

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 \(GOAL 2.0\)](#) [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.

[Natalie Feil](#)

Phone: (519) 824-4120 Ext. 52818

Email: nfeil@uoguelph.ca [9]

- Associate VP Academic
- Budget Office
- Central Administration Offices (Audit Services, FASR, Office of Legal Counsel, University Secretariat, President's Office, VP External, VP Finance & Operations)
- Centre for International Programs
- External Relations (University and Community Relations, Communications & Marketing)
- Financial Services (Treasury Operations, Controller, Purchasing Services, Office of Investment Management, Research Financial Services)
- Gordon S. Lang School of Business
- Graduate Studies
- Institutional Research & Planning
- Office of Diversity & Human Rights
- Ontario Veterinary College
- Ontario Veterinary College Health Sciences Centre

[Yvette Kayode](#)

Email: ykayode@uoguelph.ca [10]

- Arrell Food Institute
- College of Biological Science
- Computing & Communications Services
- Food From Thought
- Guelph Humber
- Laboratory Services Division
- Library

[Anam Khan](#)

Phone: (519) 824-4120 Ext. 56147

Email: anam01@uoguelph.ca [11]

- Alumni Affairs & Development
- Athletics
- Campus Safety Office
- College of Social & Applied Human Sciences
- Registrarial Services
- Research Services Office (AVP Research, VP Research Operations, Research Communications, Campus Animal Facilities, Research Stations, Kemptville)
- University Centre
- War Memorial Hall

[Anna Kopanski](#)

Email: akopansk@uoguelph.ca [12]

- Child Care & Learning Centre
- College of Arts
- Ontario Agricultural College (except Ridgetown Campus)
- Parking Services
- Student Housing Services
- University Centre

[Steven McNulty](#)

Phone: (519) 824-4120 Ext. 58505

Email: mcanults@uoguelph.ca [13]

- Advanced Analysis Centre & Other Academic Support (Guelph Genomics Facility, NMR Centre)
- Art Gallery of Guelph
- Associate VP Student Affairs (Experiential Learning Hub including Co-operative Education, Student Experience, Student Wellness, Sexual Violence Support Centre)
- College of Engineering & Physical Sciences
- Hospitality Services
- Human Resources
- Mail Services
- Open Learning and Educational Support
- Real Estate Division

[Joanne Alves, Senior Labour Relations Consultant](#)

Phone: (519) 824-4120 Ext. 58778

Email: alvesj@uoguelph.ca [14]

- Physical Resources

[Neo Vritsios, Manager, Staff Relations](#)

Email: nvritsio@uoguelph.ca [15]

- Ridgetown Campus

Source URL: <https://www.uoguelph.ca/hr/hr-services-about-human-resources/human-resources-consultants>

Links

[1] <https://www.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements> [2]
<https://www.uoguelph.ca/hr/managers-policies-standards-agreements/hr-policies> [3]
<https://www.uoguelph.ca/hr/goal-20> [4] <https://www.uoguelph.ca/hr/hr-services/occupational-health-wellness> [5]
<https://www.uoguelph.ca/hr/managers-recruitment-selection-orientation/request-hire> [6]
<https://www.uoguelph.ca/hr/managers/recruitment-selection-orientation> [7]
<https://www.uoguelph.ca/hr/managers/job-design-job-evaluation> [8] <https://www.uoguelph.ca/hr/hr-services/total-compensation> [9] <mailto:nfeil@uoguelph.ca> [10] <mailto:ykayode@uoguelph.ca> [11] <mailto:anam01@uoguelph.ca> [12] <mailto:akopansk@uoguelph.ca> [13] <mailto:mcanults@uoguelph.ca> [14] <mailto:alvesj@uoguelph.ca> [15]
<mailto:nvritsio@uoguelph.ca>