

A National and International Review of the Classification of Academic Titles.



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Table of Contents

Page

| | |
|--|----|
| Overview | 02 |
| Summary of International Trends in the use of academic titles. | 02 |
| Lack of a global classification system of academic titles. | 03 |
| What is in an academic title? | 03 |
| Post title versus personal title | 03 |
| Guide to title prefix, rank and suffix | 04 |
| Core academic titles | 05 |
| Academic titles: | |
| Ireland | 07 |
| US | 08 |
| UK | 09 |
| Mainland Europe (Italy, France, Germany & The Netherlands) | 11 |
| Scandinavian (Finland, Denmark, Sweden) | 14 |
| Australia/ New Zealand | 16 |
| Asia (Singapore, Hong Kong, China) | 18 |
| Note on the Russell Group | 20 |
| Appendix 1: University of Bristol (Russell Group) titles and title progression. | |

Overview

The main aim of this paper was to provide a national and international comparative review of academic titles to inform the work of the Academic Titles Working Group in delivering Pillar 4.1.4 under Strategy 2022. Being conducted during the COVID-19 pandemic, limits were experienced in relation to accessing HR colleague networks and information internationally. This led to a targeting of certain countries within the groupings examined where information was more freely accessible at this time. Whilst cognizant of the current limitations, the review presents an international comparative review of academic titles in the US, UK, Ireland, Mainland Europe, Scandinavia, Australia/New Zealand and Asia. The methodology employed was via targeted online sourcing of information via university webpages, email requests direct to these universities as well as exploration of HE government websites. Whilst an important study in its own right, this paper does not address research titles, clinical titles and those related to teaching/ instruction outside of academic classified roles. Although there is a core range of Academic title/ ranks in use globally, these seem to have different or nuanced meaning in different countries. This poses a challenge for comparison and ensuring appropriate institutional academic representation on an international stage. There appears to be no taxonomy for reference to allow such comparison. One of the deliverables from this paper is a taxonomy of international academic titles. Given the international presence and mobility of UCC's academic colleagues, it is critical that academic titles not only represent academic position and level at UCC, but does not leave academic standing open to interpretation in terms of level and tenure status. Practical matters around research funding, international collaborations and global opportunity contribute to the urgency to review and optimize current academic titles.

Summary of International Trends in use of Academic Titles

- No one source of reference which allows easy comparison of academic titles internationally;
- Number of classification and hybrid classifications in use which pose challenge for comparison and consistency in application of title;
- Predominant US and UK classification systems with a movement towards US system;
- German traditional system still influential and evidenced in Scandinavian countries;
- Hybrid academic title ranks which are track based e.g. full faculty, teaching, research, practice based;
- Use of prefixes to provide distinction at higher academic levels;
- Presence of tenured and non-tenure track academic title distinction;
- Particular movement upward of certain academic ranks;
- Some movement away from habilitation evident in European countries;
- Movement towards titles which recognize academic distinction;
- Post held versus personal academic title distinction being highlighted – e.g. Warwick;
- Most common 'core' academic ranks (Professor, Associate Professor (Docent), Assistant Professor and Instructor/ Lecturer) from which varying title nomenclature has emerged;
- Professors in Practice as a title of a senior level held by those without an academic background but with significant professional expertise.

Lack of a Global Classification System of Academic Titles

When academic titles are explored internationally on a comparative basis, as in this paper, it is apparent that there is no globally guided ranking system. What is more evident is a global variation around core academic ranks between Professor and instructor/ tutor reflective of academic seniority and scholarly standing. With the evident movement of titles in hybrid ways there is an increasing lack of consistency in the use of academic titles.

What is in an academic title?

Academic appointments are classified into ranks and groups by title. The significance of this cannot be underestimated as from a contractual perspective it imparts benefits and rights specific to that rank/title. Status, salary, nature of work, duration of appointment, attendance at Academic Council, faculty meetings, voting rights, etc.

