

## 2.9 Faculty Promotion

### 2.9.1 Criteria

Advancement in rank is not merely a matter of routine or seniority, but it is based primarily on merit. Promotional positions will be filled on the basis of competency, academic qualifications, experience, evidence of excellence in teaching and sustained commitment and dedication to the College. Advancement in rank will depend upon the faculty member meeting the criteria listed below according to the following table:

Promotion Pathway	Criteria
Instructor to Special Scientist / Special Teaching Personnel	1 - 3
Special Scientist to Special Teaching Personnel	1 - 3
Special Scientist / Special Teaching Personnel to Lecturer	1 - 3
Lecturer to Assistant Professor	1 - 4
Assistant Professor to Associate Professor	1 - 7
Associate Professor to Professor	1 - 7

1. **Academic Qualifications** - Fulfilment of the minimum academic qualifications (as described in the faculty ranks). Fulfilment of this criterion should be demonstrated by producing copies of qualifications.
2. **Experience** - Fulfilment of the minimum experience (as described in the faculty ranks). Fulfilment of this criterion should be demonstrated by producing an up to date curriculum vitae and letters from previous employers demonstrating previous experience (if applicable).
3. **Teaching** - Positive and substantial evidence of high competency in teaching (as demonstrated in the application for promotion and through the completed Faculty Overall Evaluation forms).
4. **Research output** - Original publications in prestigious international scientific journals or other publications of recognized value, foreshadowing a significant contribution to science. Fulfilment of this criterion should be demonstrated in the application for promotion by providing copies of the completed research output forms and other relevant evidence.
5. **Ability to guide and promote research and other research related work.** Ability to guide and promote research, including supervising postgraduate students, supervision and successful completion of research programs or doctoral dissertations guiding or significant contribution related to research programs, or securing funding for research activities. Fulfilment of this criterion should be demonstrated in the application for promotion by providing relevant evidence.
6. **International recognition of contribution to a specific research field.** International recognition of scientific work such as research reports, invitations to scientific speeches, reviewing of papers submitted for journal publication, research proposals or doctoral dissertations, participation in the editorial board of scientific journals or participation in the organization of conferences. Fulfilment of this criterion should be demonstrated in the application for promotion by providing relevant evidence.
7. **Contribution to the promotion of higher education teaching and administrative work.** Member or holder of a leadership position in national or international professional organizations, associations or societies; member or holder of a leadership position in national or international scientific or technical committees; member or holder of a leadership position in governmental advisory committees; professional contributions such as editorships, expository writing, and other activities that enhance the professional stature of the candidate; Invitations to speak locally, nationally or internationally on issues related to the candidate's area of expertise; and make valuable contributions to the greater public, the profession, and larger society. Fulfilment of this criterion should be demonstrated in the application for promotion by providing relevant evidence.