

REGULATION 40
ACADEMIC STAFF



Current version with effect from: 1 Jan 2019

Approved by: Council

Approval History: 17 Oct 2012, 16 Oct 2013, 25 Jun 2014, 3 Oct 2018

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 All persons who hold an academic appointment under this Regulation are members of the University for the duration of that appointment.
- 40.1.3 The Academic Board has oversight of the accreditation, appointment and classification of academic staff, including honorary researchers. In its exercise of that oversight the Academic Board may delegate the assessment and approval of accreditation, appointment and classification to an officer or Committee of the Academic Board.
- 40.1.4 The Academic Board must determine procedures for the accreditation of persons with appropriate qualifications under applicable Australian standards and who hold an appointment at or are nominated by a College of the University:
- a) to deliver units of study towards awards of the University
 - b) to be supervisors of higher degrees by research
 - c) to be honorary researchers
- 40.1.5 The Academic Board must determine procedures for the classification and promotion of academic staff to levels and titles established by this Regulation, provided always that the title of Professor may only be awarded by the Council.
- 40.1.6 All accreditations, appointments or classifications under this Regulation must be executed in writing by the Vice-Chancellor and published in the University Gazette.
- 40.1.7 A person accredited, appointed or classified under this Regulation who transfers from one part of the University to another continues to hold the status originally conferred.
- 40.1.8 A person who is accredited, appointed or classified under this Regulation (other than a person awarded an Emeritus title) retains the status so conferred until the person ceases to hold an appointment at the University or at a College of the University or until the date on which the appointment expires if such a date is specified.

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.

- a) teaching
- b) research
- c) leadership in the academy
- d) engagement with the churches and wider community.

40.2.2 All academic staff who hold an ongoing appointment at the University or one of its Colleges must be classified at one of the following levels:

- a) Level A (Associate Lecturer)
- b) Level B (Lecturer)
- c) Level C (Senior Lecturer)
- d) Level D (Associate Professor)
- e) Level E (Professor).

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

40.3 Professor

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

40.3.2 To be appointed as Professor of the University a person must 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 names.

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 To be appointed as Emeritus Professor of the University a person must 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 may use the title 'Emeritus Professor' before his or her name and must, for all purposes of courtesy and on ceremonial occasions, be accorded the style, precedence and dignity of a Professor of the University.

40.5 Honorary Appointments

40.5.1 Persons who are not members of academic staff of the University and who are able to make a contribution to the University's research culture and research output may be appointed to one of the following honorary positions:

- a) Honorary Postdoctoral Associate
- b) Honorary Research Associate
- c) Honorary Research Fellow.

40.5.2 Persons holding an honorary position under this Regulation are members of the University and entitled to the benefits and responsibilities of membership of the University. Such persons are not precluded from receiving remuneration for undertaking specific assignments.

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 To be eligible for appointment as Visiting Professor of the University, a person must 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.

40.7 Visiting Academic

40.7.1 A Visiting Academic is a person who holds an appointment at another academic institution who is admitted to the benefits and responsibilities of a member of the University for a fixed period of time for the purpose of conducting academic work which supports or advances the University's education, scholarship or research.