

ACADEMIC TRACK

A) Teaching Research Faculty (TRF)

The requirements for each TRF rank are listed below. Guidelines of the elements included under Research and Publications, Scholarly Work, Teaching, and Service and Contributions are provided in Section 6.4.7

(a) Lecturer (time in the rank of Lecturer before promotion is 3 years)

An appointee to the rank of Lecturer must hold a Doctorate. There must be potential for high level of teaching, for publications from his/her Doctoral research and for a successful academic career.

Minimum requirements:

- A Doctorate
- Potential for high level teaching and scholarly work

(b) Assistant Professor (time in the rank of Assistant Professor before promotion is 4 years)

The appointee should have qualities suggesting a high level of teaching ability in the relevant academic field and should demonstrate quality research and scholarly work.

Minimum requirements:

- A Doctorate
- At least three years of autonomous higher education teaching experience and/or research after the award of his/her doctorate
- Evidence of high-level teaching and scholarly work
- Original publications in international refereed journals, books and conference proceedings

(c) Associate Professor (time in the rank of Associate Professor before promotion is 4 years)

In addition to having the requirements for the Assistant Professor rank, the appointee should have a high level of competence in teaching and advising in the relevant academic field, should have demonstrated significant research and scholarly work leading ideally to international recognition in his/her field and show promise of continued productivity, and competence to direct and promote research. In addition, the appointee should have served the profession or the community in some useful way.

Minimum requirements:

- A Doctorate
- At least seven years of autonomous higher education teaching experience and research after the award of his/her doctorate

- Evidence of high-level teaching and scholarly work
- Continued research productivity with original publications in international refereed journals, books and conference proceedings
- Evidence of instructing and/or promoting research through projects or supervision of research staff or graduate students
- Professional service with contributions to the promotion of teaching and administrative work of the University as well as service to the profession and the community

(d) Professor

In addition to having the requirements for the Associate Professor rank, the appointee should have established international reputation for research, scholarly work and a high level of teaching. There must also be evidence of continuing relevant and effective professional service.

Minimum requirements:

- A Doctorate
- At least eleven years of autonomous higher education teaching experience and significant research after the award of his/her doctorate
- Evidence of high-level teaching and scholarly work
- Continued research productivity with original publications in international refereed journals, books and conference proceedings
- Evidence of instructing and/or promoting research through projects or supervision of research staff or graduate students
- Professional service with contributions to the promotion of teaching and administrative work of the University as well as service to the profession and the community

B) Special Teaching Faculty (STF)

The requirements for each STF rank are listed below:

(a) Assistant Lecturer (time in the rank of Assistant Lecturer before promotion is 7 years)

An appointee to the rank of Assistant Lecturer must hold a bachelor's degree or a relevant professional qualification plus experience in the field of specialization.

(b) Associate Lecturer

An appointee to the rank of Associate Lecturer ordinarily must hold either a master's degree or a bachelor's degree (or post-graduate diploma) plus ten years of relevant full-time teaching in accredited institutions of tertiary education or relevant industry experience.