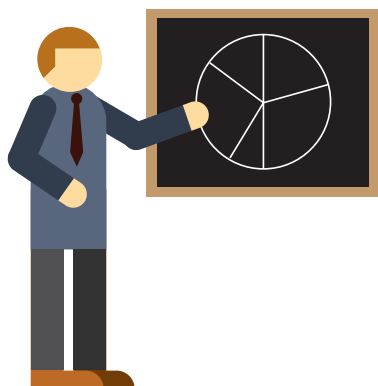




SESSIONALS, UP CLOSE

A sampling from a range of institutions on the pay, benefits and other work-related conditions for sessional lecturers.

Read the accompanying article “Sessionals, up close” at universityaffairs.ca



	ENROLMENT	TEACHING LOAD	BASE SALARY
01 UNIVERSITY OF PRINCE EDWARD ISLAND	3,370 full-time undergraduate students	Fewer than nine contact hours per semester; when teaching nine or more hours, instructor is offered full-time term contract	\$10,248 to \$10,778 for two half-year courses; plus 1.25% of assistant professor floor-rate when there's a lab component for 10 weeks of the term
02 DALHOUSIE UNIVERSITY	18,312 full-time equivalent (FTE) undergraduate students	Three half-year courses in the fall/winter term; three courses over the summer terms	\$9,131 to \$11,166 per full-year course, including vacation pay
03 UNIVERSITÉ DE SHERBROOKE	12,602 FTE undergraduate students	No more than four courses per term; eight term courses per year	\$15,452 to \$19,206 for two three-credit courses, incl. vacation pay; PhDs receive a \$500 bonus
04 UNIVERSITÉ DE MONTREAL	27,608 FTE undergraduates (does not include HEC or École Polytechnique)	Nine term courses per year if this is the teacher's primary occupation / Two to three term courses if teacher has another occupation	\$16,776 per two-term course, incl. vacation pay
05 UNIVERSITY OF TORONTO	54,334 FTE undergraduates at three campuses	No limit	\$14,250 to \$15,850 per full-year course, incl. vacation pay
06 YORK UNIVERSITY	43,700 FTE undergraduates	5.5 full-course equivalents per calendar year	\$15,731 per academic session (two terms), plus 4% vacation pay
07 MCMASTER UNIVERSITY	25,174 FTE undergraduates	No limit	\$13,029 to \$13,802 per full-year course, incl. 4% vacation pay
08 UNIVERSITY OF WINNIPEG	7,958 FTE undergraduates	Three full-year course equivalents per academic year except for special conditions	\$7,556 per full-year course, plus \$404 lump sum / Retired full-time faculty receive 10% additional pay
09 UNIVERSITY OF CALGARY	29,429 FTE undergraduates	No limit	\$12,098 to \$13,478 for two half-course equivalents plus 4% vacation pay

SCHOOL	 PENSION ELIGIBILITY	 REPRESENTATION	+ BENEFITS
01 University of Prince Edward Island	None	Sessional instructors are represented by the University of Prince Edward Island Faculty Association	6% of pay in lieu of benefits after teaching four courses
02 Dalhousie University	None	Part-time academics who teach in degree-granting programs (except law, architecture, computer science, dentistry, most medicine and most engineering courses), hired on a per-course basis are represented by Canadian Union of Public Employees (CUPE)	No health benefits / Accidental death and dismemberment insurance / Occupational medical accident insurance
03 Université de Sherbrooke	Retirement allocation, if retiring at or after age 60 with at least 100 seniority points, based on salary average for the five best years out of the last 10.	Part-time lecturers represented by the Syndicat des chargées et chargés de cours de l'Université de Sherbrooke	Group health and life insurance
04 Université de Montréal	Allocation at retirement, if aged 60 to 64 with at least 100 points (45 class hrs. = 1 point), based on salary for the five best years out of the last 10.	Part-time lecturers represented by Syndicat des chargées et chargés de cours de l'Université de Montréal	Same benefits as held by tenured professors: group health/drug plan; dental, and accident/life insurance for work-related travel
05 University of Toronto	Voluntary participation in group RRSP, 5% - 6% of eligible income, contributions matched by university / Those previously in the U of T faculty association grandfathered into its pension plan	Sessional lecturers teaching courses in degree programs (excluding clinical lecturers in medicine, dentistry, nursing, pharmacy, and licensed professionals in engineering, law and architecture)	represented by CUPE. Category does not include teachers on contractually limited term appointments (i.e., full-time appointments for a fixed term)
06 York University	Opportunity to participate in university pension plan after teaching two consecutive years; university matches employee contributions plus 3%	"Course directors" contracted by the course, who aren't full-time grad students at York and who are responsible for course design and delivery for degree credit programs (except law, business and admin. studies), are represented by CUPE	Access to Health Care Spending Account, up to \$275 per half course (or the university's health and dental plan for those enrolled before April 2005) for prescriptions, eyewear, physiotherapy, etc.; limit of \$1,375 per year, per family
07 McMaster University	None	All sessional instructors except those in health sciences and continuing education are represented by CUPE	Dental, long-term disability, drug, vision care, family benefits plan / Employer provides \$175,000 per year to the bargaining unit for employee benefits not covered by agreement / Subsidies for childcare / Tuition-fee waiver for York degree credit work
08 University of Winnipeg	None	Most contract faculty who teach degree-credit courses on a per-course basis are represented by the University of Winnipeg Faculty Association	Union-administered benefits fund paid for by the university (last annual contribution by the university was \$50,000) / Employer-administered employee and family assistance program
09 University of Calgary	Participation in the academic pension plan with 50/50 split on contributions / Participation mandatory under some conditions after two consecutive years of employment	Sessional instructors on "term certain appointments," given for one or more periods of specified duties for one year or less, are represented by the Faculty Association of the University of Calgary	None
			In lieu of benefits, sessional instructors receive an additional 4% of their salary

