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| SUBJECT | Annual Report of Teaching Staff |
| SUBMITTED TO | Employee Relations Committee |
| MEETING DATE | September 11, 2024 |
| 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, Okanagan Adam Charania, Interim Vice-President, Human Resources |

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 Report 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 2024.
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 Appointments
Snapshot as of April 2024**

| Rank | 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 | 131 | 231 | 21 | 77 | 30 | | 13 | 320 | 17 | 234 | 25 | 28 |
| Associate Professor | 66 | 198 | 10 | 53 | 19 | | 15 | 136 | 10 | 64 | 17 | 31 |
| Assistant Professor | 69 | 139 | 6 | 27 | 22 | | 12 | 89 | 13 | 65 | 13 | 36 |
| Assistant Professor of Teaching | 13 | 27 | 6 | 10 | 6 | | 2 | 22 | 7 | 12 | 1 | 1 |
| Associate Professor of Teaching | 24 | 36 | 3 | 11 | 3 | | 4 | 20 | 12 | 34 | 3 | 1 |
| Professor of Teaching | 8 | 9 | | 6 | 1 | | 1 | 6 | 2 | 18 | | |
| Lecturer | 38 | 120 | 18 | 31 | 15 | | 12 | 18 | 21 | 37 | 6 | 35 |
| Librarian | | | | | | | | | | | | 1 |
| Program Director | | | | 1 | | | | | | | | |
| Sessional Lecturer | 56 | 222 | | 84 | 13 | | 12 | 8 | | 54 | | 43 |
| Adjunct Professor | 352 | 110 | 1 | 300 | 61 | | 47 | 523 | 7 | 126 | 147 | 72 |
| Clinical Faculty | 4 | | 592 | | | | 201 | 12,864 | 681 | | | |
| Emeriti | 36 | 41 | | 21 | 8 | 1 | 9 | 86 | 1 | 46 | 2 | 22 |
| Honorary Faculty | 38 | 51 | | 15 | 27 | | 9 | 231 | 4 | 119 | 4 | |
| Research Associate | 32 | 8 | 9 | 4 | 7 | | 2 | 158 | 3 | 104 | 4 | 2 |
| Postdoctoral & Clinical Fellows | 160 | 73 | 6 | 25 | 40 | | 17 | 678 | 22 | 310 | 2 | 5 |
| Visiting Faculty | 30 | 35 | 8 | 9 | 22 | | 9 | 27 | 4 | 31 | 8 | 4 |
| Grand Total | 1,057 | 1,300 | 680 | 674 | 274 | 1 | 365 | 15,186 | 804 | 1,254 | 232 | 281 |

**Board Appointments - Summary of Faculty & Postdoctoral Appointments
Snapshot as of April 2024**

| Rank | UBCO - Barber - Faculty of Arts and Social Sciences | UBCO - Barber - Faculty of Science | UBCO - Faculty of Creative and Critical Studies | UBCO - Faculty of Health and Social Development | UBCO - Faculty of Management | UBCO - Provost and Vice President Academic | VP Academic and Provost | VP Research and Innovation | Grand Total |
|---------------------------------|--|---|--|--|---|---|------------------------------------|---------------------------------------|--------------------|
| Professor | 27 | 28 | 10 | 13 | 5 | | | | 1,210 |
| Associate Professor | 28 | 33 | 33 | 14 | 4 | | | | 731 |
| Assistant Professor | 37 | 24 | 8 | 9 | 5 | | | | 574 |
| Assistant Professor of Teaching | 4 | 5 | 3 | 7 | | | | | 126 |
| Associate Professor of Teaching | 3 | 8 | 6 | 14 | 1 | | | | 183 |
| Professor of Teaching | 1 | 1 | | 1 | | | | | 54 |
| Lecturer | 16 | 12 | 21 | 8 | 8 | | 10 | | 426 |
| Librarian | | | | | | 13 | 82 | | 96 |
| Program Director | | | | | | | 3 | | 4 |
| Sessional Lecturer | 20 | 19 | 32 | 12 | 4 | | 1 | | 580 |
| Adjunct Professor | 20 | 70 | 2 | 41 | 9 | | | | 1,888 |
| Clinical Faculty | | | | | | | 1 | 1 | 14,344 |
| Emeriti | 2 | 5 | 2 | 2 | | 1 | 4 | | 289 |
| Honorary Faculty | 3 | 14 | 2 | 4 | 3 | | 2 | | 526 |
| Research Associate | | 5 | 1 | | | | | | 339 |
| Postdoctoral & Clinical Fellows | 6 | 32 | 5 | 20 | 4 | | 2 | | 1,407 |
| Visiting Faculty | 1 | 1 | | | 1 | | | | 190 |
| Grand Total | 168 | 257 | 125 | 145 | 44 | 14 | 105 | 1 | 22,967 |

