Colleagues

Further to the emails in November and December last year and the information provided on the Academic Titles and Roles web page, the transfer of individual academic titles (unless requested otherwise) to traditional titles has now been completed. I appreciate that academic staff have made the time to consider the University, other colleagues and their own circumstances before making a decision to adopt a traditional or introduced title.

The NHMRC research fellowship schemes have just opened and it would seem the NHMRC has now introduced the ruling to use applicant title to determine eligibility for ALL their mid-career and senior fellowships – not just career development fellowships. This of course will have an immediate negative effect on a wider group of staff than mid-career academics. Following further submissions by the Executive to the NHMRC, they have now confirmed they welcome the University’s endeavours to make changes to realign our academic titles to those used at academic institutions throughout Australia. It is only with a shared commitment to a single titles system that we can demonstrate to the NHMRC, other funding bodies and colleagues at other universities that the University and individual academics are not trying to circumvent eligibility requirements.

I would like to thank all the staff who have made the time to write to me and/or Human Resources. A consistent concern is that there may be a perception, particularly overseas, that academics have personally been demoted. A letter is now available on the Academic Titles and Roles web page, signed by me, which explains the University’s decision to change our titles, resulting in a change to individual staff’s nomenclature. An article is also available on the University News website announcing the University’s decision to move to a single titles system. Staff can provide the letter and news piece to collaborators, publishers, reviewers and other external parties when an explanation is considered necessary.

Clarity has also been sought by staff about the application of titles, particularly for research intensive staff. The Academic Titles webpage outlines titles to be adopted for email signatures, business cards, memos, letterheads, letter salutations and formal verbal salutations.

Human Resources will continue to notify the contact directory when requests to change a title are received. I would appreciate if staff within School and Faculty administrations help identify where titles do not reflect the individual’s staff title and provide support to academics, making arrangements for correct titles to be included on personal stationery (such as business cards), signatures on email, local websites etc.

Future requests to change title should be directed to AcademicTitles-HR@uwa.edu.au. Queries relating to NHMRC fellowships or other grant applications and the use of titles should be directed to Robert Roche, Manager Research Grants at robert.roche@uwa.edu.au.

Dawn

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