

Melbourne Enterprise Professors and Fellows: Guidelines

1. Background

- 1.1. In 2015, the University introduced the following appointment titles to facilitate and recognise the appointment of industry leaders and experts at the University:
 - Melbourne Enterprise Professor (Level E);
 - Honorary Melbourne Enterprise Professor (Level E);
 - Melbourne Enterprise Fellow (Levels C or D); and
 - Honorary Melbourne Enterprise Fellow (Levels C or D).
- 1.2. Enterprise appointments can be full-time, part-time, continuing, fixed-term and honorary, within any applicable work focus category.
- 1.3. Alongside and distinct from traditional academic appointments, Enterprise appointment titles are a mechanism to enable the University to recruit industry leaders and experts who can enrich and offer valuable contributions to the University's teaching, research and engagement activities through their industry knowledge, expertise and practice. (The term 'industry' is employed here liberally to include a wide range of 'research end-users': industry; business; professions; communities; and government.)
- 1.4. Enterprise appointments are highly selective to ensure appointees bring distinctive knowledge and skills that would be otherwise unavailable to the institution. Professorial-level Enterprise appointments are highly distinguished positions.
- 1.5. Enterprise appointment titles are not mechanisms for promotion for existing University appointees, but are designed to facilitate the recruitment of new experts to the University. Only in exceptional circumstances will individuals with existing appointments with the University be considered for appointment to one of these categories.
- 1.6. The effectiveness of Enterprise appointments depends on the design of distinct roles and bespoke position descriptions, drawing on the specialist expertise of individuals and articulating the distinctive nature of their contributions.

2. Criteria for appointment

- 2.1. In order to be appointed to the position of 'Melbourne Enterprise Professor' or 'Honorary Melbourne Enterprise Professor', individuals must:
 - Have an eminent and sustained record of peak level leadership, entrepreneurship and influence;
 - Be widely recognised for their outstanding achievements in industry, business, professions and/or government; and
 - Demonstrate specialist expertise and a highly developed industry/business knowledge base that matches in breadth and depth what is expected of all professors of the University.
- 2.2. In order to be appointed to the position of 'Melbourne Enterprise Fellow' or 'Honorary Melbourne Enterprise Fellow' (Levels C or D), individuals need to:
 - Demonstrate similar qualities to those of Enterprise Professors, but would typically not be as advanced in their careers, and would not therefore demonstrate the same extent of specialist knowledge, eminence and recognition within their fields. Nonetheless, these individuals must have distinctive knowledge and skills that will demonstrably enhance teaching, research and engagement at the University.

3. Process for appointment

- 3.1. Applications for Enterprise appointments follow normal academic appointment selection and approval processes through Faculty Appointments and Promotions Committees (FAPCs) (Levels C and D) and the University Appointments and Promotions Committee (UAPC) (Level E), in accordance with the [University's Human Resources Delegations](#) and [Academic Appointment, Performance and Promotion Policy](#).
- 3.2. Standard appointment application requirements apply and applications should include a:
 - Written case for appointment (by the Head of Department to FAPC and from the Dean to UAPC), argued against the criteria above and describing the proposed role and contribution to be made by the individual;
 - Bespoke position description for salaried appointments; and
 - Curriculum vitae.
- 3.3. High-profile prospective appointees at the level of Melbourne Enterprise Professor (Level E) or Honorary Melbourne Enterprise Professor (Level E) will not normally require external referees reports, unless specifically sought by UAPC. However, UAPC will expect Deans and other proposers of salaried appointments to provide adequate evidence of the standing and character of the proposed appointees. Similarly, for Honorary appointments, proposers are expected to make the case that there are either no reputational risks or that such risks are declared and manageable.
- 3.4. For appointment as Melbourne Enterprise Fellow (Levels C or D) or Honorary Melbourne Enterprise Fellow (Levels C or D), referee reports would normally be provided other than in exceptional circumstances, where a Head of Department makes a case to a Dean for considering an application without referees for a high-profile appointee.

4. More information

- 4.1. Recruitment processes may benefit in some cases from the support of the Offices of the Vice-Chancellor and/or Provost.
- 4.2. Roles and position descriptions should be developed, where possible, to utilise the expertise of individuals for whole-of-University benefit.
- 4.3. The University will promote and publicise the appointees and recognise their contributions.
- 4.4. Chancellery will coordinate an annual University-wide assembly of Melbourne Enterprise Professors and Fellows.
- 4.5. Host faculties should ensure that these specialist appointees have appropriate academic and collegial support and recognition.

5. Contacts

- 5.1. [Local HR representatives](#)
- 5.2. [Secretary, University Appointments and Promotions Committee](#)
- 5.3. [Chancellery \(Academic & International\)](#)