

FoM Faculty Appointment Matrix

	Research (tenure stream)	BCCA Research (tenure stream)	Partner Faculty	Affiliate Faculty	Professor without review (full-time)	Professor (part-time)	Teaching & Educational Leadership (tenure stream)	Assistant Professor of Teaching without review (full-time)	Assistant Professor of Teaching (part-time)	Lecturer	Sessional Lecturer	Adjunct Professor	Clinical Faculty (without salary)	Research Associate	Postdoctoral Fellow	Clinical Fellow	Visiting Professor	Visiting Scientist	Visiting Scholar	Honorary Faculty	Associate Member	
Ranks Included?	Acting Assistant Professor, Assistant Professor, Associate Professor, Professor	Assistant Professor, Associate Professor, Professor	Assistant Professor, Associate Professor, Professor	Affiliate Assistant Professor, Affiliate Associate Professor, Affiliate Professor, Affiliate Instructor, Affiliate Lecturer	Assistant Professor, Associate Professor, Professor	Assistant Professor, Associate Professor, Professor	Assistant Professor of Teaching, Associate Professor of Teaching, Professor of Teaching	Assistant Professor of Teaching	Assistant Professor of Teaching	As above (Lecturer for a term of one, two or three years, full-time or part-time with min 50% FTE)	As above	As above	Clinical Instructor, Clinical Assistant Professor, Clinical Associate Professor, Clinical Professor	As above	Postdoctoral Research Fellow, Postdoctoral Teaching Fellow	As above	Visiting Assistant Professor, Visiting Associate Professor, Visiting Professor, Visiting Lecturer	As above	Visiting International Research Student (VIRS) through Go Global <small>Dean's Office and Faculty Relations no longer process Visiting Scholar appointments</small>	Honorary Professor, Honorary Associate Professor, Honorary Assistant Professor, Honorary Lecturer, Honorary Research Associate	As above	
Term Type	Tenure track, grant tenure track, tenure and grant tenure	Tenure track, grant tenure track, tenure and grant tenure	Term	Term	Without Review (Term)	Term	Tenure track, grant tenure track, tenure and grant tenure	Without Review (Term)	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	N/A - informal relationship at UBC and not a formal appointment
Duties?	Teaching, scholarly activity & academic service	Teaching, scholarly activity & academic service	Teaching, scholarly activity & academic service	Teaching, scholarly activity & academic service	Teaching, scholarly activity & academic service	Teaching, scholarly activity & academic service	Teaching, educational leadership & academic service	Teaching, educational leadership & academic service	Teaching, educational leadership & academic service	Teaching & academic service	Teach credit courses or related duties	Teaching and/or scholarly activity and/or academic service	Clinical teaching	Scholarly Activity	Scholarly activity/ Can teach as a Teaching Fellow only (unless under 20 hours)	Scholarly Activity and Clinical duties	Teaching and/or scholarly activity	Scholarly Activity	Scholarly Activity	Appointment granted in recognition of service to the academic unit	Normally research collaborations	
Advertising required?	Yes per UBC Guidelines	No	No	No	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 (2 weeks in dept)	No	No	Yes per UBC Guidelines	No	No	No	No	No	No	No	No
Appointment Governance	Collective Agreement	Collective Agreement	AP4 (Policy 42)	AP4 (Policy 42) & FoM Policy on Affiliate Ranks for UVIC/UNBC	AP4 (Policy 42) & Collective Agreement	AP4 (Policy 42) & Collective Agreement	Collective Agreement	AP4 (Policy 42) & Collective Agreement	AP4 (Policy 42) & Collective Agreement	AP4 (Policy 42) & Collective Agreement	Collective Agreement & AP7 (Policy 75)	AP4 (Policy 42)	AP4 (Policy 42) & FoM Policy on Clinical Faculty Appointments	AP4 (Policy 42)	AP10 (Policy 61)	N/A	AP4 (Policy 42)	AP4 (Policy 42)	AP4 (Policy 42)	AP4 (Policy 42)	AP4 (Policy 42)	N/A
Members of Bargaining Unit	Yes	Yes - FA dues paid for by BCCA	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	No	No	No	No	No	No
Terminal Degree Required?	Ph.D. or equivalent	Ph.D. or equivalent	Ph.D. or equivalent	Yes	Ph.D. or equivalent	Ph.D. or equivalent	Ph.D. or equivalent normally required	Ph.D. or equivalent normally required	No (decision is with Academic Unit)	No	No	No	Health professionals with certification or licensure from their respective health profession	Ph.D. or equivalent experience	Ph.D. within 5 years or M.D./D.D.S. within 10 years	MD & approval from the BC College of Surgeons & Physicians	No	No	No	No	No	No
Current position elsewhere required?	N/A	Yes at BCCA	Yes (normally), but not at another academic institution	Yes (full time faculty member primarily at UVIC or UNBC or at another academic institution)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Must be or have been engaged in practice of profession outside UBC or other academic institution	Active in a health care profession	N/A	N/A	N/A	Yes	Yes	Yes	N/A	Yes, normally in another UBC Academic Unit	
