

From: all-staff-bounces@maillists.uwa.edu.au on behalf of Dawn Freshwater <dawn.freshwater@uwa.edu.au>
Sent: Thursday, 20 November 2014 4:42 PM
To: all-staff@uwa.edu.au
Subject: [All-Staff] Academic Titles
Attachments: ATT00001.txt



THE UNIVERSITY OF
WESTERN AUSTRALIA

FROM THE DESK OF
DAWN FRESHWATER



In brief:

- Transition to Australian standard academic titles
- Change to benefit academic research funding submissions
- No impact on academic entitlements

In 2009 The University of Western Australia, through negotiation with the NTEU, took the lead on introducing a set of academic titles to align with the North American system.

A consensus to make the change by other universities did not eventuate and as a consequence our introduced titles do not align with other Australian universities.

Academic staff of this University now face an impediment to eligibility for and assessment of grant applications with funding bodies such as the National Health and Medical Research Council (NHMRC) and the Australian Research Council (ARC).

A number of applicants have been ruled ineligible for Career Development Fellowships because eligibility is not on the grounds of current academic level (Levels C, D or E) but is determined by title. Thus, our Level Cs are only eligible for the Level D award, and our Level Ds are only eligible for the Level E award. Similarly, in some cases the track record of UWA Level Cs have been assessed against Level D standards.

After considerable deliberation, we are committed to returning to traditional titles across the whole University, demonstrating to the Commonwealth funding bodies that we are committed to alignment with other Australian universities.

Going forward, traditional UWA and Australian titles, as shown in the chart below, will be used in all academic:

- Appointments
- Renewal of fixed term contracts
- Promotion
- Tenure

ACADEMIC LEVEL

2009-2014 UWA TITLES

TRADITIONAL UWA AND
AUSTRALIA TITLES

E	Winthrop Professor	Professor
D	Professor	Associate Professor
C	Associate Professor	Senior Lecturer
B	Assistant Professor	Lecturer
A	Lecturer	Associate Lecturer

Existing conditions of employment will not be affected by this change.

If you have enquiries or prefer to opt-out of the transition to the traditional UWA and Australia titles, please contact [Emily Gormly](#), who will ensure your request is carried out.

Sincerely,
Professor Dawn Freshwater
Senior Deputy Vice-Chancellor