

2015-2016 Undergraduate Calendar

The information published in this Undergraduate Calendar outlines the rules, regulations, curricula, programs and fees for the 2015-2016 academic year, including the Summer Semester 2015, the Fall Semester 2015 and the Winter Semester 2016.

For your convenience the Undergraduate Calendar is available in PDF format.

If you wish to link to the Undergraduate Calendar please refer to the Linking Guidelines.

The University is a full member of:

- The Association of Universities and Colleges of Canada

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UNIVERSITY
of GUELPH

CHANGING LIVES
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Disclaimer

University of Guelph 2015

The information published in this Undergraduate Calendar outlines the rules, regulations, curricula, programs and fees for the 2015-2016 academic year, including the Summer Semester 2015, the Fall Semester 2015 and the Winter Semester 2016.

The University reserves the right to change without notice any information contained in this calendar, including fees, any rule or regulation pertaining to the standards for admission to, the requirements for the continuation of study in, and the requirements for the granting of degrees or diplomas in any or all of its programs. The publication of information in this calendar does not bind the University to the provision of courses, programs, schedules of studies, or facilities as listed herein.

The University will not be liable for any interruption in, or cancellation of, any academic activities as set forth in this calendar and related information where such interruption is caused by fire, strike, lock-out, inability to procure materials or trades, restrictive laws or governmental regulations, actions taken by faculty, staff or students of the University or by others, civil unrest or disobedience, public health emergencies, or any other cause of any kind beyond the reasonable control of the University.

In the event of a discrepancy between a print version (downloaded) and the Web version, the Web version will apply.

Published by: Enrolment Services

Introduction

Collection, Use and Disclosure of Personal Information

Personal information is collected under the authority of the University of Guelph Act (1964), and in accordance with Ontario's Freedom of Information and Protection of Privacy Act (FIPPA) <http://www.e-laws.gov.on.ca/index.html>. This information is used by University officials in order to carry out their authorized academic and administrative responsibilities and also to establish a relationship for alumni and development purposes. Certain personal information is disclosed to external agencies, including the Ontario Universities Application Centre, the Ministry of Training, Colleges and Universities, and Statistics Canada, for statistical and planning purposes, and is disclosed to other individuals or organizations in accordance with the Office of Registrarial Services Departmental Policy on the Release of Student Information. For details on the use and disclosure of this information call the Office of Registrarial Services at the University at (519) 824-4120 or see <http://www.uoguelph.ca/registrar/registrar/index.cfm?index>.

Statistics Canada - Notification of Disclosure

For further information, please see Statistics Canada's web site at <http://www.statcan.ca> and Section XIV Statistics Canada.

Address for University Communication

Depending on the nature and timing of the communication, the University may use one of these addresses to communicate with students. Students are, therefore, responsible for checking all of the following on a regular basis:

Email Address

The University issued email address is considered an official means of communication with the student and will be used for correspondence from the University. Students are responsible for monitoring their University-issued email account regularly. See Section I--Statement of Students' Academic Responsibilities for more information.

Home Address

Students are responsible for maintaining a current mailing address with the University. Address changes can be made, in writing, through Enrolment Services.

Name Changes

The University of Guelph is committed to the integrity of its student records, therefore, each student is required to provide either on application for admission or on personal data forms required for registration, his/her complete, legal name. Any requests to change a name, by means of alteration, deletion, substitution or addition, must be accompanied by appropriate supporting documentation.

Student Confidentiality and Release of Student Information Policy Excerpt

The University undertakes to protect the privacy of each student and the confidentiality of his or her record. To this end the University shall refuse to disclose personal information to any person other than the individual to whom the information relates where disclosure would constitute an unjustified invasion of the personal privacy of that person or of any other individual. All members of the University community must respect the confidential nature of the student information which they acquire in the course of their work.

Complete policy at <https://uoguelph.civicweb.net/document/68892/ORSInfoReleasePolicy060610.pdf?handle=FF982F8A9AEA4076BE4F3D88147172B8>.

Learning Outcomes

On December 5, 2012, the University of Guelph Senate approved five University-wide Learning Outcomes as the basis from which to guide the development of undergraduate degree programs, specializations and courses:

1. Critical and Creative Thinking
2. Literacy
3. Global Understanding
4. Communicating
5. Professional and Ethical Behaviour

These learning outcomes are also intended to serve as a framework through which our educational expectations are clear to students and the broader public; and to inform the process of outcomes assessment through the quality assurance process (regular reviews) of programs and departments.

