

Academic Titles Policy

Award of Academic Titles and Privileges to Externally-Funded Health and Medical Professionals

Approving authority	University Council
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Advisor	For advice on this policy, contact HR Advisory Services Human Resources hrservices@griffith.edu.au (07) 373 54011
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Description	This document sets out the policy for awarding academic titles to health and medical professionals. Procedures relevant to the operationalisation of this policy are detailed in the Academic Titles Procedures.

Related documents

[Academic Titles Application Form](#)

[Academic Titles Procedures](#)

[Academic Titles Renewal Form](#)

[Academic Titles Support and Development Plan](#)

[Academic Titles Website](#)

[Code of Conduct](#)

[Intellectual Property Policy](#)

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1. INTRODUCTION

In determining the staffing base for health-related teaching and research initiatives, it is important to consider, in addition to staff appointed to the University's payroll, the award of academic titles to appropriately qualified externally funded health and medical professionals who are seeking to establish an active teaching and/or research role as an affiliate member within the University. The award of such titles and associated benefits to health and medical professionals:

- i. expands the University's academic and clinical teaching and research base;
- ii. indicates a clear commitment to health and medical professionals who demonstrate a reciprocal desire to commit to the work of the University; and
- iii. strengthens the relationships between the University and the local health sector.

Academic Title Holders are affiliate members of the University, and are not employed by or engaged as staff of the University in this capacity.

2. SCOPE

This policy applies to individuals approved by Griffith University as affiliate members and are complimentary to, but do not replace, University policy provisions relating to the appointment of Adjunct, Honorary and Visiting staff.

3. POLICY

The University seeks to formally recognise, through the award of full academic titles, significant and sustained contribution to the teaching, research and/or service activities of Griffith University from health and medical professionals who are recognised as affiliate members and not employed in a paid capacity by the University for their role as an affiliate member.

Health and medical professionals awarded academic titles become affiliate members of the relevant host School/Institute, or other appropriate element within the University. Within host Schools/Institutes, Academic Title Holders are responsible to their respective host Academic Manager for the academic activities undertaken within their role as an affiliate member.

3.1 Hosting of Academic Title Holders

Academic Title Holders may be hosted by the following University elements:

Griffith Health

School of Dentistry and Oral Health
School of Human Services and Social Work
School of Medical Science
School of Medicine
School of Nursing and Midwifery
School of Pharmacy
School of Allied Health Sciences
School of Psychology
Menzies Health Institute Queensland
Australian Institute for Suicide Research and Prevention

Griffith Sciences

School of Natural Sciences
Eskitis Institute for Drug Discovery

Senior Deputy Vice Chancellor

Institute for Glycomics

3.2 Academic Titles Available for Award to Externally Funded Health and Medical Professionals

Academic titles available to award to appropriately qualified externally funded health and medical professionals include:

Professor (Level E)

Associate Professor (Level D) or Principle Research Fellow

Senior Lecturer (Level C) or Senior Research Fellow

Lecturer (Level B) or Research Fellow

Associate Lecturer (Level A)

Clinical Teacher (Ungraded)

Guidelines for the award of the various levels of academic title are appended (Appendix A).

3.3 Academic title arrangements available for award to Medical Interns, House Officers/Registrars, General Practitioners and Medical Specialists and Other Registered Health Practitioners

The University recognises the key role that Medical Interns, House Officers/Registrars, General Practitioners, Medical Specialists and Other Registered Health Practitioners based in hospitals and general practices play in delivering teaching to the University's health students. The Health Group is encouraged to develop arrangements with hospitals and general practices hosting Griffith University students whereby the following appointment levels will be offered to health practitioners as affiliate members of the University without the need for applications to be individually reviewed or approved by a Group Academic Titles Committee:

- Medical Interns undertaking their post-graduate year 1 (PGY1) will be offered the title of **Associate Lecturer** as a part of their Medical Internship appointment; and
- House Officers/Registrars or equivalent who have completed PGY1 will be offered the title of **Lecturer** as a part of their House Officer/Registrar appointment; and
- Other Registered Health Practitioners (for example a registered Nurse or Physiotherapist) will be offered the title of **Lecturer**; and
- General Practitioners who are either a member of the Royal Australian College of General Practitioners or have significant professional experience in general practice will be offered the title of **Senior Lecturer**; and
- Medical Specialists or equivalent will be offered the title of **Senior Lecturer** as a part of their Specialist appointment; and
- Other Registered Health Practitioners who hold a postgraduate clinical qualification (for example a post-entry level or specialist clinical degree) or a full fellowship with a recognized Australian health professional body will be offered the title of **Senior Lecturer**.

Appointments made to Medical Interns, House Officers/Registrars, General Practitioners, Medical Specialists and Other Registered Health Practitioners through the process outlined above will be presented for noting to the relevant Group Academic Titles Committee.

3.4 Duration of Academic Title Arrangement (excluding Medical Intern arrangements)

Academic titles are awarded for a period not normally exceeding three years, conditional upon the affiliate member holding an academic title maintaining:

- employment with the employer they had at the time the academic title was awarded; and
- acceptable standards of performance as determined through the Academic Title Holder performance management process (detailed in the Academic Titles Procedures).

