



SUBJECT	Annual Report of Teaching Staff
SUBMITTED TO	Employee Relations Committee
MEETING DATE	June 15, 2023
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Gage Averill, Provost and Vice-President Academic, UBC Vancouver
SUPPORTED BY	Rehan Sadiq, Provost and Vice-President Academic, UBC Okanagan Lesley Cormack, Deputy Vice-Chancellor and Principal, UBC Okanagan

EXECUTIVE SUMMARY

The following summaries and charts are provided subject to section 4.1 of Policy AP3. At least annually a report of Teaching Staff appointments is to be provided to the Board of Governors. Historically other appointments (Librarians, Research Associates and Postdoctoral Research & Clinical Fellows) not enumerated in section 4.1 have been included.

APPENDICES

1. **Summary Reports of Salaries & Appointments.** These provide current and historic appointment and salary numbers for Faculty, Librarian, Program Director and Postdoctoral appointments based on an annual snapshot as of April.
2. **Summary Graphs.** These provide a visual depiction of the trends over the years and summarize the appointment numbers and the salary costs.

Board Appointments - Summary of Faculty & Postdoctoral Salaries
Snapshot as of April 2023

	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	UBCO - Barber - Faculty of Arts and Social Sciences
Professor	2,188,958	3,991,907	362,720	1,324,810	541,996		159,561	5,658,493	305,044	4,279,143	565,283	845,215	418,519
Associate Professor	733,960	2,506,929	198,437	574,910	282,227		186,673	1,801,779	153,192	950,939	283,832	643,800	327,888
Assistant Professor	555,813	1,534,211	100,429	236,961	205,075		169,841	908,806	164,655	767,817	174,500	704,511	286,138
Assistant Professor of Teaching	140,442	250,733	64,862	95,913	60,471		19,136	185,994	54,049	127,467	29,288		26,464
Associate Professor of Teaching	229,329	361,176	49,604	112,117	34,462		60,481	228,622	149,816	420,075	33,214	16,920	35,025
Professor of Teaching	59,134	111,350		57,473	12,545			91,762	31,340	251,191			13,704
Lecturer	259,786	849,159	118,232	156,091	108,902		82,545	118,638	337,738	282,015	50,116	420,748	119,715
Librarian												12,924	
Program Director				14,733									
Sessional Lecturer	68,504	602,266		181,347	17,104		37,928	14,928		143,703		198,417	25,877
Adjunct Professor	343,264	172,506		231,319	5,000		35,534	126,815	0	22,336	48,240	182,508	
Clinical Faculty			163,032				4,287	1,772,069	3,290				
Emeriti	12,730	14,954		5,817	3,000	2,500	0	20,637	0	23,375	1,200		
Honorary Faculty					5,450		2,250						
Research Associate	105,339	28,941	50,676	12,124	43,991		20,143	893,085	28,410	613,461	14,167	19,241	1,530
Clinical & Postdoctoral Fellows	462,171	283,535	18,513	64,375	221,421		88,535	2,133,018	106,398	1,336,117	7,500	18,442	15,772
Visiting Faculty		22,333		6,434	14,278		2,440	10,433		8,958		5,650	
Grand Total	5,159,430	10,730,001	1,126,505	3,074,425	1,555,921	2,500	869,353	13,965,080	1,333,930	9,226,595	1,207,341	3,068,375	1,270,633
Annualized Salaries	61,913,165	128,760,007	13,518,065	36,893,095	18,671,056	30,000	10,432,239	167,580,963	16,007,166	110,719,135	14,488,091	36,820,499	15,247,591

Board Appointments - Summary of Faculty & Postdoctoral Salaries
Snapshot as of April 2023

