



SUBJECT	Annual Report of Teaching Staff
SUBMITTED TO	Employee Relations Committee
MEETING DATE	June 2, 2025
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, Vice-President, Human Resources

EXECUTIVE SUMMARY

The following summaries and charts are provided subject to section 4.1 of Board Appointments 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.
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 and Postdoctoral Appointments
Snapshot as of April 2025**

Appendix 1 - Summary Report of Salaries & 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	Library - UBCV	Peter A. Allard School of Law	The Sauder School of Business
Professor	133	239	22	75	27		15	316	16	237		25	27
Associate Professor	77	196	9	52	19		17	131	11	62		19	30
Assistant Professor	66	144	7	28	22		11	88	11	72		11	43
Professor of Teaching	9	9		7	1		1	7	2	20			
Associate Professor of Teaching	23	41	3	12	3		4	18	12	34		4	1
Assitant Professor of Teaching	16	21	6	8	9		2	25	9	13		1	1
Lecturer	43	118	20	33	11		11	19	24	43		6	36
Librarian											85		
Program Director				1									
Sessional Lecturer	41	201		99	14		19	8		77			38
Adjunct Professor	383	111	1	275	72		42	567	5	124		164	56
Clinical Faculty	3		624				244	13,626	728				
Emeriti	41	50		19	9	1	8	93	3	54	1	2	24
Honorary Faculty	35	41		19	30		11	244	4	119		3	
Research Associate	31	10	5	3	9		4	165	3	105		2	2
Postdoctoral & Clincl Fellows	178	71	6	26	47		20	714	21	315		3	3
Visiting Faculty	35	42	11	14	16		11	29	4	38		12	4
Grand Total	1,114	1,294	714	671	289	1	420	16,050	853	1,313	86	252	265

Data reflects appointment numbers as of April 1 and not headcount or FTE

**Board Appointments - Summary of Faculty and Postdoctoral Appointments
Snapshot as of April 2025**

	UBC Extended Learning	UBC Vantage College	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 Health	VP Research and Innovation	Grand Total
Professor			29	29	9	16	5					1,220
Associate Professor			27	32	33	12	5					732
Assistant Professor			35	23	7	9	4					581
Professor of Teaching			1	1	1	2						61
Associate Professor of Teaching			4	8	6	13	1					187
Assitant Professor of Teaching			4	5	2	6						128
Lecturer		5	14	11	20	9	5					428
Librarian								13	1			99
Program Director	3											4
Sessional Lecturer		6	24	21	30	16	3					597
Adjunct Professor			23	63	2	50	11					1,949
Clinical Faculty										1	1	15,227
Emeriti			5	5	2	1		1	3		2	324
Honorary Faculty			2	12	1	5	3		2			531
Research Associate				7								346
Postdoctoral & Clinical Fellows			7	25	5	26	4					1,471
Visiting Faculty			1	2	1	1	2					223
Grand Total	3	11	176	244	119	166	43	14	6	1	3	24,108

Data reflects appointment numbers as of April 1 and not headcount or FTE

Board Appointments - Summary of Faculty and Postdoctoral Salaries
Snapshot as of April 2025

