



To: Staff in the Vice-President, Operations and Real Estate Partnerships portfolio
Staff in the Vice-President, People Strategy, Equity and Culture portfolio
Staff in the Office of University Counsel
Governing Council
Academic Board
Business Board
University Affairs Board
UTM Campus Council
UTSC Campus Council
Principals, Deans, Academic Directors and Chairs
Professional and Managerial Staff
Confidential Staff
President of UTFA
Presidents of Employee Unions
Presidents of APUS, GSU, SCSU, UTMSU and UTSU

From: Melanie Woodin, President

Date: March 30, 2026

Re: **Vice-Presidential Portfolio Restructuring**

On June 30, 2026, Professor Scott Mabury will complete his term as Vice-President, Operations and Real Estate Partnerships (VP-OREP). Professor Kelly Hannah-Moffat has also indicated that she will end her term as Vice-President, People Strategy, Equity and Culture (VP-PSEC) early on June 30, 2026.

I am grateful to both Professor Mabury and Professor Hannah-Moffat for their willingness to serve in Presidential advisory roles starting July 1st. Professor Mabury will provide advice to me on the University's real estate activities, while Professor Hannah-Moffat will provide advice on pension, bargaining, and leadership transition matters. Further information on these arrangements will be shared at a later date.

Over the last several months, I have sought feedback on these portfolios from academic administrators and senior administrative staff from across the University, bargaining unit representatives, and from the broader University community. [Advisory Committees](#) were struck to advise on any changes that were needed to ensure the portfolios are structured to meet evolving priorities and service needs of the University community. The recommendations arising from these processes resulted in the restructuring and re-alignment of the VP-OREP and VP-PSEC portfolios.

I am now pleased to report that the Governing Council has approved the creation of three new, re-aligned Vice-Presidential portfolios:

- The **Vice-President, People, Finance & Digital Services** (replacing the VP-PSEC) will provide enterprise level leadership of core administrative services, working through accomplished senior administrators in Finance (CFO), Human Resources (CHRO), Labour Relations (Executive Director, LR), and Information Technology (CIO). This portfolio will be responsible for people strategy and culture, HR service delivery, labour relations, financial stewardship, digital enablement, and cybersecurity. This configuration reflects the interdependence of people, financial sustainability, and technology modernization in delivering reliable, user-centered administrative services across a decentralized academic environment.
 - The Vice-President People, Finance, and Digital Services will work closely with the Provost to ensure alignment of administrative services with academic planning and priorities. In particular, the Chief Human Resources Officer and the Executive Director, Labour Relations will have a dotted line report to the Provost (or designate) to ensure academic leadership of Faculty Association relations and academic human resource matters.
 - The University remains strongly committed to equity, diversity, inclusion, and indigenous initiatives. This new portfolio structure contemplates the transition of the Institutional Equity Office and the Indigenous Initiatives Office to the Provost’s portfolio, alongside the proposed establishment of a new Office of Human Rights. Further to the recommendations in the *2025 Review of the Statement on Prohibited Discrimination and Discriminatory Harassment*, the new Office of Human Rights is expected to come forward for governance approval in the coming months.

- The **Vice-President, Facilities & Real Estate** (replacing the VP-OREP) will oversee Facilities & Services, University Planning, Design & Construction, Real Estate Partnerships, and Spaces & Experiences. This portfolio will provide dedicated executive leadership for the University’s physical assets, capital program, real estate partnerships, and ancillary enterprises, ensuring sustained focus on a growing capital renewal agenda, complex development partnerships, sustainability commitments, and lifecycle stewardship of the University’s physical assets.
 - As noted above, responsibility for information technology will transition from the VP-OREP to the new Vice-President, People, Finance and Digital Services. In addition, the reporting line for Planning & Budget will move out of the former OREP portfolio, leaving the existing solid line reporting to the Provost.

- The **Vice-President, Legal, Risk & Safety and Chief Legal Officer** will oversee the Office of University Counsel, Privacy Office, Enterprise Risk Management & Insurance, Office of Safety & High Risk, and tri-Campus Safety Offices (via dotted line reports for the offices at UTM and UTSC). This portfolio creates a hub for legal affairs, enterprise risk, privacy,

emergency preparedness, and community safety, enabling clearer accountability and consistent tri-campus standards.

An updated organizational chart of the President's Leadership Team showing these changes can be seen [here](#). Candidate briefs for the positions of [Vice-President, People, Finance & Digital Services](#) and [Vice-President, Facilities & Real Estate](#) are also available on the University's website.

Nominations of potential candidates for the positions of [Vice-President, People, Finance & Digital Services](#) and [Vice-President, Facilities & Real Estate](#) may be submitted by 5:00 p.m. on Friday, April 10, 2026 via the online forms. The deadline for applications (cover letter and CV) is **5:00 p.m. on Friday, April 24, 2026**. Applications and inquiries can be directed in confidence to Sheree Drummond, Secretary of the Governing Council, at sheree.drummond@utoronto.ca.

Further information regarding the appointment of the **Vice-President, Legal, Risk & Safety and Chief Legal Officer** is provided in a separate communication.

There will be events for Professor Scott Mabury and Professor Kelly Hannah-Moffat to thank them for their outstanding leadership and service.