

RHODES UNIVERSITY HONORARY TITLES FRAMEWORK						
TITLE	CRITERIA	BENEFITS	PROCESS	TERM	CONDITIONS	USE OF TITLE
1. Professor Emeritus; Associate Professor Emeritus	Recognizing that the conferment of an honorary title is an honour and not a right, the Honorary Degrees Committee must, in its absolute discretion, decide whether or not to recommend to Senate and Council the conferment of the title of professor emeritus or associate professor emeritus, as the case may be, on a retired Rhodes University professor or associate professor. In exercising its discretion, the Committee must satisfy itself that the person's contribution to the University during his or her period of office as professor or associate professor was of a distinguished nature. The Committee's decision shall be final and binding, and it shall not be obliged to furnish reasons for the decision.	* Host department may provide office space, computers, laboratory and equipment access * HR may grant access to Rhodes University general facilities * Library access may be provided subject to the approval of the Director of Library Services and in line with license agreements.	On an annual basis, the HR Division provides names of professors and associate professors who retired from the University at the end of the previous year, to the Honorary Degrees Committee. The Honorary Degrees Committee's recommendations are then considered by Senate and Council.	The term of the appointment is for life	Not entitled to attend Senate meetings	Persons appointed as Professors Emeriti shall use their titles as appropriate e.g. if the person is a Professor Emeritus or a current professor at another University, (s)he would be Emeritus Professor of Rhodes University.
2. Distinguished Fellow	The Honorary Degrees Committee may, in its absolute discretion, decide whether or not to recommend to Senate and Council the conferment of the title of <i>Distinguished Fellow</i> on a person nominated by a member of Council or Senate.	* Host department may provide office space, computers, laboratory and equipment access * HR may grant access to Rhodes University general facilities * Library access may be provided subject to the approval of the Director of Library Services and in line with license agreements.	Any member of Council or Senate may recommend to the Honorary Degrees Committee the conferment of the title on a retired professor.	The term of the appointment is for life	Not entitled to attend Senate meetings.	Persons appointed as Distinguished Fellows shall use their titles as appropriate e.g. Professor... Distinguished Fellow of Rhodes University.
3. Honorary Professor	Distinguished former member of staff or external scholar recognised as exceptional in his/her field/discipline at both the national and international level.No prior association with a particular department or institute is necessary. The title of Honorary Professor may also be awarded to an existing member of staff who is already at the level of professor, and who is appointed on an honorary basis within another department/centre/institute because of the exceptional expertise/knowledge s/he can bring to that entity. Existing staff members would normally be appointed as honorary professors in a non-cognate field/department.	* Host department may provide office space, computers, laboratory and equipment access * HR may grant access to Rhodes University general facilities * Library access may be provided subject to the approval of the Director of Library Services and in line with license agreements.	A motivation as per IPC guidelines is completed by the HoD and is sent to the Dean for approval. The Dean's comments together with the departmental application is submitted to the Institutional Planning Committee for recommendation to Senate and Council. Only thereafter and provided the recommendation has been approved, HR will send a letter to the individual. A copy will be sent to the HOD.	The term of the appointment is for life in the case of former members of staff or external scholars. In the case of existing members of staff awarded an honorary appointment in another academic entity, the appointment will be reviewed every three years.	Not entitled to attend Senate meetings unless already employed at Rhodes University and entitled to attend Senate in that capacity.	Persons appointed as Honorary Professors shall use their titles as appropriate e.g. if the person is already a professor, s(he) would be Professor...Honorary Professor of Rhodes University. Should the person appointed not be a professor, s(he) shall use the title: Mr/Mrs/Ms/Dr... Honorary Professor of Rhodes University. In the case of existing staff members appointed to an honorary position in another academic entity, the title Honorary Professor in (ENTITY) will be used in addition to their existing title(s).

