



**UNIVERSITY OF TORONTO MISSISSAUGA**  
**Department of Management**  
**Winter 2024 Session | Sessional Lecturer (SL) Positions**

These positions are posted in accordance with the [CUPE 3902, Unit 3 Collective Agreement](#)

The Department of Management has the following Sessional Lecturer positions available for the **Winter 2024** academic term and invites applications from suitably qualified candidates. No late applications will be considered. A list of all courses offered by the Department of Management and their exclusions can be found in the [Academic Calendar](#).

All posted jobs are subject to the parameters as listed below:

**Posting Date:** October 24, 2023

**Closing Date:** November 14, 2023 (**Applications must be sent to the [jobs.utmm@utoronto.ca](mailto:jobs.utmm@utoronto.ca) account by no later than 11:59pm**). Applicants can expect to hear back within 3 weeks of the closing date.

**Dates of Appointment:** Appointment periods for S courses run January 1, 2024 to April 20, 2024

**Salary:** Sessional Lecturer I, effective Sep. 1, 2023, the minimum stipend rate inclusive of vacation pay shall be \$9,457.89 (0.5 FCE). *Please note that should rates stipulated in the collective agreement vary from rates stated in this posting, the rates stated in the collective agreement shall prevail.*

**Minimum TA Support:** 0.75 hours (minimum) estimated per enrolled student.

**Application Procedure:**

Only formal applications will be entertained. A SEPARATE application package is required for each course applied to. The application package for EACH course must include a **single file in PDF format**, containing the following in order:

1) Completed application form available online here:

<https://www.utm.utoronto.ca/management/media/377/download?inline>

2) Current Curriculum Vitae (including valid e-mail address).

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**Course Number and Title: MGM466H5S LEC0101 – Training & Development**

**Description:** The goal of training and development is to grow the potential of employees within an organization. This course is designed to provide students with an understanding of how to improve job-related competencies through training and how to prepare employees for future job responsibilities through development. Topics covered include needs assessment, design, implementation, and evaluation of training and development programs. [24L]

**Pre-requisites:** MGT260H5

**Co-requisites:** None

**Exclusions:** IRE347H1 or MGHD26H3

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 30 students per section

**Class schedule:** LEC0101 – Monday 1:00-3:00PM

Please check the up-to-date schedule on [Timetable Builder \(utoronto.ca\)](https://utoronto.ca/timetable-builder)

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**Minimum TA Support:** 0.75 hours (minimum) estimated per enrolled student.

**Application Procedure:**

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**Course Number and Title: MGT231H5S LEC0101 – Business Finance I**

**Description:** This course analyzes the financial investment decision-making process of individuals and firms. It provides an introduction to present-value techniques, capital budgeting decision-rules, the problem of investment under uncertainty, and portfolio theory. [24L, 12T]

**Pre-requisites:** None

**Co-requisites:** None

**Exclusions:** MGT338H5 or CCT321H5 or ECO358H5 or ECO358H1 or RSM332H1 or MGFB10H3

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 50 students per section

**Class schedule:** LEC0101 – Monday 5:00-7:00PM

Please check the up-to-date schedule on [Timetable Builder \(utoronto.ca\)](https://utoronto.ca/timetable-builder)

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**Course Number and Title: MGT252H5S LEC0101 – Principles of Marketing**

**Description:** An introduction to the basic concepts of market definition, consumer behaviour, and the principal marketing functions: product line development, pricing, distribution, promotion, salesforce management, advertising, research, and planning.

**Pre-requisites:** None

**Co-requisites:** None

**Exclusions:** MGM252H5 or CCT221H5 or RSM250H1 or MGIA01H3

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 60 students per section

**Class schedule:** LEC0101 – Wednesday 9:00-11:00AM

Please check the up-to-date schedule on [Timetable Builder \(utoronto.ca\)](#)

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**Course Number and Title: MGT252H5S LEC0102 – Principles of Marketing**

**Description:** An introduction to the basic concepts of market definition, consumer behaviour, and the principal marketing functions: product line development, pricing, distribution, promotion, salesforce management, advertising, research, and planning.

**Pre-requisites:** None

**Co-requisites:** None

**Exclusions:** MGM252H5 or CCT221H5 or RSM250H1 or MGIA01H3

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 60 students per section

**Class schedule:** LEC0102 – Wednesday 3:00-5:00PM

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**Course Number and Title: MGT252H5S LEC0103 – Principles of Marketing**

**Description:** An introduction to the basic concepts of market definition, consumer behaviour, and the principal marketing functions: product line development, pricing, distribution, promotion, salesforce management, advertising, research, and planning.

