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.

**Linda Bellai**

Phone: (519) 824-4120 Ext. 56147  
Email: lbellai@uoguelph.ca [9]

- College of Arts  
- College of Social & Applied Human Sciences  
- Office of Research  
- Advanced Analysis Centre & Other Academic Support  
- Central Administrative Offices (Vice President Research)  
- Registrarial Services  
- Graduate Studies  
- Library  
- Alumni Affairs & Development  
- University Centre  
- Tri University Consortium

**Jane Duck**

Phone: (519) 824-4120 Ext. 58505  
Email: jcduck@uoguelph.ca [10]

- College of Biological Science  
- Ontario Veterinary College  
- OVC Health Sciences Centre
College of Engineering and Physical Sciences
First Year Seminar Program; Guelph Humber Programs
Laboratory Services Division
Real Estate Division
MacDonald Stewart Art Centre
Centre for International Programs

Jessica Hanson
Phone: (519) 824-4120 Ext. 53426
Email: hansonj@uoguelph.ca

College of Business & Economics
Financial Services
Computing & Communications Services
Student Affairs (Counselling Services, Student Life, Co-operative Education & Career Services, Student Accessibility Services, Student Health Services, Health & Performance Centre, Athletics, Student Housing Services, Child Care and Learning Centre)
Hospitality Services
Mail Services
War Memorial Hall, and Rozanski Hall Operations
Human Resources (Occupational Health & Wellness, Environmental Health & Safety)
Radio Gryphon

Christie Wartlick (Erin Detlor, on secondment)
Phone: (519) 824-4120 Ext. 56599
Email: wartlick@uoguelph.ca

Ontario Agricultural College
Open Learning and Educational Support
External Relations (University and Community Relations, Communications & Public Affairs)
Physical Resources (Design Engineering & Construction, Maintenance & Energy Services, Environmental Services)
Parking Administration
Central Administration Offices
Associate VP Academic
Campus Community Police & Fire Prevention

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Links
[1] https://aoda-client.uoguelph.ca/hr/hr-services-staff-relations/employee-groups-agreements
[2] https://aoda-client.uoguelph.ca/hr/managers-policies-standards-agreements/hr-policies
[3] https://aoda-client.uoguelph.ca/hr/managers/generating-ongoing-achievement-learning-goal
[4] https://aoda-client.uoguelph.ca/hr/hr-services/occupational-health-wellness
[5] https://aoda-client.uoguelph.ca/hr/managers/recruitment-selection-orientation/request-hire
[6] https://aoda-client.uoguelph.ca/hr/managers/recruitment-selection-orientation
[7] https://aoda-client.uoguelph.ca/hr/managers/job-design-job-evaluation
[8] https://aoda-client.uoguelph.ca/hr/hr-services/total-compensation
[9] mailto:lbellai@uoguelph.ca
[10] mailto:jcduck@uoguelph.ca