

What's behind the changes to LTA contracts?

In response to the university's deepening budget crisis, Concordia's president Graham Carr emailed a November 4 **Fall update on Concordia's budget** to the community, also available on the university website.

Adjustments for 2026-2027 include reduced course offerings along with “**New and augmented cost-saving measures: Initial steps in the academic sector of a Voluntary Retirement Program for faculty; Cancelling the annual call for limited-term appointments; Deferring new approved sabbatical applications by one year**”.

CUPFA was informed that 63 faculty currently teaching under limited-term appointments (LTAs) will complete their contracts but once expired there will be no renewals - approximately 7 of these contracts continue through 2026-2027. Most courses previously taught under LTA contracts will be added to PT course postings in May 2026.

What is the true scale of the LTA changes?

- In this academic year, approximately 400 course sections are being taught under ~63 LTA contracts.
- ~25% of these LTAs are already CUPFA members who can continue teaching on course contracts rather than full time salaries according to their qualifications, experience, and existing PT seniority.
- Other LTAs are able to apply for the postings (including the many additional PT course postings) available in May 2026.

Are there negative reactions to these abrupt changes?

Understandable distress has in some cases overridden the facts and generated assumptions that have strayed into exaggerations and misrepresentations of the LTA situation and the consequences of transferring this workload to qualified, reliable, and less expensive PT contracts. CUPFA members can benefit from facts that help navigate the changes ahead while maintaining our usual loyal collegiality in all venues.

Most LTAs have been employed on repeated contracts over several years even though this is inconsistent with the full-time faculty collective agreement (see reference below). Temporary faculty have therefore gradually been integrated as if their continuing participation was assured and their abrupt departure feels disruptive to colleagues and programs - despite the complete discharge of contractual obligations terminating these contracts after specified dates.

Unfortunately, we are hearing advocacy for these temporary faculty positions that is premised on incorrect legalities about LTA contracts and illogical consequences for programs. We all want to “keep programs running”, and highly qualified part-time colleagues with years of loyal service to departments, programs, and students are ready to do so.

Is this a temporary measure?

Savings from one year without LTA contracts is estimated to save approximately one million dollars. It seems logical that the university will continue to find important uses for this money to preserve academic programs and services. We will vigorously promote CUPFA’s competent and reliable service as an ongoing way to strengthen university operations.

What FACTS might contribute to constructive conversations?

The end of a LTA contract is NOT a layoff, a job loss, or a firing

A Limited Teaching Appointment is a contract defined by a clear start and end date. When the contract ends, both the University and the instructor have fulfilled their obligations. Individuals cannot be laid off or lose a job based on a completed contract that no longer exists. The expectation of repeated contract renewal does not match the collective agreement or other available facts.

Repeated LTA contracts have been challenged for many years on legal and contractual grounds

Many LTA hirings do not fit the definitions related to **temporary needs** as listed in the *CUPFA Collective Agreement, Article 12.05*:

1. *To replace a faculty member on leave,*
2. *To fill an open probationary position temporarily, or*
3. *To meet a short-term teaching or service demand.*

Departments grant LTA contracts that are temporary by design, so the end of a repeated time-limited contract cannot be viewed as the illicit loss of a job or status that was never long term or permanent.

Misinformation and rumours that misrepresent the situation have added unnecessary disruption

Slogans like: “LTAs: Keep our programs running” and comments at department meetings include:

- “We need LTAs because CUPFA members aren’t experienced teachers,”
- “Who’s going to teach these classes — not CUPFA!”
- “There will be mass layoffs.”
- Only LTAs can provide service to the University.

CUPFA Members have added quality to Concordia’s educational mission for decades

PT expertise and scholarship includes ...

- minimum Master's degree or equivalent
- licensed professional engineers, attorneys, accountants, therapists, auditors, artists, etc.
- ongoing industry employment while teaching, bringing real-world, current experiences to the classroom
- many leverage their industry contacts to recruit pros that can contribute unique perspectives
- write hundreds of reference letters and continue to mentor former students long after graduation

PT teaching experience ...

- ~ **1,000 PT** professors on our seniority list are experienced, committed educators who have built careers at Concordia and incorporate authentic workplace experience into student learning and assessment.
- ~ **315 PT** professors have accumulated **over 90 seniority credits** (= 5 full-time years of teaching).
- > **200 CUPFA** members have **over 200 credits** (= have taught 70+ courses).
- Some have taught **150+ courses** (= 25 years of full-time teaching) with no offer of a permanent position.

PT service and contribution ...

- Many CUPFA members perform service as per Article 9 of our Collective Agreement and are deeply engaged in the life of this University.
- > **200** of our members serve on department, curriculum and hiring committees, Senate, Board of Governors, student life committees, etc.
- Some serve their departments as course coordinators and advisors.
- Most PT faculty demonstrate reliable department involvement and leadership over many years.
- Per-course contracts with long-standing and well-qualified PT faculty members is more cost-efficient than the previous structure of academic staffing based on temporary full-time LTA contracts.