**Pre-requisites:** None

**Co-requisites:** None

**Exclusions:** MGM252H5 or CCT221H5 or RSM250H1 or MGIA01H3

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 60 students per section

**Class schedule:** LEC0103 – Wednesday 5:00-7:00PM

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**Course Number and Title: MGT330H5S LEC0102 – Investments**

**Description:** Security analysis and portfolio management. Emphasis is placed on an analysis of bonds and common stocks.

**Pre-requisites:** MGT231H5 and MGT232H5

**Co-requisites:** None

**Exclusions:** RSM330H1 and MGF10H3

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 60 students per section

**Class schedule:** LEC0102 – Friday 11:00AM-1:00PM

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**Course Number and Title: MGT353H5S LEC0101 – Introduction to Marketing Management**

**Description:** An applications-oriented course intended to develop the analytic skills required of marketing managers. The course is designed to improve skills in analyzing marketing situations, identifying market opportunities, developing marketing strategies, making concise recommendations, and defending these recommendations. [24L]

**Pre-requisites:** MGT252H5 and MGM252H5

**Co-requisites:** None

**Exclusions:** RSM251H1

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 60 students per section

**Class schedule:** LEC0101 – Thursday 1:00PM-3:00PM

Please check the up-to-date schedule on [Timetable Builder \(utoronto.ca\)](https://utoronto.ca/timetables)

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**Course Number and Title: MGT353H5S LEC0102 – Introduction to Marketing Management**

**Description:** An applications-oriented course intended to develop the analytic skills required of marketing managers. The course is designed to improve skills in analyzing marketing situations, identifying market opportunities, developing marketing strategies, making concise recommendations, and defending these recommendations. [24L]

**Pre-requisites:** MGT252H5 and MGM252H5

**Co-requisites:** None

**Exclusions:** RSM251H1

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 60 students per section

**Class schedule:** LEC0102 – Thursday 3:00-5:00PM

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**Course Number and Title: MGT354H5S LEC0101 – Consumer Behaviour**

**Description:** Formulating successful marketing strategies requires an understanding of consumers' cultures, motivations, cognitions, and emotions. Students will learn how to use theoretical perspectives from psychology, economics, anthropology, and other disciplines to generate predictions about consumers, interpret consumer reactions to marketing stimuli, and develop rigorous skills in marketing analysis. [24L]

**Pre-requisites:** MGT252H5

**Co-requisites:** None

**Exclusions:** RSM353H1

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 65 students per section

**Class schedule:** LEC0101 – Monday 5:00-7:00PM

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**Course Number and Title: MGT363H5S LEC0101 – Designing Effective Organizations**

**Description:** The course covers the relationship between design and effectiveness; the impact and determinants (environment, technology, competitiveness, size, life-cycle, communication needs) of an organization's form as well as the difficulties of re-framing organizations. [24L]

**Pre-requisites:** None

**Co-requisites:** None

**Exclusions:** WDW260H1

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 60 students per section

**Class schedule:** LEC0101 – Monday 3:00-5:00PM

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**Minimum TA Support:** 0.75 hours (minimum) estimated per enrolled student.

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**Course Number and Title: MGT428H5S LEC0101 – Management Control**

**Description:** Management control includes all the processes and systems, many accounting-based, by which key managers allegedly ensure that resources are acquired and used effectively and efficiently in the accomplishment of an organization's goals. The case method is used to provide an understanding of the issues and environment of management control. [24L]

**Pre-requisites:** MGT323H5

**Co-requisites:** None

**Exclusions:** MGAD40H3 or RSM422H1

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 45 students per section

**Class schedule:** LEC0101 – Monday 9:00-11:00AM

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**Course Number and Title: MGT434H5S LEC0101 – Mergers and Acquisitions**

**Description:** The main focus is to develop a solid understanding of the valuation of mergers and acquisitions from the perspective of a variety of stakeholders including: acquiring and target firm management, directors, and shareholders; financiers; consumers, and; competition regulators and policymakers. Themes to be explored include M&A and corporate strategy, motivations for M&A, corporate restructuring and divestitures, financing of M&A activity, dealing with competition authorities, and M&A 'waves' over the past century. [24L]

**Pre-requisites:** MGT231H5 and MGT232H5

**Co-requisites:** None

**Exclusions:** MGFD60H3 or RSM433H1

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 55 students per section

**Class schedule:** LEC0101 – Tuesday 11:00AM-1:00PM

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**Course Number and Title: MGT453H5S LEC0101 – Marketing Research**

**Description:** Marketing research is studied from the perspective of the marketing manager. The course focuses on the initiation, design, and interpretation of research as an aid to marketing decision making. Case studies and projects are used to provide students with some practical research experiences.

