

HONORARY APPOINTMENTS AND UNIVERSITY VISITORS PROCEDURE (MPF1156)

SCHEDULE A – CRITERIA FOR APPOINTMENT OF CLINICAL HONORARY FELLOWS

Table 1: Guidelines to Clinical Academic Associate Appointments for Medical Graduates

Criterion	Clinical Tutor (Level A)	Clinical Lecturer (Level B)	Clinical Senior Lecturer (Level C)	Clinical Associate Professor (Level D)	Clinical Professor (Level E)
Postgraduate level	Around 3 years postgraduate.	Around 4 to 6 years postgraduate.	Around 6 to 10 years postgraduate.	Around 11 to 15 years postgraduate.	Around 15+ years postgraduate.
Likely applicant	Registrar from an accredited training program.	Senior registrars or junior staff specialists, research fellows working towards a doctoral qualification, GP's of equivalent standing.	Experienced staff specialist in teaching hospital, GP's of equivalent standing.	Leadership role in teaching hospital and at statewide or national level, GP's of equivalent standing.	High level leadership role within teaching hospital and at national or international level, GP's of equivalent standing.
Criteria for appointment	Candidates at this level are expected to meet criteria in 3 of the 4 areas.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and achieve recognition for excellence at local level.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and achieve recognition for excellence at regional or statewide level.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and achieve recognition for excellence at statewide or national level.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and achieve recognition for excellence at national or international level.
<i>1. Teaching</i>	Willingness to undertake regular, evaluated undergraduate teaching - primarily clinical supervision, small group tutorials, problem based learning sessions.	Willingness to undertake regular, evaluated undergraduate or postgraduate teaching as for Clinical Tutor plus role in organisation of teaching - particularly in clinical setting. Contribution to examination process.	Regular, evaluated undergraduate, postgraduate and professional teaching, with involvement in the organisation and development of clinical teaching. Contribution to examination process.	Significant, sustained involvement in evaluated teaching on a regular basis. Clinical teaching within the public or private sector, involvement over different levels - undergraduate, postgraduate and professional. Evidence of teaching innovation and/or teaching award. Significant contribution to examination process, including organisation and development.	Significant, sustained involvement in evaluated teaching on a regular basis. Clinical teaching within the public or private sector, involvement over different levels - undergraduate, postgraduate and professional. Evidence of teaching innovation and publication of scholarly educational products such as new teaching programs and methods (including training of clinical teachers) and/or several awards. Major role in organising, developing examination process.

Criterion	Clinical Tutor (Level A)	Clinical Lecturer (Level B)	Clinical Senior Lecturer (Level C)	Clinical Associate Professor (Level D)	Clinical Professor (Level E)
<i>2. Research</i>	Participation in clinical research or audit projects.	Participation in clinical research or audit projects and publication of case report, review article or equivalent scholarship achievement. Presentation at national clinical meeting.	Participation in clinical research or audit projects with higher level of journal publications or equivalent scholarship achievement. Higher level of presentations at national or international clinical meetings.	Significant sustained clinical research with body of work published in peer-reviewed journals. Evidence of continuing research collaboration and supervision of research students. Presentation of work at international level. Equivalent scholarship achievement.	Significant, sustained clinical research with substantial body of scholarly publication in peer-reviewed journals of international standing. Evidence of continuing high level research collaboration and supervision of research students. Equivalent scholarship achievement. Evidence of a significant facilitory role in encouraging and leading research or scholarship within the clinical environment.
<i>3. Clinical</i>	Clinical competence appropriate for a registrar in training.	Clinical competence appropriate for a senior registrar, junior hospital staff specialist or GP equivalent.	Clinical competence appropriate for a staff specialist or GP equivalent.	Leadership role in hospital department or major committee, or GP equivalent.	Head of hospital department or major committee for at least 5 years, or GP equivalent.
<i>4. Professional</i>	Attendance and contribution to clinical meetings at local level.	Involvement in university, hospital or GP bodies, including postgraduate training programs and professional discipline organisations with local leadership role.	Office bearer role in university, hospital or GP bodies, including postgraduate training programs and professional discipline organisations with regional leadership role.	Evidence of leadership role in university, hospital or community equivalent or significant role in professional body or government committee at statewide or national level.	Evidence of high level leadership role in university, hospital or community equivalent, or significant role in professional body or government committee at national or international level.
Qualifications	Primary degree in field.	Passed professional college entrance examination or GP equivalent or postgraduate award at diploma level.	Fellowship of professional college or postgraduate award at masters level.	Fellowship of professional college and usually postgraduate degree at masters or doctoral level.	Fellowship of professional college and usually postgraduate degree at doctoral level.