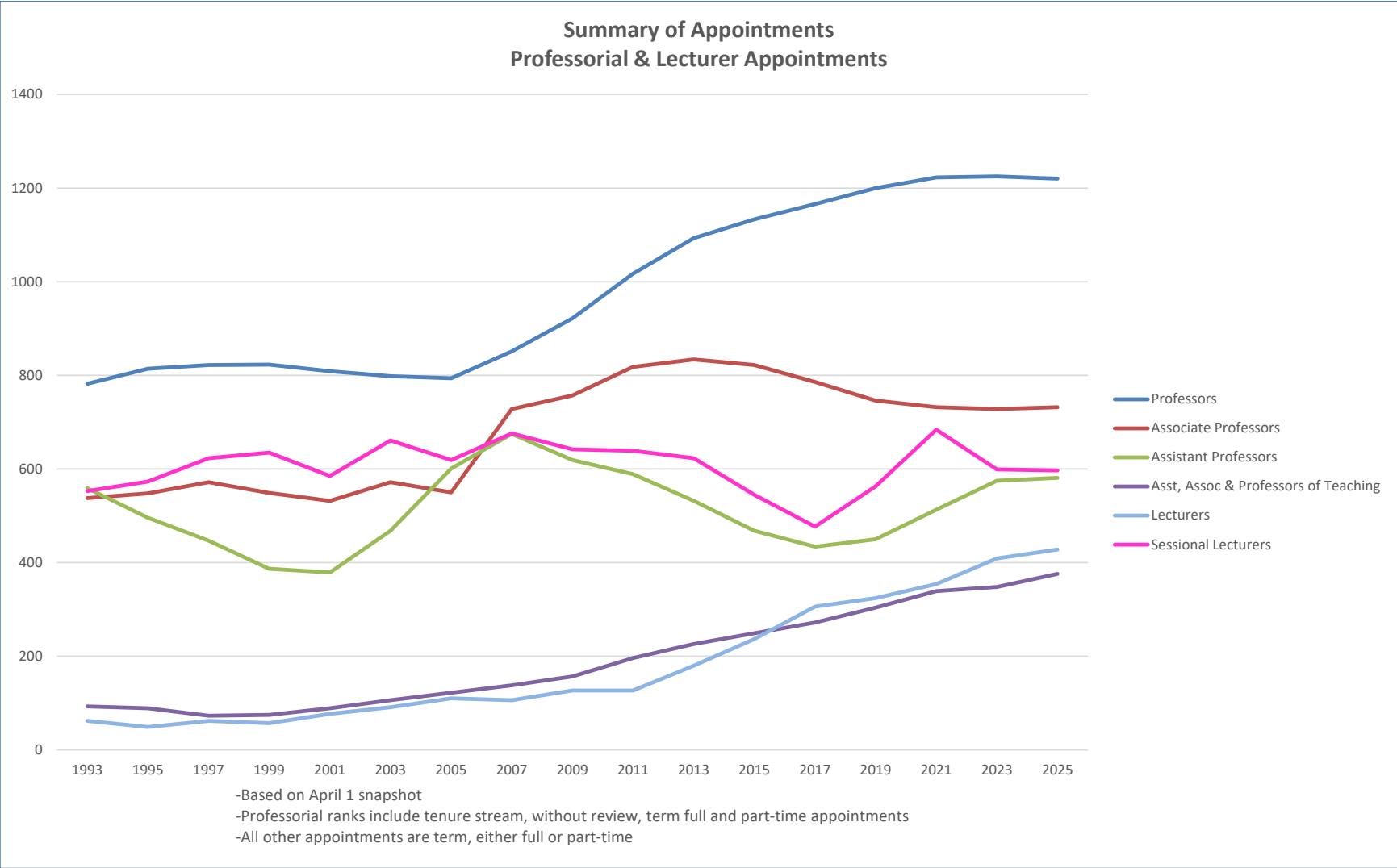
	Faculty of Applied Science	Faculty of Arts	Faculty of Dentistry	Faculty of Education	Faculty of Forestry	Faculty of Graduate Studies and Postdoctoral Studies	Faculty of Land and Food Systems	Faculty of Medicine	Faculty of Pharmaceutical Sciences	Faculty of Science	Library - UBCV	Peter A. Allard School of Law	The Sauder School of Business	UBC Extended Learning
Professor	2,775,910	4,860,226	551,143	1,534,204	521,826		283,331	6,418,605	371,083	5,040,005		632,968	826,033	
Associate Professor	1,210,678	3,032,332	194,443	808,720	315,385		274,960	1,968,708	216,240	1,024,763		354,617	777,929	
Assistant Professor	785,304	1,692,812	114,097	350,547	271,278		135,933	1,123,378	175,667	1,026,985		174,827	944,479	
Professor of Teaching	154,636	135,450		119,856	15,863		17,704	122,224	41,511	345,512				
Associate Professor of Teaching	350,133	526,287	56,818	171,132	42,516		58,605	279,954	220,894	492,543		76,726	20,333	
Assitant Professor of Teaching	188,214	219,852	109,134	98,985	110,565		24,614	271,478	125,392	160,008		14,583	15,861	
Lecturer	443,860	1,063,838	206,822	282,880	109,910		104,602	174,453	329,622	412,230		81,413	533,835	
Librarian											972,453			
Program Director				10,330										50,713
Sessional Lecturer	102,805	659,065		237,527	38,717		61,853	18,795		275,037			186,437	
Adjunct Professor	271,009	142,489	-	250,541	6,466		28,267	144,175	-	18,886		39,150	160,855	
Clinical Faculty	-		149,116				4,458	2,185,798	6,112					
Emeriti	6,698	3,820		431	-	3,750	6,417	17,344	800	16,421	1,864	-	1,500	
Honorary Faculty	-	-		-	-		1,900	-	-	-		-		
Research Associate	181,791	31,944	26,190	13,963	51,658		19,421	1,085,409	27,017	737,962		15,946	14,812	
Postdoctoral & Clinical Fellows	785,705	315,064	10,250	89,384	226,995		98,798	2,673,332	94,356	1,423,609		14,167	15,667	
Visiting Faculty	3,750	53,604	-	-	5,167		2,342	14,167	-	9,223		-	5,333	
Grand Total	7,260,495	12,736,781	1,418,012	3,968,499	1,716,345	3,750	1,123,202	16,497,818	1,608,694	10,983,184	974,317	1,404,397	3,503,073	50,713
Annualized	87,125,934	152,841,374	17,016,143	47,621,990	20,596,143	45,000	13,478,426	197,973,817	19,304,327	131,798,207	11,691,809	16,852,769	42,036,878	608,552

