



BOARD of GOVERNORS

Call for External Governor Nominations: 2022-2024

The Human Resources and Membership Committee of the University of Guelph's Board of Governors invites recommendations of individuals external to the University who might be considered for appointment to the Board. In light of upcoming vacancies over the next three years (2022, 2023, 2024), there is particular interest in recruiting individuals who possess the competencies and experience outlined below:

About the University of Guelph

Our campuses reside on the treaty lands of the Mississaugas of the Credit and lands that the Anishinaabe, Hóóhso:ni, Lūnaapéewak and Wendat peoples have inhabited for centuries. We understand that these lands are connected by the Dish with One Spoon Wampum and continue to be home to diverse communities of First Nations, Inuit and Métis Peoples. Acknowledging the land reminds us of our commitment to reconciliation with Indigenous peoples and lands.

The University of Guelph is like no other university in Canada. Research-intensive and learner-centred, our campuses span urban hubs and rural communities. We are known for excellence in the arts and sciences and for our commitment to developing exceptional thinkers and engaged citizens. Our appeal and impact are global, with 1700 international students representing 130+ countries and 185,000 alumni living in 160+ countries worldwide.

To learn more about the university, visit <https://www.uoguelph.ca/>.

Commitment to Equity, Diversity and Inclusion (EDI)

The University of Guelph recognizes that an inclusive campus and a culture of inclusion are institutional and social imperatives. A culture of inclusion necessitates the involvement of stakeholders with a wide array of lived experiences, identities and perspectives on the Board of Governors to support, oversee and drive a strategic and system-wide approach to EDI.

The University of Guelph has a long-standing commitment to equity, diversity, and inclusion on our campuses, which is outlined in the 2016 strategic framework, Our Path Forward. A key pillar of this framework is a dedication to Nurture our Distinctive Culture by working together openly, respectfully, and inclusively.

The University of Guelph has an obligation to pay attention to historical and ongoing injustice and racism, to address it, and to play an active part in creating a more just and equitable society. Our approach is multifaceted. President Charlotte Yates has created the [President's Advisory Committee on Anti-Racism](#) to advise her on concrete steps that the University should take to develop an anti-racism policy and build an even more inclusive and diverse campus community that welcomes and supports all of its members, including members of BIPOC (Black, Indigenous, and Persons of Colour) communities.

The Indigenous Initiatives Strategic Task Force, mandated by the [President's Advisory Committee on Aboriginal Initiatives](#), has developed an Indigenous Initiatives Strategy. Created with the support of students, staff, faculty, and community members, the strategy includes recommendations for further Indigenization and reconciliation activities in the areas of governance, pedagogy and curriculum, research and scholarship, Indigenous student support, and campus environment.

The University is committed to fostering a culture of inclusion and to designing, reviewing, and rebuilding structures – including policies, programs, and practices – that are inclusive, equitable, and accessible to all. In keeping with this commitment, the Human Resources & Membership Committee strongly encourages nominations of qualified individuals from historically marginalized and underrepresented communities including those who identify as Black, Indigenous, or Persons of Colour; persons with a disability or who identify as differently abled; persons of all genders, and sexual orientations; and those with a demonstrable track record of confronting oppression and promoting belonging in their organizations and communities.

Competencies

The ideal candidate will possess a high degree of credibility and expertise in at least one of the competency areas identified below, dealing with issues and challenges facing a complex institution, or in an equivalent capacity:

- **Senior Management:** Has experience at the executive leadership table, dealing with the issues and challenges facing a complex institution.
- **Financial/Investment:** Has financial expertise and/or understanding of financial operational planning and management, including resource allocation, institutional investment oversight and reporting in a complex organization.
- **Strategic Planning:** Has experience with strategic planning, implementation and evaluation in a complex organization. May have specific experience in market strategy, digital strategy, internationalization strategy.
- **Human Resources:** Has expertise in/appreciation for best practices in culture, equity diversity and inclusion, wellness, human resources planning, development and management; is familiar with Human Rights requirements, employment legislation and labour relations.
- **Sustainability and Environment:** has expertise in sustainability and environment, including evolving best practices, global and sectoral commitments and standards, and integration of sustainability and environmental factors into existing operations.
- **Transformational Change Management:** Has experience in the execution and oversight of transformational change management.
- **Government Relations:** Has expertise in the public sector and particularly with federal or provincial governments, at a senior and strategic level.

For each of the above, experience and understanding in the context of broader public sector organizations will be an asset. Experience in **fundraising**, as well as **international** experience and an ability to link with and understand global context will also be considered assets.

Governor's need not have experience within any specific sector or industry. The Board seeks experience from a diverse range of sectors.

Additional Considerations

- Desire to serve, willingness and ability to commit the time and effort required as a member of the Board of Governors.
- Personal values alignment with the values of the University of Guelph as outlined in our [Mission Statement](#).
- Additional assets include: graduate of the University of Guelph, or other affiliation; past experience as a board committee chair and willingness to serve in this capacity; formal governance training or other sophisticated governance experience; access to a network that includes potential new major University donors, and willingness to assist the University's fundraising efforts by engaging that network.

The Board of Governors' overriding consideration in identifying and confirming individuals to serve as Governors is credibility, experience, and ability to serve in relation to the governance needs of the University. All candidates must possess the qualifications, experience and commitment required to govern an institution of the size, complexity and reputation of the University of Guelph and should reflect the diversity of the communities served by the University.

All individuals appointed to the Board of Governors are required to perform the duties assigned in the *University of Guelph Act, 1964*, which as part of a bi-cameral governance structure assigns to the Board responsibility for "... property, revenues, expenditures, business and affairs [of the University] ...". The Board of Governors General Bylaws, terms of reference for committees and Good Governance Policy provide more precise information on the responsibilities of Governors. These documents and other related information may be found at: <https://www.uoguelph.ca/secretariat/>.

Submission of Nominations

Recommendations of individuals in response to this profile are requested by **January 30, 2022**. Nominations of those who may be suitable for future appointment to the Board of Governors are welcome at any time and, normally, will be kept on file for at least three years from the date of submission.

Recommendations can be provided in confidence by email to the University Secretariat at univsec@uoguelph.ca or may be sent by mail to:

University of Guelph Board of Governors
c/o University Secretariat
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