

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 * the University Librarian may grant access to electronic databases as regulated by licence agreements - this normally includes only on-site access.	On an annual basis, the HR Division provides names of professors and associate professors who will be retiring from the University at the end of the current year, to the Honorary Degrees Committee. The Hon 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 X 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 * the University Librarian may grant access to electronic databases as regulated by licence agreements - this normally includes only on-site access.	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 X, 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. The candidate meets Rhodes University's standard for the rank of Associate Professor or Professor. 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 * the University Librarian may grant access to electronic databases as regulated by licence agreements - this normally includes only on-site access.	A motivation signed by the HoD is sent with endorsement from the Dean and DVC to the Institutional Planning Committee for recommendation to Senate and Council.	The term of the appointment is for 3 calendar years, and may be renewed	Not entitled to attend Senate meetings.	*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 X, Honorary Professor of Rhodes University. *Should the person appointed not be a professor, s(he) shall use the title: Dr/Mr/Ms X, 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) may be used in addition to their existing title(s).

TITLE	CRITERIA	BENEFITS	PROCESS	TERM	CONDITIONS	USE OF TITLE
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 * the University Librarian may grant access to electronic databases as regulated by licence agreements - this normally includes only on-site access. * Eligible for specific awards e.g. Hugh le May, Hugh Kelly.	A motivation signed by the HoD is sent to Institutional Planning Committee for recommendation to Senate and Council.	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, s(he) would be Professor X, 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. The candidate meets Rhodes University's standard for the rank of Associate Professor or Professor. 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 * the University Librarian may grant access to electronic databases as regulated by licence agreements - this normally includes only on-site access. * 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 signed by the HoD is sent with endorsement from the Dean and DVC to the Institutional Planning Committee for recommendation to Senate and Council.	The term of the appointment is for 3 calendar years, and may be renewed.	* 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 Professors shall use their titles as appropriate e.g. if the person is already a Professor, s(he) would be Professor X, Visiting Professor of Rhodes University. *Should the person appointed not be a professor, s(he) shall use the title: Dr/Ms/Mr/The Hon Justice X, 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. The University Librarian may grant access to electronic databases as regulated by licence agreements - this normally includes only on-site access. 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 signed by the HoD is sent to Institutional Planning Committee for recommendation to Senate and Council.	The term of the appointment is for 3 calendar years, and may be renewed.	* 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 X, Visiting Fellow of Rhodes University. *Should the person appointed not be a professor, s(he) shall use the title: Dr/Ms/Mr X, Visiting Fellow of Rhodes University.

TITLE	CRITERIA	BENEFITS	PROCESS	TERM	CONDITIONS	USE OF TITLE
7. Senior Research Associate	Experience, seniority, reputation: Scholarly work is recognised nationally and internationally. Individual would usually be appointable at the level of a Senior Lecturer or higher. 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. * The University Librarian may grant access to electronic databases as regulated by licence agreements - this normally includes only on-site access. * Eligible to apply for JRC research grants. No honorarium is usually paid.	A motivation signed by the HoD is sent to Institutional Planning Committee for recommendation to Senate and Council.	The term of the appointment is for 3 calendar years, and may be renewed.	*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 Professor X, 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 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. * The University Librarian may grant access to electronic databases as regulated by licence agreements - this normally includes only on-site access. *Eligible to apply for JRC research grants. No honorarium is usually paid.	Motivation signed by HoD sent to Institutional Planning Committee. If unanimous (approval or non-approval) then to Senate and Council, if not, then Screening Committee.	The term of the appointment is for 3 calendar years, and may be renewed.	*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. Professor/Dr/Ms/Ms X, 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. * The University Librarian may grant access to electronic databases as regulated by licence agreements - this normally includes only on-site access. * Eligible to apply for JRC research grants. No honorarium is usually paid.	A motivation signed by the HoD is sent to Institutional Planning Committee for recommendation to Senate and Council.	The term of the appointment is for 3 calendar years, and may be renewed.	*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. Dr/Ms/Mr X, 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 .						