Figures reflect monthly salary as of April 1 multiplied by 12.

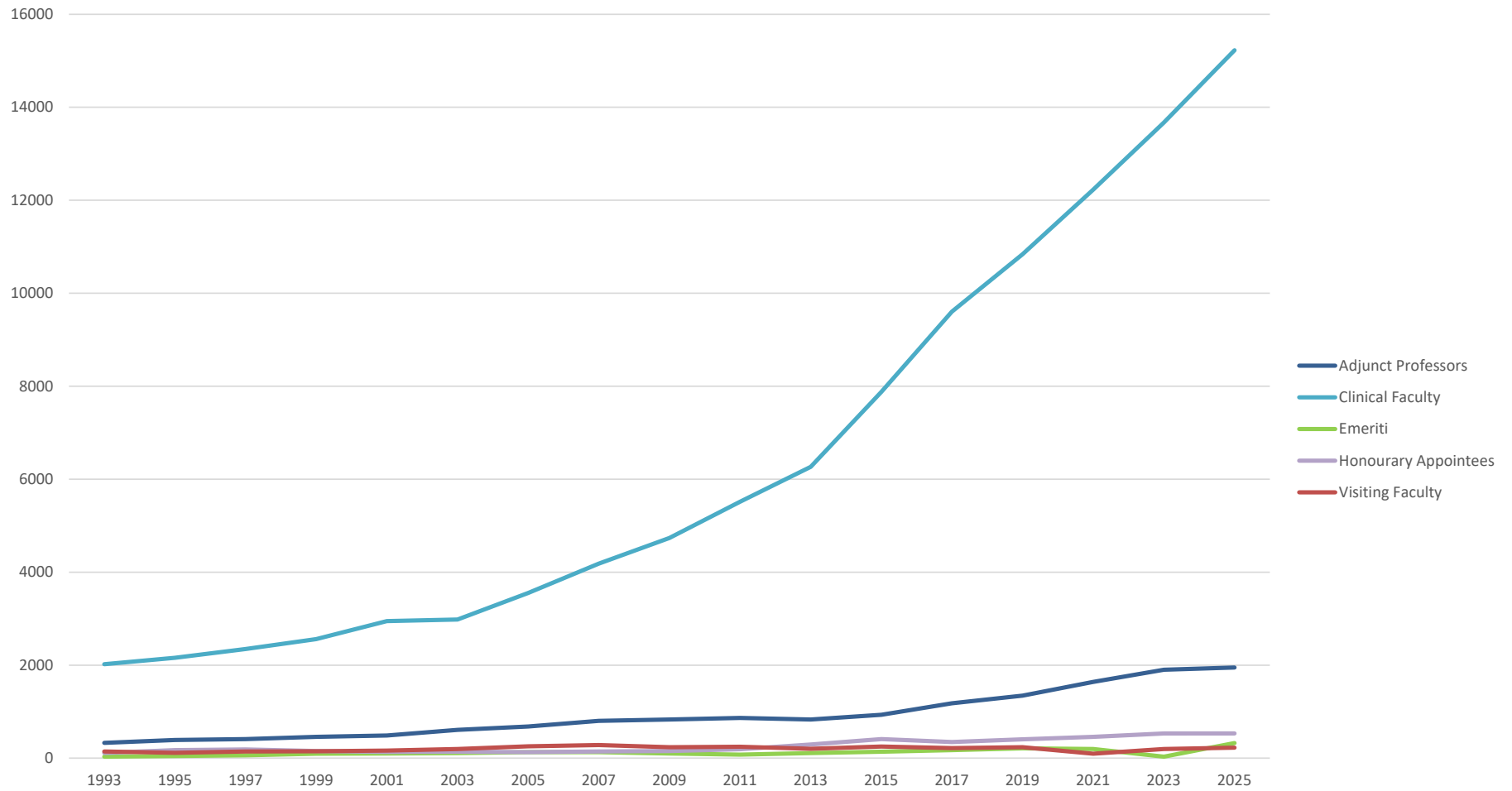
**Board Appointments - Summary of Faculty and Postdoctoral Salaries
Snapshot as of April 2025**

