



APPOINTMENT OF VISITING AND HONORARY ACADEMICS POLICY

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Supporting documents, procedures & forms:	Application for an Honorary Clinical Academic Appointment Appointment of Honorary Clinical Academic Procedure Appointment of Visiting and Honorary Academics Procedure Conflict of Interest Policy Delegations of Authority Policy Intellectual Property Policy Request to Invite a Visiting or Honorary Academic Form Risk Management Policy Use of the University Name in Public Statements Policy		
Relevant Legislation & External Documents:	Australian Government Immigration and Visa Requirements Guidelines to Counter Foreign Interference in the Australian University Sector		
Audience:	Public		

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1 Purpose of Policy

1. The University appoints Visiting and Honorary Academics and Visiting Research Associates to promote collaboration with individuals, other institutions and organisations in research, scholarship, and teaching & learning and to facilitate the exchange and sharing of knowledge, experience and expertise in pursuit of its mission. This policy and its supporting documentation sets out the process for the appointment, as well as the conditions of appointment and mutual obligations of Visiting and Honorary appointees at the University of Wollongong.

2 Definitions

Word/Term	Definition (with examples if required)
Visiting Academic	<p>A Visiting Academic is a person appointed to one of the following visiting academic titles pursuant to this policy (see clause 6.1).</p> <p>Visiting Fellow Visiting Lecturer Visiting Senior Fellow Visiting Associate Professor Visiting Professor</p>
Honorary Academic	<p>An Honorary Academic is a person appointed to one of the following honorary academic titles pursuant to this policy (see clause 6.2).</p> <p>Honorary Fellow Honorary Lecturer Honorary Senior Fellow Honorary Associate Professor Honorary Professor Honorary Professor of Practice</p>
Honorary Clinical Academic	<p>An Honorary Clinical Academic is a person appointed to one of the following honorary academic titles in the School of Medicine - Faculty of SMAH pursuant to this policy (see clause 6.3)</p> <p>Honorary Clinical Lecturer Honorary Clinical Senior Lecturer Honorary Clinical Tutor Honorary Clinical Associate Professor Honorary Clinical Professor</p>
Visiting Research Associate	<p>A type of appointment for a person that:</p> <p>(a) has recently graduated from the University of Wollongong with a Higher Degree by Research (HDR);</p>



	<p>(b) has recently submitted their HDR thesis at the University of Wollongong and as a result is no longer enrolled but is awaiting examiner reports or conferral of the degree; or</p> <p>(c) has been granted an external fellowship of which the University of Wollongong is a host institution (but not the administering institution) as approved by the Deputy Vice-Chancellor (Research and Innovation) e.g. the United Nations – Nippon Foundation Fellowship.</p> <p>(see clause 6.6).</p>
Visiting and Honorary Appointees	All references to ‘visiting and honorary appointees’ within this policy and its supporting documentation mean persons appointed as a Visiting Academic, Honorary Academic, Visiting Research Associate or Honorary Clinical Academic.
University	All references to ‘University’ mean the University of Wollongong unless otherwise specified.
Distinguished	All references to ‘Distinguished’ refers to a person who has achieved excellence and eminence in their academic field, industry or profession. This person has an excellent reputation and has extensive experience and knowledge in their field.
Foreign Interference	As described in the Guidelines to Counter Foreign Interference in the Australian University Sector, foreign interference occurs when activities are carried out by, or on behalf of a foreign actor, which are coercive, covert, deceptive or corrupting and are contrary to Australia's sovereignty, values and national interests.

3 Application & Scope

1. This policy applies to any person appointed as a visiting or honorary academic or visiting research associate as defined above.
2. This policy does not apply to Fellows of the University or Emeritus Professors appointed by University Council on the recommendation of the Honorary Awards Committee.

4 Policy Principles

1. The University will assess candidates for visiting and honorary appointments on the extent to which they will contribute to the achievement of the University’s strategic goals and in accordance with the criteria set out in this policy.
2. Visiting and honorary appointees are not employees of the University and as such they are unpaid. Visiting and honorary appointees perform work and provide services on a voluntary basis. The arrangement under which work is performed or services provided is not contractual in nature.
3. All visiting and honorary appointments are at the discretion of the University and may be terminated at any time by written notice from the University.
4. Visiting and honorary appointees must observe the rules, codes of conduct and policies of the University as set out in clause 7 of this policy as well as any special conditions specified at the time of appointment.