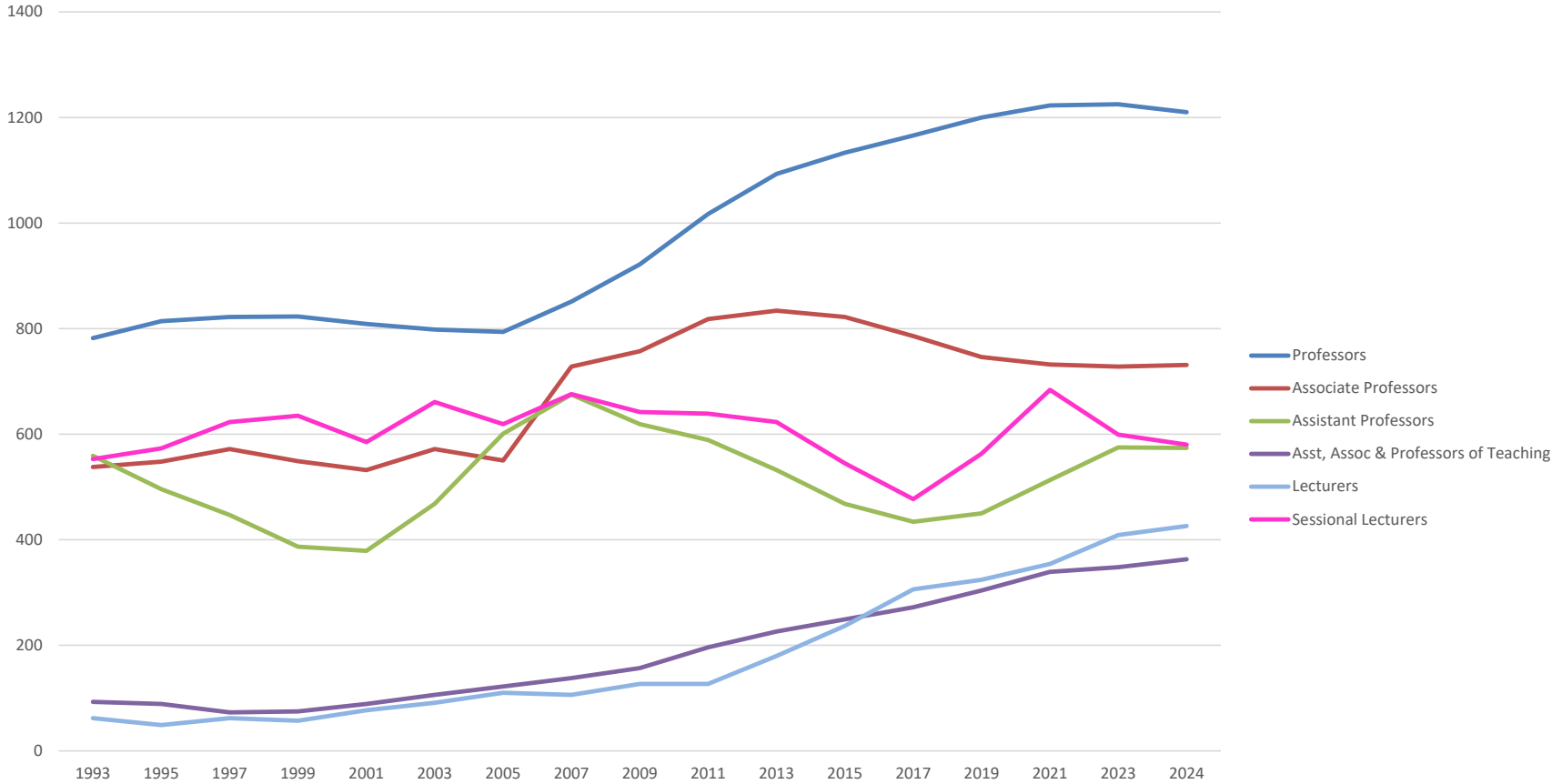
**Board Appointments - Summary of Faculty & Postdoctoral Salaries
Snapshot as of April 2024**

