

Clinical Academic Titles in Sydney Medical School

Introduction:

The aim of this document is to provide a set of guidelines that detail the criteria to be used in the award of clinical academic titles in Sydney Medical School.

The criteria outline a series of explicit requirements that align clinical academic appointments in Sydney Medical School with the University policy for the conferring of academic titles. There are a number of core requirements, but there is sufficient flexibility within each domain such that there are many ways of reaching the required level.

Core requirements for appointment and progression at any level involve:

1. correct qualification for the level of the position
2. significant performance in two of the five domains of research, teaching, clinical leadership, administration and strategic contribution to the discipline, plus involvement in the remaining three domains at a level appropriate for the level of title sought. One of the chosen two principal domains must be either teaching or research. Research is divided into three sections and at least one of the sections must be met for the level sought. While the guidelines quantify performance in research and research supervision at each level, it is recognised that opportunities to undertake research and research supervision vary between disciplines. As a general principle, Heads of Discipline will need to determine that, relevant to opportunity, a nominee has demonstrated sufficient commitment to research and/or research supervision for appointment/progression to the level of title sought.
3. progression to Level D requires outstanding performance in the chosen principal domains (one of which to be teaching or research) and significant performance in the remaining domains to at least the level below which application is being made.
4. progression to Level E requires exceptional performance in the chosen principal domains (one of which to be teaching or research) and significant performance in the remaining domains to at least the level below which application is being made.
5. evidence of commitment over time to the relevant Discipline/s of at a level appropriate for the progression sought
6. clinical academic title holders are expected to comply with all relevant University policies.

The initial appointment will take into account all previous contributions in the relevant areas up to the time of appointment. Progression between levels will assess contributions from time of appointment at current level to the time of the present application. Evidence of substantial and sustained contribution to the relevant Discipline/s is required.

It is essential that individuals seeking an initial level of academic title or progression of title, meet with the relevant senior academic staff, Head of Discipline and/or Head of School to discuss their interest in being nominated before submitting a nomination to the Discipline or School. Nominations must be supported by both the Head of the relevant Discipline and the Head of the relevant School before they are submitted to the Dean's Office.

Clinical Academic Titles

Note: Performance to the required level in at least two of the domains listed below, one of which must be either Research or Teaching, is required for award of initial or renewal title

DOMAIN	A CLINICAL ASSOCIATE LECTURER	B CLINICAL LECTURER	C CLINICAL SENIOR LECTURER	D CLINICAL ASSOCIATE PROFESSOR	E CLINICAL PROFESSOR
<i>Qualification</i>	MBBS	FRANZCO FRACP FRACS etc	Normally higher degree or equivalent research experience	Normally higher degree at doctoral level or equivalent research experience.	A research doctoral degree or equivalent is highly desirable
<i>Research</i>	<ul style="list-style-type: none"> • Publications • Peer review grant funding • Research supervision 	<p>Normally one or more</p> <p>Normally 5 publications</p> <p>Normally co-supervise a research student</p>	<p>Normally > 15 peer reviewed publications</p> <p>Associate investigator</p> <p>Normally co-supervise 5 research students or supervise 3 or more students at Honours or above</p>	<p>Normally 40-60 peer reviewed publications</p> <p>Principal investigator</p> <p>Normally supervise at least 5 students at Honours, Coursework Masters, Research Masters or above.</p>	<p>Normally 60-100 peer reviewed publications</p> <p>CIA OR CIB</p> <p>Normally supervise 7 or more students at Honours, Coursework Masters, Research Masters or above. Minimum 1 PhD/MD</p>
<i>Teaching</i>	Any involvement	Regular small group teaching	Involvement in planning courses and teaching	Develop, implement and evaluate a unit of study	Develop, implement and evaluate a degree program

<i>Clinical Leadership</i>	Any involvement	Involvement in a College activity	Leadership of quality assessment program, audit or risk management program	Strategic senior involvement in committees, conference design and other activities	Strategic senior involvement in committees, conference design and other activities; maintain senior involvement
<i>Administration</i>	Any involvement	Involvement in a college, hospital or university committee	A record of major and sustained service in hospital, university, college, NGO or community committees and organisations	A record of major and sustained service in hospital, university, college, NGO or community committees and organisations at senior administrative level	Chair of a university or hospital committee that contributes to and benefits the strategic goals of the Discipline and/or university
<i>Discipline Strategic plan contribution</i>	Any involvement	Any involvement	Implementation of an element of the strategic plan such as identification and acquisition of a piece of equipment for a research group within the Institute/ Centre or Discipline. Partnering these in Indigenous or developing country projects at a community level.	Implementation and delivery of significant element of the strategic plan such as an infrastructure item for the Institute/ Centre or Discipline. Partnering the Discipline/Institute in Indigenous or developing country projects at a country level	Implementation and delivery of a major element of the strategic plan such as an infrastructure program involved in a major laboratory development. Partnering the Discipline/Institute in Indigenous or developing country projects at a regional level

Explanatory notes

1. Unit of study:

- This is a subject presented for a semester (or structured as a short course) usually contributing to the curriculum of a Masters Program or equivalent approved by the Discipline and University authorities.

2. Peer reviewed publication:

- A peer reviewed publication is one that is referenced in PubMed. This does not include abstracts or replies to letters.

3. Peer reviewed grant funding:

- Peer reviewed grant funding is a research proposal that is reviewed and evaluated by an external funding body

4. Research supervision:

- Supervisors and co-supervisors are those people appointed by a University such as the University of Sydney or the University of NSW.
- Research supervision includes being the primary supervisor for coursework Masters Treatise (It does not include being a coordinator of a unit of study this comes under teaching), Research Masters, PhD students

5. Research

Research is divided into 3 sections:

Publications,

Peer review grant funding

Research supervision.

At least ONE of these criteria must be met for the level sought.