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| SUBJECT | Annual Report of Teaching Staff Appointments 2020-2021 |
| SUBMITTED TO | Employee Relations Committee |
| MEETING DATE | June 8, 2021 |
| SESSION CLASSIFICATION | Recommended session criteria from Board Meetings Policy: OPEN |
| REQUEST | For information only - No action requested |
| LEAD EXECUTIVE | Andrew Szeri, Provost and Vice-President, Academic, UBC Vancouver |
| SUPPORTED BY | Ananya Mukherjee Reed, Provost and Vice-President Academic, UBC Okanagan Lesley Cormack, Deputy Vice-Chancellor and Principal, Okanagan |

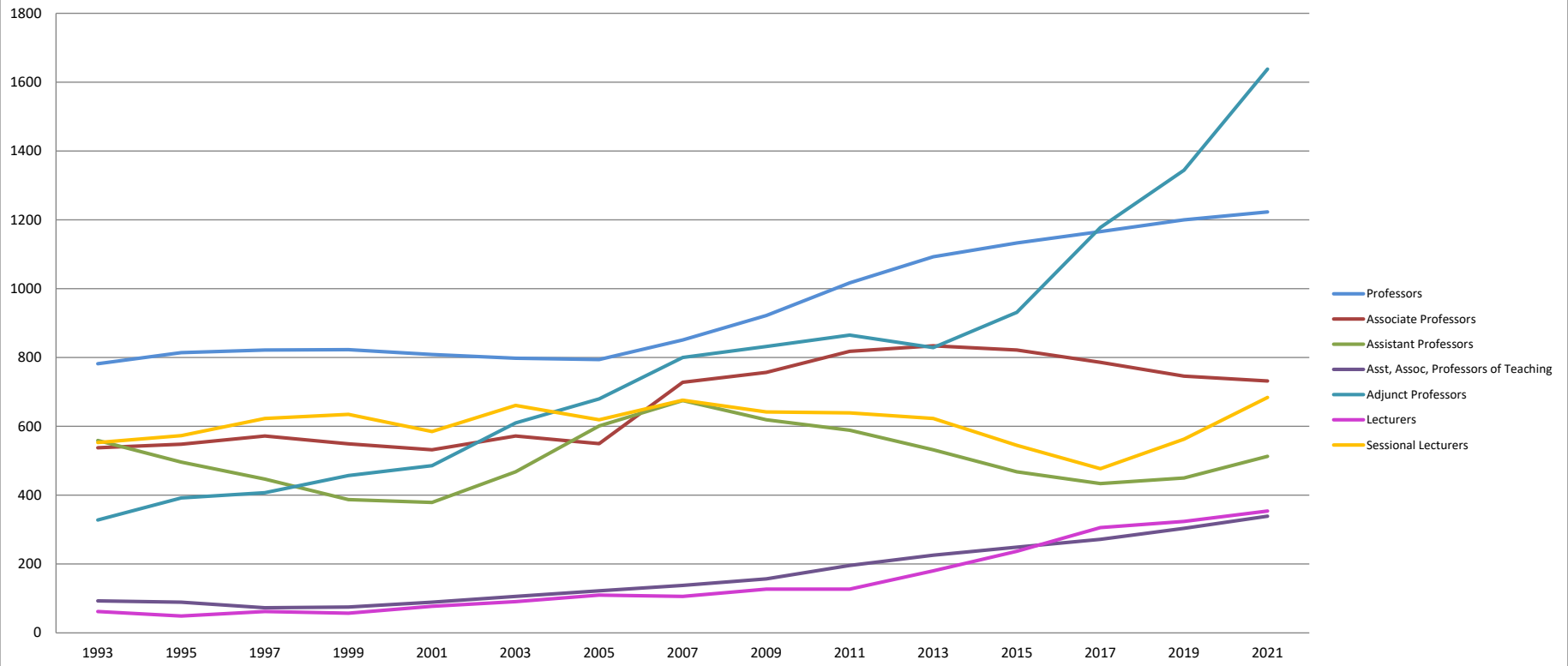
EXECUTIVE SUMMARY

Please find in the appendices the annual report of Teaching Staff appointments to be provided to Board of Governors, as per Policy AP3, section 4.1.