Foreign Academics: Obtain Work Permits via?	LMO unless eligible under NAFTA or spousal program	Initiated by home institution, work permit must list UBC	Initiated by home institution, work permit must list UBC	Initiated by home institution, work permit must list UBC	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	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	Letter of invitation	LMO not required - Work permit via Letter of Offer & Letter from CPSBC	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	N/A
Appt must be held in an Academic Unit?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No, can be in Centre or Institute	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Length of Appointment	Ongoing unless grant funding ends or tenure track	Ongoing unless grant funding ends or tenure track	Assistant Professor: 3, then 3, then 2 years; Associate Professor: 5, then 10 years; Professor: 10, then 10 years	Up to 3 years at a time for those at UVIC/UNBC Up to 10 years at a time for those at other academic institutions	1 year at a time, 3 years maximum	1 year at a time normally	ongoing unless grant funding ends or tenure track	1 year at a time, 3 years maximum	1 year at a time normally	For a term of one, two or three years	Less than 1 year at a time	Up to 10 years at a time for unpaid; 1 year at a time for paid	Instructor: 3 to 5, then 10 years; Assistant Professor, Associate Professor & Professor: 10 years	Up to 1 year at a time	Up to 1 year at a time, 5 years maximum	Up to 1 year at a time, 2 years maximum (to align with CIC)	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	Up to 4 years at a time	
Salaried?	Yes	Unpaid - Payroll details (HRMS) coded as NUF or MAP	Unpaid	Unpaid	Yes	Yes	Yes	Yes	Yes	Yes	Paid or unpaid as Honorary Lecturer	Paid or unpaid	Unpaid - normally contract fees paid via Qreqs	Approximately \$51,000 per annum full-time or unpaid	Paid salary or fellowship income or unpaid	Paid or unpaid	Paid or unpaid	Paid or unpaid	Paid or unpaid	No but can receive honorarium	N/A	
Employment Relationship with UBC?	Yes	No - Employees of BCCA	No	No - Employees of UVIC or UNBC or other academic institution	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Only if paid	No - Independent Contractors	Yes	Employee if paid salary, Trainee if paid by fellowship	Yes, if paid	Yes, if paid	Yes, if paid	Yes, if paid	Yes, if paid	No	
Reviewed by SAC?	Yes, at the Associate and Professor level only	Yes, at the Associate and Professor level only	No	No	Yes, at the Associate and Professor level only	Yes, at the Associate and Professor level only	Yes, at the Associate Professor of Teaching, Professor of Teaching levels only	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
Eligible for Housing Benefit?	Yes	No	No	No	No	No	Yes	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
Eligible for Health & Welfare Benefits?	Yes	No	No	No	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 for 1 year, at least 50%, meeting min salary	Yes	No	No	Yes, if paid for 1 year and at least 50%	Yes, if paid for 1 year and at least 50% with salary	Yes, if for 1 year, at least 50%, meeting min salary	No	No	No	No	No	
Eligible to Hold Research Grants?	Yes	Yes	Yes	Yes, if eligible by Funding Agency - Please consult FOM Research	Yes	Yes	No	No	No	No	No	Yes, if eligible by Funding Agency - Please consult FOM Research	Yes, if eligible by Funding Agency - Please consult FOM Research	Yes, if eligible by Funding Agency - Please consult FOM Research	No	No	No	No	No	Yes, if eligible by Funding Agency - Please consult FOM Research	No	
Eligible to become Emeriti?	Yes (requested by Faculty Relations upon retirement)	Yes (requested by Faculty Relations upon retirement)	Yes, for Associate and Professors only upon request by Dept./School at retirement	Yes, for Associate and Professors only upon request by Dept./School at retirement	No	No	Associate Professor of Teaching & Professors of Teaching only (requested by Faculty Relations upon retirement)	No	No	No	No	Yes, upon request by the Dept./School at retirement	Yes, for Clinical Associate and Clinical Professors only upon request by Dept./School at retirement	No	No	No	No	No	No	Yes, for Honorary Associate and Professors only upon request by the Dept./School at retirement	No	
Eligible to Receive an Academic Gown?	Yes, at promotion to the Professor level only	Yes, at promotion to the Professor level only	Yes, at promotion to the Professor level only	No	No	No	No	No	No	No	No	No	Yes, at promotion to the Professor level only	No	No	No	No	No	No	No	No	No
FOM Voting Rights?	Yes	Yes	Yes	Yes, at the Assistant, Associate and Professor levels only	Yes	Yes	Yes	Yes	No	Yes	No	No	Yes, at the Assistant, Associate and Professor levels only	No	No	No	No	No	No	No	No	No