

FACULTY PROMOTION POLICY

Title: Faculty Promotion Policy

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1. Acronyms

GU	Gulf University
HEC	Higher Education Council
HOD	Head of Academic Department
VP ACADEMIC	Vice President for Academic Affairs

2. Definitions

Full Time Faculty: An academic staff member at GU that holds an academic position with a full-time term contract.

Academic Promotion: The advancement from one academic rank to a higher one based on specific criteria and conditions.

Academic Ranks: The different levels that a faculty member can hold, such as Lecturer, Assistant Professor, Associate Professor, and Professor.

Scientific Research: The research activities conducted by a faculty member to disseminate knowledge and develop their academic field.

Scientific Publication: The process of publishing research and studies in peer-reviewed scientific journals and recognized scientific conferences.

Peer-Reviewed Journals: Scientific journals that rely on peer review before publishing research to ensure quality and credibility.

Scientific Conferences: Academic meetings held to discuss research and new developments in specific fields.

Teaching: The educational activities performed by a faculty member, including preparing and delivering lectures, supervising students, and grading exams.

University Service: Definition: Participation in university committees and contribution to academic and administrative activities.

Community Services: Activities performed by faculty members aimed at contributing to the development of the local community and addressing its problems through the use of academic knowledge and practical expertise.

Evaluation: The process of assessing a faculty member's performance based on specific criteria, including research, teaching, and service.

Reviewer: A specialist who reviews and evaluates the scientific research submitted for academic promotion to ensure its quality and suitability for promotion.

Published Research: Scientific research that has been accepted and published in a peer-reviewed journal or in the proceedings of a recognized scientific conference.

Accepted Research for Publication: Scientific research that has been accepted for publication in a peer-reviewed journal or conference proceedings, but has not yet been published.

3. Purpose

The purpose of this document is to describe faculty promotion policy at Gulf University. It details principles to accomplish fair and systematic faculty promotion at the University.

4. Scope

The document applies to academic staff members at Gulf University.

5. Policy Statement

Gulf University views promotion of faculty members as recognition of their continued and distinguished performance and accomplishments in scholarly activities (i.e., scholarly research, and creative work), teaching, and service areas (administrative service to the University, professional service to their disciplines, and the provision of professional expertise with local and international recognition.

6. Policy Principles

Faculty promotion at Gulf University is based on the following principles:

- 6.1** Gulf University encourages faculty to apply for promotion.
- 6.2** The university is committed to fairness and transparency in the promotion process.
- 6.3** Gulf University provides equal opportunities to all eligible faculty applying for promotion.
- 6.4** Gulf University commits to ethics, ensuring that promotion applications are evaluated based on the profile and achievements, and not on other factors.
- 6.5** Gulf University promotes diversity and interdisciplinarity which fosters collaboration and innovation across different fields and disciplines.
- 6.6** Gulf University considers international exposure and experience of the faculty applying for promotion.
- 6.7** The academic credentials and university experience, where normal minimums of credentials and time-in-rank are necessary for promotion.
- 6.8** The quality of academic performance and services are taken into consideration.
- 6.9** Gulf University commits to promote academic rank of the faculty. However, the financial allowance to the rank position in the university will be provided as per the vacancy.

7. Policy Details:

At Gulf University, the promotion criteria for academic ranks are as follows:

- 7.1** Any faculty is allowed to apply for an academic promotion after serving the university for at least 2 years.
- 7.2** Promotion from Lecturer to Assistant Professor requires attaining a Ph.D. Degree in addition to at least 1 published research.
- 7.3** Promotion from Assistant Professor to Associate Professor requires:
 - 7.3.1** Minimum of 5 years of service within the rank of assistant professor
 - 7.3.2** At least 5 publications in which at least 4 publications are in peer referred journals (Details in Promotion Procedures).

- 7.3.3 Evaluation of the application by 3 external reviewers with academic rank Associate and Full professor
- 7.4 Promotion from Associate Professor to Professor requires:**
- 7.4.1 Minimum of 5 years of service within the rank of associate professor.
- 7.4.2 At least 7 publications in which at least 5 publications are in peer referred journals.
- 7.4.3 Evaluation of the application by 4 external reviewers with academic rank Associate and Full professor
- 7.4.4 At least 3 promotion confirmation out of the 4 external reviewers are required to award the promotion
- 7.5** For publications, only the relevant specialization should be considered, comprising at least 70% of the total, with the remaining being interdisciplinary research.
- 7.6** Gulf University considers scholarly journal publication in Scopus or the journals suitable to the relevant discipline duly approved by the University Council.
- 7.7** Gulf University considers the impact of the candidate's work on the discipline through citation and H-index.
- 7.8** The university evaluates the originality of the publications, considering the quantity and creativity of the candidate's contributions to their discipline.
- 7.9** The university considers published or accepted research with at least two of them being single authored, exceptions to this rule in certain fields are determined by the University Council.
- 7.10** The candidate's application will be evaluated on a 100-point scale, which is composed of:
- a) Sixty (60) points for Research and Scientific Contributions.
 - b) Twenty-five (25) points for Teaching.
 - c) Fifteen (15) points for University, Departmental and community Service.

8. Responsibilities

Academic Staff are responsible for:

- following this document appropriately

HODs are responsible for:

- appropriate implementation of this document

Deans are responsible for:

- appropriate implementation of this document

University's and College's Promotion Committees are responsible for:

- appropriate implementation of this document

Vice President for Academic Affairs is responsible for:

- ensuring appropriate implementation of this document.

University Policy Development and Review Committee is responsible for:

- systematic review of the effectiveness of this document.

9. Related Policies

- No Related Policy

10. Related Procedures

- Faculty Promotion Procedures

11. Related References and Standards

HEC	Regulations and Resolutions
BQA	Institutional Review Handbook