APPENDICES

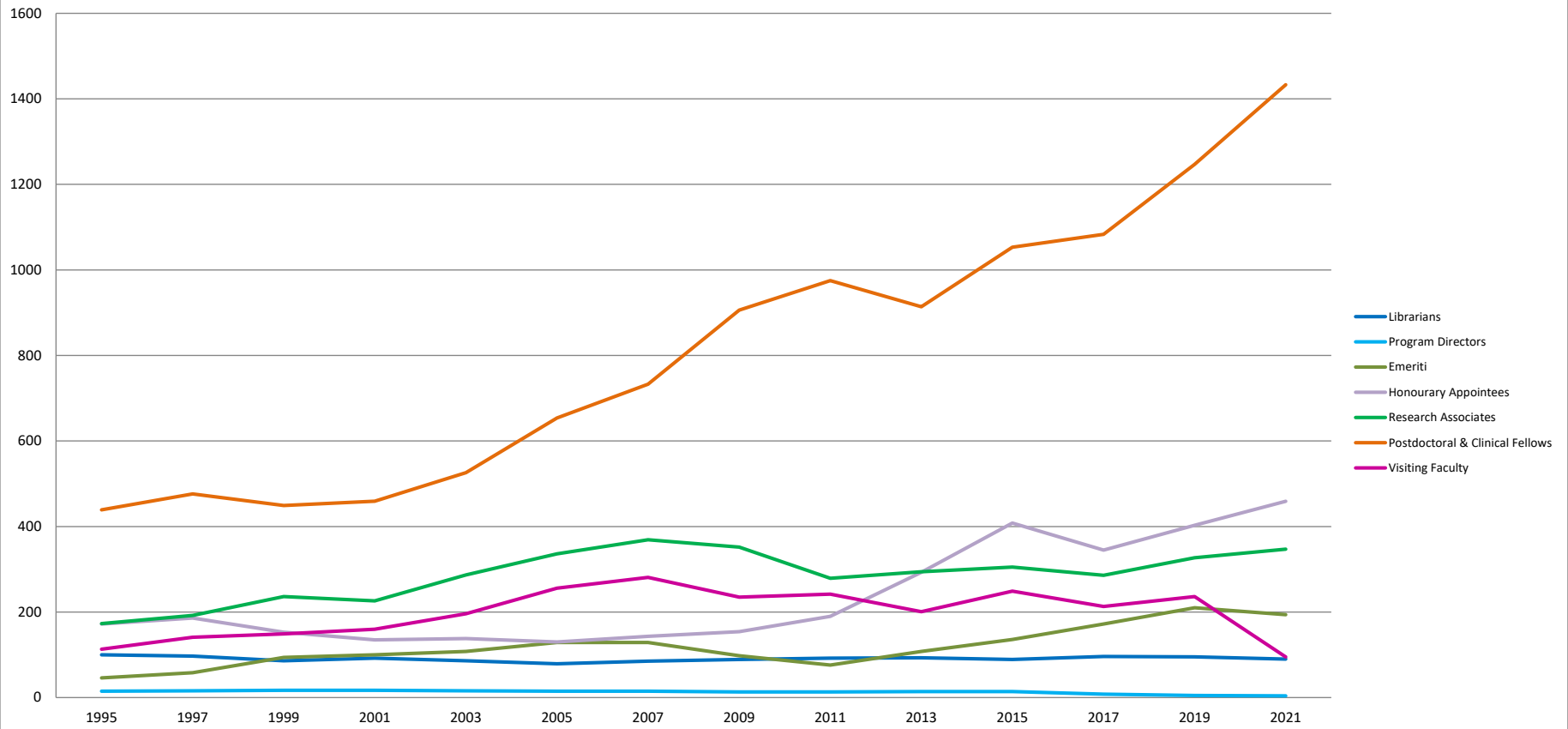
1. Summary Report of Salaries & Appointments
2. Summary Graphs