An academic title can be broken down into a number of parts – Prefix, Rank and Suffix. The Prefix often relates to the status of the post or contract held. Such prefixes and suffixes can significantly alter the nature and level of the post irrespective of the rank of the post.

For example, the title Distinguished Professor of Postgraduate Programmes is made up of



Post Title Vs Personal Title

Rank and position academically, whilst frequently found to be used as if synonyms are not. The academic rank attaches to the person, following academic achievement, or is bestowed in recognition of academic achievement in the taking up of a post of the rank i.e. position. Personal rank (academic title) and position rank (academic role title) can differ. Also we see senior institutional roles which are classified as non-academic, as they fulfil academic institutional leadership and administrative remits, where the post holder holds 'academic title' not reflected in the post title e.g. President, Vice President roles, Registrar, Head of College etc. Also in acting up arrangements a difference can be seen in most, but not all situations, between the personal academic title held and that of the post.

This paper is primarily concerned with academic rank in title. It is recognized that internationally there is an increasing use of prefixes to provide distinction and higher scholarly standing.

Guide to Title Prefix, rank and Suffix *-non exhaustive*

Whilst not an exhaustive listing, the following prefixes, ranks and suffixes were seen to be in use.

Prefixes:

| | | | |
|---------------|----------------------|--------------|------------|
| Acting | Distinguished | Guest | Teaching |
| Adjoint | Docent | Graduate | Term |
| Adjunct | Emeritus | Instructing | University |
| Affiliate | Extraordinary | Library | University |
| Chief/ Senior | Endowed | Master | Volunteer |
| Clinical | Full | Meritorious | |
| Collaborating | Fellow | Practice | |
| Consulting | Full-Time/ Part-Time | Professional | |
| Conjunct | Field | Sessional | |

Rank Titles* not in rank order

| | | |
|---------------------------------|--|------------------------------|
| Assistant Lecturer | Junior Teaching Assistant | Research Professors |
| Associate Professor | Junior Lecturer | Senior Lecturer |
| Chair Professor/ Personal Chair | Laboratory Demonstrator | Senior Instructor |
| Clinical Professors | Lecturer | Snr/ Assistant Professor |
| Collegiate Professor | Meritorious Professor/ Distinguished National Professor | Senior Professor |
| Distinguished Professor | Master Lecturer | Teaching Assistant |
| Extraordinary Professors | Post Graduate Snr/Lecturer | Teaching Associate |
| Emeritus Professor | Professor | Teacher |
| Full Professor | Research Professors | Tutor |
| Instructor/ Demonstrator | Reader | Under Graduate Snr /Lecturer |

Suffixes:

| | | |
|---------------------------------|-----------------|----------------------|
| Adjoint | Clinical | Full-Time/ Part-Time |
| Adjunct | In the Field of | With Tenure |
| Affiliate | Retired | Without Tenure |
| In Practice | Research | Undergraduate |
| In the Practice of... | Senior Research | Postgraduate |
| Of Professional Practice in.... | Teaching | |

Core Academic Titles *-non exhaustive*

Whilst there is significant variation in the use of academic titles, there is a decipherable distinction in core titles used. Below provides a definition of these core titles.

Professor

Has a distinguished/ exceptional record of academic/ professional accomplishment that support an international or national reputation in their field of expertise.

Associate Professor

Holds a national academic/ professional reputation as a scholar or professional whilst demonstrating a high level of teaching proficiency and commitment to their discipline. Demonstrates service beyond their department/ school at a university and in a professional or public domain.

Assistant Professor

Holds a doctorate or professional degree or equivalent; shows commitment to teaching and engagement with scholarly/ professional endeavor which is of reputable standard. Participates in the administrative and academic affairs of the university at least at a departmental/ school level.

