WELCOME!
PROVOST’S MESSAGE:

WELCOME TO THE UNIVERSITY OF TORONTO!

Year after year, U of T is consistently recognized as one of this country’s best places to work – winning awards as one of Canada’s Top 100 Employers, Best Diversity Employers, and Top Family-Friendly Employers. And U of T is also the highest-ranked university in Canada and one of the world’s leading institutions of higher education.

U of T’s size and diversity offer a rich array of rewarding opportunities to our faculty members. In fact, in the recent COACHE survey of North American faculty workplace satisfaction, U of T scored highly compared with peer institutions in almost all areas. I was particularly struck by our faculty’s fulfillment with the intellectual vitality of their departments.

U of T faculty members consistently comprise Canada’s largest cohort of new Royal Society of Canada fellows, and our citation and publication numbers are second to just one other North American university. We also provide outstanding support to our faculty in teaching and learning innovation, including funding for inverted classroom pilot projects and the development of world-leading MOOCs.

Our vibrant and incredibly diverse metropolitan region is another highlight of the U of T experience. Our surroundings offer endless opportunities for research collaboration and policy or industry engagement. And despite its size, the Toronto Region remains one of the world’s most liveable metropolitan areas. Most faculty members live within close proximity of one of our three unique campuses in some of Canada’s most appealing and dynamic neighbourhoods. Our location means that we can indulge in an array of cuisines, festivals, cultural programs, and intellectual offerings that feed both the body and mind.

We hope that you will continue to explore all that U of T has to offer. This booklet highlights some of the resources and supports that we offer to new faculty members, and introduces you to some of the features of living and working here. You’ll read about our family-friendly policies and healthcare and pension benefits, as well as some of the ways that the University supports excellence in teaching and research. You will also find information about our faculty housing, dual career services, and relocation assistance offerings. To delve into U of T’s programs and offerings in greater detail, we invite you to visit www.faculty.utoronto.ca. There is no better place to work, live, and engage than at the University of Toronto, and I hope you consider joining us.

Sincerely,
Professor Cheryl Regehr
Vice President and Provost
QUICK FACTS ABOUT U of T

Three Campuses:
» St. George
» Mississauga
» Scarborough

Student Enrolment:
» 67,128 undergraduate
» 15,884 graduate

Student Enrolment by campus:
» 64% St. George
» 19% Mississauga
» 17% Scarborough

Faculty and Staff:
» 5,575 full-time faculty
» 6,126 staff
» 145 librarians

Research funds awarded:
» $1,200,000,000

Rankings:
In the 2014 Times Higher Education rankings, U of T placed 20th. Our library was ranked 3rd in North America by the Association of Research Libraries

U of T offers more than 700 undergraduate programs and about 280 graduate programs.

As of fall, 2014
ORIENTATION AND INTEGRATION PROGRAMS
Orientation Week - Each summer, towards the end of August, the Office of the Vice Provost, Faculty & Academic Life and the Centre for Teaching Support and Innovation, offers a one-week orientation program for all new teaching and tenure-stream faculty. The program provides an introduction to the University, workshops on research supports, career progression and teaching at U of T. There are also programs for the partners and spouses of new faculty as well as their children.

New to U: Workshops for New Faculty - Throughout the year we host a number of lunchtime sessions that provide an opportunity for new faculty from across all three campuses to meet and discuss key issues, while enjoying lunch in one of the many beautiful venues at the University.

Tax Help - In the new year we provide a workshop for new faculty and their partner or spouse on ‘Filing for the First Time’. Our experienced presenter gives a thorough overview of the tax system in Canada and advice for those who will need to file returns in both Canada and another country.

TEACHING
The Robert Gillespie Academic Skills Centre (RGASC) provides faculty based on the Mississauga campus with personal support on teaching and learning issues including curriculum and course design and the documentation of teaching excellence.

The Centre for Teaching and Learning (CTL) on the Scarborough Campus supports instructors in their efforts to become better teachers, to design and assess authentic learning projects and manage their courses and classes effectively.

The Centre for Teaching Support & Innovation (CTSI) provides leadership in teaching and learning at the University of Toronto and offers support for pedagogy and pedagogy-driven instructional technology for all teaching staff and teaching assistants across the university’s campuses and divisions.

LIBRARY RESOURCES
The University of Toronto library system is home to the largest research collection in Canada and third largest in North America. Its 44 libraries provide access to more than 12 million items in print and millions of electronic resources in various forms. Librarians and information specialists are available to support faculty teaching and research.

UNIVERSITY OF TORONTO FACULTY ASSOCIATION
The University of Toronto Faculty Association (UTFA) is the formal representative of faculty and librarians in negotiating compensation, benefits and workload. Further information can be found at www.utfa.org.

RESEARCH & INNOVATION
The Office of the Vice President Research and Innovation (OVPRI) provides a variety of services including assistance to faculty members in such areas as finding and administering funding, navigating ethical protocols, managing accountability and compliance matters, commercializing research and forming research partnerships.

The University also supports your research by providing a research and study leave for eligible faculty after their first six years at the University as well as a generous personal expense reimbursement allowance. For faculty members wishing to continue their education, U of T provides tuition waivers or partial reimbursements.
RELOCATION SERVICES & IMMIGRATION
The Family Care Office through the Faculty Relocation Service offers information and advice to prospective and recently appointed faculty and their partners. Confidential consultations and general orientations to the Greater Toronto Area give prospective candidates a chance to discuss housing, health care, moving, banking, family leave policies, childcare and schools. The University retains an immigration lawyer to provide advice and to handle immigration issues for newly hired faculty. Your Dean or Chair will facilitate a referral to this lawyer through the Office of the Vice Provost, Faculty & Academic Life.