Summary of Appointments Professorial, Lecturer & Adjunct Appointments



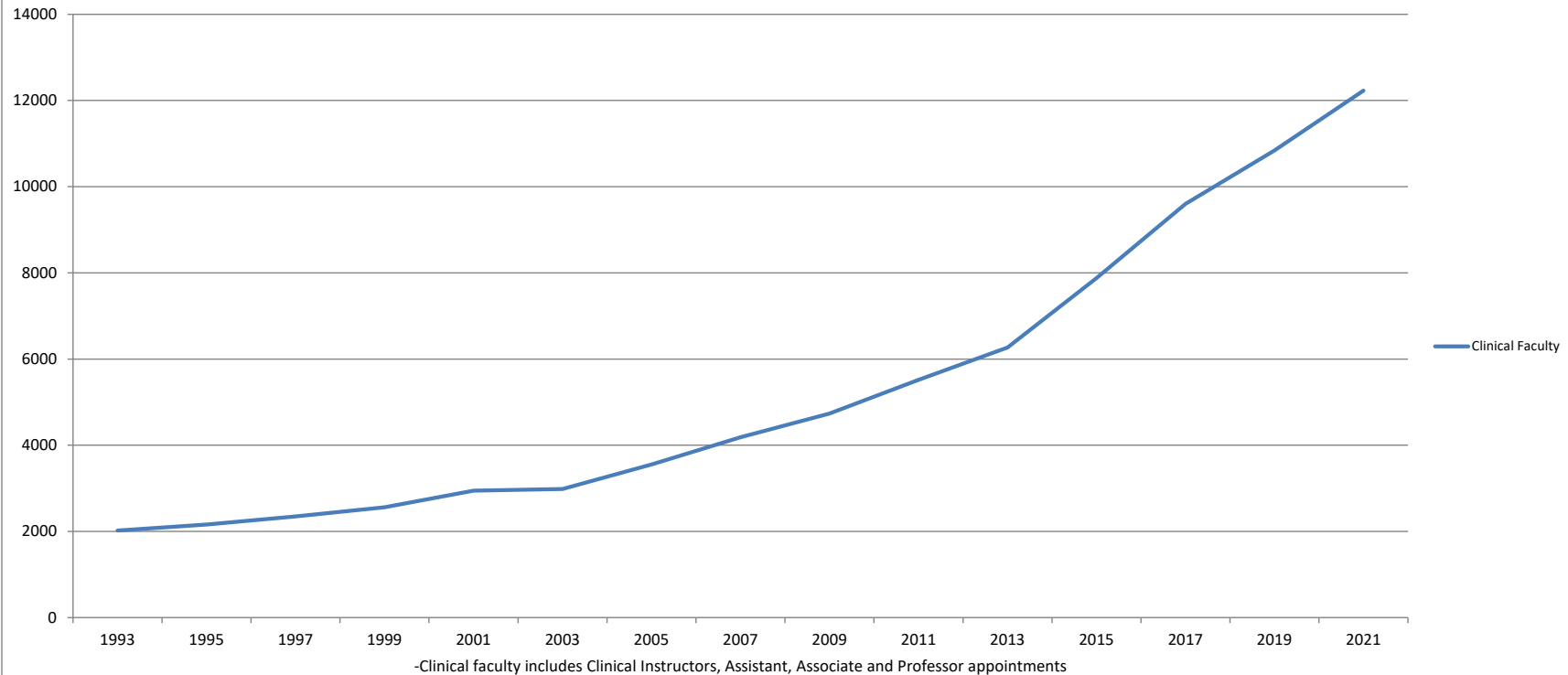
-Professorial ranks include tenure stream, without review, term full & part time appointments
 -all other appointments are term, either full or part-time

Summary of Appointments Librarians, Program Directors & Term Appointments



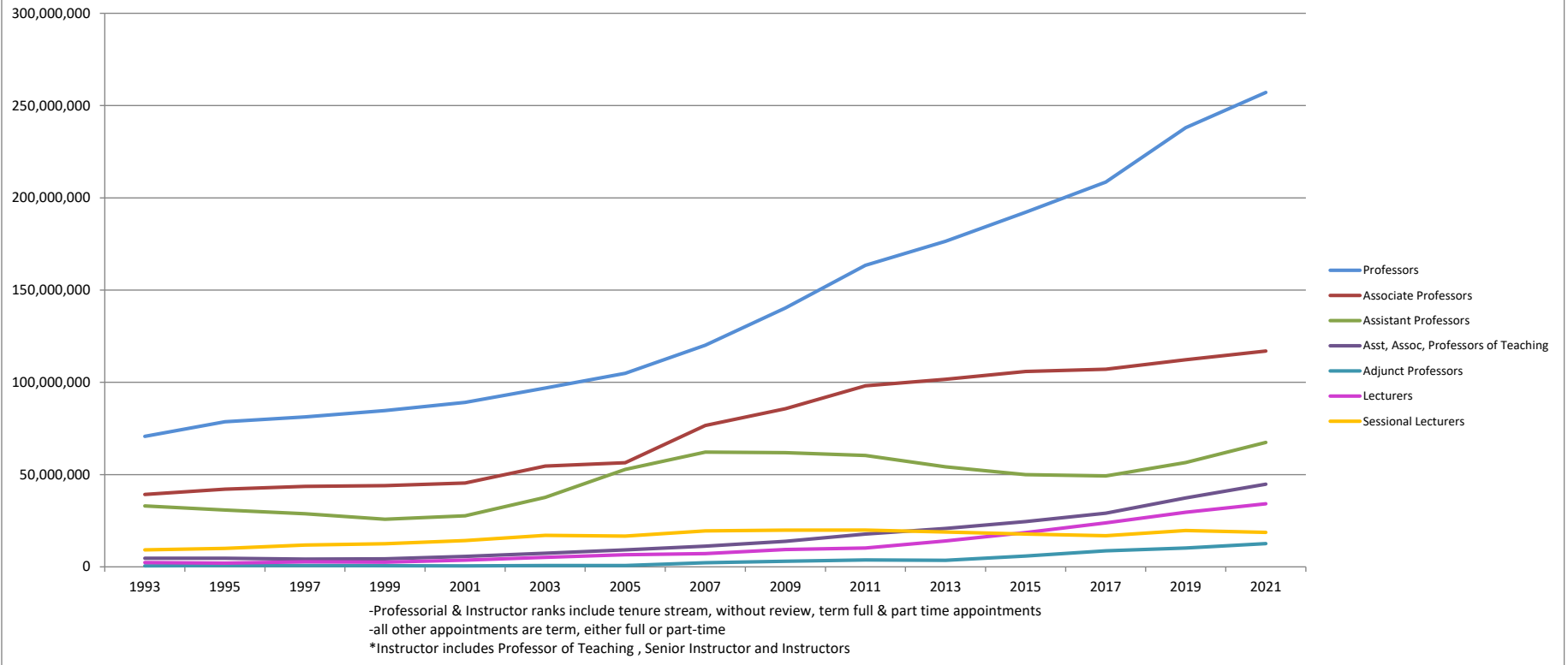
-Librarian & Program Directors include confirmed, confirmation-track, without review, term full & part-time appointments
 -All other appointments are term with or without pay and could be full or part-time

