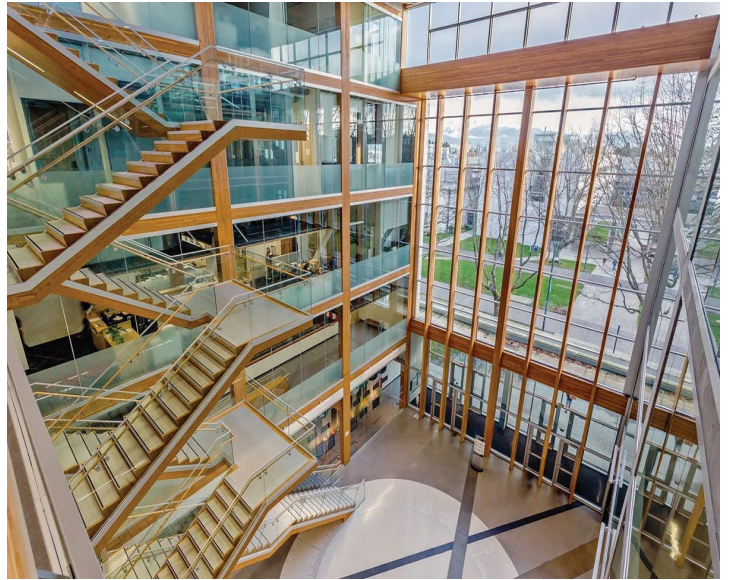


Life @ UBC



A short friendly guide to what life
is like @ UBC Science

The Inside Scoop

Tenure and Promotion

- Tenure-track positions are hard money, 12-month, salaried positions, with regular salary increases.
- In year 5 (EL), 7 or before, you go up for tenure and the process is similar to applying for a job: You meet with Head and your advisory committee to put together your dossier containing your CV; peer evaluation of teaching and teaching evaluations; letters from arm's length referees (e.g. not from supervisors or collaborators) from a list of at least 8 names suggested by you and your committee.
- You submit your dossier that then goes for approval from the Department; then the Dean's Committee; finally the President's Senior Appointments Committee.
- The whole process takes 8-12 months to complete with 90-95% success rate for tenure in Science.

Read more:

<https://hr.ubc.ca/career-development/appointment-reappointment-tenure-and-promotion>

Teaching Support

- Faculty of Science has a Teaching Start-Up program for your first year: you are paired with an experienced instructor and co-teach, for which you both get full teaching credit.
- The Centre for Teaching Learning and Technology has helpful resources for new faculty members.
- Some departments have an initial reduced teaching load.

Read more:

<https://skylight.science.ubc.ca/projects/paired-teaching>

<https://ctl.ubc.ca>

Faculty Start-up Support, Grants and Sabbaticals

- There are start-up grants for all faculty and amounts vary, dependent on the needs of your field.
- Every faculty member has \$1700 per year Professional Development Funding to use towards conferences, computers, internet, coaching etc. You can accrue the funds for 5 years.
- NSERC and CIHR are research funding bodies in Canada that scientists apply to with success.
- You have sabbaticals, 12 or 6 months that are for you to focus completely on your research or educational leadership. You receive a percentage of your salary during it, depending on time since last sabbatical:

Time\Time since last	4-5 years	6-7 years	8+ years
12 months	60%	80%	100%
6 months	75%	90%	100%

Read more:

<https://hr.ubc.ca/career-development/professional-development-funding/>

<https://hr.ubc.ca/career-development/coaching-staff-and-faculty>

<https://hr.ubc.ca/benefits/benefit-plan-details/vacation-and-leaves/study-leave>

Partner Hiring and Housing

- UBC has a dual career program to support finding employment for your partner both at UBC and outside UBC.
- UBC provides Down Payment Assistance towards the purchase of a home: a \$50K cash gift (as a loan that is forgiven after 5 years) when you are ready to purchase. You must use it within 10 years from the start of your appointments at UBC. If your partner is also hired into a UBC tenure-track position, then you each get \$50K.
- It is possible to rent on campus at Village Gate Homes. You can also buy on campus, and there is a lot to do at UBC – we have a forest, beach, farm, gardens, several notable museums and galleries that are free for faculty, 2 for 1 theatre tickets at UBC, cheap sports events and more!
- The Housing and Relocation Office offers opportunities to meet, and discuss more, all points in this section and onwards, either virtually or in person. To request a 45 minute meeting please contact relocation.info@ubc.ca.

Read More:

<https://academic.ubc.ca/faculty-life/recruiting-supporting-top-faculty-students/dual-career-programs>

<https://hr.ubc.ca/working-ubc/housing-immigration-and-relocation-services/housing-programs/faculty-home-ownership/down-payment-assistance>

<https://www.villagegatehomes.com>

<https://visit.ubc.ca/see-and-do/museums-and-art-galleries/>

Your Family

- UBC Daycare is on-campus daycare, a popular choice and only costs \$200 per month, however the waitlists are long, so put your child's name on the list as soon as possible.
- When your children are older, if they attend UBC then they get 120 UBC tuition credits per lifetime = tuition for a complete UBC undergraduate degree.
- You also get 12 UBC tuition credits per year = tuition for ~4 courses, which you can transfer to your partner too.

Read More:

<https://childcare.ubc.ca>

<https://hr.ubc.ca/benefits/benefit-plan-details/tuition-waivers>



Healthcare and Workplace Accommodations

- Canada has publicly funded healthcare.
- UBC additionally has extended healthcare that covers additional costs such as prescription drugs, and covers your partner and children until the age of 19.
- UBC has a Centre for Workplace Accessibility and Equipment Accommodation Fund to help purchase equipment, should you have a medical need.

Read More:

<https://www2.gov.bc.ca/gov/content/health/health-drug-coverage/msp/bc-residents>

<https://hr.ubc.ca/benefits/benefit-plan-details/extended-health-benefits>

<https://hr.ubc.ca/health-and-wellbeing/workplace-accessibility/centre-workplace-accessibility>

Retirement

- Your pension is defined contribution: Approximately 5% of your salary is invested into your pension account, and UBC contributes 10% of your salary into the same account. You withdraw from it when you retire.
- The lower bound retirement age is 55, and there is no upper bound.
- You can join UBC's Emeritus College for a continuing UBC connection, including research, outreach and free parking.

Read More:

<https://faculty.pensions.ubc.ca/overview/>

Immigration

- UBC will assist with immigration procedures: You will get a Work Authorization for 4 years (Research Stream) or 3 years (Education Leadership Stream), and your partner will get a Work Authorization for the same amount of time with no restrictions.
- Relocation and visa assistance from UBC is approximately 10K.
- At the appropriate time you will be invited to apply for permanent residency, required for your position.

Read More:

<https://hr.ubc.ca/working-ubc/housing-immigration-and-relocation-services>

Want to know more? UBC has resources for new faculty:

<https://hr.ubc.ca/working-ubc/workplace-experience/onboarding-new-hires>