Adjunct Professor

Is an expert in a specialized field and normally appointed by an institution to lecturer/ instruct on a part-time basis or varying frequency. Such roles/ title holders do not normally get involved in departmental/school affairs and may have appointments at another university. Adjunct Professors can include the ranks of Adjunct Assistant Professor, Adjunct Associate Professor and Adjunct Professor.

Visiting Professor

An academic normally employed at another university who is engaged to lecturer/ instruct for a defined term (normally one year or less) on a full or part-time basis.

Emeritus Professor

A retired Professor of lifetime contribution to the university/ field of expertise. This title can be held by those who are tenured and non-tenured at the institution awarding the title.

Affiliated Professor

A title normally given as a secondary title to those who have a formalized association with a department/ school other than the one they are contractually appointed to. Such titles depend on the continuance of the primary appointment.

Research Professor

A full professor who specializes in research and may teach occasionally without having any formal teaching requirement.

Professor of Music

A title used by many conservatoires for those who instruct in music, singing and instrumental tutoring. The title of Professor of Music title aligns more to the US than British classification of the use of the term 'Professor' and is traditionally a term used by many conservatoires for those who instruct in music. The formal designation of Professor of Music has a presence in national academies/ colleges of music and is not as prominent in universities outside its own classification system.

Senior Lecturer

An experienced academic who has scholarly standing or expertise applied to teaching and in some countries/ institutions to research and administration.

Lecturer

Placed as an entry level title with a wide range of international variance in its use. Most commonly the role of lecturer is seen as an academic with expertise who fulfills teaching, with research activities seen only in some lecturer roles.

Note on European Habilitation

Habilitation (having *latin origins*, ***habilitare meaning 'to make suitable/fit'***) is a qualification prerequisite in many European countries to teach and examine as well as being part of academic career trajectories. It is the highest university degree qualification conferred and is seen as equivalent to a doctorate. Reference is made in many European countries to thesis (in the context of Doctoral studies) and a separate habilitation thesis.

Ireland: Academic Titles

A changing academic rank and title classification system.

The Irish classification of academic titles is undergoing change, with four HE institutions having reviewed are in the process of reviewing academic titles. What has emerged so far is a movement towards the US classification system in the use of ‘Professor’ and ‘Associate Professor’ titles. In comparison to the institutions reviewed internationally, there is a point of difference in relation to the rank of Lecturer, applying a merit bar resulting in a title of ‘Lecturer Above the Merit Bar’ and ‘Lecturer Below the Merit Bar’ titles. Nationally a distinction in title is made at the level of Professor at Chair level. Apart from UCC’s movement to review academic titles under Strategy 2022, NUIG is the latest Irish institution to commence an internal consultation on change of title and in particular the introduction of the title Associate Professor. Those who have worked in the American HE system, or have more direct knowledge of it, highlight the need of caution given the question it can place over tenure, as such posts can be non-tenured/ on tenure track.

| UK Classification | US Classification | Ireland | | | | | |
|---|--|---|--|------------------------------|--|--------------------------|---|
| | | University College Cork | Trinity College Dublin | University College Dublin | Dublin City University | University of Limerick | NUI Galway |
| Professor/ Chair | Distinguished/ Endowed Professor/ Chaired Professor (Full Professor) | Professor/ Chair | Professor/ Chair | Full Professor | Full Professor | Professor | Personal Professor; Established Professor |
| Reader/ Principal Lecturer/ Associate professor | Professor | Professor | Professor | Professor | Professor (Associate Prof) | Associate Professor | |
| Senior Lecturer | Associate Professor | Senior Lecturer | Associate Professor/ Senior Lecturer | Associate Professor | Associate Professor (Senior Lct) | Senior Lecturer | Senior Statutory Lecturer |
| Lecturer | Assistant Professor | Lecturer Above the Bar & Lecturer Below the Bar | Assistant Professor/ Lecturer (above the Bar); Teaching Fellow (Below the Bar) | Lecturer/Assistant Professor | Assistant Professor (Lecturer above the Bar); Lecturer Below the Bar | Lecturer; Lecturer Below | Lecturer Above the Bar College/ Lecturer Below the Bar Junior |
| Assistant Lecturer, demonstrator | Lecturer/ Instructor | Tutor/ Demonstrator/ Instructor | | | Teaching Assistant | Teaching Assistant | Lecturer Fixed Term Direct Entry; Lecturer Below the Bar Direct Entry |
| Other | Adjunt Professor/ Emeritus | Adjunt Professor/ Emeritus | | | | | |

US: Academic Titles

The American academic rank and title classification system.

