



CONESTOGA  
HUMAN RESOURCES



## Teaching @ Conestoga College

A career in teaching is an excellent way to share your knowledge and expertise in support of your community. You will play a pivotal role in enhancing academic excellence and achieving course learning outcomes by creating an effective learning environment through sound teaching practice. Faculty teach as part of a program team and develop/deliver curriculum using a variety of engaging and innovative methods.

### Your Role as a Full-time Professor:

- Teach four to six courses each 14-week semester for approximately 15-18 hours per week in the classroom
- Additional time will be required for course preparation, evaluation and office hours to work with students, program team members, on-going curriculum development, college committees, etc.
- Classroom teaching and additional responsibilities make up a standard 44-hour work week
- Faculty teach approximately 36 weeks in an academic year, the remaining time is used for program development, and new program design, curriculum development and other special projects for the school or program
- Teaching occurs year round and vacation/non-teaching periods may vary
- Other activities you may be involved with include program advisory committees (PAC), working with industry partners, student recruitment, applied research and other special college events

### Teaching Time and Locations:

- Classes are typically scheduled within the college hours of operation, Monday – Sunday 8:00 a.m. to 10:00 p.m. The vast majority of full-time courses will be scheduled Monday to Friday during daytime hours
- Full-time Faculty across the college may be scheduled to teach after 6:00 p.m., but will not be scheduled on the weekend
- Conestoga campus locations include Doon (Kitchener), Downtown Kitchener, Cambridge, Waterloo, Guelph, Brantford, Stratford and Ingersoll and growing. Faculty may be required to teach at multiple campus locations



### **Conestoga Classrooms:**

- Conestoga classrooms include students from many different cultures, backgrounds, age ranges, and learning styles
- International students from around the world create a diverse classroom experience
- On average, class sizes are 35-50 students depending on the program/course

### **Teaching Materials:**

- Conestoga utilizes eConestoga, a Desire2Learn online learning management system that allows students access to course materials 24/7
- Faculty practice a collaborative approach to building and sharing course material
- Previous course materials such as PowerPoint slides and instructional plans may be provided
- Other resources such as e-texts or textbooks are also available
- Training and support for the learning management system is available
- Courses are outcome-based and developed by program teams to provide consistent delivery

### **Additional Supports:**

- Conestoga College provides a tremendous amount of support and training for new faculty members
- All new faculty complete the Conestoga Full-Time Faculty Educator and Leadership Development Program.
- All full and part-time employees are eligible and encouraged to take courses at Conestoga for \$20/course\*plus applicable taxes and any additional fees e.g. Ontario Learn

### **Benefits:**

- As a full-time professor, you and your dependents will receive a comprehensive group benefits package which includes life insurance, disability, extended health, vision, hearing and dental
- Optional coverages include additional life insurances and critical illness benefits
- In addition, employees are enrolled in the CAAT defined pension plan
- Generous vacation allowance (43 days/year) and holiday entitlements
- 10 paid professional development days per year
- Tuition support for employees' spouse, common-law partner, and dependent children



**Work Perks:**

- Employee membership rate at Conestoga’s Recreation Centre
- Discounted attraction tickets for Canada’s Wonderland, Ontario Science Centre, Ripley’s Aquarium, Bingemans, and Stratford Festival Theatre tickets as available
- Special offers on home, auto and travel insurance

**Parking Information:**

- All employees and students are required to pay for parking, either daily rates or via parking pass. More information is available through [Parking Services](#).

**Compensation:**

All faculty salary calculations are based on the Academic Employee Collective Agreement wage calculation formula and rate table found at [www.thecouncil.on.ca/](http://www.thecouncil.on.ca/)

Wage calculations take into account your education, as well as your relevant industry and teaching experience. These rates are inclusive of all academic preparation, delivery, and evaluation. The rates indicated below are an estimate based on a general education and work experience criteria.

Successful candidates will receive an individualized calculation at the time of offer.

**Approximation of Full-Time Faculty Salary Ranges:**

Education Level	5 -10 Years’ Experience	15 - 20 Years’ Experience	25+ Years’ Experience
3-year Diploma/Degree	\$65,000	\$74,000 - \$80,000	\$89,000
4-year Degree	\$65,000 - \$71,000	\$80,000 - \$86,000	\$95,000
5-year C of Q	\$65,000 - \$74,000	\$83,000 - \$92,000	\$98,000
Master’s Degree or PhD	\$68,000 - \$77,000	\$89,000 - \$95,000	\$104,000

**Disclaimer:** The information in this document has been provided as a guide only and not to be referred to as any terms and conditions of employment.