



## Award of the Title of Emerita / Emeritus Professor Policy

### Policy UP 07/118 (F17407)

Approver	Academic Board
Sponsor	Vice-Chancellor
Owner	Chair of Academic Board
Secretary	Academic Secretary
Policy Type	Academic
Policy Category	Academic Governance

#### 1 Purpose

The purpose of this policy is to recognise professors who have provided long standing service to the University; and allow professors to continue to use the title following their retirement.

This policy sets out the eligibility criteria for the award of the title of Emerita / Emeritus Professor, and the rights and privileges of the Emerita / Emeritus Professor of the University.

#### 2 Definitions

In this policy and any associated procedures,

**Professor** is a person who has been appointed as a Level E Professor, or Winthrop Professor or professorial fellow of the University. It does not include, Adjunct Professor, Honorary Professor, Clinical Professor or Professor of Practice

**Emerita / Emeritus Professor** is the award title that may be used by choice of the awardee.

Visiting Emeritus Professor refers to a person who is at the University for brief academic engagements (e.g. guest lectures, conferences, short-term collaborations)

**Affiliated Emeritus Professor** refers to a person who is actively serving the University through sustained involvement in teaching, research, mentoring, strategic initiatives, governance or other long-term activities.

**University** is The University of Western Australia, and any and all subsidiary or associated entities.

**University Community** refers to all individuals who engage in University activity and/or use University property.

#### 3 Scope

This policy applies to retiring Professors of the University, Heads of School and nominating units.

#### 4 General principles

- 4.1 Awarding the title of Emerita / Emeritus Professor enables the University to acknowledge professors who have provided meritorious and longstanding service to the University.
- 4.2 Emerita / Emeritus Professors are entitled to use the title of *Emerita / Emeritus Professor* in accordance with this policy.

#### 5 Eligibility

- 5.1 Professors of the University who retire or who may be leaving the University for other reasons, and who have satisfactorily discharged the duties of a professor are eligible for nomination for the award of the title of Emerita / Emeritus Professor provided they meet the length of service criteria in 5.6.
- 5.2 Professors of the University who resign to take up another academic appointment are not eligible for nomination for the award of the title of Emerita / Emeritus Professor by the University.
- 5.3 Professors of the University who resign to take up non-academic positions are eligible to apply for the award of the title of Emerita / Emeritus Professor upon their subsequent retirement.

- 5.4 In exceptional cases, such as when a professor has resigned to take up a distinguished public position, the professor is eligible for consideration for the award of the title of Emerita / Emeritus Professor upon resignation from the University rather than upon retirement.
- 5.5 In exceptional circumstances, a retired person who has not been a professor of the University but who has met all of the conditions set out at 5.5(1), 5.5(2) and 5.5(3), is eligible for consideration for the award of the title of Emerita / Emeritus Professor:
- (1) The person has made a special or exceptional contribution to knowledge as recognised, for example, by the receipt of a major international award.
  - (2) The person's special or exceptional contribution to knowledge has been developed in close association with the University.
  - (3) The person continues to be associated with the University.
- 5.6 To be eligible in terms of 5.1, 5.3 or 5.4 a person must, in normal circumstances, have at least ten years of continuous service prior to retirement, inclusive of periods as a non-professor.
- 5.6.1 In special circumstances, such as exceptional or distinguished service, a professor of the University may be eligible for nomination if they have at least five years of continuous service inclusive of periods as a non-professor.
- 5.6.2 Persons who have had breaks in service may be considered for the award of the title of Emerita / Emeritus Professor if they have had a continuous association with the University during the relevant period.
- 5.7 The nomination procedures are set out in Schedule 1.

## **6 Appeals Mechanism**

- 6.1 A retiring professor who has not been nominated by the Head of School may appeal against that decision.
- 6.2 In the case of an appeal under 6.1, the Chair of Academic Board convenes a meeting of the Appeals Committee to determine whether or not a nomination is to go forward to the Academic Board.
- 6.3 The Appeals Committee comprises:
- (a) the Chair of the Academic Board, as Chair;
  - (b) the Vice-Chancellor or nominee;
  - (c) the Director of Human Resources or nominee;
  - (d) a member of the Senate appointed by the Senate;
  - (e) a Level E professor appointed by the Chair from outside the School of the appellant; and
  - (f) the Academic Secretary is the Executive Officer of the Appeals Committee.
- 6.4 The Appeals Committee may inform itself in any manner it chooses but must give the appellant and the Head of School concerned an opportunity to make written and/or oral submissions.
- 6.5 The decision of the Appeals Committee is final within the University.

## **7 Rights and Obligations of emerita / emeritus Professors**

- 7.1 An Emerita / Emeritus Professor, for purposes of courtesy and on ceremonial occasions, is regarded as a professor of the University, but is not eligible to be a member of the Academic Board.
- 7.2 Award of the title of Emerita / Emeritus Professor does not confer an appointment or employment status.
- 7.3 An Emerita / Emeritus Professor does not have the rights of an employee of the University in relation to such matters as office space, parking, computing facilities or other school resources.
- 7.4 An Emerita / Emeritus Professor is entitled to the following privileges:
- (1) a UWA email account and inclusion in the UWA directory listing for their continued connection with the University;
  - (2) has access to the University Library services as if they were employees of the University;
  - (3) are eligible for membership in accordance with the University Club rules;
  - (4) are automatic members of the UWA Emeriti Professors College and they may:
    - (a) exercise their academic freedom in accordance with the [UWA Code for the Protection of Speech and Academic Freedom](#);
    - (b) contribute to the lifelong learning activities of the University;
    - (c) act as mentors to academic staff and prospective retiring professors;
    - (d) act as advisors to the University as appropriate; and

(e) where relevant and appropriate, serve as nominee of the Chair of Academic Board on standing committees and sub-committees of the Academic Board in accordance with the relevant committee constitution.

7.5 An Emerita / Emeritus Professor who wishes to continue an involvement with the University for example by supervising research students, applying for research grants, or engaging in research or teaching, must seek an appointment as a Senior Honorary (Research) Fellow in accordance with the [University Policy on Senior Honorary \(Research\) Fellow](#) (UP07/177).

7.6 Emerita / Emeritus Professors are obliged to adhere to the University Code of Conduct.

## **8 Removal of Title**

8.1 The Senate reserves the right to remove the title of Emerita / Emeritus Professor in certain circumstances, such as where the person has been convicted of a serious criminal offence, or where damage may be caused to the reputation of the University by having a continued association with the person.

## **9 Recognition of Emeritus Professors from other Institutions**

9.1 The University is committed to academic excellence, collegiality, and respectful engagement with Emeriti Professor Scholars from other institutions.

9.2 The University via the UWA Emeriti Professors College recognises Emeritus Professors from other institutions as collegiate members who are affiliated with the University in their capacity as a Visiting Emeritus Professor or as an Affiliated Emeritus Professor.

9.3 Visiting Emeritus Professors may use their title while at the University but are not entitled to privileges as referred to in clause 7.4.

9.4 Affiliated Emeritus Professors may use their title while at the University and, where applicable, are granted privileges similar to those afforded to UWA Emeriti Professors as set out in clause 7.4.

9.5 All Visiting and Affiliated Emeriti Professors must be registered with the UWA Emeriti Professors College.

\*\*\*\*\*