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 resource 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 can support departmental requirements.

HR Consultants work closely with Human Resource Specialists and are supported by the Consulting Assistants to assist university organizations in the following ways:

- Advising departments on university policies, procedures and best practices.
- Interpreting collective agreements.
- Adapting and implementing G.O.A.L. – University of Guelph’s performance planning, assessment and development program that will support your mission.
- Providing advice and potential solutions to employee relations and work climate issues.
- Reviewing organizational structure. Once a department has identified and defined a structure, the HR Consultant can help outline and recommend how to achieve desired outcomes.
- Serving as a recruitment and selection advisement and resource.
- Providing consultation on job design and structure, reviewing and analyzing banding requests, and making recommendations based upon established criteria.

**Linda Bellai, CHRL**

Ext. 56147, lbellai@uoguelph.ca [1]

Linda has 20 years of Human Resources experience. Her previous experience includes work as a Human Resources Officer for the Wellington Catholic District School Board and as a Manager of Human Resources for the Simcoe Muskoka Catholic District School Board. Linda joined the University of Guelph 12 years ago and is currently in the role of Human Resources Consultant. Linda’s areas of expertise include Labour Relations/Negotiations and Recruitment and Selection. Linda is dedicated to achieving a high level of customer service, striving always for a "win-win" outcome.

**Erin Detlor, CHRL**

Ext. 56599, edetlor@uoguelph.ca [2]

Erin graduated from Wilfrid Laurier University and obtained a post graduate certification in Human Resources Management from Seneca College. Erin's experience prior to the University of Guelph is from health care and insurance industries where she supported management and employees within a variety of core HR programs/activities. Erin is passionate about employee/manager relations and has a strong background in employee recruitment, including leveraging social media to acquire top talent.

**Jane Duck, B.A.**

Ext. 58505, jcduck@uoguelph.ca [3]

Jane received a Bachelor of Arts degree from the University of Guelph and has been a respected part of the University of Guelph community for many years. Jane has been a valuable employee in Human Resources since 1990 and during her tenure has contributed as a Job Analyst, Service Coordinator
and HR Consultant. Prior to her work at the university Jane held positions in Management and Human Resources in the private sector. Jane enjoys problem solving and building effective working relationships with clients.

**Jessica Hanson, CHRP**

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