	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	405,639	254,926	111,663	47,315	187,429	102,301			21,750,923	261,011,076
Associate Professor	395,995	181,550	443,932	106,343	158,950	53,778			9,985,116	119,821,388
Assistant Professor	226,193	160,914	74,705	20,311	114,011	81,535			6,486,425	77,837,102
Assistant Professor of Teaching	38,017	17,950	24,049		51,754				1,186,588	14,239,056
Associate Professor of Teaching	95,507	63,437	66,060	12,679	169,531	19,289			2,157,346	25,888,153
Professor of Teaching	12,402	27,807		28,704	12,389				709,801	8,517,608
Lecturer	57,684	77,408	134,328	37,124	64,550	110,395		95,266	3,480,441	41,765,287
Librarian							119,621	771,565	904,110	10,849,315
Program Director								43,083	57,816	693,792
Sessional Lecturer	60,816	34,783	95,547	5,984	18,329	25,988		10,829	1,542,348	18,508,175
Adjunct Professor		2,550		4,033	24,951	24,510			1,223,566	14,682,793
Clinical Faculty									1,942,679	23,312,145
Emeriti									84,213	1,010,550
Honorary Faculty									7,700	92,400
Research Associate	18,500	10,054							1,859,660	22,315,922
Clinical & Postdoctoral Fellows	113,444	226,151	5,909		84,224	7,083		6,667	5,199,275	62,391,295
Visiting Faculty		5,950	1,991		796				79,263	951,153
Grand Total	1,424,197	1,063,478	958,184	262,495	886,914	424,880	119,621	927,410	58,657,268	703,887,210
Annualized Salaries	17,090,361	12,761,741	11,498,210	3,149,937	10,642,963	5,098,554	1,435,449	11,128,922	703,887,210	

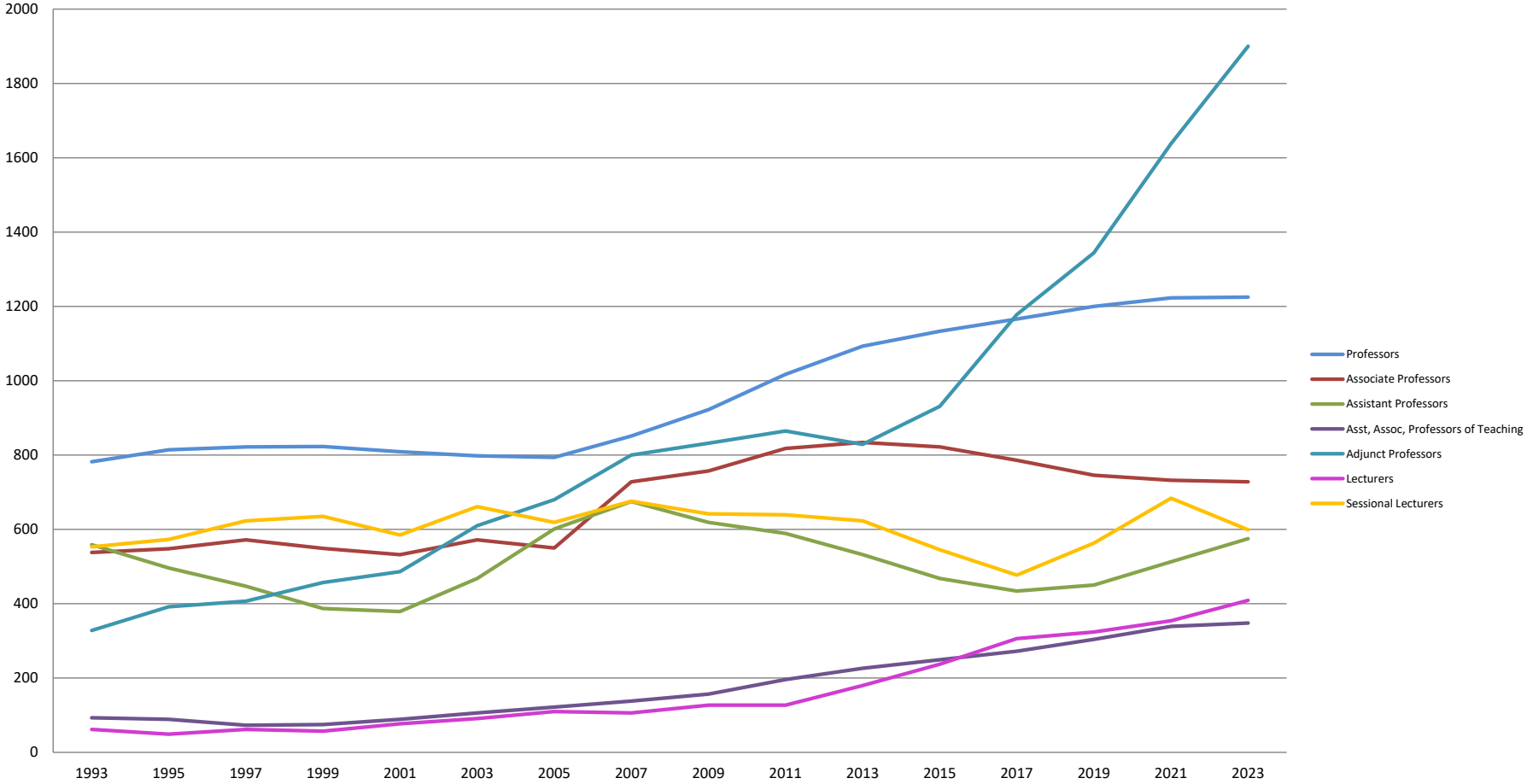
Board Appointments - Summary of Faculty & Postdoctoral Appointments
Snapshot as of April 2023