However, at the discretion of the Committee, Academic titles may be awarded for a period of up to five years, conditional upon the affiliate member holding an academic title maintaining:

- a fixed term Joint Appointment with the University; or
- employment as a Senior Staff Specialist with the employer they had at the time the academic title was awarded where long-term and substantial contributions to Griffith University have been evidenced.

Where a health or medical professional holds a continuing Joint Appointment with Griffith University, at the discretion of the Committee, Academic titles may be awarded on a continuing basis, conditional upon the affiliate member holding an academic title maintaining:

- a continuing Joint Appointment with Griffith University; and
- employment with the employer they had at the time the Joint Appointment and academic title were awarded.

3.5 Duration of Academic Title Arrangements for Medical Interns

Academic title arrangements at the level of Associate Lecturer are normally awarded to Medical Interns for the duration of the Medical Intern appointment (i.e., for the duration of their PGY1 training). Arrangements lapse:

- on completion of Medical Internship training;
- if the Medical Intern is not reappointed;
- on resignation or termination;
- if the Medical Intern is no longer involved in medical student education for Griffith University; or
- if the University through its Academic Titleholder performance management process determines that the academic title should be revoked.

At the end of their Medical Internship, affiliate members holding an academic title who are progressing on to House Officer/Registrar positions within the health sector will be eligible to

upgrade their academic title to the level of Lecturer by submission of written request to the Secretary of the Committee and the provision of suitable evidence of completion of internship.

3.6 Responsibilities of Externally Funded Academic Titleholders

Externally funded Academic Title Holders are affiliate members of the University. It is expected that these title holders will carry out research and/or teaching as appropriate.

Responsibilities include:

- i. participation in student teaching including:
 - supervision of students undertaking clinical placements; and/or
 - facilitating student group learning (including Problem Based Learning); and/or
 - conducting lectures and tutorials; and/or
 - participating in student assessment and other academic activities of their host School/Institute ; and/or
- ii. participating in research including where appropriate contributing to collaborative research projects with other colleagues from the University; and/or
- iii. administration of research grants through the University where deemed appropriate by the University; and/or
- iv. recognition of the University in the bylines of publications where appropriate; and/or
- v. participation in relevant committee meetings; and
- vi. compliance with legislation and any other provisions that affect the University, and with the University Acts, Statutes, Rules, Orders and the Code of Conduct

4. DELEGATED AUTHORITIES

4.1 Academic Title arrangements within Griffith Health and Griffith Sciences

Clinical Teacher/ Associate Lecturer/ Lecturer or Research Fellow/ Senior Lecturer or Senior Research Fellow/ Associate Professor or Principal Research Fellow

The relevant Group Pro Vice Chancellor is delegated to approve the award of an academic title up to and including Associate Professor/Principal Research Fellow. Decisions in this regard will be informed by recommendations of an Academic Titles Committee convened by the relevant Group with due regard to gender balance.

The Academic Titles Committee will comprise:

- i. Group Pro Vice Chancellor – Chair;
- ii. Group Dean (Academic);
- iii. Academic Manager of the School/Institute proposing to host the Academic Titleholder;
- iv. An academic staff representative of the relevant School/Institute.

The quorum for a Committee considering applications for academic title will be the whole number next above one half the membership.

Clinical Teacher

The academic title of Clinical Teacher (ungraded) may be offered to health practitioners on application without the need for applications to be individually reviewed or approved by a Group Academic Titles Committee upon approval by the relevant Group Pro Vice Chancellor. Such arrangements will be presented for noting to the relevant Group Academic Titles Committee.

Professor

Decisions to approve the award of an academic title of Professor vest with the Vice Chancellor, informed by recommendations from:

- i. the relevant host Group Pro Vice Chancellor following consideration by the Group Academic Titles Committee; and
- ii. the Deputy Vice Chancellor (Academic); and
- iii. the Senior Deputy Vice Chancellor.

4.2 Renewal of Arrangements in Griffith Health and Griffith Sciences

Subject to the recommendation of the host Academic Manager (via a completed Academic Title Renewal form) and approval by the relevant Group Pro Vice Chancellor, existing academic titleholder arrangements in Griffith Health and Griffith Sciences may be renewed at the current level without a further application. Decisions to renew arrangements in Griffith Health and Griffith Sciences made by the relevant Group Pro Vice Chancellor will be presented for noting to the relevant Group Academic Titles Committee.

Title holders seeking an arrangement at a higher level will be required to complete a new academic title application.

5.0 Intellectual Property

Academic Title Holders will be required to abide by the University's Intellectual Property Policy, unless alternate intellectual property arrangements have been approved in writing by the relevant host Group Pro Vice Chancellor. Academic Title Holders will only be able to assert conditions outside of the University's Intellectual Property Policy on intellectual property produced if the conditions were negotiated and agreed to in writing prior to the Academic Title Holder undertaking a commitment to produce the intellectual property in question.

