

**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		
Ranks Included?	Instructor II, Assistant Professor, Associate Professor, Professor	Assistant Professor, Associate Professor, Professor	Assistant Professor, Associate Professor, Professor	Instructor 1, 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	As above	As above	As above	As above	Clinical Instructor, Assistant Professor, Associate Professor, Professor	Clinical Instructor, Assistant Professor, Associate Professor, Professor	Honorary 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 & admin	Teach, research & admin	Teach, research & admin	Teach & admin	Teach & admin	Teach & admin	Admin	Admin	Admin	Admin	Admin	Research	Research (Can teach as a Postdoctoral Teaching Fellow)	Research and Clinical	Teach credit courses	Teach & admin	Teach and/or research	Research	Research	Teach	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 3 years or M.D./D.D.S. within 10 years	M.D. within 10 years & 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	No	Yes per UBC Guidelines	No	
Foreign Academics: Obtain Work Permits via?	LMO unless eligible under NAFTA or spousal program	LMO unless eligible under NAFTA or spousal program	Only if eligible under NAFTA or spousal program	LMO unless eligible under NAFTA or spousal program	LMO unless eligible under NAFTA or spousal program	Only if eligible under NAFTA or spousal program	Only if eligible under NAFTA or spousal program	Only if eligible under NAFTA or spousal program	Only if eligible under NAFTA or spousal program	Only if eligible under NAFTA or spousal program	Only if eligible under NAFTA or spousal program	LMO unless eligible under NAFTA or spousal program	Letter of invitation	LMO unless eligible under NAFTA or spousal program	LMO unless eligible under NAFTA or spousal program	LMO unless eligible under NAFTA or spousal program	Letter of invitation	Letter of invitation	Letter of invitation	Letter of invitation	Letter of invitation if unpaid; If paid, LMO unless eligible under NAFTA or spousal program	Only if eligible under NAFTA or spousal program	LMO unless eligible under NAFTA or spousal program	LMO unless eligible under NAFTA or spousal program	Only if eligible under NAFTA or spousal program
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 year at a 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		
Salaried?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Approximately \$55,000 per annum full-time or unpaid	Paid salary or fellowship OR unpaid	Paid or unpaid	Paid according to sessional minimum scale	Paid (guideline sessional scale)	Paid or unpaid	Paid or unpaid	Paid or unpaid	Paid or unpaid	Unpaid	Paid	No but can receive honorarium		
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, if for 1 year, at least 50%, meeting min salary	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	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		