5 Appointment of Visiting and Honorary Academics and Visiting Research Associates

1. All appointments of visiting and honorary academics and visiting research associates must be approved in accordance with the Delegations of Authority Policy on the basis of the criteria set out in this policy and the Appointment of Visiting and Honorary Academics Procedure or for honorary clinical academics, the Appointment of Honorary Clinical Academics Procedure. In the case of appointments of overseas academics, due consideration should be given to the risk of Foreign Interference, in accordance with the University's Risk Management Policy.
2. All appointments of visiting and honorary academics and visiting research associates will normally have a maximum term of up to 3 years. Any exceptions require approval of the Deputy Vice-Chancellor (Research and Innovation) as Chair of the Visiting/Honorary Nomination Committee. The term of the appointment will match the program of work and/or services provided. Visiting and honorary academics and visiting research associates may be appointed to subsequent terms subject to the approval process set out in clause 5.1 above.
3. Letters of invitation offering appointments as visiting and honorary academics and visiting research associates can only be issued by an authorised officer in Human Resources Division.
4. The conditions of appointment, rights and obligations of visiting and honorary appointees are set out in this Policy. These conditions can only be varied by written advice from the Human Resources Division.
5. Confirmation of an appointment is conditional upon the person returning a signed copy of the letter of invitation which includes signed undertakings in respect of assignment of intellectual property, confidentiality of information and observance of University policy, codes of practice, rules and regulations as set out in section 7 of this Policy.
6. Students are normally excluded from holding visiting or honorary appointments with the University, with the exception of visiting research associates. A visiting research associate as defined by this policy is provided with an institutional affiliation, library access, the opportunity to participate in research and to make contributions to the University's research culture.
7. In special circumstances a visiting or honorary appointee may be employed by the University for short periods of casual part-time teaching or on a fractional fixed-term contract of less than 50% and 1 year duration from time to time in conjunction with an honorary appointment. Any such engagement is however entirely separate to this appointment and subject to the normal approvals and eligibility requirements under the relevant University policies.

6 Criteria for Appointment

1. A visiting academic appointment is normally offered to a person who is a paid academic staff member from another higher education institution or an employee of a research or professional services organisation from within Australia or overseas who has been invited to spend a period of time at the University of Wollongong to share and exchange knowledge and collaborate in the areas of teaching and learning, research, research related commercialisation and other scholarly related activities. Normally, such persons will be on paid professional development or some other form of paid leave from their employing institutions/organisations and the duration of their visiting appointment will normally be commensurate with the period of such leave.
2. An honorary academic appointment is offered to a person with a distinguished career whose academic and/or professional qualifications, experience and expertise will complement the teaching and learning, research, research related commercialisation and entrepreneurship and other scholarly



related activities of the University through contributions, mutually beneficial association and collaboration.

3. In addition to the requirements of clause 6.2 above, an Honorary Clinical Academic will also be a medical or paramedical professional currently practising in a clinical setting.
4. Visiting and honorary academics must have appropriate tertiary qualifications (usually a higher degree) and/or significant experience and expertise in a profession, industry, government or the arts.
5. Visiting and honorary academics will also normally have experience as a teacher and/or researcher and/or a track record of considerable achievement in a profession, industry, government or the arts.
6. The level of appointment of visiting and honorary academics is dependent on the qualifications, scholarly record and experience and expertise of the person and will generally be consistent with Appendix 1 - Criteria for Assessing the Level of Visiting and Honorary Academic Appointments. A person who has previously held a paid academic appointment or who holds an academic position at another institution would not normally be appointed to a level above their previous or substantive level of academic appointment.
7. Visiting and honorary appointees who are not Australian citizens or permanent residents and intend to provide their contribution to the University physically within Australia (rather than remotely) must meet Australia's visa requirements, and hold the appropriate visa to undertake the specific tasks and duties they will be performing at the University. Visa applications are the responsibility of the visiting appointee. It is also the responsibility of the visiting or honorary appointee to abide by their visa conditions during their time in Australia. The University will not take responsibility for expenses associated with an Australian visa. It is the visiting or honorary appointee's responsibility to make arrangements for their own medical and hospital coverage during their time in Australia.