| Ranks | 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 | 2,617,289 | 4,464,741 | 505,430 | 1,508,037 | 559,582 | | 234,983 | 6,243,442 | 384,172 | 4,814,109 | 599,709 | 814,001 |
| Associate Professor | 1,029,155 | 2,960,024 | 203,203 | 768,990 | 299,059 | | 236,296 | 1,937,925 | 192,907 | 1,023,505 | 308,662 | 765,902 |
| Assistant Professor | 806,375 | 1,580,278 | 93,460 | 322,641 | 260,556 | | 154,397 | 1,079,550 | 190,329 | 878,578 | 192,711 | 764,283 |
| Assistant Professor of Teaching | 146,988 | 270,709 | 101,915 | 116,137 | 70,655 | | 22,779 | 220,540 | 94,183 | 146,945 | 16,479 | 15,150 |
| Associate Professor of Teaching | 335,699 | 429,569 | 54,773 | 156,947 | 39,882 | | 54,507 | 277,559 | 207,553 | 463,407 | 55,564 | 19,359 |
| Professor of Teaching | 127,438 | 126,373 | | 96,821 | 14,667 | | 16,209 | 108,101 | 38,930 | 319,992 | | |
| Lecturer | 375,667 | 1,022,746 | 167,874 | 243,379 | 135,647 | | 105,447 | 153,089 | 282,423 | 334,770 | 74,793 | 507,268 |
| Librarian | | | | | | | | | | | | 15,214 |
| Program Director | | | | 9,874 | | | | | | | | |
| Sessional Lecturer | 120,361 | 711,189 | | 218,266 | 21,828 | | 41,075 | 21,075 | | 182,443 | | 229,248 |
| Adjunct Professor | 284,628 | 154,621 | - | 254,826 | 1,000 | | 37,239 | 133,854 | 8,250 | 13,489 | 50,300 | 203,279 |
| Clinical Faculty | - | | 127,992 | | | | 4,181 | 2,038,083 | 4,415 | | | |
| Emeriti | 14,834 | - | | 5,216 | 3,000 | 3,750 | 8,417 | 25,519 | 750 | 23,028 | - | - |
| Honorary Faculty | - | - | | - | - | | - | - | - | - | - | - |
| Research Associate | 168,860 | 41,021 | 52,349 | 13,566 | 37,241 | | 4,674 | 1,042,435 | 28,878 | 712,454 | 23,882 | 21,281 |
| Postdoctoral & Clinical Fellows | 662,520 | 271,271 | 11,900 | 86,788 | 181,792 | | 62,708 | 2,458,037 | 97,838 | 1,297,551 | 7,500 | 22,375 |
| Visiting Faculty | 6,765 | 31,291 | - | 2,511 | 3,200 | | 2,454 | 21,406 | - | 4,167 | - | 24,444 |
| Grand Total | 6,696,577 | 12,063,834 | 1,318,897 | 3,803,998 | 1,628,109 | 3,750 | 985,366 | 15,760,615 | 1,530,628 | 10,214,437 | 1,329,600 | 3,401,806 |
| Annualized | 80,358,919 | 144,766,012 | 15,826,762 | 45,647,980 | 19,537,304 | 45,000 | 11,824,387 | 189,127,377 | 18,367,532 | 122,573,248 | 15,955,196 | 40,821,667 |

