



University of Toronto OFFICE OF THE PRESIDENT

Memorandum to: Members of the Executive Committee

From: Robert J. Birgeneau, President

Date: January 27, 2003

Re: Creation of the Position of Assistant Vice-President, Human Resources

Jurisdictional Information:

The Policy on Appointments and Remuneration reserves to the Governing Council responsibility for appointments of University Officers to the level of Assistant Vice-President.

Background:

The Director of Human Resources will be taking early retirement effective March 31, 2003. The Director of Environmental Health & Safety has also recently taken early retirement. These departures have allowed the Vice-President, Human Resources the opportunity to rethink the organizational structure of her portfolio and to recommend that the Director of Human Resources be replaced by an Assistant Vice-President, Human Resources who would have reporting to him or her a Director of Environmental Health & Safety.

Secondly, the certification of administrative staff as members of USWA, the recent certification of UTS teachers by the Ontario Secondary School Teachers Federation and the certification of the operating engineers by the Canadian Auto Workers, has increased the need for outstanding leadership within Labour Relations. Designation of the position at the Assistant Vice-President level will be important in order to attract candidates with the appropriate level of expertise and credibility.

There is already an existing resource base for the position, as the new title is the result of some reorganization of responsibilities in the portfolio.

Recommendation:

THAT the creation of the position of Assistant Vice-President, Human Resources be approved effective April 1, 2003.