

Policy: Academic titles conferral: Honorary (Clinical)* appointee, Visiting Fellow, Visitor and Emeritus Professor

Purpose

To outline the standards which underpin the conferring of academic titles at ANU.

Overview

This policy sets out principles that underpin the conferring of academic titles to individuals who contribute their professional standing and specialist expertise to the research, academic and service activities of ANU, or whose sustained and eminent contribution to ANU warrants recognition.

Scope

This policy applies to Honorary appointees, Honorary (Clinical) appointees, Visiting Fellows, Visitors and Emeritus Professors.

Policy statement

1. ANU confers four categories of academic title:

Category	Emeritus Professor	Honorary Appointee or Honorary (Clinical)* Appointee	Visiting Fellow	Visitor
Title	Emeritus Professor* *Use of the title Emeritus Professor at	<u>Level B:</u> Honorary Lecturer / Honorary (Clinical)* Lecturer	Visiting Fellow	Visitor

	<p>ANU is restricted to those appointed via the procedures associated with this policy</p>	<p><u>Level C:</u> Honorary Senior Lecturer / Honorary (Clinical)* Senior Lecturer</p> <p><u>Level D:</u> Honorary Associate Professor/ Honorary (Clinical)* Associate Professor</p> <p><u>Level E:</u> Honorary Professor/ Honorary (Clinical)* Professor</p> <p><u>Level E3:</u> Distinguished Honorary Professor / Distinguished Honorary (Clinical)* Professor</p> <p>*Use of the title clinical is restricted to those on the ANU approved Health Practitioner List.</p>		
	Use of the title	Use of the	Use of the title	Use of the title

<p>Use of Title</p>	<p>Emeritus Professor is permitted when engaging in a public discourse which concerns the field or endeavour recognised in the conferral of the title; or when participating in any activity or event associated with ANU. Title is not to be amended in any way.</p>	<p>Honorary or Honorary (Clinical) title is permitted when engaging in a public discourse which concerns the field or endeavour recognised in the conferral of the title; or when participating in any activity or event associated with ANU. Title is not to be amended in any way.</p>	<p>Visiting Fellow is permitted when engaging in a public discourse which concerns the field or endeavour recognised in the conferral of the title; or when participating in any activity or event associated with ANU. Title is not to be amended in any way.</p>	<p>Visitor is permitted when engaging in a public discourse which concerns the field or endeavour recognised in the conferral of the title; or when participating in any activity or event associated with ANU. Title is not to be amended in any way.</p>
<p>Eligibility</p>	<p>Retired ANU Professors of eminent standing whose sustained achievements warrant recognition. Employed at ANU for at least five years.</p>	<p><u>Levels B – E:</u> Individuals who possess professional or academic expertise and experience needed to support the research/creative activity, education and service activities of the University. <u>Level E3:</u> Conferral of the title</p>	<p>Individuals of excellent standing whose activities align with the research /creative activity or education activities of the University and who are employed at other institutions that the University wishes to collaborate with.</p>	<p>Individuals employed at other Universities of excellent standing whose activities align with the research /creative activity or education activities of the University; or Individuals who possess professional expertise and experience needed to</p>

		<p>Distinguished Honorary Professor / Distinguished Honorary (Clinical) Professor is restricted to individuals of eminent standing whose professional or academic expertise and standing is needed to support the research/ creative activity, education and service activities of the University.</p>		<p>support the research /creative activity, education and service activities of the University.</p>
<p>Term and Review</p>	<p>Title is retained for life.</p> <p>Non-baseline privileges are reviewed every two years or can be subject to triggered review.</p>	<p>Title is retained for 1–5 years, renewable.</p> <p>All privileges are reviewed at application for renewal.</p>	<p>Title is available for a period of association no shorter than one month and no longer than one year, with no more than two consecutive renewals.</p> <p>All privileges are reviewed at application for renewal.</p>	<p>Title is available for a period of no longer than one month, with no more than two consecutive renewals.</p> <p>All privileges are reviewed at application for renewal.</p>