**Board Appointments - Summary of Faculty & Postdoctoral Salaries
Snapshot as of April 2024**

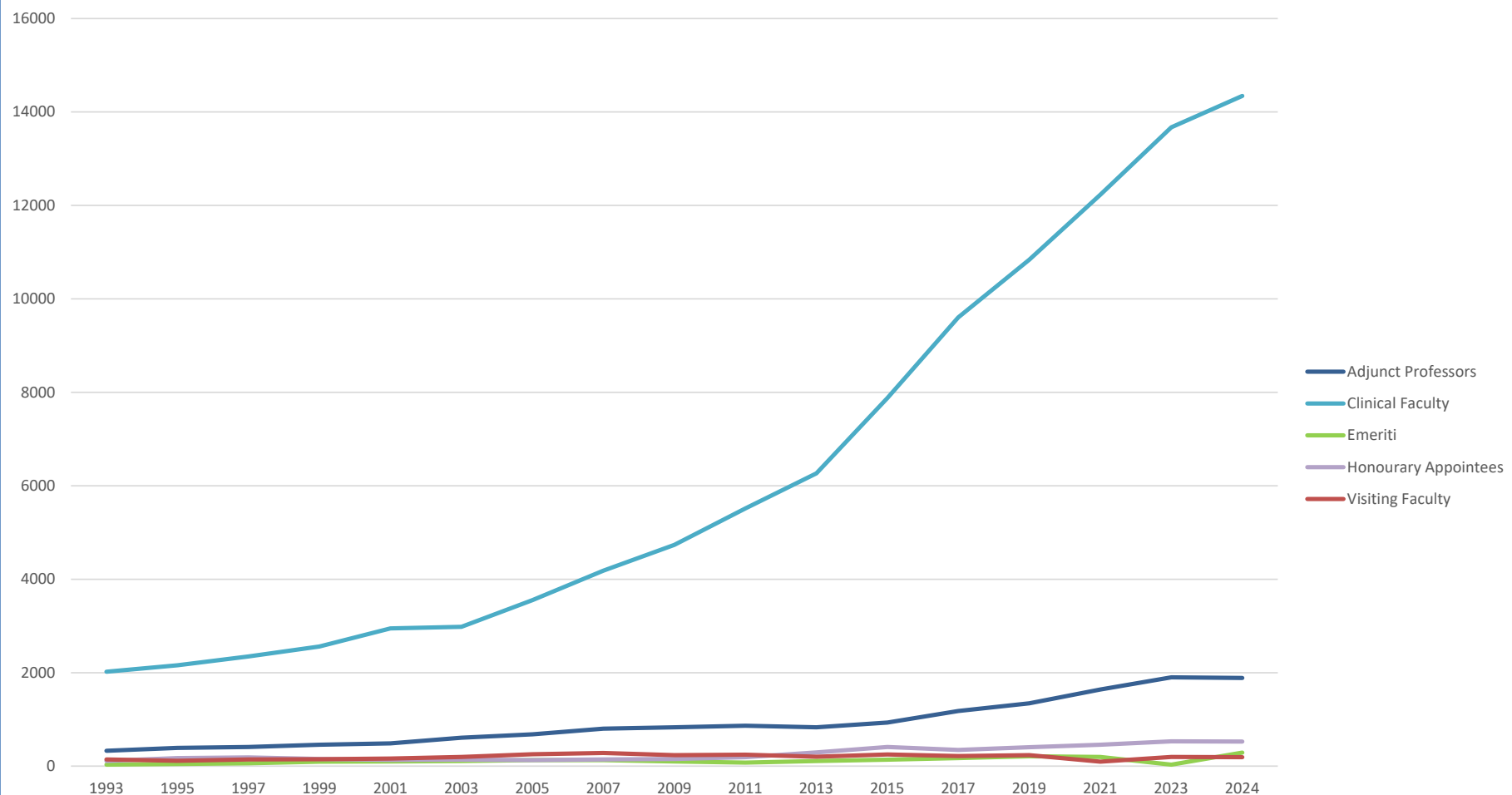
| Ranks | UBCO - Barber - Faculty of Arts and Social Sciences | UBCO - Barber - Faculty of Science | UBCO - Faculty of Creative and Critical Studies | UBCO - Faculty of Health and Social Development | UBCO - Faculty of Management | UBCO - Provost and Vice President Academic | VP Academic and Provost | VP Research and Innovation | Grand Total | Annualized |
|---------------------------------|--|---|--|--|-------------------------------------|---|--------------------------------|-----------------------------------|--------------------|-------------------|
| Professor | 452,819 | 482,116 | 146,875 | 231,131 | 114,934 | | | | 24,173,369 | 290,080,434 |
| Associate Professor | 363,684 | 447,916 | 460,529 | 190,591 | 81,175 | | | | 11,269,524 | 135,234,286 |
| Assistant Professor | 353,799 | 258,407 | 85,830 | 109,823 | 66,604 | | | | 7,197,622 | 86,371,465 |
| Assistant Professor of Teaching | 38,613 | 52,188 | 28,892 | 71,065 | | | | | 1,413,237 | 16,958,849 |
| Associate Professor of Teaching | 40,581 | 111,090 | 75,562 | 198,266 | 22,227 | | | | 2,542,545 | 30,510,540 |
| Professor of Teaching | 16,064 | 14,542 | | 14,649 | | | | | 893,786 | 10,725,431 |
| Lecturer | 139,241 | 87,684 | 159,554 | 73,308 | 101,536 | | 112,312 | | 4,076,738 | 48,920,857 |
| Librarian | | | | | | 120,834 | 889,552 | | 1,025,600 | 12,307,199 |
| Program Director | | | | | | | 48,354 | | 58,228 | 698,733 |
| Sessional Lecturer | 41,763 | 51,965 | 125,290 | 31,478 | 18,528 | | - | | 1,814,511 | 21,774,130 |
| Adjunct Professor | 2,375 | 10,742 | - | 33,071 | 12,919 | | | | 1,200,592 | 14,407,101 |
| Clinical Faculty | | | | | | | 27,022 | 4,583 | 2,206,277 | 26,475,321 |
| Emeriti | - | - | - | - | - | - | 2,917 | | 87,430 | 1,049,156 |
| Honorary Faculty | - | - | - | - | - | - | - | | - | - |
| Research Associate | | 23,988 | 1,825 | | | | | | 2,172,453 | 26,069,438 |
| Postdoctoral & Clinical Fellows | 26,808 | 130,784 | 7,500 | 86,749 | 16,533 | | 6,667 | | 5,435,320 | 65,223,840 |
| Visiting Faculty | - | - | | | - | | | | 96,238 | 1,154,858 |
| Grand Total | 1,475,747 | 1,671,421 | 1,091,858 | 1,040,131 | 434,456 | 120,834 | 1,086,824 | 4,583 | 65,663,470 | 787,961,637 |
| Annualized | 17,708,967 | 20,057,049 | 13,102,292 | 12,481,578 | 5,213,471 | 1,450,006 | 13,041,892 | 55,000 | 787,961,637 | |

