

CUPE LOCAL 3904, UNIT 1 POSTINGS**Additional Posting FALL 2026/WINTER 2027 POSTING DATE:****July 29, 2026**

DEADLINE TO APPLY: Applications must be received online via HR website (<https://www.torontomu.ca/careers>) no later than **Tuesday, August 11, 2026 (11:59 PM)**.

IMPORTANT NOTE:

1. 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. CUPE contracts will be updated to reflect this change.
2. 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.
3. While applicants may submit Faculty/Course Survey results from Winter 2020 through to Winter 2023, these results will not be used as evidence of teaching effectiveness by the Contract Lecturer Appointment Committee 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.
4. All appointments are contingent upon student enrollment and/or budgetary constraints.
5. Applicants may apply for one or more sections. In the instance of multiple applications the Contract Lecturer Appointment Committee reserves the right to distribute the section(s) to two or more individuals.
6. If you are applying to teach a package, you are applying to teach all the courses in that package.
7. Scheduling is dependent on classroom availability and it is anticipated that confirmed schedules for the fall will be available by the first week of July.
8. As per Article 17(7) of the CUPE Collective Agreement, enrolment compensation for courses taught at campuses other than Toronto Metropolitan University is determined by the official University government reporting dates November 1st, 2026 and February 1st, 2027.
9. All applicants are encouraged to read and become familiar with the CUPE 1, Local 3904 Collective Agreement. You can view the collective agreement at: <https://www.torontomu.ca/human-resources/working-at-tmu/collective-agreements/>
10. Consistent with Article 20.2 of the Collective Agreement, if some or all of the courses assigned to a contract lecturer(s) are no longer required due to elimination of the course(s) or section(s) the contract lecturer(s) shall be given three (3) weeks notice in writing or pay in lieu of such notice.
11. Toronto Metropolitan University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our staff, our faculty and its scholarship including, but not limited to First Nations, Métis and Inuit peoples, Indigenous peoples of North America, Black-identified persons, other racialized persons, persons with disabilities, and those who identify as women and/or 2SLGBTQ+. Please note that all qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority.

GENERAL QUALIFICATIONS:

- a. Applicants must hold the minimum of a Master's degree in a discipline that is relevant to the teaching position advertised, unless otherwise designated. Applicants who do not meet the minimum requirement, yet hold a

professional designation with extensive work experience may be considered if there are no fully qualified candidates.

- b. Evidence of having maintained up-to-date knowledge and/or academic currency in specific field/discipline.
- c. Demonstrated teaching skills. Applicants must demonstrate skills in diverse teaching and learning approaches to respond to different learning styles of students, while stimulating critical thinking and reflection on practice. Demonstrated experience of ability to effectively teach in an online environment, if pandemically required, which includes demonstrated knowledge of best practices for the delivery and management of online courses, including using course management system tools to communicate with students and to foster and support a collaborative online learning community with and between students in the course. Applicants must demonstrate proficiency in all aspects of personal computers that are relevant to this course, including document creation, file management, internet research, and communications.
- d. Familiar with online communicative tools and other software features embedded in D2L.
- e. Demonstrated ability to interact effectively with colleagues & students.
- f. Course specific qualifications are listed below the course.

TYPES, DURATION AND FORM OF APPOINTMENTS:

Following are the types of appointments for which candidates may apply:

- a) A full-workload sessional appointment is normally for 30 total semester hours over two successive semesters.
- b) A full-workload half-sessional appointment is normally for 15 semester hours in any one semester.
- c) A reduced workload sessional appointment is 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 semester hours in any one semester.

CANDIDATE'S RESPONSIBILITIES:

The candidate shall:

- a) apply through the University's on-line recruitment tool;
- b) indicate their preference regarding type of appointment as per Article 13.5.(l) (Appointment Procedure-Posting), the courses or number of sections of the same course and/or package, and all the courses the candidate considers himself/herself qualified to teach; please include a cover letter and specify which course (s) you are applying for and prior experience teaching the course or something similar.
- c) The applicant, through the University's on-line recruitment tool, will attach an updated resume and/or academic qualifications and any other relevant information concerning their candidacy. Such information will also include the applicant's current email address
- d) Through the University's on-line recruitment tool, the applicant is responsible for maintaining and up-to-date email address to which the letter of appointment should be sent and a statement of any periods during which the applicant cannot be contacted;
- e) Successful applicants (who have not already done so) shall be required as a condition of employment to validate their academic qualifications through the provision of original transcript(s) no later than (6) weeks from the date of the original appointment.