	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	119	233	18	75	33		10	322	17	237	26	32
Associate Professor	52	189	11	44	20		13	141	9	67	17	29
Assistant Professor	51	150	7	22	19		15	83	13	64	14	36
Assistant Professor of Teaching	14	29	4	9	6		2	21	4	12	2	
Associate Professor of Teaching	18	36	3	9	3		5	18	10	34	2	1
Professor of Teaching	4	8		4	1			6	2	17		
Lecturer	29	113	14	20	14		11	16	29	36	5	32
Librarian												1
Program Director				1								
Sessional Lecturer	31	214		113	8		15	9		50		49
Adjunct Professor	349	129	1	288	54		44	538	5	119	146	71
Clinical Faculty	4		558				174	12278	659			
Emeriti	4	3		5	1	1	1	6	1	8	1	
Honorary Faculty	27	45		19	27		8	251	3	112	3	
Research Associate	28	11	8	3	10		5	153	4	99	2	2
Clinical & Postdoctoral Fellows	124	82	9	24	53		21	610	23	330	2	5
Visiting Faculty	22	41	2	14	12		6	27	1	41	13	7
Grand Total	876	1283	635	650	261	1	330	14479	780	1226	233	265

Board Appointments - Summary of Faculty & Postdoctoral Appointments
Snapshot as of April 2023

