

Human Resources Committee

Membership:

President

Four other members of the Board (i.e., no Board member who is also an employee of the University)

Resource persons:

Provost and Vice-President (Academic)

Vice-President (Administration)

Executive Director, University Governance (University Secretary)

Associate Vice-President (Human Resources)

Duties:

The major responsibility of the Human Resources Committee is to review and make recommendations to the Board on its decisions involving human resource matters.

1. Review and recommend to the Board material changes to policies that require Board oversight pursuant to the Act such as recruitment, retention, development, compensation (except the President), diversity, harassment, discrimination, conflict resolution and occupational health, safety, and environment affecting the faculty and staff of the University.
2. Annually recommend for approval to the Board the economic compensation and the performance compensation for out-of-scope employees.
3. Review and recommend to the Board approval of the general economic parameters that will inform collective bargaining.
4. Review and recommend to the Board approval of the collective agreements.
5. Receive for information the non-investment reports and recommendations from the Academic and Administrative Benefits Committee and the Non-Academic Benefits Committee.
6. Receive for information an annual report regarding the Academic workforce demographics.
7. Receive for information the annual reports related to human resources services.
8. Annually review its terms of reference and recommend changes to the Board of Governors as appropriate.

2013 - 2014 Annual Work Plan and Reporting:

Key Agenda Items/Activities	Sept 2013	Dec 2013	Mar 2014	May 2014	Jul 2014	As Required
Labour relations update – for information						√
Terms of Reference and work plan update – for approval	√					
Annual Academic Workforce Demographics report – for information	√					
Collective Agreements Annual Status Update – for information	√					
Reports on Sr. Admin/Academic appointments and/or searches – for information	√					
Annual University of Regina Employee Demographics – for information		√				
Annual Health, Safety and Environment Report – for information			√			
Economic adjustment for out-of-scope – for approval				√		
Academic and Non-academic pension plan – Annual Report – for approval/information				√		
Performance based salary adjustments for out-of-scope – for approval				√		
Annual report on Harassment, Discrimination Prevention & Conflict Resolution Services – for information					√	
Annual University Pension Comparison – for information					√	
Environmental Scan for upcoming collective bargaining – for information						√
Pension and SERP amendments (including governance changes) – for approval						√
Pension and benefit committees member appointments – for approval						√
Collective agreements update and approval – as required						√
Policy revisions/changes – for approval						√
Pension plans updates – for information						√
Pension plan solvency and actuarial valuation – for approval						√
Employee Engagement Survey results and follow up report – for information						√
SIP&G amendments – for approval						√