Note for returning Contract Lecturers:

Consistent with the CUPE Collective Agreement (Article 17.1g & H), you are required to submit an on-line currency report which is to include your student evaluations for the last academic year. Please refer to this link for your currency report submission

<https://www.torontomu.ca/faculty-affairs/news-and-updates/2021/06/cupe-1-report-two-semester-appointment/>

RATING SCALE:

Education (15%)	The level of relevant academic degrees including credentials & professional designations, as applicable; and/or degrees typically held by a teacher in that discipline/profession in the university sector.
Experience (25%)	The extent and variety of relevant work and/or community experience in the professional field or discipline; the extent of University teaching experience; previous experience teaching the same course or an equivalent course at Ryerson, or an equivalent course at another University.
Currency (25%)	Demonstrated evidence of having maintained up-to-date knowledge (including practice skills, where applicable) in their specific field/discipline; and/or demonstrated evidence of having maintained academic currency in the specific field/discipline relevant to the course(s) for which the candidate has applied which may include publications in a peer reviewed journal, presentation or attendance at relevant academic conferences; attendance/participation in teaching related conferences (eg University Faculty Conference), workshops, seminars etc.
Teaching Skills (25%)	Demonstrated ability to teach effectively; evidence of skills applicable to teaching in a university environment (including post secondary teaching experience); university teaching experience; ability to teach effectively which may include tools as Contract Lecturer Assessment Forms and Faculty Course Survey results or equivalent documentation; evidence of skills applicable to teaching in a university environment (including post-secondary teaching experience); demonstrated ability to effectively teach in an online environment. Demonstrated ability to include equity, diversity and inclusion into the teaching (not required to be members of an equity-seeking group).
Interactive Skills (10%)	Demonstrated ability to interact effectively with colleagues and students; ability to work effectively in groups; ability to resolve conflicts constructively; ability to carry out the duties and obligations of a Contract Lecturer in a respectful manner; ability to empathize with others and consider varied perspectives; commitment to on-going self-assessment.

CUPE SENIORITY LIST
CUPE Seniority List as of May 2026

<u>CONTRACT LECTURER</u>	<u>EXPERIENCE POINTS</u>
Denise Young	15.67
Janet Deacon	13.50
Julia Stanislavskaia	5.50
Pooja Mansukhani	4.33
Craig Pacheco	3.33
Trista Chan	2.33
Micheala Kucab	3.00
Melody Mendonca	1.67
Colleen Miller	1.33
Elizabeth Manafo	2.00
Krista Kolodziejzyk	1.67
Fleur Esteron	1.67
Jennifer Ball	2.00
Farsad Farassati	1.00

CUPE LOCAL 3904, UNIT 1 POSTINGS Fall 2026/Winter 2027

The School of Nutrition discharges the following courses for CUPE teaching for the Fall 2026, Winter 2027. Please find course descriptions in the course calendars:

Undergraduate:

<https://www.torontomu.ca/calendar/2026-2027/courses/nutrition-and-food/>

Graduate:

<https://www.torontomu.ca/graduate/calendar/programs-and-courses/nutrition-communication/>

Fall 2026 Term:

Course Number	Course Name	# of Sections	Hours per Week	Expected Enrolment/Section	AA Hours (academically required) *
FNN 100 (Restricted) *This course is restricted and posted for informational purposes only. As per Article 13.2 (b) restricted work is not available for application	Nutrition and Health	1 Lec	3-hr block	110	*yes
FNP 100	Intro to Professional Practice	1 Lec	3-hr block	25	no

*Academic Assistant (AA) support hours listed here are academically required to deliver this course/section. The successful applicant will be provided appropriate AA support. Additionally, if eligible, they will receive 20% of the total extra student payment as outlined in Article 17 of the CUPE 3904 Unit 1 Collective Agreement.

Winter 2027 Term:

Course Number	Course Name	# of Sections	Hours per Week	Expected Enrolment/Section	AA Hours (academically required) *
FNP 300 (Restricted)* This course is restricted and posted	Nutrition Communication	1 Labs	3-hr block weeks 7-12 of the term	35	no

for informationa l purposes only. As per Article 13.2 (b) restricted work is not available for application					
NC8101 (Restricted)* This course is restricted and posted for informationa l purposes only. As per Article 13.2 (b) restricted work is not available for application	Appraising Scientific Evidence	1 Lec	3-hr block	25	no