Summary of Appointments Professorial & Lecturer Appointments



-Based on April 1 snapshot
 -Professorial ranks include tenure stream, without review, term full and part-time appointments
 -All other appointments are term, either full or part-time

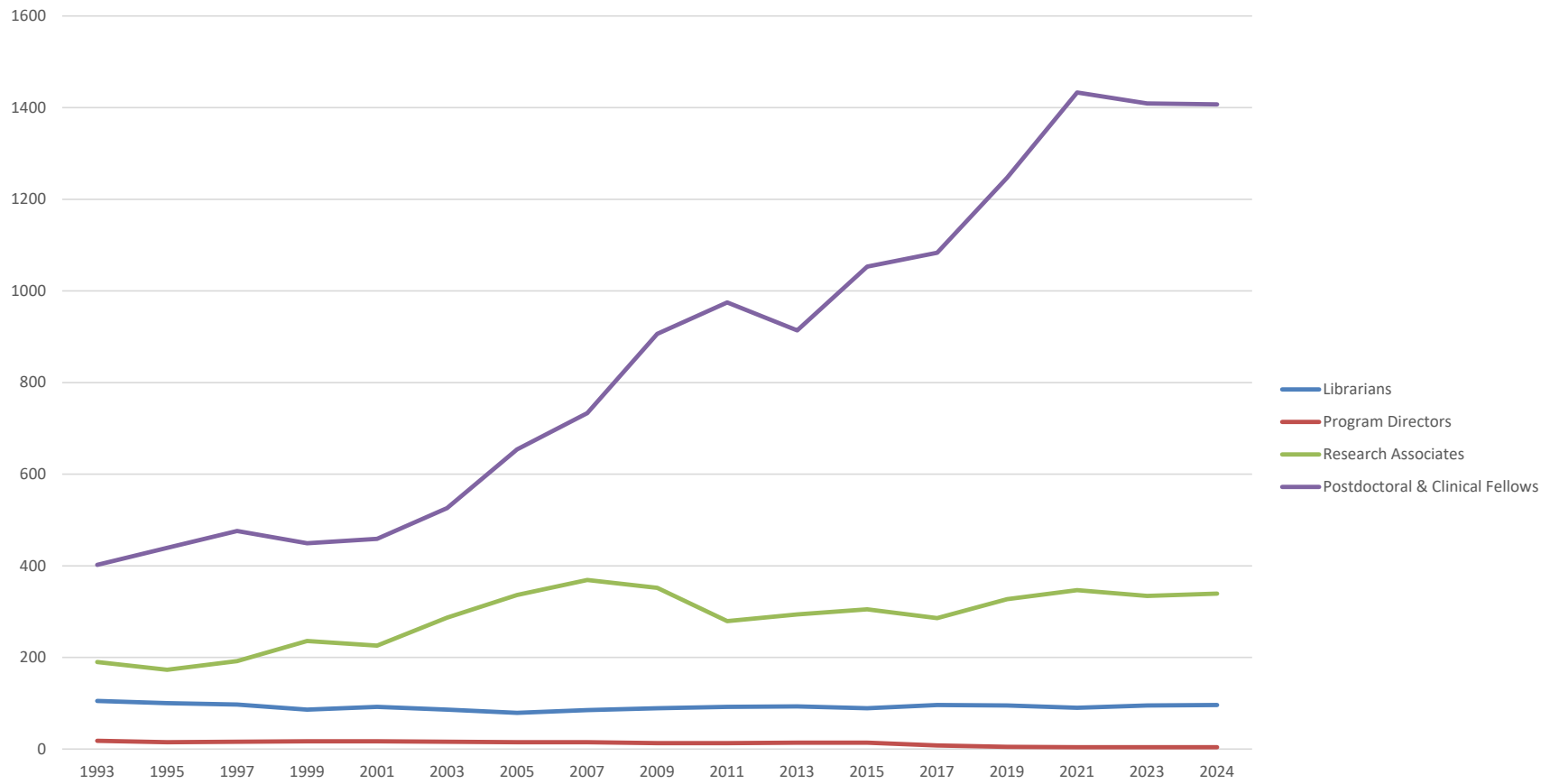
Summary of Appointments Adjunct, Clinical, Emeriti, Honorary & Visiting Appointments



