



Becoming an honorary title holder  
at Brighton and Sussex Medical School

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## 1 What is an honorary title?

At Brighton and Sussex Medical School (BSMS), we value the significant contribution made by our colleagues from other institutions and organisations to the teaching and research activities of the medical school. In recognition of ongoing commitment to these activities, we may recommend a colleague to the University of Brighton and the University of Sussex for an honorary academic title. The University of Sussex is the awarding institution.

## 2 Benefits of being an honorary title holder

An honorary position at BSMS brings benefits that include:

- permission from BSMS to use the title awarded in appropriate circumstances
- access to BSMS premises and facilities as agreed
- a BSMS login and access to academic computing and library services, including access to all electronic resources (e-journals, databases, e-books)
- general access to the University of Sussex campus and sports facilities
- scope to apply for research grants or funding through official University of Sussex processes as part of an existing team within BSMS (but not as the Principal Investigator).



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### 3 Opportunities to get involved

Honorary title holders can contribute to the life of BSMS in a range of ways, depending on their experience, areas of expertise and interests. Your involvement will help enhance the development of BSMS students and strengthen our research.

#### 3a Undergraduate activities

There are opportunities to get involved at all stages of the undergraduate journey. You could help with our admissions process in January and February, by being on a panel for multiple mini interviews. Guest lecturers are welcome at BrightMed, our widening participation programme for secondary students, and at our clinical student societies.

You could teach integrated practical skills or on one of our student-selected components. There is also the possibility to get involved with mock OSCEs, writing exams, examining both written and practical work and marking exams.

#### 3b Postgraduate activities

You could help with the teaching on diverse Masters levels modules and continuing professional development (CPD) courses, supervise dissertations, or provide mentorship and advice for staff teaching these courses.

#### 3c Research collaboration and development

There is also the opportunity to get involved in collaborating with BSMS researchers on projects in our key research areas, or supervising a student's individual research project

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## 4 Types of honorary academic titles

### 4a Visiting titles

Visiting titles are awarded in recognition of the occasional contribution of colleagues to teaching and/or research in a visiting capacity where they:

- work for another medical school or higher educational institution, a research establishment or similar organisation
- are based at BSMS for a time-limited period
- collaborate with BSMS in some area of academic activity
- are not in receipt of a salary or fee from BSMS or either partner university.

The award will be given at a level equivalent to the applicant's current academic post held with their employing institution.

### 4b Honorary titles

BSMS may recommend a person for award of an honorary title where they are making an ongoing contribution to the academic life of BSMS, but are not employed by BSMS, the University of Brighton or the University of Sussex, and are not in direct receipt of a salary or fee from these bodies.<sup>1</sup>



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<sup>1</sup> In the case of those working in primary care, staff are eligible for an honorary title if it is the general practice and not the individual who is in receipt of payment for teaching BSMS students.

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## 5 Levels of titles

### 5a Honorary (Clinical) Professor

The title of Honorary Professor is granted where a person makes a significant contribution to teaching and/or research with evidence of an international impact.

All applications for honorary professorships are subject to external academic review by colleagues who are distinguished in their own field and understand the academic and professional field of the applicant. Each case will be considered individually, but typically, applicants should demonstrate at least three of the following criteria:

- A sustained and significant contribution to the teaching of undergraduate and/or postgraduate medicine, in particular making a significant contribution to course design/development, and taking a leadership role in a significant component of an undergraduate or postgraduate programme.
- Pedagogic development resulting in a significant innovation and/or research publications and/or grant income in relation to research in medical education.
- Successful supervision (lead or co-supervision) of postgraduate students leading to the award of a higher degree in medical sciences (MD or PhD).
- Research in any aspect of medicine leading to a sustained and substantial portfolio of publications in peer-reviewed international journals in the field, and/or the award of peer-reviewed grants in the field.
- Other scholarly activity and/or evidence of high standing in the field including, for example, publications of books, book chapters, editorial work, membership of national or international academic bodies or government committees.



### **Professor David Howlett**

Honorary Clinical Professor, BSMS,  
and Consultant Radiologist East Sussex  
Healthcare NHS Trust

I've been involved with BSMS in a range of roles, first, as the regional Eastbourne Subdean between 2005 and 2013. I also had the opportunity to help create the Year 5 clinical and professional studies online module, for which we developed 650 clinical cases with over 3,500 questions that covered all Year 5 specialties.

This highly important, hugely popular and effective teaching innovation has now been rolled out as an online platform and bespoke app, CAPSULE. Student utilisation has been excellent with over 35,000 cases completed in the first academic year, and student feedback is highly positive. BSMS is now looking to share this resource with other partners and interested medical schools.

I learned about honorary titles at BSMS while I was Subdean, and was supported in my applications for the positions of Honorary Senior Lecturer then Honorary Reader. I'm very grateful for the support and guidance BSMS gave me in my transition to Honorary Clinical Professor in 2014.