SCHOOL	LEAVE		
01 University of Prince Edward Island	One week paid sick leave per semester; lecturer to ensure essential material covered by end of semester	/ Up to five days leave for critical illness or death in immediate family, plus three more days for funerals off the Island	
02 Dalhousie University	May miss up to two classes with no loss of pay for reasons such as a family illness or death, as long as all material covered by end of course	/ Maternity or parental leave in accordance with provincial standards	
03 Université de Sherbrooke	Paid leave for sickness or accident, up to three semesters if the lecturer would have taught over that period: first semester paid in full, second and third equal the average of what teacher earned in two preceding years	/ Maternity leave of 20 consecutive weeks over three semesters and adoption leave of 10 weeks when teacher was scheduled to teach at least one course per term covered	/ Paternity leave of five days / For death in immediate family, up to seven days of paid leave
04 Université de Montréal	Paid sickness or accident leave of up to three consecutive terms / Maternity or adoption leave of 20 consecutive weeks over three semesters provided teacher had been scheduled to teach at least one class per semester covered	/ A lecturer entitled to Quebec's parental insurance plan, who had worked 20 weeks in the three semesters preceding a maternity leave, entitled to the difference between her weekly payments under Quebec	parental leave and 93% of her salary for each class / One week paid paternity leave and unpaid leave of up to five consecutive weeks / Parental leaves can be extended without pay for up to 52 weeks
05 University of Toronto	Six to eight days of paid sick leave per academic year (two terms) / Full pay for up to 10 weeks for maternity leave or, if employee	qualifies for EI maternity leave, employer pays the difference between the EI benefit and 95% of pay until end of course appointment	
06 York University	Paid sick leave up to 6/35ths of employment contract; long-term disability available after 17 weeks	/ Paid maternity leave, up to 17/35ths of employment contract, including if delivery occurs within four months of contract expiry and employee	would otherwise be teaching in the following term / Compassionate leave, bereavement leave, emergency leave, transsexual transition leave
07 McMaster University	Variety of paid leaves such as bereavement, illness, religious, jury and family responsibility / Paid parental, adoption and pregnancy leaves at 40% of	minimum rate of pay for remainder of term /Top-up for pregnancy or adoption leaves for the next term if instructor had been	scheduled to work / Unpaid parental leave also available
08 University of Winnipeg	Short-term personal emergency leave without loss of pay as long as teaching obligations are met over the term / Three days leave for critical illness or death in the	immediate family, as long as teaching duties are met over the term / Three days paid sick leave, as long as the instructor works	with the department to ensure teaching responsibilities are met / 17 weeks unpaid maternity leave for instructors who worked the previous term
09 University of Calgary	Five paid days for "casual illness" for instructors working for more than six consecutive months and who have taught at least six half-course equivalents	/ These instructors who need more than five days' leave are entitled to \$1,000 a month for the duration of the appointment, up to six months	/ One day of casual illness leave may be used to support a sick child or spouse to a maximum three such days in one year / May apply for a variety of other leaves: parenting, urgent personal, compassionate, and court / No provision for maternity leave

