

# Honorary Academic Titles Policy

## Section 1 - Introduction

(1) Provision of honorary appointments acknowledge the extensive contribution to teaching, research, academic programs, and professional leadership that individuals who are not employed by the University make to its everyday operation. The University confers an honorary academic title on appointees to recognise the existence of a collaborative relationship.

(2) The University of Newcastle may award an honorary title to an individual in recognition of their collaboration and contribution to research, teaching, and/or service and engagement with the University.

(3) The following categories of honorary appointments are covered by this Policy:

- a. Conjoint;
- b. Clinical;
- c. Adjunct;
- d. Honorary; and
- e. Visiting Academic.

(4) This document should be read in conjunction with:

- a. Honorary Appointments Procedure; and
- b. [Visiting Appointment Guidelines](#).

## Section 2 - Policy Intent

(5) This policy:

- a. recognises the benefit the University receives from contributions to research, teaching and/or service and engagement on an honorary basis;
- b. provides for the award of honorary titles in acknowledgment of such contributions; and
- c. describes the privileges and obligations attaching to such titles.

## Section 3 - Policy Principles

(6) The award of an honorary academic title is not an appointment to a position and does not establish any employment relationship between the University and the individual. The appointment does not entitle the individual to any salary payments.

(7) An honorary appointment will be paused when the individual accepts an offer of fixed term employment with the University and may be reinstated following the cessation of the fixed term appointment, for the remaining period of the honorary appointment.

(8) Honorary title holders will not receive remuneration for the activities associated with the award of their title except where the payment for activities are temporary and are in excess of the normal expectations of a title holder as stipulated in their letter of offer, providing the proposed remuneration has been approved by the relevant delegate.

(9) Recommendations for the level of an honorary academic title must be consistent with the levels expected for paid academic appointments at the University in accordance with the Performance Expectations Framework for academic staff.

(10) The title holder is responsible to the relevant Head of School (or equivalent).

(11) The use of any honorary academic title is contingent upon the individual contributions to research, teaching and/or service and engagement at the University, as outlined in the letter of offer.

(12) The title holder must abide by all relevant University laws, rules, policies and procedures (“University policies”) while undertaking activities relating to their appointment.

(13) The University will identify specific resources and/or facilities that will be made available to support the contribution of the honorary appointee in the letter of offer.

(14) Research outputs of the honorary title holder must include the University of Newcastle by-line.

(15) An Honorary appointment may be renewed for additional terms on a triennial basis.

## **Section 4 - Conjoint Appointment**

(16) The University may award the following Conjoint titles:

- a. Conjoint Professor (Level E);
- b. Conjoint Associate Professor (Level D);
- c. Conjoint Senior Lecturer (Level C);
- d. Conjoint Lecturer (Level B); and
- e. Conjoint Associate Lecturer (Level A).

(17) A Conjoint title is awarded to an individual who contributes significantly to teaching and/or research at the University as part of their employment with an organisation that has a formal affiliation with the University of Newcastle.

(18) An application for a higher Conjoint title may be submitted in accordance with the [Academic Promotion Policy](#) and [Procedure](#).

## **Section 5 - Clinical Appointment**

(19) The University may award the following Clinical titles:

- a. Clinical Professor (Level E);
- b. Clinical Associate Professor (Level D);
- c. Clinical Senior Lecturer (Level C);
- d. Clinical Lecturer (Level B); and
- e. Clinical Associate Lecturer (Level A).

(20) A Clinical title is awarded to a medical or other allied health professional who undertakes clinical work and contributes to the University's teaching and/or research, arising from their employment with a related organisation.

(21) The University may award a Clinical title higher than Clinical Associate Lecturer to an individual in recognition of their experience in the relevant discipline area. The individual may or may not hold a PhD.

(22) An application for a higher Clinical title may be submitted in accordance with the [Academic Promotions Policy](#) and [Procedure](#).