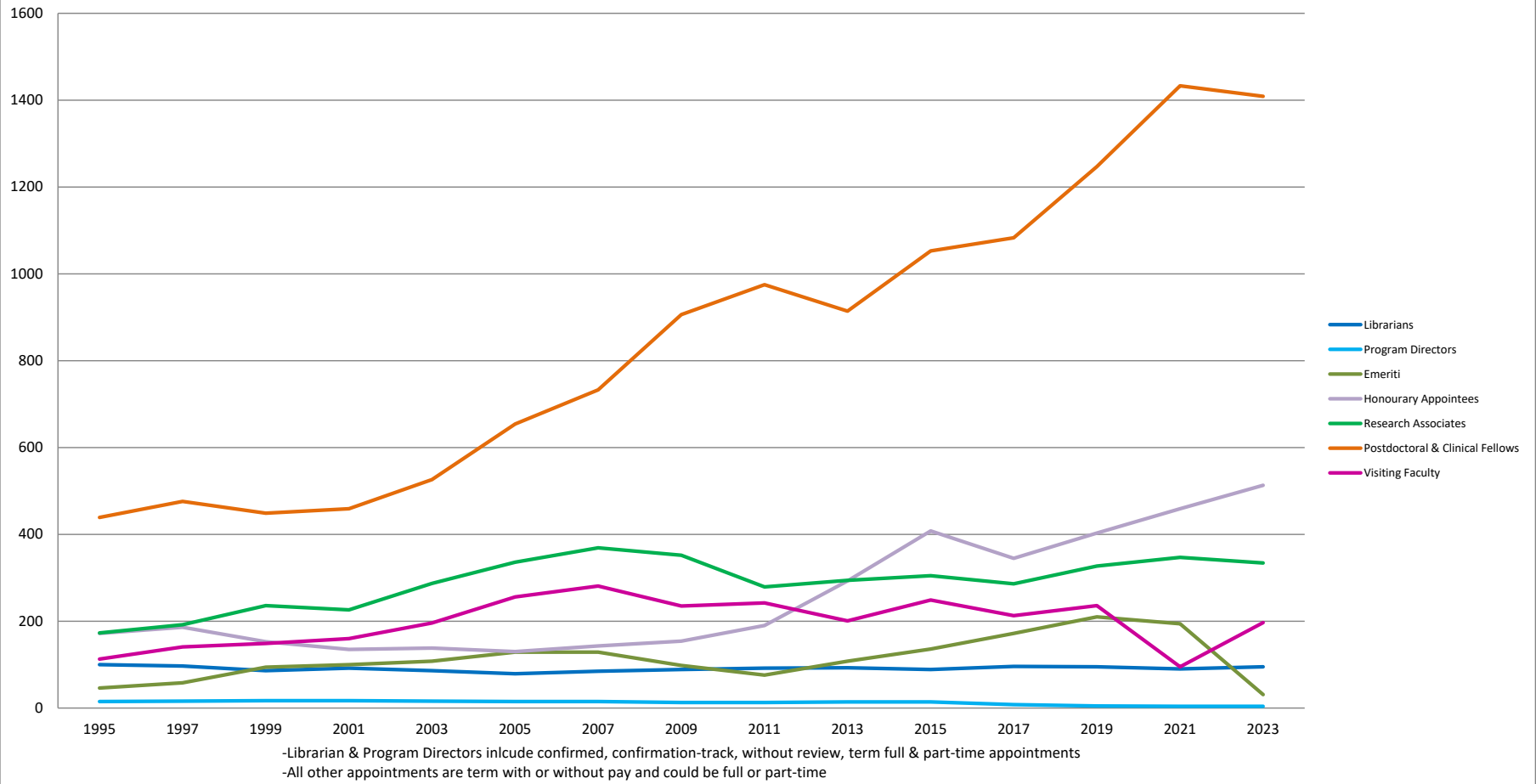
	UBCO - Barber - Faculty of Arts and Social Sciences	UBCO - Barber - Faculty of Science	UBCO - Faculty of Applied Science	UBCO - Faculty of Creative and Critical Studies	UBCO - Faculty of Education	UBCO - Faculty of Health and Social Development	UBCO - Faculty of Management	UBCO - Provost and Vice President Academic	VP Academic and Provost	Grand Total
Professor	29	28	16	9	3	13	5			1225
Associate Professor	28	33	15	36	8	13	3			728
Assistant Professor	33	24	17	8	2	11	6			575
Assistant Professor of Teaching	3	4	2	3		6				121
Associate Professor of Teaching	3	8	6	6	1	14	1			178
Professor of Teaching	1	1	2		2	1				49
Lecturer	16	9	11	20	6	8	10		10	409
Librarian								15	79	95
Program Director									3	4
Sessional Lecturer	15	21	19	31	5	10	4		5	599
Adjunct Professor	19	68	10	2	12	38	7			1900
Clinical Faculty										13673
Emeriti										31
Honorary Faculty	3	11	11	2		4	2		2	530
Research Associate	1	5	3							334
Clinical & Postdoctoral Fellows	6	27	67	2		20	2		2	1409
Visiting Faculty		1	8	1		1				197
Grand Total	157	240	187	120	39	139	40	15	101	22057