An on-line guide to the learning outcomes, links to the associated skills, and detailed rubrics designed to support the development and assessment of additional program and discipline-specific outcomes, are available for reference on the [Learning Outcomes website](#).

1. Critical and Creative Thinking

Critical and creative thinking is a concept in which one applies logical principles, after much inquiry and analysis, to solve problems in with a high degree of innovation, divergent thinking and risk taking. Those mastering this outcome show evidence of integrating knowledge and applying this knowledge across disciplinary boundaries. Depth and breadth of understanding of disciplines is essential to this outcome.

In addition, **Critical and Creative Thinking** includes, but is not limited to, the following outcomes: **Inquiry and Analysis; Problem Solving; Creativity; and Depth and Breadth of Understanding.**

2. Literacy

Literacy is the ability to extract information from a variety of resources, assess the quality and validity of the material, and use it to discover new knowledge. The comfort in using quantitative literacy also exists in this definition, as does using technology effectively and developing visual literacy.

In addition, **Literacy** includes, but is not limited to, the following outcomes: **Information Literacy, Quantitative Literacy, Technological Literacy, and Visual Literacy.**

3. Global Understanding:

Global understanding encompasses the knowledge of cultural similarities and differences, the context (historical, geographical, political and environmental) from which these arise, and how they are manifest in modern society. Global understanding is exercised as civic engagement, intercultural competence and the ability to understand an academic discipline outside of the domestic context.

In addition, **Global Understanding** includes, but is not limited to, the following outcomes: **Global Understanding, Sense of Historical Development, Civic Knowledge and Engagement, and Intercultural Competence.**

4. Communicating

Communicating is the ability to interact effectively with a variety of individuals and groups, and convey information successfully in a variety of formats including oral and written communication. Communicating also comprises attentiveness and listening, as well as reading comprehension. It includes the ability to communicate and synthesize information, arguments, and analyses accurately and reliably.

In addition, **Communicating** includes, but is not limited to, the following outcomes: **Oral Communication, Written Communication, Reading Comprehension, and Integrative Communication.**

5. Professional and Ethical Behaviour

Professional and ethical behaviour requires the ability to accomplish the tasks at hand with proficient skills in teamwork and leadership, while remembering ethical reasoning behind all decisions. The ability for organizational and time management skills is essential in bringing together all aspects of managing self and others. Academic integrity is central to mastery in this outcome.

In addition, **Professional and Ethical Behaviour** includes, but is not limited to, the following outcomes: **Teamwork, Ethical Reasoning, Leadership, and Personal Organization and Time Management**

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XVI. Administration and Faculty

Administration and Faculty

Chancellor and Chancellor Emerita

Mr. David Mirvish, Chancellor
Hon. Pamela Wallin, Chancellor Emerita

The Board of Governors

Mr. David Mirvish, CM OOnt, Chancellor
Mr. Richard (Dick) Freeborough, Chair
Mrs. Shauneen Bruder, Vice Chair
Mr. Kevin Golding, Vice Chair
Ms Nancy Brown Andison
Mr. Graham Badun
Dr. Mary Anne Chambers
Mrs. Nancy Croitoru
Mr. Earl Ellis
Mr. Paul Gallagher
Ms. Effie Gatsinos
Mr. Paul Gibson
Mr. Richard Jordan
Mr. Anne Laarman
Mr. Peter MacGowan
Mr. Andrew Marsh
Ms. Wendy Millar
Mr. Peter Miller
Dr. Jonathan Newman
Mr. Neil Parkinson
Mr. Michael Ridley
Dr. Byron Sheldrick
Mr. Daniel Troster
Vicki Hodgkinson, University Secretary

Administrative Officers

Office of the President

F. Vaccarino, President and Vice-Chancellor, B.SC. (TOR.), M.SC., PH.D (MCG)
S. Bennett, Director University and Community Relations, B.A. (QU.)
M.M. Murphy, Legal Counsel, B.SC. (ST. F.X. ANTIGONISH, N.S.), LLB (W.ONT.)
K. Bertrand, Assistant Vice-President, (Major Gift Advancement), B.A.H. (QUEENS)
J. Moreton, Assistant Vice-President, (Alumni Advancement), B.A. (GUELPH), M.A. (W.LAUR.)

