Term Adjunct Position  
Academic Year 2023/2024

**Posting Date:** October 25, 2023  
**Closing Date:** November 7, 2023

The Faculty of Law, Queen’s University invites applications from suitably qualified applicants to teach the following course in the J.D. program to be offered in the 2023-2024 academic year.

**Qualifications:**

Qualifications include a Juris Doctor (J.D. or LL.B. degree or equivalent degree) plus prior relevant teaching experience and relevant legal experience. Graduate legal education (LL.M. or PhD or equivalent) would be considered an asset. The successful candidate will exhibit strong potential for outstanding teaching contributions and a commitment to pedagogical excellence.

This course will be taught in-person. As this position will entail teaching in person, the incumbent will be expected to be available on campus a minimum of one day a week during the teaching term. Meetings with students may be conducted in person on campus or via Zoom. Some flexibility in scheduling may be required, as other courses have already been scheduled.

**Courses Available:**

**Winter 2024**

LAW 567 – Employment Law (3-unit seminar course: one 3-hour class meeting per week for 12 weeks)  
Expected class size: 90 students; enrollment cap: 90 students.

This course will explore central issues and themes in employment law, and will focus on the following topics: 1) the formation of the employment contract; 2) the employee or independent contractor?; 3) who is the employer?; 4) the impact of legislation upon the employment relationship (The course will focus on employment standards, pay equity, and human rights legislation); 5) the termination of the employment relationship including wrongful dismissal, just cause termination; 6) the rights and remedies available to employees (including a comparison of the federal statutory regime with the provincial regime). If time permits, this course will explore issues pertaining to employees with disabilities including a discussion of the workers’ compensation and occupational health and safety legislative regimes.
Winter 2024 law classes begin January 8, 2024, and end on April 8, 2024, with exams ending April 22, 2024.

Please note that the expected class size is an approximation only and may be higher or lower than indicated, depending upon student enrolment. The enrollment cap indicates the maximum number of students. **It is the Faculty’s policy to cancel a course with fewer than 15 students enrolled.**

The successful applicant will be required to teach 100% of each course or section. Proposals for team teaching by co-instructors will be considered.

The academic staff at Queen’s are governed by a Collective Agreement between Queen’s University Faculty Association (QUFA) and the University which is posted at [https://www.queensu.ca/facultyrelations/qufa/collective-agreements-lous-moas](https://www.queensu.ca/facultyrelations/qufa/collective-agreements-lous-moas).

**Employment Equity and Accessibility Statement**

The University invites applications from all qualified individuals. Queen’s is strongly committed to employment equity, diversity and inclusion in the workplace and encourages applications from Black, racialized/visible minority and Indigenous people, women, persons with disabilities, and 2SLGBTQ+ persons.

All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be given priority.

The University will provide support in its recruitment processes to applicants with disabilities, including accommodation that takes into account an applicant’s accessibility needs. If you require accommodation during the recruitment process, please contact Diana Turner-Oke, Human Resources and Staffing Officer at hr.law@queensu.ca.

**Application Procedure**

To comply with Federal laws, the University is obliged to gather statistical information about how many applicants for each job vacancy are Canadian citizens / permanent residents of Canada. Applicants need not identify their country of origin or citizenship; however, all applications must include one of the following statements: “I am a Canadian citizen / permanent resident of Canada”; OR, “I am not a Canadian citizen / permanent resident of Canada”. Applications that do not include this information will be deemed incomplete.

A complete application consists of:

- **Cover letter** (including one of the two statements regarding Canadian citizenship / permanent resident status specified in the previous paragraph);
  - Please specify which course you are applying to teach.
- **Current and complete Curriculum Vitae**;
- **Teaching Dossier**, which may include information about past teaching experience, including course evaluations, sample syllabi, and assignments;
- **Two referees** who may be contacted.
The deadline for applications is **November 7, 2023**. Interested persons are encouraged to send all documents in their application package electronically as a PDF, addressed to Kevin Banks, Associate Dean (Faculty), Queen’s University Faculty of Law to:

Diana Turner-Oke, Human Resources and Staffing Officer  
Queen’s University, Faculty of Law  
Telephone: 613-533-6000 ext. 74256  
Email: lawpositions@queensu.ca