Table 2: Guidelines to Clinical Academic Associate Appointments for Dentistry Graduates (available only pro bono)

Criterion	Clinical Tutor (Level A)	Clinical Lecturer (Level B)	Clinical Senior Lecturer (Level C)	Clinical Associate Professor (Level D)	Clinical Professor (Level E)
Qualifications	Primary degree in field with honours or postgraduate diploma.	Postgraduate qualification in field at masters level or fellowship of a professional college.	Fellowship of professional college or postgraduate award in specialist field at doctorate level.	Fellowship of professional college or postgraduate award in specialist field at doctorate level.	Fellowship of professional college or postgraduate award in specialist field at doctorate level.
Postgraduate Level	Minimum 2 years postgraduate.	Between 4 - 6 years postgraduate.	Between 6 - 10 years postgraduate.	Between 11 - 15 years postgraduate.	15 years or more postgraduate.
Likely applicant	Current practitioner.	Current practitioner with expertise in a specialist area; research fellow working towards doctoral qualification; general practitioner with equivalent standing.	Current practitioner with significant experience in a specialist area or general practitioner equivalent and evidence of commitment to the specialist or general practitioner organisation. Research fellow with doctoral qualification.	Current practitioner who displays evidence of leadership in a specialist area or general practice equivalent within dental care at a state or national level. Research fellow with doctoral qualification and acknowledged leader in field.	There will be very few appointments at this level and they will be subject to the usual university processes. A likely applicant will be someone who has achieved a verified international reputation in their area of interest. The person will be a significant leader at a national or international level either within the health care system and/or within their specialist or general practice area.
Criteria for appointment	Candidates at this level are expected to meet criteria in 3 of the 4 areas.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and have achieved recognition for excellence in the specialisation or general practice equivalent.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and have achieved recognition for excellence at a local level.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and achieve recognition for excellence statewide or nationally.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and achieve recognition for excellence nationally or internationally.
1. Teaching	Willingness to undertake regular, evaluated undergraduate teaching - primarily clinical supervision, small group tutorials, problem based learning sessions.	Willingness to undertake regular, evaluated undergraduate or postgraduate teaching as for Clinical Tutor as well as undertaking a role in the organisation of (clinical) teaching and contributing to the examination process.	Regular, evaluated undergraduate, postgraduate and/or professional teaching as well as contributing significantly to the examination process.	Significant and sustained involvement in evaluated clinical teaching on a regular basis within the private or public sector with involvement over undergraduate, postgraduate and professional levels. Evidence of innovation and/or a teaching award.	Significant and sustained involvement in evaluated clinical teaching on a regular basis within the private or public sector with involvement over undergraduate, postgraduate and professional levels. Evidence of teaching innovation and

Criterion	Clinical Tutor (Level A)	Clinical Lecturer (Level B)	Clinical Senior Lecturer (Level C)	Clinical Associate Professor (Level D)	Clinical Professor (Level E)
				Significant contribution towards the examination process including organisation and development.	development and publication/implementation of scholarly educational products such as new teaching programs and methods (including training of clinical teachers) and/or several teaching awards. Major role in organising and developing the examination process.
2. <i>Research</i>	Participation in clinical research or audit projects.	Participation in clinical research or audit projects and publication of case report, review article or equivalent scholarship achievement. Presentation at national clinical meeting.	Participation in clinical research or audit projects with higher level of journal publications or equivalent scholarship achievement. Higher level of presentations at national or international clinical meetings.	Significant and sustained clinical research with body of work published in peer-reviewed journals. Evidence of continuing research collaboration and supervision of research students. Presentation of work at international level. Equivalent scholarship achievement.	Significant and sustained clinical research with substantial body of scholarly publications in peer-reviewed journals of international standing. Evidence of continuing high level research collaboration and supervision of research students. Equivalent scholarship achievement. Evidence of a significant facilitory role in encouraging and leading research or scholarship within the clinical environment.
3. <i>Clinical</i>	Demonstrated clinical competence in general dentistry.	Clinical competence at the specialist level or general practice equivalent.	Clinical competence at the level of an experienced specialist or general practice equivalent.	Clinical leadership in a hospital or private practice or major specialist committee of national standing.	Head of a hospital department or major specialist committee of international standing.
4. <i>Professional</i>	Attendance and contribution to clinical meetings at a local level.	Involvement in university, hospital or professional discipline organisation with local leadership role.	Committee member in a university, hospital or professional discipline organisation, including postgraduate training programs, with regional discipline role.	Evidence of leadership role in university, hospital or community equivalent or significant role in professional body or government committee at statewide or national level.	Evidence of high level leadership role in university, hospital or community equivalent, or significant role in professional body or government committee at national or international level.

