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[Home](#) > Report of the Chair of the Appointments Committee, 2025-2026

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The Appointments Committee advises Council and Executive on all matters related to the University's policies on appointments (Part-Time, Contractually Limited Term ("CLTA"), Teaching Stream, Tenure Stream, and Librarian Stream).

Our work includes procedures for hiring, promotion, reviews (tenure, continuing status, continuing appointment, permanent status), and termination. We also consult and collaborate with the [Teaching Stream Committee](#) and the [ad hoc Part-Time and CLTA Appointment Committee](#).

Another one of our main objectives during the 2025-26 academic year has been to finalize and distribute a member survey concerning "Institutional Barriers to Research." The Barriers to Research survey is now complete -- thanks to a tremendous amount of work done by numerous colleagues -- and will be sent to Tenure Stream, Teaching Stream, and Librarian members this Spring. The goal of the survey is to ascertain the various institutional barriers to conducting academic research that exist for faculty and librarians at one of the top research universities in the world. The ultimate goal of this survey is to help UTFA to better understand working conditions at the University and to advocate on behalf of our members.

Educational workshops

One of the principal responsibilities of the Appointments Committee is facilitating an annual workshop on Tenure and Promotion. We will be conducting this workshop on May 4, 2026 - [register now!](#) This workshop will involve presentations from outside legal counsel, UTFA leadership, and colleagues. In addition to communicating the specific rights and obligations of our members, we hope this workshop can be an opportunity to build community and collectively envision a more equitable University. Based on feedback from current and previous members of the Appointments Committee, we are also developing a separate workshop on promotion to Full Professor in both the Tenure and Teaching Stream -- colleagues have reported a lack of clarity in this area due to significant variation among divisions and

departments -- and potentially creating a database of successful tenure files that can provide a model for pre-tenure colleagues. It is important to remember that the University of Toronto expects that most continuing faculty members will secure promotion over the course of their careers. UTFA can play a significant role in ensuring that this is a transparent and equitable process. Members can [seek confidential, individual advice](#) regarding their review and promotion processes through the Legal and Advice Services Portfolio (see the [Report of the Vice-President, Grievances](#)).

Impact of sector changes on appointments

Our committee is also currently discussing the adoption of Artificial Intelligence (AI) at nearly all levels of the University and across the University Sector ([see the Report of the Interim Vice President, University and External Affairs](#)). We will be discussing this at our [Annual General Meeting](#) and hope to convene a working group over the next couple of months that can guide UTFA policy on this important matter. Last, but not least, our committee continues to critically evaluate the disturbing expansion of precarious, part-time employment at the University of Toronto. The ad hoc Part-Time and CLTA Appointment Committee continues to be a space for these workers to discuss their workplace concerns and identify trends in their working conditions ([see the Report of the Chair of the Part-Time and Contractually Limited Term Appointments Ad hoc Committee](#)). We hope to work together in the upcoming year to better understand the conditions of work for these UTFA members and the long-term effect this phenomenon may have on the conditions of work for all UTFA members. One specific concern raised in these ongoing conversations was the lack of academic freedom for part-time employees. Ultimately, it is important that all UTFA members stand together if we hope to secure improved working conditions and to ensure faculty have a meaningful say in how the University is governed.

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Max Mishler

Chair, Appointments Committee

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