Appointment as Laureate Professor Policy

Section 1 - Introduction

(1) The title of Laureate Professor is awarded to the University of Newcastle's (University) most distinguished academics in recognition of their outstanding achievements and contribution to their field of scholarship and the University.

Section 2 - Purpose

(2) This policy establishes the principles for awarding the title of Laureate Professor or Distinguished Laureate Professor to eligible and successful academic staff at the University. The policy supports the University's strategic goals through leadership contributions, promotes equity and diversity in academic recognition, and aligns with related academic performance and workforce planning frameworks.

Section 3 - Scope

(3) This policy applies to Level E academic staff of the University. This excludes honorary, sessional, and visiting appointments.

Section 4 - Policy Principles

Award of Title

(4) The award of the title of Laureate Professor or Distinguished Laureate Professor will be made on the basis of merit.

(5) As a general guide, the number of Laureate Professor appointments should not exceed 5% of the total number of Professor Level E academic appointments at the University. Distinguished Laureate Professors are not included in this allocation.

(6) The University may award the title of Laureate Professor to a current professor (Level E academic) of the University. This excludes honorary, sessional, and visiting appointments.

(7) The award of the title of Laureate Professor and Distinguished Laureate Professor will be made by the Vice-Chancellor.

(8) The title of Distinguished Laureate Professor may be awarded following two terms of appointment as a Laureate Professor.

(9) The title of Distinguished Laureate Professor is awarded in recognition of the candidate's exceptional achievements across their entire academic career.

(10) An academic staff member who holds the title of Distinguished Laureate Professor is not eligible to apply for a further term as Laureate Professor during their employment with the University.

This document may be varied, withdrawn or replaced at any time. Printed copies, or part thereof, are regarded as uncontrolled and should not be relied upon as the current version. It is the responsibility of the individual reading this document to always refer to the Policy Library for the latest version.

(11) An academic staff member who holds the title of Laureate Professor or Distinguished Laureate Professor at the time of retirement may be awarded the title Emeritus Laureate Professor or Distinguished Emeritus Laureate Professor at the discretion of Council and in accordance with the Professor Emeritus and other Courtesy Titles Policy.

Term of Title

(12) The term of a Laureate Professor will be for a period of up to a maximum of three (3) years.

(13) The title may be awarded for a further period of up to a maximum of three (3) years via the re-appointment process defined in the Appointment of Laureate Professor Procedure.

(14) The title of Laureate Professor will cease upon completion of the term, or upon the staff members retirement or resignation from the University, whichever comes first.

(15) The title of Distinguished Laureate Professor will cease upon the staff members retirement or resignation from the University.

(16) The award of the titles of Laureate Professor or Distinguished Laureate Professor may be withdrawn at any time by the Vice-Chancellor in the event that the titleholder is found to have breached University Policy or engaged in any conduct which, in the opinion of the University, is likely to bring the University, its affiliates, or any of its related entities into disrepute.

Assessing Applications

(17) Applications for the award of the titles of Laureate Professor or Distinguished Laureate Professor will be assessed against the explicit criteria and their respective weightings in accordance with the Appointment as Laureate Professor Procedure.

(18) Titleholders are expected to consistently exceed the academic performance of their non-Laureate peers within their professorial cohort. This includes achievements in research training; leadership which includes the mentoring and development of staff within their School; and international engagement, particularly through leading major research networks, programs, or initiatives that attract significant research funding and elevate the University's global profile.

(19) Candidates must demonstrate a sustained commitment to advancing the University's mission toward equity and inclusion, including active engagement in initiatives that foster a diverse and inclusive academic environment.

(20) The Award Committee will review the leadership contributions annually.

Remuneration

(21) To ensure transparency and consistency across appointments, the remuneration loading for Laureate Professors will be standardised at a flat rate allowance in addition to their base professorial salary. This approach supports equitable recognition of academic excellence and reinforces the University's commitment to fair and consistent reward practices. The loading will be determined by the Vice-Chancellor, in consultation with the Chief People and Culture Officer and College Pro Vice-Chancellor.

(22) A Distinguished Laureate Professor will receive a professorial salary, and may be eligible for a standardised flat rate allowance. The loading (if applicable) will be determined by the Vice-Chancellor in consultation with the College Pro Vice-Chancellor.

(23) Where applicable, a flat rate allowance provided under this Policy will be treated as superannuable, subject to the governing rules of the relevant superannuation fund.

(24) The flat rate allowance will be reviewed annually by Human Resource Services, in consultation with the Vice-Chancellor and College Pro Vice-Chancellor.

(25) The salary and allowance costs for a Laureate Professor and a Distinguished Laureate Professor will be covered by the relevant College's budget.

Workforce Planning

(26) Triennial Professorial Planning (TPP) and Annual Planning and Performance (APP) discussions at the College and School levels will consider support for potential future Laureate Professor candidates. TPP will support the professorial cohort in identifying under represented cohorts and provide development opportunities and sponsorship to strengthen eligibility for future nomination.

Equity and Diversity

(27) The Award Committee will collaborate with College Pro Vice-Chancellors to identify potential Laureate Professor candidates and develop strategies to support equity, diversity and inclusion within the Laureate Professor cohort.

This document may be varied, withdrawn or replaced at any time. Printed copies, or part thereof, are regarded as uncontrolled and should not be relied upon as the current version. It is the responsibility of the individual reading this document to always refer to the Policy Library for the latest version.

Status and Details

Status	Current
Effective Date	6th November 2025
Review Date	6th November 2028
Approval Authority	Chief People and Culture Officer
Approval Date	3rd November 2025
Expiry Date	Not Applicable
Responsible Executive	Martin Sainsbury Chief People and Culture Officer martin.sainsbury@newcastle.edu.au
Enquiries Contact	Martin Sainsbury Chief People and Culture Officer martin.sainsbury@newcastle.edu.au HR Support 4033 9999

Glossary Terms and Definitions

"University" - The University of Newcastle, a body corporate established under sections 4 and 5 of the University of Newcastle Act 1989.

"Academic staff" - A person employed as an academic staff member or appointed as an academic honorary appointee (including adjunct, clinical conjoint, visiting, honorary and conjoint appointments), but does not include persons who are employed solely as teachers or professional staff.

"Candidate" - With regard to Higher Degree by Research it has the same meaning as student. For all other instances it is a person considered for appointment to a position.

"Level E academic" - Professor.

"Program" - When referring to learning, a program is a sequence of approved learning, usually leading to an Award. For all other uses of this term, the generic definition applies.

"Research" - As defined in the Australian Code for the Responsible Conduct of Research, or any replacing Code or document.

"School" - An organisational unit forming part of a College or Division, responsible for offering a particular course.

"Staff" - Means a person who was at the relevant time employed by the University and includes professional and academic staff of the University, by contract or ongoing, as well as conjoint staff but does not include visitors to the University.

"College" - An organisational unit established within the University by the Council.