The US classification of academic titles is a key comparator of academic title internationally. The key feature of the US system is its tenure and non-tenure track positions and the predominant use of the title ‘Professor’ across many of its academic titles. The level of Associate Professor appears to bring the most comparative confusion, as many institutions internationally (inclusive of Ireland) are looking to use this title. A mid-level position, it can be both tenured and non-tenured but it is its non-tenured status that makes it a point of debate. There is a notable global movement towards US academic titles and also emerging hybrid titles using both the UK and US titles; the UK classification system being another key comparator internationally.

| Academic Titles | Status |
|---|--|
| Distinguished/ Endowed Professor <i>Also titles of distinction which vary across institutions.</i> | Highest academic rank |
| Full Professor/ Professor | Tenured |
| Associate Professor | Tenured/ Tenure Track - mid level position |
| Assistant Professor | First academic tenure track rank – entry level position |
| Lecturer/ Instructor | Non-tenure track position |
| Other titles | |
| Adjunct Professor | |
| Professor of Practice | Applied disciplines/ fields of expertise relevant to teaching |
| Research Professor | |
| In-Residence Titles | Temporary non-tenure track appointments reflective or individual rank (meet same level but nature of post differs i.e. temporary) In-Residence titles can run on an annual basis following initial appointment period. |
| Professor in Residence | |
| Associate Professor in Residence | |
| Assistant Professor in Residence | |
| Instructor in Residence | |

Later in this paper the US classification of academic titles will be used as a reference point to explain the positioning within academic rank of titles across mainland Europe, Ireland, Scandinavia, Australia, New Zealand and Asia.

UK: Academic Titles

The British academic rank and title classification system.

The UK system, which is reflected across countries, which historically came within the Commonwealth territory, use the title of Professor in the sense of academic leadership and standing within their field of expertise/ discipline. This would be reflected also within the Irish classification of the title Professor – where the post holder would hold an established Chair (post) or personal chair. The title of Professor is a senior academic title of academic leadership level. Other titles of Lecturer, Senior Lecturer and Reader are used. The term Associate Professor is used in some British aligned classification systems in replace of Reader e.g. in South Africa, Australia and New Zealand. As seen internationally, named professorships are endowed chair positions of varying levels of prestige arising out of the source of endowment. For example, of noted prestige is the title of the Gresham Professorship. The University of Warwick, along with other Russell Group universities, moved in 2006 to commence a process of converting the title ‘Lecturer’ to ‘Assistant Professor’ and Senior Lecturers to ‘Associate Professors’. For the UK a complication arises when one starts to look at salary scales associated with titles. Senior Lecturer are seen to be paid on par to Readers but the title Reader implies scholarly standing in research and is regarded in classification terms as higher ranking than Senior Lecturer.

There has been a movement away from the academic title of ‘Reader’ in the UK as seen in the University of Warwick, Exeter and Reading - evident in the Russell Group. They have adopted ‘Associate Professor’ instead of ‘Reader’. Reader is also seen to have equivalent with the title of Principal Lecturer (akin to post 1992 UK HE institutions) and has a status above Senior Lecturer. The title Lecturer is seen as equivalent to the title of ‘Assistant Lecturer’ in the US. Reader is no longer being granted as a title for those new joiners at Oxford. Those holding the title of Reader are seen to be between the levels of Associate Professor and Full Professor. All other teaching posts e.g. Lectureships at a College/ Departmental level are not deemed academic posts. At Oxford Full Professorship is the senior academic grade which is seen as equivalent to Full Professor in US. Associate Professor is the main academic grade with a recent allowing of the use of Professor or Dr. title.

