1. Academic Ranks

1.1. The University awards a series of Academic Ranks to recognise the learning, teaching, scholarly, and leadership experience and activity of its academic staff within the University. Academic staff may be appointed to an academic rank with an offer of employment to the University, or academic staff may apply for promotion to a particular academic rank through the relevant processes as set out in the Academic Appointments and Honorary Awards Policy.

1.2. The following academic ranks are recognised by the University, and the Academic Appointments and Honorary Awards Policy sets out the criteria staff must meet to be appointed to these ranks:

a) Professor (Professors may prefix their name with and be referred to as "Professor")

b) Associate Professor (may prefix their name with and be referred to as "Associate Professor")

c) Principal Lecturer (currently in abeyance and only in use for current appointed staff at this rank)

d) Senior Lecturer

e) Lecturer (base rank that is only on appointment)

f) Associate Lecturer (base rank that is only on appointment)

1.3. Where a current academic member of staff seeks to apply for promotion to the rank of Senior Lecturer, applications shall be submitted to the Academic Promotions Board.

1.4. Where a current academic member of staff seeks to apply for promotion to the rank of Associate Professor or Professor, applications shall be submitted to the Professorial Promotions Board.

1.5. Exceptionally the University may confer the rank of Professor upon an individual appointed to a senior academic leadership position where, in the judgement of the University, the individual possesses standing, experience, and influence equivalent to that expected of Professor. This provision shall be restricted to appointments of substantial institutional responsibility, including Dean, Deputy Vice-Chancellor, Vice-Chancellor, or such other roles the Academic Council may determine to be of strategic significance. This shall be completed through the relevant processes as set out in the Academic Appointments and Honorary Awards Policy.

1.6. Where a member of staff leaves the University, they will no longer hold the academic rank conferred on them by the University, save Professors who retire whilst in service to the University (see 1.6. below). Where a former member of staff who previously held an academic rank returns to the University's employment, they can only be conferred their previous rank through agreement on appointment, and where this is not possible

or considered suitable, they may apply to the relevant Promotions Board to have promotion to the rank considered anew. Promotion to their previously held rank is not a right, nor guaranteed.

1.7. Where a Professor of the University retires at the end of their service to the University, they shall on approval of the Professorial Promotions Board be afforded the title of Emeritus Professor. Professorial staff who do not retire but leave the University prior to retirement, may under certain circumstances, be afforded the title of as outlined under *Honorary and Visiting Ranks.*

2. *Honorary and Visiting Ranks*

2.1. The University awards a series of Honorary and Visiting Ranks to recognise the learning, teaching, scholarly, and leadership contributions of individuals to the University. The Academic Appointments and Honorary Awards Policy outlines the relevant policy and processes in relation to the award of these ranks.

2.2. The following Honorary and Visiting ranks are recognised by the University, and the Academic Appointments and Honorary Awards Policy sets out the criteria staff must meet to be appointed to these ranks:

a) Honorary Fellow
b) Honorary Professor (may prefix their name with and be referred to as “Professor”, but must make it clear that their appointment is Honorary)
c) Honorary Associate Professor (may prefix their name with and be referred to as “Associate Professor”, but must make it clear that their appointment is Honorary)
d) Visiting Fellow
e) Visiting Professor (may prefix their name with and be referred to as “Professor” for the duration of their term, but must make it clear that this is a visiting post)
f) Visiting Associate Professor (may prefix their name with and be referred to as “Associate Professor” for the duration of their term, but must make it clear that this is a visiting post)
g) Visiting Senior Lecturer
h) Visiting Lecturer

2.3. Visiting ranks will be conferred for a period of three years, reviewed annually, which may on approval of the Academic Council be renewed. The Academic Council reserves the right to revoke the ranks at any time where they believe there is a case to do so.

2.4. Honorary ranks will normally be conferred for life but can be revoked by the Academic Council at any time where they believe there is a case to do so.

3. *Honorary Awards*

3.1. The University has the right to recognise through the conferment of Honorary Degrees the major contributions of individuals to their professional and/or academic field, or

individuals who demonstrate a major contribution to broader society. Degrees are therefore awarded in *honoris causa* meaning that the degree is not awarded for the completion of an academic programme of study at the University, but rather in recognition of their life achievements or contribution to their field as aligned with the criteria as set out below. The right to award honorary degrees is vested in the powers of the Academic Council who must approve any nomination and subsequent award of an Honorary Degree.

3.2. The University awards the following Honorary Degrees to candidates of merit and the policy and procedure for the nomination and conferral of Honorary Awards can be found under the Academic Appointments and Honorary Awards Policy:

a) **Doctor of the University *honoris causa* (DUniv, h.c.):** The DUniv, h.c. is awarded to individuals who have made a major contribution at a national and/or international level in one or more of the below criteria:

i. Notable services to the University

ii. Notable contributions to the educational or culture well-being of society

iii. Academic distinction in and/or services to academic disciplines of particular concern to the University

iv. Public service of notable distinction

b) Master of the University *honoris causa* (MUniv, h.c.): The MUniv, h.c. is awarded to individuals who have made a major contribution at a regional or local level in one or more of the below criteria:

i. Notable services to the University

ii. Notable contributions to the educational or culture well-being of society

iii. Academic distinction in and/or services to academic disciplines of particular concern to the University

iv. Public service of notable distinction

3.3. Exclusion Criteria: The University may not award honorary degrees to a currently employed member of the University's/Group's academic or professional staff, or members of its regulatory committees (either employed or otherwise). Where recognition is sought to be granted for an individual under this category, consideration may be given to a non-degree special recognition award as agreed by the Vice-Chancellor or nominee. If an honorary degree is being sought for an individual currently employed or engaged within the University/Group through its regulatory committees, this will only be considered if they are due to demit their responsibilities to the University/Group by the time of the award (e.g., end of term, departure from the University/Group, or retirement).

Policy Revision History

Version Number	Description	Author	Reviewed by	Approving Authority	Date
1.0	Revised and re-presented GARs following Stage 2 of the Regulatory Review.	Director of Academic Governance & Proctor	Dean of Academic Quality & Policy	Academic Council	July 2023
2.0	Revision to the GARs following restructure of the UPPs. Inclusion of the revised Honorary and Visiting Academic Ranks.	Director of Academic Governance & Proctor	Dean of Academic Quality & Policy	Academic Council	July 2024
3.0	Revision to allow exceptional appointment basis for Professor due to standing for roles such as VC, DVC, or Dean.	Associate Dean for Governance & Proctor	Dean of Academic Quality, Policy, and Outcomes	Academic Council	July 2026