	UBC Vantage College	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 Health	VP Research and Innovation	Grand Total	Annualized
Professor		508,730	531,622	138,383	295,141	100,207					25,389,416	304,672,991
Associate Professor		373,803	466,460	477,083	167,522	101,856					11,765,497	141,185,964
Assistant Professor		356,652	261,487	78,329	111,991	61,698					7,665,464	91,985,566
Professor of Teaching		17,670	15,658	13,708	34,692						1,034,484	12,413,812
Associate Professor of Teaching		54,315	118,692	77,930	190,556	23,449					2,760,881	33,130,568
Assitant Professor of Teaching		38,635	55,937	20,851	64,654						1,518,764	18,225,168
Lecturer	65,579	127,671	84,499	167,814	85,370	74,345					4,348,739	52,184,874
Librarian							126,873	12,666			1,111,993	13,343,918
Program Director											61,042	732,507
Sessional Lecturer	22,787	69,304	67,631	117,099	40,309	30,503					1,927,866	23,134,394
Adjunct Professor		2,450	12,300	-	65,931	19,125					1,161,644	13,939,727
Clinical Faculty									4,167	4,583	2,354,233	28,250,797
Emeriti		2,425	-	-	-	-	-			16,737	78,206	938,472
Honorary Faculty		-	-	-	-	-	-				1,900	22,800
Research Associate			36,200								2,242,313	26,907,761
Postdoctoral & Clinical Fellows		28,892	111,130	20,652	132,494	14,667					6,055,161	72,661,929
Visiting Faculty		-	-	-	-	8,320					101,906	1,222,872
Grand Total	88,365	1,580,546	1,761,615	1,111,848	1,188,659	434,169	126,873	12,666	4,167	21,320	69,579,510	834,954,120
Annualized	1,060,386	18,966,546	21,139,383	13,342,177	14,263,913	5,210,028	1,522,479	151,997	50,000	255,842	834,954,120	

Figures reflect monthly salary as of April 1 multiplied by 12.



