



2022 ACADEMIC RENEWAL Q & A

If your question isn't answered on this Q&A, please contact Jennifer Barker at Jennifer.Barker@ubc.ca

Q: Will a partner faculty be eligible to be a candidate for the academic renewal program on this round?

A: If the proposal from your department is successful in the competition, it will be an open recruitment competition for a tenure track position. Clinical faculty, partner faculty, research associates, or anyone else who doesn't have a current tenure or grant tenure stream faculty appointment can apply.

Q: Can my centre submit a proposal for the academic renewal round?

A: Centres in the FoM cannot appoint faculty members. The centre would need to partner with "home" department or school to the position to be appointed in. The proposal would count in that department or school's proposal allocation.

Q: Is the maximum of proposals a School or Department can submit for just one round or does it include all 3 rounds?

A: The maximum of proposals set is for each round. The same number will be used for each of the renewal rounds.

Q: If a department supports a proposal as the joint department, does it count towards their proposal allocation?

A: No, a joint department can support a home department's proposal without it counting toward the joint unit's proposal allocation. The proposal will be submitted under the home department's allocation.

Q: If a FoM department/division wants to partner with another Faculty (with FoM having the greater of the split (ex: 60/40) would this go against the external Faculty's Academic Renewal position?

A: No, if the home department is in FoM, the proposal would go against the FoM's allocation of positions. It would not affect the other Faculty.

Q: If there are external funds being used for the 20%, can the position be grant tenured?

A: No, the recruitment will be tenure track (not grant tenure track) so ongoing commitment from the units should the external funding end will be required.

Q: If there is external funding, how long does the external funding have to last for?

A: If you have external funds and know the length of funding available, please note that in the proposal plan. After the external funds end, the unit will need to pick up those salary and benefit costs as these positions are tenure track. Please note in the financial commitment section if incurring such costs will put the unit into deficit. If the proposal is recommended to the Dean, a final decision on feasibility will be made at that time based on the information provided in the application.

Q: We have someone in mind for this position, can we name them on the proposal?

A: No. All successful proposals will need to go through an open and transparent recruitment process as per [policy HR11](#)



Q: Is there a template for the financial validation piece?

A: The financial validation piece is located within the Proposal Form – see section 6.3. Please ensure the section is completed and validated by Finance.

Q: For the Virtual Health area, is the focus on “virtual health” OR “rural and remote health” or “Virtual, rural and remote health?”

A: The focus can be virtual and/or rural remote health. We’re open to any type of proposal that will support disparities in health care, particularly in support of rural/remote populations.

Q: In the proposal form, what is the difference between Question 4.2 and Question 5?

Question 4.2 Alignment with department/school’s overarching equity, diversity, and inclusion strategy. Please describe how this proposal will contribute to the diversification of the department/school’s current research areas and how the recruitment aligns with the department/school’s overarching EDI strategy.

A: To answer this question, you should be looking to address any gaps this position is going to fill in the department/school’s research areas. What niche are you trying to fill? You want to ensure this position you are proposing will add to the diversity of your department/school’s research and overarching EDI strategy.

Question 5: Recruitment Strategy to ensure Equity, Diversity and Inclusion. Describe what proactive efforts will be made to ensure equity, diversity and inclusion are considered and embedded throughout the recruitment process.

A: What is your department/school doing to ensure Equity, Diversity and Inclusion are considered in the recruitment process? For example, how is the advert going to be worded to be inclusive? Where are you going to advertise to ensure a varied range of candidates? Who is going to be on your panel to shortlist and interview? What training will they have undertaken? (Your department/school’s HR staff will be able to help you with this question).

Q: Can we submit a proposal without obtaining the signatures?

A: No. We need the signatures on the proposal before it’s submitted, however there is no need for formal commitment letters from external agencies until the proposal is successful.

Q: Our proposal has a few partners involved, can we obtain letters of support to provide with the application? Will the letters be reviewed by the adjudicators?

A: Yes, you can obtain a letter of support which explains their support for the recruitment and linkage to their organization. We will include the letters for the adjudication panel, however, please be mindful of the number of letters and their length.

Q: We have a content heavy proposal; can we go over the page limit?

A: No, please limit the length of sections 1 to 6.2 to three pages total. This does not include the financial commitment in section 6.3.