

HUMAN RESOURCES & EQUITY ANNUAL REPORT 2017-2018



UNIVERSITY OF
TORONTO

Top Employer Awards



Employees

3.5K

Faculty & Librarians*

1.1K

Sessional Lecturers

7.2K

Appointed Staff

3.3K

Casual Staff

5.6K

Teaching Assistants

20K+

Total Employees

*Excludes clinical appointees in the Faculty of Medicine

Salaries & Benefits

\$1.4B

Total Salaries

\$79.3M

Legislated Benefits

Including Canada Pension Plan, Employment Insurance, Ontario Workplace Safety & Insurance Board and Employer Health Tax contributions

\$83.5M

Employee Benefits

Including health, dental, educational assistance and child-care benefits

\$223.3M

Employer Pension Contributions

Including \$108.5M pension special funding

Labour Relations

14

Collective agreements renewed between January 2017 to June 2018

18.4K

Unionized employees covered by the renewed collective agreements

197

Grievances resolved

86%

Resolved internally

2%

Arbitration

Employment Relations

\$15

Minimum rate of pay at U of T

1.9K+

Staff-related immigration cases

850+

Labour Market Impact Assessment (LMIA) work permits and LMIA-exempt work permits

251

Long-Service Award recipients in the 25, 35 & 40-year categories

304

Retirees

Learning & Leadership Development

160+

Unique leadership training sessions and professional development courses offered by the Organizational Development & Learning Centre (ODLC)

2,000+

Staff who took part in one or more of the ODLC sessions

6,600+

Employees who have completed the Accessibility for Ontarians with a Disability Act (AODA) Office's new online training module

Staff Recruitment

137K+

Applications

2,442

Job postings

1,933

Postings filled

43% Filled internally

57% Filled externally

71

Average applicants per posting

HR Technology

The HR Technology Roadmap is a five-year plan aimed at modernizing HR systems and launching new tools that create a more cohesive and efficient digital workplace.

This program is projected to save \$1.5 million annually once fully implemented.

The **Kronos digital attendance system** was implemented in 16 U of T departments as of June 2018. This cloud-based solution streamlines tracking of more than 2,300 hourly paid staff.

Ten new **HR data dashboards** were launched using Tableau visualization software. These illustrative formats provide HR insights to help make strategic workforce decisions based on clear and concise data.

A **central HR document hub** was created on U of T's new SharePoint system. More than 1,700 files have been streamlined into 372 documents that are standardized for use across the University.

The **Manager Self-Service** team management solution has been rolled out. The new module allows supervisors to view vacation data, absences, supervisory relationships and training info for their teams. This online resource eliminates the need for manual reporting and offline tracking.

Health & Well-Being

641

Sick Leave Cases

177

Workplace Accommodations

41

Successful returns to work after LTD claim

129

New Long-Term Disability (LTD) Claims

Workplace Incidents

6

Critical Injuries

138

Lost Time Injuries

138

Health Care

492

Incident only or "near misses"

Equity

303

Spaces at six child care centres across three campuses

160+

Attendees at the International Day for the Elimination of Racial Discrimination (IDERD) conference hosted at U of T