

Human Resources Consultants

The HR Consultants are available to provide strategic, forward-thinking consultation to help the colleges and departmental leaders and their units with a range of human resources matters. Each University of Guelph college and department or unit has a Consultant assigned to it. The Consultants work diligently to understand departmental needs and objectives, so they can advise on programs and practices that support departmental requirements.

HR Consultants work closely with their clients to assist them in the following ways:?

- Consulting and advising clients on interpretation and administration of [collective agreements](#) [1], [Human Resources policies](#) [2], and applicable employment legislation;
- Providing guidance to leaders/managers in the administration of [Performance Management Programs \(G.O.A.L.\)](#) [3];
- Continuously developing the capacity of supervisors and managers to effectively deal with employee and team challenges;
- Delivering advice and potential solutions to employee relations and work climate issues;
- Advising clients and/or actively participating in the initial stages of the complaint/internal grievance process;
- Providing advice and direction with respect to performance management and disciplinary outcomes;
- Working with [Occupational Health & Wellness](#) [4] to facilitate complex accommodation and return to work processes;
- Working closely with leaders to determine short and long term [staffing needs](#) [5] and organizational restructuring/redesigning;
- Developing individualized recruitment strategies for hiring departments including providing guidance and advice on all aspects of the [recruitment and selection process](#) [6];
- Providing consultation on [job design](#) [7] and [compensation structure](#) [8], reviewing and analyzing banding requests, and making recommendations based upon established criteria.

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- Advanced Analysis Centre & Other Academic Support
- Alumni Affairs & Development
- Central Administrative Offices (Vice President Research)
- College of Arts
- College of Social & Applied Human Sciences
- Graduate Studies
- Office of Research
- Library
- Registrarial Services
- Tri University Consortium
- University Centre

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- Centre for International Programs
- College of Biological Science
- College of Engineering and Physical Sciences

Human Resources Consultants

Published on Human Resources (<https://www.uoguelph.ca/hr>)

- First Year Seminar Program; Guelph Humber Programs
- Laboratory Services Division
- MacDonald Stewart Art Centre
- Ontario Veterinary College
- OVC Health Sciences Centre
- Real Estate Division

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- College of Business & Economics
- Financial Services
- Hospitality Services
- Human Resources (Occupational Health & Wellness, Environmental Health & Safety)
- Mail Services
- Radio Gryphon
- Student Affairs (Athletics, Child Care & Learning Centre, Co-operative Education & Career Services, Sexual Violence Support Centre, Student Experience, Student Housing Services, Student Wellness Services)
- War Memorial Hall, and Rozanski Hall Operations

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- Associate VP Academic
- Campus Community Police & Fire Prevention
- Central Administration Offices
- Computing & Communications Services
- External Relations (University and Community Relations, Communications & Public Affairs)
- Ontario Agricultural College
- Open Learning and Educational Support
- Parking Administration
- Physical Resources (Design Engineering & Construction, Maintenance & Energy Services, Environmental Services)

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Links

- [1] <https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements>
- [2] <https://www.uoguelph.ca/hr/managers-policies-standards-agreements/hr-policies>
- [3] <https://www.uoguelph.ca/hr/managers/generating-ongoing-achievement-learning-goal>
- [4] <https://www.uoguelph.ca/hr/hr-services/occupational-health-wellness>
- [5] <https://www.uoguelph.ca/hr/managers-recruitment-selection-orientation/request-hire>
- [6] <https://www.uoguelph.ca/hr/managers/recruitment-selection-orientation>
- [7] <https://www.uoguelph.ca/hr/managers/job-design-job-evaluation>
- [8] <https://www.uoguelph.ca/hr/hr-services/total-compensation>
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