Summary of Appointments Clinical Faculty

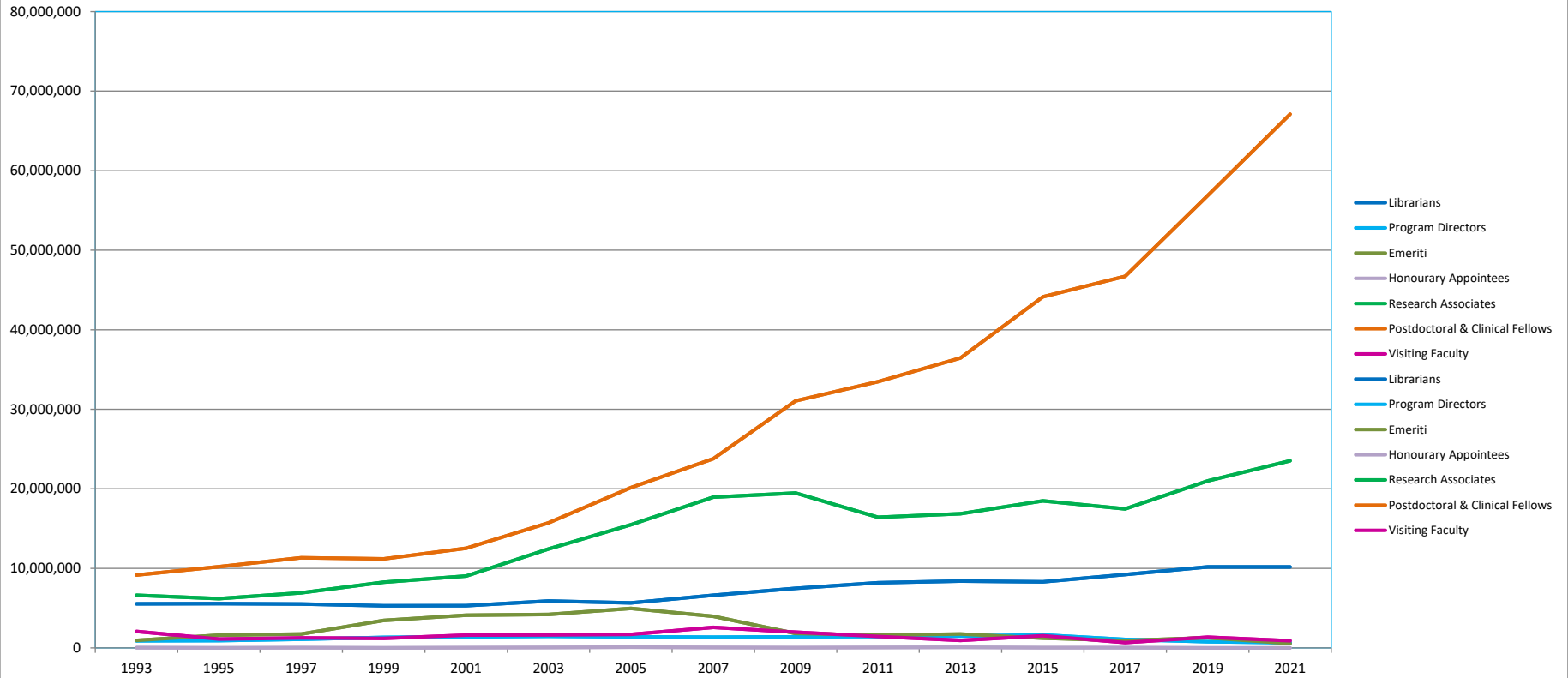


-Clinical faculty includes Clinical Instructors, Assistant, Associate and Professor appointments