University Secretariat

V. Hodgkinson, University Secretary, B.A. (YORK, CAN.), M.A. (GUELPH)
K. Revington, Associate University Secretary, B.A. (QU.), M.ED. (BOSTON)
G. Gauthier, Assistant University Secretary, B.A. (W. LAUR.), M.A. (GUELPH)
H. Jarvis, Governance & Judicial Officer, B.A. (QU.), LLB (TORONTO)

Office of the Provost and Vice-President (Academic)

S. Desmarais, Acting Provost and Vice-President (Academic), B.A., M.A., PH.D. (WAT)
A. Wilson, Acting Associate Vice President (Academic), B.A., M.A., PH.D. (YORK)
B. Whiteside, Associate Vice-President (Student Affairs), B.A., M.A. (GUELPH)
A. Clarke, Assistant Vice-President (Graduate Studies & Program Quality Assurance), B.SC., M.SC., PH.D. (WAT)
R. Graham, Chief Information Officer and Chief Librarian, BS (Wilberforce), MS (UIUC)
T. Jandrisits, Assistant Vice-President Faculty & Academic Staff Relations, B.SC. (GUELPH), CHR.P.
L. Arnott, Senior Consultant, Faculty & Academic Staff Relations, B.A (GUELPH), L.L.B. (W.ONT.)
S.G. Dorr, Coordinator of the Undergraduate Academic Information Centre, B.A., M.A. (GUELPH), M.S. (KANSAS ST.)
J. Murray, Director of First-Year Seminars, Professor, B.A.(HONS) (BR.COL.), M.A., PH.D.(TOR.)
T. Oakley, Project Coordinator, Faculty and Academic Staff Relations, B.A.Sc., M.Sc. (GUELPH)
P. Tersigni, Director, Academic Programs & Policy, B.A., M.A. (GUELPH)

Office of Resource Planning and Analysis

B.D. Pettigrew, Assistant Vice-President (Institutional Research and Planning) and Registrar, B.A. (GUELPH), M.S.W. (W.LAUR.)
C.A. Beattie, Research Associate, B.SC. (GUELPH)
A.E. Hollings, Research Associate, B.A. (TOR.), B.SC., M.SC. (GUELPH)
M. Kupferschmidt, Research Associate, B.A. (GUELPH)

Office of the Vice-President (Finance and Administration)

D. O'Leary, Vice-President (Finance and Administration), B.B.A. (UNB.)
J. Miles, Assistant Vice-President (Finance and Services), B.A. (WAT.), C.M.A.
M. Harley, Assistant Vice-President (Human Resources)
R.J. Carter, Associate Vice-President (Physical Resources), MA.SC., P.ENG., CEFP

Office of the Vice-President (Research)

J. R. Livernois, Interm Vice-President Research and Associate Vice-President (Research Services), B.A.(TOR.), M.A., PH.D. (BR.COL.)
R. Moccia, Associate Vice-President (Research, Agri-Food and Partnerships), M.SC. (GUELPH)

Colleges and Faculties

College of Arts

D. Bruce, Dean and Professor, B.A. (ALBERTA), M.A. (QU.), PH.D. (TOR.)

College of Biological Science

M. Emes, Dean, B.SC., P.HD. (SHEFFIELD)

College of Business and Economics

J. Christensen Hughes, Dean and Professor (Department of Management), B.COMM. (GUELPH), M.B.A., PH.D (YORK)

College of Physical and Engineering Science

A. Vannelli, Dean, B.SC., M.SC. (CONCORDIA), PH.D. (WAT.), P.ENG.

College of Social and Applied Human Sciences

J. Smithers, Dean (Interim), B.A. (W.ONT.), M.A., PH.D. (GUELPH)

Ontario Agricultural College

R.J. Gordon, Dean and Professor, B.SC., M.SC. (MCG.), PH.D. (GUELPH)

