Board of Governors Call for External Nominations: 2016 Recruitment

The Governance and Human Resources Committee of the University of Guelph’s Board of Governors invites suggestions of individuals external to the University who might be considered for appointment to the Board. In light of upcoming vacancies, there is particular interest in recruiting external members who possess the competencies and experience outlined below.

Competencies

The ideal candidate will possess a high level of expertise in at least one of the competency areas identified below; and, has gained this experience through operation at a senior leadership level, dealing with issues and challenges facing a complex institution, or in an equivalent capacity:

- Strategic Planning: has experience with strategic planning, implementation and evaluation in a complex organization
- Senior Management: has experience at the executive leadership table, dealing with the issues and challenges facing a complex institution
- Governance: has training and/or experience in board management, building, and assessment, together with knowledge of governance processes and practices. Has experience serving on a public sector or not-for-profit board and/or governance committee. Has experience serving as a committee chair
- Accounting/Auditing: understands considerations and issues associated with external financial reporting and auditing requirements of a complex organization
- Facilities Management: has experience with multi-year capital planning and management of existing projected construction of new physical plant facilities, within a dynamic urban environment
- Financial/Investment: has financial expertise and/or understanding of financial operations planning and management, including resource allocation, institutional investment oversight and reporting in a complex organization
- Human Resources Practices: has expertise in/appreciation for best practices in human resources planning, development and management; is familiar with Human Rights requirements, employment legislation and labor relations
- Legal: has expertise in the law and its application in organizations
- Market Strategy: works in a role that is focused on strategy and strategic planning, ideally as it relates to a range of organizations; focuses on the future, trends, economic and demographic shifts that will affect long-term planning
- Risk Management: has experience with enterprise risk management processes/activities

Sector Experience

The ideal candidate works or has worked or been engaged in one of the following:

- Agriculture/Food: works or has worked or been engaged in the agri-food sector, which includes food production (e.g., dairy, fish and seafood, poultry, livestock, grain, horticulture, special crops), food and beverage processing (e.g., consumer packaged goods), functional food and nutraceuticals, food research, food safety, regulation, nutrition, hospitality, foodservices, marketing boards, provincial and federal agriculture Ministries, etc.
- Environment: works or has worked or been engaged in organizations and operations that address research and/or exploration of the environment, and stewardship of the environment – air, water, soil, urban and rural settings; relationships between humans, animals,
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Published on University Secretariat (https://www.uoguelph.ca/secretariat)

- Government/Public Sector: works or has worked or been engaged in the public sector (includes federal and provincial governments, both elected and civil servants, Crown Corporations and Agencies, public, independent, or post-secondary education system)
- Health: works or has worked or been engaged in the public health system (includes healthcare funding, planning, delivery, research, Ministries of Health), health promotion, health sciences/pheramaceuticals, or in other sectors related to human or animal health
- Infrastructure/Development: works or has worked or been engaged in sectors that involve development and maintenance of multiple facilities (especially in an environment of fiscal constraint); includes healthcare and education, but also organizations such as Public Works and Governance Services, asset management, facilities management, organizations that offer advice on, and/or execute, 3P projects
- Not-for-Profit: works or has worked or been engaged in the not-for-profit sector (includes social services, arts and culture), in complex organizations that may be local, national, or international in scope

Other Considerations

- Has the desire to serve, is prepared to omit the time and effort, and feels a personal values alignment with the values of the University of Guelph
- Ideally has access to a network that includes potential new major University donors, and is willing to assist the University’s fundraising efforts by engaging that network
- Is a graduate of the University
- Is a Friend of the University
- Appreciates and respects the experience of working with internal (elected) and external (appointed) Governors
- The University’s overriding consideration in identifying and confirming individuals to serve as Governors and Trustees is merit and experience in relation to the governance needs of the University. All candidates must possess the qualification, experience and commitment required to govern an institution of the size, complexity and reputation of the University of Guelph and should reflect the diversity of the communities served by the University
- All individuals appointed to the Board of Governors are required to perform the duties assigned in the University of Guelph Act, 1964, which assigns to the Board responsibility for “...the University and its property, revenues, expenditures, business and affairs...including responsibility to appoint and remove the President, Vice-Presidents, heads of faculties and schools, and senior administrative officers.” The Board of Governors General Bylaws, the terms of reference for standing committees and Board Statements concerning the roles and responsibilities of Governors and Trustees provide more previses information on the responsibilities of its members.

The University of Guelph is committed to equity in its policies, practices, and programs, and supports diversity in its teaching, learning and work environments. Because of this commitment, the Committee will ensure that applications from members of hitherto underrepresented groups are seriously considered. Nominations of qualified individuals who would contribute to further diversification of our University community are encouraged and will be welcomed.

Recommendations of individuals who may respond to this profile are requested by December 1, 2016. Nominations of those who may be suitable for future appointment to the Board of Governors are welcome at any time and, normally, will be kept on file for at least three years from the date of submission.

Recommendations can be provided in confidence by email to the University Secretariat at univsec@uoguelph.ca [1] or may be sent by mail to:
Governance and Human Resources Committee, Board of Governors
c/o University Secretariat
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