



Version	Approved by	Approval date	Effective date
6.1	Vice-Chancellor and President	23 March 2023	23 March 2023
Policy Statement			
Purpose	<p>This policy covers the conferring of all academic titles other than those through the academic appointment and promotion processes, including the:</p> <ul style="list-style-type: none"><li>• Types of academic titles that may be conferred</li><li>• Criteria for use of each title</li><li>• General conditions and privileges which may be associated with using an academic title at UNSW.</li></ul>		
Scope	<p>This policy replaces previous University policy in relation to the awarding of visiting and conjoint titles at UNSW. It should be read in conjunction with the <a href="#">Conferring Academic Titles Procedure</a>.</p>		
Policy Provisions			

## 1. Introduction

UNSW may confer an academic title to an individual whose contribution to the University's teaching, research or knowledge exchange is such that it deserves recognition, or otherwise where a formal academic association is desirable for UNSW.

## 2. Award of an Academic Title

The University may confer one of the following academic titles on a person in recognition of their contribution to the teaching, research or knowledge exchange activities of the University or otherwise where a formal academic association is desirable for UNSW:

The process for conferring each type of academic title is described in the [Conferring Academic Titles Procedure](#).

<b>TITLE</b>	<b>SUB-TITLE</b>	<b>BACKGROUND OF RECIPIENT</b>
Junior Visiting Research Fellow	A. Junior Visiting Research Fellow	<ul style="list-style-type: none"> <li>• A postgraduate student from another university (or organisation) who is visiting UNSW for up to a maximum period of three months. The purpose of the visit must be exclusively to undertake research or related activities to meet course requirements for their overseas qualification.</li> </ul>
Visiting Academic	A. – C. Visiting Fellow D. Senior Visiting Fellow E. Visiting Professorial Fellow	<ul style="list-style-type: none"> <li>• Academic staff from another university (or organisation) who is visiting UNSW (staff employed in home institution or organisation)</li> </ul>
Conjoint Academic	A. Conjoint Associate Lecturer B. Conjoint Lecturer C. Conjoint Senior Lecturer D. Conjoint Associate Professor E. Conjoint Professor	<ul style="list-style-type: none"> <li>• Staff from Australian Research Institutes which have a formal affiliation with UNSW</li> <li>• Medical or other health professionals from teaching hospitals or area health services which have a formal affiliation with UNSW who contribute to the teaching and/or research</li> <li>• Medical and other health professionals who supports teaching needs on a regular basis or contributes to research</li> </ul>

<b>TITLE</b>	<b>SUB-TITLE</b>	<b>BACKGROUND OF RECIPIENT</b>
<i>Adjunct Academic/ Adjunct Fellow</i>	A. <i>Adjunct Associate Lecturer, Adjunct Fellow</i> B. <i>Adjunct Lecturer, Adjunct Fellow</i> C. <i>Adjunct Senior Lecturer, Adjunct Fellow</i> D. <i>Adjunct Associate Professor</i> E. <i>Adjunct Professor</i>	<ul style="list-style-type: none"> <li>• <i>Generally expert in appropriate field from professional practice/industry, including current UNSW Professional staff</i></li> <li>• <i>Not necessarily academic background</i></li> <li>• <i>An academic from another university who is to have a continuing relationship with UNSW</i></li> </ul>
<i>Honorary Academic</i>	A. <i>Honorary Associate Lecturer</i> B. <i>Honorary Lecturer</i> C. <i>Honorary Senior Lecturer</i> D. <i>Honorary Associate Professor</i> E. <i>Honorary Professor</i>	<ul style="list-style-type: none"> <li>• <i>Retired member of staff of UNSW or another university with whom UNSW wishes to continue to further develop a significant academic association</i></li> </ul>
<i>Research Academic</i>	A. <i>Associate Lecturer</i> B. <i>Lecturer</i> C. <i>Senior Lecturer</i> D. <i>Associate Professor</i> E. <i>Professor</i>	<ul style="list-style-type: none"> <li>• <i>A person who holds a UNSW externally funded fellowship may use the academic title equivalent to their level of appointment</i></li> </ul>
<i>Emeritus Professor</i>	<ul style="list-style-type: none"> <li>• <i>Emeritus Professor</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>UNSW employed Professor retiring or retired, recognised for significant period of distinguished service and eminent contribution</i></li> </ul>
<i>Senior Executive Academic</i>	<ul style="list-style-type: none"> <li>• <i>Professor</i></li> <li>• <i>Other approved by President and Vice-Chancellor or Chancellor</i></li> </ul>	<ul style="list-style-type: none"> <li>• <i>May be conferred on non-professorial staff who hold any of the following positions</i> <ul style="list-style-type: none"> <li>(i) <i>Deputy Vice-Chancellor</i></li> <li>(ii) <i>Pro Vice-Chancellor</i></li> <li>(iii) <i>Dean</i></li> <li>(iv) <i>other senior executive positions</i></li> </ul> </li> <li>• <i>The title is conferred at the time and for the period of the appointment to the position</i></li> </ul>

### 3. General Conditions and Privileges

The award of an academic title is not an appointment to a position and in no way establishes any employment relationship between the University and the recipient, nor does it alter any existing employment relationship. The award of an academic title does not entitle the recipient to any salary payments or alter any existing salary payments.

When using the conferred title, the full title must be used. The appropriate format for the use of titles is set out in the *Conferring Academic Titles Procedure*.

