

Industry Fellow Policy

Section 1 - Purpose and Objectives

(1) This Policy outlines the conditions of conferral of the title 'Industry Fellow'.

Section 2 - Definitions, Terms, Acronyms

Term	Definition
Authorised Officer	the officer authorised to exercise the relevant Human Resources (HR) power or function in accordance with the Human Resources Sub-delegations Instrument
Head	Head of Organisational Unit

Section 3 - Policy Scope/Coverage

(2) This Policy applies to the conferral of the title 'Industry Fellow'.

Section 4 - Policy Statement

(3) The University of Queensland supports the conferral of the title 'Industry Fellow' on professionals external to UQ as a means of optimising links with industry, government and the professions through their contribution to teaching or co-supervision of postgraduate research projects and theses, based on their expertise in their field and current relevant employment experience.

(4) An Industry Fellow will usually be paid for work performed for the University through a casual or fixed-term appointment, but is not awarded an academic title associated with a classification level, such as Lecturer or Professor.

(5) Normally, persons on whom the title 'Industry Fellow' has been conferred will hold a position in another institution, in government or in the private sector and will bring an applied practice perspective to their University role. Industry Fellows undertake activities for the University such as lectures in specific courses, provision of materials for case studies and co-supervision of postgraduate projects or theses.

Section 5 - Criteria for Conferral of Industry Fellow Title

(6) In determining the suitability of a proposal to confer the title 'Industry Fellow', the following criteria must be addressed:

- The professional, business or community experience and expertise possessed by the person, relevant to the role expected of them in the University; and
- How the conferral will be of advantage to the University in fulfilling its commitments to teaching and

engagement with the community.

(7) The suitability of a proposal for conferral of 'Industry Fellow' title is not measured against an academic standard, but by the contributions that can be made through an applied practice perspective.

Section 6 - Conditions of Conferral of Industry Fellow Title

Period of Conferral

(8) The duration of the conferral may be for up to two years.

(9) There is no limit on the number of titles that can be conferred under this Policy, nor is there any limit on the number of times the title of 'Industry Fellow' can be conferred on a person.

Standing

(10) All Industry Fellows will enjoy, for University purposes, the recognition of their contribution inherent in the title of Industry Fellow.

Withdrawal of Title

(11) An 'Industry Fellow' title may be withdrawn at any time if the Authorised Officer considers that continuation is not in the best interests of the University. The Industry Fellow will be informed of the withdrawal of the title in writing. There is no appeal process to the decision of the Authorised Officer.

General Conditions

(12) An Industry Fellow will contribute to the work of the organisational unit in such ways as are agreed with the relevant Executive Dean or Institute Director, in consultation with the relevant Head of Organisational Unit. Such contributions must be in accordance with the University's [protocols, policies and procedures](#) (particularly those pertaining to ethical conduct in the workplace, workplace health and safety, and intellectual property).

(13) Benefits to which Industry Fellows are entitled include:

- a. Use of facilities and resources of the unit as appropriate by arrangement with the Head of Organisational Unit;
- b. Appointment to Higher Degree by Research student supervisory or advisory roles, subject to normal approval processes;
- c. Use of the University Libraries; and
- d. Access to teaching support and resources as negotiated with the Head of Organisational Unit.

(14) It is expected that Industry Fellows will list UQ as an affiliation in the by-lines of publication (where relevant) besides their primary affiliation.

(15) An Industry Fellow is not eligible for membership of the Academic Board. Eligibility for membership of other University committees or boards will be considered by the relevant Head of Organisational Unit or Executive Dean or Institute Director as appropriate.

(16) Industry Fellows who do not hold a paid appointment with the University are protected as volunteers for liability arising whilst undertaking activities for or on behalf of the University or an affiliate. They will be covered under the University's Liability Protections including General and Products Liability, Professional Liability, Malpractice and

General Clinical Trials.

(17) An Industry Fellow who receives no remuneration from the University is not covered by the University's worker's compensation insurance and has limited personal accident insurance.

Status and Details

Status	Current
Effective Date	23rd August 2012
Review Date	23rd August 2015
Approval Authority	Vice-Chancellor and President
Approval Date	23rd August 2012
Expiry Date	Not Applicable
Policy Owner	Phil Vaughan Chief Human Resources Officer
Enquiries Contact	Human Resources Division