Summary of Appointments 1993-2023 Professorial, Lecturer & Adjunct Appointments

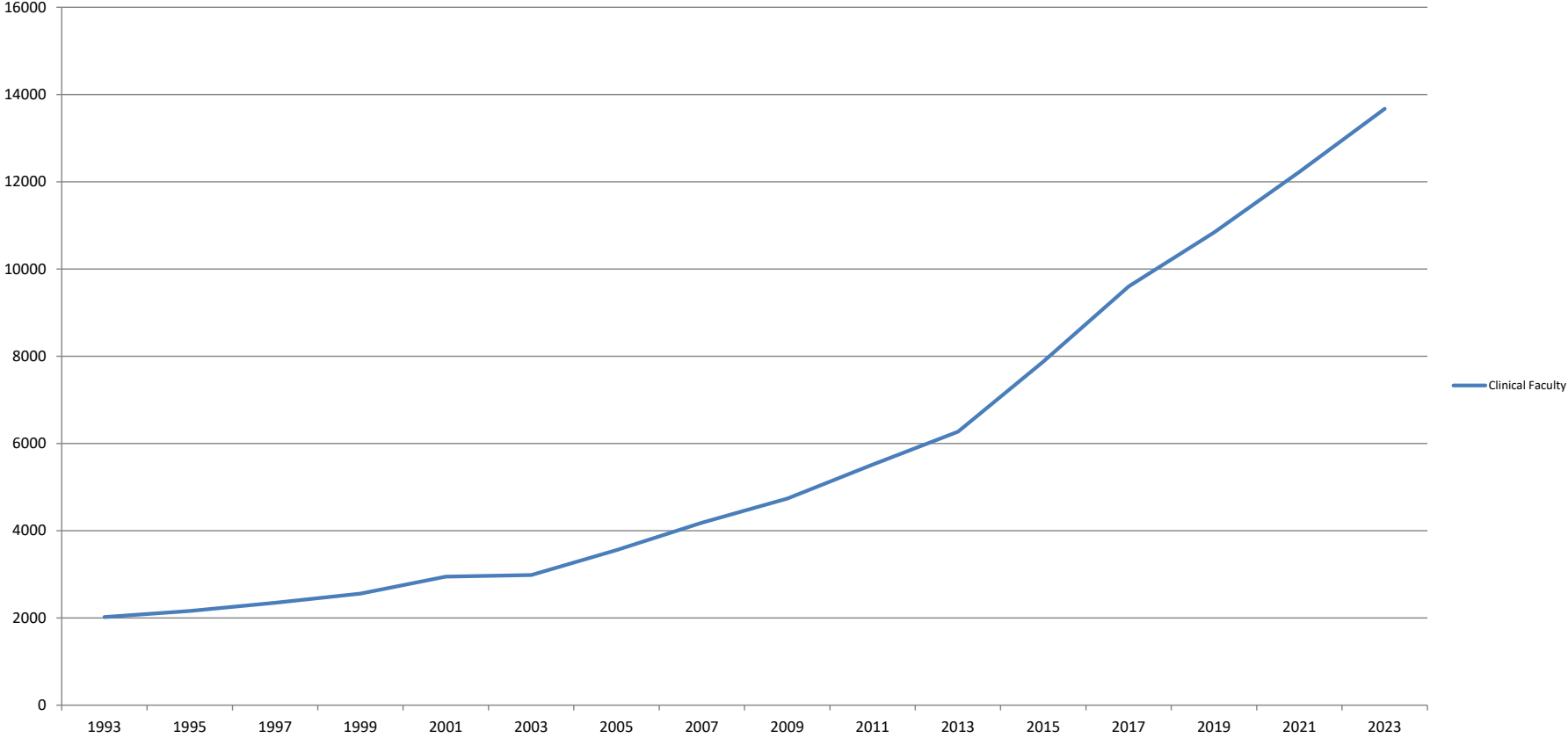


-Professorial ranks include tenure stream, without review, term full & part time appointments
-all other appointments are term, either full or part-time