-Based on April 1 snapshot

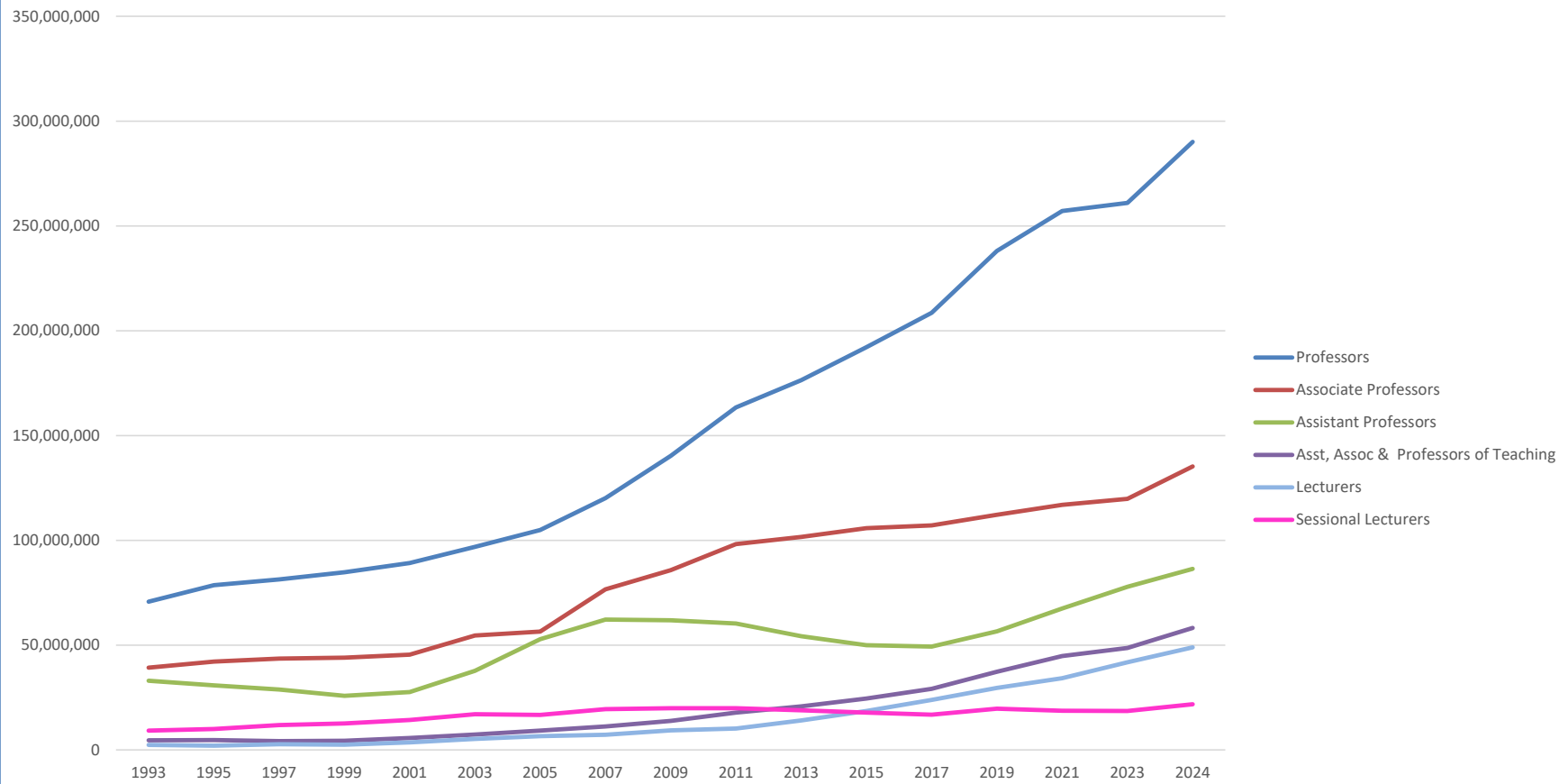
-Appointments are term and may be unpaid or paid. full or part-time

