

Academic Titles

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Academic titles are changing for researchers

- Grace [proposed](#) filling in “missing” grades; updates to titles at senior levels
 - An annual contribution reward scheme (no longer termly)
 - [An amendment](#) proposed retaining termly reward scheme review
 - [Regent House ballot](#) 904 (original), 340 (amendment) to 399 against
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- [As now](#), Faculty Board will oversee promotion up to and including Grade 9
 - Revised ACP-R process for Grades 10, 11 and 12

Academic titles

Grade	Researchers (now)	Researchers (Oct 2025)	R&T UTOs
5	Research Assistant	Research Assistant	
6		Senior Research Assistant	
7	Research Associate	Research Associate	
8		Senior Research Associate	
9	Senior Research Associate	Assistant Research Professor	Assistant Professor
10		Associate Research Professor	Associate Professor
11	Principal Research Associate	Research Professor	Professor
12	Director of Research	Research Professor	Professor

Questions and discussion points

- NB: Promotion is more flexible than the contribution reward scheme
- How will we manage promotion to lower grades (G5-G9)?
- How do we ensure transparency and fairness, while minimizing burden?
- How do we cost grants to take this into account?