7 Benefits, Rights and Obligations of Visiting and Honorary Appointees

1. Visiting and honorary appointments are in an unpaid capacity.
2. Visiting or honorary academics may be given some assistance towards travel to the region, accommodation and living expenses depending on the availability of funds in the relevant faculty/research institute in circumstances where they are not receiving funding of this type from their employing institution or organisation. Any such assistance is however discretionary and must be approved by the Deputy Vice-Chancellor (Research and Innovation). It is important that financial assistance does not exceed reasonable limits as it may be construed as payment for services. A maximum amount is therefore determined periodically by the University and is specified on the Request to Invite a Visiting or Honorary Academic Form.
3. Visiting and honorary appointees may be given some assistance towards travel and related costs to attend conferences or approved University activities such as research depending on the availability of funds. Any such assistance is however discretionary and must be approved by the Deputy Vice-Chancellor (Research and Innovation).
4. Visiting and honorary appointees will normally be provided with access to a workstation by the host faculty/research institute pending availability. A workstation would normally be located in a shared space. Access to research facilities such as laboratories must be negotiated on a case by case basis with the host academic unit.
5. Visiting and honorary appointees will be provided with a University email and internet account and library user access.
6. Visiting and honorary appointees are only entitled to use the full title, inclusive of the term "Visiting" or "Honorary" as specified in their letter of invitation for the term of their appointment.



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7. Visiting and Honorary appointees are only entitled to use the University's name in their publications once written permission is obtained from the Executive Dean of the Faculty (or Executive Director of a Research Institute) to which they are appointed.
8. Honorary academics and visiting research associates are eligible to apply for external research grants in collaboration with academic staff members at the University.
9. Visiting research associates are eligible to apply for internal research grants in collaboration with academic staff members at the University.
10. In special circumstances honorary academics may be allowed to hold a research/consulting account with the approval of the Deputy Vice-Chancellor (Research and Innovation). The expenditure and management of these funds must be in line with the relevant financial policies and procedures of the University, and approved in accordance with the Delegations of Authority Policy.
11. Visiting and honorary appointees will be accountable to the Executive Dean of the Faculty (or Executive Director of a Research Institute) to which they are appointed, through the respective Head of School or Director of a Research Institute. They are also subject to the directions of the Executive Dean, Executive Director, Head of School or Director of a Research Institute. Any failure in respect of following the direction of the Executive Dean, Executive Director, Head or Director may result in the immediate termination of the appointment.
12. Visiting or honorary appointees may be required to sign an agreement in relation to the ownership and assignment of intellectual property developed while a visiting or honorary academic at the University. Details in relation to this requirement can be found under the Intellectual Property Policy (located on the University Policy Directory) and must comply with UOW's policies relating to developing and managing partnerships with UOW partners.
13. By signing the Acceptance of Invitation all visiting or honorary appointees acknowledge their obligations to comply with the provisions of the University's Code of Conduct and other policies in relation to, but not limited to, workplace health and safety, teaching and supervision, use of University systems, facilities and services, diversity and inclusion, conflict of interest, travel, use of the University name in public statements, research, and intellectual property, as amended from time to time. University policies can be found on the University's web pages.

8 Roles & Responsibilities

1. The Recruitment Unit in Human Resources Division is responsible for maintaining this policy and administering the Appointment of Visiting and Honorary Academics Procedure.
2. Executive Deans or Executive Directors of Research Institutes are responsible for considering requests for appointment of visiting and honorary academics and visiting research associates in the first instance. Recommendations to appoint a visiting or honorary academic or visiting research associate are to be forwarded to the Recruitment Unit in Human Resources. In the case of visiting research associates that meet the visiting research associate definition of (a) or (b) as set out in this policy, approved requests will be actioned accordingly by Human Resources. All other requests will be forwarded for consideration by the Deputy Vice-Chancellor (Research and Innovation) or the Visiting/Honorary Nomination Committee in accordance with the Appointment of Visiting and Honorary Academics Procedure.
3. The Visiting/Honorary Nomination Committee is responsible for considering requests to appoint visiting and honorary academics in accordance with this policy and the Appointment of Visiting and Honorary Academics Procedure.



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4. The Faculty of Science, Medicine and Health is responsible for administering the Honorary Clinical Academic appointments within the School of Medicine in accordance with this policy and the Appointment of Honorary Clinical Academics Procedure.
5. The School of Medicine (SOM) Clinical Academic Appointments Committee (CAAC) is responsible for considering requests to appoint Honorary Clinical Academics in accordance with this policy and the Appointment of Honorary Clinical Academics Procedure.



