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:

<table>
<thead>
<tr>
<th>Category</th>
<th>Emeritus Professor</th>
<th>Honorary Appointee or Honorary (Clinical)* Appointee</th>
<th>Visiting Fellow</th>
<th>Visitor</th>
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</thead>
<tbody>
<tr>
<td>Title</td>
<td>Emeritus Professor*</td>
<td>Level B: Honorary Lecturer / Honorary (Clinical)* Lecturer Level C:</td>
<td>Visiting Fellow</td>
<td>Visitor</td>
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*Use of the title Emeritus Professor at ANU is
<table>
<thead>
<tr>
<th>Use of the title</th>
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<tr>
<td>Emeritus</td>
<td>Honorary or</td>
<td>Visiting Fellow</td>
<td>Visitor</td>
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use of the title Emeritus

Use of the title Honorary or

Use of the title Visiting Fellow

Use of the title Visitor is

Restricted to those appointed via the procedures associated with this policy

Honorary Senior Lecturer / Honorary (Clinical)* Senior Lecturer

Level D:
Honorary Associate Professor / Honorary (Clinical)* Associate Professor

Level E:
Honorary Professor / Honorary (Clinical)* Professor

Level E3:
Distinguished Honorary Professor / Distinguished Honorary (Clinical)* Professor

*Use of the title clinical is restricted to those on the ANU approved Health Practitioner List.
<table>
<thead>
<tr>
<th>Title</th>
<th>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.</th>
<th>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.</th>
<th>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.</th>
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<tr>
<td>Eligibility</td>
<td>Retired ANU Professors of eminent standing whose sustained achievements warrant recognition. Employed at ANU for at least five years.</td>
<td><strong>Levels B – E:</strong> Individuals who possess professional or academic expertise and experience needed to support the research/creative activity, education and service activities of the University. <strong>Level E3:</strong> 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 <strong>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</strong></td>
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</table>
Conferral of the title 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.

collaborate with.

experience needed to support the research/creative activity, education and service activities of the University.

Term and Review

Title is retained for life. Non–baseline privileges are reviewed every two years or can be subject to triggered review.

Title is retained for 1–5 years, renewable. All privileges are reviewed at application for renewal.

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.

Title is available for a period of no longer than one month, with no more than two consecutive renewals. All privileges are reviewed at application for renewal.
<p>| Baseline Privileges | 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. | 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. | All privileges are reviewed at application for renewal. | 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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<th>Contributions</th>
<th>Leadership in Research, Education and Service, including mentoring current staff or students.</th>
<th>Professional expertise and experience that support the research/creative activity, education and service activities of the University</th>
<th>Academic collaboration and contributions to the research/creative activity or education activities of the University</th>
<th>Professional or academic expertise and experience that support the research/creative activity, education and service activities of the University</th>
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<td>Ownership of Intellectual Property</td>
<td>Except for Education Materials, and Scholarly and Creative Works, the University owns all Intellectual Property generated by Emeritus Professors.</td>
<td>Except for Education Materials, and Scholarly and Creative Works, the University owns all Intellectual Property generated by Honorary Appointees.</td>
<td>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</td>
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<td>Policy: Academic titles conferral</td>
<td>Page 7</td>
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| **Conferral Process** | **College Dean endorses, Vice Chancellor approves, Council notes conferral of title.** | **College Dean approves levels B-D.**  
**College Dean endorses, Vice Chancellor approves level E and E3.**  
**College Executive approve non-baseline** | **College Dean or Research/School Director approves (where delegation transferred).**  
**College Executive approve non-baseline** | **College Dean or Research/School Director approves (where delegation transferred).**  
**College Executive approve non-baseline** |

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.
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.

Delegations relevant to this policy

000139: Approve or extend full, clinical and adjunct academic status.
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