As a radiologist in a district general hospital (DGH), BSMS has provided me with tremendous opportunities to enhance my professional role and become involved in undergraduate education and research.

Teaching is rewarding – we are fortunate in having a relatively new and innovative medical school on our doorstep and I would strongly encourage colleagues in other regional centres and DGHs to consider how they can become further involved within BSMS.

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## **5b Honorary (Clinical) Reader**

The title of Honorary Reader is granted where a person makes a significant contribution to teaching and/or research.

Cases will be considered individually, but typically applicants should demonstrate at least three of the following elements:

- A sustained and significant contribution to the teaching of undergraduate and/or postgraduate medicine, in particular making a significant contribution to course design/development, and taking a leadership role in a significant component of an undergraduate or postgraduate programme.
- Pedagogic development resulting in a significant innovation and/or research publications and/or grant income in relation to research in medical education.
- Successful co-supervision of at least one postgraduate student leading to the award of a higher degree in medicine (MD or PhD), or successful supervision of Masters dissertations.
- Research in any aspect of medicine leading to a sustained portfolio of publications in peer-reviewed national journals in the field, and/or the award of peer-reviewed grants in the field.
- Other scholarly activity and/or evidence of high standing in the field including, for example, publications of books, book chapters, editorial work, membership of national or international academic bodies or government committees.





### **Sabina Dizdarevic**

Honorary Clinical Reader, BSMS, and Principal Lead Consultant in Imaging and Nuclear Medicine, Brighton and Sussex University Hospitals NHS Trust

I have been an Honorary Clinical Reader at BSMS for the past two years, following 11 years as an Honorary Senior Lecturer. I have always been passionate about research and teaching, and it was natural for me to combine my clinical work with academia.

I am involved in a range of activities at the medical school, such as BSMS PET-CT Clinical Lead at the Clinical Imaging Sciences Centre (CISC), Chair of the CISC Clinical Executive Group and a member of CISC Management Group.

I have helped with undergraduate curriculum planning by preparing case studies and Imaging practicum for the phase 3 Imaging curriculum, and I supervise students in their fourth year individual research project.

I have taught on a number of postgraduate courses. I regularly give lectures on multimodality molecular functional imaging and nuclear medicine theranostics for the MSc in Dementia Studies and Oncological Imaging.

I have also been an Academic, Educational and Clinical supervisor for 16 BSMS Academic F2 trainees, who have gone on to win some very distinguished national and international awards.

I really enjoy the research environment and collaboration with senior academic colleagues at BSMS. Interactions with medical students, clinical academic research trainees and fellows and postgraduate students, who are full of enthusiasm and eager to learn, achieve excellence and develop their knowledge, skills and career, certainly brings me immense work satisfaction.

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### **5c Honorary (Clinical) Senior Lecturer**

Honorary Clinical Senior Lectureships are offered to colleagues who make a significant contribution to BSMS educational and/or research activities. This should be equivalent to not less than 1 PA and recognised in their job plan.

This title is typically given to clinicians of Consultant status or Principals in General Practice (on GP performers list for a minimum of five years), or others of comparable experience.

Educational activities considered will typically include:

- Regular lectures and seminars (didactic teaching).
- Involvement in academic activities in addition to the delivery of teaching, for example, contribution to the BSMS admissions process, discipline leadership, committee membership.
- Examining for the BM BS.

Research activities considered will typically include:

- A track record of research success and ongoing commitment to research within BSMS strategic aims.
- Principal investigator status.
- Higher degree supervision.

### **5d Honorary (Clinical) Lecturer**

This title is given to colleagues who are required to give regular seminars, lectures or dedicated teaching sessions and to act as an examiner for the BM BS. Their contribution should be regular (at least 20 hours per annum) and recognised in their NHS job plan. An Honorary Clinical Lecturer title might be appropriate for new Consultants, Specialist Registrars and Specialist Trainees, along with those on training fellowships undertaking research for a research doctorate.

### **5e Honorary (Clinical) Teaching Fellow**

This title may be offered in recognition of a person's contribution to teaching within BSMS, for example, participating in revision sessions with, or mentoring undergraduate students, teaching during student clinical rotations and assisting with admissions interviewing.

## 5f Honorary Research Fellow

This title is normally awarded to those in a postdoctoral appointment in recognition of a significant contribution to research within BSMS, for example, supervision of graduate students, or a major contribution to research in collaboration with BSMS staff.



### Mark Ware

Honorary Research Fellow, BSMS,  
and audio-visual artist, supported by  
Arts Council England

I've been an Honorary Research Fellow at BSMS for the past four years. I work collaboratively with members of the BSMS Department of Neuroscience and the Sackler Centre of Consciousness Science on experimental and arts-science, exploring the interface between aesthetics, perception and brain, relevant to the arts, consciousness science and neurological function and dysfunction.

