



Teaching at 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.

What is my role as a full-time professor?

- Teach four to six courses each 14-week term 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 (PACs), working with industry partners, student recruitment, applied research and other special college events

When and where will I be expected to teach?

- Classes are typically scheduled within the college hours of operation, Monday - Sunday 7:00 a.m. to 10:00 p.m. The vast majority of full-time courses will be scheduled Monday to Friday from 8:30am-4:30pm
- Classes are taught in-person, hybrid, or fully online:
 - In-person:** classes held in person on a campus/site in a classroom/lab shop/studio for the course duration
 - Online - Synchronous:** 100% online delivery with scheduled day and time course requirements
 - Online - Asynchronous:** 100% online delivery with no assigned day or time requirements; independent course completion
 - Hybrid:** any combination of in-person, timetabled on-campus, online, and hyflex delivery
- 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 Kitchener, Cambridge, Waterloo, Guelph, Brantford, Stratford, Ingersoll and Milton. Faculty may be required to teach at multiple campus locations

Who will I teach?

- 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

What materials are available?

- 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 are available
- Courses are outcome-based and developed by program teams to provide consistent delivery

Are there any additional supports?

- Conestoga 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-time 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

What benefits does Conestoga offer?

- As a full-time professor, you and your dependents will receive 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
- Employee membership rate at Conestoga's Student Recreation Centre
- Discounted tickets for various entertainment and attractions as available
- Special offers on home, auto and travel insurance
- December holiday closure period

Where do I park?

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



What is the 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/

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 – 3-year diploma/degree

| 5 -10 years' experience | 15 - 20 Years' experience | 25+ Years' experience |
|-------------------------|---------------------------|-----------------------|
| \$73,079 | \$76,436 - \$93,205 | \$103,269 |

Education – 4-year degree

| 5 -10 years' experience | 15 -20 Years' experience | 25+ Years' experience |
|-------------------------|--------------------------|-----------------------|
| \$73,079 - \$79,791 | \$89,851 - \$96,560 | \$106,625 |

Education – 5-year certificate of qualification

| 5 -10 years' experience | 15 -20 Years' experience | 25+ Years' experience |
|-------------------------|--------------------------|-----------------------|
| \$73,079 - \$83,144 | \$93,205 - \$103,269 | \$113,315 |

Education – master's degree

| 5 - 10 years' experience | 15 -20 Years' experience | 25+ Years' experience |
|--------------------------|--------------------------|-----------------------|
| \$76,436 - \$89,851 | \$99,915 - \$106,625 | \$116,657 |

Education – PhD

| 5 -10 years' experience | 15 -20 Years' experience | 25+ Years' experience |
|-------------------------|--------------------------|-----------------------|
| \$79,791 - \$93,205 | \$103,269 - \$109,969 | \$120,002 |

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