Ontario Veterinary College

E. Stone, Dean, D.V.M. (CALIFORNIA), M.S. (GEORGIA), M.P.P. (DUKE)

Office of Graduate Studies

A. Clarke, Assistant Vice-President (Graduate Studies & Program Quality Assurance), B.SC., M.SC., PH.D. (WAT)

University of Guelph-Humber

J. Walsh, Vice-Provost Academic, University of Guelph-Humber, B.A. (ENG.), M.B.A., PH.D (W.ONT.)

Administrative Departments

Alumni Affairs and Development

J. Barrett, Associate Director, Major Gift Strategy, B.A., M.A. (GUELPH)
K. Bertrand, Assistant Vice-President, (Major Gift Advancement), B.A.H. (QUEENS)
R. Butler, Director, Planned Giving, B.A. (GUELPH), B.COMM. (WIND.)
P. Hossie, Associate Director, Financial Services & Performance, B.MATH. (WATERLOO), C.G.A.
A. Jamal, Associate Director, Major Gift Strategy, B.A., M.A. (GUELPH)
W. Jespersen, Manager, Advancement Communications, MEDIA DIP (SHERIDAN)
J. Moreton, Assistant Vice-President, (Alumni Advancement), B.A. (GUELPH), M.A. (W.LAUR.)
R. Moroz, Associate Director, Information Systems, B.MIS. (RYERSON)
W. Turner, Associate Director, Stewardship, B.COMM (GUELPH)
K. Wilson, Associate Director, Alumni Advancement, BUS DIP (SHERIDAN)
L. Woodcock, Associate Director, Annual Giving, B.SC.H. (QUEENS), M.A.(GUELPH)

Arboretum

A. Watson, Director, B.SC. M.SC. (GUELPH)

Art Gallery of Guelph

J. Nasby, Director and Curator, B.A. (MCM.)
University of Guelph Curator and Adjunct Professor SOFAM
D. Owen, Assistant Curator, B.A. (GUELPH), M.F.A. (YORK, CAN.)

Athletics

T. Kendall, Director of Athletics, Teaching Diploma (ALSAGER), B.A., M.A. (ALTA.)
J. Allen, Facility Supervisor, Gryphon Centre
A. Bailey, Client Services Supervisor

L. Clarke, Fitness Program Coordinator,
S. Angus, Intercollegiate Assistant and Apparal Coordinator, B.COMM (GUELPH)
M. Botter, Fit & Rec Admin Assistant
D. Burton, Swim Coach
F. Cain, Fields Assistant Facility Manager and Business Development - Gryphon Centre/Fields, B.A. (GUELPH)
S. Camp, Men's Hockey Coach, B.A. (MTA.)
B. Clausen, Manager of Facilities
D. Cox, Wrestling Coach
R. Dharamsi, Senior Development Manager, Athletics
C. Dickenson, Head Coach - Women's Basketball
D. Easter, Manager of Marketing and Communications, B.COMM. (WINDSOR)
S. Faulkner, IT Analyst
B. Fisher, Aquatic Supervisor, B.A. (TORONTO)
R. Flanagan, Woman's Hockey Coach, B.SC. (GUELPH), B.ED. (LAKEHEAD)
J. Ford, Head Strength & Conditioning Coach
L. Fraser, Facility Booking Clerk
P. Funk, Womens Volleyball Coach, B.A. (WINN.)
T. Galloway, Football - Offensive Coordinator, B.Sc. (LAURIER)
A. Godard, Facility Supervisor Fields and Mitchell Centre, B.Sc. H.K. (GUELPH)
L. Hammond, Administrative Assistant to the Director, B.A. (Guelph)
K. Horvath, Business Clerk
S. Lang, Football Coach, B.SC. (GUELPH)
J.M. Lynch, Assistant Sports Therapist, B.P.H.E. (TOR.), DIP. (SHERIDAN), CERTIFIED
K. MacNeill, Football - Defensive Coordinator, B.A. (LAURIER)
K.W. Mason, Men's Soccer Coach
S. Mau, Fitness, Recreation, Client Services Manager, B.SC. (GUELPH)
C. McAuley, Women's Rugby Coach, M.B.A. (W.LAUR.), M.SC. (GUELPH)
L. Melnick, Manager, Business and Client Services, B.SC. (P.E.) (YORK, CAN.), M.A. LEADERSHIP (GUELPH)
G. Obrascovs, Sports Therapist, DIP. ATHLETIC TRAINING and MGT. (SHERIDAN), CERTIFIED
C. O'Rourke, Men's Basketball Coach, B.A. (GUELPH)
A. Orton, Manager, Intercollegiate Athletics, B.SC. (TOR.)
A. Paxton, Graphic Designer
M. Pino, Media Relation and Communications Officer, B.A. (W.Laur.)
R. Ragan, Women's Soccer Coach, B.A. (S.FRASER), B.ED. (W.ONT.), LL.B. (OSGOODE)
D. Scott-Thomas, Cross Country Coach, and Track and Field Coach, B.SC., M.SC. (GUELPH), B.ED (QU.), DIP. COACHING (VIC.B.C.)
L. Skilton-Hayes, Fitness Program Supervisor & Dance, Pilates & Yoga Supervisor, B.SC. (GUELPH)
Justin Toth, Intramural & Camps Coordinator, B.COMM (GUELPH)
D. Trudelle, Intramural, Camps, Clubs & Community Leagues Supervisor BCOMM (Guelph)
M. Turley, Field Hockey Coach, Intercollegiate Assistant, B.A. (GUELPH)
N. Young, Events and Community Relations Coordinator
C. Wigston, Men's Volleyball Coach

