<u>Budget</u>	<u>Actual</u>	<u>Variance</u>
Operating	0	29,252	29,252
Non Operating	37,133	42,191	5,058
Multi Year Projects/Capital	(48,973)	(34,980)	13,933
Endowment	1,016	9,935	8,919
<b>Total</b>	<b>(10,824)</b>	<b>46,398</b>	<b>57,222</b>

To summarize, the source of the \$46.3M year end surplus was as follows:



The operating surplus for the year of \$29.2M mainly resulted from the following:

- Tuition was below budget by \$5.6M mainly due to enrolment not meeting budgeted expectations.
  - Summer enrolment declined 16.3% while undergraduate enrolment for fall and winter terms declined 4.4% year over year.
- Sales of Goods and Services exceeded budget by \$6.1M as the Active Living Centre fully reopened which increased revenues from memberships, Mini U and other Bison Camps. Sales revenue across all units increased and returned to pre pandemic levels.
- Other income exceeded budget by \$2.3M as a result of insurance proceeds related to the University Centre fire, the flood in the Frank Kennedy basement as well as University College.
- Investment Income exceeded budget by \$6.9M due to higher interest rates. This excess revenue was directed towards offsetting the lower than budgeted tuition revenue.
- Expenses were \$34M below budget which was primarily the result of:
  - \$18M decline in the Employee Future Benefits liability as determined by the actuary
  - Staff vacancies which contributed \$9M to savings
  - \$6M contingency included in the 2022-23 budget was not required

- \$25M in higher allocations to other funds which includes funding for debt repayments, minor capital, student support, research funding and other items.

Non Operating activities includes Research, Capital, Trust and other activities which ended the year slightly ahead of budget.

Multi-year projects and capital funding were \$13.9M ahead of budget as there was less spending on some capital projects than anticipated.

Endowment results were better than budgeted as unspent trust funds were utilized to create permanent endowments in Medicine.

The year end Operating surplus of \$29M has been set aside for future years as follows:

- \$9M decline in faculty and unit carryover
- \$25.2M in faculty and unit transfers for future operating and capital needs
- \$3.4M in support of the 2022-23 budget
- \$3.2M to be added to the fiscal stabilization fund
- \$3.4M for increased student support
- \$1.1M in various other priorities

As a result of these transfers, total funding available for multi year initiatives and capital projects is \$383.5M broken down as follows:

	<u>2023</u>
Ancillary Services	15,788,587
Faculties	160,396,519
President's Office	458,784
VP (Research and International)	7,139,503
Provost and VP (Academic)	14,056,465
VP (Administration)	15,780,605
VP (Indigenous)	7,730,571
VP (External Relations)	1,260,212
University Priorities	160,894,060
<b>TOTAL</b>	<b><u>\$383,505,306</u></b>

**University Priorities**

Fiscal Stabilization	28,423,164
Machray Hall	20,924,245
ICIP Projects	20,319,312
Churchill Marine Observatory	18,931,838
Infrastructure Renewal	13,371,525
Other Operating Projects	9,488,081
Learning Space Renewal	8,970,151
Hydro Reservicing Project	7,760,000
Other Capital Projects	6,615,082
Tache - Concert Hall	6,000,000
HRIS Renewal	5,122,128
Research Overhead	4,620,334
2023-24 Budget Support	4,152,207
Voluntary Retirement Plan	2,939,970

Post-Retirement Benefits	1,497,716
Tax Provision	859,893
Employee Family Scholarships	577,721
COVID Projects	320,693
	<b>\$160,894,060</b>

The Management Discussion and Analysis document included with the Financial Statements includes additional information on assets, liabilities and accumulated surplus as well as revenue and expenses.

Appendix II is a comparison of the third quarter projection against the actual year end results. The year-end surplus of \$46.3M is higher than the third quarter projection of \$25.1M. The operating surplus of \$29.2M is \$8.3M higher than the \$20.9M projected in Q3 due to higher investment income, increased sales and services, proceeds from insurance claims and a decline in the Employee Future Benefits liability as determined by the actuary.

The non-operating surplus was in line with the Q3 projection (\$42.2M actual vs \$43.3M Q3 projection). Multi-year projects and capital funding was \$8.5M less than projected as a result of lower spending on infrastructure projects and the Churchill Marine Observatory (CMO) and Endowment activities were \$5.6M higher than projected at Q3 due to unspent trust funds utilized to create permanent endowments in Medicine.

**RESOURCE REQUIREMENTS:**

Approval of the Financial Statements does not impact resource requirements.

**CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:**

Issuing Financial Statements including appropriate notes supports the University's value of Accountability. Having audited statements that are expressed to be free of material misstatement also supports the University's value of Integrity.

Reporting of financial results and the inclusion of the Management Discussion and Analysis demonstrates the University as good stewards of public money and promotes the case for continued government support for post-secondary education.

**IMPLICATIONS:**

*The Advanced Education Administration Act* requires that we issue a report to the Province by September.

**ALTERNATIVES:**

**CONSULTATION:**

**ROUTING TO THE BOARD OF GOVERNORS:**

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Title</u>	<u>Date</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Mike Emslie <i>ME</i>	Chief Financial Officer/ Comptroller	5/26/23
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Naomi Andrew <i>NA</i>	Vice-President (Administration)	May 26, 2023
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Michael Benarroch <i>M Benarroch</i>	President and Vice-Chancellor	May 30, 2023
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____

**SUBMISSION PREPARED BY:** Gord Pasieka, Associate Comptroller

**ATTACHMENTS:**

- Appendix I - Breakdown of revenue and expenses between Operating and Non Operating activities compared to budget
- Appendix II - Comparison of third quarter projection against year end results
- 2022-23 Annual Financial Report

	TOTAL ACTIVITIES			OPERATING ACTIVITIES			NON-OPERATING ACTIVITIES			MULTI-YEAR PROJECTS & CAPITAL INITIATIVES			ENDOWMENT ACTIVITIES		
	Budget	Actual	Favorable	Budget	Actual	Favorable	Budget	Actual	Favorable	Budget	Actual	Favorable	Budget	Actual	Favorable
	2022-23	March 31, 2023	(Unfavorable) Variance	2022-23	March 31, 2023	(Unfavorable) Variance	2022-23	March 31, 2023	(Unfavorable) Variance	2022-23	March 31, 2023	(Unfavorable) Variance	2022-23	March 31, 2023	(Unfavorable) Variance
<b>REVENUE</b>															
Provincial Grants	\$ 423,572	\$ 423,737	\$ 165	\$ 367,295	\$ 369,187	\$ 1,892	\$ 56,277	\$ 54,550	\$ (1,727)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuition and Related Fees	231,544	225,955	(5,589) 1	231,544	225,955	(5,589)	-	-	-	-	-	-	-	-	-
Federal and Other Government Grants	109,367	124,891	15,524 2	10,889	16,108	5,219	98,478	108,783	10,305	-	-	-	-	-	-
Non-Government Grants	65,012	67,854	2,842	6,398	7,473	1,075	58,614	60,381	1,767	-	-	-	-	-	-
Investment Income	46,738	61,157	14,419 3	7,420	14,350	6,930	39,318	46,807	7,489	-	-	-	-	-	-
Sales of Goods and Services	28,960	36,655	7,695 4	28,710	34,848	6,138	250	1,807	1,557	-	-	-	-	-	-
Ancillary Services	35,658	35,249	(409)	35,658	35,249	(409)	-	-	-	-	-	-	-	-	-
Other Income	14,580	20,795	6,215 6	9,630	12,439	2,809	4,950	8,356	3,406	-	-	-	-	-	-
Non-Endowed Donations	21,578	10,018	(11,560) 5	977	3,292	2,315	20,601	6,726	(13,875)	-	-	-	-	-	-
Investment Loss on Government Business Enterprise		(884)	(884)			-		(884)	(884)						
<b>TOTAL REVENUE</b>	<b>977,009</b>	<b>1,005,427</b>	<b>28,418</b>	<b>698,521</b>	<b>718,901</b>	<b>20,380</b>	<b>278,488</b>	<b>286,526</b>	<b>8,038</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>EXPENSES</b>															
Instruction	428,769	392,194	36,575 7	428,769	392,194	36,575	-	-	-	-	-	-	-	-	-
Sponsored Research	135,570	146,409	(10,839) 8	-	-	-	135,570	146,409	(10,839)	-	-	-	-	-	-
Facilities	131,945	129,202	2,743	53,803	58,924	(5,121)	78,142	70,278	7,864	-	-	-	-	-	-
Special Purpose and Trust	88,040	90,407	(2,367)	-	-	-	88,040	90,407	(2,367)	-	-	-	-	-	-
Libraries	36,161	37,454	(1,293)	36,161	37,454	(1,293)	-	-	-	-	-	-	-	-	-
Student Services	32,199	33,801	(1,602)	32,199	33,801	(1,602)	-	-	-	-	-	-	-	-	-
Administration	34,838	33,296	1,542	34,838	33,296	1,542	-	-	-	-	-	-	-	-	-
Information Technology	28,583	30,252	(1,669)	28,583	30,252	(1,669)	-	-	-	-	-	-	-	-	-
Academic and Research Support	33,553	27,724	5,829 9	33,553	27,724	5,829	-	-	-	-	-	-	-	-	-
Ancillary Services	24,311	24,534	(223)	24,311	24,534	(223)	-	-	-	-	-	-	-	-	-
External Relations	13,864	13,756	108	13,864	13,756	108	-	-	-	-	-	-	-	-	-
<b>TOTAL EXPENSES</b>	<b>987,833</b>	<b>959,029</b>	<b>28,804</b>	<b>686,081</b>	<b>651,935</b>	<b>34,146</b>	<b>301,752</b>	<b>307,094</b>	<b>(5,342)</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
NET REVENUE (LOSS)	(10,824)	46,398	57,222	12,440	66,966	54,526	(23,264)	(20,568)	2,696	-	-	-	-	-	-
NET ALLOCATIONS	-	-	-	(12,440)	(37,714)	(25,274)	60,397	62,759	2,362	(48,973)	(34,980)	13,993	1,016	9,935	8,919
<b>ANNUAL SURPLUS FROM OPERATING AND NON-OPERATING ACTIVITIES</b>	<b>(10,824)</b>	<b>46,398</b>	<b>57,222</b>	<b>-</b>	<b>29,252</b>	<b>29,252</b>	<b>37,133</b>	<b>42,191</b>	<b>5,058</b>	<b>(48,973)</b>	<b>(34,980)</b>	<b>13,993</b>	<b>1,016</b>	<b>9,935</b>	<b>8,919</b>
TRANSFER OF OPERATING SURPLUS		-	-		(29,174)	(29,174)					29,174	29,174			
	(10,824)	46,398	57,222	-	78	78	37,133	42,191	5,058	(48,973)	(5,806)	43,167	1,016	9,935	8,919
ENDOWED DONATIONS	15,161	17,107	1,946										15,161	17,107	1,946
REMEASUREMENT GAINS (LOSSES)	16,750	(11,025)	(27,775)		(1,515)	(1,515)	7,475	17,425	9,950				9,275	(26,935)	(36,210)
<b>ANNUAL SURPLUS (LOSS)</b>	<b>\$ 21,087</b>	<b>\$ 52,480</b>	<b>\$ 31,393</b>	<b>\$ -</b>	<b>\$ (1,437)</b>	<b>\$ (1,437)</b>	<b>\$ 44,608</b>	<b>\$ 59,616</b>	<b>\$ 15,008</b>	<b>\$ (48,973)</b>	<b>\$ (5,806)</b>	<b>\$ 43,167</b>	<b>\$ 25,452</b>	<b>\$ 107</b>	<b>\$ (25,345)</b>

Variance to Budget Explanation

- Tuition was \$5.6 million lower than budget due to lower than anticipated fall enrolment.
- Federal and other government grants was \$15.5 million higher than budgeted primarily due to unanticipated research-related funding received, as well as support for NCTR activities and initiatives and awards for indirect costs of research.
- Investment income was \$14.4 million higher than budget due to increased interest rates resulting in increase income on operating-related investments, as well as additional revenue recognized in support of student scholarships and other trust-related expenses.
- Sales of goods and services was \$7.8 million higher than budgeted as the return to in-person activities resulted in higher sales across multiple faculties and units.
- Non-endowed donations were \$11.6 million lower than budget due primarily to less need to recognize deferred donations, as capital projects were delayed and trust-related expenses were funded more so by investment income.
- Other income exceeded budget by \$5.2 million due to unbudgeted insurance proceeds relating to the University Centre fire, University College flood and Active Living Centre flood.
- Instruction expenses were \$36.6 million lower than budget due to a decrease in the pension obligation (\$19.0 million), unspent reserves (\$7.0 million), vacant positions and ongoing delays in operating projects and initiatives, and general underspending.
- Sponsored research expenses were \$10.8 million higher than budget due to salary increases and a higher-than-anticipated increase in research activity with the lifting of global travel restrictions.
- Academic and research support expenses were \$5.8 million lower than budget due primarily to delays in projects and initiatives.

	TOTAL ACTIVITIES			OPERATING ACTIVITIES			NON-OPERATING ACTIVITIES			MULTI-YEAR PROJECTS & CAPITAL INITIATIVES			ENDOWMENT ACTIVITIES		
	Budget 2022-23	Q3 Projection March 31, 2023	Actual March 31, 2023	Budget 2022-23	Q3 Projection March 31, 2023	Actual March 31, 2023	Budget 2022-23	Q3 Projection March 31, 2023	Actual March 31, 2023	Budget 2022-23	Q3 Projection March 31, 2023	Actual March 31, 2023	Budget 2022-23	Q3 Projection March 31, 2023	Actual March 31, 2023
<b>REVENUE</b>															
Provincial Grants	\$ 423,572	\$ 421,811	\$ 423,737	\$ 367,295	\$ 368,988	\$ 369,187	\$ 56,277	\$ 52,823	\$ 54,550	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Tuition and Related Fees	231,544	223,811	225,955	231,544	223,811	225,955	-	-	-	-	-	-	-	-	-
Federal and Other Government Grants	109,367	118,836	124,891	10,889	12,408	16,108	98,478	106,428	108,783	-	-	-	-	-	-
Non-Government Grants	65,012	69,401	67,854	6,398	6,701	7,473	58,614	62,700	60,381	-	-	-	-	-	-
Investment Income	46,738	53,739	61,157	7,420	13,000	14,350	39,318	40,739	46,807	-	-	-	-	-	-
Ancillary Services	35,658	34,921	35,249	35,658	34,921	35,249	-	-	-	-	-	-	-	-	-
Sales of Goods and Services	28,960	31,251	36,655	28,710	31,000	34,848	250	251	1,807	-	-	-	-	-	-
Non-Endowed Donations	21,578	24,083	10,018	977	2,500	3,292	20,601	21,583	6,726	-	-	-	-	-	-
Other Income	14,580	16,242	19,784	9,630	9,790	12,439	4,950	6,452	7,345	-	-	-	-	-	-
Net Gain on Debt	-	1,011	1,011	-	-	-	-	1,011	1,011	-	-	-	-	-	-
Investment Loss on Government Business Enterprise	-	-	(884)	-	-	-	-	-	(884)	-	-	-	-	-	-
<b>TOTAL REVENUE</b>	<b>977,009</b>	<b>995,106</b>	<b>1,005,427</b>	<b>698,521</b>	<b>703,119</b>	<b>718,901</b>	<b>278,488</b>	<b>291,987</b>	<b>286,526</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>EXPENSES</b>															
Compensation	573,016	558,038	543,868	522,930	505,272	488,698	50,086	52,766	55,170	-	-	-	-	-	-
Non-Compensation	336,675	332,798	344,964	163,151	158,404	163,236	173,524	174,394	181,728	-	-	-	-	-	-
Amortization of Capital Assets	54,950	54,950	50,442	54,950	50,442	50,442	54,950	54,950	50,442	-	-	-	-	-	-
Accretion of Asset Retirement Costs	8,648	8,648	4,166	8,648	8,648	4,166	8,648	8,648	4,166	-	-	-	-	-	-
Interest	14,544	14,552	14,578	14,544	14,578	14,578	14,544	14,552	14,578	-	-	-	-	-	-
Net Loss on Loan Receivable Allowance	-	1,011	1,011	-	-	-	-	1,011	1,011	-	-	-	-	-	-
	<b>987,833</b>	<b>969,997</b>	<b>959,029</b>	<b>686,081</b>	<b>663,676</b>	<b>651,934</b>	<b>301,752</b>	<b>306,321</b>	<b>307,095</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
NET REVENUE (LOSS)	(10,824)	25,109	46,398	12,440	39,443	66,967	(23,264)	(14,334)	(20,569)	-	-	-	-	-	-
NET ALLOCATIONS	-	-	-	(12,440)	(18,502)	(37,714)	60,397	57,658	62,759	(48,973)	(43,490)	(34,980)	1,016	4,334	9,935
<b>ANNUAL SURPLUS FROM OPERATING AND NON-OPERATING ACTIVITIES</b>	<b>(10,824)</b>	<b>25,109</b>	<b>46,398</b>	<b>-</b>	<b>20,941</b>	<b>29,253</b>	<b>37,133</b>	<b>43,324</b>	<b>42,190</b>	<b>(48,973)</b>	<b>(43,490)</b>	<b>(34,980)</b>	<b>1,016</b>	<b>4,334</b>	<b>9,935</b>
TRANSFER OF OPERATING SURPLUS	-	-	-	-	(20,941)	(29,174)	-	-	-	-	20,941	29,174	-	-	-
	(10,824)	25,109	46,398	-	-	79	37,133	43,324	42,190	(48,973)	(22,549)	(5,806)	1,016	4,334	9,935
ENDOWED DONATIONS	15,161	15,161	17,107	-	-	-	-	-	-	-	-	-	15,161	15,161	17,107
REMEASUREMENT GAINS (LOSSES)	16,750	(45,000)	(11,025)	-	-	(1,515)	7,475	(18,400)	17,425	-	-	-	9,275	(26,600)	(26,935)
<b>ANNUAL SURPLUS (LOSS)</b>	<b>\$ 21,087</b>	<b>\$ (4,730)</b>	<b>\$ 52,480</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ (1,436)</b>	<b>\$ 44,608</b>	<b>\$ 24,924</b>	<b>\$ 59,615</b>	<b>\$ (48,973)</b>	<b>\$ (22,549)</b>	<b>\$ (5,806)</b>	<b>\$ 25,452</b>	<b>\$ (7,105)</b>	<b>\$ 107</b>

Operating revenue was \$15.8 million higher than projected while operating expenses were \$11.7 million lower than projected.

External sales and services income, tuition and related fees, federal grants and other income exceeded the projection, which was prepared conservatively.

Operating expenses included an actuarially-determined net decrease in the 2023 pension obligation of \$19.0 million. This was offset by an increase in salaries, repairs and maintenance, travel and externally contracted services.

This resulted in an operating surplus of \$29.2 million, which was \$8.2 million higher than the third quarter projection. The increased surplus resulted in an increased transfer of funding set aside for multi-year projects and capital initiatives.

Non-operating revenue was \$5.5 lower than projected due to a number of offsetting factors, but primarily due to lower than anticipated recognition of donations received to offset trust-related expenses.

The net result was a total surplus that was \$21.3 million higher than the third quarter projection.



# University of Manitoba

2023  
ANNUAL FINANCIAL REPORT

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## MISSION:

To create, preserve, communicate and apply knowledge, contributing to the cultural, social and economic well-being of the people of Manitoba, Canada and the world.

## VISION:

To take our place among leading universities through a commitment to transformative research and scholarship, and to innovative teaching and learning – uniquely strengthened by Indigenous knowledge and perspectives.

## VALUES:

To achieve our vision, we require a commitment to a common set of ideals. The University of Manitoba values: Academic Freedom, Accountability, Collegiality, Equity and Inclusion, Excellence, Innovation, Integrity, Respect, and Sustainability.

# REPORT OF THE BOARD OF GOVERNORS

## **To the Minister of Advanced Education and Training, Manitoba**

In compliance with Section 9.4(1) of *The Advanced Education Administration Act*, the Annual Report on the financial affairs of the University of Manitoba for the year ended March 31, 2023 is herewith submitted to the Minister of Advanced Education and Training.

The following are included with this Report:

- Management Discussion and Analysis
- Disclosures Made Under *The Public Interest Disclosure (Whistleblower Protection) Act*
- Statement of Management Responsibility for Financial Reporting
- Independent Auditor's Report
- Financial Statements

# REPORT OF THE BOARD OF GOVERNORS

## MEMBERS OF THE BOARD OF GOVERNORS:

At March 31, 2023 the members of the Board of Governors were as follows:

### Chair

Laurel Hyde, B.S.A.

### Vice-Chair

Lynette Magnus, B. Comm. (Hons.), CPA, CA

### Chancellor

Anne Mahon, B.H. Ecol.

### President and Vice-Chancellor

Michael Benarroch, B.A. (Hons.), M.A., Ph.D.

### Appointed by the Lieutenant-Governor-in-Council:

Asmi Bindra

Juanita DeSouza-Huletey, B.A. (Hons.),  
M.A., PMP, ALEP

Doug Finkbeiner, B.A., LL.B.

Laurel Hyde, B.S.A.

William Lazarenko

Kathryn Lee, B. Comm. (Hons.), CPA

Shane Li, B.Comm. (Hons.), MBA, M.Sc, CBV, CSCP

Lynette Magnus, B. Comm. (Hons.), CPA, CA

Kimber Osiowy, B.Sc. (C.E.), M.Sc.

Joshua Oyeyode

Allison Raizman, B.Sc., B.Sc. (Dent), DMD

Diane Roussin, M.S.M., B.A., B.S.W.

Respectfully submitted,  
The Board of Governors,  
The University of Manitoba.

Original signed by

Laurel Hyde, Chair.

### Elected by Senate

John Anderson, B.Sc., M.Sc., Ph.D.

Susan Prentice, B.A., M.E.S., Ph.D.

Jeffery Taylor, B.A., M.A., Ph.D.

### Elected by Graduates

Duane Brothers, B.A., B.Ed., Ph.D.

Irene Fakankun, B.Sc., M.Res., Ph.D.

Nora Murdock, B.A., Cert.Ed., M.Ed., Ph.D.

### Appointed by the University of Manitoba Students Union

Victoria Romero

Jaron Rykiss

Silvia Sekander, M.Sc.

### University Secretary

Jeff M. Leclerc, B.Ed., M.Ed., C.Dir.

## THE UNIVERSITY OF MANITOBA: TOGETHER AGAIN

The University of Manitoba (University) is western Canada's first university, established in 1877, and is located on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation. The University is Manitoba's only research-intensive university, and one of the country's top research institutions. Since opening its doors 146 years ago, the University of Manitoba has thrived as a place where students come to learn and be inspired. The University continues to attract people from around the world who share its ideals and vision for positive change. The University believes in embracing challenges and taking action. Its students, faculty, researchers, and alumni bring their unique voices to learning and discovery, shape new ways of doing things and contribute to important conversations on topics that matter most, from human rights to global health to climate change. The University of Manitoba is where imagination and action collide.

The fall term saw the enrolment of 29,844 students from over 100 countries. International student enrolment increased as a proportion of the total student population, and represented 22.1% of all students enrolled in 2022-23. Indigenous<sup>1</sup> students continued to be a strong component of the student population in the fall term and represented 8.8% of all students.

The University is pleased to have retained its status as one of Manitoba's Top 25 Employers for 2023. People drive the success of the University of Manitoba, as faculty and staff are dedicated to providing students with the exceptional education that they expect and deserve.

Thanks to generous benefactors, the University's endowment is one of the largest Canadian university endowments. In 2022-23, the market value of the University Investment Trust was \$935.7 million.

The 2022-23 fiscal year saw the return of faculty, staff and students to the University's campuses – with some third-year students finally coming to campus for the first time – and the University was pleased to make everyone feel at home on campus once again. To support the resumption of all in-person activities, health and safety measures put in place were sustained in order to continue to protect students, faculty, staff and the community. While the 2022-23 fiscal year saw the University community come together again, the year was not without its challenges: international student visa processing backlogs impacted international student enrolment, enrolment levels experienced during the COVID-19 pandemic were not sustained through 2022-23, and ongoing global supply chain issues delayed a number of the University's capital projects.

The University's Annual Surplus in 2022-23 was \$63.5 million, which included contributions made by benefactors to the endowment, funding earmarked for future capital projects and research endeavors, and funding that has been set aside to support ongoing operations and future initiatives. The University also recorded net remeasurement losses of \$11.0 million, which represented a decrease in the valuation of certain University investments held at March 31, 2023. The net financial impact of the Annual Surplus and Net Remeasurement Gains resulted in a Net Increase to Accumulated Surplus of \$52.5 million.

The following table summarizes the annual surplus of the University for the year ended March 31, 2023.

### SUMMARY OF ANNUAL SURPLUS (LOSS) BY ACTIVITY

(in thousands)	2023	2022
Operating Activities	\$ 29,253	\$ 70,035
Non-Operating Activities	42,190	45,208
Multi-Year Initiatives and Capital Projects	(34,980)	(48,024)
<b>Annual Surplus from Operating and Non-Operating Activities</b>	<b>36,463</b>	<b>67,219</b>
Endowment Activities	27,042	25,650
<b>Annual Surplus</b>	<b>63,505</b>	<b>92,869</b>
Net Remeasurement Gains (Losses) for the Year	(11,025)	31,119
<b>Net Increase to Accumulated Surplus</b>	<b>\$ 52,480</b>	<b>\$ 123,988</b>

<sup>1</sup> Indigenous identity is a voluntary self-declaration made on admission forms.

# MANAGEMENT DISCUSSION AND ANALYSIS

On April 1, 2022, the University was required to adopt Canadian Public Sector Accounting Standard (PS) 3280 *Asset Retirement Obligations*. Adjustments resulting from the adoption were applied using the modified retroactive application approach. This accounting standard required the University to recognize a liability for an estimate of the future costs of legal obligations associated with the retirement of certain assets that resulted from their acquisition or construction. In turn, this further impacted the recorded cost of these assets, as well as other areas of the University's financial statements. The implementation of this standard resulted in a decrease in the Annual Surplus in fiscal 2022-23 of \$5.4 million (2022, \$5.2 million), which is reflected under Non-Operating Activities. Further details on the impact of the adoption to the University's financial statements are found later in the report and in Note 3.

## OUR SHARED FUTURE

In spring 2020, the University presented its final report on *Taking Our Place: University of Manitoba Strategic Plan 2015-2020*. Since that time, the University has continued to achieve meaningful results across all five priorities described in that plan:

- *Inspiring Minds* through innovative and quality teaching
- *Driving Discovery and Insight* through excellence in research, scholarly work, and other creative activities
- *Creating Pathways to Indigenous Achievement*
- *Building Community* that creates an outstanding learning and working environment
- *Forging Connections* to foster high-impact community engagement

The University is continuing to advance its mission, vision and values and deliver on its commitment to reconciliation with Indigenous peoples. The COVID-19 pandemic presented the University community with immense challenges, but also with opportunities to learn and innovate. New problems led to progress as the University adapted to new ways of teaching, learning, researching, working, and engaging with each other. The pandemic also delayed the extensive community engagement that is fundamental to developing a new strategic plan. Nevertheless, in June 2021 every member of the University was invited to participate in an online questionnaire that built on the many discussions held across the University over the past year. Based on the rich feedback received from these discussions, and from close to 2,000 respondents (primarily faculty, staff and students), five priorities were confirmed that drove efforts over the 2022-23 fiscal year and will continue to until a new strategic plan is adopted. As outlined in *Our Shared Future: Building on our Strategic Plan*, the University will:

- Support and sustain a post-COVID teaching, learning, research and work environment. This includes a commitment, as one of Canada's top 15 research universities, to remain a leader in research excellence.
- Develop and publicize a University-wide anti-racism strategy.
- Enhance and expand opportunities for learning, including research opportunities for students.
- Deliver on commitments to Indigenous achievement and engagement.
- Create a more accessible, equitable, diverse, and inclusive University.

In fiscal 2022-23, the University commenced a comprehensive strategic planning exercise to inform the new strategic plan. In-person and remote consultation sessions were conducted across campus, and online surveys were issued to the community to gather further information to help shape the next phase of the strategic planning process. A new strategic plan is anticipated to be adopted in fiscal 2023-24.

The University's 2022-23 operating budget allocated funding across the institution to support and advance strategic goals. Within the budget, \$9.8 million was also allocated to specific strategic initiatives.

Strategic allocations in 2022-23 provided \$2.0 million to support the *Inspiring Minds through innovative and quality teaching* priority. This included support to strengthen the University's commitment to students by allocating this \$2.0 million to student assistance, targeted to both undergraduate and graduate students of the highest need, as well as for specific supports for international and Indigenous students.

Strategic allocations in 2022-23 also provided support for the *Creating Pathways to Indigenous Achievement* priority through continued investment for the recruitment of Indigenous faculty members (\$0.6 million). This allocation further supported the *Inspiring Minds* priority.

The budget also included several other strategic allocations aligned with the five new priorities described above, including: \$2.8 million for back-up information technology infrastructure and modernizing data protection to protect against cyber threats in a post-COVID environment; \$1.5 million to support various initiatives surrounding learning and working in a post-COVID environment; \$1.0 million to support campus accessibility upgrades; \$0.5 million for learning space renewal and enhancement; \$0.3 million for the implementation of an equity, diversity, and inclusion strategy; \$0.3 million to support a University-wide Anti-Racism Strategy / Task Force development; and \$0.2 million to finalize the development of a Climate Action Plan for the University.

Additional details about the University's 2022-23 budget can be found at:

<https://umweb-edit.ad.umanitoba.ca/finance/sites/finance/files/2022-07/Board%20Submission%20-%202022-23%20Budget%20v2.pdf>

## FINANCIAL OVERVIEW

A university is a complex organization that undertakes several activities in support of its mission and strategic objectives. These activities include teaching, conducting research, community service, and providing ancillary services such as student residences, parking services and bookstore operations. In addition, a university maintains its own infrastructure including buildings, IT infrastructure, research equipment, office furnishings, roadways, and parking lots.

The financial statements of the University are prepared using Public Sector Accounting Standards (PSAS) and as a result, financial resources and impacts associated with all activities are combined together for reporting purposes. However, for the purpose of financial transparency, this report provides commentary on each type of activity. These activities have been categorized as follows:

### Operating Activities

Operating activities include but are not exclusive to: the instruction and ongoing support of students; the operation and maintenance of facilities; the support of academic and research endeavors; the operation of libraries; the operation of bookstores, student residences, parking facilities and dining services; and the activities that support the relationship between the University and the community. These activities are supported by funding sources such as tuition fees, the operating grant from the Province of Manitoba, and revenue generated from ancillary services (e.g. student residences, parking services and bookstore operations). Costs associated with the University's operating activities include the salaries and benefits of faculty and staff, materials and supplies, utilities, plant maintenance, libraries, student services and other support services. The University carefully manages operating finances to ensure financial stability.

### Research Activities

Research activities include research projects undertaken by the University in order to produce specific research outcomes. Funding received in support of research activities is restricted for this purpose by external sponsors of research, and must be used in accordance with the associated contracts and agreements between the University and these sponsors. This funding cannot be used to support operating activities.

### Capital Activities

Capital activities include but are not exclusive to: the purchase or building of new facilities or infrastructure; the renovation or replacement of existing facilities and infrastructure; and the purchase of major equipment, including scientific equipment, vehicles and information technology infrastructure; and those associated with required asset retirement obligations. These items are acquired or built with the expectation that they will be used for a number of years to help deliver the University's mandate. These activities are funded by sources such as grants from the Province of Manitoba and the Government of Canada, and donations from benefactors. Funding received for capital activities is

# MANAGEMENT DISCUSSION AND ANALYSIS

restricted for this purpose by external funders. At times, the University may also borrow funds to finance large capital projects, and is also required to meet legal obligations associated with the retirement of certain assets. As such, costs associated with capital activities include debt repayment and interest costs associated with holding debt, amortization costs, and accretion of future asset retirement cost estimates.

## Special Purpose and Trust Activities

Special purpose and trust activities include but are not exclusive to: the undertaking of externally-assigned mandates, such as the provision of health care services in northern communities; the administration of employee staff benefit plans; and the administration of trust activities, which include the support of faculties and schools, students, professorships, chairs, research, libraries and athletic programs, to name a few. Funding for these activities comes from a variety of sources, including grants from the Province of Manitoba, Government of Canada, and other Canadian provinces; foreign governments; employee contributions to benefit plans; and donations from benefactors and investment income earned on those donations. Funding received for these activities is restricted by collective bargaining agreements, external funders and donors.

## Endowment Activities

Endowment activities involve the receipt of resources that have been gifted or bequeathed to the University under the condition that they be held in perpetuity to support the future of the University. However, the income earned from investing these gifts and the spending of such is considered to be a trust activity, as it can be used only for specific purposes as previously outlined.

## Financial Health

As a charitable not-for-profit organization, the University's financial goal is not to maximize profit. Rather, the University's finances are managed to maximize its ability to deliver on its teaching, research, and service mission while ensuring adequate reserves are in place for long-term financial sustainability.

Tracking the financial performance and measuring the financial health of the University as a whole can be a challenge, particularly when each facet of its diverse operations has its own unique characteristics and key indicators of whether it is meeting its financial or operational objectives.

The University's financial statements can be difficult to interpret due to the myriad of activities the University undertakes, the multiple funding sources, the externally imposed restrictions placed on some of that funding, and the complex accounting standards that must be followed. Further complicating matters is the requirement under PSAS to report the financial resources and impacts of all activities combined together, limiting insight into whether or not financial or operational objectives were achieved.

Several financial ratios were developed by Ron Salluzzo, et, All and published in *Strategic Financial Analysis for Higher Education* in 2010. These ratios provide insight into the degree to which a university's financial position allows it to weather unexpected financial challenges, settle its debt, and generate a positive cash flow. The University has chosen to present these ratios for the benefit of stakeholders, and they are to be considered in conjunction with the other data presented in this Annual Financial Report.

### **Primary Reserve Ratio**

*Does the University have sufficient financial flexibility?*

The Primary Reserve Ratio measures whether a university has sufficient resources to continue operations in the event of a financial downturn or crisis.

The University relies heavily on provincial operating grants (47.7% of 2022-23 operating revenue) and tuition (31.4% of 2022-23 operating revenue) to fund its operating activities. Further, the majority of the University's expenses are salaries

# MANAGEMENT DISCUSSION AND ANALYSIS

and benefits (75.0% of 2022-23 operating expenses). Because of its reliance on certain funding sources and its obligations to its employees, monitoring the University's ability to manage a financial crisis is an important aspect of sound financial stewardship.

A target score of 140 days is considered to be a threshold indicative of reasonable financial reserves.

## **Viability Ratio**

*Can the University settle its debt?*

The Viability Ratio measures the availability of resources (unrestricted net assets) to cover a university's debt load should it need to do so, and whether its debt is being managed strategically to advance a university's mission.

A target score of 1.25 or better is considered to be indicative that a university has a reasonable level of resources available to settle its outstanding debt should it be required to do so.

## **Net Operating Revenue Ratio**

*Did the University generate a positive or negative cash flow?*

The Net Operating Revenue Ratio indicates whether a university is living within its available resources, and if its aggregated activities resulted in a surplus or a deficit.

A positive score indicates that a university has generated a surplus, and a negative score indicates that a university has generated a deficit. A threshold demonstrating reasonable financial health for this ratio is 2.0%.

## **Return on Net Assets Ratio**

*Has the University's net assets increased or decreased?*

The Return on Net Assets Ratio measures if a university is better off at the end of a fiscal period than at the beginning of a fiscal period. The threshold for reasonable financial health is 6.0%.

## **Composite Financial Index**

*How is the University's financial health?*

Using Salluzzo's methodology, the scores of the above four ratios, applying weighting factors, can be combined into a single ratio called the Composite Financial Index (CFI). The CFI is intended to be used as a single measure of a university's financial health at a single point in time.

The strength factors and CFI score fall along a scale of -4 to +10. A CFI score of +3 is the threshold level showing reasonable financial health at a university. A score of less than +3 indicates a need for additional attention to a university's financial condition. A score of greater than +3 indicates an opportunity for the strategic use of unrestricted resources to achieve a university's objective. A score of +1 indicates little financial health, while a score of +10 is the high benchmark. A score of +3 or above is preferred.

The following are the University's financial ratio scores for the past two fiscal years.

### **FINANCIAL RATIO SCORES**

<b>Ratio</b>	<b>Minimum Threshold</b>	<b>2023</b>	<b>2022</b>
Primary Reserve Ratio	140 days	201 days	216 days
Viability Ratio	1.25	1.70	1.66
Net Operating Revenue Ratio	2.0%	3.4%	11.6%
Return on Net Assets Ratio	6.0%	1.0%	4.8%
Composite Financial Index	3.0	3.5	5.1

# MANAGEMENT DISCUSSION AND ANALYSIS

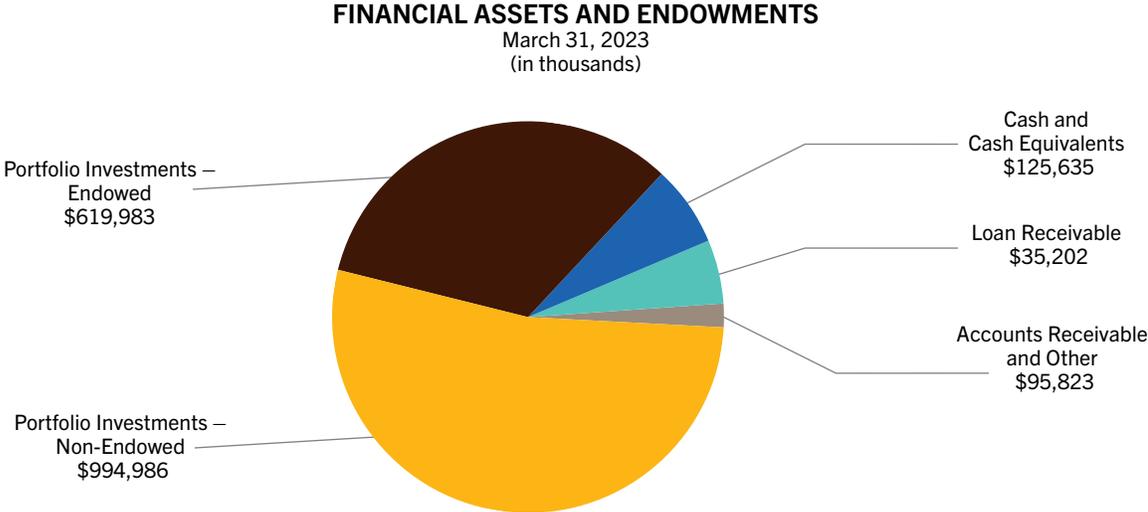
## Financial Resources

### Net Financial Assets

Net financial assets are comprised of the University’s financial assets, liabilities and endowments. The University’s net financial assets at March 31, 2023 were \$829.3 million, composed of financial assets of \$1.3 billion and endowments of \$620.0 million, offset by \$1.0 billion of liabilities. The University’s financial assets and liabilities are detailed below.

### Financial Assets

Details of the University’s financial assets, including endowed donations, are depicted below.



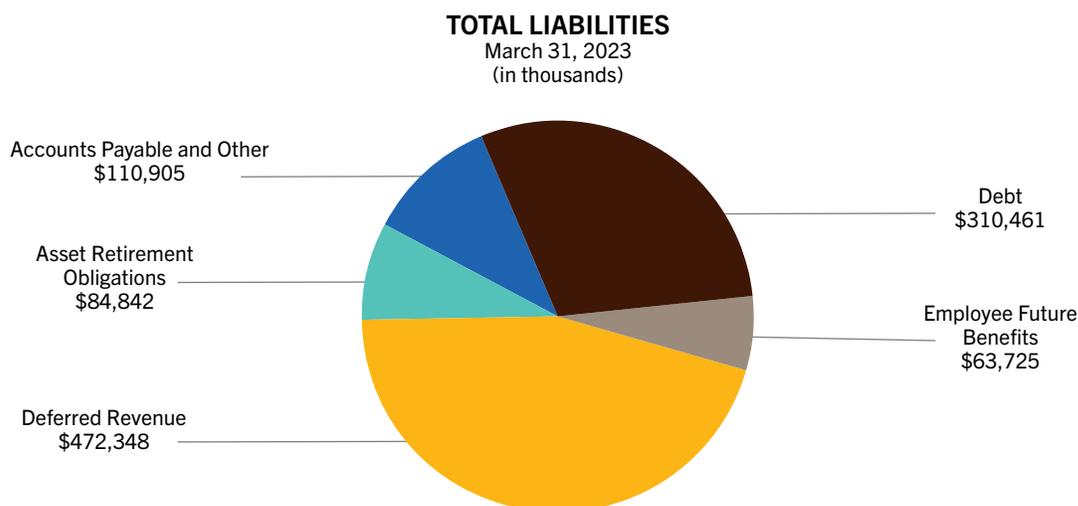
The majority of investments held were related to resources entrusted to the University by donors for specific activities and initiatives. Non-endowed portfolio investments (\$995.0 million) consisted of resources that were designated or held specifically for certain activities, whether by management decision or because it was required by external funders or donors. Endowed portfolio investments (\$620.0 million) consisted of donations that had been directed by benefactors to be held in perpetuity for the benefit of future generations, and as such cannot be used to support operating activities. Portfolio investments, both endowed and non-endowed, are discussed and further detailed in Note 7.

Cash and Cash Equivalents held by the University at any time are a result of timing differences between when revenue is received and expenditures are incurred. This is particularly true of research and capital activities, where often revenue is received in one year and the corresponding expenses are incurred as research or capital activities continue over multiple fiscal years. As the University constantly has multiple initiatives underway, it must manage its working capital appropriately to ensure that resources are available when they are needed. To enhance operational efficiency and reduce costs, cash is managed on a pooled basis, and depending on cash flow requirements may at times be invested in order to earn income. At March 31, 2023, the University had a Cash and Cash Equivalents balance of \$125.6 million, comprised solely of cash in bank.

Of the total combined balance of cash and investments of \$1.7 billion, \$933.2 million or 53.6% is related to endowed and non-endowed donations and the investment income earned from them. A further \$266.8 million or 15.3% related to multi-year research projects, as well as staff benefit programs and other special purpose activities. The remaining balance of cash and investments held were designated for multi-year initiatives and capital projects, to support future operations, and to support future projects and other specific requirements. Maintaining liquid assets ensures that the faculties and units have ready access to the resources they need to fund their operations, initiatives and projects within the next fiscal year.

## Liabilities

The University's total liabilities at March 31, 2023 were \$1.0 billion. Details of the University's liabilities at March 31, 2023 are depicted below.



Deferred revenue included revenue received through operating activities for services to be performed in the future (\$28.6 million), as well as funding received and entrusted to the University specifically for research, capital, special purpose and trust activities (\$443.7 million) that had not been spent as at March 31, 2023. Often projects and initiatives span multiple fiscal years, which results in the receipt of funding that cannot be recognized as revenue until it has been spent. Unspent donations and related investment income represented \$300.9 million, a deferred capital-related federal grant represented \$59.7 million, \$51.6 million was deferred research revenue from non-government sources, and \$31.5 million represented deferred lease revenue. Unspent government grants and other sources of revenue are not deferred and are reflected in the accumulated surplus.

Debt included loans made to the University for such initiatives as the construction of the Active Living Centre, student residences and other buildings, and to fund infrastructure and deferred maintenance projects. Of the \$310.5 million of debt outstanding, \$160.8 million consisted of debt owing to the Province of Manitoba for the construction and acquisition of tangible capital assets, for which the monthly principal and interest repayments are funded by grants provided by the Province of Manitoba.

As previously mentioned, on April 1, 2022 the University was required to adopt Canadian Public Sector Accounting Standard (PS) 3280 *Asset Retirement Obligations*. Adjustments resulting from the adoption were applied using the modified retroactive application approach. This accounting standard required the University to recognize a liability for an estimate of the future costs of legal obligations associated with the retirement of certain assets that resulted from their acquisition or construction. Asset retirement obligations represent the University's best estimate of the present value of these costs, and were estimated to be \$84.8 million at March 31, 2023. Further details on the impact of the adoption of this accounting standard to the University's financial statements are found later in this report and in Notes 2, 3, 15 and 16.

Further details on the University's liabilities at March 31, 2023 are found in Notes 9, 10, 11, 12, 13 and 14.

## Non-Financial Assets

Non-financial assets were comprised of assets that are not readily convertible to cash to meet the University's obligations. The University's non-financial assets at March 31, 2023 were \$1.2 billion and consisted primarily of tangible capital assets. Tangible capital assets are acquired or built with the expectation that they will be used for several years to help deliver the University's mandate. The University's buildings, which number over one hundred and cover more than six million square feet, comprise the majority of its tangible capital assets and provide space for teaching, learning, administration and recreational activities.

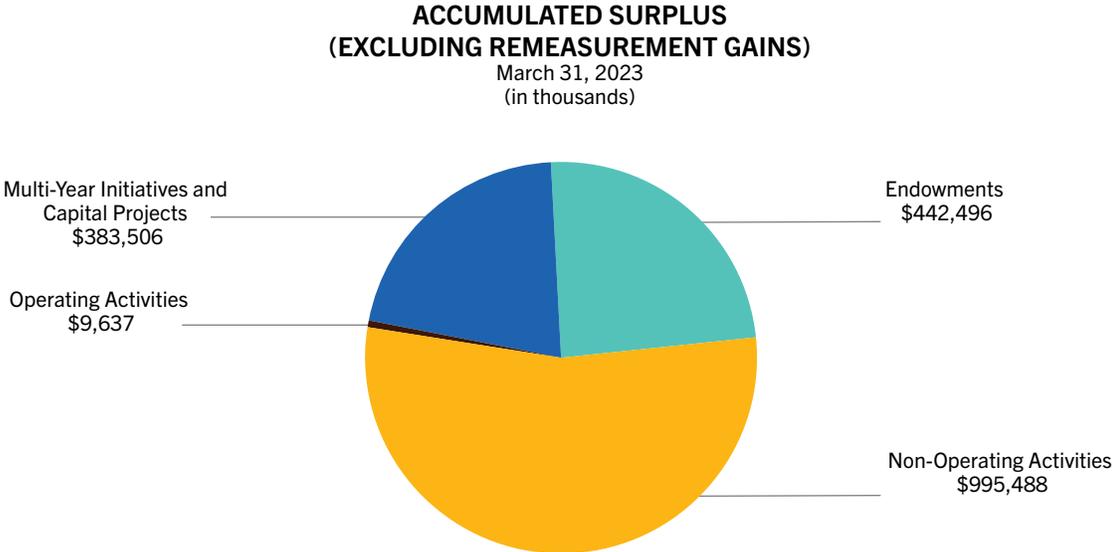
# MANAGEMENT DISCUSSION AND ANALYSIS

The adoption of PS 3280 *Asset Retirement Obligations* impacted the recorded cost of several of the University’s buildings. In addition to a net increase to tangible capital assets of \$55.0 million, the initial adoption of the accounting standard on April 1, 2021 resulted in an increase to liabilities of \$125.3 million and a decrease to accumulated surplus of \$70.3 million. Furthermore, the liability was remeasured using a higher discount rate in fiscal 2022-23, which resulted in an adjustment to tangible capital assets and the asset retirement obligations liability of \$47.5 million. Further details on the impact of this accounting standard can be found in Notes 2, 3, 15 and 16.

Tangible capital assets are discussed later in this report and are further detailed in Note 16.

### Accumulated Surplus

Accumulated surplus is composed of net financial assets and non-financial assets. It does not necessarily represent expendable resources as a large part of the balance is comprised of tangible capital assets and endowed donations that cannot be readily converted to cash. The University’s accumulated surplus at March 31, 2023, excluding accumulated remeasurement gains, was \$1.8 billion. The composition of the accumulated surplus balance at March 31, 2023 is depicted below.



The most significant portion of the accumulated surplus excluding remeasurement gains at March 31, 2023 pertained to non-operating activities such as capital, research, trust, and other activities. Among other things, it was comprised of tangible capital assets, debt, and funding entrusted to the University for specific purposes that was received, but had not been spent as at March 31, 2023. Of the total, \$830.3 million was associated with capital assets, \$137.9 million pertained to research activities, \$55.6 million pertained to special purpose and trust activities, and (\$28.3 million) pertained to expenses funded by future revenues.

Accumulated surplus was further composed of endowments of \$442.5 million at March 31, 2023. As the endowed resources consisted of donations that have been directed by benefactors to be held in perpetuity for the benefit of future generations, this surplus cannot be used to support general operations.

The portion of the accumulated surplus at March 31, 2023 pertaining to funding designated for multi-year initiatives and capital projects was \$383.5 million. As discussed previously, this is composed of funding that has been set aside to support multi-year initiatives, future capital projects and operations, and other specific requirements.

The remaining balance of accumulated surplus was associated with operating activities. As a not-for-profit organization, the University’s accumulated surplus/deficit associated with its operating activities is monitored closely and controlled to prevent overspending. The net increase for the 2022-23 fiscal year was seventy-nine thousand dollars after all transfers.

The following table is a summary of the changes to the University’s accumulated surplus that occurred in 2022-23.

# MANAGEMENT DISCUSSION AND ANALYSIS

## SUMMARY OF CHANGES TO ACCUMULATED SURPLUS

2022-23

(in thousands)

	Operating Activities	Non-Operating Activities	Multi-Year Initiatives and Capital Projects	Endowment	Total
Revenue	\$ 718,901	\$ 286,526	\$	\$	\$ 1,005,427
Expenses	(651,934)	(307,095)			(959,029)
Net Revenue	66,967	(20,569)			46,398
Net Allocations:					
Debt Repayment	(20,500)	20,500			
Student Assistance	(15,765)	13,197		2,568	
Capital Asset Acquisitions	(14,822)	37,873	(23,051)		
Research	(7,296)	7,296			
Budgeted Strategic Initiatives	(7,457)		7,457		
Pension and Employee Future Benefits	(16,288)	16,288			
Future Indirect Costs of Research	(3,886)		3,886		
Staff Benefits	(3,733)	3,733			
Student Contributions to Endowments	(1,998)	1,179		819	
Other		(6,748)	200	6,548	
Indirect Costs of Research	6,864	(6,864)			
Multi-year Initiatives and Operating Projects	23,472		(23,472)		
General Operating Support	23,695	(23,695)			
	(37,714)	62,759	(34,980)	9,935	
Annual Surplus from Operating and Non-Operating Activities	29,253	42,190	(34,980)	9,935	46,398
Other Transfers:					
Faculty and Unit Carryover	9,099		(9,099)		
Faculty and Unit Transfers	(25,194)		25,194		
Central Transfers	(13,079)		13,079		
	(29,174)		29,174		
Endowed Donations				17,107	17,107
Annual Surplus	79	42,190	(5,806)	27,042	63,505
Restated Accumulated Surplus Beginning of Year <sup>2</sup>	9,558	953,298	389,312	415,454	1,767,622
<b>Accumulated Surplus End of Year</b>	<b>\$ 9,637</b>	<b>\$ 995,488</b>	<b>\$ 383,506</b>	<b>\$ 442,496</b>	<b>\$ 1,831,127</b>

The change to accumulated surplus from operating and non-operating activities is the result of revenue less expenses, net of allocations to support other University activities. Details on the University's revenue and expenses in 2022-23 are found later in this report. Some net allocations are made as part of the normal course of operations and include the funding of debt repayments; student assistance; the purchase and construction of capital assets; budgeted allocations for strategic initiatives; and the support of research endeavors and staff benefit plans. They also include the allocation of overhead from research grants in support of indirect costs of research; operating support received from the annual spending allocation of investment income earned from trust and endowment assets (discussed later in this report); as well as the allocation of funding set aside in past years to support the costs of multi-year projects and initiatives. Other transfers are made to designate excess revenues

<sup>2</sup> See Note 3 for further details.

# MANAGEMENT DISCUSSION AND ANALYSIS

and unspent funds for various initiatives and projects, to be used in the future.

As indicated in the above table, at March 31, 2023, \$29.3 million of net operating surplus remained, which is a decrease of \$40.8 million from the prior year. This surplus was primarily a product of exceeding expectations for certain types of revenue, and lower than anticipated spending. The most significant factor was the underspending of operating expenses in the faculties, which contributed \$26.6 million to the surplus. This was due primarily to vacant positions and ongoing delays in operating projects and initiatives. Another \$10.0 million of budgeted reserves set aside for the faculties also went unspent. This offset higher than anticipated operating expenses in other areas, such as utilities, netting to overall operating expense savings of \$34.4 million. Further, certain sources of revenue were higher than anticipated in the budget. Operating-related investment income exceeded budgeted expectations by \$6.9 million due to increased interest rates (further details on investment income are found later in this report), and sales of goods and services revenue increased by \$6.1 million due primarily to the return to in-person activities on campus. These increases were offset by lower than anticipated tuition revenue due to a decrease in enrolment in the year.

The faculties, units and central administration designated the \$29.2 million to support operations, multi-year initiatives, future capital projects, and for other specific requirements in future fiscal years. This included support for fiscal stabilization, future operating expenses, and operating various initiatives (\$21.5 million); faculty and unit funded facility renovations, classroom and lab upgrades (\$13.2 million); and other funding in support of ongoing or future capital projects (\$3.6 million). These designations were supported by faculty and unit carryover of \$9.1 million.

Research, capital, trust and other activities contributed a further \$42.2 million to the accumulated surplus balance at March 31, 2023. This increase pertained primarily to funding received during the year for multi-year projects that was unspent at March 31, 2023.

During the year, the University transferred a net \$35.0 million of the funding set aside in past years for spending on multi-year initiatives and capital projects. Of this funding, \$23.5 million was used to support operating expenses and multi-year projects and initiatives and included, among various other things, \$8.0 million of support for the 2022-23 operating budget; \$4.8 million for support of indirect costs of research; and \$2.3 million of support of ongoing information technology projects. A further \$23.1 million of support was spent on capital projects. Offsetting the deployment of this funding were budgeted strategic allocations made for priorities such as future infrastructure projects (\$5.8 million), support for indirect costs of research to be incurred in fiscal 2023-24 (\$3.9 million) and learning space upgrades and renewals (\$1.0 million).

Thanks to generous benefactors, endowed donations of \$17.1 million were received in 2022-23. Each year, through a referendum, students choose to designate a portion of their tuition fees as a contribution to the University's endowments and to reallocate unspent investment income generated from the endowments back as endowment principal. This amount totaled \$0.8 million in 2022-23. This, combined with other allocations to endowments, made for a total increase of \$27.0 million in endowments.

## ***Accumulated Remeasurement Losses***

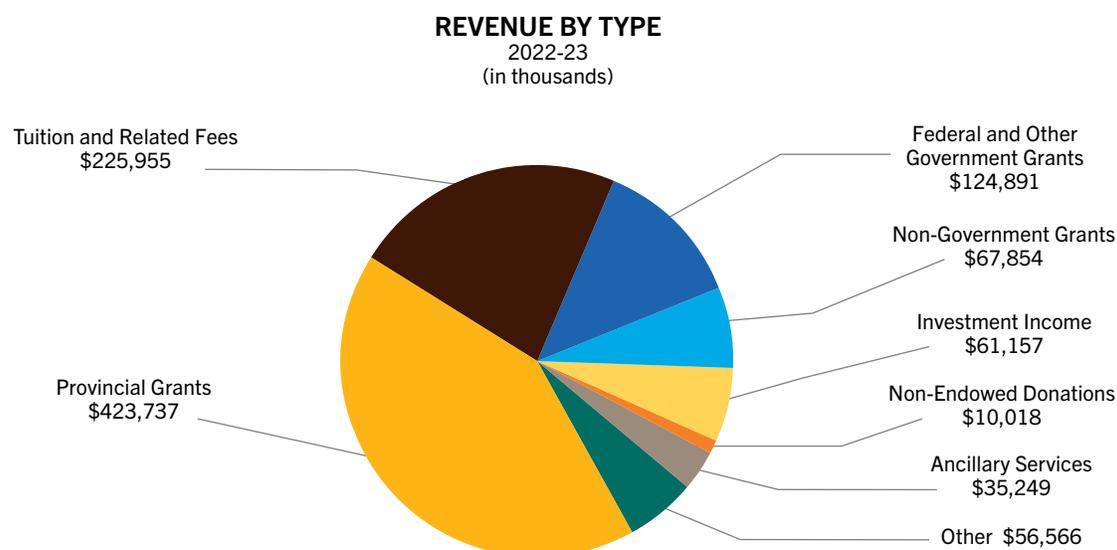
Accumulated remeasurement losses represent the accumulation of net unrealized gains and losses primarily on the investments held in the University Investment Trust, which is composed of endowed assets and some trust-related assets. During the year, the University recorded \$11.0 million in net remeasurement losses, comprised primarily of net unrealized losses experienced as both equity and bond valuations decreased in the high inflationary environment of fiscal 2022-23. These remeasurement losses reduced the accumulated remeasurement gains balance to \$241.8 million at March 31, 2023.

## **Financial Activities**

### ***Revenue***

The University of Manitoba earns revenue from a variety of sources. In 2022-23, the University recognized \$1.0 billion of revenue, which was an increase of \$35.9 million from the previous year.