There is a notable difference, in titles used by the pre -1992 universities and the ‘new universities of post 1992 – which were previously polytechnics.

| Academic Titles Pre-1992 Institutions | Academic Titles Post-1992/ Polytechnics |
|--|--|
| Professor/ Chair | Professor/ Chair |
| Reader | Principal Lecturer/ Reader |
| Senior Lecturer | Senior Lecturer |
| Lecturer B Lecturer A | Lecturer |
| Assistant Lecturer, Demonstrator | |

Due to the collegiate structure of the University of Oxford, academic appointees have two employers i.e. the College and the University. Academic titles are guided by the status of connection with the University and College. The University of Oxford stands apart in its efforts to adjust titles to allow recognition of standing across academic title. This has resulted in a classification based on academic distinction. There are two levels of professorship – Chairs (Professors with statutory basis) and Titular Professors, the later being of lesser academic status. ‘ The University of Fribourg, Switzerland, was also found to use the title of Titular Professor, again in the context of science.

| UK Classification | US Classification |
|--|--|
| <i>UK - emerging variance in title - drive towards recognising distinction</i> | |
| Professor/ Chair | Distinguished/ Endowed Professor/ Chaired Professor (Full Professor) |
| Reader/ Principal Lecturer/ Associate professor | Professor |
| Senior Lecturer | Associate Professor |
| Lecturer | Assistant Professor |
| Assistant Lecturer, Demonstrator | Lecturer/ Instructor |
| | Adjunt Professor |

Mainland Europe: Academic Titles

Italy, France, Germany and The Netherlands

Italy

The Italian classification of academic title centres around tenure/ non-tenure track. The Bologna agreement/ process established that Professors in Italy who held a Degree pre-Bologna held a qualification which was on par with Masters qualifications internationally. PhDs are more common at more senior academic ranks only after the Bologna process.

| | Academic Titles | Status |
|---------------------|---|---|
| Tenured | Ordinary Professor | Highest academic rank |
| | <i>culture della Materia</i> | Assistants to specific Professors |
| | <i>Professore a Contratto</i> | Professional or Practice Professors — not from an academic background |
| | <i>Professorre Associato</i> | Associate Professors – tenured |
| | <i>Professore Aggregato. A 'ricercatore confermato'</i> | Teacher/ Lecturer |
| | <i>Ricercatore confermato</i> | Tenured position as researcher or assistant professor. |
| Non- Tenured | <i>Professore Straordinario, also Professore di I fascia.</i> | Three-year full professor appointment leading to tenure. |
| | <i>Professore Associato non confermato, also Professore di II fascia.</i> | Three-year associate professor appointment leading to tenure at associate level. |
| | <i>Ricercatore non confermato.</i> | Three-year position at assistant professor/researcher/lecturer level. |
| | <i>Ricercatore a tempo determinato di tipo B.</i> | Three-year position at assistant professor/researcher/lecturer level, leading to the Professore Associato position. |
| | <i>Ricercatore a tempo determinato di tipo A.</i> | Three-year position (one possible two-year renewal) at assistant professor/researcher/lecturer level. |
| Other | Emeritus Professor – Professore Emerito | Retired |

France

Academic ranks in France follow three main tracks: Faculty, research and teaching, between which academic colleagues can move. Within each track there are a number of ranks. There is a distinction made between permanent and temporary positions.