## Section 6 - Adjunct Appointment

(23) The University may award the following Adjunct titles:

- a. Adjunct Professor (Level E);
- b. Adjunct Professor of Practice (Level E);
- c. Adjunct Associate Professor (Level D);
- d. Adjunct Senior Lecturer (Level C);
- e. Adjunct Lecturer (Level B); and
- f. Adjunct Associate Lecturer (Level A).

(24) An Adjunct title is awarded to an individual who is an expert in an appropriate field from professional practice and are contributing to teaching and/or research, or are fostering partnerships between the University of Newcastle and industry or the wider community.

(25) The University may award the title of Adjunct Professor of Practice to an individual from industry without an academic background but of equivalent standing in industry.

(26) An application for a higher Adjunct title may be submitted in accordance with the [Academic Promotions Policy](#) and [Procedure](#).

## Section 7 - Honorary Appointment

(27) The University may award the following Honorary titles:

- a. Honorary Professor (Level E);
- b. Honorary Associate Professor (Level D);
- c. Honorary Senior Lecturer (Level C);
- d. Honorary Lecturer (Level B); and
- e. Honorary Associate Lecturer (Level A).

(28) An Honorary title is awarded to an academic who the University of Newcastle wishes to continue and/or develop a significant academic association and are contributing to the University in the areas of research, teaching and/or service and engagement.

(29) An Honorary title to the same academic level and College may be awarded to an academic staff member of the University of Newcastle by the College Pro Vice-Chancellor (or equivalent) at the time of retirement.

(30) An application for a higher Honorary title may be submitted in accordance with the [Academic Promotions Policy](#) and [Procedure](#).

(31) An academic from another university may be awarded a higher title any time if promoted at their home university.

(32) Retired title holders are not eligible for promotion or appointment to a title at a higher academic level.

## **Section 8 - Visiting Academic Appointment**

(33) The University may award the following Visiting Academic titles:

- a. Visiting Professor (Level E);
- b. Visiting Associate Professor (Level D); and
- c. Visiting Fellow (Levels A - C).

(34) A Visiting Academic title is awarded to an academic staff member from another university who is visiting the University of Newcastle and is contributing to the University in the areas of research, teaching and/or service and engagement.

(35) The academic level will be at the same academic level as the individual holds at their employer institution or organisation. Where the academic title differs, the Head of School (or equivalent), will determine the most appropriate honorary title, subject to the University's policies and procedures.

(36) The appointment is for a fixed term for the duration of the visit.

(37) A visiting academic who is not an Australian citizen or permanent resident, must hold an appropriate visa.

(38) A visiting academic may be offered financial assistance with travel and accommodation expenses paid for by the relevant College.

## Status and Details

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|------------------------------|--|
| <b>Status</b>                | Current  |
| <b>Effective Date</b>        | 11th November 2020   |
| <b>Review Date</b>           | 11th November 2023   |
| <b>Approval Authority</b>    | Chief People and Culture Officer   |
| <b>Approval Date</b>         | 19th October 2020  |
| <b>Expiry Date</b>           | Not Applicable   |
| <b>Responsible Executive</b> | Martin Sainsbury<br>Chief People and Culture Officer<br>martin.sainsbury@newcastle.edu.au                                  |
| <b>Enquiries Contact</b>     | Martin Sainsbury<br>Chief People and Culture Officer<br>martin.sainsbury@newcastle.edu.au<br><hr/> HR Support<br>4033 9999 |

## Glossary Terms and Definitions

**"University"** - The University of Newcastle, a body corporate established under sections 4 and 5 of the University of Newcastle Act 1989.

**"Research"** - As defined in the Australian Code for the Responsible Conduct of Research, or any replacing Code or document.

**"Staff"** - Means a person who was at the relevant time employed by the University and includes professional and academic staff of the University, by contract or ongoing, as well as conjoint staff but does not include visitors to the University.

**"College"** - An organisational unit established within the University by the Council.

**"Delegate"** - (noun) refers to a person occupying a position that has been granted or sub-delegated a delegation of authority, or a committee or body that has been granted or sub-delegated a delegation of authority.