



Memo

Date: February 18, 2020
To: Members of Council
From: Michelle Miner Seal
Chair, Human Resources Committee
Subject: Report of the Human Resources Committee (HRC)

Committee Meetings Dates

Since our last report to Council, the HRC met on November 26, 2019; December 13, 18, 19 and 20, 2019; and on February 13, 2020.

Summary of Discussions

At our November and December meetings, the committee worked with an external agency (as approved by Council) to review candidate resumes and conduct interviews for the position of Interim Deputy Registrar. A final candidate recommendation was made to Council and approved at a special meeting of Council on December 30, 2019. Paul Piccard, OCT began as Interim Deputy Registrar on December 30, 2019.

In February, the HRC received a training session from the consulting firm Korn Ferry on the philosophy and general principles of compensation programs. This session was in preparation for the committee's work in the review of current compensation programs and the development of a compensation philosophy and policy. The information received during the training session will be shared with Council during a learning session, following the March meeting of Council.

During the meeting that followed the Korn Ferry training, the committee developed a timeline for the development of a College compensation philosophy and compensation policy that will include the current compensation programs with the addition of an "Approval Process". HRC will work with the Finance Committee to ensure that the new philosophy and compensation policy work in harmony with the budget approval process. Following meetings scheduled to take place throughout the spring, the committee anticipates that a compensation philosophy and policy will be submitted to Council for consideration at the June 2020 meeting.

Motions Referred to Council

No motions were referred to Council.

Committee Mandate/Duties

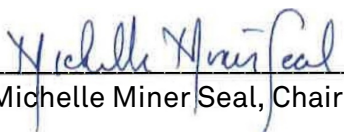
The Human Resources Committee is a Standing Committee of Council that monitors the implementation of the College Salary Program, advises Council on the hiring processes for the Registrar and Deputy Registrar positions, and makes recommendations to Council on Human Resources Policies.

Future Meeting Date(s)

HRC has a teleconference scheduled on February 24th. It will begin the development of a compensation philosophy at the end of Council's March 6th meeting and continue the development phase in working sessions between March 10 and May 20, 2020.

Committee Members

- Timothy Kwiatkowski, OCT
- Marlène Marwah
- Michelle Miner Seal (Chair)
- Gerry O'Reilly, OCT
- Nicole van Woudenberg, OCT


Michelle Miner Seal, Chair