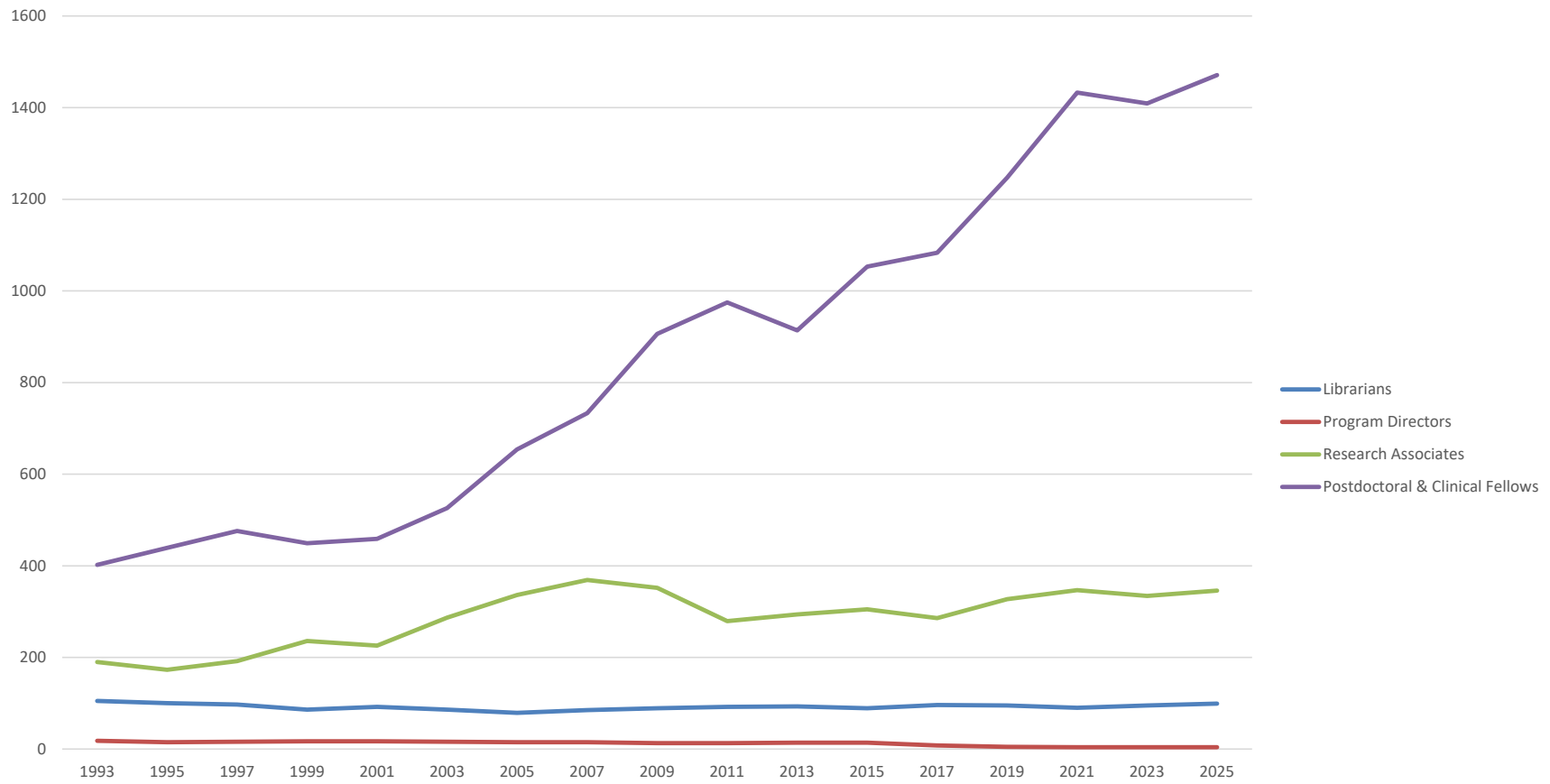
Summary of Appointments Adjunct, Clinical, Emeriti, Honorary & Visiting Appointments



