

## **Policy Redesign Project**

*All policies and procedures are being reviewed as part of this project. This document is pending review, but remains in effect until the review is carried out.*

## **Academic Status**

<b>Establishment:</b>	Council, 22 March 1996
<b>Last Amended:</b>	Vice-President (Strategic Finance and Resources), 25 June 2014
<b>Nature of Amendment:</b>	Align to research higher degree supervision requirements and to broaden eligibility criteria, update nomenclature
<b>Date Last Reviewed:</b>	
<b>Responsible Officer:</b>	Director, Human Resources

### **1. Preamble**

**1.1** Academic status is the award of an appropriate title by the University to recognise an ongoing contribution of a suitably qualified person to an academic program of the University.

**1.2** There are two categories of academic status: "Full Academic Status" and "Adjunct Academic Status", the criteria for which are set out in clause 6.

**1.3** Academic status titles may not be awarded to the following:

**1.3.1** short term visiting academics, those who have only a casual or short-term association with the University; or

**1.3.2** those who do not have relevant academic qualifications and appropriate skills and experience; or

**1.3.3** current full-time members of staff who, to recognise their academic contribution to an area of the University other than their own, may be awarded Affiliate Status in accordance with the University's guidelines.

### **2. Definition**

Academic status is the award of an academic status title in recognition of an ongoing academic contribution of an individual as defined in clause 5 to an academic program of the University.

### **3. Conditions**

**3.1** The award of academic status does not create or imply an employment relationship with the University. However a person who is awarded academic status must comply with legislation and provisions which affect the University, and with University Statutes, By-Laws, policies, rules, and guidelines.

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**3.2** The award of academic status carries with it entitlements and responsibilities as detailed in this policy, and as determined by the Executive Dean of Faculty. The Executive Dean of the Faculty through the Dean of the School will have superintendence over the activities of a person who holds academic status. Where a matter extends beyond a faculty, an awardee will be entitled to hold office or represent the University as authorised by the Vice-Chancellor.

**3.3** Any responsibilities undertaken by the awardee for the supervision of research higher degree candidates will be governed by the Higher Degrees by Research Policy. This policy states the eligibility requirements for Principal, Associate or Adjunct Supervisors, refer to Section 7 and Appendix I. Any responsibilities undertaken by the awardee for supervision in relation to the research component of a postgraduate coursework program of study will be governed by the Research Components of Postgraduate Coursework Awards Policy.

**3.4** Academic status will be awarded for an initial specified term up to a maximum of three years initially and may be renewed after review by the Faculty. It may be reviewed at any time and rescinded if the circumstances under which it was awarded no longer apply.

## 4. Academic Status Titles

The following academic status titles may be awarded in accordance with the criteria outlined in point 6 below.

**4.1** Full Academic Status: an academic title, as listed in [Attachment A](#), will be awarded.

**4.2** Adjunct Academic Status: an academic title, as listed in [Attachment A](#), to be preceded by the word "Adjunct" will be awarded.

## 5. Eligible Groups

Academic status may be awarded to a person from one of the following groups, who meets the criteria for the award of full or adjunct academic status:

**5.1** employees of an affiliated institution or external organisation with which the University is associated; or

**5.2** appropriately qualified professionals who are involved with an academic teaching and/or research program of the University; or

**5.3** retiring or former members of the academic staff of the University or graduates of Higher Degrees by Research programs who wish to maintain an active and significant contribution to the University.

## 6. Criteria for Awarding Academic Status

### 6.1 Award of Full Academic Status

Full academic status is normally awarded to an academically qualified employee of another organisation or a qualified professional in circumstances where a high level of ongoing collaboration exists between the two organisations in the development, preparation and presentation of a course or in the conduct of a research program. Examples are the collaborative arrangement which exists with the Flinders Medical Centre in the development and provision of teaching and research programs in Medicine, or major collaborative research programs with organisations such as the CSIRO. Full academic status will normally be awarded within the context of an agreement or arrangement which enables a significant and ongoing level of interaction in an academic program. Full academic status can also be awarded to former Flinders academic staff and graduates of higher degree by research programs.

The following criteria will apply:

**6.1.1** the awardee must hold appropriate academic qualifications and demonstrate appropriate skills and experience, to be assessed with reference to relevant Academic Profiles which apply for an equivalent level academic staff position; and

**6.1.2** the awardee must have a regular, significant academic involvement in a teaching and/or research program of the University or an involvement which entails significant academic leadership.