9 Version Control and Change History

Version Control	Release Date	Approved By	Amendment
1	20080403	Administrative Committee	First version.
2	20090506	Vice-Principal (Administration)	Migrated to UOW Policy Template as per Policy Refresh.
3	20100309	Vice-Principal (Administration)	Future review date identified in accordance with Standard on UOW Policy.
4	20100810	Vice-Principal (Administration)	Divisional name change.
5	20100420	Vice-Principal (Administration)	Clarification of legal status of visiting and honorary academics (Clause 4.1).
6	20130819	Vice-Chancellor	Received advice from Maddocks Lawyers regarding Honorary Fellows. Immigration changes that were made to the 419 visas.
7	2 December 2016	Vice-Chancellor	Amendments related to nomenclature changes related to the School of Medicine (previously Graduate School of Medicine) and the MD offering.
8	11 November 2020	Finance and Resources Committee	Major amendment including the establishment of the Appointment of Visiting and Honorary Academics Procedure; Criteria for Assessing the Level of Visiting and Honorary Academic Appointments and the Visiting/Honorary Nomination Committee to oversee the appointment process.



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9	16 December 2021	Vice-Chancellor	Inclusion of reference to the Guidelines to Counter Foreign Interference in the Australian University Sector.
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Appendix 1 - Criteria for Assessing the Level of Visiting and Honorary Academic Appointments

1. A candidate for a Visiting Research Associate appointment is required to demonstrate achievement in Research and Innovation.
2. A candidate for a Visiting or Honorary Fellow, Visiting or Honorary Lecturer, Visiting or Honorary Senior Fellow, Visiting or Honorary Associate Professor and Visiting or Honorary Professor is required to demonstrate achievement in at least two (2) of the categories below with evidence of a distinguished career appropriate to the level sought:
 - a. Teaching Experience
 - b. Research and Innovation;
 - c. Service and Engagement.
3. A candidate for Honorary Professor of Practice is required to demonstrate achievement in service and engagement.
4. An Honorary Academic can also be a medical or paramedical professional currently practicing in a clinical setting, these appointments are specific to the Graduate Medicine and Faculty of Science, Medicine and Health.

PART A – Criteria for Visiting and Honorary Academics

	Qualifications	Teaching Experience	Research and Innovation	Service and Engagement
Visiting Research Associates	<ul style="list-style-type: none">• UOW PhD recently submitted, not yet awarded; or• UOW PhD, Professional Doctorate and Masters by Research graduates within the five years prior to application; or• Minimum undergraduate degree (for DVC(R&I) approved programs only in accordance with the Visiting Research Associate definition)	No experience required	Demonstrated ongoing research activity (publications, awards, grants etc.)	None required



	Qualifications	Teaching Experience	Research and Innovation	Service and Engagement
Visiting or Honorary Fellow	Four years tertiary study in relevant discipline and/or equivalent qualifications and/or professional experience. In some cases an honours degree or higher qualification will be required.	No experience required	Affiliated with a Faculty recognised group or organisation involved in research or collaboration/HDR supervision with Faculty research priority areas.	None required
Visiting or Honorary Lecturer	PhD and/or recognised experience in the relevant discipline area.	Some undergraduate teaching experience. Some experience in organisation of subject/course material for undergraduate program.	Engaged in higher research degree and/or author or co-author on at least one research publication or scholarly work. Limited involvement in academic curriculum or school committees.	Limited professional or community engagement.
Visiting or Honorary Senior Fellow	PhD and/or recognised significant experience in the relevant discipline area.	Established track record in undergraduate, postgraduate teaching or continuing education.	Active member of a research team and established publication track record.	Evidence of organisational leadership in research or educational activities within a University environment. Significant professional or community engagement.
Visiting or Honorary Associate Professor	PhD and/or recognised significant experience in the relevant discipline area.	Significant experience of undergraduate, postgraduate or continuing education teaching.	Have been research project leader and/or obtained competitive research funding and/or have been a regular reviewer of journal manuscripts or research grant applications. Have a recently established publication record.	Demonstrated recognition as a leader or successful academic or administrator in a University and/or have held membership of a professional society. Have made regular presentations to learned societies and/or been an active member of a professional society in recent years.