The types of revenue recognized in 2022-23 were as follows:



## Provincial Grants

The University's most significant funder was the Province of Manitoba. In 2022-23, grants from provincial departments and government reporting entities totaled \$423.7 million or 42.1% of total revenues. Of the grants from the Province of Manitoba, \$369.1 million was provided as funding in support of operating activities; \$21.7 million was provided specifically for special projects, including the provision of health care services in northern Manitoba; \$11.7 million was provided for provincial promissory note principal and interest repayments; \$8.4 million was provided for infrastructure renewal and funding for specific capital projects; \$7.0 million was provided specifically for research activities; and \$5.8 million was provided to support student scholarships and bursaries. Provincial grants received were consistent with those received in the prior year, increasing only negligibly (\$0.4 million).

## Tuition and Related Fees

The University's second largest source of revenue was Tuition and Related Fees, which in 2022-23 totaled \$226.0 million and was 22.5% of the University's total revenue. This was an increase of \$4.0 million from the prior year, which is lower than the increase the University had anticipated receiving in its 2022-23 operating budget. Despite the impact that a tuition and course-related fee increase of 3.75% (as allowed by the Province of Manitoba) was anticipated to have on revenue, it was offset by lower student enrolment, which saw a 16.3% decrease in summer enrolment and a 4.4% decrease in undergraduate enrolment over the prior year fall term.

## Federal and Other Government Grants

In 2022-23, support from the Government of Canada and other government bodies resulted in the University receiving \$184.6 million in federal and other government grant funding. Of this funding, \$59.7 million was received from Crown-Indigenous Relations and Northern Affairs Canada for the construction of a permanent building for the National Centre for Truth and Reconciliation. As this capital project is still in the preliminary planning stages and no construction timeline has been confirmed, the University deferred the \$59.7 million grant and will recognize it at a later date. Net of this deferral, the University recognized \$124.9 million of revenue which was comprised of \$111.1 million from the Government of Canada; \$7.3 million from other Canadian provinces; and \$6.5 million from provincial government business enterprises, foreign and municipal governments. Most of this funding was received in support of the University's research activities (\$86.2 million), while \$18.0 million was received for special activities (in particular, for providing health care services in northern Manitoba

# MANAGEMENT DISCUSSION AND ANALYSIS

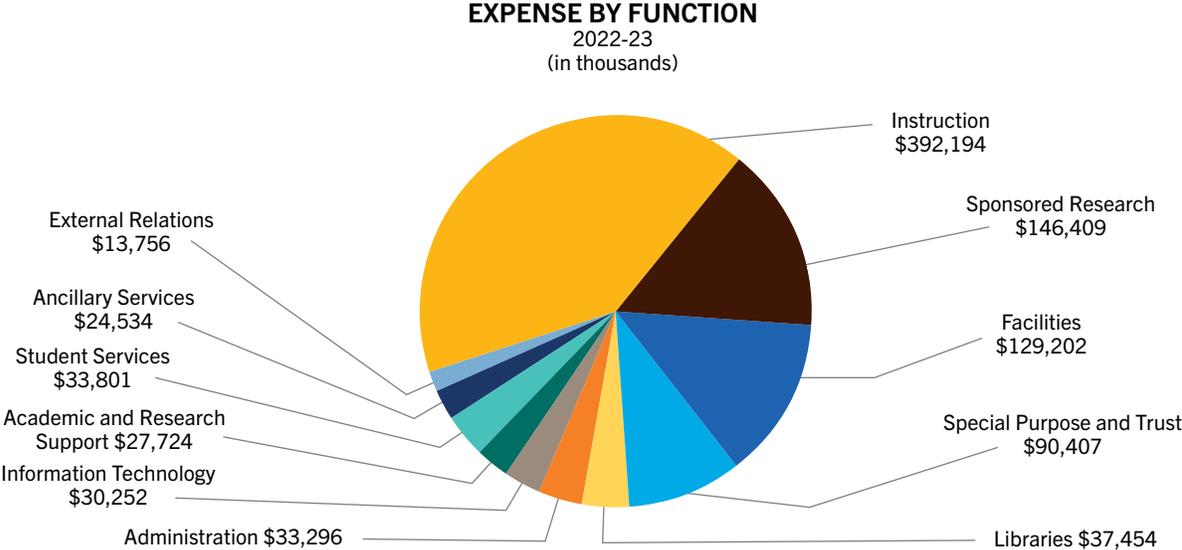
and Nunavut), \$16.1 million was received in support of operating activities, and \$4.6 million was received in support of capital projects. This was an increase of \$3.8 million from the prior year, attributed primarily to increased support for research activities and the provision of northern medical services.

**Expenses**

For the purposes of the financial statements, expenses are classified based on the functional lines of service provided by the University.

In 2022-23, the University incurred \$959.0 million of expenses for all activities and across all functional lines of service. This was an increase of \$60.4 million from the previous year, due most significantly to general salary increases across all employee groups and other payments governed by collective bargaining agreements, and increased staffing levels (\$32.1 million). Further contributing to this increase was an increase in travel costs associated with the lifting of global restrictions related to the COVID-19 pandemic (\$12.6 million) and increased utility and insurance costs (\$4.4 million).

Expenses incurred by function in 2022-23 were as follows:



**Instruction**

Instruction included the costs of all activities associated with direct educational delivery and academic functions within the University. Instruction expenses accounted for 40.9% of total expenses incurred in 2022-23. Instruction expense increased by \$28.8 million or 7.9% from the prior year. This increase was attributed primarily to general salary increases and other payments made to faculty and staff as governed by collective bargaining agreements (\$20.2 million). Further contributing to the increase was the lifting of global restrictions associated with the COVID-19 pandemic, which resulted in an increase in travel for professional development purposes.

**Sponsored Research**

Sponsored research included the costs associated with all activities funded by grants and contracts received from external organizations and undertaken within the University to produce specific research outcomes. Sponsored research expenses totaled \$146.4 million and accounted for 15.3% of total expenses incurred in 2022-23. Sponsored research expenses increased by \$13.8 million or 10.4% from the prior year, primarily due to the resumption of research activities located in countries where pandemic-related restrictions were still in place in the prior year. Sponsored research expenses are discussed in detail later in this report.

## Facilities

Facilities included the costs associated with all activities pertaining to the ongoing operation and maintenance of the grounds, buildings and facilities of the University. It also included amortization expense, accretion expense and debt servicing costs. Facilities expenses accounted for 13.5% of total expenses incurred in 2022-23. Facilities expenses increased by \$5.3 million or 4.2% from the prior year. Increased insurance costs, as well as higher utility rates, energy consumption and federal carbon taxes resulted in an increase in utilities expenses over the prior year of \$3.9 million. Further contributing to the increase over the prior year were additional costs for safety and cleaning supplies associated with the return to in-person activities (\$1.3 million).

## Special Purpose and Trust

Special purpose and trust included costs associated with the undertaking of externally-assigned mandates (such as the provision of medical care in northern communities); the administration of employee staff benefit plans; and the administration of the University's trust-related activities. Special purpose and trust expenses totaled \$90.4 million and accounted for 9.4% of the University's total expenses incurred in 2022-23. Special purpose and trust expenses decreased by \$2.5 million or 2.7% from the prior year as COVID-19-related immunization initiatives in northern communities were wound up.

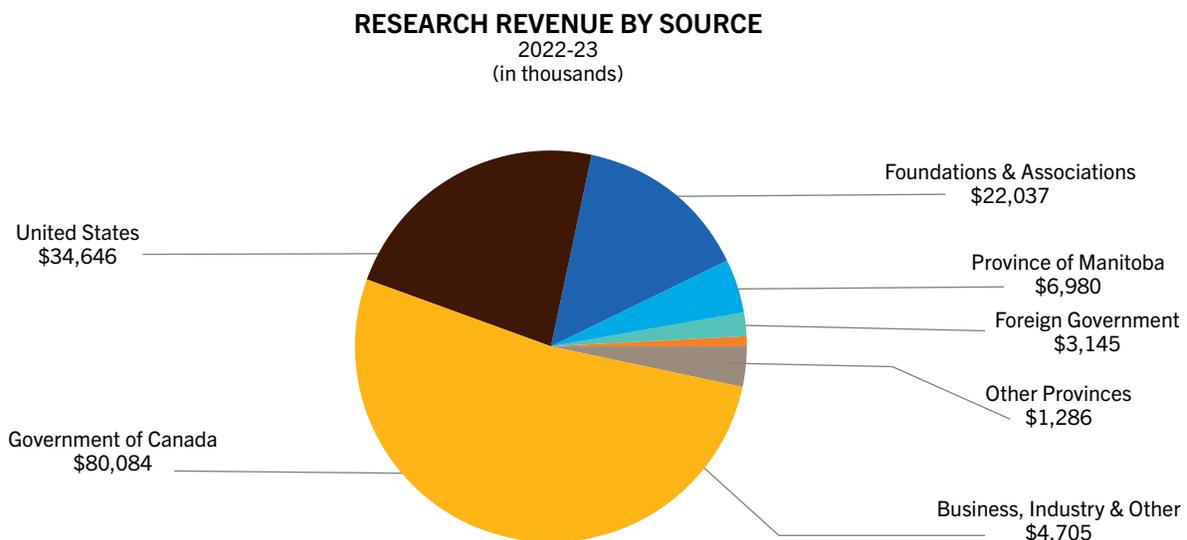
The categorization of expenses into each of the functional lines of service can be found in Note 2(C).

## RESEARCH

During 2022-23, research activities at the University continued to be strong since returning to pre-pandemic levels in the prior year.

In 2022-23 the University received \$150.5 million in sponsored research support, which was \$7.3 million lower than what was received in the prior year. The University recognized an additional \$2.3 million of deferred revenue, which represented research-related funding received in prior years that wasn't spent until fiscal 2022-23. In total, research-related revenue recognized in 2022-23 was \$152.9 million, which was an increase of \$3.5 million from the prior year. This increase is explained below.

Funding of the University's research activities comes from a variety of sources. The following diagram illustrates the sources of the research-related revenue recognized during 2022-23.



# MANAGEMENT DISCUSSION AND ANALYSIS

The University's largest funder of research was the Government of Canada, which in 2022-23 provided \$80.1 million or 52.4% of research-related revenue through the issuance of grants and contracts. The majority of these grants and contracts were provided by the Tri-Agency, which is comprised of the Canadian Institutes of Health Research (\$35.8 million), the Natural Sciences and Engineering Research Council of Canada (\$21.6 million), and the Social Sciences and Humanities Research Council of Canada (\$7.7 million). Funding was also received from a variety of other federal government departments. Funding from the federal government decreased a net \$2.1 million or 2.6% from the previous year. This was primarily due to the completion of multiple federal government projects involving Crown-Indigenous Relations and Northern Affairs Canada (\$1.4 million) and Fisheries and Oceans Canada (\$1.2 million).

The University's second largest source of research-related funding continues to be the United States, which from multiple funders the University recognized \$34.7 million or 22.7% of its research-related revenue. This was an increase of \$2.5 million from the prior year. The largest funder of research from the United States was the Bill and Melinda Gates Foundation, which provided \$30.9 million of revenue recognized in 2022-23, an increase of \$1.5 million from the prior year. These funds were directed to the University's Institute for Global Public Health for ongoing projects primarily related to reproductive, maternal, neonatal and child health in India, Kenya and elsewhere.

The third largest source of research-related funding in 2022-23 was foundations and associations. From over one hundred individual entities, the University recognized a total of \$22.0 million or 14.4% of its research-related revenue. This was an increase of \$1.5 million from the prior year. The most notable funders associated with revenue recognized in 2022-23 included MITACS (\$4.4 million), the Western Grains Research Foundation (\$2.4 million), and the Children's Hospital Foundation of Manitoba (\$2.3 million).

The Province of Manitoba provided the University with \$7.0 million in funding in 2022-23, or 4.6% of its research-related revenue, which was \$1.0 million lower than what was received in the prior year. The most notable departments and other reporting entities that contributed to the University's research included Research Manitoba (\$3.0 million) and Manitoba Agriculture and Resource Development (\$2.2 million).

In 2022-23, research-related expenses were \$146.4 million, which was an increase of \$13.8 million from the prior year. While the University's research activities located in other countries (in particular, India and Kenya) experienced delays in fiscal 2021-22 as those countries continued to enforce restrictions associated with the COVID-19 pandemic, these activities normalized in fiscal 2022-23. As a result, an increase in research-related travel expenses and costs for professional and other services comprised most of the increase in expenses (\$10.6 million).

Expenses incurred to conduct research included directly-related compensation costs and all other costs required to produce research outcomes. In 2022-23 research funding also provided \$29.8 million of support to students who participated in research activities, which amounted to 36.2% of all assistance provided to students by the University in 2022-23. This support enabled students to work with experienced researchers while they continued their studies and developed their own research activities. Research-related funding agreements and contracts provided the University with \$4.2 million of indirect cost funding, which is used to support research and defray some of the indirect costs associated with research activities. Research-related funding also enabled the investment of \$5.3 million in tangible capital assets, which included \$4.3 million for scientific and research equipment.

Typically, there is a correlation between research-related revenue and expenses, as the University does not undertake research activities without the support of external funders. However, at times research funding is received at the commencement of a research project and may not all be spent during a particular fiscal year, as research projects often span multiple fiscal years. This often results in a differential between research revenues and research expenses, which can vary from year to year.

Research funding was highest in the Rady Faculty of Health Sciences, amounting to \$86.9 million in 2022-23. It was followed by the Faculty of Agricultural and Food Sciences (\$17.9 million), the Faculty of Science (\$12.9 million), the Price Faculty of Engineering (\$10.9 million) and the Clayton H. Riddell Faculty of Environment, Earth and Resources (\$10.5 million). In 2022-23, these five faculties accounted for 91.0% of the University's research funding.

## CAPITAL

The University carefully plans its capital activities, and identifies and prioritizes deferred maintenance, infrastructure renewal requirements and major capital projects. Approved by the University's Board of Governors in 2016, the University's Visionary (re)Generation Master Plan established a thirty-year vision and planning policy framework that guides the design and development of the University of Manitoba's Fort Garry campus. The Master Plan is a resource for the entire campus community. Development at the University's Bannatyne campus is guided by the Bannatyne Campus Master Plan.

### *Investment in Capital, Infrastructure and Technology*

During 2022-23, the University invested \$70.7 million in capital assets, an increase of \$4.6 million from the previous year. This included \$53.2 million for the construction of buildings, infrastructure renewal, parking lot upgrades and land improvements; \$15.3 million for the acquisition of furniture, equipment and vehicles; and \$2.2 million for IT infrastructure and other technological improvements.

In 2022-23, the University commenced two major infrastructure upgrades to the Fort Garry campus energy systems. The first project, the Fort Garry District Energy Upgrade project, includes upgrades to the University's Central Energy Plant and the Max Bell Centre. This project will benefit forty-one major buildings on the Fort Garry campus by improving energy efficiency and reducing greenhouse gas emission through the installation of three new electric boilers and one high-efficiency natural gas boiler. The University's Central Energy Plant currently provides district heating and cooling to approximately 97% of the campus. Once district heating and cooling is expanded to include the Max Bell Centre, system coverage will increase to 99.9% of the Fort Garry campus. The second project, the Max Bell Centre Ice Plant project, saw the replacement of the existing ice plant with a new energy-efficient model. The total cost of both projects is estimated to be \$36.1 million. Both projects are being supported by the Government of Canada and the Province of Manitoba through the Investing in Canada Infrastructure Program (ICIP) initiative, which has committed to providing \$14.0 million for these projects. The initial expected completion date of both projects was June 2025; however, due to supply chain issues, the Fort Garry District Energy Upgrade project is expected to be delayed past this initial completion date. The Max Bell Centre Ice Plant project was completed in fiscal 2022-23 at a total cost of \$0.6 million. Costs incurred in fiscal 2022-23 for the Fort Garry District Energy Upgrade amounted to \$2.8 million.

The project to design and build the Desautels Concert Hall began in fiscal 2019-20, with construction commencing in 2020-21 and continuing throughout 2022-23. Funded by the University and generous donors, the concert hall is Phase 3 of the Tache Art Project, a multi-year project to create a new music, art and theatre complex for the Faculty of Music. This 21,000 square foot venue will accommodate 408 seats, be custom designed for acoustic excellence, and will be fully equipped to provide the best possible experience for both performers and audiences. The concert hall will provide greater experimental learning experiences in a professional caliber venue for students and faculty and provide an important performance venue for rental to community arts groups. As at March 31, 2023, the University had incurred \$15.5 million of design and construction costs, of which \$8.3 million was incurred in fiscal 2022-23. The Desautels Concert Hall is expected to be completed in the fall of 2023.

In 2022-23, the Government of Canada provided \$59.7 million toward the construction of a new, permanent building to house the National Centre for Truth and Reconciliation (NCTR). The building will be located on the Fort Garry campus, specifically on the Southwood lands where a ground-breaking ceremony was held in November 2022. The new building will provide the NCTR with the space it needs to fulfill its mandate. It will be an international learning centre for people across Canada and the world to learn the truth about residential schools, and it will house sacred items and records, thousands of oral histories and Survivor statements. The project is in a preliminary stage of establishing a visionary framework to guide the design and development of the new building and the surrounding ceremonial lands. As the timing of the commencement of construction was unknown at March 31, 2023, the University deferred the \$59.7 million grant received from the Government of Canada and will recognize it as revenue at a later date.

To enhance the teaching and learning experience, the University continuously invests in classrooms, learning spaces, and labs upgrades. Allocations made by the University to fund learning space renewal, along with generous donations, will continue to support these projects over the coming years. Over the past five years, \$20.1 million has been spent on these projects, with \$3.0 million of that incurred in fiscal 2022-23.

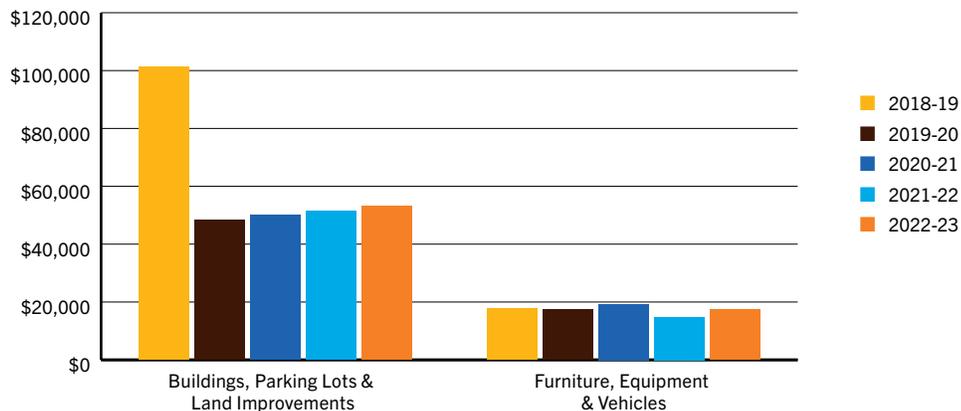
# MANAGEMENT DISCUSSION AND ANALYSIS

In fiscal 2022-23, the University also invested in several other renovation and upgrade projects, including the redevelopment of the Drake Behaviour Lab for the Asper School of Business (\$1.5 million) and warranty work and specialized equipment installation within the Churchill Marine Observatory (\$1.2 million).

The University invested \$22.9 million in infrastructure renewal projects in 2022-23. Investments in infrastructure included HVAC system upgrades (\$9.8 million), accessibility upgrades (\$2.4 million), fire and safety upgrades (\$1.9 million), building envelope upgrades (\$1.4 million), road and sidewalk upgrades (\$1.4 million), sewer and water upgrades (\$1.3 million), and various other infrastructure renewal projects (\$4.7 million).

The University’s investment in capital, infrastructure and technology over the last five years is depicted below.

**INVESTMENT IN CAPITAL ASSETS**  
2018-19 to 2022-23  
(in thousands)



The University’s investment in capital assets is highly dependent on the funding it receives from the federal and provincial governments and its donors. As such, the University’s investment in capital assets will fluctuate from year to year.

## TRUST AND ENDOWMENTS

The University’s trust and endowments are an integral source of funding for students, faculties, professorships and chairs, research activities, capital projects, library acquisitions, athletic programs, and many other undertakings. The net investment income earned on trust and endowment assets, as well as donations received that can be used in their entirety, support the University’s activities as directed by donors. Gifts and bequests received for endowment purposes must be held in perpetuity; however, each year a portion of the net investment income earned from investing these gifts is used to support current year endeavors, and the rest is reinvested to provide financial security for beneficiaries in the future.

### *Gifts to the University*

In 2022-23 the University’s generous donors made gifts of \$17.1 million for endowment purposes. Trust-related donations received totaled \$9.1 million, of which \$4.5 million were deferred for spending in future years.

### *University Investment Trust*

The majority of endowed assets and trust-related assets are invested together and collectively known as the University Investment Trust (UIT).

The UIT ended fiscal 2022-23 with a market value of \$935.7 million, which was an increase of \$57.0 million from the prior year. The increase was due to a combination of gifts made to the UIT, as well as a one-year gross investment return of 3.7%.

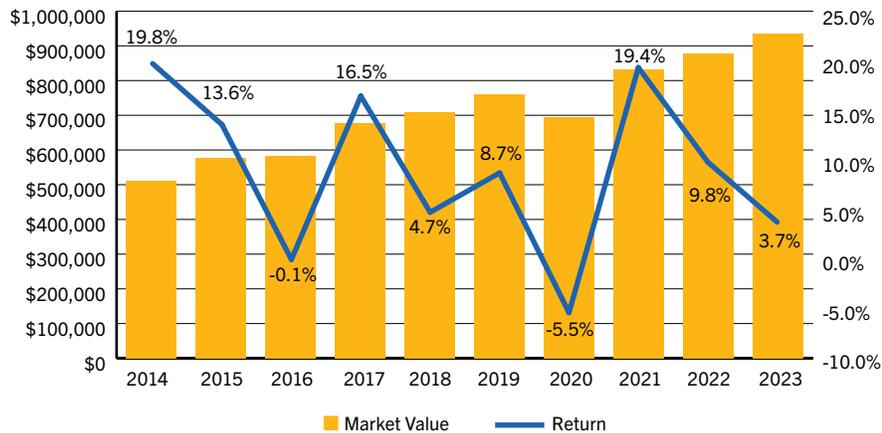
The past year proved to be difficult in the investment markets, with high inflation forcing central banks to significantly increase interest rates. Equities and bonds had flat to negative performance across the board. The UIT fared relatively well, as the 3.7% return outperformed the policy benchmark by 4.1%. This was due to strong performance by several of the UIT's equity investment managers, who were able to add value in a down equity market. Contributing further to this was the UIT's infrastructure investments, which returned 16.5% over the past twelve months.

Over the past ten years, the UIT had a return of 8.8% on an annualized basis, which met the long-term investment objectives over that period. However, over the past five-year period, with high inflation and a return of 6.9% the UIT did not meet the primary investment objective of the UIT, which is to provide a net real return that exceeds the spending payout. As a result, the UIT's spending payout was reduced from 4.5% to 4.25% for fiscal 2023-24. A 4.25% spending payout is on par with most endowments of peer educational institutions.

At the end of fiscal year 2022-23, the asset mix of the UIT investment portfolio was 64.3% equities, 15.2% real estate, 11.7% infrastructure, 7.9% government bonds, and 0.9% cash equivalents.

The following graph demonstrates the growth of the market value of the UIT and annual returns over the past 10 years.

**MARKET VALUE AND ANNUAL RETURN OF UIT**  
2013-14 to 2022-23  
(in thousands)



The Trust Investment Committee, responsible for providing governance and oversight of the UIT, reviews the asset mix of the UIT on a regular basis to evaluate how the UIT will perform over full market cycles, and to assess the likelihood of the UIT meeting its primary objective of achieving a real return that supports the spending payout to beneficiaries. For fiscal 2022-23, the UIT's spending payout rate was 4.5% of the average market value of the UIT over a rolling 48-month period, but as previously mentioned was reduced to 4.25% for fiscal 2023-24. This distribution rate balances the needs of current beneficiaries with those of future beneficiaries by ensuring the purchasing power of the UIT remains intact for future generations while providing for today's students. In order to achieve this, the UIT's portfolio asset mix is set with the purpose of achieving a rate of return great enough to fund the spending allocation, the associated investment management fees, and inflation in order to protect the purchasing power of the UIT for future beneficiaries. In 2022-23, the UIT generated enough investment income to fund an allocation of \$35.5 million of support to students, faculty, and other activities. Over the past five years, the support for beneficiaries has totaled \$163.5 million.

In fiscal 2022-23, the Board of Governors approved a Responsible Investment Policy for all investments of the University, and approved updates to the UIT's Investment Policy Statement which reflected the requirements of the new Responsible Investment Policy to be adopted by the UIT in fiscal 2023-24. There are a wide range of policy initiatives to be adopted and implemented over the upcoming years, including: the University signing onto the United Nations Principles of Responsible

# MANAGEMENT DISCUSSION AND ANALYSIS

Investing; an increased focus on environmental, social and governance investing at the investment manager and security level; increased shareholder advocacy; proxy voting; divestment of fossil fuel supply securities and reducing carbon emissions related to investments; support of Indigenous rights; impact investing; and adopting new reporting standards and increased transparency of reporting to stakeholders. Many of these initiatives commenced in fiscal 2022-23 and will be implemented in the coming years.

## CONCLUSION

The University of Manitoba is a highly complex, decentralized organization with wide-ranging activities at multiple locations. The University is proud of the many ways in which its students, faculty, staff, and alumni partner and engage with the broader community to advance collective priorities. Without the engagement and support of our students, faculty, staff, benefactors and funders, we would not have achieved the success we have today at navigating through the COVID-19 pandemic and adapting to new ways of teaching, learning, researching, working, and engaging with each other in a post-pandemic world. Coming together again at a time when the University is developing a new strategic plan presents an exciting opportunity to apply lessons learned and innovations made while we persevered through immense challenges. In the end, the University, the community and the world will be all the stronger for it.

## DISCLOSURES MADE UNDER *THE PUBLIC INTEREST DISCLOSURE (WHISTLEBLOWER PROTECTION) ACT*

The University of Manitoba has been designated as a “government body” under the regulations to *The Public Interest Disclosure (Whistleblower Protection) Act*, C.C.S.M., c.P217 (PIDA). All government bodies are required to implement procedures to manage disclosures, as defined by PIDA, and the University is committed to meeting or exceeding the requirements of PIDA.

The University’s Safe Disclosure (Whistleblower) Policy and Procedure is intended to detail how the University will manage disclosures under PIDA. A wrongdoing is a very serious act or omission that is an offence under another law; an act that creates a specific or substantial danger to life, health or safety of persons or the environment; gross mismanagement, including the mismanagement of public funds and government property; or directing or counselling a person to commit wrongdoing.

A disclosure made by an employee in good faith, in accordance with PIDA, and with a reasonable belief that wrongdoing has been or is about to be committed, is considered to be a disclosure under PIDA, whether or not the subject matter constitutes wrongdoing. All disclosures receive careful and thorough review to determine if action is required and must be reported in the annual report.

The following is a report on the disclosures that were received under PIDA for the fiscal year April 1, 2022 – March 31, 2023.

Disclosures Received	Disclosures Acted On	Disclosures Not Acted On
0	N/A	N/A
Investigations Commenced	Findings of Wrongdoing	Disclosures Closed
N/A	N/A	N/A

# STATEMENT OF MANAGEMENT RESPONSIBILITY FOR FINANCIAL REPORTING

The University is responsible for the preparation of the financial statements and has prepared them in accordance with Canadian public sector accounting standards established by the Public Sector Accounting Board of Chartered Professional Accountants Canada, including the standards for government not for profit organizations. The University believes the financial statements present fairly the University's financial position as at March 31, 2023 and the results of its operations for the years ending March 31, 2023.

The University's Board of Governors is responsible for overseeing the business affairs of the University and also has the responsibility to approve the financial statements. The Board has delegated certain responsibilities to its Audit and Risk Management Committee including the responsibility for reviewing the annual financial statements and meeting with management and the Auditor General of Manitoba on matters relating to the financial reporting. The Auditor General has full access to the Audit and Risk Management Committee with or without the presence of management. The Board has approved the financial statements.

In fulfilling its responsibilities and recognizing the limits inherent in all systems, the University has developed and maintains a system of internal controls designed to provide reasonable assurance that University assets are safeguarded from loss and that accounting records are a reliable basis for the preparation of financial statements. The integrity of internal controls is reviewed on an ongoing basis by the Audit and Risk Management Committee and Audit Services.

The financial statements for the year ended March 31, 2023 have been reported on by the Auditor General of Manitoba, the auditor appointed under *The University of Manitoba Act*. The Auditor's Report outlines the scope of his examination and provides his opinion on the fairness of presentation of the financial statements.

Original signed by

Michael Benarroch, B.A. (Hons.) M.A., Ph.D.  
President and Vice-Chancellor

Winnipeg, Manitoba  
June 26, 2023



## INDEPENDENT AUDITOR'S REPORT

To the Lieutenant Governor-in-Council  
To the Legislative Assembly of Manitoba  
To the Board of Governors of the University of Manitoba

### *Opinion*

We have audited the financial statements of the University of Manitoba (the University), which comprise the statement of financial position as at March 31, 2023, and the statement of operations, the statement of remeasurement gains and losses, the statement of change in net financial assets, and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the University as at March 31, 2023, and the results of its operations, its remeasurement gains and losses, changes in its net financial assets, and its cash flows for the year then ended in accordance with Canadian public sector accounting standards (PSAS).

### *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 Financial Statements* section of our report. We are independent of the University in accordance with the ethical requirements in Canada that are relevant to our audit of the financial statements, 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.

### *Other information*

Management is responsible for the other information. The other information comprises the information included in the Annual Financial Report, but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

# INDEPENDENT AUDITOR'S REPORT



We obtained the Annual Financial Report prior to the date of this auditor's report. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## ***Responsibilities of management and those charged with governance for the financial statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with PSAS, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the University's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless an intention exists to liquidate the University or to cease operations, or there is no realistic alternative but to do so.

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

## ***Auditor's responsibilities for the audit of the financial statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are 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 these financial statements.

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 financial statements, 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 University's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.



- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the University's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the University to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

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 26, 2023

Tyson Shtykalo, CPA, CA  
Auditor General

# FINANCIAL STATEMENTS

**UNIVERSITY OF MANITOBA  
STATEMENT OF FINANCIAL POSITION  
AS AT MARCH 31, 2023  
(in thousands of dollars)**

	2023	2022
<b>Financial Assets</b>		
Cash and Cash Equivalents (Note 4)	\$ 125,635	\$ 161,347
Accounts Receivable (Note 5)	96,141	95,048
Inventories Held for Sale	2,471	2,513
Loan Receivable (Note 6)	35,202	
Portfolio Investments – Non-Endowed (Note 7)	994,986	903,149
Investment in Government Business Enterprise (Note 8)	(2,789)	(1,905)
	<b>1,251,646</b>	<b>1,160,152</b>
<b>Liabilities</b>		
Accounts Payable (Note 9)	109,902	107,084
Employee Future Benefits (Note 10)	63,725	81,912
Deferred Revenue (Note 11)	472,348	372,471
Capital Lease Obligation (Note 12)	188	
Debt (Note 13)	310,461	319,234
Derivatives (Note 14)	815	1,616
Asset Retirement Obligations (Note 15)	84,842	128,718
	<b>1,042,281</b>	<b>1,011,035</b>
<b>Net Financial Assets Excluding Portfolio Investments – Endowed</b>	<b>209,365</b>	<b>149,117</b>
Portfolio Investments – Endowed (Note 7)	619,983	600,213
<b>Net Financial Assets</b>	<b>829,348</b>	<b>749,330</b>
<b>Non-Financial Assets</b>		
Tangible Capital Assets (Note 16)	1,230,478	1,258,636
Prepaid Expenses	13,038	12,405
Inventories Held for Use	28	41
	<b>1,243,544</b>	<b>1,271,082</b>
<b>Accumulated Surplus</b>	<b>\$ 2,072,892</b>	<b>\$ 2,020,412</b>
Accumulated Surplus is comprised of:		
Accumulated Surplus	\$ 1,831,127	\$ 1,767,622
Accumulated Remeasurement Gains	241,765	252,790
	<b>\$ 2,072,892</b>	<b>\$ 2,020,412</b>

Contractual Obligations and Contingencies (Note 23)

Original signed by

Original signed by

\_\_\_\_\_  
Laurel Hyde – Chair

\_\_\_\_\_  
Lynette Magnus – Vice-Chair

(The accompanying Notes form an integral part of the Financial Statements)

# FINANCIAL STATEMENTS

**UNIVERSITY OF MANITOBA  
STATEMENT OF OPERATIONS  
FOR THE YEAR ENDED MARCH 31, 2023  
(in thousands of dollars)**

	Budget (Note 2M)	2023	2022
<b>Revenue</b>			
Provincial Grants (Note 20)	\$ 423,572	\$ 423,737	\$ 423,300
Tuition and Related Fees	231,544	225,955	221,992
Federal and Other Government Grants (Note 20)	109,367	124,891	121,043
Non-Government Grants	65,012	67,854	67,073
Investment Income (Note 21)	46,738	61,157	42,641
Sales of Goods and Services	28,960	36,655	30,803
Ancillary Services	35,658	35,249	24,508
Other Income	14,580	20,795	21,494
Non-Endowed Donations	21,578	10,018	17,445
Investment Loss on Government Business Enterprise		(884)	(799)
	<b>977,009</b>	<b>1,005,427</b>	<b>969,500</b>
<b>Expense</b>			
Instruction	428,769	392,194	363,392
Sponsored Research	135,570	146,409	132,730
Facilities	131,945	129,202	123,171
Special Purpose and Trust	88,040	90,407	92,948
Libraries	36,161	37,454	33,015
Student Services	32,199	33,801	29,702
Administration	34,838	33,296	31,530
Information Technology	28,583	30,252	30,523
Academic and Research Support	33,553	27,724	29,769
Ancillary Services	24,311	24,534	20,332
External Relations	13,864	13,756	11,535
	<b>987,833</b>	<b>959,029</b>	<b>898,647</b>
	(10,824)	46,398	70,853
Endowed Donations	15,161	17,107	22,016
Annual Surplus	4,337	63,505	92,869
Accumulated Surplus Beginning of Year (Note 3)		1,767,622	1,674,753
<b>Accumulated Surplus End of Year</b>	<b>\$</b>	<b>\$ 1,831,127</b>	<b>\$ 1,767,622</b>

(The accompanying Notes form an integral part of the Financial Statements)

# FINANCIAL STATEMENTS

**UNIVERSITY OF MANITOBA  
STATEMENT OF REMEASUREMENT GAINS AND LOSSES  
FOR THE YEAR ENDED MARCH 31, 2023  
(in thousands of dollars)**

	2023	2022
<b>Accumulated Remeasurement Gains</b>		
<b>Beginning of Year</b>	<b>\$ 252,790</b>	<b>\$ 221,671</b>
Unrealized Gains (Losses) Attributed to:		
Derivatives	801	1,482
Foreign Exchange	(1,840)	(505)
Portfolio Investments	2,750	21,221
Designated Fair Value Investments	8,219	41,790
Amounts Reclassified to the Statement of Operations:		
Foreign Exchange	523	1,587
Portfolio Investments	(3,220)	(19,371)
Designated Fair Value Investments	(18,258)	(15,085)
Net Remeasurement Gains (Losses) for the Year	(11,025)	31,119
<b>Accumulated Remeasurement Gains</b>		
<b>End of Year</b>	<b>\$ 241,765</b>	<b>\$ 252,790</b>

*(The accompanying Notes form an integral part of the Financial Statements)*

**UNIVERSITY OF MANITOBA**  
**STATEMENT OF CHANGE IN NET FINANCIAL ASSETS**  
**FOR THE YEAR ENDED MARCH 31, 2023**  
(in thousands of dollars)

	Budget (Note 2M)	2023	2022
Annual Surplus (Deficit)	\$ 4,337	\$ 63,505	\$ 92,869
Purchase of Tangible Capital Assets	(78,796)	(70,645)	(66,172)
Amortization	54,950	50,442	50,628
Reduction in Capital Assets Due to Change in Asset Retirement Obligations Discount Rate		47,499	
Proceeds from Sale of Tangible Capital Assets		1,152	265
Loss (Gain) on Disposal of Tangible Capital Assets		(290)	84
	(23,846)	28,158	(15,195)
Decrease (Increase) in Inventories Held for Use		13	10
Decrease (Increase) in Prepaid Expenses		(633)	297
		(620)	307
Net Remeasurement Gains (Losses)	16,750	(11,025)	31,119
Increase (Decrease) in Net Financial Assets	(2,759)	80,018	109,100
Net Financial Assets Beginning of Year (Note 3)		749,330	640,230
<b>Net Financial Assets End of Year</b>	<b>\$</b>	<b>\$ 829,348</b>	<b>\$ 749,330</b>

*(The accompanying Notes form an integral part of the Financial Statements)*

# FINANCIAL STATEMENTS

**UNIVERSITY OF MANITOBA  
STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED MARCH 31, 2023**  
(in thousands of dollars)

	2023	2022
<b>Operating Activities:</b>		
Net Excess of Revenue Over Expenses Before Interest	\$ 58,493	\$ 98,718
Interest Received	19,590	9,094
Interest Paid	(14,578)	(14,943)
	63,505	92,869
Amortization of Tangible Capital Assets	50,442	50,628
Reduction in Capital Assets Due to Change in Asset Retirement Obligations Discount Rate	47,499	
Accretion of Asset Retirement Obligations	4,166	4,052
Loss (Gain) on Disposal of Tangible Capital Assets	(290)	84
	165,322	147,633
<b>Net Change in Non-Cash Operating Balances:</b>		
Accounts Receivable	(1,093)	(5,607)
Loan Receivable	(35,202)	
Inventories	55	476
Accounts Payable	2,818	11,245
Employee Future Benefits	(18,187)	(5,222)
Deferred Revenue	99,877	39,739
Derivatives	(801)	(1,482)
Asset Retirement Obligations	(48,042)	(597)
Prepaid Expenses	(633)	297
<i>Net Cash Generated through Operating Activities</i>	164,114	186,482
<b>Investing Activities:</b>		
Investment in Government Business Enterprise	884	799
Decrease (Increase) in Investments	(122,632)	(178,929)
<i>Net Cash Generated through (used in) Investing Activities</i>	(121,748)	(178,130)
<b>Capital Activities:</b>		
Purchase of Tangible Capital Assets	(70,645)	(66,172)
Proceeds from Sale of Tangible Capital Assets	1,152	265
<i>Net Cash Used in Capital Activities</i>	(69,493)	(65,907)
<b>Financing Activities:</b>		
Proceeds from Capital Leases	188	
Proceeds from Debt	4,458	7,710
Principal Repayment on Debt	(13,231)	(12,335)
<i>Net Cash Generated through (used in) Financing Activities</i>	(8,585)	(4,625)
<b>Net Increase (Decrease) in Cash and Cash Equivalents</b>	<b>(35,712)</b>	<b>(62,180)</b>
<i>Cash and Cash Equivalents Beginning of Year</i>	161,347	223,527
<b>Cash and Cash Equivalents End of Year</b>	<b>\$ 125,635</b>	<b>\$ 161,347</b>

(The accompanying Notes form an integral part of the Financial Statements)

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31, 2023 (in thousands of dollars)

### 1. AUTHORITY AND PURPOSE

The University of Manitoba was established in 1877. It is governed by a Board of Governors acting under the authority of *The University of Manitoba Act*, R.S.M. 1987, c. U60. The University of Manitoba is a registered charity and is exempt from income taxes under Section 149 of *The Income Tax Act*.

### 2. SIGNIFICANT ACCOUNTING POLICIES

#### A. GENERAL AND USE OF ACCOUNTING ESTIMATES

The financial statements have been prepared in accordance with Public Sector Accounting Standards.

Accounting estimates are included in the financial statements to approximate the effect of past revenue or expense transactions or events, or to approximate the present status of an asset or liability. Examples include accruals for salaries and benefits, the estimated useful life of an asset, certain actuarial assumptions used in determining employee future benefits, and the estimated costs and applicability of the asset retirement obligations. Estimates are based on the best information available at the time of preparation of the financial statements and are reviewed annually to reflect new information as it becomes available. Measurement uncertainty exists in these financial statements and actual results could differ from these estimates.

Government business enterprises, owned or controlled by the University but not dependent on the University for their continuing operations, are included in the financial statements using the modified equity method. Under the modified equity method, the equity method of accounting is modified only to the extent that the business entity accounting principles are not adjusted to conform to those of the University. Thus, the University's investment in these entities is recorded at acquisition cost and is increased for the proportionate share of post-acquisition earnings and decreased by post-acquisition losses and distributions received. Inter-organizational transactions and balances are not eliminated, except for any transactions between entities of assets that remain controlled by the University. UM Properties Limited Partnership (UM Properties) is controlled by the University and is accounted for by the modified equity method.

#### B. REVENUE RECOGNITION

All revenue is reported using the accrual basis of accounting.

##### i. Government Grants

For the purposes of these financial statements, government transfers are referred to as government grants. Government grants without stipulations are recognized as revenue when the transfer is authorized and the University is eligible to receive the funds. Government grants with stipulations are recognized as revenue when the transfer is authorized and the University is eligible to receive the funds, except when the transfer stipulations give rise to an obligation that meets the definition of a liability. Transfers meeting the definition of a liability are recognized as revenue when the liability is settled.

##### ii. Non-Government Grants and Non-Endowed Donations

Non-government grants and non-endowed donations without terms for use are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured. Non-government grants and non-endowed donations with external restrictions are deferred and recognized as revenue when the restrictions imposed by the contributors on the use of the funding are satisfied.

##### iii. Endowed Donations

Endowed donations are recognized in the year in which they are received. Endowed donations are required by donors to be maintained in perpetuity.

# FINANCIAL STATEMENTS

## iv. Investment Income

Investment income, including dividends, interest income and realized gains or losses on the sale of unrestricted portfolio investments, is recognized as revenue when received or receivable.

Investment income earned on externally restricted investments is deferred and recognized when the related expenditure is made, or stipulations are met.

The change in fair value (unrealized gains or losses) of portfolio investments is recorded in the Statement of Remeasurement Gains and Losses until the investments are sold.

## v. Pledges, Gifts-In-Kind and Contributed Services

The University does not record pledges receivable in its financial statements.

Gifts-in-kind are recorded in the financial statements to the extent that they are eligible for an official donation receipt. Contributed services are not recorded in the financial statements.

## vi. Tuition and Other Revenue

Tuition, sales of other goods and services and other revenue is recognized in the period in which the goods are provided, or services substantially rendered, and collection is reasonably assured.

## vii. Deferred Land Lease Revenue

The University leased certain properties to a third party for 140 years. The lease is a prepaid lease and is amortized over the 140-year term of the lease. The University recognizes this revenue over the duration of the leases.

## C. FUNCTIONAL CLASSIFICATION OF EXPENSES

Expenses in the Statement of Operations have been classified based upon functional lines of service provided by the University. An outline of services provided by each function is as follows:

**Instruction:** All activities associated with direct educational delivery and academic functions within the University. Costs associated with this function include those incurred by faculties, excluding research.

**Sponsored Research:** All activities funded by grants and contracts from external organizations, as well as internal funding, and undertaken within the University to produce specific research outcomes. Costs associated with this function are directly related to research activities.

**Facilities:** All activities associated with the ongoing operation, maintenance and retirement of the grounds, buildings, and facilities of the University. Costs associated with this function include building, equipment, and infrastructure maintenance; utilities; facilities administration; campus planning; custodial services; landscaping and grounds keeping; powerhouse maintenance; repairs and renovations; security services; administration of infrastructure development; amortization and accretion expense; and debt servicing costs related to the entire University.

**Special Purpose and Trust:** All activities related to externally restricted funding not intended for research activities. Costs associated with this function relate to activities such as externally assigned mandates; the administration of employee staff benefit plans; and the administration of trust and endowment funding.

**Academic and Research Support:** All activities that directly support the academic and research functions of the University. Costs associated with this function relate to activities that directly or indirectly support innovative learning, programming, teaching, and research, and include research administration; animal care; ethics board activities; international services; indigenous achievement; and the advancement of teaching and learning.

**Libraries:** All library, archival and special collection services provided to students and faculty across the University; and the activities of the National Centre for Truth and Reconciliation.

**Student Services:** Activities that directly support students. Costs associated with this function are for student service administration; counseling and chaplaincy; career services; recreation services; financial aid administration; enrolment services; and student health care services.

**Administration:** Activities that support the University as a whole. Costs associated with this function relate to the Board of Governors and Senate; financial, purchasing, and internal audit services; human resources; institutional analysis; legal and regulatory obligations; and other centralized institution-wide general administrative activities.

**Information Technology:** Activities associated with central computing, networking, communications, and other information technology functions that support the University as a whole.

**Ancillary Services:** Secondary services and products available to the University community and to external individuals and organizations. Costs associated with this function are related to the University’s bookstores, dining services, student residences, parking, and conference services.

**External Relations:** Activities that support the relationship between the University and the community. Costs associated with this function relate to advancement and development; alumni relations; marketing and communications; and public and government relations.

## D. CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of cash and investments that are used to meet short-term operating needs. Investments are readily convertible to cash and mature within three months from acquisition. Any cash or other investments maturing within three months that are held by portfolio managers are classified as portfolio investments and are recorded at fair value or designated to fair value. Portfolio managers maintain a cash balance within investment portfolios as part of their overall long-term mandate, as well as to facilitate trades and the rebalancing of assets.

## E. INVENTORIES HELD FOR SALE

Inventories held for sale, including books, merchandise and food are recorded at the lower of cost or net realizable value. Cost includes the original purchase cost, plus shipping and applicable duties. Net realizable value is the estimated selling price less any costs to sell.

## F. NON-FINANCIAL ASSETS

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

### i. Tangible Capital Assets

Purchased capital assets are recorded at cost. Capital assets which are constructed by the University are recorded as Construction in Progress until the capital asset is put into use. The University does not capitalize interest. Contributed capital assets are recorded at market value at the date of contribution.

Amortization is calculated on a straight-line basis over the assets’ estimated useful life as follows:

Buildings and Major Renovations	15-50 years
Computer Hardware	5-10 years
Furniture and Equipment	10 years
Parking Lots	20 years
Vehicles	5 years

Intangible assets, works of art, rare books and manuscripts, museum specimens and other archival material, and items inherited by right of the Crown, such as mineral resources, are expensed when acquired and not recognized in the University’s Statement of Financial Position as assets.

### ii. Leased Tangible Capital Assets

Leases which transfer substantially all of the benefits and risks of ownership acquired under a capital lease are amortized over the estimated useful life of the asset.

# FINANCIAL STATEMENTS

## iii. Inventories Held for Use

Inventories held for use are recorded at cost. Cost includes the original purchase cost, plus shipping and applicable duties.

## G. EMPLOYEE FUTURE BENEFITS

### i. Pensions

The University sponsors two pension plans for its employees and retirees: The University of Manitoba Pension Plan (1993 Plan) and The University of Manitoba GFT Pension Plan (1986 Plan). The 1986 Plan is a defined contribution plan and as a result the pension costs are based on contributions required by the plan.

The pension costs for the 1993 Plan are determined actuarially using the projected unit credit actuarial cost method, pro-rated on service and management's estimates of the discount rate for liabilities, the expected return on assets, salary escalation, retirement ages of employees and member mortality. Actuarial gains and losses are amortized on a straight-line basis over the expected average remaining service life of the active employees, commencing in the year following the year the respective actuarial gains or losses arise.

### ii. Non-Pension Benefit Plans

The University accrues its obligations for other employee future benefit plans relating to health, dental, sick leave, long-term disability, and group life insurance. The cost of the long-term disability plan for employees and the cost of non-pension and post-retirement benefits for retired employees are actuarially determined using the projected benefit method pro-rated on service, management's estimates for the discount rate for liabilities, retirement ages and expected future cost trends. For current active employees, the cost of other employee future benefit plans relating to health, dental, and group life insurance is the premiums charged under the plans to the University.

Actuarial gains and losses of non-pension benefit plans are amortized on a straight-line basis over the expected average remaining service life of the active employees, commencing in the year following the year the respective actuarial gains or losses arise.

### iii. Post-Retirement Adjustments

The University accrues its obligations relating to post-retirement adjustments to pensions for specifically entitled employees who retired prior to 1993. The cost of such post-retirement pension adjustments is actuarially determined using the accrued benefit method and management's estimate for the discount rate for liabilities and the expected rate of return on assets. Any increase in such adjustments is recognized in the year that it occurs.

Actuarial gains and losses on post-retirement adjustments are amortized on a straight-line basis over the life expectancy of the group, commencing in the year following the year the respective actuarial gains or losses arise.

### iv. University of Manitoba Faculty Association Retirement Allowance

The University provides a retirement allowance to eligible University of Manitoba Faculty Association (UMFA) members in exchange for their voluntary and irrevocable agreement to retire. The allowance is dependent upon the UMFA member's age and the number of advance years of notice given to the University prior to retirement. To be eligible, the member must be at least fifty-five years of age and have at least fifteen years of service at the University on a date they have chosen as their retirement date. UMFA members must retire within three years of their enrolment. The University's policy is to record the estimated liability once members enroll. The cost of such allowance has been determined using management's best estimates.

### v. Vacation and Sick Leave

The University accrues a liability for vacation pay and accumulating, non-vesting sick leave benefits. The cost of non-vesting sick leave has been determined using management's best estimates.

## H. ASSET RETIREMENT OBLIGATIONS

The University recognizes the fair value of an asset retirement obligation (ARO) in the period in which it incurs a legal obligation associated with the retirement of a tangible capital asset. AROs are recognized as a liability and are measured at the present value of management's best estimate of future expenditures required to settle the obligation as at the end of each fiscal year. The estimated fair value of an ARO is capitalized as part of the related tangible capital asset and amortized on the same basis as the underlying asset. The ARO liability is adjusted for the passage of time, which is recognized within the Facilities category as accretion expense in the Statement of Operations, and for revisions to the timing or the amount of the estimated liability. Actual costs incurred are charged against the ARO to the extent of the liability recorded, and may vary from management estimates due to changes in environmental legislation, the impact of inflation, changes in technology, changes in operating practices, and changes in the estimated useful life of the underlying assets. Differences between the actual costs incurred and the liability are recognized in the Statement of Operations when the obligation is satisfied.

## I. FINANCIAL INSTRUMENTS

The financial instruments of the University consist of cash and cash equivalents, accounts receivable, portfolio investments, accounts payable, and debt. All financial instruments are recognized at cost or amortized cost, or fair value.

Cash and cash equivalents are recognized at cost. Accounts receivable, inventories held for sale, accounts payable and debt (excluding derivative financial instruments) are recognized at amortized cost.

Loans receivable are recorded at amortized cost. Subsequent amounts received against loans that have been allowed for are recorded as revenue in the year received. Interest is accrued on loans receivable to the extent it is deemed collectable.

For financial instruments measured using amortized cost, the effective interest rate method is used to determine interest revenue or expense. Transaction costs are a component of cost for financial instruments measured at cost or amortized cost.

Financial instruments recognized at fair value include Canadian, and foreign equities and derivatives. Bonds and other fixed income securities and pooled funds have been designated to fair value, other than corporate bonds and preferred shares which are held for operating needs and recognized at cost. The values of private investments, comprised of infrastructure assets, are determined based on the latest valuations provided by the external investment managers of the fund (typically December 31), adjusted for subsequent cash receipts and distributions from the fund, and cash disbursements to the fund through March 31. Pooled funds are valued by the fund managers.

Unrealized gains and losses from the change in fair value of these financial instruments are reflected in the Statement of Remeasurement Gains and Losses until disposition.

Transaction costs are expensed for financial instruments measured at fair value.

All financial assets are tested annually for impairment. When financial assets are impaired, impairment losses are recorded in the Statement of Operations. Future recoveries of impaired assets are recorded in the Statement of Operations when received. Interest is not recorded on financial assets that are deemed to be impaired. A write-down of a portfolio investment to reflect a loss in value is not reversed for a subsequent increase in value.

From time to time, the University uses derivative financial instruments, including interest rate swap agreements, in its management of exposures to fluctuations in interest rates. An interest rate swap is a derivative financial contract between two parties who agree to exchange fixed rate interest payments for floating rate payments on a predetermined notional amount and term. Derivatives are recorded at fair value and in determining the fair value, the credit risk of both counterparties is considered.

# FINANCIAL STATEMENTS

Financial instruments are classified using a fair value hierarchy that reflects the significance of inputs to valuation techniques used to measure fair value. The fair value hierarchy used has the following levels:

**Level 1** – Inputs that reflect unadjusted publicly quoted prices in active markets for identical assets or liabilities that the University has the ability to access at the measurement date.

**Level 2** – Inputs other than publicly quoted prices that are either directly or indirectly observable for the asset or liability.

**Level 3** – Inputs for the asset or liability that are not based on observable market data. Assumptions used to value these financial instruments are based on the best internal and external information available, and most suitable and appropriate based on the type of financial instrument being valued.

## J. FOREIGN CURRENCY TRANSLATION

Monetary assets, liabilities and investments at fair value, denominated in foreign currencies, are translated at the year-end exchange rate. The unrealized foreign currency translation gains or losses of these financial instruments are reflected in the Statement of Remeasurement Gains and Losses. Revenues and expenses are translated at exchange rates on the transaction dates. Realized gains or losses arising from these translations are included in the Statement of Operations.

## K. ENDOWMENTS

Endowments consist of:

- Externally restricted donations received by the University and internal allocations, the principal of which is required to be maintained in perpetuity.
- Investment income earned by the endowments in excess of the amount required for spending allocation is reinvested to maintain and grow the real value of the endowments. The University sets an annual spending allocation, currently at 4.25% of the average market value over a rolling four-year period. This spending amount is set to help ensure that the economic value of the endowments are protected by limiting the amount of income that may be expended and by reinvesting unexpended income. In any year, if the investment income earned on endowments is insufficient to fund the spending allocation, the spending allocation is funded from the accumulated investment income.

## L. FUTURE ACCOUNTING CHANGES

In November 2018, the Public Sector Accounting Board issued PS 3400 *Revenue*. This accounting standard is effective for fiscal years starting on or after April 1, 2023. *Revenue* provides guidance on how to account for and report on revenue, specifically addressing revenue arising from exchange transactions and unilateral transactions. Management is currently assessing the impact of this new standard on the financial statements.

## M. BUDGETS AND FIGURES

The 2022-23 budget was approved by the Board of Governors on May 24, 2022.

## 3. FIRST TIME ADOPTION OF ACCOUNTING STANDARD

The University was required to adopt Canadian Public Sector Accounting Standard 3280 *Asset Retirement Obligations*. The University applied the modified retroactive application approach in the adoption of this accounting standard.

# FINANCIAL STATEMENTS

The adoption of this accounting standard resulted in changes to the University's financial position as at April 1, 2021 and the Statements of Financial Position, Operations, Change in Net Assets and Cash flows previously reported for the year ending March 31, 2022. The impacts of these changes are as follows:

	Previously Reported April 1, 2021	Adjustments	Restated April 1, 2021
Financial Assets	\$ 1,057,310	\$	\$ 1,057,310
Liabilities	842,662	125,263	967,925
Net Financial Assets Excluding Portfolio Investments-Endowed	214,648	(125,263)	89,385
Portfolio Investments-Endowed	550,845		550,845
Net Financial Assets	765,493	(125,263)	640,230
Non Financial Assets	1,201,198	54,996	1,256,194
<b>Accumulated Surplus</b>	<b>\$ 1,966,691</b>	<b>\$ (70,267)</b>	<b>\$ 1,896,424</b>
Accumulated Surplus	\$ 1,745,020	\$ (70,267)	\$ 1,674,753
Accumulated Remeasurement Gains	221,671		221,671
	<b>\$ 1,966,691</b>	<b>\$ (70,267)</b>	<b>\$ 1,896,424</b>

	Previously Reported March 31, 2022	Adjustments	Restated March 31, 2022
Revenue	\$ 969,142	\$ 358	\$ 969,500
Expense	893,058	5,589	898,647
	76,084	(5,231)	70,853
Endowed Donations	22,016		22,016
Annual Surplus	98,100	(5,231)	92,869
Accumulated Surplus Beginning of Year	1,745,020	(70,267)	1,674,753
<b>Accumulated Surplus End of Year</b>	<b>\$ 1,843,120</b>	<b>\$ (75,498)</b>	<b>\$ 1,767,622</b>

	Previously Reported March 31, 2022	Adjustments	Restated March 31, 2022
Financial Assets	\$ 1,160,152	\$	\$ 1,160,152
Liabilities	882,317	128,718	1,011,035
Net Financial Assets Excluding Portfolio Investments-Endowed	277,835	(128,718)	149,117
Portfolio Investments-Endowed	600,213		600,213
Net Financial Assets	878,048	(128,718)	749,330
Non Financial Assets	1,217,862	53,220	1,271,082
<b>Accumulated Surplus</b>	<b>\$ 2,095,910</b>	<b>\$ (75,498)</b>	<b>\$ 2,020,412</b>
Accumulated Surplus	\$ 1,843,120	\$ (75,498)	\$ 1,767,622
Accumulated Remeasurement Gains	252,790		252,790
	<b>\$ 2,095,910</b>	<b>\$ (75,498)</b>	<b>\$ 2,020,412</b>

## 4. CASH AND CASH EQUIVALENTS

	2023	2022
Cash	\$ 125,635	\$ 161,347

# FINANCIAL STATEMENTS

## 5. ACCOUNTS RECEIVABLE

	2023	2022
Business, Industry and Foundations	\$ 26,679	\$ 29,227
Provincial Government	17,454	24,202
External Sales and Cost Recoveries	16,132	13,339
Federal Government	14,220	12,090
Students	9,585	7,869
Investment Income	8,681	3,539
Advances	3,390	2,094
Government Business Enterprise		2,673
Other		15
	<b>\$ 96,141</b>	<b>\$ 95,048</b>

## 6. LOAN RECEIVABLE

The University has a loan agreement with UM Properties related to the development of the Southwood lands. The loan is for \$33,210 and represents prepaid rent under a 140-year Master Head Lease of the Southwood lands to UM Properties.

