

## Qualifications of Academic Staff

**23.(1)** The qualifications required for the post of Lecturer shall be a doctoral degree awarded by a recognized University and evidence of competence in University teaching and research.

It is understood that for the position of Lecturer at the Medical School, no doctoral degree shall be required provided that the candidate holds the position of Lecturer or any position of higher academic rank at a recognized University, in any medical specialty.

(2) The qualifications required for the post of Assistant Professor shall be the same as those required for the post of Lecturer and, in addition, at least three years of autonomous university teaching or research work after the award of the doctoral title, at a recognized University or research center. Furthermore, original publications in international scientific journals of established reputation or other publications of acknowledged merit, promising an important contribution to science shall be required.

It is understood that for the position of Assistant Professor at the Medical School, no doctoral degree shall be required provided that

- i. the candidate holds the position of Assistant Professor or any position of higher academic rank at a recognized University, in any medical specialty, or the candidate holds for at least three years the position of Lecturer at a recognized University, in any medical specialty, or
- ii. the candidate has obtained a degree in Medicine plus a medical specialty, has at least six years of professional experience at a recognized Medical School, recognized Research Institute, or recognized Hospital after obtaining the degree, and it is unanimously recognized by all five members of the Specialist Committee that the candidate is adjunct Assistant Professor at a recognized University.

(3) The qualifications required for the post of Associate Professor shall be the same as those required for the post of Assistant Professor and, in addition the following qualifications shall be required:

- (a) At least a total of seven years of university work or work of equal value after the award of the doctoral title, out of which, at least four shall be years of university work or possession of a post of equal rank in a recognized University.
- (b) Publication of works, such as articles in international scientific journals of well-known reputation or monographs or books of recognized publishing companies, substantiating a remarkable autonomous research work.
- (c) Ability of instructing and promoting research, including the supervision of postgraduate students, instruction or significant contribution in research programmes or ensuring of financing research activities.
- (d) Indications of international recognition of the candidate's contribution to a certain research field, such as research reports, invitations for scientific lectures, assignment of the evaluation of articles, research reports or doctoral thesis, participation in committees for the publication of scientific journals or participation in the organization of seminars.

- (e) Contribution to the promotion of the teaching and administrative work of the University.

A doctoral qualification (PhD, DPhil) is not a prerequisite for the position of Associate Professor in the Medical School as long as:

- i) the candidate is already holding the position of Associate Professor or has a higher academic qualification (ranking) in a Medical specialty in a recognised University or is holding the position of Assistant Professor in a Medical specialty in a recognised University with at least 4 years of professional experience, or
- ii) the candidate is medically qualified and in a Medical specialty with at least 10 years of professional experience after graduating in Medicine, in a recognised Medical School or a recognised Research Centre (Institute), or employed in a tertiary care centre (hospital) and is accepted by all five members of the Selection Committee, as a collaborating (affiliated) Associate Professor at a recognised University

(4) The qualifications required for the post of Professor shall be the same as those required for the post of Associate Professor and, in addition, the following qualifications shall be required:

- (a) At least a total of eleven years of university work or work of equal value after the award of the doctoral title, out of which, at least four shall be years of university work or holding a post in the rank of Professor in a recognized University.
- (b) International recognition of scientific work.
- (c) Significant contribution in the teaching and administrative work of the University.
- (d) Supervision and successful completion of research programmes or doctoral thesis.

A doctoral qualification (PhD, DPhil) is not a prerequisite for the position of Professor in the Medical School, as long as:

- i) the candidate is already holding the position of Professor in a Medical Specialty in a recognised University or the position of Associate Professor in a Medical specialty in a recognised University with at least four years of professional experience, or
- ii) the candidate is medically qualified and in a Medical Specialty with at least 13 years of professional experience after graduating in Medicine, in a recognised Medical School or a recognised Research Centre (Institute) or employed in a tertiary care centre (hospital) and is accepted by all five members of the Selection Committee as a collaborating (affiliated) Professor of a recognised University.