SCHOOL	 JOB SECURITY		
01 University of Prince Edward Island	Sessional instructors who taught the same or equivalent course three times hold right of recall (first refusal)	/ Sessionals who taught at least one course for three years are eligible for three-year contract for any course where they hold right of recall	/ Sessionals who taught a course in a department within two years become part of the department's sessional roster, accumulating seniority if they've taught in the last two years
02 Dalhousie University	No guarantees of job security / Provision for seniority via a precedence list. After a period of probation, instructors are put	on the list and move up through three steps by accumulating points for each course taught / Precedence retained for three years even if not working	
03 Université de Sherbrooke	Seniority points decide course assignments; one point accrued per 45 hours of course time / Teachers stay on a seniority list if they've taught within the past 24 months, except under a variety of conditions such as	leave of absence for illness or accident, election to political office, postgrad studies / May be offered part- or full-time contracts after probation if they have enough seniority / When on a flat rate (contract) for more than a year, the	teacher is entitled to termination notice of eight to 20 weeks
04 Université de Montréal	Lecturers accrue a point for every 45 hours of course time; points are used to generate seniority lists used to determine future course assignments		
05 University of Toronto	Hiring preference given to those holding Sessional Lecturer II or III ranking, determined by academic degree or professional accomplishment, and number	of years and courses taught / Level III sessionals entitled to teach two full-year courses in their department in the year following attainment of the rank / For sessionals at the same	rank, preference given to those who have taught a course the most number of times
06 York University	Instructors with 10 years' experience at York may apply for a Long Service Teaching Appointment, guaranteeing three full courses in each of	three years and an additional \$2,000 per course; at least five of these appointments are to be made each year	/ A chance for conversion to full-time tenure-track position; two such positions are made available each year university-wide / Course director appointments based on qualifications; in the qualified pool, candidate with most seniority gets the position
07 McMaster University	Right of first refusal: If an instructor taught this course for the last two periods it was offered, he or she must be offered the same course twice more	/ "Current seniority" is accrued each time the instructor teaches the same course / "Aggregate seniority" is accrued with each course taught	/ When all other considerations are equal, the individual with most seniority gets the position
08 University of Winnipeg	Right of first refusal for instructors who have taught the same course at least once in three out of four successive academic years in which the course was offered	/ Where more than one instructor has this right, course is offered to the one who taught the course the longest or who has greater seniority	
09 University of Calgary	First consideration for sessional, instructor or senior instructor appointments based on qualifications and record of performance	/ Where two people have equal assessments or qualifications, the appointment is offered to the one with the most service	

SCHOOL	 ACCESS TO RESOURCES		 OTHER	
01 University of Prince Edward Island	Departments will endeavour to provide access to appropriate facilities and services including library, computing, audio-visual	facilities, office supplies, email and telephone access	At least one sessional in the department, elected by the others, has departmental voting privileges on behalf of sessionals / Access to a scholarly activity fund for experienced sessionals	(\$6,000 a year from the university) / Access to professional development and travel fund (\$10,000 a year from the university), up to \$300 per sessional per term
02 Dalhousie University	Up to \$300 per sessional from a professional development fund of \$3,000 per academic year / Office space and facilities as determined by the department	/ Library card and email access for instructors who passed probation / Conference and workshop costs paid by the university if it requires the instructor to attend	Instructor retains ownership of lectures and lecture materials	
03 Université de Sherbrooke	Access to a closed furnished office and desk / Access to computers and software / Same access as professors to	secretarial services, stationery and photocopiers / Pre-approved, class-related long distance phone costs covered	After teaching 40 term courses, the instructor is granted "aggregation," which drops the requirement for another probation period, should the	teacher leave the university and not return for a few years
04 Université de Montréal	Access to secretarial services, furniture and material required to teach, including fax and photocopying machines	/ Access to archive of student work and exams / Access to computer services	/ Representation on health and security committee / University recognizes the teacher's intellectual property rights for material created for the course; in cases of collaboration between the university and teacher, a	contract must be signed / Lecturers who design distance education courses and associated materials receive a royalty of \$900 to \$1,100 each term that course is delivered, regardless of who is teaching it
05 University of Toronto	Space to hold office consultations with students / Access to a computer, phone, photocopying, library card	/ Sessionals have the right to the same amount of teaching assistant support as regular faculty	Sessionals are paid at an hourly rate for any required additional work after a term has ended such as marking deferred exams or providing information about allegations of academic offences	/ Access to a professional development fund of \$150,000 that allows CUPE members up to \$1,000 a year each to attend conferences and join professional associations for PD purposes
06 York University	Appropriate space, use of facilities and services, required equipment, adequate access to labs, library, supplies, copying services; continuing library privileges for all CUPE unit members	/ Best efforts made to provide office space to longer-term instructors (at least three years consecutive service in unit) incl. office space between contracts	Participation in governance and departmental meetings must be supported and promoted with the relevant bodies by the employer / Two weeks paid leave to present at conferences / One week of paid leave for PD	directly related to teaching duties / Opportunity for research leaves / Access to research grant fund / PD fund of \$125,000 per year; instructor may apply for up to \$400 per year
07 McMaster University	"Appropriate" and studio space, mailbox, email, library card valid for one year / "Best efforts" made for access to other facilities and services such as photocopying,	audio-visual equipment, telephone / Access to instructional and office materials on the same basis as faculty members	Union-administered professional development fund paid by the university (last contribution was \$30,000); sessionals entitled to \$200 per	three-unit course, up to a maximum of \$1,200 a year
08 University of Winnipeg	Library privileges, email, access to athletic centre for academic year / During teaching term, shared office space with access to private meeting space and	computer, access to telephone with voicemail, Internet, photocopier and printer for course being taught	May attend and participate in departmental meetings but this is voluntary and unpaid; service and research not required	
09 University of Calgary	Access to copying, office equipment and supplies, computer accounts, library and secretarial services, marking and teaching assistants, mail services and inclusion in departmental staff lists	/ Access to desk, office and telephone for meeting students / May attend department meetings; voting rights determined within department	In addition to statutory holidays, "term certain" appointees are paid for Remembrance Day and three designated days between Christmas and New Year's	/ Instructors are entitled to \$150 per half-course for professional expenses, to a maximum of \$1,500 per academic year

