

TO: All MUNFA members
FROM: MUNFA Executive
DATE: July 18, 2025
SUBJECT: Teaching Term Reversals and the Growing Casualization of Academic Work

MUNFA has received reports indicating significant confusion and reversals in the Teaching Term Appointment (TTA) process for Fall 2025, particularly in the Departments of English and Education. In multiple cases, instructors received formal or written indications that their contracts would be renewed, only to later be informed that these offers had been issued in error or withdrawn altogether. These developments have been attributed to a reduction in available positions compared to the previous academic year, thereby activating Clause 22.14(b) of the [Collective Agreement](#), which requires all such positions to be posted for open competition.

Clauses 22.14(a) and 22.13 establish seniority and right-of-first-refusal provisions but apply only when the number of appointments remains consistent with the previous year. When a reduction occurs, Clause 22.14(b) takes precedence and mandates advertising of all affected positions. The University sought to address this situation through a proposed Memorandum of Understanding (MoU) that would have waived the posting requirements. MUNFA did not sign the MoU, as the language of the collective agreement is clear: where there is a reduction in positions, all affected appointments must be posted.

These issues also reflect a deeper shift in authority regarding academic staffing decisions. While teaching plans have traditionally been led by academic departments, we are increasingly seeing Deans and Senior Administration assert greater control. This centralization undermines collegial governance and contributes to the broader casualization of academic labour at Memorial. Term appointments, already characterized by precarity, are becoming even more unstable as long-serving instructors are forced to reapply for roles they have held for years, often with inadequate notice or communication. This shift impacts both educators and learners, as departments lose experienced instructors and are left with fewer course offerings, larger class sizes, and increased pressure on permanent faculty to absorb additional teaching and service responsibilities. Over time, this erodes academic capacity and further disconnects staffing decisions from the educational mission they are meant to support.

MUNFA reminds all members that unless a formal, signed contract has been issued by Faculty Relations, employment is not confirmed regardless of any verbal or email communication. We urge any member experiencing contract reversals, delays, or procedural concerns to contact us at munfa@mun.ca. Your reports are essential to our efforts to defend job security, uphold the Collective Agreement, and push back against the growing reliance on precarious academic work.