The University of Western Australia

Discussion Paper: Clinical and Adjunct Titles

UWA awards adjunct and clinical titles ‘to provide recognition by the University to persons who make a regular and significant contribution to the activities of the University and who are not remunerated by the University’.

At this time the following titles may be awarded to adjunct and non-clinically qualified persons:

⇒ Adjunct Lecturer
⇒ Adjunct Senior Lecturer
⇒ Adjunct Associate Professor
⇒ Adjunct Professor
⇒ Teaching Fellow (equivalent to Lecturer)
⇒ Senior Teaching Fellow (equivalent to all grades above Lecturer)
⇒ Adjunct Research Fellow

For those clinically qualified persons in the Faculty of Medicine, Dentistry and Health Sciences the following titles exist:

⇒ Clinical Lecturer
⇒ Clinical Senior Lecturer
⇒ Clinical Associate Professor
⇒ Clinical Professor

The current procedures for the conferring of the title provide that:

⇒ The Vice-Chancellor, on the recommendation of the Dean, has the authority to confer titles. ¹
⇒ The Head of a School must nominate a person for a title and in so doing provide specified details in support of the nomination. The nomination may take place at any time.
⇒ Nominations for the title of Adjunct Associate Professor or above are reviewed by the Faculty Adjunct Appointment Committee.
⇒ Nominations below the title of Adjunct Associate Professor are reviewed by the Dean who may refer the nomination to the Faculty Adjunct Appointment Committee.
⇒ The Faculty Adjunct Appointment Committee consists of the Dean, two professors elected from and by Faculty, Chair of Academic Board (or nominee), Chair of Promotions and Tenure Committee (or nominee).
⇒ A Faculty Adjunct Appointment Committee’s recommendations are reviewed by the Vice-Chancellor or Senate as appropriate.
⇒ Titles may be awarded for up to three years at a time and may be renewed.
⇒ Clinical and adjunct academic titleholders become members of the academic schools concerned. In relation to academic activities, they are responsible to the Head of School.
⇒ University adjunct titles shall not be used outside University related business.

Discussion

➢ Should titles reflect the persons’ functions or academic background? Should a person contributing in a clinical setting but not having medical qualifications be entitled to a clinical title? Conversely, should a medically qualified person contributing in a non-clinical setting be awarded an adjunct rather than clinical title?

¹ The rules provide that appointments at the level of Clinical Professor or Adjunct Professor to be referred to Senate. This body has delegated this power to the VC.
If non-medically qualified persons contributing in a clinical setting are to be entitled to clinical titles, should the Adjunct Appointment Committee of the Faculty of Medicine, Dentistry and Health Sciences be responsible for recommending such awards?

Should titles be attached to particular positions rather than individuals? (for example, should the Heads of particular external units be automatically entitled to a clinical/adjunct title?)

What does ‘regular and significant service’ mean for the award of clinical/adjunct titles?

Should persons offering their services for remuneration below what they could earn in their professions be eligible for adjunct/clinical titles?

Should staff employed by UWA be eligible for adjunct/clinical appointments outside their home faculties?

Are the current processes for (a) the appointment and (b) the renewal of adjunct/clinical positions appropriate?

How can Faculties maximize the benefits afforded by clinical and adjunct appointments?

In what other ways can adjunct and clinical appointees be recognized by Faculties/UWA?

D. Plowman

May 2007