	Qualifications	Teaching Experience	Research and Innovation	Service and Engagement
Visiting or Honorary Professor	PhD or equivalent qualifications/experience and recognised as a leading authority in the relevant discipline area.	Significant experience of undergraduate, postgraduate or continuing education teaching.	Significant experience as research project leader and/or obtained competitive research funding from nationally and/or internationally recognised bodies and/or have been a regular reviewer of journal manuscripts or research grant applications. Have a recently established publication record.	Demonstrated substantial external recognition as a leader or successful academic or administrator in a University and/or have held Council/Executive membership of a professional society. Have made regular presentations to learned societies at professional or specialist educational level and/or have been a highly regarded member of a professional society or body in recent years.
Honorary Professor of Practice	Academic qualification of at least undergraduate level in the relevant discipline area.	Normally not required. Where teaching is part of the position, some experience of undergraduate, postgraduate and/or continuing education teaching is preferable. Faculties are expected to provide appropriate teaching support especially where there is no or limited prior teaching experience.	Normally not required.	Demonstrated significant and outstanding professional leadership at local, national or international level of a public or private organisation. Significant contribution to academic, professional or business development.

PART B – Criteria for Honorary Clinical Academics to the Graduate School of Medicine



	General Standard
Honorary Clinical Tutor	<p>Persons wishing to have an affiliation with Graduate Medicine, School of Medicine (SOM).</p> <p>Students of Graduate Medicine may be appointed to Clinical Tutors following their graduation.</p> <p>The title of Clinical Tutor acknowledges the contribution of medical and allied health professionals who will teach SOM students in their own clinical setting, who are generally of the level of registrar or junior doctor, and who may not remain located within the geographical area of SOM students.</p> <p>Clinical Tutors will generally not be expected to participate in curriculum development, or to be involved in research with the SOM. However they may be involved in the delivery of teaching within their own clinical setting, such as during hospital rounds.</p>
Honorary Clinical Lecturer	<p>An Honorary Clinical Lecturer is expected to make contributions to the teaching effort of the SOM and to carry out activities to maintain and develop his/her scholarly, research and/or professional activities relevant to the profession or discipline.</p> <p>The Honorary Clinical Lecturer shall have qualifications and/or experience recognised by the SOM as appropriate for the relevant discipline area. In determining experience relative to qualifications, regard shall be had to nature and duration of clinical experience, teaching experience, experience in research and/or scholarly activity, and/or professional contributions.</p>



	General Standard
Honorary Clinical Senior Lecturer	<p>An Honorary Clinical Senior Lecturer is expected to make significant contributions to the teaching, scholarship, research and/or professional activities of the School of Medicine.</p> <p>They will normally have advanced qualifications or equivalent accreditation and standing, and a record of demonstrable scholarly and/or professional achievement in the relevant discipline area. In determining the degree of weight placed on experience relative to qualifications, regard shall be had to nature and duration of clinical experience, teaching experience, experience in research and/or scholarly activity, and/or professional contributions.</p>
Honorary Clinical Associate Professor	<p>An Honorary Clinical Associate Professor is expected to make a significant contribution to the activities of the School of Medicine and play a significant role within their profession or discipline.</p> <p>Academics at this level may be appointed in recognition of their academic excellence, as demonstrated by distinction in their disciplinary area, and their outstanding contribution to one or more of the following areas: clinical practice; research/scholarly activity; teaching; professional activities.</p>
Honorary Clinical Professor	<p>An Honorary Clinical Professor is expected to exercise a special responsibility in providing leadership and in fostering excellence in one or more of the following areas: clinical practice; research; teaching; professional activities and for policy development in the academic discipline within the Graduate School of Medicine.</p> <p>The Honorary Clinical Professor will be recognised as a leading authority in their discipline.</p>



Appendix 2 - Contributions of Visiting and Honorary Appointments

1. PART A sets out the expected contributions of Visiting and Honorary Academics during their appointments in one or more of the areas of:
 - a. Teaching
 - b. Research and Innovation
 - c. Service and Engagement
2. PART B sets out the expected contributions of Honorary Clinical Academics during their appointments.
3. PART C sets out the expected contributions that Honorary Clinical Academics are to evidence when their renewal of appointment falls due, should they wish to have their Honorary Clinical Academic Appointment reinstated for a further 3 year term.