Summary of Salaries Professorial, Lecturer & Adjunct Appointments

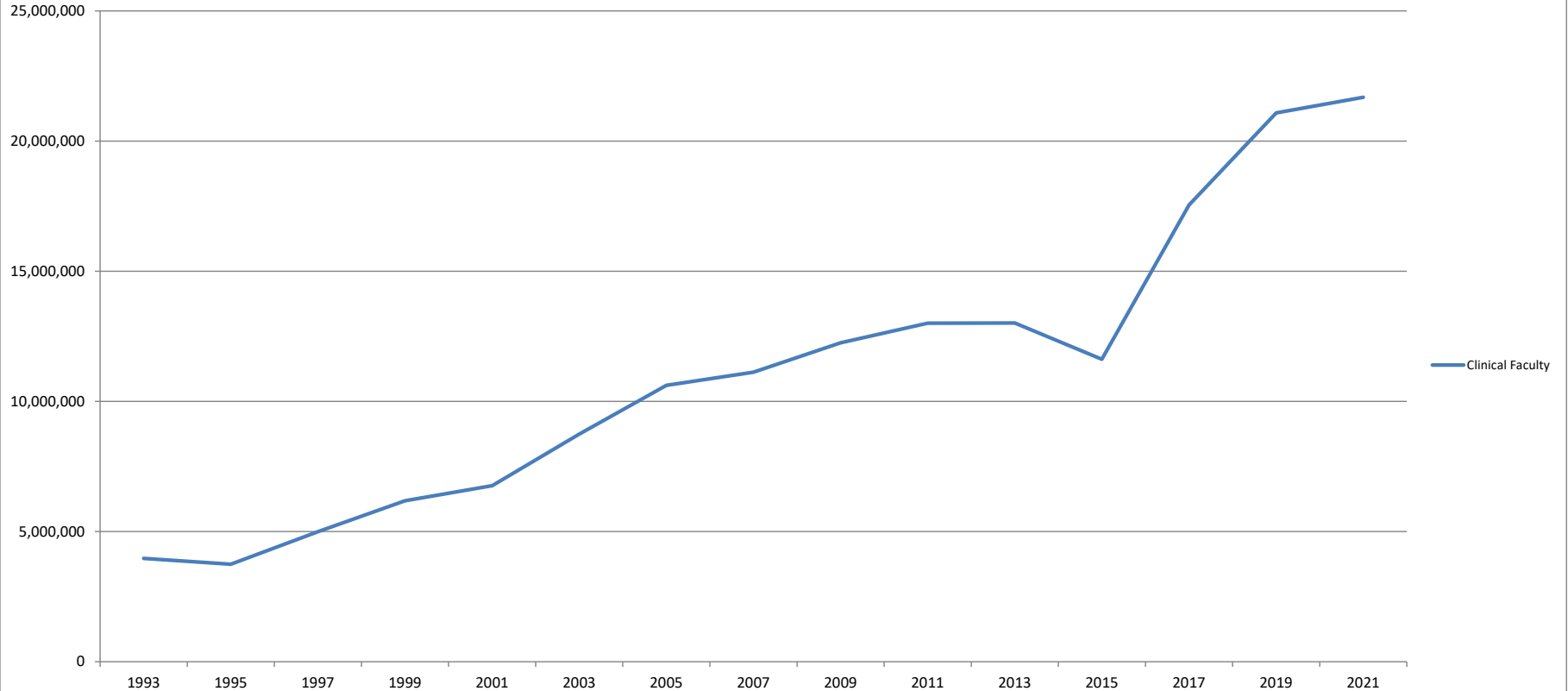


Summary of Salaries Librarians, Program Directors & Term Appointments



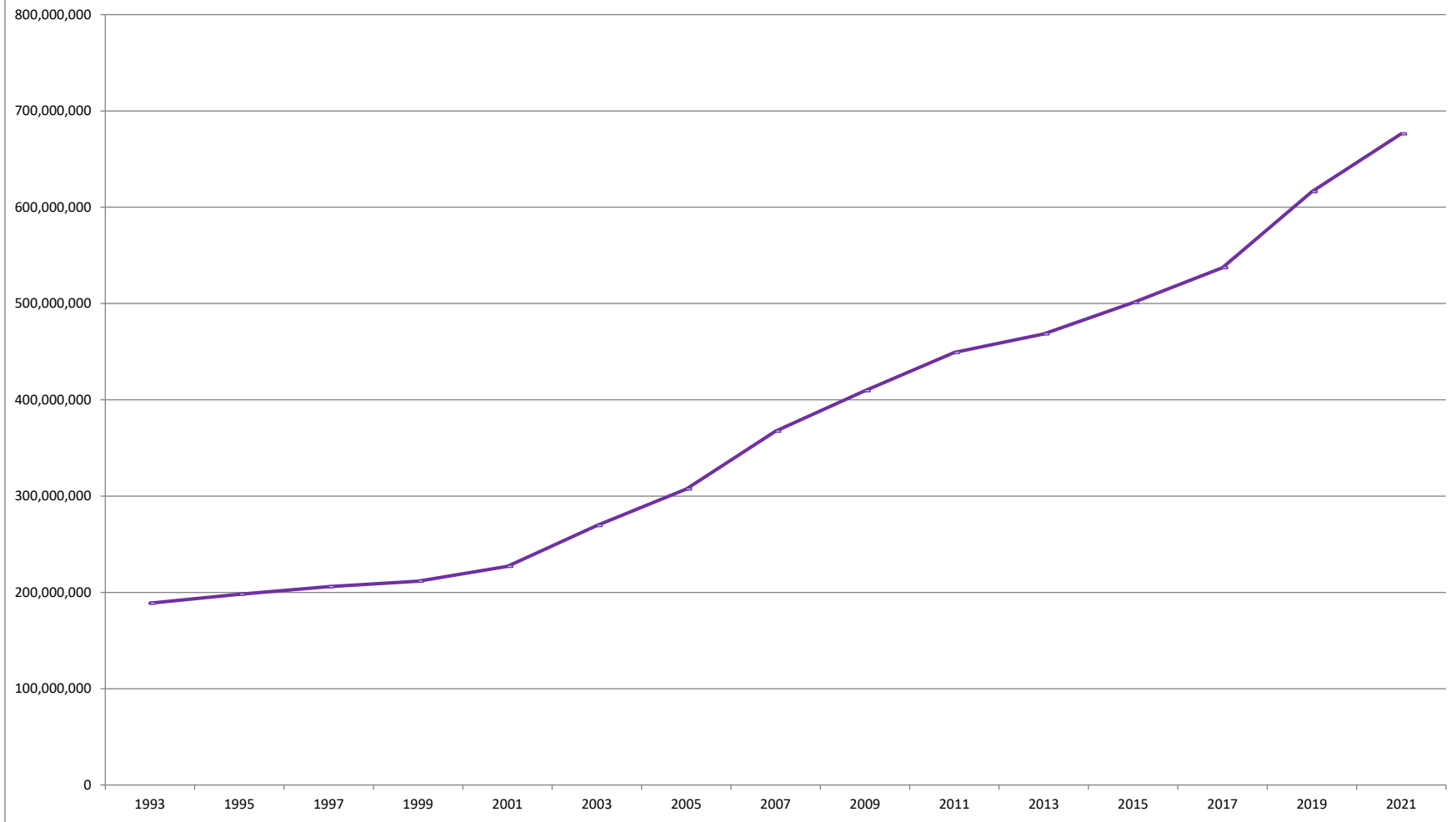
-Librarian & Program Directors include confirmed, confirmation-track, without review, term full & part-time appointments
 -All other appointments are term with or without pay and could be full or part-time

Summary of Salaries Clinical Faculty



-Clinical faculty includes Clinical Instructors, Assistant, Associate and Professor appointments

Total Annualized Salaries All Board of Governors Appointments



Board Appointments - April 2021
Summary of Appointments

| | Faculty of Applied Science | Faculty of Arts | Faculty of Dentistry | Faculty of Education | Faculty of Forestry | Faculty of Graduate Studies and Postdoctoral Studies | Faculty of Land and Food Systems | Faculty of Medicine | Faculty of Pharmaceutical Sciences | Faculty of Science | Peter A. Allard School of Law | The Sauder School of Business |
|---------------------------------|----------------------------|-----------------|----------------------|----------------------|---------------------|--|----------------------------------|---------------------|------------------------------------|--------------------|-------------------------------|-------------------------------|
