

Guidelines to the Academic Titles

The information in the Guideline for Academic Titles should be used in conjunction with other related supporting policies or guidelines that apply to a particular position. For example, for positions that are categorised as Confirmation Path you would refer to the Confirmation Policy. Similarly for positions with promotion and/or salary progression options, the Promotions Policy would provide essential information.

Alternatively if there is a standard job description for roles such as for Professional Practice Fellows then that must be considered.

It is important to recognise that the University covers a broad range of academic disciplines which have their own particular culture, expectations and requirements. Therefore when considering a particular expectation it is important to place it within the context of that specific academic discipline and department. For example, one of the expectations for a lecturer states that they are:

- producing quality assured publications within the field or discipline, either individually or as part of a group

This could be realised in a range of ways depending on the department. For example, in Biology this might include a series of peer-reviewed published articles; in History, a book or chapters and articles; in Music, a performance; and in Computer Science there may be a predominance of refereed conference proceedings.

The Head of Department will normally decide the appropriate standards, requirements or approaches for their department. Aspects that they will consider within the broader university expectations include departmental custom and practice, policies or procedures, and academic philosophies and University strategies (such as Strategic Direction to 2012 and the Māori Strategic Framework). External factors such as professional expectations (e.g. clinical requirements) or grant funder requirements might also play a part.

Heads of Departments also will take into consideration the balance between the main areas of expectation (i.e. teaching, research, service) and other aspects such as collegiality and 'citizenship'.

The University is committed to Māori development and to embedding the Māori Strategic Framework (MSF) into its core functions. Staff are encouraged to look at how they can integrate the University's Māori strategic goals¹ into their work and are supported to do so. The Office of Māori Development can assist staff in Departments to develop their MSF Plans and work collaboratively with them on new initiatives.

The expectations outlined in this document are not intended as an exhaustive or exclusive list to cover every aspect of a person's role. The information is provided for guidance in the use and application of academic titles. In the event that any part of these guidelines is unclear, contradicts or is inconsistent with requirements or information provided elsewhere such as contained in University policies, employment agreements or committee decisions; then the final determination will rest with the appropriate policy, terms and conditions, or University authority.

¹ The six MSF goals are: leadership, partnership, research, growth and development, quality programmes, and language and culture.