**Pre-requisites:** MGT353H5 and [MGT218H5 or ECO220Y5 or ECO227Y5 or STA218H5 or (STA256H5 and STA260H5) or (STA256H5 and STA258H5)]

**Co-requisites:** None

**Exclusions:** MGMC01H3

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 55 students per section

**Class schedule:** LEC0101 – Wednesday 3:00-5:00PM

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**Course Number and Title: MGT492H5S LEC0101 – Introduction to Strategic Management**

**Description:** Focuses on industry analysis and different models of the firm. The key questions addressed are: "why do some firms succeed where others fail?" and "what strategy should a firm employ to reach its goals?" [24L]

**Pre-requisites:** 1.0 credit in MGT/MGM at 300/400 level

**Co-requisites:** None

**Exclusions:** MGM400H5 or MGSC01H3 or RSM392H1

**Estimated TA Support:** 0.75 hours (minimum) estimated per enrolled student

**Estimated Course Enrolment:** 55 students per section

**Class schedule:** LEC0101 – Tuesday 9:00-11:00AM

Please check the up-to-date schedule on [Timetable Builder \(utoronto.ca\)](https://utoronto.ca/timetable-builder)

**Sessional Dates of Appointment:** January 1, 2024 – April 30, 2024

**Salary:** Sessional Lecturer I, effective Sep. 1, 2023, the minimum stipend rate inclusive of vacation pay shall be \$9,457.89 (0.5 FCE). *Please note that should rates stipulated in the collective agreement vary from rates stated in this posting, the rates stated in the collective agreement shall prevail.*

**Minimum Qualifications:** Sessional Lecturers are expected to be of superior teaching ability, with suitable academic and/or professional qualifications, currency and mastery of the subject matter. Successful applicants will have clearly demonstrated teaching excellence in the subject matter through previous experience teaching the course in question, or very similar courses.

**Preferred Qualifications:** Successful applicants will typically have significant experience in applying the subject matter in a practical environment.

**Description of duties:** The duties of Sessional Lecturers shall include the normal duties associated with the design and teaching of university degree credit courses or sections of courses. These include the preparation and delivery of course content, including lectures and/or seminars; creation of course ware; the development/administration of assignments, tests and examinations; the marking/grading of student work and the submission of grades to appropriate University officials in accordance with policy; the maintenance of reasonable hours of student contact outside of scheduled contact hours; and the supervision of the day-to-day work of any Sessional Instructional Assistants or Teaching Assistants assigned to the course.

**Minimum TA Support:** 0.75 hours (minimum) estimated per enrolled student.

**Application Procedure:**

Only formal applications will be entertained. A SEPARATE application package is required for each course applied to. The application package for EACH course must include a **single file in PDF format**, containing the following in order:

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1) Completed application form available online here:  
<https://www.utm.utoronto.ca/management/media/377/download?inline>

2) Current Curriculum Vitae (including valid e-mail address).

**Submit completed application by email to:** [jobs.utmm@utoronto.ca](mailto:jobs.utmm@utoronto.ca)

**PDF File Format Name:** "LastName, FirstName\_Course Code"

**Email Subject:** "LastName, FirstName\_Course Code"

Only offers of employment through the normal contracting process that originate from the administrative offices of the Department of Management are valid, all other offers made are void. It is understood that some announcements of vacancies are tentative, pending final course determinations and enrolment and that unexpected vacancies may arise at any time.

**Please note:** Undergraduate or graduate students and postdoctoral fellows of the University of Toronto are covered by the CUPE 3902 Unit 1 collective agreement, and should not apply for positions posted under the Unit 3 collective agreement.

Preference in hiring is given to qualified individuals advanced to the rank of Sessional Lecturer II or Sessional Lecturer III in accordance with Article 14:12 of the CUPE 3902 Unit 3 collective agreement. Teaching excellence is a crucial component of the academic mission of the University. Applicants for positions shall be selected in furtherance of that goal.

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the diversification of ideas.

If during the application and/or selection process you require accommodation due to a disability, please contact:

Program Coordinator, Department of Management  
KN 216, Kaneff Building, 3359 Mississauga Road. L5L1C6  
E: [jobs.utmm@utoronto.ca](mailto:jobs.utmm@utoronto.ca)

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\*\*\*\*\* **END** \*\*\*\*\*

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