Hello! This is a compilation of information that I thought would be helpful for you. If you would like to discuss any of these points with me more in a confidential Zoom chat, then please email me after your interview at stephvw@science.ubc.ca and I would be delighted to connect.

Best regards, Steph van Willigenburg Associate Dean EDI
Tenure and Promotion

- Tenure-track positions are hard money, 12-month, salaried positions, with regular salary increases.
- In year 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; 6 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 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 a reduced teaching load.

Read more:
https://skylight.science.ubc.ca/projects/paired-teaching
https://ctlt.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:

<table>
<thead>
<tr>
<th>Time\Time since last</th>
<th>4-5 years</th>
<th>6-7 years</th>
<th>8+ years</th>
</tr>
</thead>
<tbody>
<tr>
<td>12 months</td>
<td>60%</td>
<td>80%</td>
<td>100%</td>
</tr>
<tr>
<td>6 months</td>
<td>75%</td>
<td>90%</td>
<td>100%</td>
</tr>
</tbody>
</table>
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 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.

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.
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 extensive resources:

https://academic.ubc.ca/faculty-life/guide-navigating-ubc