

## Appointment Criteria for Honorary Clinical Titles

Academic titleholders provide specialised expertise to the University of Adelaide’s research, education, leadership and service activities. Academic titles are awarded to individuals who have a similar academic backgrounds to academic staff of the University of Adelaide. An academic title is conferred on individuals in recognition of their esteem within and contributions to their discipline and the substantial ongoing commitment they will make as a titleholder of the University during the term of conferral. Titleholders perform a range of voluntary duties and make contributions in a generally ad-hoc manner, which support the activities of the University of Adelaide. This can include participation in research activities, supervision of HDR students, attending and participating in seminars/conferences and conducting lectures and tutorials, including in a clinical setting.

To be eligible for conferral or renewal of a title, a titleholder must be able to evidence sufficient criteria for the level to which they have either requested conferral or are eligible to be renewed. As the contributions of a titleholder are voluntary and variable, the achievements of the titleholder should be assessed relative to opportunity.

[Clinical titles](#) are conferred on individuals who hold registrable medical, dental, nursing, psychological or veterinary qualifications and who contribute to the work of the Faculty of Health and Medical Sciences, or to the School of Animal and Veterinary Sciences in the Faculty of Sciences.

Conferral Criteria		Levels A and B	Level C	Level D	Level E
Title Name		<b>Clinical Lecturer</b>	<b>Clinical Senior Lecturer</b>	<b>Clinical Associate Professor</b>	<b>Clinical Professor</b>
Prerequisite Qualification(s)		Primary degree in field Professional college entrance examination, or completion of GP training program, or postgraduate award at diploma level	Fellowship of professional college or postgraduate award at diploma level	Fellowship of professional college and a postgraduate degree at masters or doctoral level	Fellowship of professional college and postgraduate degree at doctoral level
Certificates / Registration Requirements		Must provide an AHPRA or VSBSA registration number and expiry date at conferral and renewal; To lecture in Psychology, applicants must be a member of the College of Clinical Psychologists or be eligible for membership.			
Term of Conferral		Normally three years (visiting clinicians may apply for a clinical title if the term of their visit is expected to exceed 12 months and they are therefore ineligible for a visiting title).			
Other Requirements		Current and appropriate visa/work rights. Titleholders may require a working with children check. Refer to the relevant Head of School. To be eligible for teaching, applicants must satisfy the requirements for vocational training in the relevant discipline. The titleholder will perform voluntary duties and make contributions as a titleholder. Duties undertaken will be at a level broadly equivalent to that of a staff member at the same academic level A-E. Refer to the list of suitable contributions (below)			
Professional Background	Medical	Senior Registrar or Junior staff specialist working towards a doctoral qualification, or a GP of equivalent standing	Experienced staff specialist in a teaching hospital, GP of equivalent standing	Leadership role in a major teaching hospital, or GP of equivalent standing Current practitioner	Highly esteemed senior leader in a major teaching hospital, or GP of equivalent standing
	Dental	Current dental practitioner may have specialist expertise, or Research fellow working toward a doctoral qualification	Current practitioner with significant experience in a specialist area, or Research fellow with a doctoral qualification	Current practitioner who is a leader in a specialist area; or General practice equivalent. Research fellow with a doctoral qualification and acknowledged leader	Highly esteemed and significant leader at national or international level within the health care system, specialist or general practice
	Psychology	Specialist psychologist	Highly experienced specialist psychologist	Leadership role at state or national level	Highly esteemed leader in the field at national or international level
	Nursing	Senior registered nurse with relevant post-graduate qualification	Experienced staff specialist in a teaching hospital	Leadership role within a teaching hospital, or equivalent community service at state or national level	Esteemed senior leader within teaching hospital, or equivalent community service at a national or international level