FAMILY CARE OFFICE
Through the Family Care Office, the University of Toronto offers many services to help faculty, staff, and students balance their personal and professional lives. These services include workshops, discussion groups, family events and a resource library focused on topics such as planning for a new child, finding childcare, LGBTQ parenting, caring for an aging family member and integrating family and work life.

MATERNITY LEAVE/PARENTAL LEAVE/ADOPTION LEAVE
Ontario has generous maternity/parental and adoption leave programs which the University augments to support new families during these exciting times. These leave programs can allow faculty a total of nine months to one year off work for the birth or adoption of a child, with up to 30 weeks of pay.

STOP THE CLOCK
Our ‘stop-the-clock’ policy extends the time to tenure or promotion because of maternity or parental responsibilities or for severe personal reasons.

CHILD CARE
There are a number of options for childcare both on and off-site at all three University campuses. In addition, eligible faculty members can receive reimbursement of some childcare expenses.

SCHOLARSHIP PROGRAM
The U of T awards scholarships to faculty members’ dependants who are enrolled in an eligible program of full-time study leading to a first undergraduate degree or certificate at any eligible institution in the world or Ontario community college.

EMPLOYEE & FAMILY ASSISTANCE PROGRAM
The Employee & Family Assistance Program is a confidential service that offers information, counselling and referral for faculty and their family members.
HEALTH & PENSION
Health benefits are available to our faculty and their families (including same-sex and common law relationships). The Ontario Health Insurance Plan (OHIP) and the University of Toronto benefits plan work together to protect Ontario residents employed at U of T and their dependants against the cost of a wide range of medically necessary services and supplies. During the waiting period for OHIP, equivalent coverage is provided by the University Health Insurance Plan (UHIP).

The Extended Health Care Plan helps pay for the cost of most medical expenses not covered by the provincial health plan including prescription drugs. The plan provides emergency medical coverage when faculty and/or family members are travelling. Retirees have the same group health benefits as active employees.

The Dental Care Plan (which is mandatory) covers a wide-range of dental services and treatments from examinations and major restorative services and consultations to orthodontic coverage.

The University provides faculty and their family, with generous sick leave, long-term disability and life insurance benefits. The semi-private hospital care plan upgrades standard hospital accommodation.

The Child Care Benefit program provides expenses reimbursement for eligible child care expenses for children under the age of seven.

The University of Toronto pension plan is a defined benefit plan. The pension benefit you receive upon retirement is based on the number of years of your participation and the annualized best 36 months’ average salary. There is no mandatory retirement date.

The Joint Membership Plan is a unique partnership of services and programs offered at the Athletic Centre, the Faculty Club and Hart House. It offers opportunities for fellowship, fitness and enjoyment for all employees and retirees.

FACULTY HOUSING
The University has rental housing on the St. George campus for new faculty. Units range from one bedroom apartments to single family homes and are located in a neighbourhood of converted century homes. The housing is within easy access of schools, day care, shopping, health care, recreation, restaurants, and public transportation. Monthly rates are competitive with current market rates and include utilities.

FACULTY & STAFF HOUSING LOAN PROGRAM
The University of Toronto has also established a loan program with the Canadian Imperial Bank of Commerce (CIBC) for faculty who wish to purchase a family home and can supply a down payment of at least ten percent of the purchase price of the home.

DUAL CAREER SUPPORT
Accompanying partners or spouses of newly appointed, permanent faculty who seek non-academic employment are eligible for one year of service (up to eight appointments) including employment coaching and resources and can access the Dual Career Connection anytime during the first two years after arriving in Toronto.

ACADEMIC EMPLOYMENT
There may also be career opportunities for partners seeking academic employment. We recommend you discuss this early in the interview process with the Chair or Dean.
CULTURE
Hart House is the cultural heart of the St. George campus. The stylish Gallery Grill, cozy libraries, airy music rooms, bustling athletic facilities, a storied theatre, and an art gallery are just some of the offerings you will find in the 1919 building.

Doris McCarthy Gallery is a visionary professional art gallery dedicated to the collection, presentation and dissemination of contemporary art in all media. Located on the Scarborough campus the gallery showcases Canadian and international artists of exceptional merit at all stages of their careers.

The Blackwood Gallery is a contemporary art gallery situated on the Mississauga campus. The gallery presents curated exhibitions featuring the work of local, national and international professional artists.

RECREATION
Athletic and wellness centres are located on all three campuses providing access to gymasia, pools, strength and conditioning areas, indoor tracks, dance studios, cardio machines, tennis and squash courts and steam rooms or hot tubs.

RELAX & UNWIND
Faculty clubs are located on all three campuses offering space for faculty to relax, have a coffee or a meal. Membership can be purchased through the Joint Membership Plan. There are many opportunities to enjoy the great outdoors at U of T. Our Science Reserve at Joker’s Hill provides access to rolling hills, red pine forests and superb bird watching. At Hart House Farm you can make cider in the fall or maple syrup in the spring.
Welcome to The University of Toronto
www.faculty.utoronto.ca