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4. Fellow	Distinguished former member of staff or external scholar recognised as exceptional in his/her field/discipline at both the national and international level. No prior association with particular department or institute is necessary.	* Host department may provide office space, computers, laboratory and equipment access * HR may grant access to Rhodes University general facilities * Library access may be provided subject to the approval of the Director of Library Services and in line with license agreements. * Eligible for specific awards e.g. Hugh le May, Hugh Kelly.	A motivation as per IPC guidelines is completed by the HoD and is sent to the Dean for approval. The Dean's comments together with the departmental application is submitted to the Institutional Planning Committee for recommendation to Senate and Council. Only thereafter and provided the recommendation has been approved, HR will send a letter to the individual. A copy will be sent to the HOD.	The term of the appointment is for the duration of the fellowship (Hugh le May, etc.)	Not entitled to attend Senate meetings.	Persons appointed as Fellows shall use their titles as appropriate e.g. if the person is already a professor from RU, s(he) would be Emeritus Professor.... Hugh le May Fellow of Rhodes University or if not a past staff member, Professor... Hugh le May Fellow of Rhodes University.
5. Visiting Professor	Academic experience, seniority and reputation: Regarded as a leader in a specific discipline due to contributions made over a period of time. A host department or institute is required. Past staff member or persons external (employed or otherwise) to the University are eligible for nomination.	* Host department may provide office space, computers, laboratory and equipment access * HR may grant access to Rhodes University general facilities * Library access may be provided subject to the approval of the Director of Library Services and in line with license agreements. * Honorarium may be granted after application to HR Director and Vice-Chancellor but it is not usually paid. Expenses associated with travel and accommodation can be applied for via the Visiting Lecturer's Fund administered by the VP or paid out of departmental funds.	A motivation as per IPC guidelines is completed by the HoD and is sent to the Dean for approval. The Dean's comments together with the departmental application is submitted to the Institutional Planning Committee for recommendation to Senate and Council. Only thereafter and provided the recommendation has been approved, HR will send a letter to the individual. A copy will be sent to the HOD.	The term of the appointment is for 3 calendar years.	* Not entitled to attend Senate meetings. *Must spend at least one week per annum at Rhodes University sharing expertise in teaching, community engagement and/or research areas.	*Persons appointed as Visiting Fellows shall use their titles as appropriate e.g. if the person is already a Professor, s(he) would be Professor...Visiting Professor of Rhodes University. *Should the person appointed not be a professor, s(he) shall use the title: Mr/Ms/Mrs/Dr ... Visiting Professor of Rhodes University.
6. Visiting Fellow	Academic experience, seniority, reputation: Scholarly work is recognised at least, nationally. Individual would usually not be appointed at the level of a Chair. Current or previous post level of individual would usually be no less than at senior lecturer level. Host department or institute is required. May be employed elsewhere. Current staff are not eligible.	Host department may provide office space, computers, laboratory and equipment access. HR may grant access to Rhodes University general facilities. Library access may be provided subject to the approval of the Director of Library Services and in line with license agreements. HoD may apply to VP's Visiting Lecturers Fund or use departmental funds for finances associated with travel and accommodation. It is not usual to pay Visiting Fellows an honorarium.	A motivation as per IPC guidelines is completed by the HoD and is sent to the Dean for approval. The Dean's comments together with the departmental application is submitted to the Institutional Planning Committee for recommendation to Senate and Council. Only thereafter and provided the recommendation has been approved, HR will send a letter to the individual. A copy will be sent to the HOD.	The term of the appointment is for 3 calendar years.	* Not entitled to attend Senate meetings. *Must spend at least one week per annum at Rhodes University sharing expertise in teaching, community engagement and/or research areas.	*Persons appointed as Visiting Fellows shall use their titles as appropriate e.g. if the person is already a Professor, s(he) would be Professor...Visiting Fellow of Rhodes University. *Should the person appointed not be a professor, s(he) shall use the title: Mr/Ms/Mrs/Dr ... Visiting Fellow of Rhodes University.

