CUPE Local 3904, Unit 1 Postings: Winter 2027 Supplemental

Fashion CUPE Postings

Contingent on budgetary constraints, the following courses for CUPE teaching are offered for the 2026-2027 academic year.

POSTING DATE: November 4, 2026

DEADLINE TO APPLY: Applicants must submit their application ONLINE by November 17, 2026 before 23:59

If you have questions about the application process, please contact Darren Creech at darren.creech@torontomu.ca
All other questions can be directed to Grahame Lynch, Interim Chair of the School of Fashion and Chair of the Contract Lecturer Appointment Committee (CLAC), at g3lynch@torontomu.ca

CANDIDATE RESPONSIBILITIES:

Step 1: Review Course Listings for Open Positions

You should carefully review the full list of available courses and consider your expertise, eligibility and availability prior to preparing your application. The posting spreadsheet can be found here.

Step 2: Collect and Prepare Your Documents

When you have decided the course(s) to which you wish to apply, please use the list below to prepare the documents required for your application package. Please note you should submit one PDF file that includes the following:

1. a cover letter that explicitly outlines your experience and currency and what courses you are applying to teach
2. an updated resume with your academic qualifications
3. your teaching philosophy (clearly indicated, on its own page)
4. Your 2025-2026 currency report (only required for CUPE Contract Lecturers who taught in F25/W26). To access yours, please click here.

**While applicants may submit Faculty/Course Survey (FCS) results from the Winter 2020, Spring/Summer 2020, Fall 2020 and Winter 2021, these results will not be used as evidence of teaching effectiveness by the Contract Lecturer Appointment Committee (CLAC), due to the impact of COVID-19 on these semesters. A negative inference will not be drawn if FCS results are not submitted for these semesters. Alternate evidence of teaching effectiveness may be provided by the candidate for consideration by the CLAC.*

Step 3: Build Your Application Package

Your complete application package should consist of one .PDF file which contains all of your required documentation.

Step 4: Upload Your Application Package

Using the Job ID 399069, your application must be submitted online through the TMU Careers website: https://www.torontomu.ca/careers/search-available-career-opportunities/.

Only those applications submitted via these online methods will be considered by the Contract Lecturer Appointment Committee (CLAC) Hiring Panel.

Step 5: Complete the Google Form

Please clearly indicate which courses and sections you are applying to teach by filling out the attached Google Form here.

FASHION AT TMU GUIDING PRINCIPLES

Beginning in the fall of 2018, the School of Fashion established a new strategic vision centred around the following guiding principles:

Inclusion: Fashion centres the bodies and perspectives of fat, disabled, queer, trans, non-binary scholars, designers and wearers, and values equitable access to educational and employment opportunities in fashion.

Decolonization: Fashion centres the fashion histories, world-views and practices of Indigenous, Black and peoples of colour; values design practices that recognize our interconnectedness with each other and the natural world; and cultivates communal accountability to support Indigenous resurgence and sovereignty.

Sustainability: Fashion explores, provokes and challenges the fashion system to support and create economic, environmental, cultural, social and aesthetic sustainability. We believe fashion should have a positive impact allowing all beings and the environment to flourish for current and future generations.

Accessibility: Fashion acknowledges and respects makers' and wearers' different and differing abilities at all stages of life. Fashion making and thinking includes the wide diversity of skills and capacities of all people.

Instructors will be expected to summarize how they plan to address one or more of the guiding principles in their 2026-2027 course outlines.

QUALIFICATIONS:

All applicants should have a graduate degree or a baccalaureate degree with related work experience. Preference will be given to applicants with a relevant graduate degree. Specific courses may require other and/or higher qualifications. Instructor positions fall under the CUPE Local 3904, Unit 1 collective agreement:
CUPE 1 Collective Agreement - Faculty Affairs - Toronto Metropolitan University (TMU)

Toronto Metropolitan University welcomes those who have demonstrated a commitment to upholding the values of equity, diversity, and inclusion and will assist us to expand our capacity for diversity in the broadest sense. In addition, to correct the conditions of disadvantage in employment in Canada, we encourage applications from members of groups that have been historically disadvantaged and marginalized, including First Nations, Metis and Inuit peoples, Indigenous peoples of North America, racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+. Please note that all qualified candidates are encouraged to apply; however, applications from Canadians and permanent residents will be given priority.