Summary of Appointments 1993-2023 Librarians, Program Directors & Term Appointments

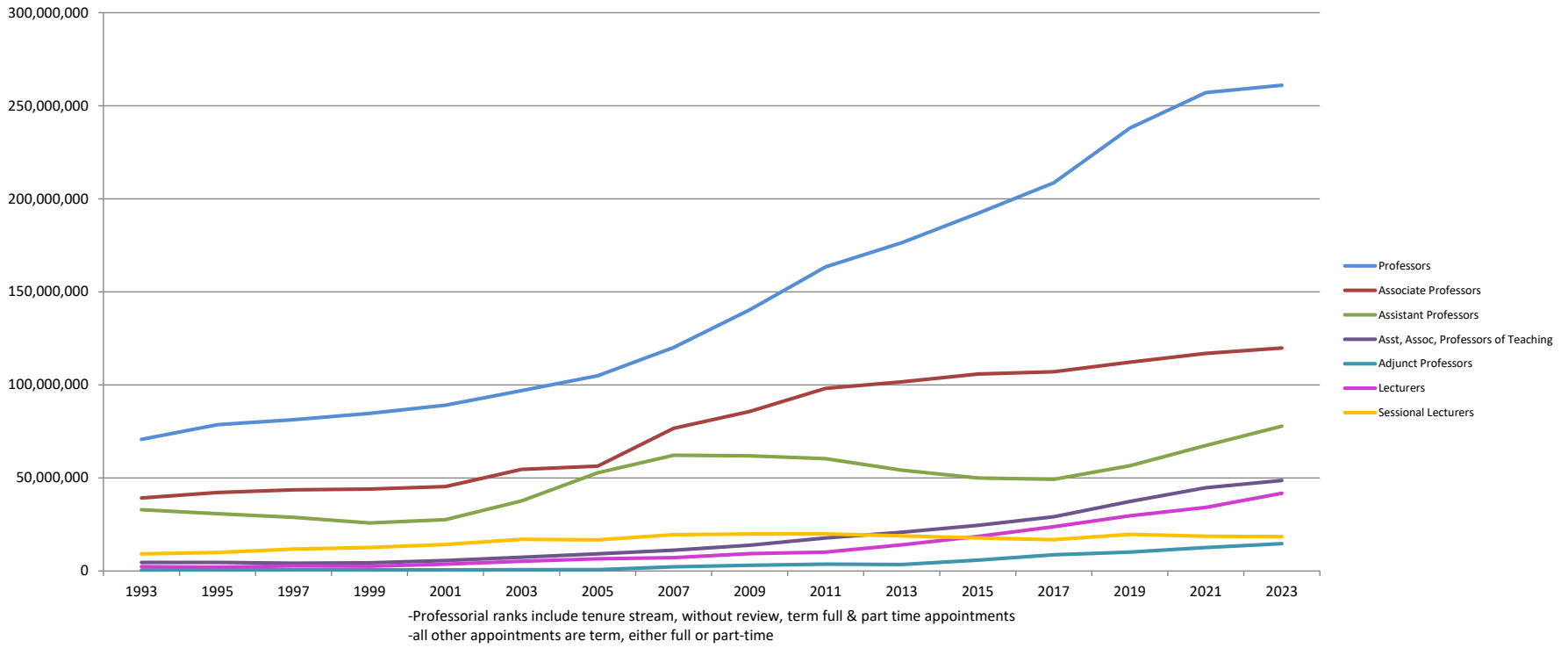


Summary of Appointments 1993-2023 Clinical Faculty

