

Guidelines for Honorary Clinical Academic Appointments

Honorary Appointment Levels: **Associate Lecturer, Lecturer, Senior Lecturer, Associate Professor and Professor**

General Criteria: Contribution to Macquarie University of at least 30 hours per year in one of the areas of Scholarship and/or a high level of engagement in clinical discipline development/activity at Macquarie University Hospital and/or MQ Health Clinics

	Associate Lecturer	Lecturer	Senior Lecturer	Associate Professor	Professor
Qualifications or Experience	Basic Professional qualifications (e.g., MBBS, MD or equivalent, DPT or Physiotherapy degree; Registered Nursing qualification).	<i>As per Associate Lecturer plus post-graduate qualifications (e.g. College Fellowship, Specialist Certificate or Diploma); or Significant experience as a health or medical practitioner.</i>	As per Lecturer plus Masters degree or PhD, or equivalent research experience or leadership; Substantive appointment or practice is at consultant or senior level.	As per Senior Lecturer. Masters, PhD or equivalent research experience. Higher level of clinical experience or leadership or engagement within the profession or MQ Health.	<i>As per Associate Professor.</i>
The Scholarship of Education Maintaining the continuity of human knowledge by facilitating active learning in students and trainees	Undertaking teaching and supervision of students (e.g. bedside teaching, engagement in clinics, operating theatre)	<i>As per Associate Lecturer plus higher level of engagement (tutorials, mentoring, assessments of students, some contribution to teaching materials or course development).</i>	<i>As per Lecturer plus involvement in course development and/or management (e.g., coordination of a unit of teaching); Student mentoring or supervision; Evidence of teaching quality based on student or peer feedback.</i>	<i>As per Senior Lecturer plus significant commitment to engage in course design, development and/or implementation. Leadership in post-graduation education or training e.g. Doctors-In-Training program.</i>	<i>As per Associate Professor but sustained evidence of leadership & significant contribution to teaching enterprise, particularly at Macquarie University.</i>
The Scholarship of Discovery The pursuit of new knowledge and understanding and imbibing the passion of discovery to others	Willingness and commitment to participation in research.	Demonstrated capacity to conduct research evidenced by peer reviewed publications, or involvement in clinical trials or research.	Significant record of achievement in research evidenced by peer reviewed publications and success in attracting research funding. HDR student co-supervision.	Excellent record of independent research evidenced by peer reviewed publications and/or success in attracting research funding, and/or patents. HOR student supervision.	A distinguished record of research and publications, evidenced by peer reviewed publications, success in attracting research funding, patents and leadership of a major research enterprise. HOR student supervision.

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The Scholarship of Integration Connecting disciplines, giving meaning to original research, connecting discovery with curriculum, changing academic practice	Evidence of cross-disciplinary activities.	Synthesizing or explaining discovery and learning (e.g. review publications, book chapters, guidelines or best practice articles); embedding research into learning or curriculum. Cross-disciplinary activities.	As for Lecturer plus evidence of sustained contribution. Participation in peer education (e.g. presentations at conferences or workshops to share clinical expertise and academic skills)	As for Senior Lecturer plus leadership as an acknowledged expert who readily shares learnings, discoveries and capabilities to peers, students and the community. Invited speaker or presenter at meetings.	As for Associate Professor but evidence of thought leader within area of expertise with evidence and recognition outside MQ Health.
The Scholarship of Application Activities that link universities with society - the translation and application of discovery and learning to practice for societal good	Evidence of patient-focused and research- or learning-informed approach to practice (inter-personal skills, openness to audit, peer feedback).	As per Associate Lecturer but more engaged in academic practice or translation of learning and discovery to practice, profession, community or society.	As per Lecturer but with greater evidence of active application (e.g. active involvement in peer-review/audit, patient safety initiatives). Translation of best practice to personal practice	As per Senior Lecturer but with evidence of leadership (e.g. chair of peer review committee, initiation/coordination of academic events). Role model within clinical discipline. Clinical practice at high level of profession, and/or innovation. Leadership within clinical discipline at MQ Health.	Recognition of major service or achievement by award, citation or other acknowledgement, with active contributions in multiple areas. National leadership recognition in clinical discipline.
Citizenship and Leadership Modelling the University and MQ Health values, meaningful contributions to the University, Profession and Society	Demonstration and modelling of MQ Health values of Caring, Integrity, and Teamwork through everyday behaviour and conduct.	As for Associate Lecturer plus mentoring and development of self and others.	As for Lecturer plus evidence of valuing Innovation and/or contributing to Organisational Ambition and/or Engagement with community, or profession. Mentoring and being mentored.	As for Senior Lecturer plus evidence of leadership and active service to MQ Health; Reflective practice as shown by responsiveness to feedback, an improvement focus in practice or leadership.	As for Associate Professor plus evidence of major leadership role, support and development of staff. Role model in profession, discipline or department.

For appointment at a particular level, applicants should be achieving within the guidelines in at least 2 areas of Scholarship or Qualifications/Experience at that level, plus meeting the guidelines for Citizenship and Leadership' at that level.