Adjunct and Clinical Titles

19.1 Objective
The objective of adjunct and clinical academic titles is to provide recognition by the University to persons who make a regular and significant contribution to the activities of the University.

Appointment to an adjunct or clinical position may recognise academic achievement, or professional or career achievements in industry or the community, that are of relevance to the work of the University. Clinical appointments (see note below) are made only in those cases where the appointee has contact with patients in a bedside or clinical setting.

Note: Clinical titles are to be considered only for practitioners who diagnose and/or treat patients in bedside or clinical settings, including: physicians, nurses, dentists, podiatrists, pharmacists, psychologists and other allied health professionals. They should not be considered for alternative health practitioners.

19.2 Titles
Adjunct titles used for persons in all faculties, including the Faculty of Medicine, Dentistry and Health Sciences, who are not in clinical roles are –

- Adjunct Lecturer
- Adjunct Senior Lecturer
- Adjunct Associate Professor
- Adjunct Professor

or

- Teaching Fellow (equivalent to Lecturer)
- Senior Teaching Fellow (equivalent to Senior Lecturer and above)
- Adjunct Research Fellow
- Adjunct Senior Research Fellow

Clinical titles used for persons in all faculties who are in clinical roles are –

- Clinical Lecturer
- Clinical Senior Lecturer
- Clinical Associate Professor
- Clinical Professor

An appointment, and the level at which it is made, should normally correspond to the academic achievements or professional/career achievements of the nominee. If the nominee has held a recent academic title at a university, the title conferred will not normally be at a higher level that than previously held. In exceptional circumstances the Dean of the Faculty may write to the Vice-Chancellor seeking a higher status.

19.3 Nominations
Nominations for clinical and adjunct appointments, including appointments to any Centre that forms part of a School, will ordinarily be made by either the Head of the School or the Dean of the Faculty. Where a Centre sits under a Faculty, the Centre’s Director or the Dean is responsible for the nomination. Any disagreements will be resolved at the level of the Vice-Chancellor.

19.4 Nomination Information
The nomination should include, where appropriate:

- the nominee’s professional and academic qualifications;
- the nominee’s academic achievements;
the nominee’s achievements in clinical work and research; 
the nominee’s professional/career achievements; 
justification for the appointment in relation to the contribution to teaching, research and 
community activities integral to the University; and 
a recommendation on the level of appointment.

Nominations can occur at any time. They are to be considered on a case by case basis. A staff 
member in one faculty cannot be made a clinical or adjunct staff member in another faculty. Any 
teaching or research conducted in another faculty will be done using their current title. This 
provision is not intended to prevent cross-faculty clinical or adjunct appointments for non-UWA 
employees under terms agreed upon by the relevant deans. In such situations, one dean shall 
have responsibility for nomination and recording the joint agreement.

19.53 Authority to Confer Title
The Dean has the authority to confer a title in each case, other than the titles of Clinical Professor 
and Adjunct Professor. These shall be conferred only by the Vice-Chancellor on a 
recommendation from the Dean in accordance with 19.8.

19.4 Nomination
The conferment of an adjunct or clinical title, including appointments to Centers that form part of a 
School, will ordinarily be considered on the basis of a nomination by the Head of the School. 
Where a Centre sits under a faculty, the Centre Director shall be responsible for the nomination. 
Any disagreements will be resolved by the Dean.

19.5 Nomination Information
The nomination by the Head of School should include, where appropriate:

- the nominee’s professional and academic qualifications;
- the nominee’s academic achievements;
- the nominee’s achievements in clinical work and research;
- justification for the appointment in relation to the contribution to teaching and research and 
  community activities within the University; and
- a recommendation on the level of appointment.

Nominations can occur at any time. They are to be considered on a case by case basis. A staff 
member in one faculty cannot be made a clinical or adjunct staff member in another faculty. Any 
teaching or research conducted in another faculty will be done using their current title.

19.6 Faculty Academic Adjunct and Clinical Titles Committee
Nominations for the title of Associate Professor or above are to be forwarded to the relevant 
Faculty Academic Adjunct and Clinical Titles Committee. Nominations for a title below that of 
Associate Professor are to be considered by the Dean, who may refer any particular nomination 
to the Faculty Academic Adjunct and Clinical Titles Committee. The Faculty Academic Adjunct 
and Clinical Titles Committee should have the following membership:

- the Dean as Chair;
- two professors elected from and by the faculty; and
- the Chair of the Promotions and Tenure Committee or nominee.

In cases where a Faculty other than the Faculty of Medicine, Dentistry and Health Sciences is 
considering making a clinical appointment, the Faculty Academic Adjunct and Clinical Titles 
Committee will include a professor from the Faculty of Medicine, Dentistry and Health Sciences.
**19.7 Decisions of the Adjunct and Clinical Titles Committee**
The Committee should decide whether or not to seek further advice (for example from external assessors), whether or not to recommend appointment, and the level of appointment recommended.

