

**BOARD OF GOVERNORS POLICY DIRECTION  
ON  
HUMAN RESOURCES DEVELOPMENT AND MANAGEMENT**

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The university is a vibrant and diverse scholarly community that values learning and social, intellectual, and personal development; embraces challenge; and promotes the respectful debate of ideas and views. The Board of Governors believes an inclusive, diverse, equitable, indigenizing, welcoming, and engaging work environment is integral to attracting, retaining, and developing employee potential and in attracting and enabling volunteers who wish to serve the university as it fulfills its mission. Empowered by the University Act, the Board of Governors oversees development and management of the university's human resources to meet the university's mandate, mission, vision and values, and integrated strategic plan and related plans. When appropriate, the Senate is consulted in human resources matters as indicated in the University Act.

The Board requires the university to undertake effective and appropriate human resource development and management, policies, and practices, including measurable targets that recognize and respect the financial limitations of the university, adhere to high ethical standards, and comply with all regulatory legislation.

The university develops and maintains reporting structures providing the Board with information for effective and appropriate oversight of the development and management of the human resources of the university.

Reference: Section 27 of the University Act