

### FoM Faculty Appointment Matrix

	Professor (tenure stream)	Professor of Teaching (tenure stream)	Partner Faculty	Professor without review (full-time)	Professor (part-time)	Professor of Teaching without review (full-time)	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 (including Affiliate Appointments)	Associate Member
<b>Ranks Included?</b>	Acting Assistant Professor, Assistant Professor, Associate Professor, Professor	Assistant Professor of Teaching, Associate Professor of Teaching, Professor of Teaching	Assistant Professor, Associate Professor, Professor	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, Associate Professor of Teaching, 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	As above	Honorary (or Affiliate) Professor, Associate Professor, Lecturer, Research Associate	As above
<b>Term Type</b>	Tenure track, grant tenure track, tenure and grant tenure	Tenure track, grant tenure track, tenure and grant tenure	Term	Without Review (Term)	Term	Without Review (Term)	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	Term	N/A - informal relationship at UBC and not a formal appointment
<b>Duties?</b>	Teaching, scholarly activity & academic service	Teaching, educational leadership & 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 & 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	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
<b>Advertising required?</b>	Yes per UBC Guidelines	Yes per UBC Guidelines	No	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
<b>Appointment Governance</b>	Collective Agreement	Collective Agreement	AP4	AP4 & Collective Agreement	AP4 & Collective Agreement	AP4 & Collective Agreement	AP4 & Collective Agreement	AP4 & Collective Agreement	AP4 & Collective Agreement	AP4	AP4 & FoM Policy on Clinical Faculty Appointments	AP4	AP10	N/A	AP4	AP4	AP4	AP4 & FoM Affiliate Faculty Guidelines	N/A
<b>Members of Bargaining Unit</b>	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	No	No	No	No	No	No	No	No
<b>Terminal Degree Required?</b>	Ph.D. or equivalent	Ph.D. or equivalent	Ph.D. or equivalent	Ph.D. or equivalent	Ph.D. or equivalent	Ph.D. or equivalent	Ph.D. or equivalent	Normally, Ph.D. or equivalent	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.S. within 10 years	MD & approval from the BC College of Surgeons & Physicians	No	No	No	No	No
<b>Current position elsewhere required?</b>	N/A	N/A	Yes (normally), but not at another academic institution	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
<b>Foreign Academics: Obtain Work Permits via?</b>	LMA unless eligible under an LMA exemption	LMA unless eligible under an LMA exemption	Initiated by home institution, work permit must list UBC	LMO unless eligible under NAFTA or spousal program	Only if eligible under an LMIA exemption	LMA unless eligible under an LMIA exemption	Only if eligible under an LMIA exemption	LMA unless eligible under an LMIA exemption	LMA unless eligible under an LMIA exemption	Only if eligible under an LMIA exemption	LMA unless eligible under an LMIA exemption	LMA unless eligible under an LMIA exemption	Offer of Employment & Compliance Fee	Offer of Employment & Compliance Fee	LMA Exemption (Offer of Employment); Visitor Record for Work Permit Exempt*	LMA Exemption (Offer of Employment); Visitor Record for Work Permit Exempt*	LMA Exemption (Offer of Employment); Visitor Record for Work Permit Exempt*	Normally only if eligible under an LMIA exemption	N/A
<b>Appt must be held in an Academic Unit?</b>	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
<b>Length of Appointment</b>	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	1 year at a time, 3 years maximum	1 year at a time normally	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 IRCC & CPSSC)	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 1 year at a time	Up to 4 years at a time
<b>Salaried?</b>	Yes	Yes	Unpaid	Yes	Yes	Yes	Yes	Yes	Paid according to sessional minimum scale	Paid or unpaid	Unpaid - normally contract fees paid via Supplier	Paid according to Research Associate's minimum scale	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
<b>Employment Relationship with UBC?</b>	Yes	Yes	No	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
<b>Eligible for Housing Benefit?</b>	Yes	Yes	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
<b>Eligible for Health &amp; Welfare Benefits?</b>	Yes	Yes	No	Yes	Yes, if paid for 1 year and at least 50%	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
<b>Eligible to Hold Research Grants?</b>	Yes	No	Yes	Yes	Yes	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
<b>Eligible to become Emeriti?</b>	Yes (requested by Faculty Relations upon retirement)	Associate Professor of Teaching & Professors of Teaching only (requested by Faculty Relations upon retirement)	Yes, for Associate and Professors only upon request by Dept./School at retirement	No	No	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 (or Affiliate) Associate and Professors only upon request by the Dept./School at retirement	No
<b>Eligible to Receive an Academic Gown?</b>	Yes, at promotion to the Professor level only	Yes, at promotion to the Professor of Teaching	Yes, at promotion to the Professor level only	No	No	No	No	No	No	No	Yes, at promotion to the Professor level only	No	No	No	No	No	No	No	No
<b>FoM Voting Rights?</b>	Yes	Yes	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