**19.8 Recommendations**
The recommendations of the Faculty Adjunct and Clinical Titles Committee will be made to the Dean. For appointments other than clinical or adjunct professor, the Dean may approve and subsequently report to the Vice-Chancellor. In the case of professorial titles, the recommendations of the Dean (through the Academic Titles Committee) will be referred to the Vice-Chancellor for approval.

**19.7 Remuneration and Privileges**
In ordinary circumstances appointments are not remunerated by the University. However, faculties may wish to offer adjunct appointments to external professionals who contribute to their teaching programmes at levels of remuneration less than standard professional rates.

Clinical and adjunct appointments carry the following privileges:

- access, subject to the Head of School’s approval, to school resources;
- UWA Campus Card and the use of the University Library on the same terms as a full-time academic staff member;
- UWA staff parking; and
- eligibility for UWA category membership of the University Club; and
- access to UWA corporate rates for QANTAS Club membership

**19.8 Decision**
The Committee should decide whether or not to seek further advice (for example from external assessors), whether or not to recommend appointment, and the level of appointment recommended.

**19.9 Recommendations**
The recommendations of the Faculty Academic titles Committee will be made to the Dean. For appointments other than clinical or adjunct professor, the Dean may approve and subsequently report to the Vice-Chancellor. In the case of professorial titles, the recommendations of the Dean (through the Academic Titles Committee) will be referred to the Vice-Chancellor for approval.

**19.10 Letter of Appointment**
Letters of appointment will be prepared by Human Resources and copies sent to other appropriate persons, for example in the case of clinical titles, to hospital personnel.

**19.10 Length of Appointment**
Adjunct titles may be awarded for up to three years at a time and may be renewed. Applications to renew a title for a further period are to be made by the Dean. Human Resources will send an expiry notice to the Dean a minimum of six weeks prior to the expiry of appointments. New letters of appointment will be offered to re-appointments on the recommendation of the Dean. When it is proposed that a more senior title be granted, the full nomination process will be conducted.

The title awarded may be removed at any time should the special relationship with the University which gave rise to the nomination cease.

**19.11 Remuneration and Privileges**
In ordinary circumstances adjunct appointments are not remunerated by the University. However, faculties may wish to offer adjunct appointments to external professionals who...
contribute to their teaching programmes at levels of remuneration less than standard professional rates.

Clinical and adjunct appointments carry the following privileges:

access, subject to the Head of School's approval, to school resources;
UWA Campus Card and the use of the University Library on the same terms as a full-time academic staff member;
access to opportunities for personal and professional development by way of courses offered through Organisational and Staff Development Services;
UWA staff parking;
eligibility for UWA category membership of the University Club; and
access to UWA corporate rates for QANTAS Club membership

19.12 Research Funds and Research Output
Holders of adjunct and clinical titles who use their titles in grant applications are required to cite The University of Western Australia as their institution in order that any direct through the university research funds which result from their part in those applications can be directed through the University. Any research outcomes resulting from grants directed through The University of Western Australia must acknowledge the University in the bye-line. Adjunct and clinical appointees are encouraged to acknowledge The University of Western Australia in all of their publications.

19.13 Academic Schools
Clinical and adjunct academic title holders will become members of the academic schools concerned. For academic activities they will be responsible to the Heal of School who is encouraged to optimise their involvement in school/university activities.

There is no obligation for University resources to be allocated to support this arrangement, however, where research funds are directed through the University in terms of Clause 19.12, it is expected that Heads of Schools will make appropriate infrastructure support available.

If adjunct and clinical title holders act as supervisors of higher degree by research students, they must undertake to act in accordance with the Code of Good Practice for Postgraduate Research and Supervision (Link) and the Guidelines on Research Ethics and Research Conduct (Link) in Research.

19.14 Advertisement
When a position is being advertised by a hospital or other relevant institution, the possibility of a clinical academic appointment can be included with the prior permission of the University. For example “The successful applicant may be appointed as a Clinical Associate Professor by The University of Western Australia.” In these cases, it is essential that the University is represented on the selection committee and that the relevant process as outlined in this policy is followed for having the appropriate clinical title conferred on the appointee.

19.15 Research Grants
Arrangements applying to ARC and NHMRC fellows are set out in ARC and NHMRC Fellows (Link). The policy relating to those circumstances in which a proposed principal investigator of a grant, or director of a centre, is not a full-time academic staff member at UWA, or an ARC or NHMRC research fellow is found at Conferral of Academic Titles on Principal Investigators and Directors of Research Centers (Link).

19.16 Titles
University adjunct titles shall be used as follows:
In all formal University publications, minutes etc. the full title is used eg Clinical Lecturer X, Adjunct Professor Y.

In all formal University communications the full title is used for the address, but the salutations may be shortened to the more familiar form eg
To Adjunct Professor Y – Dear Professor Y
To Clinical Senior Lecturer Z – Dear Dr Z.

In research grant applications which are made through the University, holders of University titles shall use their title and the relevant University school or centre.

The more familiar form shall also be used in conversation.

University adjunct titles must not be used outside University-related business.

19.17 Senate Resolutions

Senate Resolution 405/89
Amended Academic Council Resolution 54/96
Amended Senate Resolution 85/96
Amended /07