



## BOARD of GOVERNORS

### Call for External Governor Nominations: 2025-2027

The Human Resources & Membership Committee of the University of Guelph's Board of Governors invites nominations (including self-nominations) of individuals external to the University for appointment to the Board. In light of upcoming vacancies expected over the next three years (2025, 2026, 2027), the Board has particular interest in individuals who possess the competencies and experience outlined below.

#### About the University of Guelph

The University of Guelph is like no other university in Canada. Research-intensive and learner-centred, our campuses span urban hubs and rural communities. We are known for excellence in the arts and sciences and for our commitment to developing exceptional thinkers and engaged citizens. Our appeal and impact are global, with 1700 international students representing 130+ countries and 185,000 alumni living in 160+ countries worldwide.

Our campuses reside on the treaty lands of the Mississaugas of the Credit and lands that the Anishinaabe, Hodinohso:ni, Lūnaapéewak and Wendat peoples have inhabited for centuries. We understand that these lands are connected by the Dish with One Spoon Wampum and continue to be home to diverse communities of First Nations, Inuit and Métis Peoples. Acknowledging the land reminds us of our commitment to reconciliation with Indigenous peoples and lands.

To learn more about the University, visit <https://www.uoguelph.ca/>.

#### About the Board of Governors

Board members are key stakeholders in a governance body tasked with upholding the University's mission and legacy while ensuring the University adapts to the ever-evolving landscape of higher education. Individuals appointed e are required to perform the duties assigned in the *University of Guelph Act, 1964*, which assigns to the Board responsibility for "... property, revenues, expenditures, business and affairs [of the University] ...". The Board of Governors General Bylaws, terms of reference for committees and Good Governance Policy provide precise information on the responsibilities of Governors. These documents and other related information may be found at: <https://www.uoguelph.ca/secretariat/>.

#### Commitment to Indigenization, Equity, Diversity and Inclusion (IEDI)

The University of Guelph recognizes that an inclusive campus and a culture of inclusion are institutional and social imperatives. A culture of inclusion means ensuring that a wide array of lived experiences, identities and perspectives are reflected in the Board's membership, so that the Board may support, oversee and drive a strategic and system-wide approach to IEDI.

The University of Guelph has a long-standing commitment to IEDI. A key pillar of our strategic framework, *Our Time*, entails "*Transforming our University through Indigenization and Equity*,

*Diversity and Inclusion*". In pursuit of this objective, the University established the President's Advisory Committee on Anti-Racism to guide the development of a university-wide anti-racism policy and enhance campus diversity. Additionally, the Indigenous Initiatives Strategic Task Force, created by the Advisory Committee on Indigenous Initiatives, developed a strategy for Indigenization and reconciliation. This strategy, shaped by input from the University community, includes recommendations to improve governance, pedagogy, research, student support, and the campus environment for Indigenous peoples.

With this context in mind, the Human Resources & Membership Committee strongly encourages nominations of qualified individuals from historically marginalized and underrepresented communities including those who identify as Black, Indigenous, or Persons of Colour; persons with a disability or who identify as differently-abled; persons of all genders and sexual orientations; and those with a demonstrable track record of confronting oppression and promoting belonging in their organizations and communities.

### Competencies

The ideal candidate will possess a high degree of credibility and expertise in at least one of the competency areas identified below:

- **Senior Management:** Experience at the executive leadership table, dealing with the issues and challenges facing a complex institution.
- **Audit/Financial/Investment:** Financial expertise and/or understanding of financial operational planning and management, including resource allocation, institutional investment oversight and financial reporting in a complex organization. Audit expertise and experience as an audit partner in large accounting firm are also assets.
- **Strategic Planning/Change Management:** Experience with strategic planning, implementation and evaluation in a complex organization. May have specific experience in market strategy, digital strategy, or internationalization strategy. Experience leading significant institutional change is also an asset.
- **Human Resources:** Expertise in/appreciation for best practices in culture; equity diversity and inclusion; wellness; and human resources planning, development and management, all in a complex organization with a multitude of stakeholders. Is familiar with human rights, employment standards, and labour relations legislation and compliance.
- **Sustainability and Environment:** Expertise in sustainability and environment, including evolving best practices, global and sectoral commitments and standards, and integration of sustainability and environmental factors into existing operations.
- **Transformational Change Management:** Experience in execution and oversight of transformational change management.
- **Government Relations:** Expertise in the public sector and particularly with federal or provincial governments, at a senior and strategic level.
- **Information Technology/Artificial Intelligence:** Experience in implementing major software systems and/or in IT governance or strategy, particularly in the public sector. Expertise in digital change management and/or artificial intelligence is also an asset.

For each of the above-listed competencies, experience with and an understanding of the context of broader public sector organizations will be an asset. Experience in **fundraising**, as well as **international** experience and an ability to link with and understand a global context will also be considered assets. Governors need not have experience within any specific sector or industry. The Board seeks experience from a diverse range of sectors.

In a time of constant change, increasing costs and stagnant public funding, financial sustainability remains a pivotal concern for university boards. Astute fiscal management is required to address budgetary constraints and optimize resources effectively. Moreover, the dynamic nature of academia necessitates a keen understanding of the resources required to meet technological advancements, shifting student demographics and advancements in educational delivery.

Ultimately, Governors must work collectively and cooperatively to preserve the University's core teaching and research mission, support student success and implement strategies that ensure its relevance and long-term sustainability. This important work requires a commitment of time, energy, and strategic vision, and equally offers the opportunity to make a significant contribution to the future of higher education.

### Additional Considerations

The ideal candidate will also bring to the Board the following characteristics:

- a desire to serve;
- a willingness and ability to commit the time and effort required as a member of the Board of Governors; and
- personal values aligned with those of the University of Guelph as outlined in our [Mission Statement](#).
- a connection to the University as a graduate or through another affiliation; experience as a board committee chair and willingness to serve in this capacity; formal governance training or other sophisticated governance experience; access to a network that includes potential new major University donors, and a willingness to assist the University's fundraising efforts by engaging that network.

The Board of Governors' overriding consideration in identifying and confirming individuals to serve as Governors is credibility, experience, and an ability to serve in relation to the governance needs of the University. All candidates must possess the qualifications, 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.

### Submission of Nominations

Nominations of those who may be suitable for appointment to the Board of Governors in response to this profile are requested by **January 31, 2025**. Nominations of suitable individuals are otherwise welcome at any time and, normally, will be kept on file for at least three years from the date of submission.

Nominations may be submitted in confidence by email to the University Secretariat at [univsec@uoguelph.ca](mailto:univsec@uoguelph.ca) or may be sent by mail to:

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