## Standard university further particulars for the conferment of the title of Associate Professor

1. The conferment of the title is subject to the relevant provisions of the Statutes and Regulations of the University in force from time to time, as published from time to time in the University Gazette.
2. The title of associate professor may be conferred upon the holder of the college fellowship; the full stipend associated with such a post will be met by the college. The title may at a later date (though with no commitment to do so) be converted into a stipendiary university post.
3. It is a condition of holding the title of associate professor that the individual continues to hold the college teaching posts(s) in association with which the conferment of the title is advertised. In the event of the termination of the college teaching post(s), for whatever reason, the individual will automatically cease to hold the title on the same date as the college teaching post(s) end(s).
4. The conferment of the title will be for a period of five years in the first instance.
5. No university stipend is payable to the holder of the title of associate professor. If during any period in which the title is held the University is able to fund a stipendiary post in conjunction with the college teaching post(s), the holder of the title will then be appointed to that post forthwith and will be required to assume the full duties of an associate professor at that point (the current standard further particulars for stipendiary associate professorships are appended).
6. The duties of the holder of the title of associate professor are to engage in advanced study or research. It is hoped that holders of the title will undertake some lecturing if asked to do so by the [faculty board/department]. In the first three years of holding the title there will be no requirement to take part in university examining or the supervision of graduate students, but an obligation to do so will exist thereafter.
7. *Arrangements for periods of office where the title of associate professor is conferred on a college fellow*

(1) At the end of the first five-year period of holding the title it will be reconferred subject to a satisfactory review of the work undertaken, *for as long as the underlying college appointment lasts*, or for five years (if this is a shorter period) if no evidence of lecturing competence is available at the time of the review, and subject to the retirement provisions in the attached document.

(2) If a stipendiary appointment becomes available after an individual has held the title for less than five years, the initial period of office for the stipendiary appointment will be five years less the period for which the title has been held. There will then be a review at the end of the initial period of office, as in (1) above: if this is satisfactory the university appointment will be renewed until retirement if evidence of lecturing competence is available, on condition that the appointment will end if the college teaching post is terminated.

(3) If a stipendiary appointment becomes available after an individual has held the title for more than five years, the stipendiary appointment will be conferred without an initial period of office if lecturing competence has been shown during the first five-year period. If it has not, then there will be an initial period of office of five years in the stipendiary post.

1. The conferment of the title will be subject to the satisfactory completion of a medical questionnaire.
2. Subject to HMRC regulations and the availability of funding, a relocation allowance may be available.
3. The policy and practice of the University of Oxford require that all staff are offered equal opportunities within employment. Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
4. Attached for information are the standard university further particulars for associate professorships. The provisions concerning remuneration for examining, graduate supervision and administration, relocation expenses and family support apply also for titular associate professors.