

Privately Funded Academic Positions Policy

Section 1 - Purpose

(1) The purpose of this Policy is to outline the process for creating and naming all privately funded academic positions.

Section 2 - Application

(2) This Policy applies to all privately funded academic positions.

Section 3 - Roles and Responsibilities

Position	Responsibility
Vice-Chancellor and President	Approves the naming of all privately funded academic positions. Approves the creation of privately funded academic positions at Level E (professor). Approves process for the recruitment and selection of a sponsored position that is dependent upon the appointment of a nominated person. Determines appointment. Reports to Council as required.
Provost/Senior Deputy Vice-Chancellor	Approves the creation of privately funded academic positions at Levels C-D (senior lecturer and associate professor). Approves process for the recruitment and selection of a sponsored position that is dependent upon the appointment of a nominated person. Determines appointment.

Section 4 - Creation of Positions

(3) The Vice-Chancellor and President approves the naming of all privately funded academic positions and creation of privately funded academic positions at Level E (professor). The Provost/Senior Deputy Vice-Chancellor approves the creation of positions at Levels C-D (senior lecturer and associate professor). These positions are funded by industry, commerce or statutory authorities, and may be named after sponsoring organisations at the discretion of the Vice-Chancellor and President.

(4) Duties and responsibilities of staff in privately funded positions must be consistent with the development and reputation of the University and the relevant school and faculty. The position must be in an area in which the University either has already established, or intends to establish a reputation.

(5) The creation of privately funded academic positions is negotiated through the Advancement Office. There are specific requirements for committing and administering funds for this purpose ([Trusts, Gifts and Privately Funded Positions Policy](#)).

(6) Sponsored appointments are normally advertised and filled in accordance with University policy on recruitment and selection. However, when funding for a sponsored position is dependent upon the appointment of a nominated person, the matter shall be referred to the Vice-Chancellor and President, or where appropriate the Provost/Senior Deputy Vice-Chancellor for approval to proceed. Upon such approval, the appropriate selection panel shall be

constituted to determine whether the nominee meets the selection criteria for appointment and to make a recommendation on appointment to the Vice-Chancellor and President, or where appropriate the Provost/Senior Deputy Vice-Chancellor.

Section 5 - Naming of Positions

(7) The University will consider the naming of a "Chair" position in recognition of an organisation which is a benefactor, when that organisation normally provides 100% of the salary cost of a Level E position, but less may be considered in exceptional circumstances. The position would be known as the < sponsor's name > Chair in < academic/research area >.

(8) The University will consider the naming of other positions in recognition of an organisation which is a benefactor, when that organisation normally provides 100% of the salary cost of a position, but less may be considered in exceptional circumstances. The position would be known as the < sponsor's name > < position title > in < academic/research area >.

(9) The University will consider the naming of an academic or research only position in recognition of an organisation which is a benefactor, when that organisation contributes less than 100% of cost, usually no less than 40%. The position would be known as the < position title > in < academic/research area > sponsored by < sponsor's name >.

Section 6 - Conditions of Employment

(10) An appointee to a sponsored position is employed under such conditions as pertain to the particular mode and level of the appointment.

Section 7 - Reporting

(11) The Vice-Chancellor and President reports to Council as required.

Section 8 - Exceptions to Policy

(12) The Vice-President (People) and Chief People Officer is authorised to approve variations to this Policy in exceptional circumstances. Any such variation will be recorded by Human Resources.

Status and Details

Status	Current
Effective Date	14th March 2023
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Policy Owner	Gillian Bromley Vice-President (People) and Chief People Officer
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