-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

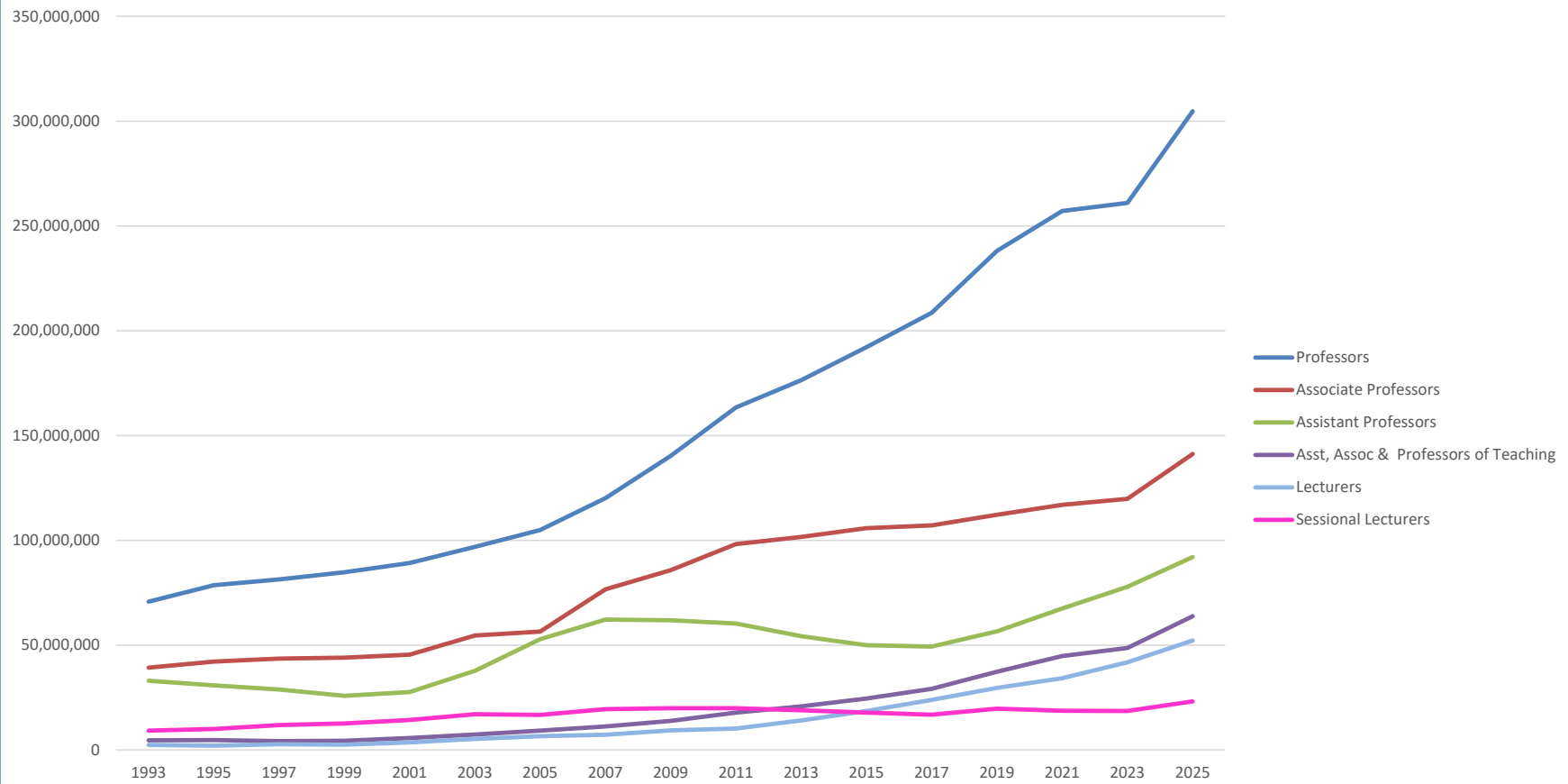


-Based on April 1 snapshot