The loan agreement is divided into an Infrastructure Construction Period and a Completion Period. An annual interest rate of 8.1% applies to the Infrastructure Construction Period, which commenced on June 30, 2022 and ends on the earlier of the achievement of certain pre-determined land development milestones, or June 30, 2027. An interest rate of the Royal Bank of Canada Prime Rate plus 2.5% applies to the Completion Period, which lasts for ten years beginning on the day immediately following the last day of the Infrastructure Construction Period. Interest is payable monthly in arrears during both periods. Interest not paid as it comes due is capitalized and added to the principal amount of the loan receivable.

The loan receivable is due in full and payable on the last day of the Completion Period.

The loan receivable is secured by a secured promissory note and a debenture for the 140-year leasehold interest of UM Properties in the Southwood lands, improvements comprising the Southwood lands, and to be the second registered security position, subject to any priority and postponement agreement entered into by the University and a third-party lender secured by UM Properties.

	2023	2022
Loan Receivable	\$ 33,210	\$
Accrued Interest	1,992	
	<b>\$ 35,202</b>	<b>\$</b>

## 7. PORTFOLIO INVESTMENTS

Portfolio investments include both non-endowed and endowed investments. Non-endowed investments consist of funds received in advance for future expenditures as well as investments held for the University's Long Term Disability Plan. Endowed investments consist of donations held in perpetuity.

	2023	2022
Portfolio Investments – Non-Endowed	\$ 994,986	\$ 903,149
Portfolio Investments – Endowed	619,983	600,213
	<b>\$ 1,614,969</b>	<b>\$ 1,503,362</b>

# FINANCIAL STATEMENTS

The composition of portfolio investments measured at fair value is as follows:

	2023				2022			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
<b>Investments Held at Fair Value:</b>								
Cash and Money Market Funds	\$ 361,405	\$	\$	\$ 361,405	\$ 300,257	\$	\$	\$ 300,257
Canadian Equities	2,503			2,503	2,619			2,619
Foreign Equities	227,444			227,444	222,097			222,097
	591,352			591,352	524,973			524,973
<b>Investments Designated to Fair Value:</b>								
Cash and Money Market Funds		1,520		1,520		3,336		3,336
Canadian Bonds		74,050		74,050		73,755		73,755
Pooled Canadian Bond Funds		15,806		15,806		32,675		32,675
Pooled Foreign Bond Funds		19,726		19,726				
Pooled Canadian Equities		251,091		251,091		267,977		267,977
Pooled Foreign Equities		164,396		164,396		129,184		129,184
Pooled Real Estate Fund		141,912		141,912		140,789		140,789
Pooled Mortgage Fund		8,464		8,464		8,237		8,237
Infrastructure Private Funds			109,982	109,982			84,701	84,701
		676,965	109,982	786,947		655,953	84,701	740,654
<b>Investments Held at Amortized Cost:</b>								
Corporate Bonds				190,735				191,800
Preferred Shares				45,935				45,935
				236,670				237,735
	<b>\$ 591,352</b>	<b>\$676,965</b>	<b>\$109,982</b>	<b>\$1,614,969</b>	<b>\$ 524,973</b>	<b>\$655,953</b>	<b>\$ 84,701</b>	<b>\$1,503,362</b>

The fair value of investments held at amortized cost is \$216,101 (2022, \$226,566).

During the years ended March 31, 2023 and March 31, 2022, there were no transfers of investments between levels 1, 2 or 3.

The changes in fair value of level 3 investments designated to fair value are as follows:

	2023	2022
<b>Balance Beginning of Year</b>	\$ 84,701	\$ 79,794
Purchases	11,583	
Distributions Reinvested	5,077	8,185
Fees	(1,665)	(1,086)
Unrealized Gains (Losses)	10,286	(2,192)
<b>Balance End of Year</b>	<b>\$ 109,982</b>	<b>\$ 84,701</b>

## 8. INVESTMENT IN GOVERNMENT BUSINESS ENTERPRISE

In 2008, the University purchased approximately 120 acres of land from the Southwood Golf and Country Club (Southwood lands). The University is pursuing the development of the Southwood lands through UM Properties Limited Partnership (UM Properties) which was created in fiscal 2016-17.

UM Properties is responsible for the planning and development of the infrastructure and roadways of the Southwood lands. The University has granted a 140-year Master Head Lease to UM Properties for the Southwood lands. The lease is a prepaid

# FINANCIAL STATEMENTS

lease and at fair value. UM Properties has subleased the lands back to the University for 140 years, less a day. UM Properties will negotiate site-specific subleases with developers/builders for the construction of residential and commercial buildings at which time the University intends to surrender its sublease on the site-specific parcels of land.

UM Properties has a sole general partner and a sole limited partner. UM Properties GP Inc. is the general partner and a wholly owned subsidiary of the University. UM Properties Trust (the Trust) is a legal trust and is the limited partner.

UM Properties Holdings Inc. (the Corporate Trustee) is a wholly-owned subsidiary of the University, and is the sole trustee of the Trust. Income will flow from the Partnership to the Trust. The Corporate Trustee is responsible to allocate the taxable income of the Trust in any given year. The University and the J.W. Dafoe Foundation are the beneficiaries of the Trust.

The Trust is taxable on any taxable income that is not allocated to the beneficiaries.

UM Properties is classified as a government business enterprise and accounted for by the modified equity basis utilizing the annual audited financial statements of UM Properties prepared as at December 31.

The continuity of the University's investment is as follows:

	2023	2022
Investment Beginning of the Year	\$ (1,905)	\$ (1,106)
Investment Loss on Government Business Enterprise	(884)	(799)
<b>Investment End of Year</b>	<b>\$ (2,789)</b>	<b>\$ (1,905)</b>

Condensed financial information of UM Properties is as follows:

	December 31, 2022	December 31, 2021
<b>Statement of Financial Position:</b>		
Assets	\$ 35,991	\$ 711
Liabilities	38,780	2,616
<b>Net Assets (Liabilities)</b>	<b>\$ (2,789)</b>	<b>\$ (1,905)</b>
<b>Statement of Operations:</b>		
Revenue	\$ 19	\$ 1
Expenses	903	800
<b>Annual Surplus (Deficit)</b>	<b>\$ (884)</b>	<b>\$ (799)</b>

## 9. ACCOUNTS PAYABLE

	2023	2022
Trade Accounts Payable	\$ 53,774	\$ 36,990
Accrued Vacation and Sick Leave	21,216	19,283
Salaries and Benefits	16,857	28,889
Grants Payable	12,817	14,921
Retirement Allowance	2,890	5,468
Other	2,348	1,533
	<b>\$ 109,902</b>	<b>\$ 107,084</b>

## 10. EMPLOYEE FUTURE BENEFITS

	2023	2022
Non-Pension Benefit Plans	\$ 86,157	\$ 85,208
1993 Pension Plan Liability (Asset)	(23,401)	(4,424)
Post-Retirement Adjustments	969	1,128
	<b>\$ 63,725</b>	<b>\$ 81,912</b>

	2023			2022		
	1993 Plan	Non-Pension Benefit Plan	Post- Retirement Adjustments	1993 Plan	Non-Pension Benefit Plan	Post- Retirement Adjustments
<b>Accrued Benefit Obligations</b>						
Actuarial Accrued Benefits						
Beginning of Year	\$ 1,405,109	\$ 77,148	\$ 1,027	\$ 1,363,044	\$ 74,930	\$ 1,211
Interest Costs	(42,310)	4,027	49	115,059	3,719	55
Benefits Accrued	68,211	7,641		62,966	8,284	
Benefits Paid	(102,791)	(9,823)	(191)	(103,263)	(9,363)	(225)
Actuarial Gains (Losses)	40,607	733	(77)	(18,527)	1,719	(1)
Change In Actuarial Assumptions	(28,911)			(14,170)	(2,141)	(13)
<b>Actuarial Accrued Benefits</b>						
<b>End of Year</b>	<b>\$ 1,339,915</b>	<b>\$ 79,726</b>	<b>\$ 808</b>	<b>\$ 1,405,109</b>	<b>\$ 77,148</b>	<b>\$ 1,027</b>

	2023		2022	
	1993 Plan		1993 Plan	
<b>Plan Assets</b>				
Fair Value Beginning of Year	\$ 1,451,691		\$ 1,341,721	
Actual Return on Plan Assets	(90,741)		152,312	
Employer Contributions	36,342		32,459	
Employee Contributions	30,901		27,713	
Transfers From (to) Other Plans	692		749	
Benefits Paid	(102,791)		(103,263)	
<b>Fair Value End of Year</b>	<b>\$ 1,326,094</b>		<b>\$ 1,451,691</b>	

	2023		2022	
	1993 Plan		1993 Plan	
<b>Plan Assets Measured at Fair Value Consist of:</b>				
Foreign Equities	\$ 498,107		\$ 565,398	
Canadian Equities	236,417		265,038	
Real Estate	157,874		149,027	
Mortgages	135,998		145,256	
Bonds and Debentures	115,574		292,342	
Cash and Other	105,358		34,630	
Infrastructure	76,766			
	<b>\$ 1,326,094</b>		<b>\$ 1,451,691</b>	

# FINANCIAL STATEMENTS

	2023			2022		
	1993 Plan	Non-Pension Benefit Plan	Post-Retirement Adjustments	1993 Plan	Non-Pension Benefit Plan	Post-Retirement Adjustments
<b>Accrued Benefit Liability (Asset)</b>						
Plan Surplus (Deficit)	\$ 13,821	\$ 79,726	\$ 808	\$ (46,582)	\$ 77,148	\$ 1,027
Contributed During Fiscal Year						
in Excess of Calendar Year	(9,358)			(8,121)		
Unamortized Actuarial						
Gains (Losses)	(27,864)	6,431	161	50,279	8,060	101
<b>Accrued Benefit Liability (Asset)</b>	<b>\$ (23,401)</b>	<b>\$ 86,157</b>	<b>\$ 969</b>	<b>\$ (4,424)</b>	<b>\$ 85,208</b>	<b>\$ 1,128</b>
<b>Net Benefit Expenses</b>						
Current Service Cost	\$ 36,618	\$ 3,870	\$	\$ 34,504	\$ 4,545	\$
Interest Costs	66,456	4,027	49	63,890	3,719	55
Expected Return on Plan Assets	(78,885)			(72,631)		
Amortization of Actuarial						
(Gains) Losses	(5,587)	(896)	(17)	1,366	(954)	(18)
Net Benefit Expenses	\$ 18,602	\$ 7,001	\$ 32	\$ 27,129	\$ 7,310	\$ 37
<b>Reconciliation of Unamortized Gains (Losses)</b>						
Net Unamortized Gains (Losses)						
Beginning of Year	\$ 50,279	\$ 8,060	\$ 101	\$ (12,296)	\$ 8,592	\$ 105
New Net Gain (Loss) Current Year	(72,556)	(733)	77	61,209	422	14
Amortization of Actuarial						
(Gains) Losses	(5,587)	(896)	(17)	1,366	(954)	(18)
Net Unamortized Gains						
(Losses) End of Year	\$ (27,864)	\$ 6,431	\$ 161	\$ 50,279	\$ 8,060	\$ 101
<b>Significant Actuarial Assumptions</b>						
Discount rate	5.5%	5.3%	5.3%	5.5%	5.3%	5.3%
Expected rate of return on assets	6.4%	n/a	n/a	5.5%	n/a	n/a
Actual return on assets	(6.3%)	n/a	n/a	11.6%	n/a	n/a
Rate of general salary increase:						
2020	1.0% - 2.5%	n/a	n/a	1.0% - 2.5%	n/a	n/a
2021	0.75% - 2.5%	n/a	n/a	2.5%	n/a	n/a
2022	1.0% - 12.5%	n/a	n/a	2.5%	n/a	n/a
2023	1.25% - 2.25%	n/a	n/a	2.5%	n/a	n/a
2024	1.5% - 2.25%	n/a	n/a	2.5%	n/a	n/a
2025	1.75% - 2.25%	n/a	n/a	2.5%	n/a	n/a
Thereafter	2.5%	n/a	n/a	2.5%	n/a	n/a
Mortality	Canadian Pensioners' Mortality 2014 Public Sector Table, with age-related adjustments. Projected generationally from 2014 using Scale CPM-B.					

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## Health Care Cost Trend Rates:

Initial Rate	n/a	5.9%	n/a	n/a	6.0%	n/a
Ultimate Rate	n/a	4.0%	n/a	n/a	4.0%	n/a
Year Ultimate Rate Reached	n/a	2040	n/a	n/a	2040	n/a

## Dental Care Trend Rates

Initial Rate	5.5%	6.0%
Ultimate Rate	4.0%	4.0%
Year Ultimate Rate Reached	2040	2026

## Estimated Average Remaining

Service Life (Years)	9.00	9.00	6.00	9.00	9.00	6.00
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## PENSION PLANS

The University is the sponsor of two pension plans, The University of Manitoba GFT Pension Plan (1986 Plan) and The University of Manitoba Pension Plan (1993 Plan). The University has separate Pension Committees to act as Plan Administrator for each of the 1986 and 1993 Plans. Both Pension Plans issue their own financial statements, none of which forms part of the University's financial statements.

### 1986 PLAN

The 1986 Plan is a defined contribution plan; thus, the University has no pension liability as pension obligation equals plan assets. It is a money purchase plan for active members, the University recorded contributions of \$2,784 (2022, \$2,511) and this is included in the Statement of Operations as an expense.

### 1993 PLAN

The University of Manitoba Pension Plan (1993 Plan) is a money purchase plan with a defined benefit minimum. The following is a summary of the Plan.

Staff members of the University, other than those eligible for membership in the University of Manitoba GFT Pension Plan (1986 Plan), are eligible for membership in the University of Manitoba Pension Plan (1993 Plan). The 1993 Plan members contributed at the rate of 9.0% of salary less an adjustment for the Canada Pension Plan during the year. The University matches these contributions. If an actuarial valuation reveals a deficiency in the fund, *The Pension Benefits Act* of the Province of Manitoba requires that the University make additional contributions to fund the deficiency.

The Plan provides for full and immediate vesting on termination of employment, subject to the provisions of *The Pension Benefits Act* of the Province of Manitoba.

At retirement, the 1993 Plan provides that the Member's Contribution Account and University Contribution Account are applied to establish retirement income known as a plan annuity. This annuity is determined using a pension factor established by the actuary and is paid from the 1993 Plan. The 1993 Plan provides that if the defined benefit pension based on a formula involving the member's years of service and highest average earnings exceeds the plan annuity, the difference (known as a supplementary pension) is paid from the 1993 Plan.

The Plan provides for retirement benefits paid from the 1993 Plan to be increased using an excess interest approach, provided such increase can be afforded by the 1993 Plan as confirmed by the actuary.

At the December 31, 2020 valuation of the 1993 Plan, there were 4,801 active member accounts with an average salary weighted age of 52.0 for academic staff and 46.8 for support staff, and 1,931 annuitants and other recipients.

The actuarial method used to value the liabilities is the projected unit credit method, prorated on services. An actuarial valuation for accounting purposes was prepared by a firm of consulting actuaries as at December 31, 2020 and extrapolated to December 31, 2022.

# FINANCIAL STATEMENTS

The University uses a December 31 measurement date for reporting plan assets and obligations.

The contribution made by employees for fiscal 2022-23 was \$30,901 (2022, \$27,713). The employer contribution made by the University for fiscal 2022-23 was \$36,342 (2022, \$32,459). It included \$5,532 (2022, \$4,746) in additional contributions as advised by the Manitoba Pension Commission with respect to current service costs in excess of matching contribution of active members and the University.

## NON-PENSION BENEFITS

The University provides health, dental and group life benefits to employees who retired prior to July 1, 2004 on a non-contributory basis. The group life benefits are indexed post-retirement. For eligible employees retiring on or after July 1, 2004, no group life benefit is available, and retired employees share in the cost of the health and dental benefits. The long-term disability income benefit is provided on a contributory basis. An actuarial valuation of these benefits was prepared March 31, 2022 and extrapolated to March 31, 2023. The internally designated plan assets are included in the total Portfolio Investments (Note 7) and reflect contributions made by employees and the University which have been designated for non-pension benefits.

## POST-RETIREMENT ADJUSTMENTS

The University provides post-retirement pension benefits to specifically entitled employees who retired prior to 1993. The adjustments for a year are determined as the lesser of the amounts that can be provided by a weighted average percentage salary increase at the University, or the excess interest approach provided under the 1993 Plan. One hundred percent of the adjustments are paid by the University. An actuarial valuation of this benefit was prepared for March 31, 2023.

## 11. DEFERRED REVENUE

Unearned revenue represents various types of operating and capital revenue, including future session tuition fees; and revenue associated with goods that have not yet been provided or services that have not yet been substantially rendered. Deferred revenue represents unspent externally restricted grants, non-endowed donations, investment income, and deferred rental fees associated with the lease of the Southwood lands to UM Properties.

	2023	2022
Unearned Revenue	\$ 28,579	\$ 25,634
Deferred Revenue	443,769	346,837
	<b>\$ 472,348</b>	<b>\$ 372,471</b>
	2023	2022
Tuition and Related Fees	\$ 23,726	\$ 21,108
Sale of Goods and Services	36,403	4,526
Non-Government Grants	51,676	54,767
Government Grants	59,665	
Non-Endowed Donations	123,969	117,218
Investment Income	176,909	174,852
	<b>\$ 472,348</b>	<b>\$ 372,471</b>

# FINANCIAL STATEMENTS

	2023			
	Research	Capital	Special Purpose & Trust	Total
Deferred Revenue Beginning of Year	\$ 54,667	\$ 18,940	\$ 273,230	\$ 346,837
Grants, Non-Endowed Donations, Investment Income, and Lease Revenue	57,371	103,044	53,011	213,426
Recognized as Revenue	(59,710)	(7,984)	(48,800)	(116,494)
<b>Deferred Revenue End of Year</b>	<b>\$ 52,328</b>	<b>\$ 114,000</b>	<b>\$ 277,441</b>	<b>\$ 443,769</b>

	2022			
	Research	Capital	Special Purpose & Trust	Total
Deferred Revenue Beginning of Year	\$ 46,567	\$ 22,497	\$ 240,338	\$ 309,402
Grants, Non-Endowed Donations, Investment Income, and Lease Revenue	64,650	6,788	70,893	142,331
Recognized as Revenue	(56,550)	(10,345)	(38,001)	(104,896)
<b>Deferred Revenue End of Year</b>	<b>\$ 54,667</b>	<b>\$ 18,940</b>	<b>\$ 273,230</b>	<b>\$ 346,837</b>

## 12. CAPITAL LEASE OBLIGATION

Minimum lease payments, which include principal and interest under the capital lease obligation, are as follows:

2024	\$	63
2025		63
2026		62
<b>Total Minimum Lease Payments</b>	<b>\$</b>	<b>188</b>

## 13. DEBT

	2023	2022
<b>Province of Manitoba:</b>		
Promissory Note, 5.23% due March 1, 2035	\$ 44,126	\$ 46,703
Promissory Note, 5.55% due April 1, 2036	47,718	50,135
Promissory Note, 3.75% due September 30, 2039	18,956	19,770
Promissory Note, 5.35% due February 1, 2040	23,089	23,908
	133,889	140,516
<b>Province of Manitoba – Grant Funded<sup>1</sup>:</b>		
Promissory Note, 2.50%, due March 31, 2032	3,159	3,510
Promissory Note, 4.525%, due October 31, 2032	247	
Promissory Note, 5.70% due February 1, 2049	4,354	4,522
Promissory Note, 5.45% due December 1, 2049	5,552	5,641
Promissory Note, 4.10% due July 30, 2050	21,438	22,222
Promissory Note, 4.10% due July 30, 2050	3,394	3,518

Continued on page 44...

<sup>1</sup> The University receives funding from the Province of Manitoba for the construction or acquisition of tangible capital assets which is included in Debt. The monthly interest and principal repayments are to be funded by future grants provided by the Province of Manitoba.

# FINANCIAL STATEMENTS

...Continued from page 46

Promissory Note, 4.10% due July 30, 2050	9,007	9,336
Promissory Note, 4.85% due November 30, 2050	5,405	5,601
Promissory Note, 4.90% due December 31, 2050	1,755	1,818
Promissory Note, 3.85% due February 29, 2052	3,552	3,675
Promissory Note, 3.85% due February 29, 2052	2,676	2,769
Promissory Note, 4.65% due September 30, 2052	18,790	19,080
Promissory Note, 3.85% due January 31, 2053	8,657	8,948
Promissory Note, 4.00% due March 31, 2053	2,625	2,713
Promissory Note, 4.625% due December 31, 2053	2,487	2,568
Promissory Note, 4.375% due March 31, 2054	4,744	4,897
Promissory Note, 4.375% due March 31, 2054	5,049	5,212
Promissory Note, 4.125% due August 31, 2054	1,316	1,358
Promissory Note, 3.75% due December 31, 2054	5,477	5,649
Promissory Note, 4.00% due November 30, 2055	1,717	1,770
Promissory Note, 3.875% due February 29, 2056	6,995	7,207
Promissory Note, 3.90% due March 31, 2056	4,796	4,941
Promissory Note, 4.00% due April 30, 2056	16,542	17,042
Promissory Note, 4.00% due October 31, 2056	1,123	1,157
Promissory Note, 3.50% due March 31, 2059	8,100	8,325
Promissory Note, 3.25% due July 31, 2059	3,633	3,733
Promissory Note, 3.25%, due November 30, 2061	4,060	4,165
Promissory Note, 4.65%, due December 31, 2062	4,174	
	160,824	161,377
<b>Term Loans (with floating interest rates based on Bankers' Acceptance rates plus stamping fees):</b>		
Royal Bank of Canada, due September 5, 2028	6,151	7,067
Royal Bank of Canada, due February 13, 2032	3,864	4,217
Royal Bank of Canada, due August 7, 2035	5,733	6,057
	15,748	17,341
	<b>\$ 310,461</b>	<b>\$ 319,234</b>

The effective interest rate on each of the term loans is the fixed interest rate based on an interest rate swap agreement plus a stamping fee (Note 14).

Interest expense on debt was \$14,578 (2022, \$14,943), included in the Statement of Operations under Facilities.

Principal repayments, made monthly, on debt payable over the next five years are as follows:

	Province of Manitoba	Province of Manitoba – Grant Funded <sup>2</sup>	Term Loans	Total
2024	\$ 6,979	\$ 5,123	\$ 1,679	\$ 13,781
2025	7,349	5,143	1,773	14,265
2026	7,740	5,164	1,871	14,775
2027	8,151	5,186	1,975	15,312
2028	8,584	5,209	2,084	15,877
Thereafter	95,086	134,999	6,366	236,451
	<b>\$ 133,889</b>	<b>\$ 160,824</b>	<b>\$ 15,748</b>	<b>\$ 310,461</b>

<sup>2</sup> The University receives funding from the Province of Manitoba for the construction or acquisition of tangible capital assets which is included in Debt. The monthly interest and principal repayments are to be funded by future grants provided by the Province of Manitoba.

## 14. DERIVATIVES

	2023	2022
Fair Value of Financial Derivatives Beginning of Year	\$ 1,616	\$ 3,098
Unrealized (Gains) Losses	(801)	(1,482)
<b>Fair Value of Financial Derivatives End of Year</b>	<b>\$ 815</b>	<b>\$ 1,616</b>

Financial Derivatives are classified as Level 3.

### DERIVATIVE FINANCIAL LIABILITIES

The University has entered into separate interest rate swap agreements for three term loans. Each loan has a stamping fee and a floating interest rate based on Bankers' Acceptance rates. The floating interest rate has been swapped to a fixed rate as follows:

- The interest rate swap agreement for the \$6,151 (2022, \$7,067) loan has a fixed interest rate of 5.62% that is committed until September 1, 2028.
- The interest rate swap agreement for the \$3,864 (2022, \$4,217) loan has a fixed interest rate of 4.07% that is committed until February 13, 2032.
- The interest rate swap agreement for the \$5,733 (2022, \$6,057) loan has a fixed interest rate of 4.40% that is committed until August 7, 2035.

Under the terms of the agreements, the respective monthly interest and principal repayments are required similar to a conventional amortizing loan over a 25 year period.

## 15. ASSET RETIREMENT OBLIGATIONS

The University's asset retirement obligations represent management's best estimate of the present value of the costs that are expected to be incurred for the remediation of asbestos present in some of the University's buildings.

The presence of asbestos is not a current health hazard, and there is no requirement to remove asbestos in these buildings as long as the asbestos is contained and does not pose a public health risk. According to the Canadian Centre of Occupational Health and Safety (CCOHS), there are no significant health risks if the materials containing asbestos in your home or place of work are:

- Tightly bound in the original product, and it is in good condition.
- Sealed behind walls and floorboards.
- Isolated in an attic.
- Left undisturbed.

The University assesses spaces for the presence of asbestos prior to any construction or renovation taking place. If any asbestos present would be disturbed due to these activities, it is appropriately abated through the University's Asbestos Management Program in a manner that is compliant with relevant legislation and regulations. Remediation activities also occur upon the disposal of a building.

At March 31, 2023, estimated undiscounted asset retirement obligations were \$380,194 (2022, \$381,754). The University used a discount rate of 4.65% (2022, 3.25%) to calculate the present value of the asset retirement obligations, which represented the University's cost to borrow from the Province of Manitoba over a similar period of time.

# FINANCIAL STATEMENTS

	2023	2022
Asset Retirement Obligations Beginning of Year	\$ 128,718	\$ 125,263
Liabilities Settled During the Period	(543)	(597)
Accretion Expense	4,166	4,052
Change to Discount Rate	(47,499)	
<b>Asset Retirement Obligations End of Year</b>	<b>\$ 84,842</b>	<b>\$ 128,718</b>

## 16. TANGIBLE CAPITAL ASSETS

Cost	Change in Asset Retirement Obligations				Balance at March 31, 2023
	Balance at March 31, 2022	Additions	Estimate	Disposals	
Assets Under Capital Lease	\$ 2,466	\$ 188	\$	\$ (67)	\$ 2,587
Buildings and Major Renovations	1,580,726	32,603	(47,499)	(315)	1,565,515
Computer Hardware	107,556	2,281		(6,721)	103,116
Construction in Progress	33,260	13,814			47,074
Furniture and Equipment	332,982	13,978		(4,838)	342,122
Land	30,528	98		(651)	29,975
Parking Lots and Roads	21,039	6,652			27,691
Vehicles	10,594	1,031		(93)	11,532
	<b>\$ 2,119,151</b>	<b>\$ 70,645</b>	<b>\$ (47,499)</b>	<b>\$ (12,685)</b>	<b>\$ 2,129,612</b>

Accumulated Amortization	Balance at March 31, 2022			Disposals	Balance at March 31, 2023
	Balance at March 31, 2022	Amortization			
Assets Under Capital Lease	\$ 2,466	\$ 9		\$ (67)	\$ 2,408
Buildings and Major Renovations	473,396	31,844		(104)	505,136
Computer Hardware	99,644	3,701		(6,721)	96,624
Construction In Progress					
Furniture and Equipment	267,960	13,350		(4,838)	276,472
Land					
Parking Lots and Roads	7,750	939			8,689
Vehicles	9,299	599		(93)	9,805
	<b>\$ 860,515</b>	<b>\$ 50,442</b>		<b>\$ (11,823)</b>	<b>\$ 899,134</b>

Net Book Value	2023	2022
Assets Under Capital Lease	\$ 179	\$
Buildings and Major Renovations	1,060,379	1,107,330
Computer Hardware	6,492	7,912
Construction in Progress	47,074	33,260
Furniture and Equipment	65,650	65,022
Land	29,975	30,528
Parking Lots and Roads	19,002	13,289
Vehicles	1,727	1,295
	<b>\$ 1,230,478</b>	<b>\$ 1,258,636</b>

## 17. RISK EXPOSURE AND MANAGEMENT

The University uses a disciplined, fundamental approach in its investment selection and management, which consists of an intensive and ongoing research process of investment opportunities across a broad range of investment vehicles of various types of issuers (government, corporate or financial). As a result, the University is exposed to various types of risks that are associated with its investment strategies, financial instruments and markets in which it invests. The University, through the work of its investment committees and Treasury Office, has an investment policy statement in place governing asset mix, permitted investments, diversification, and minimum credit quality. The most important risks relate to market risk, other price risk, interest rate risk, foreign currency risk, credit risk and liquidity risk. These risks and the related risk management practices employed by the University are detailed below.

### OTHER PRICE RISK

Other price risk represents the potential loss that can be caused by a change in the fair value of a financial instrument. The University's investments are subject to normal market fluctuations and the risks inherent in investment in the capital markets. Investments held to meet short term obligations focus on credit quality and liquidity to minimize the effect of other price risk on fair value. The majority of investments which are held for the long term within endowments are equities, bonds, infrastructure, segregated funds and pooled funds, and are subject to other price risk given their nature and the long-term holding periods. Other price risk is managed through diversification provided by an endowment asset allocation strategy, which emphasizes the importance of managing other price risk by maintaining appropriate levels of risk required to achieve consistent long term returns that meet the investment objectives of the endowments.

### INTEREST RATE RISK

Interest rate risk arises from the possibility that changes in interest rates will affect future cash flows or fair values of financial instruments. The University is subjected to this risk when it invests in interest-bearing financial instruments, or when it borrows funds using derivative financial instruments. Both investments and financial derivatives are exposed to the risk that their fair value will fluctuate due to changes in the prevailing levels of market interest rates.

The tables below summarize the University's exposure to interest rate risk related to financial instruments categorized by maturity dates.

#### INTEREST RATE EXPOSURE AS AT MARCH 31, 2023

	Less than 90 days	90 days to 1 year	1 year to 5 years	5 years to 10 years	Greater than 10 years	Total
Cash Equivalents and Investments	19.4%	31.2%	36.5%	10.6%	2.3%	100.0%
Financial Derivatives				54.5%	45.5%	100.0%

#### INTEREST RATE EXPOSURE AS AT MARCH 31, 2022

	Less than 90 days	90 days to 1 year	1 year to 5 years	5 years to 10 years	Greater than 10 years	Total
Cash Equivalents and Investments	18.3%	31.3%	36.9%	11.0%	2.5%	100.0%
Financial Derivatives		57.2%	42.8%			100.0%

	2023		2022	
	Interest Bearing Instruments	Non-Interest Bearing Instruments	Interest Bearing Instruments	Non-Interest Bearing Instruments
Cash Equivalents and Investments	\$ 661,872	\$ 953,097	\$ 602,569	\$ 900,793
Financial Derivatives	\$ 815	\$	\$ 1,616	\$

# FINANCIAL STATEMENTS

As at March 31, 2023, a 0.5% fluctuation in interest rates, with all other variables held constant, would have an estimated impact as follows:

	2023	2022
Fair Value of Fixed Income Instruments	\$ 7,176	\$ 6,036
Interest Rate Swaps	\$ 343	\$ 443
Net Investment Income	\$ 3,841	\$ 3,293

## FOREIGN CURRENCY RISK

The University has cash and cash equivalents, receivables and payables denominated in foreign currencies and holds investments in foreign currency infrastructure and equity markets. The income from these investments is used to meet financial liabilities denominated in Canadian dollars. The University does not actively manage foreign exchange risk.

The University's exposure in cash and investments to foreign currencies is shown below:

	2023		2022	
Canadian Dollar	\$ 1,214,305	69.8%	\$ 1,205,769	72.4%
U.S. Dollar	376,938	21.6%	337,694	20.3%
Other	149,361	8.6%	121,246	7.3%
	<b>\$ 1,740,604</b>	<b>100.0%</b>	<b>\$ 1,664,709</b>	<b>100.0%</b>

As at March 31, 2023, an appreciation of 10% in the Canadian dollar versus foreign currencies exchange rates would decrease investments and net remeasurement gains by approximately \$52,630 (2022, \$45,894), while a depreciation of 10% would increase investments and net remeasurement gains by approximately \$52,630 (2022, \$45,894).

## CREDIT RISK

Credit risk represents the potential loss that the University would incur if its counterparties failed to perform in accordance with the terms of their obligations. The University invests in financial assets that have an investment grade as rated primarily by DBRS. Should DBRS not rate an issuer, the University may use Standard & Poor's, followed by the Moody's equivalent. Ratings for securities which subject the University to credit risk are noted below:

	2023		2022	
R-1High	\$ 294,238	44.4%	\$ 236,656	39.3%
AAA	37,477	5.7%	66,567	11.0%
AA	236,724	35.8%	217,626	36.1%
A	4,453	0.7%	8,897	1.5%
BBB	8,514	1.3%	10,928	1.8%
BB	6,313	0.9%		
B	3,576	0.5%		
C	1,756	0.3%	202	
Not Rated	68,821	10.4%	61,693	10.3%
	<b>\$ 661,872</b>	<b>100.0%</b>	<b>\$ 602,569</b>	<b>100.0%</b>

The University manages credit risk related to fixed income investments by focusing on high credit quality. Cash and cash equivalents are held in Canadian Chartered banks and Manitoba credit unions.

The University also has credit risk related to accounts receivable. A significant portion of the University's accounts receivable is from the federal and provincial governments, not-for-profit organizations, corporations, the U.S. government, and other universities. The University also has accounts receivable from students and staff. The University manages these accounts proactively and has leverage to stop further enrolment until payment is made. The remaining accounts receivable are due from a diverse group of customers and are subject to normal credit risks.

The credit risk related to the loan receivable is managed by limiting the amount of third-party financing that UM Properties is able to retain, to a maximum of 50% of the then-current value of the property. If UM Properties defaults on its third-party loan, the University has the option to pay the balance of the third-party loan and gain control over all the lands and the University could recover its costs by selling a portion of the land. Regardless of whether UM Properties is in default or not, the University is able to terminate the Master Head Lease with respect to any undeveloped portions of the Southwood land provided that the land is not subleased to a developer or required for servicing remaining portions of the lands so long as the termination would not adversely impact the remaining lands. If the University elects to terminate a portion of the lease, it could choose to sell portions of the land to a third party. The credit risk is also managed by the governance structure, as the University has four seats on the board of directors.

## LIQUIDITY RISK

The University aims to retain sufficient cash and cash equivalents to maintain liquidity and meet short term obligations. Most of the University's investments are considered readily realizable and liquid, thus liquidity risk is considered minimal. Investments that are not as liquid, such as the investment in the pooled real estate fund and infrastructure, are considered to be held for long term periods in conjunction with the investment objectives and risk tolerance.

## 18. RELATED PARTY TRANSACTIONS

### THE UNIVERSITY OF MANITOBA FOUNDATION U.S.A. INC.

The University of Manitoba Foundation U.S.A. Inc. (the Foundation) is an Illinois not-for-profit corporation incorporated in December 1989. The Foundation's purpose is exclusively charitable, literary, scientific and educational and its activities include the promotion, encouragement, aid and advancement of higher education, research and training in the Province of Manitoba, in Canada and elsewhere. The Foundation is exempt from U.S.A. Federal Income Tax under Subsection 501(c)(3) of the Internal Revenue Code.

The Board of Directors of the Foundation is an independent board whose members direct and guide the Foundation's actions. Members of the Board include, among others, certain senior staff of the University. The University of Manitoba, however, is one of many entities eligible to receive aid from the Foundation. The University must make an application to the Foundation's Board of Directors to request funds, which may or may not be granted. The gifts received in fiscal 2022-23 were \$605 (2022, \$261).

### PROVINCE OF MANITOBA

The University is related to all Province of Manitoba departments, agencies and Crown corporations in terms of common ownership and control. The University enters into transactions with these entities in the normal course of business. These transactions are recorded at the exchange amount.

# FINANCIAL STATEMENTS

## 19. EXPENSE BY OBJECT

	2023	2022
Salaries and Benefits	\$ 543,869	\$ 511,774
Materials, Supplies and Services	135,577	129,644
Student Assistance	82,191	80,725
Professional and Other Services	61,132	54,024
Amortization	50,442	50,628
Utilities, Municipal Taxes and Insurance	28,221	23,869
Travel and Conferences	25,293	12,707
Interest	14,578	14,943
Maintenances and Repairs	12,549	11,844
Accretion on Asset Retirement Obligations	4,166	4,052
Other	1,011	4,437
	<b>\$ 959,029</b>	<b>\$ 898,647</b>

## 20. GOVERNMENT GRANTS

	2023				
	Operating Activities	Research Activities	Capital Activities	Special Purpose & Trust Activities	Total
<b>Provincial Grants:</b>					
Advanced Education, Skills and Immigration	\$ 343,006	\$	\$ 18,788	\$ 5,805	\$ 367,599
Other	26,181	6,980	1,285	21,692	56,138
	<b>\$ 369,187</b>	<b>\$ 6,980</b>	<b>\$ 20,073</b>	<b>\$ 27,497</b>	<b>\$ 423,737</b>
<b>Federal and Other Government Grants:</b>					
Government of Canada	\$ 15,749	\$ 79,932	\$ 4,549	\$ 10,839	\$ 111,069
Other Government					
Provincial Government Business Enterprises		1,049			1,049
Foreign		3,145		1,640	4,785
United States		555			555
Other Provinces	313	1,413		5,557	7,283
Municipal	46	69	35		150
	<b>\$ 16,108</b>	<b>\$ 86,163</b>	<b>\$ 4,584</b>	<b>\$ 18,036</b>	<b>\$ 124,891</b>

# FINANCIAL STATEMENTS

	2022				
	Operating Activities	Research Activities	Capital Activities	Special Purpose & Trust Activities	Total
<b>Provincial Grants:</b>					
Advanced Education, Skills and Immigration	\$ 340,183	\$	\$ 18,267	\$ 4,921	\$ 363,371
Other	24,799	7,937	5,277	21,916	59,929
	<b>\$ 364,982</b>	<b>\$ 7,937</b>	<b>\$ 23,544</b>	<b>\$ 26,837</b>	<b>\$ 423,300</b>
<b>Federal and Other Government Grants:</b>					
Government of Canada	\$ 12,565	\$ 82,191	\$ 8,281	\$ 9,269	\$ 112,306
Other Government					
Provincial Government Business Enterprises		1,594			1,594
Foreign		(46)		1,952	1,906
United States		118			118
Other Provinces	144	1,337		3,524	5,005
Municipal	46	68			114
	<b>\$ 12,755</b>	<b>\$ 85,262</b>	<b>\$ 8,281</b>	<b>\$ 14,745</b>	<b>\$ 121,043</b>

## 21. INVESTMENT INCOME

	2023	2022
<b>Non-Portfolio Interest Income</b>	\$ 15,403	\$ 3,989
<b>Portfolio Investments:</b>		
Net Gains (Losses) on Sale of Investments	21,479	34,455
Dividends	15,049	13,101
Distributions – Infrastructure	5,077	9,236
Interest	6,206	5,106
Net Change in Deferred Investment Income	(2,057)	(23,246)
	45,754	38,652
	<b>\$ 61,157</b>	<b>\$ 42,641</b>

## 22. CONTRACTUAL RIGHTS

As part of its operations, the University enters into agreements with varying expiry dates for which it is entitled to receive revenues in the form of rental agreements. Total amounts outstanding from these agreements are as follows:

2024	\$ 4,148
2025	3,794
2026	3,453
2027	3,082
2028	2,530
Thereafter	35,150
	<b>\$ 52,157</b>

# FINANCIAL STATEMENTS

## 23. CONTRACTUAL OBLIGATIONS AND CONTINGENCIES

The University is a member of the Canadian Universities Reciprocal Insurance Exchange (CURIE). CURIE pools the property damage and public liability insurance risks of its members. All members pay annual deposit premiums, which are actuarially determined and are subject to further assessment in the event members' premiums and reserves are insufficient to cover losses and expenses. No additional assessment was necessary for the current year.

Contractual obligations relating to Construction in Progress amounted to \$31,567 (2022, \$38,711). The contractual obligations relating to service contracts were \$29,693 (2022, \$32,397).

The University has a 7.14% (2022, 7.14%) interest in TRIUMF Inc. which operates a national laboratory for particle and nuclear physics. The facility is funded by the Federal Government, and the University makes no direct financial contributions.

The members of TRIUMF Inc. and the Canadian Nuclear Safety Commission (CNSC) approved a decommissioning plan which requires all members to be severally responsible for their share of the decommissioning costs, which were estimated at \$60,700 as of March 31, 2023, as well as provide financial covenants to the CNSC for the amount of these costs. While there are no current intentions to decommission the facilities, and the facilities are estimated to have an indefinite useful life, the University's share of the unfunded decommissioning costs, as at March 31, 2023 is estimated at \$3,442 (2022, \$3,457). TRIUMF Inc. has put in place a plan for funding the cost of decommissioning which does not require any payments from the members. The member universities have indemnified the University of British Columbia (UBC) against any liabilities incurred by TRIUMF Inc., under the terms of the lease between TRIUMF Inc. and UBC.

The University is a defendant in a number of legal proceedings arising in the normal course of business. While the ultimate outcome and liability of these proceedings cannot be reasonably estimated at this time, the University believes that any settlement will not have a material adverse effect on the financial position or the results of operations of the University. Liabilities are recognized when the outcome becomes reasonably determinable.

## 24. ECONOMIC DEPENDENCE

The University received \$367,599, 36.57% (2022, \$363,371, 37.48%) of its total revenues from the Province of Manitoba's Department of Advanced Education, Skills, and Immigration.

## 25. COVID-19 PANDEMIC

On March 11, 2020 the World Health Organization declared COVID-19 a pandemic. At that time, the University implemented remote learning for students with a small number of courses offered in person. University revenues from ancillary operations and other areas that were required to close as a result of public health orders experienced significant declines.

During the year, in-person activity, including events, resumed on campus. However, the global recovery from the pandemic continued and the University was not immune from the challenges it presented during the year, which included supply chain disruption, labor shortages, and inflationary impacts. While the financial impact of ongoing effects of global recovery on the University cannot be easily measured, the financial results of the University may be subject to ongoing volatility. The effects of the ongoing global recovery have not significantly changed the estimates and assumptions used in the preparation of these financial statements.

## 26. COMPARATIVE FIGURES

Comparative figures for the year ended March 31, 2022 have been reclassified, where appropriate, to conform with the presentation adopted for the year ended March 31, 2023.



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Report from Senate (June 21, 2023) RE: Requests for Changes to Admission Targets

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**Items for discussion / advice:**

- Requests to Extend Suspensions of Admissions to Programs
    - Bachelor of Human Ecology (Family Social Sciences) and Bachelor of Human Ecology (Family Social Sciences) After Degree, Max Rady College of Medicine, Rady Faculty of Health Sciences
    - Master of Arts in Icelandic, Faculty of Arts
  - Request for Change to Admission Targets, Bachelor of Social Work, Faculty of Social Work
- 

For discussion / advice:

**Requests to Extend Suspensions of Admissions to Programs (Attachments 1 and 2)**

- **Bachelor of Human Ecology (Family Social Sciences) and Bachelor of Human Ecology (Family Social Sciences) After Degree, Max Rady College of Medicine, Rady Faculty of Health Sciences**
- **Master of Arts in Icelandic, Faculty of Arts**

**Context and Background:**

The Board policy on *Admission Targets* specifies that the President may suspend admissions to a program for defined time periods at intervals no more than 24 months following consultation and discussion with the dean or director, with Senate and with the Board of Governors, subject to the provisions of the provincial *Programs of Study Regulation*.

**Request RE: Bachelor of Human Ecology (Family Social Sciences), and Bachelor of Human Ecology (Family Social Sciences) After Degree, Rady Faculty of Health Sciences (Attachment 1)**

The President has received a request from the Max Rady College of Medicine to extend the temporary suspension of admissions to the four-year Bachelor of Human Ecology (Family Social Sciences) and the two-year Bachelor of Human Ecology (Family Social Sciences) After-Degree programs, for an additional two years. The programs teach students about how family, community, and culture impact human health and well-being. Admissions to the programs have been suspended since the 2019/2020 academic year.

Since admissions were first suspended, students with an interest in pursuing degree studies in the area of family social sciences have been redirected to the Bachelor of Health Studies program offered by the Interdisciplinary Health Program, in the Rady Faculty of Health Sciences. The focus of the B.H.St. degree is on the social determinants of health and how these influence the health of individuals, families, and communities, and health services. Students have the option to complete a concentration in Family Health within the degree. The Department has confirmed an increase in demand for the B.H.St. degree since 2019 and has indicated its ongoing support for continued expansion of the program, as required.

**Implications:**

Extending the temporary suspension of admissions to the B.H.Ecol. (Family Social Sciences) and the B.H.Ecol. (Family Social Sciences) After-Degree would allow continuing students to complete their programs. All required and elective courses will continue to be offered at least until continuing students have graduated. Ten students remain in the programs.

The College intends to submit a request to close the programs once all remaining students have graduated. It anticipates most or all the students will graduate within the next two years.

Potential applicants to the Bachelor of Education degree who plan to complete a teachable minor in Developmental Studies will continue to be able to complete relevant Family Social Sciences courses offered through the Department of Community Health Sciences. And students interested in pursuing a career as a Home Economics teacher can compete teachable subjects through the completion of a B.H.St. degree.

**Connection to the University Planning Framework:**

The current proposal has its origins in the merger of the Department of Community Health Sciences and the Department of Family Social Sciences, in the former Faculty of Human Ecology, which was approved by Senate and the Board of Governors in June 2014 as part of the President's Academic Structure Initiative. The proposal for the merger anticipated that relevant undergraduate courses in Family Social Sciences might form the basis for a Family Health Sciences stream within the Bachelor of Health Studies program. In December 2017, Senate approved modifications to the B.H.St. degree, offered by the Rady Faculty of Health Sciences, to introduce three concentrations, including a Family Health concentration.

**Consultation and Routing to the Board of Governors:**

The request to extend the suspension of admissions to the programs was considered and endorsed by the Department Council of the Department of Community Health Sciences on May 10, 2023. The President will consult Senate at its meeting on June 21, 2023.

[Request RE: Master of Arts in Icelandic, Faculty of Arts \(Attachment 2\)](#)

The President has received a request from the Faculty of Arts to extend the temporary suspension of admissions to the Master of Arts in Icelandic for an additional two years. Admissions to the programs have been suspended since the 2015 / 2016 academic year following a change in staffing levels that resulted in insufficient resources to supervise graduate students. A full-time faculty member who holds a Doctoral degree and has an established research program and record is needed. Efforts in identifying potential new resources and community supports have been delayed with the disruptions arising from the COVID-19 pandemic. The Faculty is requesting that admissions be suspended for an additional two years.

**Implications:**

Extending the temporary suspension of admissions to the M.A. in Icelandic will give the Department of Icelandic Language and Literature additional time to build capacity within the community and to identify alternative teaching models for graduate-level instruction in the program. The Faculty has noted the University possesses a world-class archive of Icelandic and Icelandic-Canadian print and manuscript materials, the Icelandic Collection housed in the Dafoe Library, and the Faculty has capacity to support Icelandic language instruction. In its request to extend the extension of admissions, the Faculty observes that an endowment fund of sufficient value to generate revenue needed to secure one new full-time research faculty member is required to support the delivery of the program. The Icelandic community in Canada and across Canada, including UM alumni, has been supportive and a growing endowment fund has been established.

No students are enrolled in the program. Admissions were initially suspended in 2015 / 2016. The one student in the program at that time subsequently graduated from the two-year program in 2019.

**Connection to the University Planning Framework:**

N/A

**Consultation and Routing to the Board of Governors:**

The President will consult Senate on at its meeting on June 21, 2023.

For discussion / advice:

**Request for Change to Admission Targets, Bachelor of Social Work, Faculty of Social Work  
(Attachment 3)**

**Context and Background:**

The Board policy on *Admission Targets* specifies that it is the President who has authority to approve changes to, or the introduction of, admission targets following consultation and discussion with the dean or director, with Senate and with the Board of Governors, subject to the provisions of the provincial *Programs of Study Regulation*.

The President has received a request from the Faculty of Social Work to consolidate the admission targets in the Bachelor of Social Work program into a single annual target of 280 students. Admission targets for the B.S.W. are delineated by program-delivery site (Fort Garry, Distance Delivery, Inner City, and Northern External and Northern Program), with a specific number of spaces allocated to each site, as detailed in the request. The seats are not transferrable between sites. The parameters of the site-specific admission targets often result in unfilled spaces across the sites and limit the Faculty's ability to address demand for the program. The annual average of unfilled spaces for the last five years is 50 spaces. The Faculty is proposing to consolidate the admission targets for the program-delivery sites into a single target for the B.S.W. program, to allow greater flexibility and ensure enrolment is at capacity each year. There would be no increase to the total number of seats available in the program.

**Implications:**

Establishment of a single, consolidate admission target for the B.S.W. would allow the Faculty to address demand for admission at each program-delivery site, including a proposed new Cohort Admission category (Senate, June 21, 2023), and to reallocate any unused spaces at one site to address demand for spaces at another site(s). The proposed Cohort Admission category would support the delivery of the B.S.W. program to cohorts of students at social service agencies in rural and remote communities in the province.

**Connection to the University Planning Framework:**

As far as the request would prioritize any reallocation of seats to the Inner City, Northern Program, Northern External, and the proposed Cohort sites, the proposal would support the University's priorities for Indigenous achievement and to promote equity, diversity, and inclusion.

**Consultation and Routing to the Board of Governors:**

The President will consult Senate on at its meeting on June 21, 2023.

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**SUBMISSION PREPARED BY:**                      University Secretary

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**ATTACHMENTS:**

**Items for consultation:**

Attachment 1 – Request to Extend Suspension of Admissions to Bachelor of Human Ecology (Family Social Sciences) and Bachelor of Human Ecology (Family Social Sciences) After-Degree Programs, Max Rady College of Medicine, Rady Faculty of Health Sciences

Attachment 2 – Request to Extend Suspension of Admissions to Master of Arts in Icelandic, Faculty of Arts

Attachment 3 – Request for Change to Admission Targets, Bachelor of Social Work, Faculty of Social Work

## TEMPORARY CESSATION OF A PROGRAM OF STUDY

Under The Advanced Education Administration Act

Universities and colleges requesting approval for the **temporary cessation** of a program of study from Advanced Education and Training must apply using this application form. This form reflects the requirements set out in the Programs of Study Regulation (MR 134/2015) under The Advanced Education Administration Act.

### UM INTERNAL REQUIREMENTS

1. Please refer to the Senate Policy and Procedures on Admission Targets (available online at: [http://umanitoba.ca/admin/governance/governing\\_documents/academic/admission\\_targets.html](http://umanitoba.ca/admin/governance/governing_documents/academic/admission_targets.html)).
2. Please complete the application below and submit with it the following supplemental documentation, to the Vice-Provost (Academic Planning and Programs):
  - a. A cover letter justifying and summarizing the rationale behind the request for suspension of admissions (*as outlined in section 2.3 on the Admission Targets Procedures*) and indicating the meeting date in which the proposal was reviewed by the Faculty/College/School Council.
  - b. Letters of support from internal stakeholders that were consulted as part of this proposal.
  - c. Enrolment and graduation trends for the past five years and forecasted trends for the next three to five years.
3. Please direct questions to Cassandra Davidson, Academic Programs Specialist, at [Cassandra.Davidson@umanitoba.ca](mailto:Cassandra.Davidson@umanitoba.ca) in the Office of the Provost & Vice-President (Academic).

*Updated April 2023*

### SECTION A – PROPOSAL DETAILS

Institution: **University of Manitoba**

Applicable faculties/department with responsibility for the program: Rady Faculty of Health Sciences, Max Rady College of Medicine, Department of Community Health Sciences

If program is a joint program, list all participating institutions and the roles of each in delivering the program to be temporarily ceased:

N/A

Program name: Family Social Sciences (FSS)

Credential awarded: Bachelor of Human Ecology (Family Social Sciences) and After Degree Program in the Bachelor of Human Ecology (Family Social Sciences)

Proposed start date for temporary cessation: 2019-02-31. The last intake for the program was January 2019

*Office Use Only*

One-time funding: \_\_\_\_\_

On-going funding: \_\_\_\_\_

## SECTION B – PROGRAM DESCRIPTION AND DELIVERY

**B-1 Provide a general description of the program and its objectives:** *(Include intended purpose, curriculum design, and highlight distinctive attributes)*

The Bachelor of Human Ecology (BHEc) (Family Social Sciences) program teaches students about how family, community, and culture impact human health and well-being. The program prepares students for careers helping individuals, communities and society through prevention, education and health promotion. Students gain an understanding of human development, relationships, healthy communities, diversity, equity and social justice. Students develop skills in evaluating the effectiveness of programs and assessing influences on family well-being.

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**B-2 Length of Program:** *(Define the length of the proposed program using measures appropriate to the schedule and delivery format. This will include total course credits and weeks/months, and, where relevant, hours and semesters of instruction)*

The (BHEc (Family Social Sciences) is a four year, 120 credit hour degree program. A full course load is 30 credit hours per term.

The After Degree program is a two year, 60 credit hour degree. A full course load is 30 credit hours per term.

The number of courses/credit hours that a student takes per term or year depends on the individual student. Students have up to 10 years to complete the degree. Students can study part-time as well.

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**B-3 Describe the mode of delivery for this program:**

The Bachelor of Human Ecology in Family Social Sciences, and the After Degree in Family Social Sciences program are delivered in classroom and online (distance education) settings. During the University shutdown due to COVID-19 (March 2020 – August 2022), in-person classroom classes were delivered via remote platform technologies.

## SECTION C – INFORMATION REGARDING TEMPORARY CESSATION DEVELOPMENT PHASE

**C-1 Identify and provide a detailed description of the rationale for the temporary cessation of this program of study:** *(Such as changes in applications, enrolment, employer demand.)*

The main rationale for the temporary cessation of the BHEc degree programs is the closure of the Faculty of Human Ecology, effective July 1, 2015, as part of the University of Manitoba's Academic Structure Initiative. The Department of Family Social Sciences was one department within the Faculty of Human Ecology and with the closure of the Faculty, this department merged with the Department of Community Health Sciences (CHS) in the Rady Faculty of Health Sciences.

The merger of the Department of Family Social Sciences (FSS) and CHS aligned well with emerging knowledge, research and practice on health, health promotion, and disease prevention. The complexity of health and disease patterns have become better understood especially since the latter part of the 20th century and CHS is recognized nationally and internationally for addressing this complexity, advancing knowledge in data science methods and analysis, and intervening on structural and social determinants of health. The role of the family is integral to health and well-being and is part of the social determinants of health conceptual framework. Faculty from the former Department of Family Social Sciences brought expertise in family theory and practice to CHS, thus strengthening efforts to investigate, act upon and improve health and quality of life. However, while the focus on the family is important to understanding human health and well-being, it is not sufficient. We know that health and well-being are best considered in relation to broader structures and processes operating at the local, national and international levels. The cessation of the BHEC (FSS) programs allows for renewal and expansion of the Bachelor of Health Studies (BHSt) degree within the

Interdisciplinary Health Program, at the Rady Faculty of Health Sciences (RFHS). The BHSt degree program exposes students to different and more complex methods for analysis and interpretation than could be achieved in the BHEC (FSS) degree programs alone. A broader educational base with training in applied methods will result in better employment opportunities. The focus of the BHSt degree is on the determinants of health and how these determinants influence the health of individuals, families, and communities, as well as health services. The BHSt degree includes core and elective courses, via three program concentrations, one of which is a Family Health concentration. Students who were interested in pursuing a family social sciences program now receive broader conceptualization and methodological training as part of the BHSt degree. It is anticipated that the broader academic preparation will better prepare students for careers in health care teams, community health management, and agencies and businesses that plan or deliver health related service and products.

The extension of the temporary cessation facilitates redirection of student interested in family studies into the BHSt degree program. A request to formally close the BHEC (FSS) degree program will follow once all remaining students have completed their programs. At present 10 students remain in the BHEC (FSS) degree program, with three scheduled to graduate in spring or fall 2023. The last admissions into the BHEC (FSS) degree program occurred in 2019, so the preliminary timeline around a proposed closure of the program would be for 2029 with the 10 year allowance for current students to complete their programs.

