

## **WARWICK MEDICAL SCHOOL HONORARY APPOINTMENTS**

### **CRITERIA FOR RECOMMENDING NEW AND RENEWAL HONORARY APPOINTMENTS (INCLUDING THOSE FOR NHS-EMPLOYED STAFF)**

Honorary titles may be considered for non-University staff that make, or will be making, a significant contribution to the academic programme of Warwick Medical School. These staff are individuals of appropriate academic standing with whom Warwick Medical School wishes to associate, in order that they may make a contribution to the academic work of the School or who are engaged in collaborative projects with members of the School's academic staff.

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#### **REMUNERATION**

There is no remuneration or entitlement to travel or other expenses attached to the Honorary titles. Honorary Associations are explicitly not employment.

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#### **UNIVERSITY PRIVILEGES**

Honorary Titleholders will be issued with Visiting Academic Staff Cards with the same access rights as members of the academic staff for Library privileges and access to the Sports Centre etc. They have no entitlement to membership of Departments or other University bodies or to office space.

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#### **HONORARY ROLES**

An Honorary Association is held for a fixed term, after which the association automatically lapses unless a renewal application has been made. Renewal, if approved, may be at the same, higher or lower level in accordance with the ongoing contribution of the individual to Warwick Medical School and the criteria outlined below.

Within the University, the possible Honorary Associations with Warwick Medical School are as follows:

##### **Honorary Research Fellow / Honorary Clinical Research Fellow**

To undertake research in order to support the work of the department to develop and enhance its reputation, both internally and externally. To assist the Project Leader and, where appropriate, project collaborators in the successful execution of the project.

## **Honorary Teaching Fellow / Honorary Clinical Teaching Fellow**

To contribute and assist with the development of an established programme of study, undertake teaching in order to support the work of the department and develop and enhance its teaching reputation, both internally and externally.

## **Honorary Lecturer / Honorary Clinical Lecturer**

Applicants should have experience at a level at least equivalent to that of a Lecturer.

For the award of an Honorary Lecturer / Honorary Clinical Lecturer title on the basis of the applicant's contribution to education, applicants will normally be expected to undertake teaching and/or supervision on one or more Warwick Medical School programmes on a regular and frequent basis.

For the award of an Honorary Lecturer / Honorary Clinical Lecturer title on the basis of the applicant's contribution to research, applicants will normally be expected to evidence significant independent research or significant contribution to research activities.

## **Honorary Associate Professor / Honorary Associate Clinical Professor**

Applicants should have experience at a level at least equivalent to that of an Associate Professor.

To undertake a role in curriculum design and development and / or make a significant contribution to research complementary to the research programme of Warwick Medical School.

*For Honorary Clinical appointments:* To work to academic objectives that will be agreed annually as part of a joint NHS / University appraisal using Follett principles.

## **Honorary Reader**

Applicants should have experience at a level at least equivalent to that of a Reader.

Such awards will be made on the basis of the potential for a significant contribution to the development of Warwick Medical School through a reputation for outstanding research and/or teaching.

## **Honorary Professor**

Applicants should have experience at a level at least equivalent to that of a Professor.

The University expects Honorary Professors to make a significant contribution to the development of WMS. Honorary Professors will have an equivalent degree of distinction to that of established Professors in the field. In some cases the comparison will be possible on purely academic grounds. In others, depending on the nature of an individual's career, extra-academic accomplishments will be taken

into account in an overall balance. There will also be those whose distinction rests, wholly or substantially, in an extra academic area.

The distinction of an Honorary Professor may be based upon: an international reputation for outstanding research and teaching in a specialist field; evidence of academic leadership, knowledge development and innovation in research and teaching; or being an eminent professional practitioner or recognised authority in a specialist field who will provide strategic input into WMS and act as an advocate for the University.

**Individuals wishing to apply for an Honorary Professorship are advised to contact the Dean or another senior academic at Warwick Medical School, for an informal discussion.**

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## **VISITING / ASSOCIATE ACADEMIC STAFF**

Visiting / Associate academic staff are different from the honorary associations outlined above and are subject to a different application and approval process.

Visiting / Associate academic staff are individuals of appropriate standing who are employed by another university or similar institution and are visiting the University to carry out research during a period of leave from their own institution or are employed by companies which are engaged in collaborative projects with the University and playing a major role in those activities.

Further information regarding the appointments procedure for Visiting / Associate academic staff can be found on the University's webpages or from the WMS Human Resources team.