Summary of Appointments Librarians, Programs Directors and other term



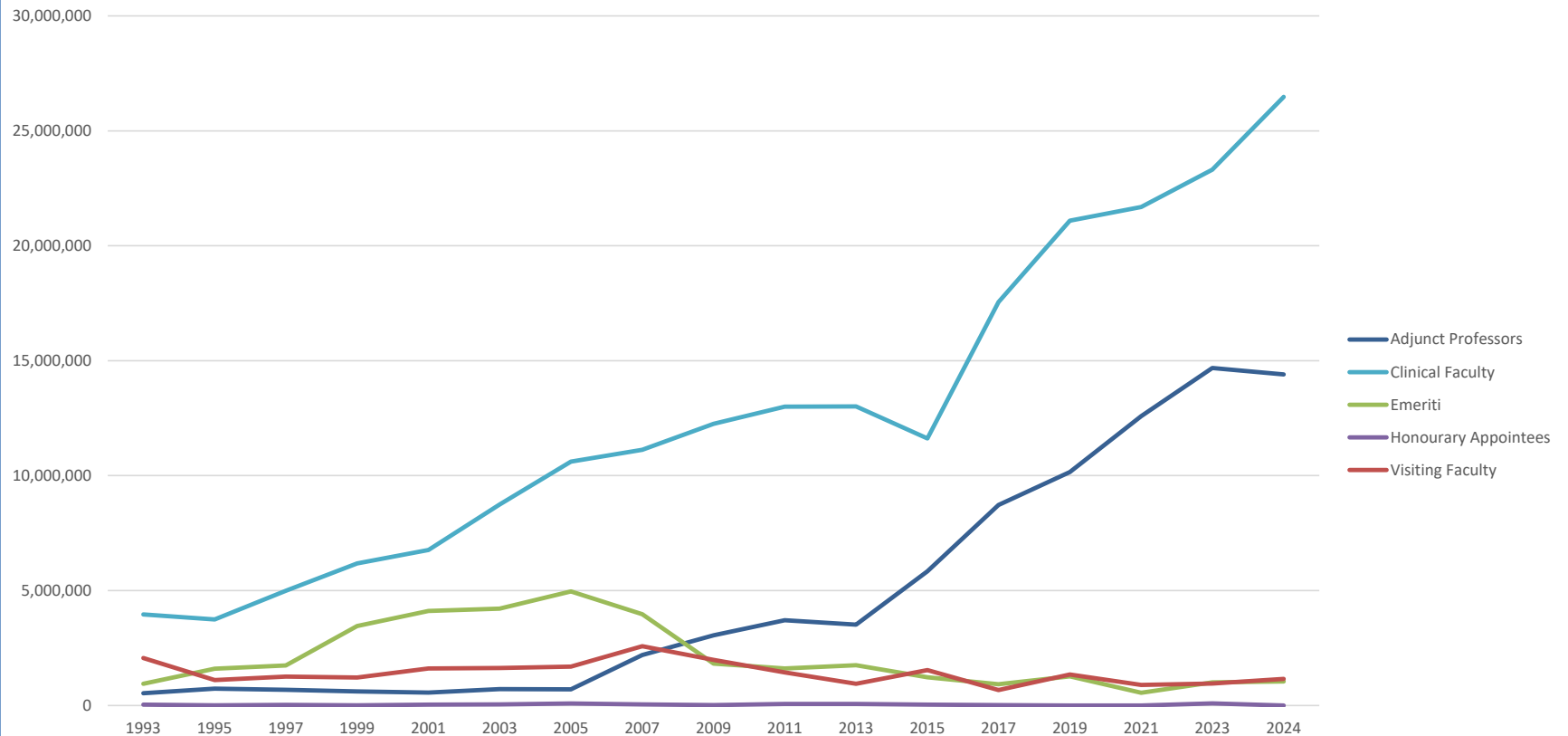
-Based on April 1 snapshot
-Librarian & Program Directors include confirmed, confirmation-track, without review term full and part-time appointments
-All other appointments are term full or part-time