**C-2 Describe the expected outcome of the temporary cessation of this program and the timeframe of the temporary cessation process:**

The University of Manitoba policy on Admission Targets allows for admissions to be temporarily suspended for up to 24 months, at which time the status would undergo review. Ten students remain in the BHEC (FSS) degree program, 3 of which are expected to graduate in 2023. The remaining 7 students were admitted between 2014 and 2019. We anticipate that most or all of these students will complete degree requirements and be eligible for graduation within the next 24 months.

**C-3 Outline the internal approval process (i.e. committees, governing bodies) for approving the temporary cessation of this program of study within your institution and indicate any dates of decision. (Governing Council, Board of Governors, Board of Regents, Senate, other)**

**UM INTERNAL REQUIREMENTS:** dates will be inserted by the Provost’s Office prior to submission to government. Please note the date in which the proposal was reviewed by the Faculty/College/School Council in the cover memo accompanying the proposal.

**UNIVERSITY OF MANITOBA:**

<u>Approval by President</u>	<u>Date</u>
Consultation with Senate:	_____
Consultation with Board of Governors:	_____
Additional Consultation ( <i>as needed</i> ):	_____
Final Decision:    Y <input type="checkbox"/> N <input type="checkbox"/>	_____

Details:

**C-4 Responsibility to consult**

c-4.1 What agencies, groups, or institutions have been consulted regarding the temporary cessation of this program?

UM Internal Note: the unit is required to consult with other academic units that offer courses used in the program, to confirm impact on the courses (e.g., regularly scheduled, capacity limitations, program restrictions, etc.) and identify how any change might affect quality of, access to, and resources associated with the courses and programs offered by those other units. Outline the consultation process with other academic and administrative units and append letters of support, as appropriate.

The Dean, Faculty of Education was consulted on the changes in the context of the academic re-structuring at the University of Manitoba. Since the initial application to suspend admissions, the Department of Community Health Sciences has continued to offer Family Social Sciences courses (FMLY prefix). CHS will continue to offer FMLY courses during the extended period of temporary cessation as well as through the IHP in the Rady Faculty of Health Sciences. FMLY courses will continue to be accepted by the Faculty of Education for those applicants declaring a Teachable Minor in Developmental Studies in the Bachelor of Education Program. Similarly, new students interested in pursuing a career as a Home Economics teacher could obtain teachable subjects through the BHSt. A letter of support has been received from Dr. Charlotte Enns, Dean of Education.

The IHP Council members representing the Faculties of Health Sciences and Arts approved the initial request for a temporary cessation of admissions, and were involved in the planning around the proposal for the restructuring of the Bachelor of Health Studies Program. A letter of support has been received

c-4-2 How have students and faculty been informed of the intent to temporarily cease this program?

The application to extend the temporary cessation of admissions to the BHEC (FSS) degree program was discussed at the Community Health Sciences departmental Council meeting on May 10, 2023. A Motion to approve an application to extend the Suspension of Intake to the BHEC (FSS) degree and FSS After Degree Program was passed unanimously. Student representatives from the FSS/IHP Student Council are members of the CHS department council. Student advisors contacted all remaining students in the BHEC (FSS) program in March and April, 2023 to determine their progress and plans. The suspension of admissions to the BHEC (FSS) degree program is outlined in the University of Manitoba general calendar. Interested students are directed to the Interdisciplinary Health Program.

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**C-5 Describe the impact that the temporary cessation of this program may have on the labour market in Manitoba:**

We anticipate the cessation of the BHEC (Family Social Sciences) programs will ultimately have a positive impact on the labour market in Manitoba. Graduates of the BHEC (FSS) degree found employment in a variety of social service agencies that focus on health promotion and education. The BHEC (Family Social Sciences) degree is a general degree that does not lead to a professional designation, nor does it offer discipline-specific preparation. Graduates of the BHEC (Family Social Sciences) degree seeking a professional designation typically enrolled in education programs such as Education and Social Work. We anticipate that the type of student who is interested in studying family health and well-being will find an enhanced experience in the BHSt degree and will have more career and advanced training options than is available with the BHEC degree. For example the BHSt degree prepares students to work in a large variety of agencies and businesses that plan or deliver health related service and products, and provides a foundation for additional study that prepare for careers in health care and in community health management in addition to previous options of Education and Social Work.

## SECTION D – SYSTEM IMPACTS

### **D-1 Describe how the temporary cessation of this program will affect any specific laddering, articulation and/or credit transfer options for students in Manitoba and Canada:**

Transfer credit options will remain the same. Historically there was an agreement with Red River College for block transfer credit (60 hours) in the BHEC (Family Social Sciences) programs. The articulation agreement ended in 2021.

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### **D-2 Describe how the temporary cessation of this program may affect the academic, cultural, social and economic needs and interests of students and the province:**

The cessation of enrollment in the BHEc (Family Social Sciences) programs will not have any unique or specific impact on the needs and interests of students. Students who are interested in studying family health and well-being will be encouraged to enroll in the BHSt degree, which integrates social science concepts with other disciplines. The BHSt degree will provide a stronger focus on the promotion of health by creating a new understanding among graduates of the determinants of health and how these determinants influence the health of individuals, families and communities.

## SECTION E – STUDENT IMPACTS

### **E-1 Provide a program completion plan for students currently enrolled in the program that is being temporarily ceased:**

Year 1 There is a guarantee for completion of the BHEC (FSS) degree programs in which students were initially enrolled, as long as all academic and non-academic requirements are met. All required and elective courses in the BHEC degree programs will continue to be offered, at least until all current students have completed their programs.

Year 2

Year 3

Year 4

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### **E-2 Will previous graduates of this temporarily ceased program be negatively affected by the temporary cessation of this program?**

Students who have already graduated from the program will not be negatively affected. Previous BHEC (Family Social Sciences) graduates have received a degree from a recognized and well regarded university, and their academic program provided a strong foundation for understanding family and health.

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**E-3 What was the maximum seat capacity of the program that is being temporarily ceased?**

The BHEC (Family Social Science) accepted (up to) 80 students per year. Admissions were suspended after January, 2019.

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**E-4 What was the enrolment and graduation rate for this program over the past 5 years?**

UM Requirement: include a table of enrolment and graduation trends for the past five years and any forecasted trends for the next three to five years.

<b>Year</b>	<b>Admissions</b>	<b>Graduation</b>
2025-2026	0	0
2024-2025	0	3
2023-2024	0	4
2022-2023	0	7
2021-2022	0	13
2020-2021	0	32
2019-2020	17	41
2018-2019	34	37

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**SECTION F – FINANCIAL REALLOCATION****F-1 What portion of ongoing funding is allocated to this program?**

Funding for this program is provided through the general operating budget of the Max Rady College of Medicine, Rady Faculty of Health Sciences (RFHS). The RFHS will continue to support the BHEC (FSS) degree programs until remaining students complete their current degree.

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**F-2 Please provide a detailed description of how these funds will be reallocated during the temporary cessation of this program:**

Funds will continue to be used to support the delivery of the courses required by current BHEC (FSS) students to complete their degree programs, as well as the courses which are delivered to students entering the BHSt degree programs, and other students in the University of Manitoba who register for FMYL courses as electives. The funds will continue to support course delivery for current and future students.

**SECTION G – FINANCIAL REALLOCATION**

*(A second signature section is provided for joint programs only)*

**SUBMITTED BY:**

**President:**

Name:

Signature:

Date:

**Vice-President/Academic:**

Name:

Signature:

Date:

---

*For use by joint programs only:*

**President:**

Name:

Signature:

Date:

**Vice-President/Academic:**

Name:

Signature:

Date:

**SUBMIT COMPLETED FORM**

**PROVOST'S OFFICE ONLY** Once completed and signed, please submit this application form to the Post-Secondary Institutions Branch at [psi@gov.mb.ca](mailto:psi@gov.mb.ca) with the following attachments (double-click to engage check box):

<input type="checkbox"/>	Cover letter
<input type="checkbox"/>	Any supporting documentation <i>(reviews, letters of support, etc.)</i>

**If you have any questions or require further information, please contact:**

Post-Secondary Institutions Branch  
Advanced Education and Training  
400-800 Portage Avenue Winnipeg MB R3C 0C4  
(204) 945-1835  
[psi@gov.mb.ca](mailto:psi@gov.mb.ca)



University  
of Manitoba

Interdisciplinary Health Program  
Rady Faculty of Health Sciences

202 Human Ecology  
Winnipeg, Manitoba  
Canada R3T 2N2  
Phone: (204) 480-1464  
Mark.Nachtigal@umanitoba.ca

May 11, 2023

Dr. Sharon Bruce  
Head Department of Community Health Sciences

**Re: Application for temporary cessation of the BHEc FSS**

Dear Dr. Bruce,

Regarding the application to extend cessation of the BHEc Family Social Science (FSS) program enrolment, the Interdisciplinary Health Program (IHP) fully supports this action. As you are aware, the Bachelor of Health Studies (BHSt) degree includes a concentration, Family Health, that encompassed the curriculum provided by the FSS program. For the time being, the IHP has the capacity to provide student advisory services to the BHEc FSS students.

Sincerely,

A handwritten signature in black ink that reads "Mark W. Nachtigal".

Mark W. Nachtigal, Ph.D.  
Director, Interdisciplinary Health Program

May 17, 2023

To Whom It May Concern:

The Faculty of Education remains committed to the temporary cessation of the Family Social Sciences program in the Department of Community Health Sciences. Since the admission for the Bachelor of Human Ecology (General) degree ended in 2014 and all existing students are close to fulfilling their degree requirements, there is no justification to sustain the program in its current capacity.

Students who are interested can still pursue a teachable major (Senior Years only) or minor in Human Ecology by enrolling in the Bachelor of Health Studies (BHSt) program, which is offered under the Rady Faculty of Health Sciences. The courses previously offered under the FMLY program are now available within this program.

New students interested in pursuing a career as a teacher of Human Ecology (Home Economics) would still be able to obtain these teachable subjects through the Bachelor of Health Studies program. At the time of the dissolution of the Faculty of Human Ecology, the Faculty of Education prepared a document entitled, "Pathways to Completing a Human Ecology Teachable Major or Minor Application to the Bachelor of Education Program " so that prospective students will know what their options are if they are interested in applying to the After-Degree Bachelor of Education (B.Ed.) program. This document includes the courses that have been previously offered by Family Social Sciences, and has been to reflect the Bachelor of Health Studies course information.

To summarize, the Faculty of Education, as an internal stakeholder, believes that the continued cessation of the Family Social Sciences program will not adversely affect prospective B.Ed. students who desire to pursue a teachable major or minor in Human Ecology.

If you require any further information, please do not hesitate to contact the Dean's office at [dean.education@umanitoba.ca](mailto:dean.education@umanitoba.ca).

Sincerely,



Charlotte Enns, Ph.D.  
Acting Dean  
Faculty of Education

Application

TEMPORARY CESSATION OF A PROGRAM OF STUDY

Under The Advanced Education Administration Act



Universities and colleges requesting approval for the temporary cessation of a program of study from Education and Training must apply using this application form. This form reflects the requirements set out in the Programs of Study Regulation (MR 134/2015) under The Advanced Education Administration Act.

UM INTERNAL REQUIREMENTS

1. Please refer to the Senate Policy and Procedures on Admission Targets (available online at: [http://umanitoba.ca/admin/governance/governing\\_documents/academic/admission\\_targets.html](http://umanitoba.ca/admin/governance/governing_documents/academic/admission_targets.html)).
2. Please complete the application below and submit with it the following supplemental documentation, to the Deputy Provost (Academic Planning and Programs):
  - a. A cover letter justifying and summarizing the rationale behind the request for suspension of admissions (as outlined in section 2.3 on the Admission Targets Procedures).
  - b. Letters of support from internal stakeholders that were consulted as part of this proposal.
  - c. Enrolment and graduation trends for the past five years and forecasted trends for the next three to five years.
3. Please direct questions to Cassandra Davidson, Academic Programs Specialist, at [Cassandra.Davidson@umanitoba.ca](mailto:Cassandra.Davidson@umanitoba.ca) in the Office of the Provost & Vice-President (Academic).



University of Manitoba

SECTION A – PROPOSAL DETAILS

Institution: University of Manitoba

Applicable faculties/department with responsibility for the program:

- Faculty of Graduate Studies
- Faculty of Arts
- Department of Icelandic Language and Literature

If program is a joint program, list all participating institutions and the roles of each in delivering the program to be temporarily ceased:

Program name: Master's of Arts, Icelandic

Credential awarded: M.A.

Proposed start date for temporary cessation: September 1, 2023

Office Use Only

One-time funding: \_\_\_\_\_

On-going funding: \_\_\_\_\_

## SECTION B – PROGRAM DESCRIPTION AND DELIVERY

**B-1 Provide a general description of the program and its objectives:** *(Include intended purpose, curriculum design, and highlight distinctive attributes)*

The aim of the program is to develop the students' knowledge of modern and Old Icelandic language and literature and to train the students in methods of scholarship. Students entering the program will normally be expected to have taken an undergraduate major program in Icelandic or its equivalent. Those who do not meet these requirements may be required to take additional courses in preparation for their graduate work. Students who have already done post-graduate work elsewhere, particularly while in residence in Iceland, will be given recognition. A reading knowledge of a second language is required. Requirements for the M.A. degree include a thesis and three graduate courses.

Students can study works by Icelandic authors in their translated form, or in the original, or they can follow comparative literary approaches. The curriculum is driven by a coursework plus thesis model and normally involves supplementary training in the Icelandic language.

The program is almost unique in North America and is the only graduate level program of its kind in Canada. Its capacity is deeply enhanced by the very strong library collections in Icelandic held in the Elizabeth Dafoe Library. Specialist study is possible in Icelandic-Canadian literature, Icelandic Literary History and Icelandic Literature in translation as well as Icelandic immigration and settlement and Icelandic-Indigenous contact in Manitoba.

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**B-2 Length of Program:** *(Define the length of the proposed program using measures appropriate to the schedule and delivery format. This will include total course credits and weeks/months, and, where relevant, hours and semesters of instruction)*

The Master's degree is a two-year program of study. Students must complete 18 credit hours of coursework at the 7000 level, normally in year one of their program. Students then research and write a master's thesis.

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**B-3 Describe the mode of delivery for this program:**

The program follows a two-year model of study, beginning with 18 credit hours of graduate study in Icelandic with up to 6 credit hours of graduate-level coursework permitted in a cognate department such as German, Slavic Studies, English, History.

**C-1 Identify and provide a detailed description of the rationale for the temporary cessation of this program of study:**

*(Such as changes in applications, enrolment, employer demand.)*

The program is only viable when a full-time faculty member with a Doctoral degree and an established research program and record is in place. Since Dr. Birna Bjarnadóttir's departure in 2015, the Department dissuaded potential students from applying to the M.A. in Icelandic Language and Literature as they could not promise them that a full-time research supervisor would be in place. Other faculty members in cognate departments, such as Dr. Arnason (Dept. English, Theatre, Film and Media) have since retired.

The faculty member who would direct graduate research would also be responsible for coverage of some portion of the undergraduate teaching curriculum in Icelandic literature and culture. With modest (though sustained) interest from graduate students along with modest undergraduate enrollments, it has not been a strategic resource priority for the Faculty of Arts to replace the full-time research faculty position in the face of competing enrollment pressures in other departments. Thus, the program does not currently hold the requisite research instructional capacity to commit to multi-year supervision of potential graduate students.

The Icelandic community in Winnipeg and across Canada, including University of Manitoba alumni, has been supportive of an ongoing place for this program and a growing endowment fund has been established. The Government of Iceland has also been a major donor to the Icelandic Department and to the Icelandic Collection housed in the Dafoe Library. However, ongoing support for a niche program such as this one, will best occur once a solid and evergreen funding model has been secured in support of a new full-time research faculty member. A fully endowed Chair would be the permanent solution.

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**C-2 Describe the expected outcome of the temporary cessation of this program and the timeframe of the temporary cessation process:**

Efforts to enhance support for a Chair in Icelandic and collaboration with the local Icelandic-Canadian community are both ongoing. As well, the Department and University have continued to develop strategic partnerships with the University of Iceland to include student exchange opportunities, including for graduate students.

A delay in re-opening admissions is a responsible approach to students who would be unable to successfully complete an advanced program of study. The COVID-19 pandemic has severely disrupted graduate student mobility and international interest. Those disruptions may continue to ripple over the next couple of years and additional time will be important to assessing if interest returns.

During a further cessation of admissions, time can also be used to build further capacity with community and cultural supporters, investigate alternative teaching models in the Department, and liaise with university partners willing to collaborate on a new model for graduate level instruction.

Cessation of admission is proposed for two years, from September 1 2023 to August 31 2025; the maximum two-year time period allowed under the Senate Policies and Procedures on Admissions Targets (Section 2.6)

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**C-3 Outline the internal approval process (i.e. committees, governing bodies) for approving the temporary cessation of this program of study within your institution and indicate any dates of decision.** (*Governing Council, Board of Governors, Board of Regents, Senate, other*)

**UM INTERNAL REQUIREMENTS:** dates will be inserted by the Provost's Office prior to submission to government.

**UNIVERSITY OF MANITOBA:**

<u>Approval by President</u>	<u>Date</u>	
Consultation with Senate:	_____	
Consultation with Board of Governors:	_____	
Additional Consultation ( <i>as needed</i> ):	_____	Details:
Final Decision:    Y <input type="checkbox"/> N <input type="checkbox"/>	_____	

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**C-4 Responsibility to consult**

C-4.1 What agencies, groups, or institutions have been consulted regarding the temporary cessation of this program?

C-4.2 How have students and faculty been informed of the intent to temporarily cease this program?

The Faculty of Arts has been in direct communication with the Department Head

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**C-5 Describe the impact that the temporary cessation of this program may have on the labour market in Manitoba:**

Past graduate students in the program have come from both within and outside of the Province. Students coming to Manitoba for postgraduate studies support local business, rent accommodations, and sometimes contribute academic labour by serving as teaching assistants or part time instructors at various institutions.

**D-1 Describe how the temporary cessation of this program will affect any specific laddering, articulation and/or credit transfer options for students in Manitoba and Canada:**

There is no effect to such options resulting from this cessation.

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**D-2 Describe how the temporary cessation of this program may affect the academic, cultural, social and economic needs and interests of students and the province:**

Given Manitoba's unique national and global position as a former hub of Icelandic emigration, and with the ongoing vibrancy of Icelandic culture in the province, especially in and around Gimli and the Interlake region, it is possible that the absence of the forum for training highly skilled keepers of Icelandic knowledge about language, literature, culture, and history will lead to an unquantifiable loss to the fabric of Manitoba society. Potential spin offs including cultural vibrancy, migration studies, and cultural products will be felt so long as this program remains in limbo.

Moreover, highly trained personnel transfer their acquired skills from Master's program in research, writing, project management, interview, translation, public presentation, and so on, to multiple fields and employment sectors beyond their field of study.

## SECTION E– STUDENT IMPACTS

**E-1 Provide a program completion plan for students currently enrolled in the program that is being temporarily ceased:**

\*\*\* The program has no students at present

Year 1 N/A

Year 2 N/A

Year 3 N/A

Year 4 N/A

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**E-2 Will previous graduates of this temporarily ceased program be negatively affected by the temporary cessation of this program?**

No

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**E-3 What was the maximum seat capacity of the program that is being temporarily ceased?**

3 students

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**E-4 What was the enrolment and graduation rate for this program over the past 5 years?**

Year	Registered	Graduated
2018	1	0
2019	1	1
2020	0	0
2021	0	0
2022	0	0

**Enrolment data for the Icelandic Language and Literature M.A. Program**

- The program had 1 student in the past 5 years; that student graduated in 2019
- Program enrolment is currently suspended and there have been no new enrolments since the last student graduated in 2019
- If a research faculty member is hired who can oversee MA theses in the program, we anticipate interest from between 1 and 3 students in any given year.

**F-1 What portion of ongoing funding is allocated to this program?**

The Faculty of Arts continues to provide space and administrative assistance to the Department of Icelandic Language and Literature.

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**F-2 Please provide a detailed description of how these funds will be reallocated during the temporary cessation of this program:**

The current endowment Academic and Operating fund for the Department of Icelandic Language and Literature supports a portion of the administrative costs of the unit's undergraduate offerings as well as the salary for a full-time Instructor in the program.

**SECTION G – FINANCIAL REALLOCATION**

*(A second signature section is provided for joint programs only)*

**SUBMITTED BY:**

**President:**

Name:

Signature:

Date:

**Vice-President/Academic:**

Name:

Signature:

Date:

---

*For use by joint programs only:*

**President:**

Name:

Signature:

Date:

**Vice-President/Academic:**

Name:

Signature:

Date:

**SUBMIT COMPLETED FORM**

**PROVOST'S OFFICE ONLY** Once completed and signed, please submit this application form to Post-Secondary Education and Labour Market Outcomes at [PSE-LMO@gov.mb.ca](mailto:PSE-LMO@gov.mb.ca) with the following attachments (double-click to engage check box):

<input type="checkbox"/>	Cover letter
<input type="checkbox"/>	Any supporting documentation <i>(reviews, letters of support, etc.)</i>

**If you have any questions or require further information, please contact:**

Post-Secondary Education and Labour Market Outcomes  
Manitoba Education and Training  
400-800 Portage Avenue Winnipeg MB R3C 0C4  
(204) 945-1833  
[PSE-LMO@gov.mb.ca](mailto:PSE-LMO@gov.mb.ca)



**University  
of Manitoba**

Faculty of Graduate Studies  
500 University Centre  
Winnipeg, Manitoba  
Canada R3T 2N2  
Telephone: (204) 474-9887  
Fax: (204) 474-7553

May 19, 2023

To: Dr. Greg Smith, Vice Provost (Academic Planning and Programs)  
Office of the Provost & Vice-President (Academic)

From: Dr. Kelley J. Main Dean, Faculty of Graduate Studies

Re: Request to Extend Status of Suspended Program

I am writing in support of the continued temporary cessation of the **Master of Arts in Icelandic Language and Literature**. I am in agreement that the program should be suspended for another 24 months (September 1 2023 to August 31 2025) to allow time to find a faculty member who can supervise graduate students in the MA program. It is with hope that this unique program will one day have the resources to re-admit high quality graduate students.

Please do not hesitate to contact me if further information is required at [Kelley.main@umanitoba.ca](mailto:Kelley.main@umanitoba.ca).

*Kelley J. Main*



March 30, 2023

Dear President Benarroch,

We write to ask your permission to allow our faculty to consolidate the current admission targets of the BSW program into a single target of 280 each year. There is no increase to the total seats.

The Faculty of Social Work Bachelor of Social Work program has four units, namely Fort Garry (Main campus), Distance Delivery, Northern (in Thompson), and Inner-City sites (William Norrie campus on Selkirk Ave. in Winnipeg). Each has its own admission criteria and targets to cater for different needs of the community. Currently seats are not transferrable among units which results in an annual average of 50 unused seats over the last five years. We consulted the Registrar and Vice-Provost (Academic) office who advised that we write to you for permission to consolidate the following targets to one pool so that we can adjust each site's admission targets within the Faculty of Social Work. We understand that you will bring this request to Senate upon your approval.

**The following is our proposal:**

Current admission targets by site by category:

Program sites	Current targets
Distance Delivery	100
Northern Access	35
Northern External	10
Fort Garry	75
Inner City	60
Total	280

**Within the overall 280 seat target, the Faculty of Social Work is proposing the following distribution of seats by site:**

Program sites	Proposed Seat Distribution of the Admission Target Seats (280)
Distance Delivery	100
Northern Access	25
Northern External	5
Fort Garry	75
Inner City	40
Cohort*	35
Total	280

**\*Note:** We have approved at our March 2023 Faculty Council meeting an introduction of a cohort category for admission that is being sent to SCADM for their consideration with the hopeful implementation for the Fall 2024 admission cycle.

To ensure that the seats available are filled on an annual basis, the Faculty of Social Work is proposing reallocation rules for any unused seats. We propose to create a cohort category which targets designates existing social service providers from remote and/or rural communities in Manitoba who need a Bachelor of Social Work degree. Most of these targets are Indigenous Peoples. In consultation with a number of communities, it has been outlined the importance and need of creating a blended cohort admission to serve the needs of these communities.

Additional information on the rationale for the proposal including historical seat distribution by site and reallocation of unused seats can be found in Appendix I of the covering memo.

Sincerely,

A handwritten signature in black ink that reads "Michael Yellow Bird". The signature is written in a cursive, flowing style.

Michael Yellow Bird, CMT, MSW, PhD  
Dean and Professor, Faculty of Social Work  
Research Affiliate, Center on Aging  
522 Tier Building  
University of Manitoba  
Winnipeg, MB, Canada R3T 2N2  
[Michael.yellowbird@umanitoba.ca](mailto:Michael.yellowbird@umanitoba.ca)

Cc: Laurie Schnarr, chair of SCADM;  
Jeff Adam, Registrar  
Cassie Davidson, Vice-Provost (Academic) office  
Erin Stone, Director of Admission

## Appendix 1

### Reallocation rules:

Unused seats of Faculty of Social Work will be reallocated between sites among different units based on the following hierarchy and criteria (chronological order):

1. Inner City to a maximum of 60 total
2. Northern ACCESS to a maximum of 35 total
3. Northern External to a maximum of 10 total
4. Cohorts to a maximum of 50 total
5. Fort Garry Educational Equity (EE) Category to a maximum of 85 total to Fort Garry site
6. Distance Delivery remaining seats until the total 280 seats has been filled

### Rationales for the reallocation rules

In order to use our full allotment of 280 seats annually, being able to move seats around to different sites within the Faculty of Social Work will allow us to use up unused seats from different sites and make sure our admission numbers reach closer to our over target of 280 students each year. For equity purposes, we've prioritizing in our reallocation rules the program units that have lower numbers historically, they will get the first chance to increase their new maximum, then any unused seats will eventually go to cohorts, Fort Garry then finally Distance Delivery until the 280 available seats are used.

The figures of unused seats documented in the last five years below show that the unused seats will very likely go to #4 Cohorts. If there are still unused seats, that amount will go to #5 EE category of Fort Garry. There are substantial applicants who are applying to the Fort Garry program and do not get accepted due to the high GPA required currently. There are many potential applicants that are not able to enter the BSW program due to the barriers placed upon them by the current admission criteria. Many applicants do not qualify for the Access programs either because they have more than 27 credit hours.

### Demand for Cohorts

As noted in our memo, demand for the BSW in remote Manitoba communities is substantial. Many communities/agencies are requiring the degree due to Manitoba social work legislation and lack of employees to fill positions. Currently, the BSW has on average of 50 seats through the ACCESS programs that are left unfilled every year (see tables below for details on admission numbers by site). The demand is there, however potential applicants are not prepared or cannot move to either Winnipeg or Thompson to study as the applicants are generally mature

students with families that they are unable to leave for extended periods of time. Since current admission processes do not meet their needs, potential applicants do not apply to our program. We conducted a community consultation with about ten child welfare agencies in different Treaties of Manitoba.<sup>1</sup> Many of the agency executives were graduates from our past cohorts. They requested that we change the admission criteria and use a blended model of cohort delivery. They are enthusiastic to recommend and support their staff to enroll in this cohort BSW education to fulfil their needs for social work education.

Based on the information gathered from the community consultations, the Faculty of Social Work works on more permanent changes to our admission criteria to include a formal cohort category as to avoid needing to make individual requests to admit students in community cohorts in the future. The proposal has been endorsed by our Faculty Council in March 2023 and is being sent to the Senate Committee on Admissions and on to Senate for approval this spring with an aim to take effect for Fall 2024 admission cycle.

**Historical figures from 2015-2022:**

The average unused spots for Faculty of Social work BSW program is about 50 spots per year since 2015.

**Figures from 2015-2019:**

Northern					
Year	Target	Applicants	Admitted	Registered	Difference
2019-2020					
External	10	6	4	3	-7
Northern	35	28	22	22	-13
TOTAL	45	34	26	25	-20
2018-2019					
External	10	14	4	2	-8
Northern	35	21	21	15	-20
TOTAL	45	35	25	17	-28
2017-2018					
External	10	9	6	6	-4
Northern	35	31	31	28	-7
TOTAL	45	40	37	34	-11
2016-2017					
External	10	11	6	5	-5
Northern	35	27	27	17	-18
TOTAL	45	38	33	22	-23
2015-2016					

<sup>1</sup> The prominent ones are West Region Child and Family Services, Anishinaabeg Child and Family Services, Michif Child and Family Services, Sagkeeng Child and Family Services, Opaskwayak Cree Nation Education Authority.

External	10	3	3	1	-9
Northern	35	23	23	19	-16
TOTAL	45	26	26	20	-25

The Northern Site did not meet the admission target of 225 students in the past five years by 107 spots (**average of 21 spots per year**).

Inner City					
Year	Target	Applicants	Admitted	Registered	Difference
2019-2020	60	107	40	40	-20
2018-2019	60	33	33	33	-27
2017-2018	60	38	38	36	-24
2016-2017	60	50	50	44	-16
2015-2016	60	57	57	49	-11

The Inner City Site did not meet the admission target of 300 students in the past five years by 98 spots (**average of 19 spots per year**).

Distance Delivery					
Year	Target	Applicants	Admitted	Registered	Difference
2019-2020	100	284	117	101	
2018-2019	100	261	106	87	-13
2017-2018	100	304	122	100	
2016-2017	100	288	125	88	-12
2015-2016	100	255	133	86	-14

The Distance Delivery Program did not meet the admission target of 500 students in the past five years by 38 spots (**average of 7 spots per year**).

Fort Garry					
Year	Target	Applicants	Admitted	Registered	Difference
2019-2020	75	210	98	75	
2018-2019	75	194	77	71	-4
2017-2018	75	258	77	70	-5
2016-2017	75	239	92	68	-7
2015-2016	75	226	95	76	

Fort Garry Campus did not meet the admission target of 375 students in the past five years by 15 spots (**average of 3 spots per year**).

### Figures from 2020-2022:

Figures from 2020 to 2022 show similar trends with Northern and Inner City sites not meeting admission targets.

<b>BSW Accepted Offers to from 2020-2022*</b>			
<b>Program</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
Distance Delivery	120	121	108
Northern Access	16	18	19
Fort Garry	75	75	75
Inner City (FALL)	15	21	18
Inner City (SUMMER)	21	18	17
Northern External	4	8	2
<b>Totals</b>	<b>251</b>	<b>261</b>	<b>239</b>



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Report from Senate (June 21, 2023)

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**Item forwarded for approval:**

**Recommended resolution:**

**THAT the Board of Governors approve the Report of the Senate Committee on Awards (dated May 9, 2023)**

**Items forwarded for information:**

- President's Approval - Increase to Admission Target, Master of Arts and Doctor of Philosophy in Psychology (Clinical Psychology), Department of Psychology, Faculty of Arts
  - Implementation of new programs:
    - Ph.D. in Pathology and Laboratory Medicine
    - M.Sc. and Ph.D. in Pediatrics and Child Health
    - Graduate Micro-Diploma in Science Communication
- 

[For approval \(Attachment 1\)](#)

**Report of the Senate Committee on Awards (dated May 9, 2023)**

**Context and Background:**

As provided for in its terms of reference, the Senate Committee on Awards has the responsibility, “[on] behalf of Senate, to approve and inform Senate of all new offers and amended offers of awards that comply with the University of Manitoba’s policy on *Student Awards*.”

At its meeting on May 9, 2023, the Committee approved six new offers, eight amended offers, and the withdrawal of two offers, as set out in the Report.

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**Resource Requirements:**

The awards will be funded from the sources identified in the Report.

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**Consultation and Routing to the Board of Governors:**

These award decisions are consistent with the *Student Awards* policy. They were endorsed by the Senate Committee on Awards, on behalf of Senate, at its meeting on May 9, 2023. The Senate Executive Committee received the Report, for information, at its meeting on June 9, 2023, and Senate will receive the Report, for information, at its meeting on June 21, 2023.

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For information:

### **President's Approval - Increase to Admission Target, Master of Arts and Doctor of Philosophy in Psychology (Clinical Psychology), Department of Psychology, Faculty of Arts**

#### **Context and Background:**

The Board policy on *Admission Targets* specifies that it is the President who has authority to approve changes to, or the introduction of, admission targets following consultation and discussion with the dean or director, with Senate and with the Board of Governors, subject to the provisions of the provincial *Programs of Study Regulation*.

The President has approved a request from the Department of Psychology, Faculty of Arts, for an admission target increase of eight (8) students, to increase the number of students admitted annually to the integrated M.A. and Ph.D. programs from eight (8) to sixteen (16). The request is one of several requests developed to expand healthcare programs at the University, to respond to an identified need for more healthcare professionals in the province. The objective of this request, specifically, is to respond to a longstanding shortage of mental health professionals. Pending approval by the province, the admission target increase would be implemented for the 2024 Fall intake into the program.

The President previously consulted with Senate (May 17, 2023) and with the Board of Governors (March 28, 2023) on the request.

#### **Resource Requirements; Implications:**

The resource requirements and implications for this item remain as outlined in the previous submission to the Board of Governors from Senate (dated April 5, 2023) for the Board meeting on March 28, 2023.

#### **Consultation and Routing to the Board of Governors:**

Senate will be informed of the President's approval at its meeting on June 21, 2023.

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For information:

#### **Implementation of new programs:**

- **Doctor of Philosophy in Pathology and Laboratory Medicine**
- **Master of Science and Doctor of Philosophy in Pediatrics and Child Health**
- **Graduate Micro-Diploma in Science Communication**

Implementation: Ph.D. in Pathology and Laboratory Medicine, Department of Pathology, Max Rady College of Medicine

Implementation: M.Sc. and Ph.D. in Pediatrics and Child Health, Department of Pediatrics and Child Health, Max Rady College of Medicine

#### **Context and Background:**

The Board of Governors approved proposals for the following programs at its meeting on November 29, 2022. The University received notification on April 25, 2023, that Manitoba Advanced Education and Training has approved the programs. The Provost and Vice-President (Academic) has authorized implementation of the programs effective for the 2023 Fall Term.

- Ph.D. in Pathology and Laboratory Medicine
- M.Sc. and Ph.D. in Pediatrics and Child Health

#### **Resource Requirements; Implications:**

The resource requirements and implications for these items remain as outlined in the submission from Senate (November 2, 2022) to the Board of Governors (November 29, 2022). The programs will be funded through the reallocation of existing resources in the respective Departments and tuition revenue.

**Consultation and Routing to the Board of Governors:**

Senate was informed of the Province’s approval and the Provost’s decision to implement these programs at its meeting on June 21, 2023.

[Implementation: Graduate Micro-Dip. in Science Communication, Department of Immunology, Max Rady College of Medicine](#)

**Context and Background:**

The Board of Governors approved a proposal for Graduate Micro-Diploma in Science Communication at its meeting on November 29, 2022. The Provost and Vice-President (Academic) has authorized implementation of the programs effective for the 2023 Fall Term.

**Resource Requirements; Implications:**

The resource requirements and implications for this item remain as outlined in the submission from Senate (October 6, 2022) to the Board of Governors (November 29, 2022). The program will be funded through the reallocation of existing resources in the Rady Faculty of Health Sciences and tuition revenue.

**Consultation and Routing to the Board of Governors:**

Senate will be informed of the Provost’s decision to implement the program at its meeting on June 21, 2023.

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**SUBMISSION PREPARED BY:**                      University Secretary

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**ATTACHMENT:**

**Item for approval:**

Attachment 1 –  
Report of the Senate Committee on Awards (dated May 9, 2023)

## REPORT OF THE SENATE COMMITTEE ON AWARDS

### Preamble

Terms of reference for the Senate Committee on Awards include the following responsibility:

On behalf of Senate, to approve and inform Senate of all new offers and revised offers of awards that comply with the Student Awards Policy.

### Observations

At its meeting of May 9, 2023, the Senate Committee on Awards approved 6 new offers, 8 revised offers and 2 withdrawals as set out in the *Report of the Senate Committee on Awards (May 9, 2023)*.

### Recommendations

On behalf of Senate, the Senate Committee on Awards recommends that the Board of Governors approve 6 new offers, 8 revised offers and 2 withdrawals as set out in the *Report of the Senate Committee on Awards (May 9, 2023)*. These award decisions comply with the Student Awards Policy.

Respectfully submitted,

Dr Jared Carlberg

Chair, Senate Committee on Awards

## SENATE COMMITTEE ON AWARDS

May 9, 2023

### 1. NEW OFFERS

#### **Andrew Grant Memorial Scholarship**

The family of Andrew Grant established a memorial scholarship fund through The Winnipeg Foundation to honour Andrew's memory. Andrew was an honour student in the Faculty of Science who had a passion for science. The purpose of the fund is to reward the academic achievements of a student with a passion for sciences. The Winnipeg Foundation will confirm the value of these awards annually. Each year, one scholarship valued at \$1,200 will be offered to an undergraduate student who:

- (1) has graduated from a Manitoba high school;
- (2) is enrolled full-time (minimum 80% course load) in the second or third year of study in any degree program in the Faculty of Science; and
- (3) has achieved a minimum degree grade point average of 3.5.

Preference will be given to a student who has graduated from a Manitoba high school outside the city limits of Winnipeg.

The Dean of the Faculty of Science (or designate) will name the selection committee for this award.

The Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Any future modifications that may be necessary due to changed conditions will require complete consultation with The Winnipeg Foundation.

#### **Dr. Barbara Payne Scholarship**

The Dr. Barbara Payne Scholarship was established to offer a scholarship for graduate students pursuing studies in social gerontology. Dr. Payne's research expertise was in the fields of social gerontology, health sociology, oral health and older adults, and successful aging. Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer one or more scholarships to graduate students who:

- (1) are enrolled full-time in the Faculty of Graduate Studies, in the first or second year of a master's program, or are within the first four years of a doctoral program;
- (2) have achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study; and
- (3) are conducting or will conduct thesis research in the area of social gerontology\*.

\*Social gerontology is the study of the social process of aging and the interaction of older adults with their environments, including issues such as the contributions of older adults to the community, services provided in the community for older adults, and the utilization of group residences and communities for older adults (American Psychological Association, <https://dictionary.apa.org/social-gerontology>)

In order to demonstrate how they meet the above criteria, applicants will be required to submit (i) a description of the proposed research and a statement of its practical applicability and relevance to social gerontology, (ii) information on their educational background and research experience, (iii) an unofficial transcript, and (iv) two letters of reference, one from the graduate advisor and one from another faculty member familiar with the applicant's research work. The referees must forward both letters directly to the Centre on Aging.

The recipient of the scholarship will be required to submit a copy of their thesis/dissertation when

complete, acknowledging the importance of the financial support to the Centre on Aging.

A recipient may only hold this award once in a specific degree program. The stage in career will be considered and students will be ranked according to academic record, research project, research experience, publications and presentations, and letters of support.

The selection committee has the discretion to determine the number and value of awards offered each year based on the available funds, as outlined in the criteria above.

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Director of the Centre on Aging (or designate) to name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate) and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

### **Dr. Jones and Katie Young Scholarship in Dentistry**

Dr. Jones Young (D.M.D./'87) and Mrs. Katie Young established an endowment fund at the University of Manitoba with an initial gift of \$50,000 in 2023. The purpose of the fund is to reward the academic achievements of one third year and one fourth year student in the Dr. Gerald Niznick College of Dentistry at the University of Manitoba. As a demonstration of his appreciation for the education that he received at the University of Manitoba, Dr. Young has established this scholarship to support the Dr. Gerald Niznick College of Dentistry's Drive for Top 5 Campaign.

Each year, beginning in 2024-2025, the available annual income from the fund will be used to offer two scholarships of equal value to undergraduate students who:

- (1) are enrolled full-time (minimum 80% course load) in the third and fourth year of study in the Doctor of Dental Medicine (D.M.D.) program in the Dr. Gerald Niznick College of Dentistry;
- (2) have achieved a minimum degree grade point average of 3.5; and
- (3) have demonstrated a professional attitude in their interactions with instructors, staff, and fellow students and are positive role models to fellow students.

The selection committee will award two awards only offering one to a third year student and one to a fourth year student each year based on the available funds, as outlined in the criteria above.

The selection committee will be the Awards Committee of the Dr. Gerald Niznick College of Dentistry.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate) and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

### **Engineers Geoscientists Manitoba Bursary in Engineering**

In honour of their centenary, Engineers Geoscientists Manitoba established an endowment fund with an initial gift of \$300,000 at the University of Manitoba in 2021. The purpose of the fund is to support undergraduate students pursuing studies in the Price Faculty of Engineering. Each year, beginning in 2023-2024, the available annual income from the fund will be used to offer five bursaries to undergraduate students who:

- (1) are enrolled full-time (minimum 60% course load) and have completed 70 credit hours or more in any degree program in the Price Faculty of Engineering at the University of Manitoba;
- (2) have achieved a minimum degree grade point average of 2.0; and
- (3) have demonstrated financial need on the standard University of Manitoba general bursary application form.

Preference will be given to ENGAP students and students who identify as women or non-binary, until proportionate representation has been achieved.

This bursary is renewable provided students continue to meet all the above criteria. In years where a renewal is made, no new award will be offered.

The selection committee will be the Scholarships, Bursaries, and Awards Committee of the Price Faculty of Engineering.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

### **Tony T. K. Lau Awards for Volunteer Service to International Students**

In order to promote cultural understanding, and in honour of the support he received as an international student, Tony T.K. Lau (B.A.'71), past President of the University of Manitoba International Student Organization (1971-1972), and co-founder and current President of the University of Manitoba Chinese Alumni Association of Canada (1986), established an endowment fund with the initial gift of \$50,000 at the University of Manitoba in 2016. The purpose of the fund is to support student volunteers who have had an impact in the lives of international students at the University of Manitoba.

### **Tony T. K. Lau Bursary for Volunteer Service to International Students**

Beginning in 2023-2024, 75% of the available annual interest from the fund will be used to offer one bursary to an undergraduate student who:

- (1) is enrolled full-time (minimum 60% course load) in the second year of study or higher in any faculty, college, or school at the University of Manitoba;
- (2) has achieved a minimum degree grade point average of 3.0;
- (3) has volunteered to help international students adapt to Canada and the University of Manitoba, either through participation in programs offered through the International Centre, or through any University of Manitoba association or group; and
- (4) has demonstrated financial need on the standard University of Manitoba bursary application form.

Candidates will be required to demonstrate how they meet criterion (3) by completing a 250-word statement in the University of Manitoba supplemental bursary application.

### **Tony T. K. Lau Scholarship for Volunteer Service to International Students**

Beginning in 2023-2024, 25% of the available annual interest from the fund will be used to offer one scholarship to an undergraduate or graduate student who:

- (1) is enrolled full-time (minimum 80% course load) in any faculty, college, or school at the University of Manitoba;
- (2) has achieved a minimum degree point average of 3.5; and
- (3) has volunteered to help international students adapt to Canada and the University of Manitoba, either through participation in programs offered through the International Centre, or through any University of Manitoba association or group.

To support criteria (3), nominations will be accepted from International Centre staff and/or members of a University of Manitoba association or group.

The same student may qualify for both the Tony T. K. Lau Bursary for Volunteer Service to International Students and the Tony T. K. Lau Scholarship for Volunteer Service to International Students in the same year.

The recipients of the awards will be recognized with their name on a plaque. The plaque will be on display in the International Centre which will be updated annually to include the names of the award recipients. A portion of the endowment fund will be set aside to cover the costs associated with the plaque and nameplates. The International Centre is responsible for ordering the plaque, nameplates and updating the names on the plaque on an annual basis.

The Director of the International Centre (or designate) will name the selection committee for this award, which will include the donor (or designate) and a member of the University of Manitoba International Student Organization. If a graduate student is selected for the Tony T. K. Lau Scholarship for Volunteer Service to International Students, the results will be reported through the Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate).

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

### **William C. Irish Bursary in Law**

In memory of William C. Irish, his son Richard Irish established an endowment fund with an initial gift of \$75,000 at the University of Manitoba in 2023. The purpose of the fund is to support undergraduate students pursuing studies in the Juris Doctor program in the Faculty of Law. Each year, beginning in 2023-2024, the available annual income from the fund will be used to offer two bursaries to undergraduate students who:

- (1) are enrolled full-time (minimum 60% course load) in any year of study of the Juris Doctor program in the Faculty of Law;
- (2) have achieved a minimum degree grade point average of 2.5; and
- (3) have demonstrated financial need on the standard University of Manitoba general bursary application form.

The Dean of the Faculty of Law (or designate) will name the selection committee for this award.

This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

## 2. AMENDMENTS

### Anatomical Research Fund

The following amendments were made to the terms of reference for the Anatomical Research Fund:

- The preamble was revised to:

*A trust fund has been established at the University of Manitoba to assist students and investigators in the Department of Human Anatomy and Cell Science. This fund will support student awards, Grant-In-Aid of Research and travel costs.*

- The numbered criteria were revised to:

*Each year, one or more awards, valued at a maximum of \$6,000, will be offered to graduate students who:*

- (1) are enrolled full-time in the Faculty of Graduate Studies in a masters or doctoral program delivered by the Department of Human Anatomy and Cell Science in the Rady Faculty of Health Sciences;*
- (2) have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and*
- (3) actively participate in the research and academic activities of the department.*

*Each year, one or more travel awards, valued at a maximum of \$750, will be offered to graduate students who:*

- (1) are enrolled full-time in the Faculty of Graduate Studies in a masters or doctoral program delivered by the Department of Human Anatomy and Cell Science in the Rady Faculty of Health Sciences;*
- (2) have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and*
- (3) are presenting their research with an accepted abstract at a professional scientific meeting.*

- The paragraph following the numbered criteria was revised to:

*At the discretion of the selection committee, one or more awards may be given to students not enrolled in a graduate program who actively participate in the department's research activity.*

*The selection committee will have the discretion to determine the number of awards offered each year based on the available funds, as outlined in the criteria above.*

*The balance of the trust, any unspent revenue and the leftover available annual income from the fund will be used at the discretion of the Department of Human Anatomy and Cell Science for a Grant-in-Aid of Research contribution to anatomy faculty and for any special projects or initiatives as identified by the Head of the Department (or designate).*

- The selection committee paragraph was revised to:

*The Dean of the Rady Faculty of Health Sciences (or designate) will ask the Head of the Department of Human Anatomy and Cell Science (or designate) to name the selection committee.*

- The standard Board of Governors statement was added.

### **David Stern Memorial Prize**

The following amendments were made to the terms of reference for the David Stern Memorial Prize:

- The preamble was revised to:

*In memory of David Stern, a former Vice-President of Shoppers Drug Mart in Manitoba, the Shoppers Drug Mart Manitoba Associates established an endowment fund at The University of Manitoba in the amount of \$4,000 in 1995. The prize will be offered to a student who has the highest grade in the course Pharmacy Management. Each year, beginning in 2000-2001, the available annual income from the fund will be used to offer one prize to an undergraduate student who:*

- The numbered criteria were revised to:

- (1) has completed the requirements for the third year of the Doctor of Pharmacy (PharmD) degree program in the College of Pharmacy in the year in which the award was tenable;*
- (2) has achieved a minimum degree grade point average of 3.0; and*
- (3) has achieved the highest standing in Pharmacy Management (currently numbered PHMD 3010).*

- The selection committee paragraph was revised to:

*The selection committee for this award will be the College of Pharmacy Professional Program Awards Committee.*

- The standard Board of Governors statement was added.

### **Department of Indigenous Studies Graduate Scholarship**

The following amendments were made to the terms of reference for the Department of Indigenous Studies Graduate Scholarship:

- The preamble was revised to:

*The Department of Indigenous Studies at the University of Manitoba established an annually funded award in 2011. The purpose of the fund is to provide scholarships for master's students while they undertake their thesis research in the summer term. Each year, up to two scholarships, valued at \$2,000 each, will be offered to graduate students who:*

- The numbered criteria were revised to:

- (1) are enrolled full-time in the Faculty of Graduate Studies, in the first or second year of study in the Master of Indigenous Studies program offered by the Faculty of Arts;*
- (2) have achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study;*
- (3) have completed the two required courses Methodology and Research Issues in Indigenous Studies (INDG 7230) and Issues in Colonization (INDG 7240) with a minimum combined grade point average of 3.0; and*
- (4) will undertake thesis research in Indigenous Studies during the summer term of their first or second year of study in the program.*

- The paragraphs following the numbered criteria were revised to:  
*Preference will be given to students who have completed their course work for the program and have submitted a thesis proposal.*  
*In order to demonstrate how they meet criterion (4), applicants will be required to submit the following: (i) a description of their proposed research project (maximum 500 words), (ii) a current unofficial academic transcript(s), and (iii) a letter of support from their graduate supervisor(s).*  
*The Department of Indigenous Studies Graduate Scholarship is not tenable with any other major scholarship, including University awards with a value greater than or equal to that of a University of Manitoba Graduate Fellowship and external awards funded by provincial or federal government programs.*
- The following paragraph was added:  
*A maximum of two Department of Indigenous Studies Graduate scholarships can be awarded in any given year.*  
*The selection committee has the discretion to determine the number of awards offered each year based on the available funds, as outlined in the criteria above.*
- The selection committee paragraph was revised to:  
*The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Head of the Department of Indigenous Studies (or designate) to name the selection committee for this award.*
- The standard Board of Governors statement was added.

### **Dr. John (Jack) Neilson Research Award in Oral-Systemic Health**

The following amendments were made to the terms of reference for Dr. John (Jack) Neilson Research Award in Oral-Systemic Health:

- The preamble was revised to:  
*In memory of the founding Dean of the Dr. Gerald Niznick College of Dentistry, Dr. John (Jack) Neilson, the Neilson family established an endowment fund at the University of Manitoba, with an initial gift of \$50,000 in 2009. The fund will be used to offer scholarship support for students undertaking graduate thesis research in the area of clinical or translational periodontal/peri-implant research with preference given to clinical research with an oral-systemic health focus. Each year, the available annual income from the fund will be used to offer one or more scholarships to graduate students who:*
- The numbered criteria were revised to:
  - (1) *are enrolled full-time in the Faculty of Graduate Studies, in the Master of Dentistry (Periodontics) program;*
  - (2) *have achieved a minimum degree grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study;*
  - (3) *are conducting thesis research in the area of clinical or translational periodontal/peri-implant research ;*
  - (4) *have received approval for their research ethics protocol from a Research Ethics Board; and*

(5) *have established at least one research collaboration with a faculty member or clinical resident from basic sciences, a health profession or other health-related discipline outside of the Department of Dental Diagnostic and Surgical Sciences.*

- The paragraph following the numbered criteria was revised to:

*In order to demonstrate how they meet criteria (3), (4), and (5), candidates will be required to submit: (i) a letter of application (maximum 500 words), (ii) a research proposal, and (iii) a letter of support from their supervisor.*

*Preference will be given to clinical research with an oral systemic health focus.*

*The Dr. John (Jack) Neilson Research Award in Oral-Systemic Health is not renewable but previous recipients can hold the award more than once.*

*The selection committee will have the discretion to determine the number and value of awards offered each year based on the available funds, as outlined in the criteria above.*

- The selection committee paragraph was revised to:

*The Vice-Provost (Graduate Education) and The Dean of the Faculty of Graduate Studies (or designate) will ask the Dean of the Dr. Gerald Niznick College of Dentistry (or designate) to name the selection committee for this award, which will include the Division Head, Periodontics (or designate) and the Director, Graduate Periodontics (or designate).*

- The standard Board of Governors statement was added.

### **Marcel A. Desautels Faculty of Music Graduate Scholarship**

The following amendments were made to the terms of reference for the Marcel A. Desautels Faculty of Music Graduate Scholarship:

- The preamble was revised to:

*With a generous gift from Marcel A. Desautels, an endowment fund has been established to support outstanding students in the Desautels Faculty of Music. Each year, the available annual income from the fund will be used to offer one or more scholarships to graduate students who:*

- The numbered criteria were revised to:

*(1) are enrolled full-time in the Faculty of Graduate Studies in the Master of Music or Master of Arts- Music Research program offered through the Desautels Faculty of Music at the University of Manitoba; and*

*(2) have achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study.*

- The paragraph following the numbered criteria was revised to:

*The scholarship is renewable at the value initially offered for a maximum of two (2) consecutive years of study at the Desautels Faculty of Music provided that the recipient continues to meet all the criteria.*

*Each year the number and value of scholarships shall be determined by the Dean of the Desautels Faculty of Music.*

- The selection committee paragraph was revised to:

*The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Dean of the Desautels Faculty of Music (or designate) to name the selection committee for this award.*

### **Marcel A. Desautels Faculty of Music Undergraduate Scholarship**

The following amendments were made to the terms of reference for the Marcel A. Desautels Faculty of Music Undergraduate Scholarship:

- The preamble was revised to:

*With a generous gift from Marcel A. Desautels, an endowment fund has been established to support outstanding students in the Desautels Faculty of Music. Each year, the available annual income from the fund will be used to offer one or more scholarships to undergraduate students who:*
- The numbered criteria were revised to:
  - (1) are enrolled full-time (minimum 80% course load) in any year of study in the Desautels Faculty of Music at the University of Manitoba;*
  - (2) are registered in a Major Practical Study course; and*
  - (3) have achieved:*
    - (a) for entering students, a minimum 85% average on the best five courses appearing on the list of acceptable courses for entrance scholarship considerations; or*
    - (b) for continuing students, a minimum degree grade point average of 3.0.*
- The renewal paragraphs were added:

*The scholarship is renewable for three consecutive years, provided the recipients continue to meet the following numbered criteria:*

  - (a) achieve a minimum degree grade point average of 3.0;*
  - (b) proceed into the next year of study as a full-time student;*
  - (c) register in a Major Practical Study course with the instrument originally auditioned.*
- The following paragraphs were added:

*The recipient cannot hold any major award valued at \$8,000 or greater in the year in which the award is tenable.*

*The selection committee has the discretion to recommend to the Dean the number and value of awards offered each year based on the available funds, as outlined in the criteria above.*

### **William and Ruth Barker Science Scholarship**

The following amendments were made to the terms of reference for the William and Ruth Barker Science Scholarship:

- The preamble was revised to:

*Through a bequest, William and Ruth Barker established an endowment fund at the University of Manitoba with a gift of over \$900,000 in 2022. The purpose of the fund is to support Indigenous undergraduate students who are enrolled in the Wawatay Program. Each year, beginning in 2022-2023, the available annual income from the fund will be used to offer one or more scholarships to undergraduate students who:*
- The numbered criteria were revised to:
  - (1) have self-declared as First Nations, Métis or Inuit people from Canada;*
  - (2) are enrolled full-time (minimum 60% course load) in either Extended Education, University 1, or in any year of study in any undergraduate degree program in the Faculty of Science;*

- (3) *have either:*
  - (a) *if current entering students, met the minimum admission requirements for Extended Education, University 1, or the Faculty of Science; or*
  - (b) *if current continuing students, achieved a minimum degree grade point average of 2.0; and*
- (4) *are enrolled in the Wawatay Program as Wawatay Scholars.*
- The paragraph following the numbered criteria was revised to:  
*In the event that there are no students who meet all of the numbered criteria above, the scholarship will be offered to one or more students who:*
  - (1) *have self-declared as First Nations, Métis or Inuit people from Canada;*
  - (2) *are enrolled full-time (minimum 60% course load) in an undergraduate degree program in the Faculty of Science; and*
  - (3) *have either:*
    - (a) *if current entering students, met the minimum admission requirements for the Faculty of Science; or*
    - (b) *if current continuing students, achieved a minimum degree grade point average of 2.0.*

### **Winnipeg Actuarial Club Scholarship**

The following amendments were made to the terms of reference for the Winnipeg Actuarial Club Scholarship:

- The preamble was revised to:  
*The Winnipeg Actuarial Club established an annual gift of \$1,000 to offer a scholarship at the University of Manitoba. The purpose of this award is to reward the outstanding academic achievements of a student in the Warren Centre for Actuarial Studies and Research and to promote awareness of the actuarial profession. Each year, one scholarship valued at \$1,000 will be offered to an undergraduate student who:*
- The numbered criteria were revised to:
  - (1) *is enrolled full-time (minimum 80% course load) in either:*
    - (a) *the Asper School of Business in a Bachelor of Commerce (Honours) degree with a declared major in Actuarial Mathematics, or*
    - (b) *the Faculty of Science in a Bachelor of Science (Honours) degree with a declared major in Actuarial Mathematics or Statistics- Actuarial (joint honours) programs;*
  - (2) *has achieved a minimum degree grade point average of 3.0;*
  - (3) *has successfully attained credit for at least one professional examination set by the Society of Actuaries, the Casualty Actuarial Society or a University Accreditation Program; and*
  - (4) *has demonstrated leadership through volunteer activities in the community or at the University of Manitoba.*
- The paragraph following the numbered criteria was revised to:  
*In order to demonstrate how they meet criterion (4), candidates must submit a letter of application (maximum 250 words) outlining their leadership and volunteer experiences. An individual may only hold the Winnipeg Actuarial Club scholarship once in their lifetime.*

- The selection committee paragraph was revised to:

*The Dean of the Asper School of Business (or designate) will name the selection committee for this award which will include the Director of the Warren Centre for Actuarial Studies and Research (or designate), and one representative from the Winnipeg Actuarial Club (or designate).*

### **3. WITHDRAWALS**

#### **Dr. Jones and Katie Young Scholarship in Dentistry**

At the request of the donor

#### **Tony T. K. Lau Welcome Mentor Bursary and Scholarship**

At the request of the donor



**AGENDA ITEM:**

Expenditure Authorization – Contract Award for International Student Healthcare Insurance

**RECOMMENDED RESOLUTION:**

**THAT the Board of Governors approves a 12-month renewal contract for International Student Healthcare Insurance with Manitoba Blue Cross and StudentCare for a total value of approximately \$7.26 million.**

**CONTEXT AND BACKGROUND:**

In accordance with the Signing of Agreements Policy, 2.7(d), this Service Agreement in excess of \$1 million is submitted to the Board of Governors for approval.

