

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 - dependent on specific subscription conditions, this might include only on-site access for some databases. * May apply for RC and research funds if research contributions meet the funding criteria.	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 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 X of Rhodes University.
2. Distinguished Fellow	The title of Distinguished Fellow is awarded rarely, and primarily to retired staff or associates who have continued to distinguish themselves in their scholarly work into their retirement, or to Distinguished Professors upon retirement. 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 - dependent on specific subscription conditions, this might include only on-site access for some databases. * May apply for RC and research funds if research contributions meet the funding criteria.	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 has already attained 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 - dependent on specific subscription conditions, this might include only on-site access for some databases. * May apply for RC and research funds if research contributions meet the funding criteria.	A motivation signed by the HoD is sent with endorsement from the Dean and DVC to SENEX 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/Mx 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. 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, institute, or formal entity 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 - dependent on specific subscription conditions, this might include only on-site access for some databases. * Honorarium may be granted after application to HR Director and Vice-Chancellor but this would be for an exceptional circumstance. It is not usual to pay this category of collaborator an honorarium. Expenses associated with travel and accommodation can be applied for via the Visiting Lecturer's Fund administered by the DVC:A&SA, or via departmental funds administered by the HOD. * May apply for RC and research funds if research contributions meet the funding criteria.	A motivation signed by the HoD is sent with endorsement from the Dean and DVC to SENEX 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/Mx/The Hon Justice X, Visiting Professor of Rhodes University .
5. Visiting Fellow	Academic experience, seniority, reputation: Scholarly work is recognised at least, nationally. Current or previous post level of individual would usually be no less than at senior lecturer level. A host department, institute, or formal entity 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 - dependent on specific subscription conditions, this might include only on-site access for some databases. * It is not usual to pay this category of collaborator an honorarium. * May apply for RC and research funds if research contributions meet the funding criteria.	A motivation signed by the HoD is sent with endorsement from the Dean and DVC to SENEX Committee for recommendation to Senate and Council.	The term of the appointment is for 3 calendar years, and may be renewed.	* Not entitled to university committees unless specifically invited. *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/Mx X, Visiting Fellow of Rhodes University .
6. 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, institute, or formal entity (such as a SARChI chair) 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 - dependent on specific subscription conditions, this might include only on-site access for some databases. * It is not usual to pay this category of collaborator an honorarium. * May apply for RC and research funds if research contributions meet the funding criteria.	A motivation signed by the HoD is sent with endorsement from the Dean and DVC to SENEX Committee for recommendation to Senate and Council.	The term of the appointment is for 3 calendar years, and may be renewed.	* Not entitled to university committees unless specifically invited. *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 .

TITLE	CRITERIA	BENEFITS	PROCESS	TERM	CONDITIONS	USE OF TITLE
7. Research Associate	Experience, seniority, reputation: Scholarly work is recognised nationally and preferably but not necessarily at a senior lecturer level. CV should be of the kind that would meet the requirements for appointment into one of the levels of academic position at Rhodes University. A host department, institute, or formal entity (such as a SARChI chair) 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 - dependent on specific subscription conditions, this might include only on-site access for some databases. * It is not usual to pay this category of collaborator an honorarium. * May apply for RC and research funds if research contributions meet the funding criteria.	A motivation signed by the HoD is sent with endorsement from the Dean and DVC to SENEX 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 Research Associates shall use their titles as appropriate e.g. Professor/Dr/Ms/Ms/Mx X, Research Associate of Rhodes University.
8. Professional Associate	Experience, seniority, reputation: Professional background or training. Experience is appropriate to the collaboration. Host department, institute, division or other formal entity 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 - dependent on specific subscription conditions, this might include only on-site access for some databases. * It is not usual to pay this category of collaborator an honorarium. * May apply for RC and research funds if research contributions meet the funding criteria.	A motivation signed by the HoD is sent with endorsement from the Dean and DVC to SENEX Committee for recommendation to Senate and Council.	The term of the appointment is for 3 calendar years, and may be renewed.	* Not entitled to university committees unless specifically invited. *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 Professional Associate shall use their titles as appropriate e.g. Dr/Ms/Mr/Mx X, Professional Associate of Rhodes University.
9. Clinical Associate	Experience, seniority, reputation: Clinical background or training. Clinical experience is extensive. Host department, institute, division or other formal entity 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 - dependent on specific subscription conditions, this might include only on-site access for some databases. * It is not usual to pay this category of collaborator an honorarium. * May apply for RC and research funds if research contributions meet the funding criteria.	A motivation signed by the HoD is sent with endorsement from the Dean and DVC to SENEX Committee for recommendation to Senate and Council.	The term of the appointment is for 3 calendar years, and may be renewed.	* Not entitled to university committees unless specifically invited. *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 shall use their titles as appropriate e.g. Dr/Ms/Mr X, Clinical 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 .						
updated 2019/05/16						