Audit Services

S. Nervo, Chief Internal Auditor, Audit Services, B.COMM. (TOR.), CPA, CA
M. Malcolm, Senior Auditor – Systems, M.Sc. (UWI), CIA, CISA
M. Mihai, Senior Auditor, BBA. (W. LAUR.), CPA, CA

Centre for Business and Student Enterprise

M. Lang, Director, Business and Student Enterprise and Adjunct Professor, Department of Marketing and Consumer Studies, B.COMM., M.SC. (GUELPH)
A. Brunow, Business Enterprise Manager, B.COMM. (GUELPH)
A. Faria, Student Enterprise Program Manager, B.COMM., M.SC. (GUELPH)

Centre for Families, Work and Well-Being

L. Hawkins, Executive Director, B.A. (TOR.), M.A. (GUELPH)
D.S. Lero, Jarislowsky Chair in Families and Work, B.A. (N.Y. ST.), M.S., PH.D. (PURDUE)

Centre for International Programs

L.A. Mitchell, Director, B.SC. (AGR.), M.SC. (GUELPH)
L. Blenkinsop, Study Abroad Manager, B.SC. (GUELPH)

A. Broadbent, Education Abroad Advisor, B.F.A. (MOUNT ALLISON)

Communications and Public Affairs

C. Cunningham, Director, B.E.S. (Waterloo)
L. Bona Hunt, Associate Director, News Service, B.SC. (UTAH), M.A. (Leadership) (GUELPH)
S. Bubak, News Editor, B.A. (WATERLOO), B.J. (RYERSON)
M. Dickieson, Manager Publications, B.J. (MISSOURI)
S. Robertson, Manager, University Website, B.A. (YORK, CAN.)
A. Scott, Web Designer
A. Vowles, Staff Writer, B.SC. (GUELPH)
V. Ward, Administrative Assistant

Campus Community Police, Fire Prevention and Parking Services

R. Begin, Director
P. Martin, Manager of Operations, Campus Community Police and Fire Prevention
I. Weir, Manager, Parking Services

Computing and Communications Services

R. Graham, Chief Information Officer and Chief Librarian, BS (Wilberforce University), MS (UIUC)
G. Gray, Associate Director, IT Strategy and Partnerships, B.A. Honours, M.B.A. (GUELPH)
Vacant, Associate Director, IT Operations
D.D. Badger, Director, IT Portfolio Management Office, C.G.A., C.I.S.A
K. Bertrand, Director, Organizational Services, B.COMM. (WIND.), C.G.A.
K. Hoeg, Manager, Business Solutions BMath (WAT.)
R. Smith, Manager, Enterprise Applications M.B.A. (GUELPH)
L. Loo, Manager, Systems Management B.A. (GUELPH)
T. Herr, Network Infrastructure, B.A.
B. Thomson, Manager, Client Productivity B.SC. (WAT.), M.B.A. (ATHABASCA)
F. Rasheed, Manager, Applications and Integration, M.B.A. (LAUR), C.M.A.
K. Percival, Manager, Research Partnerships, B.SC. (ENG.), (QU.), M.SC. (GUELPH)
C. Egan, Assistant Director, Communication and Evaluation, Organizational Services, B.A., M.A. (WAT.)
K. Sprague, Manager, Facilities Services, Organizational Services
M. Stojanovic, Manager, IT Finance and HR, Organizational Services, B.COMM (TOR.), C.M.A.