The Board of Governors previously approved a contract and amendment with Manitoba Blue Cross and StudentCare having an expiry date of August 31, 2023. This 12-month contract renewal request is for the period of September 1, 2023 to August 31, 2024.

In May 2018, Blue Cross and StudentCare put forward a successful proposal to create what is now named the Manitoba International Student Health Plan (MISHP). The plan design was the most robust and all encompassing in the marketplace, and had many advantages including:

- A complete replication of Manitoba Health coverage, with the only limitations being a \$1,000,000 lifetime cap, and a drug cap of \$25,000, which is in effect for the first six months that a student is in Canada;
- Use of the provincial billing system, which meant that international students did not need to pay upfront when they received medical care. Winnipeg Regional Health Authority (WRHA) and private care providers could directly bill the plan instead; and
- Blue Cross paired with StudentCare, which provides the University of Manitoba Students' Union (UMSU) Health and Dental plan, to coordinate administration of the plan through the UMSU Health and Dental system, which allowed for efficient implementation.

We are recommending extending the contract for another year, with a small amendment, for the following reasons:

1. By retaining the current contract and coverage options, we are ensuring that there is continuity in established care, not just from the student perspective, but also from a health care provider's perspective. Manitoba Blue Cross is a known entity within the province, and continuing to offer a health insurance plan that replicates the coverage through Manitoba Health maintains parity in health care access and coverage for our degree seeking, Extended Education, and English Language Centre international students. It also allows health care professionals to concentrate on providing the necessary care and service to our students, rather than worrying about what their insurance will cover.
2. The cost of the plan remains the same as the 2022-2023 premium rate of \$1,032.00 per single student.
3. The amendment to *Section 5.2 - Eligibility* will allow students to add a spouse or dependent within 30 days from when coverage begins (current), within 30 days of an academic term (current) or

*within 30 days from when the spouse or dependent enters Canada* (new). There is no additional cost or risk to the University, and it provides a measurable benefit to students in certain circumstances.

#### **RESOURCE REQUIREMENTS:**

International students will continue to be responsible for the cost of their health insurance.

The University will collect the insurance premium from students. Their premium will be assessed at point of registration, on a term-by-term basis. StudentCare will invoice the University based on the total number of students registered in a term. Dependent coverage is at the discretion of the student, and they will be responsible for enrolling dependents and paying their premiums, using StudentCare's system.

The University has decided not to charge an administrative fee at this time in order to decrease costs to students. In the June 2018 Board Submission, it was stated, "With the introduction of the program, it is also proposed to assess a fee of up to \$36.50/student to ensure adequate funds are available to provide the service. The total fee collected is projected to be approximately \$200,000 annually. The fee level would be reconsidered at each contract renewal point."

#### **CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:**

This initiative supports the strategic plan priority of Building Community that creates an outstanding learning and working environment.

#### **IMPLICATIONS:**

All international students at the University of Manitoba will continue to have equal coverage and be included in the same plan. The plan will continue to have the same built-in limitations that were established in the 2019-2020 plan year to increase sustainability and attempt to limit cost increases over time. The total cost per student remains at \$1,032.

#### **ALTERNATIVES:**

N/A

#### **CONSULTATION:**

Consultation with the UM MISHP Committee, led by International Centre, Student Engagement and Success and including representatives from: Student Support, University Health Services, Financial Services & Student Accounts, the Office of the Registrar and Enrollment Services, the Faculty of Graduate Studies, the English Language Centre, Extended Education, and the Office of Fair Practices and Legal Affairs.

University of Manitoba Students' Union and University of Manitoba Graduate Students' Association have been informed of the request to renew the plan.

This recommendation has been reviewed and approved by the President's Executive Team.

**ROUTING TO THE BOARD OF GOVERNORS:**

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Title</u>	<u>Date</u>
<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Mike Emslie</u> <i>ME</i>	<u>Chief Financial Officer &amp; Comptroller</u>	<u>May 18, 2023</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Naomi Andrew</u> <i>NA</i>	<u>Vice-President (Administration)</u>	<u>May 25, 2023</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<u>Michael Benarroch</u> <i>M Benarroch</i>	<u>President and Vice-Chancellor</u>	<u>May 30, 2023</u>
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____

**SUBMISSION PREPARED BY:** Monique Whitehill, Director, Purchasing Services and Brandy Usick, Executive Director, Student Engagement and Success and Chair, UM MISHP Committee

**ATTACHMENTS:**



**AGENDA ITEM:**

Public Sector Compensation Disclosure Report 2022

**RECOMMENDED RESOLUTION:**

**THAT the Board of Governors approves the Public Sector Compensation Disclosure Report of The University of Manitoba for the year ended December 31, 2022.**

**CONTEXT AND BACKGROUND:**

The Public Sector Compensation Disclosure Act requires that:

Within six months after the end of each fiscal year or calendar year, a public sector body shall disclose to the public in accordance with the Act the amount of compensation it pays or provides in the fiscal year or in the calendar year, directly or indirectly:

- (a) to, or for the benefit of, the chairperson of its board of directors or equivalent governing body, if any, if the chairperson's compensation is \$75,000 (indexed) or more;
- (b) in the aggregate, to, or for the benefit of, its board members, if any;
- (c) individually, to, or for the benefit of, each of its officers and employees whose compensation is \$75,000 or more.

The Act stipulates that a public sector body shall disclose the information required in one of the following ways:

- (a) in its audited financial statements for the fiscal year;
- (b) in a statement prepared for the purpose and certified by its auditor to be correct; or
- (c) in any other manner that is authorized in the regulations.

The public sector body must also publish the information on its website.

The University has adopted option b and will also be including the report on its website for the second year. The report can be found at: <https://umanitoba.ca/governance/accountability-and-transparency>

The Office of the Auditor General has indicated that it is prepared to issue an unqualified opinion on the report subsequent to Board of Governors approval.

The current threshold of \$75,000 has been used for 2019 to 2022. For 2022, reported totals include deferred compensation paid in the year.

**RESOURCE REQUIREMENTS:**

Approval of the Public Sector Compensation Disclosure Report does not impact resource requirements.

**CONNECTION TO THE UNIVERSITY PLANNING FRAMEWORK:**

Issuing the Public Sector Compensation Disclosure Report supports our value of accountability.

**IMPLICATIONS:**

The Public Sector Compensation Disclosure Act requires that we issue the report by June 30th.

**ALTERNATIVES:**

N/A

**CONSULTATION:**

The Office of the Auditor General of Manitoba

**ROUTING TO THE BOARD OF GOVERNORS:**

<u>Reviewed</u>	<u>Recommended</u>	<u>By</u>	<u>Title</u>	<u>Date</u>
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Mike Emslie <i>ME</i>	CFO / Comptroller	5/16/2023
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Naomi Andrew <i>NA</i>	Vice-President (Administration)	May 25, 2023
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Michael Benarroch <i>M Benarroch</i>	President and Vice-Chancellor	May 30, 2023
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____	_____	_____

**SUBMISSION PREPARED BY:** Gord Pasioka, Associate Comptroller

**ATTACHMENTS:**

- Schedule of Public Sector Compensation 2022 Report

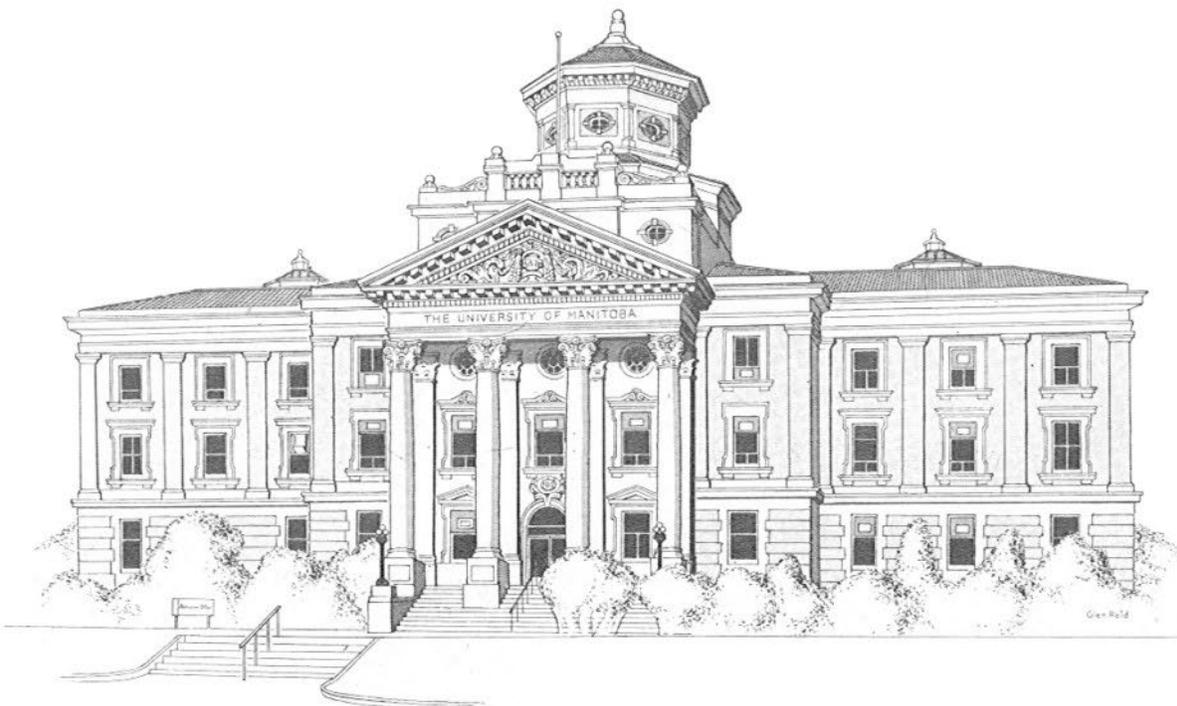


UNIVERSITY  
OF MANITOBA

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Schedule of Public Sector Compensation  
2022 Report

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## INDEPENDENT AUDITOR'S REPORT

To the Legislative Assembly of Manitoba  
To the Board of Governors of the University of Manitoba

### ***Opinion***

We have audited the schedule of public sector compensation of the University of Manitoba (the University) for the year ended December 31, 2022 (the schedule).

In our opinion, the financial information in the schedule of the University for the year ended December 31, 2022 is prepared, in all material respects, in accordance with Section 2 of *The Public Sector Compensation Disclosure Act*.

### ***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 University in accordance with the ethical requirements in Canada that are relevant to our audit of the schedule, 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***

We draw attention to the schedule, which describes the basis of accounting. The schedule is prepared to assist the University to meet the requirements of Section 2 of *The Public Sector Compensation Disclosure Act*. 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 this schedule in accordance with Section 2 of *The Public Sector Compensation Disclosure Act* and for such internal control 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 University's financial reporting process.

### *Auditor's 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 financial information.

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

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.

Office of the Auditor General  
Winnipeg, Manitoba  
June 27, 2023

## **SCHEDULE OF PUBLIC SECTOR COMPENSATION FOR THE YEAR ENDING DECEMBER 31, 2022**

This report was prepared by the University of Manitoba to meet the requirements of *The Public Sector Compensation Disclosure Act* (The Act). The Act requires public sector bodies to disclose compensation paid:

1. to, or for the benefit of, the chairperson of its board of directors or equivalent governing body, if any, if the chairperson's compensation is \$75,000 or more;
2. in the aggregate, to, or for the benefit of, its board members, if any;
3. individually, to, or for the benefit of, each of its officers and employees whose compensation is \$75,000 or more.

For the year ended December 31, 2022:

1. Compensation paid to the chairperson of the Board was nil
2. The aggregate compensation paid to all other Board members, acting in their capacity as Board members, was nil
3. Compensation paid to officers or employees in excess of \$75,000 are disclosed following the Basis of Accounting.

### **BASIS OF ACCOUNTING**

This report lists in alphabetical order all employees who received compensation of \$75,000 or more for the year ended December 31, 2022, and their position title.

Compensation includes University earned compensation and compensation paid on behalf of other organizations. Compensation paid on behalf of other organizations is related generally to the clinical academic staff in the Rady Faculty of Health Sciences who have joint responsibilities at the University of Manitoba and the teaching hospitals. These staff are paid by the University, and the hospitals reimburse the University for their share of these payments.

Compensation is calculated in accordance with The Act which means compensation pursuant to any arrangement, including an employment contract, calculated to include the total value of all cash and non-cash salary or payments, allowances, bonuses, commissions and perquisites, including:

- a) all overtime payments, retirement or severance payments, lump sum payments and vacation pay-outs,
- b) the value of loan or loan interest obligations that have been extinguished and the value of imputed interest benefits from loans,
- c) long term incentive plan earnings and pay-outs,
- d) the value of the benefit derived from vehicles or allowances with respect to vehicles,
- e) the value of the benefit derived from living accommodation or any subsidy with respect to living accommodation,
- f) payments made for exceptional benefits not provided to the majority of employees of the public sector body,
- g) payments for memberships in recreational clubs or organizations, and
- h) the value of any other payment or benefit that may be prescribed in the regulations.

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
ABOUBETTA	AHMED MOHAMED MOHAMED	ASSISTANT PROFESSOR	\$124,305.15
ABRA	ALLISON JEAN	WARDEN - ST. JOHN'S COLLEGE	\$176,428.66
ACHTEMICHUK	MONICA DAWN	DIRECTOR, MEDICAL REHAB PROGRAM	\$116,072.24
ADAMKO	HEIDI	DIR, CHANGE MGMT/PROJECT SERV	\$143,868.64
ADAMS	CHRISTOPHER JOHN	RECTOR - ST. PAUL'S COLLEGE	\$176,506.16
ADAMS	EMILY	SPEECH LANGUAGE PATHOLOGIST	\$96,637.96
ADAMS	JEFFREY	REGISTRAR & EXEC. DIRECTOR, ENROLMENT SERVICES	\$179,695.65
ADAMS STUBBS	CHRISTINE MARGARET	SENIOR ACADEMIC ADVISOR	\$81,564.80
ADHIKARI MUDIYANSELAGE	NANDIKA PRIYANTHA BANDARA	ASSISTANT PROFESSOR	\$117,933.76
AFIFI	TRACIE	PROFESSOR	\$180,951.36
AGER	MARK	PROJECT MANAGER LEVEL 2	\$104,257.12
AHN	SUN YOUNG	ASSISTANT PROFESSOR	\$94,750.24
AHSAN	NAZMUL	HAZARD BUILDING MATERIALS TECH	\$82,011.02
AKCORA	CUNEYT GURCAN	ASSISTANT PROFESSOR	\$112,699.97
ALBAS	DANIEL CYRUS	PROFESSOR	\$162,420.17
ALCOLADO	GILLIAN	ASSISTANT PROFESSOR	\$113,458.26
ALESSI-SEVERINI	SILVIA	PROFESSOR	\$159,576.75
ALEXANDRIN	ELIZABETH ROSS	ASSOCIATE PROFESSOR	\$132,008.38
ALEXIUK	PHILIPPA M.	ADMIN ASSISTANT TO DEAN	\$78,560.06
ALFARO	MAROLO	PROFESSOR	\$179,734.91
ALIANI	MICHEL	PROFESSOR	\$152,244.07
ALLEGRO	ELISA	RESEARCH ANALYST II	\$76,514.61
ALLEN	LEANNE	DIABETIC FOOT NURSE	\$97,621.62
ALLISON	TERESA JANE	ACADEMIC ADMIN/INSTRUCTOR	\$86,375.17
ALLOTEY	CLIFFORD	SUPP. RESOURCES COORDINATOR	\$81,039.66
ALTMAN	ALON	PROFESSOR	\$103,279.84
ALUKO	ROTIMI EMMANUEL	PROFESSOR	\$198,913.28
AMARA	FRANCIS M	PROFESSOR	\$175,200.36
AMARAKOON MUDIYANSELAGE	INOKA DILRUKSHI	ASSISTANT PROFESSOR	\$99,972.44
AMELO	EDNA	SUPERVISOR, RSCH-SPECIAL FUNDS	\$81,882.66
AMINIAN	NICOLE	ASSISTANT LIBRARIAN	\$81,937.45
ANASTASIADIS	SOPHIA	DIRECTOR, PLANNING & PRIORITIES	\$108,677.66
ANDERSON	ANGELA	LEGAL & CONFIDENTIAL ASSISTANT	\$77,051.03
ANDERSON	CHRISTOPHER M.	PROFESSOR	\$181,253.83
ANDERSON	GEOFFREY DARRELL	CO-OP EDUCATION DIRECTOR	\$88,605.23
ANDERSON	HOPE DELIGHT	PROFESSOR	\$183,881.54
ANDERSON	JOHN ERIC	PROFESSOR	\$178,648.63
ANDERSON	KJELL	ASSISTANT PROFESSOR	\$120,797.60
ANDERSON	MARCIA JO-ANNE	ASSISTANT PROFESSOR	\$175,916.27
ANDERSON	W GARY	PROFESSOR	\$180,858.48
ANDREW	NAOMI MICHAELA	V.P. (ADMINISTRATION)	\$292,441.69
ANNAKKAGE	UDAYA DEEPA	PROFESSOR	\$188,150.55
ANNANDALE	DAVID ERIC	SENIOR INSTRUCTOR	\$126,238.02
ANOLING	JEYSAN	SENIOR NETWORK SPECIALIST	\$104,618.70
ANTROBUS	CAROL CELESTE	MANAGER, COMPUTERS	\$82,781.85
APPADOO	SRIMANTOORAO S.	PROFESSOR	\$191,873.59
APPEL	KAREN	ASSISTANT PROFESSOR	\$145,944.21
APROSOFF	MARCELO DANIEL	VENDOR / CONTRACT ANALYST	\$98,425.99
AQUINO	EDUARDO	PROFESSOR	\$166,161.38
AREGBESOLA	ALEX OLUKAYODE	ASSISTANT PROFESSOR	\$105,565.54

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
ARINO	JULIEN	PROFESSOR	\$162,724.33
ARMOUR	GITANJALI	TEAM LEAD ADVSING & TRANSITION	\$88,291.47
ARMSTRONG	DEBBIE	TECHNICIAN	\$89,422.57
ARMSTRONG	HEATHER	ASSISTANT PROFESSOR	\$108,726.41
ARNETT	JOHN LOUIS	PROFESSOR	\$161,600.76
ARNOLD	TRINA	INSTRUCTOR II	\$116,920.21
ARORA	SANDEEP	ASSOCIATE PROFESSOR	\$161,862.24
ASHCROFT	DANIELLE	BUSINESS MANAGER	\$88,532.34
ASHCROFT	TERRI J	SENIOR INSTRUCTOR	\$128,743.12
ASHER	LAURA J	DIRECTOR ADVANCEMENT ENGINEER	\$111,235.75
ASHRAF	AHMED BILAL	ASSISTANT PROFESSOR	\$113,680.58
ASKIN	NICOLE MARIE	ASSISTANT LIBRARIAN	\$85,949.01
ASOMAH	JOSEPH YAW	ASSISTANT PROFESSOR	\$95,335.86
ATAGUBA	JOHN ELE-OJO	ASSOCIATE PROFESSOR	\$97,794.80
ATAMANCHUK	KATHRYN	ENGINEER-IN-RESIDENCE	\$180,858.78
ATEAH	CHRISTINE ANNE	PROFESSOR EMERITUS/EMERITA	\$130,000.00
ATTAS	ROBIN	EDUCATIONAL DEVELOPER	\$87,866.19
ATUKORALLAYA	DEVI SEWVANDINI ATUKORALA	ASSISTANT PROFESSOR	\$108,098.60
AU	SHIU-YIK	ASSISTANT PROFESSOR	\$155,638.26
AU	WENDY	DATA ANALYST	\$102,375.48
AUKEMA	HAROLD M	PROFESSOR	\$129,981.96
AUSTIN-SMITH	BRENDA LOUISE	PROFESSOR	\$172,980.56
AUYEUNG	NANCY W.S.	DIRECTOR, CPD DENTISTRY	\$76,918.63
AVERY	LISA	ASSISTANT PROFESSOR	\$175,255.07
AXELROD	CHARLES DAVID	ASSOCIATE PROFESSOR	\$144,028.53
AYELE	BELAY TESHOME	PROFESSOR	\$153,298.52
AYOTTE	MICHEL	SYSTEMS ANALYST	\$100,019.60
AZAD	MEGHAN BRIANNE	ASSOCIATE PROFESSOR	\$142,989.50
AZPIAZU FLORES	FRANCISCO XAVIER	ASSISTANT PROFESSOR	\$128,547.04
AZURE	ERNIE EDDIE JOSEPH	INDIGENOUS KNOWLEDGE HOLDER/EL	\$100,065.43
BAADER	BENJAMIN MARIA	ASSOCIATE PROFESSOR	\$135,457.92
BABB	MAUREEN NICOLE	ASSISTANT LIBRARIAN	\$85,949.01
BACHER	DAVE	SUPERVISOR, NORTH ZONE	\$80,981.75
BACOLA	MEREDITH	ASSISTANT PROFESSOR	\$104,040.89
BADRELDIN	NASEM MOHAMED NAGEB M.	ASSISTANT PROFESSOR	\$100,529.34
BAFFOE	MICHAEL JACKSON	PROFESSOR	\$158,258.95
BAHL	VIVEK	SOFTWARE & CONTRACT SPECIALIS	\$85,602.18
BAHNIUK	BYRON ALBERT	INSTRUCTOR I	\$79,323.76
BAILEY	SHAWN	ASSISTANT PROFESSOR	\$101,023.04
BAILIS	DANIEL SETH	PROFESSOR	\$181,736.56
BAILLY	ANGELA M.	FUNCTIONAL ANALYST	\$88,007.39
BAIS	TRUDY	LAN ADMINISTRATOR	\$90,595.28
BAK	GREGORY STANISLAUS	ASSOCIATE PROFESSOR	\$140,718.09
BAKER	PATRICIA MARIE	ASSOCIATE PROFESSOR	\$320,904.97
BAKKER	CAMERON	LEAD CHARGE ENGINEER	\$96,969.35
BAKKER	MATTHEW	ASSISTANT PROFESSOR	\$106,383.77
BALAKRISHNAN	NISHANT	INSTRUCTOR I	\$101,496.04
BALAKRISHNAN	SUBRAMANIAM	PROFESSOR	\$186,005.85
BALCI	FUAT	ASSOCIATE PROFESSOR	\$130,912.77
BALDWIN	ALANNA GAY	RESEARCH NETWORK DIRECTOR	\$84,052.88

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
BALLANTINE	KRISTINE	SYSTEM ANALYST	\$92,758.94
BALLARD	MYRLE JOYCE	ASSISTANT PROFESSOR	\$108,237.18
BALNEAVES	LYNDA G.	ASSOCIATE PROFESSOR	\$142,872.46
BALNESS	MELISSA	PLACEMENT COORDINATOR	\$90,206.10
BALSHAW	ROBERT FRED	ASSISTANT PROFESSOR	\$129,304.09
BALZER	MARLA RICHELLE	PHYSIOTHERAPIST	\$190,311.58
BANADAKOPPA MANJAPPA	RAMESH	ASSISTANT PROFESSOR	\$119,112.11
BANMAN	LISA KIMBERLY	INSTRUCTOR II	\$113,761.60
BANNATYNE	SHARON LYNN	ASSOC. REGISTRAR ACADEMIC SUPP	\$131,539.76
BANNERMAN	JORDAN ALLEN	INSTRUCTOR II	\$109,089.58
BARABAN	ELENA V.	ASSOCIATE PROFESSOR	\$126,943.98
BARAGAR	FLETCHER DAVID	ASSOCIATE PROFESSOR	\$143,761.20
BARBER	DAVID GEORGE	PROFESSOR	\$94,110.37
BARBER	KEVIN	ASSISTANT PROFESSOR	\$97,245.37
BARCLAY	RUTH ELIZABETH	ASSOCIATE PROFESSOR	\$143,814.70
BARNARD	DAVID THOMAS	PRESIDENT EMERITUS	\$228,670.03
BARR	DARJA	SENIOR INSTRUCTOR	\$104,893.78
BARTELS	CARL	SENIOR INSTRUCTOR	\$119,127.88
BARTLETT	NADINE ALICE BERYL	ASSISTANT PROFESSOR	\$107,149.44
BARTZ-EDGE	SCOTT	SENIOR SOFTWARE DEVELOPER	\$76,332.27
BASHA	CAROLYN	SENIOR DIRECTOR	\$132,468.58
BASKERVILLE	SCOTT B	SYSTEMS ANALYST	\$81,062.08
BASS	JORDAN LESLIE	ASSOCIATE LIBRARIAN	\$117,573.40
BASSETT	CHANTAL MARIE CHRISTINE	RESEARCH GRANTS FAC/DEV OFFCER	\$94,471.37
BASSUONI	MOHAMED TAMER	PROFESSOR	\$155,301.42
BAUER	CRAIG	COURSE MATERIALS MANAGER	\$94,090.05
BAUM	STEFI	SENIOR SCHOLAR	\$134,285.40
BAY	DENICE	ASSISTANT PROFESSOR	\$116,248.53
BAYDACK	RICHARD KENITH	ADJUNCT PROFESSOR	\$160,963.53
BAZZOCCHI	ROBERT	SYSTEM ADMIN & FUNCTIONAL ANALYST	\$82,508.44
BEACH DUCHARME	DEBRA	DIRECTOR - INDIGENOUS HEALTH	\$133,279.19
BEAL	NATHAN	SOLUTION ARCHITECT	\$116,793.42
BEATIE	BROOKE ELIZABETH	ASSISTANT PROFESSOR	\$93,455.78
BEATTIE	ROBERT JOSEPH	ASSISTANT PROFESSOR	\$97,198.60
BEAUDRY	GUY	BUSINESS OFFICER	\$94,139.89
BEAULIEU	ROBYN LEE	ADMINISTRATIVE ASSISTANT	\$75,040.09
BEAUVAIS	DIANNE	PROGRAMMER ANALYST	\$94,340.19
BEAVERFORD	KELLEY	ASSOCIATE PROFESSOR	\$144,464.34
BECKER	CHRISTIAN	ADMINISTRATIVE DIRECTOR	\$133,071.47
BECKER	MARISSA LEE	ASSOCIATE PROFESSOR	\$188,835.30
BEDNAR	LISA MARIE	DISTANCE ED SESS. INSTRUCTOR	\$125,985.95
BELL	RICHARD	ASSISTANT MANAGER	\$84,137.23
BELLAS	JONATHON SAMUEL	ASSISTANT PROFESSOR	\$122,676.96
BELLILI	FAOUZI	ASSISTANT PROFESSOR	\$106,911.83
BELMONTE	MARK FINDLAY	PROFESSOR	\$152,484.43
BENARROCH	MICHAEL	PRESIDENT AND VICE-CHANCELLOR / PROFESSOR	\$438,609.74
BENBOW	SARAH MARY P	ASSOCIATE PROFESSOR	\$143,416.38
BENTLEY	KENNETH GERALD	SENIOR INSTRUCTOR	\$129,059.80
BERARD	ALICIA RAE MARIE	RESEARCH ASSOCIATE	\$89,534.60
BERNIER	HOLLY LEANNE	INTERNATIONAL ADMISSIONS OFFCR	\$82,245.37

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
BERNSTEIN	CHARLES NOAH	PROFESSOR	\$200,201.58
BERTONE	MARIA FLORA	ASSOCIATE PROFESSOR	\$130,453.10
BERUBE	CLAUDE ROBERT	INSTRUCTOR II	\$118,069.61
BETA	TRUST	PROFESSOR	\$189,497.86
BEYAK	LETA A	MANAGER, BOOKSTORE	\$152,264.84
BHASKARAN	JOANNA SINTHUJA	ASSISTANT PROFESSOR	\$98,143.12
BHATNAGAR	NAMITA	PROFESSOR	\$198,918.36
BHULLAR	RAJINDER PAL	PROFESSOR	\$188,293.95
BIBEAU	ERIC L	PROFESSOR	\$164,391.10
BIDZINSKI	HEATHER	ASSOCIATE LIBRARIAN	\$119,722.32
BIERINGER	MARIO	ASSOCIATE PROFESSOR	\$148,726.06
BIESHEUVEL	SANDRA	SENIOR INSTRUCTOR	\$128,748.86
BILASH	ANDREA LYNN	DIRECTOR	\$94,893.30
BIRCH	STEVEN ARNOLD	CONTAINER ADMINISTRATOR	\$82,924.01
BIROUK	MADJID	PROFESSOR	\$180,317.70
BISCONTRI	ROBERT	ASSISTANT PROFESSOR	\$172,958.69
BLACK	HONOURE R	LECTURER/INSTRUCTOR	\$101,251.46
BLACK	JOANNA	PROFESSOR	\$172,460.13
BLAHUT	BRIAN	ASST MGR , LIFE SAFETY SYSTEMS	\$89,880.43
BLANCHARD	JAMES FREDERICK	PROFESSOR	\$391,934.30
BLATZ	JAMES AYRTON	PROFESSOR	\$163,390.24
BLATZ	KARLEE	LEGAL COUNSEL	\$123,826.13
BLIGHT	TRUDY	PROJECT MANAGER BANNATYNE	\$104,757.17
BLOCK	KATHY	INSTRUCTOR II	\$88,299.25
BLONDEAU	LORETTA	ASSISTANT PROFESSOR	\$99,729.08
BLUNDEN	PETER GWITHIAN	PROFESSOR	\$185,178.25
BOBIWASH	KYLE	ASSISTANT PROFESSOR	\$101,010.12
BOCK	MARGARET ELAINE	LAB TECHNICIAN	\$76,157.24
BODKYN	CARMEN NOEL	ASSISTANT PROFESSOR	\$104,477.30
BOERMA	JAN TIES	PROFESSOR	\$322,681.73
BOHM	CLARA	ASSOCIATE PROFESSOR	\$80,153.24
BOHM	ERIC R	PROFESSOR	\$76,747.72
BOHONIS	CHRIS	MICROSOFT PLATFORM SPECIALIST	\$98,213.96
BOHONIS	CHRISTOPHER EDWARD	ASSISTANT DIRECTOR, SECURITY	\$117,296.58
BOITEAU	JESSE FRANCOIS JOSEPH	ASSISTANT LIBRARIAN	\$84,731.52
BOLEFSKI	AFRA	ASSOCIATE LIBRARIAN	\$124,710.48
BOLIANATZ	JOSIE DANIELLE	INSTRUCTOR II	\$102,029.44
BOLTON	JAMES MICHAEL SCOTT	PROFESSOR	\$91,062.92
BONE	CHRISTINE FRANCES	LIBRARIAN	\$135,384.04
BONE	TRACEY ANNE	ASSOCIATE PROFESSOR	\$123,168.11
BONNESS	WILLIAM RAY	ASSOCIATE PROFESSOR	\$80,032.93
BONNYCASTLE	MARLENY MUNOZ	ASSOCIATE PROFESSOR	\$125,480.81
BOOKMAN	SONIA KAREN	ASSOCIATE PROFESSOR	\$127,891.04
BOORBERG	NORIKO	ASSOCIATE PROFESSOR	\$175,937.23
BOOTH	JAMES THOMAS	PROFESSOR	\$96,687.58
BOOY	EVAN PAUL	RESEARCH ASSOCIATE	\$83,629.69
BORDUAS	CHRISTOPHER	INSTRUCTOR I	\$85,081.97
BORGERSEN	ROBERT D	INSTRUCTOR II	\$99,832.36
BORGES E JESUS CHIEREGATI	BARBARA	INSTRUCTOR I	\$103,735.00
BORSBOOM	RICHARD ALLAN	ASST MANAGER, PLUMBING SHOP	\$75,501.97

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
BOSKWICK	MICHAEL	MECH ENG TECHNOLOGIST 3	\$81,453.23
BOTAR	OLIVER A I	PROFESSOR	\$182,950.61
BOUCHARD	JENNIFER	ASSISTANT DIRECTOR	\$131,795.31
BOURCIER	JASON RENE	OPERATIONS MANAGER	\$78,641.02
BOWLER	SHAWNA	STUDENT SUPPORT CASE MANAGER	\$85,538.96
BOWMAN	MEGAN	CONFLICT MANAGEMENT ADVISOR	\$76,772.79
BOWMAN	TRACY LYNN	EXECUTIVE DIRECTOR	\$121,472.61
BOYD	MILTON S	PROFESSOR	\$180,597.55
BOYD	SCOTT	INFORMATION TECHNOLOGIST 4	\$94,960.10
BOYER	KATHERINE ANNE	ASSISTANT PROFESSOR	\$96,296.72
BRAICO	JOHN PHILLIP	SENIOR INSTRUCTOR	\$126,085.92
BRASSINGA	ANN KAREN CORNELIA	PROFESSOR	\$148,501.27
BRAUN	MEL	PROFESSOR	\$169,961.67
BREWIN	DEREK GERALD	PROFESSOR	\$167,613.85
BRIDGES	GREGORY ERNEST JOHN	PROFESSOR	\$181,118.42
BRIDGES	LEIGH K	ASSOCIATE PROFESSOR	\$113,505.10
BRIDGMAN	LAURIE ST CLAIR	PROFESSOR	\$187,247.98
BRINK	KIRSTIN SARA	ASSISTANT PROFESSOR	\$91,555.32
BRISTOW	FRANKLIN	INSTRUCTOR II	\$100,908.52
BRITTON	CHERYL A	MGR ACCTNG & DATA RECORDS	\$149,092.98
BROOKS	LEZLIE	STANDARDIZED PATIENT EDUCATOR	\$77,341.11
BROOKS	REBECCA MIA	FACULTY SPECIALIST - EXPERIENTIAL LEARNING (CATL)	\$92,537.84
BROSOWSKY	NICHOLAUS PAUL	ASSISTANT PROFESSOR	\$97,793.42
BROWN	ALISTAIR	RESEARCH ASSOCIATE	\$77,384.85
BROWN	BRENDA JOANNE	ASSOCIATE PROFESSOR	\$138,659.64
BROWN	CARA LIANE	ASSISTANT PROFESSOR	\$114,698.54
BROWN	DOUGLAS ADAM	DEAN, KINESIOLOGY & REC MGMT / PROFESSOR	\$240,201.45
BROWN	LAURA KIMBERLEY	PROFESSOR	\$169,710.73
BROWN	MICHELE	MGR FINANCE & ADMINISTRATION	\$121,765.29
BROWN	ROBERT ANDREW	ASSOCIATE PROFESSOR	\$138,544.81
BROWNELL	MARNI DIANE	PROFESSOR	\$126,566.09
BROWNLEE	ANTOINE	ASST DIR, RELATIONSHIP MGMT	\$132,679.11
BROWNLIE	JARVIS ROBIN JACKSON	PROFESSOR	\$169,535.76
BROWNRIDGE	DOUGLAS AUSTIN	PROFESSOR	\$183,725.48
BRUCE	LINDSAY	SENIOR PURCHASING CONSULTANT	\$91,124.53
BRUCE	SHARON GAIL	PROFESSOR	\$191,660.19
BRUECKNER	DEREK GRANT	INSTRUCTOR I	\$85,093.01
BRUECKNER	STEFANIE	ASSISTANT PROFESSOR	\$92,249.36
BRYAN	GREGORY WILLIAM	ASSOCIATE PROFESSOR	\$137,820.76
BUAN	JISSELLE	OPERATIONS MANAGER	\$91,220.52
BUCHAN	PETER JOHN	INSTRUCTOR I	\$102,340.53
BUCHANAN	CARLA	MANAGER, FINANCIAL REPORTING	\$146,324.58
BUCHANAN	DOUGLAS ANDREW	PROFESSOR	\$180,659.35
BUCHANAN	MARISA	OCCUPATIONAL THERAPIST	\$81,797.33
BUCHANAN	SEAN CHRISTOPHER	ASSOCIATE PROFESSOR	\$147,146.05
BUCHEL	EDWARD WAYNE	PROFESSOR	\$236,305.74
BUCHEL	TAMARA	DIRECTOR, POSTGRAD EDUCATION	\$116,203.92
BUDDLE	KATHLEEN	ASSOCIATE PROFESSOR	\$125,685.13
BUDHU	SUROJONIE	PROJECT COORDINATOR	\$78,615.00
BUDISA	NEDILJKO	PROFESSOR	\$174,253.11

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
BULLOCK	PAUL R	SENIOR SCHOLAR	\$110,000.00
BUNIO	TERRY	DIRECTOR, PLANNING & GOVERNANCE	\$141,614.55
BUNT	ANDREA	PROFESSOR	\$157,535.11
BURCHILL	CHARLES ANDREW	ASSOC. DIR. DATA REPOSITORY	\$132,679.11
BURCZYNSKI	FRANK JOHN	PROFESSOR	\$179,535.42
BUREK	PATRICK	INSTRUCTOR I	\$83,517.63
BURGESS	JACOB	ASSISTANT PROFESSOR	\$106,421.37
BURGESS	VICKI MARIE VERGE	INSTRUCTOR I	\$98,452.85
BURI	GEORGE P.	INSTRUCTOR II	\$98,984.32
BURKE	STACIE	ASSOCIATE PROFESSOR	\$127,907.23
BURNETT	MARGARET ANN	PROFESSOR	\$99,861.91
BURR	CALVIN WAYNE	SUPERVISOR, DESK SIDE SUPPORT	\$90,381.04
BUSBY	KAREN L	PROFESSOR	\$152,662.81
BUSBY	TANYA LEE ANN	DIRECTOR RECREATION SERVICES	\$94,086.32
BUSS	MANDY	ASSISTANT PROFESSOR	\$110,900.77
BUTCHART	JASON	CLINIC NURSE MANAGER	\$109,609.85
BUTLER	LEO THOMAS	ASSOCIATE PROFESSOR	\$148,050.78
BYRNE	DAVID ALEXANDER	ASSISTANT PROFESSOR	\$98,745.68
BYRNE	JAMES JOHN SEAN	PROFESSOR	\$186,518.87
CALDER	ALISON	PROFESSOR	\$175,590.00
CAMACHO	ALFREDO	PROFESSOR	\$160,447.28
CAMERON	JESSICA JEAN	PROFESSOR	\$163,146.18
CAMERON	RUTH ELIZABETH	SENIOR INSTRUCTOR	\$108,490.08
CAMFIELD	DAVID	ASSOCIATE PROFESSOR	\$148,607.97
CAMPBELL	CORY JOLENE	SENIOR INSTRUCTOR	\$126,091.29
CAMPBELL	HOLLY DAWN	EXEC ASST (CORRESPONDENCE)	\$81,336.48
CAMPBELL	JOHN MICHAEL	PROFESSOR	\$206,454.71
CAMPBELL	KEVIN LYNN	PROFESSOR	\$173,041.51
CAMPBELL	ROBIN NICOLE	MANAGER OF INVESTMENTS	\$105,756.59
CAMPBELL	TANNIS LYNN	MANAGER, OFFICE OF AVP (ADMIN)	\$94,816.57
CAMPBELL-REMPEL	MARGARET ANNE	SENIOR INSTRUCTOR	\$145,562.03
CAMPOMANES	ALESSANDRO	DIRECTOR, ADVANCEMENT SERVICES	\$150,738.01
CANDLISH	LAUREN MARGOT	EXECUTIVE DIRECTOR, CEOS	\$90,672.67
CANTELO	BRENDA J.	SENIOR INSTRUCTOR	\$95,000.00
CAO	CHUN	SENIOR FINANCE BUDGET OFFICER	\$75,632.80
CAO	GEOFFREY GEORGE GUANG	SYSTEMS INTEGRATION SPECIALIST	\$85,393.33
CAPE	JANET ERIN	SRI-SOTL DEVELOPER	\$80,551.77
CARDONA	SILVIA	PROFESSOR	\$157,787.91
CARDWELL	RYAN TYLER	PROFESSOR	\$156,705.66
CARIOU	WARREN	PROFESSOR	\$172,300.26
CARLBERG	JARED G	PROFESSOR	\$168,384.61
CARLBERG	MONICA	PLANNED GIVING OFFICER	\$93,474.01
CARLETON	SEAN	ASSISTANT PROFESSOR	\$103,297.82
CARLSON	ANNA MARIE AMBER	ASSISTANT PROFESSOR	\$119,703.31
CARLYLE-GORDGE	ADRIAN	INFORMATION TECHNOLOGIST 4	\$95,475.89
CARREIRO	MARIA FATIMA GOMES	FUNCTIONAL ANALYST	\$87,458.47
CARRIERE	ADRIENNE LOUISE	INSTRUCTOR II	\$121,578.60
CARRIERE	REAL	ASSISTANT PROFESSOR	\$112,449.87
CARTER	STEPHANIE DAWN	ADMIN ASSISTANT	\$86,519.15
CARTMILL	CONSTANCE MARY JENNIFER	ASSOCIATE PROFESSOR	\$134,269.93

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
CARUSO	ROSANNA	STUDENT SVCS COORD/ADMIN ASST	\$76,119.51
CASEY	CATHERINE	ASSOCIATE PROFESSOR	\$75,868.13
CATTANI	DOUGLAS JOHN	ASSOCIATE PROFESSOR	\$137,359.15
CATTINI	PETER ANDREW	PROFESSOR	\$221,252.93
CEPANEC	DIANA	RESEARCH ASSOCIATE	\$90,218.21
CERNY	VLASTIMIL	INSTRUCTOR I	\$102,224.84
CHA	YOUNG JIN	ASSOCIATE PROFESSOR	\$129,461.03
CHADYA	JOYCE MARGARET	ASSOCIATE PROFESSOR	\$136,514.63
CHAKHMOURADIAN	ANTON	PROFESSOR	\$172,446.14
CHALMERS-BROOKS	KATIE	EDITOR, UM TODAY	\$78,890.41
CHAN	MING-KA	ASSOCIATE PROFESSOR	\$121,476.14
CHAN	SARAH CRYSTAL MARIE	DEV & STRATG ENGAGEMENT LEAD	\$78,519.44
CHANCE	LAUREN JULIA	ASSISTANT PROFESSOR	\$118,264.98
CHAPUT	RICHARD MARC	PROJECT COORDINATOR, ASBESTOS	\$82,681.94
CHARLES	CHRISTOPHER	ASSISTANT PROFESSOR	\$95,199.36
CHARLES	WANDA ANNE	PROFESSOR EMERITUS/EMERITA	\$81,258.00
CHARRON	ANDREA ELIZABETH	ASSOCIATE PROFESSOR	\$122,366.36
CHARTRAND	LINDA MARY FRANCES	INDIGENOUS KNOWLEDGE HOLDER/KE	\$81,497.12
CHARTRAND	LOUISE	ASSISTANT PROFESSOR	\$107,402.05
CHASSAING	IRENE ANGELE	ASSOCIATE PROFESSOR	\$119,893.99
CHATOORGOON	VIJAY	ASSOCIATE PROFESSOR	\$143,243.14
CHAULK	SARAH JOY	ASSISTANT PROFESSOR	\$110,007.83
CHELIKANI	PRASHEN VENKATA G KUMAR	PROFESSOR	\$170,437.08
CHELLE	TAMARA	OPERATIONS MANAGER	\$132,677.57
CHEN	FANG	ASSOCIATE PROFESSOR	\$133,738.78
CHEN	JIEYING	ASSISTANT PROFESSOR	\$135,544.10
CHEN	TINA MAI	EXECUTIVE LEAD (EDI) / PROFESSOR	\$212,466.65
CHEN	YING	FINANCIAL OFFICER	\$84,129.84
CHEN	YING	PROFESSOR	\$182,995.02
CHERNIAK	SHAWN WILLIAM	IDENTITY MANAGEMENT CONSULTANT	\$95,525.72
CHERNOMAS	ROBERT J	PROFESSOR	\$186,366.83
CHERNOMAS	WANDA M	ASSOCIATE PROFESSOR	\$105,427.99
CHESSER	STEPHANIE ANNE	ASSISTANT PROFESSOR	\$99,488.59
CHEUNG	MARIA YIP LING	PROFESSOR	\$177,913.24
CHIPALKATTI	JAYDEEP	ASSOCIATE PROFESSOR	\$143,053.02
CHITTAL	DERVLA MARGARET LEILA	PHYSICIAN	\$160,835.85
CHIU	AARON	ASSOCIATE PROFESSOR	\$95,663.14
CHLUP	JAMES THOMAS	ASSOCIATE PROFESSOR	\$138,776.66
CHOCHINOV	HARVEY MAX	PROFESSOR	\$123,877.88
CHOLAKIS	ANASTASIA	DEAN, COLLEGE OF DENTISTRY / ASSOCIATE PROFESSOR	\$269,970.40
CHOLAKIS	ANNE	PROJECT MANAGER LEVEL 2	\$96,395.52
CHON	JAE-SUNG	INSTRUCTOR II	\$123,183.97
CHOPEK	JEREMY WILLIAM	ASSISTANT PROFESSOR	\$105,394.70
CHOPRA	RAHUL	MANAGING DIRECTOR	\$99,050.23
CHORFA	NASIMA	RESEARCH ASSOCIATE	\$75,088.52
CHOUKOU	MOHAMED-AMINE	ASSOCIATE PROFESSOR	\$128,067.30
CHOW	LINDA HUI-LING	ARCTIC RESEARCH PROGRAM COORDINATOR	\$77,023.88
CHOW	MARLA	DIRECTOR, MARKETING & CREATIVE	\$107,620.78
CHOW	NANCY	SENIOR SCHOLAR	\$83,000.00
CHRISTIE	CAROLYN JOAN WIEBE	DIRECTOR	\$99,842.92

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
CHRISTIE	WILLIAM JOHN MITCHELL	MICROSOFT PLATFORM ANALYST	\$99,162.60
CHRISTODOULOU	CHRIS	ASSOCIATE PROFESSOR	\$98,945.72
CHRUSCH	DWAYNE	ELECTR ENG TECHNOLOGIST 3	\$78,356.90
CHU	RENE	ASSISTANT PROFESSOR	\$84,367.59
CHU	SOL	INFORMATION TECHNOLOGIST	\$103,284.05
CHUDYK	ANNA MARIA	POST DOCTORAL FELLOW	\$77,204.28
CHUNG	MINNA ROSE	ASSOCIATE PROFESSOR	\$136,835.55
CHURCHILL	DAVID S	PROFESSOR	\$162,300.01
CHURCHILL	LINDA DIANE	INSTRUCTOR I	\$82,658.83
CHURLEY	JOAN	FIELD MANAGER	\$105,018.18
CICEK	NAZIM	PROFESSOR	\$184,406.81
CIURYSEK	SARAH JANE	ASSOCIATE PROFESSOR	\$113,252.60
CLARK	GLENN	ASSOCIATE PROFESSOR	\$142,126.27
CLARK	SARAH JANE	ASSOCIATE LIBRARIAN	\$101,455.85
CLARK	SHAWN	PROFESSOR	\$162,626.04
CLARKE	WARREN	ASSISTANT PROFESSOR	\$92,589.88
CLARY	DAWSON WADE	INSTRUCTOR I	\$92,843.05
CLAY	ADAM JOSEPH	ASSOCIATE PROFESSOR	\$127,158.05
CLAYTON	LEILANIE GRACE	INSTRUCTOR I	\$86,167.53
CLOSE	SUSAN MICHELLE	ASSOCIATE PROFESSOR	\$149,473.60
CLOUATRE	RAPHAEL	ASSOCIATE PROFESSOR	\$113,249.82
COAR	LANCELOT YAMALI	ASSOCIATE PROFESSOR	\$138,496.91
COATES	RYAN	INSTRUCTOR I	\$90,008.35
COCQUYT	AUSTIN	PHYSICAL PLANT ENGINEER	\$78,289.48
CODISPODI	KELLY	INSTRUCTOR II	\$102,430.15
COLE	STEVEN CHRISTOPHER	BIOSAFETY PROGRAM MANAGER	\$90,241.68
COLLIER	CARLEIGH	EXEC ASST (SCHEDULING & EVENT)	\$77,816.61
COLLINS	BENJAMIN ROBERT	ASSISTANT PROFESSOR	\$94,972.73
COLLINS	BRIANNE	EDUC DEVELOPER - T.A. PRORGRAM	\$80,267.08
COLLINS	DAVID	PROFESSOR	\$218,329.01
COLLINS	KEITH ANTHONY	SESSIONAL INSTRUCTOR	\$80,151.28
COLLINS	PAULETTE KAE	ADMINISTRATIVE OFFICER	\$123,052.71
COLLINS	ROY ERIC	ASSISTANT PROFESSOR	\$129,697.89
COLVIN	ANDREW	MANAGER, ANNUAL GIVING	\$84,652.28
COMPTON	JANICE RHODA	ASSOCIATE PROFESSOR	\$143,722.28
COMPTON	RYAN ALEXANDER	PROFESSOR	\$174,712.16
COMTE	JOEL STEPHANE	HR SYSTEMS MANAGER	\$94,086.31
CONAN	MICHELLE	ASSISTANT PROFESSOR	\$81,846.11
CONCI	SARAH JOANNE	INSTRUCTOR II	\$106,683.78
CONDON	AMANDA JANE	ASSOCIATE DEAN, STUDENT AFFAIRS	\$127,058.41
CONNER	BRIAN	SHIFT CHARGE ENGINEER -1ST	\$122,667.11
CONQUERGOOD	JEFFREY	SENIOR FINANCE OFFICER	\$126,278.24
COOK	CATHERINE LOUISE	VICE-PRESIDENT (INDIGENOUS)	\$423,533.51
COOK	KAREN	PROJECT MANAGER	\$94,686.44
COOKE	CAROL A	LIBRARIAN	\$133,998.66
COOMBS	KEVIN MARSHALL	PROFESSOR	\$183,398.34
COOPER	SARAH E V	ASSISTANT PROFESSOR	\$103,907.27
COOPER	SUSAN MARIE	ASSOCIATE PROFESSOR	\$128,984.36
COPENACE	SHERRY JOAN	INDIGENOUS KNOWLEDGE HOLDER/EL	\$100,051.87
CORMIER	EDWARD FRANK	INSTRUCTOR II	\$119,535.44

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
CORNE	JONAH EZRA	ASSOCIATE PROFESSOR	\$94,903.40
CORNISH	STEPHEN MARK	ASSOCIATE PROFESSOR	\$125,920.01
COSSAR	ROISIN A	PROFESSOR	\$170,485.74
COSTAMAGNA	ALEJANDRO CARLOS	ASSOCIATE PROFESSOR	\$138,631.81
COTE	DENNIS DONALD	SENIOR INSTRUCTOR	\$86,325.74
COTTICK	CHRISTOPHER JOHN	ORAL HLTH PRGM DENTAL DIR	\$143,811.39
COURCHAINE	RITA KATHERINE	MANAGER, FINANCE & ADMIN	\$99,240.77
COURT	DEBORAH ANN	PROFESSOR	\$182,790.52
COWAN	CRAIG THOMAS	ASSOCIATE PROFESSOR	\$122,083.67
COWLEY	KRISTINE CHERYL	ASSOCIATE PROFESSOR	\$133,203.73
COYLE	BARRY THOMAS	PROFESSOR	\$181,436.10
COYSTON	SHANNON	ASSOC UNIV SECRETARY (SENATE)	\$82,581.44
CRAIGEN	ROBERT	ASSOCIATE PROFESSOR	\$129,311.22
CRAWFORD-ALLEY	ALEXANDER	RESEARCH ASSOCIATE	\$83,418.67
CRAWFORD-ALLEY	KAREN ELIZABETH	ASSISTANT PROFESSOR	\$100,386.92
CREIGHTON	DAVID JOSEPH	INFORMATION TECHNOLOGIST	\$96,734.37
CRITOPH	URSULE	LEAD, FLEXIBLE LEARNING	\$102,978.33
CROCKETT	MARYANNE	ASSOCIATE PROFESSOR	\$134,887.60
CUDMORE	ILKA	UNDERGRADUATE PROG ADVISOR	\$76,459.74
CUMPSTY	STEPHEN	DIRECTOR, OPERATIONS & MAINT.	\$169,530.42
CUNHA CORDEIRO	MARCOS RENON	ASSISTANT PROFESSOR	\$102,625.96
CURNOW	JOE ELIZABETH	ASSISTANT PROFESSOR	\$102,266.99
CURRAN	BRUCE JOHN	ASSOCIATE PROFESSOR	\$137,628.19
CURRIE	ROBERT WILLIAM	PROFESSOR	\$192,599.07
CURTIS	MICHAEL WILLIAM	ASSISTANT PROFESSOR	\$427,750.86
CYR	CHRISTINE BILLIE	ASSOCIATE V.P. (INDIGENOUS) STUDENTS	\$186,616.90
CZUBRYT	MICHAEL PAUL	PROFESSOR	\$176,526.01
DA SILVA	ROBIN	ASSISTANT PROFESSOR	\$101,587.11
DAAYF	FOUAD	PROFESSOR	\$180,152.54
DABORN	MERISSA	ASSISTANT PROFESSOR	\$93,048.90
DAHL	MATTHEW	DATA ANALYST	\$99,871.11
DAHL	TRACY ELIZABETH	INSTRUCTOR II	\$98,360.27
DAHL-JENSEN	DORTHE	PROFESSOR	\$262,151.81
DALKE	JOHN	MGR, APPLICATION MAINTENANCE	\$87,996.35
DALLY	ROSLYN	ALUMNI OUTREACH/ENGAG LEAD	\$81,134.12
DANDURAND	JUDITH ANNETTE	ACCESS & PRIVACY OFFICER	\$109,939.15
DASS	PARSHOTAM	ASSOCIATE PROFESSOR	\$160,220.45
DAVIDSON	CASSANDRA	ACADEMIC PROGRAM SPECIALIST	\$94,072.91
DAVIDSON	DAVID	NMR FACILITY MANAGER	\$79,723.36
DAVIDSON	MICHELLE PAMELA	SENIOR INSTRUCTOR	\$123,056.64
DAVIDSON-HUNT	IAIN JOHNSON	PROFESSOR	\$147,811.97
DAVIE	JAMES RONALD	PROFESSOR	\$180,233.09
DAVIS	LORI DAWN	INSTRUCTOR II	\$126,187.88
DAVIS	REBECCA LYNN	ASSOCIATE PROFESSOR	\$118,022.87
DAVIS	SARAH	ASSOCIATE LEGAL COUNSEL	\$79,257.18
DAVOREN	GAIL	PROFESSOR	\$162,829.61
DAWSON	JACQUELINE LOUISE	ASSISTANT PROFESSOR	\$102,716.33
DE CARVALHO MARQUES DOURADO	JORGE MANUEL	INSTRUCTOR I	\$85,093.01
DE JAEGER	AMY ELIZABETH	EDUCATIONAL SPECIALIST-RESEARC	\$105,770.88
DE KIEVIT	TERESA R	PROFESSOR	\$173,581.06

