

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 research and/or teaching and/or administration and/or high level of engagement in clinical discipline development/activity at Macquarie University Hospital

	Associate Lecturer	Lecturer	Senior Lecturer	Associate Professor	Professor
Qualifications	Basic Professional qualifications (e.g., MBBS or equivalent)	As per Associate Lecturer plus specialist qualifications (e.g. College Fellowship). Substantive appointment/practice is at consultant level.	As per Lecturer. Masters degree or PhD, or equivalent research experience desirable.	As per Senior Lecturer. Masters, PhD or equivalent research experience significant, and/or higher level of development of educational methods.	As per Associate Professor.
Teaching	Teaching and supervision of students (e.g. bedside teaching, engagement in clinics, operating theatre)	As per Associate Lecturer plus higher level of engagement (tutorials, mentoring, assessments of students).	As per Lecturer plus some involvement in course development and/or management (e.g., coordination of a unit of teaching).	As per Senior Lecturer plus involvement in course design, development and implementation. Leadership in post-graduation education or training.	As per Associate Professor but sustained evidence of leadership & significant contribution to teaching enterprise, particularly at Macquarie University.
Research	Participation in research.	Demonstrated capacity to conduct research evidenced by peer reviewed publications, or involvement in clinical trials.	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 success in attracting research funding. HDR student supervision.	A distinguished record of research and publications, evidenced by peer reviewed publications, success in attracting research funding and leadership of a major research enterprise. HDR student supervision.
Clinical Practice and Community Service	Evidence of patient-focused approach to practice (inter-personal skills, openness to audit, peer feedback). Participation in some service role.	As per Associate Lecturer but more engaged (e.g., committee member, peer-review/audit, patient safety initiative).	As per Lecturer but with evidence of leadership (e.g. chair of committee, initiation/coordination of academic events). Role model within clinical discipline.	As per Senior Lecturer but with major contribution in multiple areas. Clinical practice at top level of profession. Leadership within clinical discipline at Macquarie University.	Recognition of major service by award, citation or other acknowledgement, with active contributions in multiple areas. National leadership recognition in clinical discipline.