

**Appointment Types @ UBC
(administered by Faculty Relations)**

| Choosing a rank | Professor | Professor without review (full-time) | Professor (part-time) | Professor of Teaching | Professor of Teaching without review (full-time) | Professor of Teaching (part-time) | Program Director | Program Director without review | Librarian | Librarian without review (full-time) | 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 (including Affiliate Appointments) |
|--|---|---|---|---|---|---|--|--|--|--|--|--|--|--|---|---|--|--|--|---|--|--|---|
| Ranks Included? | Assistant Professor, Associate Professor, Professor | Assistant Professor, Associate Professor, Professor | Assistant Professor, Associate Professor, Professor | Assistant, Associate & Professor of Teaching | Assistant, Associate & Professor of Teaching | Assistant, Associate & Professor of Teaching | As above | As above | As above | As above | As above | As above | As above | As above | As above | As above | Visiting Assistant Professor, Associate Professor, Professor, Lecturer | As above | As above | As above | Clinical Instructor, Assistant Professor, Associate Professor, Professor | Clinical Instructor, Assistant Professor, Associate Professor, Professor | Honorary (or Affiliate) 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 | Confirmed, Confirmed-Track | Term | Term | Term | Term | Term | Term | Term | Term | Term | Term | Term | Term | Term | Term |
| Duties? | Teach, research & service | Teach, research & service | Teach, research & service | Teach, educational leadership & service | Teach, educational leadership & service | Teach, educational leadership & service | 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 and/or research | 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 | Ph.D. or equivalent | Ph.D. or equivalent | No | No | MLIS | MLIS | MLIS | Ph.D. or equivalent experience | Ph.D. within 5 years or M.D./D.D.S. within 10 years | M.D. & approval from the BC College of Surgeons & Physicians | No | Normally, Ph.D. or equivalent | 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 | Yes per UBC Guidelines | No |
| Foreign Academics: Obtain Work Permits via? | LMIA unless eligible under an LMIA exemption | LMIA unless eligible under an LMIA exemption | Only if eligible under an LMIA exemption | LMIA unless eligible under an LMIA exemption | LMIA unless eligible under an LMIA exemption | Only if eligible under an LMIA exemption | Only if eligible under an LMIA exemption | Only if eligible under an LMIA exemption | Only if eligible under an LMIA exemption | Only if eligible under an LMIA exemption | Only if eligible under an LMIA exemption | LMIA unless eligible under an LMIA exemption | Offer of Employment & Compliance Fee | Offer of Employment & Compliance Fee | LMIA unless eligible under an LMIA exemption | LMIA unless eligible under an LMIA exemption | LMIA Exemption (Offer of Employment); Visitor Record for Work Permit Exempt* | LMIA Exemption (Offer of Employment); Visitor Record for Work Permit Exempt* | LMIA Exemption (Offer of Employment); Visitor Record for Work Permit Exempt* | Only if eligible under an LMIA exemption | LMIA unless eligible under an LMIA exemption | LMIA unless eligible under an LMIA exemption | Normally only if eligible under an LMIA exemption |
| 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 confirmed-track | 1 year at a time | 1 year at a time | 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, 2, 3, 4 or 5 year term & minimum of 50% 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 | 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 engaged in practice of profession outside UBC or other academic institution | No | No | No, except for Affiliate titles (must have faculty appointment at another academic institution) |
| Salaried? | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes, minimum salary applicable | Paid, from UBC or paid, from external source | Paid or unpaid | Paid according to sessional minimum scale | Yes, minimum salary applicable | Paid or unpaid | Paid or unpaid | Paid or unpaid | Paid or unpaid | Unpaid | Paid | No but may receive lump sum honoraria |
| 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 minimum salary | Yes, if for 1 year, at least 50%, meeting minimum salary | Yes | Yes | 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 |
| Appointment Governance | Collective Agreement | Policy AP4 & Collective Agreement | Policy AP4 & Collective Agreement | Collective Agreement | Policy AP4 & Collective Agreement | Policy AP4 & Collective Agreement | Collective Agreement | Collective Agreement | Policy AP11 & Collective Agreement | Policy AP11 & Collective Agreement | Policy AP11 & Collective Agreement | Policy AP4 | Policy AP10 | Policy AP4 | Policy AP4 & Collective Agreement | Policy AP4 & Collective Agreement | Policy AP4 | Policy AP4 | Policy AP4 | Policy AP4 | Policy AP4 | Policy AP4 | Policy AP4 |

*Refer to information provided on the Faculty Relations webpages and check with UBC's immigration specialists before assuming a work permit exemption applies