

PARTNER FACULTY APPOINTMENTS – FREQUENTLY ASKED QUESTIONS

1. What is a Partner faculty appointment?

A Partner faculty appointment provides an opportunity for those external to UBC to hold an academic appointment with UBC that reflects significant contribution and engagement with UBC. Physicians or other health professionals who hold faculty appointments at another University are not eligible for a Partner appointment at UBC concurrent with an appointment at their home University. The Partner appointee's employer (referred to as the Partner Institution) agrees to sponsor the Partner Appointment in order to allow sufficient time to fulfill the duties of the appointment and to meet the academic requirements for reappointment and promotion.

2. Who is the employer of Partner Appointee?

The employer is external to UBC and the Partner appointee is not an employee of UBC, will not be tenured, and is not a member of the UBC Faculty Association. As part of the appointment process, the partner institution (employer) provides UBC with a Partner Appointment Sponsorship letter as well as a Partner Institution Sponsorship Agreement which includes a commitment by the partner institution to provide academic sponsorship and other applicable support.

3. Why request a Partner faculty appointment?

The Partner faculty appointment would allow those who are external to UBC to participate in peer-reviewed research, apply for research funding, provide a meaningful contribution to teaching at UBC, and participate in UBC committees with the support of the partner institution.

In terms of comparison of ranks, please refer to the Guide to Partner Appointments in the Faculty of Medicine.

4. Are Partner appointees members of the Faculty Association and covered under Collective Agreement?

No.

5. Can Partner appointees be promoted through the ranks?

Yes, Partner Track faculty will be reviewed and have the opportunity to be promoted through the ranks up to the rank of Professor, Partner.

6. Can Partner appointees obtain tenure?

No.

7. How long is the duration of a Partner appointment?

For the initial Partner appointment, Assistant Professors (Partner) can be appointed for up to three (3) years while Associate Professors (Partner) can both be appointed for up to five (5) years and Professors (Partner) can be appointed up to ten (10) years.

The length of reappointment would vary depending on the Partner appointee's rank and ability to meet academic requirements.

However, as Partner appointees are not employees of UBC, the partner institution, who is the employer of the Partner appointee, can end the Partner appointment by providing UBC with at least 30 days' written notice in accordance with Policy #42.

8. What institutions are eligible partners to sponsor a Partner appointment?

Non-academic institutions/agencies are able to be partner institutions.

9. Can an individual who is incorporated put their corporation forward as the partner institution?

Yes, an individual's incorporation can be the partner institution.

10. Do Partner appointees have a formal affiliation with UBC?

Yes, Partner appointees will hold a formal appointment with UBC and can use his/her partner rank on his/her signature line.

11. Do Partner appointees hold UBC Faculty of Medicine voting rights?

Yes, Partner appointees have voting rights in the UBC Faculty of Medicine and are voting members of the Faculty of Medicine for Faculty Elections and Faculty Meetings.

12. What ways can Partner appointees participate in Faculty of Medicine matters?

Partner appointees have voting rights in the UBC Faculty of Medicine and are voting members of the Faculty of Medicine for Faculty Elections and Faculty Meetings. Partner appointees who are invited to participate on a Departmental or Faculty standing committee will be eligible to vote on that committee.

13. Can Partner appointees vote at the Departmental level?

Partner appointees will hold voting rights for departmental and school elections, and can vote on appointment and promotion matters of other Partner appointees as appropriate for their rank.

Partner appointees are not able to vote on appointment, promotion, or tenure decisions of faculty members who are members of the Bargaining Unit. Unlike Partner appointees, members of the Bargaining Unit are governed by the Collective Agreement which confirms that only members of the Bargaining Unit can vote on appointment, promotion, or tenure decisions of other members of the Bargaining Unit.

14. Can Partner appointees vote?

Yes, Partner appointees will hold voting rights for departmental and school elections and FOM elections and at Full Faculty Meetings.

Partner appointees, who are invited to participate on a Departmental or Faculty standing committee, will be eligible to vote on that committee. If participating on a Departmental Appointment and Promotion Committee, voting rights are applicable to Partner Appointments only.

15. Are Partner appointees eligible for the UBC housing benefit or UBC housing programs?

No, Partner appointees are not eligible for either housing benefit.

16. Are Partner appointees eligible for UBC benefits and pension plan?

No, Partner appointees are not eligible for UBC benefits or pension plan.

17. Are Partner appointees eligible to hold research grants at UBC?

Yes, Partner appointees are eligible to hold research grants at UBC.

18. Are Partner appointees eligible to submit Canada Foundation for Innovation applications?

Currently yes. Unless a special competition states otherwise, Partner appointees are eligible to submit Canada Foundation of Innovation applications. UBC uses an official offer letter and/or confirmation from the Faculty of Medicine – Dean’s Office as proof of eligibility to apply.

19. Are Partner appointees eligible for academic certification from the Royal College of Physicians and Surgeons of Canada (RCPSC)?

Currently yes during the Pilot Program from the RCPSC for new appointments if the Partner appointee is at the rank of Associate Professor (Partner) or Professor (Partner). For existing Partner appointees, currently yes for those who have at least 5 years at the rank of Associate Professor (Partner) or Professor (Partner) or have at least 5 years and have been promoted to the rank of Associate Professor (Partner).

20. Can Partner appointees supervise graduate students and/or be on a graduate student’s supervisory committee?

Yes if prior approval is obtained from the Faculty of Graduate Studies. Once approved, Partner appointees can supervisor graduate students and/or be on a graduate student’s supervisory committee for up to 5 years before re-applying for approval.

21. Are Partner appointees eligible to receive an academic gown?

Yes at promotion to the rank of Professor (Partner) only.

22. Are Partner appointees eligible to become Emeriti?

Yes for those Partner appointees at the rank of Associate Professor (Partner) and Professor (Partner) if the request is made by the Department/School at the time of retirement, and they meet the criteria for emeriti status.

* Please note that the above information is based on and references the UBC Faculty of Medicine's Policy on Partner Appointments approved September 16, 2014. Should this policy be revised or changed, the above information may no longer be valid.

To review the most current version of the Policy on Partner Appointments in the Faculty of Medicine, please see the following link,

<https://mednet.med.ubc.ca/HR/hiringFaculty/GettingStarted/Pages/default.aspx>.