

Human Resources Committee

Membership:

President and Vice-Chancellor

Four other members of the Board (except Board members who are also employees of the University)

Resource persons:

Provost and Vice-President (Academic)

Vice-President (Administration)

Vice-President (Research)

Chief Governance Officer

Associate Vice-President (Human Resources)

Associate Vice-President (Indigenous Engagement)

Associate Vice-President (Finance)

Duties:

The role of the Human Resources Committee is to provide oversight of, and review and make recommendations to the Board of Governors on matters regarding the University's human resources.

1. Review and recommend to the Board approval of material changes to policies related to recruitment, retention, termination, professional development, compensation (except the President), diversity, discrimination and harassment prevention, and health, safety, and wellness affecting the faculty and staff of the University.
2. Annually recommend to the Board approval of compensation for out-of-scope employees, including economic adjustments and performance compensation.
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 annual pension reports provided to members of the Academic and Administrative Benefits Committee and the Non-Academic Benefits Committee.
6. Receive for information an annual report regarding workforce demographics.
7. Receive for information the annual reports related to human resources services.
8. Review and recommend to the Board approval of the terms of reference for the Joint Pension Investment Committee, the Non-Academic Benefits Committee and the Academic and Administrative Benefits Committee, including any changes in its membership.

9. Review and recommend to the Board approval of investment managers and investment policies (SIP&Gs) for the Pension Plans including long-term investment objectives, long-term asset mix, and the benchmark portfolio to be used to judge and monitor investment performance.
10. Annually review its terms of reference and recommend changes to the Board as appropriate.

Annual Work Plan and Reporting:

Key Agenda Items/Activities	Sept	Dec	Mar	Apr	Jul	At least annually or as required
Terms of Reference and work plan update – for approval	√					
Annual Academic and University of Regina Workforce Demographics report, including update on senior leadership appointments and/or searches – for information	√					
Collective Agreements Annual Status Update – for information	√					
Respectful University Services Annual Report – for information	√					
Equity, Diversity & Inclusion Annual Report – for information	√					
Annual Health, Safety and Wellness Report – for information			√			
Economic and performance based salary adjustments for out-of-scope – for approval			√			
Academic and Non-academic pension plan – Annual Report – for information				√		
Labour relations updates – 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						√
Terms of reference for the Joint Pension Investment Committee, Non-Academic Benefits Committee and the Academic and Administrative Benefits Committee – for approval						√
Pension Plan SIP&G amendments – for approval						√
Collective Agreements update and approval – as required						√
Human Resources policy revisions/changes – for approval						√
Employee Engagement Survey results and follow up reports – for information						√