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
DE LEON	DARLENE	OCCUPATIONAL THERAPIST	\$128,300.69
DE LEON-DEMARE	KATHLEEN	SIMULATION LAB FACILITATOR	\$78,314.26
DE OLIVEIRA JAYME	BRUNO	ASSISTANT PROFESSOR	\$106,393.34
DE SA LEITAO PINHEIRO	FABIO HENRIQUE	ASSOCIATE PROFESSOR	\$167,004.18
DE TORO	FERNANDO	PROFESSOR	\$152,658.43
DEAN	ERIN CLARE	ASSOCIATE PROFESSOR	\$80,891.54
DEANE	LEAH	DIRECTOR, STUDENT SERVICES	\$85,180.17
DEBETS	CASSANDRA DAYE	INSTRUCTOR I	\$88,222.60
DECONINCK	WOUTER	ASSOCIATE PROFESSOR	\$132,557.30
DEEGAN	C LEE ANNE	INSTRUCTOR II	\$116,449.23
DEEN	LAURA ROSA	SENIOR BUDGET OFFICER	\$94,086.15
DEER	FRANK	PROFESSOR	\$154,064.48
DEERE	BRENT	RESEARCH AWARDS ADMINISTRATOR	\$84,137.11
DEERING	GLENN EDWARD	CONTAINER MANAGER	\$82,323.94
DEGAGNE	CHRISTA DAWN	INSTRUCTOR II	\$105,210.05
DEL BIGIO	MARC RONALD	PROFESSOR	\$427,900.84
DELANEY	JOSEPH AUSTIN CHRISTOPHER	ASSOCIATE PROFESSOR	\$140,743.12
DELAY	DAVID C.J.	ASSOCIATE PROFESSOR	\$116,657.89
DELIJANI	FARHOUD	INSTRUCTOR I	\$103,723.67
DEMARE	DANIELLA	PROJECT COORDINATOR	\$80,022.59
DEMETRIOFF	SABRINA LEIGH BELLHOUSE	ASSISTANT PROFESSOR	\$121,142.97
DENCHUK	ANTOANELA	INSTRUCTOR I	\$79,857.38
DENG	CHUANG	ASSOCIATE PROFESSOR	\$129,996.89
DENG	WENKANG	PLUMBER/STEAMFITTER	\$75,103.24
DENGATE	JENNIFER LYNN	DIRECTOR,EDI RESRCH & PROJECTS	\$80,665.71
DENISUIK DICKEY	KYLA MICHELLE	SENIOR DIR MAJOR GIFT - RFHS	\$151,839.20
DENNIE	MARTINE	ASSISTANT PROFESSOR	\$106,880.20
DENNIS	MARY CATHERINE	ASSISTANT PROFESSOR	\$110,604.34
DENTSORAS	DIMITRIOS	ASSOCIATE PROFESSOR	\$128,791.00
DERAKHSHANI	HOOMAN	ASSISTANT PROFESSOR	\$95,552.61
DERKSEN	ROBERT WAYNE	ASSOCIATE PROFESSOR	\$90,506.00
DERKSEN	SHELLEY ANNE	INFORMATION TECHNOLOGIST	\$76,496.82
DERUCHIE	ANDREW	ASSISTANT PROFESSOR	\$94,635.18
DESAI	RADHIKA	PROFESSOR	\$187,805.23
DESJARDINS	LUC JOSEPH DENIS	FACILITIES COORD / SR CAMERA OP.	\$91,456.02
DESMARAIS	ANNETTE AURELIE	PROFESSOR	\$170,146.25
DESMARAIS	DIEDRE ALEXANDRIA	ASSISTANT PROFESSOR	\$125,515.57
DESPINS	DANIEL	IT SERVER LEAD	\$104,070.75
DETILLIEUX	GILBERT ERNEST JOSEPH	INFORMATION TECHNOLOGIST	\$79,632.58
DETILLIEUX	GILLES REAL JOSEPH	DATA ANALYST	\$86,369.46
DETWILER	JILLIAN	ASSOCIATE PROFESSOR	\$121,174.62
DEWBURY	JODY L	ASSOCIATE DIRECTOR, ADMISSIONS	\$81,129.88
DEXTER	JODY ELAINE	TECHNOLOGY TRANSFER SPECIALIST	\$108,248.63
DHALIWAL	RAMANDEEP	ASSOCIATE V.P.(ADMINISTRATION)	\$235,160.77
DHALLA	NARANJAN S	PROFESSOR	\$93,457.28
DHANJAL	HARMINDER KAUR	MANAGER, FINANCE & ADMIN	\$231,594.95
DHINDSA	GURPINDER	CHARGE ENGINEER -2ND CLASS	\$109,127.39
DHINGRA	SANJIV	ASSOCIATE PROFESSOR	\$121,814.29
DIAMOND	STACY LYNN	ASSISTANT MANAGER, BOOKSTORE	\$93,682.66
DIAMOND-BURCHUK	LISA	SENIOR INSTRUCTOR	\$148,037.60

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
DIBROV	PAVEL	PROFESSOR	\$176,720.16
DIEHL	LINDSAY ANN	ASSISTANT PROFESSOR	\$95,355.44
DIETRICH	JAMES WESLEY	ENGINEER IN RESIDENCE	\$95,242.44
DIETZ	CYNTHIA GOODHART	ASSISTANT LIBRARIAN	\$97,514.17
DIFFEY	LINDA	ASSISTANT PROFESSOR	\$98,059.51
DING	HAO	ASSOCIATE PROFESSOR	\$143,311.36
DINGWALL	ORVIE IRENE ELIZABETH	ASSOCIATE LIBRARIAN	\$125,032.91
DINOTO	JOHN	OPERATIONS ADMINISTRATOR	\$76,121.66
DIXON	IAN MICHAEL CHARLES	PROFESSOR	\$188,393.79
DMITRENKO	IGOR	RESEARCH ASSOCIATE	\$124,162.93
DOAN	LORI ANNE	SCHOLARSHIP OF T&L DEVELOPER	\$107,817.61
DOAN	NHAT	CLIENT REL. MGMT. CONSULTANT	\$103,458.10
DOBIE	JOHN BRIAN	INSTRUCTOR I	\$112,929.50
DOBLE	BRADLEY WAYNE	ASSOCIATE PROFESSOR	\$169,384.69
DOCKER	MARGARET FELICE	PROFESSOR	\$166,230.40
DOERING	JENNIFER ALYSSA	INSTRUCTOR I	\$85,093.01
DOERING	JOHN C	ASSOCIATE V.P. (PARTNERSHIPS) / PROFESSOR	\$247,892.11
DOLINSKY	VERNON WAYNE	ASSOCIATE PROFESSOR	\$137,409.71
DOMINGO	ADRIENNE	DONOR RELATIONS OFFICER	\$78,407.68
DOSHI	ANKIT	INSTRUCTOR I	\$85,544.41
DOUCETTE	CHRISTINE ANNE	ASSOCIATE PROFESSOR	\$126,129.91
DOUGALL	KATHLEEN	SCHOOL THERAPY SVCS TEAM LEAD	\$100,771.01
DOUGLAS	DELIA DIANE	DIRECTOR OF ANTI-RACISM	\$117,760.25
DOUPE	MALCOLM BRAY	ASSOCIATE PROFESSOR	\$139,262.60
DOW	KAREN ELIZABETH	ASSOCIATE PROFESSOR	\$134,522.35
DRAGAN	DANIELA ROXANA	DATA ANALYST	\$80,308.35
DRENNAN ALSIP	JANINE SARAH	EXEC. ASSISTANT / BUSINESS MGR	\$86,011.19
DREWES	DAVID DONALD	ASSOCIATE PROFESSOR	\$135,353.21
DREWNIAK	KENNETH RICHARD	INFORMATION TECHNOLOGIST	\$76,111.90
DRIEDGER	DIANE LYNN	ASSISTANT PROFESSOR	\$104,683.41
DRIEDGER	S. MICHELLE	PROFESSOR	\$190,115.31
DROGEMOLLER	BRITT INGRID	ASSISTANT PROFESSOR	\$116,155.17
DRUMMOND	KELLY NICOLE	INSTRUCTOR II	\$124,601.65
DRUMMOND	ROBERT JOHN	CLINICAL INSTRUCTOR	\$128,278.74
DRZYMALA	PETER	TEAM LEADER	\$155,302.19
DU	XIAOXIAO	ASSISTANT PROFESSOR	\$94,245.44
DU BOURG	MICHELLE	LEGAL COUNSEL	\$89,061.77
DU PLESSIS	ELSABE	RESEARCH ASSOCIATE	\$76,719.20
DUA	ALOK	SESSIONAL INSTRUCTOR	\$101,004.36
DUA	SNEHIL	INSTRUCTOR I	\$108,949.87
DUAN	KANGMIN	PROFESSOR	\$144,561.05
DUBE	RHONDA LYN	INSTRUCTOR II	\$110,764.42
DUBOIS	DANIELLE	ASSOCIATE PROFESSOR	\$117,475.62
DUCHARME	JENNIFER L	ASSISTANT PROFESSOR	\$119,703.31
DUCHARME	JERILYN FRANCINE JUEL	MANAGER OF LEARNING, ELEV PARTN	\$82,092.52
DUCHARME	JUDY KATHLEEN	SUPERVISOR, EAST ZONE	\$80,171.32
DUECK	CAMERON	SYSTEMS ANALYST	\$98,320.17
DUECK	JENNIFER MARIE	ASSOCIATE PROFESSOR	\$123,133.40
DUECK	NATHAN	DIRECTOR OF FINANCE	\$158,720.14
DUECK	REBECCA MARIE	TECHNICIAN	\$82,085.99

**The University of Manitoba**  
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Last Name	First Name	Position	Compensation Amount \$
DUECK	ROBERT J	FINANCIAL SYSTEMS COORDINATOR	\$96,242.07
DUECK	THEODORE JOHN HENRY	TECH SUPPORT & SVC CONSULTANT	\$83,730.18
DUERKSEN	DONALD R	ASSOCIATE PROFESSOR	\$82,659.88
DUFAULT	BRENDEN THOMAS	INFORMATION TECHNOLOGIST	\$103,170.66
DUFF	ELSIE LYNN	ASSISTANT PROFESSOR	\$126,329.30
DUHAMEL	TODD ASHLEY DALE	PROFESSOR	\$168,228.84
DUKE	LINDSAY ANN	MGR.STUDENTS & FACULTIES COMM	\$94,084.67
DUMONTET	MONIQUE JO-ANN	INSTRUCTOR II	\$108,496.16
DUNCAN	KAREN A	ASSOCIATE PROFESSOR	\$143,502.68
DUNCAN	ROBERT WAYNE	PROFESSOR	\$140,493.41
DUNFORD	DRENA ALISA	INSTRUCTOR II	\$127,273.24
DUNN	KATRINA	ASSISTANT PROFESSOR	\$103,046.26
DUNN	NICOLE JOANNE	RESEARCH ASSOCIATE	\$78,758.15
DUNSFORD	JENNIFER	INSTRUCTOR II	\$114,544.60
DUPASQUIER	JESSICA	ASSISTANT PROFESSOR	\$93,743.86
DUPUIS	REJEANNE LISE	DIRECTOR	\$152,964.85
DURKIN	PAUL RICHARD	ASSISTANT PROFESSOR	\$96,902.36
DUROCHER	STEPHANE JEAN-LOUIS	PROFESSOR	\$157,325.17
DURRANT	JOAN ELAINE	PROFESSOR	\$187,320.70
DURSTON	JEFFREY SUTTER	SYSTEMS ADMINISTRATOR	\$94,956.49
DVORSKI	ROBERT VINKO	SUPERVISOR, DESK SIDE SUPPORT	\$106,686.18
DYCK	BRUNO	PROFESSOR	\$194,785.28
DYCK	JONATHAN EARL	SENIOR INSTRUCTOR	\$121,742.70
DYCK	LINDA AGANETHA	DEAN, COLLEGE OF NURSING / ASSOCIATE PROFESSOR	\$242,046.17
DZWONEK	MELISSA	SAFETY & TRAINING COORDINATOR	\$79,473.26
EATON	MARCELLA	PROFESSOR	\$157,962.10
ECK	PETER KARL	ASSOCIATE PROFESSOR	\$137,253.83
EDGERTON	JASON DENNIS	PROFESSOR	\$136,603.18
EDMONDSTONE	CHRISTOPHER	INSTRUCTOR I	\$79,507.28
EDMUNDS	ANDREA	EXEC DIRECTOR, ANC SERVICES	\$168,739.18
EDRISIAN	IMAN	SYSTEMS ANALYST	\$86,123.02
EDWARDS	MARIE PATRICIA	SENIOR SCHOLAR	\$149,372.89
EDWORTHY	COURTNEY	RESEARCH SOFTWARE SPECIALIST	\$75,776.90
EFTEKHARPOUR	EFTEKHAR	ASSOCIATE PROFESSOR	\$126,696.72
EGAN	RORY BERNARD	PROFESSOR	\$88,989.51
EHN	JENS KRISTIAN	ASSOCIATE PROFESSOR	\$123,450.94
EHN	PAULINA MARGARET	UNIX/LINUX SYSTEM ADMINISTRATOR	\$96,830.01
EISNER	ANNA	DIABETIC RETINAL SCREEN NURSE	\$98,138.97
EKUMA	OKECHUKWU	DATA ANALYST	\$112,078.02
EL-GABALAWY	HANI SAAD	PROFESSOR	\$215,351.94
ELGAZZAR	REDA F	ASSOCIATE PROFESSOR	\$161,714.79
ELIAS	BRENDA DENISE	PROFESSOR	\$159,324.56
ELLIOTT	JACQUELINE K	SENIOR INSTRUCTOR	\$132,586.41
ELLIOTT	LAWRENCE JOHN	ASSOCIATE PROFESSOR	\$79,137.13
ELLIS	CHRISTOPHER CHENG-CHIEN	INFO TECH - EDUC INNOVATIONS	\$75,215.25
EL-SALAKAWY	EHAB FATHY	PROFESSOR	\$173,629.17
ELTONSY	SHERIF	ASSISTANT PROFESSOR	\$118,545.10
ELVINS	SARAH	PROFESSOR	\$162,549.18
EMMANUEL	FARAN	ASSOCIATE PROFESSOR	\$113,213.96
EMSLIE	MICHAEL	C.F.O. & COMPTROLLER	\$235,050.95

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
ENGEL	LISA	ASSISTANT PROFESSOR	\$110,604.52
ENGLISH	JAYANNE	ASSOCIATE PROFESSOR	\$133,910.44
ENNS	CHARLOTTE JOHANNA	DEAN, FACULTY OF EDUCATION / PROFESSOR	\$199,407.54
ENNS	HERBERT L	PROFESSOR	\$213,637.31
ENNS	JENNIFER EMILY	RESEARCH ASSOCIATE	\$88,030.58
ENS	CHRISTIAN BRUCE	ASSISTANT MANAGER, GROUNDS	\$92,826.67
ENS	ERICH WERNER	SENIOR SCHOLAR	\$102,647.95
ENTZ	MARTIN HERMANN	PROFESSOR	\$180,469.47
EPP	KARLY DIANE	INSTRUCTOR I	\$83,939.16
ERICKSON	BRUCE GARTH	ASSOCIATE PROFESSOR	\$120,080.89
ERICKSON	DON	INFORMATION TECHNOLOGIST	\$87,840.78
ERKINBAEV	CHYNGYZ	ASSISTANT PROFESSOR	\$105,638.10
EROS	RONALD W	DIRECTOR, EXPERIENTIAL EDUCATI	\$132,259.41
ESGUERRA	FRANCIA C	RESEARCH ACCOUNTANT SUPERVISOR	\$78,287.98
ESKICIOGLU	MEHMET RASIT	ASSOCIATE PROFESSOR	\$146,138.59
ESKICIOGLU	PINAR	HUMAN ETHICS OFFICER	\$134,755.23
ESKIN	N A MICHAEL	PROFESSOR	\$86,682.50
ESPERSEN-PETERS	KURT NELSON	ASSISTANT PROFESSOR	\$105,920.76
ESSIG	MARCO	DEPT. HEADSHIP	\$90,163.69
ESTRANERO	KRIZIA	SPEECH LANGUAGE PATHOLOGIST	\$119,970.57
EVASON	TAMMY LYNN	FINANCIAL OFFICER	\$84,137.18
FAIR	DEANNA EILEEN ALYSSA	MARKETING OFFICER	\$79,098.72
FALK	JAMISON MARK	ASSOCIATE PROFESSOR	\$135,112.20
FALKENBERG	THOMAS GERHARD	PROFESSOR	\$160,357.73
FAN	ZHENZHEN	ASSISTANT PROFESSOR	\$142,650.73
FANELLA	SERGIO THOMAS	ASSOCIATE PROFESSOR	\$93,614.65
FARENHORST	ANNEMIEKE	ASSOCIATE V.P. (RESEARCH & INTL)	\$202,446.24
FARRELL-MORNEAU	AMY	ASSISTANT PROFESSOR	\$103,709.78
FAST	DARREN	DIRECTOR, PARTNERSHIPS & INNOV	\$159,264.81
FAUBERT	MICHELLE RAE	PROFESSOR	\$155,464.77
FAURSCHOU	TRISHA	LEGAL COUNSEL	\$109,282.80
FAYEK	MOSTAFA	PROFESSOR	\$178,877.76
FEAR	JOELLE JOY	NURSE SUPERVISOR-RENAL HEALTH	\$182,586.50
FEDIRCHUK	BRENT ALLAN	ASSOCIATE PROFESSOR	\$168,061.93
FEDORCHUK	MONICA	MANAGER, FINANCE & ADMIN	\$104,157.22
FEDORYAK	OLESYA	INSTRUCTOR I	\$99,015.53
FEENSTRA	KYLE A.P.	ASSISTANT LIBRARIAN	\$93,037.63
FEHR	MONIQUE	SPACE PLANNER	\$84,135.49
FEHR	STEPHANIE	CLIENT RELATIONS OFFICER	\$77,701.13
FERENS	KENNETH F.	ASSISTANT PROFESSOR	\$122,306.57
FERGUSON	IAN JAMES	PROFESSOR	\$180,701.44
FERGUSON	PHILIP ANDREW	ASSOCIATE PROFESSOR	\$144,540.52
FERGUSON	THOMAS WILLIAM	BIostatistician-HLTH ECONOMIST	\$85,214.35
FERGUSON	JAMES G	PROFESSOR	\$181,589.15
FERLEY	MICHAEL ARTHUR	MANAGER, ENGINEERING SERVICES	\$148,187.80
FERNANDES	ALAN ALEC	PROGRAM ADMINISTRATOR	\$117,099.25
FERNANDEZ	ENRIQUE J	PROFESSOR	\$174,732.94
FERNANDEZ	PRINCESS	FINANCIAL OFFICER	\$77,886.23
FERNANDO	DILANTHA W G	PROFESSOR	\$168,443.64
FERNYHOUGH	PAUL	PROFESSOR	\$182,440.40

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
FERREIRA	KAREN JOYCE	INSTRUCTOR II	\$108,845.50
FERREIRA LOURO SILVA	RICARDO	ASSISTANT PROFESSOR	\$85,646.12
FERRIS	SHAWNA MIKAL-ANN	ASSOCIATE PROFESSOR	\$130,842.80
FFRENCH	CHERYL LORRAINE	FRCP EM PROGRAM DIRECTOR	\$81,314.91
FIDLER	DAVID	BUSINESS MANAGER - UGME	\$88,281.20
FIDLER	GREGORY W F	SENIOR INSTRUCTOR	\$135,975.17
FIEGE	JASON	ASSOCIATE PROFESSOR	\$128,414.26
FIELD	RUSSELL DAVID	ASSOCIATE PROFESSOR	\$114,867.36
FIELDING	CORY LEE	ASSISTANT DIRECTOR	\$149,212.90
FIGLEY	CHASE RUSSELL	ASSOCIATE PROFESSOR	\$123,911.07
FILIZADEH	SHAAHIN	PROFESSOR	\$170,831.37
FILOPOULOS	PETER	DESKTOP SUPPORT CONSULTANT	\$82,924.01
FINCH	LESLIE	COMPTRROLLER	\$83,899.18
FIORILLO	GRAZIANO	ASSISTANT PROFESSOR	\$113,509.26
FISCHER	GABOR	ASSOCIATE PROFESSOR	\$488,269.40
FITZELL	GORDON DALE	PROFESSOR	\$173,250.91
FLETT	INA MARIE	LICENSED PRACTICAL NURSE	\$75,282.19
FONTAINE	LEAH MARISA	INDIGENOUS INITIATIVES EDUCATO	\$75,231.30
FORBES	HANA	MANAGING DIRECTOR	\$129,556.56
FORD	BRUCE AUSTIN	PROFESSOR	\$183,372.74
FORD	LISA M	SENIOR INSTRUCTOR	\$151,235.07
FORD	LYLE ALEXANDER	ASSOCIATE LIBRARIAN	\$133,010.60
FORGET	EVELYN LOUISE	PROFESSOR	\$190,219.80
FORNWALD	BLAIR MICHEL	DIRECTOR/CURATOR	\$87,002.59
FORREST	MAUREEN DOROTHY	HR CONSULTANT	\$132,675.11
FOSTER	DAVID PAUL	INSTRUCTOR II	\$103,541.78
FOSTER	SHELLEY ANNE	ASSOC UNIV SEC (BRD OF GOVERN)	\$75,751.70
FOURNIER	ANNA	ASSOCIATE PROFESSOR	\$117,387.98
FOWKE	KEITH RAYMOND	PROFESSOR	\$188,831.92
FOWLER	KENT DOUGLAS	ASSOCIATE PROFESSOR	\$130,555.57
FRANCA	RODRIGO	ASSOCIATE PROFESSOR	\$159,585.80
FRANCO-ESPINOSA	ALICIA AGUSTINA	INSTRUCTOR II	\$104,281.75
FRANCOIS	JOSE	DEPT. HEADSHIP	\$111,311.20
FRANK	CHRISTOPHER	PROFESSOR	\$153,213.22
FRANK	JULIETA	PROFESSOR	\$140,185.12
FRANKEL	SIDNEY IRVIN	ASSOCIATE PROFESSOR	\$147,226.82
FRASER	KEVIN CHARLES	ASSOCIATE PROFESSOR	\$116,357.07
FRASER	TREVOR JAMES	FIELD RES FACILITY & EQUIP MGR	\$80,843.07
FREDERIKSEN	ANDREW	PROFESSOR	\$176,250.75
FREEZE	DONALD RICHARD	PROFESSOR	\$177,309.97
FREIER	AMY JAYNE	RESEARCH ASSOCIATE	\$84,856.17
FRESNOZA	AGNES L.	TRANSGENICS MOUSE TECHNICIAN	\$81,479.06
FRICKE	MONICA	ASSISTANT PROFESSOR	\$125,050.83
FRIDELL	MARA	ASSISTANT PROFESSOR	\$116,793.81
FRIEDRICH	LISA ANNE	RESEARCH GRANTS FACILITATOR	\$83,711.52
FRIES	CHRISTOPHER JOHN	ASSOCIATE PROFESSOR	\$133,707.39
FRIESEN	DARRYL SHANE	INSTRUCTOR I	\$85,093.01
FRIESEN	ELROY DUANE	PROFESSOR	\$152,960.53
FRIESEN	MARCIA RUTHILD	DEAN, PRICE FACULTY OF ENGINEERING / PROFESSOR	\$250,745.32
FRISK	BRENDA LYNN	LAB2MARKET COOR	\$93,468.74

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
FRISTENSKY	BRIAN WHITNEY	ASSOCIATE PROFESSOR	\$149,175.79
FROESE	IVAN PETER	BURSAR & EXEC ASST TO WARDEN	\$108,957.41
FROGNER	RAYMOND OSCAR	LIBRARIAN	\$137,590.88
FROHLICH	PETER	RESEARCH DEVELOPMENT COOR	\$89,485.04
FROSK	PATRICK	ASSOCIATE PROFESSOR	\$86,640.45
FRY	WILLIAM MARK	ASSOCIATE PROFESSOR	\$126,857.93
FUGLEM	TERRI GAYE	ASSOCIATE PROFESSOR	\$148,764.94
FUHR	JUSTIN	ASSISTANT LIBRARIAN	\$81,611.68
FULLERTON	CODY JAY	ASSISTANT LIBRARIAN	\$87,302.95
FULTON	WILLIAM BRYCE	DESK SUPPORT CONSULTANT	\$82,739.16
FUNK	CANDACE	JOB EVALUATION SPECIALIST	\$79,780.24
FUNK	LAURA MEGAN	PROFESSOR	\$140,277.80
FURDA	ANATOLIY	PROJECT MANAGER	\$80,663.29
GABBERT	MARK ALLAN	ASSOCIATE PROFESSOR	\$144,237.70
GABRIELSON	DAVID	SENIOR INFO TECH/TECH LEAD	\$89,110.75
GADZALA	KRYSTEENA	INSTRUCTOR I	\$85,171.33
GAGNON	ASHLEY	ASSOCIATE DIRECTOR	\$76,508.91
GAGNON	SUZANNE MARIE	ASSOCIATE PROFESSOR	\$234,787.31
GAJPAL	YUVRAJ	ASSOCIATE PROFESSOR	\$191,843.01
GALAUGHER	JOLEN	DIRECTOR,SCIENCE INNOVATION HU	\$102,319.60
GALLANT	MARY MICHELLE	PROFESSOR	\$193,133.55
GAMACHE	MYLENE YANNICK	ASSISTANT PROFESSOR	\$102,101.85
GAMBLE	JULIA ANNE	ASSISTANT PROFESSOR	\$106,705.42
GAMEY	PARKER JAY	IMPROVEMENT SPECIALIST	\$93,395.50
GAO	JIJUN	ASSOCIATE PROFESSOR	\$193,017.48
GAO	XIAOPENG	ASSISTANT PROFESSOR	\$99,972.44
GAO	YA	ASSISTANT PROFESSOR	\$176,681.33
GARBALD	LYNN	PROJECT MANAGER, LEVEL 1	\$82,185.79
GARCIA HOLGUERA	MARIA MERCEDES	ASSISTANT PROFESSOR	\$116,732.83
GARLAND	ALLAN BRUCE	PROFESSOR	\$116,251.22
GARLICH-MILLER	MICAH COREY	SR SYSTEMS ANALYST	\$112,093.24
GARRETT	MARK RICHARD	ASSISTANT PROFESSOR	\$130,829.29
GARROWAY	COLIN JAMES	ASSOCIATE PROFESSOR	\$105,247.67
GARTNER	JOHN GODFREY	PROFESSOR	\$428,350.92
GATZKE	NOAH DAVID	INSTRUCTOR II	\$119,601.13
GAUCHER	DANIELLE MONIQUE	ASSOCIATE PROFESSOR	\$140,362.23
GAUDET	JOCELYNE	PROJECTS COORDINATOR	\$75,675.53
GAUR	ANISH	PROJECT MANAGER LEVEL 1	\$77,506.14
GEDDERT	CAROLYN ELIZABETH	ENGINEER-IN-RESIDENCE	\$148,792.17
GERHARD	DAVID	PROFESSOR	\$112,360.51
GERICKE	MICHAEL THOMAS	PROFESSOR	\$154,698.97
GERSTEIN	ALEEZA CARA	ASSISTANT PROFESSOR	\$106,691.97
GHATTAS	NOHA	SESSIONAL INSTRUCTOR	\$80,503.61
GHAVAMI	SAEID	ASSOCIATE PROFESSOR	\$119,869.20
GHIA	JEAN-ERIC	PROFESSOR	\$148,353.34
GHOMESHI	JILA	PROFESSOR	\$179,428.34
GIBBS	JASON JOHN	ASSOCIATE PROFESSOR	\$116,954.24
GIBSON	ANASTASIA JANE	ASSISTANT PROFESSOR	\$119,703.31
GIBSON	IAN WILLIAM	ASSOCIATE PROFESSOR	\$427,750.86
GIESBRECHT	DEBRA DAWN	DIRECTOR, UNIV CTR PHARMACY	\$85,745.49

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
GIESBRECHT	EDWARD MARK	ASSOCIATE PROFESSOR	\$137,814.03
GIESBRECHT	GORDON GRANT	PROFESSOR	\$180,450.50
GIESBRECHT	TRACEY LYNN	INSTRUCTOR II	\$113,865.08
GILCHRIST	JAMES STUART CHARLES	PROFESSOR	\$192,195.81
GILES-SMITH	LORI	LIBRARIAN	\$139,986.79
GILL	KAMNI JESSICA	ASSISTANT PROFESSOR	\$112,611.31
GILLIS	DARREN MICHAEL	PROFESSOR	\$178,695.40
GILLIS	RICHARD JOHANN	PROFESSOR	\$185,828.33
GILMORE	COLIN GERALD	ASSISTANT PROFESSOR	\$131,788.67
GIRARD	RACHELLE	ASSISTANTT MANAGER, FINANCIAL ANALYSIS	\$92,549.94
GISLASON	APRIL SHELLEY	RSRCH GR FAC / BUS. DEV OFFICER	\$84,839.12
GIULIANO	RYAN JEFFREY	ASSISTANT PROFESSOR	\$91,989.04
GLASSFORD	LORRAINE FRANCES	INSTRUCTOR II	\$116,618.32
GLAVIN	GARY BERTRUN	PROFESSOR	\$123,438.78
GLAZEBROOK	CHERYL MARY	PROFESSOR	\$139,551.71
GLAZNER	GORDON WAYNE	ASSOCIATE PROFESSOR	\$146,351.26
GLENWRIGHT	MELANIE	ASSOCIATE PROFESSOR	\$136,536.77
GLOGOWSKA	ALEKSANDRA MARIA	INSTRUCTOR II	\$94,352.68
GLOUX	RICHARD	DIRECTOR, TECHNOLOGY SERVICES	\$149,694.36
GNIADK	IWONA	EDUCATIONAL DEVELOPER	\$82,174.83
GOBERT	MICHAEL	SUPERVISOR, CENTRAL ZONE	\$76,734.27
GODARD	JOHN HAMILTON	PROFESSOR	\$123,481.35
GODFREY	CAROLYN CHRISTINE	PROGRAMMER ANALYST	\$105,710.57
GODWIN	RYAN THOMAS	ASSOCIATE PROFESSOR	\$130,549.81
GOLD	BERNARD	DIRECTOR, PENSION OFFICE	\$152,265.02
GOLDBERG	AVIVA MICHELLE	ASSOCIATE PROFESSOR	\$189,278.21
GOLDENSTEIN	LEONARD	SR LINUX PLATFORM SPECIALIST	\$99,401.53
GOLDSBOROUGH	L GORDON	ASSOCIATE PROFESSOR	\$148,659.16
GOLE	ANIRUDDHA M	PROFESSOR	\$187,078.10
GONG	YUEWEN	SENIOR SCHOLAR	\$155,228.64
GOOCH	CASEY	ASSISTANT MANAGER, R-SF ACCT	\$103,034.46
GOODMAN	LESLIE GREER	SENIOR INSTRUCTOR	\$147,283.83
GOODWIN	BARBARA LYNN	SENIOR INSTRUCTOR	\$130,674.58
GORCZYCA	BEATA	PROFESSOR	\$148,089.71
GORDON	GAYLE CATHERINE	ASSOCIATE REGISTRAR (SYSTEMS)	\$129,920.18
GORDON	JONATHAN BARRY	ASSOCIATE PROFESSOR	\$113,878.29
GORDON	JOSEPH WILLIAM	ASSOCIATE PROFESSOR	\$124,847.68
GOUGH	KATHLEEN MARGARET	PROFESSOR	\$181,989.94
GOULET	TRISHIA NICOLE	INSTRUCTOR I	\$91,750.21
GOZHO	NHAMO GEORGE	INSTRUCTOR II	\$116,556.28
GRAFF	LESLEY A	PROFESSOR	\$210,864.23
GRAHAM	JACKIE	DIRECTOR OF HEALTH PROGARMS	\$126,615.29
GRAHAM	MARJORY RUTH	ASSOCIATE PROFESSOR	\$79,302.07
GRAHAM-TETRAULT	NICOLE	SENIOR AUDIT CONSULTANT	\$94,086.30
GRAHN	MYRNA	MANAGER OF FFDC	\$107,061.17
GRANT	CHARLES WILLIAM	SENIOR INSTRUCTOR	\$172,030.99
GRAVES	JOSEPH DEREK LEE	IT MANAGER	\$100,724.44
GREEN	CHRISTOPHER HENRY	ASST MGR, PREVENTATIVE MAINT.	\$87,607.83
GREEN	RILEY JAMES	CHARGE ENGINEER -2ND CLASS	\$98,142.97
GREENBERG	BRIAN DOUGLAS	SYSTEMS ANALYST-SECURITY OP	\$86,725.79

**The University of Manitoba  
Schedule of Public Sector Compensation  
for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
GREENBERG	CHERYL ROCKMAN	PROFESSOR	\$128,227.19
GREENFIELD	HASKEL J	PROFESSOR	\$181,691.72
GREENING	STEVEN GRANT	ASSOCIATE PROFESSOR	\$119,032.21
GREGOIRE	KERRI	LEAD STUDENT RECRUITMENT OFFIC	\$77,559.18
GREIDANUS	NATHAN SIDNEY	ASSOCIATE PROFESSOR	\$160,626.30
GREWAL	SUKHJINDER	PHYSICAL PLANT ENGINEER	\$83,115.53
GRIFFIN	DOUGLAS	SEN ACCOUNTANT/FINANCE OFFICER	\$102,670.69
GROCOTT	HILARY PETER THOMAS	PROFESSOR	\$94,460.76
GRONSKI	TOM	NETWORK ANALYST	\$93,075.61
GROOME	MARGARET ESTELLE	ASSOCIATE PROFESSOR	\$148,278.02
GU	XIAOCHEN	PROFESSOR	\$186,365.98
GUARD	JULIE	PROFESSOR	\$154,835.15
GUDERIAN	ROBERT WILLIAM LEE	INSTRUCTOR I	\$96,436.20
GUENTHER	SANDRA LYNN	PHARMACIST	\$84,323.85
GULDEN	ROBERT HERBERT	PROFESSOR	\$160,649.06
GUNAY	HIKMET	PROFESSOR	\$164,058.17
GUNDERSON	KAREN ROSEMARIE	ASSISTANT PROFESSOR	\$108,916.58
GUNN	BRENDA LAURIE	PROFESSOR	\$168,048.63
GUVEN ISIN	GURSANS	ASSISTANT PROFESSOR	\$97,533.47
GUYOT	MEGHAN KATHLEEN	INSTRUCTOR I	\$94,152.11
GWINNER	GERALD	PROFESSOR	\$174,060.16
HAAKSMA	JEFF	MANAGER, ENDPOINT SVC-SUPPORT	\$128,922.06
HACK	THOMAS FRANCIS L	PROFESSOR	\$182,112.43
HAGIWARA	ROBERT	ASSISTANT PROFESSOR	\$113,604.48
HAIGH	JODY JONATHAN	PROFESSOR	\$140,730.80
HAIMEUR	ASMAA	ASSISTANT PROFESSOR	\$154,418.05
HAINES	LIZA JANE	ACADEMIC ADVISING LEAD	\$76,119.40
HAJER	JESSE WILLIAM	ASSISTANT PROFESSOR	\$113,976.06
HAJIDIACOS	NICHOLAS PETER	ASSOCIATE PROFESSOR	\$120,510.10
HALABUZA	DARRIN	SYSTEMS SUPPORT	\$82,785.53
HALAS	GAYLE	ASSISTANT PROFESSOR	\$129,504.83
HALAYKO	ANDREW JOHN	PROFESSOR	\$219,057.06
HALDEN	NORMAN MELROSE	PROFESSOR EMERITUS/EMERITA	\$154,408.32
HALDER	RUMEL	INSTRUCTOR II	\$107,426.75
HALKET	LISA	DIRECTOR, STAFF RELATIONS	\$88,365.26
HALLI	SHIVALINGAPPA S	PROFESSOR	\$190,882.55
HALLMAN	BONNIE CATHARINE	ASSOCIATE PROFESSOR	\$148,427.05
HALONEN	DEANA FAY	SENIOR INSTRUCTOR	\$139,686.38
HAMELIN	DARYL	ELECTRICAL TECHNOLOGIST	\$89,989.49
HAMILTON	JOANNE LOREEN THOROSKI	DIRECTOR, EDUCATION DEVELOPMENT	\$130,035.81
HAMM	GARRET JOEL	FACILITIES ASSESSMENT COORD	\$96,562.81
HAMZA	SATE	ASSISTANT PROFESSOR	\$427,750.86
HAN	JOO YOUNG	ASSISTANT PROFESSOR	\$91,816.95
HANDKAMER	KEVIN THOMAS	CAMPUS PLANNER	\$78,718.14
HANESIAK	JOHN MICHAEL	PROFESSOR	\$173,235.28
HANN	BRENDA JANE	PROFESSOR	\$169,342.43
HANNAN	SARAH ANNE LESLIE	ASSISTANT PROFESSOR	\$94,659.03
HANNESSON	LLOYD K	WEB & SYSTEMS ADMINISTRATOR	\$82,323.93
HANNILA	SARI STEPHANIE	ASSOCIATE PROFESSOR	\$131,558.95
HANSEN	NANCY ELLEN	PROFESSOR	\$162,010.76

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
HANSON	MARK L	PROFESSOR	\$166,634.42
HAO	XUEMIAO	ASSOCIATE PROFESSOR	\$157,615.83
HAQUE	C EMDAD	PROFESSOR	\$180,657.48
HARDER	NICOLE	ASSOCIATE PROFESSOR	\$139,206.21
HARDY	ASHLEY MARGARET	INSTRUCTOR II	\$117,600.30
HARE	JASON CORY	FABLAB TECHNOLOGIST	\$78,591.75
HARLAND	NICHOLAS W	INSTRUCTOR II	\$98,628.04
HARMATZ	HOWARD ROBERT	SESSIONAL INSTRUCTOR	\$94,831.43
HARMS	SHELLEY LYNN	INSTRUCTOR II	\$88,741.26
HARRINGTON	DOUGLAS ALLEN	PROFESSOR	\$143,350.64
HARRINGTON	MICHAEL WILLIAM	ASSISTANT PROFESSOR	\$133,572.30
HART	KIMBERLY LEIGH-ANN	SENIOR LEAD INDIGENOUS HEALTH	\$86,502.53
HART	MARGARET	INSTRUCTOR II	\$96,846.87
HARTLEY	JESSICA NICOLE	INSTRUCTOR II	\$117,801.42
HARTLIN	JOSHUA	FACILITATOR & LRNG MEDIA SPEC	\$83,582.77
HARVEY	ELIZABETH HUSSA	SENIOR INSTRUCTOR	\$134,399.25
HASAN	MAHMUD	PHYSICIAN	\$101,581.83
HATALA	ANDREW RICHARD	ASSOCIATE PROFESSOR	\$112,218.25
HATCH	GRANT MICHAEL	PROFESSOR	\$184,102.15
HAUSEMAN	DAVID CAMERON	ASSISTANT PROFESSOR	\$113,576.54
HAUSNER	GEORG	PROFESSOR	\$174,686.22
HAVERSTOCK	NICOLE	ASSISTANT PROFESSOR	\$97,245.37
HAWORTH-BROCKMAN	MARGARET JEAN	SENIOR PROGRAM MANAGER	\$119,936.54
HAWRYLUK	CHARLENE	ADMINISTRATIVE ASSISTANT	\$81,701.62
HAYES	KERRIE NICOLE	DIRECTOR OF CONTRACTS	\$136,413.41
HEALY	PAULA MARIE	PHYSICIAN REPATRIATION COORD	\$94,432.55
HEBERGER	ALEXANDRA	ASSOCIATE PROFESSOR	\$146,496.13
HEBERT	ELIZABETH A	ASSISTANT PROFESSOR	\$112,660.86
HECHTER	RICHARD	PROFESSOR	\$141,750.69
HECKMAN	GERALD P	ASSOCIATE PROFESSOR	\$158,785.43
HEDGES	JENNIFER	ASSISTANT PROFESSOR	\$87,395.84
HEIDE	KATELYN ELIZABETH	IMMUNISATION CLINICIAN	\$92,019.04
HELEWA	MICHAEL ELIAS	SENIOR SCHOLAR	\$78,087.94
HELLER	HENRY	PROFESSOR	\$95,344.09
HENHAWK	DANIEL ALEXANDER	ASSISTANT PROFESSOR	\$105,951.18
HENRIKSEN	CHRISTINE ANNE	ASSISTANT PROFESSOR	\$106,257.14
HENRY	RICHARD RORY	DIRECTOR,PLANNING & PRIORITIES	\$147,116.21
HENSEL	JENNIFER	ASSOCIATE PROFESSOR	\$141,665.37
HENSELWOOD	MATT	RISK MANAGEMENT ASSOCIATE	\$82,209.67
HERATH	SREEMALI	ASSISTANT PROFESSOR	\$97,625.68
HERBERT	DAVID ERIC	ASSOCIATE PROFESSOR	\$122,442.52
HERMISTON	MEREDITH LYNNE	ADMINISTRATIVE ASSISTANT	\$75,819.53
HERMOSISIMA	JOHN	CHARGE ENGINEER -2ND CLASS	\$118,188.55
HERRMANN	RANDY	SENIOR INSTRUCTOR	\$145,030.44
HEWITT	BARBARA RUTH	RESEARCH GRANTS OFFICER	\$133,147.53
HICKS	GEOFFREY GORDON	PROFESSOR	\$183,599.13
HIEBERT	LYNNE C. P.	LEGAL COUNSEL	\$132,679.12
HIEBERT	RUSSEL SHANE	INSTRUCTOR I	\$81,973.02
HIEBERT-MURPHY	ELIZABETH DIANE	PROVOST & V.P. (ACADEMIC) / PROFESSOR	\$336,548.47
HILDAHL-SHAWN	KRISTIN	INSTRUCTOR I	\$86,565.79

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
HILL	DAVID ALEXANDER	ASSISTANT PROFESSOR	\$119,703.31
HITCHON	CAROL ANN	ASSOCIATE PROFESSOR	\$90,878.07
HO	JULIET	PROFESSOR	\$121,323.54
HO	NGAI MAN	PROFESSOR	\$151,076.83
HO	VICTORIA	ASSISTANT LIBRARIAN	\$81,611.68
HOCHMAN	JORDAN B	PROFESSOR	\$81,264.66
HODGE	LINNEA	INSTRUCTOR I	\$108,040.99
HODGES	RICHARD	DIRECTOR, ANIMAL CARE & VET.	\$152,264.87
HOLMQVIST	MAXINE ELISABETH	ASSOCIATE PROFESSOR	\$135,075.76
HOLMSTROM	KATARINA CHANTELE EILEEN	MANAGER - IST ORG PERFORANCE	\$98,991.73
HOLOVACH	THOMAS W	ASST MANAGER, ELECTRICAL SHOP	\$90,272.77
HOLTER	KATHY-LYNN (K-L)	DIRECTOR, IST ENGAGEMENT SVCS	\$152,264.83
HOLYK	BRENDA	PHYSICIAN	\$162,945.28
HOLYK	RANDALL PETER ANDREW	MARKETING MANAGER	\$94,086.31
HOMBACH-KLONISCH	SABINE	PROFESSOR	\$167,196.25
HOMENIUK	CARRIE	DIRECTOR, HR SERVICES	\$142,904.04
HONEYFORD	JAMES KEITH	INSTRUCTOR II	\$101,012.11
HONEYFORD	MICHELLE ANNETTE	ASSOCIATE PROFESSOR	\$134,094.64
HONG	SAY PHAM	DATA MANAGEMENT ANALYST	\$95,602.69
HOPKINS	SHELLEY	EXEC. DIRECTOR, FIN. PLANNING	\$168,715.61
HOPPA	ROBERT D	PROFESSOR	\$184,593.25
HORNSBY	JACQUELINE ALEXANDRA	RENAL LICENSED PRACTICAL NURSE	\$127,360.92
HORTON	JILLIAN	ASSOCIATE PROFESSOR	\$188,554.56
HOSSAIN	ABU ZAFAR MOHAMMAD EKRAM	PROFESSOR	\$180,341.76
HOU	SEN	MOL. IMMUNOL TECH/LAB MANAGER	\$80,629.72
HOUSE	JAMES DUNCAN	PROFESSOR	\$181,601.01
HRYCAIKO	KIMBERLY CLAUDINE	DIABETIC RETINAL SCREEN NURSE	\$97,216.42
HRYNIUK	ALEXA	ASSISTANT PROFESSOR	\$125,619.62
HRYSHKO	LARRY VICTOR	PROFESSOR	\$187,772.05
HU	CANMING	PROFESSOR	\$172,393.66
HU	PINGZHAO	ADJUNCT PROFESSOR	\$80,623.57
HUANG	JIANNING	ASSISTANT PROFESSOR	\$75,244.55
HUBNER	BRIAN EDWARD	ASSOCIATE LIBRARIAN	\$127,828.70
HUDSON	IAN	PROFESSOR	\$174,993.25
HUDSON	MARK	PROFESSOR	\$139,539.85
HUGHES	JUDITH ANN	ASSOCIATE PROFESSOR	\$150,606.30
HUI	GEOFFREY YU-HIN	H.R. SYSTEMS ANALYST	\$75,855.16
HUISMAN	MONICA PAULINE	INSTRUCTOR II	\$98,728.34
HUMMEL	MICHAEL	LIVESTOCK ATTENDANT	\$79,539.95
HUNT	MARIE-ANNE N	STUDENT SERVICES LEAD	\$75,322.40
HUNTINGHAWK	LEONA FAYE	INSTRUCTOR I	\$86,145.86
HUNZINGER	VANESSA HILARY MARGRET	ASSISTANT PROFESSOR	\$128,853.83
HUSTON	JEFF	AURORA STUD FUNCTIONAL ANALYT	\$96,884.25
IACOPINO	ANTHONY MICHAEL	DEAN EMERITUS/EMERITA	\$150,089.32
IACOZZA	JOHN	SENIOR INSTRUCTOR	\$144,917.54
IM	JUNYON	ASSISTANT PROFESSOR	\$135,519.68
INGLIS	DEREK HENRY	INSTRUCTOR I	\$94,644.80
INNIS	JAROD TYLER	NETWORK ADMINISTRATOR	\$95,256.36
IONESCU	DAN ANDREI	PROJECT MANAGER, LEVEL 1	\$104,048.14
IRAGHI MOGHADDAM	GHOLAMHOSSEIN	SENIOR INSTRUCTOR	\$128,869.05

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
IRELAND	DAVID ANDREW	ASSOCIATE PROFESSOR	\$141,440.91
IRVINE	JOHN CHRISTOPHER	PROFESSOR	\$195,262.25
ISAAC	KATHERINE SUSAN	INSTRUCTOR II	\$93,860.42
ISFELD-KIELY	HARPA KOLBRUN	SENIOR PROJECT COORDINATOR	\$90,401.55
ISLAM	FARHAN	SESSIONAL INSTRUCTOR	\$98,852.93
ISLEIFSON	DUSTIN KONNER	ASSOCIATE PROFESSOR	\$121,856.88
IVANCO	TAMMY LEANNE	ASSOCIATE PROFESSOR	\$143,312.87
JACKSON	MICHAEL	PROGRAM COORDINATOR	\$79,729.65
JACKSON	MICHAEL FREDERICK	ASSOCIATE PROFESSOR	\$142,787.48
JACKSON	RON GERALD	ELECTRICIAN	\$77,046.57
JACOBS	CHERYL JANE	SENIOR INSTRUCTOR	\$114,899.65
JACOBSON	ERIC	PROFESSOR	\$195,883.52
JACOBY	TAMI AMANDA	PROFESSOR	\$160,495.43
JAEGER	STEPHAN	PROFESSOR	\$173,091.62
JAFARI JOZANI	MOHAMMAD	PROFESSOR	\$135,756.39
JAKOBSON	LORNA SUSAN	PROFESSOR	\$185,125.82
JALAYERI	EHSAN	MECH ENG TECHNOLOGIST 4	\$92,869.65
JALLOH	CHELSEA ROBIN	EDUCATIONAL SPECIALIST	\$86,507.72
JAMES	KARIN URSULA	INSTRUCTOR II	\$97,731.31
JAMIESON	RANDALL KENNETH	PROFESSOR	\$162,425.74
JANJIC	SINISA	ELECTR ENG TECHNOLOGIST 3	\$81,453.31
JANZEN	KEVIN	INFORMATION TECHNOLOGIST	\$96,734.82
JANZEN	MELANIE D.	ASSOCIATE PROFESSOR	\$134,219.65
JANZEN	MICHAEL	RESEARCH DEVELOPMENT MANAGER	\$152,144.08
JANZEN	TERENCE	PROFESSOR	\$171,243.03
JASSAL	DAVINDER SINGH	PROFESSOR	\$140,015.57
JATTAN	AARON ROHAN	PG FACULTY LEAD-ACAD CURRICUL	\$77,485.85
JAWORSKI	KYLE	INFORMATION TECHNOLOGIST	\$95,292.35
JAYARAMAN	RAGHAVAN	ASSOCIATE PROFESSOR	\$142,350.65
JAYAS	DIGVIR	V.P.(RESEARCH & INTERNATIONAL)	\$346,458.06
JAYASURIYA	JUDITH NIKINIE	LEAD OF EXPERIENTIAL LEARNING	\$116,163.68
JEFFREY	IAN FRASER	ASSOCIATE PROFESSOR	\$121,696.56
JEFFRIES	KENNETH MICHAEL	ASSOCIATE PROFESSOR	\$114,837.19
JENKINS	JOYCE LYNN	ASSOCIATE PROFESSOR	\$134,532.61
JENKINS	PAUL	MANAGER PROGRAM DELIVERY	\$83,123.82
JENNER	JONATHAN DONALD	ASSISTANT PROFESSOR	\$100,945.84
JETTE	PHIL	ASSISTANT ENGINEER -2ND	\$86,565.79
JIAN	FUJI	ASSOCIATE PROFESSOR	\$109,956.02
JIANG	DEPENG	ASSOCIATE PROFESSOR	\$152,311.60
JIN	CHEN	INSTRUCTOR II	\$105,109.38
JOCHELSON	RICHARD	DEAN, FACULTY OF LAW / PROFESSOR	\$241,781.46
JOHNS	ERIN	ASSISTANT PROFESSOR	\$116,094.42
JOHNSON	BRADFORD CECIL	ASSOCIATE PROFESSOR	\$128,017.42
JOHNSON	DEREK STEPHEN	PROFESSOR	\$156,130.70
JOHNSON	EDWARD ALTON	PROFESSOR	\$174,696.15
JOHNSON	JAY ANTHONY	PROFESSOR	\$152,963.18
JOHNSON	LESLIE	SENIOR INSTRUCTOR	\$137,717.97
JOHNSON	PATRICIA	CLINICAL VETERINARIAN	\$105,417.57
JOHNSTON	CAROL	AREA COORDINATOR	\$76,119.45
JONASSON-YOUNG	DEBRA SIGNE	I.H. ASPER EXECUTIVE DIRECTOR	\$132,679.11

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
JONATSCHICK	GUY J D	INFORMATION SYSTEMS COORD.	\$95,519.80
JONES	ESYLLT	PROFESSOR	\$160,632.01
JONES	IAN WILLIAM	PROGRAM DIRECTOR (P.A.E.P.)	\$109,169.06
JONES	LANI	HR CONSULTANT	\$113,402.43
JONES	MEAGHAN JESSICA	ASSISTANT PROFESSOR	\$107,918.10
JOO	HEE-JUNG SERENITY	ASSOCIATE PROFESSOR	\$121,513.80
JORGENSON	CRYSTAL	COMMUNICATIONS SPECIALIST	\$94,086.34
JORGENSON	JASON	STUDENT AFFAIRS COORDINATOR	\$78,978.32
JOYAL	MARK ALLAN	PROFESSOR	\$180,855.37
JUFFS	SHELBY JEAN	REPORTING INFORMATION TECH	\$76,443.06
JUKES STRUTT	VANESSA MORGAN	PROJECT MANAGER	\$94,856.03
JUNG	ERICA	DIRECTOR	\$113,595.01
JUNG	EUN-JEONG	BUSINESS MANAGER	\$90,654.98
JURKOWSKI	EDWARD MARTIN	DEAN, DESAUTELS FACULTY OF MUSIC / PROFESSOR	\$311,606.54
KABIR	MUHAMMAD	ASSISTANT PROFESSOR	\$80,335.09
KACHULAK-BABEY	LISA SUSAN	ASSOC REGISTRAR & DIR- STU REC	\$130,036.45
KAITA	KELLY DANIEL ENJIRO	ASSISTANT PROFESSOR	\$82,655.58
KAJTAR	TRINA GISELLE	FACILITATOR & PROGRAMS COORD	\$85,382.39
KALBERG	HOLGER	ASSOCIATE PROFESSOR	\$124,047.95
KALYNUK	SEAN	TECHNICAL SPECIALIST/DEVELOPER	\$103,464.35
KAMATHAM	SRI HARSHA	ASSISTANT PROFESSOR	\$167,233.66
KAMPEN	KAREN MARGARET-ANNE	INSTRUCTOR II	\$120,038.16
KANE	RONALD CHARLES ANTHONY	INSTRUCTOR I	\$79,323.76
KANG	NANCY	ASSOCIATE PROFESSOR	\$129,763.83
KAPITANKER	ZEEV	MECH ENG TECHNOLOGIST 4	\$92,869.60
KARANI	PARVIZ	SYSTEM ANALYST	\$97,679.40
KARBALAEIHEIDARI	HAMIDREZA	RESEARCH ASSOCIATE	\$81,355.31
KARDAMI	ELISSAVET	PROFESSOR	\$179,257.10
KARIMI-ABDOLREZAEI	SOHEILA	PROFESSOR	\$154,770.47
KARLAFTIS	BROOKE MYRNA	DONOR RELATIONS OFFICER	\$92,990.70
KARNAOUKH	SVIATOSLAW	MECH ENG TECHNOLOGIST 3	\$81,453.30
KARPAN	CYNTHIA	PROFESSOR	\$154,737.59
KASSE	ZELE	PURCH CONSLT/SUPERVISOR	\$81,594.37
KATYAL	SACHIN	ASSOCIATE PROFESSOR	\$136,081.79
KATZ	ALAN	PROFESSOR	\$189,406.49
KAUFMANN	ANTHONY MICHAEL	ASSOCIATE PROFESSOR	\$101,793.22
KAUPPINEN	TIINA MATLEENA	ASSOCIATE PROFESSOR	\$138,805.11
KAUR	HARKIRAN	IT MANAGER	\$108,222.44
KAYAMA	YUHKO	SENIOR INSTRUCTOR	\$126,570.31
KAZEM MOUSSAVI	ZAHRA	PROFESSOR	\$180,161.32
KEARSEY	JOHN E	V.P. (EXTERNAL)	\$248,455.44
KEATING	ERIN MICHELLE	ASSOCIATE PROFESSOR	\$105,410.33
KEHLER-SIEBERT	JUDITH LYNN	PROFESSOR	\$179,816.34
KEIJZER	RICHARD	PROFESSOR	\$96,979.79
KEISKI	MICHELLE	ASSISTANT PROFESSOR	\$165,989.13
KELLY	CHRISTINE ELIZABETH	ASSOCIATE PROFESSOR	\$121,937.57
KELLY	DEBBIE M	PROFESSOR	\$168,449.75
KELLY	KEVIN	ASSOCIATE PROFESSOR	\$165,721.17
KELLY	LAUREN	ASSISTANT PROFESSOR	\$133,990.37
KELSO	JAMES HENRY	SENIOR INFO TECHNOLOGY OFFICER	\$103,170.65

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
KELVIN	LAURA ELENA	ASSISTANT PROFESSOR	\$103,025.21
KENKEL	NORMAN CHARLES	PROFESSOR	\$180,869.62
KENNEDY	GERARD JOSEPH	ASSISTANT PROFESSOR	\$120,967.92
KENNEDY	JONATHAN	FLEXING LEARNING SUPPORT	\$93,279.61
KENNY	DONNA GAIL	DIRECTOR	\$122,857.47
KENNY	LEO	CLINICAL VETERINARIAN	\$123,589.38
KEOWN	VERA LYNN	LIBRARIAN	\$141,101.72
KERCHAK	COLLEEN	ASSISTANT MGR, CARETAKING SERV	\$80,788.72
KERR	WILLIAM	ASSOCIATE PROFESSOR	\$142,426.51
KERRACHE	ALI	HIGH PERF COMPUTING SPECIALIST	\$94,947.38
KETTNER	JOEL DAVID	ASSOCIATE PROFESSOR	\$171,756.02
KEYNAN	YOAV	ASSOCIATE PROFESSOR	\$240,713.50
KHAJEHPOUR	MAZDAK	ASSOCIATE PROFESSOR	\$134,198.39
KHALID	HUMA	INSTRUCTOR I	\$94,662.03
KHAN	ABDUL KHALIQ	TECHNOLOGIST 4	\$92,869.59
KHAN	MOHAMMAD NURUZZAMAN	ASSISTANT PROFESSOR	\$103,579.65
KHODAY	AMAR	ASSOCIATE PROFESSOR	\$142,912.90
KHOSH DARREGI	MATT	ASSISTANT PROFESSOR	\$87,765.91
KILEY	KIMBERLY	INSTRUCTOR II	\$97,390.57
KIM	AARON	ASSOCIATE PROFESSOR	\$159,179.09
KIM	JAE YUN	ASSISTANT PROFESSOR	\$143,581.23
KIM	JEONG MIN	ASSISTANT PROFESSOR	\$76,019.83
KIM	SUNMEE	ASSISTANT PROFESSOR	\$100,035.50
KINDRACHUK	KENNETH JASON	ASSISTANT PROFESSOR	\$124,078.40
KING	KAITLIN	INSTRUCTOR II	\$98,566.23
KING	MEAGAN	ASSISTANT PROFESSOR	\$102,381.37
KINLEY	DEBRA JOLENE	ASSISTANT PROFESSOR	\$120,203.30
KINNELL	AMANDA	SENIOR FINANCIAL OFFICER	\$147,760.73
KINSNER	WITOLD	PROFESSOR	\$186,005.85
KIRILLOV	SERGEI	RESEARCH ASSOCIATE	\$90,354.55
KIRKLAND	STEPHEN JAMES	PROFESSOR	\$190,062.44
KIROUAC	GILBERT J	PROFESSOR	\$180,328.21
KIROUAC MASSICOTTE	ISABELLE	ASSISTANT PROFESSOR	\$99,170.56
KIRSHENBAUM	LORRIE ALLEN	PROFESSOR	\$216,621.43
KLACHEFSKY	MORGAN EDANA	ACADEMIC ADMINISTRATOR	\$76,170.93
KLASSEN	ARRON	PHYSICAL PLANT ENGINEER	\$81,580.65
KLASSEN	DIANA HELEN	INSTRUCTOR II	\$106,482.16
KLASSEN	PAUL STANLEY	INFORMATION TECHNOLOGIST	\$99,013.73
KLASSEN	TERRY PAUL	PROFESSOR	\$175,284.09
KLAYH	VANESSA	NURSING COOR-SKILLS & SIMUL	\$78,515.34
KLEIMAN	NANCY LEIGH	SENIOR INSTRUCTOR	\$132,330.42
KLONISCH	THOMAS	PROFESSOR	\$192,206.92
KLOWAK	CHAD STEVEN	MATERIALS LABORATORY MANAGER	\$132,572.44
KLUS	BRADLEY ALLAN	ASSISTANT PROFESSOR	\$218,232.56
KLYMCHUK	JARET	DIRECTOR, ARCH. & ENGIN. SVCS.	\$168,890.33
KLYMIUK	ASHLEY	ASSISTANT PROFESSOR	\$88,907.66
KO	JI HYUN	ASSOCIATE PROFESSOR	\$121,504.13
KOCH	MARTHA JANE	ASSOCIATE PROFESSOR	\$128,936.90
KOCZANSKI	KRYSZYNA	SENIOR INSTRUCTOR	\$136,169.28
KOHUT	KARL LAWRENCE	ASSISTANT PROFESSOR	\$99,643.08