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

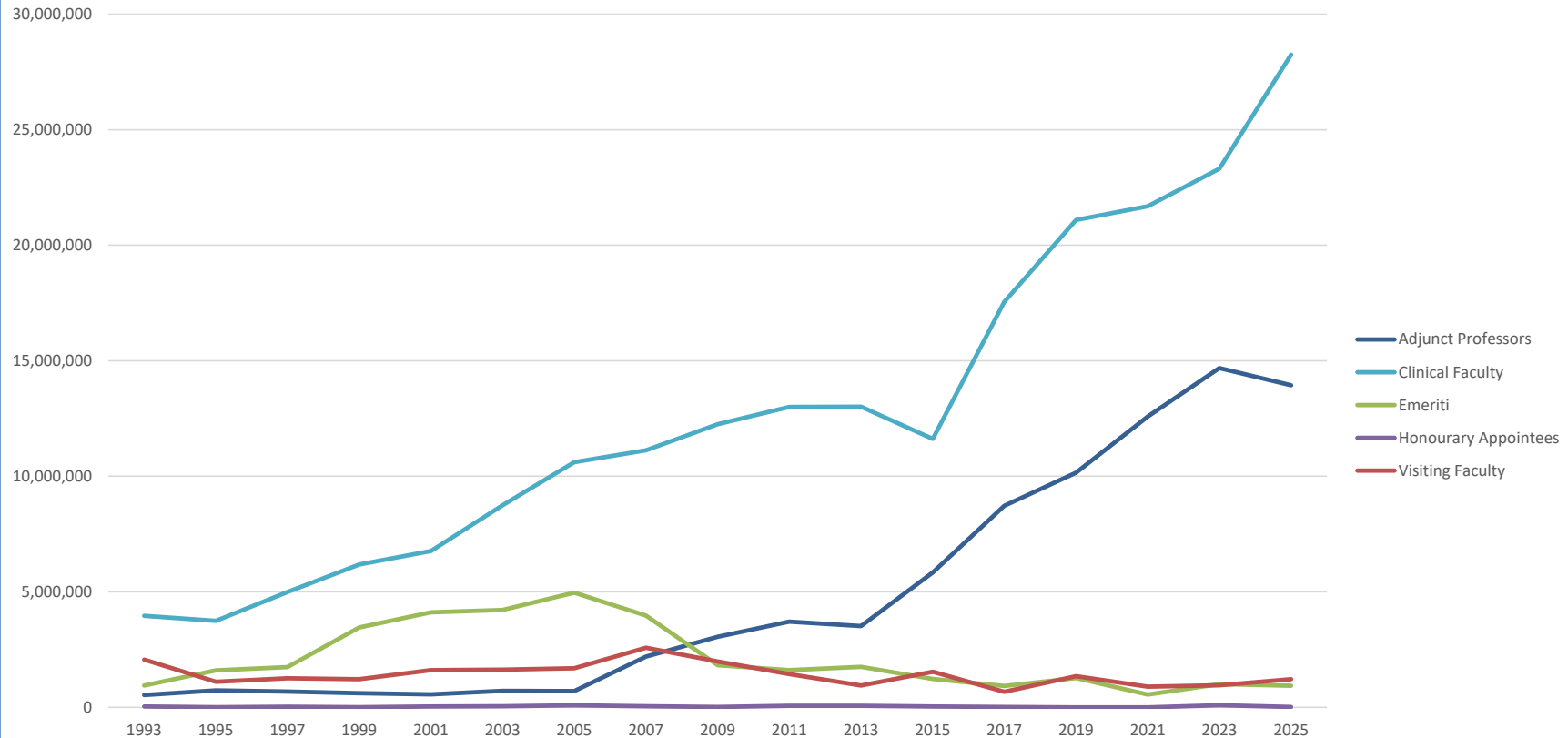
-All other appointments are term full or part-time

