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

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- College of Biological Science
- Ontario Veterinary College
- OVC Health Sciences Centre
- College of Engineering and Physical Sciences
- First Year Seminar Program; Guelph Humber Programs
- Laboratory Services Division
- Real Estate Division
- MacDonald Stewart Art Centre
- Centre for International Programs

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

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

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[3] https://www.uoguelph.ca/hr/managers/generating-ongoing-achievement-learning-goal  
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[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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