

Revisions to the Part-time Policy (and related policy changes)

Presentation to Business Board

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UNIVERSITY OF
TORONTO



Memorandum of Settlement

- This agreement with UTFA will affect over 350 part-time faculty (across both streams)
- Changes for faculty appointed under the part-time policy include:
 - Professorial rank and title for faculty in the Teaching Stream (immediately)
 - Eligibility in year six for continuing appointment
 - Clearly articulated notice and severance provisions for faculty with continuing appointments
 - Eligibility of part-time teaching stream faculty for promotion (previously not the case)

Transition Plan: Appendix B

	Status as of January 1, 2021	If renewed	If not renewed
1.	8 years or more in same unit (sec. 3)	Receive a continuing appointment under the new policy	Receive notice and severance under the framework
2.	5 or more and less than 8 in same unit (sec 4)	Will be considered for a continuing appointment (as if they were in 6 th year)	Receive notice and severance under the framework
3.	Less than 5 years (sec 5)	Their next contract will be under the revised policy	Receive severance under the Employment Standards Act
	Faculty with more than 8 years in the same unit as of May 7, 2020 (sec 2)		Are eligible for severance under the framework

* Effective January 1, 2021, all new contracts would be issued under the revised Part-time Policy

Breakdown of our part-time faculty

1. Stream:

- 150 are part-time limited term (similar to tenure stream in workload etc)
- 230 are part-time faculty appointed in the teaching stream

2. Years of service

- Less than 4 years: majority
- 4-5 years: less than 40
- 6-9: less than 60
- 10 or more: less than 90

Questions?