Table 3: Guidelines to Academic Levels for Externally Funded Professional Psychologists

Criterion	Honorary Fellow	Honorary Senior Fellow	Honorary Principal Fellow	Honorary Professorial Fellow
Postgraduate level	Around 2 to 6 years postgraduate.	Around 6 to 10 years postgraduate.	Around 11 - 15 years postgraduate	Around 15+ years postgraduate.
Likely applicant	Specialist psychologist	Experienced specialist psychologist	Leadership role at statewide or national level.	High level leadership role at national or international level.
Criteria for appointment	Candidates at this level are expected to be engaged in teaching and/or research collaborations with university staff and to meet criteria in 2 of the 4 areas and achieve recognition for excellence at local level.	Candidates at this level are expected to be engaged in teaching and/or research collaborations with university staff and to meet criteria in 3 of the 4 areas and achieve recognition for excellence at regional or statewide level.	Candidates at this level are expected to be engaged in teaching and/or research collaborations with university staff and to meet criteria in 3 of the 4 areas and achieve recognition for excellence at national level.	Candidates at this level are expected to be engaged in teaching and/or research collaborations with university staff and to meet criteria in 3 of the 4 areas and achieve recognition for excellence at international level.
<i>1. Teaching</i>	Role in teaching, usually in local professional psychology setting.	Regular, postgraduate and professional teaching, involvement in the organisation and development of courses.	Significant, sustained involvement in evaluated teaching on a regular basis. Professional teaching within the public or private sector, involvement over different levels - undergraduate, postgraduate and professional. Some evidence of teaching excellence and/or innovation or teaching award.	Significant, sustained involvement in evaluated teaching on a regular basis. Professional teaching within the public or private sector, involvement over different levels - undergraduate, postgraduate and professional. Evidence of innovation and development of new teaching programs and methods (including training of clinical teachers) or several teaching awards.
<i>2. Research</i>	Participation in professional research, evaluation projects and publication of case report, review article or equivalent scholarship achievement. Presentation at national professorial psychology meeting.	Participation in professional research, evaluation projects with higher level of journal publications or equivalent scholarship achievement. Some presentations at national or international professional meetings.	Significant track record of research with body of work published in peer-reviewed journals. Evidence of continuing research program and supervision of research students.	Significant, sustained track record in research with a substantial body of scholarly publications in peer-reviewed journals of international standing. Evidence of continuing high level research collaboration and supervision of research students. Successful track record in attracting research funding. Evidence of a significant role in encouraging and leading research or scholarship within professional psychology.

Criterion	Honorary Fellow	Honorary Senior Fellow	Honorary Principal Fellow	Honorary Professorial Fellow
3. <i>Clinical</i>	High level of professional competence and some professional supervision experience.	High level of professional competence and strong record of professional supervision of other staff and students in the local setting.	Head of department or major committee(s) or organisation.	Head of organisational unit (e.g. hospital department, health service, organisational division or major committee) for at least 5 years.
4. <i>Professional</i>	Involvement in university, postgraduate training programs and professional discipline organisations.	Leadership position in professional work setting. Involvement in postgraduate training programs and leadership in professional discipline activities.	Evidence of leadership role in university, hospital, organisation or community equivalent or significant role in professional body or government committee at statewide or national level.	Evidence of high level role in university, or other institution or community equivalent, or significant role in professional body or government committee at national or international level.
Qualifications	Fully registered to practice and Masters degree or better and eligible for membership of Australian Psychological Society specialist College.	Fully registered to practice and Masters degree or better and eligible for membership of Australian Psychological Society specialist College.	PhD or equivalent, and/or fellowship of a professional college.	Fellowship of professional college and PhD.

