40.1 **Power to make Academic Appointments**

40.1.1 Using the powers contained in sections 18A, 19(1) and 30(f) of the *University of Divinity Act*, Council has resolved that all academic appointments within the University of Divinity are subject to this Regulation, and determinations of Council pursuant to it.

40.1.2 In formulating determinations to be made pursuant to this Regulation Council must seek the advice of the Academic Board.

40.1.3 Council may determine procedures for the accreditation, classification or promotion of academic staff as teachers, supervisors, or researchers, and for the appointment, classification or promotion of honorary appointees and adjunct staff. These procedures may include delegation of the power to act in any of these matters to the Vice-Chancellor or the Academic Board.

40.1.4 No person shall be accredited to teach for the coursework awards of the University unless he or she holds an appointment at a College of the University.

40.1.5 When a person is appointed or employed by one of the Colleges for academic purposes and has attained academic standards determined by the Council or the Academic Board, Council or its delegate may accredit the person as a member of the academic staff of the University and provide an academic title or level appropriate to the person.

40.1.6 The Academic Board has oversight of the accreditation of academic staff as teachers, supervisors or researchers and, subject only to any determination of the Council, the determination of procedures regarding such accreditations.

40.1.7 Council retains the right to revoke the accreditation, classification, or academic title of any academic staff member or of any honorary appointment.

40.2 **Classification of Academic Staff**

40.2.1 The University of Divinity recognises the significance of its academic staff to the University's vision and mission through the provision of academic titles that are readily understood in the churches and wider community, and reflect standards in Australian Universities. Appropriate classification, and recognition of excellence in contribution through opportunity for promotion to a higher level of classification, provides a means of acknowledging and encouraging the scholarship of its staff, within and beyond the University. In so doing, the University values the pursuit of quality across four areas:
teaching, research, leadership in the academy, and engagement with the churches and wider community.

40.2.2 All academic staff of the University except casual or sessional appointments must be classified at one of the following levels: Level A (Associate Lecturer); Level B (Lecturer); Level C (Senior Lecturer); Level D (Associate Professor); Level E (Professor).

40.2.3 Council must determine procedures for the initial classification and promotion of academic staff. These procedures may include delegation of the classification or promotion of academic staff to Levels A, B, C, or D to the Vice-Chancellor or the Academic Board.

40.2.4 Council must determine procedures for academic staff to appeal against the outcome of an initial classification or promotion process.

40.2.5 Academic staff classified at Level D may use the title 'Associate Professor' before their name.

40.3 Professor

40.3.1 Council reserves to itself all appointments to Level E (Professor).

40.3.2 Any person appointed as Professor of the University will have rendered sustained and distinguished service, through leadership or personal performance, which adds to the reputation of the University in one or more of the following areas: teaching and learning, research, leadership of the academy, engagement with the churches and wider community.

40.3.3 Academic staff classified at Level E may use the title 'Professor' before their name.

40.3.4 Following the decision of Council to proceed, the formal offer of the title must be made in writing by the Vice-Chancellor.

40.4 Emeritus Professor

40.4.1 The Council may confer the title of Emeritus Professor on any retiring or former Professor of the University.

40.4.2 The person will have rendered sustained and exceptional service, through leadership or personal performance, which has added to the reputation of the University in one or more of the following areas: teaching and learning, research, leadership of the academy, engagement with the churches and wider community.

40.4.3 The title is normally awarded on or following retirement but may be conferred following resignation, especially in cases where a senior appointment is being taken up in the public or private sectors.

40.4.4 A person on whom the title of Emeritus Professor has been conferred must, for all purposes of courtesy and on ceremonial occasions, be accorded the style, precedence and dignity of a Professor of the University.

40.4.5 A person on whom the title of Emeritus Professor has been conferred is not by reason of that appointment a member of the Academic Board or ex officio member of any
committee of the University, but may be appointed to act as a supervisor of candidates for higher degrees by research of the University.

40.4.6 Following the decision of Council to proceed, the formal offer of the title must be made in writing by the Vice-Chancellor.

40.5 Honorary Appointments

40.5.1 Honorary appointees of the University may be classified at one of the following levels: Honorary Postdoctoral Associate, Honorary Research Associate, Honorary Research Fellow.

40.5.2 Subject only to any determination of Council, the Academic Board must determine procedures for making honorary appointments including the classification and promotion of honorary appointees.

40.5.3 Honorary appointees may receive access to facilities of the University. Persons holding honorary appointments are not precluded from receiving remuneration for undertaking specific assignments.

40.5.4 The formal offer of the title and honorary appointment must be made in writing by the Vice-Chancellor.

40.6 Visiting Professor

40.6.1 The Council may confer the title of Visiting Professor on any former Professor of the University, or on a person who holds the title of Professor at another institution recognised by the Council.

40.6.2 Any person appointed as Visiting Professor of the University will have the capacity to render sustained and distinguished service, through leadership or personal performance, which adds to the reputation of the University in one or more of the following areas: teaching and learning, research, leadership of the academy, engagement with the churches and wider community.

40.6.3 A person on whom the title of Visiting Professor has been conferred must, for all purposes of courtesy and on ceremonial occasions, be accorded the style, precedence and dignity of a Professor of the University.

40.6.4 A person on whom the title of Visiting Professor has been conferred is not by reason of that appointment a member of the Academic Board or ex officio a member of any committee of the University, but may be appointed to act as a supervisor of candidates for higher degrees by research of the University.

40.6.5 Following the decision of Council to proceed, the formal offer of the title must be made in writing by the Vice-Chancellor.