

# Distinguished Professors

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## 1.0 Purpose

This procedure operationalises the Distinguished Professors provisions set out in the Naming Policy.

## 2.0 Scope

This procedure covers appointments by invitation or promotion to the position of Distinguished Professor.

## 3.0 Procedure

Appointing or promoting exceptional individuals to the position of Distinguished Professor assists the University to attract and retain outstanding staff and enhances Griffith's academic profile. Such appointments or promotions recognise and reward exceptional achievement and acknowledge an individual's potential for ongoing excellence and continued contribution to University strategy. [Procedures are policy documents that set out statements of the University's mandatory prescribed processes, practices and/or actions, which give effect to a policy.

### 3.1 Selection Criteria

The title Distinguished Professor may be accorded to eminent Griffith University professors of exceptional distinction who have made an outstanding and sustained contribution in their discipline and / or to the University.

Conferral of the title is a high honour and is not routinely bestowed. A staff member cannot themselves apply for a Distinguished Professor appointment or promotion. While the title is not available via the University's annual promotions round, the procedure and timeline will be aligned to the University's academic promotion process in terms of recommendation of the Group Pro Vice Chancellor, Supervisor, Head of School, Dean and Promotions Committee.

The Vice Chancellor may promote a current member of the University's academic staff to the position of Distinguished Professor or invite eminent persons external to the University to accept an offer of appointment. In determining the individual/s to appoint or invite, the Vice Chancellor will observe the following principles:

- To be eligible for appointment to the position of Distinguished Professor by promotion, a Griffith academic staff member would normally:
  - Hold a continuing academic appointment at Level E or be awarded the title on promotion.
  - Have been employed by the University for a minimum of two years.
- To be eligible for appointment by invitation or promotion to the position of Distinguished Professor, an individual must have demonstrated exceptional leadership and must have made an

exceptional and sustained contribution in their field well beyond that normally expected of a professor.

## 3.2 Selection Process

### *Standard criteria*

In determining whether to promote or make an offer of appointment to the position of Distinguished Professor, the Promotions Committee will assess the suitability of the prospective appointee and make a recommendation to the Vice Chancellor having regard to performance against the following standard criteria:

- A substantial international reputation for outstanding and sustained research and scholarship.
- Demonstrated outstanding leadership in at least one of research, teaching and learning, engagement or senior levels of service.
- Demonstrated high-level achievement in guiding the development of less senior colleagues and postgraduate students through supervision, mentoring and collaboration.
- Professional peer recognition of significant achievements at international and national levels.
- Due diligence about the individual, including ensuring that they have conducted themselves with the highest integrity.

### *Appointment by promotion*

The Vice Chancellor may invite annually the Executive Group to nominate academic staff for promotion to the position of Distinguished Professor. This will usually take place at the same time as applications for other promotions. Nominations from Executive Group members will comprise:

- A two-page justification, addressing the nominee's performance against the standard criteria outlined in these procedures.
- Advice about the contributions made by the nominee in terms of leadership, quality and impact to achievement of the goals of the Griffith University Strategic Plan.
- Advice about the nominee's current role responsibilities and performance, and their future potential in terms of contribution to the University's strategic direction and academic profile.
- Nominee's full curriculum vitae.

The Vice Chancellor will conduct a process that allows the academic members of the Executive Group to provide their views on all nominees. Consideration will be given during this consultation to diversity in disciplines, as well as ensuring that women and minority groups are represented fairly in the overall group of distinguished professors.

Outside the timeline for promotion rounds for academic staff, Group Pro Vice Chancellors may raise applications which require more immediate consideration, with the Vice Chancellor.

### *Appointment by invitation*

The Vice Chancellor may seek input from Executive Group members and other relevant University stakeholders about identification of prospective appointees by invitation. Appointments by invitation apply only in cases where it is necessary in order to attract new talent to the University or retain an existing, high-performing professor. Decisions about offering an appointment by invitation will be subject to the standard criteria outlined in these procedures.

### *Appointment duration*

Appointment or promotion to the position of Distinguished Professor will normally be for a fixed-term of five years, at which time the title will lapse unless the Vice Chancellor determines to re-appoint the individual for a further term of up to five years, subject to an evaluation of the future potential and capacity of the individual to continue to contribute to the University's strategy and academic profile.

On the conclusion of their fixed-term appointment, unless re-appointed to the position, Distinguished Professors appointed by promotion will resume their former Level E continuing position and remuneration.

Distinguished Professors appointed by invitation will depart the University on conclusion of their term, unless re-appointed for a further term by the Vice Chancellor.

#### *Remuneration*

Remuneration of Distinguished Professor positions shall be determined by the Vice Chancellor within a remuneration range set by the People, Nominations and Remuneration Committee. The Executive Group member who nominates a professor for this role is usually expected to either commit to continuing an existing loading or offer a new loading commensurate with the title.

#### *Vice Chancellor's decision final*

The decision of the Vice Chancellor about appointments or re-appointments by invitation or promotion to the position of Distinguished Professor is final.

## **4.0 Definitions**

For the purposes of this policy and related policy documents, the following definitions apply:

**Distinguished Professors** are members of the University's academic staff appointed by invitation or promotion to the position in recognition of exceptional achievement and acknowledgement of potential for ongoing excellence and contribution to the University's strategy and academic profile.

## 5.0 Information

Title	Distinguished Professors Procedure
Document number	2024/0001025
Purpose	This procedure operationalises the Distinguished Professors provisions set out in the Naming Policy.
Audience	Staff; Students; Public
Category	Governance
Subcategory	Governance
UN Sustainable Development Goals (SDGs)	This document aligns with Sustainable Development Goals: 16: Peace, Justice and Strong Institutions 17: Partnerships for the Goals
Approval date	August 2020
Effective date	August 2020
Review date	2025
Policy advisor	Chief of Staff
Approving authority	Vice Chancellor

## 6.0 Related Policy Documents and Supporting Documents

Legislation	N/A
Policy	<a href="#">Naming Policy</a> <a href="#">Promotion of Academic Employees Policy</a>

Procedures	Promotion of Academic Employees Procedure
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Local Protocol	N/A
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Forms	N/A
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