

To: University of Guelph Faculty, Staff and Students  
Members of Senate, University of Guelph Faculty Association, Employee Group  
Executive Members, Central Student Association, Graduate Students'  
Association, College Student Governments, Cultural Diversity Office, University  
Leadership Team

From: Gen Gauthier-Chalifour, University Secretary *Gen Gauthier - Chalifour*

Date: March 2, 2021

Subject: **Call for Nominations: Presidential Selection Committee  
Nominations Due Monday, March 15, 2021 by 1:00 p.m.**

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## Background

In October 2019, the University began a search for its ninth president and vice-chancellor. Amid the COVID-19 pandemic, in [March 2020](#) the Board of Governors decided unanimously to take the extraordinary measure of suspending the search and appointing Dr. Charlotte Yates to lead the University on an interim basis for two years.<sup>1</sup> Dr. Yates will complete her current term as president and vice-chancellor on August 1, 2022.

The [Policy on University Appointments](#) requires that a presidential search begin at least one year before the end of the incumbent president's term. As such, the Board of Governors will soon recommence the presidential search process.<sup>2</sup> The search is led by a Presidential Selection Committee comprised of a broad cross-section of University community members.

Today, we invite the University community to help identify faculty, staff and student nominees for the Presidential Selection Committee. As you consider individuals for nomination, we ask that you keep a number of important considerations in mind:

- Most importantly, members will need to act in the best interests of the University, as a whole, while being knowledgeable and taking into account the interests of the different constituencies to which the University is accountable.
- Members will need to have a strong understanding of the University's mission, values and goals so that they can work together to establish a position profile that will attract the kind of leader who will continue to position the University for success.
- Members must maintain a commitment to confidentiality and good governance, as described in the [Good Governance Policy for the Board of Governors](#), to which the selection committee is subject.<sup>3</sup>

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<sup>1</sup> <https://news.uoguelph.ca/2020/03/presidentialappointment/>

<sup>2</sup> <https://www.uoguelph.ca/secretariat/policy/1.5>

<sup>3</sup> <https://www.uoguelph.ca/secretariat/policy/b.1>

- Members must be able to make a substantial time commitment to the work of the selection committee, which will begin in April 2021 and last through to fall 2021. Meetings of the committee will take place virtually, at least initially, and members will be asked to be flexible in accommodating the selection committee's complex scheduling requirements.

The Presidential Selection Committee's work will be significant in scope and will include:

- Conducting a comprehensive presidential search, with the assistance of a search firm, including establishing a position profile that will attract a large and diverse pool of well-qualified candidates.
- Building on the themes that emerged during the 2019-20 presidential search process, aid in the community consultation process by identifying areas and issues that require broader reflection and feedback.
- Reviewing lengthy meeting materials, at times on short notice. Participating in evaluating and interviewing candidates. Engaging in thoughtful deliberation to select those candidates who are best positioned to fulfill the University's mission and work collaboratively to achieve its goals.
- Recommending a candidate to the Board of Governors, which has the ultimate authority to select and appoint the University's president.

Nominations are now being accepted by the University Secretariat. More information on the composition of the selection committee and the nomination process is provided below.

### Presidential Selection Committee Composition

The composition of the Presidential Selection Committee is outlined in the Policy on University Appointments. The selection committee is chaired by the Chair of the Board of Governors and shall consist of:

- Two (2) external members of the Board of Governors, appointed by the Board on the recommendation of the Governance & Human Resources Committee
- Three (3) tenured faculty members, elected by Senate
- One (1) undergraduate student, elected by Senate
- One (1) graduate student, elected by Senate
- One (1) regular full-time staff member, elected by Senate
- One (1) member of the University of Guelph alumni community, elected by the University of Guelph Alumni Association

### Commitment to Equity, Diversity and Inclusion

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 diverse stakeholders on the Presidential Selection Committee.

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, and consistent with its [Modus Operandi](#), Senate will ensure that the membership of the committee reflects the diversity the University community.

Nominations of individuals who would contribute to the diversity of the committee are encouraged and will be actively sought.

### Composition of the Slate

Following the conclusion of the nomination period, the Senate Committee on Bylaws and Membership will compose a slate using the Senate-approved *Modus Operandi* and in doing so, will give particular attention to the following factors:

- Diversity of membership consistent with the University's equity policies (this includes but is not limited to the University's [Inclusion Framework](#), [Employment Equity Goals](#), and [Human Rights Policy and Procedures](#)), ensuring that the committee includes representation from equity-seeking groups.<sup>4</sup>
- Expertise and experience in areas relevant to the committee's mandate
- Evidence of commitment to the mandate of the committee in question
- Evidence of an ability to work in a consensus-based decision-making environment
- Representation from across the University.

### Eligibility

In accordance with the Policy on University Appointments and the Senate *Modus Operandi*, the following eligibility criteria shall be observed:<sup>5</sup>

- Nominees do not need to be Senators.
- Faculty nominees must be tenured and may come from Guelph-Humber or Ridgetown. While multiple nominations may come from a single College, no two faculty members elected to the Committee may come from the same College.
- Staff nominees must be regular full-time employees.  
Student nominees must be currently registered and may be full or part-time (Preference will be given to students who are anticipated to retain their student status until the Presidential Selection Committee completes its work).
- Nominators must come from the same group as the nominee. (i.e. Tenured faculty must be nominated by tenured faculty; full-time staff must be nominated by full-time staff; graduate students must be nominated by graduate students; and undergraduate students must be nominated by undergraduate students.)

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<sup>4</sup> Inclusion Framework: <https://www.uoguelph.ca/diversity-human-rights/inclusion-university-guelph>

Employment Equity Goals: <https://uoquell.ph/88nix>

Human Rights Policy and Procedures: <https://www.uoguelph.ca/diversity-human-rights/human-rights-policy-and-procedures>

<sup>5</sup> For a complete listing of criteria, please refer to section 5.5 of the [Policy on University Appointments](#)

In accordance with [Senate regulations](#), nominations will also be accepted from the floor of Senate.<sup>6</sup>

### Submitting a Nomination

The enclosed nomination form (also available on the [Presidential Search website](#)) must be completed and submitted to the University Secretariat via email to [univsec@uoguelph.ca](mailto:univsec@uoguelph.ca), along with an explanation of the suitability of the candidate for this task, with particular attention to the factors identified above.<sup>7</sup>

**Nominations must be submitted by Monday, March 15, 2021 at 1:00 p.m.**

Questions may be directed to the University Secretary Gen Gauthier-Chalifour at [univsec@uoguelph.ca](mailto:univsec@uoguelph.ca).

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<sup>6</sup> <https://www.uoguelph.ca/secretariat/office-services/senate/senate-by-laws-governing-documents/senate-procedures-election-regulations-5>

<sup>7</sup> <https://www.uoguelph.ca/presidential-search/committee.php#nominations>