| Professor | 115 | 227 | 18 | 76 | 36 | | 12 | 328 | 18 | 240 | 25 | 33 |
| Associate Professor | 53 | 182 | 12 | 44 | 16 | | 14 | 151 | 9 | 73 | 12 | 26 |
| Assistant Professor | 49 | 136 | 5 | 22 | 8 | | 13 | 72 | 7 | 63 | 16 | 37 |
| Assistant Professor of Teaching | 14 | 31 | 2 | 13 | 6 | | 5 | 16 | 1 | 14 | 3 | |
| Associate Professor of Teaching | 19 | 30 | 2 | 8 | 2 | | 2 | 23 | 10 | 38 | 2 | 1 |
| Professor of Teaching | 6 | 8 | | 2 | 1 | | | 2 | 2 | 14 | | |
| Lecturer | 24 | 99 | 9 | 28 | 9 | | 5 | 15 | 30 | 30 | 4 | 32 |
| Librarian | | | | | | | | | | | | 1 |
| Program Director | | | | | | | | | | | | |
| Sessional Lecturer | 40 | 280 | | 117 | 15 | 1 | 30 | 4 | | 44 | | 40 |
| Adjunct | 291 | 130 | 2 | 236 | 52 | | 36 | 451 | 15 | 104 | 121 | 56 |
| Clinical Faculty | 5 | | 561 | | | | 96 | 10794 | 774 | | | |
| Emeriti | 22 | 19 | 1 | 10 | | 1 | 4 | 71 | 1 | 39 | | 14 |
| Honorary Faculty | 22 | 54 | | 16 | 15 | | 9 | 220 | 3 | 91 | | |
| Research Associate | 30 | 7 | 5 | 2 | 15 | | 3 | 161 | 7 | 107 | 1 | 4 |
| Postdoctoral & Clinical Fellow | 163 | 95 | 13 | 26 | 66 | | 33 | 561 | 18 | 348 | | 5 |
| Visiting Faculty | 6 | 21 | 7 | 11 | 9 | | 7 | 11 | | 12 | 1 | 4 |
| Grand Total | 859 | 1319 | 637 | 611 | 250 | 2 | 269 | 12880 | 895 | 1217 | 185 | 253 |

