



# University of Toronto

OFFICE OF THE VICE-PRESIDENT AND PROVOST

APPENDIX "C" TO REPORT NUMBER 170  
OF THE ACADEMIC BOARD – November 25,  
2010

TO: Academic Board

SPONSOR: Edith Hillan, Vice-Provost Academic  
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DATE: November 5, 2010

AGENDA ITEM: 7

## ITEM IDENTIFICATION:

Approval of New Academic Rank: Sessional Lecturer III

## JURISDICTIONAL INFORMATION:

Academic appointments policy falls within the areas of responsibility for the Academic Board. Section 5.2.1 (a) of the Agenda Committee's terms of reference assigns policies on the nature of academic employment to the Academic Board. This includes policies on the appointment, promotion, tenure, suspension and removal of teaching staff, as well as policies on the conduct of academic work.

## HIGHLIGHTS:

CUPE 3902 Unit 3 represents instructors who teach for the University of Toronto on contracts of less than **ONE** year, subject to certain exceptions specified in the collective agreement. There are currently approximately 630 employees in the bargaining unit. On June 29, 2005 Governing Council approved the designation of Sessional Lecturer I and Sessional Lecturer II as academic ranks. In approving these academic ranks, the University recognized the need for the creation of new ranks under the *University of Toronto Act, 1971* to keep those appointed in CUPE 3902, Unit 3 separate and distinct from those appointed under the *Policy and Procedures on Academic Appointments*.

Those at the rank of Sessional Lecturer I are required to be superior classroom teachers and to maintain a mastery of the subject area. The rank of Sessional Lecturer II is reserved for individuals with advanced degrees or with significant professional accomplishment, who have served at the rank of Sessional Lecturer I for at least four academic years and who have delivered a minimum of eight half courses or four Full Course Equivalents; and who have been advanced to this rank following an appropriate review process. The rank of Sessional Lecturer III was included in the collective agreement reached on November 8, 2009 between the University and CUPE 3902, Unit 3, which has been ratified by the Union, and was presented to Business Board for information on December 14, 2009.

The rank of Sessional Lecturer III is reserved for individuals who have been advanced to the Sessional Lecturer II rank, and who have served at the rank of Sessional Lecturer II in the advancing department for at least three academic years and have delivered an average of four half courses or two Full Course Equivalent courses per academic year in the advancing department over the previous three years. A process for review and advancement is outlined in the collective agreement.

The rank of Sessional Lecturer III recognizes those employees who have demonstrated superior teaching in the advancing department and under the circumstances outlined in the collective agreement provides a commitment by the University that the Sessional Lecturer III will be offered opportunities to teach in the advancing department in the academic year(s) following advancement. The determination of courses is at the discretion of the Chair (or designate) after prior consultation with the Sessional Lecturer III.

It is proposed that the rank of Sessional Lecturer III be designated as a new academic rank.

**FINANCIAL AND/OR PLANNING IMPLICATIONS:**

There are no new/additional financial resources required to establish this rank.

**RECOMMENDATION:**

Be it recommended to Governing Council:

THAT the rank of Sessional Lecturer III be designated as an academic rank for the purposes of clause 1(1)(m) of the *University of Toronto Act, 1971*, effective July 1, 2010.