

# University of Windsor

## Call for Nominations for External Non-Board Members on Board Committees

The Board Governance Committee of the University of Windsor's Board of Governors invites nominations and self-nominations of individuals **external** to the University who might be considered for membership on the Board of Governors **Human Resources Committee or Resource Allocation Committee**. These voluntary positions offer the potential for meaningful engagement with a diverse and complex University of Windsor community. The Board of Governors strives to ensure a broad cross-representation of appropriate skills, experience, and perspectives on its Committees.

The Board Governance Committee reviews submissions and makes recommendations to the Board of Governors for appointments. The nomination process is held in strict confidence. As a result, it is important to note that the Committee does not disclose the status of nominations at any time.

This position profile sets out the core requirements, values and personal attributes required to serve as a member on a Board of Governors Committee, as well as the competencies and experience for which the Board of Governors is currently recruiting in light of upcoming vacancies on its Committees.

### CORE REQUIREMENTS

- Strategic thinking
- Critical thinking
- Demonstrated individual accountability (influence, leadership, collaboration, judgment)
- Commitment to the mission of the University and its Strategic Plan, with personal values aligned with the values of the University of Windsor
- Desire to serve, willingness and ability to commit the time and effort required to carry out duties as a Board Committee member
- Equity, Diversity, and Inclusion oriented; ability and commitment to employ EDI lens to decisions; active participant in building relationships and commitment to a community where everyone feels accepted, valued, and respected
- Ability and commitment to employ a lens of Indigeneity and decolonization to decisions. The Board recognizes that Indigenous Peoples are distinct peoples with constitutional and inherent rights to land and territory as well as historic and current treaty relationships
- Understand and respect fiduciary duty; as a fiduciary, the Board Committee member's sole responsibility is to the financial and operational well-being of the University
- Encourage, foster, and participate in fundraising and friend-raising
- Maintain confidentiality requirements and declare any and all perceived or actual conflicts of interest

### PERSONAL ATTRIBUTES

- Courage, respect, and integrity
- Teamwork orientation
- Ability to contribute to the Board Committee's effective and appropriate working relationship with administration
- Energy and drive
- Engagement and enthusiasm for overseeing the fulfilment of the University's mission and strategic priorities

### VISION

As a locally engaged, globally connected institution, the University of Windsor will enable people to transform their circumstances. As partners, leaders, and learners, we will engage in impactful research, relevant teaching, creative endeavours, and inclusive relationship building to foster positive change.

### MISSION

To empower positive change through regionally and globally engaged inquiry, learning, scholarship, creative activity, and research.

*The University of Windsor is situated on the traditional territory of the Three Fires Confederacy of First Nations: the Ojibwa, the Odawa, and the Potawatomi.*

### COMPETENCIES AND EXPERIENCE

Contributing to the collective board committee experience and in light of the openings on **the Board Human Resources Committee and the Board Resource Allocation Committee**, the ideal candidate will possess a high level of knowledge and expertise in at least one of the competency areas identified below, for their committee of interest, gained through experience dealing with issues and challenges facing a complex institution (or an equivalent capacity and/or through community leadership and engagement):

#### Board Human Resources Committee

Human Resources: Experience and appreciation for the best practices in human resources management with familiarity with Human Rights, employment legislation, and labour relations.

Leadership and executive management: Experience dealing with the issues and challenges facing a complex institution. Demonstrated strategic thinking and creative problem solving in a complex and competitive environment.

#### Board Resource Allocation Committee

Real estate, facilities management, and environmental sustainability: Experience with commercial and residential real estate development within a dynamic urban environment; appreciation for management of risk and opportunity assessment in the context of developing and sustaining long-term economic return; knowledge about appropriate property return; financial analysis for capital development and assessment of market conditions and opportunities; appreciation for community relations and issue/reputation management in relation to real estate development; experience with commercial leasing, facilities management, and deferred maintenance; and/or knowledge and experience in environmental sustainability as relates to real estate, capital projects, and facilities management.

Finance and investments: Understanding of financial operational management of a complex not-for-profit institution, including resource allocation, institutional investment oversight, pensions, and reporting; reading and interpreting financial statements and financial performance indicators.

### COMMITMENT TO EQUITY, DIVERSITY, AND INCLUSION (EDI)

The University of Windsor is committed to equity, diversity, and inclusion in its policies, practices, programs, and teaching, learning and work environments. In keeping with this commitment, the Board Governance Committee welcomes applications from candidates from all gender identities, racialized persons, Indigenous peoples, persons with disabilities, sexual orientations, and others with the skills and knowledge to engage with diverse communities.

Nominations of qualified individuals who would contribute to further diversification of our University community are encouraged and welcomed. Individuals are encouraged to self-identify as members of a designated group, should they wish to do so, in their application submission. Diverse Board of Governors Committees are needed to support, oversee and drive a strategic and system-wide approach to EDI.

The Board of Governors' overriding consideration in identifying and confirming individuals to serve as Board Committee members is merit, experience, and ability to serve in relation to the governance needs of the University, as assessed against the identified competencies/skills set required of the Board Committee, as a whole, and the required Board Committee member attributes. All candidates must possess the qualifications, experience, and commitment required to govern an institution of the size, complexity, and reputation of the University of Windsor and should reflect the diversity of the communities served by the University.

## About the University of Windsor

### SUBMISSION OF NOMINATIONS/SELF-NOMINATIONS

Recommendations of individuals in response to this profile are to be submitted to **bog@uwindsor.ca** by **12pm on March 28, 2024**.

Nominations of those who may be suitable for future appointment to the Board of Governors or its Committees are welcome at any time and, normally, will be kept on file for at least three years from the date of submission.

**uwindsor.ca/secretariat**



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of Windsor