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<b>Relevant Employment, Experience</b>  (Measure Equivalence)	<ul style="list-style-type: none"> <li>• Current employment and relevant clinical experience in Medicine, Dentistry or Health Sciences.</li> <li>• Some clinical supervision</li> <li>• Small group tutoring and/or</li> <li>• Participation in some clinical research</li> <li>• Participates in regular teaching activities in a clinical setting and/or,</li> <li>• Regular participation in clinical research projects and activities.</li> </ul>	<ul style="list-style-type: none"> <li>• In addition to the requirements for Level B,</li> <li>• Development and improvement of clinical teaching and/or</li> <li>• Significant participation in research and/or</li> <li>• Leadership and Service.</li> </ul>	<ul style="list-style-type: none"> <li>• In addition to the requirements of Level C.</li> <li>• Demonstrated specialist clinical knowledge.</li> <li>• Recognised leadership and distinction within their field.</li> <li>• Expertise within the areas of Education, Research or Leadership and Service.</li> </ul>	<ul style="list-style-type: none"> <li>• In addition to the requirements of Level D</li> <li>• An eminent and distinguished leader, within their field.</li> <li>• Demonstrated specialised clinical knowledge and experience</li> <li>• Influence and outstanding achievement is at a level which is equivalent to a Professor at the University.</li> </ul>
<b>Typical titleholder contributions to research</b>	<ul style="list-style-type: none"> <li>• Participation in clinical research processes</li> <li>• Contributes to team research activities</li> <li>• Engages with and contributes to a scholarly research network</li> <li>• Creditable citation rate or peer recognition in their field</li> <li>• Establishes collaborative research partnerships</li> <li>• Presents at clinical meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Requirements at Level B plus</li> <li>• Significant participation in clinical research activities</li> <li>• Author of peer reviewed publications</li> <li>• Participates in preparation of grant proposals</li> <li>• Co-supervision of HDR students</li> <li>• Presents at clinical national and international meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Requirements at Level C plus</li> <li>• Significant clinical research</li> <li>• Multiple scholarly publications in prestigious international journals</li> <li>• Participant in successful grant proposals</li> <li>• HDR co-supervision and completions</li> <li>• Collaborates on major research projects</li> </ul>	<ul style="list-style-type: none"> <li>• Requirements at Level D plus</li> <li>• Makes independent and original contributions to research in their field of expertise</li> <li>• Creation of a substantial body of scholarly publications in highly cited international journals</li> <li>• Participant in successful nationally competitive grant proposals</li> <li>• Invited to speak at conferences</li> </ul>
<b>Typical titleholder contributions to education</b>	<ul style="list-style-type: none"> <li>• Occasional Clinical supervision</li> <li>• Small group tutorials</li> <li>• Takes problem based learning sessions</li> <li>• Mentoring students</li> <li>• Vocational / prevocational education</li> <li>• Organisation of educational activities in a clinical setting</li> <li>• Contributes to assessment processes</li> <li>• Presents guest lectures</li> </ul>	<ul style="list-style-type: none"> <li>• Requirements at Level B plus</li> <li>• Contributes to the development, implementation and evaluation of assessment activities</li> <li>• Co-supervision of students</li> <li>• Exam supervision</li> </ul>	<ul style="list-style-type: none"> <li>• Requirements at Level C plus</li> <li>• Prevocational and vocational education</li> <li>• Organisation and development of educational activities in a clinical setting</li> <li>• Evidence of innovation in education</li> <li>• Peer reviewed scholarly outputs</li> <li>• Local or national teaching awards</li> <li>• Significant involvement in assessment development, implementation and evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>• Requirements at Level D plus</li> <li>• Significant and sustained involvement in education within a clinical setting in public or private sector.</li> <li>• Educates students at various levels</li> <li>• Collaborates with other health professionals in the delivery of education activities</li> <li>• Innovation in education, including the development of new programs and methods of delivery</li> <li>• Recognition by peers, including local, national or international awards for education.</li> <li>• Significant and sustained involvement in assessment development, implementation and evaluation</li> </ul>
<b>Typical titleholder contributions to the University, through engagement,</b>	<ul style="list-style-type: none"> <li>• Clinical competence</li> <li>• Attends and contributes to clinical meetings</li> <li>• Evidence of service to their department.</li> </ul>	<ul style="list-style-type: none"> <li>• In addition to meeting relevant requirements of Level B</li> <li>• Clinical competence appropriate for a staff specialist or GP equivalent.</li> </ul>	<ul style="list-style-type: none"> <li>• In addition to meeting the requirements of Level C</li> <li>• Leads University outreach and engagement activities</li> </ul>	<ul style="list-style-type: none"> <li>• In addition to meeting the requirements of Level D</li> <li>• Head of a large department in a hospital or GP equivalent</li> </ul>

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<b>service and leadership</b>	<ul style="list-style-type: none"> <li>Promotes the University, its research and education</li> <li>Senior registrar, junior hospital staff specialist or GP</li> <li>Involved in University, hospital or other related professional bodies</li> <li>Demonstrates the impact of their innovation on clinical practice</li> <li>Evidence of service to and leadership within their department, including involvement in events.</li> <li>Makes contribution to clinical practice</li> <li>Contributes to the organisation of seminars, conferences and professional activities</li> </ul>	<ul style="list-style-type: none"> <li>Office bearer in the University, hospital or other related body</li> <li>Member of national and international societies</li> <li>Evidence of leadership within the discipline</li> <li>Contributes to organisation of seminars, conferences and other professional activities</li> <li>Participates in University outreach and engagement activities.</li> <li>Makes a significant contribution to clinical practice.</li> <li>Support and mentorship of junior staff</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of service to and leadership within the department, including membership of committees</li> <li>Mentors staff and titleholders within the School.</li> <li>Invited to speak at national forums</li> <li>Takes a leadership role in professional bodies.</li> <li>Expert involvement in national /international clinical trials.</li> <li>Recognition and esteem as a specialist within their field</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of esteemed leadership within the University, hospital or community health sectors.</li> <li>Sustained board involvement in relevant professional bodies</li> <li>Sustained service to the profession</li> <li>Mentoring others in their field of expertise</li> </ul>
<b>Requirements for renewal at the same level</b>	<ul style="list-style-type: none"> <li>Demonstrated contributions across a range of the criteria at the relevant level during the term of the prior title.</li> <li>Requires written justification of the titleholder's current and proposed involvement in the academic work of the School, including:</li> <li>Significant current and continuing contribution to leadership within the School</li> <li>Level D renewal approved by the Executive Dean.</li> <li>Level E renewal approved of the Provost</li> <li>At Level E will demonstrate eminence and standing within their field and continue to make outstanding contributions to leadership within the School, Faculty and University</li> </ul>			
<b>Titleholder Benefits</b>	<ul style="list-style-type: none"> <li>Prescribed usage of an academic title for a prestigious Go8 University</li> <li>Engages in university teaching, research and leadership</li> <li>Development of their own clinical, teaching, research and/or leadership skills</li> <li>Access to prescribed University facilities and resources, including University email address, Library access</li> <li>Personal insurance when undertaking University related responsibilities</li> <li>Participation in University events and activities</li> <li>Additional optional benefits at the discretion of the Head of School</li> </ul>			
<b>Titleholder expectations</b>	<ul style="list-style-type: none"> <li>Titleholders are expected to comply with the University of Adelaide Statutes, Rules, By-Laws, Policies, Procedures and Guidelines as they apply to Titleholders of the University, including the Code of Conduct and Conflict of Interest Procedures;</li> <li>Appropriately by-line the University of Adelaide in all relevant publications.</li> </ul>			