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 arm’s length letters obtained from a list of 4 names from your committee and 4 names from you.
- 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 $3700 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 since last sabbatical</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, world-famous Museum of Anthropology and other museums that are free for faculty, 2 for 1 theatre tickets at UBC, cheap sports events and more!

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

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 extensive resources:

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