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
KOKOKYI	SEINT	ASSISTANT PROFESSOR	\$97,245.37
KOKSEL USTUNDAG	HAVVA FILIZ	ASSISTANT PROFESSOR	\$100,324.22
KOLDINGNES	VANESSA	V.P. (EXTERNAL) / DIRECTOR	\$239,126.50
KOLTON	BRENT	ASST. DIR OPERATION & MAINTEN	\$133,575.07
KOMHER	KATELYN	FINANCIAL OFFICER	\$75,359.03
KOMINOWSKI	JAMES ANTHONY	ASSOCIATE LIBRARIAN	\$128,175.08
KONG	JIMING	PROFESSOR	\$181,538.06
KONSTANTIUK	IRYNA	SENIOR INSTRUCTOR	\$120,426.29
KOOP	ROYCE A J	PROFESSOR	\$140,441.14
KOPER	NICOLA	PROFESSOR	\$160,002.81
KOPOTUN	KIRILL	PROFESSOR	\$180,960.28
KORDI	BEHZAD	PROFESSOR	\$166,311.01
KORNELSEN	JENNIFER	ASSISTANT PROFESSOR	\$117,117.46
KOSTELNYK	WILLIAM I S	STAFF RELATIONS OFFICER	\$113,951.11
KOULOURIOTIS	JOANNA ELIZABETH	EDUCATIONAL DEVELOPER	\$83,815.13
KOURITZIN	SANDRA	PROFESSOR	\$193,355.77
KOVEN	LESLEY PAULA	ASSISTANT PROFESSOR	\$119,703.31
KOWALEC	KAARINA ASHLEY	ASSISTANT PROFESSOR	\$114,171.16
KOWK	GREGORY	MANAGER, POWERHOUSE	\$148,770.39
KOZYRA	BRIDGET	INSTRUCTOR II	\$108,683.06
KRAMER-KILE	MARNIE	ASSISTANT PROFESSOR	\$124,464.06
KRAUT	ALLEN GERALD	ASSOCIATE PROFESSOR	\$98,108.84
KRAWITZ	SHERRY A.	ASSISTANT PROFESSOR	\$427,750.86
KREDETSER	MAIA SIMONE	ASSISTANT PROFESSOR	\$97,245.37
KREINDLER	ADI SARA	ASSISTANT PROFESSOR	\$123,497.77
KRENTZ	ROWENA	DIRECTOR, OFFICE OF THE PROVOST	\$95,493.64
KREPSKI	DEREK ALISTAIR	ASSOCIATE PROFESSOR	\$104,648.45
KRIELLAARS	DEAN JOHANNES	ASSOCIATE PROFESSOR	\$144,172.48
KROEKER	SCOTT	PROFESSOR	\$156,958.61
KROKHINE	OLEG VLADIMIROVICH	ASSOCIATE PROFESSOR	\$131,500.23
KRUCK	CHRISTA LANE	ALUMNI AND AWARDS LEAD	\$78,094.11
KRUEGER	PAUL ARNOLD	MECH ENG TECHNOLOGIST 4	\$89,338.87
KRUK	RICHARD	PROFESSOR	\$157,105.65
KRUSE	KRISTEN LEANNE	ASSOCIATE LIBRARIAN	\$120,888.64
KRUSE	MARC ALLEN JASON	INDIGENOUS LAW STUDENT PROG SU	\$104,137.36
KRUTISH	ANGELA MARY	PROJECT MANAGER	\$81,059.79
KRYSANSKI	VALERIE	ASSISTANT PROFESSOR	\$119,703.31
KUBAS	JENNIFER	LEGAL COUNSEL	\$129,324.41
KUCERA	THOMAS GLEN	ASSOCIATE PROFESSOR	\$133,866.99
KUCHISON	ANGELA MARIA	INSTRUCTOR I	\$95,974.09
KUFFERT	LEONARD BRENT	PROFESSOR	\$158,352.12
KUFFNER	JEREMY GEORGE	SYSTEMS ANALYST SUPERVISOR	\$110,359.78
KUHN	DAVID CHARLES STORY	PROFESSOR	\$183,290.61
KULCHYSKI	PETER	PROFESSOR	\$162,700.88
KULICK	ORYSIA	ASSISTANT PROFESSOR	\$92,780.69
KUMAR	AYUSH	PROFESSOR	\$162,532.35
KUMAR	KARI LYNNE	SENIOR INSTRUCTOR	\$116,998.14
KUNG	SAM KAM-PUN	PROFESSOR	\$161,430.18
KURAL	BRITT	EXPERIENTIAL EDUCATION FACILITATOR	\$117,930.63
KURJEWICZ	ZENON	SENIOR RESEARCH ANALYST	\$94,086.13

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
KURNELL	MICHAEL	AUDIO MULTIMEDIA TECH LEAD	\$87,854.59
KUSS	CHRISTIAN	ASSISTANT PROFESSOR	\$105,618.95
KUSS	SABINE	ASSISTANT PROFESSOR	\$108,369.43
KUZMA	DORIS	DEPUTY DIRECTOR - MANAGEMENT & FINANCE	\$130,361.84
KUZMENIUK	MARY ANNE	ADMINISTRATIVE ASSISTANT	\$76,122.77
KUZYK	ZOU ZOU ANNA	ASSOCIATE PROFESSOR	\$121,781.31
KWONG	YICK WING	DATA SCIENTIST	\$88,578.71
KYDD	JANESCA MARGARET	GENERAL COUNSEL	\$156,381.58
KYLE	MARILEE	MGR, ADV. DATA & STEWARDSHIP	\$83,759.32
LABOSSIERE	JANICE	MANAGER, MEDIA PRODUCTION SERVICES	\$91,038.00
LABOSSIERE	PAUL EDWARD LEO	SENIOR INSTRUCTOR	\$162,009.78
LABOUTA	HAGAR	ASSISTANT PROFESSOR	\$114,659.94
LACAP	PAUL	DIR, DIGITAL STRATEGY & ENGAGEMENT	\$173,010.62
LACH	LORI-ANN DORISE	DIRECTOR	\$205,781.46
LADNER	KIERA	PROFESSOR	\$189,553.74
LAI	KA WAI	POST DOCTORAL FELLOW	\$90,100.53
LAI	WAI YEE	SYSTEMS ANALYST-WEB SUPPORT	\$78,674.19
LAING	AMANDA DAWN	AWARDS OFFICER	\$76,437.57
LAING	CHRISTOPHER	INSTRUCTOR II	\$126,082.13
LAING	NANCY MARIE	RESEARCH TECHNICIAN	\$76,237.25
LAKOWSKI	THEODORE MARTIN	ASSOCIATE PROFESSOR	\$137,455.98
LALONDE	MELANIE	WAWATAY PROG DEV SPECIALIST	\$85,029.77
LANDRUM	LISA MARIE	ASSOCIATE PROFESSOR	\$143,140.34
LANG	STUART	ASST MANAGER, CTR ENERGY PLANT	\$82,944.65
LANGELAAR	MAIKO	INFORMATION TECHNOLOGIST	\$94,956.44
LANGLAIS	GAIL	DIRECTOR, CAREER SERVICES	\$75,175.06
LANGLAIS	KYLE	SERVICES COORD - PLUMBING SHOP	\$79,483.91
LANSDOWN	ROBERT IAN	PROGRAMMER ANALYST	\$77,057.64
LAPOINTE	SYLVIA M	ADMINISTRATIVE ASSISTANT	\$76,072.48
LAPORTE	DOMINIQUE	ASSOCIATE PROFESSOR	\$129,296.32
LARCOMBE	LINDA ANNE	ASSOCIATE PROFESSOR	\$126,550.97
LARIOS	LINDSAY GAYLE	ASSISTANT PROFESSOR	\$92,501.98
LAROCQUE	EMMA	PROFESSOR	\$157,255.64
LARSEN	DAVID	DIRECTOR - UM PRESS	\$76,041.47
LARSON	PAUL	PROFESSOR	\$180,007.22
LASSI	ETIENNE-MARIE	ASSOCIATE PROFESSOR	\$126,089.92
LASTRA	JANE	ASSOC REGISTRAR & DIR- FAA	\$128,469.04
LASTRA	RODRIGO ALEJANDRO	ACTING DEAN, DIV. OF EXTENDED ED. / INSTRUCTOR II	\$133,259.94
LATULIPE	CELINE	PROFESSOR	\$166,230.97
LAURENCELLE	FRANCINE	SENIOR INSTRUCTOR	\$129,917.62
LAVIOLETTE	DAYNA	INSTRUCTOR II	\$111,013.94
LAVOIE	JOSEE GABRIELLE MARIE	PROFESSOR	\$193,097.34
LAW	DARREN DAVID	SOLUTION ARCHITECT	\$121,363.47
LAWALL	MARK	PROFESSOR	\$153,783.80
LAWLEY	CHAD DAMON	PROFESSOR	\$144,427.17
LAWLEY	YVONNE ELIZABETH	ASSISTANT PROFESSOR	\$116,000.77
LAZARKO	ROBERT	PROJECT GOVERNANCE ANALYST	\$80,080.37
LAZARUS	LISA	RESEARCH ASSOCIATE	\$81,740.84
LE	ANNA MARIE ME-LINH	ASSOCIATE LIBRARIAN	\$117,519.93
LEA	GRAHAM W	ASSOCIATE PROFESSOR	\$113,318.59

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
LEBAR	MARIO M.	CHIEF INFORMATION OFFICER	\$215,075.74
LEBLANC	ALEXANDRE	PROFESSOR	\$157,854.15
LEBOE-MCGOWAN	JASON PHOENIX	PROFESSOR	\$177,574.09
LEBOE-MCGOWAN	LAUNA CHERYL	ASSOCIATE PROFESSOR	\$121,492.93
LEBOIS	JOEL	HUMAN RIGHTS COUNSEL	\$113,589.47
LECCE	STEVEN ANTHONY	PROFESSOR	\$154,996.78
LECLAIR	LEANNE LISA	ASSOCIATE PROFESSOR	\$149,315.49
LECLERC	JEFFREY	UNIVERSITY SECRETARY	\$195,171.65
LEE	CHERYL	STUDENT ADVISOR/PROGRAM COORD	\$75,571.57
LEE	RAYMOND T	PROFESSOR	\$188,100.79
LEGAL	ROBERT	CLIENT REL. MGMT. CONSULTANT	\$85,473.12
LEGRIS	KATHLEEN MARIE	EDUCATIONAL SPECIALIST	\$80,213.13
LEIER BLACHER	RHIANNON	MGR, MARKETING/COMMUNICATIONS	\$89,659.93
LEIGH	CHRISTOPHER EDWARD	COORDINATOR	\$95,256.45
LEIVAS POZZER	LILIAN	ASSISTANT PROFESSOR	\$122,210.73
LELAND	ROBERT JAY	ASSOCIATE PROFESSOR	\$116,763.62
LEMONIUS	MICHELE	HUMAN RIGHTS&CONFLICT ADVISOR	\$81,577.44
LENGYEL	CHRISTINA O	PROFESSOR	\$153,590.67
LENNON	SUZANNE	ASSISTANT PROFESSOR	\$112,402.54
LEONG	CHRISTINE	ASSOCIATE PROFESSOR	\$127,908.65
LESLIE	JOCELYN	HR CONSULTANT	\$106,448.13
LESTER	KRISTIE LAUREL	INSTRUCTOR I	\$106,893.51
LEUNG	CARSON KAI-SANG	PROFESSOR	\$164,161.55
LEUNG	STELLA	INFORMATION TECHNOLOGIST	\$78,179.25
LEVASSEUR	KARINE LOUISE	PROFESSOR	\$146,763.38
LEVENE	STEPHANIE GWEN	ASSOCIATE V.P. (ALUMNI & DONOR REL.)	\$200,332.78
LEVIN	DAVID BERNARD	PROFESSOR	\$178,108.17
LEVINE	KATHRYN ANN	ASSOCIATE PROFESSOR	\$133,534.58
LEVY	FANNY	DIRECTOR, STUDENT AFFAIRS	\$75,252.49
LEWIS	CANDICE LEE	LIBRARY SUPERVISOR	\$75,393.13
LEWIS	JUSTIN JARON	ASSOCIATE PROFESSOR	\$138,651.13
LEYGUE	ETIENNE	PROFESSOR	\$180,741.89
LI	FABIANA GRACIELA	ASSOCIATE PROFESSOR	\$114,664.87
LI	JOHNSON CHING HONG	ASSOCIATE PROFESSOR	\$104,092.55
LI	PAKCHING BEN	ASSOCIATE PROFESSOR	\$145,407.17
LI	XIUMEI	ASSISTANT PROFESSOR	\$144,843.44
LI	YANTIAN	ASSISTANT PROFESSOR	\$103,283.56
LI	YI	ASSOCIATE PROFESSOR	\$123,258.39
LIANG	XIHUI	ASSISTANT PROFESSOR	\$103,386.58
LIAO	CHI	ASSISTANT PROFESSOR	\$168,226.26
LIAO	KANG-LING	ASSISTANT PROFESSOR	\$106,706.68
LIBIN	MARK	PROFESSOR	\$159,048.59
LILLIES	KEITH	SENIOR SRI SPECIALIST - SRI	\$80,104.88
LIMON	COLLEEN L.	DIRECTOR, FINANCE & OPERATIONS	\$138,625.27
LIN	FRANCIS	PROFESSOR	\$149,117.40
LINDEN	ERIC WILLIAM	PROFESSOR	\$186,928.61
LINDSEY	BENJAMIN WELLINGTON	ASSISTANT PROFESSOR	\$108,564.47
LINE	SHARA	SLP CONSULTANT	\$109,470.56
LINOVSKI	ORLY	ASSOCIATE PROFESSOR	\$111,770.27
LINTON	JANICE S	LIBRARIAN	\$146,708.06

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
LINTS-MARTINDALE	AMANDA CLAIRE	ASSISTANT PROFESSOR	\$121,763.25
LIONBERG	CARRIE ANN	ASSISTANT PROFESSOR	\$119,703.31
LIPNOWSKI	IRWIN FRANK	ASSOCIATE PROFESSOR	\$146,727.69
LIPPERT	DUSTIN	RESEARCH GRANT FACILITATOR	\$88,744.62
LIPSCHITZ	JEREMY	ASSOCIATE PROFESSOR	\$80,907.80
LITTMAN	CHARLES DAVID	ASSOCIATE PROFESSOR	\$427,750.86
LITWILLER	FENTON	ASSOCIATE PROFESSOR	\$115,158.83
LIU	GEORGE	CHARGE ENGINEER - 2ND CLASS	\$98,867.24
LIU	MINGZHI	ASSOCIATE PROFESSOR	\$182,844.34
LIU	PENG	ASSOCIATE PROFESSOR	\$111,263.30
LIU	SONG	PROFESSOR	\$151,293.51
LIU	XIAOQING	ASSISTANT PROFESSOR	\$118,466.62
LIU	ZHENG	ASSISTANT PROFESSOR	\$80,242.85
LIVI	LORENZO	ASSOCIATE PROFESSOR	\$129,186.14
LIVINGSTONE	MICHAEL JEFFREY	TECHNOLOGY COORDINATOR	\$95,256.48
LIX	LISA MARIE	PROFESSOR	\$235,042.14
LO	EVELYN	ASSISTANT PROFESSOR	\$112,830.65
LO	WILSON KWOK KWONG	DEVELOPER	\$96,567.19
LOBB	DAVID A	PROFESSOR	\$181,528.59
LOBCHUK	MICHELLE MARIE	ASSOCIATE PROFESSOR	\$148,526.95
LOCHER	MIRA ALISON	DEAN, FACULTY OF ARCHITECTURE / PROFESSOR	\$227,327.74
LOEWEN	CARLA MARIE	DIR, ABORIGINAL STUDENT CENTRE	\$83,086.48
LOEWEN	HAROLD J	ASSISTANT LIBRARIAN	\$109,833.41
LOEWEN	LAURA	PROFESSOR	\$152,524.38
LOEWEN	PETER CECIL	PROFESSOR	\$179,929.49
LOGOZAR	STEVE	MANAGER, SERVICE DESK	\$114,463.43
LOGUE	SUSAN ELIZABETH	ASSISTANT PROFESSOR	\$119,759.72
LONGSTAFFE	SALLY ELIZABETH ANNE	SENIOR ACADEMIC ADVISOR	\$83,005.49
LORWAY	ROBERT READ	PROFESSOR	\$181,115.40
LOUREIRO-RODRIGUEZ	VERONICA	ASSOCIATE PROFESSOR	\$122,641.79
LOVATT	ANDREW	PROJECT MANAGER LEVEL 2	\$94,927.44
LOVETRI	JOE	PROFESSOR	\$180,912.74
LU	LEI	PROFESSOR	\$217,533.51
LUDWIG	ARND ACHIM	INSTRUCTOR II	\$94,956.89
LUI	SHIU HONG	PROFESSOR	\$181,325.71
LUND	ANDREW	SYSTEMS ADMINISTRATOR	\$82,023.93
LUND	JAMES	ELECTRICAL ENGINEERING DESIGNER	\$91,129.01
LUO	HAI	ASSOCIATE PROFESSOR	\$128,823.53
LUO	YUNHUA	PROFESSOR	\$164,401.21
LUONG	HORACE	SENIOR INSTRUCTOR	\$124,791.32
LUSSIER	JEAN-CLAUDE	INFORMATION SYSTEMS TECHNICIAN	\$81,627.13
LUSSIER	JOEY ALLEN	INSTRUCTOR I	\$80,489.99
LYNCH	KERRY	TECHNOLOGIST 3	\$82,077.78
MABON	BRIAN ANDRE	INFORMATION TECHNOLOGIST	\$82,023.93
MAC	LORI LYNN	SENIOR INSTRUCTOR	\$109,755.22
MACDONALD	KELLY SIGRID	PROFESSOR	\$262,425.25
MACDONALD	LAURA LEE	ASSOCIATE PROFESSOR	\$145,964.95
MACDONALD	MARCIE	DIRECTOR, STAFF RELATIONS	\$87,001.83
MACDONALD	SEAN R	SESSIONAL INSTRUCTOR	\$162,287.32
MACDONALD	TERI	MANAGER, STAFF & ADMIN SVCS	\$94,076.56

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
MACKAY	DYLAN	ASSISTANT PROFESSOR	\$96,062.58
MACKAY	KIMBERLEY	INSTRUCTOR II	\$112,000.11
MACKENDRICK	KENNETH G.	ASSOCIATE PROFESSOR	\$146,823.72
MACKENZIE	COREY SCOTT	PROFESSOR	\$165,691.30
MACKEY	DENISE CATHERINE	SENIOR INSTRUCTOR	\$121,811.74
MACLEOD	DANIEL CHRISTOPHER	ASSOCIATE PROFESSOR	\$103,911.71
MACLEOD-SCHROEDER	NATALIE JANE	INSTRUCTOR II	\$133,192.53
MACMILLAN	BRENDAN	SYSTEMS ADMINISTRATOR	\$95,805.92
MACNEIL	BRIAN JOSEPH	ASSOCIATE PROFESSOR	\$147,809.24
MACNEIL	GILLIAN	ASSISTANT PROFESSOR	\$116,642.03
MACPHEE	HEATHER	INSTRUCTOR I	\$115,531.23
MACPHERSON	DARCY LAWRENCE	PROFESSOR	\$184,518.15
MACRAE	JENNIFER ELIZABETH	COMMUNICATION OFFICER	\$76,105.17
MADDEN	CARRIE BETH	INSTRUCTOR II	\$105,131.64
MADZIAK	ROBERT STANLEY	DIRECTOR	\$152,864.97
MAGNUSSON	ERIK DAVID	RESEARCH GRANT FACILITATOR	\$99,743.07
MAGSINO	ESTHER MABEL	AWARDS ESTABLISH/SELECT COORD	\$79,984.21
MAHMUD	SALAHEDDIN	PROFESSOR	\$157,659.20
MAHONEY	KELLY	MANAGER	\$82,051.93
MAHRENHOLZ	SIMONE	ASSOCIATE PROFESSOR	\$141,205.69
MAI	PHUCQUOC HUYNH	INSTRUCTOR II	\$117,153.22
MAI	SABINE	PROFESSOR	\$204,769.34
MAIELLO	JAMES VINCENT	ASSOCIATE PROFESSOR	\$126,352.47
MAIER	JOANNE C.	ASSOCIATE DEAN	\$216,321.88
MAIN	KELLEY JOANNE	ACTING DEAN, FACULTY OF GRADUATE STUDIES / PROFESSOR	\$221,056.06
MAJOR	ARKADIJ	PROFESSOR	\$174,074.13
MAJOR	FLYORA	RESEARCH ANALYST	\$87,190.09
MALALGODA	MARIE MANEKA RAJINI	ASSISTANT PROFESSOR	\$99,884.44
MALALGODA	NARENDRA DHANANJAYA KUMAR	ASSISTANT PROFESSOR	\$134,807.37
MALIK	IJAZ	MANAGER, GENERAL ACCOUNTING	\$147,727.77
MALIK	SAYMA	ASSISTANT PROFESSOR	\$119,703.31
MALLORY-HILL	SHAUNA	ASSOCIATE PROFESSOR	\$138,959.57
MAMCHUR	DAVID	VENDOR/CONTRACT LEAD	\$88,179.75
MAMMEI	JULIETTE MAE	ASSOCIATE PROFESSOR	\$124,240.46
MANCHANDA	RAJESH V	PROFESSOR	\$193,180.00
MANDAL	SAUMENDRANATH	PROFESSOR	\$171,396.10
MANDZUK	DAVID	DEAN, EXTENDED EDUCATION / PROFESSOR	\$212,973.45
MANI	PRIYA SUBRA	ASSOCIATE PROFESSOR	\$128,785.77
MANICKAVALLI	MULLAI	TECHNICAL SPECIALIST/DEVELOPER	\$103,470.65
MANKO	CELESTE H	HR CONSULTANT	\$84,155.04
MANN	DANIEL DELMAR	PROFESSOR	\$186,255.40
MANN	JANELLE MARGUERITE	PROFESSOR	\$125,803.94
MANSFIELD	SHANNON L	SENIOR RESEARCH ANALYST	\$94,086.18
MANTE	AFUA ADOBEA	ASSISTANT PROFESSOR	\$92,551.00
MANTILLA	RICARDO IVAN	ASSOCIATE PROFESSOR	\$128,679.42
MARASIGAN	FREDERICK	IT SECURITY ANALYST	\$80,741.58
MARCHINKO	SHELLEY LORRINE	INSTRUCTOR II	\$124,350.88
MARCUS	JEFFREY MEIER	PROFESSOR	\$165,190.69
MARINI MARSON	JULIANA	ASSISTANT PROFESSOR	\$95,640.34
MARK	BRIAN	DEAN, FACULTY OF SCIENCE / PROFESSOR	\$236,300.81

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
MARKHAM	JOHN	PROFESSOR	\$168,025.31
MAROTTA	JONATHAN	PROFESSOR	\$166,848.39
MARRIE	RUTH ANN	PROFESSOR	\$115,742.44
MARSHALL	AARON JAMES	PROFESSOR	\$193,183.48
MARSHALL	MICHAEL	MANAGER, DIGITAL CONTENT STRA.	\$94,086.32
MARTENS	JAMES	POWER ENGINEER	\$75,912.84
MARTENS	RHONDA MARIE	ASSOCIATE PROFESSOR	\$151,977.36
MARTIN	DONNA ELIZABETH	PROFESSOR	\$170,144.26
MARTIN	JANICE LYNN	DIRECTOR, AUDIT SERVICES	\$152,264.80
MARTIN	LEE	MGR, APPLICATION DEVELOPMENT	\$106,816.40
MARTIN	ROBERT	ASSOCIATE PROFESSOR	\$122,639.27
MARTIN	SANDRA LEE	HR SUPPORT INFORMATION TECH	\$108,916.83
MARTIN	TOBY	ASSOCIATE PROFESSOR	\$127,750.92
MARTINEZ	MARIA INES	ASSOCIATE PROFESSOR	\$145,342.08
MARTINEZ LAGUNAS	VANESSA	SENIOR INSTRUCTOR	\$123,438.01
MARTSYNYUK	YULIYA V	ASSOCIATE PROFESSOR	\$134,338.10
MARX-WOLF	HEIDI	PROFESSOR	\$148,955.01
MARY	LINDA	MD CARE COORDINATOR	\$101,686.02
MARZBAN	HASSAN	PROFESSOR	\$144,763.72
MARZBAN	LUCY	ASSOCIATE PROFESSOR	\$142,949.14
MASOOD	NUSRAAT FOWJIA	DIRECTOR, IEEQ & WISE	\$96,412.46
MASSEY	CHRISTA	CLINICAL PLACEMENT COORDINATOR	\$91,728.70
MASSEY	GREGORY THOMAS	MECHANICAL ENGINEERING DESIGNE	\$90,643.19
MATEO	ZENAIDA	SENIOR INSTRUCTOR	\$135,969.08
MATHEOS	KATHLEEN RUTH	ASSOCIATE PROFESSOR	\$143,754.07
MATHESON	CARL ALAN	PROFESSOR	\$187,165.28
MATHESON	HEATHER COLLEEN	INSTRUCTOR I	\$96,458.01
MAVUNGA	COLLEN	INFRASTRUCTURE SOLN ARCHITECT	\$116,039.48
MAWDSLEY	HELEN BARBARA	DIRECTOR, RESEARCH	\$92,888.32
MAXWELL	MONA MARIE ALICE BEAULAC	EDUCATIONAL DEVELOPER	\$82,410.90
MAYO	CHANTEL	ASSISTANT PROFESSOR	\$93,455.78
MAYOR	CHRISTINE	ASSISTANT PROFESSOR	\$94,002.47
MAZAK	TREVOR DUANE	SYSTEMS ANALYST / COMPUTER PROGR	\$87,927.36
MCARTHUR	BRENDA	MANAGER, SERVICE DESK	\$88,139.20
MCARTHUR	NEIL	PROFESSOR	\$152,151.91
MCCAFFERTY	DANIEL SHANE	ASSISTANT PROFESSOR	\$105,721.05
MCCANCE	DAWNE CHRISTINE	PROFESSOR	\$184,165.62
MCCANN	JAMES CHRISTIAN	SYSTEM SPECIALIST	\$110,666.21
MCCARTHY	PATRICK	DIRECTOR, INFO SEC & COMPL	\$164,994.29
MCCARTNEY	CURT ALLAN	ASSOCIATE PROFESSOR	\$126,714.86
MCCLARTY	GRANT ALAN	SENIOR SCHOLAR	\$135,201.13
MCCLEMENT	SUSAN ELAINE	PROFESSOR	\$189,364.53
MCDERMOTT	MAIRE	CHANGE MANAGEMENT CONSULTANT	\$99,838.71
MCDONALD	DANNA MEGHAN PERRY	INSTRUCTOR I	\$82,596.43
MCDONALD	MATTHEW J.	TECHNICIAN	\$90,697.99
MCDOUGALL-BEARDY	NATASHA	RENAL LICENSED PRACTICAL NURSE	\$129,617.11
MCEVOY	FLEUR	INSTRUCTOR II	\$108,324.78
MCFADYEN	TRINA	DIRECTOR, PROF. DEVELOPMENT	\$92,736.48
MCGAVOCK	JONATHAN MICHAEL	PROFESSOR	\$154,897.32
MCGEOUGH	EMMA	ASSOCIATE PROFESSOR	\$117,282.47

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
MCINTYRE	MICHAEL N.	MANAGER SYSTEMS & SERVICES	\$132,679.16
MCKENNA	SEAN ANDREW	PROFESSOR	\$155,069.14
MCKENZIE	MARCIA MAIA	INSTRUCTOR II	\$119,588.95
MCKINLEY	LANCE RAYMOND	DIRECTOR TREASURY SERVICES	\$168,739.02
MCKINNON	EMILY ANNE	INSTRUCTOR II	\$103,366.87
MCKINNON	LYLE ROBERT	ASSOCIATE PROFESSOR	\$114,858.05
MCLACHLAN	STEPHANE MARC	PROFESSOR	\$187,739.76
MCLAREN	JAMES ARCHIBALD	MENTOR	\$81,471.99
MCLEAN	BRIAN	SYSTEMS ADMINISTRATOR LMS	\$82,323.93
MCLEESE	JENNIFER MARY	SENIOR INSTRUCTOR	\$143,720.14
MCLEOD	ROBERT DONALD	PROFESSOR	\$179,989.76
MCLEOD	SUZANNE RITA	ASSISTANT PROFESSOR	\$91,555.13
MCMANUS	KIRK JAMES	PROFESSOR	\$148,308.79
MCMECHAN	GRANT	AUDIOVISUAL DESIGN SPECIALIST	\$94,869.35
MCMILLAN	DIANA ELIZABETH	ASSOCIATE PROFESSOR	\$143,719.01
MCMILLAN	NICOLE	DIRECTOR, DONOR STEWARDSHIP	\$115,934.18
MCMUNN	WADE	WEB DEVELOPER	\$94,098.31
MCMURRAY	R MICHAEL	SENIOR INSTRUCTOR	\$136,139.26
MCNEILL	DEAN KEVIN	ASSOCIATE PROFESSOR	\$145,041.79
MCPHAIL	DEBORAH IRENE	ASSOCIATE PROFESSOR	\$122,970.97
MCQUARRIE	SHAUNA	EXAMINER	\$109,508.86
MCQUARRIE SMITH	KERRY	EXECUTIVE DIRECTOR	\$137,974.82
MCRAE	HEATHER MARIE	DIRECTOR FOR INDIGENOUS ENGAGEMENT	\$93,892.94
MCRAE	RODNEY	SR SYSTEMS ANALYST	\$120,670.03
MCVICAR	AL	SVCS COORD - REFRIGE/AIR COND	\$77,582.82
MEAGHER	MARK	ASSISTANT PROFESSOR	\$83,509.63
MEDORO	DANA	PROFESSOR	\$173,559.18
MEELKER	KAREN IRENE	EXEC. DIRECTOR, RISK & COMP.	\$171,338.16
MEHRAN	BABAK	ASSOCIATE PROFESSOR	\$124,675.21
MEHTA	PUNAM	INSTRUCTOR I	\$85,342.53
MELEKH	ROMAN	SYSTEMS ANALYST	\$85,944.44
MELESSE	DESSALEGN YIZENGAW	ASSISTANT PROFESSOR	\$77,321.15
MENARD	LINDSAY	CONF. ASST. & OFFICE MANAGER	\$81,221.29
MENDELSON	ASHER	ASSISTANT PROFESSOR	\$77,738.39
MENDEZ	LISA	SENIOR INSTRUCTOR	\$151,770.50
MENDOZA	JEFFREY WAYNE	HELP & SOLUTION USER SUPPORT	\$82,028.30
MENEC	VERENA H	PROFESSOR	\$183,594.45
MENZIES	MEGHAN	HUMAN RIGHTS & CONFL MGMT OFFI	\$102,257.13
MERIE	IRENE	DIRECTOR	\$138,868.74
MERZ	DAVID	ASSISTANT PROFESSOR	\$129,778.32
MESSING	PAUL GORDON	INSTRUCTOR II	\$94,701.67
MEZGHANI	AMINE	ASSISTANT PROFESSOR	\$106,292.54
MIDDAGH	KIMBERLY	MANAGER, GROUP INSURANCE	\$99,365.78
MIGIE	WILLIAM	ASSOC SOFTWARE SOLN ARCHITECT	\$112,913.23
MIGNONE	JAVIER JOSE	PROFESSOR	\$178,019.75
MILGROM	RICHARD	ASSOCIATE PROFESSOR	\$149,165.86
MILKS	CHRISTOPHER DYLAN	INTERMEDIATE SYSTEMS ANALYST	\$87,862.37
MILLAR	THOMAS ANDERSON	INFORMATION TECHNOLOGIST	\$91,640.45
MILLER	AVERY	ASSOCIATE PROFESSOR	\$122,332.20
MILLER	CARY	ASSOCIATE V.P. (INDIGENOUS) CSR / ASSOC. PROFESSOR	\$197,990.38

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
MILLER	DONALD	PROFESSOR	\$185,188.43
MILLER	MEGHAN	ASSISTANT LIBRARIAN	\$86,293.92
MILLIKEN	EVELINE JEAN	ASSOCIATE PROFESSOR	\$154,379.07
MILLIKIN	COLLEEN PATRICIA	ASSISTANT PROFESSOR	\$119,703.31
MILLWARD	ELIZABETH	PROFESSOR	\$140,247.28
MINAKER	BLAKE	IMPROVEMENT SPECIALIST	\$92,787.45
MINOR	MICHAEL JOHN	INSTRUCTOR I	\$85,390.15
MINUK	NEIL SIMON	ASSISTANT PROFESSOR	\$106,862.93
MIRANDA GARCIA	CARLOS ALFREDO	INSTRUCTOR I	\$79,323.76
MIRWALDT	TOM	ASSISTANT DIRECTOR	\$148,124.35
MISHRA	SURESH	PROFESSOR	\$153,209.79
MITCHELL	BRIE	FINANCIAL ANALYST	\$76,792.86
MITCHELL	JOANNE	HR & ADMIN MANAGER	\$82,362.42
MITTOO	RAKESH CHANDRA	SESSIONAL INSTRUCTOR	\$83,333.70
MIZUNO	TOORU	PROFESSOR	\$173,020.19
MIZZI	ROBERT CHARLES	ASSOCIATE PROFESSOR	\$132,000.35
MLINAR	DIANA	INSTRUCTOR II	\$143,734.21
MODOZIE	EMMANUEL	FINANCE & CONTRACTS OFFICER	\$95,749.91
MOFFAT	CARLY	ASSOC DIRECTOR, RESIDENCE LIFE	\$82,579.06
MOGHADASIAN	MOHAMMED HASSAN	PROFESSOR	\$175,317.57
MOHAMMED	NOMAN	ASSOCIATE PROFESSOR	\$126,395.79
MOHR	TRACY LEE LANDRY	DIRECTOR, RESEARCH SERVICES	\$135,596.77
MOJABI	PUYAN	ASSOCIATE PROFESSOR	\$140,331.39
MOLINA ROSELL	MARIA CRISTINA	PROFESSOR	\$166,358.39
MONACO	DARIO	SYSTEMS ADMINISTRATOR	\$75,286.79
MONCHKA	BARRET ARLEN	DATA ANALYST	\$82,145.47
MONDOR	TODD ALEXANDRE	DEPUTY PROVOST (ACADEMIC P&P) / PROFESSOR	\$88,058.23
MONNIN	CAROLINE ANDREE	ASSISTANT LIBRARIAN	\$86,654.53
MONTEBRUNO	JENNIFER	DIVERSITY CONSULTANT	\$79,663.73
MONTGOMERY	JANINE MARIE	ASSOCIATE PROFESSOR	\$136,779.83
MOOKHERJEE	NEELOFFER	PROFESSOR	\$153,139.43
MOOR	LESLIE THOMAS	ASSOCIATE LIBRARIAN	\$136,993.06
MOORE	SEAN PATRICK	MEDIA RELATIONS OFFICER	\$78,978.32
MOORE	SHANNON	ASSISTANT PROFESSOR	\$102,705.71
MOORE	WILLIAM JOHN	SENIOR TECHNICAL SPECIALIST	\$105,336.38
MOREIRA BRUNO	JACKSON	MGR, APPLICATION MAINTENANCE	\$94,519.04
MORIN	FRANCINE	PROFESSOR	\$151,380.67
MORIN	LYLE	MANAGER, GENERAL SERVICES	\$106,475.91
MOROZ	DAVID	PROFESSOR	\$172,290.65
MORPHY	EWA	GRADUATE PROGRAM MANAGER	\$79,282.52
MORRILL	CAMERON KEITH JOSEPH	ASSOCIATE PROFESSOR	\$168,313.41
MORRILL	JANET BEVERLEY	ASSOCIATE PROFESSOR	\$148,495.90
MORRIS	ANDREW JON	INSTRUCTOR II	\$114,676.72
MORRIS	HEATHER	DIRECTOR	\$96,972.72
MORRIS	OPHELIA	MANAGER, CARETAKING SERVICES	\$90,912.02
MORRISON	CANDY	DIRECTOR OVPI	\$110,793.63
MORRISON	JASON BOYD	ASSOCIATE PROFESSOR	\$140,070.92
MOSES	STEPHEN	PROFESSOR	\$145,887.90
MOTA	NATALIE P F	ASSOCIATE PROFESSOR	\$122,263.25
MUELLER	REBECCA LYNN	INSTRUCTOR II	\$132,056.18

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
MUIR	DAVID	DIR. COMPENSATION & BENEFITS	\$112,039.57
MUIR	LEANNE MARIE	INSTRUCTOR II	\$88,491.74
MULLER	ADAM PATRICK DOOLEY	PROFESSOR	\$165,232.99
MULLER	GENE	ATHLETICS & RECREATION	\$145,622.50
MULLIGAN	SHAUNA AMBER	INSTRUCTOR I	\$85,254.53
MULVALE	JAMES PATRICK	PROFESSOR	\$159,140.43
MUNDY	CHRISTOPHER JOHN	ASSOCIATE PROFESSOR	\$125,525.57
MUNOZ-COSTA	SANDRA	ORTHO TECH & LAB INSTRUCTOR	\$80,627.49
MURCHISON	MELANIE JANELLE	INSTRUCTOR II	\$90,824.01
MUROOKA	THOMAS TSUTOMU	ASSOCIATE PROFESSOR	\$117,800.65
MURPHY	COLLEEN MARGARET ANNE	ASSISTANT PROFESSOR	\$117,701.78
MURPHY	LEIGH CAMPBELL	PROFESSOR	\$159,555.34
MURRAY	ADAM RUSSELL	ASSISTANT PROFESSOR	\$99,576.15
MUTALIK	SUNIL	INSTRUCTOR	\$82,535.66
MUTALIK	VIMI SUNIL	ASSISTANT PROFESSOR	\$147,801.27
MUTHUKUMARANA	PALAVINNAGE SAMAN	PROFESSOR	\$142,134.44
MUTUC	DIANNE GRACE DILLENA	DEGREE AUDIT ADVISING ANALYST	\$76,924.21
MYAL	YVONNE	PROFESSOR	\$182,287.09
MYRIE	SEMONE BERNADET	ASSOCIATE PROFESSOR	\$133,631.81
MYSKA	DAVID J	SERV COORD - ELECTRICAL SHOP	\$78,308.13
NACHTIGAL	MARK WILLIAM	ASSOCIATE PROFESSOR	\$156,055.25
NADEAU	JAY COLEMAN	IT PROJECT COORDINATOR	\$98,610.52
NADEAU	PATRICIA MARGARET	ASSISTANT PROFESSOR	\$107,289.53
NAGEL	DANIEL	ASSISTANT PROFESSOR	\$121,205.34
NAGY	JAMES IMRE	PROFESSOR	\$190,106.02
NAIMARK	ARNOLD	PROFESSOR	\$99,900.02
NAIRN	CHRISTIE	DIRECTOR SUSTAINABILITY OFFICE	\$89,224.68
NALLIM	JORGE ALFREDO	PROFESSOR	\$157,243.32
NANAYAKKARA	PUSHPINI M	BUSINESS MANAGER	\$80,512.65
NANTON	DOUGLAS	DIRECTOR BUSINESS DEVELOPMENT	\$132,679.11
NARVAEZ BRAVO	CLAUDIA	ASSOCIATE PROFESSOR	\$121,187.92
NAU	ROBERT STEPHEN	INSTRUCTOR II	\$112,287.80
NAY	ROBERT	UM TODAY NEWS COORDINATOR	\$80,306.70
NEILSON	CHRISTINE JOANN	ASSOCIATE LIBRARIAN	\$111,067.84
NERY PORTO	BARBARA	ASSISTANT PROFESSOR	\$101,320.12
NESS	DAVID VICTOR	ASSOCIATE PROFESSOR	\$149,769.29
NEUFELD	CAMERON JOHN-HENRY	DIRECTOR	\$113,168.96
NEUFELD	CHRIS	ELECTRONIC CONTROLS TECHNICIAN	\$76,796.07
NEUFELD	DARREN CHRISTOPHER	ASSISTANT PROFESSOR	\$108,224.35
NEUFELD	JODENE KELLY	ACADEMIC ADMIN / INSTRUCTOR	\$78,151.42
NEUFELD	MARK E	ASSOCIATE PROFESSOR	\$121,194.73
NEVILLE	LUKE	ASSOCIATE PROFESSOR	\$165,873.62
NG	MOUNT-FIRST Y.F.	INFORMATION TECHNOLOGIST 4	\$87,797.97
NG	SHEILA ROSE	INSTRUCTOR II	\$126,917.73
NGUYEN	HAI CAO	OPERATIONS MANAGER	\$88,028.92
NGUYEN	QUANG	ASSISTANT ENGINEER -3RD	\$87,874.99
NICHOLS	ELLERT REGINALD	INSTRUCTOR II	\$106,384.74
NICKEL	ELMA GRACE	PROFESSOR	\$138,156.93
NICKEL	NATHAN CHRISTOPHER	ASSOCIATE PROFESSOR	\$131,249.43
NICKERSON	PETER WILLIAM	DEAN & VICE-PROVOST (HEALTH SCIENCES) / PROFESSOR	\$434,422.57

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
NICOLSON	RYAN	IT SENIOR SUPPORT SPECIALIST	\$80,449.01
NIELSDOTTIR	KATRIN	GENERAL LIBRARIAN	\$77,764.73
NIJDAM-JONES	ALICIA	ASSISTANT PROFESSOR	\$100,351.33
NIMALARATNE	LIYANA A. CHAMILA	INSTRUCTOR I	\$84,826.79
NIXON	KENDRA LOUISE	PROFESSOR	\$141,745.63
NORMAN	JESSICA	PROJECT MANAGER LEVEL 1	\$85,073.99
NORTHAGE	JASON BENJAMIN	FACULTY INFO TECHNOLOGIST	\$86,681.14
NOVAK	MYRRHANDA	EXECUTIVE DIR, PUBLIC AFFAIRS	\$118,346.65
NOWAK-BAILEY	KARIN ANNA	UNDERGRADUATE PROGRAM ADMIN	\$79,278.35
NOWAKOWSKI	ANTHONY T.	ASSISTANT PROFESSOR	\$155,244.11
NYACHOTI	CHARLES MARTIN	PROFESSOR	\$183,058.02
O	KARMIN	PROFESSOR	\$181,834.18
OAKES	JILLIAN ELIZABETH	PROFESSOR	\$187,165.28
OBERDORFER	LORI RAE	INSTRUCTOR II	\$121,327.16
OBIE	JACLYN	COMMUNICATIONS OFFICER	\$77,201.72
O'BRIEN	GARETH FINTAN	AURORA STUD FUNCTIONAL ANALYST	\$78,542.30
O'BRIEN	SEAN TYLER	INSTRUCTOR I	\$109,594.72
O'BRIEN-MORAN	MICHAEL JAMES MUIRE	SENIOR INSTRUCTOR	\$116,069.31
OGILVIE	TAMRA ERIN	PROFESSOR	\$141,073.20
OGUZOGLU	MEHMET UMUT	PROFESSOR	\$135,245.97
O'HANLON	GRACE EMILY	ASSOCIATE LIBRARIAN	\$101,556.95
O'HARA	LISA HANSON	VICE-PROVOST (LIBRARIES) / UNIV. LIBRARIAN	\$220,022.57
OJO	OLANREWAJU AKANBI	PROFESSOR	\$173,754.27
OKHMATOVSKI	VLADIMIR IVANOV	PROFESSOR	\$151,547.16
OKOLI	GEORGE NDUBUISI	RESEARCH ASSOCIATE	\$87,867.93
OLAFSON	FREYA BJORG	ASSISTANT PROFESSOR	\$106,792.57
OLESON	BRIAN THOMAS	PROFESSOR	\$93,352.45
OLIVER	DEREK ROBERT	PROFESSOR	\$181,607.55
OLIVER	KRISTJANA	COLLEGE ADMIN/HR OFFICER	\$84,742.18
OLIVER	ROBIN LOYD	INSTRUCTOR I	\$116,841.30
OLOKE	IREOLUWATOMI	ACADEMIC PLANNING SPECIALIST	\$75,958.61
OLSEN	GREGG MATTHEW	PROFESSOR	\$184,586.98
OLSON	STEPHANIE	INSTRUCTOR II	\$128,440.58
OMELCHENKO	DARYA	IMMIGRATION CONSULTANT	\$78,662.75
OMINSKI	KIMBERLY HEATHER	PROFESSOR	\$183,989.46
O'NEIL	JOSEPH DOMINIC JOHN	SENIOR SCHOLAR	\$79,251.00
O'NEIL	LIAM JO-LEE	ASSISTANT PROFESSOR	\$125,912.79
OPPENHEIMER	LUIS	PROFESSOR	\$79,170.20
O'REILLY	BRANDY AUTUMN	COMMUNICATIONS & SPECIAL PROG.	\$79,270.56
ORELLANA	SARA	PROJECT MANAGER LEVEL 1	\$83,559.08
ORESNIK	IVAN J	PROFESSOR	\$172,374.89
ORMISTON	SCOTT JAMES	PROFESSOR	\$180,998.01
OSACHUK	TIMOTHY ALLAN GORDON	ASSOCIATE PROFESSOR	\$142,829.26
OSBORNE	ANDREW THOMAS	SENIOR INSTRUCTOR	\$136,969.73
OSCHIPOK	LOREN	TECHNOLOGY TRANSFER SPECIALIST	\$104,642.49
OSHANYK	MICHELLE	MANAGING DIRECTOR	\$101,249.97
OSTERMANN	AMBER	COMMUNICATIONS SPECIALIST	\$79,852.35
OSTERREICHER	ANGELA	ASSOCIATE LIBRARIAN	\$110,000.00
OULD MOULAYE	CHEIKH BAYE	SENIOR INSTRUCTOR	\$118,418.44
OWENS	JUDITH MARIE CAMPBELL	PROFESSOR	\$172,960.71

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
PABLA	GURPREET	COMP PROGRAMMER/DATA ANALYST	\$84,340.22
PACHAL	BRENDAN JACOB	LAB TECHNOLOGIST	\$78,092.36
PACHIKARA	JACOB	ELECTRICAL ENGINEER DESIGNER	\$83,238.55
PAGTAKHAN	CHRISTOPHER	DIGITAL PRODUCT OWNER	\$83,493.72
PAHUD	DANIELLE MARIE	INSTRUCTOR II	\$90,788.58
PAI	JEFFREY	PROFESSOR	\$164,111.43
PAIGE	ALLISON COURTNEY	ASSISTANT PROFESSOR	\$107,908.10
PALIWAL	JITENDRA	PROFESSOR	\$181,003.02
PALLICKAPARAMBIL MATHEW	SABU	BUDGET OFFICER	\$94,086.37
PANNU	BILJIT	INFORMATION TECHNOLOGIST	\$82,323.95
PANONTIN	ROBERT	HR CONSULTANT	\$132,501.84
PAPAKYRIAKOU	TIMOTHY N	PROFESSOR	\$169,583.72
PARENT	DAVID	ASSISTANT PROFESSOR	\$95,532.88
PARIS	JAMIE	INSTRUCTOR I	\$91,035.61
PARK	HEE MOK	ASSISTANT PROFESSOR	\$148,983.18
PARKER	ROBERT JOHN	LAN COORDINATOR	\$95,256.35
PARSONS	JOANNE LESLEY	ASSOCIATE PROFESSOR	\$127,947.85
PASCOE	CHRISTOPHER DANIEL	ASSISTANT PROFESSOR	\$100,677.40
PASIEKA	GORDON M	ASSOCIATE COMPTRROLLER	\$168,765.13
PASKARUK	LARRY S	DIRECTOR, PROPERTY MGMT & DEV	\$106,780.89
PASSMORE	STEVEN ROBERT	ASSOCIATE PROFESSOR	\$123,642.88
PASYEKA	OLEXANDR	ASSOCIATE PROFESSOR	\$157,845.41
PATEL	RONAK	ASSISTANT PROFESSOR	\$119,703.31
PATERSON	CORY	ASSISTANT ENGINEER	\$88,075.07
PATIO	ARELLANO REYES	SR STUDENT SYSTEMS ANALYST	\$118,353.31
PATZER	JEREMY LEONARD	ASSISTANT PROFESSOR	\$112,996.45
PAULS	MERRIL ANDREW	LONGITUDINAL LDR PROFESSIONLSM	\$87,531.72
PAULS	SAMANTHA DAWN	ASSISTANT PROFESSOR	\$81,764.15
PAULUSMA	ALLISON DAWN	ADMINISTRATIVE ASSISTANT	\$85,837.27
PAVLOV	SERGEY	INFORMATION TECHNOLOGIST	\$79,203.81
PAWLAK	MIROSLAW	PROFESSOR	\$180,349.17
PEARSE	JILLIAN	STAFF RELATIONS OFFICER	\$116,151.14
PEARSON	MICHELLE LEE	INSTRUCTOR II	\$92,419.42
PEDADA	KIRAN KUMAR	ASSISTANT PROFESSOR	\$83,839.32
PEDREIRA	KARLI MARIA	DISTANCE ED SESS. INSTRUCTOR	\$136,349.91
PEELER	JASON	ASSOCIATE PROFESSOR	\$146,137.68
PEELER	ROBERT BRYAN	ASSISTANT PROFESSOR	\$104,692.95
PEELER	WILLIAM NEIL	DATA MANAGER	\$95,510.35
PELKA	PETER	ASSOCIATE PROFESSOR	\$127,136.10
PELLEGRINO	GENNARO	ASSISTANT MANAGER	\$93,592.44
PELLETIER	RICHARD	BUSINESS MANAGER	\$132,032.86
PENG	QINGJIN	PROFESSOR	\$176,937.12
PENNER	CHRISTINA MARIE	INSTRUCTOR II	\$79,110.78
PENNER	JAMES KENTON	SR ACCESSIBILITY COORDINATOR	\$78,777.73
PENNER	JAMIE LAFAYE	ASSISTANT PROFESSOR	\$123,656.32
PENNER	KARLA	INSTRUCTOR I	\$79,573.28
PENNER	KATHERINE JANE	ASSOCIATE LIBRARIAN	\$102,199.09
PENTLAND	DAVID H	PROFESSOR	\$91,572.20
PEREIRA	ASHA ANN	INSTRUCTOR II	\$77,037.10
PERKINS	PAMELA A	PROFESSOR	\$168,362.63

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
PERREAULT	HELENE	PROFESSOR	\$95,352.38
PERRIER	GORDON	DIRECTOR, SECURITY SERVICES	\$155,254.89
PERRIN	MICHAEL	IT SECURITY ANALYST	\$93,732.94
PERRON	PHILLIPE RICHARD	SENIOR SCHOLAR	\$110,311.43
PERRY	ADELE	PROFESSOR	\$178,597.40
PERRY	JOHN BLAKE	ASSOCIATE PROFESSOR	\$215,058.60
PERRY	RAYMOND PAUL	PROFESSOR	\$139,679.44
PESCHKEN	CHRISTINE ANNEMARIE	PROFESSOR	\$102,668.71
PESUN	IGOR JOHN	ASSOCIATE PROFESSOR	\$274,322.17
PETCH	JODI ELIZABETH	EXEC ASSISTANT TO DEAN & OFFICE MANAGER	\$77,140.85
PETER	TRACEY	PROFESSOR	\$202,941.99
PETERS	CATHERINE-GRACE OLUFEMI	CLIENT RELATIONS OFFICER	\$79,299.84
PETERS	JAMES CHRISTOPHER	DIRECTOR OF ACCOUNTING	\$102,189.97
PETERS	JOCELYN BERYL	ASSISTANT PROFESSOR	\$106,952.35
PETERS	LISA NICOLE	JR BISON SPORTS COORDINATOR	\$75,398.83
PETERS	PAUL	COMPUTER SPECIALIST	\$82,023.93
PETERS	RENITA	SYST ADMIN FUNCTIONAL ANALYST	\$80,478.76
PETERS III	JAMES FRANCIS	PROFESSOR	\$94,146.18
PETKAU	DONALD STANLEY	SENIOR INSTRUCTOR	\$112,562.80
PEYTON	JONATHAN	ASSOCIATE PROFESSOR	\$109,648.54
PFEFFER	JULIANA CATHERINE	ASSISTANT PROFESSOR	\$141,324.63
PFLUGMACHER LIMA	STEPHAN	DEAN, FACULTY ENVIR., EARTH & RESOURCES / PROFESSOR	\$241,784.30
PHAM	CHAU	DIRECTOR, ULTRASOUND / PROF. SUSTAINABILITY & WELLNESS	\$118,551.32
PHILIPPE	EMANUELLE NATHALIE	SYSTEMS INFO MGMT SPECIALIST	\$88,562.84
PHYFE	LYNETTE DEE ANN	INSTRUCTOR II	\$100,081.13
PIERCE	DARLENE CLAIRE	INSTRUCTOR II	\$82,363.59
PIERCE	GRANT N	PROFESSOR	\$179,876.68
PIERRE	STANFORD NATHANIEL	INSTRUCTOR I	\$97,719.20
PIETRACCI	JENNIFER MEGHAN	RESEARCH PROGRAM MANAGER	\$81,955.11
PIJL	EMME M.	ASSISTANT PROFESSOR	\$121,507.79
PILLOUD	GREGORY LIONEL	SPRINKLER SYST INSTALLER/PLUMB	\$75,533.80
PILON	SHANNON	STAFF RELATIONS OFFICER	\$124,229.02
PINSK	MAURY NELSON	PROFESSOR	\$94,916.28
PINTO	BRIAN MARIO	V.P.(RESEARCH & INTERNATIONAL)	\$87,770.22
PIOTROWSKI	ANDREA SUZANNE	ASSISTANT PROFESSOR	\$160,797.95
PIOTROWSKI	CAROLINE CATHERINE	ASSOCIATE PROFESSOR	\$143,579.30
PIQUEMAL	NATHALIE	PROFESSOR	\$160,342.35
PIRNAT	DENI	INSTRUCTOR II	\$122,210.82
PISTORIUS	STEPHEN	PROFESSOR	\$183,221.65
PIYARATNE	NISHAN	INTERMEDIATE SYSTEMS ANALYST	\$85,678.83
PLAIZIER	JAN C B	PROFESSOR	\$177,253.76
PLETT	CATHERINE G	PENSION ADMINISTRATOR	\$91,621.43
PLOURDE	PIERRE JOSEPH JACQUES P.	PROFESSOR	\$346,888.08
PLUMTON	COLLEEN GAYLE	SENIOR INSTRUCTOR	\$112,774.54
PODJAN	JAKOB RYAN	IT SYSTEMS INTR & SUP SPECIAL	\$83,030.13
PODOLSKY	TIMOTHY	INSTRUCTOR II	\$113,704.62
POKHANOVSKI	OLEG	PROFESSOR	\$171,158.56
POLAN	MICHAEL FRANCIS	LECTURER	\$112,676.61
POLIQVIN	VANESSA	ASSOCIATE PROFESSOR	\$137,541.26
POLONYI	ANNA	INT'NL AGREEMENTS OFFICER	\$75,819.40