| | Faculty (<i>teacher researchers</i>) | Research Only | Teaching Only | Part-Time |
|----------------------------|--|--|---|---|
| Permanent Positions | Professeur des Universités; Directeur d'études; Senior scientists | Directeur de recherche;(teaching only not at this level) | Teaching only not at this level | Professeur des universités associé (P-T) |
| | Adjoint - Maître de conférences | Chargé de recherche | Professeur agrégé/ Professeur Certifié (Teaching only) | Maître de conférences associé (P-T) |
| Temporary Positions | Attaché temporaire d'enseignement et de recherches; | Research post doc. | Charge d'enseignement (Teaching only and P-T) | Charge d'enseignement (Teaching only and P-T) |

Germany

Similar to the French approach to academic titles, the German classification centres around permanent tenured positions and temporary positions for Faculty, teaching only positions and part-time positions. The German classification in its traditional form also forms the basis of the Scandinavian approach to classification of academic rank and title.

| | Faculty | Teaching Only | Part-Time |
|----------------------------|--|---|-----------------------------------|
| Permanent Positions | Universitätsprofessor (Pay grade: W3 or W2), Professor (W3) | Lehrprofessor | |
| | Professor (W2) | Lehrkraft für besondere Aufgaben (LfbA) (tenured) | Honorarprofessor (honorary title) |
| | Professor (W1), Akademischer Oberrat, Akademischer Rat, Wissenschaftlicher Mitarbeiter (tenured) | | |
| | Akademischer Rat auf Zeit, Akademischer Oberrat auf Zeit (AR/OAR a.Z.) | | |
| Temporary Positions | Juniorprofessor (W1 non-tenured) | Lehrkraft für besondere Aufgaben (LfbA) (non-tenured) | Lehrbeauftragter |
| | Wissenschaftlicher Mitarbeiter | | |
| | Wissenschaftliche Hilfskraft | | |

The Netherlands

In the Netherlands academic staff are involved in both teaching and research. While there are ranks within the titles of University Lecturer and University Head Lecturer (1 & 2), in practice there is no distinction made outside of increment in salary.

The Royal Netherlands Academy of Arts and Science sponsors established University professors to act as scientific ambassadors for the University. These positions come with the title *Academiehoogleraar* (Academy Professor). This is an academic title of the highest honor in the Netherlands. There appears to be a movement towards the US system of classification of academic titles which is related to a tenure track. For now there, as in Ireland, fixed term contracts and CIDs have a presence at the level of *Universitair Hoofddocent*, *Universitair Docent* and *Docent*.

| Dutch Title | Academic Titles | Equivalence |
|--|---|--|
| <i>Academiehoogleraar</i> | Academy Professor – <i>high teacher of the academy – this is a scientific ambassador of the University.</i> | |
| <i>Universiteitshoogleraar</i> | University Professor – <i>high teacher of the University</i> Endowed Professor/ Personal Chair | Equivalent to distinguished/ Endowed Professors (US) and Professor (UK). |
| <i>Hoogleraar</i> | High Teacher | Equivalent to Full Professor (UK). |
| <i>Lector</i> | Reader – only use in Applied Science – historically considered a junior full professorship and do not use the title of Professor. | Full Professor (UK). |
| <i>Universitair Hoofddocent</i> | University Head Lecturer | Associate Professor/ Reader (UK & US) |
| <i>Universitair Docent</i> | University Lecturer | Senior Lecturer (<i>Docent 2</i>)/ Lecturer (<i>Docent 1</i>) (UK); Assistant Professor (US) |
| <i>Docent</i> | Lecturer | Tutor/ Instructor (UK) |
| Other Titles | Emeritus Professor - <i>retired Professor</i> | |

Scandinavian: Academic Titles

Finland, Denmark and Sweden

Finland

The traditional German classification of academic titles is the main nomenclature in use in Finland. The number of posts at Professor level are limited with no apparent academic career track to the level of Professor. The vacation of a Professor post prompts the promotional opportunity. Those at Professor level normally head up research centers/ teams and are active in teaching and some in administration. Academic roles can be grouped into research track, teaching track and administration track (equivalent to UK/ Ireland hybrid academic roles which require academic title (personal) sitting in a official administrative University role e.g. President/ Chancellor, Registrar/ Rector, Headship role etc. Roles which have been phased out are those of Teaching Assistants – *Assistentti* (traditionally occupied by doctoral students).

