



HONORARY ADJUNCT APPOINTMENT

Information Sheet

Appointment as an Honorary Adjunct will be on the basis of the appointee's recognition among peers in academia, business, professional or cultural communities, or the public sector. These appointments will be made selectively to ensure the continuing high status of these positions and that of the University. Honorary Adjunct appointments can be made at the levels of:

- **Honorary Adjunct Teaching Fellow**
- **Honorary Adjunct Senior Teaching Fellow**
- **Honorary Adjunct Assistant Professor**
- **Honorary Adjunct Associate Professor**
- **Honorary Adjunct Professor**

The criteria for appointment in determining the suitability of individuals will be consistent with [Honorary Adjunct Appointments Policy](#) (HR 2.2.2) and consideration of:

- **Significant advantages accruing to the University;**
- **Recognition amongst peers; and**
- **Recognition of distinction and achievement in academia, industry, profession, business or the community.**

Within the Faculty of Health Sciences and Medicine, Honorary Adjunct titles are determined by the Faculty's Honorary Adjunct Appointment Committee. The Committee may request additional information (e.g. referee or nominators' comments) before confirming an appointment. Applicants should include evidence of existing volunteer contributions to Bond University as part of their submission, which will form a key consideration in the Committee's decision. For Bond staff and students, it is normally expected that a minimum period of 12 months from graduating or leaving the University be observed to allow for the development of meaningful volunteer contributions.

The criteria for each level of appointment are explained in the [Title Criteria](#). The types of evidence that may be accepted as an indication of distinction or academic excellence in one's discipline take into account the varied contexts of clinical or non-clinical practice.

Applicants for appointments at the highest levels (Honorary Adjunct Associate Professor or Honorary Adjunct Professor) consistent with policy will be persons of distinction and achievement and normally will hold simultaneously (or be a retiree from) an appropriate position in academia, industry, business, the professions, government or the community. Applicants for appointment at these higher levels must submit a covering letter addressing how they meet the criteria for appointment at the level sought.

TO APPLY

a) For all levels up to Honorary Adjunct Assistant Professor (see Title Criteria), you will need to provide:

- **A short-written statement outlining the benefits to the Faculty of the appointment (see Section 3.3.1 of the Honorary Adjunct Appointment Policy HRP 1.04).**
- **A current Curriculum Vitae.**
- **A completed Honorary Adjunct Application Form.**

- **A completed Honorary Adjunct Nomination Form – the nomination form must be endorsed by a Bond University academic staff member, Sub-Dean or current Honorary Adjunct at Associate Professor or Professor level.**
- **A Letter of Reference from your referee to comment on your expertise and contributions.**
- **Proof of Australian citizenship – passport page, OR Australian Residency – passport page with passport/visa detail; and**
- **Certificate of currency of Professional Indemnity insurance if based overseas.**

b) For all levels above Honorary Adjunct Assistant Professor (see [Information for Associate Professor or Professor Appointments](#)) in addition to the documents listed above you will need to provide:

- **A covering letter providing evidence for the level sought; and**
- **A Curriculum Vitae aligned to the checklist in the document 'Information for Associate Professor or Professor'.**

All your documentation is compiled for the Honorary Adjunct Appointment Committee to consider your application and as appointments are made selectively to ensure the continuing high status of these positions, finalisation of this process may take several weeks. Upon approval, People and Talent will send you documentation including a Letter of Offer and a Position Description. You are required to sign the relevant documents to initiate your Honorary Adjunct appointment.

If you have any questions regarding the application and appointment process, please reach out to honoraryadjunctHSM@bond.edu.au

DURATION

The duration of the Honorary Adjunct Appointment is up to three (3) years and will cease on the 31st December of the expiring year.

Either party may terminate the appointment prior to the end of the appointment term by giving the other party a minimum of one (1) month's written notice. Bond University can terminate the appointment immediately in the event of misconduct, serious misconduct or a breach of faith with regard to the work of the Honorary Adjunct.

Where the professional registration status of an appointee changes after their appointment to Bond University, it is a requirement that they notify the Executive Dean within 14 days of this occurring. Where the change in registration status is relevant to their academic appointment with Bond University, they will be requested to provide a response regarding the matter. A decision will be made by the Executive Dean as to whether the matter is such that the reputation of the Faculty and University would be adversely impacted upon by their continuing academic appointment. If an issue arises concerning an Appointee, which in the opinion of Bond University, has the potential to adversely impact upon the University's reputation, the appointee will be given an opportunity to explain why their Honorary Adjunct appointment should be retained. A recommendation regarding the status of the academic appointment will be made by the Executive Dean to the Honorary Adjunct Appointments Committee, who will make the final decision. In the event of termination, the appointee is no longer eligible to use the title or to access the benefits associated with the appointment.