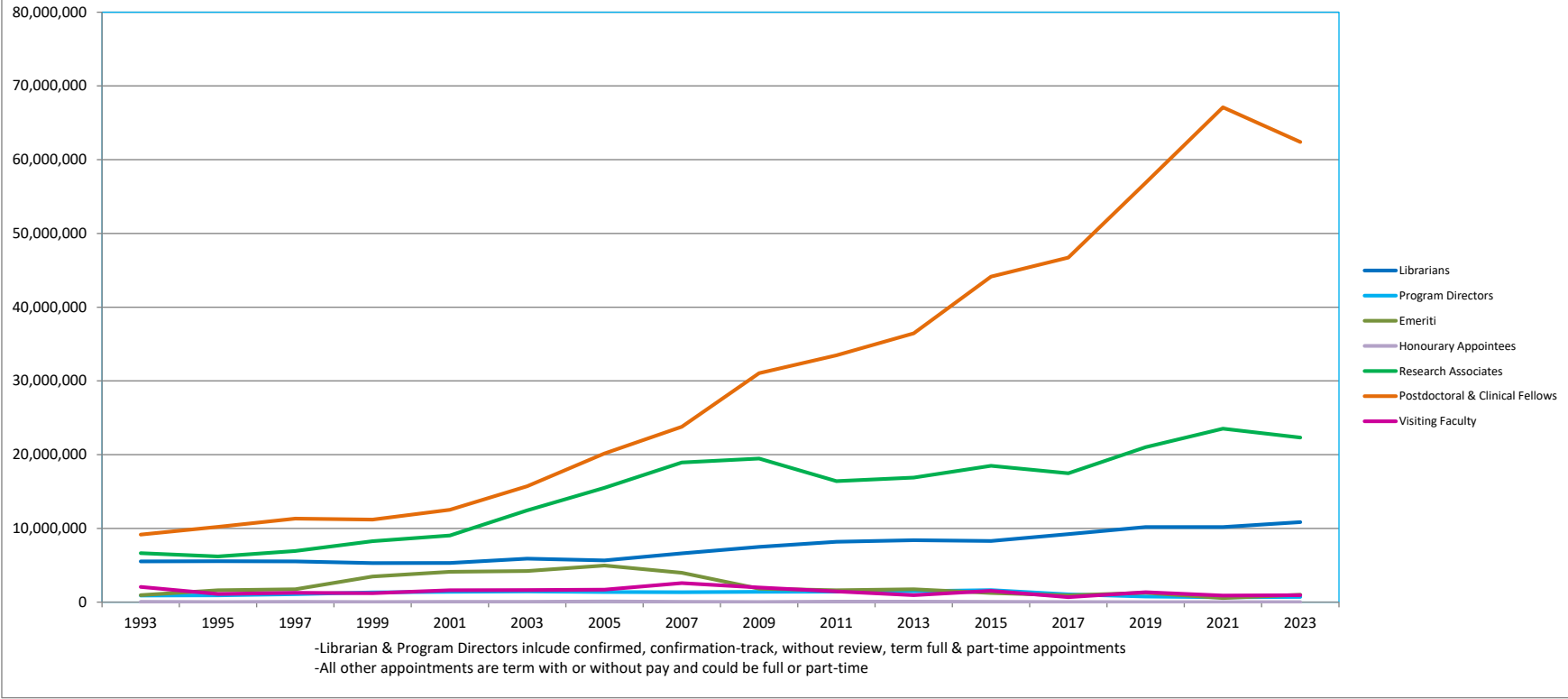


-Clinical faculty includes Clinical Instructor, Administrator, Assistant, Associate and Professor appointments