Summary of Salaries Professorial & Lecturer Appointments



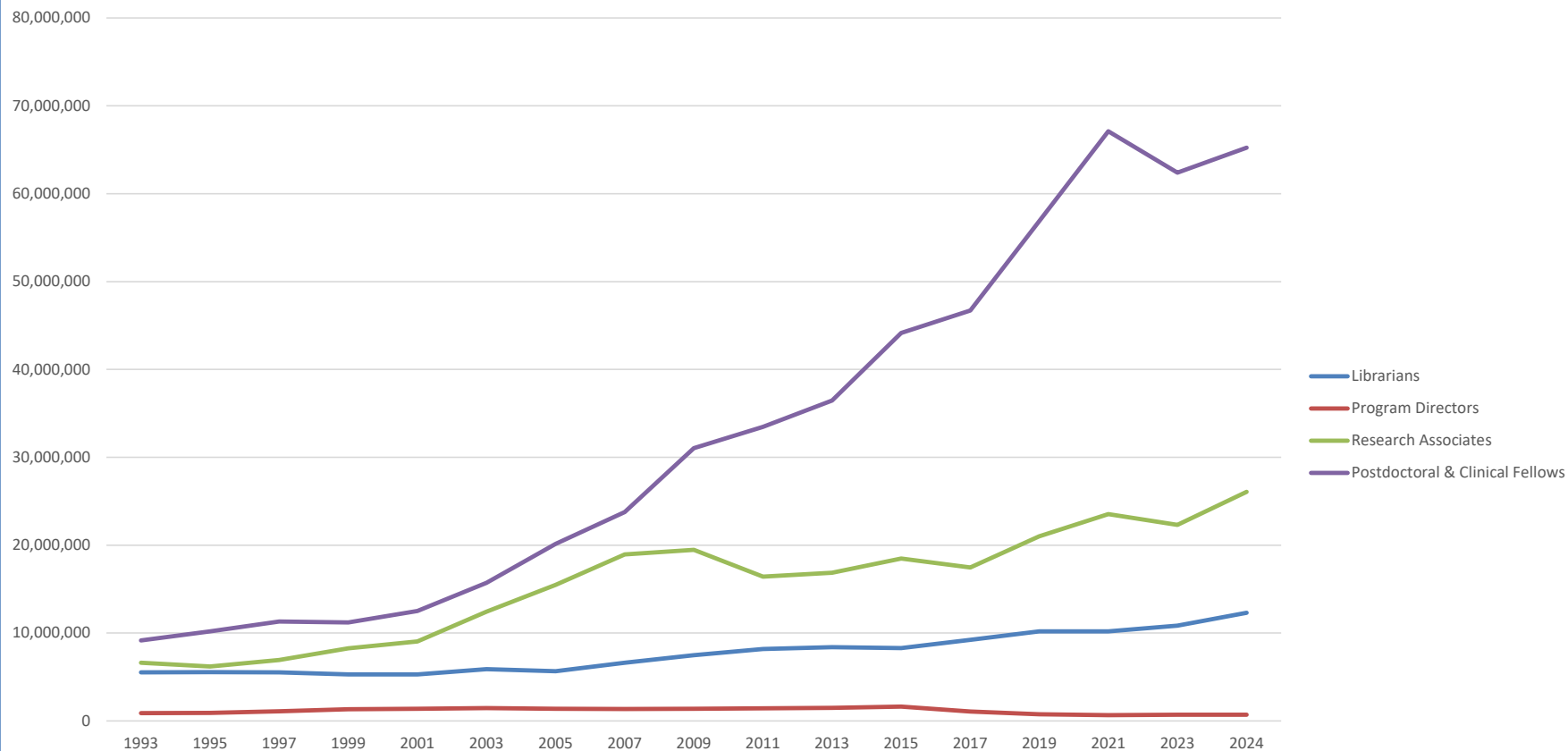
-Based on April 1 snapshot
 -Professorial ranks include tenure stream, without review, term full and part-time appointments
 -All other appointments are term, either full or part-time

Summary of Salaries Adjunct, Clinical, Emeriti, Honorary & Visiting Appointments



-Based on April 1 snapshot
-Appointments are term an may be unpaid or paid. full or part-time

Summary of Salaries Librarians, Programs Directors and other term



-Based on April 1 snapshot

-Librarian & Program Directors include confirmed, confirmation-track, without review term full and part-time appointments

-All other appointments are term full or part-time

Total Annualized Salaries All Board of Governors Appointments

