



UNITED ARAB EMIRATES UNIVERSITY

Section: HR-FAC

Policy Number: 07

Chancellor Decree Number: 48/2008

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Responsible Office: Associate Provost and Chief Academic Officer

Faculty Promotion

I. Policy

Promotion in rank represents an affirmative decision by the University based upon a faculty member's convincing record of achievements and accomplishments and the individual's potential for continuing contributions to the institution's mission in teaching, scholarship, and service. Because of the importance of this decision to the institution, the United Arab Emirates University has established appropriate standards and criteria for promotion in rank and a comprehensive process for the review of applications for promotion. An adequate length of service is necessary to provide an opportunity for faculty members to establish a convincing record of teaching, scholarship, and service. Although individuals may differ in the emphasis they give to these three areas of performance, some level of accomplishment is expected in all three areas.

Annual evaluation of faculty performance in teaching, scholarship, service and collegiality is the foundation for promotion review. Each year the department chair, or program coordinator, and the dean complete a performance evaluation for every faculty member. Each faculty member is judged every year on his/her performance in each of the areas mentioned above. The ideal promotion application includes three portfolios: one each for teaching, scholarship and service.

The portfolios will constitute the bulk of the evidence in support of a faculty member's application for promotion. External evaluations of the candidate's scholarship through letters from peers provide additional evidence of the quality of scholarship. Peer evaluation in teaching (consisting of a series of classroom visits) provides additional evidence of the quality of teaching.

Minimum performance standards for promotion are set forth in the "Faculty Promotion Procedure". Each college and/or academic department/program within the University may establish additional standards to reflect the characteristics of the

discipline or profession. However, these additional standards cannot be lower than the minimum standards identified in the University's promotion criteria. Such standards must be approved by the Dean in the case of departmental requirements and by the Associate Provost for Academic Affairs in the case of college requirements.

Promotion requirements and regulations of College of Medicine and Health Sciences' Adjunct Faculty are set forth by the Promotion Procedures & Guidelines.

II. Application

This policy shall apply to all United Arab Emirates University faculty except those in the University General Requirements Unit.

III. Related Policies

HR-FAC-03 Annual Evaluation of Faculty

IV. Revision History

Date	Revision
1/06/2006	Moving Promotion standards and profiles to the procedures.
21/08/2008	- Adding of a paragraph concerning College of Medicine and Health Sciences' Adjunct Faculty Promotion Procedures & Guidelines - Amendment of Item II. Application by taking out the "College of Medicine and Health Sciences' faculty" sentence and thus the policy is applied to all UAEU faculty members at all colleges.