PART A – Contributions of Visiting and Honorary Appointments

	Teaching	Research and Innovation	Service and Engagement
Visiting Research Associates	No contribution required.	Ongoing research activities to finalise publications, awards and grants etc., associated with their higher degree of research.	As agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.
Visiting or Honorary Fellow	Provide undergraduate teaching support as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.	Provide support to an active researcher or research group and or assist in the preparation of lecture and/or course material as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.	As agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.
Visiting or Honorary Lecturer	Provide undergraduate and/or postgraduate teaching and/or assist with the coordination and management of one	Be actively involved in or collaborate in research and/or author or co-author scholarly publications and/or review discipline content input to lectures and/or courses (subjects)	As agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.



	course (subject) each year as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.	as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.	
Visiting or Honorary Senior Fellow	Provide undergraduate and/or postgraduate teaching and/or assist with the coordination and management of one course each year as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.	Serve as Principal or Co-investigator of research project and/or actively seek competitive external (to the University) research funding as Chief or Co-Investigator and/or author or co-author original research paper(s) and/or submit a competitive research grant application and/or review discipline content input to lectures and/or courses (subjects) as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.	As agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.
Visiting or Honorary Associate Professor	Provide undergraduate and/or postgraduate teaching and/or assist with the development, coordination and/or management of an academic or scholarly activity within the Faculty as agreed to with Executive Dean of Faculty or Executive Director of a Research Institute.	Serve as Principal or co-investigator of research project and/or actively seek or hold competitive research funding as Chief or Co-Investigator and/or author or co-author original research paper(s) in an internationally recognised publication and/or review discipline content and input to lectures, courses (subjects) or degree programs as agreed to with the Head of the School or Unit and/or provide review and/or input of assessment used in courses or degree programs offered by the Faculty.	Undertake projects and activities as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.
Visiting or Honorary Professor	Provide undergraduate and/or postgraduate teaching and/or assist with the leadership, development, coordination and/or management of an academic or scholarly activity within the Faculty as agreed to with Executive	Serve as Principal or co-investigator of research project and/or actively seek or hold competitive research funding as Chief Investigator and/or author or co-author original research papers in an internationally recognised publication and or assist with the leadership and/or development, of courses (subjects) and/or Degree Programs as agreed to with Pro-Vice Chancellor and or provide academic leadership by way of review and/or input concerning aspects of the	Undertake projects and activities as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.



	Dean of Faculty or Executive Director of a Research Institute.	teaching and research activities of the Faculty as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.	
Honorary Professor of Practice	Provide undergraduate and/or postgraduate teaching as appropriate to assist with School/Faculty activities and as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.	As appropriate to assist with School/Faculty research activities and as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.	Undertake projects and activities as agreed to with the Executive Dean of Faculty or Executive Director of a Research Institute.

PART B – Contributions of Honorary Clinical Academics of the School of Medicine

	General Contributions
Honorary Clinical Tutor	An Honorary Clinical Tutor may be expected to participate in curriculum development, in the delivery of teaching at the medical school, or to be involved in research with the School of Medicine (SOM) or UOW.
Honorary Clinical Lecturer	An Honorary Clinical Lecturer is expected to make contributions to the teaching effort of the SOM and to carry out activities to maintain and develop his/her scholarly, research and/or professional activities relevant to the profession or discipline.
Honorary Clinical Senior Lecturer	An Honorary Clinical Senior Lecturer is expected to make significant contributions to the teaching, scholarship, research and/or professional activities of the SOM.
Honorary Clinical	An Honorary Clinical Associate Professor is expected to make significant contributions to the teaching, scholarship, research and/or professional activities of the SOM, as well as play a significant role within their profession or discipline.



Associate Professor	
Honorary Clinical Professor	An Honorary Clinical Professor is expected to exercise a special responsibility in providing leadership and in fostering excellence in one or more of the following areas: clinical practice; research; teaching; professional activities and for policy development in the academic discipline within the SOM.

PART C – Renewals of Honorary Clinical Academics of the Graduate School of Medicine - Contributions

It is expected that Honorary Clinical Academic staff provide evidence of contributions when their renewal falls due, should they wish to have their Honorary Clinical Academic Appointment reinstated for a further 3 year term.

Activities from the below categories are accepted as follows*.

Category 1 (<i>one per annum</i>)	Category 2 (<i>any two or more per annum</i>)	Category 3 (<i>any three or more per annum</i>)
<i>Example:</i> - GP Preceptor - Hospital Preceptor - Prize/Scholarship Contribution	<i>Example:</i> - Admissions Interviews - OSCEs Examiners - Assessment marking - Contribution of Exam Questions	<i>Example:</i> - Research manuscript/presentation with UOW attribution - Research grant submission with a UOW academic - Research collaboration with a UOW academic - Lecture and/or Tutorial - Casual CBL /Clinical Skills Tutoring

**The university also reserves the right to make discretionary or strategic appointments.*