The title holder will enjoy the precedence and courtesy due to academic staff of the University at the designated academic level. The Head of School (or equivalent) and Dean (or Deputy Vice-Chancellor for conferral of titles within a Division) will determine any other privileges applying to the title holder. These may include:

- the use of space, including office space and access to research facilities
- access to UNSW IT resources, including computer, email and telephone
- the right to participate in School/Centre and Faculty meetings and other activities
- the right to apply through the University to research funding bodies
- the right to apply for Faculty or other internal UNSW funds
- approval to supervise research students<sup>1</sup> in accordance with the *Higher Degree Research Supervision Policy*
- access to administrative support where the title holder is engaged in knowledge exchange
- access to UNSW legal advice where the matter is related to a knowledge exchange activity
- the title holder will be included on UNSW insurance schedules solely for the purpose of undertaking UNSW knowledge exchange activity.

A title holder is not recognised for the purpose of Academic Board or Council elections.

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

The President and Vice-Chancellor will determine the privileges applying to Senior Executive Positions which carry the title of Professor.

Other than in exceptional circumstances, the award of a title will not normally be for a period of less than 3 months and must be for not more than 3 years (5 years in the case of conjoint titles in the Faculty of Medicine) without a formal review.

A title holder is required to comply with the *UNSW Code of Conduct*, the *UNSW Research Code of Conduct*, the *UNSW Intellectual Property Policy* (to the extent permitted by a visiting academic's home institution) and other relevant University policies.

#### **4. Level of Academic Title**

Recommendations for the level of an academic title must be consistent with the levels expected for paid academic appointments at UNSW. The *Conferring Academic Titles Procedure* describes the processes for justifying the level of academic title and for changing the level of an existing academic title.

#### **5. Withdrawal of title**

The University reserves the right to withdraw the academic title and any associated conditions and privileges if the Dean or the Deputy Vice-Chancellor Academic & Student Life considers that the title holder:

- a) is no longer contributing sufficiently to the teaching, research, knowledge exchange and/or community engagement activities of the University; or
- b) has acted in a way that is inconsistent with the priorities set out in the *UNSW 2025 Strategy*; or
- c) has breached the *UNSW Code of Conduct*, the *UNSW Research Code of Conduct*, the *UNSW Intellectual Property Policy* or another relevant University policy; or
- d) has changed or ceased their external employment situation justifying the withdrawal of the academic title.

In instances where the title holder's (external or internal) employment situation changes or ceases, the title holder will be reviewed by the Dean or the Deputy Vice-Chancellor Academic & Student Life as appropriate to determine whether the conferral of the academic title should also be withdrawn. This will be undertaken with appropriate reference to the contribution of the academic title holder to UNSW and the title holder will be advised accordingly.

An academic title conferred on a Professional staff member of the University will automatically cease on termination of their employment with UNSW.

#### **6. Implementation**

##### **6.1. Roles & Responsibilities**

The Dean in each Faculty is responsible for ensuring that the awarding of academic titles in the Faculty is consistent with this policy. The approving authority for each case rests with either the Dean, the Deputy Vice-Chancellor Academic & Student Life (or relevant Deputy Vice-Chancellor) or the President and Vice-Chancellor as is set out in the *Conferring Academic Titles Procedure*.

##### **6.2. Support & Advice**

Ongoing advice on the application of this policy and the *Conferring Academic Titles Procedure* may be sought from the Human Resources Consultant in each Faculty or Division.

##### **6.3. Communication**

UNSW staff and affiliates will be informed of this policy via myUNSW and Inside UNSW, as well as through the Academic Board. Deans, Heads of Schools and other senior academic staff will be advised of this policy by relevant staff in Human Resources.

#### **7. Acknowledgements**

The assistance of the University of Sydney's *Policy on Conferring of All Academic Titles* in the development of this policy is acknowledged.

Accountabilities				
Responsible Officer		Chief Human Resources Officer		
Contact Officer		Chief Human Resources Officer		
Supporting Information				
Legislative Compliance		This policy supports the University’s compliance with the following legislation: Nil		
Supporting Documents		<a href="#">Conferring Academic Titles Procedure</a>		
Related Documents		<a href="#">UNSW Code of Conduct</a> <a href="#">Research Code of Conduct</a> <a href="#">Conflict of Interest Disclosure and Management Policy</a> <a href="#">Higher Degree Research Supervision Policy</a> <a href="#">Intellectual Property Policy</a>		
Superseded Documents		Conferring Academic Titles Policy, v3.0		
File Number		2020/021293		
Definitions and Acronyms				
Academic Title		An academic title includes the use of the terms Associate Lecturer, Lecturer, Senior Lecturer, Associate Professor or Professor.		
Revision History				
Version	Approved by	Approval date	Effective date	Sections modified
Version 1.0 of this policy and its supporting procedure superseded the Conjoint Appointments Procedure and Visiting Appointments Procedure on the HR website.				
1.0	Vice-Chancellor and President	2 November 2010	1 November 2010	
1.1	Administrative update by the Head, Governance Support	27 March 2013	27 March 2013	Position titles updated in Section 4, 4.2, 4.4 and 6.1
1.2	Administrative update by Acting Head of Governance	24 November 2015	24 November 2015	Amendment to Responsible Officer and Contact Officer.
1.3	Administrative update by the Acting Head of Governance	18 February 2016	29 February 2016	Administrative update to senior leadership positions
2.0	Vice- Chancellor and President	9 August 2017	15 August 2017	Full review, with minor amendment to include knowledge exchange.
3.0	Vice- Chancellor and President	7 December 2020	7 December 2020	Full review, with amendments to include Adjunct Fellows; update definition of Emeritus Professor; link to HDR Supervision Policy and update Responsible Officer
6.1	Vice- Chancellor and President	23 March 2023	23 March 2023	Administrative update to include the Junior Visiting Research Fellow title.