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
POMRENKE	MARLENE MARGARET	INSTRUCTOR II	\$115,740.88
PONNAMPALAM	ARJUNA	ASSISTANT PROFESSOR	\$299,535.84
POPIEL	ANDRZEJ	IT SECURITY ANALYST	\$77,447.71
POPOWICH	ALICE EMMA	LIBRARIAN	\$123,671.41
PORHOWNIK	NANCY ROSE	ASSISTANT PROFESSOR	\$108,585.76
PORTER	JENNIFER B.	INSTRUCTOR I	\$79,323.76
PORTER	MICHELLE MARIE	PROFESSOR	\$187,548.89
PORTET	STEPHANIE	PROFESSOR	\$156,519.69
POSTL	BRIAN DAVID	DEAN & VICE-PROVOST (HEALTH SCIENCES) / PROFESSOR	\$1,001,655.11
POTTER	JENNIFER LYNN	ASSISTANT PROFESSOR	\$103,450.83
POULIN	GINETTE	ASSISTANT DIRECTOR	\$83,998.48
PREHNA	GERD	ASSISTANT PROFESSOR	\$113,783.79
PRENTICE	BARRY EVERETT	PROFESSOR	\$105,488.84
PRENTICE	SUSAN	PROFESSOR	\$189,528.86
PRIOR	HEATHER JANE	SR SYSTEM ANALYST INFO TECH 6	\$112,378.17
PROTUDJER	JENNIFER LISA PENNER	ASSISTANT PROFESSOR	\$118,486.29
PROTUDJER	VLADAN	INSTRUCTOR II	\$113,590.40
PRUDEN	PAT B.	INSTRUCTOR I	\$102,167.61
PRYMAK	ANDRIY VIKTOROVYCH	PROFESSOR	\$143,926.74
PU	WENXI	ASSISTANT PROFESSOR	\$155,896.00
PYLYPJUK	CHRISTY L	ASSISTANT PROFESSOR	\$139,694.51
PYMAR	HELEN CHRISTINA	PROFESSOR	\$89,987.76
QADAR	SHEIKH MUHAMMAD ZEESHAN	PROJECT MANAGER	\$79,537.31
QI	DAKE	ASSOCIATE PROFESSOR	\$128,844.93
QING	GEFEI	ASSOCIATE PROFESSOR	\$427,750.86
QUINN	CAROLINE	LEAN IMPROVEMENT SPECIALIST	\$89,318.02
QUIRING	MONTANA	SYSTEMS ADMINISTRATOR	\$90,027.54
RABBANI	RASHEDA	BIOSTATISTICAL CONSULTANT	\$103,170.65
RACANO	GIUSEPPE	AUDIT MANAGER	\$132,679.10
RACANO	HEATHER LYNN	HR CONSULTANT	\$92,453.07
RACH	JACK	SOCIAL MEDIA COORDINATOR	\$89,213.77
RACHUL	CHRISTEN MICHELLE	DIRECTOR, RESEARCH OEFD	\$88,687.99
RAGNELLI	FABIO	ASSISTANT PROFESSOR	\$95,601.27
RAGOONADEN	KAREN	PROFESSOR	\$119,895.42
RAHMAN	MASHIUR	SENIOR INSTRUCTOR	\$104,015.36
RAJAPAKSE	ATHULA DAYANART	PROFESSOR	\$162,568.76
RAJOTTE	LEANNE DESIREE	RESEARCH PROGRAMS LEAD	\$75,052.76
RAKOVITSKY	TATIANA	LAN CONTAINER ADMINISTRATOR	\$90,803.11
RAMACHANDRAN	DIVYA	ASSISTANT PROFESSOR	\$107,359.00
RAMAN-WILMS	LALITHA	DEAN, COLLEGE OF PHARMACY / PROFESSOR	\$244,133.55
RAMEY-BALCI	PATRICIA	ASSISTANT PROFESSOR	\$112,672.51
RAMKISSOON	DARREN	BUDGET OFFICER	\$80,208.71
RANDALL	SELENA J	ASSOC DIRECTOR, PLAN & DEVEL	\$94,477.33
RANKIN	SHANNON	POSTGRADUATE ADMIN ASSISTANT	\$80,342.81
RAOUF	AFSHIN KATEB	ASSOCIATE PROFESSOR	\$137,089.44
RASTEGAR	MOJGAN	PROFESSOR	\$150,212.27
RATHGEBER	CHRISTOPHER	SENIOR INSTRUCTOR	\$126,804.75
RAUSCH	JENNIFER DIANE	TEAM LEAD - PROGRAMS	\$87,960.11
RAVINSKY	ESTHER	PROFESSOR	\$214,059.03
RAYNARD	MELISSA	ASSOCIATE LIBRARIAN	\$129,332.64

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
REEVE	TRENNA MARIE	ASSISTANT PROFESSOR	\$184,833.38
REGEHR	JONATHAN DAVID	ASSOCIATE PROFESSOR	\$133,699.66
REID	KRISTI	SPEECH LANGUAGE PATHOLOGIST	\$100,356.24
REITANO	CATERINA	SENIOR INSTRUCTOR	\$127,336.13
REMPEL	JONATHAN PETER	SENIOR INSTRUCTOR	\$126,021.42
REMPEL	JULIA E	DATA MANAGEMENT ANALYST	\$76,144.98
REMPEL-ROSSUM	SHELLY CHRISTA	R.E.B. COORDINATOR	\$84,137.11
RENAUD	MATTHEW PIERCE	ASSISTANT LIBRARIAN	\$87,683.01
RENAUD	ROBERT DONALD	ASSOCIATE PROFESSOR	\$159,528.03
RENAULT	SYLVIE	PROFESSOR	\$174,787.49
RENNER	EBERHARD LUDWIG	PROFESSOR	\$122,443.08
REQUEIMA	BERT	ASST MANAGER, PLUMBING SHOP	\$98,008.90
RESLEROVA	MARTINA	ASSISTANT PROFESSOR	\$84,028.75
RESTALL	GAYLE	SENIOR SCHOLAR	\$84,445.00
RETNAKARAN	NARMADA	DATA COORD. CENTRE MANAGER.	\$118,833.17
REX	BRIAN THOMAS	ASSOCIATE PROFESSOR	\$131,279.48
REY	DOMINIQUE S	ASSOCIATE PROFESSOR	\$121,194.73
REYNOLDS	KRISTIN AUDREY ALISON	ASSOCIATE PROFESSOR	\$97,241.90
RICE	BRIAN DONALD	PROFESSOR	\$158,388.73
RICHARD	ASHLEY DENISE	ASSOCIATE DIRECTOR WEKH	\$89,762.14
RICHARDSON	CHERYL	AURORA STUDENT FUNCTNL ANALYST	\$91,606.24
RICHTER	LARS	INSTRUCTOR II	\$93,091.27
RIDDELL	JULIA	ASSISTANT PROFESSOR	\$99,040.87
RIEDIGER	NATALIE	ASSISTANT PROFESSOR	\$104,466.26
RIGBY	SARAH NUGENT	ASSISTANT PROFESSOR	\$97,245.37
RIGHOLT	CHRISTIAAN HENDRIK	COMPUTER PROGRAMMER / DATA ANALYST	\$97,031.00
RIPAT	JACQUELINE	ASSOCIATE PROFESSOR	\$152,791.99
RIPSTEIN	IRA	ASSOCIATE DEAN (U.G.M.E.)	\$157,529.27
RIPSTEIN	ZEV AARON	ASSISTANT PROFESSOR	\$89,240.51
RISTOCK	JANICE LYNN	PROFESSOR	\$256,023.76
RITCHIE	LESLEY	ASSISTANT PROFESSOR	\$119,703.31
RIVERS	DAMIEN MICHAEL REGHELINI	INSTRUCTOR II	\$104,646.33
ROBBINS	CATHERINE ELIZABETH	ASSISTANT PROFESSOR	\$111,499.88
ROBERTS	DANIEL EDWARD	PROFESSOR	\$177,849.10
ROBINSON	JESSIE	H.R. ADVISOR	\$75,823.48
ROBSON-HYSKA	COLE MICHAEL	INSTRUCTOR I	\$81,879.72
ROBY	JONATHAN	TECHNICAL SPECIALIST / DEVELOPER	\$103,470.66
ROCHON	KATERYN	ASSOCIATE PROFESSOR	\$109,009.07
ROCHON	SHALENE	MANAGING DIRECTOR	\$104,467.31
RODAS GONZALEZ	ARGENIS RAFAEL	ASSOCIATE PROFESSOR	\$114,479.75
RODRIGUEZ	NATALIE	PROGRAM DIRECTOR	\$84,177.62
ROGER	KERSTIN STIEBER	PROFESSOR	\$159,677.31
ROGIEWICZ	ANNA	ASSISTANT PROFESSOR	\$102,586.80
ROLLER	RANDY	EXECUTIVE DIRECTOR, OIA	\$152,253.95
ROMANESCU	RAZVAN GEORGE	ASSISTANT PROFESSOR	\$80,781.58
RONCADIN	ANDREW	IT SENIOR SUPPORT SPECIALIST	\$86,417.25
RONCIN	GAYLE MARGARET	GRAD APPLIC FUNCTIONAL ANALYST	\$81,795.13
ROOS	LESLIE L JR	PROFESSOR	\$94,314.07
ROSE-LOVETT	BARBARA	INSTRUCTOR II	\$110,289.24
ROSEN	NICOLE	PROFESSOR	\$146,929.81

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
ROSENOFF GAUVIN	LARA	ASSISTANT PROFESSOR	\$99,115.78
ROSHKO	ROY MICHAEL	PROFESSOR	\$180,319.78
ROSHKO	TIJEN	ASSOCIATE PROFESSOR	\$139,453.75
ROSS	RACHELLE LYNNE	RECORDS MANAGER	\$82,852.82
ROTH	JAMES DAVID	PROFESSOR	\$154,769.50
ROTHNEY	JANET EILEEN	ASSOCIATE LIBRARIAN	\$105,448.32
ROUHANI	SARA	ASSISTANT PROFESSOR	\$102,182.43
ROUNCE	ANDREA DAWN	ASSOCIATE PROFESSOR	\$129,858.66
ROWINSKI	KRYSTYN MARY	MANAGER, ADMINISTRATIVE SERV.	\$94,086.32
ROY	LAURENT PHILIPPE	INSTRUCTOR II	\$107,699.12
RUEDA PLATA	CARLOS IVAN	ASSOCIATE PROFESSOR	\$143,484.54
RUEDA VALLEJO	ZULMA VANESSA	ASSOCIATE PROFESSOR	\$120,862.30
RUSSELL	KELLY FERN	ASSOCIATE PROFESSOR	\$131,063.75
RUSSELL	RONALD KEVIN	ASSOCIATE PROFESSOR	\$148,337.54
RUSSO	CLARA M.	PROD. COORD. MULTI MEDIA TECH	\$80,442.70
RUSSO	DELAINE	DIRECTOR, HEALTH & SAFETY	\$113,128.05
RUTHERFORD	JESSICA ANNE	MAHN COORDINATOR	\$101,507.31
RUTKOWSKI	CHRISTOPHER ANTHONY	MEDIA RELATIONS OFFICER	\$78,978.34
RYBACKI	ROBERT	SECURITY GUARD SUPERVISOR	\$77,315.35
RYPLANSKI	VANESSA	BUDGET OFFICER	\$94,505.53
SABERIAN RANJBAR	SOODEH	ASSISTANT PROFESSOR	\$112,947.27
SABOURIN	BRIGITTE COLETTE	ASSISTANT PROFESSOR	\$112,616.34
SABOURIN	MARIA ANGELA	DIRECTOR, FACULTY RELATIONS	\$146,923.06
SAFI-HARB	SAMAR	PROFESSOR	\$194,962.74
SAINDON	GLORIA D.	CALENDAR COORDINATOR	\$76,464.50
SALA	TANYA NICOLE	ASSISTANT PROFESSOR	\$93,874.96
SALAMATIN	BISMARCK	INSTRUCTOR II	\$103,750.50
SALEEM	AYESHA	ASSOCIATE PROFESSOR	\$111,909.68
SALIMI	ELHAM	ASSISTANT PROFESSOR	\$106,726.86
SAMPSON	CHRISTOPHER MICHAEL	ASSOCIATE PROFESSOR	\$106,642.75
SAN MIGUEL	JEANNE	CCA ASSESSOR	\$81,489.84
SANCHEZ GARCIA	ROSA EVELIA	INSTRUCTOR II	\$104,379.26
SANCHEZ-RAMIREZ	DIANA CAROLINA	ASSISTANT PROFESSOR	\$106,883.18
SANDISON	TIM CAREY DOUGLAS	END USER SUPPORT ANALYST	\$82,325.88
SANDRED	ORJAN	PROFESSOR	\$181,951.31
SANKARAN	SIDDARTH	ASSOCIATE PROFESSOR	\$110,349.19
SANKARANARAYANAN	KANCHANA	BUSINESS MANAGER	\$103,691.21
SANTER	DEANNA MICHELLE	ASSISTANT PROFESSOR	\$114,477.86
SANTOS	CYNTHIA BATANGAN	ASSISTANT PROFESSOR	\$427,750.86
SAREEN	JITENDER	PROFESSOR	\$199,301.75
SARGENT	MICHAEL	TECHNICIAN 6	\$89,162.89
SAVAGE	GAYLE	MGR, IT PORTFOLIO & PROJ MGMT	\$131,682.75
SAXTON	HEATHER	MANAGER, DIGITAL ENGAGEMENT	\$91,486.22
SCANLON	MARTIN GERARD	DEAN, FACULTY OF AGRI & FOOD SCIENCE / PROFESSOR	\$246,290.80
SCHAFFER	ARTHUR MELVYN	PROFESSOR	\$96,307.15
SHELLENBERG	BENJAMIN JACOB ISAAC	ASSISTANT PROFESSOR	\$101,434.65
SHELLENBERG	KAREN FRANCES	FILM / THEATRE TECHNICIAN	\$83,157.08
SCHEPP	KIRBY TAYLOR	SENIOR INSTRUCTOR	\$125,832.18
SCHINDLER	MICHAEL	PROFESSOR	\$163,180.13
SCHIPPERS	ERIC	PROFESSOR	\$174,523.11

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
SCHMIDT	CLEA ALEXANDRA	PROFESSOR	\$165,096.32
SCHNARR	LAURIE	VICE-PROVOST (STUDENTS)	\$212,545.33
SCHNERCH	GABRIEL JOSEPH	INSTRUCTOR I	\$92,616.07
SCHOENBECK	JODIE	STUDENT SUPPORT CASE MANAGER	\$93,388.16
SCHOFFNER	JOHN ANTHONY	LAN COORDINATOR	\$95,256.49
SCHONWETTER	DIETER JURGEN	PROFESSOR	\$171,879.43
SCHRECKENBACH	HANS GEORG	PROFESSOR	\$178,905.33
SCHROTH	ROBERT JOHN	PROFESSOR	\$192,790.02
SCHULTZ	ANNETTE	PROFESSOR	\$159,888.38
SCHULTZ	RYAN SCOTT	ASSISTANT LIBRARIAN	\$109,973.31
SCHULTZ	TREVOR K	FINANCE AND ADMIN MANAGER	\$94,086.35
SCHULZ	JENNIFER LYNN	PROFESSOR	\$195,651.94
SCHWARTZ	BRYAN PAUL	PROFESSOR	\$224,599.85
SCHWARTZ	KAREN DEBRA	EDI RESEARCH GRANTS OFFICER	\$97,110.88
SCHWEIZER	FRANK	PROFESSOR	\$152,668.42
SCOTT	ALAN A.	CHIEF RISK OFFICER	\$108,306.82
SCOTT	AYNSLEY KRISTEN	ASSISTANT PROFESSOR	\$118,624.56
SCOTT	KEVIN GLEN-EDWARD	SENIOR INSTRUCTOR	\$135,829.73
SCOTT	STEPHANIE	EXECUTIVE DIRECTOR, NCTR	\$155,078.17
SCRIBBANS	TRISHA DAWN	ASSOCIATE PROFESSOR	\$112,382.98
SEE	WAI LEUNG	SYSTEMS ANALYST	\$91,309.66
SELLERS	ELIZABETH ANN CAMERON	PROFESSOR	\$113,082.68
SENEHI	JESSICA JOY	PROFESSOR	\$165,725.61
SENIUK CICEK	JILLIAN JUDITH	ASSISTANT PROFESSOR	\$103,704.04
SEPEHRI	NARIMAN	PROFESSOR	\$178,306.99
SEPEHRI-BOROJENI	ARDESHIR	PROFESSOR	\$158,934.89
SEREBRIN	WAYNE GREGORY	ASSOCIATE PROFESSOR	\$131,975.34
SERIEUX	JOHN	PROFESSOR	\$169,040.56
SERZU	MULUGETA H	INSTRUCTOR I	\$88,479.72
SHAFAI	CYRUS	PROFESSOR	\$186,274.97
SHAFFREY	DAVID	PHYSIOTHERAPIST	\$123,324.76
SHAH	SYED ADNAN	PROFESSOR	\$190,879.21
SHALABY	AHMED	PROFESSOR	\$180,865.00
SHALCHI TOUSSI	ANDREAS	PROFESSOR	\$154,491.02
SHAMOV	GRIGORY	COMPUTE CDA/WEST GRID SITE COR	\$103,170.65
SHAMSEDDINE	KHODR MAHMOUD	PROFESSOR	\$157,638.72
SHAPIRO	CARLA RUTH	SENIOR INSTRUCTOR	\$75,088.00
SHARIF	TANVEER	ASSISTANT PROFESSOR	\$107,423.32
SHARIFF	MARY JOHANNARRA	ASSOCIATE PROFESSOR	\$156,975.49
SHARPE	RYAN WILLIAM	LAB MANAGER	\$89,242.29
SHAVER	ROBERT WILLIAM	PROFESSOR	\$167,696.91
SHAW	CHRISTINE	ASSOCIATE LIBRARIAN	\$133,259.59
SHAW	KRISTIN	ASSISTANT PROFESSOR	\$108,790.78
SHAW	MICHAEL PETER	SENIOR INSTRUCTOR	\$143,634.61
SHAW	SOURADET YUH-NAN	ASSISTANT PROFESSOR	\$116,246.19
SHAY	BARBARA LYNN	ASSOCIATE PROFESSOR	\$147,798.44
SHEAD	RUTH	DIRECTOR	\$116,019.68
SHELDON	MICHAEL	SENIOR BUDGET OFFICER	\$92,624.98
SHEN	GARRY XINYI	PROFESSOR	\$197,997.05
SHEPELSKA	VARVARA DMYTRIV	INSTRUCTOR I	\$88,724.36

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
SHERIF	SHERIF S	PROFESSOR	\$164,983.84
SHEVCHENKO	OLEG	COMPUTER SYSTEMS ANALYST/MANAG	\$76,351.59
SHIELDS	JASON	ASSISTANT PROFESSOR	\$92,211.52
SHONOSKI	CURTIS	BUSINESS MANAGER, C.L.S.P.	\$86,498.70
SHOOSHTARI	SHAHIN	PROFESSOR	\$163,087.92
SHORT	DONN	PROFESSOR	\$196,458.92
SIBLEY	KATHRYN MAY	ASSOCIATE PROFESSOR	\$146,071.62
SIDDIQUI	TABREZ JAMAL	ASSOCIATE PROFESSOR	\$126,671.94
SIDHU	RAVINDER K	MICRO & MATS CHARACTERIZ TECH	\$80,029.64
SIEG	LEAH	REGISTERED NURSE	\$106,143.95
SIKORSKY	DONNA	ASSISTANT LIBRARIAN	\$103,042.17
SILVA	VERONICA MIYASIKE DA	ASSISTANT PROFESSOR	\$109,294.24
SILVESTRE	BRUNO DOS SANTOS	DEAN, I. H. ASPER SCHOOL OF BUSINESS / PROFESSOR	\$300,201.63
SIM	TAMMY LEE	ADMIN/FINANCE OFFICER	\$75,062.48
SIMARD	LOUISE ROLANDE	PROFESSOR EMERITUS/EMERITA	\$123,000.00
SIMON	ILANA JOY	DIRECTOR OF COMM & MARKETING	\$127,956.63
SIMONOT-MAIELLO	COLETTE	ASSOCIATE PROFESSOR	\$111,957.83
SIMPSON	WAYNE DOUGLAS	PROFESSOR	\$84,714.48
SIMPSON-LITKE	REBECCA SUZANNE	ASSISTANT PROFESSOR	\$103,808.30
SINCLAIR	AMY	DIABETIC FOOT NURSE CLINICIAN	\$85,599.27
SINCLAIR	ANDREW JAMES	PROJECT MANAGER LEVEL 2	\$101,478.72
SINCLAIR	ANDREW JOHN	PROFESSOR	\$189,255.68
SINCLAIR	NIIGANWEWIDAM JAMES MURR	PROFESSOR	\$149,242.21
SINCLAIR	STRUAN	ASSOCIATE PROFESSOR	\$80,472.88
SINCLAIRE	MONECA	RESEARCH ASSOCIATE	\$84,354.79
SINGAL	PAWAN K	PROFESSOR	\$186,981.86
SINGER	ALEXANDER GERALD	ASSOCIATE PROFESSOR	\$132,716.12
SINGER	JONATHAN CRAIG	ASSOCIATE PROFESSOR	\$118,148.79
SINGH	HARMINDER	ASSOCIATE PROFESSOR	\$125,801.62
SINGH	SUKHJINDER	MANAGER, CARETAKING SERVICES	\$81,438.26
SINGLETON	KAREN JOANNE	STUDENT SVCS & ADM ADVISOR	\$78,092.81
SIRANT	MICHAEL PAUL	SENIOR INSTRUCTOR	\$129,500.97
SIRKER	JESKO MICHAEL RUDOLF	PROFESSOR	\$149,271.34
SIRSKI	JONATHAN PAUL ANDREW	INSTRUCTIONAL TECHNOLOGIST	\$83,223.49
SIVARAMAKRISHNAN	SUBRAMANIAN	ASSOCIATE PROFESSOR	\$199,564.79
SKAFTFELD	ERIKA KELSEY	ASSISTIVE TECHNOLOGIST	\$94,523.87
SKAKUM	KURT KENNETH	ASSOCIATE PROFESSOR	\$137,856.98
SKRABEK	RYAN QUILAN	ASSISTANT PROFESSOR	\$95,921.19
SKUCE	MICHAEL	OCCUPATIONAL THERAPIST	\$112,727.46
SLATER	JOYCE JASMINE	PROFESSOR	\$150,929.57
SLEVINSKY	RICHARD MIKAEL	ASSOCIATE PROFESSOR	\$112,519.06
SLIPPERT	KEVIN	SYSTEM / BUSINESS ANALYST	\$92,810.43
SMALL	MICHAEL	MGR, INFRASTRUCTURE BUILD	\$120,279.88
SMETANA	LONNIE A	ARCHITECTURE PRACTICE LEAD	\$121,090.36
SMITH	BRANDI	BUSINESS MANAGER	\$128,724.40
SMITH	DARLENE	ASSOCIATE V.P. (HUMAN RESOURCES)	\$206,991.14
SMITH	ELFIE	ASSOC REGISTRAR & DIR- S & R	\$116,780.97
SMITH	GREGORY THOMAS	VICE-PROVOST (ACADAMIC PLANNING & PROGRAMS)	\$186,698.92
SMITH	JODI	RESEARCH FACILITATOR	\$76,798.75
SMITH	JULIA	ASSISTANT PROFESSOR	\$103,547.34

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
SMITH	MALCOLM CRAWFORD	SENIOR SCHOLAR	\$124,732.86
SMITH	MARGARET ANNE	ADMINISTRATIVE ASSISTANT	\$77,862.25
SMITH	SUZANNE	ASSISTANT PROFESSOR	\$91,816.95
SMITH	WENDY LYNN	GENERAL PRACTITIONER	\$209,119.78
SNARE	FRANK A	ASSISTANT MANAGER, CONTROLS SHOP	\$104,591.85
SOBIE	GREGORY GENE	MANAGER, STUDENT SERVICES	\$106,755.39
SODERSTROM	MELANIE	PROFESSOR	\$130,075.83
SOLOMON	CHARLENE SUZANNE	ASSISTANT PROFESSOR	\$182,018.09
SOODEEN	RUTH-ANN	LEAD RESEARCH COORDINATOR	\$79,246.21
SOOKRAM	LORI	INSTRUCTOR II	\$106,261.54
SOPILNYAK	ALEX	PROJECT MANAGER LEVEL 2	\$104,150.82
SORENSEN	JOHN	PROFESSOR	\$152,404.13
SORIANO	JOSEPH	RESEARCH COORDINATOR	\$88,163.34
SORIANO	RICARDO HUMBERT	DIRECTOR, INTEG ACCRED UNIT	\$101,597.57
SOSNOVSKYY	ROMAN	ENGINEER (M) -3RD	\$81,242.07
SOULEYMANOV	ROUSTAM	ASSISTANT PROFESSOR	\$105,731.27
SOUSSI GOUNNI	ABDELILAH	PROFESSOR	\$170,180.36
SPARKS	MARY	INSTRUCTOR I	\$85,342.53
SPARKS	VICTORIA LESLIE	INSTRUCTOR I	\$85,054.02
SPARLING	RICHARD ROBERT MICHAEL	PROFESSOR	\$186,081.98
SPARROW	SCOTT CAMERON	TECHNOLOGIST 3	\$81,631.64
SPEARE	A MARIE	LIBRARIAN	\$137,913.43
SPEECHLEY	SARA DANIELLE	ASSOCIATE DEAN, ADMISSIONS	\$215,863.56
SPICER	VICTOR L	RESEARCH TECHNICIAN	\$79,729.65
SPORNITZ	WILLIAM	INFORMATION TECHNOLOGIST 4	\$98,075.17
SRI RANJAN	RAMANATHAN	PROFESSOR	\$163,489.74
ST LAURENT	JENNIFER LEANNE	SENIOR DESIGNER	\$83,925.22
ST MARTIN	ARMELLE	ASSOCIATE PROFESSOR	\$122,513.69
STACEY	JOY ELIZABETH	SENIOR INSTRUCTOR	\$112,707.49
STANTON	EMMELIA CLAIRE	STRATEGIC DEVELOPMENT MANAGER	\$82,522.79
STAMPS	ROBERT LEON	PROFESSOR	\$184,875.68
STANGELAND	DAVID ALAN	PROFESSOR	\$220,047.96
STARK	HEATHER FIONA	FACILITIES & OPERATIONS MANAGE	\$78,000.56
STARK	JODY LYNNE	ASSOCIATE PROFESSOR	\$111,974.63
STARZYK	KATHERINE BEATA	PROFESSOR	\$128,410.11
STASOLLA	CLAUDIO	PROFESSOR	\$183,514.39
STAVROPOULOU	CHRYSI	ASSISTANT PROFESSOR	\$153,114.51
STECINA	KATINKA	ASSOCIATE PROFESSOR	\$120,908.97
STEINER	SHEPHERD	ASSOCIATE PROFESSOR	\$128,570.65
STEINHILBER	KAYLI	HR SPECIALIST-ENGAGEMENT/REACH	\$76,642.81
STE-MARIE	JOAN	MANAGER, DESIGN & PRODUCTION	\$90,706.79
STEPHEN	ALLISON CATHERINE	HR SERVICE CENTRE MANAGER	\$76,183.45
STEPHEN	JOHNY	INSTRUCTOR I	\$85,254.53
STERN	GARY AVERY	ASSOCIATE PROFESSOR	\$146,009.69
STERN	RALPH EDWARD	PROFESSOR	\$179,335.42
STETEFELD	JOERG	PROFESSOR	\$200,198.41
STEVENSON	PAMELA	LICENSED PRACTICAL NURSE	\$75,076.96
STEWART	CHRISTINE ELIZABETH	PROFESSOR	\$144,524.67
STEWART	DONALD WILLIAM	PROFESSOR	\$182,931.88
STEWART	RONALD EARL	PROFESSOR	\$180,211.86

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
STEWART-TUFESCU	ASHLEY JUSTINE SAMANTHA	ASSISTANT PROFESSOR	\$99,111.23
STIRLING	LEA MARGARET	PROFESSOR	\$186,724.82
STOBART	JILLIAN LYNN	ASSISTANT PROFESSOR	\$119,802.63
STOESZ	BRENDA MARIE	SR FAC SPECIALIST-SCI OF T & L	\$89,668.63
STOFFMAN	JAYSON MARK	ASSOCIATE PROFESSOR	\$119,684.19
STOIK	APRIL	CHANGE & CONFIGURATION SPECIAL	\$94,702.76
STONE	BARRY	DIRECTOR, STUDENT RESIDENCES	\$122,851.51
STONE	ERIN PATRICIA	DIRECTOR, ADMISSIONS	\$130,391.32
STOUT	JASON M	ASSISTANT PROFESSOR	\$115,055.34
STRACHAN	LEISHA AUGUSTA TERESA	PROFESSOR	\$146,343.11
STRACHAN	SHAELYN	PROFESSOR	\$142,540.46
STRANG	DONNA LYNN	FUNCTIONAL ANALYST	\$91,179.10
STRAUB	DIETMAR KONRAD	PROFESSOR	\$152,358.83
STROEVE	JULIENNE CHRISTINE	PROFESSOR	\$221,558.18
STRONG	JAMES ERIC	ASSISTANT PROFESSOR	\$117,376.68
STUSKI	ROBERT J.	AGRICULTURAL ATTENDANT	\$75,486.65
SUH	MIYOUNG	PROFESSOR	\$166,097.71
SULLIVAN	DAVID JOSEPH	INSTRUCTOR II	\$101,367.18
SULLIVAN	WAYNE	ASSISTANT MANAGER	\$89,191.43
SUMALING	VIRGILIO PRADO	SYSTEMS ANALYST	\$87,927.36
SUNG	MICHELE KIMM	INSTRUCTOR II	\$91,693.06
SUPAN	REINZ	IT DESKSIDE SUPPORT SPECIALIST	\$80,237.97
SUTHERLAND	DAWN LEIGH	PROFESSOR	\$181,178.30
SVECOVA	DAGMAR	PROFESSOR	\$179,064.78
SWAIN	VANESSA LYNNE	ASSOCIATE PROFESSOR	\$194,458.57
SWIFT	AUDREY U A A	SENIOR INSTRUCTOR	\$118,693.23
SZAJCZ-KELLER	NICOLE	BUSINESS MANAGER	\$91,845.43
SZELE	ALEXANDER JOSEPH	INFORMATION TECHNOLOGIST	\$89,013.10
SZESTOPALOW	MICHAEL	INSTRUCTOR I	\$85,191.89
SZILAGYI	KATHERINE	ASSISTANT PROFESSOR	\$96,400.02
SZTURM	TONY JOSEPH	SENIOR SCHOLAR	\$155,694.44
SZWAJCER	ANDREA L	ASSOCIATE LIBRARIAN	\$136,992.86
TABACK	SHAYNE PHILLIP	ASSOCIATE PROFESSOR	\$147,410.21
TACHIE	MARK FRANCIS	PROFESSOR	\$178,722.43
TAILLIEU	TAMARA LYNN	INSTRUCTOR II	\$113,023.44
TALLMAN	BARBARA LYNN	INSTRUCTOR II	\$115,969.69
TAMTIK	MERLI	ASSOCIATE PROFESSOR	\$114,808.08
TAN	QI ER	DATA ANALYST	\$85,172.69
TARDIFF	DENISE	INDIGENOUS BLUEPRINT MANAGER	\$79,558.80
TATARYN	DAVE	MECH ENG TECHNOLOGIST 3	\$85,914.16
TATE	ALAN	PROFESSOR	\$187,928.07
TAYLOR	CARLA	PROFESSOR	\$181,751.55
TAYLOR	CAROLE	DATA ANALYST	\$98,567.62
TAYLOR	CHRISTOPHER	APPLICATION CONSULTANT	\$82,344.32
TAYLOR	JEFFERY MAX	DEAN, FACULTY OF ARTS / PROFESSOR	\$272,771.67
TAYLOR	KELSEY	ASSISTANT PROFESSOR	\$147,700.19
TEBECHRANI FIUZA	CRISTINA	SENIOR INSTRUCTOR	\$117,599.06
TEETZEL	SARAH JANE	PROFESSOR	\$136,472.83
TELICHEV	IGOR	ASSOCIATE PROFESSOR	\$136,458.94
TENNAKOON	ARUNI	DATA ANALYST	\$81,124.17

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
TENUITA	MARIO	PROFESSOR	\$185,789.11
TERRAZAS GONZALEZ	JESUS DAVID	IT DATA COORDINATOR	\$76,833.14
THABLE	ANGELA	INSTRUCTOR II	\$117,579.50
THALHAMMER	RAINER	ASST MGR, MINOR PROJ. & RENOV.	\$89,189.72
THARAYIL	JAMES	SENIOR PURCHASING CONSULTANT	\$95,043.00
THAVANESWARAN	AERAMBAMOORTHY	PROFESSOR	\$181,092.25
THEULE	JENNIFER ALLISON NICOLE	ASSOCIATE PROFESSOR	\$113,172.85
THIESSEN	KELLIE RENEE	ASSOCIATE PROFESSOR	\$145,898.58
THILLE	PATRICIA HELEN	ASSISTANT PROFESSOR	\$118,534.74
THOMAS	DARLENE	SOCIAL WORKER	\$93,201.73
THOMAS	GABRIEL	ASSOCIATE PROFESSOR	\$143,192.20
THOMAS	KELLY F	PROJECT COORDINATOR	\$88,562.82
THOMPSON	COURTNEY	ALUMNI & UNDERGRAD ENGAGEMNT	\$75,580.92
THOMPSON	GENEVIEVE NESTA BARBARA	PROFESSOR	\$148,805.18
THOMPSON	KATHERINE LYNN	INSTRUCTOR II	\$106,376.53
THOMPSON	PETER	ASSISTANT PROFESSOR	\$95,885.22
THOMPSON	SHIRLEY	ASSOCIATE PROFESSOR	\$139,729.97
THOMSON	DOUGLAS JOHN	PROFESSOR	\$179,606.08
THOMSON	ERIK MACDONALD	ASSOCIATE PROFESSOR	\$137,362.40
THOMSON	RONALD KEN	PHYSICAL PLANT ENGINEER	\$78,871.05
THOROSKI	JOHN HENRY	DAIRY PILOT PLANT MANAGER	\$86,758.42
THORPE	JOCELYN	ASSOCIATE PROFESSOR	\$124,767.71
THULASIRAM	RUPPA K	PROFESSOR	\$183,293.72
THULASIRAMAN	PARIMALA	PROFESSOR	\$184,487.14
THURMAYR	ANNA MARIA	PROFESSOR	\$157,405.24
TICHON	JENNA GAYLENE	INSTRUCTOR II	\$95,723.26
TICKNOR	JENNIFER	ASSISTANT LIBRARIAN	\$90,366.78
TICZON	ENRICO DANTE	L.T. ADMINISTRATOR & TRAINER	\$79,829.15
TILLMAN	CHRISTOPHER	PROFESSOR	\$154,338.35
TIMMERMAN	LISA	INSTRUCTOR II	\$108,741.92
TINLEY	LISA	ASSOC DIRECTOR ATHLETICS & REC	\$94,086.35
TKACHUK	GREGG ALLAN	ASSISTANT PROFESSOR	\$119,703.31
TODESCAN	REYNALDO	ASSOCIATE PROFESSOR	\$190,077.68
TODESCAN	SYLVIA MARIA CORREIA	ASSOCIATE PROFESSOR	\$171,196.94
TOEWS	JEFFREY JOHN	INSTRUCTOR II	\$134,357.82
TOLES	GEORGE EDWARD	PROFESSOR	\$186,184.77
TOMY	GREGG THOMAS	PROFESSOR	\$150,636.96
TOPPING	AIDAN ELIZABETH	INSTRUCTOR I	\$97,651.53
TORABI	MAHMOUD	PROFESSOR	\$149,234.09
TORCHIA	MARK GABRIEL	VICE-PROVOST (TEACHING & LEARNING)	\$198,867.03
TORCHIA SHYJAK	MURIEL	PROJECT MANAGER, LEVEL 1	\$78,065.94
TORQUATO	SAVERIA MARIA	INSTRUCTOR II	\$108,838.68
TORRES	NELSON	CONTROL TECHNICIAN	\$81,672.42
TORRIE	VIRGINIA ERICA	ASSOCIATE PROFESSOR	\$131,878.27
TOWNS	DAVID GORDON	SENIOR DATA MGMT ANALYST	\$94,601.44
TOWNSEND	LINDA JANE	INSTRUCTOR II	\$121,144.93
TRAN	HUY	CLIENT REL. MGMT. CONSULTANT	\$101,707.22
TRAN	MICHAEL	BUSINESS ANALYST-DATA / ANALYTICS	\$103,381.49
TRANMER	GEOFFREY KENNETH GORDON	ASSOCIATE PROFESSOR	\$135,277.36
TRASK	BRANDON	ASSISTANT PROFESSOR	\$122,887.85

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
**for the calendar year ended December 31, 2022**

Last Name	First Name	Position	Compensation Amount \$
TRASK	WENDY LEE	SENIOR RESEARCH ANALYST	\$94,086.30
TRAVICA	BOZIDAR	ASSOCIATE PROFESSOR	\$210,453.98
TREBERG	JASON ROBERT	ASSOCIATE PROFESSOR	\$128,887.39
TREBLE	CECIL DAVID	I.T. SECURITY LEAD	\$109,445.71
TREMBLAY-SAVARD	OLIVIER	ASSOCIATE PROFESSOR	\$122,332.20
TRIGGS-RAINE	BARBARA LYNNE	PROFESSOR	\$194,923.35
TRIM	DONALD WAYNE	PROFESSOR	\$106,232.60
TROMLY	LUCAS PIERCE	ASSOCIATE PROFESSOR	\$138,428.64
TROTT	CHRISTOPHER GEOFFREY	ASSOCIATE PROFESSOR	\$170,718.28
TROTTIER	JEAN	ASSOCIATE PROFESSOR	\$132,017.66
TROUTT	ELIZABETH SUPPLEE	PROFESSOR	\$171,334.78
TU	YE	SENIOR AUDIT CONSULTANT	\$94,086.32
TUCKER	LESLIE ROBIN	INSTRUCTOR II	\$123,750.60
TURCOTTE	DANA A	ASSISTANT PROFESSOR	\$127,246.75
TURMAN	TYLA RAEANNE	ACADEMIC ADMINISTRATOR	\$93,133.62
TURNBULL	LORNA ANNE	PROFESSOR	\$196,739.93
TURNER	SUFIA RUKIYA	INSTRUCTOR II	\$111,513.94
TWADDLE	KATHERINE	INSTRUCTOR II	\$108,784.76
TZE	MAN CHUNG	ASSISTANT PROFESSOR	\$107,017.37
UDOD	SONIA ANN	ASSOCIATE PROFESSOR	\$126,587.63
UDOW	SEAN JEREMY	ASSISTANT PROFESSOR	\$87,512.84
UHANOVA	JULIA	ASSOCIATE PROFESSOR	\$125,843.02
UKASOANYA	GRACE CHIDINMA	ASSISTANT PROFESSOR	\$124,038.12
UNRUH	MIRIAM	INSTRUCTOR II	\$119,901.21
UPDIKE	MARY-ANN	INSTRUCTOR I	\$85,093.01
URBANOWSKI	REGINALD	DEAN, REHABILITATION SCIENCES / PROFESSOR	\$247,247.31
URIBE	JAVIER	OPERATIONS MANAGER	\$103,757.31
URQUIA	MARCELO LUIS	ASSOCIATE PROFESSOR	\$140,404.87
USCHOLD	SHIANNE	AURORA STUD FUNCTIONAL ANALST	\$88,492.21
USICK	BRANDY LEIGH	EXECUTIVE DIRECTOR, S.E.S.	\$153,075.00
UTSUNOMIYA	SANDRA GAIL	EA TO THE V.P. ADMINISTRATION	\$76,170.72
UYAGUARI DIAZ	MIGUEL IGNACIO	ASSISTANT PROFESSOR	\$106,844.05
UZONNA	JUDE EZEH	PROFESSOR	\$186,085.84
VADNAIS	ARLANA JOANNE	EMPLOYEE WELLNESS SPECIALIST	\$85,663.12
VAGIANOS	SOTIRIOS	SENIOR FINANCIAL OFFICER	\$131,633.76
VALMESTAD	LIV S	LIBRARIAN	\$172,599.38
VAN BEWER	VANESSA NICOLE	ASSISTANT PROFESSOR	\$118,256.04
VAN LIEROP	JOHAN	PROFESSOR	\$164,648.00
VAN LOON	FRITS	ASSISTANT PROFESSOR	\$96,534.17
VAN NEST	BYRON NEAL	ASSISTANT PROFESSOR	\$97,963.26
VAN OSCH	TRACY LEE	ANIMAL CARE COORDINATOR	\$84,137.11
VAN VLIET	DAVID	ASSOCIATE PROFESSOR	\$133,820.03
VAN WIJNGAARDEN	JENNIFER ANNE	ADJUNCT PROFESSOR	\$91,909.95
VAN WINKLE	CHRISTINE MARIE	PROFESSOR	\$155,047.55
VASSILCHENKO	VLADISLAV	SENIOR SYSTEMS ANALYST	\$107,536.50
VAUGHAN	JENNIFER	INSTRUCTOR I	\$92,872.67
VERCAIGNE	LAVERN MARVIN	PROFESSOR	\$188,980.78
VERDUN	MARIA	SPACE PLANNER	\$94,086.27
VIELFAURE	NATALIE MADELEINE MARIE	ASSISTANT LIBRARIAN	\$84,731.52
VILLA PEREZ	EDGAR	INSTRUCTOR II	\$100,643.72

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
VILLAR	RODRIGO	ASSISTANT PROFESSOR	\$107,306.63
VINCENT	NORAH KATE	PROFESSOR	\$149,785.36
VINET	C. DEE-LYNN K.	COMPUTER ACCOUNTS ADMINISTRATOR	\$77,561.65
VITT	JONATHAN	SERVICE DESK LEAD	\$91,855.19
VITT	SHANDA GAIL	SR ACCESSIBILITY COORDINATOR	\$80,252.17
VIVEIROS	TRACI ANNE	FUNCTIONAL ANALYST FEE & SCHED	\$93,973.50
VOKEY	SHERRI LYNN	LIBRARIAN	\$138,214.25
VORAUER	JACQUELINE DAWN	PROFESSOR	\$181,371.39
VOS	ANDRE JOHANN	DENTAL PRACTITIONER	\$190,832.84
VRIEND	JERRY	PROFESSOR	\$188,230.44
WAKITA	WANBDI	ELDER-IN-RESIDENCE	\$78,304.29
WALC	MARK	UNIVERSITY BUDGET OFFICER	\$123,782.01
WALKER	DAVID JOHN	ASSISTANT PROFESSOR	\$126,802.67
WALKER	MAUREEN MICHELLE	INSTRUCTOR	\$79,375.70
WALKER	STEPHEN	HAZ MATERIAL ASSES COORDINATOR	\$96,931.29
WALL	ALEXANDER	HYDRAULICS TECH / LAB MANAGER	\$78,343.23
WALLBRIDGE	HAROLD RICHARD	DIRECTOR	\$129,400.61
WALLD	RANDOLPH KENNETH	INFORMATION TECHNOLOGIST	\$94,956.49
WALSH	PATRICK MICHAEL	DISTANCE ED SESS. INSTRUCTOR	\$79,308.16
WALSH	TANYA	CURRICULUM COORDINATOR	\$79,633.53
WAN	FANG	PROFESSOR	\$174,632.12
WANG	BINGCHEN	PROFESSOR	\$167,039.74
WANG	CHENGJIN	ASSISTANT PROFESSOR	\$98,432.78
WANG	FEIYUE	PROFESSOR	\$235,996.11
WANG	JUN	ASSOCIATE PROFESSOR	\$80,245.49
WANG	JUN-FENG	PROFESSOR	\$153,600.24
WANG	LIQUN	PROFESSOR	\$184,302.04
WANG	LUMING	ASSOCIATE PROFESSOR	\$150,973.48
WANG	PEIQING	TECHNICIAN	\$80,031.57
WANG	SHAOWEI	ASSISTANT PROFESSOR	\$111,725.90
WANG	SIMON	DIRECTOR	\$109,862.67
WANG	WAN	INSTRUCTOR II	\$92,272.42
WANG	XIKUI	PROFESSOR	\$196,259.01
WANG	XINLI	INSTRUCTOR I	\$93,705.47
WANG	YUMIN	ASSISTANT PROFESSOR	\$137,490.15
WARD	KRISTINE	ASSISTANT MANAGER	\$92,040.41
WARDEN	KALEIGH JANELLE LOIS	INSTRUCTOR I	\$102,010.40
WARKENTIN	CURT	ASSOCIATE DIRECTOR, BISON SPORTS OPER.	\$94,101.74
WARKENTIN	ELYSSA DANAE	RESEARCH GRANT FACILITATOR	\$89,425.50
WARNE	VANESSA KAY	PROFESSOR	\$135,727.48
WARNER	STEVEN M	INFO SYSTEMS COORDINATOR	\$81,939.84
WARREN	RUBY MURIEL LAVALLEE	ASSOCIATE LIBRARIAN	\$88,484.25
WATERMAN	JANE MARGARET	PROFESSOR	\$174,132.18
WATSON	GRAHAM CARL SCOTT	SR SYSTEMS ANALYST	\$119,861.92
WATSON	MELISSA L.S.	EXEC ASST TO U SEC/CHANC	\$77,398.92
WATT	DAVID	PROFESSOR	\$131,994.66
WATT	GLENN	INSTRUCTIONAL TECHNOLOGY SPEC	\$82,323.93
WATT	JENNIFER ELLEN	ASSISTANT PROFESSOR	\$102,079.57
WAWRYKOW	TERESA MARIE JOY	DIRECTOR, UNDERGRAD ED, EMERGENCY MEDICINE	\$117,364.71
WEBB	COLLEEN ELIZABETH	SENIOR TEAM LEAD	\$99,847.20

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
WEBBER	SANDRA CHRISTINE	ASSOCIATE PROFESSOR	\$139,771.29
WEI	VICTOR CHUNLIANG	CIVIL ENG TECHNOLOGIST 3	\$81,453.26
WEI	YIFAN	ASSISTANT PROFESSOR	\$135,441.36
WEIHRAUCH	DIRK	PROFESSOR	\$162,838.99
WEIMER	JADE BROOKLYN	INSTRUCTOR I	\$88,801.44
WEINBERG	ERIN	INSTRUCTOR I	\$85,171.33
WELCH	TREVOR DEAN	DOCUMENT SPECIALIST	\$82,124.34
WELLMAN	SCOTT COLIN	VENDOR / CONTRACT ANALYST	\$97,948.83
WENER	PAMELA FRANCES	SENIOR SCHOLAR	\$92,560.67
WENSTOB	ZACH	ASSISTANT ENGINEER	\$93,054.22
WERBOWESKY	ROBERT	TECHNOLOGY TRANSFER SPECIALIST	\$115,197.62
WESST	DAVID	ASSOC INFRASTRUCTURE SOLN ARCH	\$112,093.50
WEST	ADRIAN ROBERT	ASSISTANT PROFESSOR	\$118,687.33
WEST	CHRISTINA HELEN	ASSOCIATE PROFESSOR	\$137,214.12
WESTRA	JOSEPH	SYSTEMS SPECIALIST	\$105,190.85
WHEELER	ALTHEA	COPYRIGHT STRATEGY MANAGER	\$87,050.09
WHETTER	IAN CAMPBELL	ASSISTANT PROFESSOR	\$198,559.30
WHICHER	IAN	PROFESSOR	\$180,095.15
WHIKLO	JARED S	OPEN SCHOLARSHIP TECH LEAD	\$108,025.62
WHITEHILL	MONIQUE	MANAGER, PURCHASING SERVICES	\$130,517.83
WHITTON	CAMERON	MANAGER, ELECT. & LIFE SAFETY	\$99,020.06
WHYARD	STEVEN	PROFESSOR	\$167,869.14
WICKLOW	BRANDY ALEXANDRA	ASSOCIATE PROFESSOR	\$92,109.72
WIEBE	BRYAN ANTHONY	MANAGER, EMPLOYEE WELL-BEING	\$94,086.37
WIEBE	LESLEY	ADMINISTRATIVE ASSISTANT	\$78,825.29
WIEBE	LINDSEY	MGR. INSTITUTIONAL PROJ COMM.	\$84,137.14
WIEBE	MARIIANNE	COMMUNICATIONS OFFICER	\$89,173.64
WIEBE	ROBERT DAVID	IT LEARNING COORDINATOR	\$90,536.34
WIEDEN	HANS-JOACHIM	PROFESSOR	\$155,058.74
WIEDEN-KOTHE	UTE	PROFESSOR	\$152,253.64
WIESE	KIMBERLY	SENIOR INSTRUCTOR	\$119,750.14
WIGLE	JEFFREY THEODORE NELSON	PROFESSOR	\$158,617.92
WILDER	DAVID	PRODUCTION SPECIALIST	\$85,020.72
WILKINS	OLIVIA	ASSISTANT PROFESSOR	\$111,496.94
WILKINSON	LORI ANNE	PROFESSOR	\$171,527.66
WILLIAMS	VALERIE	EDI DIRECTOR	\$101,871.06
WILLOUGHBY	DAVID	ASSISTANT PROFESSOR	\$104,326.70
WILLS	TANNIS	ADMINISTRATIVE ASSISTANT	\$80,886.30
WILSON	JANNA LEAH	SENIOR INSTRUCTOR	\$111,326.23
WILSON	JUSTIN JAMES	ANNUAL GIVING OFFICER	\$84,307.12
WILSON	NICOLE JOY	ASSISTANT PROFESSOR	\$114,402.34
WILSON BAPTIST	KAREN ELIZABETH	SENIOR SCHOLAR	\$125,885.17
WILTSHIRE	WILLIAM ANTHONY	PROFESSOR	\$301,307.80
WINKLER	JANICE MARION	ASSISTANT LIBRARIAN	\$86,132.53
WITT	JULIA CATHERINE	PROFESSOR	\$132,839.58
WOJCIECHOWSKI	CHESTER	UNIVERSITY BUDGET OFFICER	\$113,580.08
WOLBERT	RICHARD	BUSINESS DEVELOPMENT LEAD	\$75,977.02
WOLIGROSKI	SEBRINA LYNNE	COORDINATOR	\$82,175.59
WOLOSCHUK	KAREN JEAN	DIRECTOR, BUS & ADMIN SERV	\$91,690.74
WOLOSCHUK	SANDRA LOUISE	ASSOCIATE DIRECTOR	\$132,176.01

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
WOLOWIEC	TERRY S.	SUPERVISOR	\$80,222.14
WONG	HEI LING	ASSISTANT MANAGER, PAYROLL SERVICES	\$89,336.88
WONG	TONY	PROGRAMMER ANALYST	\$95,256.42
WOOD	JENNIFER	COMM & COMM ENGAGE OFFICER	\$78,155.63
WOODGATE	ROBERTA LYNN	PROFESSOR	\$199,599.99
WOODS	STACEY MARIE	CONFIDENTIAL ASSISTANT	\$78,482.38
WOOD-WARREN	ALI MARIE	DIRECTOR, STSC	\$87,038.48
WOOLFORD	ANDREW JOHN	PROFESSOR	\$175,784.41
WORKUM	KIMBERLY DAWN	SENIOR INSTRUCTOR	\$130,398.71
WORLEY	ANNE C	ASSOCIATE PROFESSOR	\$140,652.50
WORMS	ANDRE DION	SYSTEMS ANALYST	\$112,354.60
WOTTON	DONALDA HOPE	INSTRUCTOR II	\$131,071.81
WRIGHT	GALEN EGAN BUCKLEY	ASSISTANT PROFESSOR	\$115,777.86
WU	NAN	ASSOCIATE PROFESSOR	\$121,738.68
WU	QIONG CHRISTINE	PROFESSOR	\$102,862.26
WU	ZHENYU	PROFESSOR	\$321,740.00
WYATT	STACY LEE	DIRECTOR, EVENTS & SPECIAL PRJ	\$114,905.19
XI	ZHENG MING	ACADEMIC ADMINISTRATOR	\$79,669.95
XIDOS	JAMES	SENIOR INSTRUCTOR	\$133,484.39
XIE	JINGWEI	LIFE SAFETY ENGINEER	\$105,446.99
XIE	JIUYONG	PROFESSOR	\$174,259.33
XING	MENGQIU	PROFESSOR	\$150,478.14
XU	QIAO	SENIOR OFFICE ASSISTANT	\$77,021.82
XU	YANG	PHYSICIAN	\$150,550.60
XUAN	WEI	ASSOCIATE LIBRARIAN	\$108,602.86
YAFFE	CLIFFORD STEPHEN	ASSOCIATE PROFESSOR	\$170,109.01
YAFFE	DANIELLE JOY	INSTRUCTOR II	\$111,013.94
YAHAMPATH	PRADEEPA	PROFESSOR	\$167,748.93
YAKIMOSKI	AMELIA GAYLE	STUDY COORDINATOR	\$84,737.19
YAMAMOTO	JENNIFER MARIKO	ASSISTANT PROFESSOR	\$121,115.58
YANG	CHENGBO	ASSOCIATE PROFESSOR	\$98,075.18
YANG	JIE	ASSISTANT PROFESSOR	\$133,599.60
YANG	PANSEOK	MICROBEAM LAB MANAGER	\$102,291.62
YANG	PO	ASSOCIATE PROFESSOR	\$134,457.11
YANG	XI	PROFESSOR	\$181,316.57
YANG	XINGWEI	LECTURER	\$75,235.95
YAO	XIAO-JIAN	PROFESSOR	\$164,529.58
YEE	KATHARINE JEAN SWALLOW	UNDERGRAD ADVISING OFFICER	\$79,876.49
YELLOWBIRD	MICHAEL JAMES	DEAN, FACULTY OF SOCIAL WORK / PROFESSOR	\$242,458.67
YEPEZ	CARLOS	ASSOCIATE PROFESSOR	\$129,570.07
YEREX	KATHERINE ELIZABETH	ASSISTANT PROFESSOR	\$108,261.89
YEUNG	EVELYN LIANE	RESEARCH SOLUTIONS ARCHITECT	\$108,141.56
YI	KYOUNG JUNE	ASSOCIATE PROFESSOR	\$114,351.12
YOGENDRAN	MARINA SASHIKALA	INFORMATION TECHNOLOGIST	\$84,347.33
YOON	EE-SEUL	ASSOCIATE PROFESSOR	\$115,112.92
YOSHIDA	ASAKO	ASSOCIATE LIBRARIAN	\$127,572.14
YOSHIDA	BLAIR	INSTRUCTOR II	\$125,608.78
YOUNES	JOHN KHERALLAH	ASSISTANT PROFESSOR	\$534,596.59
YOUNG	DEBRA	MANAGING DIRECTOR	\$132,679.11
YOUNG	JAMES EVERETT	PROFESSOR	\$155,474.25

**The University of Manitoba**  
**Schedule of Public Sector Compensation**  
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Last Name	First Name	Position	Compensation Amount \$
YOUNG	JEFFREY BRUCE	SENIOR INSTRUCTOR	\$115,297.28
YU	CHANGQIU	ASSISTANT PROFESSOR	\$164,743.25
YUAN	QIUYAN	ASSOCIATE PROFESSOR	\$124,417.65
YUAN	WENLONG	PROFESSOR	\$214,208.88
YUN	MISUK	GEOCHEMISTRY LABORATORY MANAGER	\$79,729.65
YURKIW	STEPHEN MICHAEL	EDUCATIONAL SPECIALIST	\$87,978.62
YURKOV	VLADIMIR	PROFESSOR	\$174,619.08
ZACHARIAS	KARI	ASSISTANT PROFESSOR	\$102,088.03
ZAHEDI	RENE PEIMAN	PROFESSOR	\$92,928.16
ZAHRADKA	PETER C	PROFESSOR	\$180,862.60
ZAIDI	SYED ALI ABBAS	INSTRUCTOR I	\$94,456.50
ZALUSKI	PATRICIA	PAYROLL SUPERVISOR	\$88,670.73
ZAMUCO	RICHARD	STUDENT SYSTEM ANALYST	\$105,596.03
ZAPP	MICHAEL	SENIOR INSTRUCTOR	\$133,437.97
ZEILER	FREDERICK ADAM	ASSOCIATE PROFESSOR	\$113,493.70
ZELENITSKY	SHERYL ANN	PROFESSOR	\$171,252.72
ZELMER	CARLA DALE	INSTRUCTOR II	\$107,552.69
ZENG	RONG	ASSISTANT PROFESSOR	\$135,500.10
ZHANEL	GEORGE G.	PROFESSOR	\$180,889.07
ZHANG	GENG	COMPUTER PROGRAMMER	\$83,077.29
ZHANG	QIANG	PROFESSOR	\$163,684.73
ZHANG	XIN WU	LEAD BI ANALYST / DEVELOPER	\$85,879.76
ZHANG	YANG	PROFESSOR	\$150,218.57
ZHANG	YING	ASSOCIATE PROFESSOR	\$182,750.26
ZHANG	YING	ASSISTANT PROFESSOR	\$80,343.69
ZHANG	YONG	PROFESSOR	\$170,160.71
ZHEN	JOHN	CONTAINER ADMINISTRATOR	\$80,484.90
ZHENG	STEVEN XIAOFAN	PROFESSOR	\$215,352.46
ZHONG	RUI KE	SENIOR WEB DEVELOPER	\$81,312.92
ZHONG	WEN	PROFESSOR	\$147,445.99
ZHOU	ZHIYANG	ASSISTANT PROFESSOR	\$88,990.99
ZHU	GUOZHEN	ASSISTANT PROFESSOR	\$121,048.59
ZHU	SHU	INSTRUCTOR II	\$110,009.10
ZORBOSKA	NINA	PROFESSOR	\$163,475.72
ZVOMUYA	FRANCIS	PROFESSOR	\$162,197.99
ZYWINA	CAMERON RICHARD	INTL AGREEMENTS OFFICER	\$75,991.65