Summary of Salaries Professorial & Lecturer Appointments



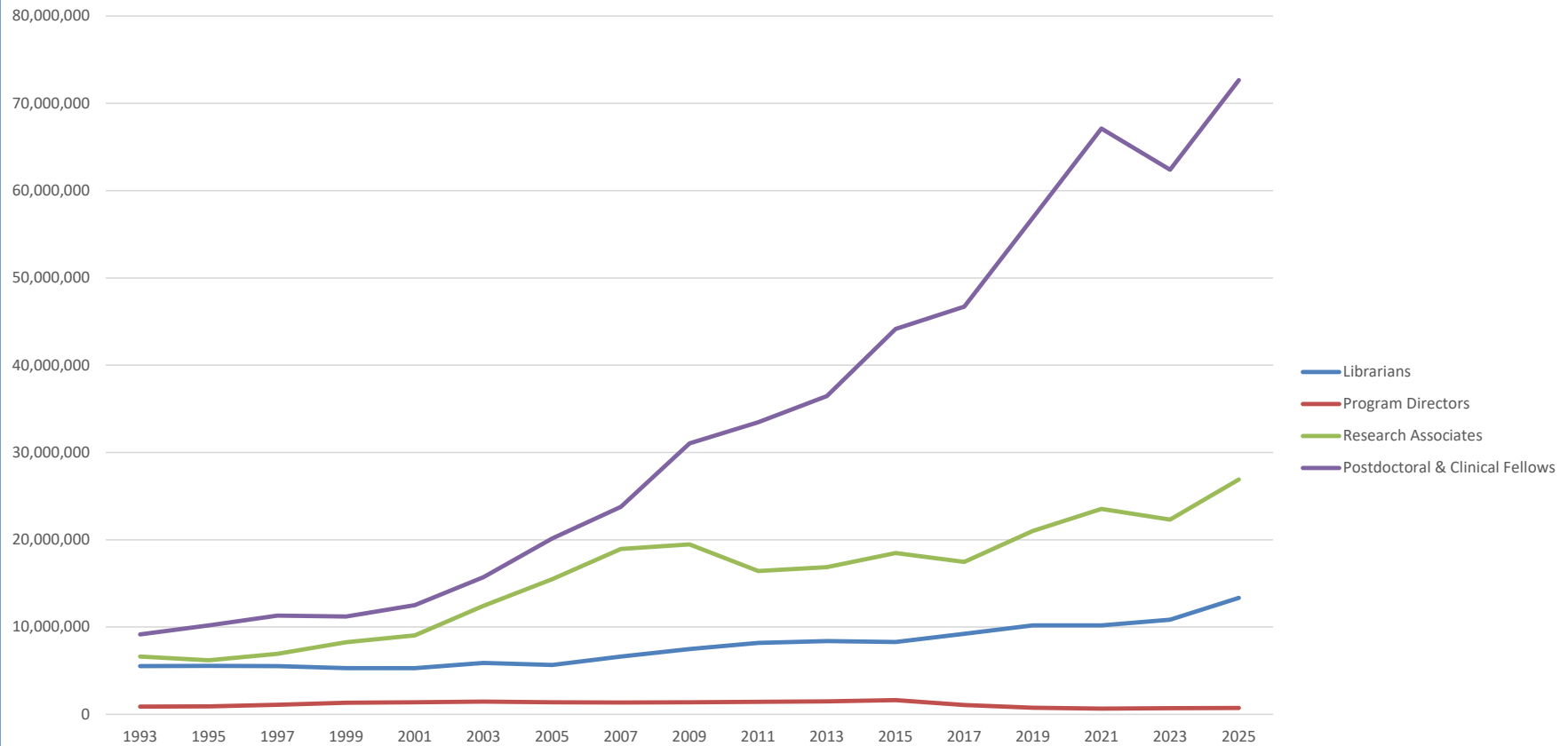
-Based on April 1 snapshot
 -Professorial ranks include tenure stream, without review, term full and part-time appointments
 -All other appointments are term, either full or part-time

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