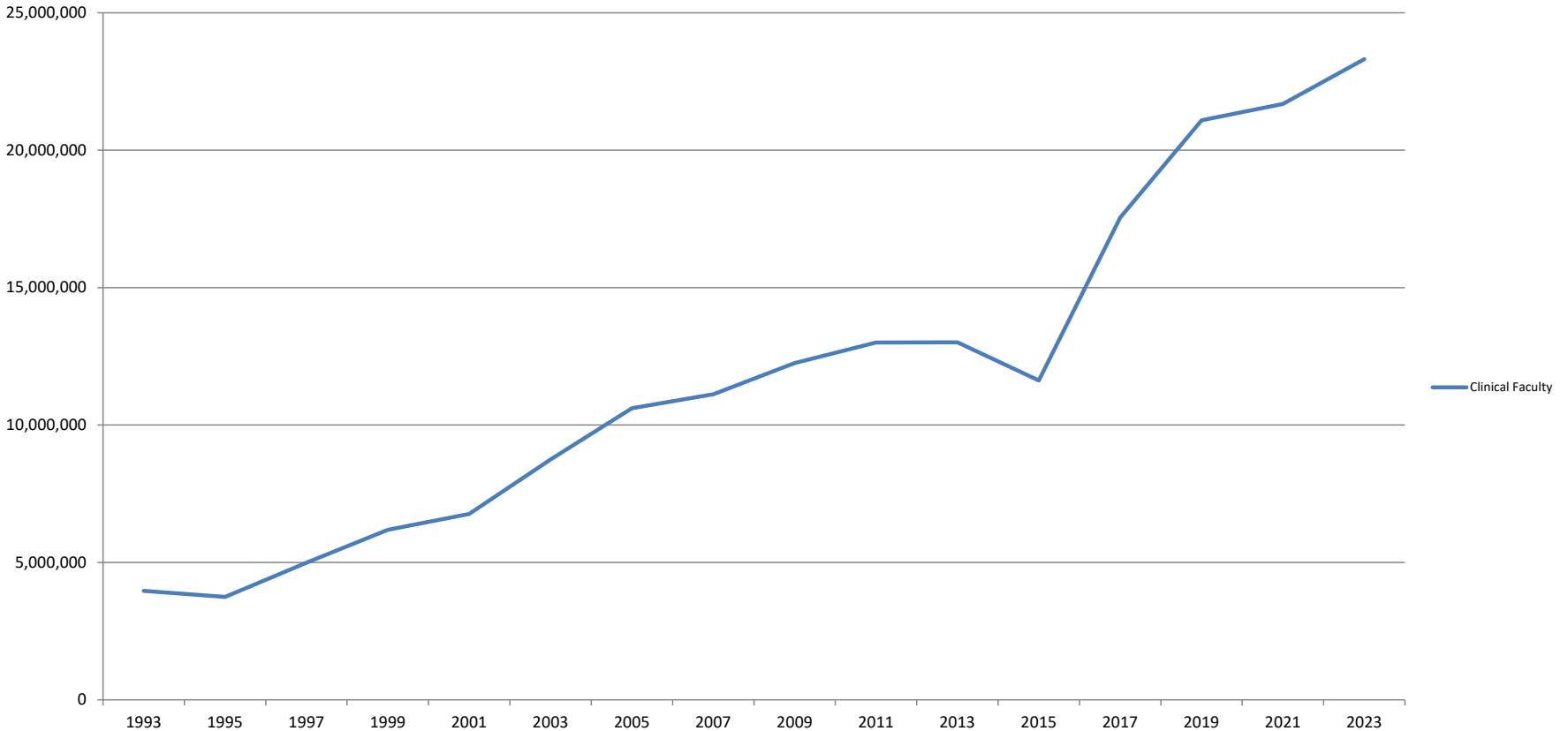
Summary of Salaries 1993-2023 Professorial, Lecturer & Adjunct Appointments



Summary of Salaries 1993-2023 Librarians, Program Directors & Term Appointments



Summary of Salaries 1993-2023 Clinical Faculty



-Clinical faculty includes Clinical Instructor, Administrator, Assistant, Associate and Professor appointments

Total Annualized Faculty & Postdoctoral Salaries 1993-2023 All Board of Governors Appointments

