

## Recruitment and Promotion Criteria: Lecturer to Professor

**Research Lecturer (For Engineering Departments only):** B.Sc. Engineering Degree (or equivalent) with minimum four years' university education from a reputed university is a minimum requirement. The candidate must have excellent academic results.

### **Lecturer:**

Recruitment: Masters Degree with minimum five years' university education from a reputed university is a minimum requirement. The candidate must have excellent academic results.

**Promotion to Senior Lecturer:** Masters Degree with five years' university education from a reputed university is a minimum requirement. A minimum of two years of active teaching experience at the university level as a Lecturer/Research Lecturer is required.

**Teaching:** Record of good teaching performance is essential. Students' evaluation of teaching should be complemented by peer evaluation, e.g. review of course/reading materials.

**Publications:** At least one article in a reputed refereed journal is required. A chapter in a peer-reviewed book (but not in a text book) will be considered equivalent of a journal article. Refereed conference proceedings will be evaluated as one-half of a journal article.

**Service:** Service to the university and the community should be treated as an additional qualification, but can not substitute for teaching record and publications.

### **Senior Lecturer:**

Recruitment: Masters Degree from a reputed university with two years' experience of teaching at the university level or Masters Degree from a reputed foreign university is a minimum requirement. At least one publication in a reputed refereed journal is required.

**Promotion to Assistant Professor:** Ph.D. in the relevant field from a reputed university is a minimum requirement. This requirement may be selectively relaxed in the following situations:

**Years at Rank:** Minimum four years of active teaching. Years may be reduced for exceptional publications record.

**Teaching:** Record of good teaching performance is essential. Students' evaluation of teaching must be complemented by peer evaluation, e.g. review of course/reading materials.

**Publications:** At least three articles published at rank in reputed refereed journals are required (Two articles for internal candidates until 2009). A chapter in a peer-reviewed book (but not in a text book) will be considered equivalent to a journal article. Refereed conference proceedings will be evaluated as one-half of a journal article.

**Service:** Service to the university and the community should be treated as an additional qualification, but can not substitute for teaching record and publications.

### **Assistant Professor:**

Recruitment: Ph.D. in the relevant field from a reputed university is a minimum requirement.

**Teaching:** Teaching experience at the university level will be a plus point.

**Publications:** For the Faculty of Sciences and Engineering: One article in a reputed international journal (or equivalent) is required.

For the Faculty of Business and Economics, Liberal Arts and Social Sciences: At least two articles in refereed international conference proceedings are required. However, one article in any reputed journal will be preferred.

**Service:** Service to the university and the community should be treated as an additional qualification, but can not substitute for teaching record and publications.

**Promotion to Associate Professor:** Ph.D. in the relevant field from a reputed university and a minimum of five years' active teaching experience at the university level of which at least four years as an Assistant Professor are required. Years of experience may be reduced for candidates with an exceptional publication record.

**Teaching:** A good teaching record is essential. Students' evaluation of teaching must be complemented by peer evaluation, e.g. review of course/reading materials. Publication requirement may be somewhat relaxed for an excellent teaching career stretching for a period of time.

**Publications:**

For the Faculty of Sciences and Engineering: Minimum eight articles in international journals (or equivalent) are required of which at least four should be in reputed journals. At least four articles should be published at rank with at least two published in reputed journals.

For the Faculty of Business and Economics, Liberal Arts and Social Sciences: Minimum five articles in reputed journals (or equivalent) are required of which at least two should be in international journals. At least three articles should be published at rank with at least one published in international journals.

**Service:** Service to the university and the community should be treated as an additional qualification, but can not substitute for teaching record and publications.

**Associate Professor:**

Recruitment: Ph.D. in the relevant field from a reputed university and a minimum of five years' active teaching experience at the university level of which at least four years as an Assistant Professor are required. Years of experience may be reduced for candidates with exceptional publication record.

**Teaching:** A good teaching record is essential. Students' evaluation of teaching must be complemented by peer evaluation, e.g. review of course/reading materials. Publication requirement may be somewhat relaxed for an excellent teaching record stretching over a period of time.

**Publications:**

For the Faculty of Sciences and Engineering: Minimum eight articles in international journals (or equivalent) are required of which at least four should be in reputed journals. At least four articles should be published during the last four years with at least two published in reputed journals.

For the Faculty of Business and Economics, Liberal Arts and Social Sciences: Minimum five articles in reputed journals (or equivalent) are required of which at least two should be in international journals. At least three articles should be published during the last four years with at least one published in international journals.

**Service:** Service to the university and the community should be treated as an additional qualification, but can not substitute for teaching record and publications.

**Promotion to Professor:** Ph.D. in the relevant field from a reputed university and a minimum of ten years' active teaching experience at the university level of which at least four years as an Associate Professor are required. Years of experience may be reduced for candidates with exceptional publication record.

**Teaching:** A good teaching record is essential. Students' evaluation of teaching must be complemented by peer evaluation, e.g. review of course/reading materials. Publication requirement may be somewhat relaxed for excellent teaching record stretching over a period of time.

**Publications:**

For the Faculty of Sciences and Engineering: Minimum fifteen articles in international journals (or equivalent) are required of which at least seven should be in reputed journals. At least five articles should be published at rank with at least three published in reputed journals.

For the Faculty of Business and Economics, Liberal Arts and Social Sciences: Minimum ten articles in reputed journals (or equivalent) are required of which at least four should be in international journals. At least four articles should be published at rank with at least two published in international journals.

**Service:** Service to the university and the community should be treated as an additional qualification, but can not substitute for teaching record and publications.

**Professor:**

Recruitment: Ph.D. in the relevant field from a reputed university and a minimum of ten years' active teaching experience at the university level of which at least four years as an Associate Professor are required. Years of experience may be relaxed for candidates with exceptional publication record.

**Teaching:** A good teaching record is essential. Students' evaluation of teaching must be complemented by peer evaluation, e.g. review of course/reading materials. Publication requirement may be somewhat relaxed for excellent teaching record stretching over a period of time.

**Publications:**

For the Faculty of Sciences and Engineering: Minimum fifteen articles in international journals (or equivalent) are required of which at least seven should be in reputed journals. At least five articles should be published during the last four years with at least three published in reputed journals.

For the Faculty of Business and Economics, Liberal Arts and Social Sciences: Minimum ten articles in reputed journals (or equivalent) are required of which at least four should be in international journals. At least four articles should be published during the last four years with at least two published in international journals.

**Service:** Service to the university and the community should be treated as an additional qualification, but can not substitute for teaching record and publications.

**Note:**

1. A chapter in a peer reviewed book (but not in a text book) will be considered equivalent to a journal article.
2. An international patent granted will be considered equivalent to a journal article.
3. For positions of Associate Professor and Professor, two papers in refereed reputed international conference proceedings will be considered equivalent to one journal article.
4. For Associate Professor and Professor Positions, at rank requirement of journal papers can be relaxed at most by one with papers published in conference proceedings as outlined in Note 3 above.
5. The candidate shall be principal author in half of the total publications required as well as at rank publications requirement level.
6. Experience in research organizations will be considered in lieu of teaching experience when supported by adequate publications.
7. Study leave period will not be considered as active teaching experience.
8. No third class/division will be acceptable at any level.
9. Demonstrated capability of supervision of student research will be considered a plus point.