

FoM Appointment, Promotion and Tenure Votes

Decision Type	Appointment Details			Departmental Votes			Comments
	Current Rank at UBC	Recommended Rank	Timing of Tenure Review	Appointment	Promotion	Tenure	
New Hires	-	Instructor I tenure track	-	yes	-	-	
	-	Senior Instructor	-	yes	-	-	Includes tenure
	-	Instructor II tenure track	-	yes	-	-	
	-	Assistant Professor tenure track	-	yes	-	-	
	-	Associate Professor tenure track	-	yes	-	-	
	-	Associate Professor with tenure	-	yes	-	yes	
	-	Professor tenure track	-	yes	-	yes	
	-	Professor with tenure	-	yes	-	yes	
Promotion & / or Tenure Decisions	Instructor I tenure track	Senior Instructor	5th year or earlier	-	-	yes	
	Assistant Professor tenure track	Assistant Professor with tenure	7th year	-	-	yes	
	Assistant Professor tenure track	Associate Professor	Pre-7th year	-	yes	-	If promoted, tenure is automatic.
	Assistant Professor tenure track	Associate Professor with tenure	7th year	-	yes	yes	Tenure is voted on unless the vote for promotion is unanimous.
	Assistant Professor with tenure	Associate Professor	-	-	yes	-	
	Associate Professor tenure track	Associate Professor with tenure	5th year or earlier	-	-	yes	
	Associate Professor tenure track	Professor with tenure	5th year or earlier	-	yes	yes	Tenure is voted on unless the vote for promotion is unanimous.
	Associate Professor with tenure	Professor	-	-	yes	-	

Note:

Tenure track and tenure includes grant tenure track and grant tenure.

If a candidate is being reviewed for both promotion and tenure, the vote for promotion always occurs first.