

Committee: **The University of Western Ontario Board of Governors**

Organization/Sector represented: **City of London**

Name: **Marlene McGrath**

Occupation: **Retired Executive, 3M Company and 3M Canada Company**

Work experience: **Experienced Executive for 3M Company, a Fortune 100 corporation with \$32 Billion in sales annually and 91000 employees globally; practising lawyer serving in both private practice and as general counsel. - 3M Company, Senior Vice President, Human Resources (Chief Human Resources Officer), St. Paul, Minnesota, 2012 to 2018 3M Company, Vice President, Human Resources, International Operations, St. Paul, Minnesota, 2006 to 2012 (based in London, ON) - 3M Canada Company, Executive Director, Corporate Services and General Counsel and roles of increasing responsibility in legal and business, London, ON, 1994 to 2006 - Practising lawyer for Ross, Bennett & Lake; Cohen Melnitzer; and Harrison, Elwood, all London, ON, 1986 to 1994**

Education: **- Member of the Bar (The Law Society of Ontario), 1987 to 2018 - Bachelor of Laws, 1986, The University of Western Ontario - National Association for Female Executives, Woman of Excellence Award, Global Women's Envoy, 2016 - YMCA Woman of Excellence, 2009**

Skills: **At 3M, I served in a senior leadership capacity in human resources on a national and global level. I have extensive professional knowledge that I believe will be useful to the Board of Governors at the University in the areas of human capital planning, succession planning, compensation, talent acquisition and leadership development. I worked for many years as a practising lawyer and served as general counsel at 3M, giving me a very strong legal background and knowledge of governance to draw upon as a member of the Board of Governors.**

Interest reason: **One of my goals in returning to London from 3M in the United States is to contribute to my city and country. I have always believed in the importance of giving back to the community where I received my law degree, and to the city that helped launch my career and supported my development as a professional. I am passionate about Canada and its place in the world; Western and London are poised to be world players. My ambition for this next phase of life is to utilize my skills to focus on London and to assist Western in achieving its goals with the support of good governance.**

Contributions: **In both Canada and the United States, I provided expertise and support to the 3M leadership team and to the 3M Board of Directors. I believe the experience of acting in this capacity at a globally diverse and respected corporation would be helpful to Western's expanding presence. I am also passionate about diversity and inclusion, values that Western shares. As a corporate executive, I can also draw upon my proficiency in financial matters and experiences as a member of both the audit and finance committee and investment committee of the Ontario Workplace Safety and Insurance Board (WSIB). I understand the dynamics of government and respect the important role government plays in many of our institutions.**

Past contributions: **In London, I was a Director of the St. Joseph's Health Care Foundation from 2000 to 2007, including two years as Chair. During this time, I concentrated on supporting the needs of the hospital, including the plan to merge with the Parkwood Hospital Foundation, set fundraising priorities and strategies, and contributed to the specialized mandate of St. Joseph's in the city and region. I have also served in a volunteer capacity with the London Economic Development Corporation to promote growth for the city. During my seven years with WSIB, we focused on injury prevention and integrating workers back into the workplace as part of our mandate, in addition to compensation. I was pleased to draw upon my experience at 3M in this area and proud to serve Ontario in this way.**

Interpersonal: **My experience as a Director with not-for-profit boards and my support of the 3M Board of Directors allowed me to work directly with many industry, labour and community leaders. I understand board dynamics and protocols, and how to listen and contribute meaningfully and respectfully. As the Senior Vice President of Human Resources at 3M, it was my responsibility to foster skill and knowledge development, team building, consensus building, diversity and inclusion and to create a healthy, safe and respectful work environment. Incorporation of these values by leaders and staff throughout the global organization led to multiple prestigious awards for 3M including recognition as**

one of the 25 World's Best Multinational Workplaces by Great Places to Work, the 2017 Catalyst Award for expanding opportunities for women in business and placing on the Best Companies for Leaders list by Chief Executive Magazine.

Interview interest: **Yes**