

Report of the sub-committee of the Committee on Diversity and Inclusion

Part-Time Professors

Committee on Diversity and Inclusion
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Sub-Committee on Part-Time Professors at the University of Ottawa

Member:

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Obstacles and possibilities

- Part-time professors (PTP) teach half of the university's courses. However, their status is precarious and unstable, and the participants in our focus group (all PTPs) said they felt like they were being exploited by the University of Ottawa.
- Why PTPs are dissatisfied:
 - The university doesn't take course preparation into account. PTPs are not paid for work done outside the classroom.
 - A course can be cancelled at any time, and there is no compensation for the PTP.
 - Courses can be assigned to PTPs at the last minute, even a week before the start of classes. When this happens PTPs don't have enough time to prepare the course, and this is sometimes reflected in evaluations.
 - PTPs don't attend departmental meetings and aren't consulted when decisions are made.
 - PTPs don't have work computers or work phones. Each PTP is allowed an hour of office time per week and per course.
 - Some PTPs attend scientific conferences and give presentations, but they don't have University of Ottawa business cards to give out. The university is missing out on the chance to have its name connected to these researchers.

Recommendations

1. Senior administration should establish a working group composed of PTPs, students, staff members, APUO professors and one or two workplace issue consultants to discuss the status of PTPs, given how essential they are to the university's course offering. The working group could look at offering more three- or four-year renewable teaching contracts, with some guarantees of grandfathering rights for people who have already taught as PTPs for over five years.
2. One of the working group's objectives would be to get the University of Ottawa to better integrate part-time professors into the university, in part by providing them with university business cards. The group would also be tasked with developing strategies for increasing the number of long-term and renewable contracts for teachers.
3. The University of Ottawa should create a research fund for PTPs. Applicants could fill out a basic form indicating their research activities or research dissemination activities among specialized or general audiences in the previous two years.