

Terms of Reference
TMG Committee
(Updated July 2023)

Purpose

To create a committee that is reflective of The Management Group (TMG) staff community, which will present questions, concerns and input to McMaster's President and Vice-Presidents' committee (PVP), as well as formulate strategies to enhance the TMG experience at McMaster. The TMG Committee will participate in key decisions of the University through dialogue with PVP and endeavour to create a sense of community amongst TMG.

Mandate

- a) To identify key management and University issues and engage in collaborative discussions with relevant stakeholders of the University community
- b) To participate in the review, recommendation and sharing knowledge surrounding TMG monetary and non-monetary compensation strategy
- c) To assist and guide the development of long-term talent management for the TMG group, in consultation with members of the TMG Community, including the development of performance management tools
- d) To provide consultation on strategic initiatives within the University and in the broader education sector
- e) To assist in creating a sense of community amongst TMG members
- f) To ensure interactive and timely communication within TMG through forums, website, written announcements, conversations with TMG members or through using other modes of communication

Membership

The TMG Committee will generally consist of eight to twelve TMG staff representing the various interests and fields throughout the University, with at least three members holding management roles and at least two holding non-management roles.

A senior member of Human Resources Services (HRS) will participate in a consultation role to provide facilitation and support. One member of PVP will be appointed by the University President to act as a liaison and an advisor to the TMG committee.

Nominations

Annually in June or July, a call for TMG Committee and Sub-Committee members will be made to the TMG membership at McMaster University. Interested parties may either self-nominate or be nominated by other TMG members.

Selection Process

A selection committee will be established annually consisting of three members of the TMG Committee with HRS (a PVP advisor is welcomed, but not required). The committee will include at least one Co-Chair. All applicants will be reviewed, and selection made considering the aim to have a TMG Committee and Sub-Committees representing TMG membership demographics, representation from all areas of the University and lengths of service. If there are not enough volunteers, the selection committee will identify potential candidates and ask them if they would be willing to participate on the TMG Committee or applicable Sub-Committees.

Term

The standard length of term will be three years, with the option to renew for one additional term; the term begins August 1 of each year. End dates will be staggered so that each year no more than one third of the TMG Committee positions will be open. From time-to-time sub-committees (which may be *ad hoc* or ongoing committees) will be established to review specific matters of importance to TMG. Generally, these sub-committees may consist of TMG Committee members as well as other interested TMG members and subject matter experts (SMEs) from the University. Sub-committees will be given clear objectives by the TMG Committee and will be expected to operate within these parameters and will report back to the TMG Committee on a semi-annual basis or more frequently, as may be required.

Executive

Co-Chairs: Two Co-Chairs will perform this role for a term of two consecutive years. Members may show their interest to the out-going Co-Chair who will then facilitate an offline discussion between nominees. Should there not be a single recommendation, a confidential vote of the TMG committee members (excluding PVP and HRS consultants) will be held to make the final decision. If possible, each year one Co-Chair will retire and the other will remain in the role, so that the terms overlap by one year. The Co-Chair term will begin in August or September.

Duties

General Membership

- a) Attend and actively participate in meetings (minimum expectation - attendance at 80% of all meetings)
- b) Develop and implement a communication strategy
- c) Develop and present recommendations to PVP
- d) Training and orientation of new TMG Committee members

- e) Develop the agenda and participate in the annual TMG Forum
- f) Collect and share information of interest to and from the TMG community unless specifically stated as confidential
- g) Review and refine the TMG Committee Terms of Reference every 2 years, and adjust if needed

Co-Chairs

- a) To lead the development, monitoring and updating the TMG Committee annual work plan in collaboration with HR and PVP
- b) To facilitate the meetings of the TMG Committee maintaining an open and effective process
- c) To lead the communication strategy for the TMG Committee
- d) To actively participate in the annual TMG Forum and other TMG events throughout the year
- e) To act as the primary liaison between the TMG Committee and the PVP and HRS advisors to the TMG Committee as well as the members of the PVP
- f) To lead recruitment initiatives by accepting indications of interest and facilitating offline discussions
- g) To work with the PVP and HRS advisors to develop and direct the TMG Committee
- h) To plan the TMG Committee meeting agendas
- i) To review and release the TMG Committee meeting minutes

Meetings

An annual meeting schedule will be created to support the TMG Committee work plan. The TMG Committee meeting schedule incorporates closed (TMG committee members) and open (TMG committee members, HR and PVP) meetings. Additional meetings will be added as required.

Meetings are typically scheduled twice per month from September through to July inclusive. At key times of the year, a third meeting may be added.

Confidentiality

Agenda topics will be identified by the TMG Committee members as to their level of confidentiality. General communications to the TMG membership will be made in consultation with the PVP and HRS advisors.