CUPE Selection Criteria and Rating Scale

Applicants are rated based on the following criteria:

Education = 10%

Experience = 30%

Currency = 25%

Teaching Skills = 30%

Interactive Skills = 5%

Fashion Seniority List	
Name	**Seniority Points**
Brown, Lex	2.33
Caoc, Joeffer	2.83
Carter, Mic	4.33
Chatto, Farley	11.00
Chau, P.Y.	25.49
Crivellaro, Tricia	4.33
De Waal, Dirk	1.83
Dixon, Candice	1.33
Dupuis, Glynis	19.83
Dwir, Dan	1.67
Gooden, Charmaine	1.33
Haines, Shelley	5.83
Juarez, Beatriz	12.67
Langdon, Susan	5.00
Lotecki, Ashley	12.33
McWade, Maegan	1.67
Monzavi, Azadeh	2.17
Myette, Alysia	3.33
Perlin, Alexandra	11.17
Rataj, Amanda	2.00
Romanovska, Anna	21.50
Steele, Gabriel	9.50
Stewart, Kyle	14.33
Townsend, Eve	4.33
Wang, Jason	1.00
Watt, Tanya	11.17

Williams, Joshua	11.00
Woods, Justine	1.33
Zoffranieri, Michael	2.50

Successful applicants shall be required, as a condition of employment, to validate their academic qualifications by providing original transcript(s) no later than six (6) weeks from the date of the original appointment, if the original transcripts have not been previously provided.

As a condition of employment, you will be required to complete the mandatory eLearning courses for the Accessibility for Ontarians with Disabilities Act (AODA), Workplace Violence Prevention and Response, Access to Information and Protection of Privacy, Environmental Health and Safety, and Workplace Hazardous Materials Information System (WHMIS) 2015 within two (2) weeks of your appointment start date.

Types, Duration and Form of Appointments

All appointments are contingent upon student enrollment and/or budgetary constraints.

A. A full-workload sessional appointment is for 30 to 32 total semester hours over two successive semesters.
B. A full-workload half-sessional appointment is for 15 to 16 semester hours in any one semester.
C. A reduced-workload sessional appointment is for at least 9 but less than 15 semester hours in each of two successive semesters.
D. A reduced-workload half-sessional appointment is for at least 9 but less than 15 semester hours in any one semester.
E. A part-time hourly appointment / two semesters is for less than 9 semester hours in each of two successive semesters.
F. A part-time hourly appointment / one semester is for less than 9 hours in any one semester.

Resources and Policies

Duties and Responsibilities

All major duties of Contract Lecturers are outlined in Article 17.1 of the CUPE 1 Collective Agreement.

Course Management Policy

It is mandatory that successful CUPE Applicants read and understand the University's Course Management Policy, Policy 166.

Restricted Course

Article 13.2(b) of CUPE 1 Collective Agreement

Restricted work will be posted on a course or section(s) basis and will not form part of a multi- course package (as outlined in Article 13.3(b)) with unrestricted work. Restricted work is not available for application. Such posting will identify such work as being related to the requirement for particular skills, knowledge and/or experience needed to enhance a particular program. All such decisions and the process leading to and incidental to such decisions are within management's discretion and are not grievable.

Effective May 1, 2022, the University's Vaccination Policy has been suspended. However, due to the fluid and dynamic nature of the COVID-19 virus, should public health indicators change, the University reserves the right to

reinstate the Vaccination Policy, as deemed necessary. Should this policy be reintroduced, all successful candidates will be required to be fully vaccinated against COVID-19, and provide such proof via the TMU Safe Mobile App .

Course delivery can be online, in-person or hybrid at the sole discretion of the hiring unit. Candidates hired for in-person courses will be required to carry out their teaching on campus. Candidates teaching remotely are required to have access to the appropriate technology, i.e. computer with camera and microphone and high-speed internet.