Professor Level Honorary and Extraordinary Appointments

Rhodes University has several categories of honorary and extraordinary appointments that carry with it the status of “Professor”:

- Professor Emeritus and Associate Professor Emeritus
- Visiting Professor
- Honorary Professor
- Professor Extraordinaire

In all cases, the process of according this status involves an assessment that the candidate meets Rhodes University’s standard for the rank of Associate Professor or Professor¹. These honorary titles may be used by the individual for the period accorded by Rhodes University, but do not entitle the holder to represent the university and do not entitle the holder to a seat on the University Senate.

Professor Emeritus and Associate Professor Emeritus

The Professor Emeritus or Associate Professor Emeritus title is given to a full or associate professor who retires in good standing from Rhodes University with a record of distinguished service. The title is for life, and consideration is by the Honorary Degrees Committee.

A Professor Emeritus or Associate Professor Emeritus may also be conferred the title of Distinguished Fellow, and the practice at Rhodes has been to accord this title to Professors Emeritus who continue to distinguish themselves in scholarship after their retirement and continue to bring distinction to Rhodes through their scholarly contributions. There are currently only four Distinguished Fellows of Rhodes University (Professors Brian Allanson, Terence Beard, Nancy Charton and Hugh Eales). Recently, the terms of the Distinguished Professor employment title for outstanding scholarship were introduced to include automatic referral of a Distinguished Professor who retires from the university to the Honorary Degrees Committee for consideration for the title of Distinguished Fellow in addition to Professor Emeritus (the rationale being that the title Distinguished Professor only persists until the holder retires or resigns from the university).

Visiting Professor

A scholar or a professional with a scholarly focus, who spends short periods at the university (normally at least two weeks per year) and contributes at other times to the intellectual work of the university through research, postgraduate supervision, or teaching.

¹ For an external person, this is an assessment that the person would be considered were they to apply, within the discipline they will be associated with, for a post at the level of Associate Professor or Professor. Affiliation through an honorary or extraordinary title does not obviate the need for a full consideration by a selection or screening committee should they actually apply for such a position.

Honorary Professor

A scholar who, though they might be either resident or mostly off campus, contributes to the academic programme of the university in a sustained and continuous way, such as contribution to a long term project with scholarly outputs, supervision of a pipeline of postgraduate students, or the regular teaching of courses.

Examples of current Honorary Professors in the external scholar (non-full-time-staff) category are Professors Alan Whitfield of SAIAB and Chris Mann of the ISEA, and, in the existing staff member appointed in an honorary capacity in another entity category, Professor Peter Vale (expires in December 2012, he is now a Professor Emeritus).

Professor Extraordinaire

This is intended for use as an employment title as distinct from an honorary title. This title is used for distinguished scholars who are employed on temporary contracts for one to three years at a time, to indicate that they are not tenured professors of the university in the sense of being members of Senate, but are nonetheless strongly affiliated to the university for the period of contract, in more than an honorary role. Current examples are Professor Vishnu Padayachee in the ISER, and Professor Kevern Cochrane in DIFS.

Visitors to the University

Visitors to the university and those invited through such funding mechanisms as the Visiting Lecturers Fund, the Mellon Senior Scholars Programme, the Mellon Writers in Residence/Scholars in Residence Programme, the Hugh Kelly Fellowship, and the Hugh le May Fellowship, are not automatically accorded the status of Professor as part of their affiliation to Rhodes by virtue of the invitation or funding. If they are already a professor at another institution, visiting academics who have not been through the process described above are referred to as Professor (or Visiting Professor) while at Rhodes by virtue of their status at their home institution, otherwise they are referred to as Visiting Lecturer (or Visiting Fellow in the case of the endowed fellowships).

Dr Peter Clayton, DVC: R&D
7 November 2012