| Finish Title | Equivalence |
|--------------------------|---|
| <i>Professori/</i> | equivalent to Full Professor |
| <i>Yliopistonlehtori</i> | equivalent to Associate Professor (US) and Reader/ Senior Lecturer (UK) Professor - highest non administrative position requiring an extensive research and teaching profile. Can also be used in an honorary capacity for distinguished Heads of research and creative practice professionals distinguished in their field. |
| <i>Apulaisprofessori</i> | equivalent to 'Assistant Professor' or in certain institutions equates to the level of Associate Professor was removed in 1998 and reinstated in 2010. |
| Assistentti | junior level assistants – lecturers, post docs. |
| <i>Dosentti</i> | <i>equivalent to Adjunct Professor (UK) or German Privatdozent – honorary title related to specific teaching duties.</i> |

Denmark

In Denmark the word professor is only used for full professors.

| Danish Title | Equivalence |
|---------------------------------------|---|
| <i>Professor</i> | equivalent to Full Professor |
| <i>Professor Med Saerlige opgaver</i> | Time limited professor post with specific responsibilities of Professor nature – normally 5 years. Equivalent to Ordinary Professorships. |
| <i>Docent</i> | Professor duties minus senior admin duties/ Headship. |
| <i>Lektor</i> | equivalent to Associate Professor |
| <i>Adjunkt</i> | equivalent to Assistant Professor |

Sweden

In Sweden, academic ranks and their corresponding required skills in teaching and research are defined in the University Law and University Ordinance. Only those who held a Chair in an academic unit could use the title of ‘Professor’. Since the 1990’s promotional opportunities opened up a route to the title of professor. While the Chair held the personal title the promotional professor titles were held with the position – so once someone left they did not take the title with them.

The general approach to academic titles is two tracks – teaching and research.

The teaching track includes adjunct instructor (adjunkt), lecturer (lektor), and professor. The research ladder has PhD student (doktorand), PhD (doktor), , assistant professor (forskarassistent) which is equivalent to Lecturer in UK, associate professor (docent) equivalent to Senior Lecturer in the UK, and professor, which is equivalent to Full Professor in the UK.

Australia/ New Zealand: Academic Titles

Australia & New Zealand

Australia

The Australian system of academic rank and title is a banded one which aligns to government academic salary scales. There are five bands in the classification labelled A to E, E representing the highest level of Professor and is considered to represent academic leadership, distinction in the title holders field of expertise with an emphasis on academic research leadership. There has been a noted significant movement in the number of academics within the Professor (Band E) and Associate Professor bandings (Band D) – with a significant increase since the mid 90's. Within the Australian/ new Zealand systems there are also equivalent bandings for research only positions, not within the review remit of this paper.

| Band | Steps in Band | Academic Titles | |
|------------------------|---------------|-----------------------------|---|
| E | 1 Step | Professor | Equivalent to distinguished/ Endowed Professors (US) and Professor (UK). |
| D | 4 Steps | Associate Professor/ Reader | Equivalent to Reader/ Associate Professor (UK). |
| C | 6 Steps | Senior Lecturer | Equivalent to Senior/ Principal Lectruer (UK). |
| B | 6 Steps | Lecturer | First academic tenure rank |
| A | | Associate Lecturer/ Tutor | New academics or those with extensive industry experience with relevance to teaching and research and who do not hold a PhD. Also in this band are Postdoc Fellowships. |
| Honorary Titles | | | |
| | | Adjunct Professor | |
| | | Conjunct Professor | |
| | | Emeritus Professor | |

Movement between all bands is not automatic. Once an academic colleague moves to the sixth step in Band B they need to submit a formal application for promotion.

