

## HONORARY APPOINTMENTS AND AWARDS POLICY

### Purpose

Honorary appointments, awards and positions provide AIB with the opportunity to recognise exceptional achievement and acknowledge significant contributions from academic and professional talent to scholarship, professional practice, and service to AIB and the broader community. Such appointments or awards are designed to enrich the student experience and to advance AIB's Learning and Teaching, and Research goals.

### Scope

This Policy applies to AIB Honorary Adjunct and Visiting appointees, Honorary Doctoral awardees, and Emeritus Professor positions.

### Definitions

Unless otherwise defined in this document, all capitalised terms are defined in the [glossary](#).

### Policy

#### 1. Designations/Criteria

##### 1.1. Adjunct appointments

- (a) Adjunct appointments are made to recognise external people who are invited by AIB to undertake a specific unremunerated activity with an academic (or other) unit, in line with the mission and objectives of AIB and where there is some defined benefit or significant advantage to AIB concomitant with the privilege of holding an adjunct title.
- (b) An adjunct appointment is made mainly where the appointee will pursue significant activities on behalf of a unit within AIB and in order to derive benefit from the academic association.
- (c) Normally adjunct appointments are made for a period of between one and three years maximum, but appointments may be renewed via the approval process outlined in the related Procedures document.
- (d) Recognising that appointees may be drawn from a variety of backgrounds, an academic and industry appointment category is available.
- (e) In the case of Academic Adjunct appointments, the criteria for determining the designation shall be outlined in the Honorary Appointments and Awards Procedure.
- (f) Academic Adjunct appointments will be identified as follows:
  - i. Adjunct Professor
  - ii. Adjunct Associate Professor
  - iii. Adjunct Senior Lecturer
  - iv. Adjunct Lecturer

v. Industry Fellow

**1.2. Visiting Appointments**

- (a) The appointment recognises a scholar who makes a substantial commitment to the teaching and/or research at AIB. The appointee is normally currently an academic staff member of a higher education institution.
- (b) The title of 'Visiting Professor' may be used in conjunction with appointment at the levels of Professor, Associate Professor, Senior Lecturer, or Lecturer. Where the title 'Visiting Professor' is not appropriate, the preferred title is 'Visiting Fellow'.
- (c) The appointment may be full-time or part-time.
- (d) Appointments are made for the period of the visit to AIB, which should normally be not less than 4 weeks and would normally not exceed one year. Academic Dean approval will be required for appointments exceeding one year.

**1.3. Honorary Doctorate**

- (a) The purpose of the Honorary Doctorate is to recognise an individual who has achieved eminence in an area of education or research, or is distinguished by eminent service to the community. These achievements must be well beyond the usual expectations of the nominee's usual role and responsibility. For the purposes of this Honorary Degree, eminent achievement may include the following evidence:
  - exceptional service which an individual has rendered to AIB, comprising either academic excellence, or the exercise of outstanding leadership;
  - an outstanding and esteemed national or international reputation in the business field of learning and/or research;
  - distinguished public contribution which has influenced the thinking or general well-being of the wider community;
  - exceptional service to the professional and public life of a business discipline.
- (b) An honorary award is not a qualification that is recognised by the Australian Qualifications Framework and as such the title 'Doctor' should not be used by those who hold an honorary award. For honorary doctorates awarded by AIB, the postnominal is 'Hon.D AIB'.

**1.4. Emeritus Professor**

- (a) The honorary position of Emeritus Professor may be conferred upon retirement of AIB academic staff holding the title of Professor who have given distinguished service to the Institute. A period of service of at least five years is normally required for a person to be eligible for consideration.
- (b) Conferral of the Honorary Position of Emeritus Professor will occur when the academic staff member retires or leaves the employ of AIB.

**2. Scope of Activities**

- 2.1. Appointees will be expected to contribute on a significant, regular and ongoing basis to one or more of the following AIB activities:
  - Teaching;
  - Research candidate supervision;
  - Collaborative research;
  - Strategic engagement and thought leadership; and
  - Staff and student consultations.

2.2. Visiting appointees will be expected to contribute to the work of AIB in ways agreed in writing with the Academic Dean or nominee.

2.3. Adjunct and Visiting appointees are not eligible for membership of academic governance committees.

### 3. **Intellectual Property**

3.1. Research and consulting activities carried out under the auspices of AIB will generally be governed by the same rules that apply to full-time academic staff. Ownership of intellectual property will be negotiated on a case by case basis, with consideration given to AIB's Intellectual Property Policy.

### 4. **Access to Facilities or Resources**

4.1. Adjunct, Visiting and Emeritus Professor Appointees normally do not receive remuneration but may be eligible to receive allowances such as payment of approved work-related expenses, as appropriate. Appointees may have access to the AIB facilities and resources of the host unit as approved by the relevant manager with delegated authority.

### 5. **Withdrawal**

5.1. An honorary position or honorary degree may be withdrawn by the Board of Directors at any time if it is in the best interest of AIB. The person will be informed of the withdrawal in writing. There is no appeal process to the decision of the Board of Directors.

5.2. Holders of honorary positions may request withdrawal of their appointment at any time.

#### **Related Policies and Procedures:**

[Academic Appointments and Promotions Policy](#)

Academic Facilities [Policy](#) and [Procedure](#)

Higher Degrees by Research [Policy](#) and [Procedure](#)

[Honorary Appointments and Awards Procedure](#)

Intellectual Property [Policy](#) and [Procedure](#)

Research and Scholarship [Policy](#) and [Procedure](#)

Support for Students [Policy](#) and [Procedure](#)

#### **Related Legislation or Legislative references:**

*Higher Education Standards Framework (Threshold Standards) 2021*

#### **Responsibility:**

Academic Dean

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