### 6.2 Award of Adjunct Academic Status

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Adjunct Academic Status will normally be awarded to a person who has an ongoing but relatively limited involvement in an academic program of the University. Examples include academic supervision of a group of students in a clinical placement program, or ongoing teaching within a particular topic or part of a course by a professional with specialist expertise in a particular field. The award of adjunct academic status may be the subject of an agreement between the University and another organisation. The following criteria will apply:

**6.2.1** the awardee must hold appropriate academic qualifications and demonstrate a suitable level of knowledge or skills in a relevant field, to be assessed with reference to relevant Academic Profiles that apply for an equivalent level academic staff position; and

**6.2.2** the awardee must have an ongoing academic involvement in a teaching and/or research program of the University.

## 7. Benefits and Entitlements

**7.1** All holders of academic status will be entitled to:

**7.1.1** use the academic status title awarded by the University;

**7.1.2** membership of the Faculty;

**7.1.3** participate in academic activities of the Faculty;

**7.1.4** have access to University Library materials under conditions to be agreed between the Library and the faculty;

**7.1.5** have access to facilities, resources, equipment and premises at the discretion of the Executive Dean of the Faculty concerned.

**7.2** In addition, holders of full academic status will be entitled to:

**7.2.1** be appointed as a faculty representative on committees and participate in elections for certain committee positions at the discretion of the Executive Dean of the Faculty concerned;

**7.2.2** apply for University funded research grants, scholarships and other research funds, as determined by the relevant research authority;

**7.2.3** apply for promotion in accordance with 8.4 and 8.5; and

**7.2.4** be awarded status at an equivalent academic level by the University if they are promoted by specific University approved research funding organisations/schemes (specified in [Attachment B](#)) on the basis of meritorious research.

## 8. Approval of Academic Status

**8.1** The award of full academic status at Levels A to D will be approved by a Faculty Academic Status Committee, or in the case of adjunct academic status, may be approved by the relevant Executive Dean. The composition and operation of a Faculty Academic Status Committee will be based on an academic staff appointment committee.

**8.2** The award of academic status at the level of Professor will be determined by the Professorial (Non-Employee) Appointment Committee. ([Attachment C](#))

**8.3** The award of academic status at the level of Professor will normally be conferred automatically on any nominee who meets the eligibility criteria and who holds an appointment as a full Professor elsewhere, or who has retired from such an appointment at this or another University. Such applications will be referred to the Vice-Chancellor for endorsement.

**8.4** Applications for promotion of full academic status holders to levels up to and including Level D will be considered and approved by Faculty Academic Status Committees. The criteria for promotion will be as specified under relevant Academic Profiles.

**8.5** Applications for promotion of full academic status holders to the level of Professor will be considered and determined by the Professorial (Non-Employee) Appointments Committee (see [Attachment C](#)).

## 9. Arrangements or Agreements with other Organisations

A reciprocal arrangement or an agreement may be entered into to enable academic status to be awarded to suitably qualified staff of another organisation. In such cases the award of academic status to individuals will be made in accordance with this policy. Such agreements will be subject to endorsement by the relevant

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Executive Dean and approval by the Vice-Chancellor (or nominee).

## **Attachment A**

### **1. Academic Titles**

#### **1.1 Teaching and Research Classifications**

Professor (Level E)

Associate Professor (Level D)

Senior Lecturer (Level C)

Lecturer (Level B)

Associate Lecturer (Level A)

#### **1.2 Research Classifications**

Research Associate - Level A

Research Associate - Level B

Senior Research Associate

Research Fellow - Level A

Research Fellow - Level B

Senior Research Fellow

Principal Research Fellow

Senior Principal Research Fellow

## **Attachment B**

### **1. University Approved Research Fellowship Schemes**

Research Fellowship Schemes offered by the following research organisations have been approved by the University:

- Australian Research Council
- National Health and Medical Research Council
- Australian Kidney Foundation
- National Heart Foundation
- Wellcome Trust Senior Research Fellowship in Medical Science.

## **Attachment C**

### **1. Professorial (Non-Employee) Appointment Committee**

The Committee will comprise the Vice-Chancellor (Chairperson) or delegate, a Deputy Vice-Chancellor, and two Executive Deans (including the Executive Dean providing the nomination). The Vice-Chancellor may co-opt additional members.

The Committee will be convened as necessary.

The Committee will determine nominations for the award of academic status at Professorial level and the award of the title of Professorial Fellow. The Committee will also determine applications from existing holders of Full Academic Status (at Levels D or D Plus) for promotion to Professor (either Level D Plus or E).

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The Committee may determine that an alternative title be awarded, if, in their view, the nomination meets the criteria for the award of the alternative title.

The Committee will determine the term of the award and any applicable conditions.

Nominations received which meet the requirements of Clause 8.3 of the Academic Status policy may be approved by the Chairperson of the Committee. Such approvals will be reported to the next meeting of the Committee.

The letter of award of the title Professorial Fellow or academic status at the level of Professor will be sent to the nominee by the Director, Human Resources (or delegate).

## **Related Links**

[Higher Degrees by Research Policy](#)

[Research Components of Postgraduate Coursework Awards](#)

[Cross School/Unit/Centre Affiliation](#)