



## Summary of the criteria for promotion

### 1.0 Criteria for Promotion to Associate Professor:

- **Associate Professor.** The candidate must show high-quality performance in all three areas of teaching, scholarly endeavors and service. The candidate should also have demonstrated behavior that indicates that he/she will continue to do so. A satisfactory or adequate record as an assistant professor is not sufficient; there must be very clear indication, based on hard evidence and outside peer evaluations, that the candidate has in fact attained high levels of accomplishment.
- To apply for the rank of **Associate Professor**, the candidate must have spent no fewer than five years in the rank of Assistant Professor.
- **Publications:**
  - The faculty member desiring to be promoted to the rank of associate professor must have demonstrated his/her ability to engage in scholarly endeavor and to publish.
  - The applicant should submit for consideration of promotion and external peer review evaluation at least four refereed (not edited) original publications (**published or accepted for publication in peer-reviewed regional or international journals or books**), among which is **a maximum of one** review article, book, **or** book chapter.
  - At least three must be published.
  - The applicant must be the sole or senior author of at least two of the submitted publications.
- **All external referees should recommend promoting the candidate.** Each referee evaluation should rate the candidate for promotion to **Associate Professor** as "**commendable**" or higher. Additionally, there should be no discrepancy between the referee's quantitative and qualitative assessments.

### 2.0 Criteria for Promotion to Professor:

- **Professor.** This rank is reserved for candidates who have established reputations in their respective fields and whose contributions to their profession, as well as work in support of the University's mission, are deemed excellent. There should be evidence of significant development and achievement in teaching, scholarship and service since being appointed to the rank of associate professor. The candidate must have clear evidence as documented by outside peer evaluations as well as other materials.
- To apply for the rank of **Professor**, the candidate must have spent no fewer than five years in the rank of Associate Professor.

- **Publications:**
  - The faculty member desiring to be promoted to the rank of professor must have established a reputation of being a scholar and authority in his/her field.
  - The applicant should submit for consideration of promotion and external peer review evaluation at least six refereed original articles beyond the Associate Professor level, published **or accepted for publication in peer-reviewed journals** that are noted regionally and internationally to be high impact journals.
  - At least four of the articles must be published.
  - The applicant must be the sole or senior author of at least four of the submitted publications.
- **All external referees should recommend promotion of the candidate.** The majority of referee evaluations should rate a candidate for promotion to *Professor* as “**superior**” or higher. Additionally, there should be no discrepancy between the referee's quantitative and qualitative assessments.

### 3.0 Scoring Description:

- **Exceptional.** Outstanding performance by national or international standards.
- **Superior.** High level of performance denoting the applicant clearly as a leader among his/her peers.
- **Commendable.** Performance at a level markedly above what is considered professional at the applicant's present level or equivalent to that necessary for performance at the level sought.
- **Adequate.** Performance is average based on what is considered professional at the applicant's present level.
- **Marginal.** Performance at a level giving cause for concern within the peer group (or performance at a level below what is expected at the applicant's level.)
- **Poor.** Unsatisfactory and/or inadequate.

### 4.0 Required from External Referees:

- Review and understand QU criteria for promotion and the role of external referee;
- Complete the assessment form provided thoroughly and accurately (Please type the report to facilitate reading it);
- Provide justification for the promotion recommendation;
- Provide a brief paragraph describing the quality of publication and outlets of the promotion candidate; and,
- Ensure there is no discrepancy between the referee's quantitative and qualitative assessments.

Full details of the policy and procedures can be found at Qatar University Promotion policy and at the following web site: [http://www.qu.edu.qa/offices/vpcao/faculty\\_promotion.php](http://www.qu.edu.qa/offices/vpcao/faculty_promotion.php)