

**FACULTY OF
GRADUATE STUDIES**

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Memorandum

To: Associate Deans Graduate/Research
From: Mark Hayward, Associate Dean, Academic
Date: April 5, 2022
Subject: Teaching Opportunities for Postdoctoral Fellows (PDFs)

Postdoctoral researchers at York are categorized as either Postdoctoral Fellows (PDFs) or Postdoctoral Visitors (PDVs). The categories depend on where the fellowship was created or originated. If the fellowship is offered by any body external to York, the incumbent is categorized as a PDF. If the fellowship is created by a researcher or unit at York University and paid for through university funds of any type, the incumbent is a PDV.

PDFs are not York University employees; are supervised by York faculty members; and are not unionized. They are able to teach through applying for CUPE postings or CUPE exemptions only. The CUPE Unit 2 Collective Agreement allocates 16 full course equivalents (FCEs) excluded from the bargaining unit with the possibility of awarding them to PDFs or visiting lecturers in an academic year. Individuals occupying such FCEs do not receive benefits.

For prospective PDFs, in an effort to enhance offer letters to superior candidates and provide further opportunities for career development, anchor Faculties may build teaching opportunities into the appointment. Common examples include:

- For 1-year fellowships (e.g., Tri-Agency Fellowships of a shorter duration), a 0.5 or 1.0 FCE in the relevant academic year
- For 2-year fellowships (e.g., Banting Postdoctoral Fellowships), a 0.5 or 1.0 FCE allocated in the 2nd year provided the fellowship continues into year 2

Given the misalignment in the timing of fellowship competitions and course scheduling, it is not possible to guarantee teaching to incoming PDFs in advance of their arrival at York. However, letters or statements outlining the institutional commitments to externally-funded fellowship applications may indicate that teaching may be a possibility, pending availability.

Allocation requests may be submitted by the relevant Associate Dean Graduate/Research (in consultation with the relevant AD in your Faculty responsible for programs and/or teaching) to the Associate Director, Faculty Relations in January for the next academic year. In situations where confirmation of an incoming PDF is made at a later date, requests can be sent at that time; however, available opportunities may be limited. Requests must include the

specific course details, an updated CV, and a rationale. Requests should also CC the Associate Dean, Academic in the Faculty of Graduate Studies, for information, on the distribution of available FCEs for PDFs across Faculties. If available and approved, confirmation of the teaching assignment can be incorporated into the offer letter for successful postdoctoral applicants.

The Faculty of Graduate Studies would like to thank anchor Faculties for their continued efforts to attract postdoctoral fellows to York University and enhance their professional development and training throughout their appointment.