The way I think about and produce art has been profoundly affected by my collaborations with the neuroscience team. We have managed to develop a working relationship that places a great emphasis on cross-disciplinary ways of thinking that have begun to deliver some extremely exciting results. I genuinely feel honoured to have been offered this opportunity.



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## 6 What we expect from you

BSMS expects an honorary title holder to:

- maintain a standing in their field at the level expected for the particular title awarded
- be subject to BSMS/University of Sussex codes of procedures governing the conduct of staff and visitors
- provide explicit acknowledgement of their affiliation with BSMS in publications, presentations and other activities in the public domain, where appropriate.

## 7 Terms of appointment

- Honorary appointments are awarded only where a person is not employed by either the University of Brighton or the University of Sussex.
- An honorary title does not create or imply the creation of a contract of employment between either or both of the universities and the individual, or imply the likelihood of future employment on an equivalent substantial or any other grade. An individual who is awarded an honorary title does not thereby become an employee of either or both of the universities, nor will Statute 7 (University of Sussex) apply. No fee or honoraria is payable.
- Honorary titles should not be confused with ‘honorary academic contracts’ for staff holding substantive NHS contracts whose academic duties are explicitly incorporated in their job plan.
- Appointments are normally awarded for five years or for as long as the appointee continues to hold their substantive employment, whichever is the shorter. Should the contribution to BSMS be only for a specific period, the duration of the honorary title will reflect this.
- BSMS does not normally award honorary titles for unpaid contributions not directly related to teaching and/or research.

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## 8 The application process

If you would like to apply for a visiting or honorary title, please complete the application form, which can be found at **[bsms.ac.uk/honorary-title](https://bsms.ac.uk/honorary-title)**. All sections must be completed including:

- being signed by the applicant's Medical Director or employer (where appropriate)
- a reference by a senior member of the BSMS academic faculty.

Please return the form along with your full CV and, for clinician applications, the most recent version of your job plan to **[BSMSHonoraryTitles@bsms.ac.uk](mailto:BSMSHonoraryTitles@bsms.ac.uk)**



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## 9 After being granted an award

### 9a Annual report

At the end of each academic year BSMS will write to ask you for an annual report on your academic activities, such as participation in research grants, contributions to teaching at BSMS, publications, assisting with examinations etc. The report will include a statement from your original BSMS academic referee commenting on your activities during the year.

### 9b Renewals

Three months before the end of the current term of tenure, BSMS will get in touch to find out if you would like your title to continue, and will send you the relevant documentation for completion. This, along with your annual reports, will form the basis of the renewal application.

### 9c Applying for a higher award

At any time, existing honorary title holders may apply for promotion to a more senior award, providing they comply with the criteria for the level of title for which they wish to apply. The title holder will need to follow the application process set out in section 8.

## 10 The withdrawal of appointments

Honorary appointments will be withdrawn when:

- the period for which the title is granted expires and is not renewed
- the relationship between the title holder and BSMS ends
- specific requirements on the basis of which the title is awarded cease to be met
- the title holder resigns or retires from the substantive post to which the title is related
- the honorary title holder accepts a contract of employment with either the University of Brighton or the University of Sussex.

The Dean of BSMS, in conjunction with the Vice-Chancellors of the Universities of Brighton and Sussex, retains the right to terminate or suspend an honorary or visiting title at any time should particular circumstances dictate this.

## Contacts

For general enquiries about honorary titles, please contact  
**BSMSHonoraryTitles@bsms.ac.uk**

To discuss potential opportunities to work with BSMS as an honorary title holder, please get in touch with the relevant department below.

BSMS Departments and Departmental Heads	Contact details	Applicants' main field of work at BSMS
Department of Clinical and Experimental Medicine:  <b>Professor Somnath Mukhopadhyay &amp; Professor Andrea Pepper</b>	Departmental Assistant (DA): Olivia Cottington <b>MedicineAnatomyDA@bsms.ac.uk</b>	Research and/or undergraduate teaching in medical and surgical specialties and biomedical ethics
Head of Department of Medical Education:  <b>Professor Gordon Ferns</b>	DA: Sue Brown <b>DME@bsms.ac.uk</b>	<b>Postgraduate or undergraduate taught programmes or research within medical education</b>
Head of the Department of Global Health and Infection:  <b>Professor Gail Davey &amp; Professor Simon Waddell</b>	DA: Debbie Miller <b>D.Miller@bsms.ac.uk</b>	Research and/or undergraduate teaching in global health or infection
Head of the Department of Neuroscience:  <b>Professor Andrew Dille</b>	DA: Juliet Kneller <b>J.Kneller@bsms.ac.uk</b>	Research and/or undergraduate teaching in psychiatry, neuroscience or dementia
Head of the Department of Primary Care and Public Health:  <b>Professor Carrie Llewellyn</b>	DA : Sonia Khan <b>PrimaryCareDA@bsms.ac.uk</b>	Research and/or undergraduate teaching in primary care and public health

