

## 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 \(G.O.A.L.\)](#) [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](#)

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- Budget Office
- Financial Services (Treasury Operations, Controller, Purchasing Services, Office of Investment Management, Research Financial Services)
- Gordon S. Lang School of Business
- Institutional Research & Planning
- Ontario Veterinary College

### [Anam Khan](#)

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- Alumni Affairs & Development
- Arrell Food Institute
- Athletics
- Campus Safety Office
- Child Care & Learning Centre
- College of Arts

- College of Social & Applied Human Sciences
- Food From Thought
- Graduate Studies
- Library
- Registrarial Services
- Research Services Office (AVP Research, VP Research Operations, Research Communications, Campus Animal Facilities, Research Stations, Kemptville)
- University Centre
- Vice President Research

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- Advanced Analysis Centre & Other Academic Support (Guelph Genomics Facility, NMR Centre)
- Associate VP Academic
- Associate VP Student Affairs (Experiential Learning Hub including Co-operative Education, Student Experience, Student Wellness, Sexual Violence Support Centre)
- Centre for International Programs
- College of Biological Science
- College of Engineering & Physical Sciences
- Computing & Communications Services
- Guelph Humber
- Human Resources
- Laboratory Services Division
- MacDonald Stewart Art Centre
- Open Learning and Educational Support
- Real Estate Division

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- Radio Gryphon
- War Memorial Hall

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- Central Administration Offices (Audit Services, FASR, Office of Legal Counsel, University Secretariat, President's Office, VP External, VP Finance & Operations)
- External Relations (University and Community Relations, Communications & Marketing)
- Office of Diversity & Human Rights
- Parking Services
- Physical Resources
- Student Housing Services

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- Hospitality Services
- Mail Services
- Ontario Agricultural College
- Ontario Veterinary College Health Sciences Centre

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