

## PROFESSORIAL APPOINTMENTS POLICY

### 1 PURPOSE

The purpose of this policy is to set out the principles governing professorial appointments.

### 2 POLICY

2.1 Professorial appointments will be made by the University in recognition of those who are distinguished among their colleagues (nationally and internationally) for the standing of their academic contributions as identified in the Academic Promotions Handbook (Associate Professor and Professor).

#### 2.2 Professorial Appointments Committee (PAC)

2.2.1 Professorial appointments will be made at the discretion of the Vice-Chancellor.

2.2.2 The PAC will be appointed by the Vice-Chancellor as identified in the Academic Promotions Handbook (Associate Professor and Professor).

2.2.3 The Professorial Appointments Committee (PAC) makes a recommendation to the Vice-Chancellor.

2.2.4 The PAC is responsible for recommending professorial appointments to the Vice-Chancellor in relation to the positions of:

- Associate Professor
- Professor
- Adjunct Professor
- Adjunct Associate Professor

2.2.5 The secretariat for the PAC will be provided by the Deputy Vice-Chancellor's office.

2.2.6 The PAC will ensure that the procedures to be followed and the criteria that will be considered, for appointing professors or associate professors are available to staff of the University.

2.2.7 The PAC will normally meet three times a year. The PAC will usually conduct its business in relation to promotions at formal meetings. Recommendations on specific appointments can also be made after consultation with PAC members via email.

2.2.8 Notwithstanding clause 2.2.1 of this policy, if the Vice-Chancellor is a candidate for professorship the appointment will be made by Council based upon the recommendation of the PAC.

2.2.9 The Vice-Chancellor retains the right to determine the number of professors and associate professors appointed each year. Appointment as an Associate Professor or a Professor can be attained through

promotion, on appointment to specific chairs, or when an appointee to an academic position is considered to have the academic leadership and standing expected of an Associate Professor or Professor. Sponsored chairs specially funded by outside bodies may be established in excess of this number for the term of the sponsorship funding.

- 2.2.10 Adjunct professor titles are honorific and not intended to be held by employees of the University. Whilst some adjunct post-holders may undertake limited hours contract work, should an adjunct professor or adjunct associate professor be appointed to another position (fixed term or permanent), the adjunct professor title will be held in abeyance and cannot be used for the duration of the period of employment.

### 3 DEFINITIONS

- 3.1 **Associate Professor:** A title recognising significant, nationally acknowledged achievement within an academic field and a significant and sustained contribution that has evidence of impact in research and/or practice; teaching, assessment and curriculum design; and in academic citizenship, within the University and beyond.
- 3.2 **Professor:** A title recognising distinguished and internationally acknowledged academic leadership within an academic field and a sustained outstanding contribution and impact in research and/or practice; teaching, assessment and curriculum design; and in academic citizenship, within the University and beyond.
- 3.3 **Adjunct Professor:** A title recognising those who hold professorial positions elsewhere, or a position of equivalent standing in the professions, and who are currently sharing their expertise with the University in research or teaching. This is a special title that should be distinguished from the title of Professor as used for substantive professorial appointments made by promotion or the appointment of external applicants.
- 3.4 **Adjunct Associate Professor:** A title recognising those who hold positions at the Associate Professor level elsewhere, or a position of equivalent standing in the professions, and who are currently sharing their expertise with the University in research or teaching. This is a special title that should be distinguished from the title of Associate Professor as used for substantive appointments made by promotion or the appointment of external applicants.
- 3.5 **Visiting Professor:** A fixed term title granted by the Dean of a faculty with the approval of the Vice-Chancellor to some visiting teachers or researchers to the University, who will normally be (or have been) a Professor, Associate Professor or equivalent at another tertiary institution.

### 4 SCOPE

The policy covers all professorial appointments.

### 5 RELEVANT LEGISLATION

### 6 LEGAL COMPLIANCE

## **7 RELATED PROCEDURES/DOCUMENTS**

[AUT Academic Expectations](#)  
[Academic Staff Promotions](#)

## **8 RESPONSIBILITY**

See paragraph 2.2 for detail on responsibilities of the Vice-Chancellor and Professorial Appointments Committee.

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