APPENDIX A: CRITERIA

Criterion	Clinical Teacher	Associate Lecturer	Lecturer or Research Fellow
Likely Applicant	Registered health practitioner (medical, nursing or allied health).	Health care graduate currently undertaking postgraduate professional training e.g., a Medical Intern undertaking PGY1, within the health system, public or private.	An independent registered health care clinician or research fellow e.g., a medical practitioner who has completed PGY1, nurse or health practitioner with an entry-level professional qualification.
Teaching	Provides clinical teaching and/or related clinical resources to health and medical students.	Primarily clinical supervision, small group tutorials, problem based learning sessions or resource sessions and assessment.	As for <u>Associate Lecturer</u> plus regular scheduled undergraduate or graduate teaching and some role in organisation of teaching – particularly clinical sessions. A <u>Research Fellow</u> may supervise postgraduate research students or projects and be involved in research training.
Research		Participation in research projects, particularly at a clinical or educational level would be desirable.	Some research participation would be desirable as for <u>Associate Lecturer</u> . A <u>Research Fellow</u> will normally have experience in research activities which have resulted in publications in refereed journals, and in carrying out independent and/or team research.
Clinical service, professional leadership, administration	Clinical experience appropriate to the teaching required.	As expected of a trainee health practitioner who is yet to achieve independent registered practitioner status.	Some involvement in local professional or administrative committees. This could also be administration within the postgraduate training programs of the discipline.
Qualifications	Appropriate clinical qualifications and registration in the relevant discipline.	Bachelor's degree in health discipline or education.	Bachelor's degree in health discipline or education.

Criterion	Senior Lecturer or Senior Research Fellow	Associate Professor or Principal Research Fellow	Professor
Likely Applicant	<ul style="list-style-type: none"> • A medical practitioner with relevant College qualifications; or • A health care professional with additional post registration qualifications; or • An experienced health or medical researcher in a leadership role. 	<p>As for Senior Lecturer level but with a leadership role within the health system. Evidence of local and national professional leadership would be expected (see clinical service section below).</p> <p><u>or</u></p> <p>A senior health or medical researcher with an established track record and at least national standing.</p>	<p>A likely applicant may be someone who has achieved an international research reputation in his or her area of interest. They are also likely to be a significant leader at the national level of their profession and/or play a major role within the health system at the State level.</p>
Teaching	<p>A <u>Senior Lecturer</u> will undertake regular scheduled undergraduate, graduate and postgraduate teaching and assessment, some involvement in the organisation and development of courses.</p> <p>A <u>Senior Research Fellow</u> will provide leadership in research, including research training and supervision.</p>	<p>An <u>Associate Professor</u> will be expected to take a lead role in facilitating teaching and assessment opportunities for Griffith students and/or supervising research higher degree students. In addition, some evidence of clinical teaching contribution may be expected.</p> <p>A <u>Principal Research Fellow</u> will play an outstanding role within their discipline and/or profession in fostering the research activities of others, and in research training.</p>	<p>Involvement with undergraduate, graduate and postgraduate teaching and assessment. In the case of non-clinical staff, supervision of research higher degree students would be expected where relevant.</p>
Research	<p>A <u>Senior Lecturer</u> will be expected to participate in research projects required including clinical research or audit.</p> <p>A <u>Senior Research Fellow</u> will make independent and original contributions to research which have a significant impact on their field of expertise. This standing will normally be demonstrated by a strong record of published work.</p>	<p>An <u>Associate Professor</u> will demonstrate evidence of facilitation of significant research and/or clinical publication in peer-reviewed journals would be expected. Evidence of continuing research collaboration and supervision of researchers would be expected.</p> <p>A <u>Principal Research Fellow</u> will make major original and innovative contributions to their discipline in research, which are recognised as outstanding nationally or internationally.</p>	<p>Significant personal research and/or clinical publications in peer-reviewed journals of international standing would be expected with a substantial continuing involvement in basic or clinical research. Evidence of an ability to facilitate others to participate in research and evidence (current or past) of research supervision.</p>

Criterion	Senior Lecturer or Senior Research Fellow	Associate Professor or Principal Research Fellow	Professor
Clinical service, professional leadership, administration	Involvement in local professional or administrative committees. Some involvement in regional or State professional or health committees. This may include being on the State committee of a relevant discipline or on a divisional committee (in the case of general practitioners).	Demonstrated professional leadership through representation on state and/or national committees. Experience as Director/Manager of a substantive clinical service. Evidence of broad service outside day-to-day clinical service delivery.	As for Associate Professor and evidence of international professional representation.
Qualifications	Bachelor's degree plus Fellowship of Specialist College or equivalent post registration professional recognition or postgraduate award (Masters etc).	As for Senior Lecturer level, along with a doctoral degree by research might be expected but would not be essential if there was significant evidence of academic achievement in other areas.	A doctoral degree by research would normally be required but this might be waived where research achievement and publications demonstrate significant activity or there is evidence of national and international profile in other areas.