



AC-F-04.V01: RECRUITMENT OF FACULTY WITH TERMINAL DEGREE FROM HBKU POLICY





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Date Endorsed by the Provost: 6 April 2017

Date Endorsed by the President: 20 April 2017

Date Approved by BOT: 8 May 2017

Effective Date: 8 May 2017

Last Updated:

1. PURPOSE

The policy determines guidelines that govern the hiring of a person with terminal degree from HBKU.

2. POLICY DESCRIPTION

Guided by international best practices and benchmarks, HBKU promotes the influx of fresh perspectives and talent to the institution. The purpose of this policy is to provide guidance in offering regular faculty positions for persons with a terminal degree from HBKU.

2.1 DEFINITIONS

- **Terminal degree** is the highest academic degree in a given field of study.
- **Regular faculty:** For the purpose of this policy a regular faculty position is a ranked faculty position (assistant, associate and full professor)
- **External experience:** Work experience outside HBKU preferably outside Qatar.

2.2 POLICY STATEMENTS

1. A person with a terminal degree from HBKU is not eligible to be hired into a regular faculty position unless the individual:
 - Has been away from HBKU for a period of at least 3 years from the day of his graduation. A term-title (adjunct or analogous) or lecturer may be used in the transitional period;
 - His/her qualifications are aligned with the Program's/Department's need;
 - Has a recognizable scholarly output, obtained from his employment outside HBKU, equal or above the records of a cohort of faculty in the same rank at the hiring program/department.
2. A person with a terminal degree in the process of fulfilling a "dual degree" or "joint degree" or similar programs between HBKU and a Partner University. The Terminal degree obtained is counted as an HBKU degree and the person will not be eligible to be hired as a regular faculty unless the individual:
 - Has been away from HBKU for a period of at least 3 years since the day of graduation. A term-title (adjunct or analogous) or lecturer may be used in the transitional period;
 - His/her qualifications are aligned with the Program's/Department's need;
 - Has a recognizable scholarly output, obtained from his employment outside HBKU, equal or higher to the records of a cohort of faculty in the rank at the hiring program/department.
3. For exceptional cases the University may offer a non-regular faculty position for a person with a terminal degree from HBKU University. The external experience must be academically relevant.
4. An individual with a terminal degree from HBKU may be hired in non-regular faculty positions, like postdoctoral fellow, term faculty (adjunct, visiting, etc.) and maintain the location of work at HBKU. The period of this employment will not be counted towards the 3-year term for regular faculty appointment.





3. RESPONSIBILITY/SOURCE/AUTHORITY

This policy and accompanying procedures were developed by the Office of the Provost, reviewed and endorsed by the University Academic Programs and Studies Committee and endorsed by the Provost and the University President and approved by the BOT.

This policy assigns the implementation of this process to the HBKU Provost in collaboration with appropriate college committees and deans.

3.1 COMMUNITY SHOULD KNOW THIS POLICY

President, Provost, Vice Presidents, Deans, Program Coordinators, Directors, Faculty, Students

4. UPDATES

| SUMMARY OF CHANGES | | |
|--------------------|---------|--------|
| Date | Section | Change |
| | | |

5. ACCOMPANYING PROCEDURE

