

Department of Curriculum and Pedagogy

Sessional Employment Policies

1. Advertisements and descriptions for Sessional Lecturer positions must be posted for at least two weeks in accordance with Article 2.2 in the UBC Faculty Association Sessional Agreement. A copy of all postings must be sent to the Faculty Association. Twelve-month Sessional Lecturer positions may be concurrently advertised externally (Article 12). Where there are no existing Sessional Lecturers, the position must be advertised externally, at least locally, e.g. in the newspaper.
2. Given that Sessionals must be given at least one month's notice before the cancellation of a course appointment or the sum of \$300, the posting is best made at least two months in advance of the course(s).
3. In accordance with Policy #2 (Employment Equity) and Policy #20 (Advertising of Position Vacancies), in addition to the course description, postings must meet the University's advertising guidelines including the statement "UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified applicants to apply." Faculties may choose to include an additional qualifier: "However, Canadians and permanent residents of Canada will be given priority."
4. "As a general rule," all Sessionals have a "right to reappointment."
5. Reasons for a denial of reappointment must be in accordance with Article 10.1 of the UBC Faculty Association Sessional Agreement. "The only reasons for non-renewal of appointment of a Sessional Faculty Member shall be (a) teaching performance; or (b) lack of funding; or (c) discontinuance or non-scheduling of a course or section of a course; or (d) for just cause as is generally recognized at law." If denial of reappointment is based on teaching evaluations, this must be in accordance with Article 8.2 of the UBC Faculty Association Sessional Agreement: "When the opinions of students or of colleagues [on teaching performance] are sought, this shall be done through formal procedures. Decisions not to reappoint a Sessional Faculty Member cannot be based exclusively on student evaluations."
6. FT Faculty workloads and Continuing Status sessional instructor workloads have priority over part-time Sessional reappointments. Article 6.1 Article 2.2 in the UBC Faculty Association Sessional Agreement may prevail if a visiting professor, adjunct, etc. is more qualified to teach a specific course; hence, the department has a right to appoint them to the course.
7. A doctoral student may apply for an advertised course and, in the same pool of applicants as a Sessional with a "right to reappointment," and be hired as a Sessional Lecturer in accordance with Policy 75.
8. A formal process is required for reappointing a Sessional Faculty member at 50% or higher to give the appointee a reappointment, in accordance with Articles 6 and 9 in the UBC Faculty Association Agreement.