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7. Senior Research Associate	Experience, seniority, reputation: Scholarly work is recognised nationally and internationally. Individual would usually be appointable at the level of a Chair. Current or previous post level of individual would usually be no less than at professor level. A host department or institute is required. May be employed elsewhere. Current staff are not eligible	* Host department may provide office space, computers, laboratory and equipment access. * HR may grant access to Rhodes University general facilities. * Library access may be provided subject to the approval of the Director of Library Services and in line with license agreements. * Eligible to apply for JRC research grants. No honorarium is usually paid.	A motivation as per IPC guidelines is completed by the HoD and is sent to the Dean for approval. The Dean's comments together with the departmental application is submitted to the Institutional Planning Committee for recommendation to Senate and Council. Only thereafter and provided the recommendation has been approved, HR will send a letter to the individual. A copy will be sent to the HOD.	The term of the appointment is for 3 calendar years.	*Not entitled to attend Senate meetings. *Expected to be involved in research programme of department/institute, possibly even contributing to teaching and community engagement activities. *10% admin fee on research grants. *Resulting intellectual property belongs to Rhodes University. *Resulting publications must include Rhodes University address.	*Persons appointed as Senior Research Associates shall use their titles as appropriate e.g. if the person is a Professor Emeritus or a current professor at another University, s(he) would be Senior Research Associate of Rhodes University.
8. Research Associate	Experience, seniority, reputation: Scholarly work is recognised nationally and preferably but not necessarily at the international level. Individual would not be appointable at the level of a Chair. Current or previous post level of individual would usually be no less than at senior lecturer level. Host department or institute is required. May be employed elsewhere.	* Host department may provide office space, computers, laboratory and equipment access. * HR may grant access to Rhodes University general facilities. * Library access may be provided subject to the approval of the Director of Library Services and in line with license agreements. * Eligible to apply for JRC research grants. No honorarium is usually paid.	A motivation as per IPC guidelines is completed by the HoD and is sent to the Dean for approval. The Dean's comments together with the departmental application is submitted to the Institutional Planning Committee for recommendation to Senate and Council. Only thereafter and provided the recommendation has been approved, HR will send a letter to the individual. A copy will be sent to the HOD.	The term of the appointment is for 3 calendar years.	*Not entitled to attend Senate meetings. *Expected to be involved in research programme of department/institute, possibly even contributing to teaching and community engagement activities. *10% admin fee on research grants. *Resulting intellectual property belongs to Rhodes University. *Resulting publications must include Rhodes University address.	*Persons appointed as Research Associates shall use their titles as appropriate e.g. if the person is a Professor Emeritus or a current professor at another University, s(he) would be Professor ...Research Associate of Rhodes University.
9. Clinical Associate; Professional Associate	Experience, seniority, reputation: Professional background or training. Clinical work or experience is extensive. Individual would not usually be appointable at the level of a Chair. Host department or institute is required. May be employed elsewhere. Current staff are not eligible.	* Host department may provide office space, computers, laboratory and equipment access. * HR may grant access to Rhodes University general facilities. * Library access may be provided subject to the approval of the Director of Library Services and in line with license agreements. * Eligible to apply for JRC research grants. No honorarium is usually paid.	A motivation as per IPC guidelines is completed by the HoD and is sent to the Dean for approval. The Dean's comments together with the departmental application is submitted to the Institutional Planning Committee for recommendation to Senate and Council. Only thereafter and provided the recommendation has been approved, HR will send a letter to the individual. A copy will be sent to the HOD.	The term of the appointment is for 3 calendar years.	*Not entitled to attend Senate meetings. *Expected to be involved in teaching, community engagement and/or research programme, providing input to students particularly as regards the professional environment. *10% admin fee on research grants. *Resulting intellectual property belongs to Rhodes University. *Resulting publications must include Rhodes University address.	*Persons appointed as Clinical Associate / Professional Associate shall use their titles as appropriate e.g. if the person is a Professor Emeritus or a current professor at another University, s(he) would be Professor ...Clinical Associate / Professional Associate of Rhodes University.
NOTE: The University reserves the right to withdraw an honorary title and the privileges associated with the contract should the individual bring the University into disrepute or where the institution believes it is imperative to distance itself from the individual's personal conduct .						
					Last updated: December 2010	
					Approved: Senate, 1st of April 2011.	