If at any time during the term of the Honorary Adjunct appointment an individual is offered and accepts a position as a paid employee of Bond University, the Honorary Adjunct role will cease for the duration of the term of the paid employee position with no extension to end date.

Renewal: On recommendation of the relevant Head of Program, Bond University may invite the appointee to continue their appointment for a further three-year term, taking regard to the level of contribution during the previous period of appointment.

USE OF TITLE

Appointees are eligible to use their academic title in forums and correspondence. In all formal and University communications, the full title is to be used for the address. This includes correspondence which is issued by the

appointee in a professional capacity, any promotional activities related to your academic role with Bond University or when identifying the academic appointee's status in curriculum vitae. Academic staff should not seek to represent any endorsement by Bond University of their professional or personal products or services.

Appointees are not entitled to make any reference to Bond University in advertising, other than where it relates to the location of their academic appointment. Appointees are encouraged to refer any promotional use of their academic title to the Faculty for confirmation that it is consistent with the requirements of this policy. At termination of the appointment the Honorary Adjunct must cease using the title but may refer to themselves as a "former Honorary Adjunct". If Bond University identifies the misuse of an Academic Title by an appointee of Bond University, they will be asked to provide a response as to why it should not be removed. In this way, the integrity of the academic rank which is issued only following careful assessment will be preserved.

TYPES OF ENGAGEMENT

Honorary Adjunct appointments are not remunerated and therefore not eligible for employment entitlements such as superannuation or leave. Similarly, the arrangement is not subject to an industrial agreement or award.

BENEFITS

Appointees may receive one or more of the following benefits:

- The right to use the title Honorary Adjunct for a fixed period;
- A staff card.
- Library access.
- An IT account with access privileges depending on operational needs;
- Building access rights (in cases of demonstrated operational need)/parking permit.
- Sports Centre Membership at staff rates.

An Honorary Adjunct role and the associated benefits with the appointment such as use of title will cease for the duration of the term of another position accepted within the University.

PERFORMANCE EXPECTATIONS

Honorary Adjuncts are expected to make a significant contribution to the Faculty and, where possible, to Bond University's research profile by affiliating with Bond University when publishing.

The range of activities which an appointee may be involved in may include, but are not limited to:

- **Contribution to the design and review of a teaching curriculum within the Faculty;**
- **Delivery of lectures/tutorials in content areas related to the appointee's area of professional expertise and interest;**
- **Teach in accordance with Faculty and University policies and procedures, as amended from time to time;**
- **Involvement with assessment e.g. writing items, standard setting, marking, OSCE examinations;**
- **Participation in Specialty Reference Groups to oversight specific themes of Faculty curriculum;**
- **Participation in professional and community service including contributions to relevant professional societies and to the community;**
- **Participation in the interview selection process of students;**
- **Participation in promotion, marketing and recruitment activities;**
- **Assist in the planning and provision of clinical placement opportunities for students; and**
- **Act as a mentor to students.**
- **Appointees are reminded that this appointment is governed by Bond University's policies and procedures and are required to ensure their conduct is in accordance with the highest ethical standards at all times when engaged in Bond University related business. Contribution would normally be expected to be equivalent to 10 to 20 hours per year.**

INTELLECTUAL PROPERTY (aligned to Policy)

The Appointee acknowledges that the Intellectual Property Policy of the University applies to them, and that they will not, prior to the transfer of any rights to any intellectual property under the applicable University policy, take any action which would in any way abrogate, encumber, restrict or transfer interest in the intellectual property.

CONFIDENTIALITY (aligned to Policy)

The Appointee must agree to the Bond University confidentiality clause in the Agreement. This clause is acknowledged by the signing of the Honorary Adjunct Agreement issued by People and Talent.

RESEARCH

The appointee undertakes to state their affiliation with Bond in the 'author details' in any publications. Bond University identifies appointees who have published since their appointment and seek their written agreement to include the publication in the University's research record for reporting purposes. This may include reporting to external bodies. In the absence of any agreement regarding intellectual property, such reporting does not represent any claim by Bond University in the intellectual property of the subject matter.