

5 October 2022

Dear tenured and tenure-track colleagues,

As tenured and tenure-track members of the OCADU community, we all recognize how integral our sessional colleagues are to our institution. 62% of the faculty currently teaching at OCADU are sessional. They define the student experience of our school.

As an art and design school, it's crucial that our students have access to instructors who bring new ideas, methods and experiences outside of the academic sphere to our school. Often times, sessionals provide that mentorship. For example, practicing artists and designers offer unique perspectives of their rapidly changing disciplines.

Yet, OCADU administration has consistently demonstrated how little they value the work of our part-time colleagues. Amongst all the universities in the metro-Toronto area, OCADU has the lowest base pay per course for sessionals. Sessionals have little job security from year to year and—unlike other institutions in the city—there is no clear pathway towards permanent employment for sessional faculty, no matter how long they have been employed by OCADU.

OCADFA wants to see the working conditions of our sessional colleagues change. By signing the petition linked below, you will add your voice to the growing mass of faculty who want to see the institution provide fair pay and increased job security for the workers who define the character of this institution.

<https://www.change.org/ocadusessionals>

Your signatures demonstrate to administration that this issue is a priority for the OCADU community. We will hold a virtual forum to discuss sessional working conditions at OCADU in the Fall of 2022. We have invited President Ana Serrano to join us and hear directly from sessionals about our demands for Fair Pay and Job Security. With more support from full-time OCADU faculty, we can make this a prime issue as OCADFA heads into negotiations for our next contract.

As full-time faculty, our public support is crucial. We have the job security that enables us to speak up and speak loudly. Please take a moment to sign the petition. You can visit the OCADFA sessional page for more information: <https://ocadfa.ca/sessionals/>

Sincerely,

Min Sook Lee, President
Ali Qadeer, Grievance Co-Chair
Richard Hunt, Grievance Co-Chair