

# Appointment as Laureate Professor Policy

## Section 1 - Introduction

(1) The title of Laureate Professor is awarded to the University's most distinguished academics in recognition of their achievements and outstanding contribution to their field of scholarship and the University of Newcastle.

(2) The University may award the title of Laureate Professor to a current Professor (Level E academic) of the University, excluding honorary, sessional and visiting appointments.

(3) As a guide, the number of Laureate Professor appointments shall not exceed 5% of the total number of Professor Level E academic appointments at the University. Distinguished Laureate Professors will not be included in this allocation.

## Section 2 - Policy Intent

(4) This policy provides the principles for awarding the title of:

- a. Laureate Professor; and
- b. Distinguished Laureate Professor.

## Section 3 - Policy Principles

### Award of Title

(5) The award of the title of Laureate Professor and Distinguished Laureate Professor will be made by the Vice-Chancellor.

(6) The title of Distinguished Laureate Professor may be awarded following two (2) terms of appointment as a Laureate Professor.

(7) The title of Distinguished Laureate Professor is awarded in recognition of the candidate's achievements over an entire academic career.

(8) A member of staff who holds the title of Distinguished Laureate Professor is not eligible to apply for a further term as Laureate Professor during their employment with the University.

(9) A member of staff who holds the title of Laureate Professor or Distinguished Laureate Professor at the time of retirement, may be accorded the title Emeritus Laureate Professor or Distinguished Emeritus Laureate Professor at the discretion of Council and in accordance with the [Professor Emeritus and other Courtesy Titles Policy](#).

### Term of Title

(10) The term of a Laureate Professor will be for a period of up to a maximum of three (3) years.

(11) The title may be awarded for a further period of up to a maximum of three (3) years via the re-appointment process defined in the Appointment of Laureate Professor Procedure.

(12) The title of Laureate Professor will cease upon completion of the term, or the staff members retirement or resignation from the University, whichever comes first.

(13) The title of Distinguished Laureate Professor will cease upon the staff members retirement or resignation from the University.

(14) The award of the titles of Laureate Professor or Distinguished Laureate Professor may be withdrawn at any time by the Vice-Chancellor in the event that the titleholder commits any breach or suspected breach of policy or any conduct which, in the opinion of the University, is likely to bring the University or any of its related entities into disrepute.

(15) Award of the title(s) will be on the basis of merit.

## **Leadership Contributions and Deliverables**

(16) During the term of appointment, the title holder(s) will be expected to show leadership and contribute to the University in the following broad areas:

- a. provide expert advice and contribute to the University's strategic priorities and achievement of Key Performance Indicators (KPIs);
- b. act as leading advocates for driving academic excellence in the areas of teaching, research and engagement; and
- c. share knowledge and skills to enhance the University's research strategy and learning experiences for students.

(17) Title holder(s) are expected to consistently exceed the academic performance of their peers within their professorial cohort. This should be demonstrated through successful achievements in research training, leadership and engagement at an international level, specifically in terms of leading large research networks, programs and initiatives that bring in substantial research funding and raise the profile of the University on the global stage.

(18) The leadership contributions and deliverables will be reviewed by the Award Committee annually.

## **Remuneration**

(19) A Laureate Professor will receive a professorial salary plus a loading which may be superannuable, dependent on the rules of the superannuation fund. The loading will be determined by the Vice-Chancellor, in consultation with the College Pro Vice-Chancellor.

(20) A Distinguished Laureate Professor will receive a professorial salary, and may be eligible for a loading which may be superannuable, dependent on the rules of the superannuation fund. The loading (if applicable) will be determined by the Vice-Chancellor, in consultation with the College Pro Vice-Chancellor.

(21) The level of loading will be reviewed annually by Human Resource Services, in consultation with the College Pro Vice-Chancellor.

(22) The salary and loading cost for a Laureate Professor and a Distinguished Laureate Professor are covered by the relevant College.

## **Workforce Planning**

(23) Through Academic Planning and Performance (APP) discussions at the College and School level, future candidates

for Laureate Professor may be identified (including under represented cohorts) and provided with development opportunities and sponsorship to improve their standing for future nomination.

## **Equity and Diversity**

(24) The Award Committee will work with College Pro Vice-Chancellors to assist in identifying potential candidates and develop strategies to support equity, diversity and inclusion within the Laureate Professor group.

## Status and Details

<b>Status</b>	Current
<b>Effective Date</b>	9th September 2020
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<b>Approval Authority</b>	Chief People and Culture Officer
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<b>Expiry Date</b>	Not Applicable
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## 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.

**"Student"** - A person formally enrolled in a course or active in a program offered by the University or affiliated entity.

**"Candidate"** - With regard to Higher Degree by Research it has the same meaning as student. For all other instances it is a person considered for appointment to a position.

**"Level E academic"** - Professor.

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

**"School"** - An organisational unit forming part of a College or Division, responsible for offering a particular course.

**"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.