Co-operative Education and Career Services

K. Reimer, Director, B.A. (WAT.), M.A. (GUELPH), BUS. DIP. (W.LAUR.)
T. Connelly, Manager, Co-op & Employer Partnerships, B.A. (WAT.)
D. Durbin, Manager, Business Operations, B.B.M. (RYERSON)
C. Bradshaw, CME Co-op/Career Co-ordinator, B.A. (GUELPH)
J. Brydges, Co-op Co-ordinator, B.A. (W.ONT.), DIP. ED. (MCG.)
J. Ferguson, Manager of Curriculum, B.A. (GUELPH)
S. Gallina, Co-op Co-ordinator, B.A. (GUELPH)
L. Gatto, Co-op Co-ordinator, H.B.A. (GUELPH), M.SC. (GUELPH)
S. Hollidge, Co-op Co-ordinator, B.A.SC. (GUELPH)
C. Hulme, Co-op Co-ordinator, H.B.A. (W. ONT.), M.A. (WAT.)
S. Irvine, Co-ordinator, Marketing & Website, B.A. (W.LAUR.), DIP (G. BROWN)
A. Kramer, Co-op Co-ordinator, B.SC. (WAT.)
E. Mancini, Events and Liaison Co-ordinator, B.A. (GUELPH), B.ED. (W.ONT.)
J. McDonald, Career Advisor, B.A. (W.LAUR.)
C. Myronyk, Co-op Co-ordinator, B.A. (Waterloo)
C. Niven, Co-ordinator, Co-op Administration and Systems
M. Santo, On-Campus Co-op Co-ordinator, B.A. (Guelph), DIP. (Guelph)
C. Steele, Co-ordinator, Employer Relations and Events
M. Turner, Co-ordinator, Student Programs, H.B.A. (W. LAUR), DIP (Conestoga)
I. Wallace, Co-op Co-ordinator, B.B.A. (W.LAUR.)

Environmental Health and Safety

Vacant, Director, Environmental Health and Safety
S. Alexander, Associate Director, Risk and Insurance, RF, RIMS, CIP, CRMS
D. Barillari, Radiation Safety Officer, B.A.SC., M.ASC. (TOR.), PH.D. (MANIT.)
C. Cooper, Agricultural & Veterinary Safety Officer, RVT, CRSP, CHSC
J. Dafeo, Facilities Safety Specialist
C. McNeill, Facilities Safety Officer, B.SC. (QU.), M.ENG. (TOR.), CIH, ROH
J. Minogue, Biosafety Officer, B.SC. (VA TECH), M.S.PH. (UNC-CHAPEL HILL)

B. Pandher, Occupational Hygienist, MPH, ROH, LEED AP
J. Wesley, Manager, Research Risk, Office of Research / Environmental Health and Safety, B.SC., M.SC. (GUELPH), CRM
A. Zachertowska, Laboratory Safety Officer, M.SC., (WATERLOO) Ph.D. (GUELPH)

Financial Services

J.M. Miles, Assistant Vice-President (Finance), B.A. (WAT.), C.M.A.
B.K. Hodgson, Controller, B.A. (WAT.), C.A.
D. Stevanus, Manager, Purchasing Services, C.P.P.
L.C. Shuh, Manager, Budget Office, B.A. (GUELPH), C.G.A.
G. White, Manager, Revenue Control, B.SC. (GUELPH), B.ED., C.H.A.
S. Alexander, Insurance Office, HON.B.A. (YORK), BUS. DIP. (WLU)
G. Girouard, Treasury Office, B.COMM. (McM.)
D. Reinhart, Research Financial Services, HONS.B.A.. (WLU.), C.M.A.

Health and Performance Centre

C. McLean, Centre Co-ordinator, B.P.E. (NEW BR.), M.SC. (GUELPH)

Hospitality Services

D. Boeckner, Director, Hospitality Services
A. Virani, Assistant Director, Management Information Systems
K. Zinken, Assistant Director, Finance
P. Clark, Department Head, Food Service Operations
W. McFadden, Department Head, Retail Services
S. Willms, Department Head, Community Services

Human Resources

M. Harley, Associate Vice-President (Human Resources), H.B.SC.
G. Apolonatos, Director, Health, Safety and Wellness, M.A.Sc., P.Eng., DOHS
C. Nutt, Director, Staff Relations, MIRHR
L. Watt, Director, Learning & Development and Consulting Services, B.A., M.A.
L. Wilson, Manager, Total Compensation, B.SC., M.B.A. (MCM.)

Human Rights and Equity Office

J. Ngobia, Director, PH.D.
M. Ebrahim, Human Rights Advisor, M.SC. (W.ONT.)
L. Arnott, Human Rights Advisor, B.A. (GUELPH), LL.B. (W.ONT.)

Library and Learning Commons

R. Graham, Chief Information Officer & Chief Librarian, BS (Wilberforce University), MS (UIUC)
R. Bergart, Librarian, User Experience, B.A. (MCG.), M.A. (MCM.), E.J.ED. (BOS.), M.I.St. (TOR.)
K. Bertrand, Director, Organizational Services, B.COMM. (WIND.), C.G.A.
K. Bianco, Manager, Supported Learning Group Programs, B.A., M.SC. (GUELPH)
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