Board Appointments - April 2021
Summary of Appointments

| | UBCO - Barber - Faculty of Arts and Social Sciences | UBCO - Barber - Faculty of Science | UBCO - Faculty of Applied Science | UBCO - Faculty of Creative and Critical Studies | UBCO - Faculty of Education | UBCO - Faculty of Health and Social Development | UBCO - Faculty of Management | UBCO - Provost and Vice President Academic | VP Academic and Provost | Grand Total |
|---------------------------------|--|--|---|--|--------------------------------|--|------------------------------------|---|----------------------------|--------------|
| Professor | 25 | 30 | 13 | 6 | 2 | 12 | 6 | | 1 | 1223 |
| Associate Professor | 27 | 32 | 14 | 38 | 10 | 16 | 3 | | | 732 |
| Assistant Professor | 23 | 21 | 19 | 6 | 2 | 8 | 6 | | | 513 |
| Assistant Professor of Teaching | 3 | 5 | 5 | 4 | | 2 | | | | 124 |
| Associate Professor of Teaching | 4 | 8 | 3 | 7 | | 15 | 1 | | | 175 |
| Professor of Teaching | | | 3 | | 2 | | | | | 40 |
| Lecturer | 11 | 5 | 7 | 16 | 4 | 6 | 8 | | 12 | 354 |
| Librarian | | | | | | | | 11 | 78 | 90 |
| Program Director | | | | | | | | | 4 | 4 |
| Sessional Lecturer | 23 | 20 | 10 | 34 | 4 | 11 | 2 | | 9 | 684 |
| Adjunct | 13 | 62 | 6 | 2 | 21 | 36 | 4 | | | 1638 |
| Clinical Faculty | | | | | | | | | | 12230 |
| Emeriti | 4 | 1 | | | | | 1 | 1 | 5 | 194 |
| Honorary Faculty | 3 | 8 | 6 | 3 | 1 | 5 | 2 | 1 | | 459 |
| Research Associate | | 3 | 1 | 1 | | | | | | 347 |
| Postdoctoral & Clinical Fellow | 5 | 26 | 49 | | | 17 | 7 | | 1 | 1433 |
| Visiting Faculty | | | 3 | 1 | | 1 | 1 | | | 95 |
| Grand Total | 141 | 221 | 139 | 118 | 46 | 129 | 41 | 13 | 110 | 20335 |

Board Appointments - April 2021
Summary of Salaries

| | Faculty of Applied Science | Faculty of Arts | Faculty of Dentistry | Faculty of Education | Faculty of Forestry | Graduate Studies and Postdoctoral Studies | Faculty of Land and Food Systems | Faculty of Medicine | Faculty of Pharmaceutical Sciences | Faculty of Science | Peter A. Allard School of Law | The Sauder School of Business | UBCO - Barber - Faculty of Arts and Social Sciences |
|--|----------------------------|-----------------|----------------------|----------------------|---------------------|---|----------------------------------|---------------------|------------------------------------|--------------------|-------------------------------|-------------------------------|---|
| Professor | 2,063,457 | 3,856,024 | 342,682 | 1,276,003 | 587,292 | | 192,585 | 5,798,728 | 320,277 | 4,263,732 | 547,232 | 804,954 | 341,063 |
| Associate Professor | 738,638 | 2,339,367 | 203,704 | 546,832 | 214,007 | | 196,910 | 1,868,909 | 147,876 | 1,053,899 | 188,758 | 547,094 | 314,895 |
| Assistant Professor | 517,968 | 1,334,886 | 72,303 | 225,305 | 87,422 | | 133,665 | 757,339 | 93,101 | 708,085 | 196,547 | 695,277 | 189,460 |
| Assistant Professor of Teaching | 138,092 | 254,469 | 30,807 | 131,497 | 54,491 | | 47,245 | 110,156 | 7,583 | 149,487 | 38,428 | | 21,441 |
| Associate Professor of Teaching | 239,387 | 298,304 | 30,787 | 96,422 | 21,980 | | 24,236 | 288,204 | 140,366 | 469,145 | 30,161 | 15,611 | 46,608 |
| Professor of Teaching | 90,045 | 100,928 | | 29,438 | 11,339 | | | 30,606 | 28,054 | 190,414 | | | |
| Lecturer | 187,393 | 692,859 | 67,882 | 210,900 | 65,468 | | 41,082 | 95,132 | 326,410 | 221,631 | 31,447 | 424,025 | 73,151 |
| Librarian | | | | | | | | | | | | 12,109 | |
| Program Director | | | | | | | | | | | | | |
| Sessional Lecturer | 84,128 | 748,800 | | 138,638 | 20,814 | - | 55,946 | 5,676 | | 80,311 | | 120,941 | 56,250 |
| Adjunct | 152,829 | 155,400 | - | 258,022 | 14,816 | | 19,672 | 194,512 | 10,800 | 25,917 | 45,132 | 114,760 | 4,342 |
| Clinical Faculty | 11,667 | | 213,164 | | | | 1,250 | 1,575,036 | 5,749 | | | | |
| Emeriti | 8,969 | | | 3,943 | | 2,083 | | 13,121 | 650 | 17,451 | | | |
| Honorary Faculty | - | - | | - | - | | - | - | - | - | | | - |
| Research Associate | 137,132 | 23,113 | 34,664 | 10,498 | 64,132 | | 18,428 | 950,900 | 42,629 | 642,971 | 6,936 | 16,783 | |
| Postdoctoral & Clinical Fellows | 562,787 | 369,346 | 51,650 | 58,137 | 256,582 | | 109,145 | 2,320,244 | 103,923 | 1,396,626 | | 13,421 | 35,447 |
| Visiting Faculty | - | 20,001 | - | 28,411 | - | | - | 5,750 | | 10,333 | - | - | |
| Grand Total | 4,932,492 | 10,193,497 | 1,047,645 | 3,014,045 | 1,398,343 | 2,083 | 840,163 | 14,014,313 | 1,227,418 | 9,230,002 | 1,084,641 | 2,764,976 | 1,082,657 |
| Annualized Salaries | 59,189,904 | 122,321,968 | 12,571,738 | 36,168,543 | 16,780,112 | 25,000 | 10,081,961 | 168,171,750 | 14,729,015 | 110,760,029 | 13,015,688 | 33,179,706 | 12,991,888 |