Table 4: Guidelines to Academic Levels for Clinical Appointments – Nursing (Honorary Status)

Criterion	Clinical Tutor	Clinical Lecturer	Clinical Senior Lecturer	Clinical Associate Professor	Clinical Professor
Postgraduate level	Around 3 years postgraduate.	Around 3 - 6 years postgraduate.	Around 6 - 10 years postgraduate.	Around 11 to 15 years postgraduate.	Around 15+ years postgraduate.
Likely applicant	Registered Nurse with NBV (allows for Div 1's and Div 3's).	Senior Registered Nurse with NBV (allows for Div 1's and Div 3's) (Grade 2 year 2+).	Experienced staff specialist in teaching hospital.	Leadership role within teaching hospital, or equivalent community service and at statewide or national level.	High level leadership role within teaching hospital, or equivalent community service, and at national or international level.
Criteria for appointment	Candidates at this level are expected to meet 3 of the 4 areas.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and achieve recognition for excellence at local level.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and achieve recognition for excellence at regional or statewide level.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and achieve recognition for excellence at statewide or national level.	Candidates at this level are expected to meet criteria in 3 of the 4 areas and achieve recognition for excellence at national or international level.
<i>1. Teaching</i>	Regular, evaluated undergraduate teaching, on University of Melbourne programs, primarily clinical supervision, small group tutorials, problem-based learning sessions.	Regular, evaluated undergraduate or postgraduate teaching, on University of Melbourne programs, as for Clinical Tutor plus role in organising of teaching - particularly in clinical setting.	Regular, evaluated undergraduate, postgraduate and professional teaching, on University of Melbourne programs, involvement in the organisation and development of courses.	Significant, sustained involvement in evaluated teaching on University of Melbourne programs on a regular basis. Clinical teaching within the public or private sector, involvement over different levels - undergraduate, postgraduate and professional. Some evidence of teaching innovation or teaching award.	Significant, sustained involvement in evaluated teaching on University of Melbourne programs on a regular basis. Clinical teaching within the public or private sector, involvement over different levels - undergraduate, postgraduate and professional. Evidence of innovation and development of new teaching programs and methods (including training of clinical teachers) or several teaching awards.

Criterion	Clinical Tutor	Clinical Lecturer	Clinical Senior Lecturer	Clinical Associate Professor	Clinical Professor
<i>2. Research</i>	Participation on University of Melbourne clinical research or audit projects.	Participation on University of Melbourne clinical research or audit projects (and publication of case report, review article or equivalent scholarship achievement. Presentation at national clinical meeting).	Participation on University of Melbourne clinical research or audit projects with higher level of journal publications or equivalent scholarship achievement, with presentations at state, national or international clinical meetings.	Significant sustained clinical research with body of work published in peer-reviewed journals. Evidence of continuing research collaboration and supervision of research students. Equivalent scholarship achievement.	Significant, sustained clinical research with substantial body of scholarly publications in peer-reviewed journals of international standing. Evidence of continuing high level research collaboration and supervision of research students. Equivalent scholarship achievement. Evidence of a significant facilitatory role in encouraging and leading research or scholarship within the clinical environment.
<i>3. Clinical</i>	Clinical competence equivalent to ANC competencies for the Registered Nurse.	Clinical competence equivalent to ANC competencies for the Registered Nurse and completion of Preceptorship Program Clinical Nurse Specialist Role.	Clinical competence appropriate for a staff specialist. Clinical Nurse Specialist or Clinical Nurse Consultant.	Head of hospital department or major committee, or equivalent community service.	Head of hospital department or major committee or equivalent community service for at least 5 years.
<i>4. Professional</i>	Attendance and contribution to clinical meetings at local level. Attendance and contribution to clinical meetings.	Involvement in university, hospital bodies, including postgraduate training programs and professional discipline organisations.	Significant role or contributions Office bearer role in university, hospital or professional body, including postgraduate training programs and professional discipline organisations with regional leadership.	Evidence of leadership role in university, hospital or community equivalent or significant role in professional body or government committee at statewide or national level.	Evidence of high level leadership role in university, hospital or community equivalent or significant role in professional body or government committee at national or international level.
Qualifications	Primary degree in field. Bachelor of Nursing.	Bachelor of Nursing and a postgraduate qualification to the level of a Postgraduate Diploma and above.	Postgraduate award at masters level or above. Bachelor of Nursing and a Postgraduate Qualification to the minimum level of Masters.	Fellowship of professional college and postgraduate degree at masters or doctoral level.	Fellowship of professional college and postgraduate degree at masters or doctoral level.

REVIEW

This schedule is to be reviewed by 28 February 2015.

VERSION HISTORY

Version	Approved By	Approval Date	Effective Date	Sections Modified
1	Senior Vice-Principal	21 August 2012	21 August 2012	New version arising from the Policy Simplification Project. Loaded into MPL as Version 1.