

# QUICK GUIDE TO ACADEMIC STAFF ROLES

## PROFESSOR

A professor is someone who has been promoted to the highest academic grade – usually on the basis of their achievements in research and/or teaching. A Professorship position can often be called a 'Chair'.

A Professor can use this title professionally and socially (for example, Professor [surname]).

## READER

This grade is given to senior academics. The role does not have a title although staff with a doctorate degree will be addressed as Dr [surname]. Some staff do not apply to be Readers and wait for promotion to Professor directly.

## ASSOCIATE PROFESSOR

This grade is given to academics who have passed probation (probation is usually five years). The role does not have a title although staff with a doctorate degree will be addressed as Dr [surname].

## ASSISTANT PROFESSOR

This is an entry level permanent academic position. There is often an extended probation period of five years. Staff who are teaching focused may also be called Senior Teaching Fellows. The role does not have a title although staff with a doctorate degree will be addressed as Dr [surname].

## TEACHING OR RESEARCH FELLOW

This is a junior academic role that is often the first stage in an academic career. The role does not have a title although staff with a doctorate degree will be addressed as Dr [surname].

## POSTDOCTORAL RESEARCH ASSISTANTSHIP/FELLOWSHIP

Once someone has successfully obtained a doctorate degree (such as a PhD) they may spend some time working on research projects and/or teaching as 'post-docs' whilst waiting for an academic role.

Post-docs will be addressed as Dr [surname].

Find out more about getting titles, pronouns and names right at [warwick.ac.uk/saymyname](https://warwick.ac.uk/saymyname)