Board Appointments - April 2021
Summary of Salaries

| | UBCO - Barber - Faculty of Science | UBCO - Faculty of Applied Science | UBCO - Faculty of Creative and Critical Studies | UBCO - Faculty of Education | UBCO - Faculty of Health and Social Development | UBCO - Faculty of Management | UBCO - Provost and Vice President Academic | VP Academic and Provost | Grand Total | Annualized Total |
|---------------------------------|--|---|---|--------------------------------|--|---------------------------------|---|----------------------------|--------------------|--------------------|
| Professor | 424,193 | 221,479 | 67,542 | 30,826 | 172,007 | 93,945 | | 21,667 | 21,425,689 | 257,108,265 |
| Associate Professor | 375,933 | 180,854 | 456,898 | 124,149 | 197,459 | 49,992 | | | 9,746,174 | 116,954,093 |
| Assistant Professor | 196,784 | 184,230 | 51,642 | 17,947 | 77,296 | 80,246 | | | 5,619,503 | 67,434,037 |
| Assistant Professor of Teaching | 44,509 | 42,219 | 27,100 | | 16,321 | | | | 1,113,844 | 13,366,131 |
| Associate Professor of Teaching | 88,602 | 31,027 | 71,121 | | 166,696 | 18,872 | | | 2,077,529 | 24,930,347 |
| Professor of Teaching | | 33,851 | | 26,547 | | | | | 541,220 | 6,494,637 |
| Lecturer | 34,865 | 47,614 | 96,156 | 26,333 | 48,391 | 60,165 | | 97,307 | 2,848,210 | 34,178,521 |
| Librarian | | | | | | | 84,820 | 751,370 | 848,299 | 10,179,590 |
| Program Director | | | | | | | | 54,701 | 54,701 | 656,415 |
| Sessional Lecturer | 52,453 | 14,616 | 113,787 | 3,722 | 23,699 | 5,618 | | 26,864 | 1,552,262 | 18,627,143 |
| Adjunct | 2,927 | 5,000 | - | 21,542 | 18,774 | 4,647 | | | 1,049,092 | 12,589,105 |
| Clinical Faculty | | | | | | | | | 1,806,865 | 21,682,379 |
| Emeriti | | | | | | | | - | 46,218 | 554,611 |
| Honorary Faculty | - | - | - | - | - | - | - | | - | - |
| Research Associate | 7,136 | 3,750 | 1,250 | | | | | | 1,960,323 | 23,523,882 |
| Postdoctoral & Clinical Fellows | 85,959 | 134,850 | | | 72,815 | 19,012 | | 1,951 | 5,591,894 | 67,102,729 |
| Visiting Faculty | | 8,583 | 1,951 | | - | - | | | 75,029 | 900,354 |
| Grand Total | 1,313,360 | 908,072 | 887,447 | 251,066 | 793,457 | 332,496 | 84,820 | 953,860 | 56,356,853 | 676,282,240 |
| Annualized Salaries | 15,760,317 | 10,896,868 | 10,649,360 | 3,012,792 | 9,521,489 | 3,989,952 | 1,017,838 | 11,446,322 | 676,282,240 | |