<p>Baseline Privileges</p>	<p>Academic title; ANU email account; Library borrowing privileges; Ability to submit research grant applications (for eligible external schemes) via the University; Higher Degree Research Student supervisory panel membership; Higher Degree Research Student supervisory panel chair (with delegate approval); Insurance: covered by the University's insurance policies as volunteers. Volunteer cover includes: personal accident; public liability;</p>	<p>Academic title; Access to professional development activities and infrastructure needed to complete agreed activities for the University; ANU email account Library borrowing privileges; Ability to submit research grant applications (for eligible external schemes) via the University; Higher Degree Research Student supervisory panel membership; Insurance*: covered by the University's insurance policies as volunteers. Volunteer cover includes: personal</p>	<p>Academic title; ANU email account; Library borrowing privileges; Options for a living away from home allowance (LAFHA) and travel costs; Insurance*: covered by the University's insurance policies as volunteers. Volunteer cover includes: personal accident; public liability; professional indemnity; and employment practices.</p>	<p>Insurance*: covered by the University's insurance policies as volunteers. Volunteer cover includes: personal accident; public liability; professional indemnity; and employment practices. Options for a living away from home allowance (LAFHA) and travel costs. Access to email, library borrowing privileges or to University enterprise software only on a full cost recovery basis.</p>
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	professional indemnity; and employment practices.	accident; public liability; professional indemnity; and employment practices.		
Contributions	Leadership in Research, Education and Service, including mentoring current staff or students.	Professional expertise and experience that support the research /creative activity, education and service activities of the University	Academic collaboration and contributions to the research/ creative activity or education activities of the University	Professional or academic expertise and experience that support the research/ creative activity, education and service activities of the University
Ownership of Intellectual Property	Except for Education Materials, and Scholarly and Creative Works, the University owns all Intellectual Property generated by Emeritus Professors.	Except for Education Materials, and Scholarly and Creative Works, the University owns all Intellectual Property generated by Honorary Appointees.	The University may request an assignment of IP created by a Visitor in the course of undertaking research or education at the University; using Intellectual Property of the University; or in the course of undertaking work for which funding has been provided to the University by a	The University may request an assignment of IP created by a Visitor in the course of undertaking research or education at the University; using Intellectual Property of the University; or in the course of undertaking work for which funding has been provided to the University by a party outside the

			<p>party outside the university.</p> <p>For clarity, the university does not assert ownership of IP in Education Materials, Scholarly Works or Creative Works generated by Visitors, except where the work is specifically commissioned by the University.</p>	<p>university.</p> <p>For clarity, the university does not assert ownership of IP in Education Materials, Scholarly Works or Creative Works generated by Visitors, except where the work is specifically commissioned by the University.</p>
Conferral Process	<p>College Dean endorses, Vice Chancellor approves, Council notes conferral of title.</p> <p>College Executive approve non-baseline privileges.</p>	<p>College Dean approves levels B–D.</p> <p>College Dean endorses, Vice Chancellor approves level E and E3.</p> <p>College Executive approve non-baseline privileges.</p>	<p>College Dean or Research/School Director approves (where delegation transferred).</p> <p>College Executive approve non-baseline privileges.</p>	<p>College Dean or Research/School Director approves (where delegation transferred).</p> <p>College Executive approve non-baseline privileges.</p>

* Appointees who are not Australian permanent residents or citizens are not covered by Medicare and the University advises that individuals seek their own private health cover. Appointees who are not Australian or New Zealand citizens or Australian permanent

residents are responsible for seeking and having granted an appropriate visa before the commencement of their appointment/ visiting period with the University.

2. The conferral of academic titles at ANU is:

- * based upon merit, as demonstrated through a transparent and rigorous process;
- * consistent with the recognition of equal opportunity;
- * focused on the holistic recognition of expertise and achievements in research/creative activity, education and service, as demonstrated through various forms of evidence;
- * in alignment with University strategy and legislative obligations;
- * subject to review before renewal; and
- * not subject to quota.

3. A conferred academic title is an unpaid appointment. The conferral of an academic title by ANU does not establish any employment relationship between the University and the recipient, nor does it alter any existing employment relationship with another organisation or institution. The conferral of an academic title does not entitle the recipient to any salary payments or alter any existing salary payments from their home institution.

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