VANCOUVER COMMUNITY COLLEGE

ENROLMENT	7,800 full-time equivalent (FTE) students	LEAVE	Term instructors teaching less than half-time are not entitled to sick leave
BASE SALARY	Single scale for all staff, pro-rated for part-time and term faculty. This works out to \$6,475 to \$10,403 per semester section, including direct teaching time and service duties		/ Term instructors teaching half-time or more and regularized part-timers accrue sick leave credits pro-rated to 1.5 days per month under a full-time schedule (to a maximum of 261 days); after that, short-term disability available if enrolled; if the employee has insufficient sick leave credits to qualify for STD, days will be advanced
PENSION ELIGIBILITY	Eligible for coverage under British Columbia's Public Sector Pension Plan; shared contributions amount to about 9% of the employee's salary		/ Up to five days paid leave for family illness and immediate family bereavement and half-day paid funeral leave
REPRESENTATION	All faculty are represented by the Vancouver Community College Faculty Association, except for those working in continuing studies. Contract expired March 31, 2012		/ Education leaves, with conditions, available to full and part-time regular employees employed as such for at least two years; paid 70% of salary, with full benefits
BENEFITS	Term instructors teaching half-time or more receive employer-paid insurance for basic medical and extended health, dental, long-term disability, group life, and accidental death and dismemberment. They receive short-term disability, with premiums paid by employees / Part-time (and full-time) regular instructors receive all of the above		/ Unpaid maternity leave up to 52 weeks in accordance with Employment Standards Act without loss of appointment / Term instructors are eligible for maternity leave and are not disadvantaged in terms of advancement / Regular part-time and full-time instructors at top end of salary step or having served at least 10 years may apply for unpaid "renewal leave" of up to one year with a monthly stipend pro-rated against \$1,200 a month for full-timers
JOB SECURITY	Most term instructors who have taught at least a 50% course load satisfactorily for two years are converted to "regular" status on par with full-time staff and enjoy the same job security provisions. Term instructors accrue seniority on a pro-rated basis / Once hired, a term instructor does not go through the hiring process again but joins a pool of part-time regular and term instructors; these teachers have right of first refusal for term appointments, subject to seniority rules / Assignments are given out first to regular full-time, then regular part-time, then term-appointed instructors	ACCESS TO RESOURCES	Access to all departmental resources
		OTHER	Regular part-time and term instructors are entitled to vacation days or pay credits pro-rated on the basis of 3.66 days per month for full-time work / Term and regular instructors working half-time or more who complete eight months of duty are entitled to 20 paid days per year for professional development; those with seven months get 15 days; the amount is pro-rated for less than full-time work / No overtime is allowed except in emergency cases / All employees are fully included in the life and work of their department and union, with full voting rights, regardless of time or seniority