New Zealand

New Zealand operates an academic titles classification on par with Australia with a noted difference in academic title. There is noted merit bar in operation at the level of Senior Lecturer.

| Academic Title |
|--------------------------------|
| Distinguished Professor |
| Professor |
| Associate Professor |
| Senior Lecturer (Over the Bar) |
| Senior Lecturer |
| Lecturer |

Asia: Academic Titles

Singapore, Hong Kong and China.

Singapore

Singapore operates what can be described as a hybrid US and British system which provides for a number of titles against specific academic tracks of a tenured and non-tenured nature. Faculty titled roles involved teaching and research. Professors and Associate Professors are appointed on either term contracts (1-3 year contracts) or on a tenure basis. Assistant Professors are appointed on term contracts. In addition there are Practice focused role titles – Professor (Practice) and Associate Professor (Practice).

| Track | Academic Titles |
|----------|---|
| Tenured | Professor Associate Professor Assistant Professor |
| Educator | Associate Professor (Educator Track) Senior Lecturer Lecturer Instructor Teaching Assistant |
| Research | Professor (Research) Associate Professor (Research) Senior Research Fellow Research Fellow Research Assistant |
| Practice | Professor (Practice) Associate Professor (Practice) |

Hong Kong

Hong Kong has in recent years moved to the American classification system away from its alignment to the British classification system. Reflective of the US system the titles in use appear to be Professor, Associate Professor, Assistant Professor.

Academic ranks

| Academic Titles |
|---|
| Chair Professor |
| Emeritus Professor |
| Professor |
| Associate Professor |
| Assistant Professor |
| Senior Lecturer |
| Lecturer |
| Assistant Lecturer |
| Research Assistant Professor (Research) |

| |
|---|
| Associate/ Assistant Professor (Research) |
| Professional Consultant/ Teaching Consultant |
| Teaching Assistant/ Instructor/ Tutor/ Demonstrator |

China

In terms of review of title, the Chinese University classification of roles and titles were not very accessible to provide a meaningful interpretation for this review beyond the presence of a senior to junior ranking of academic titles. Although a limited review of Chinese academic titles was possible the basic structure of academic titles was evidently based on seniority with classification from Junior (Assistant Lecturer) rank to Senior rank (Professor).

| | |
|------------------------|---|
| Senior Ranked Academic | Professor (教授) |
| Vice Senior rank | Associate Professor (副教授) |
| Medium rank | Assistant Professor (助理教授) Lecturer (讲师) |
| Junior rank | Assistant Lecturer/Associate Lecturer (助教) |

Note on the Russell Grouping: Academic Titles

The Russell Group's 24 members are world-class, research-intensive universities. They are unique institutions, each with their own history and ethos, but they share some distinguishing characteristics.

RUSSELL

University of Birmingham
University of Bristol
University of Cambridge
Cardiff University
Durham University
University of Edinburgh
University of Exeter
University of Glasgow
Imperial College London
King's College London
University of Leeds
University of Liverpool
London School of Economics
and Political Science
University of Manchester
Newcastle University
University of Nottingham
University of Oxford
Queen Mary University of London
Queen's University Belfast
University of Sheffield
University of Southampton
University College London
University of Warwick
University of York

There has been movement in titles within a number of UK universities, as in the forementioned movement from Reader to Associate Professor and incorporation of the title of senior lecturer to Associate Professor –(e.g. UCL). Within the Russell Group there is also been a noted movement to the American classification system e.g. London School of Economics. The University of Warwick, along with other Russell Group universities, moved in 2006 to commence a process of converting the title 'Lecturer' to 'Assistant Professor' and Senior Lecturers to 'Associate Professors'. Hybrid titles are seen to be emerging within the Russell Group.

Appendix 1 shows academic tracks (Faculty, Research and Teaching) and titles for the University of Bristol.

Appendix 1

Bristol University (part of the Russell Group) Academic Career Pathways.

