



UNIVERSITY OF  
**TORONTO**

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# **CONTINGENT ACADEMICS**

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**Angela Hildyard, May 2017**

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Who are  
the  
Contingent  
Academics

- **Stipendiary Instructors**
- **Postdoctoral Fellows**
- **Teaching Assistants**

# Typical Profiles of these groups

- **One Union or one Union with several locals**
- **SIs may also be represented by a Faculty union**
- **Frequently very large groups of employees**
- **Many have no long term commitment to the Institution**
- **VERY political with High Bargaining power**

# TAs and Post Docs

- **Senior Students who are Sole Instructors for undergraduate courses**
- **Post Docs who want teaching experience and who can offer specialty courses at undergraduate and graduate levels**
- **In both cases, time limited appointments**

# Stipendiary Instructors

- **Professional Faculties vs Arts & Science**
- **Graduate and Undergraduate Teaching**
- **Academic Skills Centres & Writing Centres**

# Our Challenges

- **Does any constituency “own” a course?**
- **Can we enhance job security for Instructors in Arts & Science and in Academic/Writing Skill Centres?**
- **Maintaining the right to hire the “best qualified”**
- **Concerns re validity of course evaluations**

# U of T Solutions

**All CBAs permit us to hire the best qualified;**

**Guarantee of continued employment for one or more years for long service Stipendiary employees plus severance pay.**

**Issues re Course Evaluation process being discussed with our Black Faculty members.**

# U of T Solutions

## Teaching Stream Faculty

**On going positions (non-tenured)**

**Promotion to rank of Associate and Full Professor  
(Teaching Stream)**

**Time to engage in Scholarship**

**Strict criteria for the elimination of a position**

**Special Teaching Awards**





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