

**Appointment Types @ UBC
(administered by Faculty Relations)**

Choosing a rank	Professor	Professor without review (full-time)	Professor (part-time)	Instructor	Instructor without review (full-time)	Instructor (part-time)	Program Director	Program Director without review	General Librarian	General Librarian without review (full-time)	General Librarian (part-time)	Research Associate	Postdoctoral Fellow	Clinical Fellow (Medicine)	Sessional Lecturer	Lecturer	Visitor	Visiting Scientist	Visiting Scholar	Adjunct Professor	Clinical Faculty (without salary)	Clinical Faculty (with salary)	Honorary Faculty (including Affiliate Appointments)
Ranks Included?	Instructor, Assistant Professor, Associate Professor, Professor	Assistant Professor, Associate Professor, Professor	Assistant Professor, Associate Professor, Professor	Instructor, Senior Instructor, Professor of Teaching	Instructor	Instructor	As above	As above	As above	As above	As above	As above	As above	As above	As above	As above	Visiting Assistant Professor, Associate Professor, Professor, Lecturer	As above	As above	As above	Clinical Instructor, Assistant Professor, Associate Professor, Professor	Clinical Instructor, Assistant Professor, Associate Professor, Professor	Honorary (or Affiliate) Professor, Associate Professor, Assistant Professor, Lecturer, Research Associate
Term Type	Tenure track, grant tenure track, tenure and grant tenure	Term	Term	Tenure track, grant tenure track, tenure and grant tenure	Term	Term	Probationary and confirmed	Term	Probationary and confirmed	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term
Duties?	Teach, research & service	Teach, research & service	Teach, research & service	Teach, educational leadership & service	Teach, educational leadership & service	Teach, educational leadership & service	Admin	Admin	Admin	Admin	Admin	Research	Research (Can teach as a Postdoctoral Teaching Fellow)	Research and Clinical	Teach credit courses	Teach & possibly service	Teach and/or research	Research	Research	Teach and/or research	Clinical teaching	Clinical teaching	Appointment granted in recognition of service to the academic unit
Terminal degree required?	Ph.D. or equivalent	Ph.D. or equivalent	Ph.D. or equivalent	Ph.D. or equivalent normally required	Ph.D. or equivalent normally required	No	No	No	MLIS	MLIS	MLIS	Ph.D. or equivalent experience	Ph.D. within 5 years or M.D./D.D.S. within 10 years	M.D. & approval from the BC College of Surgeons & Physicians	No	No	No	No	No	No	Health professionals with certification or licensure from their respective health profession	Health professionals with certification or licensure from their respective health profession	No
Advertising required?	Yes per UBC Guidelines	Yes per UBC Guidelines	Yes per UBC Guidelines	Yes per UBC Guidelines	Yes per UBC Guidelines	Yes per UBC Guidelines	Yes per UBC Guidelines	Yes per UBC Guidelines	Yes per UBC Guidelines	Yes per UBC Guidelines	Yes per UBC Guidelines	Yes per UBC Guidelines	No	No	Yes (2 weeks in dept)	If Sessionals in Department, must advertise internally & externally	No	No	No	No	No	Yes per UBC Guidelines	No
Foreign Academics: Obtain Work Permits via?	LMIA unless eligible under an exemption (NAFTA, award recipient, open work permit)	LMIA unless eligible under an exemption (NAFTA, award recipient, open work permit)	Only if eligible under an LMIA exemption	LMIA unless eligible under an exemption (NAFTA, open work permit)	LMIA unless eligible under an exemption (NAFTA, open work permit)	Only if eligible under an LMIA exemption	Only if eligible under NAFTA or spousal program	Only if eligible under an LMIA exemption	Only if eligible under an LMIA exemption	Only if eligible under an LMIA exemption	Only if eligible under an LMIA exemption	LMIA unless eligible under an exemption (NAFTA, award recipient, open work permit)	Offer of Employment & Compliance Fee	Offer of Employment & Compliance Fee	LMIA unless eligible under an exemption (NAFTA, open work permit)	LMIA unless eligible under an exemption (NAFTA, open work permit)	Offer of Employment & Compliance Fee	Offer of Employment & Compliance Fee	Letter of Invitation if unpaid; If paid, LMIA unless eligible under an LMIA exemption	Only if eligible under an LMIA exemption	LMIA unless eligible under an exemption (NAFTA, open work permit)	LMIA unless eligible under an exemption (NAFTA, open work permit)	Normally only if eligible under an LMIA exemption
Length of Appointment	ongoing unless grant funding end date or tenure track	1 year at a time, 3 years maximum	1 year at a time normally	ongoing unless grant funding end date or tenure track	1 year at a time, 3 years maximum	1 year at a time normally	ongoing unless probationary	1 year at a time	ongoing unless probationary	1 year at a time	1 year at a time	Up to 1 year at a time	Up to 1 year at a time or up to 5 years with Dean's approval	Up to 1 year at a time	Less than 1 year at a time	1, 2 or 3 year term & minimum of 50% time	Up to 1 year at a time, 2 years maximum	Up to 1 year at a time, 2 years maximum	Up to 1 year at a time, 2 years maximum	Up to 10 years at a time for unpaid; 1 year at a time for paid	Up to 10 years at a time for unpaid; 1 year at a time for paid	Up to 1 year at a time	Up to 10 years at a time
Current position elsewhere required?	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	Yes	Yes	Yes	Must be or have been engaged in practice of profession outside UBC or other academic institution	No	No	No, except for Affiliate titles, which are for individuals who have a faculty appointment at another academic institution.
Salaried?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Approximately \$55,000 per annum full-time or unpaid	Paid, from UBC or paid, from external source	Paid or unpaid	Paid according to sessional minimum scale	http://www.hr.ubc.ca/faculty-relations/compensation/minimum-salaries-sessional-lecturers/	Paid or unpaid	Paid or unpaid	Paid or unpaid	Paid or unpaid	Unpaid	Paid	No but may receive lump sum honoraria
Benefits?	Yes	Yes	Yes, if paid for 1 year and at least 50%	Yes	Yes	Yes, if paid for 1 year and at least 50%	Yes	Yes, if paid for 1 year and at least 50%	Yes	Yes	Yes, if paid for 1 year and at least 50%	Yes, if paid for 1 year and at least 50%	Yes, if for 1 year, at least 50%, meeting min salary	Yes, if for 1 year, at least 50%, meeting min salary	Yes	Yes	No	No	No	No	No	Yes, if for 1 year, at least 50%, meeting min salary	No
Members of Faculty Association?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	Yes	No	No	No	No	No	No	No
Appointment Governance	Collective Agreement	Policy 42 & Collective Agreement	Policy 42 & Collective Agreement	Collective Agreement	Policy 42 & Collective Agreement	Policy 42 & Collective Agreement	Collective Agreement	Collective Agreement	Policy 17 & Collective Agreement	Policy 17 & Collective Agreement	Policy 17 & Collective Agreement	Policy 42	Policy 61	Policy 42	Policy 42 & Collective Agreement	Policy 42 & Collective Agreement	Policy 42	Policy 42	Policy 42	Policy 42	Policy 42	Policy 42	Policy 42