



# University of Toronto

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OFFICE OF THE VICE- PRESIDENT, HUMAN RESOURCES AND EQUITY

TO: Business Board

SPONSOR: Professor Angela Hildyard  
Vice-President, Human Resources & Equity

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DATE: January 10, 2006 for January 16, 2006

AGENDA ITEM: 4

## **ITEM IDENTIFICATION:**

**Human Resources and Equity Annual Report, 2005**

## **JURISDICTIONAL INFORMATION:**

The Business Board is responsible for approving and monitoring employment policy (for administrative staff), benefit programs and terms and conditions of employment.

## **PREVIOUS ACTION TAKEN:**

This is an annual report.

## **HIGHLIGHTS:**

- UofT chosen as one of the Top 100 Employers and Top 10 Family Friendly Employers in Canada
- Elimination of mandatory retirement for faculty and librarians
- Labour Relations – first collective agreement and renewal agreements for major employee groups
- Organizational and Staff Development initiatives
- Health and Work Life – new programs
- Equity and Diversity infrastructure review implementation
- Divisional HR office activities
- Service delivery improvements
- Environmental Health and Safety activities

**FINANCIAL AND/OR PLANNING IMPLICATIONS:** N/A

## **RECOMMENDATION:**

The report is for information.